

Central Community College

Health Information Management Services

Coordinating Commission Seven-Year Review 2021

Recommended continuation of programs without monitoring:

Central Community College College Cabinet, April 29, 2021
Central Community College Board of Governors, **pending**

Information in this report approved by:

Central Community College Educational Services, April 22, 2021

Shawna Stump, *RHIA*, HIMS Program Director/Instructor

Joni Schlatz, *MS*, RHIT Instructor

Barbara Marsh, *RHIT*, CCS, CCS-P Instructor

Sarah Kort, *MA*, Dean of Instruction - Health Sciences

Marcie Kemnitz, *EdD*, Campus President-VP of Health Sciences

- I. **Program:** **Health Information Management Services (HIMS)**
- II. **College Mission:** Central Community College maximizes student and community success.
- III. **College Vision:** The Best Choice –
- for students to achieve their educational goals.**
- quality education
 - personal service and individualized attention
 - exceptional and passionate faculty and staff
 - extraordinary value
- for developing a skilled workforce.**
- employability and/or successful credit transfers
 - graduates who advocate for CCC
 - business and industry partnerships
 - state-of-the-art facilities and technologies
- for advancing communities.**
- educational partnerships
 - strong alumni support
 - foster economic development
 - sustainability leaders
- IV. **Program Mission Statement:** The HIMS program prepares health information students with entry-level competencies as defined by the American Health Information Management Association (AHIMA), which are nationally accepted standards of practitioner roles and functions. In addition, the program offers students the opportunity to gain entry-level skills in medical coding as set forth in their individual programs of study. The program identifies and responds to the needs of area employers.
- V. **Program Vision Statement:** The Health Information Management Services program will be the educational choice for HIMS students and employers. All graduates will attain the appropriate certification and employment in the health information field. Graduates who choose to further their education will be provided a seamless transition from their AAS degree to a baccalaureate program.

We value:

- Collaboration with other HIMS programs, secondary schools, and employers.
- On-going relationships with graduates as lifelong learners and supporters of the program.
- Exceeding the standards set forth by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM).
- Responding to industry needs using the latest technology.

- The use of continuous quality improvement principles to assure graduates acquire the skills and professional standards necessary for employment in their chosen field.

VI. Program/Discipline Environmental Scan (Program Need):

A. Industry or college need

Health Information Management is one of the fastest growing occupations in one of the fastest growing industries. HIM professionals can expect to be in high demand as the health sector expands into the next century. In fact, the Bureau of Labor Statistics cites health information technology employment is expected to grow faster than average. Job prospects should be very good; technicians with a strong background in medical coding will be in particularly high demand.

Job Outlook: Employment of health information technicians is projected to grow much faster than the average for all occupations. The demand for health services is expected to increase as the population ages. An aging population will need more medical tests, treatments, and procedures. This will mean more claims for reimbursement from insurance companies. Additional records, coupled with widespread use of electronic health records (EHRs) by all types of healthcare providers, could lead to an increased need for technicians to organize and manage the associated information in all areas of the healthcare industry. Cancer registrars are expected to continue to be in high demand. As the population ages, there will likely be more types of special purpose registries because many illnesses are detected and treated later in life.

New jobs are expected in offices of physicians because of increasing demand for detailed records, especially in large group practices. New jobs also are expected in home health care services, outpatient care centers, and nursing and residential care facilities. Although employment growth in hospitals will not keep pace with growth in other health care industries, many new jobs will, nevertheless, be created.

Job prospects. Job prospects should be very good. In addition to job growth, openings will result from the need to replace technicians who retire or leave the occupation permanently.

Technicians with a strong background in medical coding will be in particularly high demand. Changing government regulations and the growth of managed care have increased the amount of paperwork involved in filing insurance claims. Additionally, health care facilities are having some difficulty attracting qualified workers, primarily because employers prefer trained and experienced technicians prepared to work in an increasingly electronic environment with the integration of electronic health records. Job opportunities may be especially good for coders employed through temporary help agencies or by professional services firms.

Education is a key factor in determining salary levels and job opportunities. HIMS graduates with an associate degree on average earn \$20,000 to \$30,000. Five years after graduation, salaries are often in the \$50,000 to \$75,000 range.

EMSI Q4 2020 Data Set

Report Parameters

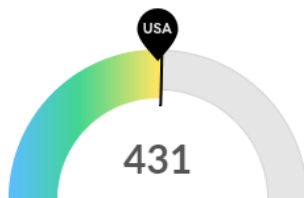
2 Occupations

29-2071 Medical Records and Health Information

31-9094 Medical Transcriptionists

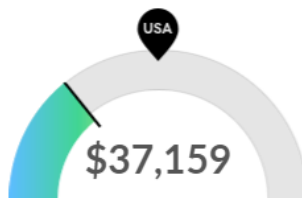
Executive Summary

Average Job Posting Demand Over an Average Supply of Regional Jobs



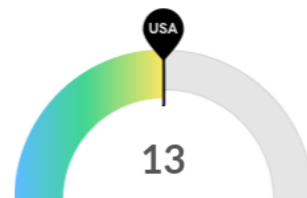
Jobs (2020)

Your area is about average for this kind of job. The national average for an area this size is 421* employees, while there are 431 here.



Compensation

Earnings are low in your area. The national median salary for your occupations is \$41,012, compared to \$37,159 here.



Job Posting Demand

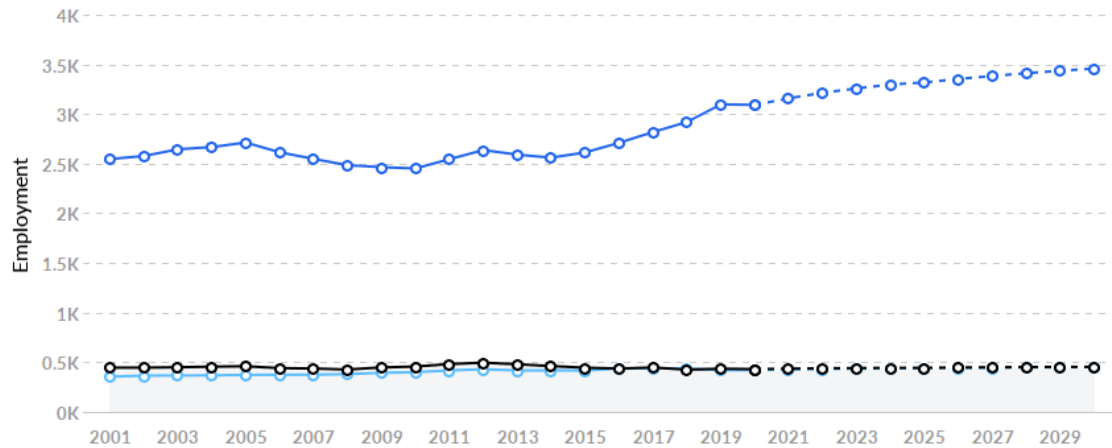
Job posting activity is about average in your area. The national average for an area this size is 13* job postings/mo, while there are 13 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs

Regional Employment Is About Equal to the National Average

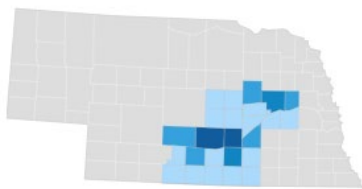
An average area of this size typically has 421* jobs, while there are 431 here.



Region	2020 Jobs	2030 Jobs	Change	% Change
● CCC Service Area	431	454	23	5.3%
● National Average	421	451	31	7.2%
● State of Nebraska	3,092	3,458	366	11.8%

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2020 Jobs
Buffalo County, NE	113
Hall County, NE	96
Adams County, NE	54
Platte County, NE	53
Dawson County, NE	16

Most Jobs are Found in the General Medical and Surgical Hospitals Industry Sector

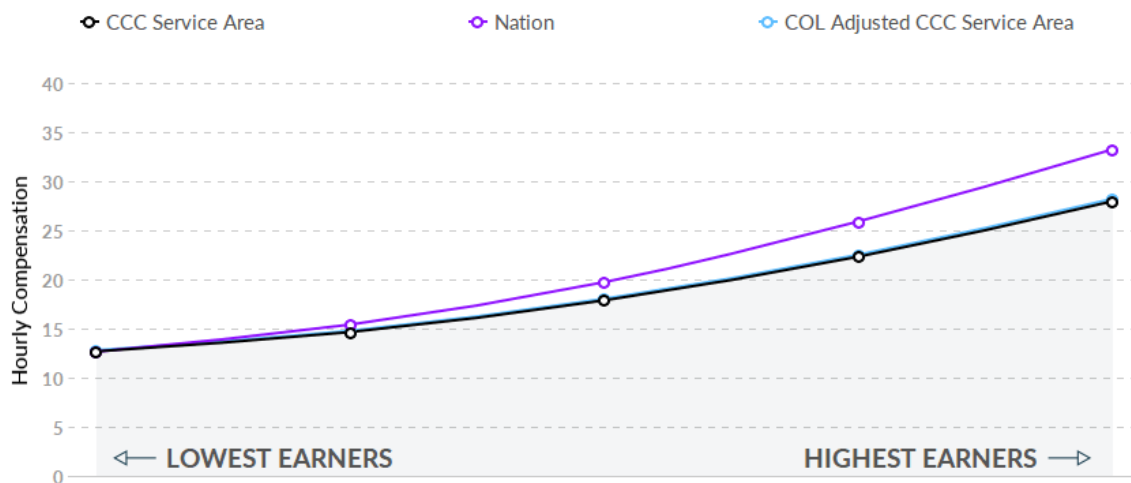


Industry	% of Occupation in Industry (2020)
General Medical and Surgical Hospitals	28.5%
Outpatient Care Centers	14.7%
Offices of Physicians	14.0%
Education and Hospitals (Local Government)	9.4%
Business Support Services	7.0%
Management of Companies and Enterprises	5.0%
Other	21.4%

Compensation

Regional Compensation Is 9% Lower Than National Compensation

For your occupations, the 2019 median wage in your area is \$17.86/hr, while the national median wage is \$19.72/hr.



Job Posting Activity



160 Unique Job Postings

The number of unique postings for this job from Jan 2020 to Dec 2020.



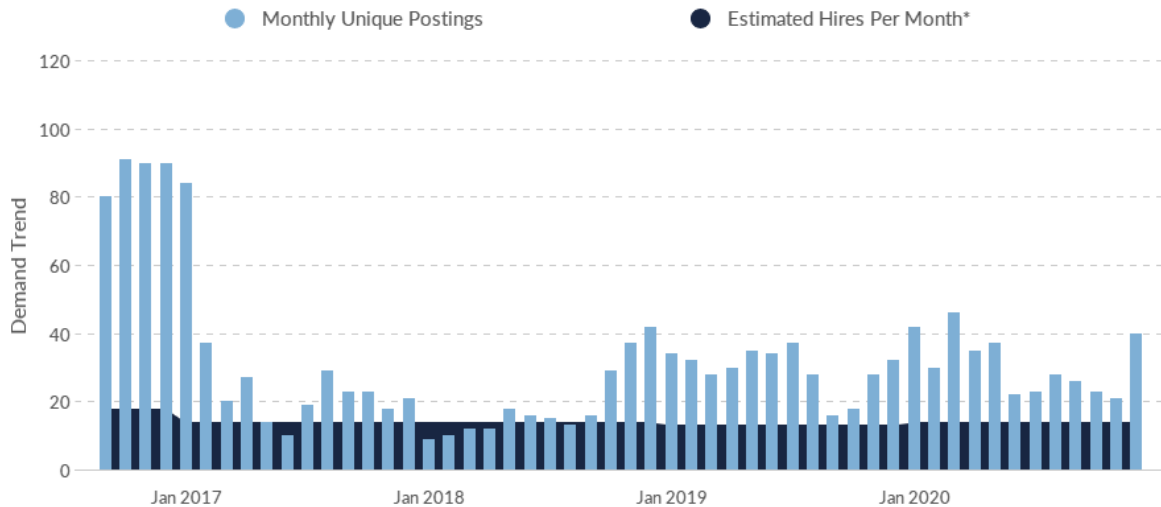
63 Employers Competing

All employers in the region who posted for this job from Jan 2020 to Dec 2020.



27 Day Median Duration

Posting duration is 5 days shorter than what's typical in the region.



Occupation	Avg Monthly Postings (Jan 2020 - Dec 2020)	Avg Monthly Hires (Jan 2020 - Dec 2020)
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	31	9
Medical Transcriptionists	1	5

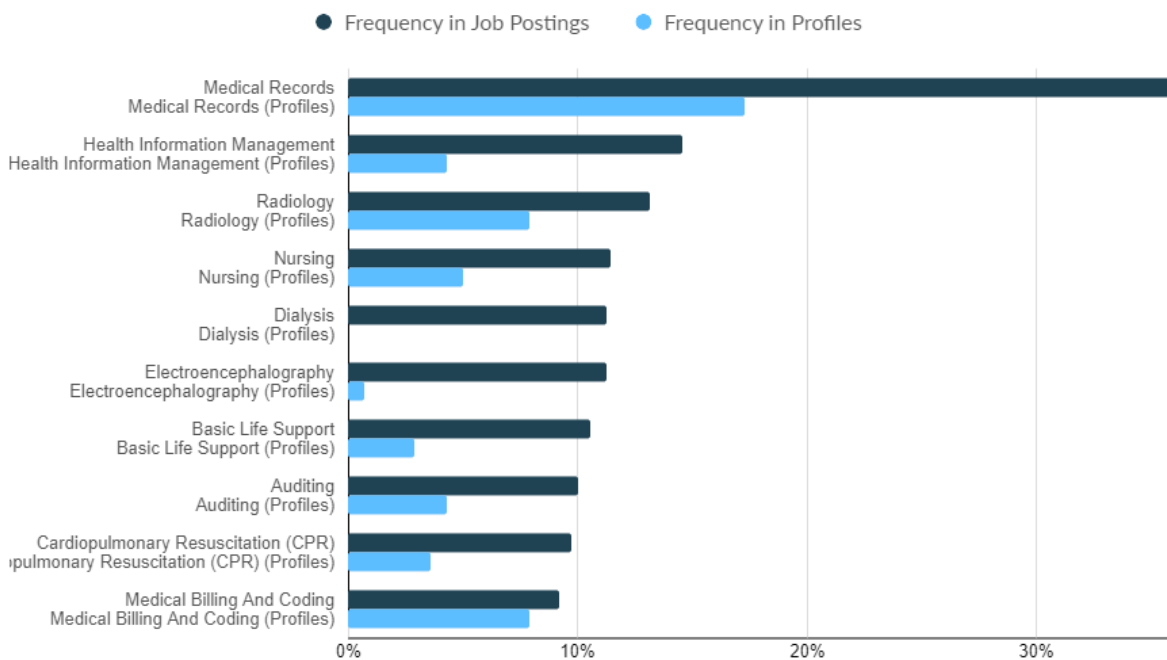
*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Emsi hires are calculated using a combination of Emsi jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings
Tenet Healthcare Corporation	7
United States Department of 1	7
Wanderly	5
Associated Staffing Inc	4
Bryan Health	4
Cynet Systems Inc.	4
Focus Staff Services LP	4
Fresenius Medical Care	4
Northeast Healthcare Recruitr	4
The Mary Lanning Memorial H	4

Top Job Titles	Unique Postings
Travel Radiology Technicians	17
Patient Care Technicians	11
EEG Technicians	10
Travel EEG Technicians	9
Radiology Technicians	8
Denim Specialists	5
EEG Technologists	5
Health Information Managem	5
Neurodiagnostic Technicians	5
Emergency Department Physi	4

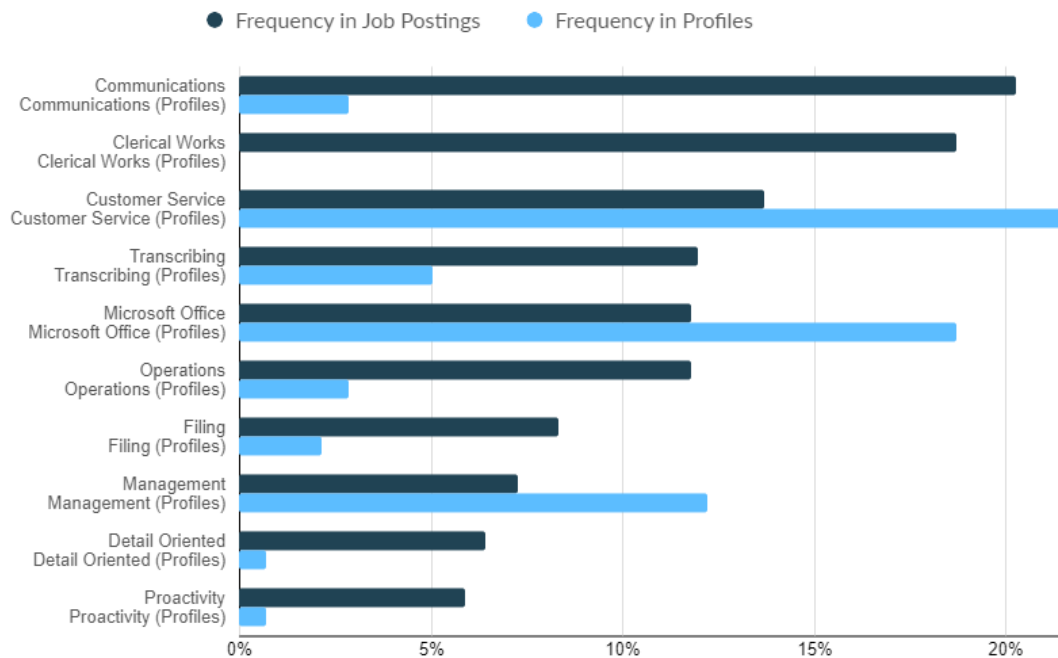
Top Hard Skills

Top Hard Skills



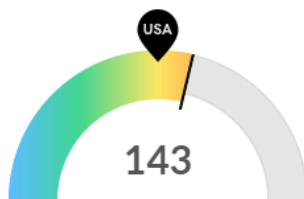
Top Common Skills

Top Common Skills



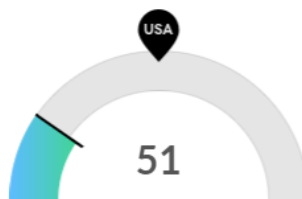
Demographics

Retirement Risk Is High, While Overall Diversity Is Low



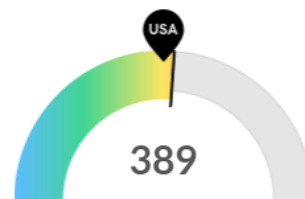
Retiring Soon

Retirement risk is high in your area. The national average for an area this size is 116* employees 55 or older, while there are 143 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 165* racially diverse employees, while there are 51 here.



Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 365* female employees, while there are 389 here.

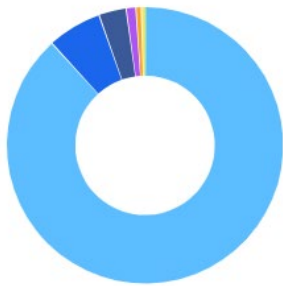
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.5%	2
19-24	7.5%	32
25-34	19.4%	84
35-44	20.5%	88
45-54	18.9%	81
55-64	26.2%	113
65+	7.0%	30

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	88.2%	380
Hispanic or Latino	6.4%	27
Black or African American	3.2%	14
Asian	1.1%	5
American Indian or Alaska Native	0.6%	3
Two or More Races	0.5%	2
Native Hawaiian or Other Pacific Islander	0.0%	0

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	9.8%	42
Females	90.2%	389

Graduate Pipeline



2 Programs

Of the programs that can train for this job, 2 have produced completions in the last 5 years.



120 Completions (2019)

The completions from all regional institutions for all degree types.



38 Openings (2019)

The average number of openings for an occupation in the region is 28.

CIP Code	Top Programs	Completions (2019)
51.0707	Health Information/Medical Records Technology/Technician	92 <div><div></div></div>
51.0999	Allied Health Diagnostic, Intervention, and Treatment Professions, I	28 <div><div></div></div>

Top Schools	Completions (2019)
Central Community College	92 <div><div></div></div>
University of Nebraska at Kearney	28 <div><div></div></div>

2021 Summary of EMSI Data:

The EMSI Data that is presented is compiled of national data which includes a variety of health-related occupations that are not HIMS related. The data that is reported supports HIMS students opportunities should they continue their education. HIMS graduates may also earn Bachelors, Masters and Doctoral degrees in areas such as reimbursement, data analytics, and informatics which is not direct patient care. We are encouraged that health care in general provides our students with many career opportunities.

Average job posting demand over an average supply of regional jobs shows the HIMS job availability within our 25 counties is within the national average range. Using the Graduate Pipeline chart completion rates increased to 92 from 67 from the previous year.

The Executive Summary Data regarding compensation and earnings being lower than the national average for our region and job titles is in line within our geographic area when you compare compensation with other similar job titles. The regional employment is similar to the national average.

B. Supporting Data

a. Awards

Degree/ Credential Awarded	15-16	16-17	17-18	18-19	19-20	5-yr avg
AAS	15	14	11	21	11	14.4
Diploma	18	23	15	26	23	21
Certificate	56	43	41	45	44	45.8
Total Awards	89	80	67	92	78	81.2
# of Graduates	70	58	50	61	56	59

2021 Summary of Awards:

While the report does show some fluctuation in awards over the 5 years, the overall HIMS program shows steady growth. We are encouraged as a program and expect this trend to continue as we make changes to our curriculum. To maximize student success, our certificates ladder into diplomas which can ladder into the associate degree. Students have an opportunity to pursue higher educational goals and achieve additional awards if desired.

b. Student Credit Hours Produced per Faculty FTE

	15-16	16-17	17-18	18-19	19-20	5 yr avg
Student Credit Hours (SCH)	1,671	1,441	1,305	1,305	1,172	1,379
Faculty Full-time Equivalency (FTE)	2.62	3.29	3.39	3.48	4.22	3.40
SCH/Faculty FTE	637.79	437.99	384.96	375.00	277.73	422.69

Source: Program Stats by Alpha and Instructor-Student FTE reports.

2021 Summary of the Student Credit Hours per Faculty FTE:

The program exceeds the 5-year threshold of 275 student credit hour/faculty FTE. An adjunct instructor was utilized in 2020 to assist with high workloads. According to the CAHIIM requirements for accreditation, the HIMS program director should be at a 45% teaching load and 55% director duties.

Summary and Recommendation:

Based on the strong industry need in our 25 county area, large number of continued awards earned (completers) as well as the diversity and specialties of awards offered within this program, we recommend continuation of the program. Healthcare facilities and partners continue to demonstrate a need for health information management employees who possess critical skills offered and earned here at Central Community College.