



2017 Leadership and Workforce Survey

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METHODOLOGY

Health IT Employers

Healthcare
Providers



Vendors/
Consultants



Hospitals



Ambulatory



LTPAC

Web Survey



Post Election

Mid-November thru Mid-January



DEMOGRAPHICS: Respondents

Healthcare Providers
N = 210 (57%)

Vendors/Consultants
N = 158 (43%)



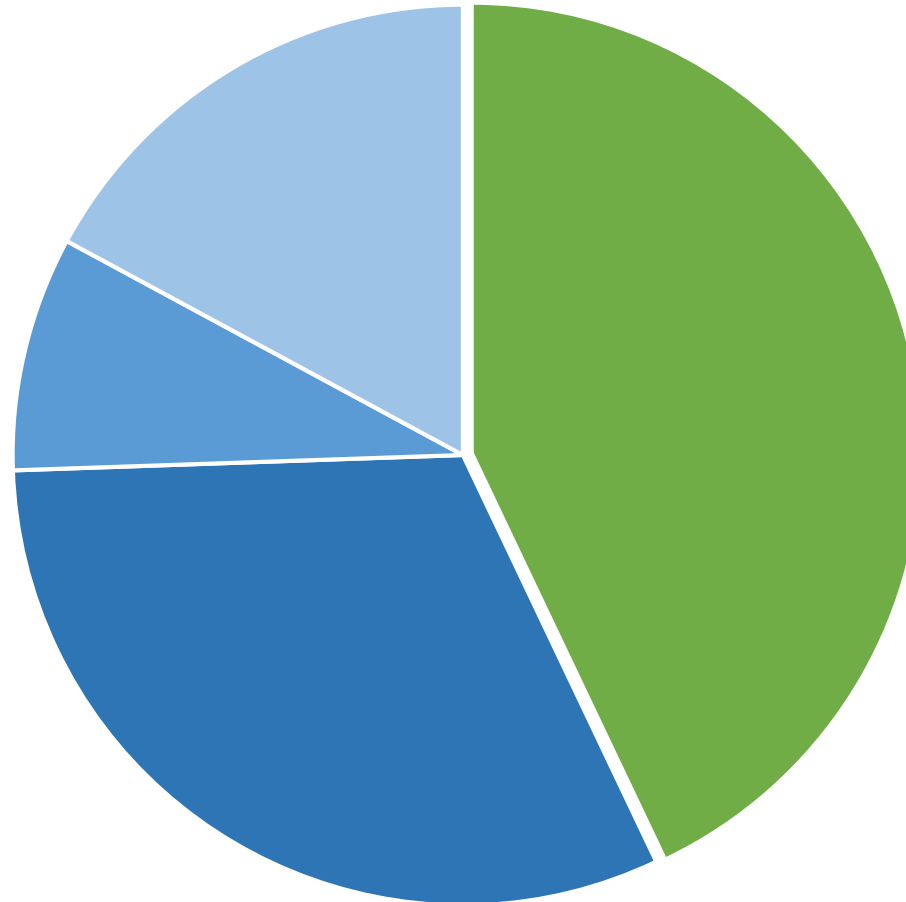
LTPAC
(30%)



Ambulatory
(15%)



Hospitals
(55%)



To what extent are the below issues projected to be a priority for (your / your client's) clinical IT efforts in the next 12 months?



Career/Workforce Development and Diversity

IT Infrastructure, HIT Standards and Medical Device Integration

Compliance, Risk Management and Program Integrity

Process Improvement, Workflow, Change Management

Privacy, Security and Cybersecurity

Innovation, Entrepreneurship and Venture Investment

Quality and Patient Safety Outcomes **Clinical and Business Intelligence**

Leadership, Governance, Strategic Planning

Human Factors, User Experience and Design

Consumer and Patient Engagement **Electronic Health Records (EHRs)**

Connected Health **Genomics/Precision Medicine**

Health Information Exchange, Interoperability and Data Access

Care Coordination, Culture of Care, and Population Health

Clinical Informatics and Clinician Engagement

Business of Healthcare and New Payment Models

Health IT leaders concur on the top clinical IT priorities for the coming year...

Shared Priorities

Q. To what extent are the below issues projected to be a priority for (your / your client's) clinical IT efforts in the next 12 months?

Highest rated priority = 1

Next highest rated priority = 2

Healthcare Providers Vendors/
Consultants



Quality and Patient Safety Outcomes	1	2
Privacy, Security and Cybersecurity	3	1
Care Coordination, Culture of Care, and Population Health	4	3

**...divergent priorities point to a
“healthy tension” within the
marketplace.**

Divergent Priorities

Q. To what extent are the below issues projected to be a priority for (your / your client's) clinical IT efforts in the next 12 months?

Highest rated priority = 1

Next highest rated priority = 2

Healthcare Providers Vendors/
Consultants



Difference



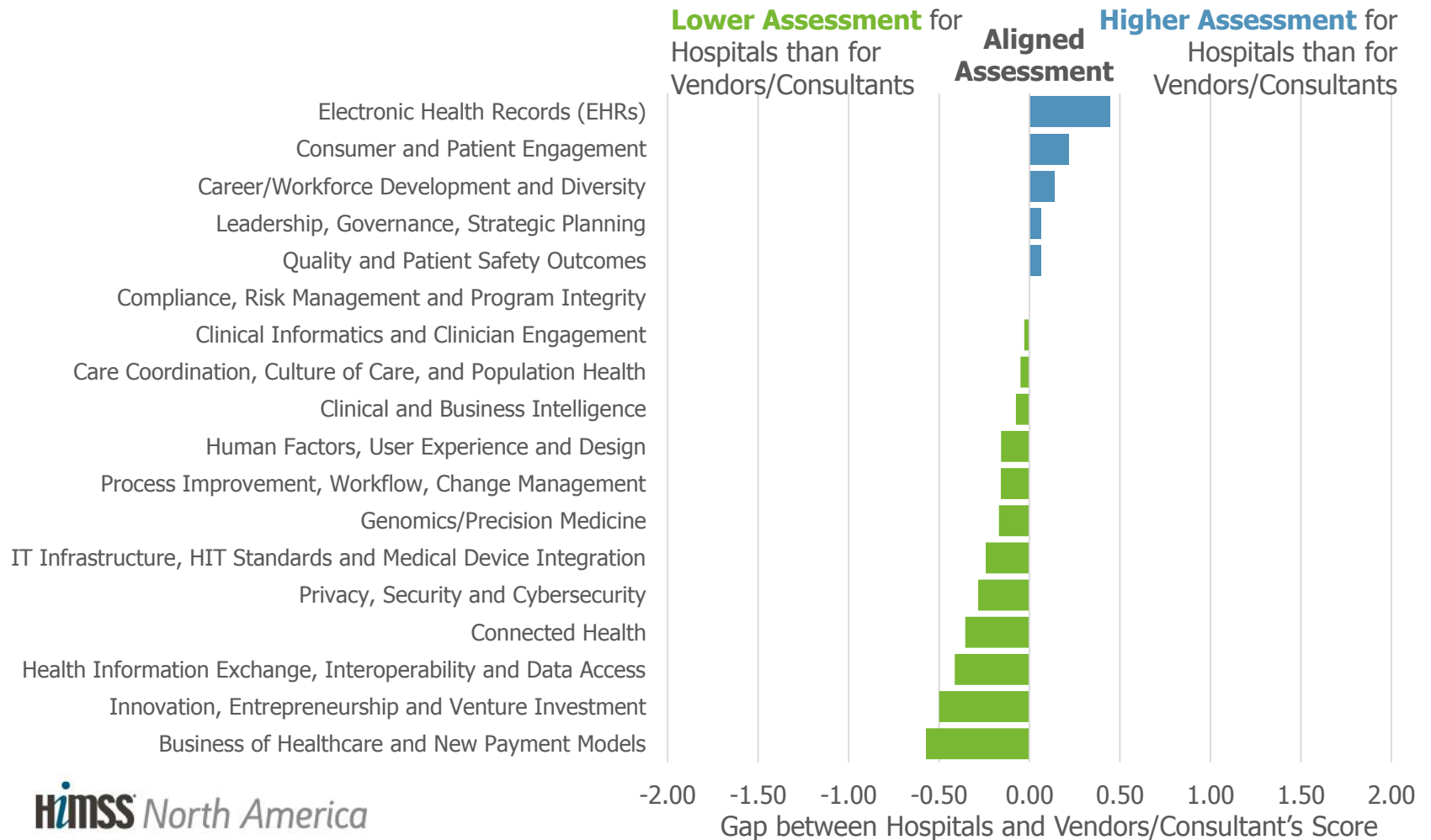
	Healthcare Providers	Vendors/Consultants	Difference
Electronic Health Records (EHRs)	2	8	6
Compliance, Risk Management and Program Integrity	5	10	5
Business of Healthcare and New Payment Models	10	4	6
Health Info. Exchange, Interoperability & Data Access	9	5	5

**Vendors/Consultants are generally
in “sync” with the clinical IT
priorities of Hospitals...**



PRIORITIES: Assessment Gap

Q. To what extent are the below issues projected to be a priority... in the next 12 months? (Hospitals vs Vendors/Consultants)

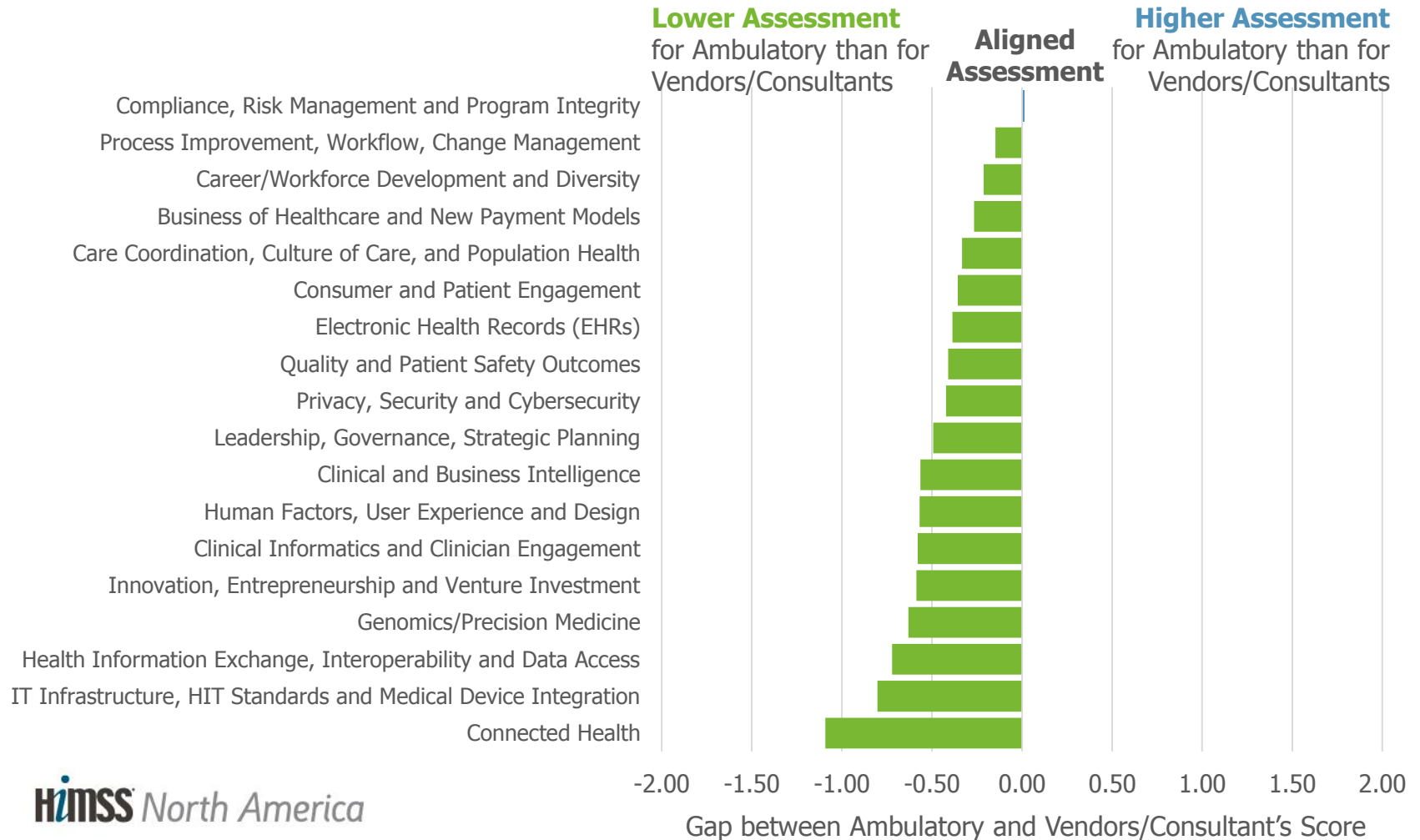


**...the non-Hospital Provider market
has a number of interests the
Vendor/Consultant community may
want to target this coming year.**



PRIORITIES: Assessment Gap

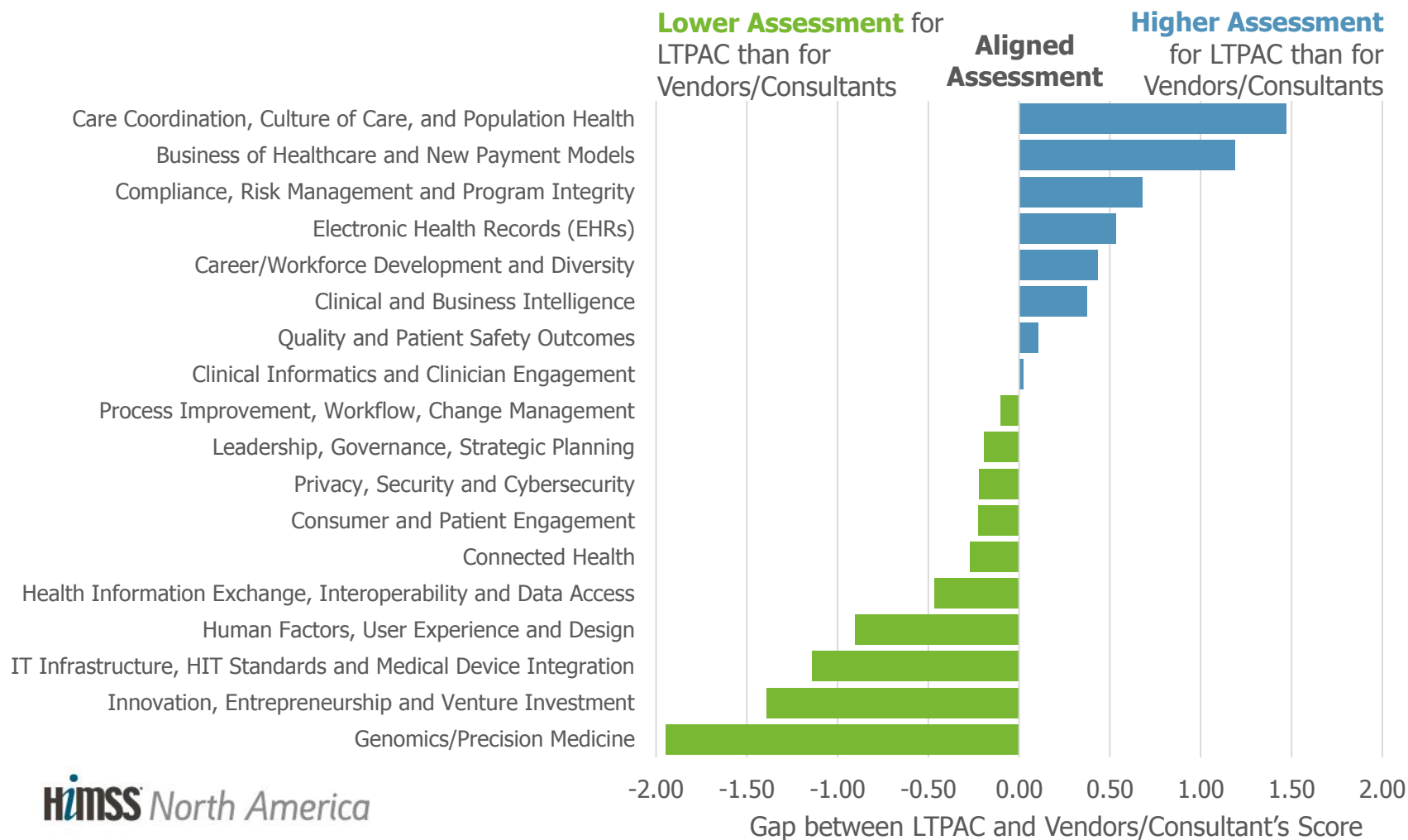
Q. To what extent are the below issues projected to be a priority... in the next 12 months? (Ambulatory vs Vendors/Consultants)





PRIORITIES: Assessment Gap

Q. To what extent are the below issues projected to be a priority... in the next 12 months? (LTPAC vs Vendors/Consultants)



Health IT continues to be a “bright spot” in the economy...

POSITIVE MARKERS: IT Budgets

Q. Please select the statement which best describes the projected change, if any, to your organization's IT operating budget for the next fiscal year.

The majority of respondents anticipate their organization's IT operating budget to INCREASE this coming year

Healthcare Providers
(56%)



Vendors/Consultants
(87%)



POSITIVE MARKERS:

Staffing Past Year

Q. Compared to this time last year, has the total number of FTE IT staff positions (filled and open) in your organization changed?

The majority of health IT employers grew or at least maintained the size of their IT workforce

Vendors/ Healthcare
Consultants Providers



Hospitals



Ambulatory LTPAC



	Vendors/ Healthcare Consultants Providers	Healthcare Providers	Hospitals	Ambulatory	LTPAC
Increased	61%	42%	53%	39%	24%
Stayed the same	17%	28%	17%	36%	44%
Decreased	15%	12%	17%	3%	8%

POSITIVE MARKERS: Current Staffing Demands

Q. How would you characterize your organization's current IT staffing profile?

IT staffing vacancies are most pronounced in hospital and vendor/consulting organizations

Vendors/ Healthcare Consultants Providers



Hospitals



Ambulatory



LTPAC



We are fully staffed	32%	38%	29%	48%	49%
We have open positions to fill	61%	43%	61%	32%	14%

POSITIVE MARKERS:

Staffing Next Year

Q. Compared to this time next year, do you expect the total number of IT FTE staff positions (filled and open) in your organization to change?

Vendors/Consultants more positive about the growth of their workforce than Providers

**Vendors/ Healthcare
Consultants Providers**



Hospitals



Ambulatory



LTPAC







	Vendors/ Healthcare Consultants	Providers	Hospitals	Ambulatory	LTPAC
Increase	66%	31%	36%	26%	22%
Stay the same	16%	36%	32%	48%	38%
Decrease	4%	10%	16%	3%	3%

...select markers suggest potential challenges ahead in extending health IT's footprint.

CAUTIONARY MARKER: IT Role

Q. To what extent do you have oversight of IT at your healthcare organization?

It was a challenge to connect with health IT leaders in the non-Hospital Provider market...

	Healthcare Providers 	Hospitals 	Ambulatory 	LTPAC 
Primary oversight	64	27%	38%	13%
Some oversight	86	39%	17%	28%
No oversight/Some influence	60	23%	19%	22%
	210			
No oversight/No influence at all	61	11%	26%	36%
	271	100%	100%	100%

CAUTIONARY MARKER: Executives

Q. Which role below best describes the position you hold within your organization?

...even though we generally connected with the leaders within these settings

Vendors/ Healthcare Consultants Providers



Hospitals



Ambulatory LTPAC



	Vendors/ Healthcare Consultants Providers	Hospitals	Ambulatory	LTPAC
Executive Management	56%	41%	48%	51%
Non-Executive Management	28%	44%	39%	48%
Non-Management	17%	15%	13%	2%

CAUTIONARY MARKER: IT Executives

Q. Which of the below IT executives does your organization employ? (select all that apply)

Almost 1/3rd of non-Hospital Providers do not have an IT Executive...

Healthcare Providers



Hospitals



Ambulatory



LTPAC



	Healthcare Providers	Hospitals	Ambulatory	LTPAC
Chief Information Officer	60%	78%	45%	32%
A senior clinical IT leader (e.g. CMIO)	48%	65%	29%	27%
A senior information security leader (e.g. CISO)	32%	41%	23%	21%
None of the above	20%	10%	32%	32%

CAUTIONARY MARKER: Staffing Size

Q. How many Full-Time-Equivalent (FTE) IT staff positions (filled and open) support your organization?

...and a remarkable percentage of non-Hospital Providers report employing no FTE IT Staff

Healthcare Providers



Hospitals



Ambulatory



LTPAC



	Healthcare Providers	Hospitals	Ambulatory	LTPAC
1-5 FTE IT staff positions	20%	11%	16%	37%
5-20 FTE IT staff positions	18%	17%	32%	11%
More than 20 FTE IT staff positions	44%	64%	26%	16%
No FTE IT staff positions	6%	0%	16%	13%

CAUTIONARY MARKER:

HIMSS Resources

Q. Are you aware of the following HIMSS resources to support an organization's health IT workforce/staffing efforts?

Vendors/ Healthcare
Consultants Providers



Hospitals



Ambulatory



LTPAC



	Vendors/ Healthcare Consultants Providers	Hospitals	Ambulatory	LTPAC	
Annual Conference	79%	57%	72%	65%	25%
CPHIMS certification	59%	49%	62%	52%	21%
CAHIMS certification	58%	47%	60%	52%	21%
Learning Center	56%	41%	52%	45%	20%
HIT Career Compensation Survey	51%	35%	46%	39%	13%
HIMSS Scholarships	41%	32%	43%	29%	13%
JobMine	46%	31%	44%	32%	7%
The TIGER Initiative	22%	28%	35%	29%	13%
eMentoring	23%	17%	18%	16%	13%

**How can we best advance health IT
in the non-Hospital Provider market
in the absence of IT leaders?**

Thank You

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