

Shaping the Future: A New Development Pathway for Paediatric Audiologists

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Graduates have limited paediatric training or experience



Services have vacancies and lack the capacity to offer paediatric training



The Training Paradox



Vacancies remain unfilled, and services continue to lack the capacity to offer training



Applicants for paediatric roles are rejected due to a lack of training and experience

Challenging the Status Quo

A new approach was developed to break this cycle:



New Role: A Band 5 'Graduate Paediatric Audiologist' role was created with a new Job Description (JD)



The Position: Working towards the Band 6 'Paediatric Audiologist' JD



Key Requirements: A degree in audiology, motivated, and passionate, but **no paediatric experience necessary**



Implementation: In 2023, A longstanding vacancy was converted and advertised

The Training Process



Support: Assign a Manager and Mentor



Training Needs Analysis (TNA): A crucial starting point to identify gaps



Tutorials: Structured learning to build a knowledge base. Mentor workload is minimised by utilising existing resources



Observation and Assessment of Clinical Skills: Regular competence assessment across all clinical areas, and feedback shaping into the training plan



Review TNA and Repeat: An iterative process ensures continuous growth

Programme Achievements

The new pathway has demonstrated significant success:



Recruitment: Improved success with 7 graduates recruited to date



Talent Pipeline: Built a sustainable succession plan with 4/7 graduates now in Band 6 positions



Broken Barriers: Enabled qualified audiologists to receive the necessary training and support to enter paediatrics



Staff Development: Provided leadership development opportunities for experienced paediatric audiologists

Feedback

Graduates: “I can’t think of a better way for an audiologist to get into paediatrics and couldn’t recommend this approach to training enough”

Mentors: “Mentoring a Graduate has been an incredibly rewarding experience. It has allowed me to develop my leadership and coaching skills in a meaningful way, outside of a formal management role”

Graduate Paediatric Audiologist Vacancy Mailing List:

