

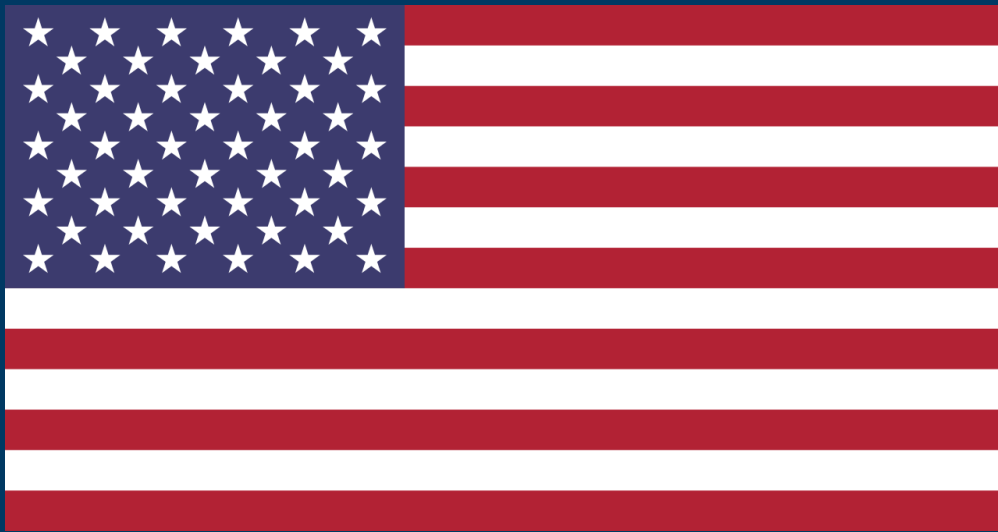
2018 INDIANA HEALTH WORKFORCE SUMMIT

Empowering Health Workforce Policy:

Delivering Our Future and Advancing Hoosier Health

POSTING THE COLORS BY THE INDIANA NATIONAL GUARD

Join us in the National Anthem!



MASTERS OF CEREMONY FOR THE DAY



Sydne Enlund
Policy Specialist

National Conference of State
Legislatures



Lauren Block
*Program Director for Health
Division*

National Governors Association
Center for Best Practices

LOGISTICS FOR THE DAY

- Restrooms are located to the right of the auditorium.
- Refreshments are available throughout the day in Conference Rooms 4&5.
- Wi-Fi is available free of charge. Please use the Government Center's guest network. Once connected, click "Accept to Connect" on your web browser.
- Submit your questions for the Town Hall Discussion throughout the day.

2018 Indiana Health Workforce Summit Town Hall Question

In the Town Hall, audience members will be able to submit a question that will be posed to a panel of experts from various sectors (workforce development, occupational licensing, health care, addictions, etc.). Do you have a question about:

Health workforce data - Ex: "What data is available?" or "Where can I access it?"

Health workforce policy - Ex: Where can I get information on best practices?" or "How are license requirements determined in Indiana?"

State-level health workforce initiatives - Ex: "Does Indiana have a loan repayment program?" or "How can I get a HPSA designation for my organization?"

Health occupations licensing - Ex: "What opportunities do we have to expedite licenses for veterans?" or "Why do we collect information on health professions at time of license renewal?" or "What's the difference between a license and a certificate?"

LOGISTICS FOR THE DAY, CONT.

- Evaluation is critical to process improvement!
 - Please complete your evaluation and turn it in at the registration desk.
- Make this conference about YOU.
 - Check out the last page of your conference brochure. At the end of each session, jot down your next steps.

Next Steps for Me/My Organization			
After hearing today's presentations, are there any action items that you want to follow-up on? Did you hear about new DATA sources where you can find information you need for your work? Did you learn about new resources exist that can support your RESEARCH ? Are there any next steps you need to take in advocacy or POLICY that you want to review? Any programmatic solutions you can implement? Any questions you have?			
Morning Keynote:			
<i>Data</i>	<i>Research</i>	<i>Policy</i>	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Morning Panel:			
<i>Data</i>	<i>Research</i>	<i>Policy</i>	
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Breakout Session One:			
<i>Data</i>	<i>Research</i>	<i>Policy</i>	
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Breakout Session Two:			
<i>Data</i>	<i>Research</i>	<i>Policy</i>	
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Town Hall Session:			
<i>Data</i>	<i>Research</i>	<i>Policy</i>	
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Bowen Portal Demonstration:			
<i>Data</i>	<i>Research</i>	<i>Policy</i>	
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Notes:			
Contacts I want to follow-up with:			
<i>Name</i>	<i>Organization/Title</i>	<i>Phone</i>	<i>Email</i>
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BOWEN CENTER UPDATE

Hannah Maxey

Assistant Professor and Director

Bowen Center for Health Workforce Research and Policy

BOWEN CENTER ACTIVITIES

- Health workforce data coordination
 - Indiana Health Professions Database (Library)
 - Data and policy reports
 - Bowen Portal
- Health professional shortage area designations
 - Processes and updates

INDIANA HEALTH WORKFORCE: DATABASE (LIBRARY)

- Relational database storing health professions survey data for each biennium
- Fully implemented Spring 2018



INDIANA HEALTH PROFESSIONS: DATA REPORTS, FACT SHEETS, AND SPECIAL REPORTS

Bowen Center for Health Workforce Research & Policy —Indiana University School of Medicine—

Data Report

2016 Indiana Mental Health Professionals Licensure Survey



Bowen Center for Health Workforce Research & Policy
 family.medicine.iu.edu/hws | bowenctr@iu.edu

Bowen Center for Health Workforce Research & Policy —Indiana University School of Medicine—

Nursing Workforce

Publication Date: May 2017

Introduction

Registered nurses (RNs) are the largest professional group within the health workforce. These professionals are a vital part of the health system, including health care delivery and public health. Demand for nurses is on the rise. The Indiana Department of Workforce Development projects a 17% increase in the need for RNs by 2022.

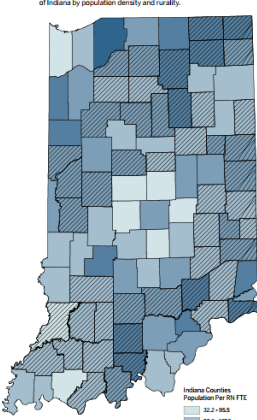
Understanding the supply, distribution, and characteristics of the RN workforce is crucial to informing health workforce policy discussions. This fact sheet provides a snapshot of data that pertain to relevant policy issues in the RN workforce at the State and Federal levels and is intended to serve as a resource to inform these important policy discussions.²

Supply and Distribution

In 2015, a total of 104,475 RNs renewed their license to practice in Indiana. Among these, 67,554 reported actively working in nursing in Indiana.³ Figure 1 depicts county level estimates of Indiana resident (population) per RN full-time equivalency (FTE).³

Inequitable distribution of the health workforce, including RNs, could lead to disparities in health care access and outcomes.⁴ In Indiana, rural counties tend to have a greater number of residents per RN FTE. Recruitment and retention efforts for health professionals, including RNs, should focus on equitable distribution of the workforce to improve health care access across the state, especially for rural communities.

Figure 1: Geographic distribution of registered nurses within the State of Indiana by population density and rurality.



Source: Indiana Registered Nurse Re-Licensure Survey, 2015

Bowen Center for Health Workforce Research & Policy | family.medicine.iu.edu/hws | bowenctr@iu.edu

Certified Nurse Aide as an Occupational Pathway to Licensed and Professional Nursing in Indiana

INTRODUCTION

What's the issue?

Ensuring Indiana has a workforce with the right skills mix to meet demand in the health sector is critical to achieving economic goals and securing maximum health of the population. Diversity, career pathways, advancement opportunities, and retention of talent are top workforce priorities among health sector employers. Identifying occupational pathways in the health sector and determining their impact on workforce diversity and talent retention is critical to the development and/or strengthening of targeted initiatives for Indiana.

What is a Certified Nurse Aide?

CNA is a high demand, entry level health sector occupation. As of August 2016, there were 51,132 CNAs with an active certification in Indiana.¹ A large proportion of Indiana's CNAs are employed by Long Term Care (LTC) facilities, where their duties generally include assisting residents with daily living activities such as bathing, eating, and cleaning.² The mean hourly wage for CNAs, reported by the Federal Bureau of Labor Statistics, in Indiana is \$12.02³ and \$12.78⁴ nationally.

What are the training requirements?

Certification requirements for the CNA in Indiana includes successful completion of 1) 105 hour state approved nurse aid training program and 2) pass scores on a written test and skills test in nurse aide competencies both of which are conducted through Ivy Tech Community College.⁵ Following successful completion of these requirements an individual is able to apply for certification through the Indiana State Department of Health in conjunction with the Indiana Professional Licensing Agency.

Is CNA a pathway to licensed nursing?

As compared to other nursing occupations, CNA has minimal entry requirements. As such, CNA is a more accessible occupation for individuals who face barriers to higher education, including those from underrepresented minority groups. Data from other states suggest that the CNA workforce is more racially and ethnically diverse than the workforce of licensed and professional nurses. In 2016, the Indiana Governor's Health Workforce Council requested information on the extent to which CNA serves as an occupational pathway to licensed and professional nursing in Indiana. Prior to the development of this report, no identified source of information on this topic existed for Indiana or any other state.

What is in this report?

This report presents information on CNA as a pathway to licensed and professional nursing in Indiana. Included are the 1) count of CNAs that obtained Licensed Practical Nurse (LPN) and/or Registered Nurse (RN) licenses, 2) time periods between obtaining licenses, and 3) demographic characteristics associated with the various pathways. The information in this report was prepared for the Governor's Health Workforce Council and the Indiana Department of Workforce Development in collaboration with the Indiana Professional Licensing Agency.

Mean Hourly Wage for CNAs

- \$12.78 National
- \$12.02 Indiana

51,132

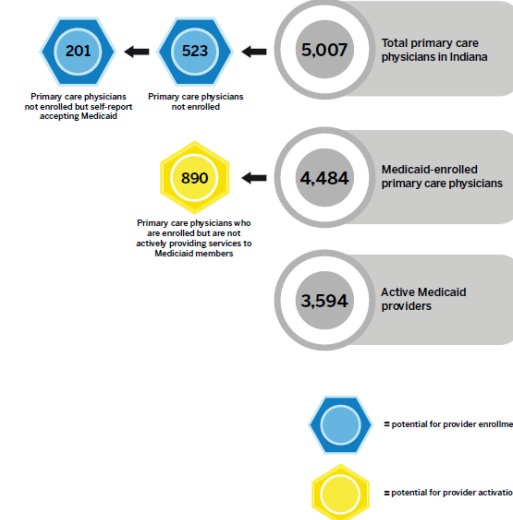
number of active CNA certifications as of August 2016

SCHOOL OF MEDICINE
 BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH & POLICY

published August 2017

Indiana Medical: Provider Recruitment and Participation

Primary Care Physicians Provider Counts

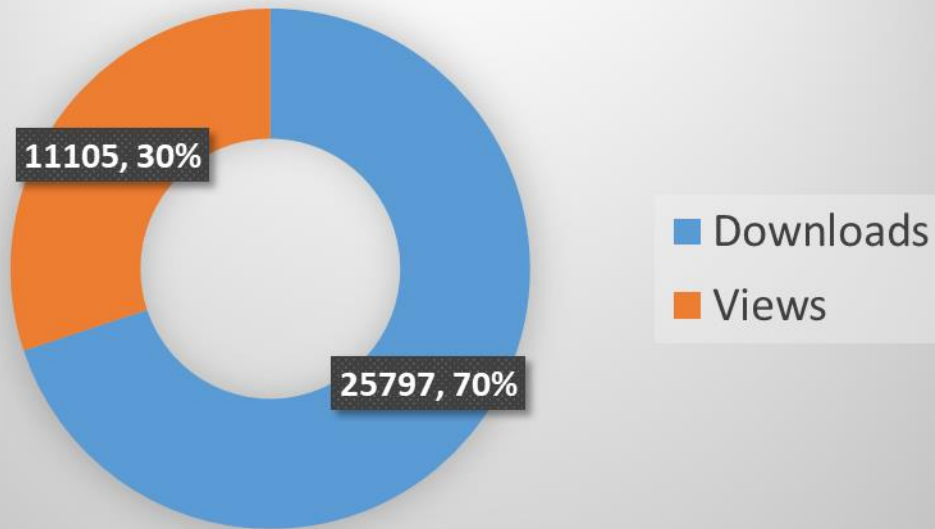


- 201 Primary care physicians not enrolled but self-report accepting Medicaid
- 523 Primary care physicians not enrolled
- 5,007 Total primary care physicians in Indiana
- 890 Primary care physicians who are enrolled but are not actively providing services to Medicaid members
- 4,484 Medicaid-enrolled primary care physicians
- 3,594 Active Medical providers

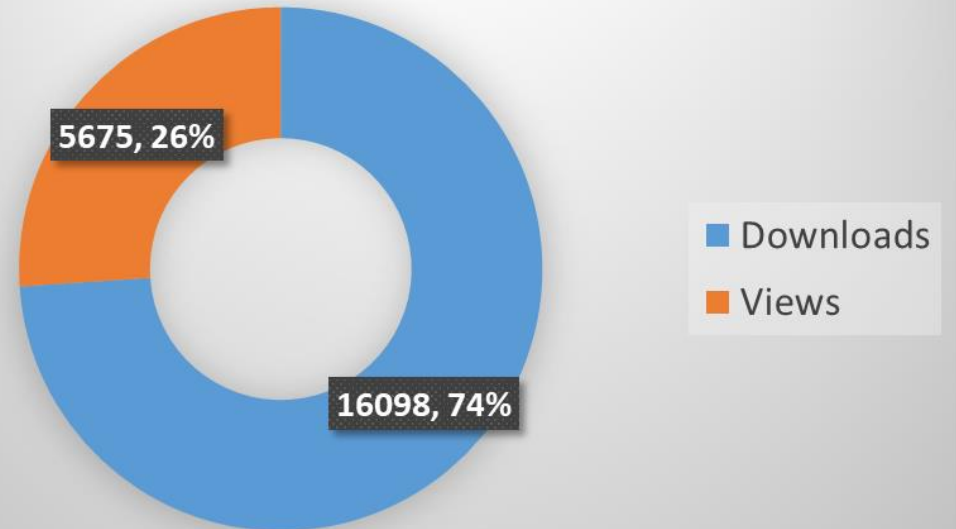
Legend:
 Blue hexagon: potential for provider enrollment
 Yellow hexagon: potential for provider activation

INDIANA HEALTH PROFESSIONS DATA REPORTS, FACT SHEETS & SPECIAL REPORTS: EVALUATING USAGE

All Time Total = 36,902



Past Year Total = 21,773

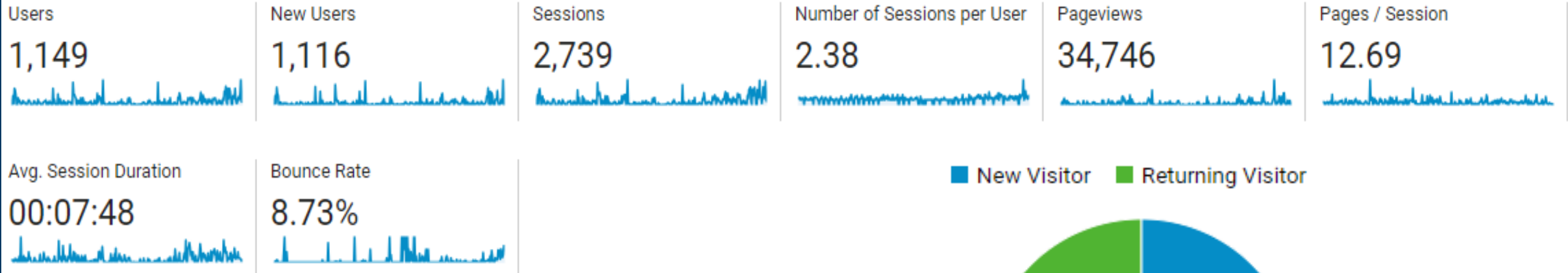


BOWEN PORTAL

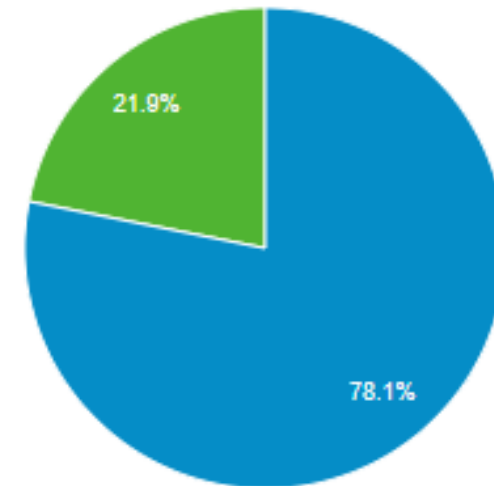
The screenshot shows the Bowen Health Workforce Information Portal. At the top, it says "Bowen Health Workforce INFORMATION PORTAL" and "Powered by SCHOOL OF MEDICINE BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH & POLICY". The navigation menu includes: ABOUT US, WORKFORCE MAPPER, REPORT GENERATOR, MAP GALLERY, DATA DOWNLOADS, CONTACT US, FAQ, and LOGIN / SIGNUP. The main content area features a "Workforce Planning" section with a text block and a "LEARN MORE" button. Below this is a section titled "Discover, Use, and Share Health Workforce Data and Maps" with three columns: "INTERACTIVE MAPPING TOOL" (with a "CREATE MAP" button), "DATA DOWNLOAD TOOL" (with a "DOWNLOAD DATA" button), and "MAP GALLERIES" (with a "MAP GALLERIES" button). The footer contains logos for Indiana State University, Indiana State Department of Health, Workforce Indiana, School of Medicine Indiana University, and The Polis Center.

- **BOWENPORTAL.ORG**
- **Launched June 2017**
- **Features**
 - **Interactive Mapper**
 - **Data Download**
 - **Map Gallery**
 - **Report Generation Feature***

BOWEN PORTAL: EVALUATING USAGE

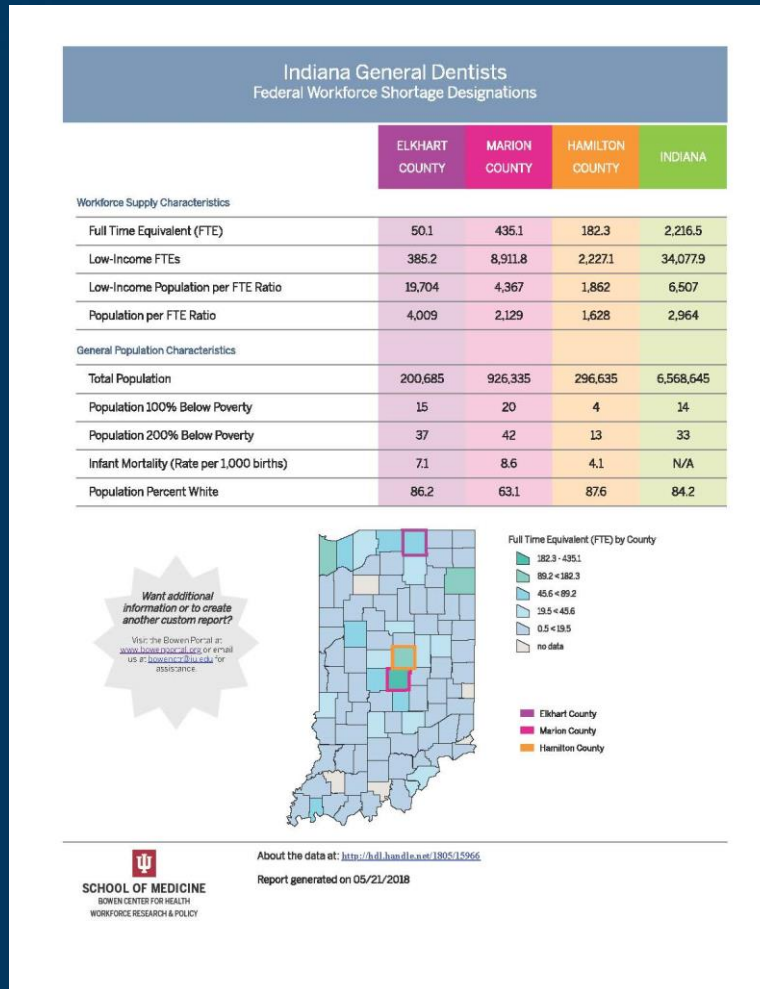


■ New Visitor ■ Returning Visitor



NEW ON THE BOWEN PORTAL: REPORT GENERATION FEATURE

- What is it?
 - Customized one-pagers for each theme on the portal
 - Comparisons of workforce and population data for up to 4 geographies
 - GIS map including primary indicator and identifying geographies



APPLIED HEALTH WORKFORCE DATA: HEALTH PROFESSIONAL SHORTAGE AREAS AND MEDICALLY UNDERSERVED AREA DESIGNATIONS

- Bowen Center provides technical support for shortage designations to the Indiana State Office of Primary Care and Indiana stakeholders
- Attend the 'All about Shortage Designations' during the first breakout session for detailed information

APPROVED SHORTAGE AREA DESIGNATIONS	
Discipline	Current Biennium (2017-2019)
Primary Care	58
Mental Health	34
Dental	38

APPLIED HEALTH WORKFORCE POLICY EXPERTISE: GOVERNOR'S HEALTH WORKFORCE COUNCIL

- Bowen Center provides technical assistance and policy support:
 - Data coordination
 - Policy research
 - Ad hoc report development
- Current activities
 - Community Health Worker Workgroup
 - State Loan Repayment Workgroup
 - Occupational Licensing Policy Learning Consortia

APPLIED HEALTH WORKFORCE POLICY EXPERTISE: TRANSLATING DATA TO POLICY

- **Mental Health and Substance Abuse Taskforce of the Commission on Improving the Status of Children in Indiana**
- **Department of Workforce Development**
- **Indiana Graduate Medical Education Board**

INDIANA HEALTH WORKFORCE POLICY WINS

- **Senate Enrolled Act 223**
 - Enhances availability of health workforce data in Indiana
- **Senate Enrolled Act 225**
 - Ensures providers maintain up to date knowledge on appropriate prescribing practices

2018 TORCHBEARER AWARD



Michael Barnes

**Associate Chief Operating Officer for Employer Engagement
Indiana Department of Workforce Development**

Chairman of the Governor's Health Workforce Council 2016-2018