Medical Coder Occupations
Labor Market Information Report
Chabot College

Prepared by the San Francisco Bay Center of Excellence
for Labor Market Research
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Recommendation

Based on all available data, there appears to be an undersupply of Medical Coder workers compared to the demand for this cluster of occupations in the Bay region and in the East Bay sub-region (Alameda and Contra Costa Counties.) There is a projected annual gap of about 3,675 students in the Bay region and 1,019 students in the East Bay Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1223.00 - Health Information Technology in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Chabot College and in the region.

Introduction

This report profiles Medical Coder Occupations in the 12 county Bay region and in the East Bay sub-region for a proposed new program at Chabot College.

- **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).
    Entry-Level Educational Requirement: Postsecondary *nondegree award*
    Training Requirement: None
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 55%

- **Medical Secretaries (SOC 43-6013):** Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.
    Entry-Level Educational Requirement: High *school diploma or equivalent*
    Training Requirement: Moderate-term *on-the-job training*
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 47%

- **Data Entry Keyers (SOC 43-9021):** Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing. Excludes "Word Processors and Typists" (43-9022).
    Entry-Level Educational Requirement: High *school diploma or equivalent*
    Training Requirement: Short-term *on-the-job training*
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 46%

Occupational Demand

Table 1. Employment Outlook for Medical Coder Occupations in Bay Region

Occupation	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	5-Yr Open-ings	Average Annual Open-ings	25% Hourly Wage	Median Hourly Wage
Medical Records and Health Information Technicians	4,873	5,351	478	10%	1,984	397	$16.07	$24.99
Medical Secretaries	20,492	22,778	2,286	11%	13,715	2,743	$15.31	$22.84
Data Entry Keyers	4,446	4,559	113	3%	2,849	570	$11.60	$17.48
Total	**29,811**	**32,688**	**2,877**	**10%**	**18,548**	**3,710**	**$14.88**	**$22.39**

Source: EMSI 2019.3

Bay Region includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

Table 2. Employment Outlook for Medical Coder Occupations in East Bay Sub-Region

Occupation	2018 Jobs	2023 Jobs	5-Yr Change	5-Yr % Change	5-Yr Open-ings	Average Annual Open-ings	25% Hourly Wage	Median Hourly Wage
Medical Records and Health Information Technicians	1,503	1,628	125	8%	586	117	$15.13	$23.88
Medical Secretaries	5,765	6,410	645	11%	3,859	772	$14.59	$21.63
Data Entry Keyers	1,057	1,067	10	1%	652	130	$11.00	$16.40
TOTAL	**8,326**	**9,105**	**780**	**9%**	**5,097**	**1,019**	**$14.23**	**$21.37**

Source: EMSI 2019.3

East Bay Sub-Region includes Alameda and Contra Costa Counties

Job Postings in Bay Region and East Bay Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (December 2018 - November 2019)

Occupation	Bay Region	East Bay
Medical Secretaries	5,011	1,519
Medical Records and Health Information Technicians	4,792	1,355
Data Entry Keyers	2,918	817
Total	**12,721**	**3,691**

Source: Burning Glass

Table 4a. Top Job Titles for Medical Coder Occupations for latest 12 months (December 2018 - November 2019) Bay Region

Common Title	Bay	Common Title	Bay
Data Entry Clerk	1,038	Unit Secretary	126
Medical Receptionist	950	Medical Records Clerk	123
Medical Coder	596	Epic Analyst	114
Receptionist	473	Hospital Transcription	113
Data Entry Specialist	435	Healthcare Data Analyst	108
Dental Receptionist	425	Scheduler	107
Front Office Coordinator	364	Administrative Assistant	106
Data Entry	332	Unit Clerk	104
Medical Biller	192	Intake Coordinator	100
Clinical Systems Analyst	169	Dental Treatment Coordinator	97
Surgery Scheduler	143	Medical Records Technician	96
Treatment Coordinator	137	Medical Administrative Assistant	96
Data Collector	132	Front Desk Coordinator	95
Medical Billing Specialist	130	Data Entry Operator	92

Medical Coder Occupations in 12 County Bay Region and in East Bay Sub-Region, 2019

Table 4b. Top Job Titles for Medical Coder Occupations for latest 12 months (December 2018 - November 2019) East Bay Sub-Region

Common Title	East Bay	Common Title	East Bay
Data Entry Clerk	321	Intake Coordinator	42
Medical Receptionist	246	Medical Records Technician	39
Dental Receptionist	167	Office Assistant	38
Receptionist	161	Medical Administrative Assistant	37
Front Office Coordinator	105	Data Entry Operator	37
Data Entry	95	Data Collector	37
Medical Biller	80	Applications Analyst	37
Medical Coder	78	Surgery Scheduler	35
Data Entry Specialist	78	Data Analyst	33
Medical Billing Specialist	55	Medical Scribe	32
Treatment Coordinator	53	Front Desk Coordinator	32
Medical Records Clerk	51	Dental Treatment Coordinator	32
Scheduler	46	Unit Secretary	30
Dental Front Office	43	Administrative Assistant	30

Source: Burning Glass

Industry Concentration

Table 5. Industries hiring Medical Coder Workers in Bay Region

Industry – 6 Digit NAICS (No. American Industry Classification) Codes	Jobs in Industry (2018)	Jobs in Industry (2022)	% Change (2018-22)	% in Industry (2018)
Offices of Physicians (except Mental Health Specialists) (621111)	4,647	4,669	2%	16%
General Medical and Surgical Hospitals (622110)	4,242	4,249	0%	14%
Offices of Dentists (621210)	3,769	3,804	10%	13%
HMO Medical Centers (621491)	2,892	2,921	25%	10%
Hospitals (Local Government) (903622)	1,765	1,776	6%	6%
Data Processing, Hosting, and Related Services (518210)	850	846	22%	3%
Colleges, Universities, and Professional Schools (611310)	533	543	9%	2%
Hospitals (State Government) (902622)	512	510	23%	2%
Temporary Help Services (561320)	517	504	-2%	2%
Corporate, Subsidiary, and Regional Managing Offices (551114)	471	465	5%	2%
Freestanding Ambulatory Surgical and Emergency Centers (621493)	444	445	27%	1%
Office Administrative Services (561110)	399	406	-2%	1%
Colleges, Universities, and Professional Schools (State Government) (902612)	384	394	9%	1%
Offices of Physical, Occupational and Speech Therapists, and Audiologists (621340)	384	392	21%	1%
Offices of Optometrists (621320)	383	386	9%	1%
Nursing Care Facilities (Skilled Nursing Facilities) (623110)	385	382	3%	1%
All Other Outpatient Care Centers (621498)	359	368	30%	1%
Medical Laboratories (621511)	315	319	20%	1%
Local Government, Excluding Education and Hospitals (903999)	321	318	-1%	1%
Offices of Chiropractors (621310)	291	293	4%	1%

Source: EMSI 2019.3

Table 6. Top Employers Posting Medical Coder Occupations in Bay Region and East Bay Sub-Region (December 2018 - November 2019)

Employer	Bay	Employer	Bay	Employer	East Bay
Stanford Health Care	192	Pacific Dental Services Inc	41	Lifelong Medical Care	98
UC San Francisco Med Center	141	US Army	40		
University California	119	Alameda Health System	39	Alameda Health System	39
Sutter Health	114	Brown & Toland Physicians	38	Kaiser Permanente	38
Lifelong Medical Care	99	Retail Data Llc	36	Brown & Toland Physicians	37
Anthem Blue Cross	84	Department of Veterans Affairs	36	Sutter Health	35
Kaiser Permanente	83	Bakersfield Memorial Hospital	32	Anthem Blue Cross	33
Uc San Diego	78	Medical Professionals	31	Ridgemont Hospitality	26
Lucile Packard Childrens Hospital	63	Crossmark	30	Pacific Dental Services Incorporated	26
Dignity Health	62	Ciox Health	30	US Army	25
Sutter Health Sacramento Sierra Region	58	El Camino Hospital	29	Seneca Family Of Agencies	23
Seneca Family Of Agencies	52	Seneca Center	28	Navigant Consulting Incorporated	23
Sutter Medical Center	51	HCR ManorCare	28	Stanford Health Care	21
ST. JUDE MEDICAL, INC.	46	Telecare Corporation	27	John Muir Health	21
Retaildata, Llc	45	Ridgemont Hospitality	27	Bass Medical	20
Covenant Health	45	Hospital Corporation of America	27	John Muir Mt Diablo Health	19
Navigant Consulting Inc	44	Bass Medical	26	Telecare Corporation	18

Source: Burning Glass

Educational Supply

There is one community college (City College of San Francisco) in the Bay Region issuing 35 awards on average annually (last 3 years) on TOP 1223.00 - Health Information Technology. There are no college in the East Bay Sub-Region issuing awards on this TOP code.

Table 7. Awards on TOP 1223.00 - Health Information Technology in Bay Region

College	Sub-Region	Associates	Certificate 18+ units	Certificate Low unit	Total
City College of San Francisco	Mid-Peninsula	10	14	11	35
Total Bay Region		**10**	**14**	**11**	**35**
Total East Bay Sub-Region		**0**	**0**	**0**	**0**

Source: Data Mart

Note: The annual average for awards is 2015-16 to 2017-18.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 3,710 annual openings for the Medical Coder occupational cluster and 35 annual (3-year average) awards for an annual undersupply of 3,675 students. In the East Bay Sub-Region, there is also a gap with 1,019 annual openings and no annual (3-year average) awards for an annual undersupply of 1,019 students.

Student Outcomes

Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1223.00 - Health Information Technology

2015-16	Bay (All CTE Programs)	Chabot College (All CTE Programs)	State (1223.00)	Bay (1223.00)	East Bay (1223.00)	Chabot College (122300)
% Employed Four Quarters After Exit	74%	74%	72%	75%	n/a	n/a
Median Quarterly Earnings Two Quarters After Exit	$10,550	$9,425	$10,187	$9,119	n/a	n/a
Median % Change in Earnings	46%	71%	31%	64%	n/a	n/a
% of Students Earning a Living Wage	63%	60%	65%	49%	n/a	n/a

Source: Launchboard Pipeline (version available on 12/10/19)

Skills, Certifications and Education

Table 9. Top Skills for Medical Coder Occupations in Bay Region (December 2018 - November 2019)

Skill	Postings	Skill	Postings
Data Entry	3,788	Health Information Technology (HIT)	666
Customer Service	3,317	ICD-10	595
Scheduling	3,099	Quality Assurance and Control	589
Administrative Support	2,837	Project Management	569
Customer Billing	1,949	Electronic Health Records	547
Appointment Setting	1,870	Anatomy	530
Medical Coding	1,846	Surgery	520
Front Office	1,405	Epic Systems	514
Patient Care	1,276	Physical Therapy	512
Spreadsheets	1,132	Administrative Functions	511
Medical Terminology	1,055	Interaction with Patients / Medical Personnel	496
Electronic Medical Records	841	Acute Care	482
Medical Records	760	Staff Management	464
Health Insurance Portability and Accountability Act (HIPAA)	736	Clerical Duties	457
Medical Billing	727	Customer Contact	453

Source: Burning Glass

Table 10. Certifications for Medical Coder Occupations in Bay Region (December 2018 - November 2019)

Note: 78% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

Certification	Postings	Certification	Postings
Registered Health Information Technician	654	Security Clearance	68
Driver's License	600	Certified Medical Assistant	58
Registered Health Information Administrator	588	Emergency Medical Technician (EMT)	51
Certified Professional Coder	556	Massage Therapist Certification	47
Registered Nurse	505	Board Certified/Board Eligible	44
Epic Certification	403	Certified Occupational Therapy Assistant (COTA)	41
Certified Outpatient Coding (COC)	320	Project Management Certification	39
Certified Coding Specialist	299	Certified Rehabilitation Counselor	35

First Aid Cpr Aed	185	Nurse Practitioner	34
Medical Billing and Coding Certification	178	American Heart Association Certification	34
Basic Life Saving (BLS)	137	Certified Tumor Registrar	29
Basic Cardiac Life Support Certification	77	Licensed Vocational Nurse (LVN)	28

Source: Burning Glass

Table 11. Education Requirements for Medical Coder Occupations in Bay Region

Note: 48% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

Education (minimum advertised)	Latest 12 Mos. Postings	Percent 12 Mos. Postings
High school or vocational training	4,003	65%
Associate Degree	402	6%
Bachelor's Degree or Higher	1,743	29%

Source: Burning Glass

Methodology

Occupations for this report were identified by use of skills listed in O*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

Sources

O*Net Online
Labor Insight/Jobs (Burning Glass)
Economic Modeling Specialists International (EMSI)
CTE LaunchBoard www.calpassplus.org/Launchboard/
Statewide CTE Outcomes Survey
Employment Development Department Unemployment Insurance Dataset
Living Insight Center for Community Economic Development
Chancellor's Office MIS system

Contacts

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