Developing a Common Reference Model for the Health informatics Discipline

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Overview

• Why a Common Reference Model?
• An ICT industry example – SFIA
• HI Competency mapping
• Study findings
• Adopting a global HI Skill set
• What next
Need for a Common Reference Model

- Need global consistency in recognition of HI skills and knowledge
- HI workforce management and planning
- Many competency statements
- HI Professionals move about
- Organisational design, resource planning, recruitment, deployment, assessment, development, remuneration.
An ICT Industry Example

http://www.sfia-online.org/

• Skills Framework for the Information Age - SFIA
• Standardised definitions
• Understood by HR Managers and ICT workforce educators
• Common language for IT skills development and deployment
• Six categories, 96 professional IT skills defined
• Used in over 100 countries
HI Competency mapping

- Based on extensive lit review
- Ontological perspective applied relative to roles and functions
- Common attributes used to draw together similar competencies
- Scope applied to entire health ecosystem
- Used 8 HI role examples to identify entry level skill sets
- Active stakeholder engagement & validation
- Three high level career pathways were identified
Findings

• SFIA – 6 high level categories
  – 19 subcategories & 96 unique IT skills
  – All well defined by responsibility level

• HI knowledge/skill domain statements:
  – Lack clarity
  – Contain multiple concepts
  – Limited descriptions

• 17% of HI statements could not be mapped to SFIA
  – 62% of those HI statements could fit with more than one SFIA skill

• 30% SFIA statements could not be mapped to any HI
Outcomes
http://www.hisa.org.au/?page=CHIA

• Australia has continued this development work collaboratively by HISA, ACHI, HIMAA,
  – Endorsed by HINZ, COACH

• Health Informatics Competencies Framework v1 was released at the July 2013 HIC

• Certification as from 2014