



**PROVINCIAL LABORATORY
MEDICINE SERVICES**
Provincial Health Services Authority

PLMS Medical Laboratory Week Speaker Series Session 1

CAMLPR: What Does it Mean for Me? April 14, 2025



We acknowledge with gratitude, that we are coming together from the traditional, ancestral and unceded territories of the Musqueam, Squamish and Tsleil-Waututh First Nations who have nurtured and cared for the lands and waters around us for all time. I would also like to acknowledge that you may be joining us from many places, near and far, and acknowledge the traditional owners and caretakers of these lands.



**PROVINCIAL LABORATORY
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PLMS Medical Laboratory Professionals Week Speaker Series 2025

Session 1: CAMLPR – What does it mean for me?

Land Acknowledgement

Craig Ivany

Welcome, Introductions

The Canadian Alliance of Medical Laboratory
Professionals Regulators (CAMLPR) Flexible Pathway

Brenda Jackson

Heather Kelly

Discussion and Q&A

All

Closing Remarks

Craig Ivany

Changes to Medical Laboratory Technologist (MLT) Certification in British Columbia

BC's adoption of the Canadian Alliance Medical Laboratory Professionals Regulators (CAMLPR) pathway marks a significant shift in MLT certification. This presentation explores what these changes mean for laboratory professionals across the province.

Heather Kelly, Sr. Director Laboratory Operations, VCH

Director Professional Practice, PLMS

Brenda Jackson, SED Clinical Laboratory Operations, PLMS

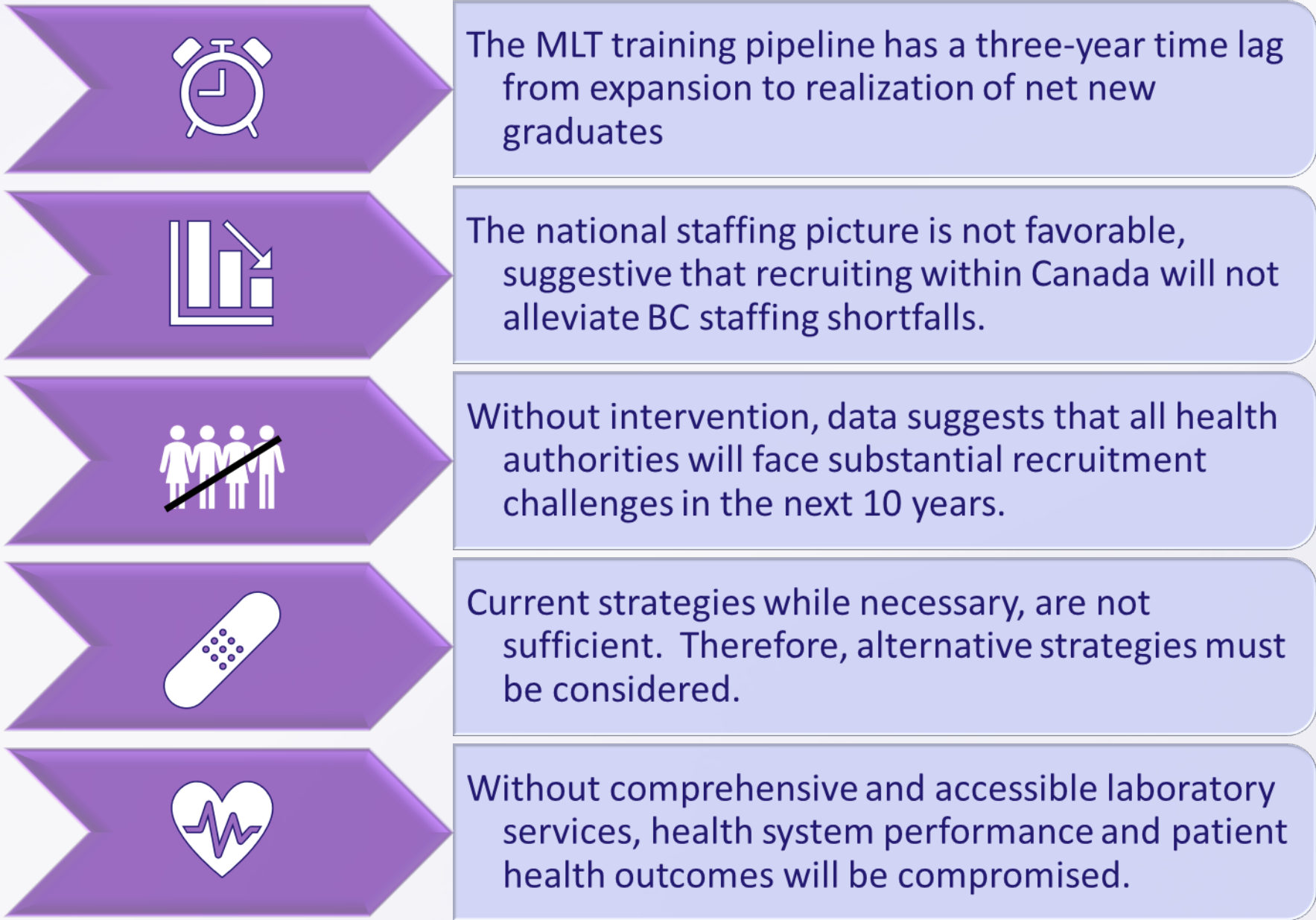


Current MLT Certification Process in BC

- 📋 In BC medical laboratory technologists (MLTs) train for 36 months through BCIT and College of New Caledonia (CNC).
- 📋 Medical laboratory professionals are unregulated in British Columbia.
- 📋 BC recognizes certification for the purposes of MLT employment through passing the Canadian Society for Medical Laboratory Science (CSMLS) certification.



Current state assessment



Current MLT Certification Landscape

1

CSMLS Leadership

The Canadian Society for Medical Laboratory Science has managed MLT certification for **80 years**.

2

Certification Requirements

BC requires CSMLS certification across all five disciplines to practice.

3

Workforce Challenges

Critical shortages have prompted demands for more flexible pathways.

4

CAMLPR Initiative

The Canadian Alliance Medical Laboratory Professionals Regulators (CMLPR) received federal funding to develop new certification approaches.



The Desired Provincial System Outcome

- Sustainable laboratory services across all disciplines and care contexts such that patients have access to all required laboratory services where and when they need it.
- A sufficient supply of Medical Laboratory Technologists, their equivalent, or equivalent substitute technologies that meets the demand for laboratory medicine services in all operational contexts while ensuring quality and safety.



Provincial decision CSMLS vs CAMLPR

Guiding coalition :

- Regional Health Authorities, Laboratory Operations Directors
- LifeLabs/Dynacare Operations
- Provincial Laboratory Medicine Services
- Ministry of Health
- Allied Health Policy Secretariat
- Ministry of Post-Secondary Education and Future Skills
- British Columbia Society of Laboratory Science (BCSLS)



Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR)

Regulating Medical Laboratory Professionals across Canada

The [Canadian Alliance of Medical Laboratory Professionals Regulators](#) (CAMLPR) represents provincial regulatory member organizations for Medical Laboratory Technologists (MLTs) across Canada.

CAMLPR has released [competency profiles](#) for MLT fields of practice. These profiles will support the MLT assessment and registration process in participating provinces and territories.

CAMLPR is launching new assessments for:

- Canadian-educated MLTs
- Internationally educated MLTs
- Applicants with related medical (or health) science education (e.g., BS in Biology)

CAMLPR Achieves Significant Milestones in Supporting MLT Applicants and Educators

January 14, 2025

The Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) represents provincial regulatory member organizations for Medical Laboratory Technologists in Canada.

CAMLPR is proud to announce several significant accomplishments in its efforts to create an accessible, equitable, affordable, and streamlined pathway for applicants seeking registration as Medical Laboratory Technologists (MLTs) in Canada.

Understanding CAMLPR

National Coalition

CAMLPR unites provincial regulatory bodies for medical laboratory professionals across Canada.

New Authority

Now responsible for the MLT National Competency Profile, entry-to-practice examinations and prior learning assessments.

Transformative Role

Creating flexible pathways to address critical workforce shortages in laboratories.

Key Dates

- **November 1, 2025:** All internationally educated MLTs and those with non-traditional education must begin using CAMLPR's new application and registration process. This includes:
 - Prior learning assessment
 - CAMLPR Field-of-Practice [Exams](#)
- **March 1, 2026:** The new CAMLPR assessments will apply to all registration applicants, including those who completed their MLT education in Canada.



- <https://camlpr.org/>

CAMLPR Fields of Practice: A Flexible Approach



Eight Specialized Fields

Chemistry, Hematology, Transfusion Medicine, Microbiology, Histology, Cytology, Cytogenetics, and Molecular Diagnostics.



Field-Specific Registration

Enables MLTs to register in specific fields to address workforce needs.



Domestic Student Path

Canadian graduates encouraged to pursue the General MLT exam.



Expanded Pathways

Introduces flexible options for non-traditional applicants.





Impact on BC Laboratories



Currently Certified MLTs

No changes for MLTs already certified in British Columbia.



Alignment with Standards

BC recognizes CAMLPR's competency profiles, aligning with DAP standards.



Expanded Recruitment

Opens pathways for candidates with related educational backgrounds.



Rural Workforce Solutions

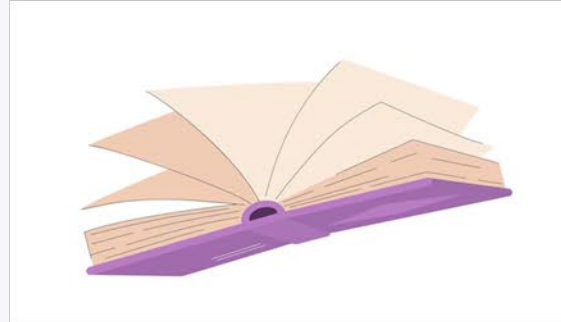
Enables tailored recruitment for underserved areas.

Opportunities, Considerations and Risks



Laboratory Practice

- "Subject MLTs" impact on rural sites
- Quality concerns in assessment transitions
- Practice-readiness of non-traditional backgrounds



Training and Education

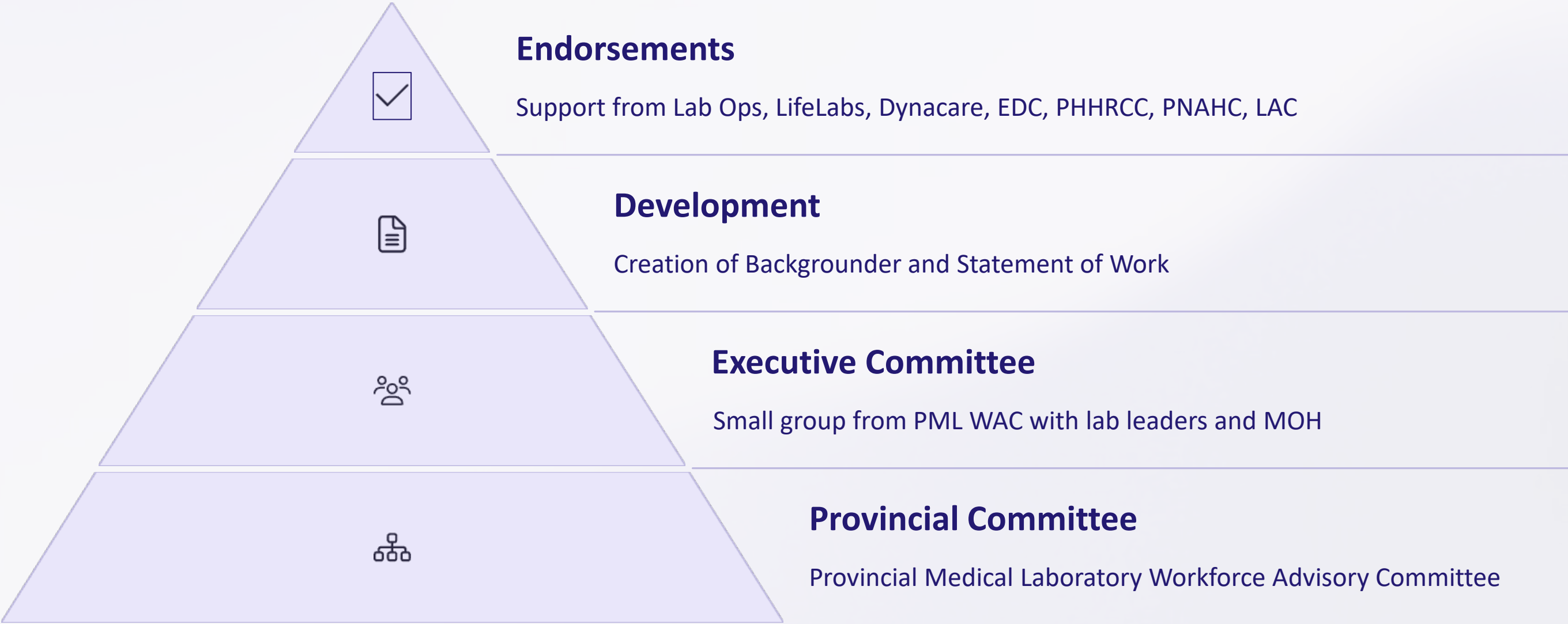
- Post-secondary institution readiness
- Competency gap analysis between systems
- CAMLPR creating DACUM resources



Labour Mobility

- Recruitment from other CAMLPR provinces
- Risk of isolation if BC doesn't align
- Impact on mobility of BC graduates

Decision-Making Process



In the absence of regulatory guidance in British Columbia, decision-making in this area has been primarily driven by employers.

Where are we at today? And what are next steps?



Strategy:

Leverage the provincial reach and relationships of PLMS to create working groups to ensure smooth transition

Time is Critical

Timeline

November 2025 for PLA applications,
March 2026 for first exams

Provincial Working Groups

PLMS establishing groups to lead
engagement strategy



Strategic Approach

Provincial strategy needed to adopt
CAMLPR Flexible Pathways

National Transition

CAMLPR forming transition team with
CSMLS

Questions & Discussion



Impact on Your Practice

How will these changes affect your daily work?



Regional Considerations

What unique challenges exist in your region?



Your Input

What questions or concerns do you have?