**American Medical Informatics Association 2014**

**Health Informatics Workforce Focus Group**

**Revising the Department of Labor Standard Occupational Classification (SOC)**

**Introduction:**

The purpose of this focus group meeting is to build consensus for a general proposal to the Department of Labor regarding the upcoming Standard Occupational Classification revision. This goals are:

1. Getting feedback on this proposal or synopsis.
2. Brainstorming ideas how to engage the field once the notice is released.

We will spend approximately 35 minutes discussing the proposal and 20 minutes brainstorming. Because our time is limited you are invited to use track changes as you are reviewing the proposal. Please send your reviewed version to Chitra Mohla at chitra.mohla@hhs.gov.

**Background:**For the 2018 revision, the SOC Policy Committee expects to solicit *public input* through the *first Federal Register* notice by the end of calendar 2013.

* The first notice will be soliciting comments on proposed changes to the Classification Principles, Coding Guidelines, major occupation group structure, and requesting input on changes to existing occupations or addition *of new occupations*.
* A second notice requesting comments on the proposed structure for 2018 SOC, that is, the proposed list of revised occupation codes and titles.
* A third notice issuing the final 2018 SOC structure and summarizing the comments received in response to the second notice.

The comments and recommendations from organizations and individuals who respond to the *Federal Register Notice*s are likely to comprise the bulk of the information the SOC Policy Committee will use in making recommendations to OMB.

**Proposal***Major Occupation Group*: 29-0000, Health Care Practitioners and Technical Occupations

*Minor Occupation Group:* Health Information Technology (Health IT) or should it be Health Informatics? Needs to be both?

*Broad Occupation*: (Check PWC report)
1) Clinical Health IT or Informatics? (Nursing, Medical, Dental, Pharmacy, Laboratory, ) – should it be in this minor occupation group or the respective clinical groups – effect on pay grade
2) Health Informatics/information management
3) Health IT Systems Support

4) Public Health Informatics – CDC/APHA

5) Biomedical Informatics

6) Analytics

7) Consumer Health Informatics

*Detailed Occupation*: Provide descriptions for each of the above (1-3).

**Input Requested by the SOC Policy Committee**When considering recommendations for the 2018 revision, especially recommendations for new occupations, the SOC Policy Committee needs information to help it evaluate recommendations in light of the Classification Principles and Coding Guidelines.

The following types of information are particularly important:

**1. Nature of Work Performed***What duties do workers in the occupation perform ? while maintaining professional boundary, complexity of communication and teamwork;*
The term "**health information technology**" (health IT) is a broad concept that encompasses an array of technologies and processes to store, share, and analyze health information.

Critical Work Functions

What duties are frequent but not performed by all workers and might be identified as “may” statements in the occupation definition?

*a) Clinical Health IT/Health Care****:***

* Describe the organizational structure and functions of major components ofhealthcare delivery
* Apply patient safety practices that promote quality health outcomes, patient security, and health information security
* Implement and use HIT systems (such as flowcharting, Root Cause Analysis and examining existing assumptions and evaluating evidence) overlap with others? utilizing problem solving and critical thinking skills
* Demonstrate a knowledge of HIT products and vendors, as well as an ability to negotiate contracts
* Utilize clinical knowledge to design and develop HIT tools supporting patient care
* Initiate, plan, execute, and monitor ERH/HIT-related projects
* Incorporate HIPAA, as well as state privacy and security regulations into work
* Understand the basic healthcare delivery models and their impact on work processes and information exchange
* Understand the importance of licensure and scope of practice
* Understand patient rights and responsibilities
* Maintain professional boundaries
* Secure and maintain certification and licensure requirements for duties as required
Examples: Physicians, Dentists, Nurses, Therapists, Laboratory Technologists.

b) Health Informatics/analytics/information management

* Differentiate among types of health insurance
* Understand the role and importance of health information
* Maintain the security and confidentiality of patient records, per HIPAA & other related regulations
* Understand the two-way flow of information and data through the medical organization (originating with both patient and provider)
* Ensure documentation in health records reflect completeness, accuracy, timeliness, appropriateness, quality, integrity, and authenticity as required
* Use appropriate procedures for submitting and accessing medical information through a Health Information Exchange
* Implement and manage information governance programs
* Analyze and mine data to include data report creation and presentation

Examples: Chief Privacy Officer, clinical documentation specialist, Data analyst

c) Health IT Systems Support

* Select HIT system purchases and maintenance that meet external and internal goals/resources
* Direct and manage technical and non-technical EHR/HIT staff
* Interact effectively with senior management and above in HIT governance
* Utilize analytics/data from HIT systems for tactical and strategic planning
* Design and maintain HIT databases and data warehouses
* Engineer, develop, and/or maintain HIT software/hardware and systems

Examples: Chief Information Officer, System Analyst, Network Administrator, Database Administrator look at other sectors such as banking.

Unique about health informatics and IT – address intersection of engineers and healthcare professionals; examples need to include the broad range; include the broad range of settings and environments for the work

**2. How the work performed is distinct from other detailed occupations in the SOC?**Health IT is foundational to the current, evolving medical care environment. It combines the knowledge of health care along with information technology. The development of sophisticated medical devices, efficient electronic data transfer of real-time health information and high tech operating rooms require a new health IT professionals who understands the health care arena and the technology. In order for health IT solutions to achieve the goal of transforming health care delivery the health care workforce must be trained and play a pivotal role in incorporating health IT into the health care delivery system. In addition, some of these professionals will also be conducting fundamental research, advancing measurement science and supporting the development of standards to continue to improve the technology, by improving interoperability and making health care safer.

**3. Job Titles**
More titles to be added.

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| Clinical Data Analysts |
| Health Information Analysts |
| Health IT Sub-Specialists |
| Information Security Managers |
| IT Strategist |
| Health Informaticist |
| Clinical trial data manager |
| Genomics data specialist |
| Comparative effectiveness research specialist |
| National language processing specialist |
| System integration specialist |
| Implementation support specialist |
| Implementation manager |
| User experience designer |

**4. Indications of the number of jobs or workers in the occupation**

The healthcare industry continues to grow by leaps and bounds, despite an economic slump. This growth has increased the opportunities for IT jobs within healthcare organizations. These organizations are starting to implement various IT initiatives ranging from Electronic Health Records to financial analysis software and many other technology solutions. These projects require multiple IT resources like Business Analyst, Project Managers, Network Administrators, Software Developers and other IT professionals.

“According to the U.S. Department of Labor, opportunities for medical and health services specialists overall are projected to grow by 16 percent through 2020. One-third the 20 fastest growing careers projected are in the health care field. The federal government’s push to computerize all medical records will result in job growth in fields such as medical records technology.”

Analysis from Schwartz, 2013 – Health IT-related postings post-HITECH 434,292: Clinical were 207,926; Other Health IT were 226,356. Half attributable to HITECH, remainder historical.

GET EXACT NUMBERS FROM BLS AND HRSA

**5. Types of Employers***Practitioners* – such as office of Physicians and Osteopaths, Dentists, Chiropractors, Optometrist, Chiropractors, Audiologists etc.
*Hospitals* **–** such asmedical and surgical, psychiatric and substance abuse, critical access and long term care
*Outpatient Centers* – Medical and Diagnostic Laboratories, Ambulatory Surgical Centers, Home Health Services, Other Ambulatory Services
*Nursing and Residential Care Facilities*– skilled nursing facilities, residential facilities for persons with disabilities, residential care facilities (assisted living for the elderly).
*Health Industry Related*– Public health agencies, health research organizations, pharmaceutical research companies, health industry product vendors.

*Other* – Healthcare insurance agencies, benefits management companies; consulting companies; Research and Pharmaceutical companies; EHR vendors

**6. Education and Training**Depends on workforce role

**7. Licensing** Depends on workforce role.

**8. Tools and Technologies**Initial List to be expanded

* Computerized Provider Order Entry (CPOE)
* Quality improvement and reporting
* E-Prescribing
* Specialized health information software applications (e.g., computer-based documentation systems for point-of-care, computerized physician order entry, coding)
* Mainstream software applications (e.g., spreadsheets, databases, email, Web 2.0, mobile applications)
* Hardware and communication technologies and formats related to personal health records

**Brainstorming**

**Who? Employers! AHA, AMA, AHIMA; HIMSS, CHIME, Melinda Buntin information in the job descriptions; ANA scope and standards of practice; ANA; Alliance for Nursing; AMIA; AMDIS; Minnesota e-Health; MGMA; AHIP; encourage people to look in their states; AHECs; IPE – Barbara Brandt; IOM – Interprofessional Group for listing of groups and associations; who could we ask for letters of support; Veterans Health Administration; AONE; one list to seek input; one for seeking support; Consulting companies?; If you suggest a group send a name and contact information if possible**

**A data-driven approach would be most helpful. From the large employers**

**Buy-in?

Focus on critical work functions**

**Helpful to do both – send documents around with deadlines for feedback and then schedule conference calls – get 90 days for comment?**