

Strengthening the Assisted Living & Skilled Nursing Workforce

The Challenge

Assisted living communities and skilled nursing facilities play a vital role in helping seniors live with dignity while receiving personalized care. 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.

- **Workforce shortages often force facilities to limit admissions, downsize, or close.**
- **Providers are committed to recruitment and retention efforts, but they need support.**

By 2033, the U.S. will need 660,000 more workers in just four core roles – direct care staff, RNs, LPNs/LVNs, and nursing assistants – to meet projected demand in senior housing and skilled nursing.

(Source: NIC Analytics of the National Investment Center for Seniors Housing & Care and Bureau of Labor Statistics)

Bottom line: Addressing the growing caregiver shortage through a multi-faceted approach is crucial to ensure seniors and individuals with disabilities are able to access the long term care they need.

The Solution

Caregivers for Tomorrow, led by the American Health Care Association and National Center for Assisted Living (AHCA/NCAL), is a national initiative to strengthen and expand the long term care workforce through sustainable policy solutions centered around four key pillars:

- **Recruitment & Retention**
- **Training & Career Growth**
- **Technology & Innovation**
- **Building the Pipeline**

Call to Action

AHCA/NCAL endorses the following key legislation, as part of the Caregivers for Tomorrow initiative, that will positively impact the assisted living and skilled nursing workforce:

- **Ensuring Seniors' Access to Quality Care Act (S.4467/H.R. 7096):** Allows nursing facilities that have been required to terminate their in-house education programs to resume those programs once deficiencies are corrected.
- **Caring for Seniors Act (H.R. 3000):** Aims to bolster the senior living workspace by investing in workforce development programs focused on meeting the needs of older adults.
- **Healthcare Workforce Resilience Act (S. 2759/H.R.5283):** Allows for the recapture of unused visas from previous fiscal years for doctors, nurses, and their families.
- **Train More Nurses Act (S. 547/H.R.5052):** Directs the Secretary of Health and Human Services and the Secretary of Labor to conduct a review of all nursing grant programs to find ways to increase faculty at nursing schools, particularly in underserved areas.

A stronger Long Term Care workforce ensures better care today—and for generations to come. Learn more about Caregivers for Tomorrow at www.ahcanal.org/workforcesolutions.

AHCA
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NCAL
NATIONAL CENTER FOR ASSISTED LIVING

IMPROVING LIVES by DELIVERING SOLUTIONS for QUALITY CARE

Ensuring Seniors' Access to Quality Care Act (S.4467/H.R. 7096)

- Senate Cosponsors: Sen. Mark Warner (D-VA); Sen. Tim Scott (R-SC)
- House Cosponsors: Rep. Ron Estes (R-KS-04); Rep. Josh Harder (D-CA-09)

Caring for Seniors Act (H.R. 3000)

- Cosponsors: Rep. Brian Fitzpatrick (R-PA-01); Rep. Lori Trahan (D-MA-03)

Healthcare Workforce Resilience Act (S. 2759/H.R.5283)

- Senate Cosponsors: Sen. Richard Durbin (D-IL); Sen. Kevin Cramer (R-ND)
- House Cosponsors: Rep. Bradley Schneider (D-IL-10); Rep. Don Bacon (R-NE-02)

Train More Nurses Act (S. 547/H.R.5052)

- Senate Cosponsors: Sen. Jacky Rosen (D-NV); Sen. Susan Collins (R-ME)
- House Cosponsors: Rep. Zachary Nunn (R-IA-03); Rep. Susie Lee (D-NV-03) & Dina Titus (D-NV-01)