



HIPAA Training Overview

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Overview of Presentation



- Implications on Training.
- Review of NE HIPAA Workgroup Survey.
- Comparison of Training Methods.

HIPAA's Impact

“HIPAA (Health Insurance Portability and Accountability Act) impacts every healthcare organization from the largest health plan to the smallest physician practice.”

HIPAA IT Handbook: Strategies to Protect Health Information
J. Bogen, Opus Communications, 2001.

HIPAA Awareness

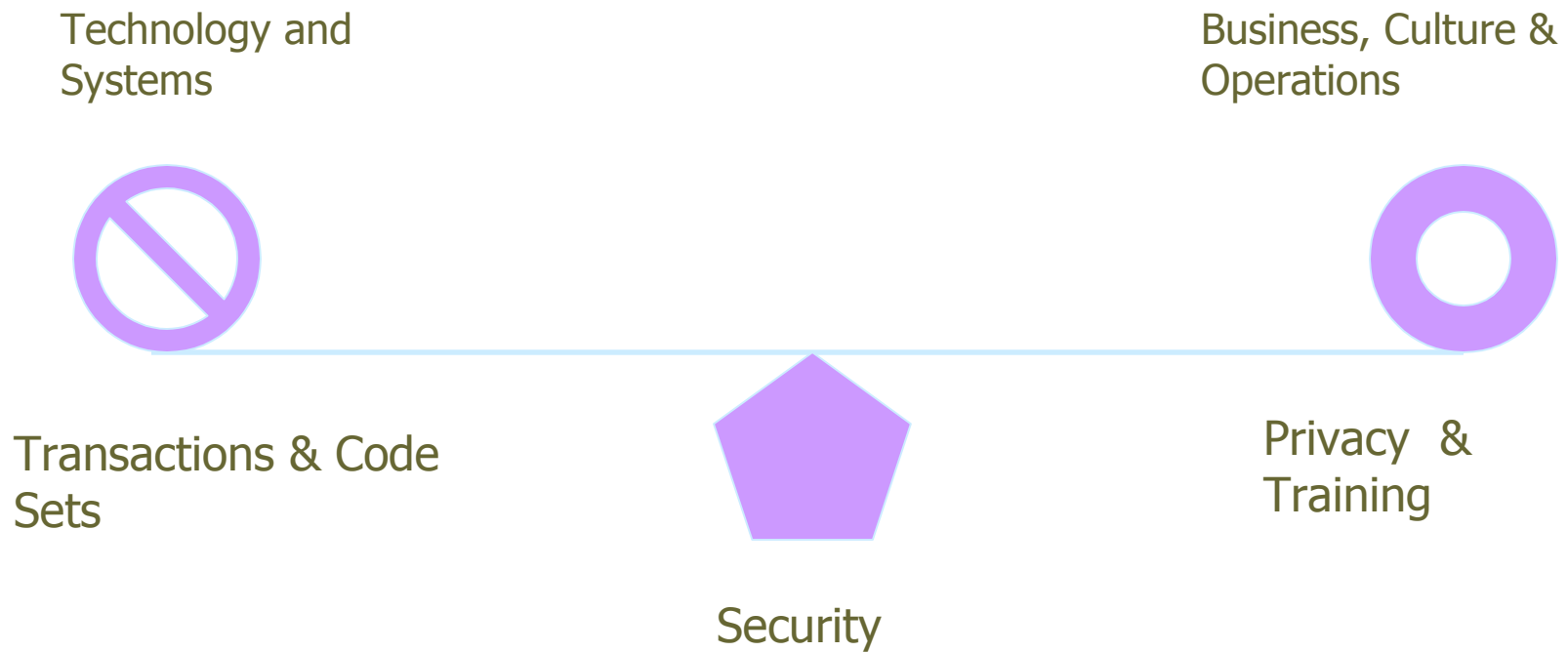
- HIPAA is the #1 information management issue among health care organizations (HIMSS 2001 Survey).
- Reported that many health care organizations unprepared to meet implementation dates (AHA 2001 Survey, Gartner HIPAA survey, etc.).

HIPAA's Resource Problem



- Hospitals, government agencies and other covered entities must figure out what to do and when to do it.
- Have to commit significant resources to comply.
- Training is recognized as a key success factor.

A Broad Impact



Overview of Health Care Covered Entities (Treatment, Payment, Operations)

Institutional Entities

Hospitals	6,021
Long Term Care	125,000
Skilled Nursing	15,000
Home Health Agency	13,000
Nursing Homes	16,000
Mental Health	3,742
Substance Abuse	13,455

Providers

Physicians	778,000
Nurses	2,239,000
Dentist	196,000

Payors

HMOs	643
Other Covered Entities	1,150

NE HIPAA Workgroup

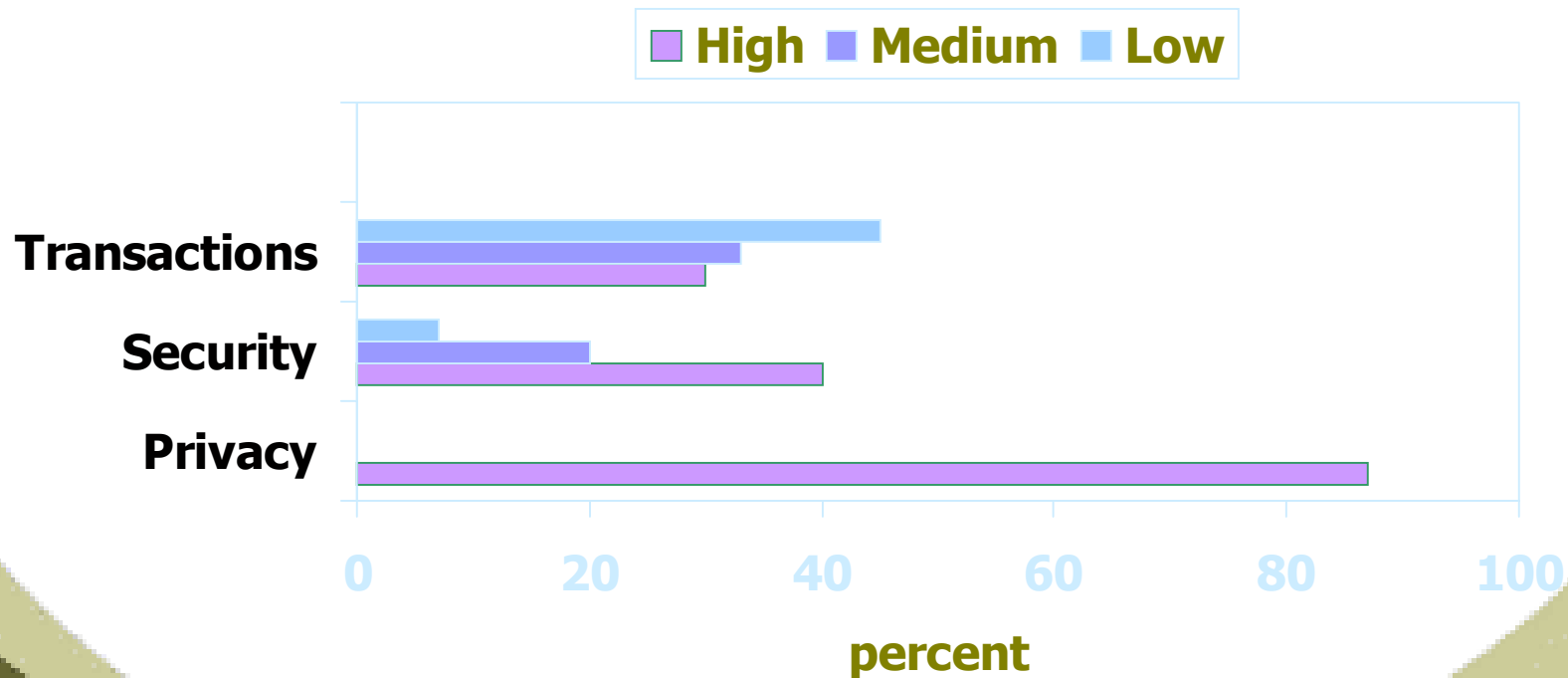
- Formed September 2000.
- Regional HIPAA Workgroup.
- Application for WEDI SNIP affiliation.
- 50 covered entities and 100+ members.
- Workgroups: Transactions, Privacy & Security, Education and Awareness.

NE HIPAA Educational Subgroup

- Mission: Subgroup will serve as a resource to the rest of the Workgroup.
 - Group does not perform training!
 - Determine the HIPAA mandates on training.
 - Suggest how often and to whom.
 - Instituted an educational needs assessment survey of members.

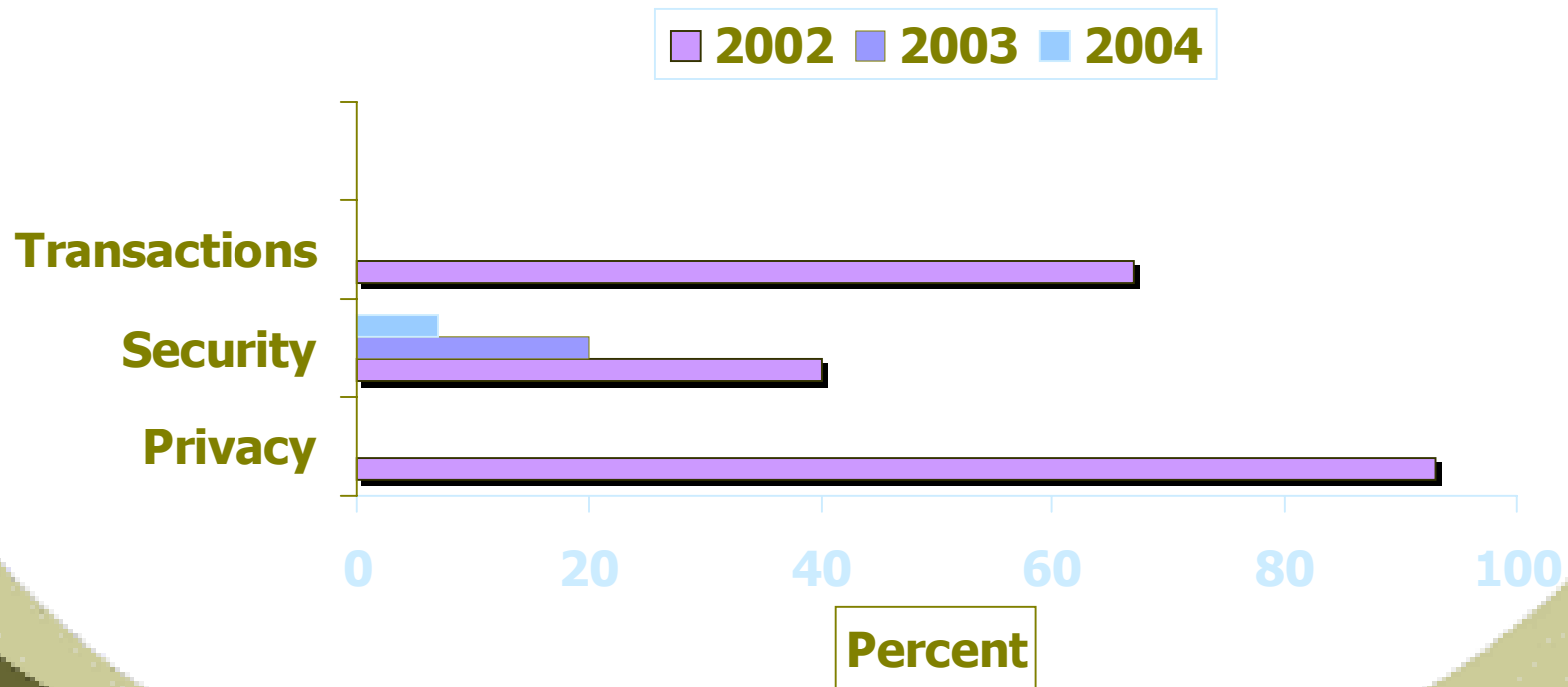
NEHW HIPAA Survey

Importance Scale



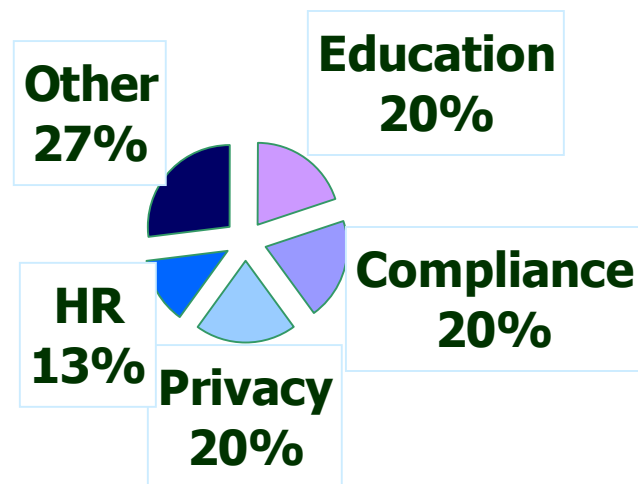
NEHW HIPAA Survey

Implementation Timeframe



NEHW HIPAA Survey

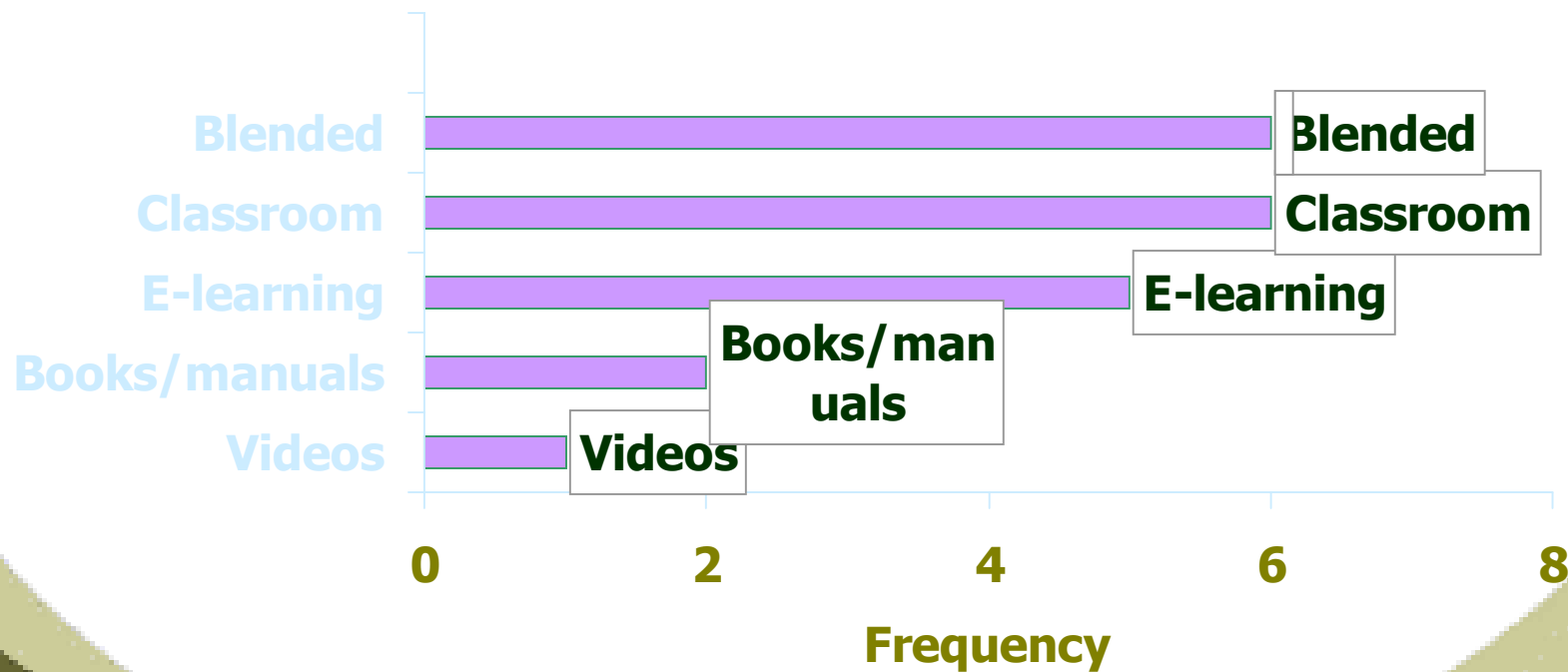
Department Responsibility



■ Education ■ Compliance ■ Privacy ■ HR ■ Other

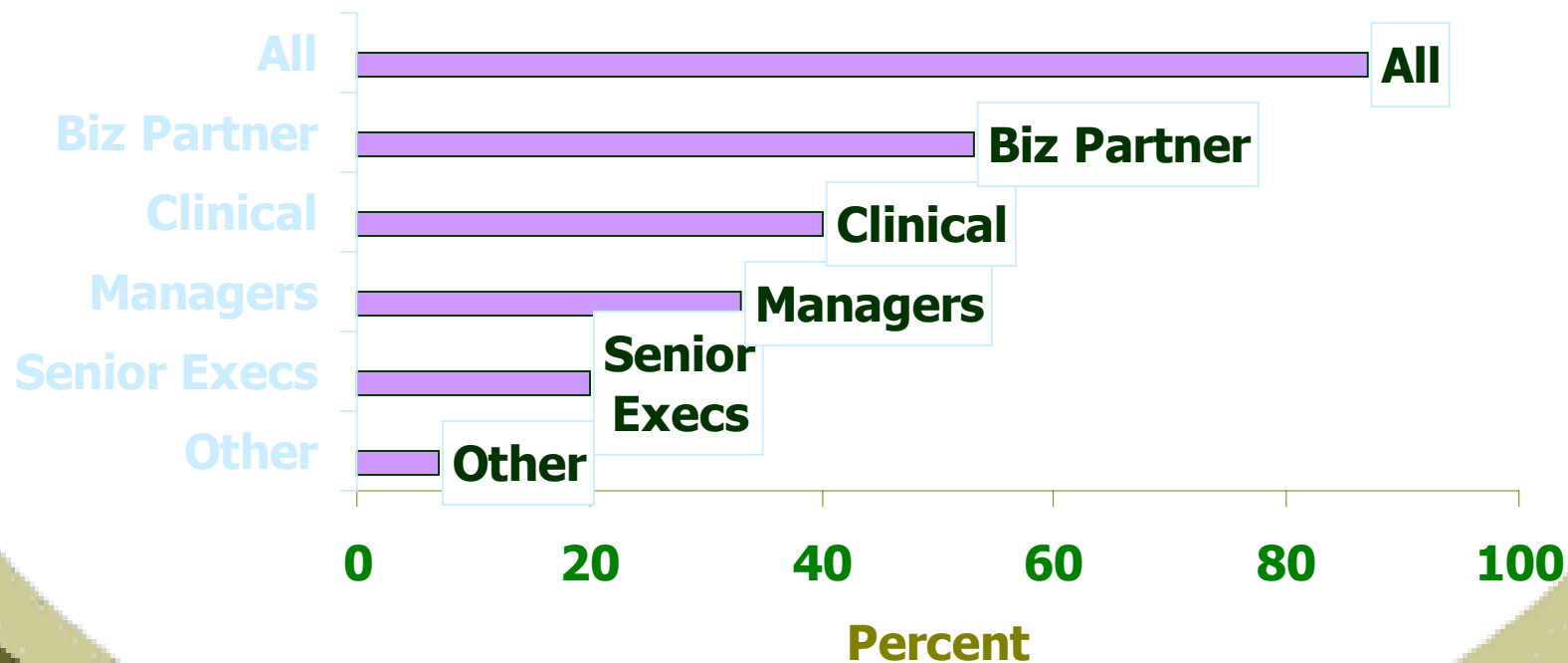
NEHW HIPAA Survey

Preferred Training Method



NEHW HIPAA Survey

Training Job Class



HIPAA Mandates on Training

- Provide training to each member of the workforce by no later than the compliance date (Part 164.530(b)(2) HIPAA Privacy Rule).
- Compliance mandates that awareness training was provided for Privacy and Security requirements and for all those in contact with PHI.
- A covered entity must document that the training was provided (i.e., either written or electronic).

Questions on HIPAA Training

- What are the criteria for judging the efficacy of training?
- What kind of effort is required to be compliant?
- What level of adequacy equal compliance?
- How often is training to be provided?
- How complete does training need to be?
- As a training organization, what value does the training provide?
- Do you have a budget for HIPAA training?

“Much of what passes for e-learning today does little more than transfer classroom formats and manuals to the computer screen. E-learning can and must be different. It is a vehicle of change for the way learning works in organizations.”

From World Class Elearning, Roger C. Schank

eLearning Flavors

Synchronous Learning

Virtual Class Web Conference Meeting

Asynchronous Learning

Authoring/Delivery Tools

System Integrators

Dynamic Course Content

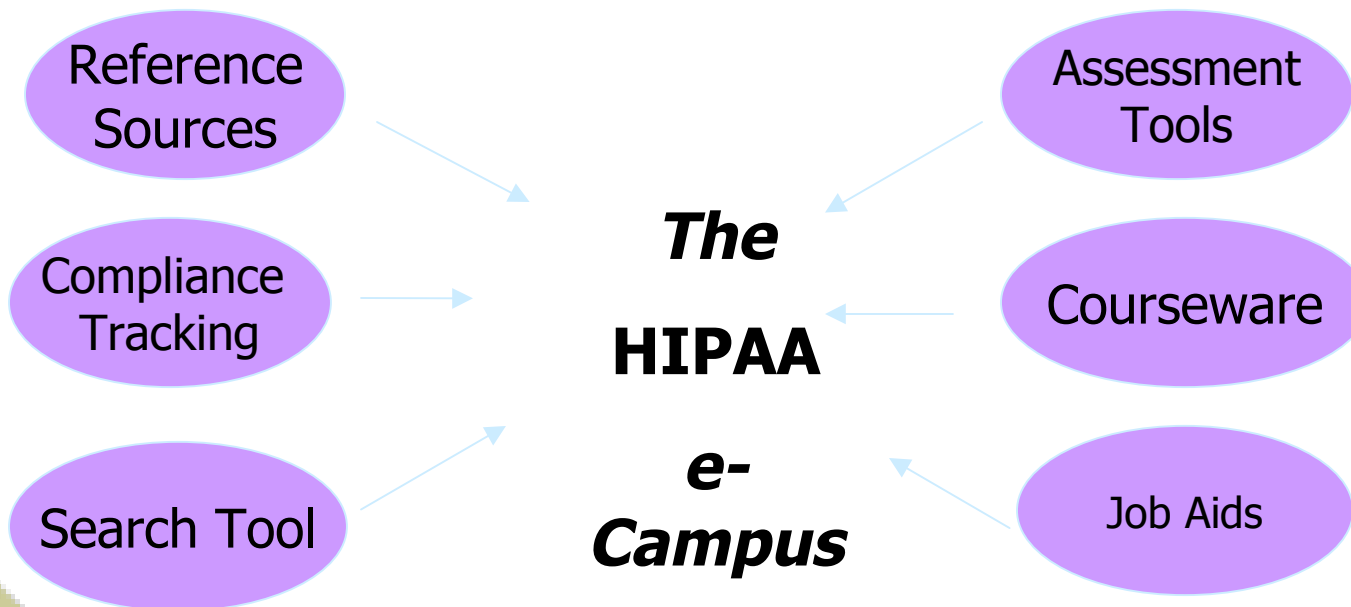
Learning Management Systems

Subject Matter Experts

Elearning Drivers

- Rapid obsolescence of training.
- Need for just-in-time delivery.
- Cost-effective way to meet learning needs of geographically disbursed workers.
- Perceived skills gap and new technology needs.
- Changing and complex regulatory compliance rules (e.g., HIPAA).
- Flexible access.
- Learn by doing (simulations).
- Internet access becoming standard.
- Advances in digital technologies allow interactive, media-rich content.
- Increasing bandwidth makes elearning more attractive.
- Growing interest and recognition by corporations and businesses.
- Emerging standards facilitate compatibility among different platforms.

A Web Based Training & Knowledge Transfer Tool



Suggested CBT Platform

- A mix of custom courseware, in-house and proprietary content.
- Integrate select pre-published content into courseware.
 - New content customized to the audience. Review of P & P.
 - Develop quizzes and assessment tools.
 - Develop role-based access and content.
 - Track access. Re-certify as needed.
 - Update content as rules change.

E-Learning Services

■ Services

- eLearning Web based campus (ASP or Intranet)
- Virtual Campus Development
- Courseware Development
- Multimedia Content Development
- Course/Campus Hosting
- Server Setup, Installation, and Management
- CD mastering

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