



eHealth
week

11 - 13 MAY 2015
RIGA, LATVIA

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EU2015 LV



Ministry of Health
Republic of Latvia

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WHIT
World Health Informatics Trust

BUILDING ON THE EU-US MOU ROADMAP

Mary Cleary, Health Informatics Society of Ireland

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Take a breath...

- Reflect on the outputs of the Workforce Development Group
- Silos, domains, buckets, roles, settings, 1000's of competences, 100's hours of work
- Multi-dimensional schema
- HITCOMP tool -a great resource
 - Excellent representation of the competence facet
 - Need to accommodate the next phases of the work as well
 - Might require other tools



Transatlantic Community

- Office of the National Coordinator/Dept of Commerce and International Trade (US)
- European Commission
- Government Ministries (EU)
- Federal Partners (United States)
- European Health Telematics Association (EHTEL)
- American Health Information Management Association (AHIMA)
- National Health Service – UK (NHS)
- United Kingdom Council for Health Informatics Professionals (UKCHIP)
- Health Service Executive –Ireland (HSE)
- Health Informatics Society of Ireland (HISI)
- Higher Education Institutes (HEI's)
- Clinical and education and health administration professionals
- Coordination Actions in Medical Education Informatics (CAMEI)



EU:US Workforce stream of Transatlantic eHealth/health IT Cooperation Roadmap

- Based on the EU:US Memorandum of Understanding (December 2010)
- Synergistic with EC Digital Agenda in the Europe 2020 strategy.
 - Forms one of 7 pillars of the Europe 2020 Strategy, which sets objectives for the growth of the EU
 - Mandates investment in research and innovation
 - Promotes digital literacy, skills and inclusion, and ICT-enabled benefits for EU society
- Digital Single Market

Broader context

Skills crisis in eHealth worldwide

Global Hospital Information Systems (HIS) market was valued at \$7.8 billion in 2009, rising to \$18 billion in 2016

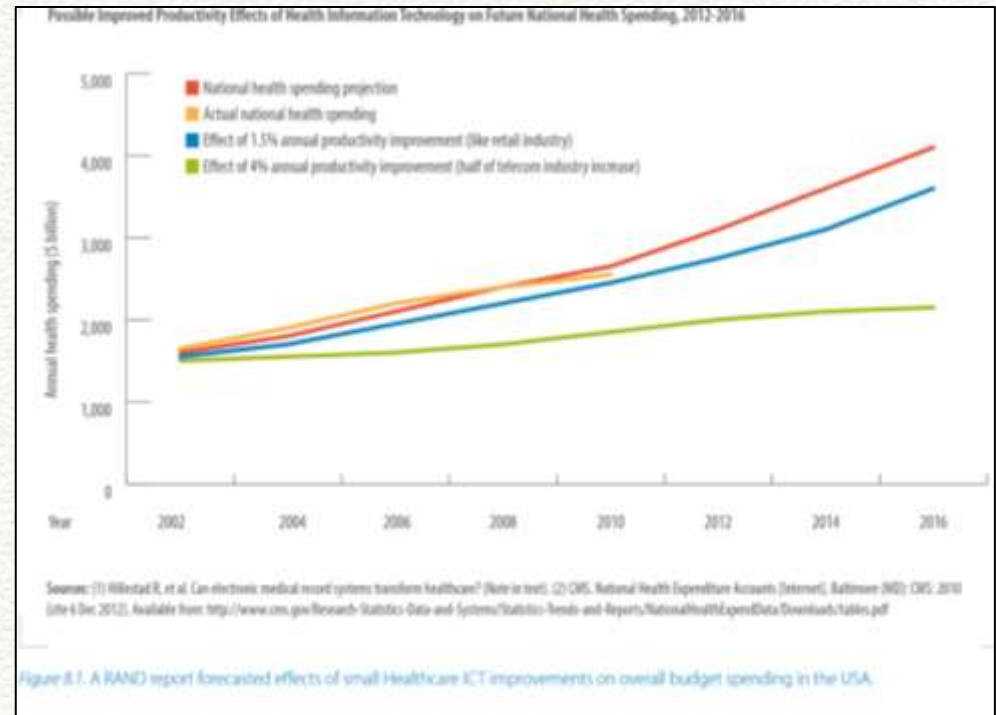
The mobile healthcare market estimated to be worth \$60 billion by 2020

Health is the largest economic sector in many European Countries

- Direct provision
- Medical-Technologies sector
- Pharmaceuticals and Biotechnology

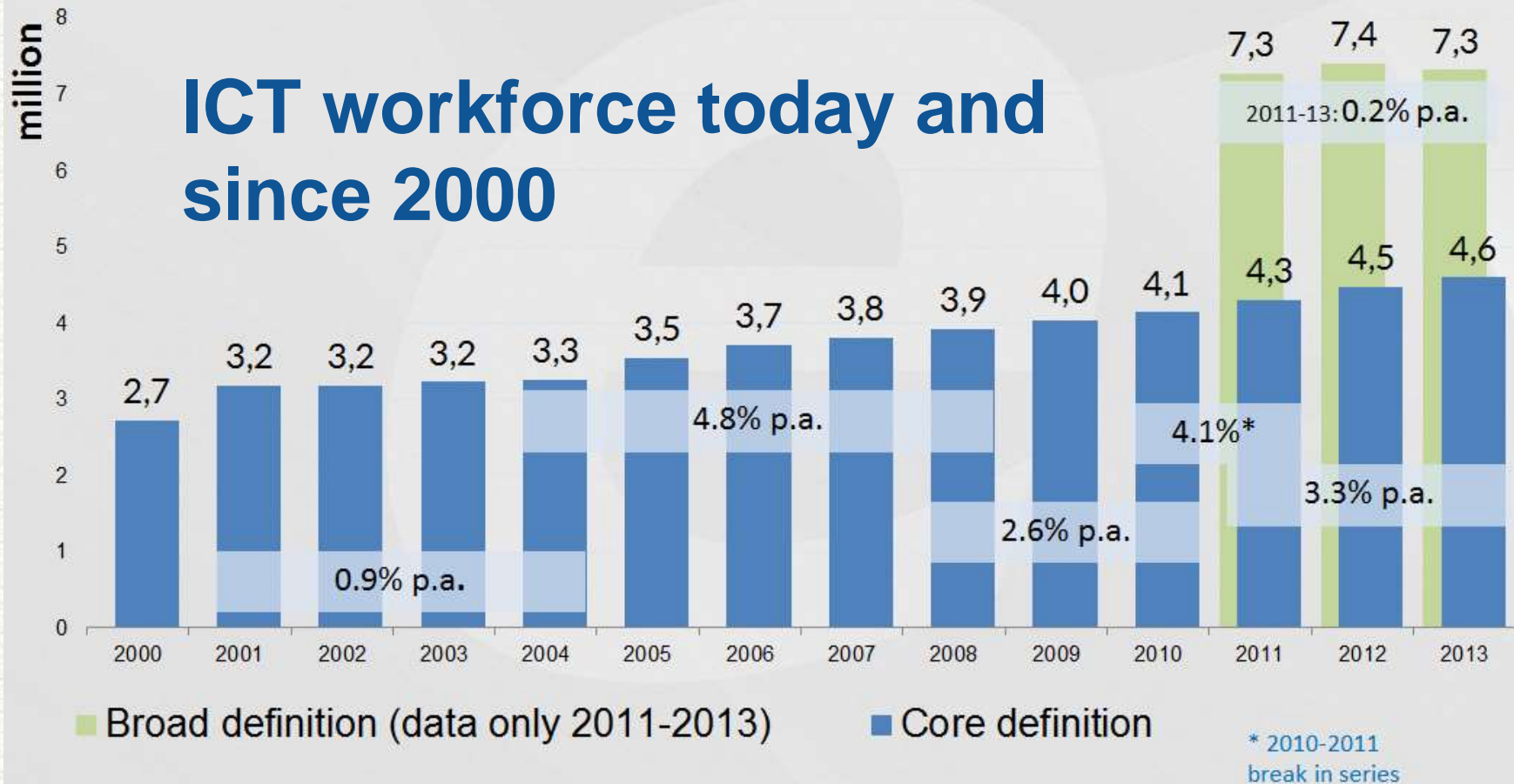
EU/US forecasts for eHealth skills requirements

- IT jobs in healthcare to grow 20% pa to 2018; competition for skilled IT staff will continue to increase
U.S. Bureau of Labor Statistics, August 2011
- From 2013, starting with the Competitiveness and Innovation Programme and continuing under Horizon 2020, the Commission will support activities aiming at increasing citizens' digital health literacy..



eHealth Action Plan 2012-2020 - Innovative healthcare for the 21st century - EU Commission, June 2012

ICT workforce today and since 2000



The Importance of ICT Professionalism



Three major Challenges:

- Poor public perception of ICT education, jobs and careers
- Insufficient number of people entering ICT education and careers
- Disturbing rate of ICT project failures

The call for action:

- Address the unavailability of an adequate e-skills supply
- Take steps to mature the ICT profession along the lines of other professions with respect to
 - Agreed bodies of knowledge (BOK)
 - Standards of education and training
 - Competences
 - Ethical conduct.



ICT Professionalism

Bodies of
Knowledge

Professional
Ethics

Education and
Training

Competences

e-Skills and ICT Professionalism in Europe

- EC Communication on "e-Skills for the 21st Century" Monitoring Supply and Demand + Foresight Scenarios
- Benchmarking Member States Policies, Analysis and Reports
- **European Framework for ICT Professionalism (with CEN)**
 - *European e-Competence Framework and ICT Jobs Profiles*
 - *European Foundational ICT Body of Knowledge and Curriculum Development Guidelines*
 - *Quality Label for ICT Industry Training and Certification*
 - *Professional Code of Ethics*
- e-Leadership and KETs skills + Digital Entrepreneurship
- Grand Coalition for Digital Jobs
- e-Skills for Jobs Campaign (2015-2016)





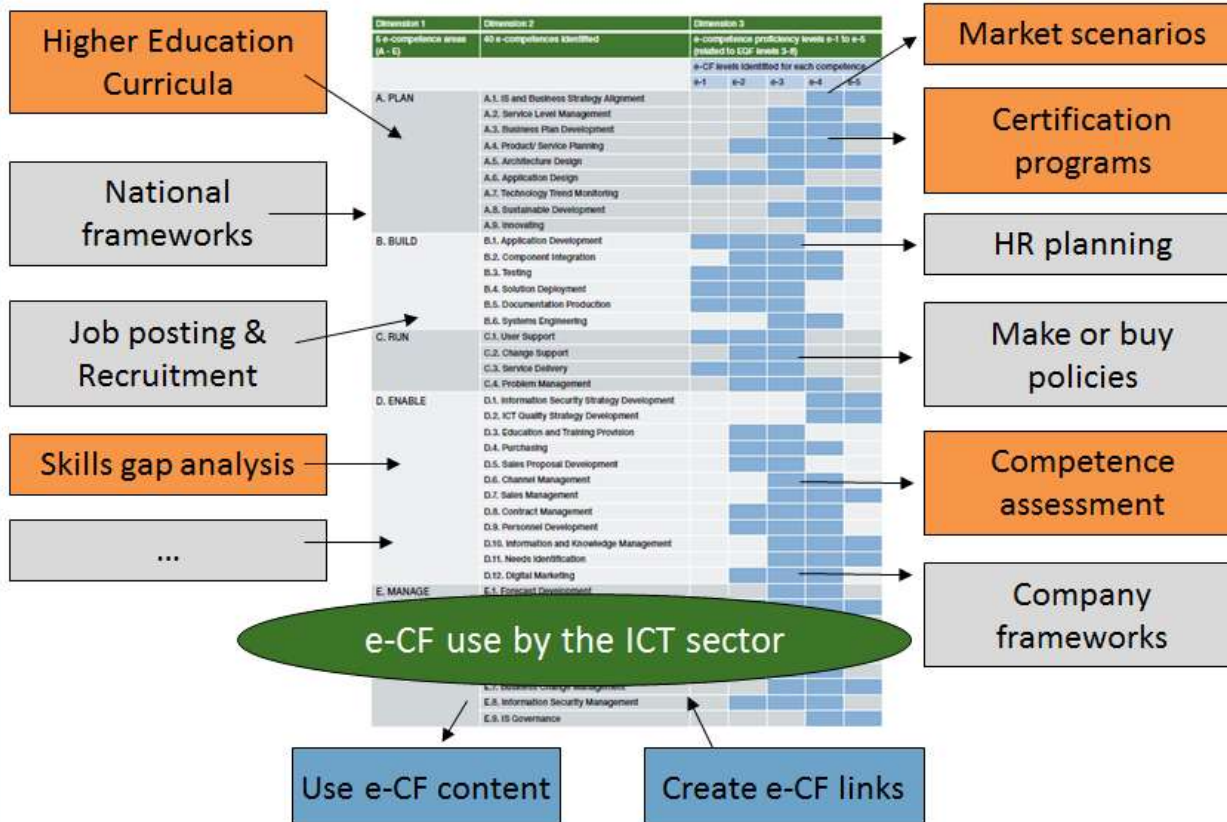
European e-Competence Framework 3.0

A common European framework for ICT Professionals in all industry sectors



A shared European language to close the e-skills gap for ICT practitioners

- ICT demand
- ICT supply
- multinationals
- SME's
- educational institutions
- higher education
- private certification providers
- professional associations
- social partners
- individuals



- Multi-stakeholder user community from all kind of market perspectives

Practical applications of e-CF

- Matching of academic qualifications to sectoral needs

- Already consistent relationship to levels defined in EQF



- Enables consistent interpretation of the EQF in the ICT workplace environment

- Award mapping against national frameworks by standards bodies

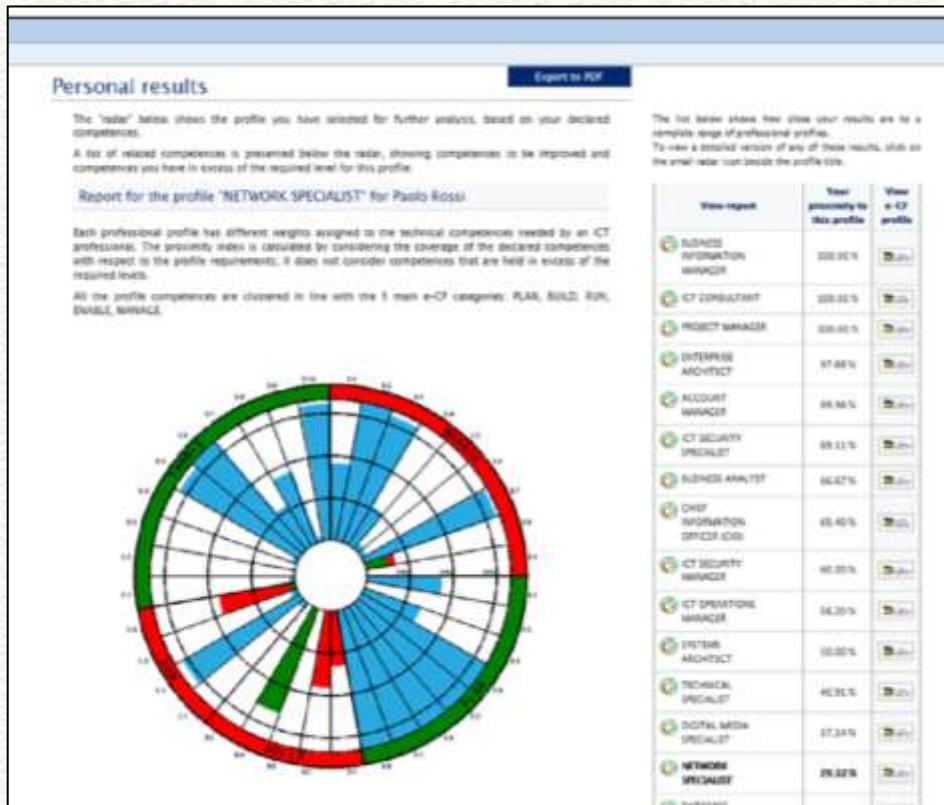


QQI

Quality and Qualifications Ireland
Dearbhú Cáilíochta agus Cáilíochtaí Éireann

- Germany by DIN
- Ireland by QQI and NSAI

Personal Results Graphical Radar



- Green: required by profile, and demonstrated by you
- Red: required by profile but lacking
- Blue: Demonstrated by you, and exceeding profile requirements

Roadmap

- Ambitious work plan
- Transatlantic Cooperation implies use of standards
 - ISO, CEN, national bodies
- Work has just started
- Workplan and schedule?
 - Unprecedented scale of task as outlined in last presentation
- Not all objectives achieved so far



Progress

To date progress has focused primarily only on the first goal, which has produced deliverables including a tool/repository with over 1,000 competencies analysed and mapped in healthcare information technology/health informatics
(hitcomp.siframework.org)



1. EU and US Action Plan for Health IT Workforce

Create roadmap (including executive summary, scope statements for the work streams, action plan and deliverables) *as a living document with regular updates to reflect changing markets*

Announce the collaboration (through a joint EU-US press release) to identified and interested stakeholders

Create online social collaboration tool

Organize an additional Stakeholder meeting (online)

Continue with regular online meetings

Increase stakeholder participation including representatives from eHealth/Health IT suppliers

Continue to identify and involve champions who are credible, representative of countries and regions and have a sufficient level of authority to sign off

2. Skilled eHealth/health IT workforce and eHealth proficiencies

Assess current scope, scale, characteristics of the healthcare workforce in the US and EU

Assess healthcare settings in the US and EU

Identify Health Care Roles in the EU and US

Source competences from EU and US to map to roles

Identify or align learning resources that develop identified competences
(Includes training needs analysis and recognition of prior experiential learning)

Identify prerequisite baseline ICT competencies).

Create a needs analysis that takes into account the current level of workforce IT skills and looks at existing curricula and training , identify the gaps, and develop solutions to bridge them (e.g. plan to develop new curricula and new resources)

Definition and agreement of common eHealth standards of competence and professionalism

Consider leveraging European e-Competence Framework



Outcome Indicators

- Complete compilation of competences required by the diverse healthcare and eHealth/health IT workforce, including:
 - professionals in the field
 - academic track for new professionals
 - all staff in healthcare delivery, management, administration and support
- Identify and/or create curricula that address the competencies
- Provide appropriate training opportunities/procedures
- Ensure recognition of Health Informatics as a distinct profession within broader context of ICT professionalism
- Explore new models of education/employer collaboration
 - Apprenticeship model attracting attention
- Pilot innovative implementations

What next?

Secure:

- Strong endorsement of achievements – value
- Practical support for continuation and sustainability
 - Refresh the roadmap, with input of the working team
 - Refresh the team – need a broader base, strong leadership
 - Creative solution to resourcing/time commitment issue
- Revitalisation of the intellectual capital already developed
- Commitment to true Transatlantic project



Outstanding areas of the Roadmap

There are considerable opportunity costs of failure to complete this work.

- Maintaining contemporary nature/status of Roadmap ('a living document')
 - Emerging Federation for Informatics Professions in the UK
 - Developments to the EU eCompetence Framework and CEN
 - Focus on professionalism of HI in wider ICT context
 - Sample developments –that support roadmap
 - England and Scotland - convergence of health and social (welfare) care
 - Ireland - eHealth Strategy and eHealth Ecosystem
 - Many more

Opportunities to capitalise on work done

- Publicise this group and work and recruit new members
- Complete the scheduled work
- Disseminate and get endorsement from peers and policy makers
- Explore a full solution to raising competence levels and supplying more individuals with appropriate skills
 - Skills assessment against roles
 - Gap analysis
 - Training provision – academic, PEL, apprenticeship etc
 - Recognition and validation – Qualifications, professional certification
 - Registration and CPD
- Recognise the eHealth/HI community and its constituencies as a distinct profession
 - Within the context of both healthcare and the broader ICT profession

The pitch

To continue this work and to sustain it so that it can make a difference, we must find a support framework that values the work, the time it takes and the people who do it.

If this is important to the EU and the US, a mechanism will be found to maintain the momentum and navigate the roadmap to our destination.





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THANK YOU

EU-US WORKFORCE DEVELOPMENT
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