CSMLS ⬤ SCSLM

Canadian Society for Medical Laboratory Science
Société canadienne de science de laboratoire médical

Medical Laboratory Professionals Employment Report

One Year Post Certification

2022

Table of Contents

1. Executive Summary

Survey Purpose:

This survey examines the employment trends of medical laboratory professionals (MLPs) who were successful in passing the Canadian Society for Medical Laboratory Science (CSMLS) certification exam within a specified year. The employment information is focused on the respondents experience one year after certification and the pathways taken, including barriers and facilitators, to reach their goals. It provides an indication of the labour market's need for MLPs, as well as information for employers, academic programs, and students evaluating entrance into the profession.

Participants:

Medical Laboratory Technologists (MLT: general, clinical genetics and cytotechnologists) and Medical Laboratory Assistants (MLA) and who passed their CSMLS certification exam in 2022 are included in the analysis, and compared to previous years. Employment rates are determined one year after successful completion of the exam in 2022. A total of 1168 unique certified graduates completed the certification exam in 2022, resulting in a 18% (216/1168) participation rate (MLT =21%, 150/704; MLA = 14%, 66/464). Participation rates are lower than the previous year for both MLAs and MLTs by 4% and 2% respectively.

Methodology:

The survey was administered via SurveyMonkey approximately 12 months after the respondent's certification date.

Results:

One Year Post-Certification Employment Status:
- 92% of MLTs were employed at certification level at the time of the survey.
    - 81% of employed MLTs reported working full-time or full time equivalent (FTE).
- 78% of MLAs were employed at certification level at the time of the survey.
    - 59% of employed MLAs were working full-time or FTE.

Length of Time to Find Employment at Certification Level:
- For the MLTs who achieved employment at their certification level, the data suggests the rate at which they are finding jobs has been slowing down for the past two years. The number of respondents that achieved employment prior to their first month after certification also saw a sharp decline compared to the previous years, which is consistent with the sluggish rate observed for the rest of the year. However, the ratio comparing permanent employment to all employment during this time has also become smaller, indicating more people are getting permanent jobs faster.
- For MLAs who achieved employment at certification level, the employment rate throughout the current year seemed a little bit slower than the previous years but then equalized after month 12. Overall, the current year appears consistent with previous years.

Key Findings:
- Permanent full-time positions for MLTs appear to have decreased this year.
- The number of MLTs (77%) that were not seeking a new job at the time of the survey is consistent with the past 2 years, but also rebounded slightly from the downward trend of the previous 4 years.

- The largest groups for MLTs want to stay with the same department (36%) and organization (48%) for more than 5 years, which is consistent with the results obtained for the previous 4 years. The second largest grouping belongs to those who have already changed their department or organization and that's also consistent with past results.
- New MLTs may experience more pressure to accept a job at a training site as compared to those trained in previous years. Increasing pressure appears to be a trend.

- Permanent positions, both full-time and part-time, increased for MLAs
- The number of MLAs (52%) that were not seeking a new job at the time of the survey is consistent with the past 4 years.
- The largest groups of MLAs (34%) already moved on to a different department and organization. The next largest groups want to stay with the same department (26%) and organization (30%) for more than 5 years, which were the most popular choices for the previous 4 years.

- One-year post certification, a large share of MLTs (52%) and MLAs (44%) are employed at the site where they completed their clinical placement, which demonstrates the influence their training has on employment prospects
    - 48% of MLTs and 34% of MLAs replied that their clinical placement site is the first department and organization they worked with after graduation
- Derived general satisfaction scores for both MLT and MLA respondents are 77% and 68%, respectively
    - The scores are slightly lower this year in comparison to the past four years.
    - The difference, however, is within the range of the margin of error
- Employer's expectations are less likely perceived as "at the right level" for both MLTs and MLAs and this also appears to be an increasing trend.
- Additionally, we note that the impact of the COVID-19 pandemic on job satisfaction among healthcare professionals has resulted in lower job satisfaction and this is suspected to have some impact on the satisfaction of our newly certified members as well.[1]

1. Makowicz D, Lisowicz K, Bryniarski K, Dziubaszewska R, Makowicz N and Dobrowolska B (2022) Front. Public Health 10:1006049. doi: 10.3389/fpubh.2022.1006049. Briciu, V.; Leucuta, D.-C.; Tőkés, G.E.; Colcear, D. Int. J. Environ. Res. Public Health 2023, 20, 4118. https://doi.org/10.3390/ijerph20054118.

2. Introduction to the Newly Certified Graduate Employment Survey: 2022

Survey Purpose:

This survey examines the employment trends of medical laboratory professionals (MLPs) who were successful in passing their Canadian Society for Medical Laboratory Science (CSMLS) certification exam within a specified year. The employment information is focused on the respondents experience one year after certification and the pathways taken, including barriers and facilitators, to reach their goals. It provides an indication of the labour market's need for MLPs, as well as information for employers, academic programs, and students evaluating entrance into the profession.

Survey Design History:

Table 1. Chronological List of Changes to the Survey

Dissemination	Certification	Comments
2014	2013	Evaluation and redesign of survey was initiated with small question changes implemented in calendar year 2015.
		Data collection within calendar 2014 and prior may not be comparable to current survey questions
2015	2014	Survey changes implemented.
2016	2015	Internal processes were updated and survey methodology was reviewed.
		Additional changes to be implemented in 2017 with minimal impact on question structure.
		Renamed to the Newly Certified Graduate Employment survey.
2017	2016	Methodology improvements were made, which resulted in the approximate doubling of participation rate.
2018	2017	The question "Are you still employed by the first department and organization you work with after graduation?" was added.
2022	2020	Report named "CSMLS Employment Report - One Year Post Certification"
2023	2021	Numerous survey questions edited to improve clarity and efficiency
		Report renamed to "Medical Laboratory Professionals Employment Report. One Year Post Certification" to reflect IEMLT growth

Survey Dissemination:

The survey was sent to all CSMLS certification exam candidates who successfully passed their exam in the specified year and was administered via SurveyMonkey approximately 12 months after the respondent's certification date. A request to participate in the survey was sent to respondents, who were contacted by email from a list generated via iMIS query.

Participation Rates:

Medical Laboratory Technologists (MLT: general, clinical genetics and cytotechnologists) and Medical Laboratory Assistants (MLA) and who passed their CSMLS certification exam in 2022 are included in the analysis, and compared to previous years. Employment rates are determined one year after successful completion of the exam in 2022. A total of 1168 unique certified graduates completed the certification exam in 2022, resulting in a 18% (216/1168) participation rate (MLT =21%, 150/704; MLA = 14%, 66/464). Participation rates are lower than the previous year for both MLAs and MLTs by 4% and 2% respectively.

MLT subgroups, as indicated in **Table 2** below, were combined for the analysis due to the vast majority being general MLTs.   This process is consistent with previous years' analysis. Survey questions are not mandatory and thus, some n values (number of respondents) differ between questions. The margins of error, at a 95% confidence interval, derived from 216 MLT and 66 MLA responses are approximately 5.6% and 11.2%, respectively.

Table 2. Survey Participation Rates

	2018	2019	2020	2021	2022
MLT Exam Passes	636	652	656	613	704
MLT survey participation	198	205	165	221	216
General Medical Laboratory Technologist	188	193	160	139	144
Clinical Genetics Technologist	5	8	4	7	5
Diagnostic Cytotechnologist	5	4	1	5	1
MLA Exam Passes	684	532	403	426	464
MLA survey participation	117	94	56	70	66

Membership Status:

Most respondents in 2022 were CSMLS members at the time of their survey: 72% of MLTs and 66% of MLAs. The MLT value reflects a larger ratio of non-members participating in the survey in the current year when compared to previous years.

Table 3. Membership Status

	2018	2019	2020	2021	2022
MLT	78.8%	80.7%	77.9%	81.4%	71.5%
MLA	67.5%	78.3%	73.2%	64.0%	66.1%

Data Inclusion and Considerations:

- Any changes to data analysis methods or presentation have been applied retroactively to each year represented in the report, ensuring an accurate comparison to the previous years can be made.

- In some instances, respondents did not answer every question contained within the survey. The individual responses collected are not excluded based on coming from an incomplete survey.

- An investigation of duplicate survey answers from the same IP addresses is described in the 2019 report. The findings supported that a duplicate IP address, alone, is not a sufficient reason to exclude a data set.

Provincial Demographics:

Table 4 Compares response rate demographics to census population data and then calculates the deviation between the two. A heat map is applied to help identify the regions in Canada where response rates are lower (red) or higher (green) than would be expected from the census data.

Table 4. Provincial Demographics

	MLT	MLA	All		Census	Δ
Alberta	36	10	46	21.3%	11.7%	9.6%
British Columbia	27	3	30	13.9%	13.8%	0.1%
Manitoba	6	3	9	4.2%	3.6%	0.6%
New Brunswick	7	3	10	4.6%	2.1%	2.6%
Newfoundland and Labrador	4	2	6	2.8%	1.3%	1.4%
Northwest Territories	0	0	0	0.0%	0.1%	-0.1%
Nova Scotia	8	13	21	9.7%	2.6%	7.1%
Nunavut	0	0	0	0.0%	0.1%	-0.1%
Ontario	47	25	72	33.3%	39.0%	-5.7%
Prince Edward Island	1	1	2	0.9%	0.4%	0.5%
Quebec	4	1	5	2.3%	22.1%	-19.8%
Saskatchewan	10	5	15	6.9%	3.0%	3.9%
Yukon	0	0	0	0.0%	0.1%	-0.1%

3. Academic Demographics

Location:

- 94% of MLTs and 97% of MLAs were trained within Canada
- The largest number of respondents indicated they were trained in Ontario, followed by Alberta
  - See **Table 5** for MLT Education by Province
  - See **Table 6** for MLA Education by Province
- Values have remained consistent for the past 6 years

Table 5. MLT Education by Province

	2018	2019	2020	2021	2022
Alberta	19.9%	21.6%	17.7%	16.1%	22.0%
British Columbia	10.5%	15.7%	13.4%	8.1%	14.0%
Manitoba	5.8%	6.9%	3.7%	8.1%	2.0%
New Brunswick	3.1%	2.5%	5.5%	4.7%	7.3%
Newfoundland	3.7%	2.0%	3.7%	4.7%	2.0%
Northwest Territories	0.0%	0.0%	0.0%	0.0%	0.0%
Nova Scotia	5.2%	3.4%	7.9%	8.7%	4.7%
Nunavut	0.0%	0.0%	0.0%	0.0%	0.0%
Ontario	40.3%	31.9%	32.9%	33.6%	32.7%
Prince Edward Island	0.0%	0.0%	0.0%	0.0%	0.0%
Quebec	2.6%	3.9%	1.8%	4.0%	2.7%
Saskatchewan	3.1%	3.9%	3.7%	6.7%	6.7%
Yukon	0.0%	0.0%	0.0%	0.0%	0.0%
International	5.8%	8.3%	9.8%	5.4%	6.0%
Response Count	191	204	164	149	150

Table 6. MLA Education by Province

	2018	2019	2020	2021	2022
Alberta	13.9%	12.0%	19.6%	14.3%	18.5%
British Columbia	0.9%	2.2%	0.0%	1.4%	1.5%
Manitoba	7.0%	6.5%	8.9%	4.3%	4.6%
New Brunswick	6.1%	2.2%	8.9%	7.1%	4.6%
Newfoundland	2.6%	1.1%	0.0%	0.0%	3.1%
Northwest Territories	0.0%	0.0%	0.0%	0.0%	0.0%
Nova Scotia	11.3%	16.3%	8.9%	15.7%	16.9%
Nunavut	0.0%	0.0%	0.0%	0.0%	0.0%
Ontario	47.0%	51.1%	44.6%	45.7%	40.0%
Prince Edward Island	0.0%	0.0%	0.0%	0.0%	0.0%
Quebec	0.0%	0.0%	0.0%	0.0%	0.0%
Saskatchewan	3.5%	2.2%	1.8%	2.9%	7.7%
Yukon	0.0%	0.0%	0.0%	0.0%	0.0%
International	7.8%	6.5%	7.1%	8.6%	3.1%
Response Count	115	92	56	70	65

Institution:

The following tables list the institutions that MLT and MLA respondents attended in the within last 5 years. Each column represents a past year with the sum totaling 100%. A heat map is also applied to the tables so that the more popular choices appear with a green highlight. See **Table 7** and **Table 8** for MLT and MLA institution data, respectively.

- The Michener Institute of Education at UHN, ON, was selected most frequently by MLTs as their place of education.
- Cape Breton Business College (CBBC), NS was selected most frequently by MLAs as their place of education

Table 7. MLT Education by Institution

	2018	2019	2020	2021	2022
British Columbia Institute of Technology (BCIT), BC	7.9%	13.2%	10.4%	5.4%	10.7%
Cambrian College, ON	4.2%	5.4%	3.0%	4.0%	8.0%
Cégep de l'Outaouais, QC	0.5%	1.0%	0.0%	0.0%	0.0%
Cégep de St-Hyacinthe, QC	0.0%	0.0%	0.0%	0.7%	0.0%
Cégep St-Jean-sur-Richelieu, QC	0.0%	0.0%	0.0%	1.3%	0.0%
Collège communautaire du Nouveau-Brunswick, NB	1.6%	0.5%	2.4%	0.7%	0.7%
College of New Caledonia (CNC), BC	2.6%	2.5%	3.0%	2.7%	3.3%
College of the North Atlantic (CNA), NL	3.7%	2.0%	3.7%	4.7%	2.0%
Dawson College, QC	2.1%	2.9%	1.8%	2.0%	2.7%
Mohawk College, ON	2.6%	0.0%	0.0%	0.7%	0.0%
New Brunswick Community College (NBCC) NB	1.6%	2.0%	3.0%	2.0%	4.0%
Northern Alberta Institute of Technology (NAIT), AB	4.2%	7.4%	2.4%	0.7%	4.0%
Nova Scotia Community College (NSCC), NS	5.2%	3.4%	7.9%	8.7%	4.7%
Oulton College, NB	0.0%	0.0%	0.0%	2.0%	2.7%
Red River College, MB	5.8%	6.9%	3.7%	8.1%	2.0%
Saskatchewan Institute of Applied Science and Technology (SIAST), SK	0.0%	0.0%	0.0%	1.3%	0.0%
Saskatchewan Polytechnic (SaskPoly), SK	3.1%	3.9%	3.7%	5.4%	6.7%
Southern Alberta Institute of Technology (SAIT), AB	9.4%	9.3%	9.8%	10.1%	10.7%
St Clair College, ON	4.2%	5.4%	3.0%	1.3%	1.3%
St Lawrence College, ON	3.1%	2.0%	7.9%	6.0%	2.0%
The Michener Institute of Education at UHN, (TMI) ON	22.0%	14.2%	13.4%	18.1%	15.3%
University of Alberta, AB	6.3%	4.9%	5.5%	5.4%	7.3%
University of Ontario Institute of Technology (UOIT), ON	4.2%	4.9%	5.5%	3.4%	6.0%
Other (International)	5.8%	8.3%	9.8%	5.4%	6.0%
Response Count	191	204	164	149	150

Table 8. MLA Education by Institution

	2018	2019	2020	2021	2022
ABES (Alberta Business and Educational Services), AB	0.0%	0.0%	3.6%	1.4%	1.5%
Algonquin Careers Academy, ON	0.9%	5.4%	7.1%	10.0%	3.0%
Anderson College, ON	7.0%	8.7%	8.9%	8.6%	10.6%
Cambrian College, ON	1.7%	0.0%	0.0%	0.0%	0.0%
Cape Breton Business College (CBBC), NS	8.7%	10.9%	8.9%	14.3%	13.6%
Centennial College, ON	4.3%	6.5%	7.1%	0.0%	1.5%
Collège Communautaire du Nouveau-Brunswick, NB	0.9%	0.0%	0.0%	0.0%	0.0%
College of the North Atlantic, NL	2.6%	1.1%	0.0%	0.0%	3.0%
Confederation College, ON	0.9%	1.1%	1.8%	0.0%	4.5%
Everest College, ON	0.0%	0.0%	0.0%	0.0%	1.5%
Herzing College, MB	0.9%	2.2%	1.8%	2.9%	1.5%
Medix, ON	13.0%	12.0%	5.4%	0.0%	6.1%
Michener Institute/Mohawk College, ON	0.9%	1.1%	0.0%	2.9%	0.0%
National Academy of Health and Business, ON	0.9%	2.2%	0.0%	1.4%	0.0%
New Brunswick Community College, NB	0.0%	1.1%	1.8%	0.0%	0.0%
North Alberta Institute of Technology, AB	2.6%	3.3%	8.9%	2.9%	4.5%
Nova Scotia Community College, NS	2.6%	5.4%	0.0%	1.4%	3.0%
Oulton College, NB	5.2%	1.1%	7.1%	7.1%	4.5%
Oxford College of Arts, Business, and Technology, ON	0.0%	0.0%	1.8%	4.3%	0.0%
Red Deer Community College, AB	7.0%	2.2%	3.6%	0.0%	4.5%
Robertson College, MB	6.1%	4.3%	7.1%	1.4%	3.0%
Royal Alexandra Hospital, AB	0.9%	0.0%	0.0%	0.0%	0.0%
Saskatchewan Polytechnic, SK	3.5%	2.2%	1.8%	2.9%	7.6%
Southern Alberta Institute of Technology, AB	3.5%	6.5%	3.6%	10.0%	7.6%
St Clair College, ON	1.7%	1.1%	8.9%	2.9%	3.0%
St Lawrence, ON	5.2%	9.8%	3.6%	8.6%	7.6%
Stenberg College, BC	0.9%	0.0%	0.0%	0.0%	0.0%
Thompson University, BC	0.0%	1.1%	0.0%	1.4%	1.5%
Vancouver Community College, BC	0.0%	1.1%	0.0%	0.0%	0.0%
Westervelt College, ON	10.4%	3.3%	0.0%	7.1%	1.5%
Other (International)	7.8%	6.5%	7.1%	8.6%	3.0%
Prior learning assessment (national)	0.0%	0.0%	0.0%	0.0%	1.5%
Response count	115	92	56	70	66

Prior Education:

Table 9 and **Table 10** show prior education statistics for MLTs and MLAs respectively. Within the tables, the percentages indicate the share of the total respondents who obtained a credential. Note that one respondent may hold multiple credentials. Starting in 2021, respondents were provided the option to select "none of the above". A bachelor's degree remained the most common form of post-secondary education, with none of the above being the second most frequently selected option for both MLTs and MLAs.   A heat map was applied to the tables to help visualize this information. Regarding incomplete education credentials, the 2021 survey also added a "none of the above" option for this question enabling a direct measurement. In previous years, this was determined by summing up all the incomplete credentials.

Table 9. MLT Prior Education Statistics

	2018	2019	2020	2021	2022
Trade or vocational diploma or certificate	6.3%	6.4%	9.8%	7.9%	7.7%
Community college of CEGEP certificate or diploma	9.5%	12.4%	10.4%	6.6%	8.3%
Technical institute diploma or certificate	9.0%	15.3%	11.7%	9.9%	8.3%
University diploma or certificate below bachelor's degree	12.2%	10.9%	14.7%	6.6%	5.8%
Bachelor's degree (e.g., B.A./B.Sc./B.Ed./B.AppSc)	60.8%	55.9%	58.3%	56.3%	53.8%
Diploma or certificate between Bachelor's and Master's	5.3%	5.0%	4.9%	4.6%	5.8%
Graduate degree (e.g., M.A./M.Sc/M.Ed/M.B.A./Ph.D.)	9.5%	8.9%	12.3%	11.3%	5.1%
None of the above	-	-	-	27.2%	32.7%
Percentage of prior education completed within Canada	62.1%	64.5%	64.2%	74.6%	73.6%
Respondents indicating no incomplete credentials	82.0%	85.1%	85.9%	72.8%	79.3%

Table 10. MLA Prior Education Statistics

	2018	2019	2020	2021	2022
Trade or vocational diploma or certificate	23.7%	23.9%	21.4%	19.7%	19.1%
Community college of CEGEP certificate or diploma	27.2%	29.3%	16.1%	22.7%	22.1%
Technical institute diploma or certificate	18.4%	16.3%	21.4%	7.6%	7.4%
University diploma or certificate below bachelor's degree	17.5%	25.0%	10.7%	15.2%	14.7%
Bachelor's degree (e.g., B.A./B.Sc./B.Ed./B.AppSc)	39.5%	39.1%	33.9%	40.9%	41.2%
Diploma or certificate between Bachelor's and Master's	14.9%	15.2%	8.9%	6.1%	5.9%
Graduate degree (e.g., M.A./M.Sc/M.Ed/M.B.A./Ph.D.)	14.0%	14.1%	14.1%	13.6%	13.2%
None of the above	-	-	-	33.3%	33.8%
Percentage of prior education completed within Canada	48.3%	41.8%	44.1%	56.7%	66.3%
Respondents indicating no incomplete credentials	81.6%	83.7%	73.2%	67.1%	83.3%

4. Employment Status

One Year Post-Certification Employment Status:
- 92% of MLTs were employed at certification level at the time of the survey
- 77% of MLAs were employed at certification level at the time of the survey
- **Table 11** and **Table 12** show Employment status data for the past 5 years for MLTs and MLAs respectively.

Table 11. MLT Employment at Certification Level

	2018	2019	2020	2021	2022
Currently Employed	96.8%	97.0%	97.5%	97.9%	95.3%
Employed at certification level	96.3%	96.0%	96.9%	96.5%	91.9%
Response Count	189	202	163	141	148

Table 12. MLA Employment at Certification Level

	2018	2019	2020	2021	2022
Currently Employed	77.2%	77.2%	85.7%	84.1%	85.1%
Employed at certification level	68.4%	67.4%	76.8%	74.1%	77.9%
Response Count	88	71	48	65	67

Insight into the reasons MLTs were not currently working at their certification level is provided in **Table 13**. The majority indicated that they couldn't find a job or no jobs were available, which is consistent with reasons given in past years.

Table 13. Reasons why MLTs are not currently working at Certification Level

	2018	2019	2020	2021	2022
Alternate Career Path	0.0%	0.0%	0.0%	40.0%	20.0%
Can't find a job / no jobs available	42.9%	37.5%	40.0%	40.0%	50.0%
Family responsibilities	-	-	-	20.0%	0.0%
Furthering education / studying	14.3%	12.5%	0.0%	0.0%	0.0%
Personal reasons	0.0%	25.0%	20.0%	0.0%	10.0%
Temporarily between jobs / expecting job soon	42.9%	25.0%	40.0%	0.0%	20.0%
Response count	7	8	5	5	10

Table 14. Reasons why MLAs are not currently working at Certification Level

	2018	2019	2020	2021	2022
Alternate Career Path	2.9%	16.7%	7.7%	0.0%	0.0%
Can't find a job / no jobs available	73.5%	76.7%	53.8%	73.3%	30.8%
Family responsibilities	-	-	-	0.0%	0.0%
Furthering education / studying	11.8%	3.3%	23.1%	6.7%	30.8%
Personal reasons	5.9%	3.3%	7.7%	0.0%	7.7%
Temporarily between jobs / expecting job soon	5.9%	0.0%	7.7%	20.0%	30.8%
Response count	34	30	13	15	13

Insight into the reasons MLAs were not currently working at their certification level is provided in **Table 14**. In previous years the majority indicated that they couldn't find a job or no jobs were available, however this year the responses are more broadly dispersed to include furthering education and individuals who are expecting a job soon.

Number of Positions at Certification Level:

For MLTs and MLAs respectively, **Tables 15** and **Table 16** show the number of jobs each respondent held at the time of the survey. When considering the error associated with the quantification, the number of positions held are generally consistent with previous years for both MLTs and MLAs.

Table 15. Number of Positions at Certification Level for MLTs

	2018	2019	2020	2021	2022
One	90.0%	87.6%	87.7%	85.3%	90.7%
Two	9.4%	10.9%	11.6%	12.5%	9.3%
Three or more	0.6%	1.6%	0.6%	2.2%	0.0%
Response count	180	193	155	136	129

Table 16. Number of Positions at Certification Level for MLAs

	2018	2019	2020	2021	2022
One	80.8%	80.6%	83.7%	78.4%	70.0%
Two	16.7%	14.5%	16.3%	19.6%	24.0%
Three or more	2.6%	4.8%	0.0%	2.0%	6.0%
Response count	78	62	43	51	50

Work Classification:

Questions regarding work classification were redesigned in 2021. A single question with the instruction 'select all that apply' was been implemented, with further clarification on the manner of casual employment included. Its possible modification of this question during the 2021 study may have impacted respondent percentages in comparison to previous years. However, due to eliminating the text box response in favor of selection mechanism for multiple job holders, input from 2021 and onward can be considered more standardized. A second related question regarding full time equivalent work was also added to help understand the schedule of those who work at jobs that are considered less than full time.

For MLTs, see **Table 17**, the number of respondents indicating a permanent full-time position is consistent with pre-2021 values but dropped by 13% from the previous year. A proportionate rise in permanent part time employment is also found. There is a 26% gap between those who are working full-time equivalent (FTE) and those who have a full-time position. This indicates that there is a significant quantity of MLTs who have to work at multiple jobs to sustain a sufficient number of hours. An investigation into the reasons why respondents were working less than FTE was also initiated, and inaccessibility to full-time work remained among the largest factor for MLTs.

Table 17. MLT Employment Classification

	2018	2019	2020	2021	2022
Permanent full time	38.3%	42.5%	44.0%	59.2%	46.3%
Permanent part time	14.9%	13.5%	20.2%	17.1%	30.6%
Permanent casual	-	-	-	8.6%	6.3%
Temporary full time	15.4%	13.5%	20.2%	4.6%	8.8%
Temporary part time	9.6%	7.2%	2.4%	3.9%	3.8%
Temporary casual	-	-	-	6.6%	4.4%

	2021	2022
Full time or equivalent	86.1%	80.8%
Part time	13.9%	19.2%
Response count	137	130

What is the main reason you work less than full time?

	2021	2022
Can't find full time work	47.4%	36.0%
Characteristics of the job(s)	21.1%	16.0%
Family responsibilities	5.3%	4.0%
Furthering education / studying	0.0%	0.0%
Personal preference	15.8%	40.0%
Temporarily less than full time	10.5%	4.0%
Response count	19	25

MLAs prior to 2021 indicated their work was primarily casual, at a percentage (29%) which was consistent for the previous 5 years. However, for the past 2 years, see **Table 18**, full-time work has become the most prevalent. There is a 14% gap between those who are working FTE and those who have a full-time position.

This indicates that there is a significant quantity of MLAs who must work at multiple jobs to sustain a sufficient number of hours. An investigation into the reasons why respondents were working less than FTE was also initiated, and inaccessibility to full-time work by far the largest factor for MLAs and has increased since the previous year.

Table 18. MLA Employment Classification

	2018	2019	2020	2021	2022
Permanent full time	15.0%	23.4%	13.0%	26.7%	37.7%
Permanent part time	37.5%	34.4%	19.6%	21.7%	28.3%
Permanent casual	-	-	-	18.3%	15.1%
Temporary full time	7.5%	7.8%	23.9%	26.7%	7.5%
Temporary part time	8.8%	6.3%	13.0%	3.3%	7.5%
Temporary casual	-	-	-	3.3%	3.8%

	2021	2022
Full time or equivalent	74.5%	58.8%
Part time	25.5%	41.2%
Response count	51	51

What is the main reason you work less than full time?

	2021	2022
Can't find full time work	38.5%	47.6%
Characteristics of the job(s)	0.0%	14.3%
Family responsibilities	23.1%	4.8%
Furthering education / studying	15.4%	9.5%
Personal preference	15.4%	23.8%
Temporarily less than full time	7.7%	0.0%
Response count	13	21

Length to Time to Find Employment at Certification Level:

Figure 1 for MLTs and **Figure 2** for MLAs show the length of time to achieve employment at certification level. The data is summed as a running total of sequential months and then normalized to 100% employment at the time of the survey. A scaling factor was then applied to all sums to reflect the unemployment in a given year.

For the MLTs who achieved employment at their certification level, the data suggests the rate at which they are finding jobs has been slowing down for the past two years. The number of respondents that achieved employment prior to their first month after certification also saw a sharp decline compared to the previous years, which is consistent with the sluggish rate observed for the rest of the year. However, the ratio comparing permanent employment to all employment during this time has also become smaller, indicating more people are getting permanent jobs faster.

For the MLAs who achieved employment at certification level, the employment rate throughout the current year seemed a little bit slower than the previous years but then equalized after month 12. Overall, the current year appears consistent with previous years.
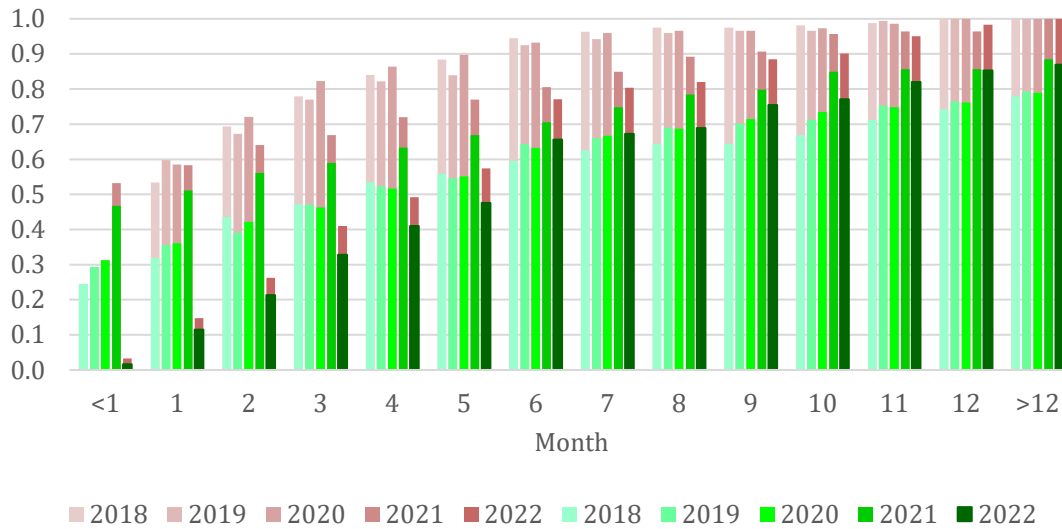
Figure 1. MLT Employment at Certification Level 2018-2022.
Permanent (green) and total employment (red).
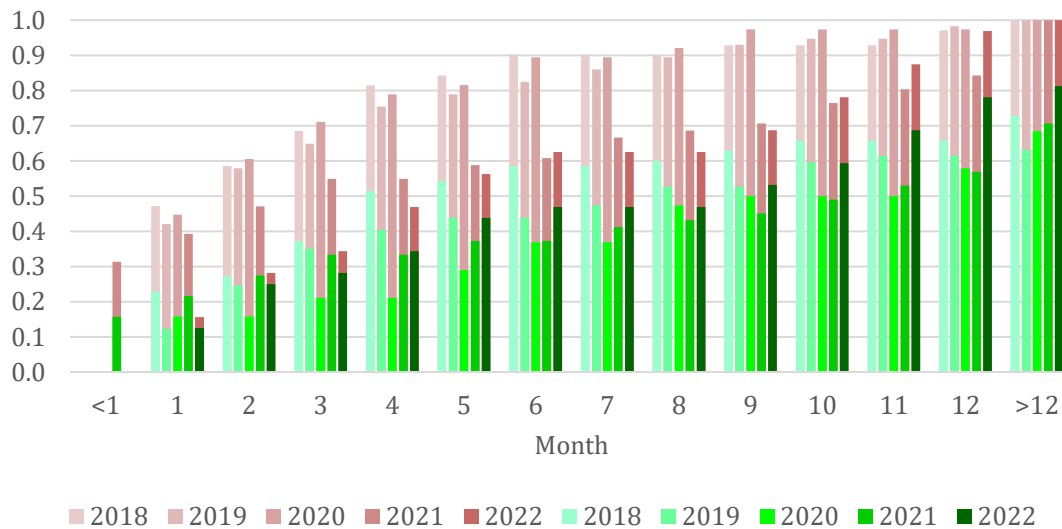
Figure 2. MLA Employment at Certification Level 2018-2022.
Permanent (green) and total employment (red).

5. Employment Demographics

Employment Setting:

- MLTs (77%) and MLAs (49%) indicate most of their positions are in hospitals, which is consistent with previous years.

Table 19. MLT Employment Setting

	2018	2019	2020	2021	2022
Government Laboratory	1.7%	4.7%	2.4%	3.9%	3.6%
Hospital	79.9%	70.1%	79.2%	73.7%	76.8%
Private Laboratory or Clinic	13.4%	14.0%	9.5%	10.5%	13.8%
Public Health Laboratory	3.9%	9.8%	8.3%	11.2%	5.1%
Other	1.1%	1.4%	0.6%	0.7%	0.7%

Table 20. MLA Employment Setting

	2018	2019	2020	2021	2022
Government Laboratory	2.2%	5.5%	4.3%	10.5%	5.5%
Hospital	48.3%	49.3%	61.7%	57.9%	49.1%
Private Laboratory or Clinic	36.0%	30.1%	21.3%	15.8%	21.8%
Public Health Laboratory	9.0%	12.3%	12.8%	7.0%	20.0%
Other	4.5%	2.7%	0.0%	8.8%	3.6%

Discipline:

It's noteworthy that the question examining MLP discipline was modified for the 2021 data collection. It was changed from a "dropdown" selection to a "select all that apply". This may influence respondents to select core/rotation less frequently in preference for discipline specific options. See **Table 21** and **Table 22** for a breakdown of roles by discipline for MLTs and MLAs respectively. MLTs certified in 2022 selected Hematology (22%) and Transfusion Science (20%) more frequently than prior to the change in 2021 and at the expense of the core/Rotation option. For MLAs, 'Phlebotomy/Blood Collection' remained the discipline most frequently selected at 36% and specimen collection/processing, also currently at 36%, has been steadily increasing since 2017.

Table 21. MLT Discipline

	2018	2019	2020	2021	2022
Clinical Chemistry	14.4%	17.7%	13.9%	19.8%	21.5%
Clinical Genetics	4.6%	5.4%	4.0%	3.6%	2.2%
Clinical Microbiology	14.9%	16.1%	17.8%	16.6%	11.3%
Core/Rotation	42.5%	39.2%	41.8%	12.3%	15.0%
Cytotechnology	1.1%	1.6%	1.2%	1.6%	0.4%
Hematology	5.7%	6.5%	6.5%	22.1%	22.3%
Histotechnology	11.5%	7.5%	7.8%	5.5%	6.2%
Transfusion Science	5.2%	5.4%	6.8%	17.8%	20.4%
Not Applicable	0.0%	0.5%	0.1%	0.8%	0.7%

Table 22. MLA Discipline

	2018	2019	2020	2021	2022
Clinical Chemistry	7.4%	5.4%	5.8%	4.2%	1.4%
Clinical Genetics	-	-	-	3.1%	1.4%
Clinical Microbiology	8.8%	12.5%	10.1%	17.7%	6.8%
Core/Rotation	20.6%	21.4%	18.3%	3.1%	5.5%
Cytotechnology	0.0%	0.0%	0.6%	2.1%	2.7%
Hematology	0.0%	5.4%	1.5%	3.1%	2.7%
Histotechnology	1.5%	5.4%	1.8%	7.3%	6.8%
Phlebotomy/Blood Collection	16.2%	12.5%	22.3%	31.3%	35.6%
Specimen collection/processing	16.2%	16.1%	18.3%	20.8%	35.6%
Transfusion Science	0.0%	0.0%	0.6%	1.0%	1.4%
Other	29.4%	21.4%	20.7%	6.3%	0.0%

6. Search for Employment

Job search Methods:

Most MLT (33%) and MLA (50%) graduates found their position(s) by answering a job ad on the internet. Other popular choices remain being approached or contacted directly by employer or contacting an employer directly. See **Table 23** for MLT data and **Table 24** for MLA data.

Table 23. MLT Job Search Methods

	2018	2019	2020	2021	2022
Answered job ad (internet, etc.)	48.0%	43.0%	42.0%	42.9%	33.6%
Approached or contacted directly by employer	21.8%	24.9%	26.1%	19.5%	26.3%
Campus placement office	1.1%	1.6%	1.3%	0.0%	0.0%
Contacted employer directly	11.7%	10.4%	14.0%	12.8%	15.3%
Contacted previous employer/job held before	2.2%	2.1%	1.3%	3.0%	2.9%
Hired by clinical placement site	6.7%	7.8%	7.6%	11.3%	0.0%
Networking, job fair	1.7%	2.1%	0.6%	3.8%	1.5%
Private Employment Agency	0.6%	0.0%	0.0%	0.8%	2.2%
Public Employment Agency	0.6%	2.1%	0.6%	1.5%	2.9%
Referred by family, friends, or instructors	5.0%	6.2%	6.4%	4.5%	5.1%
Not applicable, I did not search for work	0.0%	0.0%	0.0%	0.0%	10.2%
Response count	179	193	157	133	137

Table 24. MLA Job Search Methods

	2018	2019	2020	2021	2022
Answered job ad (internet, etc.)	46.8%	54.0%	47.6%	46.3%	50.0%
Approached or contacted directly by employer	6.5%	12.7%	19.0%	14.9%	11.3%
Campus placement office	5.2%	4.8%	4.8%	6.0%	0.0%
Contacted employer directly	16.9%	9.5%	7.1%	16.4%	17.7%
Contacted previous employer/job held before	0.0%	1.6%	0.0%	0.0%	1.6%
Hired by clinical placement site	9.1%	3.2%	4.8%	4.5%	0.0%
Networking, job fair	5.2%	3.2%	2.4%	3.0%	3.2%
Private Employment Agency	1.3%	1.6%	0.0%	1.5%	1.6%
Public Employment Agency	0.0%	0.0%	2.4%	1.5%	1.6%
Referred by family, friends, or instructors	9.1%	9.5%	11.9%	6.0%	8.1%
Not applicable, I did not search for work	0.0%	0.0%	0.0%	0.0%	4.8%
Response count	77	63	42	67	62

Job Attraction:

MLTs and MLAs were asked to select the 3 most important criteria under consideration when choosing their position. In general, this year's results have remained consistent with the last four years for both MLTs and MLAs. For MLTs, the most important criteria (**Table 25**) were "Location" (21%) and "Full time status" (15%). "Type of work performed in the job" (11%) was selected as the third most popular choice, narrowly edging out "Chance to gain or develop skills" (10%). For MLAs, the most important criteria (**Table 26**) were "Full time status" (18%), "Location" (16%) and "Chance to gain or develop skills" (14%).

Table 25. MLT Job Attraction Criteria

	2018	2019	2020	2021	2022
Better career advancement opportunities	4.2%	5.7%	3.4%	4.5%	3.9%
Chance to gain or develop skills	11.6%	12.2%	9.7%	13.8%	10.0%
Employment benefits/perks	5.8%	6.2%	6.5%	9.3%	7.1%
Full time status	15.4%	14.9%	15.3%	17.5%	14.7%
Good work conditions	2.9%	4.3%	3.0%	8.5%	7.3%
Greater availability of jobs in general	3.5%	5.7%	4.9%	4.5%	3.9%
Greater availability of specialized jobs	1.3%	2.5%	1.3%	1.8%	1.6%
Location	20.6%	19.7%	24.9%	16.0%	20.5%
Part-time or casual status	2.1%	2.3%	1.3%	0.8%	2.4%
Quality of research and facilities	0.6%	0.2%	0.0%	1.0%	0.5%
Salary	11.4%	5.7%	6.7%	5.0%	7.6%
Type of work performed in the job	10.0%	8.0%	11.2%	9.3%	11.3%
Wanted to work for a particular organization	5.2%	5.3%	4.9%	4.0%	3.9%
Wanted to work with particular people	3.7%	5.0%	5.4%	4.0%	5.2%

Table 26. MLA Job Attraction Criteria

	2018	2019	2020	2021	2021
Better career advancement opportunities	4.7%	9.4%	9.5%	11.8%	4.5%
Chance to gain or develop skills	13.2%	14.4%	15.1%	15.7%	13.8%
Employment benefits/perks	8.1%	7.2%	5.6%	11.1%	9.3%
Full time status	6.4%	6.1%	6.3%	11.1%	17.5%
Good work conditions	3.8%	2.8%	2.4%	3.3%	8.5%
Greater availability of jobs in general	3.4%	5.0%	4.8%	3.9%	4.5%
Greater availability of specialized jobs	0.9%	1.7%	0.8%	2.0%	1.8%
Location	16.2%	18.3%	17.5%	12.4%	16.0%
Part-time or casual status	5.1%	3.9%	4.8%	4.6%	0.8%
Quality of research and facilities	2.1%	0.6%	0.8%	2.0%	1.0%
Salary	10.7%	8.9%	9.5%	7.8%	5.0%
Type of work performed in the job	11.1%	10.0%	11.1%	9.2%	9.3%
Wanted to work for a particular org.	9.4%	8.3%	8.7%	3.3%	4.0%
Wanted to work with particular people	2.1%	1.7%	1.6%	2.0%	4.0%

Relocation Demographics:

Most (53%) MLTs did not move for a position (**Table 27**). However, this year, the data also shows a slight rise in the number people moving to a different part of the same province in comparison to the previous years. 60% are willing to consider moving to find employment. This value has fluctuated slightly over the past few years, but is nearly identical to the past years value. The main reason MLTs would not consider relocation remains "Personal circumstances / Family responsibilities" but "Satisfied with living environment" was another popular choice this year. Patterns associated with relocation remain consistent with the previous four years (**Table 29**). Responses from people coming to Canada from the international community were lower this year than the 5-year average. Within Canada, those in Ontario relocated to another province most often this year and British Columbia remained the province moved to most often.

Table 27. MLT Relocation

Did you move from your place of academic program to find employment?

	2018	2019	2020	2021	2022
No - I did not move	46.2%	50.0%	53.4%	60.6%	53.3%
Yes, to another part of the same province	24.2%	21.1%	27.4%	23.4%	33.6%
Yes, to another province/ territory	22.0%	21.1%	12.3%	14.6%	10.9%
Yes, to another country	7.7%	7.8%	6.8%	1.5%	2.2%
Response count	91	90	73	137	137

Would you consider moving to find employment?

	2018	2019	2020	2021	2022
Yes	57.1%	75.0%	80.0%	61.3%	60.3%
No	42.9%	25.0%	20.0%	38.7%	39.7%
Response count	7	8	5	137	136

What is the main reason you would not move to a job?

	2018	2019	2020	2021	2022
Costs of living elsewhere	0.0%	0.0%	0.0%	3.8%	7.4%
I have already moved, and don't want to move again	-	-	-	11.3%	7.4%
Moving expenses are prohibitive	0.0%	0.0%	0.0%	3.8%	5.6%
No guarantee to find work elsewhere	50.0%	0.0%	0.0%	0.0%	0.0%
Personal circumstances / Family responsibilities	50.0%	100.0%	100.0%	39.6%	35.2%
Satisfied with job	0.0%	0.0%	0.0%	17.0%	13.0%
Satisfied with living environment	-	-	-	17.0%	27.8%
Social, cultural or linguistic reasons	-	-	-	7.5%	1.9%
Studying / Continuing Education	0.0%	0.0%	0.0%	0.0%	1.9%
Response count	2	2	1	53	54

Most MLAs (85%) did not move to find a position (**Table 28**). This percentage tends to fluctuate slightly between years depending on how many MLAs move within their province but is consistently in the majority. These values indicate that employment opportunities at or near their academic sites remain available. 56% are willing to consider moving to find employment, which is similar to the past 4 years. The main reason MLAs would not consider relocation is due to "Personal circumstances / Family responsibilities". Interprovincial migration for MLAs is somewhat infrequent, but the 5-year averages suggest some migration out of Ontario to British Columbia and Alberta. Patterns associated with relocation for the 2022 MLAs appear consistent with the 5-year averages (**Table 30**).

Table 28. MLA Relocation

Did you move from your place of academic program to find employment?

	2018	2019	2020	2021	2022
No - I did not move	78.4%	91.7%	91.3%	79.1%	85.2%
Yes, to another part of the same province	21.6%	8.3%	8.7%	11.9%	9.8%
Yes, to another province/ territory	0.0%	0.0%	0.0%	7.5%	3.3%
Yes, to another country	0.0%	0.0%	0.0%	1.5%	1.6%
Response count	37	36	23	67	61

Would you consider moving to find employment?

	2018	2019	2020	2021	2022
Yes	44.1%	56.7%	38.5%	47.8%	55.7%
No	55.9%	43.3%	61.5%	52.2%	44.3%
Response count	34	30	13	67	61

What is the main reason you would not move to a job?

	2018	2019	2020	2021	2022
Costs of living elsewhere	15.8%	7.7%	0.0%	5.7%	22.2%
I have already moved, and don't want to move again	-	-	-	20.0%	3.7%
Moving expenses are prohibitive	5.3%	0.0%	12.5%	8.6%	0.0%
No guarantee to find work elsewhere	0.0%	23.1%	12.5%	5.7%	0.0%
Personal circumstances / Family responsibilities	68.4%	38.5%	50.0%	25.7%	44.4%
Satisfied with job	5.3%	23.1%	0.0%	20.0%	11.1%
Satisfied with living environment	-	-	-	11.4%	18.5%
Social, cultural or linguistic reasons	-	-	-	0.0%	0.0%
Studying / Continuing Education	0.0%	7.7%	12.5%	2.9%	0.0%
Response count	19	13	8	35	27

Table 29. MLT Provincial Migration

	AB	BC	MB	NB	NL	NT	NS	NU	ON	PE	QC	SK	YT	Int.
Current year:	-3	7	2	-4	1	0	1	0	-4	1	0	2	0	-3
5-year total:	-31	28	-1	-5	-1	-1	7	1	-6	5	0	21	2	-19
Average per year:	-6	6	0	-1	0	0	1	0	-1	1	0	4	0	-4

Heat map of average net migration per year

Table 30. MLA Provincial Migration

	AB	BC	MB	NB	NL	NT	NS	NU	ON	PE	QC	SK	YT	Int.
Current year:	-1	1	0	0	0	0	0	0	-1	0	2	0	0	-1
5-year total:	3	4	2	-1	-1	0	2	0	-7	0	2	-2	0	-2
Average per year:	1	1	0	0	0	0	0	0	-1	0	0	0	0	0

Heat map of average net migration per year

Prior Work Experience:

One-year post certification, a large share of MLTs and MLAs, are employed at the site they completed their clinical placement, which shows the influence their training imparts on their employment prospects. This finding is consistent with the previous 4 years.
- 52% of the MLTs who achieved certification in 2022 found a position at their academic clinical placement.
- 44% of the MLAs who achieved certification in 2022 found a position at their academic clinical placement.

The vast majority of MLTs and MLAs were also still employed by the first department and organization they worked with after graduation and there's also a strong correlation between the clinical placement site also being the first department and organization, 48% for MLTs and 34% for MLAs in the current year.

Table 31. MLT Prior Work Experience

Are you employed where you completed your clinical placement?

	2018	2019	2020	2021	2022
Employed at clinical placement site	48.6%	51.1%	52.3%	51.4%	51.5%
No clinical placement site	-	-	-	8.6%	5.1%
Response count	175	190	153	140	136

Are you still employed by the first department and organization you worked with after graduation?

	2018	2019	2020	2021	2022
Yes	75.7%	74.7%	67.1%	75.0%	75.2%
Same organization but different department	11.3%	10.5%	21.9%	9.6%	10.9%
No	13.0%	14.7%	11.0%	15.4%	14.0%
Response count	177	190	155	136	129

Is your clinical placement site also the first department and organization?

2018	2019	2020	2021	2022
40.0%	40.4%	36.3%	43.4%	48.1%

Table 32. MLA Prior Work Experience

Are you employed where you completed your clinical placement?

	2018	2019	2020	2021	2022
Employed at clinical placement site	48.6%	51.1%	52.3%	48.3%	43.9%
No clinical placement site	-	-	-	3.4%	1.8%
Response count	78	62	43	58	57

Are you still employed by the first department and organization you worked with after graduation?

	2018	2019	2020	2021	2022
Yes	75.6%	84.1%	86.0%	64.7%	66.0%
Same organization but different department	6.4%	7.9%	4.7%	11.8%	26.0%
No	17.9%	7.9%	9.3%	23.5%	8.0%
Response count	78	63	43	51	50

Is your clinical placement site also the first department and organization?

2018	2019	2020	2021	2022
32.1%	34.9%	37.2%	35.3%	34.0%

7. Continued Search for Employment

Employee Retention:

With key concerns relating to the health human resource shortage in Canada, we note the increased demand for laboratory testing that is coupled along with a shortage of medical laboratory personnel. It is imperative we understand the movement of labour, including the retention of existing workers, to address where shortages may be most prevalent. Employee retention demographics, specifically addressing what MLTs and MLAs are planning for the next 5 years are found in **Tables 33** and **Table 34**, respectively. Within the tables, the number of years the respondent plans to work in the same department or for the same organization are considered. In some instances, individuals have already moved on from their first department or organization by the time of the survey and are categorized as not applicable, "N/A".

The largest groups for MLTs want to stay with the same department (36%) and organization (48%) for more than 5 years, which is consistent with the results obtained for the previous 4 years. The second largest grouping belongs to those who have already changed their department or organization and that's also consistent with past results.

Table 33. MLT Retention Demographics

How long do you plan to stay employed by the first department you worked for after graduation?

	2018	2019	2020	2021	2022
N/A	24.3%	25.3%	32.9%	25.0%	24.8%
6 months	4.5%	6.3%	3.9%	0.7%	3.1%
1 year	9.6%	6.8%	7.1%	5.1%	6.2%
2 years	15.3%	13.7%	8.4%	15.4%	11.6%
3 years	5.1%	4.7%	7.1%	7.4%	7.8%
4 years	0.0%	1.6%	0.6%	2.2%	1.6%
5 years	6.8%	4.7%	6.5%	2.9%	8.5%
More than 5 years	34.5%	36.8%	33.5%	41.2%	36.4%
Response count	177	190	155	136	129

How long do you plan to stay employed by the first organization you worked for after graduation?

	2018	2019	2020	2021	2022
N/A	13.0%	14.7%	11.0%	15.4%	14.0%
6 months	4.0%	4.7%	3.2%	1.5%	2.3%
1 year	10.2%	5.3%	5.8%	5.1%	6.2%
2 years	11.3%	7.9%	6.5%	10.3%	11.6%
3 years	5.1%	6.3%	7.7%	5.9%	10.1%
4 years	1.7%	1.1%	1.9%	2.9%	0.8%
5 years	4.5%	6.3%	6.5%	5.1%	7.0%
More than 5 years	50.3%	53.7%	57.4%	53.7%	48.1%
Response count				136	129

This year the largest groups of MLAs (34%) already moved on to a different department and organization. The next largest groups want to stay with the same department (26%) and organization (30%) for more than 5 years, which were the most popular choices for the previous 4 years.

Table 34. MLA Retention Demographics

How long do you plan to stay employed by the first department you worked for after graduation?

	2018	2019	2020	2021	2022
N/A	24.7%	15.9%	14.0%	35.3%	34.0%
6 months	6.5%	4.8%	4.7%	3.9%	2.0%
1 year	7.8%	17.5%	18.6%	3.9%	6.0%
2 years	13.0%	9.5%	16.3%	9.8%	18.0%
3 years	2.6%	4.8%	4.7%	2.0%	8.0%
4 years	0.0%	0.0%	2.3%	0.0%	0.0%
5 years	7.8%	1.6%	0.0%	5.9%	6.0%
More than 5 years	37.7%	46.0%	39.5%	39.2%	26.0%
Response count	77	63	43	51	50

How long do you plan to stay employed by the first organization you worked for after graduation?

	2018	2019	2020	2021	2022
N/A	17.9%	7.9%	9.3%	23.5%	8.0%
6 months	7.7%	3.2%	2.3%	2.0%	2.0%
1 year	3.8%	9.5%	14.0%	2.0%	4.0%
2 years	9.0%	6.3%	4.7%	9.8%	24.0%
3 years	3.8%	1.6%	4.7%	2.0%	8.0%
4 years	1.3%	0.0%	4.7%	0.0%	0.0%
5 years	6.4%	1.6%	7.0%	15.7%	24.0%
More than 5 years	50.0%	69.8%	53.5%	45.1%	30.0%
Response count				51	50

Respondents Seeking a New Job:

In 2022, the number of MLTs (77%) that were not seeking a new job at the time of the survey is consistent with the past 2 years, but also rebounded slightly from the downward trend of the previous 4 years (**Table 35**). For the 23% who are seeking a new job, their primary reasons are increased stability (14%) and better compensation (13%) or working conditions (13%). It's also noteworthy, considering the rise in permanent part time work, that wanting to work more hours has rebounded in comparison to the previous year. See **Table 36** for a summary of results regarding the reasons MLTs are seeking new employment. The main reason (72%) MLTs are not seeking a new job, as indicated in **Table 37**, is primarily because they are satisfied with their current job.

Likewise, the number of MLAs (52%) that were not seeking a new job at the time of the survey is consistent with the past 4 years (**Table 38**). For those who are seeking a new job, their primary reasons are better compensation (20%) and increased stability (16%). Benefits (health, dental, pension etc.) was the third most popular choice. See **Table 39** for a summary of results regarding the reasons MLAs are seeking new employment. The main reason (70%) MLAs are not seeking a new job, as indicated in **Table 40**, is also because they are satisfied with their current job.

Table 35. MLTs Seeking New Employment

	2018	2019	2020	2021	2022
Looking for work					
Total	33.9%	29.9%	25.8%	20.3%	23.4%
Already employed at certification level	31.2%	26.9%	23.3%	18.8%	19.0%
Not employed at certification level	0.5%	1.0%	0.6%	0.0%	2.2%
Unemployed	2.1%	2.0%	1.8%	1.4%	2.9%
Not looking for work					
Total	66.1%	70.1%	74.2%	79.7%	76.6%
Already employed at certification level	65.1%	69.2%	73.6%	77.5%	74.5%
Not employed at certification level	0.0%	0.0%	0.0%	1.4%	0.7%
Unemployed	1.1%	1.0%	0.6%	0.7%	1.5%
Response count	189	201	163	138	137

Table 36. MLT Reasons for Seeking New Employment

	2018	2019	2020	2021	2022
Benefits (health, dental, pension etc.)	9.0%	12.9%	12.2%	14.9%	9.4%
Better compensation	9.9%	7.1%	7.5%	17.2%	12.5%
Better working conditions	11.2%	9.0%	12.2%	11.5%	12.5%
Currently unemployed	-	-	-	1.1%	3.1%
End of job/contract	6.4%	6.7%	9.5%	3.4%	5.2%
Increased stability	3.4%	3.3%	1.4%	11.5%	13.5%
Job closer to home	9.9%	11.0%	10.2%	9.2%	8.3%
Job at certification level	-	-	-	2.3%	3.1%
Job in another region	6.4%	5.2%	4.8%	5.7%	5.2%
Job that fits better with qualifications/training	6.4%	7.1%	4.8%	5.7%	5.2%
More challenges or responsibilities	13.3%	9.5%	9.5%	6.9%	3.1%
More culturally diverse workplace	3.9%	2.4%	2.0%	1.1%	1.0%
Work fewer hours	1.3%	1.9%	5.4%	3.4%	5.2%
Work more hours	12.4%	15.7%	10.2%	2.3%	9.4%
Worried about losing current job	6.4%	7.1%	8.8%	3.4%	3.1%

Table 37. MLT Reasons for Not Seeking New Employment

	2018	2019	2020	2021	2022
Alternate Career Path	50.0%	0.0%	0.0%	4.5%	2.9%
Personal circumstances / Family responsibilities	0.0%	50.0%	100.0%	3.6%	4.8%
Poor prospect of suitable employment	0.0%	0.0%	0.0%	1.8%	1.0%
Satisfied with current job	-	-	-	71.8%	79.0%
Satisfied with current living environment	-	-	-	14.5%	9.5%
Studying / Continuing Education	50.0%	50.0%	0.0%	3.6%	2.9%
	2	2	1	110	105

Table 38. MLAs Seeking New Employment

	2018	2019	2020	2021	2022
Looking for work					
Total	51.8%	47.8%	46.4%	44.8%	48.4%
Already employed at certification level	25.9%	21.7%	26.8%	26.9%	35.5%
Not employed at certification level	6.3%	5.4%	8.9%	4.5%	4.8%
Unemployed	19.6%	20.7%	10.7%	13.4%	9.7%
Not looking for work					
Total	48.2%	52.2%	53.6%	55.2%	51.6%
Already employed at certification level	43.8%	45.7%	50.0%	49.3%	45.2%
Not employed at certification level	2.7%	4.3%	0.0%	4.5%	1.6%
Unemployed	1.8%	2.2%	3.6%	1.5%	4.8%
Response count	112	92	56	67	62

Table 39. MLA Reasons for Seeking New Employment

	2018	2019	2020	2021	2022
Benefits (health, dental, pension etc.)	15.0%	19.5%	10.2%	8.9%	13.8%
Better compensation	17.8%	13.0%	16.9%	14.4%	19.5%
Better working conditions	9.3%	6.5%	10.2%	15.6%	10.3%
Currently unemployed	-	-	-	4.4%	3.4%
End of job/contract	0.9%	3.9%	6.8%	2.2%	3.4%
Increased stability	0.0%	0.0%	0.0%	11.1%	16.1%
Job closer to home	8.4%	6.5%	15.3%	5.6%	4.6%
Job at certification level	-	-	-	7.8%	2.3%
Job in another region	0.9%	3.9%	5.1%	1.1%	1.1%
More challenges or responsibilities	11.2%	15.6%	8.5%	10.0%	4.6%
More culturally diverse workplace	0.9%	1.3%	1.7%	3.3%	4.6%
Want a job that's a better fit to qualifications	12.1%	7.8%	6.8%	0.0%	1.1%
Work fewer hours	0.9%	1.3%	1.7%	0.0%	1.1%
Work more hours	19.6%	19.5%	8.5%	8.9%	10.3%
Worried about losing current job	2.8%	1.3%	8.5%	6.7%	3.4%

Table 40. MLA Reasons for Not Seeking New Employment

	2018	2019	2020	2021	2022
Alternate Career Path	0.0%	60.0%	0.0%	10.8%	0.0%
Personal circumstances / Family responsibilities	33.3%	40.0%	50.0%	8.1%	3.1%
Poor prospect of suitable employment	33.3%	0.0%	0.0%	0.0%	3.1%
Satisfied with current job	-	-	-	70.3%	71.9%
Satisfied with current living environment	-	-	-	2.7%	6.3%
Studying / Continuing Education	33.3%	0.0%	50.0%	8.1%	15.6%
	3	5	2	37	32

8. MLP Satisfaction - One-year post certification

General Satisfaction Assessment Method:

To determine the overall satisfaction score experienced by the current year's MLPs, the percentage of respondents who either somewhat or strongly agreed with the questions #1-9 in **Table 41** were combined. The sums were then averaged to determine the overall satisfaction and compared to previous years scores. The assessment system is based on a 5-point Likert scale for each question; 'Strongly Disagree, Somewhat Disagree, Neutral, Somewhat Agree and Strongly Agree'.

Additional questions shaded in grey, #10-15, are also included in the satisfaction assessment but are omitted from the calculation itself because agreement or disagreement does not correlate with a quantifiable satisfaction metric. However, these topics are relevant to employment trends and are still examined independently.

Table 41. General Satisfaction Questions

#	General Satisfaction Criteria
1	The job meets my expectations.
2	My employer's expectations of me are at the right level.
3	Guidance is available when I need it.
4	I did not feel any pressure to accept a job in my training site.
5	I have the job I wanted.
6	I work in the discipline I wanted.
7	Considering my experience, education and training, I am satisfied with my job.
8	If given the chance, I would choose this career again.
9	I live in the city/town I wanted.
10	I prefer to work part-time.
11	Shift work was not a factor in my choosing my job.
12	I would move to another province for a job.
13	I would move to a rural community for a job.
14	I would move to another country for another job.
15	I believe a degree is required for career promotion.

MLT Satisfaction:

The overall satisfaction score for MLTs was 77% for the current year and is slightly lower than values in the past 4 years (**Table 42**).   Generally, the criteria considered in the satisfaction calculation were ranked lower than past years values. Like last year, a lower satisfaction score does not appear to have a proportionate impact on the employee's desire to find a new employer.

MLA Satisfaction:

The overall satisfaction score for MLAs was 67% for the current year and is also slightly lower than values in the past 4 years (**Table 43**).   Similarly, to MLTs, criteria considered in the general satisfaction calculation were ranked lower than past values but this did not impact the employee's desire to find a new employer.

Table 42. MLT Job Satisfaction

	2018	2019	2020	2021	2022
General Satisfaction	**83.8%**	**85.1%**	**84.7%**	**80.6%**	**76.5%**
The job meets my expectations.	88.6%	92.5%	90.3%	86.7%	82.8%
My employer's expectations of me are at the right level.	92.2%	90.9%	88.4%	80.8%	79.9%
Guidance is available when I need it.	89.2%	88.8%	89.7%	87.5%	79.1%
I did not feel any pressure to accept a job in my training site.	76.0%	73.8%	67.1%	68.3%	61.9%
I have the job I wanted.	80.2%	81.8%	85.8%	76.7%	74.6%
I work in the discipline I wanted.	79.6%	79.1%	85.2%	80.0%	72.4%
Considering my experience, education and training, I am satisfied with my job.	82.6%	86.1%	87.7%	82.5%	79.9%
If given the chance, I would choose this career again.	81.4%	87.7%	83.2%	77.5%	79.9%
I live in the city/town I wanted.	-	-	-	85.0%	78.4%
I prefer to work part-time.	22.2%	24.1%	27.1%	21.7%	30.6%
Shift work was not a factor in my choosing my job.	48.5%	54.0%	51.0%	45.8%	35.1%
I would move to another province for a job.	-	-	-	42.5%	45.5%
I would move to a rural community for a job.	31.1%	31.6%	24.5%	25.8%	32.8%
I would move to another country for another job.	18.6%	21.9%	16.1%	18.3%	23.9%
I believe a degree is required for career promotion.	50.9%	51.9%	57.4%	48.3%	47.8%
Response count	167	187	155	120	134

Table 43. MLA Job Satisfaction

	2018	2019	2020	2021	2022
General Satisfaction	**79.4%**	**79.2%**	**81.3%**	**69.2%**	**67.8%**
The job meets my expectations.	84.2%	84.7%	83.3%	75.4%	66.1%
My employer's expectations of me are at the right level.	86.8%	81.4%	81.0%	75.4%	72.9%
Guidance is available when I need it.	82.9%	86.4%	90.5%	73.8%	71.2%
I did not feel any pressure to accept a job in my training site.	77.6%	71.2%	71.4%	72.3%	78.0%
I have the job I wanted.	76.3%	72.9%	73.8%	64.6%	64.4%
I work in the discipline I wanted.	77.6%	76.3%	81.0%	67.7%	64.4%
Considering my experience, education and training, I am satisfied with my job.	78.9%	83.1%	83.3%	61.5%	54.2%
If given the chance, I would choose this career again.	71.1%	78.0%	85.7%	60.0%	59.3%
I live in the city/town I wanted.	-	-	-	72.3%	79.7%
I prefer to work part-time.	28.9%	22.0%	40.5%	20.0%	30.5%
Shift work was not a factor in my choosing my job.	38.2%	45.8%	57.1%	41.5%	40.7%
I would move to another province for a job.	-	-	-	35.4%	33.9%
I would move to a rural community for a job.	39.5%	44.1%	31.0%	33.8%	33.9%
I would move to another country for another job.	11.8%	22.0%	19.0%	23.1%	20.3%
I believe a degree is required for career promotion.	50.0%	59.3%	64.3%	46.2%	47.5%
Response count	76	59	42	65	59