



Indiana
Department
of
Health



HEALTH WORKFORCE
COUNCIL

06/12/2004

OUR MISSION:

To promote, protect, and improve the health and safety of all Hoosiers.

OUR VISION:

Every Hoosier reaches optimal health regardless of where they live, learn, work, or play.



Agenda

2:00 pm

- Introduction & Welcome
- Council Self-introductions

2:35 pm

- History of Health Workforce Initiatives
- Charge of Council
- Health Workforce Survey & Summit

3:00 pm

- Discussion & Feedback of Priority Areas:
Pipeline, Education, & Training

3:20 pm

- Assessment of Potential Barriers and Challenges for Staffing of Obstetrician, Pediatricians, and Family Medicine Physicians in Indiana

3:35 pm

- Determine Subcommittees

3:55 pm

- Closing & Next Steps

- Name
- Employer, Organizations, & Affiliations

Introductions

Background

Governor's Health Workforce Council

- [5 Year Review](#) published in June 2021
 - Occupational Licensure Questions: PLA
 - [Workforce Dashboards](#): Bowen Center for Health Workforce Research & Policy

Health First Indiana

Child & Adolescent Health
Data & Info Integration
Workforce

Public Health Funding
Emergency Preparedness
Governance & Infrastructure



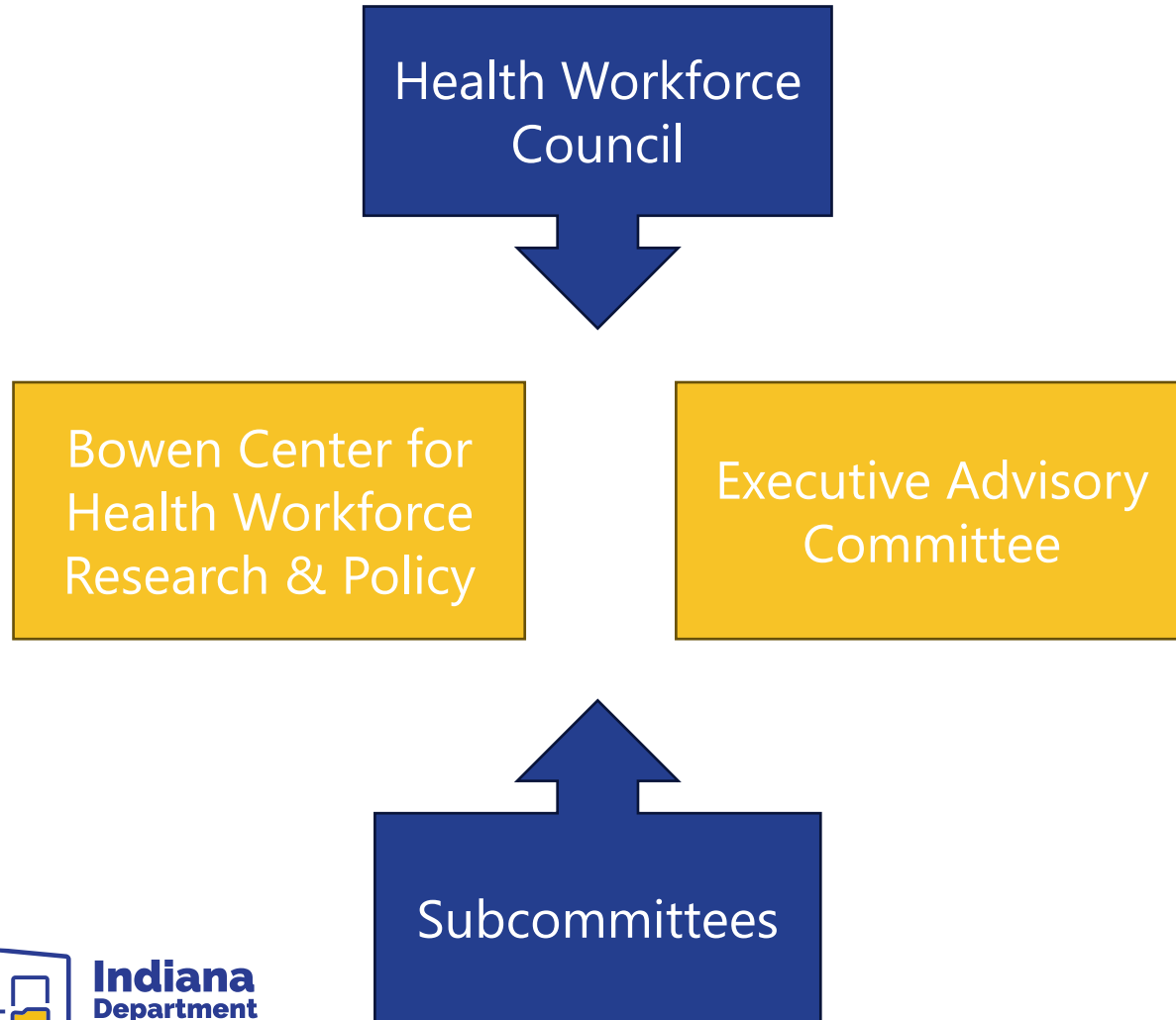
Health Workforce Council

Mission:

To create and lead an integrated and intentional framework for strengthening the health workforce capacity within our state.

- Coordinate initiatives and leverage existing programs
- Continue to build upon and enhance workforce data and reporting
- Expand recruitment, training, placement, and retention into areas of need
- Identify and collaborate on incentive programs and strategies to target needs
- State Health Workforce Plan, Summer 2025

Structure



Health Workforce Survey Results

Top Challenges in Indiana	Final Rank
Behavioral health	1
Shortages in rural areas	2
Primary care services	3
Long term care services	4
Specialties	5
Pediatric services	6
Acute care hospitals	7
Long term care hospitals	8
Other	9

Contributing Issues	%
Challenges with workforce retention	90.6%
Challenges with workforce recruitment	80.5%
Training and career pathways	52.3%
Health workforce scope of practice	30.2%
Lack of or access to data	19.5%
Other	12.1%

Number of Respondents

177

What's Working Well?

- Strong post-secondary health education system, with recent increase in number of grads from medical & nursing schools.
- Data infrastructure to efficiently & accurately assess trends and analyze program/policy effectiveness.
- Some incentive programs to encourage practice in areas of high need.
- Generally, a provider-friendly state with low cost of living and malpractice regulations.
- Expansion of telehealth services and diminished barriers for some out-of-state licenses to practice.



Where do we go?

Pipeline, Education, & Training

- Drive early pipeline engagement into the health workforce, starting as early as middle school.
- Create, maintain, and make widely available career pathways for health workforce development.
- Advance and champion non-traditional paths to education and training through expansion of initiatives like earn-while-you-learn and apprenticeship programs.



Assessment of Potential Barriers and Challenges for Staffing of Obstetrician, Pediatricians, and Family Medicine Physicians in Indiana

*Sierra Vaughn, MPH,
Asst Director of Data & Research*

**Bowen
Center for
Health
Workforce
Research &
Policy**

Subcommittees

Priority Scope Areas:

Pipeline, Education, & Training

- *Drive early pipeline engagement into the health workforce, starting as early as middle school.*
- *Create, maintain, and make widely available career pathways for health workforce development.*
- *Advance and champion non-traditional paths to education and training through expansion of initiatives like earn-while-you-learn and apprenticeship programs.*

- Behavioral & Mental Health
 - DMHA
- Rural Health
- Primary Care: Maternal & Peds
- Primary Care: Adult & Geriatrics

Subcommittees Charge

Data

- What types of data are available?
- What types of data are we missing?
- Does data support that this is an area of need?

Current work

- Are there other systems doing work in this area?
- Are there opportunities to collaborate or expand upon existing work?
- Who are the natural partners for this work?

Next Steps

- What types of opportunities are available in this area?
- What would potential next steps look like?
- What does the subcommittee need to further this work?
- How would we define and measure success?

Next Steps...

- Council Charter
- Council Members Survey
- Upcoming Meetings
 - 09/12/24, 2 – 4 pm EST, in-person at IDOH
 - 12/03/24
 - 03/19/25
 - 06/18/25
- Public Comment

Questions?

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