

**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



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**Outline**

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



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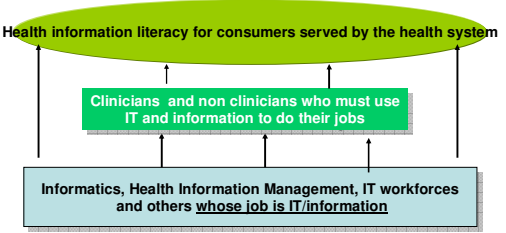
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**The Scope of the Workforce Challenge**



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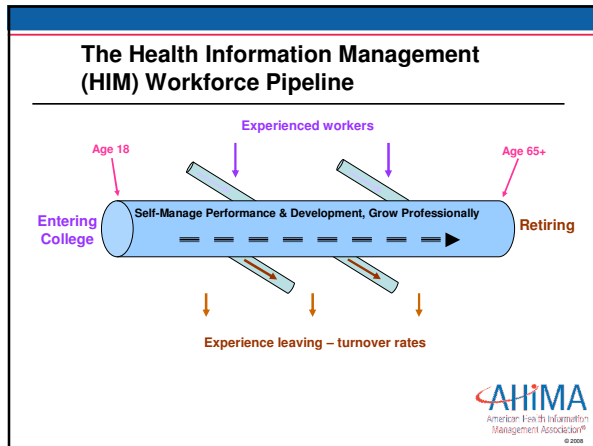
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- ### The Health Informatics/IM/IT Workforce
- Disciplines are not visible
  - Academic programs
    - Too few and/or too small
    - Maldistribution
    - Serious faculty shortages
  - College programs often not “selling the curricula” in a competitive 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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**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



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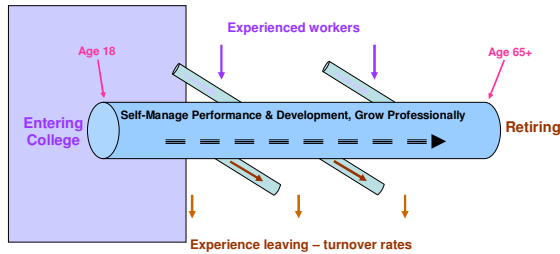
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**The Health Information Management (HIM) Workforce Pipeline**



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**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



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**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



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- 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



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**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



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- 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](http://www.healthinformationcareers.com)



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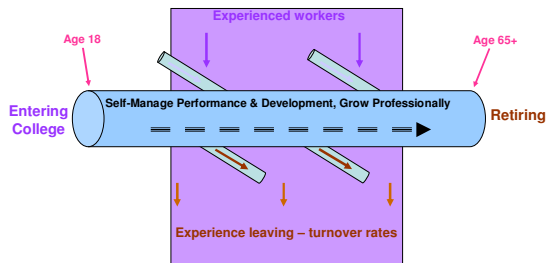
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**The Health Information Management (HIM) Pipeline**



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**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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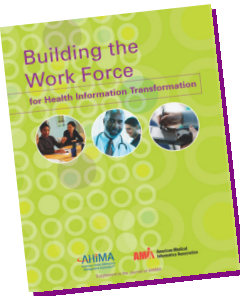
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**AHIMA and AMIA Workforce Goals:**



**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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