



Indiana
Department
of
Health



HEALTH WORKFORCE
COUNCIL

03/17/2026

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.



Health Workforce Council

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

Agenda

1:00 pm

- Family Medicine & Peds Recommendations – Dr. Clif Knight

1:30 pm

- Rural Health Transformation Program Updates

2:00 pm

- Mental Health Recommendations

2:10 pm

- Health Workforce Youth Development – Latinos Count



Family Med & Peds Recommendations



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Strengthening PC & Peds to Improve Hoosier Health

Mission:

- Review the status of Family Med and Peds workforce
- Improve capacity, recruitment, and retention

Task groups:

- Family Med and Peds Residencies
- Recruitment and Retention

Family Medicine & Pediatric Residencies

What we know:

- 50% of IN medical graduates matched to FM complete residency in IN, while only 25% of Peds stay in state
- 18 FM Residencies, 2 Peds
- FM barriers include interest and preceptors, while peds barriers include capacity

Family Medicine & Pediatric Residencies

What we have done:

- [Indiana Medical Education Pipeline-to-Practice](#)
- Engagement With State-Level Governance Structures
- Residency Program Director Survey

Solution:

- Strengthen Pediatric Workforce Development Through Rural Training and GME Funding.

Incentives to Support Recruitment & Retention

What we have done:

- Comparative Analysis of Loan Repayment Incentives
- Exploration of NRMP Exemption Pathways

Solution:

- Leverage Indiana Rural Health Transformation Program
- Develop the Physician Pipeline Through Strategic K-12 and Undergraduate Engagement



INDIANA
RURAL HEALTH TRANSFORMATION

Clinical Training and Readiness

This **Rural Health Transformation Program** is supported by the Centers for Medicare & Medicaid Services (CMS) of the U.S. Department of Health and Human Services (HHS) as part of a financial assistance award totaling **\$206,927,896.80** with 100 percent funded by CMS/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by CMS/HHS, or the U.S. Government.

*Plans are subject to change pending a CMS approved budget.



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Clinical Training and Readiness

Activity #1 – Graduate Medical Education



- Rural GME Strategic Plan
- \$6 million in grants

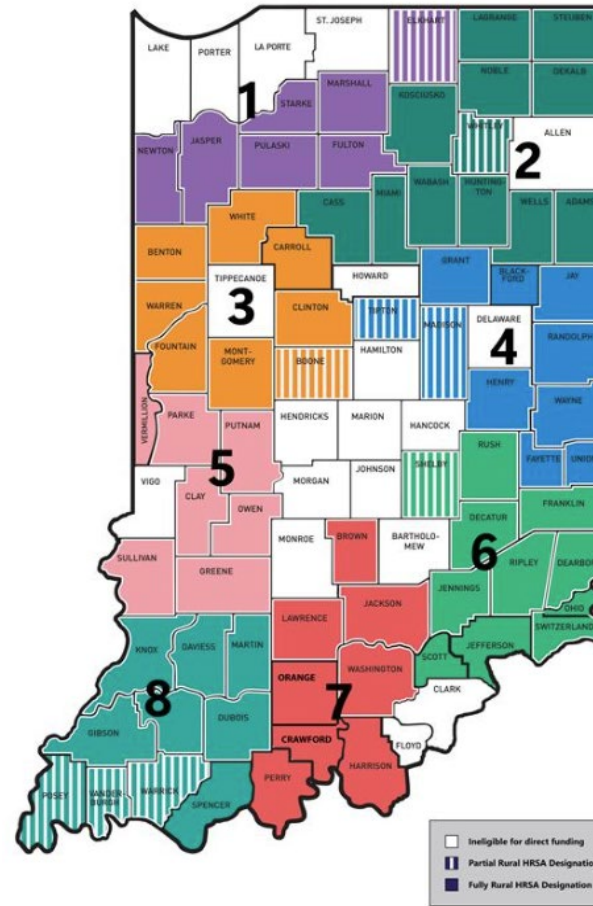
Outcome:

- 15 New Residency Positions

Clinical Training and Readiness

Activity #2 - Physicians

- Stipends up to \$300,000 for 5 years of service
- *Outcome:* Decrease the average population to physician ratio in rural counties by 4%



Activity #3 & #4 - Preceptors

- Stipends up to \$10,000 per year
- *Outcome:* Register 200 rural preceptors in the first year and +50 every year after
- Rural Preceptor Database
- *Outcome:* 50% of colleges and universities are using to encourage rural training

Clinical Training and Readiness



Activity #5 – Investing in Maternal Health to Empower Rural Communities

- OB Fellowship for Family Medicine Physicians
- *Outcome:* Establish Fellowship program with rural rotations and add x4 fellowship trained physicians each year
- Certified Nurse Midwife (CNM) Training
- *Outcome:* Establish a CNM school in Indiana

Overall investment from all activities = \$87,000,000



Behavioral & Mental Health Recommendations



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Supporting BH Workforce to Strengthen Community Wellness

Mission:

- Review recent state-level initiatives
- ID synergistic recommendations that strengthen the workforce

Task groups:

- Psychiatry Residencies
- Continuing Education for Master's-level Clinicians*

**previously discussed at 9/18/25
Council meeting*

Psychiatry Residencies

What we know:

- Multiple counties w/o practicing psychiatrist or with insufficient pop-to-psychiatrist ratio
- Supply is expected to decline while demand is expected to increase by 50%
- 5 Psychiatry residencies
- Nationally highest % of individuals practicing in the states where they completed their residency.

Psychiatry Residencies

What we have done:

- Reviewed foundational Indiana B&MH reports
- Mapped the current psychiatry residency landscape statewide
- Explored rural training models to strengthen rural communities

Solution:

- Expand the pipeline of psychiatry residents by prioritizing GME funding

Latinos Count

Supporting the future of healthcare.

POWERED BY:



DON WOOD
FOUNDATION



Latinos Count

OUR VISION

Preparing Latino Youth for Global Opportunities.

GOAL ONE

Increase the college-going rate of Latino youth.

GOAL TWO

Increase the number of youths leaving high school with an “exit strategy.”

FIRST EVENT PERFORMANCE

71

High School
Students

**BLOOD PRESSURE
HANDS-ON ACTIVITY**

11

Healthcare
Volunteers

**3 ROUNDS OF
MENTOR DISCUSSIONS**

7

Area
Universities

**SCHOOL AND
EMPLOYER FAIR**

4

Healthcare
Employers

Save the Date!



WHEN

Wednesday, April 29, 2026
9:00am - 3:00pm

WHERE

Indiana Government Center South
302 W Washington Street
Indianapolis, Indiana 46204

A formal invitation with registration link to follow!



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BOWEN CENTER
FOR HEALTH WORKFORCE RESEARCH AND POLICY



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

Questions?

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