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## Pathways to Registration through Field-Specific Registration of MLTs

Within Canada's healthcare network, the role of Medical Laboratory Technologists (MLTs) stands out due to its centrality. Spanning a range of fields, from Clinical Chemistry to Molecular Genetics, MLTs provide essential information crucial for patient care.

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) has taken the initiative to further define the practice of MLTs within Canada. The goal of the [Flexible Pathways to Registration for Medical Laboratory Technologists project, funded by the Government of Canada](#), is to implement field-specific registration for each field of practice where jurisdictional legislation permits. Future MLT registrants would have fields of practice designated on their registration, allowing them to practice within those named fields. Field-specific registration is more than a regulatory change; it is a recognition of the distinctive skills and knowledge required in each area of MLT practice.

Field-specific registration is designed to enhance the efficiency of registering new members to the MLT workforce. This approach will create pathways for internationally educated MLTs and individuals from non-traditional backgrounds to integrate into the Canadian healthcare system more smoothly.

Many MLT applicants who are not educated in Canadian MLT programs face significant barriers in obtaining recognition for the field-specific competencies that they already have without further education, (e.g., applicants from the United States, New Zealand, and Australia are educated in Clinical Chemistry, Hematology, Clinical Microbiology, Transfusion, but not in Histology, which is currently part of Canadian MLT education programs). Field-specific registration would acknowledge the unique backgrounds of each applicant, recognizing their specific skills and knowledge within appropriate fields of practice and facilitating their ability to be employed in their fields of expertise without education in additional fields. This makes it a more inclusive approach, fostering a seamless integration of professionals into the system.

The Flexible Pathways project includes multiple stages. The development of comprehensive entry-to-practice competency profiles for each field of practice is an essential step in this endeavor. These profiles, currently in progress, detail the necessary knowledge, skills, and abilities an MLT should possess to practice effectively within their respective fields of practice upon their entry into the profession.



**CAMLPR**   
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Canadian Alliance of Medical Laboratory  
Professionals Regulators

Alliance canadienne des organismes de réglementation  
des professionnels de laboratoire médical

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Once these competency profiles are complete, they will be the basis for a DACUM (Developing a Curriculum) analysis. The DACUM process is a detailed analysis and definition of the tasks, knowledge, and skills required to perform a specific set of responsibilities. The DACUM will produce a framework that identifies what MLTs must know and be able to do within their respective fields of practice.

Field-specific competency assessments will follow from the DACUM analysis. These assessments, designed to be thorough and rigorous, will ensure that applicants will have the theoretical knowledge and practical skills required for their specific fields of practice. The assessments will also provide feedback to applicants about their strengths and areas where they need to improve.

In the pursuit of delineating field-specific competencies, CAMLPR is undertaking a comprehensive consultation process. Recognizing the importance of diverse perspectives, CAMLPR is engaging subject matter experts in each field of practice and establishing advisory committees with members including regulators, CSMLS, employers, educators, and practitioners to ensure robust competency definitions.

Broader consultations will also be held with employers, educators, current practitioners, and internationally trained practitioners, among others. The purpose of these discussions is to explore the potential impacts of field of practice registration. By involving those directly affected by these changes, CAMLPR seeks to understand the potential advantages, disadvantages, and any potential hurdles that may arise. This feedback will play an essential role in shaping strategies to mitigate challenges and maximize benefits, thereby ensuring the implementation of field of practice registration achieves its intended goals of increasing efficiency, recognition, and inclusivity in the MLT profession.

By recognizing the unique expertise of MLTs across different fields of practice, provincial regulatory bodies under the auspices of CAMLPR are working to create a more integrated, efficient, and competent MLT workforce. Though a significant undertaking, CAMLPR is confident that it will benefit the future of MLT practice in Canada.