

# Laboratory Workforce

Where are we today?

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September 22, 2022

# Workforce Survey

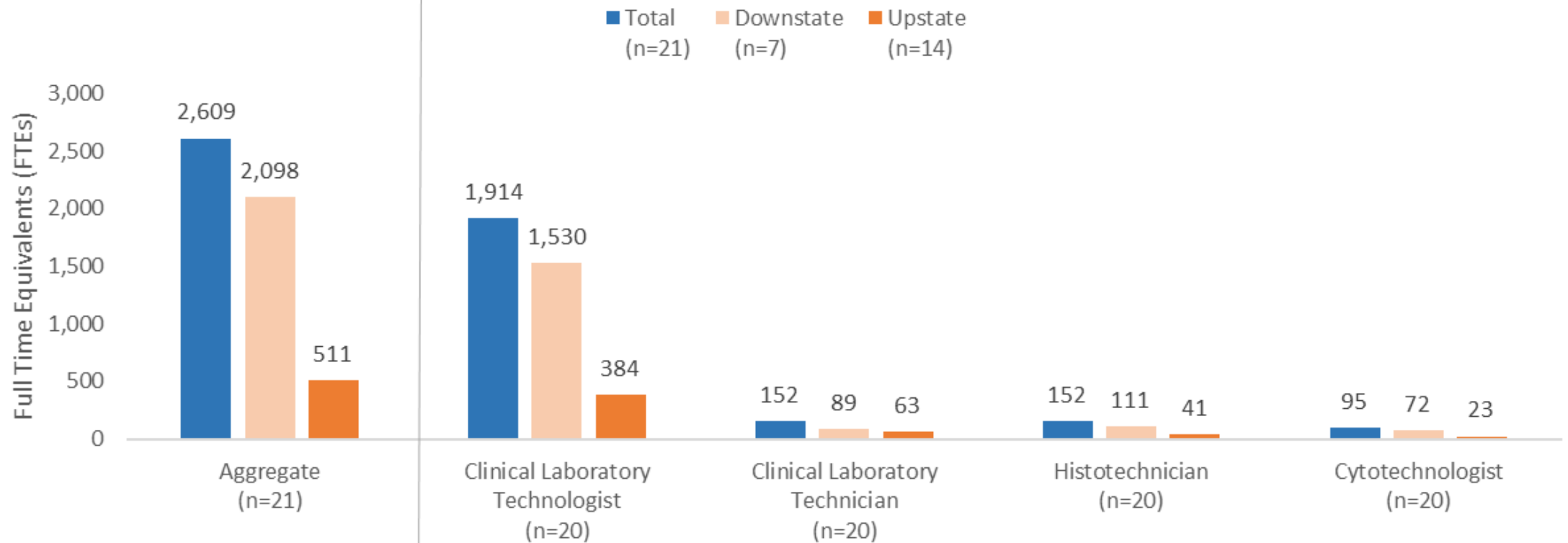
Data collected and  
analyzed by GNYHA

All Institutions blinded

- 21 Surveys completed
- Independent Labs
- Academic Medical Centers
- Regional Hospitals
- Hospital Networks
  
- Downstate: NYC, LI, Mid-Hudson
- Upstate: all other counties
  
- **Data reflects ~60 individual labs**

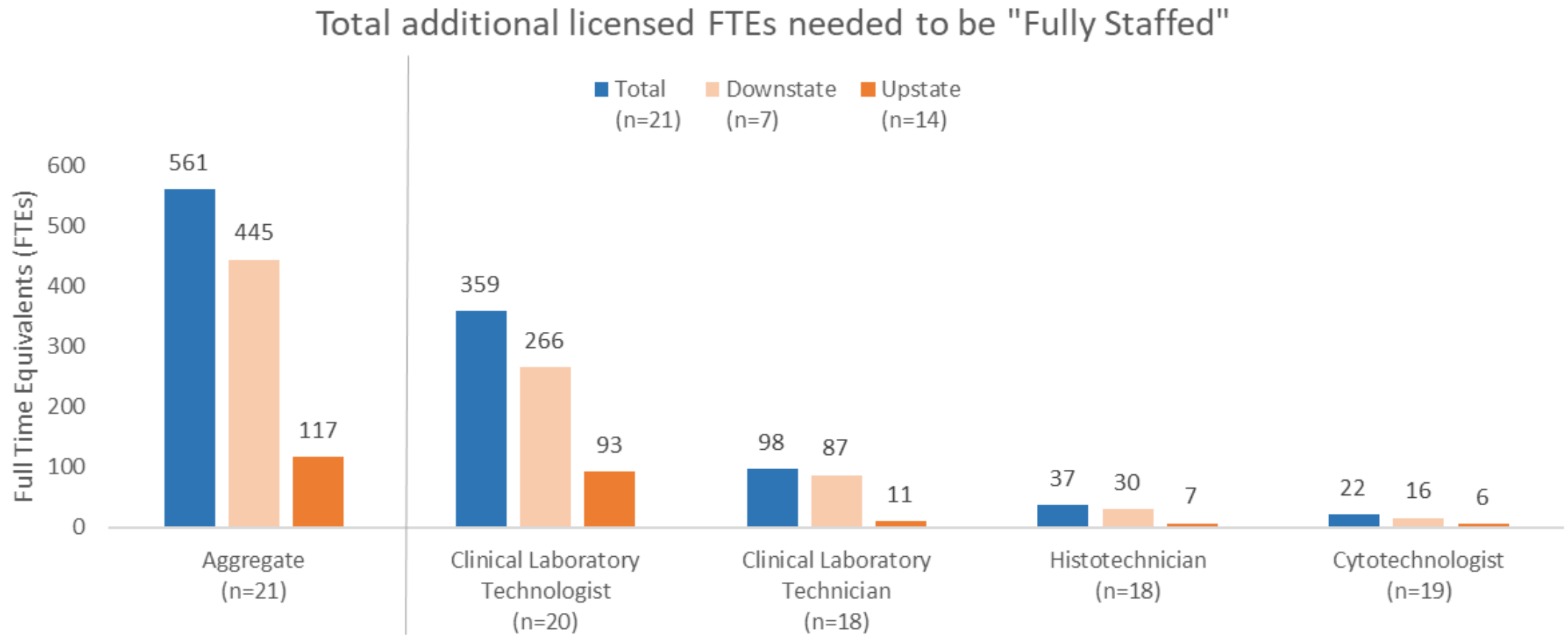
# What we have

Total current licensed Full Time Equivalents (FTEs)



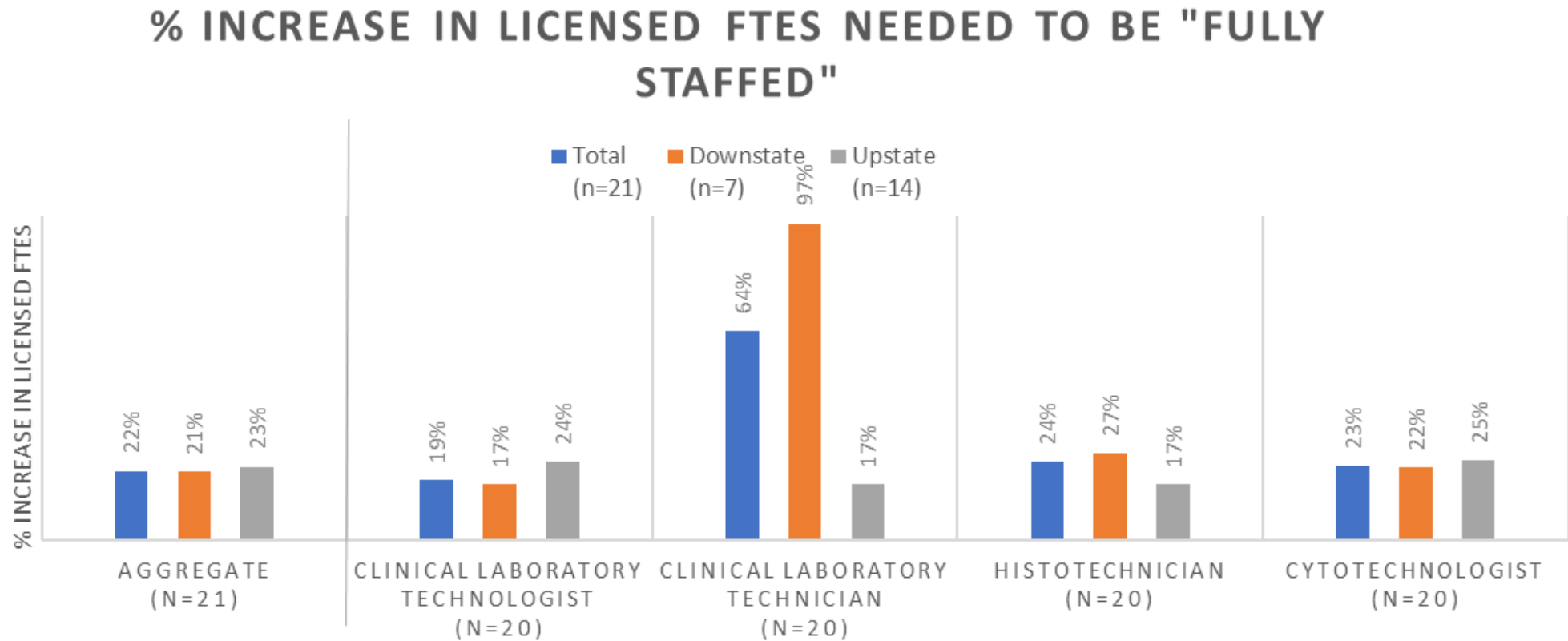
\*Note: One respondent entered responses only at the aggregate level, so the sum of FTEs by position does not equal the aggregate.

# What we need



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# We need to increase staffing by ~22%



\*Note: One respondent entered responses only at the aggregate level, so FTEs by position may not align with the aggregate.

# Survey accounts for ~19% of licensed personnel

## Current need of respondents consumes annual output

No one is left for the other 300+ labs in the state!

	NYS Total Certified Personnel*	New NYS Certification 2021* (% supply)	GNVHA Survey: Current FTE (% of NYS)	GNVHA Survey: Needed FTE (% need)
Clinical Laboratory Technologists	11,120	374 (3.4%)	1914 (17%)	359 (19%)
Clinical Laboratory Technicians	1,991	106 (5.3%)	152 (7.6%)	98 (64%)
Cytotechnologists	570	10 (1.8%)	95 (17%)	22 (23%)
Certified Histological Technicians	352	33 (9.4%)	152 (43%)	37 (24%)
<b>Total</b>	<b>14,033</b>	<b>523 (3.7%)</b>	<b>2,609 (19%)</b>	<b>561(22%)</b>

\*<http://www.op.nysed.gov/prof/clt/clpcounts.htm>;

August 1, 2022

# How are we coping with the workforce shortage?

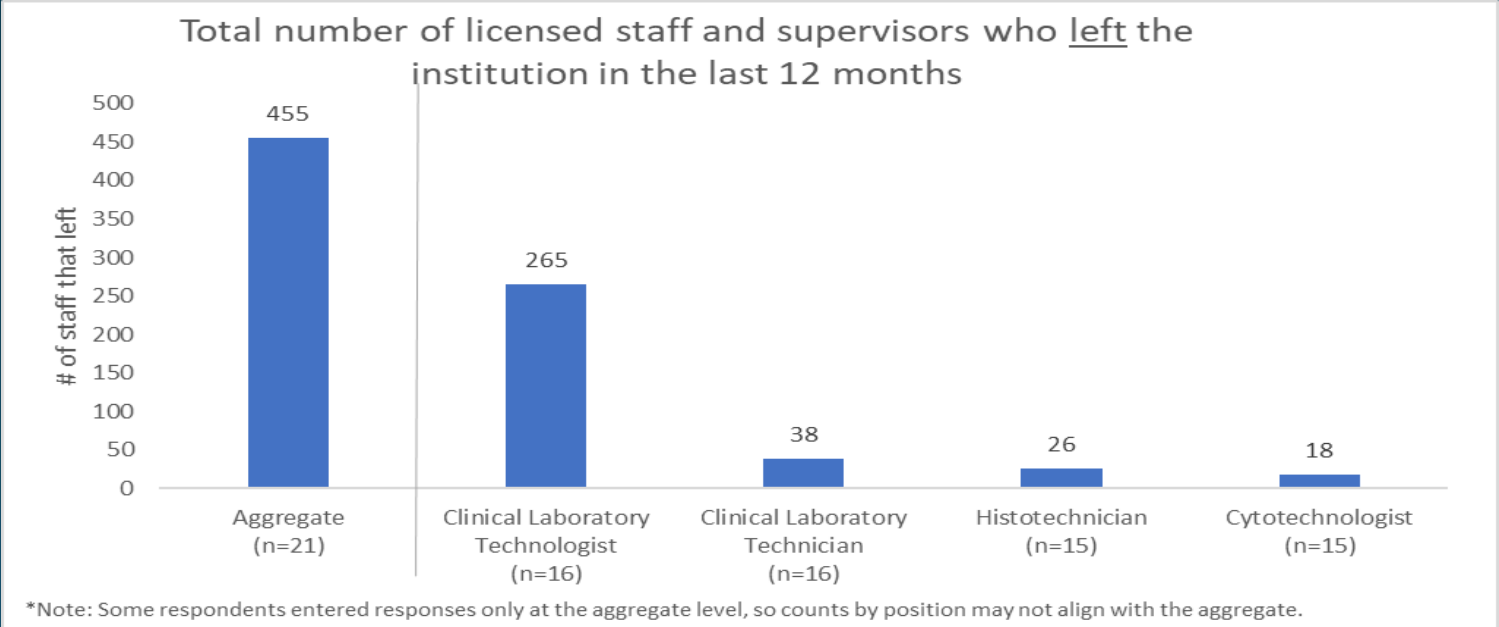
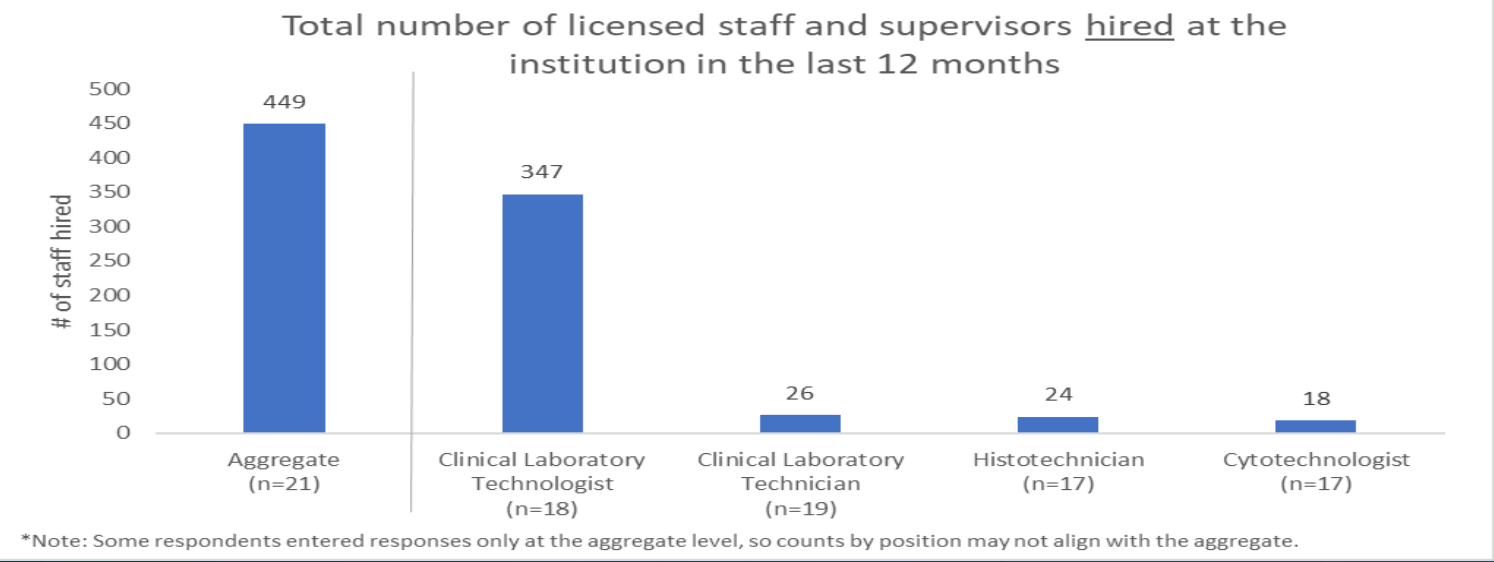
~30 % of licensed  
supervisor time spent  
"working at the bench"  
(n=12)

~70% of labs know  
of some employees  
working a second  
job  
(n=10)

~9.5% Overtime = 247 FTEs in hours  
371 FTEs in \$\$

# Onboarding vs. Offboarding

We are basically treading water!



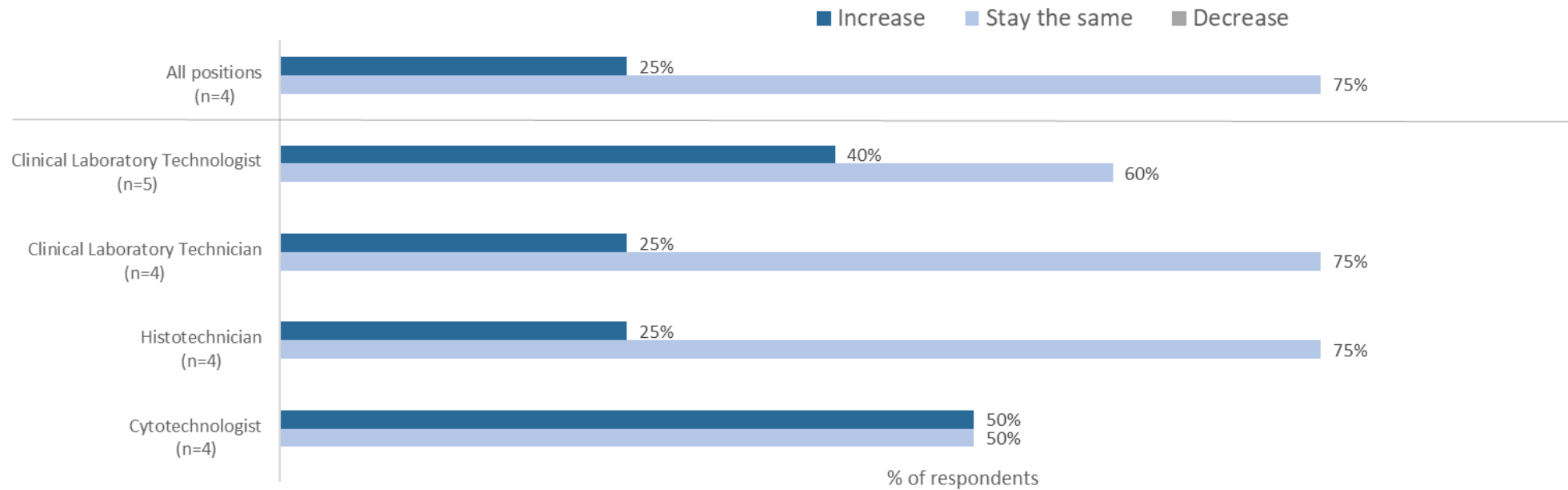


# EO impact:

## Current non-licensed FTEs working under executive order

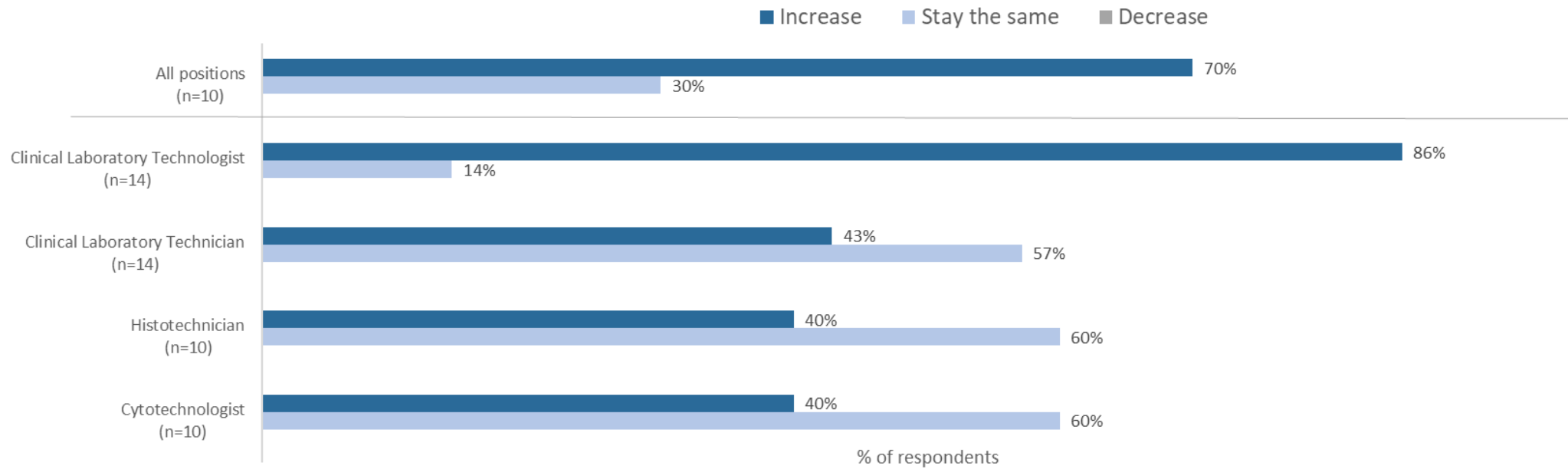
	Aggregate (n=21)	Clinical Laboratory Technologist (n=20)	Clinical Laboratory Technician (n=18)	Histotechnician (n=18)	Cytotechnologist (n=18)
Total (n=21)	17	12	3	2	0
Downstate (n=7)	9	9	0	0	0
Upstate (n=14)	8	3	3	2	0

In the next 12 months, do you estimate that the percentage of licensed staff and supervisors leaving the workforce permanently will increase, decrease, or stay the same? **DOWNSTATE**



\*Note: Some respondents entered responses only for individual positions while others responded for all positions in aggregate, so results for individual positions may not align with "all positions".

**In the next 12 months, do you estimate that the percentage of licensed staff and supervisors leaving the workforce permanently will increase, decrease, or stay the same? UPSTATE**



\*Note: Some respondents entered responses only for individual positions while others responded for all positions in aggregate, so results for individual positions may not align with "all positions".

How can we  
promote our  
professions  
and attract  
students?

Laboratory  
Workforce –  
we need a pipeline!

# March 2022

## The Health Care Workforce in New York State *Trends in the Supply of and Demand for Health Care Workers*

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**CHWS**

Center *for* Health Workforce Studies

School of Public Health

University at Albany, State University of New York

*Cleaves M, Stiegler K, Martiniano R, Moore J. The Health Care Workforce in New York State: Trends in the Supply of and Demand for Health Workers. Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; March 2022.*

# Goals of this report

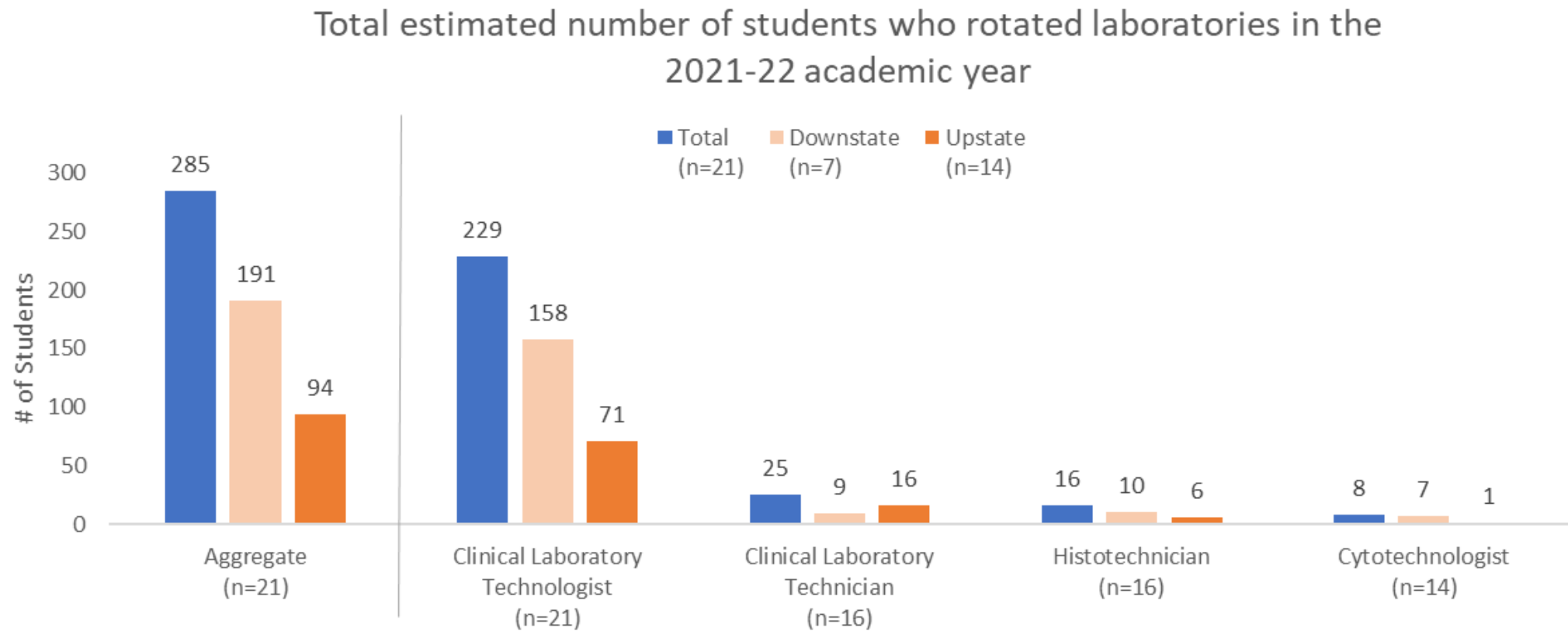
## **To assist policy makers and other stakeholders to:**

- Make informed decisions on health workforce education and job training investments
- Address the most pressing health care workforce needs
- Guide health workforce policies, including decisions related to the capacity of health profession education programs
- Inform current and prospective students about profession-specific health care employment prospects and opportunities

# Report findings

- An analysis of health workforce employment trends suggests growing demand for workers in a wide array of health professions and occupations over the next 10 years.
- Given the current recruitment and retention challenges faced by health care providers, shortages of health care workers are likely to worsen.
- Monitoring the supply of health workers in relation to demand for them can help inform the best strategies to address current and future workforce gaps.

# 285 Students from 31 Programs rotated through labs



\*Note: Some respondents entered responses only at the aggregate level, so counts by position may not align with the aggregate.



# How can we improve the visibility of our professions

- Engage in community outreach opportunities
- Partner with middle and high school STEM programs
- Show young people (and their parents) that laboratory medicine is a viable career choice
- Invite students for lab tours

# Engage with local programs and provide needed resources

- Rotation slots
- Lab equipment
- Supplies (e.g., expired reagents)
- ???

It's our problem to fix

All ideas welcome!