



**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

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**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

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## **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



**KELLEY SCHOOL OF BUSINESS**  
Indiana Business Research Center



# The Challenge

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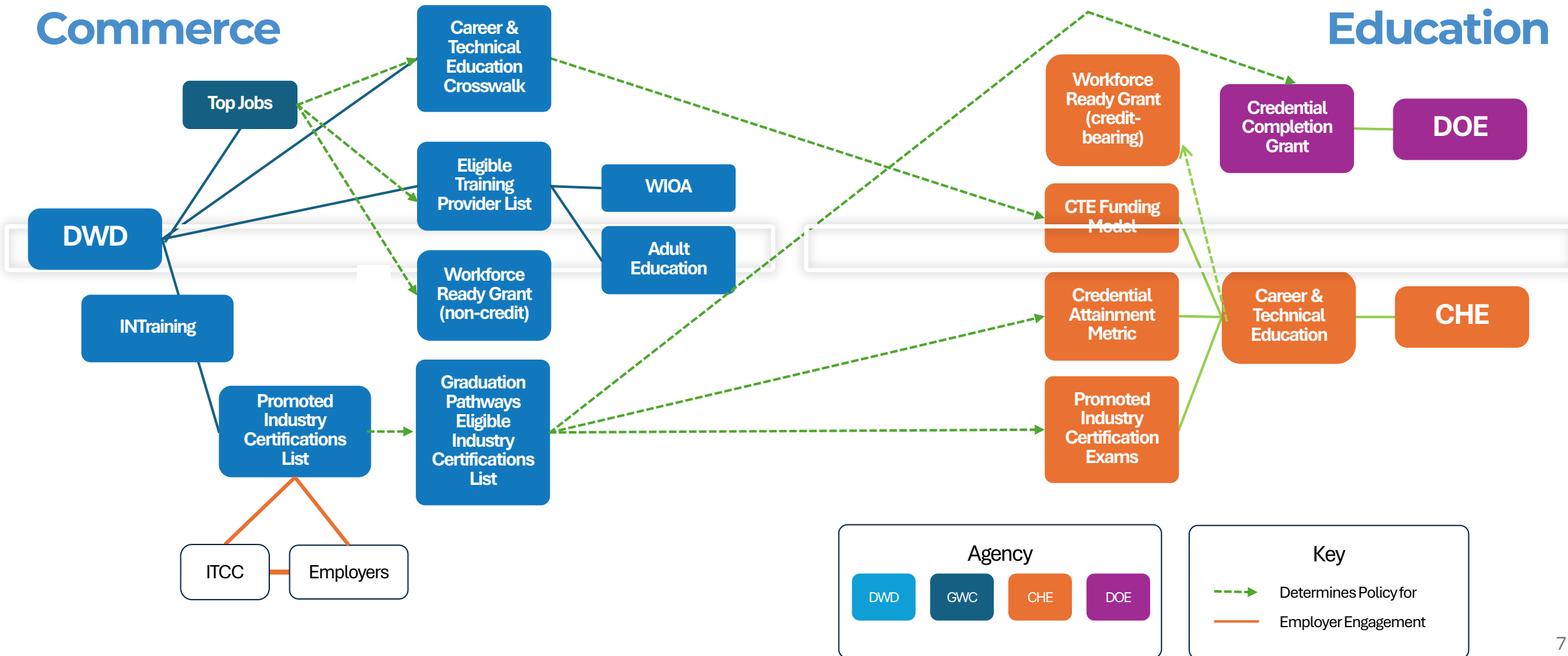
- Workforce education programs have been ineffective at moving the needle on wages or increasing skills at the pace needed to keep up with employer demand
- Employers only sporadically engaged
  - Tyranny of the anecdotal
  - Reactive to a system they do not perceive as working for them
- We don't know 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

### Education



# THE OPPORTUNITY

Commerce

Education

Regional Workforce Boards,  
Local Economic  
Development Organizations,  
and Postsecondary Career Services

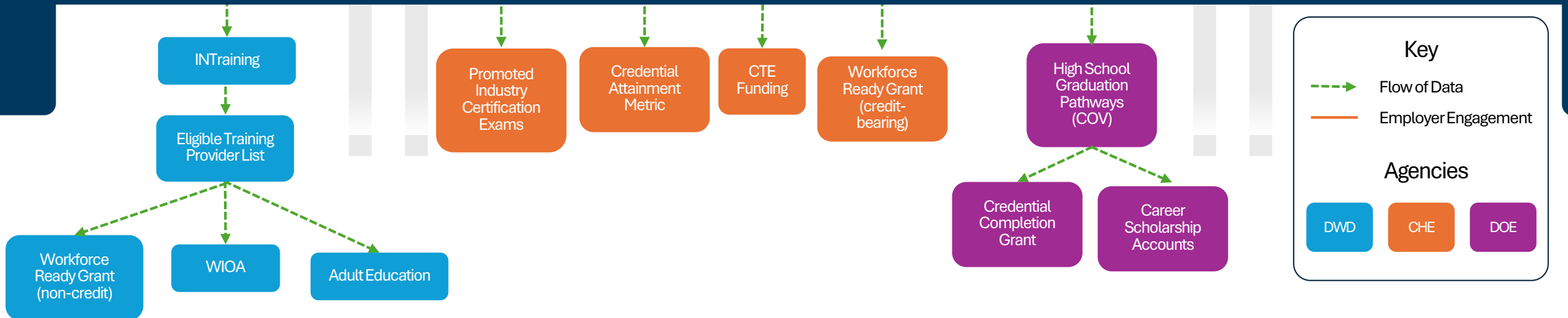
## Employer Feedback & Validation

Trusted Intermediaries Helping to Achieve Scale & Efficiency

State and Local  
Chambers

Industry  
Associations

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



# KEY CHANGES



Existing Scale  
& Indicators  
Carried Over



New Weighted  
Indicator:  
Retention



New Descriptive  
Indicators for Additional  
Context & Decision-  
making



Increased  
Emphasis on  
Wages



Improved  
Transparency &  
Functionality



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

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.

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.



# 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		
<i>HS DIPLOMA / EQUIVALENCY / TRAINING JOBS</i>			<i>HS DIPLOMA / EQUIVALENCY / TRAINING JOBS</i>		
OCCUPATION	FLAME RATING	SALARY RANGE	OCCUPATION	FLAME RATING	SALARY RANGE
Multiple Machine Tool Setters, Operators, & Tender	★★★★	\$50-57K	Cement Masons & Concrete Finishers	★★★	\$47-61K
Office Clerks, General	★★★	\$38-58K	Carpenters	★★★★	\$47-67K
Medical Records Specialists	★★★★	\$37-57K	Landscaping & Groundskeeping Workers	★★★	\$28-41K
Janitors & Cleaners	★★★	\$32-40K	Brickmasons & Blockmasons	★★★★	\$59-73K
<i>CERTIFICATE / 2-YEAR DEGREE JOBS</i>			<i>CERTIFICATE / 2-YEAR DEGREE JOBS</i>		
Medical Equipment Repairers	★★★★	\$40-77K	Occupational Health & Safety Technicians	★★★	\$65-95K
Aerospace Engineer	★★★	\$50-68K	Construction Laborers	★★★★	\$39-59K
Electrical & Electronics Engineering Technicians	★★★	\$49-65K	Painters, Construction, & Maintenance	★★★★	\$38-56K
Computer, Automated Teller, & Office Machine Repairers	★★★	\$34-48K	Structural Iron & Steelworkers	★★★★	\$49-80K
Tool & Die Makers	★★★	\$63-75K	Welders, Cutters, Solderers, & Brazers	★★★★	\$47-65K
<i>4-YEAR DEGREE JOBS</i>			<i>4-YEAR DEGREE JOBS</i>		
Software Developers	★★★★	\$95-124K	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	★★	<a href="#">View</a>
Fast Food and Counter Workers	97,856	\$27.8K	93	18	42	6	★	<a href="#">View</a>
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)

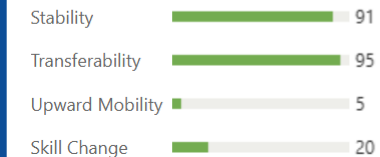
### Data for Indiana

Top Jobs rating ★★★★★

#### Top Jobs indicators:



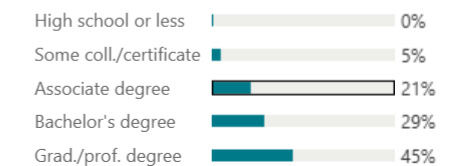
#### Descriptive indicators:



#### Employment outlook:

Current Employment	69,915
Projected short-term growth	+2,736
Projected long-term growth	+5,641
Median annual earnings	\$78.5K

#### Typical job requirements:



! Prof. certification usually required

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

# DATA INTERPRETATION





# 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



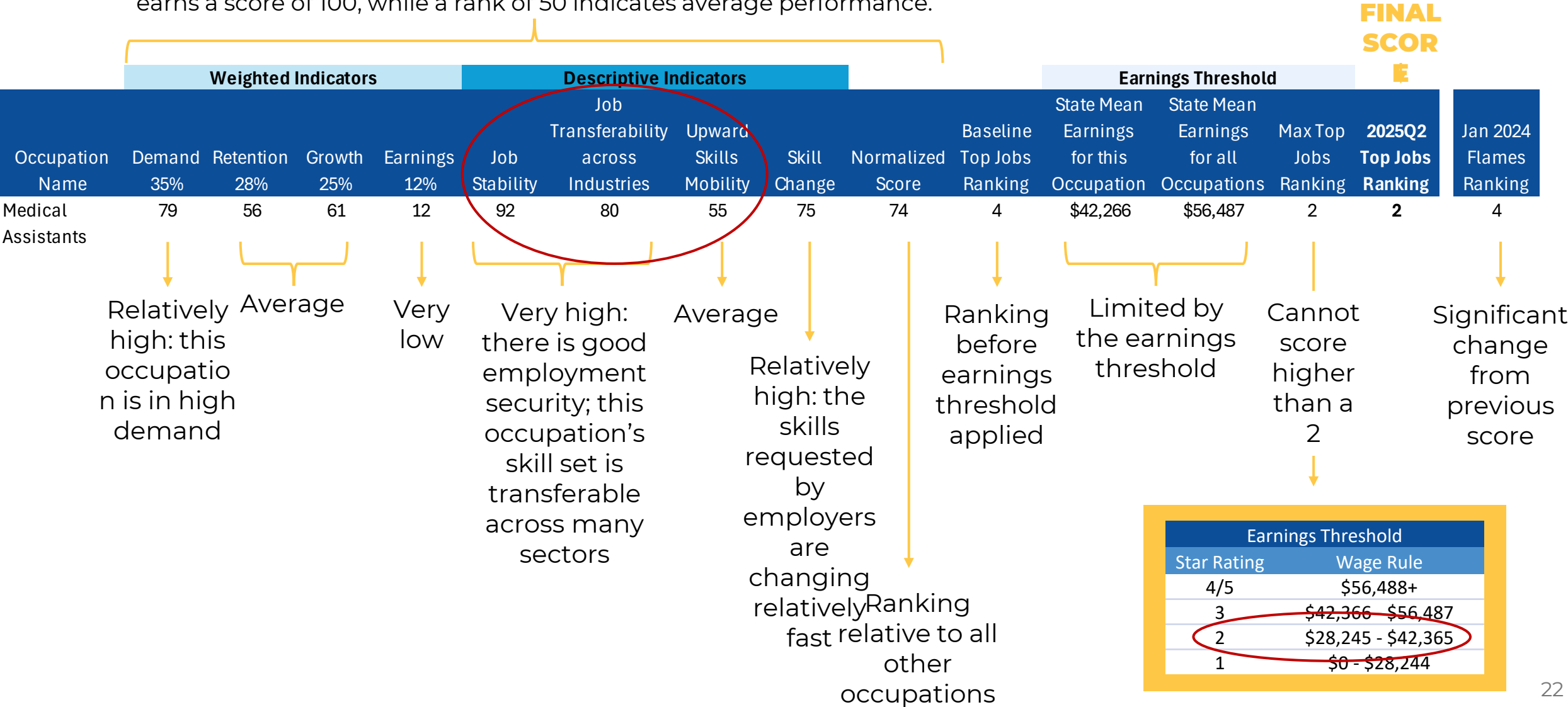
## Descriptive Indicators

- Job Stability
- Job Transferability
- Upward Mobility

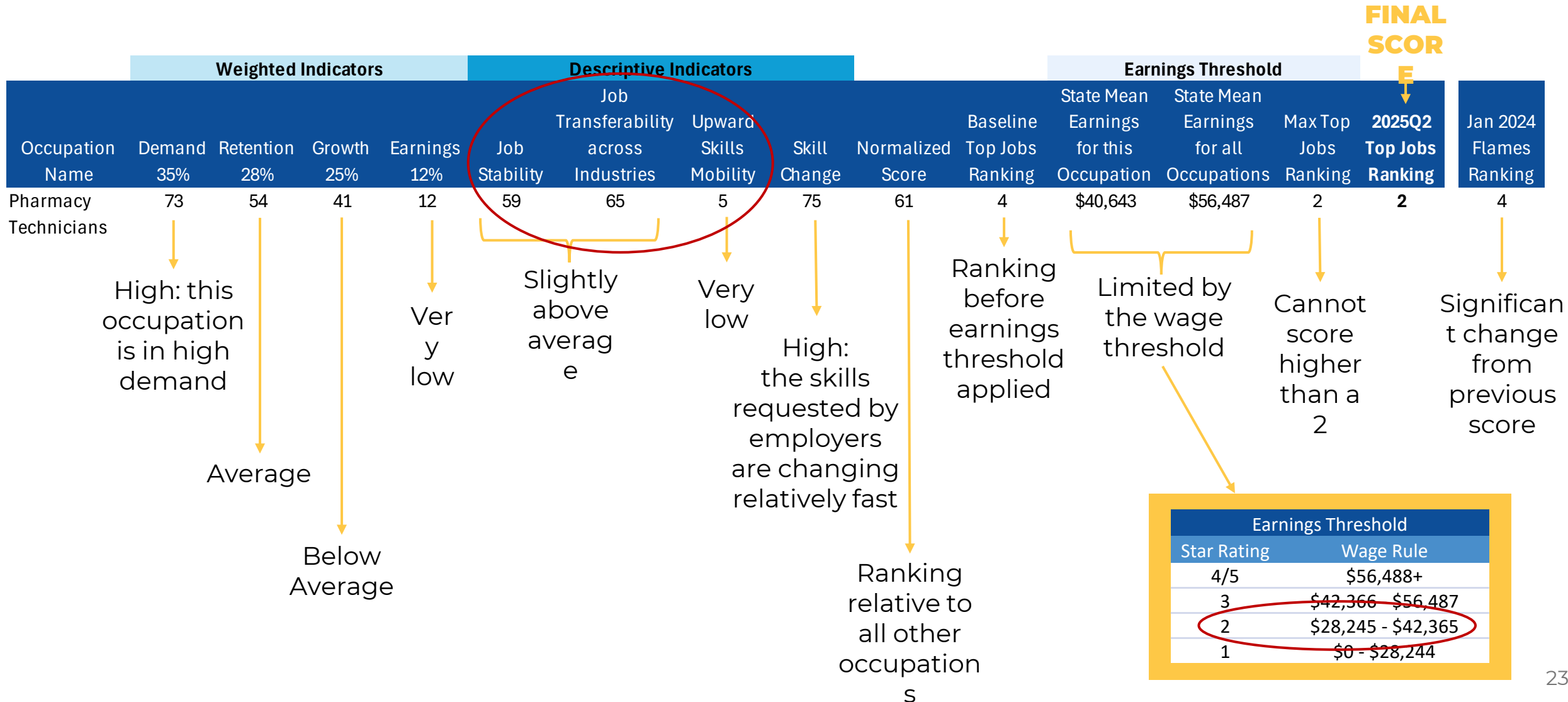


# Data Interpretation Example: Medical Assistant

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.



# Data Interpretation Example: Pharmacy Technician



# 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

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





# Top 10 Occupations: Top Jobs Ranking

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	2025Q2 Top Jobs Ranking	Jan 2024 Flames 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 Managers, All Other	70	75	57	60	85	5	4
	68	70	61	66	85	5	4



# Top 10 Occupations: Before Earnings Threshold

## Earnings Threshold Calculation

Occupation Name	Demand 35%	Retention 28%	Growth 25%	Earnings 12%	Normalized Score	Baseline Top Jobs Ranking	State Mean Earnings for this Occupation	State Mean Earnings for All Occupations	Max Top Jobs Ranking	2025Q2 Top Jobs Ranking	Jan 2024 Flames 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	<del>\$42,366 - \$56,487</del>
2	\$28,245 - \$42,365
1	<del>\$0 - \$28,244</del>



# 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**



# 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



**HONORS PLUS SEAL**



**ENROLLMENT**

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



**EMPLOYMENT**

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



**ENLISTMENT & SERVICE**

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](mailto:maklaunig@dwd.in.gov)**

**765-212-1170**





# Rural Health Transformation



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

# Rural Health Transformation Program

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- \$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

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## 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



# J-1 Visa Waiver Program



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



# Background

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- 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

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- 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

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- 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	
Medically Underserved Area		Health Professional Shortage		Social Vulnerability Index 2022		Any Rural Designation	
Weight:	40.0%	Weight:	40.0%	Weight:	10.0%	Weight:	10%
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	
						Weight	Add 0.5
						<i>0.5 will be added for applicants that provides direct patient care</i>	

# Process

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- 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

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## 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

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- 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

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- [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?

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# Mental & Behavioral Health Subcommittee



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



# CEU Recommendations

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*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**

# Next Steps...

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## 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?

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