



Residency Host Site FAQs

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***Please click on link to watch to this 60-minute Webinar with
EIM’s CEO, Dr. John Childs for additional details and to learn more about
[EIM’s Hosted Residency Program](#)**

I. RESIDENCY TRAINING

Why should I consider becoming a site for EIM Hosted Residency?

Host sites are able to attract top-notch, highly motivated PTs committed to lifelong learning plus a cost efficient Full Time Employee to help grow and enhance their practice. EIM will assist you in recruiting a high quality resident and partner with you in delivering the residency program. As a credentialed residency program, EIM can open as many slots in the EIM application system as the host site desires. Opening up a slot in the centralized application system DOES NOT obligate you or your company to hire a resident. The host site gets the opportunity to interview all candidates, so it's a great way to attract the best new or recently graduated PTs, interested in completing residency, to your practice. Our earnest desire is to create a bona fide win-win proposition for host sites and prospective residency applicants.

Do I have to set up my own credentialed residency program?

No! To accommodate residency applicants around the country, EIM is seeking to align itself with highly qualified, board certified therapists who can serve as mentors, without having to set up their own residency (and deal with all the hoops that come with running a credentialed program).

II. EIM RESIDENCY OPTIONS

What are options for Residency training with EIM?

EIM's Residency Programs provide post-professional clinical and didactic education for Orthopaedic, Sports, and Neurologic physical therapists in two unique residency settings ("Hosted" and "Independent") to match your residency training needs with your site.

Independent Model	Hosted (Traditional) Model
Who Benefits?	
<ul style="list-style-type: none">• Ideal for PTs established in their clinical practice and community.	<ul style="list-style-type: none">• Ideal for newer graduates searching for jobs including residency training.
Key Features	
<ul style="list-style-type: none">✓ Live, work, mentor where you choose✓ Employer of your choice✓ No relocation required✓ Mentor of your choice (must meet APTA and EIM criteria)✓ Full salary through your employer✓ You are responsible for tuition (may be subsidized by employer)✓ 18-36 month program length	<ul style="list-style-type: none">✓ EIM placement in one of many EIM preferred locations/facilities✓ Relocation possible depending on site✓ Onsite mentoring with an EIM pre-approved mentor✓ Competitive Resident salary✓ Residency tuition paid by employer✓ 12-15 month program length✓ Hiring potential following Residency

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What is the difference between Hosted and Independent Residency?

The EIM Residency historically has been connected to larger multisite private practices and hospital systems looking to "re-recruit" their existing staff (i.e., experienced PTs as opposed to new grads) by offering them the opportunity to enhance their clinical skills and build a common clinical culture within the organization. Although there are still many experienced PTs completing residency programs, EIM is expanding its residency model to help match new or recently graduated PTs desiring to complete a residency with a high quality practice and mentor offering residency opportunities, hence EIM "Hosted Residency". In part, this shift in strategy is due to the fact that the demand from new graduate PT applicants far exceeds the number of opportunities or available "seats" in existing residencies. Although difficult to know precisely, approximately 300-400 applicants each year apply to one or more residency programs but are unable to be matched. Similar to the centralized application system that most students use to apply to PT school, a similar process is now being used to apply to residency and fellowship programs, which has revealed the gap between the number of PTs wanting to complete residency programs and the opportunities available.

EIMs Hosted Residency is a post-professional clinical residency more akin to the "traditional" APTA-residency programs. A third-year student, or licensed PT, is able to choose from or arrange for an EIM Host clinic and mentor to facilitate the completion of EIM's residency program. This potentially involves the interested PT relocating to an EIM Host Site.

The Independent Residency is a post-professional clinical residency where the licensed PT independently chooses where they want to live and work and arranges with an approved EIM Mentor to complete all mentorship requirements, including location of direct 1:1 mentorship. Tuition is paid by the individual rather than the employer (CE benefits may be applied). EIM helps the resident and mentor to facilitate the completion of EIM's residency program.

Both the programs require licensure as a physical therapist in the state where the clinical mentorship is completed.

What is the typical profile of a therapist who might opt for the Independent vs. the Hosted Residency?

Licensed PTs with several years of experience and at a different stage of life from a new graduate may require additional flexibility and a longer timeline for completing the residency (ie. 18 months rather than 12-15 months with hosted residency). These individuals are generally better suited for the EIM Independent Residency model where they would not have to relocate and may find their own mentor they choose to work with. The Hosted Residency model is typically suited for new or recently graduated PTs seeking a more fast-paced model and prefer to maximize the learning experience over a shorter time frame (~12-15 months) without sacrificing the outstanding mentoring component of an EIM residency. The Hosted Residency model would be akin to the "traditional" residency model used in many other residency programs around the country where the resident may need to relocate to a Host Site location.

How long does it take to complete the EIM Hosted Residency?

Similar to other APTA credentialed residency programs, EIM's Hosted Residency program can be completed in 12-15 months. Our accelerated curriculum and "anytime, anywhere" content facilitates additional patient exposure and mentoring opportunities for residents. The program's comprehensive curriculum covers the Description of Specialty Practice (DSP) for each residency specialty (i.e. Orthopaedics, Sports and Neurology). After the resident successfully completes the APTA accredited residency program, he/she is eligible to sit for the American Board of Physical Therapy Specialists (ABPTS) specialty examination.

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Does the Hosted Residency model replace the existing residency model that EIM has been doing with Network Partners (i.e. “Independent Residency”)?

No. EIM will continue to provide residency training at our Network Partner and Independent facilities across the country for therapists with all levels of experience. The Hosted Residency concept facilitates the ability of Network Partners and smaller high quality private practices and hospitals to recruit top-notch new graduates looking for an intensive residency experience.

How much “release time” each week is the Hosted Residency site expected to give the resident to work on EIM academics?

To become a mentor and host site (and essentially set up your own "mini residency"), you just need to commit to providing structured 1:1 mentorship to the Resident, approximately 3-5 hours per week. In addition to 1:1 mentoring time, each site commits to allowing approximately 4 hours per week of resident "release time", time during regular working hours, for EIM academic learning. This time is spent focused on evidence-based case assignments, collaborative discussion boards, and webinars led by EIM faculty. “Release time” and when it will occur is negotiated between the resident and their employer.

III. MENTORSHIP

What are the Clinical Mentorship Requirements?

Residency training includes 1500 hours of clinical mentorship and supervision designed to integrate newly acquired skills and knowledge into clinical practice. Of these 1500 hours, 150 will be 1:1 mentorship with direct hands-on practice with live patients and focused clinical reasoning discussions in the context of a busy clinical setting. The Resident can expect approximately 3-5 hours per week of 1:1 mentorship throughout the 12-18 month Residency Program to ensure this requirement is met. Many of the requisite 150 hours occur once per week during the mentor’s normal patient schedule in a “co-treatment/mentoring” session, but the host facility has flexibility in this area. EIM provides a framework for 1:1 mentoring to facilitate the host site’s ability to deliver successful mentoring. Sports Residents also have a requirement to complete 200 hours of mentored venue coverage as part of their 1500 hours of clinical mentorship.

Host sites can accept as many residents as they desire based on the potential capacity to provide structured mentorship.

What are the Roles and Requirements of Residency Mentors?

Primary mentors must be a board certified specialists (OCS, SCS, NCS*) by the ABPTS. Secondary mentors who possess additional training/certification/expertise that will facilitate a beneficial mentorship experience may be approved by the Program Director. Mentors must be actively engaged in patient care and able to spend time in the clinic with the resident. Mentoring may NOT be provided in a physician owned physical therapy services (POPTS) or a referral for profit (RFP) clinical situation. Mentors must agree to participate in and support the EIM Mentorship Program and processes and be approved by the Program Director. All mentors will be provided with specific training on the expectations of mentorship, models for mentoring, etc. We also encourage all of our mentors to progress through the curriculum with the student, which helps the mentor stay current with current discussions, evidence-based practice and areas to focus throughout the curriculum.

*Neurologic Residency Mentors who are not board certified, but have at least 3 years of experience may be approved by the Program Directors.

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IV. APPLICATION/HIRING PROCESS

[Am I making a commitment to hire a resident if I open a slot with EIM on centralized residency/fellowship application system?](#)

No. Opening a slot does not obligate you to accept or hire a resident. Interested applicants will contact your practice directly for consideration and an interview. Applicants are encouraged to designate their top 3 host sites on their application for residency. When your location is chosen as a potential host site, EIM's admissions coordinator will notify you and provide further instruction to progress through the application and ultimately acceptance/denial process. EIM is certainly available to help you screen applicants should you desire us to do so, but the ultimate decision to hire a resident remains with the host site.

[Am I required to hire the resident as a full-time staff therapist once he/she successfully completes the residency?](#)

No, this is not a requirement. Some host sites might use the residency as a mechanism to recruit staff therapists committed to staying on board with the practice post residency. Other sites might use the residency as an ongoing staffing model in which they recruit a new resident(s) each year, with a few residents eventually translating into hires depending on need and qualifications. Hiring decisions post residency remain solely at the discretion of the host site and resident. The residency does allow the host site to evaluate the resident (and for the resident to evaluate the host site) over an extended period to determine if he/she is a good fit for your staff and patient population.

[How many EIM residency slots can I open in the centralized application system?](#)

The number of residency slots at a host site really depends on a) the size of the facility, b) the number of mentors the host site has available to train residents, and c) the host site's staffing needs. EIM is able to open as many slots in the application system for a potential host site as requested.

V. EXPENSE/COMPENSATION

[What costs are associated with the EIM Residency Program?](#)

In the EIM "Hosted Residency" Model, the host site agrees to pay the Residency tuition, and the resident can expect to earn a residency salary that is approximately 60-70% of a typical entry level PT's compensation in an outpatient practice setting while in the program. Given that the resident will typically represent a .9 FTE equivalent, the Hosted Residency model allows the site to recruit a top notch PT enrolled in a residency program at approximately the same cost or less than hiring a new graduate without residency training. Upon completion of the Residency, the employer and the resident can negotiate further contract terms if they choose.

In the EIM "Independent Residency" Model, students are responsible for payment of their tuition and will negotiate their own salary/potential reimbursement with their employer. Monthly or quarterly payment plans can be set up with EIM's finance office.

Current tuition rates for each of the EIM Residency Programs can be found on the EIM Website at: http://www.evidenceinmotion.com/educational-offerings/course_cat/residencies/

Materials are included in the tuition price of both residency models. In addition, each student is responsible for their own travel and accommodations for the weekend intensives.

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VI. ADDITIONAL INFORMATION

[How soon can I sign up to be a Host for the EIM Residency Program?](#)

Anytime! Please use the contact information below to be added to our EIM Network of Hosted Residency Sites in our centralized application system. Once added to the Network, potential applicants will have the ability to contact you regarding potential opportunities. Opening up a slot in the centralized application system DOES NOT obligate you or your company to hire a resident.

[How do I get additional information regarding EIM's Residency Programs?](#)

Please contact EIM's Admissions Department (admissions@eimpt.com or call 1-888-709-7096) for additional information. We look forward to hearing from you!

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