

Developing Strategies to Address Indiana's Health Workforce Challenges

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SCHOOL OF **MEDICINE**

Health Workforce: Supporting patient health at the intersection of health science and healthcare delivery



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BOWEN CENTER FOR HEALTH
WORKFORCE RESEARCH & POLICY

History, Mission, Activities

Bowen Center for Health Workforce Research and Policy



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Bowen Center: History

- 1990-2014 – Health professions data reports are generated by the IUSM Department of Family Medicine under contract with the Indiana State Department of Health
- 2014 - Indiana participated in National Governor's Association Health Workforce Policy Academy
- 2015 – Health Workforce Policy and Data Coordination identified as strategic priorities
- 2016 – Governor's Health Workforce Council (Policy Coordination) established and Bowen Research Center renamed to Bowen Center for Health Workforce Research and Policy (Data Coordination)
- 2017 – Expanded capacity for health workforce information management



Bowen Center: Mission

- To improve population health by contributing to informed health workforce policy through
 - data management
 - community engagement, and
 - original research



Bowen Center: Activities

- Data Management
- Data Reporting
 - Data/technical reports
 - Policy reports/fact sheets
 - Bowen Portal
- Policy Support
- Federal Shortage Area Designations

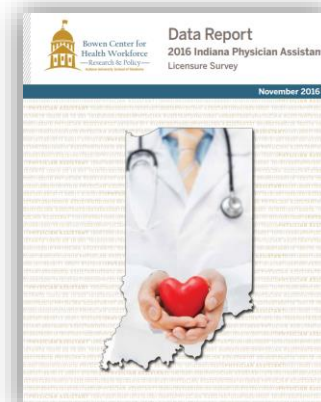
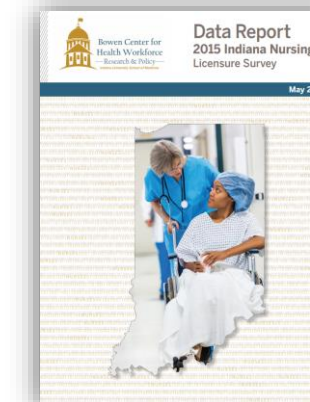
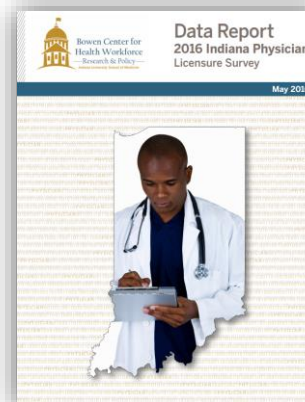
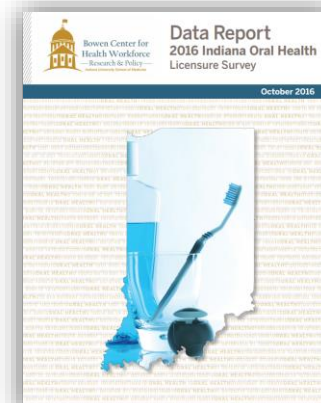
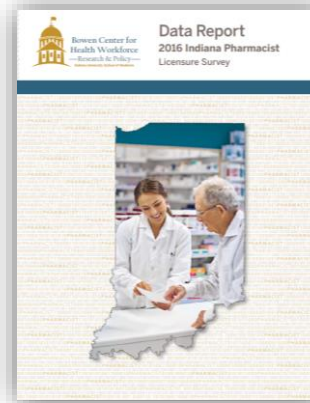
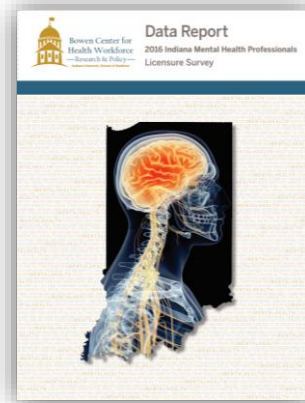


Health Workforce Data Management

- Licensure surveys for 18 professions (PLA), including mental health professions
- Survey tools standardized
- Codebook generated for each survey
- Data cleaning protocols operationalized (SAS and SQL code)
- Geocoding processes standardized (SAS and ArcGIS)
- Data stored in relational database (SQL)



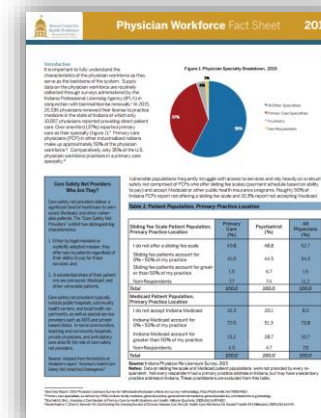
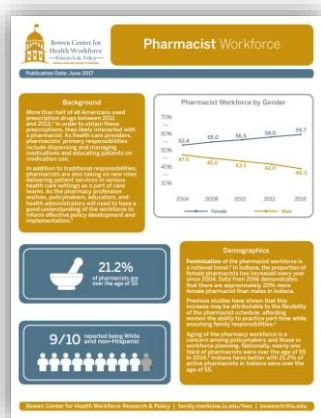
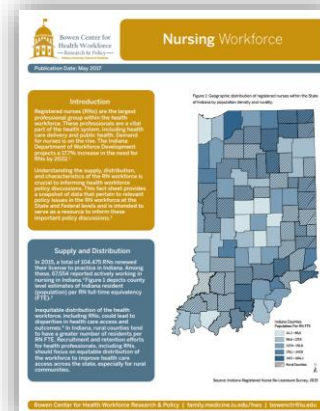
Data/Technical Reports



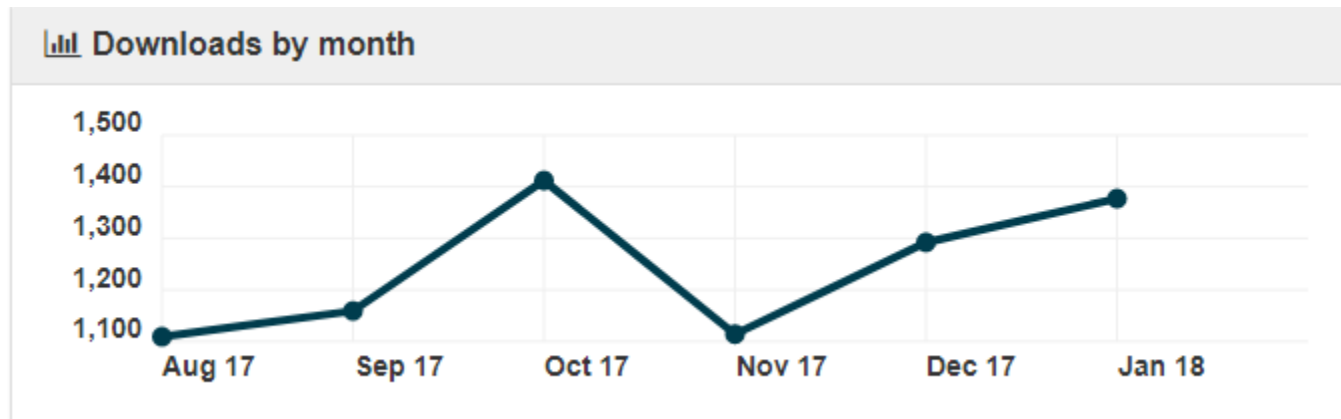
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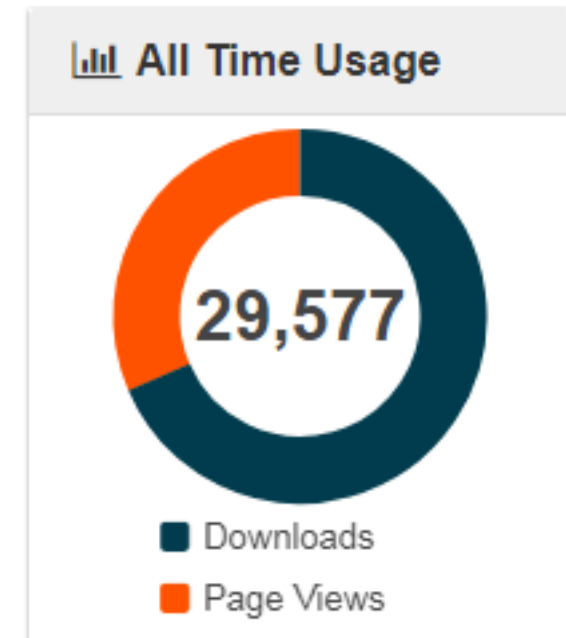
Policy Reports/Fact Sheets



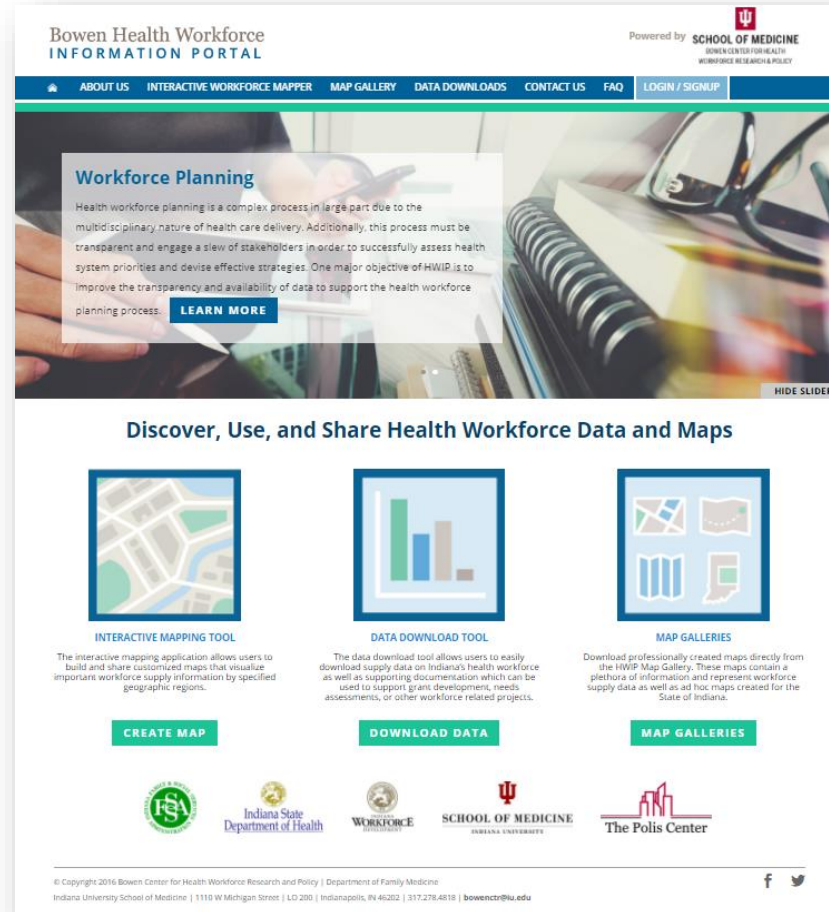
Report Views & Downloads



Note: Analytics obtained February 5, 2018 from IUPUI ScholarWorks, institutional digital repository



Bowen Portal



- Launched in June of 2017
- URL: www.bowenportal.org
- Beta version includes:
 - Physicians
 - All
 - Primary Care
 - Psychiatry
 - Registered Nurses
 - Dentists
 - Dental Hygienists

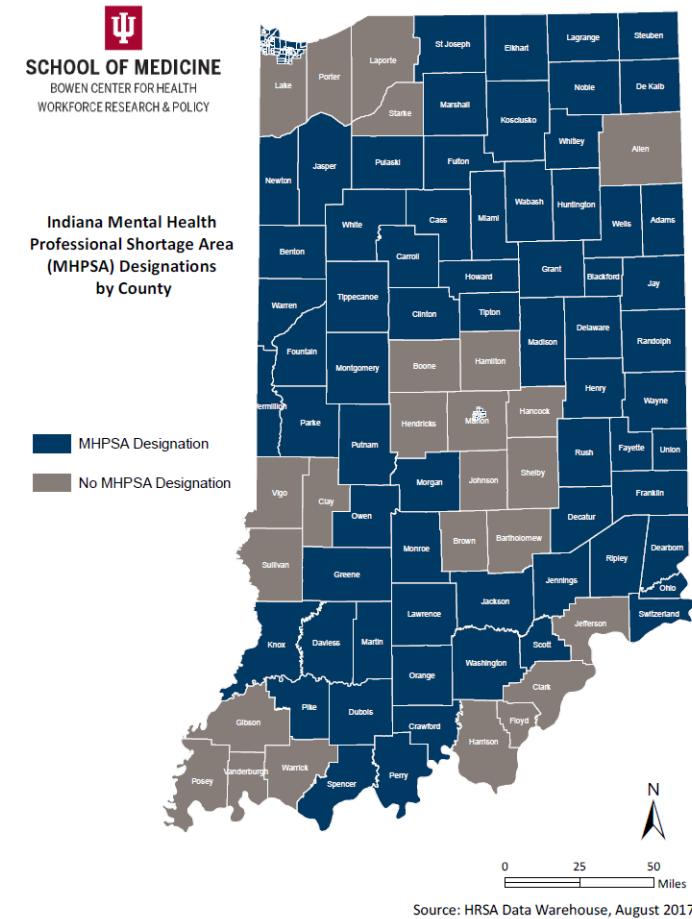


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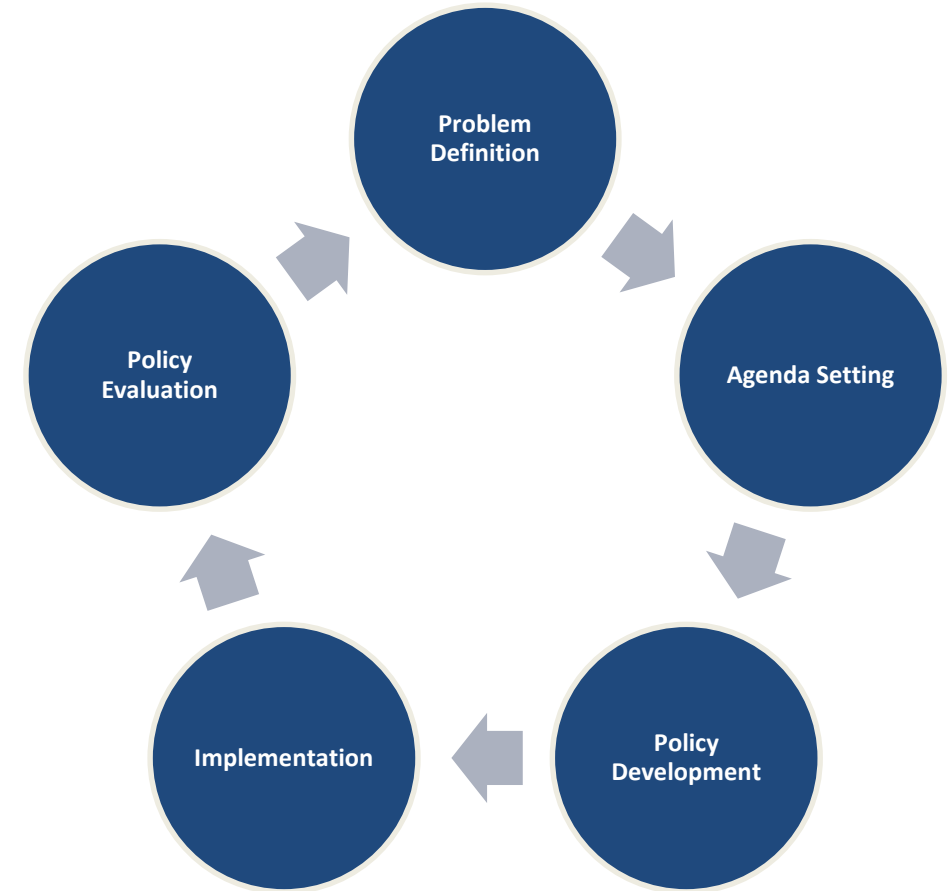
Federal Shortage Area Designations

- Verify and update provider data in the federal Shortage Area Designation Platform
- Currently, 97 Applications under review or prepared for submission to HRSA (in addition to 642 test applications)
- In 2017 to date, 98 designations approved



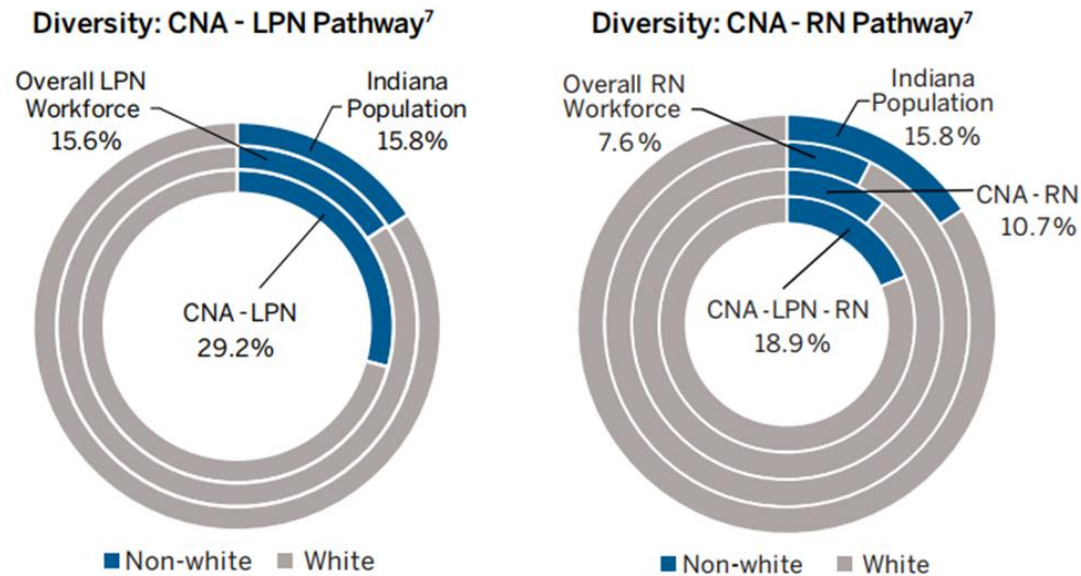
Policy Support: Our process

- Leverage and coordinate data to identify gaps or emerging issues
- Provide technical expertise to stakeholders (data requests/policy research)
- Develop and implement strategies to evaluate programs/policies

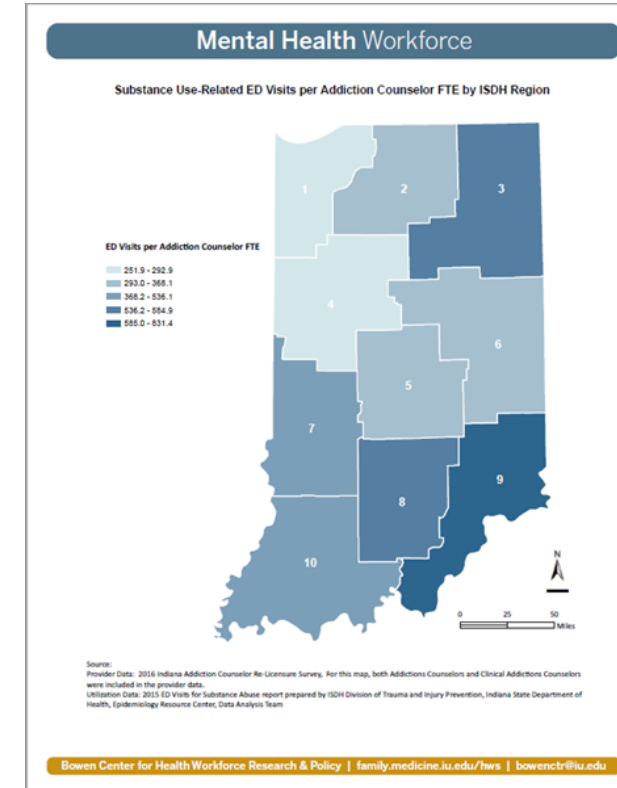


Policy Support: Leveraging Data

Workforce Diversity: Occupational Pathways in Nursing



Substance Use Disorder: Workforce and Utilization



Policy Support: Initiatives Overview

- Governor's Health Workforce Council
 - Associated workgroups
- NGA/NCSL/CSG Occupational Licensing Policy Learning Consortia
- Policy Research/Evaluation
 - Various health workforce related topics, as requested by stakeholders



Governor's Health Workforce Council

State Loan Repayment

- Chair: Allison Taylor (OMPP)
- Purpose of Project: Explore the framework of the SLRP, including how this program has been implemented in other states and potentially **make recommendations to the larger Council for implementation of a SLRP program** in Indiana.

Community Health Worker

- Co-Chairs: Judy Hasselkus (DWD) and Laura Heinrich (ISDH)
- Purpose of Project: This project will identify and recommend a **formal definition for community health workers** to the Council, for recommendation to Governor/IGA



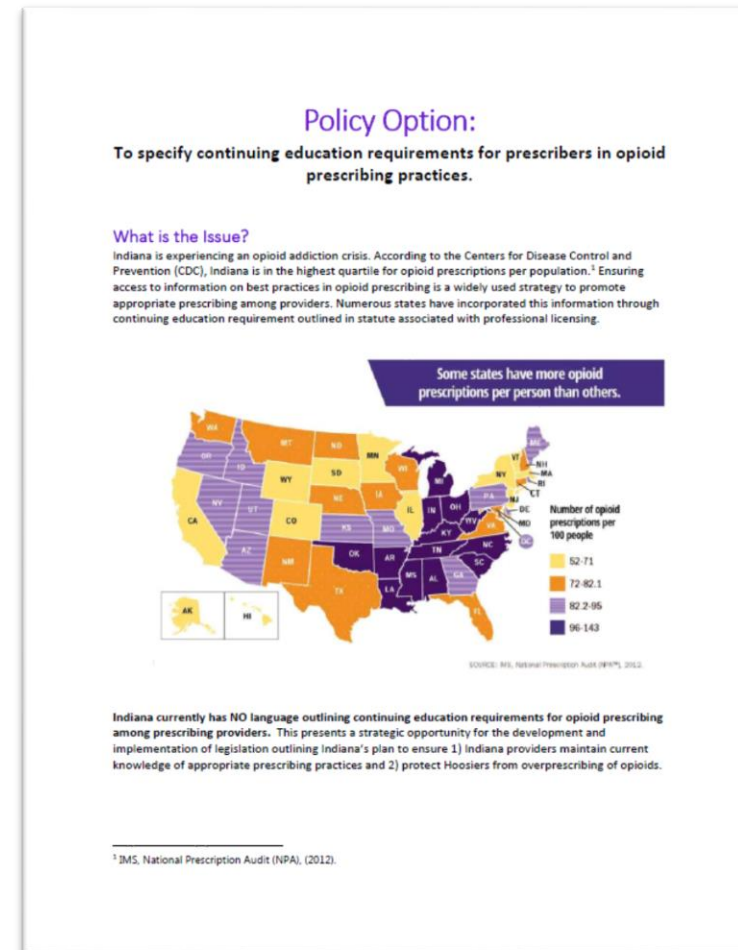
NGA/NCSL/CSG Occupational Licensing Policy Learning Consortia

- **Purpose:**
 - To help states improve their understanding of occupational licensure issues and best practices
 - identify current policies that create unnecessary barriers to labor market entry
 - create an action plan that focuses on removing barriers to labor market entry and improves portability and reciprocity for select occupations
- **Indiana's Targeted Occupations**
 - Certified Nurse Aide, Licensed Practical Nurse, Dental Hygienist, EMT/Paramedic



Addressing Opioid Prescribing

- Research request: Identify states' continuing education (CE) requirements, especially related to prescribing
- Policy goal(s):
 1. Indiana providers maintain current knowledge of appropriate prescribing practices
 2. Protect Hoosiers from inappropriate prescribing



Enhancing Data Collection

Policy Option:

To give the Professional Licensing Agency the authority to require health professionals complete a basic survey in conjunction with renewal of their biennial license.

What is the Issue?

Health workforce data is utilized by a myriad of state agencies for workforce planning. Indiana has made great strides in collecting data for licensed and certified health professions through surveys administered at the time of licensure. However, the voluntary nature of the surveys results in lower response rate and inefficiency in data collection. Many other states have statute which requires data collection for select health professions.¹

Figure 2. Mandatory and Voluntary Health Workforce Supply Data Collection

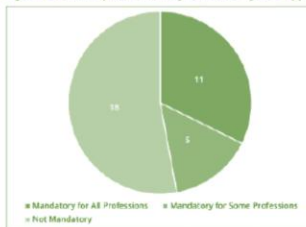
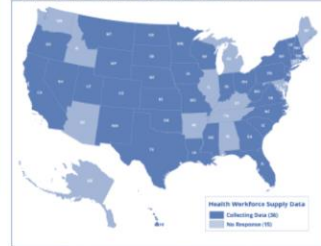


Figure 1. States Where Health Workforce Supply Data Collection Has Been Reported



Potential Benefits to this Policy

- Indiana would be better positioned to make accurate, timely reports on the state of our health workforce.
- The infrastructure to implement and support this policy is already in place, with no associated cost or human resources necessary.

¹Health Workforce Technical Assistance Center, Center for Health Workforce Studies, (2016). "Inventory of State Health Workforce Data Collection."

- Research Request: Identify strategies utilized in other states to improve health workforce data collection
- Policy Goal(s):
 1. Efficiency in data collection and data coordination
 2. Improve quality and availability of data to support various health workforce-related policy initiatives



Dental Hygiene Scope of Practice

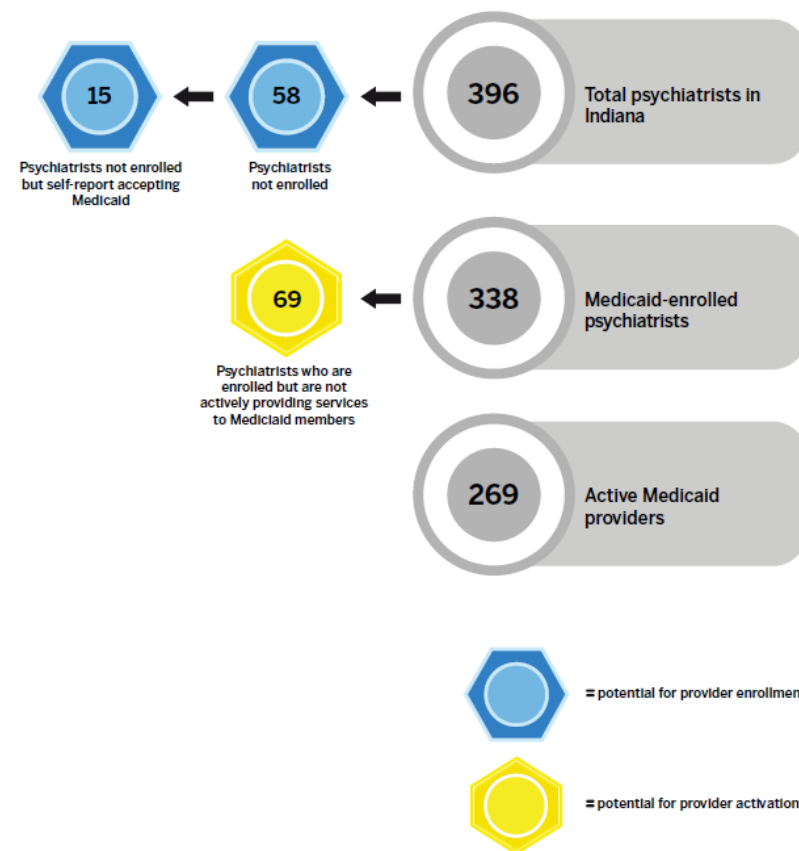
- Exploring the role of the dental hygienist in a transformed health system that integrates oral health with primary care
 - Implications for roles and education of:
 - Physician and non-dental care teams
 - Dental Hygienist
 - Other dental care team members



Medicaid Provider Participation

- Comparison of:
 - Total workforce (using licensing and survey response)
 - Medicaid-enrolled providers (Medicaid provider enrollment)
 - Active Medicaid providers (Medicaid claims counts)
- The results of this report may be used to enhance Medicaid provider recruitment and Medicaid provider activation strategies within the state, to strengthen the availability of providers to serve Medicaid patients.

Psychiatrists Provider Counts



FSSA/DMHA Mental Health Professional Loan Repayment Evaluation

This project will evaluate the impact of the Division of Mental Health and Addiction's Behavioral Health Workforce Loan Repayment program.

Program activities include:

- Developing a survey tool
- Performing key informant interviews with awardees
- Generating a report for quality improvement of the program and to inform related initiatives
- Report will be finalized by March 31, 2018



Thank you!

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