



Finding the Right Talent for Healthcare Technology Projects

Efficient, optimized technology is crucial for healthcare organizations that must maintain secure electronic health record programs and effective enterprise resource planning systems to serve providers and patients. With low unemployment rates and high competition for tech talent, finding the right professionals is no small task. Healthcare providers must implement strategic hiring practices to secure the employees they need to upgrade outdated legacy systems, optimize platforms, and maintain ongoing support for the clinicians and patients utilizing the systems.

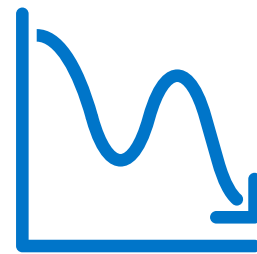


The Healthcare Technology Landscape

Technology has a critical role in healthcare that has increased steadily over the years. EHRs started to gain global traction in the 1990s, and in 2004, the United States set a goal of providing an EHR for every American by 2014. Around 2020, the landscape shifted again with a trend toward digital patient scheduling to combat the average eight-minute time investment in booking an appointment with a healthcare provider.¹

Trends are moving toward even more tech-based experiences. Patients can schedule virtual appointments online and meet with healthcare providers from their homes. The provider on the other end of the video may call upon the Internet of Medical Things to track a remote patient's vital signs and utilize augmented intelligence systems to guide their diagnosis. The continual development of more advanced medical technologies leaves healthcare providers with three critical tasks: upgrading outdated legacy systems, optimizing existing platforms, and delivering ongoing support to ensure efficient use of all programs.

Though the need for healthcare IT talent acquisition is high, many companies struggle to find top talent. Unemployment is extremely low in the technology sector — just 2.8% as of April 2024.² This keeps the competition high and presents a serious challenge for overburdened healthcare facilities that struggle with professional shortages in other areas, such as nursing.



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Focus Areas for Technology Staffing

Healthcare facilities face three essential focus areas for their technology staffing. Maintaining adequate IT staffing in these areas is a critical priority, as these needs must be met before healthcare providers can divert additional talent to [healthcare innovations](#) such as AI assistance and new medical technologies.



Upgrading Legacy Systems

Many healthcare facilities still use outdated legacy systems with limited interoperability with other programs. Not only are these legacy systems inefficient, but they can also present serious cybersecurity risks. If your office struggles with discontinued maintenance, lack of integration, and limited functionality for its operating systems or hardware platforms, it's time to upgrade to the latest healthcare technologies.

Upgrading to a new healthcare system can unlock a world of efficient solutions with full interoperability between programs and complete integration throughout your office. Modern systems also reduce regulatory risks and improve compliance with industry standards such as HIPAA.

Though this upgrade is a big project, it's also a temporary one. This is where an IT recruitment solution can shine, providing you with the talent you need to install, implement, and train your staff on a new program. Once the implementation is complete, you can cut back on your IT staffing as you move forward with your newly streamlined system.



Optimization of Current Platforms

If your current systems offer ample functionality but have untapped potential, you need to build an IT team capable of optimizing your platforms. A fully optimized system includes features such as remote access to EHRs, instant updates to health data, streamlined communication via online channels, intuitive patient portals, and comprehensive security and privacy features.

Optimization requires a dedicated team that can focus solely on identifying underutilized aspects of your platform and implementing new strategies and systems to better serve patients. When the optimization project is complete, you can back down to a slimmer staff for your ongoing maintenance needs.



Ongoing Support for Technology Platforms

If you've already completed the previous steps by phasing out legacy programs and optimizing your new platform, you can focus on developing a small, specialized staff of IT professionals who can provide ongoing support. Your needs will fluctuate less in this area, so you can put more effort into retaining your employees instead of recruiting them. It's important to maintain a reliable IT department so you have ample support and prompt resolution for any issues, particularly those that impact patient care and privacy.

Challenges in Staffing for Healthcare Technology Projects

The tech industry anticipates extreme growth in the coming years. According to the Bureau of Labor Statistics, employment for information security analysts will increase by 32% between 2022 and 2032, while employment of software developers, quality assurance analysts, and testers will see 25% growth over the same period.³

The IT landscape is highly competitive and also extremely complex. New technologies, programming languages, and software programs develop so quickly that a college degree does not guarantee adequate education and experience with a certain program. For this reason, hiring managers are shifting to a skills-first approach for hiring tech talent. In April 2024, 46% of active tech job listings did not specify the need for a four-year degree.² Companies must instead focus on finding niche skills with the exact products they're using to secure the right talent.

Strategies for Attracting Top Technology Talent

To attract top talent for IT positions, healthcare providers must offer a highly competitive compensation package. While this begins with a good salary and solid benefits, it can also expand into other enticing offerings. IT professionals need a continually evolving skill set to remain relevant in this fast-paced field. Employers can help support this need by providing professional development and educational opportunities.

IT positions are ideal for flexible work arrangements and remote employment opportunities. If you don't need your support personnel in the office, consider expanding your employee search beyond your local area to include highly qualified professionals who can work remotely or those who make only infrequent trips into the office.

Partnering With Staffing Experts

Partnering with a staffing agency can streamline your search for top talent in the IT sector. Medix Technology has over two decades of experience with healthcare IT talent acquisition. Outsourcing this task to a specialized IT recruitment solution frees your staff to focus on more pressing matters in the office. Medix Technology will seek contract talent to reduce your hiring risk and efficiently serve temporary needs, such as upgrading from legacy systems or optimizing your programming.

Medix Technology also uses a detailed assessment tool to select employees who suit your unique work environment. This increases your chance of integrating top talent into your organization for long-term possibilities, such as ongoing tech support when your optimization project is complete.

Preparing for Future Challenges

Proactively partnering with an IT recruitment agency will help prepare your company for the future. You'll have a direct source for future IT talent acquisition as you implement new systems and solutions into 2025. Building a resilient and adaptable technology team now is the best way to future-proof your healthcare facility. Implement continuous learning and development programs to keep your resident tech staff up to date with industry trends, and reach out to Medix Technology as needed to increase your staffing for new IT projects and developments.

Contact Medix Technology for cost-effective, flexible [healthcare IT recruiting services](#) that will keep your office well-staffed for the future. We can help you balance your full-time workforce with temporary hires so you have all the talent you need with no extraneous team members. Medix Technology can help you artfully balance your labor mix to manage the unique IT challenges in the healthcare industry efficiently and effectively.

1. "The Evolution of Patient Scheduling". Clearwave. Accessed May 29, 2024. <https://www.clearwaveinc.com/blog/evolution-patient-scheduling/>

2. "Unemployment rate for tech occupations ticks down, CompTIA reporting shows". PR Newswire. May 3, 2024. Accessed May 29, 2024. <https://www.prnewswire.com/news-releases/unemployment-rate-for-tech-occupations-ticks-down-comptia-reporting-shows-302135740.html>

3. "Information Security Analysts". U.S. Bureau of Labor Statistics. Accessed May 29, 2024. <https://www.bls.gov/ooh/computer-and-information-technology/software-developers.htm>

