

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS  
FISCAL IMPACT STATEMENT**

**LS 7010**  
**BILL NUMBER: HB 1383**

**NOTE PREPARED: Jan 8, 2026**  
**BILL AMENDED:**

**SUBJECT:** Military Health Care Personnel Pathways.

**FIRST AUTHOR:** Rep. Judy  
**FIRST SPONSOR:**

**BILL STATUS:** As Introduced

**FUNDS AFFECTED:** ☒ **GENERAL**  
**DEDICATED**  
**FEDERAL**

**IMPACT:** State

**Summary of Legislation:** This bill provides that an institution may develop academic career pathways and integrated academic bridge programs (program) for military health care personnel that are designed to enable current and former military health care personnel to achieve credentialing outcomes in reduced time. It also creates program parameters and requirements.

The bill requires a participating institution to submit certain program information to the Legislative Council. It also requires an institution that participates in a program to coordinate with the United States Department of Labor and the Indiana Department of Veterans' Affairs.

The bill provides that the Indiana Professional Licensing Agency (PLA) shall collaborate with participating institutions to integrate academic career pathways and academic bridge programs for military health care personnel into the agency's licensure requirements.

**Effective Date:** July 1, 2026.

**Explanation of State Expenditures:** *Summary* – This bill authorizes but does not require state educational institutions (SEIs) to develop academic career pathways and integrated academic bridge programs that are compatible with the US Department of Defense's SkillBridge program. The bill's requirements represent an additional workload and expenditure for any SEI that chooses to develop a qualifying program, and existing staffing and resource levels, if currently being used to capacity, may be insufficient for full implementation. The additional funds and resources required could be supplied through existing staff and resources currently being used in another program or with new appropriations.

If SEIs or other qualifying academic institutions develop qualifying programs, the Professional Licensing Agency (PLA) will be required to collaborate with participating institutions. Depending on the number and type of qualifying programs, this provision may require additional personnel to serve as program managers or may simply increase workload for existing certification personnel.

Ultimately, both program participation and the source of funds and resources required to satisfy the corresponding requirements of this bill will depend on legislative and administrative actions.

*Additional Information* – SEIs receive General Fund appropriations. Participating SEIs will expend significant resources to develop qualifying programs that also meet civilian credentialing standards, and each program will require additional reporting to the Legislative Council and coordination with appropriate federal and state agencies. These requirements will create workload increases during the initial development of each program, with a somewhat lower workload to sustain a program after implementation. Participating SEIs will likely require multiple additional full-time-equivalent personnel, though these costs are likely to be offset by additional revenue once programs are operational.

The DoD SkillBridge Program is primarily oriented toward employment opportunities for personnel leaving active duty, and includes the equivalent of a paid internship for up to 180 days at a participating prospective employer. While some employers offer certification during the SkillBridge program, most require applicants to possess valid applicable civilian credentials prior to participation. It is feasible that agreements could be reached between institutions offering healthcare training, prospective employers and the PLA, but such a model is not currently part of the SkillBridge Program.

**Explanation of State Revenues:** *Tuition and Fees:* SEIs that develop qualifying programs could see increased tuition and fee revenue as a result, though programs that grant credit for military training will generate less tuition revenue per student than those that do not. Any change in tuition and fee revenue will depend on the specifics of each qualifying program.

*License Fees:* If the bill results in additional military members applying for occupational licenses in Indiana, revenue from license fees will increase. Fees for licenses issued by boards within the PLA are distributed to the state General Fund. Any additional revenue is expected to be minimal.

**Explanation of Local Expenditures:**

**Explanation of Local Revenues:**

**State Agencies Affected:** State Educational Institutions, Indiana Professional Licensing Agency, Indiana Department of Veterans' Affairs.

**Local Agencies Affected:**

**Information Sources:** <https://skillbridge.osd.mil/program-overview.htm>.

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