



CDC OneLab Virtual Summit 2022

Elevating Connections, Building Bridges in Adversity

Tuesday, April 19 to Thursday, April 21 EDT

Welcome!



Stay on mute until the interactive sessions



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Keep the closed captioning and Zoom windows open



Future of the Laboratory Workforce





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About the Speakers



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GS(ABB)**
University of Tennessee Health
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To see full speaker biographies, visit <https://www.cdc.gov/labtraining/onelab/onelab-summit-2022.html>



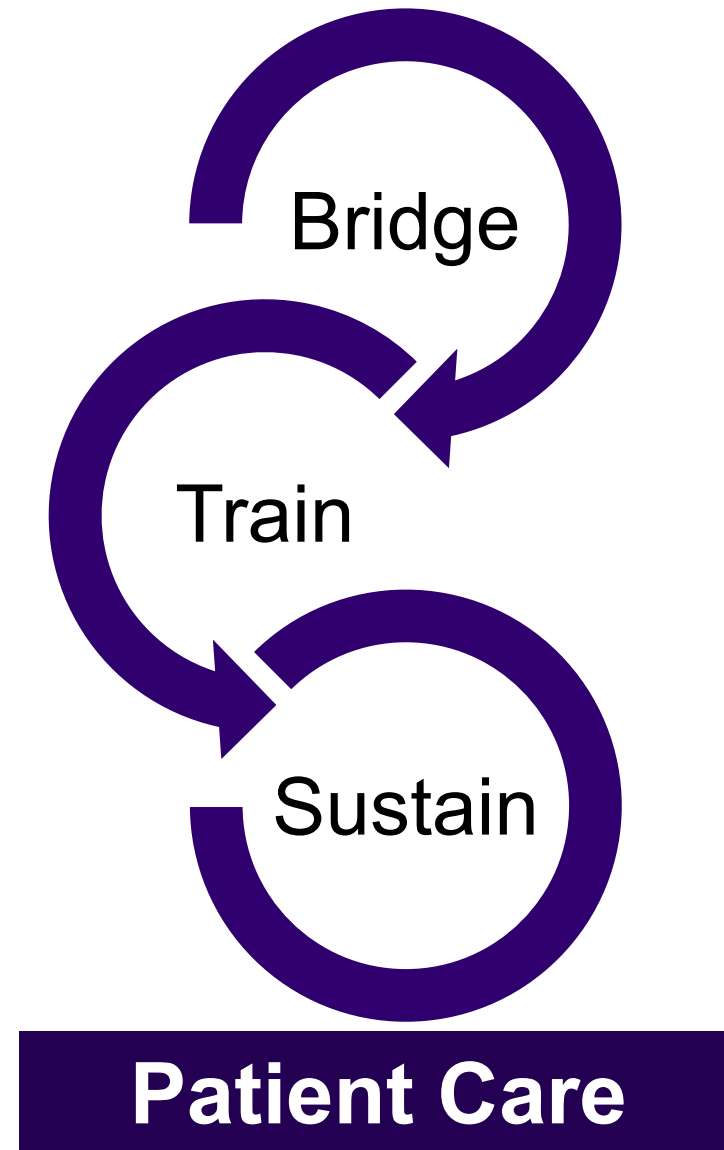
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The Clinical Laboratory Workforce: Challenges and Opportunities

Susan M. Harrington, PhD D(ABMM),
M(ASCP), MLS(ASCP)^{CM}

CDC OneLab™

A Unified Response
to Training Needs



ASCP: On-going Workforce Initiatives

- Research: Wage Survey; Vacancy Survey; Educators' Survey
- Advocacy: ASCP Institute for Science Technology & Policy, Wash DC
- Certification: medical laboratory professionals
- Education: resources for maintenance of credentials and professional advancement
- Scholarships & Grants: Students and Medical Laboratory Programs

The Clinical Laboratory Workforce: Understanding the Challenges to Meeting Current and Future Needs

- 10 focus groups
- 90-minute Zoom sessions
- Three experienced moderators
- Semi-structured protocol



Three Focus Areas

- 1** Improve the visibility of clinical laboratory occupations

- 2** Improve workforce recruitment and retention

- 3** Focus on diversity and inclusion in the laboratory





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The Clinical Laboratory Workforce: Understanding the Challenges to Meeting Current and Future Needs

https://ascpcdn.s3.amazonaws.com/static/ISTP/ASCP_UW_Clinical+Laboratory+Workforce_Report_2021.pdf

ASCP:

Edna Garcia, MPH
Iman Kundu, MPH
Melissa Kelly, PhD

Univ of Washington:

Grace A Guenther, MPA
Susan M. Skillman, MS
Bianca K. Frogner, PhD

Study Results: Employment Retention

Occupational Role	Most Common Challenges	Strategies Utilized
Histotechnician	<ul style="list-style-type: none"> • Competition with other laboratories or institutions 	<ul style="list-style-type: none"> • Financial incentives • Promoting positive workplace culture • Flexible schedule • Career pathways • Offering solutions to address the lack of engagement
Medical Laboratory Assistant	<ul style="list-style-type: none"> • Lack of benefits 	<ul style="list-style-type: none"> • Financial incentives • Promoting positive workplace culture
Medical Laboratory Technician	<ul style="list-style-type: none"> • Competition with other laboratories • Salary 	<ul style="list-style-type: none"> • Financial incentives • Flexible schedules • Career pathways
Phlebotomist	<ul style="list-style-type: none"> • Salary 	<ul style="list-style-type: none"> • Financial incentives • Promoting positive workplace culture • Flexible schedule • Career pathways

Academic Recruitment

Type of Training Program	Most Common Challenges	Strategies Utilized
Histotechnician	<ul style="list-style-type: none">• Lack of training programs	<ul style="list-style-type: none">• Raising awareness through recruitment activities
Medical Laboratory Assistant	<ul style="list-style-type: none">• Geographic location• Lack of visibility of the profession• Lack of scholarship resources	<ul style="list-style-type: none">• Raising awareness through recruitment activities
Medical Laboratory Technician	<ul style="list-style-type: none">• Lack of resources/awareness of resources	<ul style="list-style-type: none">• Raising awareness through making connections outside the field (e.g., colleges creating virtual immersion programs; presenting at community seminars)
Phlebotomist	<ul style="list-style-type: none">• Lack of training programs	<ul style="list-style-type: none">• Raising awareness through recruitment activities

Blueprint for Action

Recommendations

Siemens_Clinical+Laboratory+Workforce_Blueprint.pdf
(ascpcdn.s3.amazonaws.com)

Aim 1:
Increase the
visibility of
clinical
laboratory
occupations

RECOMMENDATIONS

- **R1:** Encourage interest in clinical laboratory career education and training by exposing elementary and middle school students to the laboratory field.
- **R2:** Promote visibility of the clinical laboratory occupations in high school, college campuses, and professional groups.
- **R3:** Support education programs and clinical training.
- **R4:** Promote consistent use of occupational titles and roles.

Aim 2:
Expand and
improve
workforce
recruitment
and retention
of laboratory
professionals

RECOMMENDATIONS

- **R5:** Refine recruitment strategies to find qualified laboratory professionals.
- **R6:** Encourage professional development and promote job satisfaction.
- **R7:** Examine opportunities for on-the-job training.

Opportunities for Training Existing Employees

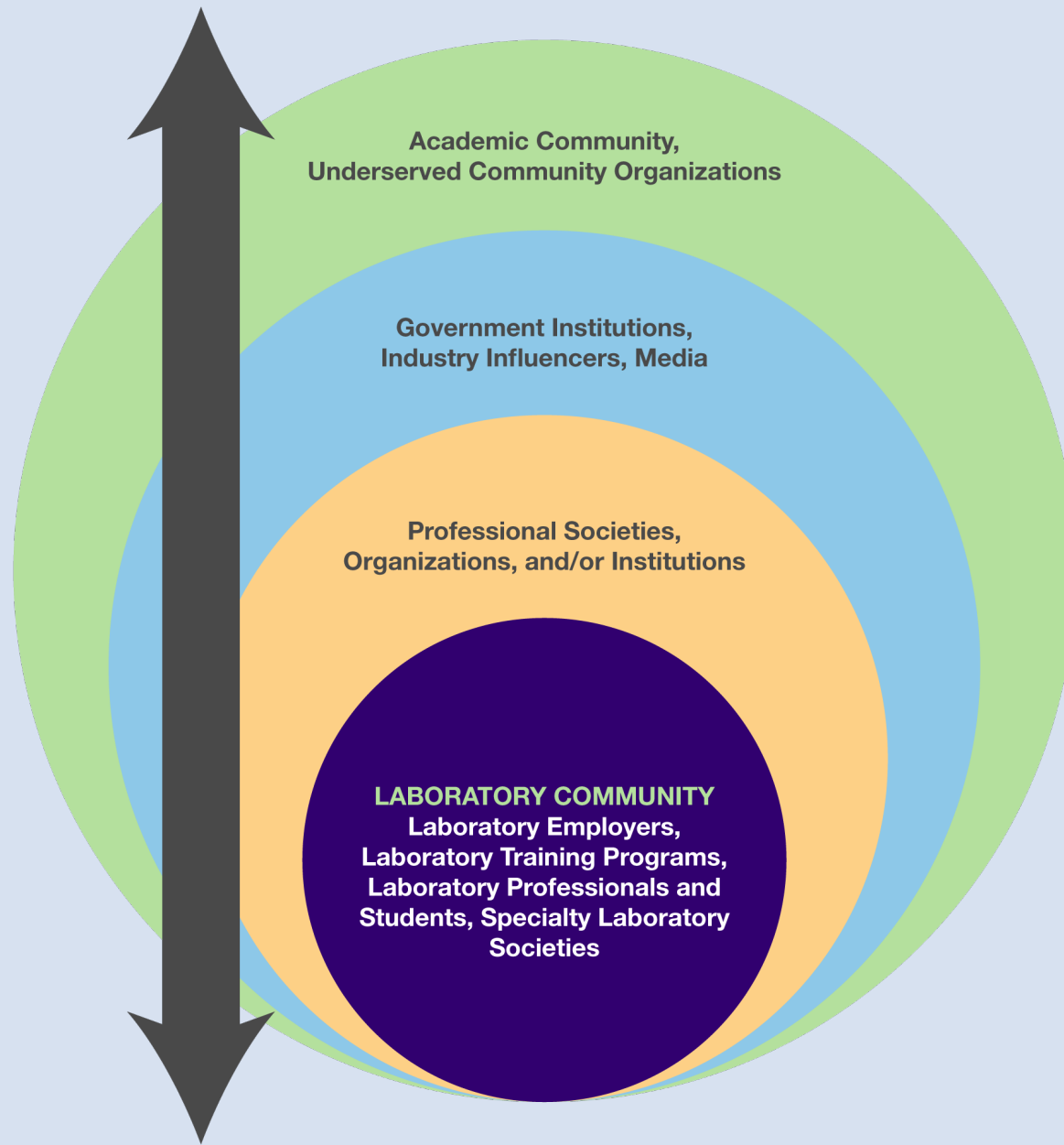
- OneLab VR Training Materials
- Existing on-line accredited education programs in the laboratory professions
 - Specific (categorical) accredited laboratory training
 - [ASM-Weber State University Microbiology Certificate | ASM.org](#)
 - MLT to MLS
- Laboratory-based educational opportunities for new employees
 - Existing MLS curriculum
 - Career ladder programs

Aim 3:
Continually
increase the
diversity and
inclusion of
the clinical
laboratory
workforce

RECOMMENDATIONS

- **R8:** Promote diversity in academic recruitment.
- **R9:** Encourage employer efforts to increase workforce diversity.

Key Actors and Audiences



Blueprint for Action: Visions for Implementation

Priorities and Opportunities

Priorities and Opportunities: Form a Workforce Steering Committee

- 12 members
- Broad representation:
 - Large, urban laboratory
 - Molecular diagnostics
 - Rural hospital
 - Cytotechnology
 - US Public Health Service; CDC
 - Pathology assistant
 - Phlebotomy
 - Microbiology
 - Histotechnology
 - Chemistry
 - Pathology
- Administration and management
- Education
- Laboratory professionals
- Government
- Laboratory professional societies
- Hospital
- University

Priorities and Opportunities:

Diversity and Inclusion

- Build awareness of DEI
- Tap the ASCP Diversity, Equity and Inclusion Committee (established 2019)
- Appoint diverse leadership to workforce steering committee and coalition.



Priorities and Opportunities: Build a Coalition

Develop a nationwide coalition and campaign for action that would support the laboratory workforce of the future.



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Thank You

