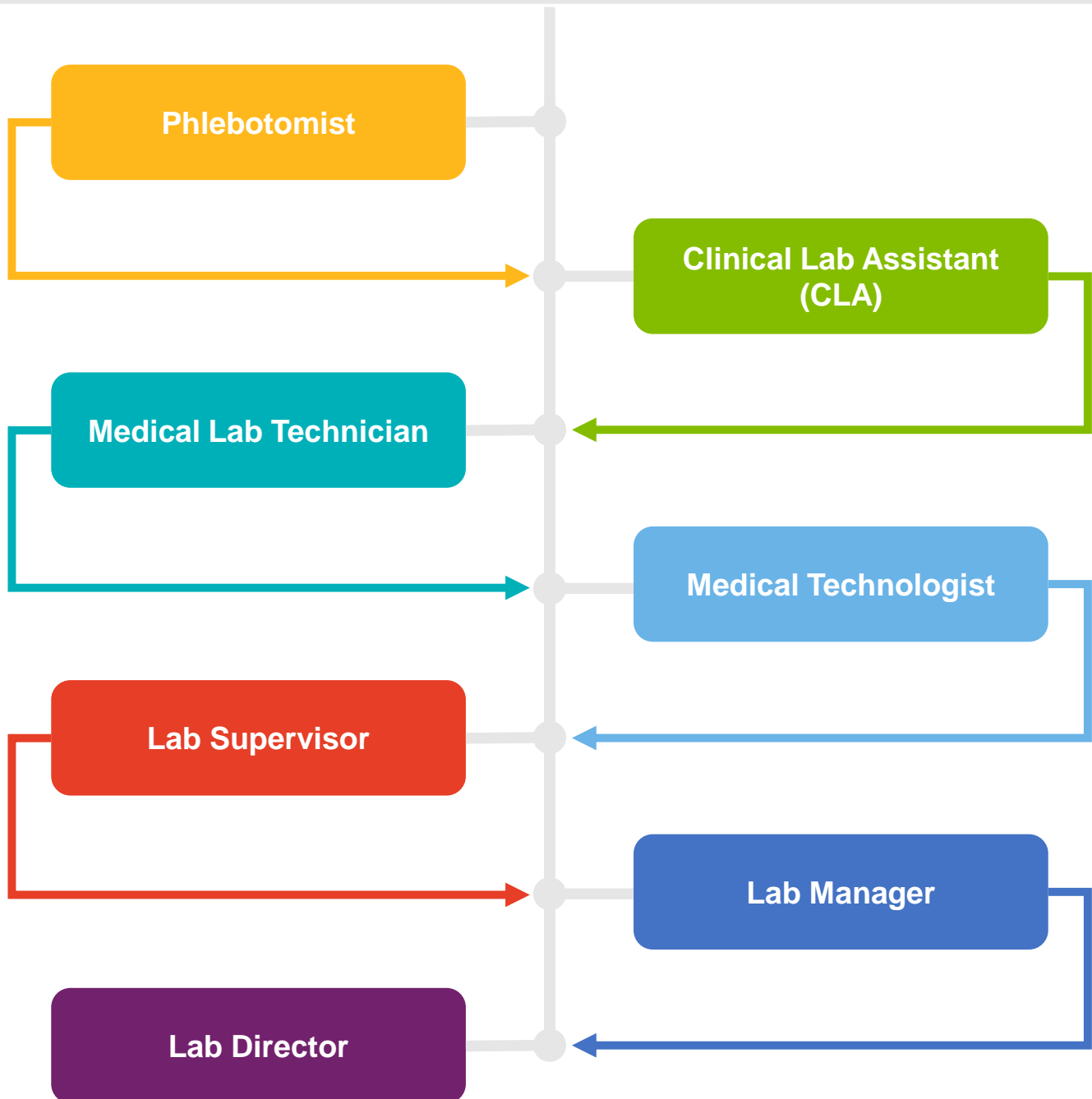


## Laboratory Career Path



### Pre-requisite:

- High school diploma or GED.

### Great career option for those who:

- Completed the 1st semester of an academic nursing program.
- Completed an academic phlebotomy, program or completed an academic PCT, CNA, or MA program.



### Daily Tasks

- Obtains blood draws.
- Processes lab test requests.
- Registers patients.
- Receives specimens in computer system.



### Requirements/experience

- 6 months of float pool experience (preferred).



### Education/training

- High school diploma or GED.



### Median hourly pay

**\$16.01**

See benefits at [honorhealthbenefits.com](http://honorhealthbenefits.com).

#### Helpful hints:

- Training available at HonorHealth or through local colleges.
- Schedules with varied hours available at HonorHealth.



### Daily Tasks

- Processes specimens.
- Prepares samples for analysis or for testing manually or with automation.
- Performs some phlebotomy functions.
- Loads analyzers.
- Plates microbiology specimens.
- Receives, processes, and pours off specimens.
- Registers patients.
- Sends testing to reference laboratories.
- Performs waived testing.



### Requirements/experience

- 1 year of phlebotomy experience (required).
- 2-5 years phlebotomy or CLA experience (preferred).



### Education/training

- High school diploma or GED



### Median hourly pay

**\$16.65**

See benefits at [honorhealthbenefits.com](http://honorhealthbenefits.com).



### Daily Tasks

- Performs waived and moderately complex testing.
- Performs quality control, instrument maintenance, troubleshooting, and calibrations.
- Teaches and trains students and new employees.



### Requirements/experience

- New grads welcome.
- 1 year of hospital lab experience as a MLT (preferred).



### Education/training

- Associate's degree in a chemical, physical, or biological science or Medical Laboratory Science.



### Median hourly pay

**\$24.14**

See benefits at [honorhealthbenefits.com](http://honorhealthbenefits.com).

#### Helpful hints:

- Pre-paid tuition assistance is available for eligible employees at HonorHealth.
- Academic program available at Phoenix College.



### Daily Tasks

- Performs waived, moderate, and high complexity testing.
- Performs quality control, instrument maintenance, troubleshooting, and calibrations.
- Teaches and trains students and new employees.
- Acts as supervisor when one is not on site.



### Requirements/experience

- New grads welcome.



### Education/training

- Bachelor's degree in medical technology, clinical laboratory, or a natural or physical science (required). OR
- Master's degree in an area listed above (preferred).



### Median hourly pay

**\$32.35**

See benefits at [honorhealthbenefits.com](http://honorhealthbenefits.com).

**Helpful hints:**

- Pre-paid tuition and loan assistance programs are available for eligible employees at HonorHealth.
- Academic program available at Arizona State University.



### Daily Tasks

- Assists managers with interviewing and hiring of Lab employees.
- Evaluates employee performance and issues corrective action, when necessary.
- Performs all MT functions.
- Assesses suitability of specimens received for testing.
- Performs routine and specialized lab testing.
- Performs waived, moderate and high complexity tests.



### Requirements/experience

- 3 years related experience (required).
- 3 years supervisory experience (preferred).



### Education/training

- Bachelor's degree (required) in medical technology (preferred).
- Medical Lab Technician certification required upon hire.



### Median hourly pay

**\$33.96**

See benefits at [honorhealthbenefits.com](http://honorhealthbenefits.com).



### Daily Tasks

- May be a subject matter expert in one lab area such as Microbiology.
- Knowledgeable about the operations and nuances of specific areas of the Lab.
- Responsible for regulatory initiatives, department process improvement, work flow, training, competency and regulatory requirements and attainment.
- Evaluates employee performance.
- Teaches and trains Lab employees and students.



### Requirements/experience

- 3 years as a Phlebotomist, CLA, or equivalent (required).
- 3 years as a MT or MLT (preferred).



### Education/training

- Associate's degree in a health related field (required).
- Bachelor's degree (required) in a health related field (preferred).



### Median hourly pay

**\$46.51**

See benefits at [honorhealthbenefits.com](https://honorhealthbenefits.com).



### Daily Tasks

- Responsible for budgets, capital, invoice reconciliation, hiring, appropriate staffing, regulatory requirements, performance evaluations, corrective action, employee engagement and participates and in cross functional teams to represent the laboratory. Promotes department teamwork.
- Collaborates with other leadership and executive team members.



### Requirements/experience

- 5 years of management experience in Lab operations (required).
- 7 years of Lab operations and management experience, with at least 3 years of experience at a director or higher level.



### Education/training

- Bachelor's degree in healthcare related field (required).
- Master's degree in business or healthcare related field (preferred).



### Median hourly pay

**\$56.25**

See benefits at [honorhealthbenefits.com](http://honorhealthbenefits.com).