



# ASCP Workforce Steering Committee

## Accomplishments and Blueprint for Action Implementation

### 2022 to 2024

#### 1. Encourage interest in medical laboratory careers by exposing elementary, middle and high school students to the field

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"> <li>Created Roadmap, added career pages and interviews to What's My Next (<a href="#">WMN</a>) webpage</li> <li>Engaged with career platforms (Xello; provided WNM materials)</li> <li>Exhibited at American School Counselor Association (ASCA) (2023, 2024) w/Career Ambassador; distributed Roadmap &amp; WMN and Lab Drawer Information; created database of school counselors interested in lab career materials/visits</li> <li>Exhibited at National Consortium for Health Science Education (NCHSE) w/Career Ambassador, Oct 2024; distributed Roadmap &amp; WMN, Centers for Disease Control and Prevention (CDC) virtual reality, Scholarships, Lab Drawer Information, NCHSE presentation (ASCP and ASCP BOC)</li> <li>Presented on Roadmap and career materials to students at <a href="#">Connections Academy</a>, a school counseling academy for post-secondary career</li> <li>"<a href="#">Grow Your Own</a>" <a href="#">Webinars</a>: Highlighted J. Baci's summer internship at Boston Children's</li> <li>2024 Annual Meeting session: "Non-traditional Recruitment Methods" Related materials were also shared at the ASCP BOC Global Cafe at Annual Meeting 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Promoting Career Ambassadors, esp. w/new state/regional ASCP Chapters</li> <li>The Lab Drawer available, free</li> <li>Children's Book: in development by Council of Lab Professionals (CLP)</li> <li>NextPo: high school student career event at Annual Meeting; scholarships</li> <li>NextPo to Go: new tool for Career Ambassadors to promote lab careers in their communities</li> <li>Created numerous "ASCP BOC Value Vignettes" for promotion on social media that emphasize the value of a career in the laboratory after interviewing numerous program directors, medical laboratory professionals, laboratory managers, and others. Over 10 interviews conducted with laboratory professionals from the bench to the c-suite.</li> </ul>

#### 2. Promote visibility of the medical laboratory occupations on college campuses and professional groups

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"> <li>Created Roadmap, added career pages and interviews to <a href="#">WMN</a> webpage</li> <li>Exhibit at National Academy Advising Association (NACADA) 10.2024. Included an exhibitor presentation to the attendees</li> <li>E. Garcia and A. Spiczka presented at The Commission on Accreditation of Allied Health Education Programs (CAAHEP) Annual Meeting on workforce activities &amp; lab careers</li> <li>2024 Annual Meeting session: "Non-traditional Recruitment Methods"</li> </ul>	<ul style="list-style-type: none"> <li>ASCP BOC Executive Director A. Spiczka presented and engaged with Program Directors at ASCP Annual Meeting; The American Society for Clinical Laboratory Science (ASCLS) / Clinical Laboratory Educators Conference (CLEC); ASCLS, Association of Genetic Technologists (AGT), and Society of American Federal Medical Laboratory Scientists (SAFMLS) Joint Annual Meeting (JAM); The American Association of Pathologists' Assistants (AAPA); National Society for Histotechnology (NSH); and American Society of Cytopathology (ASC) to further share ASCP BOC value and data for these specific professional organizations.</li> <li>ASCP BOC Program Directors Advisory Committee (PDAC) engaged in promoting laboratory professional programs by: <ul style="list-style-type: none"> <li>» ASCP BOC PDAC Facebook Group: in 2024 PDAC volunteers created 215 unique posts related to promoting and engaging with program directors, facilitated over 1,500 comments related to medical laboratory programs, and generated over 2,200 reactions / interactions with program directors who are members of the group</li> <li>» Holding a webinar titled "Changing Landscape" where PDAC volunteers and program directors discussed the challenges laboratory professional education programs face as the higher education landscape changes</li> <li>» Promoting the value of careers in laboratory medicine, pathology and other specialized domains as part of the 2024 Medical Laboratory Professional Week Events on ASCP BOC's social media channels</li> <li>» Published two editions of "eLinks for Program Directors," an electronic publication that keeps program directors current on ASCP BOC activities</li> </ul> </li> </ul>

#### 3. Support education programs and medical training

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"> <li>"<a href="#">Grow Your Own</a>" <a href="#">Webinars</a>: ARUP laboratories federally funded training space; Innovative Phlebotomy programs Geisinger, Children's Hospital of Philadelphia</li> <li>WSC members reviewed ASCP and ASCP BOC Financing Study questions</li> <li>WSC members reviewed University of Washington Center for Health Workforce Studies (UW CHWS) <a href="#">Career Pathways Study</a> survey questions</li> </ul>	<ul style="list-style-type: none"> <li>CLP – STACK initiative to connect programs to students via ASCP website</li> <li>ASCP and ASCP BOC meetings w/Congress &amp; federal agencies (U.S. Bureau of Labor Statistics (BLS), Centers for Medicare and Medicaid Services (CMS), Department of Health and Human Services (HHS), Health Resources and Services Administration (HRSA), Centers for Disease Control (CDC)) to elevate the profession and programs</li> <li>ASCP and ASCP BOC advocated against specific program closures</li> <li>ASCP and ASCP BOC conducted a Financing Study</li> <li>ASCP BOC Scholarships, including Ring and Garza &amp; Becan-McBride</li> <li>ASCP BOC promotes ASCP Scholarships and Program Funding Opportunities to all ASCP BOC Examination Committees and Qualification Work Groups</li> </ul>

#### 4. Promote consistent use of occupational titles and roles

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"><li>• M. Campbell evaluated National Accrediting Agency for Clinical Laboratory Science (NAACLS) website to create a database of MLS programs w/ program titles</li><li>• R. Rohde's Texas State Clinical Laboratory Science (CLS) to Medical Laboratory Science (MLS) program and degree name change summarized into booklet, <a href="#">Navigation Guide for MLS Program Title Change</a></li><li>• ASCP, ASCP BOC, ASCLS, NAACLS joint webinar in 2023 on <a href="#">MLS nomenclature standardization</a>, highlighting program name change</li></ul>	<ul style="list-style-type: none"><li>• ASCP BOC Nomenclature Task Force activities (<a href="#">Click here</a>)<ul style="list-style-type: none"><li>» 2020 Position paper: "<a href="#">Standardizing the Professional Title of Medical Laboratory Professionals</a>"</li><li>» 2022 Promoting the MLS Profession Through Standardized Titles and FAQs</li><li>» MLS, MLT Job Titles and Descriptions</li><li>» Critical Values article on "MLS Program Nomenclature Change Guide"</li><li>» ASCP, ASCP BOC, ASCLS, NAACLS created slide deck for the Navigation Guide for MLS Program Title Change</li></ul></li></ul>

#### 5. Refine recruitment strategies to find qualified laboratory professionals

WSC Initiatives	Other ASCP Initiatives
	<ul style="list-style-type: none"><li>• Publication of results of UW CHWS Career Pathways study in <i>American Journal of Clinical Pathology (AJCP)</i></li></ul>

#### 6. Encourage professional development and promote job satisfaction

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"><li>• <a href="#">"Grow Your Own" Webinar</a>: highlighted career ladder</li><li>• <a href="#">2023 ASCP Wage Survey</a> highlights increased wages</li><li>• 1 pager for additional career opportunities for lab professionals (FUTURE)</li></ul>	<ul style="list-style-type: none"><li>• ASCP BOC Value of Certification Task Force – Highlighting and promoting career advancement</li><li>• Numerous Value of ASCP BOC Credential Interviews conducted in 2024, which are being promoted on ASCP BOC social media channels</li><li>• Career pathway interviews published in the ASCP BOC Newsletter on how Vanderbilt University, Mayo Clinic, Sonora Quest Laboratories, Massachusetts General Brigham, and University Health - San Antonio encourage ASCP BOC credentials as part of their career advancement</li><li>• <a href="#">Negotiation and Advocacy Toolbox</a></li><li>• <a href="#">Aligning Your Laboratory Team Guide</a></li></ul>

#### 7. Examine opportunities for on-the-job training

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"><li>• WSC members served as Subject Matter Experts (SMEs) for both ASCP-developed and CDC-developed course materials (for CDC OneLab REACH) across a variety of medical laboratory and lab quality areas</li><li>• ASCP Basic Medical Laboratory Skills Training – curriculum design and approval (Launched June 2025)</li><li>• Facilitation of the ASCP Building Bridges Across the Laboratory Community webinar series (offering CMLE credit)</li></ul>	<ul style="list-style-type: none"><li>• ASCP OneLab Grant activities (<a href="#">Website link</a>)</li><li>• Diversity of ASCP BOC examination eligibility routes, inclusive of on-the-job training</li></ul>

#### 8. Promote diversity in academic recruitment

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"><li>• <a href="#">Ring Scholarship</a> – WSC members scored applications</li><li>• <a href="#">"Grow Your Own" Webinar</a>: focus on rural and underserved areas</li></ul>	<ul style="list-style-type: none"><li>• Ring Scholarship – advise on target audience insights and lab workforce recruitment priority groups</li></ul>

#### 9. Encourage employer efforts to increase workforce diversity

WSC Initiatives	Other ASCP Initiatives
	<ul style="list-style-type: none"><li>• ASCP has formed DEI committee</li></ul>

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

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"><li>• WSC Chair attends meetings</li></ul>	<ul style="list-style-type: none"><li>• ASCP has lead development of <a href="#">Medical and Public Health Laboratory Workforce Coalition</a>, 3 – 4 conference calls annually</li></ul>

#### 11. Form a workforce steering committee

WSC Initiatives	Other ASCP Initiatives
<ul style="list-style-type: none"><li>• Twelve-member <a href="#">committee</a> meets about 3x per year; projects on-going</li></ul>	

#### 12. Secure funding to implement blueprint recommendations

WSC Initiatives	Other ASCP Initiatives
	<ul style="list-style-type: none"><li>• CDC Workforce Grant – 3 years</li></ul>