

Indiana University Answers the Call for Indiana's COVID-19 Workforce Needs

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SCHOOL OF MEDICINE
BOWEN CENTER FOR HEALTH
WORKFORCE RESEARCH & POLICY

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As COVID-19 hit the Hoosier homeland, the State of Indiana looked to Indiana University to assist in numerous aspects of the response. Health workforce supply was an immediate concern. As the largest producer of healthcare professionals in Indiana and the only Indiana institution with a Health Workforce Research Center, Indiana University was strategically positioned to make significant contributions to the Indiana Healthcare Workforce response to COVID-19.

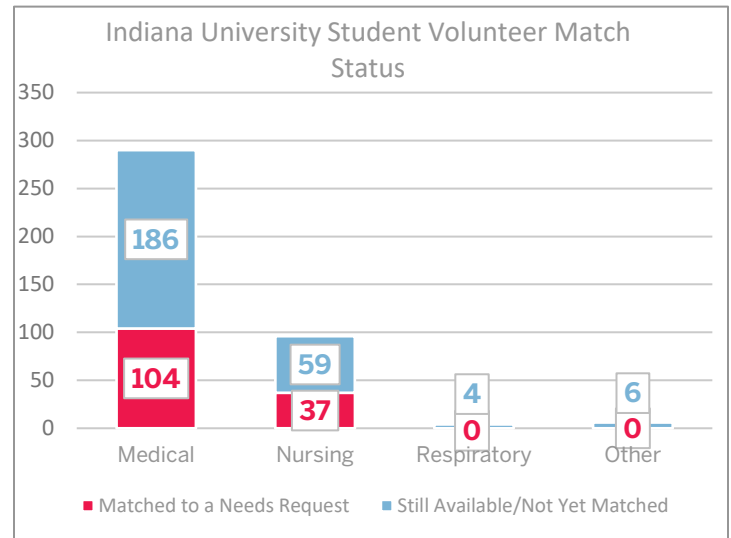
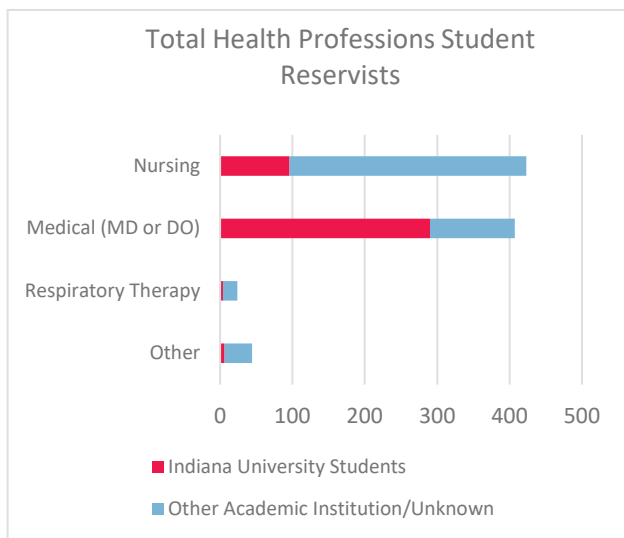
Indiana University Answering the Call

As demand for additional health care professions throughout the state rose, Governor Eric Holcomb implemented Executive Orders 20-13¹ that enabled health professions students (medical, nursing, physician assistant, and respiratory therapy) to serve as a part of the response.² Indiana University’s Schools of Medicine and Nursing responded with enthusiasm by implementing programming such as offering early graduation for physicians, tele-clinicals for nursing, and implementing strategies to place students with facilities in need throughout the state.

In total, more than one third (124 of 328) of the IU School of Medicine Class of 2020 completed early graduation and 22 graduates were successfully placed at health care facilities throughout the state to serve under a Limited Scope Temporary Medical Permit under the indirect supervision of a physician. Of the 898 unique health professions students throughout Indiana that signed up to be a part of the Health Professions Student Reserve Corps, 396 (44.1%) were Indiana University students: 290 medical, 96 nursing, 4 respiratory therapy students, and 6 students from other disciplines. As of May 4th, 141 Indiana University students have been matched³ to health facilities that have submitted workforce needs requests, including 104 medical student and 37 nursing students. Figure 1 demonstrate the broad distribution of Indiana University student volunteers throughout the state.

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Candidates from Indiana University School of Medicine Class of 2020 graduated early in preparation to serve as a part of the COVID-19 workforce

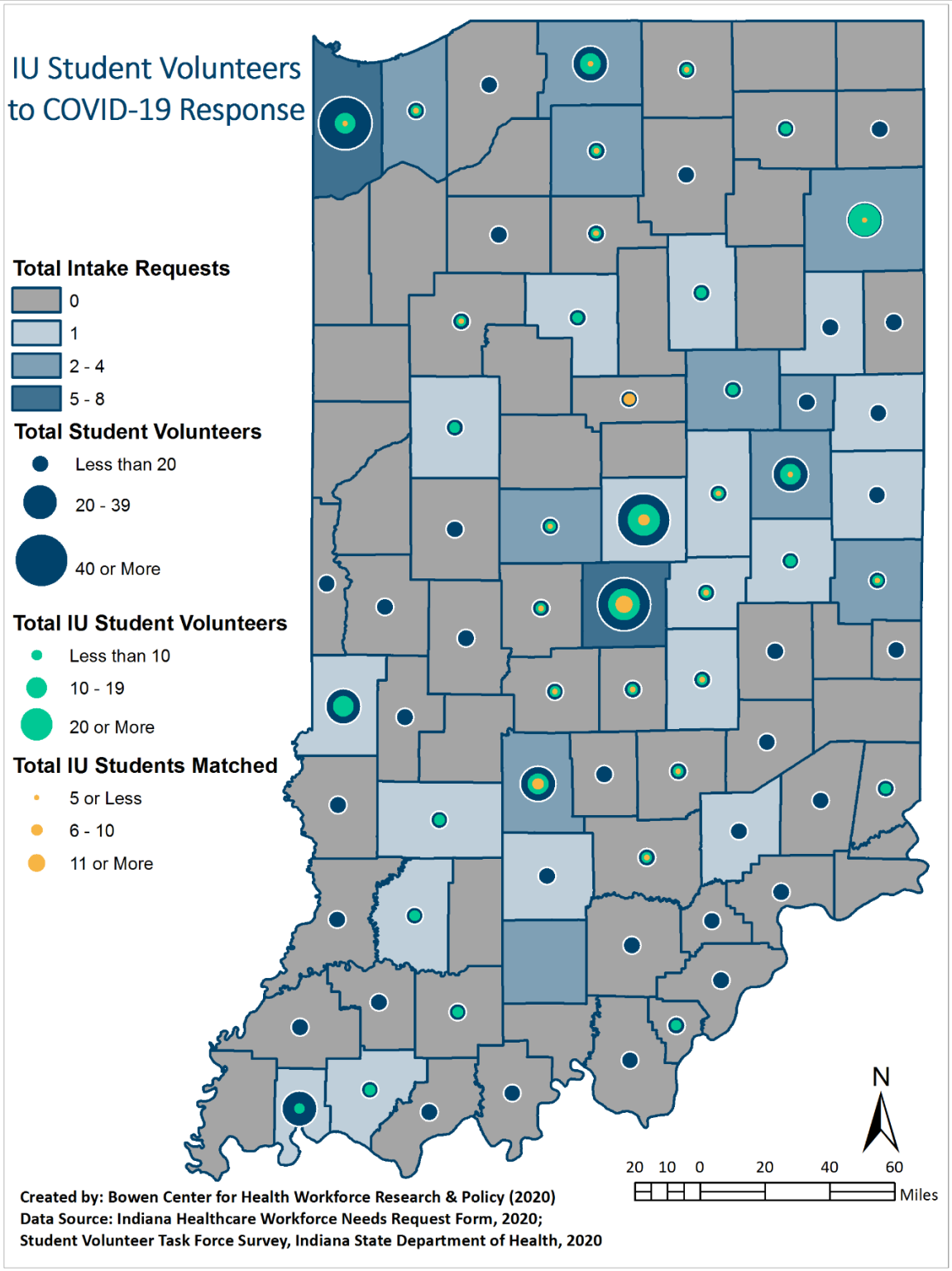


1 <https://www.in.gov/gov/files/Executive%20Order%2020-13%20Medical%20Surge.pdf>

2 Indiana University School of Medicine faculty and staff provided expert guidance to the Indiana State Department of Health for the provisions and implementation strategies related to medical students:
https://scholarworks.iupui.edu/bitstream/handle/1805/22676/Newly%20Graduated%20Physician%20Guidance_Consensus.pdf?sequence=1&isAllowed=y

3 Matches are based on student characteristics (training program, year of training, and self-reported skills) and the facility’s reported need.

Figure 1: IU Student Volunteers fo COVID-19 Response



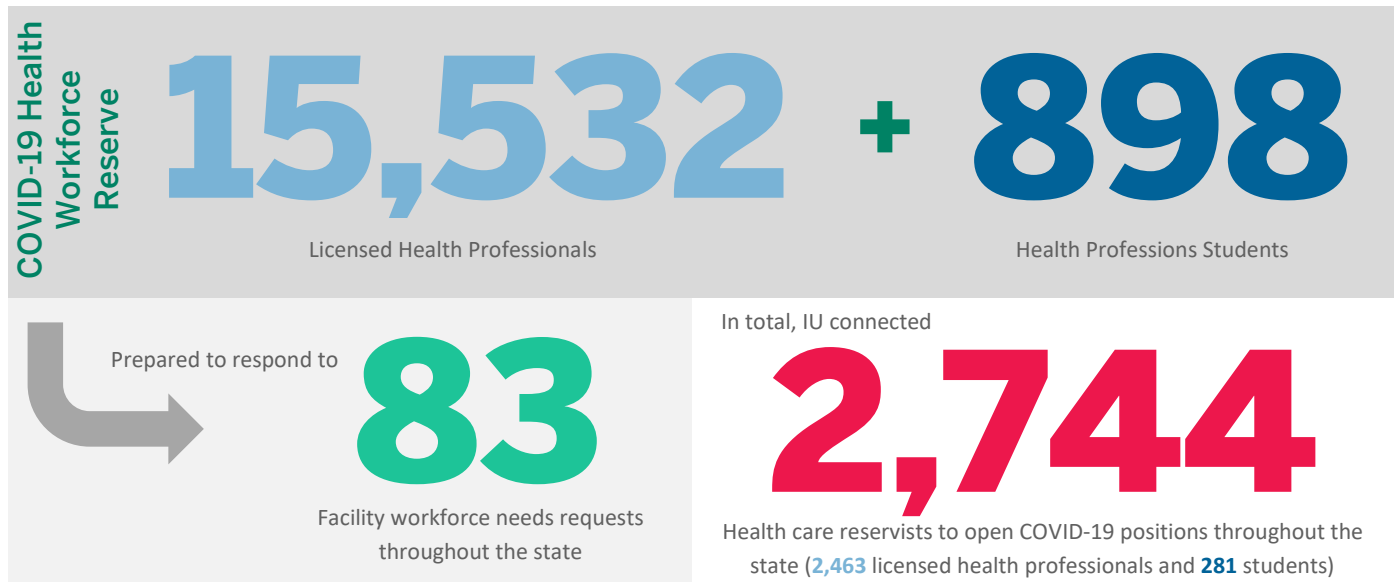
Expert Leadership for Healthcare Workforce Initiatives

For the past six years, the Bowen Center for Health Workforce Research & Policy (Bowen Center) at the Indiana University School of Medicine has partnered with various Indiana State agencies to collect, manage, analyze, and report on the health workforce supply and provide expert technical guidance on related policy initiatives. As COVID-19 hit, the Indiana State Department of Health (ISDH) called upon the Bowen Center for Health to provide strategic support and oversight for COVID-19 healthcare workforce initiatives, including development and implementation of processes for identifying needs and deploying various workforce resources across the state. As part of this work, the Bowen Center has developed a strategy to identify available Healthcare Reservists (including both licensed professionals and health professions students) that completed surveys administered by the State^{4,5} self-identifying that they may be willing to serve as a part of the COVID-19 response. The Bowen Center managed and responded to reservists that indicated interest in serving, addressed technical assistance requests from reservists/facilities/state agencies⁶, developed a process for managing facility personnel requests,⁷ and successfully connected facilities with available reservists within their region.⁸

In total, 15,532 licensed health professionals and 898 students signed up to be a part of Indiana's COVID-19 Health Workforce Reserve. The Bowen Center prepared and disseminated customized lists of Reserve Members and Student Volunteers with 132 acute care facilities throughout Indiana on April 3rd, 2020 to assist these facilities in preparing for their COVID-19 staffing response in advance of the surge.

In order to maintain up-to-date information on the available Reserve and Student Volunteer workforce, Reservists were contacted, and continue to be contacted on a biweekly basis by the Bowen Center, to determine their updated availability to serve.

As of April 29th, 2020, 6,709 health professionals and 862 students indicate they are still available to serve as a part of the COVID-19 response. As of April 29th, 2020, the Bowen Center received personnel requests from 83 facilities and successfully connected 2,463 licensed professionals (including 1,784 registered nurses and 64 physicians) and 281 students (including 105 Indiana University medical students and 48 Indiana University nursing students) with open positions at these facilities.



4 Survey for Licensed Professionals: <https://redcap.isdh.in.gov/surveys/?s=9TDEN3ETC9>

5 Survey for Health Professions Students: <https://redcap.isdh.in.gov/surveys/?s=E3AXTFKL8T>

6 FAQ Document: <https://scholarworks.iupui.edu/bitstream/handle/1805/22531/FAQ%20Document-%20COVID-19%20Health%20Workforce%20Professionals%20and%20Student%20Reserve.4.13.2020.pdf?sequence=4&isAllowed=y>

7 Process Document:

<https://scholarworks.iupui.edu/bitstream/handle/1805/22526/Process%20for%20Connecting%20Healthcare%20Reservist%20and%20Student%20Workforce%20to%20Requester.pdf?sequence=1&isAllowed=y>

8 Via the Intake Form available at: <https://www.coronavirus.in.gov/2516.htm>