



# INTERNATIONAL CLINICAL LABORATORIES (ICL)

## ICL LAB FARMING APPRENTICESHIP PROGRAM

### BACKGROUND

ICL is a laboratory diagnostic company with outstanding experiences of providing quality laboratory services including pathology and cytology tests in Ethiopia for almost a decade (the first African Laboratory to be internationally accredited by the Joint Commission International, JCI of USA).

As part of the strategies sought to improve quality and sustainability of health services in Ethiopia, and thereby promoting efficient utilization of resources, ICL has come up with an approach to enhance professionals' competency.

Laboratory professional's competency is not an overnight investment that could be acquired through a one season effort, such as exposing trainees for laboratory simulation and/or filling with theoretical knowledge using lecture. It is the cumulative effect of continued practical exposure that enables laboratory professional to be competent enough. Newly graduated or experienced laboratory professionals need to always strive for better skills, knowledge and performance, and become a valuable team member of this dynamic and vastly growing field laboratory technology.

Hence, as part of discharging corporate social responsibility, ICL has designed laboratory professional farming system. The word "Farming" is coined from football clubs - to mean "nurturing young amateurs".

ICL has vibrant young and senior employees with diversified expertise, and fully functional as the best referral diagnostic center for advanced laboratory tests. All such fertile ground has brought the idea of building an innovative strategy of *Laboratory Professionals' Farming System: an apprentice approach*.

### PURPOSE

This program allows all interested laboratory professionals

- To audit their knowledge and skills at different sections of the laboratory
- To further enhance based on self-interest, on a specific laboratory section using latest techniques.

### APPRENTICESHIP SYNOPSIS

Target groups (Qualification and Level): all interested medical Laboratory professionals (BSc or above) graduated from a recognized university/college.

Screening: ICL delegates (laboratory supervisors and HR) shall undertake the screening procedure ; to ensure the best fitting candidate would be selected, all possible approaches shall be used (oral interview and/or written examination, assessing cGPA).

Apprentice period, working hours/wk: According to the conveniences and consensus with lab supervisors, interns

working period and hours per week can be modified.

- I. Normally, the program runs all over the year; one cycle complete within three months of period, and every three month new applicants shall be enrolled into the program.
- II. Apprentices are expected to have laboratory attachment during the regular working days/hours
- III. Apprentices are not allowed to work during off hours, where regular employees are not available.

Discontinuation: apprentices, who might not be able to abide with the stated guidelines of this program, shall be given a onetime advice with regard to their gaps. Failure to correct and/or abide with the companies regulation will result complete dismissal from the program.

#### Waiver

- I. Apprentice, who intend to discontinue the program due to several reasons, should give a two weeks period notice to the company.
- II. Depending on the performances' feedback (on monthly), s/he has demonstrated, the apprentices can be given permission during inconveniences for a total of five days.
- III. Absence from duty more than a week shall be considered as discontinuation of the program.

#### **BENEFITS**

A) Basically to encourage applicants and ensure sustainability of the program, ICL will provide reasonable monthly pocket money; for transportation and lunch.

B) At the end of the three month attachment period, letter of completion/ attendance will be prepared mentioning all the skills s/he has mastered

C) Seldom, successfully accomplished LabFarming program-apprentice could be transferred to a permanent employee of the company after or before completion of the internship period. But, in general, during vacant position, priority is given for those successfully completed LabFarming apprentice.

#### **APPRENTICES' WORKSTATIONS**

1. Clinical Chemistry and immunoassay
2. Hematology and coagulations tests
3. Molecular biology (HIV, HPV, HBV, HCV, H.pylori etc...)
4. Flow Cytometry (FACSCalibur: CD4 count & leukemia immunophenotyping)
5. Microbiology (routine culture & sensitivity, blood culture using Bacteck, solid and liquid MTB culture)
6. Specimen management and sample collection (Laboratory information system, data entry and result retrieval)
7. Miscellaneous: ANA, Peripheral blood morphology examination, serological tests, Coombs tests,
8. Review on the total quality laboratory management system.

