



AGING SERVICES WORKFORCE NOW!

Members of the 117th Congress 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 by federal policies. Without more attention and resources, the crisis will only deepen as America ages. It is time for Congress 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.¹



The population of the United States is rapidly aging. By 2034 there will be more people over age 65 than under age 18.²



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.³

LeadingAge represents more than 5,000 nonprofit aging services providers and other mission-minded organizations that touch millions of lives every day. Our members encompass the continuum of services for people as they age. We bring together the most inventive minds in the field to lead and innovate solutions that support older adults wherever they call home.

We call on Congress to act immediately to alleviate the aging service workforce crisis:

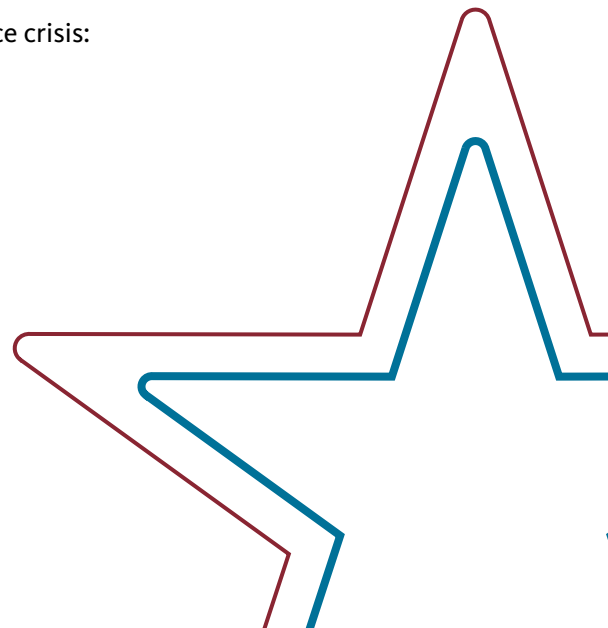
- ★ Pay aging services professionals a living wage
- ★ Offer incentives to retain and attract qualified staff
- ★ Expand training and advancement opportunities
- ★ Build dependable international pipelines of trained caregivers
- ★ Enact meaningful, equitable long-term care financing

SOURCES

¹ [U.S. Census Bureau](#)

² [U.S. Census Bureau](#)

³ [HealthAffairs.org](#)



CONGRESS MUST ENACT IMMEDIATE AGING SERVICES WORKFORCE SOLUTIONS

- The FY 2023 Appropriations package should:
 - » Build up our workforce through funding for the National Health Care Workforce Commission authorized by the Affordable Care Act.
 - » Bolster wages for dedicated aging services professional caregivers through \$1.6 billion to the Department of Health and Human Services (HHS) to support staffing wage subsidies that deliver tuition assistance, childcare, and transportation assistance.
 - » Invest in the Administration for Community Living Direct Care Workforce Competitive Grants with \$1 billion and the creation of the Direct Care Workforce Technical Assistance Center with \$20 million.
 - » Support a Centers for Medicare and Medicaid Services study of on-site nursing staff coverage with \$50 million, as specified in the Nursing Home Workforce Training Grants.
 - » Increase our pipeline of prospective workers by funding the Department of HHS and Education to jointly develop and implement an aging services training program for high school students.
 - » Reauthorize and expand grants that train low-income workers for high-demand jobs by supporting the Health Profession Opportunity Grants program with \$40 million.
 - » Implement nontraditional apprenticeship programs, including serving individuals with disabilities or nontraditional apprenticeship populations, with \$350 million in funding support.
 - » Direct the Biden Administration to establish an Interagency Aging Services Workforce Taskforce and report on activities to Congress.
- Pass the Better Care Better Jobs Act (S. 2210) or enact the Home and Community-Based Services (HCBS) provisions of H.R. 5376. Any HCBS extension should include a permanent HCBS Federal Medical Assistance Percentage (FMAP) bump, and provisions to provide direct pass-throughs for workers and to update Medicaid rates regularly.
- Enact the Building America's Health Care Workforce Act (H.R. 7744) to keep Temporary Nursing Assistant (TNA) flexibilities.
- Enact the Ensuring Seniors' Access to Care Act (S. 4381) to speed up the training of more certified nursing assistants in nursing homes.
- Pass the Citizenship for Essential Workers Act (S. 747, H.R. 1909) so that long-term care workers who were deemed "essential" during the pandemic have a pathway to citizenship and permanent residency status.
- Pass the Health Care Workforce Resilience Act (S. 1024, H.R. 2255) to speed up the ability of foreign nurses and doctors to come to the United States and start working.
- Enact the Future Advancement of Nursing Act (H.R. 851, S. 246) to get more nurses trained and working.
- We support the introduction and enactment of a temporary guest worker program for CNA and home care aides, as proposed in the draft bill, the Ensuring Caregivers for the Aged and Disabled Act.
- Create a new temporary H-2C visa classification for "essential" non-agricultural workers, as specified in the Essential Workers for Economic Advancement Act (H.R. 7239).
- Make permanent the important gains made in telehealth over the course of the pandemic that were extended as part of the Consolidated Appropriations Act 2022, allowing aging services providers to expand the reach of their existing staff.



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*