

Early Childhood Therapist Incentives Program

Arizona Department of Health Services
Division of Public Health Services
Bureau of Health Systems Development

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Leadership for a Healthy Arizona



Arizona Department of Health Services

Division of Behavioral Health Services

Division of Public Health Services

Division of Licensing

Public Health Prevention

Public Health Preparedness

Tobacco and Chronic Disease

Women's and Children's Health

Health Systems Development

Nutrition and Physical Activity

Epidemiology and Disease Control

State Laboratory Services

Emergency Medical Services and Trauma

Emergency Preparedness

Vital Statistics

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Bureau of Health Systems Development

Mission:

- To optimize the health of Arizona residents by developing and strengthening systems services to expand access to primary care and other services with emphasis on the health needs of underserved people and areas

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Bureau of Health Systems Development

Core Functions:

- Serves as the Primary Care Office for Arizona
- Develops and implements strategies for strengthening primary care and the health care delivery system
- Administers programs to increase the number of providers and improve services in underserved areas
- Identifies areas that need improved health services and assists with federal/state shortage designations
- Provides technical assistance to statewide partners

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Workforce Programs Objectives

- To improve the accessibility of health care for underserved areas and populations in Arizona
- To incentivize primary medical, dental, and mental health providers who agree to serve in medically underserved areas by providing loan repayment, stipend, or other in-kind support
- To encourage retention of healthcare professionals in those areas of need

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Workforce Programs

- National Health Service Corps (NHSC) Loan Repayment Program
- J-1 Visa Waiver Program
- Arizona Loan Repayment Programs (ALRP)
 - Public or Non-profit
 - Rural, Private Practice
- National Interest Waiver Program
- First Things First Early Childhood Therapist Incentives Programs
 - Loan Repayment
 - Stipend

Arizona First Things First Early Childhood Therapist Incentives Programs

Background:

- First Things First is an Arizona voters' initiative that provides funding from tobacco tax for early childhood education and health
- Developed through an ISA between ADHS and FTF
- Funding to administer a loan repayment and stipend incentives program
- Funding is from participating regional councils :
FY 2013 (# of allocated Therapists): South Phoenix (4), Navajo Nation (2), Cochise (1), Yuma (3) and Graham/Greenlee (1)
- Aims to address the workforce needs for early childhood therapists in specified regions of the Arizona

Arizona First Things First Early Childhood Therapist Incentives Programs

General Overview:

- The FTF Early Childhood Therapist Incentives Program aims to increase access to therapy services to children birth through five by incentivizing early childhood therapists to work in specific AZ regions.
- The program recruits SLPs, PTs, OTs, CP, MHS.
- The program supports specific FTF indicators for school readiness by:
 - Improving the percentage of children identified with developmental delays
 - Improving the percentage of children exiting preschool special education to regular education
 - Potentially, also increase the percentage of families who report competency and confidence in their ability to support and care for their child through the services provided by the therapists to those families.

| Loan Repayment Program Eligible Providers | Eligible Amounts | |
|--|---------------------------------|---------------------------------|
| | 1 st Year of Service | 2 nd Year of Service |
| Physical Therapist | \$17,500 | \$17,500 |
| Speech Language Pathologist | \$12,500 | \$12,500 |
| Occupational Therapist | \$12,500 | \$12,500 |
| Psychologist | \$12,500 | \$12,500 |
| Mental Health Specialist | \$6,250 | \$6,250 |

| Stipend Incentives Program | | |
|----------------------------|--------------------------------|--------------------------------|
| Sign on Bonus | 12 Month Service Completion | 24 Month Service Completion |
| \$3,000 | \$6,500 | \$9,500 |

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Arizona First Things First Early Childhood Therapist Incentives Programs

Program Successes:

- Statewide, the program has contracted with 32 therapists. 3 therapists signed in FY 2011, 23 in FY 2012 and 6 in FY 2013.
- 17 Speech and Language Pathologists
- 5 Physical Therapists (1 PT ended the contract early and 1 PT has completed the 24 month obligation)
- 5 Occupational Therapists
- 4 Mental Health Specialists
- 1 Child Psychologist
- **What does this mean in terms of services?** Therapists contracted through our program were able to provide a total of 31,530 therapy encounters or hours of therapy service.

Arizona First Things First Early Childhood Therapist Incentives Programs

Yuma Region-update:

- 75% total funding utilization in Yuma to date
- Yuma Region has funded seven therapy slots over the past 3 years, for both loan repayment and stipend
- The program has filled 5 out of 7 slots to date:
 - Filled - 4 Speech Therapists
 - Filled - 1 Occupational Therapist

Additional Funding made available by Dec 2012 Amendment #5

- Open – 1 slot for an Occupational Therapist
 - Open – 1 slot for Physical Therapist
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- On average, 160 children birth through age five are being served per week by the contracted Yuma Region therapists

Arizona First Things First Early Childhood Therapist Incentives Programs

| REGION | Speech Therapist | Occupational Therapist | Physical Therapist | Mental Health Specialist | Child Psychologist | Total |
|-----------------|------------------|------------------------|--------------------|--------------------------|--------------------|------------|
| Cochise | 3 | 1 | 1 | | | 5 |
| Graham/Greenlee | 1 | | | | | 1 |
| North Pima | 1 | | | 2 | | 3 |
| Yuma | 4 | 1 | | | | 5 |
| South Phoenix | 4 | 2 | 2 | 2 | 1 | 11 |
| NW Maricopa | 1 | | | | | 1 |
| La Paz/Mohave | | 1 | 1 | | | 2 |
| Central Pima | 2 | | | | | 2 |
| Coconino | 1 | | | | | 1 |
| Navajo Nation | | | | | | 0 |
| Total | 17 | 5 | 4 | 4 | 1 | 31* |

* One therapist defaulted, ended early

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Arizona First Things First Early Childhood Therapist Incentives Programs

Marketing and Outreach Efforts for Region:

- Yuma AzEIP Contracted Agencies
- Yuma Region AzEIP individual therapists
- Yuma School District Administrators
- Therapist Recruiting Companies
- State Professional Associations Administration– ArSHA, AOTA, AzAPTA, ITMHC, AHSA, Tri-Alliance
- University Therapist Training Programs via Ambassador Program
- University Career Fairs – Univ. of New Mexico, NAU
- Conferences – State and National

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Arizona First Things First Early Childhood Therapist Incentives Programs

Monitoring:

- Encounter form
 - Indicate caseload or services rendered for tracking; program utilization; potential unmet needs
- Service Verification form
 - Verifies employment to ensure services rendered



For more information
First Things First Early Childhood Therapist Incentives Programs
<http://www.ftfincentives.com>

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Any Questions?



Thank You

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