

118TH CONGRESS  
2D SESSION

# S. 5180

To amend subtitle A of title XX of the Social Security Act to fund additional projects that focus on competency-based training for personal or home care aides, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

SEPTEMBER 25, 2024

Mr. KING (for himself and Mr. CASEY) introduced the following bill; which was read twice and referred to the Committee on Finance

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## A BILL

To amend subtitle A of title XX of the Social Security Act to fund additional projects that focus on competency-based training for personal or home care aides, 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 “Mollie Baldwin  
5 Upskilling of Personal and Home Care Aides Act”.

1 **SEC. 2. EXPANSION OF HEALTH AND HUMAN SERVICES**  
 2 **PROFESSIONS WORKFORCE PROJECTS.**

3 Section 2008 of the Social Security Act (42 U.S.C.  
 4 1397g) is amended by adding at the end the following new  
 5 subsection:

6 “(e) EXPANSION OF HEALTH AND HUMAN SERVICES  
 7 PROFESSIONS WORKFORCE PROJECTS.—

8 “(1) AUTHORITY TO AWARD GRANTS.—The  
 9 Secretary, in consultation with the Secretary of  
 10 Labor, shall award grants to eligible entities to con-  
 11 duct projects—

12 “(A) that employ upskilling training mod-  
 13 els that focus on competency-based training  
 14 for—

15 “(i) personal or home care aides (as  
 16 defined in subsection (b));

17 “(ii) direct support professionals;

18 “(iii) home health aides; and

19 “(iv) nursing assistants; and

20 “(B) that are designed to provide eligible  
 21 individuals with the opportunity to obtain edu-  
 22 cation and training for positions as personal or  
 23 home care aides (as so defined), direct support  
 24 professionals, home health aides, or nursing as-  
 25 sistants that pay a living wage and are expected

1 to either experience labor shortages or be in  
2 high demand; and

3 “(C) for which grants were awarded under  
4 subsection (a).

5 “(2) SELECTION OF PROJECTS.—

6 “(A) REQUIREMENTS FOR ELIGIBLE ENTI-  
7 TIES.—An eligible entity seeking to receive a  
8 grant under this subsection to conduct a project  
9 shall demonstrate—

10 “(i) that the eligible entity has suc-  
11 cessfully conducted the project in the past;  
12 and

13 “(ii) that the project implements the  
14 core training competencies for personal or  
15 home care aides described in subsection  
16 (b)(3)(A).

17 “(B) PRIORITY FOR RURAL AREAS AND  
18 UNDERSERVED URBAN AREAS.—

19 “(i) IN GENERAL.—In awarding  
20 grants under this subsection, the Secretary  
21 shall give priority to projects that sup-  
22 port—

23 “(I) rural areas (as defined in  
24 section 2007(f)); or

1 “(II) underserved urban areas  
2 (including urban health professional  
3 shortage areas (as defined in section  
4 332 of the Public Health Service Act).

5 “(ii) THRESHOLD FOR PRIORITIZED  
6 PROJECTS.—In awarding grants under this  
7 subsection, the Secretary shall ensure that  
8 not less than 50 percent of the grants  
9 awarded under this subsection shall be for  
10 projects described in clause (i).

11 “(3) REPORTS AND EVALUATION.—

12 “(A) ELIGIBLE ENTITIES.—An eligible en-  
13 tity awarded a grant to expand a project under  
14 this subsection shall submit interim reports to  
15 the Secretary on the activities carried out under  
16 the project and a final report on such activities  
17 upon the conclusion of the entities’ participa-  
18 tion in the project.

19 “(B) EVALUATION.—The Secretary shall,  
20 by grant, contract, or interagency agreement,  
21 evaluate the projects conducted under this sub-  
22 section. Such evaluation shall include identifica-  
23 tion of successful activities for creating oppor-  
24 tunities for developing and sustaining, particu-  
25 larly with respect to low-income individuals and

1 other entry-level workers, a health and human  
2 services professions workforce that has acces-  
3 sible entry points, that meets high standards  
4 for education, training, certification, and pro-  
5 fessional development, that provides increased  
6 wages and affordable benefits, including health  
7 care coverage, that are responsive to the  
8 workforce’s needs, and that is responsive to the  
9 needs of diverse racial and ethnic communities.

10 “(C) REPORT TO CONGRESS.—The Sec-  
11 retary shall submit interim reports and, based  
12 on the evaluation conducted under subpara-  
13 graph (B), a final report to Congress on the  
14 projects conducted under this subsection.

15 “(4) DEFINITIONS.—Any term used in this sub-  
16 section that is also used in subsection (a) shall have  
17 the same meaning for purposes of this subsection as  
18 such term has in such subsection (a).

19 “(5) FUNDING.—Out of any funds in the  
20 Treasury not otherwise appropriated, there are ap-  
21 propriated to the Secretary to carry out this sub-  
22 section \$5,000,000 for each of fiscal years 2025  
23 through 2034.”.

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