



# HITECH

## Health Information Systems

Your new career path in health information systems.



## Designing Training for a Unique Industry Workforce

Deb Elder, Ed.D - JCCC



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# Health IT Industry



The healthcare industry is leading the market in IT job creation, according to the U.S. Bureau of Labor Statistics job placement services.

IT jobs in healthcare are expected to grow by 20% annually through 2018.

Lucas Mearian, ComputerWorld, September 26, 2012.



**Purpose: Improve quality of patient care!**



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# National Survey Results



The need for IT staff in the nation's healthcare facilities is more critical now than two years ago.

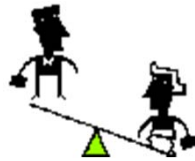
**Two-thirds of healthcare operations in the U.S. are reporting a shortage, (67% of 163 hospitals or healthcare systems), survey of CIOs.**

July 2012, College of Healthcare Information Management Executives (CHIME)

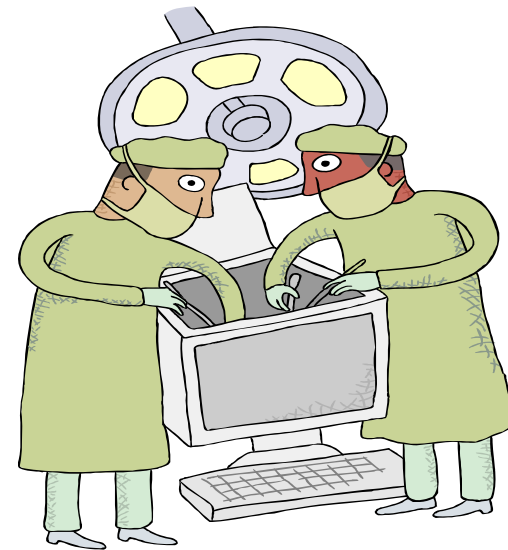
# Tipping Point – Are We Ready?

## Do we have the workforce?

- Nationally recognized shortage.
- Continue to drain the shrinking pool of employed health IT professionals.



- ARRA/HITECH Section 3016, 2010 training to support new wave of professionals.
- U.S. Department of Labor supports training for health IT workforce gaps via H-1B program.



*More Health IT for Practitioners:  
More “Practitioners” for Health IT*

# Unique Training Needs

- Combine two established industries  
**Healthcare ----- and ----- IT**
- Quick - high level training.
- Training must be flexible to change curriculum with daily/weekly industry updates.
- New workforce must be experienced in desired software applications.

# DOL Training Grant – H-1B

## Grant Goals

1. Train workers with updated job skills/new skills to enter the health information systems career pathway.
2. Develop and implement career training programs in partnership with education, workforce investment boards, and the health information technology industry.
  - A. Gather stakeholders in statewide network
  - B. Develop Health IT career pathway with 4-year colleges.
3. Identify accredited employer and/or industry-recognized credentials.
4. Assist students in obtaining employment and/or advancing along the health information technology career pathway.



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# Training Program

- Certificates available – add to workforce experience or current degree program. Kansas Board of Regents approved.
  - Health Information Management Redesign Specialist (*Trainer*) 14 (Current)/20 (Fall 2013) Cr. Hrs.
  - Health Information Systems Specialist (*Implementation*) 14 (Current)/20 (Fall 2013) Cr. Hrs.
- Employer customized training – continuing education
- National HITPro Exam
- Stackable credentials
- HL7 certification prep (JCCC)



# Student Qualifications

- Experienced healthcare or IT professional, transitioning or second careers.
- Degree-seeking healthcare or IT students.
- Electronic health record experience with degree.

Examples: nurses, EMTs, radiologists, data analysts, information systems/management, networking, web design, and mobile device specialists.





# Curriculum

- Core components – Office of the National Coordinator for Health IT, HHS.
- Aligned with national HITPro Exam outcomes.
- Input from national, state, and local health IT workforce via program advisory board.
- Taught by industry experts as faculty and adjuncts.
- EHR simulation experience with industry technology.



# Advisory Board

1. American Academy of Family Physicians – Dr. Steve Waldren, Director for the Center for HIT
2. Cerner Corporation – Brandee Faille, Talent Strategist
3. HCA Midwest Health Systems – Paul Klehn, VP of Physician Systems, HIMSS-HOA President
4. Healthcare Foundation of Greater Kansas City, Graciela Couchonnal PhD, Program Officer
5. Kansas Board of Regents – Rita Johnson, Senior Director, Workforce Innovation
6. Kansas Health Information Exchange – Laura McCrary EdD, Executive Director
7. Kansas HIT Regional Extension Center – Michael Aldridge MBA, Director
8. Kansas HIT State Office – Aaron Dunkel, Deputy Secretary KDHE
9. Kansas Hospital Association – Melissa Hungerford, Executive Vice President
10. Kansas Workforce Partnerships – Scott Anglemyer, Executive Director
11. HIT Associates – Joe Brisson, Principal
12. Leading Age Kansas– Dana Weaver, MA
13. University of Kansas Hospital – Kay Grasso, Director of Clinical Informatics



# Content

- Meaningful Use
- HIPAA
- Privacy and Security
- Workflow
- Clinical Decision Support
- Quality Improvement and Auditing
- Information Exchange
- Regulatory Reporting



# Bridging the Gap

**Paid internships** are available for qualified candidates and selected by employers.

- Students have opportunity to experience the industry culture.
- Employers have opportunity to engage student and fill workforce need.



# Next Steps

- Improved education training response time to industry workforce needs.
- Build Health IT career pathway – flexible to multiple specialties.
- Decrease the gap between training and employment.

# Resources

- ❑ HOAHIMSS.org and HIMSS.org
- ❑ Kansas HIT Regional Extension Center
  - ❑ <http://www.kfmc.org/rec/>
- ❑ HealthIT.gov
- ❑ AHIMA.org
- ❑ CMS.gov



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# Contact Information

## HITECH Program

Johnson County Community College

[www.jccc.edu/hitech](http://www.jccc.edu/hitech)

913-469-8500 ext. 4928



Training to improve the quality, efficiency and security of healthcare.



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