

WHIIEC

WASHINGTON
HEALTH INFORMATION
INDUSTRY-EDUCATION COUNCIL

Washington Health Information Industry-Education Council Health Information Employer Needs Assessment

Executive Summary

The Washington Health Information Industry-Education Council (WHIIEC) is a volunteer forum bringing educators in health information technology (HIT) together with representatives of medical practices, hospitals, public health and other stakeholders to align educational offerings with the HIT staffing needs of employers. In early 2013 WHIIEC conducted an assessment of employers' anticipated needs for HIT human resources capacity in the areas of systems acquisition/update/implementation, systems administration/support and data analysis/reporting/decision support. The assessment also examined how employers planned to meet their HIT staffing needs and the levels of preparation required, as well as challenges to meeting their needs and retaining qualified resources.

Approximately 38% of respondents anticipated needing additional capacity in systems acquisition/upgrade/implementation, 29% in system administration/support and 22% in data analysis/reporting/decision support. On the other hand, 35%, 39% and 38% of respondents in each of those respective areas did not know whether they would need additional resources. Of those reporting an anticipated need, the great majority anticipated needing between 1 and 5 full time equivalents (FTE). The most commonly anticipated way of meeting the need for all but 2 skillsets was to develop existing employees rather than recruit new employees or contract with external consultants. In each of the 3 functional areas the preferred preparation was experience in the field, followed by a baccalaureate degree in a related field. The most commonly reported challenge to obtaining the needed capacity was the lack or cost of qualified outside consultants, followed by the lack or cost of qualified employment candidates. The most commonly experienced obstacle to retaining qualified talent was difficulty finding a good match for required skills, while current employees' lack of needed skills was the second most commonly reported.

About WHIIEC

The Washington Health Information Industry-Education Council (WHIIEC) is a volunteer forum for representatives of health information technology employers and educators to collaborate to align education offerings with the staffing needs of employers. It is convened and facilitated by the Health Care Policy Division Director of the Washington Health Care Authority in his role as the State Health Information Technology Coordinator. WHIIEC is staffed by a Staff Liaison and Program Manager within the Health Care Policy Division. Funding has been provided ...

About the Employer Needs Assessment

The assessment was designed and implemented and the report written by Health Care Authority staff in collaboration with WHIIEC membership. It was partially supported by a grant from the United States Department of Labor.

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For further information about the study please contact staff support at hcawhiiec@hca.wa.gov

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Website: www.hca.wa.gov/HealthIT/Pages/whiiec.aspx
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