

# Indiana Policy Review: Targeted Health Occupations

This document contains a policy review on the four targeted occupations selected for Indiana's participation in the Occupational Licensing Policy Learning Consortium. The four occupations include:

- Certified Nurse Aide
- Licensed Practical Nurse
- Emergency Medical Technician/Paramedic
- Dental Hygienist

For each of these occupations, a policy review was conducted to understand all variables related to occupational licensure in Indiana and its four contiguous states. Each cell is hyperlinked to the information source.

Red stars were added as potential opportunities for removal of barriers that may impact accessibility of licensure, especially for select populations (veterans/military spouses and displaced workers).

**Certified Nurse Aide**

		State				
		Indiana	Kentucky	Illinois	Ohio	Michigan
<b>Salary</b>	<b>Mean Wage</b>	\$25,000	\$25,160	\$26,830	\$25,850	\$28,750
<b>Employment</b>	<b>2012 Base Employment</b>	31,565				
	<b>2022 Projections</b>	37,493				
<b>Licensing Requirements</b>	<b>Minimum Education</b>	Certificate	Certificate	Certificate	Certificate	Certificate
	<b>Education/Training Required</b>	105 hours (30 hours classroom/75 hours clinical training)	75 hours of instruction, including a minimum 16 hours of supervised practical training	120 hours (of which 40 minimum clinical)	75 hours of instruction, including a minimum 16 hours of supervised practical training	75 hours of instruction, including a minimum 16 hours of supervised practical training
	<b>Continuing Education Requirement (CEUs)</b>	12 ("In service education and training hours")	12	0	12	0
	<b>Exam Source</b>	Ivy Tech Community College administers exam created by Indiana State Department of Health	Kentucky Community and Technical College System (KCTCS) is responsible for the final written/oral examination and the skill demonstration	Southern Illinois University at Carbondale (SIU-C) administers the written portion of the competency exam at various sites throughout the state	D&S Diversified Technologies has been approved through the Department of Veterans Affairs (VA) as an approved testing vendor for the Ohio STNA exam	The Bureau which oversees the registry contracts with Prometric to administer the test and maintains the Michigan CNA Registry
	<b>Exam Cost</b>	\$75 for both written and skills test	\$75 for exam	\$67	\$134 <a href="http://hdmaster.com/testing/cnatesting/ohio/OH_STNA_Home.htm">http://hdmaster.com/testing/cnatesting/ohio/OH_STNA_Home.htm</a>	\$115
	<b>Licensing Fees</b>	\$0	Unable to find	Unable to find	Unable to find	\$20 license renewal
<b>License Administration</b>	<b>Regulatory Body</b>	Indiana State Department of Health	Office of the Inspector General of the Commonwealth of Kentucky-- Kentucky Board of	Illinois Department of Public Health	Ohio Department of Health	Michigan's Department of Licensing and Regulatory Affairs
	<b>Required Time of License Renewal</b>	2 years	2 years	2 years	2 years	2 years
	<b>License Portability</b>	Licensure by Exam: Training from other states is recognized; but applicants must take Indiana exam	Licensure by Endorsement/Reciprocity	Licensure by Endorsement/Reciprocity	Licensure by Endorsement/Reciprocity	Licensure by Endorsement/Reciprocity
<b>Special Populations</b>	<b>Veterans/ Military Spouses</b>	N/A	Unable to find	Licensure by Exam: Veterans must provide a certificate showing evidence of 40 hours of clinical experience or Form DD 214 showing completion of hospital corpsman/medical service specialist	Licensure and Test Fees Waivered: Active Military, Retired Military, Veteran/spouse of a Veteran, eligible to receive priority of service on test day; Reimbursement of fees paid may be available through GI Bill	Unable to find
	<b>Displaced/ Low-Income Workers</b>	The extent to which Indiana participates in NATCEP funding is unknown	Nurse Aide Training and Competency Evaluation Program (NATCEP) pays for full cost of CNA training through Kentucky Medicaid Program reimbursing the nursing facility	Nurse Aide Training and Competency Evaluation Program (NATCEP) pays for full cost of CNA training through Illinois Medicaid Program reimbursing the nursing facility	Individuals are entitled to a refund of up to 100% for out-of-pocket expenses paid for completing an Ohio NATCEP	The Michigan Department of Health and Human Services outlines the process for nurse aides wanting to obtain reimbursement for training and testing (CNAs must complete competency evaluation and by hired by/work for a Medicaid NF within 12 months of testing) Funding provided by Department of Health to Nursing Facility who then directly reimburses the CNA

**Licensed Practical Nurse**

		State				
		Indiana	Kentucky	Illinois	Ohio	Michigan
<b>Salary</b>	<b>Mean Wage</b>	\$41,540	\$39,460	\$48,070	\$41,320	\$46,660
<b>Employment</b>	<b>2012 Base Employment</b>	19055				
	<b>2022 Projections</b>	23268				
<b>Licensing Requirements</b>	<b>Minimum Education</b>	Certificate	Certificate	Certificate	Certificate	Certificate
	<b>Education/Training Required</b>	Vocational Certificate	Vocational Certificate	Vocational Certificate	Vocational Certificate	Unable to find
	<b>Exam Source</b>	National Council of State Boards of Nursing NCLEX	NCLEX	NCLEX	NCLEX	NCLEX
	<b>Exam Cost</b>	\$200	\$200	\$200	\$200	\$200
	<b>Continuing Education Requirement (CEUs)</b>	0	14	20	24	25
	<b>Licensing Fees</b>	\$50 first time application fee; License Renewal fee also \$50	\$125 licensure application fee + \$12 fingerprint card fee for background check; License Renewal \$55	Licensure Application fee \$50 License Renewal \$40	Licensure Application Fee: \$75 License Renewal \$65	Licensure Fee \$54 + \$62.75 Fingerprinting Fee License Renewal \$123.60
<b>License Administration</b>	<b>Regulatory Body</b>	Indiana Professional Licensing Agency-Indiana State Board of Nursing	Kentucky Board of Nursing	Illinois Department of Financial and Professional Regulation	The Ohio Board of Nursing	Department of Licensing and Regulatory Affairs Bureau of Health Care Services
	<b>Required Time of License Renewal</b>	2 years	1 year	2 years	2 years	2 years
	<b>License Portability</b>	Licensure by endorsement	Licensure by endorsement	Licensure by endorsement	Licensure by endorsement	Licensure by endorsement
<b>Special Populations</b>	<b>Veterans/ Military Spouses</b>	Military Service may qualify as educational and/or experience requirements for licensure. Military spouse applicants eligible through endorsement. Licensure is expedited. No licensure fee waiver.	For active military: licensure fees waived and continuing competency requirement waived. ★	Military service may qualify for educational experience.	Licensure fee waivers available to service members, veterans, or spouses of service members or veterans ★	Military spouses can receive a temporary license.
	<b>Displaced/ Low-Income Workers</b>	N/A	N/A	N/A	N/A	N/A

**Emergency Medical Technician/Paramedic**

**State**

		<b>Indiana</b>	<b>Kentucky</b>	<b>Illinois</b>	<b>Ohio</b>	<b>Michigan</b>
<b>Salary</b>	<b>Mean Wage</b>	\$33,140	\$30,840	\$41,840	\$31,070	\$31,260
<b>Employment</b>	<b>2012 Base Employment</b>	5886				
	<b>2022 Projections</b>	7125				
<b>Licensing Requirements</b>	<b>Minimum Education</b>	Certification	Certification	Certification	Certification	Certification
	<b>Education/ Training Required</b>	EMT 160 minimum course hours Paramedic 1000-1300 minimum course hours <a href="https://www.in.gov/dhs/3795.htm">https://www.in.gov/dhs/3795.htm</a>	EMT- min 119-hour training program Paramedic- 1000-2000-hour instruction	<b>Unable to find</b>	<b>Unable to find</b>	<b>Unable to find</b>
	<b>Exam Source</b>	EMT- 2 exams, written and practical skills exams set forth and approved by commission (836 IAC 4-4-1) Paramedic- 2 exams: written and practical skills examinations as approved by the commission (836 IAC 4-9-3)	National Registry of Emergency Medical Technicians (NREMT)	Candidates who successfully pass initial licensure courses are qualified to take licensure exams EITHER through NREMT OR through Illinois State Licensing Exam.	NREMT	NREMT
	<b>Exam Cost</b>	EMT- written exam \$80 Paramedic- written exam \$125	EMT: NREMT Cognitive Exam fee: \$80 Paramedic: NREMT Cognitive Exam Fee \$125	For Illinois State Licensing exam: EMT \$20 Paramedic \$40 For NREMT: EMT: \$80 Paramedic: \$125	EMT: NREMT Cognitive Exam fee: \$80 Paramedic: NREMT Cognitive Exam Fee \$125	EMT: NREMT Cognitive Exam fee: \$80 Paramedic: NREMT Cognitive Exam Fee \$125
	<b>Continuing Education Requirement (CEUs)</b>	EMT-B: 40 hours (836 IAC 4-4-2) A-EMT: 56 hours (836 IAC 4-7-3.5) EMT-I: 72 hours (836 IAC 4-7.1-5) Paramedic: 72 hours (836 IAC 4-9-5)	EMT-B: 24 hours A-EMT: 48 hours Paramedic: 60 hours	EMT-B: 60 hours; A-EMT: 80 hours Paramedic: 100 hours	EMT: NREMT Cognitive Exam fee: \$80 Paramedic: NREMT Cognitive Exam Fee \$125  *The CE hours requirement is calculated based on how long the certificate was active during certification cycle [the number of months between the effective date and the expiration date]" EMT: Between 12 and 40 hours Paramedic: Between 26 and 86 hours	EMT (Basic): 30 credits total Paramedic: 45 credits total
<b>Licensing Fees</b>	Indiana has no cost for certification.	EMT- \$40 Fee (\$30 certification fee + \$10 application fee) / \$15 renewal fee Paramedic- \$75 Fee (\$65 licensure	EMT: \$45 license fee / \$20 renewal fee Paramedic: \$60 license fee / \$40 renewal fee	Cost unknown	EMT-B: \$40 AEMT: \$60 Paramedic: \$80 Renewal fee \$75	
<b>License Administration</b>	<b>Regulatory Body</b>	Indiana Department of Homeland Security	Kentucky Board of Emergency Medical Services	Illinois Department of Public Health, Division of Emergency Medical Systems (EMS) & Highway Safety	State Board of Emergency Medical, Fire, and Transportation Services	Michigan Department of Community Health-Emergency Medical Services
	<b>Required Time of License Renewal</b>	2 years	2 years	2 years	2 years	2 years
	<b>License Portability</b>	"All EMS personnel coming into Indiana with a certification from another state need to complete our application process and testing. If they have a National Registry certification it is a matter of paperwork with us and one online test that takes about 15-20 minutes."	Licensure by Endorsement/Reciprocity (Reciprocity granted For individuals on the National Registry + certification in another state)	Licensure by Endorsement/Reciprocity (Reciprocity granted for those with license in other state or if they are on NREMT registry)	Licensure by Endorsement/Reciprocity (Reciprocity granted where training standards are "substantially similar", including National Registry)	Licensure by Endorsement/Reciprocity (Reciprocity granted for those on NREMT registry AND licensed in another state)
<b>Special Populations</b>	<b>Veterans/ Military Spouses</b>	Indiana Department of Homeland Security allows the 68Whiskey course through the military as an equivalent training. Personnel would still test if they do not have a national registry certification	If a licensed EMT/Paramedic is on active duty, their certification will remain in good standing without payment of fee or continuing education credits.	Licensure by Endorsement for Military  Licensure fees waived for members of National Guard, State Troopers, or those that volunteer for service area with population of less than 5,000	<b>Unable to find</b>	<b>Unable to find</b>
	<b>Displaced/ Low-Income Workers</b>	N/A	<b>Unable to find</b>	EMS agencies may be awarded "EMS Assistance Grants" to "train personnel or acquisition/modification/maintenance of necessary supplies and equipment" (funded by the Illinois General Assembly; 210 ILCS, section 3.220(c))	EMS agency grant programs funding available for "the training of personnel, for the purchase of equipment and vehicles, and to improve the availability, accessibility, and quality of emergency medical services in this state. In this category, the board shall give priority to grants that fund training and equipping emergency medical service personnel"; funded by seatbelt violations	<b>Unable to find</b>

**Dental Hygienists**

		<b>State</b>				
		<b>Indiana</b>	<b>Kentucky</b>	<b>Illinois</b>	<b>Ohio</b>	<b>Michigan</b>
<b>Salary</b>	<b>Mean Wage</b>	\$67,230	\$58,650	\$73,290	\$67,670	\$61,450
<b>Employment</b>	<b>2012 Base Employment</b>	4,777				
	<b>2022 Projections</b>	6,437				
<b>Licensing Requirements</b>	<b>Minimum Education</b>	Associate Degree	Associate Degree	Associate Degree	Associate Degree or Certificate of Dental Hygiene School	Associate Degree
	<b>Education/Training Required</b>	Graduated from a Commission on Dental Accreditation (CODA) or American Dental Association (ADA) program (828 IAC 1-2-1 )	Graduated from a CODA accredited dental hygiene program	Graduate from CODA or ADA program	Graduate from an CODA-accredited School of Dental Hygiene	Graduate from CODA or ADA-accredited dental hygiene program
	<b>Exam Source</b>	Three Exams: One exam by the National Dental Hygiene Board Examination, another is a regional board examination, the third is a jurisprudence examination	Three exams: National Board of Dental Hygiene Examination, Regional Clinical Examination, Jurisprudence Examination	Two Exams: National Dental Hygienist Board Examination, approved regional board examination	Three exams: One exam by the joint commission on national dental examinations, one of allowed regional board examinations, one jurisprudence examination	Two exams: ADEX Regional Dental Examination, National Board Dental Hygiene Examination
	<b>Exam Cost</b>	\$415 (board exam) + ~\$1000 (clinical exam)	\$1,425	\$1,400	\$1,484	\$1,629
	<b>Continuing Education Requirement (CEUs)</b>	19	30	36	24	36
	<b>Licensing Fees</b>	\$100	\$125 application fee/ \$110 renewal fee	\$100 acceptance of examination fee/ \$300 endorsement of license fee/ \$150 renewal fee	\$120 / \$144 renewal fee	\$46.80/ \$75 renewal fee
<b>License Administration</b>	<b>Regulatory Body Required Time of License Renewal</b>	Indiana Professional Licensing Agency- Indiana State Board of Dentistry 2 years	Kentucky Board of Dentistry 2 years	Illinois Department of Financial and Professional Regulaions 3 years	Ohio State Dental Board 2 years	Department of Licensing and Regulatory Affairs 3 years
	<b>License Portability</b>	License by endorsement (must pass Indiana jurisprudence exam)	License by endorsement (must pass Kentucky jurisprudence exam)	Licensure by Endorsement	Licensure by endorsement (must pass Ohio jurisprudence examination)	Licensure by Endorsement
<b>Special Populations</b>	<b>Veterans/ Military Spouses</b>	Military Service may qualify as educational and/or experience requirements for licensure. Licensure is expedited for military spouses.	N/A	Military families can complete the temporary military permit application and pay \$25 fee to receive temporary licensure.	N/A	Military spouses can receive a temporary license.
	<b>Displaced/ Low-Income Workers</b>	N/A	N/A	N/A	N/A	N/A