

HEALTH INFORMATION INDUSTRY-EDUCATION COUNCILS



Gearing up to build the health IT workforce we need

WHIECWASHINGTON
HEALTH INFORMATION
INDUSTRY-EDUCATION COUNCIL

A shortage of skilled IT workers weakens America's ability to fulfill the promise of health care reform

Recent studies show:

- Two-thirds of health care chief information officers (CIOs) report labor shortages.
- Over half of health care CIOs believe labor shortages will impact the ability to qualify for federal incentive payments.
- A lack or cost of qualified consultants or job candidates is the greatest challenge to recruitment and retention.
- Fifty-five percent of hiring managers found the hiring process took longer in 2012 than in 2011.



Collaborate to start your own HIEC

Health Information Industry-Education Councils provide a forum to develop education programs geared to employers' staffing needs. Look inside for information on what a HIEC is, what it does, and how to start your HIEC. Inside this brochure you will also find how to access resources offered free of charge by the Washington HIEC to other states interested in starting their own collaborative councils.

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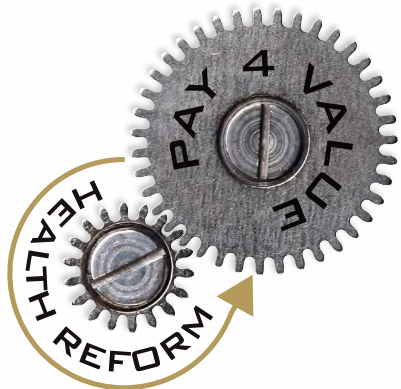
What is a Health Information Industry-Education Council?

(HIIEC – pronounced “hi-ek”)

- A volunteer forum for health information technology (HIT) employers and educators to align educational offerings with staffing needs.
- Convened and facilitated by a third-party (e.g., a state governor’s designated health information coordinator) to support open discussion among competing stakeholders that leads to collaborative action.

What a HIIEC does

- Supports dialogue about workforce staffing needs.
- Develops information resources for educators, employers, and prospective employees (employer needs assessment, educational resource inventories, etc.).
- Provides a platform for cooperation to mesh the gears of HIT education with workforce needs.



Why have a HIIEC

- Health care purchasers and payers are shifting from volume- to value-based payment and delivery models, driving the need for increased care management and coordination and greater reliance on use or exchange of electronic health record (EHR) information.
- Increased EHR use requires an expanded workforce with specialized skill-sets to implement and support EHR exchange systems and draw useful business intelligence from them.
- Employers need to know what education and training resources are available to current and prospective employees.
- Educators need to know employers’ anticipated HIT staffing and consultant needs.

Who should build a HIIEC

- The convener should be a stakeholder (e.g., public agency that regulates or uses the services of the industry) with visibility and respect among other stakeholders, but not aligned with specific ones.
- Models for industry-education councils in other industries, such as aerospace, are usually statewide, with participation by the state’s major educational institutions in the relevant field, plus professional and industry associations representing employers.

How to build a HIIEC

- The process will vary with the specifics of each state’s stakeholders and the relationships among them.
- The identification and engagement of a convener is essential to attract stakeholder participation, but the logic of what a HIIEC can do promotes involvement.
- The resource requirements for startup are minimal. The volunteer nature of a HIIEC leverages the resources of member colleges and employer associations.
- The Washington Health Information Industry-Education Council (WHIIEC), believed to be the first HIIEC in the nation, is committed to helping other states form their own HIIECs. WHIIEC has developed a suite of tools based on the Washington experience, available at no cost.

For more information on how WHIIEC can help start your HIIEC, contact hcawhiiec@hca.wa.gov.



The tools for building a HIIEC will help you prepare for a 21st century workforce. The WHIIEC staff and council members are available to provide mentoring assistance.

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