

Western Governors University

Master of Health Leadership Degree Comparison

If you have sharply developed skills in communication, management, and resource utilization—and an industry-driven Master of Health Leadership degree from a highly respected university—you can take advantage of the growing need for medical and health services managers in hospitals, nursing care homes, mental health facilities, group medical practices, and more. WGU's master's degree program in health leadership teaches you how to help bring the cost of healthcare down while simultaneously striving to improve the quality and consistency of patient care.

The following demonstrates the alignment and similarities between both the Master of Health Leadership (MHL) and the Master of Health Administration (MHA) degrees in federal coding structures, job titles, and employer-requested skills.

Federal Code Assignment Alignment

Both a Master of Health Leadership (MHL) and a Master of Health Administration (MHA)¹ are degrees that are categorized by the federal government as having assigned the same degree code (IPEDS²) and occupational outcomes (BLS³).

Federal IPEDS Classification of Instructional Programs (CIP¹) codes for these degrees:

51.0701 Health/Health Care Administration/Management

Description: A program that prepares individuals to develop, plan, and manage health care operations and services within health care facilities and across health care systems. Includes instruction in planning, business management, financial management, public relations, human resources management, health care systems operation and management, health care resource allocation and policy making, health law and regulations, and applications to specific types of health care services.

Federal Standard Occupational Classification (SOC²)

11-9111.00 Medical and Health Services Managers

Description: Plan, direct, or coordinate medical and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

The IPEDS program 51.0701 is also cross walked⁴ (i.e., linked) to the indicated occupation of 11-9111: Students who complete the MHL / MHA programs are professionally prepared to perform the job responsibilities in the Medical and Health Services Managers occupational sector.

¹ Another common program title assigned the same codes and outcomes is Master of Health Management.

² Integrated Postsecondary Education Data System (IPEDS). CIP 51.0701 <https://nces.ed.gov/ipeds/cipcode/cipdetail.aspx?y=55&cipid=88761>

³ U.S. Bureau of Labor Statistics. SOC 11-9111 <https://www.bls.gov/oes/2018/may/oes119111.htm>

⁴ Education Crosswalk <https://www.onetonline.org/crosswalk/CIP?s=51.0701&g=Go>

Job Title Alignment

Job titles commonly used between both programs' career outcome descriptors and the jobs sought by graduates of both programs also align.

WGU Career Outcome Examples

- Chief Executive Officer
- Chief Operations Officer
- Chief Administrator
- Provider Network Executive
- Home Health Agency President
- Health System Vice President
- Ambulatory Services Executive
- Department or Division Director
- Behavioral Health Director
- Clinical Director
- Managed Care Analyst

CAHME MHA Self-Study Career Outcome⁵ Examples

- Executive Office
 - CEO, President, Chief Medical Officer, Chief Information Officer, Partner, Owner, etc.
- Chief Operating Officer/Vice President of Operations
 - Assistant Administrator, Division Director, Facility/Regional Administrator, etc.
- Management Staff
 - Manager, Unit Administrator, Practice Manager, etc.
- Senior Staff
 - Senior Analyst, Senior Consultant, Financial Officer, Information Officer, etc.
- Staff Specialist, Staff Support
 - Management Analyst, Medical Records Administrator, Consultant, etc.
- Physician
- Educator / Faculty Member
- Registered Nurse
- Pharmacist

⁵ CAHME Self Study Program Outcomes https://cahme.org/files/resources/CAHME_Self_Study_Handbook_Fall2017_RevisedMay2018.pdf

Employer-Requested Job Skills

When the above job titles are compared between the job descriptions employers are posting in the past year (Emsi, Job Analytics data, Aug. 2019 – July 2020), the same top hard and soft skills emerge.

Employer-Requested Top 25		
Rank	Hard Skills	Soft Skills
1	Strategic Planning	Management
2	Budgeting	Leadership
3	Health Administration	Operations
4	Behavioral Health	Communications
5	Quality Management	Coordinating
6	Performance Improvement	Innovation
7	Mental Health	Problem Solving
8	Program Development	Customer Service
9	Managed Care	Integration
10	Case Management	Interpersonal Communications
11	Auditing	Written Communication
12	Utilization Management	Presentations
13	Business Development	Decision Making
14	Medicare	Research
15	Population Health	Business Administration
16	Social Work	Scheduling
17	Billing	Teamwork
18	Clinical Practices	Microsoft Excel
19	Psychology	Mentorship
20	Rehabilitation	Verbal Communication Skills
21	Financial Analysis	Microsoft Office
22	Performance Appraisal	Program Management
23	Electronic Medical Record	Influencing Skills
24	Cardiopulmonary Resuscitation (CPR)	Quality Assurance
25	Clinical Supervision	Negotiation

Source: Emsi Job Analytics, SOC 11-9111.00 Medical and Health Services Managers, filtered to MHA/MHL career outcome job titles, at the master's level and above required.

MHL program competencies alignment with Employer-Requested Top 25

Analytics and Community-Based Healthcare Management Decision-Making	Healthcare Technology
Analytics and Evidence-Based Decision-Making in Organizations	Human Capital Management
Basic Principles of Enterprise Risk Management	Influences on Quality Improvement
Communication and Collaboration Methods	Innovation and Disruption Evaluation
Data Application	Innovative Solutions
Data Methodologies	Key Concepts of Quality Improvement
Data Quality and Security	Key Delivery Systems in Integrated Healthcare
Effective Leadership Evaluation	Leading Change
Enterprise Risk Management	Principles and Application of Research
Financial Management	Quality Management
Fiscal Management	Technology Systems and Data Collection Strategies
Healthcare Solutions	Using Predictive Analytics and Other Forecasting

Unique Features of the Master of Health Leadership

In addition to the core, standard MHA competencies taught, the MHL program also incorporates instruction in leadership skills, which is the second-most frequently requested soft skill requested by employers in the past year (Emsi, Job Analytics data, Aug 2019 – July 2020).

The healthcare industry is experiencing great change due to the complexities of both internal and external pressures (for example, changes in patient care models, financial pressures related to changing reimbursement models, and significant workforce challenges). To lead a successful healthcare organization in this complex environment, it will be necessary for leaders to learn new leadership principles and behaviors, as stated by Loria (2019):

Leadership skills are rapidly evolving and some of the attributes that are going to facilitate success in this new era are having the ability to dissect and implement new vision/strategy, a heightened concern for and deeper awareness of integrity, developing open lines of communication with the ability to collaborate beyond the walls of your institution, and finally be agile in your decision making. (p. 16)

Appendix

Additional Data on MHA / MHL National Employer Demand

Top 25 Companies Hiring Nationally Aug. 2019–Jul 2020		
	Total Postings	Unique Positions
HCA Holdings, Inc.	1,174	138
Kaiser Permanente	575	88
Providence Health & Services	491	63
Telecare Corporation	290	57
Ascension	283	45
Wellpath Inc.	411	44
Lhc Group, Inc.	293	41
Genesis Rehab Services	272	37
Beacon Health Ltd	396	37
Hanger, Inc.	103	36
Henry Ford Health System	177	35
Athletico Ltd	204	33
Genesis Healthcare, Inc.	150	33
Sparrow Health System	186	32
Peacehealth	170	31
Horizon Health Corporation	85	28
Molina Healthcare, Inc.	289	27
Navihealth, Inc.	114	27
Health First, Inc.	89	27
Kindred Healthcare, Inc.	285	26
University of North Carolina Hospitals	167	25
Evolent Health, Inc.	89	25
Presbyterian Healthcare Services	141	24
Physician Affiliate Group of New York, P.C.	165	24
Dignity Health	89	23

Source: Emsi Job Analytics, SOC 11-9111.00 Medical and Health Services Managers, filtered to MHA / MHL career outcome job titles, at the master's level and above required.