

WANTED: Workforce to Engage eHIT Management
Claire-Dixon Lee, PhD, RHIA, FAHIMA
Claire.Dixon-Lee@ahima.org


**WANTED: Workforce
To Engage e-HIT Management**

Claire Dixon Lee, PhD, RHIA, FAHIMA
Vice President, Education/Accreditation
AHIMA


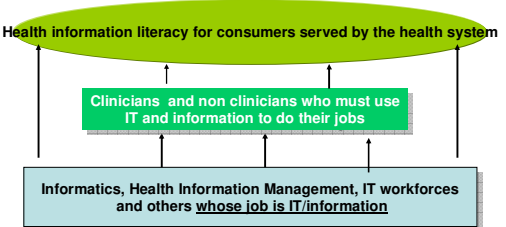


Outline

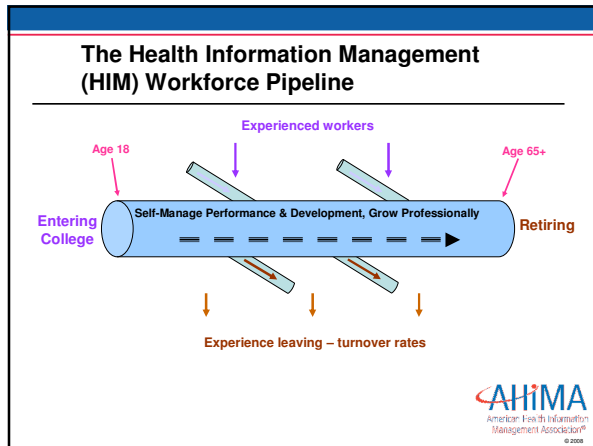
- Framing the scope of the Workforce Issues
- What we know today about workforce needs
- AHIMA's initiatives



The Scope of the Workforce Challenge



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- ### The Health Informatics/IM/IT Workforce
- Disciplines are not visible
 - Academic programs
 - Too few and/or too small
 - Maldistribution
 - Serious faculty shortages
 - College programs often not “selling the curricula” in a competitive education environment
 - Baby boom retirements about to hit without effective knowledge transfer to the next generation
- AHIMA**
American Health Information Management Association®
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HIM specialists are fundamental to the process of collecting, maintaining, protecting and using health information required to support evidence-based practice, cost-effectiveness and efficiency of healthcare delivery and outcome measurements of quality care.

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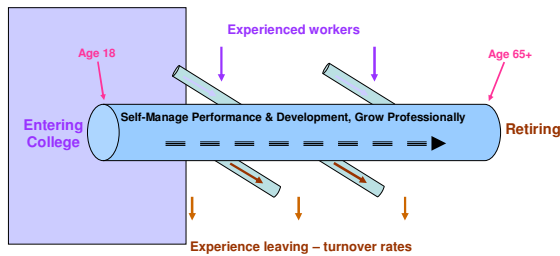
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HIM Professional Domains

- Health data content, structure and standards
- Confidentiality, privacy, security, and access management
- Electronic health record life cycle
- Data administration and analytics
- Personal health information management
- Reimbursement, regulatory compliance and fraud surveillance
- Organization and management



The Health Information Management (HIM) Workforce Pipeline



Vision 2016: A Blueprint for Quality Education in Health Information Management

To ensure the future of health information management and the broader health informatics professions

for

the successful deployment of electronic health records, personal health records, and the national health information network.



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2008 AHIMA Action Priorities

- Commission employer surveys on marketability and types of jobs for associate, baccalaureate and master's degreed HIM professionals
- Examine new and existing certifications and commitment to education
- Increased communication to the healthcare industry – of the academic levels and value of HIM professionals in the healthcare workplace



Also

- Seek funding sources to create community models linking academic programs and employers
- Create specializations from an HIM core curriculum
 - Cross-discipline
 - Target community workforce training
- Strengthen HIM education through initiatives this year:
 - Offer a "package" of courses to train new HIM faculty to lead educational reform
 - Development of an online course resource system called CourseShare™
 - Expansion of AHIMA e-HIM Virtual Lab






- In 2005 AHIMA launched an internet-based learning lab for HIM students with an array of healthcare technology software
- Lessons and activities for student practice
- Instructor training support
- Learning Management System
- Lab design supports online and traditional students with self-paced, instructor-led training
-Today 115 colleges have signed on!





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Components

- **ATHENS/Cerner PowerChart®**
 - Patient registration
 - Creation of clinical documentation
 - Clinical decision support tools (alerts)
 - Hospital cases for coding practice
- **ATHENS/Cerner HIM ProFile®**
 - Deficiency management
 - ROI
 - Electronic chart tracking
- **QuadraMed MPI Suite**
 - Front-end registration
 - Tools for analysis of data integrity
 - Tools for resolving duplicate records
- **QuadraMed Quantim®**
 - Encoder for coding practice
 - Coding references, Micromedex drug reference, Steadman's, anatomy illustrations
 - Abstracting and compliance software
 - Coded data set







Components

- **McKesson Patient Horizon®**
 - Chart analysis
 - Completion management
 - E-Signature and redaction tools
- **SDS HealthPort® EDMS**
 - Chart analysis
 - Completion management
 - E-Signature and redaction tools
 - Workflow management
 - Read-only chart repository for coding and document retrieval


Additional Features

- System maintenance and support provided by Virtual Lab staff
- A shared library of lab lessons to use with the lab applications; developed with educators/ published by Virtual Lab
- User group training and support via web and face-to-face
- Lesson development workgroups
- Growing network of instructors





- Unique academic support system for new grads
- Provide HIM current workforce – distance education outreach training
- Expansion planned to other disciplines
- Funding needed to accomplish these expansions



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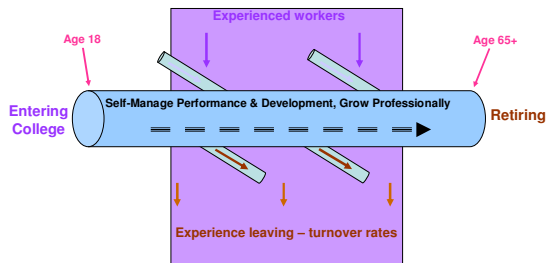
Student Recruitment



www.healthinformationcareers.com



The Health Information Management (HIM) Pipeline





AHIMA Efforts for the Current Workforce:

- Promote migration from paper to electronic medical records information infrastructure,
- Reinvent how institutional and personal health information and medical records are managed,
- Deliver measurable cost and quality results from improved information management.
- Continue to market the significant role of HIM to the success of EHR implementation and maintenance
- Increase growth of HIM academic programs at the associate, baccalaureate, master's degree levels



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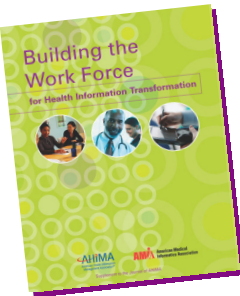
AHIMA Professional Development Resources

- **Skill development**
 - Institutes, Conferences, Distance Education Courses,
- **New Learning**
 - Web learning, Audio-seminars, Journals, Textbooks, e-news
- **References**
 - Books, Website, Online Body of knowledge, Research Journal
- **Networking**
 - Communities of Practice, Component State Associations




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AHIMA and AMIA Workforce Goals:



Work Force Summit Publication 2006

- AHIMA, AMIA Alliance
- Brought 48 stakeholders together to discuss action steps to build the work force to support electronic health information transformation




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AHIMA/AMIA 2007 Project: Develop Core Competencies for the Health Workforce

Core Competency Domains

- Health information literacy and skills
- Health Informatics skills – using the EHR and PHR
- Privacy, confidentiality of health information
- Health information/data technical security



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