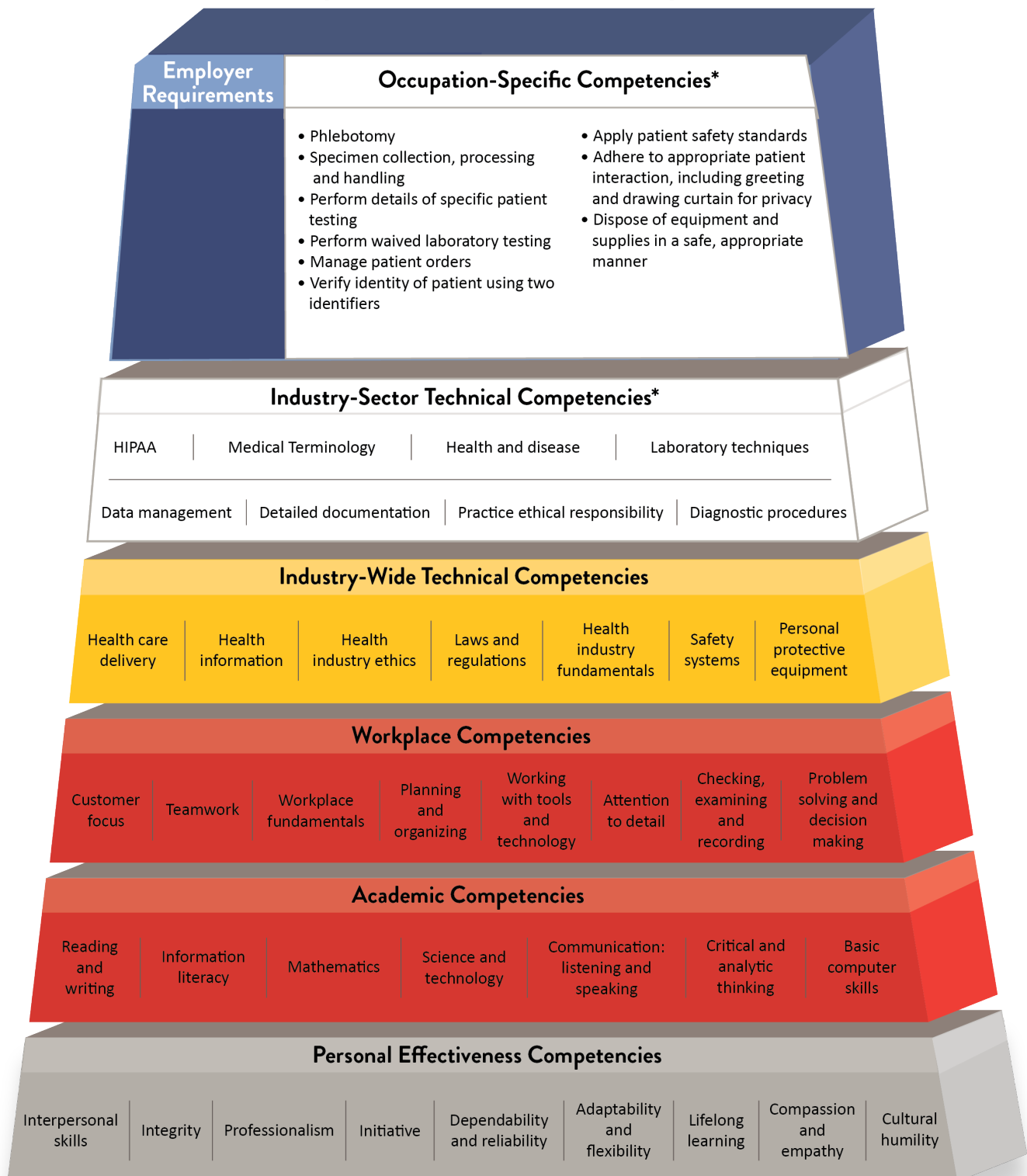


# Minnesota Dual-Training Pipeline

## Competency Model for Health Care Services

### Occupation: Medical Laboratory Assistant



Based on: Health: Allied Health Competency Model Employment and Training Administration, United States Department of Labor, December 2011.

\* PIPELINE recommends the Industry-Sector Technical Competencies as formal training opportunities (provided through related instruction) and the Occupation-Specific Competencies as on-the-job training opportunities.



## Competency Model for Medical Laboratory Assistant

**Medical Laboratory Assistant** – Individuals who work in scientific and medical laboratory settings preparing experiments, processing specimens, maintaining lab equipment, and cleaning up after experiments. They perform proper specimen/blood product collection in proper tubes, utilizing venipuncture techniques and accurately labeling to ensure accurate results. They provide excellent patient service.

### Industry-Sector Technical Competencies

**Related Instruction** for dual training means the organized and systematic form of education resulting in the enhancement of skills and competencies related to the dual trainee's current or intended occupation.

- **Health and disease** – Understand the overall condition of an organism at a given time; disease is a disorder or malfunction of the mind or body, which destroys good health.
- **Practice ethical responsibility** – Know that medical ethics allow for people, regardless of race, gender, or religion to be guaranteed quality and principled care.
- **HIPAA** – Understanding of the Health Insurance Portability and Accountability Act which is the law that provides data privacy and security provisions for safeguarding medical information.
- **Medical terminology** – Understand the language used to precisely describe the human body including its components, processes, conditions affecting it, and procedures performed upon it.
- **Laboratory techniques** – Be able to perform acts on patient specimens to detect biomarkers and diagnose diseases.
- **Data management** – Know how to oversee the practice of preventing unauthorized access, use, disclosure, disruption, modification, inspection, recording or destruction of data.
- **Detailed documentation** – Be able to produce a set of documents provided on paper, online, on digital or analog media and distributed via websites, software products or other online applications.

- **Diagnostic procedures** – Be able to do an examination to identify an individual's specific areas of weakness and strength in order to determine a condition, disease or illness.

## Occupation-Specific Competencies

**On-the-Job Training (OJT)** is hands-on instruction completed at work to learn the core competencies necessary to succeed in an occupation. Common types of OJT include job shadowing, mentorship, cohort-based training, assignment-based project evaluation and discussion-based training.

- **Phlebotomy** – Know how to conduct a procedure in which a needle is used to take blood from a vein, usually for laboratory testing.
- **Specimen collection, processing and handling** – Understand the integral part of obtaining a valid and timely laboratory result. Specimens must be obtained in the proper containers, correctly labeled, and then promptly transported to the laboratory.
- **Perform details of specific patient testing** – Understand medical tests that relate to clinical chemistry and molecular diagnostics under the direction of medical doctors or lab technicians.
- **Perform waived laboratory testing** – Know how to perform testing according to established protocols, procedures, and standards of laboratory science practice.
- **Manage patient orders** – Be able to oversee patient orders which includes any documentation required for the diagnosis, treatment, and follow-up with patient, and is typically more specific to an individual's physical and mental well-being.
- **Verify identity of patient using two identifiers** – Be able to prevent instances of misidentification and near-miss error. Requirement of two identifiers – such as the patient's full name, date of birth and/or medical identification number at every patient encounter.
- **Apply patient safety standards** – Understand the system of care delivery that prevents errors, learns from the errors that do occur and is built on a culture of safety that involves health care professionals, organizations, and patients.
- **Adhere to appropriate patient interaction, including greeting and drawing curtain for privacy** – Know to do greeting and drawing the curtain for privacy, show proper techniques and propriety in greetings and privacy procedures.

- **Dispose of equipment and supplies in a safe, appropriate manner** – Understand the importance of complete disposal in an environmentally responsible and hazard-free way.

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