



**Indiana**  
**Department**  
**of**  
**Health**

# Governor's Public Health Commission

Workforce: Proposed  
Recommendations

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April 21, 2022

# Overall Goals

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- Ensure Indiana has sufficient information on the health (public health and health care) workforce to identify shortages and support workforce planning.
- Enhance training, recruitment, and retention to ensure workforce capacity and skills are sufficient to support Hoosier health.

# Draft Recommendations

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1. Coordinate current initiatives and provide a framework for the development of a state health workforce plan.
2. Ensure representation of public health on Indiana workforce initiatives.
3. Enhance workforce reporting to understand public health and clinical workforce needs and the status of the talent pipeline.
4. Expand health workforce incentive programming to support personnel recruitment and retention into areas of need.

# Health Workforce Policy Coordination

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## Draft Recommendation 1.

Coordinate current initiatives and provide a framework for the development of a state health workforce plan.

Possible action items:

- A. Identify the entity which will oversee health workforce coordination and planning.
- B. Identify existing programming and initiatives involved in health workforce.
- C. Develop a comprehensive health workforce assessment and plan

# Public Health Representation on Workforce Initiatives

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## Draft Recommendation 2.

Ensure representation of public health on Indiana workforce initiatives.

Possible action items:

- A. IDOH representative on the Indiana Graduate Medical Education Board.
- B. Coordination with the Indiana Governor's Workforce Cabinet.

# Indiana Health Workforce Needs Assessment

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## Draft Recommendation 3.

Enhance workforce reporting to understand public health and clinical workforce needs and the status of the talent pipeline.

Possible action items:

- A. Develop a set of standardized workforce reporting measures for state and local health departments.
- B. Share aggregated information back to LHDs to support analyses, comparisons, and process improvement.
- C. Quantify and describe Indiana's health workforce pipeline and retention by degree and occupation using existing data sources.
- D. Identify additional health-related occupations for which workforce data would be valuable.

# State Health Workforce Recruitment Strategies

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## Draft Recommendation 4.

Expand health workforce incentive programming to support personnel recruitment and retention into areas of need.

Possible action items:

- A. IDOH and FSSA collaborate with other state agencies on incentive program strategies (e.g., loan repayment) that target Indiana's health workforce needs and compliment existing federal programs.
- B. Promote experiential learning opportunities in public health through internships and fellowships.
- C. Create cross-training opportunities in public health for students in clinical health programs.