

Enhancing Laboratory Outcomes Through “Stacked” Professional Credentials: A Study of ASCP BOC Trends

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ABSTRACT

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INTRODUCTION

Laboratory medicine and pathology are rapidly evolving, requiring laboratory professionals to continuously adapt and enhance their skills to ensure high standards of patient care. The American Society for Clinical Pathology (ASCP), Board of Certification (BOC) has observed a notable increase in the number of credential holders obtaining multiple, or stacked, BOC credentials (see Figures A & B). This phenomenon is not limited to the U.S. but is also evident in various countries globally. This study aims to explore the trends of stacking credentials among BOC credential holders, examining its implications for professional development, career progression, and the overall impact on laboratory outcomes.

METHODS

This study utilized a comprehensive analysis of ASCP BOC’s credentialing data, focusing on individuals with multiple credentials. Data were segmented by degree (Bachelor’s, MBA, PhD, etc.), credential count (ranging from 2 to 10), and geographical distribution across the U.S. and internationally (see Figure C). The analysis sought to identify patterns, growth trends, and the professional demographics most inclined towards obtaining stacked credentials.

CONCLUSION

The study revealed that approximately 9.7% of BOC credential holders possess two or more credentials (see Figures A & D), indicating a significant trend towards continuous professional development and specialization. The breakdown of stacked credentials by degree shows a higher percentage propensity among individuals with MBAs (as one degree type). Geographical analyses highlighted hotspots for professionals seeking multiple credentials both at the domestic U.S. level and internationally.

This suggests the BOC, and by extension the laboratory medicine and pathology community, can greatly benefit from promoting and facilitating the acquisition of multiple credentials. By doing so, the field can ensure a workforce that is not only highly qualified but also adaptable to the changing dynamics of healthcare, thereby reinforcing the indispensable role of laboratory professionals in the broader healthcare ecosystem.

Figure A

| Credential Holders with >= 2 Credentials Attained | |
|---|-------|
| ASCP | 10.0% |
| ASCP ⁱ | 4.5% |
| Qualifications | 84.7% |
| Licensures | 3.0% |
| Grand Total | 9.7% |

Figure B

| Stacked Credential Metrics | | | | | |
|-----------------------------------|-------------------------------------|-------------------|------------------------|--------------------------|-------|
| Credential Holders w>1 Credential | Avg. Yrs from 1st to 2nd Credential | Avg. Adjusted Age | Avg. Scaled Score (SS) | Median Scaled Score (SS) | SD SS |
| 54,862 | 8 | 31 | 475 | 459 | 126 |

January 1, 2009 to December 31, 2023

Figure C

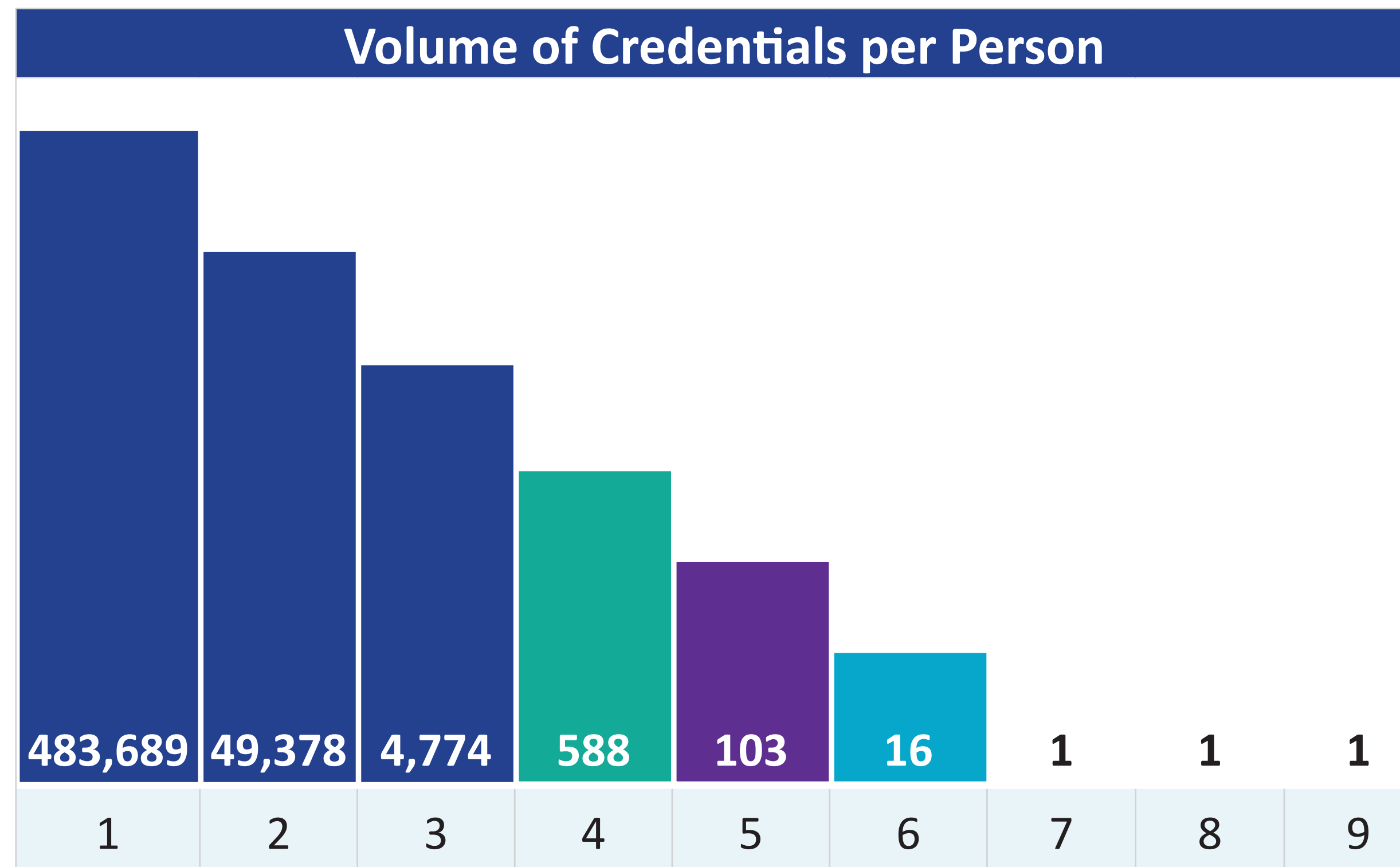
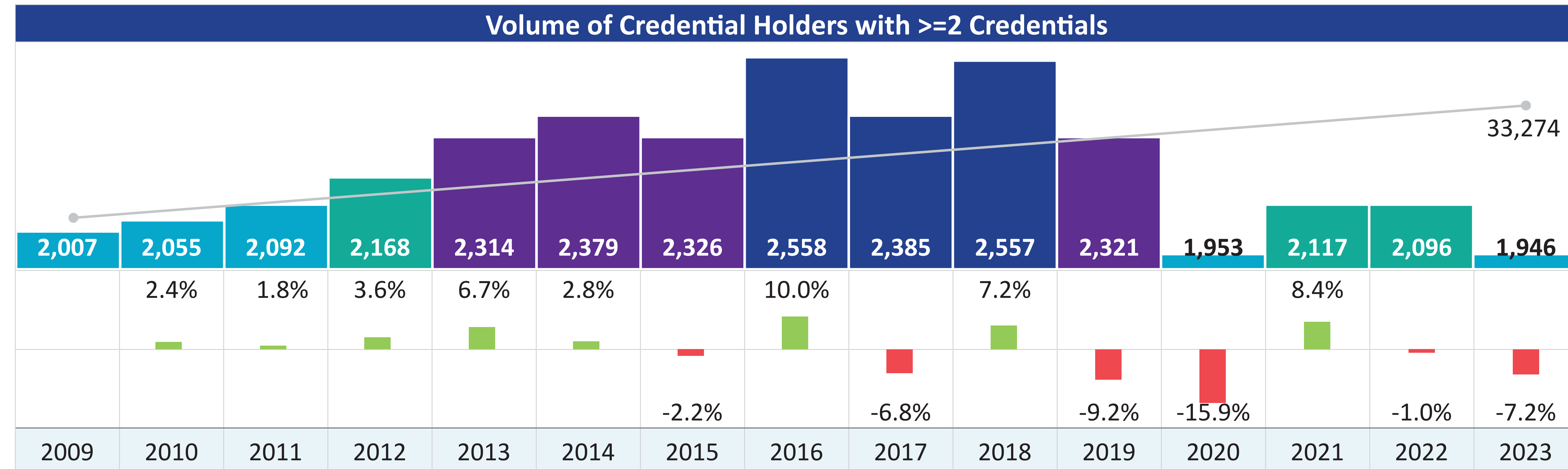


Figure D



625,000+ Credentials attained worldwide since 1928

130 COUNTRIES First time ASCPⁱ examinees by region of education

24,000+ ASCPⁱ credentials attained since 2006

117 COUNTRIES ASCPⁱ Credential holders by region of education

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Nothing to Disclose