

Our **home care visa** would represent a new category tailored to the unique needs of an ever-growing home care industry in dire need of direct care workers. This detailed overview reflects current discussions and legislative proposals regarding temporary work visas in the U.S., aiming to address specific industry needs while maintaining a clear boundary between temporary work and long-term immigration status.

## Proposed Visa Features

<p><b>Temporary Duration</b></p>	<p>The home care visa will be temporary, with an initial term of 24 months to address short-term industry needs while allowing for periodic reassessment of workforce requirements. This visa would not be a path for citizenship.</p>
<p><b>Renewability</b></p>	<p>The visa will be renewable once, with the renewal term lasting 12 months. This provides flexibility for both employers and employees while ensuring that the visa remains a temporary solution.</p>
<p><b>Work-Attached and Non-Transferable</b></p>	<p>The visa will be tied to a specific employer and job role. This non-transferable nature ensures that the visa holder remains in the position for which they were initially sponsored, helping to stabilize workforce planning for our industry.</p>
<p><b>Settlement Stipend</b></p>	<p>A stipend will be provided to assist visa holders with initial settlement costs. This support aims to facilitate a smoother transition for workers relocating to the United States and points to our industry's belief and investment in our workforce.</p>
<p><b>Travel Costs Coverage</b></p>	<p>The visa program will cover travel expenses for visa holders, including relocation costs to the United States and return travel upon visa expiration or termination of the visa term or employment.</p>
<p><b>Industry-Specific</b></p>	<p>The visa will be tailored to the care in home industry, which is currently facing an acute workforce shortage, particularly for direct care givers. This targeted approach ensures that the visa addresses verifiable labor market needs, contributes to the national economy, and ensures care for vulnerable seniors deserving of support.</p>
<p><b>Competency-Based Training</b></p>	<p>Visa holders will have access to industry-specific, competency-based training programs. This training will be designed to enhance the skills required for their roles and ensure they meet industry standards.</p>



## Exclusions from Proposed Visa

- **Path to Citizenship:** The visa will not provide a pathway to U.S. citizenship. It is intended solely as a temporary measure to address immediate workforce needs without affecting long-term immigration policy.
- **Educational Requirements:** There will be no requirement for a bachelor's degree for visa eligibility. This aims to open opportunities for skilled workers who may not have formal higher education credentials but possess relevant experience and expertise.
- **Country Limitations:** The visa will not be restricted to specific countries. Instead, it will be open to eligible candidates from a wide range of nations, promoting diversity and global talent acquisition.
- **Need-Based Assessment from the Department of Labor (DOL):** The visa will not require a need-based assessment from DOL, a lengthy process that evaluates labor market conditions to justify the hiring of foreign workers. This streamlines the application process for employers.
- **Housing Requirements:** There will be no mandate for visa sponsors to provide housing to visa holders. Instead, visa holders will be responsible for arranging their own accommodation, with the settlement stipend providing initial support.

### Contact Us!

For more information, contact Eric Reinerman, VP of Government Relations, at [eric@hcaoa.org](mailto:eric@hcaoa.org)