



## Value of APHL Membership

APHL member laboratories have access to an extensive array of benefits and services to assist in carrying out their critical mission of protecting the public's health. APHL—and the members who sustain it—are charting the future of the public health laboratory system at a time when laboratory services have never been so important to the nation's health.

**Every member is important to us! If you have any questions or comments, contact [membership@aphl.org](mailto:membership@aphl.org). We are here to serve you!**

### EMERGENCY RESPONSE

APHL actively supports members during emergency responses, offering expedited procurement, timely communications and training opportunities, and advocates for resources to support the laboratory workforce and physical infrastructure. Through its advocacy efforts, APHL effectively secures funds for public health laboratories. For instance, throughout the ongoing responses to highly pathogenic avian influenza (HPAI), dengue virus and oropouche, APHL has coordinated across federal agencies providing timely information to our member laboratories and successfully advocated for adjustments to testing policy including reducing HPAI confirmatory testing requirements.

**Learn more about APHL's emergency response efforts.**



### FUNDING OPPORTUNITIES

APHL provides opportunities for member laboratories to apply for millions of dollars in direct funding for a range of projects, including quality systems projects, implementation of specific testing methodologies, software acquisition, support for regional consortia, equipment/service contracts, maintaining reference/support center analyses, evaluation of new instruments and testing algorithms, electronic laboratory reporting and more.

**Learn more about funding opportunities.**



### PROFESSIONAL DEVELOPMENT

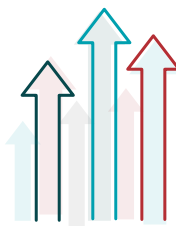
APHL offers high-quality continuing education and workforce development programs, including technical conferences, webinars, hands-on workshops, seminars and online courses, to strengthen skills and promote excellence in laboratory practice. APHL's Annual Conference is the only educational event in the nation dedicated to public health laboratory science. We launched ID Lab Con, our new infectious disease conference, in 2024.

APHL also offers fellowship programs, opportunities for member laboratories to host a fellow, and a vibrant emerging leader program. Additionally, APHL has an academic partnership with the University of Iowa for a graduate certificate program in radiochemistry, supporting 12 public health laboratory scientists.

APHL has completed the development of a competency-based National Curriculum Standard (NCS) for Human and Animal Food Laboratory Professionals as a building block of the Integrated Food Safety System. The Laboratory NCS spans four professional levels (entry, mid, expert and director) and depicts the areas in which laboratory professionals must possess competency, including chemistry, microbiology, and specialized laboratories. Courses are now available that teach to the entry- and mid-Level competencies.

**We issued over 14,228 P.A.C.E.® continuing education credits to over 9,930 participants in 2024. APHL also provides members access to free learning courses and activities using the APHL Learning Center (ALC), a web-based learning platform.**

**Learn more about professional development opportunities.**



### RESOURCES

Members have 24/7 access to timely information and resources, including APHL survey data, guidance for federal grant applications, best practices and scientific guidance, through access to the Member Resource Center, the Public Health Laboratory System Database and Laboratory Profiles (laboratory directors and their delegates), eUpdate, Lab Matters and other valuable benefits. Additionally, member laboratories are connected to APHL's robust public health laboratory network through ColLABorate, APHL's online community.

**ColLABorate is home to over 800 active users who've produced over 28,000 discussion posts since 2017. In 2024, ColLABorate users produced over 4,000 posts for 5 straight years and 5,000 in 2024!**

**Learn more about member resources.**

## LABORATORY LEADERSHIP

APHL offers multiple programs to develop current and future laboratory leaders.

### LABORATORY LEADERS OF TODAY

Laboratory Leaders of Today (LLOT) is an 18-month comprehensive program available to new directors and deputy directors. Through discussions about workforce, strategic communication, strategic planning, and others, this program offers the opportunity to network with peers and laboratory system partners to discuss current topics and develop skills. Laboratories without new directors and deputy directors may select a senior laboratorian to attend the program. For 2025, participant selection concludes in February with the next cohort beginning in May.

### EMERGING LEADER PROGRAM

Annually, APHL's Emerging Leader Program (ELP) selects laboratory scientists from member state, local, environmental and agricultural laboratories to join federal partners in participating in a national leadership development program. Through skill development workshops, networking opportunities, leadership exercises and



project development, the ELP shapes laboratory scientists into future leaders within the laboratory system.

ELP applications typically launch in April, and the goal is to accept 20 participants for the next iteration of the program, which usually begins in September. Across 19 cohorts, this program has graduated over 230 individuals.

### LABORATORY DIRECTOR BOARD CERTIFICATION EXAMINATION BOOT CAMP

Annually, in the spring and fall, APHL hosts a multi-week virtual program designed to help laboratory scientists jump-start their studies for the American Board of Bioanalysis (ABB) and American Board of Medical Microbiology (ABMM) board exams that are required to direct high-complexity laboratory testing. Independent study materials and weekly sessions with board-certified laboratory directors and other professionals enhance study efforts and preparation for the board exams.

**Learn more about APHL's leadership programs.**

## WORKFORCE

APHL's Career Pathways in Public Health Laboratory Science program has increased the number of qualified personnel by expanding the APHL-CDC Fellowship Program. In 2024 there were 137 new fellows in 48 host laboratories across 32 states.

Benefits include hosting a fellow for 1–2 years with funding support for supplies for the fellow project. In addition, the internship program funds a student placement for up to 16 weeks in host laboratories to assist with various tasks, and to gain an understanding of the public health laboratory role.

In 2024 there were 92 new interns in 32 host laboratories across 21 states.

**Apply to host an intern and/or fellow!**

## ACADEMIC PARTNERSHIP

Academic partnerships are essential for building connections to recruit and retain individuals for career paths in the public health laboratory workforce. Fostering collaborative partnerships between educational institutions and public health laboratories enhances awareness of public health laboratory fellowship and internship opportunities. In the first two years of the Public Health Laboratory Ambassador program, we have recruited over 100 public

health laboratory personnel as volunteers to engage in local community outreach activities. We are making an impact and increasing the visibility of this dynamic STEM field!

**Learn more about Academic Partnerships.**



## DISCOUNTS

Through APHL's relationships with corporate partners, APHL provides members with a variety of public health pricing discounts available on supplies, instruments, software and services.

For example, one APHL corporate partner offers member laboratories a 42% discount on environmental testing software, including service contracts, and another APHL corporate partner offers member laboratories a 38% discount on LRN Mass Specs and equipment, including service contracts.

**Member laboratory staff are eligible for discounted registration for the APHL Annual Conference.**

**In the APHL Career Center, members receive a 40% discount on 30-day job postings.**



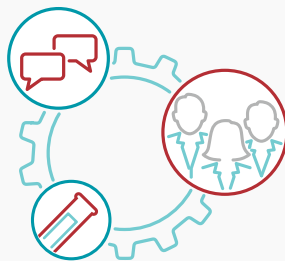
## TECHNICAL ASSISTANCE

Outbreaks and public health events demand timely information. APHL connects member laboratories to best practices and federal agencies in times of crisis, as well as provides assistance with day-to-day operations. Through leveraging shared infrastructure, subject matter expertise, and resources, APHL aids in bridging the gap in the public health workforce, which is often understaffed.

Members have access to a variety of technical assistance opportunities in areas such as project management, business analysis, terminology, technical architecture, system integration, database development and informatics training. In 2024 APHL provided technical assistance to member laboratories for measles, mpox, Ebola and Marburg preparedness; ensured testing support for vaccine preventable diseases, tuberculosis, Legionellosis and HIV and HCV NAT; increased public health laboratory capacity for influenza sequencing; facilitated member training and travel for next generation sequencing, tuberculosis, rabies and high resolution mass spectrometry; and facilitated data exchange initiatives like PHLIP, Electronic Laboratory Reporting for the Laboratory Response Network (LRN), the LRN-B and LRN-C Technical Meetings, AR Lab Network and ETOR implementation.

APHL continued its commitment to strengthening safety by supporting the pilot of ISO 35001:2019, a biorisk management standard, in four laboratories and developing the biosafety workforce via fellowships, workshops, peer networks and other collaborative communities. Services included document creation, SOP and methods review and internal audit training. Additionally, one state newborn screening programs participated in the comprehensive NewSTEPs site review aimed at assessing various components of a newborn screening program.

We provide support for L-SIP assessments, which allow APHL members to convene a day-long meeting with their local or state public health laboratory system to discuss system strengths and opportunities for improvement. The support comes in the form of technical assistance, funding to defray the cost of holding the assessment, and facilitators.



***APHL shares critical information on federal developments that have an impact on member laboratories and their federal partners.***

## LABORATORY WORKFORCE PROFILE SURVEY

APHL conducts regular surveys to understand the public health laboratory workforce across the US. Insights from the survey help guide recruitment and retention strategies for laboratory leadership.

### 2024 Survey Highlights

**1,928**  
laboratory professionals  
participated in survey



Received responses from  
**49 states, Washington  
DC and two territories**

**Anonymous  
Electronic Survey**  
ensuring candid feedback



### Key Insights

The survey explores job satisfaction, workforce trends, and factors influencing retention, helping shape future workforce strategies.

### Results Available!

**Explore the published findings and interactive dashboards.**

## STRENGTHENING COMMUNITY

APHL members have the opportunity to help govern and guide the association. This includes representing APHL on external workgroups, providing input on subject-specific taskforces, engaging in collaborative committee work and strengthening laboratory capacity globally. Laboratory Member Representatives are eligible for election to the Board of Directors.

**Over 500 laboratory members serve on committees, subcommittees, workgroups or taskforces.**

**Learn more about our Board of Directors or joining a committee.**



## QUESTIONS ABOUT APHL MEMBERSHIP OR BENEFITS?

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