

# Future of the Profession

**Melissa B. Pergola, Ed.D., R.T.(R)(M), FASRT, CAE**

*CEO and Executive Director of the American Society of Radiologic Technologists  
and CEO of the ASRT Foundation*

**Leslie F. Winter, M.S., R.T.(R)**

*CEO of the Joint Review Committee on Education in Radiologic Technology*

**Liana Watson, D.M., R.T.(R)(M)(S)(BS)(ARRT), RDMS, RVT, FASRT, PMP, CAE**

*CEO of the American Registry of Radiologic Technologists*

# Outline

- Understanding the Need
  - 2022 and 2023 ASRT Staffing Surveys
  - 2023 Professional Workforce Survey
- Action for the Profession
  - 2024 Consensus Committee on the Future of Medical Imaging and Radiation Therapy



# Understanding the Need

News Releases

## ASRT Staffing Survey Shows Increase in Medical Imaging Vacancy Rates

May 08, 2023

## ASRT Staffing Survey Shows Increase in Radiation Therapy Vacancy Rates in 2022

Sep 06, 2022



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# Understanding the Need



THE AMERICAN REGISTRY  
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American Society of Radiologic Technologists



JOINT REVIEW COMMITTEE  
ON EDUCATION IN  
RADIOLOGIC TECHNOLOGY



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# Understanding the Need

- Using data to inform and create solutions
- Consensus Committee on the Future of Medical Imaging and Radiation Therapy



# Research Summary: Workforce Shortage

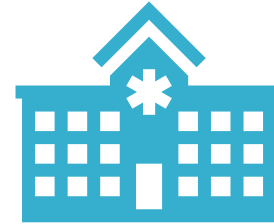


**Why are you working part time?**

Semiretired

Do not want full-time employment

Have family obligations



**Are you registered and certified but not working at all in medical imaging?**

Most common reason is retirement



# Research Summary: Workforce Shortage

Most respondents have not changed jobs in the last year.

Of the 16% who changed jobs, most resigned:

- Changed jobs to equivalent position, promotion or relocation
- Left due to burnout
- Left for better pay elsewhere
- Left due to problems with management
- Left for more desirable hours elsewhere



# Research Summary: Workforce Shortage

70% of respondents said that their department experienced turnover in the last year. They reported that employees:

- Left to work at another facility
- Left due to burnout
- Retired
- Left for family reasons, such as taking care of a relative or raising children
- Left due to COVID-19 or COVID-related policies





# Research Summary Career Pathways



70% of respondents believe an associate degree should be the minimum qualification to practice in their primary discipline.



Associate degree

Nuclear Medicine

Radiography

Sonography



Baccalaureate degree

Medical Dosimetry

Radiation Therapy



# Consensus Committee on the Future of Medical Imaging and Radiation Therapy

- American Society of Radiologic Technologists
- American Registry of Radiologic Technologists
- Joint Review Committee on Education in Radiologic Technology
- American Association of Medical Dosimetrists
- American Association of Physicists in Medicine
- Association of Collegiate Educators in Radiologic Technology
- Association of Educators in Imaging and Radiologic Sciences
- AHRA—the Association for Medical Imaging Management
- Inteleos, specifically the American Registry for Diagnostic Medical Sonography
- Joint Review Committee on Education in Diagnostic Medical Sonography
- Joint Review Committee on Educational Programs in Nuclear Medicine Technology
- Medical Dosimetry Certification Board
- Nuclear Medicine Technology Certification Board
- Society of Diagnostic Medical Sonography
- Siemens Healthineers
- Radiology Business Management Association
- Society of Nuclear Medicine and Molecular Imaging Technologist Section
- Society for Radiation Oncology Administrators.





# Consensus Committee on the Future of Medical Imaging and Radiation Therapy

The Consensus Committee discussed:

- Factors contributing to current workforce shortages and solutions and
- Career pathways in medical imaging and radiation therapy.

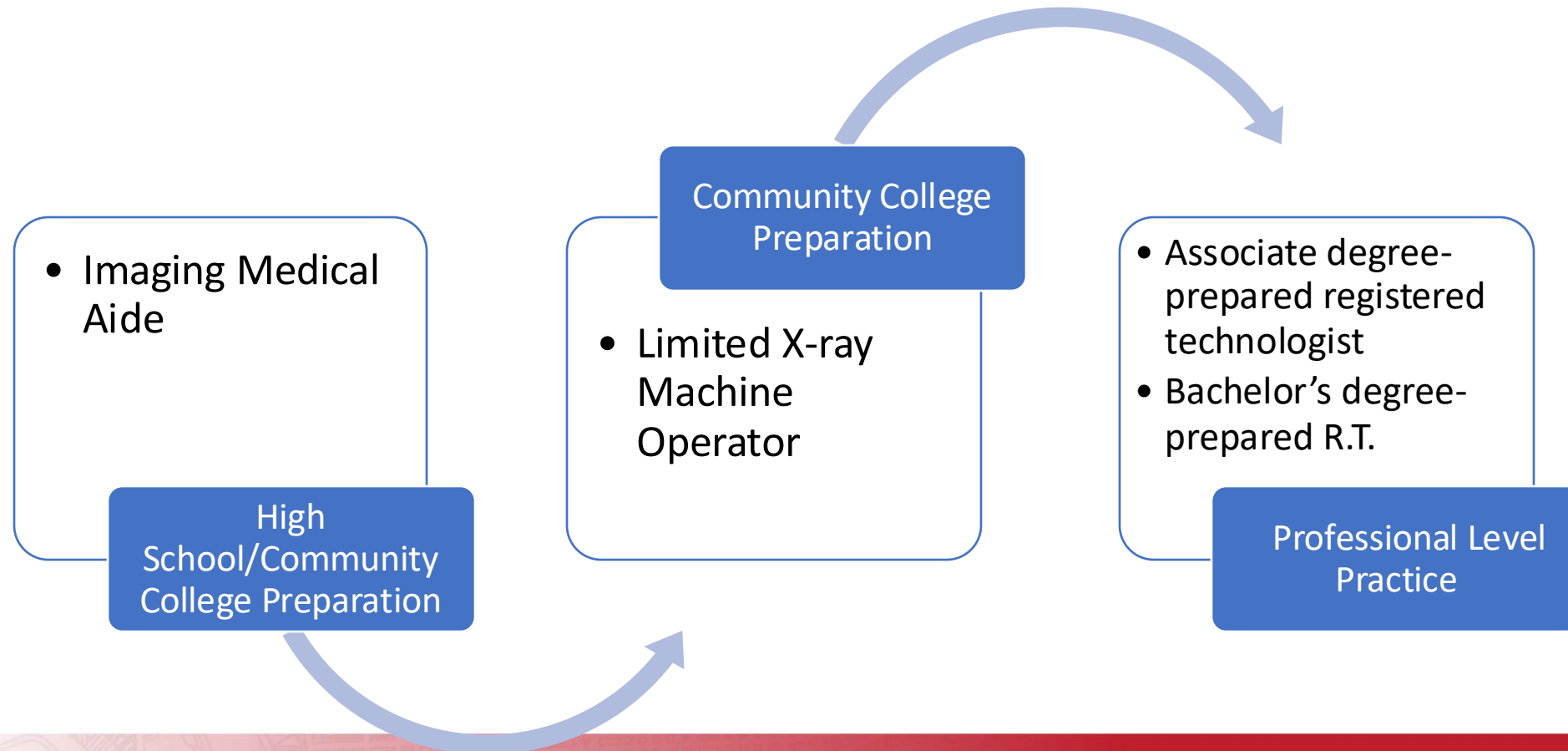


# Consensus Committee Results Summary: Workforce Shortage Priorities

- Provide tools and suggestions to improve workplace satisfaction, employee engagement and recognition.
- Articulate career pathways.
- Create and strengthen the workforce pipeline in collaboration with education systems.
- Expand opportunities for education and training that will meet the emerging needs of students and the profession.
- Raise awareness, visibility and respect of the profession.
- Create a career ladder for advancement and mentorship.



# Career Pathway Recommendations: Clinical Medical Imaging



# Consensus Committee: Next Steps

- Work groups have convened to create a strategic plan for the objectives outlined in the White Paper.



# Major Tasks Underway

1. Raising visibility
2. Developing career ladders to include IMA
3. Identifying how to bridge gap between LXMO and R.T.(R)





# Raising Visibility: Be Seen Campaign

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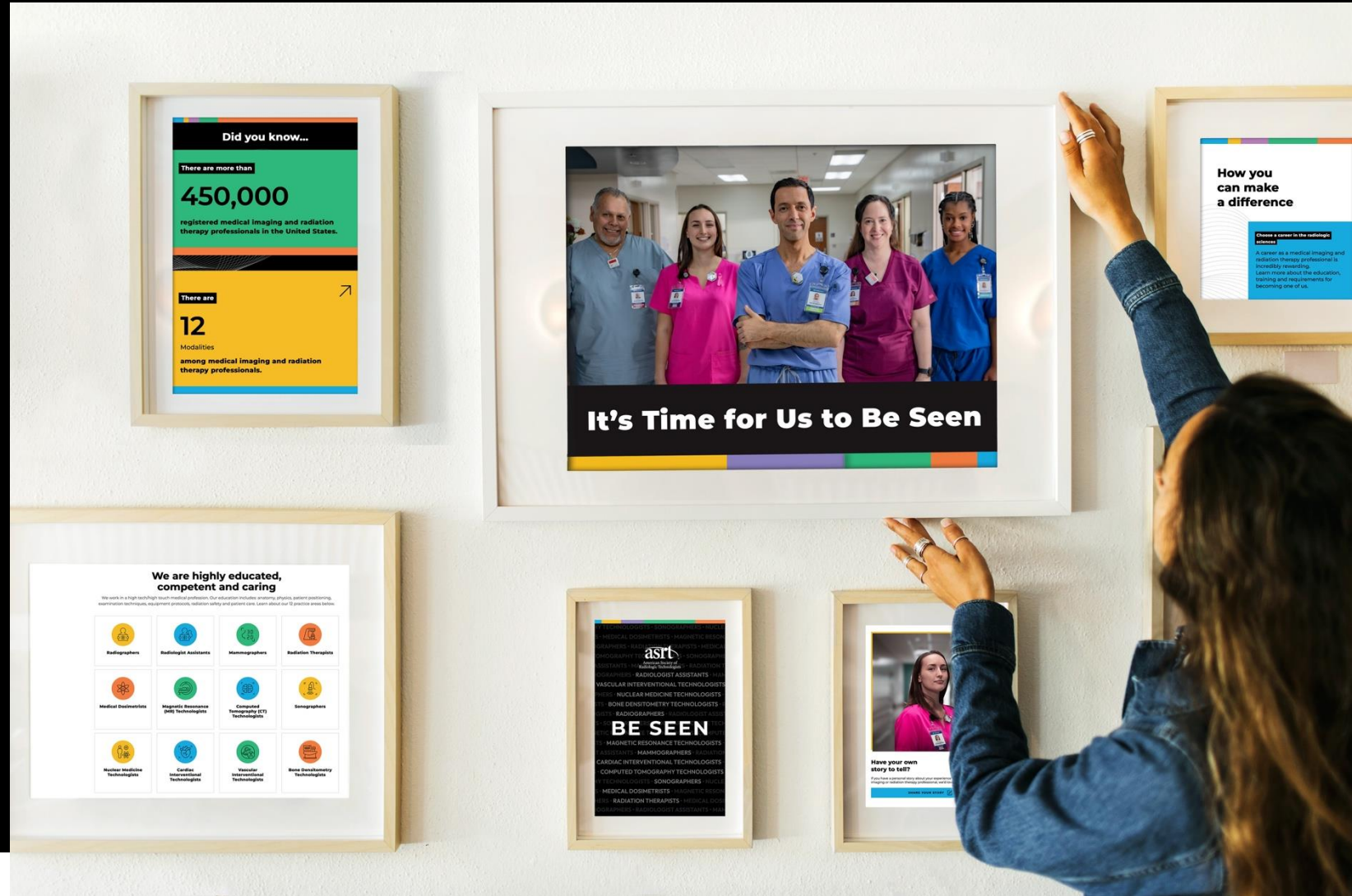


**It's Time for Us to Be Seen**

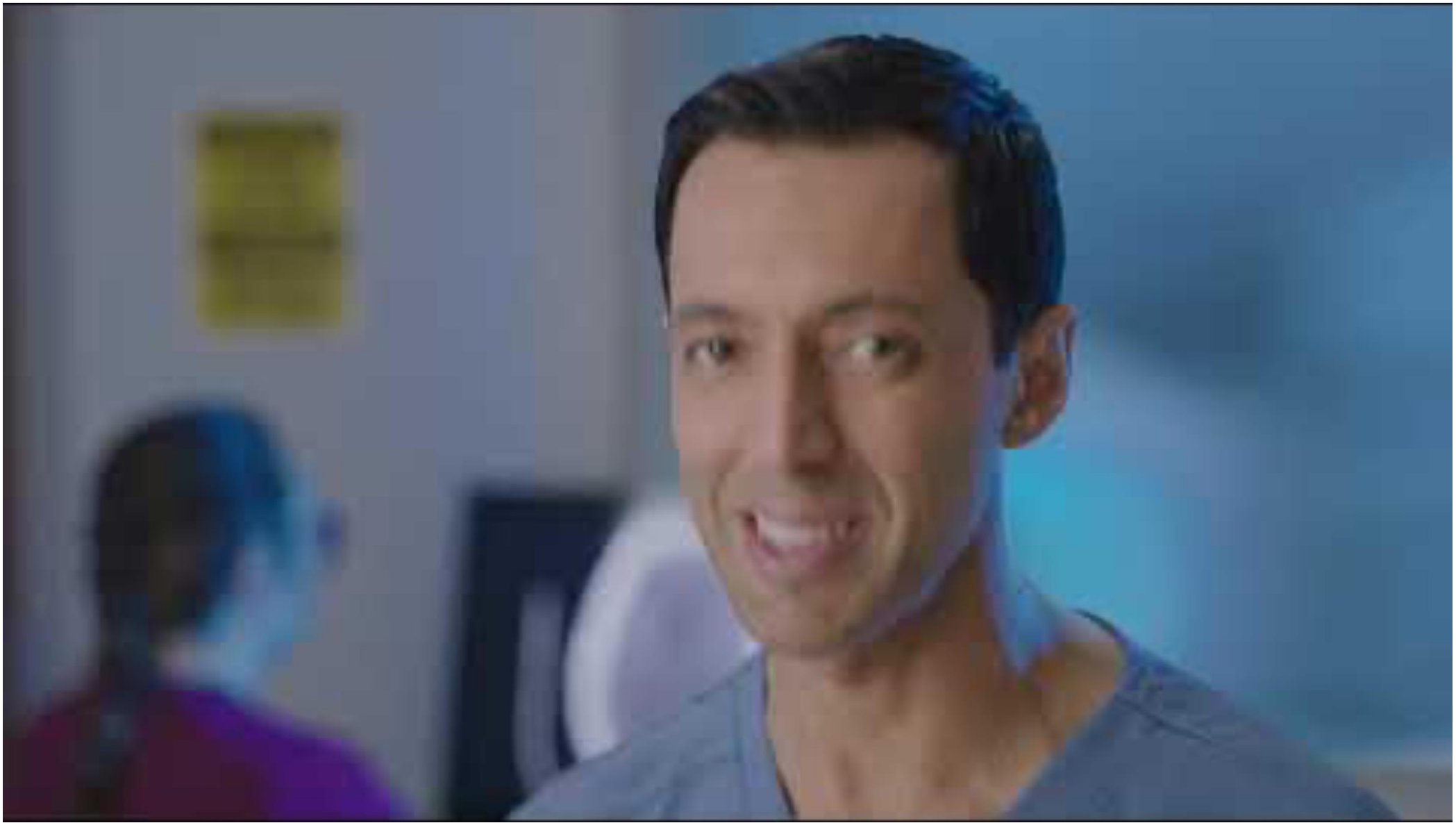
# Be Seen

## Public Awareness Campaign

Commercial  
Campaign microsite  
Social media  
Paid media  
Earned media



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[https://www.youtube.com/watch?v=F82N-GV\\_V8g&t=7s](https://www.youtube.com/watch?v=F82N-GV_V8g&t=7s)



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**BE SEEN**  
During the U.S.  
Olympic Trials.



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# ARRT Certification Trends

# ARRT and Registered Technologists

**356,000**

As of July 2024, ARRT has 356,000 certified Registered Technologists, R.T.s

**564,000**

As of July 2024 ARRT R.T.s hold 564,000 certifications

**23,413**

In 2023, 23,413 first-time candidates took an ARRT certification exam, 2% higher than 2019



# ARRT and Radiography Technologists

**329,071**

As of June 2024, ARRT has 329,071 certified Radiographers, R.T.(R)(ARRT).

**11,490**

In 2023, 11,489 first-time candidates took the ARRT Radiography exam, back to pre-COVID numbers.

**84.4%**

In 2023, 84.4 percent of candidates passed, with an average scaled score of 82.0.



# ARRT and Limited Scope X-Ray Machine Operators

- ARRT administers the LXMO exam as a state licensing examination
  - State establishes qualifications, pass score, and requirements for maintaining license

States that  
Contract with  
ARRT for  
LXMO Exam

25

Examinations  
Administered  
in 2023

3800

Increase in  
Administered  
Exams 2019-2023

275%





# ARRT and Limited Scope X-Ray Machine Operators

- ARRT Board of Trustees investigating national certification for LXMO
  - Establish standardized qualifications, pass score, continued registration requirements
  - Determine if current state LXMO licensees qualify for national LXMO certification
  - Determine requirements for LXMO to R.T.(R)bridge
  - Work with state legislative/regulatory agencies to update statutes and rules if appropriate





# Thank You!

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