



---

# **Coordinating Council on the Clinical Laboratory Workforce**

June 19, 2017

Rosemont, IL



# CCCLW Member Organizations

---

- AACC
- AGT
- AMT
- ASC
- ASCLS
- ASCP
- ASHI
- ASM
- BOC
- CLMA
- NAACLS
- NSH
- Ortho
- VA



# Initial Business

---

- Thank you to AMT for hosting this meeting!!
- What would you like to see as a result of today's strategic planning exercise?
- Approval of April meeting minutes

# CCCLW Finance Report

---

## Jim Flanigan- ASCLS

- Start of Fiscal Year (August) balance \$11,186
- 2016/17 Expenditures - \$4295 spent
  - \$21 Conference calls
  - \$571 Chair travel to June meeting
  - \$3703 April Measuring Value meeting
- Available funds for current projects \$6,891

# Update on Current Workforce Shortage Data

## Vanessa Lewin

---

Surveys occur every 4 years so 2014 is most recent for Vacancy while 2015 most recent for Wage survey.

Surveys published in AJCP

- Question was posed as to whether every 4 years is too long given some of the rapid change in healthcare
- Is it possible to consider shorter “pulse surveys” that would provide more frequent checks to better reflect faster occurring changes in both wage and vacancy?

Vacancy

- 328K jobs currently
- 16% growth rate expected
- Vacancy rates vary by region ranging from 7.8 to 10.7%
- Rates are increased over last survey in 2012
  - Retirement rates significantly increased over 2012

Wage

- Increases observed in all but two job categories over prior survey
- Comments submitted by respondents included the following recurring themes:
  - Felt underpaid and underappreciated
  - Need for increase wages
  - Need for greater advocacy

# Review of CCCLW Mission & Vision

Steve Zibrat

---

- Review of current CCCLW mission and vision
- Review of CCCLW origins in 2000 and updates in strategic initiatives in the early years, 2008 and again in 2014 that brought CCCLW focus on demonstrating the value of the laboratory and laboratorian on the healthcare process.
- Review of some recent initiatives by other organizations focusing on “value” including:
  - Advamed
  - COLA
  - Santa Fe 2.0
  - Australian initiatives

# Review of Recent CCCLW Projects

## Measuring Value – Paul Epner

---

- Review of some recent initiatives on laboratory value including:
  - Australian CIE March 2016 <http://publicpathology.org.au/wp-content/uploads/2015/12/Economic-value-of-pathology-Final-Report.pdf>
  - Advamed - Deloitte – 2017 <https://www.advamed.org/issues/payment-health-policy/value-initiative>
  - Santa Fe 2.0 Conference - <http://journals.sagepub.com/doi/full/10.1177/2374289517701067>
  - Appraising laboratory quality and value: What's missing? Epner Clin Biochem *Volume 50, Issues 10–11*, July 2017, Pages 622–624 <http://www.sciencedirect.com/science/article/pii/S0009912017301054>
- Provided an update on TMTV work to date including:
  - Realignment of domains around stakeholders
  - Assigning levels of key attributes to each domain
  - Output is expected to be 5-spoked spider change to match domains and provide guidance to users
- Mr. Epner indicated he may have access to a one-day per week volunteer to help him move the work of TMTV forward at a fast pace
- Mr. Flanigan indicated that ASCLS was working on a tool set to help laboratorians fix issues and share information regarding those issues at the grassroots level
- Question and recommendation to determine whether the survey outcome will be published and hope the literature search will also be published.
  - Julie Gayken is in need of one or more co-authors to help with creating manuscript on survey
    - Member organizations are encouraged to make recommendations on potential co-authors

# Review of Recent CCCLW Projects

## CCCLW Website – Kathy Cilia

---

- Training completed for Kathy Cilia, Jason Yuhas, and Chad Peterson to modify and update content
- Member organizations are asked to determine what links can be added to the “resource” page from either their own website and/or relevant recent articles
  - Recommendations should also come with 1-3 sentence explaining the resource link.
  - **Send materials for CCCLW website to [kcilia@americanmedtech.org](mailto:kcilia@americanmedtech.org)**



# Review of Recent CCCLW Projects

## Lab Science Careers Website – Susie Zanto

---

- We need to create a design team of young professionals
  - Ask for volunteers from all organizations to join with the ASCLS young professional group to help steer creation of the site look and some of the content to attract and engage those who are <25 years old

Send materials for LSC website to  
[laboratorysolutionz@gmail.com](mailto:laboratorysolutionz@gmail.com)



# Coalition

---

A group of people, groups, or countries who have joined together for a common purpose.

What can a coalition do better than separate organizations?

Be a conduit of ideas among coalition member organizations

Amplify good ideas to reach more people

Enrich ideas with many perspectives

Present a unified response to common concerns



# Coalition

---

What is difficult for a coalition to do?

- No staff to support projects
- Funding dependent on member organization support
- No membership to work on projects



# What problem are we trying to solve and why does it matter?

---

- Concerns of crisis over the past decade that hasn't materialized
- Are we improving technologically at a rate to keep potential disaster of workforce shortage and quality at bay?
- What happens when we can't keep ahead of the issues?
- Is it better to let it all “crash and burn” and then have the data and information to build what we have been advocating for many years?



# Is CCCLW Effective?

---

How do we show that we are effective?

Annual report to our member organizations reviewing activities and accomplishments

## Are we Coordinating or Doing?

- If coordinating, is that good enough for member organizations?
- Most seem to want more but don't always indicate what.
- CCCLW strives to do what the organizations want but they don't always articulate.
  - Vicious circle without guidance and support
  - CCCLW is what the member organizations make of it

# Feedback from each of our Member Organizations

## What should be our focus for the next 1-2 years?

---

- BOC
  - More education of what the profession actually includes and does
  - Focus on equivalency of pay to similar professions
  
- ASM
  - More highlighting to the differing routes to certification
  - Creation of an active program toolkit to present CLS as career options
  - More information on licensure and route to achieve it
  
- ASHI
  - Retaining and recruiting technologists
  - Paying techs fairly
  - Public awareness and PR of the profession

# Feedback from each of our Member Organizations

## What should be our focus for the next 1-2 years?

---

- ASCLS
  - Sufficient clinical sites to support programs
  - Salaries and differences from other professions
  - Root cause of the shortage
  - Legislative support and funding of workforce development
  - Universal application for clinical sites – clearinghouse concept
  - Raise CLIA personnel standards
  
- ASC
  - Workforce recruitment
  - Education support
  
- ASCP
  - Update workforce personnel standards
  - Develop/implement scope of practice
  - Advocacy
  - Public awareness and PR
  - Student recruitment

# Feedback from each of our Member Organizations

## What should be our focus for the next 1-2 years?

---

- CLMA
  - Provision of information and data on staffing issues
  - Maintain current information on websites
  - Need better data to support advocacy
  
- AGT
  - How do we stay relevant?
  - Should we focus instead on government advocacy?
  
- AMT
  - Advocacy
  
- AACC
  - Ask Sue Dawson.





# Priority Constituency

---

- Where can we have the most impact on the workforce shortage?
  - Students
  - Education Programs
  - Advocacy



# What does advocacy mean to people?

---

- What are we advocating and to whom are we advocating?
  - Who are the stakeholders?
- Is it at the local level to help staff be better recognized which in turn more appreciated and better compensated?
- Is it at the national level on value of the lab/laboratorian?
- We need to be more granular when we discuss advocacy since it may mean different things to different people.

# Action Plan - Students

---

- Design LabScienceCareers website to promote to and attract potential students to pursue a lab science career.
- Each CCCLW organization representative will go back and solicit volunteers from their young professionals to serve on the LabScienceCareers design team.

Jim Flanigan will ask for volunteers from the ASCLS New Professionals and New Member forum.

# Action Plan - Students

---

**By August 18 - All CCCLW organization representatives will identify existing career promotion and recruitment materials that can be placed onto either the [CCCLW website](#) for those who want to give a presentation for community or school groups, or for the [LabScienceCareers website](#) that can be easily found and accessed by potential students and send to Kathy & Susie.**



# Action Plan – Education Programs

---

- The ASCP Board of Certification will report the findings of their survey of program directors regarding current program applicants/vacancies and availability of clinical sites for their students

# Action Plan – Education Programs

---

- Explore the possibility of establishing a Matching process between potential students and education programs similar to the program available for pharmacists.

Jim Flanigan will request that the ASCLS Education Scientific Assembly take on this project.



# Action Plan - Advocacy

---

- Jim Flanigan will create some bullet points to share with the CCCLW member organizations about the proposed workforce legislation



# Action Plan - Advocacy

---

- Jim Flanigan will work with the ASCLS Government Affairs team to develop a position paper on CMS standards and workforce legislation