

**Governor's Health Workforce Council:
Summary of Initiatives**

October 2017 – Present

Governor's Health Workforce Council Summary of Initiatives FY2018 – FY2019

Background:

Under the Pence Administration

The Governor's Health Workforce Council (Council) was established by former Indiana Governor Mike Pence for the purpose of coordinating health workforce-related policies, programs, and initiatives within Indiana with the goals of reducing cost, improving access, and enhancing quality within Indiana's health system. The Council is charged with developing data-driven health workforce policy recommendations.

Beginning in July 2014, the Governor's Office partnered with faculty from the Department of Family Medicine at IU School of Medicine on a project (Health Workforce Policy Academy) sponsored by the National Governor's Association (NGA) Center for Best Practices which was focused on addressing health care provider shortages in Indiana. The goal of this project was to identify and develop long-term strategies to ensure Indiana has an accessible, well-trained, and flexible health workforce able to adapt to the ever-changing needs of Hoosiers. The NGA project resulted in the establishment of the 15 member Governor Appointed Council. The IU School of Medicine continues to provide support to the State of Indiana and Council through the Bowen Center for Health Workforce Research and Policy (Bowen Center).

The Council held its first convening in February 2016. At this first meeting, the Council voted to establish two task forces: 1) Education, Pipeline and Training and 2) Mental and Behavioral Health Workforce. (In addition, the Council recognized the need for ongoing data coordination required to support policy discussions. This work is performed on an ongoing basis through the Bowen Center). The Task Forces met regularly throughout 2016 and developed recommendations for the Governor at the close of the calendar year. These recommendations can be found in the Council's 2016 Strategic Plan.

Under the Holcomb Administration

Governor Eric Holcomb took office in 2017 and maintained the Council as an active entity. In 2017, three state agencies (Department of Workforce Development, State Department of Health, and Family and Social Services Administration) met to discuss emerging health workforce priorities. The priorities identified by these agencies included: 1) creating a state loan repayment program to support recruitment/retention of health professionals in underserved areas, 2) formalizing the community health worker workforce, and 3) formalizing a process for periodic, systematic review of health workforce-related policies to ensure existing policies meet the needs of Indiana. As part of **Health Workforce Data Coordination** efforts the Bowen Center developed and launched the Bowen Portal (Bowenportal.org) in June of 2017.

These identified priorities were brought to the larger Council in May 2017 when the Council voted to establish three workgroups to tackle these issues: 1) **State Loan Repayment Program (SLRP) Workgroup**, 2) **Community Health Worker (CHW) Workgroup**, and 3) **Health Workforce Modernization and Innovation (HWMI) Workgroup**. The CHW Workgroup and SLRP Workgroup began convening in late Summer/Fall 2017 and continue to meet regularly.

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In September 2017, a Request for Applications was issued for states to participate in the **Occupational Licensing Policy Learning Consortium** (Consortium). The purpose of this project is to provide a forum for states to: 1) improve their understanding of occupational licensure issues and best practices; 2) become familiar with and discuss the existing licensing policies in their state; 3) identify current policies that create unnecessary barriers to labor market entry, especially for special populations including military families, immigrants, people with criminal records and unemployed or dislocated workers; and 4) creating an action plan that focuses on removing barriers to labor market entry and improves portability and reciprocity for select occupations. This Project is funded by the US Department of Labor and hosted by three Project Partners: the National Governors Association Center for Best Practices, the National Conference of State Legislatures, and the Council of State Governments. The Department of Workforce Development chose to spearhead an application for Indiana's participation in the Consortium, building upon the work of the Council in health sector occupations. Indiana was one of 11 states selected to participate. The Project will continue through December 2019. Many of Indiana's Core Team members also serve on the Council. As such, the Council will serve as an advisory body for the work associated with Indiana's participation in the Consortium.

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Governor's Health Workforce Council Membership

Michael Barnes, Associate Chief Operating Officer for Employer Engagement, Indiana Workforce Development

Luke Bosso, Senior Operations Director, Office of Governor Eric Holcomb

Kristina Box, Commissioner, Indiana State Department of Health

Senator Ed Charbonneau, Indiana Senate, Chair of Senate Health and Provider Services Committee

Deborah Frye, Executive Director, Professional Licensing Agency

Logan Harrison, Director of State Affairs, Anthem, Inc.

Don Kelso, Executive Director, Indiana Rural Health Association

Representative Cynthia Kirchhofer, Indiana House of Representatives, Chair of House Public Health Committee

Brian Tabor, President, Indiana Hospital Association

Hannah Maxey, Assistant Professor and Director, Bowen Center for Health Workforce Research and Policy

Patrick McAlister, Director of Policy, Indiana Department of Education

Jim McClelland, Executive Director for Drug Prevention, Treatment, and Enforcement, State of Indiana

Phil Morphew, Chief Executive Officer, Indiana Primary Health Care Association

Ken Sauer, Senior Associate Commissioner and Chief Academic Officer, Indiana Commission for Higher Education

Jennifer Walthall, Secretary, Indiana Family Social Services Administration

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Goal 1: <i>Health Workforce Data Coordination.</i> To create and maintain a data infrastructure for health workforce (Bowen Portal).					
Action Step	Timeline	Team Lead	Expected Deliverable	Notes	Status
<i>1.1 Create surveys to obtain key information from select licensed health professionals in conjunction with biennial license renewal.</i>					
Explore whether a federal minimum dataset is available for each profession.	Ongoing	Bowen Center	Identified list of health professionals for which an MDS is available		Complete
Conduct literature review and background research on non-federal survey tools available for professions with no MDS.	Ongoing	Bowen Center	Survey tool for each licensed health profession		Ongoing
Engage stakeholders in survey development process through formal advisory groups for select professions (medicine, nursing, oral health, pharmacist, physician assistant, behavioral health)	Ongoing	Bowen Center, Advisory Groups	Biannual advisory groups held for select professions		Ongoing
<i>1.2 Establish a database infrastructure for longitudinal data storage.</i>					
Engage stakeholders to develop data management strategies	Jun. 2017	Bowen Center, Stakeholders	Indiana Health Professions Database	Includes license and survey data for all licensed health professions beginning summer 2016.	Ongoing
Partner with IU entities for database architecture and administration	Ongoing	Bowen Center	Indiana Health Professions Database		Ongoing

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<i>1.3 Design a public-facing, easily accessible web-based portal for accessing county-level data, custom mapping, and report production.</i>					
Engage stakeholders to determine requirements/parameters	Ongoing	Bowen Center, Advisory Group, Stakeholders	Bowen Portal	Bowenportal.org	Ongoing
Public roll-out of the Bowen Portal	Jun. 2017	Indiana Health Workforce Summit	Bowen Portal	Bowenportal.org	Completed
Evaluation	Ongoing	Bowen Center	Annual Impact Report	2017 Report Completed 2018 Report forthcoming	Ongoing
<i>1.4 Disseminate information on pertinent health workforce data and policy findings</i>					
Create standardized data reports for select health professions on a biannual basis	Dependent on professions' license renewal cycle	Bowen Center	Biannual data reports	Data reports available on ScholarWorks (link)	Created on a rolling basis
Create policy fact sheets for select health professions on a biannual basis, tailored to state priorities	Dependent on professions' license renewal cycle	Bowen Center	Biannual policy fact sheets	Policy fact sheets available on ScholarWorks (link)	Created on a rolling basis
Ad hoc reporting at Council, state agency, or legislative request	Dependent on professions' license renewal cycle	Bowen Center	Ad hoc reports	Reports available on ScholarWorks (link) and delivered to requesting body	Dependent on request
Disseminate information via in-state conferences, ad hoc presentations, and email marketing strategies	Ongoing	Bowen Center			Ongoing
Host annual convening of health workforce stakeholders	Annual	Bowen Center	Indiana Health Workforce Summit	Annual summit to convene and engage stakeholders on key health workforce priorities and issues as determined by the Council and Administration	Annual

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Goal 2: <i>State Loan Repayment Program (SLRP) Workgroup.</i> To support recruitment and retention of health workforce into underserved areas.					
Action Step	Timeline	Team Lead	Expected Deliverable	Notes	Status
2.1 Establish State Loan Repayment Workgroup					
Membership list determined	Sept. 2017	FSSA/OMPP	SLRP Workgroup Membership List		Complete
Send invitations to potential members	Sept. 2017	OMPP/Bowen Center	SLRP Workgroup Invitations		Complete
Convene first meeting	Oct. 2017	Allison Taylor, Workgroup Chair	SLRP Workgroup Meeting		Complete
2.2 Conduct background research on framework for SLRP programs in other states					
Perform systematic review of all active National Health Service Corps SLRP programs (funded by federal match dollars).	Nov. 2017	Bowen Center	Workbook of information on all existing NHSC SLRP programs		Complete
Perform systematic review of all active state-based SLRP programs (NOT funded by federal match dollars).	Dec. 2017	Bowen Center	Workbook of information on all existing state-based SLRP programs		Complete
Conduct key informant interviews with states of interest (Idaho, Michigan, Missouri, North Carolina)	Jan. 2018	Bowen Center	Results of key informant interviews presented to SLRP Workgroup at Jan. mtg	Interviews with other states were requested, but the Bowen Center was unable to contact these states after multiple attempts.	Complete
2.3 Determine list of professions/license types eligible for loan repayment in Indiana					
Review “menu” of professions determined eligible for NHSC-SLRP (states can elect to include any or all of these professions in the structuring of their program)	Dec. 2017	Bowen Center	List of eligible professions for NHSC-SLRP	List can be found here: link	Complete

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Engage in facilitated small group discussions RE: strategies for determining eligible professions, benefits/challenges associated with each strategy	Jan. 2017	Workgroup, facilitated by Bowen Center	Results of members' discussion/feedback in 1/11/18 meeting minutes		Complete
Vote on eligible professions for SLRP program in Indiana	Jan. 2017	Workgroup	Recommended list of eligible professions to provide to Council	SLRP Workgroup Recommendation: eligibility for SLRP participation should include all professions trained at the master's level and above that are deemed eligible by NHSC (MD, DO, DDS/DMD, Nurse Practitioner, Certified Nurse-Midwife, Physician Assistant, Health Service Psychologist [Clinical and Counseling], Licensed Clinical Social Worker, Psychiatric Nurse Specialist, Licensed Professional Counselor, Marriage and Family Therapist, Pharmacist)	Complete
Determine strategy for prioritizing award for eligible applicants	Jan. 2017	Workgroup	Prioritization recommendations	Discussions began at 1/11/18 meeting but were not voted on	In process
2.4 Determine funding strategy					
Explore funding strategies implemented in other states	Feb. 2017	Bowen Center	Presentation at Feb. 2017 meeting		Complete
Discuss benefits/challenges associated with each funding strategy (state line item, licensing fees, tax, under existing agency appropriation, employer, foundation, mixed strategy, etc.)	Feb. 2017	Workgroup, discussion facilitated by Bowen Center	Results of facilitated discussion	Document containing summary of feedback delivered to workgroup	Complete
Vote on recommended funding strategy	Feb. 2017	Workgroup	Results of vote on funding strategy	Results discussed in Mar. 2018 Meeting	Complete

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Develop plan for implementation of funding strategy					Forthcoming
<i>2.5 Determine framework for successful SLRP program administration</i>					Forthcoming
<i>2.6 Develop plan for evaluation of SLRP program</i>					Forthcoming

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Goal 3: <i>Community Health Worker (CHW) Workgroup</i> . To create a forum to unite all previous and existing efforts toward formalizing the CHW workforce in Indiana.					
Action Step	Timeline	Team Lead	Expected Deliverable	Notes	Status
3.1 Establish CHW Workgroup					
Membership list determined	Sept. 2017	DWD/ISDH	CHW Workgroup Membership List		Complete
Send invitations to potential members	Sept. 2017	DWD/Bowen Center	CHW Workgroup Invitations		Complete
Convene first meeting	Oct. 2017	Judy Hasselkus (DWD) and Laura Heinrich (ISDH), Co-Chairs	CHW Workgroup Meeting		Complete
Identify and engage key stakeholders in workgroup's work	Ongoing				Ongoing
3.2 Understand the landscape of CHW workforce nationally					
Gather information from Department of Labor perspective	Oct. 2017	Judy Hasselkus	Presentation at Oct. 2017 meeting		Complete
Gather information on CHW from public health perspective	Oct. 2017	Laura Heinrich	Presentation at Oct. 2017 meeting		Complete
3.3 Review previous and existing CHW initiatives in Indiana for training and certification					
Research and report out on previous and existing initiatives	Dec. 2017 – Jan. 2018	ASPIN, INCHWA, HealthVisions Midwest, Mental Health America of Indiana	Presentations at Dec. 2017 and Jan. 2018 meetings		Complete
3.4 Coordinate with FSSA OMPP to ensure synergy with CHW Workgroup's efforts and state plan for CHW Medicaid reimbursement					

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CHW Workgroup leadership meet regularly with OMPP team	Ongoing	Judy Hasselkus Laura Heinrich	Formal mechanism for bi-directional communication between OMPP and CHW Workgroup		Ongoing
Work with state budget agency to determine funding details	Apr. 2018	FSSA OMPP			Complete
Submit state plan to CMS	July 2018	FSSA OMPP			Forthcoming
<i>3.5 Generate recommendations for regulatory framework for CHW workforce</i>					
Research other states' regulatory framework for CHW workforce	Mar. 2018	Bowen Center	Presentation at Mar. 2018 meeting		Complete
Discuss process and considerations for regulatory framework strategy	Apr. 2018	Expert external partners consulted (partners with Occupational Licensing Policy Learning Consortium; NGA, NCSL)	Presentation and facilitated discussion at Apr. 2018 meeting		Complete
Vote on regulatory framework recommendations	TBD	CHW Workgroup			Forthcoming
<i>3.6 Generate recommendations for training/education for CHW workforce</i>					
Research other models for CHW competencies/skills	Feb. 2018	Bowen Center	Presentation at Feb. 2018 meeting	C3 Community Health Worker Core Consensus Project identified as leading model (link)	Complete
Discuss appropriateness of each competency/skill proposed by the C3 project	Feb. 2018	CHW Workgroup	Facilitated discussion at Feb. 2018 meeting		Complete

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Generate recommendations for competencies/skills associated with this workforce	Mar. 2018	CHW Workgroup	Formal recommendations for CHW Competencies/Skills after vote at Mar. 2018 Meeting		Complete
Research leading models for CHW training logistics (i.e. number of hours of training, cost, clinical vs. classroom, etc.)	TBD	Bowen Center	Presentation at future meeting		Forthcoming
Generate recommendations for training this workforce	TBD				Forthcoming
<i>3.6 Generate recommendations for Council, Governor and General Assembly</i>					
Generate recommendations for amending current definition of CHW (currently in OMPP's 1915[i] Behavioral and Primary Healthcare Coordination Special Members Program Provider Reference Module)	Nov. 2018	CHW Workgroup	Formal recommendations for CHW definition, including any regulatory requirements		Forthcoming
Generate training requirement recommendations	NOV. 2018	CHW Workgroup	Formal recommendations		Forthcoming

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Goal 4: *Health Workforce Modernization and Innovation (HWMI) Workgroup.* To create an inter-agency working group which can make formal recommendations to the Governor on a mechanism for 1) performing periodic systematic review of statutes relating to health professions practice to assess appropriateness and ensure alignment with the state's evolving needs (including scopes of practice reviews, reciprocity examination, etc.); and 2. facilitating feasibility assessments (pilots) of new and emerging workforce innovations, including whether and to what extent regulation is required to ensure public safety.

Action Step	Timeline	Team Lead	Expected Deliverable	Notes	Status
<i>4.1 Establish HWMI Workgroup</i>					
Membership list determined			HWMI Workgroup Membership List		Not yet started
Send invitations to potential members			HWMI Workgroup Invitations		Not yet started
Convene first meeting			HWMI Workgroup Meeting		Not yet started

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Goal 5: <i>Occupational Licensing Policy Learning Consortium</i> . To support and advise Indiana's participation in the Consortium					
Action Step	Timeline	Team Lead	Expected Deliverable	Notes	Status
5.1 Generate policy recommendations for the General Assembly aimed at 1) removing any unnecessary barriers to labor market entry and 2) enhancing portability of licensure for targeted occupations.					
5.11 Understand the status/landscape of four occupations of focus:	May 2018	Bowen Center, consulting with key agencies (ISDH, PLA, DHS)			
Establish a framework to evaluate occupations	Jan. 2018	Bowen Center	Framework tool generated		Completed
Research other states policies/requirements/reciprocity	Feb. 2018	Bowen Center	Policy review document		Completed
Engage stakeholders to validate research	Feb. 2018	Council	Facilitated discussion at Governor's Health Workforce Council meeting		Completed
Draft recommendations based on research	May 2018	Council	Recommendations		In progress
5.12 Consider potential additional occupations for inclusion in Consortia activities	Feb 2018	Bowen Center, consult with Commission for Higher Education, Department of Defense	Information on health occupations for separating veterans	At 2/22/18 Council meeting, determined to not include any additional occupations at this time.	Completed
5.13 Develop a funding strategy to support reducing the costs of obtaining licenses for military families and unemployed/ dislocated workers	Summer 2018	Council	Recommendations for funding strategy to support licensing		TBD
5.14 Engage key stakeholders in work.	Ongoing	Core Team and Council	Ongoing communications		Ongoing
5.2 Establish or identify infrastructure to support ongoing review and analysis of licensing policy for all occupations in Indiana.					

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5.21 Convene Health Workforce Modernization and Innovation Workgroup	TBD				Forthcoming
5.22 Understand landscape of occupation licensing policy review in Indiana and other states					Forthcoming
5.23 Identify strategies and engage stakeholders					Forthcoming
5.24 Develop legislative recommendations					Forthcoming

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