

The following list is a series of ideas generated to support employers as they seek to fill Speech and Language Therapist vacancies. We respect that the resources and capacity to offer items on the list vary. Reflect on the individuals with whom you are working: you have groups such as potential/applicants, 1-5 year employees, and veteran employees. With this analysis you can determine which of these ideas can support your potential and current employees.

EASY/NOT MUCH COST	JOB FAIR RELATED	EMPLOYER SPECIFIC	POLITICAL	EMPLOYER RELATED INCENTIVE	EMPLOYER SPECIFIC COST
Share the actual dollars being offered to a new employee including the cost of health care and retirement. Show this as a total so accurate comparisons can be made between offers. Request that the Human Resource Dept. support you with the facts and graphs.	Seek out opportunities to be represented at job fairs on college campuses.	Share with the applicant what continuing education courses would be paid for when hired.	Explore with your school board or administration the opportunity to offer salary level steps above entry level based on a rationale that they require more credits to enter the field.	Job sharing, flex time and working from home with paperwork as options.	Recommend that salary schedules reflect both Masters and Doctorate but also the matching number of credits so that a person can move across the schedule via certificates or credits.
Collaborate with post secondary education to gain access to their future graduates.	Access Virtual Job Fairs (alternatives to typical job fairs via technology)	Share with the applicant what online, evidence based practices you have available for the staff on current practices. This support can enhance or help problem solve cases in their current work.	Heighten the awareness of school boards and/or administration with the vacancy rate and number of emergency certificates in the field.	Reimburse therapists for their licensure which allows for ACCESS billing which brings in needed dollars to the employer.	Have starting salaries for new employees raised to compete with signing bonuses and starting salaries in the health care field.
Make connections with University Alumni Association.		Promote therapy sharing sessions with other therapists.	Loan forgiveness done at the local level for maintaining employment for X number of years.	Reimburse therapists for ASHA dues. This can be helpful for a new employee who faces other cost when starting in a career.	Offer a yearly travel expense to attend conferences.

EASY/NOT MUCH COST	JOB FAIR RELATED	EMPLOYER SPECIFIC	POLITICAL	EMPLOYER RELATED INCENTIVE	EMPLOYER SPECIFIC COST
Offer opportunities for field experience to be done in your schools while in training (examples include shadowing, observations, student teaching).		Show applicant that summer work for additional money is available each summer to meet extended school year obligations, evaluations, progress reports, etc.	Investigate loan forgiveness at the state and national level.	Offer phone plan that allows for both work and personal minutes at no cost to the employee.	Offer technology to support therapist while they work (e.g., laptop, Blackberry, Iphone)
Promote therapy sharing sessions with other therapists.		Reduce student caseload or weight student caseload.	Work with school board on the benefits of hiring full and part time therapists vs. contracted services.		Consideration made with travel miles and time.
		Employer/supervisor hold annual conversation with staff on what worked during the school year and what are hopes and dreams for the upcoming year. Try to match goals and dreams of staff but also meet the needs of the program/ students.			
		Seek contract language that removes duties (e.g., bus, cafeteria, hall monitoring) from schedule and more time spent with students. This keeps the LEA in compliance with special education regulations.			