

114TH CONGRESS
1ST SESSION

H. R. 1378

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 16, 2015

Ms. LEE (for herself, Mr. DAVID SCOTT of Georgia, Mr. LEWIS, Mr. RANGEL, Ms. NORTON, Ms. CLARKE of New York, Mr. MEEKS, Mr. RUSH, Mr. GUTIÉRREZ, Mr. HASTINGS, Mr. GRIJALVA, Mr. BISHOP of Georgia, Mr. CONYERS, Ms. BROWN of Florida, Mr. ELLISON, Ms. TSONGAS, Mr. CLAY, Mr. CARSON of Indiana, Ms. JACKSON LEE, Mr. JOHNSON of Georgia, Ms. BORDALLO, and Mr. MCGOVERN) introduced the following bill; which was referred to the Committee on Education and the Workforce

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.—

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.
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TITLE II—REINVESTMENT GRANT PROGRAMS TO SUPPORT
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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.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) Although the United States poverty rate has
 9 had a slight decline, the first since 2006, to 14.5
 10 percent in 2013, poverty remains a social issue for
 11 our Nation, especially for communities of color and
 12 women and children who continue to experience
 13 higher than average poverty rates. Homeowners and
 14 those seeking to become homeowners continue to
 15 face challenges with high mortgage delinquency,
 16 mortgage loan interest rates, and threats of fore-

1 closure. Joblessness and economic insecurity con-
2 tribute to the incidence of mental illness, family vio-
3 lence, suicide, substance abuse, crime, and dimin-
4 ished capacity for health, family, and community
5 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 2020, with a
17 19-percent growth rate overall and a 27-percent pro-
18 jected growth rate for health care social workers.
19 This increase is faster than the average for all occu-
20 pations, demonstrating a substantial need for social
21 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 2012 was \$44,200.

3 (5) The report titled “2013 Statistics on Social
4 Work Education in the United States” by the Coun-
5 cil on Social Work Education stated that 80.5 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 \$41,754.

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. The Occupa-
16 tional Safety and Health Administration states that
17 48 percent of assaults occur in the health care and
18 social services industry.

19 (7) The Alzheimer’s Association of America
20 states that 5 million Americans, or 1 in every 9 indi-
21 viduals over the age of 65, have Alzheimer’s disease.
22 Social workers in gerontology settings work with
23 older adults, including those with dementia, to sup-
24 port their physiological, psychological, and social
25 needs through mental health therapy, caregiver and

1 family counseling, health education, program coordi-
2 nation, and case management.

3 (8) The Children's Defense Fund states that
4 every 47 seconds a child is confirmed as abused or
5 neglected and every 5½ hours a child is killed from
6 abuse or neglect. The Administration for Children
7 and Families of the Department of Health and
8 Human Services states that 402,378 children were
9 in the United States foster care system in 2013.
10 Most children placed in foster care are placed due to
11 parental abuse or neglect. Research shows that pro-
12 fessional social workers employed in child welfare
13 agencies are more likely to find permanent homes
14 for children who have been in foster care for 2 or
15 more years. Unfortunately, less than 40 percent of
16 child welfare workers are professional social workers.

17 (9) The Substance Abuse and Mental Health
18 Services Administration of the Department of
19 Health and Human Services estimates that 43.8 mil-
20 lion individuals (nearly 1 in 5) in the United States
21 age 18 or older experienced a diagnosable mental ill-
22 ness in 2013. Additionally, at least 2.6 million (1 in
23 10) youth between the ages of 12 and 17 experi-
24 enced major depressive episodes. Social workers pro-
25 vide the majority of mental health counseling serv-

1 ices in the United States, and are often the only pro-
2 viders of such services in rural areas.

3 (10) Social workers working with veterans and
4 their families provide services that include case man-
5 agement, crisis interventions, mental health inter-
6 ventions, housing and financial counseling, high-risk
7 screening, and advocacy. The Department of Vet-
8 erans Affairs, which is the largest employer of social
9 workers in the Nation, employs 11,000 social work-
10 ers who serve an estimated 21,999,000 veterans in
11 the United States. A once-declining veteran popu-
12 lation is now surging and is in dire need of mental
13 health treatment to address issues such as post-trau-
14 matic stress disorder, depression, drug and alcohol
15 addiction, and suicidal tendencies.

16 (11) The American Cancer Society estimates
17 that there will be 1,658,370 new cases of cancer and
18 589,430 deaths, or 1,614 deaths a day, in 2015
19 alone. The Centers for Disease Control and Preven-
20 tion report that there are over 1,200,000 people liv-
21 ing with HIV/AIDS in the United States, with ap-
22 proximately 47,500 new cases diagnosed each year.
23 In 2013, 1,500,000 to 1,600,000 people received
24 care from the Nation's hospice providers. Health
25 care and medical social workers practice in areas re-

1 lated to all of these circumstances and provide out-
2 reach for prevention and health promotion, help in-
3 dividuals and their families adapt to their health
4 conditions, connect patients and family caregivers
5 with community services and supports, provide grief
6 counseling, and act as a liaison between individuals
7 and their medical team, helping patients make in-
8 formed decisions about their care.

9 (12) The Children’s Defense Fund notes that
10 every 2 seconds a public school student is suspended
11 and that every 9 seconds a high school student drops
12 out. The National Center for Education Statistics
13 states that in 2012 the national dropout rate for
14 high school students was 7 percent. Some vulnerable
15 communities have dropout rates of 50 percent or
16 higher. Social workers in school settings help stu-
17 dents avoid dropping out through early identifica-
18 tion, prevention, intervention, counseling, and sup-
19 port services.

20 (13) According to the Department of Justice,
21 every year more than 688,000 ex-offenders are re-
22 leased from Federal and State prisons. Social work-
23 ers employed in the correctional system address dis-
24 proportionate minority incarceration rates, provide
25 treatment for mental health problems and drug and

1 alcohol addiction, and work within, as well as out-
2 side of, prisons to reduce recidivism and increase
3 positive community reentry.

4 **SEC. 3. DEFINITIONS.**

5 In this Act:

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

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

17 (3) HIGH NEED AND HIGH DEMAND POPU-
18 LATION.—The term “high need and high demand
19 population” means a group of individuals that lacks
20 sufficient resources and, as a result, has a greater
21 probability of being harmed by specific social, envi-
22 ronmental, or health problems than the population
23 as a whole. Such term includes a group of individ-
24 uals residing in an area designated by the Health
25 Resources and Services Administration as a “health

1 professional shortage area” due to a shortage of pri-
2 mary medical care, dental, or mental health pro-
3 viders.

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

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

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

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

20 (C) Asian American and Native American
21 Pacific Islander-serving institutions, as defined
22 in section 320(b)(2) of such Act (20 U.S.C.
23 1059g(b)(2)).

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

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

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

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

13 (H) Historically black colleges or univer-
14 sities.

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

1 (7) RELATED PROFESSIONAL RESEARCHER.—

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

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

18 (9) SECRETARY.—The term “Secretary” means
19 the Secretary of Health and Human Services.

20 (10) SOCIAL WORK.—The term “social work”
21 means—

22 (A) the professional activity of helping in-
23 dividuals, groups, or communities enhance or
24 restore capacity for social and psychosocial

1 functioning and creating societal conditions fa-
2 vorable to such enhancement or restoration;

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

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

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

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

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

24 (11) SOCIAL WORK RESEARCHER.—The term
25 “social work researcher” means a faculty member of

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

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

19 **TITLE I—SOCIAL WORK**

20 **REINVESTMENT COMMISSION**

21 **SEC. 101. ESTABLISHMENT.**

22 Not later than 90 days after the date of the enact-
 23 ment of this Act, the Secretary shall establish the Social
 24 Work Reinvestment Commission (referred to in this title
 25 as the “Commission”) to provide independent counsel to

1 Congress and the Secretary on policy issues related to re-
2 cruitment, retention, research, and reinvestment in the
3 profession of social work.

4 **SEC. 102. MEMBERS.**

5 (a) APPOINTMENT BY SECRETARY.—Not later than
6 90 days after the date of the enactment of this Act, the
7 Secretary shall appoint members to the Commission. The
8 members shall include—

- 9 (1) 2 deans of schools of social work;
- 10 (2) 1 social work researcher;
- 11 (3) 1 related professional researcher;
- 12 (4) 1 Governor of a State;
- 13 (5) 2 leaders of national social work organiza-
14 tions;
- 15 (6) 1 senior State government employee who is
16 not an elected official who has a baccalaureate, mas-
17 ter's, or doctoral degree in social work;
- 18 (7) 1 related senior State government employee
19 who is not an elected official;
- 20 (8) 2 directors of community-based organiza-
21 tions or nonprofit organizations that provide human
22 services;
- 23 (9) 1 labor economist;
- 24 (10) 1 social work consumer; and
- 25 (11) 1 licensed clinical social worker.

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

4 (1) The Speaker of the House of Representa-
5 tives.

6 (2) The minority leader of the House of Rep-
7 resentatives.

8 (3) The majority leader of the Senate.

9 (4) The minority leader of the Senate.

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

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

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

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

24 (e) PERIOD OF APPOINTMENT; VACANCIES.—Mem-
25 bers shall be appointed for the life of the Commission. Any

1 vacancy in the Commission shall not affect the powers of
2 the Commission and shall be filled in the same manner
3 as the original appointment not later than 60 days after
4 the date of vacancy.

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

10 **SEC. 103. DUTIES.**

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

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

17 (A) aging;

18 (B) child welfare;

19 (C) military and veterans affairs;

20 (D) mental and behavioral health and dis-
21 ability;

22 (E) criminal justice and correctional sys-
23 tems;

24 (F) health and other issues affecting
25 women and families; and

1 (G) other topics identified by the Commis-
2 sion;

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

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

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

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

23 (b) REPORT.—Not later than 18 months after the
24 date of its first meeting, the Commission shall submit a
25 report to the Secretary and to Congress containing specific

1 findings and conclusions regarding the need to recruit and
2 retain social workers, to conduct research on the social
3 work profession, and to reinvest in the profession. The re-
4 port shall include recommendations and strategies for cor-
5 rective actions to ensure a robust social work workforce
6 capable of keeping up with the demand for services. The
7 Commission may provide to the Secretary and to Congress
8 any additional findings or recommendations considered by
9 the Commission to be important.

10 **SEC. 104. POWERS.**

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

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

17 (2) enter into contracts; and

18 (3) consult, to the extent that the Commission
19 determines that such consultation is necessary or
20 useful, with Federal agencies that include—

21 (A) agencies within the Department of
22 Health and Human Services, including the Ad-
23 ministration for Children and Families, the Ad-
24 ministration on Aging, the Agency for
25 Healthcare Research and Quality, the Centers

1 for Disease Control and Prevention, the Centers
2 for Medicare & Medicaid Services, the Health
3 Resources and Service Administration, the In-
4 dian Health Service, the National Institutes of
5 Health, and the Substance Abuse and Mental
6 Health Services Administration;

7 (B) the Social Security Administration;
8 and

9 (C) the Departments of Agriculture, De-
10 fense, Education, Homeland Security, Labor,
11 Justice, State, and Veterans Affairs.

12 (b) COOPERATION WITH THE COMMISSION.—The
13 agencies described in subsection (a)(3) shall cooperate
14 with, and provide counsel to, the Commission to the great-
15 est extent practicable.

16 **SEC. 105. COMPENSATION.**

17 (a) TRAVEL EXPENSES.—The members of the Com-
18 mission shall not receive compensation for the perform-
19 ance of services for the Commission, but shall be provided
20 travel expenses, including per diem in lieu of subsistence,
21 at rates authorized for employees of Federal agencies
22 under subchapter 1 of chapter 57 of title 5, United States
23 Code, while away from their homes or regular places of
24 business in the performance of services for the Commis-
25 sion.

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

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

10 **SEC. 106. TERMINATION.**

11 The Commission shall terminate 30 days after the
 12 date on which the Commission submits the report under
 13 section 103(b).

14 **TITLE II—REINVESTMENT**
 15 **GRANT PROGRAMS TO SUP-**
 16 **PORT SOCIAL WORK PROFES-**
 17 **SION**

18 **SEC. 201. WORKPLACE IMPROVEMENT GRANTS.**

19 (a) GRANTS AUTHORIZED.—The Secretary shall
 20 award grants to 4 eligible entities described in subsection
 21 (d) to assist the entities in carrying out a workplace im-
 22 provement program to address concerns for the social
 23 work profession, including caseloads, compensation, social
 24 worker safety, supervision, and working conditions.

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

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

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

11 (1) work in a social work capacity;

12 (2) demonstrate that the entity needs to im-
13 prove in 1 or more of the workplace concern areas
14 described in subsection (a);

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

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

22 (5) employ individuals who represent themselves
23 as competent to provide social work services only
24 within the boundaries of their education, training, li-
25 censes, certification, professional case consultation,

1 supervised experience, or other relevant professional
2 experience.

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

6 (1) that have proven to be fiscally responsible,
7 administratively capable, and otherwise equipped to
8 oversee and monitor a workplace improvement pro-
9 gram under this section;

10 (2) that are knowledgeable about relevant social
11 work workforce trends; and

12 (3) that have not less than 2 years of experi-
13 ence relevant to the workplace improvement pro-
14 gram.

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

18 **SEC. 202. RESEARCH GRANTS.**

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

23 (1) to further the knowledge base about effec-
24 tive social work interventions; and

1 (2) to promote usable strategies to translate re-
2 search into practice across diverse community set-
3 tings and service systems.

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

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

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

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

21 (d) MINORITY REPRESENTATION.—Not less than 10
22 of the grant recipients under this section shall be employed
23 by a historically black college or university or minority-
24 serving institution.

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

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

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

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

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

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

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

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

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

8 (1) that are accredited by the Council on Social
 9 Work Education;

10 (2) that have a graduation rate of not less than
 11 80 percent for social work students; and

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

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

18 **SEC. 204. COMMUNITY-BASED PROGRAMS OF EXCELLENCE**
 19 **GRANTS.**

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

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

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

6 (2) a nonprofit organization that is carrying out
7 a program of excellence.

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

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

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

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

18 (2) that have been in operation for at least 2
19 years; and

20 (3) that work with high need and high demand
21 populations.

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

1 **SEC. 205. NATIONAL COORDINATING CENTER.**

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

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

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

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

23 (c) COLLABORATION.—The coordinating center shall
24 work with institutions of higher education, research enti-
25 ties, and organizations with social work practice settings,
26 including government entities, military departments, ele-

1 mentary and secondary schools, social services agencies,
2 private practices, inpatient and outpatient mental health
3 service providers, child welfare agencies, correctional fa-
4 cilities, and nursing homes, to identify key research areas,
5 establish research fellowships, and organize appropriate
6 mentorship and professional development efforts.

7 (d) SPECIFIC ACTIVITIES OF THE COORDINATING
8 CENTER.—The coordinating center shall—

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

12 (2) collect, coordinate, monitor, and distribute
13 data and information on best practices and findings
14 regarding the activities funded by grants awarded
15 under sections 201 through 204;

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

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

23 (5) in collaboration with the Secretary, select
24 research topics to further the goals of this section,
25 establish new research fellowships to conduct such

1 research, and identify and appoint qualified individ-
 2 uals to such fellowship positions from among individ-
 3 uals who hold master's or doctoral degrees in social
 4 work or are enrolled in master's or doctoral degree
 5 programs at schools of social work.

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

9 (f) AUTHORIZATION OF APPROPRIATIONS.—There
 10 are authorized to be appropriated \$1,000,000 to carry out
 11 this section for each of fiscal years 2016 through 2020.

12 **SEC. 206. MULTIMEDIA OUTREACH CAMPAIGN.**

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

19 (b) METHOD.—The public service announcements de-
 20 scribed in subsection (a) shall be broadcast through appro-
 21 priate media outlets, including television or radio, in a
 22 manner intended to reach as wide and diverse of an audi-
 23 ence as possible.

24 (c) AUTHORIZATION OF APPROPRIATIONS.—There
 25 are authorized to be appropriated such sums as may be

- 1 necessary to carry out this section for each of fiscal years
- 2 2016 through 2019.

