



College of Medical
Laboratory Technologists
of Ontario

Registration Statistics Report

Medical Laboratory Technologists: 2024 Health Human Resources Report

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Data Prepared: March 2025

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A. Introduction

A.1 The College of Medical Laboratory Technologists of Ontario

The College of Medical Laboratory Technologists of Ontario (CMLTO) is one of 26 health regulatory Colleges defined by the *Regulated Health Professions Act, 1991*, which oversees 31 healthcare professions in Ontario. The CMLTO exists to protect the public's interest and ensures the highest healthcare standards through the regulation of the province's approximately 6800 Medical Laboratory Technologists (MLTs). The CMLTO sets entry to practice requirements for the profession and professional standards of practice, as well as investigates complaints regarding MLT's conduct within Ontario.

A.2 Purpose of the 2024 MLT Health Human Resources Report

The CMLTO's health human resources report is an analysis of the 2024 CMLTO registration data that examines MLT practice, employment status, MLT specialties, provision of clinical education, and demographic information. The CMLTO, as part of its mandate and as required by legislation, captures this data during the initial registration and the annual registration renewal processes. The report provides insights into relevant demographics and practice changes in the MLT profession.

Health human resources planning is oftentimes informed by professional demographics and practice-specific data. The CMLTO's data supports the broader-based health human resources planning initiatives for medical laboratory technology that the Ontario Ministry of Health undertakes. In particular, the CMLTO submits data to the Ministry of Health to inform their Health Professions Database. Additionally, CMLTO supports the Canadian Institute for Health Information (CIHI) by providing data to inform their Health Workforce Database (HWDB).



B. Methodology

B.1 Data set description

As part of the annual registration renewal process, per the CMLTO By-Law, all Registrants are required to renew their registration by December 31 of the current year. During renewal, Registrants provide information related to various aspects of their practice, including employment, specialties, and provision of clinical education. In addition to the annual renewal process, any in-year changes to a Registrant's registration or demographic information are processed as it is reported. This approach ensures that the CMLTO registration database is up-to-date and dynamic.

Certain fields in the data set used to produce this report are complete and comprehensive, such as electoral district, age, and specialty. However, many data fields rely on MLT self-reporting. Two limitations arise from this process: firstly, the data in certain areas may not be comprehensive. Throughout this report, the number of MLTs who self-reported on any question is noted. Secondly, there are certain parts where Registrants have made multiple selections. This information is noted where relevant.

This report is a comprehensive snapshot of CMLTO's 2024 Practising and Non-Practising Registrant data as of February 21, 2025.



B.2 Certificates of Registration

In accordance with the *Medical Laboratory Technology Act, 1991*, CMLTO has three certificates of registration: Practising, Non-Practising, and Emergency. At the time of the data retrieval, there were **6807 CMLTO Registrants** which included **6237 Practising** and **570 Non-Practising MLTs**. Currently, there are no Registrants holding an Emergency certificate of registration.

Practising MLTs are subject to the requirements set out in the *Regulated Health Professions Act, 1991*, the *Medical Laboratory Technology Act, 1991*, and other applicable regulations, including the CMLTO By-Law. These include, but are not limited to, the Quality Assurance Program, the Inquiries, Complaints & Reports, Fitness to Practice, and Discipline processes.

Non-Practising MLTs have met the CMLTO registration requirements but do not practice medical laboratory technology. Non-Practising Registrants are subject to the same requirements as Practising Registrants, with the exception of the Quality Assurance Program. Non-Practising Registrants may change their certificate of registration to Practising by meeting the requirements in force at the time.

Emergency certificates of registration are only issued when the Ministry of Health or the CMLTO Board of Directors declares an emergency (i.e., any significant interruption to the normal MLT registration process at CMLTO). Emergency MLTs are subject to the same requirements as Practising Registrants with the exemption of the national exam requirement and they must practise under the supervision of a Practising Registrant in alignment with Registration Committee Policy 05 – Acknowledgement & Undertaking of Supervision. Those holding an emergency certificate will be authorized to use the title “Medical Laboratory Technologist (Supervised)” or “MLT (Supervised)”. Once the emergency has ended, Emergency MLTs have three months to apply for a Practising certificate or their certificate expires.



In addition to the certificates of registration outlined in the *Medical Laboratory Technology Act 1991*, there are MLTs who fall into categories defined by internal CMLTO registration statuses. For example, individuals who submitted applications to become MLTs were not included in this analysis as they were not registered with the CMLTO at the time of the data retrieval. Registrants suspended for non-payment of registration fees were also excluded.



B.3 Electoral districts

The CMLTO By-Law describes eight electoral districts that delineate the physical areas of Ontario from which the Board of Directors are elected. The CMLTO performs data analysis using electoral districts as it is a comprehensive data set that assists in identifying practice trends related to specific jurisdictions in Ontario.

Figure B.3 – CMLTO electoral districts

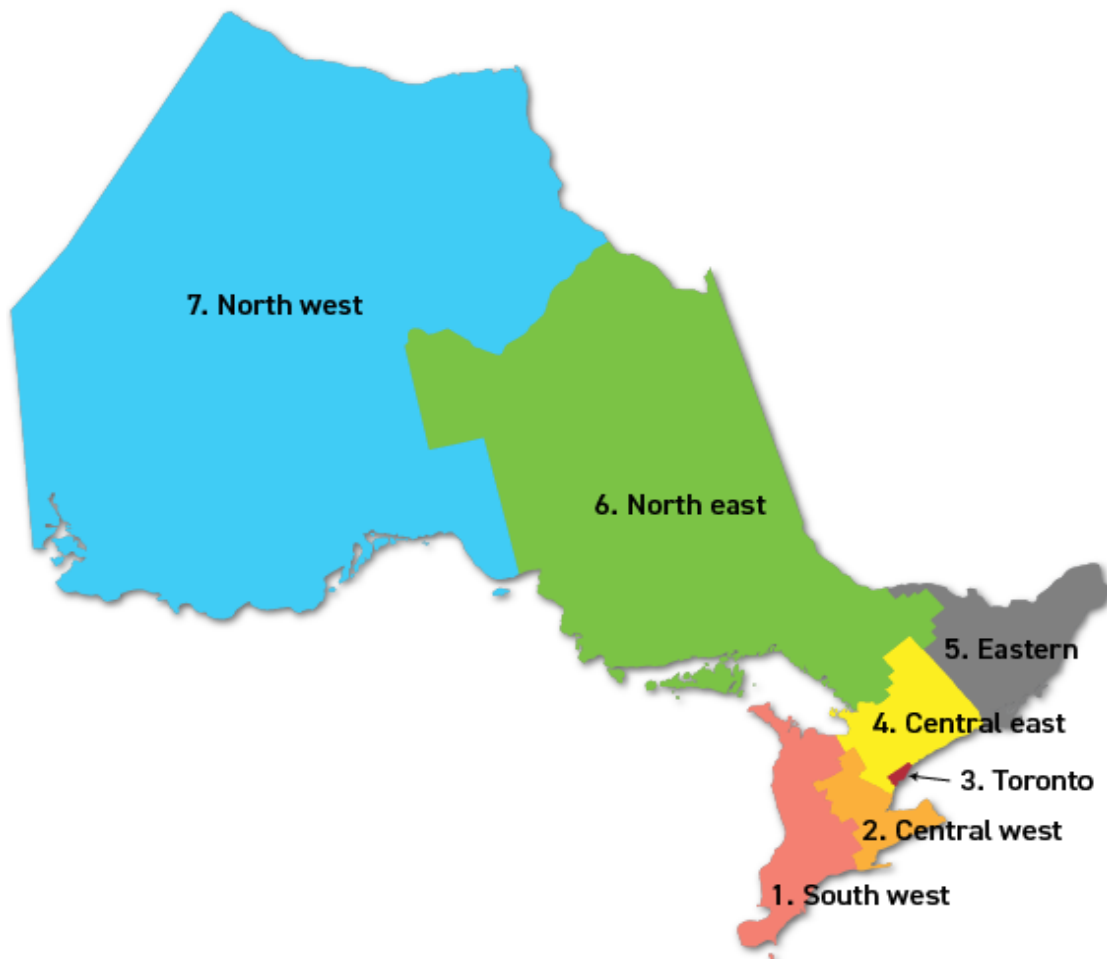




Table B.3 – Description of CMLTO electoral districts

District 1- Southwest Region	District 2 – Central West Region
Composed of the Cities of London, St. Thomas, Stratford, and Windsor; Bruce, Elgin, Essex, Grey, Huron, Lambton, Middlesex, Oxford, and Perth Counties; Municipality of Chatham-Kent; Town of St. Mary’s; and the Township of Pelee.	Composed of the Cities of Brantford, Guelph, and Hamilton; Brant, Dufferin, Haldimand, Norfolk, and Wellington Counties; and the Regional Municipalities of Halton, Niagara, and Waterloo.
District 3 – Metropolitan Toronto	District 4 – Central East Region
Composed of the City of Toronto.	Composed of the Cities of Barrie, Kawartha Lakes, Orillia, and Peterborough; Haliburton, Northumberland, Peterborough, and Simcoe Counties; and the Regional Municipalities of Durham, Peel, and York.
District 5 – East Region	District 6 – Northeast Region
Composed of the Cities of Belleville, Brockville, Cornwall, Kingston, Ottawa, Pembroke, Prince Edward County, and Quinte West; Frontenac, Hastings, Lanark, Lennox, Addington, and Renfrew Counties; Towns of Gananoque, Prescott, and Smith Falls; and the United Counties of Leeds and Grenville, Prescott and Russell and Stormont, Dundas, and Glengarry.	Composed of the City of Greater Sudbury; the Districts of Algoma, Cochrane, Manitoulin, Nipissing, Parry Sound, Sudbury, and Temiskaming; and the District Municipality of Muskoka.
District 7 – Northwest Region	District 8 – Registrant-at-Large
Composed of the Districts of Kenora, Rainy River, and Thunder Bay.	Composed of the whole province and Registrants residing outside Ontario for the purpose of electing a member-at-large.

Note: Districts named in Electoral District 6: Northeast Region, and Electoral District 7: Northwest Region include all single-tier municipalities contained within them. A complete list of single-tiered municipalities contained in each district is provided by the Ontario Ministry of Municipal Affairs and Housing.



C. MLT Health Human Resource Report

C.1 MLT data overview

Figure C.1 – Age distribution for all CMLTO Registrants

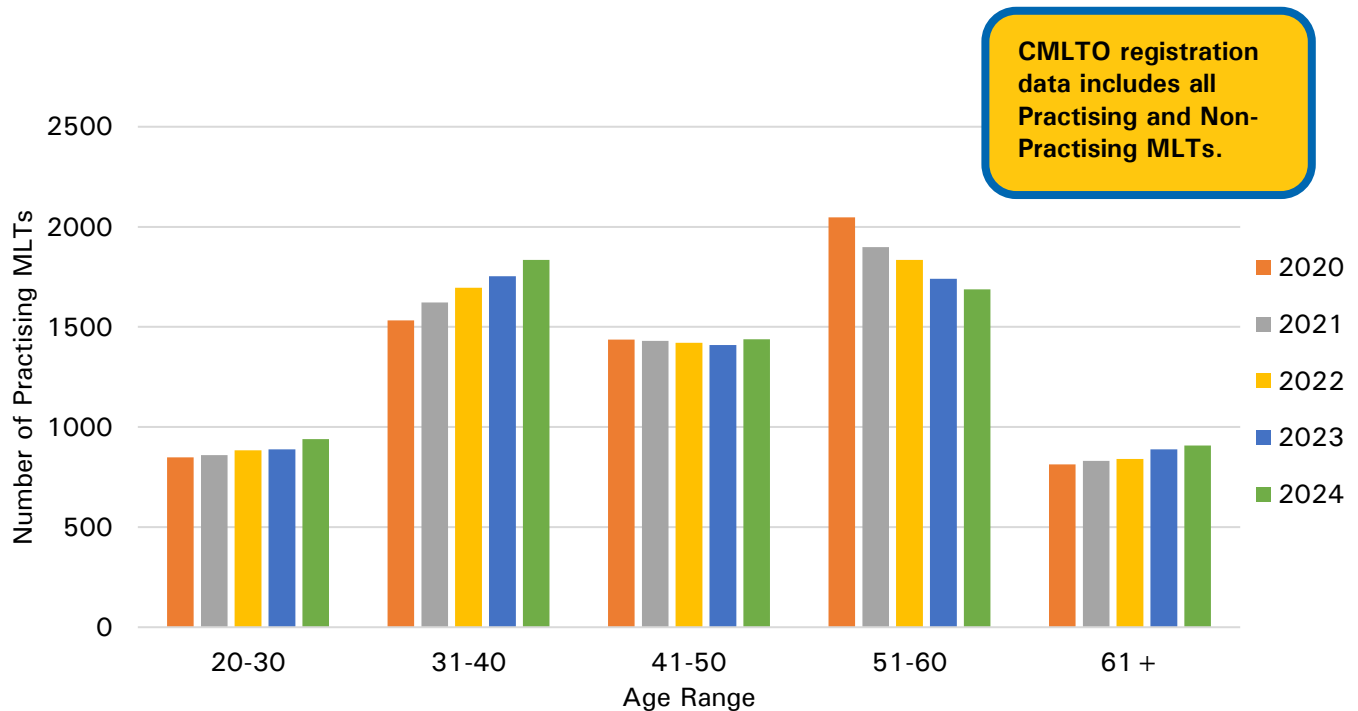
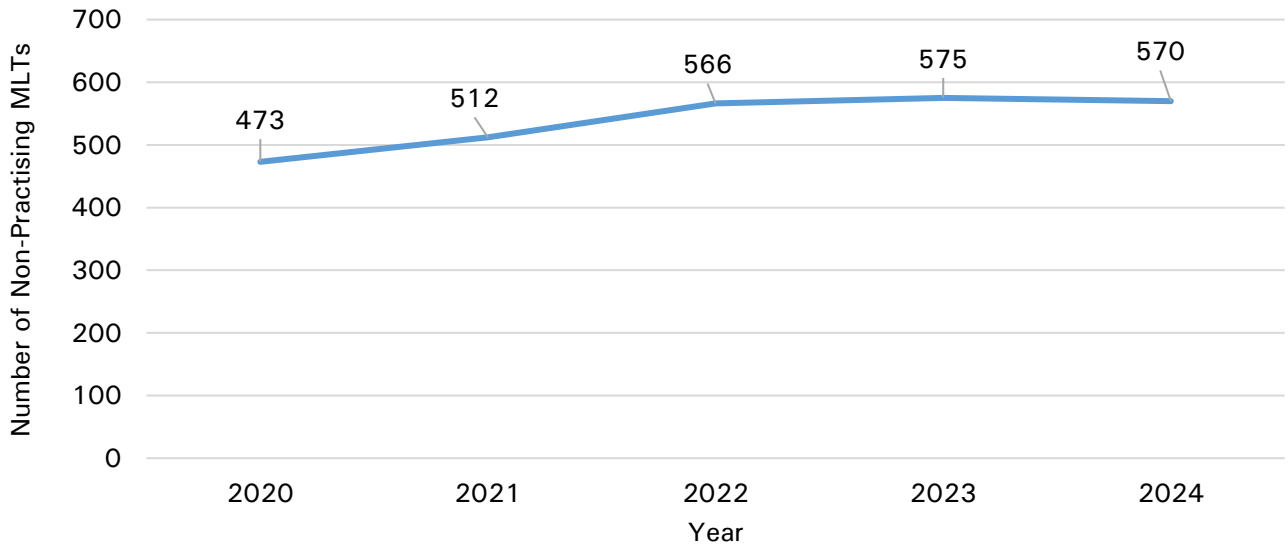


Table C.1 – Age distribution for all CMLTO Registrants

Age range	Number of all Registrants (Practising & Non-Practising)					Number of Practising Registrants				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
20-30	848	860	884	888	940	832	838	845	850	907
31-40	1532	1622	1695	1753	1835	1458	1529	1576	1623	1704
41-50	1436	1431	1420	1409	1438	1353	1336	1326	1306	1336
51-60	2047	1898	1835	1741	1687	1871	1714	1654	1586	1523
61+	813	831	841	888	907	689	713	708	739	767
Total	6676	6642	6675	6679	6807	6203	6130	6109	6104	6237



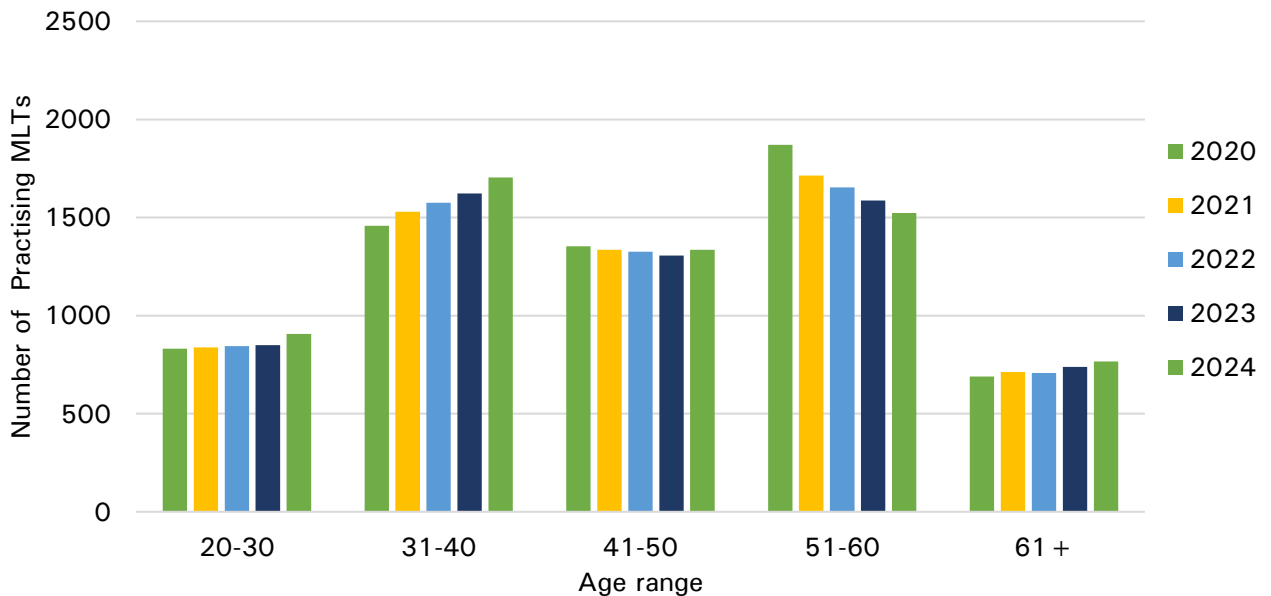
Figure C.1.2 – Number of Non-Practising MLTs



C.2 Practising Medical Laboratory Technologists

All further analysis presented in this report is based only on those who were registered as Practising in the CMLTO database at the time of data retrieval. Please note that MLTs may change their certificate of registration at any time during the year.

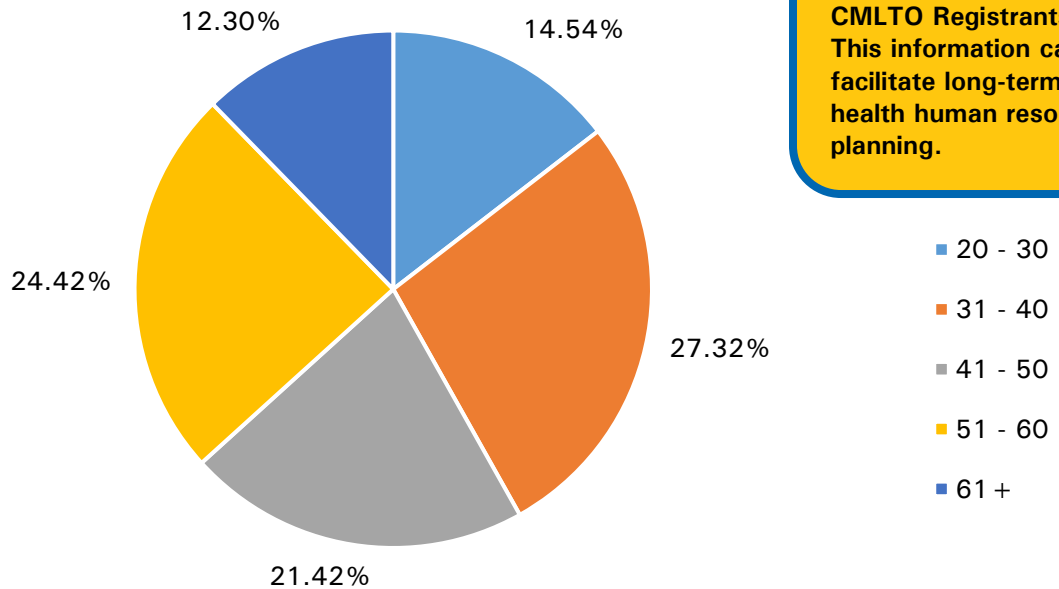
Figure C.2 – Age distribution for Practising MLTs





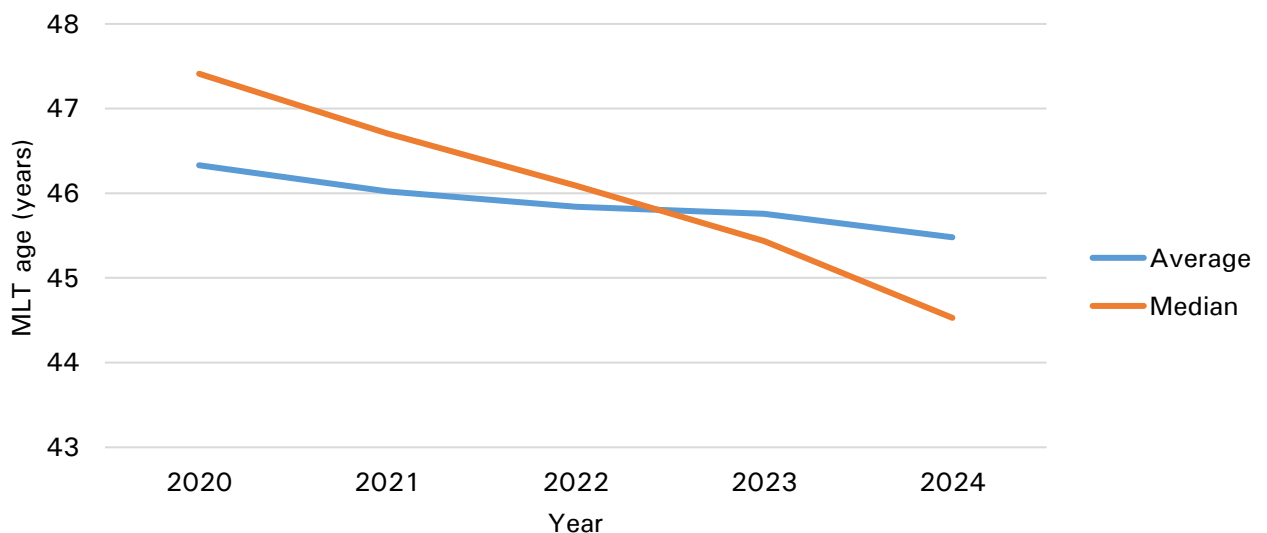
C.2.1 Age distribution

Figure C.2.1.a – Age distribution for Practising MLTs



The age of Practising MLTs is available for all CMLTO Registrants. This information can facilitate long-term health human resources planning.

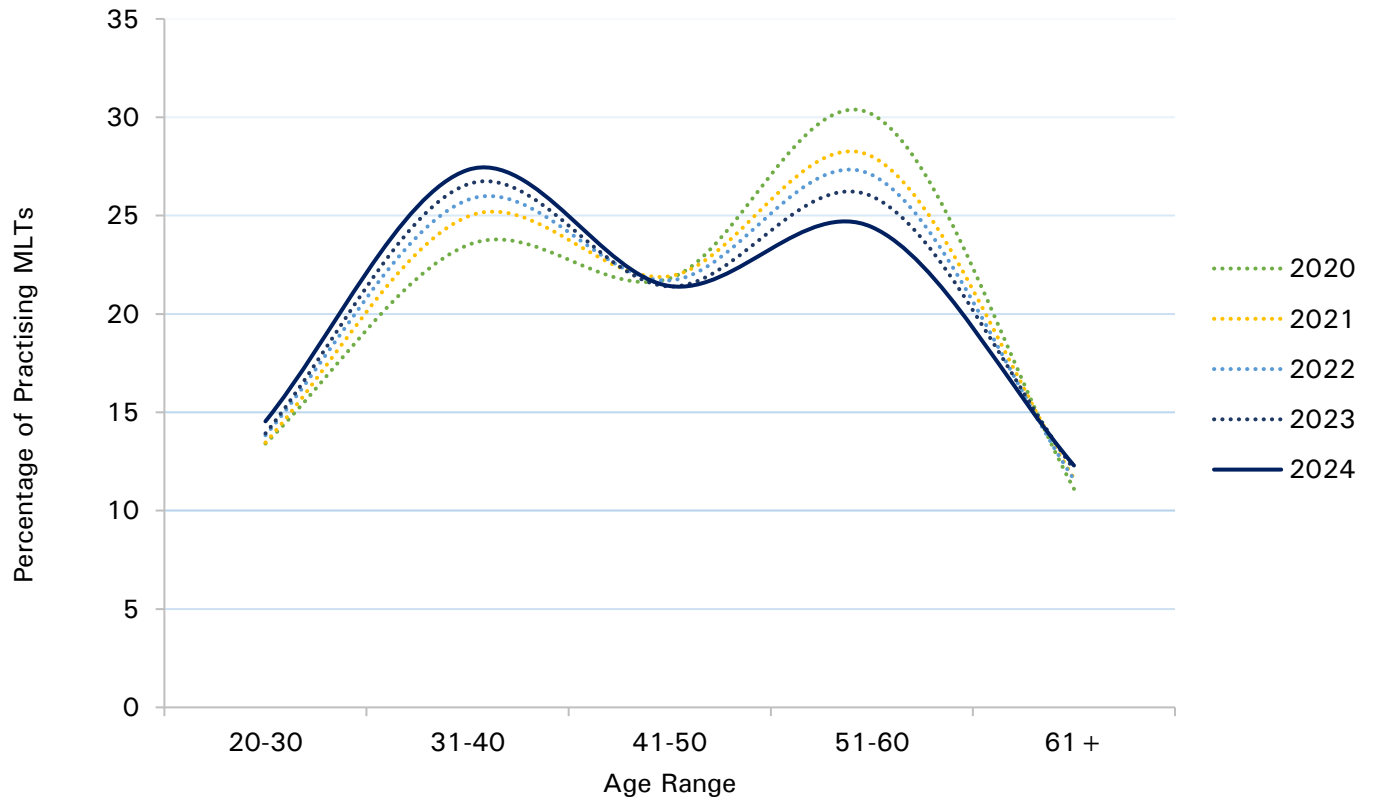
Figure C.2.1.b – Average and median age for Practising MLTs



Note: Overall, the average age for Practising MLTs in 2024 was 45.48 years and the median was 44.53 years. The average age for Practising MLTs in 2023 was 45.75 years and the median was 45.43 years.



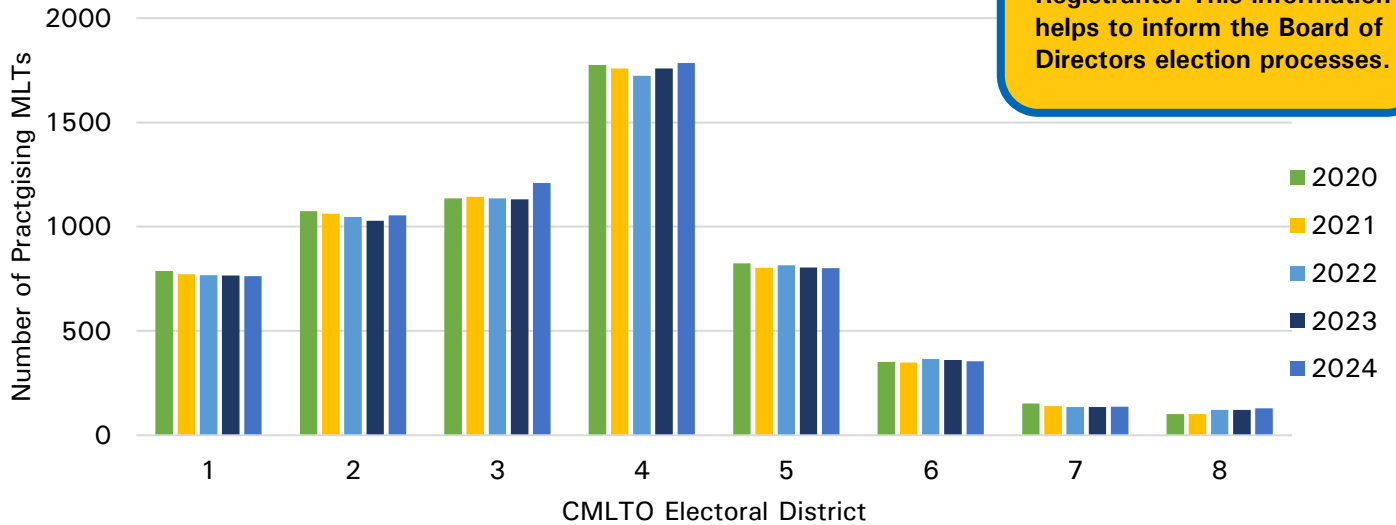
Figure C.2.1.c – Age distribution curve for Practising MLTs





C.2.2 Electoral districts

Figure C.2.2 – Number of Practising MLTs in each electoral district



Electoral district data is available for all CMLTO Registrants. This information helps to inform the Board of Directors election processes.

Table C.2.2 – Number and percentage of Practising MLTs in each electoral district

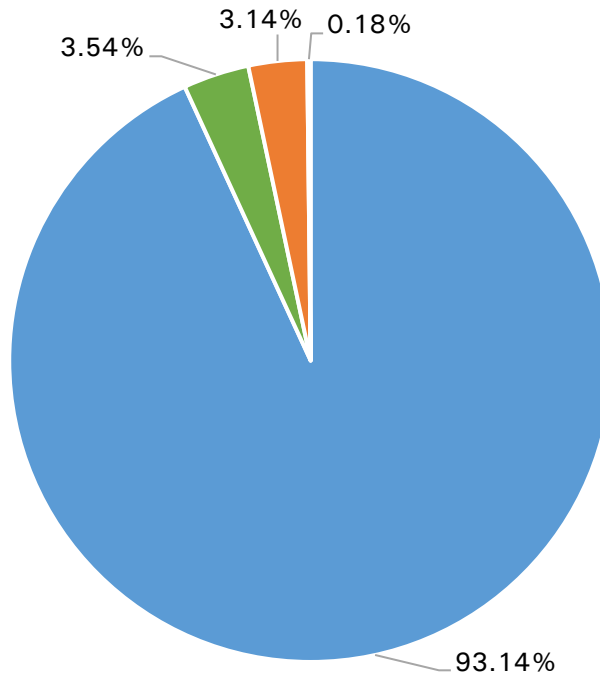
Electoral district		1	2	3	4	5	6	7	8*
Number of Practising MLTs	2023	766	1028	1131	1758	804	361	135	121
	2024	763	1055	1210	1785	802	355	137	130
Percentage of all Practising MLTs	2023	12.55%	16.84%	18.53%	28.80%	13.17%	5.91%	2.21%	1.98%
	2024	12.23%	16.92%	19.40%	28.62%	12.86%	5.69%	2.20%	2.08%

Note: Electoral District 8 is composed of all CMLTO Registrants in Ontario along with those who practise outside of Ontario for the purpose of electing a member-at-large for the Board of Directors. The data in Table C.2.2 only reports Practising MLTs who practise outside of Ontario.



C.2.3 Employment status

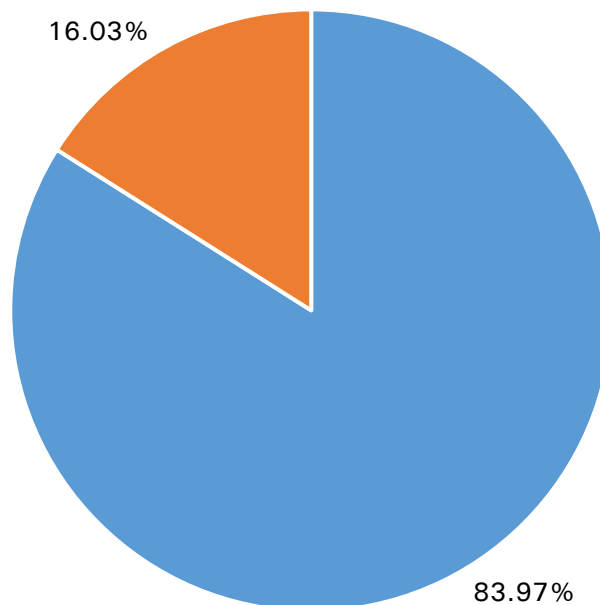
Figure C.2.3.a – Percentage of Practising MLTs by employment category



Employment category is self-reported by MLTs through the annual renewal process. In 2024, 6079 (97.47%) Practising MLTs reported an employment category.

- Permanent
- Casual
- Temporary
- Self-Employed

Figure C.2.3.b – Percentage of Practising MLTs by employment status



Employment status is self-reported by MLTs through the annual renewal process. In 2024, 6075 (97.40%) Practising MLTs reported an employment status.

- Full time
- Part time



C.2.4 Specialties

Table C.2.4 – Number of Practising MLTs by specialty

Specialty	Number of Practising MLTs				
	2020	2021	2022	2023	2024
Biochemistry	5458	5413	5398	5418	5570
Cytogenetics	300	300	309	319	319
Cytology	251	255	252	249	246
Hematology	5441	5395	5385	5408	5563
Histology	5246	5240	5238	5291	5498
Microbiology	5433	5393	5378	5395	5579
Molecular Genetics	292	298	308	309	315
Phlebotomy	4904	4922	4983	5044	5265
Transfusion Science	5372	5336	5327	5353	5518
Former specialties	80	67	63	63	45

Notes:

- MLT specialties are listed in Ontario Regulation 207/94, Schedule 1.
- MLTs may have multiple specialties listed on their certificate of registration. This does not necessarily indicate that an MLT actively practices in all listed specialties.
- Microbiology includes those registered in one or more subspecialties (Bacteriology, Parasitology, Mycology, and Virology).

C.2.5 Main area of practice

Table C.2.5 – Number of Practising MLTs by main area of practice

Main area of practice	Number of Practising MLTs				
	2020	2021	2022	2023	2024
Biochemistry	1070	1041	1037	1046	1028
Cytogenetics	141	136	135	136	128
Cytology	200	197	194	199	187
Education	50	46	51	54	62
Hematology	666	667	644	656	647
Histology	645	631	659	668	713
Infection Control	49	46	43	39	35
Laboratory Information Systems	90	93	95	101	129
Management	234	228	245	232	265
Microbiology	647	669	651	651	658
Bacteriology	159	144	139	136	104
Virology	151	147	122	116	106
Molecular Genetics	227	241	231	240	233
Point of Care Testing (POCT)	47	49	52	55	61
Quality Management	94	98	116	112	129
Research	23	21	21	19	20
Transfusion Science	520	529	507	523	520
Other specialty areas (i.e., sales, specimen procurement)	147	146	149	147	166
Cannot Identify	971	923	905	900	856

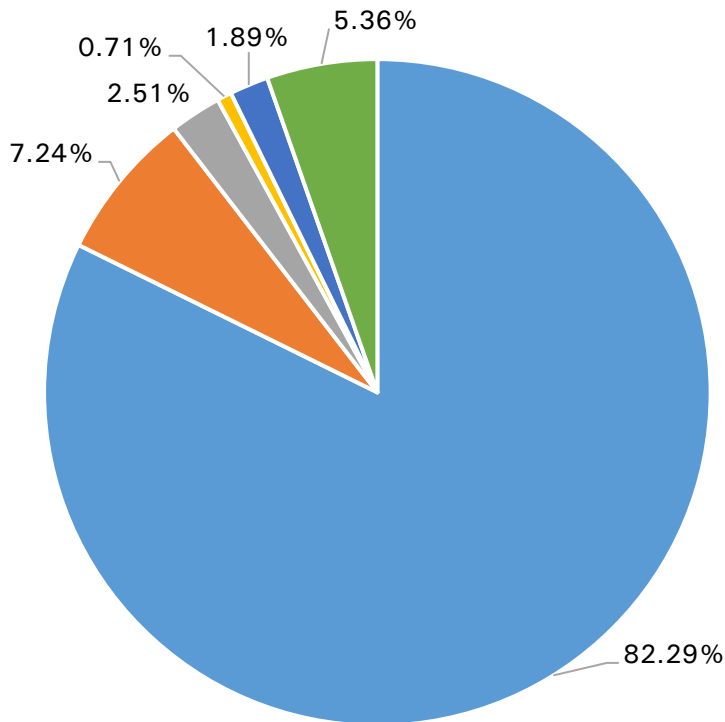
The shaded rows indicate selections under “Main area of practice” that do not correspond directly with a “Specialty” as described in Ontario Regulation 207/94, Schedule 1.

Main area of practice is the area in which an MLT works the greatest number of hours. In 2024, 6047 (96.95%) Practising MLTs reported their main area of practice.



C.2.6 Major function

Figure C.2.6 – Major function of Practising MLTs



The major function of Practising MLTs is self-reported through the renewal process. In 2024, 6060 (97.16%) Practising MLTs reported their major function.

- Diagnostic and therapeutic laboratory services
- Administration
- Quality Management
- Research
- Post-secondary teaching
- Other

C.2.7 Provision of MLT clinical education

Table C.2.7.a – Age range of Practising MLTs involved in MLT clinical education

Age range	Number of Practising MLTs involved in MLT clinical education		Percentage of Practising MLTs involved in clinical education		Percentage of MLTs involved in clinical education from all Practising MLTs within the age range	
	2023	2024	2023	2024	2023	2024
20-30	163	166	9.53%	9.36%	19.18%	18.30%
31-40	412	465	24.09%	26.21%	25.39%	27.29%
41-50	399	392	23.33%	22.10%	30.55%	29.34%
51-60	476	487	27.84%	27.45%	30.01%	31.98%
61 +	260	264	15.20%	14.88%	35.18%	34.42%

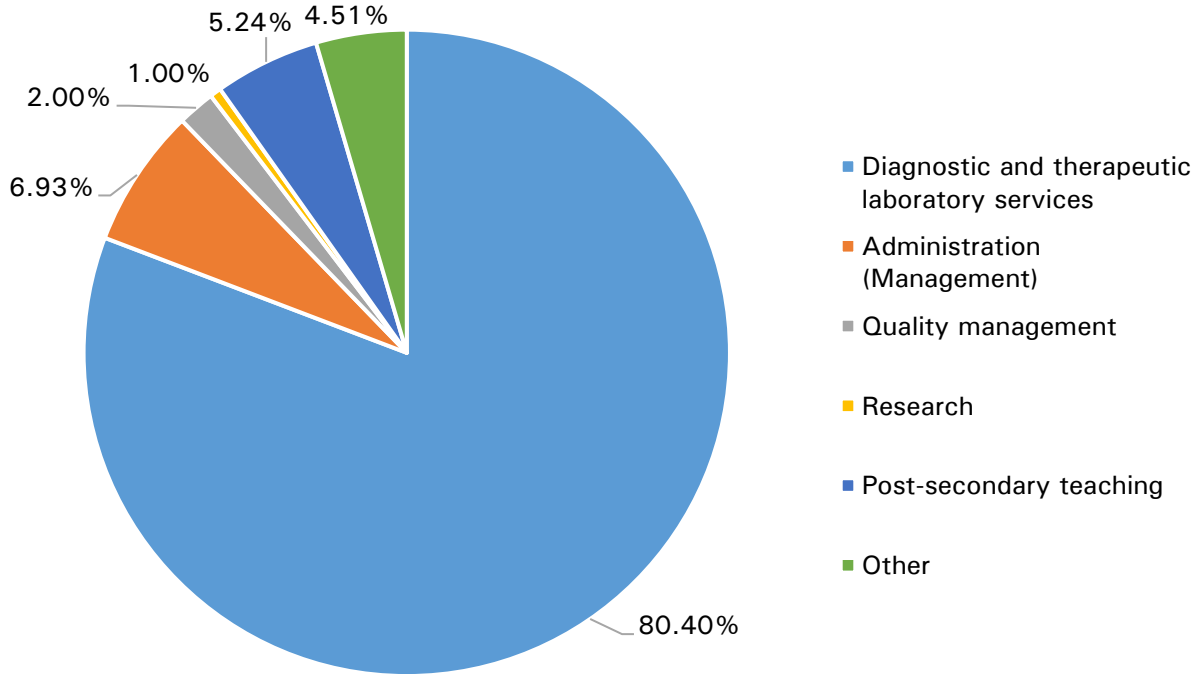
Note: Total number of MLTs indicating that they “...provide clinical education (part-time or full-time) to MLTs and/or other health professionals” was 1774 in 2024 and 1710 in 2023.

Table C.2.7.b – Practising MLTs involved in clinical education by electoral district

Electoral district	Number of Practising MLTs involved in MLT clinical education	Percentage of Practising MLTs involved in clinical education	Percentage of MLTs involved in clinical education from all Practising MLTs within the district
1	215	12.12%	28.18%
2	294	16.57%	27.87%
3	341	19.22%	28.18%
4	495	27.90%	27.73%
5	238	13.42%	29.68%
6	119	6.71%	33.52%
7	40	2.25%	29.20%
8	32	1.80%	24.62%



Figure C.2.7 – Major function of MLTs involved in clinical education



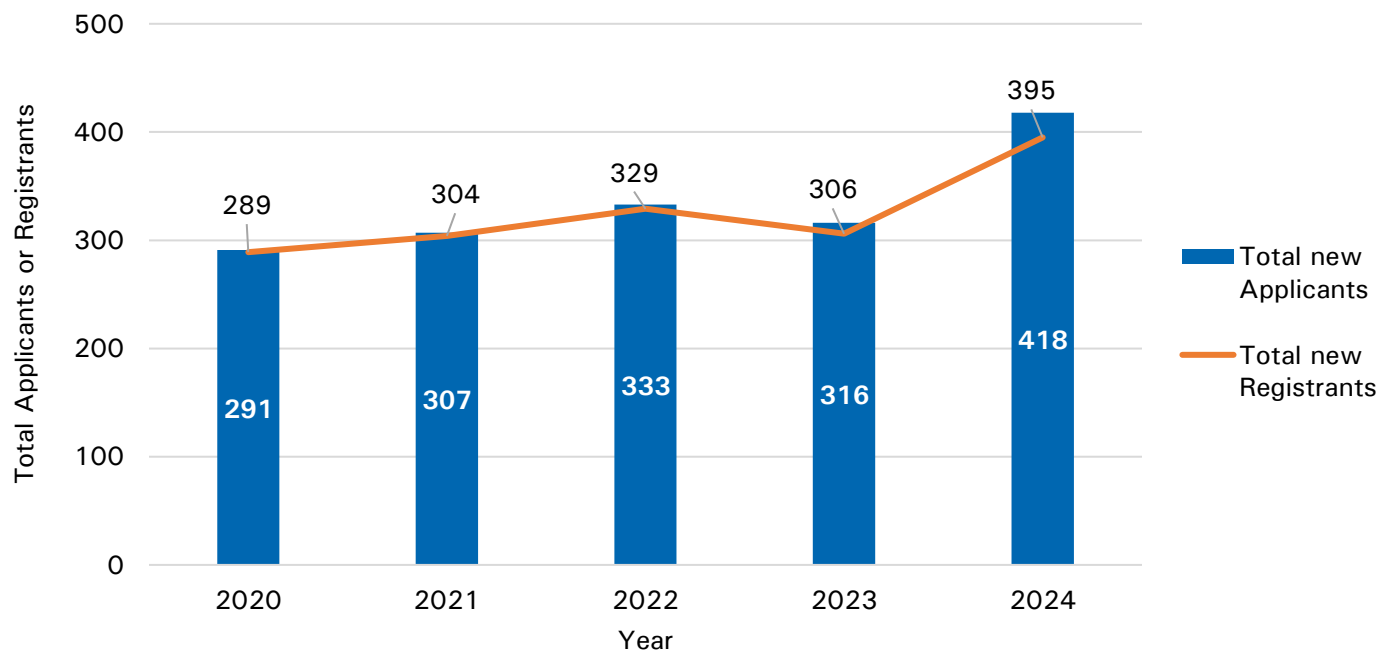


C.2.8 New Registrants

Table C.2.8 – New Registrants each year

New Registrants	2020	2021	2022	2023	2024
Canadian-educated/trained	258	267	258	245	294
Internationally educated/trained	33	40	70	60	101
Total	291	307	328	305	395

Figure C.2.8.a – Total Applications & new Registrants between Jan 1 – Dec 31



Note: Not all applicants complete their registration with the CMLTO, as some applications may lapse or be withdrawn.



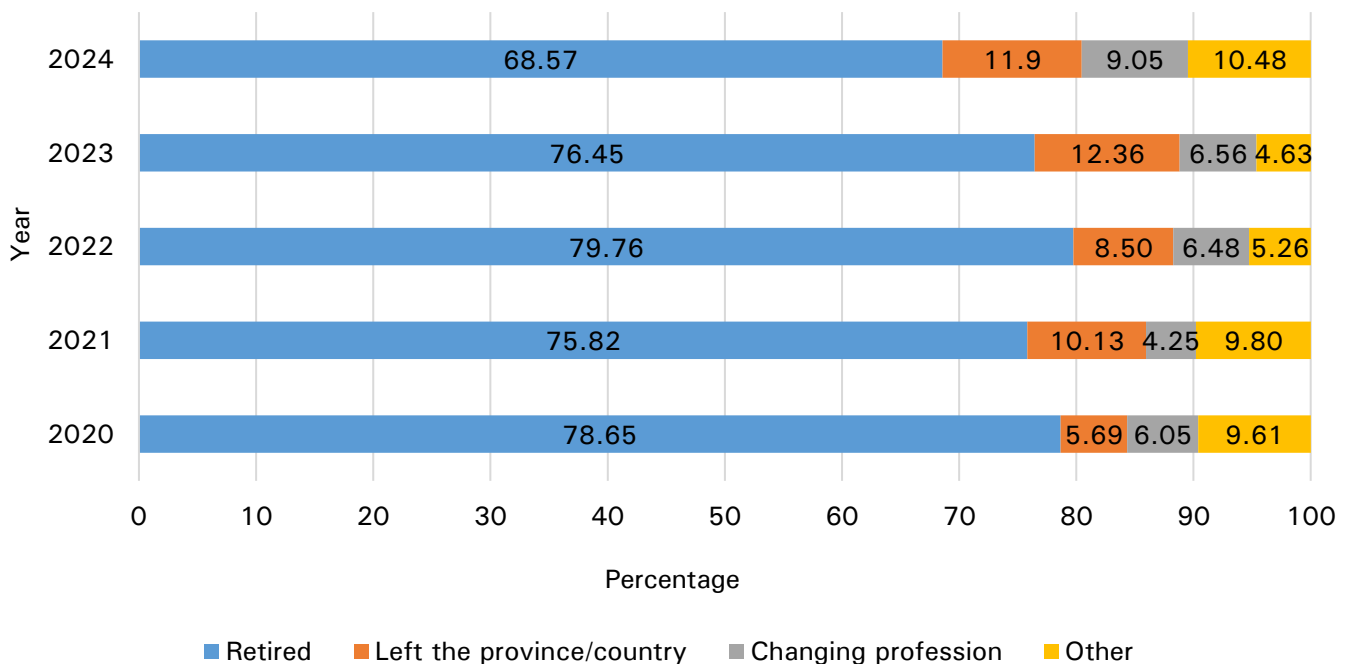
C.2.9 Resignations

Table C.2.9 – Resignations each year

Reason for resignation	2020	2021	2022	2023	2024
Retired	221	232	197	198	144
Left the province/country	16	31	21	32	25
Changing profession	17	13	16	17	19
Other (i.e., health, family)	27	30	13	12	24
Total	281	306	247	259	212

Note: MLTs self-report their reasons for resigning their CMLTO registration through the resignation process. Both Practising and Non-Practising Registrants may resign at any time throughout the year or through the annual renewal process. The resignations for each year are comprised of both in-year resignations and resignations completed during annual renewal.

Figure C.2.9.a – Reason for resignation





D. Conclusion

D.1 Summary

Analyzing health human resources data is a powerful planning tool for addressing current and future needs. The 2024 CMLTO Medical Laboratory Technologists Health Human Resources Report offers a comprehensive and data-driven look at the MLT workforce, based on an in-depth analysis of CMLTO's registration data.

This report highlights key workforce trends, including demographics, employment status, practice areas, and geographic distribution of MLTs across the province. It can serve as a valuable resource for those who are working to ensure a sustainable and effective MLT workforce.

The data is presented in a way that invites interpretation through various lenses and methodologies. Whether the focus is workforce planning, education, policy development, or system capacity, the insights offered here can help inform decisions and support strategic initiatives. CMLTO welcomes the opportunity to explore alternative interpretations of the data and to discuss how it may be applied to support specific planning or research needs.

CMLTO remains committed to actively supporting evidence-informed health human resources planning for MLTs in Ontario. To discuss the findings or share additional data and perspectives, please contact the Registrar & CEO at executiveoffice@cmlto.com.

For more information about CMLTO, please visit www.cmlto.com.