



The Office of the National Coordinator for
Health Information Technology



HIT Policy Committee Certification/Adoption Workgroup

Subgroup: Health IT Workforce Development

Larry Wolf, Kindred Healthcare, Co-Chair,

Scott White, 1199 SEIU United Healthcare Workers East, Co-Chair

May 7, 2013



Co-Chairs:

Scott White
Larry Wolf

1199 SEIU United Healthcare Workers East
Kindred Healthcare

Members:

- Norma Morganti
 - Patricia Dombrowski
 - Joe Heyman
 - Bill Hersh
 - Steve Waldren
 - Samantha Burch Halpert
 - Deborah King
 - Gretchen Tegethoff
 - Michelle L. Dougherty
- Cuyahoga Community College (Grantee)
Bellevue College (Grantee)
Whittier IPA, C/A Workgroup Physician
Oregon Health and Science University
American Academy of Family Physicians
Quality & HIT, Federation of American Hospitals
1199SEIU Training & Upgrading Fund
Athens Regional Health System, Athens,
AHIMA Foundation

Federal Ex officio

- Ed Salsberg
 - Michelle Fox
 - Nancy Brooks
 - Stuart Werner
- National Center for Health Workforce Analysis, DHHS/HRSA
Department of Energy
U.S. Department of Education's Office of Vocational & Adult Education
Office of Workforce Investment, Department of Labor

Broad Charge for the Workgroup:

- Make recommendations to the Health IT Policy Committee on ways to provide health IT education to all health care workers

Specific Charge for the Workgroup:

- Make recommendations to the Health IT Policy Committee so that within one year, health IT training needs and competencies are identified and tools for implementation are recommended.

- The sub-workgroup met 13 times and deliberated on multiple topics
- Identified three sets of workers:
 1. Health workers at the point of care, and those that support them
 2. IT and informatics professionals
 3. Information systems technologist, including developers, operators , implementers

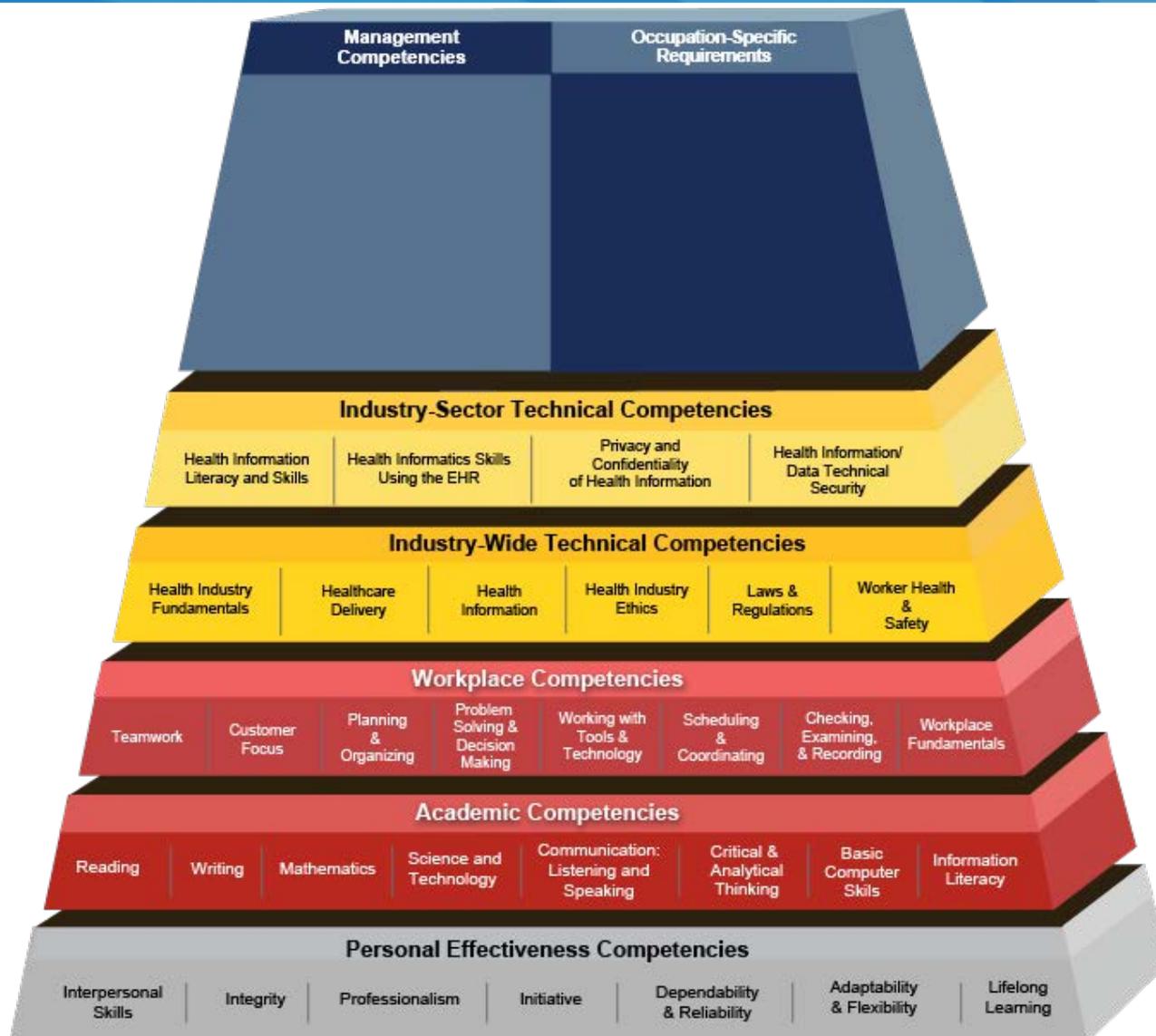
- **The Current Workforce**
 - Training related to a new system being installed
 - On-going in-service training
 - On the job continuing education (skills enhancement, short course certificates)
 - Job enrichment (team development, employee involvement)
 - Career paths (cross fertilization between clinical and technology jobs)
- **Challenges (It's the soft skills)**
 - Team building/staff engagement: no-fault learning environment, two-way communication between staff and leadership)
 - How to work with these new technologies (shifting to the new paradigm for the end user and for the organization, how to work with data and analytics for individual patients and populations)
 - Staff engagement of patients
 - New healthcare models: value over volume
- **Actions**
 - Learning from the high achievers (for example: Management competencies)
 - Developing modules of training materials (one bite at a time)
- **Looking to the future – New workforce, New technologies**
 - New competencies
 - New training approaches
 - Changing curriculum, effectiveness of curriculum

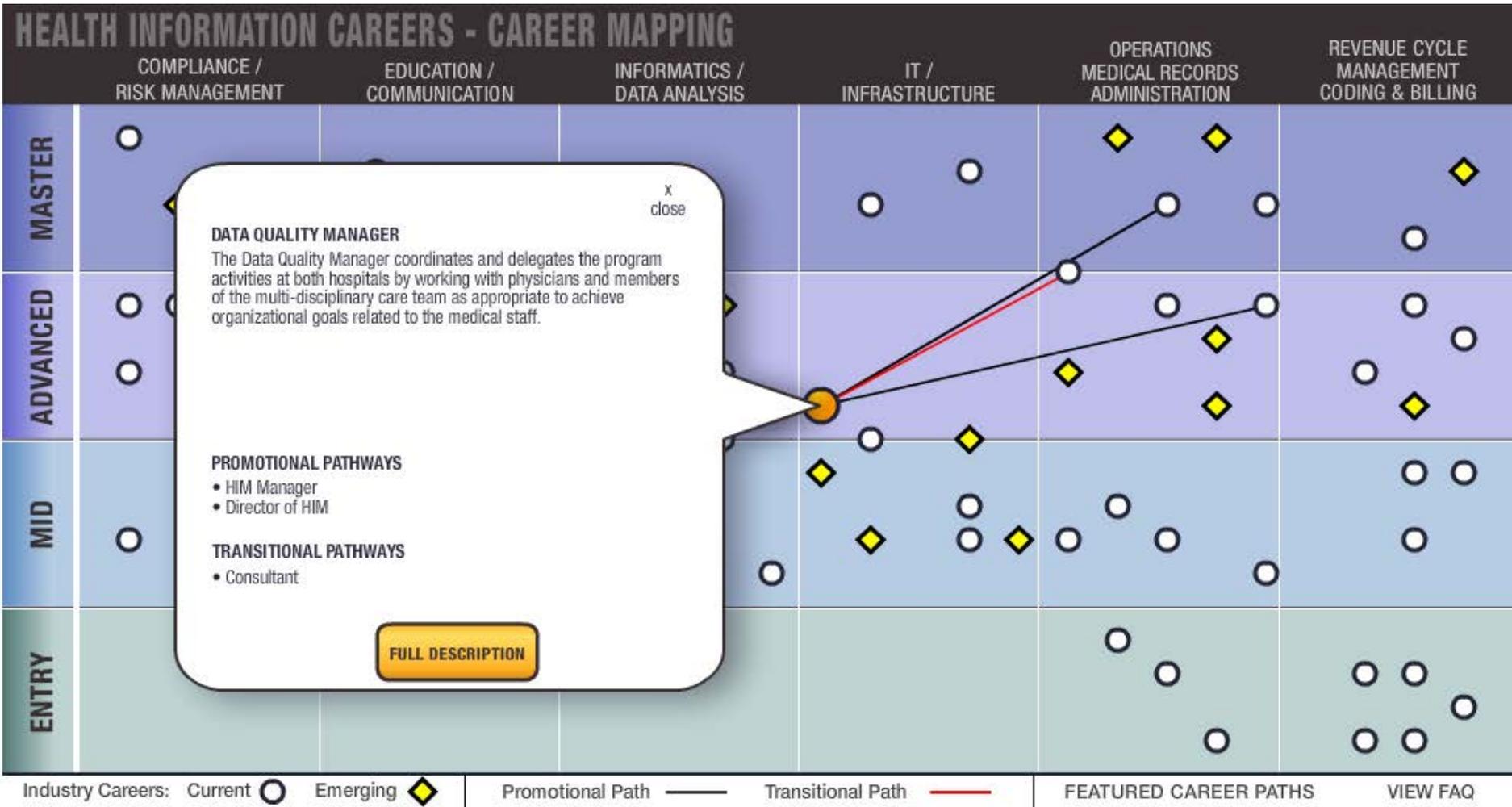
- Secondary & post-secondary educational organizations
- Federal State and local agencies
- Healthcare professionals, allied health professionals, providers and trade organizations
- Workforce representatives
- Health information organizations
- Credentialing organizations

1. ONC has funded several workforce development programs.
Recommend that these programs be summarized and the results of those programs should be publicized.
2. The above programs identified core competencies
Recommend that these competencies are summarized and widely disseminated.
3. There are many resources available.
Recommend publicizing the resources and best practices.
4. Healthcare of the Future - emerging need for soft and hard skills related to team-based care, population health and patient engagement.
Recommend new program development to address these emerging needs.
Recommend additional funding for new workforce programs.
5. Learn from what is happening with the current workforce.
Recommend funding studies of the impact of HIT on the workforce - traditional measures – like turnover, enrollment in healthcare vocations (schools), plus new jobs, like nurse informaticists.
6. The current Standard Occupational Classification does not address HIT
Recommend ONC hosting SOC input process from the HIT community.

Appendix

Electronic Health Records Competency Model







Bellevue College Health Information Technology Training Programs

Bellevue College has developed multiple Health IT training programs for varied audiences that are now freely available to educators and health care entities who would like to offer training to their students or staff. Complete curricula and course materials for these programs, developed with funding from the Office of the National Coordinator for Health Information Technology, can be accessed through this site. To browse the programs and link to the content please log in and visit the links below. This material is freely available for use by others as stipulated under a Creative Commons Attribution 3.0 License.

Course Contents

- Health Information Technology Foundations for Rural Health Clinics & Community Health Centers
- Health Informatics 101
- Health IT Foundations for IT Professionals in Healthcare Organizations
- Health IT Foundations for Physician Practices
- Health Informatics Fundamentals for Public Health Staff
- Health IT Foundations for Clinicians
- Health IT Foundations for IT Professionals Certificate Program
- Resources

Standard Occupational Classification

Revision Timeline



- Tentative schedule for revising the 2010 SOC for 2018
- Federal Register Notice soliciting proposals – Late 2013
- SOCCPC review of proposals – Ongoing through 2014
- Federal Register Notice with SOCCPC recommendations to OMB – Late 2014 or Early 2015

The next major review and revision of the SOC is expected to begin in 2013 in preparation for the 2018 SOC. OMB intends to consider revisions of the SOC for 2018 and every 10 years thereafter.

<http://www.bls.gov/SOC/#revision>

- **AHIMA Career Map**

<http://www.hicareers.com/careermap/>

- **National Training & Education Resource (NTER)**

<https://www.nterlearning.org/>

- **Virtual Career Network**

http://www.aacc.nche.edu/Resources/aaccprograms/health/cap/Pages/vcn_healthcare.aspx

- **Health: Electronic Health Records Competency Model**

<http://www.careeronestop.org/competencymodel/pyramid.aspx?EHR=Y>

- **2012 CHIME Survey : Demand Persists for Experienced Health IT Staff**

http://www.cio-chime.org/chime/press/surveys/pdf/CHIME_Workforce%20survey_report.pdf