

Aging Services Workforce

Support and Protect Pathways for Foreign-Born Workers

Enact legislation to raise caps on employment-based visas:

- Support the *Healthcare Workforce Resilience Act* (S 2759 / HR 5283), which would recapture 40,000 previously authorized but unused visas, 25,000 of which would be designated specifically for nurses. This would help alleviate the EB-3 green card backlog that many LeadingAge members use to recruit nurses from abroad.

Enact legislation that offers a pathway to permanency for long-term immigrants:

- Support the *Dignity Act* (HR 4393), which would offer legal status and work authorization to long-term undocumented immigrants without criminal backgrounds. It would also offer a pathway to permanent resident status for undocumented individuals who entered the U.S. as minors (commonly known as “Dreamers”).

Enact legislation that creates a pathway for new immigrants:

- Support the *Essential Workers for Economic Advancement Act* (HR 5494), which would establish a new temporary work visa called an H-2C nonimmigrant visa that would be available to non-degreed, nonseasonal workers, such as nurse aides, home health aides, and personal care workers.

Enact legislation to protect Temporary Protected Status (TPS) status for Haiti:

- Support the designation of Haiti for TPS (HR 1689), which would require the Secretary of Homeland Security to designate Haiti for TPS.

Reduce Barriers to Aging Services Careers

Enact legislation that bolsters the nurse aide workforce:

- Support the *Certified Nursing Assistant Workforce Improvement Act* (HR 3471), which would direct HHS to update federal regulations so that registered nurses with at least two years of nursing experience, regardless of whether that experience is in long-term care, can supervise CNA training programs. For LeadingAge members, this would expand the pool of qualified CNA trainers, helping providers accelerate CNA recruitment and training amid persistent workforce shortages.

Expand access to federal loans for students pursuing degrees vital to our field:

- Support the *Professional Degree Access Restoration Act* (S 4039), which would reverse recent reductions in federal student loan availability for graduate and professional students, restoring access to financing for advanced education programs such as nursing, social work, and other health professions. For LeadingAge members, this could strengthen the long-term workforce pipeline by making it more feasible for students to pursue and complete the graduate-level training needed to work in aging services setting.
- Support the *Professional Student Degree Act* (HR 6718), which would amend the Higher Education Act to clarify and expand the definition of “professional degree,” ensuring that programs like nursing, social work, physical and occupational therapy, and other health professions qualify for higher federal student loan limits that were reduced by the *Working Families Tax Cut Act* (HR 1; also referred to as the *One Big Beautiful Bill Act*). For LeadingAge members, this would help protect access to graduate-level education for key care professions, supporting a stronger pipeline of nurses and other clinicians needed across aging services settings.

Reintroduce legislation that supports international trained professionals’ entry into the field:

- The *Welcome Back to the Health Care Workforce Act* (S 4088 from the last session of Congress) would support the reentry of internationally trained health professionals into the U.S. workforce, easing persistent staffing shortages across aging services settings. By reducing barriers for qualified clinicians to return to practice, the bill could expand the available talent pool and improve recruitment and retention of much-needed health care workers.