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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R. _____

To direct the Secretary of Labor to award grants for the recruitment,
retention, and advancement of direct care workers.

IN THE HOUSE OF REPRESENTATIVES

Mr. SCOTT of Virginia introduced the following bill; which was referred to the
Committee on _____

A BILL

To direct the Secretary of Labor to award grants for the
recruitment, retention, and advancement of direct care
workers.

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 “Direct Creation, Ad-
5 vancement, and Retention of Employment Opportunity
6 Act of 2026” or the “Direct CARE Opportunity Act of
7 2026”.

1 **SEC. 2. DEFINITIONS.**

2 In this Act:

3 (1) APPRENTICESHIP PROGRAM.—The term
4 “apprenticeship program” means an apprenticeship
5 program registered under the Act of August 16,
6 1937 (commonly known as the “National Appren-
7 ticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C.
8 50 et seq.).

9 (2) DIRECT CARE WORKER.—The term “direct
10 care worker” means—

11 (A) a direct support professional;

12 (B) a worker providing direct care services,
13 which may include palliative care, in a home or
14 community-based setting;

15 (C) a respite care provider who provides
16 short-term support and care to an individual in
17 order to provide relief to a family caregiver;

18 (D) a direct care worker, as defined in sec-
19 tion 799B of the Public Health Service Act (42
20 U.S.C. 295p); or

21 (E) an individual in any other position or
22 job related to those described in subparagraphs
23 (A) through (D), as determined by the Sec-
24 retary of Labor, in consultation with the Sec-
25 retary of Health and Human Services.

1 (3) DIRECT SUPPORT PROFESSIONAL.—The
2 term “direct support professional” means a worker
3 who provides services, in a home or community-
4 based setting, to individuals with disabilities that
5 promote their independence, well-being, and commu-
6 nity inclusion, including—

7 (A) providing services related to job coach-
8 ing and career development, employment assist-
9 ance, or the pursuit of personal goals;

10 (B) aiding activities of daily living;

11 (C) supporting communication; or

12 (D) providing habilitation services or other
13 supports.

14 (4) ELIGIBLE ENTITY.—The term “eligible enti-
15 ty” means an entity that is—

16 (A) a State;

17 (B) a labor organization or a joint labor-
18 management organization;

19 (C) a nonprofit organization with experi-
20 ence in aging, disability, supporting the rights
21 and interests of direct care workers, or training
22 or educating direct care workers;

23 (D) an Indian Tribe or Tribal organiza-
24 tion;

25 (E) an urban Indian organization;

1 (F) a State board or local board;

2 (G) a nonprofit or governmental organiza-
3 tion—

4 (i) with expertise in identifying and
5 addressing the care needs of older individ-
6 uals and individuals with disabilities and
7 their caregivers; and

8 (ii) which may include one or more of
9 the following—

10 (I) an area agency on aging (as
11 defined in section 102 of the Older
12 Americans Act of 1965 (42 U.S.C.
13 3002));

14 (II) a center for independent liv-
15 ing (as described in part C of title VII
16 of the Rehabilitation Act of 1973 (29
17 U.S.C. 796f et seq.)); or

18 (III) an Aging and Disability Re-
19 source Center (as defined in section
20 102 of the Older Americans Act of
21 1965 (42 U.S.C. 3002));

22 (H) when in partnership with an entity de-
23 scribed in any of subparagraphs (A) through
24 (G) or with a consortium described in subpara-
25 graph (I)—

1 (i) an institution of higher education;

2 or

3 (ii) an area career and technical edu-

4 cation school; or

5 (I) a consortium of entities listed in any of
6 subparagraphs (A) through (G).

7 (5) EMPLOY; EMPLOYER.—The terms “employ”
8 and “employer” have the meanings given the terms
9 in section 3 of the Fair Labor Standards Act (29
10 U.S.C. 203 et seq.).

11 (6) INDIAN TRIBE; TRIBAL ORGANIZATION.—
12 The terms “Indian tribe” and “tribal organization”
13 have the meanings given such terms in section 4 of
14 the Indian Self-Determination and Education Assist-
15 ance Act (25 U.S.C. 5304).

16 (7) INDIVIDUAL WITH A SIGNIFICANT DIS-
17 ABILITY.—The term “individual with a significant
18 disability” has the meaning given the term in section
19 7 of the Rehabilitation Act of 1973 (29 U.S.C. 705).

20 (8) INSTITUTION OF HIGHER EDUCATION.—The
21 term “institution of higher education” has the
22 meaning given the term in section 101 of the Higher
23 Education Act of 1965 (20 U.S.C. 1001) or section
24 102(a)(1)(B) of such Act (20 U.S.C.
25 1002(a)(1)(B)).

1 (9) SECRETARY; SECRETARY OF LABOR.—The
2 terms “Secretary” and “Secretary of Labor” means
3 the Secretary of Labor, acting through the Assistant
4 Secretary for Employment and Training.

5 (10) SECRETARY OF HEALTH AND HUMAN
6 SERVICES.—The term “Secretary of Health and
7 Human Services” means the Secretary of Health
8 and Human Services, acting through the Adminis-
9 trator for the Administration for Community Living.

10 (11) STATE.—The term “State” has the mean-
11 ing given the term in section 3 of the Carl D. Per-
12 kins Career and Technical Education Act of 2006
13 (20 U.S.C. 2302).

14 (12) SUPPORTIVE SERVICES.—The term “sup-
15 portive services” means services such as transpor-
16 tation, child care, dependent care, food, housing, and
17 needs-related payments, that are necessary to enable
18 an individual to participate in a strategy to be fund-
19 ed with a grant under this Act.

20 (13) WORKFORCE INNOVATION AND OPPOR-
21 TUNITY ACT TERMS.—The terms “area career and
22 technical education school”, “career pathway”, “ca-
23 reer planning”, “eligible youth”, “in-demand indus-
24 try sector or occupation”, “individual with a barrier
25 to employment”, “individual with a disability”,

1 “local board”, “older individual”, “one-stop center”,
2 “on-the-job training”, “recognized postsecondary
3 credential”, “region”, and “State board” have the
4 meanings given such terms in section 3 of the Work-
5 force Innovation and Opportunity Act (29 U.S.C.
6 3102).

7 (14) WORK-BASED LEARNING.—The term
8 “work-based learning” has the meaning given the
9 term in section 3 of the Carl D. Perkins Career and
10 Technical Education Act of 2006 (20 U.S.C. 2302).

11 **SEC. 3. AUTHORITY TO AWARD GRANTS; DURATION.**

12 (a) AUTHORITY TO AWARD GRANTS.—Not later than
13 12 months after the date of enactment of this Act, the
14 Secretary of Labor shall—

15 (1) enter into an interagency agreement de-
16 scribed in subsection (b) with the Secretary of
17 Health and Human Services; and

18 (2) from the amounts appropriated under sec-
19 tion 9(a) (and not reserved under section 9(a)(2)),
20 and in accordance with such interagency agreement,
21 award grants to eligible entities to assist such enti-
22 ties in developing and implementing strategies for
23 the recruitment, retention, or advancement of direct
24 care workers.

25 (b) INTERAGENCY AGREEMENT.—

1 (1) PURPOSES OF AGREEMENT.—The Secretary
2 of Labor shall enter into an agreement with the Sec-
3 retary of Health and Human Services for—

4 (A) assistance in administering or award-
5 ing grants under this section; or

6 (B) technical assistance under this Act.

7 (2) CONTENTS OF AGREEMENT.—An agreement
8 entered into under paragraph (1)—

9 (A) shall specify—

10 (i) whether the criteria or procedures
11 to be developed or used for a purpose de-
12 scribed in paragraph (1) will be the proce-
13 dures or criteria of the Secretary of Labor
14 or the Secretary of Health and Human
15 Services, or whether a single set of criteria
16 will be developed by both Secretaries for
17 such purpose; and

18 (ii) whether applicants for a grant
19 under this Act will be required to submit
20 a single application for joint review by the
21 Secretary of Labor and the Secretary of
22 Health and Human Services; and

23 (B) may, for a purpose described in para-
24 graph (1)—

1 (i) transfer to the Secretary of Health
2 and Human Services from the Secretary of
3 Labor a portion of the amounts appro-
4 priated by section 9(a) (and not reserved
5 under section 9(a)(2)); or

6 (ii) transfer to the Secretary of Labor
7 from the Secretary of Health and Human
8 Services a portion of the amounts appro-
9 priated by section 9(b).

10 (c) DURATION.—A grant under this Act shall be for
11 not less than 5 years.

12 **SEC. 4. APPLICATIONS; CONSULTATION.**

13 (a) APPLICATIONS.—

14 (1) IN GENERAL.—An eligible entity seeking a
15 grant under this Act shall submit to the Secretary
16 an application at such time, in such manner, and
17 containing such information as the Secretary, in
18 consultation with the Secretary of Health and
19 Human Services, may require, which shall include
20 the information listed in paragraph (2).

21 (2) CONTENTS.—An application submitted
22 under paragraph (1) by an eligible entity seeking a
23 grant under this Act shall include each of the fol-
24 lowing:

1 (A) Information with respect to the State
2 or geographic area to be served by such grant,
3 including the following:

4 (i) Demographic information regard-
5 ing the population, including a description
6 of the populations likely to need direct care
7 services, such as the aging population and
8 individuals with significant disabilities.

9 (ii) Projections of unmet need for di-
10 rect care services, which may include, en-
11 rollment on a home and community-based
12 services waiting list (as defined in section
13 1902(yy)(2) of the Social Security Act (42
14 U.S.C. 1396a(yy)(2)), demand for long-
15 term care provided through the Depart-
16 ment of Veterans Affairs, demand for serv-
17 ices provided under title III of the Older
18 Americans Act of 1965 (42 U.S.C. 3021 et
19 seq.), or other relevant data to the extent
20 practicable.

21 (iii) Current and projected job open-
22 ings for direct care workers and relevant
23 labor market information related to such
24 workers, and the geographic scope of the
25 workforce to be served.

1 (B) A description of each specific strategy
2 that the eligible entity will develop and imple-
3 ment using the grant to reduce barriers to re-
4 cruitment, retention, or advancement of direct
5 care workers, including—

6 (i) a description of how the eligible
7 entity will consult and coordinate with the
8 entities described in subsection (b) on the
9 development and implementation of the
10 strategy; and

11 (ii) an assurance that the eligible enti-
12 ty will implement the strategy in consulta-
13 tion with—

14 (I) individuals receiving direct
15 care services, including the aging pop-
16 ulation and individuals with disabil-
17 ities; and

18 (II) individuals performing direct
19 care services, which may include fam-
20 ily caregivers.

21 (C) In the case in which a strategy de-
22 scribed in subparagraph (B) will include the
23 provision of wages (or other compensation or
24 benefits) to direct care workers (or individuals

1 training to become such workers) participating
2 in activities carried out under the strategy—

3 (i) an assurance that the provision of
4 such wages will result in a wage for such
5 workers that is not less than the greater
6 of—

7 (I) the minimum wage required
8 under section 6(a) of the Fair Labor
9 Standards Act of 1938 (29 U.S.C.
10 206(a)); or

11 (II) the applicable wage required
12 by other applicable Federal or State
13 law, or a collective bargaining agree-
14 ment; and

15 (ii) an assessment of the wages (or
16 other compensation or benefits) necessary
17 to recruit, retain, or advance direct care
18 workers.

19 (D) An assurance that the eligible entity
20 will take such steps as may be necessary to re-
21 duce or eliminate barriers, including financial
22 barriers, to recipients of direct care services or
23 other benefits provided by any individual who is
24 participating in an activity carried out under
25 the strategy.

1 (E) An assurance that the eligible entity
2 will not charge any participant of such an activ-
3 ity who is a direct care worker or an individual
4 training to be such a worker for any education,
5 training, or supportive services or other benefits
6 provided under the activity.

7 (F) A description of any supportive serv-
8 ices and other benefits that will be provided by
9 such grant to enable individuals to participate
10 in any of the activities to be carried out under
11 the strategy.

12 (G) An assurance that the eligible entity
13 will provide adequate and safe equipment or fa-
14 cilities for the training and supervision of direct
15 care workers participating in any activity car-
16 ried out under the strategy, including an assur-
17 ance that the eligible entity will provide—

18 (i) a safe work environment (which
19 may include the provision of personal pro-
20 tective equipment and other necessary
21 equipment to prevent the spread of infec-
22 tious disease among workers and recipients
23 of direct care services);

1 (ii) a work environment that is free
2 from discrimination, retaliation, and vio-
3 lence; and

4 (iii) adequate training for mentors
5 and qualified instructors to ensure compli-
6 ance with this subparagraph, including any
7 equipment that may be provided under
8 clause (i).

9 (H) In the case of an eligible entity that
10 will use the grant to offer an education and
11 training program described in section
12 5(a)(2)(A)—

13 (i) a description of such program, in-
14 cluding any curricula, models, and stand-
15 ards used under the program, and any rec-
16 ognized postsecondary credentials for
17 which the program provides preparation,
18 as applicable, and the training services, if
19 any, provided under the program; and

20 (ii) an assurance that such program
21 will meet the applicable requirements
22 under section 5(a)(2)(A).

23 (I) In the case of an eligible entity that
24 will use such grant for the provision of the ca-
25 reer planning described in section 5(a)(2)(C), a

1 description of such career planning and how
2 such career planning will meet the requirements
3 of section 5(a)(2)(C).

4 (J) In the case of an eligible entity that
5 will use such grant to develop or implement an
6 innovative model or process to support the re-
7 tention and career advancement of direct care
8 workers, a description of such model or process.

9 (K) A description of the outreach efforts
10 that the eligible entity will use to identify indi-
11 viduals who may benefit from participating in
12 an activity to be carried out under a strategy
13 described in subparagraph (B), including tar-
14 geted outreach efforts to—

15 (i) individuals who are recipients of
16 assistance under a State program funded
17 under part A of title IV of the Social Secu-
18 rity Act (42 U.S.C. 601 et seq.);

19 (ii) individuals who are eligible for
20 such assistance; and

21 (iii) other individuals with barriers to
22 employment.

23 (L) How the eligible entity will collect and
24 submit to the Secretary workforce data and
25 outcomes of each strategy funded under such

1 grant, including for purposes of evaluating or
2 reviewing the strategy under section 6.

3 (3) CONSIDERATIONS.—In selecting eligible en-
4 tities to receive a grant under this Act, the Secretary
5 shall—

6 (A) ensure—

7 (i) to the extent practicable based on
8 the applications submitted under this sub-
9 section, equitable geographic and demo-
10 graphic diversity, including among rural
11 and urban areas; and

12 (ii) that selected eligible entities will
13 serve areas where direct care work, or a re-
14 lated occupation, is an in-demand industry
15 sector or occupation; and

16 (B) give priority to eligible entities pro-
17 posing to predominantly serve the individuals
18 described in paragraph (2)(K).

19 (b) CONSULTATION.—Each eligible entity receiving a
20 grant under this Act shall consult on the development and
21 implementation of any strategy for the recruitment, reten-
22 tion, or advancement of direct care workers to be funded
23 with such grant, and coordinate the implementation of
24 such strategy with—

1 (1) each applicable State board or local board,
2 to the extent that each such State board or local
3 board is not the eligible entity; and

4 (2) to the extent practicable—

5 (A) institutions of higher education in the
6 State or local areas to be served by the grant;

7 (B) the State Apprenticeship Agency rec-
8 ognized under the Act of August 16, 1937
9 (commonly known as the “National Apprentice-
10 ship Act”; 50 Stat. 664, chapter 663; 29
11 U.S.C. 50 et seq.), for the State or region to be
12 served by the grant or, if no such agency has
13 been recognized in the State or region, the Of-
14 fice of Apprenticeship of the Department of
15 Labor;

16 (C) the State agency responsible for ad-
17 ministering the State plan under title XIX of
18 the Social Security Act (42 U.S.C. 1396 et
19 seq.), the State agency operating a waiver to
20 provide home and community-based services
21 under section 1915(c) of such Act (42 U.S.C.
22 1396n(c)) or a waiver or demonstration project
23 to provide such services under section 1115 of
24 such Act (42 U.S.C. 1315), or the State agency
25 with primary responsibility for providing serv-

1 ices and supports for individuals with intellec-
2 tual disabilities and individuals with develop-
3 mental disabilities;

4 (D) in the case of an eligible entity that
5 uses the grant to carry out an education and
6 training program described in section
7 5(a)(2)(A), a nonprofit organization with dem-
8 onstrated experience in the development or de-
9 livery of curricula or coursework;

10 (E) an organization that fosters the profes-
11 sional development and collective engagement of
12 direct care workers, including labor organiza-
13 tions or joint labor-management organizations;

14 (F) a nonprofit or governmental organiza-
15 tion described in section 2(4)(G);

16 (G) the State Developmental Disability
17 Council (as such term is used in subtitle B of
18 title I of the Developmental Disabilities Assist-
19 ance and Bill of Rights Act of 2000 (42 U.S.C.
20 15021 et seq.);

21 (H) a nonprofit State provider association
22 that represents providers that employ direct
23 care workers, where such associations exist; and

24 (I) an entity that employs direct care
25 workers.

1 **SEC. 5. USES OF FUNDS; ADMINISTRATIVE COSTS; SUPPLE-**
2 **MENT, NOT SUPPLANT.**

3 (a) USES OF FUNDS.—

4 (1) DEVELOPMENT AND IMPLEMENTATION OF
5 STRATEGIES.—Each eligible entity receiving a grant
6 under this Act shall use such grant to develop and
7 implement a strategy for the recruitment, retention,
8 or advancement of direct care workers by carrying
9 out the requirements of not less than one of the sub-
10 paragraphs of paragraph (2), except that an eligible
11 entity described in section 2(4)(H) shall use such
12 grant to, at a minimum, carry out the requirements
13 of paragraph (2)(B).

14 (2) REQUIREMENTS.—In developing and imple-
15 menting a strategy described in paragraph (1), an
16 eligible entity shall carry out the requirements of not
17 less than one of the following subparagraphs:

18 (A) Developing and implementing an edu-
19 cation and training program that—

20 (i) shall provide each program partici-
21 pant relevant training regarding the rights
22 of recipients of direct care services, includ-
23 ing the rights of such recipients to—

24 (I) receive such services in the
25 most integrated setting;

1 (II) exercise self-determination;
2 and

3 (III) be free from physical, sex-
4 ual, and financial abuse, and discrimi-
5 nation;

6 (ii) may include any of the following
7 training services, which are provided pri-
8 marily in-person and not online—

9 (I) training on the in-demand
10 skills and competencies of direct care
11 occupations, including the provision of
12 culturally competent services to recipi-
13 ents of direct care; or

14 (II) an apprenticeship program,
15 work-based learning, experiential
16 learning, or on-the-job training oppor-
17 tunities; and

18 (iii) in the case in which such pro-
19 gram includes on-the-job training, shall
20 provide a progressively increasing, clearly
21 defined schedule of wages to be paid to
22 participants of such training that—

23 (I) is consistent with skill gains,
24 or attainment of a recognized postsec-
25 ondary credential to be received as a

1 result of participation in or comple-
2 tion of such program; and

3 (II) ensures that the wage for
4 such participants is not less than the
5 greater of—

6 (aa) the minimum wage re-
7 quired under section 6(a) of the
8 Fair Labor Standards Act of
9 1938 (29 U.S.C. 206(a)); or

10 (bb) the applicable wage re-
11 quired by other applicable Fed-
12 eral or State law, or a collective
13 bargaining agreement.

14 (B) Developing and implementing a career
15 pathway program that leads to higher wages
16 and benefits for participating direct care work-
17 ers, which shall include—

18 (i) the planning and implementation
19 of the career pathways program between
20 employers who hire such participants and
21 such eligible entity;

22 (ii) the development and expansion of
23 new or existing programs that utilize ca-
24 reer pathway design elements, and which

1 may include the development and expansion of—
2

3 (I) dual-enrollment approaches
4 for secondary students or eligible
5 youth seeking to participate in a career pathway program;
6

7 (II) multiple entry and exit
8 points into pathways for participants;

9 (III) sequenced, connected curricula, and the establishment of
10 stackable credentials; or
11

12 (IV) supports that help working
13 students and other nontraditional and
14 adult student populations persist
15 along pathways and attain recognized
16 postsecondary credentials;

17 (iii) the provision of training services
18 as described in subparagraph (A)(ii);

19 (iv) the provision of supportive services; or
20

21 (v) any other evidence-based activities
22 identified by the eligible entity as necessary to support the development or
23 implementation of such career pathway program.
24
25

1 (C) Providing career planning to support
2 the identification of advancement opportunities
3 and career pathways for direct care workers, in
4 coordination with employers, in the State or re-
5 gion to be served by the grant.

6 (D) Providing wages (or other compensa-
7 tion or benefits), supportive services, mentoring,
8 or other career supports to direct care workers
9 (or individuals training to be such workers),
10 which provided alone, or in combination with
11 any of the activities listed in this paragraph, fa-
12 cilitates the recruitment, retention, or advance-
13 ment of such workers.

14 (E) Any other activity that the Secretary
15 determines appropriate for implementing a
16 strategy for the recruitment, retention, or ad-
17 vancement of direct care workers.

18 (3) CONTINUATION OF EXISTING STRATE-
19 GIES.—An eligible entity that, as of the day on
20 which the grant program under this Act is an-
21 nounced in the Federal Register, has been imple-
22 menting a strategy that carries out the requirements
23 of not less than one of the subparagraphs of para-
24 graph (2) may use a grant received under this Act
25 to continue implementing such strategy.

1 (b) ADMINISTRATIVE COSTS.—Each eligible entity
2 receiving a grant under this Act may not use more than
3 7 percent of the funds of such grant for costs associated
4 with the administration of the strategies implemented
5 using the grant, and the evaluations and reports of such
6 strategies under section 6.

7 (c) SUPPLEMENT, NOT SUPPLANT.—An eligible enti-
8 ty receiving a grant under this Act shall use such grant
9 only to supplement, and not supplant, the amount of funds
10 that, in the absence of such grant, would be available for
11 the recruitment, retention, or advancement of direct care
12 workers in the State or region served by the grant.

13 **SEC. 6. EVALUATIONS AND REPORTS.**

14 (a) ELIGIBLE ENTITIES.—

15 (1) IN GENERAL.—Each eligible entity receiving
16 a grant under this Act shall submit to the Secretary
17 of Labor and the Secretary of Health and Human
18 Services, with respect to each strategy for the re-
19 cruitment, retention, or advancement of direct care
20 workers funded with such grant—

21 (A) for each year of the grant period, an
22 annual report on the progress and outcomes of
23 the strategy; and

1 (B) not later 6 months after the comple-
2 tion of such strategy, a final report on the
3 progress and outcomes of the strategy.

4 (2) CONTENTS.—Each report submitted under
5 paragraph (1) by an eligible entity receiving a grant
6 under this Act shall include each of the following,
7 which shall be disaggregated in accordance with
8 paragraph (3):

9 (A) A description of each strategy funded
10 by the grant, including—

11 (i) the number of individuals who are
12 direct care workers or training to be direct
13 care workers who participated in the activi-
14 ties carried out under such strategy;

15 (ii) a description of each activity car-
16 ried out under such strategy; and

17 (iii) the outcomes of such strategy, in-
18 cluding the number of individuals or fami-
19 lies receiving direct care services or other
20 benefits provided by participants of any
21 such activities.

22 (B) In the case of such a strategy that in-
23 cludes an education and training program—

24 (i) the number of participants in such
25 program who complete such program,

1 disaggregated by the type of education and
2 training completed (including work-based
3 learning, on-the-job training, an appren-
4 ticeship program, and a professional devel-
5 opment or mentoring program);

6 (ii) the number of such participants
7 who complete such program and who at-
8 tain employment as a direct care worker
9 after participating in such program,
10 disaggregated in accordance with clause
11 (i); and

12 (iii) the submission of the data nec-
13 essary (as defined by the Secretary of
14 Labor) to measure employment outcomes
15 for each such program with respect to the
16 indicators of performance on unsubsidized
17 employment, median earnings, credential
18 attainment, measurable skill gains, and
19 employer satisfaction, as determined in ac-
20 cordance with subclauses (I) through (VI),
21 respectively, of section 116(b)(2)(A)(i) of
22 the Workforce Innovation and Opportunity
23 Act (29 U.S.C. 3141(b)(2)(A)(i)).

24 (C) In the case of such a strategy that in-
25 cludes the provision of supportive services—

1 (i) the number of participants of such
2 strategy who—

3 (I) needed supportive services
4 and received such services; and

5 (II) needed supportive services
6 and did not receive such services; and

7 (ii) a description of the supportive
8 services provided.

9 (D) How the eligible entity evaluates satis-
10 faction with respect to—

11 (i) participants of an activity carried
12 out under the strategy funded by such
13 grant;

14 (ii) individuals receiving direct care
15 services or other benefits provided by such
16 participants, including—

17 (I) any impact on the health or
18 health outcomes of such individuals;
19 and

20 (II) any impact on the ability of
21 individuals to transition to or remain
22 in the community in an environment
23 that meets the criteria established in
24 section 441.301(c)(4) of title 42, Code

1 of Federal Regulations (or successor
2 regulations); and
3 (iii) employers of such participants, as
4 determined in accordance with section
5 116(b)(2)(A)(i)(VI) of the Workforce Inno-
6 vation and Opportunity Act (29 U.S.C.
7 3141(b)(2)(A)(i)(VI)).

8 (3) DISAGGREGATION.—

9 (A) IN GENERAL.—Subject to subpara-
10 graph (B), the information described in para-
11 graph (2) shall be disaggregated—

12 (i) by race, disability, ethnicity, sex,
13 and age of the individuals receiving direct
14 care services under this Act;

15 (ii) by each subpopulation listed in
16 subparagraphs (A) through (N) of section
17 3(24) of the Workforce Innovation and Op-
18 portunity Act (29 U.S.C. 3102(24)) of the
19 individuals who are direct care workers or
20 training to be direct care workers who par-
21 ticipated in a strategy funded under this
22 Act; and

23 (iii) by the individuals receiving direct
24 care services under this Act who are de-
25 scribed in section 4(a)(2)(K).

1 (B) EXCEPTIONS.—The disaggregation de-
2 scribed in clause (i), (ii), or (iii) of subpara-
3 graph (A) shall not be required in a case in
4 which the number of individuals in a category
5 or subpopulation is insufficient to yield statis-
6 tically reliable information or the results would
7 reveal personally identifiable information about
8 an individual.

9 (b) REPORT TO CONGRESS.—Not later than 1 year
10 after the completion of the final strategy funded by the
11 last grant awarded under this Act, the Secretary shall pre-
12 pare and submit to Congress, and make publicly available,
13 a report containing—

14 (1) the progress and outcomes of the strategies
15 identified in the final reports submitted by eligible
16 entities under subsection (a)(1)(B);

17 (2) any specific successful strategies (as deter-
18 mined on the basis of such final reports) that can
19 also support family caregivers;

20 (3) an analysis of the workforce supply, current
21 and projected shortages, and distribution of direct
22 care workers at the national, regional, and State lev-
23 els; and

24 (4) recommendations for legislative or adminis-
25 trative action.

1 **SEC. 7. GAO REPORT.**

2 Not later than 1 year after the Secretary submits to
3 Congress the report under section 6(b), the Comptroller
4 General of the United States shall conduct a study and
5 submit to Congress a report including—

6 (1) an assessment of the effect that the strate-
7 gies in the recruitment, retention, or advancement of
8 direct care workers funded under this Act have had
9 on the supply of such workers in the labor market;

10 (2) any specific successful strategies (as deter-
11 mined on the basis of the assessment in paragraph

12 (1)) that can also support family caregivers; and

13 (3) recommendations for legislative or adminis-
14 trative actions.

15 **SEC. 8. TECHNICAL ASSISTANCE.**

16 (a) IN GENERAL.—Not later than 5 months after the
17 date of enactment of this Act, from the amounts reserved
18 under section 9(a)(2), the Secretary of Labor, in coordina-
19 tion with the Secretary of Health and Human Services,
20 shall provide technical assistance to eligible entities receiv-
21 ing a grant under this Act, including technical assistance
22 to—

23 (1) ensure that such entities carry out one or
24 more of the activities described in section 5(a)(2);
25 and

26 (2) assist such entities in complying with the—

1 (A) the data collection requirements of sec-
2 tion 6(a)(2)(B)(iii); and

3 (B) the disaggregation requirements of
4 section 6(a)(3).

5 (b) NATIONAL TECHNICAL ASSISTANCE CENTER.—
6 In addition to activities authorized under section
7 411(a)(13) of the Older Americans Act of 1965 (42
8 U.S.C. 3032(a)(13)) and the activities authorized under
9 subtitle E of the Developmental Disabilities Assistance
10 and Bill of Rights Act of 2000 (42 U.S.C. 15081 et seq.),
11 the amounts appropriated by section 9(b) of this Act shall
12 be used by the Assistant Secretary for Aging of the Ad-
13 ministration for Community Living of the Department of
14 Health and Human Services to—

15 (1) provide the technical assistance described in
16 subsection (a);

17 (2) disseminate tools, resources, information,
18 and best practices to assist State systems (including
19 Medicaid, aging, disability, and workforce agencies),
20 as well as service providers, and aging, disability,
21 and labor stakeholders, to support the development
22 and coordination of policies and programs that con-
23 tribute to a stable, robust direct care workforce;

24 (3) bolster partnerships and support collabora-
25 tion between or among the State systems, service

1 providers, and stakeholders described in paragraph
2 (2) to support the direct care workforce; and
3 (4) any other activities that are necessary to
4 strengthen the direct care workforce, as determined
5 by the Assistant Secretary.

6 (c) RULE OF CONSTRUCTION.—Nothing in this Act
7 shall be construed to require or authorize the establish-
8 ment of a new technical assistance center to carry out the
9 activities authorized under section 411(a)(13) of the Older
10 Americans Act of 1965 (42 U.S.C. 3032(a)(13)).

11 **SEC. 9. FUNDING.**

12 (a) GRANT PROGRAM.—

13 (1) IN GENERAL.—In addition to amounts oth-
14 erwise available, there is authorized to be appro-
15 priated, and there is appropriated, for each of the
16 fiscal years 2027 through 2032, out of any money
17 in the Treasury not otherwise appropriated,
18 \$300,000,000 to carry out this Act (other than sec-
19 tion 8(b)), to remain available until September 30,
20 2032.

21 (2) RESERVATION OF FUNDS FOR TECHNICAL
22 ASSISTANCE.—Of the amounts appropriated under
23 paragraph (1) for a fiscal year, the Secretary of
24 Labor shall reserve up to 2 percent to provide the
25 technical assistance described in section 8(a).

1 (b) NATIONAL TECHNICAL ASSISTANCE CENTER.—

2 In addition to amounts otherwise available, there is au-
3 thorized to be appropriated, and there is appropriated, for
4 each of the fiscal years 2027 through 2032, out of any
5 money in the Treasury not otherwise appropriated,
6 \$6,000,000, to remain available until September 30, 2032,
7 to carry out—

8 (1) the activities authorized under section
9 411(a)(13) of the Older Americans Act of 1965 (42
10 U.S.C. 3032(a)(13));

11 (2) the activities authorized under subtitle E of
12 the Developmental Disabilities Assistance and Bill of
13 Rights Act of 2000 (42 U.S.C. 15081 et seq.); and

14 (3) the activities described in section 8(b) of
15 this Act.