Health Information Technology

March 2018

Prepared by the Los Angeles/Orange County Center of Excellence for Labor Market Research

Program Recommendation

This report was compiled by the Los Angeles/Orange County Center of Excellence to provide regional labor market data for the program recommendation of health information technology. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Based on the data, the COE determined that there is an unmet need for an additional health information technology program in Orange County. Reasons include:

- Jobs related to health information technology are predicted to experience a 10% increase through 2022
- Over half of the workforce, 55%, has completed some community college education as their highest level of education, making this occupation relevant to community college students
- Last year, there were over 1,300 job postings in the county
- Nearly 80% of students are employed within six months after completing a program

Occupation Codes and Descriptions

Currently, there is one occupation in the standard occupational classification (SOC) system related to the study of health information technology. The occupation title and description, as well as reported job titles are included in Exhibit 1.

Exhibit 1 – Occupation, description, and sample job titles

SOC Code	Title	Description	Sample of Reported Job Titles
29-2071	Medical Records and Health Information Technicians	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.	Coder, Health Information Clerk, Health Information Specialist, Health Information Technician (Health Information Tech), Medical Records Analyst, Medical Records Clerk, Medical Records Coordinator, Medical Records Director, Medical Records Technician (Medical Records Tech), Registered Health Information Technician (RHIT)

Source: O*NET Online

Current and Future Employment

In Orange County, the number of jobs related to medical records and health information technicians is expected to increase by 10% over the next five years. Nearly 170 job opportunities will be available annually for this occupation through 2022 due to new job growth and replacement need (e.g., retirements). Exhibit 2 contains detailed employment projections data for the occupation.

Exhibit 2 – Five-year projections for medical records and health information technicians

SOC	Occupation	2017 Jobs	2022 Jobs	2017 - 2022 Change	2017 - 2022 % Change	Annual Openings
29-2071	Medical Records and Health Information Technicians	2,008	2,217	209	10%	166

Source: Economic Modeling Specialists International (EMSI)

Earnings

In Orange County, the entry-level average wage for medical records and health information technicians is $13.26 per hour, which is below the MIT Living Wage[1] estimate of $15.31 per hour for a single adult. The average annual earnings for these occupation in the region is $49,149 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings is represented by the 10th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 90th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for medical records and health information technicians

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
29-2071	Medical Records and Health Information Technicians	$13.26	$21.61	$36.76	$49,149

Source: Economic Modeling Specialists International (EMSI)

[1] MIT Living Wage Calculator. http://livingwage.mit.edu/

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is employing medical records and health information technicians, and what they are looking for in potential candidates. To identify job postings the SOC code 29-2071 was used.

In 2017, there were 1,323 employer postings for medical records and health information technicians. There were 1,348 job postings for the same occupation in 2016, and 1,281 job postings in 2015.

Top Titles

The top job titles for employers posting ads for medical records and health information technicians are listed in Exhibit 4. Medical biller is used in 13% of all relevant job postings (171 out of 1,323 postings).

Exhibit 4 –Job titles (n=1,323)

Title	Job Postings, Full Year 2017
Medical Biller	171
Medical Coder	168
Coding Supervisor	36
Medical Collector	33
Medical Billing Specialist	32
Medical Records Clerk	32
Medical Records Technician	29
Quality Coordinator	25
Medical Scribe	21
Medical Billing & Coding Career Training - Local Training	20
Medical Biller/Coder	19
Regional Medical Center Coding Supervisor	16

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 5 lists the major employers hiring medical records and health information technicians. Top employers posting job ads included United Health Group, St. Joseph Health System, and OptumCare. The top worksite cities in the region for these job postings were Irvine, Orange and Anaheim.

Exhibit 5 – Top employers (n=704)

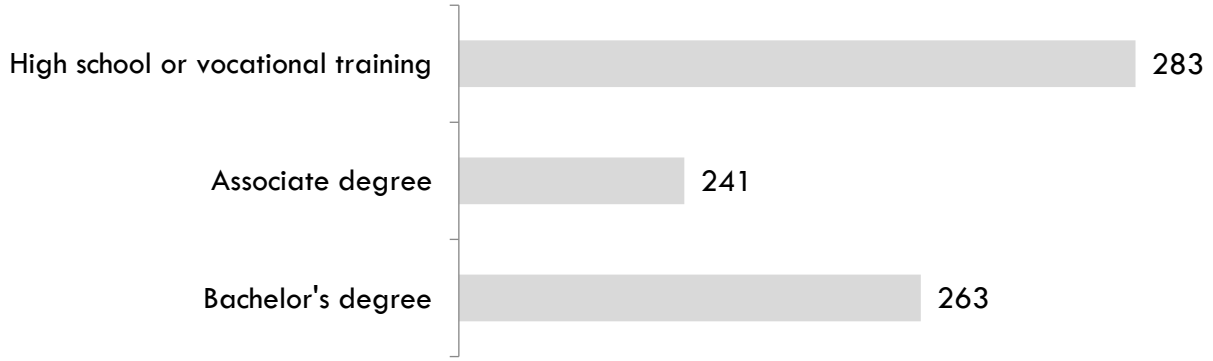
Employer	Job Postings, Full Year 2017
UnitedHealth Group	141
St. Joseph Health System	35
OptumCare	22
Ultimate	22
Chapman Medical Center	21
Children's Hospital of Orange County	13
Anaheim Regional Medical Center	9
Anthem Blue Cross	8

Source: Labor Insight/Jobs (Burning Glass)

Advertised Education Levels

Exhibit 6 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with high school or vocational training. Approximately 41% of job postings did not specify a level of education.

Exhibit 6 – Education requirements for medical records and health information technicians (n=787)



Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 7 shows the typical entry-level education requirement for the occupation of interest, along with the typical on-the-job training, and percentage of workers in the field who hold a community college award or have completed some postsecondary courses. Over half of the workforce, 55%, has completed some community college education as their highest level of education.

Exhibit 7 – Education and training requirements

SOC	Description	Typical entry-level education	Typical on-the-job training	% of Community College Award Holders or Some Postsecondary Coursework
29-2071	Medical Records and Health Information Technicians	Postsecondary certificate	None	55%

Source: Economic Modeling Specialists International, Bureau of Labor Statistics Employment Projections (Educational Attainment)

Currently, two community colleges in Orange County train students in health information technology. Exhibit 8 displays the annual awards conferred for each of the colleges training in this field. It is important to note that an award is not equivalent to a single person in search of a job opening, since a student may earn more than one award (e.g. an associate degree and a certificate).

Between 2013 and 2016, the total annual average community college awards conferred was 38 across one program: Health Information Technology (1223.00).

Exhibit 8 – CCC Student Awards (by TOP and College)

TOP Code	Program	College	2013-2016 Annual Average			
			2013-14 Awards	2014-15 Awards	2015-2016 Awards	Total Average CC Awards
1223.00	Health Information Technology	Cypress	28	13	17	19
		Saddleback	17	14	24	18
		Total	**45**	**27**	**41**	**38**

Source: California Community Colleges Chancellor's Office MIS Data Mart

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the Health Information Technology Taxonomy of Program (TOP) code (1223.00) in Orange County for the 2014-15 academic year.

- The median annual wage after program completion is $35,186
- 57% of students are earning a living wage
- 79% of students are employed within six months after completing a program

Source: CTE LaunchBoard

Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represents the labor market demand for positions most closely related to health information technology. Standard occupational classification (SOC) codes were chosen based on the national education level required for employment (associate degree and postsecondary certificate) as well as the proportion of current workers who hold a community college award or have had some community college training. This selection process narrows the labor market analysis to the most relevant employment opportunities for students with community college education and/or training.

Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and should not be used to establish current job openings, because the numbers may include duplicate job postings or postings intended to gather a pool of applicants. Real-time labor market information can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.