



How to Meet Clinical Lab Scientist Demand

Welcome to the Webcast!

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Hospital Association of Southern California

Vice President Human Resources and Education Services

HASC Workforce Development leads a multi-pronged effort to support workforce needs across the region — especially in areas with a shortage of trained and qualified employees.



HASC/CSUDH CLS Initiative

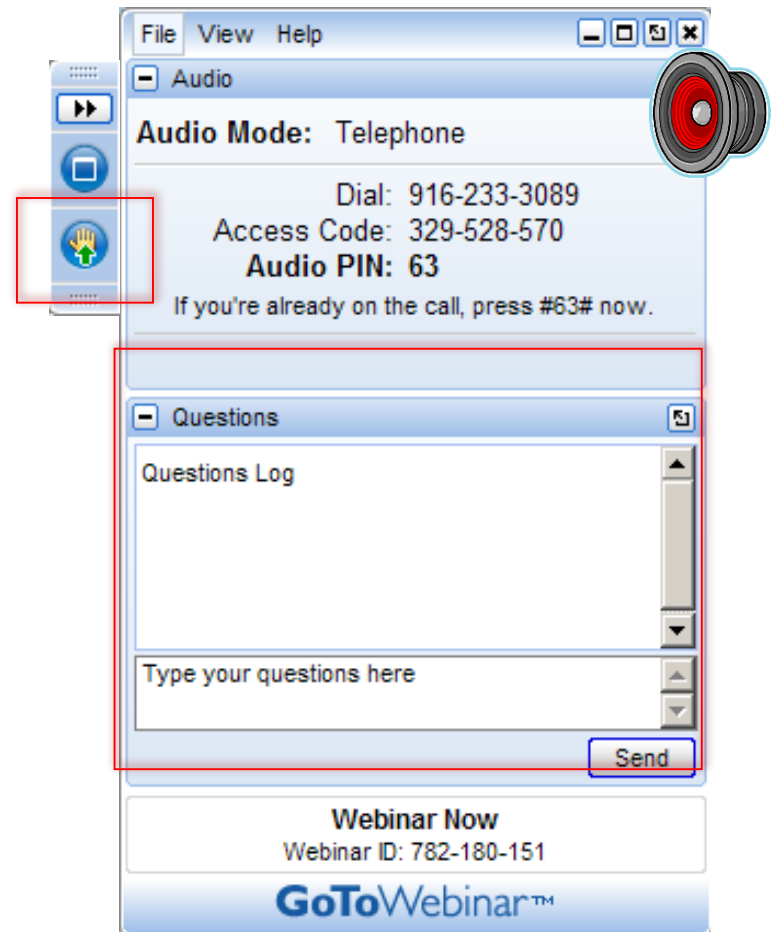
- Webinar is designed to learn about how to meet the Clinical Lab Scientist (CLS) demand across the region and to connect hospitals with training resources to fill critical shortages.



CSU Dominguez Hills – CLS Grads 2018

How to Participate in Today's Webcast

- Enter your unique audio pin located in your webinar audio pane.
- All lines are “muted”.
- We will have time for Q&A at the end of the presentation.



Panelists

- **Cheryl Jackson-Harris**
 - Emeritus Professor, Chair, Clinical Science, California State University Dominguez Hills (CSUDH), charris@csudh.edu
- **Bunny Fisher**
 - Asst. Professor, Clinical Sciences Program Director, CSUDH, bfisher@csudh.edu
- **Alexis Altounian**
 - Director of Development, Managed Career Solutions, aaltounian@mcslosangeles.com
- **Margo Scoble**
 - Program Director, Hollywood and Boyle Heights WorkSource Centers, mscoble@mcscareergroup.com
- **Ripsime Markaryan**
 - Program Director, Pomona Valley AJCC and West Covina Affiliate, rmarkaryan@mcscareergroup.com
- **Gloria Gaitan**
 - Program Director, Garden Grove One-Stop, ggaitan@mcscareergroup.com

CSUDH Clinical Science Department

Points of Distinction

- **Only CSU campus offering BS degree in Clinical Science in Medical Technology(CLS/MLS) and Cytotechnology**
- **PB Certificate Option for Clinical Internship**
- **NAACLS accredited with route to ASCP certification and CA state licensure**
- **Affiliation agreements with CA Department of Public Health, LFS approved labs for clinical training**
- **Contributes approx. 20% of 1st time CA CLS licensees to the workforce (based on an average of 45 interns/yr)**

Clinical Science Curricular Design

Pre-Clinical

- BS degree Clinical Science awarded without internship:
 - General Education
 - Biology, Chemistry, Math, physics
 - CLS courses with campus labs
 - Students with previously earned BS degrees can take CLS courses to meet LFS course requirements
- PB Clinical Internships:
 - Clinical rotations at affiliated labs Mon-Thurs
 - Clinical didactic courses at CSUDH on Fridays
 - Competitive eligibility placement

Clinical Internships

Must be approved by CA Dept Public Health LFS

- **Requires 52 weeks of clinical training**
- **LFS regulates # of weeks of training in major clinical areas: micro, chemistry, hematology, urines, immuno/serology, pre-transfusion, and miscellaneous areas**
- **CSUDH will assist with LFS application process**
- **CSUDH students must enroll in coursework, pay fees, and are awarded academic credits for the internship program**
- **Students cannot release results and serve as replacement for paid workers**

2019-20 Affiliated Clinical Laboratories

- **Southern California Kaiser Permanente (1980) (10 interns)**
North Hollywood Regional Reference Laboratory and Medical Centers at Los Angeles, Pan City, Baldwin Park, South Bay
- **Specialty Laboratory (1997) dba Quest Diagnostics Valencia 2010 (4 interns)**
- **Cedars-Sinai Medical Center (2001) (4 interns)**
- **UCLA Ronald Reagan Medical Center (2002) (7 interns)**
- **VA Healthcare Long Beach Health Care System (2005) (4 interns)**
- **Providence Saint John's Santa Monica (2006) (2 interns)**

2019-20 Affiliated Clinical Labs (Cont'd)

- **Providence Saint John's Santa Monica (2006) (2 interns)**
- **Huntington Hospital Pasadena (2007) (2 interns)**
- **Long Beach Memorial Medical Center (2008) (2 interns)**
- **Children's Hospital Los Angeles (2009) (4 interns)**
- **Dignity Health Northridge Medical Center (2010) (3 interns)**
- **Good Samaritan (2013) (2 interns)**
- **AHMC Healthcare Garfield Medical Center (2019) (1 intern)**

Supplemental Training for BB/Hematology/UA

- **Providence Little Company of Mary (1997)**
- **Torrance Memorial Medical Center (1997)**
- **Dignity Health St Mary's Medical Center Long Beach (2018)**

Recommendations to Increase Entry Level CLS

- Partner with LFS approved training programs to design corporate sponsored consortiums to increase clinical internships: Dignity Health, Providence, Quest, AHMC, Kaiser
- Partner with university-based programs to provide required didactic lectures for labs interested in providing independent clinical training
- Identify and sponsor outstanding non CLS on your staff to pursue the CLS degree/internship
- Support and offer constructive commentary to LFS in establishing a quality MLT to CLS pathway as approved by SB344.

Current and Evolving Challenges

- Enrollment management: Too many students!!
Current resources cannot support and sustain “hands on” student labs and molecular testing
- Online clinical science courses: pros and cons
- Clinical sites needed to keep-up demand for internships. For CSUDH 2019-20 cohort, 63% (45/71) eligible students placed from initial 110 applicants.
- Retirements
- Automation, full-service microbiology, blood bank rotations

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About Managed Career Solutions

Managed Career Solutions (MCS), Social Purpose Corporation has nearly 30 years in workforce and economic development experience serving multi-barrier job seekers and businesses in Southern California.

MCS is the competitively procured operator of four America's Job Centers of California or AJCCs (or WorkSource Centers) throughout Southern California.

**City of LA: Hollywood and Boyle Heights WorkSource Center
County of Los Angeles: Pomona Valley AJCC / West Covina Affiliate
Orange County: Garden Grove One-Stop**



MCS

Program Collaboration

MCS in collaboration with CSUDH CLS Program will enroll interested and eligible students in WIOA services prior to graduation. Program participants must meet WIOA eligibility criteria. Participants will complete intake and assessment.

MCS will work with HASC to ensure all WIOA eligible/enrolled CLS graduates are placed on a "work-ready list" shared with all employer partners with hiring needs.

Employers interested in hiring CLS recent graduates who are WIOA enrolled may work with MCS AJCC/WSC Program Directors to determine availability of On-the-Job Training funds. If a match is deemed, an OJT contract may be entered between the employer and the funding AJCC/WSC.

On-the-Job Training

OJT is a form of training which:

- **Focuses on specific skills and knowledge required by employers**
- **Is provided by the employer, using experienced staff to train new workers (the OJT participants)**
- **Addresses the “skills gaps” of otherwise qualified candidates**
- **Results in skills acquisition, ensuring a highly competent new worker**

Why Use OJT?

- **Employers are incentivized to hire entry level OJT participants as new workers**
- **Participants work on-site from day one**
- **Participants are paid during their training**
- **Employers customize training to be specific to their own needs**
- **Fosters team-building and on the job learning**
- **Encourages employee retention and low turnover**

Primary OJT Steps

- 1. A Case Manager/Business Services Representative meets with the employer to identify the requirements of the job**
- 2. An agreement is executed, which includes a training plan that outlines each skill area**
- 3. The employer hires the OJT participant as a regular employee**

Primary OJT Steps Continued

- 4. The participant trains for the specified period of time required to address skill gaps**
- 5. The participant learns primarily through demonstration and hands-on practice**
- 6. The employer verifies training completion and invoices your agency for 50% of the participant's wages for the training period**

Sample OJT Calculation

Employee is hired at \$15.00 per hour and works for 200 hours

Employee is paid \$3,000

Employer is reimbursed at a maximum rate of 50%

$\$15.00 \text{ per hour} \times 200 \text{ hours} = \$3,000 \times .50 = \underline{\$1,500 \text{ OJT reimbursement}}$

Please note as WIOA is a federally funded, annual budgets vary as do the availability of OJT funds at any given point in the year. Each OJT contract is specific and unique, all terms will be customized between each AJCC/WSC and participating employer.

OJT Requirements

- **Employer/AJCC enter into a written/signed OJT agreement**
- **Employers provides required training**
- **Employers maintain and share time and payroll records**
- **Employers evaluate/confirm worker's skill attainment**
- **Employers submit request for wage reimbursement**
- **Employers provide/share a certificate of completion for their new hire**

OJT Form Requirements

- **Business Name**
- **Address**
- **Point of Contact**
- **IRS # and Business License #**
- **# of Employees per Supervisor**
- **Total # of Employees**
- **Job Title for OJT**
- **Hourly Rate**
- **Job Description**

Summary

All candidates for OJT must be WIOA eligible and WIOA enrolled.

All OJT candidates must be new hires.

OJT contracts are unique to each employer/new hire match.

All OJT funds are subject to availability and vary by AJCC/WSC. Additional non-WIOA funds may be available on a case-by-case basis.

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HASC – CSUDH CLS Initiative

- HASC regions & outreach efforts
- Hospital leadership communications about CSUDH – CLS Program
- Working with MCS on enrollment and placement of eligible CLS grads
- HASC participation goals:
 - CLS training and placement
 - Increased hospital clinical lab sites
- Link to HASC: [Workforce Development](#)

