

Organization	Budgeted Funding	Internal/Ext CEU	Paid CEU Days	Paid Licensure	Paid professional membership	Comments
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ORG A	Medbridge Subscription & \$1000/FT FTE \$550/PT FTE Budgeted at org level not dept level	Professional Learning Institute (PLI) - Internal CE offerings as well as contracts with external offerings based on annual needs assessment	No policy yet – individual dept decision; Nursing allows 2 paid CE days/year			
ORG B PT, OT, SLP, RD	\$400/FTE regardless of FTE	Internal and External courses offered free to employees; use both internal and external speakers; try to support everyone attending	2 – 8 hour days/person	No	No	With Covid, no travel allowed currently
ORG C Speech, Audiology	Contingent upon available funds: up to \$1000/person + add'l \$500 if primary presenter at a meeting of a recognized organization (prorated for new employees)		Paid if prior approved and on scheduled work days	Can use funding for licensure	Can use funding for membership Specialty Certification Maintenance fee – reimbursement will not count against individual CEU allotment	About 80 providers and so far no – denials; some minimal users who use it for license renewal and a subscription for online CEU's and others who use their max
ORG D	\$200/FTE (100 FTE's) - prorated based on hours	ASHA & AOTA CEU provider; offer internal courses Free using internal staff; brought in external speakers for honorarium	Yes with no specific limits	No	No	

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ORG E	\$1000 - \$1500 based on Years of Service; Allocated through organization not department	No department offerings; education department hosts some that are therapy specific- not discounted	8 hours/year for both full time and part time FTE			
ORG F – SLP & Audiology:	~\$500/FTE prorated with FTE Status	Host internal speakers – free, sometimes external with cost depending on speaker and sometimes funded by philanthropy – may have to limit # of participants – gauge interest/ ensure staffing	Up to 1 week for FTE status	No	Can use CE funds for ASHA	
ORG G PT/OT	Dept level and based on level and tenure; \$300/person + additional dept funds	Part of Alliance with SRAL and have access to their CE free or discounted Try to offer CE every other year	Dependent upon level of therapist; ranges 1-5 days: prorated for FTE	No	No	With Covid, Allow CE days for synchronous learning opportunities not recorded
ORG H PT/OT/SLP	Budget \$500/FTE (17.3 FTE); prorated for FTE; team members can allocate their amount to a fellow team member	Prior to COVID, offered free to employees: scheduled in a way that care was not impacted & recorded	2 days/FT FTE prorated; more days if course was identified as critical need; days not paid if education did not apply to peds patient care	Yes Audiology also	Yes Audiology also	No In person conferences through the end of the year; Virtual conferences require VP approval; but all have been approved so far; relying on ASHA Learning Pass and Medbridge

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ORG I PT, OT, SLP, RT, AT	Medbridge Subscription for all (unlimited CEU platform - \$180/person with ~114 who subscribe) + budget for individual courses as requested and approved - no set budget amount	Internal – free to staff; for hosted, dependent on type of course	2 days for external courses; 12 hours/year on Medbridge courses	Discontinued 2 years ago as a requirement of job	Pay membership for 1 person/year with expectation that information is shared	Staffing challenges/coverage challenges when IP caregivers attend courses
ORG J PT,OT, SLP,ATC	\$1300/FT FTE; Prorated	One conference per year – free to associates; use internal and external speakers; Management determines who is able to attend if coverage is not available for patient care.	5 days/year; limit virtual to 2 days for FT and 1 day for PT	Require all clinicians to have dual licensure for cross coverage so org pays for 2 nd license; can use CE funding for primary license	Can use CE funding for membership	
ORG K PT, OT, SLP, Audio	Not budgeted per person	CEU committee offers 1-2 hour workshops; Can get CEU depending on the course; Internal presenters: 3-4 1 hour lunch and learns;; partnered with external groups to host-discounted rate but not free	3 working days; not overtime		Yes	

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ORG L PT, OT, ST, TR	\$1300/FT FTE can be used for tuition, CE, Licensure; Prorated for 24+hours	Each discipline host 2 live CE conf/year. Opportunities for networking; advancing clinical skills, admin skills, Work with clinical educators, director, communications/marketing to choose/organize conference	64 hours/year – prorated for part time 24+	Can use funding		No live courses for 1 ½ years
ORG M PT, OT, ST, Audiology	Dept Budget depends on financial performance of previous years Recent Ex: \$15,000 (5 Clinics & 45 FTE)	Offer internal CEU; free and discounted options; use internal and external speakers; offer after hours and on weekends to support attendance	Not typically unless to a specific course to meet a specific strategic or business objective	No	No	