



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

# Medical Laboratory Professionals' Employment Report

## One Year Post Certification 2020

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## 1. Executive Summary

### Survey Purpose:

This survey examines the employment trends of medical laboratory professionals (MLPs) 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 respondents experience one year after certification and the pathways taken, including barriers and facilitators, to reach their goals. It provides an indication of the labour market's need for MLPs, as well as information for employers, academic programs, and students evaluating entrance into the profession.

### Participants:

Medical Laboratory Assistants (MLA) and Medical Laboratory Technologists (MLT; general, clinical genetics and cytotechnologists) who passed their CSMLS certification exam in 2020 are included in the analysis, and compared to previous years. Employment rates are determined one year after successful completion of the exam in 2020. A total of 1059 unique certified graduates completed the certification exam in 2020, resulting in a 21% (221/1059) participation rate (MLA = 14%, 56/403; MLT =25%, 165/656). The number of new certified MLAs dropped by 129 people in 2020, in comparison to 2019. Participation rates are also slightly lower than previous years for both MLAs and MLTs.

### Methodology:

The survey was administered via SurveyMonkey approximately 12 months after the respondent's certification date.

### Results:

86% (48/56) of MLAs indicated that they were employed at the time of the survey, with 77% working in a job at their certification level. 71% of those employed at their certification level obtained a position by three months, 21% being permanent. By six months this increased to 90%, with 37% permanent positions. Overall, MLA employment at certification level is 10% higher for the 2020 cohort in comparison to the previous year, and this has maintained an upwards trajectory for the past 5 years. The 5-year averages of permanent and temporary positions obtained by MLAs within the first year are 68% permanent and 32% temporary. This has remained consistent, within the margin of error, for the past 5 years. 36% of MLA respondents indicated they wanted to remain with the same department and organization for more than 5 years. This decreased by 10% since the previous year, but also remains consistent with the 5-year average.

Regarding the trend of employers hiring newly certified MLA graduates in less secure positions as noted in previous years, this generally remains true. Using MLTs as the benchmark, MLAs remain more likely to be hired into a temporary (13%) or casual position (25%) as their primary employment type. However, MLAs are more likely to prefer to work part time, by 14% in 2020, and this is a preference that would also influence the decision to take on positions that are regarded as less secure. Furthermore, 52% of MLAs indicate that they prefer to work full time, with a 14% margin of error. While, 40% are working full time. This, although on the low side, is within range of that satisfaction score.

98% (159/163) of MLTs indicated that they were employed at the time of the survey, with 99% working in a job at their certification level. Overall, 97% of all MLT respondents indicated they were employed at certification level and this is consistent with the previous 4 years. 77% of those employed at their

certification level obtained a position by three months, 46% being permanent. By six months this increased to 93%, with 63% permanent positions.

31% of MLT respondents indicated they wanted to remain with the same department and organization for more than 5 years. Those wishing to remain with the same organization for more than 5 years, but had already changed departments was 8% higher for the 2020 cohort, at 14%, in comparison to the previous 3-year average.

#### Key Findings:

- Derived employment satisfaction scores for both MLA and MLT respondents remain consistent with their 5-year averages and are 81% and 85% satisfied, respectively.
- Overall, employment trends for MLAs and MLTs remain consistent with previous years.
- One-year post certification, a large share of MLAs (44%) and MLTs (52%), are employed at the site they completed their clinical placement, which demonstrates the influence their training has on employment prospects. In contrast to the 2021 CSMLS Mental Health [report](#), both MLAs and MLTs certified in 2020 are less likely to indicate they are seeking a new job in comparison to the organization as a whole.
- MLTs who are seeking a new job because they want to work more hours decreased and those wanting to work fewer hours increased. Although these values remain within range of the 5-year average, it is in line with the anticipated impact from the COVID-19 pandemic on the workforce.
- The 2020 MLAs selection of 'hospitals' as their work setting was 12% above the 5-year average. Though the labour trend for MLAs over the past 5-years is shifting towards hospital setting vs private lab/clinic, a more pronounced change was noted in 2020.
- A lesser share of permanent full time and part time positions were available for MLAs. Yet no decrease in permanent positions overall was found. This suggests the perception of permanent-casual employment.

## 2. Introduction to the Newly Certified Graduate Employment Survey: 2020

### Survey Purpose:

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

### Survey Design History:

**Table 1.** Chronological List of Changes to the Survey

Dissemination	Certification	Comments
2014	2013	Evaluation and redesign of survey was initiated with small question changes implemented in calendar year 2015.  Data collection within calendar 2014 and prior may not be comparable to current survey questions
2015	2014	Survey changes implemented.
2016	2015	Internal processes were updated and survey methodology was reviewed.  Additional changes to be implemented in 2017 with minimal impact on question structure.  Renamed to the Newly Certified Graduate Employment survey.
2017	2016	Methodology improvements were made, which resulted in the approximate doubling of participation rate.
2018	2017	The question "Are you still employed by the first department and organization you work with after graduation?" was added.
2022	2020	CSMLS Employment Report - One Year Post Certification

### Survey Dissemination:

The survey was sent to all CSMLS certification exam candidates who successfully passed their exam in the specified year and was administered via SurveyMonkey approximately 12 months after the respondent's certification date. A request to participate in the survey was sent to respondents, who were contacted by email from a list generated via iMIS query.

### Participation Rates:

Medical Laboratory Assistants (MLA) and Medical Laboratory Technologists (MLT; general, clinical genetics and cytotechnologists) who passed their CSMLS certification exam in 2020 are included in the analysis. A total of 1059 unique certified graduates completed their certification exam in 2020, resulting in a 21% (221/1059) participation rate (MLA = 14%, 56/403; MLT =25%, 165/656). The number of new certified MLAs dropped by 129 people in 2020, in comparison to 2019. Participation rates are also slightly

lower than previous years for both MLAs and MLTs, a finding which was noted in the previous year as well.

**Table 2.** Survey Participation Rates

	2016	2017	2018	2019	2020
Medical Laboratory Assistant (MLA)	160	146	117	94	56
MLA Exam Passes	625	590	684	532	403
General Medical Laboratory Technologist (MLT)	203	229	188	193	160
Clinical Genetics Technologist (MLT)	5	8	5	8	4
Diagnostic Cytotechnologist (MLT)	2	4	5	4	1
MLT total	210	241	198	205	165
MLT Exam Passes	632	616	636	652	656

The MLT subgroups were combined for the analysis due to the vast majority being general MLTs. This process is consistent with previous years' analysis. Survey questions are not a mandatory and thus, some n values (number of respondents) differ between questions.

**Membership Status:**

The majority of graduates were CSMLS members at the time of their survey: 73% (41/56) of MLAs and 78% (127/163) of MLTs.

**Data Inclusion and Considerations:**

- Any changes to data analysis methods or presentation have been applied retroactively for each year represented in the report to ensure an accurate comparison to the previous years can be made.
- In some instances, respondents did not answer every question contained within the survey. The Individual responses collected were not excluded on the basis of coming from an incomplete survey.
- An investigation of duplicate survey answers from the same IP addresses is described in the 2019 report. The findings supported that a duplicate IP address, alone, is not a sufficient reason to exclude a data set.

### 3. Academic Demographics

#### Location of Education:

For MLAs, 93% (52/56) were Canadian trained with the balance being internationally trained. Ontario remained the province where the largest number of respondents received training, at 45%. This trend has been consistent for the past 5 years (**Table 3**). However, the demographics inside Ontario have changed. In previous years, Medix, was selected most frequently as the respondent's institution, but this was not the case for the 2020 cohort. Rather, several institutions throughout Canada contributed more evenly to educating MLAs, with a number of those institutions found in Ontario (**Table 4**).

**Table 3.** MLA Education by Province

	2016		2017		2018		2019		2020		Ave.
Alberta	30	19%	30	21%	16	14%	11	12%	11	20%	17%
British Columbia	5	3%	6	4%	1	1%	2	2%	0	0%	2%
Manitoba	10	6%	17	12%	8	7%	6	7%	5	9%	8%
New Brunswick	11	7%	9	6%	7	6%	2	2%	5	9%	6%
Newfoundland	3	2%	4	3%	3	3%	1	1%	0	0%	2%
Nova Scotia	9	6%	11	8%	13	11%	15	16%	5	9%	10%
Ontario	76	49%	58	40%	54	47%	47	51%	25	45%	46%
Quebec	0	0%	0	0%	0	0%	0	0%	0	0%	0%
Saskatchewan	1	1%	3	2%	4	3%	2	2%	1	2%	2%
International	11	7%	8	5%	9	8%	6	7%	4	7%	7%
Total	156		146		115		92		56		100%

**Table 4. MLA Education by Institution**

	2016		2017		2018		2019		2020		Ave.
ABES (Alberta Business and Educational Services), AB	0	0%	1	1%	0	0%	0	0%	2	4%	1%
Algonquin Careers Academy, ON	5	3%	4	3%	1	1%	5	5%	4	7%	4%
Anderson College, ON	0	0%	9	6%	8	7%	8	9%	5	9%	6%
Cambrian College, ON	0	0%	0	0%	2	2%	0	0%	0	0%	0%
Camosun College Victoria, BC	0	0%	1	1%	0	0%	0	0%	0	0%	0%
Cape Breton Business College (CBBC), NS	6	4%	5	3%	10	9%	10	11%	5	9%	7%
CCNB - Edmundston, CESAB, NB	1	1%	0	0%	0	0%	0	0%	0	0%	0%
Centennial College, ON	14	9%	10	7%	5	4%	6	6%	4	7%	7%
Collège Communautaire du Nouveau-Brunswick, NB	0	0%	0	0%	1	1%	0	0%	0	0%	0%
College of the North Atlantic, NL	3	2%	4	3%	3	3%	1	1%	0	0%	2%
Confederation College, ON	6	4%	3	2%	1	1%	1	1%	1	2%	2%
Everest College, ON	1	1%	0	0%	0	0%	0	0%	0	0%	0%
Herzing College, MB	4	3%	10	7%	1	1%	2	2%	1	2%	3%
Medix, ON	30	19%	17	12%	15	13%	11	12%	3	5%	12%
Michener Institute/Mohawk College, ON	2	1%	4	3%	1	1%	1	1%	0	0%	1%
MTI Community College, BC	1	1%	3	2%	0	0%	0	0%	0	0%	1%
National Academy of Health and Business, ON	0	0%	4	3%	1	1%	2	2%	0	0%	1%
National Academy, ON	5	3%	0	0%	0	0%	0	0%	0	0%	1%
Neeginan Institute, MB	1	1%	0	0%	0	0%	0	0%	0	0%	0%
New Brunswick Community College, NB	2	1%	5	3%	0	0%	1	1%	1	2%	2%
North Alberta Institute of Technology, AB	16	10%	16	11%	3	3%	3	3%	5	9%	7%
Nova Scotia Community College, NS	3	2%	6	4%	3	3%	5	5%	0	0%	3%
Ontario Business College, ON	0	0%	1	1%	0	0%	0	0%	0	0%	0%
Other (Canadian)	2	1%	0	0%	1	1%	1	1%	0	0%	1%
Other (International)	11	7%	8	5%	9	8%	6	6%	4	7%	7%
Oulton College, NB	8	5%	4	3%	6	5%	1	1%	4	7%	4%
Oxford College of Arts, Business, and Technology, ON	0	0%	0	0%	0	0%	0	0%	1	2%	0%
Red Deer Community College, AB	4	3%	0	0%	8	7%	2	2%	2	4%	3%
Red River College, MB	0	0%	1	1%	0	0%	0	0%	0	0%	0%
Robertson College, MB	5	3%	6	4%	7	6%	4	4%	4	7%	5%
Royal Alexandra Hospital, AB	0	0%	0	0%	1	1%	0	0%	0	0%	0%
Saskatchewan Polytechnic, SK	1	1%	3	2%	4	3%	2	2%	1	2%	2%
Southern Alberta Institute of Technology, AB	10	6%	13	9%	4	3%	6	6%	2	4%	6%
St Clair College, ON	7	4%	3	2%	2	2%	1	1%	5	9%	4%
St Lawrence, ON	6	4%	3	2%	6	5%	9	10%	2	4%	5%
Stenberg College, BC	0	0%	0	0%	1	1%	0	0%	0	0%	0%
Thompson University, BC	3	2%	2	1%	0	0%	1	1%	0	0%	1%
Vancouver Community College, BC	1	1%	0	0%	0	0%	1	1%	0	0%	0%
Westervelt College, ON	0	0%	0	0%	12	10%	3	3%	0	0%	3%
<b>Total</b>	<b>158</b>		<b>146</b>		<b>116</b>		<b>93</b>		<b>56</b>		

For MLTs, 90% (148/164) were Canadian trained with the balance being internationally trained. Ontario remained the province where the largest number of respondents received training, at 33%. This trend has been consistent for the past 5 years (**Table 5**). The Michener Institute of Education at UHN, in Ontario, was selected most frequently as the respondent's place of education. This has also been consistent for the past 5 years, but at the same time, a growing number of respondents have selected other institutions throughout Canada. The result is a fairly even distribution across the country (**Table 6**).

**Table 5.** MLT Education by Province

	2016		2017		2018		2019		2020		Ave.
Alberta	42	20%	59	25%	38	20%	44	22%	29	18%	21%
British Columbia	18	9%	23	10%	20	10%	32	16%	22	13%	12%
Manitoba	7	3%	17	7%	11	6%	14	7%	6	4%	5%
New Brunswick	9	4%	7	3%	6	3%	5	2%	9	5%	4%
Newfoundland	3	1%	6	3%	7	4%	4	2%	6	4%	3%
Nova Scotia	7	3%	1	0%	10	5%	7	3%	13	8%	4%
Ontario	92	45%	83	35%	77	40%	65	32%	54	33%	37%
Quebec	6	3%	12	5%	5	3%	8	4%	3	2%	3%
Saskatchewan	0	0%	11	5%	6	3%	8	4%	6	4%	3%
International	22	11%	20	8%	11	6%	17	8%	16	10%	9%
Total	206		239		191		204		164		100%

**Table 6.** MLT Education by Institution

	2016		2017		2018		2019		2020		Ave.
British Columbia Institute of Technology (BCIT), BC	11	5%	17	7%	15	8%	27	13%	17	10%	9%
Cambrian College, ON	9	4%	10	4%	8	4%	11	5%	5	3%	4%
Cégep de l'Outaouais, QC	1	0%	1	0%	1	1%	2	1%	0	0%	0%
Cégep de Rimouski, QC	0	0%	2	1%	0	0%	0	0%	0	0%	0%
Collège communautaire du Nouveau-Brunswick, NB	0	0%	2	1%	3	2%	1	0%	4	2%	1%
Collège de Rosemont, QC	0	0%	1	0%	0	0%	0	0%	0	0%	0%
College of New Caledonia (CNC), BC	7	3%	6	3%	5	3%	5	2%	5	3%	3%
College of the North Atlantic (CNA), NL	3	1%	6	3%	7	4%	4	2%	6	4%	3%
Dalhousie University, NS	1	0%	0	0%	0	0%	0	0%	0	0%	0%
Dawson College, QC	5	2%	8	3%	4	2%	6	3%	3	2%	3%
Diagnostic Svs of MB School of Diagnostic Cytology, MB	1	0%	0	0%	0	0%	0	0%	0	0%	0%
Mohawk College, ON	12	6%	4	2%	5	3%	0	0%	0	0%	2%
New Brunswick Community College (NBCC) NB	9	4%	5	2%	3	2%	4	2%	5	3%	3%
Northern Alberta Institute of Technology (NAIT), AB	9	4%	17	7%	8	4%	15	7%	4	2%	5%
Nova Scotia Community College (NSCC), NS	6	3%	1	0%	10	5%	7	3%	13	8%	4%
Other (International)	22	11%	20	8%	11	6%	17	8%	16	10%	9%
Red River College, MB	6	3%	17	7%	11	6%	14	7%	6	4%	5%
Saskatchewan Institute of Applied Science and Technology (SIAST), SK	0	0%	10	4%	0	0%	0	0%	0	0%	1%
Saskatchewan Polytechnic (SaskPoly), SK	0	0%	1	0%	6	3%	8	4%	6	4%	2%
Southern Alberta Institute of Technology (SAIT), AB	26	13%	37	15%	18	9%	19	9%	16	10%	11%
St Clair College, ON	7	3%	5	2%	8	4%	11	5%	5	3%	4%
St Lawrence College, ON	9	4%	12	5%	6	3%	4	2%	13	8%	4%
The Michener Institute of Education at UHN, (TMI) ON	43	21%	41	17%	42	22%	29	14%	22	13%	18%
University of Alberta, AB	7	3%	5	2%	12	6%	10	5%	9	5%	4%
University of Ontario Institute of Technology (UOIT), ON	12	6%	11	5%	8	4%	10	5%	9	5%	5%
Total	206		239		191		204		164		100%

## Prior Education:

Combining national and international training programs for MLAs, all respondents indicated that they had completed high school or some form of post-secondary education. In some instances, when other post-secondary institutions were selected, the option to select high school was left blank. Attaining a Bachelor's degree was the single most prominent form of post-secondary education, at 34%. 70% achieved qualifications considered between a high school diploma and a Bachelor's degree (note that there are numerous categories within this demographic), and 9% completed a Master's degree. The number of incomplete qualifications, primarily university degrees, is at 27% and is higher than the 5-year average. All other values obtained for the 2020 MLA cohort are shown in **Table 7** and are consistent with their 5-year averages.

**Table 7.** MLA Prior Education Achievements

		2016	2017	2018	2019	2020	Av.
<b>Trade or vocational diploma or certificate</b>		18 12%	14 10%	27 24%	22 24%	12 21%	18%
	Canada	13	14	18	12	6	
	International	5		9	10	6	
<b>Community college or CEGEP certificate or diploma</b>		28 18%	17 12%	31 27%	27 29%	9 16%	21%
	Canada	22	17	23	19	5	
	International	6		8	8	4	
<b>Technical institute diploma or certificate</b>		20 13%	12 9%	21 18%	15 16%	12 21%	16%
	Canada	14	12	10	6	9	
	International	6		11	9	3	
<b>University diploma or certificate below bachelor's degree</b>		19 12%	5 4%	20 18%	23 25%	6 11%	14%
	Canada	5	5	6	7	1	
	International	14		14	16	5	
<b>Bachelor's degree (e.g., B.A./B.Sc./B.Ed./B.AppSc)</b>		56 36%	22 16%	45 39%	36 39%	19 34%	33%
	Canada	21	22	20	13	9	
	International	35		25	23	10	
<b>Diploma or certificate between Bachelor's and Master's</b>		12 8%		17 15%	14 15%	5 9%	9%
	Canada	1		5	4		
	International	11		12	10	5	
<b>Master's degree (e.g., M.A./M.Sc./M.Ed./M.B.A./M.A.Sc)</b>		14 9%		13 11%	9 10%	5 9%	8%
	Canada	2		2			
	International	14		11	9	5	
<b>Other Completed</b>		5 3%	1 1%	3 3%	4 4%	3 5%	3%
<b>Incomplete</b>		25 16%	24 17%	21 18%	15 16%	15 27%	19%
Refresher, Bridging, or Continuing Education Courses		2		1	2	1	
Certificate or Diploma		2	1		2	1	
University Degree		13	18	10	7	9	
Graduate Degree				2		1	
Other		8	5	8	4	3	

Similarly, for MLTs, when combining national and international training programs all respondents indicated that they had completed high school or some form of post-secondary education and in some instances, when other post-secondary institutions were selected, the option to select high school was left blank. Results obtained for the 2020 MLT cohort are consistent with their 5-year averages as shown in **Table 8**. Attaining a Bachelor's degree was the most prominent form of post-secondary education, at 58%. 47% achieved qualifications considered between a high school diploma and a Bachelor's degree (note that there are numerous categories within this demographic), and 11% completed a Master's degree. The number of incomplete qualifications, primarily university degrees, is at 14%.

**Table 8.** MLT Prior Education Achievements

		2016	2017	2018	2019	2020	Av.
<b>Trade or vocational diploma or certificate</b>		20 10%	14 6%	12 6%	13 6%	16 10%	8%
	Canada	10	14	6	6	8	
	International	10		6	7	8	
<b>Community college or CEGEP certificate or diploma</b>		16 8%	13 5%	18 10%	25 12%	17 10%	9%
	Canada	10	13	13	18	12	
	International	6		5	7	5	
<b>Technical institute diploma or certificate</b>		24 12%	21 9%	17 9%	31 15%	19 12%	11%
	Canada	15	21	14	26	13	
	International	9		3	5	6	
<b>University diploma or certificate below bachelor's degree</b>		30 15%	14 6%	23 12%	22 11%	24 15%	12%
	Canada	12	14	9	7	12	
	International	18		14	15	12	
<b>Bachelor's degree (e.g., B.A./B.Sc./B.Ed./B.AppSc)</b>		120 60%	95 40%	115 61%	113 56%	95 58%	55%
	Canada	86	95	78	80	69	
	International	34		37	33	26	
<b>Diploma or certificate between Bachelor's and Master's</b>		6 3%	2 1%	10 5%	10 5%	8 5%	4%
	Canada	1	2	1	1	1	
	International	5		9	9	7	
<b>Master's degree (e.g., M.A./M.Sc./M.Ed./M.B.A./M.A.Sc)</b>		19 10%	8 3%	14 7%	14 7%	18 11%	8%
	Canada	8	8	4	5	5	
	International	11		10	9	13	
<b>Other Completed</b>		6 3%	3 1%	4 2%	4 2%	2 1%	2%
<b>Incomplete</b>		40 20%	52 22%	34 18%	30 15%	23 14%	18%
Refresher, Bridging, or Continuing Education Courses		7	9	3	1		
Certificate or Diploma			3	2	7	4	
University Degree		23	32	21	19	14	
Graduate Degree			1	3			
Other		10	7	5	3	5	

#### 4. Employment Status

One Year Post-Certification Employment Status:

86% (48/56) of MLAs indicated that they were employed at the time of the survey, with 90% of those employed stating they were working in a job at their certification level. The MLA employment rate at certification level as calculated in **Table 9**, is at 77% for the 2020 cohort, and has increased since 2016.

**Table 9.** MLA Employment at Certification Level

**Are you currently Employed?**

	2016		2017		2018		2019		2020	
Yes	110	71%	104	74%	88	77%	71	77%	48	86%
No	46		36		26		21		8	

**Employed at certification level?**

	2016		2017		2018		2019		2020	
Yes	89	81%	91	88%	78	89%	62	87%	43	90%
No	21		13		10		9		5	

**Total of employment rate at certification level**

	2016	2017	2018	2019	2020
%	57%	65%	68%	67%	77%

= (# employed at certification level / total # of respondents)\*100%

Insight into the reasons MLAs were not currently working at their certification level is provided in **Table 10**. The number one reason in 2020 was that no jobs were available, for which over half (4/7) would also not consider moving to find a job. This supports location as a root cause towards these respondents not working at certification level.

**Table 10.** Reasons why MLAs are not currently working at Certification Level

	2016		2017		2018		2019		2020	
Alternate Career Path	2	3%	3	6%	1	3%	5	17%	1	8%
Can't find a job / no jobs available	45	67%	30	61%	25	74%	23	77%	7	54%
Furthering education / studying	12	18%	3	6%	4	12%	1	3%	3	23%
Lack of (Canadian) Experience	1	1%								
Personal / Family Reasons	5	7%	7	14%	2	6%	1	3%	1	8%
Temporarily between jobs / expecting job soon	2	3%	6	12%	2	6%			1	8%

98% (159/163) of MLTs indicated that they were employed at the time of the survey, with 99% of those employed stating they were working in a job at their certification level. The MLT employment rate at certification level as calculated in **Table 11**, is at 97% for the 2020 cohort, and has remained consistent for the last 5 years. Slight increases are noted since 2016, but these are still within the margin of error.

**Table 11. MLT Employment at Certification Level**

**Are you currently Employed?**

	2016		2017		2018		2019		2020	
Yes	190	95%	226	95%	183	97%	196	97%	159	98%
No	10		11		6		6		4	

**Employed at certification level?**

	2016		2017		2018		2019		2020	
Yes	185	97%	216	96%	182	99%	193	99%	158	99%
No	5		9		1		2		1	

**Total of employment rate at certification level**

	2016	2017	2018	2019	2020
%	93%	92%	96%	96%	97%

= (# employed at certification level / total # of respondents)\*100%

Insight into the reasons MLTs were not currently working at their certification level is provided in **Table 12**. Two indicated that no jobs were available. Both respondents confirmed they would consider moving to find a job, but only one stated that they were currently looking for work.

**Table 12. Reasons why MLTs are not currently working at Certification Level**

	2016		2017		2018		2019		2020	
Can't find a job / no jobs available	15	100%	13	65%	3	43%	2	25%	2	40%
Furthering education / studying			1	5%	1	14%	1	13%		
Lack of (Canadian) Experience			6	30%			1	13%		
Personal / Family Reasons							2	25%	1	20%
Temporarily between jobs / expecting job soon							3	43%	2	40%

Number of Positions at Certification Level:

84% of MLAs work at one position, which is on par with the previous 2 years. Prior to 2018, MLAs were slightly more likely to work more than one job. 2020 respondents indicated a reduction in the number of MLAs working 3 or more jobs.

**Table 13. Number of Positions at Certification Level for MLAs**

	2016		2017		2018		2019		2020	
1	69	78%	62	69%	63	81%	50	81%	36	84%
2	17	19%	26	29%	13	17%	9	15%	7	16%
+3	3	3%	2	2%	2	3%	3	5%	0	0%

88% of MLTs work at one position, which is on par with the previous 5 years. Respondents working 2, or 3+ jobs have also remained the same as previous years' values.

**Table 14. Number of Positions at Certification Level for MLTs**

	2016		2017		2018		2019		2020	
1	159	86%	188	87%	162	90%	169	88%	136	88%
2	25	14%	23	11%	17	9%	21	11%	18	12%
+3	1	1%	4	2%	1	1%	3	2%	1	1%

## Manner of Employment:

Respondents were asked to describe their employment in terms of permanent, temporary, full time, part time and casual. For the purpose of analysis, one employment type was selected as the primary mode of employment and was determined first by permanency, second by full/part time status and third, casual status. Supplementary employment represents one or more additional jobs held by the respondent that ascribe to the same ranking system.

MLAs in the 2020 cohort indicated their work was primarily casual (29%), at a percentage that has remained consistent for the past 5 years. Permanent full and part time positions were selected less often than the previous years, giving way to temporary full-time status as a the second most common manner of employment. Supplementary employment for MLAs in 2020 was made up of extra causal shifts or temporary part time employment. In section **8. MLP Satisfaction** (*vide infra*), 52% of MLAs indicate that they prefer to work full time, with a 14% margin of error. Here we find 40% are working full time, and this although on the low side, is within range of that satisfaction score. In all, the 2020 data suggests a reversion to MLAs being employed into less secure positions. However, the arrival of the COVID-19 pandemic may have also influenced this by causing instability in work, particularly for MLAs.

**Table 15.** Manner of Employment for MLAs

<b>Employment type</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Permanent full time	16%	16%	16%	24%	14%
Permanent part time	25%	34%	39%	35%	21%
Temporary full time	13%	13%	8%	8%	26%
Temporary part time	16%	9%	9%	6%	10%
Casual	30%	28%	29%	26%	29%

<b>Supplementary employment</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total	3%	6%	4%	3%	10%
Permanent part time	2%	0%	0%	0%	0%
Temporary full time	0%	0%	0%	0%	0%
Temporary part time	0%	0%	0%	0%	5%
Casual	1%	6%	4%	3%	5%

MLTs in the 2020 cohort indicated their work was primarily permanent full time (48%) or part time (25%). And these percentages have remained consistent for the past 5 years. Supplementary employment positions, primarily casual shifts, were held evenly between those two groups, which is also consistent with responses obtained for previous years.

**Table 16.** Manner of Employment for MLTs

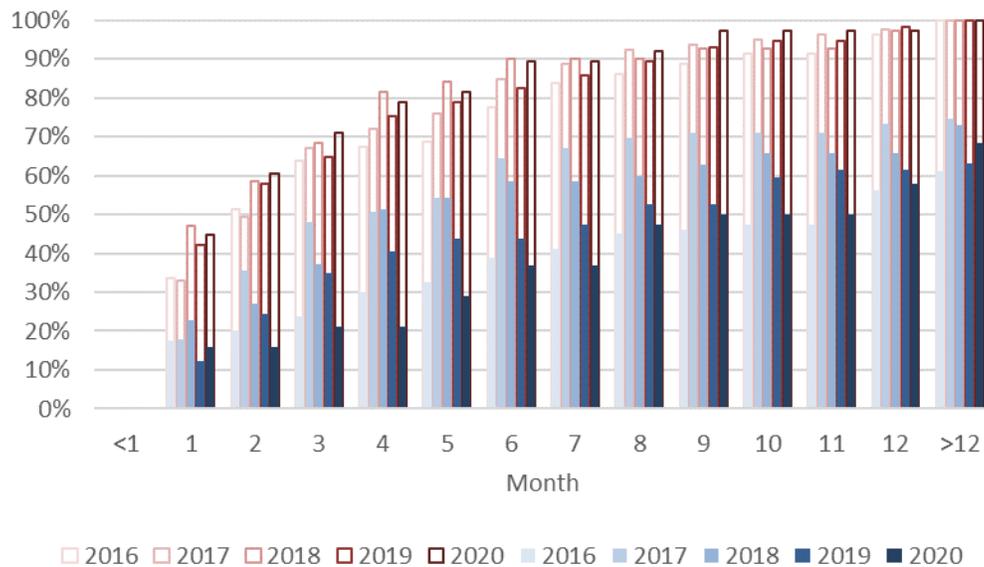
<b>Employment type</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Permanent full time	48%	44%	41%	46%	48%
Permanent part time	24%	26%	27%	25%	25%
Temporary full time	15%	19%	16%	14%	21%
Temporary part time	3%	5%	10%	7%	2%
Casual	9%	6%	6%	7%	4%

<b>Supplementary employment</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Total	8%	3%	7%	9%	8%
Permanent part time	1%	0%	0%	1%	1%
Temporary full time	1%	0%	1%	2%	2%
Temporary part time	1%	0%	1%	1%	1%
Casual	5%	3%	5%	6%	5%

### Length of Time to Find Employment at Certification Level:

Of those employed at their certification level, 14% (8/57) of MLAs were working in a permanent position within three months and 37% by 6 months, which are the lowest values for those time periods in 5 years. By the 12-month period the share of permanent positions matches the 5-year average of 68%, indicating MLAs were secured permanent positions at a slower rate (**Figure 1**).

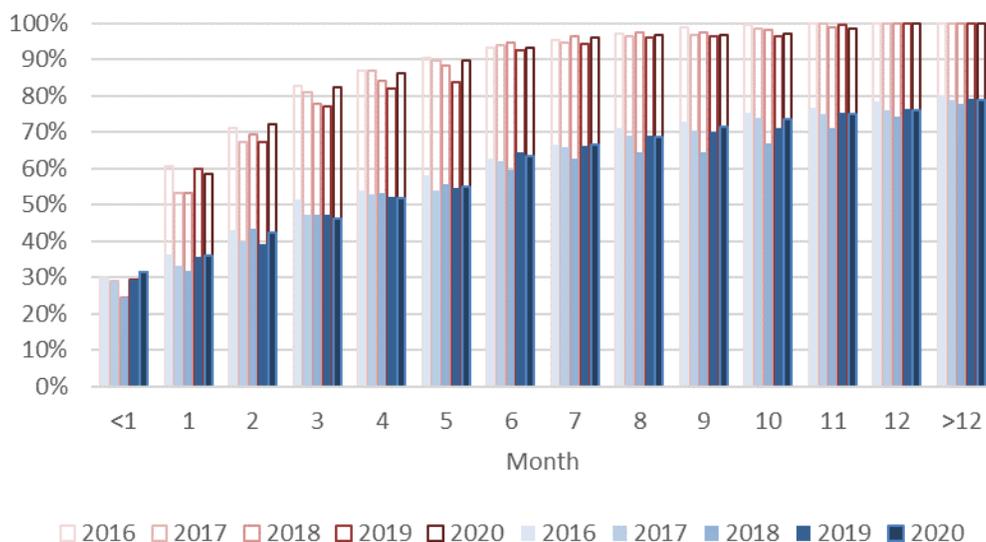
The finding that the share of permanent positions matches the 5-year average contradicts the quantification of permanent positions in the previous section “Manner of Employment”, where a decrease was found for the 2020 group. A large share of MLAs who indicated their employment status was “casual” in the previous section, also express that these positions are permanent when answering this question about how long it took to find their job. Together, the data supports 1) the perception of a permanent-casual employment model; and since the numbers are comparable to the 5-year averages, 2) this manner of employment existed in previous years and 3) these positions would be similarly secure as previous years.



**Figure 1.** MLA Employment at Certification Level 2016-2020. Permanent (blue) and total employment (red).

Of those employed at their certification level, 46% (68/147) of MLTs were working in a permanent position within three months, 63% by 6 months, and 79% by the 12-month period. The employment trends regarding time required to find employment at certification level remain entirely consistent with the previous 4 years as shown in **Figure 2**.

A similar discrepancy regarding a permanent-casual employment appears to be true for MLTs, but there are far fewer MLTs who indicated their primary manner of employment was casual, so the effect is less pronounced.



**Figure 2.** MLT Employment at Certification Level 2016-2020. Permanent (blue) and total employment (red).

## 5. Employment Demographics

### Employment Setting:

MLAs indicate the majority (53%, 25/47) of positions they hold are in hospitals, followed by private laboratories or clinics at 21%. The 2020 MLAs selection of hospitals was 12% above the 5-year average, and a proportional decrease in private laboratories and clinics also occurred.

**Table 17.** MLA Employment Setting

	2016	2017	2018	2019	2020	Av.
Hospital	44%	46%	48%	49%	62%	50%
Private Laboratory or Clinic	39%	37%	36%	30%	21%	33%
Public Health Laboratory	7%	8%	9%	12%	13%	10%
Government Laboratory	3%	5%	2%	5%	4%	4%
Other	7%	3%	4%	3%	0%	3%
n	100	99	89	73	47	

MLTs also indicate the majority (79%, 133/168) of positions they hold are in hospitals, followed by private laboratories or clinics at 13%. Hospitals have remained the overwhelming majority for the past five years, and all other results are consistent with their 5-year averages as well.

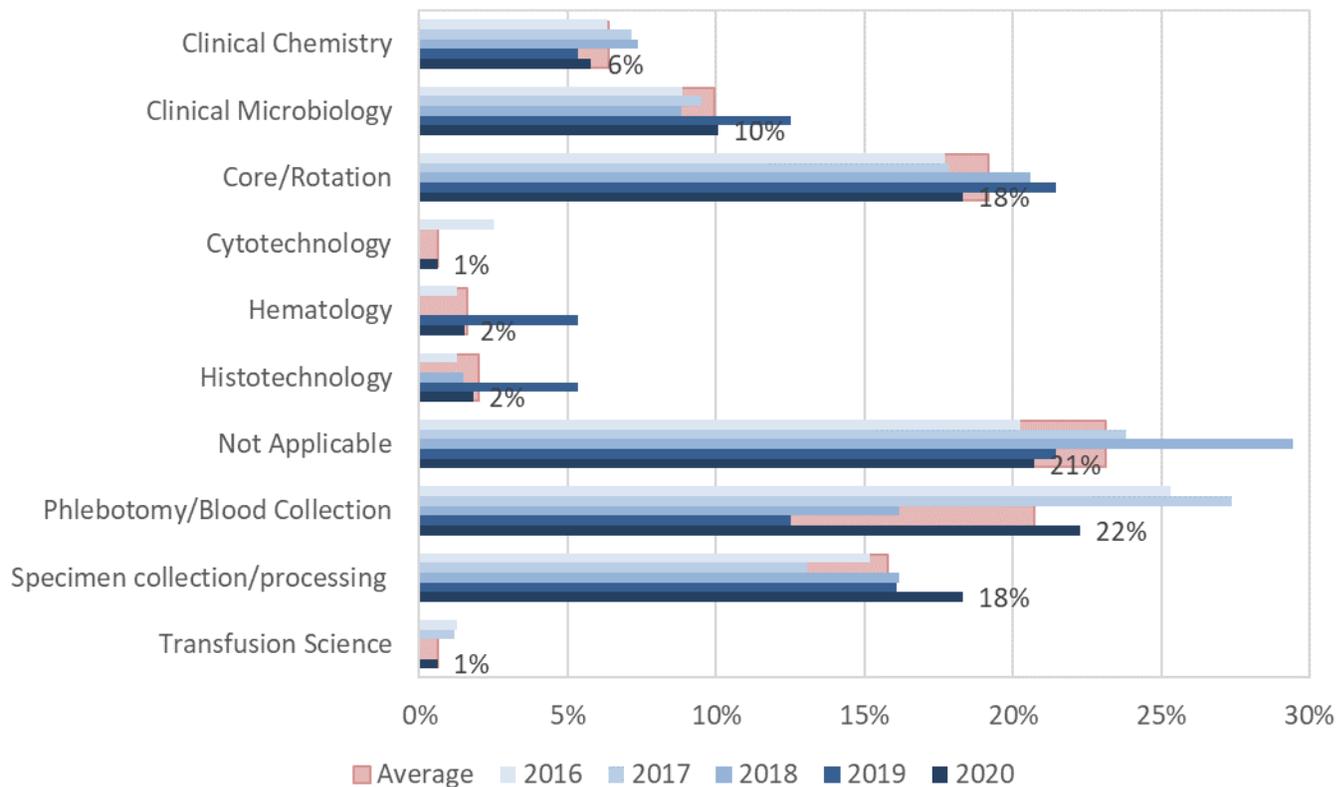
**Table 18.** MLT Employment Setting

	2016	2017	2018	2019	2020	Av.
Hospital	71%	76%	80%	70%	79%	75%
Private Laboratory or Clinic	16%	13%	13%	14%	10%	13%
Public Health Laboratory	8%	5%	4%	10%	8%	7%
Government Laboratory	4%	4%	2%	5%	2%	3%
Other	1%	2%	1%	1%	1%	1%
n	198	210	179	214	168	

Discipline:

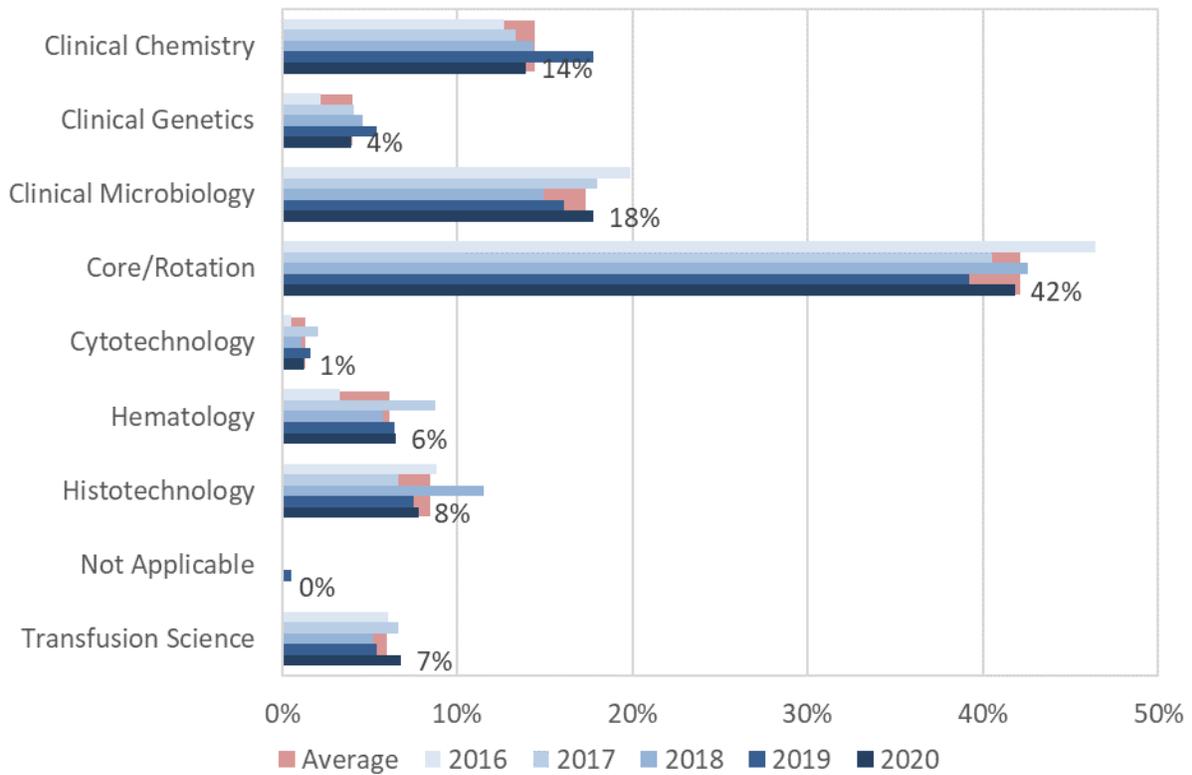
In 2020 'Phlebotomy/Blood Collection' was the discipline most frequently selected by MLAs at 22%. All results obtained (**Figure 3**) are within 2% of their 5-year averages and appear consistent with previous years.

At 21%, 'not applicable' remains a common response and indicates an area of the survey that does not accurately reflect the experience of MLAs. The response to the survey question will be changed to 'Not Applicable (please specify)' with a prompt to provide more information. This change will provide insight and enable us to better assess the work environment MLAs encounter.



**Figure 3.** MLA Discipline 2016-2020

All results obtained for MLT discipline are within 1% of their 5-year averages (**Figure 4**). The majority (42%) work in 'Core/Rotation', which was the finding in the previous four years as well. Clinical microbiology and clinical chemistry were the second and third most common disciplines, consistent with the 5-year averages.

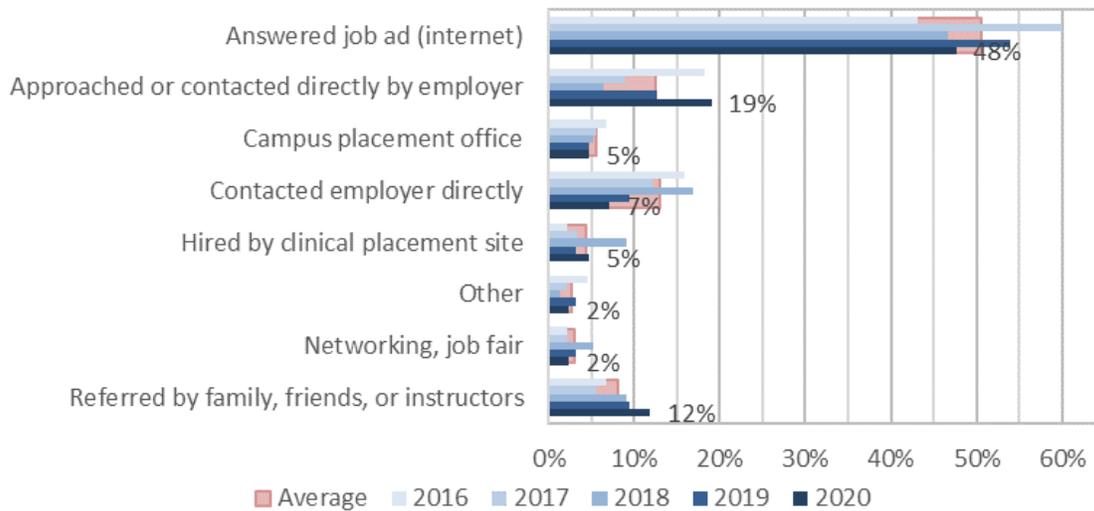


**Figure 4. MLT Discipline 2016-2020**

## 6. Search for Employment

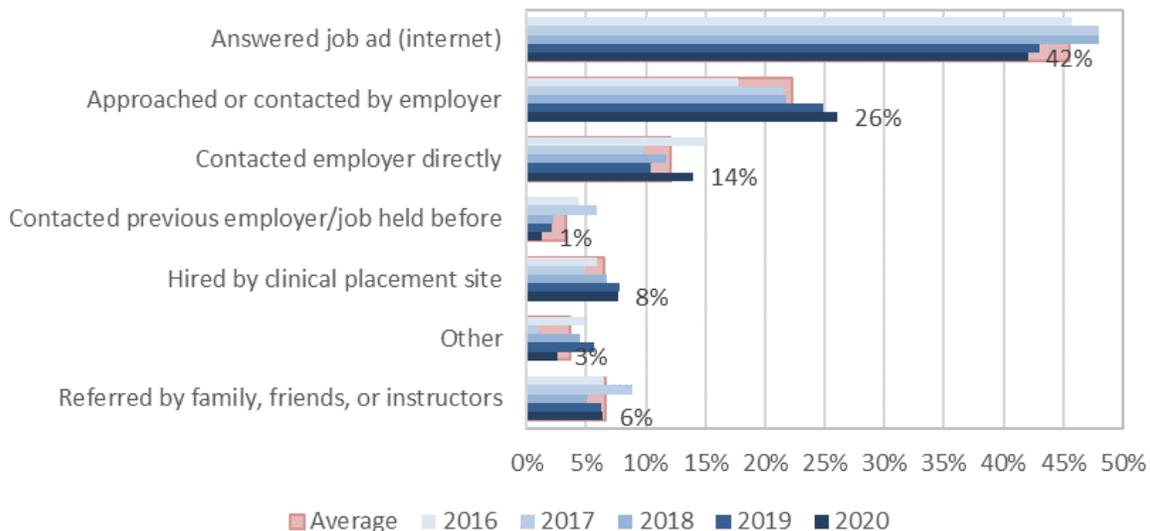
Job search Methods:

MLA graduates typically found their position(s) by answering a job ad on the internet (48%, 20/42). Being contacted directly by an employer (19%) and by referral (12%) round off the top three major contributors for 2020. Refer to **Figure 5** for additional information. Therein, methods scoring less than 2% were listed as 'Other'.



**Figure 5. MLA Job Search Methods**

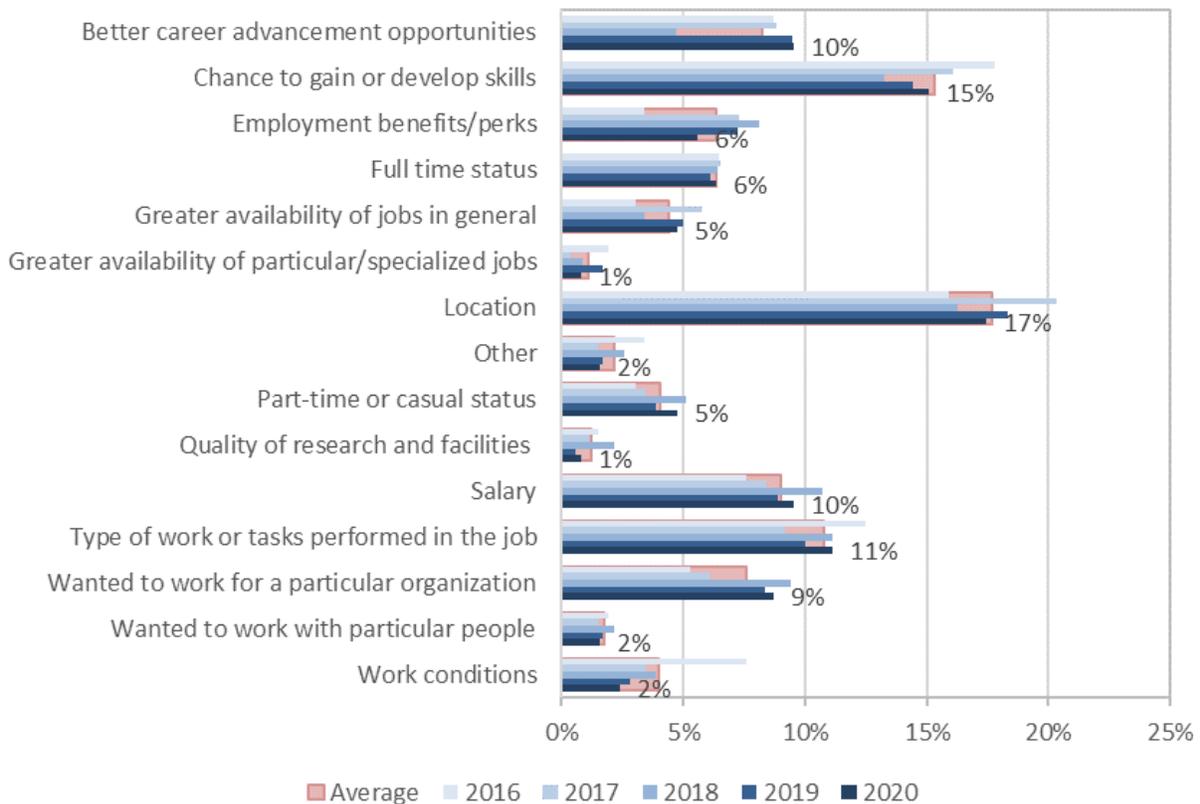
Likewise, MLT graduates typically found their position(s) by answering a job ad on the internet (42%, 66/157). Being contacted directly by an employer (26%) and contacting an employer directly (14%) round off the top three major contributors for 2020. Refer to **Figure 6** for additional information. Therein, methods scoring less than 2% were listed as 'Other'.



**Figure 6. MLT Job Search Methods**

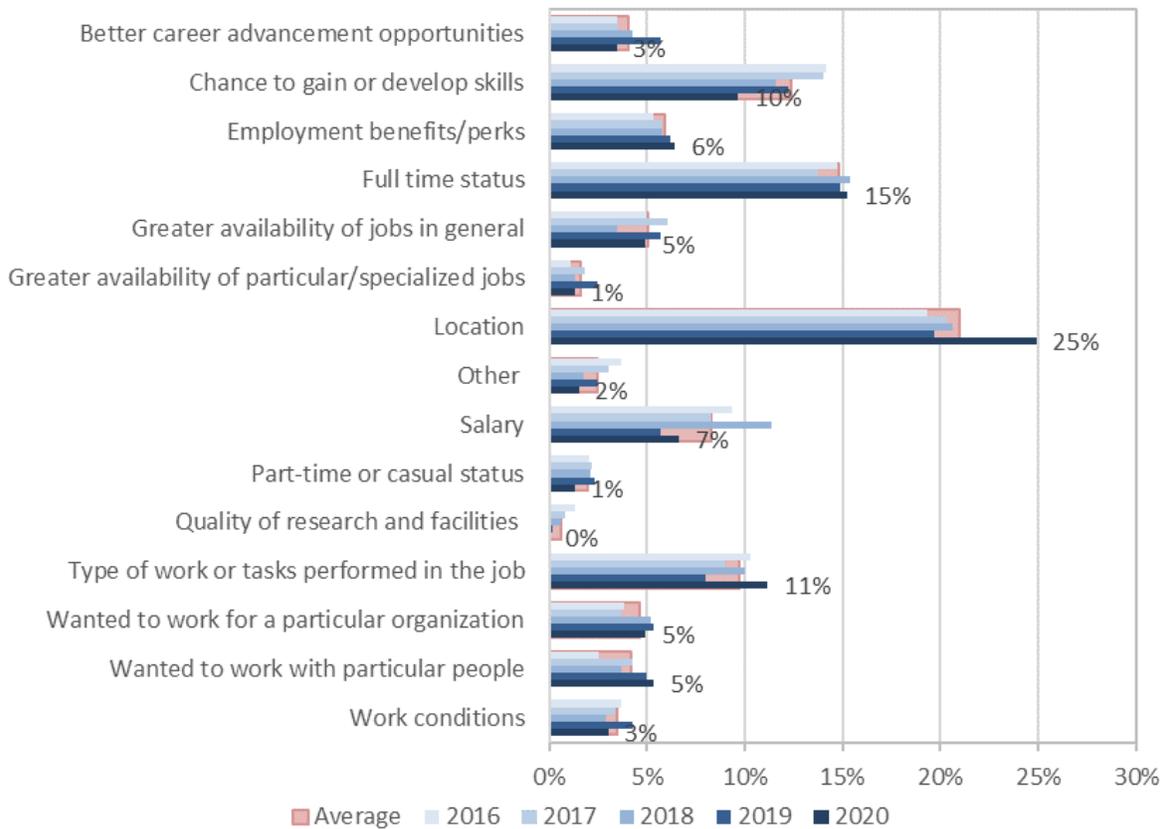
Job Attraction:

MLAs were asked to select the 3 most important criteria under consideration when choosing their position, and they provided a total of 126 responses. This year’s results are generally consistent with the 5-year averages. Each of the criteria evaluated for job attractiveness are within 1% of their average value (**Figure 7**), and the top 3 remain in the same order as they were last year. At 17%, “Location” is the most important factor for the 2020 group. Location has been chosen as the most important criteria for the last 4 years. At 15%, “The chance to gain or develop new skills” is the second most important factor. Five years ago, this was ranked as the most important criteria when choosing a position. “Type of work or tasks performed” remains the third most important factor at 11%.



**Figure 7.** MLA Job Attraction Criteria

MLTs were also asked to select the 3 most important criteria under consideration when choosing their position, and they provided a total of 465 responses. This year’s results are generally consistent with the 5-year averages, as each of the criteria evaluated for job attractiveness are within 2% of their average value (**Figure 8**), with the exception “salary” which was 3% lower for 2020. At 25%, “Location” is the most important factor for the 2020 group and it has been chosen as the most important criteria for the last 5 years. At 15%, “Full time status” was selected as the second most important factor, a ranking it has held for the past 5 years as well. “Type of work or tasks performed” at 11% and “The chance to gain or develop new skills” at 10% are noted as the third and fourth highest ranked criteria.



**Figure 8.** MLT Job Attraction Criteria

## Relocation Demographics:

91% (21/23) of MLA participants said they did not move for a position, and the balance remained in the same province (**Table 19**). Since only 38% said they would not consider moving for work, the results suggest significant employment opportunities are available at or near their academic sites. The main reason MLAs would not consider relocation is due to family responsibilities, which is consistent for the past five years. Patterns associated with relocation for the 2020 MLAs are somewhat inconsistent with the 5-year averages, because there was no interprovincial migration recorded (**Table 20**). However, the total number of individuals relocating to new provinces was below average for the 2019 group as well.

**Table 19.** MLA Relocation Demographics

	2016		2017		2018		2019		2020	
	%	n	%	n	%	n	%	n	%	n
<b>Did you move from your place of academic program to find employment?</b>										
No - I did not move	85%	33	83%	33	78%	29	92%	33	91%	21
Yes, to another part of the same province	15%	6	18%	7	22%	8	8%	3	9%	2
Yes, to another province/ territory										
Yes, to another country										
<b>Would you consider moving to find employment?</b>										
Yes	51%	34	63%	31	44%	15	57%	17	38%	5
No	49%	33	37%	18	56%	19	43%	13	62%	8
<b>What is the main reason you would not move to a job?</b>										
Continuing education	12%	4	22%	4			8%	1	13%	1
Costs of living elsewhere	12%	4	17%	3	16%	3	8%	1		
Family responsibilities	58%	19	28%	5	68%	13	38%	5	50%	4
Moving expenses are prohibitive	3%	1	6%	1	5%	1			13%	1
No guarantee of find work elsewhere	9%	3	11%	2			23%	3	13%	1
Other					5%	1			13%	1
Satisfied with job/living environment	6%	2	17%	3	5%	1	23%	3		

**Table 20.** MLA Provincial Migration

Year: 2020		Province Moved From:														
		AB	BC	MB	NB	NL	NS	NT	NU	ON	PE	QC	SK	YT	Int.	Un.
Province Moved To:	Alberta	50%														
	British Columbia															
	Manitoba															
	New Brunswick															
	Newfoundland and Labrador															
	Nova Scotia															
	Northwest Territories															
	Nunavut															
	Ontario															
	Prince Edward Island															
	Quebec															
	Saskatchewan															
	Yukon															
	International															
	Unspecified															50%
Provincial Change:		0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Net Provincial Migration</b>																
		AB	BC	MB	NB	NL	NS	NT	NU	ON	PE	QC	SK	YT	Int.	Un.
5-year Average		3%	9%	0%	-5%	-4%	6%	0%	0%	-14%	1%	0%	2%	0%	-2%	2%

53% (39/73) of MLT participants said that they did not move for a position. 27% moved to another part of the same province, 12% moved to another province and 7% moved to another country to gain employment (**Table 21**). These values support that employment opportunities at or near their academic sites remain available. However, 80% are willing to consider moving to find employment, and this sentiment has been increasing for the past 3 years. The main reason MLTs would not consider relocation is also due to family responsibilities. Patterns associated with relocation for the 2020 MLTs are consistent with the 5-year averages. Though, the number of people coming to Canada from the international community was above average, as it was for the 2019 group. Within Canada, those in Alberta relocated to another province most often, whereas British Columbia and Saskatchewan were the provinces moved to most often (**Table 22**).

**Table 21.** MLT Relocation Demographics

	2016		2017		2018		2019		2020	
	%	n	%	n	%	n	%	n	%	n
<b>Did you move from your place of academic program to find employment?</b>										
No - I did not move	39%	41	47%	49	46%	42	50%	45	53%	39
Yes, to another part of the same province	32%	34	32%	34	24%	22	21%	19	27%	20
Yes, to another province/ territory	25%	26	19%	20	22%	20	21%	19	12%	9
Yes, to another country	4%	4	2%	2	8%	7	8%	7	7%	5
<b>Would you consider moving to find employment?</b>										
Yes	67%	10	60%	12	57%	4	75%	6	80%	4
No	33%	5	40%	8	43%	3	25%	2	20%	1
<b>What is the main reason you would not move to a job?</b>										
Continuing education										
Costs of living elsewhere			25%	2						
Family responsibilities	80%	4	63%	5	50%	1	100%	2	100%	1
Moving expenses are prohibitive			13%	1						
No guarantee of find work elsewhere	20%	1			50%	1				
Other										
Satisfied with job/living environment										

**Table 22.** MLT Provincial Migration

Year: 2020		Province Moved From:														
		AB	BC	MB	NB	NL	NS	NT	NU	ON	PE	QC	SK	YT	Int.	Un.
Province Moved To:	Alberta	14%	3%												3%	
	British Columbia	14%	10%												3%	
	Manitoba															
	New Brunswick				3%		3%									
	Newfoundland and Labrador					7%										
	Nova Scotia									3%						
	Northwest Territories															
	Nunavut															
	Ontario									17%						3%
	Prince Edward Island	3%														
	Quebec															
	Saskatchewan												3%		7%	
	Yukon															
	International															
	Unspecified															
Provincial Change:		-10%	14%	0%	3%	0%	0%	0%	0%	0%	3%	0%	7%	0%	-17%	0%
<b>Net Provincial Migration</b>																
5-year Average																
		-14%	12%	-2%	1%	0%	3%	0%	0%	-4%	2%	-2%	12%	1%	-11%	0%

Prior Work Experience:

One-year post certification, a large share of MLAs and MLTs, are employed at the site they completed their clinical placement, which shows the influence their training imparts on their employment prospects.

- 44% (19/43) of the MLAs who achieved certification in 2020 found a position at their academic clinical placement, which is in line with the 5-year average of 45%.
- 52% (82/157) of the MLTs who achieved certification in 2020 found a position at their academic clinical placement, which is also in line with the 5-year average of 48%.

**Table 23.** MLAs Prior Work Experience

Are you still employed by the first department and organization you work with after graduation?											
Yes - Department			Yes - Organization			No			No Data Available		n
2016									50.6%	49.4%	89
2017	2.2%	5.6%			2.2%			1.1%	44.9%	43.8%	89
2018	32.1%	43.6%		5.1%	1.3%		9.0%	9.0%			78
2019	34.9%	49.2%		4.8%	3.2%			6.3%	1.6%		63
2020	37.2%	48.8%		2.3%	2.3%		4.7%	4.7%			43
	Yes	No	ND	Yes	No	ND	Yes	No	ND	Yes	No

Are you employed where you completed your clinical placement?

**Table 24.** MLTs Prior Work Experience

Are you still employed by the first department and organization you work with after graduation?											
Yes - Department			Yes - Organization			No			No Data Available		n
2016									42.2%	57.8%	185
2017	2.8%	4.3%	3.8%		0.9%	0.5%		1.9%	43.1%	42.7%	211
2018	40.0%	33.3%	1.1%	5.6%	5.6%		1.7%	11.1%	1.1%	0.6%	180
2019	40.4%	33.2%		7.3%	3.1%		2.6%	11.9%	1.6%		193
2020	36.3%	29.9%		12.7%	8.9%		1.9%	7.6%	1.3%	1.3%	157
	Yes	No	ND	Yes	No	ND	Yes	No	ND	Yes	No

Are you employed where you completed your clinical placement?

## 7. Continued Search for Employment

### Employee Retention:

With key concerns relating to the health human resource shortage in Canada, we note the increased demand for laboratory testing that is coupled along with a shortage of medical laboratory personnel. It becomes imperative we understand the movement of labour, including the retention of existing workers, to address where shortages may be most prevalent.

Employee retention demographics, specifically addressing what MLAs and MLTs are planning for the next 5 years are found in **Table 25** and **Table 26**, respectively. Within the tables, the number of years the respondent plans to work in the same department or for the same organization are considered. In some instances, individuals have already moved on from their first department or organization by the time of the survey and are categorized as “not applicable”.

The largest group for MLAs (36%, 16/44) want to stay with the same department and organization for more than 5 years, which is consistent with the previous 4 years. The share of respondents this group represents has decreased since last year, but remains consistent with the 4-year average. A two-way at 11% between those who want to remain with the same department and organization for 1 year and those who have already moved on to a different department and organization make up the second largest groups.

Similarly, the largest group for MLTs (31% 48/155) want to stay with the same department and organization for more than 5 years, which is consistent with the previous 4 years. The share of respondents this group represents remains consistent with the last 3 years, but is above the 4-year average of 23%. The second largest group for MLTs, at 14%, are those who have already moved on to a new department, but want to remain with the same organization more than 5 years. This is followed by those who have already moved to a different department and organization (11%).

**Table 25. MLA Retention Demographics**

Dept.	Org.	Year							
		2017		2018		2019		2020	
N/A	N/A	1	10%	14	18%	5	8%	5	11%
N/A	<1			1	1%	1	2%		
	1								
	2	2	20%						
	3								
	4								
	5					1	2%		
	>5				4	5%	3	5%	2
>1	<1			5	6%	1	2%	1	2%
	1							1	2%
	2								
	3								
	4								
	5								
	>5						2	3%	
1	<1								
	1	1	10%	2	3%	6	10%	5	11%
	2			1	1%				
	3								
	4								
	5							1	2%
	>5			3	4%	5	8%	2	5%
2	<1								
	1								
	2	2	20%	6	8%	3	5%	2	5%
	3							1	2%
	4	1	10%					1	2%
	5			2	3%			1	2%
	>5			2	3%	3	5%	2	5%
3	<1								
	1								
	2					1	2%		
	3			2	3%	1	2%	1	2%
	4							1	2%
	5								
	>5					1	2%		
4	<1								
	1								
	2								
	3								
	4			1	1%				
	5								
	>5							1	2%
5	<1								
	1								
	2								
	3								
	4								
	5			3	4%				
	>5			3	4%	1	2%		
>5	<1								
	1			1	1%				
	2								
	3			1	1%				
	4								
	5							1	2%
	>5	3	30%	27	35%	29	46%	16	36%
Total		10		78		63		44	

**Table 26. MLT Retention Demographics**

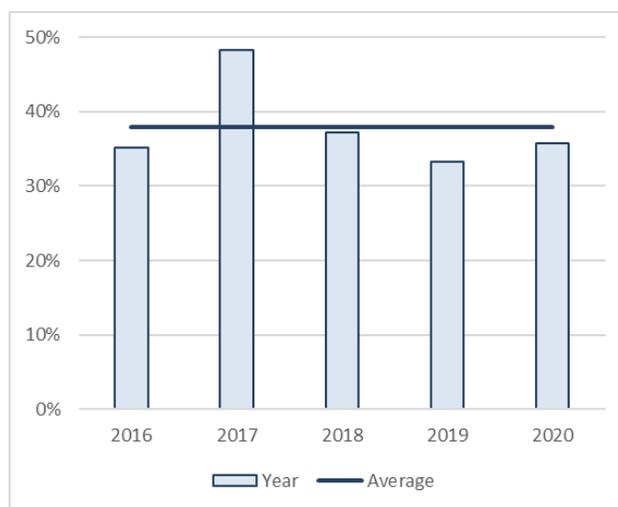
Dept.	Org.	Year							
		2017		2018		2019		2020	
N/A	N/A	4	20%	23	13%	28	15%	17	11%
N/A	<1			4	2%	1	1%	2	1%
	1			2	1%	2	1%	2	1%
	2					1	1%	1	1%
	3	1	5%			3	2%	3	2%
	4							1	1%
	5	1	5%			4	2%	3	2%
	>5	1	5%	14	8%	9	5%	22	14%
>1	<1			3	2%	8	4%	3	2%
	1								
	2								
	3	1	5%			1	1%		
	4								
	5	1	5%						
1	>5			5	3%	3	2%	3	2%
	<1								
	1			14	8%	7	4%	7	5%
	2	1	5%					1	1%
	3								
	4			1	1%				
2	5								
	>5			2	1%	6	3%	3	2%
	<1								
	1								
	2	1	5%	16	9%	12	6%	7	5%
	3			1	1%	2	1%	1	1%
3	4			2	1%	1	1%		
	5			2	1%	2	1%		
	>5	2	10%	6	3%	9	5%	5	3%
	<1								
	1								
	2								
4	3	1	5%	5	3%	6	3%	8	5%
	4								
	5			1	1%			2	1%
	>5			3	2%	3	2%	1	1%
	<1								
	1								
5	2								
	3								
	4								
	5			4	2%	6	3%	3	2%
	>5	1	5%	5	3%	3	2%	7	5%
	<1	1	5%						
>5	1			2	1%	1	1%		
	2			2	1%	2	1%	1	1%
	3			2	1%				
	4							1	1%
	5			1	1%			2	1%
	>5	4	20%	54	31%	67	35%	48	31%
		20		177		190		155	

Number of years planned to be with the same Department and Organization

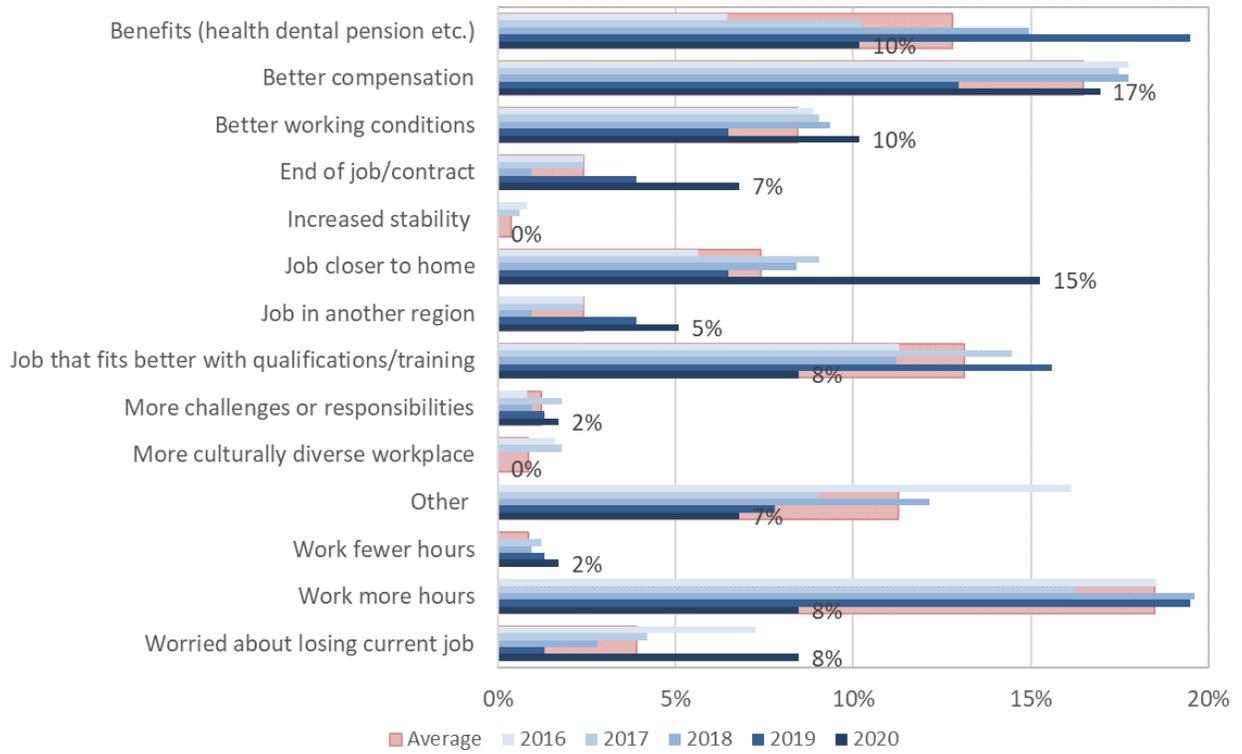
### Respondents Seeking a New Job:

A below average percentage (36%, 15/42) of the 2020 MLAs are seeking a new job (**Figure 9**). Those who are, primarily want better compensation (17%) or a job closer to home (15%). Better compensation has returned to a value close to its average after seeing a decline in the previous year (**Figure 10**). Benefits, along with better working conditions, are tied for the third most frequently selected reasons given by MLAs at 10%.

After 'benefits' had shown a consistent increase in importance for 4 years in a row, its importance notably fell in 2020. Between 2016-2019 permanent full and part time positions increased, whereas temporary positions decreased, suggesting greater access to benefits. The 2020 respondents were more likely than previous years to work at a temporary position, but also ranked benefits lower. This suggests that there are other factors that become more prevalent as positions pivot to temporary. For example, 'Worried about losing current job' has an inverse pattern in comparison to 'benefits' for the years in question, and is a clear indication that a prioritization is occurring.



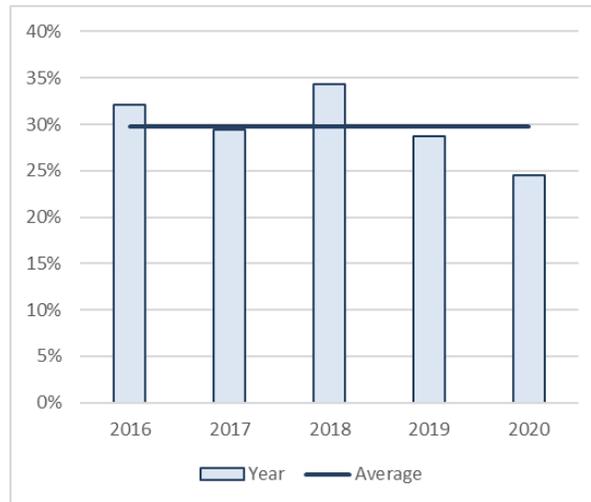
**Figure 9.** MLA Respondents Seeking a New Job



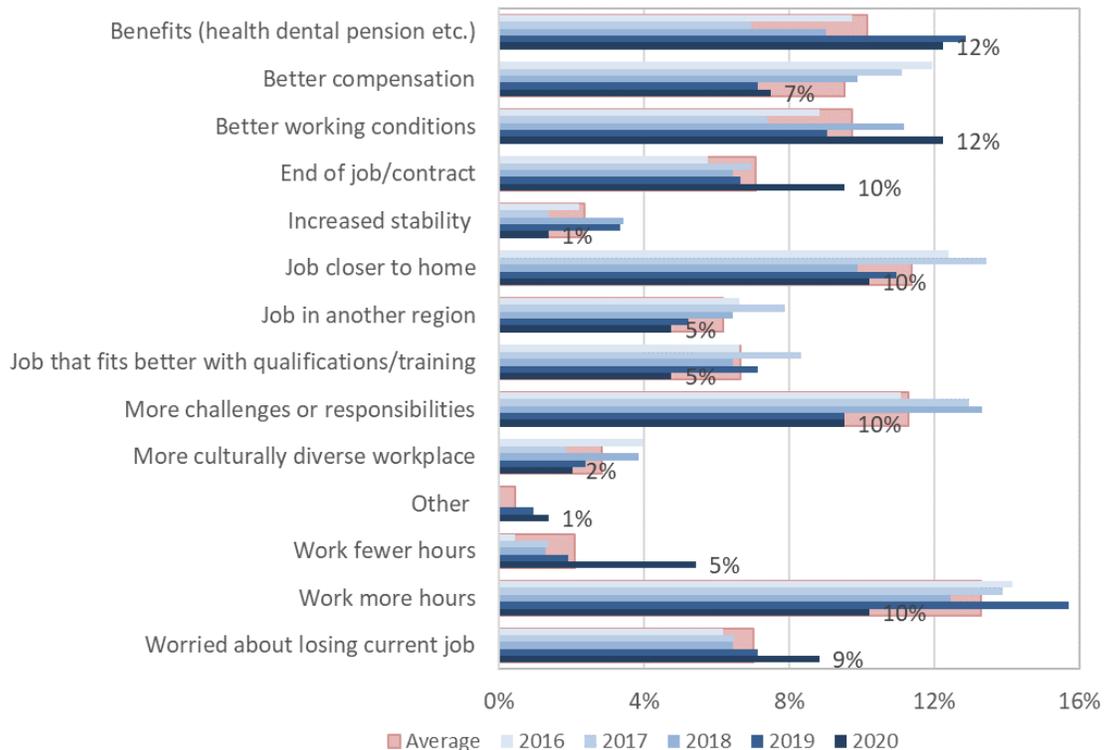
**Figure 10. MLA Rationale for Seeking a New Job**

A below average percentage (25%, 38/155) of the 2020 MLTs are seeking a new job (**Figure 11**). For those who are, their primary reason is a two-way tie between wanting benefits, which has been trending above average for the past two years, and better working conditions at 12% each (**Figure 12**). A 3-way tie at 10% follows between 'End of job/contract', 'A job closer to home' and 'more challenges or responsibilities'. At 9%, worry about losing their current job also increased for the 2020 group. Those who want to work more hours decreased and those wanting to work fewer hours increased, which is in line with the anticipated impact from the COVID-19 pandemic.

It is also noteworthy that in contrast to the CSMLS mental health report both MLAs and MLTs certified in 2020 are less likely to indicate they are seeking a new job in comparison to the organization as a whole.



**Figure 11.** MLT Respondents Seeking a New Job



**Figure 12. MLT Rationale for Seeking a New Job**

## 8. MLP Satisfaction - One-year post certification

Satisfaction Assessment Method:

To determine the overall satisfaction score, the percentage of respondents who either somewhat or strongly agreed with the following eight questions were combined. The sums were then averaged to determine the overall satisfaction.

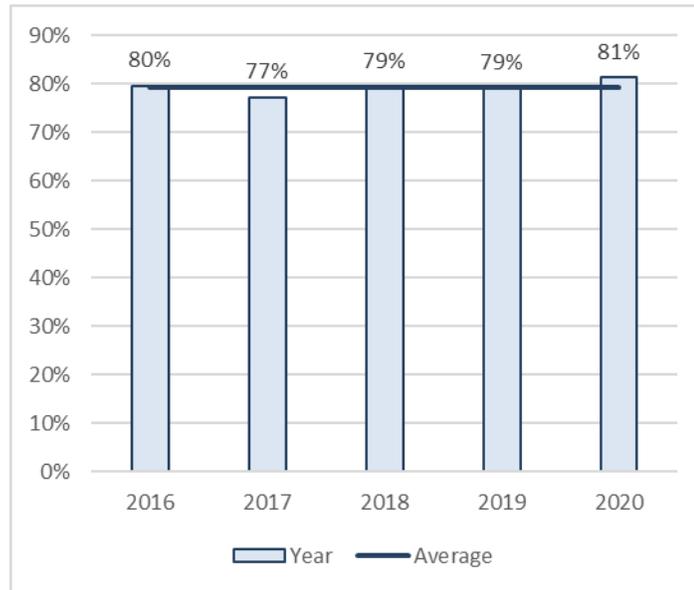
- i. The job meets my expectations.
- ii. My employer's expectations of me are at the right level.
- iii. Guidance is available when I need it.
- iv. I did not feel any pressure to accept a job in my training site.
- v. I have the job I wanted
- vi. I work in the discipline I wanted.
- vii. I am satisfied with my job.
- viii. If given the chance, I would choose this career again.

The following questions are also included in the satisfaction assessment but are omitted from the calculation itself because agreement or disagreement does not correlate with a quantifiable satisfaction metric. However, these topics are relevant to employment trends and are still examined independently.

- ix. I prefer to work part-time.
- x. I would move to a rural community for a job.
- xi. Shift work was not a factor in my choosing my job.
- xii. I would move to another country for another job.
- xiii. I believe a degree is required for career promotion

MLA Satisfaction:

For MLAs, the overall satisfaction was 81%, which is a little higher than previous years but still within the margin of error (**Figure 13**). A four-year trend indicating that shift work considerations are less significant and a two-year trend to increased satisfaction considering their training were both observed (**Table 27**). 74% also agreed they had the job they wanted, but this has been declining for two years. There is also a two-year trend noted that MLAs are experiencing more pressure to accept a job at their training site, but overall, 71% agreed that they were not pressured.



**Figure 13.** MLA Satisfaction Score

**Table 27.** MLA Satisfaction Data

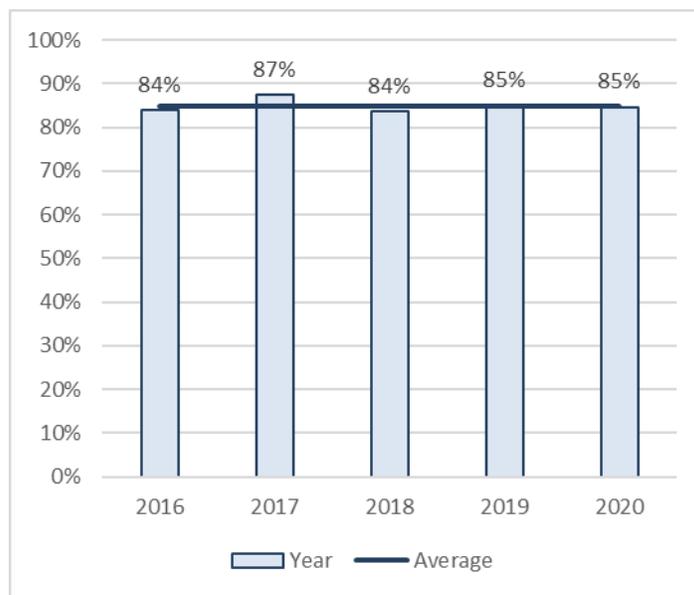
	Disagree	Neutral	Agree
The job meets my expectations.	5%	12%	83%
My employer's expectations of me are at the right level.	14%	5%	81%
Guidance is available when I need it.	10%	0%	90%
I did not feel any pressure to accept a job in my training site.	14%	14%	71%
I have the job I wanted	7%	19%	74%
I work in the discipline I wanted.	5%	14%	81%
I prefer to work part-time.	52%	7%	40%
Shift work was not a factor in my choosing my job.	19%	24%	57%
I would move to a rural community for a job.	43%	26%	31%
I would move to another country for another job.	67%	14%	19%
Considering my experience, education and training, I am satisfied with my job.	7%	10%	83%
I believe a degree is required for career promotion.	24%	12%	64%
If given the chance, I would choose this career again.	7%	7%	86%

>4% lower than the 5 year average	#%
Four year trend lower	
Three year trend lower	
Two year trend lower	
Two year trend higher	
Three year trend higher	
>4% higher than the 5 year average	#%

n = 42

MLT Satisfaction:

The overall satisfaction score for MLTs was 85% and is on par with the 5-year average (**Figure 14**). Sentiment towards ‘I did not feel any pressure to accept a job in my training site’ has trended worse for 3 years (**Table 28**). Two-year trends showing an increase in MLTs having the job they wanted, satisfaction with their job considering their training, being less likely to move to a rural community, the preference to work part-time, and the belief that a degree is required for promotion are all noted. The sentiment “My employer's expectations of me are at the right level” is at 88% for the 2020 MLTs, but it has also shown a 2-year trend to lower values.



**Figure 14.** MLT Satisfaction Score

**Table 28.** MLT Satisfaction Data

	Disagree	Neutral	Agree
The job meets my expectations.	3%	7%	90%
My employer's expectations of me are at the right level.	5%	7%	88%
Guidance is available when I need it.	5%	6%	90%
I did not feel any pressure to accept a job in my training site.	15%	18%	67%
I have the job I wanted	7%	7%	86%
I work in the discipline I wanted.	8%	7%	85%
I prefer to work part-time.	57%	16%	27%
Shift work was not a factor in my choosing my job.	22%	27%	51%
I would move to a rural community for a job.	54%	21%	25%
I would move to another country for another job.	65%	19%	16%
Considering my experience, education and training, I am satisfied with my job.	6%	6%	88%
I believe a degree is required for career promotion.	23%	19%	57%
If given the chance, I would choose this career again.	9%	8%	83%

>4% lower than the 5 year average	#%	n = 155
Three year trend lower		
Two year trend lower		
Two year trend higher		
Three year trend higher		
>4% higher than the 5 year average	#%	