

# Health IT Policy Committee

A Public Advisory Body on Health Information Technology to the National Coordinator for Health IT



## **HIT Policy Committee Certification/Adoption Workgroup**

### **Subgroup: Health IT Workforce Development**

**Larry Wolf, Kindred Healthcare, Co-Chair**  
**Norma Morganti, Cuyahoga Community College, Co-Chair**

**July 8, 2014**

# Subgroup Membership



Health IT Policy Committee  
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## **Co- Chairs:**

Larry Wolf

Norma Morganti

Kindred Healthcare

Cuyahoga Community College

## **Members:**

- Patricia Dombrowski

- Joseph Heyman

- Bill Hersh

- Don Gull

- Steven Waldren

- Samantha Burch

- Elizabeth Royal

- Michelle L. Dougherty

- Joanne Klinedinst

- Roger Holloway

- Susan Fenton

Bellevue College

Whittier IPA, C/A Workgroup Physician

Oregon Health and Science University

Bryan University

American Academy of Family Physicians

Quality & HIT, Federation of American Hospitals

Service Employees International Union

AHIMA Foundation

HIMSS

Northern Illinois University

University of Texas Health Sciences Center

## **Federal Ex officio**

- Nancy Brooks

- Jennifer Pirtle

U.S. Department of Education's Office of Vocational & Adult Education  
Employment and Training Administration, Department of Labor



## AGENDA

1. Review Current Status of Recommendations Presented to Health IT Policy Committee May, 2013
2. New Recommendations for Supporting a Skilled Health IT Workforce

ONC has funded several workforce development programs.

**1. Recommended** that these programs be summarized and the results of those programs should be publicized.

Status:

- *NORC Report is completed and posted on the workforce development portal on the ONC website <http://www.healthit.gov/providers-professionals/workforce-development-programs>*
- *Health IT Dashboard provides open access to data and information on the workforce programs  
<http://dashboard.healthit.gov/>  
<http://dashboard.healthit.gov/college/>*
- *Readying the Health IT Workforce for Patient-Centered Team Based Care: Understanding Training Needs  
[http://healthit.gov/sites/default/files/summer\\_workforce\\_meeting\\_paper\\_508.pdf](http://healthit.gov/sites/default/files/summer_workforce_meeting_paper_508.pdf)*

The ONC funded workforce programs identified core competencies.

2. **Recommended** that these competencies are summarized and widely disseminated.
3. **Recommended** publicizing the resources and best practices.

Status:

- National curriculum still available via AMIA <http://knowledge.amia.org/onc-ntdc>
- Online learning resources and curriculum developed by Bellevue College available via the National Training Education Resource portal <http://www.nterlearning.org>
- Access to Patient-Centered Care through Health IT resources available on ONC website <http://www.healthit.gov/providers-professionals/workforce-development-programs>
- Health IT Implementation Training Videos <http://www.healthit.gov/providers-professionals/implementation-resources/video-are-we-there-yet>
- ONC hosted multiple webinars and presentations to national groups to share resources. Pushed resources via newsletters and social media.

# Healthcare of the Future (1 of 2)

## Current Status

**Healthcare of the Future** - emerging need for soft and hard skills related to team-based care, population health and patient engagement.

4. **Recommended** new program development to address these emerging needs.
5. **Recommended** additional funding for new workforce programs that create a workforce development pipeline with a focus on inclusion of rural, underserved learners, veterans and middle school students
6. **Recommended** funding studies of the impact of HIT on the workforce

### Status (Who we heard from):

- *Health IT Workforce Sub-Workgroup had **presentations from key stakeholders:***
  - Direct Care Workforce, Unpaid Caregivers
  - Rural health care
  - Long Term Care
  - Physicians
  - EU-US working group on Health IT Workforce
  - Post-secondary education
  - Department of Labor – Competency Model, O\*NET, SOC codes
  - Department of Labor – Registered Apprenticeship – Health IT Specialist
  - AMIA, HIMSS and AHIMA
  - Health Resources and Services Administration (HRSA)
  - Veterans Health Administration

# Healthcare of the Future (2 of 2)

## Current Status

***Healthcare of the Future*** - emerging need for soft and hard skills related to team-based care, population health and patient engagement.

### Update (What we heard):

- *Opportunity to create a comprehensive Health IT/Informatics **Career Framework** to further communicate roles/competencies and credential/educational/training pathways.*
  - Example of UK Career Framework - <https://www.hicf.org.uk/>
- *Opportunity for a centralized health IT workforce development resource **to curate, update and amplify** previous and current federal and foundation investments such as:*
  - *Curricula*
  - *Prior learning assessment models*
  - *Competencies*
  - *Veterans-specific student service support practices*
  - *Apprenticeship guidelines*
  - *Faculty professional development content.*
- *Opportunity to support **new competencies** and extend the work previously supported*
- *Opportunity to focus on education/training models*
  - **Apprenticeship**
  - **CMS Innovation Fund best practices**
- *Opportunity to support the unpaid **family caregivers** as the largest workforce*
  - Repurpose training materials
  - Coordinate with patient engagement



The current Standard Occupational Classification does not address Health IT

## 7. Recommended ONC hosting SOC input process from the HIT community.

### Status:

- Workgroup has convened several meetings to solicit input and feedback into a proposed comment for the SOC via a Summary Report to recommend a Standard Occupational Classification for Health Informatics
- Summary report is in the process of being finalized.  
*Federal Register* notice soliciting comments released: May 22, 2014  
Responses to the *Federal Register* notice due: July 21, 2014



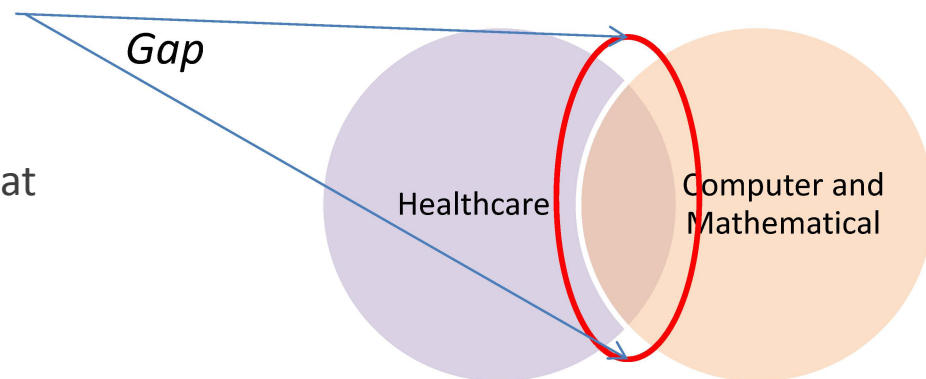
# Standard Occupational Classification



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2 of 2

- There is a gap in the SOC for Health Informatics Occupations
  - Recommend establishing an umbrella class/category for Health Informatics that allows expansion for more detailed occupations
- A collaboration of organizations are developing a proposal for Health Informatics to submit jointly
  - Representatives from professional associations, federal agencies, state health department representatives, and healthcare providers
  - Other groups and associations will develop and submit proposals for other HIT occupations
- **ACTION: Recommendation** from the HIT Policy Committee in support of a new Health Informatics SOC



# Standard Occupational Classification

## Additional Background, 1 of 2



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### SOC Proposal Requirements

- Request for New SOC and recommended location in the SOC system
- Nature of the Work Performed
- How the work performed is distinct from other detailed occupations in the SOC
- Job Titles
- Indication of the number of jobs or works in the occupation
- Types of Employers
- Education and Training
- Licensing
- Tools and Technologies
- Professional or Trade Associations and Unions
- Address the Ability to Collect data on the occupation
- How suggested changes will better reflect current occupational structure in the US

### Health Informatics

- Draft working definition from collaborative workgroup:  
*Health informatics is a healthcare occupation in which workers apply the science of effective use of data, information and knowledge to support the safe and effective delivery of healthcare and improve health and wellness. Workers apply interdisciplinary knowledge, skills and tools enabling information to be collected, managed, used, and shared safely to support the delivery of healthcare and promote health.*
- Proposal evaluating and recommending placement in SOC hierarchy
  - 29-0000 Healthcare Practitioners and Technical Occupations (*preferred*); or
  - 15-0000 Computer and Mathematical Occupations

*Recommendations/Proposals must follow the SOC Classification Principles*

# Standard Occupational Classification

## Additional Background, 2 of 2



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### Examples: Specialty Areas

- Clinical Health IT or Informatics (Nursing, Medical, Dental, Pharmacy, Laboratory)
- Health Informatics/Information Management
- Health IT Systems Support (interdisciplinary)
- Public Health – CDC/APHA
- Biomedical Informatics
- Analytics
- Consumer Health

### Examples: Job Titles/Levels

- Business Consultant
- Clinical Informatics
- Clinical Applications Specialist
- Clinical Coordinator
- Clinical Informatics Director
- Clinical Informatics Specialist
- Clinical Informatics Strategist
- Clinical Information Systems Director
- Consultant
- Director Clinical Information Services
- Nursing Information Systems Coordinator
- Others?



## **New Recommendations on the continuing importance of workforce development.**

- A trained workforce is essential to an Interoperable Health IT Infrastructure.
- The JASON Report highlights the need for a cohort of skilled workers with interdisciplinary skills.

**Recommend** that the focus on Health IT workforce is retained in the new HITPC workgroup structure as part of Health IT Implementation.

**Recommend** that the ONC continue to connect with other federal agencies and key stakeholders to further the workforce needs required to establish and sustain an effective and efficient interoperable health IT ecosystem.

**Recommend** that ONC continue/expand its work in these areas

- A comprehensive Health IT/Informatics Career Framework
- A centralized health IT workforce development resource to curate, update and amplify investments
- Maintain and update the competencies model
- Include new training models, such as Apprenticeships and CMS Innovation Best Practices
- Support family caregivers as an extension of the workforce