



Medical Laboratory Technician

Title: Medical Lab Technician
Duration: College Based Training (2 - 3 years)
Training Provider: Villa Julie (until 5/06), CCBC-Essex, BCCC, Weber State
Learning Objective: Prepares employees to perform selected routing laboratory tests, records and report results. In addition, employees learn how to set up and maintain equipment, and monitor quality control standards.

This was one of the first trainings the project worked started. There was only one school in Maryland that provided this training when the project began in August of 2004, and was schedule to shut down this training in May of 2006. The other programs were on-line programs. In order to enroll these employees in this program in the fall of 2004 the department and the project had to move quickly.

The Pathology Department had conducted a great deal of the screening and application process prior to participating in the project. The participants selected for this training were Laboratory Technicians in the Pathology Department. Employees were identified by the department, attended a departmental information session, and completed an application and a survey to determine their readiness for on-line coursework prior to being assessed by the project. Due to all of the work conducted by the department, the very early start of this training, and the time constraint posed by the college, the participants took the Wonderlic assessment.

When the final listing of participants were determined, they were enrolled in the various programs (college & on-line), and received tuition support through the hospital's tuition assistance program. To enroll in this program an employee only needed to have a high school diploma. We did find with some of the participants, however, did not have all of the pre-requisite courses required by their initial college of interest, and, therefore, had to reapply to other colleges. This created quite a bit of readjustment, but reinforced the requirement that employees interested in pursuing this opportunity must provide transcripts of prior college work. This readjustment created a delay in the end date of those pursuing this degree. As a result, the department and the project then met with the Community College of Baltimore County to request that they reinstate their MLT



program. The college moved quickly and with additional financial support from the project the college will start their program in the fall of 2007.

Even though the on-line courses were believed to be a flexible alternative to the shortage of training providers for this field, it isn't for everyone. We learned that the on-line courses proved to be quite challenging for employees who had not had some college courses before. Therefore, future enrollees for this training will have to demonstrate success in undergraduate coursework, and provide proof of at least 9 credits of college coursework with a math, English, and science course as a part of their coursework before being accepted and supported by the institution. Also, it was also very difficult to really know if those participants studying on-line used the full 16 hours they received each week for school work. The employees that pursued the on-line training ended up interrupting their studies, and will re-enroll once the college based training program starts in the fall of 2007.

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