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116TH CONGRESS
1ST SESSION

H. R. 3398

[Report No. 116–265]

To provide low-income individuals with opportunities to enter and follow a career pathway in the health professions, to extend and expand demonstration projects, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 21, 2019

Mr. DANNY K. DAVIS of Illinois introduced the following bill; which was referred to the Committee on Ways and Means

OCTOBER 29, 2019

Additional sponsors: Mr. SABLAN, Mr. BEYER, Mr. BLUMENAUER, Mr. BRENDAN F. BOYLE of Pennsylvania, Ms. JUDY CHU of California, Ms. DELBENE, Mr. EVANS, Mr. GOMEZ, Mr. HIGGINS of New York, Mr. HORSFORD, Mr. KILDEE, Mr. LEWIS, Ms. MOORE, Mrs. MURPHY of Florida, Mr. PANETTA, Mr. PASCRELL, Ms. SEWELL of Alabama, Mr. SUOZZI, Ms. SÁNCHEZ, Mr. LARSON of Connecticut, Mr. SAN NICOLAS, Mr. SCHNEIDER, Mr. THOMPSON of California, Mr. TONKO, Ms. NORTON, Mr. CARSON of Indiana, Mr. CLAY, Mr. KHANNA, Mr. RUSH, Mrs. WATSON COLEMAN, Ms. BLUNT ROCHESTER, and Mr. CLEAVER

OCTOBER 29, 2019

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on June 21, 2019]

A BILL

To provide low-income individuals with opportunities to enter and follow a career pathway in the health professions, to extend and expand demonstration projects, 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,*

3 **SECTION 1. SHORT TITLE.**

4 *This Act may be cited as the “Pathways to Health Ca-*
 5 *reers Act”.*

6 **SEC. 2. EXTENSION THROUGH FISCAL YEAR 2020 OF FUND-**
 7 **ING FOR DEMONSTRATION PROJECTS TO AD-**
 8 **DRESS HEALTH PROFESSIONS WORKFORCE**
 9 **NEEDS.**

10 (a) *IN GENERAL.*—Section 2008(c)(1) of the Social Se-
 11 *curity Act (42 U.S.C. 1397g(c)(1)) is amended by striking*
 12 *“2019.” and inserting “2020, and to provide technical as-*
 13 *sistance and cover administrative costs associated with im-*
 14 *plementing the successor to this section \$15,000,000 for fis-*
 15 *cal year 2020.”.*

16 (b) *AVAILABILITY OF OTHER FUNDS.*—Upon the date
 17 *of the enactment of this section—*

18 (1) *amounts expended pursuant to section 1501*
 19 *of division B of Public Law 116–59, or any other*
 20 *prior law making amounts available for fiscal year*
 21 *2020 for activities authorized by section 2008 of the*
 22 *Social Security Act, shall be charged to the appro-*
 23 *priation made by subsection (c)(1) of such section*
 24 *2008 for fiscal year 2020 (not including the amount*

1 *for technical assistance and administrative costs);*
 2 *and*

3 *(2) if such enactment occurs on or before Novem-*
 4 *ber 21, 2019, the availability of funds appropriated*
 5 *in, and the authority provided under, such section*
 6 *1501 shall terminate.*

7 **SEC. 3. CAREER PATHWAYS THROUGH HEALTH PROFES-**
 8 **SION OPPORTUNITY GRANTS.**

9 *Effective October 1, 2020, section 2008 of the Social*
 10 *Security Act (42 U.S.C. 1397g) is amended to read as fol-*
 11 *lows:*

12 **“SEC. 2008. CAREER PATHWAYS THROUGH HEALTH PROFES-**
 13 **SION OPPORTUNITY GRANTS.**

14 *“(a) APPLICATION REQUIREMENTS.—An eligible enti-*
 15 *ty desiring a grant under this section for a project shall*
 16 *submit to the Secretary an application for the grant, that*
 17 *includes the following:*

18 *“(1) A description of how the applicant will use*
 19 *a career pathways approach to train eligible individ-*
 20 *uals for health professions that pay well or will put*
 21 *eligible individuals on a career path to an occupation*
 22 *that pays well, under the project.*

23 *“(2) A description of the adult basic education*
 24 *and literacy activities, work readiness activities,*
 25 *training activities, and case management and career*

1 *coaching services that the applicant will use to assist*
2 *eligible individuals to gain work experience, connec-*
3 *tion to employers, and job placement, and a descrip-*
4 *tion of the plan for recruiting, hiring, and training*
5 *staff to provide the case management, mentoring, and*
6 *career coaching services, under the project directly or*
7 *through local governmental, apprenticeship, edu-*
8 *cational, or charitable institutions.*

9 *“(3) In the case of an application for a grant*
10 *under this section for a demonstration project de-*
11 *scribed in subsection (c)(2)(B)(i)(I)—*

12 *“(A) a demonstration that the State in*
13 *which the demonstration project is to be con-*
14 *ducted has in effect policies or laws that permit*
15 *certain allied health and behavioral health care*
16 *credentials to be awarded to people with certain*
17 *arrest or conviction records (which policies or*
18 *laws shall include appeals processes, waivers,*
19 *certificates, and other opportunities to dem-*
20 *onstrate rehabilitation to obtain credentials, li-*
21 *censure, and approval to work in the proposed*
22 *health careers), and a plan described in the ap-*
23 *plication that will use a career pathway to assist*
24 *participants with such a record in acquiring cre-*

1 *dentials, licensing, and employment in the speci-*
2 *fied careers;*

3 “(B) *a discussion of how the project or fu-*
4 *ture strategic hiring decisions will demonstrate*
5 *the experience and expertise of the project in*
6 *working with job seekers who have arrest or con-*
7 *viction records or employers with experience*
8 *working with people with arrest or conviction*
9 *records;*

10 “(C) *an identification of promising innova-*
11 *tions or best practices that can be used to pro-*
12 *vide the training;*

13 “(D) *a proof of concept or demonstration*
14 *that the applicant has done sufficient research on*
15 *workforce shortage or in-demand jobs for which*
16 *people with certain types of arrest or conviction*
17 *records can be hired;*

18 “(E) *a plan for recruiting students who are*
19 *eligible individuals into the project; and*

20 “(F) *a plan for providing post-employment*
21 *support and ongoing training as part of a career*
22 *pathway under the project.*

23 “(4) *In the case of an application for a grant*
24 *under this section for a demonstration project de-*
25 *scribed in subsection (c)(2)(B)(i)(II)—*

1 “(A) a description of the partnerships, stra-
2 tegic staff hiring decisions, tailored program ac-
3 tivities, or other programmatic elements of the
4 project, such as training plans for doulas and
5 other community health workers and training
6 plans for midwives and other allied health pro-
7 fessions, that are designed to support a career
8 pathway in pregnancy, birth, or post-partum
9 services; and

10 “(B) a demonstration that the State in
11 which the demonstration project is to be con-
12 ducted recognizes doulas or midwives, as the case
13 may be.

14 “(5) A demonstration that the applicant has ex-
15 perience working with low-income populations, or a
16 description of the plan of the applicant to work with
17 a partner organization that has the experience.

18 “(6) A plan for providing post-employment sup-
19 port and ongoing training as part of a career path-
20 way under the project.

21 “(7) A description of the support services that
22 the applicant will provide under the project, includ-
23 ing a plan for how child care and transportation sup-
24 port services will be guaranteed and, if the applicant
25 will provide a cash stipend or wage supplement, how

1 *the stipend or supplement would be calculated and*
2 *distributed.*

3 “(8) *A certification by the applicant that the*
4 *project development included—*

5 “(A) *consultation with a local workforce de-*
6 *velopment board established under section 107 of*
7 *the Workforce Innovation and Opportunity Act;*

8 “(B) *consideration of apprenticeship and*
9 *pre-apprenticeship models registered under the*
10 *Act of August 16, 1937 (also known as the ‘Na-*
11 *tional Apprenticeship Act’);*

12 “(C) *consideration of career pathway pro-*
13 *grams in the State in which the project is to be*
14 *conducted; and*

15 “(D) *a review of the State plan under sec-*
16 *tion 102 or 103 of the Workforce Innovation and*
17 *Opportunity Act.*

18 “(9) *A description of the availability and rel-*
19 *evance of recent labor market information and other*
20 *pertinent evidence of in-demand jobs or worker short-*
21 *ages.*

22 “(10) *A certification that the applicant will di-*
23 *rectly provide or contract for the training services de-*
24 *scribed in the application.*

1 “(11) A commitment by the applicant that, if the
2 grant is made to the applicant, the applicant will—

3 “(A) during the planning period for the
4 project, provide the Secretary with any informa-
5 tion needed by the Secretary to establish ade-
6 quate data reporting and administrative struc-
7 ture for the project;

8 “(B) hire a person to direct the project not
9 later than the end of the planning period appli-
10 cable to the project;

11 “(C) accept all technical assistance offered
12 by the Secretary with respect to the grant;

13 “(D) participate in such in-person grantee
14 conferences as are regularly scheduled by the Sec-
15 retary;

16 “(E) provide all data required by the Sec-
17 retary under subsection (g); and

18 “(F) notify the local disabled veterans’ out-
19 reach program specialists under section 4103A of
20 title 38, United States Code, and the local vet-
21 erans’ employment representatives under section
22 4104 of such title, of the grantee’s outreach plan
23 for advertising training opportunities to poten-
24 tial participants in the project.

1 “(b) *PREFERENCES IN CONSIDERING APPLICATIONS.*—

2 *In considering applications for a grant under this section,*
3 *the Secretary shall give preference to—*

4 “(1) *applications submitted by applicants to*
5 *whom a grant was made under this section or any*
6 *predecessor to this section;*

7 “(2) *applications submitted by applicants who*
8 *have business and community partners in each of the*
9 *following categories:*

10 “(A) *State and local government agencies*
11 *and social service providers, including a State or*
12 *local entity that administers a State program*
13 *funded under part A of this title;*

14 “(B) *institutions of higher education, ap-*
15 *prenticeship programs, and local workforce devel-*
16 *opment boards established under section 107 of*
17 *the Workforce Innovation and Opportunity Act;*
18 *and*

19 “(C) *health care employers, health care in-*
20 *dustry or sector partnerships, labor unions, and*
21 *labor-management partnerships;*

22 “(3) *applications that include opportunities for*
23 *mentoring or peer support, and make career coaching*
24 *available, as part of the case management plan;*

1 “(4) applications which describe a project that
2 will serve a rural area in which—

3 “(A) the community in which the individ-
4 uals to be enrolled in the project reside is located;

5 “(B) the project will be conducted; or

6 “(C) an employer partnership that has com-
7 mitted to hiring individuals who successfully
8 complete all activities under the project is lo-
9 cated;

10 “(5) applications that include a commitment to
11 providing project participants with a cash stipend or
12 wage supplement; and

13 “(6) applications which have an emergency cash
14 fund to assist project participants financially in
15 emergency situations.

16 “(c) GRANTS.—

17 “(1) COMPETITIVE GRANTS.—

18 “(A) GRANT AUTHORITY.—

19 “(i) IN GENERAL.—The Secretary, in
20 consultation with the Secretary of Labor
21 and the Secretary of Education, may make
22 a grant in accordance with this paragraph
23 to an eligible entity whose application for
24 the grant is approved by the Secretary, to
25 conduct a project designed to train low-in-

1 *come individuals for allied health profes-*
2 *sions, health information technology, physi-*
3 *cians assistants, nursing assistants, reg-*
4 *istered nurse, advanced practice nurse, and*
5 *other professions considered part of a health*
6 *care career pathway model.*

7 “(ii) *GUARANTEE OF GRANTEES IN*
8 *EACH STATE AND THE DISTRICT OF COLUM-*
9 *BIA.—For each grant cycle, the Secretary*
10 *shall award a grant under this paragraph*
11 *to at least 2 eligible entities in each State*
12 *that is not a territory, to the extent there*
13 *are a sufficient number of applications sub-*
14 *mitted by the entities that meet the require-*
15 *ments applicable with respect to such a*
16 *grant. If, for a grant cycle, there are fewer*
17 *than 2 such eligible entities in a State, the*
18 *Secretary shall include that information in*
19 *the report required by subsection (g)(2) that*
20 *covers the fiscal year.*

21 “(B) *GUARANTEE OF GRANTS FOR INDIAN*
22 *POPULATIONS.—From the amount reserved under*
23 *subsection (i)(2)(B) for each fiscal year, the Sec-*
24 *retary shall award a grant under this paragraph*
25 *to at least 10 eligible entities that are an Indian*

1 *tribe, a tribal organization, or a tribal college or*
2 *university, to the extent there are a sufficient*
3 *number of applications submitted by the entities*
4 *that meet the requirements applicable with re-*
5 *spect to such a grant.*

6 “(C) *GUARANTEE OF GRANTEEES IN THE*
7 *TERRITORIES.—From the amount reserved under*
8 *subsection (i)(2)(C) for each fiscal year, the Sec-*
9 *retary shall award a grant under this paragraph*
10 *to at least 2 eligible entities that are located in*
11 *a territory, to the extent there are a sufficient*
12 *number of applications submitted by the entities*
13 *that meet the requirements applicable with re-*
14 *spect to such a grant.*

15 “(2) *GRANTS FOR DEMONSTRATION PROJECTS.—*

16 “(A) *GRANT AUTHORITY.—The Secretary,*
17 *in consultation with the Secretary of Labor and*
18 *the Secretary of Education (and, with respect to*
19 *demonstration projects of the type described in*
20 *subparagraph (B)(i)(I), the Attorney General)*
21 *shall make a grant in accordance with this sub-*
22 *section to an eligible entity whose application for*
23 *the grant is approved by the Secretary, to con-*
24 *duct a demonstration project that meets the re-*
25 *quirements of subparagraph (B).*

1 “(B) *REQUIREMENTS.*—*The requirements of*
2 *this subparagraph are the following:*

3 “(i) *TYPE OF PROJECT.*—*The dem-*
4 *onstration project shall be of 1 of the fol-*
5 *lowing types:*

6 “(I) *INDIVIDUALS WITH ARREST*
7 *OR CONVICTION RECORDS DEMONSTRA-*
8 *TION.*—*The demonstration project shall*
9 *be of a type designed to provide edu-*
10 *cation and training for eligible indi-*
11 *viduals with arrest or conviction*
12 *records to enter and follow a career*
13 *pathway in the health professions*
14 *through occupations that pay well and*
15 *are expected to experience a labor*
16 *shortage or be in high demand.*

17 “(II) *PREGNANCY AND CHILD-*
18 *BIRTH CAREER PATHWAY DEMONSTRA-*
19 *TION.*—*The demonstration project shall*
20 *be of a type designed to provide edu-*
21 *cation and training for eligible indi-*
22 *viduals to enter and follow a career*
23 *pathway in the field of pregnancy,*
24 *childbirth, or post-partum, in a State*
25 *that recognizes doulas or midwives and*

1 *that provides payment for services pro-*
 2 *vided by doulas or midwives, as the*
 3 *case may be, under private or public*
 4 *health insurance plans.*

5 “(ii) *DURATION.—The demonstration*
 6 *project shall be conducted for not less than*
 7 *5 years.*

8 “(C) *MINIMUM ALLOCATION OF FUNDS FOR*
 9 *EACH TYPE OF DEMONSTRATION PROJECT.—*

10 “(i) *INDIVIDUALS WITH ARREST OR*
 11 *CONVICTION RECORDS DEMONSTRATIONS.—*
 12 *Not less than 25 percent of the amounts*
 13 *made available for grants under this para-*
 14 *graph shall be used to make grants for dem-*
 15 *onstration projects of the type described in*
 16 *subparagraph (B)(i)(I).*

17 “(ii) *PREGNANCY AND CHILDBIRTH CA-*
 18 *REER PATHWAY DEMONSTRATIONS.—Not*
 19 *less than 25 percent of the amounts made*
 20 *available for grants under this paragraph*
 21 *shall be used to make grants for demonstra-*
 22 *tion projects of the type described in sub-*
 23 *paragraph (B)(i)(II).*

24 “(3) *GRANT CYCLE.—The grant cycle under this*
 25 *section shall be not less than 5 years, with a planning*

1 *period of not more than the 1st 12 months of the*
2 *grant cycle. During the planning period, the amount*
3 *of the grant shall be in such lesser amount as the Sec-*
4 *retary determines appropriate.*

5 “(d) *USE OF GRANT.*—

6 “(1) *IN GENERAL.*—*An entity to which a grant*
7 *is made under this section shall use the grant in ac-*
8 *cordance with the approved application for the grant.*

9 “(2) *SUPPORT TO BE PROVIDED.*—

10 “(A) *REQUIRED SUPPORT.*—*A project for*
11 *which a grant is made under this section shall*
12 *include the following:*

13 “(i) *An assessment for adult basic skill*
14 *competency, and provision of adult basic*
15 *skills education if necessary for lower-skilled*
16 *eligible individuals to enroll in the project*
17 *and go on to enter and complete post-sec-*
18 *ondary training, through means including*
19 *the following:*

20 “(I) *Establishing a network of*
21 *partners that offer pre-training activi-*
22 *ties for project participants who need*
23 *to improve basic academic skills or*
24 *English language proficiency before en-*

1 *tering a health occupational training*
2 *career pathway program.*

3 *“(II) Offering resources to enable*
4 *project participants to continue ad-*
5 *vancing adult basic skill proficiency*
6 *while enrolled in a career pathway*
7 *program.*

8 *“(III) Embedding adult basic skill*
9 *maintenance as part of ongoing post-*
10 *graduation career coaching and men-*
11 *toring.*

12 *“(ii) A guarantee that child care is an*
13 *available and affordable support service for*
14 *project participants through means such as*
15 *the following;*

16 *“(I) Referral to, and assistance*
17 *with, enrollment in a subsidized child*
18 *care program.*

19 *“(II) Direct payment to a child*
20 *care provider if a slot in a subsidized*
21 *child care program is not available or*
22 *reasonably accessible.*

23 *“(III) Payment of co-payments or*
24 *associated fees for child care.*

1 “(iii) Case management plans that in-
2 clude career coaching (with the option to
3 offer appropriate peer support and men-
4 toring opportunities to help develop soft
5 skills and social capital), which may be of-
6 fered on an ongoing basis before, during,
7 and after initial training as part of a ca-
8 reer pathway model.

9 “(iv) A plan to provide project partici-
10 pants with transportation through means
11 such as the following:

12 “(I) Referral to, and assistance
13 with enrollment in, a subsidized trans-
14 portation program.

15 “(II) If a subsidized transpor-
16 tation program is not reasonably
17 available, direct payments to subsidize
18 transportation costs.

19 For purposes of this clause, the term ‘trans-
20 portation’ includes public transit, or gaso-
21 line for a personal vehicle if public transit
22 is not reasonably accessible or available.

23 “(v) In the case of a demonstration
24 project of the type described in subsection
25 (c)(2)(B)(i)(I), access to legal assistance for

1 *project participants for the purpose of ad-*
2 *ressing arrest or conviction records and as-*
3 *sociated workforce barriers.*

4 “(B) *ALLOWED SUPPORT.—The goods and*
5 *services provided under a project for which a*
6 *grant is made under this section may include the*
7 *following:*

8 “(i) *A cash stipend that is at least*
9 *monthly.*

10 “(ii) *A reserve fund for financial as-*
11 *sistance to project participants in emer-*
12 *gency situations.*

13 “(iii) *Tuition, and training materials*
14 *such as books, software, uniforms, shoes, and*
15 *hair nets.*

16 “(iv) *In-kind resource donations such*
17 *as interview clothing and conference attend-*
18 *ance fees.*

19 “(v) *Assistance with accessing and*
20 *completing high school equivalency or adult*
21 *basic education courses as necessary to*
22 *achieve success in the project and make*
23 *progress toward career goals.*

24 “(vi) *Assistance with programs and ac-*
25 *tivities, including legal assistance, deemed*

1 *necessary to address arrest or conviction*
2 *records as an employment barrier.*

3 “(vii) *Other support services as deemed*
4 *necessary for family well-being, success in*
5 *the project, and progress toward career*
6 *goals.*

7 “(C) *TREATMENT OF SUPPORT FOR PUR-*
8 *POSES OF MEANS-TESTED PROGRAMS.—Any*
9 *goods or services provided to an eligible indi-*
10 *vidual participating in a project for which a*
11 *grant is made under this section shall not be*
12 *considered income, and shall not be taken into*
13 *account for purposes of determining the eligi-*
14 *bility of the individual for, or amount of benefits*
15 *to be provided to the individual, under any*
16 *means-tested program.*

17 “(3) *TRAINING.—The number of hours of train-*
18 *ing provided to an eligible individual under a project*
19 *for which a grant is made under this section, for a*
20 *recognized postsecondary credential, including an in-*
21 *dustry-recognized credential, which is awarded in rec-*
22 *ognition of attainment of measurable technical or oc-*
23 *cupational skills necessary to gain employment or ad-*
24 *vance within an occupation (including a certificate*
25 *awarded by a local workforce development board es-*

1 *tablished under section 107 of the Workforce Innova-*
2 *tion and Opportunity Act), shall be—*

3 *“(A) not less than the number of hours of*
4 *training required for certification in that level of*
5 *skill by the State in which the project is con-*
6 *ducted; or*

7 *“(B) if there is no such requirement, such*
8 *number of hours of training as the Secretary*
9 *finds is necessary to achieve that skill level.*

10 *“(4) INCOME LIMITATION.—An entity to which a*
11 *grant is made under this section shall not use the*
12 *grant to provide support to a person who is not an*
13 *eligible individual.*

14 *“(5) INCLUSION OF TANF RECIPIENTS.—In the*
15 *case of a project for which a grant is made under this*
16 *section that is conducted in a State that has a pro-*
17 *gram funded under part A of title IV, at least 10 per-*
18 *cent of the eligible individuals to whom support is*
19 *provided under the project shall meet the income eligi-*
20 *bility requirements under that State program, with-*
21 *out regard to whether the individuals receive benefits*
22 *or services directly under that State program.*

23 *“(6) PROHIBITION.—An entity to which a grant*
24 *is made under this section shall not use the grant for*
25 *purposes of entertainment, except that case manage-*

1 *ment and career coaching services may include cele-*
2 *brations of specific career-based milestones such as*
3 *completing a semester, graduation, or job placement.*

4 *“(e) TECHNICAL ASSISTANCE.—*

5 *“(1) IN GENERAL.—The Secretary shall provide*
6 *technical assistance—*

7 *“(A) to assist eligible entities in applying*
8 *for grants under this section;*

9 *“(B) that is tailored to meet the needs of*
10 *grantees at each stage of the administration of*
11 *projects for which grants are made under this*
12 *section;*

13 *“(C) that is tailored to meet the specific*
14 *needs of Indian tribes, tribal organizations, and*
15 *tribal colleges and universities;*

16 *“(D) that is tailored to meet the specific*
17 *needs of the territories;*

18 *“(E) that is tailored to meet the specific*
19 *needs of eligible entities in carrying out dem-*
20 *onstration projects for which a grant is made*
21 *under this section; and*

22 *“(F) to facilitate the exchange of informa-*
23 *tion among eligible entities regarding best prac-*
24 *tices and promising practices used in the*
25 *projects.*

1 “(2) *CONTINUATION OF PEER TECHNICAL ASSIST-*
 2 *ANCE CONFERENCES.*—*The Secretary shall continue to*
 3 *hold peer technical assistance conferences for entities*
 4 *to which a grant is made under this section or was*
 5 *made under the immediate predecessor of this section.*

6 “(f) *EVALUATION OF DEMONSTRATION PROJECTS.*—

7 “(1) *IN GENERAL.*—*The Secretary shall, by*
 8 *grant, contract, or interagency agreement, conduct*
 9 *rigorous and well-designed evaluations of the dem-*
 10 *onstration projects for which a grant is made under*
 11 *this section.*

12 “(2) *REQUIREMENT APPLICABLE TO INDIVIDUALS*
 13 *WITH ARREST OR CONVICTION RECORDS DEMONSTRA-*
 14 *TION.*—*In the case of a project of the type described*
 15 *in subsection (c)(2)(B)(i)(I), the evaluation shall in-*
 16 *clude identification of successful activities for creating*
 17 *opportunities for developing and sustaining, particu-*
 18 *larly with respect to low-income individuals with ar-*
 19 *rest or conviction records, a health professions work-*
 20 *force that has accessible entry points, that meets high*
 21 *standards for education, training, certification, and*
 22 *professional development, and that provides increased*
 23 *wages and affordable benefits, including health care*
 24 *coverage, that are responsive to the needs of the work-*
 25 *force.*

1 “(3) *REQUIREMENT APPLICABLE TO PREGNANCY*
2 *AND CHILDBIRTH CAREER PATHWAY DEMONSTRATION.*—*In the case of a project of the type described*
3 *in subsection (c)(2)(B)(i)(II), the evaluation shall in-*
4 *clude identification of successful activities for creating*
5 *opportunities for developing and sustaining, particu-*
6 *larly with respect to low-income individuals and*
7 *other entry-level workers, a career pathway that has*
8 *accessible entry points, that meets high standards for*
9 *education, training, certification, and professional de-*
10 *velopment, and that provides increased wages and af-*
11 *fordable benefits, including health care coverage, that*
12 *are responsive to the needs of the birth, pregnancy,*
13 *and post-partum workforce.*

15 “(4) *RULE OF INTERPRETATION.*—*Evaluations*
16 *conducted pursuant to this subsection may include a*
17 *randomized controlled trial, but this subsection shall*
18 *not be interpreted to require an evaluation to include*
19 *such a trial.*

20 “(g) *REPORTS.*—

21 “(1) *TO THE SECRETARY.*—*An eligible entity*
22 *awarded a grant to conduct a project under this sec-*
23 *tion shall submit interim reports to the Secretary on*
24 *the activities carried out under the project, and, on*
25 *the conclusion of the project, a final report on the ac-*

1 *tivities. Each such report shall include data on par-*
2 *ticipant outcomes related to earnings, employment in*
3 *health professions, graduation rate, graduation time-*
4 *liness, credential attainment, participant demo-*
5 *graphics, and other data specified by the Secretary.*

6 *“(2) TO THE CONGRESS.—During each Congress,*
7 *the Secretary shall submit to the Committee on Ways*
8 *and Means of the House of Representatives and the*
9 *Committee on Finance of the Senate a report—*

10 *“(A) on the demographics of the partici-*
11 *pants in the projects for which a grant is made*
12 *under this section;*

13 *“(B) on the rate of which project partici-*
14 *pants completed all activities under the projects;*

15 *“(C) on the employment credentials ac-*
16 *quired by project participants;*

17 *“(D) on the employment of project partici-*
18 *pants on completion of activities under the*
19 *projects, and the earnings of project participants*
20 *at entry into employment;*

21 *“(E) on best practices and promising prac-*
22 *tices used in the projects;*

23 *“(F) on the nature of any technical assist-*
24 *ance provided to grantees under this section;*

1 “(G) on, with respect to the period since the
2 period covered in the most recent prior report
3 submitted under this paragraph—

4 “(i) the number of applications sub-
5 mitted under this section, with a separate
6 statement of the number of applications re-
7 ferred to in subsection (b)(5);

8 “(ii) the number of applications that
9 were approved, with a separate statement of
10 the number of such applications referred to
11 in subsection (b)(5); and

12 “(iii) a description of how grants were
13 made in any case described in the last sen-
14 tence of subsection (c)(1)(A)(ii); and

15 “(H) that includes an assessment of the ef-
16 fectiveness of the projects with respect to address-
17 ing health professions workforce shortages or in-
18 demand jobs.

19 “(h) *DEFINITIONS.—In this section:*

20 “(1) *ALLIED HEALTH PROFESSION.—The term*
21 *‘allied health profession’ has the meaning given in*
22 *section 799B(5) of the Public Health Service Act.*

23 “(2) *CAREER PATHWAY.—The term ‘career path-*
24 *way’ has the meaning given that term in section 3(7)*
25 *of the Workforce Innovation and Opportunity Act.*

1 “(3) *DOULA*.—The term ‘doula’ means an indi-
2 vidual who—

3 “(A) is certified by an organization that
4 has been established for not less than 5 years and
5 that requires the completion of continuing edu-
6 cation to maintain the certification, to provide
7 non-medical advice, information, emotional sup-
8 port, and physical comfort to an individual dur-
9 ing the individual’s pregnancy, childbirth, and
10 post-partum period; and

11 “(B) maintains the certification by com-
12 pleting the required continuing education.

13 “(4) *ELIGIBLE ENTITY*.—The term ‘eligible enti-
14 ty’ means any of the following entities that dem-
15 onstrates in an application submitted under this sec-
16 tion that the entity has the capacity to fully develop
17 and administer the project described in the applica-
18 tion:

19 “(A) A local workforce development board
20 established under section 107 of the Workforce
21 Innovation and Opportunity Act.

22 “(B) A State or territory, a political sub-
23 division of a State or territory, or an agency of
24 a State, territory, or such a political subdivision,
25 including a State or local entity that admin-

1 *isters a State program funded under part A of*
2 *this title.*

3 *“(C) An Indian tribe, a tribal organization,*
4 *or a tribal college or university.*

5 *“(D) An institution of higher education (as*
6 *defined in the Higher Education Act of 1965).*

7 *“(E) A hospital (as defined in section*
8 *1861(e)).*

9 *“(F) A high-quality skilled nursing facility*
10 *(as defined in section 1819(a)).*

11 *“(G) A Federally qualified health center (as*
12 *defined in section 1861(aa)(4)).*

13 *“(H) A nonprofit organization described in*
14 *section 501(c)(3) of the Internal Revenue Code of*
15 *1986, a labor organization, or an entity with*
16 *shared labor-management oversight, that has a*
17 *demonstrated history of providing health profes-*
18 *sion training to eligible individuals.*

19 *“(I) In the case of a demonstration project*
20 *of the type provided for in subsection*
21 *(c)(2)(B)(i)(II) of this section, an entity recog-*
22 *nized by a State, Indian tribe, or tribal organi-*
23 *zation as qualified to train doulas or midwives,*
24 *if midwives or doulas, as the case may be, are*
25 *permitted to practice in the State involved.*

1 “(J) *An opioid treatment program (as de-*
 2 *fin ed in section 1861(jjj)(2)), and other high*
 3 *quality comprehensive addiction care providers.*

4 “(5) *ELIGIBLE INDIVIDUAL.—The term ‘eligible*
 5 *individual’ means an individual whose family income*
 6 *does not exceed 200 percent of the Federal poverty*
 7 *level.*

8 “(6) *FEDERAL POVERTY LEVEL.—The term ‘Fed-*
 9 *eral poverty level’ means the poverty line (as defined*
 10 *in section 673(2) of the Omnibus Budget Reconcili-*
 11 *ation Act of 1981, including any revision required by*
 12 *such section applicable to a family of the size in-*
 13 *volved).*

14 “(7) *HIGH-QUALITY SKILLED NURSING FACIL-*
 15 *ITY.—The term ‘high-quality skilled nursing facility’*
 16 *means a facility (as defined in section 1819(a)) that*
 17 *has at least a 5-star rating for staffing to participate*
 18 *based on the data from section 1819(i)(1)(A)(i) and*
 19 *not have an immediate jeopardy violation as de-*
 20 *scribed in section 1819(h)(1)(A) within the preceding*
 21 *3 years.*

22 “(8) *INDIAN TRIBE; TRIBAL ORGANIZATION.—The*
 23 *terms ‘Indian tribe’ and ‘tribal organization’ have the*
 24 *meaning given the terms in section 4 of the Indian*

1 *Self-Determination and Education Assistance Act (25*
2 *U.S.C. 450b).*

3 “(9) *INSTITUTION OF HIGHER EDUCATION.*—*The*
4 *term ‘institution of higher education’ has the meaning*
5 *given the term in section 101 or 102(a)(1)(B) of the*
6 *Higher Education Act of 1965.*

7 “(10) *TERRITORY.*—*The term ‘territory’ means*
8 *the Commonwealth of Puerto Rico, the United States*
9 *Virgin Islands, Guam, the Northern Mariana Islands,*
10 *and American Samoa.*

11 “(11) *TRIBAL COLLEGE OR UNIVERSITY.*—*The*
12 *term ‘tribal college or university’ has the meaning*
13 *given the term in section 316(b) of the Higher Edu-*
14 *cation Act of 1965.*

15 “(i) *FUNDING.*—

16 “(1) *IN GENERAL.*—*Out of any funds in the*
17 *Treasury of the United States not otherwise appro-*
18 *priated, there are appropriated to the Secretary to*
19 *carry out this section \$425,000,000 for each of fiscal*
20 *years 2021 through 2025.*

21 “(2) *ALLOCATION OF FUNDS.*—*Of the amount*
22 *appropriated for a fiscal year under paragraph (1) of*
23 *this subsection—*

24 “(A) *75 percent shall be available for grants*
25 *under subsection (c)(1)(A);*

1 “(B) 4 percent shall be reserved for grants
2 under subsection (c)(1)(B);

3 “(C) 5 percent shall be reserved for grants
4 under subsection (c)(1)(C);

5 “(D) 6 percent shall be available for dem-
6 onstration project grants under subsection (c)(2);

7 “(E) 6 percent, plus all amounts referred to
8 in subparagraphs (A) through (D) of this para-
9 graph that remain unused after all grant awards
10 are made for the fiscal year, shall be available
11 for the provision of technical assistance and as-
12 sociated staffing; and

13 “(F) 4 percent shall be available for study-
14 ing the effects of the demonstration and non-
15 demonstration projects for which a grant is
16 made under this section, and for associated staff-
17 ing, for the purpose of supporting the rigorous
18 evaluation of the demonstration projects, and
19 supporting the continued study of the short-, me-
20 dium-, and long-term effects of all such projects,
21 including the effectiveness of new or added ele-
22 ments of the non-demonstration projects.

23 “(j) NONAPPLICABILITY OF PRECEDING SECTIONS OF
24 THIS SUBTITLE.—

1 “(1) *IN GENERAL.*—*Except as provided in para-*
2 *graph (2), the preceding sections of this subtitle shall*
3 *not apply to a grant awarded under this section.*

4 “(2) *EXCEPTION FOR CERTAIN LIMITATIONS ON*
5 *USE OF GRANTS.*—*Section 2005(a) (other than para-*
6 *graphs (2), (3), (5), (6), and (8)) shall apply to a*
7 *grant awarded under this section to the same extent*
8 *and in the same manner as such section applies to*
9 *payments to States under this subtitle.”.*

Union Calendar No. 211

116TH CONGRESS
1ST Session

H. R. 3398

[Report No. 116-265]

A BILL

To provide low-income individuals with opportunities to enter and follow a career pathway in the health professions, to extend and expand demonstration projects, and for other purposes.

OCTOBER 29, 2019

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed