



**Indiana  
Department  
of  
Health**



**HEALTH WORKFORCE  
COUNCIL**

12/03/2024

## 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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**2:00 p.m.**

- Welcome
- Graduate Medical Education Board
- Exec Advisory Committee Report

**2:15 p.m.**

- Medical Education Pipeline-to-Practice Study
- Preceptor Tax Credits
- [State of Indiana's Health Workforce, 2024 Report](#)

**3:10 p.m.**

- [IU Student Outreach Clinic](#)

**3:20 p.m.**

- Subcommittee Reports
  - Obstetrics
  - Behavioral & Mental Health
  - Priority discussion for Family Medicine & Pediatrics

**3:55 p.m.**

- Closing & Next Steps

# Graduate Medical Education Board

LUCAS NORRINGTON

Graduate Medical Education Board & Events Manager

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December 3, 2024

# GRADUATE MEDICAL EDUCATION BOARD (GMEB) – EST. 2015

Indiana Primary  
Health Care  
Association

Medical Director of  
a Residency  
Program

Indiana  
Osteopathic  
Medicine  
Association

Non-Teaching  
Hospital in the  
Indiana Hospital  
Association

Medical Director of  
a Residency  
Program

Teaching Hospital in  
the Indiana  
Hospital  
Association

Regional Medical  
School Campus,  
Indiana University  
School of Medicine

Indiana State  
Medical Association

Indiana University  
School of Medicine

Marian University  
College of  
Osteopathic  
Medicine

- Family Medicine
- Outpatient Community-Based Pediatrics
- OB/GYN
- Psychiatry
- Emergency Medicine
- General Surgery
- Outpatient Community-Based Internal Medicine

*Graduate Medical Education  
Board Webpage*

*Request for Proposal (RFP)  
Webpage*



Feasibility  
Study

- Assess the practicality of hosting a residency program.
- \$75,000 – One year

13

Program  
Development

- Build the entirety of the residency program, emphasizing the hiring of a Program Director.
- \$500,000 – Two years

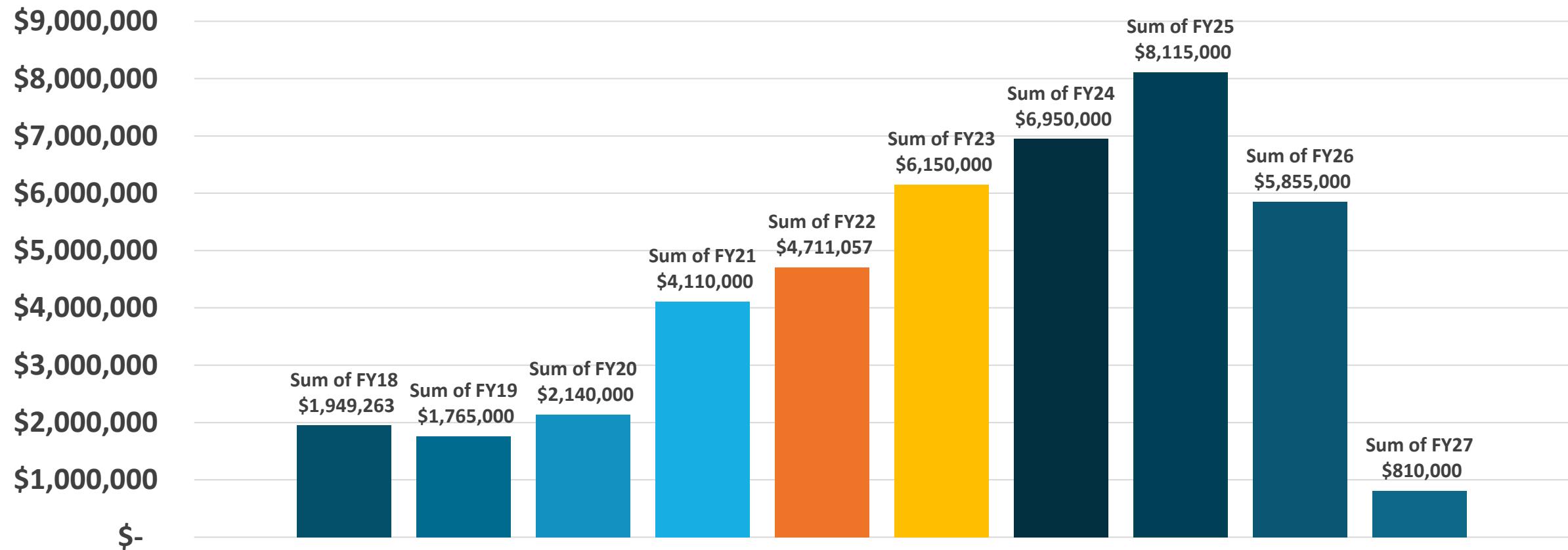
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Residency  
Expansion

- Support the cost of resident physicians (PGY1 – 5).
- \$45,000 – Per resident, variable duration

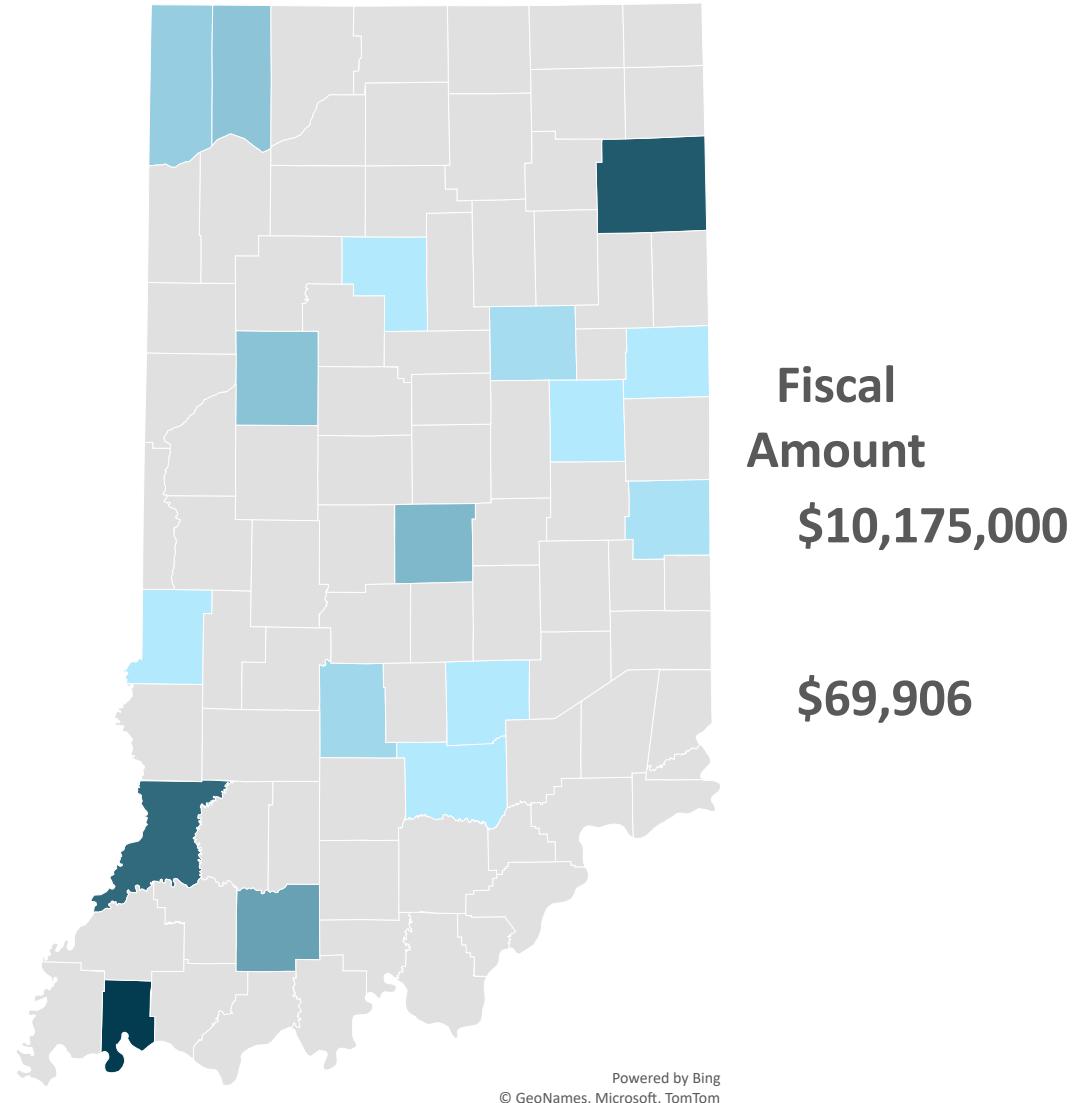
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# FISCAL YEAR TOTALS



## DATA AT A GLANCE

- ▶ **\$42,800,000+** in grant awards
- ▶ Funding for **265** medical residents
- ▶ Funding for **24** entities/institutions
- ▶ **Nine** medical residencies erected with GME funding
  - ▶ **Five** new residencies will be completed by July 1, 2026
- ▶ **2027:** Anticipated growth of **30** residents



## EXECUTIVE ADVISORY COMMITTEE

- ▶ Reviewed the charters for each subcommittee. Recommendation for additional stakeholders and subject matter experts to be involved
- ▶ Discussed recent presentation of state tax credits for community-based preceptors
- ▶ DWD: discussed the creation of an employer apprenticeship guide
- ▶ Upcoming Executive Advisory Committee meeting: ***December 9 at 10 a.m.***



INDIANA COMMISSION *for*  
HIGHER EDUCATION

# Bowen Center for Healthcare Research & Policy

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Council Partner Updates

Hannah L. Maxey, PhD, MPH, RDH

December 3, 2024

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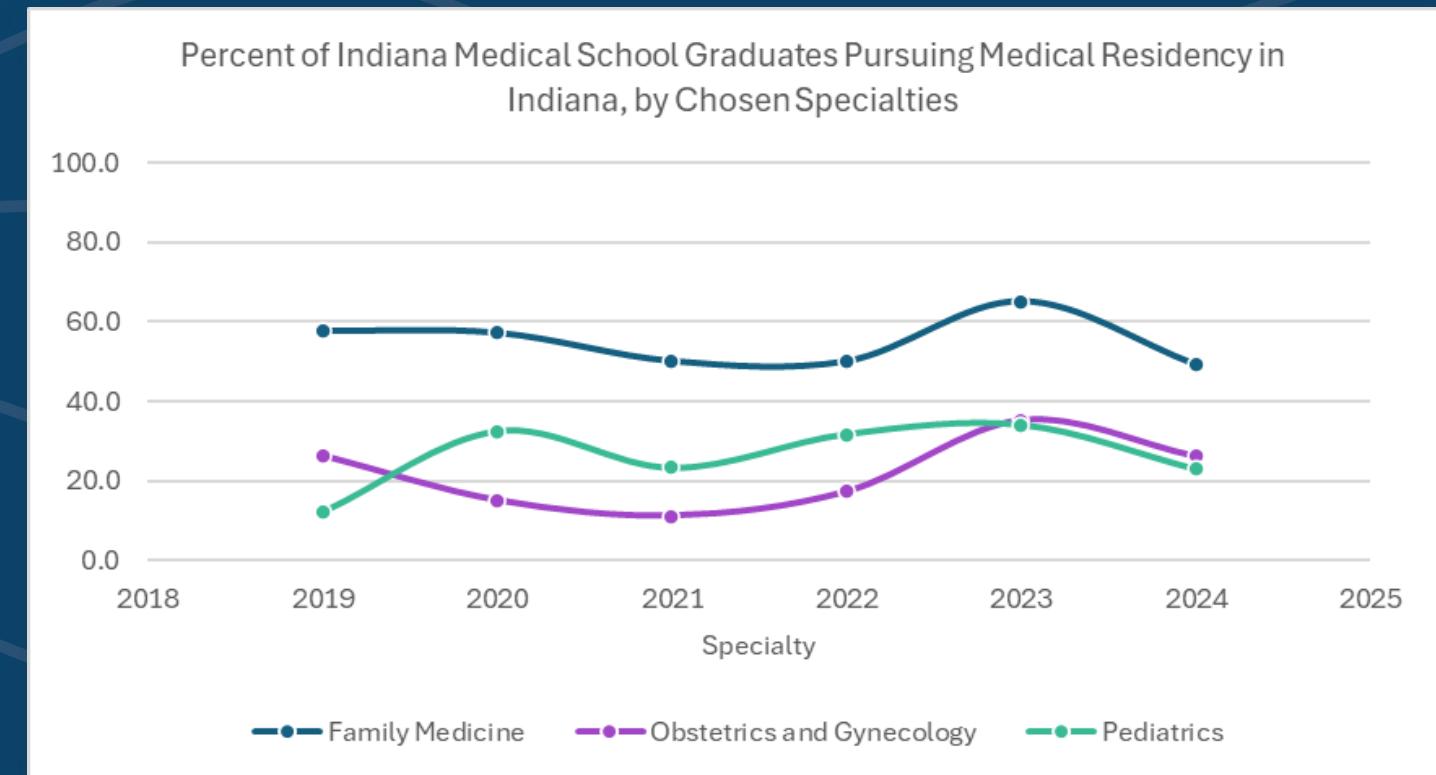
**BOWEN CENTER**  
FOR HEALTH WORKFORCE RESEARCH AND POLICY

# Pipeline to Practice Study

## Indiana Medical Education Pipeline to Practice Study Preliminary Results

### Trends in Retention of Indiana Medical Graduates

- Medical graduates who choose to go into family medicine have a higher likelihood of staying in Indiana for residency
- Medical graduate in Obstetrics & Gynecology had the lowest in-state retention between 2020 and 2022.



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# Pipeline to Practice Study

## Indiana Medical Education Pipeline to Practice Study Preliminary Results

- Over the last 10 year...
  - Over 5,700 medical training permits were issued in Indiana
  - Around 70% were linked to an Indiana medical license.
    - Around 30% of these were found to be actively practicing in Indiana as of 2023
- Caveats
  - Medical residents may decide to complete a fellowship
  - Medical residents may rotate through an Indiana location from an out-of-state program

**5,718** medical training permits issued in Indiana

**3,983** medical training permits linked to an Indiana medical license

**2,452** active Indiana medical licenses

**1,236** licensed physicians actively practicing in Indiana



Source: Indiana Professional Licensing Agency, 2024; Indiana Physician License and Supplemental Data, 2023



# Pipeline to Practice Study

## Indiana Physician Workforce Development Initiatives



### Undergraduate Medical Education

- State Appropriations for Medical Education
- State Governance for Medical Education Board
- Scholarship for Medical Students Interested in Primary Care
- Investment in Clinical Rotation Administrative Support and Student Rotations in Underserved Communities (AHEC)



### Graduate Medical Education (GME)

- State Governance Model to Support GME Appropriation Decisions
- State Appropriation to Support GME Feasibility, New Residency Programs, Residency Expansion



### Licensure & Practice

- State Funding to Support Physician Loan Repayment



# Pipeline to Practice Study

## Indiana Graduate Medical Education Investments Preliminary Results

GME Award Type	Funding		Residents	
	Total Amount	Amount for Family Medicine, OBGYN, and/or Peds	Total Number of Contracted Residents	Total Number of Contracted Residents for Family Medicine, OBGYN, and/or Peds
Feasibility Study	\$929,263	\$375,000	NA	NA
Program Development	\$6,750,000	\$2,500,000	NA	NA
Residency Expansion	\$34,876,056	\$10,576,057*	265	82*
<b>Total</b>	<b>\$42,555,319</b>	<b>\$13,451,057</b>	<b>265</b>	<b>82*</b>

Source: Indiana Graduate Medical Education Board

\*One program may have received multiple award types.

\*Residencies that reported more than one specialty focus were counted in the sum. Unable to attribute a specific amount of funding and/or residency positions specific to Family Medicine, OB/GYN, and Pediatrics.



# Preceptor Tax Credits

## Review of Council meeting 9/12

- Tax Credits as state strategies to address healthcare workforce shortages:



### IMPACT

Do we anticipate this policy being successful in addressing workforce shortages?



### FEASIBILITY

What resources would this policy require to be implemented?



### ACCEPTABILITY

Does this have a chance of being successful?



### SUSTAINABILITY

How could this policy adapt to future impacts?



# Colorado Case Study

## Colorado Rural & Frontier Preceptor Tax Credit Program Overview

- Program Establishment Mechanism: HB 22-1005
- Professions: 17 Professions
- Individual Award: \$1,000 for at least 4 weeks of preceptorship. Maximum 1 award per tax year.
- State Award Limit: \$300,000 or 300 unique preceptors per tax year
- Eligibility Determination:
  - Providing preceptorship to in-state students
  - Preceptor submits DOR issued certification
  - DOR approves preceptors
  - Preceptor claims Tax Credit on individual tax returns



*Rural & Frontier Healthcare Preceptor Credit (2017). Available at:*

[https://leg.colorado.gov/sites/default/files/2019-te1\\_rural\\_frontier\\_healthcare\\_preceptor\\_credit.pdf](https://leg.colorado.gov/sites/default/files/2019-te1_rural_frontier_healthcare_preceptor_credit.pdf)

*Rural & Frontier Healthcare Preceptor Credit (2023). Available at:*

[https://leg.colorado.gov/sites/default/files/te11\\_rural\\_frontier\\_healthcare\\_preceptor\\_credit\\_1.pdf](https://leg.colorado.gov/sites/default/files/te11_rural_frontier_healthcare_preceptor_credit_1.pdf)



# Colorado Case Study

## Informational Review of Outcomes From Colorado

- Less than 1/3 of the available tax credits are claimed annually
- Most preceptor tax credits claimants were already serving as preceptors
- Issues were identified in the preceptor credit approval process, which resulted in 14 credits that were awarded (12 of which were claimed) to preceptors that did not meet statutory qualifications



*Rural & Frontier Healthcare Preceptor Credit (2017). Available at:*

[https://leg.colorado.gov/sites/default/files/2019-te1\\_rural\\_frontier\\_healthcare\\_preceptor\\_credit.pdf](https://leg.colorado.gov/sites/default/files/2019-te1_rural_frontier_healthcare_preceptor_credit.pdf)

*Rural & Frontier Healthcare Preceptor Credit (2023). Available at:*

[https://leg.colorado.gov/sites/default/files/te11\\_rural\\_frontier\\_healthcare\\_preceptor\\_credit\\_1.pdf](https://leg.colorado.gov/sites/default/files/te11_rural_frontier_healthcare_preceptor_credit_1.pdf)



# Hawai'i Case Study

## Hawai'i Preceptor Tax Credit Program Overview

- Program Establishment Mechanism: Act 43
- Professions: Advanced Practice Registered Nurse (APRN), Physicians (MD, DO), and Registered Pharmacists (PH)
- Individual Award: \$1,000 (one credit) per rotation (80 hours of clinical training), up to \$5,000 (five credits) per unique individual.
- State Award Limit: \$1,500,000 or 1,500 unique preceptors completing 1 rotation
- Eligibility Determination:
  - Uncompensated for preceptorship
  - Licensed to practice in HI, in primary care, and teaching students at an in-state program
  - Registered with PCAC and complete a self-attestation



*Evaluation of Hawaii Preceptor Tax Credit Program. Available at:*

<https://preceptortaxcredit.hawaii.edu/wp-content/uploads/2024/06/PTC2024-FINAL-Act-43-SLH-2018-Program-Eval.pdf>



# Hawai'i Case Study

## Informational Review of Outcomes From Hawai'i

- The program has been active for five years, but less than half of the tax credits are claimed annually
- Lack participation in the program could be due to criteria being too limited, lack of awareness of the program, or the perception of the program being low value to preceptors
- Suggested improvements to the program were expanding criteria to remove exclusive primary care focus and adding administrative support for the program



*Evaluation of Hawaii Preceptor Tax Credit Program. Available at:*

<https://preceptortaxcredit.hawaii.edu/wp-content/uploads/2024/06/PTC2024-FINAL-Act-43-SLH-2018-Program-Eval.pdf>



# Considerations

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## Key Takeaways

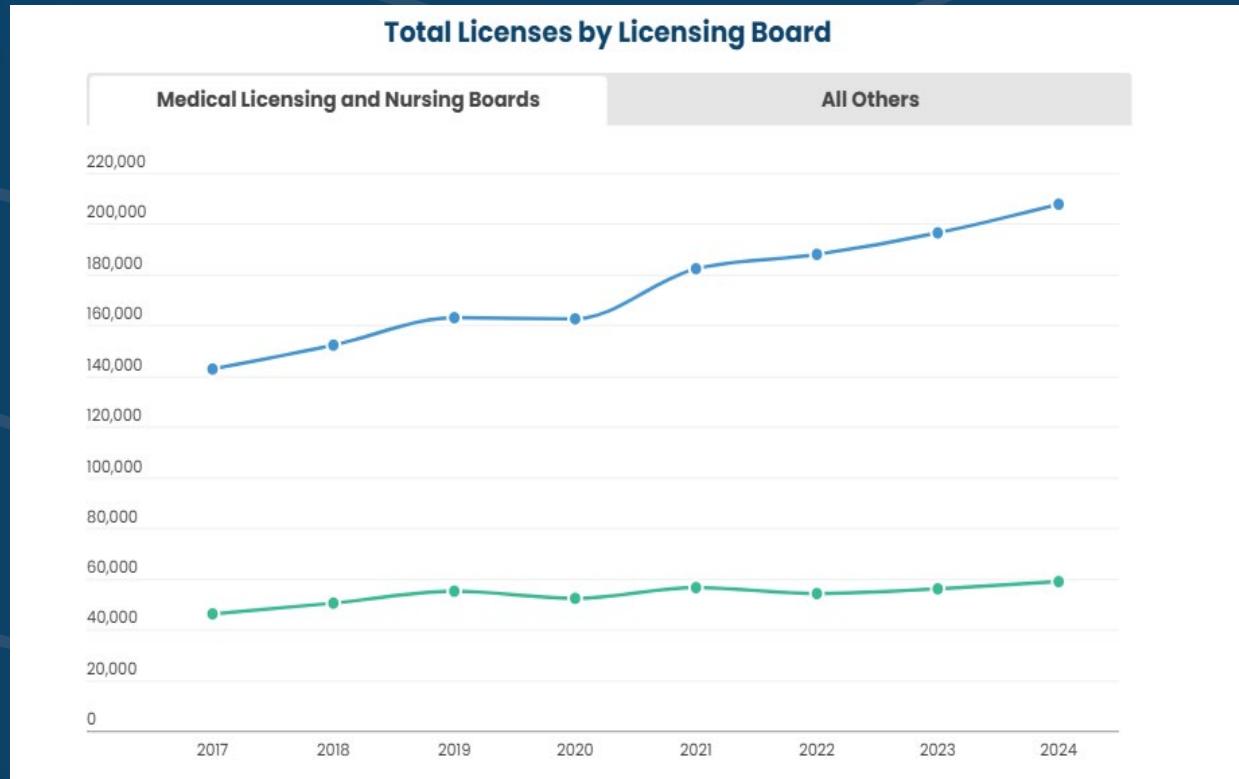
- Clearly Defined **Program Goals and Metrics**
- Evidence Lacking for **Impact on Preceptor Recruitment**
- State Support and Process Needed for **Eligibility Determination**
- **Policy Design:** Eligibility Criteria Must Align with State Goals
- **Award Limits** Must Balance Preceptor Value and State Limits
- **Cost Source:** A Creative Approach May Be Explored
- **Tax Credit Processing:** Ensure Minimum Burden on Department of Revenue
- **Administrative Barriers:** Must Balance Preceptor Engagement vs. Fiscal Oversight
- **Early Evaluation**



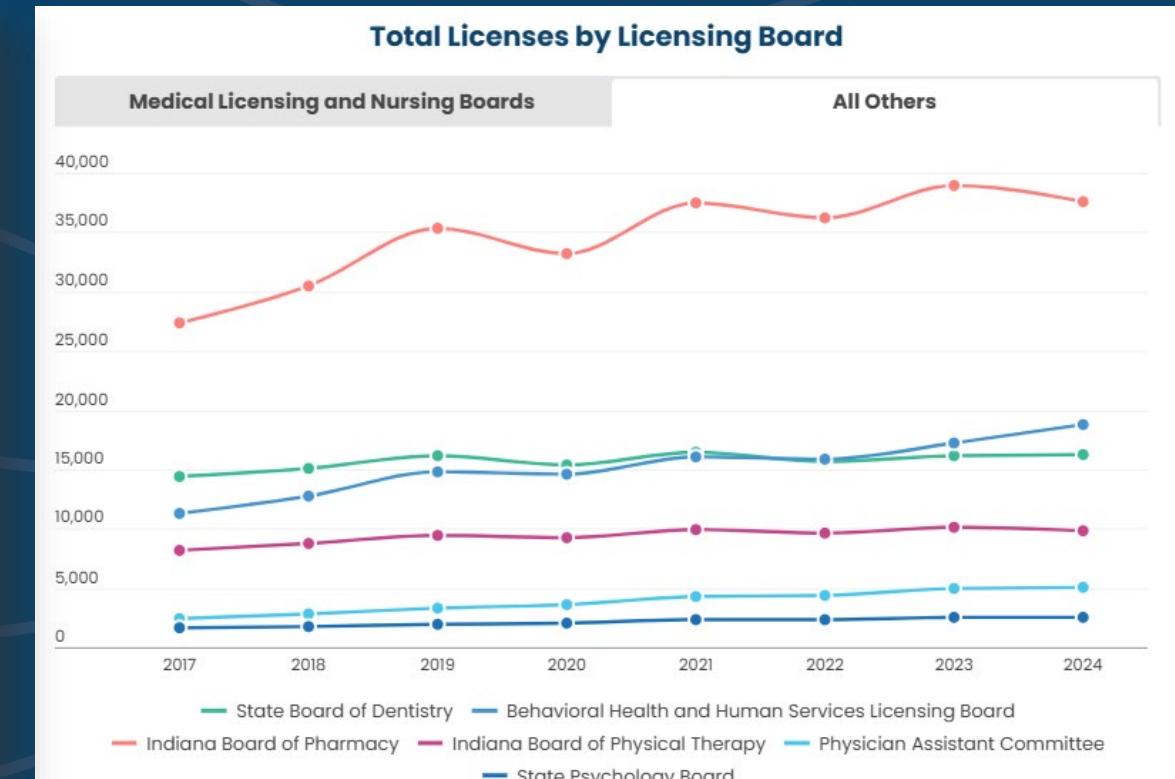
# Health Workforce Report

## Indiana's Health Workforce 2024 Report

### Total Licenses: Medical Licensing & Nursing



### Total Licenses All Other IC 25-1-2-10



More Information Available at: <https://bowenportal.org/licensing>



# School Based Behavioral Health Workforce

## Bowen Center Department of Education Partnership on Pulse Survey: Preliminary Data Highlights

- 379 respondents, including school social workers, school psychologists, and school counselors. This survey was only sent out to those holding DOE licenses, which only captures a portion of the workforce serving in schools. (Individuals working in CMHCs based in schools are not required to have DOE licenses)
- 80% completed training in Indiana
- 82% were employees of the school, rather than being a contracted employee
- 8% report looking for employment outside of a school setting
- Crisis intervention and classroom/learning support were the top cited services
- Only 7% of respondents were male. 92% were White



# *Thank you!*



**FOR MORE INFORMATION:**  
**bowenportal.org**

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# Indiana University Student Outreach Clinic

Leonardo J. Olivera Pérez

IU SOC Chair



# Who are we?

- Student-led free clinic in the Near East Side
- Founded on February 14, 2009 as a partnership with Neighborhood Fellowship Church
- Founded by Dr. Javier Sevilla and Pastor Jim Strietelmeier
- Moved to new clinic space in 2022



# Where are we?

Hours:

- Wednesdays 5:00 pm – 8:00 pm
- Saturdays 8:00 am - 4:00 pm

3125 E 10<sup>th</sup> ST

Indianapolis, IN 46201

(317) 225-1881

[iusoc@iu.edu](mailto:iusoc@iu.edu)



SOC

# Our partners and services

- Medicine
  - Women's Health
  - Ophthalmology
  - Dermatology
  - Neurology
  - Gender Diverse Queer Clinic
  - Mental Health
- Nursing
- Pharmacy
- Dental
- Physical Therapy
- Occupational Therapy
- Social Work
- Law
- Vida Health Partnership
- Neighborhood Fellowship Church



**IUSOC Partners**



**SOC**

# Other Services

- Laboratory Services
  - Including POC
- Patient Education
- Patient Navigation
  - Indiana Rural Health Association
- Vaccinations
  - Indiana Immunization Coalition



# Our Impact (2023)

## To our patients:

- Over 2,800 encounters (not including partner visits)
- 755 neighbors cared for
  - 424 of those were new to the clinic
- Estimated financial impact: \$230,000
  - Increased by \$60,000 since 2021



## To medical education:

- 260 medicine volunteers
- 12 medical residents
- 14 medicine attendings
- Hundreds of professional students from our partner professional schools as well as many professionals including pharmacists, occupational and physical therapists, lawyers and more!

# Thank you!!



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Indiana  
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Obstetrics Subcommittee



Indiana  
Department  
of  
Health

## Behavioral & Mental Health Subcommittee



## Family Medicine & Pediatrics



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# Public Health Day at the Statehouse

**SAVE THE DATE: March 12**

Show support for public health by  
wearing blue and gold

## Features:

- A celebration of an investment  
in public health
- Partnerships in action
- Local Health Department Awards
- Networking and light refreshments



**Indiana  
Department  
of  
Health**

# Next Steps...

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- Informational Resources
  - [Governor's Workforce Cabinet](#)
  - [Futurecast 2025](#)
- Upcoming Meetings
  - 03/19/25
  - 06/18/25
- [Health Workforce Council Website](#)
  - Subcommittees
  - Public Comment



# Questions?

**Brooke Mullen**  
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317-503-5996

