



STRONGERTOGETHER

Laboratory Staffing Data During COVID-19 Pandemic

Background

- The survey is a collaboration between ASCP Institute for Science, Technology, and Public Policy in Washington, DC and ASCP Evaluation, Measurement, and Assessment Department in Chicago, IL
- COVID-19 questionnaire was included in the 2020 ASCP Vacancy survey
- Survey was open from June 22 to July 24, 2020
- Individuals with management-level position or human resources (HR) position were asked to answer questions on whether there have been changes in testing, staffing, and retention of laboratory professionals during the COVID-19 pandemic.
- Total number of responses for the COVID-19 section - 476

TESTING



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Fig 1. How has the COVID-19 pandemic affected the testing volumes in your laboratory? (N=476)

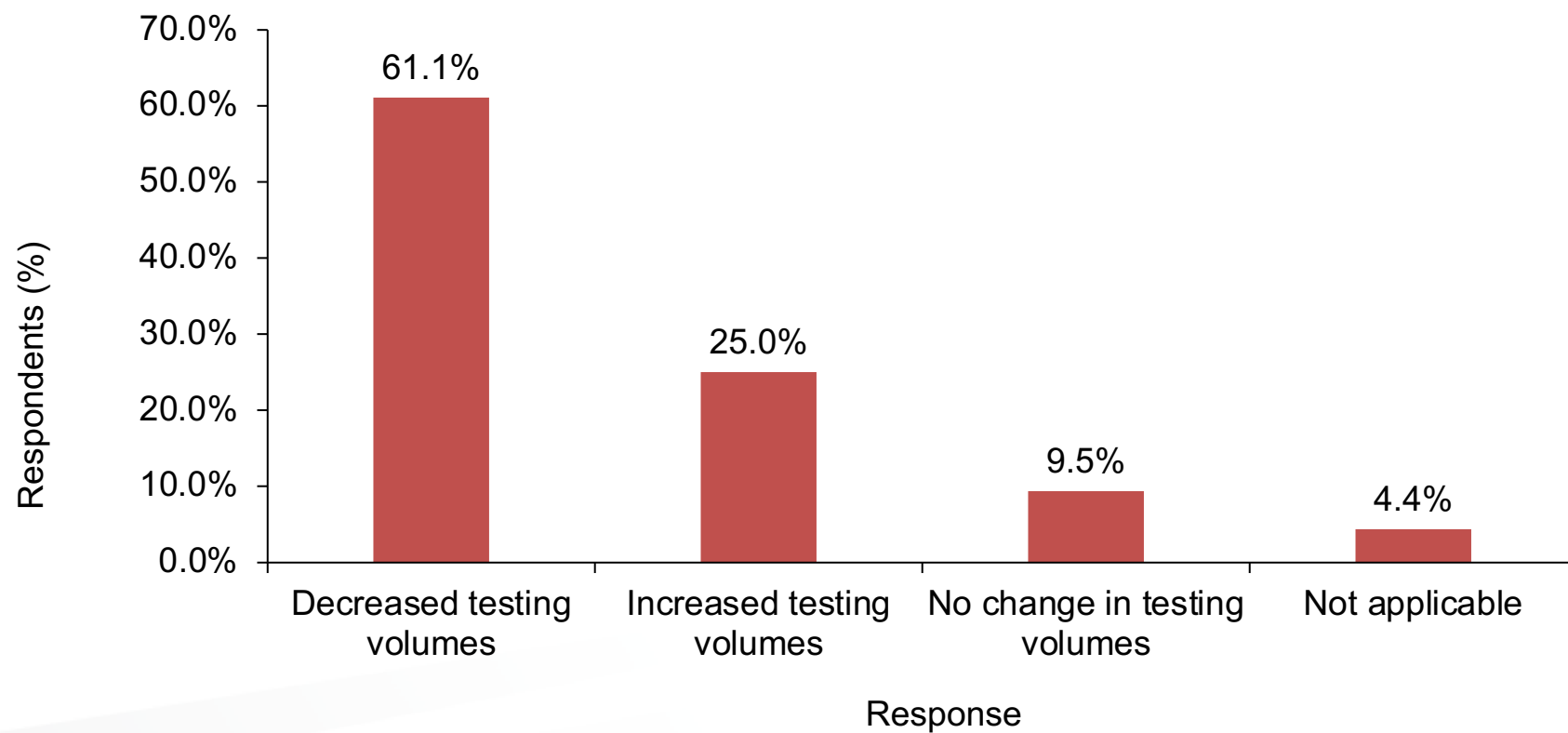


Fig 2. How much has your testing volume increased in your laboratory? (N=117)

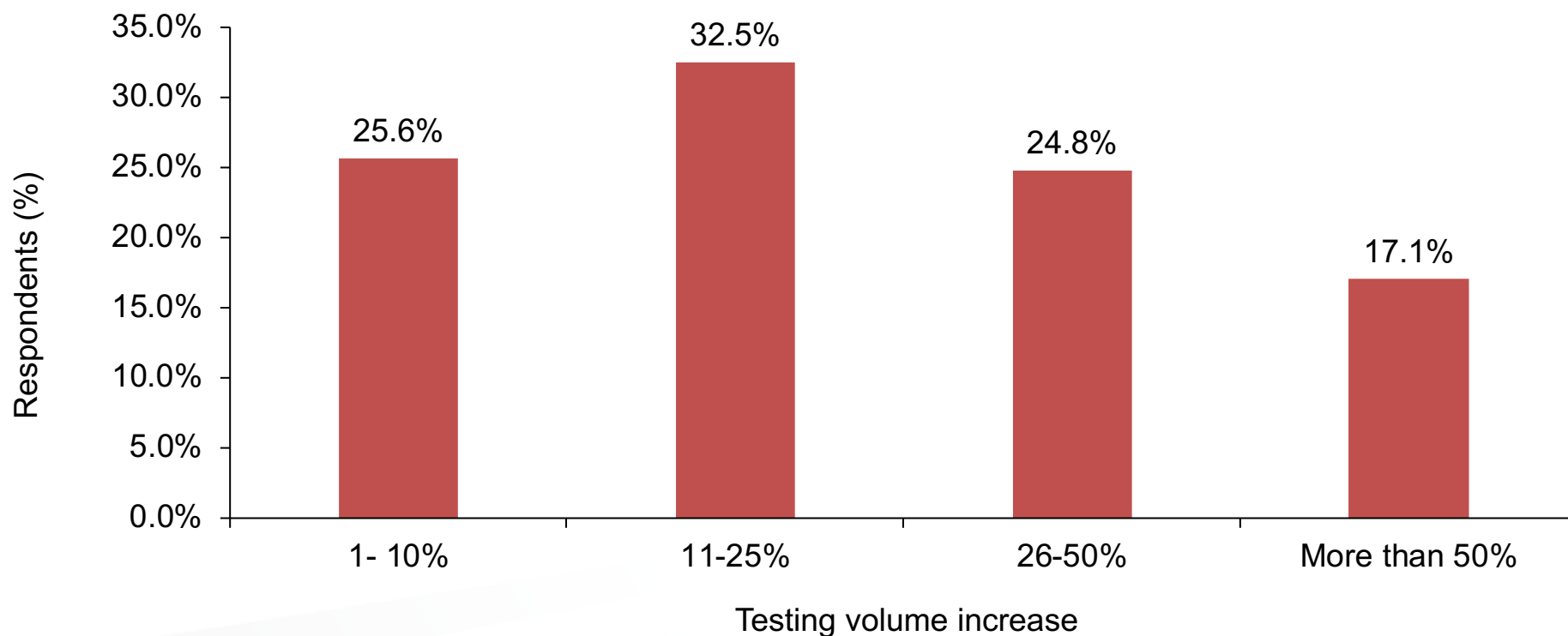


Fig 3. How much has your testing volume decreased in your laboratory? (N=290)

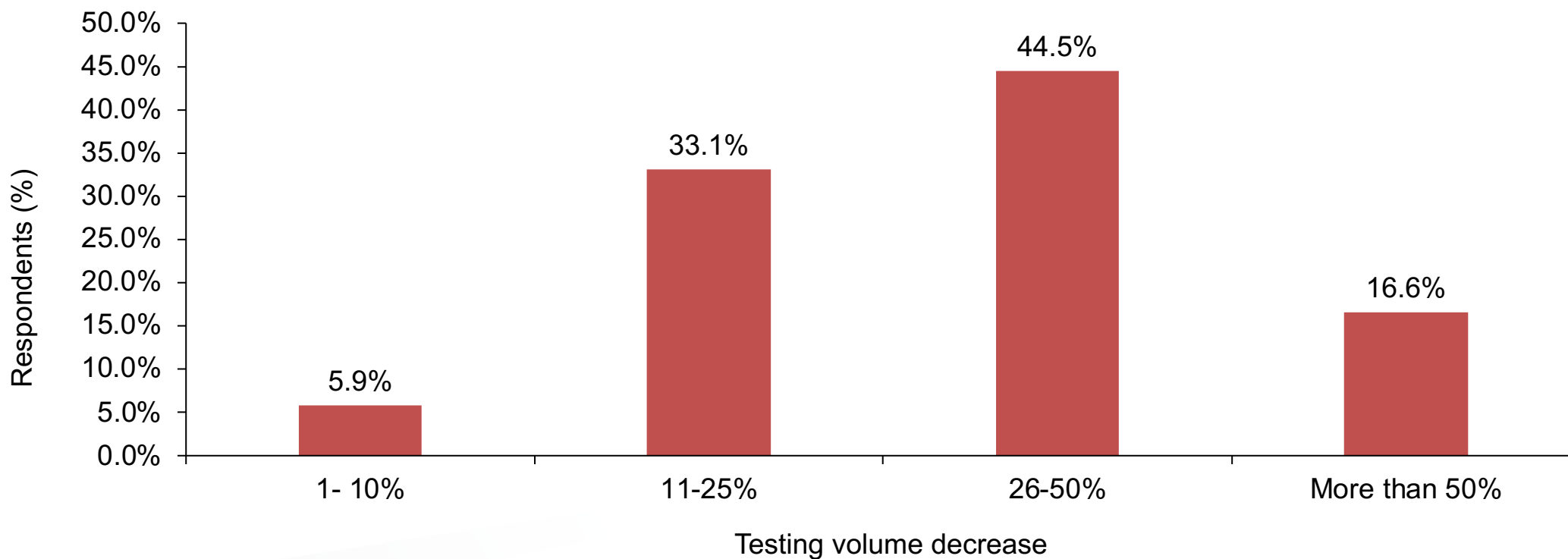


Fig 4. Did your laboratory ever encounter difficulties obtaining test kits? (N=476)

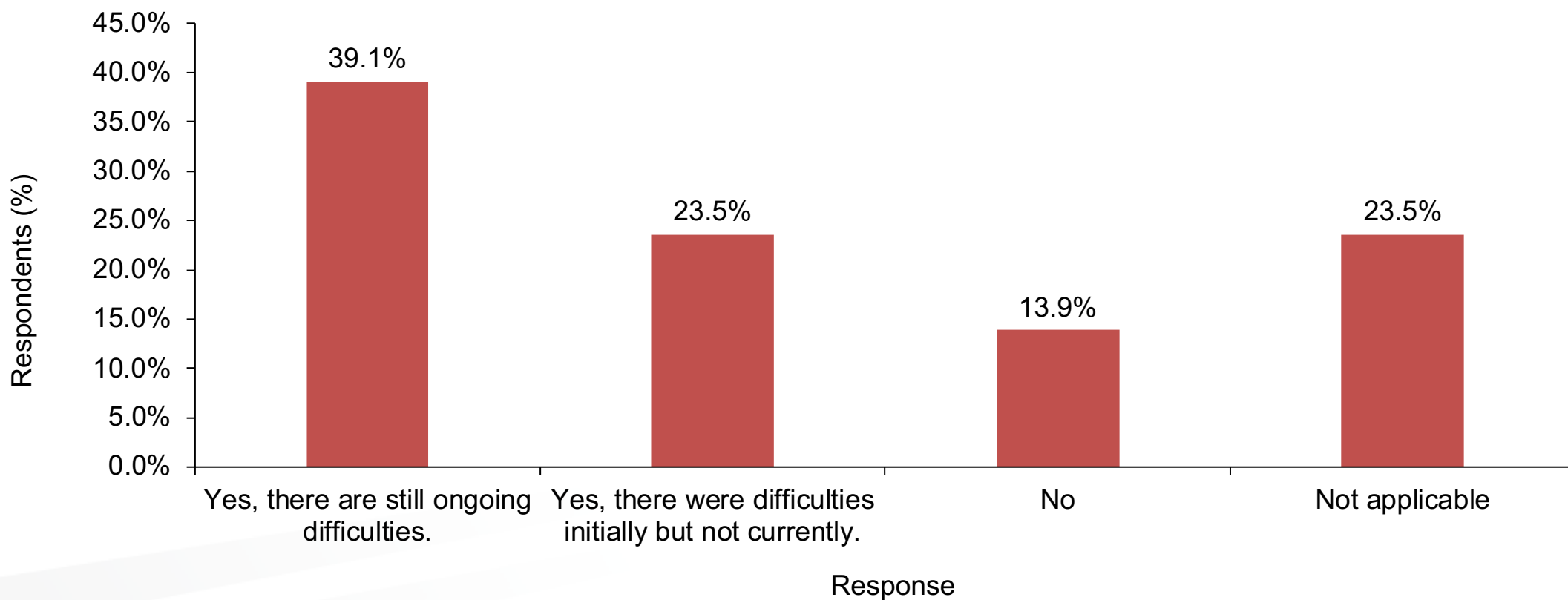
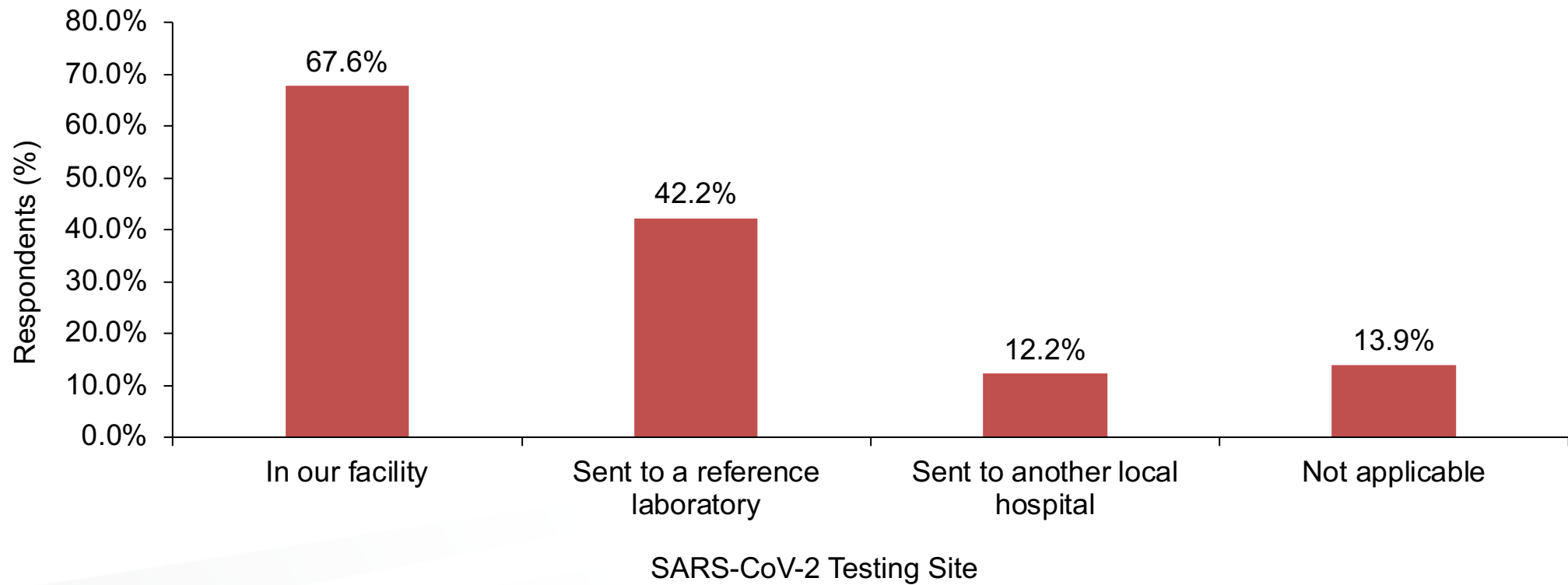


Fig 5. Where is your SARS-CoV-2 testing performed? (N=476, select all)



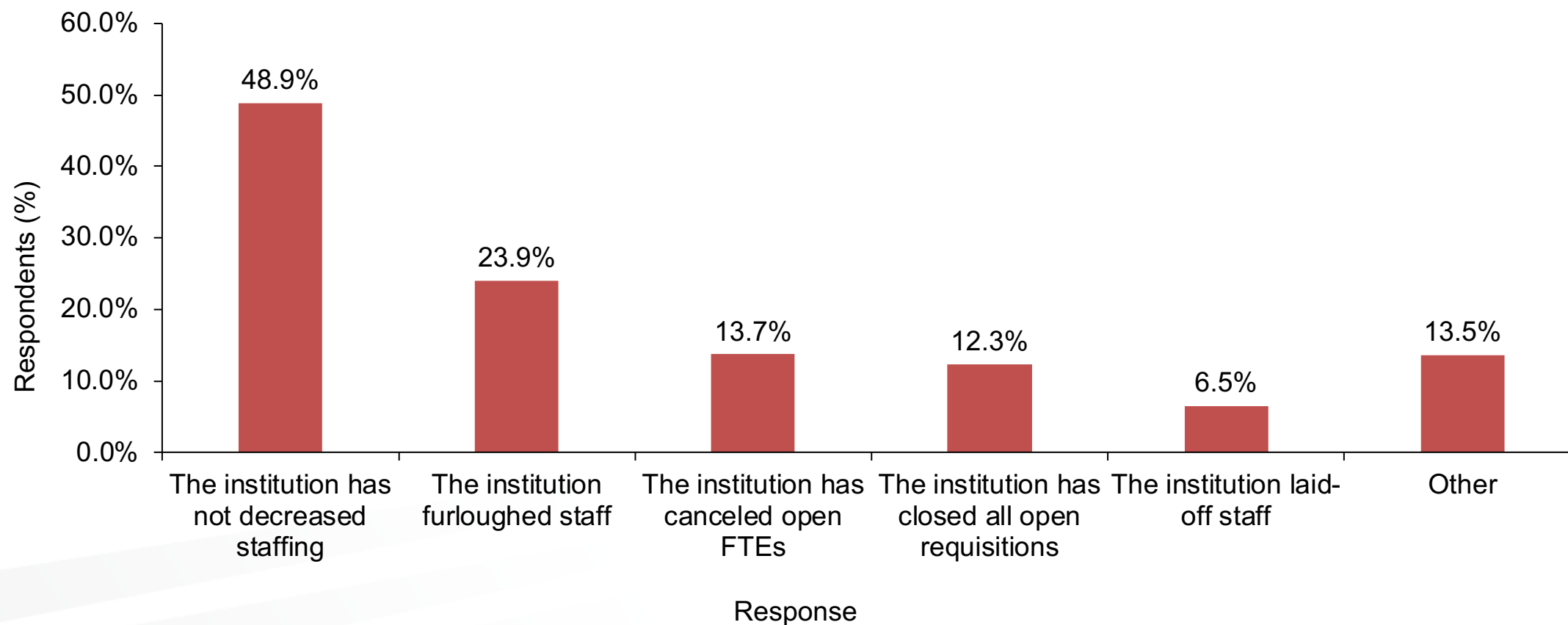
STAFFING

Table 1. Percent increase in staffing due to COVID-19 pandemic by occupational title (Percent Distribution by Response)

Occupational Title	Response				
	1-10%	11-25%	26-50%	More than 50%	Not Applicable
Pathologists	1.7%	0.6%	0.4%	0.5%	96.9%
MT/MLS/CLS	12.5%	3.5%	2.2%	0.8%	81.1%
MLT/CLT	9.1%	2.0%	0.9%	1.6%	86.4%
CLA/MLA	3.1%	1.5%	1.0%	0.6%	93.8%
PBT	2.9%	3.0%	0.9%	0.5%	92.6%

Note: Sample size for respondents in other occupational titles that reported increase was too small and not reported.

Fig 6. How has your institution decreased staffing? (N=476 respondents representing 1132 departments, select all)

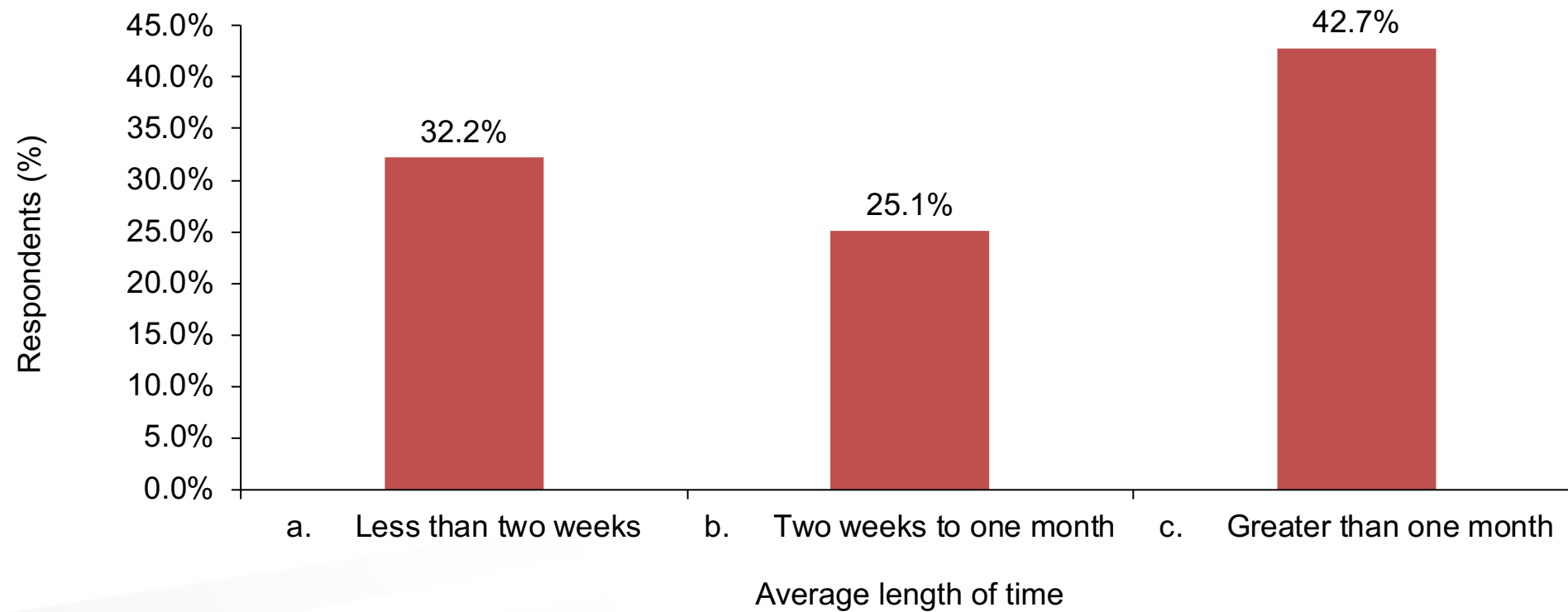


**Table 2. Percent furloughs due to COVID-19 pandemic by Occupational Title
(Percent Distribution of Respondents by Response)**

Occupational Title	Response				
	1-10%	11-25%	26-50%	More than 50%	Not Applicable
Pathologists	6.4%	3.0%	4.7%	4.7%	81.1%
MT/MLS/CLS	27.0%	10.2%	8.8%	6.6%	47.3%
MLT/CLT	23.4%	6.6%	4.9%	4.1%	61.1%
CT	3.9%	1.7%	6.1%	5.2%	83.0%
HT	4.8%	5.3%	3.9%	6.1%	79.8%
HTL	2.7%	2.7%	2.3%	5.4%	86.9%
CLA/MLA	4.5%	2.7%	1.8%	5.4%	85.5%
PBT	7.5%	4.8%	4.8%	5.3%	77.5%

Note: Sample size for respondents in other occupational titles that reported furloughs was too small and not reported; data show only those who reported that their institution furloughed staff, 24% of total respondents (ref Fig. 6).

Fig 7. What is the average length of furlough in your department? (N=255)



INSTITUTION-LEVEL IMPACT

Fig 8. Did your laboratory encounter a hiring freeze/slowdown during the COVID-19 pandemic? (N=473)

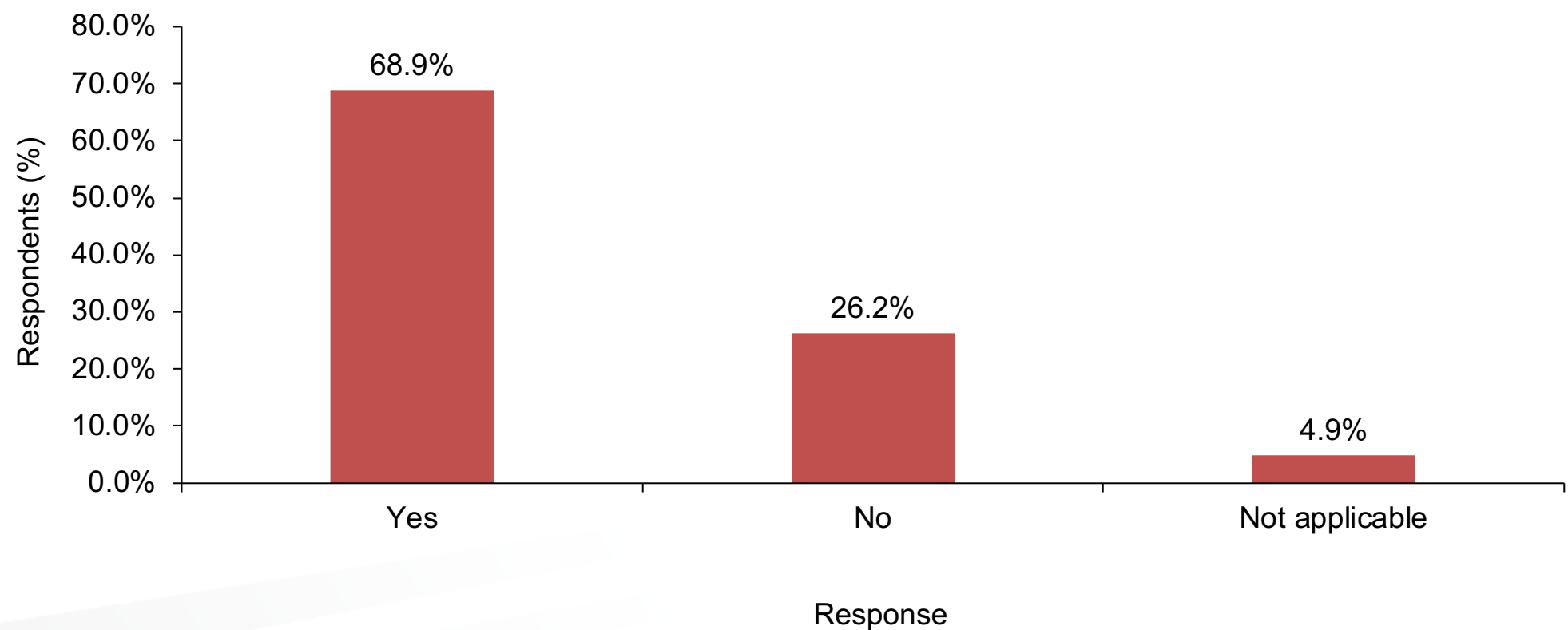


Fig 9. Have you reassigned your laboratory staff during the COVID-19 pandemic for any of the following reasons? (N=476, select all)

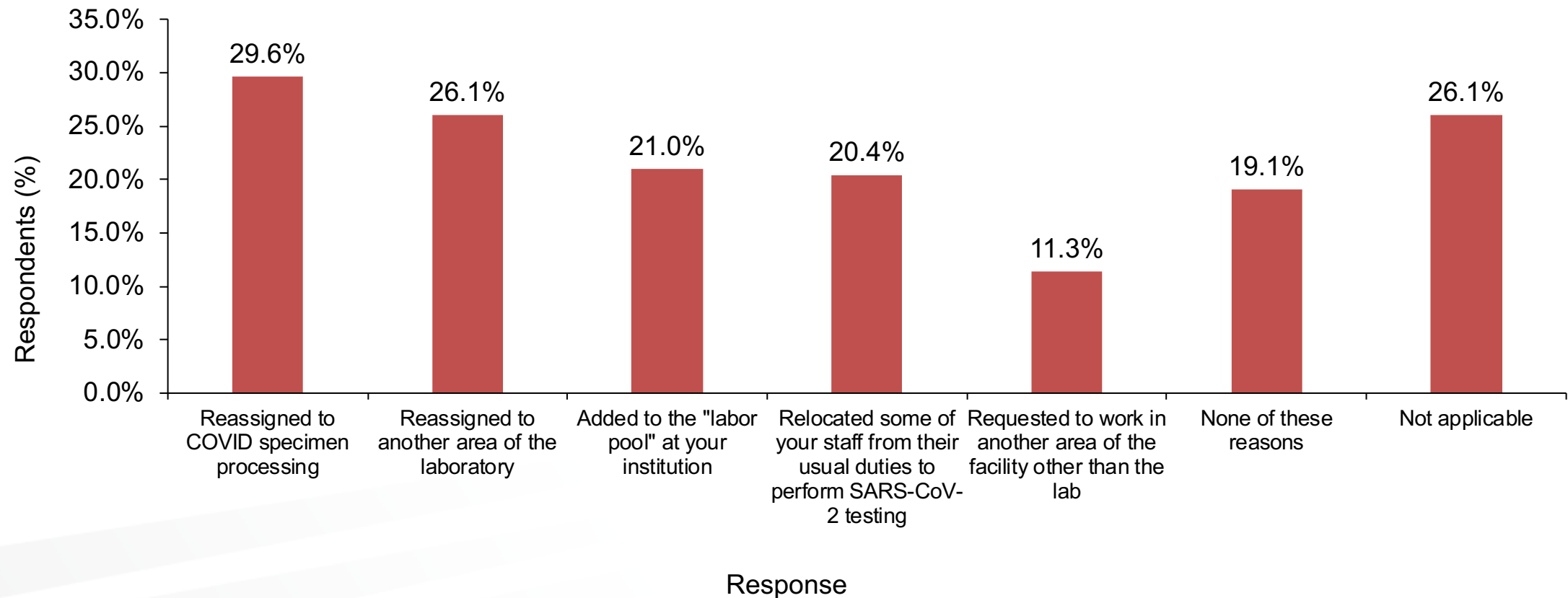


Fig 10. Have turnaround times due to the demands of SARS-CoV-2 required overtime for any existing staff? (N=474)

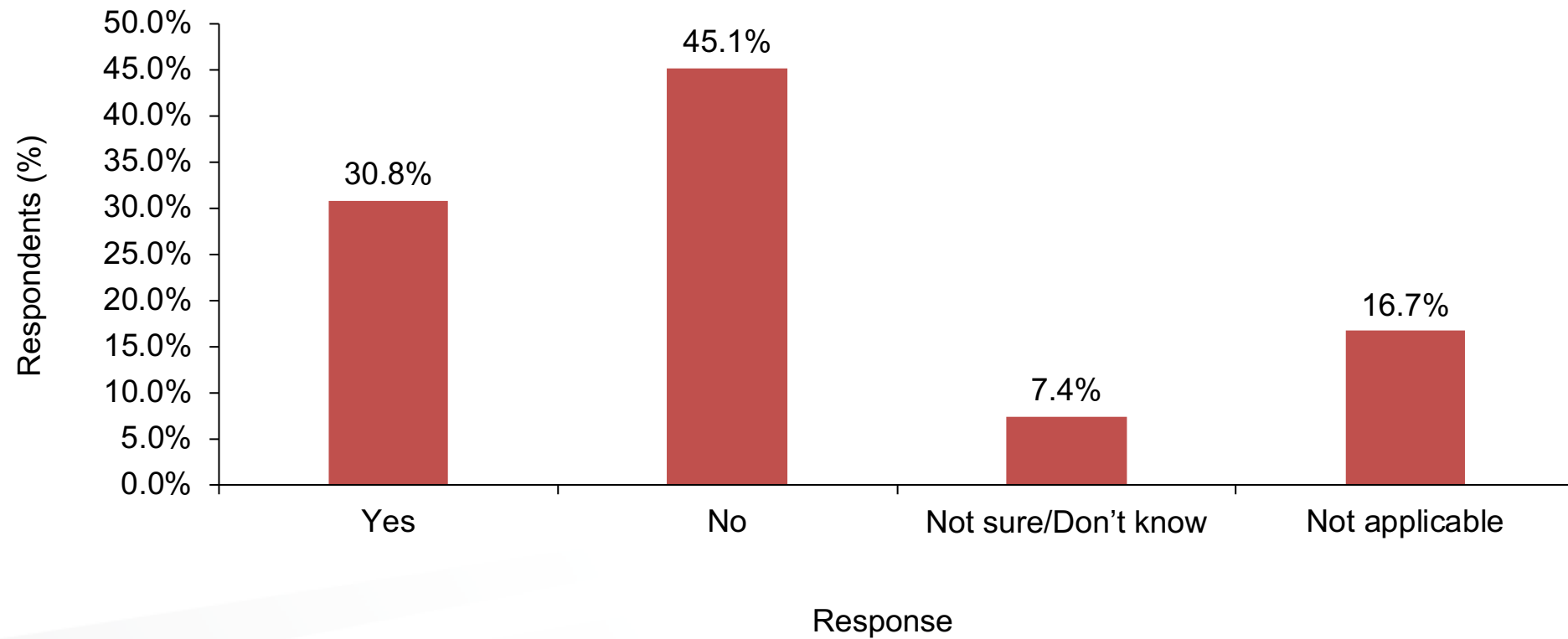


Table 3. What percentage of your pathology sign-out was done remotely via digital pathology?

Response	Percent of Respondents Before COVID-19	Percent of Respondents After COVID-19	Change in Percent of Respondents
0%	34.6%	29.6%	-5.0%
1-10%	9.2%	8.3%	-0.9%
11-25%	1.7%	4.9%	3.2%
26-50%	1.7%	3.0%	1.3%
More than 50%	3.4%	5.1%	1.7%
Not Applicable	49.2%	49.0%	-0.2%

Fig 11. Did any of your staff have to be quarantined due to COVID exposure or symptoms? (N=474)

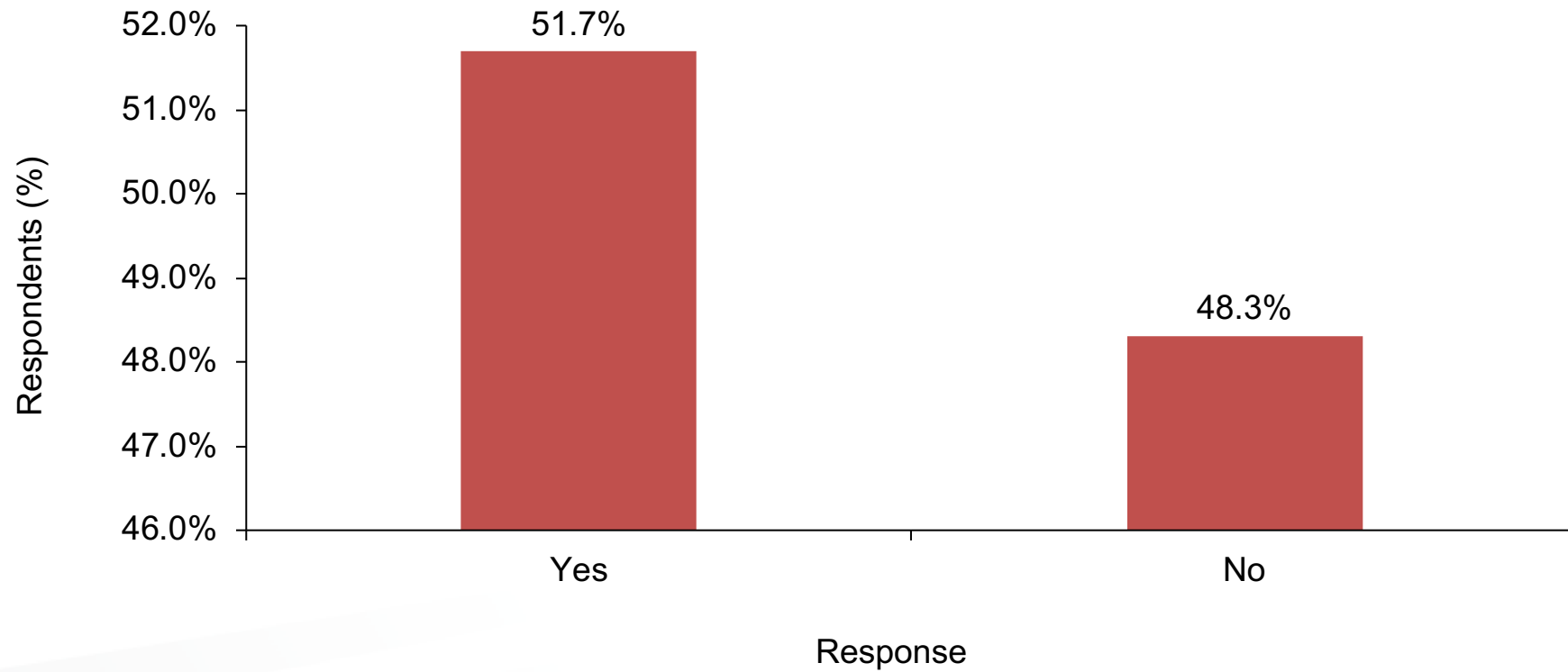
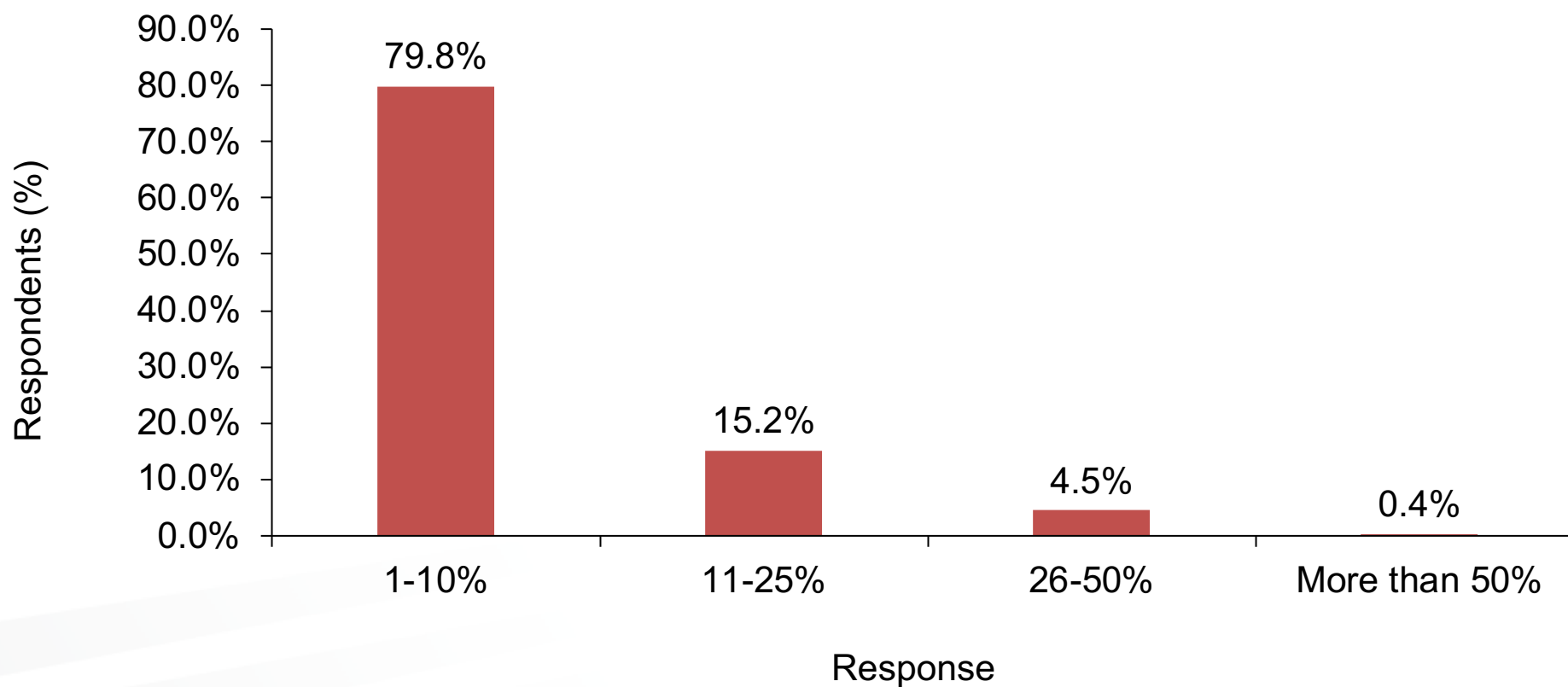
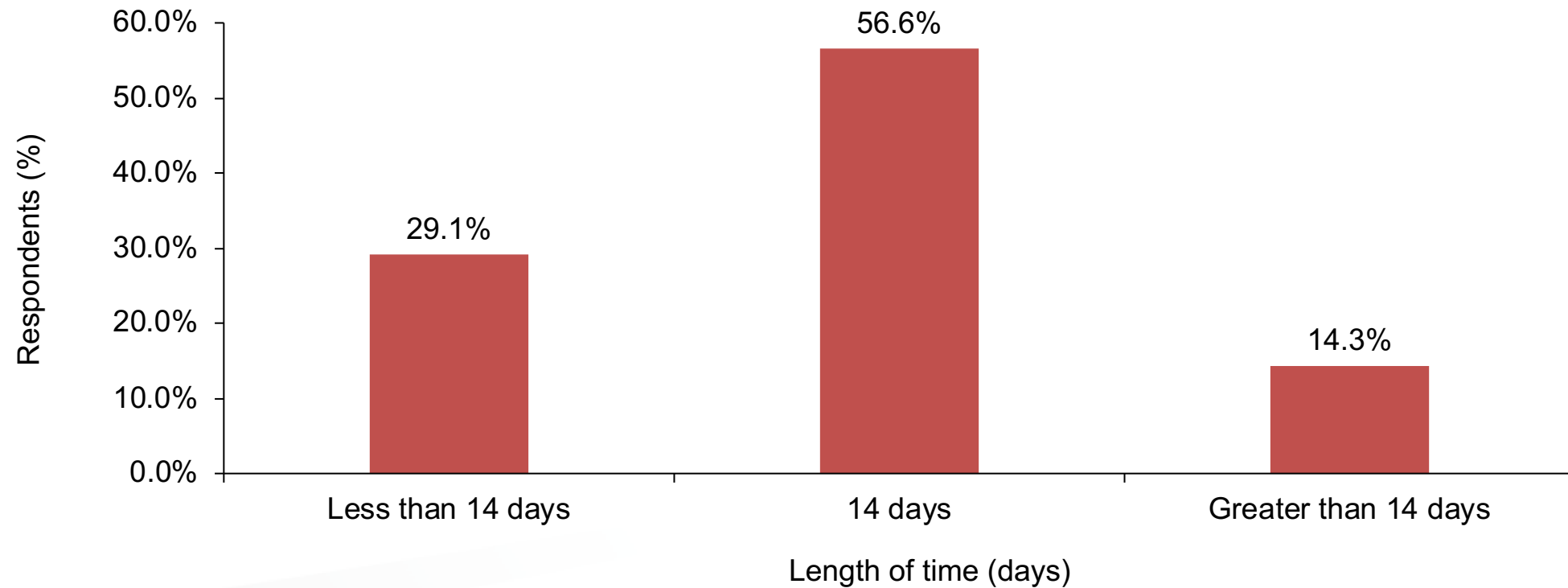


Fig 12. What percentage of your total staff had to be quarantined due to COVID exposure or symptoms? (N=243)



**Fig 13. How long was the typical quarantine period for these staff?
(N=244)**



**Fig 14. How did you accommodate the staff's absence for quarantine?
(N=245, select all)**

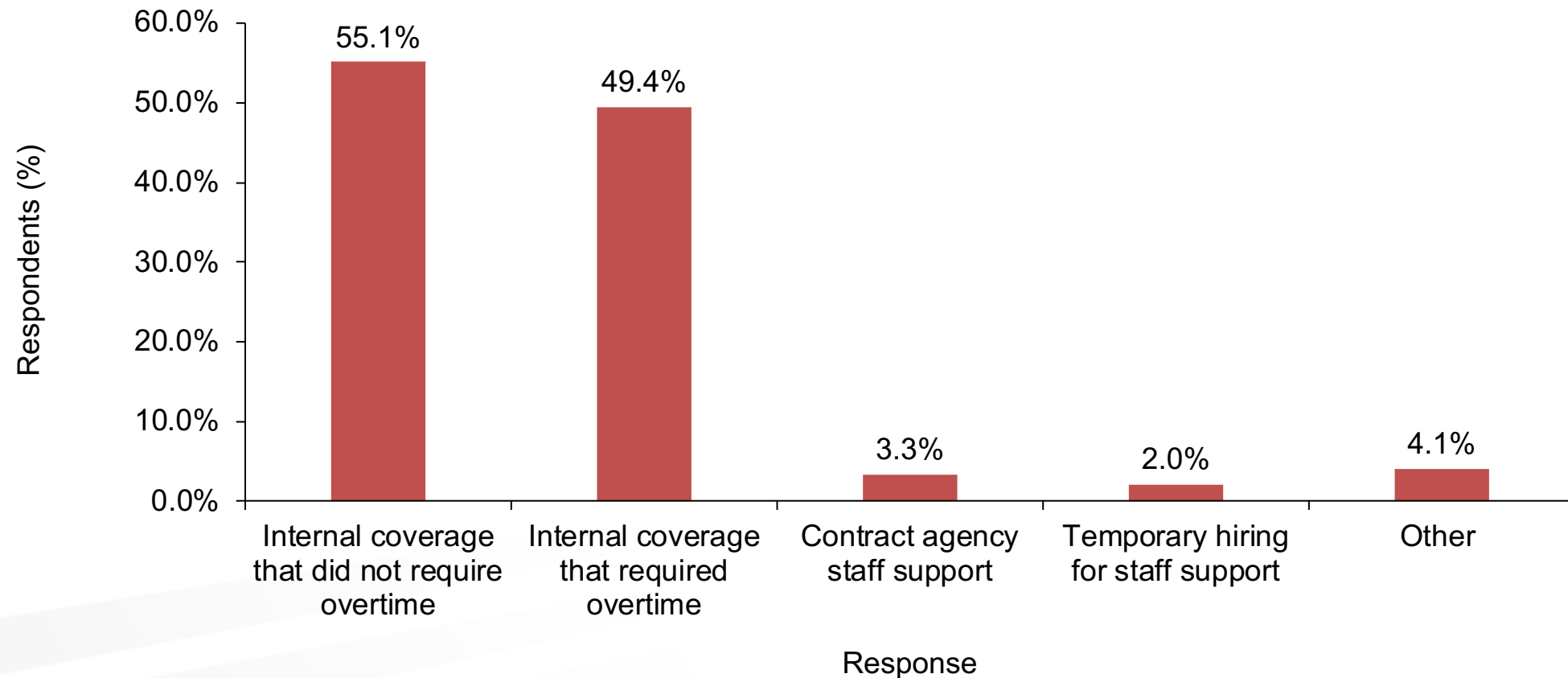


Fig 15. How was the contract staff option used during the pandemic in your establishment? (N=474, select all)

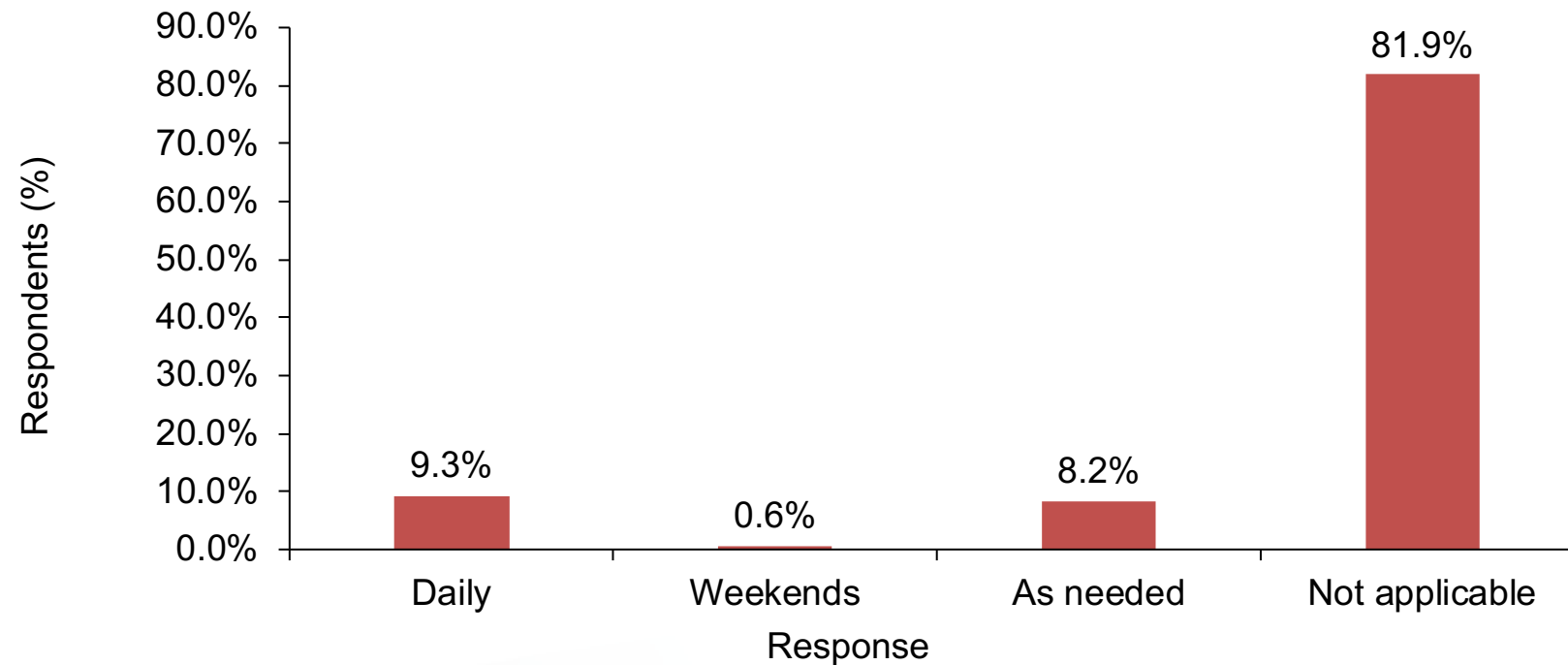


Fig 16. Did your institution receive the Paycheck Protection Program? (N=476)

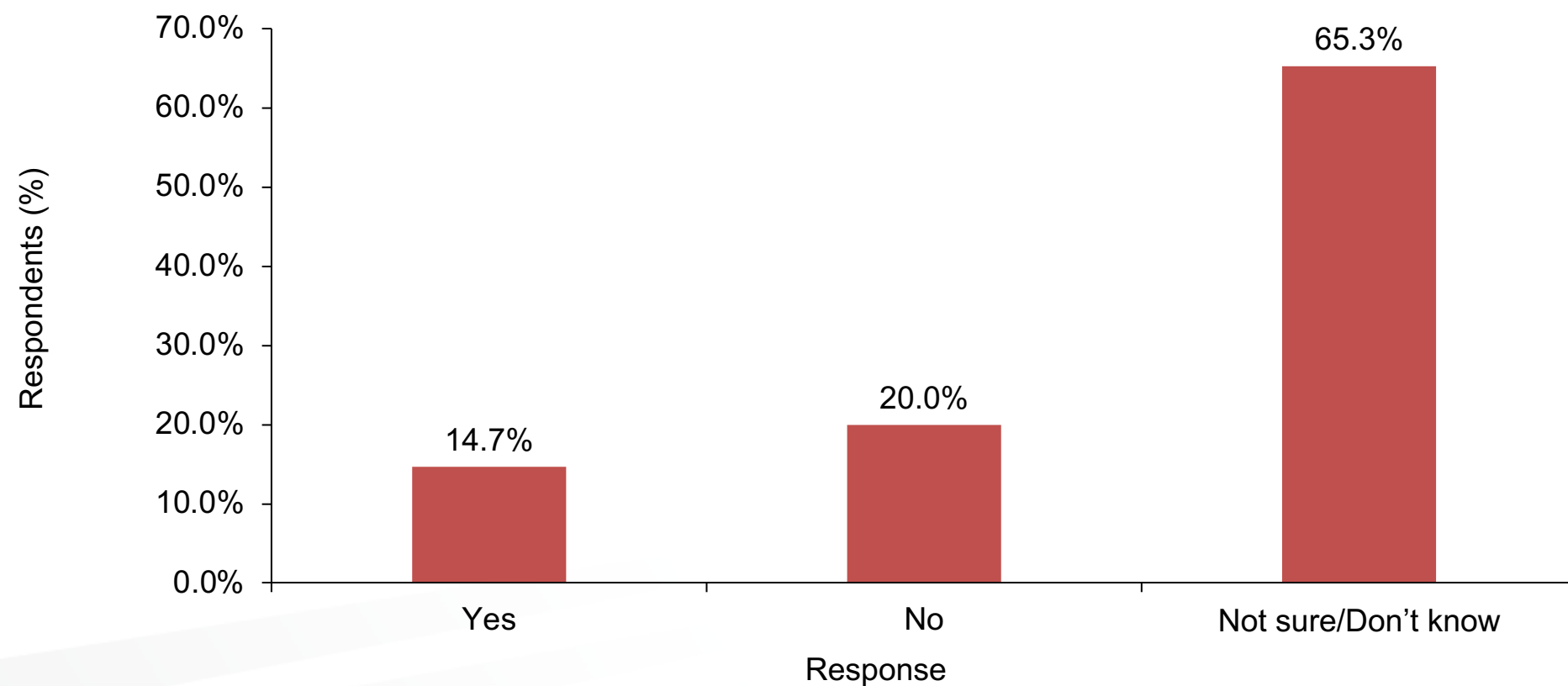


Table 4. What specific practices or resources did you use to retain the level of staffing that you currently have? (N=240)

Practice/Resource	Count	Percent
Shift adjustment/Flexible scheduling/Split teams/Rotation	57	23.8%
Paid time off	29	12.1%
Reassignment/Cross-training	28	11.7%
Furlough	15	6.3%
Other responsibilities (test validation, inspection preparation, QA projects, SOP revision, research etc.)	12	5.0%
Employee assistance/unemployment benefit/PPP	10	4.2%
Pay reduction	8	3.3%
None/NA/Other	105	43.8%

THANK YOU

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