Welcome

Morgan Schrauben
Workforce Program Manager

Lauren Kosowski
Consultant
Conflict of Interest

Morgan Schrauben, Workforce Program Manager
Lauren Kosowski, Consultant

Have no real or apparent conflicts of interest to report.
Agenda

- Who Are We?
- Student Internship Program
- Information Technology Sector
- Challenges
- Results and Findings
- Replicability to Extend Mentorships
Learning Objectives

- **Learning Objective 1:** Illustrate workforce knowledge that can be adapted into the industry
- **Learning Objective 2:** Identify gaps in the health IT candidate pipeline and share experiences on how to improve the process
- **Learning Objective 3:** Compare the current job market to the future one
Who Are We?

The Interoperability Institute provides a neutral space where organizations can collectively demonstrate the interoperability of software as a service (SaaS) solutions, where people can learn modern technologies/standards, and novel innovations being deployed or adopted in production. The Institute is also a space for workforce development collaboration.
Our Business Philosophy

Mission
To enable organizations and communities to harness the benefits of interoperability at scale

Vision
Work at scale to help organizations assess, test, and deploy viable solutions to address challenges they face in improving health and social outcomes, as interoperability is a cornerstone of competition and innovation in the digital economy
The Interoperability Institute’s Workforce Program

• Promote an inclusive workplace by hiring interns from diverse backgrounds
• Recruit, mentor, and retain interns with an array of experiences, and foster a workplace that attracts top talent
• Interns along with the ongoing support from their mentors
  • can augment work experience
  • hone important real-world skills
  • develop career goals
  • establish connections that prove useful throughout the span of their professional careers
Intern Testimonial

• In the last decade, the Workforce Program has employed over 300 interns

• Ensure we are selecting employees who share a passion for healthcare IT and have base knowledge of the products and services

Internship Program
Recruit top talent from academe across 25 domain areas

Transition to Full Time Employment
Provide early career opportunities with Interns an integral part of the workforce and enabled to work as a member of a project team.

Mentorship Program
Oversight from expert mentors ensure Interns have the support they need to be successful.
As the information technology sector transitions from application- and institutionally-centric toward a consumer- and internet-oriented delivery, making early career opportunities available to the next generation HIT workforce becomes critical.

This shift has resulted in several trends that are impacting all verticals, and which present opportunities within the health vertical as a traditional information technology market-laggard.
Interoperability Institute provides early career opportunities through interactions with communities of practice and collaborative partnerships with both public and private entities.
Workforce Program - Challenges

• The workforce program provides hands-on experience to students who are interested in learning more about the healthcare IT industry
• This enables alignment of student career goals with an early career experience
What Our Interns Do

- Software Development
- Community Engagement
- Human Resources
- Finance
- Project Management
- IT Security
**Intern Testimonial – Lauren Kosowski**

- Bachelors in Kinesiology at Michigan State University
- Joined MiHIN as Project Management Intern summer before graduating
- MiHIN’s Internship Program allowed Lauren to learn about health IT and develop skills and career goals through mentorship and empowerment
- Six months into internship, Lauren was promoted to part-time Project Coordinator and then started full-time as Project Analyst managing a $2M project by graduation
The Intern Experience: Healthcare Challenges

Data access and interoperability sets the stage for the next phase of healthcare industry evolution, where the actions that are taken and the implications of past norms of care must address emerging best practices and marketplace demands to inform and influence how decisions are made, what courses of action are to be taken. As a result, continuous learning and improvement are a key part of the intern experience.

1. Patient vs Institutional Focus
2. Patient Preferences and Protections
3. Knowledge Ecosystems
4. Reducing Interoperability Burden
Workforce Program

• A proven pipeline source for future talent is necessary
• Many organizations offer internship positions, which, when carefully constructed and properly resourced, deliver an excellent learning experience for students
The Interoperability Institute endeavors to redefine internship opportunities by helping students not only to obtain a rich, learning experience with continuous mentorship from industry leaders, but simultaneously enabling organizations and universities to facilitate the placement process for graduates.
Workforce Program
The Future of the Workforce Program

Extending communities of practice to new partners to include student opportunities, ensure early career opportunities for the next generation HIT workforce to have the skills and experience to meet the needs of the current and future HIT workforce job market

STUDENT VIEWPOINT:
Can augment their work experience, hone important real-world skills, develop their career goals, and establish connections that prove useful throughout the span of their professional careers

IOI VIEWPOINT:
The limitations to replicating the current program that is offered is being able to provide direct experience in real-world projects

PARTNER ENTITY VIEWPOINT:
Relate back to the specified industry
Mentorship Program

“Now as a mentor, I’m grateful to have the opportunity to support and empower young professionals with their own career journey, just as my early mentors did for me.”
Workforce Program – Next Steps

- Continue IOI internship programs will seat interns within Michigan, extending to non-profits
- Focus on providing student experiences with Standards Development Organizations
Workforce Program – Next Steps

- Build academic partnerships to enable community activities for HIT training and education.
- Expand mentor program to connect people who have specific skills and knowledge with students for skill building and knowledge transfer.
Questions?
Thank You!

Morgan Schrauben
Workforce Program Manager
LinkedIn

Lauren Kosowski
Consultant
LinkedIn