



College Updates for MLT Employers

**Address from CMLTO Board Chair, Karen Persad**



Dear Laboratory Employers of Ontario,

I am pleased to take this opportunity to thank you for your continued engagement with the College of Medical Laboratory Technologists of Ontario (CMLTO). This summer, we were fortunate to host a focus group session with employers, and I want to express my appreciation to those who participated. Your perspectives were invaluable and provided meaningful insights that will inform our ongoing work. We also appreciate the contributions from employers who took the time to complete our spring survey as part of CMLTO's

Careholder Linkage Plan. Together, these activities strengthen our connection with the employer partner group and help ensure that the College remains responsive to the realities of medical laboratory practice across Ontario.

Engaging directly with employers is essential because you play a critical role in supporting medical laboratory technologists (MLTs) as they deliver safe, high-quality laboratory services. Your feedback allows the College to better understand the challenges and opportunities in the workplace and ensures that our regulatory work aligns with the needs of the profession and the public we serve.

Earlier this spring, the CMLTO Board of Directors met to review progress on key initiatives, and advance strategic priorities essential to regulating the medical laboratory profession in Ontario. For employers, staying informed about Board updates is important because these discussions include regulatory changes, quality assurance initiatives, and governance developments that can directly affect practice environments. Highlights from the May 2025 meeting included approval of monitoring reports from statutory committees, updates on governance modernization and the Public Interest Framework, and continued work to align regulation with broader health system objectives. These efforts reflect the College's dedication to strong oversight, continuous quality improvement, and meaningful engagement with stakeholders. We encourage employers to remain connected to these governance matters, as doing so supports compliance, workforce planning, and professional development.

Throughout the spring and summer, CMLTO released several reports that provide important context for employers. The Fair Registration Practices Report highlights the College's commitment to transparent, objective, impartial, and fair registration processes. The Health Human Resources Report offers a comprehensive analysis of workforce trends and data, which are increasingly vital in the current health system landscape. Our Annual Report reflects on the College's progress, accountability, and achievements over the past year. Together, these reports provide insight that can support employers in planning and decision-making in your own work places, while understanding and aligning with the broader regulatory environment.

As we move into the latter part of the year, I encourage you to explore these resources and continue to engage with CMLTO. Our partnership with employers is one we highly value. On behalf of the Board of Directors, we thank you again for your collaboration and contributions. Wishing everyone a safe and enjoyable remainder of the summer season.

Sincerely,

**Karen Persad, BSc, MLT, C.Dir**

CMLTO Board Chair



## **Address from Registrar and CEO, John Tzountzouris**

Dear MLT Employers of Ontario,

As we move through the second half of the year, I am pleased to share a few important updates with you. Our Careholder Linkage sessions are well under way, and we look forward to hosting a public linkage session this fall. These conversations continue to strengthen the connection between the College and our key partner groups, ensuring that diverse perspectives help guide our work in regulating the medical laboratory profession in the public interest.



I would also like to echo Karen's recent note of thanks to the employers who participated in our focus group session this summer. Your input is invaluable to the College, as it provides insight into the realities of the workplace, the challenges faced by medical laboratory professionals, and the ways in which regulation can best support both the profession and the public. Your willingness to engage with us directly contributes to meaningful dialogue and better-informed decision-making.

In this issue, I also encourage you to read the article highlighting our job posting service. This resource is part of a broader section of our website designed specifically for Medical Laboratory Technologist employers, offering tailored information and tools to support you in your role. By sharing postings with us, employers gain the benefit of additional visibility through our LinkedIn presence, helping to connect qualified professionals with opportunities across the province.

Finally, I want to draw your attention to the recent release of the CMLTO Annual Report. This report is an important resource for employers, as it provides a comprehensive overview of the College's activities, regulatory outcomes, and strategic priorities over the past year. For employers, it offers valuable context on how regulatory initiatives align with the realities of the profession, and how the College continues to ensure safe, competent, and ethical laboratory services for Ontarians.

Thank you, as always, for your ongoing collaboration and commitment to the medical laboratory profession.

Sincerely,

**John Tzountzouris, MA, BSc, BHA, MLT, GSP**

Registrar & CEO



## Employer Survey Findings: What We Heard from You

Thank you to all employers who participated in the recent CMLTO survey. Your feedback is critical to helping the College better understand the issues impacting the medical laboratory sector and shaping our future strategic initiatives. Below is a summary of key findings, which have been shared with the Board of Directors to inform planning and next steps.



- **Understanding of CMLTO's Role:** Employers demonstrated a clear understanding of the College's public protection mandate. While most did not view health human resource (HHR) planning as directly within CMLTO's scope, some noted that workforce shortages can have public safety implications—particularly if they result in reliance on unregulated practitioners.
- **Barriers to MLT Recruitment:** Many employers noted delays in receiving CSMLS exam results and processing CMLTO registrations, which may hinder timely recruitment of MLTs. These delays were seen as potential barriers in an already competitive labour market.
- **Challenges in Staffing:** Employers reported ongoing challenges with MLT recruitment and retention, citing staff shortages and increased competition. In contrast, hiring MLA/Ts was less challenging due to a larger applicant pool, though the 8-week onboarding process was still considered lengthy.
- **Support for MLA/T Regulation:** A majority of employers expressed support for regulating MLA/Ts, citing public safety risks related to the lack of oversight. Many called for clearly defined scopes of practice, consistent standards, and mechanisms such as ongoing training and complaint tracking. Most also supported the use of the Voluntary Roster in hiring decisions, though some noted limitations in its current adoption.
- **Suggestions for Stakeholder Engagement:** Employers recommended engaging with senior lab staff, HR leaders, colleges, community labs, long-term care facilities, and experienced frontline workers when developing future strategies.
- **Public Safety Risks Identified:** Staffing shortages and resulting impacts on lab service quality were identified as the top risks to public safety. The collapse of OLMP and reduced innovation were also flagged as concerns.
- **Access to Information and Complaints Process:** Most employers reported being able to access HHR data from sources such as CMLTO, MLPAO, and CSMLS. They also found the College's registrant status information and complaints process to be accessible, understandable, and responsive.

This engagement has provided the College with valuable insights and highlighted the importance of ongoing dialogue with employers. We hear you—and your input is making a difference. Stay tuned for future engagement initiatives as we continue to listen, learn, and work together to strengthen the medical laboratory system in Ontario.



### **CMLTO Employer Focus Group: Thank You for Your Valuable Insights**

CMLTO hosted a virtual focus group session with employers across Ontario to gather feedback on key issues impacting the medical laboratory profession on July 23rd this summer. We were pleased to have strong participation from a diverse group of participants from across the province, and we're grateful for the time,

openness, and thoughtful input shared throughout the discussion.

The session provided valuable insights into the challenges employers are facing, particularly related to health human resources, evolving scopes of practice, the role of different medical laboratory professionals, and opportunities for collaboration with the College. Participants also shared their perspectives on how CMLTO can better support the medical laboratory profession through its regulatory mandate.

The feedback gathered during the focus group will play a critical role in shaping the College's work moving forward. A summary of the input will be presented to the CMLTO Board of Directors at its upcoming meeting and will help inform the Board's strategic planning and future initiatives.

We sincerely thank all those who participated for contributing their expertise and voice to this important conversation. CMLTO remains committed to engaging with employers and other stakeholders as we work to strengthen the medical laboratory system in Ontario together.

### **Did You Know? CMLTO Offers a Job Posting Service for Laboratory Employers**

The CMLTO offers a dedicated service to help you find qualified Medical Laboratory Technologists (MLTs)?

## Share Your Openings with Us

You can submit your job postings—complete with your contact details—in PDF or Word format to [corporateservices@cmlto.com](mailto:corporateservices@cmlto.com). Once approved, your listing will then be live on the CMLTO website for **30 days**, giving your opportunity great visibility for a fee of **\$357.14 + HST** per posting.

## Learn More

The CMLTO's webpage on Job Posting Resources brings together essential hiring guidance, including:

- Information on **hiring recent graduates**, allowing new MLTs to begin working as lab assistants or technicians while awaiting their Practicing Certificate of Registration with the CMLTO.
- A reminder for employers to **verify MLT credentials** via the **CMLTO Public Register**. Employers are also notified if any MLTs in their facility are suspended—for example, due to non-payment of fees—and are reminded that MLTs must report changes in personal or employer information.
- Access to the **Voluntary Roster of Registered Medical Laboratory Technicians**, ideal for considering medical laboratory assistants and technicians until they become regulated professionals.

## Our stated and general requirements for postings are:

1. Placement located within the province of Ontario
2. Qualifications state that the applicant must be registered in good standing with the College of Medical Laboratory Technologists of Ontario (CMLTO)

## Boost Your Reach via LinkedIn (and More!)

Starting August 2023, CMLTO began amplifying job posting via our social media channels including LinkedIn, with monthly posts shared in bulk for even broader visibility. This is a powerful way to connect with professionals where they engage daily.

## Want to Maximize Your Impact?

- **Submit early:** Ensure your posting is online for the full 30-day duration.
- **Leverage social media:** Highlight your post on your company's LinkedIn and/or Twitter for added reach.

- Include key details: Clearly outline your role’s scope, required credentials, and next steps—this makes it easier for potential candidates to connect with you.

**Want more information?** Visit the [CMLTO Job Board and Posting an MLT Job](#) page to explore all the details and get started.

### **2024 CMLTO Health Human Resources (HHR) Report Available**

As healthcare leaders and employers of Medical Laboratory Technologists (MLTs), you understand the critical role MLTs play in delivering timely, accurate diagnostic testing that supports patient care across Ontario. Ensuring the sustainability of this essential workforce requires not only strategic planning but also collaboration informed by data and shared insight.

The College of Medical Laboratory Technologists of Ontario (CMLTO) has released its **2024 Health Human Resources (HHR) Report**, which offers timely analysis and data to help inform workforce planning efforts across the province. The report presents key trends impacting the MLT profession, including registration demographics, geographic distribution, employment settings, and areas of practice.

As employers, your engagement with CMLTO publications like the HHR Report helps foster a shared understanding of the challenges and opportunities facing the profession. The 2024 report highlights ongoing pressures such as retirements, and regional disparities, all of which directly impact recruitment, retention, and service delivery.

We encourage you to review the 2024 HHR Report and consider how its findings can support your organizational planning, policy development, and advocacy for system-level change. Your continued interest and involvement in workforce data and regulatory trends is a vital part of shaping a strong and resilient future for the MLT profession.

**Read the full 2024 HHR Report [here](#).**

## **2024 CMLTO Fair Registration Practices (FRP) Report Available: an Insightful Tool for MLT Employers**

The College of Medical Laboratory Technologists of Ontario (CMLTO) is pleased to announce the release of its **2024 Fair Registration Practices (FRP) Report**. This annual report, submitted to the **Office of the Fairness Commissioner (OFC)**, outlines how CMLTO continues to uphold fair, transparent, objective, and impartial registration practices—key elements that impact the current and future MLT workforce in Ontario.



### **An Insightful Tool for MLT Employers**

The FRP Report gives direct insight into how the registration process supports workforce growth and timely Registration with the CMLTO.

The FRP Report is not just a regulatory requirement—it's important information on workforce access and development. Key highlights from the 2024 report include:

#### **Clearer Communication & Enhanced Transparency**

CMLTO continued to strengthen communication tools to help applicants navigate the registration process more easily by:

- Maintaining updated **application guides** and **checklists**.
- Publishing **transparent timelines** and **decision-making criteria**.
- Ensuring information is communicated in **plain language** and made accessible in **multiple languages**, where appropriate.

#### **Data and Accountability**

The 2024 FRP Report includes valuable registration data such as:

- **Total number of Applications and certificates issued**
- **Processing and decision timelines**
- **Registration outcomes by route of entry** (e.g., Canadian vs. internationally educated)

These insights allow for greater system accountability and help identify opportunities for continuous improvement.

#### **Supporting a Sustainable MLT Workforce**

In the context of ongoing health human resource challenges, **timely and fair registration processes are more important than ever**. CMLTO's commitment to fair registration helps

ensure that Ontario's MLT workforce remains competent, diverse, and responsive to the needs of the health system.

By understanding the CMLTO's registration practices, employers can better:

- **Support new hires**, especially those trained outside Canada.
- **Plan recruitment efforts** based on realistic timelines and requirements.
- **Collaborate with the College** to reduce unnecessary barriers while maintaining high standards for public protection.

### **Access the Full Report**

To read the full 2024 Fair Registration Practices Report, [visit our website](#).

A French version of the report is available [here](#).

### **2024 CMLTO Annual Report Released**

The College of Medical Laboratory Technologists of Ontario (CMLTO) recently released its **2024 Annual Report**, providing a comprehensive overview of the College's work over the past year in regulating the MLT profession and supporting high standards of patient care.

As employers of MLTs, your role extends beyond day-to-day operations—you are key partners in ensuring a competent, ethical, and well-supported workforce. The Annual Report offers valuable insights into how CMLTO's regulatory activities impact the profession, the public, and ultimately, your organization.

Key highlights from the 2024 report include updates on registration trends, professional practice initiatives, quality assurance programs, and regulatory improvements designed to keep pace with evolving healthcare needs. Understanding these developments can help employers anticipate changes in workforce dynamics, compliance requirements, and continuing education priorities.

Why should MLT employers tune in? Because a strong regulatory framework means:

- **Assurance of Competency:** CMLTO's work ensures that every practising MLT meets rigorous standards, reducing risk and supporting quality lab services in your organization.
- **Workforce Stability:** Monitoring trends in registration and renewal helps employers identify workforce challenges early and plan recruitment and retention strategies accordingly.

- Professional Development: CMLTO's initiatives encourage ongoing learning and ethical practice, contributing to a skilled and motivated workforce.
- Collaboration: Being informed about the College's priorities allows employers to align with broader health system goals and engage meaningfully in dialogue about the future of lab services.

We encourage you to explore the 2024 Annual Report to stay informed about the regulatory environment shaping the MLT profession. Your awareness and involvement play a vital role in supporting a sustainable, competent, and resilient workforce that meets Ontario's healthcare needs today and tomorrow.

Read the full 2024 Annual Report [here](#).

### **Highlights from the CMLTO Board of Directors Meeting**

The College of Medical Laboratory Technologists of Ontario (CMLTO) Board of Directors convened in the springtime to review progress on key initiatives, receive updates from Statutory Committees, and advance strategic priorities essential to regulating the medical laboratory profession in Ontario.

It is essential for Medical Laboratory Technologist (MLT) employers to stay up-to-date on CMLTO Board meeting updates because these meetings provide critical information on regulatory changes, quality assurance initiatives, and governance developments that directly impact the practice environment.

Staying informed helps employers ensure their teams remain compliant with the latest professional standards and regulatory requirements, supports workforce planning aligned with evolving health system priorities, and fosters a culture of continuous professional development. By keeping current with the College's decisions and strategic directions, employers can better support their staff, enhance patient safety, and contribute to the overall effectiveness of the healthcare system.

### **Key Achievements and Actions**

#### **Approval of Statutory Committee Monitoring Reports**

The Board reviewed and approved monitoring reports from several Statutory Committees, including Registration, Quality Assurance, Inquiries, Complaints and Reports (ICRC) Committees. These reports provide critical oversight on the College's regulatory activities, ensuring that policies and procedures are operating effectively and in alignment with legislative requirements.

## **Governance Modernization and Public Interest Framework Updates**

Significant progress was reported on the Governance Modernization Plan. The Board considered updates on initiatives designed to enhance the College's governance structures and decision-making processes to better serve the public interest. The evolving Public Interest Framework will guide future policy development and organizational priorities.

## **Ongoing Engagement Through Careholder Linkage Plan**

The Board reaffirmed its commitment to strengthening relationships with key stakeholders through the Careholder linkage plan. This plan supports continuous dialogue with Registrants, employers, and members of the public to ensure the College's regulatory approach remains relevant and responsive to the needs of all partner groups.

## **Moving Forward**

The May 2025 meeting underscored the College's dedication to maintaining strong regulatory oversight, advancing governance improvements, and fostering meaningful collaboration with the healthcare community. These actions collectively strengthen the College's ability to protect the public and support the medical laboratory profession in Ontario.



## **Be in the Know: Updates and Ongoing College Initiatives**

Please see below for some key initiatives coming up at the CMLTO that directly impact you. If you have any questions or would like some more information about these projects, please reach out to us at [communications@cmlto.com](mailto:communications@cmlto.com).

Professional Liability Insurance Audit → **Launches August 25, 2025**

Annual Renewal → **Opens November 1, 2025**

QA Practice Review Audits → **Launched July 2025, due August 2025**

QA Professional Portfolio Audit → **Launched July 2025, due December 31, 2025**

Learning Goal Resource → **Updated resource available [now](#)**

Mandatory Reporting → **Reminder: employers must notify CMLTO of suspensions, terminations, and practice restrictions. Learn more [here](#).**

Patient Privacy & Confidentiality → **New resources coming soon – stay tuned through 2025!**



### **Request a CMLTO Speaker**

The CMLTO is committed to building relationships with registrants, other health regulatory Colleges, key Careholders, and the public.

**Did you know that the CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, inter professional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians?**

To request a CMLTO speaker to deliver a presentation, please email [communications@cmlto.com](mailto:communications@cmlto.com).