



# 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

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2024  
REPORT

# INTRODUCTION AND BACKGROUND

**O**VER 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.

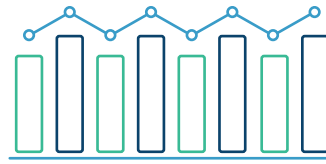
## INFORMATION REQUIRED TO BE PROVIDED BY HEALTH PROFESSIONALS:

- 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

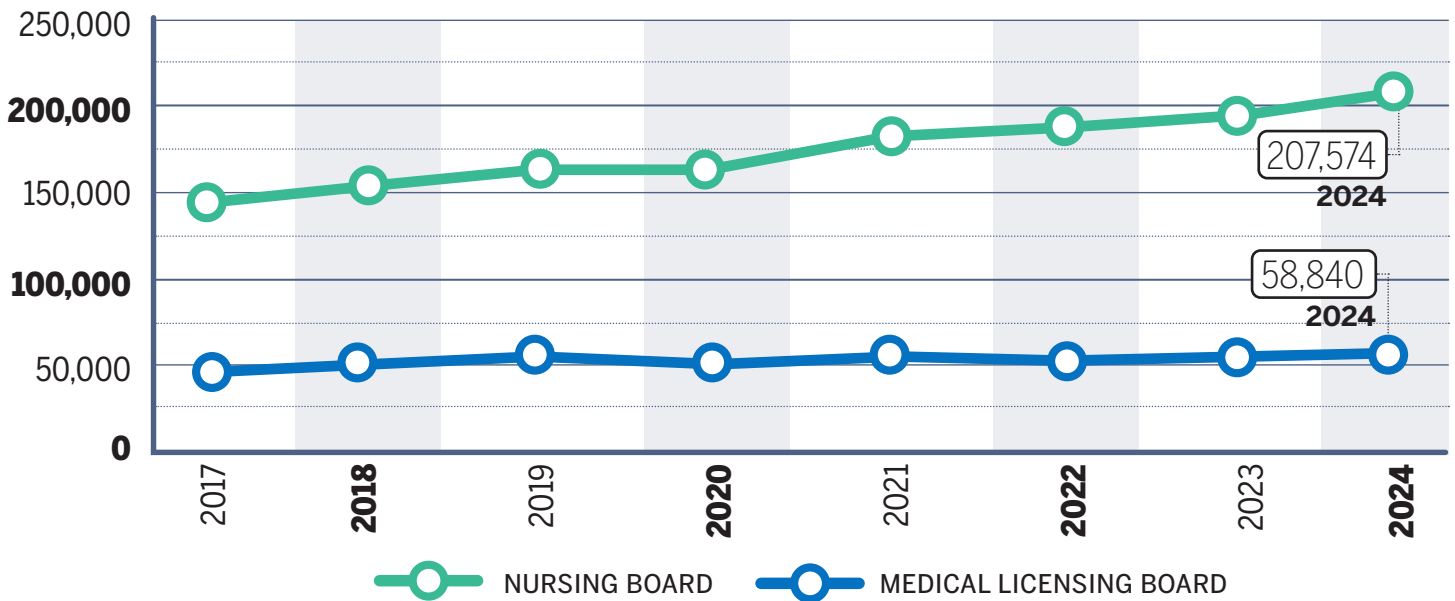
Within IC 25-1-2-10, legislation outlined that the information collected in this law must be compiled in an annual report. This report serves to fulfill that requirement and aggregate information and resources on Indiana’s health workforce to enhance accessibility and utilization of this information.



# ANNUAL SUMMARY DATA SNAPSHOT

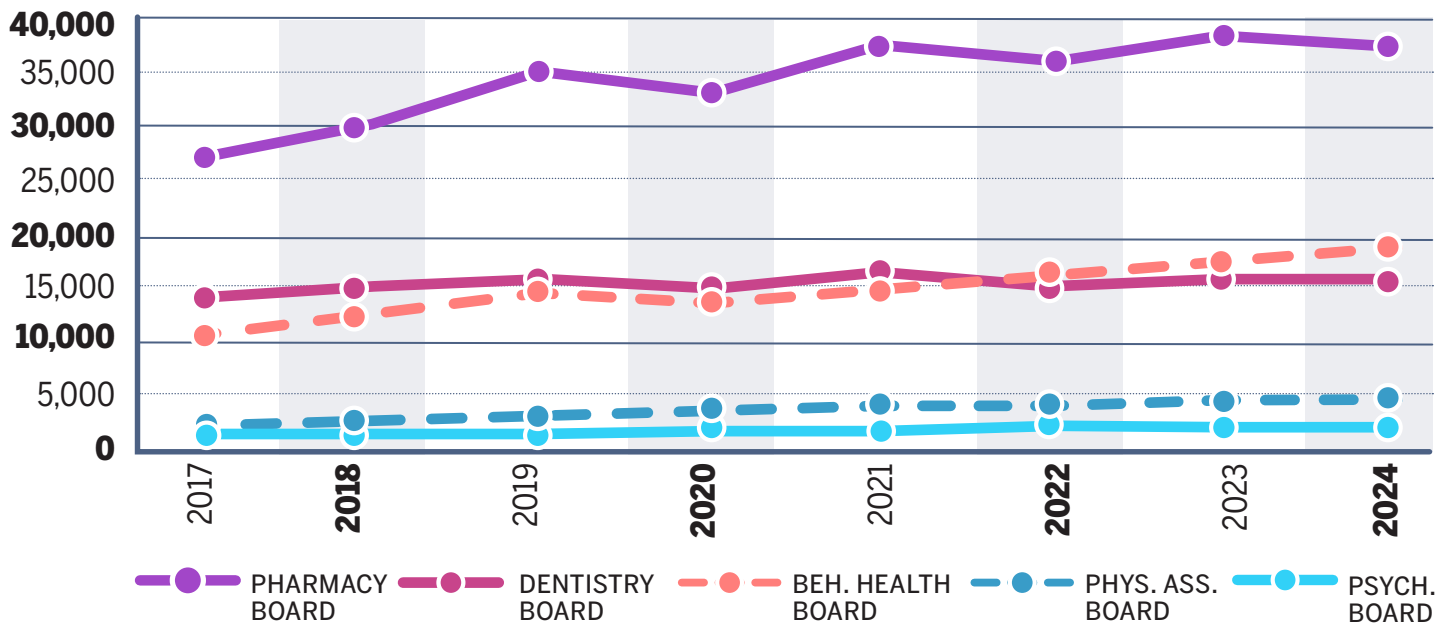
## LICENSE RENEWALS OVER TIME

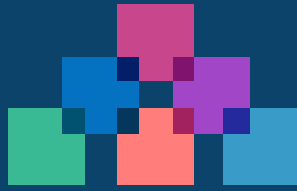
Nursing and Medical Licensing Boards



## LICENSE RENEWALS OVER TIME

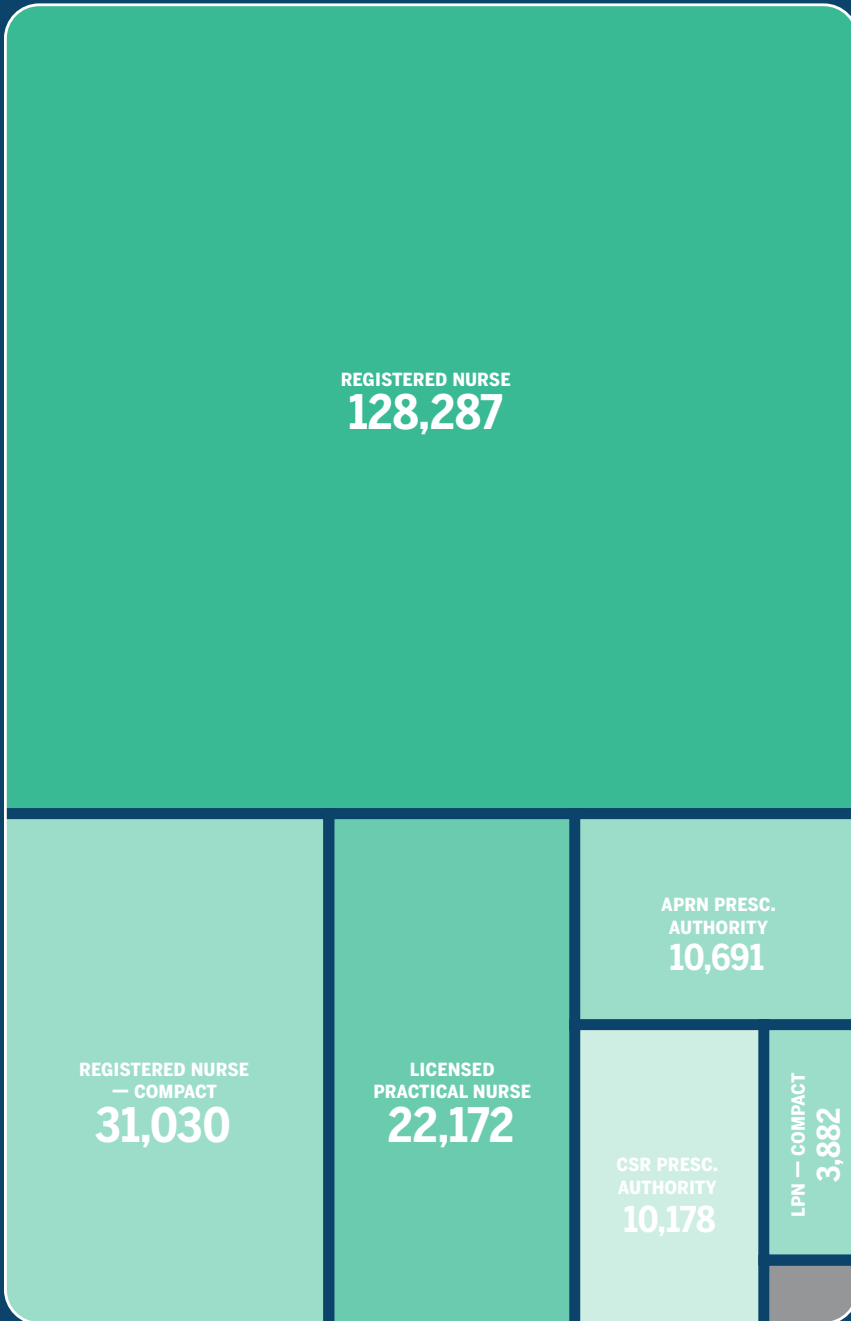
All Other IC 25-1-2-10 Licensing Boards



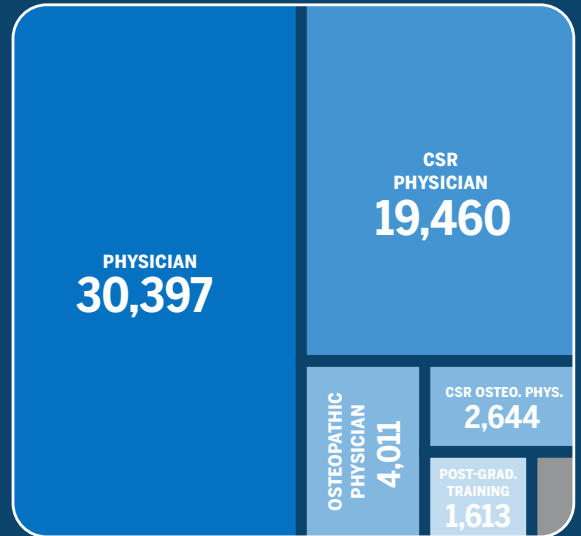


# A CLOSER LOOK AT 2024 RENEWALS By Licensing Board

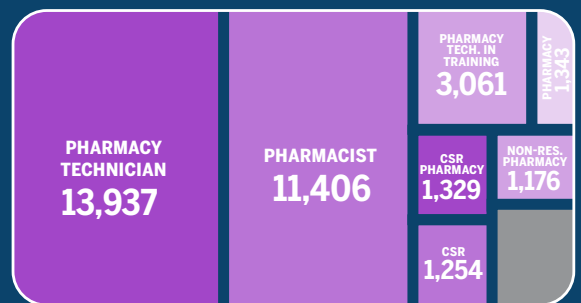
## NURSING BOARD



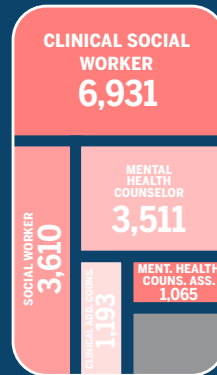
## MEDICAL LICENSING BOARD



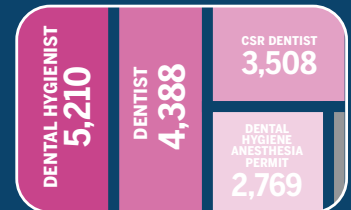
## PHARMACY BOARD



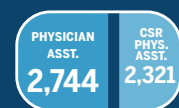
## BEH. HEALTH BOARD



## 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**

<b>LICENSE COUNT BY YEAR</b>				
<b>Board/ License Type</b>	<b>2018</b>	<b>2020</b>	<b>2022</b>	<b>2024</b>
<b>BEHAVIORAL HEALTH BOARD</b>				
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
<b>DENTISTRY BOARD</b>				
Dentist	4,065	4,107	4,148	4,388
Dental Hygienist	5,065	5,056	5,100	5,210
<b>MEDICAL LICENSING BOARD</b>				
Physician	26,108	26,585	27,250	30,397
Osteopathic Physician	2,554	2,862	3,293	4,011
<b>NURSING BOARD</b>				
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

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

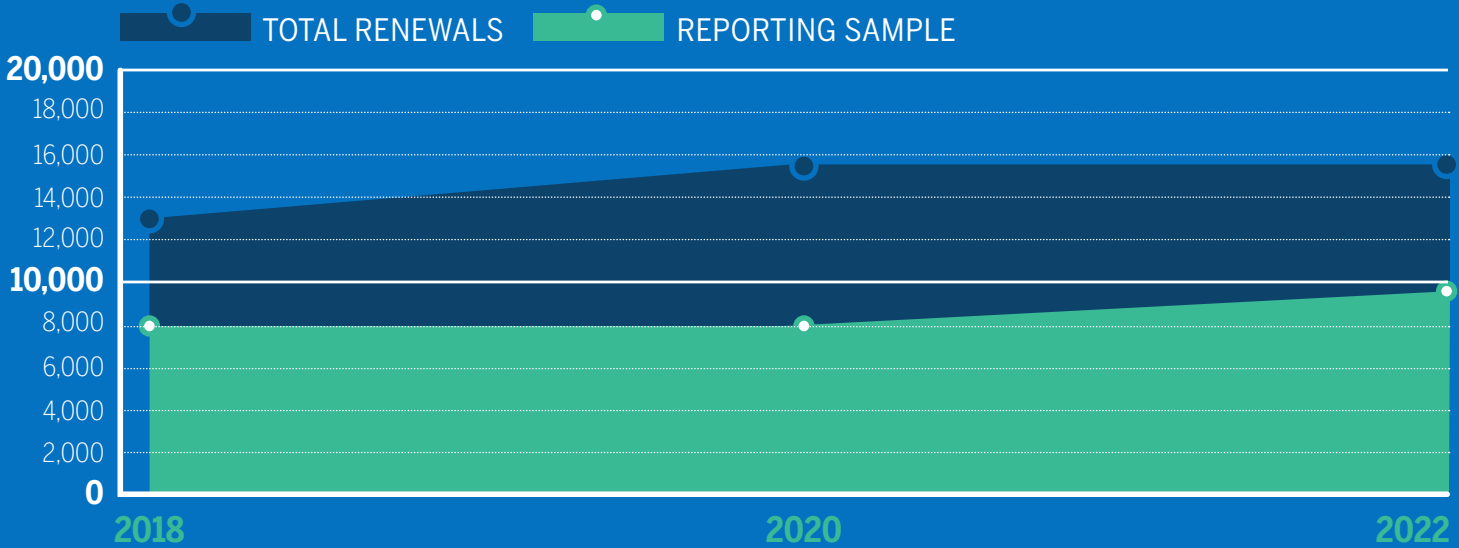


# BEHAVIORAL HEALTH WORKFORCE CHARACTERISTICS AS OF 2022 RENEWAL\*

The following section of this report summarize 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



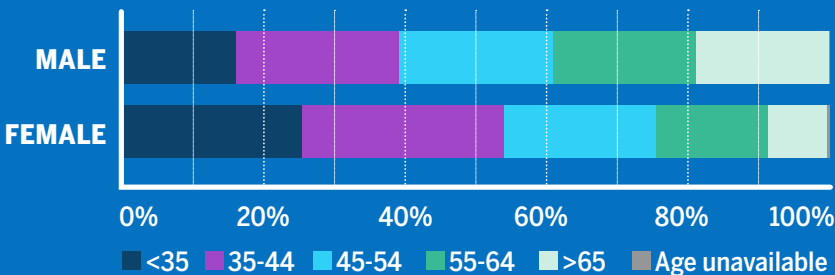
**46.3**



**AVERAGE AGE OF AN INDIANA BHHS PROFESSIONAL IN 2022**

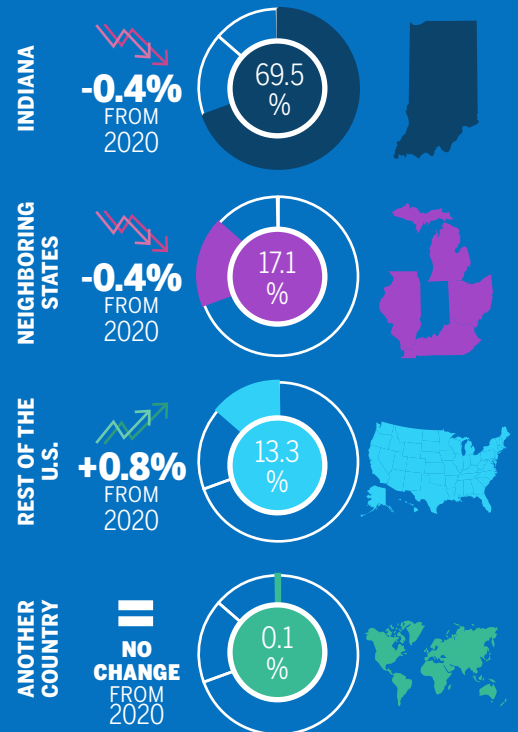


### AGE AND SEX BHHS WORKFORCE



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

## QUALIFYING EDUCATION PLACE OF STUDY





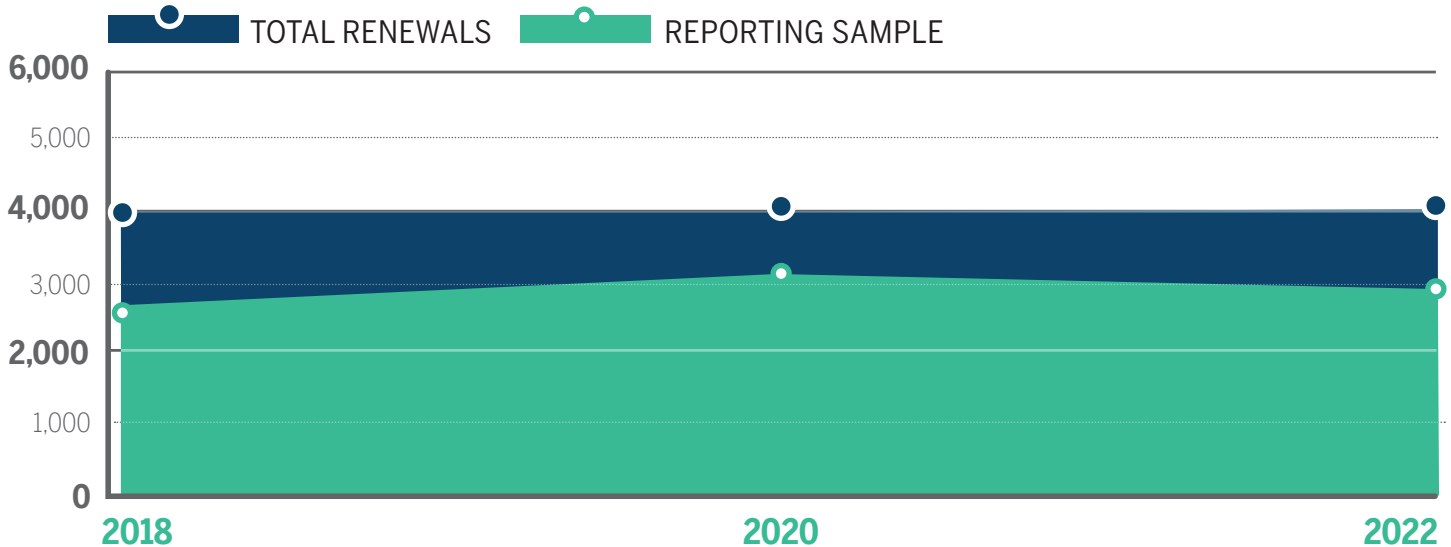


# ORAL HEALTH WORKFORCE – DENTISTS

## CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report 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.

### DENTIST LICENSE RENEWALS BY YEAR



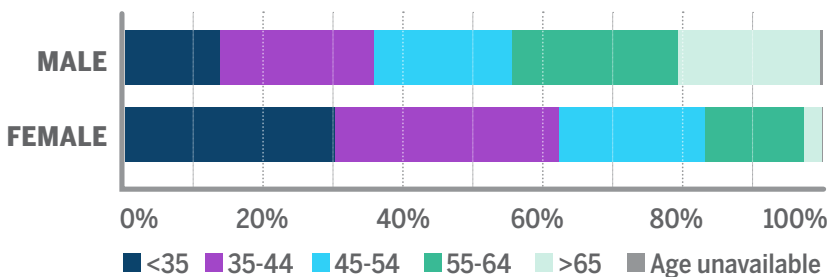
**48.9**



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



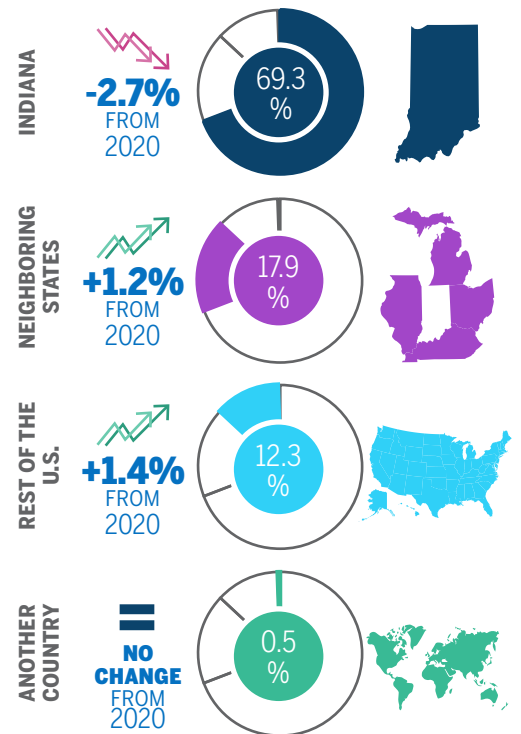
### AGE AND SEX DENTIST WORKFORCE



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

### QUALIFYING EDUCATION PLACE OF STUDY

#### PLACE OF STUDY



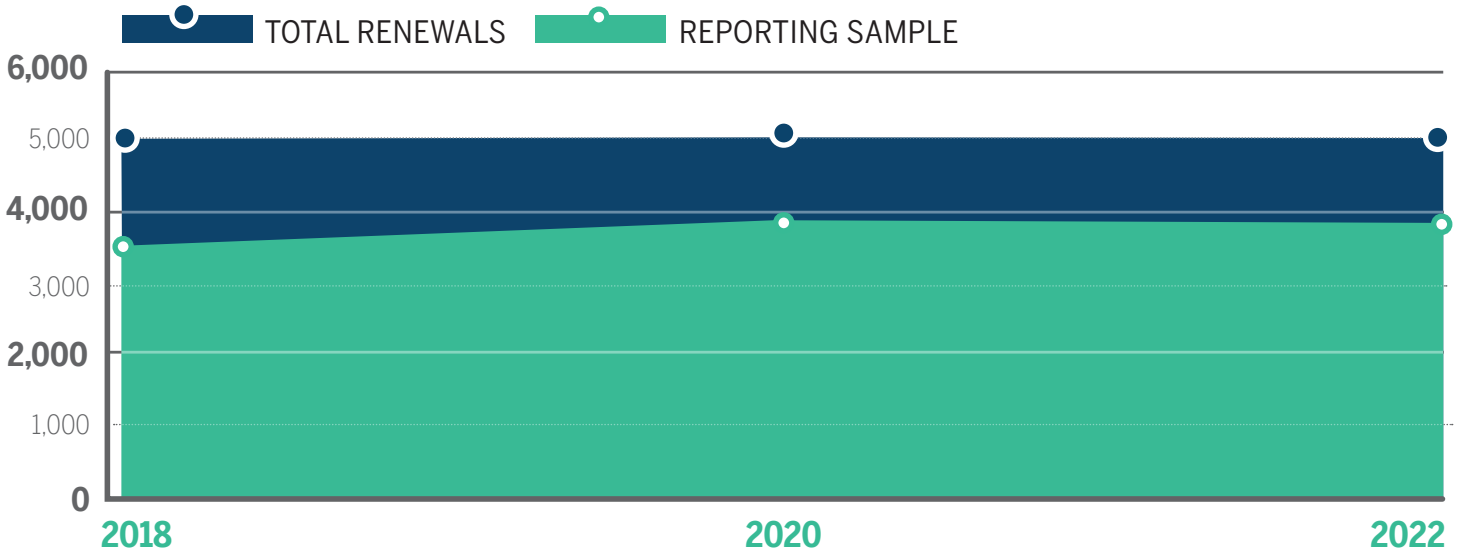


# ORAL HEALTH WORKFORCE – DENTAL HYGIENISTS

## CHARACTERISTICS AS OF 2022 RENEWAL

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### DENTAL HYGIENIST LICENSE RENEWALS BY YEAR



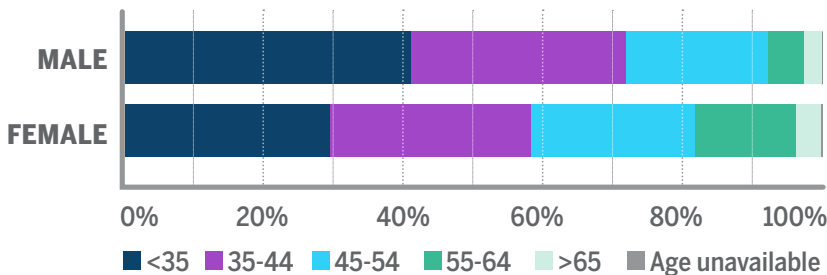
**43.0**



**AVERAGE AGE OF AN INDIANA DENTAL HYGIENIST IN 2022**



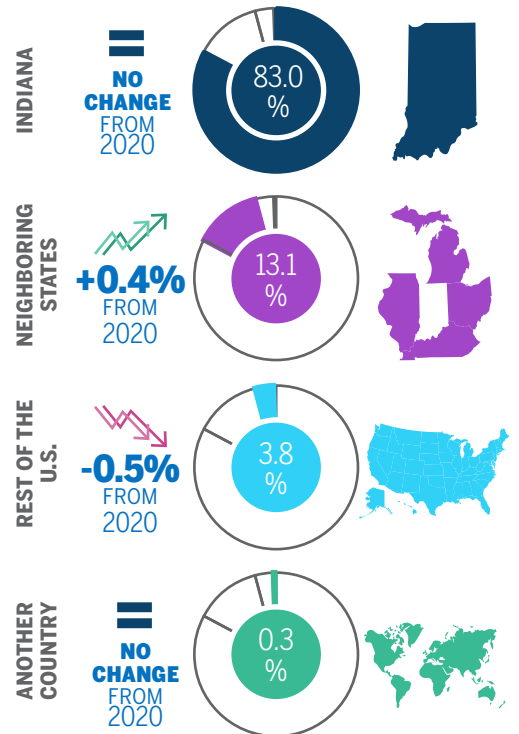
### AGE AND SEX DENTAL HYGIENIST WORKFORCE



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

### QUALIFYING EDUCATION PLACE OF STUDY

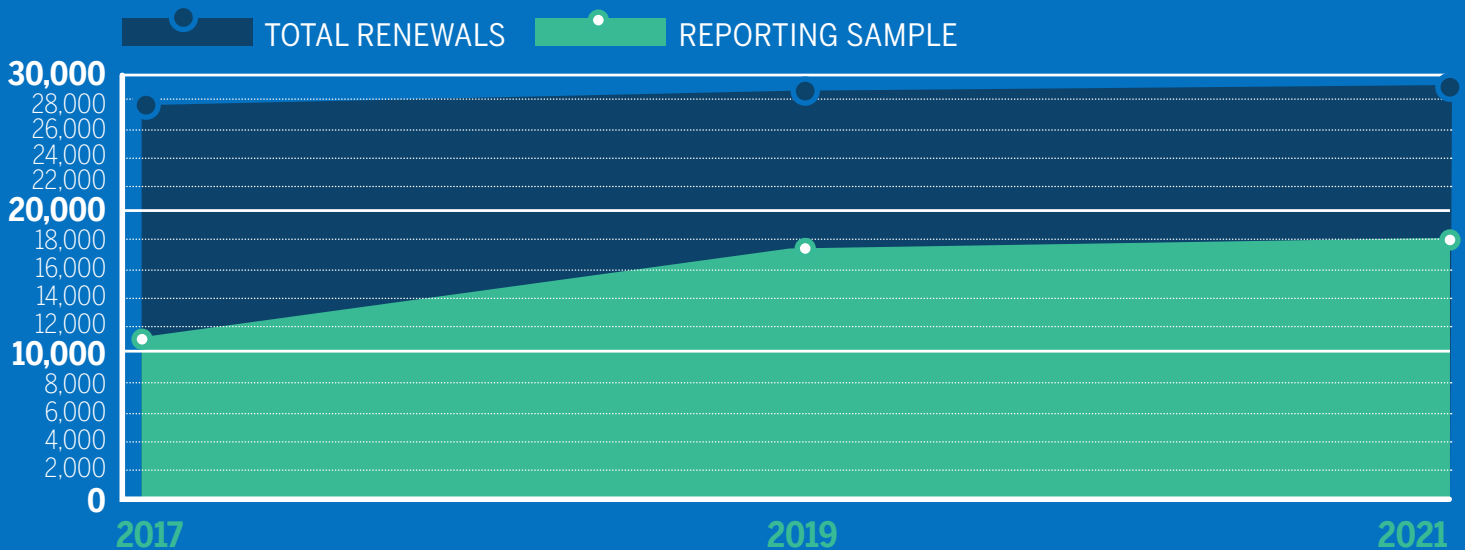
#### PLACE OF STUDY



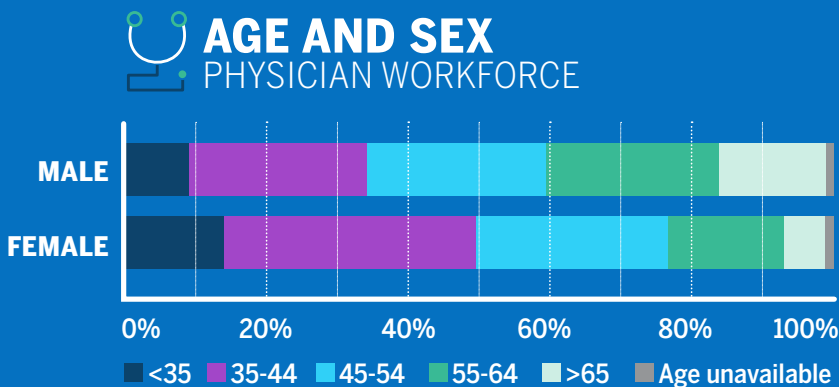
# PHYSICIAN WORKFORCE CHARACTERISTICS AS OF 2021 RENEWAL

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

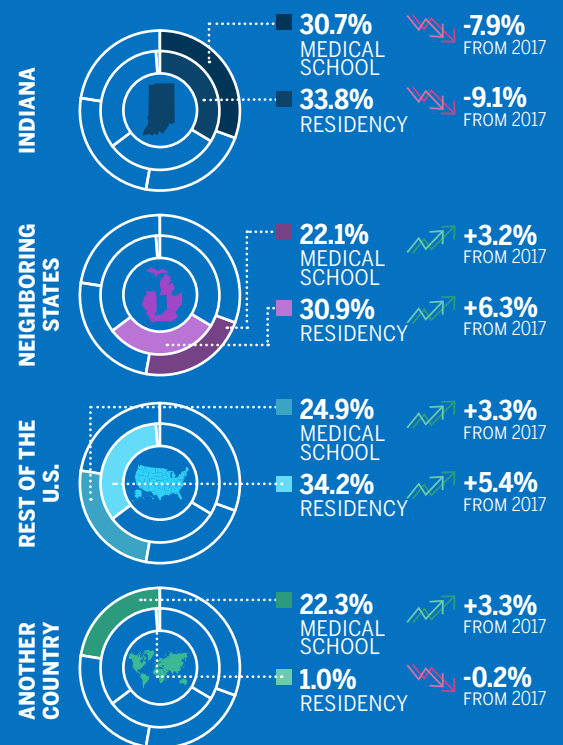


**50.0** → **AVERAGE AGE OF AN INDIANA PHYSICIAN IN 2021**



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

## QUALIFYING EDUCATION PLACE OF STUDY

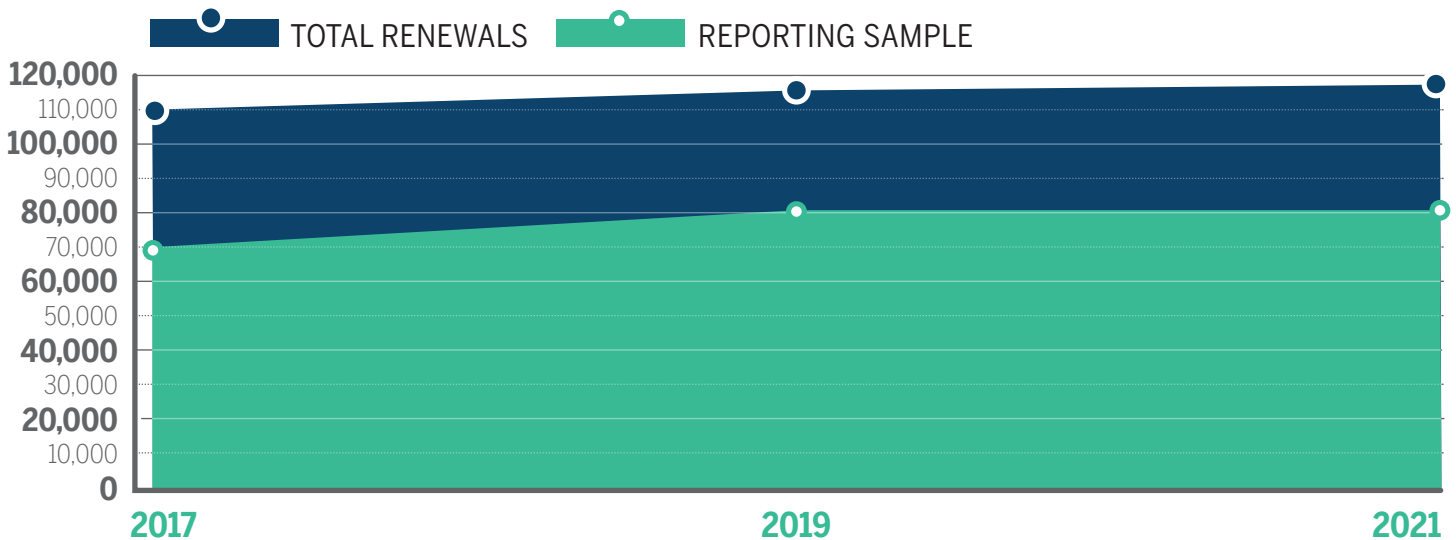




# NURSING WORKFORCE CHARACTERISTICS AS OF 2021 RENEWAL

The following section of this report 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.

## NURSING LICENSE RENEWALS BY YEAR



**44.3**



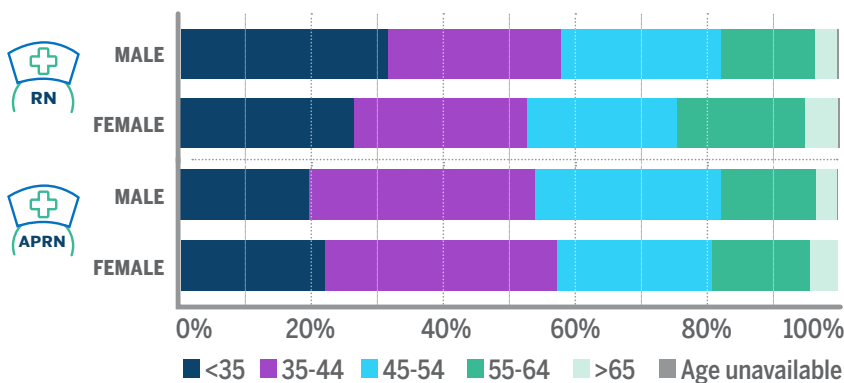
**AVERAGE AGE OF AN INDIANA RN IN 2021**

**44.5**

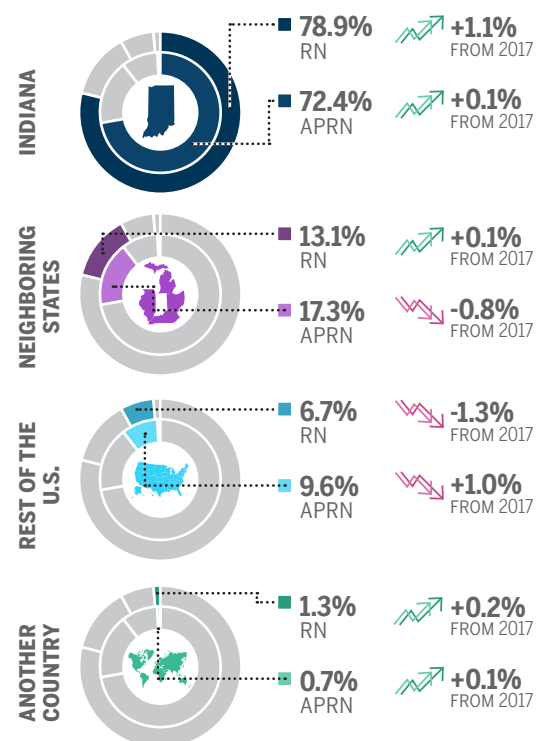


**AVERAGE AGE OF AN INDIANA APRN IN 2021**

## AGE AND SEX NURSING WORKFORCE



## QUALIFYING EDUCATION PLACE OF STUDY



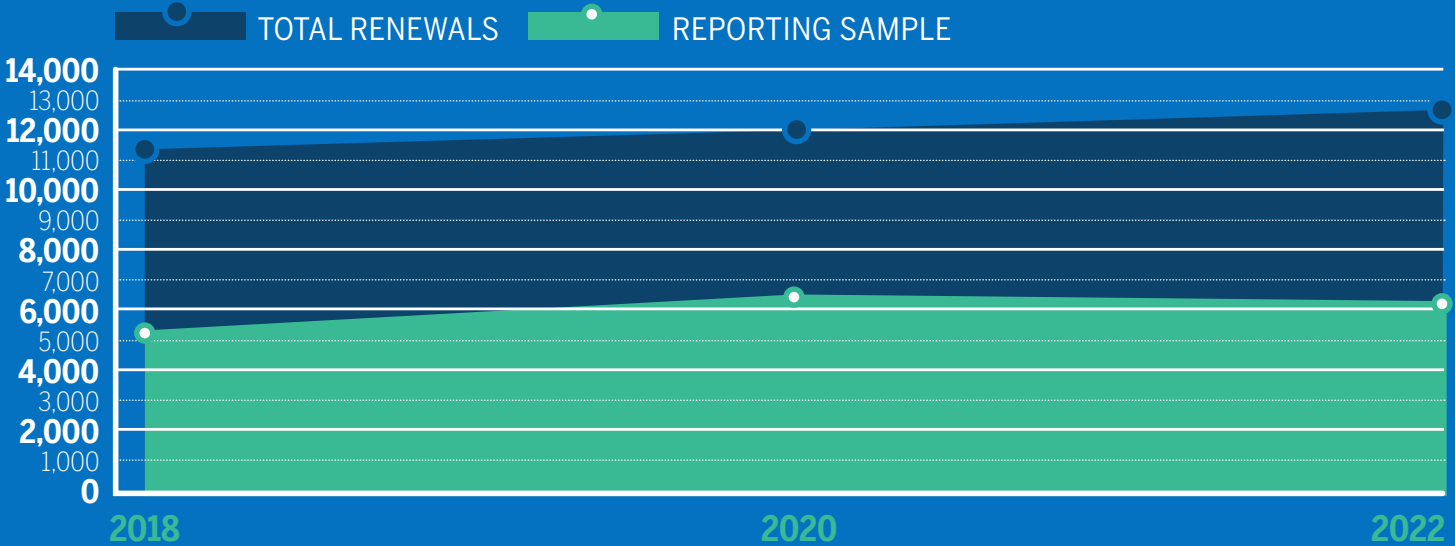
*To learn more about Nursing professionals see data report, policy report, and Nursing dashboards.*



# PHARMACIST WORKFORCE CHARACTERISTICS AS OF 2022 RENEWAL

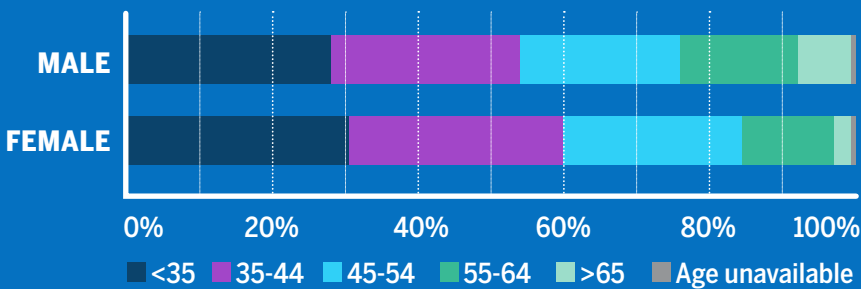
The following section of this report summarize supplemental information collected in accordance with IC 21-1-2-10, including: educational characteristics, specialty, telehealth, and services provided. This data reflects license counts at the end of each biennium.

## PHARMACIST LICENSE RENEWALS BY YEAR



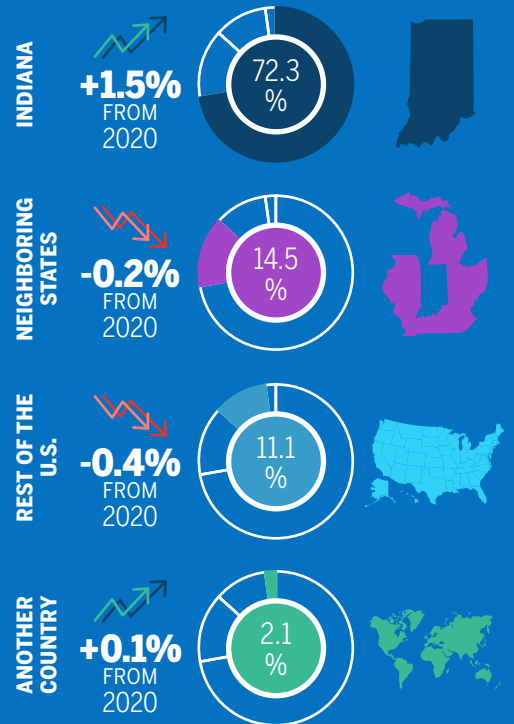
**43.3** → **AVERAGE AGE OF AN INDIANA PHARMACIST IN 2022**

### 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

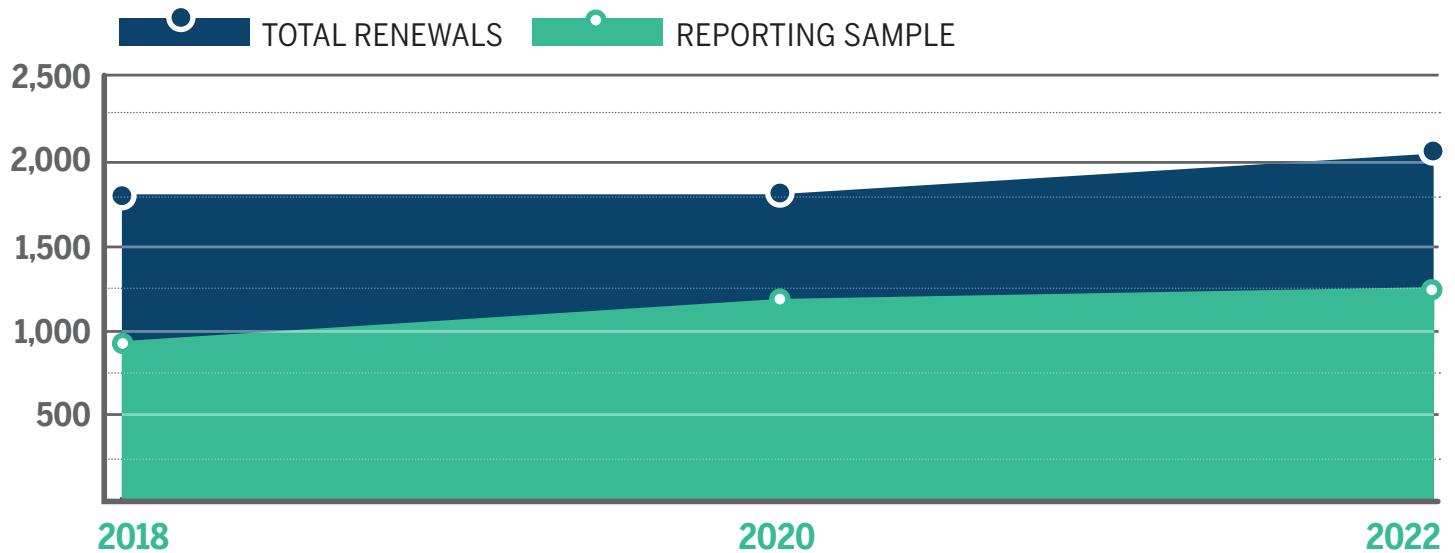




# PSYCHOLOGIST WORKFORCE CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report 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.

## PSYCHOLOGIST LICENSE RENEWALS BY YEAR



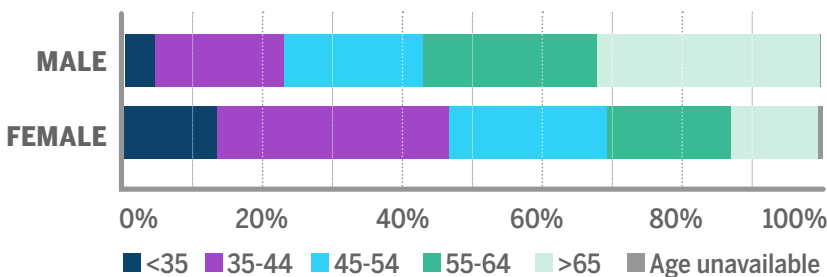
**51.6**



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

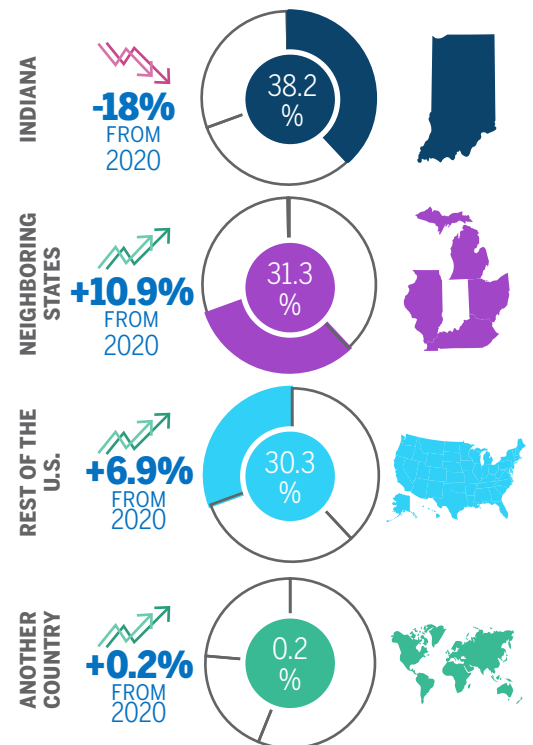


### AGE AND SEX PSYCHOLOGIST WORKFORCE



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

## QUALIFYING EDUCATION PLACE OF STUDY

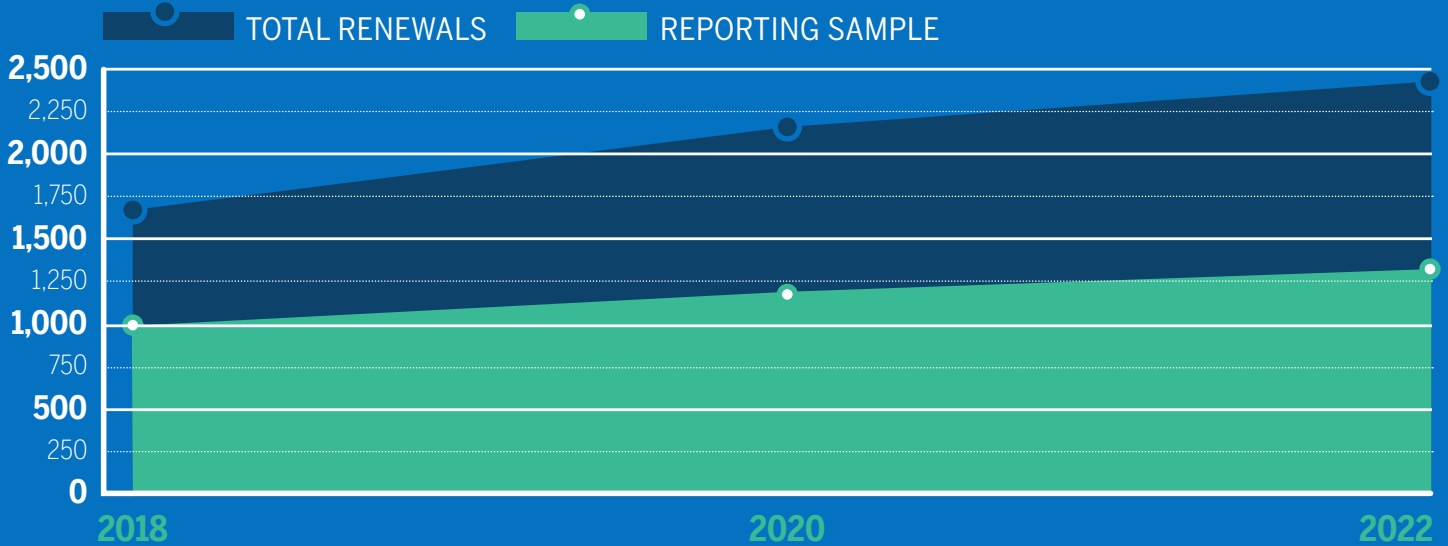




# PHYSICIAN ASSISTANT WORKFORCE CHARACTERISTICS AS OF 2022 RENEWAL

The following section of this report 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 ASSISTANT LICENSE RENEWALS BY YEAR



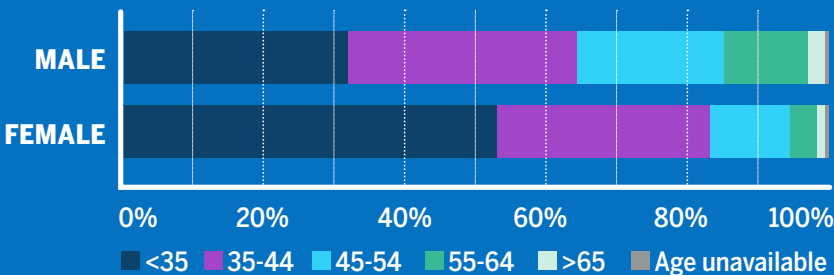
**43.3**



**AVERAGE AGE OF AN INDIANA PHYSICIAN ASSISTANT IN 2022**

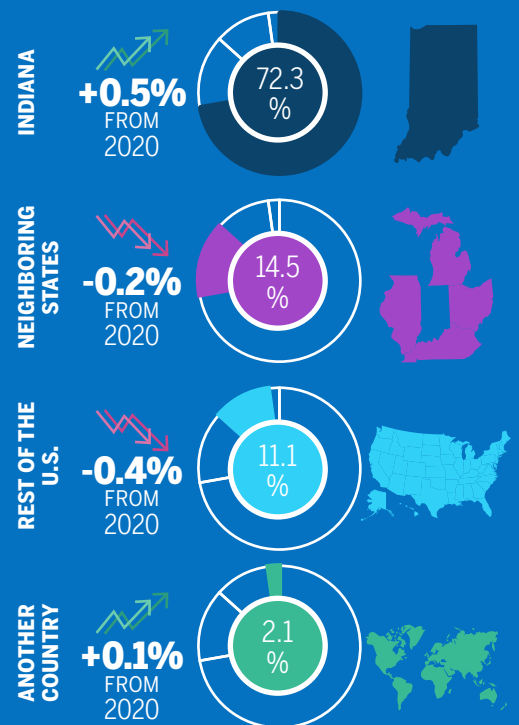


### AGE AND SEX PHYSICIAN ASSISTANT WORKFORCE



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](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](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/1805/15012/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](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](http://www.bowenportal.org).
- [8] <http://iga.in.gov/legislative/2018/bills/senate/223#document-b0603ddf>



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# ACKNOWLEDGEMENTS

## QUESTIONS?

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

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## FOR MORE INFORMATION

- [www.bowenportal.org](http://www.bowenportal.org)

# BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

