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HIM Job Requirements Shift to Meet Future Trends

Journal of AHIMA analyzes how the roles of HIM professionals are changing

CHICAGO – May 3, 2017 – As the field of health information management (HIM) evolves with technology, professionals seeking careers may wonder what education and training are expected of them.

The article "[What the Data Says About HIM Professional Trends](#)," in the May issue of the *Journal of AHIMA*, highlights a workforce analysis that uncovers what knowledge, skills, education and credentials will be necessary to perform successfully as an HIM practitioner as the industry shifts toward more technical careers with an emphasis on advanced education.

Journal of AHIMA authors conducted this analysis through determining common phrases that occur in the job requirements on Indeed.com, as well as the specific educational degrees and credentials for those jobs. The findings pointed toward HIM careers moving toward high-level positions, requiring more mid-level, advanced and master skills. Researchers also found that professionals will spend less time on diagnosis and procedural coding and more time in leadership and teaching positions.

"It is important for HIM professionals to not only meet current requirements, but also stay apprised of the future needs of the field," said American Health Information Management Association (AHIMA) CEO Lynne Thomas Gordon, MBA, RHIA, CAE, FACHE, FAHIMA. "AHIMA is working to anticipate the needs of the industry by creating pathways for HIM professionals into emerging careers such as information governance, informatics, and data analytics. This is where we anticipate seeing the most growth for our profession."

The results also indicate a responsibility that extends from AHIMA to its component state associations (CSAs) to analyze what is happening in their communities and relate programs to trends in the workforce. For example, the District of Columbia Health Information Management Association (DCHIMA) has implemented interactive group lessons into their educational meetings that focus on professional goal setting. The organization has also collaborated with local universities to host a number of workshops on subjects such as data analytics.

“This is an excellent time for CSAs to revisit their strategic plans and mission statements to ensure they continue to serve as a beacon of the HIM industry in 2017 and beyond,” the Journal said.

Another way that AHIMA is adapting to meet the changes of the shifting specialization trends in HIM jobs is through creating credentials – such as the Certified Health Data Analyst (CHDA) and Certified Professional in Health Informatics (CPHI) credentials. Recent data points toward the HIM specialty areas of data analytics and healthcare informatics growing over the coming years.

Also in this issue: When it comes the changing technology in health information management, the “jack-of-all trades” approach requires additional specialize knowledge in databases. The article “[Teaching the 'New' HIM: Educators Integrating Informatics, Data Analytics, and Information Governance Into HIM Programs](#),” discusses how HIM professionals at all levels can adapt to keep their skills firmly in the 21st century.

Read these articles and more in the May issue of the *Journal of AHIMA* or online at journal.ahima.org.

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About AHIMA

The American Health Information Management Association (AHIMA) represents more than 103,000 health information professionals in the United States and around the world. AHIMA is committed to promoting and advocating for high quality research, best practices and effective standards in health information and to actively contributing to the development and advancement of health information professionals worldwide. AHIMA’s enduring goal is quality healthcare through quality information. www.ahima.org