Indiana’s Health Care Workforce
An Overview

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Indiana Medicaid Advisory Committee
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Indiana Health Workforce Reports

• Methodology
  - Survey offered during re-licensure (online)
  - Match survey response to license data
  - Inclusion/exclusion criteria
    - Active/probationary license status
    - Responded to survey (& listed IN practice addr)
    - Reported active work status on survey

http://ahec.iupui.edu/hws
Indiana Health Workforce Reports

• Content of Reports
  - Demographic information
  - Professional characteristics
  - Education/credential background
  - Geographic distribution
## Biennial Licensure Survey Datasets Reported

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>P</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>P</td>
</tr>
<tr>
<td>Physician Assistants</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>S</td>
<td></td>
</tr>
<tr>
<td>Dentists</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Dental Hygienists</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pharmacists</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>S</td>
<td>S</td>
<td></td>
</tr>
<tr>
<td>Mental Health(^1)</td>
<td></td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
<td>P</td>
<td>S</td>
<td></td>
</tr>
<tr>
<td>Optometrists</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X(^2)</td>
</tr>
<tr>
<td>Licensed Practical Nurses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X(^3)</td>
</tr>
</tbody>
</table>

### Explanation:
- **Odd-year renewals**
  - Complete: X
  - In process: P
  - To be scheduled: S

### Overall survey response rates:
- **Mean**: 79.8%
- **Median**: 81.8%

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1. Masters-prepared therapists and social workers, psychologists, psychiatrists, psychiatric nurses.
2. With IU School of Optometry
3. With Indiana Center for Nursing
2013 Registered Nurse Report

- Total licenses: 99,580
- Total online renewals: 89,223 (89.6%)
- Total survey responders: 80,934
- Total active in Indiana: 52,111
  - Response Rate: 90.7%
2013 Registered Nurse Report

2013 RNs
- 54.5% Staff Nurses
- 60.1% Hospital based*
- 74.0% Work 36+ hours per week
- 3,131 Advanced Practice Nurses
- 945 Nursing Faculty

*Includes short term, long term, psychiatric, non-psychiatric, federal, and non-federal hospitals
**2013 Registered Nurse Report**

<table>
<thead>
<tr>
<th>Rate per 100,000 Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana FTEs*</td>
</tr>
<tr>
<td>Indiana†</td>
</tr>
<tr>
<td>United States‡</td>
</tr>
</tbody>
</table>

*Source: 2013 registered nurse IPLA licensure data and survey data gathered during relicensure

†Source: Area Health Resources Files (AHRF). 2012-2013. US Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Rockville, MD.
2012 Dentist Report

• Total licenses: 3,748
• Total online renewals: 3,356 (89.5%)
• Total survey responders: 3,025
• Total active in Indiana: 2,314
  -Response Rate: 90.1%
2012 Dentist Report

2010: 2,693 active IN dentists
2012: 2,314 active IN dentists

2012 Dentists
62.3% Work 30-39 hrs/wk
78.9% In general dentistry
37.8% Over 55 years old
Rural Counties Report Chronic Barriers to Access to Oral Health Services

Rate per 100,000 Population

<table>
<thead>
<tr>
<th></th>
<th>Rate per 100,000 Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indiana FTEs*</td>
<td>38</td>
</tr>
<tr>
<td>Indiana†</td>
<td>24</td>
</tr>
<tr>
<td>United States†</td>
<td>30</td>
</tr>
</tbody>
</table>

*Source: 2012 dentist IPLA licensure data and survey data gathered during re-licensure

†Source: Area Health Resources Files (AHRF). 2012-2013. US Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Rockville, MD.
HRSA Shortage Designations can increase access to federal workforce resources

Source: Indiana Primary Health Care Association; http://www.indianapca.org/?page=20
2012 Mental Health Report

Professions included in report:
• Clinical social workers, social workers, marriage and family therapists, mental health counselors (Licensed Mental Health Professionals)
• Psychologists
• Psychiatrists
• Psychiatric/Mental Health Advanced Practice Nurses
# 2012 Mental Health Report

<table>
<thead>
<tr>
<th></th>
<th>LMHPs</th>
<th>Psychologists</th>
<th>Psychiatrists</th>
<th>PAPNs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total licenses</td>
<td>8,803</td>
<td>1,706</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total online renewals</td>
<td>5,159 (58.6%)</td>
<td>1,497 (87.7%)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total survey responders</td>
<td>5,092</td>
<td>1,492</td>
<td>661</td>
<td>129</td>
</tr>
<tr>
<td>Total active in Indiana</td>
<td>3,687</td>
<td>1,064</td>
<td>356</td>
<td>76</td>
</tr>
<tr>
<td>Response Rate</td>
<td>98.7%</td>
<td>99.7%</td>
<td>74.7%</td>
<td>-</td>
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</tbody>
</table>
Psychiatrist Shortage Worsens

74 Mental Health Professional FTEs per 100,000 population

<table>
<thead>
<tr>
<th>Profession</th>
<th>Mean Age</th>
<th>Plan to retire within 10 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>LMHPs</td>
<td>48.9</td>
<td>26.3%</td>
</tr>
<tr>
<td>Psychologists</td>
<td>52.2</td>
<td>34.2%</td>
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<tr>
<td>Psychiatrists</td>
<td>55</td>
<td>n/a</td>
</tr>
<tr>
<td>PAPNs</td>
<td>n/a</td>
<td>43.4%</td>
</tr>
</tbody>
</table>

[Graph showing trends in mental health professionals from 2002 to 2016]
Rural Communities Face Urgent Behavioral Health Provider Shortages

- 5 counties with no LMHPs
- 27 counties with no psychologists
- 43 counties with no psychiatrists
- 4 counties with no mental health professionals
2014 Mental Health HPSA Map

Source: Indiana Primary Health Care Association; http://www.indianapca.org/?page=20
2013 Physician Data

- Total licenses: 25,800
- Total online renewals: 23,742 (92.0%)
- Total survey responders: 17,735
- Total active in Indiana: 9,461
  - Response Rate: 74.7%
Primary Care Physician Workforce Growth is Anemic

Rate per 100,000 Population

Indiana FTEs* 129
Indiana† 170
United States† 198

*Source: 2013 physician IPLA licensure data and survey data gathered during re-licensure

†Source: Area Health Resources Files (AHRF). 2012-2013. US Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Rockville, MD.
Primary Care Supply is Important in All Counties
Need for Primary Care Access is a Function of Provider Supply and Population Health

Source: Indiana Primary Health Care Association; http://www.indianapca.org/?page=20
Rural Docs Respond to Need: Physicians Offering a Sliding Fee Scale

Percentage of Physician FTEs
Offering a Sliding Fee Scale

- 0.0 - 29.7
- 29.8 - 37.9
- 38.0 - 45.2
- 45.3 - 54.9
- 55.0 - 100.0
2013 Percent of Patients Paying with Indiana Medicaid

Physician FTES per 100,000 Population

- I do not accept Indiana Medicaid
- Indiana Medicaid accounts for 0% - 5% of my practice
- Indiana Medicaid accounts for 6% - 10% of my practice
- Indiana Medicaid accounts for 11% - 20% of my practice
- Indiana Medicaid accounts for 21% - 30% of my practice
- Indiana Medicaid accounts for 31% - 50% of my practice
- Indiana Medicaid accounts for greater than 50% of my practice

Urban
Rural
Questions?

http://ahec.iupui.edu/hws