The Long Game: A 23-Year Journey from Missing Data to Policy Impact

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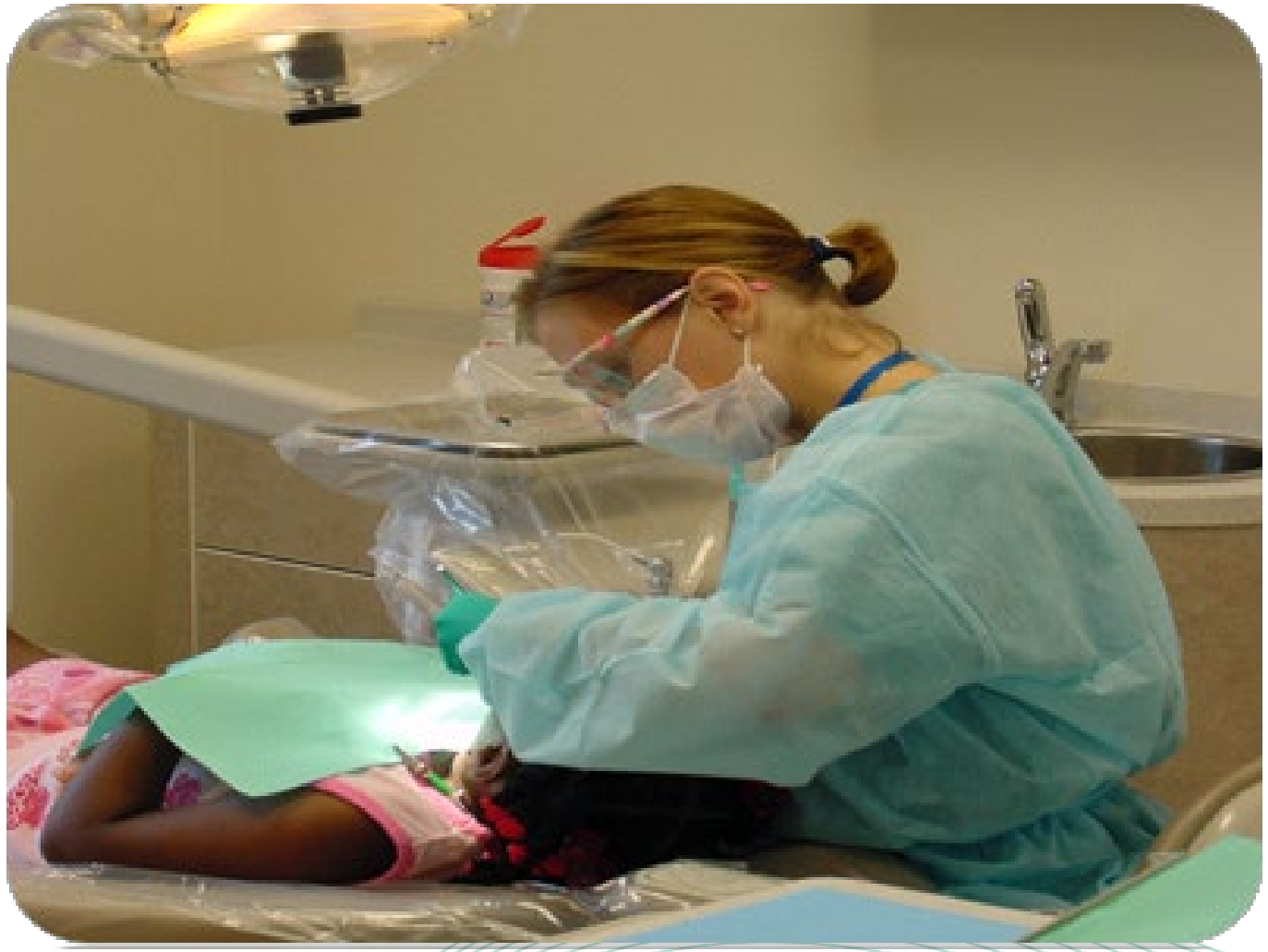
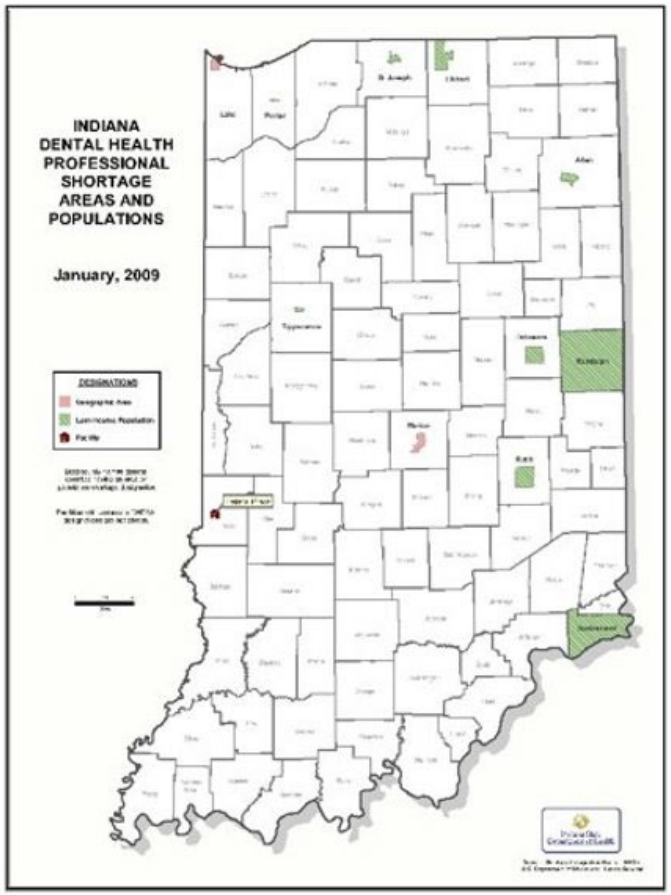
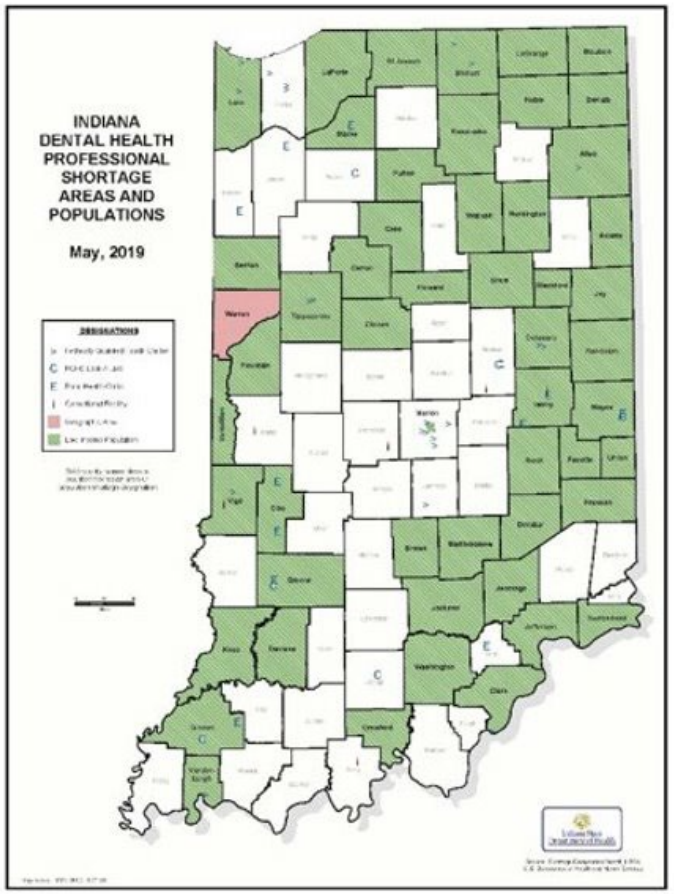
Veritas HEALTH SOLUTIONS

Frontline Perspective: Workforce Shortages & Health Disparities



The Power of Workforce Data





Legend:

- Regions in **white** have no known shortages.
- Regions in **green** or **red** have designated shortages.

From Strategy to Sustainable Approach

2011

Indiana Voluntary Data Collection

Indiana implements voluntary workforce surveys as part of license renewal

2015

Bowen Center Established

Bowen Center for Health Workforce Research and Policy @ Indiana University established to support state health workforce

2018

Indiana Mandatory Data Collection

Indiana Senate Enrolled Act 223 authorizes workforce data collection

2023

Standardization Tool Developed

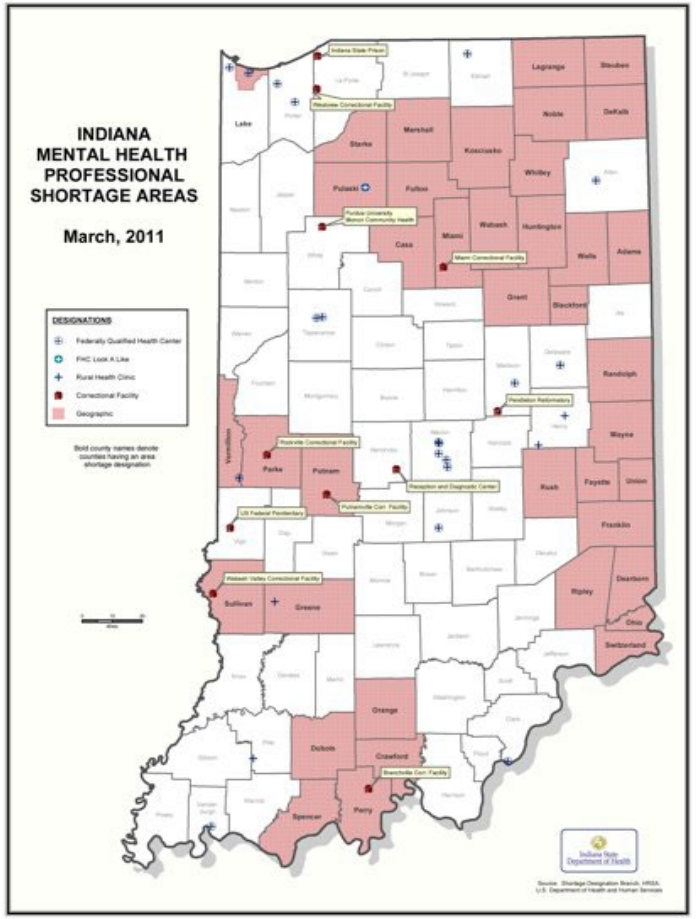
Cross Profession Minimum Data Set created by 7 National Regulatory Associations to provide framework for data standardization

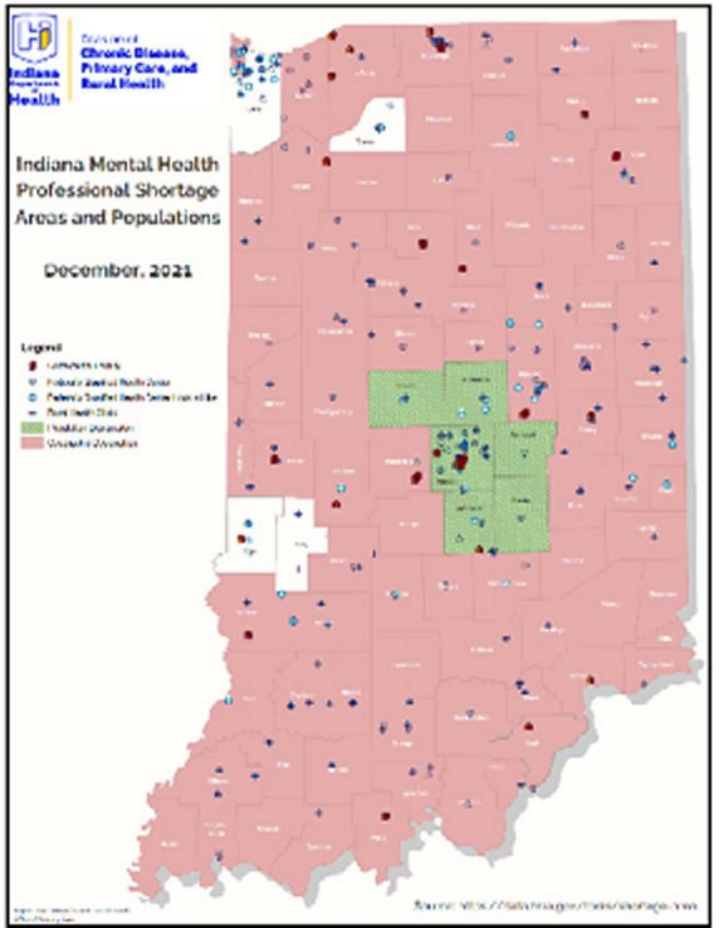
2024-Present

Standardized Tool Implemented

Indiana, Utah, and several other states implement CPMDS

The Power of Workforce Data Policy





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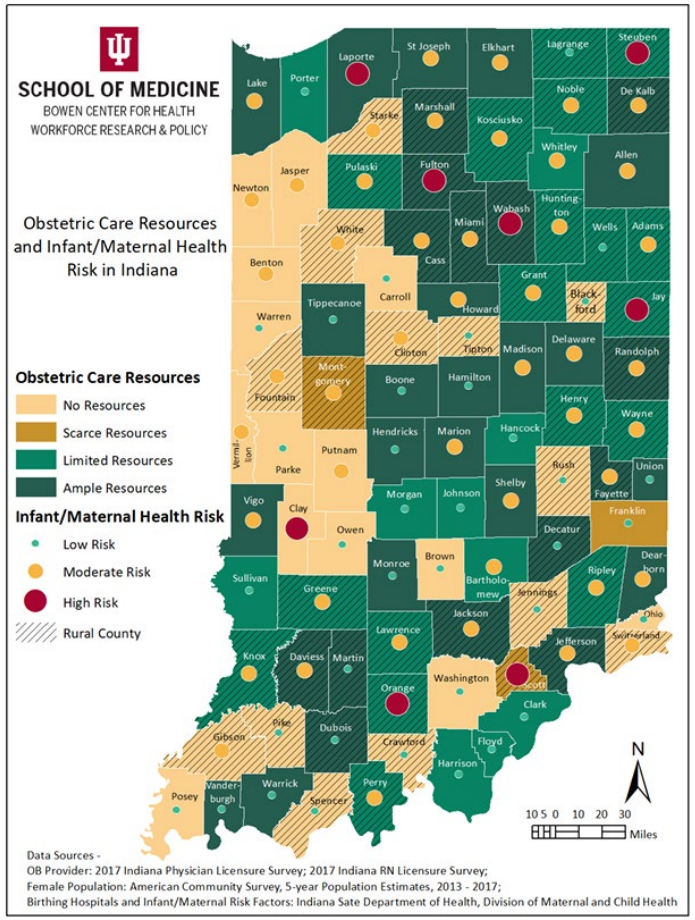
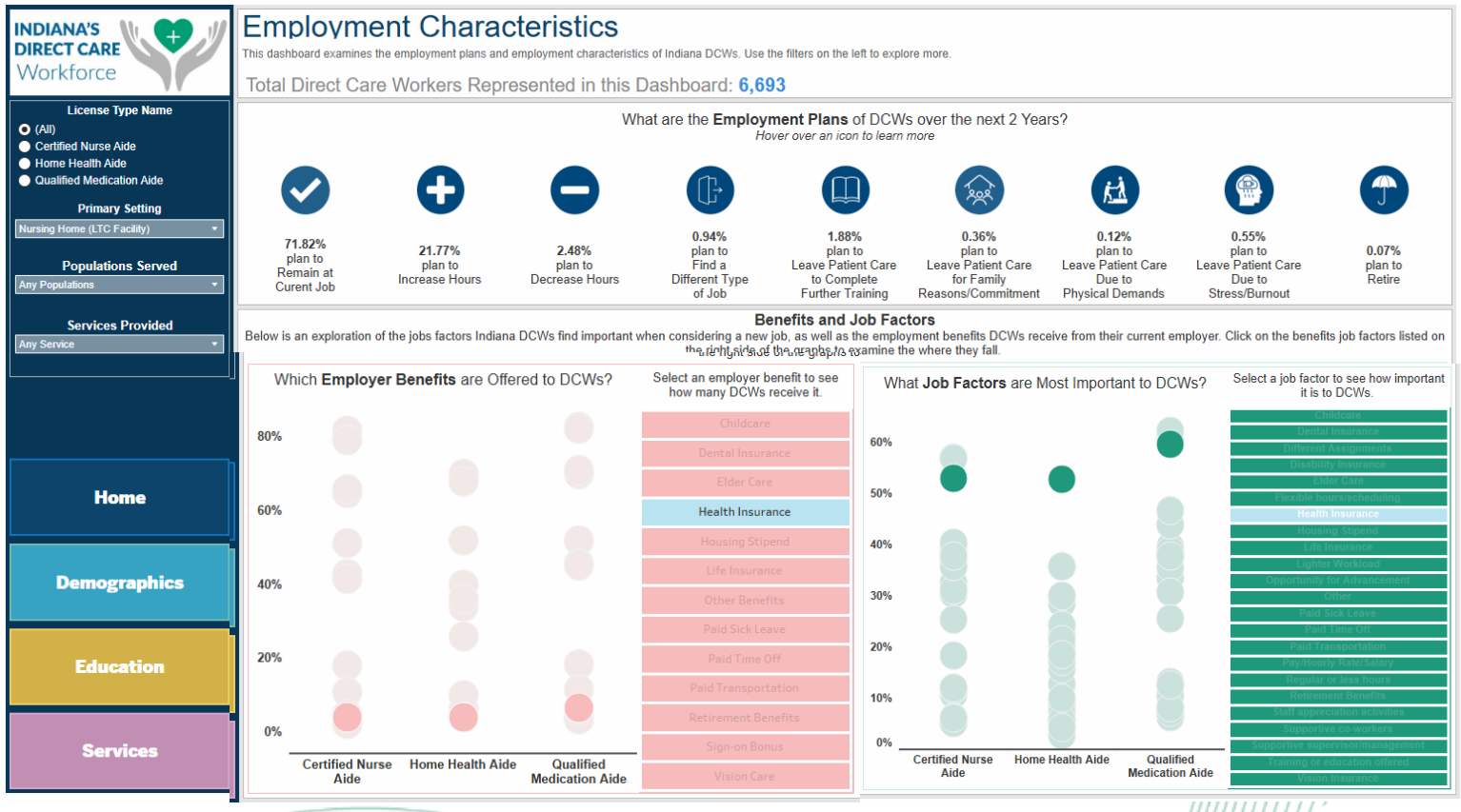
Workforce Data Insights

Maternity Care Workforce



Source: https://scholarworks.indianapolis.iu.edu/server/api/core/bitstreams/efe1c4af-4675-4ad8-a999-f8028ba3e009/content

LTSS Workforce

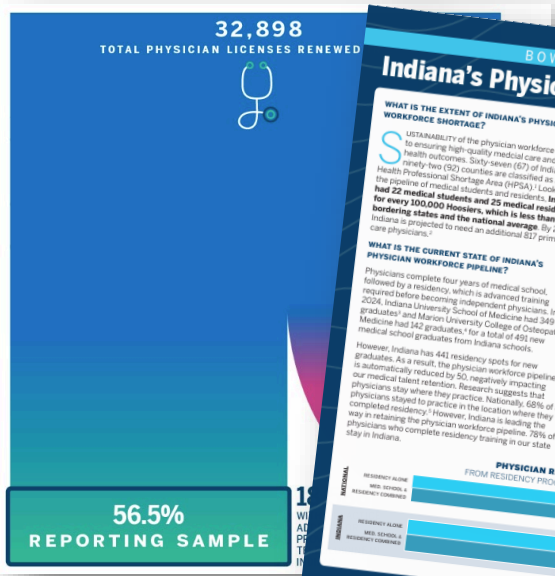


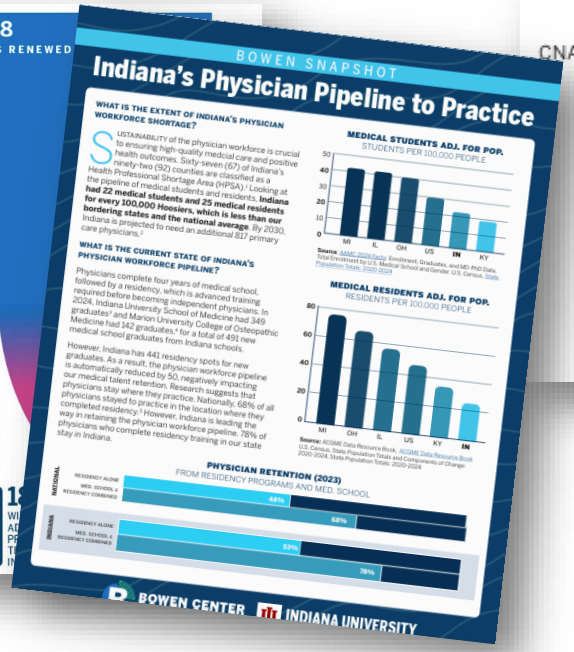
Source: https://bowenportal.org/workforce-dashboards/indiana-direct-care-workers/

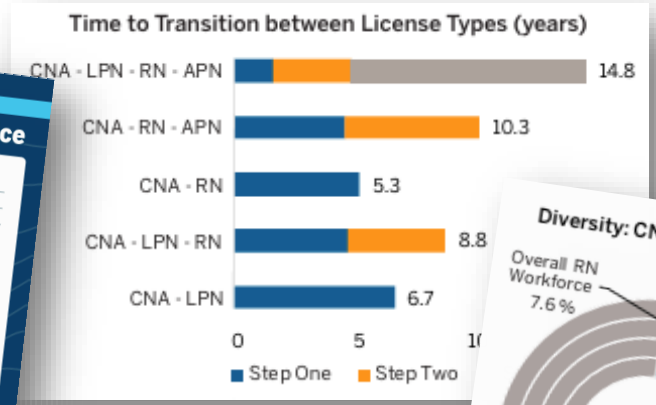
From Data to ACTION

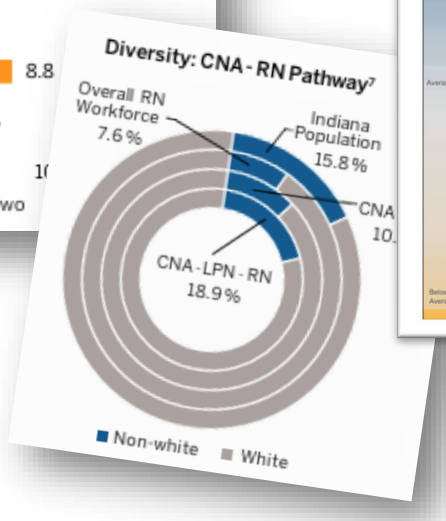
DATA

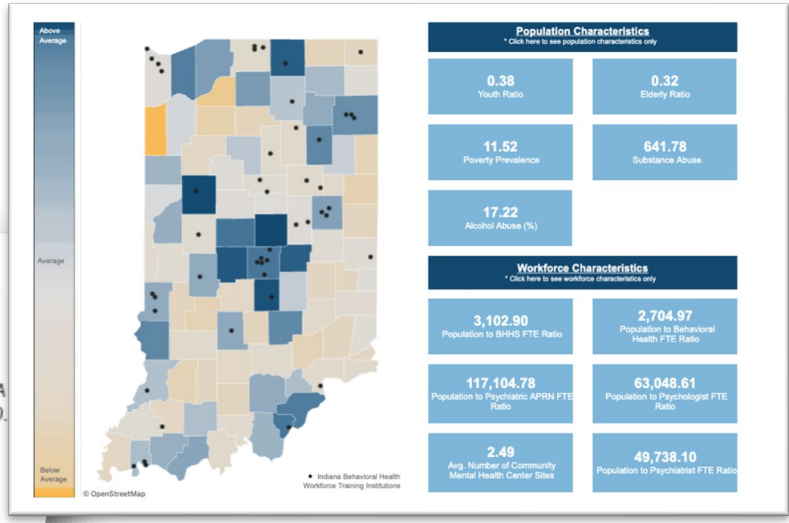
ACTION

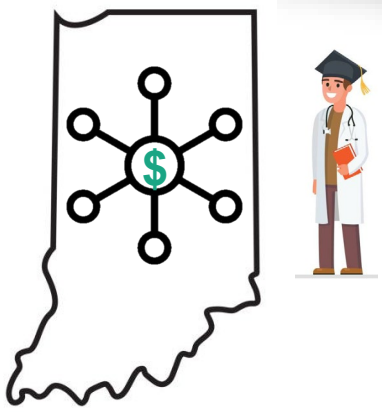


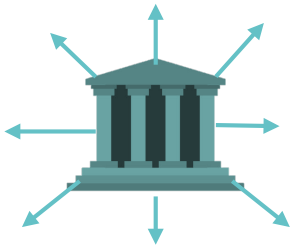




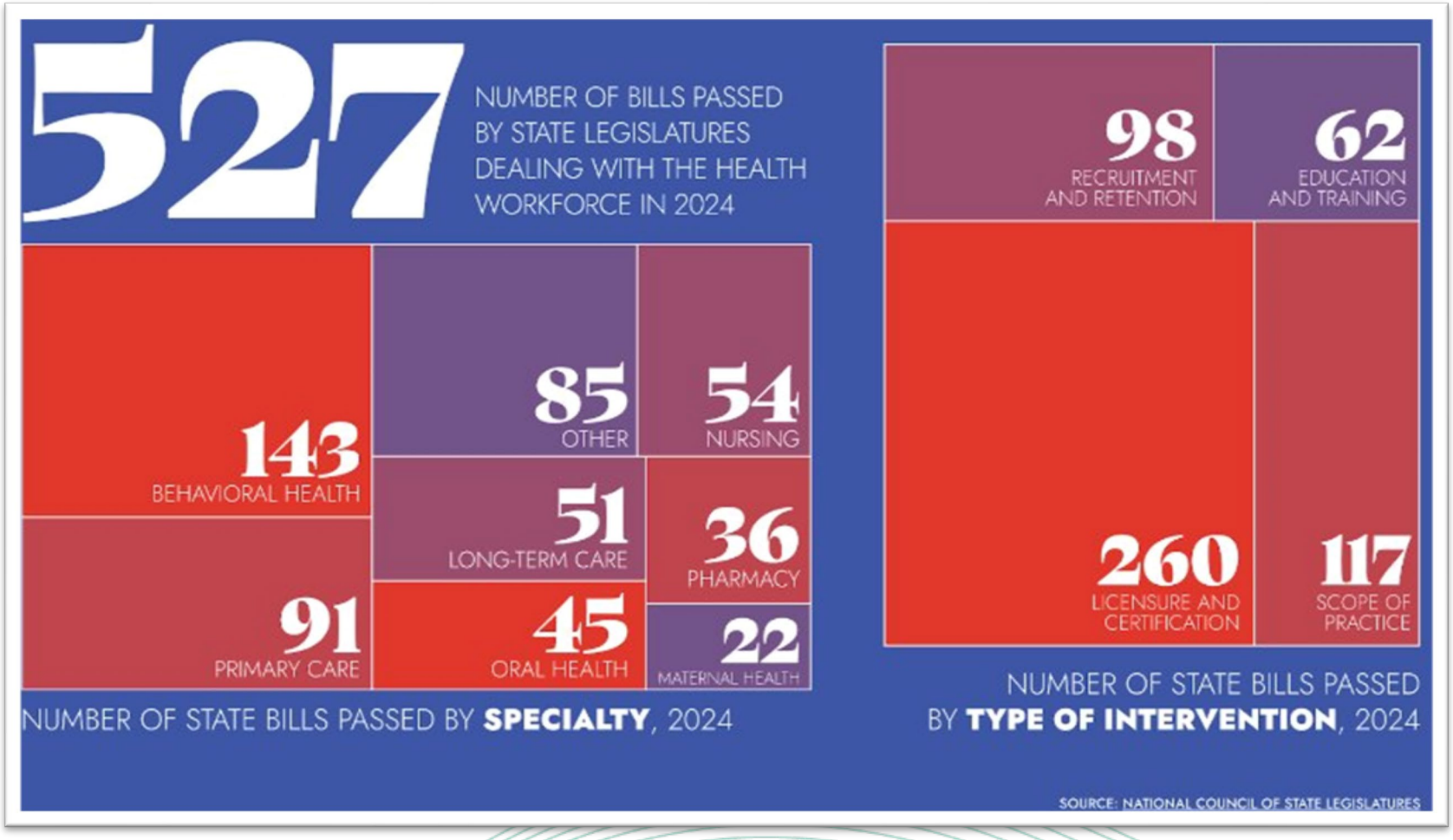






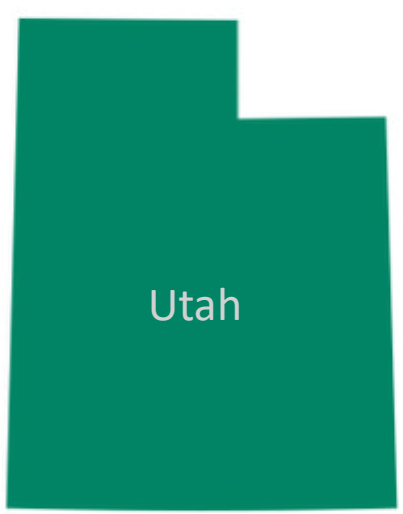


State Legislative Activity on Healthcare Workforce: The Need for Data-Driven Policy Across the Nation



Source: NCSL Health Workforce Database

Other States Moving the Needle

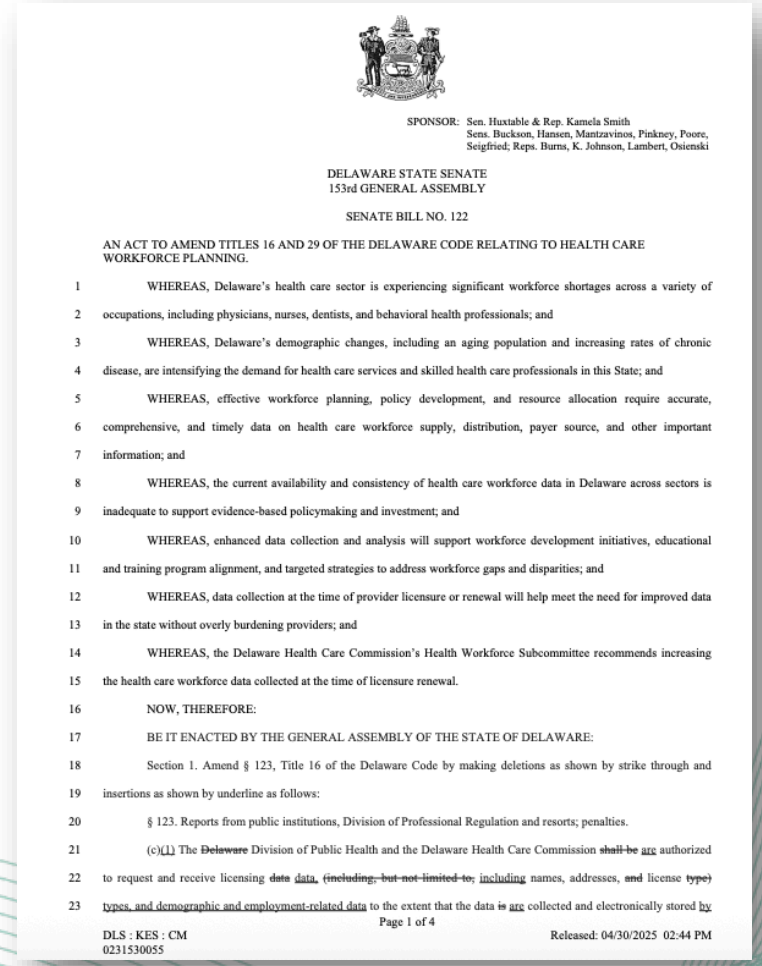


Data in Action in Utah

https://veritashealthsolutions.org/bridging-the-gap/

Celebrate Delaware's Progress, Vision for Delaware's Future

- Senate Bill 122 was signed into law 9/3/25!



SPONSOR: Sen. Huxtable & Rep. Kamela Smith
Sens. Buckson, Hansen, Mantzavinos, Pinkney, Poore, Seigfried; Reps. Burns, K. Johnson, Lambert, Osienski

DELAWARE STATE SENATE
153rd GENERAL ASSEMBLY

SENATE BILL NO. 122

AN ACT TO AMEND TITLES 16 AND 29 OF THE DELAWARE CODE RELATING TO HEALTH CARE WORKFORCE PLANNING.

WHEREAS, Delaware's health care sector is experiencing significant workforce shortages across a variety of occupations, including physicians, nurses, dentists, and behavioral health professionals; and

WHEREAS, Delaware's demographic changes, including an aging population and increasing rates of chronic disease, are intensifying the demand for health care services and skilled health care professionals in this State; and

WHEREAS, effective workforce planning, policy development, and resource allocation require accurate, comprehensive, and timely data on health care workforce supply, distribution, payer source, and other important information; and

WHEREAS, the current availability and consistency of health care workforce data in Delaware across sectors is inadequate to support evidence-based policymaking and investment; and

WHEREAS, enhanced data collection and analysis will support workforce development initiatives, educational and training program alignment, and targeted strategies to address workforce gaps and disparities; and

WHEREAS, data collection at the time of provider licensure or renewal will help meet the need for improved data in the state without overly burdening providers; and

WHEREAS, the Delaware Health Care Commission's Health Workforce Subcommittee recommends increasing the health care workforce data collected at the time of licensure renewal.

NOW, THEREFORE:

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:

Section 1. Amend § 123, Title 16 of the Delaware Code by making deletions as shown by strike through and insertions as shown by underline as follows:

§ 123. Reports from public institutions, Division of Professional Regulation and resorts; penalties.

(c)(1) The ~~Delaware~~ Division of Public Health and the Delaware Health Care Commission ~~shall be~~ are authorized to request and receive licensing ~~data~~ data, ~~(including, but not limited to,~~ including names, addresses, ~~and~~ license ~~type)~~ types, and demographic and employment-related data to the extent that the data ~~is~~ are collected and electronically stored by

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2025 and Beyond: From Data to ACTION in Delaware

1

Collect the Data that Delaware Needs

Determine the data elements of highest importance to answer state questions

Craft the data in the least burdensome manner for licensees

Ensure data quality and completeness across all health professions

Build trust and transparency with professionals on how their data will be used

2

Use the Data to Make Informed Decisions

Analyze, report, and share the data with decisionmakers

Identify gaps and opportunities in training, retention, and distribution

Support cross-government collaboration so education, licensing, and workforce agencies are acting from the same playbook

3

Evaluate Decisions and Adapt

Benchmark progress against regional and national trends

Use data to evaluate the impact and effectiveness of policies and programs

Refine policy to meet Delaware's needs

Helpful Veritas Resources

- Key Health Workforce Stakeholders
- Other State Sources of Health Workforce Data
- National Sources of State Health Workforce Data
- State Strategies for Health Workforce Assessments
- State Health Workforce Policy Coordination Strategies