



Canadian Society for Medical Laboratory Science  
Société canadienne de science de laboratoire médical

# Newly Certified Graduate Employment Survey

## 2016 Graduates

Survey Disseminated: 2017  
Version: 1.1  
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# Executive Summary

## **Survey Purpose:**

This survey examines the employment rate of medical laboratory professionals who were successful in passing the Canadian Society for Medical Laboratory Science (CSMLS) certification exam within a specified year. The employment information is focused on the graduate's experience one year after certification and the pathway taken to achieve this, including barriers and facilitators. It provides an indication of labour market need for professionals and employers as well as vital information for academic programs and students evaluating entrance into the profession.

## **Participants:**

The report analysis includes Medical Laboratory Assistants/Technicians (MLA) and Medical Laboratory Technologists (MLT; general, clinical genetics and cytotechnologists) who passed their CSMLS certification exam in 2016 (Feb, June and Oct). Employment rates are recorded one year after each period in 2017. A total of 427 graduates from 2016 completed the survey, resulting in a 35% (427/1234) participation rate. Fifty-eight surveys were excluded due to incomplete answers or other disqualifications, resulting in an N value of 369 for analysis (MLA = 43%, 160/369; MLT = 57%, 209/369).

## **Methodology:**

The survey was administered via SurveyMonkey in February, June and October 2017 for a three-week period at each time point.

## **Results:**

Ninety-five percent (190/199) of MLTs indicated that they were employed at the time of the survey compared to 71% (110/156) of MLAs. Of these survey participants, 97% (185/190) of the employed MLTs stated they were working in a job at their certification level whereas only 81% (89/110) employed MLAs stated the same.

Overall, 82% (137/168) of MLTs had a position at their certification level after three months of receiving their certification and 93% (156/168) by six months, regardless of employment type or status. For employed MLAs, overall, 64% (51/80) were working at their certification level within three months and 78% (62/80) by six months, which is less at both time points than MLTs.

More than the MLTs, 51% (45/89) of MLAs were working where they completed their clinical training, which also represents an increase from 38% (18/48) the previous year. Year over year results for length to employment have significantly improved for MLAs (shorter time to certified level employment).

The data shows the stability of MLT employment type and status for certification level positions, whereas the MLA participants experienced greater position stability moving into the labour market compared to previous years. However, MLAs are significantly more likely than MLTs to be working in a non-permanent certification level position and in a part-time or casual employment status, year over year.

Thus, although employment has improved in 2016 from 2015 results, there is a strong trend of employers hiring newly certified MLA graduates in precarious positions.

Year over year results for overall satisfaction show variability between 2014 and 2016 survey results. Satisfaction is down slightly in 2016 for MLAs and MLTs, however result differentials are only 2-3% suggesting normal variance at this time and are considered in good standing overall. For MLTs, 84% were satisfied overall with their current certification level position and 70% of MLA were as well.

**Conclusion:**

Overall, MLAs and MLTs continue to obtain employment post-graduation in a timely fashion, with speed picking up in the 2016 survey for the profession as a whole. Although the initial position(s) may not be permanent full time, both groups are accepting of the current marketplace, are acquiring positions (in their field of certification) faster and are satisfied with their profession during a time of healthcare system fiscal constraint and MLT shortages.

# Newly Certified Graduate Employment Survey: 2016

## Survey Purpose:

This survey examines the employment rate of Medical Laboratory Assistants/Technicians (MLA) and Medical Laboratory Technologists (MLT; general, clinical genetics and cytotechnologists) who passed the Canadian Society for Medical Laboratory Science (CSMLS) certification exam within a specified year. The employment information is focused on the graduate's experience one year after certification and the pathway taken to achieve this, including barriers and facilitators. It provides an indication of the labour market need for professionals and employers as well as vital information for academic programs and students evaluating entrance into the profession.

## Survey Design Summary:

Please note that the 'New Graduate Survey' was renamed in 2016 to the 'Newly Certified Graduate Employment Survey', which better reflects the participant population and intent of the data gathering effort.

The 'New Graduate Survey' was redesigned in 2014 for the 2015 calendar year, incorporating additional skip logic and refinement of questions compared to the previous processes. Thus, comparisons of the 2015 data (representing 2014 certification exam graduates) to years prior to 2014 may not be appropriate for specific items. For 2016 data (representing 2015 certification exam graduates) and forward, a progression of these changes was continued as the methodology to disseminate the annual survey was reviewed by CSMLS and deemed necessary for enhanced statistical trending. A project management Smartsheet (online spreadsheet) was created internally to monitor dissemination, and policy document and process algorithm maintenance. A summary of changes is listed:

**Table 1: Survey Changes**

| <b>Calendar Year</b><br>(dissemination period) | <b>Certification Exam Year</b><br>(survey participant) | <b>Methodological and Survey Comments</b>  |
|--|--|--|
| <b>2014</b>                                    | 2013   | Data collection within calendar 2014 and prior may not be comparable to current survey questions. Contact the Research Department at CSMLS for further details.<br><br>Evaluation and redesign of survey was initiated with small question changes implemented in calendar 2015. |
| <b>2015</b>                                    | 2014   | Survey changes implemented.<br><br>(referenced as the '2014 survey')   |
| <b>2016</b>                                    | 2015   | Internal processes were updated and survey methodology was reviewed; Additional changes to be implemented in 2017. Minimal impact on question structure. Renamed to the Newly Certified Graduate   |

|             |      |  |
|-------------|------|--|
|             |      | survey.<br>(referenced as the '2015 survey')   |
| <b>2017</b> | 2016 | Methodology improvements were made, which resulted in the approximate doubling of participation rate.<br>(referenced as the '2016 survey')                       |
| <b>2018</b> | 2017 | Internal review will be conducted; however, no expected changes at this time to survey questions or methodology. Additional promotion of survey may be explored. |

Survey questions have not been made mandatory and thus, some n values differ between questions; however, the majority of participants respond consistently across time indicating that this is an acceptable methodology for the population.

This report provides analysis for medical laboratory professionals (MLP; includes MLAs MLTs) response comparison as n values for each group were large enough.

An additional note of importance is that the CSMLS certification exam was reviewed and updated in 2015. This may or may not have an impact on the employment survey results in comparison to previous years when examining trends.

### Survey Dissemination:

The survey was administered via SurveyMonkey over three-week periods in February, June and October 2017 and was sent to all CSMLS 2016 certification exam participants who successfully passed (Feb., Jun., and Oct. 2016 exams; all MLT and MLA exams).

A protocol was enacted to disseminate the survey through targeted emails using an extraction of potential participants from iMIS (criteria can be found in the CSMLS internal procedure documents).

### Participant Demographics:

A total of 1234 unique certified graduates completed the certification exam in 2016 (referenced as the '2016 survey' going forward), resulting in an 35% (427/1234) participation rate in 2016. This is almost double the response rate from 2015 and 2014 data (referenced as the '2015 survey' and '2014 survey' going forward). The increase is due to changes in process methodology to disseminate the survey.

Of the completed surveys in 2016, 58 were excluded from the calculation (n=38 indicated that they graduated in a year other than 2016, n=20 surveys were considered incomplete). An additional investigation of the IP addresses and survey answers for duplication was conducted and did not identify any concerns.

Of the remaining 369 participants, 83% (306/369) were Canadian trained and only 17% (63/369) were internationally trained. Approximately half of the individuals completed their CSMLS 2016 certification exam in June (51%, 188/369), with the other graduates equally completing the exam in February (24%, 87/369) and October (25%, 94/369). A good portion

of graduates were CSMLS members at the time of their survey: 81% (162/199) of MLTs and 72% (113/156) of MLAs.

The MLT participation (57%, 209/369) was divided into General Medical Laboratory Technologists (97%, 202/209), Diagnostic Cytotechnologists (1%, 2/209) and Clinical Genetics Technologists (2%, 5/209). As the participation rate highly favoured the general category, as in other years, further analysis of the subgroups was not possible and therefore, grouped with the profession instead. MLAs represented 43% (160/369) of all participants, which is a similar proportion of participants compared to the previous year.

### **Academic Demographics:**

MLT and MLA participants were from a variety of schools across Canada, with greater diversity of academic institutions and provinces for MLTs than MLAs (see Appendix A).

Combining national and international training programs, the highest education level completed most often by MLTs was a bachelor's degree (50%, 99/200) followed by high school (22%, 43/200), with achievements between a high school diploma and a bachelor degree<sup>1</sup> equaling 19% (37/200). Eleven percent of graduates (21/200) indicated academic advances beyond the bachelor's degree. For those that had completed some education but may not have finished it, 20% (40/199) were self-identified and had mainly completed some university courses in a science related field. These results are fairly consistent with previous year data.

MLA education data has seen a change across time. In 2014 data, the highest and most prominent MLA education metric was a high school diploma with 40% (27/67) of graduates. In the 2015 data, the bachelor's degree was the most prominent at 41% (27/66). For the 2016 survey, the bachelor's degree was recognized as the highest achievement for most (33% (38/114), followed by a community college or CEGEP certificate or diploma (14%, 16/114). Twenty-one percent of graduates (24/114) indicated academic advances beyond the bachelor's degree and only 6% (7/114) with high school diploma. Less than MLTs, 16% (25/157) of MLAs indicated completion of some education courses which were not finalized by a degree or certificate. Many of these courses were associated with university or college science-based courses as in previous years.

### **1 Year Post-Certification Employment Status:**

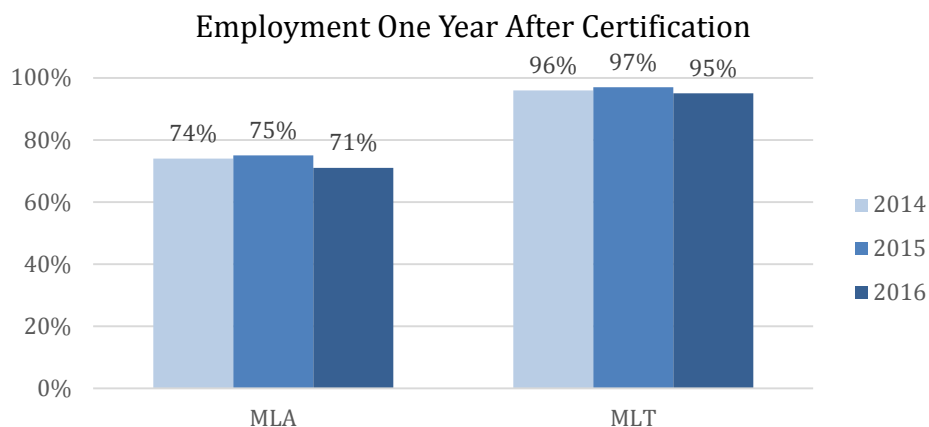
Ninety-five percent (190/199) of MLTs indicated that they were employed at the time of the survey compared to 71% (110/156) of MLAs. Of these survey participants, 97% (185/190) of the employed MLTs stated they were working in a job at their certification level whereas only 81% (89/110) employed MLAs stated the same. Year over year results demonstrated the high demand for MLTs and good demand for MLAs, showing the labour market need for these professionals.

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<sup>1</sup> Includes responses associated with the following options: Trade or vocational diploma or certificate, Community college or CEGEP certificate or diploma, technical institute diploma or certificate, and university diploma or certificate below bachelor's degree.

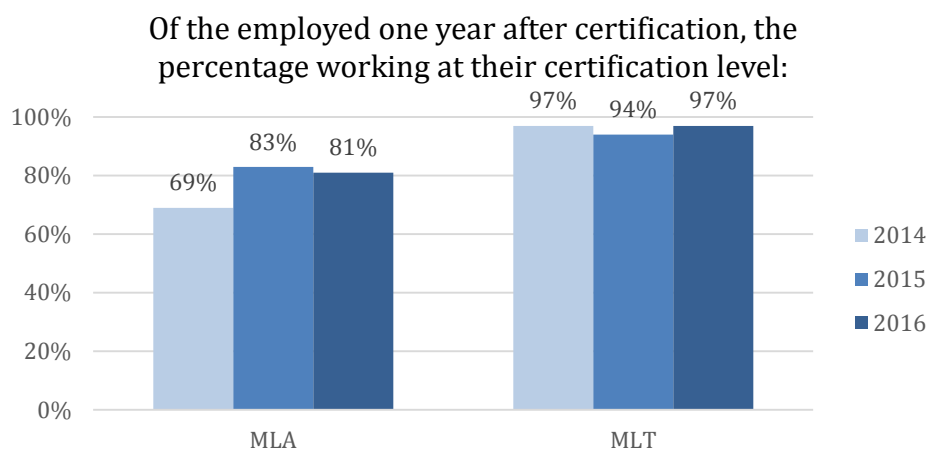
## Graph 2: Employed at Certification Level

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## Graph 3: Employed at Certification Level

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Of the five MLT participants who were not working at their level, all indicated that the reason for this was because they 'couldn't find a job' at their certification level. Four of the five individuals were actively looking for work and only one stated that they would not be willing to move to find a job. Fourteen (67%, 14/21) MLA certified graduates who were not working at their certification level said that they couldn't find a job or none were available, while one individual was furthering their education, two were temporarily between jobs, and four cited 'other' as the reason. Of these MLAs, most were willing to move to find employment (76%, 16/21).

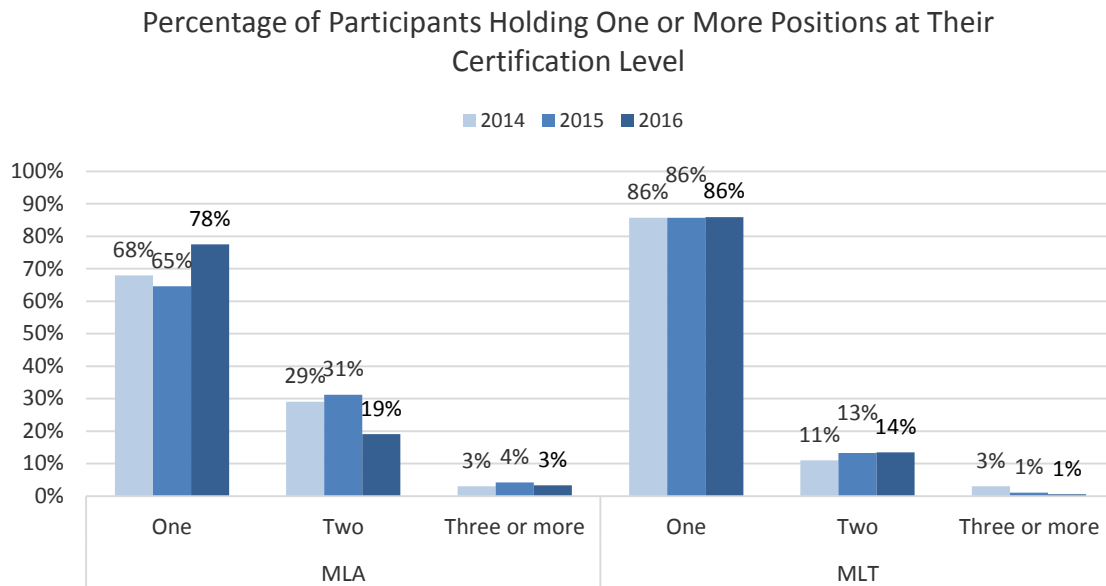
### Certification Level Positions:

MLAs and MLTs working at their certification level may or may not hold one or more positions. For MLTs, job stability within a single position was much more likely compared to the experience of MLAs which is consistent with previous years. The results demonstrated



that 15% (26/185) of MLTs had two or more jobs compared to the 22% (20/89) of MLAs. This difference speaks to the current labour market requirements of employers, referencing the hiring of MLTs perhaps due to shortages and retirements. The graph below shows the stability of employment at certification level for MLTs, whereas the MLA participants experienced greater position stability moving into the labour market. The MLAs held one position more often when compared to previous years. A small trend for MLTs to hold less positions (from 'three or more' down to 'two'), suggesting greater job stability may be starting.

**Graph 4: Certification Level Positions**



New MLT graduates typically found their position(s) by answering a job ad on the internet (47%, 87/184), contacted an employer directly (17%, 32/184), or were approached/contacted directly by an employer (15%, 28/184), representing 80% (147/184) of the methods used to find a position. In the 2016 survey, 42% (78/185) of new MLT certified graduates found a position at their academic clinical placement location compared to 40% (38/96) in the 2015 survey and 51% in the 2014 survey (54/105).

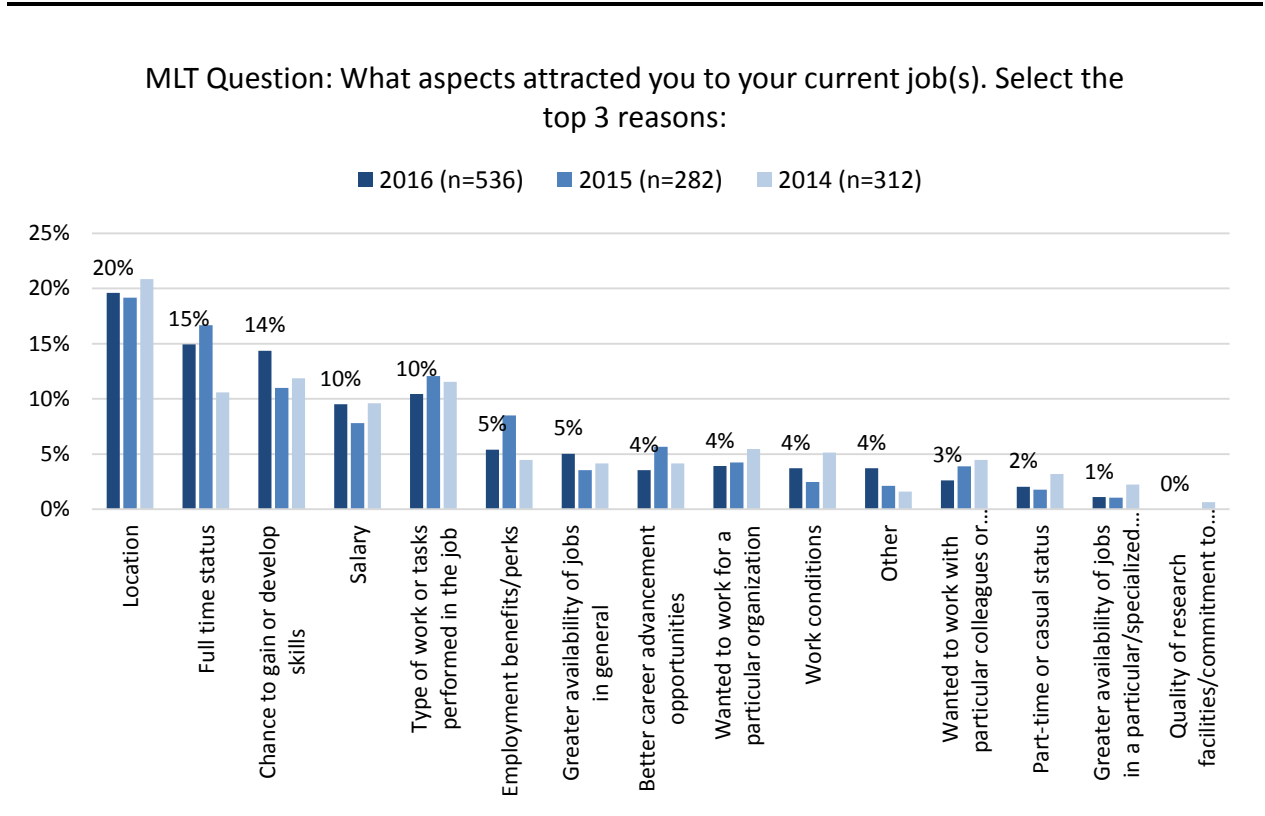
Many comments in the 2016 MLT survey around moving away from their school or clinical placement site were focused on the lack of job postings at the clinical placement site and a defined need to move for a position (e.g., necessity, family). Other responses for not being hired by the clinical placement site included preferential choice or the individual was internationally trained and is having difficulty being hired due to this.

Thirty-nine percent (41/105) of participants said that they did not move for a position. When the remaining participants were directly asked about where they moved from and to, those who were not employed at their clinical placement indicated that 25% (26/105) moved to another province, 32% (34/105) moved to another part of the same province and 4% (4/105) moved to another country to gain employment. Patterns associated with moves showed no consistency other than the majority of relocations were associated between Ontario, Alberta, British Columbia and Saskatchewan. Overall, these results indicate that a small portion of employment is available to MLTs near or at their clinical placement sites (albeit

less than in 2014) as well as opportunities arising in other locations across Canada, with comments pointing at greater position saturation in urban areas.

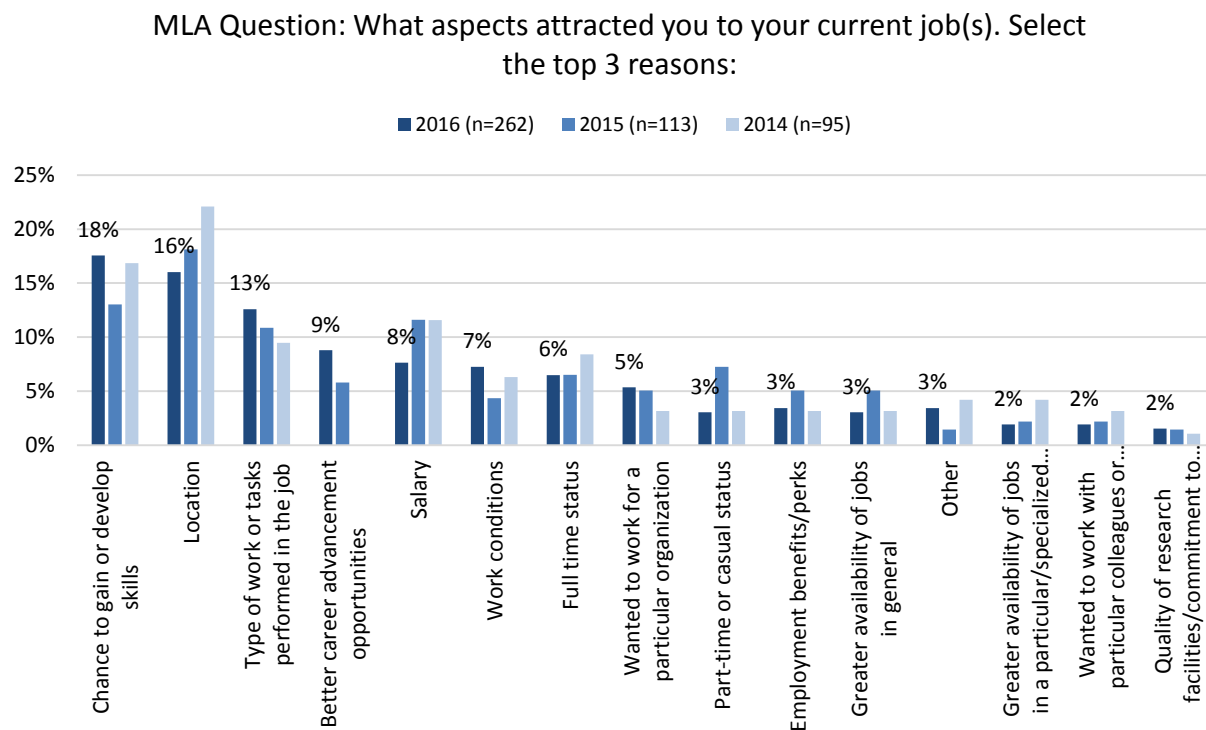
As in the previous years, location was the number one reason MLT participants choose their position. In 2014 data, there was a drastic drop in the second and third most often chosen reasons, which included a change to gain or develop skills, and desire for the type of work or tasks performed on the job. Interestingly, this was then followed by full-time employment status and salary potential suggesting (and reflective of the data discussed thus far) that obtaining employment is not a fear of graduates and therefore, more abstract concepts of picking a position can be valued higher. Results for 2015 data showed a different pattern. For MLTs, obtaining a full-time job status was more important that year (increased from 11% to 17%) and may have been a reflection of the health human resource shortages. Within 2016 survey data, MLTs continued to pay great importance to location and full-time status. A chance to gain or develop skills was elevated to the third choice, as in 2014 survey data.

**Graph 5: MLT Job Attractiveness**



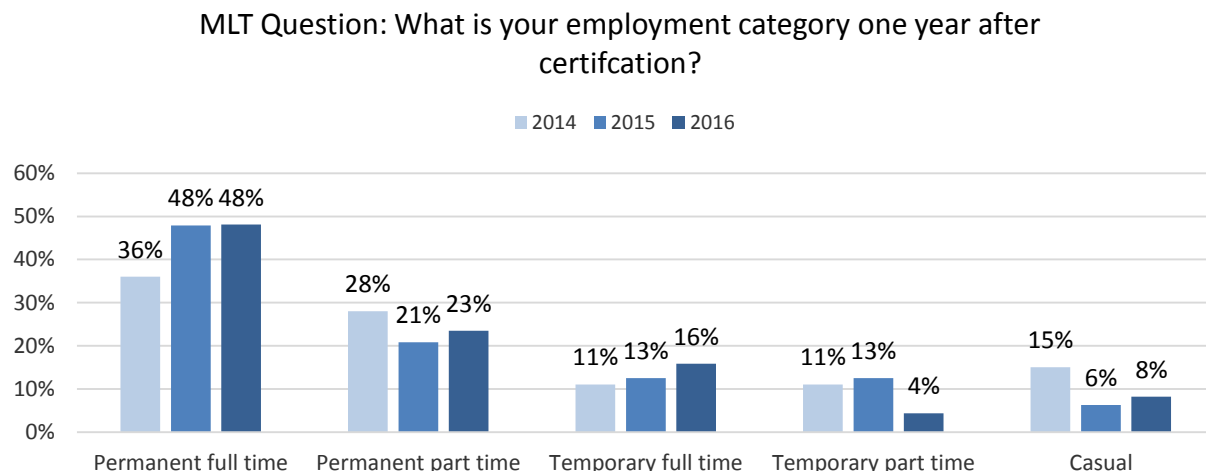
MLA graduates used similar job obtainment methods as the MLTs to find employment: answered job ad on the internet (45%, 40/89) or they approached/contacted an employer directly (16%, 14/89). This represents 63% (56/89) of the methods used to find a position. The remaining attempts were varied and had six or fewer responses, other than contacting an employer directly (n=14). More than the MLTs, 51% (45/89) of MLAs were working where they completed their clinical training, which also represents an increase from 38% (18/48) the previous year. Reasons for not working in the same place as their clinical training was focused on the lack of availability of job openings at the site and the clinical placement was located further from where they wanted to live.

## Graph 6: MLA Job Attractiveness



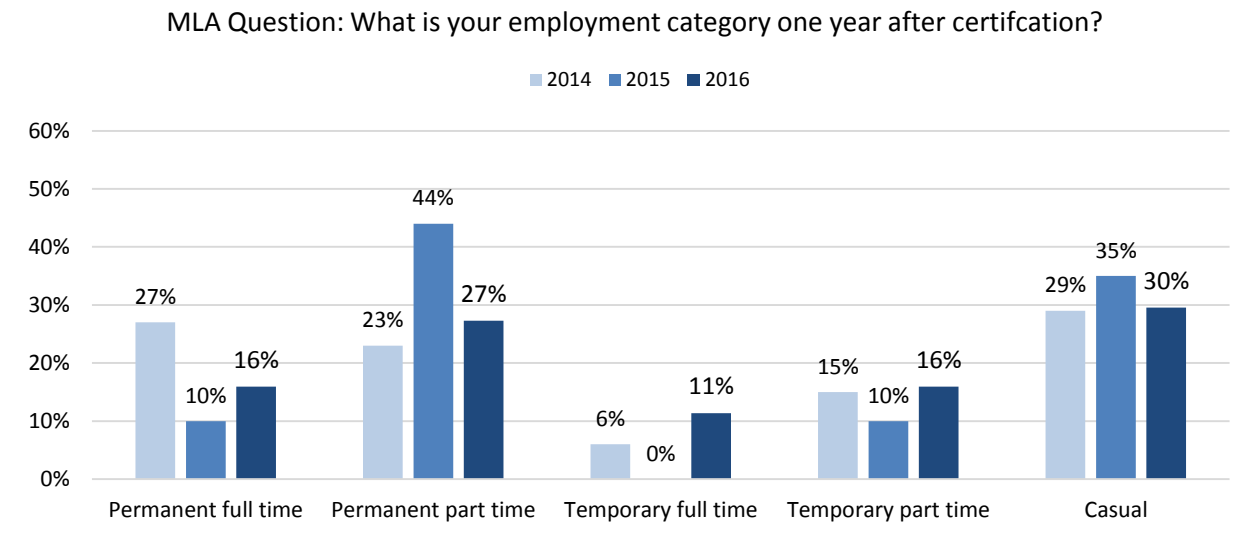
The vast majority of graduates are looking to obtain full time permanent positions after certification. MLT participants were able to achieve this 48% (88/183) of the time. A temporary full-time position was captured by 16% (29/183) of MLTs, with part-time positions in permanent and temporary status achieved 23% (43/183) and 4% (8/183) for the remainder respectively. A casual position was held by 8% (15/183) of respondents. Where respondents had multiple positions, the position with the highest valued status (greater permanency and number of hours) was coded for analysis purposes.

## Graph 7: MLT One Year Post Certification Employment



MLAs are significantly more likely than MLTs to be working in a non-permanent certification level position and in a part-time or casual employment status, year over year. Graph 8 demonstrates the dramatic shift in MLA employment categories. In the 2016 data, MLA participants were in full time permanent positions only 16% (14/88) of the time. Temporary full-time positions were available to 11% (10/88) of MLAs, and part-time positions with permanent and temporary status achieved 27% (24/88) and 16% (14/88) respectively. Casual positions were held by 30% (26/88) of participants. Thus, although employment has improved in 2016 from 2015 results, there is a strong trend of employers hiring newly certified MLA graduates in precarious positions.

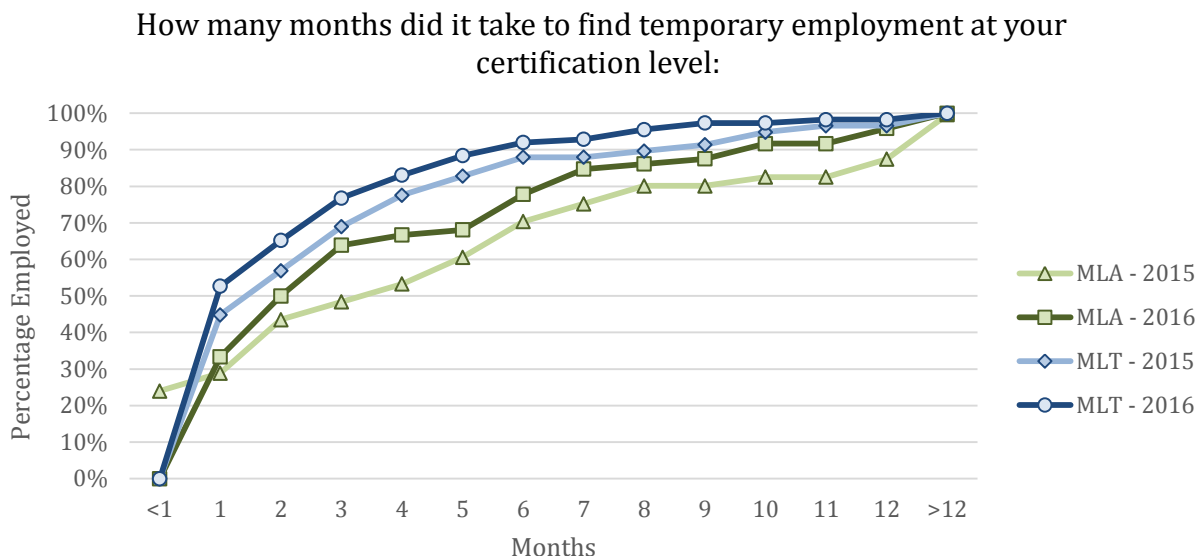
**Graph 8: MLA One Year Post Certification Employment**



Overall, 82% (137/168) of MLTs had a position at their certification level after three months and 93% (156/168) by six months, regardless of employment type or status. For those that found temporary employment, the majority (77%, 86/112) obtained it within three months and this increased to 92% (103/112) by six months. For permanent positions, only 64% (86/134) of graduates obtained this by three months and 78% (105/134) by six months. This has significantly increased since 2015 for MLTs (shorter time to certified level employment) as shown in the graphs below.

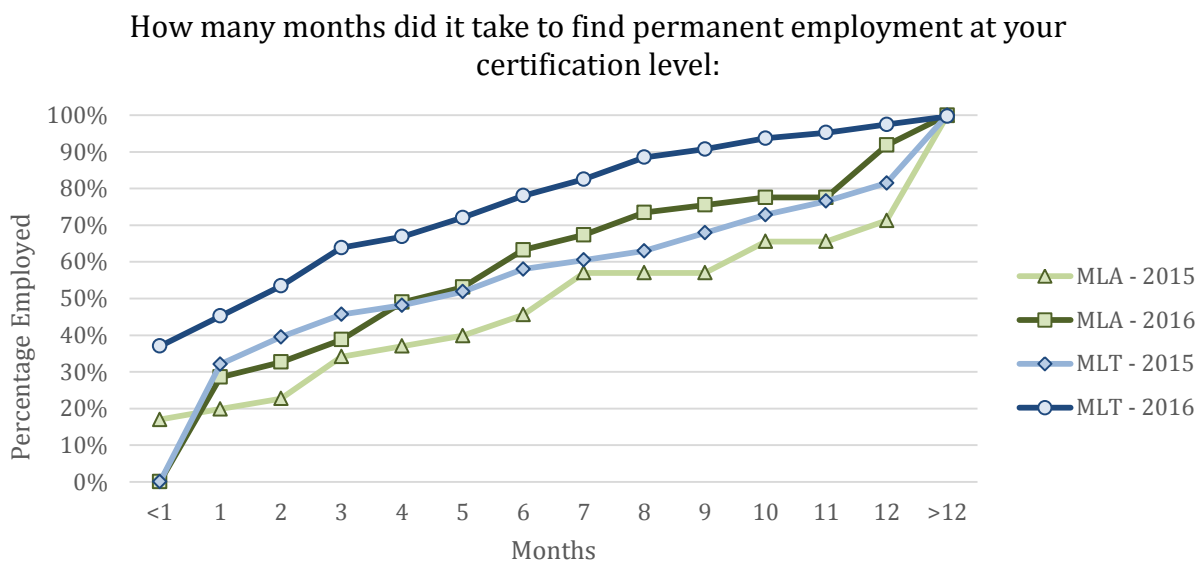
For employed MLAs, overall, 64% (51/80) were working at their certification level within three months and 78% (62/80) by six months, which is less at both time points than MLTs. For those who found temporary employment, 64% (46/72) obtained this within three months and this increased to 78% (56/72) by six months. In regards to permanent positions, fewer graduates had obtained this status by three months (39%, 19/49) as well as by the six-month marker (63%, 31/49). However, year over year results for length to employment have significantly increased for MLAs (shorter time to certified level employment).

**Graph 9: Length to Temporary Employment at Certification Level**



\*Represented employed participants only.

**Graph 10: Length to Permanent Employment at Certification Level**



\*Represented employed participants only.

The MLT majority indicated that their position (or one of their positions) was located in a hospital environment (n=140), private laboratory or clinic (n=32), or public health laboratory (n=14). The remaining chosen options had eight or less responses each and included 'other', governmental laboratory and research laboratory. For MLAs, they worked in a hospital (n=44) or private laboratory/clinic most often (n=38). The remaining choices had 5 or less responses each.

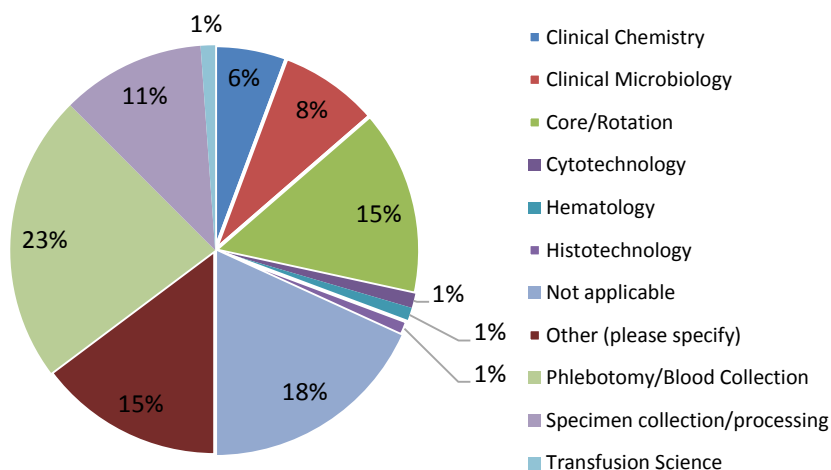
When asked what discipline or section of the lab each participant was working in most often, MLAs indicated that they were in phlebotomy or blood collection sections (with or without

other assigned duties; 23%, 20/88) but many others were varied in their locations. This is in contrast to MLTs who were concentrated in Core/Rotation roles (46%, 84/183). Graphs 11 and 12 provide further detail.

**Graph 11: MLA Laboratory Discipline and Section**

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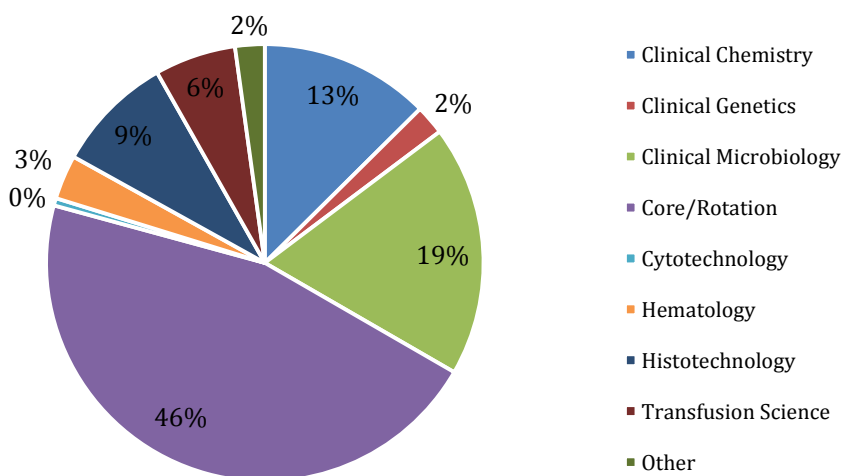
MLA Question: What discipline/section of laboratory are you working in?



**Graph 12: MLT Laboratory Discipline and Section**

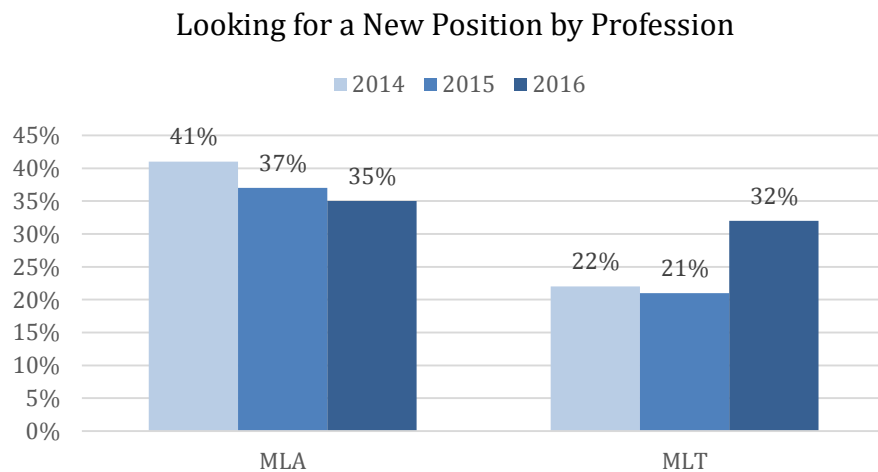
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MLT Question: What discipline/section of laboratory are you working in?



A sub-group of the certified respondents answered questions in respect to their job seeking habits while employed (see Appendix B for graphs). Thirty-two percent (58/181) of employed MLTs were looking for a new position, which is significantly higher than previous years as shown in Graph 13. This group discussed wanting to increase their hours, move closer to home and obtain better pay as their most chosen reasons. MLAs were asked the same questions with similar results. Thirty-five percent of the respondents (31/88) stated that they were looking for a new job, although currently employed. Top choices for reasons to search for alternative work matched MLT patterns except their third choice was associated with wanting a job that better corresponded with their qualifications/training.

**Graph 13: Position Seeking Habits**



**Overall Satisfaction:**

Employment and job satisfaction was gathered using various questions at the end of the survey and was completed by only those who were employed in a position at their certification level. Each of the questions in the table below provides a percent positive score representing those who stated ‘somewhat to strongly agree’ per question. Further extraction of the data details (total numbers, averages, modes etc.) can be obtained from the analysis file upon request.

In general, satisfaction questions (as highlighted in green below) show that MLTs, per question, are more likely to be satisfied than their MLA counterparts. When the professional subgroups are combined, we see a high level of overall satisfaction (non-weighted calculation).

**Table 14: Percent Positive Satisfaction Questions**

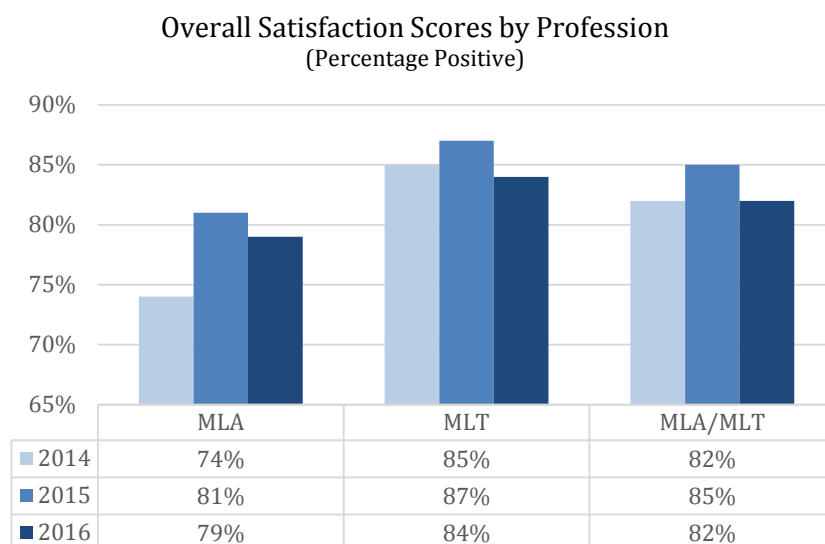
| <b>Percent Positive Score</b>  | <b>MLA</b> | <b>MLT</b> | <b>All Participants</b> |
|--|------------|------------|-------------------------|
| The job meets my expectations.   | 82%        | 92%        | 88%                     |
| My employer's expectations of me are at the right level.                       | 85%        | 89%        | 88%                     |
| Guidance is available when I need it.  | 87%        | 88%        | 88%                     |
| I did not feel any pressure to accept a job in my training site.               | 84%        | 67%        | 73%                     |
| I have the job I wanted.   | 68%        | 82%        | 77%                     |
| I work in the discipline I wanted.   | 77%        | 77%        | 77%                     |
| I prefer to work part-time.  | 23%        | 16%        | 18%                     |
| Shift work was not a factor in my choosing my job.                             | 40%        | 49%        | 46%                     |
| I live in the city/town I wanted.  | 76%        | 68%        | 70%                     |
| I would move to another province for a job.                                    | 39%        | 35%        | 36%                     |
| I would move to a rural community for a job.                                   | 36%        | 35%        | 35%                     |
| I would move to another country for another job.                               | 17%        | 20%        | 19%                     |
| Considering my experience, education and training, I am satisfied with my job. | 75%        | 87%        | 83%                     |
| I believe a degree is required for career promotion.                           | 43%        | 58%        | 53%                     |
| If given the chance, I would choose this career again.                         | 79%        | 90%        | 87%                     |

Year over year results for overall satisfaction (based on green items in table above), show variability between 2014 and 2016 survey results. Satisfaction is down in 2016 for MLAs and MLTs as shown in Graph 15, however result differentials are only 2-3% suggesting normal variance at this time.

For the questions highlighted in green above, the results were combined to produce the below table. For MLTs, 84% were satisfied overall with their current certification level position and 70% of MLA were as well. For details of satisfaction questions and comparisons for 2014 - 2016 data, refer to Appendix C.



## Graph 15: Percent Positive Satisfaction Questions



MLA drivers of overall satisfaction between 2015 and 2016 surveys were associated with questions, “I work in the discipline I wanted” and “I have the job I wanted” (change scores of -12% and -10%, respectively). However, MLAs also more often felt positively that they “would choose their career again”, if given the chance (+12%). Of note, MLAs were more likely in 2016 to move between or within province than in prior years (+13% and +14%, respectively).

**Table 16: Percent Positive Specific MLA Satisfaction Questions**

| MLA Percent Positive Score                             | 2015 | 2016 | Change |
|--|------|------|--------|
| I have the job I wanted                                | 80%  | 68%  | -12%   |
| I work in the discipline I wanted.                     | 87%  | 77%  | -10%   |
| If given the chance, I would choose this career again. | 67%  | 79%  | +12%   |

Similar to MLAs, MLT overall satisfaction score drivers were associated with “I work in the discipline I wanted” and “I have the job I wanted” as well (change scores of -10% and -6%, respectively). Another important decrease in satisfaction was connected to not living in the location they wanted (-6%).

**Table 17: Percent Positive Specific MLT Satisfaction Questions**

| MLT Percent Positive Score         | 2015 | 2016 | Change |
|------------------------------------|------|------|--------|
| I have the job I wanted            | 88%  | 82%  | -6%    |
| I work in the discipline I wanted. | 87%  | 77%  | -10%   |
| I live in the city/town I wanted.  | 74%  | 68%  | -6%    |

## Conclusion

Overall, MLAs and MLTs continue to obtain employment post-graduation in a timely fashion, with speed picking up in the 2016 survey for the profession as a whole. Although the initial position(s) may not be permanent full time, both groups are accepting of the current marketplace, are acquiring certification positions faster and are satisfied with their profession during a time of healthcare system fiscal constraint and MLT shortages.

## Appendix A: Location of Schooling for MLA and MLT Education

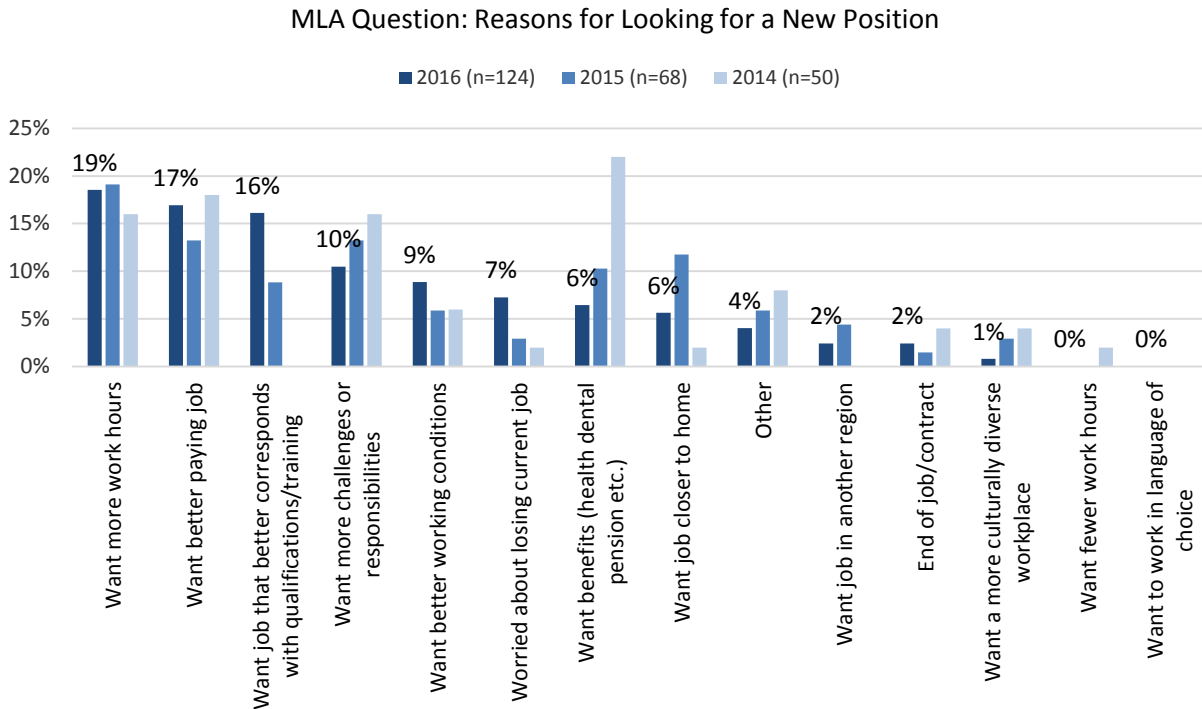
**Table 18: Location of Schooling for MLA and MLT Education**

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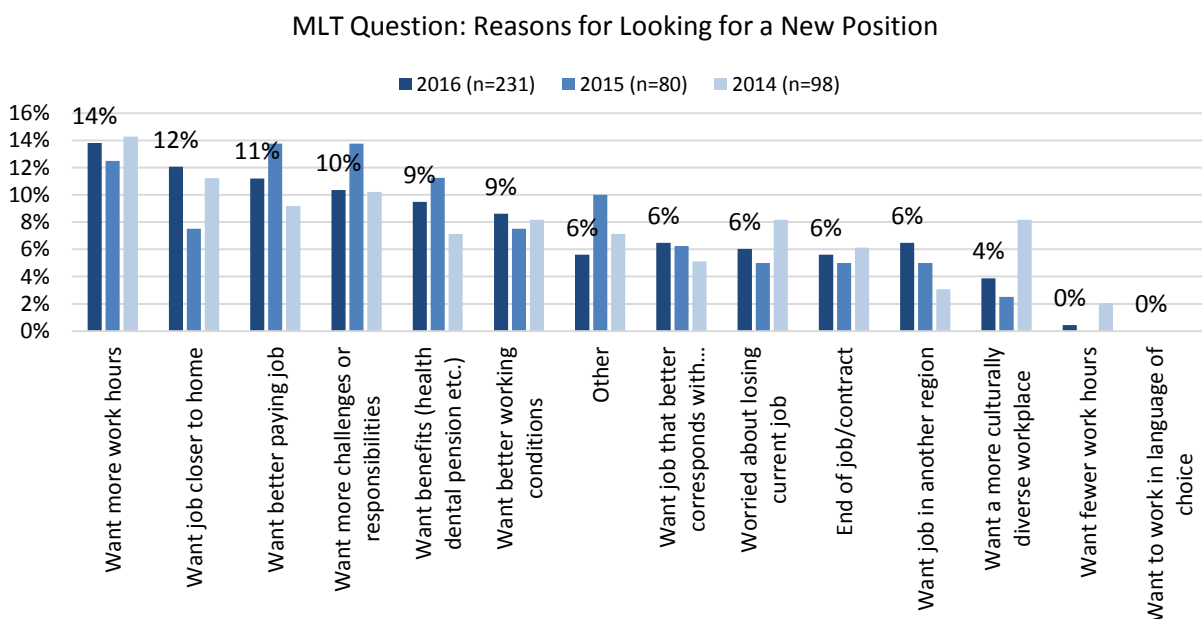
| <b>Location</b>    | <b>MLA</b> | <b>MLT</b> | <b>Grand Total</b> |
|--------------------|------------|------------|--------------------|
| <b>AB</b>          | 30         | 43         | 73                 |
| <b>BC</b>          | 5          | 18         | 23                 |
| <b>MB</b>          | 10         | 7          | 17                 |
| <b>NB</b>          | 11         | 9          | 20                 |
| <b>NL</b>          | 3          | 3          | 6                  |
| <b>ON</b>          | 78         | 92         | 170                |
| <b>SK</b>          | 1          | 0          | 1                  |
| <b>QC</b>          | 0          | 6          | 6                  |
| <b>NS</b>          | 9          | 7          | 16                 |
| <b>Other</b>       | 11         | 20         | 31                 |
| <b>Grand Total</b> | <b>158</b> | <b>205</b> | <b>363</b>         |

## Appendix B: Reasons for Looking for a New Position

**Table 19: Job Seeking Reason – MLA**



**Table 20: Job Seeking Reason - MLT**



## Appendix C: Change over time in Satisfaction Scores by Professional Group

| Legend |                        |
|--------|------------------------|
| Green  | Increase by 3% or more |
| Yellow | Within + or - 2%       |
| Red    | Decrease by 3% or more |

\*Negative or positive context is not implied by colour legend. Individual interpretation of questions is required. Comparisons are made between recent years (2016 compared to 2015; 2015 compared to 2014)

**Table 21: MLA Percent Positive Satisfaction Score per Year**

| MLA Percent Positive Score   | 2014 | 2015 | 2016 |
|--|------|------|------|
| The job meets my expectations.   | 82%  | 87%  | 82%  |
| My employer's expectations of me are at the right level.                       | 88%  | 83%  | 85%  |
| Guidance is available when I need it.  | 76%  | 85%  | 87%  |
| I did not feel any pressure to accept a job in my training site.               | 82%  | 89%  | 84%  |
| I have the job I wanted  | 67%  | 80%  | 68%  |
| I work in the discipline I wanted.   | 67%  | 87%  | 77%  |
| I prefer to work part-time.  | 12%  | 39%  | 23%  |
| Shift work was not a factor in my choosing my job.                             | 58%  | 48%  | 40%  |
| I live in the city/town I wanted.  | 85%  | 80%  | 76%  |
| I would move to another province for a job.                                    | 30%  | 26%  | 39%  |
| I would move to a rural community for a job.                                   | 24%  | 22%  | 36%  |
| I would move to another country for another job.                               | 9%   | 17%  | 17%  |
| Considering my experience, education and training, I am satisfied with my job. | 67%  | 76%  | 75%  |
| I believe a degree is required for career promotion.                           | 55%  | 50%  | 43%  |
| If given the chance, I would choose this career again.                         | 64%  | 67%  | 79%  |

**Table 22: MLT Percent Positive Satisfaction Score per Year**

| MLT - Percent Positive Score                                     | 2014 | 2015 | 2016 |
|--|------|------|------|
| The job meets my expectations.                                   | 94%  | 93%  | 92%  |
| My employer's expectations of me are at the right level.         | 94%  | 91%  | 88%  |
| Guidance is available when I need it.                            | 86%  | 88%  | 88%  |
| I did not feel any pressure to accept a job in my training site. | 70%  | 72%  | 67%  |
| I have the job I wanted  | 81%  | 88%  | 82%  |
| I work in the discipline I wanted.                               | 83%  | 87%  | 77%  |
| I prefer to work part-time.                                      | 22%  | 15%  | 16%  |
| Shift work was not a factor in my choosing my job.               | 55%  | 52%  | 49%  |
| I live in the city/town I wanted.                                | 69%  | 74%  | 68%  |
| I would move to another province for a job.                      | 41%  | 34%  | 35%  |
| I would move to a rural community for a job.                     | 36%  | 36%  | 35%  |
| I would move to another country for another job.                 | 31%  | 18%  | 20%  |

|  |     |     |     |
|--|-----|-----|-----|
| Considering my experience, education and training, I am satisfied with my job. | 86% | 89% | 87% |
| I believe a degree is required for career promotion.                           | 60% | 55% | 58% |
| If given the chance, I would choose this career again.                         | 85% | 88% | 90% |

**Table 23: MLA and MLT Percent Positive Satisfaction Score per Year**

| <b>MLA/MLT - Percent Positive Score (All participants)</b>                     | <b>2014</b> | <b>2015</b> | <b>2016</b> |
|--|-------------|-------------|-------------|
| The job meets my expectations.   | 91%         | 91%         | 88%         |
| My employer's expectations of me are at the right level.                       | 92%         | 88%         | 88%         |
| Guidance is available when I need it.  | 83%         | 87%         | 88%         |
| I did not feel any pressure to accept a job in my training site.               | 73%         | 78%         | 73%         |
| I have the job I wanted  | 77%         | 86%         | 77%         |
| I work in the discipline I wanted.   | 79%         | 87%         | 77%         |
| I prefer to work part-time.  | 20%         | 23%         | 18%         |
| Shift work was not a factor in my choosing my job.                             | 56%         | 51%         | 46%         |
| I live in the city/town I wanted.  | 73%         | 76%         | 70%         |
| I would move to another province for a job.                                    | 38%         | 31%         | 36%         |
| I would move to a rural community for a job.                                   | 33%         | 31%         | 35%         |
| I would move to another country for another job.                               | 26%         | 18%         | 19%         |
| Considering my experience, education and training, I am satisfied with my job. | 81%         | 85%         | 83%         |
| I believe a degree is required for career promotion.                           | 59%         | 54%         | 53%         |
| If given the chance, I would choose this career again.                         | 80%         | 79%         | 87%         |

**Table 24: 2016 - Percent Positive Overall Satisfaction Calculation**

| <b>2016 Results Overall Satisfaction</b> | <b>MLA</b> |            | <b>MLT</b>  |            | <b>All Participants</b> |            |
|--|------------|------------|-------------|------------|-------------------------|------------|
| Strongly Agree                           | 348        | 50%        | 742         | 52%        | 1090                    | 51%        |
| Somewhat Agree                           | 199        | 29%        | 469         | 33%        | 668                     | 31%        |
| Neutral                                  | 88         | 13%        | 143         | 10%        | 231                     | 11%        |
| Somewhat Disagree                        | 40         | 6%         | 63          | 4%         | 103                     | 5%         |
| Strongly Disagree                        | 21         | 3%         | 23          | 2%         | 44                      | 2%         |
| <b>% POSITIVE SCORE</b>                  | <b>696</b> | <b>79%</b> | <b>1440</b> | <b>84%</b> | <b>2136</b>             | <b>82%</b> |

**Table 25: 2015 - Percent Positive Overall Satisfaction Calculation**

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| 2015 Results<br>Overall Satisfaction | MLA        |            | MLT        |            | All Participants |            |
|--------------------------------------|------------|------------|------------|------------|------------------|------------|
| Strongly Agree                       | 160        | 43%        | 407        | 55%        | 567              | 51%        |
| Somewhat Agree                       | 137        | 37%        | 233        | 32%        | 370              | 34%        |
| Neutral                              | 47         | 13%        | 52         | 7%         | 99               | 9%         |
| Somewhat Disagree                    | 20         | 5%         | 34         | 5%         | 54               | 5%         |
| Strongly Disagree                    | 4          | 1%         | 10         | 1%         | 14               | 1%         |
| <b>% POSITIVE SCORE</b>              | <b>368</b> | <b>81%</b> | <b>736</b> | <b>87%</b> | <b>1104</b>      | <b>85%</b> |

**Table 26: 2014 - Percent Positive Overall Satisfaction Calculation**

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| 2014 Results<br>Overall Satisfaction | MLA        |            | MLT        |            | All Participants |            |
|--------------------------------------|------------|------------|------------|------------|------------------|------------|
| Strongly Agree                       | 109        | 41%        | 406        | 51%        | 515              | 48%        |
| Somewhat Agree                       | 87         | 33%        | 272        | 34%        | 359              | 34%        |
| Neutral                              | 51         | 19%        | 68         | 9%         | 119              | 11%        |
| Somewhat Disagree                    | 15         | 6%         | 42         | 5%         | 57               | 5%         |
| Strongly Disagree                    | 2          | 1%         | 12         | 2%         | 14               | 1%         |
| <b>% POSITIVE SCORE</b>              | <b>196</b> | <b>74%</b> | <b>678</b> | <b>85%</b> | <b>874</b>       | <b>82%</b> |