

Position Statement

Subject Certification: Fragmentation of Competency Profiles

The Canadian Society for Medical Laboratory Science (CSMLS) believes that the CSMLS national certification exams for both Medical Laboratory Technologists (MLTs) and Medical Laboratory Assistants (MLAs) must be the entry-level qualification for medical laboratory professionals in Canada, and that fragmentation of the competency profiles would be detrimental to medical laboratory professionals wanting to enter the Canadian workforce.

The CSMLS competency profiles prepare practitioners to function as critical components of multi-disciplinary health care teams. Consequently, entry-level practitioners must possess strong, broad-based skills and diverse technical knowledge.

Certification will:

- Meet the needs of the Canadian public; as laboratory services consolidate, laboratory workers must be multi-skilled and multi-disciplined.
- Allow labour market mobility between disciplines and laboratories that are located within urban, community or rural sites.
- Meet the needs of the Canadian workforce by allowing medical laboratory professionals to acquire general certification, thereby enabling them to meet their long-term career prospects and further their career development.
- Ensure patient safety by creating sustainable communities of practice that share their breadth of knowledge.
- Assure the provision of safe work practices.
- Avoid fragmentation of the Accreditation Canada (AC) accredited MLT and MLA programs.

The ideal program to support laboratory professionals seeking General Medical Laboratory Technology certification or Medical Laboratory Assistant certification should include the following:

- Successful completion of an AC accredited program or
- Successful completion of the CSMLS Prior Learning Assessment

The CSMLS does not support fragmentation of the competency profiles (i.e. individual subject certification) as a means to fulfill temporary labour market gaps.



References:

CSMLS Position Statement: CSMLS Certification and Entry-Level Requirements for Medical Laboratory Technologist 2016

CSMLS Position Statement: CSMLS Certification and Entry-Level Requirements for Medical Laboratory Assistants October 2016

Grant, Moira M. CJMLS . The CSMLS Task Force on Internationally Educated Medical Laboratory Technologists : An overview. Vol 71 no3. June 2009