








# Health Information Occupations

Labor Market Analysis: San Diego County

August 2025

## 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	
<b>The COE defers to the region</b>	<b>MEDIUM</b> 	<b>LOW</b> 	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region’s community colleges with strategic planning and program development. *Health Information Occupations* include “Health Information Technologists and Medical Registrars” and “Medical Records Specialists.” According to available data, *Health Information Occupations* in San Diego County have a labor market demand of 171 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and six institutions supply 184 awards for these occupations. Entry-level wages are below the living wage. This brief recommends that the colleges do not proceed with developing a new program for these occupations and defers to the region for a program modification because 1) there is an estimated oversupply in the region and 2) this occupations’ entry-level wages are below the living wage.

## Introduction

This report provides labor market information in San Diego County for the following occupational codes 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.
- **Medical Records Specialists (SOC 29-2072):** 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 healthcare system. Classify medical and healthcare concepts, including diagnosis, procedures, medical services, and equipment, into the healthcare industry's numerical coding system. Includes medical coders.

For the purpose of this report, these occupations are referred to as *Health Information Occupations*.

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<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. <https://www.bls.gov/soc/>.

## Projected Occupational Demand

Between 2023 and 2028, businesses in San Diego County will need to hire 171 employees annually to fill new jobs and backfill jobs due to attrition caused by turnover and retirement, for example (Exhibit 1).

Most of this labor market demand comes from Medical Records Specialists, which are projected to have the most annual job openings with 143 openings each year between 2023 and 2028.

**Exhibit 1: Number of Jobs for Health Information Occupations (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)
Medical Records Specialists	1,748	1,871	123	7%	143
Health Information Technologists and Medical Registrars	380	391	11	3%	28
Total	2,128	2,262	134	6%	171

## Earnings

According to traditional<sup>3</sup> labor market information (LMI), entry-level hourly earnings for *Health Information Occupations* range from \$22.46 to \$28.73 (Exhibit 2).

**Exhibit 2: Hourly Earnings for Health Information Occupations in San Diego County<sup>4</sup>**

Occupational Title	Entry-Level Hourly Earnings (25 <sup>th</sup> Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 <sup>th</sup> Percentile)
Health Information Technologists and Medical Registrars	\$28.73	\$39.66	\$59.50
Medical Records Specialists	\$22.46	\$26.88	\$36.68

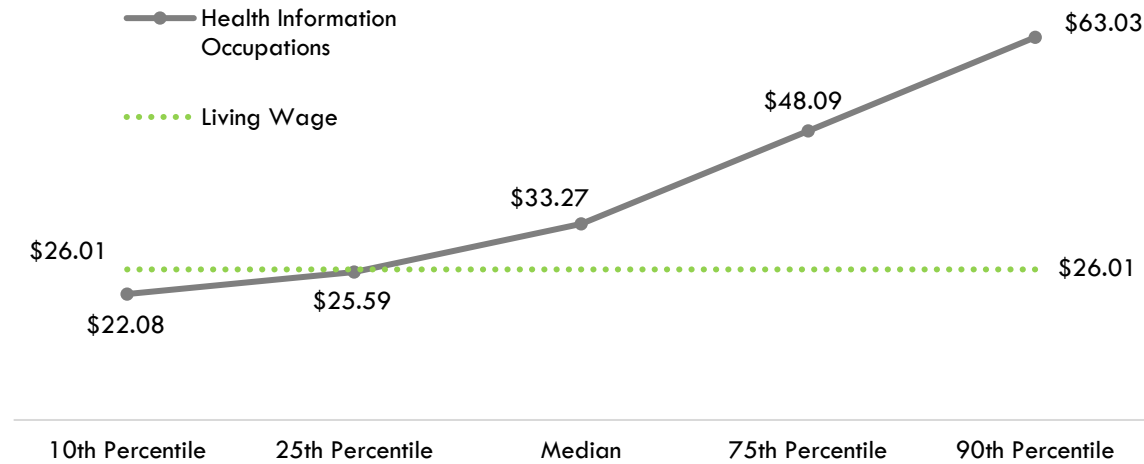
<sup>2</sup> Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

<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> Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

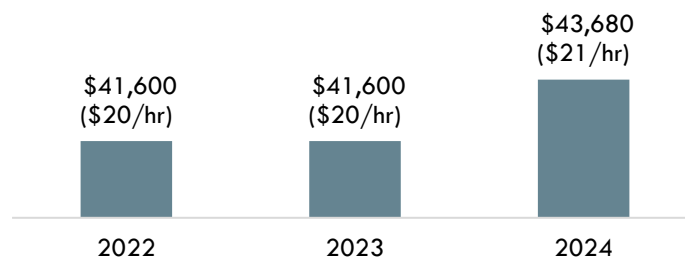
On average, the entry-level hourly earnings for employed *Health Information Occupations* are \$25.59—or \$53,227.20 annual salary<sup>5</sup>; this is less than the living wage for a single adult in San Diego County, which is \$26.01 per hour (Exhibit 3).<sup>6</sup>

**Exhibit 3: Hourly Earnings<sup>7</sup> for Health Information Occupations in San Diego County<sup>8</sup>**



In online job postings, however, employers advertised between \$20 to \$21 per hour between January 1, 2022 and December 30, 2024 for *Health Information Occupations* in San Diego County (Exhibit 4).<sup>9</sup> This suggests that employers have maintained wages due to labor market forces that may not be captured by traditional LMI.

**Exhibit 4: Entry-Level Advertised Salaries in Online Job Postings for Health Information Occupations in San Diego County (2022-2024)**



<sup>5</sup> Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.

<sup>6</sup> Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. [selfsufficiencystandard.org/California](https://selfsufficiencystandard.org/California).

<sup>7</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>8</sup> Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

<sup>9</sup> Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

## Expected Level of Education

According to traditional LMI (data reported to EDD and BLS), *Health Information Occupations* have a national educational attainment of a [postsecondary non-degree award](#) (Exhibit 5).<sup>10</sup>

### Exhibit 5: National Educational Attainment for *Health Information Occupations*<sup>11</sup>

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

Online job postings between January 1, 2022 and December 31, 2024 in San Diego County had a [high school diploma or GED](#) as the most requested educational requirement for *Health Information Occupations*; however, employers also expected the following certifications (Exhibit 6).<sup>12</sup>

### Exhibit 6: Top Certifications for *Health Information Occupations* in San Diego County in Online Job Postings (2022-2024)<sup>13</sup>

1. Registered Health Information Technician (RHIT)
2. Certified Coding Specialist (CCS)
3. Registered Health Information Administrator (RHIA)
4. Certified Professional Coder (CPC)
5. Release of Information (ROI)
6. Medical Coding Certification
7. Certified Coding Specialist - Physician-Based (CCS-P)
8. Basic Life Support (BLS) Certification
9. Advanced Cardiovascular Life Support (ACLS) Certification
10. Neonatal Resuscitation Program Certification (NRP)

<sup>10</sup> Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

<sup>11</sup> Lightcast 2025.02; QCEW, Non-QCEW, Self-Employed.

<sup>12</sup> Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

<sup>13</sup> Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

## 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 **three** CIP codes related to *Health Information Occupations* (Exhibit 7).

**Exhibit 7: Related TOP and CIP Codes for Health Information Occupations<sup>14</sup>**

TOP or CIP Code	TOP or CIP Program Title
TOP 1223.00	Health Information Technology
TOP 1223.10	Health Information Coding
CIP 51.0706	Health Information/Medical Records Administration/Administrator
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 these occupations: **San Diego Mesa College**, and **Southwestern College**. According to CIP data, **four** non-community-college institutions supply the region with awards: **Ashford University<sup>15</sup>**, **ATA College**, **Escondido Adult School**, and **Vista Adult School** (Exhibit 8).

**Exhibit 8: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2020-21 Through Program Year 2023-24 Average)**

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-24)
1223.00	Health Information Technology	<b>69</b>	<b>0</b>	<b>69</b>
	San Diego Mesa	<b>69</b>	<b>0</b>	
	• Bachelor degree	45	0	
	• Associate degree	24		
1223.10	Health Information Coding	<b>14</b>	<b>0</b>	<b>14</b>
	San Diego Mesa	<b>7</b>	<b>0</b>	
	• Certificate 16 < 30 units	7	0	

<sup>14</sup> This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 7.

<sup>15</sup> While the supply data provided in Exhibit 8 is the most recent data, effective 2020, Ashford University became part of the University of Arizona.

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY21-22 to PY23-24)	Other Educational Institutions 3-Yr Annual Average Awards (PY20-21 to PY22-23)	Total Average Supply (PY20-21 to PY22-24)
	Southwestern	<b>7</b>	<b>0</b>	
	• Certificate 30 < 60 units	7	0	
51.0706	Health Information/Medical Records Administration/Administrator	<b>0</b>	<b>29</b>	<b>29</b>
	Ashford University	<b>0</b>	<b>28</b>	
	• Bachelor's degree	0	28	
	ATA College	<b>0</b>	<b>1</b>	
	• Associate degree	0	1	
51.0707	Health Information/Medical Records Technology/Technician	<b>0</b>	<b>47</b>	<b>47</b>
	Vista Adult School	<b>0</b>	<b>47</b>	
	• Certificate >1 year	0	47	
51.0713	Medical Insurance Coding Specialist/Coder	<b>0</b>	<b>25</b>	<b>25</b>
	Escondido Adult School	<b>0</b>	<b>7</b>	
	• Certificate >1 year	0	7	
	Vista Adult School	<b>0</b>	<b>18</b>	
	• Certificate >1 year	0	18	
			<b>Total</b>	<b>184</b>

## Demand vs. Supply

Comparing labor demand with labor supply<sup>16</sup> suggests that there is an **oversupply** for these occupations in San Diego County, with 171 annual openings and 184 awards. Comparatively, there are 2,117 annual openings in California and 1,636 awards, suggesting that there is a **supply gap** across the state (Exhibit 9).<sup>17</sup>

**Exhibit 9: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)**

	<b>Demand</b> (Annual Openings)	<b>Supply</b> (Annual Awards)	<b>Supply Gap or Oversupply</b>
San Diego	171	184	<b>-13</b>
California	2,117	1,636	<b>481</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.

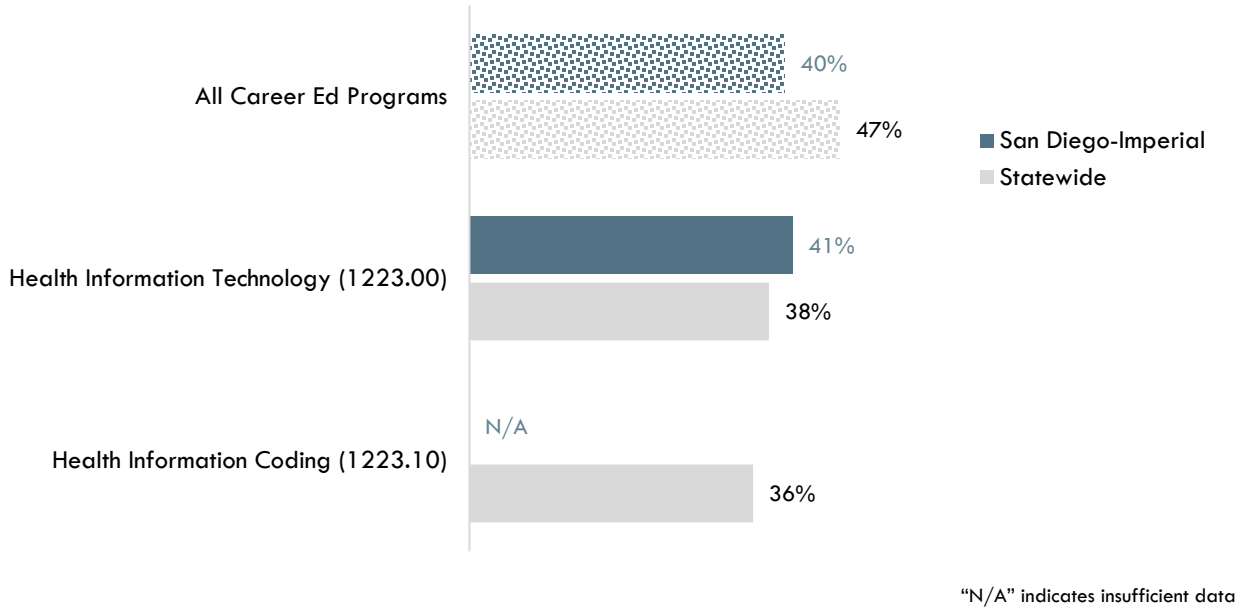
<sup>16</sup> Labor supply can be found from two different sources: Lightcast or the California Community Colleges Chancellor's Office MIS Data Mart. Lightcast uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

<sup>17</sup> "Supply and Demand," Centers of Excellence Student Outcomes, [coecc.net/our-resources](http://coecc.net/our-resources).

## Student Outcomes and Regional Comparisons

According to the California Community Colleges DataVista, 41% of students in the San Diego-Imperial region earned a living wage after completing a program related to *Health Information Occupations*, compared to 36 to 38% statewide and 47% of students in Career Education programs in general across the state (Exhibit 10).<sup>18</sup>

**Exhibit 10: Percentage of Students Who Earned a Living Wage by Program, PY2022-23<sup>19</sup>**

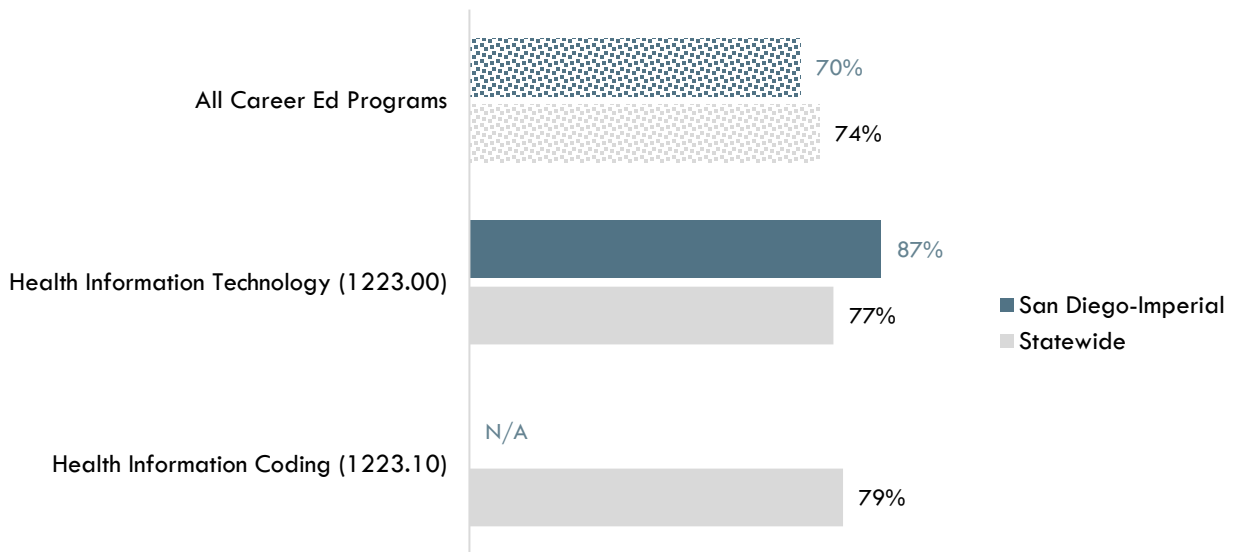


<sup>18</sup> DataVista, California Community Colleges, [datavista.cccco.edu/](http://datavista.cccco.edu/).

<sup>19</sup> Most recent year with available data is Program Year 2022-23. Among completers and skills builders who exited, the percentage of students who attained a living wage.

According to the California Community Colleges DataVista, 87% 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 Occupations*, compared to 77 to 79% statewide and 74% of students in Career Education programs in general across the state (Exhibit 11).<sup>20</sup>

**Exhibit 11: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2021-22<sup>21</sup>**



"N/A" indicates insufficient data

<sup>20</sup> DataVista, California Community Colleges, [datavista.cccco.edu/](http://datavista.cccco.edu/).

<sup>21</sup> Most recent year with available data is Program Year 2021-22. 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, 2022 and December 31, 2024, the top five employers in San Diego County for *Health Information Occupations* were [University of California-San Diego](#), [Sharp Healthcare](#), [San Ysidro Health Center](#), [Family Health Centers Of San Diego](#), and [UnitedHealth Group](#) based on online job postings (Exhibit 12).

**Exhibit 12: Top Employers for *Health Information Occupations* in San Diego County<sup>22</sup>**

Top Employers	
<ul style="list-style-type: none"> <li>University of California-San Diego</li> <li>Sharp Healthcare</li> <li>San Ysidro Health Center</li> <li>Family Health Centers Of San Diego</li> <li>UnitedHealth Group</li> </ul>	<ul style="list-style-type: none"> <li>Rady Children's Hospital</li> <li>Banner Health</li> <li>Community Research Foundation</li> <li>Aston Carter</li> <li>APR Consulting</li> </ul>

## Skills

Exhibit 13 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2022 and December 31, 2024.

**Exhibit 13: Top Skills for *Health Information Occupations* in San Diego County<sup>23</sup>**

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> <li>Medical Records</li> <li>Billing</li> <li>Medical Terminology</li> <li>ICD Coding (ICD-9/ICD-10)</li> <li>CPT Coding</li> <li>Electronic Medical Record</li> <li>Medical Billing</li> <li>Healthcare Common Procedure Coding Systems</li> <li>Auditing</li> <li>Data Entry</li> <li>Medicare</li> <li>Medical Coding</li> <li>Accounts Receivable</li> <li>Health Information Management</li> <li>Revenue Cycle Management</li> </ul>	<ul style="list-style-type: none"> <li>Communication</li> <li>Customer Service</li> <li>Detail Oriented</li> <li>Management</li> <li>Confidentiality</li> <li>Filing</li> <li>Collections</li> <li>Operations</li> <li>Writing</li> <li>Computer Literacy</li> <li>Multitasking</li> <li>Organizational Skills</li> <li>Problem Solving</li> <li>Research</li> <li>Verbal Communication Skills</li> </ul>	<ul style="list-style-type: none"> <li>Microsoft Excel</li> <li>Microsoft Office</li> <li>Epic EMR</li> <li>Microsoft Outlook</li> </ul>

<sup>22</sup> Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

<sup>23</sup> Lightcast 2025.02; "Job Posting Analytics." 2022-2024.

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### **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.