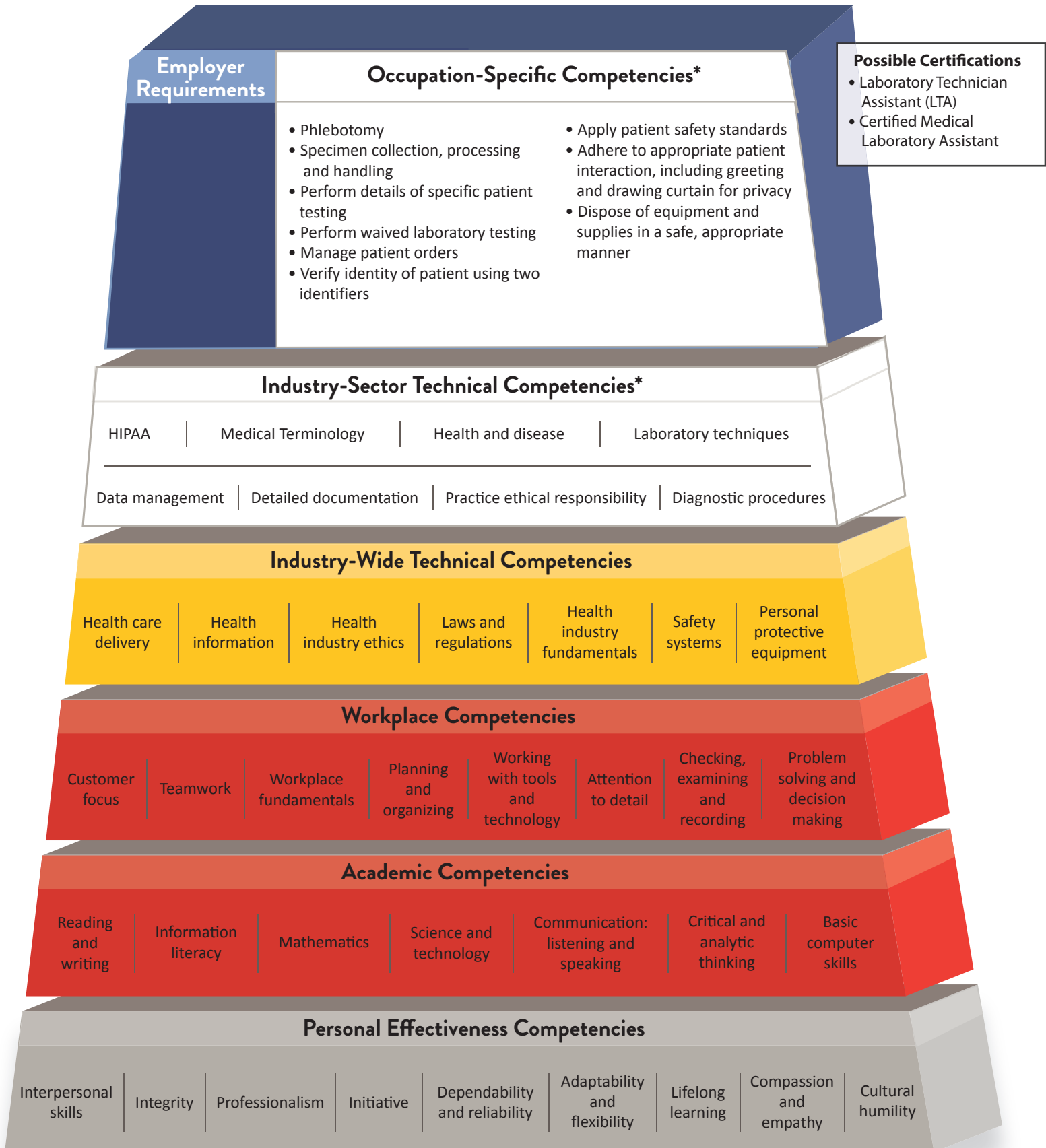


# Minnesota Dual-Training Pipeline

## 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 Health Care Services

### Medical Laboratory Assistant

Medical Laboratory Assistants 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

- Health and Disease – 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 – Medical ethics allow for people, regardless of race, gender, or religion to be guaranteed quality and principled care.
- HIPAA (Health Insurance Portability and Accountability Act) – Understanding of legislation that provides data privacy and security provisions for safeguarding medical information.
- Medical Terminology – Language used to precisely describe the human body including its components, processes, conditions affecting it, and procedures performed upon it.
- Laboratory Techniques – Acts performed on patient specimens to detect biomarkers and diagnose diseases.
- Data Management – The practice of preventing unauthorized access, use, disclosure, disruption, modification, inspection, recording or destruction of data.
- Detailed Documentation – Set of documents provided on paper, online, on digital or analog media. Distributed via websites, software products or other online applications.
- Diagnostic Procedures – 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

- Phlebotomy – A procedure in which a needle is used to take blood from a vein, usually for laboratory testing.
- Specimen collection, processing and handling – An 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 – Medical tests relate to clinical chemistry and molecular diagnostics under the direction of medical doctors or lab technicians.

- Perform waived laboratory testing – According to established protocols, procedures, and standards of laboratory science practice.
- Manage patient orders – Patient orders 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 – Every patient, every time. To prevent instances of misidentification and near-miss error. Requirement of two identifiers – such as patient’s full name, date of birth and/or medical identification number at every patient encounter.
- Apply patient safety standards – 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 – Show proper techniques and propriety in greetings and privacy procedures.
- Dispose of equipment and supplies in a safe, appropriate manner – Crucial to complete disposal in an environmentally responsible and hazard-free way.

**Possible Certifications:**

Laboratory Technician Assistant (LTA)  
 Certified Medical Laboratory Assistant (CMLA)

**Medical Laboratory Assistant Training Plan**

	List Course/Training Name and Title	Description of Courses and/or Training Program	List Responsible Provider: Company, College, Trainer, or other	Anticipated Completion Date
<b>Related Instruction Competencies</b>				
Health and Disease				
Practice Ethical Responsibility				
HIPAA				
Medical Terminology				

Laboratory Techniques				
Data Management				
Detailed Documentation				
Diagnostic Procedures				
<b>On-The-Job Training Competencies</b>				
Phlebotomy				
Specimen collection, processing and handling				
Perform details of specific patient testing				
Perform waived laboratory testing				
Manage patient orders				
Verify identity of patient using two identifiers				
Apply patient safety standards				
Adhere to appropriate patient interaction, including greeting and drawing curtain for privacy				
Dispose of equipment and supplies in a safe, appropriate manner				