

SUTTER HEALTH
CLINICAL IMMUNOHEMATOLOGIST SCIENTIST TRAINING PROGRAM

Admission Requirements and Program Expectations

1. PROGRAM DESCRIPTION

The Clinical Immunohematologist Scientist (IHS) Training Program is under the jurisdiction of Sutter Health Clinical Laboratories in the Valley and Bay Areas. The content and education emphasis of the IHS Program is directed by the Program Director, and the Area's Education Coordinators, plus the Lab Management team at each Clinical Laboratory Training site. The training program is approved by the California Department of Health Services – Laboratory Field Services division.

Training laboratories in the Valley Area include: Sutter Medical Center Sacramento (SMCS) in downtown Sacramento, Sutter Roseville Medical Center (SRMC) in Roseville, and Modesto Memorial Medical Center (MMC) in Modesto.

Training laboratories in the Bay Area include: California Pacific Medical Center – Van Ness Campus (CPMC) in San Francisco, Mills Peninsula Medical Center (MPHS) in Burlingame, Sutter Delta Medical Center (SDMC) in Antioch, and Sutter Lakeside Hospital (SLH) in Lakeside.

The majority of the program time will be spent on clinical laboratory training in both moderate and high complexity testing in Immunohematology (Transfusion Services) , including ABO/Rh testing, unexpected antibody detection, compatibility testing, antibody identification and routine problem solving, as well as blood donor selection, blood collection and processing, blood component preparation for storage and administration, and the quality control of blood bank equipment and reagents. This learning will be reinforced with bench competency assessments, study questions, and written exams. Didactic education will occur via attendance at Clinical Laboratory Scientist lectures on Transfusion, Quality Assurance and Lab Automation topics, either in person in Sacramento, or remotely as available, with the University of California Davis Health System (UCDHS) Clinical Laboratory Scientist (CLS) Generalist Training Program for 2 weeks at the start of training year, and then on approximately 15 days throughout the year. Didactic education will be reinforced via written lecture exams.

Additionally, there will be both didactic and laboratory training on general lab topics (laboratory operations, lab safety and infection control, specimen collection and processing, quality control, and quality assurance) and moderate complexity testing in other lab sections (Hematology, Coagulation, Urinalysis, and Chemistry). This training will be supplemented by attendance at Medical Laboratory Technician online didactic lectures on Clinical Chemistry and Hematology and Coagulation, and associated labs in person, at Folsom Lake College-El Dorado Campus in Placerville, CA.

Supplemental material from laboratory professional organizations (ie CAMLT, ASCP, & AABB), instrument/test manufacturers, and online education services (ie MediaLab, MedTraining, Healthstream) will also be utilized.

This program strives to provide a stimulating and challenging learning experience that prepares graduates who will:

- Demonstrate entry level competencies in the professional practice of clinical laboratory science by successfully performing laboratory procedures.
- Demonstrate professionalism, leadership, integrity, and compassion in professional practice and community activities.
- Promote patient safety and quality standards.
- Qualify for, and pass licensing and certification examinations.
- Be well prepared and successful in gaining employment within Sutter or externally.
- Have received training throughout the scope of practice of a California licensed IHS. This includes all testing (moderate and high complexity) in the specialty of Immunohematology, and moderate complexity testing in other clinical lab specialties.

2. PROGRAM GOALS

The primary goal of this one-year program is to train qualified individuals for licensure as Clinical Immunohematologist Scientists by the State of California. Individuals who successfully complete this program will qualify to take the written examination in the specialty of Blood Bank Technologist (BB), as administered by the American Society for Clinical Pathology: <https://www.ascp.org/content/board-of-certification/get-credentialed>

Individuals with successful completion of the program and passing exam score will be eligible for Licensure as a Clinical Immunohematologist Scientist by the State of California under qualification requirements for licensure as a Clinical Laboratory Scientist as provided in California Code of Regulations (CCR), Title 17, Section 1031.

3. PROGRAM OUTCOMES

The program anticipates that trainees will attain a 100% first time ASCP examination pass rate. It is also expected that graduating trainees will be hired by Sutter Labs as entry level Immunohematologist Specialists, equivalent to CLS positions, but graduation from the training program does not guarantee an offer of employment.

4. ACCREDITATION

The Sutter Health Laboratories are by accredited by a variety of health care organizations including: the College of American Pathologists, The American Association of Blood Banks, and The Joint Commission. They are also regulated by the State of California Department of Health Care Services (DHCS) and the Food and Drug Administration.

This program is approved by the California Department of Health Services, Laboratory Field Services.

5. NONDISCRIMINATION POLICY

Trainee recruitment and admission policies are non-discriminatory with respect to race, color, creed, sex, age, handicap and national origin. Sutter Health Laboratories are committed to research and educational programs to meet the current and future needs of the community we serve.

Faculty recruitment and employment practices are non-discriminatory with respect to race, color, creed, sex, age, handicap, and national origin. Sutter Health policies are intended to be consistent with the provisions of applicable State and Federal law.

SUTTER'S COMMITMENT TO DIVERSITY AND INCLUSION

Sutter Health is committed to the diversity and inclusion of our workforce and valuing the unique backgrounds and values of the three million patients we care for each year. We have diverse teams caring for the most diverse patient population in the nation.

6. ADMISSION REQUIREMENTS

The applicants must meet all requirements set forth by both the California Department of Health Services and Sutter Health Laboratories:

- Bachelor's degree (BS/BA) in biology, clinical laboratory science, or equivalent major.
- Official transcripts must verify the completion of 25 semester or equivalent quarter units of biology courses, which must include genetics and immunology.
- Courses must be completed with a GPA of ≥ 2.8 .
- Course work in Genetics and Immunology must be completed within the past 7 years of first time application.
- Hold a valid Trainee License issued by the California Department of Public Health – Laboratory Field Services (CDPH-LFS). Sutter Health cannot assess trainee license requirements to determine eligibility; that is solely a CDPH-LFS determination.

Non-US transcripts

All non-U.S. transcripts must be evaluated by "Current Members" of the National Association of Credential Evaluation Services (NACES) or "Endorsed Members" of the Association of International Credential Evaluators, Inc. (AICE), to determine equivalency to a U.S. college or university education. Official transcript from the university is required in addition to the evaluation. Be sure that your name is printed in English on all your transcripts and supporting documents and that it matches your name on the application.

The evaluation service will send an evaluation of your educational institution and academic courses directly to CDPH-LFS. To obtain an application, instructions, and information:

- [National Association of Credential Evaluation Services \(NACES\)](#)
- [Association of International Credential Evaluators, Inc. \(AICE\)](#)

7. APPLICATION PROCESS

- **Timing:**
 - Applications are due by **May 31**
 - Selections will be made in June
 - Training will begin in mid August
- Training locations vary each year based on laboratory capacity and student interest. Students will be employed at a primary location but will travel to alternate sites, throughout Northern California, to complete aspects of the training. Travel time or expenses are not compensated.
- Students are expected to be available for 40 hours/week of instruction, plus homework time. Schedules will vary throughout the year.

Submit to Sutter Health, via email or mail:

Sutter Health – Clinical Laboratory
1020 29th Street, Suite 260
Sacramento, CA 95816
Email: LabIHtraining@sutterhealth.org
Fax: 916-453-5934

1. A completed application packet:
 - a. Application form
 - b. Resume
 - c. Personal statement of interest detailing what drew you to this career, what you've done to ensure it's the right fit for you, what experiences/skills/attributes will help you be successful in this program and career. Also address any ties to a specific community which you'd like us to know.
2. Three recommendations from science instructors or employers - either a letter or completion of form available on website.
3. Official college transcripts

All documents must be received by the due date.

8. SELECTION PROCESS

The selection of IHS program trainees is done in two phases. First, applicants are scored on aspects in their application documents: academic performance, letters of recommendation, work experience, and personal statement of interest. Consideration is given to current Sutter employees and applicants living in the Sutter service area. Next, selected applicants from this screen are interviewed and selections are made.

Applicants will be notified via email of the outcome of their application. Applicants must submit their acceptance letter to the program within 7 days of selection notification.

Prior to interview phase, trainees will be asked to rank preferences for training sites. The selection notification will include the training site assigned. Every effort will be made to pair trainees to their preferred training site.

Applicants must have a Clinical Immunohematologist Scientist Trainee License from the California Department of Public Health – Laboratory Field Service. This will be verified at time of selection. See:

<https://www.cdph.ca.gov/Programs/OSPHLD/LFS/Pages/CLS-Trainee-Immunohematologist.aspx>

9. ONBOARDING PROCESS

Any accepted trainee unable to start training at the determined time must re-apply to the program for the next annual class selection. Training cannot be postponed for any reason at the trainee's request.

IHS Trainees will be hired into the Sutter Health Network as Clinical Laboratory Scientist Interns. The clearance process for any trainee to be a Sutter Employee includes the following requirements:

- Employee application
- Health Clearance (including state-mandated vaccinations)
- Background check
- Urine Drug Screen

Once all these requirements are cleared by Sutter Human Resources, the trainee will be onboarded as a Limited Term (1 year) CLS Extern. This position is eligible for a salary and benefits.