

114TH CONGRESS
1ST SESSION

S. 789

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 SENATE OF THE UNITED STATES

MARCH 18, 2015

Ms. MIKULSKI introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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,*

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

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

1 (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.
 Sec. 106. Termination.

TITLE II—REINVESTMENT GRANT PROGRAMS TO SUPPORT
SOCIAL WORK PROFESSION

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

2 **SEC. 2. FINDINGS.**

3 Congress finds the following:

4 (1) Although the poverty rate in the United
 5 States has slightly declined for the first time since
 6 2006, to 14.5 percent in 2013, poverty remains a so-
 7 cial issue for our Nation, especially for communities
 8 of color and women and children, who continue to
 9 experience higher than average poverty rates. Home-
 10 owners and those seeking to become homeowners
 11 continue to face challenges with high mortgage de-
 12 linquency, mortgage loan interest rates, and threats
 13 of foreclosure. Joblessness and economic insecurity
 14 contribute to the incidence of mental illness, family
 15 violence, suicide, substance abuse, crime, and dimin-

1 ished capacity for health, family, and community
2 functioning.

3 (2) Social workers form society's social safety
4 net. Social workers provide assistance, guidance, and
5 resources to individuals, families, and communities
6 in poverty. Additionally, social workers understand
7 the devastating costs and consequences of poverty
8 and unemployment on our society and provide direct
9 services in order to prevent and abate economic in-
10 equality.

11 (3) The Bureau of Labor Statistics projects
12 that the social work profession will grow at an
13 above-average rate through the year 2020, with a
14 19-percent growth rate overall and a 27-percent pro-
15 jected growth rate for health care social workers.
16 This increase is faster than the average for all occu-
17 pations, demonstrating a substantial need for social
18 workers in our Nation.

19 (4) Social work salaries, on average, are among
20 the lowest for all occupations in the United States
21 and for those with a master's degree in particular.
22 According to the Bureau of Labor Statistics, the me-
23 dian annual income for social workers in 2012 was
24 \$44,200.

1 (5) The report titled “2013 Statistics on Social
2 Work Education in the United States” by the Coun-
3 cil on Social Work Education stated that 80.5 per-
4 cent of students graduating from Master of Social
5 Work programs incurred debt to earn their graduate
6 degree. The average debt for a Master of Social
7 Work degree was approximately \$41,754.

8 (6) Social workers often deal with the most vul-
9 nerable clients in emotional or traumatic situations,
10 and face possible danger as a result. The National
11 Association of Social Workers Center for Workforce
12 Studies found that 44 percent of survey respondents
13 faced personal safety issues on the job. The Occupa-
14 tional Safety and Health Administration states that
15 48 percent of assaults occur in the health care and
16 social services industry.

17 (7) The Alzheimer’s Association of America
18 states that 5,000,000 Americans, or 1 in every 9 in-
19 dividuals over the age of 65, have Alzheimer’s dis-
20 ease. Social workers in gerontology settings work
21 with older adults, including those with dementia, to
22 support their physiological, psychological, and social
23 needs through mental health therapy, caregiver and
24 family counseling, health education, program coordi-
25 nation, and case management.

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

16 (9) The Substance Abuse and Mental Health
17 Services Administration of the Department of
18 Health and Human Services estimates that
19 43,800,000 individuals (nearly 1 in 5) in the United
20 States who are age 18 or older experienced a
21 diagnosable mental illness in 2013. Additionally, at
22 least 2,600,000 (1 in 10) youth between the ages of
23 12 and 17 experienced major depressive episodes.
24 Social workers provide the majority of mental health
25 counseling services in the United States, and are

1 often the only providers of such services in rural
2 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 from cancer, or 1,614 deaths a day,
19 in 2015 alone. The Centers for Disease Control and
20 Prevention report that there are over 1,200,000 peo-
21 ple living with HIV/AIDS in the United States, with
22 approximately 47,500 new cases diagnosed each
23 year. In 2013, 1,500,000 to 1,600,000 people re-
24 ceived care from the Nation's hospice providers.
25 Health care and medical social workers practice in

1 areas related to all of these circumstances and pro-
2 vide outreach for prevention and health promotion,
3 help individuals and their families adapt to their
4 health conditions, connect patients and family care-
5 givers with community services and supports, pro-
6 vide grief counseling, and act as a liaison between
7 individuals and their medical team, helping patients
8 make informed 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.**—

19 (A) **IN GENERAL.**—The term “high need
20 and high demand population” means a group of
21 individuals that lacks sufficient resources and,
22 as a result, has a greater probability of being
23 harmed by specific social, environmental, or
24 health problems than the population as a whole.

1 (B) GROUP.—For purposes of this para-
2 graph, the term “group” includes a population
3 residing in a health professional shortage area,
4 as defined in section 332 of the Public Health
5 Service Act (42 U.S.C. 254E), that has a short-
6 age of primary medical care, dental, or mental
7 health providers.

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

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

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

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

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

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

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

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

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

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

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

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

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

3 (7) RELATED PROFESSIONAL RESEARCHER.—

4 (A) IN GENERAL.—The term “related pro-
5 fessional researcher” means a doctoral level re-
6 searcher or any other individual who is profes-
7 sionally engaged in research in a social, polit-
8 ical, economic, health, or mental health field
9 other than social work.

10 (B) RESEARCH.—In this paragraph, the
11 term “research” means study of a type that is
12 primarily conducted under the auspices of an
13 institution of higher education, government en-
14 tity, research institute, community agency, or a
15 similar entity.

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

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

3 (10) SOCIAL WORK.—The term “social work”
4 means—

5 (A) the professional activity of helping in-
6 dividuals, families, groups, or communities en-
7 hance or restore capacity for social and psycho-
8 social functioning and creating societal condi-
9 tions favorable to such enhancement or restora-
10 tion;

11 (B) the professional application of values,
12 principles, and techniques related to the activity
13 described in subparagraph (A), including—

14 (i) diagnosing mental and emotional
15 disorders and treating individuals, families,
16 or groups for such disorders;

17 (ii) helping communities or groups
18 provide or improve social and health serv-
19 ices and participating in relevant legislative
20 processes to achieve such goals; and

21 (iii) helping individuals, families,
22 groups, or communities obtain tangible
23 services, including personal, protective, in-
24 formational, advisory, community, or main-

1 tenance services in order to improve the
2 overall well-being of individuals; and

3 (C) a professional activity that requires
4 knowledge of human development, the behavior
5 of social, economic, and cultural institutions,
6 and the interaction between such development
7 and behavior.

8 (11) SOCIAL WORK RESEARCHER.—

9 (A) IN GENERAL.—The term “social work
10 researcher” means an individual who researches
11 social work at an individual, family, group,
12 community, organizational, or policy level, fo-
13 cusing across the human life span on preven-
14 tion, treatment, and aftercare of, intervention
15 in, and rehabilitation from, acute and chronic
16 social and psychosocial conditions, including the
17 study of the effect of policies on social work
18 practice.

19 (B) RESEARCH.—In this paragraph, the
20 term “research” means study of a type that is
21 primarily conducted by faculty members of an
22 institution of higher education, doctoral level re-
23 searchers, or any other individuals who are pro-
24 fessionally engaged in the study of social work
25 under the auspices of an institution of higher

1 education, government entity, research insti-
2 tute, community agency, or a similar entity.

3 (12) SOCIAL WORKER.—The term “social work-
4 er” means an individual who—

5 (A) has a baccalaureate, master’s, or doc-
6 toral degree in social work from an institution
7 of higher education; and

8 (B) uses knowledge and skills to provide
9 social work services for individuals, families,
10 groups, communities, organizations, or society
11 in general.

12 **TITLE I—SOCIAL WORK**
13 **REINVESTMENT COMMISSION**

14 **SEC. 101. ESTABLISHMENT.**

15 Not later than 90 days after the date of the enact-
16 ment of this Act, the Secretary shall establish the Social
17 Work Reinvestment Commission (referred to in this title
18 as the “Commission”) to provide independent counsel to
19 Congress and the Secretary on policy issues related to re-
20 cruitment, retention, research, and reinvestment in the
21 profession of social work.

22 **SEC. 102. MEMBERS.**

23 (a) APPOINTMENT BY SECRETARY.—Not later than
24 90 days after the date of the enactment of this Act, the

1 Secretary shall appoint members to the Commission. The
2 members shall include—

3 (1) 2 deans of schools of social work;

4 (2) 1 social work researcher;

5 (3) 1 related professional researcher;

6 (4) 1 Governor of a State;

7 (5) 2 leaders of national social work organiza-
8 tions;

9 (6) 1 senior State government employee who is
10 not an elected official who has a baccalaureate, mas-
11 ter's, or doctoral degree in social work;

12 (7) 2 directors of community-based organiza-
13 tions or nonprofit organizations that provide human
14 services;

15 (8) 1 labor economist;

16 (9) 1 social work consumer; and

17 (10) 1 licensed clinical social worker.

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

21 (1) The Speaker of the House of Representa-
22 tives.

23 (2) The minority leader of the House of Rep-
24 resentatives.

25 (3) The majority leader of the Senate.

1 (4) The minority leader of the Senate.

2 (c) ORGANIZATIONAL REPRESENTATION.—To the ex-
3 tent practicable, members of the Commission shall be ap-
4 pointed—

5 (1) in a manner that ensures participation of
6 individuals of different racial, ethnic, cultural, geo-
7 graphic, religious, linguistic, and class backgrounds
8 and of different genders and sexual orientations; and

9 (2) from among individuals who demonstrate
10 knowledge and understanding of the concerns of the
11 groups described in paragraph (1).

12 (d) SELECTION OF CHAIRPERSON AND VICE CHAIR-
13 PERSON.—The Secretary shall appoint a Chairperson and
14 Vice Chairperson for the Commission from among the
15 members of the Commission.

16 (e) PERIOD OF APPOINTMENT; VACANCIES.—Mem-
17 bers shall be appointed for the life of the Commission. Any
18 vacancy in the Commission shall not affect the powers of
19 the Commission and shall be filled in the same manner
20 as the original appointment not later than 60 days after
21 the date of vacancy.

22 (f) SCHEDULE OF MEETINGS.—The Commission
23 shall hold its first meeting not later than 6 weeks after
24 the date on which the final member of the Commission

1 is appointed, and subsequent meetings shall be held at the
2 call of the Chairperson.

3 **SEC. 103. DUTIES.**

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

6 (1) the professional capacity of the social work
7 workforce to successfully serve and respond to the
8 increasing biopsychosocial needs of individuals,
9 groups, and communities in areas related to—

10 (A) aging;

11 (B) child welfare;

12 (C) military and veterans affairs;

13 (D) mental and behavioral health and dis-
14 ability;

15 (E) criminal justice and correctional sys-
16 tems;

17 (F) health and other issues affecting
18 women and families; and

19 (G) other topics identified by the Commis-
20 sion;

21 (2) workforce challenges facing the profession
22 of social work, including high educational debt, lack
23 of fair market compensation, the need to translate
24 social work research to practice, the need to improve
25 social worker safety, the need to develop State-level

1 social work licensure policies and reciprocity agree-
2 ments for social workers providing services across
3 State lines, the lack of diversity in the social work
4 profession, and any other issue determined by the
5 Secretary to be appropriate;

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

8 (4) the effect of such challenges and of social
9 worker shortages on the needs of clients served by
10 social workers; and

11 (5) the advisability of establishing grants to
12 provide direct assistance to local governments to en-
13 courage the engagement of social workers in social
14 service programs.

15 (b) REPORT.—Not later than 18 months after the
16 date of the Commission’s first meeting, the Commission
17 shall submit a report to the Secretary and to Congress
18 containing specific findings and conclusions regarding the
19 need to recruit and retain social workers, to conduct re-
20 search on the social work profession, and to reinvest in
21 the profession. The report shall include recommendations
22 and strategies for corrective actions to ensure a robust so-
23 cial work workforce capable of keeping up with the de-
24 mand for services. The Commission may provide to the
25 Secretary and to Congress any additional findings or rec-

1 ommendations considered by the Commission to be impor-
2 tant.

3 **SEC. 104. POWERS.**

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

6 (1) hold hearings, take testimony, receive evi-
7 dence, administer oaths, and sit and act at such
8 times and places as the Commission considers advis-
9 able;

10 (2) enter into contracts; and

11 (3) consult, to the extent that the Commission
12 determines that such consultation is necessary or
13 useful, with Federal agencies that include—

14 (A) agencies within the Department of
15 Health and Human Services, including the Ad-
16 ministration for Children and Families, the Ad-
17 ministration on Aging, the Agency for
18 Healthcare Research and Quality, the Centers
19 for Disease Control and Prevention, the Centers
20 for Medicare & Medicaid Services, the Health
21 Resources and Services Administration, the In-
22 dian Health Service, the National Institutes of
23 Health, and the Substance Abuse and Mental
24 Health Services Administration;

1 (B) the Social Security Administration;
2 and

3 (C) the Departments of Agriculture, De-
4 fense, Education, Homeland Security, Labor,
5 Justice, State, and Veterans Affairs.

6 (b) COOPERATION WITH THE COMMISSION.—The
7 agencies described in subsection (a)(3) shall cooperate
8 with, and provide counsel to, the Commission to the great-
9 est extent practicable.

10 **SEC. 105. COMPENSATION.**

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

20 (b) VOLUNTARY AND UNCOMPENSATED SERVICES.—
21 Notwithstanding section 1342 of title 31, United States
22 Code, the Secretary may accept the voluntary and uncom-
23 pensated services of members of the Commission.

24 (c) DETAIL OF GOVERNMENT EMPLOYEES.—Any
25 Federal Government employee may be detailed to the

1 Commission without reimbursement, and such detail shall
2 be without interruption or loss of civil service status or
3 privilege.

4 **SEC. 106. TERMINATION.**

5 The Commission shall terminate 30 days after the
6 date on which the Commission submits the report under
7 section 103(b).

8 **TITLE II—REINVESTMENT**
9 **GRANT PROGRAMS TO SUP-**
10 **PORT SOCIAL WORK PROFES-**
11 **SION**

12 **SEC. 201. WORKPLACE IMPROVEMENT GRANTS.**

13 (a) GRANTS AUTHORIZED.—The Secretary shall
14 award grants to 4 eligible entities described in subsection
15 (d) to assist the entities in carrying out a workplace im-
16 provement program to address concerns for the social
17 work profession, including caseloads, compensation, social
18 worker safety, supervision, and working conditions.

19 (b) EQUAL AMOUNTS.—The Secretary shall award to
20 each of the 4 grant recipients under this section
21 \$1,000,000 per fiscal year for 4 consecutive fiscal years,
22 beginning with the first fiscal year that begins after the
23 date of the enactment of this Act.

1 (c) GRANTS TO STATE OR LOCAL GOVERNMENTS.—

2 At least 2 of the grant recipients under this section shall
3 be agencies of State or local governments.

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

6 (1) work in a social work capacity;

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

10 (3) provide services to individuals of different
11 racial, ethnic, cultural, geographic, religious, lin-
12 guistic, and class backgrounds, and different genders
13 and sexual orientations;

14 (4) demonstrate knowledge and understanding
15 of the concerns of the groups described in paragraph
16 (3); and

17 (5) employ individuals who represent themselves
18 as competent to provide social work services only
19 within the boundaries of such individuals' education,
20 training, licenses, certification, professional case con-
21 sultation, supervised experience, or other relevant
22 professional experience.

23 (e) PRIORITY.—In selecting grant recipients under
24 this section, the Secretary shall give priority to eligible en-
25 tities that—

1 (1) have proven to be fiscally responsible, ad-
2 ministratively capable, and otherwise equipped to
3 oversee and monitor a workplace improvement pro-
4 gram under this section;

5 (2) are knowledgeable about relevant social
6 work workforce trends; and

7 (3) have not less than 2 years of experience car-
8 rying out workplace improvement activities.

9 (f) AUTHORIZATION OF APPROPRIATIONS.—There
10 are authorized to be appropriated \$16,000,000 for each
11 of fiscal years 2016 through 2019 to carry out this sec-
12 tion.

13 **SEC. 202. RESEARCH GRANTS.**

14 (a) GRANTS AUTHORIZED.—The Secretary shall
15 award grants to 25 social workers who hold a doctoral de-
16 gree in social work for postdoctoral research in social
17 work—

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

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

23 (b) EQUAL AMOUNTS.—The Secretary shall award to
24 each of the 25 grant recipients under this section \$50,000
25 per fiscal year for 4 consecutive fiscal years, beginning

1 with the first fiscal year that begins after the date of the
2 enactment of this Act.

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

5 (1) demonstrate knowledge and understanding
6 of the concerns of individuals from different racial,
7 ethnic, cultural, geographic, religious, linguistic, and
8 class backgrounds, and different genders and sexual
9 orientations;

10 (2) represent themselves as competent to pro-
11 vide social work services only within the boundaries
12 of their education, training, licenses, certification,
13 professional case consultation, supervised experience,
14 or other relevant professional experience; and

15 (3) hold a doctoral degree in social work.

16 (d) MINORITY REPRESENTATION.—Not less than 10
17 of the grant recipients under this section shall be employed
18 by a historically Black college or university or minority-
19 serving institution.

20 (e) AUTHORIZATION OF APPROPRIATIONS.—There
21 are authorized to be appropriated \$5,000,000 for each of
22 fiscal years 2016 through 2019 to the Secretary to carry
23 out this section.

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

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

8 (b) EQUAL AMOUNTS.—The Secretary shall award to
9 each of the 20 grant recipients under this section
10 \$200,000 per fiscal year for 4 consecutive fiscal years, be-
11 ginning with the first fiscal year that begins after the date
12 of the enactment of this Act.

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

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

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

23 (d) INSTITUTIONAL REQUIREMENT.—Not less than 4
24 of the grant recipients under this section shall be histori-
25 cally Black colleges or universities or other minority-serv-
26 ing institutions.

1 (e) PRIORITY.—In selecting grant recipients under
 2 this section, the Secretary shall give priority to institutions
 3 of higher education that—

4 (1) are accredited by the Council on Social
 5 Work Education;

6 (2) have a graduation rate of not less than 80
 7 percent for social work students; and

8 (3) exhibit an ability to recruit social workers
 9 from, and place social workers in, areas with a high
 10 need and high demand population.

11 (f) AUTHORIZATION OF APPROPRIATIONS.—There
 12 are authorized to be appropriated \$16,000,000 for each
 13 of fiscal years 2016 through 2019 to carry out this sec-
 14 tion.

15 **SEC. 204. COMMUNITY-BASED PROGRAMS OF EXCELLENCE**
 16 **GRANTS.**

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

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

22 (1) a State or local government or a depart-
 23 ment, agency, special-purpose district, or other in-
 24 strumentality of a State or local government, that is

1 carrying out a community-based program of excel-
2 lence; or

3 (2) a nonprofit organization that is carrying out
4 a program of excellence.

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

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

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

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

21 (3) demonstrate knowledge and understanding
22 of the concerns of the groups described in paragraph
23 (2);

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

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

7 (e) PRIORITY.—In selecting the grant recipients
8 under this section, the Secretary shall give priority to eligi-
9 ble covered entities that—

10 (1) have demonstrated successful and measur-
11 able outcomes that the Secretary considers worthy of
12 replication;

13 (2) have been in operation for at least 2 years;
14 and

15 (3) work with high need and high demand pop-
16 ulations.

17 (f) AUTHORIZATION OF APPROPRIATIONS.—There
18 are authorized to be appropriated \$9,000,000 for each of
19 fiscal years 2016 through 2019 to carry out this section.

20 **SEC. 205. NATIONAL COORDINATING CENTER.**

21 (a) ESTABLISHMENT.—The Secretary shall enter into
22 a contract with a national social work entity such as the
23 National Association of Social Workers or the Council on
24 Social Work Education. Such national social work entity
25 shall—

1 (1) have experience in coordinating the transfer
2 of information and ideas among entities engaged in
3 social work research, practice, education, and policy-
4 making; and

5 (2) maintain relationships with Federal entities,
6 social work degree-granting institutions of higher
7 education, departments of social work within such
8 institutions, and organizations and agencies that em-
9 ploy social workers.

10 (b) GENERAL DUTIES.—The entity with which the
11 Secretary enters into a contract under subsection (a) (re-
12 ferred to in this section as the “coordinating center”)
13 shall—

14 (1) organize, collect, and report to the Sec-
15 retary and to Congress data and information related
16 to the social work profession;

17 (2) serve as a clearinghouse; and

18 (3) coordinate activities with the entities, insti-
19 tutions, departments, organizations, and agencies
20 described in subsection (a)(2).

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

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

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

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

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

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

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

22 (5) in collaboration with the Secretary, select
23 research topics to further the goals of this section,
24 establish new research fellowships to conduct such
25 research, and identify and appoint qualified individ-

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

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

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

11 **SEC. 206. MULTIMEDIA OUTREACH CAMPAIGN.**

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

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

23 (c) AUTHORIZATION OF APPROPRIATIONS.—There
24 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.

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