



Applied Health Informatics and Information Management Workforce

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“We are a community of practice,
but also a community of learners,
trying to keep ahead of the
waves of change”

Tina Sung
Transforming e-Knowledge



- AHIMA membership – 48,000 Health Information Management Professionals
- 76 years old (1928)
- 260+ programs at associate, baccalaureate, masters degree
- Emphasis: information and communication technologies, data content, structure, standards, security, privacy, regulatory, reimbursement, applied health informatics education
- Bureau of Labor Statistics predicts 49% growth to meet needs by 2010
- Echoed in Brailer's Strategic Framework



Health Information Management Profession

- ...encompasses a continuum of practice concerned with the capture, accuracy, quality, security, analysis and dissemination of patient-specific, aggregate, private and public health data and information for a variety of uses.

Applied Health Informatics

- ...focuses on the practical acquisition, implementation, use and management of computer applications applied to health information.

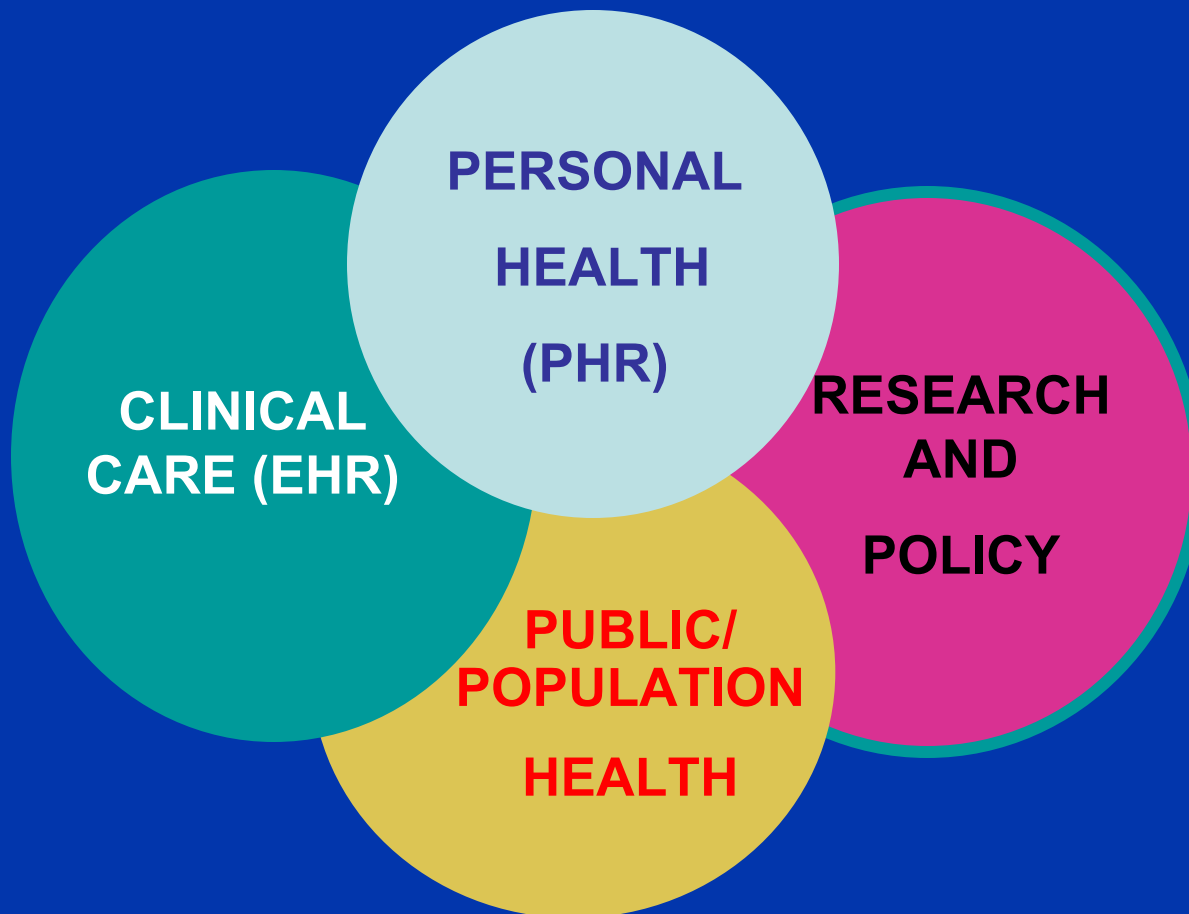


Workforce Shortages

- Skilled health information workers in short supply at all levels of healthcare services*
- An impediment to achieving our IT goals
- Little investment in helping skilled workers build competencies
- Some hopeful signs of growing enrollment in academic and continuing education programs

*AHIMA Workforce Research Study 2004

National Health Information Infrastructure

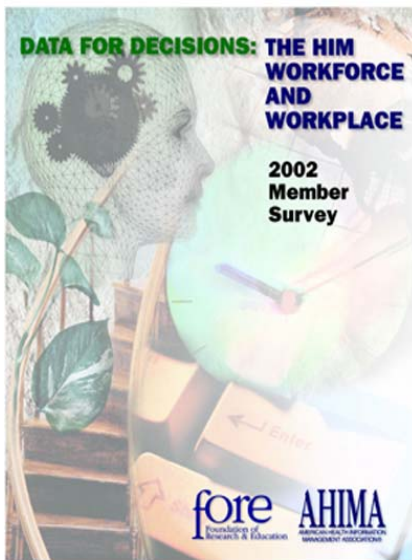




AHIMA 2005 Strategic Goals

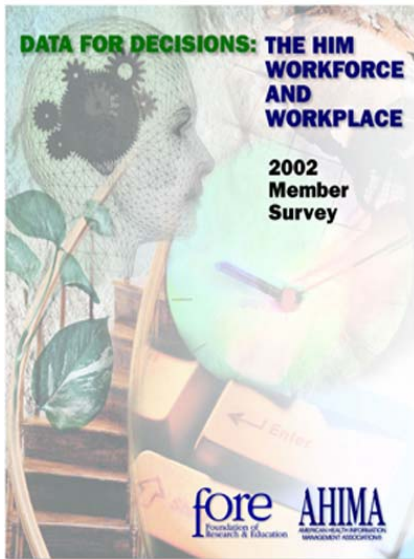
- Educate, certify health informatics/information management workforce to support EHR implementation and health information management at all levels
- Provide best practice resources and models to assist physician practices in implementation and management of the EHR
- Routine guidance on clinical documentation standards, documentation improvement methods related to the EHR

Workforce Research



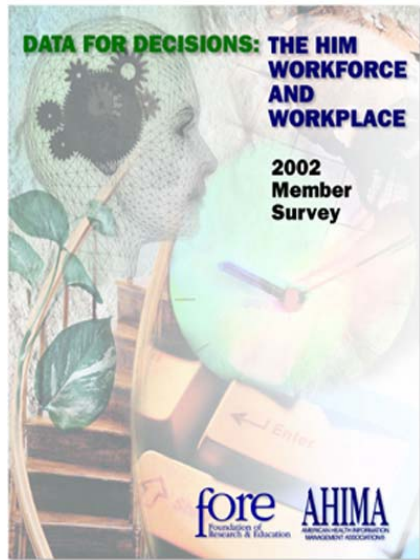
- Survey of 131 education program directors
- Survey of 892 graduating students
- Survey of 5,333 AHIMA members
- Case studies of employers in benchmark organizations
- Literature review
- Participation in selected AHIMA meetings

HIM Today



- Roles and jobs
 - 40 job settings, 200 unique job titles
 - Plenty of job opportunities
 - Geographic variations in practice related to location of academic programs
 - Continued shift from hospitals to specialty, ambulatory, physician practice settings
 - Involved in EHR projects

HIM Today



Academic programs

- Student population is more diverse
- Masters programs in the field

Professional development

- Strong self-identified need to continue one's education, including technology training
- Online, advanced education, certification and outreach to other disciplines (ex. AHIMA/HIMSS privacy/security training)

e-HIM™

- Promote migration from paper to electronic health information
- Reinvent how health information and records are managed
- Deliver measurable cost and quality results from improved HIM





Health Information Vision

The future state of health information is electronic, person-centered, comprehensive, longitudinal, accessible, and credible.



HIM Tomorrow



- EHR is a pivotal event
- Value-adding bridge between clinicians, patients, payors, regulators, and technology (EHR)
- A “synthesis” profession
- “Applied” health informatics
- Disseminated functions



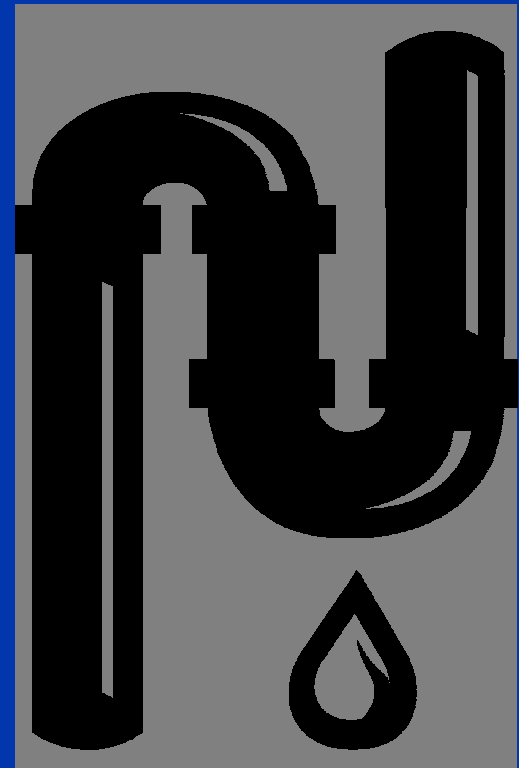
The HIM Knowledge Worker

- Deployed throughout organizations
- Part of interdisciplinary teams
- Human-machine interface and training a key role
- Premium is on data and information skills, regulatory, reimbursement, HIPAA privacy and security competencies

HIM Domains

- Information integrity
- Data content standards
- Information policy
- Database management
- Compliance
- Privacy and security
 - Vocabularies and classification
- Records management
- End user education

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Medical and health science/health care **delivery**



AHIMA Academic Levels

- Accredited Academic Programs
 - Baccalaureate Degree (RHIA certification)
 - Associate Degree (RHIT certification)
- Approved Academic Programs (Model Curriculum)
 - Masters Degree
 - Coding Certificate (CCA, CCS, CCS-P)
- Advanced Certificates and Continuing Education
 - Privacy, Security
 - Institutes – Healthcare Data Analytics, Clinical Data Management

e-HIM™

“Health information management is the *body of knowledge* and practice that *assures the availability* of health information to facilitate real-time healthcare delivery and critical health-related decision making for multiple purposes across diverse organizations, settings and disciplines.”

