

De Anza College Medical Laboratory Technology

- **Model MLT Program for California**
- **Accredited by National Accrediting Agency for Clinical Laboratory Sciences**
- **Approved by State of California**

1. What further reductions can you make to contribute to our required campus-wide reductions before your program is no longer viable? Please be as specific as possible.

- De Anza College's MLT program offers its courses once per academic year. This is the minimum requirement and still keep the program viable.

2. If the program were reduced and/or eliminated, are there comparable regional offerings for students? In what ways does our Medical Laboratory Technology program differ from that offered at the Institute of Medical Education?

- The Institute of Medical Education was closed down in February 15, 2012 due to emergency action by the Bureau of Private Postsecondary Education. They were never a reputable MLT program and charged students \$15-20,000 for their MLT program.
- Diablo Valley College began an MLT program in January 2011. They have made a decision not to accept new students this fall and the program is being considered for closure. There are no other MLT programs in the Bay Area.

Year	# MLT graduates	ASCP certification examination 1 st time passrate	National Average score/De Anza graduate average score	CA MLT license issued	# MLT job placement for graduates	Beginning Wage
2009-1010	11	100%	450/625	11	10	\$30.00/hr
2010-2011	10	100%	470/649	9	8	\$34.00/hr

Students complete the MLT program, take a national certification examination, apply to Laboratory Field Services for their CA MLT license and they are ready to work. MLT is a licensed position. No one can work as an MLT in California without a CA license. Students commute from Monterey, Oakland, Livermore and Santa Rosa to attend MLT program

External funding:

- annual (2003-2013) \$90,000 from Hospital Council of Northern CA
- Perkins
- Healthcare Laboratory Workforce Initiative grant (\$13,000) remaining
- \$ 5 million Department of Labor grant recipient (in conjunction with San Jose State University) for statewide program training materials for laboratory professionals.
- 2010 -2011 - \$10,000 in-kind donations in form of donated reagents, instrumentation, instrument service
- 201102012 - \$35,000 in-kind donations in form of donated reagents, 2 large auto analyzers and instrument service

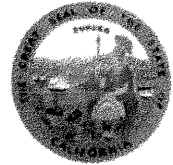
MLT Program has changed people's lives:

- displaced workers who have re-trained for a new career
- single Mothers who can now support themselves and their children
- foreign trained professionals who can now practice in the clinical laboratory
- career ladder to Clinical Laboratory Scientist



HOWARD BACKER, MD, MPH
Interim Director

State of California—Health and Human Services Agency
California Department of Public Health



EDMUND G. BROWN JR.
Governor

May 11, 2011

Dr. Brian Murphy, President
De Anza Community College
21250 Stevens Creek Blvd.
Cupertino, CA 95014

Re: Medical Laboratory Technician Training Program

Dear Dr. Murphy,

This letter is to express the California Department of Public Health, Laboratory Field Services (LFS) strong support for De Anza College's Medical Laboratory Technician (MLT) program. This program is critical to providing essential training needed to address the current clinical laboratory workforce shortage Nationwide and also in California, especially in the Bay Area.

Since the mid 1990's there has been a chronic shortage of clinical laboratory scientists (CLS) due to CLS training program attrition from 700 training programs nationwide in 1975 to 250 programs in 2009. In addition, it is estimated that the average age of a CLS in the workforce is 54 years and the majority will be reaching retirement age in the next 5 years. Aside from the CLS shortage, the need for MLTs in the laboratory workforce is vital due to advances in laboratory technology. It is estimated that greater than 80% of medical diagnosis and treatment, according to the California legislature, is based on laboratory results. The aging population and the recent health care national reform are expected to increase citizen access to our health care system. The California census bureau estimates that our population will increase by 10 million by the year 2020. There is a growing need for qualified health professionals to perform laboratory tests at all levels and the MLT can help fill that need.

MLTs perform waived and moderate complexity clinical laboratory tests for diagnosis, treatment and prevention of disease. MLTs work under the supervision of Clinical Laboratory Scientists (CLS) who are responsible for performing the more complex clinical laboratory tests and who also train and supervise other clinical laboratory staff. MLTs also have a career path to transition to the CLS license with additional education and training.

To address the workforce shortage in clinical laboratories, MLT regulation was approved by the legislature in 2007 and issuance of licenses began in March of 2008.



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Health Policy and Advocacy*

May 12, 2011

Dr. Brian Murphy
President
De Anza College
21250 Stevens Creek Blvd.
Cupertino, CA 95014

Dear Dr. Murphy:

CHA would like to express strong support for De Anza College's Medical Laboratory Technician (MLT) Program, which provides essential training for clinical laboratory workforce personnel at a time when the state is facing a long-term shortage of these professionals.

As you are aware, laboratory personnel play a critical role in the delivery of health care. However, California is currently facing a shortage of these professionals. By 2015, 844 clinical laboratory scientists (CLS) will be eligible for retirement, yet the state only graduates approximately 125 students per year. This number does not include retirements in non-hospital settings, such as public health departments and outpatient laboratories. MLTs can provide much needed support to the laboratory team, helping mitigate the impact of the CLS shortage. The MLT profession also serves as an excellent career pathway into the CLS position, helping create a pipeline of individuals to meet the demand for these important workers.

As one of only five approved MLT programs in California and one of the first to be established, De Anza College's program is considered a "model" for the state, and has played a key role in advising and assisting other community colleges to start their own MLT programs. Furthermore, the program has provided CLS prerequisite courses for more than 200 health science students, helping to address the overall health workforce shortage.

CHA recognizes that the community colleges are currently faced with severe budgetary challenges that require critical analysis of all programs. However, given the estimated high number of retirements expected in clinical laboratories and the need to increase access to health care under health care reform, funding for health science education and workforce preparation must remain a priority.

Sincerely,

A handwritten signature in black ink, appearing to read "Cathy Martin".

Cathy Martin, Director, Workforce
The California Hospital Association

April 8, 2011

Dr. Brian Murphy
De Anza College
21250 Stevens Creek Blvd.
Cupertino, CA 95014

Dear Dr. Murphy:

This letter is submitted in support of the De Anza College Medical Laboratory Technician Program. The program was developed to address the needs of students, the community, and the laboratory-related industry by providing a resource for developing competent, skilled, and knowledgeable medical laboratory technicians (MLT). MLTs are a newly recognized category of laboratory professionals in the State of California. The first MLT license was issued by the state in March 2008.

De Anza's MLT program was established in 2004 through funding provided by 11 hospitals in the Santa Clara and San Mateo sections of the Hospital Council. The initial agreement included five years of funding support at \$152,500/year (2004-2008). In 2009, Hospital Council reviewed the program's progress, and it was agreed that the hospitals would continue funding De Anza's MLT program for another five year period at \$90,000/year (2009 - 2013). This reduced amount was due to De Anza College hiring a full-time tenure track MLT Program Director.

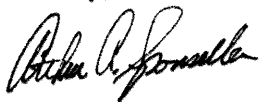
De Anza's MLT Program is considered the "model" MLT program for the state. Four additional state community colleges have started their own MLT programs based on De Anza's innovative MLT curriculum. To date, the program has 19 MLT graduates and has provided Clinical Laboratory Science prerequisite courses for over 200 students.

In conjunction with San Jose State University, De Anza's MLT program was the recipient of a \$5 million Department of Labor Federal Stimulus grant for the purpose of increasing the number of laboratory professionals for the state. One of De Anza's major intents for this grant is to create an inventory of online learning objectives that will be used both throughout California and the United States to help train MLT students, especially those in rural areas.

Throughout California—especially in the Bay Area—there is a critical shortage of existing clinical laboratory professionals, as well as a limited number of educational opportunities for students interested in this industry. The workforce shortage is predicted to continue for the next ten years. DeAnza's MLT program is poised to provide the essential training needed to address this deficiency of skilled laboratory professionals, both locally and statewide.

On behalf of the hospitals of our region and the patients they serve, we respectfully urge you to continue support for this vital program in our community.

Sincerely,



Art Sponseller, President/CEO

HLWI

ADVISORY GROUP

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Sue Faltz, Abbott Diagnostics

Dr. Tim Hamill, UCSF Clinical Laboratories

Members:

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Beckman Coulter, Inc.

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California Clinical Laboratory Association

California Community Colleges

California Department of Public Health, Laboratory Field Services

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Hospital Association of San Diego and Imperial Counties

Hospital Association of Southern California

Hospital Council of Northern and Central California

May 10, 2011

Dr. Brian Murphy
President
DeAnza Community College
21250 Stevens Creek Blvd.
Cupertino, CA 95014

Dear Dr. Murphy:

We are writing to express the Healthcare Laboratory Workforce Initiative's (HLWI) strong support for DeAnza College's Medical Laboratory Technician (MLT) Program. This program is critical to providing the essential training needed to address the current laboratory workforce shortage facing California and the Bay Area.

As you may know, laboratory professionals are an integral part of the health care team. However, in California today we are not producing enough of them. By 2015, 844 Clinical Laboratory Scientists (CLS) will be eligible for retirement yet the state only graduates approximately 125 students per year. This number does not even include expected retirements at non-hospital worksites such as public health departments and outpatient laboratories.

MLTs play a key role in addressing this shortage. As mid-level professionals they can perform many of the same tests as a CLS and therefore help to expand the available workforce. The addition of MLTs also creates a career ladder from phlebotomists to MLTs to CLS and a pipeline for the future.

As one of only five approved MLT programs in California and one of the first to be established, DeAnza College's MLT program is considered the "model" for the state and has played a key role in advising and assisting other community colleges to start their own MLT programs.

It has also demonstrated tremendous success. DeAnza College's MLT program has graduated 19 students with a 100% first time pass rate on the ASCP national certification examination with a mean score well above the national average needed for MLT licensure in California. In addition, the program has provided CLS prerequisite courses for over 200 students, helping to address the overall laboratory workforce shortage.

HEALTHCARE LABORATORY WORKFORCE INITIATIVE
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914 Marina Way South
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Date: May 12, 2010

To: Dr. Brian Murphy
President
DeAnza Community College
21250 Stevens Creek Blvd.
Cupertino, CA 95014

From: Carola D. Howe, MS, MT(ASCP)
Education Coordinator
Kaiser Regional Laboratory
1725 Eastshore Highway
Berkeley, CA 94710



Re: Medical Laboratory Technician (MLT) Program at De Anza Community College

Please preserve this program!

There is a significant retirement risk for California clinical laboratory professionals with a high percentage expected to retire within the next 5 – 10 years. Based on a future state demand forecast developed by Northern California Kaiser Permanente Workforce Planning, between 2012 and 2020, Northern California Kaiser Permanente will need to fill over 800 Clinical Laboratory Scientist (CLS) positions under the normal retirement timeline assumption.

Problem:

- Aging workforce
 - Acceleration of retirements
 - Nationally, 40% between 46 and 66 yrs old
 - Bay Area mean age of clinical laboratory scientists is approximately 55 yrs old
- Increased demand
 - Aging patient population/chronic care management
 - More tests ordered per patient increases workload
 - New assays and methods emerging; more complex technology in molecular diagnostics
- Insufficient number of CLS and MLT graduates to meet the increasing need for qualified laboratory professionals

The supply of new CLS graduates in California cannot meet the need. There will be an increased competition for CLS supply statewide and overall healthcare delivery will be affected. The goal is to increase the supply of qualified laboratory professionals to meet this increasing demand. The availability nationally certified Medical Laboratory Technician (MLT) graduates from DeAnza Community College is essential in order to maintain the level of healthcare delivery for our aging population in the Bay Area.

Please retain this valuable program!!