Using Data to Improve Professional Standards

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Objectives

- Define regulatory and supplemental data
- Explore uses of traditional regulatory data
- Describe strategies for collecting supplemental data
- Present use case examples for supplemental data
Data: Regulatory and Supplemental

- **Regulatory**
  - Collected at application and renewal
  - Includes (but may not be limited to) demographic, educational, experiential, & legal characteristics

- **Supplemental**
  - May be collected at initial application and renewal
  - Includes practice (specialty/services/tasks, locations, customers/patients) and labor market characteristics (future educational/employment plans)
Exploring the untapped potential of regulatory data to inform policy
Regulatory Data in Action

• Three case studies
  – Career Pathways
  – Exploring Portability
  – Streamlining Regulation
Career Pathways in Health Care

- **Method**: Match all health licenses held by an individual using SSN
- **Outcome**: New bridge program established from CNA to LPN/RN

https://scholarworks.iupui.edu/bitstream/handle/1805/14015/2017_CNA_%20Report_Fact_Sheet.pdf?sequence=1&isAllowed=y
Exploring Enhancements to Workforce Portability

- **Method**: Extract # of RN license address in Indiana and Kentucky
- **Outcome**: Nurse Licensure Compact Passed In Indiana

![Map showing states participating in NLC](https://scholarworks.iupui.edu/bitstream/handle/1805/18211/NLC%20Compacts%20Brief.pdf?sequence=1&isAllowed=y)

**Nursing Workforce by the Numbers**

- **Indiana**: 110,651 Licensed RNs
- **But...**: 4,201 Kentucky RNs have a license address in Indiana
- **Outcome**: Indiana RNs have a license address in Kentucky (compact state)

*Calculations from sources provided by Indiana Professional Licensing Agency as of 3/7/21. Information provided by Kentucky Board of Nursing as 1/19/20.*

https://scholarworks.iupui.edu/bitstream/handle/1805/18211/NLC%20Compacts%20Brief.pdf?sequence=1&isAllowed=y
Understanding Supply & Streamlining Regulation

• **Method:** 1) Review statute and administrative code & 2) Match licenses on SSN

• **Outcome:** considering sunrise processes in Indiana

https://scholarworks.iupui.edu/bitstream/handle/1805/17769/IndianaAddictionsReport.FinalDraft.pdf?sequence=6&isAllowed=y
Considerations for Leveraging Regulatory Data

• How is it collected/managed (paper vs. electronic)?
• Is there capacity for analysis and reporting (internal vs. external)?
• Does an audit process for regulatory policy (sunrise/sunset) currently exist?
Leveraging regulatory processes to gather supplemental data for policy making
Revisiting Supplemental Data

• What?
  – Additional information (beyond what is required for regulation) on the practice and labor market characteristics

• Why?
  – Regulatory processes afford a unique opportunity to “touch” an entire occupation at one time and get a complete picture of the workforce
  – This “picture” can be useful to inform government and private sector policy initiatives
Supplemental Data Collection Strategies

• Supplemental questions administered through
  – As part of application/renewal
    • Embedded in software
    • Link to external survey tool (Example: survey monkey or Qualtrix)
  – As additional process
    • Questions administered to licensee outside of regulatory processes
Supplemental Data: Mandatory vs. Voluntary

**Mandatory**
- Authorized in law
- Required as a condition of licensure

**Voluntary**
- Occurs on a voluntary basis, as needed apart from regulator processes
- Implemented as a part of regulatory processes, but is voluntary in nature
Indiana in 2020: Supplemental Data

• 2018 Senate Enrolled Act 223*
  – Specific boards included
  – Questions embedded in renewal program
  – Required as a condition of license renewal

*More info on this law available at: http://iga.in.gov/legislative/2018/bills/senate/223
Supplemental Data in Action

• 3 Case Studies
  – Advanced Technology
  – Talent Retention
  – Government Efficiency
Regulation in the Era of Advancing Technology

- **Method**: Supplemental data on Physician Specialty and Telemedicine Participation
- **Outcome**: Ongoing policy discussions regarding usefulness of Telemedicine Certification


https://scholarworks.iupui.edu/bitstream/handle/1805/17774/Author's%20Version.21st%20Century%20Skilled%20Physician%20Workforce-%20Telemedicine%20in%20Indiana.pdf?sequence=5&isAllowed=y
Assessing the Brain Drain Effect

- Method: Regulatory and Supplemental data matched to Higher education (graduation) data
- Outcomes: Report forthcoming, will support transparency

Report in preparation. For more information email bowenctr@iu.edu
Enhancing Government Efficiency for Workforce Needs Assessments

- **Method:** Supplemental data (specialty, working hours, location) used to determine workforce shortages
- **Outcome:** Proactive understanding of workforce development opportunities

Considerations for Leveraging for Supplemental Data Collection

- There are a number of governmental entities that use/depend on workforce data.
- Regulatory entities are poised to be champions for ensuring high quality data are available to support policy and planning.
- Data sharing agreements are key to leveraging supplemental data.
Regulators as a Champion for Informing Policy

What can you do with what you have?
What would it take to do more?
Are there opportunities to support workforce and economic development?
Thank You

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