



CENTRAL PENNSYLVANIA Chapter
WESTERN PENNSYLVANIA Chapter

PA Health I.T. Workforce Development
Conference
November 7, 2014

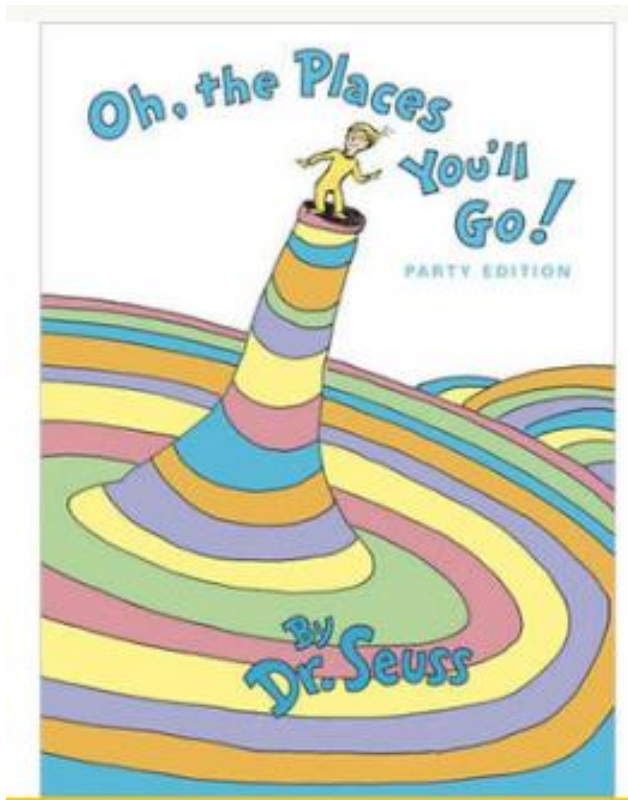


Health Informatics: Oh the Places You Can Go!

Keynote Session

Michelle Dougherty, AHIMA Foundation
JoAnn Klinedinst, HIMSS

Some words of wisdom from Dr. Seuss...



"You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose. You're on your own. And you know what you know. And YOU are the one who'll decide where to go..."

Today's Faculty

Michelle Dougherty, MA, RHIA, CHP
Senior Director, Research and Development
AHIMA Foundation

JoAnn Klinedinst, MEd, DES, PMP, CPHIMS, FHIMSS
Vice President, Professional Development
HIMSS

Learning Objectives

- Define health informatics
- Discuss the opportunities for a 21st Century Workforce
- Identify expectations associated with value-based competencies
- Review the applicability of the US Department of Labor's Apprenticeship Model to health informatics
- Discuss the types of positions available in the health informatics setting
- Discover the importance of continuing professional development

AHIMA: Who We Are

The American Health Information Management Association (AHIMA) is the premier association of health information management (HIM) professionals worldwide leading the health informatics and information management community to advance professional practice and standards.

Informatics: Transforming data into Health Intelligence

Leadership: Developing HIM leaders across all healthcare sectors

Information Governance: Being recognized as the health industry experts in information governance

Innovation: Increasing thought leadership and evidence-based research

Public Good: Empowering consumers to optimize their health through management of their personal health information

About AHIMA

- Founded in 1928 and the AHIMA Foundation founded in 1962 supporting HIM Education, Research & Philanthropy
- Over 70,000 members worldwide
- Multiple communications to share ideas, knowledge, and best practices (journals, newsletters, online communities, and the HIM Body of Knowledge)
- Offering nine industry-recognized professional certifications (CCHIIM)
- Established academic curricula competencies for HIM, partners for the accreditation of academic programs (CAHIIM) and offers a virtual laboratory
- Health Information Research Network
- Awarded over 45 academic scholarships

About AHIMA

- Serving 52 affiliated component state associations



- Supports the International Federation of Health Information Management Associations (IFHIMA) worldwide

PHIMA President

Laurie Johnson, MS, RHIA, CPC-H,
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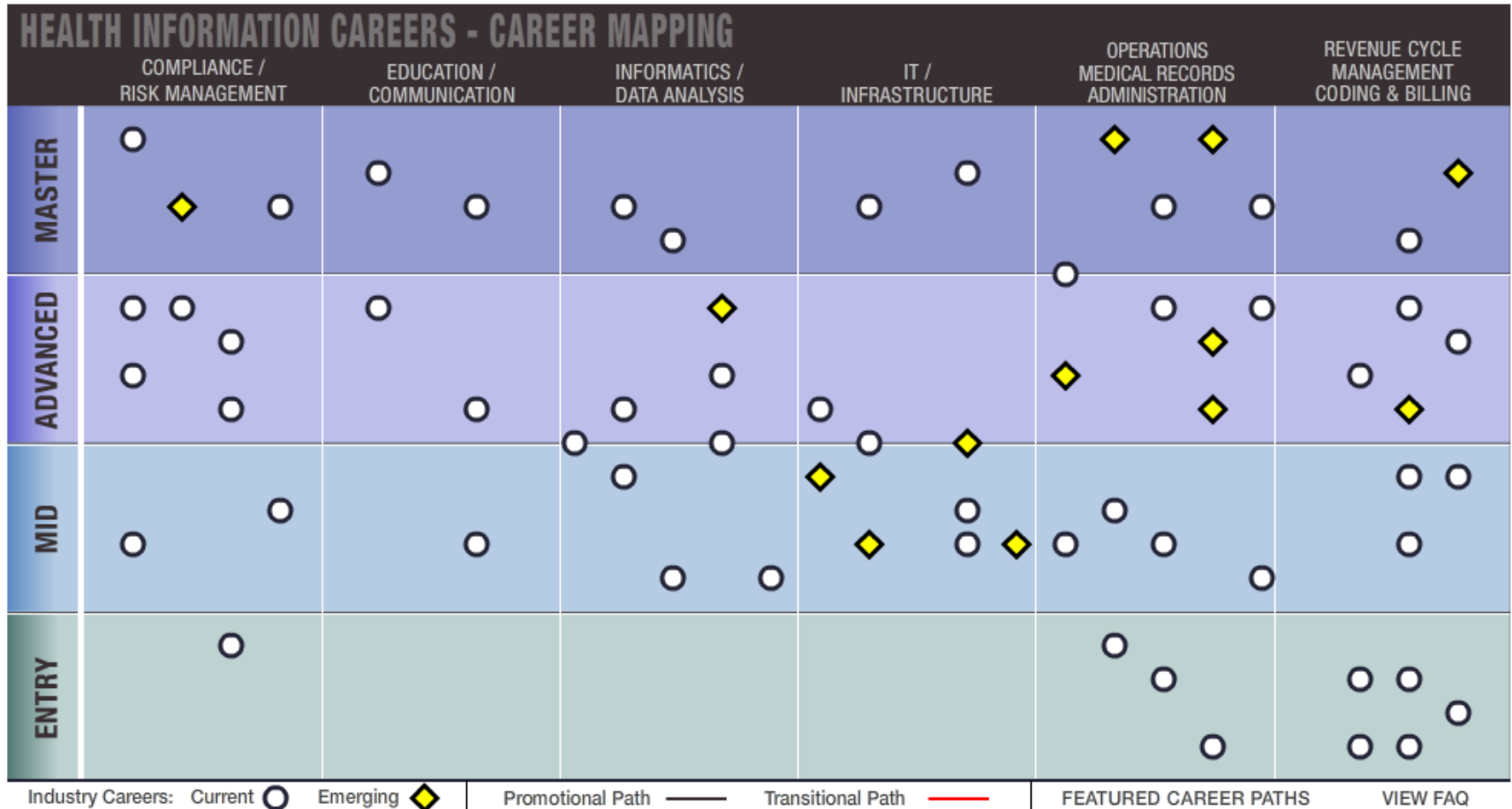
Phone: 610-554-7928

email: lmclinden@phima.org

PHIMA:

<http://www.phima.org/index.html>

Health Information Workforce



Available at: <http://hicareers.com/CareerMap/>



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PHiMA

AHIMA Affiliate

Pennsylvania Health Information
Management Association

HIMSS: Who We Are

HIMSS is a cause-based, global enterprise producing health IT thought leadership, education, events, market research and media services around the world.



About HIMSS

- 52,000+ Individual Members of which 73% work in the field (non-vendors, non-consultants)
- 600 Corporate Members
- 4 corporations, over 240 staff
- Offices: Chicago IL, Arlington VA, Ann Arbor MI, Brussels, Singapore, Leipzig, Berlin, Burlington, VT
- 9th largest healthcare association worldwide

HIMSS Members by the Numbers...

Membership by the numbers

HIMSS membership offers a variety of options for individuals and organizations.



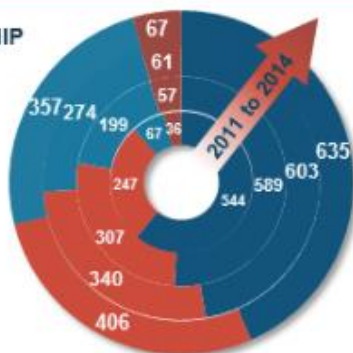
INDIVIDUAL MEMBERS = 54,000 and growing!

Individual membership has increased 44% since 2011



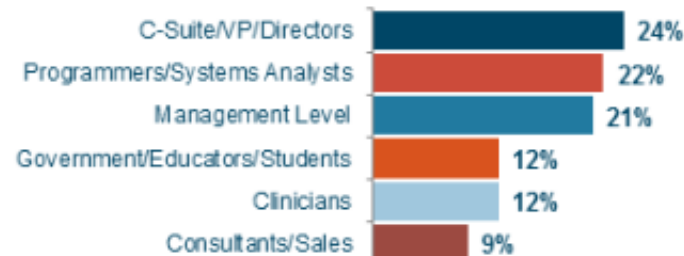
GROUP MEMBERSHIP

- Corporate Members
- Organizational Affiliates
- Non-Profit Partners
- Regional Extension Centers

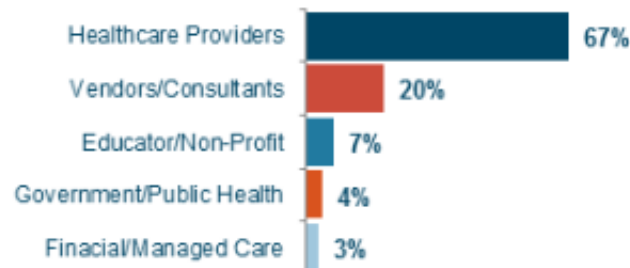


WHO ARE HIMSS MEMBERS?

PROFESSIONAL TITLES



WORK PLACE



A National Presence and Beyond...



HIMSS Western Pennsylvania Chapter

Pittsburgh, Pennsylvania
United States

Chapter President: Otto Salguero

Territory: Serving the counties of Pennsylvania: Erie, Warren, Crawford, Venango, Forest, McKean, Elk, Clearfield, Jefferson, Clarion, Mercer, Lawrence, Butler, Armstrong, Indiana, Blair, Cambria, Bedford, Somerset, Westmoreland, Allegheny, Beaver, Washington, Greene & Fayette Counties

Email: wpa.president@himsschapter.org

HIMSS Central Pennsylvania Chapter

Harrisburg, Pennsylvania
United States

Chapter President: Edith Dees

Territory: Serving the central counties of Pennsylvania: Potter, Tioga, Lycoming, Clinton, Cameron, Centre, Union, Snyder, Dauphin, Perry, Juniata, Mifflin, Huntingdon, Fulton, Franklin, Cumberland, Adams & York Counties

Email: cpa.president@himsschapter.org

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What is Health Informatics?

Medical Informatics Defined

What is Health Informatics?

As defined by the U.S. National Library of Medicine, health informatics is the interdisciplinary study of the design, development, adoption and application of IT-based innovations in healthcare services delivery, management and planning.

Health Informatics Proposal for New Standard Occupational Classification

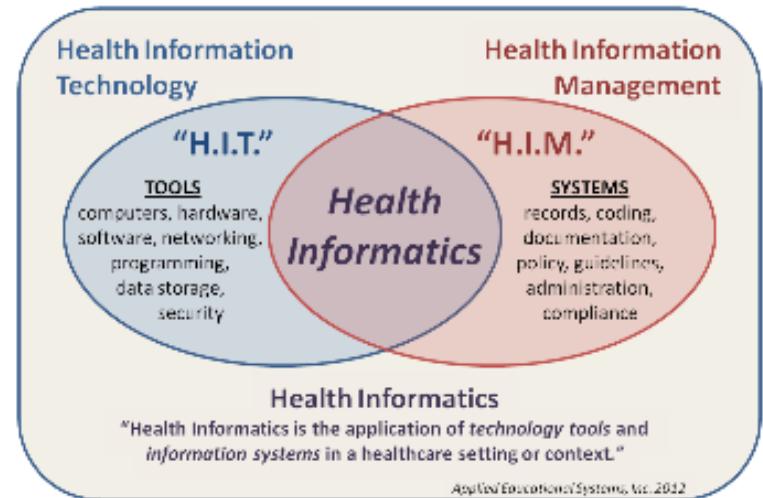
Definition: Health Informatics workers apply science to ensure the effective use of data, information, and knowledge that supports the safe and effective delivery of healthcare and improve health and wellness. Workers apply interdisciplinary knowledge, skills, and tools; enabling information to be collected, managed, used, and shared safely to support the delivery of healthcare and to promote health.



Source: <http://himss.files.cms-plus.com/2013-12-31-What-Is-Physician-Informatics.pdf>

“Health Informatics is the application of technology tools and information systems in a healthcare setting or context.”

Source: <http://blog.aeseducation.com/2012/03/health-information-technology>



Health Informatics Across Disciplines & Education Level

| Degree levels in each program | Informatics program category | | | | | | |
|-----------------------------------------|------------------------------|----------|----------|-----------------|-------------------|----------|------------|
| | Health* | Medical† | Nursing‡ | Bioinformatics§ | Cheminformatics** | Dental** | Pharmacy** |
| Bachelor's | 3 | | | 12 | 1 | | |
| Bachelor's and master's | 2 | 1 | | 5 | | | |
| Bachelor's, master's, and PhD | | | | 7 | | | |
| Graduate certificate | 6 | 1 | 2 | 3 | | | |
| Graduate certificate and master's | | | 6 | 5 | | | |
| Graduate certificate, master's, and PhD | | 4 | | 3 | | | |
| Master's | 14 | 6 | 11 | 16 | | | |
| Master's and PhD | 7 | 5 | 1 | 21 | 2 | 1 | |
| PhD | | 3 | | 19 | | | |
| Residency or fellowship | | | | | | 1 | 9 |
| Totals | 32 | 20 | 20 | 91 | 3 | 2 | 9 |

* Programs titled as and/or offering degrees or specialization in health or public health informatics.
† Programs titled as and/or offering degrees in medical or biomedical informatics.
‡ Programs offering advanced nursing degrees with an informatics component, are affiliated with a nursing school or department, and are accepting students with nursing experience.
§ Programs described as "bioinformatics" or "computational biology" and offering degrees in these or related fields with relevant focus or specialization.
** Programs titled as and/or offering a degree or specialization in cheminformatics, dental, or pharmacy informatics, respectively.

Findings from 2010 JMLA Survey of Biomedical and Health Informatics Programs in the U.S

Bright Occupational Outlook

O*NET OnLine
A proud partner of the **americanjobcenter** network

Help Find Occupations Advanced Search Crosswalks Share O*NET Sites

Build your future with O*NET OnLine.

Welcome to you and job analysts! O*NET OnLine is the world of work professionals, and more!

What's New!
New BLS projections and industry info in O*NET Websites

Occupation Quick Search:

Occupation Search Keyword or O*NET-SQC Code

Find Occupations Browse groups of similar occupations to explore careers. Choose from industry, field of work, science area, and more.

Advanced Search Focus on occupations that use a specific tool or software. Explore occupations that need your skills.

Bright Outlook

O*NET OnLine
A proud partner of the **americanjobcenter** network

Help Find Occupations Advanced Search Crosswalks Share O*NET Sites

Occupation Quick Search:

Quick Search for: health information management

Occupations matching "health information management"

The search results are listed in a rank order that is calculated on the [relevance](#) of the occupational title, alternate titles, description, tasks, and detailed work activities associated with the keyword you entered.

Select the **Relevance Score** to view the specific items matched by your search within the occupation.

| Relevance Score | Code | Occupation |
|-----------------|------------|-------------------------------------------------------------------------------------------------------------------------|
| 100 | 29-2071.00 | Medical Records and Health Information Technicians ★ Bright Outlook |
| 87 | 11-9111.00 | Medical and Health Services Managers ★ |
| 87 | 21-1094.00 | Community Health Workers ★ |
| 78 | 21-1091.00 | Health Educators |
| 70 | 15-1121.01 | Informatics Nurse Specialists ★ |
| 70 | 21-1014.00 | Mental Health Counselors ★ |
| 68 | 29-9012.00 | Occupational Health and Safety Technicians ✔ Green |
| 68 | 29-9011.00 | Occupational Health and Safety Specialists ✔ |
| 66 | 15-1199.09 | Information Technology Project Managers ★ |
| 62 | 19-2041.00 | Environmental Scientists and Specialists, Including Health ✔ |
| 58 | 19-4091.00 | Environmental Science and Protection Technicians, Including Health ✔ |
| 58 | 17-2111.01 | Industrial Safety and Health Engineers ✔ |
| 58 | 11-3021.00 | Computer and Information Systems Managers |
| 56 | 13-1111.00 | Management Analysts ★ |

Standard Occupational Classification

- BROWSE SOC**
- [SOC HOME](#)
- [2018 SOC REVISION PROCESS](#)
- [2010 SOC SYSTEM](#)
- [2010 SOC DOWNLOADABLE MATERIALS](#)
- [2010 SOC PUBLICATIONS](#)
- [2010 SOC CROSSWALKS](#)
- [2010 SOC REVISION PROCESS MATERIALS](#)
- [2000 ARCHIVED MATERIALS](#)
- [CONTACT US](#)

The 2010 Standard Occupational Classification (SOC) system is used by Federal state categories for the purpose of collecting, calculating, or disseminating data. All workers according to their occupational definition. To facilitate classification, detailed occupational minor groups, and 23 major groups. Detailed occupations in the SOC with similar job training, are grouped together. General questions concerning the SOC may be sent b

On This Page

- » [2018 SOC Revision Process](#)
- » [2010 SOC System](#)
- » [2010 SOC Downloadable Materials](#)
- » [2010 SOC Publications](#)
- » [2010 SOC Crosswalks](#)
- » [2010 SOC Revision Process](#)
- » [2000 SOC Archived Materials](#)
- » [Other Useful Links](#)
- » [Contact Us](#)

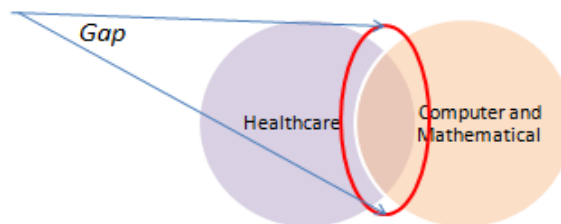
SEARCH 2010 SOC DEFINITIONS:

SOC Data Uses

- Track national occupation data
- Identifies trends
- Used by government and employers
- Provides data on salary and education
- Used by colleges & universities

Collaboration on a Health Informatics Standard Occupational Classification Submissions – July 2014

- Proposed Health Informatic SOC



Rationale:

- Lack of accurate employment data in an area of US investment
- Inability by employers to recruit, retain, and appropriately compensate workers with the needed skill set.
- Colleges and universities find it difficult to develop new academic programs to meet employer demands for health informatics
- Students in health informatics academic programs are unable to apply for federal student aid under Title 4 funding.
- Registered apprenticeship programs for health informatics practitioners cannot be developed due to the lack of an SOC.
- Health informatics practitioners will not find their occupational data for correct reporting on the U.S. Census.

- Alliance of Nursing Informatics ([ANI](#))
- American Health Information Management Association ([AHIMA](#))
- American Medical Informatics Association ([AMIA](#))
- Cuyahoga Community College ([TRI-C](#))
- Center for Disease Control and Prevention ([CDC](#))
- College of Healthcare Information Management Executives ([CHIME](#))
- Commission on Accreditation for Health Informatics and Information Management Education ([CAHIIM](#))
- Commission on Certification for Health Informatics and Information Management ([CCHIIM](#))
- Health Information Management Systems Society ([HIMSS](#))
- Minnesota Department of Health ([MDH](#))
- Minnesota e-Health Initiative (a Public-Private Collaborative) ([MDH](#))
- Oregon Health and Science University ([OHSU](#))
- University of Colorado Denver Anschutz Medical Campus ([CU](#))
- University of Minnesota, Institute for Health Informatics ([U of M](#))
- University of Pittsburgh Department of Health Information Management
- School of Health and Rehabilitation Sciences ([Pitt](#))
- University of Texas School of Biomedical Informatics at Houston ([UTH](#))
- Department of Veterans Administration, Health Informatics Department ([VHA](#))

Examples of Health Informatics Jobs & Roles from SOC Proposal

Management

- Bioinformatics Advisor
- Chief Medical Information Officer
- Chief Public Health Informatics Officer
- Chief Nursing Information Officer
- Chief Health Information Officer
- Clinical Informatics Director
- Clinical Information Systems Director
- Director Clinical Information Services
- Health Informatics Researchers/Scientists
- Professor Health/Clinical Informatics

Practitioners

- Bioinformatics Specialist/Analyst
- Clinical Informatics Specialist/Analyst
- Clinical Applications Specialist/Coordinator
- Health Data Analyst/Specialist
- Health Informatics Specialist
- Informatics Analyst/Specialist/Coordinator
- Terminology Specialist
- Nursing Informaticist/Informatician
- Physician Informaticist/Informatician
- Pharmacy Informatics Specialist
- Laboratory Informatics Specialist
- Imaging Informatics Specialist
- Public Health Informatics Specialist

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Healthcare jobs will grow faster than any other sector

To meet growing demand for care, the number of healthcare professionals will have to expand by almost 30 percent overall by 2020—the most dramatic growth of any sector of the U.S.

Source: Georgetown University Center on Education and the Workforce forecasts of educational demand through 2020

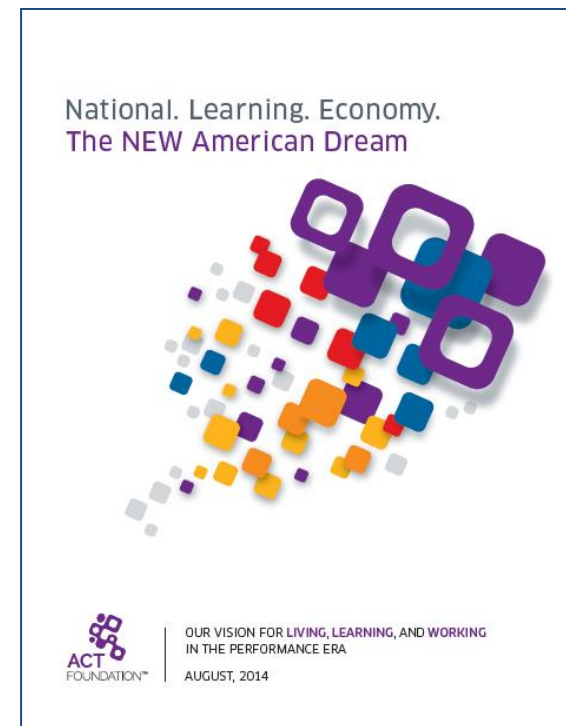
Healthcare jobs will require higher levels of education

In 2020 healthcare professional and technical jobs will have the highest concentration of postsecondary attainment among all U.S. jobs (92%).

Source: Georgetown University Center on Education and the Workforce forecasts of educational demand through 2020

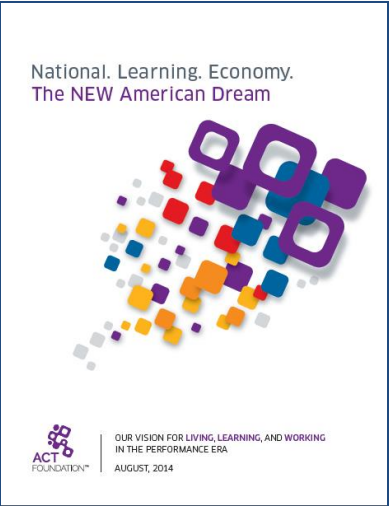
Building A Learning Economy

- In addition to infrastructure, a strong HIT Ecosystem is supported by several components, including a **learning economy powered by the individual**
 - knowledge = crucial resource
 - learning = the most important process
- A learning economy
 - Develops skills
 - Promotes experiential learning and innovation
 - Critical to the growth of communities and the marketplace
 - Builds competence through a foundation of knowledge



http://actfdn.org/wp-content/uploads/2014/07/ACTFoundation_VisionPaper_Aug2014.pdf

The Learning Economy has several points of direct translation to the work the key groups and initiatives have been doing to date

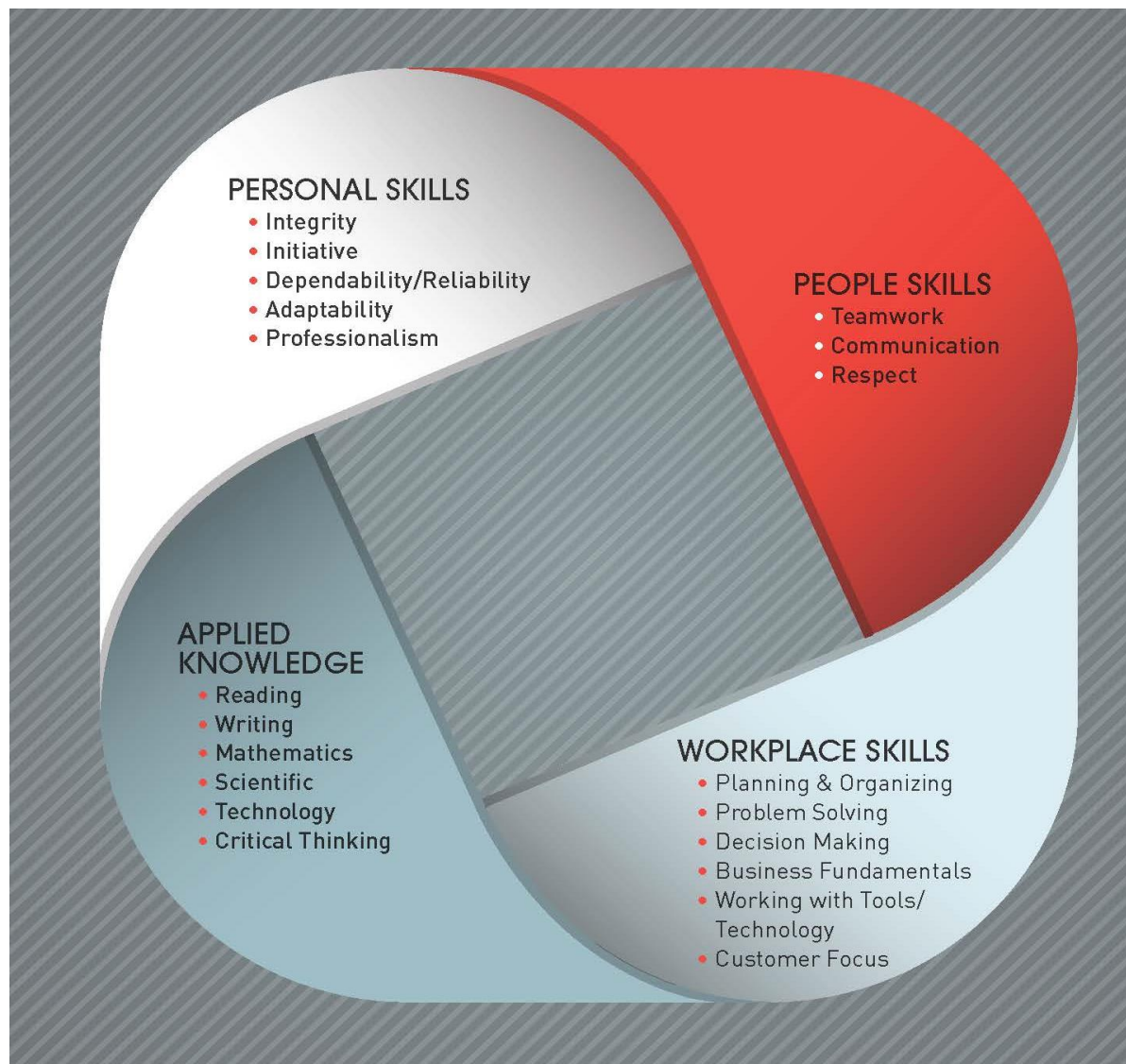


Common Employability Skills

To accomplish this goal, we will begin by developing a language around common employability skills related to:

- Personal skills
- People skills
- Applied knowledge
- Workplace skills

National Network for Industry and Business Associations



Staffing and Management: HR Survey*

*Have you noticed a difference in the quality and productivity of work performed by those with **industry-recognized, competency-based credentials/certifications** and those who do not?*

| | Not at All | Sometimes | Often | Always | Not Sure | N/A |
|--------------------|------------|-----------|--------|--------|----------|--------|
| Orientation Period | 6.38% | 36.17% | 19.15% | 6.38% | 12.77% | 19.15% |
| First Six Months | 4.26% | 23.40% | 38.30% | 6.38% | 12.77% | 14.89% |
| Year One | 6.52% | 28.26% | 28.26% | 10.87% | 13.04% | 13.04% |
| Year Two | 10.87% | 23.91% | 26.09% | 10.87% | 13.04% | 15.22% |
| Beyond Year Three | 10.87% | 36.96% | 15.22% | 8.70% | 13.04% | 15.22% |

**September 2014 Survey conducted of HR Directors at employers across industries. Sponsored by DirectEmployer Association, AHIMA Foundation and the National Network of Business and Industry Associations . Survey unpublished at the time of this presentation.*

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Policy Initiatives: Advancement of Registered Apprenticeship Programs

[Why apprenticeship is a good idea in today's job market](#)

The San Diego Daily Transcript (October 24, 2014)

[Apprenticeships provide boost for skilled-worker pool](#)

Greenville Online (October 1, 2014)

[Where Are All the Apprentices?](#)

The ACHR News (October 6 2014)

[New apprenticeships introduced at 100s of companies](#)

Builder and Engineer (October 29, 2014)

[Kentucky Apprenticeships](#)

[Technology is Brining Back the Apprenticeship Model. It just has a different name: Mentoring](#)

Huffington Post (November 3, 2014)



LATEST NEWS

- Telecommunications Industry Registered Apprenticeship Program (TIRAP) launched [FULL STORY](#)
- DOL announces \$1.9M in women's grants [FULL STORY](#)
- Notice of November ACA Meeting [FULL STORY](#)
- Industry Roundtable [Times and Locations](#)
- Notice of June ACA Meeting [FULL STORY](#)

ADDITIONAL RESOURCES

- Apprenticeship Sponsors Database
- College Consortium
- Success Stories
- Military and Vets
- About us
- Contact us
- Data and Statistics
- Competency Model Clearinghouse
- Outreach
- Video Testimonials
- Office Policy

Registered Apprenticeship Highlights

- An apprenticeship is a paid position that bridges education and employment in an organization.
- Apprentices start at an entry level scale of an occupation that increases as certain checkpoints are reached. They learn while
- you both earn, financially and professionally!
- Apprentices may be temporary or permanent employees and are usually full-time positions.

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2013 National Workforce Report HHS Office of the National Coordinator

- Most common positions for which employers are recruiting in the health IT space relate to:
 - information management,
 - clinical informatics, and
 - information technology support (e.g., equipment, development/programming, and software support).

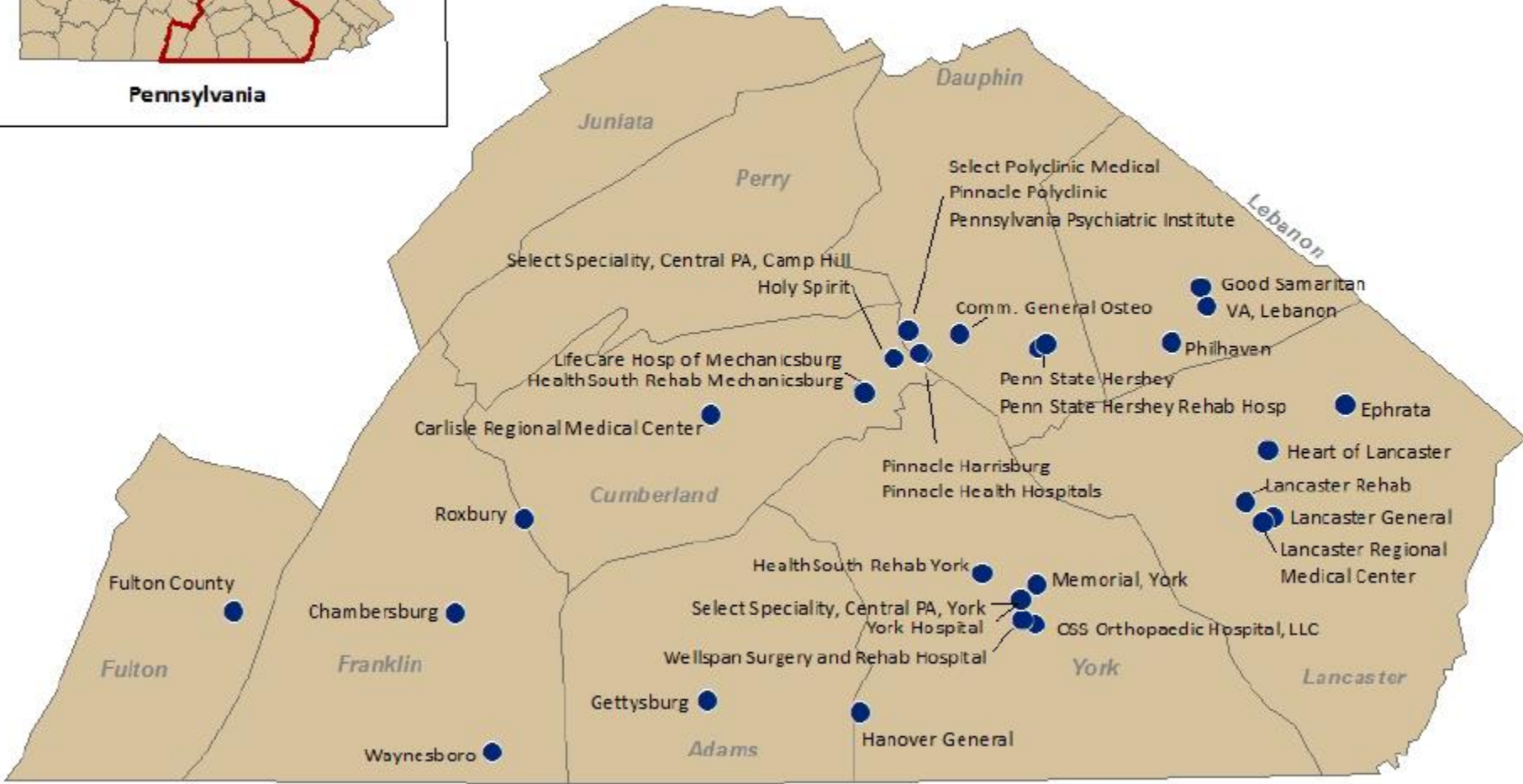
Source: Hersh W. The Health Information Technology Workforce: Estimations of Demands and a Framework for Requirements. *Applied Clinical Informatics*. 2010;1(2):197-212.

Hospitals and Healthsystems of Pennsylvania

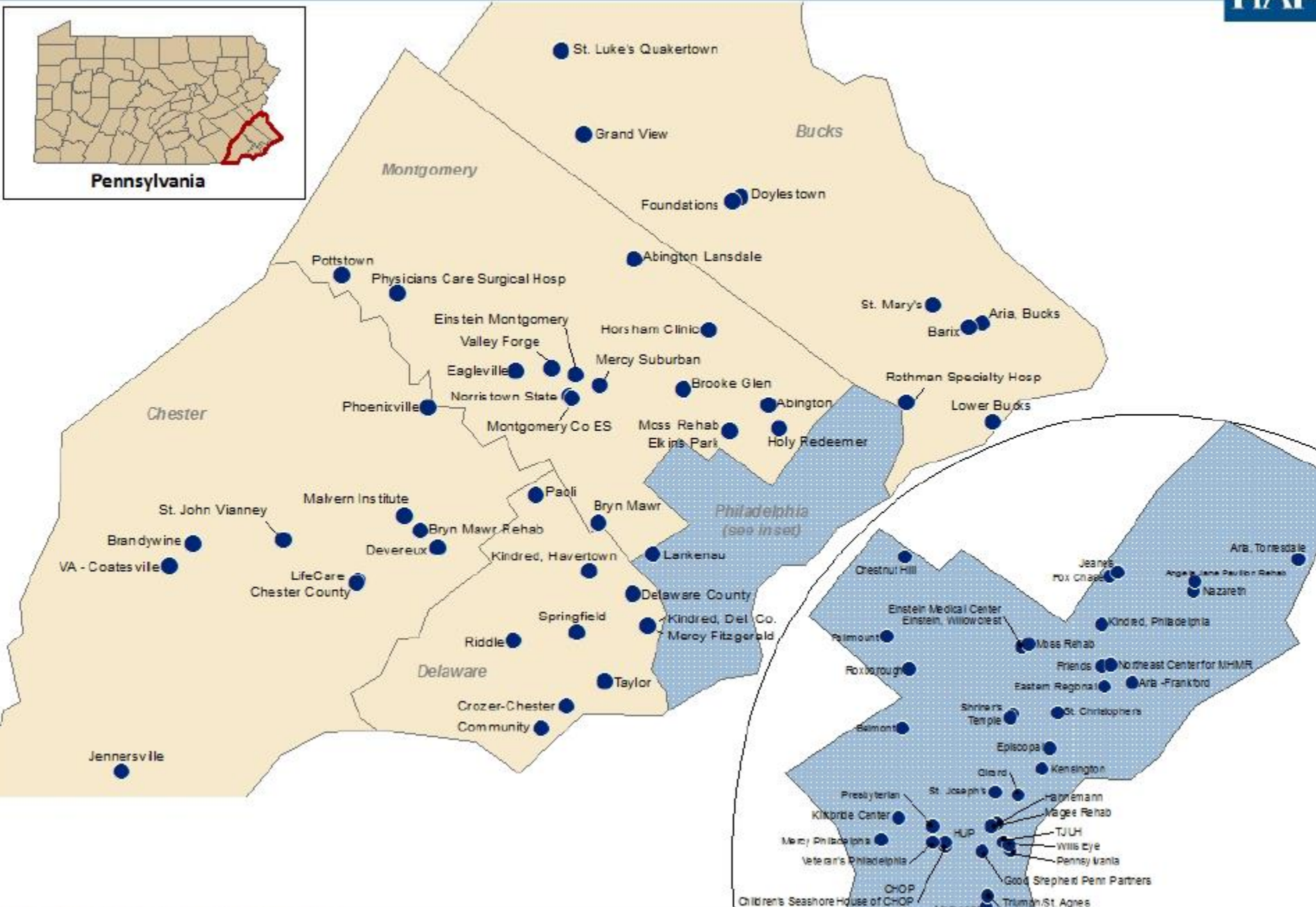
HAP Regions



Hospitals and Healthsystems of South Central Pennsylvania



Hospitals and Healthsystems of Southeastern Pennsylvania



The importance of workforce intelligence...

Research

Essentials Report

CapSite Strategic
Industry Reports

Market Research
Services

Market Research Library

University Graduate
Research

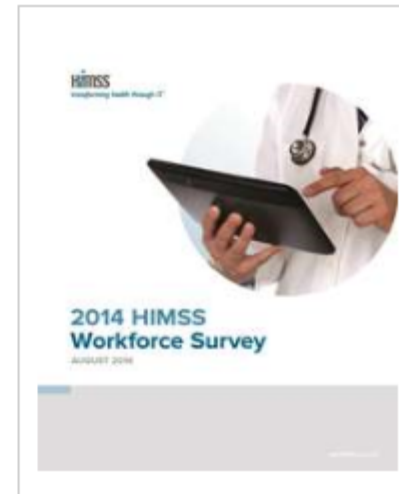
2014 HIMSS Workforce Survey

Author: HIMSS Analytics

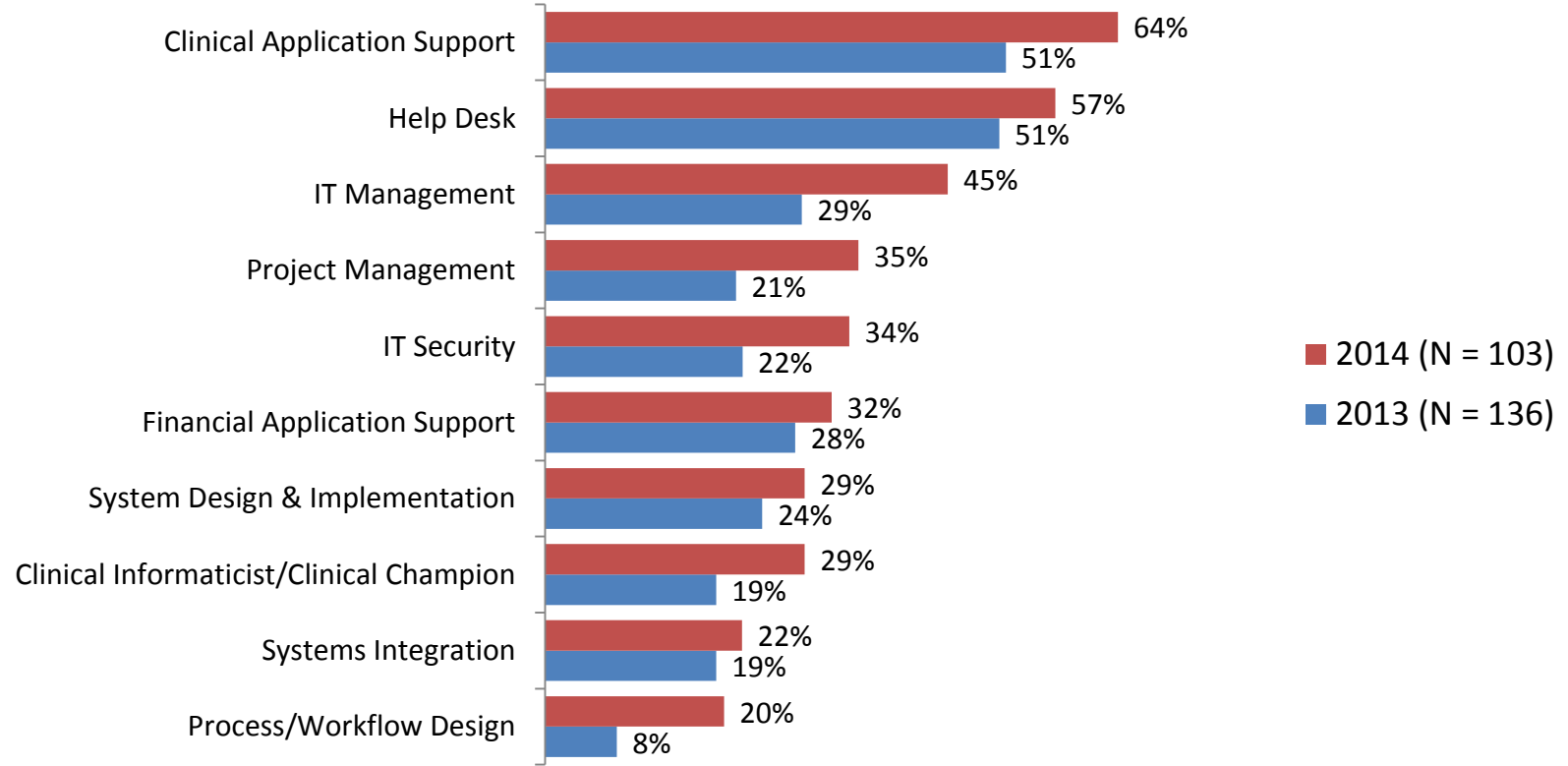
Date: August, 2014

Summary: The second installment of the HIMSS Workforce Survey continues research in the information technology (IT) hiring practices of both the IT vendor industry and among healthcare provider organizations. This year's report covers a number of topics critical to organizations involved in the hiring of health IT professionals to include staffing experiences during the past year, as well as hiring plans for the coming year. It also tracks the type of candidates employers are seeking, how employees are being recruited and retained, and the challenges of managing a fully staffed health IT operation.

Cost: Complimentary

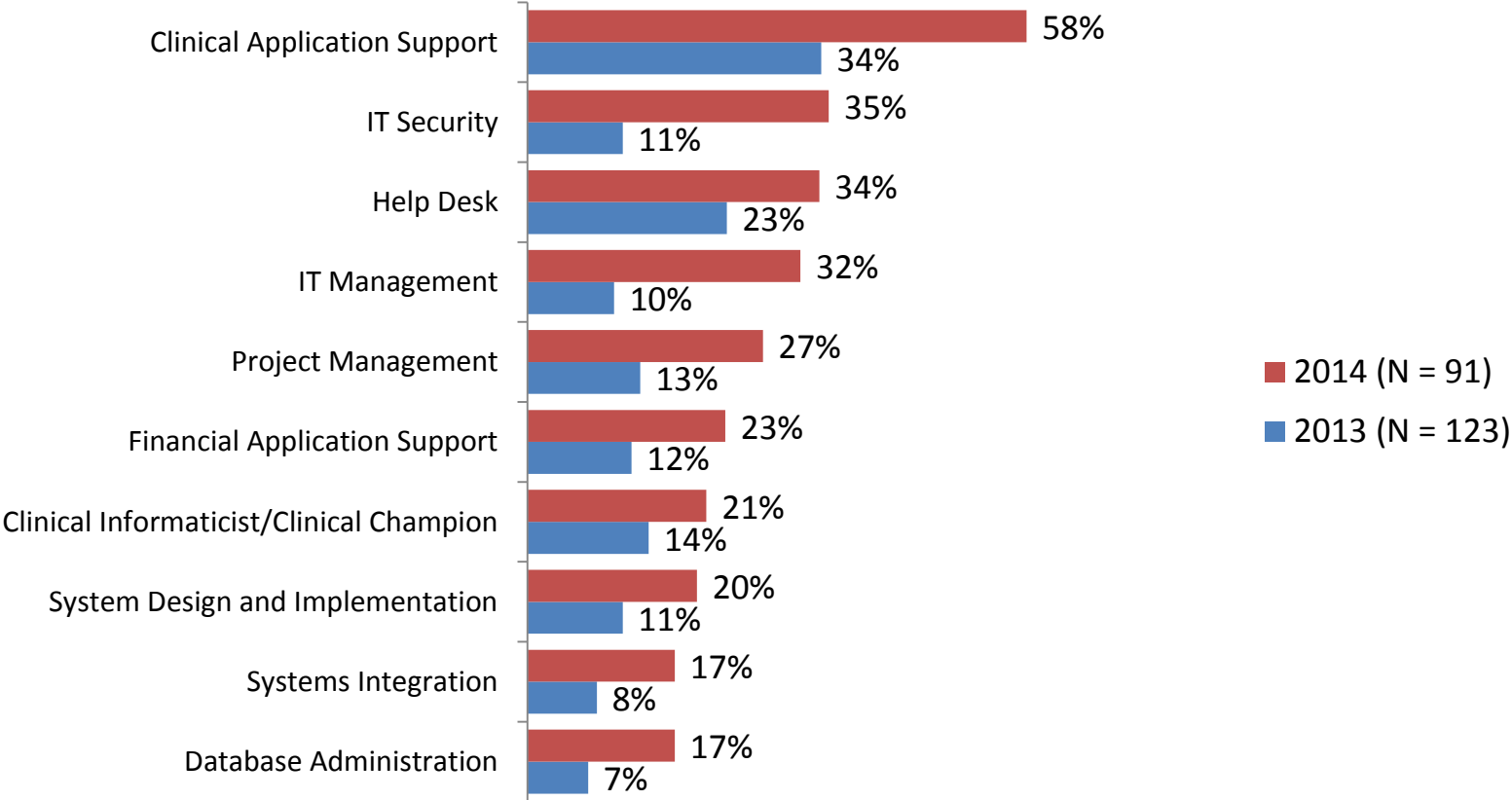


Top 10 Areas with IT Hires in the Past Year by Healthcare Provider Organizations



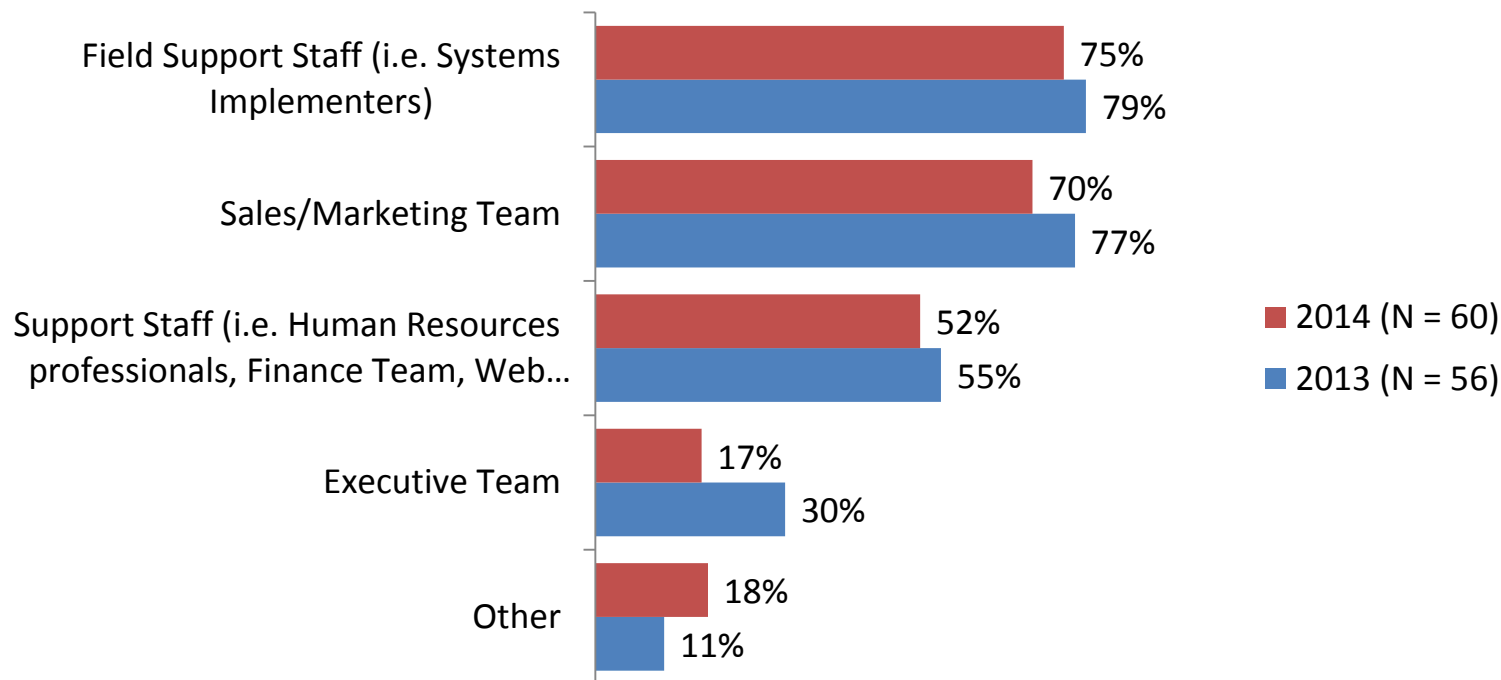
Source: <http://www.himssanalytics.org/research/AssetDetail.aspx?pubid=82173&tid=128>

Top 10 Areas for Planned IT Hires in the Next Year by Healthcare Provider Organizations



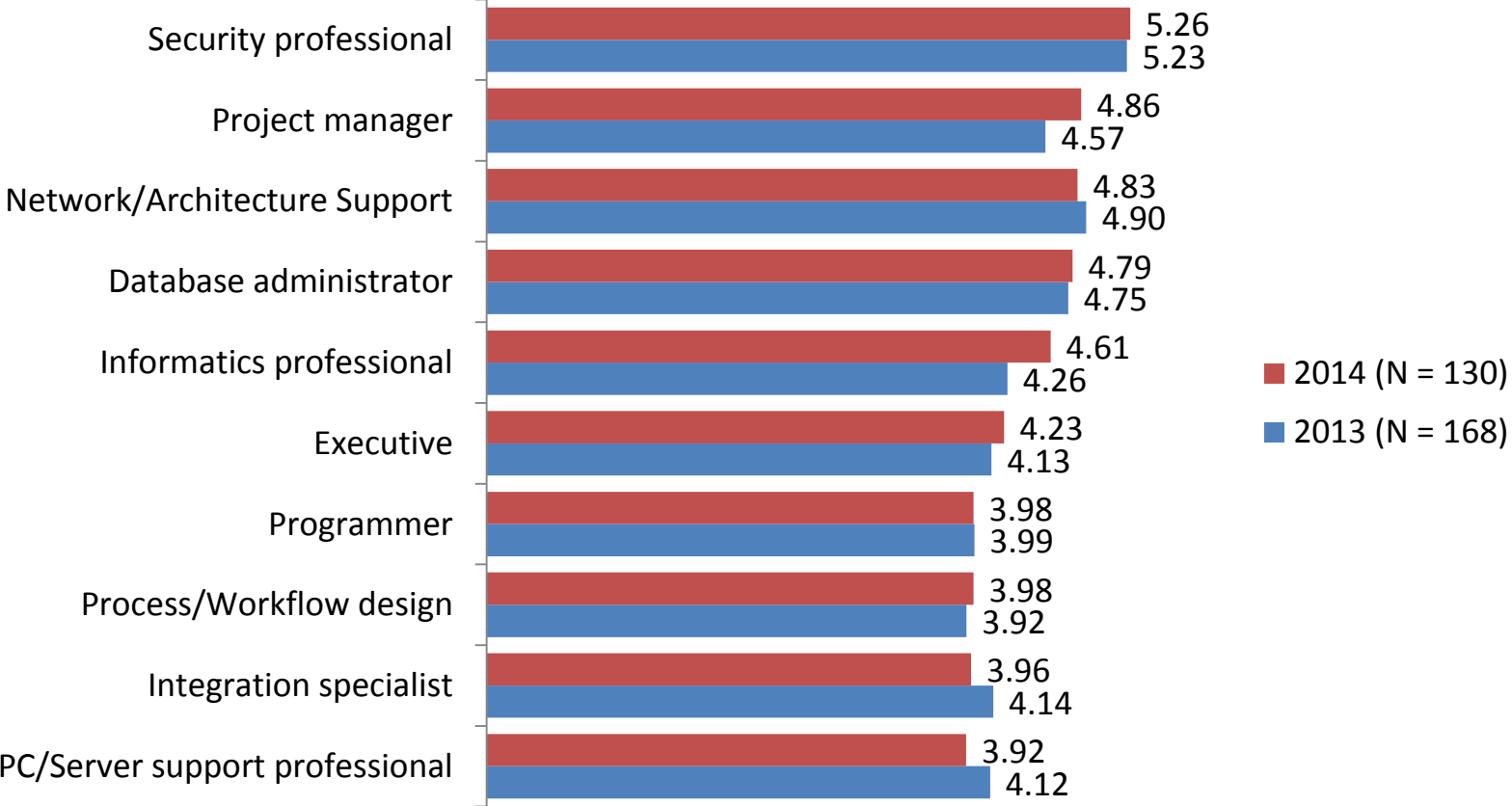
Source: <http://www.himssanalytics.org/research/AssetDetail.aspx?pubid=82173&tid=128>

Areas with Hires Planned in the Next Year by Vendors and Consultants

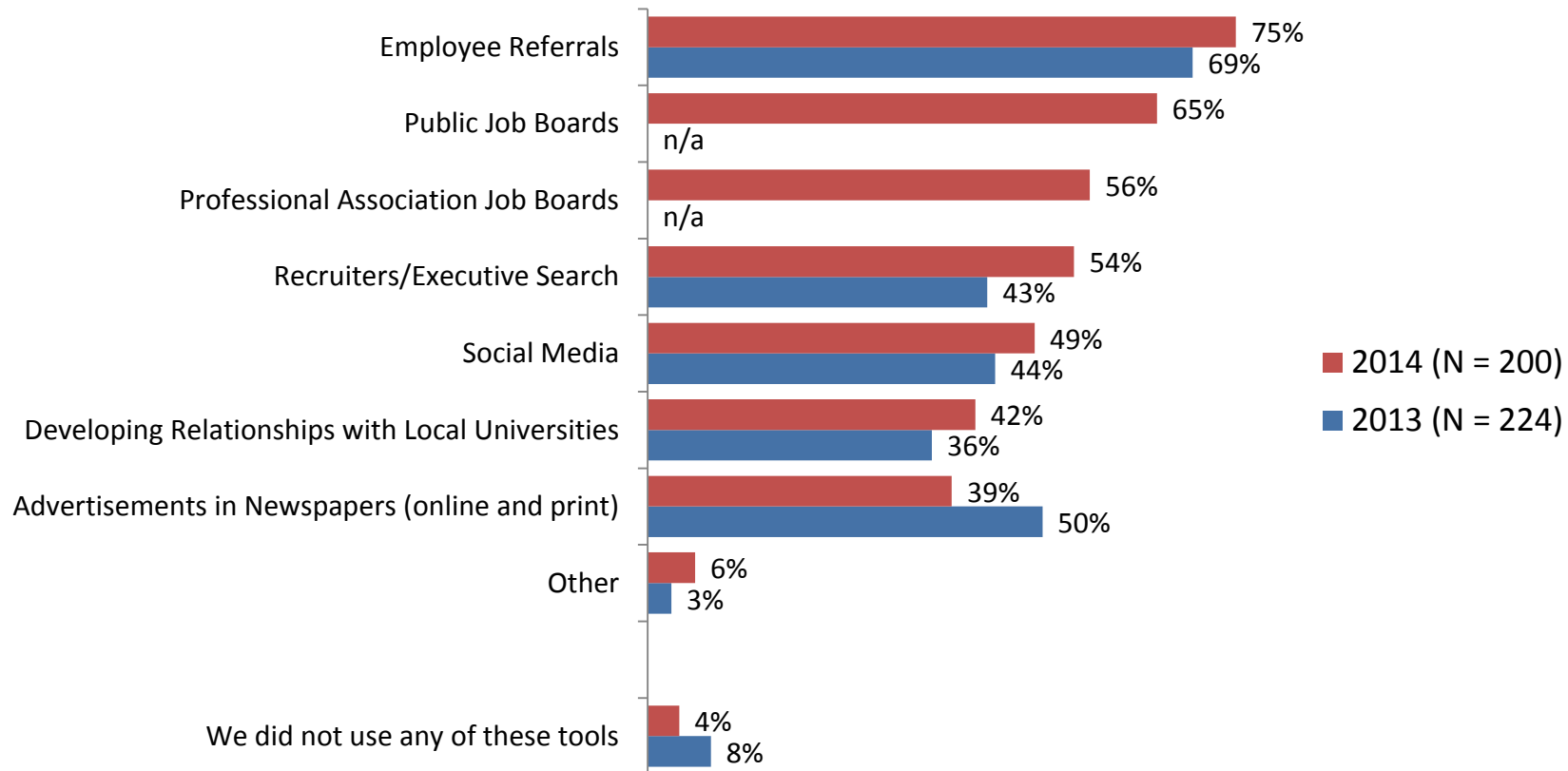


Source <http://www.himssanalytics.org/research/AssetDetail.aspx?pubid=82173&tid=128>

Top 10 IT Staff Areas for Certification by Healthcare Provider Organizations



Tools Used to Recruit Staff



Job boards separated into public and professional association job boards for 2014 survey

New AHIMA Workforce Study Underway “HIM Without Walls”

- Research study to determine the skills and competencies that will be needed by health informatics and information management professionals 10 to 20 years from now.
- New professional competencies are laying the foundation:
 - Data Content, Structure and Standards (Information Governance)
 - Information Protection: Access, Disclosure, Archival, Privacy and Security
 - Informatics, Analytics and Data Use
 - Revenue Management
 - Compliance
 - Leadership
- Traditional HIM departments are changing
 - Merging
 - Separating
 - Disappearing
- HIM professionals are practicing everywhere
- Impact

Migration of Job Roles and Across Job Families

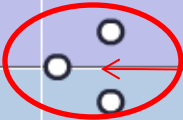
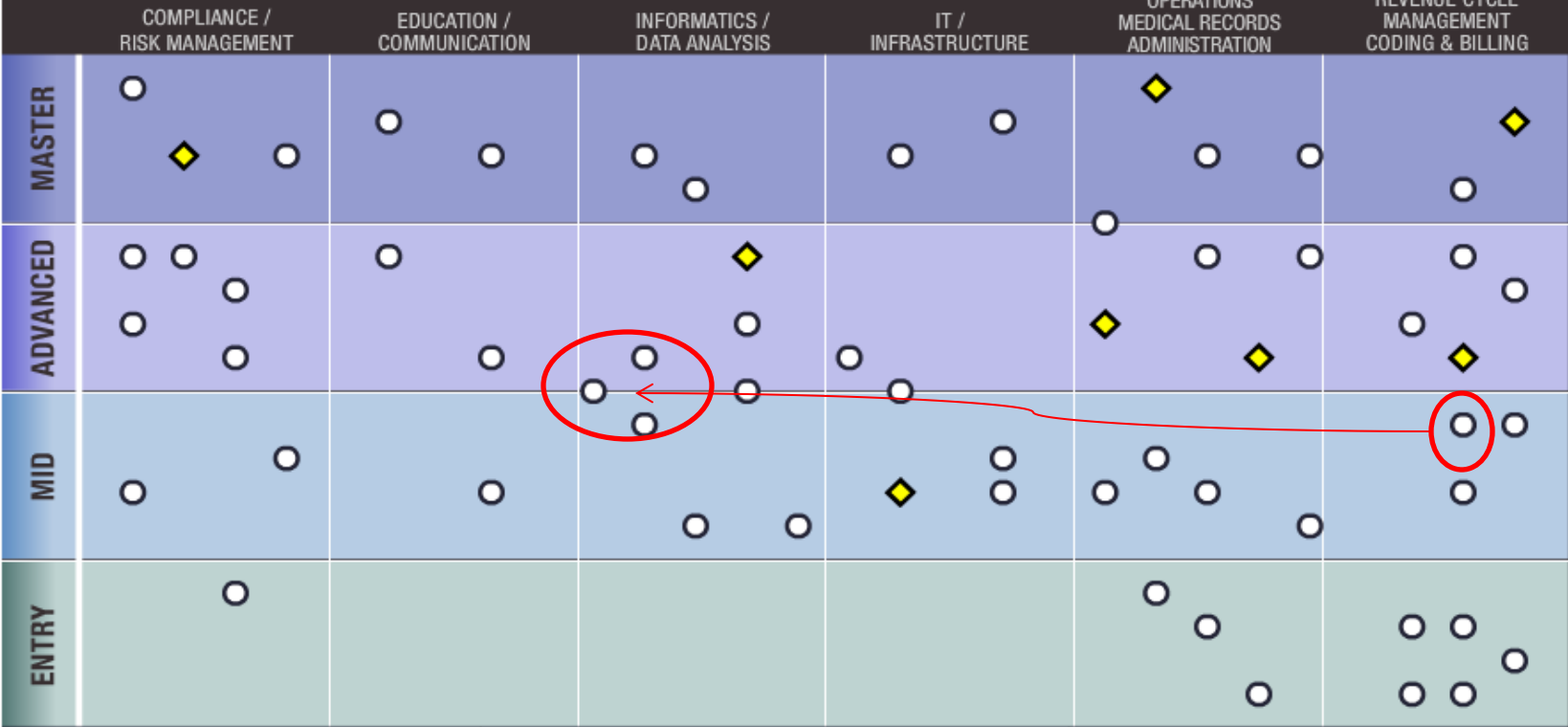


HEALTH INFORMATION CAREERS

Brought to you by **AHIMA**

CAREER AND STUDENT CENTER | CAREER MAP

HEALTH INFORMATION CAREERS - CAREER MAPPING



Industry Careers: Current ○ Emerging ◆ Promotional Path — Transitional Path — FEATURED CAREER PATHS VIEW FAQ

New Frontier: Information Governance

- We live in an information age
- Many industries have recognized the need to control their information
 - Healthcare is dependent on trusted health information
 - Technological advances are enabling creation, capture, and retention of more data and information, from more sources.

Source: <http://www.ahima.org/infogov>
http://www.youtube.com/watch?feature=player_embedded&v=qyM5hueulwY



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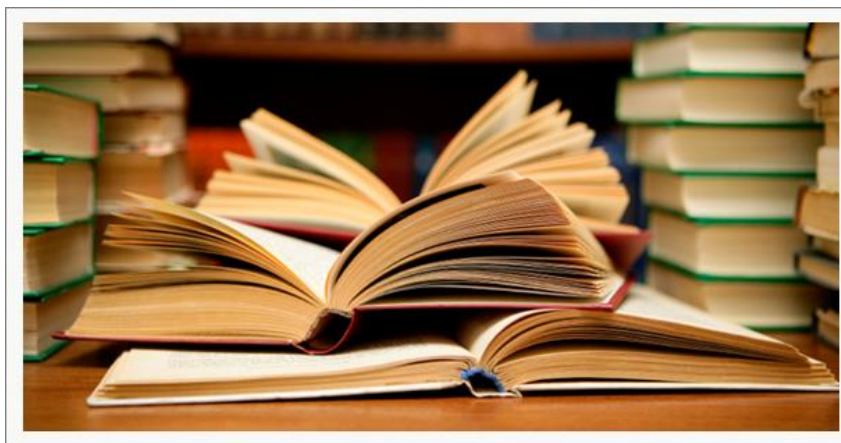
The Learning Economy: Knowledge and Learning Across Your Lifetime Assessing Your Current Space

- How does your skill set match to the professional competencies evolving in your profession/career path?
- Where do you need to commit the most energy to keep your knowledge, skills and abilities relevant?
- What's your market value?
- How are industry pressures and innovations changing your profession/job?
 - Technology
 - Regulatory pressures
 - Emerging models of care delivery and payment
 - Others

What Does Academia Say About CPE?

“Professional development is a part of [one’s] professional responsibility and accountability and [is] essential to organisational and professional success”.

Cleary, M., Horsfall, J., O’Hara-Aarons, M., Jackson, D., & Hunt, G. E. (2011). The views of mental health nurses on continuing professional development. *Journal of Clinical Nursing*, 20(23-24), 3561-3566.



What Does Academia Say About CPE?

With this constant change and uncertainty, health IT professionals are working in environments that are “paradoxically stable and unstable, predictable and unpredictable, known and unknown, certain and uncertain all at the same time”.

Dzubinski, L., Hentz, B., Davis, K. L., & Nicolaidis, A. (2012). Envisioning an adult learning graduate program for the early 21st century a developmental action inquiry study. *Adult Learning*, 23(3), 103-110.



Why Participate in Continuing Professional Education (CPE)?

- Increased Demand for Health IT Services
- Regulatory Burdens like Health Reform, Meaningful Use, and ICD-10
- Complex Projects that Compete for Scarce Resources
- Maintaining One's Professional Competency
- Diversifying One's Skillset
- Others Reasons?



Typically, What Does CPE Look Like?

Tools for Improving Your Space

- Attending Face-to-Face Conference Education
- Speaking in a Virtual Education Event
- Attending Job-Specific Training
- Seeking a Professional Certification
- Formal and Informal Education
- Continuing Education
 - Articles
 - MOOCs
 - Webinars
 - Roundtables
 - Others


Atypically, What Does CPE Look Like?


| |
|--------------------------------------|
| Book Reviews |
| Care Pathways |
| Case Presentations |
| Case Studies |
| Coaching |
| Collaborative Research |
| Commissioned Work |
| Committee Membership or Chairmanship |
| Computer-based Interactive Learning |
| Conferences |
| Consultancy |
| Courses |
| Critical Incidents |
| Critical Reviews |
| Debates |
| Diaries, logs, critical reflections |
| Distance Learning |
| Doctoral Studies |
| Education and Higher Education |
| Evening Classes |
| Exhibitions or Displays |
| Independent Studies |
| Information Leaflets |
| In-house Education and Training |
| Inventions |

| |
|---------------------------------------------------------|
| Lecturer Practitioner |
| Legal Work |
| Literature Searches |
| Management and Management Training |
| Master Classes |
| Master's Degree Studies |
| Mentoring |
| Networking |
| Paper Presentations |
| Peer Learning and Development Groups |
| Performance Review |
| PhD |
| Photographs |
| Pilot Studies |
| Plans |
| Poster Presentations |
| Postgraduate Study |
| Presentations: Case Studies, Conference Papers, Posters |
| Private Practice |
| Professional Activities: Committee Work, Work Groups |
| Projects |
| Project Group Membership |
| Protocols |
| Public Speaking |
| Publication |

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New to healthcare or health technology?

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- [Career Services Blog](#) - published on Healthcare IT News

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AHIMA Career Resources

The screenshot shows the AHIMA website's career resources section. At the top is a navigation bar with the AHIMA logo and links for CERTIFICATION, EDUCATION, HIM TRENDS & TOPICS, CONFERENCES & EVENTS, CAREER & STUDENT CENTER, and AHIMA & OUR WORK. Below the navigation is a 'CAREER PREP TOOLS' section with four sub-links: LANDING THAT FIRST JOB, CAREER PREP WEBINARS, STUDENT RECORDINGS, and CAREER PREP WORKBOOK. A search bar is located to the right of this section. Below the search bar is a 'QUICK LINKS' section with a list of helpful resources including 'Join AHIMA', 'Career Map', 'Mentor Match Program', 'Salary Study', 'CAHIIM Accreditation', 'The AHIMA Foundation Merit Scholarships', and 'Student Membership Fact Sheet'. On the left side, there is a 'Landing that First Job' section with a paragraph of text and a list of three items: 'BUILD EXPERIENCE', 'BUILD RELATIONSHIPS', and 'BUILD YOUR RESUME'. To the right of this list is a 'Volunteer' section with a paragraph of text and a 'Job Shadow' link. At the bottom right, there is an advertisement for the University of Phoenix College of Health Sciences.

AHIMA CERTIFICATION EDUCATION HIM TRENDS & TOPICS CONFERENCES & EVENTS CAREER & STUDENT CENTER AHIMA & OUR WORK

CAREER PREP TOOLS

LANDING THAT FIRST JOB CAREER PREP WEBINARS STUDENT RECORDINGS CAREER PREP WORKBOOK

Search

ALL STUDENT AND CAREER CENTER

QUICK LINKS

Helpful Resources

- [Join AHIMA](#)
- [Career Map](#)
- [Mentor Match Program](#)
- [Salary Study](#)
- [CAHIIM Accreditation](#)
- [The AHIMA Foundation Merit Scholarships](#)
- [Student Membership Fact Sheet](#)

Landing that First Job

While health information is a rapidly growing field, finding the right entry-level position can be a challenge in any profession. The difficulty often lies not in acquiring the necessary skills or credentials, but rather integrating yourself into the professional community. To become a health information management (HIM) or health informatics professional, you'll have to think like one, and work with the collaborative nature of the industry.

BUILD EXPERIENCE

BUILD RELATIONSHIPS

BUILD YOUR RESUME

Volunteer

Volunteer at a hospital, physician's office, or other facility where you'd like to work. Think of volunteering as a way to help patients and demonstrate your commitment to health information in a low-pressure environment. By volunteering, you'll build your network from within, and will increase your chances of being notified about job vacancies.

Job Shadow

ADVERTIS

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Questions?



Thank you!



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