



REGULATOR REVIEW *Spring 2025*

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Do you have an interesting article that you would like to see published in the CMLTM Newsletter?

Send it in to the CMLTM at janelle@cmltm.ca for consideration!
All articles are reviewed and approved by Council.



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MESSAGE FROM THE REGISTRAR'S OFFICE

Adam Chrobak, BSc, MBA, MLT

After serving as the CMLTM Registrar/CEO for the past fifteen (15) years, I have informed the Council that I have accepted a new employment opportunity and will be resigning my position.

I have accepted the Executive Director position with the Canadian Alliance of Medical Professionals Regulators (CAMLPR). This decision was not taken lightly, but the new opportunity was very difficult to pass up. My last day with CMLTM is April 25, 2025.

The Council has appointed Tricia Van Denakker as the acting interim Registrar. They are working with MNP to recruit the new CMLTM Registrar/CEO.

I would like to thank the CMLTM staff, Janelle and Tricia, for all their hard work over the years. Without their dedication and effort, I would not have been able to complete my duties, or all the projects and work directed by the Council.

I would also like to thank all the current and past Council members, Committee members, working group volunteers, and especially the current and past Council Chairs for all of their support and encouragement.

And last but not least, the CMLTM registrants/ members. Thank you for all your support and kind words of encouragement over the years. I will truly miss all of you.

This is not a goodbye or farewell, but more of a "see you later". The new position will allow me to stay and work in Winnipeg. The world is a small place, so I am sure we will bump into each other. Feel free to stop me and chat.

REVIEW OF "A KNOCK ON THE DOOR: THE ESSENTIAL HISTORY OF RESIDENTIAL SCHOOLS FROM THE TRUTH AND RECONCILIATION COMMISSION OF CANADA"

Daria Richardson, MLT

A part of CMLTM's commitment to Truth and Reconciliation.

A Knock on the Door is a concise summary of the history of residential schools in Canada and the school experience that the Indigenous peoples endured for over a century. It brings together information and pictures from archives, survivor testimonials, the [Truth and Reconciliation Commission database](#), government publications, and published reports. It gives a 'Cole's notes' presentation of residential schools and their impact and stain on Canada's history. It reminds us of the need for reconciliation in this country and displays the calls to action determined by the [Truth and Reconciliation Commission](#) of Canada. It is overall a good glimpse into a history that has been hidden for so many years in a condensed and easy read.

CMLTM COUNCIL CALL FOR NOMINATIONS 2026-2028

CMLTM will be sending out the "Call for Nominations" email soon. The email will include links to the nomination forms that will be posted on the CMLTM website.

There will be two (2) vacant Council positions. These positions commence after the September 20, 2025, CMLTM Annual General Meeting (AGM), and the term ending after the AGM in September of 2028 (three-year term).

The CMLTM Council is responsible for the overall governance of the College. The Council has a responsibility to the public to ensure that CMLTM "carry out its activities and govern its members in a manner that serves and protects the public interest".

Serving on CMLTM Council will give you the ability to:

- Participate in establishing the strategic direction and key initiatives for the CMLTM;
- Help influence the mandated programs and services of the CMLTM;
- Develop and strengthen your leadership skills;
- Expand your networks, create new relationships, and strengthen existing contacts by participating in a shared activity;
- Contribute your unique skills, experience, and perspectives;
- Collaborate with people from diverse backgrounds to work toward a common goal;
- Strengthen the voice of the MLT professional community with the public and within the workplace;
- Promote your personal growth and enhance personal well-being;
- Gain professional experience and generate awareness of alternate career paths;
- Help encourage civic responsibility and leadership among colleagues, and
- Make a difference in your profession.

CMLTM provides orientation, education, and support to all Council members to assist them in their roles on Council. If you are interested or you know of someone that you think would be interested in being on Council please consider putting your name forward to be elected to Council by contacting the CMLTM office at 204-231-0311 (extension 0) or by e-mail at janelle@cmltm.ca.

Serving on Council is an excellent way to truly understand the responsibilities of profession-led regulation and how CMLTM operates to meet these obligations. It is also a great way to give back to your profession. Service on the CMLTM Council and Committees is considered eligible professional development activities (category 4) towards your professional portfolio.

For more information related to the Council positions and responsibilities visit the CMLTM website and the Resource Library, [Council nomination Information](#).



COUNCIL UPDATE

We are sad to announce that Curtis Born, MLT, has decided to move back to his hometown and has resigned from Council. Curtis was appointed to a vacant Council position with a term ending after the September 20th, 2025 Annual General Meeting (AGM). We are grateful for the time that Curtis has given and his significant participation and efforts on Council. We wish Curtis all the best in his new position.

CMLTM Council will be appointing someone to complete Curtis's remaining term. Please contact the CMLTM office if you are interested in this short-term appointment

CALL FOR VOLUNTEERS

The CMLTM is still looking for volunteers interested in serving on the following Committees:

- Continuing Competency Committee

If you or anyone you know is interested in volunteering with the CMLTM, please contact [Janelle](#) for more information.



CANADIAN ALLIANCE OF MEDICAL LABORATORY PROFESSIONALS REGULATORS (CAMLPR) PROJECT UPDATE Adam Chrobak BSc, MBA, MLT Chair

The Employment and Social Development Canada (ESDC) funded, CAMLPR Flexible Pathways to Registration for MLTs project continues to be implemented and operationalized.

The overall goal of the “CAMLPR Flexible Pathways to Registration for MLTs” Project was to investigate and develop flexible pathways to help support an increased supply of field of practice specific MLTs in Canada and address shortages currently being experienced across the country. The important project goals/activities:

- Reviewing and revising the entry-to-practice competency profiles to reflect current practice requirements.
- Streamlining the recognition process for internationally educated MLTs (IEMLTs) and individuals educated in Canada whose education and experience is related to MLT areas of practice and may be registered via a flexible pathway.
- Identify ways applicants can demonstrate they meet the required competencies.

Directions Evidence and Policy Research Group was contracted to manage the project.

The development of the CAMLPR MLT Fields-of-Practice Competency Profiles was an important and foundational component for the establishment of transparent and flexible pathways to registration.

Subject matter experts (SMEs) from across Canada have been utilized to develop, verify, and validate the competency profile. The SMEs have finalized their work, and the Directions team have verified and validated the competency profile. During the December 5, 2024, CAMLPR Board meeting, the CAMLPR MLT Fields-of-Practice Competency Profiles were approved as the national competency profile effective January 1, 2025.

The CAMLPR member organizations (the provincial MLT regulators like CMLTM) have approved the CAMLPR National Entry-to-Practice Competency Profile as the profile to be used to assess the competency of all applicants for registration, including internationally educated and domestically educated applicants. CAMLPR has submitted the CAMLPR MLT Fields-of-Practice Competency Profiles to the Health Standards Organization (HSO) Equal program

Directions is finalizing and validating the key parts of the assessment process including...

- an online self-evaluation for readiness tool for the fields of practice,
- interactive and immersive assessment/exam items for the fields of practice clinical competency assessments,
- written tests of knowledge in the fields of practice, and
- assessment/exam delivery platform.

The Flexible Pathways project has an agreement with the Michener Institute for the development of bridging courses for the fields of practice.

On August 13, 2024, CAMLPR released the following announcement regarding the project:

Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) Releases New Competency Profiles for Eight Fields of Practice

Toronto, Ontario — August 13, 2024 — The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) announces the release of new competency profiles for the eight fields of practice within the medical laboratory technologist (MLT) profession. These competency profiles will be used by the CAMLPR affiliated authorities and other jurisdictions for the assessment and registration of all applicants for registration with health regulatory Colleges for medical laboratory technologists.

The newly developed competency profiles provide a comprehensive framework outlining the essential skills, knowledge, and judgment required for safe, efficient, and ethical practice within each field of MLT. These profiles serve multiple purposes:

- Standardizing Assessments: Ensuring that the assessment of education and practice is consistent across various settings, thereby upholding public safety and performance standards.
- Defining Ethical Expectations: Supporting professional integrity by detailing the ethical conduct expected from practitioners.
- Guiding Professional Development: Offering a clear pathway for practitioners to assess and enhance their competencies for career growth.

Development Process:

- Spring 2023: Subject matter experts were engaged to verify and clarify the knowledge required of entry-level practitioners.
- Summer 2023: The Competency Development Advisory Committee (CDAC), comprising representatives from CAMLPR, the Canadian Society for Medical Laboratory Science (CSMLS), MLTs, educational institutions, and other key stakeholders, provided input on the competencies.
- Fall 2023: MLT stakeholders, including clinical practitioners, employers, educators, and government representatives, reviewed the competency profiles through an online survey.
- Winter 2023-24: Employers were surveyed regarding techniques and competencies required in Core Lab Settings.

The CAMLPR Steering Committee refined the draft competency profiles based on feedback from each stage of the process. This approach ensures the profiles reflect current requirements and are adaptable to future changes within the medical laboratory technology sector.

Next Steps:

CAMLPR is currently preparing assessments based on these new competency profiles to examine both internationally educated MLTs, non-traditionally educated applicants (BSc, MSc, PhD) and domestically educated applicants. These assessments will streamline the registration process, ensuring that new registrants possess the current knowledge and skills necessary for public safety.

Starting November 1, 2025, all internationally educated medical laboratory technologists (IEMLTs) and non-traditionally educated applicants (BSc, MSc, PhD) must follow the CAMLPR Pathways application and registration processes. These include prior learning assessments and competency assessments (entry-to-practice exam).

Beginning March 1, 2026, CAMLPR will administer these assessments to all registration applicants, including those educated domestically, based on the new CAMLPR competency profiles. Those entering an accredited medical laboratory sciences program on or after March 1, 2026, will be required to pass the CAMLPR assessment (exam).

For applicants who have not been registered for practice prior to these dates, CAMLPR will work with key partners to develop a transition plan.

Quotes:

“Canada’s health sector, in which Medical Laboratory Technologists play a crucial role, is experiencing a significant shortage of workers,” explained Adam Chrobak, CAMLPR’s Chair and Registrar of The College of Medical Laboratory Technologists of Manitoba (CMLTM). “CAMLPR is taking steps to accelerate and smooth entry to practice in Canada to help address this shortage by increasing the supply of qualified specialists within the MLT fields of practice.”

Janice Jones, CAMLPR’s Project Lead and Registrar of the Nova Scotia College of Medical Laboratory Technologists (NSCMLT), added, “Reviewing and revising the competency standards for the profession will ensure that new registrants possess the current knowledge they need and ensure public safety. All registrars believe that meeting established standards of practice ensures that the public continues to receive consistent and high-quality service.”

About CAMLPR:

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) is committed to enhancing the regulation and practice of medical laboratory technologists in Canada. Through initiatives like the Flexible Pathways to Registration for Medical Laboratory Technologists project, CAMLPR aims to support the healthcare system by ensuring a steady supply of qualified MLTs across the country.

CAMLPR is currently recruiting an Executive Director as the Flexible Pathways project enters the operational phase.

For more information, please visit CAMLPR Website. Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR)

CAMLPR is currently working with the Canadian Society for Medical Laboratory Science (CSMLS) on the transition to the new competency profile, prior learning assessment (PLA) process, and entry-to-practice competency assessment/exam.

HOW REGISTRATION REFORMS ARE TACKLING CANADA'S MLT SHORTAGE

A CAMLPR ARTICLE PUBLISHED ON TODAY'S CLINICAL LAB

Submitted by Adam Chrobak, BSc, MBA, MLT,

Remember when getting a driver's license meant standing in line for hours, filling out piles of paperwork, and hoping everything went smoothly? Now, thanks to digital transformation, we can schedule tests online, upload documents with a few clicks, and track our progress. It's about time Canada's Medical Laboratory Technologists (MLTs) could do that.

At CAMLPR, we've been working on streamlining the MLT registration process to make it more accessible, transparent, and efficient. The shortage of MLTs in Canada is real, and these reforms will help get qualified professionals into the workforce faster. Let's take a closer look at what's changing and why it matters.

A Smarter, More Flexible Registration Process

Gone are the days of one-size-fits-all registration. Our new process is built to recognize diverse applicant backgrounds and create clearer pathways to registration. Here's what's new:

- Personalized Applicant Portals – Your application, progress, and next steps all in one place.
- Self-Assessment Tools – A way to check your readiness (optional for Canadian-trained applicants).
- Education and Prior Learning Assessments – Helping internationally educated MLTs (IEMLTs) and non-traditional applicants qualify.
- Competency-Based Exams – Choose exams based on specific fields of practice to tailor your certification.

The goal? A system that makes sense, eliminates unnecessary roadblocks, and gets more skilled professionals into labs where they're urgently needed.

Empowering Educators with the Right Tools

To ensure new MLTs are prepared for the demands of the field, we've released Field-of-Practice Competency Profiles, detailed outlines of what entry-level MLTs should know and be able to do. We've also developed tools to support educators, including:

Exam Blueprint – Indicates the percentage of questions dedicated to each competency category.
 DACUM (Developing A Curriculum) Framework – A breakdown of MLT responsibilities to help shape better training programs.

Recommended Textbooks & Resources – Ensuring students have the materials they need to succeed.

Competency-based exams will test both theory and practical skills, allowing applicants to take individual or bundled exams depending on their background and career goals.

Fair and Transparent Fees

Cost is sometimes a barrier for applicants. Our new fee structure ensures applicants only pay for the assessments they need, based on their fields of practice. It's clear, it's fair, and it makes it less costly to pursue registration.

Bridging Gaps with Education & Training

For internationally prepared MLTs and those from non-traditional backgrounds, the path to registration can be challenging. That's why CAMLPR is partnering with The Michener Institute of Education at UHN to offer field-of-practice bridging courses. This initiative helps qualified professionals get up to speed and into the workforce more quickly.

IEMLTs and non-traditional applicants who demonstrate the competencies to work in a field but may have a gap in skills or education can take the bridging courses to help them bridge the gap. Bridging education can also be used by MLTs wishing to enhance their knowledge and practice.

How This Addresses the MLT Shortage

The demand for MLTs outpaces the supply, causing delays in diagnostics and increased pressure on existing staff. Here's how these reforms will help:

- More Qualified Professionals – Expanding the talent pool by making registration more accessible.
- Faster Registration – A streamlined system means applicants can start working sooner.
- Targeted Workforce Solutions – Field-of-practice registration ensures specialists fill the most urgent gaps.
- Attracting More People to the Profession – A transparent, supportive process encourages more applicants.

Final Thoughts

This is a major step forward for MLTs in Canada. By removing barriers and modernizing the registration process, we're helping individuals join the professional and strengthening the entire healthcare system.

For more details, check out our resources or reach out at info@camlpr.org. Let's work together to build a stronger, more resilient MLT workforce in Canada.

The original article can be accessed by visiting the [Today's Clinical Lab](#) website.

EXPIRING E-LEARNING MODULES

All three (3) CMLTM e-Learning Modules expire every five (5) years as per policy BOA-18. As such, everyone who completed the following modules in 2019 and 2020 are due for repeat:

- Jurisprudence Module Regulated Health Professions Act (RHPA) 101
- Social Media Awareness

These modules have been reset for everyone who completed them in 2019 and 2020 and should be showing as incomplete on the Renewal page of the CMLTM website. You can check the Completion Date on the table on the renewal page.

RHPA 101 Module

Member ID	Requirement	Module	Status Type	Completion
	Module	Jurisprudence	Completion	10/29/2024

Social Media Awareness Module

Member ID	Requirement	Module	Status Type	Completion
	Module	Social Media Awareness	Completion	3/24/2025

Health Equity and Cultural Humility

Member ID	Requirement	Module	Status Type	Completion
	Module	Health Equity	Completion	4/20/2023

If you are unsure if these modules are expired and need to be redone, you can contact our Administrative Assistant at janelle@cmltm.ca.

Please do not repeat courses outside of the 5-year period. The modules need to be reset by Staff for the results to save. If you repeat the course without it having first been reset, the score will not be saved.

The certificate of completion at the end of the module does not confirm that the module has been passed as it does not show the score of the module.

A 60% minimum passing score is required for the module to be considered complete. Staff must manually check the module scores and assign the completion credit. It can take up to 2 business days for the completion status to be updated on the renewal page. Staff will only contact registrants if they did not meet the 60% passing score.

MED LAB WEEK

NATIONAL MEDICAL LABORATORY WEEK

THIS YEAR WILL BE CELEBRATED DURING THE WEEK OF APRIL 13TH TO APRIL 19TH, 2025

How will you be celebrating?

Send pictures of how your lab is celebrating National Med Lab Week to janelle@cmltm.ca to be shared on the CMLTM Social Media Pages.





Newsletter Policy

The College of Medical Laboratory Technologists of Manitoba is responsible for distributing current information about services or relevant information to the membership. This is done through a newsletter which will be distributed electronically or through the mail.

The Council is Responsible for Reviewing All Submitted Content

The College is not responsible for any opinions expressed in the newsletter and nor are they responsible for the accuracy of the content published. The information presented in the newsletter can not be reprinted without the written consent of the Registrar/CEO