

Clinical Lab Scientist (CLS)

2020 Program Summary Report

In response to increasing demand for CLS across the region, HASC is partnering with California State University, Dominguez Hills (CSUDH) to help coordinate and facilitate the employment pipeline of newly graduated and licensed CLS. This initiative serves to grow the pool of available CLS in the region and supports individuals from underrepresented and diverse populations to enter into a meaningful, high demand career, and helps to meet the increased labor demands for local hospitals.

As part of the HASC-led CLS Program, hospitals are asked to:

- Hire newly-licensed CLS through the On-the-Job Training (OJT) workforce program and be reimbursed for training costs or by direct hire – with support from HASC and its workforce system partners.
- Provide clinical internship opportunities by connecting with Laboratory Field Services (LFS) approved training programs, including: AHMC Healthcare, Dignity Health, Kaiser Permanente and PIH Health. For a complete list of CSUDH state approved training sites, [click here](#).
- Identify and sponsor high-potential candidates on your staff to pursue a career pathway to CLS.

HASC Partnership Goals



CSUDH is a top education institution seeking to increase the number of clinical laboratory training sites to prepare more CLS student trainees and provide an opportunity for graduates to obtain jobs at local hospitals. Currently its CLS Program has the capacity to train over 100 applicants per year, yet only approves 45 due to the lack of clinical sites. More clinical sites are urgently needed for PY 21-22, as two recently withdrew their participation which may negatively impact student enrollment. Their four-year undergraduate program and one year of post-baccalaureate Clinical Laboratory Internship program provides students with the training and skills needed to successfully perform the job.

A callout box with a teal border and a white background. On the left side of the box is a circular icon containing a bar chart with three bars of increasing height and an upward-pointing arrow. To the right of the icon, the text reads: "CSUDH has the capacity to train over 100 applicants per year, yet only approves 45 due to the lack of clinical sites." The text is in a teal, sans-serif font.

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To support this initiative, HASC is also working with the South Bay Workforce Investment Board (SBWIB) which oversees several One-Stop Centers responsible for administering the Workforce Innovation and Opportunity Act (WIOA), a federal program which provides funding to eligible individuals for training and employment development. Each year, approximately 94% of individuals served by SBWIB come from minority and underrepresented groups - this project aims to bring this level of equity and access to the health care industry. Through its On-the-Job Training (OJT) program, SBWIB helps eligible employers find qualified individuals. By utilizing this existing partnership and recruitment strategy, employers may train and hire CLS OJT candidates and be partially reimbursed for training costs.

Strategy

In 2020, due to various interruptions related to the pandemic, and the loss of a CSUDH faculty member – we were unable to meet the students in person as planned. HASC hosted a webinar and SBWIB provided an overview of services offered, including the WIOA program, resources, information, and services available through its delivery system. A CSUDH instructor facilitated communications and helped to refer interested students to the SBWIB. Six CLS students completed the eligibility process and received WIOA services and were enrolled.

Through a series of electronic and telephone interactions, all participants were provided with:

- Individual counseling sessions and initial assessments to determine skill level, aptitude, abilities, interests, and supportive service needs.
- Information, materials and suggestions regarding program options and career guidance.
- Needs assessment to identify their goals, interests, and objectives.
- Connections to the proper program services to meet their specific needs.



SBWIB provides funding to eligible individuals for training and employment development and helps employers find qualified individuals.

Conclusion

From the six WIOA-enrolled students, five successfully completed their CLS licensing exams and received

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supportive service assistance of approximately \$500 each to cover testing and licensing fees for their required occupation certification. Next, these newly licensed CLS graduates were hired – four by their clinical laboratory affiliates and one by another hospital employer as follows:

- Brentwood Biomedical Research Institute
- Dignity Health Northridge
- Hoag Hospital – Irvine

As a workforce intermediary, HASC will be actively working to connect the hospitals and the CLS job seekers to fill critical hospital vacancies.

HASC will continue to:

- Partner with CSUDH and expand to other California State University CLS programs.
- Collaborate with SBWIB on employment, training, and supportive services.
- Communicate with hospital leadership about clinical lab capacity and help them connect to resources.

For more information, please visit the following websites:

HASC at www.hasc.org/workforce-development

CSUDH at www.csudh.edu/health-sciences/clinical-science/

SBWIB at www.sbwib.org



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