

Meeting Minutes
Governor's Health Workforce Council
Tuesday, June 11th, 1:00pm-2:30pm
Indiana Government Center South, Conference Room C

Members Present:

- **Michael Barnes (for Commissioner Fred Payne)**, *Council Chairman*, Indiana Department of Workforce Development
- **Cassandra Kinderman (for Kristina Box)**, *Commissioner*, Indiana State Department of Health
- **Deborah Frye**, *Executive Director*, Professional Licensing Agency
- **Representative Cindy Kirchhofer**, *Indiana House of Representatives*, Chair of Public Health Committee
- **Hannah Maxey**, *Assistant Professor and Director*, Bowen Center for Health Workforce Research and Policy
- **Ethan Lawson (for Jim McClelland)**; *Executive Director for Drug Prevention, Treatment and Enforcement*; State of Indiana
- **Ken Sauer**, *Assistant Commissioner*, Indiana Commission for Higher Education
- **Andrew Vanzee (for Brian Tabor)**, *President*, Indiana Hospital Association

Members Not Present:

- **Ben Carter**, *Director of Workforce and Innovation*, Department of Education
- **Senator Ed Charbonneau**, *Indiana Senate*, Chair of Health and Provider Services
- **Don Kelso**, *Executive Director*, Indiana Rural Health Association
- **Phil Morphew**, *Chief Executive Officer*, Indiana Primary Health Care Association
- **Jennifer Walthall**, *Secretary*, Indiana Family Social Services Administration

Welcome

Chairman Fred Payne had a prior commitment and is unable to attend the Council meeting. Michael Barnes, Chief Workforce Officer at the Indiana Department of Workforce Development, serves in his stead. Barnes calls the meeting to order at 1:15pm.

Approval of Minutes from Meeting on March 25th, 2019

Michael Barnes as for a motion to approve previous meeting minutes, which were distributed in advance of the Council meeting. Representative Kirchhofer makes motion to approve the minutes. Deborah Frye seconds this motion. All members approve. No opposition. Motion carries.

Workgroup Updates

Community Health Worker (CHW) Workgroup

Casey Kinderman, representing Dr. Kristina Box from the Indiana State Department of Health (ISDH), discusses the perinatal navigator legislation that was passed (HEA 1007) and ISDH progress towards implementation. Currently, ISDH is reviewing the Council's recommendations on the CHW workforce and they are determining whether there is additional need to engage the workgroup for further support. Additional information will be available in the coming months.

State Loan Repayment Program (SLRP) Workgroup

Hannah Maxey states that information was shared on loan repayment at the 2019 Indiana Health

Workforce Summit on May 21st. A presentation was provided by a representative from ISDH on the HRSA federal match program operated out of their agency. Additionally, the afternoon plenary panel featured four perspectives that represent policy levers for workforce alignment. This panel featured an individual from the Council on Licensure, Enforcement & Regulation (to discuss occupational regulation), Dr. Sauer to discuss educational policies, Allison Taylor to discuss reimbursement, and Representative Ethan Manning provided an overview on legislation. In that discussion, Representative Manning discussed his interest in pursuing legislation for loan repayment for health professions that offers additional opportunity beyond the federal match program. Given Representative Manning's interest in pursuing legislation on this area and the Council's previous work, Barnes asks the Council what next steps should be pursued.

- Rep. Kirchhofer states that from a legislative perspective, it may be beneficial to convene stakeholders during the drafting process to ascertain perspectives and feasibility. Kirchhofer suggests including the perspective of the Ways and Means Committee in those discussions.
- Maxey adds that an evaluation was recently conducted on the Division of Mental Health & Addiction loan repayment program. She confirms that other loan repayment programs exist in code or rules but are unfunded. She adds that additional strategies for workforce recruitment could be explored.
- Barnes asks whether this is a topic assigned to an interim study committee. VanZee responds that these initiatives fall under "access to health care in rural areas," which is assigned to the Interim Study Committee on Public Health, Behavioral Health, and Human Services. Additionally, these discussions intersect with those on health care costs. From a rural perspective, health care costs (including economic environment, salary point, and career growth opportunities) impact the ability for recruitment and retention of health professions in an area.
- Barnes asks how the Council could assist with moving these discussions forward. Vanzee asks if Representative Manning would like to be a part of this conversation. Barnes puts forth a motion to continue supporting a SLRP committee, contingent on legislative support. Council members agree without opposition.

Occupational Licensing Policy Learning Consortia

Maxey continues to describe the Indiana Health Workforce Summit, sharing that one breakout track was dedicated to occupational regulation discussions. As a part of Indiana's participation in the Occupational Licensing Policy Learning Consortium, Indiana has received expert technical assistance from Consortium partners: the National Conference of State Legislatures, the National Governors Association, and the Council of State Governments. The Partners encouraging key legislators and legislative staff to attend the Summit, particularly the occupational regulation track, to learn from national experts and other states on these issues. Indiana's Core Team has had interest in two initiatives: licensure compacts and sunrise/sunset processes. Both of these initiatives were presented on and discussed at the Summit.

- *Compacts*: The Core Team hosted a Learning Lab in December 2018 on this topic. From that, two compacts were of interest to stakeholders: Nurse Licensure Compact and the EMS Compact (REPLICA). The NLC was signed into law this year and will be implemented late 2020. REPLICA died but the Department of Homeland Security is interested in additional research to understand the concerns of stakeholders.
- *Sunrise/Sunset*: The Core Team has also had persistent interest in sunrise processes, or a formal mechanism to introduce new or change in regulation for occupations. At the Summit, a representative from CLEAR and two states (Vermont and Colorado) provided attendees with an overview of the processes in their states. In addition to this, research was conducted on all states

with a sunrise process (for which information was available).¹ Courtney Randolph, Policy Analyst at the Bowen Center, provided an overview of the research.

- Frye states that it would be helpful to have a formal, concise process in which any interested party can outline the challenges and benefits of regulation. She states the current process requires valuable time from the agency and legislature, as there are many professions that come forward seeking regulation, some every year.
- Maxey states that other states have implemented processes for health, non-health, or both health and non-health professions. She asks what would make the most sense for Indiana. Frye responds that given the PLA is a centralized agency, implementation would be easiest if it was for all professions instead of parsing them out by sector.
- Rep. Kirchhofer states that there are instances in which the same bills are re-submitted every year. Currently, it is up to legislative leadership discretion on where bills are assigned. She states a process would help streamline decision-making if the process was not cumbersome. She states she would be happy to work with legislative colleagues in labor and employment committees to ascertain their perspective.
- Barnes asks if there is any opposition or additional thoughts from the Council before moving this matter forward. No additional comments or opposition expressed. Maxey states the Bowen Center will be happy to follow up with select Core Team members to determine next steps.

New Business

Barnes reminds the Council that this entity now serves as the reviewing and approval mechanism for the health professions licensure surveys, as required by 2018 Senate Enrolled Act 223. The majority of questions that were required by this new law were already asked of licensees on a voluntary basis. The only new requirement posed is on what types of services are provided under their license.

The next professions surveys to be finalized are dentists, dental hygienists and professions regulated by the Behavioral Health and Human Services Board. Council members were provided a drafted list of services in advance of the meeting for their review.

- Maxey reviews the drafted list of services and populations. She highlights that the draft was prepared after considering key Indiana health issues and administration/legislative initiatives. She opens the floor for feedback or questions. There was no additional discussion.

Barnes makes motion to approve and recommend the survey questions to Professional Licensing Agency for implementation. All members approve. No opposition. Motion carries.

Update on Health Workforce Bowen Portal Trends Visualization

Maxey shares that the Bowen Portal (at www.bowenportal.org) has been live for two years and as such, a second set of health professions data is ready for upload (new data is available every two years, in concert with biennial health professions license renewal). The Bowen Center has been working with the Polis Center at IUPUI to display trends for health professions over time. This will allow for state-level planning as well as micro-planning at the county or regional levels. Maxey adds that although aggregate information is publicly available on the Portal, individual-level information is collected and maintained and may be requested by state agencies. Additionally, the information on the portal does not include all

¹Note: information on sunrise processes can be found on Indiana's Occupational Licensing Policy Learning Consortium website at <https://www.in.gov/dwd/3456.htm>.

variable that are collected through licensure surveys (additional information may be found in data reports and policy briefs or through direct inquiry to the Bowen Center).

Maxey provides Council members with a demonstration of the beta-version of longitudinal trends visualization and asks for feedback.

- Maxey adds that a two hour demonstration period was held in advance of the Council meeting and helpful input was obtained from attendees on formatting and display of information.
- Barnes asked if information on educational projections is available (coordinated with pipeline data from academic institutions). Maxey responds that information on education for current health workforce supply is available and on the Portal; future supply projections may be added in future if there is stakeholder interest.
- No additional Council member feedback.

Closing & Adjourn

Michael Barnes notifies Council Members that the next Council Meeting will occur September 5th, 2019. Before closing, Barnes opens the floor for any additional questions, comments, or concerns. Hearing none, Barnes calls the meeting to adjournment at 2:45pm.