

Coding Clarified Gives New Coders a Way Into the Workforce



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Overview

New medical coders often face their biggest hurdle after certification: getting hired without real-world experience. Coding Clarified, a fully online, instructor-led training provider founded in 2015, partnered with AAPC to help students move from passing the Certified Professional Coder (CPC) exam to building the experience employers look for.

Goals

For founder and instructor Janine Mothershed, student success meant designing a program around the support new coders need before, during, and after certification prep:

- **Accessible training:** Offer flexible training for students balancing work, caregiving, or budget constraints
- **Instructor-led support:** Guide students continuously throughout their certification prep
- **Practical experience:** Bridge the gap between education and employment with real coding practice
- **Career confidence:** Prepare graduates to demonstrate job-ready skills to hiring managers
- **Continued learning:** Create structured pathways for ongoing skill building on the job



*"The credential was never the problem.
The first job was the problem. So we built the first job."*

Janine Mothershed, Founder of Coding Clarified



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Approach

Janine partnered with AAPC to create a recognized, reliable program structure that supports every stage of the student experience:

- **CPC training:** Deliver an 80-hour, instructor-led course built on AAPC's Professional Medical Coding Curriculum (PMCC)
- **Exam prep:** Provide code books, AAPC membership, and two CPC exam vouchers with tuition
- **Funding support:** Offer in-house financing with no credit check, plus scholarships for eligible students
- **Hands-on practice:** Provide 1,200 real, de-identified charts through Practicode and internships
- **Job-search support:** Assist graduates with resume creation, daily job leads, and application tracking
- **Registered apprenticeship:** Establish a U.S. Department of Labor Medical Coder pathway for qualified graduates

Results

Together, Coding Clarified and AAPC helped turn that vision into measurable progress for students, employers, and workforce partners:

- **National reach:** Expanded to serve students across 42 states
- **Workforce accountability:** Reported to 36 states as a Workforce Innovation and Opportunity Act (WIOA) Eligible Training Provider
- **Real-world practice:** Reviewed and coded 1,200 real medical charts
- **Program growth:** Reached 264 enrollments, making a third year of growth
- **Student completion:** Achieved a 75.4% completion rate
- **Credential attainment:** Helped 88.5% of eligible completers pass their CPC exam
- **Skill gains:** Delivered 91.3% overall skill gains (100% among completers)
- **Employer support:** Built an apprenticeship model offering wage reimbursement and tax credits for partners

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Student Success Story

Kwataje, a student in Texas, was preparing for her CPC exam while her young son was nearing the end of a 10-month hospital stay. With his discharge approaching, she wanted to complete the program before bringing him home. Eleven days after bringing him home, Kwataje wrote, "It's been a very busy two weeks! I passed my CPC exam! I am ready to move to the next step."

For Janine, stories like Kwataje's are the reason flexibility and instructor access matter. With the right structure and support, students can keep moving toward a new career even when life makes a traditional classroom impossible.

What's Next

With the apprenticeship structure in place, Coding Clarified is focused on expanding employer and workforce partnerships that help graduates move into the field. As the program grows, Janine sees more opportunities for students to build on the CPC with additional credentials, specialized experience, and more ways to keep advancing in their careers.

Conclusion

For Coding Clarified, partnering with AAPC helped turn a bold idea into a real pathway for students. What began as certification preparation has grown into a model that helps new coders build experience, connect with employers, and move toward the careers they've worked so hard to reach.



"If you pulled AAPC out of Coding Clarified, there wouldn't be a program left – there'd be a website."

Janine Mothershed, Founder of Coding Clarified

Find out more at

aapc.com/business/education-solutions