A DIGITAL SOLUTION TO THE EU/US SKILLED EHEALTH/HEALTH IT WORKER SHORTAGE

The HITCOMP Tool and Repository
Background: EU-US eHealth Collaboration Initiative

Memorandum of Understanding

It started with a Memorandum of Understanding

• In December 2010, the European Commission and the US Department of Health and Human Services signed a Memorandum of Understanding (MOU) to:
  – Help facilitate more effective uses of eHealth/Health IT;
  – Strengthen their international relationship; and
  – Support global cooperation in the area of health related information and communication technologies

• In August 2013, two work groups were launched - Interoperability and Workforce Development
EU-US eHealth Collaboration Initiative

Goals and Objectives

Goals of the EU-US Workforce Development Workgroup:

• To achieve a robust supply of health professionals highly proficient in the use of HIT

• To assure current and future workforces have the required technology skills needed to be successful, and enhance experience and performance within the eHealth/Health IT Ecosystem

• To support an innovative collaborative community of public- and private sector eHealth/Health IT entities, working toward the shared objective of developing, deploying, and using eHealth science and technology

• To define standards, develop competencies and produce useful tools that support this work
EU-US eHealth Collaboration Initiative

Membership

Work Group Members represent 13 countries/regions

• Canada
• England
• Finland
• France
• Germany
• Greece
• Ireland
• Israel
• Italy
• Mexico
• Norway
• Scotland
• United States
EU-US eHealth Collaboration Initiative

Working Together

• Members met every week for 20 months, in addition to extra meetings, conferences and presentations
• Three big challenges:
  – Evaluating and harmonizing workforce development standards, methods and tools
  – Mapping, synthesizing and resolution of competencies
    • thousands of HIT competencies,
    • hundreds of HIT roles,
    • numerous HIT areas and domains, ensuring the efforts are compatible, consumable and coordinated
  – Ensuring the results are compatible, consumable and coordinated
EU-US eHealth Collaboration Initiative: Work Stream

The Work Plan

- In order to achieve the goal to define standards, develop competencies and produce useful tools supporting the mission of the Workforce Development Workgroup
  - We broke the work down into 5 steps:
Adoption of Competencies:

- We aggregated, catalogued and synthesized data into 1000+ targeted HIT competencies
  - Adoption after formal voting and consensus process
  - Adopted competencies are interoperable with educators, curriculum developers and workforce initiatives throughout EU and US
  - Poised for further alignment with existing industry standards, certification bodies and educational programs (i.e., apprenticeships, just-in-time workplace training, eHealth occupational coding, etc.)

*Interoperability is not just a technical challenge – it requires a skilled workforce to make it happen*
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Review of Achievements

- Identified the Acute Care Setting
- Mapped 250 Acute Care roles to comparable roles in both the EU and US
- Categorized roles into Domain, Skill Level and Type
- Compiled over 3000 HIT competencies
- Integrated Bloom’s taxonomy
- Synthesized data down to 1000+ adopted HIT competencies (total)
- Developed and loaded competencies into the HITCOMP tool
The HITCOMP Tool — an interactive HIT role-level competencies filtering and research tool and repository

http://hitcomp.siframework.org

Can be used by employers, educators, managers, recruiters, agencies, students, job seekers, current eHealth workers and more

Open Source and free to anyone with access to the internet
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HITCOMP Tool: Real World Scenarios

• Use Case: 1 Hiring Manager
  – Has new nursing positions open
  – Needs all candidates to have eHealth skills
  – Nurses will be intermediate to advanced level

• Use Case 2: Technology College
  – Developing new eHealth certificate program in management, quality and improved outcomes
  – Wants to offer training to new students as well as current workers in health administration areas at local hospitals
  – Needs to create a structured educational program to fit these needs

• Use Case 3: ICT/IT Specialist
  – Has a financial background in ICT/Information Systems
  – Wants to transition to eHealth
  – Has heard Health IT/eHealth careers are in demand with small supply and many opportunities exist throughout EU and US
  – Needs to know what skills are needed for eHealth “dream job”
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