

**MEETING MINUTES**  
**Governor's Health Workforce Council**  
**Thursday, August 31<sup>st</sup>, 2017 10:00am-12:00pm**  
**Indiana Government Center South, Conference Room 4+5**

**Members Present:**

- Michael Barnes (Chair), Associate Chief Operating Officer for Employer Engagement, Indiana Department of Workforce Development
- Andre Bennin, Senior Operations Director, Office of Governor Eric Holcomb
- Deborah Frye, Executive Director, Professional Licensing Agency
- Logan Harrison, Director of State Affairs, Anthem, Inc.
- Don Kelso, Executive Director, Indiana Rural Health Association
- Hannah Maxey, Assistant Professor and Director, Bowen Center for Health Workforce Research and Policy
- Patrick McAlister, Director of Policy, Indiana Department of Education
- Douglas Huntsinger for Jim McClelland, Executive Director for Drug Prevention, Treatment, and Enforcement, State of Indiana
- Phil Morphew, Chief Executive Officer, Indiana Primary Health Care Association
- Ken Sauer, Senior Associate Commissioner and Chief Academic Officer, Indiana Commission for Higher Education
- Brian Tabor, President, Indiana Hospital Association
- Jennifer Walthall, Secretary, Indiana Family and Social Services Administration

**Members Not Present:**

- Jerome Adams, State Health Commissioner, Indiana State Department of Health
- Senator Ed Charbonneau, Senator, Indiana Senate, Chair of Health and Provider Services
- Representative Cynthia Kirchhofer, Representative, Indiana House of Representatives, Chair of Public Health Committee

**1. Welcome**

Chairman Barnes welcomes all Council members to the meeting.

**2. Approval of Minutes from Meeting on May 18<sup>th</sup>, 2017**

The first item on the agenda is review and approval of the previous meeting's minutes. All Council members received a copy of these minutes in advance of the meeting and were asked to review them. Chairman Barnes asks for a motion to approve the minutes. Patrick McAllister made a motion to approve. Deborah Frye seconded this motion. No opposition. Motion carries. Roll call taken.

**3. Presentation on Next Steps for Established Workgroups**

Chairman Barnes updates the Council on progress made since their last convening. Chairs for the three workgroups have been identified and are present at the Council meeting.

**Joint Recommendation: Health Workforce Modernization and Innovation Workgroup**

*Chair: Nick Goodwin, Chief Strategy Officer, Department of Workforce Development*

Nick Goodwin, Chair of the Health Workforce Modernization and Innovation Project Workgroup, introduces himself to the group and describes the role for the workgroup. He states that he will be

reaching out to members and non-members for input and advisory groups to inform the work of the workgroup.

- Ken Sauer asks if the task force will look into all levels of education and preparation of the workforce.
  - o Nick Goodwin responds that the goal is to look into the totality of the health care workforce industry. He shares that initially, they will look holistically at the health care workforce but will likely focus on some select occupations.

### **State Loan Repayment Program Workgroup**

*Chair: Allison Taylor, Indiana Medicaid Director*

Allison Taylor, Interim Director of Medicaid, introduces herself as Chair of the State Loan Repayment Program Workgroup. She shares about her background and experience in workforce. She states they are going to look at various options for loan repayment programs across the 50 states. She states she will have a cross-sector team.

- Jennifer Walthall shares that she was a recipient of a full scholarship in primary care that opened opportunities for her to practice medicine and shares that she fully supports the SLRP Workgroup.
- Phil Morphew asks if the composition of the workgroup has been determined. He states that there may be a few health centers that have the resources available to do their own loan repayment as a recruitment technique. He states that it may be helpful to have the perspective of employers who have performed and operated repayment programs themselves.

### **Community Health Worker Workgroup**

*Chair: Judy Hasselkus, Program Director, Employer Engagement & Sector Specialist for Health Care, Department of Workforce Development*

Judy Hasselkus introduces herself as Chair of the Community Health Worker Workgroup. She shares that the final composition of the workgroup has not yet been determined but will include individuals involved in past initiatives as well as health care employers. She states that the role of community health worker. She shares that they will be fine tuning the composition of the group in September and will be convening the group in October and a final report to the Council in 2018. She shares that they will be identifying previous Indiana initiatives that occurred and making sure they have identified the correct structure for training and regulating as well as performing an analysis of other states definitions of community health worker. Potential outcomes may be a recommendation for the legislative session for 2018.

- Phil Morphew shares that Ivy Tech had responses to entities about training community health workers, but until there is a definition, they cannot proceed.
- Chairman Barnes asks if there is an estimated number of size of the CHW workforce. Hannah Maxey responds there will be a need to engage employers in an effort to understand what that structure may be in Indiana.
- Brian Tabor shares that employers are likely using this occupation in different ways, there is a juxtaposition between ensuring it allows for programs (such as Ivy Tech) to move forward with formalized training but still allow flexibility for freedom in using this role to fill gaps where necessary.

#### **4. Overview of Technical Assistance Opportunity**

Chairman Barnes shares that they received notification this summer from the National Governor's Association about a technical assistance opportunity. He also shared that Hannah Maxey and the Bowen Center quickly put together a proposal and described the vision of it being a formal process for licensing and the statutes that govern those ensuring that they have a good balance.

- Hannah Maxey states that the four occupations that were included in the NGA occupation licensing policy proposal was dental hygiene, emergency medical technician/paramedic, licensed practical nurse and certified nurse aid or nurse assistant. She shares that this will be helpful for ongoing assessment and pilot project programs.
- Chairman Barnes invites the group to participate if the proposal is passed. He describes the goals that could be met by the group.

#### **5. Update on Health Workforce Data Initiatives**

Chairman Barnes shares about Innovation Networks. He shares that there were many applications, but a relatively low proportion of these focus on health care and health care workforce. He states there will be about 10,000 health care jobs to fill each year. He states that having good data, primarily by employers, is critical to inform program development. He also describes the Governor's Next Level Jobs Program, which includes Workforce Ready Grants, managed through the Commission for Higher Education and Employer Training Grants, managed through DWD.

- Ken Sauer shares that there are a number of health-related certificates included in Next Level Jobs announcement. The grant follows the individual and the employer ready grant prepares employers to hire new employees and train them in those needed occupations.
- Brian Tabor asks if there have been discussions and connections between legislation and the work of the Council because in the last session, there was a bill about health care workforce. He thinks it might be important to have an annual update to legislators, so that they can be made abreast of the work of the Council.
  - o Hannah Maxey responds that legislators have been requesting information from the Bowen Center regarding health workforce data and requesting updates on the initiatives of the Governor's Health Workforce as well as testifying in legislative sessions on these topics.

Hannah Maxey provides an update on the data stewarded by the Bowen Center. She describes the framework and purpose for the data reports and policy reports/fact sheets. She also shares an update of the number of report views and downloads.

- Brian Tabor asks if maps currently presented at the public health region-level in the mental health fact sheet are available to be reproduced at county-level.
  - o Hannah Maxey responds yes, the data is available at the county-level and that could be produced.
- Phil Morpew asks where the source of geographic address for map creation is found.
  - o Hannah Maxey responds that for physicians and dentists, the practice address is collected for up to three practice locations. However, for professions outside of the primary care professions (physicians and dentists), these data require an extensive amount of time to clean. Therefore, moving forward, only zip code and the county in which they practice will be asked for those professions that are not required for the HPSA designation

process. She also goes on to explain the process of determining where practice or license address is used.

- Phil Morphew states the importance of these data is to optimize the counties that are underserved in an effort to increase access through rural health centers and health clinics.

Hannah Maxey shares an update on the Bowen Portal and its use rate, including nearly 300 users in the time since it has been made public (2 months). In the coming year, the Portal is projected to expand the health workforce professions that will be included. She discusses the interactive mapper. She states that there have been around 10,000 views on the Portal and explains the evaluation of use from the portals from viewers.

Hannah Maxey also provides an update on the count of technical assistance requests. She describes the Bowen Center's role in partnership with the Primary Care Office in assisting the state in providing provider data. She gives an update for reports the Bowen Center will be disseminating for the remaining portion of the 2018 Fiscal Year. These reports include the standardized professions (physicians, registered nurses, dentists, and dental hygienists) as well as a number of special reports, including: telemedicine, certified nurse aide, annual Medicaid provider evaluation report, and addiction services report. She also gives a brief explanation of the licensing renewals for various workforces.

- Brian Tabor asks about the timeline for the CNA and HHA report.
  - o Hannah Maxey responds that these professions are certified on a rolling basis, so the full picture of the workforce won't be available until 2 years after fully implemented. However, there will be a mid-cycle report made available in 2019.

Ken Sauer provides an update on the Commission for Higher Education's initiative: Credential Engine. He shares that the primary focus of this initiative has been on health occupations. He states that discussions with stakeholders have been insightful to help tailor the tool. He states that it would be helpful to link earnings data.

- Phil Morphew states that interprofessional education has been a major focus in academic initiatives. This type of training is helpful to prepare these individuals to work in settings such as Patient Centered Medical Homes.

## **6. Closing & Adjourn 12:00pm**

Chairman Barnes moves to adjourn the meeting at 12pm.

**Next Governor's Health Workforce Council Meeting  
November 17, 2017 @ 10 am  
Government Center South, Conference Room 4 & 5**