

AMERICAN HEALTH INFORMATION MANAGEMENT ASSOCIATION

Discover Global Markets: Electronic Records in the Global Market Panel Equipping the Future eHealth Workforce through Global Curriculum Standards

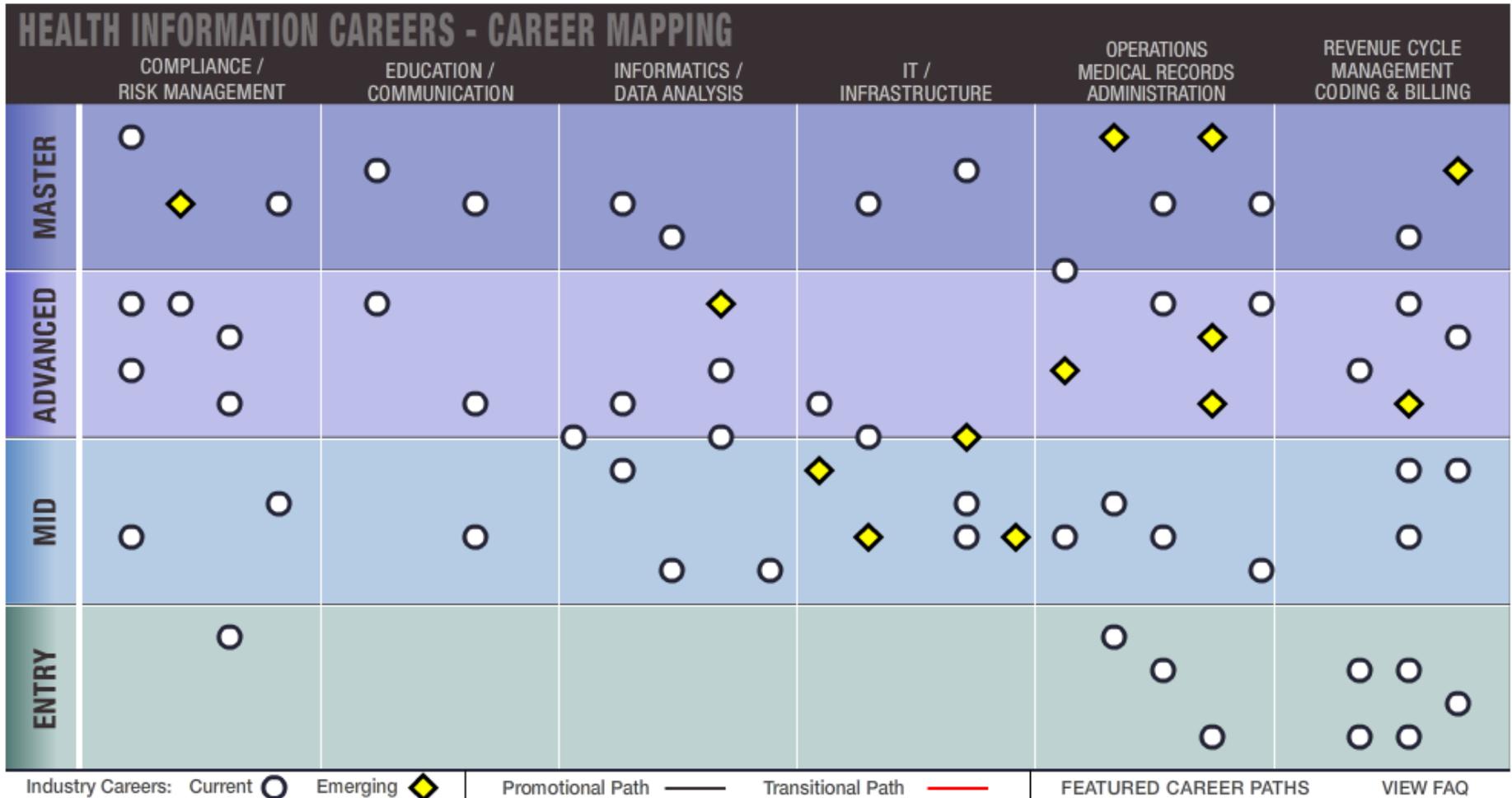
U.S. Department of Commerce (DoC) - International Trade Association (ITA)
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Equipping the Future eHealth Workforce through Global Curriculum Standards

Health systems worldwide are becoming increasingly dependent on digital infrastructures and ICT. While these developments offer huge potential to improve the quality, efficiency and outcomes of care delivering these benefits is dependent on having an appropriately skilled workforce. However there are wide variations across regions and countries in the availability of these skills. This seminar will describe an international initiative to map the professional competencies required for effective Health information Management, Health Informatics and Health Information Technology and to develop a common set of curriculum standards and accreditation criteria.

Jobs for the Health Information Workforce: AHIMA Health Information Career Map



Available at: <http://hicareers.com/CareerMap/>



Building A Learning Economy

- In addition to infrastructure, a strong HIT Ecosystem is supported by several components, including a **learning economy powered by the individual**
 - knowledge = crucial resource
 - learning = the most important process
- A learning economy
 - Develops skills
 - Promotes experiential learning and innovation
 - Critical to the growth of communities and the marketplace
 - Builds competence through a foundation of knowledge

- ACT Foundation reaches across organizational boundaries, sectors, and the US, to fund and develop strategic approaches to support working learners in their individual journeys toward successful careers and lives.
- The ACT Foundation identified four key investment areas of transformation most likely to affect change and support a vibrant, self-sustaining (Inter)National Learning Economy.
- This represents the intersection of education, public sector and private sector needs



The Learning Economy has several points of direct translation to the work the key groups and initiatives have been doing to date



Goal of the AHIMA Foundation Workforce Initiatives

Articulate a common global language between education and industry to develop competency skill-based and industry-transferrable curriculum, certifications, and apprenticeship training initiatives to create a eHealth workforce

Goal of the AHIMA Foundation Workforce Initiatives

To accomplish this goal, we will begin by developing a language around common employability skills related to:

- Personal skills
- People skills
- Applied knowledge
- Workplace skills

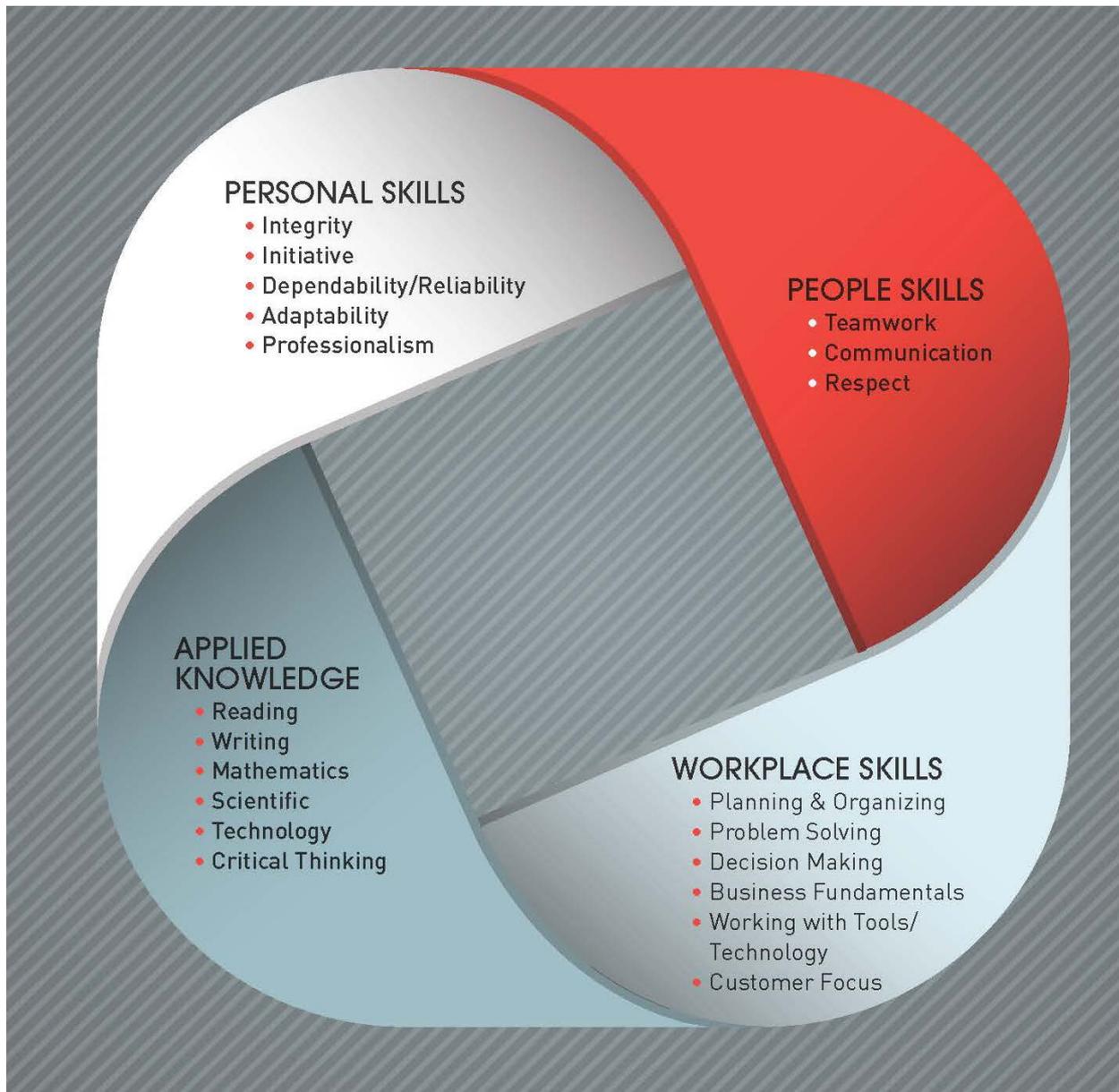


Image from National Network for Industry and Business Associations

Healthcare jobs will grow faster than any other sector

To meet growing demand for care, the number of healthcare professionals will have to expand by almost 30 percent overall by 2020—the most dramatic growth of any sector of the U.S.

Source: Georgetown University Center on Education and the Workforce forecasts of educational demand through 2020

Healthcare jobs will require higher levels of education

In 2020 healthcare professional and technical jobs will have the highest concentration of postsecondary attainment among all U.S. jobs (92%).

Source: Georgetown University Center on Education and the Workforce forecasts of educational demand through 2020

Department of Commerce Award and Global Health Workforce Council

Develop and train a Health Information Management (HIM) and Health Information Technology (HIT) workforce globally.

Specific Initiatives Targeted to Five Countries:

Brazil
India
Qatar
Saudi Arabia
United Arab Emirates

Importance of a Trained HIM/HIT Workforce



- There is global expansion of eHealth technologies
- ***Human resources are the most critical prerequisite* for the implementation**
- Healthcare systems need well-trained and highly-skilled workers to implement systems
- A comprehensive healthcare education and workforce strategy is needed

The Health Information Workforce

Health information management (HIM) / Information Governance

- Practice of acquiring, analyzing, and protecting digital and traditional medical information
- Trained in information management technology applications and workflow
- Management of health information and electronic health records
- Manage the quality of patient information
- Ensures the right information is available when and where it is needed
- Ensures information governance practices are in place and maintains the highest standards of data integrity, confidentiality, and security

Health informatics (HI) and Data Analytics

- Science that defines how health information is technically captured, transmitted and utilized.
- Analyzes health data
- Advances decision-support, usability and workflow practices
- Practice & research focused with specialty domains:
 - clinical practice
 - management science
 - management engineering principles
 - healthcare delivery
 - public health
 - patient safety
 - information science
 - computer technology

Health information Communication Technology (HICT)

- Focus on Information and communication technologies.
- Develops, manages and supports the framework used to manage and exchange health information in a digital format.
- Works with software and hardware used to manage and store patient data.
- Support for electronic health records and other health technologies.

Advancing a Trained Global eHealth Workforce



- Develop international HIM/HIT competencies by:
 - Establishing a Global Health Workforce Council
 - Developing an international curricular competencies
 - Obtaining feedback from countries around the world
 - Finalizing and publishing competencies
 - Refining over time
- Once developed countries may:
 - Implement and tailor to country-specific needs and requirements
 - Develop a plan to launch or expand HIM/HIT academic programs and training with assurance of relevant domains and competencies

Examples of Core Curriculum Areas

- Healthcare Delivery
- Information Governance
 - Data Standards/Classification Systems
 - Health Record Content & Documentation
 - Data Governance
 - Data Management
 - Secondary Data Sources
 - Oversight
- Information Protection: Access, Disclosure, Archival, Privacy & Security
 - Health Law
 - Data Privacy, Confidentiality & Security
 - Release of Information

Examples of Core Curriculum Areas (continued)

– Informatics, Analytics and Data Use

- Biomedical Device Management
- Information Management and Systems Strategic Planning
- Analytics and Decision Support
- Health Care Statistics
- Research Methods
- Consumer Informatics
- Health Information Exchange
- Information Integrity and Data Quality
- Clinical Decision Support
- Biomedical Informatics

– Revenue Management

- Revenue Cycle and Reimbursement

– Compliance

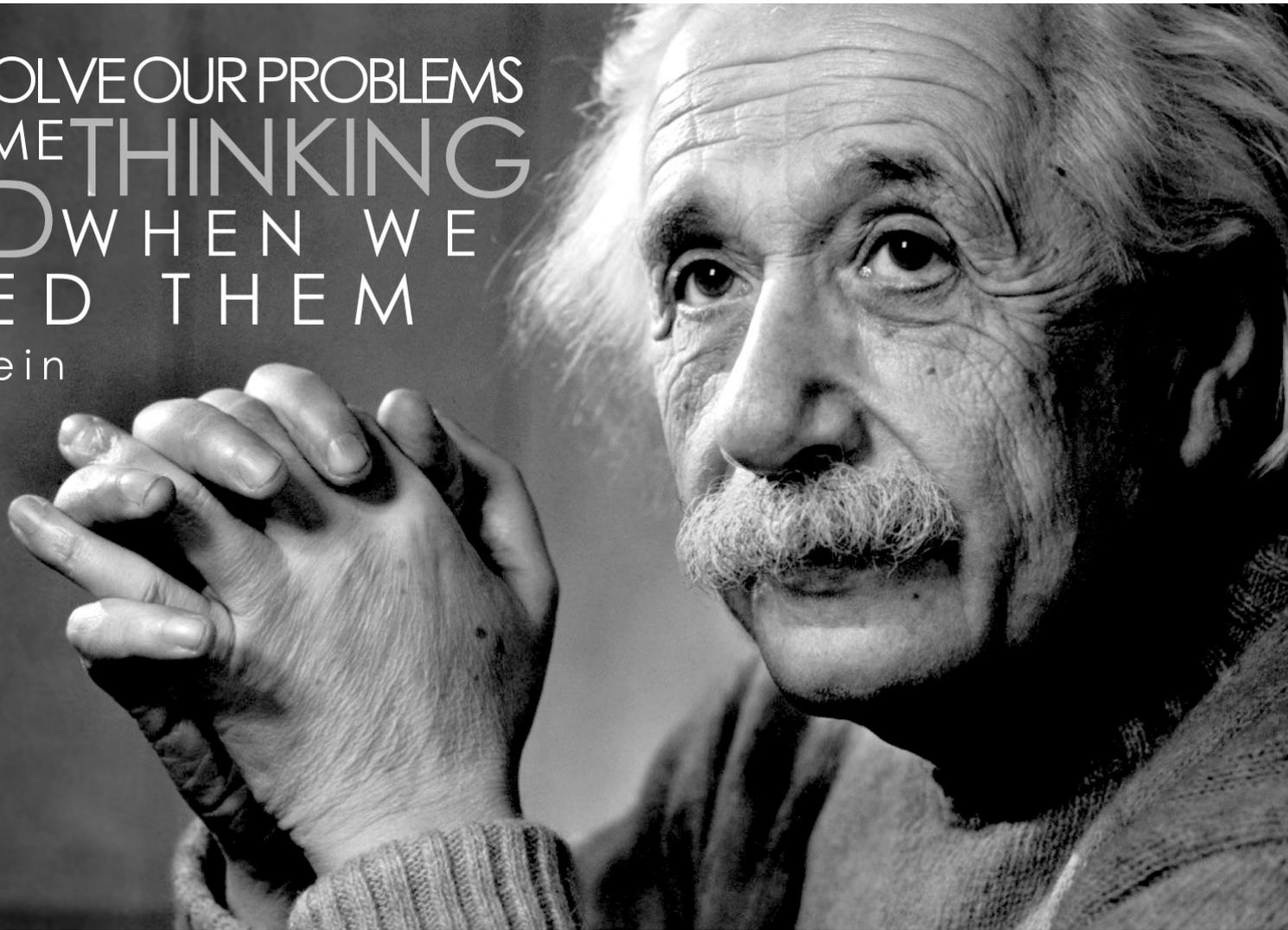
- Regulatory (Accreditation and Certification)
- Coding
- Fraud Surveillance
- Clinical Documentation Improvement

Examples of Core Curriculum Areas (continued)

- Information & Communication Technology
 - Architecture Design
 - Application Design
 - Product Planning – Evaluate
 - Technology Watching
 - Sustainable Development
 - Design and Development
 - Systems Integration
 - Testing
 - Solution Deployment
 - Documentation Production
 - User Support
 - Change Support
- Service Delivery –For Non-HIM Healthcare Professionals

WE CANNOT SOLVE OUR PROBLEMS
WITH THE SAME THINKING
WE USED WHEN WE
CREATED THEM

-Albert Einstein



Michelle Dougherty, MA, RHIA, CHP

AHIMA Foundation | Sr. Director of Research & Development

Phone: +1 312-233-1914

michelle.dougherty@ahimafoundation.org

THANK YOU

