



⚡ Grounded in 12 sources

# Medical Billing and Coding: The Real Job Seeker's Guide

How to qualify for real, remote-friendly medical billing and coding jobs, what they pay, and the exact steps to get certified and hired — with insider details from working professionals.

📌 **Updated for 2026** 📄 **\$38K–\$57K+** AAPC-reported starting to average salary (US, 2023)

📢 @jobhacki · JobHacki Community



## Start Fast

Clear first steps you can take this week.



## Real Sources

Built from people who actually did it.



## Honest Numbers

Source-reported pay, costs, and risks.

[Get the Full Guide Vault →](#)

🔒 Includes checklists, scripts & source-backed insights

### YOU WILL LEARN

- ✓ Who This Guide Is For
- ✓ Why This Job Is Worth Looking At
- ✓ Pay Potential — The Real Numbers
- ✓ Opportunity Snapshot
- ✓ What The Job Actually Does
- ✓ Requirements

▶ **MODULE 01**

# Who This Guide Is For

This guide is for job seekers interested in stable, remote-friendly healthcare roles that don't require direct patient care. If you want a real job (not a freelance hustle or business), and you're willing to complete a certification, this is for you. No medical degree is required — just readiness to learn, pass an exam, and work with detail.

▶ **MODULE 02**

## Opportunity Snapshot

**\$38K–\$57K**

Typical starting–average salary (AAPC, 2023)

**4–18 months**

Time to qualify (certification program)

**CPC, CCA, CCS, CPB**

Top certifications (AAPC, AHIMA, AMBA)

**Remote, hybrid, on-site**

Work settings available

**BillPro, Claimgenix,  
NY BillPro**

Common billing software used on the job

▶ **MODULE 03**

## Why This Job Is Worth Looking At

Medical billing and coding jobs are in steady demand due to the complexity of insurance claims and the need for accuracy in healthcare payments. These roles can often be done remotely, offer clear advancement paths (specialties, auditing, compliance), and don't require

a college degree — just certification. The field is less saturated than general admin or customer service, and pay rises with experience and specialization.

▶ **MODULE 04**

## What The Job Actually Does

Medical coders review healthcare provider notes and translate diagnoses, procedures, and services into standardized codes (ICD-10-CM, CPT, HCPCS). Billers use these codes to create and submit insurance claims, track payments, and resolve denials. You'll work with electronic health records, billing software, and insurance portals. Some jobs combine both billing and coding; others split them.

▶ **MODULE 05**

## Pay Potential — The Real Numbers

According to the AAPC 2023 salary survey, certified professional coders average \$57,000/year in the US. Starting salaries are typically around \$38,000, but can rise with experience, specialization (e.g., interventional radiology coding), or moving into compliance/auditing. Pay varies by region and employer. AAPC offers a salary calculator to check your area.

Role	Reported Pay (US)	Source
Medical Coder	\$38K–\$57K+	AAPC 2023 survey
Medical Biller	\$35K–\$50K	Glassdoor, 2023
Specialty Coder (e.g., IR)	\$60K–\$80K+	Industry reports
Coding Auditor/Compliance	\$65K–\$85K	AAPC/AHIMA

▶ **MODULE 06**

# Requirements

Requirement	Details
Education	High school diploma or GED (minimum)
Certification	CPC (AAPC), CCA/CCS (AHIMA), or CPB (AMBA)
Background Check	Often required by employers
Medical Knowledge	Basic anatomy, medical terminology (taught in cert programs)
Tech Skills	Comfort with billing/coding software (e.g., BillPro, Claimgenix)

## ▶ MODULE 07

## Skills Needed

- 1 Attention to detail (to avoid costly coding errors)
- 2 Ability to learn and apply complex code sets (ICD-10-CM, CPT, HCPCS)
- 3 Written communication (for appeals, documentation)
- 4 Time management (handling multiple claims and deadlines)
- 5 Tech literacy (navigating billing software, EHRs, insurance portals)

## ▶ MODULE 08

# Certifications or Licenses

Certification	Provider	Typical Time	Notes
CPC (Certified Professional Coder)	AAPC	4–12 months	Most recognized for outpatient/professional coding
CCA (Certified Coding Associate)	AHIMA	4–12 months	Entry-level, inpatient/outpatient coding
CCS (Certified Coding Specialist)	AHIMA	12–18 months	Advanced, inpatient coding
CPB (Certified Professional Biller)	AAPC	4–12 months	Billing-focused
CMRS (Certified Medical Reimbursement Specialist)	AMBA	6–12 months	Billing/reimbursement

Some programs (e.g., AMBCI dual CPC+CPB) offer combined billing/coding certification in 8–16 weeks. Most employers accept either AAPC or AHIMA credentials.

## ▶ MODULE 09

## Beginner Roadmap

- 1 Research the field: Watch real coder/biller day-in-the-life videos and read job postings to confirm fit.
- 2 Choose a certification: CPC (AAPC) is the most widely accepted for entry-level roles.
- 3 Enroll in a reputable program: Community college, AAPC, AHIMA, or AMBCI (online or in-person).

- 4 Complete coursework: Includes medical terminology, anatomy, coding guidelines, and hands-on case studies.
- 5 Practice with real code books: ICD-10-CM, CPT, HCPCS (buy latest editions).
- 6 Take practice exams: Use AAPC/AHIMA official prep materials.
- 7 Schedule and pass your certification exam.
- 8 Start applying for entry-level roles: Search for 'Medical Coder', 'Medical Biller', 'Coding Specialist', 'Revenue Cycle Specialist', 'Health Information Technician'.

▶ **MODULE 10**

## 7-Day Action Plan

- 1 Day 1: Research job postings using alternate titles (see below) to see real requirements.
- 2 Day 2: Compare certification programs (AAPC, AHIMA, AMBCI, local colleges).
- 3 Day 3: Register for a free info session or demo (e.g., BillPro, Claimgenix).
- 4 Day 4: Download free medical billing/coding study resources (Udemy, AAPC, YouTube).
- 5 Day 5: Order or borrow ICD-10-CM and CPT code books.
- 6 Day 6: Join a medical billing/coding forum or Facebook group for peer advice.
- 7 Day 7: Map out your study schedule and register for your chosen certification program.

▶ **MODULE 11**

## 30-Day Action Plan

- 1 Week 1: Complete intro modules on medical terminology and anatomy.

- 2 Week 2: Begin hands-on coding exercises (use real case studies, not just theory).
- 3 Week 3: Practice with billing software demos (BillPro, Claimgenix, NY BillPro).
- 4 Week 4: Take a full-length practice exam and review missed questions.
- 5 End of Month: Schedule your certification exam and start applying for entry-level jobs (even if exam is pending — some employers hire with proof of exam date).

▶ **MODULE 12**

## Insider Secrets & Shortcuts

- 1 Use the AAPC salary calculator to check pay in your zip code — don't rely on national averages.
- 2 Specialize early: Niche coding areas like interventional radiology or risk adjustment often pay \$10K+ more (source: creator transcript).
- 3 Get dual certified (CPC + CPB) in 8–16 weeks via AMBCI or similar programs — some employers prefer dual credentials.
- 4 Practice with real code books, not just online quizzes. Employers expect you to know how to use ICD-10-CM and CPT manuals (creator tip).
- 5 Learn the difference between LCD (Local Coverage Determination) and NCD (National Coverage Determination) for Medicare billing — this is a common interview question (see transcript).
- 6 Avoid upcoding at all costs: Even accidental upcoding can lead to \$25M+ fines (see CareAll Management, Endogastric Solutions cases).

▶ **MODULE 13**

# Exact Resume Keywords

- 1 ICD-10-CM coding

---

- 2 CPT coding

---

- 3 HCPCS Level II

---

- 4 Medical billing software (BillPro, Claimgenix, NY BillPro)

---

- 5 Revenue cycle management

---

- 6 Claims adjudication

---

- 7 Denial management

---

- 8 EHR/EMR systems

---

- 9 Medicare/Medicaid billing

---

- 10 Compliance and audit readiness

▶ MODULE 14

# Copy/Paste Application Script

▶ MODULE 15

# Interview Talking Points

- 1 Describe your process for coding a complex case using ICD-10-CM and CPT manuals.

---

- 2 Explain how you use billing software (e.g., BillPro) to reduce claim denials.

---

- 3 Discuss a time you identified and corrected a coding or billing error before submission.

4 Show knowledge of LCD vs. NCD and why it matters for Medicare claims.

5 Emphasize your commitment to compliance and avoiding upcoding.

▶ **MODULE 16**

## Red Flags / Scams To Avoid

### Warning

Avoid any 'certification' that is not recognized by AAPC, AHIMA, or AMBA. Do not pay for job placement or 'guaranteed' remote jobs. Watch out for roles that ask you to pay for software or training as a condition of employment. Never participate in or ignore upcoding — this can result in criminal charges and multi-million dollar fines (see CareAll Management, Endogastric Solutions cases).

▶ **MODULE 17**

## Source Notes

*"According to the AAPC salary survey, the average salary for a certified professional coder is usually around \$57,000. Starting salaries are more like \$38,000 or so for starting wages for professional coders."*

— **Creator transcript, YouTube**

[1] AAPC salary survey (2023)

[2] YouTube creator transcripts (see above)

[3] AHIMA certification guidelines

[4] AMBCI dual certification program

[5] BillPro, Claimgenix, NY BillPro product demos

---

[6] X posts: @xBANSHEEESHx, @doseofjasmine\_, @Learnmedcoding

---

[7] Glassdoor, Indeed job listings

---

► RESOURCE GUIDE

## Resources, Certifications & Direct Links

Tap straight into search results, certification training, and paid apprenticeships for this path.

🔍 DIRECT SEARCH LINKS

**Indeed — open roles**

biggest board ↗

**LinkedIn Jobs**

apply + network ↗

**ZipRecruiter**






1-click apply ↗

**Google — near me**

local + niche boards ↗

**Glassdoor — real salaries**

verify pay ↗

-  **CPC Medical Coding (AAPC)** Medical coding cert Paid ↗
-  **Phlebotomy / CNA (Red Cross)** Healthcare entry certs Free ↗
-  **ABRET EEG Tech (R. EEG T.)** Neurodiagnostic/EEG tech credential — \$78K+ path, 1-2yr Paid ↗
-  **HSPA CRCST (Sterile Processing)** Sterile processing tech cert — hospital path, ~4-6mo Paid ↗
-  **NREMT (EMT Basic)** EMT cert — fast entry healthcare, ~3-4mo Paid ↗

**Hack**

Set a saved-search alert on [Indeed](#) + [LinkedIn](#) for this exact term — new roles hit your inbox before they're crowded.








▶ **TOOL GUIDE**

## Tool Stack — Organized by Category

Every tool for this path, grouped by category. Free tools first, paid last. Tap any logo to open it.










## Job Boards

7 free · 0 paid

-  **Indeed** Largest job board Free [↗](#)
-  **LinkedIn Jobs** Jobs + networking Free [↗](#)
-  **Remote OK** Remote jobs board Free [↗](#)
-  **USAJOBS** Federal government jobs Free [↗](#)
-  **We Work Remotely** Remote-only jobs Free [↗](#)
-  **Wellfound** Startup + tech jobs Free [↗](#)
-  **ZipRecruiter** Quick-apply job board Free [↗](#)






## Learning & Certifications






6 free · 3 paid

-  **AWS Skill Builder** Free AWS cloud training Free [↗](#)
-  **Coursera** Courses (audit free) Free [↗](#)
-  **freeCodeCamp** Free coding + certs Free [↗](#)
-  **HubSpot Academy** Free sales/marketing certs Free [↗](#)
-  **Professor Messer** Free CompTIA training Free [↗](#)
-  **Salesforce Trailhead** Free Salesforce admin path Free [↗](#)
-  **CompTIA CertMaster** Official A+/Net+/Sec+ prep Paid [↗](#)
-  **Google Career Certificates** Job-ready certs (IT/data/cyber/UX) Paid [↗](#)
-  **Udemy** Cheap skill courses Paid [↗](#)

## Gig & Delivery

5 free · 0 paid

-  **Amazon Flex** Package delivery blocks Free [↗](#)
-  **Angi** Local service leads Free [↗](#)
-  **DropOff** Medical courier contracts Free [↗](#)
-  **Roadie** On-demand delivery gigs Free [↗](#)
-  **Thumbtack** Find local service clients Free [↗](#)

	<b>Jobscan</b>	ATS keyword matching	Free	<a href="#">↗</a>
	<b>Kickresume</b>	Templates + AI writer	Free	<a href="#">↗</a>
	<b>Resume Worded</b>	Resume + LinkedIn scoring	Free	<a href="#">↗</a>
	<b>Rezi</b>	AI ATS resume builder	Free	<a href="#">↗</a>
	<b>Teal</b>	Resume builder + job tracker	Free	<a href="#">↗</a>

### Money tip

Stack the **free** tools first. Only pay once a tool is directly making or saving you money.

## TABLE OF CONTENTS

01	Who This Guide Is For	02	Opportunity Snapshot
03	Why This Job Is Worth Looking At	04	What The Job Actually Does
05	Pay Potential — The Real Numbers	06	Requirements
07	Skills Needed	08	Certifications or Licenses
09	Beginner Roadmap	10	7-Day Action Plan
11	30-Day Action Plan	12	Insider Secrets & Shortcuts
13	Exact Resume Keywords	14	Copy/Paste Application Script
15	Interview Talking Points	16	Red Flags / Scams To Avoid
17	Source Notes	18	Resources, Certifications & Direct Links
19	Tool Stack — Organized by Category		

## THE JOBHACKI ARSENAL

# This guide is 1% of what members get

The community unlocks the tools that do the heavy lifting for you:



### OmniCut

Upload any video — get back a timestamped, cut-by-cut edit blueprint: hooks, vocal cues, effects and animation calls, all mapped to the viral frameworks behind our own content. You (or your AI editor) just follow the map.



### JobHacki Resume Builder

Our exact one-page, recruiter-tested template — auto-built from your LinkedIn in minutes, exported as an editable doc + PDF.



### JobHacki Readiness Simulator

Paste any job link. Get tested on what the role actually requires, see your readiness score, and get the fastest study path to close the gaps.



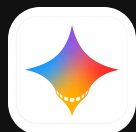
### Atlas Directory

Every guide and career path we publish — refreshed by 24/7 AI researchers so you never act on stale info.

[Join the JobHacki Community →](#)

Join free today — founding-member pricing locks in before the tools go paid.

## WHAT EACH TOOL ACTUALLY DOES



### OmniCut

OmniCut watches your entire video the way an elite editor would — every frame, the full transcript, your offer and what you're actually selling — then runs it through the viral frameworks behind our own content. What you get back is a timestamped editing score: your video chopped into 10-second sequences, each with exact vocal cues, audio cues, effect calls and animation directions. Copy a sequence, paste it into Gemini Omni, and generate that cut — then the next, then the next, until the whole edit is done. Runs as a custom GPT inside ChatGPT (you'll need a ChatGPT account), purpose-built for Gemini Omni video editing the day it drops.



### JobHacki Resume Builder

Drop in your LinkedIn (or paste your experience) and it rebuilds everything into the exact one-page format we use: tight summary line, education with the details recruiters scan for, metric-driven experience bullets, and the 10-category skills stack that beats ATS keyword filters. Out comes a polished PDF plus a fully editable doc — change any line later without starting over. Single-industry and multi-industry versions included.



### JobHacki Readiness Simulator

Paste a real job posting link. The simulator breaks down what that role actually demands — skills, tools, terminology, scenarios — and tests you on it: multiple choice, written answers, even voice roleplay for interviews and sales calls. You get a Readiness Score out of 100 across skill match, tool match, communication and interview readiness, plus the exact study plan to close your gaps — linked straight to the guides, certs and resources that fix them.



### Atlas Directory

The full living library: 100+ grounded, step-by-step playbooks across AI businesses, careers, trades, healthcare paths and side income — every one built from people who actually did it, never theory. Our AI researchers monitor hundreds of creators and sources around the clock, so tools, pay data and methods stay current. Search it, filter it, read online or download any guide as a PDF.

---

   [jobhacki.com](https://jobhacki.com)

**Created by JobHacki** · @jobhacki · JobHacki Community · Version 2026

Income figures in this guide are source-reported or estimates from real creators and practitioners — not guarantees. Income depends on location, skill, speed, and demand. Verify pay rates and offers before applying or buying.