



Researching the Realities Behind Our Talent Shortage



Greythorn
Specialist Technology Recruitment



Tectonic
Advisory Services Inc.



Introduction

Glenn Lanteigne, CEO of Tectonic Advisory Services

For the last 19 years, Glenn has been an HIT leader for organizations like GE Healthcare, AllScripts, TELUS, COACH and others. In 2013, he co-founded Tectonic with Robyn Fulkerson.

Mary Beth Seaman, National Sales Manager at Greythorn

Mary Beth has been in healthcare and staffing for more than 20 years. She helped found Greythorn's Healthcare IT Practice, and was instrumental in the research of the Canadian HI & IT market, which will be presented today.

Research

Purpose

Create a baseline understanding of the career priorities, motivation, and compensation of Canadian healthcare IT professionals

- We wanted to understand how hospital and healthcare systems could effectively address the predicted talent gap

Research

Methodology

We took an anonymous online survey of 150 Canadian healthcare IT workers in Q3 of 2015. Questions covered areas like...

- Demographics
- EMR talent market share
- Compensation
- Tenure
- Work preference
- Opinions

Findings

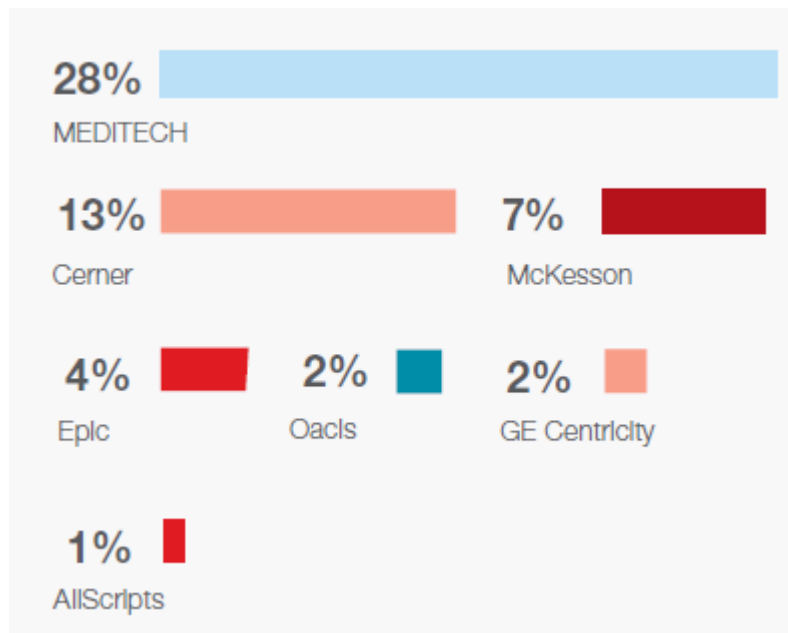
Mismatches

- Compensation
 - The average salary increase is ~3%
 - 31% of participants said they would expect a raise in excess of 3% in the next 12 months

Findings

Mismatches


- EMR talent market share
 - Some of the largest contracts recently up for bid were given to Epic and Cerner
 - There may not be enough qualified talent to fill those needs




Findings

Mismatches

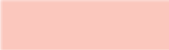
- Tenure


2% 
0-6 months

3% 
6-12 months

14% 
1-3 years

25% 
3-5 years

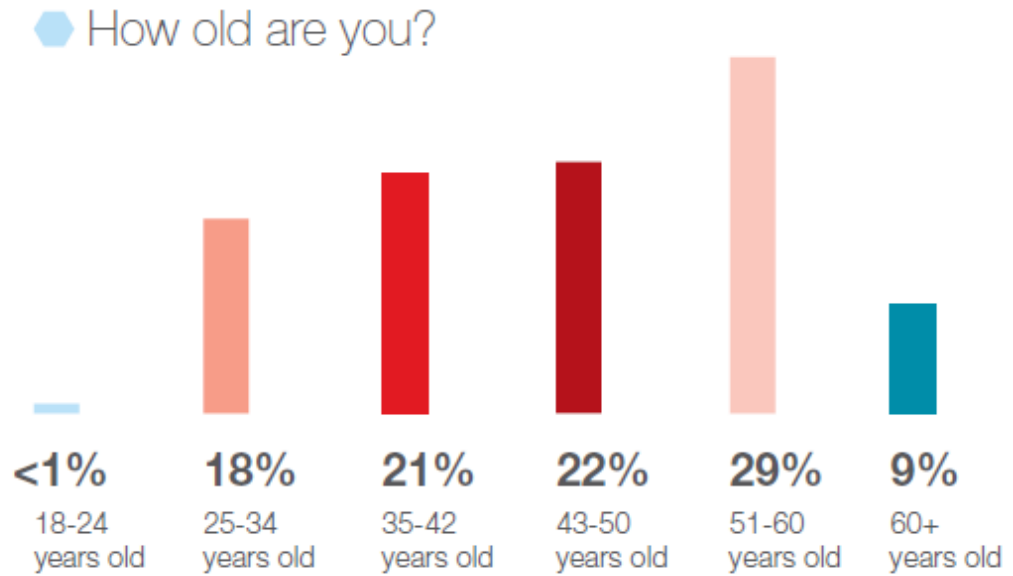
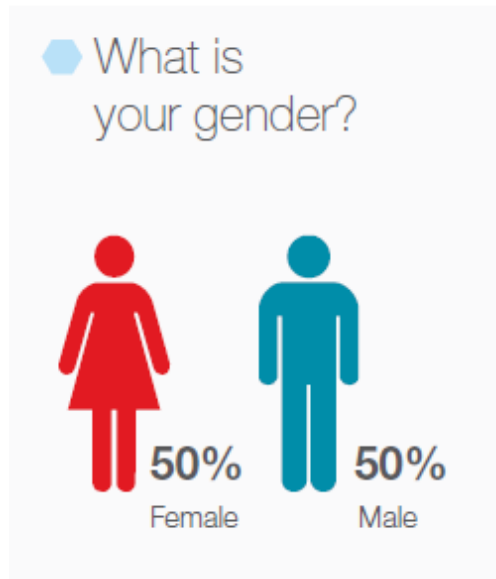
18% 
6-10 years

38% 
More than 10 years

Findings

Mismatches

- Tenure & Demographics



Findings

Mismatches

- Work preference
 - Most healthcare IT professionals are full-time employees
 - 81.4% said they would consider consulting in the next 12 months
 - Remote work is the third most desirable benefit in a new role
 - Only 31% report having this benefit

Conclusions & Recommendations

Conclusions

- There are some very real mismatches in expectation and current reality for many HIT professionals
- If we do not consider ways to address them, we will not only experience a continued pipeline problem, but we very well may lose current talent
- Canada is ready for new models of staffing for HIS implementations and operations

Recommendations

- Institutes of higher education must recruit more aggressively for their health informatics programs & update their curricula
- Hospital and health system leaders must revisit their approach to hiring and compensating healthcare IT professionals
 - Competitive salary
 - Perks and benefits that talent can get in other related fields
 - Address motivators such as career development & interesting projects

Thank You.

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