The Diagnostic Cytology Program at Michener went through a major Advanced Pathology in Competency Profile, to include Tissue Preparation, Molecular Testing and To meet the changing professional demands, Canadian work volumes, due to automation, introduction of HPV Vaccine, and adult the past 10 years, there has been an enormous drop in the Cytology learning which has developed a new training program to meet the demands of the field.

## Abstract

An adult learning course has been developed utilizing The Knowles’ Adult Learning Theory, which provides a framework for how adults learn. The application of this theory to the development of an Advanced Practice Course will help the practicing Cytotechnologists and internationally trained technologists to acquire new sets of skills, and further their knowledge in the field of Cytology.

## Introduction

- The past 10 years has seen a dramatic drop in the Cytology work volume, due to automation, introduction of HPV Vaccine, and revision of Cervical Cancer Screening Guidelines.
- To meet the changing professional demands, Canadian work volumes, due to automation, introduction of HPV Vaccine, and adult the past 10 years, there has been an enormous drop in the Cytology learning which has developed a new training program to meet the demands of the field.

## Learner Analysis of Cytotechnologists

- Cytotechnologists come with a wide range of knowledge, transferable skills and experiences.
- Cytotechnologists were seen ready to learn the additional set of skills to cope effectively with the emerging demands of the field and demonstrate superior performance.
- This learning is relevant to what they do on a daily basis and in some instances they can immediately implement these newly learnt skills into their current job.
- Some internal motivating factors can be passion for the profession, interest in learning new skills, self-motivation, getting a leadership role and an overall better job satisfaction.

## Learning Objectives

- **Identification of relevant resources**
  - Resources: journal articles, literature review, discussion boards, Telepathology and Virtual Interactive Software etc.
- **Mutual planning** with the learner to find out the best fit for their learning needs.
- **Learners to post their**
  - Portfolio to decide the length of clinical rotation.
- **Modification of the workplace needs**
  - Mutual learning experiences
  - Utilization of transferable skills in improving their laboratory experience
  - Manager learning experiences
  - Utilization of existing equipment and lab space

## Methodologies

- **Module 1:** Introduction
  - Online+ F2F+Clinical Rotation
  - This module will introduce learners to the foundations of IPE and IPC. It will also enable learners to develop an understanding of the foundations of IPE and IPC.
  - Online Module
  - This module is designed for lab technologists who are interested in clinical research. This will give them the foundational knowledge to help them understand how to design a study & measure and analyze data.
  - Module 2: Clinical Rotation
  - This module will provide learners with the necessary knowledge and hands-on experience in specifying, implementing, evaluating and assessing IHC, flow cytometry, and other ancillary procedures in a real OR setting.
  - Module 3: Theory & Practice
  - This module will allow learners to attend EBUS procedures both in a simulated and a real setting, engage in communicating with the other healthcare team members, setup, setup and analysis of samples for IHC and diagnostic and cyogenetic assessment.
  - Module 4: Clinical Rotation
  - This module will allow learners to attend EBUS procedures both in a simulated and a real setting, engage in communicating with the other healthcare team members, setup, setup and analysis of samples for IHC and diagnostic and cyogenetic assessment.

## Course Design

### Objectives

1. **Online Module**
   - This module will allow development of management and leadership skills to effectively lead a laboratory team, promote safety, and achieve departmental purposes and goals.
2. **Online Module**
   - This module is designed for lab technologists who are interested in clinical research. This will give them the foundational knowledge to help them understand how to design a study & measure and analyze data.
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## SWOT Analysis

### Strengths:

1. **Self-directed learning challenges**
2. **Lack of development leading to obsolescence**
3. **Lack of participation**
4. **Schedule conflicts**
5. **Lack of support systems**
6. **Self-motivation**
7. **Lack of role clarity**
8. **Unstable future changes**
9. **Complexity of the competency profile**
10. **Lack of leadership**
11. **Lack of satisfaction**
12. **Lack of passion**
13. **Lack of respect**
14. **Lack of recognition**

### Weaknesses:

1. **Inadequate planning**
2. **Lack of career planning**
3. **Lack of support systems**
4. **Lack of motivation**
5. **Lack of support systems**
6. **Lack of recognition**
7. **Lack of respect**
8. **Lack of passion**
9. **Lack of leadership**
10. **Unstable future changes**
11. **Complexity of the competency profile**
12. **Lack of communication**
13. **Lack of satisfaction**
14. **Lack of role clarity**

### Opportunities:

1. **IPC**
2. **Self-directed learning challenges**
3. **Lack of development leading to obsolescence**
4. **Lack of participation**
5. **Schedule conflicts**
6. **Lack of support systems**
7. **Self-motivation**
8. **Lack of role clarity**
9. **Unstable future changes**
10. **Complexity of the competency profile**
11. **Lack of leadership**
12. **Lack of satisfaction**
13. **Lack of passion**
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### Threats:

1. **Lack of role clarity**
2. **Unstable future changes**
3. **Complexity of the competency profile**
4. **Lack of communication**
5. **Lack of satisfaction**
6. **Lack of role clarity**
7. **Lack of respect**
8. **Lack of passion**
9. **Lack of leadership**
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## References


## Conclusion

The Association of Canadian Cytologists is working on developing an Advanced Cytology Practice Program for Cytotechnologists. This program aims to address the changing professional demands in the field of Cytology and prepare learners for the future. The program will utilize a combination of online, F2F, and clinical rotations to provide learners with a comprehensive learning experience. The program will focus on developing learners' knowledge and skills in relevant areas such as management, leadership, and clinical practice. The program will also provide learners with opportunities to engage in communication with other healthcare team members, contribute to the laboratory team, and meet the demands of the field.