



**Indiana
Department
of
Health**



**HEALTH WORKFORCE
COUNCIL**

09/18/2025

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

10:00 am

- Top Jobs - Indiana

10:30 am

- Rural Health Transformation Program Recommendations

11:00 am

- J-1 Visa Waiver Program

11:30 pm

- Mental & Behavioral Health Subcommittee – CEUs Recommendation

Redevelopment of Indiana's In-Demand Occupations Methodology

September 2025



TOP JOBS
INDIANA



KELLEY SCHOOL OF BUSINESS
Indiana Business Research Center



The Challenge

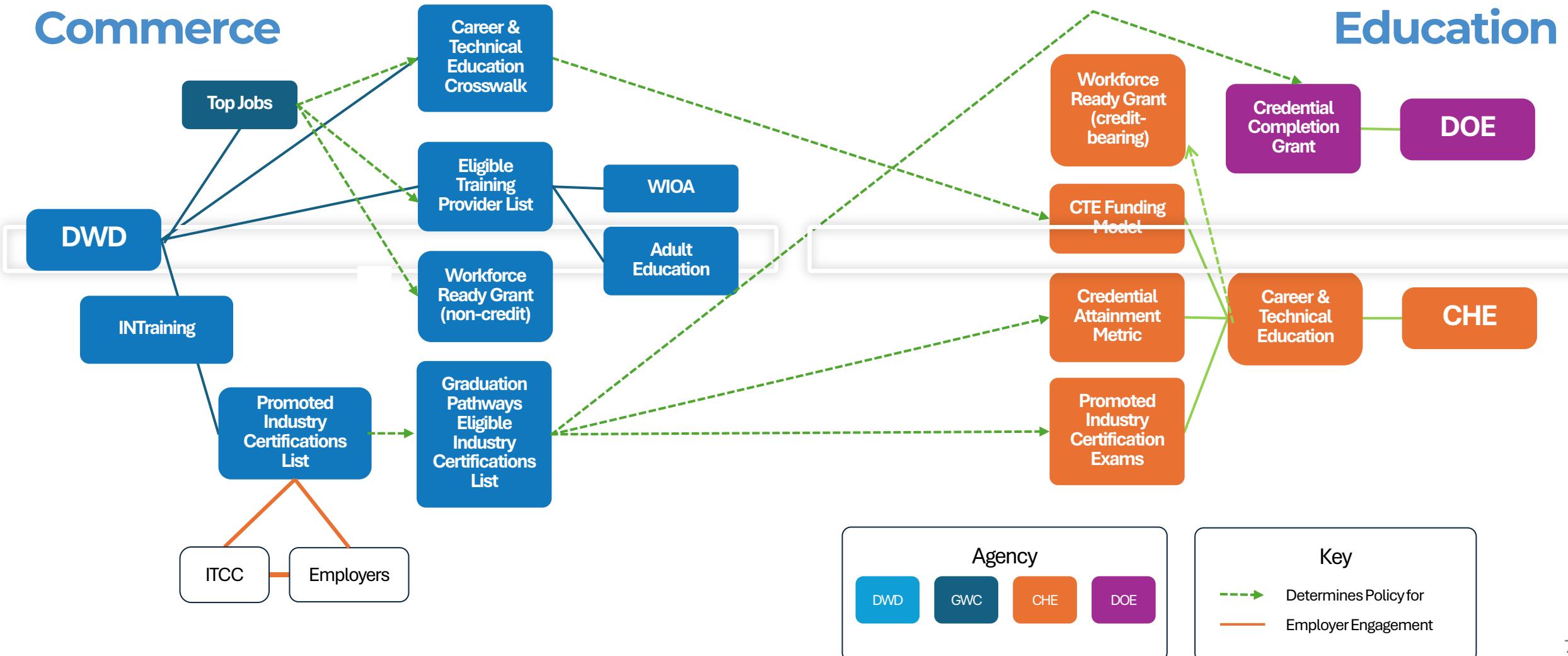


- Workforce education programs have been ineffective at moving the needle on wages or increasing skills at the pace needed to keep up with employer demand
- Employers only sporadically engaged
 - Tyranny of the anecdotal
 - Reactive to a system they do not perceive as working for them
- We don't know which of our programs are effective
 - Only tracking outputs, but even those aren't comprehensive and are not mapped back to evaluate how well we are meeting employer demand
 - Data being used as a blunt tool for setting policy with little transparency or buy-in
 - Not leveraging the data we do collect – SOC codes in UI wage records
- Our education system is only loosely tied to employer demand

CURRENT STATE

Programs & Incentives for Workforce Education

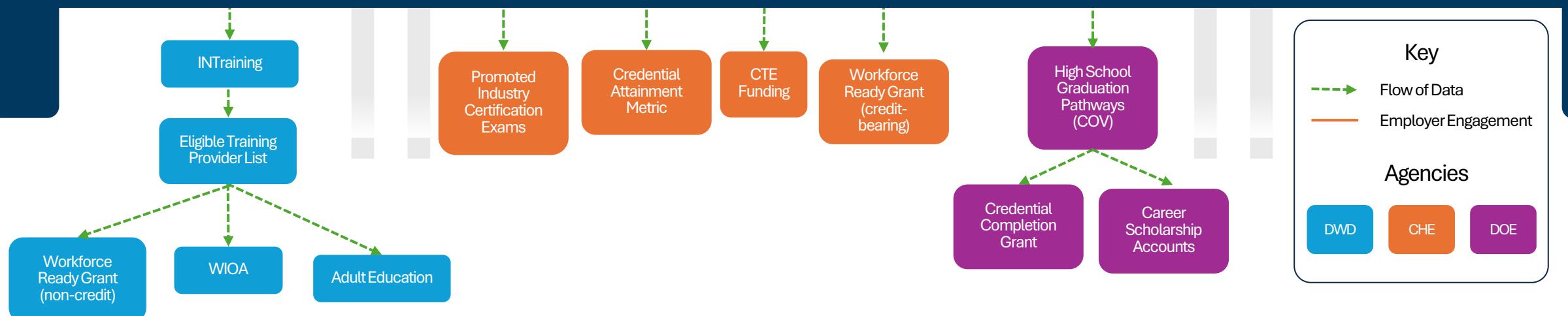
Commerce



THE OPPORTUNITY



Alignment of Workforce Education and Training Priorities to Employer Demand:
Integrated Top Jobs, CTE, COV, and ROI Models



BACKGROUND ON TOP JOBS

- States are required to align workforce training funding to in-demand occupations under the Workforce Innovation and Opportunity Act ([WIOA](#))
- Indiana adopted the [INDemand Jobs](#) system (“Flames”) in 2017 to identify the in-demand occupations by state and region based on demand, growth, and earnings
- We use Flames to set policy across a range of workforce and education programs
- [HEA 1609](#) required the Flames methodology to be reviewed and updated by January 1, 2025
- The new in-demand occupation methodology, called Top Jobs, officially went into effect in July 2025
- Top Jobs will be updated twice per year, in April and October

Policy Applications & Other Uses

State	Partners & End-Users
WIOA Eligible Training Provider List (ETPL)	All training providers across the eligible training provider list
Adult Education	All adult education training providers & current students
DWD Workforce Ready Grant (noncredit training providers)	All approved Workforce Ready grant training providers
DWD Career Coaching	DWD’s public-facing platforms, including all Indiana Career Connect and Indiana Career Explorer users
Career Technical Education (CHE)	K-12 CTE programs, State Board of Education
CHE Workforce Ready Grant (credit bearing training providers)	Currently enrolled Next Level Jobs students
Credentials of Value	K-12 school counselors, students, and parents using career navigation tools offered through school systems
Vocational Rehabilitation	WorkOne case management/career coaching network
DOC HIRE program	Strada Education Foundation

METHODOLOGY & KEY CHANGES



TOP JOBS
INDIANA

KEY CHANGES



Existing Scale
& Indicators
Carried Over



Increased
Emphasis on
Wages



New Weighted
Indicator:
Retention



Improved
Transparency &
Functionality



New Descriptive
Indicators for Additional
Context & Decision-
making



Academic Partnership with
the IBRC for ongoing
updates

WEIGHTED INDICATORS



Demand

Signals the likelihood that employment opportunities will be consistently available

- Job openings
 - 2-year
 - 10-year
- Job postings

35% of score



Retention

Indicates an occupation's stability to counteract churn

- Separations divided by average total employment

28% of score



Growth

Measures how quickly employer demand is growing

- Job openings from growth
 - 2-year
 - 10-year
- Job growth rate
 - 2-year
 - 10-year

25% of score



Earnings

Indicates the relative value employers place on an occupation

- Average earnings
- Earnings growth
- Ratio of earnings to 75% of State's average wage

12% of score

DESCRIPTIVE INDICATORS

* NOT INCLUDED IN THE TOP JOBS SCORE *



Job Transferability

Indicates an occupation's adaptability across industries

- Occupation's measurable presence across multiple industries (accounts for at least 2% of employment at the 4-digit NAICS level)



Upward Mobility

Indicates an occupation's potential for advancement

- Number of potential, skill-similar roles with higher earnings, reflecting greater potential upward mobility



Job Stability

Measures an occupation's resilience and likelihood of offering fulltime hours & benefits

- Changes in employment growth that run counter to regional growth trends
- Share of full-time job postings



Skill Change

Measures how "disrupted" an occupation is due to technological advancements and changing skills

- Change in skills and training requested in job postings over time

EARNINGS THRESHOLD

Top Jobs' increased emphasis on wages is an effort to drive up wages in the state, improving household wealth and purchasing power.

Star Rating	Wage Rule *	Share of the Average Wage
4/5	\$56,488+	100%
3	\$42,366 - \$56,487	75%
2	\$28,245 - \$42,365	50%
1	\$0 - \$28,244	25%

- Previous Threshold: an occupation's average wages had to exceed \$36,605 in order to score a 3 or above under the Flames system
- Only 22% of occupations could potentially score below a 3 despite their baseline score indicating otherwise



Indiana's Average Wage: \$56,487

Why Focus on Wages?

Indiana ranked [36th in the nation](#) in terms of average earnings as of 2023.

Many Hoosier households are struggling to make ends meet as evidenced by the [living wages](#) required to support families of various sizes:

- **\$42,515** for a single adult with no children
- **\$51,501** for two working adults with two children
- **\$59,842** for two adults, one of whom works, with one child
- **\$74,194** for a single adult with one child

The state's minimum wage of \$7.25 an hour translates to only **\$15,080**, poverty wages.

SIMPLIFIED CALCULATION

1

Weighted Base Score

Each subscore is multiplied by its respective weight and the results are totaled. Then, the weighted base score is normalized on a scale from 1 to 100 for all occupations in a region.

Welders (SOC 51-4121)

Indicator	Subscore	Times: Weight	Weighted Subscore
Demand	68	35.0%	23.8
Retention	54	27.5%	14.9
Growth	52	25.0%	13.0
Earnings	32	12.5%	4.0
Raw Score			55.7

Normalized across all occupations in Indiana on a scale from 1 to 100: 67.0

All 867 federally-defined occupations are indexed relative to each other, providing for easy comparisons, then assigned a ranking between 1 and 5, with 5 representing the most in-demand occupations.

2

Star Rating Calculation

The combined score calculated in step 2 is divided by 20 and rounded up to the nearest whole number to determine the initial Star Rating on a scale of 1-5 stars.

The combined score of 67.0 is divided by 20 to arrive at the initial score of 4 stars.

3

Earnings Threshold

The earnings rule is applied, reducing the star rating for occupations with average earnings less than the state's average wage of \$56,487 for 2023:

Score	Earnings Rule	Share of the Mean Wage
4 or 5	\$56,488+	100%
3	\$42,366 - \$56,487	75%
2	\$28,245 - \$42,365	50%
1	\$0 - \$28,244	25%

With average annual earnings of **\$49,338** in the State of Indiana, the maximum score Welders can earn is 3 stars since it falls below \$56,487.

IMPROVED TRANSPARENCY & FUNCTIONALITY

The Flames system provided no transparency into WHY an occupation scored the way it did and very little underlying labor market information was being provided by the state.



TOP TECHNOLOGY JOBS

TOP ARCHITECTURAL, ENGINEERING & CONSTRUCTION JOBS

HS DIPLOMA / EQUIVALENCY / TRAINING JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE
Multiple Machine Tool Setters, Operators, & Tender	🔥🔥🔥🔥	\$50-57K
Office Clerks, General	🔥🔥🔥	\$38-58K
Medical Records Specialists	🔥🔥🔥	\$37-57K
Janitors & Cleaners	🔥🔥🔥	\$32-40K

CERTIFICATE / 2-YEAR DEGREE JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE
Medical Equipment Repairers	🔥🔥🔥🔥	\$40-77K
Aerospace Engineer	🔥🔥🔥	\$50-68K
Electrical & Electronics Engineering Technicians	🔥🔥🔥	\$49-65K
Computer, Automated Teller, & Office Machine Repairers	🔥🔥🔥	\$34-48K
Tool & Die Makers	🔥🔥🔥	\$63-75K

4-YEAR DEGREE JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE
Software Developers	🔥🔥🔥🔥	\$95-124K

HS DIPLOMA / EQUIVALENCY / TRAINING JOBS		
OCCUPATION	FLAME RATING	SALARY RANGE
Cement Masons & Concrete Finishers	🔥🔥🔥	\$47-61K
Carpenters	🔥🔥🔥	\$47-67K
Landscaping & Groundskeeping Workers	🔥🔥🔥	\$28-41K
Brickmasons & Blockmasons	🔥🔥🔥	\$59-73K
Occupational Health & Safety Technicians	🔥🔥🔥	\$65-95K
Construction Laborers	🔥🔥🔥	\$39-59K
Painters, Construction, & Maintenance	🔥🔥🔥	\$38-56K
Structural Iron & Steelworkers	🔥🔥🔥	\$49-80K
Welders, Cutters, Solderers, & Brazers	🔥🔥🔥	\$47-65K
Operating Engineers & Other Construction Equipment Operators	🔥🔥🔥	\$54-84K
Elevator & Escalator Installers & Repairers	🔥🔥🔥	\$78-108K
Construction & Building Inspectors	🔥🔥🔥	\$40-75K

Select Region



Select Education

- Any**
- HS or less
- Middle-skills
- College+

Showing Demand in Indiana:

 Search:

Occupation	Current Employment	Median Earnings	Demand Score	Retention Score	Growth Score	Earnings Score	Top Jobs Rating	View details
Retail Salespersons	79,257	\$30.1K	93	42	41	9	★★	View
Fast Food and Counter Workers	97,856	\$27.8K	93	18	42	6	★	View
Laborers and Freight, Stock, and Material Movers, Hand	97,142	\$37.9K	91					
Registered Nurses	69,915	\$78.5K	90					
Heavy and Tractor-Trailer Truck Drivers	56,049	\$57.5K	90					
Home Health and Personal Care Aides	48,349	\$30.0K	89					
Cashiers	66,346	\$28.1K	88					
Stockers and Order Fillers	66,895	\$35.5K	88					

Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. (SOC 29-1141)

Data for Indiana

 Top Jobs rating 
Top Jobs indicators:

 Demand Score 

 Growth Score 

 Retention Score 

 Earnings Score 
Employment outlook:

 Current Employment 

 Projected short-term growth 

 Projected long-term growth 

 Median annual earnings 
Descriptive indicators:

 Stability 

 Transferability 

 Upward Mobility 

 Skill Change 
Typical job requirements:

 High school or less 

 Some coll./certificate 

 Associate degree 

 Bachelor's degree 

 Grad./prof. degree 

! Prof. certification usually required

<https://indemandjobs.dwd.in.gov/>

DATA INTERPRETATION



TOP JOBS
INDIANA



Top Jobs is data, not policy.

Top Jobs provides a single source for data-driven, employer-based labor market information for the state

Agencies create policy and business rules to align programs to Top Jobs based on their goals and populations served

This is a departure from how we've used in-demand rankings in the past, where a simple threshold was applied to qualify for funding

Examples:

**CTE – 2.5+ Flames
ETPL – 3+ Flames
WRG – 4+ Flames**

Example Policy Application: DWD's Eligible Training Provider List

Any occupation with a Final **Top Jobs** ranking of 3 or higher is automatically eligible for the ETPL.

Additionally, any occupation with a baseline **Top Jobs** ranking of 3 or above that is reclassified as a **2** due to the **earnings threshold** may also be eligible for the ETPL if at least two of the three **descriptive indicators** meet the threshold of 75



Descriptive Indicators

- Job Stability
- Job Transferability
- Upward Mobility



Data Interpretation Example: CDL

All scores are on a 0-100 scale, making it simple to compare across indicators and occupations. The occupation that scores the best for a given indicator earns a score of 100, while a rank of 50 indicates average performance.

FINAL SCOR E

Occupation Name	Weighted Indicators					Descriptive Indicators					Earnings Threshold				Jan 2024 Flames Ranking	
	Demand	Retention	Growth	Earnings	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline Top Jobs	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking		
Heavy and Tractor-Trailer Truck Drivers	90	50	52	42	67	100	.	15	79	4	\$57,699	\$56,487	.	4	4	
	<p>Very high: this occupation is in very high demand; as a manufacturing state, this is a critical occupation</p> <p>All close to average</p>					<p>Very high: this occupation is needed across many sectors; there is good employment security</p> <p>None: this is a terminal job</p> <p>Very low: the skills requested by employers are not changing very fast</p> <p>Ranking relative to all other occupation</p>					<p>Very close to hitting the wage threshold</p> <p>Ranking before earnings threshold applied</p>				But does not	No change from previous score

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

Data Interpretation Example: Medical Assistant

All scores are on a 0-100 scale, making it simple to compare across indicators and occupations. The occupation that scores the best for a given indicator earns a score of 100, while a rank of 50 indicates average performance.

FINAL SCOR E

Occupation Name	Weighted Indicators				Descriptive Indicators				Earnings Threshold				Jan 2024 Flames Ranking		
	Demand	Retention	Growth	Earnings	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline Top Jobs	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	
Medical Assistants	79	56	61	12	92	80	55	75	74	4	\$42,266	\$56,487	2	2	4
	Relatively high: this occupation is in high demand	Average	Very low	Very high: there is good employment security; this occupation's skill set is transferable across many sectors	Average	Relatively high: the skills requested by employers are changing relatively fast relative to all other occupations	Ranking before earnings threshold applied	Limited by the earnings threshold	Cannot score higher than a 2	Significant change from previous score					

Earnings Threshold

Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

Data Interpretation Example:

Pharmacy Technician

Occupation Name	Weighted Indicators				Descriptive Indicators				Earnings Threshold				2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking	FINAL SCOR	
	Demand	Retention	Growth	Earnings	Job Stability	Job Transferability across Industries	Upward Skills Mobility	Skill Change	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for all Occupations	Max Top Jobs Ranking			
Pharmacy Technicians	73	54	41	12	59	65	5	75	61	4	\$40,643	\$56,487	2	2	2	F
	High: this occupation is in high demand	Average	Below Average	Very low	Slightly above average	Very low	High: the skills requested by employers are changing relatively fast	Ranking before earnings threshold applied	Limited by the wage threshold	Ranking relative to all other occupations	Cannot score higher than a 2	Significant change from previous score				

Earnings Threshold

Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

Data Interpretation Example: Regional Variation for Machinists

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244

Region	Weighted Indicators					Earnings Threshold					2025Q2 Top Jobs Ranking	Jan 2024 Flames Ranking
	Demand	Retention	Growth	Earnings	Normalized	Baseline	Region Mean	Region Mean	Max Top			
	35%	28%	25%	12%	Score	Top Jobs	Earnings for this Occupation	Earnings for all Occupations	Jobs			
EGR 1	61	70	33	29	67	4	\$48,992	\$58,931	3	3	3	3
EGR 2	69	70	39	35	79	4	\$50,595	\$54,664	3	3	3	4
EGR 3	71	70	35	43	75	4	\$54,532	\$52,917	.	4	4	4
EGR 4	65	70	27	36	76	4	\$51,060	\$53,330	3	3	3	4
EGR 5	67	70	29	34	68	4	\$51,630	\$61,095	3	3	3	4
EGR 6	63	70	21	36	67	4	\$47,367	\$51,123	3	3	3	4
EGR 7	61	70	31	38	73	4	\$48,552	\$50,940	3	3	3	4
EGR 8	65	70	53	36	76	4	\$50,846	\$55,549	3	3	3	4
EGR 9	71	70	33	37	74	4	\$49,555	\$54,089	3	3	3	4
EGR 10	61	70	36	49	73	4	\$58,532	\$51,888	.	4	4	4
EGR 11	63	70	28	41	74	4	\$50,580	\$51,877	3	3	3	4
Indiana	69	70	35	36	68	4	\$51,709	\$56,487	3	3	3	4



Top 10 Occupations: Top Jobs Ranking



Occupation Name	Demand	Retention	Growth	Earnings	Normalized	2025Q2	Jan 2024 Flames Ranking
	35%	28%	25%	12%	Score	Top Jobs Ranking	
Medical and Health Services Managers	76	73	83	69	100	5	5
Software Developers	74	56	92	70	95	5	5
Nurse Practitioners	69	65	88	67	94	5	5
General and Operations Managers	84	62	63	74	92	5	5
Financial Managers	72	69	71	71	92	5	5
Registered Nurses	90	65	54	61	91	5	4
Computer and Information Systems Managers	60	69	74	76	87	5	5
Physical Therapists	67	60	77	65	86	5	5
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	70	75	57	60	85	5	4
Managers, All Other	68	70	61	66	85	5	4



Top 10 Occupations: Before Earnings Threshold

Earnings Threshold Calculation

Occupation Name	Demand	Retention	Growth	Earnings	Normalized	Baseline	State Mean	State Mean	Max Top	2025Q2	Jan 2024 Flames Ranking
	35%	28%	25%	12%	Score	Top Jobs Ranking	Earnings for this Occupation	Earnings for All Occupations	Jobs Ranking	Top Jobs Ranking	
Medical and Health Services Managers	76	73	83	69	100	5	\$112,694	\$56,487		5	5
Software Developers	74	56	92	70	95	5	\$110,573	\$56,487		5	5
Nurse Practitioners	69	65	88	67	94	5	\$123,323	\$56,487		5	5
General and Operations Managers	84	62	63	74	92	5	\$129,542	\$56,487		5	5
Financial Managers	72	69	71	71	92	5	\$135,845	\$56,487		5	5
Registered Nurses	90	65	54	61	91	5	\$82,701	\$56,487		5	4
Home Health and Personal Care Aides	89	40	100	9	87	5	\$31,075	\$56,487	2	2	3
Computer and Information Systems Managers	60	69	74	76	87	5	\$139,568	\$56,487		5	5
Physical Therapists	67	60	77	65	86	5	\$96,762	\$56,487		5	5
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	70	75	57	60	85	5	\$100,131	\$56,487		5	4

Earnings Threshold	
Star Rating	Wage Rule
4/5	\$56,488+
3	\$42,366 - \$56,487
2	\$28,245 - \$42,365
1	\$0 - \$28,244



Top Healthcare Occupations

- Occupations that score a 4 or a 5 out of 5

Lower Normalized Score

Nurse Practitioners
Registered Nurses
Physical Therapists
Physician Assistants
Speech-Language Pathologists
Veterinarians
Physicians, All Other
Family Medicine Physicians
Occupational Therapists
Pharmacists
Licensed Practical and Licensed Vocational Nurses
Dentists, General
Physical Therapist Assistants
Diagnostic Medical Sonographers
Dental Hygienists

Cont.

Radiologic Technologists and Technicians
Respiratory Therapists
Clinical Laboratory Technologists and Technicians
Nurse Anesthetists
Magnetic Resonance Imaging Technologists
General Internal Medicine Physicians
Cardiovascular Technologists and Technicians
Emergency Medicine Physicians
Anesthesiologists
Occupational Therapy Assistants
Surgeons, All Other
Psychiatrists
Radiologists
Massage Therapists
Dietitians and Nutritionists
Health Information Technologists and Medical Registrars



Mid-Ranking Healthcare Occupations

- Occupations that score a 3
- Shaded occupations were downgraded due to the earnings threshold

Lower Normalized Score

Health Technologists and Technicians, All Other

Dental Assistants

Medical Records Specialists

Obstetricians and Gynecologists

Pediatricians, General

Orthopedic Surgeons, Except Pediatric

Dermatologists

Optometrists

Cardiologists

Healthcare Support Workers, All Other

Surgical Technologists

Chiropractors

Audiologists

Athletic Trainers

Physicians, Pathologists

Cont.

Nuclear Medicine Technologists

Neurologists

Paramedics

Dentists, All Other Specialists

Healthcare Diagnosing or Treating Practitioners, All Other

Surgical Assistants

Ophthalmologists, Except Pediatric

Healthcare Practitioners and Technical Workers, All Other

Radiation Therapists

Oral and Maxillofacial Surgeons

Orthodontists

Hearing Aid Specialists

Podiatrists

Nurse Midwives

Therapists, All Other



Low-Ranking Healthcare Occupations

- Occupations that score a 2 or below
- Shaded occupations were downgraded due to the earnings threshold

Lower Normalized Score

Home Health and Personal Care Aides
Medical Assistants
Nursing Assistants
Veterinary Assistants and Laboratory Animal Caretakers
Veterinary Technologists and Technicians
Pharmacy Technicians
Psychiatric Technicians
Ophthalmic Medical Technicians
Phlebotomists
Medical Equipment Preparers
Emergency Medical Technicians
Orderlies
Opticians, Dispensing
Psychiatric Aides

Cont.

Genetic Counselors
Medical Dosimetrists
Pediatric Surgeons
Recreational Therapists
Exercise Physiologists
Orthotists and Prosthetists
Dietetic Technicians
Acupuncturists
Medical Transcriptionists
Pharmacy Aides
Prosthodontists
Occupational Therapy Aides
Physical Therapist Aides

NEW POLICY APPLICATION: Credentials of Value



TOP JOBS
INDIANA

CREDENTIALS OF VALUE

Credentials: Proof of qualifications or skills. Examples include academic degrees, industry-recognized credentials, professional licenses, certificates.

Why? Credentials of Value are required as part of the Indiana Department of Education's [High School Redesign](#) and the new [Indiana Diploma with Readiness Seals](#). It has evolved into the state's universal crosswalk and credential valuation tool.

Of value to who? Employers.

- Market- and data- driven valuation
- Employer voice captured via job postings and targeted validation and feedback surveys
- Alignment to the state's in-demand occupations, ensuring prioritization of the skills most needed by employers while preparing Hoosiers for high-wage, high-growth jobs



ENROLLMENT



EMPLOYMENT



ENLISTMENT & SERVICE

Earn the Honors Enrollment Seal, [plus](#):

- Earn a credential of value that may include, for example:
 - Associate degree;
 - Technical Certificate;
 - Indiana College Core;
 - AP Scholar with Distinction;
 - Cambridge AICE Diploma; or
 - IB Diploma
- Complete at least 100 hours of work-based learning
- Demonstrate skill development in the following areas: Communication, Collaboration, and Work Ethic

Earn the Honors Employment Seal, [plus](#):

- Earn a market-driven credential of value* that may include, for example:
 - Associate degree;
 - Technical Certificate;
 - Indiana College Core; or
 - Advanced industry certificate
- Complete additional, focused work-based learning (total of 650 hours in one or more experiences) that may include, for example:
 - Pre-Apprenticeship
 - Modern Youth Apprenticeship
- Demonstrate skill development in Communication, Collaboration, Work Ethic, and any additional skills determined locally

Earn the Honors Enlistment Seal, [plus](#):

- Achieve a score of 50 or higher on the ASVAB
- Demonstrate excellence in leadership through one of the following:
 - Completion of at least 100 hours of public service;
 - Holding a leadership role in a co/extracurricular activity;
 - Completion of two seasons of a team-based physical sport or activity

*Note: the credential of value levels are currently being determined by business and industry.

Policy Applications

Replaces the Promoted Industry Certifications List

Replaces the Graduation Pathways list

High School Honors Seals

Credential Completion Grant

Promoted Industry Certification Reimbursement

CSA Program

Workforce Ready Grant

COV METHODOLOGY

Over 600 academic (up to associate's degree) and 440 industry-recognized credentials are assigned a ranking between 1 and 6, with 6 representing the most in-demand skills.

1. Credential → Occupation Linkages

- National data for sample size
- High-employer effort postings for quality control
- At least 15% of the job postings for the occupation must include the core skills related to the credential

2. Occupation Linkages → Credential's Value



Workforce Score

TopJobs score for all linked occupations that typically require up to an associate's degree



Upskilling Score

TopJobs score for all linked occupations that typically require up to a bachelor's degree



Signaling Value

Bonus given for name-brand recognition in Indiana – mechanism for incorporating employer feedback



Stackability Bonus

Assigns greater value to the progression from a 15 hr certificate → 30 hr certificate → 60 hr Associate's degree (high school context only)

Direct questions or suggestions to:

Mara Klaunig

Director of Workforce Analytics and Business Intelligence

**Indiana Department of
Workforce Development**

maklaunig@dwd.in.gov

765-212-1170



**TOP JOBS
INDIANA**



Rural Health Transformation



Indiana
Department
of
Health

Rural Health Transformation Program

- \$50 billion to all states between FY 2026-2030
- One time application – 11/05/25
- Detailed rural health transformation plan
- Complete at least 3 activities
 - Payments to providers
 - Improve access to providers & improve health care outcomes
 - Recruit & retain clinicians with a 5-year obligation
 - Prioritize data and technology while outlining strategies for long-term financial solvency
 - Projects that support value-based care



Recommendations

1. Graduate Medical Education Expansion

- An additional \$7 million is needed to annually support established and developing programs

2. Student Loan Repayment

- Seek maximum federal match dollars
- Create new programs to address community needs

3. Tax incentives to Support Clinical Preceptors

- Incentivize the retention of clinical preceptors in rural areas
- Ensure students can experience rural practice



**Indiana
Department
of
Health**

J-1 Visa Waiver Program

Background

- What is a J-1 visa?
 - Allows individuals from other countries to obtain medical education in the U.S.
 - Must return to home country for at least two years before they can apply for an H1-B visa or permanent residence
 - Requirement can be waived through a J-1 visa waiver
- J-1 visa waiver avenues:
 - Federal programs (ex. HHS Clinical Care Waivers)
 - Regional programs (ex. Appalachian Regional Commission)
 - Conrad 30 programs (ex. Indiana J-1 Visa Waiver Program)
- Conrad 30 program: Each state is granted the ability to recommend 30 physicians per year for J-1 visa waivers

Indiana J-1 Visa Waiver Program

- An extension of the Conrad 30 program
- General physician requirements:
 - Have been admitted to the U.S. to receive graduate medical training
 - Agree to practice full-time for at least three years at an approved site located in a Health Professional Shortage Area (HPSA) or Medically Underserved Area/Population (MUA/P)
 - Agree to begin employment at the site within 90 days of receipt of the waiver
- Applicant prioritization:
 - Priority given to primary care physicians and psychiatrists who do not qualify for an HHS Clinical Care Waiver
 - All other physicians will receive a priority ranking calculated using a prioritization matrix developed by the Indiana Primary Health Care Association (IPHCA)

Prioritization Matrix

- Aims to identify counties where there is highest opportunity to reach vulnerable and underserved Hoosiers
- Utilizes county-level data:
 - Medically underserved areas/populations (MUA/Ps)
 - Health professional shortage areas (HPSAs)
 - Social vulnerability index (SVI)
 - Rural designation
- Data is used to calculate prioritization by county
 - Each metric scaled in quintiles (1-5), then weighed, and given an outcomes score out of 5 to assign a rank from 1-92 (representing 92 counties in Indiana)

Prioritization Matrix Continued

Weighting				
Criterion 1	Criterion 2	Criterion 3	Criterion 4	
Medically Underserved Area	Health Professional Shortage	Social Vulnerability Index 2022	Any Rural Designation	
Weight: 40.0%	Weight: 40.0%	Weight: 10.0%	Weight: 10%	total = 100%
1= Not Designated 5= Designated	1= Less opportunity 5= More opportunity	1=Less Opportunity 5=More Opportunity	1 = No rural, 5 = Full or partial rural designation	



Additional priority for direct patient care

- Once counties are assigned a rank and outcomes score, physicians providing direct patient care (DPC) will receive a 0.5 addition to their outcomes score and an updated rank.
 - Physician must provide DPC at least 32 hours/week
 - Definition: Hands on, face-to-face contact with patients for the purpose of prevention, diagnosis, treatment, and/or monitoring

Weighting				
Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5 (not county level)
Medically Underserved Area	Health Professional Shortage	Social Vulnerability Index 2022	Any Rural Designation	Direct Patient Care Provider
Weight: 40.0%	Weight: 40.0%	Weight: 10.0%	Weight: 10%	Weight Add 0.5
1= Not Designated 5= Designated	1= Less opportunity 5= More opportunity	1=Less Opportunity 5=More Opportunity	1 = No rural, 5 = Full or partial rural designation	0.5 will be added for applicants that provides direct patient care

Process

- Employer and J-1 foreign medical graduate (FMG) collaborate with an attorney to submit a J-1 visa waiver application to IPHCA and IDOH
- IPHCA assists IDOH by:
 - Providing technical assistance to applicants
 - Calculating ranking for prioritization
 - Conducting an initial review of applications
- IDOH makes final application determination, then recommends physicians' waiver applications to the U.S. Department of State (DOS)
- DOS determines whether to recommend application to U.S. Citizenship and Immigration Service (USCIS), where final waiver decision is made

Timeline and Benefits

Timeline

- Application window: September 1 – November 30
- IDOH waiver recommendations: spring
- Guideline updates: summer

Benefits

- Increases access to care in rural and underserved areas
- Expands Indiana's health workforce
- Recruitment tool for employers
- Employment opportunity for FMGs

HHS clinical care waivers for PCPs

- HHS is granted an unlimited number of Clinical Care Waivers they can recommend to the U.S. Department of State
- General requirements:
 - Practice in primary care or general psychiatry
 - Work at a facility with a HPSA score of 7 or higher
 - Complete residency training programs no more than 12 months before the date of employment
 - Obtain a letter of support from the State Department of Health
- Benefits:
 - Maximizes Indiana's ability to place physicians in the state
 - Indiana will continue to support HHS PCPs by providing a letter of support for the waiver

Resources

- [IDOH: J-1 Visa Waiver Program](#)
- [IPHCA: J-1 Visa Waiver Program](#)
- [Conrad 30 Waiver Program | USCIS](#)
- [What Is Shortage Designation? | Bureau of Health Workforce](#)
- [Clinical Care Waiver Request Requirements \(Supplement B\) | HHS.gov](#)



Questions?

Gabby Long
Office of Primary Care Manager
glong@health.in.gov





Mental & Behavioral Health Subcommittee



Indiana
Department
of
Health

CEU Recommendations

Research other state's licensing requirements for continuing education for BHHS professions to investigate if there is an opportunity to reduce barriers to practice or increase quality of service delivery through specific recommendations.

- Evidence Based Practice
- Clinical Supervision
- Emerging Topics

Continuing
Education
Units



Indiana
Department
of
Health

Next Steps...

Informational Resources

- [Top Jobs – Indiana](#)
- [Rural Health Transformation Program Summary](#)
- [J-1 Visa Waiver Program](#)
- [NHSC Students to Service Loan Repayment](#)

[Health Workforce Council Website](#)

Upcoming Meetings

- 12/09/2025 – Virtual
- Q1 2026 – TBD
- 04/2026 – Health Workforce Summit

Subcommittees

- 11/12/25 - OB Stakeholder Engagement

Public Comment



Questions?

Brooke Mullen
Executive Director
bromullen@health.in.gov
(317)503-5996

