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C O N S U L T I N G

"Making a healthier world
through informatics"

The Great Divide:
*Are We Really Preparing the HI Workforce for
What Employers Require?*

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Our goal

To foster discussion and action regarding the urgent
need for the academia-employer-professional
association partnership in preparing HI resources

Presenter Disclosure

- **Presenter**
  - Leon Salvail

- **No Conflict of Interest**

- **Authors**
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Review Approach

- **Targeted review**
  - RFPs issued over 1 year period across Canada
  - Stratified by role, qualifications, & experience
- **Focus was on consulting resources in Project Management, Business Analysis, Architects, and Technical resources**
  - Descriptive analysis of mandatory and desirable criteria
- **High level review of HI curricula**
- **Informing a white paper to:**
  - Highlight gaps
  - Foster greater discussion and engagement among
- 4 potential partners

Initial Findings

▸ **Industry needs a LOT more experienced professionals with high levels of certification!**

▸ **Significant portion of Public Sector procurements are asking for a single resource, working onsite full time with 10+ years experience in health information management or information technology with one or more professional designations (PMP, Prince2, ITIL, PROSCI, Lean, etc.)**

▸ **Added complexity of requiring or desiring direct**
▸ 5**health project experience**

The Challenge

▸ **Industry driven by procurement and profitability which comes from being able to utilize resources on projects and programs**
▸ **Public sector procurements driving toward utilization of highly experienced and certified resources**
▸ **Both public sector and industry will see a strong reduction of experienced resources available due to retirement trends over the next 5 years**
▸ **Academic programs focused on skills and knowledge and not on experience and**
▸ 7**certifications**

Trends in HI Workforce Needs

▸ **Review COACH HI workforce reports for 2009 and 2014 shows in spite of growing workforce over the last 5 years, the gap in resources persisted**
▸ **Exacerbated by the anticipation of 12.6% of the current workforce retiring by 2019**
▸ **2014 report notes that public and private sector hirings will be difficult in:**
  ▸ **Architecture/data integration analysts, and**
  ▸ **Business process/systems needs analysts**
  ▸ **Clinical practice & procedures,**
  ▸ **Data analytics, and**
▸ 6▸ **IT system analyst roles**

The Opportunity

▸ **Stronger partnerships between post-secondary institutions AND public AND private sector employers with a greater focus on growing coop and internship opportunities**
▸ **Stronger partnerships between private and public sector to succession planning and a greater willingness to promote blended teams of senior and junior resources**
▸ **Stronger academic commitment to embed key industry certifications as part of degrees:**
  ▸ **Analysis, change management, project management, standards, terminologies and precursers to experience-based certifications**
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Discussion

Thank you

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