



Canadian Entry-level Competencies For Medical Laboratory Science Professionals

Expert Working Group (EWG) Call for Volunteers

Phase 2: Competencies for 3 disciplines (GMLT, CYMLT, MLA)

Call for Participation

CSMLS seeks to assemble 3 representative expert working groups of up to 10 volunteers each to guide the review, update, and validation of its [entry-level competency profiles](#) for its certified disciplines. In Phase 1 of the project, the work focused on defining and describing the entry-level competencies that apply across all certified disciplines. For the time being, the working title is “Core Competencies for Medical Laboratory Science Professionals”. Discipline-specific competencies were also drafted for the Clinical Genetics Medical Laboratory Technologist (MLT).

We now turn our attention to writing competencies that are specific to each of the remaining disciplines:

- General MLTs (GMLT),
- Diagnostic Cytology MLTs (CYMLT), and
- Medical Laboratory Assistants (MLA).

There will be up to four 90-minute virtual meetings, to be held in August and September 2022. Each meeting will be held virtually via Zoom. There will be one bilingual facilitator to accommodate French speakers, however the project and meeting language will be English.

If you are interested and generally available to participate in the meetings, we look forward to receiving your completed [application form](#). All applications will be reviewed by a minimum 3-person selection committee consisting of CSMLS staff and project consultants. Due to the 10-person limit, applicants with varied or unique experience may have a greater probability of being selected.

Expert working group members will be selected based on the following **criteria**:

- Various disciplines and scopes of practice (including provincial and territorial variations);
- Various practice contexts: types of organizations and types of employment, patient populations (all aspects of diversity), urban, rural, Northern;

- Various entry-to-practice routes: from full-time study within Canada, internationally educated, from related occupations, etc.;
- Various degrees of experience (e.g., recent entrants to practice, or working alongside, supervising, managing, or educating them);
- Various identities and personal characteristics (e.g., South East Asian, Latine, Indigenous, gender-fluid, looking after ailing parents or young children, having a disability, French language identity, or identifying as LGBTQ2S+);
- Participation in Phase 1 of the project.

The Expert Working Group will work directly with the project consultants and will be guided by a conceptual framework informed by a series of interviews with subject-matter experts representing the four disciplines. The review will also involve various stakeholders (e.g., representatives from the regulatory bodies and educational programs) to ensure that the competencies cover current practice and account for jurisdictional differences.

The competencies will be used across Canada *for a variety of purposes* (e.g., for the regulation of medical laboratory science professionals in jurisdictions, for the development of standards of practice and educational outcomes, for assessing the credentials of internationally-educated applicants) *by a variety of stakeholders* (e.g., regulators, educators, examiners, applicants, employers, and practitioners). The competencies will be published in both official languages.

Other Volunteer Opportunities - If participating as a member of the expert working group for the core competencies is not suitable for you at this time, there will be other interesting volunteer opportunities over the next few months: validation exercises which may include surveys, focus groups or interviews.

The Consultants (CAMPROF Canada) - CSMLS has contracted a consulting firm to manage the process, consultations, and validations. [CAMPROF Canada](#) specializes in consulting, analyzing, describing, and validating professional competencies and has lots of experience working with various health professions.

[Apply now to be considered as an expert working group member.](#) Applications close as soon as we have filled the positions, but no later than July 13, 2022. Please note that only successful candidates will be notified.

For more information please contact: certification@csmls.org.