



# IGHWC

GOVERNOR'S HEALTH  
WORKFORCE COUNCIL

# Agenda

- **Roll Call**
- **Approval of Minutes from Meeting on November 5th, 2020\***
- **Indiana Public Health and Health Workforce Activities**
- **Updates on Indiana Health Workforce Initiatives**
  - Licensure Compacts
  - License Renewal Supplemental Surveys
  - 2021 Legislative Session
- **A Platform for Synergy Across Indiana Health Workforce Policy & Programming**
- **New Business**



**Indiana**  
**Department**  
**of**  
**Health**

## Public Health and Health Workforce Activities

Pam Pontones, MA

Deputy Health Commissioner

State Epidemiologist

Governor's Health Workforce Council

March 25, 2021

# Phase 1A

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Guiding objective: Reinforce and support healthcare infrastructure and treatment of disease.

- This group includes all paid and unpaid persons serving in healthcare settings who have the potential for direct or indirect exposure to patients or infectious material.
- Healthcare settings include, but are not limited to: hospitals, long-term care facilities, outpatient facilities, home healthcare settings, pharmacies, dialysis centers, emergency medical services, frontline public health interventions, and COVID-19 diagnostic and immunization teams.
- Hospitals, LHDs, pharmacies, and IDOH mobile units began dispensing

# Phases 1B, 2 and 3

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## Phase 1B Guiding Objective: Protect the vulnerable

- Individuals who are at particular risk of morbidity and mortality associated with COVID-19 disease based on the latest evidence-based criteria
- FQHCs began dispensing, conducted mass vaccination clinics

## Phase 2 Guiding Objective: Mitigate spread

- Individuals who are at elevated risk of transmission of the disease because of working or living circumstances
  - This includes persons living in correctional facilities, group homes or shelters, and individuals whose in-person work is essential, required, and places them in settings where social distancing is not possible and transmission risk is high.

## Phase 3 Guiding Objective: General public vaccination

# Expansion of Vaccinators

According to updates to the Department of Health and Human Services, the following medical professionals can administer COVID-19 vaccine:

<b>Health Professionals (Current and Previously Active within the last 5 years)*</b>	<b>Healthcare Students*</b>
<ul style="list-style-type: none"><li>▪ Dentists</li><li>▪ Emergency medical technicians (advanced or intermediate EMTs)</li><li>▪ Midwives</li><li>▪ Nurses<ul style="list-style-type: none"><li>▪ Advanced practice registered nurses (APRN)</li><li>▪ Registered nurses (RN)</li><li>▪ Licensed practical nurses (LPN)</li></ul></li><li>▪ Optometrists</li><li>▪ Paramedics</li><li>▪ Pharmacists, pharmacy interns, and pharmacy technicians</li><li>▪ Physicians</li><li>▪ Physician assistants</li><li>▪ Podiatrists</li><li>▪ Respiratory therapists</li><li>▪ Veterinarians</li></ul>	<ul style="list-style-type: none"><li>▪ Dental</li><li>▪ Emergency medical technicians (advanced or intermediate EMTs)</li><li>▪ Medical</li><li>▪ Midwifery</li><li>▪ Nursing</li><li>▪ Optometry</li><li>▪ Paramedic</li><li>▪ Pharmacy and pharmacy intern</li><li>▪ Physician assistant</li><li>▪ Podiatry</li><li>▪ Respiratory therapy</li><li>▪ Veterinary</li></ul>

# Expansion of Vaccinators

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Other qualified persons include the following:

- Persons authorized to administer COVID-19 vaccines under the law of the state where they are administering such vaccines
- Persons who hold a license or certificate permitting them to administer vaccines under the law of another state
- Federal responders, including uniformed services or federal government employees, contractors, or volunteers

**[Click here for more information the Department of Health and Human Services](#)**

# Priorities Beyond COVID-19

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- Health equity
- Infant mortality
- Lead exposure
- HIV/HCV ending the epidemics
- Substance use disorder
- Tobacco cessation
- Data modernization



# Thank You

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*The **health** of the people is really the foundation upon which all their happiness and all their powers as a state depend. ~Benjamin Disraeli*

*Indiana State Department of Health  
Promoting, protecting, and improving health of Hoosiers since 1881*

# Health Professions Licensure Compacts

*Updates on Indiana Health Workforce Initiatives*



# Health Professions Licensure Compact Models

- Multi-state License Model: A license which is recognized in any compact-participating state.
- Expedited Licensure Model: Participating states adopt uniform licensure requirements, which allows for quicker turnaround time for licensure.
- Privilege to Practice Model: Authorizes compact-participating individuals the privilege to practice in participating states (similar to multi-state license model, but in some models, licensees must pay a new privilege fee for every state they wish to practice in).



# Health Professions Licensure Compact Models

- Multi-state License Model



- Expedited Licensure Model



- Privilege to Practice Model



# History of Health Professions Licensure Compacts in Indiana

- **Prior to 2017:** Limited engagement or perceived interest in compacts.
  - Nurse Licensure Compact was proposed and failed in multiple legislative sessions
  - Interstate Medical Licensure Compact considered in one legislative session
- **2017-2019:** The Governor's Health Workforce Council represented Indiana in DOL sponsored Occupational Licensing Policy Learning Consortium ([Link](#) to final report)
  - As a part of this Consortium, the Council hosted a Licensure Compacts Learning Lab<sup>1</sup> in December 2018
  - Since that time...

1. Materials from this meeting can be found at: <https://scholarworks.iupui.edu/handle/1805/17977>



# Health Professions Licensure Compacts - Enacted

## Nurse Licensure Compact

- [HEA 1344-2019](#)
- [Brief prepared as a part of Indiana Licensure Compacts Learning Lab](#)
- Implemented July 2020 by the Indiana Professional Licensing Agency:
  - Registered Nurses: Multistate License- 8,795
  - Licensed Practical Nurses: Multistate License- 1,083

## Emergency Medical Services (EMS) Compact (formerly known as REPLICA)

- [SEA 61-2020](#)
- [Brief prepared as a part of Indiana Licensure Compacts Learning Lab](#)
- Implemented in 2020 by the Indiana Department of Homeland Security



# Health Professions Licensure Compacts – Under Consideration

- PSYPact – Psychology Interjurisdictional Licensure Compact
  - [Brief](#)
  - [SB 36-2021](#)
- Physical Therapy Compact
  - [Brief](#)
  - [SB 305-2021](#)
- Audiology and Speech-Language Pathology Interstate Compact
  - [Brief](#)
  - [SB 123-2021](#)



# Five Year Review of Council Contributions to Inform Future

- A five year review report of Governor's Health Workforce Council will be prepared for Council by June 17<sup>th</sup> meeting
  - Summary of issues explored
  - Review outcomes
  - Recommendations for improvement and sustainability





# 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.

# 2021 Physician License Renewal Supplemental Survey

- Draft survey distributed in advance of this meeting to Council members
- Final survey tool required by June 30<sup>th</sup> for implementation by PLA
- Council members are encouraged to review and consider proposed modifications to the survey
- Council will vote on final survey tool at the June 17<sup>th</sup> Council meeting



# 2021 Physician License Renewal Supplemental Survey: Proposed modifications

- Question 7: Updating telemedicine code citation after close of legislative session
- Question 8: Physician services
  - Are there any high priority services that should be captured during physician license renewal?
- Question 35 (new addition): Physician employment plans
  - Should this question be added?
  - If so, what information should be collected as a part of future employment plans?
    - Time-frame (12 months, 2 years, 5 years, etc.?)
    - Specificity of plans (see options from survey comment)
- (From ISMA) Consider adding employment type (ex: employed by a health system, employed by an independent group, an owner/partner in a group, etc.)
- (From ISMA) Consider adding amount of time physicians spend per week on non-patient work (follow-up to Question #14)



# 2021 Legislative Session Report Out

Representative Brad Barrett, Indiana House of Representatives, Chair  
House Public Health Committee



# A Platform for Synergy Across Indiana Health Workforce Policy & Programming



# Inventory of Indiana Health Workforce Policy & Programming

- Vision for Inventory:
  - An interactive web-based tool to serve as a one-stop information resource to support coordination and synergy across Indiana health workforce initiatives
- Information captured in “Inventory” is organized for State Government and External initiatives
  - Initiative Title
  - Owner Organization/Entity
  - Initiative Type (ex: Forum, Incentive Program, Governance Body, etc.)
  - Initiative Citation (History, Indiana Code/Administrative Code Citation, URL)
  - Point of Contact (Name, Email)





# For Council Discussion

- The Council is to determine strategies for the following:
  - What should the process be for validating the information that has already been included?
  - How should additional relevant activities be identified (both those current activities and any future initiatives)?



# Inventory of Indiana Health Workforce Policy & Programming: Next Steps

- Strategy for web-based platform will be presented to Council during June 17<sup>th</sup> meeting
- Bowen Center will work with Council members and stakeholders to validate/expand inventory
- Projecting initial inventory launch in advance of September 23<sup>rd</sup> meeting



# New Business





# Credential Transparency:

## Helping Students Make Educational Choices in Licensed Professions

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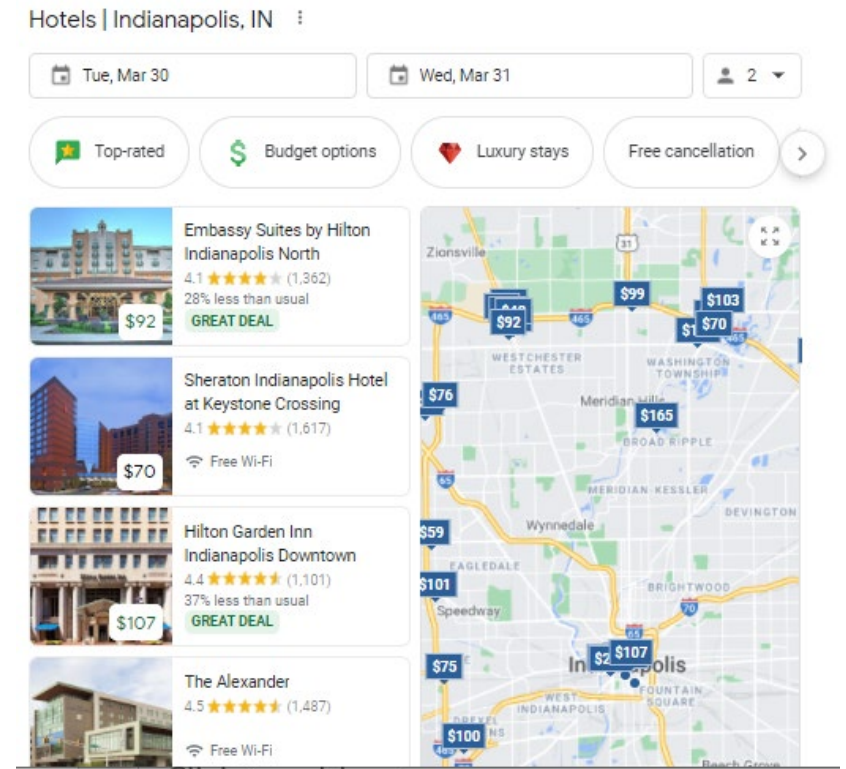
March 25, 2021

# WHAT PROGRAM TO CHOOSE?

▶ We use Google to compare hotel options on ...

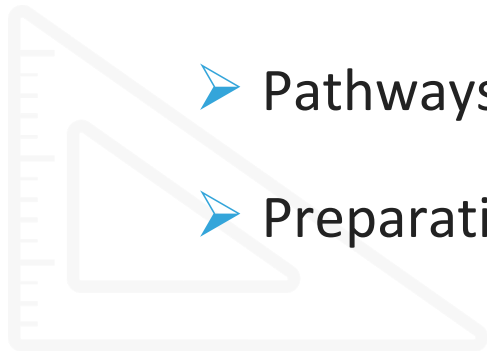
- ▶ Cost
- ▶ Location
- ▶ Availability
- ▶ Ratings
- ▶ Amenities, etc.

▶ Why can't we do that for educational choices?



# COMPARING EDUCATIONAL PROGRAMS

- ▶ We're linking data on ...
  - ▶ Cost
  - ▶ Length
  - ▶ Online availability
  - ▶ Competencies
  - ▶ Pathways
  - ▶ Preparation for certifications and licensure ...



# CREDENTIAL ENGINE: A PLATFORM FOR ANSWERS

- ▶ Credential Engine:
  - Links together more data than ever before
  - Does this through linked, open data
  - Uses national, non-proprietary data standards
  - Is a public service non-profit, free to all Hoosiers
- ▶ States publish and curate data

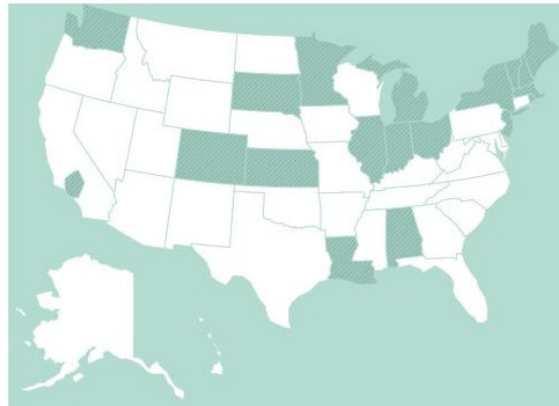


## SCALING UP CREDENTIAL ENGINE

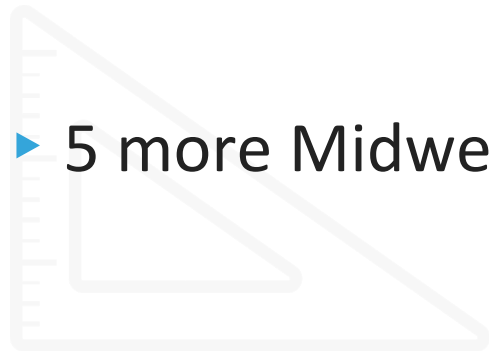
- ▶ Credential Engine created in 2016
- ▶ Indiana 1<sup>st</sup> state to scale-up (March 2017)

- ▶ 18 states now scaling-up

Credential Engine



- ▶ 5 more Midwestern states to follow (total of 23 states)





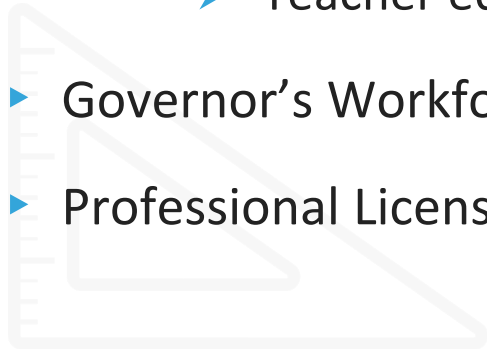
# INDIANA PROGRAMS PUBLISHED

- ▶ Public Sector:
  - All 2- and 4-year campuses
  - All certificate and degree programs at
  - All levels
- ▶ Three Private Institutions
- ▶ 3,000+ Indiana Credentials



# INDIANA STATE AGENCY PARTNERSHIPS

- ▶ Department of Workforce Development
  - Eligible Trainer Provider List
  - Promoted certifications
  - Career exploration software
- ▶ Department of Education
  - Teacher education, dual credit
- ▶ Governor's Workforce Cabinet, Next Level Programs of Study
- ▶ Professional Licensing Agency, licenses, exam pass rates



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**INDIANA COMMISSION** *for*  
**HIGHER EDUCATION**

# Next Steps

- Next Governor's Health Workforce Council meeting:

**Thursday, June 17<sup>th</sup>**

**12:00pm-1:30pm**

**<https://indiana.AdobeConnect.com/GHWC>**

