

HIPAA Training

The Gift You Have to Keep On Giving

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Why Is HIPAA Training So Important?

- Compliance – mechanical
- Improves workforce – esoteric
- Front line risk management for health information – more tangible



What the Statute Explicitly Requires

- The Standard
- Implementation Specifications



**What does this mean to the
Covered Entity (CE)?**



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**What issues must be considered
when planning HIPAA training?**



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Demographics

**Diversity in knowledge, skills,
abilities, culture, life experience**



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Volume

- 12 employees v. 12,000 employees
- Diversity in the number of employees in each demographic group



Content Differentiation

Role – Based Training



When to Train New - Hires



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Choosing the Best Format



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Accessibility of training materials



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Efficiency of Training Program



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Documentation of Employees' Completion of Training



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Maintaining HIPAA Awareness and Competency

- **Need for constant and “cagey” assessment**
- **Become an opportunist**



Updates and refreshers

- Who does it?
- How often?
- Resources to employ?
- Content?
- Think outside the box!!



Training Vision & Vision for Training



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