

Governor's Health Workforce Council Updates

Hannah Maxey

Bowen Center for Health Workforce Research and
Policy



SCHOOL OF **MEDICINE**

Objectives

Describe the types of information/resources that are available for health workforce policy and planning in Indiana

Provide an update on the work of the Governor's Health Workforce Council

Discuss upcoming initiatives and the future of health workforce policy Indiana

Bowen Center for Health Workforce Research & Policy

Mission

- To advance policies which improve human health and well-being through commitment to service and research contributions

Vision

- Inform policy, align initiatives, advance health.

Commitments

- Equity, transparency, collaboration

Bowen Center for Health Workforce Research & Policy

Major Activities

- Health workforce data management and analysis
- Health workforce policy and planning support
- Research
- Sub-contract with ISDH to prepare health professional shortage area (HPSA) applications

Health Workforce Data Resources

Health Workforce Data Resources: Standard reporting

Data reports prepared for select health professions; published and disseminated for stakeholder use

- Physicians
- Dentists & Dental Hygienists
- Nurses (including APRNs)
- Pharmacists
- Physician Assistants
- Behavioral Health Workforce (BHHS Board + Psychologists)

Data Report: 2017 Indiana Physician Licensure Survey



2017 Indiana Physician Licensure Survey
Data Report

Published: July 2018



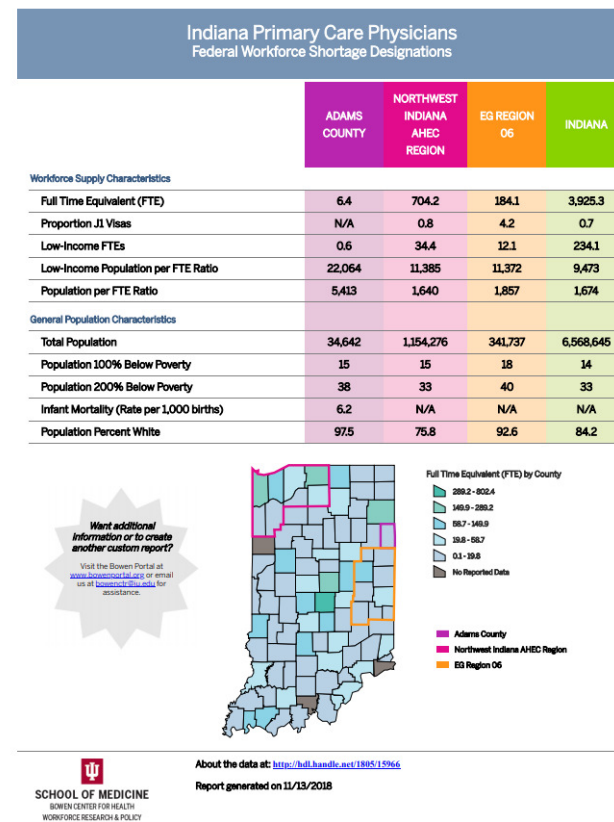
Health Workforce Data Resources: Standard reporting (cont.)

Bowen Portal

(www.bowenportal.org)

- Interactive mapper
- Data downloads
- One-pager function

Example of a One-pager



Health Workforce Policy Initiatives

Governor's Health Workforce Council (Council): General updates

Department of Workforce Development Commissioner Fred Payne serves as Chairman

15 member entity (including IRHA)

Council's current major activities:

- Community Health Worker Workgroup
- State Loan Repayment Program Workgroup
- Occupational Licensing Policy Learning Consortia

Community Health Worker (CHW) Workgroup

Workgroup Charge: to generate recommendations for formalizing the CHW workforce in Indiana

Workgroup composition

– 14 members

- Co-chaired by the Indiana Department of Workforce Development and the Indiana State Health Department
- Representatives from associations (including IRHA), employers, training vendors, and state agencies (including Medicaid)

CHW Workgroup: Logistics

Logistics: 10 meetings since October 2017

Collaborated with Indiana Office of Medicaid Policy and Planning to align with reimbursement initiatives¹

Developed consensus recommendations that were presented and adopted by the Council on August 28th, 2018

1. Indiana Health Coverage Bulletin containing information CHW services reimbursement
<http://provider.indianamedicaid.com/ihcp/Bulletins/BT201826.pdf>

CHW Workgroup: Recommendations

Broad recommendations included following topical areas:

- APHA definition
- Competencies and skills
- Education and training
- State certification and registry
- Grandfathering provision consideration
- Regulatory oversight

**RECOMMENDATIONS FOR THE
COMMUNITY HEALTH WORKER
WORKFORCE IN INDIANA**

Adopted by the
Governor's Health Workforce Council

Prepared by the Community Health Worker Workgroup of the
Governor's Health Workforce Council

Adopted on August 28th, 2018

Recommendations document available at:

<https://www.in.gov/dwd/files/AdoptedCHWRecommendations.pdf>

CHW Workgroup: Next Steps

Advising Indiana State Department of Health on grandfathering provisions, specifically:

- Qualifying Training
- Qualify Experience
- Examination/Assessment

State Loan Repayment Program (SLRP) Workgroup

14 members

- Chaired by Indiana Medicaid Director
- Members represent state agencies, professional associations, employers, and education

Information on SLRP Workgroup available at: <https://www.in.gov/dwd/3201.htm>

SLRP Workgroup: Logistics

Meet from November 2017 to March 2018 and resumed November 2018

Collaborated with ISDH on NHSC SLRP (awarded)

General consensus on pursuing development of a state-based SLRP program

– To be finalized at a meeting November 26th

Occupational Licensing Policy Learning Consortia (Consortia)

Funded by the Department of Labor and Co-hosted by 3 national partners: National Governors Association, National Conference of State Legislatures, Council of State Governments

Goals

1. Review initial occupations of interest to determine appropriateness of regulatory scheme, with special consideration for certain populations
 - Dental Hygiene, Licensed Practical Nurse, Emergency Medical Technician and Paramedic, Certified Nurse Aide
2. Develop framework for future policy review

Consortia: Overview

Special populations

- Veteran and military spouses- identified opportunities for enhanced messaging to regarding expedited review process
- Persons with criminal histories- HEA 1245 requires state to explicitly list disqualifying crime for license

Initial professions of interest

- Currently regulatory scheme determined appropriate
 - Dental Hygiene, LPN, CNA
- Opportunity for enhancement
 - EMS – REPLICA (Recognition of EMS Personnel Licensure Compact)

Consortia: Next Steps

Goal 1:

– Licensure Compacts Learning Lab

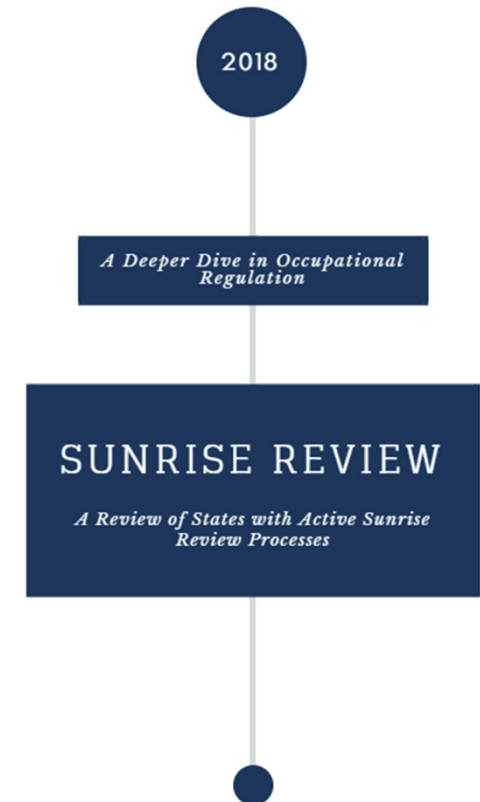
- *What:* National experts will discuss various Licensure Compacts (Nursing, Physician, EMS Personnel)
- *When:* December 11th at IGCS
- *Who:* Target audience includes legislators, professional associations, employers, economic development, etc.
- Join us! Register at bitly.com/compactslab



Consortia: Next Steps (Cont.)

Goal 2:


- Sunrise Review Processes
 - Research ongoing



Indiana Health Workforce Initiatives Gain National Recognition

Commissioner Payne was invited to present on the Council as a best practice at the National State Health Policy Conference in Jacksonville, FL this August

A PUBLICATION OF THE NATIONAL ACADEMY FOR STATE HEALTH POLICY NOVEMBER 2018



Case Study: How Indiana Addresses Its Health Care Workforce Challenges

Kitty Purington and Natalie Williams

Introduction

States across the country are experiencing health care workforce shortages. This issue is rising to the top of many states' health care priorities, with 12 governors citing workforce shortages as a high priority in [their 2018 State of the State addresses](#). These pressing shortages are influenced by a number of factors, including a growing aging population that tends to utilize more health care, an increasing chronic disease burden, and a misdistributed workforce that can especially impact rural areas.

For states, an adequate workforce is critical on a number of fronts. It can help ensure sufficient access to health care services, addresses critical public health issues such as the opioid crisis, and attract and retain new employers. Addressing state health care workforce challenges requires building new partnerships and taking a cross-agency approach



Health Workforce Initiatives to “Watch” in 2019

Community Health Workers

- We’re reimbursing them, but who are they? How do we track them?
How do we examine competency?

Recruitment/Retention Strategies: State Loan Repayment

- Strategies for a flexible, sustainable, and effective program to get health workers in areas/positions of need

Licensure Compacts

- Join us for a learning lab on December 11th to learn more!

Contact Information

Bowen Center for Health Workforce Research & Policy

bowenctr@iu.edu