

# **Evolving Hiring Practices:**

## Introducing Students to Careers as Laboratory Professionals

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Chief Operating Officer, Children's Hospital Pathology Foundation, Inc.  
Director, ASCP Internship Academy

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## Speaker Disclosures

- I have no financial conflicts of interest to disclose

## Who Is This Guy?

Comprehensive academic medical center administrative, financial, technical, personnel and facility management experience in all anatomic and research pathology areas. Chief Operating Officer for the not-for-profit 501(c) medical practice plan corporation serving as a strategic administrative partner reporting to the President and Board of Directors.

- Former Executive Director, Boston Children's Hospital Department of Anatomic Pathology (26 years)
- Past Co-President of the American Pathology Foundation
- Board of Directors American Pathology Foundation
- Past Chair of the Association for Academic Pathology Association / Academic Pathology Executives Section (AAPath/APEX)
- Recipient of the 2017 Association of Pathology Chairs Pathology Department Administrators Distinguished Service Award
- Past Chair of the ASCP Laboratory Management University (LMU)

# Objectives

- Provide the origin and history of a long-standing successful laboratory internship program.
- Share the benefits of an internship program that will lead to short and long-term staffing and a pipeline of qualified entry-level talent for your laboratory
- Discuss the ASCP Internship Academy and how it can help you start your own internship program.

# Boston Children's Hospital Anatomic Pathology

- Anatomic pathology and clinical pathology are separate departments.
- Anatomic pathology has very little administrative support.
- Challenging to recruit administrative associates.
- Small company mentality.



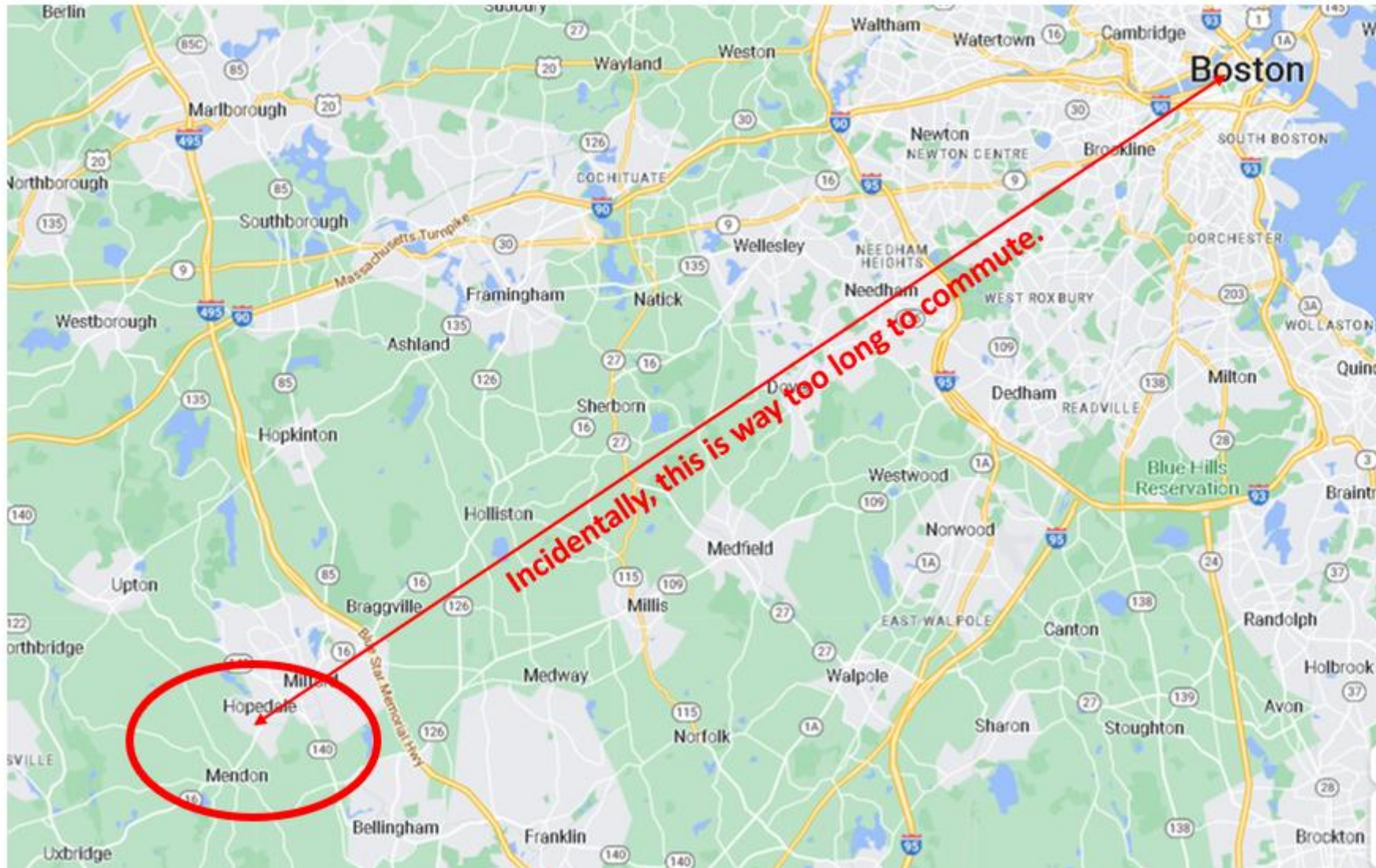
ANNUAL MEETING  
**NYSCLA**  
SEPTEMBER 9-10, 2025

# Longwood Medical Area and Boston Logistics



- Over 35 colleges, universities and/or community colleges.
- 165,000+ college students.
- Over 35% of Massachusetts' college students are in Boston.
- High opportunity for internships, training programs, partnerships with employers.

# A Local Dilemma – Logistic Isolation

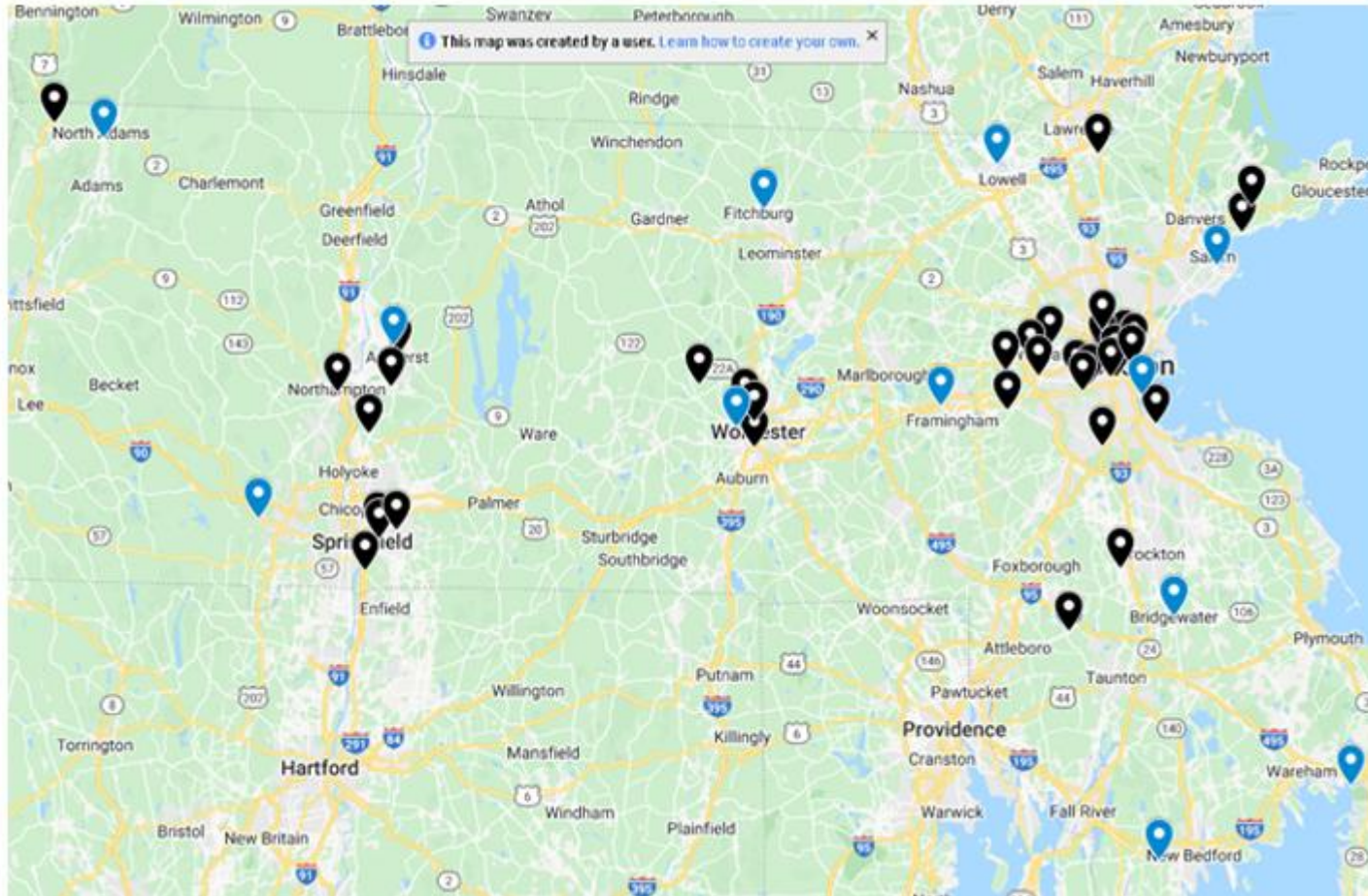


Mendon, MA  
Population 6,100



Hopedale, MA  
Population 6,000

# Challenges of Rural Areas



- **Low opportunity for internships, training programs, partnerships with employers.**
- **Logistically isolated public schools.**
- **Reduced access to corporate support and less exposure to funding opportunities.**
- **Increased frustration as a parents who have children in Central MA public schools.**

# How It All Started



## October 2010

- Asked my older daughter for the email of her Nipmuc High School science department leader.
- Introduced myself and discussed mutually beneficial opportunities.
- Offered to teach a class or speak to a Science group about Anatomic Pathology.

## In One Week...

- Had a date to speak to the entire class in the Science Center.
- Was amazed at the genuine interest in anatomic pathology.
- Joked about having a Pathology field trip.

# First Field Trip



- A day at Boston Children's Hospital Pathology
- Saturday (off hours)
- 16 Students + school chaperone
- School managed bus transportation
- **Required:**
  - Approval from V.P. Clinical Services
  - Approval from Security and Parking (bus)
  - Approval from Chairperson
  - Proper email notification(s) to all
  - 'Responsible party'



## Boston Children's Hospital Pathology Field Trip Application

Name \_\_\_\_\_ High School and Grade \_\_\_\_\_

Address \_\_\_\_\_

Date of Birth \_\_\_\_\_ | Last 4 Digits of Social Security Number: \_\_\_\_\_

Email Address \_\_\_\_\_

Cell Phone \_\_\_\_\_

Emergency Contact Name and Phone Number \_\_\_\_\_

Parent/Guardian(s) Name \_\_\_\_\_

Parent/Guardian Phone Number \_\_\_\_\_

Parent/Guardian Signature to Approve Field Trip \_\_\_\_\_

# Field Trip Schedule

BCH Pathology Field Trip Schedule			
Time	Event	Location	Responsible Party
9:00 AM	Bus Arrival	Blackfan Circle	J. Baci / A. Calderone
9:15 AM	Introduction	Pathology Library Bagels and Muffins	J. Baci / A. Calderone
9:30 AM	Intro to Pathology PPT Presentation		
	Anatomic Pathology Overview	Pathology Library	J. Baci
	Q&A		
10:30 AM	Anatomic Pathology Tour - Morning		
		Accessioning	J. Baci / A. Calderone
		Grossing Room	Lead PA(ASCP)
		Histology	Histology Supervisor
		Medical Staff Office	J. Baci
		Multiheaded Scope Rooms	A. Calderone
12:00 PM	Lunch	Pathology Library	J. Baci / A. Calderone
		Pizza, Salad & Soft Drinks	
1:00 PM	Anatomic Pathology Tour - Afternoon		
		Cardiac Registry Lab	
		Teaching Lab	Pathology Operations Director
		Autopsy Suite	
2:00 PM	Hospital Tour	Main Campus	J. Baci / A. Calderone
		HMS Quad	
		International Center	
		Center for Families	
		Seacrest Studios	
2:30 PM	Career Opportunities		
	Job Information	Pathology Library	J. Baci
	Pamphlets and Gifts		
3:00 PM	Bus Departure	Blackfan Circle	J. Baci / A. Calderone

# Unexpected Follow Up

- Nipmuc High School Science Director calls John Baci.
- Students wondering if BCH was offering pathology summer internships.
- Email inquiry to laboratory supervisors, department medical directors and physician investigators to ask if they could use any summer interns.
- Response was overwhelming:
  - *“We could sure use someone to help catalog research articles”*
  - *“Can they help organize cabinets in the lab?”*
  - *“Do you think they would object to sorting manuscripts?”*
  - *“Can we teach them to file”*
  - *“We could have them relabel teaching cases”*
  - *“Are they good at Excel? I have a database I would like to create.”*

# Summer 2011 – First Internship Experience

- Nipmuc High School Science Director organized formal applications from interested Science students, proper school permission slips, parental approvals, etc.
- Due to the significant list of pending projects, we took ten (10) high school juniors who were interested in biology, chemistry, medical school, anatomy, etc.
- Original internship was for two weeks.
- BCH Pathology supported:
  - Parking passes
  - BCH cafeteria vouchers
  - Starbucks cards
- Internship hours were set at 9:30 am to 3:00 pm to avoid commutes and to reduce the burden on laboratory personnel:



# Intern Daily Schedule

## Pathology Intern Schedule 5/29

Wednesday, May 29th			
	Start: 333 Longwood 4th Floor		
TIME	Lauren R.	Zoey M.	Austin W.
9:00-10:00	Administrative Project (Carol F)	Administrative Project (Carol F)	Administrative Project (Carol F)
10:00-11:00	PA(ASCP) Job Shadow Culling room	Slide Scanning & Telepathology Demo	Journal Archiving (Harry K.)
11:00-12:00	BCH History Tour (Alina M)	BCH History Tour (Alina M)	BCH History Tour (Alina M)
12:00-1:00	Lunch	Lunch	Lunch
1:00-2:00	Neurobiology Research	PLMC Administration Meeting	Neurobiology Research
2:00-3:00	Interesting Case Conference	Database Support (Front Office)	Slide/Block Filing
3:00 PM	Debrief	Debrief	Debrief



# Pathology

## Summer Internship

**Boston Children's Hospital  
Department of Pathology is pleased to  
announce a unique summer internship  
opportunity for select high school and  
college students.**

Established in 2010, the Boston Children's Hospital Department of Pathology Internship offers select students hands-on working experience in all areas of pathology including the anatomic, molecular, research and administrative operations.

The overall goal of this unique internship program is to motivate student interest in numerous pathology-based careers and related science disciplines.

Students will be selected each year from high school or college science programs. Applications for the internship program will be reviewed on a competitive basis.

The internships are typically scheduled in July and August.

### Program Highlights

- Provide first-hand employment experience at the nation's #1 pediatric hospital
- Gain work experience that is invaluable for future employment in industry and for entry into undergraduate, graduate and professional school programs
- Expose students to the numerous professional opportunities within the pathology industry
- Comprehensive tour of all pathology and research operations
- Attend pathology conferences and/or lectures
- Meet world renowned pathologists and Harvard Medical School faculty members

### Program Director:

Anthony Calderone, Program Administration Manager  
Department of Pathology  
Boston Children's Hospital  
Department of Pathology  
300 Longwood Avenue  
Boston, MA 02115  
[Anthony.calderone@childrens.harvard.edu](mailto:Anthony.calderone@childrens.harvard.edu)  
617-355-8969



**Boston Children's Hospital**

Where the world comes for answers





# Internship Results

In the last 15 years, we have watched our interns become young professionals in many successful healthcare fields including *(from what we know)*:

- One physician\*
- One pharmacist
- 8 PA(ASCP) pathologists' assistants\*
- 4 HT(ASCP) histotechnologists\*
- 6 laboratory technicians\*
- One Medical examiner technician\*
- One financial analyst
- 2 healthcare researchers
- 3 administrative associates\*
- One pathology billing and coding specialist\*

\*indicates one or more BCH employees

# A Bit of Inspiration

- We strive toward many work accomplishments .....
- Passing CAP or Joint Commission inspections
- Justifying capital equipment
- Budget planning
- Surpass quality metrics
- Managing personnel
- I defy you to find anything more gratifying than a young person coming up to you and saying;
  - ***“You made me change my major. I want to go into Pathology!”***
  - ***“That was so cool....I am going to be a PA now.”***
  - ***“I have decided to go to medical school because of your internship”***

# How To Start

## *Commitment*

- A plan is a great start however without a strong commitment from yourself, co-workers, and medical staff, there is no way to be successful.
- Interns must be exposed to all medical, technical, research, and administrative operations.
- Each area representative must showcase the importance of their contributions as laboratory professionals.
- Mentors must stress how their position plays a significant role in providing quality healthcare.
- All professional career pathways should be discussed.

## *Dedication*

- Our dedication comes from the heart and the belief that we are making a positive impact on the next generation of healthcare professionals to continue doing what we've spent a lifetime trying to be the best at.
- This project just takes time...and a little heart.

# The Importance of Laboratory Professionals

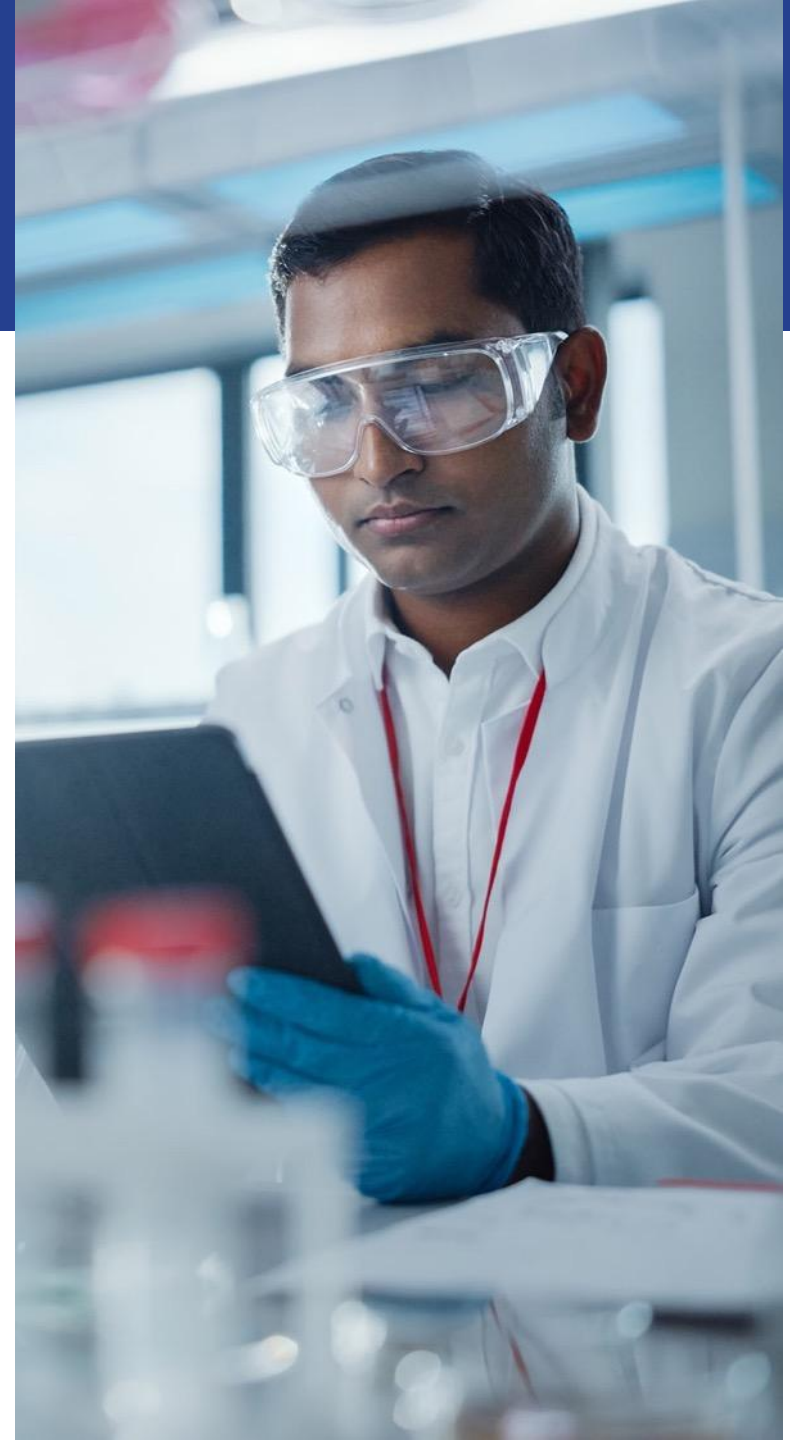
**70%**

Physicians' diagnoses, prognoses, and treatment monitoring are based on accurate laboratory test results



**94%**

The objective data in the patient's medical record is laboratory test information

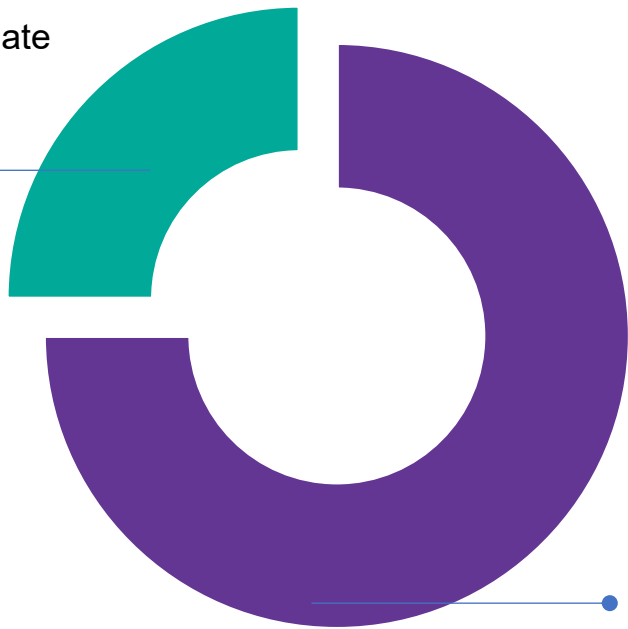


# The Challenge for the Future



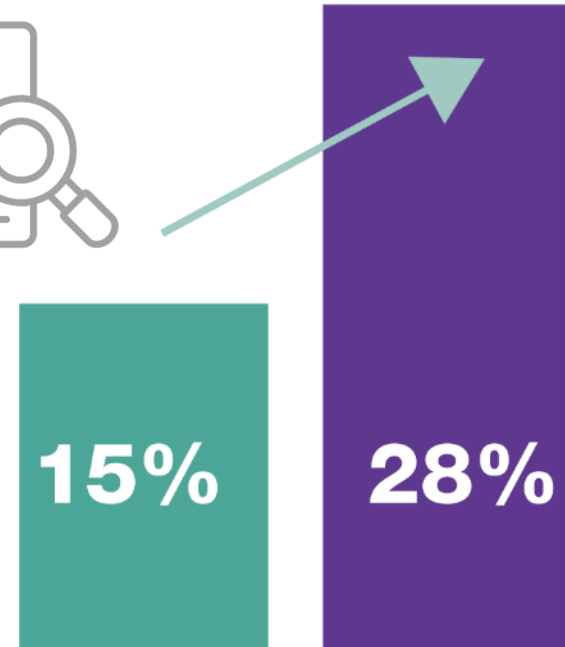
**8,000**

Students graduate each year



**24,000**

Medical Laboratory Professionals needed annually through 2032

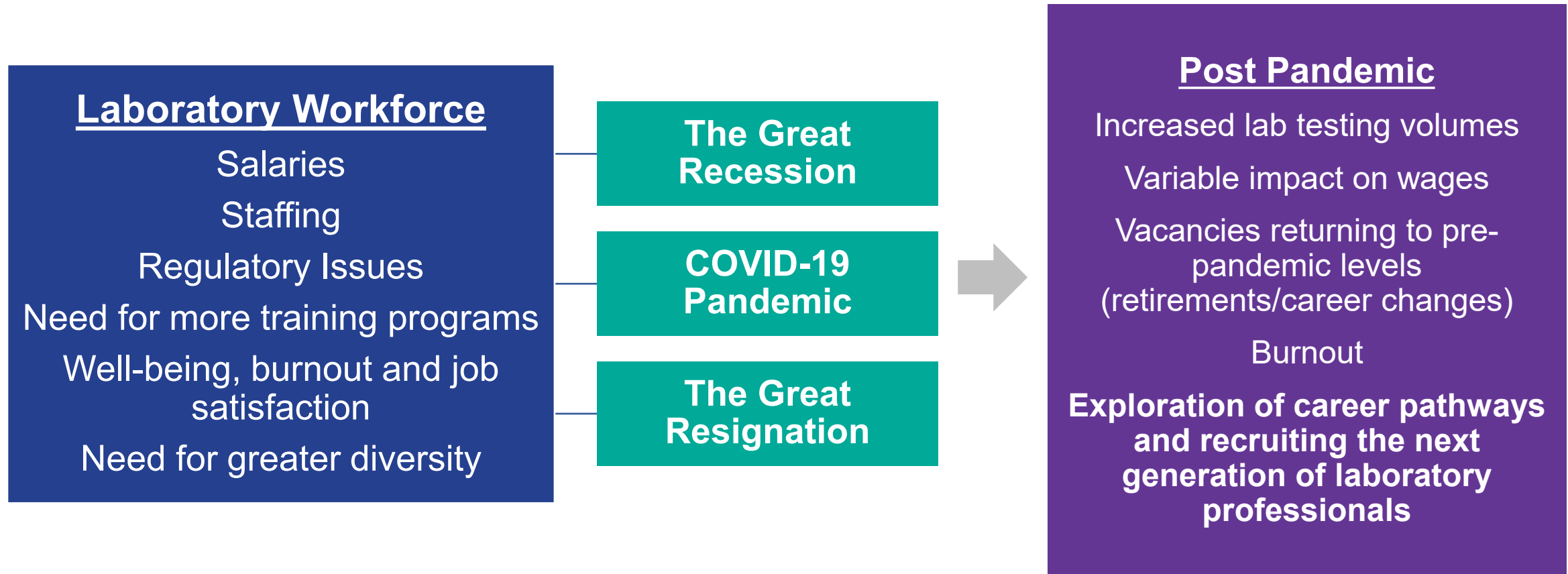


2022

2024

Laboratory Supervisor Vacancy Rate (%)

# Current Workforce Landscape



# Blueprint for Action Recommendations

1. Encourage interest in clinical laboratory career education and training by exposing elementary and middle school students to the laboratory field.
2. Promote visibility of the clinical laboratory occupations in high school, college campuses, and professional groups.
3. Support education programs and clinical training.
4. Promote consistent use of occupational titles and roles.
5. Refine recruitment strategies to find qualified laboratory professionals.
6. Encourage professional development and promote job satisfaction.
7. Examine opportunities for on-the-job training.
8. Promote diversity in academic recruitment.
9. Encourage employer efforts to increase workforce diversity.



# Outreach Survey Results K-12 & College/Universities

- Outreach to K-12 school counselors, graduate students, college professors, school counseling supervisors to promote increased diversity.
- Received 132 responses from career counselors and career counselors in-training.
  - 47% do **not** have laboratory career materials
  - 59% interested in laboratory career materials and career ambassador contact
- School counselors/advisors are looking for medical industry careers **outside** of Nursing or Physician.
- High level of interest in internships, scholarships and fellowships for qualified students.

# Current State of Affairs



## Hospitals/Laboratories

- Staffing challenges
- Variable H.R./Recruiting support
- Potential willingness to offer training
- Ideal areas for internship programs
- Resources for education and guidance



## High School and Colleges

- Variable corporate support
- Decreased STEM interest and funding
- Logistical challenges for remote locations
- Need internship guidance
- Need corporate sponsors

# ASCP = Missing Piece of the Puzzle



# What an Internship Program Will Provide



**A pipeline of future employment for technical and administrative laboratory positions**



**Direct support to local high schools, colleges and STEM educators**



**Supplemental recruiting efforts over and above human resources efforts**



**Internal and external marketing and brand recognition for your department**



**Direct per-diem staffing support that will lead to future permanent staffing**

Hopedale Junior Senior High School  
25 Adin Street  
Hopedale, MA 01747-1237

# National Blue Ribbon Schools Program

EXCELLENCE IN EDUCATION SINCE 1982



# ADDED COMMUNITY BENEFITS



*Anatomage Funding from Local School Committee*

# ASCP Internship Academy

## General Concept

*A comprehensive resource for the ASCP community to encourage, educate, and facilitate laboratory professionals to develop and maintain a STEM-based internship program to expose students to careers in the clinical laboratory industry.*



# Overview of the Product Offering

## ASCP Internship Academy

- Comprehensive product 'toolkit' for any ASCP member and/or related entities to facilitate laboratory professionals to develop and maintain a STEM-based high school or college student internship program.
- The ASCP Internship Academy includes the necessary documentation, template materials, coaching sessions, education, and guidance necessary to support customers who are interested in starting their own internship program.
- Academy will require initial and on-going marketing, social media, webpage, virtual and in-person support and data-base management for new and existing internship academy customers.

# Academy Overview

## ASCP Internship Academy Includes:

1. Initial Coaching and On-going Supplemental Training
2. Toolkit Instructional Documents
3. Toolkit Templates



# Academy Overview

## Coaching and Supplemental Training

### 1. Initial Coaching and On-going Supplemental Training

- Live Coaching Sessions (Group/Individual)
- Video Coaching Sessions
- Ad hoc Zoom Training/Coaching/Q&A
- Live Coaching/Check In Sessions

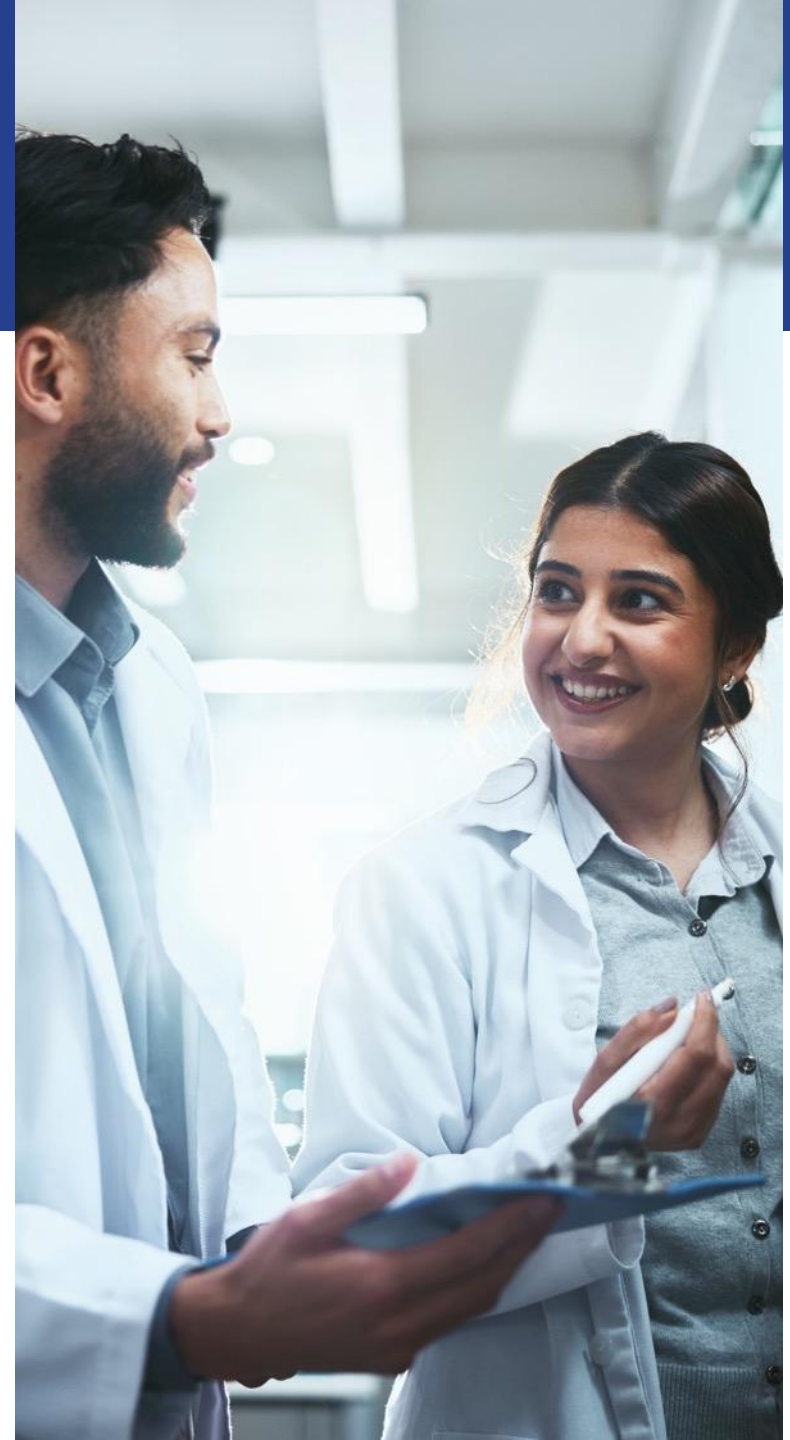
Annual Meeting  
KnowledgeLab



# ASCP Internship Academy Toolkit Instructional Documents

## 2. Toolkit Instructional Documents

Tips for Funding Paid Internships  
Finding a Sponsor  
Interns' Daily Responsibilities Suggestions  
Frequently Asked Questions

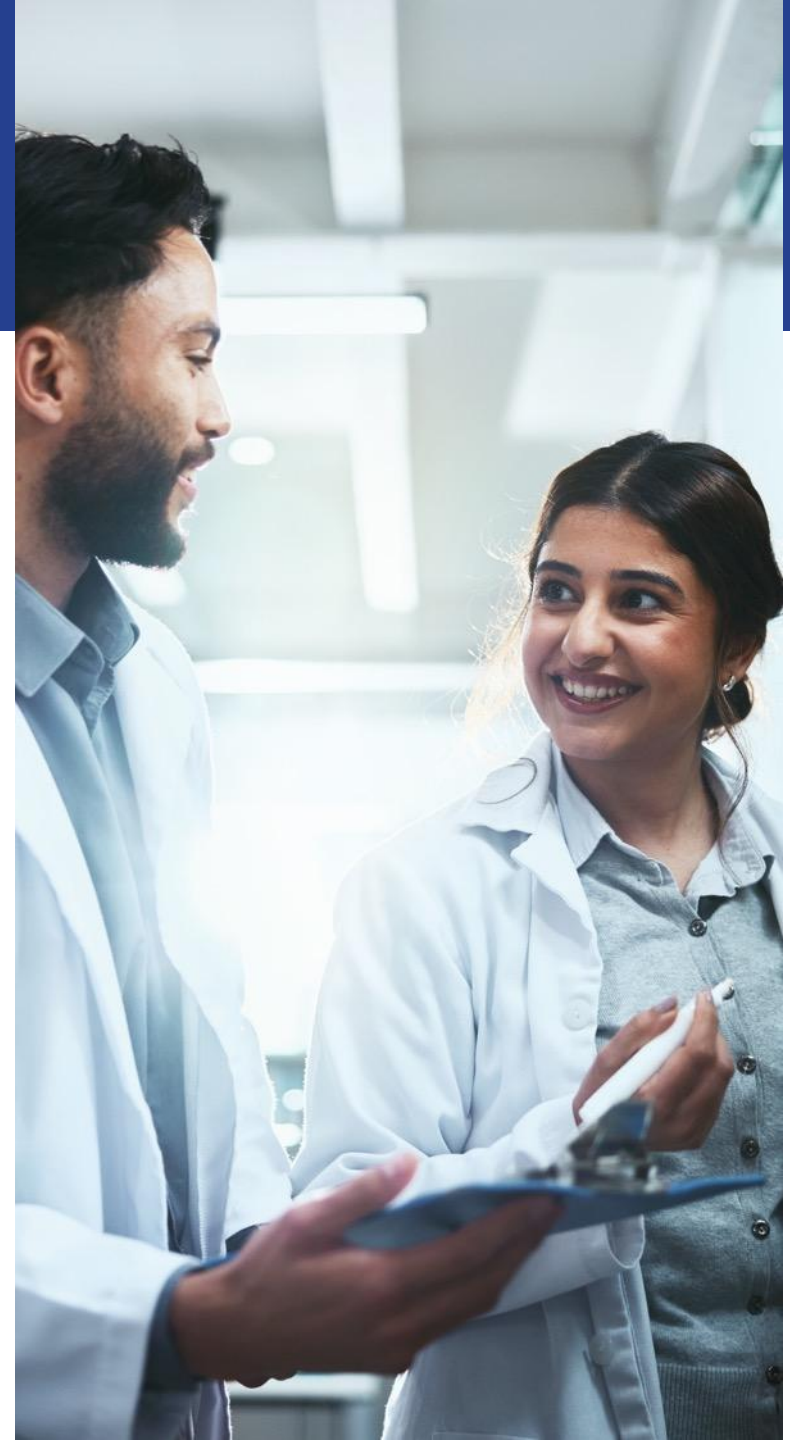


# ASCP Internship Academy

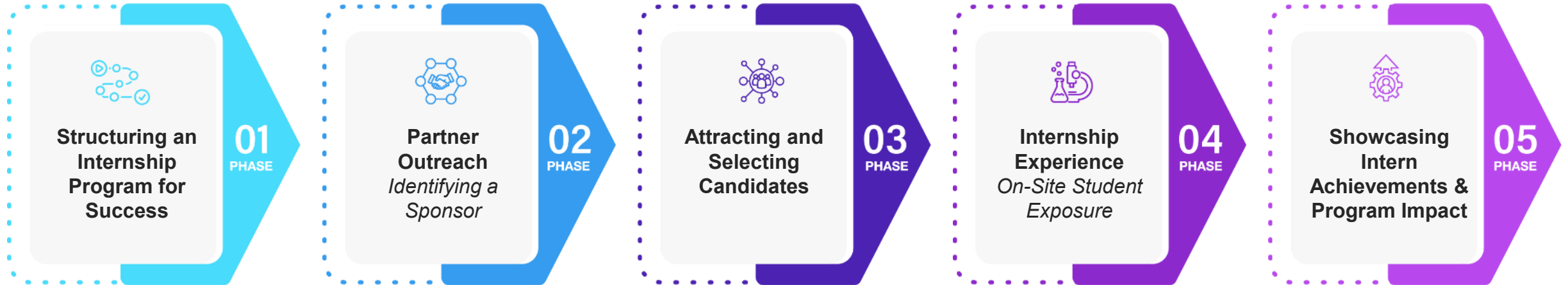
## Toolkits Templates

### 3. Toolkit Templates

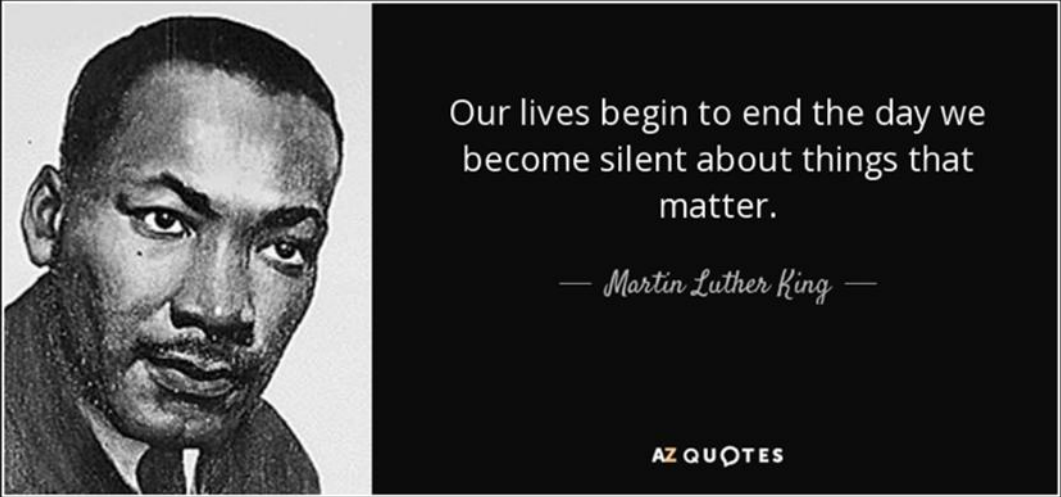
- Internship Program Advertisement
- Internship Application
- Funding Template – Unspent Salary Dollars Calculation
- Funding Template – Weekly Internship Expenses
- Internship Onboarding Checklist
- Interns Weekly Schedule
- Host Institution Certificate
- Intern Diploma
- Intern Evaluation Form
- Intern Database Form
- College/Job Recommendation Letter
- Candidate Thank You Letter



# Phases



# Overall Industry Concern



# Current State of Affairs

- Labs are facing unprecedented budget cuts. Recent federal constraints have certainly not helped.
- Staffing is often at short supply.
- More junior leaders may not have the courage to take on this type of endeavor.
- Senior leaders may not be willing....
- This is a *“put your money where your mouth is”* type of project.

# Make the Call!

- Do NOT solely depend on your H.R. colleagues to recruit YOUR laboratory professionals.
- Call or email:
  - Your child's science teacher
  - Your town's STEM leader
  - Your alma mater
  - Your colleagues

***They will NEVER refuse!***

***Don't wait for someone else to do this.  
Take matters into your own hands.***

# A Measure of Future Success

- I want to be a doctor ....

**PLUS....**

**I want to be ...**

***a cytologist***

***a histotechnologist***

***a pathologists' assistant***

***a molecular technologist***

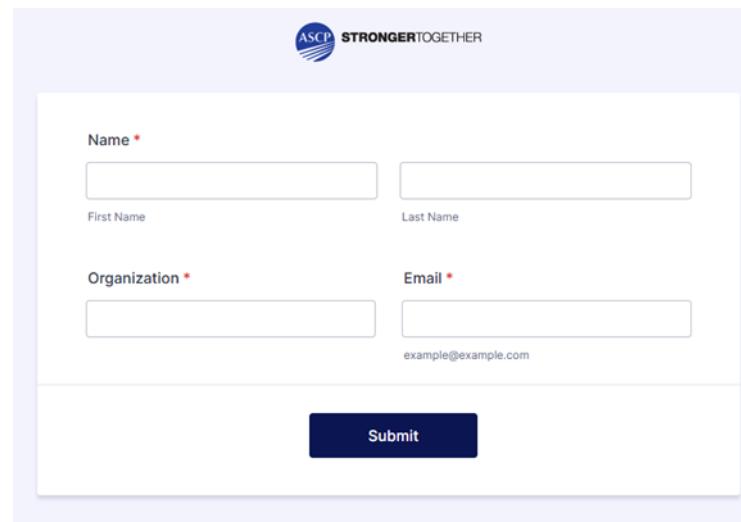
***a pathology administrator!***

# ASCP Internship Academy Information

## *ASCP Internship Academy Information*

***Sign Up to Receive More Information about the ASCP Internship Academy:***

<https://form.jotform.com/251704367603051>



ASCP STRONGERTOGETHER

Name \*

First Name Last Name

Organization \*

Email \*  
example@example.com

Submit

ANNUAL MEETING  
**NYSCLA**  
SEPTEMBER 9-10, 2025

ANNUAL MEETING  
**NYSCLA**  
SEPTEMBER 9-10, 2025



THE NEW YORK STATE CLINICAL LABORATORY ASSOCIATION

**Thank You!**

**Questions?**