



**Indiana
Department
of
Health**



**HEALTH WORKFORCE
COUNCIL**

03/19/2025

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

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 of 2025

Agenda

2:00 pm

- Welcome
- Legislative Session Overview

2:20 pm

- Council Partner Updates

2:50 pm

- Department of Workforce Development
- Visit Indiana

3:15 pm

- Obstetrics Subcommittee Report

3:25 pm

- Closing & Next Steps



Rachel Swartwood
Legislative & External Affairs
IDOH



Indiana
Department
of
Health

Indiana Medical Education Pipeline to Practice

Hannah L. Maxey, PhD, MPH, RDH

March 19th, 2025

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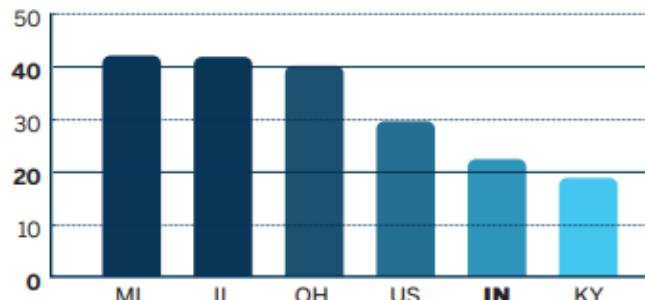


BOWEN CENTER
FOR HEALTH WORKFORCE RESEARCH AND POLICY

Indiana Medical Education Pipeline to Practice: In Context

Med Ed Capacity in Context

MEDICAL STUDENTS ADJ. FOR POP. STUDENTS PER 100,000 PEOPLE



Source: [AAMC 2024 Facts](#): Enrollment, Graduates, and MD-PhD Data, Total Enrollment by U.S. Medical School and Gender. U.S. Census, [State Population Totals](#): 2020-2024



INDIANA'S PHYSICIAN PIPELINE-TO-PRACTICE IN CONTEXT



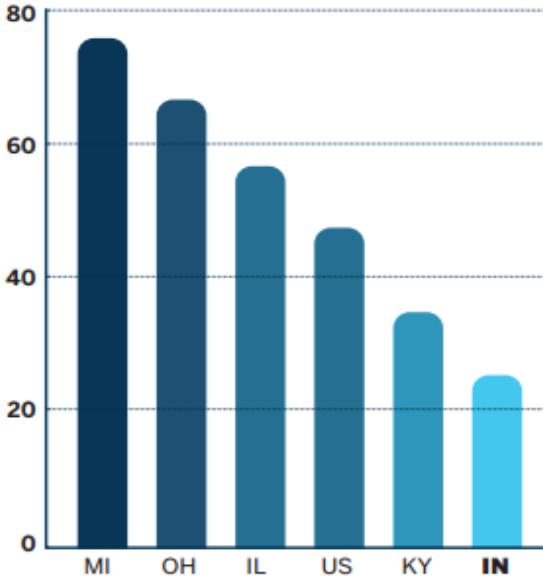
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FOR THE BOWEN CENTER FOR HEALTH WORKFORCE RESEARCH AND POLICY



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

Bowen Center for Health Workforce Research and Policy | www.bowenportal.org | @IUBowenCtr | 317.278.4818

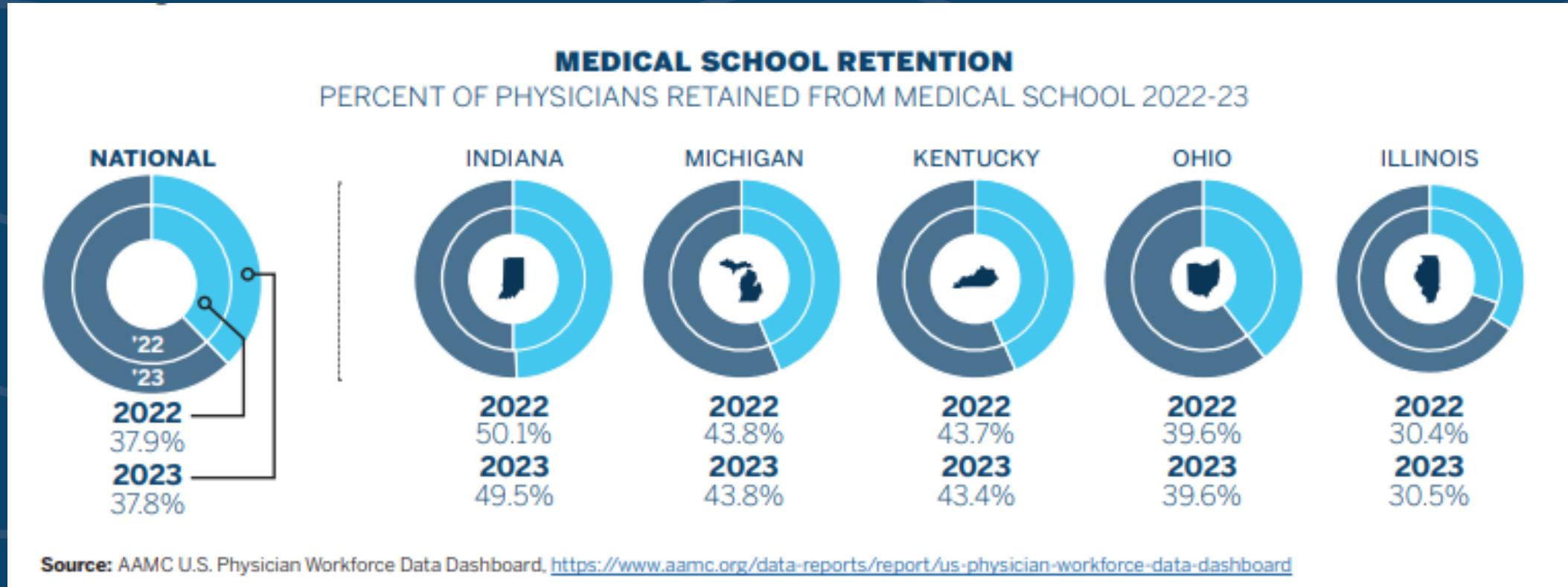
MEDICAL RESIDENT ADJ. FOR POP. RESIDENTS PER 100,000 PEOPLE



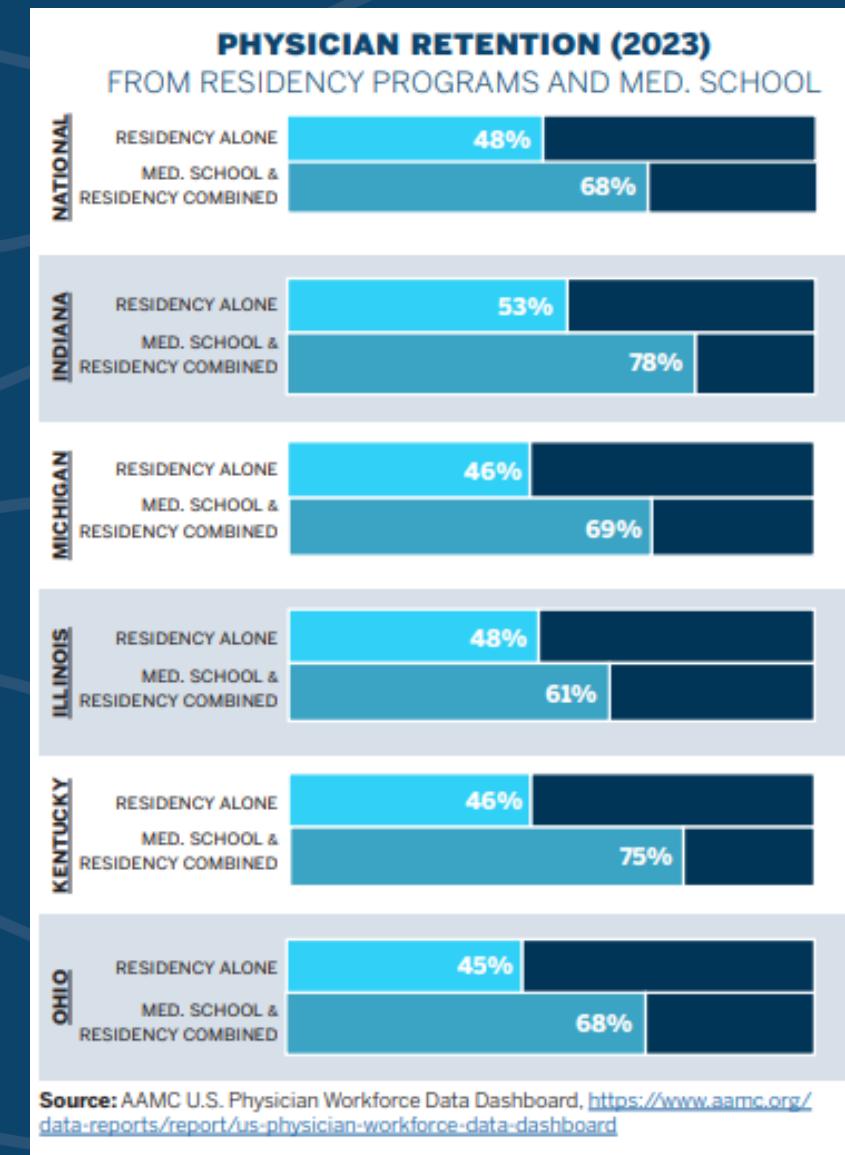
Source: ACGME Data Resource Book, [ACGME Data Resource Book](#) U.S. Census, State Population Totals and Components of Change: 2020-2024, State Population Totals: 2020-2024



Undergraduate Medical Education



Graduate Medical Education



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How do we compare?



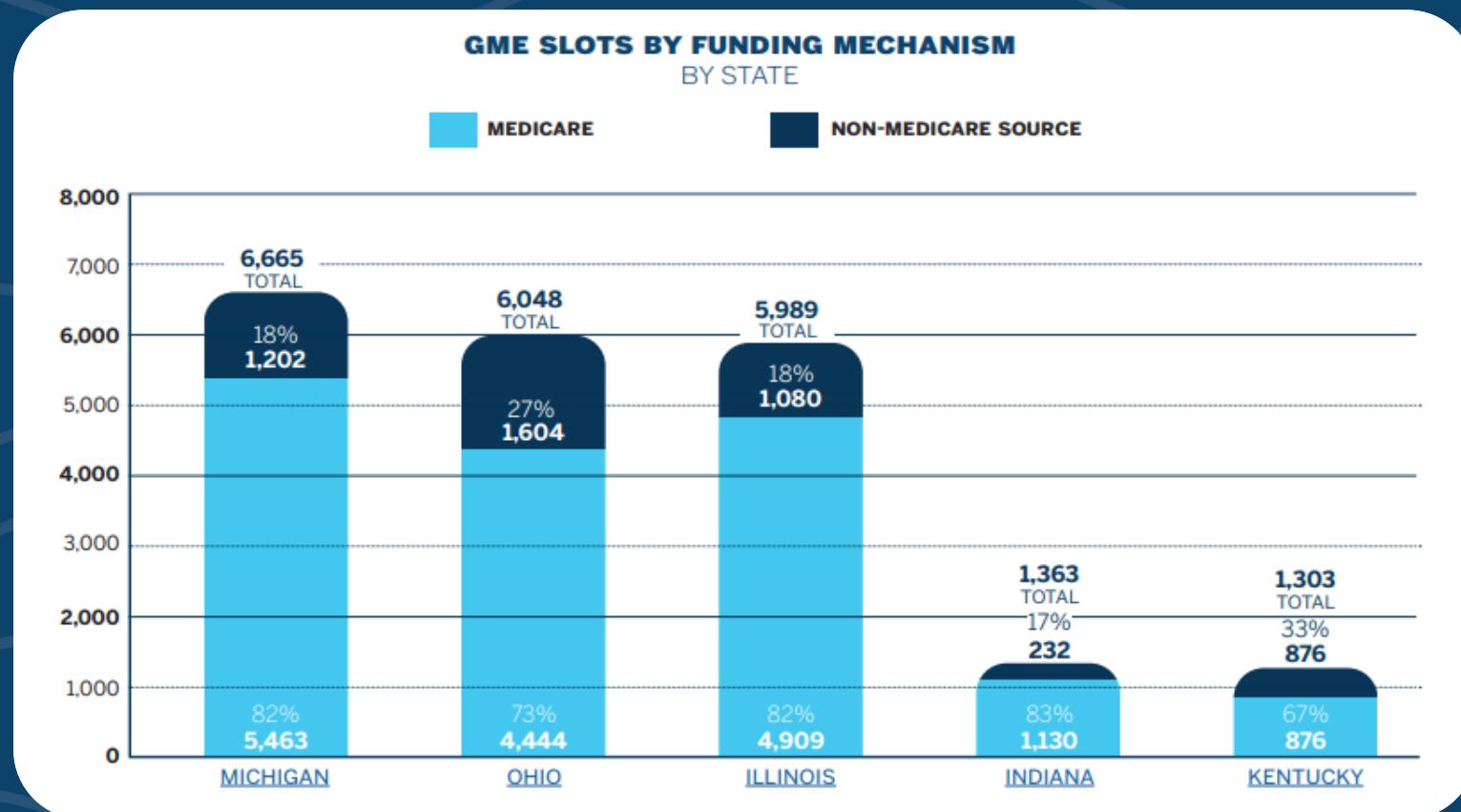
	Indiana	Illinois	Kentucky	Michigan	Ohio
Federal Match NHSC SLRP	Up to \$80,000 max for 4 years /(\$20,000 year)	Up to \$100,000 max for 4 years (\$25,000/year)	Up to \$300,000 max for 6 years (\$50,000/year)	Up to \$300,000 maximum for 10 years (\$10,000/year min)	N/A
State Run Programs	N/A	Community Healthcare Professional Loan Repayment Program (Psychiatrist): Up to \$160,000 max (\$40,000/year)	Healthcare Worker Loan Relief Program of the Commonwealth: Up to \$300,000 max for 6 years (\$50,000/year)	N/A	Physician Loan Repayment Program: Up to \$120,000 max for 4 years (\$25,000/year years 1-2; \$35,000/year years 3-4) Substance Use Disorder Loan Repayment Program: Up to \$50,000 max for 2 years (\$25,000/year)

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IN Med Ed P2P

GME Funding in Context



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IN Med Ed P2P

Retention in Context

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PHYSICIAN RETENTION (2023)

FROM RESIDENCY PROGRAMS AND MED. SCHOOL

NATIONAL

RESIDENCY ALONE 48%

MED. SCHOOL &
RESIDENCY COMBINED 68%

INDIANA

RESIDENCY ALONE 53%

MED. SCHOOL &
RESIDENCY COMBINED 78%

MICHIGAN

RESIDENCY ALONE 46%

MED. SCHOOL &
RESIDENCY COMBINED 69%

ILLINOIS

RESIDENCY ALONE 48%

MED. SCHOOL &
RESIDENCY COMBINED 61%

KENTUCKY

RESIDENCY ALONE 46%

MED. SCHOOL &
RESIDENCY COMBINED 75%

OHIO

RESIDENCY ALONE 45%

MED. SCHOOL &
RESIDENCY COMBINED 68%

Source: AAMC U.S. Physician Workforce Data Dashboard, <https://www.aamc.org/data-reports/report/us-physician-workforce-data-dashboard>



Future Considerations

- Are there opportunities to increase enrollment?
- How can Indiana fill current GME slots and increase available slots?
- How can Indiana support physician recruitment and retention through incentive programs?



Thank you!



FOR MORE INFORMATION:
bowenportal.org

bowenctr@iu.edu ■ @IUBowenCtr

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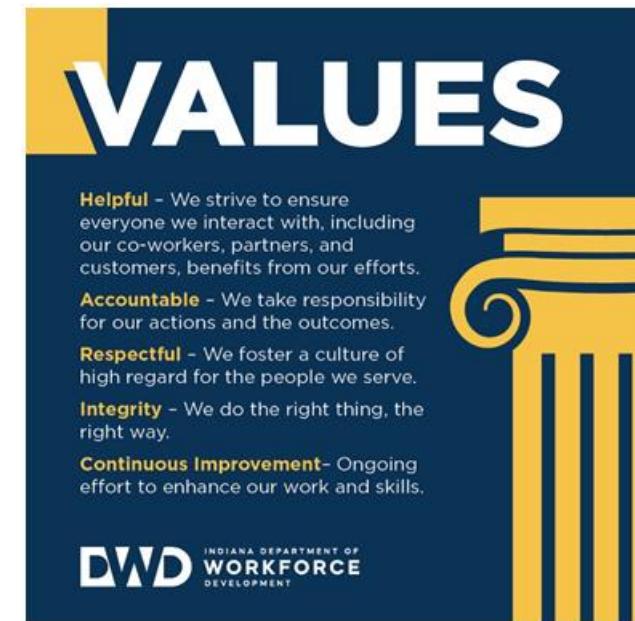
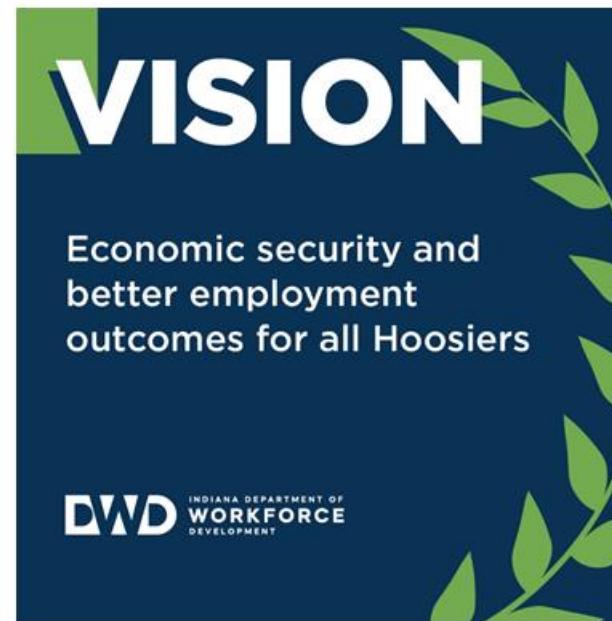
Workforce Development Services Overview

Presentation to the Indiana Health Workforce Council

March 2025



Indiana Department of Workforce Development



DWD Workforce Division

- Administer more than \$100M in federal and state workforce programming through network of WorkOne career centers and other state and local partners
- Manage 250 JAG workforce preparation programs serving an anticipated 10,000 at-risk youth per year
- Serve more than 100,000 individuals statewide through employment and re-employment services programming
- Serve nearly 26,000 students through Adult Education programming

Service Network

- IN Dept of Workforce Development (DWD)
- 12 Regional Workforce Development Boards
- 66 WorkOne Career Centers
- 45 Adult Education Providers across the State with sites in 92 counties

Career Services

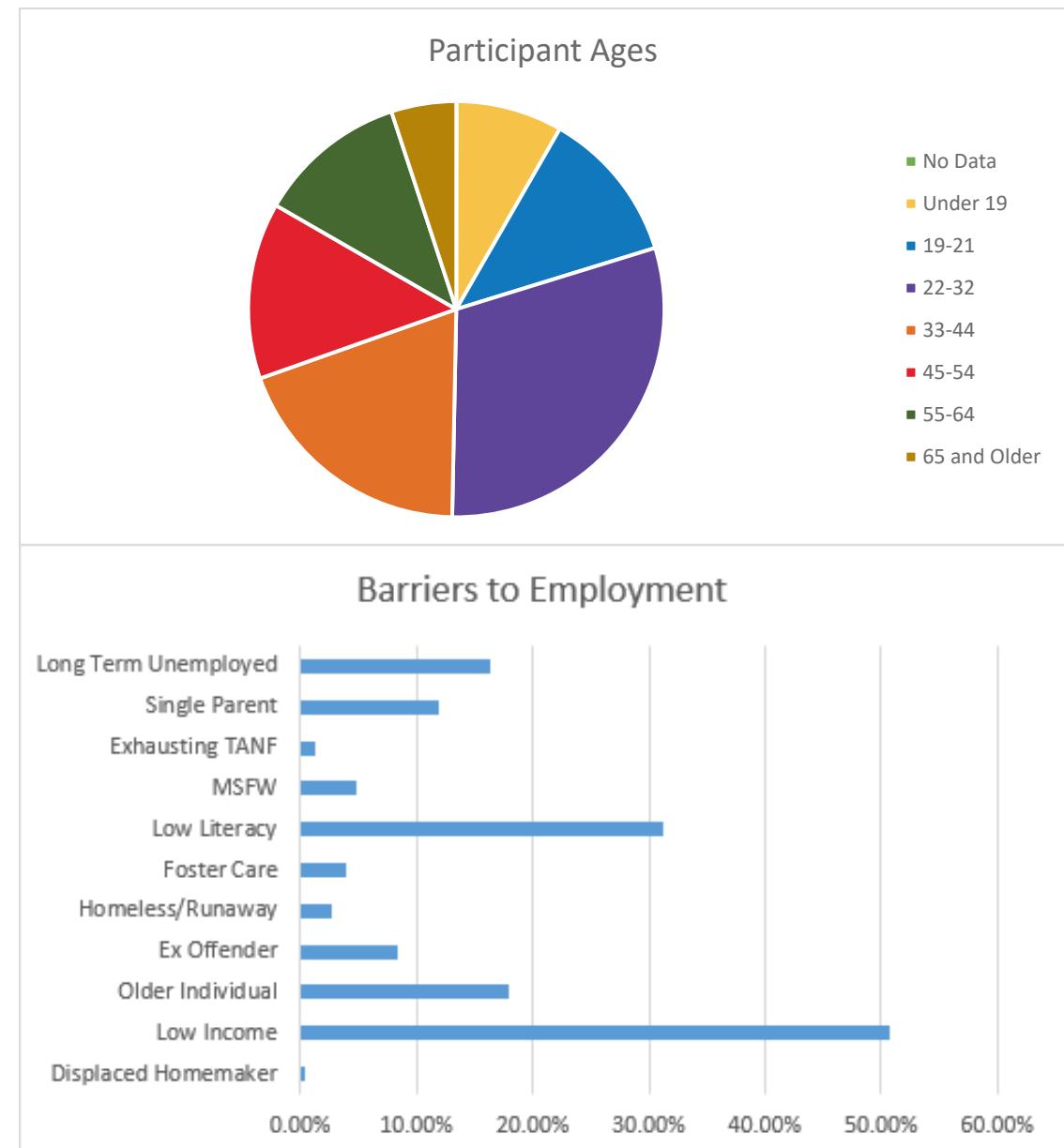
- Career counseling, job search assistance and employment workshops
- Short-term occupational training
- Registered Apprenticeships and Pre-Apprenticeships
- Job readiness assessments
- Adult basic education, high school equivalency, English language

Business Services

- Access and outreach to qualified applicants and underrepresented labor pools
- Needs analysis and planning
- Labor market and economic data
- Work-based training programs and Apprenticeships

Who We Serve

- Adults in need of basic skills
- Unemployed and underemployed individuals
- Individuals with barriers to finding or maintaining employment
- Workers seeking career changes or advancement
- Youth with barriers to employment



Building Talent Pipelines in Healthcare

- **Adult Education**
 - Integrated education and training programs combine high school equivalency diploma with high value credential in areas like medical assisting, surgical technicians, dental hygiene, and certified nursing assistant.
 - More than **700 certifications** earned last year including **319 in medical assisting** (CCMA)
 - Provide English language classes thru **Workforce Education** partnerships with Ascension, IU Health and other healthcare organizations
- **Apprenticeship**
 - **20 active Registered Apprenticeship** programs that encompass more than 17 different healthcare occupations
 - Approximately **920 new apprentices** in PY24 working towards their program completions.
- **Employer Training Grants**
 - Reimbursed **\$2.8M to Hoosier businesses** growing their own talent in healthcare occupations
 - **851 trainees** were upskilled in top occupations like: Administrative Services Managers, Firefighters, Medical Assistants, Certified Nursing Assistants, and EMT's



Katie Rounds
Chief Workforce Officer
IN Dept of Workforce Development
krounds1@dwd.in.gov

Indiana Workforce Development Boards

<https://www.in.gov/dwd/compliance-policy/wdb/>

Work One Career Center Locations

<https://www.in.gov/dwd/WorkOne/locations.html>

Employer Training Grant Information

<https://www.in.gov/dwd/business-services/etg/>

OUR MISSION

THE INDIANA DESTINATION DEVELOPMENT CORPORATION
SEEKS TO PROMOTE, BRAND, AND TELL INDIANA'S AUTHENTIC
STORY TO ATTRACT VISITORS AND RETAIN TALENT AND
GRADUATES.

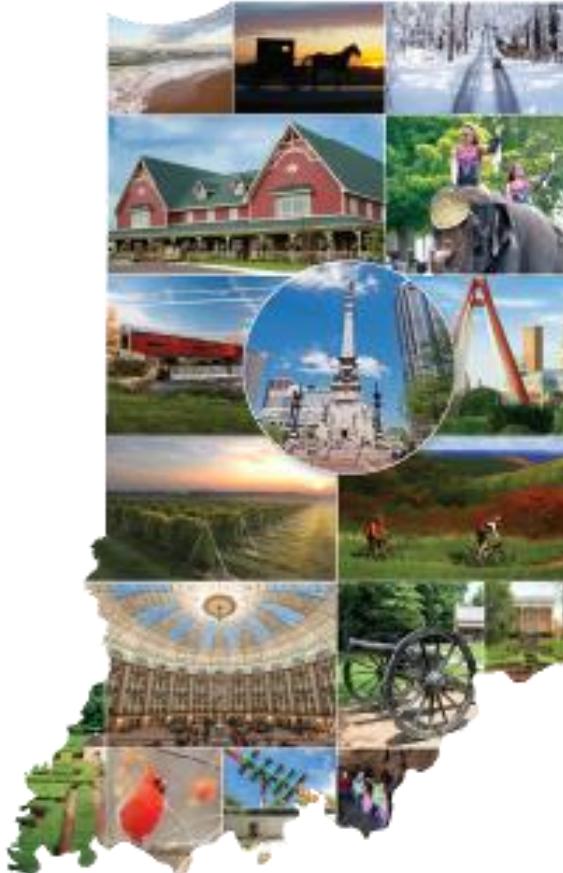
IDDC PRIMARY OBJECTIVES



STRATEGIC INITIATIVES



- Create resources and tools to help Indiana communities and companies enhance their talent attraction efforts
- Engage with college students to improve Indiana's graduate retention rates



CITY/REGION “LIVE IN” PAGES



- Using VisitIndiana.com’s high search ranking to help folks find information about living/moving to Indiana cities and regions
- “One-stop-shop” for common questions. Don’t see your area? Let us know--there is no charge to create

THERE'S A PLACE FOR EVERYONE IN INDIANA

The calm swaying of a tree on a lazy summer morning, the buzz and excitement of a night out in the city, the groggy hustle to get the kids to school in the morning, and the sign of relaxation after a hard day's work, you can find all of this in each of the dozens of Indiana communities waiting for you. Indiana is filled with unique, welcoming communities ranging from big cities to trendy suburbs to small towns. Wherever you go, Indiana has a place waiting for you.

Explore the dozens of communities across the state and find the place that is right for you. Your forever home is waiting for you IN Indiana!

COMMUNITIES IN INDIANA

Batesville	Bedford
Bloomington	Crawfordsville
Evansville	Fort Wayne
Franklin	Greenwood
Hammond	Indianapolis
Jasper	Jeffersonville
Kokomo	Lafayette
City of Marion	Michigan City
Mishawaka	Muncie
Noblesville	Porter County
Richmond	South Bend
Terre Haute	Wabash County
Washington	West Lafayette

MOVE TO FRANKLIN, INDIANA

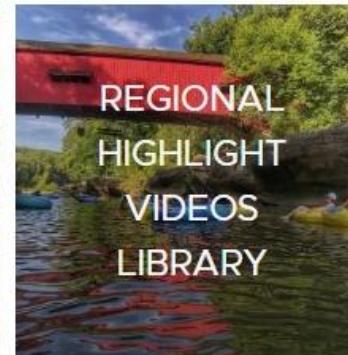
Franklin is known for its Main Street, charming feel, vintage shops, enchanting public art and exciting festivals. Close enough to Indianapolis for an urban excursion while keeping its unique small-town charm, Franklin is a perfect place for anyone wanting an exciting small-town with access to both urban and rural fun.

THINGS TO DO IN FRANKLIN

- EXPERIENCE DOWNTOWN FRANKLIN
- EVENT & FESTIVALS IN JOHNSON COUNTY
- GREAT EATS IN JOHNSON COUNTY
- SHOPPING IN JOHNSON COUNTY
- MAKE A SPLASH IN FRANKLIN
- THE HISTORIC AIRCRAFT THEATRE IN FRANKLIN



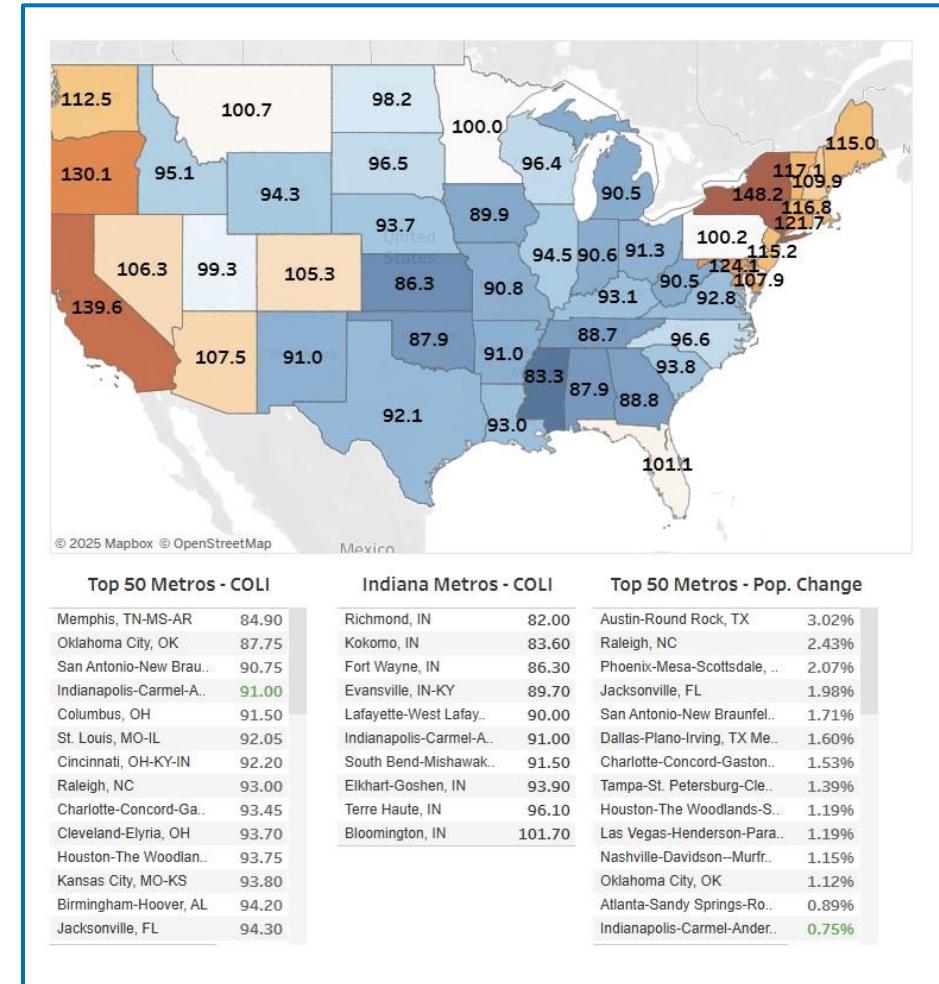
- IDDC has curated a library of photo/video content from all 92 Indiana counties for partners to download free of charge for any creative project
- Includes photos, videos, B-roll, sizzle reels
- Regional “donut” videos leave room in the middle for insertion of local content
- IDDC talent available to film videos at a fraction of market rate



COST OF LIVING CALCULATOR



- Compares everyday costs in Indiana communities to cities all around the US
- Use as a Talent Attraction tool, put link on a website or include in a digital offer, complimentary



NOVEL SOURCE FOR E-NEWSLETTER CONTENT

- IDDC creates a new 'What's IN' banner each month
- Features a seasonally appropriate destination/event
- Enhances civic pride, fosters employee retention
- FREE to enroll





WHAT'S IN

PICTURE YOUR SUMMER IN INDIANA

From the deep caves in Southern Indiana to the rolling Indiana Dunes in Northern Indiana, Indiana is a diverse state full of natural and man-made marvels. Whatever you love, Indiana has something for you this Summer.

[YOUR ULTIMATE SUMMER BUCKET LIST](#)

PICTURE YOURSELF IN INDIANA

TOURISM NEWSLETTERS

- Sign up for our free monthly consumer newsletters to receive firsthand all the Things to Do, Festivals and Events State-wide!
- Please follow us: @visitindiana, @INIndiana; @indianadestinationdevelopmentcoporation on LinkedIn



HAPPENING NOW #ININDIANA



Midwest's Largest Flea Market

Voted Top 10 Things to Do in Indiana and visitors say the Shipshewana Flea Market is one of the best Flea Markets in the country! Open Tuesdays and Wednesdays, May 6 to October 1, 2025, with nearly 700 vendors, the possibilities are endless: landscaping, fresh produce, art, home decor, furniture, crafts, antiques, purses, jewelry... and so much more! Also, don't miss the weekly Wednesday auctions with 6-9 auctioneers going at once.

[LEARN MORE](#)

Shop Off the Beaten Path

Discover 120 Amish Cottage Shops with the FREE Off the Beaten Path audio tour. Find the 80 Barn Quilts throughout the region on a two-hour journey experiencing scenic views, one-of-a-kind crafts, furniture, leather goods, wooden toys, honey, and 100s of miles of history from the comfort of your car.

[START EXPLORING](#)



Hike it, Bike it, Ride it

Head outdoors and explore nature along the 17-mile-long Pumpkinvine Trail. The paved path weaves through Shipshewana and Northern Indiana's stunning countryside. Stop and grab ice cream or have a picnic near an Amish farm.

[LEARN MORE](#)

Sweet Eats & Salty Treats

Savor the flavor with a mouth-watering pie from The Blue Gate Restaurant. Indulge in cupcakes and cheesecake at Shawna Rae's Bakery and Cafe. Dip, dunk, or split a warm, freshly made pretzel at JoJo's Pretzels, don't forget the homemade sweet or hot mustard.

[EXPLORE THE FLAVORS](#)

UPCOMING EVENTS

PROMOTE CIVIC PRIDE



- Digital versions of 'certificates' can be sized for e-signatures, business cards, websites and more; limited cling stickers available
- Certified Minority Owned Businesses have their own clings, contact IDOA for more info



Strategic Initiatives
IN INDIANA.

IN Indiana Toolkit & Logo Customizer <ul style="list-style-type: none"> Communities, companies, schools or organizations can create a free custom IN Indiana campaign  	Celebrate Indiana Origins <ul style="list-style-type: none"> Download digital certificates promoting your entity's pride—for social posts, e-signatures, business cards, etc. 
Move IN City/Region Pages <ul style="list-style-type: none"> One stop shop on VisitIndiana.com for relocation information to communities  	IDDC Photo/Video Asset Library <ul style="list-style-type: none"> Download video and photo assets from all 92 Indiana counties  
Electronic Newsletter Content <ul style="list-style-type: none"> Curated monthly in a banner format with fresh graphics and a link to a seasonal experience  	Consumer Newsletters <ul style="list-style-type: none"> Monthly emails about Things to Do and Festivals and Events IN statewide  
Indiana Destination Map <ul style="list-style-type: none"> Interactive digital map that displays quality-of-life assets around the state  	Cost of Living Calculator <ul style="list-style-type: none"> Compares everyday costs in Indiana communities to cities around the US  

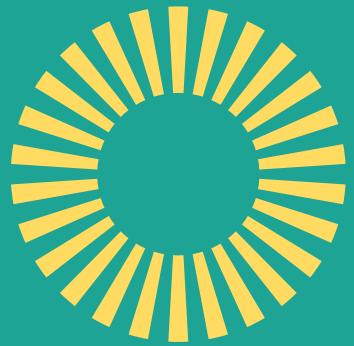
Strategic Initiatives
IN INDIANA.

Partner/Industry Newsletter <ul style="list-style-type: none"> Stay up-to-date on IDDC programming & news with our e-newsletter 	New Resident Welcome Packet <ul style="list-style-type: none"> New residents receive a letter from the Governor, Indiana Travel Guide, Festival Guide & more 
Quality-of-Life Marketing Co-op Campaign <ul style="list-style-type: none"> IDDC provides a 1:1 match for local partners to promote moving to their communities  	
Video Testimonial Campaigns <ul style="list-style-type: none"> First-person videos featuring local residents <ul style="list-style-type: none"> Top 5, Home Again and Hoosiers by Choice  	College Life IN Indiana <ul style="list-style-type: none"> Summer programming for interns encourage exploration of local destinations Facilitating off-campus experiences for Indiana's "four-year tourists" Promoting a video ad showing the Quality of Life in Indiana and monthly newsletters to inform about festivals and things to do Coming soon: College Life App—a tool for students to help find, research and review destinations...and earn points/rewards for visiting!  
<p>We are happy to connect:</p> <p>Karen Momper <i>Director of Strategic Initiatives</i> kmomper@iddc.in.gov</p> <p>Indiana Destination Development Corporation aims to enhance local efforts in talent attraction and graduate retention by promoting Quality of Life IN Indiana through marketing, networking, funding grants and providing resources.</p> 	

Thanks for your time and attention...Please stay in touch!

Karen Momper, Director of Strategic Initiatives

kmomper@iddc.in.gov



Health Workforce Council OB Subcommittee Update

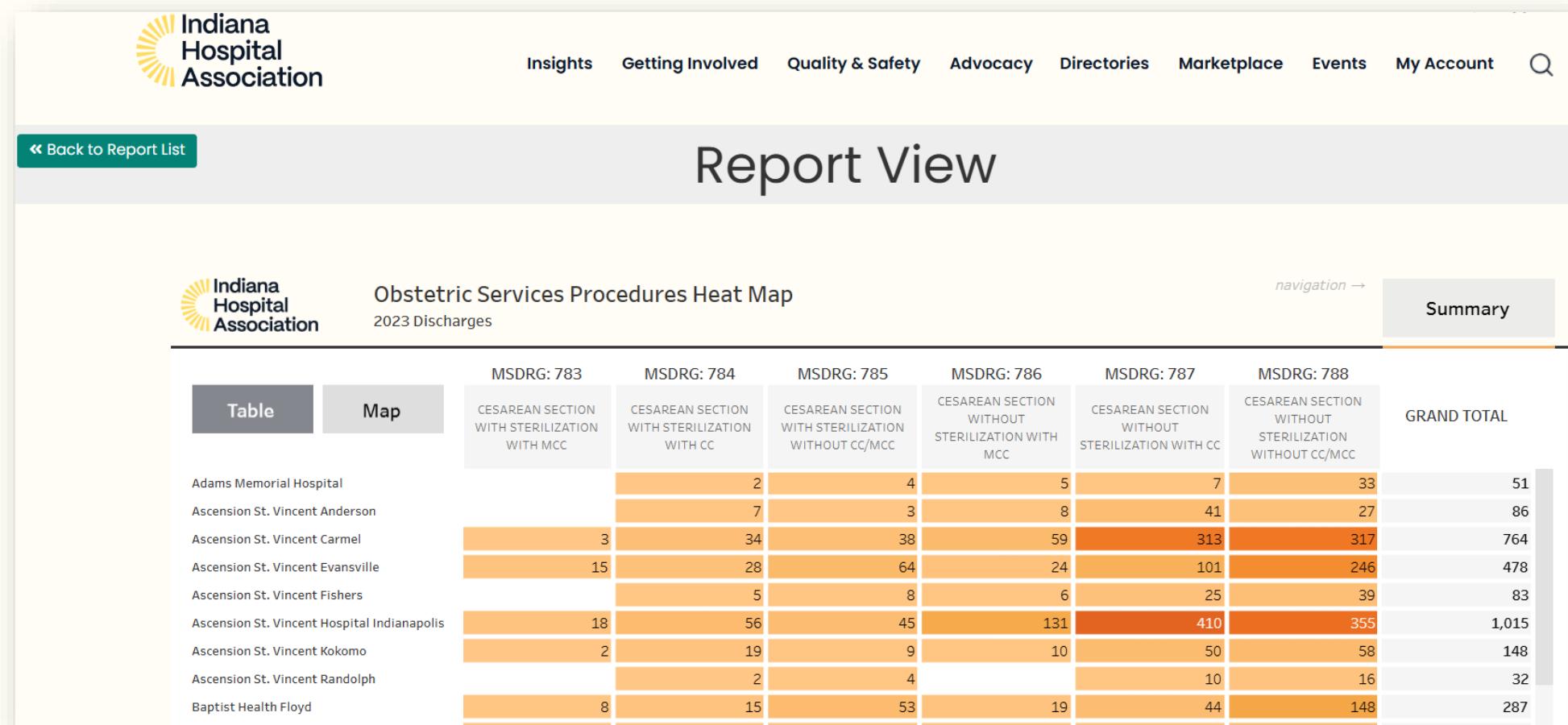
Subcommittees

- **OBGYN Residencies**
- **OBGYN Fellowship for Family Medicine Physicians**
- **Certified Nurse Midwife Training Program**

Can We Support?



Table View by Procedure



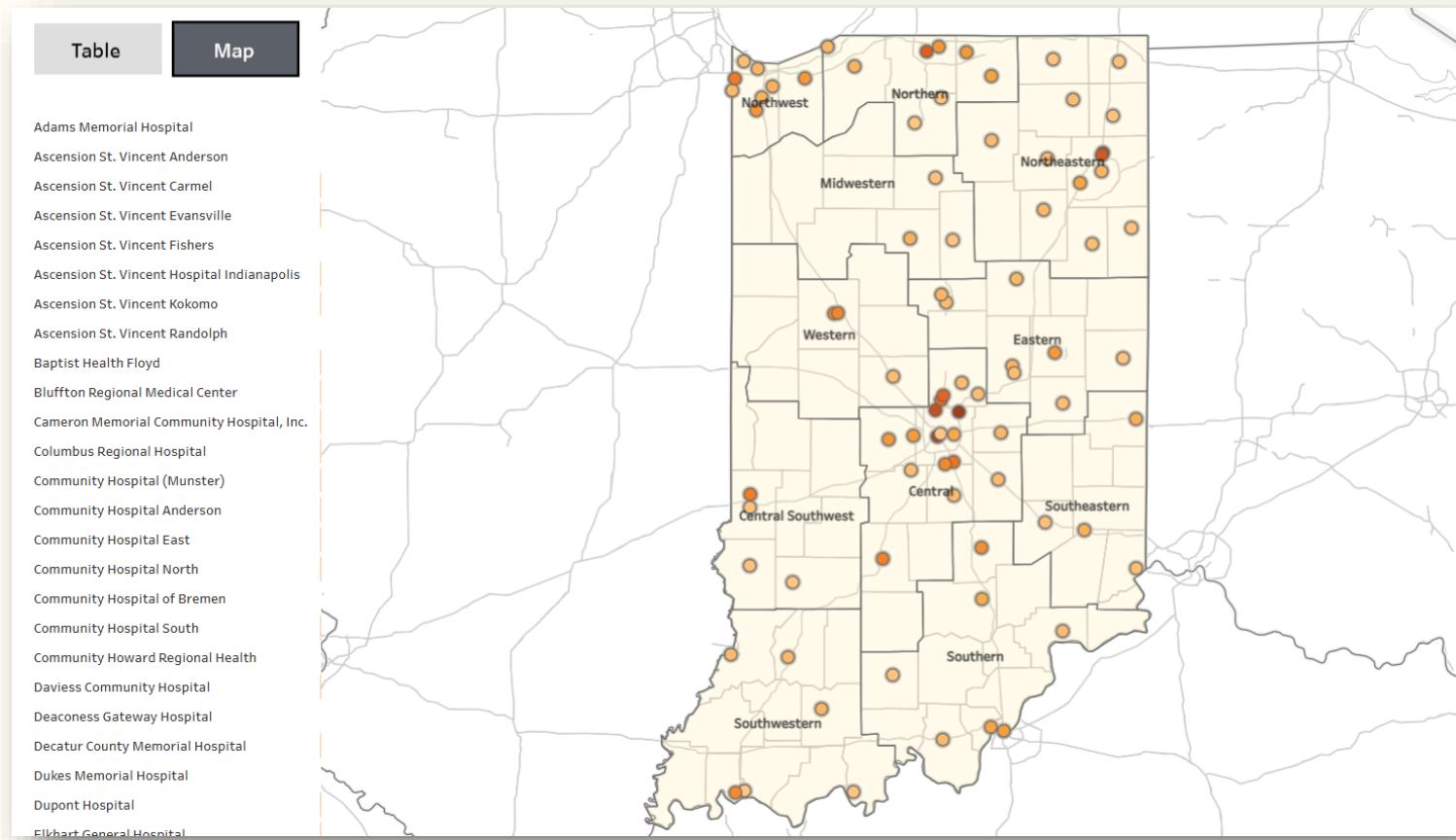
Map View by Procedure



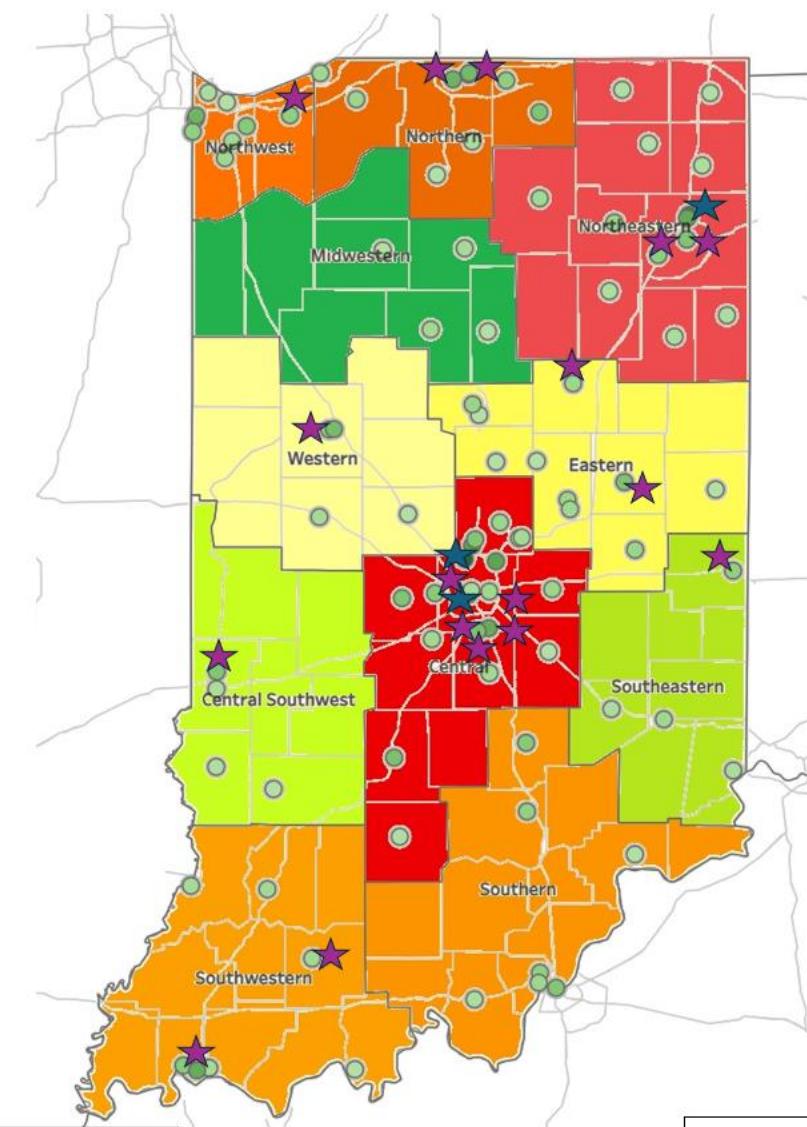
Obstetric Services Procedures Heat Map 2023 Discharges

navigation →

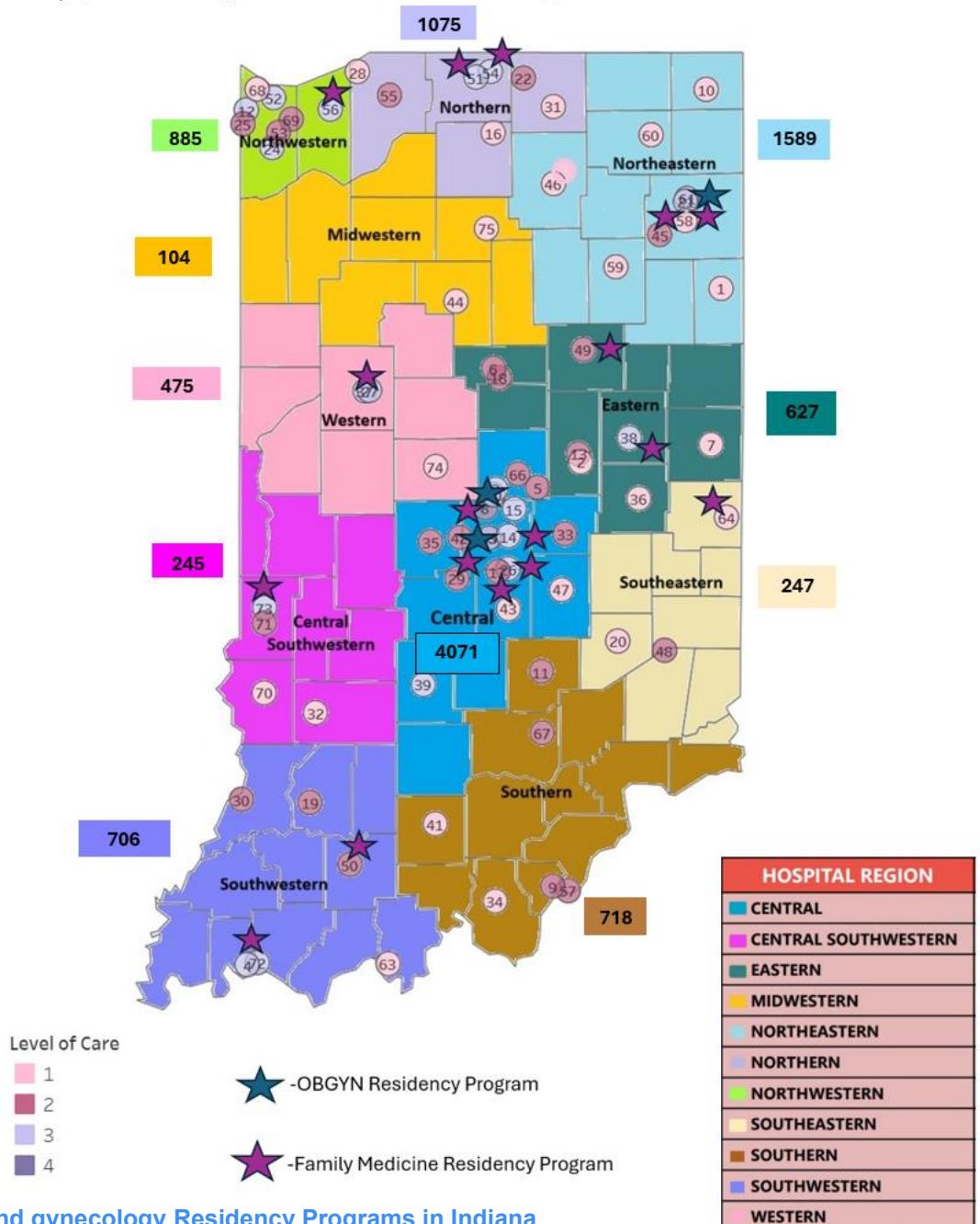
Summary



Hysterectomy Procedures Heatmap 2023



Hysterectomy Procedures Based on Region and Level of Care- 2023



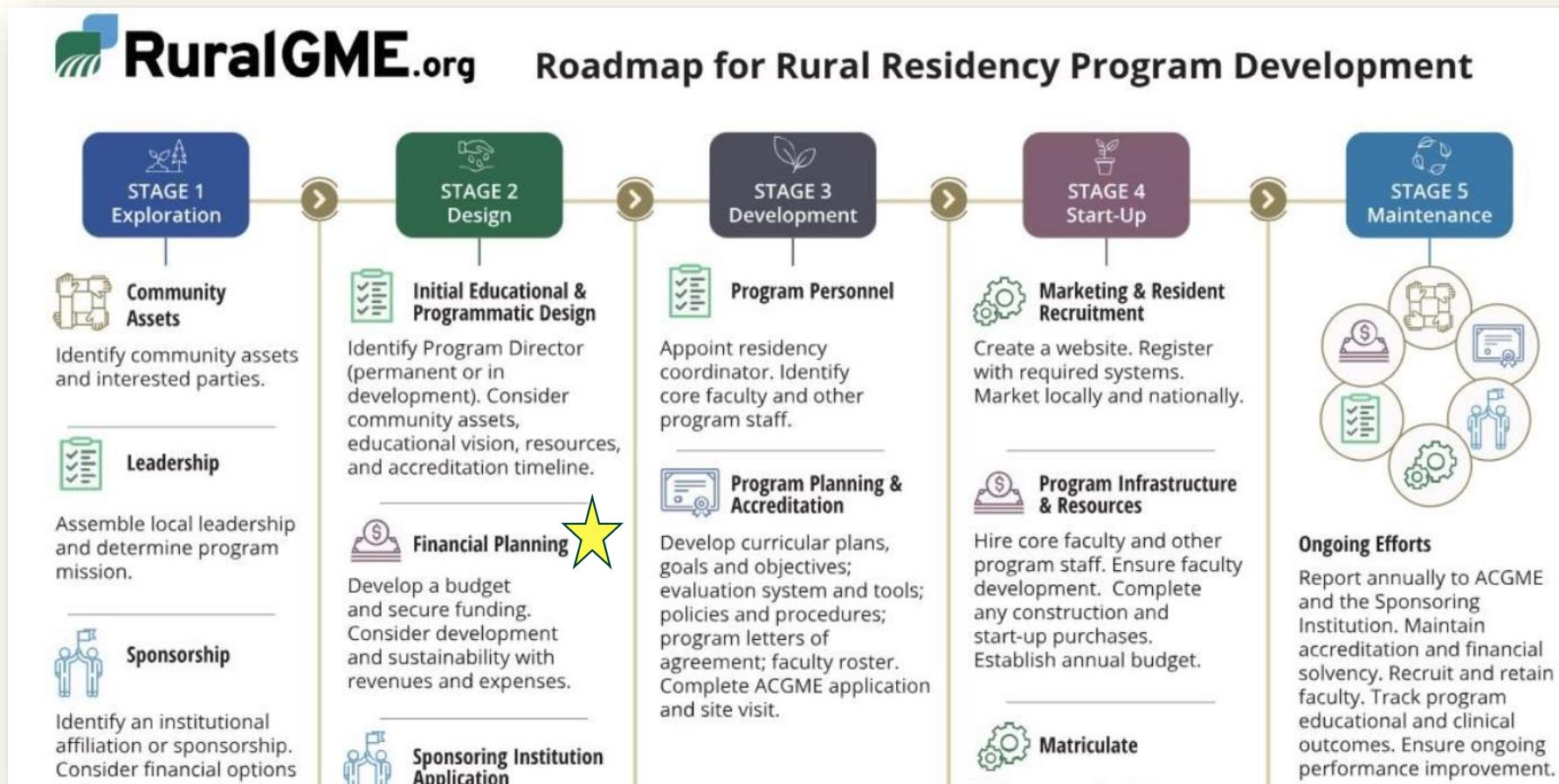
Rural & Urban Partnership

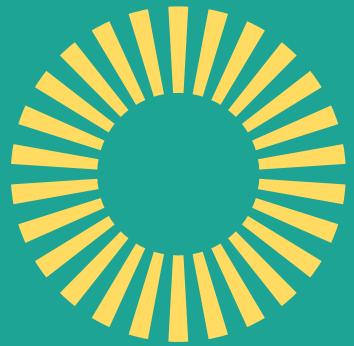


Next Steps

Reach out to those areas who are willing and can support this model.

Barriers





Certified Nurse Midwife Program Updates

CNM Impact Statement & Survey

Impact Statement

Workforce Snapshot

What is a Certified Nurse-Midwives

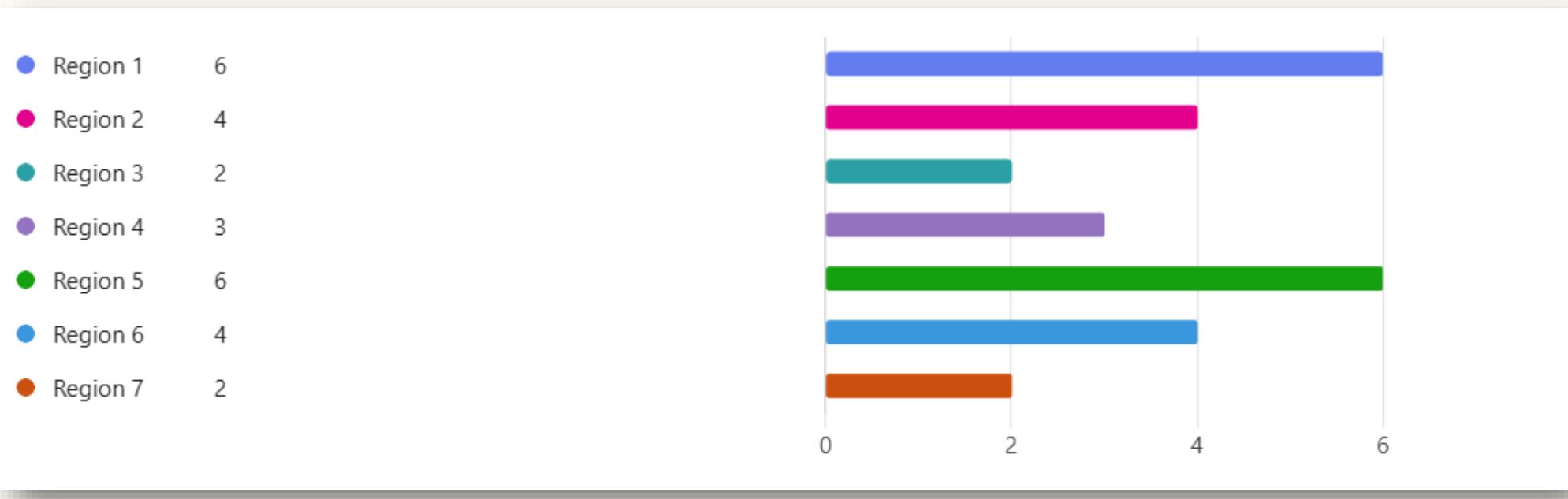
Education Required

Employment Outlook

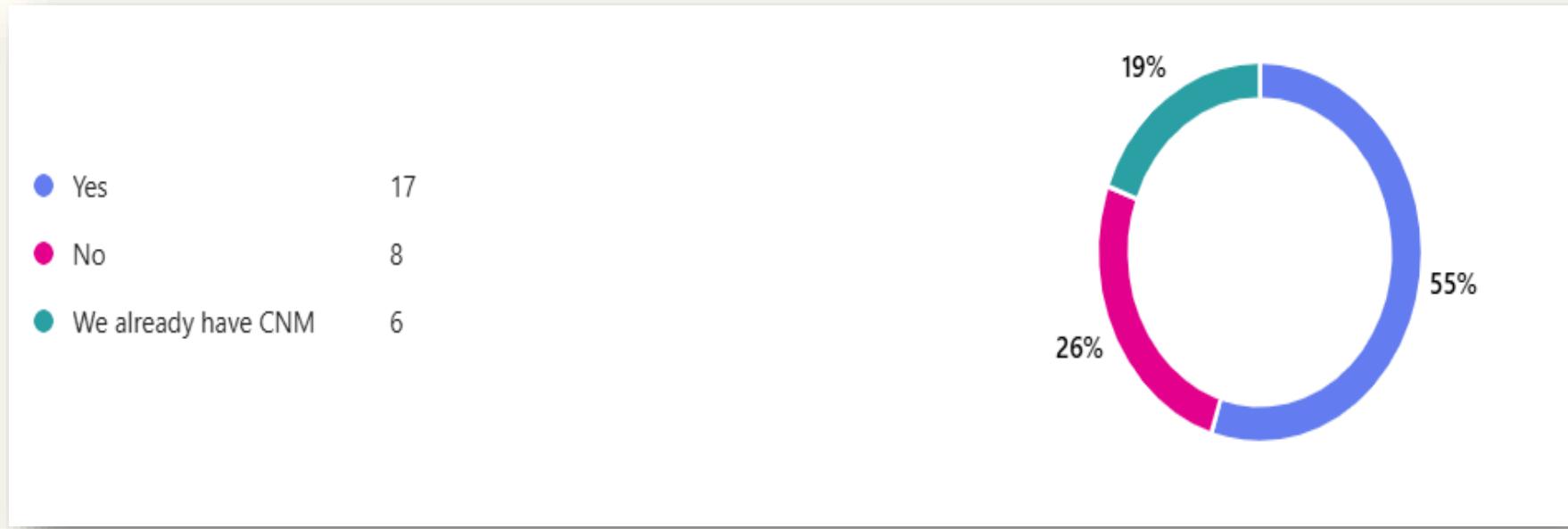
CNM Survey Evaluation



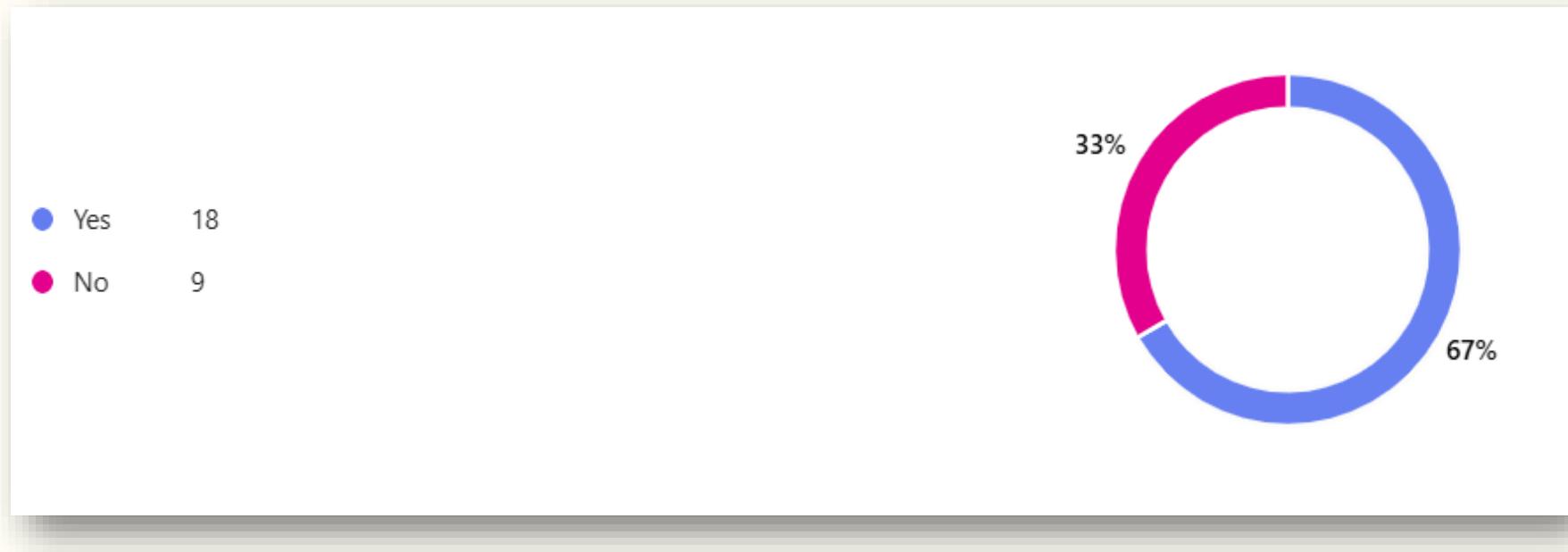
What hospital region does your organization represent?



Our birthing facility has considered integrating CNM into our clinical practice to support our clinical needs.



Our birthing facility has consider adding CNM to our treatment team.



We would love to embed CNM into our birthing facility during the following time:



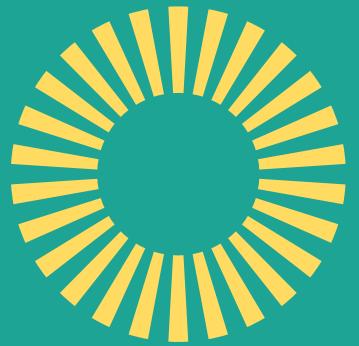
Additional feedback

No physician buy-in

To costly

Some facilities starting this spring

Midwives currently a part of the team and vital to maintaining services



THANK YOU!



Public Health Day



Next Steps...

- Informational Resources
 - Council One-Pager
- Upcoming Meetings
 - 06/18/25
- [Health Workforce Council Website](#)
 - Subcommittees
 - Public Comment



Questions?

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