Lay the Foundation

The Early Childhood Therapist Incentives Program is brought to you by First Things First (FTF) in collaboration with the Arizona Department of Health Services. Approved by Arizona voters, FTF works to ensure that our youngest children have access to quality early childhood experiences so they will start school healthy and ready to succeed.

First Things First regional partnership councils across the state—in collaboration with local leaders—identify the educational and health needs of children in their communities from birth through age five and fund strategies to address those needs. Workforce recruitment is a FTF strategy of providing stipends and loan repayment to qualified health professionals who commit to practice in rural and underserved areas of Arizona.

Who We Are

The Bureau of Health Systems Development (HSD) was established in 1995 and is the Primary Care Office for Arizona. The Bureau administers primary care programs and provides a complementary focus on improving access to primary health care through primary care workforce recruitment and retention programs, and the designation of medically underserved areas. Its principal focus is to improve access to primary care, particularly among vulnerable and underserved populations.

The First Things First **Early Childhood Therapists Incentives Program** began in November 2009. Through an interagency service agreement with First Things First, the Arizona Department of Health Services was awarded funding in the amount of $1.1 million to administer the program. To learn more about First Things First, visit azftf.gov.

FIRST THINGS FIRST

602.542.1219

FTFincentives.com

In collaboration with:

Arizona Department of Health Services

Early Childhood Therapist Incentives Program

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Success in school and life begins at birth.

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"First Things First has made a huge difference in my daughter's life." Amy C. – Phoenix, AZ

You May Be Eligible for the Early Childhood Therapist Incentives Program

The First Things First Early Childhood Therapist Incentives Program has two components: Loan Repayment and Stipend. The purpose of the program is to provide incentives for Speech/Language Pathologists, Occupational and Physical Therapists, Child Psychologists, and Mental Health Specialists who provide early childhood development services to children up to age five in specified areas of Arizona as determined by the First Things First (FTF) regional partnership councils.

Eligibility

For a provider to be eligible for the FTF Early Childhood Therapist Incentives Program, the provider must meet the following requirements:

- Be an Arizona licensed and/or certified:
  - Physical Therapist
  - Speech/Language Pathologist
  - Occupational Therapist
  - Child Psychologist
  - Mental Health Specialist
- Be a U.S. citizen or qualified alien
- Have a valid offer of employment at an eligible service site
- Work at least 30 hours/week for a minimum of two years at an eligible service site
- Provide early childhood developmental services at an eligible service site

For a list of participating First Things First councils and information on application deadlines, visit FTFincentives.com.

Loan Repayment

Loan repayments only apply to the individual's qualifying educational loans. Qualifying loans are limited to the recipient's government and commercial loans that cover reasonable educational and living expenses for undergraduate and graduate education, including principal and interest. Loan repayment amounts are subject to the availability of funding, service site eligibility, and priority ranking.

Eligible Providers	Year 1*	Year 2*	Year 3*	Year 4*
Physical Therapist	$15,000	$20,000	$25,000	$25,000
Speech/Language Pathologist	$10,000	$15,000	$20,000	$20,000
Occupational Therapist	$10,000	$15,000	$20,000	$20,000
Child Psychologist	$10,000	$15,000	$20,000	$20,000
Mental Health Specialist (LPC)	$5,000	$7,500	$10,000	$10,000

* All figures shown are maximum amounts. Year 3 and Year 4 figures are recommended amounts.

Stipend

Stipends are service-based and provide for a fixed or regular allowance. This benefit payment is not considered employment and is not a payroll-related employer benefit contribution. Qualified applicants who provide services may be eligible for stipend incentives as determined by the FTF regional partnership councils.

Moving Expenses*	Sign-On Bonus	12 Months of Service	24 Months of Service	Additional Incentives*
$3,000 max	$3,000	$5,000	$7,500	$2,500 max

* Reimbursement requires documentation or expense receipts. Additional incentives include CME, professional memberships, webinars, etc.

Additional program information and application deadlines available at FTFincentives.com.

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