

# CAMRT-AB Leadership and Skills Gap Survey Report

## Executive Summary

In 2025, CAMRT-AB conducted a provincial survey to better understand the current and future needs of Medical Radiation Technologists (MRTs) across disciplines. The goal was to identify skill gaps, opportunities for professional growth, and supports needed to advance practice in Alberta and beyond.

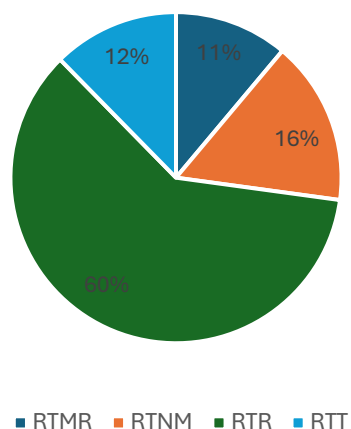
Responses were received from MRTs representing all four disciplines — Radiological Technology (RTR), Nuclear Medicine (RTNM), Magnetic Resonance (RTMR), and Radiation Therapy (RTT). Participants reflected a broad range of experience levels, education backgrounds, and career aspirations.

Key themes emerged:

- Strong interest in advanced practice, leadership and research skill development, as well as cross-modality skill development.
- Desire for accessible, affordable continuing education options that align with both clinical and personal goals.
- Need for mentorship, recognition, and clear advancement pathways within the profession.
- Barriers related to funding, time, and lack of formalized career ladders remain significant.

Together, these findings point to a highly motivated workforce eager to grow and contribute more deeply to patient care, leadership, and innovation—if the right structures and supports are in place.

### Respondents by Discipline



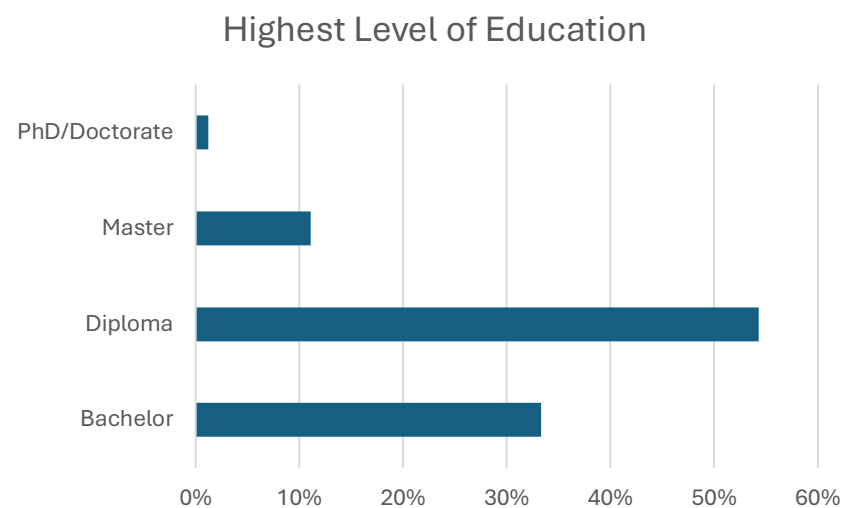
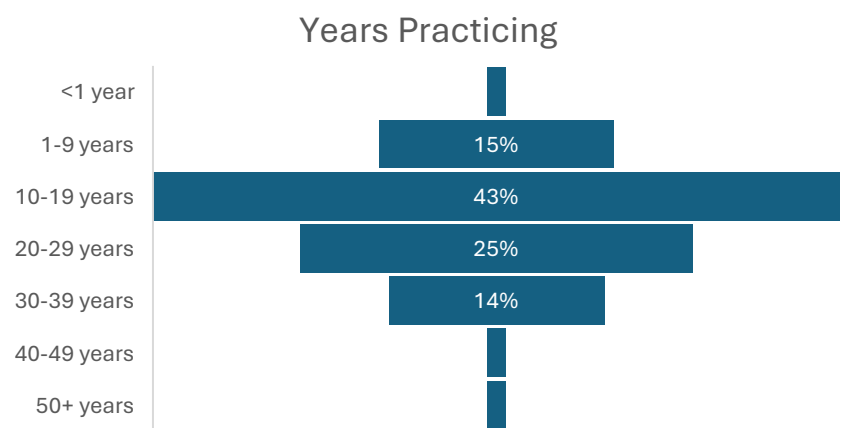
# Respondent Profile

Survey participants represented a balanced mix of early-, mid-, and late-career MRTs, working in both urban and rural settings. While the majority identified as frontline technologists, a meaningful proportion indicated leadership, education, or research responsibilities.

## Experience and Education:

- Years in practice: Ranged from under 1 year to over 50 years, with a concentration in the 10–20-year bracket.
- Education levels: Predominantly diploma or bachelor’s-prepared, with a growing number of MRTs holding master’s degrees.
- Subspecialties: Common secondary certifications included CT, mammography, interventional radiography, and dosimetry.

Many respondents expressed interest in additional credentialing or bridging programs, suggesting a strong appetite for continuing education and mobility across modalities and sub-specialties.



## Continuing Education Focus

Across disciplines, MRTs reported a consistent commitment to ongoing learning. Much of their continuing education is currently organization-driven (AHS or CAMRT-mandated modules) or discipline-specific updates. However, many respondents noted limited time and funding for pursuing aspirational or specialty education.

Top continuing education interests included:

- Leadership and management development
- Advanced imaging and radiation technologies
- Patient care, communication, and trauma-informed practice
- Research methods and evidence-based practice
- Interprofessional collaboration and mentorship

There is a clear desire for flexible, online, and cost-effective education opportunities that align with the realities of shift work and family life.

## Opportunities for Advancement

Respondents across all disciplines identified opportunities for expanded scope and practice advancement, with interest areas reflecting both clinical and non-clinical growth:

- **Radiological Technologists (RTR):** Interest in protocol development, limited image interpretation, interventional procedures, and emerging roles such as the *Radiologist Assistant* or CLXT equivalency pathways (ability to train in laboratory practices).
- **Nuclear Medicine Technologists (RTNM):** Strong engagement in theranostics and radiopharmaceutical therapy. Calls for recognition of the complexity of dosing and patient management at advanced skill levels.
- **Magnetic Resonance Technologists (RTMR):** Focus on emerging technologies (AI-assisted imaging, functional MRI) and integration of research and data analysis into clinical practice.
- **Radiation Therapists (RTT):** Continued pursuit of advanced practice roles in contouring, image guidance, and patient care coordination. Notable appetite for leadership and mentorship development.

Overall, MRTs are seeking career ladders that enable growth within the profession—not just through management but also through advanced clinical, research, and educational pathways.

## Barriers and Supports Needed

While enthusiasm for advancement is strong, MRTs identified several consistent barriers preventing them from pursuing higher levels of practice:

- **Access & Affordability:** Educational opportunities are often costly, time-intensive, and unavailable locally. Rural technologists especially noted challenges with in-person learning and travel.
- **Workplace Support:** A lack of dedicated professional development time and inconsistent employer recognition of advanced competencies were frequently cited.
- **Mentorship & Leadership Gaps:** Many respondents described limited access to structured mentorship, particularly for those interested in leadership or interprofessional roles.
- **Recognition & Role Clarity:** Several MRTs expressed frustration regarding classification and recognition, particularly those affected by declassification or working in complex care roles that exceed the scope of entry to practice.

## Recommendations

### For Leadership, Educators, and Regulators:

1. **Develop an Advanced Practice Framework** — Define tiered competencies and pathways for clinical, educational, and leadership advancement.
2. **Expand Mentorship Networks** — Create space for frontline MRTs to connect with leaders, educators, and researchers provincially.
3. **Enhance Accessibility** — Support online, modular, and affordable CE options, including microcredentials.
4. **Advocate for Recognition** — Work with regulators and employers to ensure titles align with expertise.
5. **Create Career Mapping Tools** — Provide transparent progression options from entry to advanced practice.

### For Members:

1. Continue to engage in available CE through CAMRT and ACMDTT.
2. Seek mentorship or peer networks for professional growth.
3. Contribute to advocacy initiatives around recognition and practice expansion.
4. Share success stories to inspire others and inform leadership of real-world impacts.

## Conclusion

This survey reinforces what many within the profession already know — MRTs are deeply committed to patient care, clinical excellence, and lifelong learning. Many are ready to take on new challenges and contribute at higher levels of practice. However, without clear frameworks, accessible education, and systemic recognition, this potential remains underutilized. By investing in mentorship, education, and recognition, CAMRT-AB and its partners can help ensure MRTs

continue to evolve alongside technology and patient needs — leading to a stronger, more dynamic profession.

Moving forward, CAMRT-AB will advance multiple strategies simultaneously. Focus groups with MRTs across disciplines will explore specific barriers and opportunities for advanced practice, while peer learning circles provide a new, structured approach to mentorship that allows MRTs to share experiences, learn from each other, and gain confidence in advanced roles. These efforts will support the implementation of an advanced practice framework that aligns with national standards while addressing the practical opportunities and momentum currently present in Alberta.

While the skills gap survey offers a valuable snapshot of MRTs' readiness and interests, additional data from focus groups, open-ended feedback, and stakeholder perspectives will further clarify how to support skill growth, identify systemic or policy barriers, and guide effective implementation of advanced practice initiatives. CAMRT-AB will work closely with the national education team throughout this process to ensure professional development strategies, mentorship programs, and advanced practice initiatives align with national standards. As part of its ongoing role, CAMRT-AB will conduct benchmarking against national and international advanced practice standards to inform evidence-based recommendations and ensure alignment with broader frameworks. With Alberta's regulatory environment open to change, the timing is ideal to act, ensuring MRTs are fully supported to reach their full potential and continue delivering high-quality, patient-centered care.