

Health data literacy to enable the workforce

A guide to hiring trusted
Certified Health Information
(CHIM) Professionals.

Certify your staff to foster people's trust in health data

Certified health information professionals (CHIM) are empowering organizations across Canada to become leaders in the collection, protection, analysis, and usage of health data.

Certification is a symbol of competency, relevancy, and trust – qualities that have never been more critical when handling a person's health information.



87.5%¹ of Canadians believe anybody interacting with their personal health data should be certified to do so.

Today's leaders in data literacy

The Canadian College of Health Information Management regulates professionals that hold a CHIM (Certified in Health Information Management). The CHIM certification is designed to address the data divide found throughout Canada, where data literacy is required for organizations to operate more efficiently, accurately, and reliably.

CHIM Practice Areas

Information Governance

Data Quality

Clinical knowledge

Analytics

Privacy

Technology

All practice areas are underpinned by *Ethics, Equity, Diversity and Inclusion*. Learn more by visiting cchim.ca/chim

Knowledgable. Credible. Current.

CHIM professionals solve real needs found within health care organizations across Canada. Their contributions require continual maintenance of professional competencies, strict oversight by the Canadian College of Health Information Management, and meaningful engagement with the profession.

Risk, Safety and Liability: Overseen by the Canadian College of Health Information Management

Health information is the story of a person. It is used to inform people, communities and our country about care, policy, and funding—certification matters. CHIM professionals are bound by professional ethics and pass a rigorous national certification examination demonstrating their commitment to quality.

Find a certified professional today at cchim.ca/registry

Life-long learning: Data moves fast. Learning keeps pace.

Certified professionals must maintain their knowledge and skill of health information to remain certified.

The profession sees the person in front of the technology and data. Technology is enabler and we must see beyond the data to empower people to make better decisions and enable public trust.

Learn about the required continuing education policy at cchim.ca/cpep

Do you believe your CHIMA membership has made a positive impact on your professional success?



> 30 is considered excellent.



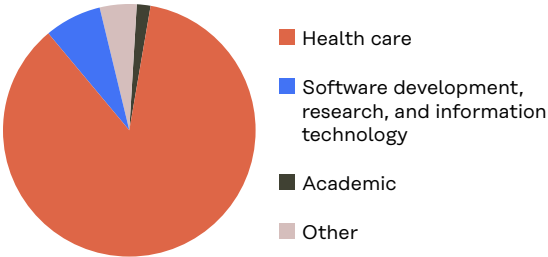
1. Plan 2028: Beyond the Data. The 2023-2028 strategic plan for the Canadian College of Health Information Management and CHIMA.

Certified Health Information Professionals are found throughout health care and beyond.

Originating in 1912, certified health information professionals have grown in relevancy across sectors.

Certified Health Information Professionals are employed across the organization in numerous roles

Certified health information professionals perform roles everywhere data literacy is required. They can be found where personal health information is collected, managed, analyzed and distributed.



Example Job Families

Medical Coding	Quality Analyst Medical
Privacy	Coding & Classification
Health Data Analyst	Program Management
Health Data Research	Product Management
Terminology & Interoperability	Clinical Documentation Improvement

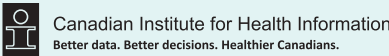
Trusted by over 1,700 leading employers across Canada

Leading organizations across Canada employ and trust certified health information professionals to collect, protect, analyze, distribute, and utilize Canadian’s most sensitive data.

Developed by Canada’s top accredited educational institutions

Educational institutions accredited by the Canadian College of Health Information Management graduate students who are eligible to become CHIM professions. The education provided by accredited institutions integrates modern, market-driven academic standards.

[To see a full list of accredited institutions, please visit echima.ca/employers.](http://echima.ca/employers)



“CIHI understands that certified health information professionals are critical to ensuring the supply of high-quality health data and information in Canada.”

David O’Toole, President and CEO, CIHI

How to hire a certified health information professional

The ways we work and the places we work from are changing dramatically—in health care and beyond. Workforces are broadening from local to national, and from in-office, to hybrid, to remote. As such, the challenges to finding and retaining talent continue to evolve.

Here are three key steps you can take to ensure your organization is competitive in your recruitment process of health information professionals:

01 Include designations in job descriptions

Certified health information professionals are more likely to apply for roles that explicitly identify their designations. The inclusion of certifications signals to employers an organization who values their knowledge and recognizes the integral role they will hold in their organization.

To see a sample job posting, please visit echima.ca/employers.

02 Make job postings visible to the certified community at echima.ca/careers

More than 5,000 certified health information professionals monitor the Canadian Health Information Management Association's (CHIMA) job board. To support the current strain on Canadian health care organizations, CHIMA is enabling one free job posting throughout 2023.

Post a job, or learn more about CHIMA's employer supports, at echima.ca/employers.

03 Connect with CHIMA for assistance

The team at CHIMA is ready to support you in your recruitment needs. The association can identify appropriate certifications for your role, connect you directly with prospective hires, and help your team navigate the certified workforce.

Visit echima.ca/employers for assistance.

To learn more about hiring certified health information professionals, please visit echima.ca/employers.