

REMOVE FINANCIAL BARRIERS.

Secure the Future for Laboratory Professionals in Pathology and Laboratory Medicine.

How educational costs and student debt influence recruitment, retention, and talent sustainability.



1



COST



CERTIFICATE

\$2,700 – \$9,200



ASSOCIATE

\$6,200 – \$15,500



BACHELOR'S

\$13,000 – \$38,000



GRADUATE (MASTER'S/DOCTORAL)

\$15,000 – \$38,000+

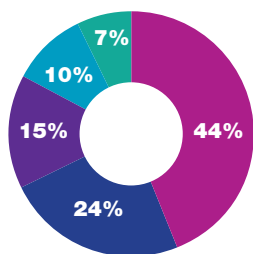


Costs are generally at or below the lower end of national averages.

2



FINANCING



SELF-FUNDING

Most common method of financing



FEDERAL LOANS

Second most common source



PRIVATE LOANS

Used by a subset of students



SCHOLARSHIPS / GRANTS

Essential support for students



EMPLOYER ASSISTANCE

Less common, but impactful

3



RISK

Outstanding Student Loan Risk Factors



YOUNGER PROFESSIONALS

More likely to carry student loan debt



FEDERAL LOAN USERS

Most likely to carry debt

OTHER FACTORS INCREASING RISK



Lower degree level



Lower income

4



TALENT IMPACT



Student

Tuition & fees
Limited funding



In-training

Living expenses
Clinical costs



Program Graduate

Student loan debt
Limited financial reserves



New Professional

Repayment burden
Lower starting salaries



Accomplished Professional

Burnout risk
Retention challenges

IMPACT



Talent shortages



Higher turnover



Reduced capacity to serve patients

Reducing financial barriers strengthens the laboratory talent pathways.

5



SOLUTIONS/ACTIONS



SCHOLARSHIPS

Reduce out-of-pocket costs and expand access



LOAN FORGIVENESS

Relieve debt burden and support retention in the field



GRANTS

Need-based support to help students succeed



ADVOCACY

Ensure lab professionals are included in federal and state programs

TALENT SUSTAINABILITY

Intentional advocacy
Stronger laboratory teams
Healthier communities



Scan to read the study