



# National Occupational Framework: Phlebotomist

Phlebotomists draw and process blood and other biological samples for tests, transfusions, donations, or research. They explain collection procedures to patients and assist patients who have adverse reactions after their blood is drawn. Phlebotomists also identify and label samples, enter information into databases, and keep instruments clean and sanitary.

**Phlebotomist**  
National Occupational Framework  
<https://urbn.is/4f8mGaV>



## Apprenticeship: A Solution for Recruiting and Training Phlebotomists

Apprenticeship programs combine learning on the job and in the classroom to train workers in the exact skills needed by employers. Phlebotomists play a vital role in the health care industry, as blood and sample analysis are essential in the delivery of medical care, and demand for workers with these specialized skills is high. Apprenticeships can equip workers with the laboratory, medical terminology, and communication knowledge and skills needed to enter this important occupation.



**Apprenticeship Benefits:**

**90%**  
employment retention for apprentices

**86%**  
of employers with programs recommend apprenticeship

**\$1.44**  
return on investment for every dollar spent

### WHAT'S INCLUDED IN A NATIONAL OCCUPATIONAL FRAMEWORK?

- background information to help you learn more about the occupation
- comprehensive list of the competencies apprentices need to do the job
- building blocks of information for employers developing a registered apprenticeship program

**Questions?** Visit the National Apprenticeship Resource Hub at [apprenticeships.urban.org](https://apprenticeships.urban.org) or contact the Urban Institute at [apprenticeship@urban.org](mailto:apprenticeship@urban.org).



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