



2013 Healthcare Integration Compensation Survey Results

The 2013 Healthcare Integration Compensation Survey Results provides a current snapshot of compensation variables for IT professionals who work within the healthcare integration discipline. Results from this survey are presented graphically in summary form.

This survey was conducted during a two week period in May - June 2013 and was open to all participants through our website, www.corehealthtechnologies.com. We tried to maximize participation through email invitations and through various social media outlets.

Over 675 US-based individuals participated in this survey. All participants are employed by organizations that vary in type, location, and size but all people represented in this report work within the healthcare integration discipline.



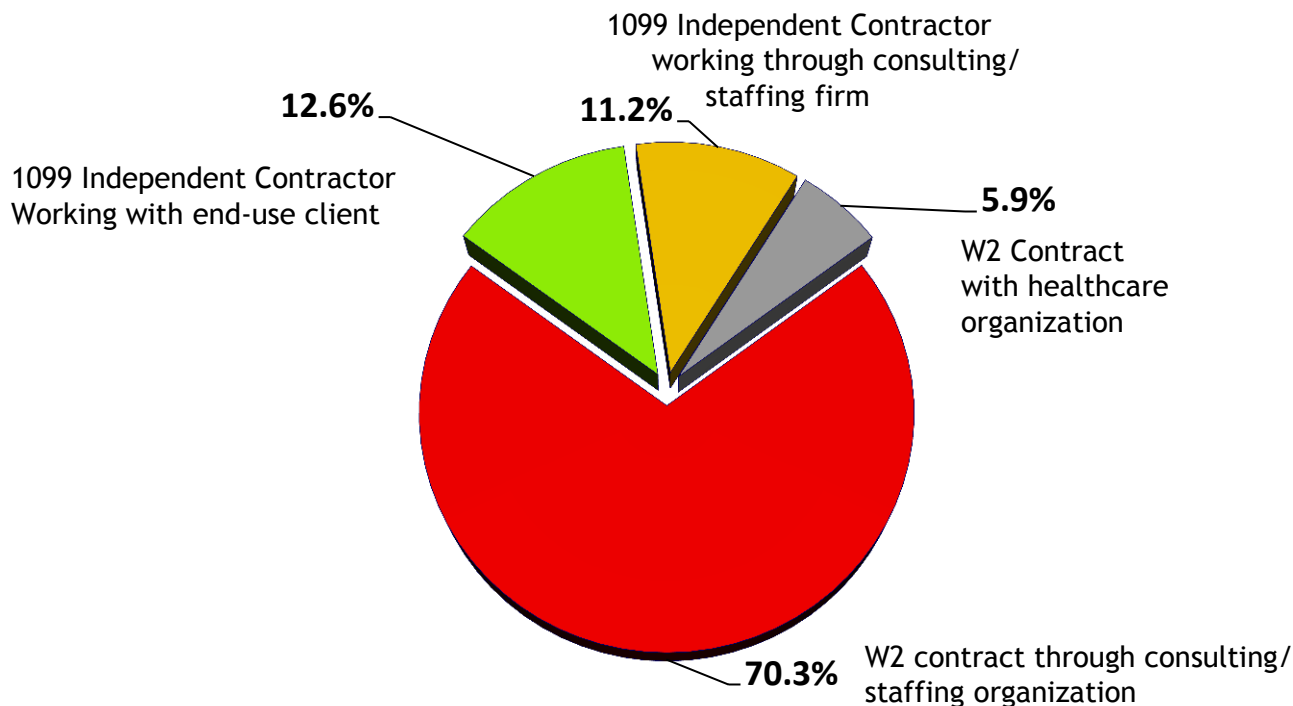
Observations by Core Health Technologies

- **Employee classification continues to move toward W2.** Over 76% of survey participants who classified themselves as consultants/contractors reported working on a W2 basis. This is a significant increase from our 2012 survey when W2 contractors were 54% of the participants. This trend is aligned with the US Department of Labor's increased effort to investigate independent contractor classifications over the last two years. State agencies have also increased focus on employee classification adding to this trend.
- **Remote work options abound.** Only 30% of full-time (perm) employees and 22.2% of consultants/contractors are required to work 100% onsite.
- **Low tenure for full-time integration staff - Positive trend from 2012.** Of the full-time (perm) integration professionals participating in this survey, 62.7% have five years or less tenure with their existing organization and 36.2% have 2 years or less tenure. While this low number is not favorable, it does show a positive turn from our 2012 survey with an increase of 5% having greater than 5 years with their organization and a decrease of 10% of those with an organization less than 2 years.
- **Strong IT & Healthcare experience.** Of the full-time (perm) participants, 68.7% reported to have over five years experience in healthcare integration, and 91.7% reported over five years of IT experience. Consulting participants reported 73.3% of healthcare experience and 93.8% with over five years IT experience.
- **Cloverleaf remains #1 reported engine used in a diverse market.** While participants report using 18 integration engines as their primary engine, the Cloverleaf engine from Infor (formerly Lawson, Healthvision, and Quovadx) sustains a dominant market presence. 21.9% of participants reported using Cloverleaf as their primary engine and 34.4% report using Cloverleaf as one of their engines. When combined McKesson's Pathways, a brand of Cloverleaf, the market presence is 42.9%. This is an interesting increase from participants reporting 17.6% primary usage in our 2012 survey.
- **Corepoint, Epic Bridges, & Rhapsody continue to expand market share.** Each of these engines grew at least 1% in market share for primary integration engine as reported by participants from the 2012 compensation survey. Note: We have included Epic Bridges in this category, at the request of participants, even though it can more accurately be defined as a tool than a full interface engine.



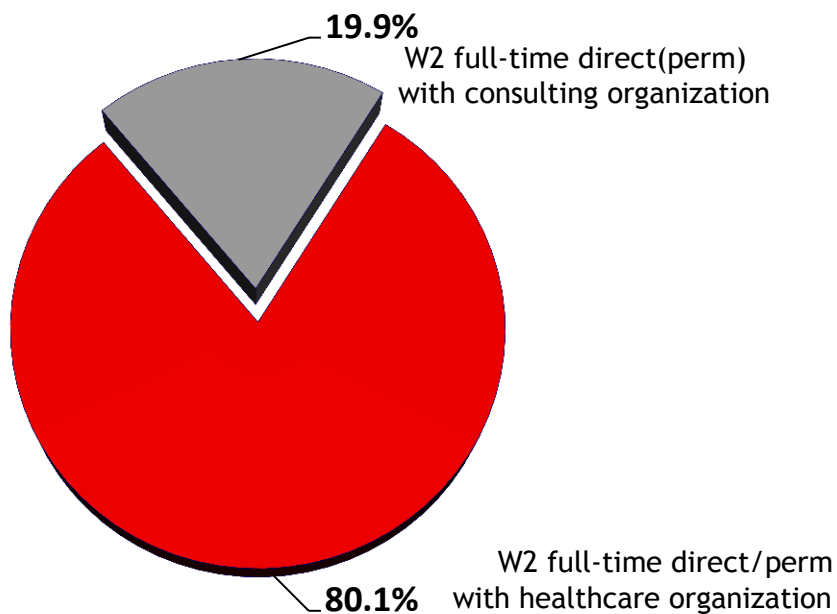
Employment Classification - Consultant/Contractor

Select the choice that best describes your current employee classification.



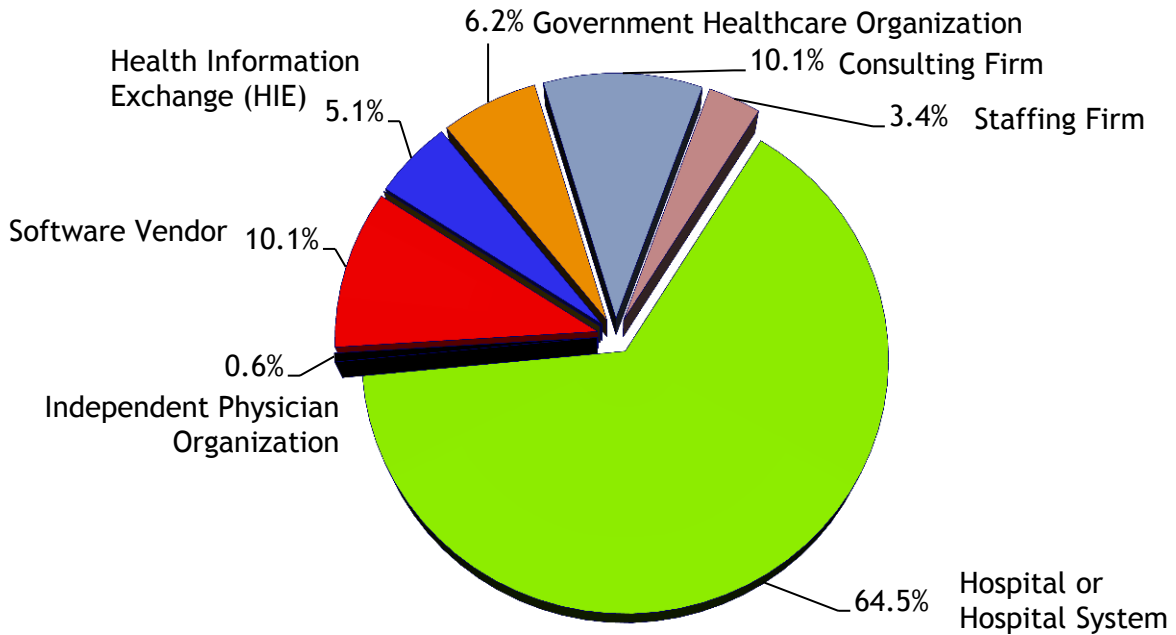
Employment Classification - Fulltime (Perm) Employee

Select the choice that best describes your current employee classification.



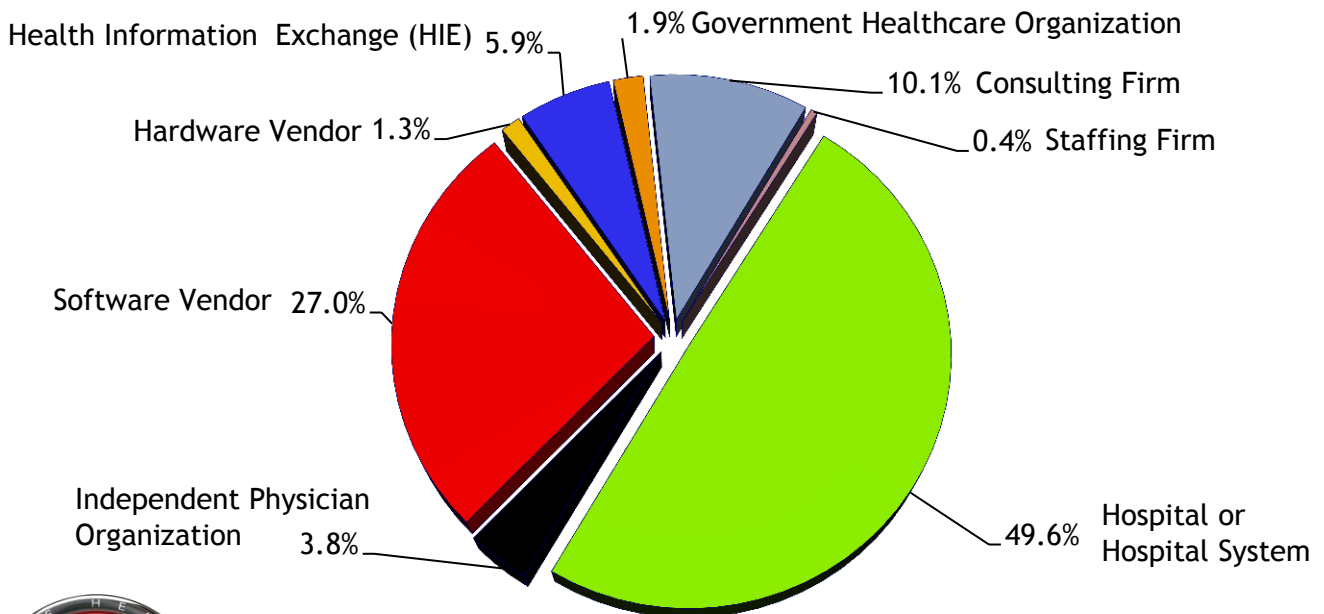
Client Type - Consultant/Contractor

Which of the following best describes your current client?



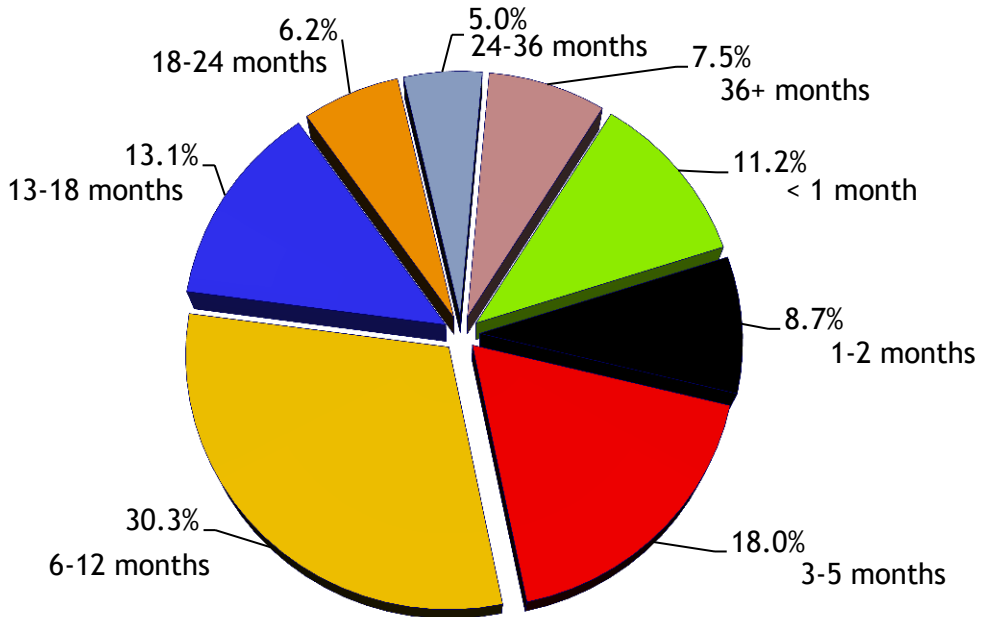
Employer Type - Fulltime (Perm) Employee

Which of the following best describes your current employer?



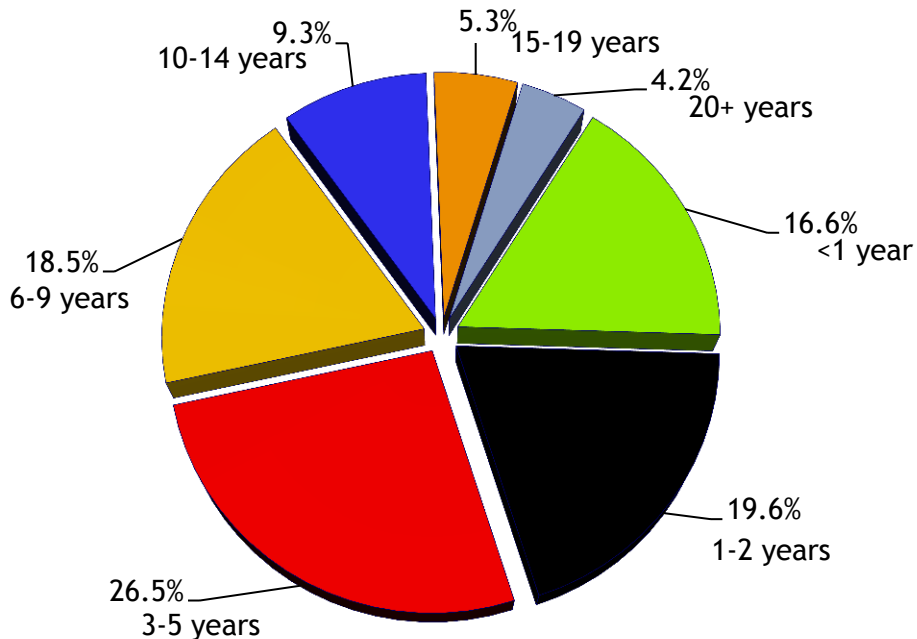
Current Contract Length - Consultant/Contractor

How long have you been engaged in your current contract assignment?



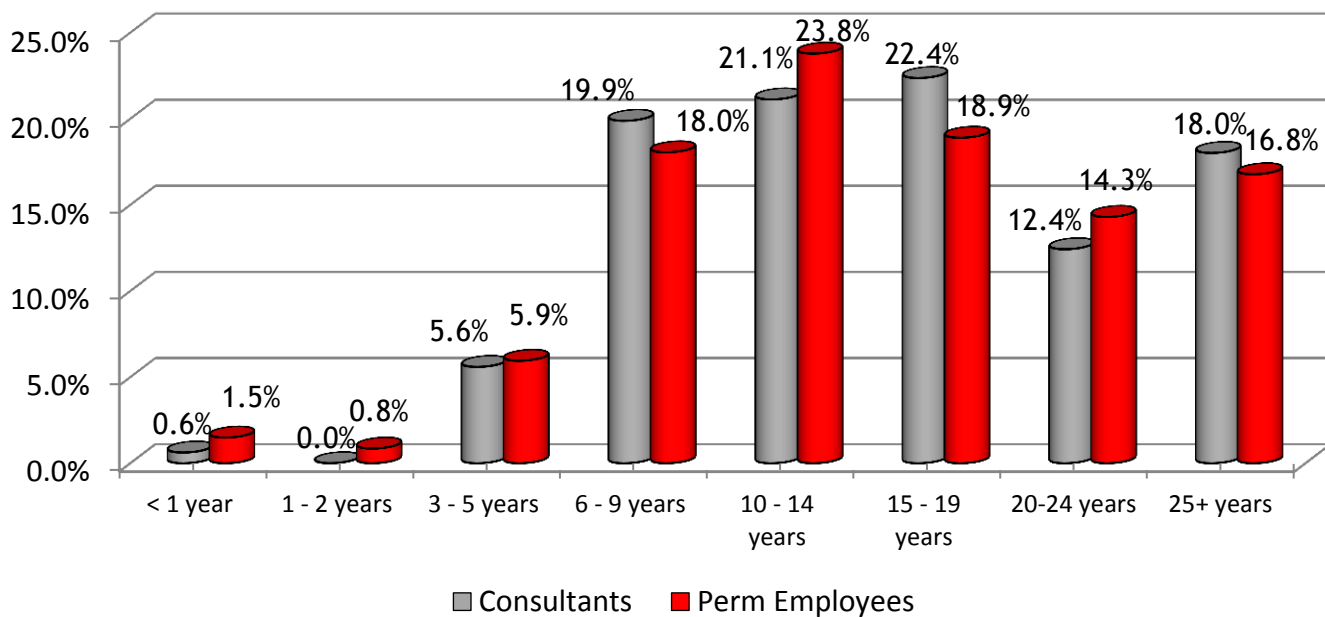
Tenure in Organization - Fulltime (Perm) Employee

What is your tenure within your current organization?



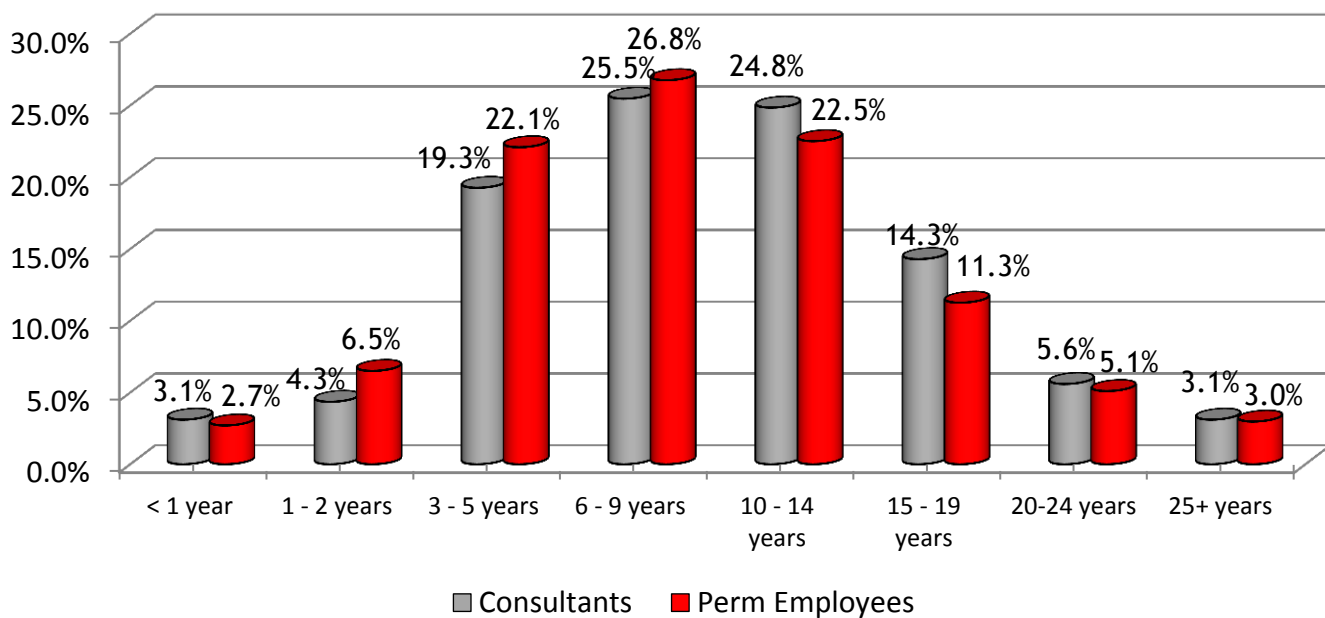
Experience in IT

How long have you been in IT?



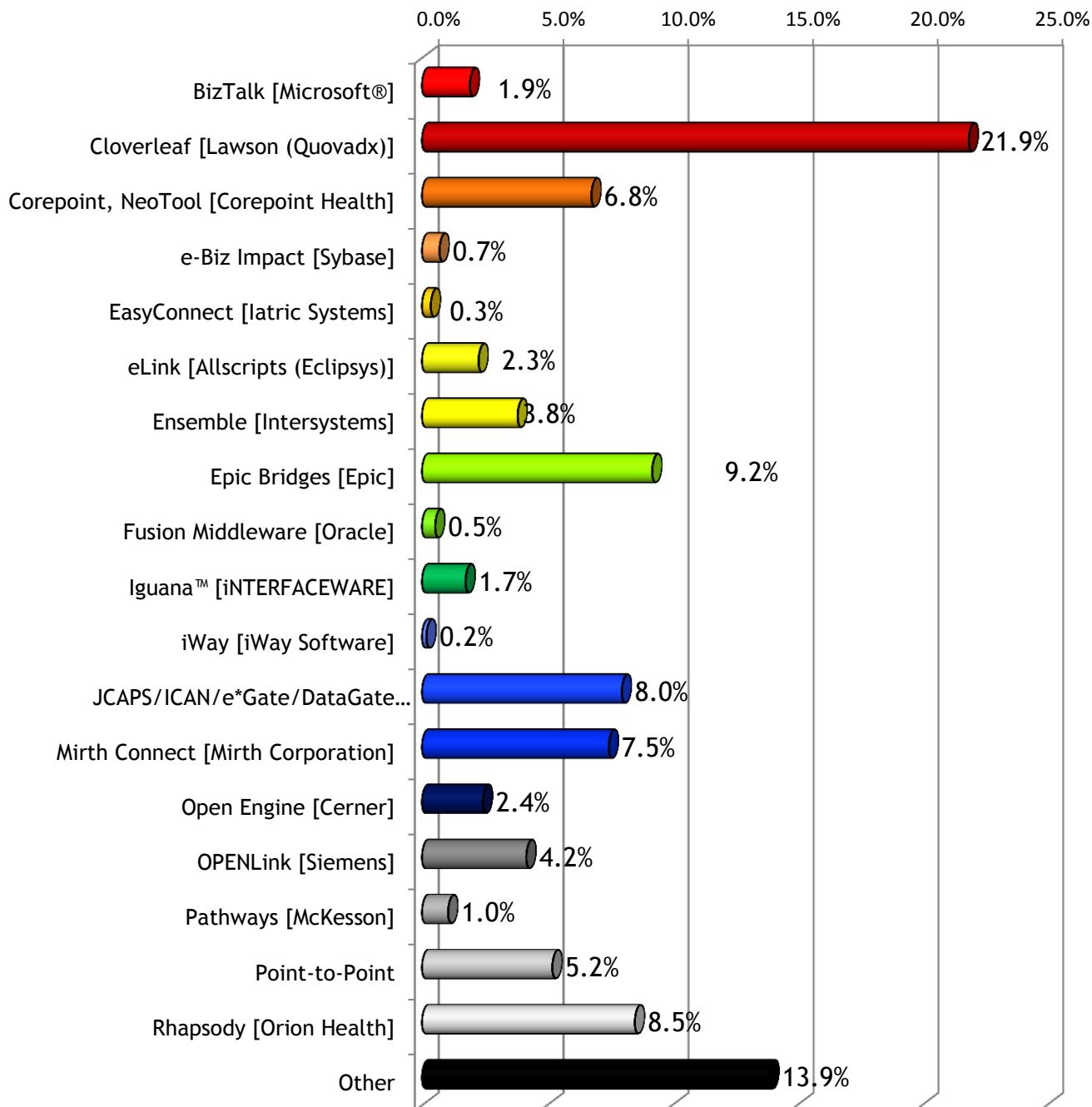
Experience in Healthcare Integration

How many years of experience do you have specific to healthcare integration?



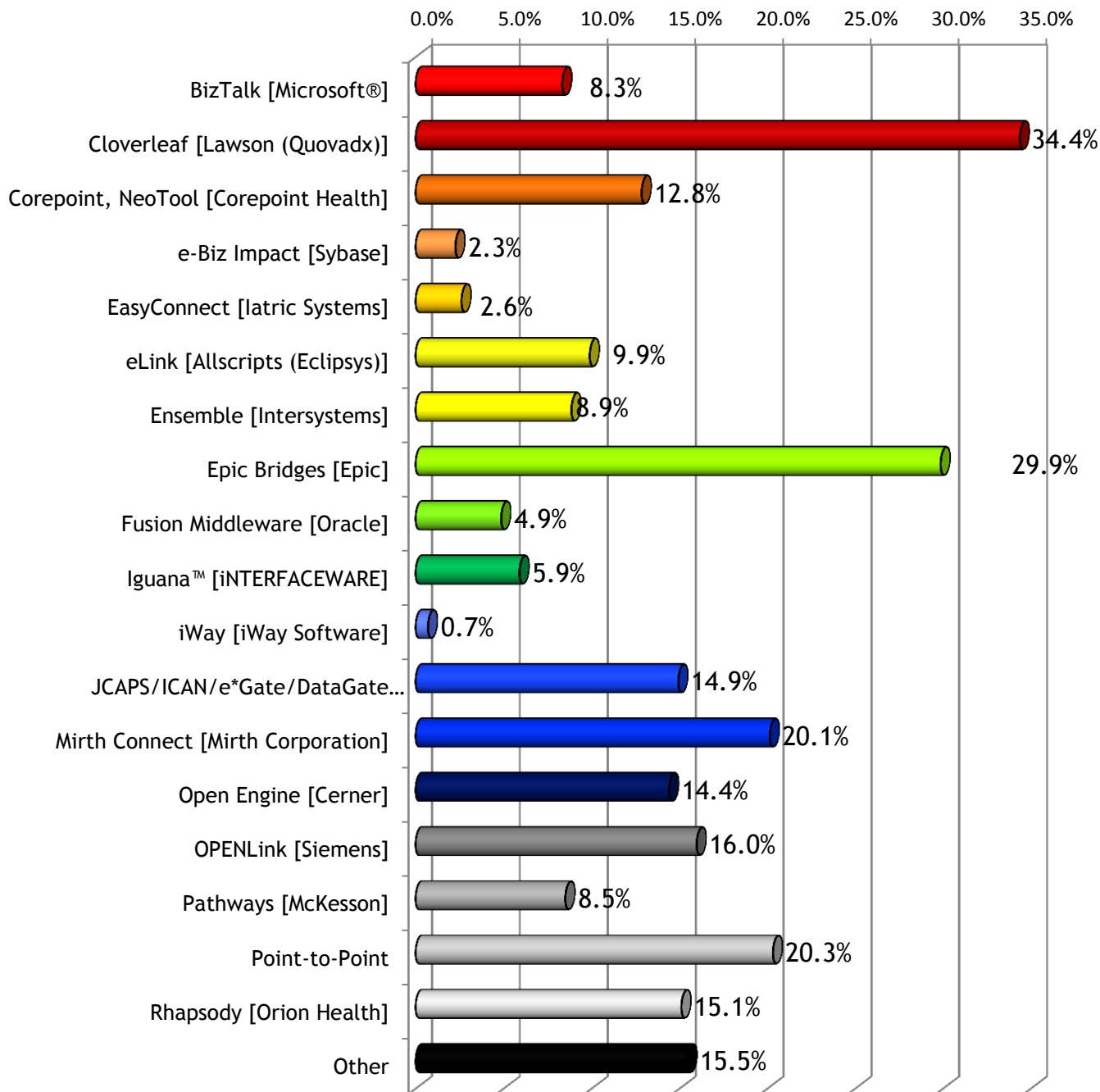
Primary Integration Engine

What is the primary interface engine you use in your current engagement?



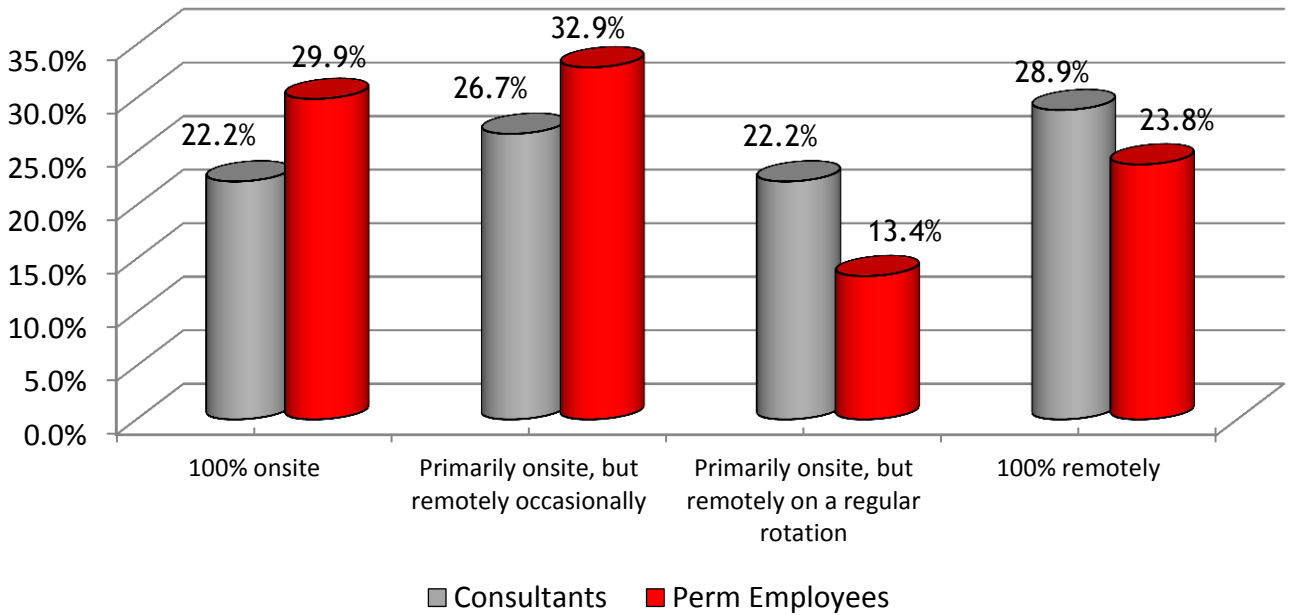
Integration Engines Being Utilized

Select all specific HL7 interface technologies which your current client utilizes.



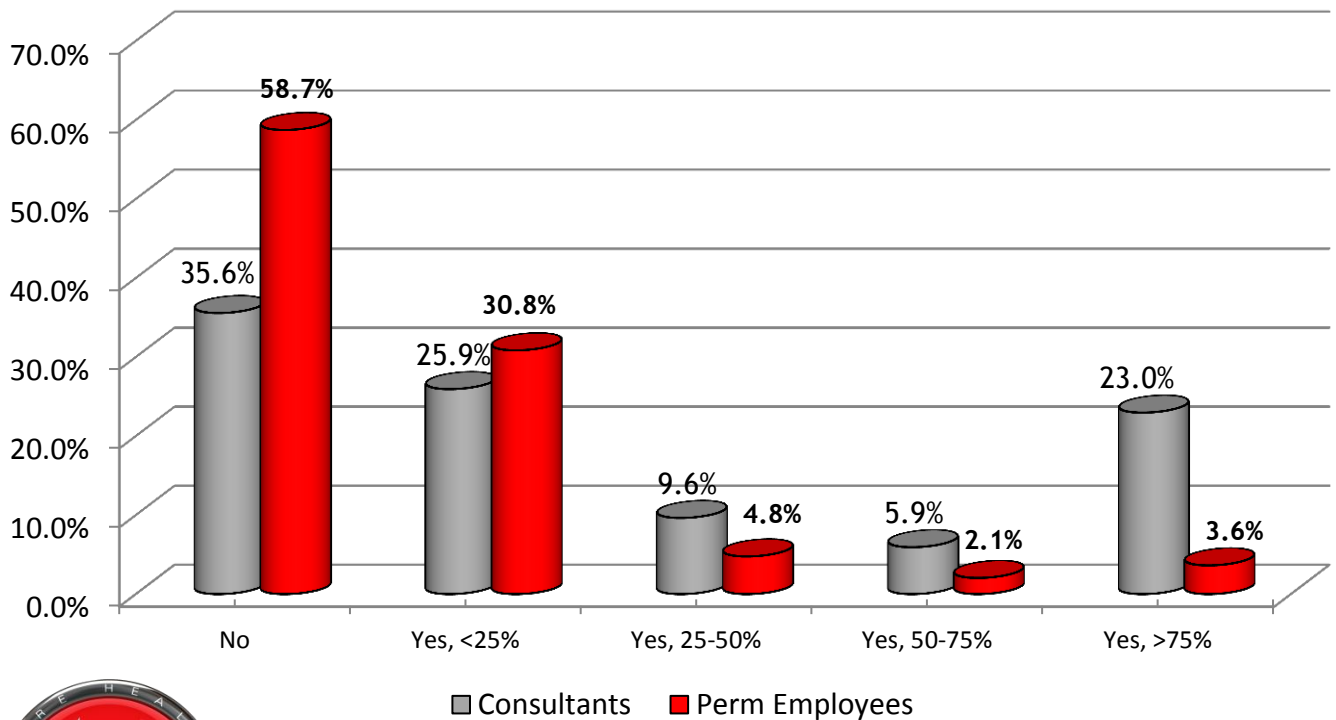
Onsite vs. Remote

Do you work onsite or remotely?



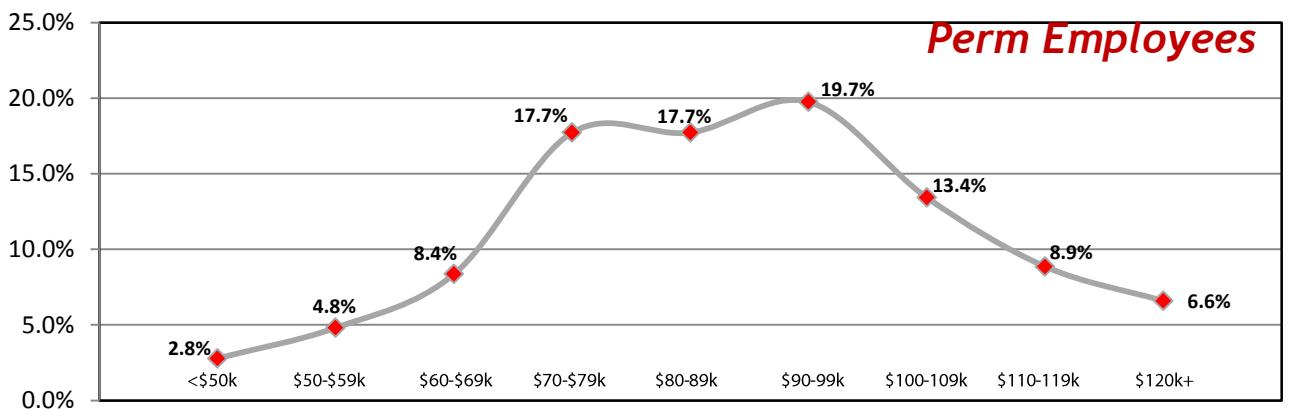
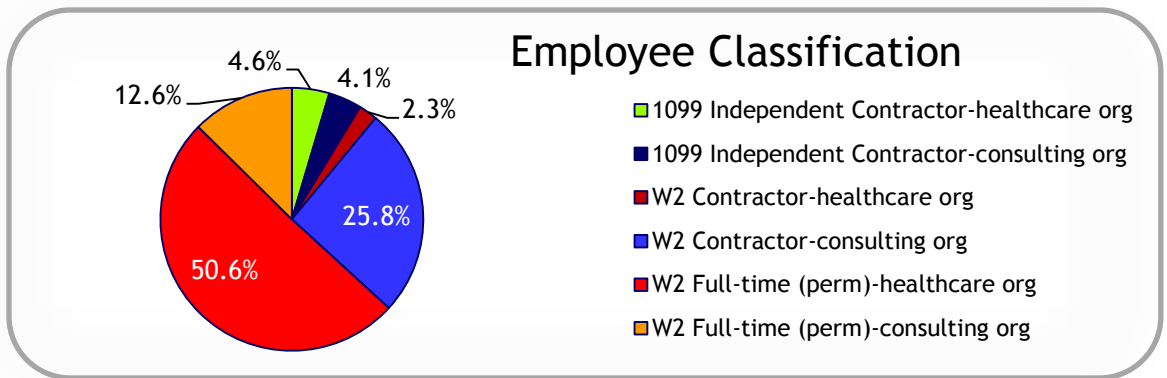
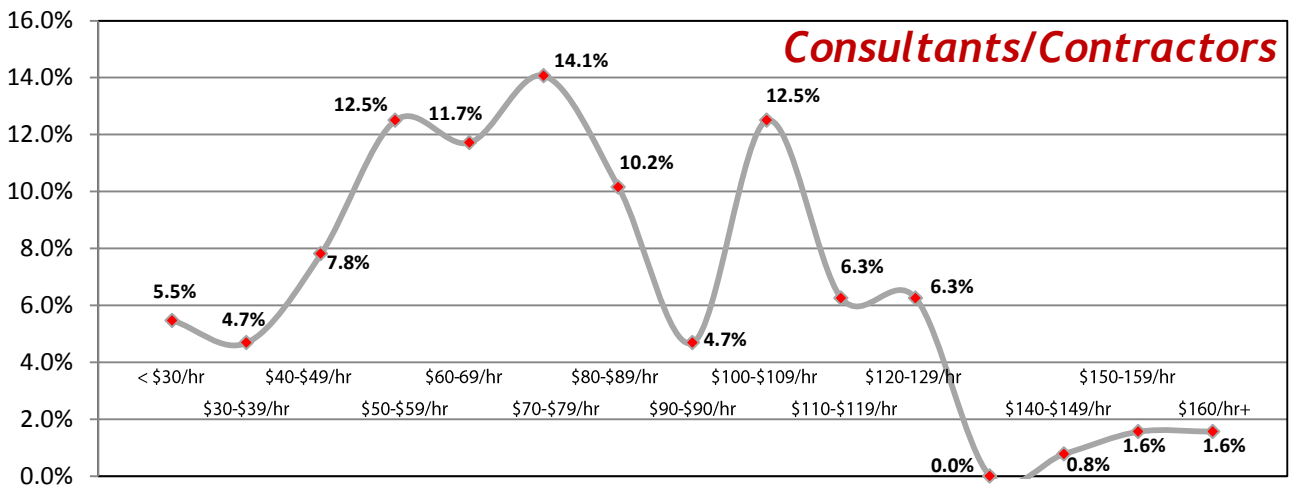
Travel

Are you required to travel (beyond your local area) in your current role?



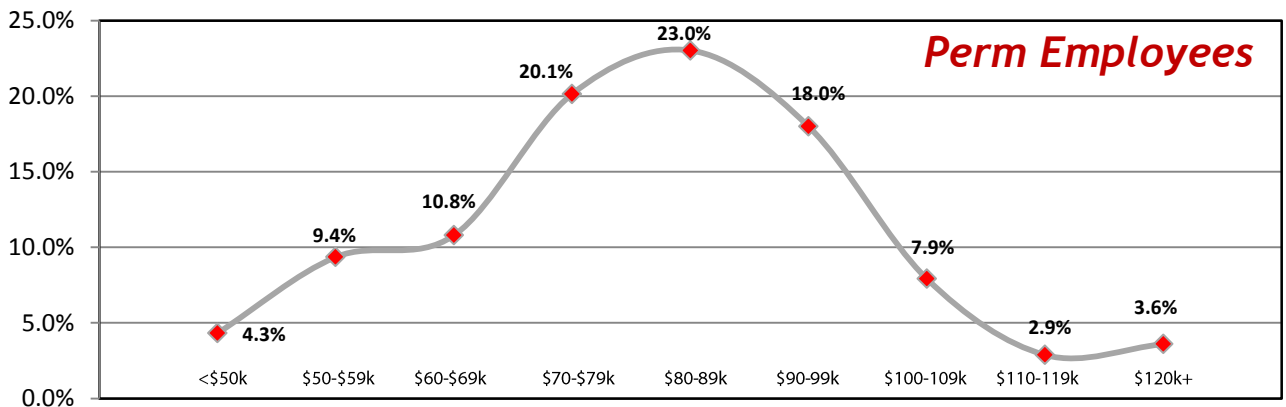
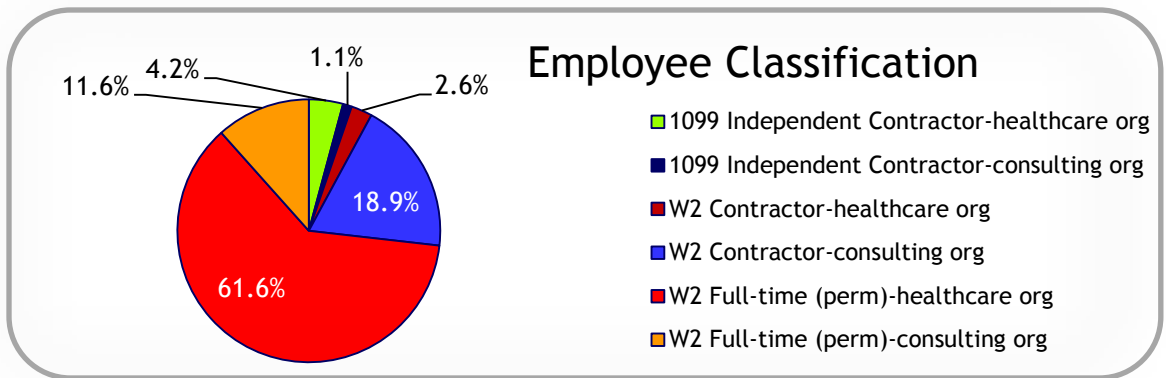
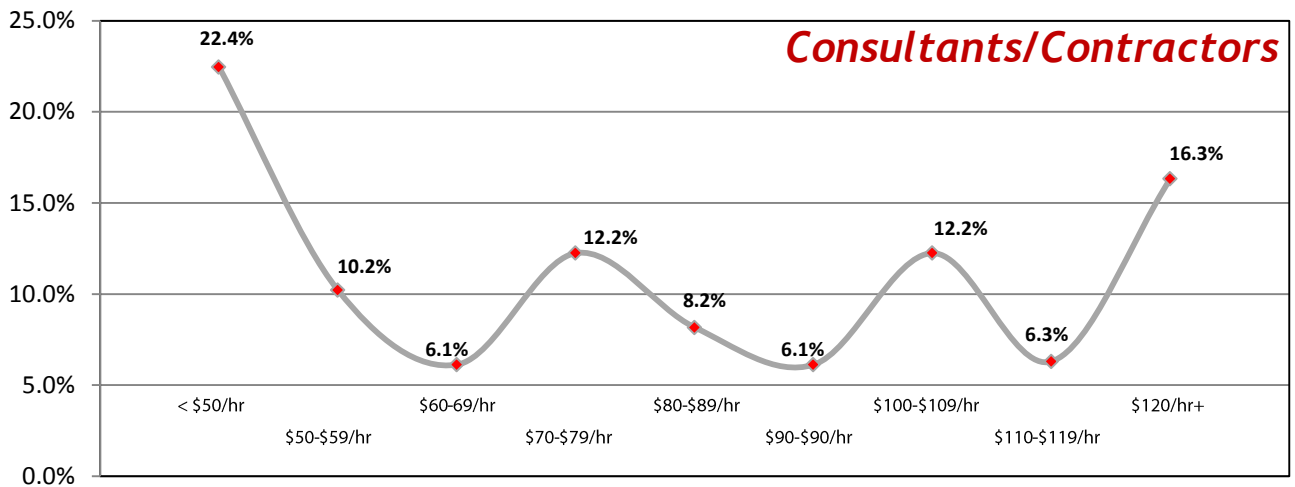
Combined - All Views

Base Compensation - Consolidated



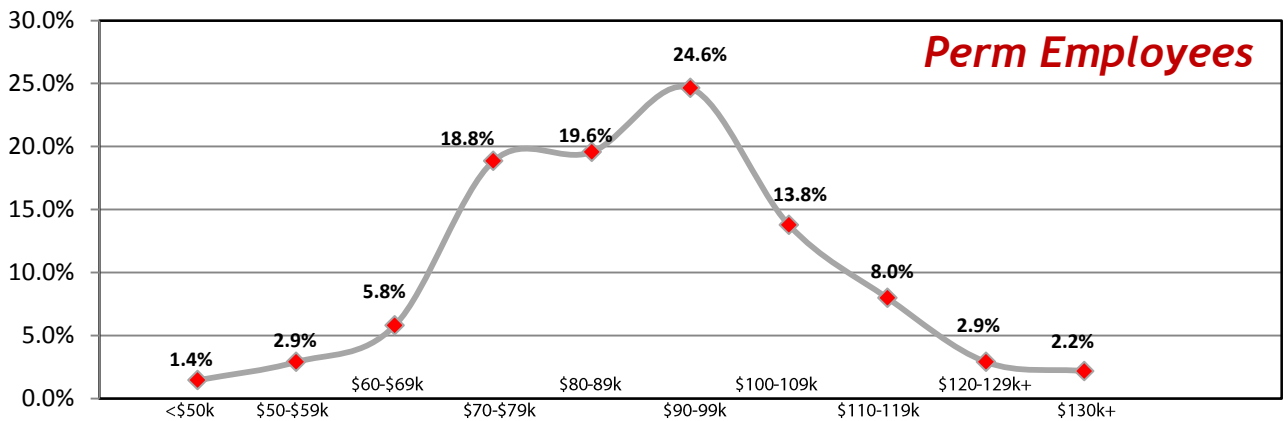
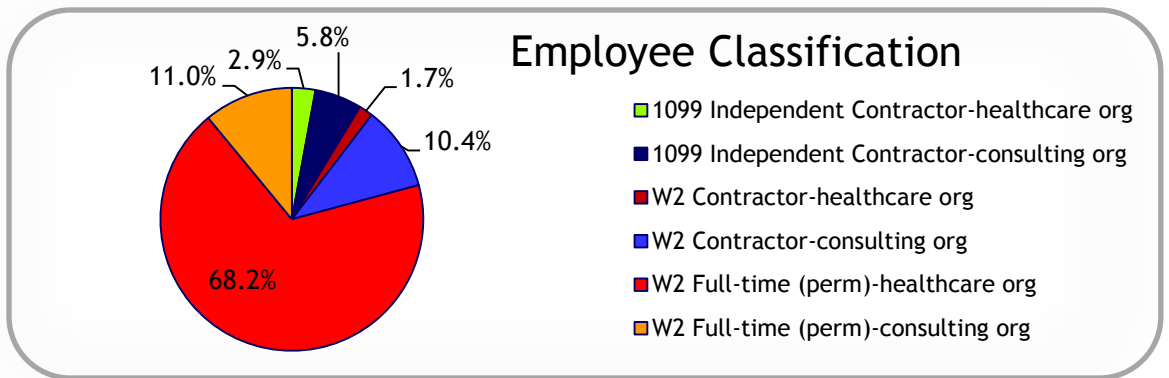
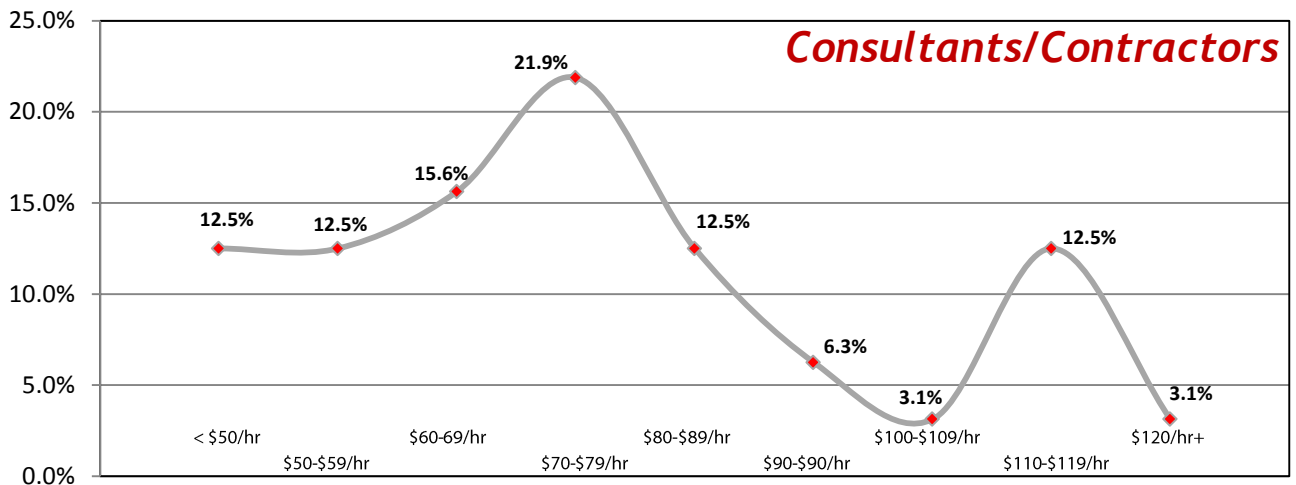
Healthcare Integration Analyst

Base Compensation



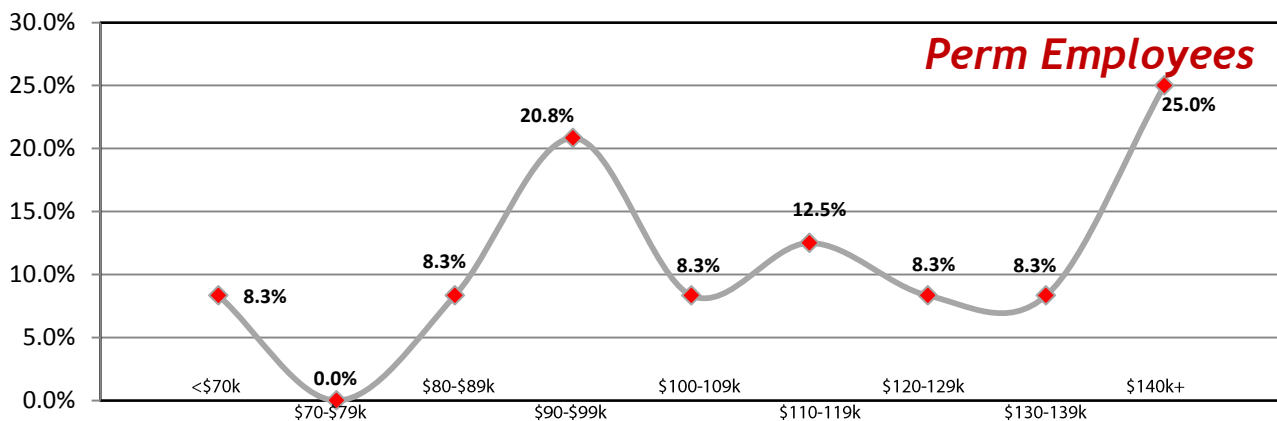
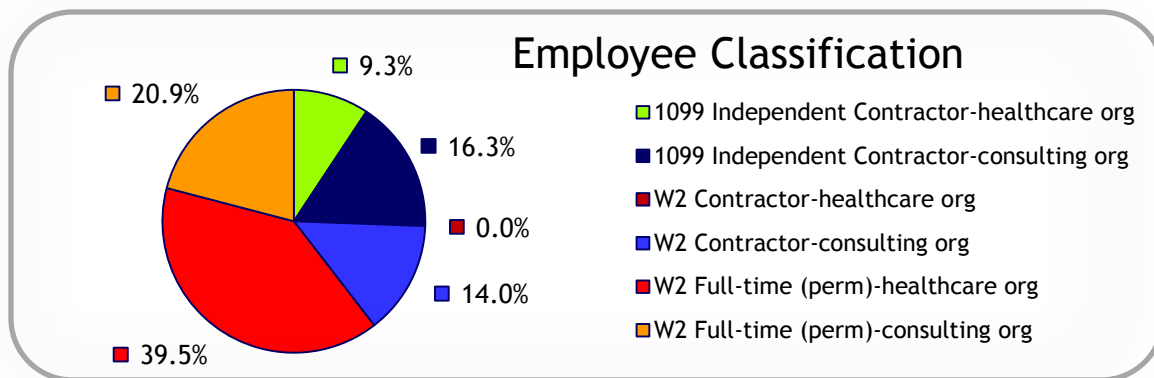
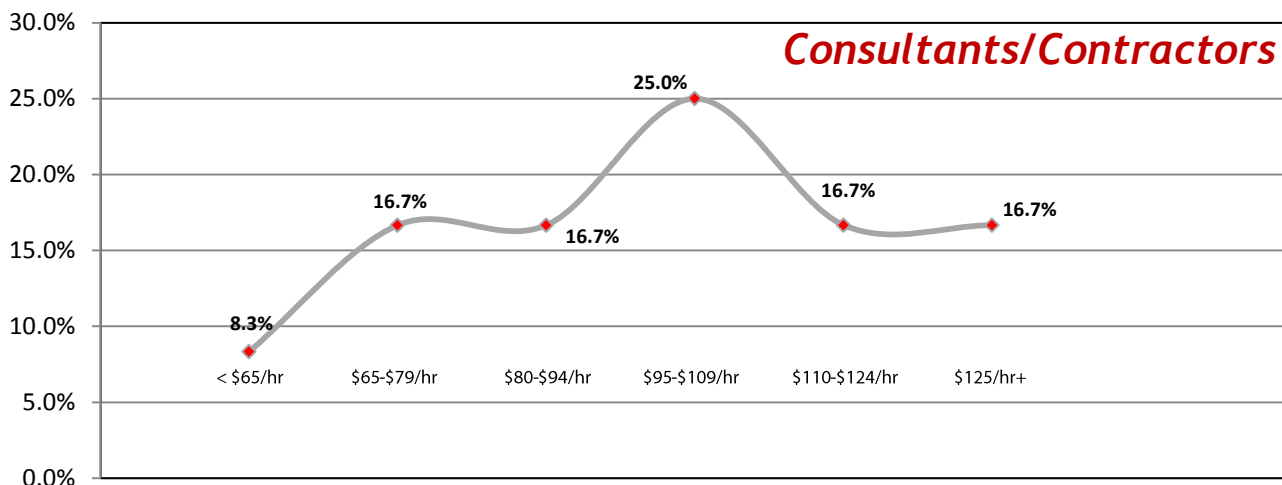
Healthcare Integration Programmer/Developer

Base Compensation



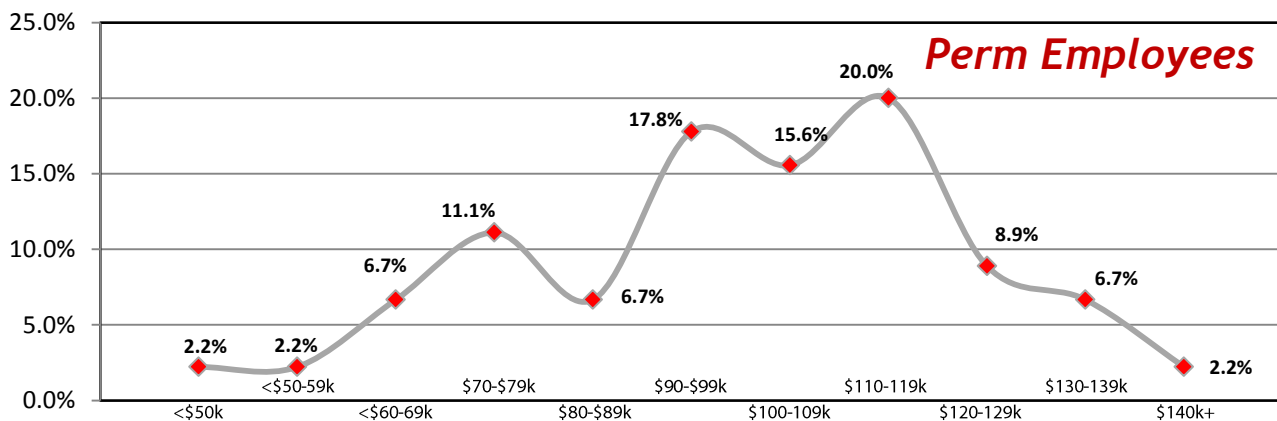
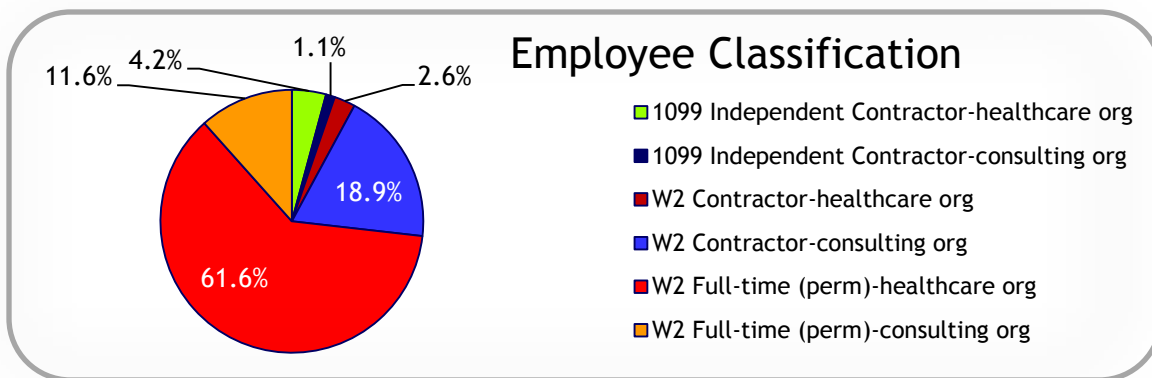
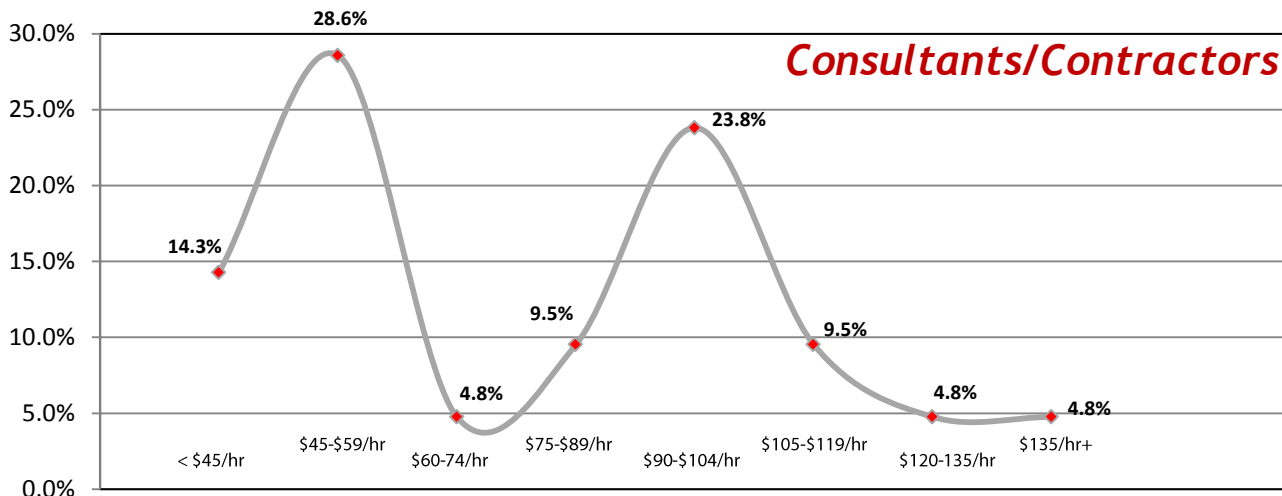
Architect

Base Compensation



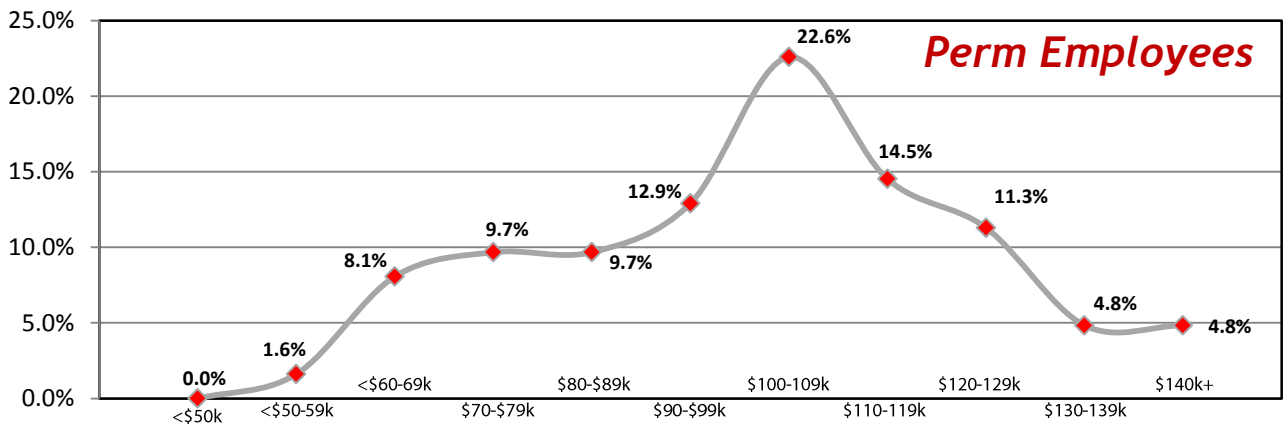
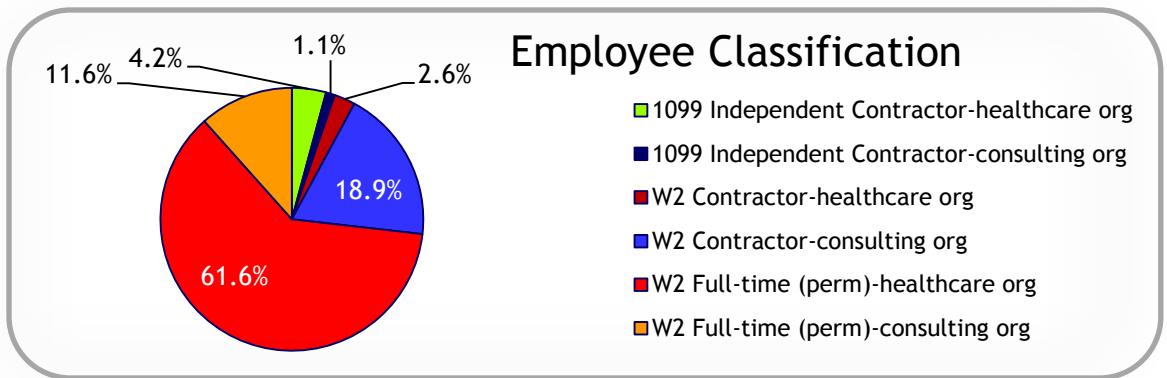
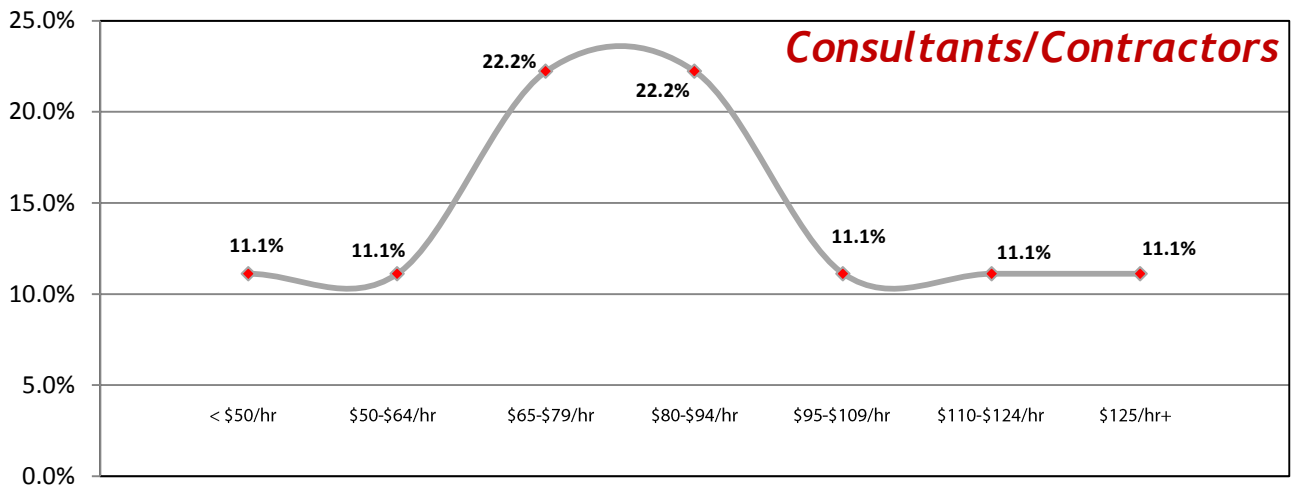
Project Manager

Base Compensation



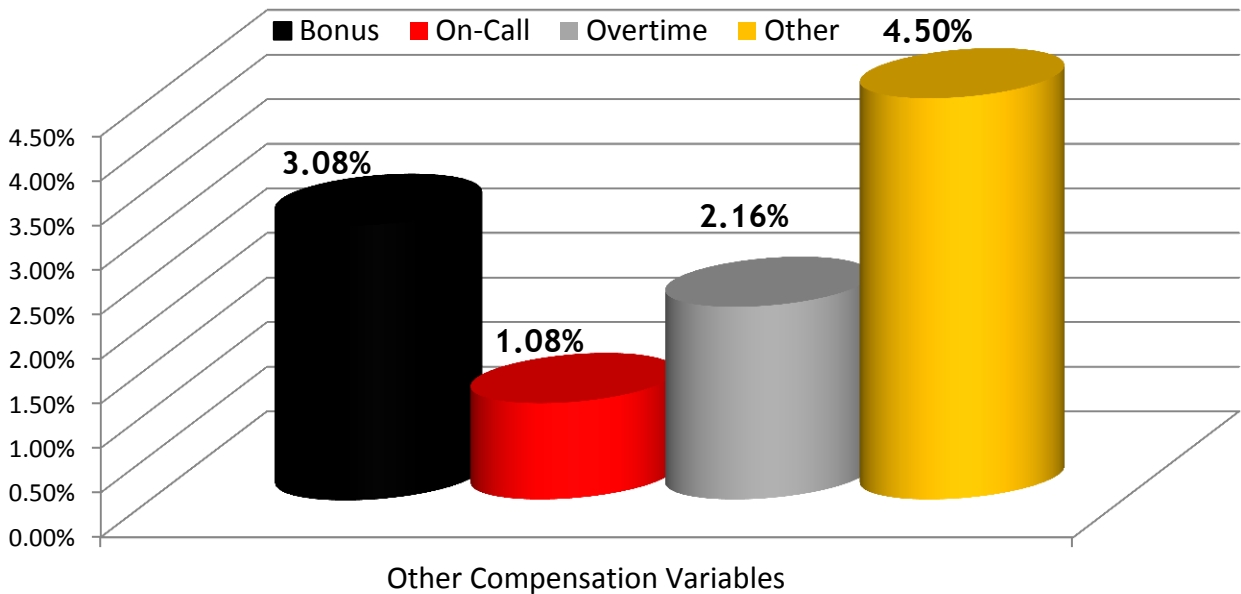
Team Lead/Manager

Base Compensation



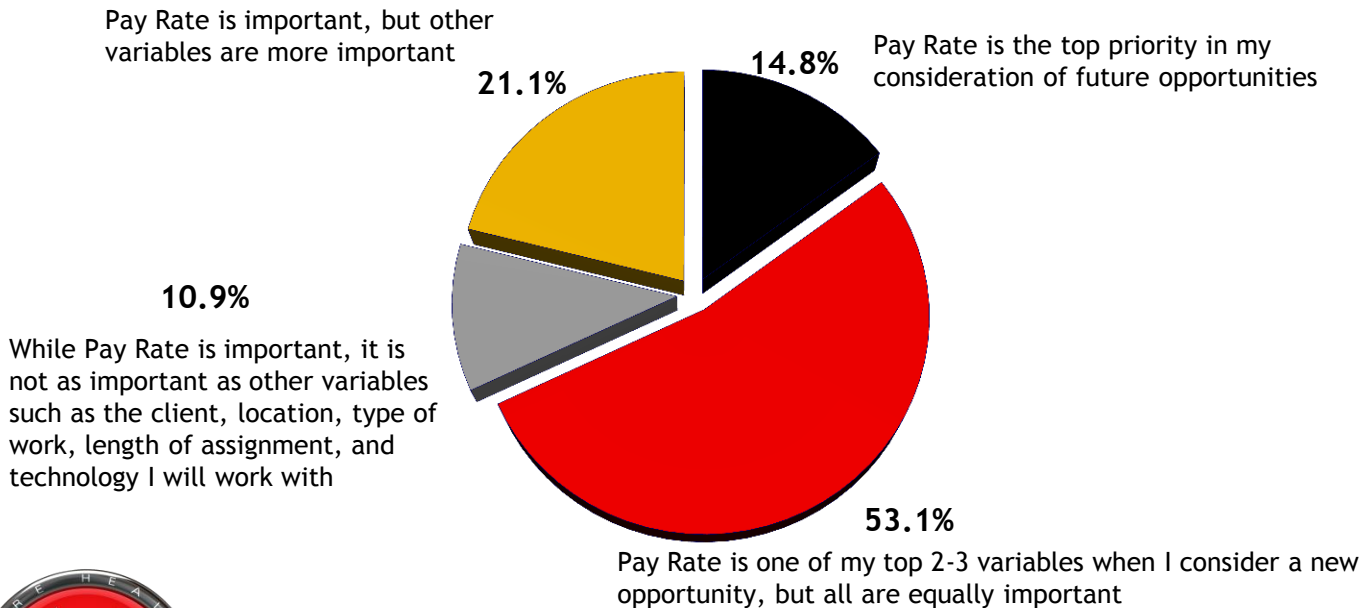
Other Compensation Variables

What other variables are included in your total compensation?



Importance of Pay Rate/Salary

How would you rate the importance of Pay Rate in your selection of opportunities?



CORE HEALTH TECHNOLOGIES

Connecting and Protecting Health Information

About Core Health Technologies

We Solve Healthcare Organizations' Integration Challenges by Connecting Health Information.

Whether we're providing a seasoned team to integrate a new Hospital Information System (HIS) across a large multi-hospital system, just one expert with a specific hard-to-find technical skill set, or anything in-between, Core Health Technologies produces results. Our focus on the healthcare integration skill discipline has allowed us to grow our expertise and extend the breadth and depth of our professional network beyond typical consulting firms working across the healthcare IT spectrum.

Core Health Technologies has built a reputation of success by producing results with excellence in every aspect of conducting business. Our leadership in healthcare integration continues to set us apart as a preferred partner by increasing numbers of healthcare organizations. Core Health Technologies is setting a new standard in solving healthcare integration challenges and meeting clients' needs: Best of breed HL7 interface/integration consultants, no service contracts, and maximum flexibility.

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