GOAL AREA: HEALTH

STRATEGY NAME: WORKFORCE RECRUITMENT – STIPENDS AND LOAN FORGIVENESS

GOAL:

- **FTF will collaborate with existing Arizona early childhood health care systems to improve children's access to quality health care**

STRATEGY SUMMARY	EVIDENCE / RESEARCH	CONSIDERATIONS FOR IMPLEMENTATION AND COST	COST
Provider Loan Repayment ***and/or*** Stipend Program provides financial incentives for the purpose of recruiting and/or retaining therapists and other intervention professionals to work in underserved communities where access to therapeutic services are limited. Providers commit to a time of service obligation in return for the financial benefits. The first component of the program is established to pay off portions of education loans. The program additionally provides recruitment incentives to agencies to support the hiring and retention of professionals. The strategy is administered through the Department of Health Services which provides the following: • Oversight and management of the distribution of loan repayment funds to financial institutions on behalf of eligible clinicians as well as distribution of stipend payments. • Outreach and recruitment of potentially eligible clinicians. • Oversight and maintenance of service obligations attached to funds distribution	The therapist program is modeled after the National Health Service Corp program which provides loan repayment to doctors and other health care professionals. The US Department of Health and Human Services Health Resources and Services Administration reports that over 28,000 primary health care providers have participated and of them, over 70% of NHSC clinicians stay working in underserved areas after they complete their service commitment (http://nhsc.hrsa.gov/loanrepayment/nhsclrpaib.pdf)	• The strategy is administered through a contract with the Arizona Department of Health Services. Currently 9 regions are participating in the contract and there is capacity for DHS to expand. • The infrastructure costs are to administer the program itself, provide oversight of the loan payments, and conduct marketing and outreach. • Councils should consider approximately 23% of total budget to cover program administration (13%) and indirect costs (10%) of implementation. • Implementation is standardized across regions and councils may choose to fund loan repayment, stipends, or both. • Therapists receiving funds must commit to a 2 year service obligation, the council must plan for 2 year's worth of funding ***up front in a single fiscal year***. For example, if an SLP earns a 25,000 loan payment per year, the council must fund each SLP at 50,000 to cover both years of service obligation. A way to think about this is to compare the funding to creating an escrow account for a mortgage. • 3rd and 4th year continuation funding for each therapist is optional. • This strategy provides an appropriate use of carry forward dollars because the funding is put in up front for the 2-year period. The only subsequent year funding needed would be to cover the administration costs of the program during that period.	**Loan repayment** costs for therapists: SLP/OT/Psychologists: Year 1 of service, $10,000; Year 2 of service, $15,000 (total of $25,000 per funding plan year per therapist) PT: Year 1 of service $15,000; Year 2 of service $ 20,000 MH Specialist/Family Counselor: Year 1 of service $5,000; Year 2 of service $7,500 **Stipend** costs may include: Moving Expenses: $3,000. Sign On & Retention Bonuses: $3,000/sign on; $5,000 for Year 1 service completion; $7500 for Year 2 service completion Professional Conference/license fees: up to $2,500 **Indirect and Admin – 23%**

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