



The Trusted Voice for Aging



ABOUT LEADINGAGE

LeadingAge members span the nation and the aging services continuum with more than 5,000 nonprofit and mission-driven organizations and 38 state partners committed to making America a better place to grow old.

We bring together the most inventive minds in the field to lead and innovate solutions that support older adults wherever they call home. We serve our members, the sector and older Americans through advocacy, policy analysis, professional development for aging services professionals and practical research efforts.

LeadingAge is a community of nonprofit aging services providers and other mission-driven organizations serving older adults. Members are united by a collective commitment to common ideals.

AGING SERVICES CRITICAL ISSUES

Workforce

- Increase wages for aging services professionals to at least a living wage.
- Offer incentives to retain and attract qualified staff.
- Establish and retain a pipeline of foreign-born aging services workers by fixing our broken immigration system and creating new options.
- Expand direct care workforce training and advancement opportunities by funding specific opportunities for long-term care through the departments of labor, health and human services, and education.
- Enact long-term care financing that is meaningful and equitable.

➤ BY 2034

there will be more people over age 65 than under age 18,¹ many of whom will need some level of professional long-term care at some point in their lives.²

➤ 3.5 MILLION WORKERS

will be needed in long-term services and supports in the U.S. by 2030 to keep up with the aging population;³ the already urgent staffing crisis in aging services was exacerbated by the COVID-19 pandemic.

KEY WORKFORCE BILLS & POLICIES

Supporting Our Direct Care Workforce and Family Caregivers Act

Cosponsor the Supporting Our Direct Care Workforce Act, which would authorize \$1 billion in federal funding to support increasing direct care workforce positions and for the creation, recruitment, training, and retention of direct care workforces. (Bill number: S. 1298, Sen. Tim Kaine)

Workforce for an Expanding Economy Act

Cosponsor the Workforce for an Expanding Economy Act when it is reintroduced this year by Rep. Lloyd Smucker (R-PA). This bill would establish a new nonimmigrant visa for temporary nonagricultural workers (H-2C) to fill jobs that have remained open for a certain amount of time. (Bill number in the last Congress: HR 4288)

FY24 Department of State Appropriations Bill

Support increased funding for the Department of State's National Visa Center within the Bureau of Consular Affairs. A funding increase for FY24 would allow the National Visa Center to hire additional staff to accelerate the processing of new employment-based visas for foreign health care workers.

Ensuring Seniors' Access to Quality Care Act

Cosponsor the Ensuring Seniors' Access to Quality Care Act to address the two-year Certified Nurse Aide (CNA) "training lockout" contributing to the nursing home staffing crisis. It would allow nursing homes to reinstate their CNA training programs provided any relevant deficiencies cited in a survey are corrected. It would also provide nursing home operators with access to the National Practitioner Data Bank to improve their ability to screen candidates. (Bill Numbers: S 1749, Sen. Tim Kaine/HR 3227, Rep. Ron Estes)

Nursing Home Federal Staffing Mandate

Although not a bill yet, LeadingAge is looking for House and Senate champions to lead our "Get Real on Ratios" legislative proposal to address anticipated nursing home minimum staffing levels. LeadingAge seeks federal legislation to require that certain conditions be in place before any mandatory staffing ratios are implemented. More information is available on the [LeadingAge Get Real on Ratios one-pager](#).

Improving Care and Access to Nurses Act

Cosponsor the Improving Care and Access to Nurses (ICAN) Act, a broad-ranging bill that would enhance the scope of practice for advance practice registered nurses (APRNs), including provisions that would allow APRNs to certify terminal illness in hospice and allow APRNs to bill for physician services under the hospice benefit even when they are not the attending physician. The bill would also expand the scope of practice for APRNs in skilled nursing facilities and allow nurse midwives to order home health services. (Bill number: HR 2713, Rep. David Joyce)

Building America's Health Care Workforce Act

This bill would reinstate the flexibilities of CMS's Temporary Nurse Aide (TNA) waiver that ended with the public health emergency (PHE), enable TNAs to continue working in their current roles beyond the September 10 cut-off date, and put their on-the-job experience and training toward the 75-hour federal CNA training requirement. (Bill Number: HR 468, Rep. Brett Guthrie)

Better Care Better Jobs Act

Cosponsor the Better Care Better Jobs Act to establish programs and provide funds for state Medicaid programs to improve home- and community-based services (HCBS), such as home care, adult day, personal care, case management, and rehabilitative services. The bill would also provide additional funding to the direct care workforce and an enhanced federal medical assistance percentage (FMAP) to states when certain benchmarks are met. (Bill numbers: S 100, Sen. Bob Casey/HR 4131, Rep. Debbie Dingell)

Expanding Service Coordinators Act

Cosponsor the Expanding Service Coordinators Act when it is reintroduced this year by Representative Adam Smith. The 2022 version of the bill would have authorized an additional \$100 million each year for five years for HUD multifamily service coordinators, established a training set aside to improve the capacity and retention of service coordinators, and extended qualification for the Public Service Loan Forgiveness program to service coordinators. (Bill number in the last Congress: HR 8866)