

CCCLW

Coordinating Council

For

The Clinical Laboratory Workforce

Joeline Dillard Davidson, MBA,
CLS(NCA), MT(ASCP)

CCCLW Participants

- American Society for Clinical Laboratory Science
- Centers for Disease Control and Prevention
- American Society for Microbiology
- U.S. Food and Drug Administration
- American Association of Bioanalysts
- National Credentialing Agency for Clinical Laboratory Personnel
- National Accrediting Agency for Clinical Laboratory Sciences
- American Society for Clinical Pathology, AMS
- American Association for Clinical Chemistry
- Clinical Laboratory Management Association
- American Society for Clinical Pathology, Board of Registry

CCCLW Participants

- American Society for Cytotechnologists
- National society for Histotechnology
- Association of Schools of Allied Health Professions
- American Clinical Laboratory Association
- Association of Genetic Technologists
- American Medical Technologists
- Association of Public Health Laboratories
- Association for Molecular Pathology
- Clinical Laboratory Improvement Advisory Committee
- The Veterans Administration

Strategic Plan

- Data Collection ASCP
- Marketing CLMA
- Recruitment ASCLS
- Financing Education NAACLS

Recent Direction

- Become the consulting organization for information and strategies regarding the laboratory workforce shortage and issues.
- Identify target audiences to whom information should be communicated.
- Prepare an aggressive campaign that could be used to reach the public.

Dade Behring contributed
scholarships

Main Focus

Increase visibility of the
profession

Subcommittee established to
work with Abbott Diagnostics
Marketing Representative

Vacancy Rates

Position	2003 Survey	2002 Survey
CLS/MT	4.3%	7.0%
CLS/MT Supv	3.3%	5.9%
CLS/MT Mgr	1.9%	3.7%
CLT/MLT	5.9%	8.6%
CLT/MLT Supv	2%	7.1%

Vacancy Rates

HT non-certified	7.8%	3.7%
HT certified	6.0%	8.7%
HT Supv	4.9%	5.9%
HTL	3.6%	10.7%
HTL Supv	4.9%	5.9%
CT	4.3%	7.6%
CT Supv	1.6%	5.8%
PBT certified	6.6%	9.1%
PBT Supv	2.7%	7.5%

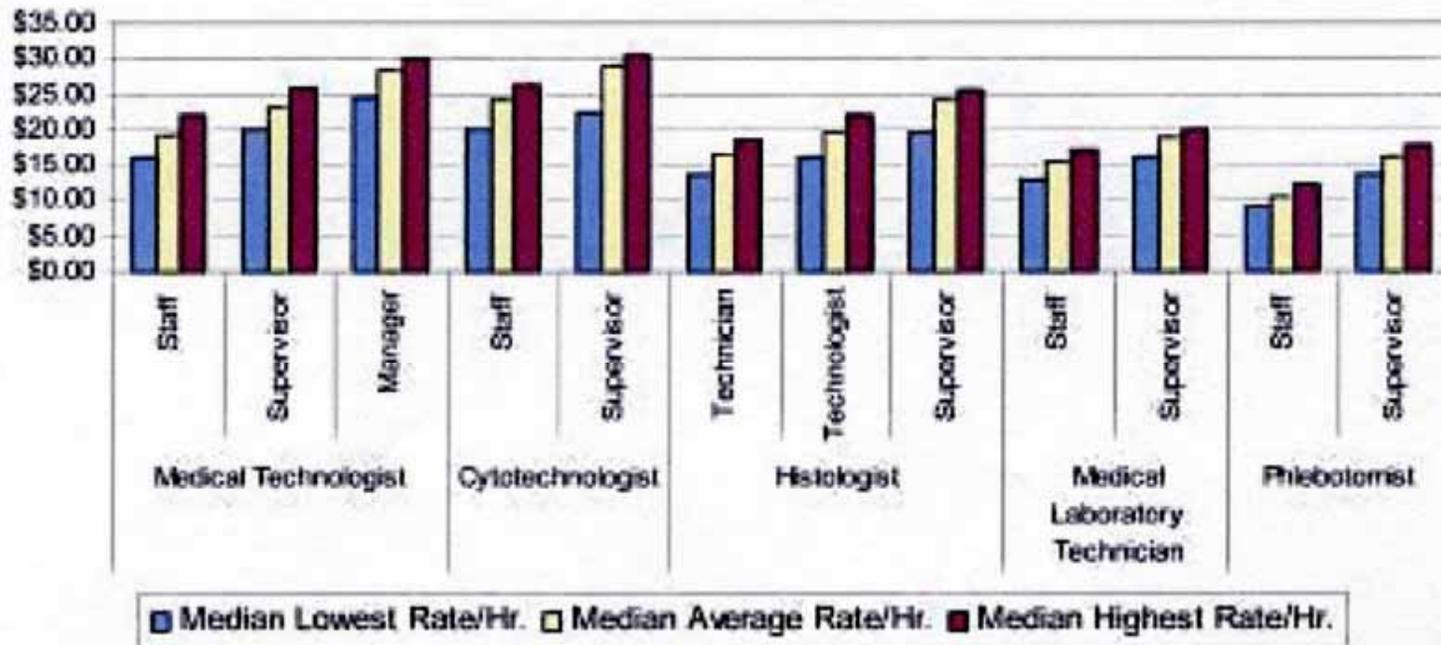


Figure 1_Median low-end, average and high-end wage rates by position (Source: MORPACE International. 2003 Wage and Vacancy Survey, April 2004).

Table 1_Response Rate by Laboratory Type

Laboratory Type	Surveys Mailed	Surveys Returned	Percentage Responded
Total	9,738	1,682	17%
Hospital	4,925	1,211	25%
Private C/L	1,913	196	10%
POL	1,540	189	12%
Community/Outpatient	1,360	86	6%

Issues with Survey

- Hiring of non-certified staff to fill positions.
- Poor response on questions about non-certified staff limit the validity of the data.
- The definition of vacancy (budgeted positions have been cut).

New Insights Needed Regarding

- Students not attracted by the long hours of laboratory work.
- Not enough certified staff entering workforce to replace staff retiring in 3-5 years.
- Nature of Laboratory work changing.
- Research is adding complexity to testing process
- Automation is redefining staff skill requirements

Bureau of Labor and Statistics

Workforce Projections

	2001 actual	2012 projection
CLS/MT	150,000	170,000
CLT/MLT	170,000	176,000

2012 Projection

138,000 openings for CLS/MT and CLT/MLT

ACCREDITED PROGRAMS

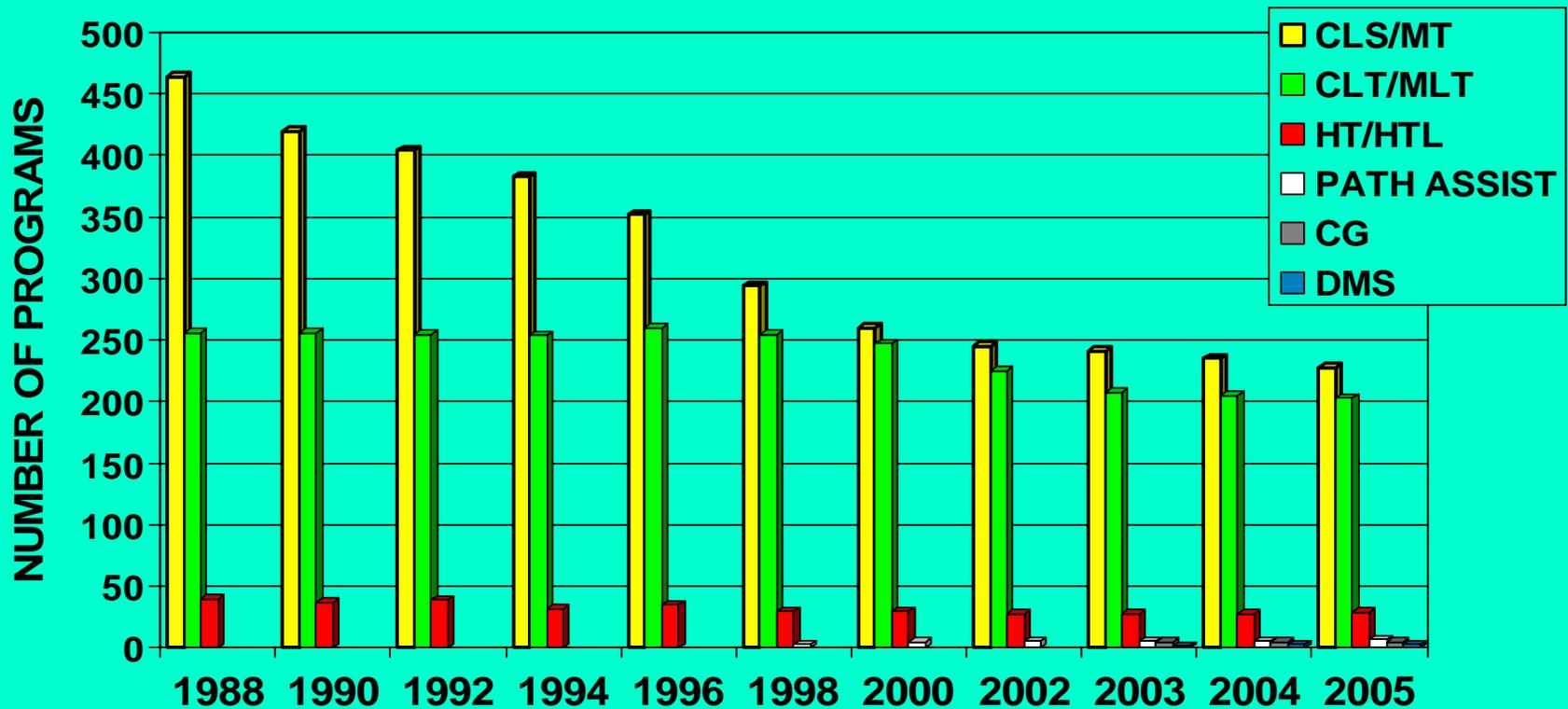
	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>
CLS/MT	252	245	241	235	228
CLT/MLT	230	225	208	205	203
HT/HTL	27	28	28	28	29
Path Assistant	5	6	6	6	7
CG	NA	NA	6	5	5
DMS	NA	NA	0	3	3
Total	514	504	483	482	475

New NAACLS Programs

	2001	2002	2003	2004	2005
CLS/MT	4	1	1	4	3
CLT/MLT	2	2	2	4	1
HT/HTL	0	1	3	0	1
Path Assistant	0	1	0	0	1
CG	0	0	0	0	0
DMS	0	0	0	3	0
PHB	4	3	1	0	1
CA	0	0	0	0	1

HISTORICAL LOOK

NUMBER OF ACCREDITED PROGRAMS

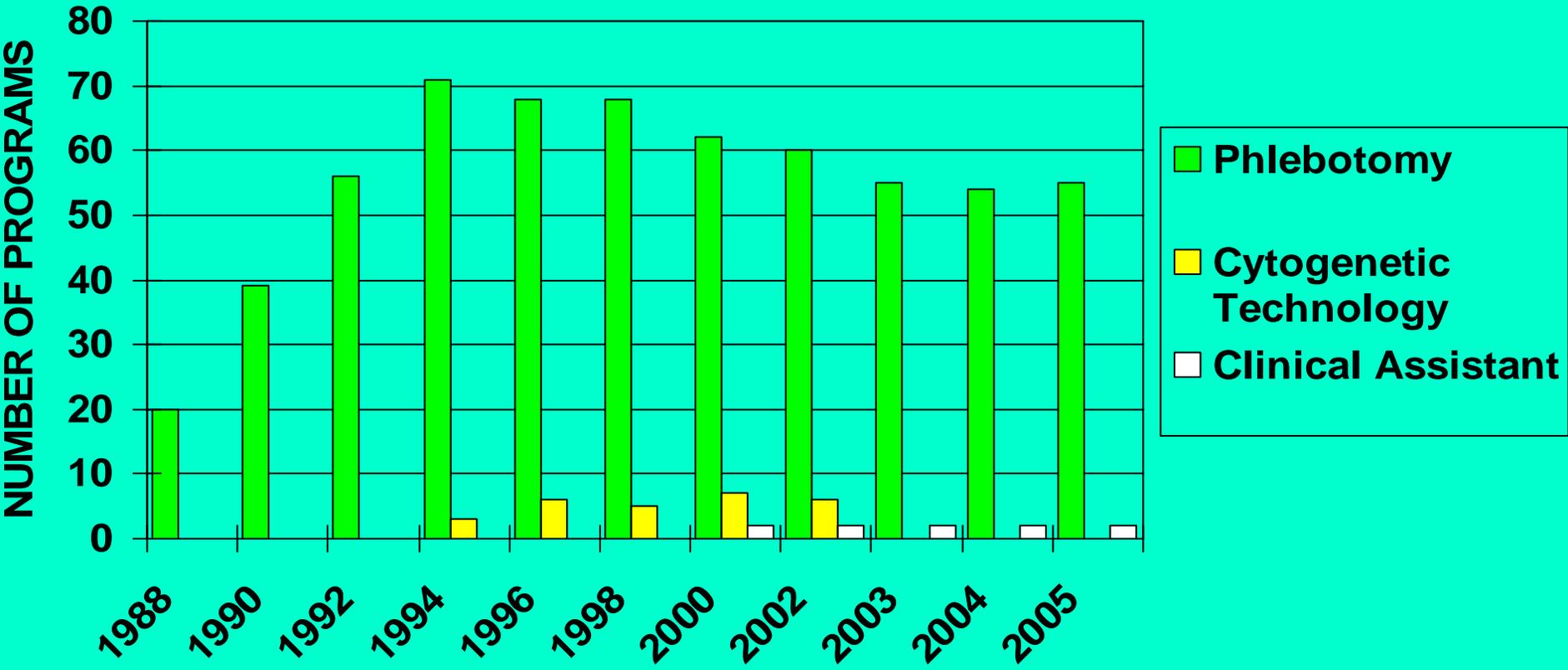


NUMBER OF NAACLS APPROVED PROGRAMS

	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>
Phlebotomy	62	68	60	55	54	55
Cytogenetic Technologist	7	6	6	NA	NA	NA
Clinical Assistant	2	2	2	2	2	2
Total	76	76	68	57	56	57

HISTORICAL LOOK

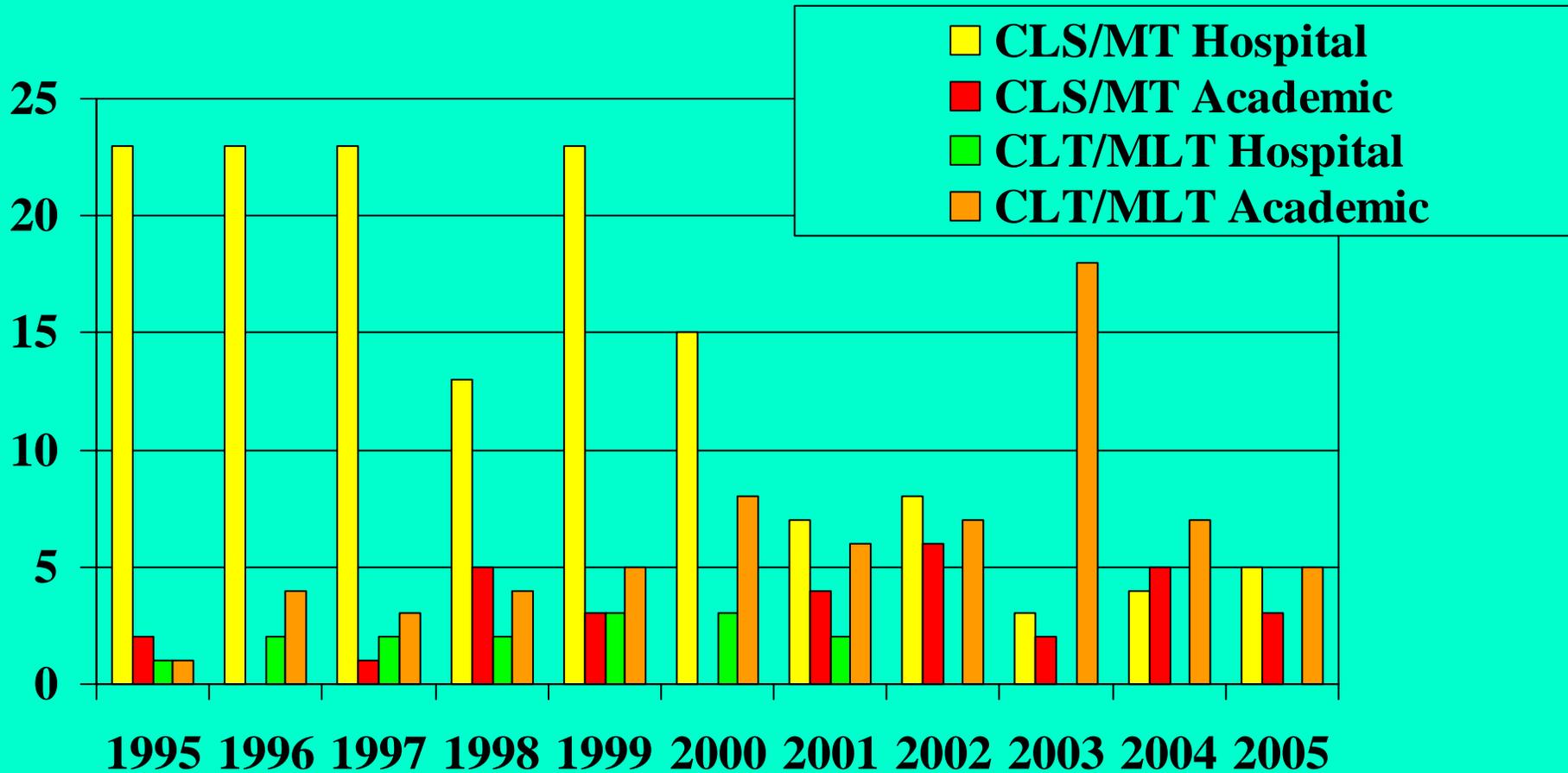
NUMBER OF APPROVED PROGRAMS



PROGRAM CLOSURES BY YEAR, LEVEL & LOCATION

	CLS/MT		CLT/MLT	
Year	Hospital	Academic	Hospital	Academic
1996	23	0	2	4
1997	23	1	2	3
1998	13	5	2	4
1999	23	3	3	5
2000	11	0	3	5
2001	7	4	2	6
2002	8	6	0	7
2003	3	2	0	18
2004	4	5	0	7
2005	5	3	0	5

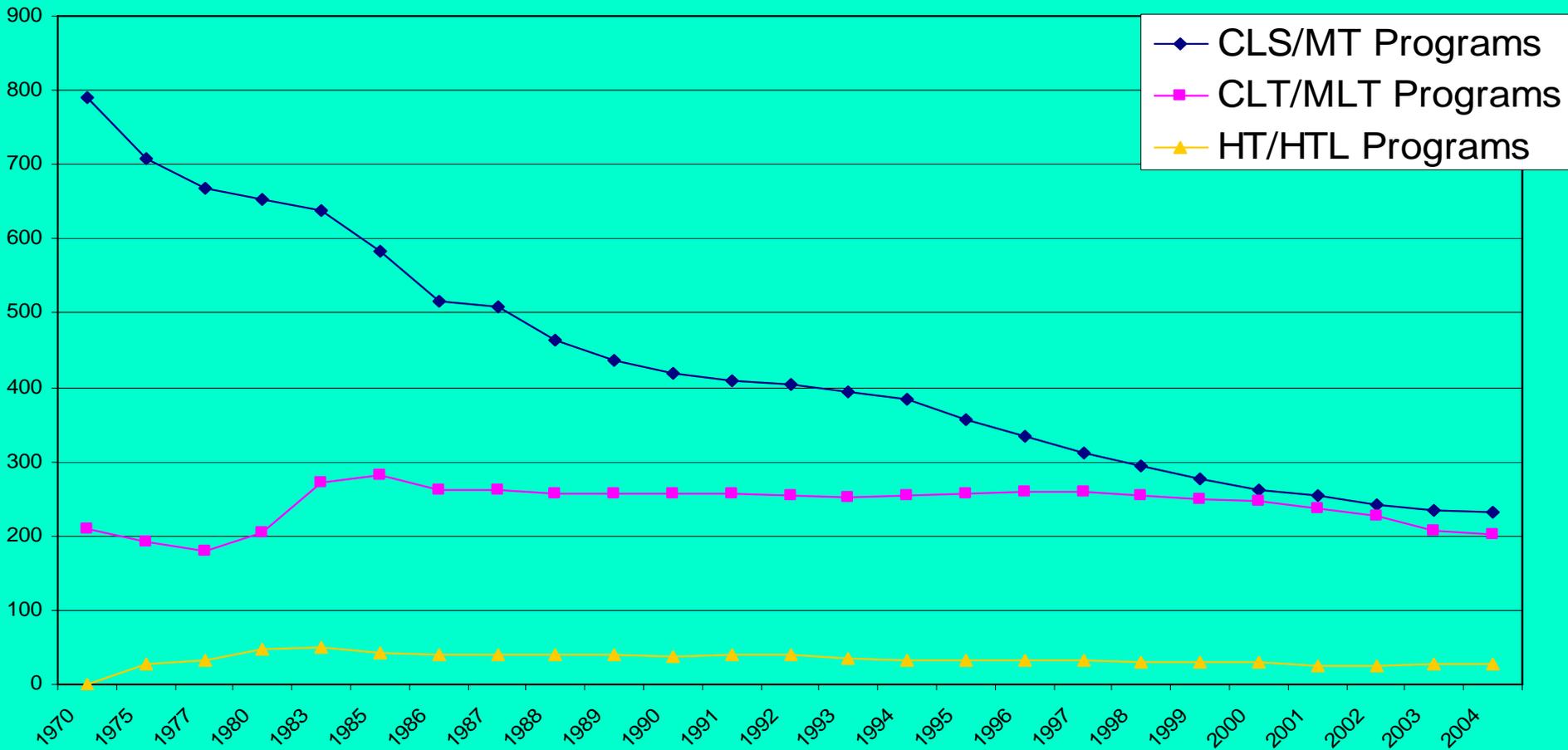
HISTORICAL LOOK PROGRAM CLOSURES



NEW PROGRAMS

	2001	2002	2003	2004	2005
CLS/MT	4	1	1	4	3
CLT/MLT	2	2	2	4	1
HT/HTL	0	1	3	0	1
PA	0	1	0	0	1
CG	0	0	0	0	0
DMS	0	0	0	3	0
PHB	4	3	1	0	1
CA	0	0	0	0	1

NAACLS Program Numbers



Number of Graduates of NAACLS Programs

