

Medical Records and Health Information Technicians Labor Market Analysis: San Diego County

June 2018

Summary

The following list summarizes findings from the labor market analysis below for *Medical Records and Health Information Technicians*:

- Between 2017 and 2022, *Medical Records and Health Information Technicians* are projected to increase by 239 jobs or 11 percent.
- Employers in San Diego County will need to hire 179 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.
- Between 2010 and 2017, there was an average of 986 online job postings per year for *Medical Records and Health Information Technicians* in San Diego County. Of those postings, there was an average of 360 online job postings per year listing “medical coding” as a skill.
- *Medical Records and Health Information Technicians* earn median hourly earnings of \$21.40; this is more than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$13.09 per hour.
- According to the California Community Colleges Chancellor’s Office Management Information System (MIS) Data Mart, there are three Taxonomy of Programs (TOP) codes associated with this occupation: 051420: Medical Office Technology, 122300: Health Information Technology and 122310: Health Information Coding.
- According to the TOP data, three colleges supply the region with awards for this occupation: Palomar College, San Diego Mesa College and Southwestern College.
- Comparing labor demand (annual openings) with labor supply suggests that there is a supply gap for this occupation in San Diego County, with 179 annual openings and 44 awards. Comparatively, there are 1,895 annual openings in California and 765 completions.
- Between January 1, 2015 and December 31, 2017, the top five employers in San Diego County for this occupation searching for job candidates with the skill, “medical coding” were Scripps Health, Sharp Healthcare, UnitedHealth Group and UC San Diego.
- The typical entry-level education is a post-secondary non-degree award.
- The top specialized skill requested by employers in San Diego County for *Medical Records and Health Information Technicians* is medical coding.

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

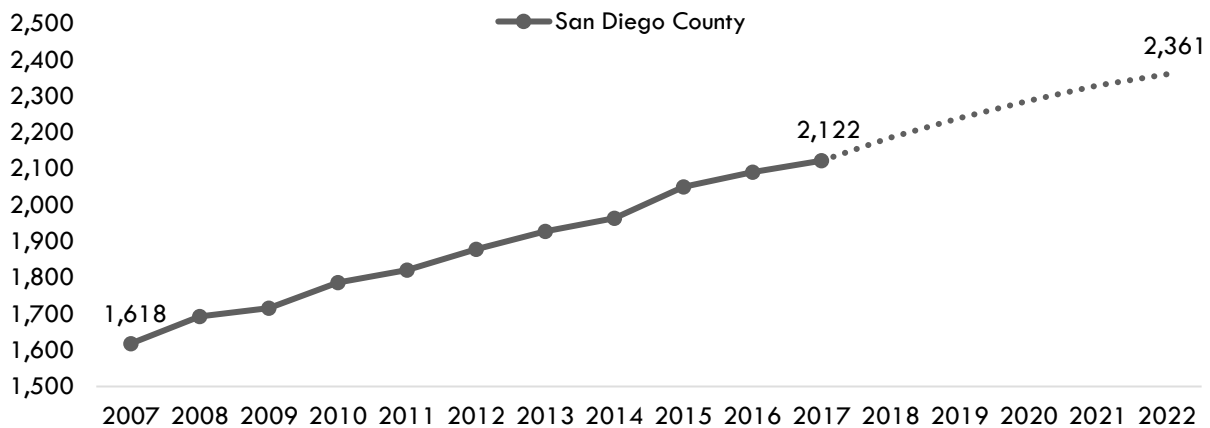
Medical Records and Health Information Technicians (SOC 29-2071): Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. Excludes "File Clerks" (43-4071). Sample reported job titles include:

- Health Information Specialist
- Registered Health Information Technician (RHIT)
- Medical Coder
- Health Information Systems Technician
- Release of Information Specialist
- Medical Records Technician (Medical Records Tech)
- Medical Records Supervisor
- Medical Records Director
- Medical Records Custodian
- Medical Records Coordinator

Projected Occupational Demand

Between 2017 and 2022, *Medical Records and Health Information Technicians* are projected to increase by 239 jobs or 11 percent (Exhibit 1). Employers in San Diego County will need to hire 179 workers annually to fill new jobs and backfill jobs due to attrition such as retirement or turnover.

Exhibit 1: Number of Jobs for Medical Records and Health Information Technicians (2007-2022)²



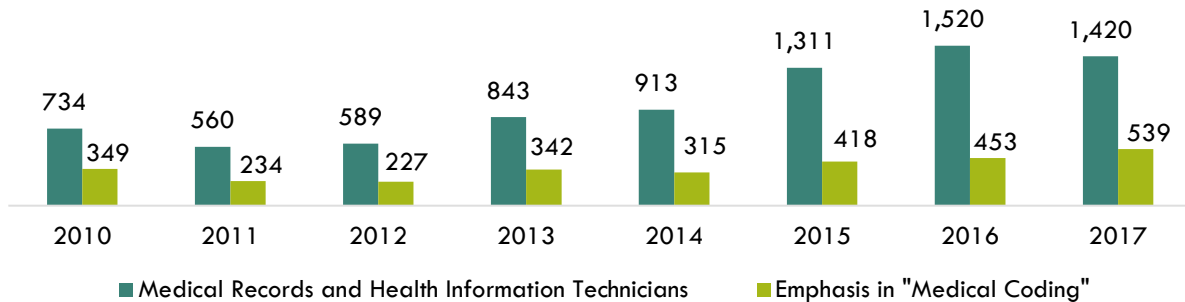
¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc/).

² Economic Modeling Specialists, Int'l. (EMSI). San Diego (6073). 2018.02 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2007-2022.

Online Job Postings

Between 2010 and 2017, there was an average of 986 online job postings per year for *Medical Records and Health Information Technicians* in San Diego County. Of those postings, there was an average of 360 online job postings per year listing “medical coding” as a skill (Exhibit 2).

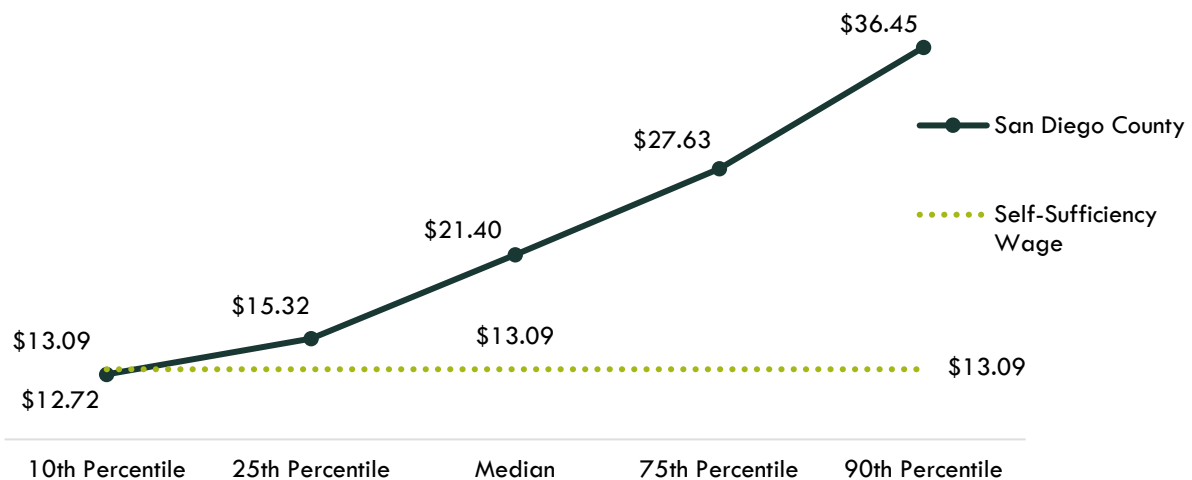
Exhibit 2: Number of Online Job Postings for Medical Records and Health Information Technicians in San Diego County (2010-2017)³



Earnings

Medical Records and Health Information Technicians earn median hourly earnings of \$21.40; this is more than the Self-Sufficiency Standard for a single adult in San Diego County, which is \$13.09 per hour (Exhibit 3).⁴

Exhibit 3: Hourly Earnings for Medical Records and Health Information Technicians in San Diego County⁵



³ Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2010-2017.

⁴ The self-sufficient wage in San Diego for one adult is \$13.09 (insightcced.org/tools-metrics/self-sufficiency-standard-tool-for-california).

⁵ EMSI. San Diego (6073). 2018.02 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of related program completers/graduates/awards in San Diego County. According to the California Community Colleges Chancellor's Office Management Information System (MIS) Data Mart, there are **three** Taxonomy of Programs (TOP) codes associated with this occupation: 051420: Medical Office Technology, 122300: Health Information Technology and 122310: Health Information Coding (Exhibit 4).

Exhibit 4: Related TOP Codes in San Diego County

SOC 29-2071: Medical Records and Health Information Technicians

TOP 051420: Medical Office Technology

TOP 122300: Health Information Technology

TOP 122310: Health Information Coding

According to the TOP data, **three** colleges supply the region with awards for this occupation: **Palomar College, San Diego Mesa College and Southwestern College** (Exhibit 5).

Exhibit 5: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions by Occupation (Program Year 2013-14 through PY2016-17 Average)

TOP6	TOP6 Title	3-Yr Annual Average CC Awards (PY14-15 to PY16-17)	Other Educational Institutions 3-Yr Annual Average Awards (PY13-14 to PY15-16)	3-Yr Total Average Supply (PY13-14 to PY16-17)
051420	Medical Office Technology	13	0	13
	• Palomar	13	0	
122300	Health Information Technology	28	0	28
	• San Diego Mesa	28	0	
122310	Health Information Coding	3	0	3
	• Southwestern	15	0	
			Total	44

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply⁶ suggests that there is a **supply gap** for this occupation in San Diego County, with **179** annual openings and **44** awards. Comparatively, there are **1,895** annual openings in California and **765** completions⁷ (Exhibit 6).

Exhibit 6: Labor Demand (Annual Openings) Compared to Labor Supply (Average Annual Awards)

Community Colleges and Other Postsecondary Educational Institutions	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	179	44	135
California	1,895	765	1,130

Please note: This is a basic analysis of supply and demand of labor. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed. Additionally, the data does not include workers who are currently in the labor force who could fill these positions or workers who are not captured by publicly available data.

Student Outcomes

Based on the information available in the CTE LaunchBoard, students who took courses in the related TOP codes exhibited the following outcomes (Exhibit 7).⁸ There was no data in the San-Diego Imperial Region for TOP 122310: Health Information Coding except for 1161% Median Change in Earnings, which may suggest that there were issues in the reporting process. As a result, only TOP 122300 was reported below.

Exhibit 7: Strong Workforce Program Metrics for TOP 122300: Health Information Technology in the San Diego-Imperial Region (PY2015-16)

Metric	San Diego-Imperial	California
Number of course enrollments ⁹	694	9,132
Completed 12+ CTE Units in One Year ¹⁰	122	943

⁶ Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

⁷ EMSI. San Diego (6073). 2018.02 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

⁸ Cal-PASS Plus. LaunchBoard.

⁹ The number of enrollments in courses assigned to the TOP code in the selected year.

¹⁰ The number of students who completed 12 or more credit CTE units.

Metric	San Diego-Imperial	California
Completed 48+ CTE Contact Hours in One Year ¹¹	N/A	N/A
Number of students who got a degree or certificate ¹²	33	200
Number of students who transferred ¹³	19	378
Employed in the second fiscal quarter after exit ¹⁴	63%	71%
Employed in the fourth fiscal quarter after exit ¹⁵	65%	72%
Job closely related to field of study ¹⁶	N/A	N/A
Median earnings in the second fiscal quarter after exit ¹⁷	\$7,662	\$8,787
Median change in earnings ¹⁸	32%	47%
Attained a living wage ¹⁹	63%	64%

Top Employers and Work Locations

Between January 1, 2015 and December 31, 2017, the top five employers in San Diego County for this occupation with the skill “medical coding” were [Scripps Health](#), [Sharp Healthcare](#), [UnitedHealth Group](#) and [UC San Diego](#) (Exhibit 8).

Exhibit 8: Top Employers in San Diego County for Medical Records and Health Information Technicians

Top Employers
<ul style="list-style-type: none"> • Scripps Health • Sharp Healthcare • UnitedHealth Group • UC San Diego • UC San Diego Health System • Department of Veterans Affairs • UCSD Extension • Navigant • Telecare Corporation

¹¹ The number of students who completed 48 or more noncredit CTE instructional contact hours.

¹² The number of unduplicated students who earned a locally-issued certificate, Chancellor’s Office approved certificate, associate degree, and/or California Community Colleges bachelor’s degree in the selected TOP code.

¹³ Students who took non-introductory courses or completed a California Community Colleges Chancellor’s Office award in the selected TOP code in selected year who subsequently enrolled for the first time in a four-year institution the following year.

¹⁴ Among all exiters with a valid SSN, the percentage who were employed two quarters after exiting California Community Colleges.

¹⁵ Among exiting students with a valid SSN, the percentage who were employed four quarters after exiting California Community Colleges.

¹⁶ Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

¹⁷ Among exiting students, the median second-quarter earnings one year after the year in which they exited California Community Colleges.

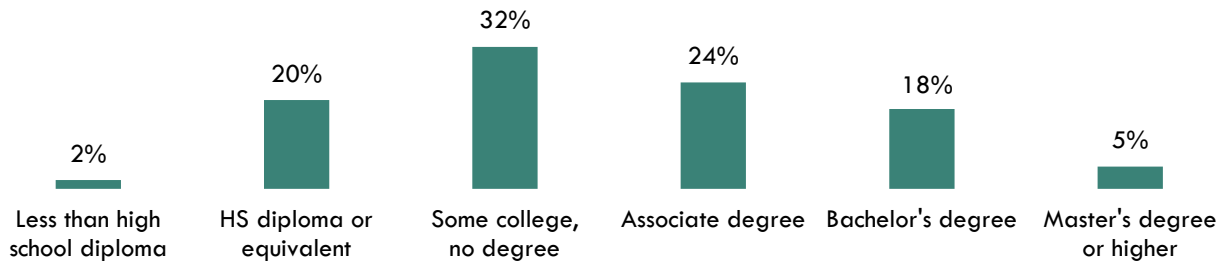
¹⁸ Among exiting students with a valid SSN, the percentage change in earnings one year before and one year after exiting California Community Colleges.

¹⁹ Among completers and skills builders who exited, the proportion of students who attained a living wage.

Skills, Education and Certifications

Exhibit 9 indicates the educational attainment for the occupation found currently in the national labor force. There is no typical on-the-job training for this profession. The typical entry-level education is a **post-secondary non-degree award**.²⁰

Exhibit 9: National Educational Attainment of Medical Records and Health Information Technicians ²¹



*May not add to 100% due to rounding

Exhibit 10 lists the top specialized, soft and software skills that appeared in online job postings for between January 1, 2015 and December 31, 2017.

Exhibit 10: Top Skills for Medical Records and Health Information Technicians in San Diego County²²

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> • Medical Coding • Customer Billing • Medical Billing • Epic Systems • Health Information Technology (HIT) 	<ul style="list-style-type: none"> • Computer Literacy • Communication Skills • Teamwork/ Collaboration • Organizational Skills • Written Communication 	<ul style="list-style-type: none"> • ICD-10 • ICD-9-CM Coding • HCPCS Coding • Microsoft Excel • Medical Encoder

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²⁰ EMSI. San Diego (6073). 2018.02 Class of Worker. QCEW + Non-QCEW + Self-Employed. 2017-2022.

²¹ Bureau of Labor Statistics, Educational attainment for workers 25 years and older by detailed occupation. bls.gov/emp/ep_table_111.htm.

²² Labor Insight Jobs. Burning Glass Technologies. San Diego, CA. Full years 2015-2017.

Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and the report findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.