


## A VIEW INTO YOUR FUTURE

### Health Informatics and Health Information Management Human Resources Outlook 2014-2019

Don Newsham, CEO, COACH: Canada's Health Informatics Association  
Kelly Abrams, VP, Canadian College of Health Information Management



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## HI and HIM – Part of Canadian Outlook

May 23, 2014 – BMO Outlook – Destiny Dictated By Demography

- Average growth rates slower than previous
- Fewer younger workers and aging workforce powerful trend
- Huge workforce segment reaching retirement

WHAT'S HAPPENING IN OUR HI and HIM World ?




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## Agenda


- Methods
- Changes: Currently vs. 2009
- Changes: Themes in the Forecast
- Key Findings
- Hiring Req's / Risk of Shortages
- Human Resources Issues in the Private Sector
- Recommendations

Study Method	
Surveys of Public and Private Sectors – with greater response than 2009 - With HI and HIM Roles	National Household Survey (Stats Canada – 2011), CHIMA Data and 2009 Report with previous census



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### HI and HIM Professional Role Groups Surveyed

<p>Information Technology</p> <ul style="list-style-type: none"> <li>Senior IT Management</li> <li>Architecture</li> <li>Application Implementation and Support</li> <li>Security</li> <li>Quality Assurance and Testing</li> <li>Service Desk</li> <li>Network, Storage and Other Infrastructure Support</li> </ul>	<p>Health Information Management (HIM)</p> <ul style="list-style-type: none"> <li>Senior Health Information Management</li> <li>Privacy</li> <li>Standards</li> <li>Data Quality Management</li> <li>Information Governance</li> <li>Health Records Management</li> <li>Coding and Classifications (including Terminologies)</li> </ul>	<p>Canadian Health System Management and Administration</p> <ul style="list-style-type: none"> <li>Senior E-Health Leadership</li> <li>Policy and Strategic Planning</li> <li>Risk Management</li> <li>Business Analysis</li> </ul>	
		<p>Organizational and Behavioural Management</p> <ul style="list-style-type: none"> <li>Product / Serviced Support</li> <li>Change Management</li> <li>Training and Development</li> <li>Process Improvement</li> </ul>	<p>Project Management</p> <ul style="list-style-type: none"> <li>Program Management</li> <li>Project Management</li> </ul>
	<p>Clinical Informatics</p> <ul style="list-style-type: none"> <li>Senior Medical Information Officers</li> <li>Clinician-Analysts</li> </ul>		


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### Changes: Current vs. 2009

#### Changes in the e-Health Landscape since 2009

'Supply Side'	'Demand Side'
Increase in specialized academic HI and HIM programs	Canada Health Infoway has deployed a sizable amount of monies to support e-health investments
Curricula of clinical programs were expanded to include e-health competencies	Expiry of the Canada Health Accord raises uncertainties
Learning standards and competency standards have been updated	Adoption of e-health technologies in the hospital sector has progressed
Increase in the availability of advanced training opportunities in HI and HIM	Increase in IT spending as a share of hospital operating costs


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### Projected Hiring Requirements Method

<p>Low Investment Scenario</p> <ul style="list-style-type: none"> <li>Decrease in new investment e-health technologies</li> <li>78% of hiring requirements are driven by replacement demand</li> </ul>
<p>Moderate Investment Scenario</p> <ul style="list-style-type: none"> <li>Equivalent in new investment e-health technologies</li> <li>Employment in professional roles focused on implementation holds steady, while employment pertaining to support, operations and optimization will increase</li> <li>50%+ of hiring requirement are driven by replacement demand</li> </ul>
<p>High Investment Scenario</p> <ul style="list-style-type: none"> <li>Increase in new investment e-health technologies</li> <li>Implementation demand and support and operations and optimization demand will drive significant employment growth</li> </ul>


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### Changes: Themes in the Forecast

Most jurisdictions will see a moderation in the pace of new investment in e-health technologies	New priorities will be emphasized	The majority of professionals who will be using or supporting e-health technologies over the next five years are already in the work force
There will be an increase in the demand for human resources that are focused on support, utilization, and optimization of e-health technologies	Replacement demand, which arises from the aging of the work force, will take on significantly greater importance as a driver of hiring requirements	

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## Key Findings

- Current employment of HI and HIM professionals in the public and private sector is estimated at
  - ❑ 39,900 persons
- Over the next 5 years, the combination of replacement demand and growth demand will generate hiring requirements ranging from
  - ❑ 6,200 - 12,200 persons

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## Risk of Shortages

### Professional Roles at 'High Risk' of Skills Shortage

Replacement demand, rather than employment growth arising from new investment, will be the more important driver of hiring requirements over the next 5 years

	Low Investment Scenario	Moderate Investment Scenario	High Investment Scenario
Senior IT Management			
Architecture			
Application Implementation and Support			
Security			
Quality Assurance and Testing			
Privacy Standards			
Data Quality Management			
Information Governance			
Risk Management			
Business Analysis			
Change Management			
Project Management			
Analysis and Evaluation (Data Analytics roles)			
Senior Clinical Information			
Clinical Analysis			

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## Projected Hiring Requirements

### Estimated HI and HIM Employment in 2014 and Projected Five-Year Hiring Requirements, 2014-2019

	Information Technology	Health Information Management	Other Professional Roles*	Total
2014 Estimated Employment	20,500	5,700	13,700	39,900
Five-Year Replacement Demand	2,581	718	1,724	5,023
Five-Year Growth Demand:				
Low Investment Scenario	670	406	62	1,138
Moderate Investment Scenario	2,007	723	815	3,545
High Investment Scenario	4,145	1,224	1,817	7,186
Five-Year Hiring Requirements (Sum of Replacement Demand + Growth Demand)				
Low Investment Scenario	3,251	1,124	1,786	6,161
Moderate Investment Scenario	4,588	1,441	2,539	8,568
High Investment Scenario	6,726	1,942	3,541	12,209

\*Other Professional Roles: Canadian Health System Management and Administration, Organizational and Behavioral Management, Project Management, Analysis and Evaluation, and Clinical Informatics

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## HR Challenges in the Private Sector

### Percentage of Respondents reporting that a Particular Post-Secondary Qualification is Either a Hiring Preference or a Hiring Requirement

55% of PS respondents





the next five expertise in reporting and using e-health systems and applications is increasingly important


Qualification	Percentage
University or College qualifications in Health Informatics	73%
University or College qualification in Health Information Management	67%
Management/Leadership (e.g., MBA, MHA)	60%

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## Recommendations

-  Systematically monitor trends in the supply and demand for professionals in HI and HIM
-  To reduce skills gap, post-secondary institutions to partner with employers, public & private for HI / HIM co-op & internships. Also commit to succession planning
-  Public sector procurement strategies for e-health expertise to align with strategic human resources goals
-  Expand the range of structured and certified skills upgrading and skills broadening opportunities
-  Expand the opportunities for clinical professionals to acquire clinical informatics and HIM skills


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## Ongoing Work


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Canadian College of Health Informatics Management

- Workforce transformation project
- NOCs in eHealth
- Advanced certifications and advanced standing
- Canadian HIM Life Cycle development
- HIM Masters and PhD programs


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## Collaboration

 Canadian Health Information Management Association  
Canadian College of Health Informatics Management

- Understand the implications of the estimates in the report for the current and future HI and HIM workforce
- Develop a plan to address the gaps for hiring requirements over the next five years
- Develop a plan to fill the skills gap for new and evolving roles

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## Next Steps

 Canadian Health Information Management Association  
Canadian College of Health Informatics Management

Sector study highlights the need for an advanced HIM scope of practice

Senior HIM Leadership	Senior eHealth Leadership
Policy and Strategic Planning	Data Quality Management
Data Analytics	Information Governance
Privacy	Standards

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Health Informatics and Health  
Information Management Human  
Resources Outlook  
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Download the report  
<https://ams.coachorg.com/inventory/purchaseitems.aspx>

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