



TRAJECTORY+

# A practical path from where you are to what comes next.

Personalized career direction, earnings context, skill priorities, and a one-year action plan.

PREPARED FOR

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PARTNER

Summit Career Collaborative

CURRENT ROLE

Medical Assistant

TARGET  
DIRECTION

Health Information Technologist

LOCATION

Boise, Idaho

REPORT DATE

September 8, 2026

TRAJECTORY ASSESSMENT

Jordan, this is a promising move with a manageable bridge.

Your clinical background gives you relevant healthcare context, while the target role offers stronger earnings potential and a path away from direct patient-care demands. The transition is realistic if you deliberately build data, coding, and health-information skills.

|                   |             |               |              |
|-------------------|-------------|---------------|--------------|
| 78                | \$43K       | \$61K         | 12-18        |
| TRAJECTORY+ SCORE | CURRENT PAY | TARGET MEDIAN | MONTH BRIDGE |

PROMISING MOVE

The strongest route is not to start over. Use your experience with patient records, clinical terminology, workflow, and compliance as the foundation for a targeted move into health information.

Why this direction fits

| Dimension       | Assessment | Reason                                                                                 |
|-----------------|------------|----------------------------------------------------------------------------------------|
| Transferability | Strong     | Clinical terminology and patient-record familiarity transfer directly.                 |
| Earnings        | Improves   | Illustrative median pay is about \$18,000 higher annually.                             |
| Preparation     | Moderate   | Targeted technical training is likely needed, but a new four-year degree may not be.   |
| Resilience      | Favorable  | Healthcare data, quality, compliance, and interoperability remain important functions. |

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CURRENT VS. TARGET

# What changes - and what carries forward.

| Factor           | Medical Assistant                           | Health Information Technologist                            |
|------------------|---------------------------------------------|------------------------------------------------------------|
| Primary work     | Clinical and administrative patient support | Health data quality, coding, systems, and reporting        |
| Illustrative pay | \$43,000                                    | \$61,000                                                   |
| Schedule         | Often clinic-based and patient-facing       | Often more predictable; some hybrid potential              |
| Physical demands | Regular standing and direct care activity   | Primarily desk and systems work                            |
| Entry bridge     | Existing experience                         | Certificate, portfolio, and targeted technical proficiency |
| Advancement      | Lead MA, practice coordination              | Analyst, informatics, compliance, data quality             |

## The transition story

You are not leaving healthcare. You are moving from supporting care delivery directly to improving the information systems that make care safer, more accurate, and more efficient.

TEN-YEAR EARNINGS

# The opportunity compounds over time.

These are illustrative scenarios, not guaranteed outcomes. They assume steady employment and modest annual wage growth.

| Year | Stay in current path | Target-path scenario | Annual difference |
|------|----------------------|----------------------|-------------------|
| 1    | \$44,300             | \$52,000             | +\$7,700          |
| 3    | \$47,000             | \$57,500             | +\$10,500         |
| 5    | \$49,900             | \$63,500             | +\$13,600         |
| 7    | \$52,900             | \$68,700             | +\$15,800         |
| 10   | \$57,800             | \$77,000             | +\$19,200         |

|                              |                       |                       |
|------------------------------|-----------------------|-----------------------|
| \$112K                       | 3.1 yrs               | \$6K                  |
| EST. 10-YEAR CUMULATIVE GAIN | EST. TRAINING PAYBACK | MODELED TRAINING COST |

## What matters most

The economic case strengthens if you can prepare while working, keep training costs controlled, and enter through a bridge role such as health records specialist, coding support, or data quality coordinator.

STRATEGIC CAREER MOVES

Three routes, ranked by practicality.

| Route          | Best use                                                           | Tradeoff                                                                         |
|----------------|--------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Easiest move   | Health records or coding support inside your current health system | May begin below the target-role median, but offers the lowest transition risk.   |
| Best balance   | Health information specialist after a targeted certificate         | Requires 6-12 months of preparation and a work-sample portfolio.                 |
| Highest upside | Health data analyst or informatics pathway                         | Stronger long-run upside, but requires deeper analytics and systems proficiency. |

Recommended sequence

| Step | Move                                                                                           |
|------|------------------------------------------------------------------------------------------------|
| 1    | Seek records, quality, referral, authorization, or EHR-heavy assignments in your current role. |
| 2    | Complete a focused health-information or coding credential with clear employer recognition.    |
| 3    | Build two work samples: a data-quality audit and a simple healthcare reporting dashboard.      |
| 4    | Apply first to bridge roles, then advance toward analyst or informatics work.                  |

SKILLS STRATEGY

# Build the smallest credible skill stack.

| Priorit<br>y | Skill                                    | Proof employers can see                                            |
|--------------|------------------------------------------|--------------------------------------------------------------------|
| 1            | Health information standards and privacy | Credential, compliance project, or documented internal training    |
| 2            | Medical coding and terminology           | Coding coursework, accuracy exercises, or recognized certification |
| 3            | Excel and data quality                   | Cleaned dataset, validation workflow, pivot-based summary          |
| 4            | EHR reporting concepts                   | Workflow map or report specification based on a fictional scenario |
| 5            | SQL / visualization fundamentals         | Small portfolio project using public or synthetic healthcare data  |

## Avoid credential collecting

Choose training because it closes a documented skill gap or appears in target job requirements - not because more education automatically produces a better outcome.

## Education decision rule

Favor the least expensive recognized pathway that provides structured practice, credible evidence of skills, and access to relevant roles. A bachelor's degree may support later advancement, but it is not assumed to be the only viable first step.

GEOGRAPHY AND OPPORTUNITY

# Start local, but keep the search radius flexible.

| Market approach          | Why consider it                                             | Action                                                                 |
|--------------------------|-------------------------------------------------------------|------------------------------------------------------------------------|
| Boise health systems     | Leverages current healthcare experience and local network   | Target internal postings and informational interviews first.           |
| Statewide Idaho          | Expands hospital, insurer, and public-health opportunities  | Search hybrid roles and roles based in larger regional systems.        |
| Remote-capable employers | Broadens the market for coding, data quality, and reporting | Verify residency, licensing, and on-site requirements before applying. |

## Career risk and resilience

| Risk                               | Level        | Response                                                                                |
|------------------------------------|--------------|-----------------------------------------------------------------------------------------|
| Automation of routine records work | Moderate     | Build judgment-heavy skills in quality, compliance, analysis, and workflow improvement. |
| Experience requirements            | Moderate     | Use internal projects and bridge roles to create directly relevant experience.          |
| Training cost                      | Low-Moderate | Set a firm cost ceiling and favor employer-supported options.                           |
| Role ambiguity                     | Moderate     | Search multiple titles and verify actual duties in each posting.                        |

## CAREER PLAYBOOK

# A one-year plan you can actually execute.

**NEXT 30 DAYS**

Review 20 target postings; identify repeated skills; request two informational conversations; document your EHR, records, and workflow experience.

**BY 90 DAYS**

Choose one focused training pathway; begin an Excel/data-quality work sample; ask for a records, quality, or reporting project in your current organization.

**BY 6 MONTHS**

Complete the first credential milestone; publish two sanitized portfolio samples; apply to bridge roles and request internal referrals.

**BY 12 MONTHS**

Move into a bridge or target role, or have a documented internal transition plan with clear skill and timing milestones.

**Monthly check-in**

Track applications, conversations, completed learning, portfolio evidence, and role requirements that changed your assumptions. Adjust the plan when the evidence changes.

YOUR THREE BEST NEXT MOVES

Jordan, start here.

| # | Next move            | Definition of done                                                                              |
|---|----------------------|-------------------------------------------------------------------------------------------------|
| 1 | Map the market       | Twenty Boise-area or remote-capable postings reviewed; top ten recurring skills documented.     |
| 2 | Create visible proof | One data-quality audit and one simple dashboard completed with synthetic data.                  |
| 3 | Test the pathway     | Three conversations with people in health information, coding, analytics, or informatics roles. |

THE BOTTOM LINE

This is a credible transition because it builds on healthcare knowledge you already have. The smartest next step is a low-cost market test - not an immediate leap into an expensive degree.

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Important limitation

CareerWorth provides data-informed career guidance for informational purposes. It does not guarantee employment, compensation, qualification, enjoyment, advancement, or other career outcomes. Verify program quality, costs, employer requirements, and material career decisions independently.

Sample status

Jordan Ellis and Summit Career Collaborative are fictional names used only to demonstrate report personalization and partner attribution.

METHODOLOGY

# How to interpret this sample.

This demonstration uses a fictional user profile and illustrative labor-market assumptions. A production report combines the user's confirmed background with CareerWorth data for the selected occupation and geography, then makes uncertainty visible rather than presenting estimates as guarantees.

| Evidence                        | Use in the report                                                                     |
|---------------------------------|---------------------------------------------------------------------------------------|
| User-confirmed background       | Personalizes transferable skills, constraints, and next steps.                        |
| Occupation and wage information | Provides market context and illustrative earnings scenarios.                          |
| Education and skills context    | Identifies plausible preparation routes and evidence gaps.                            |
| Geographic context              | Frames local and broader market options.                                              |
| Partner attribution             | Recognizes the approved organization connected to the user's access or referral code. |

## Data and AI note

CareerWorth may combine government data, third-party sources, statistical analysis, algorithms, and artificial intelligence. Labor markets and program offerings change. AI-generated information can contain inaccuracies, so important facts should be independently verified.

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