

**Labor Market Assessment:
Healthcare Coding Occupations
(TOP 1223.10 Health Information Coding)
(CIP 51.0713 Medical Insurance Coding Specialist/Coder)**

Inland Empire/Desert Center of Excellence, March 2026

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FOR LABOR MARKET RESEARCH
INLAND EMPIRE/DESERT

Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Program LMI Endorsement Criteria		
Supply Gap	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments: There is projected to be 1,753 annual job openings throughout the Inland Empire/Desert region, which is more than the 200 annual average awards conferred by educational institutions over the last 3 years. Supply data includes both community college awards (182) and non-community college awards (18).</i>	
Living Wage	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	<i>Comments: The minority (29%) of annual job openings for these three occupations have entry-level hourly wages above the IE/D living wage of 20.42.¹</i>	
Education	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	<i>Comments: The minority (7%) of annual job openings for these three occupations have some college or postsecondary degree or associate degree as their typical entry-level education level, however more than 33% of all workers in the field (52%) have completed some college or an associate degree as their highest level of education. See Exhibit 9 for more details.</i>	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupations to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor’s degree)
 - Medical Records Specialists (29-2072)
- Below Middle-Skill (typically require training/education at or below a HS diploma)
 - Billing and Posting Clerks (43-3021)
 - Medical Secretaries and Administrative Assistants (43-6013)

Summary of findings

Demand

- The number of jobs related to the assessed occupations is projected to increase 8% through 2029, with 1,753 annual job openings (new and replacement jobs).
- Hourly entry-level wages for two of the three occupations are above living wage at the 25th percentile hourly wage ranging from \$20.06 to \$21.92 in IE/D.
- There were 1,800 online job postings from 539 employers over the past 12 months with the highest postings for medical receptionists and unit secretaries.
- Most job postings for target occupations require high school diploma or equivalent (86%), followed by an associate degree (7%), bachelor’s degree (5%), and above a bachelor’s degree (2%).

Supply

- On average, there were 200 annual awards conferred by educational institutions over the last 3 years in related fields: 182 from community colleges and 18 from other institutions (e.g., 4-year universities, private schools).
- IE/D community college students that exited these programs in the 2022-23 academic year earned a median annual wage of \$24,870 (\$11.96 per hour).
- 36% of California students that exited their program in 2022-23 reported that they are now earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

Introduction

California Community College Health Information Coding (TOP 1223.10) programs prepare students for employment by training to assign numerical codes to diagnoses, symptoms, and procedures using standard international classifications and terminology (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by Health Information Coding programs lead to employment in occupations related to healthcare coding.

Job Demand

In 2024, there were 15,665 jobs in occupations related to healthcare coding in the IE/D region. Regional employment for this occupation group is projected to increase by 18% through 2029 with 1,753 job openings projected annually. Exhibit 1 displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1. Five-year projections for occupations related to healthcare coding, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Medical Records Specialists	29-2072	1,387	1,533	11%	610	122
Billing and Posting Clerks	43-3021	3,450	3,642	6%	1,938	388
Medical Secretaries and Administrative Assistants	43-6013	10,828	11,723	8%	6,216	1,243
Total		15,665	16,898	8%	8,763	1,753

SOURCE: LIGHTCAST 2026.1

Job Postings

The following analysis for occupations related to healthcare coding using online job posting data.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, deduplicate and aggregate this information to make it a meaningful dataset.

Exhibit 2 displays the number of job ads posted for occupations related to healthcare coding over the last 12 months and the median posting duration. Over the previous 12 months, there were 1,800 unique job postings for occupations related to healthcare coding in the region from 539 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, Mar 2025 – Feb 2026

Job Title	Job Ads	Median Posting Duration
Medical Secretaries and Administrative Assistants	941	22 days
Medical Records Specialists	466	21 days
Billing and Posting Clerks	393	23 days
Total	1,800	

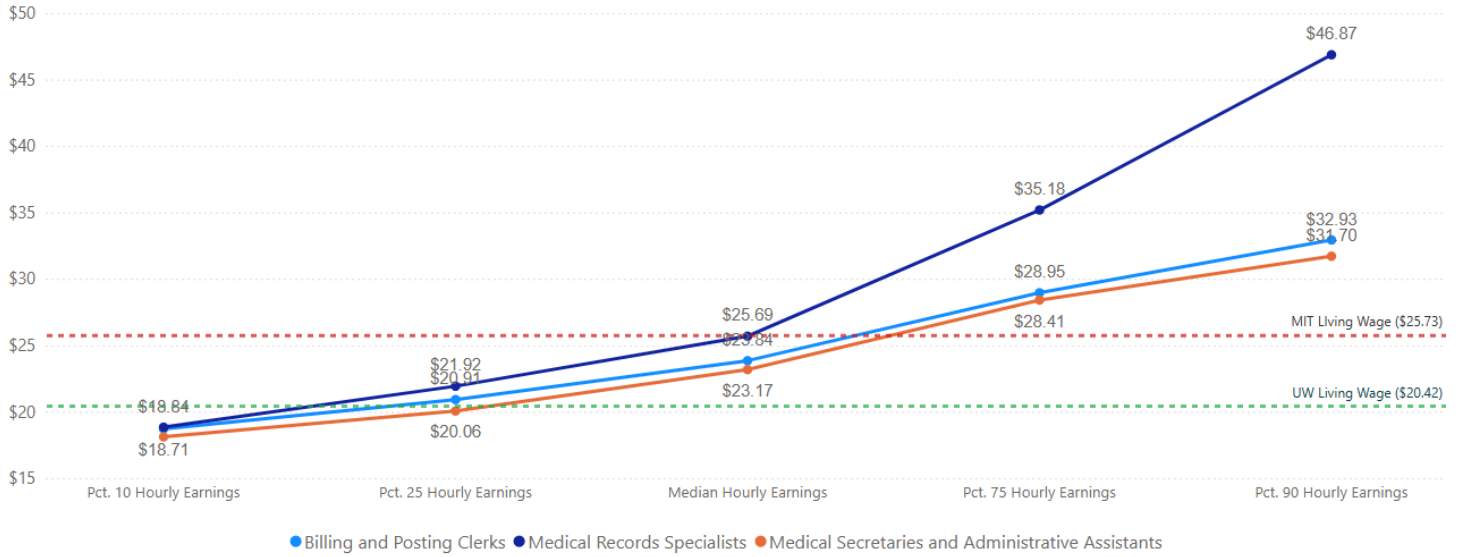
SOURCE: LIGHTCAST 2026.1

² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

Earnings

Exhibit 3 displays the hourly earnings for occupations related to healthcare coding compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$25.73.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Medical Secretaries and Administrative Assistants	\$18.11	\$20.06	\$23.17	\$28.41	\$31.70
Billing and Posting Clerks	\$18.71	\$20.91	\$23.84	\$28.95	\$32.93
Medical Records Specialists	\$18.84	\$21.92	\$25.69	\$35.18	\$46.87

SOURCE: 2026.1

The projected entry-level earnings (that is, the earnings of the lowest paid 25% of employees in the IE/D) for two of the three occupations were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). The occupation listed were all below the MIT living wage for an adult with no children (\$25.73) in projected entry-level earnings (see Exhibit 3).

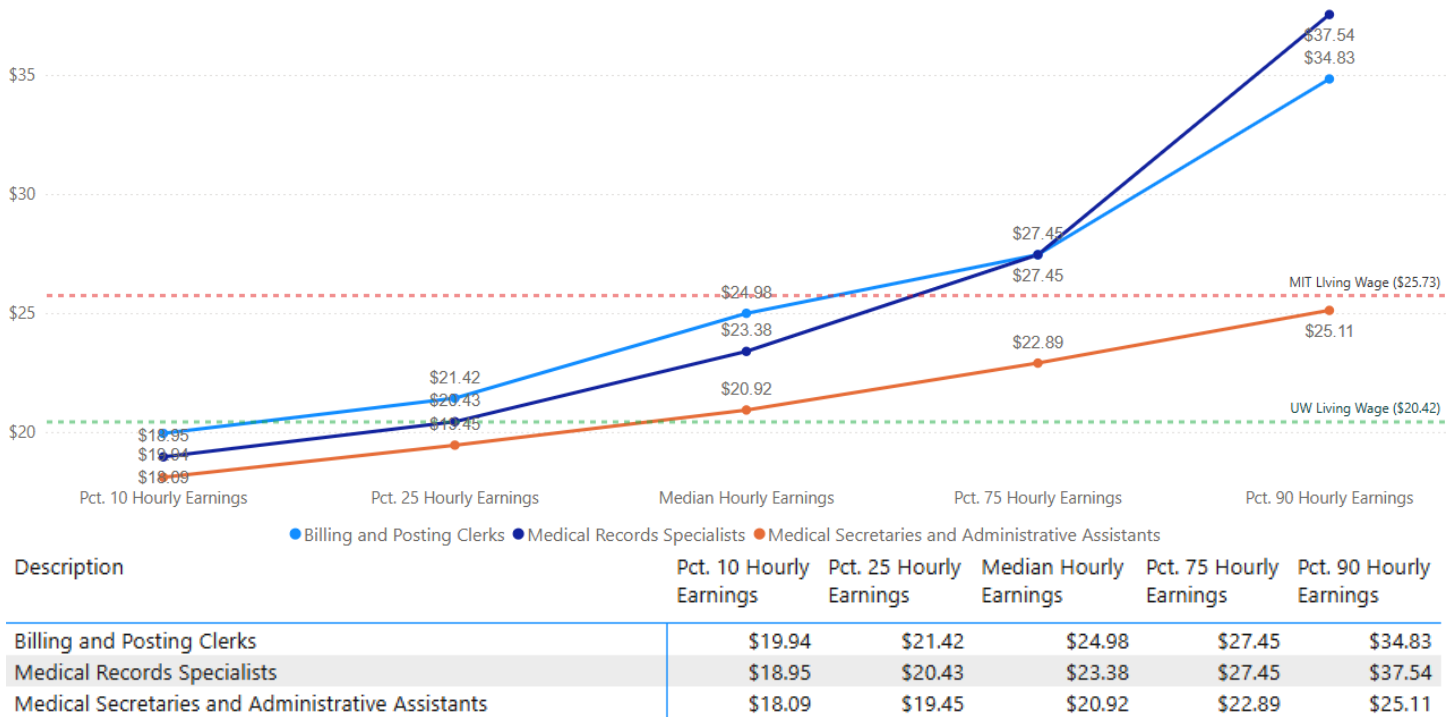
³ The UW self-sufficiency standard is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$26.30 in Riverside County and \$25.17 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupations related to healthcare coding over the last 12 months. The salary information of online job ad data suggests employers advertise entry level hourly wages between \$19.45 and \$21.42 (estimated to be equal to an annual salary between \$40,456 and \$44,554).

Exhibit 4. Hourly earnings of job postings by percentile, IE/D Region, Mar 2025 – Feb 2026



SOURCE: LIGHTCAST 2026.1

Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupations related to healthcare coding over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, Mar 2025 – Feb 2026

Job Title	Unique Postings
Medical Receptionists	160
Unit Secretaries	114
Dental Receptionists	98
Medical Billers	48
Billing Specialists	47
Dental Treatment Coordinators	43
Medical Front Desk Receptionists	35
Medical Billing Specialists	34
Dental Billers	33
Collections Clerks	31

SOURCE: LIGHTCAST 2026.1

Exhibit 6 displays the employers posting the most job ads for this occupational group during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Loma Linda University and the County of Riverside had the highest unique job posts for this occupational group in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts which are deduplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

Exhibit 6. Employers posting the most job ads, IE/D Region, Mar 2025 – Feb 2026

Company	Total/Unique (Mar 2025 - Feb 2026)	Posting Intensity	Median Posting Duration
Loma Linda University	470 / 88	5 : 1	16 days
County Of Riverside	218 / 64	3 : 1	47 days
Prime Healthcare Services	189 / 39	5 : 1	14 days
RadNet	133 / 38	4 : 1	35 days
BioLife Plasma Services	84 / 25	3 : 1	17 days
Kaiser Permanente	84 / 22	4 : 1	11 days
All-Star Physical Therapy	63 / 22	3 : 1	26 days
Uhs	36 / 19	2 : 1	24 days
West Coast Dental Services	54 / 18	3 : 1	19 days
Redlands Community Hospital	75 / 17	4 : 1	8 days

SOURCE: LIGHTCAST 2026.1

Exhibit 7 displays the top common, specialized and computer skills that were included in the job postings over the last 12 months. Today’s demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective as well as projecting the future needs of employers may provide insight into how the job posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand at a faster rate than the market as a whole.⁵

Exhibit 7. Top 10 in-demand skills from employer job ads, IE/D Region, Mar 2025 – Feb 2026

Common skills	Total Postings	Skill Growth Relative to Market
Communication	825	Lagging
Customer Service	646	Stable
Detail Oriented	610	Stable
Clerical Works	382	Growing
Multitasking	372	Growing
Scheduling	339	Growing
Operations	322	Stable
Organizational Skills	306	Growing
Computer Literacy	299	Lagging
Professionalism	298	Growing

⁵ “What are Lightcast Skill Projects”, Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

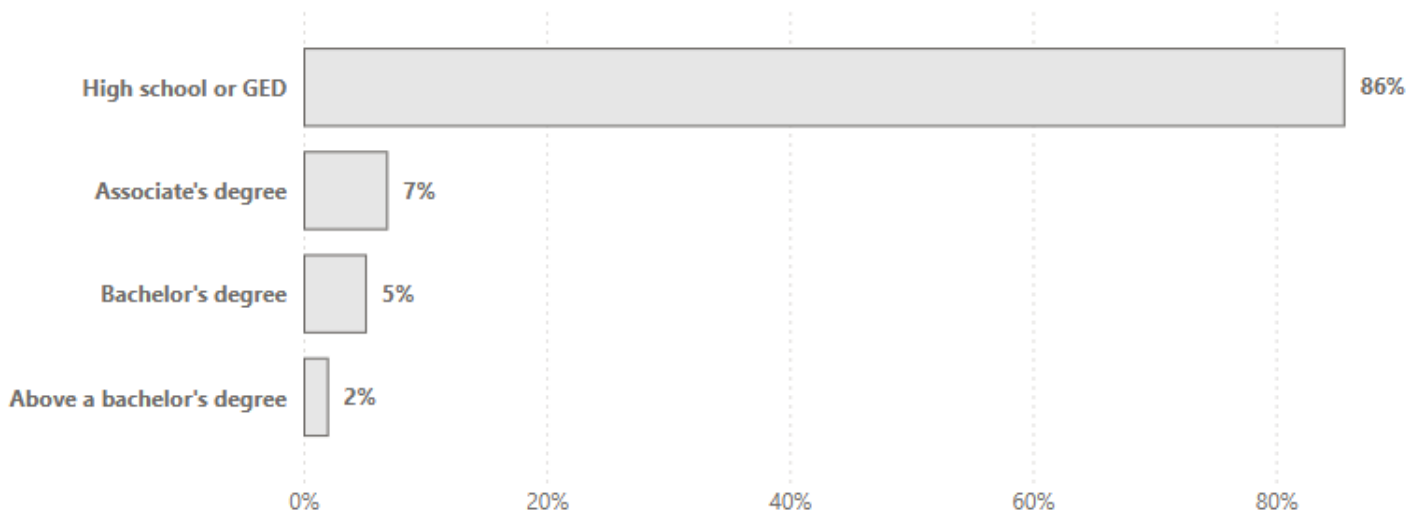
Specialized skills	Total Postings	Skill Growth Relative to Market
Billing	692	Rapidly Growing
Medical Records	546	Growing
Medical Terminology	500	Growing
Front Office	321	Growing
Collections	308	Growing
Medical Billing	297	Lagging
Electronic Medical Record	268	Growing
Data Entry	231	Lagging
ICD Coding (ICD-9/ICD-10)	200	Stable
Auditing	195	Rapidly Growing

Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Office	181	Growing
Microsoft Excel	177	Growing
Microsoft Outlook	115	Rapidly Growing
Dentrix	83	Stable
Microsoft PowerPoint	60	Rapidly Growing
Open Dental	50	Lagging
Spreadsheets	47	Rapidly Growing
Microsoft Word	39	Stable
eClinicalWorks (ECW)	38	Rapidly Growing
Accounting Software	34	Rapidly Growing

SOURCE: LIGHTCAST 2026.1

Exhibit 8 includes the minimum educational requirements from job postings for this occupational group with high school diploma or equivalent (86%) significantly greater than associate degree (7%) or bachelor's degree (5%) or above a bachelor's degree (2%).

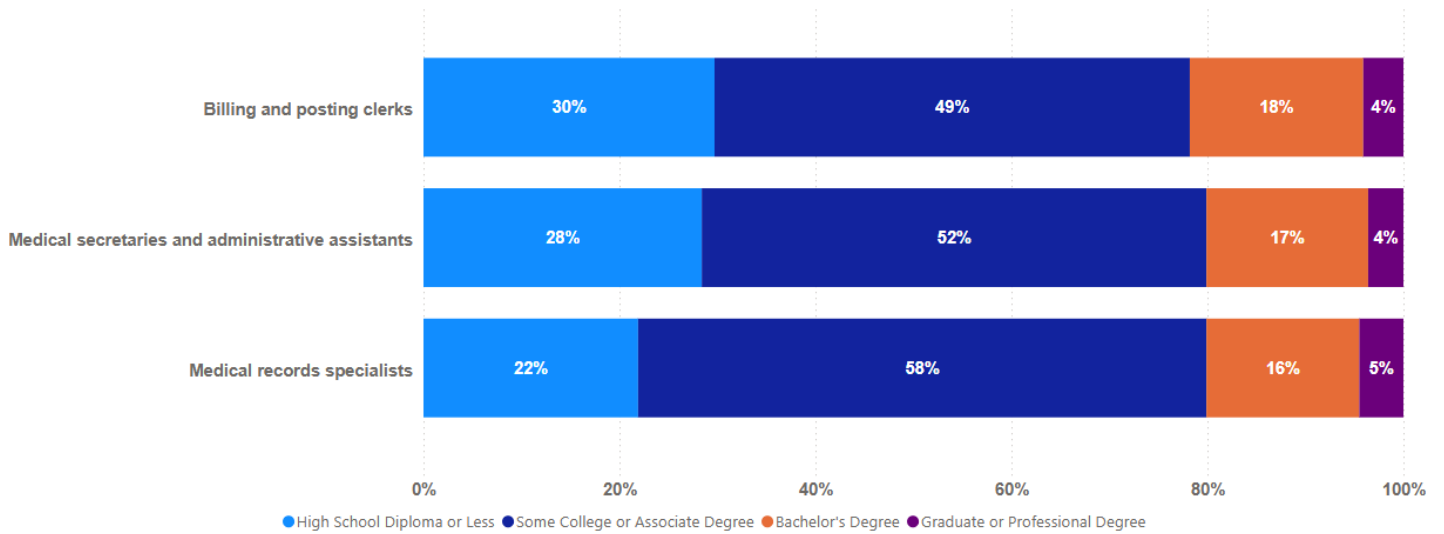
Exhibit 8 Minimum educational requirements in job postings for this occupational group, IE/D Region, Mar 2025 – Feb 2026



SOURCE: LIGHTCAST 2026.1

For the assessed occupations, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupations of interest indicates that between 49% and 58% of workers have completed some college or an associate degree as their highest level of education.

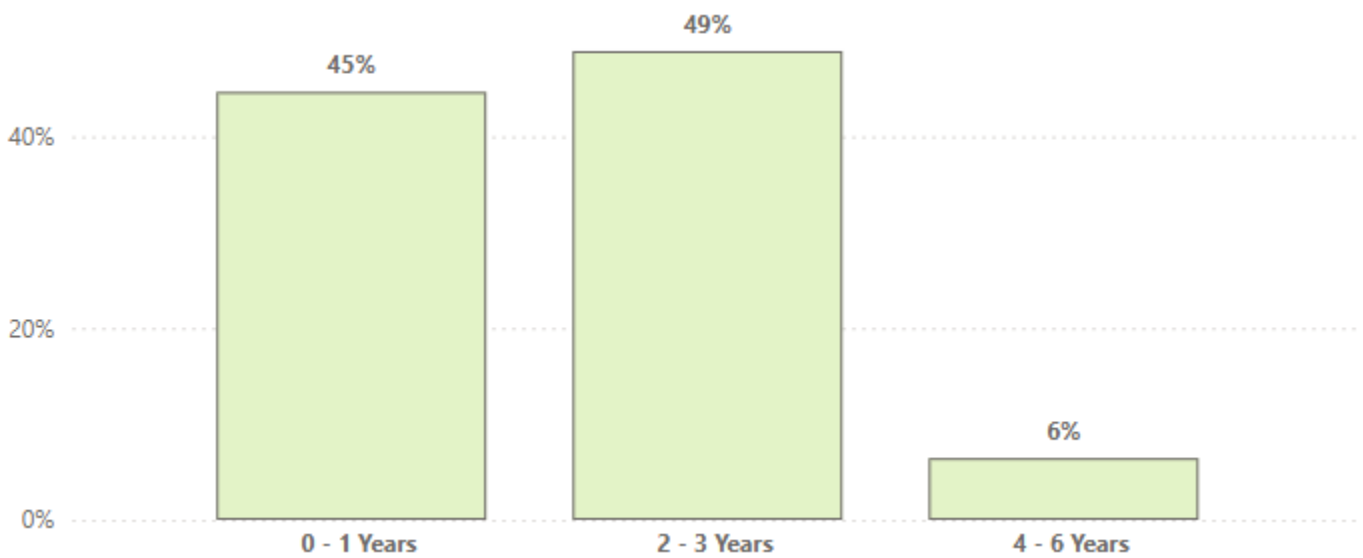
Exhibit 9 National-level Education Attainment for the Occupational Group



SOURCE: BLS 2021

Exhibit 10 displays the work experience typically required from employer job ads for this occupational group. The plurality (49%) of employers listing minimum experience requirements sought candidates with 2-3 years of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, Mar 2025 – Feb 2026



SOURCE: LIGHTCAST 2026.1

Student Completions and Program Outcomes

Exhibit 11 displays student completions for the Health Information Coding (TOP 1223.10) programs over the last three academic years (2021-2024). In the previous three academic years, 1 regional community college issued an average of 18 awards in relevant programs.

Exhibit 11 Annual average community college awards for Health Information Coding (TOP 1223.10), IE/D, 2021-2024

Top Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1223.10	Health Information Coding	San Bernardino	0	15	38	18

SOURCE: MIS DATA MART

Non-Community College Supply

Exhibit 12 displays award completion data available for these IE/D non-community college programs: Medical Insurance Coding Specialist/Coder (CIP 51.0713), Medical Insurance Specialist/Medical Biller (CIP 51.0713).

In the previous three academic years, 5 regional non-community college institutions issued an average 182 awards in relevant programs.

Exhibit 12 Annual average non-community college awards for healthcare coding programs, IE/D, 2020-2023

CIP	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
51.0713	Medical Insurance Coding Specialist/Coder	American Career College-Ontario	66	56	58	60
51.0713	Medical Insurance Coding Specialist/Coder	Loma Linda University	0	9	12	7
51.0713	Medical Insurance Coding Specialist/Coder	UEI College-Riverside	44	50	65	53
51.0714	Medical Insurance Specialist/Medical Biller	American Career College-Ontario	0	0	74	25
51.0714	Medical Insurance Specialist/Medical Biller	Concorde Career College-San Bernardino	14	18	3	12
51.0714	Medical Insurance Specialist/Medical Biller	North-West College-Riverside	29	19	28	25
Total			153	152	240	182

SOURCE: IPEDS

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 13.

Exhibit 13 Health Information Coding strong workforce program outcomes, IE/D & California, AY 2022-23

Program Metric Title	Inland Empire	Statewide
Students	54	754
Earned 9+ Career Education Units	59%	52%
Completed Noncredit Workforce Preparation Milestone	-	83%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	48%	17%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	-	2%
Median Annual Earnings	\$24,870	\$45,036
Median Change in Earnings	10%	6%
Attained Living Wage	-	36%

SOURCE: DATAVISTA

Appendix: Methodology

Exhibit 11 displays the average annual California Community College (CCC) awards conferred during the three academic years between 2022 and 2025 from the California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart. Awards are the combined total during the timeframe, divided by three in this case to calculate an annual average. This is done to minimize the effect of atypical variations that might be present in a single year.

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California . The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$42,392 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average living wage to represent Inland Empire/Desert is \$20.42 per hour (\$43,123 annually).
Living Wage (MIT)	Glasmeier, A. K. (2024). <i>Living wage calculator</i> . Massachusetts Institute of Technology. Accessed on April 14, 2025, https://livingwage.mit.edu/states/06/locations The living wage is derived from MIT's Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology The living wage for one adult in San Bernardino County is \$25.17 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$26.30 per hour (\$54,704 annually). The average living wage to represent Inland Empire/Desert is \$25.74 per hour (53,539.20 annually)
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the

	<p>number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions</p>
<p>Student Metrics and Demographics</p>	<p>DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard.</p> <p>DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report</p>