

Message to Employers

Reasons to choose OSMT certified Medical Laboratory Assistants/Technicians (MLA/Ts)

Why are OSMT MLA/Ts the best choice when hiring your laboratory technicians?

- All individuals with an OSMT MLA/T certificate have passed a rigorous and challenging certification exam designed to validate that candidates meet the entry-level standards established by the OSMT's competency guidelines.
- The *OSMT MLA/T Common Competency Guidelines* are based upon the workplace practices of Ontario laboratories. They describe the skills and knowledge required of a laboratory assistant/technician in order to work effectively in various disciplines and medical laboratory settings. These guidelines are reviewed and updated regularly by employers, stakeholders, and subject matter experts to ensure they are in line with current laboratory requirements.
- Up to 2008, over 9,000 individuals have successfully challenged the OSMT examination and have achieved Medical Laboratory Assistant/Technician (MLA/T) status.

Who qualifies to write the OSMT MLA/T exam?

- Candidates who apply to write the MLA/T exam must have graduated from a minimum 650-hour recognized training program that includes at least 150 hours of clinical placement.
- All school training programs must be approved by the OSMT and be registered with the Ministry of Training, Colleges and Universities (MTCU). The OSMT and MTCU partner in the review and approval process of laboratory technician/assistant educational programs in Ontario.
- Other individuals who qualify to write the exam are those with a proven record of Canadian experience and/or those whose international credentials (verified by a recognized assessment agency) indicate they can successfully challenge the exam. Such 'special consideration' applicants are reviewed individually by the Society's certification committee.

The advantages of provincial certification

- OSMT MLA/T certification is the best choice in Ontario as the program is based on current laboratory workplace practices and is in compliance with provincial regulations.
- The competency guidelines, the eligibility of exam candidates, the quality of training, and the integrity of the exam are continually validated to ensure that individuals emerging from the program possess the appropriate skills and knowledge required by Ontario laboratories.
- In Canada, the provinces have exclusive control over health care and education. This gives them responsibility for setting entry to practice requirements, scopes of practice, and regulations for health care providers. These are done by professional associations, provincial regulatory bodies (where applicable), and by provincial governments.
- Ontario laboratories require higher-level skill sets than many other provinces and therefore the OSMT's certification program has been designed specifically to meet these needs. British Columbia has very similar workplace practices and the OSMT and BCSLS have an agreement to recognize those who have received certification from their respective certification programs.

Professional liability insurance coverage for MLA/Ts

- Once an individual passes the MLA/T certification exam, he or she becomes eligible for OSMT membership. Membership provides many benefits including access to continuing education and automatic professional liability protection. Insurance premiums are included with OSMT membership fees so employers can be assured that individuals who hold OSMT MLA/T membership (both Active and Inactive) have professional liability (up to \$1,000,000) and legal defense coverage (up to \$50,000).

When making your laboratory personnel decisions, please first consider OSMT certified Medical Laboratory Assistants/Technicians.