



# IGHWC

GOVERNOR'S HEALTH  
WORKFORCE COUNCIL

December 6<sup>th</sup>, 2021



# Updates on Indiana Health Workforce Initiatives



# License Renewal Supplemental Surveys

*Updates on Indiana Health Workforce Initiatives*



# Quick Reminder on Indiana Health Workforce Data

- [Senate Enrolled Act 223-2018](#) requires data to be collected from a number of health professions during their biennial license renewal, including:
  - Physicians
  - Dentists
  - Nurses (LPN, RN, APRN)
  - Physician Assistants
  - Dental Hygienists
  - Psychologists
  - Behavioral Health Board
  - Pharmacists



# Quick Reminder on Indiana Health Workforce Data (Continued)

- Governor's Health Workforce Council serves as review and approval mechanism for surveys
- Surveys are submitted to Professional Licensing Agency for implementation
- Survey values:
  - Minimize length of survey (reduces burden on agency and licensee)
  - Minimize amount of free text (reduces burden on licensee, increases quality of data)
  - Minimize gross changes in survey to allow for multi-year comparison
    - Exception: Multiple response option categories can be added without threatening comparison. Questions may be added if deemed a strategic state priority.

# Physician Assistant Supplemental Information Fields

*Updates on Indiana Health Workforce Initiatives*



# 2022 Physician Assistant License Renewal Supplemental Survey

- Draft survey distributed to Council members
- Survey reflects feedback from Indiana Academy of Physician Assistants
- Final survey tool required by spring 2022 for implementation by PLA
- Proposed modifications:
  - Question 4: Addition of “doctorate degree” as response option
  - Question 6: Addition of highest education question
  - Question 7: Revised telehealth definitions to be in alignment with 2021 legislative changes



# 2022 Pharmacist License Renewal Supplemental Survey

- Draft survey distributed to Council members
- Survey reflects feedback from Indiana Pharmacist Workforce Data Advisory Group
- Proposed modifications:
  - Question 8: Addition of “Community” residency option
  - Question 9: Removal of BPS Certification
  - Question 10: Propose to collapse response option categories
  - Question 19 & 25: Re-structuring of setting options to align with [federal Minimum Data Set](#)
  - Question 26: Addition of “Remote Dispensing Facility” and “Remote patient care services (telepharmacy/telehealth)” as service options





# 2022 Physical Therapist License Renewal Supplemental Survey

- Note: Administered as voluntary
- Proposed modifications:
  - Questions 1-3: Updated demographic questions in alignment with revised standard questions



# 2022 Chiropractor License Renewal Supplemental Survey

- Note: Administered as voluntary
- Proposed modifications:
  - Questions 1-3: Updated demographic questions in alignment with revised standard questions



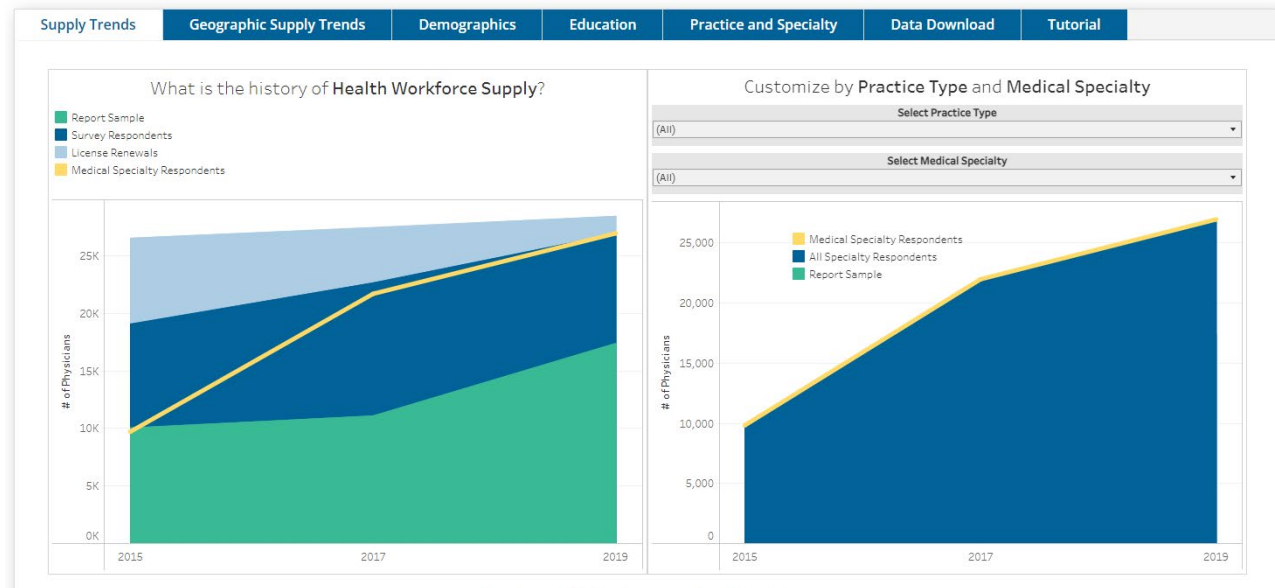
# Tableau Dashboards and Health Workforce Data



# Announcement: Soft Launch of Physician Workforce Data Visualizations



Access the dashboards at:  
<https://bowenportal.org/index.php/indiana-physician-workforce/>

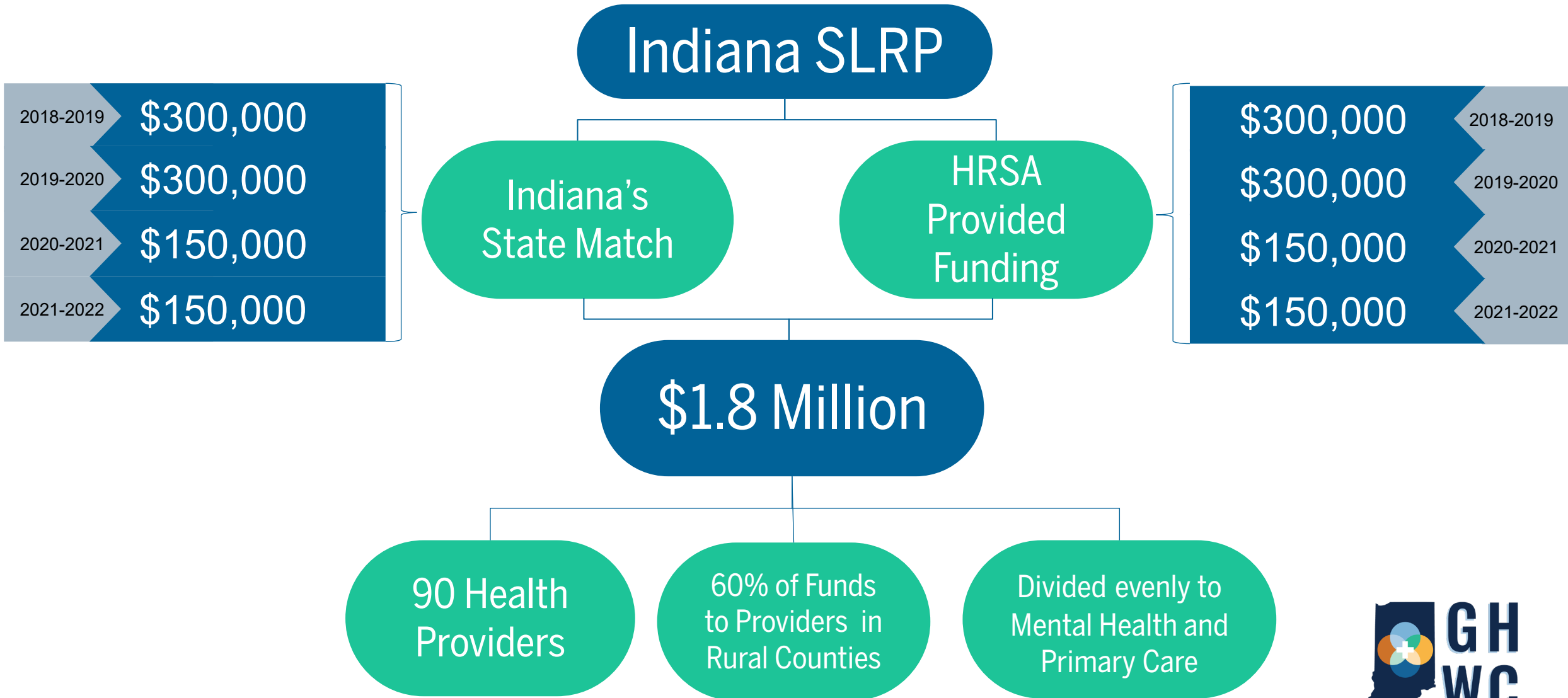


# 2022-2026 State Loan Repayment Program

*Dr. Kristina Box, Indiana Department of Health*



# Indiana SLRP Funding since 2018



# Indiana SLRP Program 2018-2022

Mental Health		Primary Care	
	n		n
CADACII (Certified Alcohol and Drug Addition Consultant II)	2	RN	2
CSW (Clinical social worker)	3	General Practice MD	1
CSW/LPC (Clinical social worker /Licensed Clinical Psychologist)	2	MD Family Medicine	3
HSP (Health Service Psychologist)	1	MD OBGYN	1
LCAC (Licensed Clinical Addictions Counselor)	1	NM	2
LCP/LMCH (Licensed Clinical Psychologist/Licensed Mental Health Counselor)	1	NP	30
LCSW (Licensed clinical social worker)	3	PA	2
LPC (Licensed professional counselor)	13	NP/SUD	1
LPC Addictions	3		
LPC/LMHC (Licensed professional counselor Licensed Mental Health Counselor)	2		
MD/DO - Psychiatry	3		
NP (Addictions)	1		
PNS (Psychiatric nurse specialist)	6		
Psych RN	1		
Addictions RN	1		
SUD Counselor	5		



# For Discussion

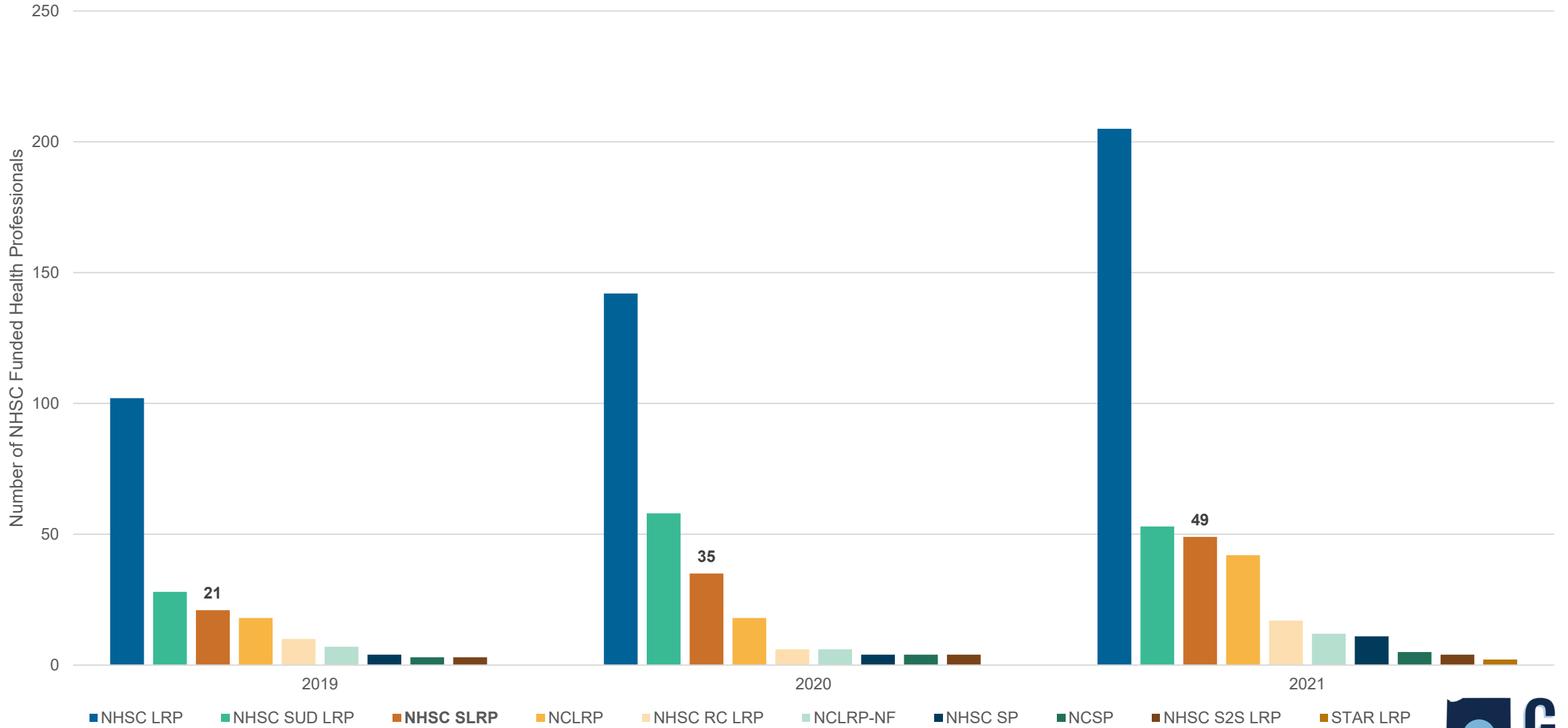
- 1) NHSC – SLRP: How can Indiana maximize use of federal SLRP resources for eligible professions and settings? What professions, setting types, or geographies should be prioritized?
- 2) Does Indiana have health workforce shortages beyond what can be addressed through NHSC SLRP?



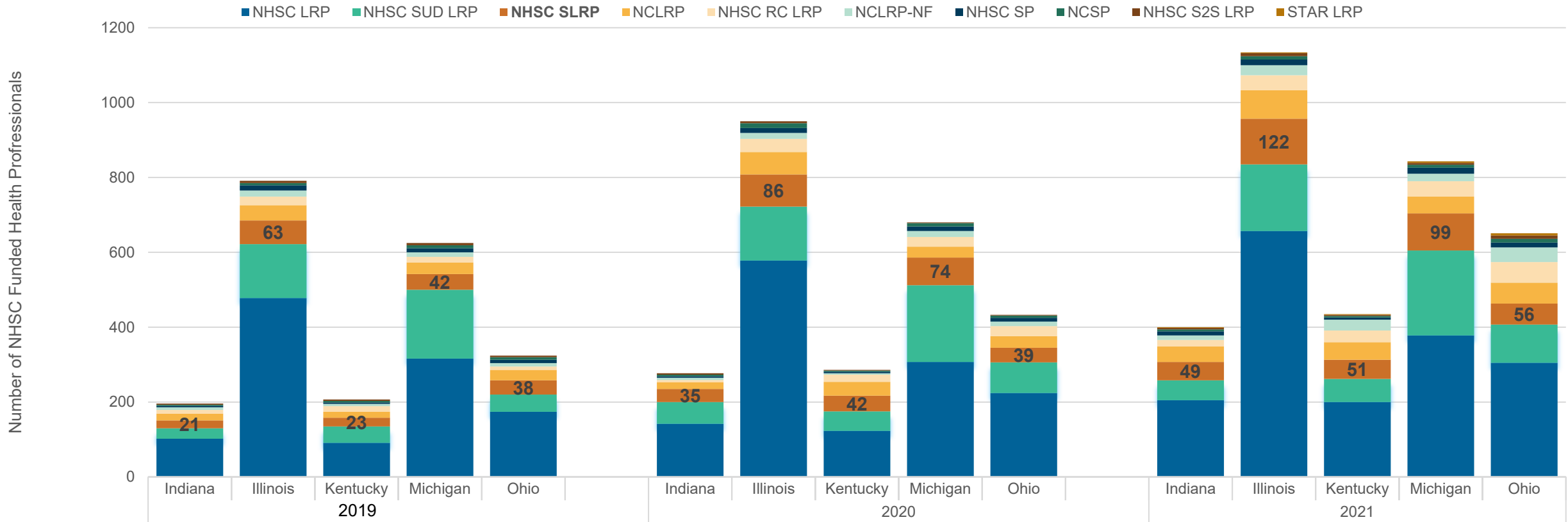
# Other Health Workforce Incentive Programs

	Program	Full Title	Focus	Eligible Professions
Broad	NHSC LRP	<a href="#">Loan Repayment Program</a>	Primary Care, Dental, Mental Health HPSA	Physicians (Primary Care or Psychiatry), PA, NP, CNM, Dentists, Dental Hygienist, Psychologists, LCSW, PNS, MFT, LPC
	NHSC SP	<a href="#">Scholarship Program</a>	Health professions students w/ commitment to practice at approved site	Students of the following disciplines: Medicine, Dentistry, Nurse-midwifery, PA, NP
	NHSC S2S LRP	<a href="#">Student to Service Loan Repayment Program</a>	Health professions students transitioning to practice at approved site	Students of the following disciplines: Medicine, Dentistry, Nurse-midwifery, PA, NP
Behavioral Health/SUD	NHSC RC LRP	<a href="#">Rural Community Loan Repayment Program</a>	SUD treatment or associated health care services at a rural NHSC-approved SUD treatment facility located in HPSAs. 3-year full/part time service obligation.	Physicians, PAs, Psychiatrists, NPs, CNMs, CNS, Psychologists, LCSW, MFT, LPC, SUD Counselors, Pharmacists, RN, CRNA
	NHSC SUD LRP	<a href="#">Substance Use Disorder Workforce Loan Repayment Program</a>	NHSC-approved SUD Treatment Facilities (OTP, OBOT, non-opioid SUD treatment). 3-year full/part time service obligation.	SUD Professionals (priority for those with DATA 2000 Waiver)  Physicians (Primary Care or Psychiatry), PA, NP, CNM, Dentists, Dental Hygienist, Psychologists, LCSW, PNS, MFT, LPC
	STAR LRP	<a href="#">Substance Use Treatment and Recovery Loan Repayment Program</a>	Professionals who provide direct treatment or recovery support for patients with SUD. 6-year full time service obligation.	Broad: CNAs, certified medical assistants, occupational therapists, LCSWs, LMHCs, LMFTs, LSWs, Psychologists, Psychology doctoral interns, Behavioral health paraprofessionals (including community health workers, peer recovery specialists, case managers & health navigators), Physicians, PAs, NPs, RNs, CRNAs, CNMs, CNSs, LPNs, Pharmacists, SUD counselors
Nursing	NCLRP	<a href="#">Nurse Corps Loan Repayment Program</a> (& Nurse Faculty – only 10% of remaining funding)	RNs/APRNs working in critical shortage facilities (public or private health care facility located in, designated as, or serving a primary care or mental health HPSA) or eligible school of nursing	Priority: RNs, NPs, APRNs w/ public health; APRNs with certification in women’s health  Other eligible: NPs (up to 50% of total award), RNs (up to 40% of total award), nurse faculty (up to 10% of remaining funding)
	NCSP	<a href="#">Nurse Corps Scholarship Program</a>	Nursing students (RN & APRN)	Priority: APRNs with certification in women’s health, Career Pathways/entry-level health professionals seeking degrees to become RN  Other eligible: Psychiatric (20%) and other NPs (up to 30% of total award), RNs and other APRNs (up to 50% of remaining funding)

# Indiana's Participation in NHSC Programs



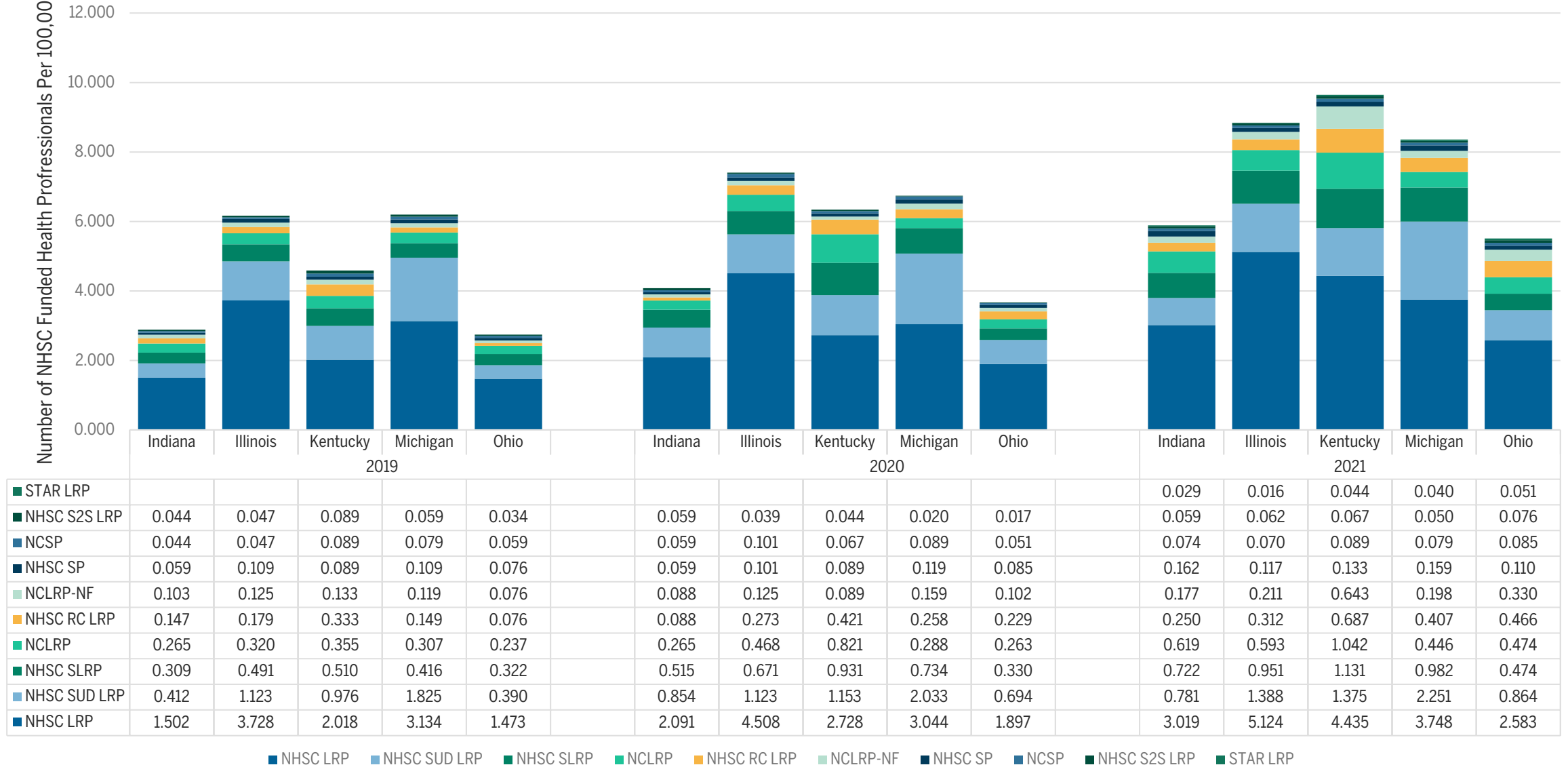
# Indiana and Contiguous States Use of Federally Funded Student Loan Repayment Programs - Counts



	Indiana	Illinois	Kentucky	Michigan	Ohio	Indiana	Illinois	Kentucky	Michigan	Ohio	Indiana	Illinois	Kentucky	Michigan	Ohio
STAR LRP											2	2	2	4	6
NHSC S2S LRP	3	6	4	6	4	4	5	2	2	2	4	8	3	5	9
NCSP	3	6	4	8	7	4	13	3	9	6	5	9	4	8	10
NHSC SP	4	14	4	11	9	4	13	4	12	10	11	15	6	16	13
NCLRP-NF	7	16	6	12	9	6	16	4	16	12	12	27	29	20	39
NHSC RC LRP	10	23	15	15	9	6	35	19	26	27	17	40	31	41	55
NCLRP	18	41	16	31	28	18	60	37	29	31	42	76	47	45	56
NHSC SLRP	21	63	23	42	38	35	86	42	74	39	49	122	51	99	56
NHSC SUD LRP	28	144	44	184	46	58	144	52	205	82	53	178	62	227	102
NHSC LRP	102	478	91	316	174	142	578	123	307	224	205	657	200	378	305

Source: HRSA Field Strength Dashboards, <https://data.hrsa.gov/topics/health-workforce/field-strength>

## Indiana and Contiguous States Use of Federally Funded Student Loan Repayment Programs – Counts per Capita (included as a supplement post-meeting)



Source: HRSA Field Strength Dashboards, <https://data.hrsa.gov/topics/health-workforce/field-strength>



# 2022 SLRP NOFO Summary

Increased by \$500,000 annually

- A maximum of 10 percent of funding may be requested per year for administrative and management costs of the program

- Cost sharing/matching is not required.

Funding Opportunity Title:	State Loan Repayment Program (SLRP)
Funding Opportunity Number:	HRSA-22-048
Due Date for Applications:	April 8, 2022
Anticipated Total Annual Available FY22 Funding:	Approximately \$25,000,000 per year
Estimated Number and Type of Award(s):	Up to 50 grants
Estimated Award Amount:	Range: from approximately \$1 to \$1,000,000
Cost Sharing/Match Required:	No
Project Period/Period of Performance:	September 1, 2022 through August 31, 2026 (4 years)
Eligible Applicants:	Entities eligible to apply for this grant program include the 50 states, the District of Columbia, Guam, the Commonwealth of Puerto Rico, the Northern Mariana Islands, the U.S. Virgin Islands, American Samoa, the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.  See <a href="#">Section III-1</a> of this notice of funding opportunity (NOFO) for complete eligibility information.

**Note:** ARP funds are anticipated to be expended by the end of FY 2026, and the flexibilities granted by ARP will expire. Beginning in FY 2027 the statutory requirement for a \$1 for \$1 state match, as well as the prohibition on use of funds for administrative expenses, are expected to be required should the program be re-competed. States are encouraged to plan proactively to ensure continuity of the state's primary health care workforce.



# NHSC-SLRP: Purpose, Goals, Objectives

## Program Goals

1. Recruit and retain providers to sustain a growing primary health care workforce working in HPSA within their state;
2. Encourage state level partnership/cooperation with other stakeholders to address/meet state's health care workforce needs;
3. Increase access to primary care services in underserved communities/populations;
4. Decrease health care disparities in underserved communities; and
5. Improve overall health care outcomes in underserved communities.



# NHSC-SLRP: Discipline Eligibility

- MD: Allopathic Medicine
- DO: Osteopathic Medicine
- DDS/DMD: General and Pediatric Dentistry
- NP: Nurse Practitioner
- CNM: Certified Nurse-Midwife
- PA: Physician Assistant
- RDH: Registered Dental Hygienist
- HSP: Health Service Psychologist (Clinical and Counseling)
- LCSW: Licensed Clinical Social Worker
- PNS: Psychiatric Nurse Specialist
- LPC: Licensed Professional Counselor
- MFT: Marriage and Family Therapist
- RN: Registered Nurse
- Pharm: Pharmacist
- Alcohol and Substance Abuse Counselors licensed/credentialed/certified by their state of practice that meet educational requirements and master's degree requirement

## Approved Primary Care Specialties for Nurse Practitioners and Physician Assistants:

### Assistants:

- Adult
- Family
- Pediatrics
- Psychiatry/mental health
- Geriatrics
- Women's health

## Approved Primary Care Specialties for Physicians:

- Family Medicine (and osteopathic general practice)
- Internal Medicine
- Pediatrics
- Obstetrics/Gynecology
- Geriatrics
- Psychiatry

General Practitioners (physicians who have not completed residency training programs) are not eligible for funding under SLRP.

Note: Discipline Eligibility did not change from 2018-2022 SLRP cycle



# NHSC-SLRP: Practice Site Eligibility

1. Federally Qualified Health Centers (FQHCs)
  - Community Health Centers
  - Migrant Health Centers
  - Homeless Programs
  - Public Housing Programs
2. FQHC Look-A-Likes
3. Centers for Medicare & Medicaid Services Certified Rural Health Clinics
4. Other Health Facilities
  - Community Outpatient Facilities
  - Community Mental Health Facilities
  - State and County Health Department Clinics
  - Immigration and Customs Enforcement Health Service Corps
  - Free Clinics
  - Mobile Units
  - School-based programs
  - Critical Access Hospitals affiliated with a qualified outpatient clinic
  - State Mental Health Facilities
5. Indian Health Service Facilities, Tribally-Operated 638 Health Programs, and Urban Indian Health Programs
  - Federal Indian Health Service (IHS) Clinical Practice Sites
  - Tribal/638 Health Clinics
  - Urban Indian Health Program
  - IHS and tribal hospitals – click to view National Health Service Corps' IHS and tribal hospital site expansion
6. Correctional or Detention Facilities
  - Federal Prisons
  - State Prisons
7. Private Practices (Solo or Group)

Note: Long-term care facilities are no longer SLRP eligible sites this cycle.





# NHSC-SLRP: Teaching as a clinical practice

- Teaching can be considered as clinical practice for up to 8 hours per week for SLRP participants serving full-time (4 hours for part-time participants).
- If a clinician is serving at a HRSA-funded Teaching Health Center, up to 20 hours per week of teaching can count towards the full-time service obligation (10 hours for part-time participants).

Note: Teaching as CLINICAL practice (at service site), not in didactic role.



# NHSC SLRP-Eligible Physicians: Indiana vs. National Averages

NHSC-Eligible Profession	How does Indiana fare in comparison with national averages?	Indiana License Data	BLS Data Employment per 1,000		American Medical Association Masterfile Data People per active physician	
		Indiana (Population to Active Provider Ratio)	Indiana	Reference - National Ratio	Indiana	Reference – National/ State Median
MD/DO Allopathic/Osteopathic Medicine	Worse	390			433	353
Family Medicine/General Practice	Better	2,534	0.778	0.709	2,491	2,804
Obstetrics and Gynecology	Worse	10,250	0.078	0.136	9,092	7,758
Pediatrics	Inconclusive	8,858	0.198	0.198	2,321	1,429
Internal Medicine	Inconclusive	3,680	0.442	0.364	4,169	2,758
Geriatrics	Inconclusive	67,183	2.644	2.699	Unavailable	9,163
General Psychiatry	Worse	11,124	0.095	0.184	15,278	8,544

# NHSC-SLRP Eligible Physicians: Indiana Distribution

## Primary Care

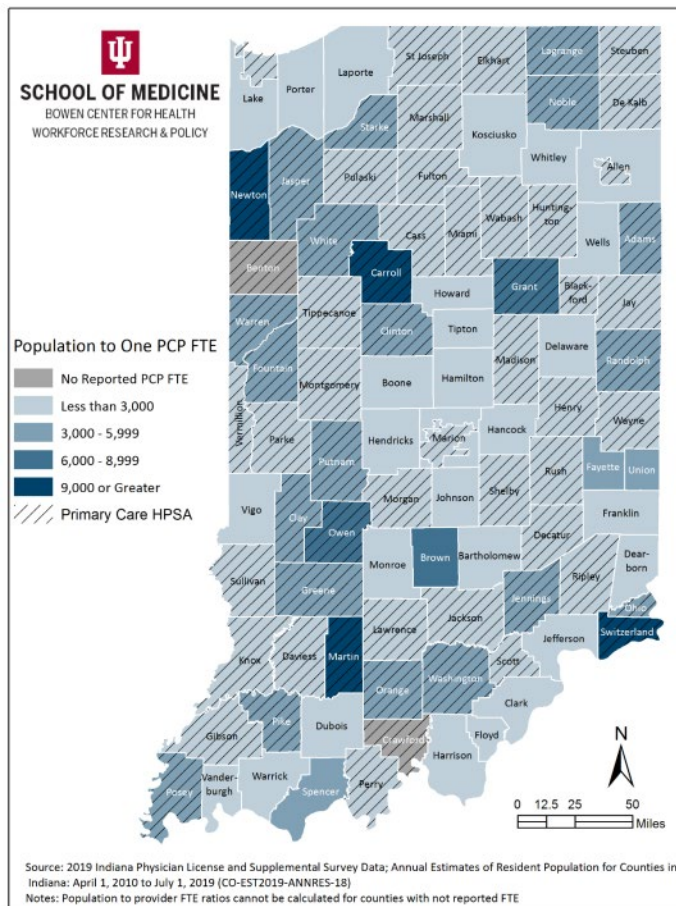


Figure 2.2 Geographic distribution of Indiana Primary Care Physician capacity

## Psychiatrist

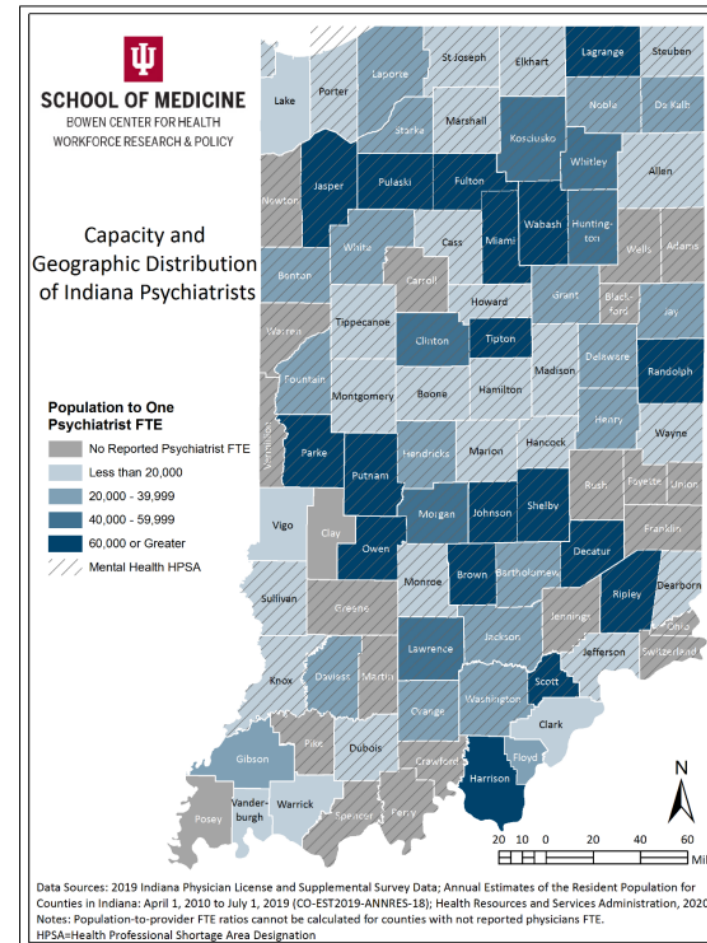


Figure 3.2 Geographic distribution of Indiana psychiatrist capacity

Source:  
<https://scholarworks.iupui.edu/bitstream/handle/1805/22525/2019%20Physician%20Geo%20Data%20Report%20-%2006082020.pdf?sequence=4&Allowed=y>

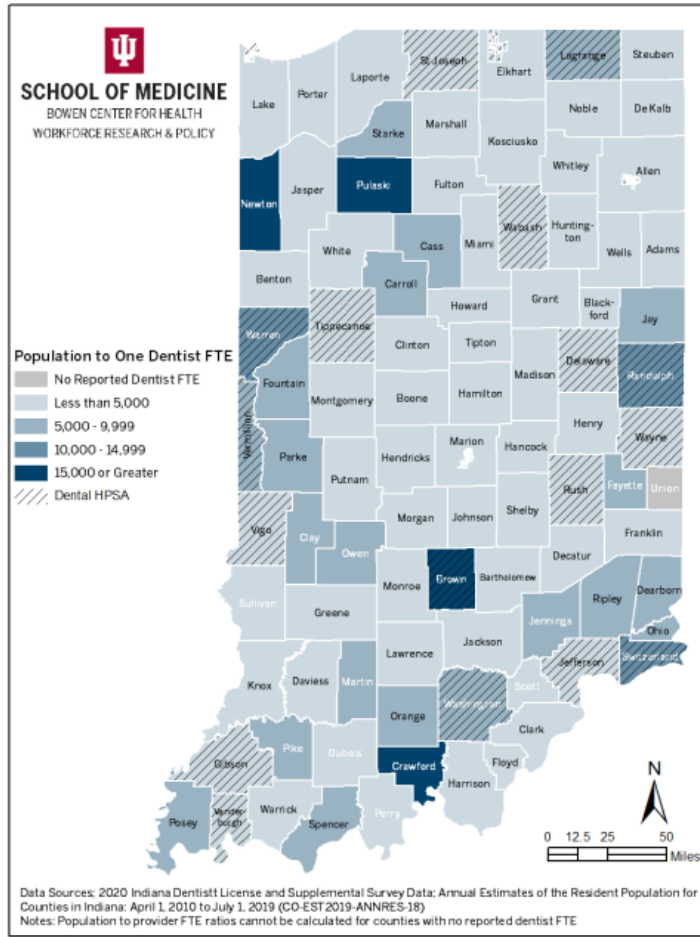


# NHSC SLRP-Eligible Providers: Indiana vs. National Averages

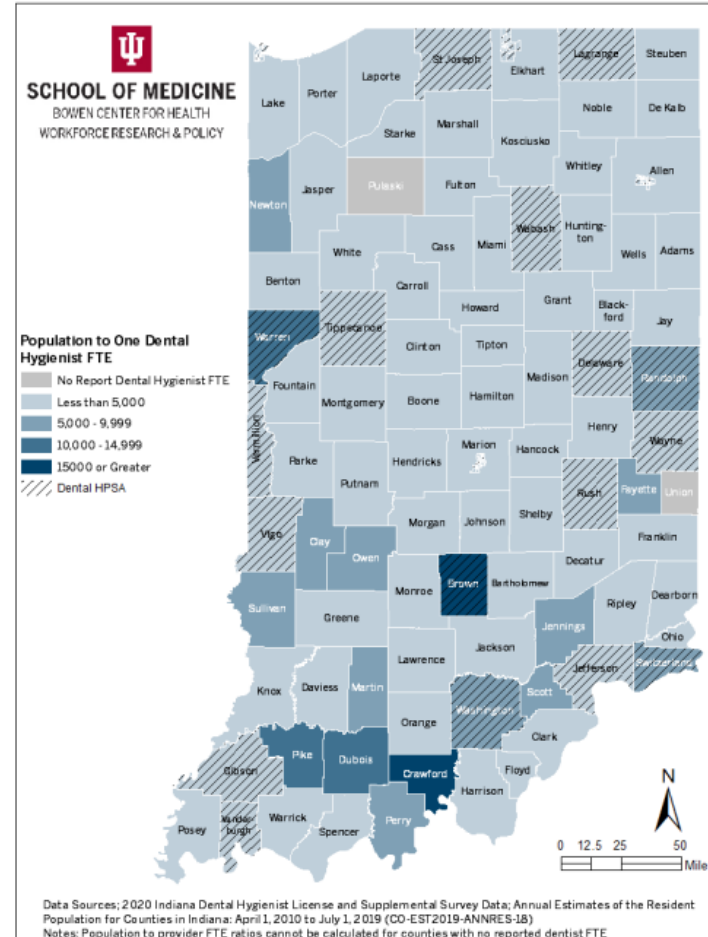
	How does Indiana fare in comparison with national averages?	Indiana License Data	BLS Data Employment per 1,000		American Dental Association <i>Population per dentist ratio</i>		Nurse Practitioner <i>Population to NP Ratio</i>	Registered Nurses <i>Population to RN Ratio</i>	Pharmacist <i>Population to pharmacist ratio</i>
			Indiana	<i>Reference - National Ratio</i>	Indiana	<i>Reference - National Ratio</i>			
		Indiana (Population to Active Provider Ratio)							
<b>DDS/DMD: General and Pediatric Dentistry</b>	Worse	2,192	0.723	0.800	2,092	1,648			
<b>NP: Nurse Practitioner</b>	Better	1,029	1.953	1.519			1,660		
<b>CNM: Certified Nurse-Midwife</b>	Worse	53,854	0.023	0.051					
<b>PA: Physician Assistant</b>	Worse	5,740	0.564	0.901					
<b>RDH: Registered Dental Hygienist</b>	Better	3,004	1.639	1.401					
<b>HSP: Health Service Psychologist (Clinical and Counseling)</b>	Worse	5,522	0.508	0.800					
<b>LCSW: Licensed Clinical Social Worker</b>	Better	1,944	1.401	1.266					
<b>PNS: Psychiatric Nurse Specialist</b>	Inconclusive	24,765	N/A	N/A					
<b>LPC: Licensed Professional Counselor</b>	Better	4,054	2.295	2.111					
<b>MFT: Marriage and Family Therapist</b>	Worse	14,316	0.269	0.437					
<b>RN: Registered Nurse</b>	Better	83	22.772	21.470				107	
<b>PharmD: Pharmacist</b>	Inconclusive	1,062	2.158	2.268					1,081
<b>Alcohol and Substance Abuse</b>	Inconclusive	22,469 (LAC, LCAC)	2.295	2.111					
			0.609	0.840					

# NHSC-SLRP Eligible Professions: Indiana Distribution

## Dentists



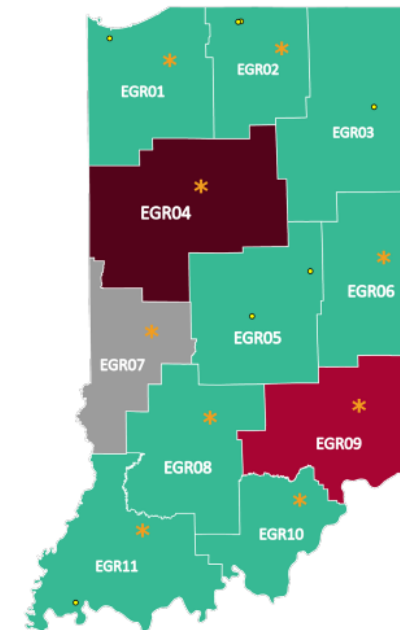
## Dental Hygienists



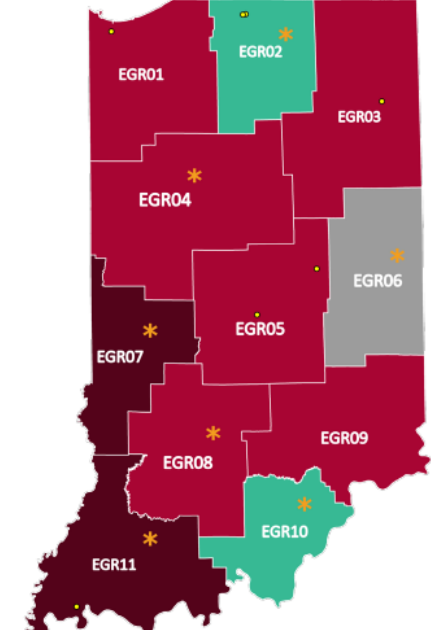
## Dental Hygienists (Dentist's Perspective)

DENTAL HYGIENE STAFFING: PRE-PANDEMIC STAFFING COMPARED TO IDEAL  
based on data collected by Indiana Dental Association in July 2020

### Part Time Dental Hygienists



### Full Time Dental Hygienists



Calculated Mean Difference of Pre-Pandemic Staffing Compared to Ideal Staffing

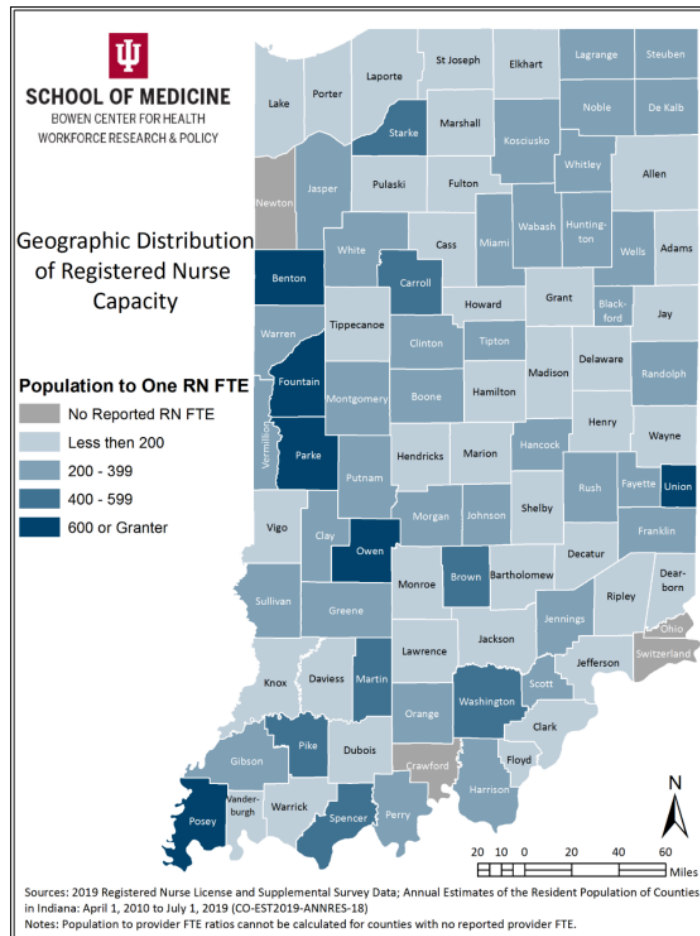
- Green: Staffing is at or above ideal levels
- Red: Understaffed < 1 individual
- Dark Red: Understaffed by  $\geq 1$  individual
- Grey: No Reported Survey Responses

- Yellow star: Dental Hygiene Training Programs
- Yellow star: represents low response rate of less than or equal to 5 individuals. We advise to use caution when reviewing the results of low response rates.

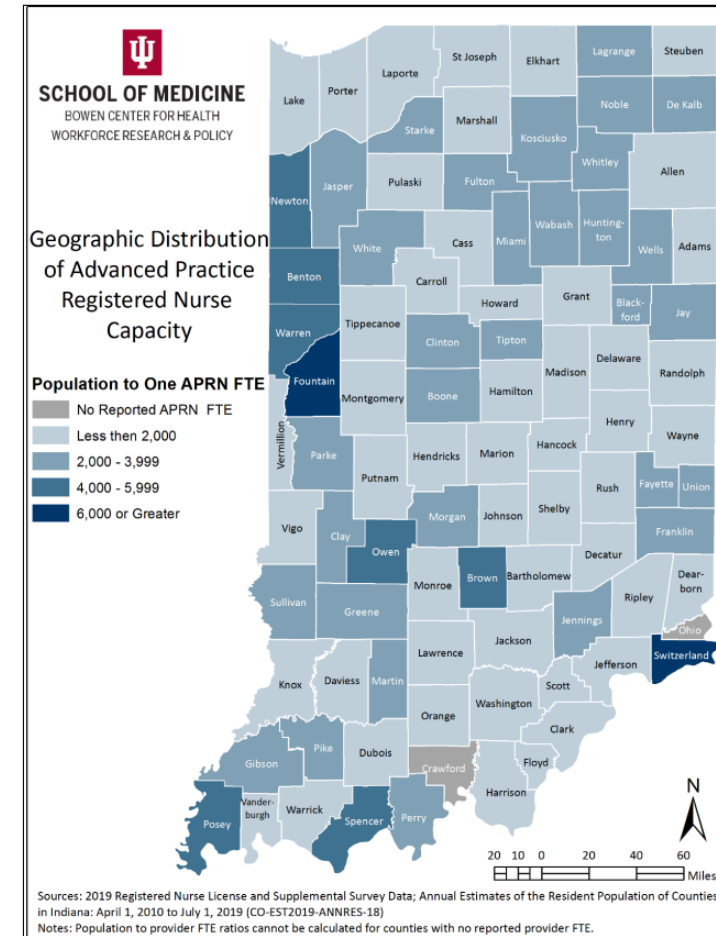


# NHSC-SLRP Eligible Professions: Indiana Distribution

## RNs



## APRNs



# Non-NHSC SLRP Eligible Professions, Roles, or Settings

## Professions/Occupations

- Medical Assistants\*
- Community Health Workers
- Licensed Practical Nurse\*
- Emergency Medical Technician/Paramedic\*
- Public Health practitioners (epidemiologists, environmental scientists, etc.)
- General Practitioners (physicians who have not completed residency training programs)

## Roles

- Nurse Faculty – Qualify for Nurse Corps Loan Repayment Program ([link](#)) but only 10% of NCLRP funding can be used on nurse faculty.
- Other Faculty
- Local health officers (MDs/DOs)  
(Updated post-meeting for clarity: if not of an eligible specialty)

## Settings

- Long-term care
- (Updated post-meeting for clarity: Need to better understand school health eligibility)

\*NextLevel Jobs eligible occupation



# For Discussion

- 1) NHSC – SLRP: How can Indiana maximize use of federal SLRP resources for eligible professions and settings? What professions, setting types, or geographies should be prioritized?
- 2) Does Indiana have health workforce shortages beyond what can be addressed through NHSC SLRP?



# Long-term Supports & Services Direct Care Workforce Initiatives

Family & Social Services Administration



# Governor's Public Health Commission

New Business



# Governor's Workforce Cabinet

New Business



# Legislative Initiatives

New Business



# Governor's Health Workforce Council Initiatives

Next Steps



# Strategic Planning: Next Steps

- Timeline: January 1<sup>st</sup> – May 31<sup>st</sup>, 2022
- Planned Activities:
  - January 2022: Interviews with Council Members
  - February 2022: Gather External Feedback
  - March & April 2022: Create Recommendations
  - May 2022: Final meeting with Council for presentation of recommendations

# 2022 Meetings

Please indicate your preference using the poll feature.



# Sources for Previous Slides

[1] Data sourced from Data Reports produced by the Bowen Center for Health Workforce Research and Policy, using data obtained from professionals at time of license renewal. Data reports available at the following links: [Physician](#), [Oral Health](#), [Nursing](#), [Pharmacist](#), [Physician Assistant](#), [Psychologist](#), [BHHS Report](#) and [Addendum](#),

[2] Ratios sourced from American Dental Association dentist workforce data tables, available at: <https://www.ada.org/resources/research/health-policy-institute/dentist-workforce>

[3]

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5020757/#:~:text=In%20the%20USA%2C%20NPs%20licenced,to%20192%20000%20in%202014.&text=The%20rates%20per%20100%20000,NPs%20per%20100%20000%20population>.

[4] Data sourced from Technical Report for Psychologist Workforce Projections for 2015-2030: Addressing Supply and Demand. Available at:

<https://www.apa.org/workforce/publications/supply-demand/technical-report.pdf>

[5] Data sourced From the U.S. Health Workforce Chartbook Part I: Clinicians, 2018. Available at: <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/hrsa-us-health-workforce-chartbook-part-1-clinicians.pdf>

[6] Based on data maintained by the World Health Organization for Pharmacists per 10,000 population in 2018. Available at: [https://www.who.int/data/gho/data/indicators/indicator-details/GHO/pharmacists-\(per-10-000-population\)](https://www.who.int/data/gho/data/indicators/indicator-details/GHO/pharmacists-(per-10-000-population))

[7] Data sourced from: Indiana Physician Workforce Profile, 2019. Available at: <https://www.aamc.org/media/37906/download>

[8] Data sourced from: Physician Specialty Data Report. Number of People per Active Physician by Specialty, 2019. Available at: <https://www.aamc.org/what-we-do/mission-areas/health-care/workforce-studies/interactive-data/number-people-active-physician-specialty-2019>

[9] SOC 29-1215

[10] SOC 29-1218

[11] SOC 29-1221

[12] SOC 29-1216

[13] There is no dedicated SOC to geriatricians. The data presented is for SOC 29-1228 which references “Physicians, All Other; and Ophthalmologists, Except Pediatric”

[14] SOC 29-1223

[15] SOC 29-1020

[16] SOC 29-1171

[17] SOC 29-1161

[18] SOC 29-1071

[19] SOC 29-1292

[20] SOC 19-3031

[21] Per BLS Occupational Employment and Wage Statistics Query System for Healthcare Social Workers, SOC Code 211022. Indiana vs. National, Employment per 1,000 jobs, Available at: <https://data.bls.gov/oes/#/occGeo/One%20occupation%20for%20multiple%20geographical%20areas>

[22] Psychiatric Nurse Specialists fall under the category of “Registered Nurses” under SOC 29-1141.02. National and state level employment estimates are unavailable at that level of detail.

[23] Based on SOC 21-1018 (“Substance Abuse, Behavioral Disorder, and Mental Health Counselors”)

[24] SOC 21-1013

[25] SOC 29-1141

[26] SOC 29-1051

[27] SOC 21-1018

[28] Based on SOC 21-1023 (“Mental Health and Substance Abuse Social Workers”)

