



# FROM JOB TO CAREER:

## Building Your Future in HTM

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**HTM**   
**MIXER**

**“Chance favors the  
prepared mind.”**

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-Louis Pasteur

# How I got into HTM?



# What is a Job?

- A regular activity or assignment that a person undertakes, often for pay, to earn a living or fulfill a specific duty.

# What is a Career?

A long-term professional journey focused on a particular field, industry, and skillset.

# Abstract Differences

## Job

- Exchange: Time for \$
- Short term
- Maybe some on-board training

## Career

- Exchange: Time for knowledge and experience...
  - and MORE \$\$\$
- Lifelong journey, your professional mission
- Continuous education and self-improvement
  - Higher education, workshops, self-help courses, vendor training, etc.

# Educational Differences

## Job

- Required educational foundation
  - High School Education/ GED
  - Common life skills

## Career

- Higher level education
  - College degree(s)
  - Military training
  - Certifications
    - CABT, CBET, CHTM and CCE
  - HTM specific training
    - IT/Networking
    - Cyber Security
    - Anesthesia Machines
    - Ventilators
    - Operating Room
    - Imaging/Ultrasound
    - Patient Monitoring
    - Dialysis

# Why Should I Choose a Career Over a Job?

- Employers like to hire career minded people!
- Investing in yourself, as well as your employer.
- Self-respect gained from dedicating yourself to your craft.
- It feels good to see yourself grow!
- \$\$\$ MONEY \$\$\$

# **How Do I Start My Career?**

# Positions in a Clinical Engineering Department

- BMET 1
- BMET 2
- BMET 3
- Imaging Engineer
- Specialist
- Clinical Engineer
- Supervisor
- Manager
- Director
- Vice President

# Position vs. Education

- Certificate in Biomedical Technology - BMET 1
- AAS Degree or Military Training - BMET 1, 2, 3
- Bachelor's Degree (BS, BA)– BMET 1, 2, 3 and Clinical Engineer and Leadership
- Master's Degree (MS, MBA, MHA)– Clinical Engineer and Leadership

# How to get more education?

- Does your company offer Tuition Reimbursement?
- Are you using it?
  - UCHealth offer \$6,000 per year.
  - UCHealth has an Ascend career program.
    - Fully paid tuition for certain fields.
- Places to look into:
  - College of Biomedical Technology (in trade show)
  - RSTI (in trade show)
  - Traditional Universities

# Vendor Specific Training

- Expand your knowledge, skills and worth by attending vendor specific training
  - Anesthesia machines
  - Ventilator
  - Surgical Tables/Booms/Lights
  - OR integration
  - Beds
  - Laboratory Equipment
  - Patient Monitoring
  - Dialysis
  - Sterilizers
  - So much more!!!

# Advocate for Yourself for Vendor Training

- Gather
  - Cost of course
  - Round trip flight cost
  - Transportation cost, rental car, Uber, etc.
  - Food estimate cost
  - Hotel cost
  - Other expenses
  - Present to your boss. Give them details on why you should go.
- **Make the decision an easy yes for your boss.**

# **Other Ways to Stand Out From the Crowd**

# Professional Certification

- CABT- Certified Associate in Biomedical Technology (no experience)
- CBET- Certified Biomedical Equipment Technician (requirements)
- CHTM- Certified Healthcare Technology Manager (requirements)
- CCE: Certified Clinical Engineer (requirements)
- IT/Cyber Security certifications

# CABT

- Certified Associate in Biomedical Technology.
- An entry-level, non-renewable certification offered by AAMI (Association for the Advancement of Medical Instrumentation) for individuals interested in HTM.
- Expires in 5 years.
- Requirements: High School Diploma or GED.

# CBET

- Certified Biomedical Equipment Technician.
- High-level certification that validates the knowledge and skills of HTM professionals in biomedical equipment.
- 3 hour closed-book exam with 165 questions.
- Must be renewed every 3 years.
- Often required for senior level technician positions. (BMET 3)
- Often required for supervisory positions.

# CBET Requirements

- Associate degree or higher in biomedical equipment technology program and two years' fulltime BMET work experience; OR
- Completion of a U.S. military biomedical equipment technology program and two years' fulltime BMET work experience; OR
- Associate degree or higher in electronics technology and three years' full-time BMET work experience; OR
- Four years' full-time BMET work experience.

# CHTM

- Certified Healthcare Technology Manager
- High-level certification for persons responsible for planning and directing activities of other healthcare technology management professionals, monitoring their work, and taking corrective actions when necessary.
- 2 hour closed-book exam with 100 questions.
- Often preferred for managers, directors and VPs.

# CCE

- Certified Clinical Engineer
- A high-level certification for a professional who supports and advances patient care by applying engineering and managerial skills to healthcare technology.
- Contains a written and oral exam.

# What Else Can I Do?

# Plan Your Career

- Be open to try new things.
- Learn new skills.
- Step out of your comfort zone.
- Attend professional functions. CABMET meetings, HTM Mixers, MDExpo...etc
  - Great networking opportunities.
- Think about where you want your career to go, and make a written plan.
  - Specialize in a specific modality.
  - Move into a leadership role and shape your department for the better.
  - Become a mentor and leader for new technicians.

# Keep a Professional Journal

- On the job training you've learned. Make/Models learned.
- Vendor trainings you've attended.
- Difficult problems you've worked on and how you resolved them.
- Things to celebrate, victories in the field.
- Accolades from peers, customers, and leadership.
  
- These are a great record during review time.
- This is a powerful tool during an interview.

# I Feel Stuck, What's Next?

- Look to see what no one else wants to do.
- Talk to more experienced technicians for ideas.
- Talk about your stagnation with your supervisor during a one on one.
- Change departments with a colleague.
- Schedule a vendor training in a modality you aren't familiar with.

# Other Fun Topics

- What are things you have done to differentiate yourself?

# In Summary

- Choosing to have a career, instead of “going to a job”, is a lifetime investment in yourself.
  - Educate, Educate, and Educate is the main strategy for success.
    - College, Professional Certifications, OTJ training, vendor specific training
- Your career is not a destination, but a journey. Treat it as such. Embrace the struggles and successes, and document them!
- Your career is something that will leave you emotionally, mentally, and financially fulfilled. **YOU ARE WORTH IT**

**Thank you!**