Workforce Development

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My Background and Biases

• Computer Science converted to Informatician

• Worked on LOINC and the Indiana HIE for 10+ years

• Now I teach and do research on HIE systems
  – Mainly in the area of public health

• I have taught an HIE course for 7 years

• I published a book on HIE in 2016 because none existed
Background and Assumptions

• Health Information Exchange (HIE) is critical to the success of every eHealth Strategy

• No country has enough HIE-trained individuals to support HIE at-scale within a country

• Few health care workers or lay people understand HIE
How is HIE Taught Today

• Single module within an informatics course
  – Interoperability module in Intro to Health Informatics

• An entire course within a program (or independent)
  – Interoperability & HIE Course part of MS program
  – AMIA 10x10 Course @ IUPUI

• Trial by FHIR…
Example from Public Health Informatics
Opportunities: Workforce Roles and Types of Informatics Competencies

<table>
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<tr>
<th>Role</th>
<th>Description</th>
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<tr>
<td>Executive / Leadership Role</td>
<td>Plans, directs, and formulates policies, sets strategies and provides the overall direction of agency’s informatics Activities.</td>
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<tr>
<td>Manager / Program Leader Role</td>
<td>Directs, manages, and executes day to day operational objectives of public health programs.</td>
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<tr>
<td>Professional Role</td>
<td>Applies specialized informatics knowledge, informatics theories, concepts, methods, and tools to ensure effective programmatic use of information and information technology.</td>
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<tr>
<td>Health / Clinical (Licensure) Role</td>
<td>Applies informatics theory and practice to the design and use of clinical information systems within a public health agency, or in the design of public health information or decision support systems to better support Health/care.</td>
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Source: 2013 - CDC, Public health Informatics Institute / Minnesota Dept. of Health with input from ASTHO & NACCHO Members
My Proposal for HIE

• We need to develop a framework like PH Informatics
  – What level of training is necessary for clinicians?
  – What level of training is necessary for MOH/health sys leaders?
  – What level of training is necessary for MOH workers?
  – What level of training is necessary for Health IT workers?
  – What level of training is necessary for Interop Specialists?

• Framework based on the OHIE Architecture such that specialists have deep knowledge of it AND its components
  – Others need some familiarity with it – but how much?
Outstanding Questions and Challenges

• At what level might HIE training fit?
  – Bachelors, Masters, Post-graduation, Certificate?

• Who will train the HIE workforce?

• How will the training be financed?

• How do we continue this conversation?
Questions?

Discussion

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