

# Health Information Technologists and Medical Registrars

Labor Market Analysis: San Diego County

August 2024

## Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 <b>Do Not Proceed with New Program</b>	 	 	<input type="checkbox"/> Doctorate Degree <input type="checkbox"/> Master's Degree <input type="checkbox"/> Bachelor's Degree <input type="checkbox"/> Associate Degree <input checked="" type="checkbox"/> Some College or Certificate <input type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less Than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	<div style="background-color: #4a7c9c; color: white; padding: 2px; display: inline-block;">MEDIUM</div> 	<div style="background-color: #4a7c9c; color: white; padding: 2px; display: inline-block;">LOW</div> 	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region's community colleges with strategic planning and program development. According to available data, *Health Information Technologists and Medical Registrars* in San Diego County have a labor market demand of 34 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and four institutions supply 168 awards for this occupation, suggesting that there is an oversupply in the labor market. Employers historically reported to the California Employment Development Department (EDD) and U.S. Bureau of Labor Statistics (BLS) that *Health Information Technologists and Medical Registrars* earned entry-level earnings of \$28.39 per hour, which is above the living wage in San Diego County. Comparatively, recent online job postings (2021-2023) show median earnings between \$23 to \$32 per hour. This brief recommends to not proceed with developing a new program but supports a program modification because although supply is met by the awards from the region, 1) entry-level earnings are above the living wage and 2) employers typically require a postsecondary non-degree award as the minimum educational requirement.

## Introduction

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

**Health Information Technologists and Medical Registrars (SOC 29-9021):** Apply knowledge of healthcare and information systems to assist in the design, development, and continued modification and analysis of computerized healthcare systems. Abstract, collect, and analyze treatment and follow up information of patients. May educate staff and assist in problem solving to promote the implementation of the healthcare information system. May design, develop, test, and implement databases with complete history, diagnosis, treatment, and health status to help monitor diseases.

Sample reported job titles include:

- Medical Records Analyst
- Cancer Registrar
- Utilization Review Coordinator
- Tumor Registrar
- Severity of Illness Coordinator
- Public Health Registrar
- Medical Record Consultant
- Medical Data Analyst
- Medical Care Evaluation Specialist

## Projected Occupational Demand

Between 2023 and 2028, *Health Information Technologists and Medical Registrars* are projected to increase by **38** net jobs or **nine** percent (Exhibit 1). Employers in San Diego County will need to hire **34** workers annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example.

**Exhibit 1: Number of Jobs for *Health Information Technologists and Medical Registrars* (2023-2028)<sup>2</sup>**

Occupational Title	2023 Jobs	2028 Jobs	2023 – 2028 Net Jobs Change	2023 - 2028 % Net Jobs Change	Annual Job Openings (Demand)
Health Information Technologists and Medical Registrars	422	460	38	9%	34

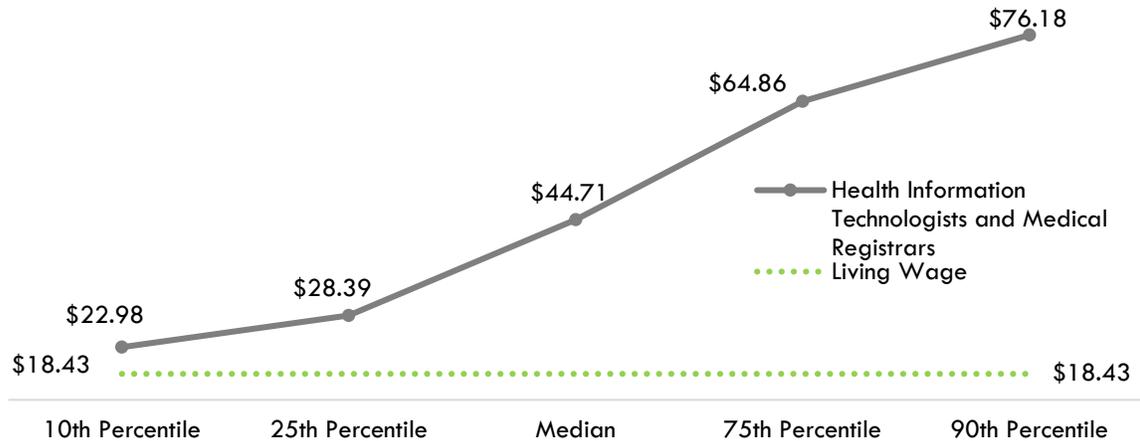
<sup>1</sup> The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc/](https://www.bls.gov/soc/).

<sup>2</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

## Earnings

According to traditional<sup>3</sup> labor market information (LMI), *Health Information Technologists and Medical Registrars* had until recently entry-level hourly earnings of \$28.39—or \$59,051.20 annual salary<sup>4</sup>; this is more than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 2).<sup>5</sup>

**Exhibit 2: Hourly Earnings<sup>6</sup> for Health Information Technologists and Medical Registrars in San Diego County<sup>7</sup>**



However, between January 1, 2021 and December 30, 2023, employers advertised between \$23 to \$32 per hour in online job postings for *Health Information Technologists and Medical Registrars* in San Diego County. This suggests that employers in recent years are increasing wages due to labor market forces that may not be captured by traditional LMI (Exhibit 3).

**Exhibit 3: Median Advertised Salaries in Online Job Postings for Health Information Technologists and Medical Registrars in San Diego County (2021-2023)**



<sup>3</sup> Traditional LMI is generally historical data captured by the U.S. Bureau of Labor Statistics (BLS) or the California Employment Development Department (EDD). It does not account for recent technological, economic, or legislative changes that may affect labor market demand and wages.

<sup>4</sup> Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.

<sup>5</sup> "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2022. [insightccd.org/family-needs-calculator](https://insightccd.org/family-needs-calculator).

<sup>6</sup> 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.

<sup>7</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

## Expected Level of Education

According to traditional LMI (data reported to EDD and BLS), *Health Information Technologists and Medical Registrars* have a national educational attainment of a [postsecondary non-degree award](#) (Exhibit 4).<sup>8</sup>

### Exhibit 4: National Educational Attainment for *Health Information Technologists and Medical Registrars*<sup>9</sup>

Occupational Title	Typical Entry-Level Education
Health Information Technologists and Medical Registrars	Postsecondary non-degree award

Similarly, online job postings between January 1, 2021 and December 31, 2023 in San Diego County had a [high school or GED](#) as the most requested educational requirement for *Health Information Technologists and Medical Registrars*; however, employers also expected the following certifications (Exhibit 5).<sup>10</sup>

### Exhibit 4: Top Certifications for *Health Information Technologists and Medical Registrars* in San Diego County in Online Job Postings (2021-2023)<sup>11</sup>

1. Release of Information (ROI)
2. Registered Health Information Technician (RHIT)
3. Registered Health Information Administrator (RHIA)
4. Certified Coding Specialist (CCS)
5. Certified Pharmacy Technician
6. Certified Tumor Registrar
7. Cardiopulmonary Resuscitation (CPR) Certification
8. Certified Nursing Assistant (CNA)
9. Certified Professional Coder (CPC)
10. Certified Coding Specialist - Physician-Based (CCS-P)
11. Certified In Healthcare Privacy And Security (CHPS)
12. Basic Life Support (BLS) Certification

<sup>8</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

<sup>9</sup> Lightcast 2024.03; QCEW, Non-QCEW, Self-Employed.

<sup>10</sup> Lightcast 2024.03; "Job Posting Analytics." 2021-2023.

<sup>11</sup> Lightcast 2024.03; "Job Posting Analytics." 2021-2023.

## Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. There are **two** TOP codes and **two** CIP codes related to *Health Information Technologists and Medical Registrars* (Exhibit 6).

**Exhibit 5: Related TOP and CIP Codes for Health Information Technologists and Medical Registrars<sup>12</sup>**

TOP or CIP Code	TOP or CIP Program Title
TOP 1223.00	Health Information Technology
TOP 1223.10	Health Information Coding
CIP 51.0707	Health Information/Medical Records Technology/Technician
CIP 51.0713	Medical Insurance Coding Specialist/Coder

According to TOP data, **two** community colleges supply the region with awards for this occupation, **San Diego Mesa College** and **Southwestern College**. According to CIP data, **two** non-community-college institutions supply the region with awards, **Escondido Adult School** and **Vista Adult School** (Exhibit 7).

**Exhibit 6: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2019-20 Through Program Year 2022-23 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY20-21 to PY22-23)	Other Educational Institutions 3-Yr Annual Average Awards (PY19-20 to PY21-22)	Total Average Supply (PY19-20 to PY22-23)
1223.00	Health Information Technology	<b>74</b>	<b>0</b>	<b>74</b>
	SD Mesa	<b>74</b>	<b>0</b>	
	• Bachelor's Degree	47	0	
	• Associate Degree	27	0	
1223.10	Health Information Coding	<b>13</b>	<b>0</b>	<b>13</b>
	SD Mesa	<b>6</b>	<b>0</b>	
	• Certificate 16 < 30 units	6	0	
	Southwestern	<b>7</b>	<b>0</b>	
	• Certificate 30 < 60 units	7	0	

<sup>12</sup> This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 6.

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY20-21 to PY22-23)	Other Educational Institutions 3-Yr Annual Average Awards (PY19-20 to PY21-22)	Total Average Supply (PY19-20 to PY22-23)
51.0707	Health Information/Medical Records Technology/Technician	0	49	49
	Vista Adult School	0	49	
	• Certificates 1 > year	0	49	
51.0713	Medical Insurance Coding Specialist/Coder	0	32	32
	Escondido Adult School	0	3	
	• Certificates 1 > year	0	3	
	Vista Adult School	0	29	
	• Certificates 1 > year	0	29	
			<b>Total</b>	<b>168</b>

## Demand vs. Supply

Comparing labor demand (annual openings) with labor supply<sup>13</sup> suggests that there is an **oversupply** for this occupation in San Diego County, with **34** annual openings and **168** awards. Comparatively, there are **303** annual openings in California and **1,489** awards, suggesting that there is an oversupply across the state<sup>14</sup> (Exhibit 8).

### Exhibit 7: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Total Annual Average Supply)	Supply Gap or Oversupply
San Diego	34	168	<b>-134</b>
California	303	1,489	<b>-1,186</b>

**Please note:** This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. 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.

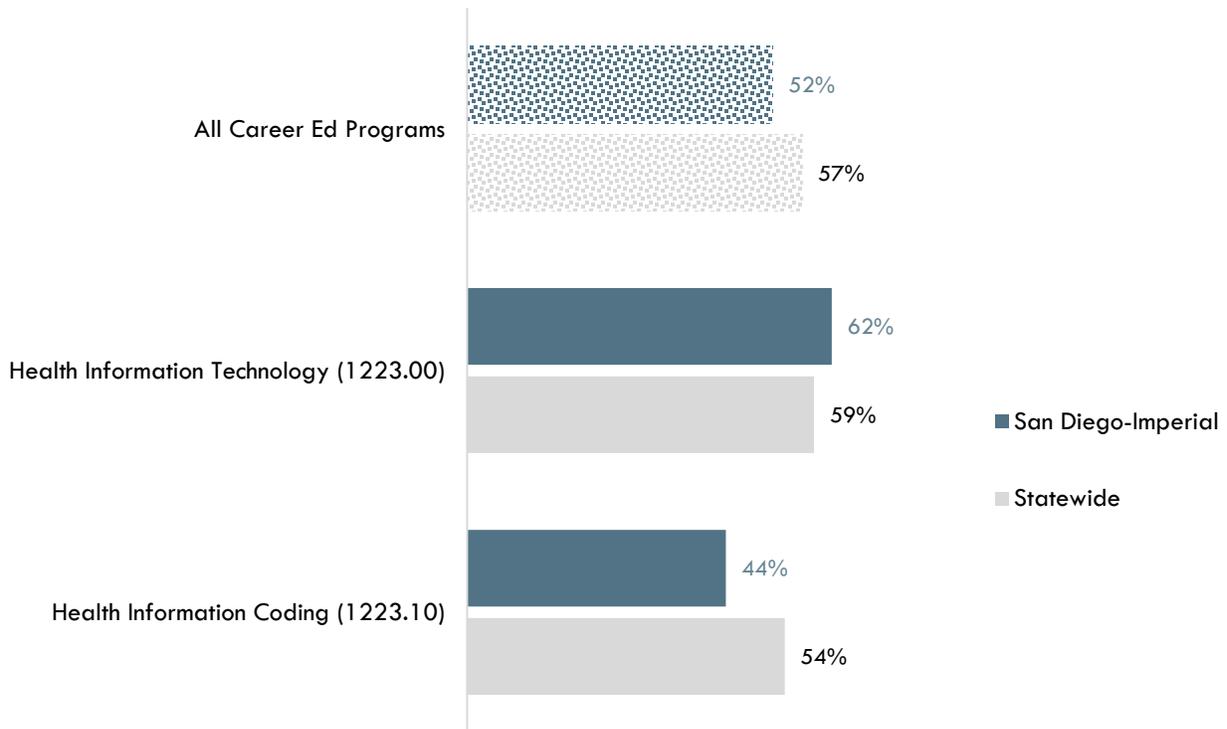
<sup>13</sup> Labor supply can be found from two different sources: EMSI or the California Community Colleges Chancellor's Office MIS Data Mart. EMSI uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>14</sup> "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/our-resources.

## Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 44 to 62 percent of students in the San Diego-Imperial region earned a living wage after completing a program related to *Health Information Technologists and Medical Registrars*, compared to 54 to 59 percent statewide and 57 percent of students in Career Education programs in general across the state (Exhibit 9).<sup>15</sup>

**Exhibit 8: Percentage of Students Who Earned a Living Wage by Program, PY2020-21<sup>16</sup>**

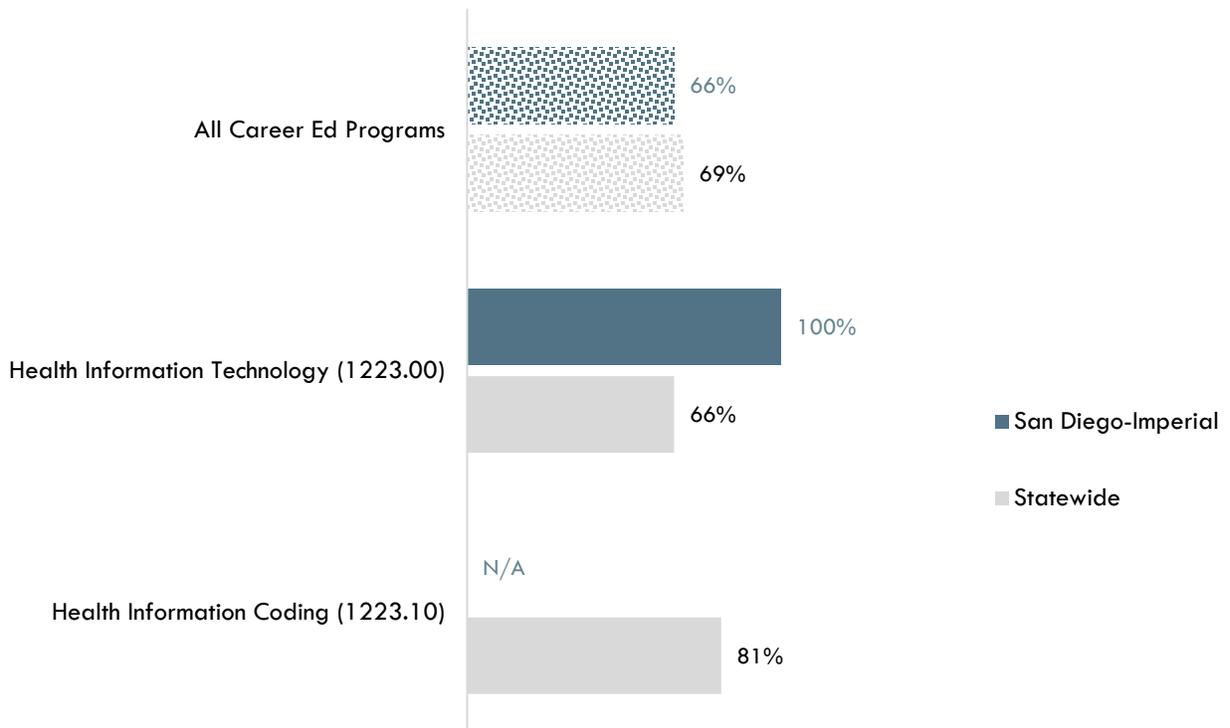


<sup>15</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>16</sup> Most recent year with available data is Program Year 2020-21. Among completers and skills builders who exited, the percentage of students who attained a living wage.

According to the California Community Colleges LaunchBoard, 100 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a program related to *Health Information Technologists and Medical Registrars*, compared to 66 to 81 percent statewide and 69 percent of students in Career Education programs in general across the state (Exhibit 10).<sup>17</sup>

**Exhibit 9: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2019-20<sup>18</sup>**



"N/A" indicates insufficient data

<sup>17</sup> "California Community Colleges Strong Workforce Program," California Community Colleges, [calpassplus.org/LaunchBoard/SWP.aspx](http://calpassplus.org/LaunchBoard/SWP.aspx).

<sup>18</sup> Most recent year with available data is Program Year 2019-20. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

## Employers

Between January 1, 2021 and December 31, 2023, the top five employers in San Diego County for *Health Information Technologists and Medical Registrars* were Sharp Healthcare, Family Health Centers Of San Diego, University of California San Diego, MedImpact Healthcare Systems and San Ysidro Health Center based on online job postings (Exhibit 11).

**Exhibit 10: Top Employers for *Health Information Technologists and Medical Registrars*  
in San Diego County<sup>19</sup>**

Top Employers	
<ul style="list-style-type: none"><li>• Sharp Healthcare</li><li>• Family Health Centers Of San Diego</li><li>• University of California San Diego</li><li>• MedImpact Healthcare Systems</li><li>• San Ysidro Health Center</li></ul>	<ul style="list-style-type: none"><li>• Vista Community Clinic</li><li>• Kaiser Permanente</li><li>• IQVIA</li><li>• Sharp Healthcare</li><li>• San Ysidro Health Center</li></ul>

<sup>19</sup> Lightcast 2024.03; "Job Posting Analytics." 2021-2023.

## Skills

Exhibit 12 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2021 and December 31, 2023.

### Exhibit 11: Top Skills for Health Information Technologists and Medical Registrars in San Diego County<sup>20</sup>

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"><li>• Medical Records</li><li>• Electronic Medical Record</li><li>• Auditing</li><li>• Medical Terminology</li><li>• Nursing</li><li>• Health Information Management</li><li>• Medicare</li><li>• Billing</li><li>• Data Entry</li><li>• Epic EMR</li><li>• Medical Records Release</li><li>• Long-Term Care</li><li>• Workflow Management</li><li>• Bilingual (Spanish/English)</li><li>• Medical Privacy</li></ul>	<ul style="list-style-type: none"><li>• Communication</li><li>• Customer Service</li><li>• Management</li><li>• Research</li><li>• Operations</li><li>• Computer Literacy</li><li>• Filing</li><li>• Writing</li><li>• Quality Control</li><li>• Detail Oriented</li><li>• Organizational Skills</li><li>• Leadership</li><li>• English Language</li><li>• Problem Solving</li><li>• Clerical Works</li></ul>	<ul style="list-style-type: none"><li>• Microsoft Excel</li><li>• Microsoft Outlook</li><li>• Epic EMR</li></ul>

Prepared by:

Tina Ngo Bartel, Director ([tngobartel@miracosta.edu](mailto:tngobartel@miracosta.edu))

John Edwards, Research Analyst ([jedwards@miracosta.edu](mailto:jedwards@miracosta.edu))

San Diego & Imperial Center of Excellence

## **SAN DIEGO & IMPERIAL COUNTIES COMMUNITY COLLEGES**

<sup>20</sup> Lightcast 2024.03; "Job Posting Analytics." 2021-2023.

### **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.