

119TH CONGRESS
2D SESSION

S. _____

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

IN THE SENATE OF THE UNITED STATES

Mr. HEINRICH introduced the following bill; which was read twice and referred
to the Committee on _____

A BILL

To provide low-income individuals with opportunities to enter
and follow a career pathway in the health professions,
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
5 Careers Act”.

6 **SEC. 2. CAREER PATHWAYS THROUGH HEALTH PROFES-**
7 **SION OPPORTUNITY GRANTS.**

8 Effective October 1, 2026, section 2008 of the Social
9 Security Act (42 U.S.C. 1397g) is amended to read as
10 follows:

1 **“SEC. 2008. CAREER PATHWAYS THROUGH HEALTH PRO-**
2 **FESSION OPPORTUNITY GRANTS.**

3 “(a) APPLICATION REQUIREMENTS.—An eligible en-
4 tity desiring a grant under this section for a project shall
5 submit to the Secretary an application for the grant, that
6 includes the following:

7 “(1) A description of how the applicant will use
8 a career pathways approach to train eligible individ-
9 uals for health professions that pay well or will put
10 eligible individuals on a career path to an occupation
11 that pays well, under the project.

12 “(2) A description of the adult basic education
13 and literacy activities, work readiness activities,
14 training activities, and case management and career
15 coaching services that the applicant will use to assist
16 eligible individuals to gain work experience, connec-
17 tion to employers, and job placement, and a descrip-
18 tion of the plan for recruiting, hiring, and training
19 staff to provide the case management, mentoring,
20 and career coaching services, under the project di-
21 rectly or through local governmental, apprenticeship,
22 educational, or charitable institutions.

23 “(3) 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)(I)—

1 “(A) a demonstration that the State in
2 which the demonstration project is to be con-
3 ducted has in effect policies or laws that permit
4 certain allied health and behavioral health care
5 credentials to be awarded to individuals with
6 certain arrest or conviction records (which poli-
7 cies or laws shall include appeals processes,
8 waivers, certificates, and other opportunities to
9 demonstrate rehabilitation to obtain credentials,
10 licensure, and approval to work in the proposed
11 health careers), and a plan described in the ap-
12 plication that will use a career pathway to as-
13 sist individuals with such a record in acquiring
14 credentials, licensing, and employment in the
15 specified careers;

16 “(B) a discussion of how the project or fu-
17 ture strategic hiring decisions will demonstrate
18 the experience and expertise of the project in
19 working with job seekers who have arrest or
20 conviction records or employers with experience
21 working with individuals with arrest or convic-
22 tion records;

23 “(C) an identification of promising innova-
24 tions or best practices that can be used to pro-
25 vide the training;

1 “(D) a proof of concept or demonstration
2 that the applicant has done sufficient research
3 on workforce shortage or in-demand jobs for
4 which individuals with certain types of arrest or
5 conviction records can be hired;

6 “(E) a plan for recruiting students who
7 are eligible individuals into the project; and

8 “(F) a plan for providing post-employment
9 support and ongoing training as part of a ca-
10 reer pathway under the project.

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

14 “(A) a description of the partnerships,
15 strategic staff hiring decisions, tailored program
16 activities, or other programmatic elements of
17 the project, such as training plans for doulas
18 and other community health workers and train-
19 ing plans for midwives and other allied health
20 professions, that are designed to support a ca-
21 reer pathway in pregnancy, birth, or
22 postpartum services; and

23 “(B) a demonstration that the State in
24 which the demonstration project is to be con-

1 ducted recognizes doulas or midwives, as the
2 case may be.

3 “(5) A demonstration that the applicant has ex-
4 perience working with low-income populations, or a
5 description of the plan of the applicant to work with
6 a partner organization that has such experience.

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

10 “(7) A description of the support services that
11 the applicant will provide under the project, includ-
12 ing a plan for how child care and transportation
13 support services will be guaranteed and, if the appli-
14 cant will provide a cash stipend or wage supplement,
15 how the stipend or supplement would be calculated
16 and distributed.

17 “(8) A certification by the applicant that the
18 project development included—

19 “(A) consultation with a local workforce
20 development board established under section
21 107 of the Workforce Innovation and Oppor-
22 tunity Act;

23 “(B) consideration of apprenticeship and
24 pre-apprenticeship models registered under the

1 Act of August 16, 1937 (also known as the
2 ‘National Apprenticeship Act’);

3 “(C) consideration of career pathway pro-
4 grams in the State in which the project is to be
5 conducted; and

6 “(D) a review of the State plan under sec-
7 tion 102 or 103 of the Workforce Innovation
8 and Opportunity Act.

9 “(9) A description of the availability and rel-
10 evance of recent labor market information and other
11 pertinent evidence of in-demand jobs or worker
12 shortages.

13 “(10) A certification that the applicant will di-
14 rectly provide or contract for the training services
15 described in the application.

16 “(11) A commitment by the applicant that, if
17 the grant is made to the applicant, the applicant
18 will—

19 “(A) during the planning period for the
20 project, provide the Secretary with any informa-
21 tion needed by the Secretary to establish ade-
22 quate data reporting and administrative struc-
23 ture for the project;

1 “(B) hire staff to direct the project not
2 later than the end of the planning period appli-
3 cable to the project;

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

6 “(D) participate in peer technical assist-
7 ance conferences as are regularly scheduled by
8 the Secretary; and

9 “(E) provide all data required by the Sec-
10 retary under subsection (g).

11 “(b) PREFERENCES IN CONSIDERING APPLICA-
12 TIONS.—In considering applications for a grant under this
13 section, the Secretary shall give preference to—

14 “(1) applications submitted by applicants to
15 whom a grant was made under this section or any
16 predecessor to this section;

17 “(2) applications submitted by applicants who
18 have business and community partners in—

19 “(A) State and local government agencies
20 and social service providers, including a State
21 or local entity that administers a State program
22 funded under part A of this title;

23 “(B) institutions of higher education, ap-
24 prenticeship programs, and local workforce de-
25 velopment boards established under section 107

1 of the Workforce Innovation and Opportunity
2 Act; and

3 “(C) health care employers, health care in-
4 dustry or sector partnerships, labor unions, and
5 labor-management partnerships;

6 “(3) applications that include opportunities for
7 mentoring or peer support and that make career
8 coaching available as part of the case management
9 plan;

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

12 “(A) the community in which the individ-
13 uals to be enrolled in the project reside is lo-
14 cated;

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

16 “(C) an employer partnership that has
17 committed to hiring individuals who successfully
18 complete all activities under the project is lo-
19 cated;

20 “(5) applications that include a commitment to
21 providing project participants with a cash stipend or
22 wage supplement; and

23 “(6) applications which have an emergency cash
24 fund to assist project participants financially in
25 emergency situations.

1 “(c) GRANTS.—

2 “(1) COMPETITIVE GRANTS.—

3 “(A) GRANT AUTHORITY.—

4 “(i) IN GENERAL.—The Secretary, in
5 consultation with the Secretary of Labor
6 and the Secretary of Education, shall make
7 a grant in accordance with this paragraph
8 to an eligible entity whose application for
9 the grant meets the applicable require-
10 ments of subsection (a) and is approved by
11 the Secretary, to conduct a project de-
12 signed to train low-income individuals for
13 allied health professions, health informa-
14 tion technology, physicians assistants,
15 nursing assistants, registered nurses, ad-
16 vanced practice nurses, emergency medical
17 technicians, paramedics, and other profes-
18 sions considered part of a health care ca-
19 reer pathway model.

20 “(ii) GUARANTEE OF GRANTEEES IN
21 EACH STATE AND THE DISTRICT OF CO-
22 LUMBIA.—For each grant cycle, the Sec-
23 retary shall award a grant under this para-
24 graph to at least 2 eligible entities in each
25 of the 50 States and the District of Colum-

1 bia, to the extent there are a sufficient
2 number of applications submitted by the
3 entities that meet the requirements appli-
4 cable with respect to such a grant. If, for
5 a grant cycle, there are fewer than 2 such
6 eligible entities in a State or the District
7 of Columbia, the Secretary shall include
8 that information in the report required by
9 subsection (g)(2) that covers the fiscal
10 year.

11 “(B) GUARANTEE OF GRANTS FOR INDIAN
12 POPULATIONS.—From the amount reserved
13 under subsection (i)(2)(B) for each fiscal year,
14 the Secretary shall award a grant under this
15 paragraph to at least 10 eligible entities that
16 are an Indian tribe, a tribal organization, or a
17 tribal college or university, to the extent there
18 are a sufficient number of applications sub-
19 mitted by the entities that meet the require-
20 ments applicable with respect to such a grant.

21 “(C) GUARANTEE OF GRANTEEES IN THE
22 TERRITORIES.—From the amount reserved
23 under subsection (i)(2)(C) for each fiscal year,
24 the Secretary shall award a grant under this
25 paragraph to at least 2 eligible entities that are

1 located in a territory, to the extent there are a
2 sufficient number of applications submitted by
3 the entities that meet the requirements applica-
4 ble with respect to such a grant.

5 “(2) GRANTS FOR DEMONSTRATION
6 PROJECTS.—

7 “(A) GRANT AUTHORITY.—The Secretary,
8 in consultation with the Secretary of Labor and
9 the Secretary of Education (and, with respect
10 to demonstration projects of the type described
11 in subparagraph (B)(i)(I), the Attorney Gen-
12 eral) shall make a grant in accordance with this
13 subsection to an eligible entity whose applica-
14 tion for the grant is approved by the Secretary,
15 to conduct a demonstration project that meets
16 the requirements of subparagraph (B).

17 “(B) REQUIREMENTS.—The requirements
18 of this subparagraph are the following:

19 “(i) TYPE OF PROJECT.—The dem-
20 onstration project shall be of 1 of the fol-
21 lowing types:

22 “(I) INDIVIDUALS WITH ARREST
23 OR CONVICTION RECORDS DEM-
24 ONSTRATION.—The demonstration
25 project shall be of a type designed to

1 provide education and training for eli-
2 gible individuals with arrest or convic-
3 tion records to enter and follow a ca-
4 reer pathway in the health profession
5 through occupations that pay well and
6 are expected to experience a labor
7 shortage or be in high demand.

8 “(II) MATERNAL MORTALITY CA-
9 REER PATHWAY DEMONSTRATION.—

10 The demonstration project shall be of
11 a type designed to provide education
12 and training for eligible individuals to
13 enter and follow a career pathway in
14 the field of pregnancy, childbirth, and
15 postpartum services, in a State that
16 recognizes doulas or midwives and
17 that provides payment for services
18 provided by doulas or midwives, as the
19 case may be, under private or public
20 health insurance plans.

21 “(ii) DURATION.—The demonstration
22 project shall be conducted for not less than
23 5 years.

1 “(C) MINIMUM ALLOCATION OF FUNDS
2 FOR EACH TYPE OF DEMONSTRATION
3 PROJECT.—

4 “(i) INDIVIDUALS WITH ARREST OR
5 CONVICTION RECORDS DEMONSTRA-
6 TIONS.—Not less than 25 percent of the
7 amounts made available for grants under
8 this paragraph shall be used to make
9 grants for demonstration projects of the
10 type described in subparagraph (B)(i)(I).

11 “(ii) MATERNAL MORTALITY CAREER
12 PATHWAY DEMONSTRATIONS.—Not less
13 than 25 percent of the amounts made
14 available for grants under this paragraph
15 shall be used to make grants for dem-
16 onstration projects of the type described in
17 subparagraph (B)(i)(II).

18 “(3) GRANT CYCLE.—The grant cycle under
19 this section shall be not less than 5 years, with a
20 planning period of not more than the first 12
21 months of the grant cycle. During the planning pe-
22 riod, the amount of the grant shall be in such lesser
23 amount as the Secretary determines appropriate.

24 “(d) USE OF GRANT.—

“(1) IN GENERAL.—An eligible entity to which
a grant is made under this section shall use the
grant in accordance with the approved application
for the grant.

5 “(2) SUPPORT TO BE PROVIDED.—

6 “(A) REQUIRED SUPPORT.—A project for
7 which a grant is made under this section shall
8 include the following:

9 “(i) An assessment for adult basic
10 skill competency, and provision of adult
11 basic skills education if necessary for
12 lower-skilled eligible individuals to enroll in
13 the project and go on to enter and com-
14 plete post-secondary training, including
15 by—

“(I) establishing a network of partners that offer pre-training activities for project participants who need to improve basic academic skills or English language proficiency before entering a health occupational training career pathway program;

23 “(II) offering resources to enable
24 project participants to continue ad-
25 vancing adult basic skill proficiency

1 while enrolled in a career pathway
2 program; or

3 “(III) embedding adult basic skill
4 maintenance as part of ongoing post-
5 graduation career coaching and men-
6 toring.

7 “(ii) A guarantee that child care is an
8 available and affordable support service for
9 project participants, including through—

10 “(I) referral to, and assistance
11 with, enrollment in a subsidized child
12 care program;

13 “(II) direct payment to a child
14 care provider if a slot in a subsidized
15 child care program is not available or
16 reasonably accessible; or

17 “(III) payment of co-payments or
18 associated fees for child care.

19 “(iii) Case management plans that in-
20 clude career coaching (with the option to
21 offer appropriate peer support and men-
22 toring opportunities to help develop soft
23 skills and social capital), which may be of-
24 fered on an ongoing basis before, during,

1 and after initial training as part of a ca-
2 reer pathway model.

3 “(iv) A plan to provide project partici-
4 pants with transportation, including
5 through—

6 “(I) referral to, and assistance
7 with enrollment in, a subsidized trans-
8 portation program; or

9 “(II) if a subsidized transpor-
10 tation program is not reasonably
11 available, direct payments to subsidize
12 transportation costs.

13 “(v) In the case of a demonstration
14 project of the type described in subsection
15 (c)(2)(B)(i)(I), access to legal assistance
16 for project participants for the purpose of
17 addressing arrest or conviction records and
18 associated workforce barriers.

19 “(B) ALLOWED SUPPORT.—The goods and
20 services provided under a project for which a
21 grant is made under this section may include
22 the following:

23 “(i) A cash stipend.

1 “(ii) A reserve fund for financial as-
2 sistance to project participants in emer-
3 gency situations.

4 “(iii) Tuition, training materials (such
5 as books, software, uniforms, shoes, and
6 hair nets), and personal protective equip-
7 ment.

8 “(iv) In-kind resource donations such
9 as interview clothing and conference at-
10 tendance fees.

11 “(v) Assistance with accessing and
12 completing high school equivalency or adult
13 basic education courses as necessary to
14 achieve success in the project and make
15 progress toward career goals.

16 “(vi) Assistance with programs and
17 activities, including legal assistance,
18 deemed necessary to address arrest or con-
19 viction records as an employment barrier.

20 “(vii) Other support services as
21 deemed necessary for family well-being,
22 success in the project, and progress toward
23 career goals.

24 “(3) TRAINING.—A project for which a grant is
25 made under this section shall train project partici-

1 pants to earn a recognized postsecondary credential
2 (including an industry-recognized credential or a cer-
3 tificate awarded by a local workforce development
4 board established under section 107 of the Work-
5 force Innovation and Opportunity Act) that is
6 awarded in recognition of attainment of measurable
7 technical or occupational skills necessary to gain em-
8 ployment or advance within an occupation, and shall
9 provide each project participant with a number of
10 hours of the training equal to—

11 “(A) not less than the number of hours of
12 training required for certification in that level
13 of skill by the State in which the project is con-
14 ducted; or

15 “(B) if there is no such requirement, such
16 number of hours of training as the Secretary
17 finds is necessary to achieve that skill level.

18 “(4) INCLUSION OF TANF RECIPIENTS.—In the
19 case of a project for which a grant is made under
20 this section that is conducted in a State that has a
21 program funded under part A of title IV, at least 10
22 percent of the eligible individuals to whom support
23 is provided under the project shall meet the income
24 eligibility requirements under that State program,
25 without regard to whether the individuals receive

1 benefits or services directly under that State pro-
2 gram.

3 “(5) INCOME LIMITATION.—An eligible entity to
4 which a grant is made under this section shall not
5 use the grant to provide support to an individual
6 who is not an eligible individual.

7 “(6) PROHIBITION.—An eligible entity to which
8 a grant is made under this section shall not use the
9 grant for purposes of entertainment, except that
10 case management and career coaching services may
11 include celebrations of specific career-based mile-
12 stones, such as completing a semester, graduation,
13 or job placement.

14 “(e) INCOME DISREGARD.—Amounts paid to an eligi-
15 ble individual as a cash stipend or as emergency assistance
16 under a project for which a grant is made under this sec-
17 tion shall not be considered income for any purpose under
18 the Internal Revenue Code of 1986, and an entity making
19 such a payment shall not be required to submit an infor-
20 mation return under subtitle F of such Code with respect
21 to the payment.

22 “(f) TECHNICAL ASSISTANCE.—

23 “(1) IN GENERAL.—The Secretary shall provide
24 technical assistance—

1 “(A) to assist eligible entities in applying
2 for grants under this section;

3 “(B) that is tailored to meet the needs of
4 grantees at each stage of the administration of
5 projects for which grants are made under this
6 section;

7 “(C) that is tailored to meet the specific
8 needs of Indian tribes, tribal organizations, and
9 tribal colleges and universities;

10 “(D) that is tailored to meet the specific
11 needs of the territories;

12 “(E) that is tailored to meet the specific
13 needs of eligible entities in carrying out dem-
14 onstration projects for which a grant is made
15 under this section; and

16 “(F) to facilitate the exchange of informa-
17 tion among eligible entities regarding best prac-
18 tices and promising practices used in the
19 projects.

20 “(2) PEER TECHNICAL ASSISTANCE CON-
21 FERENCES.—The Secretary shall hold peer technical
22 assistance conferences for entities to which a grant
23 is made under this section or was made under the
24 immediate predecessor of this section.

25 “(g) EVALUATION OF DEMONSTRATION PROJECTS.—

1 “(1) IN GENERAL.—The Secretary shall, by
2 grant, contract, or interagency agreement, conduct
3 rigorous and well-designed evaluations of the dem-
4 onstration projects for which a grant is made under
5 this section.

6 “(2) REQUIREMENT APPLICABLE TO INDIVID-
7 UALS WITH ARREST OR CONVICTION RECORDS DEM-
8 ONSTRATION.—In the case of a project of the type
9 described in subsection (c)(2)(B)(i)(I), the evalua-
10 tion shall include identification of successful activi-
11 ties for creating opportunities for developing and
12 sustaining, particularly with respect to low-income
13 individuals with arrest or conviction records, a
14 health professionals workforce that has accessible
15 entry points, that meets high standards for edu-
16 cation, training, certification, and professional devel-
17 opment, and that provides increased wages and af-
18 fordable benefits, including health care coverage,
19 that are responsive to the needs of the workforce.

20 “(3) REQUIREMENT APPLICABLE TO MATERNAL
21 MORTALITY CAREER PATHWAY DEMONSTRATION.—
22 In the case of a project of the type described in sub-
23 section (c)(2)(B)(i)(II), the evaluation shall include
24 identification of successful activities for creating op-
25 portunities for developing and sustaining, particu-

1 larly with respect to low-income individuals and
2 other entry-level workers, a career pathway that has
3 accessible entry points, that meets high standards
4 for education, training, certification, and profes-
5 sional development, and that provides increased
6 wages and affordable benefits, including health care
7 coverage, that are responsive to the needs of the
8 pregnancy, childbirth, and postpartum services work-
9 force.

10 “(4) RULE OF INTERPRETATION.—Evaluations
11 conducted pursuant to this subsection may include a
12 randomized controlled trial, but this subsection shall
13 not be interpreted to require an evaluation to include
14 such a trial.

15 “(h) REPORTS TO THE SECRETARY.—An eligible en-
16 tity awarded a grant to conduct a project under this sec-
17 tion shall submit interim reports to the Secretary on the
18 activities carried out under the project, and, on the conclu-
19 sion of the project, a final report on the activities. Each
20 such report shall include data on participant outcomes re-
21 lated to graduation rate, graduation timeliness, credential
22 attainment, employment in health professions, overall em-
23 ployment, earnings, participant demographics, and other
24 data specified by the Secretary.

25 “(i) FUNDING.—

1 “(1) IN GENERAL.—Out of any funds in the
2 Treasury not otherwise appropriated, there are ap-
3 propriated to the Secretary to carry out this section
4 \$435,000,000 for each of fiscal years 2027 through
5 2031, of which \$10,000,000 for each fiscal year
6 shall be reserved to supplement the cost of employ-
7 ing or retaining at least 25 career civil servants at
8 the Administration for Children and Families for the
9 purpose of administering and evaluating the activi-
10 ties carried out under this section.

11 “(2) ALLOCATION OF FUNDS.—Of the amount
12 appropriated for a fiscal year under paragraph (1)
13 that is not reserved—

14 “(A) 75 percent shall be available for
15 grants under subsection (c)(1)(A);

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

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

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

23 “(E) 6 percent, plus all amounts referred
24 to in subparagraphs (A) through (D) of this
25 paragraph that remain unused after all grant

1 awards are made for the fiscal year, shall be
2 available for the provision of technical assist-
3 ance and sufficient staffing to ensure that the
4 technical assistance and related support is lo-
5 cally informed and provided to grantees in a
6 timely manner; and

7 “(F) 4 percent shall be available for—

8 “(i) studying the effects of the dem-
9 onstration and non-demonstration projects
10 for which a grant is made under this sec-
11 tion;

12 “(ii) carrying out the ‘Analysis Plan
13 for HPOG 2.0 National Evaluation
14 Longer-Term Impact Report’, published by
15 the Administration for Children and Fami-
16 lies, as planned;

17 “(iii) submitting to the Congress an-
18 nual progress reports on carrying out that
19 plan; and

20 “(iv) associated staffing for the pur-
21 pose of supporting—

22 “(I) the rigorous evaluation of
23 the demonstration projects; and

24 “(II) the continued study of the
25 short-, medium-, and long-term effects

1 of all such projects, including the ef-
2 fectiveness of specific elements of the
3 non-demonstration projects.

4 “(3) ADMINISTRATION.—In employing and re-
5 taining career civil servants pursuant to paragraph
6 (1), the Secretary shall give priority to persons with
7 prior experience—

8 “(A) conducting or overseeing relevant re-
9 search and evaluation;

10 “(B) working for the Department of
11 Health and Human Services;

12 “(C) working on or evaluating discre-
13 tionary grant programs; or

14 “(D) administering Federal workforce ca-
15 reer pathway programs or other means-tested
16 programs.

17 “(j) REPORTS TO CONGRESS.—

18 “(1) HPOG PARTICIPANT ANALYSIS.—During
19 each Congress for which the grant program under
20 this section is in effect, the Secretary shall submit
21 to the Committee on Ways and Means of the House
22 of Representatives and the Committee on Finance of
23 the Senate a report—

1 “(A) on the demographics of the partici-
2 pants in the projects for which a grant is made
3 under this section;

4 “(B) on the rate of which project partici-
5 pants completed all activities under the
6 projects;

7 “(C) on the employment credentials ac-
8 quired by project participants;

9 “(D) on the employment of project partici-
10 pants on completion of activities under the
11 projects, and the earnings of project partici-
12 pants upon entry into employment;

13 “(E) on best practices and promising prac-
14 tices used in the projects;

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

17 “(G) with respect to the period since the
18 period covered in the most recent prior report
19 submitted under this paragraph, on—

20 “(i) the number of applications sub-
21 mitted under this section, with a separate
22 statement of the number of applications re-
23 ferred to in subsection (b)(5);

24 “(ii) the number of applications that
25 were approved, with a separate statement

1 of the number of such applications referred
2 to in subsection (b)(5);

3 “(iii) how grants were made in any
4 case described in the last sentence of sub-
5 section (c)(1)(A)(ii);

6 “(iv) the length of time needed to de-
7 cide on requests for technical assistance,
8 decide on grant awards, and to provide no-
9 tice of grant awards to grantees;

10 “(v) the length of time needed to dis-
11 burse grants to grantees; and

12 “(vi) any additional staffing or exper-
13 tise needed to administer and evaluate the
14 activities conducted under this section, and
15 any associated additional funding or other
16 legislation that may be needed to follow
17 through on the analysis; and

18 “(H) that includes an assessment of the ef-
19 fectiveness of the projects with respect to ad-
20 dressing health professionals workforce short-
21 ages or in-demand jobs.

22 “(2) FEDERAL WORKFORCE ANALYSIS.—Not
23 later than 6 months after the date of enactment of
24 the Pathways to Health Careers Act, the Secretary
25 shall submit to the committees specified in para-

1 graph (1) a report that contains an analysis of the
2 personnel employed or retained pursuant to sub-
3 section (i)(3), including—

4 “(A) a historical or projected time line of
5 hiring and retaining the personnel, including
6 the proportion of employees given priority pur-
7 suant to subsection (i)(3) who had prior experi-
8 ence working for the Department of Health and
9 Human Services;

10 “(B) hiring and retention data on the full-
11 time and part-time personnel required to ad-
12 minister the program under this section and
13 perform related activities, including the percent-
14 age of work time the personnel spent on the
15 program as compared to the percentage of work
16 time spent on other programs; and

17 “(C) an attestation that the personnel re-
18 ceive benefits, civil service protections, and ade-
19 quate training and continuing education as
20 needed.

21 “(3) ANNUAL REPORTS ON FEDERAL PER-
22 SONNEL ACTIONS.—The Secretary shall submit an-
23 nually to the committees specified in paragraph (1)
24 a report on any personnel actions taken with respect

1 to the personnel employed or retained pursuant to
2 subsection (i)(3).

3 “(4) ANNUAL SUMMARY OF NATIONAL EVALUA-
4 TIONS OF PRIOR GRANTS.—The Secretary shall sub-
5 mit annually to the committees specified in para-
6 graph (1) a summary of evaluations by the Sec-
7 retary of reports on the long-term and longer-term
8 effects of grants made under this section as in effect
9 before the effective date of the Pathways to Health
10 Careers Act.

11 “(k) DEFINITIONS.—In this section:

12 “(1) ALLIED HEALTH PROFESSION.—The term
13 ‘allied health profession’ has the meaning given that
14 term in section 799B(5) of the Public Health Serv-
15 ice Act.

16 “(2) CAREER PATHWAY.—The term ‘career
17 pathway’ has the meaning given that term in section
18 3(7) of the Workforce Innovation and Opportunity
19 Act.

20 “(3) DOULA.—The term ‘doula’ means, with re-
21 spect to an application to conduct a project under
22 this section, an individual who—

23 “(A)(i) has completed 60 hours of training
24 in providing non-medical information, emotional
25 support, and physical support to clients during

1 pregnancy, childbirth, and the postpartum pe-
2 riod;

3 “(ii) is certified, by an organization that
4 has been established for not less than 5 years
5 and that requires the completion of continuing
6 education to maintain the certification, to pro-
7 vide the information and support referred to in
8 clause (i); and

9 “(iii) maintains the certification by com-
10 pleting the required continuing education; or

11 “(B) has the permission of the local gov-
12 ernment in the State in which the applicant in-
13 tends to conduct the project, to provide the in-
14 formation and support referred to in subpara-
15 graph (A)(i).

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

22 “(A) A local workforce development board
23 established under section 107 of the Workforce
24 Innovation and Opportunity Act.

1 “(B) A State or territory, a political sub-
2 division of a State or territory, or an agency of
3 a State, territory, or such a political subdivi-
4 sion, including a State or local entity that ad-
5 ministers a State program funded under part A
6 of this title.

7 “(C) An Indian tribe, a tribal organization,
8 or a tribal college or university.

9 “(D) An institution of higher education (as
10 defined in the Higher Education Act of 1965).

11 “(E) A hospital (as defined in section
12 1861(e)).

13 “(F) A high-quality skilled nursing facility.

14 “(G) A Federally qualified health center
15 (as defined in section 1861(aa)(4)).

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

22 “(I) In the case of a demonstration project
23 of the type described in subsection
24 (c)(2)(B)(i)(II), an entity recognized by a
25 State, Indian tribe, or tribal organization as

1 qualified to train doulas or midwives, if mid-
2 wives or doulas, as the case may be, are per-
3 mitted to practice in the State involved.

4 “(J) An opioid treatment program (as de-
5 fined in section 1861(jjj)(2)), and other high
6 quality comprehensive addiction care providers.

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

11 “(6) FEDERAL POVERTY LEVEL.—The term
12 ‘Federal poverty level’ means the poverty line (as de-
13 fined in section 673(2) of the Omnibus Budget Rec-
14 onciliation Act of 1981, including any revision re-
15 quired by such section applicable to a family of the
16 size involved).

17 “(7) INDIAN TRIBE; TRIBAL ORGANIZATION.—
18 The terms ‘Indian tribe’ and ‘tribal organization’
19 have the meaning given the terms in section 4 of the
20 Indian Self-Determination and Education Assistance
21 Act (25 U.S.C. 450b).

22 “(8) INSTITUTION OF HIGHER EDUCATION.—
23 The term ‘institution of higher education’ has the
24 meaning given the term in section 101 or
25 102(a)(1)(B) of the Higher Education Act of 1965.

1 “(9) MIDWIFE.—The term ‘midwife’ means a
2 midwife who meets, at a minimum, the international
3 definition of the midwife and global standards for
4 midwifery education as established by the Inter-
5 national Confederation of Midwives.

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

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

14 “(12) TRIBAL MIDWIFE.—The term ‘tribal mid-
15 wife’ means an individual who is recognized by an
16 Indian tribe (as defined in section 4 of the Indian
17 Health Care Improvement Act (25 U.S.C. 1603)) to
18 practice midwifery for the tribe.

19 “(1) NONAPPLICABILITY OF PRECEDING SECTIONS
20 OF THIS SUBTITLE.—

21 “(1) IN GENERAL.—Except as provided in para-
22 graph (2), the preceding sections of this subtitle
23 shall not apply to a grant awarded under this sec-
24 tion.

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