



# AGING SERVICES WORKFORCE NOW!

**The Biden Administration must take action NOW to address the ongoing workforce crisis that is increasingly limiting access to quality care our aging loved ones need.**

Older adults and their families are facing immediate challenges accessing essential care and services to remain independent, safe, and healthy. Longstanding workforce shortages in the aging services sector, exacerbated by the COVID-19 pandemic, mean families' requests for care go unfilled and countless nursing homes in communities across the country are closing their doors permanently. Aging services providers rely on funding and programs supported via federal and state policies. Without more attention and resources, the crisis will only deepen as America ages. It is time for the Administration to take immediate action.



10,000 people turn 65 every day in the United States, many of whom will need professional aging services at some point in their lives.<sup>1</sup>



The population of the United States is rapidly aging. By 2034 there will be more people over age 65 than under age 18.<sup>2</sup>



The COVID-19 pandemic exacerbated an already urgent staffing crisis in aging services; long-term services and supports in the United States will need an additional 3.5 million workers by 2030 to keep up with the aging population.<sup>3</sup>

The Biden Administration can make a difference.

Aging services organizations are part of the solution to the workforce crisis, but providers alone cannot resolve the massive staffing challenges. Congress must act now, and there are actions the Administration can take immediately to remove barriers to fully staffing aging services. The Administration can:

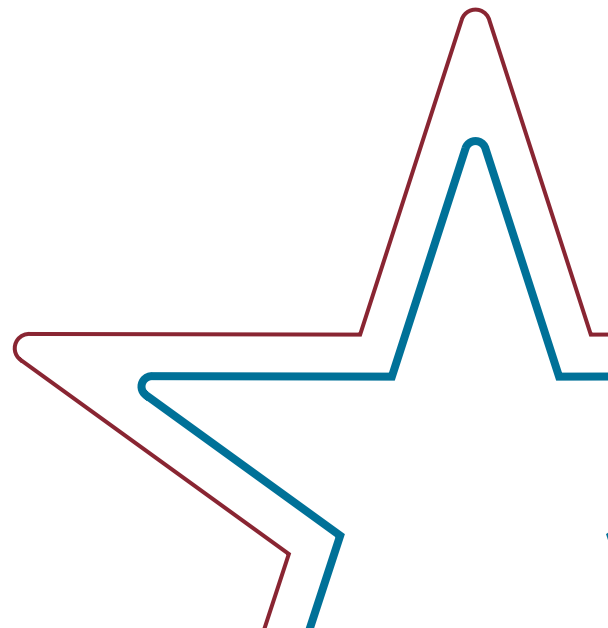
- ★ **Pay aging services professionals a living wage**
- ★ **Offer incentives to retain and attract qualified staff**
- ★ **Expand training and advancement opportunities**
- ★ **Build dependable international pipelines of trained caregivers**
- ★ **Enact meaningful, equitable long-term care financing**

## SOURCES

<sup>1</sup> [U.S. Census Bureau](#)

<sup>2</sup> [U.S. Census Bureau](#)

<sup>3</sup> [HealthAffairs.org](#)



## THE ADMINISTRATION MUST ENACT IMMEDIATE WORKFORCE SOLUTIONS

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In the Domestic Policy Council, establish and convene a cross-agency working group to bring all federal resources and solutions together to solve the aging services workforce crisis.

- In HHS:
  - » Design and implement a methodology for calculating a living wage and incorporate it into Medicare and Medicaid reimbursement formulas.
  - » Do not impose staffing mandates on nursing homes without increasing reimbursement to providers to cover the cost of additional staff and without ensuring that there is a ready supply of applicants.
  - » Advocate that HHS continue to think more futuristically about technology and how to pay for telehealth and technology needs to successfully deliver care and services across all of our provider types.
- In the State Department, permit virtual interviews in embassies to decrease wait times—currently a year or more—for in-person interviews for caregivers who have been hired by providers.
- In the Department of Labor (DOL), require a separate queue for processing prevailing wage determinations to aging services providers who are hiring registered nurses and physical therapists.
- In the United States Citizenship and Immigration Services, take immediate steps to expedite the processing of backlogs and delays with immigration applications for aging services professionals.
- In the Department of Housing and Urban Development, improve salary expectations for staff in HUD-assisted senior housing communities, including service coordinators.



**Aging services' workforce challenges are longstanding and complex. Solutions will come from immediate action on many fronts—starting with Congress and the White House taking responsibility and addressing the chronic underfunding and neglect of the sector. They must prioritize the work care crisis and provide the critical support and resources that will both ensure competitive wages and the creation of an education infrastructure to train and retain the care professionals who will serve our rapidly aging population now—and in the future.**

**— Katie Smith Sloan, President and CEO, LeadingAge**