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

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PATHWAYS ACCOMPLISHMENTS

Center of Workforce Innovation for Healthcare Technology & Administration

Kyle Sullender

Director, Economic Policy Research

New Jersey Business & Industry Association

WELCOMING REMARKS

Our Education Partners

Essex County College

Brookdale Community College

HIMSS

Essex County Schools of Technology

Rutgers University

Center of Workforce Innovation for Healthcare Technology & Administration

Pathway 1 – Health Information Management / Health Informatics
Connection to High School (Dual Enrollment)

Essex County College (ECC) partnered with Essex County Schools of Technology and the Montclair School District. All parties signed MOUs and the respective governing boards approved same to allow their high school students to take ECC courses as part of a new dual enrollment program for General Science majors. This model dual enrollment program is the start of the Healthcare Information Management pathway for high school students. This dual enrollment program will provide opportunities for students to receive stackable credentials as well as college credit.

Specifically, **ECC** created a **General Science dual enrollment program** consisting of **3 courses** for which the **students may earn college credit toward the Associate of Science in General Science degree** that will soon articulate to the Bachelor of Science in Healthcare Information Management degree at Rutgers University. The 3 courses are: (1) Biology – Anatomy and Physiology 1, (2) Biology – Anatomy and Physiology 2, and (3) Math – Statistics and Probability.

ECC also partnered with the **Healthcare Information Management Systems Society** (the association for Healthcare Information Management professionals) to gather industry market information for career awareness of high school students about the **many careers and salary levels of current and future employment opportunities** in this industry.

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Pathway 1 – Health Information Management / Health Informatics
Connection to Community College (Non-Credit)

Brookdale Community College (BCC) created 3 non-credit workforce training tracks for entry into the Healthcare Information Management (HIM) and Health Informatics (HI) pathways. Those tracks are:

(1) **Medical Coding and Billing** based on curriculum from AAPC (the world's largest training and credentialing organization for the business of healthcare, with members worldwide working in medical coding, billing, auditing, compliance, clinical documentation improvement, revenue cycle management, and practice management).

(2) **Healthcare Office Administration** based curriculum that includes OER modules covering customer service, resume writing, effective communication, management, interview skills, and other basic administrative skills. Additionally, BCC is mapping its Human Resources Management credit course to create a non-credit course.

(3) **Health Information Technology** based on Microsoft Office skills curriculum.

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Pathway 1 – Health Information Management / Health Informatics
Connection to 4-Year College/University

Essex County College (ECC) partnered with Rutgers University to create an **articulation agreement** from the Associate of Applied Science in Health Information Technology degree program at ECC to the Bachelor of Science in Health Information Management degree program at Rutgers University. However, **it has been determined by both ECC and Rutgers that the articulation agreement will instead be focused on the Associate of Science (General) degree program at ECC to the Bachelor of Science of Health Information Management degree program at Rutgers University for better alignment** of existing curricula and the ease and expediency of creating articulation now. Such articulation agreement is currently under development.

On March 15, 2023, **Rutgers University faculty from the School of Health Professions presented information to ECC students** about the pathway of the Associate of Science (General) degree program to the Bachelor of Science in Health Information Management at Rutgers University. Student feedback was positive and there was interest.

ECC is also **creating a new Associate of Science in Data Science degree program** to also articulate into the Bachelor of Science in Health Information Management degree program. Approval of the degree program is expected by Spring 2024.

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Pathway 1 – Health Information Management / Health Informatics
Adult Learners

Essex County College (ECC) and Brookdale Community College (BCC) are offering 2 new non-credit courses aligned to the Health Information Management Systems Society (HIMSS) industry credential for **Certified Associate of Health Information Management Systems (CAHIMS)**. The two courses are: (1) Health IT Foundations and (2) Introduction to Healthcare Data Analytics. The non-credit courses will be offered in Fall 2023.

To encourage enroll in these new courses, BCC is hosting information sessions to inform students about the new CAHIMS non-credit credential courses it is offering and ECC is promoting the CAHIMS non-credit courses in its Spring 2023 course catalog under New Upcoming Courses

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Pathway 1 – Health Information Management / Health Informatics
Experiential Learning

The Healthcare Information and Management Systems Society (HIMSS) created a **16 week virtual pre-apprenticeship program** that will connect a cohort of students to New Jersey's healthcare system through business meetings, courseware, mentorships, and industry capstone projects **that prepare students to earn the Certified Associate of Health Information Management Systems (CAHIMS) industry credential**. The program is schedule to be **delivered in Summer 2023 or Fall 2023**. Eligible participants are: high school graduates, dual enrollment high school students, community college students, and adult learners with a high school equivalency.

The program will consist of:
- Online Learning Modules complimented with competency strengthening from Industry leaders.
- Weekly business meetings for real-world application of competencies with New Jersey Healthcare IT Leadership
- Workplace Ethics & DEI Training: Instructor-led sessions to prepare students for the real-world work environments.
- Career Coaching: 1:1 session to design a personalized career pathway that prepares students for what's next.
- Social Emotional Learning: Counseling available to students as they navigate the course and need guidance and support.
- Excel & Math Tutor for skill building strengthening.
- Capstone Projects: Apply learnings and build teamwork with three industry projects.
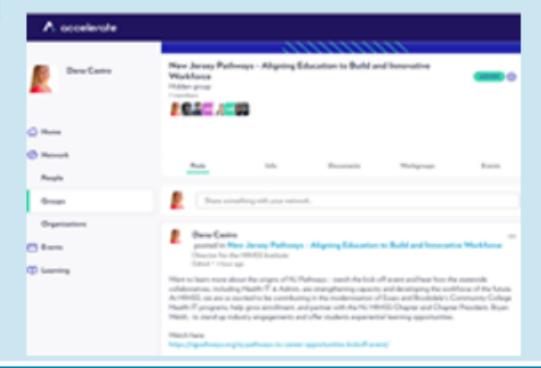- Elevator Pitch Session

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Pathway 1 – Health Information Management / Health Informatics
Professional Development

The **Healthcare Information and Management Systems Society (HIMSS)** created a New Jersey Community College – specific Learning Management System platform for Health Information professionals. Some features are as follows:

- HIMSS social media/Member LMS platform is called Accelerate. www.youraccelerate.com
- NJ Pathways Group has been initiated, and we are beginning to connect members and post content.
- The platform is free to join for anyone, so I hope you sign-up and join us! And, encourage students to sign up!

**HIMSS is hosting a Spring Conference for professionals and students. More information to follow.

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Pathway 1 – Health Information Management / Health Informatics
Adult Learners / Pilot

Brookdale Community College (BCC) partnered with the **Monmouth County Workforce Development Board / Office (MCWD)** to pilot the non-credit workforce training courses it created to establish 3 tracks for entry into the Healthcare Information Management (HIM) and Health Informatics (HI) pathways. Those tracks are: (1) **Medical Coding and Billing**, (2) **Healthcare Office Administration**, and **Health Information Technology**.

BCC and MCWD braided and blended resources to designed the pilot. Collectively they:

- Determined which track to select for the Pilot program.
- Developed marketing, recruitment, intake, and selection strategy.
- Secured instructors for scheduled start date of program.
- Purchased licenses for AAPC curriculum and other necessary student supplies.
- Finalized curriculum for outstanding soft skills and Human Resources Certificate courses.
- Engaged employer partners for post-program employment.

The pilot program for adult learners is schedule for Summer 2023.

Q&A

Center of Workforce Innovation for
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Closing Remarks

Catherine Starghill, Esq.

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