



Phlebotomy Technician (C.P.T, P.B.T./A.S.C.P.)

Phlebotomy Technicians draw blood for tests, transfusions, donations, or research. They may also explain the procedure to patients and assist in the recovery of patients with adverse reactions.

The phlebotomist matches laboratory requisition forms to specimen tubes and disposes of contaminated sharps, in accordance with applicable laws, standards, and policies. They draw blood from veins by vacuum tube, syringe, or butterfly venipuncture methods.

It is common for phlebotomists to be on their feet for long periods of time, when collecting samples. They also may need to lift or turn patients who are disabled. Laboratories are typically well lit and clean, though some of the materials technicians use may produce fumes.

For safety, phlebotomists usually wear protective masks, gloves and goggles. They are trained to work with infectious specimens and as long as they follow proper methods to control hazards and sterilize equipment, hazards are unlikely.

Most Phlebotomy Technicians work full-time. However, if they work in a location that is open at all times, they may need to work evenings, weekends, and/or overnight shifts.

Wages for a Phlebotomy Technician can vary based on where they work. Phlebotomists typically work in hospitals, private clinics and/or for a physician's office laboratory. Wage can also vary based on experience, education, state, and time worked. Typically,

Indiana Wage Information

	Entry	Median
Hourly Wage	\$12.27	\$14.01

Job Outlook in Indiana

Long term	23.6 % (increase)
Short Term	2.1 % (increase)

*Data collected from hoosierdata.in.gov

Job Duties

- Calibrate or maintain machines, such as those used for plasma collection.
- Collect fluid or tissue samples, using appropriate collection procedures; also collect specimens at specific time intervals for tests, such as those assessing therapeutic drug levels
- Dispose of blood or other biohazard fluids, tissue, or contaminated sharps in accordance with applicable laws, standards, or policies
- Document route of specimens from collection to laboratory analysis and diagnosis
- Enter patient, specimen, insurance, or billing information into computer
- Monitor blood or plasma donors during and after procedures to ensure health, safety, and comfort
- Serve refreshments to donors to ensure absorption of sugar into their systems

Important Qualities

Near Vision – must be able to see details at close range (within a few feet of the observer)

Problem Sensitivity – must be able to tell when something is wrong or is likely to go wrong

Deductive Reasoning – must be able to apply general rules to specific problems to produce answers that make sense

Oral Comprehension – must be able to listen to and understand information and ideas presented through spoken words and sentences

Skills and Knowledge

Technical

- Knowledge of how to provide customer service
- Knowledge of various administrative and clerical procedures
- Knowledge of policies and procedures for safety and security

English Language Arts

- Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar

Certification and Advancement

For most phlebotomist careers in the state of Indiana, certification is required. Currently, WorkINDiana recognizes the following phlebotomy certifications:

- The first is the CPT, Certified Phlebotomy Technician, issued by either the American Certification Agency for Healthcare Professionals (ACA) or the National Healthcareer Association (NHA). To be eligible to take the certification exam, candidates must have completed a training program or have 1 year of work experience within the field, and have a high school diploma or its equivalent. If candidates without a diploma or equivalent can provide proof of working towards one, that they should receive within a year, they can earn a 1 year provisional certification (NHA only). This provisional certification will expire 12 months after the test date if evidence of a diploma or equivalent has not been submitted. It requires Continuing Education Units just like a normal certification. Once they pass the certification exam, individuals will earn credentials to use with their name, a certification ID card, and a certificate. Maintaining this certification requires completing at least 10 continuing education credits every 2 years. There is not an age requirement for the CPT, and individuals with a criminal record are able to take the exam, though finding employment will be difficult.
- The second recognized certification is the PBT, Phlebotomy Certification, earned through the American Society for Clinical Pathology Board of Certification (ASCP BOC), a recognized certifier of laboratory professionals. There is not an age requirement to take this exam, and there are 7 different routes, each with different requirements, one can take to be eligible for this exam. A high school diploma or equivalent is not required for all routes, though it is for most. Once enrolled for the exam, candidates have 3 months to take the exam at one of the many Pearson Professional Centers. The ASCP BOC provides study preparation to help applicants pass their exam. After earning one's certification, certification maintenance is required through the BOC Certification Maintenance Program (CMP).

Some possible ways of advancement include earning multiple certifications or continuing post-secondary education for higher-level healthcare careers in management or phlebotomy.

How can YOU get involved?

The world of work relies on the foundational skills students acquire in your classrooms and/or programs!

- Know your students'/clients' interests and career goals
- Affirm the value of the skills/hobbies students demonstrate both in and outside of the classroom
- Infuse your classroom culture and/or meetings with career-minded activities
- Provide time to make connections between the material learned in adult education or workshops and students' daily lives/career aspirations
- Know the basic job descriptions and training requirements of in-demand occupations in your area
- Know which WorkINDiana programs are available in your region
- Know the processes for referring students to postsecondary or on-the-job training
- Post resources where students can find more information about further education/training and careers