

Recruiting Audiologists to EHDI Through Clinical Rotations and Externships

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Problems

- Shortage of qualified pediatric audiologists
- Au.D. training programs not preparing students to work with infants
- Au.D. students not aware of their role in EHDI programs
- Salaries generally lower for pediatrics

Solutions

- Shortage of qualified pediatric audiologists:
 - NCHAM in-service training workshops
 - Transitional Au.D. programs including EHDI coursework
 - Pediatric Specialty being developed by ABA

Solutions

- Au.D. programs not preparing students to work with infants:
 - Curriculum modification to include more in-depth material specific to infants
 - Partnerships with clinics and birthing facilities to provide hands-on infant experience
 - Involving students in community screening activities

Solutions

- Students not aware of their role in the EHDI program:
 - EHDI personnel presentations to classes
 - Classwork specific to EHDI
 - The NCHAM E-Book is available as a free text
 - Clinical rotation(s) in an EHDI program
 - Participating in clinical AND administrative activities
 - Active participation in all facets of the program

EHDI Clinical Rotations

- Student selection:
 - Preferably 2nd or 3rd year student
 - Schedule flexibility
 - Comfortable with infants
 - Expressed interest in EHDI
 - Able to travel to numerous sites

EHDI Clinical Rotations

- Clinical Activities:
 - Newborn hearing screening
 - Diagnostic testing
 - Amplification selection and fitting
 - Early intervention/parent outreach
 - Parent counseling and support
 - Birth to 3 screening
 - Early childhood and primary healthcare settings

EHDI Clinical Rotations

- Administrative Activities (ongoing):
 - Information management entry
 - Tracking and follow-up
 - Program development
 - Quality assurance measures
 - Meetings
 - Budget and planning

EHDI Clinical Rotations

- Hands-on is vital!
 - Students learn best by actually doing
 - Staff reinforce by teaching and mentoring
 - EHDI is not a spectator sport!

Conclusion

- It is not enough to sit back and wait for the best audiologists to seek us out—we must be constantly proactively recruiting
- One of the very best ways to grow a dedicated professional is to plant the seeds early and nourish at every opportunity.