

The State of Indiana's Health Workforce 2019



Report prepared by the Indiana Professional Licensing Agency, in collaboration with the Bowen Center for Health Workforce Research & Policy at the Indiana University School of Medicine

This report is compiled per Indiana Code IC 25-1-2-10(e)(2) and distributed to:

- The Office of Medicaid Policy and Planning
- The Department of Workforce Development
- The Commission on Improving the Status of Children in Indiana
- The Legislative Council and
- The Office of the Attorney General

Questions about this report may be directed to bowenctr@iu.edu

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Introduction and Background

Data collected from health professionals during license renewal is a best practice for informing health workforce planning.¹ Over the last several decades, the State of Indiana has committed to collecting information from health professionals during online license renewal. This data has been used to inform various initiatives, including: Health Professional Shortage Area designations at the Indiana State Department of Health's Primary Care Office², supporting State Loan Repayment Program implementation³, Medicaid provider analysis and recruitment,⁵ Primary Care Needs Assessments⁶, and various technical reports and policy briefs on Indiana's health professionals⁷.

Until 2019, the surveys administered to health professionals were voluntary, but response rates were high (ex: 80.9% response from physicians in 2017). In 2018, Senate Enrolled Act 223⁸ transitioned this survey from voluntary to mandatory for select questions to select health professionals. Moving forward, information on the following variables will be required from the following boards.

Information required to be provided by health professionals:

- The practitioner's specialty or field of practice.
- The following concerning the practitioner's current practice:
 - o The location or address.
 - o The setting type.
 - o The average hours worked weekly.
 - o The health care services provided.
- The practitioner's education background and training.
- For a practitioner that is a prescriber (as defined in IC 25-1-9.5-4), whether the practitioner delivers health care services through telemedicine (as defined in IC 25-1-9.5-6).

Boards Affected by SEA 223-2018:

- Medical Licensing Board
- Indiana State Board of Nursing
- State Board of Dentistry
- Behavioral Health and Human Services Licensing Board
- State Psychology Board
- Indiana Board of Pharmacy

Within SEA 223-2018, legislation outlined that the information collected in this law must be compiled in an annual report. This report serves to fulfill that requirement and aggregate information and resources on Indiana's health workforce to enhance accessibility and utilization of this information.

¹ http://www.healthworkforceta.org/wp-content/uploads/2018/04/HealthWorkforceFAQs_2018.pdf

² <https://www.in.gov/isdh/23471.htm>

³ <https://www.in.gov/isdh/28090.htm>

⁴ https://scholarworks.iupui.edu/bitstream/handle/1805/17717/DMHA%20LRAP%20Evaluation%20Final%20Report_Authored%20Version.2.28.19.pdf?sequence=5&isAllowed=y

⁵ https://scholarworks.iupui.edu/bitstream/handle/1805/15012/Bowen%20Center%20Medicaid%20Report-October%202017_Authored%20Version.2.28.19.pdf?sequence=5&isAllowed=y;

https://scholarworks.iupui.edu/bitstream/handle/1805/19592/BarriersToMedicaid_6.12.19.pdf?sequence=1&isAllowed=y

⁶ <https://scholarworks.iupui.edu/bitstream/handle/1805/17192/PCNA%20Report%2008-21-2018%20FINAL.pdf?sequence=2&isAllowed=y>

⁷ All reports and information on Indiana's health workforce is aggregated at www.bowenportal.org.

⁸ <http://iga.in.gov/legislative/2018/bills/senate/223#document-b0603ddf>

Annual Summary of Indiana's Licensed Health Occupations

Below is a table summarizing current active license counts for all health occupations regulated by the Professional Licensing Agency (as of July 1 of each year). Boards are denoted with an asterisk (*) if they fall under the SEA 223-2018 requirement.

Table 1

Board/License Type	License Count by Year			
	2016	2017	2018	2019
Acupuncture Committee Board	236	246	277	297
Acupuncture Detox Specialist	13	16	26	31
Acupuncturist - DC	132	137	151	159
Acupuncturist - DDS	1	1	1	1
Licensed Acupuncturist	90	92	99	106
Athletic Trainer Board	1,193	1,358	1,533	1,716
Athletic Trainer	1,193	1,358	1,533	1,716
Behavioral Health Board*	10,418	11,332	12,775	14,806
Social Worker	1,725	2,018	2,536	2,988
Clinical Social Worker	4,361	4,645	4,957	5,322
Marriage & Family Therapist	843	893	934	986
Mental Health Counselor	1,846	2,021	2,250	2,514
Marriage & Family Associate	21	29	57	95
Addiction Counselor	237	242	259	270
Clinical Addiction Counselor	1,273	1,285	1,292	1,317
Mental Health Associate	28	100	286	521
Bachelor Social Worker		1	93	317
Addiction Counselor Associate		1	2	8
Clinical Addiction Counselor Associate		1	1	10
CE Sponsor - BHHS	84	96	108	132
Temp Social Worker				236
Temp Clinical Social Worker				14
Temp Mental Health Counselor				6
Temp Clinical Addiction Counselor				1
Temp Mental Health Counselor Associate				52
Temp Marriage & Family Therapist Associate				13
Temp Addiction Counselor Associate				1
Temp Clinical Addiction Counselor Associate				3
Chiropractic Board	1,146	1,194	1,244	1,313
Chiropractor	1,146	1,194	1,244	1,310
Chiro Graduate Permit				3
Dentistry Board*	13,665	14,393	15,099	16,138
Dentist	3,670	3,871	4,065	4,315
Dental Hygienist	4,790	4,938	5,065	5,317

Dental Anesthesia Permit	227	235	250	267
Mobile Dental Facility	14	14	15	16
Dental Hygiene Anesthesia Permit	1,706	1,904	2,059	2,302
CE Sponsor - Dental	40	41	45	56
CSR - Dentist	3,194	3,355	3,544	3,785
Dental Residency	9	19	37	60
Dental Faculty	3	4	6	6
Dental Instructor	8	8	9	10
CSR-IU Dental Instructor	4	4	4	4
Dietitian	1,229	1,325	1,445	1,590
Dietitian	1,229	1,325	1,445	1,590
Health Facility Admin Board	1,220	1,321	1,454	1,608
Health Facility Administrator	1,095	1,180	1,287	1,351
Preceptor Eligible	24	24	25	56
Residential Care Administrator	70	84	108	130
CE Sponsor - HFA	31	33	34	36
HFA Preceptor				27
RCA Preceptor				8
Hearing Aid Dealer Committee	239	255	270	297
Hearing Aid Dealer	239	255	270	297
Massage Therapy Board	3,569	3,853	4,245	4,571
Massage Therapist	3,569	3,853	4,245	4,571
Medical Licensing Board*	42,557	46,015	50,513	54,978
Physician	22,857	24,303	26,108	27,847
Osteopathic Physician	2,035	2,261	2,554	2,838
Postgraduate Training Permit	175	474	885	1,397
Non-ECFMG Training Permit	1	1	4	4
Genetic Counselor	89	134	175	241
Diabetes Educator		32	53	62
Anesthesiologist Assistant	2	14	27	41
CSR - Physician	16,020	17,216	18,881	20,473
CSR - Osteopathic Physician	1,378	1,575	1,818	2,062
Volunteer Healthcare Location		5	8	11
Temp Genetic Counselor Permit				2
Dietitian ⁹	1,229	1,325	1,445	1,590
Nursing Board*	134,354	142,766	152,396	162,967
Nurse Midwife	161	178	191	208
Licensed Practical Nurse	20,988	21,747	22,586	23,521
Registered Nurse	103,705	109,779	116,882	124,528
APRN Prescriptive Authority	4,831	5,635	6,444	7,435

⁹ Note: Dietitian Committee was dissolved in 2019.

CSR - Prescriptive Authority	4,669	5,427	6,293	7,268
Temporary LPN Permit				1
Temporary RN Permit				6
Occupational Therapy Committee	4,675	4,996	5,360	5,717
Occupational Therapist	2,992	3,193	3,441	3,703
Occupational Therapy Assistant	1,666	1,784	1,893	1,979
CE Sponsor - Occ Therapy	17	19	26	34
Temporary Occ Therapist Permit				1
Optometry Board	2,703	2,831	2,949	3,079
Optometrist	1,369	1,436	1,487	1,552
Optometric Legend Drug Certificate	1,295	1,349	1,408	1,461
CSR - Tramadol Only	39	46	54	66
Pharmacy Board*	24,534	27,339	30,426	35,354
Pharmacist	9,850	10,317	10,830	11,382
Pharmacy Intern	52	392	810	1,269
Wholesale Drug Distributor	283	320	347	392
Pharmacy	1,224	1,262	1,306	1,361
CSR	622	780	981	1,116
Non-Resident Pharmacy	661	806	978	1,778
Pharmacy Technician	10,116	11,629	13,226	14,850
Home Medical Equip Service Provider	483	523	566	634
Remote Dispensing Facility			1	5
Third Party Logistics Provider				86
CSR - Pharmacy	1,209	1,246	1,288	1,344
CSR - Remote Dispensing Facility				5
Pharmacy Tech In-Training			8	1,634
Pharmacy Tech Training Program	34	64	85	98
Physical Therapy Board	7,700	8,195	8,791	9,442
Physical Therapist	4,932	5,241	5,639	6,064
Physical Therapist Assistant	2,768	2,954	3,152	3,378
Physician Assistant Committee	2,144	2,442	2,840	3,303
Physician Assistant	1,207	1,359	1,584	1,835
CSR - Physician Assistant	937	1,083	1,256	1,468
Podiatric Medicine Board	676	717	769	850
Podiatrist	369	383	404	441
Limited Podiatry TMP		11	23	39
CSR - Podiatrist	307	323	342	370
Psychology Board	1,590	1,665	1,766	1,984
Psychologist Limited	7	7	7	7
Psychologist	1,558	1,663	1,730	1,830
Reg Environmental Health Specialist				98
CE Sponsor - Psychology	25	25	26	28
Limited Scope Psychologist			3	17

Temporary Psychologist Permit				4
Respiratory Committee Board	4,220	4,428	4,645	4,887
Respiratory Care Practitioner	4,220	4,428	4,645	4,866
Student Temp RCP				13
Temporary RCP Permit				8
Speech Lang Path & Audio Board	3,261	3,561	3,914	4,398
Speech Pathologist	2,780	3,024	3,299	3,575
Audiologist	396	421	448	483
SLP Support Personnel	85	116	146	190
CFY			21	150

Information on Indiana’s Health Workforce, by License Type

The following data present information captured as a result of Senate Enrolled Act 223-2018. Professionals renew their license on a biennial basis. Therefore information will be updated biannually. The information presented below is only on specific license types that fall under the SEA 223-2018 mandate. Additional information on other license types may be available upon request from the General Assembly or a state agency.

Information was required to be provided by health professionals starting January 1, 2019. However, because of the timing of professionals’ biennial renewal cycles, detailed information will not be available until the 2020 Annual Report. However, the remainder of the report contains structured tables that will be completed once information is available. Additionally, each page contains information on where additional related resources may be found. All licensure survey instruments may be found at <https://bowenportal.org/index.php/resources/> and filtering by “Survey Tools.”

Medical Licensing Board

License Type: Physician/Osteopathic Physician

MDs		DOs	
License Count [year of renewal]	N	License Count [year of renewal]	N
Actively Practicing in Indiana	N, %	Actively Practicing in Indiana	N, %
Completed Medical Degree in Indiana	%	Completed Medical Degree in Indiana	%
Completed Residency in Indiana	%	Completed Residency in Indiana	%
Specialty Counts	% by type of specialty	Specialty Counts	% by type of specialty
Setting Reports	% by type of setting	Setting Reports	% by type of setting
Services Provided	% by type of service	Services Provided	% by type of service
Medicaid Providers	N, %	Medicaid Providers	N, %
Telemedicine Providers	N, % report engaging in telemedicine	Telemedicine Providers	N, % report engaging in telemedicine

Additional resources on the physician workforce may be found at the links below:

- Data/technical reports: [2015](#), [2017](#)
- Policy reports/briefs: [2015](#), [2017](#)
- Additional reports available at <https://bowenportal.org/index.php/resources/> and filtering by “Physicians” or “Psychiatrists”
- Data sets, interactive maps, customized reports available at: www.bowenportal.org

State Board of Nursing

License Type: Registered Nurse, Licensed Practical Nurse Types

	RNs	APRNs (as identified by CSR and/or self-report)
License Count [year of renewal]	N	N
Actively Practicing in Indiana	N, %	N, %
Completed Nursing Education in Indiana	%	%
Specialty Counts	% by type of specialty	% by type of specialty
Setting Reports	% by type of setting	% by type of setting
Services Provided	% by type of service	% by type of service
Medicaid Providers	N, %	N, %
Telemedicine Providers	N, % report engaging in telemedicine	N, % report engaging in telemedicine

Additional resources on the nursing workforce may be found at the links below:

- Data/technical reports: [2015](#), [2017](#)
- Policy reports/briefs: [2015](#), [2017](#)
- Additional reports available at <https://bowenportal.org/index.php/resources/> and filtering by "Nurses" or "Advanced Practice Registered Nurses"
- Data sets, interactive maps, customized reports available at: www.bowenportal.org

State Board of Dentistry

License Type: Dentists, Dental Hygienists

	Dentists	Dental Hygienists
License Count [year of renewal]	N	N
Actively Practicing in Indiana	N, %	N, %
Completed Dental Education in Indiana	%	%
Specialty Counts	% by type of specialty	% by type of specialty
Setting Reports	% by type of setting	% by type of setting
Services Provided	% by type of service	% by type of service
Medicaid Providers	N, %	N, %
Telemedicine Providers	N, % report engaging in telemedicine	N, % report engaging in telemedicine

Additional resources on the oral health workforce may be found at the links below:

- Data/technical reports: [2016](#), [2018](#)
- Policy reports/briefs: [2016](#), [2018](#)
- Additional reports available at <https://bowenportal.org/index.php/resources/> and filtering by “Dentists” or “Dental Hygienists”
- Data sets, interactive maps, customized reports available at: www.bowenportal.org

Behavioral Health and Human Services Licensing Board

License Types: Social Worker, Clinical Social Worker, Marriage & Family Therapist, Mental Health Counselor, Addiction Counselor, Clinical Addiction Counselor

	Social Worker	Clinical Social Worker	Marriage and Family Therapist	Mental Health Counselor	Addiction Counselor	Clinical Addiction Counselor
License Count [year of renewal]	N	N	N	N	N	N
Actively Practicing in Indiana	N, %	N, %	N, %	N, %	N, %	N, %
Completed Qualifying Education in Indiana	%	%	%	%	%	%
Specialty Counts	% by type of specialty	% by type of specialty	% by type of specialty	% by type of specialty	% by type of specialty	% by type of specialty
Setting Reports	% by type of setting	% by type of setting	% by type of setting	% by type of setting	% by type of setting	% by type of setting
Services Provided	% by type of service	% by type of service	% by type of service	% by type of service	% by type of service	% by type of service
Medicaid Providers	N, %	N, %	N, %	N, %	N, %	N, %
Telemedicine Providers	N, % report engaging in telemedicine	N, % report engaging in telemedicine	N, % report engaging in telemedicine	N, % report engaging in telemedicine	N, % report engaging in telemedicine	N, % report engaging in telemedicine

Additional resources on the behavioral health workforce may be found at the links below:

- Data/technical reports: [2016](#), [2018](#)
- Policy reports/briefs: [2016](#), [2018](#)
- Addiction Counselor Report: [Link](#)
- Additional reports available on bowenportal.org "Publications" tab, and filtering by "Behavioral Health Professions"
- Data sets, interactive maps, customized reports available at: www.bowenportal.org

State Board of Psychology

License Type: Psychology

Psychologists	
License Count [year of renewal]	N
Actively Practicing in Indiana	N, %
Completed Qualifying Education in Indiana	%
Specialty Counts	% by type of specialty
Setting Reports	% by type of setting
Services Provided	% by type of service
Medicaid Providers	N, %
Telemedicine Providers	N, % report engaging in telemedicine

Additional resources on the psychologist workforce may be found at the links below:

- Data/technical reports: [2016](#), [2018](#)
- Policy reports/briefs: [2016](#), [2018](#)
- Additional reports available at <https://bowenportal.org/index.php/resources/> and filtering by "Psychologists"
- Data sets, interactive maps, customized reports available at: www.bowenportal.org

State Board of Pharmacy

License Type: Pharmacists

Pharmacists	
License Count [year of renewal]	N
Actively Practicing in Indiana	N, %
Completed Qualifying Education in Indiana	%
Specialty Counts	% by type of specialty
Setting Reports	% by type of setting
Services Provided	% by type of service
Medicaid Providers	N, %
Telemedicine Providers	N, % report engaging in telemedicine

Additional resources on the pharmacist workforce may be found at the links below:

- Data/technical reports: [2016](#), [2018](#)
- Policy reports/briefs: [2016](#), [2018](#)
- Additional reports available at <https://bowenportal.org/index.php/resources/> and filtering by "Pharmacists"
- Data sets, interactive maps, customized reports available at: www.bowenportal.org

Key Information on Indiana’s Health Workforce, by Information Category

In addition to presenting the information collected in compliance with SEA 223-2018 by license type, information will be aggregated by the information variable to allow for cross-profession comparison. This is done to allow for sector-specific comparisons to monitor trends across the health workforce.

Education/Pipeline

Completed Education in . . .				
License Type/Occupation	Indiana	Contiguous State (Ohio, Illinois, Kentucky, Michigan)	Other State	Other Country
MDs				
Medical School	N, %	N, %	N, %	N, %
Residency	N, %	N, %	N, %	N, %
DOs				
Medical School	N, %	N, %	N, %	N, %
Residency	N, %	N, %	N, %	N, %
RNs	N, %	N, %	N, %	N, %
APRNs	N, %	N, %	N, %	N, %
Dentists	N, %	N, %	N, %	N, %
Dental Hygienists	N, %	N, %	N, %	N, %
LSW	N, %	N, %	N, %	N, %
LCSW	N, %	N, %	N, %	N, %
LAC	N, %	N, %	N, %	N, %
LCAC	N, %	N, %	N, %	N, %
LMFT	N, %	N, %	N, %	N, %
LMHC	N, %	N, %	N, %	N, %
Psychologist	N, %	N, %	N, %	N, %
Pharmacist	N, %	N, %	N, %	N, %

Workforce Development

License Type/Occupation	Trends in Licensing vs. Actively Practicing	Labor Market Indicators Report (increase/decrease hours)	Future Employment Plans
MDs			
DOs			
RNs			
APRNs			
Dentists			
Dental Hygienists			
LSW			
LCSW			
LAC			
LCAC			
LMFT			
LMHC			
Psychologist			
Pharmacist			

Additional data sources on projections can be found at:

- Hoosiers By the Numbers: <http://www.hoosierdata.in.gov/>

Medicaid

License Type/Occupation	Offer Sliding Fee Scale	Accept Medicaid
MDs		
DOs		
APRNs		
Dentists		
Psychologists		

Additional resources on Indiana's Medicaid Providers may be found at:

- Indiana Medicaid: Provider Recruitment and Participation ([link](#))
- Indiana Providers: Reported Barriers to Medicaid Participation: Physicians and Dentists ([link](#))

Health Systems/Health Care

License Type/Occupation	Specialty/Role	Settings	Services
MDs			
DOs			
RNs			
APRNs			
Dentists			
Dental Hygienists			
LSW			
LCSW			
LAC			
LCAC			
LMFT			
LMHC			
Psychologist			
Pharmacist			