

State of the Market for Medical Technologists:

*Current trends in compensation,
recruitment and retention*

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Owner/Recruiter – 10+ years
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Today's Agenda

- Trends in Compensation
- Trends in Recruitment
- Trends in Retention
- Go Forward Strategies
(this is the really valuable part!)

Compensation Trends

- National Average Salary for Medical Technologists ~ \$47,840
- MT Supervisors \$59,240
- MT Managers \$70,720
- Cytotechnologists \$58,032
- Lab Assistants \$28,080
- Phlebotomists (PBT) \$27,040
(ASCP Wage and Vacancy Report - 2009)

Indeed – California Results

The screenshot shows the Indeed search results for "medical technologist" in California. The search bar at the top contains "medical technologist" and "california". The results are sorted by relevance. The first job listing is for a "Medical Technologist" at Santa Ana, CA, with a job code of 2042957. The description mentions "Required Skills for Medical Technologist Job: 'BS...'" and "From eBay Classifieds - 2 days ago". Other listings include positions at the Department of Veterans Affairs in Fresno, CA, and Lake Forest Hospital in Lake Forest, CA. The page also features sponsored links for "Medical Technologist" and "Technologist Medical".

Indeed – NY Results

The screenshot shows the Indeed search results for "medical technologist" in New York. The search bar at the top contains "medical technologist" and "new york". The results are sorted by relevance. The first job listing is for a "Medical Technologist" in New York, NY, with a job code of 2042957. The description mentions "Required Skills for Medical Technologist Job: 'BS...'" and "From eBay Classifieds - 2 days ago". Other listings include positions at the Department of Veterans Affairs in New York, NY, and Rochester General Hospital in Rochester, NY. The page also features sponsored links for "Medical Technologist" and "Technologist Medical".

Indeed – Chicago Results

The screenshot shows the Indeed search results for "medical technologist" in Chicago, IL. The search bar contains "medical technologist" and "chicago". The results are sorted by relevance. The top result is from Saints Mary and Elizabeth Medical Center, Chicago, IL, with a responsibility of "The Medical Technologist will... s degree program in laboratory sciences." Other results include positions at Resurrection Health Care, Aerotek-Chicago, and Resurrection Health Care - Chicago, IL. The interface includes filters for company, location, job type, and employer/recruiter, along with a sidebar for "You refined by" and "My recent searches".

Indeed – Texas Results

The screenshot shows the Indeed search results for "medical technologist" in Texas. The search bar contains "medical technologist" and "texas". The results are sorted by relevance. The top result is from Confidential - Amarillo, TX, with requirements for a Bachelor's Degree in Medical Technology, Biology, Chemistry, or related science. Other results include positions at Staffing, Inc., LabCorp - Dallas, TX, and MedCath Corporation - Harlingen, TX. The interface includes filters for salary estimates, location, job type, and employer/recruiter, along with a sidebar for "You refined by" and "My recent searches".

Recruiting Trends

- Niche Job Boards
- Aggregators (indeed.com)
- Social Networks – Facebook/LinkedIn
- Blogs
- Newsletters
- Continuous Conversations....

Abbott's Technical FanPage



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Facebook FanPage



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Blogs....



The News

- Good News: Even with all of the recent political changes most view healthcare as a growth area.
- Good News: Laboratory Technologists and Technicians in top 50 hot jobs of 2010 - US News and World Report
- Bad News: this growth will apply even more pressure on your staffing needs

They are leaving. Why?

- 13% of current lab staff to retire in next 5 years (ASCP Wage and Vacancy Report)
- Perceived Greener Pastures – financially, professionally, personally
- Lack of Flexibility (focus on work/life balance)
- Lack of Interest
- Lack of Upward Mobility
- Lack of Love....

There Aren't Enough Entering the Field.....

- In 2012 – 138k lab professionals needed but fewer than 50k will be trained (US Dept. Health and Human Services)
- Labs need 5000 new techs per year but schools only graduating 1500 techs per year (ASCP Spokesperson – Irina Lutinger)
- Students are unaware of the field.

Retention Trends

- Not many are as focused on retention....
- Merit raises are small and sporadic
- No defined Career Path
- Most don't use personality/hiring profiles to baseline their top talent
- Low Morale
- Low Communication

Competition for talent is increased...

- More automation, reagents and instruments mean that industry suppliers (Roche, Abbott, Siemens, Beckman, etc) need more medical technologists for installation, training, troubleshooting, and customer service.
- Other industries find the medical technology background attractive as a talent pool
- More sophisticated recruiting tools (no one is silo-ed and unaware of the job market)

What do you need now?

Strategies for more effective
recruiting, hiring and retention.....



1. Internships – try before you buy (job shadowing)



2. Hire outside United States

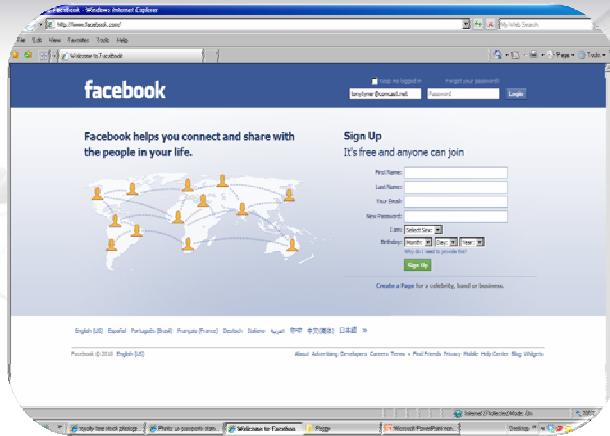


3. Write better job descriptions.

Job Advertisement

- **Medical Technologist, #PDK10-091 Facility: Medical Center Shift: Nights Status: Per Diem Location: NJ Description:**
 - Perform and interpret routine diagnostic assays on blood and body fluids. Perform all duties related to the preparation, identification, and testing of specimens. Obtain patient blood samples by venipuncture or capillary puncture using aseptic techniques and collection skills appropriate to the age and level of difficulty of the patient.
- PER DIEM, NIGHT SHIFT
- Requirements:**
- - Education and experience equivalent to the guidelines mandated by HCFA in the Clinical Lab Improvement Act
 - Certified by a Category I Agency
 - Completion of an accredited MT or MLT program
 - Previous clinical lab experience

Does this look exciting to you???



4. Online Presence – Blog/Facebook/LinkedIn/Website



5. Newsletter – Quarterly/Monthly/?



6. Recruit at the University level –
Do you have a relationship there?

Med Tech Schools....

- How many are there?
- Are you recruiting there now?
- Are you ever present on their minds?
- Do you have a relationship with the advisors?
- Or offer them your newsletter?
- Do you speak at the college?
- Host a “study session”
- Host a contest....



7. Assess/Baseline your top talent with personality/hiring tools



8. Develop/Revive a Mentor Program



9. Let them wear a different hat.



10. Show 'em some love.

10 Strategies for more effective recruiting, hiring and retention:

1. Internships – try before you buy (job shadowing)
2. Hire outside United States
3. Write better Job Descriptions
4. Online Presence – blog/Facebook/LinkedIn/Website
5. Newsletter – Quarterly/Monthly
6. Recruit at the University level – Do you have a relationship there?
7. Assess/Baseline your top talent with personality/hiring tools
8. Develop/Revive a Mentor Program
9. Let them wear a different hat.
10. Show them love.



Q & A

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Thank you for attending!

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