



2024 REPORT

BOWEN CENTER
FOR HEALTH WORKFORCE RESEARCH AND POLICY



Report prepared by the **Indiana Professional Licensing Agency** in collaboration with the **Bowen Center for Health Workforce Research and Policy** at the Indiana University School of Medicine

TABLE OF CONTENTS

Introduction and Background.....2

ANNUAL SUMMARY

Data Snapshot3

A Closer Look at 2024 Renewals.....4

Indiana’s Licensed Health Occupations TABLES5-6

Workforce Characteristics BY PROFESSION7-14

Notes.....15

Acknowledgements16



INTRODUCTION AND BACKGROUND

OVER the last several decades, the State of Indiana has committed to collecting supplemental information from health professionals through survey questions administered during online license renewal. The collection of supplemental information, such as practice location and future employment plans, from health professionals during license renewal is a best practice for informing health workforce planning.^[1] This data has been used to inform various initiatives, including identification of health workforce shortages (such as federal Health Professional Shortage Area designations)^[2], health workforce incentive programs (such as State Loan Repayment Program),^[3] ^[4], Medicaid provider analysis and recruitment,^[5] Indiana Primary Care Needs Assessments^[6], and various technical reports and policy briefs on Indiana's health professionals^[7].

Until 2019, the survey questions collecting supplemental information from health professionals during the biennial license renewal process were voluntary, limiting the representation in reported responses. In 2018, IC 25-1-2-10^[8] transitioned collection of specified supplemental information from voluntary to mandatory for licensees of selected health professional boards. These requirements help to ensure an accurate and comprehensive representation of actively practicing health professionals in Indiana. Below is an outline of the information required to be provided by licensees, and the health professional boards that are included in this requirement.

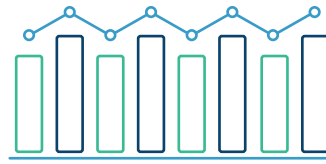
INFORMATION REQUIRED TO BE PROVIDED BY HEALTH PROFESSIONALS:

- The practitioner's **specialty or field of practice**
- The practitioner's **educational and training background**
- Information concerning the practitioner's **current practice**:
 - The location or address
 - The setting type
 - The average hours worked weekly
 - The health care services provided
 - For a practitioner that is a prescriber (as defined in IC 25-1-9.5-4), whether the practitioner delivers health care services through telehealth (as defined in IC 25-1-9.5-6).

BOARDS AFFECTED BY IC-25-1-2-10:

- The Medical Licensing Board of Indiana
- Indiana State Board of Nursing
- State Board of Dentistry
- Behavioral Health and Human Services Licensing Board
- State Psychology Board
- Indiana Board of Pharmacy
- Indiana Board of Physical Therapy
- Indiana Department of Health's Consumer Services and Health Care Regulation Commission

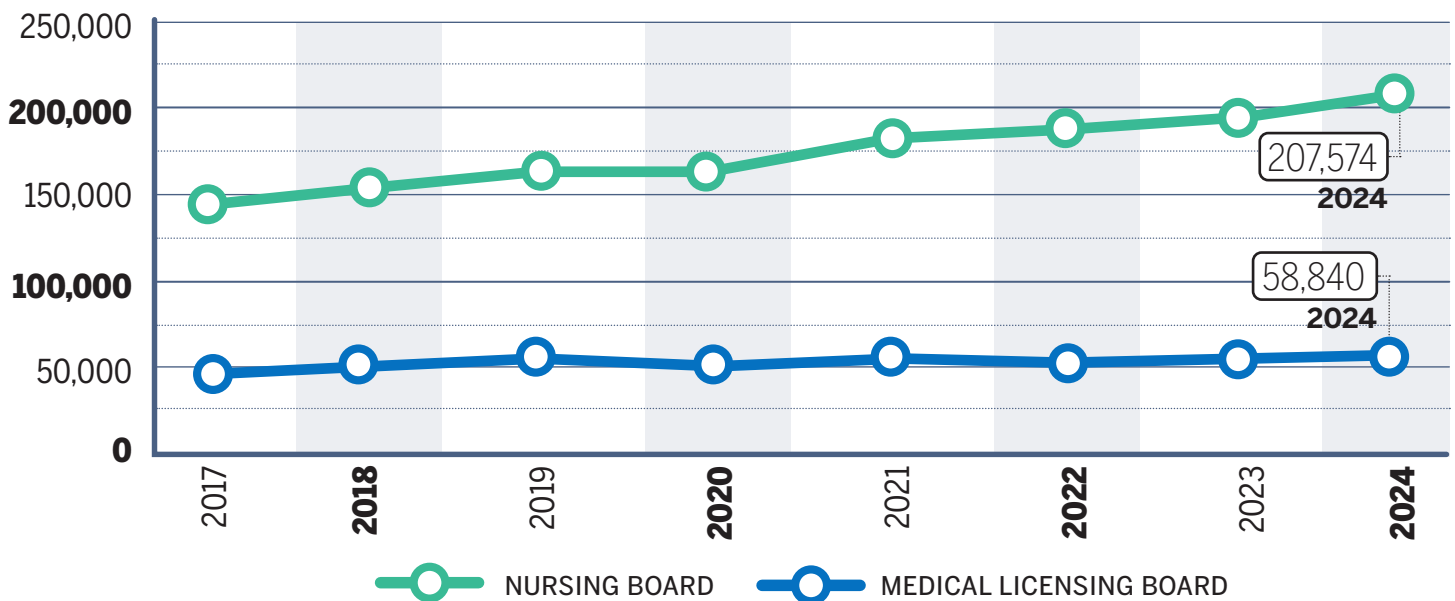
Within IC 25-1-2-10, legislation outlined that the information collected in this law must be compiled in an annual report. This report serves to fulfill that requirement and aggregate information and resources on Indiana's health workforce to enhance accessibility and utilization of this information.



ANNUAL SUMMARY DATA SNAPSHOT

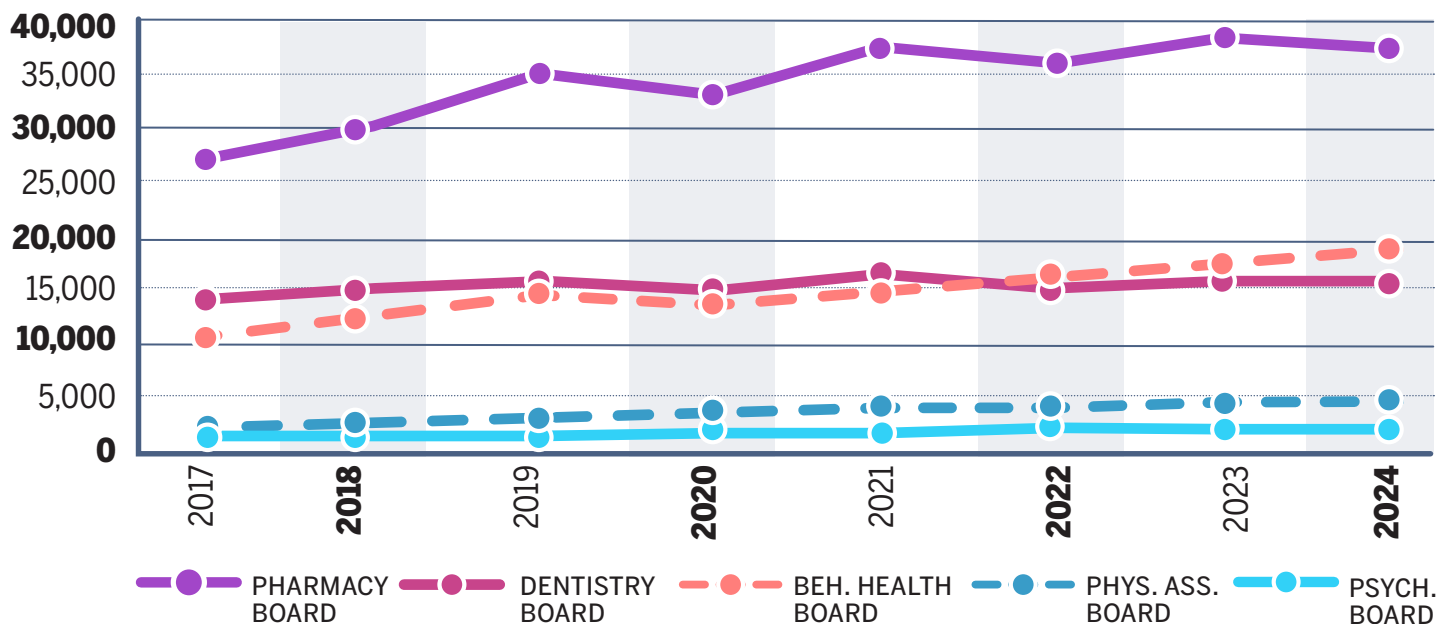
LICENSE RENEWALS OVER TIME

Nursing and Medical Licensing Boards



LICENSE RENEWALS OVER TIME

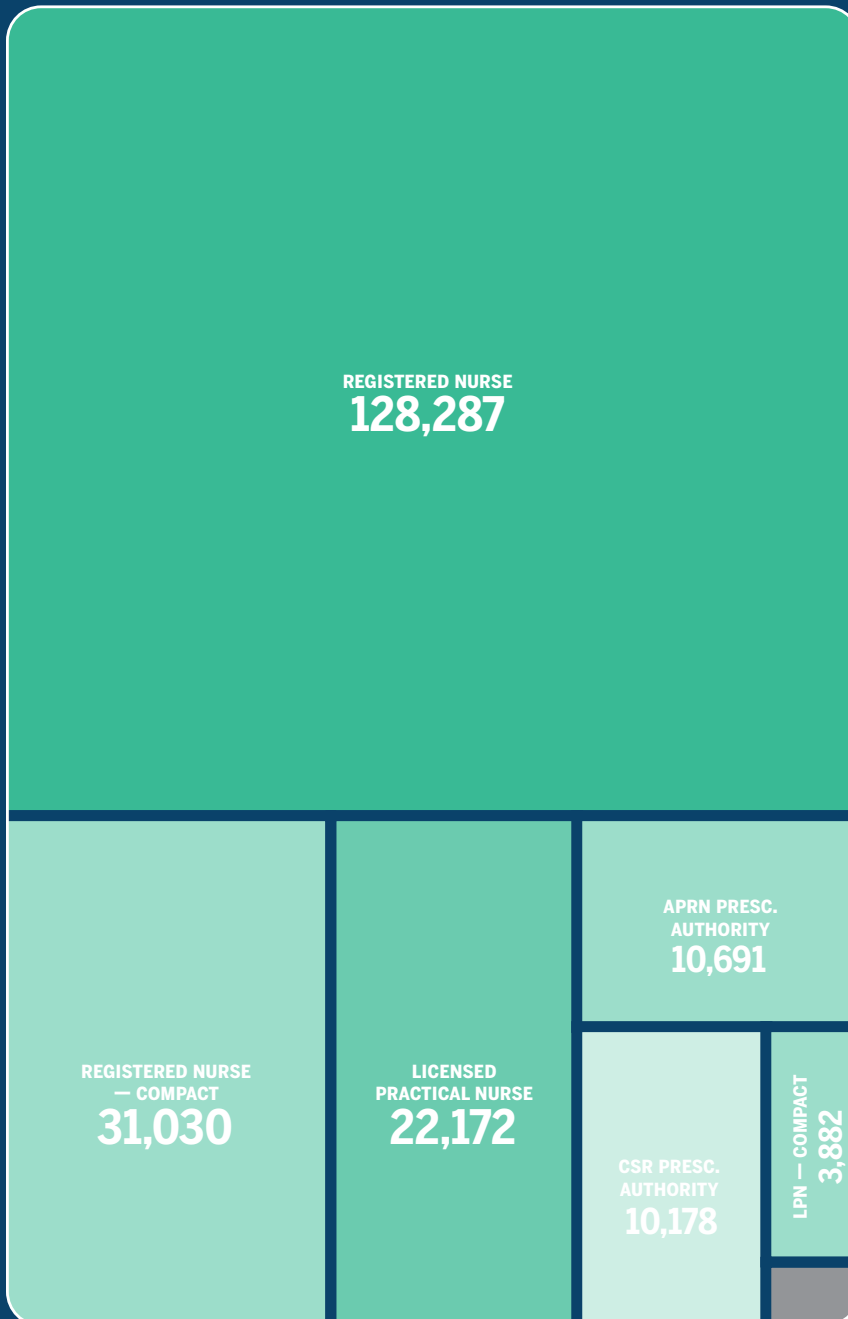
All Other IC 25-1-2-10 Licensing Boards



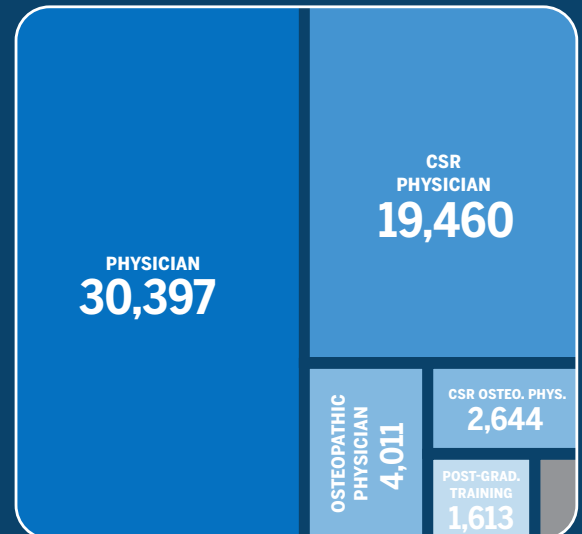


A CLOSER LOOK AT 2024 RENEWALS By Licensing Board

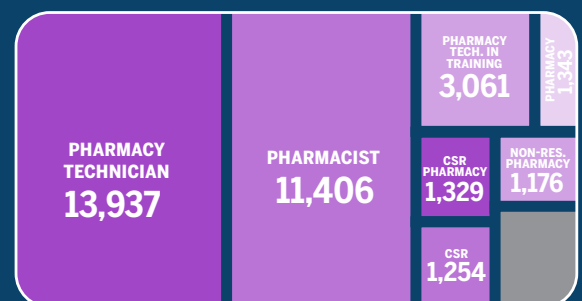
NURSING BOARD



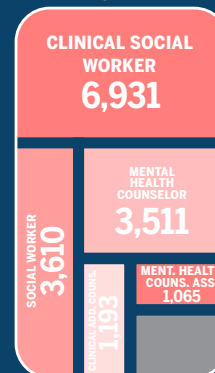
MEDICAL LICENSING BOARD



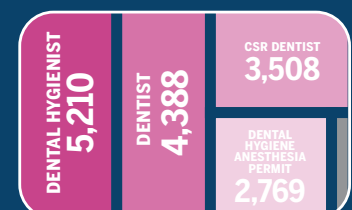
PHARMACY BOARD



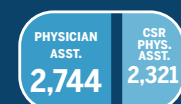
BEH. HEALTH BOARD



DENTISTRY BOARD



P.A. COMMITTEE



PSY. BOARD



ANNUAL SUMMARY OF INDIANA'S LICENSED HEALTH OCCUPATIONS

To explore all licenses covered under IC 21-1-2-10, please visit Bowen Center website. Table 1 below summarizes the active license counts for the occupations that fall under the IC 21-1-2-10 requirement. The license counts are provided by the Professional Licensing Agency (as of July 1 of each year). The remainder of this report will focus on professions covered by IC 25-1-2-10, for full health professions, please visit the Bowen Center website.

TABLE ONE

LICENSE COUNT BY YEAR				
Board/ License Type	2018	2020	2022	2024
BEHAVIORAL HEALTH BOARD				
Social Worker	2,536	2,908	3,161	3,620
Clinical Social Worker	4,957	5,328	5,858	6,931
Marriage & Family Therapist	934	949	977	1,065
Mental Health Counselor	2,250	2,577	2,910	3,511
Marriage & Family Associate	57	87	97	98
Addiction Counselor	259	245	226	209
Clinical Addiction Counselor	1,292	1,231	1,190	1,193
Mental Health (Counselor) Associate	286	598	776	1,065
Bachelor Social Worker	93	279	255	277
Addiction Counselor Associate	2	9	13	20
Clinical Addiction Counselor Associate	1	17	26	70
DENTISTRY BOARD				
Dentist	4,065	4,107	4,148	4,388
Dental Hygienist	5,065	5,056	5,100	5,210
MEDICAL LICENSING BOARD				
Physician	26,108	26,585	27,250	30,397
Osteopathic Physician	2,554	2,862	3,293	4,011
NURSING BOARD				
Nurse Midwife	191	208	228	260
Licensed Practical Nurse	22,586	24,728	23,187	22,172
Registered Nurse	116,882	122,186	124,426	128,287
APRN Prescriptive Authority	6,444	7,957	9,385	10,691

LICENSE COUNT BY YEAR				
Board/ License Type	2018	2020	2022	2024
PHARMACY BOARD				
Pharmacist	10,830	11,236	11,398	11,406
Pharmacy Technician	13,226	13,048	13,105	13,937
PHYSICAL THERAPIST BOARD				
Physical Therapist				6,511
Physical Therapist Assistant				3,277
PHYSICIAN ASSISTANT COMMITTEE				
Physician Assistant	1,584	1,929	2,358	2,744
PSYCHOLOGY BOARD				
Psychologist	1,730	1,753	1,822	2,092
Health Service Provider in Psychology Attribute	1,661	1,707	1,738	1,794

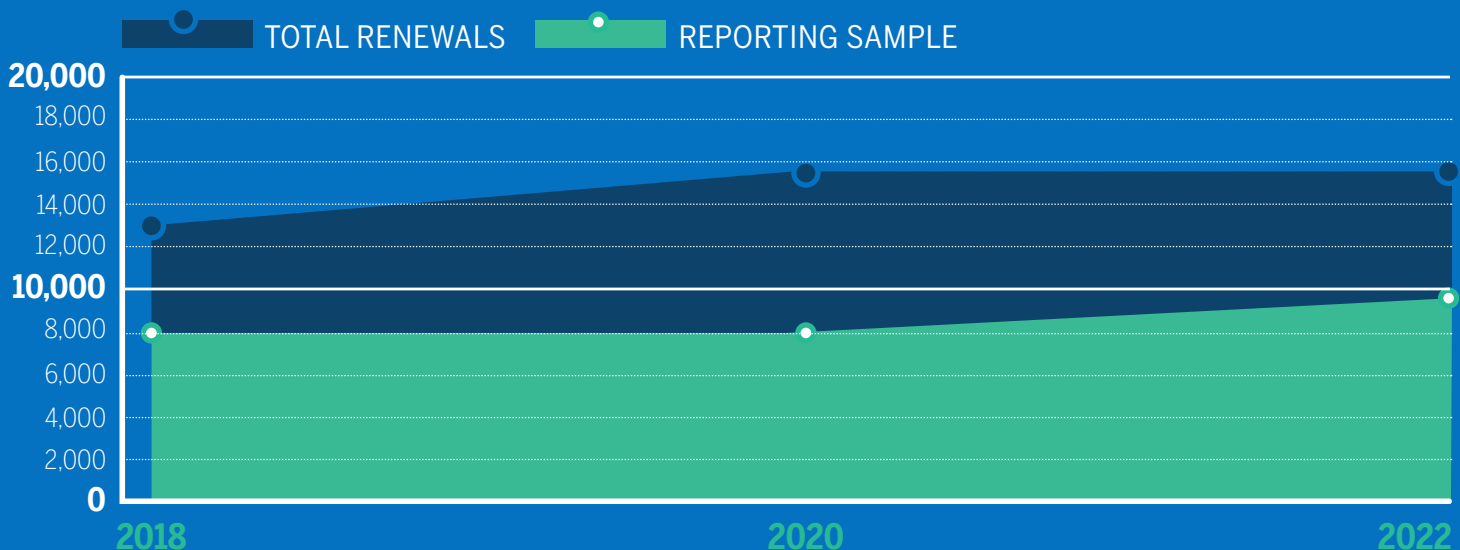


BEHAVIORAL HEALTH WORKFORCE CHARACTERISTICS AS OF 2022 RENEWAL*

The following section of this report summarizes supplemental information collected in accordance with IC 25-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

*2022 is the most recent supplemental data reporting period available at time of publication.

BHHS LICENSE RENEWALS BY YEAR



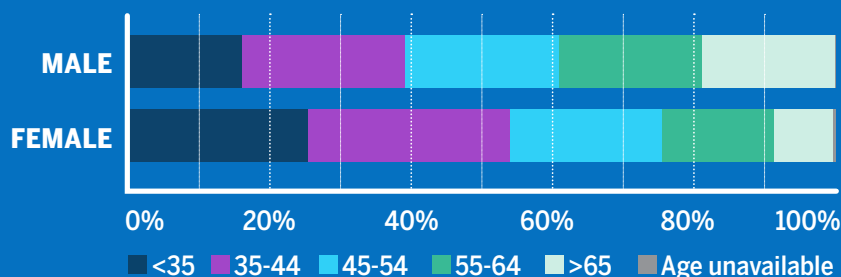
46.3



AVERAGE AGE
OF AN INDIANA
BHHS PROFESSIONAL
IN 2022

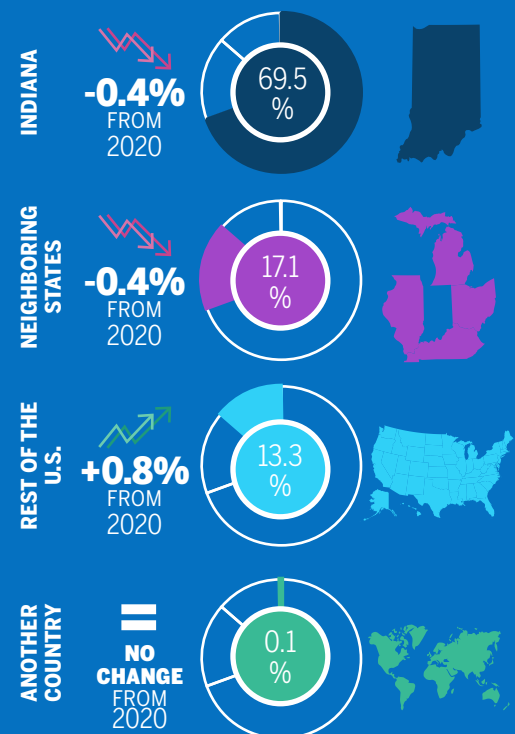


AGE AND SEX BHHS WORKFORCE



To learn more about BHHS professionals see data report, policy report, and BHHS dashboards.

QUALIFYING EDUCATION PLACE OF STUDY



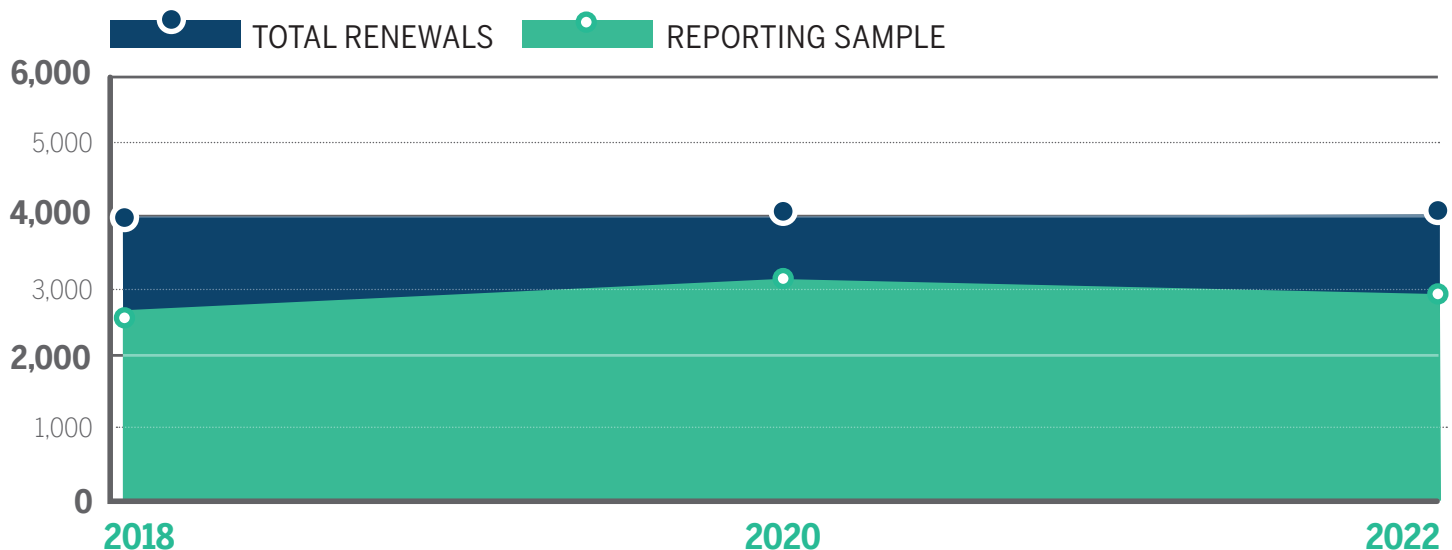


ORAL HEALTH WORKFORCE – DENTISTS

CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report summarizes supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

DENTIST LICENSE RENEWALS BY YEAR



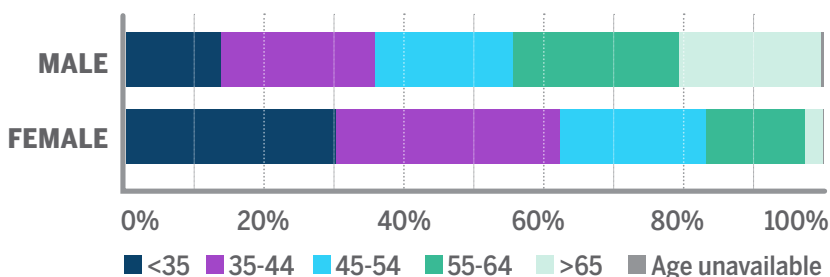
48.9



**AVERAGE AGE
OF AN INDIANA
DENTIST
IN 2022**

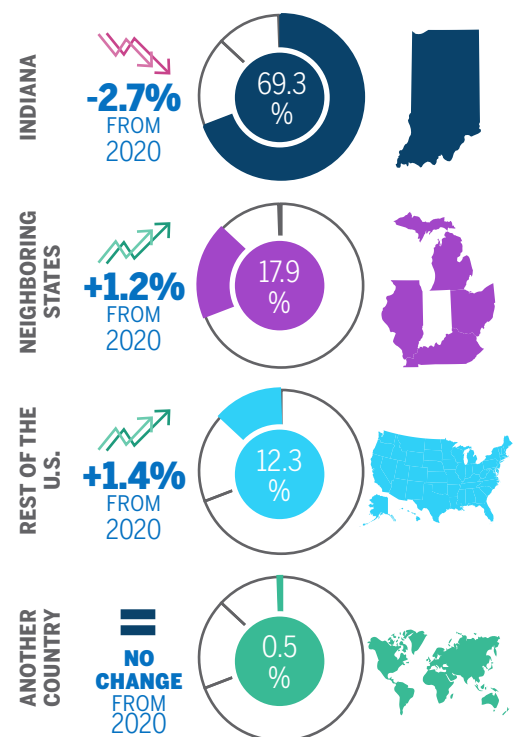


AGE AND SEX DENTIST WORKFORCE



To learn more about Oral Health professionals see data report, policy report, and Oral Health dashboards (coming soon).

QUALIFYING EDUCATION PLACE OF STUDY



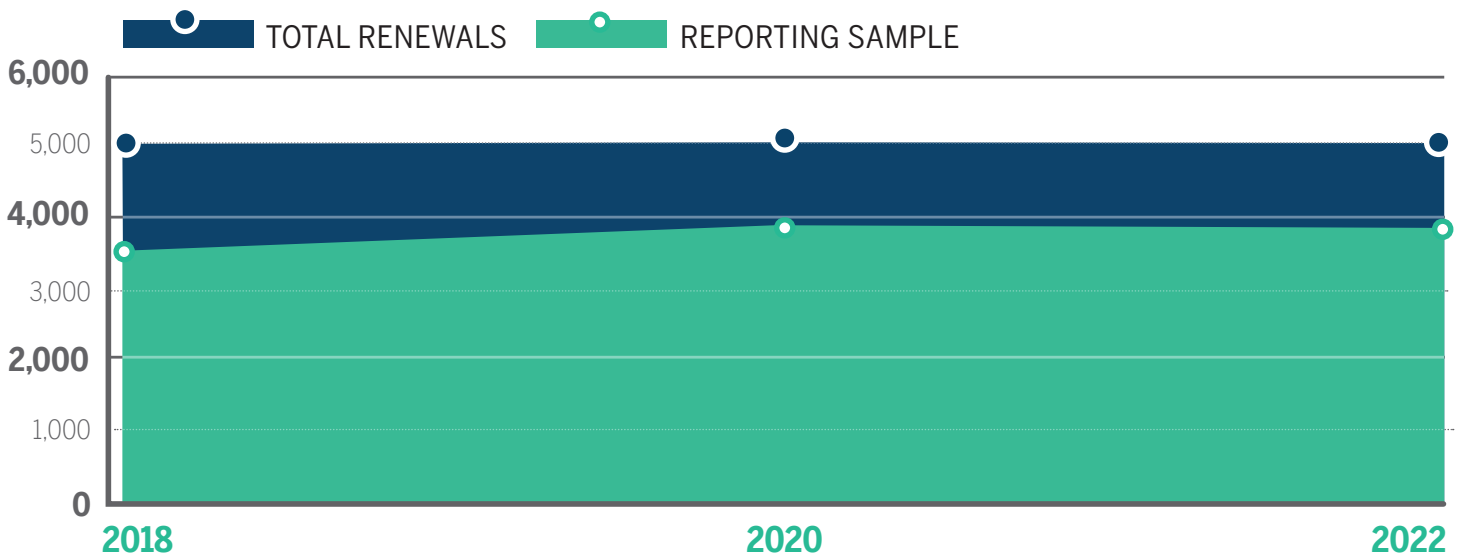


ORAL HEALTH WORKFORCE – DENTAL HYGIENISTS

CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report summarizes supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

DENTAL HYGIENIST LICENSE RENEWALS BY YEAR



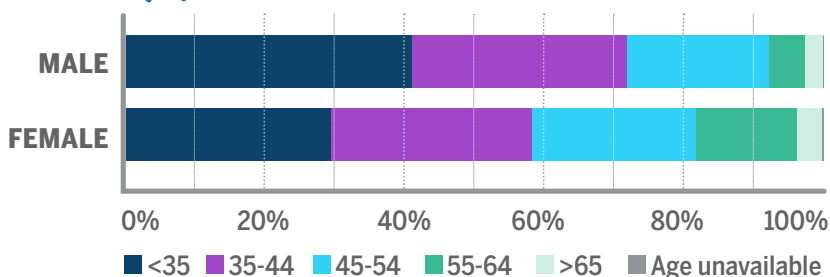
43.0



AVERAGE AGE
OF AN INDIANA
DENTAL HYGIENIST
IN 2022

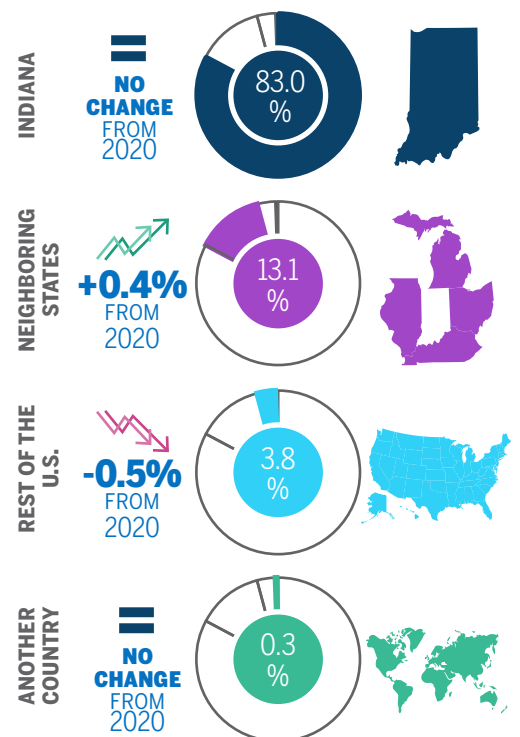


AGE AND SEX DENTAL HYGIENIST WORKFORCE



To learn more about Oral Health professionals see data report, policy report, and Oral Health dashboards (coming soon).

QUALIFYING EDUCATION PLACE OF STUDY

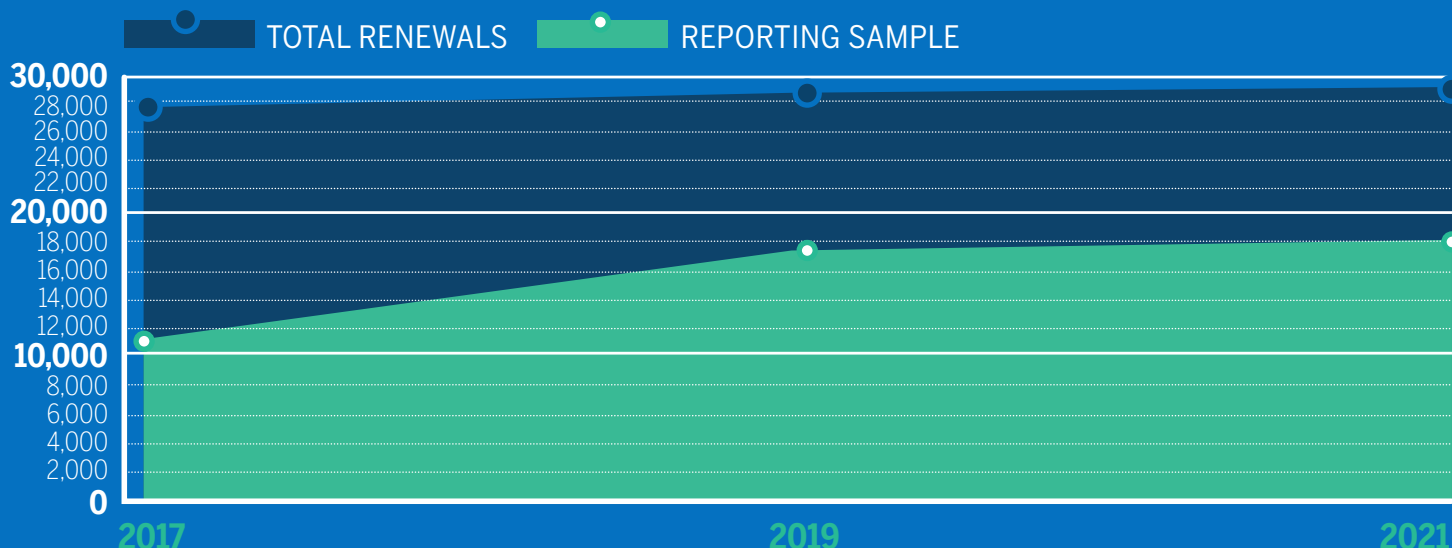


PHYSICIAN WORKFORCE

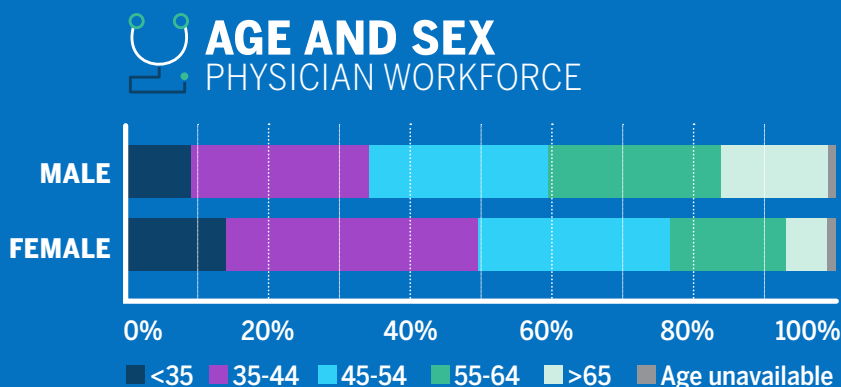
CHARACTERISTICS AS OF 2021 RENEWAL

The following section of this report summarize supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

PHYSICIAN LICENSE RENEWALS BY YEAR

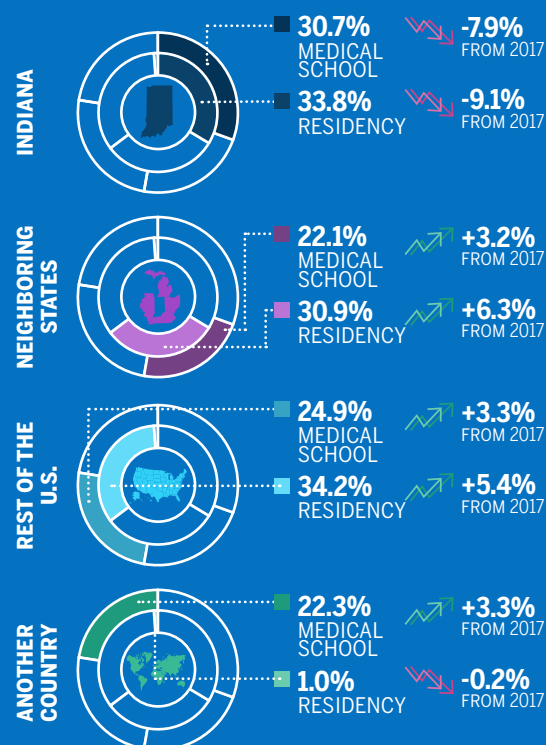


50.0 → **AVERAGE AGE OF AN INDIANA PHYSICIAN IN 2021**



To learn more about Physicians, see data report, policy report, and Physicians dashboards.

QUALIFYING EDUCATION PLACE OF STUDY



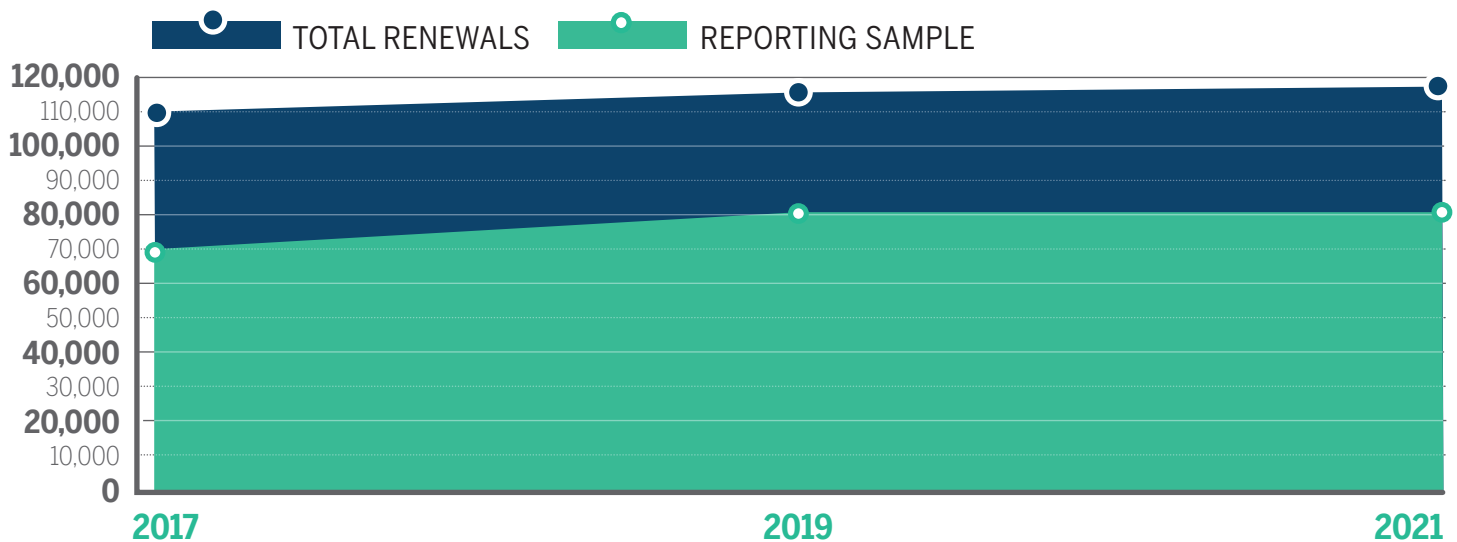


NURSING WORKFORCE

CHARACTERISTICS AS OF 2021 RENEWAL

The following section of this report summarizes supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

NURSING LICENSE RENEWALS BY YEAR



44.3



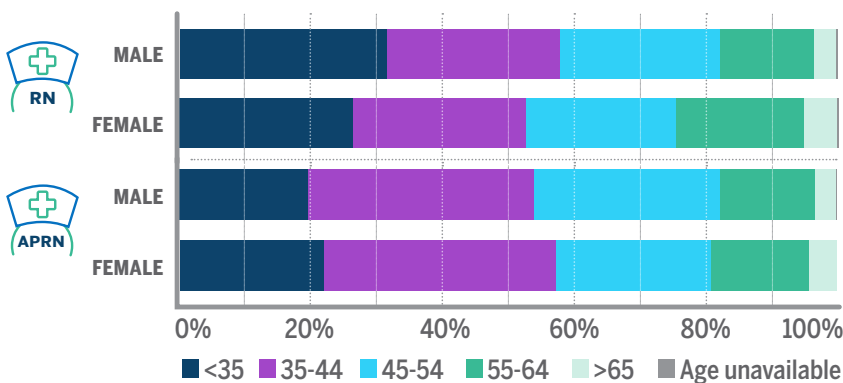
AVERAGE AGE
OF AN INDIANA RN
IN 2021

44.5

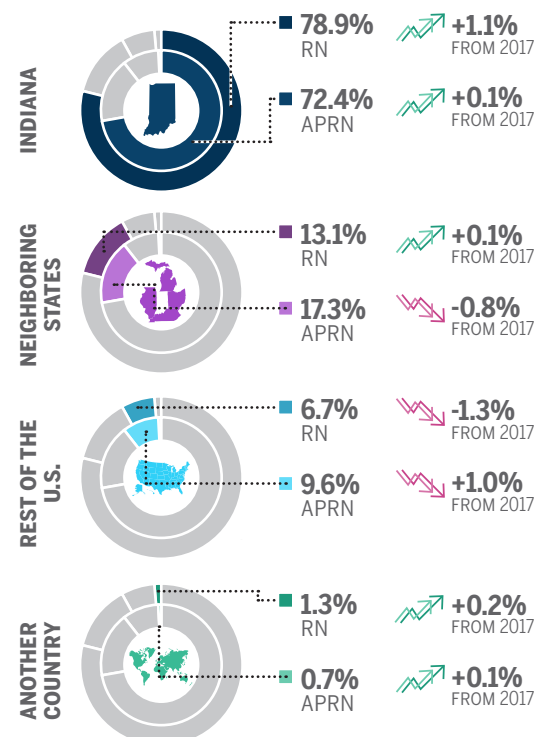


AVERAGE AGE
OF AN INDIANA APRN
IN 2021

AGE AND SEX NURSING WORKFORCE



QUALIFYING EDUCATION PLACE OF STUDY



[To learn more about Nursing professionals see data report, policy report, and Nursing dashboards.](#)

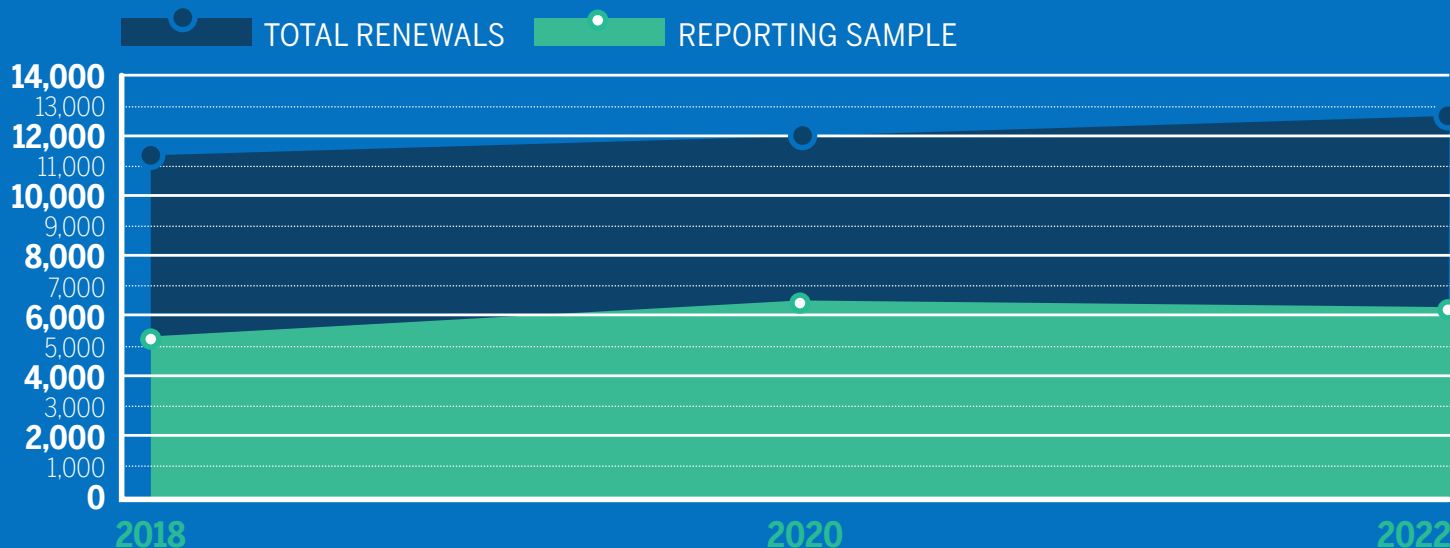


PHARMACIST WORKFORCE

CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report summarize supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

PHARMACIST LICENSE RENEWALS BY YEAR



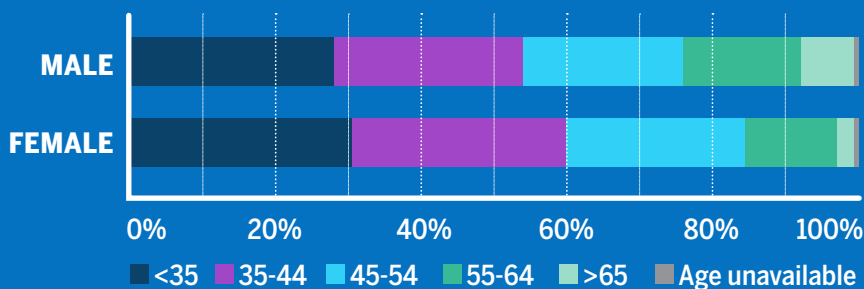
43.3



AVERAGE AGE
OF AN INDIANA
PHARMACIST
IN 2022

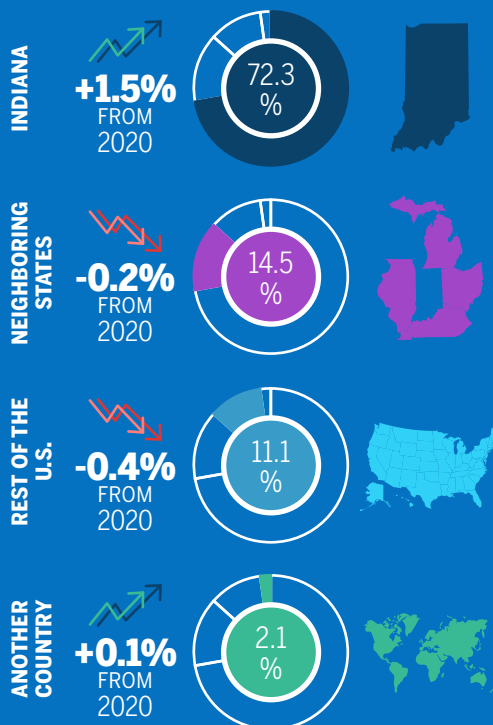


AGE AND SEX PHARMACIST WORKFORCE



To learn more about Pharmacists see data report, policy report, and Pharmacy dashboards (coming soon).

QUALIFYING EDUCATION PLACE OF STUDY



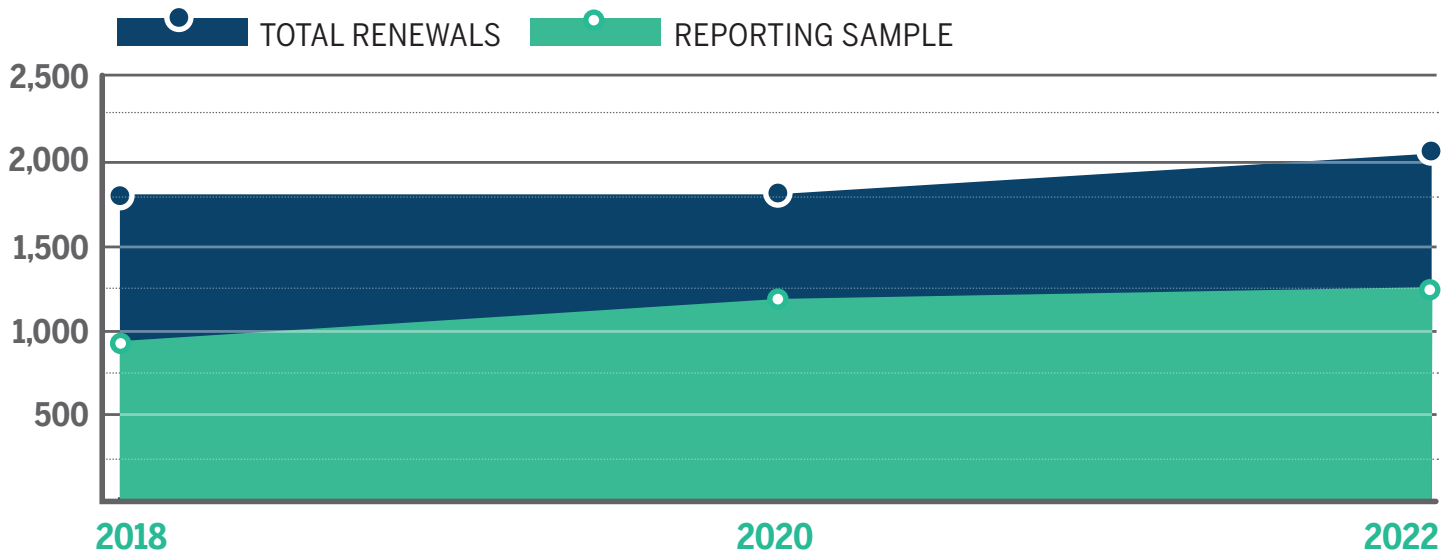


PSYCHOLOGIST WORKFORCE

CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report summarizes supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

PSYCHOLOGIST LICENSE RENEWALS BY YEAR



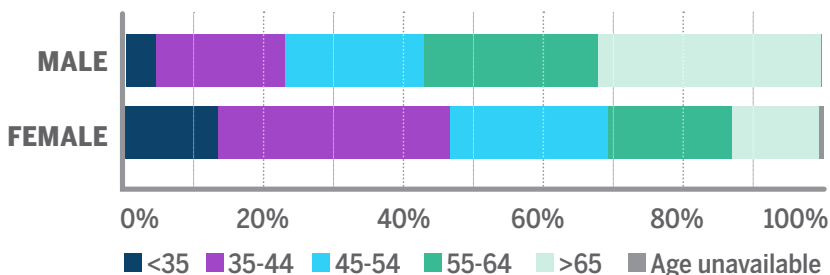
51.6



AVERAGE AGE
OF AN INDIANA
PSYCHOLOGIST
IN 2022

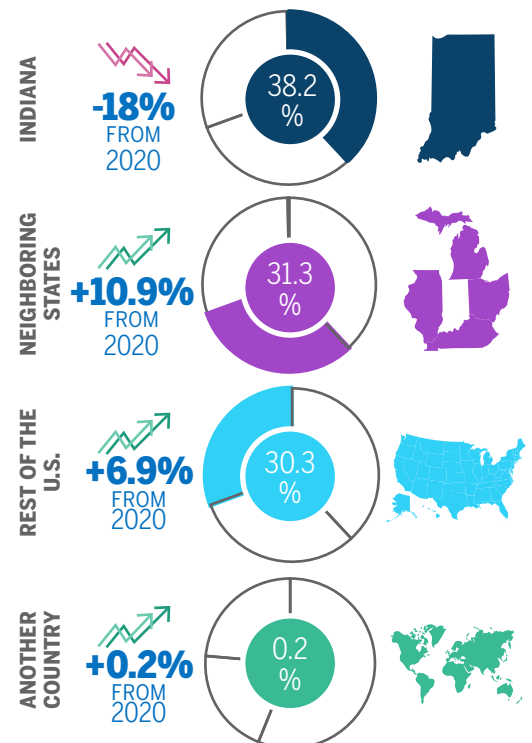


AGE AND SEX PSYCHOLOGIST WORKFORCE



To learn more about Psychologists, see data report, policy report, and Psychologist dashboards (coming soon).

QUALIFYING EDUCATION PLACE OF STUDY

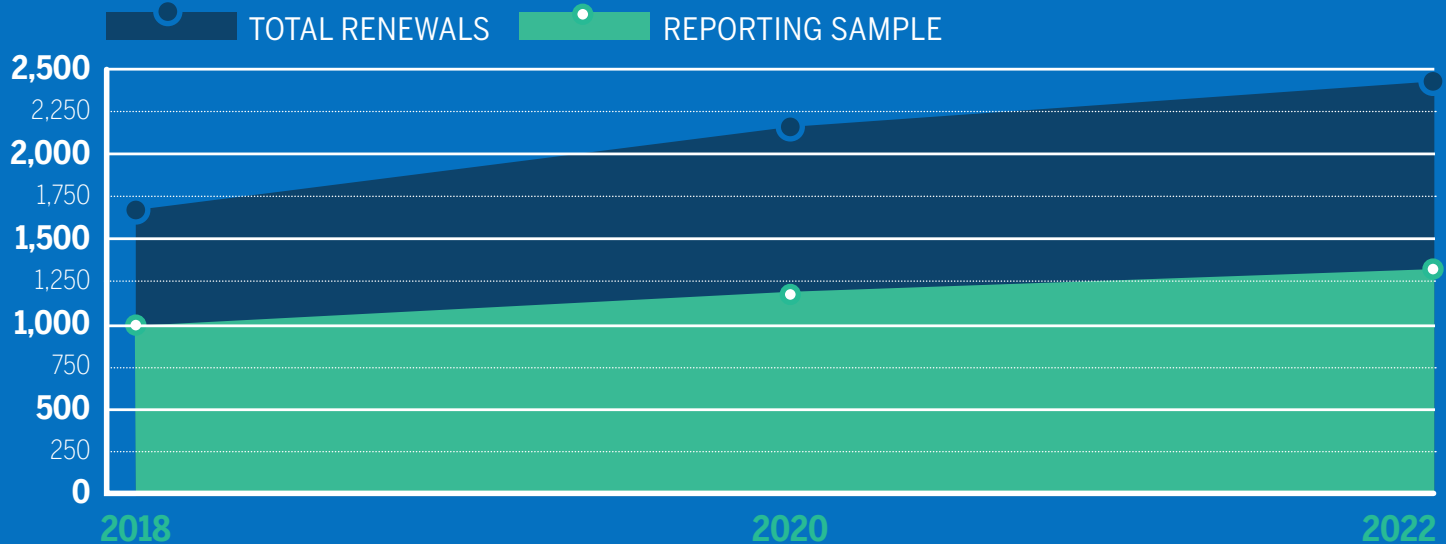




PHYSICIAN ASSISTANT WORKFORCE CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report summarizes supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

PHYSICIAN ASSISTANT LICENSE RENEWALS BY YEAR



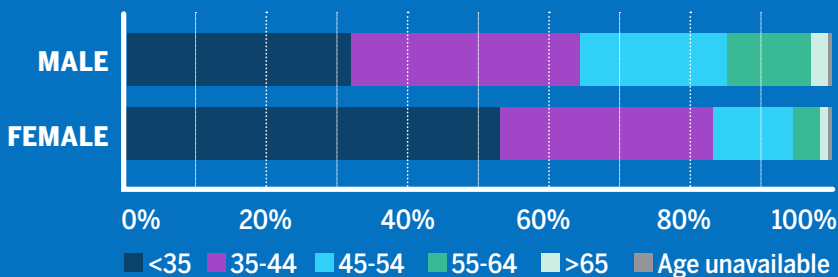
43.3



AVERAGE AGE
OF AN INDIANA
PHYSICIAN ASSISTANT
IN 2022

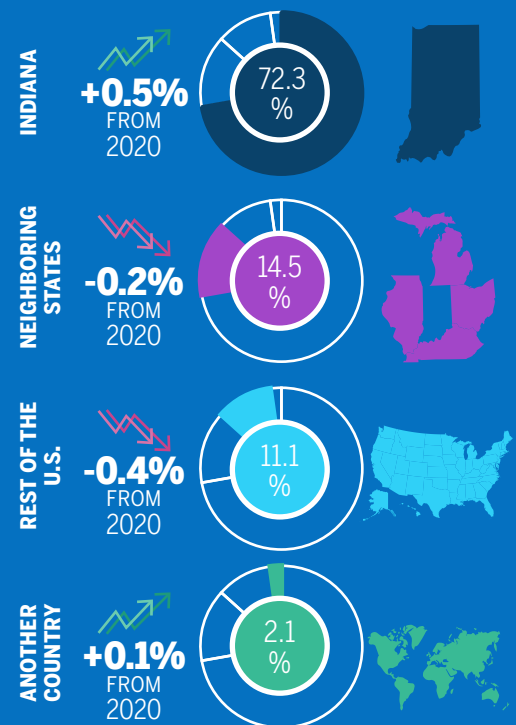


AGE AND SEX PHYSICIAN ASSISTANT WORKFORCE



To learn more about Physician Assistants see data report, policy report, and Physician Assistant dashboards (coming soon).

QUALIFYING EDUCATION PLACE OF STUDY



NOTES

- [1] http://www.healthworkforceta.org/wp-content/uploads/2018/04/HealthWorkforceFAQs_2018.pdf
- [2] <https://www.in.gov/isdh/23471.htm>
- [3] <https://www.in.gov/isdh/28090.htm>
- [4] https://scholarworks.iupui.edu/bitstream/handle/1805/17717/DMHA%20LRAP%20Evaluation%20Final%20Report_Authored%20Version.2.28.19.pdf?sequence=5&isAllowed=y
- [5] https://scholarworks.iupui.edu/bitstream/handle/1805/15012/Bowen%20Center%20Medicaid%20Report-October%202017_Authored%20Version.2.28.19.pdf?sequence=5&isAllowed=y; https://scholarworks.iupui.edu/bitstream/handle/1805/19592/BarriersToMedicaid_6.12.19.pdf?sequence=1&isAllowed=y
- [6] https://scholarworks.iupui.edu/bitstream/handle/1805/17192/PCNA%20Report%2008-21-2018%20FINAL_.pdf?sequence=2&isAllowed=y
- [7] All reports and information on Indiana's health workforce is aggregated at www.bowenportal.org.
- [8] <http://iga.in.gov/legislative/2018/bills/senate/223#document-b0603ddf>

ACKNOWLEDGEMENTS

QUESTIONS?

For inquiries or feedback on this report, please email the Bowen Center for Health Workforce Research and Policy at bowenctr@iu.edu

AUTHORED BY

- Madison Bott
- Courtney Medlock

WITH CONTRIBUTIONS BY

- Hannah Maxey
- Sierra Vaughn
- Yan Ge

DESIGNED BY

- Zachary Ammerman

FOR MORE INFORMATION

- www.bowenportal.org

BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

