

Rural HIT Workforce Program Sustainability: A case study to consider financial viability.

To consider financial viability it is critical to identify and understand the perspective of each program partner regarding the program service: perceived value of the program and the related costs and income of the program. *Financial viability requires that the net summation of each program partners' cost of deploying the program and generated income or realized savings is greater than zero (excluding grant funding).*

Program Partners	Program Service + Value Proposition	Cost of Deploying the Service	Generated Income Realized Savings	Financial Viability
Education organization	<ul style="list-style-type: none">• Provide HIT curriculum:<ul style="list-style-type: none">◦ Increase breadth of offering to perspective students◦ Increase potential student enrollment	<ul style="list-style-type: none">• Curriculum development• Teaching staff• Practicum support• Student support	<ul style="list-style-type: none">• Tuition	<ul style="list-style-type: none">••
		Total Cost =	Total Income =	Net =
Network organization	<ul style="list-style-type: none">• Promote education and recruit potential students:<ul style="list-style-type: none">◦ Meet needs of members for skilled HIT staff• Find effective internship and practice opportunities for students:<ul style="list-style-type: none">◦ Meet needs of members to hire skilled HIT staff• Support graduated students in passing certification exam<ul style="list-style-type: none">◦ Meet needs of members to retain skilled HIT staff	<ul style="list-style-type: none">• Time for program promotion• Time for managing practicum educators• Time to support students preparing for certification exam	<ul style="list-style-type: none">• Education organization fee per enrolled student• Member Fee per enrolled staff	<ul style="list-style-type: none">••
		Total Cost =	Total Income =	Net =
Health care organizations	<ul style="list-style-type: none">• Promote education and recruit potential students:<ul style="list-style-type: none">◦ Increase skillset of potential employees◦ Good public relations and employee perception of internal training and hiring within rural community• Provide effective internship and practice opportunities for students:<ul style="list-style-type: none">◦ Screen potential employees before hiring◦ Increase probability of HIT staff retention	<ul style="list-style-type: none">• Time of practicum educators	<ul style="list-style-type: none">• Reduced turnover cost of HIT staff• Reduced stress of clinical staff with improved HIT support• Improved workflows and performance• Increased quality reporting capability	<ul style="list-style-type: none">••
		Total Cost =	Total Income =	Net =
Financial Viability = Sum > \$0				