Appendix A

Summary of HIM and HI Credentials

Certification by a recognized professional college or commission distinguishes an individual as competent and knowledgeable in that area. Employers can be assured that these individuals have a high level of achievement and have demonstrated proficiency and a broad base of knowledge by undertaking studies in an accredited educational program and subsequently passing a rigorous national examination. Certification demonstrates a commitment to ongoing professional development and maintenance of certification.

HIM Credentials

Within HIM, the CCHIIM administers two certifications – RHIA and RHIT. Individuals who hold the Registered Health Information Administrator (RHIA) credential are experts in managing patient health information and medical records, administering computer information systems, collecting and analyzing patient data, and using classification systems and medical terminologies. They have comprehensive knowledge of medical, administrative, ethical and legal requirements, and standards related to healthcare delivery and the privacy of protected patient information. Their positions usually involve interactions with all levels of an organization - clinical, financial, administrative, and information systems - that employ patient data in decision-making and everyday operations (www.ahima.org).

Professionals holding the RHIT credential are health information technicians who ensure the quality of medical records by verifying their completeness, accuracy, and proper entry into computer systems. RHITs use computer applications to assemble and analyze patient data. They often specialize in coding diagnoses and procedures in patient records for reimbursement and research. Their skills cover health data management; health statistics, biomedical research, and data quality; health services organization and delivery; information technology and systems; and organizational resources (www.ahima.org).

A number of coding certifications are offered (see Table A1) including Coding Associate (CCA), Coding Specialist (CCS), and a physician based coding specialist (CS-P). The requirements for coding certification vary but can include a combination of education and/or coding experience.

As the roles and functions of HIM professionals have expanded, a number of specialty certifications and training programs have been developed including (descriptions taken from http://www.ahima.org/certification/exams?tabid=specialty):

- Health Data Analyst (CHDA): As healthcare continues to be data-driven and more is expected of clinicians and providers in making use of that data, data analysis is increasingly vital to organizations. CHDA-certified professionals possess the knowledge to acquire, manage,

analyze, interpret, and transform healthcare data into accurate, consistent, and timely information and to communicate with individuals and groups at multiple levels.

- Clinical Documentation Improvement Practitioner (CDIP): As technology changes the way documentation is captured through the use of EHRs, that documentation must be clear, concise, and compliant to fully support quality health data and information and their use. These professionals have experience in CDI guidance, knowledge of documentation requirements relative to compliant coding and billing, in addition to EHR functionality to support documentation capture.
- Healthcare Privacy and Security specialist (CHPS): This specialization denotes competence in designing, implementing, and administering comprehensive privacy and security protection programs in all types of healthcare organizations.
- Healthcare Technology specialist (CHTS): These individuals demonstrate proficiency and competency in certain health IT workforce roles integral to the implementation and management of electronic health information. The CHTS exam assesses the competency of health IT professionals to assess workflows, select hardware and software, work with vendors, install and test systems, diagnose IT problems, and train practice staff on systems.

All of the advanced and specialized certifications require prior training through an HIM program at the college, baccalaureate, or Masters level; prior certification in health information management at RHIT or RHIA levels; various health professions (e.g., RN, MD, PhD, DO) and various years of related experience; or an associate level degree and various years of related experience.

Similarly the Canadian College of Health Information Management offers a credentialing examination to graduates of accredited HIM diploma and degree programs that covers competency in the broad range of HIM skills (i.e., biomedical systems, health care system, health information management, health data analysis and business intelligence, health data privacy and security, health information technology, management, and ethics and practice), as prescribed in the Learning Outcomes for Health Information Management 2010 [32]. The credential awarded is CHIM - Certified in Health Information Management. Specialty certificates in a number of areas are under development including advanced coding, terminology standards, clinical documentation improvement, and decision support/data analytics.

HI Credentials

Within the field of health informatics there are two credentials, CPHIMS and CAHIMS, offered in the US, with a Canadian extension, CPHIMS-CA, offered in Canada. The CPHIMS and CAHIMS credential are offered through HIMSS.

Certified Associate in Healthcare Information and Management Systems (CAHIMS) is a new certification designed for emerging professionals within the industry (five years or less of experience). This certification demonstrates knowledge of health IT and management systems, facilitating entry-level careers in health IT. It is designed to be a career pathway to the CPHIMS credential.

Certified Professional in Healthcare Information and Management Systems (CPHIMS) is a certification that demonstrates mastery of knowledge considered important to competent practice in today's healthcare information and management systems field. The certification covers general health care and technology areas as well as in-depth knowledge of health IT systems, including analysis, design, selection, implementation, support, maintenance, testing, evaluation, privacy, and security. It further focuses on the administration and management of IT systems used in health care environments.

CPHIMS-CA is provided through a partnership between COACH and HIMSS, who issue the credential and certificate jointly to successful candidates. The Certified Professional in Healthcare Information and Management Systems - Canada credential signifies professional competency and the skills, knowledge and abilities to perform safely and effectively in a broad range of Canadian practice settings (www.coachorg.ca).

Table A1: HIM and HI Credentials

Credential Designation	Competency Area	Curriculum Standard	Training or Degree Required	Credentialing Organization
HIM Certifications				
CHIM	Health Information Management (includes coding & classifications; privacy, security, and confidentiality; and analysis & business intelligence)	LOHIM 2010 Designates learning outcomes required in 8 domains (biomedical sciences; Canadian healthcare system; HIM; analysis & business intelligence; privacy, confidentiality and access; information systems and technology; management; ethics and practice)	College/Diploma Baccalaureate degree From a CAHIIM accredited program	CCHIIM
RHIT	Health Information Management	Standards and Interpretations for Accreditation of Associate Degree Programs in Health Information Management (CAHIIM)	Associate/Diploma From a CAHIIM-accredited program	CCHIIM

Credential Designation	Competency Area	Curriculum Standard	Training or Degree Required	Credentialing Organization
RHIA	HIM	Standards and Interpretations for Accreditation of Baccalaureate Degree Programs in Health Information Management (CAHIIM)	Baccalaureate degree From a CAHIIM-accredited program	CCHIIM
CCA	Coding Associate			CCHIIM
CCS	Coding Specialist			CCHIIM
CCS-P	Coding Specialist – Physician-based			CCHIIM
CHDA	Health Data Analyst			CCHIIM
CDIP	Clinical Documentation Improvement Practitioner			CCHIIM
CHPS	Healthcare Privacy and Security			CCHIIM
CHTS	Healthcare Technology Specialist			CCHIIM

Credential Designation	Competency Area	Curriculum Standard	Training or Degree Required	Credentialing Organization
HI Certification				
CAHIMS	Health Informatics Health Information Systems		Undergraduate degree with <5 years related experience	HIMSS
CPHIMS	Health Informatics Health Information Systems		Undergraduate degree with 5 years related experience (3 in health care); graduate degree with 3 years' experience (2 in health care)	HIMSS
CPHIMS-CA	Health Informatics Health Information Systems		Undergraduate degree with 5 years related experience (3 in HI); graduate degree with 3 years' experience (2 in HI)	COACH (developed in conjunction with HIMSS)
Clinical Informatics Board Certification	Clinical Informatics	JAMIA 2012	1) MD or DO from accredited school in US or Canada 2) Current certification in at least one other	American Board of Preventive Medicine

Credential Designation	Competency Area	Curriculum Standard	Training or Degree Required	Credentialing Organization
			ABMS clinical specialty or sub-specialty 3) Current medical license in the US or Canada 4) Either 3 years practice experience OR completion of 2 year informatics fellowship	

Definitions

AHIMA = American Health Information Management Association

CCHIM = Canadian College of Health Information Management

CCHIIM = Commission on Certification for Health Informatics and Information Management

COACH = Canada's Health Informatics Association

HIMSS = Healthcare Information and Management Systems Society