Training CLS Students in Your Laboratory
Introduction

• Becoming a CLS
• Training At Your Clinical Facility
• Risks / Rewards
Becoming A CLS
“Traditional Path”

Bachelor's degree in science

Obtain required courses:
• Hematology
• Medical Microbiology
• Immunology
• Biochemistry
• Analytical Chemistry
• Physics

Get an Internship

Pass state licensure and national certification exams

Develop an interest in the profession

Get experience in a clinical setting
Barriers

Hematology seats are limited

Bachelor's degree in science

Obtain required courses:
- Hematology
- Medical Microbiology
- Immunology
- Biochemistry
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Barriers

Bachelor's degree in science

Obtain required courses:
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- Physics

Get an Internship

Pass state licensure and national certification exams

We are invisible
It’s difficult to get clinical experience
Barriers

Bachelor's degree in science

Obtain required courses:
- Hematology
- Medical Microbiology
- Immunology
- Biochemistry
- Analytical Chemistry
- Physics

Get an Internship

Fewer than 50 hospitals are training (only 2 reference labs)

Develop an interest in the profession

Pass state licensure and national certification exams

Get experience in a clinical setting
Where do CLSs come from?

30%

- Bachelor's degree in science
- Obtain required courses:
  - Hematology
  - Medical Microbiology
  - Immunology
  - Biochemistry
  - Analytical Chemistry
  - Physics
- Develop an interest in the profession
- Get an Internship
- Get experience in a clinical setting
- Pass state licensure and national certification exams

70%

Foreign Training
Questions??

• What are the consequences of licensing mostly foreign trained individuals?
  – Costs
  – Benefits

• Is there a better way to maximize the impact of the large pop of foreign trained individuals?

• What is the consequence of excluding most domestically trained CLSs from licensure in California?

• Is there a need for California trained CLSs (if so, how many do we need)?
Current Applicants for Training

- Retraining predominates
- “Older”
- Academic backgrounds are more diverse
- Ethnic / Racial diversity greater

How do we serve these students best?
Starting Training at Your Clinical Facility
Preparing To Train

- Decide you’re going to do it
- Get buy-in
- Assign an Education Coordinator
- Prep the LFS document
Steps to becoming eligible for training (for the student)

- Complete bachelor’s degree
- Complete required courses
- Find financial resources to sustain you through the year
- Obtain a Trainee license

Other notes:
- If possible, train from within
- MLTs make good CLS students
Train a Student

• Find willing trainers
• The first few months are critical
  – Challenging curriculum
  – Acculturation
  – Mid-rotation evaluations
• Assign a mentor
• Cross-pollination
State and National Licensure

• CA state exam in November
• ASCP and NCA exams on a rolling basis (NAACLS accredited programs only)
  – Possibly one national certification exam soon?
Training With SJSU

- State and NAACLS accredited
- Accreditation of new sites takes about 6 months
- We maintain the accreditation after the initial documents are submitted
- We manage the admissions process
  - Prescreened students are available to your clinical site
  - We work with you on internal candidates
Training With SJSU

• Training starts in the lab during the second week of the program
• Friday Lectures
• Available via
  – Videoconferencing
  – Web-streaming / Archive
• Students sync their exam schedule to their training
• Students are only required to be at SJSU 3 days (no commute = more study time)
You’ll Have Good Company

Total: 64 graduates by Fall 2007

- Community Hospital of Monterey Peninsula (7)
- Dominican Hospital (2)
- El Camino Hospital (2)
- Kaiser Permanente, Santa Clara Medical Center (7)
- O'Connor Hospital (8)
- Ridgecrest Regional Hospital (3)
- Salinas Valley Memorial Hospital (6)
- Santa Clara Valley Medical Center (13)
- Santa Teresa Community Hospital (Kaiser Permanente) (3)
- Sequoia Hospital (3)
- Stanford Hospital & Clinics / Lucile Packard Children's Hospital (10)

Current students and graduates 2002-2007
Risks / Rewards
Risks

• The student will disrupt the operation of the lab and compromise patient care
• The student will irritate the CLSs at the bench
• The student will leave after their training and work elsewhere
• This will be a lot of work to organize
• Cost
Rewards

• Decreased recruitment costs
• Decreased training time
• The year long interview
• You have formed a relationship with the student
• “New Challenge” for current workers
• Additional administrative capacity
Conclusions

• Training is possible in most labs
• There are benefits to having students in your lab
• Think in terms of partnership
• Every journey begins with the first step
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