

NATIONAL LANDSCAPE OF STRATEGIES FOR HEALTH WORKFORCE DEVELOPMENT

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TYPES OF SOLUTIONS

**Pipeline
Strategies**

**Recruiting &
Retaining
Active
Professionals**

**Supporting
Practice
Through
Regulatory
Policy**



PIPELINE STRATEGIES



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SCHOLARSHIPS/TRAINING SUPPORT

Example:

- What?
 - Funding support intended to reduce the cost barrier/burden of training for students and/or employers.
- Examples:
 - Behavioral health
 - Diversity
 - Leveraging Workforce Innovation and Opportunity Act (WIOA) funds for health workforce development (trainee and employer)
- Indiana Primary Care Scholarship
- Participation in NextLevel Jobs Employer Training Grant for eligible occupations



PIPELINE EXPANSION INITIATIVES

- What?

- Policies and appropriations focused on increasing training capacity for health professionals.

- Examples:

- Nursing program expansion
- State funded Graduate Medical Education slots

Examples:

- [Indiana 2022 Nursing programs and licensing matters. – Nursing Education Expansion](#)
- GME:
 - [Indiana GME Board Residency Expansion Grants](#)
 - [Forthcoming new Congressionally-funded slots](#)
 - [Teaching Health Center GME](#)



PIPELINE EXPANSION INITIATIVES (CONT.)

- What?

- Policies and appropriations focused on increasing training capacity for health professionals.

- Examples:

- Other health professional training/residencies

Examples:

- Other professions with residencies
 - Dentists, NPs, Pharmacists
- Behavioral health graduates generally require two years experience for full licensure



RECRUITING & RETAINING ACTIVE PROFESSIONALS



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LOAN REPAYMENT

- What?

- Encourage recruitment and retention in settings and roles of need

- Examples:

- Underserved communities
- Rural geographies
- Medicaid providers
- Faculty

Examples:

- Rural/Underserved: Indiana State Loan Repayment Program
- **Rural:** Arkansas Community Match Rural Physician Recruitment Program (physicians and community/employer jointly apply)
- Colorado Nurse Faculty Loan Repayment



TAX INCENTIVES

(FOR PRACTICING PROFESSIONALS & PIPELINE SUPPORT)

- What?

- Specific amount of money that a taxpayer can subtract, dollar-for-dollar, from the income tax owed.

- Examples:

- Clinical preceptors
- Nurse faculty
- Rural practitioners
- High demand/need professions

Examples

- **Rural:** New Mexico Rural Health Care Practitioner Tax Credit Program
 - \$5,000 tax credit per year.
 - Location eligibility is determined using the "Am I Rural?" Offered by the Rural Health Information Hub
- **Clinical Preceptor:** Maryland Income Tax Credit for Preceptors for Physicians, NPs, PAs, and RN/LPNs
- **Nurse Faculty:** Proposed legislation in Oregon



HOUSING SUPPORT

- What?

- Housing support in the form of no down payment, low rates, relocation, and/or construction support for qualifying individuals seeking housing in rural communities may be available through state rural development offices.

- Example:

- Rural health professions shortages

Examples:

- The United States Department of Agriculture single family and multi-family housing for first time home buyers in rural communities (no down payment, low rates, relocation, and/or construction support for qualifying individuals seeking housing in rural communities).
- Health care employer housing assistance programs (ex: in American Hospital Association report)



SUPPORTING PRACTICE THROUGH REGULATORY POLICY



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REGULATORY POLICIES

- Graduate licenses and permits
 - Nurse apprentice licenses
 - Associate Physician role (Individuals who have completed medical school but have not completed residency)

Examples:

- Nurse apprentice role
 - Utah Registered Nurse Apprentice
- States with an Associate/Assistant Physician License Include:
 - Missouri, Arkansas, Kansas, Utah, and Arizona



REGULATORY POLICIES (CONT.)

- Regulatory innovations

- Dental Therapist/Dental Health Aide Therapist
- Independent practice for mid-level practitioners

Examples:

- [Minnesota: Dental Health Therapist & Advanced Dental Health Therapist](#)
- Exploring opportunities for expanded practice in certain settings if conditions are met
 - Ex: Dental hygienist access practice agreement



REGULATORY POLICIES

- Interstate mobility
 - Licensure compacts
 - Reciprocity Agreements

Examples:

- Indiana has adopted 7 licensure compacts thus far, additional 2 under consideration in 2023
- Provisional or expedited license for individuals with licenses in other states



REGULATORY POLICIES

- Workforce Wellbeing

- Ensuring license renewal questions only evaluate whether a health care professionals' is experiencing current impairment (inc. related to mental health, addiction, or substance use) as opposed to any historical and non-current impairment (example)
- Protections (civil immunity, SafeHaven programming, etc.) for healthcare workers experiencing behavioral health impairments or burnout

Examples:

- Virginia SafeHaven Program
 - Established through legislation to address career fatigue and wellness in certain health care providers



INDIANA HEALTH WORKFORCE UPDATES

Courtney Medlock, MPH

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Bowen Center for Health Workforce Research & Policy



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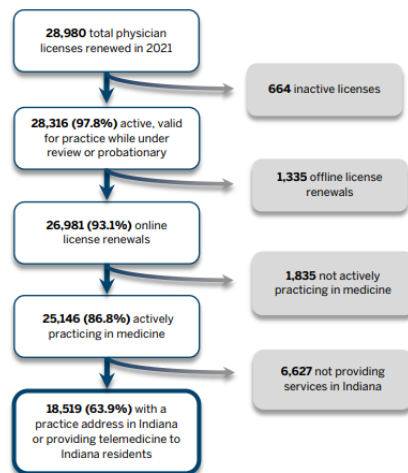
LATEST DATA RESOURCES: DATA REPORTS

2021 Physician Data Report

SECTION II: PHYSICIANS ACTIVELY PRACTICING IN INDIANA

REPORTING SAMPLE

In an effort to produce a reporting sample of physicians which accurately represents Indiana's physician workforce, the following sample selection criteria were used to determine the reporting sample for this report. The 2021 physician report includes physicians who 1) had an active license status, 2) renewed their license online, 3) reported actively practicing in medicine, and 4) reported providing telemedicine to Indiana residents or have a practice in Indiana. Of the 28,980 physicians who renewed their Indiana License in 2021, 18,519 (63.8%) met all criteria for inclusion in the reporting sample (see Figure 2.1).

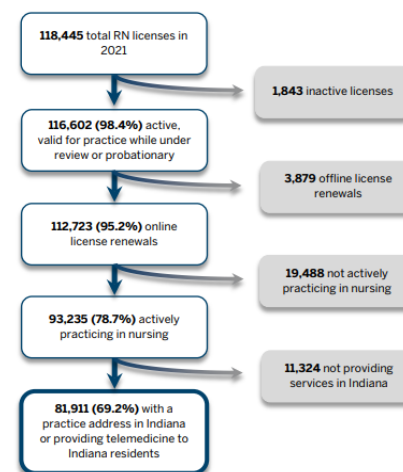


2021 RN Data Report

SECTION II: REGISTERED NURSES ACTIVELY PRACTICING IN INDIANA

REPORTING SAMPLE

In an effort to produce a report sample of nurses that accurately represents Indiana's RN workforce, the following sample selection criteria were used to determine the reporting sample for this report. The 2021 registered nurse reporting sample includes RNs who 1) had an active license status, 2) renewed their license online, 3) reported actively practicing in a medicine, and 4) reported providing telemedicine services to Indiana residents or have a practice address in Indiana. Of the 118,445 RNs who renewed their Indiana License in 2021, 81,911 (69.2%) met all criteria for inclusion in the reporting sample (see Figure 2.1).

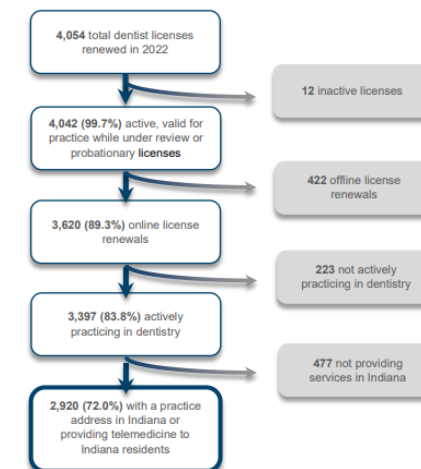


2022 Oral Health Data Report

SECTION II: DENTISTS ACTIVELY PRACTICING IN INDIANA

REPORTING SAMPLE

In an effort to produce a reporting sample of dentists which accurately represents Indiana's dentist workforce, the following methods were used to determine the sample selection criteria. The 2022 dentist report sample includes dentists who 1) had an active license status, 2) renewed their license online, 3) reported actively practicing in dentistry, and 4) reported providing teledentistry to Indiana residents or having a practice address in Indiana. Of the 4,054 dentists who renewed their Indiana license in 2022, 2,920 (72.0%) met all criteria for inclusion in the reporting sample (see Figure 2.1).



LATEST DATA RESOURCES: WORKFORCE BRIEFS

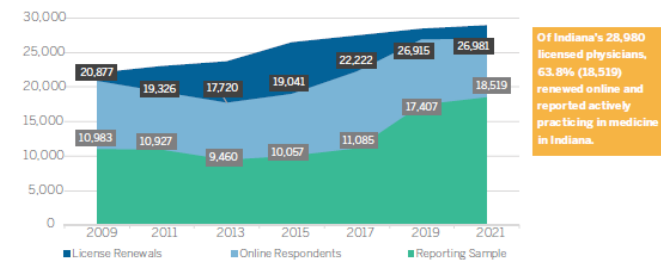
2021 Physician Workforce Brief

ABOUT THE DATA IN THIS BRIEF

Indiana's physicians are licensed and regulated by the Indiana Medical Licensing Board at the Professional Licensing Agency. Indiana physicians provide information on their demographic, education, and practice characteristics through a series of supplemental questions embedded in the license renewal process. These data are critical to monitoring trends in the physician workforce and identifying gaps across the state. As such, physicians renewing licenses online are required to provide key information to inform State policy and planning.¹

INDIANA PHYSICIAN WORKFORCE TRENDS

The figure below depicts trends in total Indiana physician licenses, respondents to the supplemental questions, and the physicians included in the reporting sample from 2009 to 2021. Since 2013, the number of total physician license renewals, online survey respondents, and reporting sample of Indiana physicians have seen a steady increase. Today, Indiana has more licensed physicians that report serving Hoosiers than ever before.



Of Indiana's 28,980 licensed physicians, 63.8% (18,519) renewed online and reported actively practicing in medicine in Indiana.

Who is included in the reporting sample?

- Active physicians who renewed their license online
- Practicing in medicine
- Serving Hoosiers (either in-person or through telemedicine)

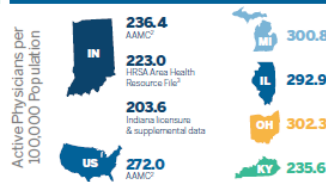
The reporting sample is referred to as the "Indiana Physician Workforce"

Who is NOT included in the reporting sample?

- Physicians who renewed their licenses offline (paper renewals)
- Inactive providers
- Physicians who are located out of state and do not report serving Hoosiers

How does Indiana's physician workforce compare to our contiguous states and national averages?

Indiana has less physician capacity compared to contiguous states and national averages.

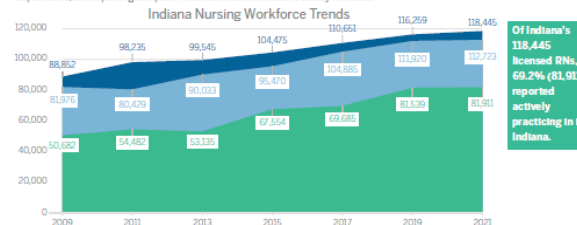


2021 RN Workforce Brief

About the Data in this Brief: In Indiana, nurses are licensed and regulated by the Indiana State Board of Nursing at the Indiana Professional Licensing Agency (PLA). Indiana's registered nurses (RNs) provide information on their demographic, education, and practice characteristics through a series of supplemental questions that were embedded within the online license renewal process. These data are critical to monitoring trends in the nursing workforce and identifying gaps across the state. As such, RNs renewing license renewal online are required to provide key information to inform State policy and planning.¹

NOTE: Nurses completing their renewal manually (on paper) do not receive the supplemental survey questions.

Indiana Nursing Workforce Trends: The figure below depicts the trends in total Indiana registered nurse licenses, respondents to the supplemental questions, and the nurses that were included in the reporting sample (self-identified as actively practicing in Indiana) from 2009 to 2021. As evidenced by the trends, the number of registered nurse license renewals, online survey respondents, and reporting sample of Indiana nurses have seen a steady increase.



Of Indiana's 118,445 licensed RNs, 69.2% (81,911) reported actively practicing in Indiana.

Who is included in the reporting sample?

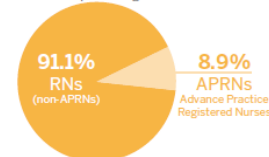
- Active nurses who renewed their Indiana license online
- Indiana RN Compact holders, if they met all other criteria
- Practicing in nursing
- Serving Hoosiers (either in-person or through telehealth) under an Indiana license
- Advanced Practice Registered Nurses (APRNs) maintaining an RN license

The reporting sample is referred to as the "Indiana Registered Nurse Workforce"

Who is NOT included in the reporting sample?

- Who is NOT included in the reporting sample?
- Nurses who renewed their licenses offline (paper renewals)
- Inactive nurses
- Nurses who are located out of state and do not report serving Hoosiers
- Nurses who may serve Hoosiers through a multi-state privilege whose home license is another state

How many of Indiana's licensed RNs report practicing as APRNs?



This brief contains information on the total licensed RN workforce, which includes APRNs. A supplemental brief is focused on the APRN subset of the RN workforce.

1. IC 25-1-2-10. Available at: <https://iga.in.gov/legislative/laws/2021/ic/titles/025#25-1-2-10>

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Indiana Registered Nurse Workforce: 2021

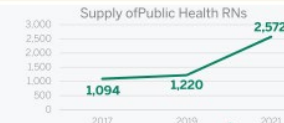
2021 Public Health RN Brief

INDIANA PUBLIC HEALTH RNS

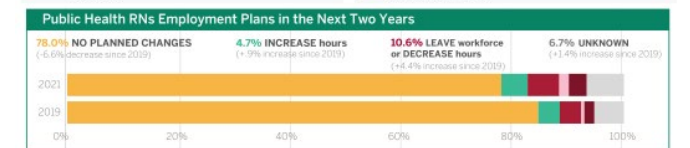
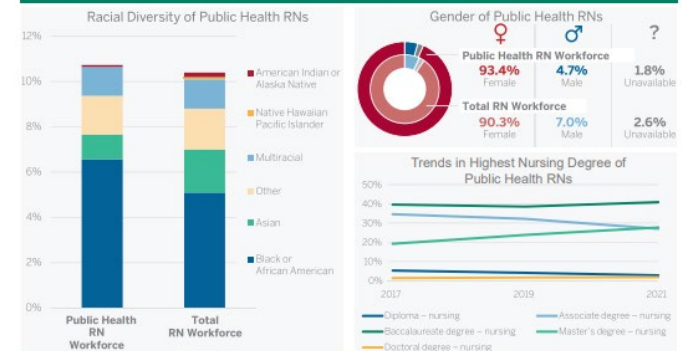
The Takeaway: Indiana's public health RN workforce has slightly less gender diversity but more racial diversity compared to the total Indiana RN Workforce. Public health RNs report planning to reduce hours in nursing or retire at a higher rate compared to the overall RN workforce. A large proportion of Public Health RNs hold a Master's in Nursing.

2,572
Public Health RNs in 2021

RNs reported their primary work setting as "Public/Community Health" in 2021, referred to on this page as "Public Health RNs"



Notice the increase in the number of RNs that report working in public health between 2019 and 2021? This data point is one that has likely been affected by the changes experienced by the workforce with the COVID-19 pandemic. These data were collected during RN renewal in early fall of 2021. Many RNs were likely serving in response to COVID and may have been more likely to work at a public or community health setting to provide related services (such as COVID testing or vaccines).



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Indiana Registered Nurse Workforce: 2021

1. IC 25-1-2-10. Available at: <https://iga.in.gov/legislative/laws/2021/ic/titles/025#25-1-2-10>

CONNECTING STUDENTS, PROFESSIONALS, AND EMPLOYERS TO WORKFORCE DEVELOPMENT OPPORTUNITIES

Physicians



ARE YOU A MEDICAL STUDENT, RESIDENT, PHYSICIAN, OR EMPLOYER?

CHECK OUT THE INDIANA PHYSICIAN WORKFORCE DEVELOPMENT INCENTIVE PROGRAMS THAT MAY BE AVAILABLE!

There are several federally funded, State-operated, and externally-housed incentive programs available to support Indiana physicians. Most of these programs incentivize service in rural and underserved areas or specialties in Indiana.

DID YOU KNOW?

Most federal and state opportunities require service in a shortage area. Check out whether your employer qualifies by reading the program eligibility requirements and exploring health professional shortage area designations in Indiana at: <https://data.hrsa.gov/tools/shortage-area/hpsa-find>



FEDERAL OPPORTUNITIES

Federal Opportunities through the [Health Resources and Services Administration National Health Service Corps](#):

- [Loan Repayment Program](#): Loan repayment for primary care physicians in exchange for service in underserved areas.
- [Substance Use Disorder Workforce Loan Repayment Program](#): Loan repayment for clinicians in exchange for 3 years service to provide evidence-based SUD in underserved areas
- [Rural Community Loan Repayment Program](#): Loan repayment for clinicians in exchange for 3 years service to provide evidence-based SUD in rural underserved areas
- Learn more about federal opportunities on [HRSA's Website](#).

STATE OPPORTUNITIES:

- The Indiana Department of Health operates [Indiana's State Loan Repayment Program](#) which offers up to \$20,000 per year to serve in certain geographies or settings throughout the State.
- The [Indiana Primary Care Shortage Area Scholarship](#) funds \$15,000 per year scholarships for osteopathic medicine students at Marian University who agree to provide primary care in Indiana upon becoming a licensed physician.

OTHER OPPORTUNITIES:

- There are also numerous other incentive programs operated externally to the State of Indiana through the [Indiana Osteopathic Association](#), the [Indiana State Medical Association](#), the [Indiana University School of Medicine](#), among others. Additional incentive opportunities available to licensed physicians in Indiana can be found on the [Bowen Portal](#).

Nursing

ARE YOU INTERESTED IN NURSING CAREERS?

CHECK OUT THE INDIANA NURSING WORKFORCE DEVELOPMENT INCENTIVE PROGRAMS THAT MAY BE AVAILABLE!

There are several federally funded, State-operated, and externally-housed incentive programs available to support Indiana nurses. Most of these programs incentivize service in rural and underserved areas or specialties in Indiana.

DID YOU KNOW?

Most federal and state opportunities require service in a shortage area. Check out whether your employer qualifies by reading the program eligibility requirements and exploring health professional shortage area designations in Indiana at: <https://data.hrsa.gov/tools/shortage-area/hpsa-find>



FEDERAL OPPORTUNITIES :

[Nurse Corps Loan Repayment Program](#)

- Up to 85% of unpaid nursing education debt for RNs, APRNs, and Nurse Faculty
 - Must work in Critical Shortage Facility
 - Or an eligible nursing school as faculty
- Learn more about federal opportunities on HRSA's [Website](#)

[Nurse Corps Scholarship Program](#)

- If accepted, HRSA pays nursing student tuition, fees, and other educational costs. In return, awardees work at a Critical Shortage Facility upon graduation.

[NHSC Scholarship Program & NHSC Loan Repayment Programs](#)

- Nurse Practitioner and Nurse Midwife Only
- Awardees must work at a NHSC-approved location upon graduation for a defined service commitment

STATE OPPORTUNITIES:

- The Indiana Department of Health operates [Indiana's State Loan Repayment Program](#) which offers up to \$20,000 per year to serve in certain geographies or settings throughout the State.

OTHER OPPORTUNITIES:

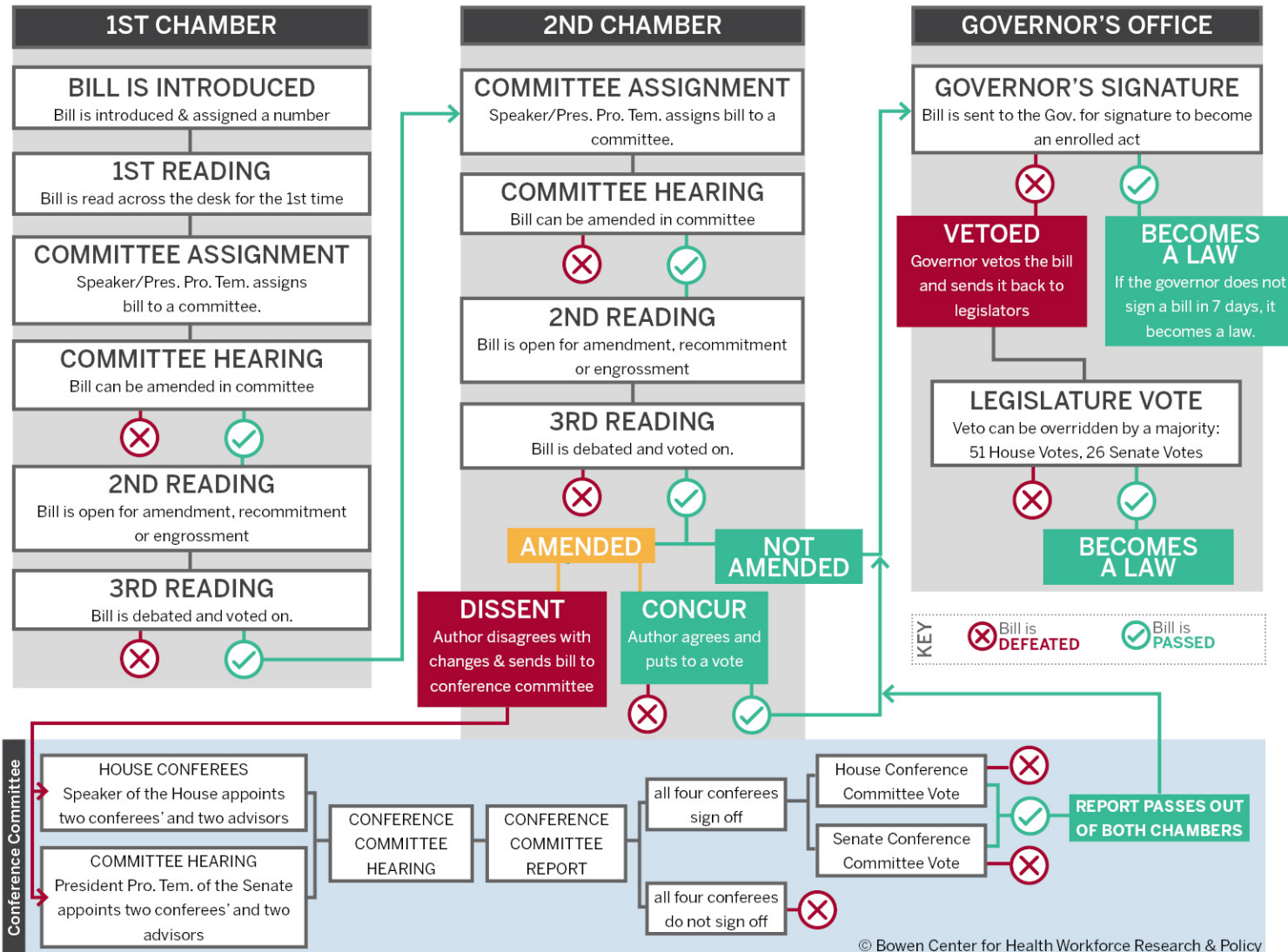
- There are also numerous other incentive programs operated externally to the State of Indiana through the [Indiana Center for Nursing](#), the [Indiana Health Care Foundation](#), the [Indiana Organization for Nursing Leadership](#), among others. Additional incentive opportunities available to prospective nurses, nursing students, and nursing professionals in Indiana can be found on the [Bowen Portal](#).



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HOW A BILL BECOMES A LAW IN INDIANA

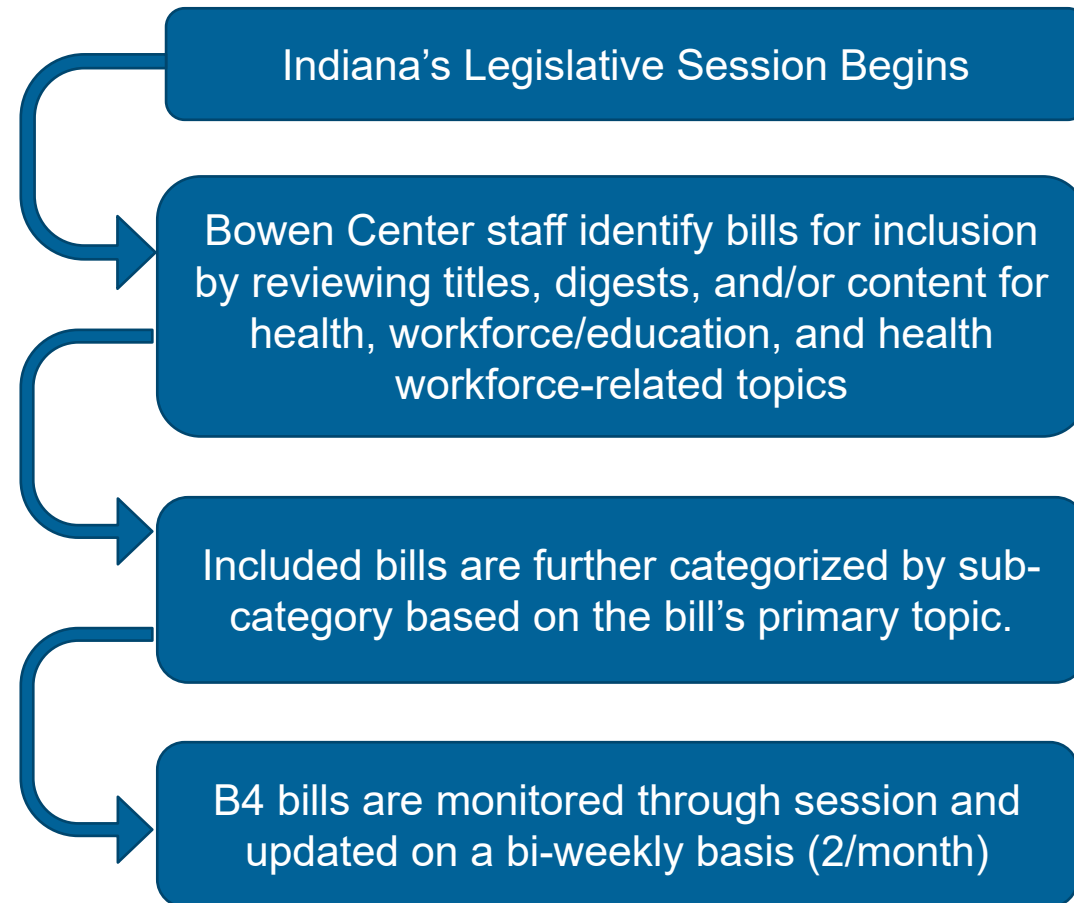


INDIANA POLICY 101

BOWEN BI-WEEKLY BILL BRIEF (B4)

What it is: Administrative tracker to monitor bills relating to health, workforce, and health workforce to guide development of Bowen Center reporting; published to benefit stakeholders as well

What it isn't: Declaration of any position or recommendation in support or opposition of any policy initiatives.



Only bills directly related to health, health workforce, or workforce/education are included in the B4. Bills without an impact to health are excluded.

Topical Categories include: Behavioral Health, Corrections, Direct Care, Maternal/Child Health, Nursing, Oral Health, Other, Physician, Prevention & Awareness, Regulatory, Safety Net, School Health, Workforce Pipeline, Incentive Programs



Total Bills
in 2023
Session

1,154

Health,
Workforce,
Health
Workforce

157

Health
Workforce

63

2023 B4 OVERVIEW

Still under
consideration
by IGA

26



Status		Originating Chamber		Bill Category		Primary Topic	
All		All		All		Physician Workforce	
Search							
	Originating Chamber	Bill Category (Health Workforce, Health, Workforce)	Bill Title	Primary Topic	Primary Author	Step	
Active	Senate	Health Workforce	SB 7: Physician noncompete agreements and referrals.	Physician Workforce	Sen. Justin Busch	5 - Assigned to Committee	+
Dead	House	Health Workforce	HB 1199: Emergency departments.	Physician Workforce	Rep. Cory Criswell	2 - Assigned to Committee	+
Dead	House	Health Workforce	HB 1285: Implicit bias in medicine.	Physician Workforce	Rep. Vanessa Summers	2 - Assigned to Committee	+
Dead	House	Health Workforce	HB 1292: Physician noncompete agreements.	Physician Workforce	Rep. Heath VanNatter.	2 - Assigned to Committee	+
Dead	Senate	Health Workforce	SB 190: Physician assistants	Physician Workforce	Sen. Ed Charbonneau	2 - Assigned to Committee	+
Dead	Senate	Health Workforce	SB 191: Associate physicians.	Physician Workforce	Sen. Ed Charbonneau; Sen. Liz Brown	2 - Assigned to Committee	+





HOT HEALTH WORKFORCE TOPICS OF 2023 – BILLS WITH POTENTIAL



Sub-topic	Bill	Content
Behavioral Health	<u>SB 1: Behavioral health matters.*</u>	Related to Certified Community Behavioral Health Clinics; Certified Codifies Behavioral Health Commission evaluation of certain behavioral health topics, which include access to behavioral health services (and therefore likely workforce implications).
	<u>HB 1462: Emergency department substance use plans.</u>	Requires an emergency department to: (1) annually submit a plan to initiate interventions with patients who have a substance use related emergency department visit; and (2) implement a continuing education and training program to emergency department personnel on substance use disorder and best practices for emergency medical care delivery.
Other	<u>HB 1568: Prescription for hormonal contraceptives.*</u>	Would allow certain pharmacists to prescribe and dispense certain forms of contraceptives.

Note: Only bills that successfully crossed over to the second chamber are included above. These are only an excerpt of the bills that are still considered “live.” Bills Marked with an * are being considered in a legislative committee this week.





HOT HEALTH WORKFORCE TOPICS OF 2023



Sub-topic	Bill	Content
Physician	<u>SB 7: Physician noncompete agreements and referrals.*</u>	Disallows physicians and employers from participating in noncompete agreements (beginning 7/1/23)
	<u>HB 1004: Health care matters.*</u>	Tax credit for physicians with ownership in practice; Prohibits certain nonprofit hospitals from entering into physician noncompete agreements.
Prevention & Awareness	<u>SB 4: Public health commission*</u>	Reform of public health services; likely has accompanying workforce implications; MPH with experience and approval may also serve as LHO

Note: Only bills that successfully crossed over to the second chamber are included above.
Bills Marked with an * are being considered in a legislative committee this week.





HOT HEALTH WORKFORCE TOPICS OF 2023



Sub-topic	Bill	Content
Regulatory	<u>SB 73: Occupational therapy licensure compact; SB 160: Professional counselors licensure compact.*</u>	Would establish licensure compact for these roles
	<u>HB 1460: Professional and occupational licensing*</u>	Various PLA administrative updates and new requirements; Workforce data from PTs and IDOH-regulated occupations; removes provisional license but intends to further expedite licensure by endorsement; Temporary RN/LPN permit prior to NCLEX/PN

Note: Only bills that successfully crossed over to the second chamber are included above.
Bills Marked with an * are being considered in a legislative committee this week.



HEALTH OR WORKFORCE BILLS THAT MAY BE OF INTEREST TO HEALTH CENTERS

Sub-topic	Bill	Content
School Health	<u>SB 321: School based health centers.</u>	Requires a school corporation to provide certain health services to students. Allows a school corporation to contract with a health care provider, health system, or community partner to establish a school based health center.
Workforce Pipeline	<u>HB 1002: Education and workforce matters.*</u>	Would establish Career Scholarship Accounts to support high school students obtaining CTE/Apprenticeship opportunities

Note: Only bills that successfully crossed over to the second chamber are included above. These are only an excerpt of the bills that are still considered “live.”

Bills Marked with an * are being considered in a legislative committee this week.



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THERE'S STILL TIME TO GET INVOLVED IN THE 2023 LEGISLATIVE PROCESS

What could engagement look like?

- Learn more about the details of the legislation and how it might impact your community
- Reach out to your legislator or those related to the bill (as author, sponsor, etc.)
- Offer testimony (support, opposition, no position) during committee reading
- Your perspective is unique and important!



THANK YOU!



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