eHealth week

11 - 13 MAY 2015
RIGA, LATVIA

ORGANISED BY

EU2015.LV | Ministry of Health Republic of Latvia | *me*HEALTH | European Commission | WoHIT Conference & Exhibition HIMSS Europe

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

The HITCOMP Tool and Repository

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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, <u>two work groups were launched</u> - Interoperability and Workforce Development

Workforce Development

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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
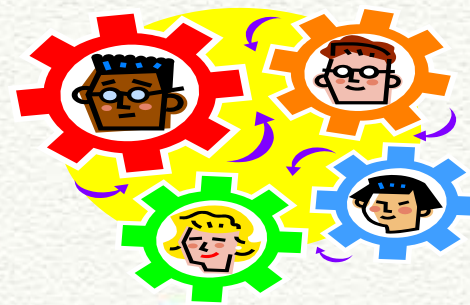
Membership

Work Group Members represent 13 countries/regions

- Canada
- England
- Finland
- France
- Germany
- Greece
- Ireland
- Israel
- Italy
- Mexico
- Norway
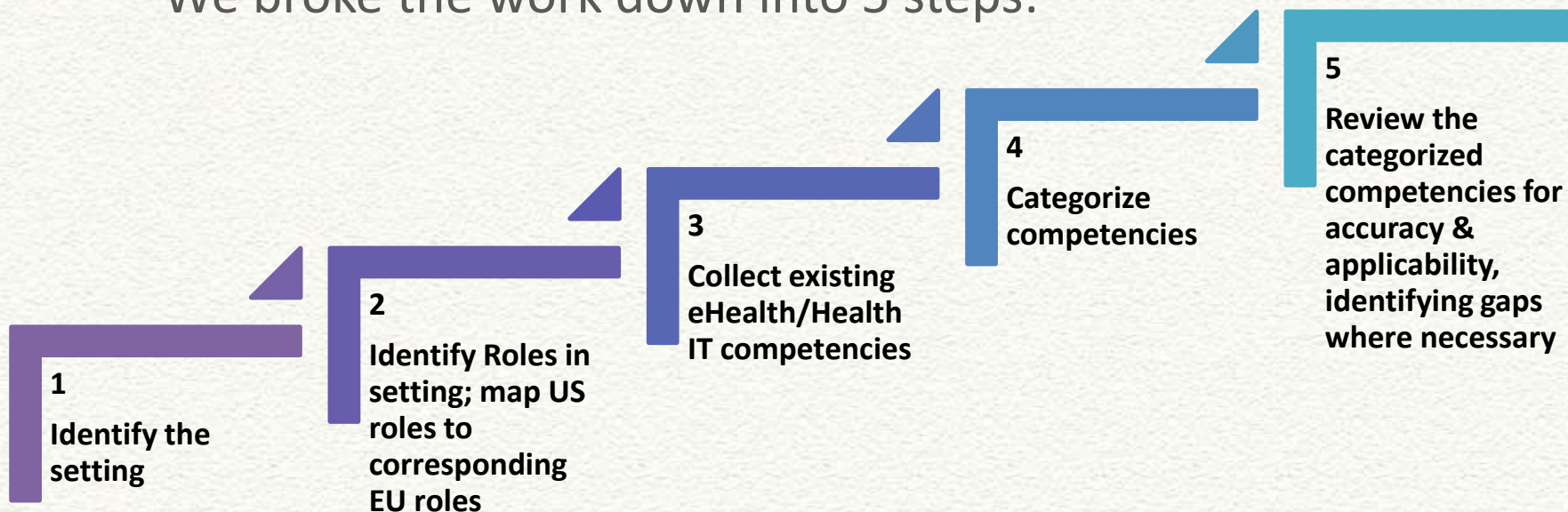- Scotland
- United States

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

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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:

1

Identify the setting

2

Identify Roles in setting; map US roles to corresponding EU roles

3

Collect existing eHealth/Health IT competencies

4

Categorize competencies

5

Review the categorized competencies for accuracy & applicability, identifying gaps where necessary

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Achieving the Goals

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.)

eHealth is not just about systems, it's about people

Interoperability is not just a technical challenge – it requires a skilled workforce to make it happen

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)**
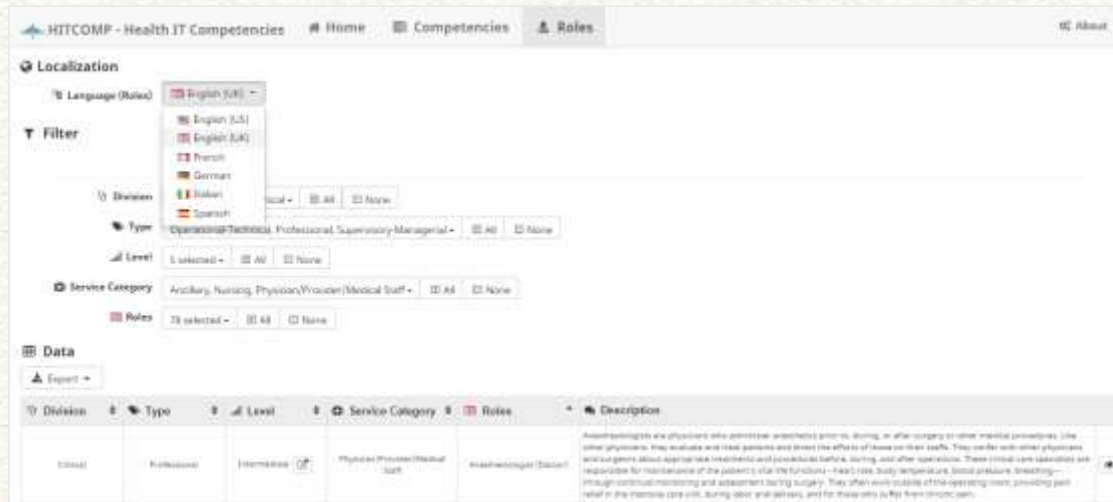
- **Developed and loaded competencies into the HITCOMP tool**

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

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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THANK YOU

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