

**S. 3022, IHS Workforce Parity Act of 2024**

As ordered reported by the Senate Committee on Indian Affairs on May 1, 2024

By Fiscal Year, Millions of Dollars	2025	2025-2029	2025-2034
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	0	21	157
Increases <i>net direct spending</i> in any of the four consecutive 10-year periods beginning in 2035?	No	Statutory pay-as-you-go procedures apply?	Yes
<b>Mandate Effects</b>			
Increases <i>on-budget deficits</i> in any of the four consecutive 10-year periods beginning in 2035?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No

S. 3022 would modify two workforce development programs aimed at recruiting health professionals for the Indian Health Service (IHS). The IHS Scholarship Program provides grants to current students who are members of federally recognized tribes and working toward degrees in the health professions. The awards cover tuition and education-related expenses in exchange for a two-year, full-time commitment to work for IHS after certification as a health professional. The Loan Repayment Program pays current health professionals up to \$25,000 annually to cover student loan repayments and up to \$6,000 a year to cover the associated income tax liability in exchange for a two-year, full-time commitment to work for IHS.

S. 3022 would modify both programs by allowing recipients to work part-time for twice the number of years as full-time recipients in exchange for the assistance. The aim is to improve recruitment of health professionals at IHS, which has reported chronic medical staff shortages for many years.

Under the bill, Scholarship Program recipients could work 20 hours a week for four years, and Loan Repayment Program recipients could work either part-time at IHS for four years for the full amount of loan and tax assistance or part-time for two years in exchange for a 50 percent reduction in their loan balances.

See also

[CBO's Cost Estimates Explained](#), [CBO Describes Its Cost-Estimating Process](#), [Glossary](#)



CBO estimates that implementing S. 3022 would result in more students and health care professionals agreeing to work part-time with IHS in exchange for the assistance. CBO expects that the number of grants would increase by about 1 percent in the first year and continue to grow thereafter. By 2030, and for the remainder of the 2025-2034 period, the number of grants are projected to be 5 percent higher relative to current law. Using information from IHS about average scholarship and loan amounts and information on the cost of part-time employment at IHS, CBO estimates that implementing the bill would cost \$21 million over the 2025-2029 period and \$157 million over the 2025-2034 period. Any related spending would be subject to the availability of appropriated funds.

The costs of the legislation, detailed in Table 1, fall within budget function 550 (health).

<b>Table 1. Estimated Budgetary Effects of S. 3022</b>												
	<b>By Fiscal Year, Millions of Dollars</b>											
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2025- 2029	2025- 2034
	<b>Increases in Spending Subject to Appropriation</b>											
Estimated Authorization	0	1	3	6	11	17	23	28	33	37	21	159
Estimated Outlays	0	1	3	6	11	16	22	28	33	37	21	157

The CBO staff contact for this estimate is Robert Stewart. The estimate was reviewed by Chad Chirico, Director of Budget Analysis.

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