



MEETING MINUTES

March 25, 2021

12:00pm-1:30pm

Council Member Attendees:

- Fred Payne (Chair) – Indiana Department of Workforce Development
- Stephen Balko – Department of Education
- Representative Brad Barrett – House Public Health Committee
- Dr. Hannah Maxey – Bowen Center for Health Workforce Research & Policy
- Jay Chaudhary – Indiana Family and Social Services Administration
- Douglas Huntsinger – Governor's Office – Commission to Combat Drug Abuse
- Jillian Scholten – Indiana Commission for Higher Education
- Allison Taylor – Indiana Family & Social Services Administration
- Andy VanZee – Indiana Hospital Association
- Ken Sauer – Indiana Commission for Higher Education

1. Welcome

Fred Payne, Council Chairman, Commissioner, Indiana Department of Workforce Development calls the meeting to order at 12:04pm.

2. Approval of Minutes from Meeting on November 5th, 2020*

Council meeting minutes from the November 5th, 2020 meeting were adopted without amendment by voice vote.

3. Indiana Public Health and Health Workforce Activities

Pamela Pontones, Deputy Commissioner, Indiana Department of Health, was scheduled to provide an updated on these matters but was unfortunately unable to join during the meeting due to technical difficulties. Deputy Commissioner Pontones' slide deck was provided to Council members over email following the meeting.

4. Updates on Indiana Health Workforce Initiatives

a. Licensure Compacts

Chairman Payne introduces Dr. Hannah Maxey, Associate Professor and Director of the Bowen Center for Health Workforce Research and Policy to provide an overview of licensure compacts in Indiana.

Maxey describes the three different licensure compact models: 1) Multi-state license models are compacts in which a license is recognized in any compact-participating state. An example would be the Nurse licensing Compact (NLC) that Indiana currently participates in. 2) Expedited Licensure Models are compacts where participating states adopt uniform licensure requirements, allowing for quicker turnaround time in licensure. The Interstate Medical Licensure Compact is an example of this model in Indiana. 3) Privilege to Practice models are compacts where a license for a profession is acknowledged/recognized by other states participating within the compact and individuals are given to the privilege to practice. Examples of this model are the Audiology and Speech-language Pathology Interstate Compact (ASLP-IC), Psychology Interjurisdictional Licensure Compact (PSYPact), Physical Therapy Compact (PT Compact).

Maxey describes the history of health profession licensure compacts in Indiana as fairly recent. Prior to 2017, Indiana seemed to have little engagement or interest in compacts based on legislative initiatives. Between 2017 and 2019, the Governor's Health Workforce Council participated in Department of Labor [Occupational Licensing and Policy Consortium](#) and Indiana hosted a [Licensure Compacts Learning Lab](#) to share information on the various compacts available in the health care sector. Since Indiana's participation in the Consortium and hosting the Learning Lab, two licensure compacts have been passed in Indiana (the [Nurse Licensure Compact/NLC](#) & [Emergency Medical Services/EMS Compact](#)). Per a memo¹ submitted to the Council by the Professional Licensing Agency (PLA), Indiana now has 8,795 Registered Nurses and 1,083 Licensed Practical Nurses that have obtained multi-state licenses through the NLC since its enactment in July 2020.

In the current legislative session, additional health professions license compacts are under consideration. The Psychology Interjurisdictional Licensure Compact (PSYPact) is being considered as [SB 36-2021](#). PSYPact has multiple license options within the compact. Telepsychology licensure is available for a higher cost under the compact but with no time restriction on the license. An in-person practice license is also available through the compact but has a time restriction of 30 days. The Physical Therapy Compact is also under consideration by [SB 305-2021](#). This compact has a fee of \$45 for each state a professional desires to be licensed in. Participating states may also add additional fees to the original \$45 fee. Lastly, the Audiology and Speech-language Pathology Interstate Compact (ASLP-IC) is being considered through [SB 123-2021](#). A key point to ASLP-IC is that there may be additional regulations for SLPs to practice within compact state schools and for Audiologists to serve as hearing aid dealers within some participating compact states. (Reader note: all health compact bills referenced above were dead at the time of finalizing the meeting minutes.)

A 5-year review of the Council will be prepared by the Bowen Center for Health Workforce Research & Policy by the next June meeting and will include a summary of issues explored by the Council, a review of issues/actions to outcomes, as well as recommendations for improvement and sustainability.

¹ Memo available at:

<https://scholarworks.iupui.edu/bitstream/handle/1805/25914/NLC%20Report%20to%20Health%20Workforce%20Council.pdf?sequence=1&isAllowed=y>

b. License Renewal Supplemental Surveys

[Senate Enrolled Act 223-2018](#) requires that data be collected from a number of health professions through a supplemental survey during their biennial license renewals. The Council has been identified as the reviewer and approver of the surveys implemented by Indiana. After review and approval by the Council, the surveys are submitted to the PLA for implementation. As the Council reviews the surveys, consideration should be given to minimize the length of surveys, minimize the amount of free text responses, and limit gross changes to the survey in order to allow for multi-year comparisons.

The 2021 Physician License Renewal Supplemental Survey Draft is ready for approval and has been provided prior to today's council meeting. The final survey tool is required to be submitted by June 30th, 2021 by the PLA. As such, a vote will be taken at the next Council meeting. Council members are encouraged to review and consider proposed modifications to the survey as well as provide their input or feedback. The proposed modifications for the supplemental survey have been provided to Council members.

c. 2021 Legislative Session

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

Representative Barrett shares that in this year's legislative session, there are multiple direct mechanisms to increase providers being pursued. The PSYPact and PT Compact are both being considered and would allow Indiana to join national networks of providers. If both compacts are passed then there would be an expected enactment date of July 1st, 2021 for PSYPact and an expected enactment date of January 1st, 2022 for the PT compact. (Reader note: all health compact bills referenced above were dead at the time of finalizing the meeting minutes.)

Representative Barrett shares that there are currently two telehealth bills ([HB 1286-2021](#) & [SB 3-2021](#)) under consideration. The bills differ in which providers are approved to provide services via telehealth. These bills would allow Indiana to overcome multiple barriers that currently exist relating to the delivery of tele-health care and would allow Indiana to more easily supplement its current workforce using out-of-state providers, which would ultimately serve to increase overall access to health care.

Finally, there are also two COVID-related health workforce bills that will enable dentists and pharmacists to provide vaccines ([HB 1079-2021](#) & [SB 47-2021](#)).

5. A Platform for Synergy Across Indiana Health Workforce Policy & Programming

The Bowen Center has begun working on an inventory that could become a useful tool to identify workforce initiatives in Indiana. The vision for the inventory is to be an interactive web-based tool that will serve as a one-stop information resource to support coordination and synergy across Indiana health workforce initiatives both inside of state government and externally. Today, the information that will be included in this inventory is not currently located in a single source. The type of information included in this inventory includes: various health workforce-related initiatives occurring within any state government agency/program/division, the organizations/entity responsible for the initiative, the initiative type (ex: forum, financial incentive program, etc.), a code or rule citation for the initiative (if applicable), and a program point-of-contact for the initiative.

Maxey poses a question to the Council regarding members input on the process for validating the information that has already been included in the inventory. She asks if Council members would be willing to identify their team members who the Bowen Center can contact in order to obtain information on

initiatives. Andy VanZee responds via chat that this resource would be useful and perhaps a sub-team from each member body could be organized to provide input on the tool. Maxey the Bowen Center will be working with Council members and stakeholders to validate and expand information included in the inventory. The projected initial launch of the inventory is by the September 23rd, 2021 Council meeting.

6. New Business

Dr. Ken Sauer and Jillian Scholten at the Indiana Commission for Higher Education share information on the role of credential transparency to assist students who are looking to advance their careers in licensed professions to make informed decisions. The Commission is currently working on linking data on costs, length, online availability, competencies, pathways, preparations for certifications and licensure utilizing the Credential Engine platform. This platform links open data as a public service free to all Hoosiers. Indiana was the first state to scale-up Credential Engine in March 2017 and now there are 18 states using Credential Engine with another five midwestern states interested. If all five additional states are successful, then the entire Midwest region would utilize Credential Engine. In Indiana, all public 2- and 4-year campuses with all certificate/degree options at all levels (undergraduate and graduate programs) as well as three private institutions have been published to Credential Engine, totaling over three thousand credentials provided within the platform.

Dr. Sauer shares that state agency partnerships have been resourceful during the scale up. The Department of Workforce Development has provided an eligible trainer provider list, promoted certifications, and career exploration software. The Department of Education has provided teacher education and dual credit courses. The Governor's Workforce Cabinet and NextLevel program have provided the 20 health-related licensing boards and 47 health-related licenses issued by the boards. The PLA has provided licenses and exam pass rates where available (ex. RN students and NCLEX pass rate of students within a program). Jillian Scholten provided a demonstration of the credential engine to the Council.

7. Next Steps

The Council will meet again on June 17th, 2021. Given the number of technical difficulties experienced utilizing the Adobe Connect platform, it is likely that the Council will meet on a different platform for the June meeting.

Commissioner Payne called the Council meeting to adjournment at 1:18pm.