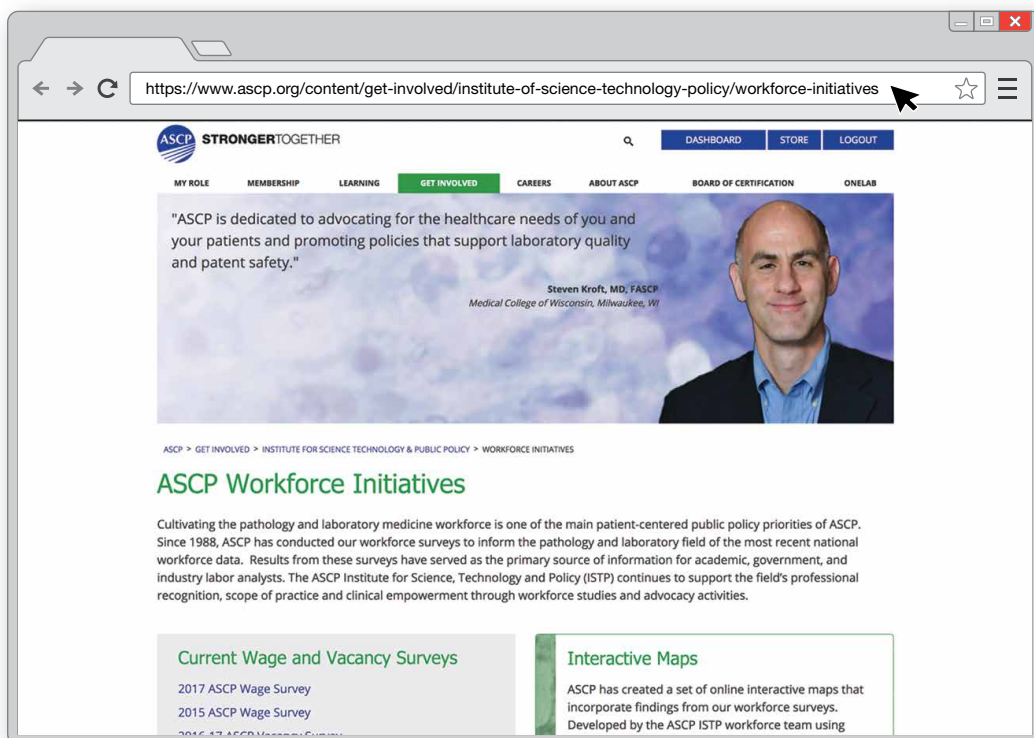# INSTRUCTION GUIDE:
ASCP Tableau Maps

Note: Vacancy 2016-17 maps were used as an example in this instruction guide.

1   Go to the link: https://www.ascp.org/content/get-involved/institute-of-science-technology-policy/workforce-initiatives

2 Click on one of the online maps:

Current Wage and Vacancy Surveys

2017 ASCP Wage Survey

2015 ASCP Wage Survey

2016-17 ASCP Vacancy Survey

Other Workforce Initiative Resources

Disparities in Rural Health Care: A Look at the Field of Laboratory Medicine

Questions? Please email Edna Garcia, Director, Scientific Engagement and Research, ASCP at Edna.Garcia@ascp.org or call at (202) 735-2283.

Interactive Maps

ASCP has created a set of online interactive maps that incorporate findings from our workforce surveys. Developed by the ASCP ISTP workforce team using Tableau software, these interactive geographical maps intend to present the large amount of data that are collected in both the ASCP wage and vacancy surveys.
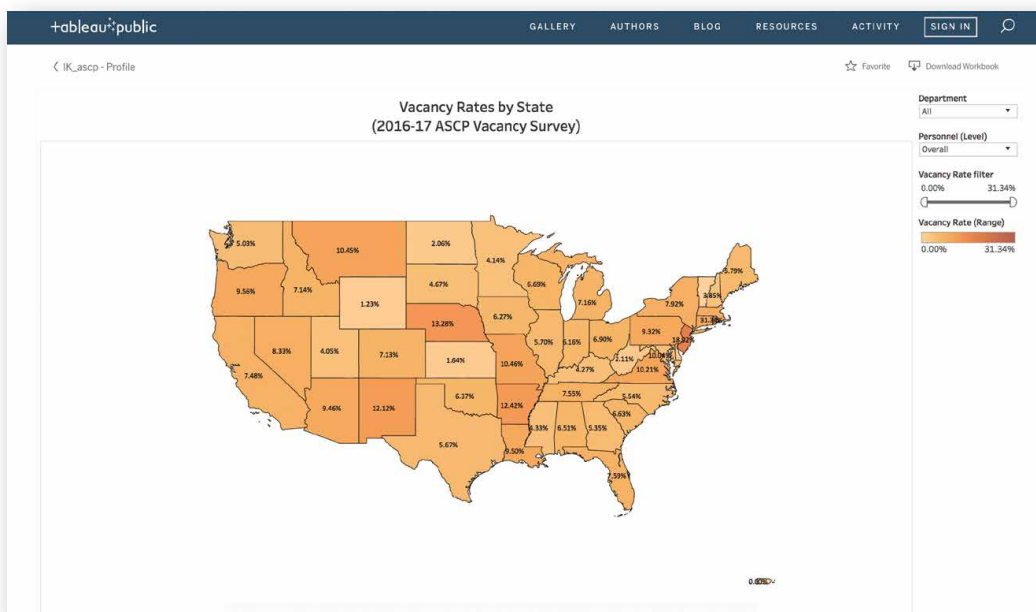
2016-17 Vacancy Survey Maps

Vacancy Rates by State

Vacancy Rates by Region

Retirement Rates by State

Retirement Rates by Region

Certification Rates by State

Certification Rates by Region

Vacancy and Retirement Rates by State

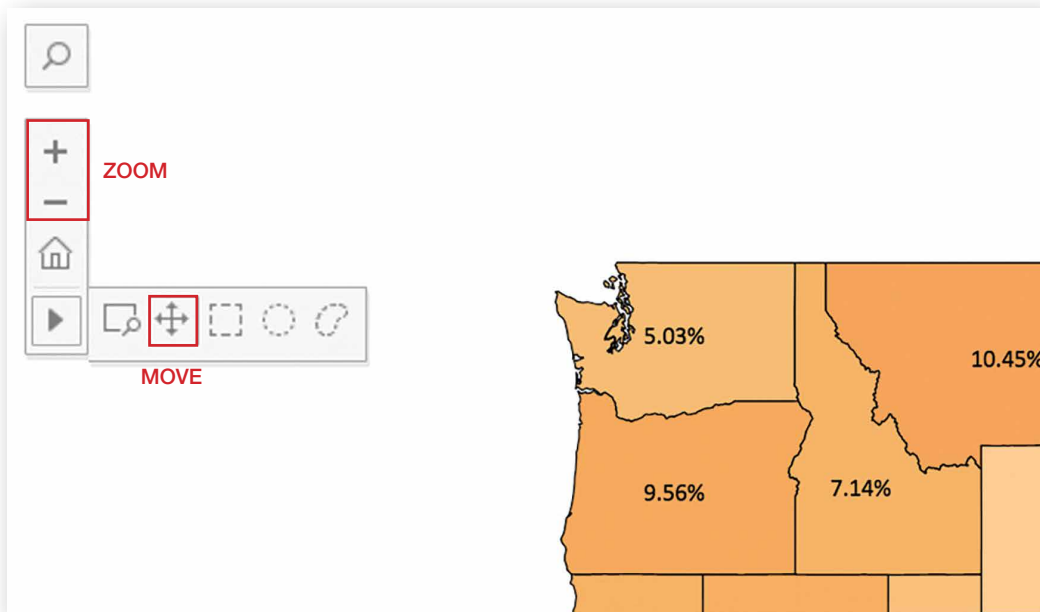## 2017 Wage Survey Maps

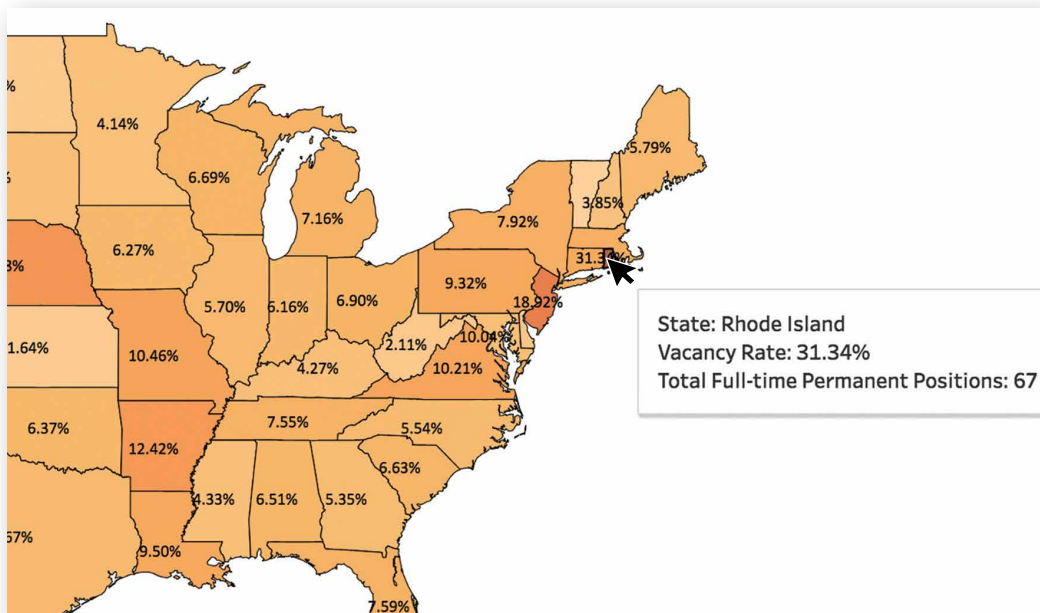Hourly Wage by State

Age of Respondents by State

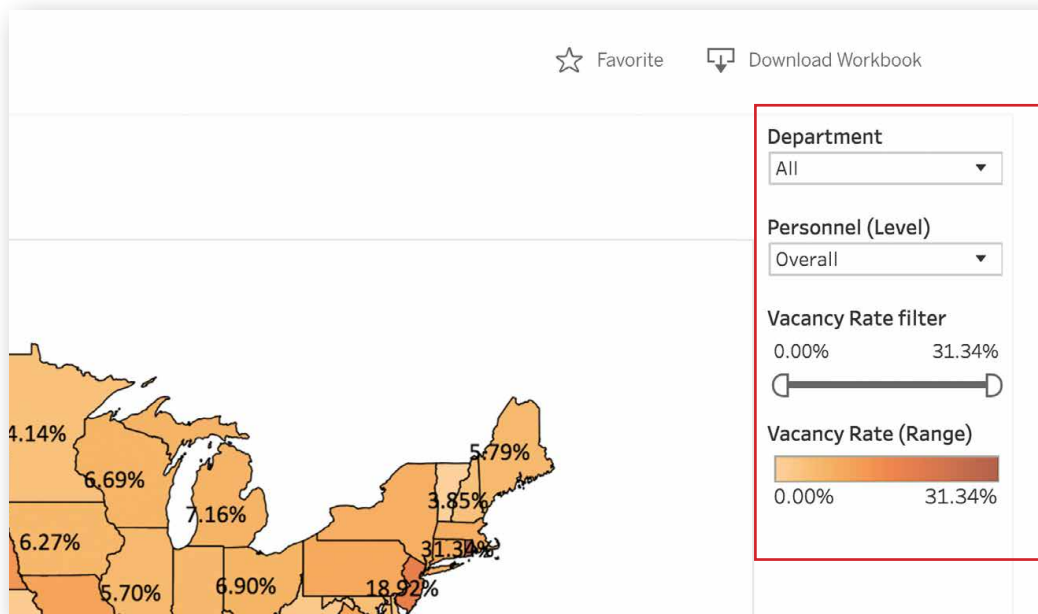**3** Corresponding map will open on Tableau webpage.

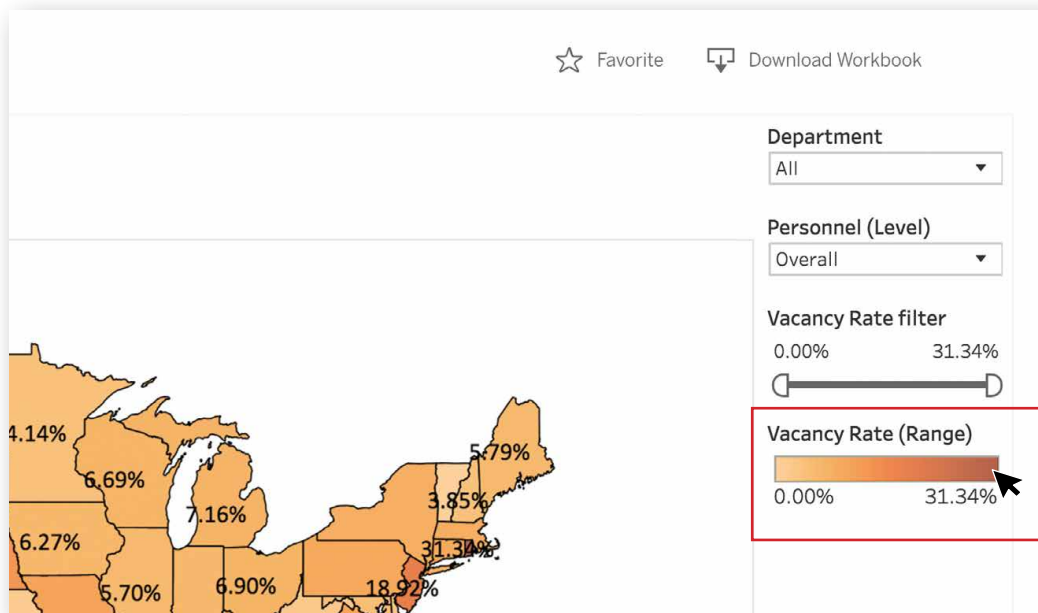**4** Use the mouse wheel or double click on the map to zoom (+/-).

5 Place the cursor on your state of choice to show the name of the state and corresponding data.

State: Rhode Island
Vacancy Rate: 31.34%
Total Full-time Permanent Positions: 67

6 You can tailor the data based on filters on the right hand side panel.
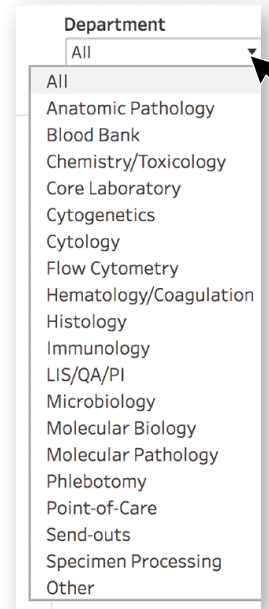

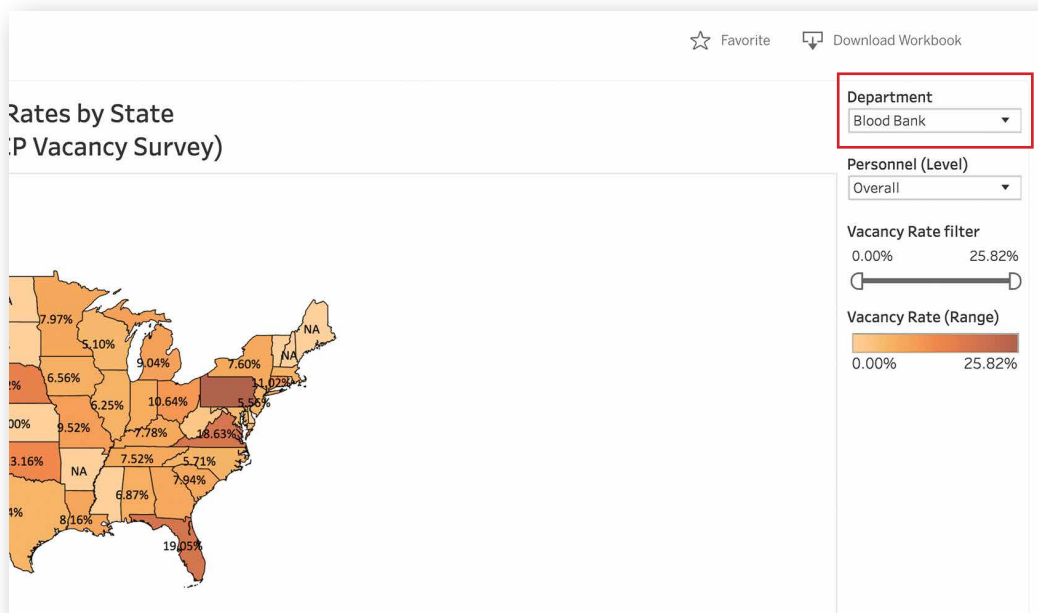**7** The color spectrum below shows vacancy rate ranges. The darker colors represent higher rates.

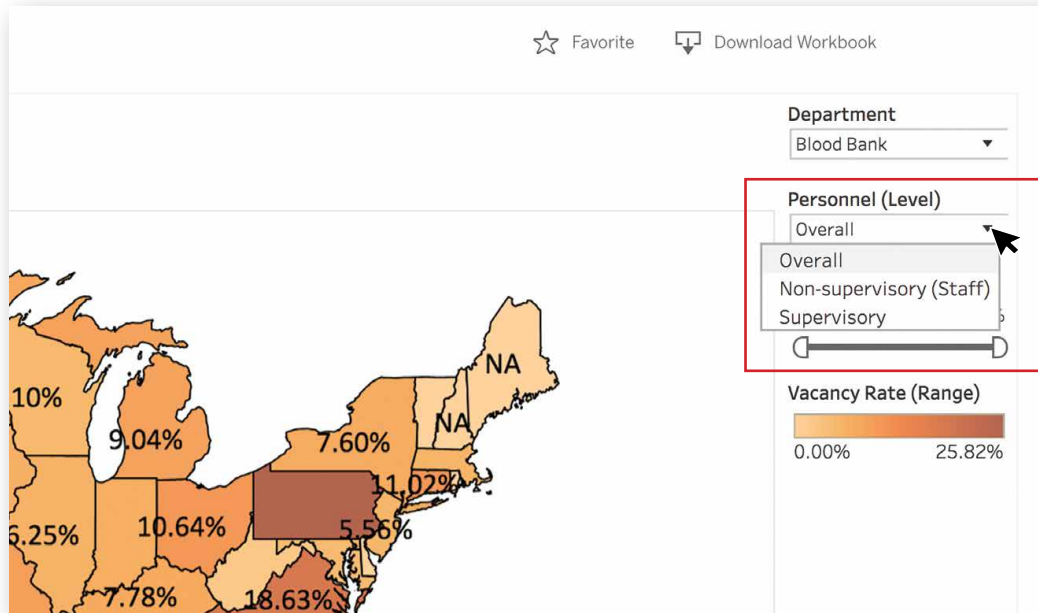**8** Most maps have three filters: Department, Personnel (Level), and measure (Rate) filter.

i. To look at the data by individual *Department,* click on the box, that will show you the list of the departments included in the maps (19 total).

Department
All

All
Anatomic Pathology
Blood Bank
Chemistry/Toxicology
Core Laboratory
Cytogenetics
Cytology
Flow Cytometry
Hematology/Coagulation
Histology
Immunology
LIS/QA/PI
Microbiology
Molecular Biology
Molecular Pathology
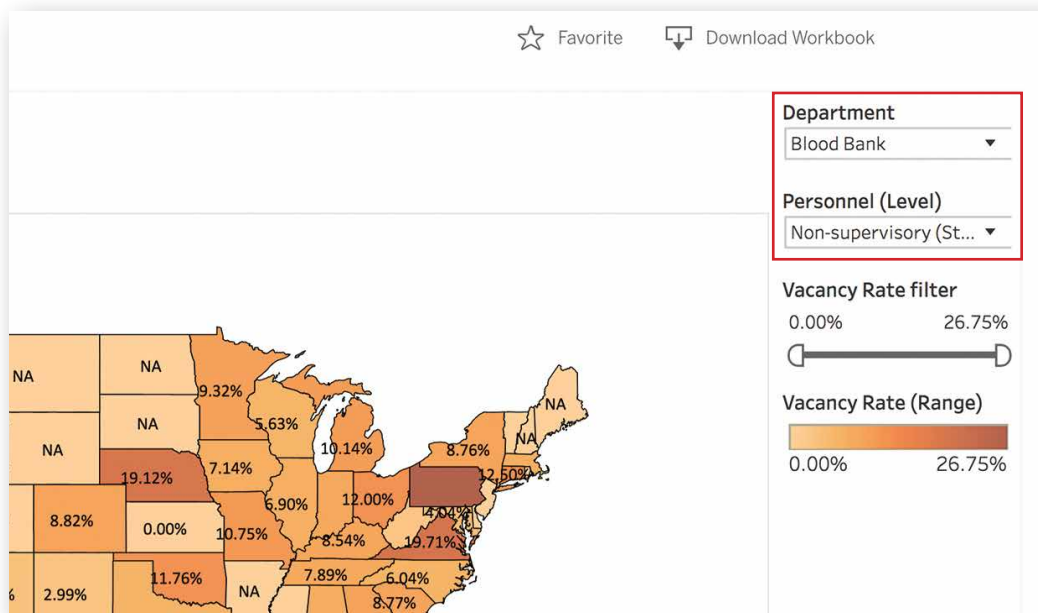Phlebotomy
Point-of-Care
Send-outs
Specimen Processing
Other

ii. Choose your preferred department type and the map will show the distribution for that category. For example, the screenshot below shows distribution of Vacancy rate for Blood Bank.
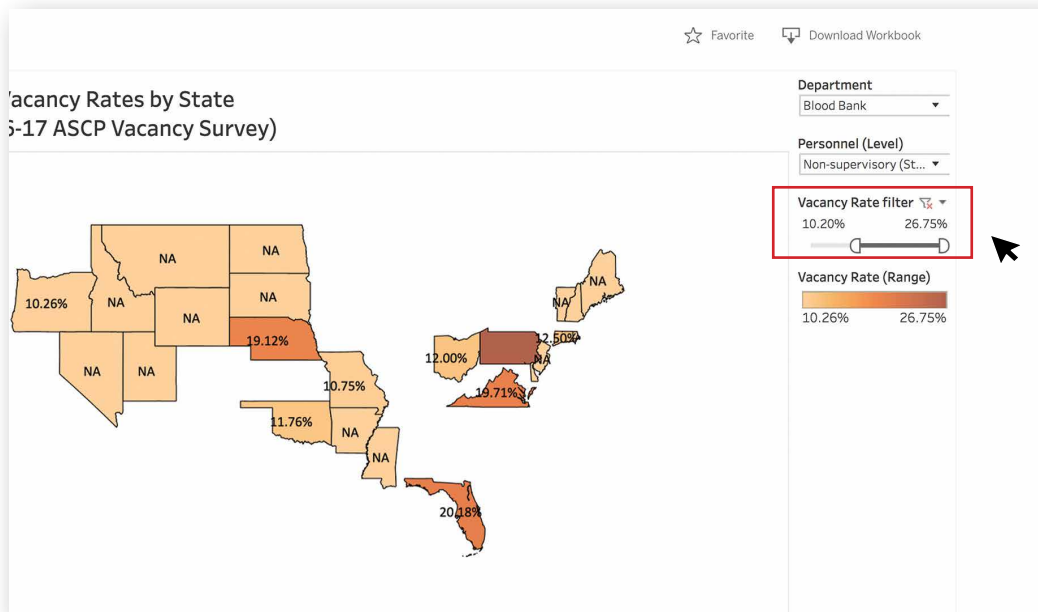

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Rates by State
P Vacancy Survey)

Department
Blood Bank

Personnel (Level)
Overall

Vacancy Rate filter
0.00%   25.82%

Vacancy Rate (Range)
0.00%   25.82%

7.97%
5.10%
9.04%   7.60%   NA
6.56%   1.02%
6.25%   10.64%   5.56%
9.52%   7.78%   18.63%
3.16%   7.52%   5.71%
NA   7.94%
6.87%
8.16%
19.05%
NA

iii. You can customize the data based on Personnel (Level) category, by clicking on the proper box and choosing the preferred Personnel level.
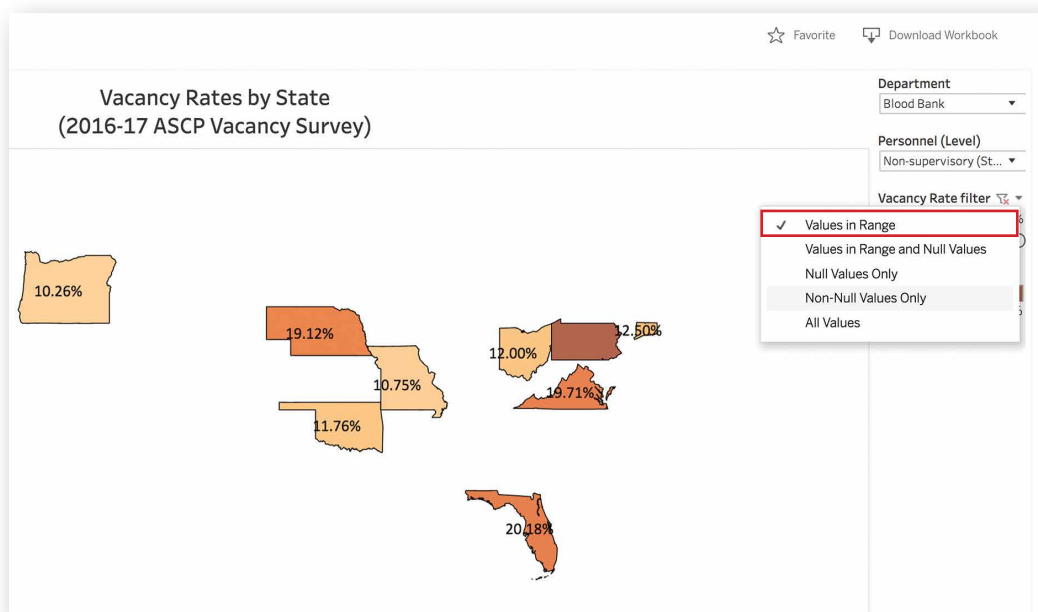

iv. The screenshot below shows distribution of Vacancy rates for Non-supervisory (Staff) personnel in Blood Bank.

v. The third filter is a Vacancy Rate filter. You can use the slider to specify a range in that measure and see which states belong in that range. The example below shows the states who have vacancy rates equal to or more than 10.2%.

vi. For some states, the data label shows 'NA' because there was not enough sample from those states to be reported. To exclude those states in the map, click on the inverted arrow in the Vacancy Rate filter box and choose "Values in Range".

To include NAs, select "Values in Range and Null Values". To remove the Vacancy Rate filtered data and select all value, click on "All Values".