

Action Plan: College of Medical Laboratory Technologists of Manitoba

In response to the Fairness Commissioner's recommendation in the 2016-17 Registration Review, CMLTM proposed the following action:

Progress Opportunities	Action Plan	Anticipated Completion Date	Status as of June 2018	Update
1. Update web information.	The current CMLTM website is being rebuilt and all information will be updated.	July 2017	Complete	A new website has been launched. Some small updates are needed once again on such things as the talking PowerPoint, steps to registration and document checklist. Changes to the language proficiency policy have also recently been made and updates to the online information are required.
2. Continue to work with key stakeholders to increase capacity to support IEMLTs to address learning plans, to create opportunities for supervised practice and to address other areas of need identified by the bridging program working group.	Discuss the issue with RRC, MB Health, key stakeholders and possibly the Minister of Education and Training. CMLTM will continue to participate in the Manitoba Internationally Educated MLT (MIEMLT) bridging program working group. The group will continue to identify and support improvements to access and eventually outcomes for IEMLTs. The number of clinical placements and access to structured supports are some of the keys to success for IEMLTs having their foreign qualifications and enter the profession in Manitoba.	September 2017	Complete	<p>There is little to no capacity for supervised practice for IEAs outside of the bridging program. Practicum spaces are used by students of Red River College's Medical Laboratory Sciences Program and the IEAs in bridging. There is insurance for these individuals through these programs that would not be there otherwise. Employers also perceive there to be greater risks associated with taking someone on who is not supervised as part of an education program.</p> <p>There are discussions of making a simulation lab available for education purposes at Misericordia Hospital. If this happens, there may be opportunities for IEAs who are not in bridging.</p> <p>Baseline funding has been secured for ongoing bridge programming through Shared Health Manitoba (formerly Diagnostic Services). This program can accommodate seven IEAs each year.</p> <p>A professional communication course for medical laboratory technologists has been developed by Red River College and is offered annually. This is a 10 week (100 hour) blended format program with two face-to-face evening sessions per week and online components. This course is now a pre-requisite to bridging. CMLTM refers IEAs who do not meet the language entry</p>

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				<p>requirements for this program to WELARC for language assessment and referral to programming.</p> <p>CMLTM is developing strategies to connect with IEAs earlier in the application process to ensure they are aware of language requirements for the professional communications course, bridging and exam eligibility and to refer them to appropriate resources if their language needs upgrading.</p>
<p>3. Engage with CSMLS to obtain data to improve understanding of Manitoba IEMLTs experience in the national certification process.</p>	<p>Discuss the issue of IEA PLA data with CSMLS to find an efficient option to obtain the information on the time it takes an IEMLT to become registered with CMLTM (Start of PLA to registration and all milestones along the way).</p>	<p>July 2017</p>	<p>Ongoing</p>	<p>CMLTM shared aggregate information on those destined to MB through CSMLS reporting. 2017 information should be available shortly.</p>

CMLTM Comments

The website issues will be very easy to correct as CMLTM was in the process of re-designing and updating the website with a full review.

It will be very difficult to influence real change and create new opportunities for clinical experience.

Any new data mining would require a significant financial investment to develop the report. At this time CMLTM does not have the budget to develop a new report.