

# Caregivers For Tomorrow

Working in America's long term care facilities is both meaningful and deeply rewarding, with caregivers across the country delivering compassionate, person-centered care every day. As our population ages and the demand for long term care continues to grow, the need for a strong and resilient workforce has never been more critical. Providers are committed to recruitment and retention efforts, but they need support. Strengthening the long term care workforce to meet future needs requires policymakers to take strategic, collaborative action through a multi-pronged approach.

**Caregivers For Tomorrow** is a nationwide effort to drive policy change to strengthen and expand the long term care workforce through innovative, sustainable solutions.

These solutions will attract new caregivers, support current staff, and ensure every older adult and individual with disabilities has access to the high-quality care they deserve for years to come.

This is a moment for policymakers, regulatory agencies, and stakeholders at every level to come together and champion meaningful, supportive solutions.

## Solutions



### Recruitment & Retention

- Develop **incentive programs to recruit workers to long term care**, such as loan forgiveness, tax credits, affordable housing, & childcare support.
- Offer grants to support partnerships between nursing homes and higher learning institutions that include **student scholarships or employment of students at LTC facilities**.



### Training & Career Growth

- Expand and expedite **career ladder programs in nursing** to increase the availability of registered and licensed nurses, with a focus on upward mobility from entry-level roles.
- Provide grants to support the development of skills and **ongoing training** for the nursing workforce, including the expansion of **apprenticeship programs** and accessible **education programs**.



### Technology & Innovation

- Extend **telehealth flexibilities** to improve access to care, especially in rural areas.
- Advance **federal health information technology** and **AI clinical policies** to include long term and post-acute care providers, to streamline processes for and reduce burnout among caregivers.



### Building The Pipeline

- Allocate funding to **nursing schools** that both **address faculty shortages** and **promote graduate placement** in nursing homes.
- Pass common-sense immigration reform that **expands and streamlines legal pathways for international caregivers** to work in the long term care (LTC) profession.