



Governor's Health Workforce Council Meeting

August 31st, 2017

Agenda

- **Welcome and Introductions**
- **Approval of Minutes from Meeting on May 18th, 2017***
- **Presentation on Next Steps for Established Work Groups**
- **Overview of Technical Assistance Opportunity**
- **Update on Health Workforce Data Initiatives**
- **Closing**



Approval of Minutes



Next Steps for Established Work Groups



Joint Recommendation: Health Workforce Modernization and Innovation Project

Nick Goodwin

Chief Strategy Officer, Department of Workforce Development



State Loan Repayment Program (SLRP) Workgroup

Allison Taylor

Indiana Medicaid Director



Community Health Worker (CHW) Workgroup

Judy Hasselkus

Program Director, Employer Engagement & Sector Specialist for Health Care, Department of
Workforce Development



Overview of Technical Assistance Opportunity

Michael Barnes

Chair of the Council

Hannah Maxey

Director, Bowen Center for Health Workforce Research and Policy



NGA Occupational Licensing Policy Learning Consortium



OCCUPATIONAL LICENSING: ASSESSING STATE POLICY AND PRACTICE

REQUEST FOR APPLICATIONS

Occupational Licensing Policy Learning Consortium



NGA Occupational Licensing Policy Learning Consortium

Application Submitted Monday, August 21st

Occupations of Focus:

- Nursing Assistants (CNAs)
- Licensed Practical Nurses (LPNs)
- Dental Hygienists
- Emergency Medical Technicians (EMTs)/Paramedics

Notification of award: September 29th



Update on Health Workforce Data Initiatives

Michael Barnes

Chair of the Council

Hannah Maxey

Director, Bowen Center for Health Workforce Research and Policy



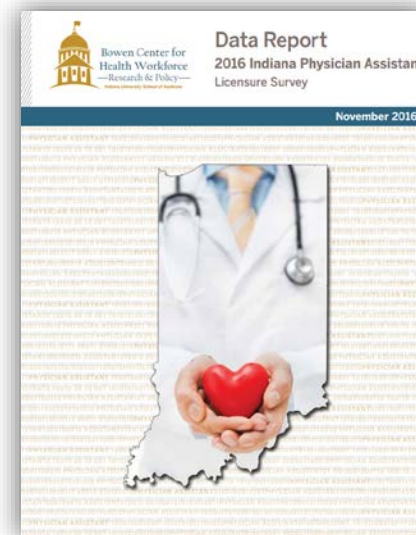
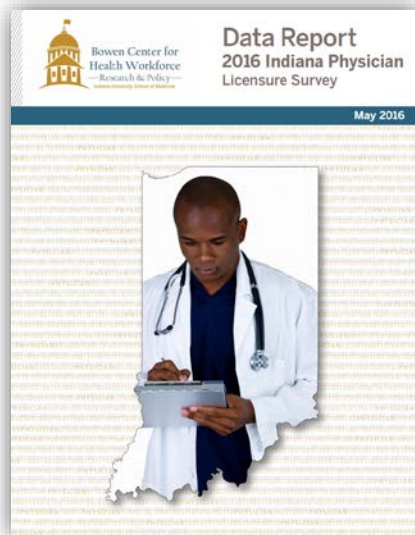
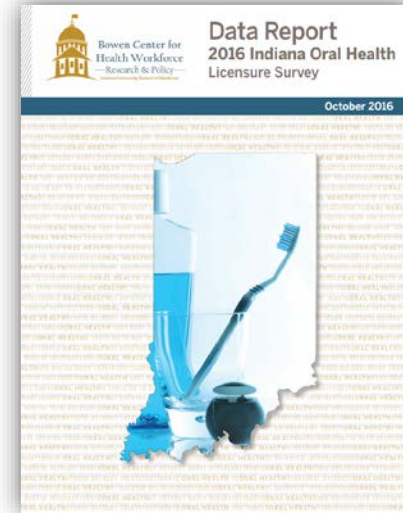
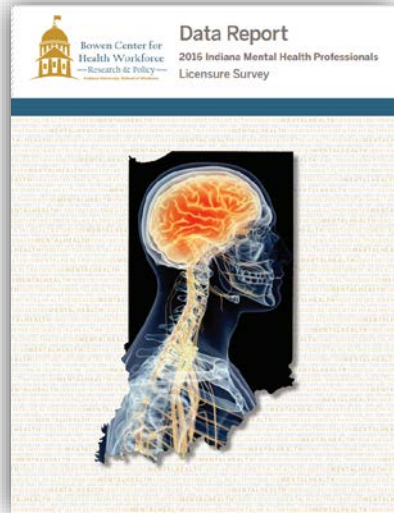
DWD Employer Engagement Initiatives



Data Update from Bowen Center



Health Workforce Data Reports



Health Workforce Policy Reports/Fact Sheets

Mental Health Workforce

Publication Date: June 2017

Introduction
One in four Americans received treatment from a mental health professional in 2014. The mental health workforce is comprised of a cadre of professionals that work together synergistically to support mental health. Much of the focus remains on primary care mental health professionals, but a variety of other professionals are needed to provide comprehensive care.

The Mental Health Workforce is comprised of seven professions:

- Psychiatrists
- Psychiatric Nurse Practitioners (PNPs)
- Mental Health Counselors
- Psychologists
- 3,000 of licensed mental health professionals reported actively practicing in Indiana.
- Physicians
- Marriage & Family Therapists
- Adoption Counselors
- Social Workers

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Oral Health Workforce

Publication Date: April 2017

Introduction
The oral health workforce is critical to achieving Healthy People 2020 objectives focused on preventing and sustaining oral health for all Americans. Dentists and dental hygienists are licensed health professionals whose primary focus is dental disease prevention and oral health promotion and restoration. These professions are the foundation of the oral health workforce.

Demographics and Characteristics
Data on the demographic characteristics of the oral health workforce are critical to inform current and future capacity and to inform strategies to ensure the workforce. The most recent data available identify themselves as non-Hispanic white (80.3%) and male (68.2%). The workforce is highly rural, with 66% of dentists practicing in rural areas.

Indiana Dental Primary Practice Setting

- 102.2% Private Practice
- 0.2% Hospital
- 0.2% Other

Indiana Dental Diversity

- White: 80.3%
- Black: 10.1%
- Hispanic: 0.2%
- Other: 9.4%

Women in Dentistry

- 30% of dentists are women
- 40% of dentists are women age 50

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Nursing Workforce

Publication Date: May 2017

Introduction
Registered nurses (RNs) are the largest professional group within the health workforce. These professionals are a vital part of the health system, including health care delivery and public health. The workforce is essential to the state's health and well-being.

Supply and Distribution
In 2016, a total of 234,203 RNs licensed their license to practice in Indiana. Among these, 235,434 reported actively practicing in Indiana. Figure 1 depicts county level estimates of the distribution of the workforce to compare health care access across the state, especially for rural communities.

Figure 1: Geographic distribution of registered nurses within the State of Indiana by population density and rurality.

Indiana County Level Estimates of Registered Nurses by Population Density and Rurality

- High Density
- Medium Density
- Low Density
- Urban
- Suburban
- Rural

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Pharmacist Workforce

Publication Date: June 2017

Background
More than half of all Americans used prescription drugs between 2011 and 2017. As the number of Americans using prescription drugs has increased, pharmacists' primary responsibilities include dispensing and managing medications and educating patients on medication use.

Pharmacist Workforce by Gender

Year	Female (%)	Male (%)
2004	52.4	47.6
2008	49.0	51.0
2012	45.5	54.5
2016	42.1	57.9

21.2% of pharmacists are over the age of 50.

9/10 reported being White and non-Hispanic.

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Physician Workforce Fact Sheet 2016

Figure 1: Physician Specialty Breakdown, 2016

Table 1: Patient Population, Primary Practice Location

Category	Primary Care (%)	Physicians (%)	All Physicians (%)
Living the State Patient Population, Primary Practice Location	44.8	48.8	52.7
1. Do not offer a sliding fee scale	41.0	44.5	34.5
Sliding fee patients account for 0% - 50% of my practice	1.5	4.7	1.1
Sliding fee patients account for greater than 50% of my practice	54.7	50.8	64.4
Non-Physicians	7.1	7.4	11.2
Total	100.0	100.0	100.0

Table 2: Indiana Licensed Physician Assistants

Year	Number of PAs
2011	714
2012	802
2013	900
2014	1000
2015	1100
2016	1200

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Physician Assistant Workforce

Publication Date: April 2017

Introduction
Physician assistants (PAs) are health care providers who work under the supervision of a licensed physician. They play a vital role in the health care system, providing patient care, diagnosis, and management of acute and chronic conditions.

Indiana Licensed Physician Assistants

Over the last five years the PA workforce has nearly doubled in size.

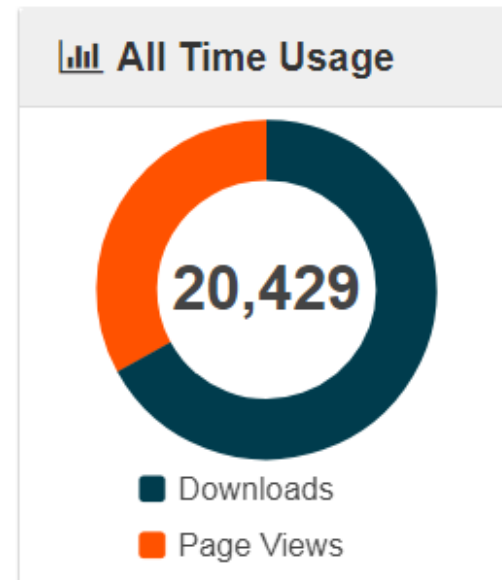
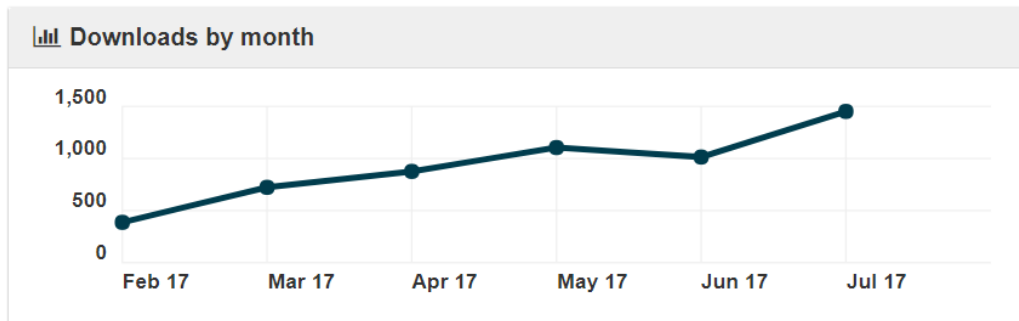
Physician Assistants: Primary Practice Setting

- 45.7% Hospital
- 45.0% Office/Clinic

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Bowen Center: Report views/downloads



Note: Analytics obtained August 30, 2017 from IUPUI Scholarworks, institutional digital repository



Bowen Portal: Open sourcing health workforce data

Launched in June of 2016

URL: www.bowenportal.org

Beta version includes:

- Physicians
 - All
 - Primary Care
 - Psychiatry
- Registered Nurses
- Dentists
- Dental Hygienists

Bowen Health Workforce INFORMATION PORTAL

Powered by SCHOOL OF MEDICINE

ABOUT US INTERACTIVE WORKFORCE MAPPER MAP GALLERY DATA DOWNLOADS CONTACT US FAQ LOGIN / SIGNUP

Workforce Planning

Health workforce planning is a complex process, in large part due to the multidisciplinary nature of health care delivery. Additionally, this process must be transparent and engage a slew of stakeholders in order to successfully assess health system priorities and devise effective strategies. One major objective of IMAUD is to improve the transparency and availability of data to support the health workforce planning process. [LEARN MORE](#)

Discover, Use, and Share Health Workforce Data and Maps

INTERACTIVE MAPPING TOOL

The interactive mapping application allows users to build and share customized maps that visualize regional workforce supply information by specified geographic regions. [CREATE MAP](#)

DATA DOWNLOAD TOOL

The data download tool allows users to easily download supply data on Indiana health workforce as well as supporting documentation which can be used to support grant development, needs assessments, or other qualitative research projects. [DOWNLOAD DATA](#)

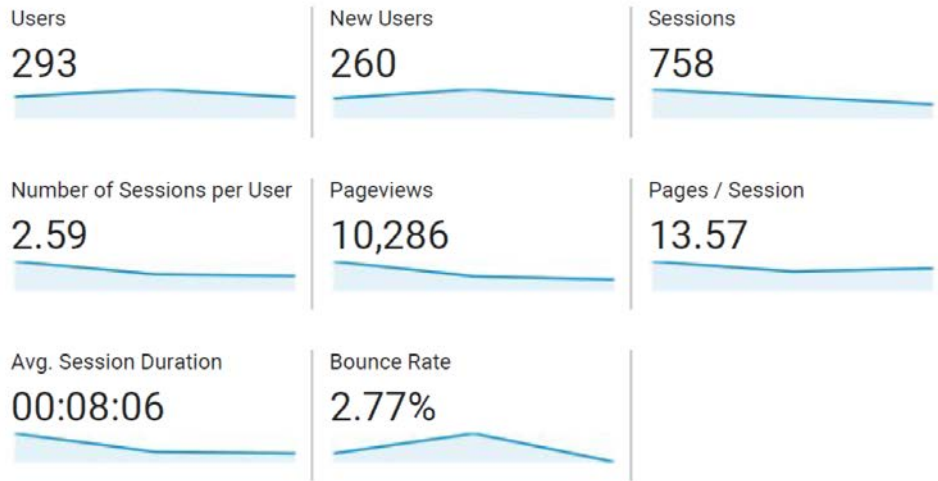
MAP GALLERIES

Download professionally created maps directly from the WMAP Map Gallery. These maps contain a plethora of information and represent workforce supply data as well as all top maps created for the State of Indiana. [MAP GALLERIES](#)

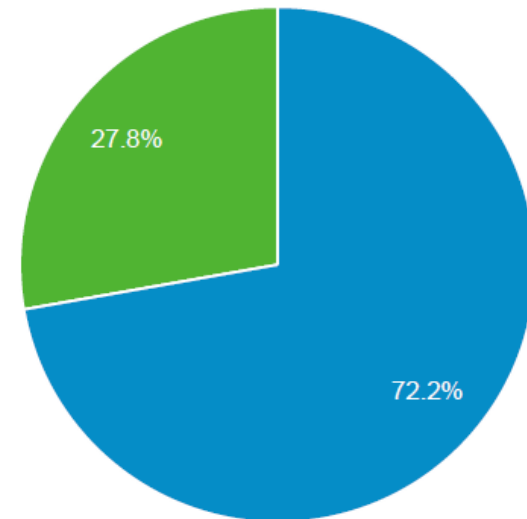
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Bowen Portal: User data



■ New Visitor ■ Returning Visitor



Note: Analytics obtained on August 30, 2017 from Google Analytics



Bowen Center: Health Workforce Data/Technical Assistance

Data or TA requests

- 42 Ad hoc technical assistance requests
- 26 organizations

Legislative/stakeholder requests

- Presentations
- Ad hoc policy research

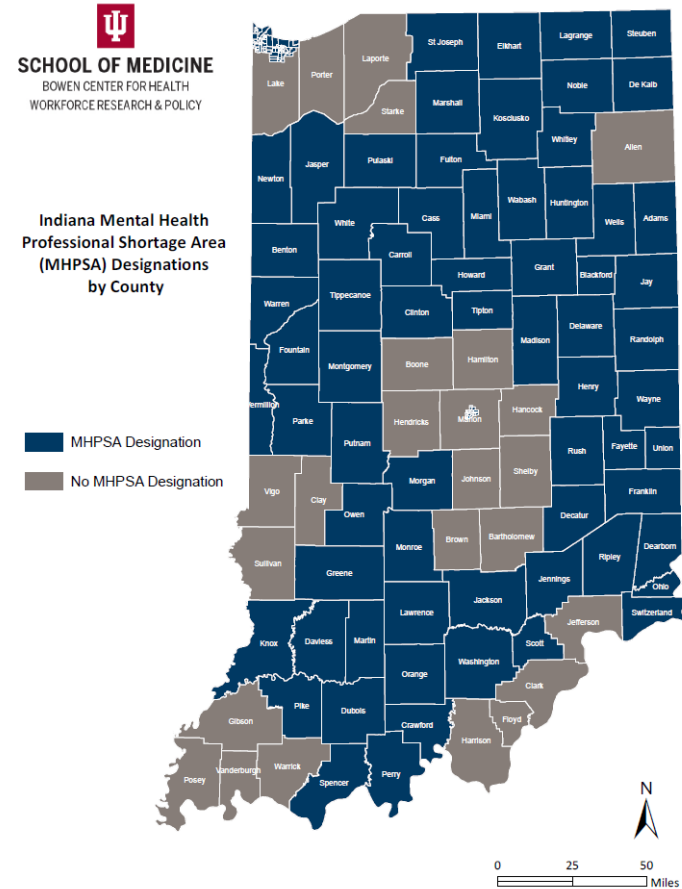
Health Workforce Collaborative

- June 20th, 2017
- 157 attendees



Bowen Center: Partnership with the State Office of Primary Care

- Verify and update provider data in the federal Shortage Area Designation Platform
- 77 Applications prepared for submission to HRSA (in addition to 499 test applications)
- 58 Applications approved (in 2017 thus far)



Bowen Center: Upcoming reports/new resources for 2017

Health Professions Reports

- Physician*
- Registered Nurse*
- Dentist and Dental Hygienists

Special Reports:

- Telemedicine Workforce Report
- Addiction Workforce Report
- Medicaid Provider Report

Data Collection

- Survey development for CNA and Home Health Aides

Bowen Portal

- Incorporation of new professions
 - Psychologists
 - Licensed Professional Counselors
 - Addiction Counselors
 - Pharmacists

** Denotes both data and policy report*



Update on Commission for Higher Education



NEXT COUNCIL MEETING

Friday, November 17th

10:00am-12:00pm

IGCS Conference Rooms 4+5



CONTACT INFORMATION

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

bowenctr@iu.edu

