



HEALTH SERVICES COLLABORATIVE



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

AGENDA

- Health Care Technology & Administration at Brookdale Community College and Essex County College
- Pathways of the Center of Workforce Innovation for Health Care Technology & Administration
- An Introduction to HIMSS — Health Information Management Systems Society
- Industry Panel Discussion



WELCOME



Susan Pagano, Ed.D.

Acting Dean, Office of
Continuing & Professional
Studies (Brookdale
Community College)

OPENING REMARKS



Dr. Aaron Fichtner

President
(NJCCC)



Kyle Sullender

Director of
Economic Policy
Research (NJBIA)

HOSTED BY



**Catherine Starghill,
Esq.**

VP & Executive
Director, Strategy and
Partnerships (NJCCC)

HEALTH INFORMATION TECHNOLOGY

Essex County College and Brookdale Community College



Dr. Elvy M. Vieira,

Dean, Community, Continuing Education
and Workforce Development
Dean, Academic Affairs
(Essex County College)



Susan Pagano, Ed.D.

Acting Dean, Office of Continuing &
Professional Studies
(Brookdale Community College)



Scott Shanes

Program Manager, Healthcare Training
Office of Continuing & Professional Studies
(Brookdale Community College)





**Dr. Elvy M. Vieira, Dean
Community, Continuing Education and Workforce
Development
Academic Affairs**

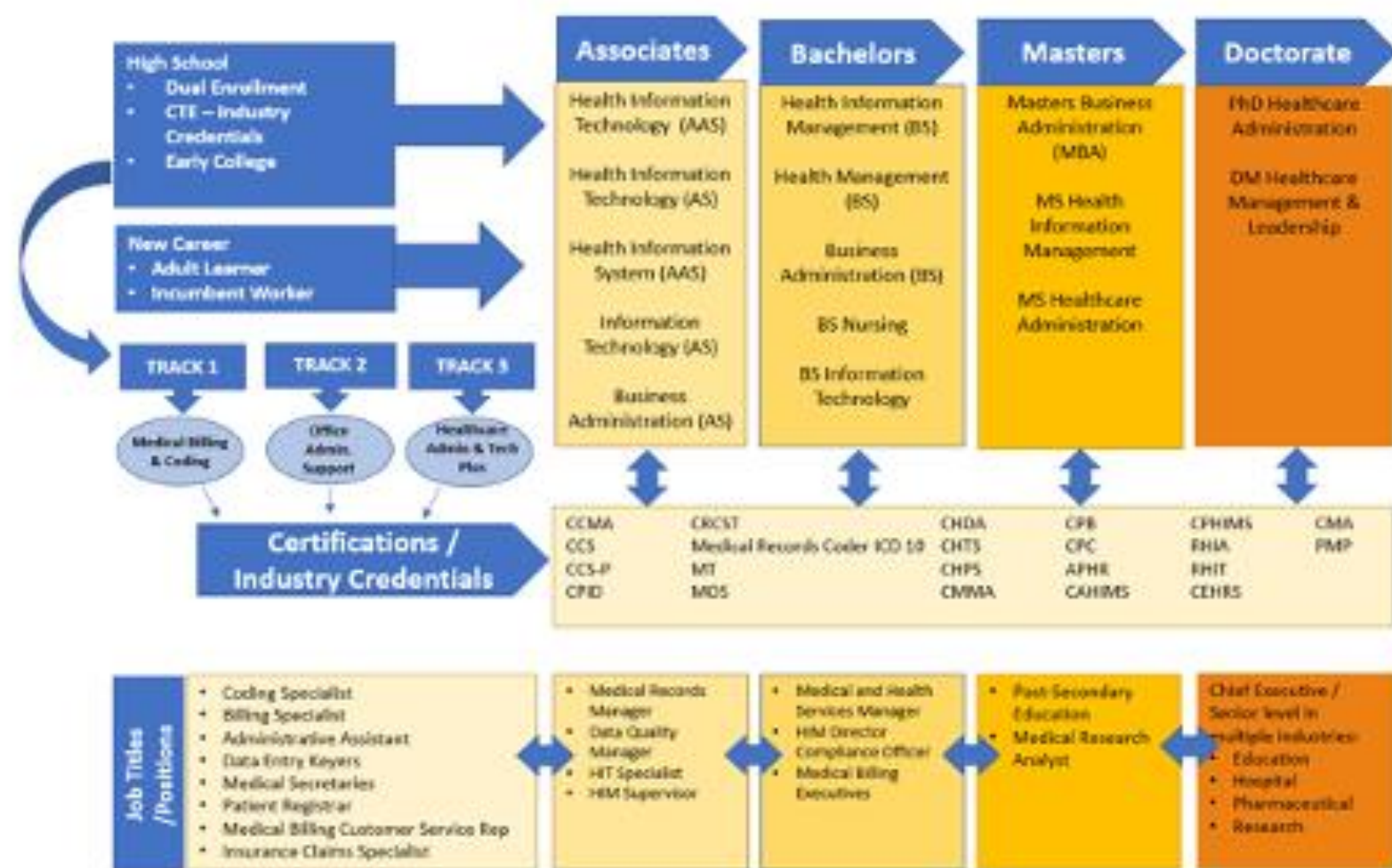
INDUSTRY OVERVIEW:

The Healthcare Technology and Administration (HTA) industry is rapidly evolving and expanding in response to the proliferation of new technology applications in all sectors of healthcare.

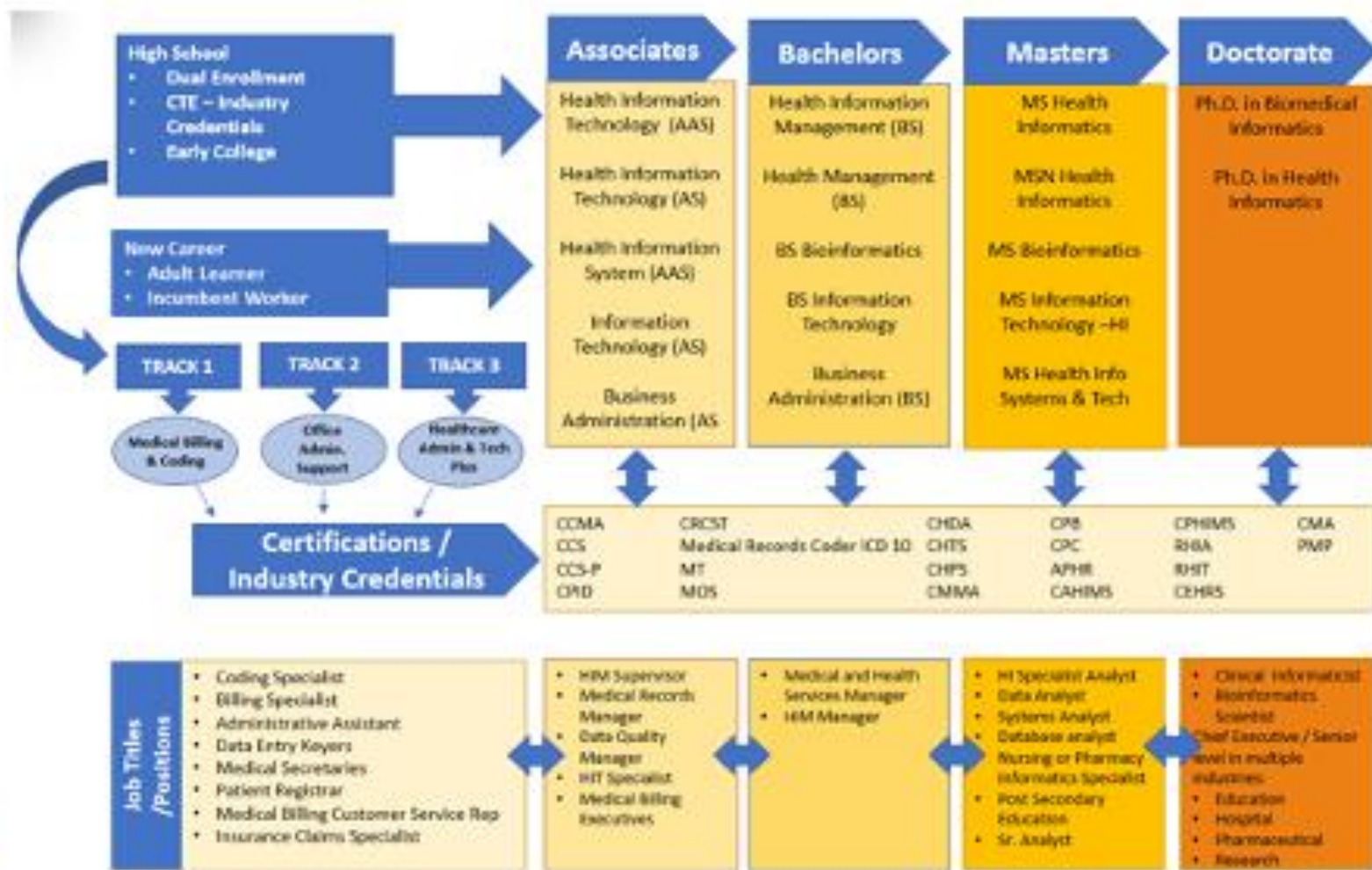
Two related, yet independent fields in HTA, Health Information Management (HIM) and Health Informatics (HI), have been identified as the HTA workforce pathways.

The HIM and HI professional pathways are not linear. There is a myriad of entry points into the HTA industry through a multitude of certifications and industry credentials as well as degree options and industry experience.

PATHWAY 1: HEALTH INFORMATION MANAGEMENT (HIM)



PATHWAY 2: HEALTH INFORMATICS





BROOKDALE

COMMUNITY COLLEGE



Susan Pagano, Ed.D.
Acting Dean
Office of Continuing & Professional Studies
Brookdale Community College



Scott Shanes
Program Manager, Healthcare Training
Office of Continuing & Professional Studies
Brookdale Community College

Medical Coding Specialist

- 135 hours
- Online
- Medical Coding National Certification through the American Academy of Professional Coders (AAPC)
- Eligible for 3 college credits for Medical Terminology



Medical Billing & Insurance

- 84 hours
- Hybrid
- Medical Billing National Certification through AAPC



Administrative Assistant

- 300 hours
- Flexible delivery options
- Microsoft Office Specialist Certification in Word
- Eligible for 3 college credits for Information Technology

Human Resources

- 45 hours
- Online
- Associate Professional of Human Resources (aPHR) through Human Resources Certification Institute (HRCI)
- Redesign curriculum to be eligible for credit





Customer Service

- 15 hours
- Online
- Redesign curriculum to asynchronous modality

Pathway to Associate Degree

- Non-credit courses are being evaluated for credit toward Health Information Technology AAS degree at Essex County College

Health Information Tech Industry

Who can enroll and benefit from this program?

- Adult professionals
- Freshman students
- Professionals in the medical field that need to transition



High School Pathways

Current offerings

- AS in Business Administration
- AA in Liberal Arts

Future offerings

- Associate in Health Information Tech
- Associate in Data Analytics

ECC Non-Credit Offerings



Medical Billing (2017 – 2021)

72 students received certifications from Certified Billing and Coding Specialist through the National Healthcareer Association

Reviewing existing non-credit certificate programs to assess employer needs and career pathways.

Select non-credit courses offered in the Allied Health Programs, such as **Medical Terminology, Anatomy, and Physiology** are being reviewed for possible transferable credits towards the AAS in HIT degree.



Students First

PRE-COLLEGE READINESS

- Programs that help high school students bridge the gap to college, and get a jumpstart on their college careers in the process.
- In keeping with the mission of Essex County College, the partnership programs provide educational programming that foster readiness, retention and success for all students.
- Taking Essex County College courses while in high school help students to prepare for the social and academic requirements of college while having the additional support available to high school students.

DUAL ENROLLMENT/
EARLY
COLLEGE MODELS

TRADITIONAL

VS

ESSEX COUNTY COLLEGE



Parents pay for students to attend



School Districts pay for students to attend



Students attend classes at the Community College



Students attend first 30 credits at the High School and transition to ECC for the remainder of credits (30)



Small Minority Participation

89%

Minority Students- African American/Black and Hispanic/Latino



Program of Privilege



Program of Social Equity

ECC currently has dual enrollment agreements with high schools and charter schools in Newark and Essex County.

Average unduplicated number of students served 900+.



1099

Essex County High School students participated in ECC's Pre-College Program in 2021-22



18

Essex County High Schools participated



221

Courses Offered



2

Associate Degree Options

Ethnicity/Race

55%
African American/Black

34%
Hispanic/Latino

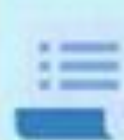
11%
Other



Gender Identity

61%
Female

39%
Male



661

Total Credits Earned by HS Students

5.7

Average # Credits Earned Per HS Student



96

Essex County High School Students Graduated with an ECC A.A. or A.S. in June 2022

3 High Schools

\$87 Thousand

Tuition Money Saved Students and Families



100%

Participating high schools have student populations greater than 85% who receive free / reduced lunch = **SOCIAL EQUITY**

MORE STATS

- 76% Courses Offered at High School / 21% Virtual / 3% ECC Campus
- 80 A.A. in Liberal Arts and 16 A.S. in Business Administration Degrees Awarded
- 57% Courses Were Taught By ECC Adjunct Faculty / 43% High School Teachers Approved By ECC
- Courses Offered: 49% Humanities / 21% Science / 21% Social Sciences / 9% Business
- High Schools Pay 100% Tuition & Fees



HEALTH INFORMATION TECHNOLOGY - AAS (2124)

Division: Mathematics, Engineering Technologies and Computer Sciences (METCS) Division

Code	Title	Credits
General Education Requirements (23 Credits)		
Written & Oral Communication (5)		
ENG 101	College Composition I	3
ENG 105	Technical Writing	3
Quantitative/Scientific Knowledge, Skills & Reasoning (3)		
MTH 100	Intro. to College Mathematics	4
BIOL 121	Anatomy & Physiology I	4
Society & Human Behavior (6)		
PSY 101	General Psychology I	3
SOC 101	Introduction to Sociology	3
Historical Perspective (3)		
Select any History (HST) Course		
Major Requirements (21 Credits)		
HT 101	Intro HIT Care&Pub HT in U.S.	3
HT 102	Cust Srv Ethics&Compliance HIT	3
HT 103	Int Electronic Health Records	3
HT 105	Fund WFlow Proc,Anal&Redesign	3
HT 106	Intro to Project Management	3
HT 201	Intro HIT Info. Mngmt. Systems	3
HT 226	Health Info. Tech. Internship	3
Additional Course Requirements (16 Credits)		
HSC 109	Medical Terminology	3
CSC 104	Network Fundamentals	3
CSC 137	Intro. to Programming in Java	3
DIS 137	Micro Computer Data Bases	3
CSC 237	Enterprise Java Programming	4
Total Credits		60

Notes:

- For an explanation of why General Education courses are included in this Program, please refer to the Section on General Education for an explanation of its Purpose and Requirements.
- This plan assumes the student is eligible to enroll in College Level Courses (designated as 100+, e.g., ENG 101 College Composition I, HST 101 World Civilization I, MTH 100 Intro. to College Mathematics). Placement results will determine College Level Readiness in English and Mathematics.

ECC faculty is reviewing and aligning our existing HIT AAS 60 credit courses to meet current industry sector specific needs, as well as ensuring our HIT degree has transferability to Rutgers HIM degree program.



ALUMNI SPEAKER



Monae Haskins, BSN, RN

Board Member (HIMSS NJ Chapter)

Chair of Membership Committee
(NJHIMSS)

Essex County College Alumna



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CENTER OF WORKFORCE INNOVATION FOR Health Care Technology & Administration



Catherine Starghill, Esq.

VP & Executive
Director, Strategy and
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A close-up photograph of medical supplies on a silver metal tray. In the foreground, there is a clear glass vial with a white cap and a blue syringe with a needle. A silver stethoscope is also visible on the tray. The background is slightly blurred, showing more of the tray and its contents.

PATHWAYS:

**Health Information
Management**

Health Informatics



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PATHWAY:

Health Information Management

Connection to High School (Dual Enrollment)

Create a new Dual Enrollment program that provides credit toward the Health Information Technology (HIT) AAS.



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PATHWAY:

Health Information Management

Connection to Community College (Non Credit)

Create three tracks for entry points into the Health Informatics (HI) or Health Information & Management (HIM) pathways: (1) Medical Coding & Billing, (2) Healthcare Office Administration Support, and (3) Technology Plus.

PATHWAY:

Health Information Management

Connection to Community College (Credit)

Review existing Health Information Technology AAS 60 credits to align to current industry standards.



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PATHWAY:

Health Information Management

Connection Between Community Colleges

Develop a 1 + 1 agreement between Brookdale Community College & Essex County College for the Health Information Technology (HIT) AAS at Essex County College.

PATHWAY:

Health Information Management

Connection to 4- Year Universities

Develop articulation agreements to Health Information Management BS with Rutgers University.



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PATHWAY:

Health Information Management

Adult Learners

Develop a 30 credit HIM Academic Certificate as an additional pathway for adult learners and unemployed individuals that embeds the stackable credentials as identified by Health Information Management Systems Society (HIMSS) for credit toward the Health Information Technology AAS.

PATHWAY:

Health Information Management

Experiential Learning

HIMSS will create an experiential learning program and provide technical assistance to employers starting-up new internship and experiential learning programs.





PATHWAY:

Health Information Management

Professional Development

HIMSS will create:

- An Academic Organizational Affiliate program for NJ CCs to provide resources for credentials.
- A NJ Community College specific Learning Management System platform for HIT professionals. (HIMSS will create a group for NJCCC to engage and network within the group. The platform can host session recordings, communicate events and activities, and create opportunities to network to a broader HIT audience.)

PATHWAY: **Health Informatics**

Adult Learners

Develop 30 credit Health Informatics Academic Certificate as an additional pathway for adult learners or unemployed individuals that embeds the identified stackable Health Information Technology (HIT) credentials into the Health Information Technology AAS.



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PATHWAY: **Health Informatics**

Adult Literacy

Embed HIT credentials identified by Health Information Management Systems Society (HIMSS) from the academic certificate into existing adult literacy programs.

PATHWAY:

Health Informatics

Adult Learners / Pilot Program

Implement a pilot program in partnership with the Monmouth County Workforce Development Board (WDB) to serve both the unemployed and underemployed. Participants will enroll through Brookdale Community College's Continuing Education Department into one of the three tracks offered for the Health Information Technology AAS. Center and WDB funding will be braided. The WDB will provide employer partners to ensure employment for participants.



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***GIVE US YOUR
FEEDBACK***





AN INTRODUCTION TO HIMSS

Health Information Management Systems Society



Dana Castro

Director, HIMSS Institute



An Introduction to HIMSS

Health Information Management Systems Society

HIMSS is a global advisor and thought leader supporting the transformation of the health ecosystem through information and technology.

As a mission-driven non-profit, HIMSS offers a unique depth and breadth of expertise in health innovation, public policy, workforce development, research, and analytics to advise global leaders, stakeholders, and influencers on best practices in health information and technology.

With more than 350 employees, HIMSS has operations in:
North America | Asia Pacific | Europe | Latin America | Middle East | United Kingdom

Vision

To realize the full health potential of every human, everywhere.

Mission

Reform the global health ecosystem through the power of information and technology.

A dark blue world map is centered in the background of the slide. The text is overlaid on the map.

World patient population impacted
by healthcare institutions using the standards
of HIMSS Maturity Models:

796M

Engagement

COMING TOGETHER TO SERVE THE GREATER GOOD

Over 1.6 million
touch points
and counting!



120,000+

Individual Members



22,200+

Volunteers



1,000+

Industry Relationships



70+

Chapters & Global
Communities



723,000+

Social Media Followers



6,000

Startups & Entrepreneurs



80,000+

Health Systems



500+

Non-Profit Partners

Labor Market Data



OCCUPATIONS	EMPLOYMENT		
	2018 Actual	2028 Projection	2028 Projected (%)
Total NJ Occupations	4,400,060	4,649,570	
Total Centers of Workforce Innovation Occupations	1,510,000	1,650,000	
HEALTH SERVICES			
Direct Patient Care	325,320	372,540	13%
Healthcare Technology and Administration	108,640	123,040	12%
INNOVATION AND TECHNOLOGY			
Cybersecurity	22,390	23,130	3%
Data Science	19,080	20,350	6%
Programming and Software Development	241,870	262,720	8%
Research and Development	31,270	33,700	7%
INFRASTRUCTURE AND ENERGY			
Construction	184,710	198,090	7%
Renewable Energy	17,470	19,030	8%
MANUFACTURING & SUPPLY CHAIN MANAGEMENT			
Logistics and Supply Chain Management	406,410	440,220	8%
Manufacturing Production Technology & Engineering	152,840	157,240	3%

**> 14K
new jobs**



Center of Workforce Innovation – Healthcare Technology & Administration

Pathway 1- Health Information Management

Deliverable 1

Connection to High School (Dual Enrollment)

Create a new Dual Enrollment program that provides credit toward the Health Information Technology (HIT) AAS.

Deliverable 2

Connection to Community College (Non Credit)

Create three tracks for entry point into the Health Informatics (HI) or Health Information & Management (HIM) pathways: (1) Medical Coding & Billing, (2) Healthcare Office Administration Support, and (3) Technology Plus.

Deliverable 3

Connection to Community College (Credit)

Review existing Health Information Technology AAS 60 credit to align to current industry standards.

Deliverable 4

Connection Between Community Colleges

Develop a 1 + 1 agreement between Brookdale Community College & Essex County College for the Health Information Technology (HIT) AAS at Essex County College.

Deliverable 5

Connection to 4- Year Universities

Develop articulation agreements to Health Information Management BS with Rutgers University.

Deliverable 6

Adult Learners

Develop a 30 credit HIM Academic Certificate as an additional pathway for adult learners and unemployed individuals that embeds the stackable credentials as identified by Health Information Management Systems Society (HIMSS) for credit toward the Health Information Technology AAS.

Deliverable 7

Experiential Learning

HIMSS will create an experiential learning program and provide technical assistance to employers starting-up new internship and experiential learning programs.

Deliverable 8

Professional Development

HIMSS will create:
 -An Academic Organizational Affiliate program for NJ CCs to provide resources for credentials.
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Centers of Workforce Innovation – Healthcare Technology & Administration

Pathway 2 – Health Informatics**

Deliverable 1

Adult Learners

Develop 30 credit Health Informatics Academic Certificate as an additional pathway for adult learners or unemployed individuals that embeds the identified stackable Health Information Technology (HIT) credentials into the Health Information Technology AAS.

Deliverable 2

Adult Literacy

Embed HIT credentials identified by Health Information Management Systems Society (HIMSS) from the academic certificate into existing adult literacy programs.

Deliverable 3

Adult Learners / Pilot Program

Implement a pilot program in partnership with the Monmouth County Workforce Development Board (WDB) to serve both the unemployed and underemployed. Participants will enroll through Brookdale Community College's Continuing Education Department into one of the three tracks offered for the Health Information Technology AAS. Center and WDB funding will be braided. The WDB will provide employer partners to ensure employment for participants.

HIMSS Roles

- To meet current industry sector-specific needs conduct a comprehensive NJ labor market analysis
- Assist in integrating HIMS Industry-Value Credentials in dual enrollment & CC programs
- Consult on the curriculum for modernization
- Promote HIM Career Pathways to grow enrollment
- Collaborate with industry on designing real-world experiences for students



NJ HIMSS Chapter Board

Executive Officers



Bryan Welsh
President, NJ HIMSS Chapter
Director, Application Services
Hunterdon Health



Bala Thirumalaiah
Vice President, NJ HIMSS Chapter
Sr. Director, Interoperability and
Healthcare Policy
Andor



Jim Hennessy
Secretary, NJ HIMSS Chapter
Chief Executive Officer
e4



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Department Observation Services
Rutgers NJ Medical School

Julia Staas
AVP of Technology
Virtua Health

Jennifer Leatherbarrow
Vice President of Informatics
Complete Care Management

Daniel Baez
Director IT, Clinical Applications
Riverside Medical Group

Michele Gulgley
IT&S Director
RWJBarnabas Health

Deb Quinton
Director IT Operations
Virtua Health

Industry Panel Discussion



Bryan Welsh

President, NJ HIMSS Chapter
Director, Application Services
Hunterdon Health



Vasil Vykhopen

Founder of TrustElements &
CEO at Exelegant



Dana Castro

Director
HIMSS



Labor Market

In this high-growth, high-demand industry, the collaboration between academia & employers is critical to fill jobs. How do we leverage NJ Pathways to strengthen these collaborations?

Education

Modernize Programs

Credentials

Industry-valued
certifications

Awareness

Skills and Competencies
in greatest demand

Hiring & Onboarding

Hiring is more competitive and onboarding employees are more complex than before. How might Community Colleges support employers better?

**Employability &
Recruitment**

Transition to Employment

Onboarding, organizational
culture, remote/hybrid

Diversity, Equity, Inclusion

What changes are you seeing to attract a more diverse workforce & how can Community Colleges support Industry's DEI efforts?

Gender Equality

Women in Tech

Belonging

First-Generation Students
Non-Traditional Students

Representation

Underprivileged & Disadvantaged
Individuals & Communities



REGISTER FOR Upcoming Collaboratives



Register for the morning
and afternoon collaborative
sessions on November 16

Technology & Innovation Collaborative

Data Science | Research & Development

November 16 , 2022

County College of Morris
Networking Lunch



THANK YOU

#NJPATHWAYS



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