



Non-Immigrant Visa Program Necessary to Address Needs of Seniors and Individuals with Disabilities

Background:

As the population in the United States continues to age, it is clear the existing workforce will not be able to meet their personal care needs. The industry is expected to see a 34% increase in the demand for workers over the next decade, due to the fact that the American senior population is projected to increase from 42 million to 84 million by 2050. While there are concerns about these statistics, older Americans are being vastly impacted by the care workforce shortages **today**.

In a March 2022 report on **State Efforts to Address Medicaid Home- and Community-Based Services Workforce Shortages**, the Medicaid Advisory and CHIP Payment Access Commission stated, “...there is evidence that an insufficient supply of HCBS workers has led to providers being unable to take on new clients, vacancies in the workforce, and unmet beneficiary need. A 2021 survey of HCBS agencies found that 77 percent have turned away new referrals, 58 percent have discontinued certain programs or services, and 84 percent have delayed programs due to staffing shortages (ANCOR 2021).”

We propose legislation that would address the current and future home care workforce demands by providing visas to non-immigrants employed in home care. Immigrants currently provide 27.5% of home care in the United States, despite the fact that they make up a much smaller percentage of the total population. HCAOA recognizes that immigrants working in home care tend to work nontraditional shifts that are often difficult to fill. Furthermore, providing linguistic and cultural diversity to address the increased diversity in the United States population is critical.

American employers looking for home care workers from other countries for their aging and disabled clients would submit an application to the Secretary of Labor who would certify the need for workers from this new visa category. Employers would be required to demonstrate that they have exhausted efforts to find domestic workers to fill the position. This is meant to protect opportunities for domestic workers.

Our Ask:

Support legislation that would enact a new H-2C visa category for immigrants employed to work as home care workers with the aged and disabled.