



**Improving Care By Strengthening The Direct Care
Workforce: Why Immigration Reform Is
Important To Home Care Consumers**
To Hear Audio, Dial 800 621 6658

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Long-Term Care



Immigration Policy: Overview and Update

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Immigration Policy: Overview and Update

Background

- 11 million undocumented immigrants
- 8 million in the U.S. labor force (5% of the labor force)

Current immigration system

- Family unification
- Employment-based program (H1B, H2A, H2B, etc.)

Senate Immigration Bill (S 744)

- Border enforcement
- Legalization

Immigration Policy: Overview and Update

Senate Immigration Bill (S 744) C'td

- Interior enforcement
- Visa programs

Roadmap to Citizenship

- Gain Registered Provisional Status (RPI)
 - Physically present on or before Dec. 31, 2011
 - Taxes, fines, fees
- Renew RPI status after 6 years
 - Work or income requirement
- Apply for green card after 10 years
 - Work or income requirement
 - Taxes, fines, fees
- Apply for citizenship after 3 years

Immigration Policy: Overview and Update

Interior Enforcement

- Mandatory employment verification
- Worker protections

Future Immigration

- W visa program



The Need for Immigration Reform in Long-Term Care

Robin Shaffert, Policy Director
Caring Across Generations

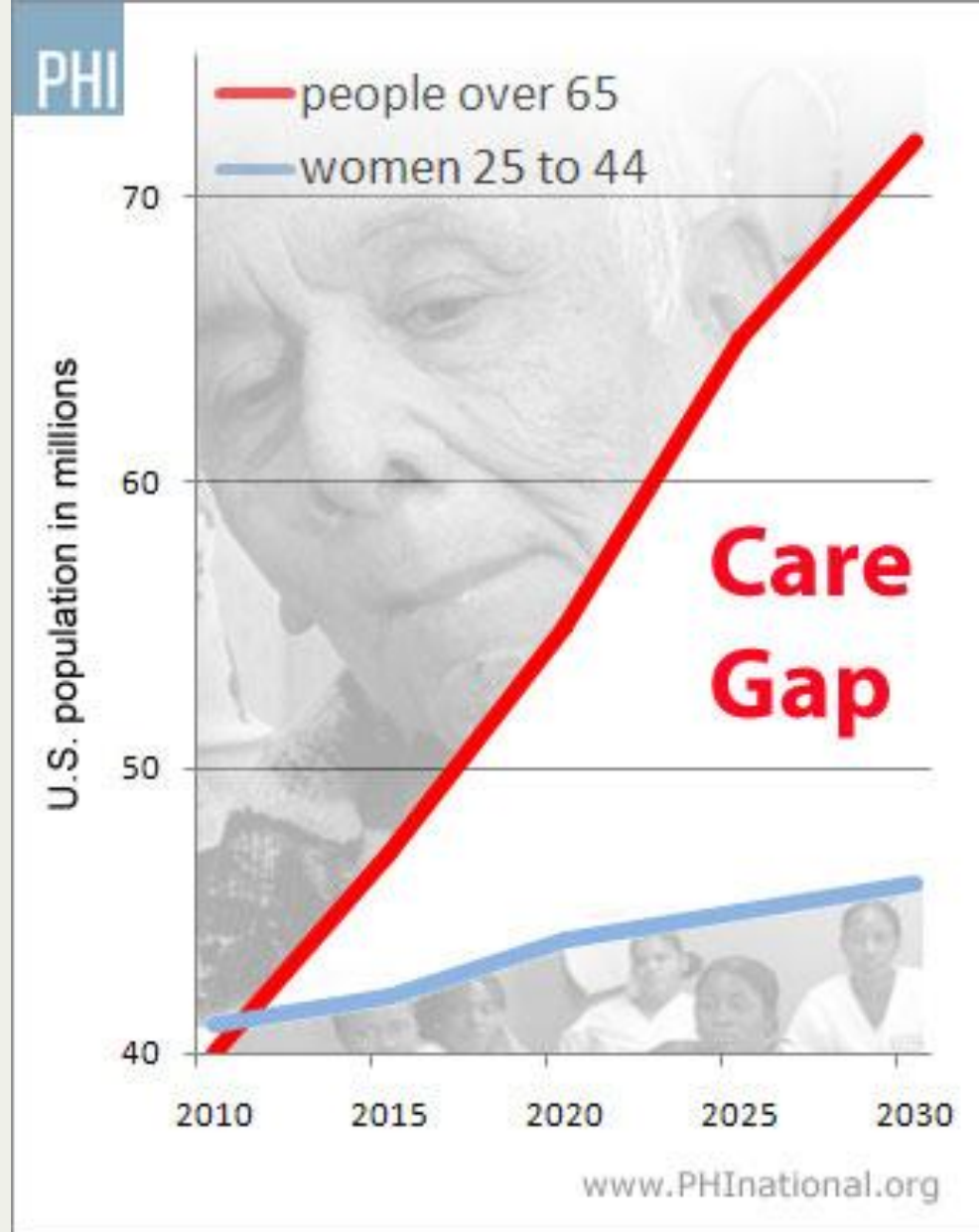
The Need for Immigration Reform in Long-Term Care

Increased Demand for Home-Care Workers

- We are aging – the population age 65 and over will increase from 40 million to 70 million during the next 2 decades.
- Today, 12 million adults, nearly half of whom are under 65, need long term services and supports. By 2050, the number of individuals who need LTSS is projected to grow to 27 million.
- The vast majority of Americans prefer to continue to live independently in their homes.
- An estimated 1,800,000 home care workers will be needed during the next decade to serve the growing population of consumers.

Demand is Growing Faster than the Labor Pool

- The demand for direct care workers is expected to increase by 48% over the next decade.
- The main labor pool, women aged 25-54, is projected to increase by only 1%.



The Need for Immigration Reform in Long-Term Care

The Need for Immigration Reform in Long-Term Care

To Address this “Care Gap” We Need to Improve Workforce Conditions

- Low wages
- Few, if any, benefits
- High level of job stress and hazards
- Involuntary part-time work
- Inadequate, if any, access to training
- Inadequate path to citizenship

These poor workforce conditions contribute to high turnover among current home care workers and make the field less appealing to potential new entrants.

The Need for Immigration Reform in Long-Term Care

Immigrant Care Workers Need a Pathway to Citizenship

- Immigrants make up a high percentage of the current home care workforce.
- Providing a path to citizenship for current workers is an important element of stabilizing the workforce.
- Immigration Reform may also provide for a future flow of workers to help fill the care gap.



The Need for Immigration Reform in Long-Term Care

Immigrant Care Workers Need a Pathway to Citizenship C'td

The statistics from US government data show:

- 21% of all Direct-Care Workers are foreign-born

- 22% of Personal Care Aides are foreign-born (source: PHI analysis of the U.S. Census Bureau, Current Population Survey (CPS), 2012 Annual Social and Economic (ASEC) Supplement)

The Need for Immigration Reform in Long-Term Care

Immigrant Care Workers Need a Pathway to Citizenship C'td

Recent research on the domestic workforce suggests that the numbers are higher:

Of care workers interviewed,

- 34.9% -- citizens
- 27.9% -- undocumented immigrants
- 20.2% -- permanent residents.

(Source: Linda Burnham, Director of Research, National Domestic Workers Alliance; see also *Home Economics: The Invisible and Unregulated World of Domestic Work*, The National Domestic Workers Alliance and Center for Urban Economic Development, University of Illinois at Chicago Data Center, 2012).

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Immigrant Care Workers Need a Pathway to Citizenship C'td

Undocumented Immigrant Care Workers are:

- Paid a lower median wage than US citizens and documented immigrants
- Face more severe financial hardship
- Report more problematic working conditions
- More likely to be assigned work outside their job descriptions
- More likely to do heavy, strenuous work
- More likely to work with toxic cleaning products
- More likely to be injured on the job, and
- More likely to work while sick, injured, or in pain

(Home Economics, p. 20)

The Need for Immigration Reform in Long-Term Care

Interests of Seniors and People with Disabilities should also be Considered during Immigration Reform

- All process should be fully accessible and inclusive of people with disabilities and seniors.
- Access to public benefits (including Medicare, Medicaid, and SSI) for immigrants should be improved.

Sources:

- www.phinational.org
- *Home Economics: The Invisible and Unregulated World of Domestic Work*, The National Domestic Workers Alliance and Center for Urban Economic Development, University of Illinois at Chicago Data Center, 2012



theconsumervoice.org

How Immigration Reform is Important To Home Care Consumers

Marybeth Williams, Public Policy Associate
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How Immigration Reform is Important To Home Care Consumers

Comprehensive Immigration Reform would:

Help Ensure Access to Care by Addressing the Workforce Shortage

- Growing demand for home health and personal care aides
- Unmet needs of home care consumers

Create Additional Stability for Consumers by Reducing Worker Turnover

- Frequent turnover rates and poor care
- Preserving the bond between consumers and their care workers



How Immigration Reform is Important To Home Care Consumers

Comprehensive Immigration Reform would (C'td):

Improve Safety and Transparency for Home Care Consumers

- Effective screening methods for care workers
- Consumer verification of workers' right to work

Improve Quality and Scope of Care for Consumers

- Access to training and educational opportunities, including English language training



How Immigration Reform is Important To Home Care Consumers

Comprehensive Immigration Reform would (C'td):

Create a Positive Home Care Experience through Career Ladders for Workers

- Career advancement opportunities and the creation of a skilled workforce to meet consumers' needs
- Quality care through enhanced wages and working conditions for all workers

Source:

5 Ways Immigration Reform Benefits Home Care Consumers, National Consumer Voice for Quality Long Term Care, 2013

The Consumer Experience

Julia Feinberg, Home Care Consumer and
Member of Hand in Hand: The Domestic
Employers Association



How Immigration Reform is Important To Home Care Consumers

Marybeth Williams, Public Policy Associate
National Consumer Voice For Quality Long-
Term Care



How Immigration Reform can be Achieved

Contact your Legislators and Share your Support of Comprehensive Immigration Reform

- Legislators need to hear the unique perspective of home care consumers and their advocates on this issue!
- Find contact information at www.house.gov/representatives; www.senate.gov/general/contact_information/senators_cfm.cfm

Join the Caring Across Generations Campaign

- www.caringacross.org

Join the Consumer Voice Action Network

- www.theconsumervoice.org



Questions and Answers





Wrap-Up and Closing Remarks





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