Welcome to the 2017 Indiana Health Workforce Collaborative!

Thank You to Our Sponsors:
The Bowen Health Workforce Information Portal (HWIP)

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The following speaker for this program has disclosed no actual or potential conflict of interest in regard to this program:

Connor W. Norwood, PhD, MHA
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Background
History of Health Workforce Data in Indiana

- Lengthy Data Reports
  - Demographics
  - Practice Characteristics
  - Supply & Distribution
- Select Few Professions
- Limited resources for ad hoc analyses and data requests
The Governor’s Health Workforce Council

- Governor’s Health Workforce Council and Bowen Center for Health Workforce Research and Policy partnership
  - Health Workforce Policy Coordination in Indiana
  - Health Workforce Data Coordination in Indiana
The State of Health Workforce Data in Indiana

- Desire for high quality health workforce data to inform policy-making process
- Development of the Indiana Health Professions Database
- Development of the Bowen Health Workforce Information Portal (HWIP)
  - Data visualization can improve access to and understanding of complex health workforce data
Bowen Health Workforce Information Portal (HWIP): Development Process
The Development Process: Our Partners

• Indiana Health Professions Database
  – Collaboration with IU Department of Biostatistics

• Bowen Health Workforce Information Portal (HWIP)
  – Collaboration with the Polis Center at IUPUI
The Advisory Committee

Family Social Services Administration – Jen Walthall
Department of Workforce Development – Michael Barnes
Indiana State Department of Health – Joan Duwve
Indiana State Nursing Association – Blayne Miley
Indiana State Medical Association – Julie Reed
Indiana State Dental Association – Doug Bush
Area Health Education Centers – James Ballard
Community Mental Health Centers – Matt Brooks
The Office of Governor Eric Holcomb – Andre Bennin
Needs Assessment

• Summer 2016

• Assessed:
  • Stakeholder needs
  • Bowen center’s workflow
  • Data management processes

• Determine possible solutions
Needs Assessment

- Coordination/aggregation of health workforce data into one place

- Integration with the Indiana Health Professions Database

- Improved access to health workforce supply data

- Tool for basic analysis of health workforce supply data
The Portal’s Core Structure

• Portal Page, main website that serves as the single point of access for health workforce data content.
  - http://in-polis-app28.ads.iu.edu/bowen/

• Map Gallery, for access to view and download a collection of high-quality maps created by Bowen.

• Interactive Mapping for interactive overlay, display, and navigation of relevant sets of health workforce map layers.

• Data Download, for registered users to download data files of interest.
Establishing HWIP Themes

- Surveyed stakeholders and advisory committee
- Grouping data into common themes
  - Supply, Distribution, & Characteristics
  - Education Pipeline
  - Federal Workforce Shortage Designations
  - Mental & Behavioral Health
- Packaging data in common themes will improve user friendliness
HWIP Map Gallery

- Professionally created maps
  - Organized by:
    - Theme
    - Profession
    - Ad hoc

- Available in various formats:
  - PDF
  - JPEG
  - EPS
HWIP Interactive Workforce Mapper

- Explore & share health workforce supply data
- Users can create, print, and share custom maps
HWIP Data Download & Registration

- Access and download health workforce data by themes or professions
- Users must register to download data
  - Evaluation
  - Technical Support
A Case Study: Registered Nurses

- Registered Nurses (RN)- # 1 on Hoosier 50 Hot Jobs
  - [https://netsolutions.dwd.in.gov/hh50/](https://netsolutions.dwd.in.gov/hh50/)

- Institute of Medicine (IOM) recommends 80% of nursing workforce trained at Baccalaureate level by 2020

- Initiatives aimed at transitioning ASN to BSN in order to meet employer demand and IOM recommendation
A Case Study: Registered Nurses

• What percent of the RN workforce in Indiana is trained at the Baccalaureate level?

• Are ASNs interested in receiving additional training to advance to the BSN level?

• If so, where are they located throughout Indiana.
A Case Study: Federal Workforce Shortage Designations

- Health Professional Shortage Areas (HPSA)
  - Medicaid Bonuses
  - Recruitment and Retention of Healthcare professionals

- Ratio of 3,500 people per 1 primary care physician full-time equivalent (FTE)

**Primary Care Health Professional Shortage Areas Criteria**

A geographic region, often a county, can be designated as a Primary Care HPSA if it meets one of the following criteria:

1. The area is a rational area for the delivery of primary medical care services.
2. One of the following conditions prevails within the area:
   a. The area has a population to full-time-equivalent primary care physician ratio of at least 3,500:1.
   b. The area has a population to full-time-equivalent primary care physician ratio of less than 3,500:1 but greater than 3,000:1 and has unusually high needs for primary care services or insufficient capacity of existing primary care providers.
3. Primary medical care professionals in contiguous areas are over utilized, excessively distant, or inaccessible to the population of the area under consideration.
Future Directions

- Continuous process improvement
- Ongoing evaluation
- In the pipeline:
  - New Geographies (ex. Legislative districts)
  - New Professions
  - New Data indicators
  - New Datasets
  - Fact sheets
- Down the road:
  - Longitudinal data
  - Custom Fact Sheets/Reports