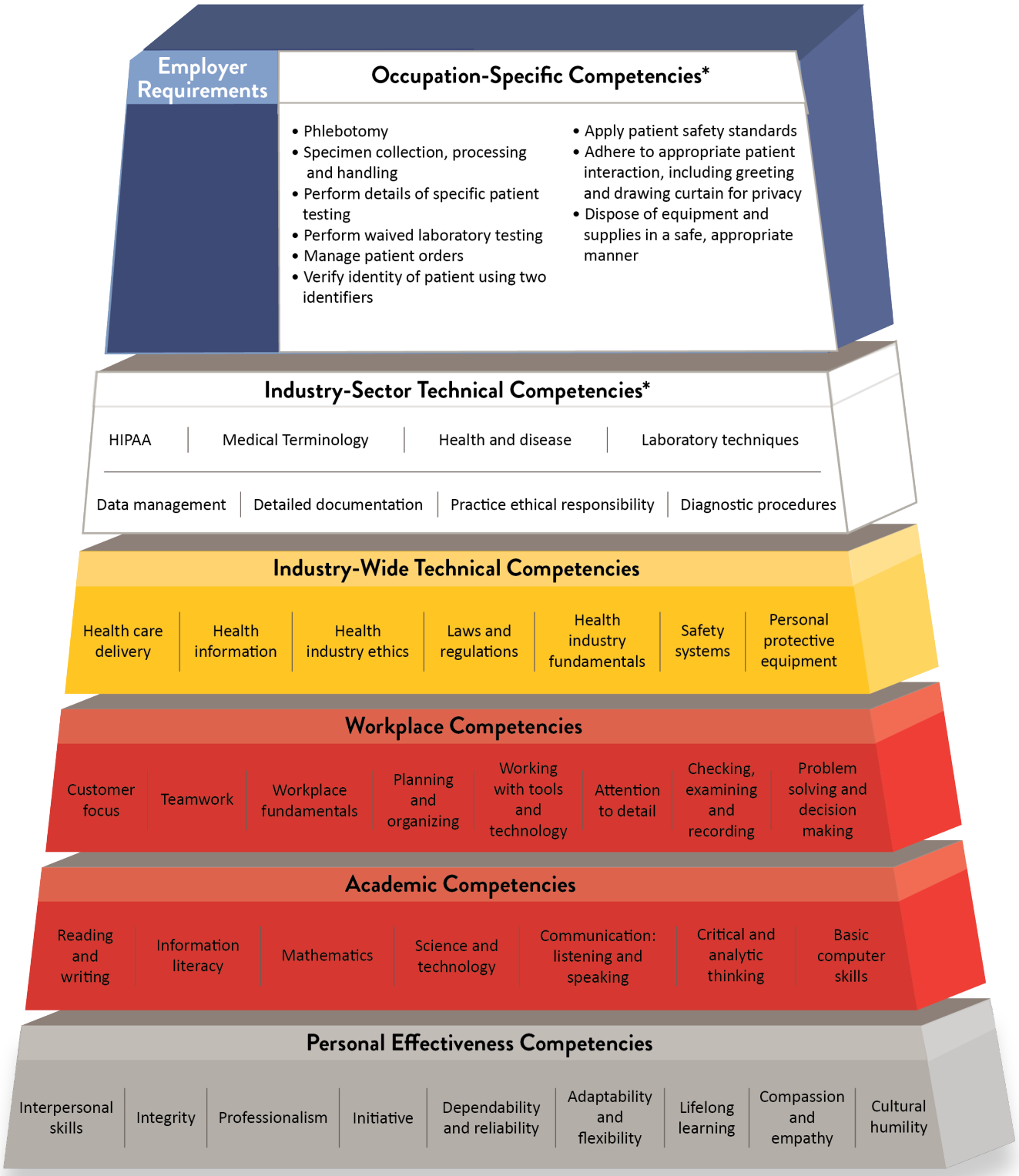
Minnesota Dual-Training Pipeline
Competency Model for Health Care Services
Occupation: Medical Laboratory Assistant



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.

DUAL-TRAINING PIPELINE

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 (Health Insurance Portability and Accountability Act)** – Understanding of legislation that provides data privacy and security provisions for safeguarding medical information.

- **Medical terminology** – Understand 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. 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 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.

Updated August 2022