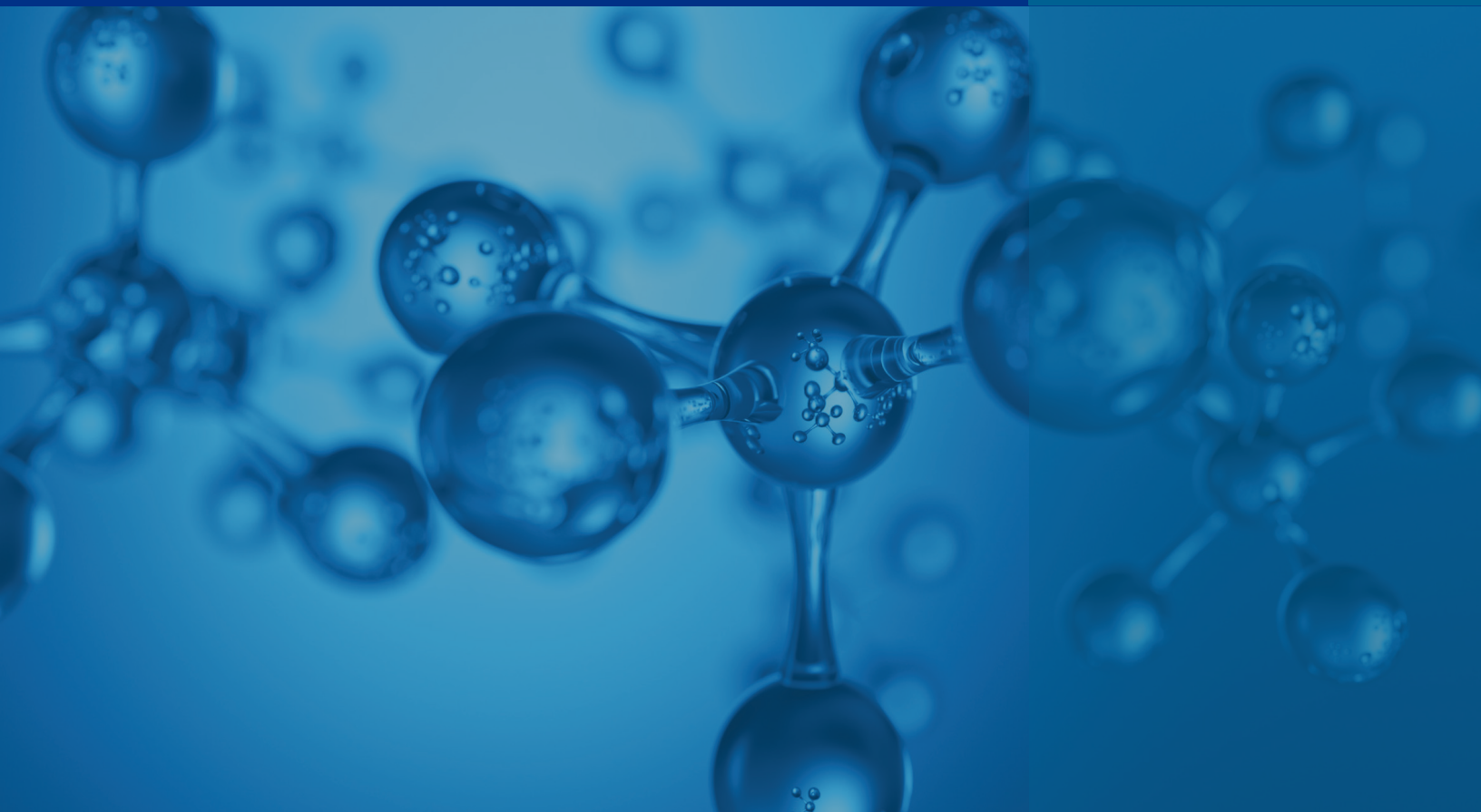




Medical Laboratory Professionals' Association of Ontario
L'Association des professionnels des laboratoires médicaux de l'Ontario

Strategic Plan

2023-26





Dear Members and Stakeholders

The Board of Directors is proud to announce the strategic plan for 2023-2026. As a profession, we have endured a very difficult few years providing life saving results during a pandemic, short staffed and overworked. Our new strategic plan will enable the MLPAO to look into the future in a systematic way, ensuring that our members are at the centre of all we do.

Our process was very thorough and included a professional firm to guide us through the process. This firm collected feedback from a variety of stakeholders: members, educators, industry experts, and vendors, then facilitated collaboration with a select group of members and stakeholders who in turn charted our pathway forward.

Our new strategic plan will focus on Advocacy, Diversity, Professional Pride and Enhancing Professionalism. Each of these strategic areas reflects our mission and will help us reach our ultimate goal and vision to have medical laboratory professionals at the centre of healthcare.

We encourage you to review the plan and share with your networks. We are looking to the future with hope and are happy you will join us on this journey.



Jessie Clelland, MLT
Board Chair, MLPAO



Michelle Hoad, CAE
Chief Executive Officer, MLPAO



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A mission statement is a short statement that describes why an organization exists. It also states our overall goals for the association. It is our reason for being. An organization needs to have a well-thought-out mission statement to understand who they are and why they exist.

Mission

To promote the value of medical laboratory professionals in our health care system to ensure continued growth of the profession



**A vision statement is an aspirational statement.
It states what an ideal future would be for an organization.**

Vision

Medical laboratory professionals at the centre of healthcare

Values

Collaboration with integrity and respect



Organizational values encompass the guiding principles that provide an organization with purpose and direction. These inform how we interact with members and the public.

Strategic Directions

The MLPAO is committed to making advancements in **4** strategic areas:



1

Advocacy

- Advocate for the profession.
- Find solutions for the shortage of Medical Laboratory Technologists.
- Research bridging and up-skilling programs for Medical Laboratory Assistant/Technicians to Medical Laboratory Technologists.

2

Diversity

- Ensure the Board of Directors represents the membership from a diversity, equality and inclusivity perspective.
- Expand the perspective of the Board by inviting guests and other professions as needed.



3

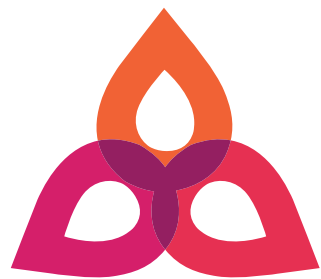
Professional Pride

- Create lab champions. Encourage member participation, grow lab advocates within and out of the laboratory.
- Promote the benefits of joining your provincial association.
- Educate the public. Expand the Future Laboratorians of Ontario program - presentations to high schools.
- Demonstrate the value of the lab through media opportunities and education efforts. This includes ongoing education to our stakeholders, government, and the public.
- Expand our stakeholder relationships with public relations departments across the province, at Community and Public labs.
- Maintain a strong social media presence.
- Promote and participate in Medical Laboratory Week.
- Build pathways for Medical Laboratory Assistant/Technicians to advance their education and credentialing.

4

Enhancing Professionalism

- Support MLA/T regulation. We will continue to support this message in our actions and communications.
- Expand our continuing education offerings and delve further into advanced certification.
- Promote Medical Laboratory Assistant/Technician Credential and Registry to employers to establish qualifications and standards.



MLPAO

Medical Laboratory Professionals'
Association of Ontario

