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**From:** CMLTA <cmlta@cmlta.org>  
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**To:**  
**Subject:** Sneak Peek into the New Continuing Competence Program



## Sneak Peek into the New Continuing Competence Program Version 5

Because the current CCP has been used and unchanged since September 15<sup>th</sup>, 2016, in 2021, the CMLTA began its investigation on CCP. To understand current CCP practices, the CMLTA conducted an extensive provincial and Canadian-wide review of other colleges and their CCP, as well as an extensive review of the current literature regarding continuing education models and the legislation. Along with this, the CMLTA used survey and focus group results to gain knowledge in the areas that needed to be addressed in the New CCP Version 5. With this information, the CMLTA believes that Renewal Season 2025 is the appropriate time to update the current CCP to a more robust CCP that more effectively represents the learning MLTs complete yearly and its resulting impacts on their professional practice, inevitably better protecting patients and the public in Alberta.

[Click here to watch a quick ~5-minute video regarding the new CCP Version 5](#)

In short, the issues and how they are addressed in CCP Version 5 include:

### **Model**

Utilize the C.A.R.E model incorporating prospective and retrospective (reflective) components.

- **CREATE:** The MLT reflects on their current/anticipated professional practice environment, CMLTA Standards of Practice, and Code of Ethics, assessing and creating a Learning Plan in an area in which they would like to advance their current knowledge, skill, judgment, and attitude.
- **Act:** Throughout the registration year, the MLT participates in various learning opportunities that impact their professional practice and the public, some planned and some unplanned.
- **Reflect:** After participating in Learning Activities, MLTs reflect on the learning experience and identify ways to apply the knowledge, skill, judgment, and attitude gained to improve their professional practice and public safety.
- **Enact:** The goal of the CCP is for MLTs to not only identify ways to improve their professional practice but also apply the knowledge, skill, judgment, and attitude to their professional practice daily, improving public safety in Alberta.

### **Assessment**

Utilize an assessment that requires members to assess both their current practice environments and the New CMLTA Standards of Practice/Code of Ethics. Eliminating the DEV and COM requirements.

### **Formatting**

Utilize a more straightforward navigation within the CCP software. Eliminating the Verification of MLT Practice Hours form and declaration so the CMLTA can perform CCP audits on the information the regulated members submitted upon renewal of practice permit.

### **Support**

Provide members and the public with:

- A more readable CCP Manual
- Learning Plan Worksheet
- CCP Audit Rubric
- Guides on how to complete the CCP program within the software.
- Provide examples of what the CMLTA expects from members when completing the CCP
- Webinars introducing the New CCP Version 5

Renewal Season 2025 will be the implementation date of the New Continuing Competence Program Version 5, where MLTs will be required to take the **New Self-Assessment** and make **ONE Learning Goal** based on the **New Standards of Practice/Code of Ethics**.

Please watch for additional information/webinars on the NEW CCP Version 5

If you have any questions or concerns, do not hesitate to contact the Continuing Competence Manager, Natasha Kasongo, at [natasha@cmlta.org](mailto:natasha@cmlta.org)

## New Standards of Practice and Code of Ethics in Government of Alberta Review

The CMLTA has spent the past few years developing updated Standards of Practice and Code of Ethics for Medical Laboratory Technologists in Alberta. This involved extensive research into global best practices and a thorough review process incorporating feedback from various stakeholders, including MLTs from diverse practice settings, other regulatory bodies under the Health Professions Act, and the public. We sincerely thank everyone who contributed to the development and review.

Although the Standards of Practice have been approved by the CMLTA Council, they are still being reviewed by the Government of Alberta and may have minor changes made through that process. Until this final review is complete, all MLTs will still be bound by the current [Standards of Practice](#) and [Code of Ethics](#) as well as the new standards for the

[Continuing Competence Program](#) and [Preventing Female Genital Mutilation](#), which were required by the Government of Alberta and approved in 2023.

The new Standards of Practice and Code of Ethics are now available on the CMLTA website and are incorporated into the new Continuing Competence Program for 2025.

Click [here](#) to view the new Standards of Practice and Code of Ethics.

Curious about the changes to the Standards of Practice and Code of Ethics? Click [here](#) to check out the new episode of the CMLTA podcast, where we delve into the review and development process, including the rationale and reason behind significant changes.

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*We acknowledge that the land on which the CMLTA office is located is Treaty 6 territory and a traditional meeting ground for many Indigenous people. This is home to the Cree, Blackfoot, and Metis, as it is for the Nakoda, Tsuu T'ina, Chipewyan, and other Indigenous people. Their spiritual and practical relationships to the land create a rich heritage for our life as a community.*

