

Strategy 10: Increase the number of health and mental health specialists with expertise in the 0-5 population through recruitment and incentives.

The South Phoenix Regional Council seeks to increase regional capacity to serve the 0-5 population and their families with more access to specialized health and mental health specialists through implementation of a Fund for Health Professionals that will recruit professionals to work in the South Phoenix region and provide incentives that include stipends, contract/sign on bonuses and a loan forgiveness program. Such financial incentives would help attract and retain qualified specialists to work and serve children and families in the South Phoenix region. The Fund will create opportunities to recruit and incentivize recent graduates and experienced health professionals, providing them motivation to work in the South Phoenix Region, where comprehensive health and mental health services are lacking. Outreach and recruitment would occur nationwide.

Key informant interviews with stakeholders who address the various health needs of children and families in the South Phoenix region reported a high need for health specialists serving the 0-5 population. Examples of fields where the South Phoenix Regional Council believe specialist shortages exist, or where specific knowledge among providers in the needs of children 0-5 is lacking includes:

- Licensed professional counselors
- Psychologists & Psychiatrists w/expertise in 0-5 population
- Pediatric and public health nursing
- Child development specialists
- Speech and language therapists – especially bi-lingual therapists
- Physical therapists
- Pediatricians
- Occupational therapists
- Early childhood education professionals with focus on mental health, early intervention, and special needs

The following stipulations would apply to recipients of incentives, stipends, loan forgiveness,

tuition payments and other supports:

- Recipients must commit to serving children in the South Phoenix region during contract period and for no less than 3 years after completing their certificate, graduate program, or receiving other program incentives such as stipends and or loan forgiveness.

The fund for Health Professionals would be implemented through an administrative home that would carry out the following components for the strategy:

- 1) Developing contract requirements for health professionals to participate (eligibility, application, references, minimum service hours, standards of conduct, reasons for release from the participation, and other parameters)
- 2) Outreach, Recruitment and Enrollment (web sites, classifieds, other agencies, community partners, higher education institutions both in-state and nationwide):
 - to locate health professionals (pediatrician, therapists, other)
 - to locate employers who will place professionals (job placement, compensation package, quality assurance)
- 3) Administering incentives to recruited health professionals
- 4) Ensuring service obligations are met and all elements of the employer/employee contract agreements are met.

After reviewing various degreed and certificate program costs, the average graduate certificate programs range from \$8,000-\$12,000 dollars, the average in-state graduate programs are \$20,075 with some out of state programs and medical programs averaging over \$40,000. South Phoenix Regional Partnership Council therefore seeks to fund on average of \$12,000 per participant which may cover a combination of loan forgiveness for graduate certificate programs, stipends, educational awards, and sign-on bonuses. The proposed amount, while not a full amount for graduate and medical programs, is a significant contribution to assist in recruiting professionals to serve the region. The maximum amount of financial assistance/incentive allowed per participant would not exceed \$12,000.

The exact amount of the loan forgiveness, stipend, tuition payment or incentive will be determined by the administrative home (in conjunction with FTF) based on the profession and associated costs related to education and training.

Forms of participation could include the following:

- Financial incentives, including sign-on bonuses and educational awards (related to a qualified higher education institution) are provided over the course of a three-year period with a “balloon” payment upon completion of the third year (e.g. \$5,000 year 1; \$5,000 year 2; \$10,000 year 3). Participant can access the incentive package related to service commitment one time only.
- Receiver commits to a three-year service obligation in recruitment region deemed medically underserved in order to “grow our own” health professionals serving children birth to five years of age.

- Additional pay in the form of stipends for a living allowance or work-related travel would be paid to the professionals wanting to complete their externship within recruitment region.

For professionals not yet serving children from the birth-5 population, continuing education resources would be made available for educational credentialing which may include post graduate certification/education/training.

Lead Goal #10: Enhance specialized skills of the early childhood development and health workforce to promote the healthy social-emotional development of young children.

Supporting Goal #4: Collaborates with systems to improve access to quality health and mental health care.

Key Measures:

Total number and percentage of children receiving timely and appropriate health and mental health services.

- Total number and percentage of professionals who work with young children, outside of early care and education, who hold a credential, certificate, or degree in early childhood development or other appropriate specialty area
- Total number and percentage of professionals who work with young children, outside of early care and education, who are pursuing a credential, certificate, degree in early childhood development or other appropriate specialty area.

Target Population (Description of the population to reach): Experienced health professionals currently working in the field. Recent graduates from MA and doctorate programs in speech, occupational, physical therapy and other health professional areas supporting young children

	SFY2010	SFY2011	SFY2012
Proposed Service Numbers	July 1, 2009 -June 30, 2010	July 1, 2010 – June 30, 2011	July 1, 2011 - June 30, 2012
	32 professionals serving	32 professionals serving	32 professionals serving

Performance Measures SFY 2010-2012

1. # professionals participating in incentive, stipend, other professional development initiative/proposed service #
2. # professionals completing the 2-3 year commitment/# professionals supported
3. #professionals enrolling in incentive, stipend, other professional development

initiative/proposed service #	
4. # professionals making timely progress towards MS/MA in speech, occupational therapy, physical therapy and other identified areas/# professionals supported	
<ul style="list-style-type: none"> • How is this strategy building on the service network that currently exists: This strategy utilizes existing training and education programs (colleges & universities). 	
<ul style="list-style-type: none"> • What are the opportunities for collaboration and alignment: There will be opportunities to align this effort with other professional development and workforce shortage strategies occurring across regions, as well those occurring at colleges and universities. 	
SFY2010 Expenditure Plan for Proposed Strategy (How much of the total allocation will go to this strategy)	
Population-based Allocation for proposed strategy	\$426,325
<p>Budget Justification:</p> <p>Based on the specific needs of the region, the average contribution amount per participant, and the allocated budgeted amount, it is estimated that 32 professionals across the previously listed professions can be recruited to serve the South Phoenix region.</p> <p>\$42,632 for 10% administrative costs; \$383,693 to fund 32 participants</p>	