



Replacement Bodies!!!!

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Examining the Current Laboratory Personnel Shortage: Where have all the SBB's Gone?

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Did you know?

- Third largest group of healthcare professionals: estimated at approx. 319,000* employed.
- Anticipated 14% increase by 2016

* Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2006-07 Edition*, Clinical Laboratory Technologists and Technicians, on the Internet at <http://www.bls.gov/oco/ocos096.htm> (visited March 31, 2008).

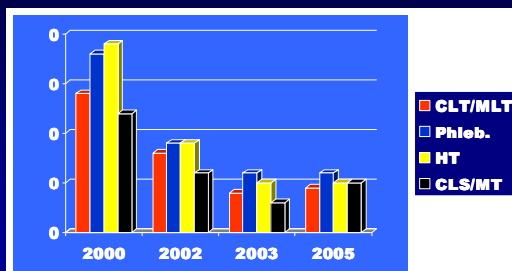


Did you know?

- 70-85% of physician decisions regarding diagnosis and treatment are based on clinical lab results.
- Vacancy rates for MT/MLT
 - 2000 - 12%
 - 2003 - 3%
 - 2005 - 5%



% Job Vacancy rates



*ASCP Board of Registry 2005 Wage and Vacancy Survey.



Objectives

- Outline the reasons for shortages in Medical Technology in general
- Give information on the state of MT/CLS and SBB programs
- Judge the reasons as to why there are shortages of MT/CLS and SBB graduates.
- List some things YOU can do to help combat the shortages
- Give participants a chance to sing.

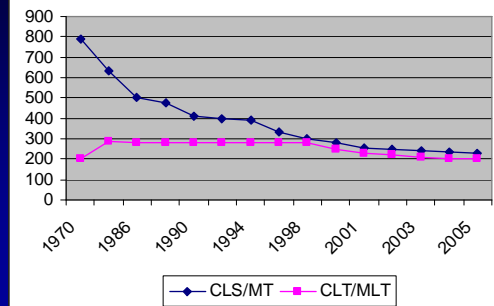


Factors Contributing to the Shortage

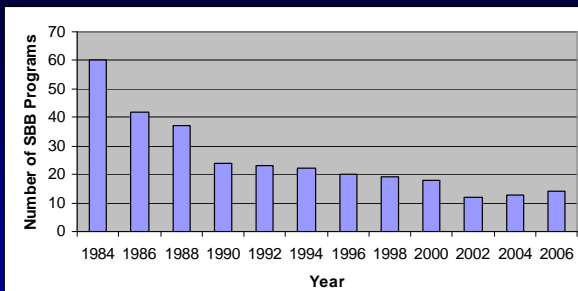
- Three Major Factors and Many Minor Factors.
 - Closing of Education Programs
 - Low wages/ salaries
 - Aging of the Baby Boomers



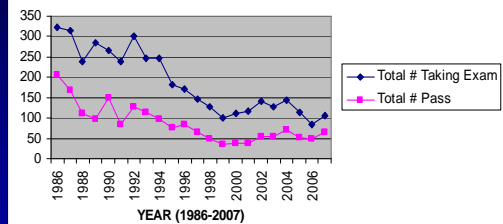
NAACLS Program Numbers



Decrease in SBB programs



ASCP SBB EXAM RESULTS



WHY?

- Pool of applicants decreasing
- Applicants questioning value of a specialist
- Facility budget cuts
- No salary increases



2. Low Wages/ Salaries

- Losing techs to similar careers
 - computer science
 - business
- Example- CLS/MT= approx. \$40,000 starting salary. Computer science graduates start at over \$60,000.



Jumping Ship

- Many Lab employees are leaving the hospital environment to work for pharmaceutical companies and healthcare product manufacturers.
- WHY?
 - Better wages
 - More fringe benefits
 - Less Stress!!

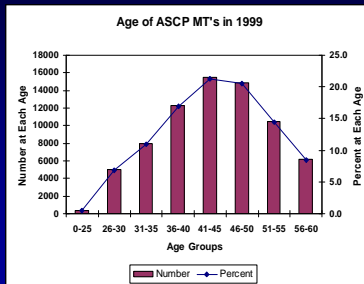


Some Concerns

- Pool of applicants low.
- Employees hop from job to job getting paid more with each new job.
- No Loyalty.
- Constant training costs / lack of production.
- No sense of stability for “veteran” employees.



3. Aging of the Baby Boomers



- 2008 - AABB representative said the average age of its members is 53.



Aging cont.

- 40,000 vacancies due to retirements
- Bureau of Labor Statistics projects a need for 9000+ new graduates a year.
- 4000-5000 students in MT/MLT programs
- Deficit of 4,000+ annually.

**Bureau of Labor and Statistics*



Other Factors of Aging Population

- Increases in retired population
 - Increases in the number of “in house” days of care
 - Increases in doctor office visits
 - Increases in number of lab tests ordered.
- = MORE WORK



Four generations in the work force

- Over the age of 60
- Baby Boomers (born between 1946-1964)
- Generation X (born between 1961-1980)
- Generation Y (born between 1981-1996)



Additional Reasons for Shortages

- Invisibility of profession
- Stress
- Generational differences
- Inappropriate utilization of staff
- Lack of participation in professional organizations.
- No clear career ladder.
- Health risks
- No recognition
- Technology making job more routine
- Turn over of support staff – techs pick up the slack.
- No time for thinking!



What are Labs Doing Now to Cope With This Crisis?



Coping

- Sign on bonuses
- Relocation assistance
- Flexible schedules
- Tuition assistance for employment agreements
- Temporary employees
- Cross training
- Hiring outside the position
- OVERTIME!
- Longevity Bonuses
- Fringe benefits
- Point of care testing
- Better automation
- Lab Centralization-forming core labs



Findings

- CAAHEP-accredited SBB programs declined by 74% since 1984
- The first attempt pass rate for CAAHEP program graduates remains high (84%)
- The overall pass rate for individuals not attending a CAAHEP-accredited program remains low (<45%)



Findings (continued)

- 125 take SBB ASCP exam each year.
- newly registered SBBs declining



What Can Be Done For a Better Future?



National Level

- National Organizations can support current education programs more and develop new programs.
- Government can extend loan forgiveness to lab professions.
- Lobby congress and state legislatures.



National Level cont.

- National organizations can better market the lab professions.
- Unity among the national organizations.



Hospital and Program Levels

- Improve salaries, benefits, + total compensation.
- Develop a clear career ladder with visible and attainable goals.
- Flexible scheduling.
- Maintain personnel standards.
- Longevity Bonuses.



Hospitals and Programs

- Clearly defined employee roles.
- Demand continuing education.
- Reward Achievements.
- Promote from within.
- Joint efforts with Professional organizations to educate the public.
- Tuition assistance and agreements.
- Partner with local colleges to develop programs and train students.



What to do as Individuals

- Encourage young people to enter the field.
- Be a mentor!!!!!!!!!!
- Contact your legislators.
- Join the various organizations and actively volunteer.



The First SBB Distance Program

- Joined with 4 other institutes: CIBC, GCRBC, FBS, Dayton
- UT-SW and UBS; Chicago



UTMB SBB Numbers

- 1999-now: 114 distance students
- 61 took the SBB Exam
 - 12 still to take this year
 - 6 never took the exam
 - 14 dropped out of the program
- 53 (87%) passed
- 26 on-site students scored an average of 455.
- average score for the 61 distance students was 535.



Concerns about Distance SBB Programs

- Are we graduating “good” SBBs?
- What is a good SBB these days?
- Does the student get the attention they need?



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Time to Sing

Where are all the SBB students?
Had a hard time passing?
Where are all the SBBs?
We're gettin' pretty low.
Where are all the SBB's, gone to
Gamma everyone.
When will they ever learn? Cold Cash
is hard to earn.



Where have all the Med Tech's gone?
Only three are passing!
Where have all the Med Tech's gone?
Tired of Status quo?
Where have all the Med Tech's gone?
To Retirement every one.
Put their ashes in an urn, their memory
we'll not spurn.



Written and sung by Shanasey Weber

I started out in Chemistry
Volumetric flasking
Calibrate and calculate
Intercept and slope.
Logarithm Henderson-Hasselbach
equation
Thought I would never learn, thought I
would never learn.



Music by Peter Seeger; MIDI sequencing by redsal@aol.com

I miss mouth pipetting,
Acid Base titrating.
Spectrophotometry
Ochterlony plates.
All of these my friend, are gone and
won't come back again.
What ancient things I've learned,
Maybe I should adjourn.



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