

# Medical Records and Health Information Technicians

*Inland Empire/Desert Region (Riverside-San Bernardino-Ontario Metropolitan Statistical Area)*

## Summary

- Employment for medical records and health information technicians is expecting to **increase by 10% between 2017 and 2022** in the Inland Empire/Desert region. A total of **734 job openings** will be available over the five-year timeframe.
- The entry-level wage for medical records and health information technicians is **above the MIT Living Wage estimate of \$12.39 per hour** for a single adult living in the Inland Empire/Desert region.
- Despite the lack of regional community college courses and programs, **there does not appear to be an opportunity for program growth** based on the high number of awards by other educational institutions (**0 annual average community college credentials, 309 other education institution credentials, 309 total**) and the number of annual openings for medical records and health information technicians in the local region (**147 annual job openings**). However, it is worth noting that institutions outside of the community colleges awarded all of these credentials. This might present an opportunity for regional community colleges to offer a high quality, low-cost alternative to these private programs.

## Introduction

This report will focus on the demand for medical scribes in the Inland Empire/Desert region.

Medical scribes are not classified as a standard occupation by the Bureau of Labor Statistics, but it is recognized as a job title for the occupation, medical records and health information technicians. For this reason, this report analyzes the educational supply and employer demand relationship of the medical records and health information technicians occupation. The occupational description for medical records and health information technicians is listed below:

### **Medical records and health information technicians (31-2021)**

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.

**Sample job titles:** *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)*

*Entry-Level Educational Requirement: Postsecondary nondegree award*

*Training Requirement: None*

*Share of incumbent workers with a Community College Award or Some Postsecondary Coursework: 56%*

### Job Opportunities

In 2017, there were an estimated 1,829 medical records and health information technicians jobs in the Inland Empire/Desert region (see Exhibit 1). Across the region, employment related to medical records and health information technicians is expected to increase by 10% through 2022. Employers in the region will need to hire an estimated 734 workers during the five-year timeframe to fill new jobs and to backfill jobs that workers are permanently leaving (includes retirements).

*Exhibit 1: Five-year projections for medical records and health information technicians in the Inland Empire/Desert region*

Region	2017 Jobs	5-Yr % Change (New Jobs)	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)	% of workers age 55+
Inland Empire/Desert	1,829	10%	734	147	25%

Source: EMSI 2018.4

### Earnings

The entry-level wage for medical records and health information technicians is above the MIT Living Wage estimate of \$12.39 per hour for a single adult living in the Inland Empire/Desert region (Glasmeier, 2019). This wage is also sufficient for two adults and one child (\$14.75 per hour, per adult or \$30,680 annually for each adult). Exhibit 2 displays wage information for this occupation in the Inland Empire/Desert region.

*Exhibit 2: Earnings in the Inland Empire/Desert region*

Entry to Experienced Hourly Earnings Range*	Median Wage*	Average Annual Earnings
\$15.82 to \$27.28	\$19.26	\$46,800

Source: EMSI 2018.4

\*Entry Hourly is 25th percentile wage, the median is 50th percentile wage, experienced is 75th percentile wage.

### Job Postings, Employers, Certifications, Skills and Education

Exhibit 3 shows the number of job ads posted during the last 12 months and the average time to fill for medical records and health information technicians in the region and in the nation. On average, open positions for the medical records and health information technicians take 44 days to fill in the Inland Empire/Desert region. This is four days longer than the national average, indicating that open positions are slightly more challenging to fill locally.

*Exhibit 3: Number of job ads in the Inland Empire/Desert region during the last 12 months, Mar 2018 – Feb 2019*

Occupation	Job Ads	Regional Average Time To Fill (Days)	National Average Time to Fill (Days)
Medical Records and Health Information Technicians	1,148	44	40

Source: Burning Glass – Labor Insights

Exhibit 4 displays the employers posting the most job ads during the last 12 months for medical records and health information technicians in the Inland Empire/Desert region.

*Exhibit 4: Employers posting the most job ads, Mar 2018 – Feb 2019*

Occupation	Employers
Medical Records and Health Information Technicians (n=734)	<ul style="list-style-type: none"> <li>Tenet Healthcare</li> <li>Anthem Blue Cross</li> <li>Riverside HealthCare</li> <li>Loma Linda University Health</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 5 displays the certifications required by employers posting job ads for medical records and health information technicians in the Inland Empire/Desert region. The most frequently requested certifications for medical records and health information technicians are the Registered Health Information Technician (RHIT) and the Registered Health Information Administrator (RHIA) certification, which are professional certifications administered by the American Health Information Management Association in the United States (Health Information Management Credentials, 2019).

*Exhibit 5: Certifications required by employers' job ads, Mar 2018 – Feb 2019*

Occupation	Certifications
Medical Records and Health Information Technicians (n=477)	<ul style="list-style-type: none"> <li>Registered Health Information Technician (RHIT)</li> <li>Registered Health Information Administrator (RHIA)</li> <li>Certified Professional Coder (CPC)</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 6 lists a sample of in-demand specialized, employability, and software and programming skills that employers are seeking when looking for workers to fill medical records and health information technician positions. Specialized skills are occupation-specific skills employers are requesting for industry or job competency. Employability skills are foundational skills that transcend industries and occupations; this category is commonly referred to as “soft skills.” The skills reported in job postings may be utilized as a helpful guide for curriculum development.

*Exhibit 6: In-demand skills in the Inland Empire/Desert region, Mar 2018 – Feb 2019*

Occupation	Specialized skills	Employability skills	Software and Programming Skills
Medical Records and Health Information Technicians (n=168)	<ul style="list-style-type: none"> <li>Medical Coding</li> <li>Medical Billing</li> <li>Current Procedural Terminology (CPT) Coding</li> </ul>	<ul style="list-style-type: none"> <li>Communication Skills</li> <li>Detail-Oriented</li> <li>Teamwork/ Collaboration</li> </ul>	<ul style="list-style-type: none"> <li>Microsoft Office</li> <li>ICD-10</li> <li>HCPCS Coding</li> </ul>

Source: Burning Glass – Labor Insights

Exhibit 7 displays the entry-level education typically required to enter this occupation according to the Bureau of Labor Statistics (BLS). This chart also displays educational attainment for incumbent workers with “some college, no degree” and an “associate degree” according to the U.S. Census (2016-17) and the minimum advertised education requirement requested by employers in online job ads.

*Exhibit 7: Educational attainment and online job ads with minimum advertised education requirements in the Inland Empire/Desert region, Mar 2018 – Feb 2019*

Occupation	Typical Entry-Level Education Requirement	Educational Attainment*	Number of Job Postings (n=)	High school diploma or vocational training	Associate degree	Bachelor's degree or higher
Medical Records and Health Information Technicians	Postsecondary nondegree award	56%	552	66%	16%	18%

Source: EMSI 2018.4, Burning Glass – Labor Insights

\* Percentage of incumbent workers with a Community College Degree/Award or Some Postsecondary Coursework

### Student Completions

There were no reported regional community college credentials (associate degrees and certificates) conferred during the three academic years between 2014 and 2017 for the health occupations, general (TOP 1201.00), health information technology (TOP 1223.00), and other health occupations (TOP 1299.00) programs. Exhibits 8 & 9 display credentials granted from other educational institutions

related to these programs, from 2013 to 2016, along with the relevant CIP code. Please note, a credential is not always equivalent to a single person in search of a job opening since a student may earn more than one credential, such as an associate degree in addition to a certificate.

*Exhibit 8: Annual average other educational institution student completions for medical insurance coding specialist/coder programs in the Inland Empire/Desert region*

<b>51.0713 – Medical Insurance Coding Specialist/Coder</b>	<b>Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)</b>
<b>American Career College-Ontario</b>	
Award 1 < 2 academic yrs	34
Award < 1 academic yr	64
<b>Brightwood College-Riverside</b>	
Award 1 < 2 academic yrs	33
<b>Loma Linda University</b>	
Award < 1 academic yr	8
<b>Summit College</b>	
Award < 1 academic yr	10
<b>UEI College-Riverside</b>	
Award 1 < 2 academic yrs	27
<b>Westech College</b>	
Award 1 < 2 academic yrs	36
<b>Total annual average other credentials</b>	<b>212</b>

Source: IPEDS

*Exhibit 9: Annual average other educational institution student completions for medical insurance specialist/medical biller in the Inland Empire/Desert region*

<b>51.0714 – Medical Insurance Specialist/Medical Biller</b>	<b>Other Educational Institutions Annual Average Certificates or Other Credit Credentials (2013-16)</b>
<b>American College of Healthcare</b>	
Award 1 < 2 academic yrs	27
<b>Mayfield College</b>	
Award < 1 academic yr	66
<b>North-West College-Riverside</b>	
Award < 1 academic yr	4
<b>Total annual average other credentials</b>	<b>97</b>

Source: IPEDS

Exhibits 10, 11 and 12 displays all of the completions between 2014 and 2017 for Community Colleges in California with health occupations, general (1201.00), health information technology (1223.00), and other health occupations (1299.00) programs. The COE recommends contacting these colleges for further information on program development and job outcomes for programs related to medical scribes.

*Exhibit 10: Annual average community college student completions for health occupations, general programs in California*

<b>1201.00 – Health Occupations, General</b>	<b>Community College Annual Average Credentials (2014-17)</b>
<b>Columbia</b>	32
<b>Contra Costa</b>	6
<b>East LA</b>	88
<b>LA Mission</b>	20
<b>LA Trade</b>	3
<b>MiraCosta</b>	16
<b>Orange Coast</b>	14
<b>Pasadena</b>	20
<b>Sacramento City</b>	1*
<b>Saddleback</b>	101
<b>San Diego Adult</b>	38
<b>San Joaquin Delta</b>	8
<b>Taft</b>	45
<b>West LA</b>	15
<b>Total Community College Headcount (2016-17)</b>	<b>406</b>

Source: IPEDS

\*Sacramento City College issued one associate degree in 2016-17.

*Exhibit 11: Annual average community college student completions for health information technology programs in California*

<b>1223.00 – Health Information Technology</b>	<b>Community College Annual Average Credentials (2014-17)</b>
<b>Cosumnes River</b>	17
<b>Cypress</b>	17
<b>East LA</b>	34
<b>Fresno City</b>	6
<b>Saddleback</b>	18
<b>San Diego Mesa</b>	28
<b>San Francisco</b>	55
<b>Santa Barbara</b>	68
<b>Total Community College Headcount (2016-17)</b>	<b>242</b>

Source: IPEDS

Exhibit 12: Annual average community college student completions for other health occupations programs in California

1299.00 – Other Health Occupations	Community College Annual Average Credentials (2014-17)
American River	38
Berkeley City	4
Mt San Antonio	1*
San Diego Mesa	1*
San Francisco	37
<b>Total Community College Headcount (2016-17)</b>	<b>80</b>

Source: IPEDS

\*Mt. San Antonio issued one noncredit award 96 to <144 hours in 2016-17. San Diego Mesa issued one certificate 18 to <30-semester unit awards.

### References

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