

I trust my instincts



EXECUTIVE SUMMARY – KPCO LABORATORY MLT APPRENTICE PROGRAM

Background:

There is a national shortage of Medical Laboratory Technicians (MLT) and Clinical Laboratory Scientists (MLS / MTs) affecting KPCO Laboratories. Colorado Clinical Laboratories are experiencing the same difficulties in hiring MLTs as we are all competing for the same pool of graduates (15-20 MLTs per year) and laboratory workers.

Assessment:

- We estimate that we will need 20-30 MLTs / MTs in the next three years as a result of turnover and increased technical staff retirement.
- We do not have enough technical staff to grant additional vacation requests and have had to move technical staff on critical staffing days.

Design/Implementation:

- In August 2016, started a paid MLT apprentice program within KPCO Laboratory.
 - Designed a 12-month paid apprentice program – First eight months to focus on on-line lectures and student laboratory requirements to comply with the MLT program accreditation (NCCLS) guidelines.
 - Partnered with Arapahoe Community College (ACC) MLT program to use their program curriculum (lectures and student laboratory exercises). Lectures and student laboratory activities will be performed at KPCO Regional Reference Laboratory (RRL) and coordinated by the Laboratory Trainer. Through the RRL remodel project, we will be adding lecture and student laboratory spaces.
 - MLT apprentices will receive an Associate Degree in Medical Laboratory Technology from ACC and will be eligible for the ASCP board of certification.
 - Partnered with SEIU 105, UFCW local 7, SEIU Education Fund, Colorado Urban Workforce Alliance, Greater MetroDenver Healthcare Partnership, and KP Human Resources Workforce Planning for union requirements, committee participation, and financial assistance.
 - Became a Registered Apprenticeship in August 2016 by the U.S. Department of Labor Office of Apprenticeships.
- Selected four MLT apprentices from current Clinical Laboratory Assistants/Phlebotomists who started classes August 22, 2016.

Financial breakdown

- Hired 4.0 Clinical Laboratory Assistant (CLA) FTEs
- Hired 1.0 Lab trainer (MT)
- SEIU Education Fund will contribute \$20,000 per apprentice to pay for Tuition and Books at ACC in addition to stipend days for the 12 week clinical rotation.
- Received funding from the Colorado Urban Workforce Alliance to contribute \$6000 per apprentice for the 2016-2017 program.
- Department of Labor and other Grants
 - MLT apprentice committee working closely with Department of Labor to seek for additional funding from the Federal government.
 - Investigate the possibility of acquiring local and federal grants to assist with student laboratories equipment, reagents and supplies.
- Financial Analysis

	Salary	# of position	Total
CLA	\$48,000.00	4	\$192,000.00
Trainer	\$86,000.00	1	\$ 86,000.00
Tuition and Fees			\$ 24,000.00
Total KPCO salary			\$ 302,000.00

*For more information, please contact Mary Riebe, HR Workforce Planning at mary.l.riebe@kp.org or Stephen Cousins, SEIU Ed Fund at scousins@seiu105.org

Contribution from other sources:			
SEIU Ed fund	\$20,000.00	4	\$ 80,000.00
Urban Workforce	\$ 6,000.00	4	\$ 24,000.00
SEIU and Urban Workforce contribution			\$ 104,000.00
Total Cost to KPCO			\$ 198,000.00