



Job Posting – Credential Assessor

Canadian Alliance of Audiology and Speech-Language Pathology Regulators

About CAASPR

The Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) is a national coalition of regulators of the professions of audiology and speech-language pathology across Canada. CAASPR is comprised of regulatory bodies that have been established and mandated by their provincial governments to regulate the practice of audiology and speech-language pathology and govern their members in their respective provinces.

CAASPR's mandate is to address common regulatory issues on a national level to advance the practice and regulation of audiology and speech-language pathology in Canada. CAASPR facilitates the sharing of information and building of consensus on regulatory issues to assist member regulators in fulfilling their mandate of protecting the public interest. Member regulators include:

- Alberta College of Speech-Language Pathologists and Audiologists
- College of Audiologists and Speech-Language Pathologists of Ontario
- College of Speech and Hearing Health Professionals of British Columbia
- College of Audiologists and Speech-Language Pathologists of Manitoba
- New Brunswick Association of Speech-Language Pathologists and Audiologists
- Ordre des orthophonistes et audiologistes du Québec
- Saskatchewan Association of Speech-Language Pathologists and Audiologists
- The College of Audiologists and Speech-Language Pathologists Newfoundland and Labrador

Posting Overview

The Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) is currently recruiting a small team of Independent Contracted Assessors ("Assessors") to evaluate the qualifications of internationally-educated applicants seeking licensure in Canada as a professional audiologist or speech-language pathologist. A roster of 4-6 Assessors is being drawn from across the country as part of this initial recruitment effort.

Posting Context

CAASPR is in the final stages of a multi-year project funded by the Government of Canada that has resulted in the development of regulatory resources including an entry-to-practice exam and common protocols for assessing applicants seeking to sit the Canadian regulatory examination. Assessors will be

a key resource in operationalizing this new model and determining exam eligibility for internationally-educated applicants.

Assessor Responsibilities

Assessment standards have been developed by CAASPR for international applicants. The Academic Equivalency Framework (AEF) sets out mandatory, university coursework and clinical requirements that individuals need to demonstrate for their education to be considered substantially equivalent to that of an accredited Canadian educational program¹.

Assessors are expected to review evidence supplied by CAASPR to determine whether the criteria set out in the AEF has been met. This typically involves review of school transcripts, course syllabi, language proficiency tests, evaluations from third-party agencies, sworn affidavits, work experience, online research and any other proof of relevant learning. In some cases, these documents may be translated into English or French from their original language. Specific steps in the assessment process include:

- Confirmation of exposure to key subject areas
- Confirmation of minimum hours in specific areas of study (coursework)
- Confirmation of minimum hours in supervised clinical practicum
- Confirmation of exposure to specific client groups
- Confirmation of official language proficiency
- Review of evaluations supplied by third-party assessment agencies
- Review of relevant work history
- Identification of missing documents or additional information required to complete the assessment
- Completion of an AEF assessment form
- Identification of academic gaps relative to the AEF

Each applicant file will be assessed independently by two Assessors to increase reliability of the process. Assessments are to be completed within ten (10) business days of being assigned. Files will only be assigned to Assessors (by the Executive Director) once all supporting documentation has been suitably received.

An online system has been developed to support the assessment processes. A detailed “Assessment Manual” has been developed to guide and standardize the Assessors’ work. Assessors will also be required to participate in training sessions and an initial pilot of the new online interface.

Assessors will review files online. Communications with CAASPR, applicable regulatory bodies (indirectly) and applicants (indirectly) will be facilitated by the online system. An applicant, whose education is deemed to be substantially equivalent to that of an accredited Canadian educational program based on the findings of the assessment, will be eligible to write the Canadian Entry-to-Practice Exam (CEPT). The final and official decision regarding CEPT eligibility will be made by the designated regulatory jurisdiction and communicated to the applicant by CAASPR staff.

¹ AUD and SLP programs are accredited by Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP). See: <https://www.cacup-aslp.ca/en/welcome>

Position Reporting

The Assessors' work and activities will be coordinated by the CAASPR Executive Director. Occasional reporting to select CAASPR Committees may be required.

Position Compensation

Assessors will be compensated at a rate of \$300.00 (CAD) + applicable taxes per completed assessment. Assessors will be compensated for required training. The initial contract service terms will be for 2 years with the possibility of extension. Assessors will be required to sign a stringent confidentiality agreement. The Assessors' work will be strictly performed on a remote basis with no requirements or compensation for travel. Assessors are solely responsible for providing, at their own expense, their own appropriate computer(s), phone(s) and associated service(s) which enables them to link into the electronic CAASPR systems to provide the contracted assessment services.

Submissions and Selections

Interested individuals are asked to submit their resume and a covering letter detailing relevant experience and competencies. Submissions should include 2-3 professional references that may be verified at CAASPR's discretion. Preference will be given to individuals that meet the following criteria:

- Detail-oriented with the ability to commit to completing the contracted services as required and on-time
- Good working knowledge of the content of audiology and/or speech-language pathology post-graduate curriculum
- Previous experience in performing equivalency assessments (particularly for audiology/ speech-language pathology)
- Knowledge of Canadian and international audiology and/or speech-language pathology educational systems
- Excellent written and oral communication
- Current registration, with no restrictions/conditions or disciplinary history, as a member of the audiology or speech-language pathology profession in Canada is considered an asset
- Bilingualism (French & English) is considered an asset

Proposals are due in electronic format to project@caaspr.ca no later than March 11, 2020. Submissions will be reviewed by a selection process involving the Executive Director and registrars from participating jurisdictions.