



OrthoIllinois New Graduate Onboarding Program

At OrthoIllinois we have an extensive program for our new hires that ensures a smooth and comprehensive onboarding process. With the focus on setting up our therapists for long-term success, we believe taking our time to onboard a new therapist is key.

What is our Onboarding Program?

- Gradual progressive scheduling over the first several months
- Blocked times for training, documentation, and shadowing to ensure a quality work-life balance when starting your first full-time position as a Physical Therapist, Occupational Therapist, or Physical Therapist Assistant

First 90 Days Onboarding

- **Weeks 1 and 2**
 - **Shadowing at our largest clinic with multiple therapists**
 - **EMR training**
 - **Education blocks for charting content, efficiency, and tips and tricks for daily charting, progress notes, and evaluations**
 - **Postoperative protocol education**
 - **1:1 weekly mentor meetings with your designated mentor**
 - **No patient care appointments**
- **Weeks 3 through 8**
 - **Begin patient care!**
 - **Starting week 3 every other 40-minute appointment is blocked alternating a patient visit with a 40-minute block to complete documentation**
 - **Patient care time is added each week as the efficiency of charting grows**
 - **1:1 weekly mentor meetings with your designated mentor**
- **Months 2 to 3**
 - **1:1 Joint-specific training with an experienced PT or OT**
 - **Monthly 1:1 meetings with your designated mentor**

OrthoIllinois Designated Mentor

At OrthoIllinois we set up our new therapist for success and believe having a designated mentor who they meet with regularly and can be their resource for questions that arise will help achieve this goal. Staff and mentors meet weekly for the first two months, then monthly up to six months, and quarterly through the first two years of employment. After the first three months of employment, the new therapist is able to begin the year-long Mentorship Program.