

110TH CONGRESS  
2D SESSION

# H. R. 5496

To amend the Public Health Service Act to establish various programs for the recruitment and retention of public health workers and to eliminate critical public health workforce shortages in Federal, State, local, and tribal public health agencies.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 26, 2008

Ms. MATSUI introduced the following bill; which was referred to the  
Committee on Energy and Commerce

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## A BILL

To amend the Public Health Service Act to establish various programs for the recruitment and retention of public health workers and to eliminate critical public health workforce shortages in Federal, State, local, and tribal public health agencies.

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

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Public Health Pre-  
5       paredness Workforce Development Act of 2008”.

6       **SEC. 2. FINDINGS.**

7       Congress makes the following findings:

1           (1) The ability of the public health system to  
2       prevent, respond to, and recover from bioterrorism,  
3       acute outbreaks of infectious diseases, or other  
4       health threats and emergencies depends upon the ex-  
5       istence of adequate numbers of well-trained public  
6       health professionals in Federal, State, local, and  
7       tribal public health departments.

8           (2) The public health system has an aging staff  
9       nearing retirement with no clear pipeline of highly-  
10      skilled and capable employees to fill the void, with  
11      the average age of the State public health workforce  
12      at 47 years.

13          (3) Retirement rates in some State public  
14      health agencies are as high as 20 percent as of June  
15      2007, and projected to be as high as 45 percent by  
16      2008.

17          (4) The ratio of public health workers to the  
18      population has dropped from 219 per 100,000 in  
19      1980 to 158 per 100,000 in 2000, while responsibil-  
20      ities of such workers have continued to expand.

21          (5) Public health nurses comprise the largest  
22      segment of the public health workforce. A study by  
23      the Institute of Medicine in 2003 identified nursing  
24      as facing one of the most severe shortages of public  
25      health workers. The average age of public health

1 nurses is nearly 50 years, with the leaders of State  
2 public health nursing averaging more than 30 years  
3 of service. In one State nearly 40 percent of the  
4 public health nursing workforce was eligible for re-  
5 tirement as of June 2007.

6 (6) According to the Association of State and  
7 Territorial Health Officials, most of the approxi-  
8 mately 6,400 graduates from accredited schools of  
9 public health took jobs in the private sector in 2004.  
10 The Bureau of Labor Statistics projects that there  
11 will be an increase in private sector demand for  
12 highly educated graduates in scientific fields during  
13 the 10-year period ending in 2017. Public health  
14 agencies will have difficulty competing for those  
15 highly skilled scientists.

16 (7) As of June 2007, approximately 42 percent  
17 of the epidemiology workforce in State and terri-  
18 torial health departments lacks formal academic  
19 training in epidemiology. States have reported that  
20 approximately 47 percent more epidemiologists are  
21 needed to adequately prevent and control avian in-  
22 fluenza and other emerging diseases.

23 (8) Thirteen State public health laboratories  
24 are without doctoral-level molecular scientists on  
25 staff, and 23 have only 1. A majority of State health

1 laboratories report they do not have enough staff on  
2 board to provide surge capacity in case of a public  
3 health emergency, such as a bioterrorist attack.

4 (9) The Partnership for Public Service reports  
5 that in the field of microbiology, there are more than  
6 4 times as many full-time permanent employees over  
7 age 40 as under age 40 at the Centers for Disease  
8 Control and Prevention. Among full-time permanent  
9 employees with medical backgrounds at the Centers  
10 for Disease Control and Prevention and the Food  
11 and Drug Administration, there are 3 times as many  
12 employees over 40 years of age as under 40.

13 (10) More than 50 percent of the States cite  
14 the lack of qualified individuals or individuals willing  
15 to relocate as being a major barrier to preparedness.  
16 A study conducted by the Health Resources and  
17 Services Association reported difficulty with recruit-  
18 ing more educated, skilled public health providers to  
19 work in traditionally medically underserved areas,  
20 such as rural populations. Public health agencies  
21 continue to identify unmet need for public health  
22 workers who are bilingual and culturally competent.

23 (11) Lack of access to advanced education, in-  
24 cluding baccalaureate nursing and graduate studies,

1 is a significant barrier to upgrading the existing  
2 public health workforce, particularly in rural areas.

3 (12) Developing partnerships between accred-  
4 ited schools of public health and State or local  
5 health departments, known as academic health de-  
6 partments, will provide important first-hand experi-  
7 ence to encourage students to pursue careers in pub-  
8 lic health. These partnerships, consistent with rec-  
9 ommendations made by the Institute of Medicine,  
10 will provide mutually beneficial collaboration and im-  
11 prove the quality of both academic and applied  
12 training.

13 (13) Academic health departments will improve  
14 access to continuing and higher education for health  
15 department workers.

16 (14) The concept of academic health depart-  
17 ments has been successfully demonstrated at 14 ac-  
18 credited schools of public health by a pilot program  
19 funded by the Centers for Disease Control. Applica-  
20 tions for funds to develop such departments were  
21 submitted by 70 percent of the public health schools  
22 in the United States.

1 **SEC. 3. PUBLIC HEALTH WORKFORCE RECRUITMENT AND**  
2 **RETENTION PROGRAMS.**

3 Part E of title VII of the Public Health Service Act  
4 (42 U.S.C. 294n et seq.) is amended by adding at the end  
5 the following:

6 **“Subpart 3—Public Health Workforce Recruitment**  
7 **and Retention Programs**

8 **“SEC. 780. PUBLIC HEALTH WORKFORCE SCHOLARSHIP**  
9 **PROGRAM.**

10 “(a) ESTABLISHMENT.—The Secretary shall estab-  
11 lish the Public Health Workforce Scholarship Program  
12 (referred to in this section as the ‘Program’) to assure  
13 an adequate supply of public health professionals to elimi-  
14 nate critical public health preparedness workforce short-  
15 ages in Federal, State, local, and tribal public health agen-  
16 cies.

17 “(b) ELIGIBILITY.—To be eligible to participate in  
18 the Program, an individual shall—

19 “(1) be accepted for enrollment, or be enrolled,  
20 as a full-time student—

21 “(A) in an accredited (as determined by  
22 the Secretary) educational institution in a State  
23 or territory; and

24 “(B) in a course of study or program, of-  
25 fered by such institution and approved by the  
26 Secretary, leading to a health professions de-

1           gree (graduate, undergraduate, or associate) or  
2           certificate, which may include laboratory  
3           sciences, epidemiology, environmental health,  
4           health communications, health education and  
5           behavioral sciences, information sciences, or  
6           public administration;

7           “(2) be a United States citizen;

8           “(3) submit an application to the Secretary to  
9           participate in the Program; and

10          “(4) sign and submit to the Secretary, at the  
11          time of the submission of such application, a written  
12          contract (described in subsection (d)) to serve, upon  
13          the completion of the course of study or program in-  
14          volved, for the applicable period of obligated service  
15          in the full-time employment of a Federal, State,  
16          local, or tribal public health agency.

17          “(c) DISSEMINATION OF INFORMATION.—

18          “(1) APPLICATION AND CONTRACT FORMS.—

19          The Secretary shall disseminate application forms  
20          and contract forms to individuals desiring to partici-  
21          pate in the Program. The Secretary shall include  
22          with such forms—

23                  “(A) a fair summary of the rights and li-  
24                  abilities of an individual whose application is  
25                  approved (and whose contract is accepted) by

1 the Secretary, including in the summary a clear  
2 explanation of the damages to which the United  
3 States is entitled to recover in the case of the  
4 individual's breach of the contract; and

5 “(B) information relating to the service ob-  
6 ligation and such other information as may be  
7 necessary for the individual to understand the  
8 individual's prospective participation in the Pro-  
9 gram.

10 “(2) INFORMATION FOR SCHOOLS.—The Sec-  
11 retary shall distribute to health professions schools  
12 and other appropriate accredited academic institu-  
13 tions and relevant Federal, State, local, and tribal  
14 public health agencies, materials providing informa-  
15 tion on the Program and shall encourage such  
16 schools, institutions, and agencies to disseminate  
17 such materials to potentially eligible students.

18 “(3) UNDERSTANDABILITY AND TIMING.—The  
19 application form, contract form, and all other infor-  
20 mation furnished by the Secretary under this section  
21 shall—

22 “(A) be written in a manner calculated to  
23 be understood by the average individual apply-  
24 ing to participate in the Program; and



1                   “(B) be made available by the Secretary on  
2                   a date sufficiently early to ensure that such in-  
3                   dividuals have adequate time to carefully review  
4                   and evaluate such forms and information.

5           “(d) CONTRACT.—The written contract between the  
6 Secretary and an individual shall contain—

7                   “(1) an agreement on the part of the Secretary  
8                   that the Secretary will provide the individual with a  
9                   scholarship for a period of years (not to exceed 4  
10                  academic years) during which the individual shall  
11                  pursue an approved course of study or program to  
12                  prepare the individual to serve in the public health  
13                  workforce;

14                  “(2) an agreement on the part of the individual  
15                  that the individual will—

16                         “(A) maintain full-time enrollment in the  
17                         approved course of study or program described  
18                         in subsection (b)(1) until the individual com-  
19                         pletes that course of study or program;

20                         “(B) while enrolled in the course of study  
21                         or program, maintain an acceptable level of aca-  
22                         demic standing (as determined under regula-  
23                         tions of the Secretary by the educational insti-  
24                         tution offering such course of study or pro-  
25                         gram); and

1           “(C) immediately upon graduation, serve  
2           in the full-time employment of a Federal, State,  
3           local, or tribal public health agency in a posi-  
4           tion related to the course of study or program  
5           for which the contract was awarded for a period  
6           of time (referred to in this section as the ‘pe-  
7           riod of obligated service’) equal to the greater  
8           of—

9                   “(i) 1 year for each academic year for  
10                  which the individual was provided a schol-  
11                  arship under the Program; or

12                  “(ii) 2 years;

13           “(3) an agreement by both parties as to the na-  
14           ture and extent of the scholarship assistance, which  
15           may include—

16                  “(A) payment of the tuition expenses of  
17                  the individual;

18                  “(B) payment of all other reasonable edu-  
19                  cational expenses of the individual including  
20                  fees, books, equipment, and laboratory ex-  
21                  penses; and

22                  “(C) payment of a stipend of not more  
23                  than \$1,200 per month for each month of the  
24                  academic year involved (indexed to account for  
25                  increases in the Consumer Price Index);

1           “(4) a provision that any financial obligation of  
2           the United States arising out of a contract entered  
3           into under subsection (d) and any obligation of the  
4           individual which is conditioned thereon, is contingent  
5           upon funds being appropriated for scholarships  
6           under this section;

7           “(5) a statement of the damages to which the  
8           United States is entitled for the individual’s breach  
9           of the contract; and

10          “(6) such other statements of the rights and li-  
11          abilities of the Secretary and of the individual, not  
12          inconsistent with the provisions of this section.

13          “(e) POSTPONING OBLIGATED SERVICE.—With re-  
14          spect to an individual receiving a degree or certificate from  
15          a school of medicine, public health, nursing, osteopathic  
16          medicine, dentistry, veterinary medicine, optometry, po-  
17          diatry, pharmacy, psychology, or social work under a  
18          scholarship under the Program, the date of the initiation  
19          of the period of obligated service may be postponed, upon  
20          the submission by the individual of a petition for such  
21          postponement and approval by the Secretary, to the date  
22          on which the individual completes an approved internship,  
23          residency, or other relevant public health preparedness ad-  
24          vanced training program.

25          “(f) ADMINISTRATIVE PROVISIONS.—

1           “(1) CONTRACTS WITH INSTITUTIONS.—The  
2       Secretary may contract with an educational institu-  
3       tion in which a participant in the Program is en-  
4       rolled, for the payment to the educational institution  
5       of the amounts of tuition and other reasonable edu-  
6       cational expenses described in subsection (d)(3).

7           “(2) EMPLOYMENT CEILINGS.—Notwith-  
8       standing any other provision of law, individuals who  
9       have entered into written contracts with the Sec-  
10      retary under this section, while undergoing academic  
11      training, shall not be counted against any employ-  
12      ment ceiling affecting the Department or any other  
13      Federal agency.

14      “(g) BREACH OF CONTRACT.—An individual who  
15      fails to comply with the contract entered into under sub-  
16      section (d) shall be subject to the same financial penalties  
17      as provided for under section 338E for breaches of schol-  
18      arship contracts under sections 338A.

19      “(h) AUTHORIZATION OF APPROPRIATIONS.—There  
20      is authorized to be appropriated to carry out this section  
21      \$35,000,000 for each of the fiscal years 2009 through  
22      2014.

1   **“SEC. 781. PUBLIC HEALTH WORKFORCE LOAN REPAYMENT**  
2                   **PROGRAM.**

3           “(a) ESTABLISHMENT.—The Secretary shall estab-  
4   lish the Public Health Workforce Loan Repayment Pro-  
5   gram (referred to in this section as the ‘Program’) to as-  
6   sure an adequate supply of public health professionals to  
7   eliminate critical public health preparedness workforce  
8   shortages in Federal, State, local, and tribal public health  
9   agencies.

10          “(b) ELIGIBILITY.—To be eligible to participate in  
11   the Program, an individual shall—

12               “(1)(A) be accepted for enrollment, or be en-  
13   rolled, as a full-time or part-time student in an ac-  
14   credited academic educational institution in a State  
15   or territory in the final year of a course of study or  
16   program offered by that institution leading to a  
17   health professions degree or certificate, which may  
18   include a degree (graduate, undergraduate, or asso-  
19   ciate) or certificate relating to laboratory sciences,  
20   epidemiology, environmental health, health commu-  
21   nications, health education and behavioral sciences,  
22   information sciences, or public administration; or

23               “(B) have graduated, within 10 years, from an  
24   accredited educational institution in a State or terri-  
25   tory and received a health professions degree (grad-  
26   uate, undergraduate, or associate) or certificate,

1 which may include a degree (graduate, under-  
2 graduate, or associate) or certificate relating to lab-  
3 oratory sciences, epidemiology, environmental health,  
4 health communications, health education and behav-  
5 ioral sciences, information sciences, or public admin-  
6 istration;

7 “(2)(A) in the case of an individual described in  
8 paragraph (1)(A), have accepted employment with a  
9 Federal, State, local, or tribal public health agency,  
10 as recognized by the Secretary, to commence upon  
11 graduation; or

12 “(B) in the case of an individual described in  
13 paragraph (1)(B), be employed by, or have accepted  
14 employment with, a Federal, State, local, or tribal  
15 public health agency, as recognized by the Secretary;

16 “(3) be a United States citizen;

17 “(4) submit an application to the Secretary to  
18 participate in the Program; and

19 “(5) sign and submit to the Secretary, at the  
20 time of the submission of such application, a written  
21 contract (described in subsection (d)) to serve for  
22 the applicable period of obligated service in the full-  
23 time employment of a Federal, State, local, or tribal  
24 public health agency.

25 “(c) DISSEMINATION OF INFORMATION.—

1           “(1) APPLICATION AND CONTRACT FORMS.—

2           The Secretary shall disseminate application forms  
3           and contract forms to individuals desiring to partici-  
4           pate in the Program. The Secretary shall include  
5           with such forms—

6                   “(A) a fair summary of the rights and li-  
7                   abilities of an individual whose application is  
8                   approved (and whose contract is accepted) by  
9                   the Secretary, including in the summary a clear  
10                  explanation of the damages to which the United  
11                  States is entitled to recover in the case of the  
12                  individual’s breach of the contract; and

13                   “(B) information relating to the service ob-  
14                   ligation and such other information as may be  
15                   necessary for the individual to understand the  
16                   individual’s prospective participation in the Pro-  
17                  gram.

18           “(2) INFORMATION FOR SCHOOLS.—The Sec-  
19           retary shall distribute to health professions schools  
20           and other appropriate accredited academic institu-  
21           tions and relevant Federal, State, local, and tribal  
22           public health agencies, materials providing informa-  
23           tion on the Program and shall encourage such  
24           schools, institutions, and agencies to disseminate  
25           such materials to potentially eligible students.

1           “(3) UNDERSTANDABILITY AND TIMING.—The  
2           application form, contract form, and all other infor-  
3           mation furnished by the Secretary under this section  
4           shall—

5                   “(A) be written in a manner calculated to  
6           be understood by the average individual apply-  
7           ing to participate in the Program; and

8                   “(B) be made available by the Secretary on  
9           a date sufficiently early to ensure that such in-  
10          dividuals have adequate time to carefully review  
11          and evaluate such forms and information.

12          “(d) CONTRACT.—The written contract (referred to  
13          in this section) between the Secretary and an individual  
14          shall contain—

15                  “(1) an agreement on the part of the Secretary  
16          that the Secretary will repay on behalf of the indi-  
17          vidual loans incurred by the individual in the pursuit  
18          of the relevant public health preparedness workforce  
19          educational degree or certificate in accordance with  
20          the terms of the contract;

21                  “(2) an agreement on the part of the individual  
22          that the individual will serve, immediately upon  
23          graduation in the case of an individual described in  
24          subsection (b)(1)(A) service, or in the case of an in-  
25          dividual described in subsection (b)(1)(B) continue



1 to serve, in the full-time employment of a Federal,  
2 State, local, or tribal public health agency in a posi-  
3 tion related to the course of study or program for  
4 which the contract was awarded for a period of time  
5 (referred to in this section as the ‘period of obligated  
6 service’) equal to the greater of—

7 “(A) 3 years; or

8 “(B) such longer period of time as deter-  
9 mined appropriate by the Secretary and the in-  
10 dividual;

11 “(3) an agreement, as appropriate, on the part  
12 of the individual to relocate for the entire period of  
13 obligated service to a political jurisdiction designated  
14 by the Secretary to be a priority service area in ex-  
15 change for an additional loan repayment incentive  
16 amount that does not exceed 20 percent of the indi-  
17 vidual’s eligible loan repayment award per academic  
18 year such that the total of the loan repayment and  
19 the incentive amount shall not exceed  $\frac{1}{3}$  of the eligi-  
20 ble loan balance per year;

21 “(4) in the case of an individual described in  
22 subsection (b)(1)(A) who is in the final year of study  
23 and who has accepted employment with a Federal,  
24 State, local, or tribal public health agency upon  
25 graduation, an agreement on the part of the indi-

vidual to complete the education or training, maintain an acceptable level of academic standing (as determined by the education institution offering the course of study or training), and agree to the period of obligated service;

“(5) a provision that any financial obligation of the United States arising out of a contract entered into under this section and any obligation of the individual that is conditioned thereon, is contingent on funds being appropriated for loan repayments under this section;

“(6) a statement of the damages to which the United States is entitled, under this section for the individual’s breach of the contract; and

“(7) such other statements of the rights and liabilities of the Secretary and of the individual, not inconsistent with this section.

“(e) PAYMENTS.—

“(1) IN GENERAL.—A loan repayment provided for an individual under a written contract under the Program shall consist of payment, in accordance with paragraph (2), on behalf of the individual of the principal, interest, and related expenses on government and commercial loans received by the individual regarding the undergraduate or graduate edu-

1 cation of the individual (or both), which loans were  
2 made for—

3 “(A) tuition expenses; or

4 “(B) all other reasonable educational ex-  
5 penses, including fees, books, and laboratory ex-  
6 penses, incurred by the individual.

7 “(2) PAYMENTS FOR YEARS SERVED.—

8 “(A) IN GENERAL.—For each year of obli-  
9 gated service that an individual contracts to  
10 serve under subsection (d) the Secretary may  
11 pay up to \$35,000 on behalf of the individual  
12 for loans described in paragraph (1). With re-  
13 spect to participants under the Program whose  
14 total eligible loans are less than \$105,000, the  
15 Secretary shall pay an amount that does not ex-  
16 ceed  $\frac{1}{3}$  of the eligible loan balance for each  
17 year of obligated service of the individual.

18 “(B) REPAYMENT SCHEDULE.—Any ar-  
19 rangement made by the Secretary for the mak-  
20 ing of loan repayments in accordance with this  
21 subsection shall provide that any repayments  
22 for a year of obligated service shall be made no  
23 later than the end of the fiscal year in which  
24 the individual completes such year of service.

1           “(3) TAX LIABILITY.—For the purpose of pro-  
2       viding reimbursements for tax liability resulting  
3       from payments under paragraph (2) on behalf of an  
4       individual—

5           “(A) the Secretary shall, in addition to  
6       such payments, make payments to the indi-  
7       vidual in an amount not to exceed 39 percent  
8       of the total amount of loan repayments made  
9       for the taxable year involved; and

10          “(B) may make such additional payments  
11       as the Secretary determines to be appropriate  
12       with respect to such purpose.

13          “(4) PAYMENT SCHEDULE.—The Secretary  
14       may enter into an agreement with the holder of any  
15       loan for which payments are made under the Pro-  
16       gram to establish a schedule for the making of such  
17       payments.

18          “(f) POSTPONING OBLIGATED SERVICE.—With re-  
19       spect to an individual receiving a degree or certificate from  
20       a school of medicine, public health, nursing, osteopathic  
21       medicine, dentistry, veterinary medicine, optometry, po-  
22       diatry, pharmacy, psychology, or social work, the date of  
23       the initiation of the period of obligated service may be  
24       postponed, upon the submission by the individual of a peti-  
25       tion for such postponement and approval by the Secretary,

1 to the date on which the individual completes an approved  
2 internship, residency, or other relevant public health pre-  
3 paredness advanced training program.

4 “(g) ADMINISTRATIVE PROVISIONS.—

5 “(1) HIRING PRIORITY.—Notwithstanding any  
6 other provision of law, Federal, State, local, and  
7 tribal public health agencies may give hiring priority  
8 to any individual who has qualified for and is willing  
9 to execute a contract to participate in the Program.

10 “(2) EMPLOYMENT CEILINGS.—Notwith-  
11 standing any other provision of law, individuals who  
12 have entered into written contracts with the Sec-  
13 retary under this section, who are serving as full-  
14 time employees of a State, local, or tribal public  
15 health agency, or who are in the last year of public  
16 health workforce academic preparation, shall not be  
17 counted against any employment ceiling affecting  
18 the Department or any other Federal agency.

19 “(h) BREACH OF CONTRACT.—An individual who  
20 fails to comply with the contract entered into under sub-  
21 section (d) shall be subject to the same financial penalties  
22 as provided for under section 338E for breaches of loan  
23 repayment contracts under section 338B.

24 “(i) AUTHORIZATION OF APPROPRIATIONS.—There is  
25 authorized to be appropriated to carry out this section

1 \$195,000,000 for each of the fiscal years 2009 through  
2 2014.

3 **“SEC. 782. GRANTS FOR STATE AND LOCAL PROGRAMS.**

4 “(a) IN GENERAL.—For the purpose of operating  
5 State, local, and tribal public health workforce loan repay-  
6 ment programs, the Secretary shall award a grant to any  
7 public health agency that receives public health prepared-  
8 ness cooperative agreements, or other successor coopera-  
9 tive agreements, from the Department of Health and  
10 Human Services.

11 “(b) REQUIREMENTS.—A State or local loan repay-  
12 ment program operated with a grant under subsection (a)  
13 shall incorporate all provisions of the Public Health Work-  
14 force Loan Repayment Program under section 781, in-  
15 cluding the ability to designate priority service areas with-  
16 in the relevant political jurisdiction.

17 “(c) ADMINISTRATION.—The head of the State or  
18 local office that receives a grant under subsection (a) shall  
19 be responsible for contracting and operating the loan re-  
20 payment program under the grant.

21 “(d) RULE OF CONSTRUCTION.—Nothing in this sec-  
22 tion shall be construed to obligate or limit any State, local,  
23 or tribal government entity from implementing inde-  
24 pendent or supplemental public health workforce develop-  
25 ment programs within their borders.

1   **“SEC. 783. TRAINING FOR MID-CAREER PUBLIC HEALTH**  
2                   **PROFESSIONALS.**

3           “(a) IN GENERAL.—The Secretary may make grants  
4 to, or enter into contracts with, any eligible entity to  
5 award scholarships to eligible individuals to enroll in de-  
6 gree or professional training programs for the purpose of  
7 enabling mid-career professionals in the public health  
8 workforce to receive additional training in the field of pub-  
9 lic health preparedness or biodefense.

10          “(b) ELIGIBILITY.—

11               “(1) ELIGIBLE ENTITY.—The term ‘eligible en-  
12 tity’ indicates an accredited educational institution  
13 that offers a course of study, certificate program, or  
14 professional training program in infectious disease  
15 science, medicine, public health, veterinary medicine,  
16 or other discipline impacting or influenced by bioter-  
17 rorism or emerging infectious diseases.

18               “(2) ELIGIBLE INDIVIDUALS.—The term ‘eligi-  
19 ble individuals’ includes those individuals employed  
20 in public health positions at the Federal, State, trib-  
21 al, or local level who are interested in retaining or  
22 upgrading their education.

23           “(c) AUTHORIZATION OF APPROPRIATIONS.—There  
24 is authorized to be appropriated to carry out this section,  
25 \$30,000,000 for each of the fiscal years 2009 through  
26 2014.

1 **“SEC. 784. CATALOGUE OF FEDERAL PUBLIC HEALTH**  
2 **WORKFORCE EMPLOYMENT OPPORTUNITIES.**

3 “(a) IN GENERAL.—The Director of the Office of  
4 Personnel Management, in cooperation with the Secretary,  
5 shall ensure that included in the Internet website of the  
6 Office of Personnel Management, there is an online cata-  
7 logue, or link to an online catalogue, of public health work-  
8 force employment opportunities in the Federal Govern-  
9 ment.

10 “(b) REQUIREMENTS.—To the extent practicable, the  
11 catalogue described in subsection (a) shall include—

12 “(1) existing and projected job openings in the  
13 Federal public health workforce; and

14 “(2) a general discussion of the occupations  
15 that comprise the Federal public health workforce.

16 “(c) INFORMATION.—The Secretary shall include a  
17 copy of the catalogue described in subsection (a), or a  
18 prominent reference to the catalogue, in—

19 “(1) the application forms provided under sec-  
20 tion 780(c)(1); and

21 “(2) the information for schools provided under  
22 section 780(c)(2).

23 **“SEC. 785. ACADEMIC HEALTH DEPARTMENTS GRANT PRO-**  
24 **GRAM.**

25 “(a) ESTABLISHMENT.—



1           “(1) IN GENERAL.—In order to improve the  
2           training of public health students, the Secretary,  
3           acting through the Director of the Centers for Dis-  
4           ease Control and Prevention and in consultation  
5           with the Association of Schools of Public Health,  
6           shall carry out the Academic Health Departments  
7           grant program (referred to in this section as the  
8           ‘Program’) under which the Secretary shall award  
9           competitive grants, of not more than \$250,000 each,  
10          to eligible partnerships to establish Academic Health  
11          Departments.

12          “(2) ACADEMIC HEALTH DEPARTMENT DE-  
13          FINED.—For purposes of this section, the term ‘Aca-  
14          demic Health Department’ means a program admin-  
15          istered by an eligible partnership that provides for  
16          collaboration between the academic and practice as-  
17          pects of public health. The purpose of such a depart-  
18          ment is to increase the number of graduates in pub-  
19          lic health who work in State and local health depart-  
20          ments, increase the relevance of the curriculum in  
21          schools and programs of public health to health de-  
22          partment practice, and to increase the use of aca-  
23          demic theories, knowledge, and methodologies in the  
24          work of health departments.

1       “(b) ELIGIBILITY.—For purposes of this section, an  
2 eligible partnership is a partnership, with respect to estab-  
3 lishing an Academic Health Department, consisting of—

4               “(1) a State or local public health department;  
5       and

6               “(2) an accredited school of public health or an  
7       accredited public health degree program.

8       “(c) USE OF FUNDS.—An eligible partnership (as de-  
9 scribed in subsection (b)) may use funds provided under  
10 a grant made under subsection (a) for the following pur-  
11 poses, with respect to an Academic Health Department:

12               “(1) To provide for curriculum development.

13               “(2) To provide for training and academic in-  
14       struction.

15               “(3) To conduct leadership seminars.

16               “(4) To conduct training needs assessment sur-  
17       veys.

18               “(5) To facilitate appropriate staff of the State  
19       or local health department participating in the eligi-  
20       ble partnership to teach with the school of public  
21       health or public health degree program participating  
22       in such partnership.

23               “(6) To facilitate faculty and students of the  
24       school of public health or public health degree pro-  
25       gram participating in the eligible partnership to

1 work in the health department participating in such  
2 partnership.

3 “(7) To provide for a project coordinator.

4 “(8) To provide for subgrants to organizations  
5 to conduct activities consistent with the goals of the  
6 Program.

7 “(9) Other appropriate activities specified by  
8 the Secretary to recruit public health students to full  
9 time employment in a health department after grad-  
10 uation.

11 “(d) REPORTS.—

12 “(1) GRANT RECIPIENT REPORTS TO THE SEC-  
13 RETARY.—Each recipient of a grant awarded under  
14 subsection (a) shall submit to the Secretary a report  
15 for each year for which the recipient received such  
16 a grant on the results and outcomes of the activities  
17 funded by such grant during such year.

18 “(2) REPORTS TO CONGRESS.—For the 3-year  
19 period beginning on the date of the establishment of  
20 the Program, and for each subsequent 3-year period  
21 in which the Program is in existence, the Secretary  
22 shall submit to Congress a report, on the results and  
23 outcomes of the Program during such 3-year period,  
24 including the number of Academic Health Depart-  
25 ments funded by grants under the Program, the

1        number of students trained through grants under  
2        the Program, and the number of trainees partici-  
3        pating in such Academic Health Departments who  
4        remain in public health professions.

5            “(3) EVALUATION OF PROGRAM.—Not later  
6        than the date that is 5 years after the date of the  
7        establishment of the Program, the Secretary shall  
8        submit to Congress a report that examines the re-  
9        sults and outcomes of the Program and recommends  
10       the extent to which the Program should be contin-  
11       ued.

12          “(e) AUTHORIZATION OF APPROPRIATIONS.—There  
13       is authorized to be appropriated to carry out this section,  
14       \$4,000,000 for each of the fiscal years 2009 through  
15       2014.”.

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