



Coordinating Council on the Clinical Laboratory Workforce

March 2, 2011

Dr. Christine L. Bean

NH Public Health Laboratories



CCCLW Mission

The Coordinating Council on the Clinical Laboratory Workforce, a united voice of clinical laboratory organizations and stakeholders, focuses our collective efforts to:

- Increase the number of qualified clinical laboratory professionals;
- Increase healthcare and public awareness of our value in achieving positive patient outcomes;
- Enhance the image of clinical laboratory professionals.

CCCLW Membership

- **Abbott Diagnostics**
- **American Association for Clinical Chemistry (AACCC)**
- **American Medical Technologists (AMT)**
- **American Society for Clinical Laboratory Science (ASCLS)**
- **American Society for Clinical Pathology (ASCP)**
- **ASCP Board of Certification (BOC)**
- **American Society for Cytotechnology (ASCT)**
- **American Society for Microbiology (ASM)**
- **American Society of Cytopathology (ASC)**
- **Association for Molecular Pathology (AMP)**
- **Association of Genetic Technologists (AGT)**
- **Association of Public Health Laboratories (APHL)**

CCCLW Membership

- **Clinical Laboratory Management Association (CLMA)**
- **Clinical Laboratory Improvement Advisory Committee (CLIAC)***
- **College of American Pathologists (CAP)**
- **Commission on Accreditation of Allied Health Education Programs (CAAHEP)**
- **The Joint Commission (JC)**
- **National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)**
- **National Society for Histotechnology (NSH)**
- **Ortho Clinical Diagnostics (OCD)**
- **Veterans Health Affairs Pathology and Laboratory Medicine Service (VA)**

2006-2016: Occupational growth



Occupation	New Positions	Vacant Positions	Total Positions
Registered Nurses	587,000	414,000	1,001,000
Physicians	90,000	114,000	204,000
			1,205,000
Home Health Aides	384,000	70,000	454,000
Nursing Aides, Orderlies, Attendants	264,000	129,000	393,000
Licensed Practical/Vocational Nurses	105,000	204,000	309,000
Medical Assistants	148,000	51,000	199,000
Pharmacists	53,000	42,000	95,000
Clinical Laboratory Technicians	43,000	49,000	92,000
Medical Records	30,000	48,000	78,000

Source: Bureau of Labor Statistics, 2007

Projected needs vs. graduates

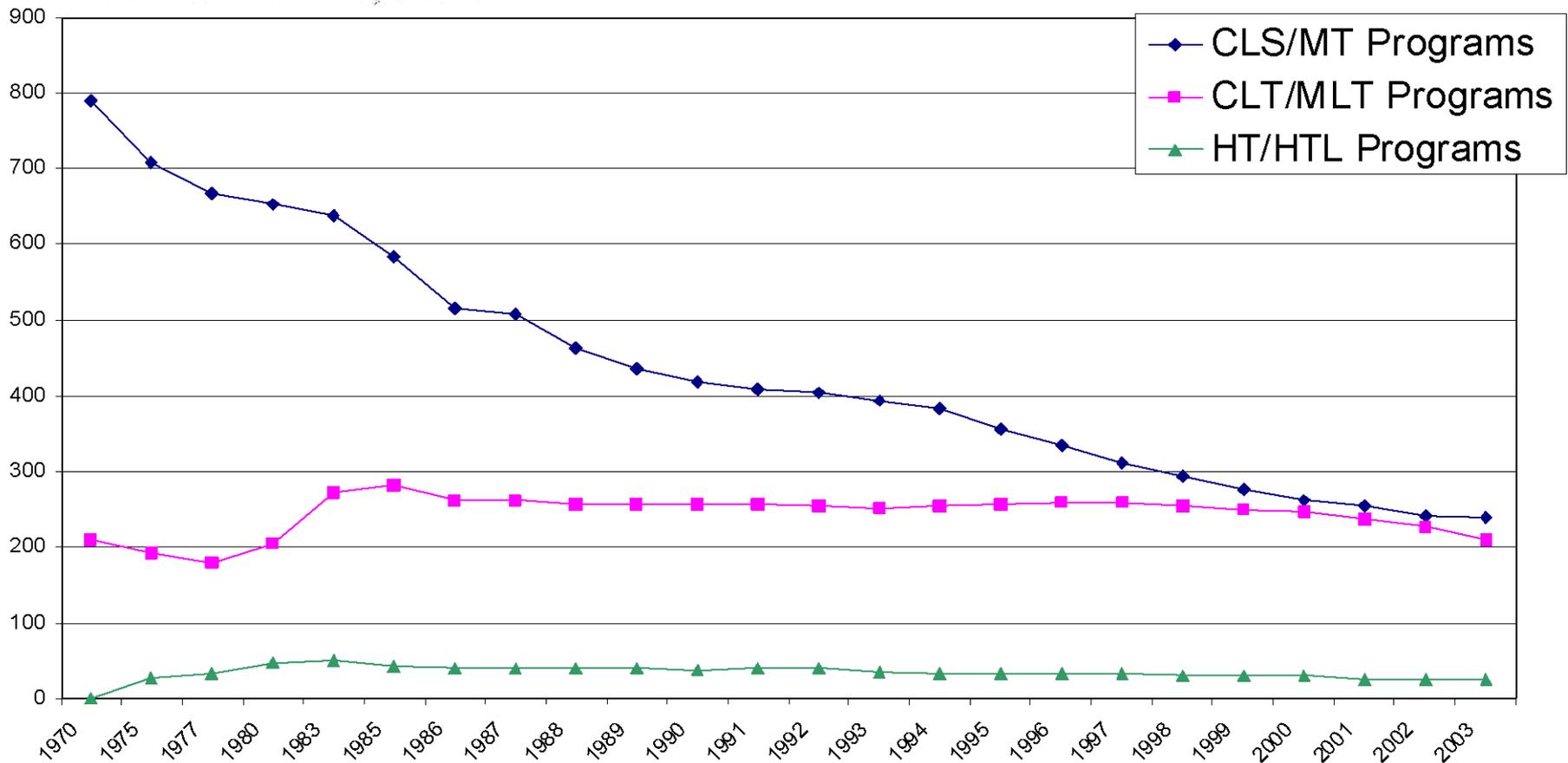


Profession	Projected Needs	Projected Graduates	Percent
Cardiovascular Technologists	18,000	4,000	22%
Clinical Laboratory Techs	92,000	45,000	49%
Medical Records	76,000	56,000	74%
Physical Therapists	68,000	57,000	84%
Occupational Therapists	37,000	35,000	95%
Medical Assistants	199,000	200,000	100%



National Accrediting Agency
for Clinical Laboratory Sciences

NAACLS Program Numbers



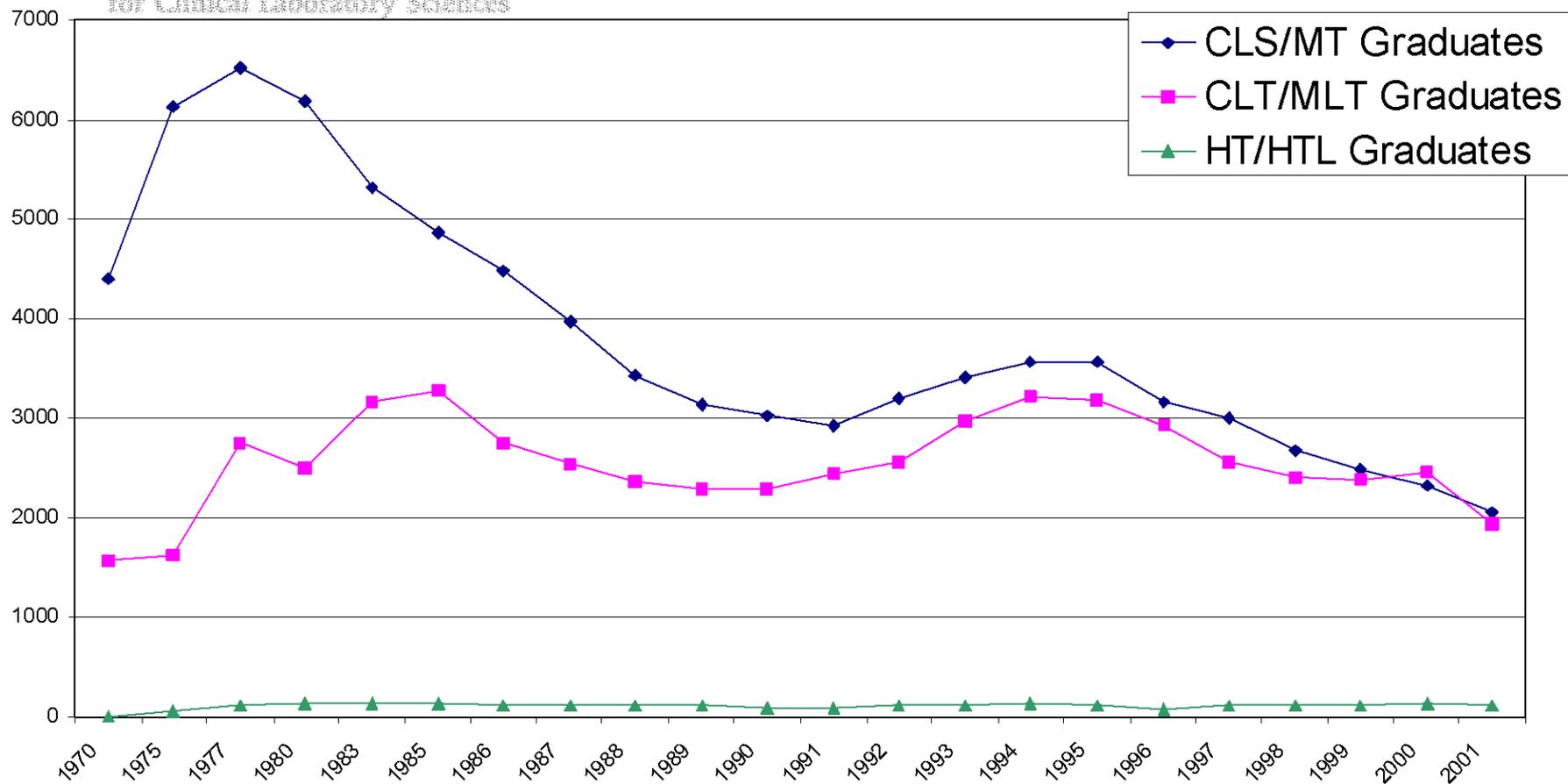
NAACLS Programs 2009

<u>Program Type</u>	<u>Graduates</u>	<u>Programs</u>
Clinical Assistant	23	3
Cytogenetic Technologist	80	6
Histotechnician	351	32
MLT/CLT	2583	206
MT/CLS/MLS	2924	225
Pathologists' Assistant	86	9
Phlebotomist	1445	59



Number of Graduates of NAACLS Programs

National Accrediting Agency
for Clinical Laboratory Sciences



Medical Laboratory Technologists a U.S. News & World Report “Best Career” for 2011

January 5, 2011

Once Again, Medical Technologists (MT) and Clinical Laboratory Scientists (CLS) Are Top Careers

[Medical technologists](#) (MT) and [clinical laboratory scientists](#) (CLS) were declared among “The 50 Best Careers of 2011” by [U.S. News & World Report](#) (USNWR) in its annual survey of high-demand careers. Editors at the respected news magazine declared “clinical lab technicians and technologists” to be the “unsung heroes of the healthcare industry.”

Medical technologists and clinical laboratory scientists had a prominent place in the USNWR's special issue featuring “[The 50 Best Careers of 2011](#),” published on Dec 6, 2010. MTs, pathologists, and clinical laboratory managers will see the MT and CLS career opportunity profiled under “[Best Careers 2011: Lab Technician](#).”



Three Strategic Action Workgroups

1. Building the Business Case
2. Improving the Professional Profile
3. Recruitment and Retention

Building the Business Case- Workgroup 1

- Developing strategy to focus on public awareness of lab professionals and role
 - Key message developed to customize to specific audiences such as-
 - Public
 - Decision makers such as legislators
 - Health administrator
- “Without continuous investment in our profession, your health is at risk.”***

Image Enhancement- Workgroup 2

- Workgroup focused on promoting image through Labs and Lives segment of Labs are Vital website (www.labsarevital.com)
- 2 surveys conducted to gather information on enhanced roles explored in MT programs
 - Findings: Enhanced roles are minimal and educational programs have little opportunity to explore them

Summary

- Although laboratory professionals are involved in organizational interdisciplinary committees, true “enhanced or expanded” practice is not occurring on a large scale.
 - Little mention of activity in utilization or appropriateness
 - Lack of consultative roles regarding test selection, patient education, etc.
 - Roles may be “non-traditional” but not expanded practice
 - Activity in POCT was created because of compliance and regulations



Summary

- The educator's survey told us that, for the most part, we are not teaching expanded practice roles.
- Reality is telling us that expanded practice is not occurring on a large scale
- We need to develop the education component
 - What is expanded practice?
 - How to implement?
 - Better patient outcomes
 - Impact on recruitment and retention
 - Need for true career ladder



Recruitment and Retention- Workgroup 3

- Labsciencecareers.com building continues
 - Site is currently #3 for web hits regarding lab careers
- ASCLS Young Professionals group involved in creating template for site
 - Goal to release by National Medical Laboratory Week in 2011



PROJECTS AND SUCCESSES

- ccclw.org
- Labsciencecareers.com
- Labs and Lives
- Individual member programs
 - ASCP Ambassador program
 - ASCLS Leadership Academy
 - PBS 5-7 minute program filmed in Clinical Lab
 - APHL Emerging Leaders Cohort

Search the web



CCCLW Working Together for the Future



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News & Clin Lab

Coordinating Council on the Clinical Laboratory Workforce



The laboratory community is working together through CCCLW to ensure an adequate supply of laboratory professionals.

Why this site?

This site is designed for those interested in ensuring an adequate supply of appropriately trained clinical laboratory professionals in the U.S. The target audience consists of individuals with a professional interest in clinical laboratory workforce issues including laboratorians, hospital administrators, educators, policy makers, press, and HR professionals. The site is not designed for students, recruiters, or the general public; these individuals are welcome to browse but are directed to other sites with content more appropriate to their needs.

CCCLW members have different perspectives on

Contact info

For questions about CCCLW, please contact

Susan Gross, CCCLW Chair
Retired, Clinical Laboratory
San Francisco General Hospital/UCSF
San Francisco, CA 94110

 [650-592-1671](tel:650-592-1671) 
susanfishergross@yahoo.com

Some helpful laboratory related websites for a general audience:



CCCLW

Working Together for the Future



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Workforce Data

[ASCT Wage and Employment Survey](#)

[ASCP Wage and Vacancy Survey](#)

[Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2010-11 Edition, Clinical Laboratory Technologists and Technicians](#)

[Bureau of Labor Statistics](#) Relevant section of the 2010-11 Occupational Outlook Handbook [Cytogenetic technologists](#)

[Bureau of Labor Statistics](#) Relevant section of the 2010-11 Occupational Outlook Handbook: [Cytotechnologists](#)

[Bureau of Labor Statistics](#) Relevant section of the 2008-09 Occupational Outlook Handbook

[CCCLW Workforce Data by State](#)

[Cytology Training Programs - 1999-2008](#)





Recruiting Resources

- [AACC Clin Lab Job Center](#) -- Online job postings for laboratory professionals with a focus on lab directors with PhD's or MD's.

- [ASCLS Career Center](#) -- Online job postings for laboratory professionals at all levels.

- [ASCLS Career Recruitment Toolkit](#) -- A comprehensive package with information designed for laboratory professionals and laboratory educators. Includes information on education programs, certification agencies, personnel licensure, and workforce statistics

- [ASCLS Video, A Life Saved](#) -- A video showing how laboratory professionals make a difference

- [ASCP Career Center](#) -- Online job postings for laboratory professionals at all levels.

- [Directory of Online CLT or CLS Programs](#) -- An online resource maintained by ASCLS.

- [NAACLS Accredited and Approved Programs](#) -- An online searchable list of educational programs accredited by the National Accrediting Agency for Clinical Laboratory Sciences.

Labsciencecareers.com

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[Blood Bank Careers](#)

[What Education is Needed?](#)

[How Can I Learn More?](#)

Many career opportunities are available in clinical lab science. A career in clinical lab science is also a great way to learn about the science of the human body and an excellent fit for someone interested in later pursuing a career as a physician.

Some other career options beyond laboratory analysis that many clinical laboratory science professionals are qualified for include:

- **Consulting**
- **Marketing Research & Product Development**
- **Laboratory Information Systems**
- **Supervision/Administration/Management**
- **Education**
- **Public Health/Infection Control**
- **Technical Support**
- **Sales**
- **Quality assurance/Total Quality Improvement**
- **Forensic Biological Science (crime-related)**

[Watch this video](#) to find the reasons why clinical lab professionals find their work so appealing, and visit www.ascls.org for more information on jobs in clinical lab science.

Labs and Lives

A True Advocate - Andrea Harper

How do you show your support for growing the lab community? How about sending an email to 3,000 of your closest colleagues?

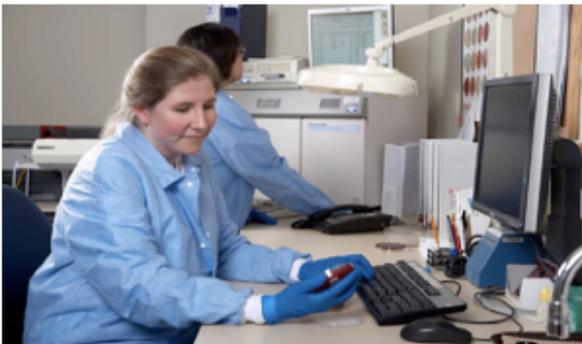
That's what Andrea Harper decided to do. She sent a link to the Labs Are Vital Advocacy Program to more than 3,000 members of the [American Society for Microbiology \(ASM\)](#). Her goal was to create a movement to engage medical laboratory professionals in the Labs Are Vital Advocacy Program. The Advocacy Program was designed to promote the value of the profession and address the issues facing labs through a network of advocates.

Harper, who recently completed the Advocacy Program training, has started to speak to local high school students. With 18 years of experience under her lab coat, Andrea has high hopes of motivating young adults to consider a career in laboratory science. She wants to voice the issues, call out solutions, and get the attention of potential lab professionals.

"Becoming a part of the Labs Are Vital Advocacy Program has been such a rewarding experience," said Harper. "The featured presentation training really helped me pull my presentation together and gave me an extra boost of confidence as far as public speaking is concerned. I really enjoy presenting to the students."

Harper is a truly dedicated lab professional. Her work as an advocate exemplifies the admiration she has for her peers around the world. Labs Are Vital is proud to have her as a certified member of the Advocacy Program and we thank her for her ongoing time and effort.

Labs Are Vital hopes that Andrea Harper's story encourages you, as a Labs Are Vital supporter, to follow in her path and help us advocate for the medical laboratory profession. *Are you our next certified Advocate?* [Click here to start.](#)



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ASCP Kicks Off Second Annual Ambassador Program to Raise Awareness of Medical Laboratory Profession

- CHICAGO (April 23, 2010) – In conjunction with National Medical Laboratory Professionals Week, the (ASCP) is opening the application process for its second annual ASCP Ambassador program, an initiative designed to promote careers in the medical laboratory. Several newly certified laboratory professionals will be selected as ASCP Ambassadors to share their personal stories about why they became laboratory professionals. Ambassadors who make 10 presentations to high school or middle school classes will receive a \$1,000 stipend at the end of their one-



HPN Vision and Mission

Vision: HPN is the premier network of health professions working to positively influence the delivery of quality health care

Mission: HPN provides a forum for collaboration among health care professions on issues of common interest. Accomplishes this mission through:

- Identifying issues of common interest
- Communicating these issues to all participants
- Seeking consensus and facilitating responses
- Advocating on behalf of health care professionals to the public, professional associations, federal and state policy makers



Communication

consensus

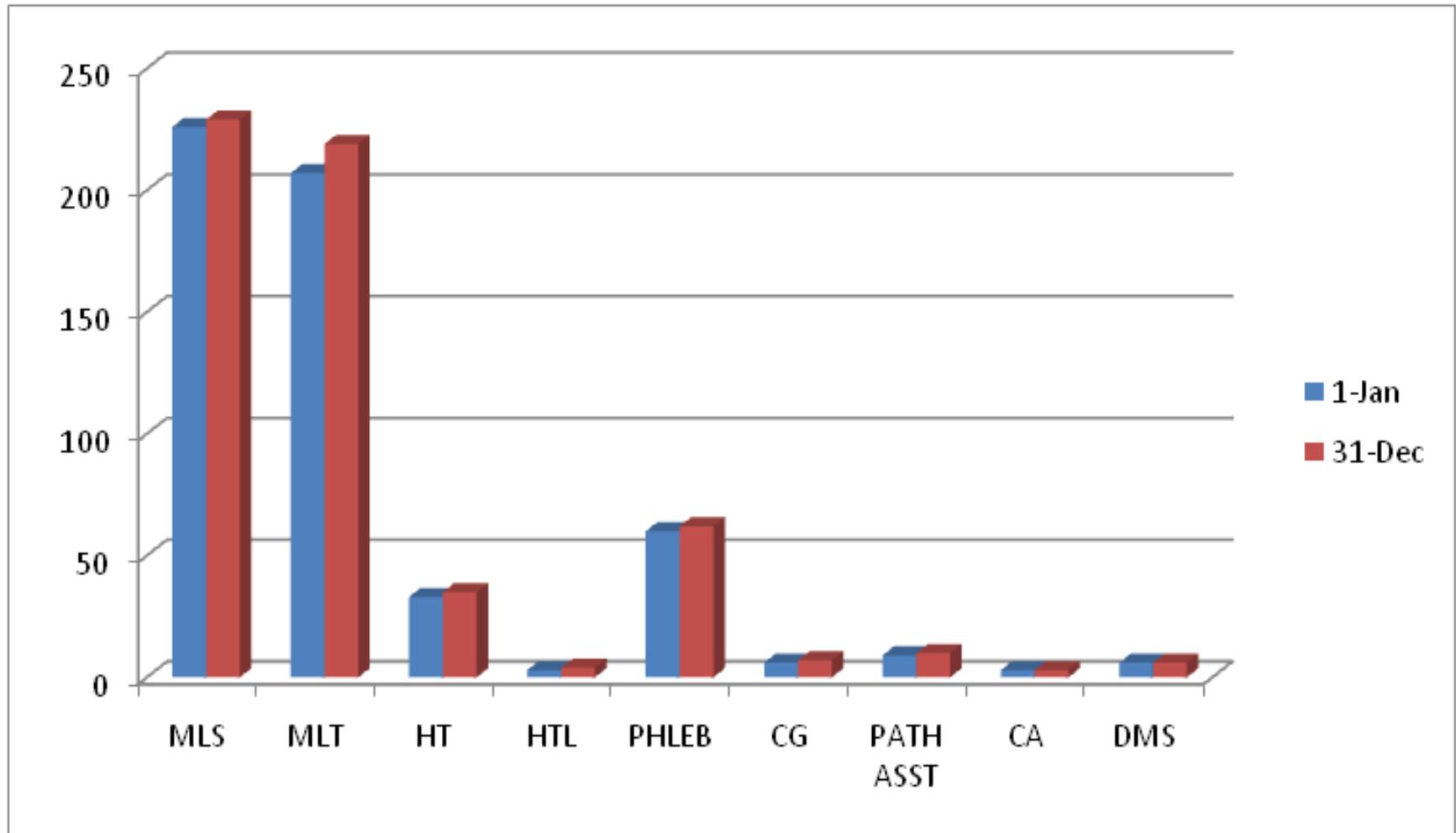
and advocacy

Number of CLS/MT Program Closures from 1990-present

<u>States</u>	<u>Clinical Program</u>	<u>Academic Program</u>	<u>Years</u>
37	57	18	1990-1995
33	96	9	1996-2000
26	26	23	2001-2005
14	13	4	2006-2010

NAACLS Programs by Type

1/1/10 vs. 12/31/10



Recent Workforce Surveys

- California's Allied Health Workforce 2/2011
 - <http://www.calhospital.org/critical-roles>
- Wisconsin Clinical Laboratory Science Workforce Survey, 2010
 - *www.dhs.wisconsin.gov/rl_dsl/Labs/2010labreport
final11-18.pdf*