



Common State Health Workforce Data Sources

	Regulatory Data	Supplemental Data	Medicaid Data
What is it?	Information collected and maintained as part of the state regulatory processes	Additional information on personal and professional characteristics	Information collected as part of Medicaid provider enrollment or reimbursement
How is the data collected?	Information collected in initial licensure application or renewal	Generally collected using survey tool which may be administered: <ul style="list-style-type: none"> • In conjunction with license renewal • On an ad hoc basis to licensees 	Information collected as part of provider enrollment with health coverage programs and through claims submission process
What type of information?	Varies by state but generally includes: <ul style="list-style-type: none"> • Name • Date-of-birth • Initial license and license expiration date • Educational characteristics • State License Number 	May include: <ul style="list-style-type: none"> • Demographic data (gender, race, ethnicity) • Location of educational program • Certifications • Employment status/specialty/roles • Practice location/setting • Hours in patient care • Medicaid participation • State License Number (if data are collected in conjunction with license renewal) 	May include: <ul style="list-style-type: none"> • Provider type/specialty • National Provider Identifier (NPI) Number • State License Number • Claims count at rendering provider level • Street address
Benefits	<ul style="list-style-type: none"> • Readily available in most states • No additional cost to collect 	Enables determination of workforce employed/practicing in the state and supports workforce evaluations; needs assessments and federal shortage designations	<ul style="list-style-type: none"> • Generally available through data sharing agreements • Minimal cost to obtain (analyst time for extracting data) • Can be linked to license data using state license number

	Regulatory Data	Supplemental Data	Medicaid Data
<i>Limitations</i>	Limited data. No information about employment/practice characteristics. (Not everyone who holds a license in a state practices in the state)	Requires resources to develop and implement survey	Providers may bill under group NPI numbers. Street address may be billing address as opposed to actual location where clinical service was provided
<i>Considerations</i>	Interagency data sharing agreements should be established to meet the data needs of the state	Embedding surveys into the renewal process is optimal to maximize data and minimize cost. Structure of occupational regulation may impact how data are collected and what data can be available (ex. Census vs. sample, electronic vs. paper). Centralized administration for boards can streamline implementation and reduce costs	Interagency data sharing agreements should be established to meet the data needs of the state

