

116TH CONGRESS
1ST SESSION

H. R. 1532

To establish the Social Work Reinvestment Commission to provide independent counsel to Congress and the Secretary of Health and Human Services on policy issues related to recruitment, retention, research, and reinvestment in the profession of social work, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MARCH 5, 2019

Ms. LEE of California (for herself, Ms. KUSTER of New Hampshire, Ms. NORTON, Ms. BROWNLEY of California, Mrs. DINGELL, Mr. BISHOP of Georgia, Ms. PLASKETT, Mr. YARMUTH, Miss RICE of New York, Ms. CLARKE of New York, Mr. EVANS, Mr. SOTO, and Mr. LEWIS) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To establish the Social Work Reinvestment Commission to provide independent counsel to Congress and the Secretary of Health and Human Services on policy issues related to recruitment, retention, research, and reinvestment in the profession of social work, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

2 (a) SHORT TITLE.—This Act may be cited as the
 3 “Dorothy I. Height and Whitney M. Young, Jr., Social
 4 Work Reinvestment Act”.

5 (b) TABLE OF CONTENTS.—The table of contents for
 6 this Act is as follows:

Sec. 1. Short title; table of contents.
 Sec. 2. Findings.
 Sec. 3. Definitions.

TITLE I—SOCIAL WORK REINVESTMENT COMMISSION

Sec. 101. Establishment.
 Sec. 102. Members.
 Sec. 103. Duties.
 Sec. 104. Powers.
 Sec. 105. Compensation.
 Sec. 106. Termination.

TITLE II—REINVESTMENT GRANT PROGRAMS TO SUPPORT
 SOCIAL WORK PROFESSION

Sec. 201. Workplace improvement grants.
 Sec. 202. Research grants.
 Sec. 203. Education and training grants.
 Sec. 204. Community-based programs of excellence grants.
 Sec. 205. National coordinating center.
 Sec. 206. Multimedia outreach campaign.

7 **SEC. 2. FINDINGS.**

8 Congress finds the following:

9 (1) Although the United States poverty rate has
 10 had a slight decline to 12.3 percent in 2017, poverty
 11 remains a social issue for our Nation, especially for
 12 communities of color and women and children who
 13 continue to experience higher than average poverty
 14 rates. Homeowners and those seeking to become
 15 homeowners continue to face challenges with high
 16 mortgage delinquency, mortgage loan interest rates,

1 and threats of foreclosure. Joblessness and economic
2 insecurity contribute to the incidence of mental ill-
3 ness, family violence, suicide, substance abuse,
4 crime, and diminished capacity for health, family,
5 and community functioning.

6 (2) Social workers form society's social safety
7 net. Social workers provide assistance, guidance, and
8 resources to individuals, families, and communities
9 in poverty. Additionally, they understand the dev-
10 astating costs and consequences of poverty and un-
11 employment on our society and provide direct serv-
12 ices in order to prevent and abate economic inequal-
13 ity.

14 (3) The Bureau of Labor Statistics projects
15 that the social work profession will grow at an
16 above-average rate through the year 2026, with a
17 16-percent growth rate overall and a 20-percent pro-
18 jected growth rate for health care social workers.
19 This increase is faster than the 7-percent average
20 for all occupations, demonstrating a substantial need
21 for social workers in our Nation.

22 (4) Social work salaries, on average, are among
23 the lowest for all occupations in the United States
24 and for those with master's level education in par-
25 ticular. According to the Bureau of Labor Statistics,

1 the median annual income for social workers in
2 2017 was \$47,980.

3 (5) The report titled “2017 Statistics on Social
4 Work Education in the United States” by the Coun-
5 cil on Social Work Education stated that 77.7 per-
6 cent of students graduating from Master of Social
7 Work programs incurred debt to earn their graduate
8 degree. The average debt for a Master of Social
9 Work degree was approximately \$44,296.

10 (6) Social workers often deal with the most vul-
11 nerable clients in emotional or traumatic situations,
12 and face possible danger as a result. The National
13 Association of Social Workers Center for Workforce
14 Studies found that 44 percent of survey respondents
15 faced personal safety issues on the job. In 2015, the
16 Occupational Safety and Health Administration re-
17 ported that 75 percent of workplace assaults that oc-
18 curred between 2011 and 2013 took place in the
19 health care and social services industries.

20 (7) The Alzheimer’s Association of America
21 states that 5.7 million Americans, or 1 in every 10
22 individuals over the age of 65, have Alzheimer’s dis-
23 ease. Social workers in gerontology settings work
24 with older adults, including those with dementia, to
25 support their physiological, psychological, and social

1 needs through mental health therapy, caregiver and
2 family counseling, health education, program coordi-
3 nation, and case management.

4 (8) The Children’s Defense Fund states that
5 every 47 seconds a child is confirmed as abused or
6 neglected and every 5½ hours a child is killed from
7 abuse or neglect. The Administration for Children
8 and Families of the Department of Health and
9 Human Services states that 437,500 children were
10 in the United States foster care system at the end
11 of fiscal year 2016. Most children placed in foster
12 care are placed due to parental abuse or neglect. Re-
13 search shows that professional social workers em-
14 ployed in child welfare agencies are more likely to
15 find permanent homes for children who have been in
16 foster care for 2 or more years. Unfortunately, less
17 than 40 percent of child welfare workers are profes-
18 sional social workers.

19 (9) The Substance Abuse and Mental Health
20 Services Administration of the Department of
21 Health and Human Services estimates that 46.6 mil-
22 lion individuals (nearly 1 in 5 or 18.9 percent) in
23 the United States age 18 or older experienced a
24 diagnosable mental illness in 2017. Additionally, at
25 least 3 million (1 in 10 or 13.3 percent) youth be-

1 tween the ages of 12 and 17 experienced at least one
2 major depressive episode in the past year. Social
3 workers provide the majority of mental health coun-
4 seling services in the United States, and are often
5 the only providers of such services in rural areas.

6 (10) Social workers working with veterans and
7 their families provide services that include case man-
8 agement, crisis interventions, mental health inter-
9 ventions, housing and financial counseling, high-risk
10 screening, and advocacy. The Department of Vet-
11 erans Affairs, which is the largest employer of social
12 workers in the Nation, employs over 12,000 social
13 workers who are available to serve an estimated 20.4
14 million veterans in the United States. A once-declin-
15 ing veteran population is now surging and is in dire
16 need of mental health treatment to address issues
17 such as post-traumatic stress disorder, depression,
18 drug and alcohol addiction, and suicidal tendencies.

19 (11) The American Cancer Society estimated
20 that there would be 1,735,350 new cases of cancer
21 and 609,640 cancer deaths, or 1,670 deaths a day,
22 in 2018 alone. The Centers for Disease Control and
23 Prevention report that there are over 1,100,000 peo-
24 ple living with HIV in the United States, with ap-
25 proximately 38,500 new cases diagnosed in 2015. In

1 2017, 1,430,000 to 1,700,000 people received care
2 from the Nation's hospice providers. Health care
3 and medical social workers practice in areas related
4 to all of these circumstances and provide outreach
5 for prevention and health promotion, help individ-
6 uals and their families adapt to their health condi-
7 tions, connect patients and family caregivers with
8 community services and supports, provide grief
9 counseling, and act as a liaison between individuals
10 and their medical team, helping patients make in-
11 formed decisions about their care.

12 (12) The Children's Defense Fund notes that
13 every 2 seconds a public school student is suspended
14 and that every 9 seconds a high school student drops
15 out. The National Center for Education Statistics
16 states that in 2016 the national dropout rate for
17 high school students was 6.1 percent. Some vulner-
18 able communities have dropout rates of 50 percent
19 or higher. Social workers in school settings help stu-
20 dents avoid dropping out through early identifica-
21 tion, prevention, intervention, counseling, and sup-
22 port services.

23 (13) According to the Department of Justice,
24 every year more than 650,000 ex-offenders are re-
25 leased from Federal and State prisons. Social work-

1 ers employed in the correctional system address dis-
2 proportionate minority incarceration rates, provide
3 treatment for mental health problems and drug and
4 alcohol addiction, and work within, as well as out-
5 side of, prisons to reduce recidivism and increase
6 positive community reentry.

7 **SEC. 3. DEFINITIONS.**

8 In this Act:

9 (1) CLINICAL SOCIAL WORKER.—The term
10 “clinical social worker” has the meaning given the
11 term in section 1861(hh)(1) of the Social Security
12 Act (42 U.S.C. 1395x(hh)(1)).

13 (2) COMMUNITY-BASED PROGRAM.—The term
14 “community-based program” means an agency, or-
15 ganization, or other entity carrying out a program
16 that provides direct social work services or commu-
17 nity development services at a neighborhood, local,
18 or regional level, to address human service, health
19 care, or psychosocial needs.

20 (3) HIGH NEED AND HIGH DEMAND POPU-
21 LATION.—The term “high need and high demand
22 population” means a group of individuals that lacks
23 sufficient resources and, as a result, has a greater
24 probability of being harmed by specific social, envi-
25 ronmental, or health problems than the population

1 as a whole. Such term includes a group of individ-
2 uals residing in an area designated by the Health
3 Resources and Services Administration as a “health
4 professional shortage area” due to a shortage of pri-
5 mary medical care, dental, or mental health pro-
6 viders.

7 (4) HISTORICALLY BLACK COLLEGE OR UNI-
8 VERSITY.—The term “historically black college or
9 university” has the meaning given the term “part B
10 institution” in section 322(2) of the Higher Edu-
11 cation Act of 1965 (20 U.S.C. 1061(2)).

12 (5) MINORITY-SERVING INSTITUTION.—The
13 term “minority-serving institution” means an insti-
14 tution of higher education that serves a large per-
15 centage of minority students, as determined by the
16 Secretary of Education, including the following:

17 (A) Alaska Native-serving institutions, as
18 defined in section 317(b)(2) of the Higher Edu-
19 cation Act of 1965 (20 U.S.C. 1059d(b)(2)).

20 (B) Native Hawaiian-serving institutions,
21 as defined in section 317(b)(4) of such Act (20
22 U.S.C. 1059d(b)(4)).

23 (C) Asian American and Native American
24 Pacific Islander-serving institutions, as defined

1 in section 320(b)(2) of such Act (20 U.S.C.
2 1059g(b)(2)).

3 (D) Hispanic-serving institutions, as de-
4 fined in section 502(a)(5) of such Act (20
5 U.S.C. 1101(a)(5)).

6 (E) Tribal Colleges and Universities, as de-
7 fined in section 316(b)(3) of such Act (20
8 U.S.C. 1059c(b)(3)).

9 (F) Native American-serving, nontribal in-
10 stitutions, as defined in section 319(b)(2) of
11 such Act (20 U.S.C. 1059f(b)(2)).

12 (G) Predominantly Black Institutions, as
13 defined in section 318(b)(6) of such Act (20
14 U.S.C. 1059e(b)(6)).

15 (H) Historically black colleges or univer-
16 sities.

17 (6) PROGRAM OF EXCELLENCE.—The term
18 “program of excellence” means a program of distinc-
19 tion in a field related to human service, hosted by
20 a public or private agency, that has received State
21 or national recognition or another clearly defined in-
22 dicator appropriate to the mission of the program,
23 has clearly defined and measurable goals and objec-
24 tives, regularly assesses outcomes, and can provide

1 evidence of a strong assessment plan that utilizes as-
2 sessment data to improve the program.

3 (7) RELATED PROFESSIONAL RESEARCHER.—

4 The term “related professional researcher” means a
5 doctoral level researcher or any other individual who
6 is professionally engaged in research in a social, po-
7 litical, economic, health, or mental health field other
8 than social work for an entity such as a university,
9 government entity, research institute, or community
10 agency.

11 (8) SCHOOL OF SOCIAL WORK.—The term

12 “school of social work” means a school that is ac-
13 credited by the Council on Social Work Education
14 (the sole accrediting agency recognized by the Coun-
15 cil for Higher Education Accreditation for social
16 work education in the United States) within an in-
17 stitution of higher education, that offers bacca-
18 laureate, master’s, or doctoral degrees in social
19 work.

20 (9) SECRETARY.—The term “Secretary” means

21 the Secretary of Health and Human Services.

22 (10) SOCIAL WORK.—The term “social work”

23 means—

24 (A) the professional activity of helping in-

25 dividuals, groups, or communities enhance or

1 restore capacity for social and psychosocial
2 functioning and creating societal conditions fa-
3 vorable to such enhancement or restoration;

4 (B) the professional application of values,
5 principles, and techniques related to the activity
6 described in subparagraph (A), including—

7 (i) diagnosing mental and emotional
8 disorders and treating individuals, families,
9 or groups for such disorders;

10 (ii) helping communities or groups
11 provide or improve social and health serv-
12 ices and participating in relevant legislative
13 processes to achieve such goals; and

14 (iii) helping individuals, families, or
15 groups obtain tangible services, including
16 personal, protective, informational, advi-
17 sory, community, or maintenance services
18 in order to improve the overall well-being
19 of individuals; and

20 (C) a professional activity that requires
21 knowledge of human development, the behavior
22 of social, economic, and cultural institutions,
23 and the interaction between such development
24 and behavior.

1 (11) SOCIAL WORK RESEARCHER.—The term
2 “social work researcher” means a faculty member of
3 an institution of higher education, doctoral level re-
4 searcher, or any other individual who is profes-
5 sionally engaged in the study of social work for an
6 entity such as a university, government entity, re-
7 search institute, or community agency at an indi-
8 vidual, family, group, community, organizational, or
9 policy level, focusing across the human life span on
10 prevention, treatment, and aftercare of, intervention
11 in, and rehabilitation from, acute and chronic social
12 and psychosocial conditions, including the study of
13 the effect of policies on social work practice.

14 (12) SOCIAL WORKER.—The term “social work-
15 er” means an individual with a baccalaureate, mas-
16 ter’s, or doctoral degree in social work from an insti-
17 tution of higher education who uses knowledge and
18 skills to provide social work services for individuals,
19 families, groups, communities, organizations, or soci-
20 ety in general.

21 **TITLE I—SOCIAL WORK** 22 **REINVESTMENT COMMISSION**

23 **SEC. 101. ESTABLISHMENT.**

24 Not later than 90 days after the date of the enact-
25 ment of this Act, the Secretary shall establish the Social

1 Work Reinvestment Commission (referred to in this title
2 as the “Commission”) to provide independent counsel to
3 Congress and the Secretary on policy issues related to re-
4 cruitment, retention, research, and reinvestment in the
5 profession of social work.

6 **SEC. 102. MEMBERS.**

7 (a) APPOINTMENT BY SECRETARY.—Not later than
8 90 days after the date of the enactment of this Act, the
9 Secretary shall appoint members to the Commission. The
10 members shall include—

11 (1) 2 deans of schools of social work;

12 (2) 1 social work researcher;

13 (3) 1 related professional researcher;

14 (4) 1 Governor of a State;

15 (5) 2 leaders of national social work organiza-
16 tions;

17 (6) 1 senior State government employee who is
18 not an elected official who has a baccalaureate, mas-
19 ter’s, or doctoral degree in social work;

20 (7) 1 related senior State government employee
21 who is not an elected official;

22 (8) 2 directors of community-based organiza-
23 tions or nonprofit organizations that provide human
24 services;

25 (9) 1 labor economist;

1 (10) 1 social work consumer; and

2 (11) 1 licensed clinical social worker.

3 (b) APPOINTMENT BY OTHER OFFICERS.—Four ad-
4 ditional members shall be appointed to the Commission,
5 with 1 member appointed by each of the following officers:

6 (1) The Speaker of the House of Representa-
7 tives.

8 (2) The minority leader of the House of Rep-
9 resentatives.

10 (3) The majority leader of the Senate.

11 (4) The minority leader of the Senate.

12 (c) ORGANIZATIONAL REPRESENTATION.—To the ex-
13 tent practicable, members of the Commission shall be ap-
14 pointed—

15 (1) in a manner that ensures participation of
16 individuals of different racial, ethnic, cultural, geo-
17 graphic, religious, linguistic, and class backgrounds
18 and of different genders and sexual orientations; and

19 (2) from among individuals who demonstrate
20 knowledge and understanding of the concerns of the
21 groups described in paragraph (1).

22 (d) SELECTION OF CHAIRPERSON AND VICE CHAIR-
23 PERSON.—The Secretary shall appoint a Chairperson and
24 Vice Chairperson for the Commission from among the
25 members of the Commission.

1 (e) PERIOD OF APPOINTMENT; VACANCIES.—Mem-
 2 bers shall be appointed for the life of the Commission. Any
 3 vacancy in the Commission shall not affect the powers of
 4 the Commission and shall be filled in the same manner
 5 as the original appointment not later than 60 days after
 6 the date of vacancy.

7 (f) SCHEDULE OF MEETINGS.—The Commission
 8 shall hold its first meeting not later than 6 weeks after
 9 the date on which the final member of the Commission
 10 is appointed, and subsequent meetings shall be held at the
 11 call of the Chairperson.

12 **SEC. 103. DUTIES.**

13 (a) STUDY.—The Commission shall conduct a com-
 14 prehensive study to examine and assess—

15 (1) the professional capacity of the social work
 16 workforce to successfully serve and respond to the
 17 increasing biopsychosocial needs of individuals,
 18 groups, and communities in areas related to—

19 (A) aging;

20 (B) child welfare;

21 (C) military and veterans affairs;

22 (D) mental and behavioral health and dis-
 23 ability;

24 (E) criminal justice and correctional sys-
 25 tems;

1 (F) health and other issues affecting
2 women and families; and

3 (G) other topics identified by the Commis-
4 sion;

5 (2) workforce challenges facing the profession
6 of social work, including high educational debt, lack
7 of fair market compensation, the need to translate
8 social work research to practice, the need to improve
9 social worker safety, the need to develop State-level
10 social work licensure policies and reciprocity agree-
11 ments for social workers providing services across
12 State lines, the lack of diversity in the social work
13 profession, and any other issue determined by the
14 Secretary to be appropriate;

15 (3) the effect of such challenges on the recruit-
16 ment and retention of social workers;

17 (4) the effect of such challenges and of social
18 worker shortages on the needs of clients served by
19 social workers; and

20 (5) the advisability of establishing in the Treas-
21 ury a social work enhancement account to provide
22 direct grant assistance to local governments to en-
23 courage the engagement of social workers in social
24 service programs.

1 (b) REPORT.—Not later than 18 months after the
2 date of its first meeting, the Commission shall submit a
3 report to the Secretary and to Congress containing specific
4 findings and conclusions regarding the need to recruit and
5 retain social workers, to conduct research on the social
6 work profession, and to reinvest in the profession. The re-
7 port shall include recommendations and strategies for cor-
8 rective actions to ensure a robust social work workforce
9 capable of keeping up with the demand for services. The
10 Commission may provide to the Secretary and to Congress
11 any additional findings or recommendations considered by
12 the Commission to be important.

13 **SEC. 104. POWERS.**

14 (a) POWERS.—In carrying out the duties of the Com-
15 mission, the Commission shall have the power to—

16 (1) hold hearings, take testimony, receive evi-
17 dence, administer oaths, and sit and act at such
18 times and places as the Commission considers advis-
19 able;

20 (2) enter into contracts; and

21 (3) consult, to the extent that the Commission
22 determines that such consultation is necessary or
23 useful, with Federal agencies that include—

24 (A) agencies within the Department of
25 Health and Human Services, including the Ad-

1 ministration for Children and Families, the Ad-
 2 ministration on Aging, the Agency for
 3 Healthcare Research and Quality, the Centers
 4 for Disease Control and Prevention, the Centers
 5 for Medicare & Medicaid Services, the Health
 6 Resources and Service Administration, the In-
 7 dian Health Service, the National Institutes of
 8 Health, and the Substance Abuse and Mental
 9 Health Services Administration;

10 (B) the Social Security Administration;

11 and

12 (C) the Departments of Agriculture, De-
 13 fense, Education, Homeland Security, Labor,
 14 Justice, State, and Veterans Affairs.

15 (b) COOPERATION WITH COMMISSION.—The agen-
 16 cies described in subsection (a)(3) shall cooperate with,
 17 and provide counsel to, the Commission to the greatest
 18 extent practicable.

19 **SEC. 105. COMPENSATION.**

20 (a) TRAVEL EXPENSES.—The members of the Com-
 21 mission shall not receive compensation for the perform-
 22 ance of services for the Commission, but shall be provided
 23 travel expenses, including per diem in lieu of subsistence,
 24 at rates authorized for employees of Federal agencies
 25 under subchapter 1 of chapter 57 of title 5, United States

1 Code, while away from their homes or regular places of
2 business in the performance of services for the Commis-
3 sion.

4 (b) VOLUNTARY AND UNCOMPENSATED SERVICES.—
5 Notwithstanding section 1342 of title 31, United States
6 Code, the Secretary may accept the voluntary and uncom-
7 pensated services of members of the Commission.

8 (c) DETAIL OF GOVERNMENT EMPLOYEES.—Any
9 Federal Government employee may be detailed to the
10 Commission without reimbursement, and such detail shall
11 be without interruption or loss of civil service status or
12 privilege.

13 **SEC. 106. TERMINATION.**

14 The Commission shall terminate 30 days after the
15 date on which the Commission submits the report under
16 section 103(b).

17 **TITLE II—REINVESTMENT**
18 **GRANT PROGRAMS TO SUP-**
19 **PORT SOCIAL WORK PROFES-**
20 **SION**

21 **SEC. 201. WORKPLACE IMPROVEMENT GRANTS.**

22 (a) GRANTS AUTHORIZED.—The Secretary shall
23 award grants to 4 eligible entities described in subsection
24 (d) to assist the entities in carrying out a workplace im-
25 provement program to address concerns for the social

1 work profession, including caseloads, compensation, social
2 worker safety, supervision, and working conditions.

3 (b) EQUAL AMOUNTS.—The Secretary shall award to
4 each of the 4 grant recipients under this section
5 \$1,000,000 per fiscal year for 4 consecutive fiscal years
6 beginning with the first fiscal year that begins after the
7 date of the enactment of this Act.

8 (c) GRANTS TO STATE OR LOCAL GOVERNMENTS.—
9 At least 2 of the grant recipients under this section shall
10 be agencies of State or local governments.

11 (d) ELIGIBILITY REQUIREMENTS.—An entity eligible
12 for a grant under this section shall—

13 (1) work in a social work capacity;

14 (2) demonstrate that the entity needs to im-
15 prove in one or more of the workplace concern areas
16 described in subsection (a);

17 (3) provide services to individuals of different
18 racial, ethnic, cultural, geographic, religious, lin-
19 guistic, and class backgrounds, and different genders
20 and sexual orientations;

21 (4) demonstrate knowledge and understanding
22 of the concerns of the groups described in paragraph
23 (3); and

24 (5) employ individuals who represent themselves
25 as competent to provide social work services only

1 within the boundaries of their education, training, li-
2 censes, certification, professional case consultation,
3 supervised experience, or other relevant professional
4 experience.

5 (e) PRIORITY.—In selecting grant recipients under
6 this section, the Secretary shall give priority to eligible en-
7 tities—

8 (1) that have proven to be fiscally responsible,
9 administratively capable, and otherwise equipped to
10 oversee and monitor a workplace improvement pro-
11 gram under this section, including through a labor-
12 management partnership;

13 (2) that are knowledgeable about relevant social
14 work workforce trends; and

15 (3) that have not less than 2 years of experi-
16 ence relevant to the workplace improvement pro-
17 gram.

18 (f) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated \$16,000,000 to the Sec-
20 retary to award grants under this section.

21 **SEC. 202. RESEARCH GRANTS.**

22 (a) GRANTS AUTHORIZED.—The Secretary shall
23 award grants to 25 social workers who hold a doctoral de-
24 gree in social work for postdoctoral research in social
25 work—

1 (1) to further the knowledge base about effective
2 social work interventions; and

3 (2) to promote usable strategies to translate research
4 into practice across diverse community settings and service systems.

6 (b) EQUAL AMOUNTS.—The Secretary shall award to
7 each of the 25 grant recipients under this section \$50,000
8 per fiscal year for 4 consecutive fiscal years beginning with
9 the first fiscal year that begins after the date of the enactment
10 of this Act.

11 (c) ELIGIBILITY REQUIREMENTS.—To be eligible for
12 a grant under this section, a social worker shall—

13 (1) demonstrate knowledge and understanding
14 of the concerns of individuals from different racial,
15 ethnic, cultural, geographic, religious, linguistic, and
16 class backgrounds, and different genders and sexual
17 orientations; and

18 (2) represent themselves as competent to provide
19 social work services only within the boundaries
20 of their education, training, licenses, certification,
21 professional case consultation, supervised experience,
22 or other relevant professional experience.

23 (d) MINORITY REPRESENTATION.—Not less than 10
24 of the grant recipients under this section shall be employed

1 by a historically black college or university or minority-
2 serving institution.

3 (e) AUTHORIZATION OF APPROPRIATIONS.—There
4 are authorized to be appropriated \$5,000,000 to the Sec-
5 retary to award grants under this section.

6 **SEC. 203. EDUCATION AND TRAINING GRANTS.**

7 (a) GRANTS AUTHORIZED.—The Secretary shall
8 award grants to 20 eligible institutions of higher education
9 to support the recruitment and education of social work
10 students in baccalaureate, master's, and doctoral degree
11 programs and the professional development of social work
12 faculty.

13 (b) EQUAL AMOUNTS.—The Secretary shall award to
14 each of the 20 grant recipients under this section
15 \$200,000 per fiscal year for 4 consecutive fiscal years be-
16 ginning with the first fiscal year that begins after the date
17 of the enactment of this Act.

18 (c) ELIGIBILITY REQUIREMENTS.—To be eligible for
19 a grant under this section, an institution shall dem-
20 onstrate that—

21 (1) the institution enrolls social work students
22 from different racial, ethnic, cultural, geographic, re-
23 ligious, linguistic, and class backgrounds, and dif-
24 ferent genders and sexual orientations; and

1 (2) the institution has knowledge and under-
2 standing of the concerns of the groups described in
3 paragraph (1).

4 (d) INSTITUTIONAL REQUIREMENT.—Not less than 4
5 of the grant recipients under this section shall be histori-
6 cally black colleges or universities or other minority-serv-
7 ing institutions.

8 (e) PRIORITY.—In selecting grant recipients under
9 this section, the Secretary shall give priority to institutions
10 of higher education—

11 (1) that are accredited by the Council on Social
12 Work Education;

13 (2) that have a graduation rate of not less than
14 80 percent for social work students; and

15 (3) that exhibit an ability to recruit social work-
16 ers from, and place social workers in, areas with a
17 high need and high demand population.

18 (f) AUTHORIZATION OF APPROPRIATIONS.—There
19 are authorized to be appropriated \$16,000,000 to the Sec-
20 retary to award grants under this section.

21 **SEC. 204. COMMUNITY-BASED PROGRAMS OF EXCELLENCE**
22 **GRANTS.**

23 (a) GRANTS AUTHORIZED.—The Secretary shall
24 award grants to 6 eligible covered entities to test and rep-
25 licate effective social work interventions.

1 (b) COVERED ENTITY.—For purposes of this section,
2 the term “covered entity” means—

3 (1) a State or local government or a depart-
4 ment, agency, special-purpose district, or other in-
5 strumentality of a State or local government, that is
6 carrying out a community-based program of excel-
7 lence; or

8 (2) a nonprofit organization that is carrying out
9 a program of excellence.

10 (c) EQUAL AMOUNTS.—The Secretary shall award to
11 each of the 6 grant recipients under this section \$500,000
12 per fiscal year for 3 consecutive fiscal years beginning with
13 the first fiscal year that begins after the date of the enact-
14 ment of this Act.

15 (d) ELIGIBILITY REQUIREMENTS.—To be eligible for
16 a grant under this section, a covered entity shall—

17 (1) carry out programs in the areas of aging,
18 child welfare, military and veterans issues, mental
19 and behavioral health and disability, criminal justice
20 and correction systems, and health and other issues
21 affecting women and families;

22 (2) provide services to individuals of different
23 racial, ethnic, cultural, geographic, religious, lin-
24 guistic, and class backgrounds, and different genders
25 and sexual orientations;

1 (3) demonstrate knowledge and understanding
2 of the concerns of the groups described in paragraph
3 (2);

4 (4) demonstrate a record of active participation
5 of social workers in the programs of the entity; and

6 (5) employ individuals who represent themselves
7 as competent to provide social work services only
8 within the boundaries of their education, training, li-
9 censes, certification, professional case consultation,
10 supervised experience, or other relevant professional
11 experience.

12 (e) PRIORITY.—In selecting the grant recipients
13 under this section, the Secretary shall give priority to eligi-
14 ble covered entities—

15 (1) that have demonstrated successful and
16 measurable outcomes that the Secretary considers
17 worthy of replication, including labor-management
18 partnerships that have improved retention of social
19 workers;

20 (2) that have been in operation for at least 2
21 years; and

22 (3) that work with high need and high demand
23 populations.

1 (f) AUTHORIZATION OF APPROPRIATIONS.—There
2 are authorized to be appropriated \$9,000,000 to the Sec-
3 retary to award grants under this section.

4 **SEC. 205. NATIONAL COORDINATING CENTER.**

5 (a) ESTABLISHMENT.—The Secretary shall enter into
6 a contract with a national social work entity such as the
7 National Association of Social Workers or the Council on
8 Social Work Education. Such entity shall—

9 (1) have experience in coordinating the transfer
10 of information and ideas among entities engaged in
11 social work research, practice, education, and policy-
12 making; and

13 (2) maintain relationships with Federal entities,
14 social work degree-granting institutions of higher
15 education, departments of social work within such
16 institutions, and organizations and agencies that em-
17 ploy social workers.

18 (b) GENERAL DUTIES.—The entity with which the
19 Secretary enters into a contract under subsection (a) (re-
20 ferred to in this section as the “coordinating center”) shall
21 organize, collect, and report to the Secretary and to Con-
22 gress data and information related to the social work pro-
23 fession, serve as a clearinghouse, and coordinate activities
24 with the entities, institutions, departments, organizations,
25 and agencies described in subsection (a)(2).

1 (c) COLLABORATION.—The coordinating center shall
2 work with institutions of higher education, research enti-
3 ties, and organizations with social work practice settings,
4 including government entities, military departments, ele-
5 mentary and secondary schools, social services agencies,
6 private practices, inpatient and outpatient mental health
7 service providers, child welfare agencies, correctional fa-
8 cilities, and nursing homes, to identify key research areas,
9 establish research fellowships, and organize appropriate
10 mentorship and professional development efforts.

11 (d) SPECIFIC ACTIVITIES OF THE COORDINATING
12 CENTER.—The coordinating center shall—

13 (1) engage in activities to build on the efforts
14 of the National Association of Social Workers Na-
15 tional Center for Workforce Studies;

16 (2) collect, coordinate, monitor, and distribute
17 data and information on best practices and findings
18 regarding the activities funded by grants awarded
19 under sections 201 through 204;

20 (3) prepare and submit to the Secretary a re-
21 port that includes recommendations regarding the
22 need to recruit new social workers, retain current so-
23 cial workers, conduct social work research, and rein-
24 vest in the profession of social work;

1 (4) demonstrate cultural competency and pro-
2 mote the participation of diverse groups; and

3 (5) in collaboration with the Secretary, select
4 research topics to further the goals of this section,
5 establish new research fellowships to conduct such
6 research, and identify and appoint qualified individ-
7 uals to such fellowship positions from among individ-
8 uals who hold master's or doctoral degrees in social
9 work or are enrolled in master's or doctoral degree
10 programs at schools of social work.

11 (e) POWERS OF SECRETARY.—The Secretary may
12 conduct and authorize such other activities as the Sec-
13 retary considers appropriate to carry out this section.

14 (f) AUTHORIZATION OF APPROPRIATIONS.—There
15 are authorized to be appropriated \$1,000,000 to carry out
16 this section for each of fiscal years 2020 through 2024.

17 **SEC. 206. MULTIMEDIA OUTREACH CAMPAIGN.**

18 (a) DEVELOPMENT AND ISSUANCE OF PUBLIC SERV-
19 ICE ANNOUNCEMENTS.—The Secretary shall develop and
20 issue public service announcements that advertise and pro-
21 mote the social work profession, highlight the advantages
22 and rewards of social work, and encourage individuals to
23 enter the social work profession.

24 (b) METHOD.—The public service announcements de-
25 scribed in subsection (a) shall be broadcast through appro-

1 priate media outlets, including television or radio, in a
2 manner intended to reach as wide and diverse of an audi-
3 ence as possible.

4 (c) AUTHORIZATION OF APPROPRIATIONS.—There
5 are authorized to be appropriated such sums as may be
6 necessary to carry out this section for each of fiscal years
7 2020 through 2024.

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