

RT Career Pathways: Clinical & Industry

- ▶ **Peter Allen, BSRC RRT NPS SDS RST RPSGT FFAST**
 - ▶ **petersleep@comcast.net**
 - ▶ **Respiratory Associates, October 2026**

Conflicts of Interest Disclosure

- ▶ **National Clinical Specialist**
- ▶ **Kpharmaceutical, Inc.**
- ▶ **AQUORAL Dry Mouth Remedy**

Learning Objectives

1. Discuss how unexpected opportunities can influence career development for respiratory Therapists.
2. Describe the importance of professional credentials in both clinical and private sector opportunities.
3. Identify career pathways for respiratory therapists based on their healthcare credentials & experience.
4. Explain how respiratory therapists can recognize & take advantage of opportunities throughout their career.

Lecture Audience/Goals

- ▶ **Applies to All Allied Health Care Workers**
 - ▶ Credentials and Society Networking

Career/Jobsearch Toolbox

- ▶ Job Search Preparedness One or two take a ways....that help.

Who Are You/Where Are You??

- ▶ Just Starting
 - ▶ Mid-Career
 - ▶ Last 10 years
 - ▶ Never Retiring
-
- ▶ Note: Use myself as a resource...plus
 - ▶ AARC, NBRC, Conferences, Social Media

Health Care/RT Career Market

- ▶ Still very strong, RT #4 Best Healthcare/#12 Overall, US.
 - ▶ US News & World Report, Best Jobs Report
- ▶ US Bureau of Labor Statistics Projects 9% to 12% Growth 2024 to 2034.
 - ▶ 8600 average(172 per state) annual RT openings, 80% in Hospitals.
- ▶ Jobseekers who leave health care jobs, tend to take other health care jobs!

Focus/Stay in Health Care/Stability via Focus

NBRC Credentials

- ▶ CRT
- ▶ RRT
- ▶ NPS
- ▶ SDS
- ▶ ACCS
- ▶ CPFT/RPFT
- ▶ AE-C
- ▶ APRT> Advanced Practitioner Respiratory Therapist-Ohio State, UNC
 - ▶ **Hospital RTs, Climb Your Ladders, Find Your Champions**

Change

- ▶ Recognize it as an opportunity to remain current/relevant in your profession.
- ▶ Adapting to It: Embrace Change
- ▶ Examples: New Protocols, New Technology, AI.....
 - ▶ Hospital Administrative Changes can affect Respiratory Profession.
 - ▶ Compact Licensure Growing, will Help Everyone

Recognizing Change

- ▶ **Technology Driven Changes**
- ▶ **Standard of Care Changes**
- ▶ **Management, Political Changes>>>10 area hospitals, now a System??**
- ▶ **Company Changes-System, Financial, Mergers, Being Aquired, Closure**

Adapting to Change

- ▶ **Education, keep advancing credentials and formal academic coursework**
- ▶ **Networking, Societies, Conferences,>>GO!!!!**
- ▶ **Communication,,Stay in touch. LinkedIn, Facebook/Meta**
- ▶ **Market Awareness>>New Technology, New Regs, Trends/Mayo...TeleMed**

Be Open to Change**





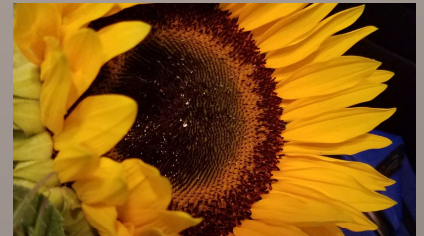
New Technology for Your Sleep Disorders Center

Peter Allen

BSRC RRT NPS SDS RST RPSGT FFAST

Sleep Lab Management Consulting, LLC

PhillySleep 2024



Respiratory Care Thoughts

- ▶ **Respiratory>> Cost Center/Sleep>>Revenue Center**
- ▶ Respiratory, always asked to do more with less...**Value Added Concept**
- ▶ Patient Load increasing as small hospitals close(Rural).
 - ▶ Specialization and Education can help you Cope

Currently Employed

- ▶ **Appreciate Your Job its Benefits and your great Co-Workers**
- ▶ **Always Have your Job Search Tool-Kit Active and Ready**

Downsized/Position Eliminated/Example

- ▶ Remember Middle Managers Get Cut During a Restructure
 - ▶ Hands On Staff, not so much.
- ▶ After 14 plus great years at Main Line Health, 2021 August 6th was my last day
 - ▶ **Your position has been eliminated!! Yikes!!**
 - ▶ Covid losses combined with technology change(Citrix Network)
 - ▶ Given 2 months notice and other job offers at MLH
 - ▶ Everything handled very well
 - ▶ Left with a Positive Note/Support
 - ▶ Made it as easy and upbeat as I could for Management and HR
 - ▶ **Remember: Bite Your Tongue/Lip/Cheek, whatever...**

Bermuda Opportunity



Employment Survival Job Search Kit

- ▶ Résumé
- ▶ Contact Manager Data Base, Act, Goldmine, Outlook, HubSpot
- ▶ Part of Your Day, see what's out there.....Always be looking.
- ▶ Targets
- ▶ Associations
- ▶ Conferences
- ▶ Education
- ▶ Networking
- ▶ Job Applications
- ▶ Interviewing
- ▶ References
- ▶ Recruiters

Résumé

- ▶ Just a Door Opener
- ▶ Keep it short/One Page/Save the details for the Interview
- ▶ Different Formats-Lots of examples on the web.
- ▶ Applications all require attached résumé and other documents
- ▶ Tailor Your Résumé for the Company/Position you seek/apply.
- ▶ Home Address not needed. Privacy vs Possible Advantage/Region
- ▶ A recruiter, who does not know the field as well as the client, may ask you to re-write your résumé with more detail. No problem, go to town on it.

Building Your Network/Contact Data Base

- ▶ Get a Contact Data Base Program
 - ▶ Populate w Everyone you know
- ▶ Collect Business Cards-Reps/Conferences
 - ▶ Recruiters-> Hunt the Headhunters
 - ▶ Staffing Agencies/Travel Opportunities
 - ▶ Keep in touch w Networking Contacts
- ▶ Ask about their company, not directly about jobs.
- ▶ Keep in Touch with Your School Program Director/Classmates
 - ▶ Social Media

Part of Your Day/Weekly

- ▶ Always be Ready for Opportunity
- ▶ Be aware of the market for your services by checking job boards
- ▶ Get or make a copy of every sales person's card you see.
- ▶ Be aware of policies/politics and downsizing history where you work.
- ▶ Check social media for market trends and job listings
- ▶ Check job listings at current workplace..**Internal Candidates win jobs!!**
- ▶ Keep in touch with co-workers who no longer work at your company
- ▶ Check websites at potential employers to see trends

Job Target Segmentation

- ▶ **LinkedIn/Facebook and other networking sites**
- ▶ Reviewing Contacts backgrounds for job leads
- ▶ Networking
- ▶ AARC Job Board ---Hospital List-DME-LTACCs Buyers Guides/RT Magazines
- ▶ AAST Job Board---Hospital List-DMES-HST - Buyers Guides/Sleep Review
- ▶ Physician Practices-HST, PAP, PFTS-Pulmonary ReHab-**Physician Extender**
- ▶ Indeed/LinkedIn
- ▶ Monster.com
- ▶ ZipRecruiter
- ▶ Many others, just search **different job title variations** for what you want

Targets and Buzzwords

- ▶ Night Workers-Never without a job
- ▶ Manager/Supervisor/Day RT - Little harder to find - Mostly filled from within.
- ▶ Respiratory Therapist-Day, Night, Department Director, Educator, Navigator
- ▶ By town, by state, by region and nationally for searches>AARC is good source.
- ▶ Clinical Educator, Medical Device Sales, Respiratory Sales, Manufacturers, Hospital Specific, Hospital, DME, Sleep/Resp Navigator
- ▶ Physician Liaison, Practice Manager! RT/Sleep/EEG, Neuro,
- ▶ Sleep or Respiratory Instructor for Schools, **Accreditation Surveyor(DME need)**
- ▶ Consultant, Speaker, Agency Work\$\$\$ **Patient Experience/Quality & Safety**
- ▶ Many Opportunities where Your Skills Cross-Over...Informatics?? Infection Prev..

Associations-Join..Please.....!!!!Do It!

- ▶ AAST
- ▶ BRPT
- ▶ AASM
- ▶ SRS

- ▶ AARC
- ▶ PSRC>>Your State Society
- ▶ NBRC
- ▶ National Sleep Foundation

Conferences

- ▶ Put in a request, but don't let money keep you from conferences
 - ▶ It's too valuable for your career
- ▶ **AARC>>New Orleans is coming up.**
- ▶ PSRC, DSRC, NJRC>>**State RT Society Membership and Events**
- ▶ **CHEST>Phoenix This week.** Philly Sleep,
- ▶ Southern Sleep, Sleep 2027 Denver
- ▶ ATS
- ▶ Many Regional from State to State
- ▶ **Medtrade/DME**

Value of Conferences for Opportunities

- ▶ Networking with Vendors
- ▶ Networking with Attendees
 - ▶ Leads from Speakers
- ▶ **Add Value by: Splitting Up from Your Co-Workers/Supervisors**
- ▶ **Be a Speaker!! @ @ # \$ \$**
- ▶ Print out a Vendor/Target List from any Conference Website

Education

- ▶ Never-Ending and Never Too Late
 - ▶ Credential Education
 - ▶ Academic Education
- ▶ Company Provided>>Example Lean Sigma Six(Belts) Very well respected.
- ▶ **Start Selling Your Education Before You Have Earned It>>Example**
- ▶ If a Dr. You meet has published, find it, read it and ask her/him a question about it.
 - ▶ Start using their words/phrases when working with them and Admin.
 - ▶ **Get a Mentor/Champion at Your Current Workplace**

Networking

- ▶ Networking
 - ▶ Keeping in touch and Reaching Out
 - ▶ Asking a question (about their company) to make a new contact.
 - ▶ Commenting on a concept that you both share.
 - ▶ Let them know where you are and what you do.
- ▶ If you are job-hunting, let them know but, don't ask them about openings or put any pressure on them, to "Keep Their Eyes Open". Check their company websites about Openings.
 - ▶ If able take people out to lunch or breakfast, that can go a long way.
 - ▶ **Once again, Develop a Mentor or Champion at your current workplace**

Department Director



Job Application Thoughts

- ▶ Keep it simple
- ▶ Attach résumé
- ▶ Attach other
- ▶ Attach Cover Letter-Short to the point
- ▶ Can we contact your current supervisor, say No, unless already arranged
 - ▶ You should get a Thank You email
- ▶ Follow up with any contacts you have there to get it **looked at by a human.**
 - ▶ Have your references ready and prepped(Away could Delay)
 - ▶ Stack the Deck in Your Favor

The Interview

ZOOM-Background-Attire

WEBEX

MS Teams

Phone – Stop the Car-

Computer/Zoom/Teams Interviews.....

Conversations regarding Compensation

Written Job Description w Benefits

What do you bring to the employer

In-Person-Attire/Conservative> Go Before>Rehearse

Suggestion: Carry a simple legal pad folder>Black Formal Pen

2 resumes and a thumb-drive

Hands Folded-Be a Good Listener/Have Questions!!??

Top Toughest/Worst Interview Questions

- ▶ Where do you see yourself in the next 5 years? My Answer-**Your Job!!??**
- ▶ Give me 3 words that subordinates, co-workers, Sups use to describe you.
- ▶ How Old are you? What year did you graduate High School/college?
- ▶ What does your spouse do?
- ▶ Any children? So, I see your résumé here, tell me about yourself.(Résumé)
- ▶ **Tell me about the time you had a challenge and what you did about it?**
- ▶ Anything related to gender, religion, politics, age are non topics.
- ▶ **Why are you the best candidate for this position?>>Talk Positive here.**
- ▶ Pay Related: Emp-What do you expect? You-What is the range budgeted?
 - ▶ Range Budgeted Question takes the pressure off the Interviewer.

Interview Conversation Tips/Biting Your Lip

- ▶ Do not touch on politics, gender remarks, religion
- ▶ Only speak about Positive aspects of former jobs, supervisors, co-workers.
- ▶ Avoid divulging any proprietary information regarding a former or current employer- They may be fishing... Or, how secure will you be with the new company data?
- ▶ At current job show some Emotional Intelligence and just Bite Your Lip when you need to. The person who is irritating you may be a potential future reference source or even worse a new supervisor or an important account that someday you may have assigned to you as a sales rep, or educator.
 - ▶ Revenge or Blow-Ups are never good things, down the road. One personal disagreement can have a ripple effect if they are ever contacted to vouch for you.
 - ▶ So be as Graceful as possible/**Bite Your Lip....**

Your Interview Questions

- ▶ Very Important to Bring Your Questions-Word doc. them down on your legal pad
 - ▶ Training/Orientation?
 - ▶ Benefits Review?
 - ▶ Money Questions-Budgeted Range for this Position?(Current Pay Stub??? Sales)
 - ▶ Where could this job lead me within ABC company?
 - ▶ Find out company competitors- **Leads for you** -Ask about current market-share
 - ▶ Look at Website to Develop Questions
- ▶ **Interviewers Want/Require Questions-Shows Your Interest...Trash-Can Example**

Interview Follow-Up

- ▶ Email a Thank You Note
- ▶ Re: Sleep Technologist Position # 23455
- ▶ Thank Interviewer for their consideration and their time.
- ▶ Reinforce your experience, why the position interests you even more after the interview and that you are looking forward to discussing further opportunities at ABC Medical Center. (Why you are a good Match)
- ▶ If you get the job, thank your references, regardless..thank references.

What You Know and Who You Know...

- ▶ **What You Know: Education/Credentials/Experience are Good**
 - ▶ Sometimes You Need to Stack the Deck in Your Favor
 - ▶ This Gets Easier as Your World and Your Contacts Grow

▶ **Your References are Golden**

- ▶ My current and previous 2 positions were where I knew someone at the company who had worked with me before!!

Handling Your References

- ▶ Make Word doc list. At least 4. Use People not Organizations
- ▶ Most organizations will only confirm Dates of Hire.
- ▶ Dr./Medical Director
- ▶ PUL@hdhhdh.com
- ▶ Cell/Office
- ▶ Relationship/Timeframe > Ex: Medical Director Respiratory/Sleep, 14 years
- ▶ Co-Worker, Supervisor, Your Direct Reports, School Director
- ▶ Industry Associate, **Internal Company reference are \$\$\$.....Sales Rep PR...**

Notify References Before They Get Request

- ▶ Prospective Employers may send out an initial email reference
- ▶ Usual questions 1 to 10 checking off answers.
 - ▶ Then
 - ▶ Free text for additional comments from reference regarding you.
- ▶ **And One Additional Trick Question**
 - ▶ **Q: Please list any suggestions for candidate self improvement.**
 - ▶ What a Trap here, attempting to get something negative.....
- ▶ Positive Answers: Continue Education is my favorite answer.

Navigating HR Departments

- ▶ HR/Hospital Admin Departments are Crazy Busy and its Politics 1st, Patients 2nd, Staff 3rd.
- ▶ Remember HR is a 100%, a Management Tool and not looking out for the applicant's or employee's best interests (Legal does that for all parties).
- ▶ Thank Goodness, in many cases there have strong Legal Departments that reign everyone in with proper HR codes of conduct.
- ▶ HR may phone/screen you and they can be direct, so keep smiling and get past them.
- ▶ Again, if money comes up, **ask for their range** and determine it by your experience. If a number is offered and you are not desperate, always pause.

Recruiters/Search Firms

- ▶ Hunting the Headhunters and Also getting a job/career by becoming one.
- ▶ Search Firms for Respiratory and Sleep, once they know you, will contact you forever.
- ▶ Age and Gender Bias can be seen in Job Postings(High Energy/Recent Grad)
- ▶ **Social Media/Websites can give you an idea of company culture.**
- ▶ **If they go low, but the job/company really interests you** take the interview process out to the end. You can always re-negotiate or decline offer(Merck).
- ▶ If you newly discover a job/company/product or type (ex. Navigator) then **search for that position with all their competitors.**

COVID Changing the Health Care Job Market

- ▶ Signing Bonus for Travel PSGs, RTs, Nursing, Ultrasound, Cathlab.....
- ▶ One RT offer was 10k bonus, plus \$145.00 per hour during Covid Highs.
- ▶ Flipside: Staff Resentment and short-lived.
- ▶ **You better be very, very good to take on an Agency Travel assignment.**
- ▶ Openings also occur due to Employer Vaccine Mandates, I know, 2 Offers
 - ▶ **Covid Support RT-5 Months ICU/NICU/PACU/ER Winter of 2020**

Technology Driven Change

Embrace Technology Change

Be the 1st to Jump On a Trial of something new.

Value of Being a Speaker

- ▶ **Public Speaking** Rated Top 10, **Most Feared**
- ▶ Start Small>Community Group Presentations
 - ▶ **Start w What You Know*******
 - ▶ **Learn New Topics by Researching******
- ▶ Study Conference Speakers-Develop your own style
- ▶ Contact Conference Directors-Who do I submit a Lecture Proposal to?
 - ▶ **High Value for Employers if on a Résumé=Educator**
 - ▶ Awesome Networking and Opportunity Development
 - ▶ Bermuda Example and Current Pharma Job Example

Lecture Proposal Outline

- ▶ Google and AARC for State Respiratory Society Conferences
- ▶ Find out who would submit a lecture proposal to??
- ▶ Title, Conflicts, 4 Learning Objectives, Brief description of Lecture
- ▶ Ask what topics they are looking for??
- ▶ Attach your resume
- ▶ There will be a deadline later for full Power Point
- ▶ Most conferences have a set Speaker Fee and will pay expenses.
 - ▶ **Pre-Lecture>>What did I get myself Into?????**

Value of Being a Speaker/Bermuda Example

- [illegible]

Q: Can We Get You to Bermuda?

▶ YES

- ▶ Being a Speaker and enduring a Sales Manager roommate
 - ▶ Equals
 - ▶ 2 years of consulting fees
 - ▶ Multiple Trips to Bermuda
- ▶ Project Manager, 1st Sleep Disorders Center in Bermuda

Conferences Equal Opportunities



Creating Opportunities

- ▶ So...
 - ▶ Ya Wanna Grow?
 - ▶ Get as much education as possible
 - ▶ Then
 - ▶ Get out of Your Comfort Zone
 - ▶ And
- ▶ Create New Opportunities for Yourself(Create Your Own Luck?)

A Friend from Bermuda



Other Friends/Resources

- ▶ Kim Bennion, RRT, Intermountain Healthcare
- ▶ Gary Kauffman, RRT, Former AARC President-Consultant
 - ▶ Mike Hess, RRT, COPD Educator/Navigator
 - ▶ Kelly Gladden, RRT, Sleep Navigator
 - ▶ Mindy Conklin, APRT, MRT, ACCS, AE-C
 - ▶ Dan Dunmire, RRT, Industry Clinical Apps

Best Practices Contact/Resource



- ▶ **Kim Bennion MsHS, RRT, CHC**
 - ▶ Intermountain Healthcare
- ▶ System Administrative Director
 - ▶ Respiratory Care
 - ▶ 801-507-8072 Office
 - ▶ 801-347-1269 Cell
 - ▶ Kim.Bennion@imail.org

Patient Education Resources



Great Resource

- ▶ Gary Kauffman, RRT, FAARC, MPH, LFACHE
 - ▶ garykauffman@gmail.com
 - ▶ 336-778-6506
 - ▶ Past President, AARC

Thank You Kelly Gladden, RRT, RPSGT, CCSH!!!

- ▶ Kelly.gladden@wellstar.org
 - ▶ Wellstar Health System
 - ▶ Ten Hospitals across Georgia
 - ▶ Ten Sleep Disorders Centers
- ▶ **Pioneers in the Sleep Navigator Concept**
 - ▶ T. “Massey” Arrington, RPSGT, CPXP, CCSH, FAAST, AVP
 - ▶ Both Kelly and Massey are Champions/resources for us.

Guiding The Transition From Pediatric To Adult Asthma Self-Management Care



Linda Nozart, MPH, BSRT, RRT, AE-C
“Thee Asthma Lady”
CEO, Noz Health Ed, LLC

Mindy Conklin, Advanced Practice Respiratory Therapist

- ▶ **Mindy Conklin, APRT, MRT, ACCS, AE-C**
- ▶ **Ohio State University for APRT**
- ▶ **Find her on LinkedIn**



Neonatal/Pediatric Section Meeting

Check w Emilee



Emilee Lamorena, MSc, RRT, RRT-NPS
Director of Respiratory, Pulmonary, & Asthma Program
CHOC Children's

Now a part of Rady Children's Health

AARC: Chair, Neonatal/Pediatric Section



Mike W. Hess, MPH, RRT, RPFT

- ▶ Senior Director of Advocacy and Regulatory Affairs
- ▶ Project Lead, Oxygen 360/World Oxygen Day
- ▶ Project Lead, COPD Therapeutic Access Consortium

- ▶ Chair, American Association for Respiratory Care Ambulatory & Post-Acute Membership Section

- ▶ 1-786-305-5807 mhess@copdfoundation.org

Shock Trauma Baltimore RT Resource

- ▶ **Maria Madden, MS, RRT-ACCS, FAARC**
- ▶ **University of Maryland/Shock Trauma**
- ▶ **Great AARC/Clinical/Industry Contact**
- ▶ **Find her on LinkedIn**

Lecture References

- ▶ AASM
- ▶ AAST
- ▶ AARC
- ▶ Peter Allen's Career Pathway experiences
- ▶ References On Slides

Thank You and Good Luck

▶ Questions??????

▶ Peter Allen

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