AI in Health Information:

"Governance, Workforce Impact, and the Future of Emerging Technologies"

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Learning Objectives

At the completion of this educational presentation, the learner will

- Understand the **governance challenges and frameworks** necessary for the ethical use of AI in healthcare.
- Explore the workforce impact of AI and the importance of **upskilling** and new training areas.
- Learn about AHIMA's **policy recommendations** and initiatives to support the evolving HI workforce.
- Gain **practical insights** into how organizations can implement AI responsibly while ensuring compliance and data stewardship.

Disclaimer

This webinar is informational and for educational purposes only.

It is not to be construed as providing legal advice.

The views and opinions expressed herein are those of the authors and do not necessarily represent the views of AHIMA.

Every effort has been taken to ensure that the educational information provided in today's presentation is accurate and useful, as of the date this presentation was produced.

Applying best practice solutions and achieving results will vary in each hospital/facility situation.

AI IN HEALTH INFORMATION TODAY

Addressing Recent Changes in AI Regulation

We recognize the significant level of uncertainty and unknowns associated with 2025 changes in U.S. Administration and the repealing of Biden's AI Executive Orders aimed to establish standards for the safe, secure and trustworthy development of AI across various sectors, including healthcare.

As HI Professionals, our most important job is to:

Protecting What Matters Most: Our Privacy and Data:

- In the realm of healthcare and beyond, safeguarding privacy and ensuring accurate, unbiased data usage must be a top priority for healthcare professionals
- With AI's growing presence in our lives, it's essential to establish robust guardrails to protect consumers from fraud and misuse.
  - In the absence of federal regulatory guidance, developing clear consumer protections via organizational policies and processes is crucial.
- Developing a strategic plan that includes AI governance framework around responsible deployment and use of AI and AI-enabled technologies in the organization is critical.

New Skill Idea: Adopting regulatory AI changes and keeping up with changes at federal and local level.

What is Artificial Intelligence (AI)?

Artificial Intelligence (AI):

Computer systems performing tasks requiring human-like intelligence, such as visual perception, speech recognition, and decision-making in healthcare.

AI is a mix of the human and the technical solution!

Non-Clinical AI

Tools used in domains outside of direct patient care and treatment that may still impact and influence areas such as customer experience, business operations, or decision-making processes in the everyday workflow within an organization.

versus

Clinical AI

Refers to AI systems that are used directly in healthcare settings to assist in diagnosis, treatment, and patient care. These are often deployed in hospitals, clinics, and laboratories with the goal of improving patient outcomes, optimizing medical processes, and supporting healthcare professionals.

AI's Impact on HI Professionals

Why do we need to understand the impact of AI in the HI profession:

- AI's ability to improve efficiency, data accuracy, and decision-making in HI can play a huge role in our job functions
  - This should NOT SCARE you but rather EXCITE you!
- Preparing health information professionals for future technology sets them up for endless opportunities.
- Being a part of an interdisciplinary mix of subject matter experts (SMEs) ensures you have a voice, a seat at table
  - Healthy balance of technical and operational experts to oversee functions and processes where artificial intelligence is used in healthcare settings – this creates an effective "FUSION" team!

HI Professionals are in the "SWEET SPOT"

We are in the middle of care delivery and the administrative side of healthcare

- Direct access to the experts with clinical care knowledge and those with deeper technical expertise
- Use this sweet spot to your advantage
  - Ask questions when products /new tools are being discussed as potential
  - Get engaged with leaders outside of your direct area
  - Solicit for opportunities to be a part of AI Workgroup/Team or for Pilot Program/Implementation Projects
  - Let your voice be heard
    - Decisions being made may impact you/your team
    - Decisions being made may directly impact your current role or some functions within your role

HI Professionals & Fusion Teams

MANY role-specific areas that HI professionals <u>should be aware</u> of and <u>be the master of:</u>

- **Data side:** Is the data accessible? Are tools available to create what we need in our roles?
- **Application side:** Partner/ Develop relationships with clinical and administration teams who are the SMEs.

Data Science Teams help with Technology Component of AI Software

Some experts understand various workflows; while others may know *only clinical* or *only technical.*

- It's your Informaticist
- It's your Application Developers
- It's your Data Architects
- It's your Engineers
- It's your Cloud Engineers

Know the Platform where AI is being deployed

- Whether Epic, Cerner, or an administrative platform – Be knowledgeable about how the platform interacts with AI tool and how it will <u>directly or indirectly</u> impact you or your team's work!

*Having that "FUSION" team approach is going to be so important in making sure that each team member **understands their own role and really owns it**, but it's also working well with other team members to create a product or experience that is applicable to their healthcare department or entire system.*

A Deeper Dive into the Details…

Governance Frameworks

Workflows/ Workforce Reshaping

Upskilling Strategies

Understanding How AI Impacts Different Aspects of Non-Clinical Functions is Key to our Long-Term Success!

GOVERNANCE FRAMEWORKS

AI Governance Framework & HI Professionals

HI Professionals play a vital role in ensuring the responsible and ethical development and implementation of AI within healthcare systems by providing expertise in data management, privacy regulations, and clinical workflow integration, thereby contributing to the effectiveness of AI governance frameworks.

Some AI Governance Components are:

Policies & Guidelines	Validation & Testing	Oversight & Review	Patient Education & Consent	Monitoring & Reporting

Key points in AI Governance Frameworks and HI professionals utilizing a mix of old/new AI skills

- Role in development and implementation
  - HI professionals help with **designing the framework** associated with AI applications, and ensuring risks are minimized related to data privacy and patient confidentiality
- Data management and quality
  - HI professionals are responsible for which is crucial for the reliability of AI outcomes **data collection, cleaning, and standardization**,
- Transparency and explainability
  - HI professionals can contribute by **ensuring that AI outputs are understandable** and can be explained to patients and clinicians
- Risk assessment and mitigation
  - HI professionals are involved in **identifying potential risks** associated with AI applications, such as biased algorithms or data breaches, and developing strategies to mitigate these risks
- Ethical considerations
  - HI professionals can **provide expertise in applying ethical principles** to AI applications, ensuring patient autonomy

AI Unleashed:

Governance & Oversight Beyond Clinical Care

AHIMA Non-Clinical (NC) AI CoP developed a **member exclusive** **resource guide** to provide HI professionals with guidance and recommendations for governance and oversight of NC-AI systems currently utilized or being implemented.

- **Understanding Common Terms for Non-Clinical AI Systems**
  - Algorithm, AI, Bias, Generative AI, Hallucinations, Machine Learning to name a few
- **Examples of AI Case Uses**
  - Functions divided by Clinical, Operational & Payment, AI Types, AI Uses and Descriptions
- **Considerations and Risk When Considering Use of AI Systems**
  - Protecting patient data and ensuring privacy
  - Addressing transparency, accountability, ethical use and bias in AI systems
- **Regulatory Guidance *(or lack thereof)***
  - Establish clear policies, guidelines and guardrails around adoption of any AI Tool
- **AI Governance Committee/Council makeup by organization size or type**
  - Engage multidisciplinary teams (clinical, legal, technical experts) in governance
- **AI Framework Recommendations**
  - Assessing, Maintaining, Monitoring, Evaluating and Quality

Sample Vendor Checklist Template

AHIMA Non-Clinical AI CoP developed a Vendor Checklist Template to complement the resource guide.

It is used to evaluate vendors based on important key criteria that aligns with business goals and can be used to evaluate and rate potential AI vendors for a project or partnership.

AI Unleashed: Governance & Oversight Beyond Clinical Care

A Guide for Healthcare Professionals Supporting Non-Clinical Functions

Sample Vendor Checklist For Vetting Healthcare Vendor's AI Technology

This is a sample checklist rubric to evaluate vendors based on important key criteria that aligns with business goals and can be used to evaluate and rate potential AI vendors for a project or partnership. This tool is not all inclusive and should be modified based on your organizational needs. Each section should be rated on a scale (ex. 1-5, where 1 is Poor or No and 5 is Excellent or Yes). **If regulatory standards must be adhered to and the vendor clearly is not following local, state and/or federal requirements – DO NOT move forward with considering vendor as an option.**

We recommend reviewing and incorporating the ASTP/ONC HTI-1 FAVES (**fairness, accuracy, validation, ethics, and security**) methodology for evaluating an algorithm. FAVES is a framework for evaluating algorithms, particularly in the context of health technology and AI in healthcare systems. It provides a structured approach for assessing the algorithms used in **health technology interventions (HTI)**, such as **AI-powered decision support systems** or **clinical applications**.

SAMPLE VENDOR CHECKLIST FOR ARTIFICAL INTELLIGENCE TECHNOLOGY FOR

[XXX HEALTHCARE ORGANIZATION]

New Skill Idea: Auditing AI Vendor Tools

Found in BoK under Workforce Development Category: AI Unleashed: Governance & Oversight Beyond Clinical Care

Sample Artificial Intelligence (AI) Policy

AHIMA Non-Clinical AI CoP developed a Sample AI Policy to complement the resource guide.

It was developed with clinical and non-clinical AI systems in mind.

The purpose of an artificial intelligence policy is to provide organizational instruction and guidance around use of artificial intelligence within the organization, as industry best practices and regulatory guidance are rapidly evolving.

New Skill Idea: Drafting AI Organization Policy

Found in BoK under Workforce Development Category: AI Unleashed: Governance & Oversight Beyond Clinical Care

Implementing AI Change Management Strategies

HI Professionals need to utilize their expert skills with a structured plan to guide implementation that impacts them/their team, so the transition occurs smoothly.
This includes but not limited to:

- **Planning/Preparing for Transition**: Plan for bottlenecks - AI integration will likely cause disruptions in workflows
- **Implementing**: Executing action plans ensures important steps are not missed during implementation of AI tool
- **Evaluating:** Assess the AI tool in the areas that will directly/indirectly impact HI functions
- **Communicating:** Inform all staff about AI tool and have designated team members available to answer questions
- **Offer Support/Training:** Provide continuous support and training to help staff adapt to the new AI tool
- **Managing resistance:** Address any resistance to the change and concerns communicated
- **Considering the human side:** Understand staff's experience, acceptance of the tool. Celebrate milestones
- **Track Progress/Auditing:** Regularly assess how the integration of AI tools is impacting workflows and employee satisfaction, troubleshoot issues, gather feedback to adjust and make improvements.

New Skill Idea: Prepping for audits of AI Tools

WORKFLOWS/WORKFORCE RESHAPING

Reshaping the Health Information Workforce

AI Adoption is Shaping New HI Roles:
With the rise of AI tools, HI professionals are transitioning from primarily administrative tasks to roles that emphasize oversight, data interpretation, and decision-making.

One of the BIGGEST Changes in HI Workforce Demands:
There is critical need for a **mix of technical, analytical,** and **clinical expertise!**

NEW and/or EVOLVING ROLES	
AI/ML Specialists	Experts who develop and implement AI models tailored to HI needs
Data Scientists & Analysts	Professionals who interpret large datasets to derive actionable insights
Informatics Specialists	Experts who ensure the integration of AI with clinical/non-clinical workflows and outcomes
Digital Transformation Leaders	Professionals responsible for guiding AI implementation across the organization
Clinical Coders	With AI tools like Natural Language Processing (NLP), the role of a clinical coder is evolving into one that focuses on reviewing and overseeing AI suggestions for accuracy rather than performing manual coding
Health Information Leaders	These professionals now focus on overseeing AI-driven workflows, ensuring that AI systems are effective, ethical, and compliant with regulations

AI's Role in Transforming HI Workforce

AI Enhances Human Expertise, Not Replaces It

AI tools are intended to enhance the abilities of HI professionals rather than replace them.

- *Human oversight, clinical judgment, and ethical considerations are still VERY crucial!*
  - Examples of Enhancement
    - **Repetitive tasks automation:** perform routine, data-heavy tasks, freeing up humans to work on more strategic and creative aspects of their jobs.
    - **Improved decision-making:** provides insights, data analysis and suggestions to support better human decision-making but human expertise is still needed to make the final call
    - **Creativity booster:** generate ideas and concepts, serving as a starting point for human creativity to flourish
    - **Accessibility and inclusivity:** create tools that improve accessibility for people with disabilities

Adopting a "Human-AI Collaboration" Model is Key!

HI Professionals should not just rely on AI results passively but **actively interact with the tools**—reviewing suggestions, correcting errors, and optimizing workflows.

Keeping Up with Artificial Intelligence: The Role of HI Professionals

AI's Role in Transforming HI Workforce

Worry Less, Upskill More

Elimination of jobs is a natural concern as technology evolves and specific tasks can be performed more efficiently by a new tool. HI Professionals must creatively find ways to enhance their skills to embrace technology in this ever-evolving healthcare field!

- **Work Alongside Systems:** HI professionals must learn to work alongside AI systems, understanding how to interpret AI suggestions and integrate them into decision-making

- **Keep Up with Advancements:**
  - Worry less about keeping up with the changes and having one's job replaced
  - Focus more on upskilling and making sure that one is keeping up with the advances in AI technology

Non-Clinical AI Tools used in HI Workflows

Functional Area	Examples of AI Tools
Health Information Management	• Automated/computer-assisted coding • Records management • Medical records quality assurance • Release of information requests
Clinical Documentation Creation	• Documentation generation (such as notes from ambient listening) • Physician in-box management • Chart summarization and reports • Back-end tools to support queries and documentation completion
Operational Supports	• Revenue cycle management (such as pre-billing review of claims) • Self-service registration and scheduling • Customer support automation tools • Review and audit of contracts for compliance purposes
Payer Tools	• Care management (such as reminders and identification of high-risk individuals) • Claims processing • Automated quality measures • Electronic prior authorization tools

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Example of AI Transforming Workforce Needs

Decreasing Demand versus Increasing Skillset

AI really is NOT decreasing the demand for HI professionals, but RATHER increasing the demand for a new skill set!

- You are a SME in a particular application of your EHR
  - Let's say your platform is Epic and there has been a mass of new AI-related advances that have been deployed
    - You have done enough to sufficiently manage the application you oversee as an Analyst
    - Your skills are based on **2023**, but….
  - Epic's Application has moved on to **2025** and now has all these new advanced features
    - You have not kept up with technology and there have been recent lay-offs in the HIT area
    - You are the only one on your team who has not upgraded your skillset
    - ***Are you prepared for a role change in another healthcare system if you are next?***
      - **From the looks of it – your value has decreased**!

Upskilling for HI Professionals to adapt to AI tools is a MUST!

More info to come on "upskilling" in the next few slides…

UPSKILLING STRATEGIES

Future Impact of AI and Machine Learning

AHIMA conducted a survey in 2023 with NORC at the University of Chicago regarding the workforce & AI

Graph represents respondents who feel that action is necessary for HI professionals to succeed amidst increased adoption of AI/ ML tools

Question - *What do you think is necessary for the HI profession to succeed amid the increased adoption of artificial intelligence or machine learning (AI/ML) tools?* Select all that apply

Note: Respondents were able to select multiple response options, so categories do not sum to 100% **(N=2,329)**

Upskilling HI Professionals for the Future

Continuous Learning is Essential: New Skills is KEY!

STAY RELEVANT as the industry increasingly integrates AI, you must BE THE LEADER of your FUTURE!

- Ongoing training and professional development are key to staying relevant in the workforce. Understanding AI tools specific to your healthcare organization is vital.
- Learn new skills, including:
  - **Data Analysis –** Analyzing/extracting data gained from AI tool to make useful and inform decision-making
    - UPSKILL: Getting Certified - CHDA, AHIMA webinars, Take an AHIMA online Data Analytics Course, AHIMA Health Data Literacy Microcredential and ***MUCH MORE….***
  - **Machine Learning Basics -** Collect data, detect bias/hallucinations, validation checks, map workflows
    - UPSKILL: AHIMA Webinars, Watch AI Presentations, Take "*Mapping Workflow: Leveraging AI*" Course, AHIMA Health Data Literacy Microcredential and ***MUCH MORE….***
  - **Ensuring Data Lineage -** Oversight of data sources, knowing owners of data, performing quality checks, etc.
    - UPSKILL: Getting Certified - CHDA, AHIMA webinars, Take an AHIMA online Data Analytics Course, AHIMA Health Data Literacy Microcredential and ***MUCH MORE….***

The Hybrid Skillset: Combining Technical & Clinical Expertise

The Need for Cross-Disciplinary Knowledge:

- **Technical Skills:** Understanding AI tools, data management, cybersecurity, machine learning, and data analytics.
- **Clinical Skills:** Knowledge of clinical processes, understanding medical terms/disease processes for coding, documentation standards, and patient care workflows.
- ***Bridge between IT and Healthcare***: Health Information professionals now need to act as the bridge between healthcare providers, IT departments, and AI systems.

HI Professionals Should Take Control of Their Future

Upskilling and Continuous Education are required to oversee technology's use of and develop innovative ways to utilize tools to support healthcare operations and improvement.

EDUCATE	INTEGRATE	COLLABORATE	INITIATE
Yourself by taking AI-Specific Training and Certifications	**AI Learning into Professional Development Plans**	**With Interdisciplinary Teams to Gain Cross-Functional Skills**	**Mentorship Opportunities with Other Experts/Leaders**
Obtain specialized training on AI tools, data analytics, and machine learning concepts tailored for health information professionals. **AHIMA offers various certifications and resources to help professionals upskill (CHDA, CHPS, Microcredentials)**	Make AI education a part of ongoing professional development. Include AI-related courses, workshops, webinars, and e-learning modules that focus on AI in healthcare.	Learn from both healthcare and tech sectors. Request access to interdisciplinary training programs that cover both technical and clinical aspects of AI applications	Request to be paired with experienced professionals with those new to AI in HI to facilitate peer learning and provide hands-on experience

AI Training Must Include Ethics/Governance Oversight

Leaders must ensure they incorporate ethics and AI governance into training when focused on upskilling their staff.

- **Governance Committee** can help lead the effort to ensure all departments/staff are included.

Highlight Ethical AI Use:

- Emphasize the importance of using AI ethically in the healthcare setting.
  - This includes maintaining patient confidentiality, preventing algorithmic bias, and ensuring compliance with privacy regulations (e.g., HIPAA).

AI Governance Frameworks:

- Educate professionals on the role of governance in AI implementation.
  - This includes understanding data governance, algorithm transparency, and ensuring AI tools are compliant with healthcare standards.

Mitigate Bias:

- Train HI professionals to recognize and address biases in AI systems, ensuring that AI tools are providing equitable care and decision support across diverse patient populations.

New Skill Idea: Establishing Governance Committee & Training Oversight Tasks

Scenarios – Upskilled Staff

HI Professionals act as intermediaries, overseeing the integration, management, and practical use of AI tools. They interact with AI in several practical scenarios. Here are some examples:

DATA QUALITY ASSURANCE & VALIDATION	CLINICAL DOCUMENTATION AND CODING ASSISTANCE	PATIENT DATA SECURITY & PRIVACY	PATIENT ACCESS & HI RETRIEVAL
QUALITY	**CODING**	**HIPAA**	**DATA ACCESS/PORTAL**
PRACTICAL SCENARIOS			
A HI professional is responsible for ensuring the **quality and accuracy** of patient data in the EHR system. They use **AI tools to auto- flag discrepancies or missing data.**	A HI professional is tasked with **validating code selection** based on patient's diagnosis & procedures for insurance billing purposes. **AI tools suggest codes** based on physician notes/history of patient.	A HI professional is tasked with ensuring that **patient data is private & secure** and complies w/regulations like HIPAA. AI-driven tools are used to **verify identity of PHI requestors/confirm authorization** & **monitor suspicious activity** in system.	HI professional are involved in **implementing patient portals.** The **AI-powered tool allow easy to individuals to access and manage** their health information.
HOW IS ARTIFICIAL INTELLIEGENCE (AI) USED?			
AI **analyzes large datasets** to **identify errors** such as duplicate records, incomplete patient information, or inconsistent coding and flags any discrepancies. The HI professional reviews flagged records and takes corrective action as necessary.	The AI system uses natural language processing (NLP) to **scan through clinical documentation** and **suggest appropriate ICD-10** (International Classification of Diseases) **codes.** The HI professional can review and validate the suggestions, ensuring accuracy and compliance with coding standards.	AI algorithms can **confirm identity of requestor** and can **halt unauthorized disclosures**. AI tool can also **analyze user behavior** to **detect anomalies** preventing breaches. The HI "**Privacy**" professional ensures that PHI is only released with proper authorization. The HI "**Security**" professional takes appropriate action based on the security alerts, investigating any irregularities to ensure compliance with privacy regulations.	AI can enhance patient portals by **using chatbots or virtual assistants to guide patients** through their medical records, answer questions, or aid with scheduling & managing appts. The HI professional reviews the AI's responses to ensure accurate and escalates queries; if necessary.

Scenarios – Upskilled Staff….*continued*

HI Professionals act as intermediaries, overseeing the integration, management, and practical use of AI tools. They interact with AI in several practical scenarios. Here are some additional examples:

AI FOR FRAUD DETECTION AND PREVENTION	NLP FOR EHR OPTIMIZATION	AI-ENHANCED PATIENT MATCHING	AI-DRIVEN ANALYSIS OF SDOH DATA FACTORS
COMPLIANCE/RISK	**OPERATIONS**	**OPERATIONS**	**SDOH/QUALITY**
PRACTICAL SCENARIOS			
A HI professional works in a **compliance or audit role,** ensuring that healthcare organizations are not being subjected to fraudulent claims or billing. AI systems help **detect patterns of potentially fraudulent behavior** by analyzing billing records & claims data.	A HI professional works to improve the **accuracy and efficiency of EHR.** AI-driven NLP tools can be used to **analyze free-text physician notes** and **other unstructured data** in EHRs, categorizing information and making it more accessible.	A HI professional is working with a hospital system that **manages patient records across multiple locations**. AI is used to improve the **accuracy of matching patient** to their medical records to avoid duplication or misidentification.	A HI professional collaborates with data scientists and AI experts to **analyze SDOH data captured**. The AI-driven tool helps to **identify non-medical factors** influencing the health and impacting the care of patients.
HOW IS ARTIFICIAL INTELLIEGENCE (AI) USED?			
AI algorithms **analyze historical billing patterns and claims data & flags**, unusual activities that could be fraud. The HI professional reviews flagged records, investigating any discrepancies (like overpayments) or irregularities, and taking action as needed (contact payers/initiate audit).	The AI system **processes the physician's notes** and **automatically extracts key information** such as diagnoses, & treatment plans, then organized into structured data fields. The HI professional reviews & verifies the AI's work, ensuring consistency with patient's overall health record.	The AI system **uses algorithms to compare various identifiers** (name, DOB, address, medical hx) across diff databases to identify a potential match. The HI professional reviews flagged instances where the system finds possible discrepancies or duplications, verifying the correct record is linked.	AI models **analyze patient demographics, medical histories, and SDOH factors** to predict which populations are most at risk/in need of specific resource types. The HI professional will prepare and share reports with organizational leaders to target preventive interventions more effectively.

AHIMA STRATEGIES & RESOURCES

AHIMA Insights & Strategies - Workforce Development

- **Understanding Challenges of Emerging Technologies**
  (Based on 2023 NORC Survey)
  - Recognize specific workforce challenges impacting HI professionals
  - Assess the role emerging and evolving technologies will have on HI workforce
  - Leverage survey insight to develop policy recommendations around workforce development

- **Understanding the Importance of Digital Literacy in HI roles**
  - **Improved patient care:** Access real-time PHI and ability to communicate effectively with other healthcare providers
  - **Enhanced efficiency**: Streamlining administrative tasks and reducing paperwork through digital tools
  - **Patient engagement**: Facilitating patient education and self-management through online portals and tools
  - **Career advancement:** Demonstrating proficiency with digital technologies can be beneficial for career progression

AHIMA Insights & Strategies - Workforce Development
continued…

- **AHIMA Strategies for <u>Preparing for the New HI Workforce</u>**
  - **Strategic Workforce Planning**:
    - Address understaffing in HI workforce and how AI tools may eliminate burden
    - Prepare for updates of advanced technologies
    - Adapt workforce strategies to support the integration of AI
      - Teams are equipped with both the ***technological*** and ***human*** skills needed
    - Provide Organizational Staff Support:
      - Offering mentorship programs & encouraging collaboration between IT and HI Teams
      - Providing opportunities for employees to work on AI pilot projects & gain hands-on experience
- **AHIMA <u>Networking and Collaboration</u> Strategies**
  - **AHIMA's Non-Clinical Community of Practice (NC-CoP)**
    - Multidisciplinary Team of volunteers work together to gain insights on evolving HI practices and share knowledge to create valuable resources for our Healthcare Industry
      - **AHIMA Members (Internal) –** Offer a vast amount of knowledge and expertise from HI professional's perspective
      - **Non-members (External) –** Offer expertise from non-HI roles (IT, MD, Analysts, Payor, Clinicians, etc.)

AHIMA's Educational Resources

Educational Resources

- Upskilling the Health Information Workforce in the Age of AI – Free Webinar
  - AI tools have the potential to transform job functions and reduce burdens placed on the HI workforce
  - Tech advancements could alleviate some repetitive & manual tasks in HI j functions, leading to new opportunities
  - HI professionals need to be willing to adapt and adjust their roles and embrace idea of continuous learning
- AHIMA's AI Hub with various articles written by Policy and Government Affairs team and other experts
- AHIMA's AI-focused webinars & JAHIMA articles
- AHIMA's Body of Knowledge Resource Guides
  - **NEW Resource Guide** - *AI Unleashed: Governance & Oversight Beyond Clinical Care*
    - **Includes:** *AI Vendor Checklist Template & Sample AI Policy*
- CHDA – Demonstrates expertise and mastery in health data analysis, reporting, and business needs
  - Additionally, many Data Analytics & Informatics Online Courses are offered
- CHPS - Demonstrates a thorough understanding of the complex privacy and security aspects of Health Information which is crucial as there is an uptick in use of AI tools
- Health Data Literacy Microcredential – Demonstrates expertise in areas such as data analytics, program coordination and management, health administration, health education, community health services, advocacy, and curriculum building
- ***….and so much more!!!***

A Look ahead…

- 2025 Advocacy Agenda - Leverages our knowledge/expertise of health data & information to influence the public policy environment
- Current Initiatives:
  - Non-Clinical AI Microcredential
  - Non-Clinical AI Webinars and AI Summit
  - Other educational opportunities related to technology advancements

Policy Recommendations & Initiatives

At AHIMA, our Policy and Government Affairs Team:

- **Encourages technological advancements** that do not unduly burden the end-user, particularly in non-clinical spaces
- **Promotes staying engaged and proactive**, because we can help shape a future with AI that benefits all
- **Supports improved oversight of AI implementation and use** of such tools raise questions around accuracy, transparency, governance, data provenance, potential harm, liability, and intellectual property rights
    - **Continues to advocate and influence policies** that promote sufficient protections related to the implementation and use of AI, while encouraging innovative technological advancements and avoiding excessive burden for end-users.

(2025-advocacy-agenda_final.pdf)

Ultimately, navigating the future of AI is a complex but exciting journey. By focusing on workforce development, safeguarding privacy, balancing oversight with innovation, and proper oversight, we can pave the way for a brighter, AI-enabled future.

CONCLUSION & KEY TAKEAWAYS

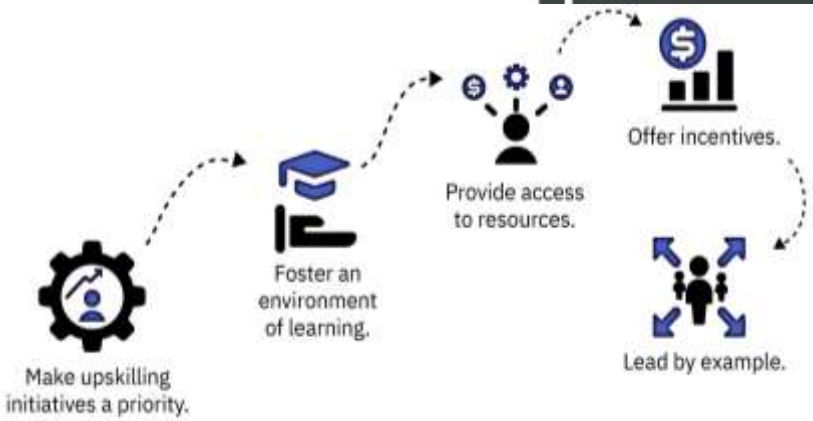
“Let's continue this important conversation and work together to harness AI's full potential.”

– Lauren Riplinger, JD,
Chief Public Policy and Impact Officer, AHIMA

Key Takeaways

Successfully preparing HI professionals for AI involves not only technical training but also fostering a culture of ***trust, ethics, and Human-AI collaboration***.

By following these best practices, organizations can ensure a smooth transition to AI integration, empowering professionals to thrive in a rapidly evolving healthcare landscape.



- **Governance and Ethics:**
  - Proper AI governance frameworks are essential for ensuring ethical, secure, and effective AI implementation.
- **AI's Transformative Impact on HI Workforce:**
  - It's reshaping workflows and the workforce, presenting new challenges and opportunities.
- **Upskilling for the Future:**
  - HI professionals must continuously update their skills to stay ahead in a rapidly changing field.
- **AHIMA Role:**
  - AHIMA is committed to providing resources, strategies, and education to empower professionals in this transition.

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QUESTIONS?