



Governor's Health Workforce Council Meeting

February 22nd, 2018

Agenda

- **Welcome**
- **Approval of Minutes from Meeting on November 17th, 2017***
- **Report Update on Workgroups**
 - **Joint Recommendation: Health Workforce Modernization and Innovation Project**
 - **State Loan Repayment Program Workgroup**
 - **Community Health Worker Workgroup**
- **Update on Occupational Licensing Policy Learning Consortium**
- **Other Business**
- **Closing**



Approval of Minutes from November 17th, 2017 Meeting*



Report Update from Workgroups



Joint Recommendation: Health Workforce Modernization and Innovation Project





State Loan Repayment Program Workgroup

CHAIR: ALLISON TAYLOR, FAMILY AND SOCIAL SERVICES ADMINISTRATION



SLRP Workgroup Membership

Allison Taylor, Chair

Director, Indiana Office of Medicaid Policy & Planning

Indiana Family and Social Services Administration

Ann Alley

Director of Chronic Disease, Primary Care & Rural Health Division

Indiana State Department of Health

Leila Alter

DDS, Chair of the Indiana Oral Health Coalition (IOHC)

Indiana Dental Association

Mike Brady

Director of Advocacy

Indiana State Medical Association

Matt Brooks

President & CEO

Indiana Council of Community Mental Health Centers, Inc.

Jeffery Chapman

*Director of Provider Services Section
Office of Medicaid Policy & Planning*

Jessica Ellis

Director of Provider Retention

Indiana Primary Health Care Association

Joseph Habig

Assistant Director

Indiana State Budget Agency

Senator Randall Head

State Senate, District 18

Indiana Senate

Jason Kolkmeier

Physician Assistant

Indiana Academy of Physician Assistants (IAPA)

Blayne Miley

*Director of Policy & Advocacy
Indiana State Nurses Association*

Kevin Moore

Director

Division of Mental Health & Addiction

Colby Shank

Assistant Commissioner for Financial Aid & Student Support Services

Indiana Commission for Higher Education

Brian Tabor

President

Indiana Hospital Association

Angela Thompson

Advanced Practice Nurse

Coalition of Advanced Practice Nurses of Indiana (CAPNI)

PREVIOUS MEETINGS

- November 13th, 2017
- January 11th, 2018
- February 19th, 2018

TASKS COMPLETED & NEXT STEPS

- **Reviewed other states'** mechanisms for State Loan Repayment Programs
 - Including both the federal match program (NHSC SLRP) and programs using state funding only
 - Explored list of eligible professions in the federal match program and discussed **state flexibility** in implementation (selecting specific professions from broad list, flexibility in prioritizing award)
 - Reviewed case studies of other states and their rationale for lists of eligible professions
 - Reached **consensus on recommendations for eligible professions** in Indiana
 - Master's Level and Above Professions (Including: Physicians, Dentists, Psychologists, Behavioral and Mental Health Providers, Nurse Practitioners, Certified Nurse Midwives, Physician Assistants)
- ***Next up:*** Financing strategies

Upcoming SLRP Workgroup Meetings

Next Meeting Agenda

- Deeper dive into funding strategies of interest to the workgroup
- Formal voting for recommendations for funding

Meeting Logistics

- Date: late March; TBD

Community Health Worker (CHW) Workgroup Update

Chair: Judy Hasselkus, Indiana Department of Workforce Development

Co-chair: Laura Heinrich, Indiana State Department of Health



CHW WORKGROUP MEMBERSHIP

JUDY HASSELKUS, CHAIR
PROGRAM DIRECTOR, EMPLOYER
ENGAGEMENT & SECTOR SPECIALIST FOR
HEALTH CARE, AG., & LIFE SCIENCES
DEPARTMENT OF WORKFORCE
DEVELOPMENT

LAURA HEINRICH, CO-CHAIR
DIRECTOR OF CARDIOVASCULAR HEALTH
AND DIABETES
INDIANA STATE DEPARTMENT OF HEALTH

REBECCA ADKINS
SYSTEMS DIRECTOR-POPULATION HEALTH
ASCENSION

KATHY COOK
EXECUTIVE DIRECTOR
AFFILIATED SERVICES PROVIDER OF
INDIANA

RICK DIAZ
CHIEF EXECUTIVE OFFICER
HEALTHNET

MARGARITA HART
EXECUTIVE DIRECTOR
INDIANA COMMUNITY HEALTH WORKERS
ASSOCIATION (INCHWA)

DEBBIE HERRMANN
DEPUTY DIRECTOR, MEDICAID INITIATIVES
DIVISION OF MENTAL HEALTH AND
ADDICTION

JENNIFER LONG
MARION COUNTY PUBLIC HEALTH DEPARTMENT

DON KELSO
EXECUTIVE DIRECTOR
INDIANA RURAL HEALTH ASSOCIATION

DERRIS HARRISON
LONG TERM CARE REIMBURSEMENT MANAGER
OFFICE OF MEDICAID POLICY AND PLANNING

LISA SMITH
EXECUTIVE DIRECTOR
MENTAL HEALTH AMERICA OF NORTHEAST INDIANA

MARY ANNE SLOAN
VICE PRESIDENT HEALTH CARE
IVY TECH

LISA STATEN
DEPARTMENT CHAIR OF SOCIAL AND BEHAVIORAL
SCIENCES
RICHARD M. FAIRBANKS SCHOOL OF PUBLIC HEALTH

ANDREW VANZEE
CHAIR OF COUNCIL ON WORKFORCE DEVELOPMENT
INDIANA HOSPITAL ASSOCIATION

CAROL WEISS-KENNEDY
DIRECTOR OF COMMUNITY HEALTH
IU HEALTH BLOOMINGTON



WORKING VISION STATEMENT

See document located in
Council member folders.

Proposed Direction/Vision for the Future of the Community Health Worker (CHW) Occupation in Indiana

Indiana has a CHW workforce:

- employed in a variety of settings where they support patient and community health and positively affect health outcomes
- with access to high-quality, low cost, short-term training which results in a recognized credential (Certified Community Health Worker or CCHW)
- with minimal regulation to reduce barriers to entry in the occupation, but with sufficient oversight to ensure quality, safety, employer confidence, and alignment with reimbursement opportunities

Community health workers:

- may serve their communities without certification but will have access to a State-recognized credential* to increase recognition of their profession and to improve their employment opportunities
- serve in an entry level health sector occupation that offers opportunities for advancement through career pathways and additional education and training

Health care providers, community organizations, and others who employ CHWs:

- have access to a talent pipeline for the CHW workforce with a baseline skillset that has been validated
- may build upon existing skill sets of certified individuals to meet the needs of their patients and communities

Implications for State Policies and Agencies:

State CHW certification policies provide a supportive framework that positively affects the CHW workforce and patient and community health outcomes.

- Certified Community Health Workers (CCHW's) are deployed in communities across Indiana in various roles, including supporting patient and community health by serving as a liaison and/or uniquely qualified connector to healthcare and community resources (ISDH)
- The State of Indiana provides reimbursement for selected supportive healthcare services provided by CCHWs (FSSA)
- CCHW is part of a health sciences career pathway and is a stackable credential. Opportunities exist for CCHWs seeking career advancement (DWD/DOE/CHE)

*Note: Explore a legacy provision to allow community health workers who earned a certificate prior to implementation of a State-recognized credential to earn the State-recognized credential without requirement of additional training.



TASKS COMPLETED & NEXT STEPS

- Identified **current initiatives** regarding CHWs in Indiana
- Reached **consensus re: need for certification**
- Established working **vision statement** to guide our work
- Reviewed **best practices in credentialing** to establish shared understanding/language
- Reviewed **CHW roles, competencies, and skills** as defined in national C3 project (currently building consensus)
- *Next up:* “Regulatory considerations”



WE VALUE YOUR FEEDBACK!

- Questions?
- What's missing?

Next workgroup meeting:

Tuesday, March 20th

10am-11:30am

Indiana Government Center South, Conference Room C

Thank you!



Occupational Licensing Policy Learning Consortium



OCCUPATIONAL LICENSING: ASSESSING STATE POLICY AND PRACTICE

Michael Barnes

Chair of the Council



Occupational Licensing Project

Purpose

- To help states improve their understanding of occupational licensure issues and best practices
- **Identify current policies** that create unnecessary barriers to labor market entry
- Create an **action plan** that focuses on:
 - Removing barriers to labor market entry
 - Improves portability and reciprocity for select occupations

Indiana's Target Occupations:

- Certified Nurse Aide
- Licensed Practical Nurse
- EMT/Paramedic
- Dental Hygienist



SUMMARY OF MULTI-STATE MEETING IN TUCSON, AZ (DECEMBER 4-6, 2017)



Indiana State Action Plan: VISION

Establish a formal process for periodic, systematic review of occupational and professional licensing statute to ensure optimum balance between quality/safety assurance and competitive labor market environment in the health sector.



Indiana State Action Plan: GOALS

Short-term Goal:

- Generate policy recommendations for the General Assembly aimed at:
 - Understanding and removing any unnecessary barriers to
 - labor market entry
 - portability/reciprocity
 - Enhancing portability of licensure for target professions

Long-term Goal:

- Establish or identify infrastructure to support ongoing review and analysis of licensing policy for all occupations in Indiana
 - Identify process and stakeholders needed
 - Ensure occupations/associations/employers of focus are represented in discussions



Indiana State Action Plan: ACTIVITIES (to meet goals)

1. Research

1. Consider expanding to include additional occupations (review data on military separation rates)
2. Establish framework for licensing policy review
3. Apply framework to original four target occupations
 - Identify what initiatives are in place in Indiana to support labor market entry and/or licensure portability
 - Identify other state strategies that may be opportunities for Indiana
4. Engage key stakeholders

2. Develop strategies to remove unnecessary barriers to licensure



Research: Consider Additional Target Occupations

Review of Military Separation Rates by Occupation (in folders)

O*Net Title	Total Strength	Total Separations	Separations Rank	Bright Outlook
Emergency Medical Technicians and Paramedics	61,760	8,416	7	Y
Medical Assistants	11,027	2,596	29	Y
Dental Assistants	6,741	823	54	Y

Data Source: U.S. Department of Defense, as provided by Solutions for Information Design (SOLID)



Research: Current Initiatives





NextLevel Jobs INDIANA

NextLevelJobs.org

Employer Training Grant (ETG)

Overseen by the DWD, the Employer Training Grant program offsets the costs employers assume when training new employees in the state's highest demand jobs and sectors:

- **Advanced Manufacturing**
- **Building & Construction**
- **Health & Life Sciences**
- **Information Technology & Business Services**
- **Transportation & Logistics**
- **Agriculture**

A blue-tinted photograph of an industrial training environment with workers at machinery. A large yellow arrow points from the bottom right towards the center of the image.

**Free Training. Better Jobs.
Stronger Indiana.**



ETG: Requirements

- Reimburses employers the costs of training up to \$2,500 per new employee hired, trained, and retained for 6 months
- Cap of \$25,000 per employer
- If the employee or employer receives another state grant that directly ties to training costs for the employee (e.g. Workforce Ready Grant, SEF Grants, WorkOne training voucher, etc.), an employer would be ineligible for this grant opportunity.

A blue-tinted banner at the bottom of the slide. On the left, it shows a factory floor with workers. On the right, a woman in a blue uniform is smiling and holding a clipboard. A large yellow arrow points from the bottom right towards the center.

**Free Training. Better Jobs.
Stronger Indiana.**

ETG: Requirements

- Reimburses “new employee **trained**, hired, and retained for 6 months”
 - Must be occupational skills training
 - HR training and job shadowing does not qualify.
 - Employers can use training providers on DWD’s eligible training provider list (ETPL)
 - For non-ETPL providers (e.g. customized training programs), the training plan is submitted to DWD to verify it is: (1) occupational skills trainings, and (2) aligns to one of the approved middle skills occupations.
 - Training must be greater than 40 hours and less than 14 weeks

A blue-tinted banner at the bottom of the slide shows a factory floor with workers. A large yellow arrow points from the bottom right towards the center. The text 'Free Training. Better Jobs. Stronger Indiana.' is overlaid on the left side of the banner.

Free Training. Better Jobs.
Stronger Indiana.

List of Eligible Occupations – Health & Life Sciences

- 31-1014 Nursing Assistants Health Sciences
- 29-2061 Licensed Practical and Licensed Vocational Nurses Health Sciences
- 31-9092 Medical Assistants Health Sciences
- 43-3021 Billing and Posting Clerks Health Sciences
- 43-6013 Medical Secretaries Health Sciences
- 25-2011 Preschool Teachers, Except Special Education Health Sciences
- 31-9091 Dental Assistants Health Sciences
- 21-1093 Social and Human Service Assistants Health Sciences
- 29-2041 Emergency Medical Technicians and Paramedics Health Sciences
- 29-2052 Pharmacy Technicians Health Sciences
- 29-2071 Medical Records and Health Information Technicians Health Sciences
- 39-9041 Residential Advisors Health Sciences
- 31-9097 Phlebotomists Health Sciences
- 39-1021 First-Line Supervisors of Personal Service Workers Health Sciences
- 29-2081 Opticians, Dispensing Health Sciences
- 29-2099 Health Technologists and Technicians, All Other Health Sciences
- 29-2055 Surgical Technologists Health Sciences
- 31-1015 Orderlies Health Sciences
- 31-1013 Psychiatric Aides Health Sciences
- 21-1094 Community Health Workers Health Sciences
- 31-9011 Massage Therapists Health Sciences
- 49-9062 Medical Equipment Repairers Health Sciences
- 31-9093 Medical Equipment Preparers Health Sciences
- 29-2053 Psychiatric Technicians Health Sciences
- 29-2057 Ophthalmic Medical Technicians Health Sciences

The Interest thus far...

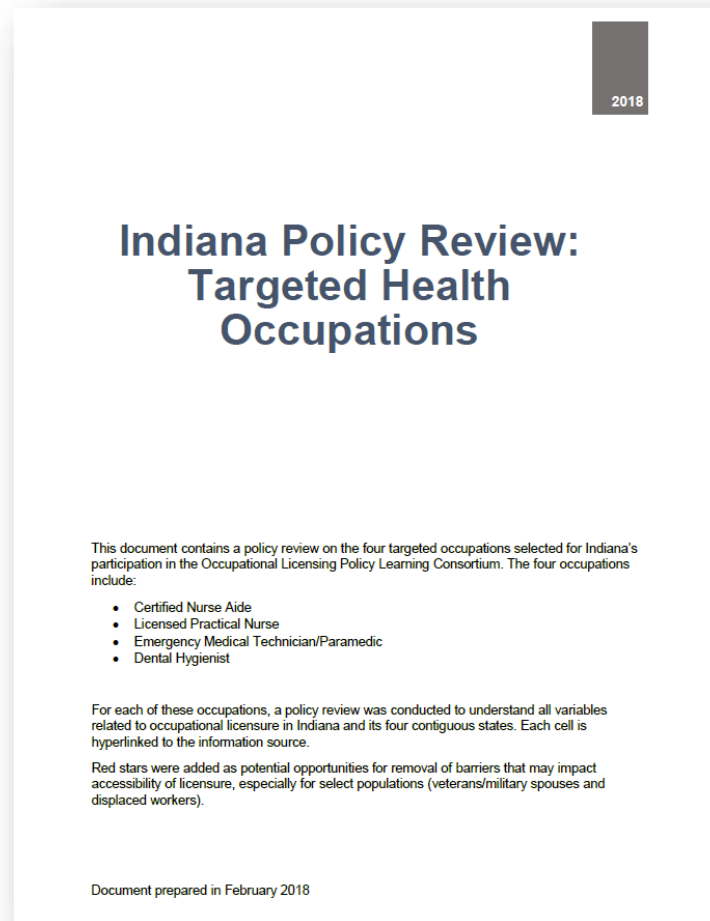
470 Total Applications Received (as of FEB 16, 2018):

- Adv. Manufacturing: **173 (37%) Active 48 (25%)**
- Agriculture: **6 (1%) Active 0**
- Building & Construction: **67 (14%) Active 20 (11%)**
- Health Sciences: **137 (29%) Active 100 (53%)**
- IT & Business Services: **51 (11%) Active 7 (4%)**
- Transportation & Logistics: **36 (8%) Active 14 (7%)**

A blue-tinted banner at the bottom of the slide. On the left, it contains the text 'Free Training. Better Jobs. Stronger Indiana.' in white. On the right, there is a large yellow arrow pointing upwards and to the right, and a small inset photo of a woman in a blue uniform holding a clipboard.

**Free Training. Better Jobs.
Stronger Indiana.**

Licensing Policy Review: Target Health Occupations



Research: Establish framework for licensing policy review

Step 1: Identify variables of interest

- Licensing requirements (education, experience, exam, etc.)
- License administration (regulatory body, portability)
 - Definitions:
 - Licensure by Endorsement/Reciprocity: state policy accepts a license earned in another state
 - Licensure by Examination: requires an individual to complete an exam prior to qualifying for Indiana licensure
- Specific provisions for special populations
 - Veterans
 - Military Spouses
 - Displaced and/or Low-income Workers



Research: Establish framework for licensing policy review (Cont.)

Step 2: Conduct Policy Review

- Contact representatives at Indiana's regulatory agencies (ISDH, PLA, IDHS) to request information for Indiana (information was validated through statute review).
- Perform statute review to identify information on contiguous states.
- Synthesize information and identify (using red stars) other state strategies/opportunities.



Note:

- Electronic version of this document is linked to the source information (and will be distributed electronically after the Council meeting).



Research: Apply Framework – Certified Nurse Aide

Licensing Requirements:

- Comparison of Indiana education/training requirements to most contiguous states (and federal standards)

License Administration

- Regulated by ISDH, administered by PLA
- Portability: Indiana requires all CNAs certified in other states to take the Indiana exam.

Special Populations

- Currently no provisions for veterans/military spouses (in terms of education/exam waiver).
- No reciprocity for other state certifications.



Research: Apply Framework – Licensed Practical Nurse

Licensing Requirements:

- Indiana has similar licensure requirements and costs compared to contiguous states

License Administration

- Regulated by PLA/Indiana State Board of Nursing
- Portability: Licensure by Endorsement

Special Populations

- Veterans and military spouses currently receive expedited licensure application review in Indiana.
- Kentucky and Ohio waive licensure fees for service members (and/or veterans, spouses)
- No specific provisions in IC or IAC for low-income or displaced workers seeking LPN licensure, though funding for training may exist (ex: Next Level)



Research: Apply Framework – EMT/Paramedic

Licensing Requirements:

- Explore use of National Registry for Emergency Medical Technicians (NREMT) for examination/testing.

License Administration

- Regulated by the Indiana Department of Homeland Security
- Portability: Licensure by Exam; IDHS honors NREMT certification but require a brief additional online test

Special Populations

- EMT/Paramedic is the largest health occupation for separating veterans
- Military experience is honored as equivalent training
- Illinois and Ohio allocate funds to “EMS Assistance Grants” which EMS agencies use to cover personnel training costs
- No provisions in IC or IAC for low-income or displaced workers, though funding for training may exist (ex: Next Level)



Research: Apply Framework – Dental Hygiene

Licensing Requirements:

- Indiana has similar licensure requirements and costs compared to contiguous states

License Administration

- Regulated by the PLA/Indiana State Board of Dentistry
- Portability: Licensure by Endorsement (must pass Indiana jurisprudence examination)

Special Populations

- Veterans and military spouses currently receive expedited licensure application review in Indiana.
- Military experience is honored as equivalent training
- No provisions in IC or IAC for low-income or displaced workers, though funding for training may exist through other initiatives



Research: Relevant Initiatives for Special Populations (Indiana)

2018 HB 1211: Study of licensing and military families ([link](#); dead bill)

- Sought to assign an interim study committee to study policies, practices, rules, and laws affecting professional licensing of transitioning military persons and spouses

2018 HB 1047: Education benefits for veterans ([link](#))

- Supports educational opportunity for students called to active duty (tuition refund and/or credit)

2017 HEA 1394: Waiver of local occupational license fees ([link](#))

- Waives part or all of occupational/professional license fees imposed by a local unit (county/city/town/township) for veterans, active duty, and low-income individuals (< 180% FPL)



Research: Relevant Initiatives for Special Populations (Other States)

Arizona 2017 HEA 2372: ([link](#))

- Waives initial licensing fee for individuals with family income less than 200% FPL

Florida 2017 HEA 615 ([link](#))

- Entitled “Occupational Opportunity Act”
- Waives initial licensing fee and continuing education requirements for 1) active duty military and spouses and 2) individuals with income at or below 130% FPL
- Projected fiscal impact of the bill: *“Although it is not known how many active duty military members, their spouses or surviving spouses, or low-income individuals, apply for licensure each year, the estimated loss of revenue is likely to be insignificant.”*



SMALL GROUP DISCUSSIONS

Strategies used in other states to reduce or remove unnecessary barriers to labor market entry:

- **Provisions for licensure by endorsement** instead of licensure by exam
- **Subsidizing training costs**
- **Waiving/decreasing licensure fees** for special populations
- **Waiving statutory licensure requirements** for veterans/active duty/military spouses (i.e. continuing education)
- **Enhanced messaging** of the various opportunities to individuals that are seeking licensure
 - Communication coordination between training programs, regulatory body, military separation department, career centers, etc.



NEXT STEPS



NEXT COUNCIL MEETING

**Join us for the 2018 Indiana Health Workforce
Summit!**

Indiana Government Center South on

Tuesday, May 22nd

9:00am-4:00pm



Contact Information

Any questions and/or comments can be directed to Bowen Center
staff at

bowenctr@iu.edu

