**Original Question:**

**We are in the process of creating our Speech, PT, OT, and Audiology Career Ladders and would love some info from other organizations who have embarked on this journey.**

* **How many levels do you have in your ladder for each discipline?**
* **If you are willing to share your written Career Ladders as examples, please attach to your response.**

ORG A:

I only manage the PT and OT teams – but for our career ladder we have 4 levels

New grads are automatically a Level 1

Anyone with experience comes in at a Level 2

You have to apply with a portfolio to advance to Level 3 and 4 (and interview)

We are constantly tweaking our process and in particular the portfolio expectations.   The same career ladder is used for all PT, OT, PTA, OTA, and athletic trainers throughout the entire medical center.  We have a review board that reviews the portfolios and for Level3 they bring in the ones they have questions for an interview and  for and for Level4s they interview all of them.

Hope that is helpful – feel free to reach out to me with questions – I have been the manager representative on our career advancement committee for many years so I am fairly familiar with not only the process but also where we were , what we have changed and why.

ORG B:

We have three levels- clinician 1, clinician 2 and clinician 3- for all of the rehab clinical disciplines.   As well as clinical coordinator- which is at a level 3 pay grade.   I will look to see if I can find these and share with you.

ORG C:
I developed a career ladder for the Rehabilitation Services department a few years ago. We are currently undergoing an institution-wide career path restructuring, so it might be changing, but we currently have the following levels:

PTA I

PTA II

PT I

PT II

Lead PT

OT I

OT II

Lead OT

SLP I

SLP II

Lead SLP

AUD I

AUD II

Lead SLP

I'm unable to share our career ladder document, but I'd be happy to talk more about our process if you're interested. In a nutshell, staff have to achieve an experience requirement (# of years in the field) and demonstrate proficiency across a combination of several areas (clinical care, education, research) by accruing points for contributions to be considered for advancement from Level I to Level II. They go through an application process before we can recommend them for promotion. The Lead process is a bit different because there is only 1 Lead per discipline (it follows a more traditional "hiring" process).

ORG D:

See attached.

ORG E:

We have a career ladder for PT, OT, Speech and it’s the same for all disciplines.  All therapists start at level 1 and we go up to a level 3.

I attached our clinical ladder handbook.  We have revised this many times since we rolled out about 10 years ago. (\*see second attachment)

Feel free to call me if you have any questions. I’m excited to see the others responses.

ORG F

Hi Katie-over the past 4 years that I have been in the Director role we have restructured the leadership aspect of our department. This does include clinical program leadership. I would be happy to talk you through what has been done as it seems to be landed and working quite well.

I think it might be a little different than the ladder format you are asking about. The department could not seem to get that landed, after many years of trying.

ORG G

Therapist to clinical specialist with a 5% increase.  They need to maintain an overall 3 on their performance evaluation and a 3 in each section of the evaluation.  We have 1 senior for each discipline, but that turnover doesnt happen too often.

ORG H

At ORG H, we just went through an overhaul, but would love to learn about the responses you receive from this question.

* How many levels do you have in your ladder for each discipline? We have five levels, but only levels 3-5 are bonus eligible and have specific criteria.  Upon hire, new staff are considered Level I. Associates who are new to Nemours with at least one year of clinical experience and are in good standing will automatically move up to a Level II after 6 months of employment with Nemours. Newly hired staff with significant years of experience that meet Level III-V criteria, may submit an application after 6 months of employment.
* If you are willing to share your written Career Ladders as examples, please attach to your response.  I’ve attached our progression guide for reference.

Looking forward to seeing what you’ve learned about other facilities!