



Long-Term Care Workforce Support Act

April 15, 2024

The direct care workforce, or long-term care workforce, is made up of workers who assist disabled people and older adults with essential daily tasks, including bathing or dressing, taking medications, preparing meals, providing on the job support, using transportation, and some clinical tasks. 4.8 million direct care workers provide care to more than 13 million people, including disabled children, disabled adults, and older adults.

Despite the critical services that direct care workers provide, they are drastically underpaid, undervalued, and overworked, leading to high turnover and low retention. The average direct care worker earns only \$20,600 annually, and more than half receive some form of public assistance. Because of decades of underinvestment, the direct care workforce is in the midst of a catastrophic shortage, with every state reporting a shortage of direct care workers. Over 50% of people who received help or have a loved one who received help in the last year reported difficulties finding paid support for their needs. The patchwork of services, with low payment, lack of career advancement, and lack of benefits for workers either traps workers in poverty wages or leads to them leaving the direct care workforce for jobs with higher pay, shorter hours, and steadier benefits. **The Long-Term Care Workforce Support Act would help solve the care crisis, making care jobs good jobs.**

The Long-Term Care Workforce Support Act:

Senators Bob Casey (D-PA), Tim Kaine (D-VA), and Tammy Baldwin (D-WI) and Congresswoman Debbie Dingell (D-MI-6) introduced the Long-Term Care Workforce Support Act on April 15th, 2024 in the Senate and the House of Representatives, respectively. The act has 22 cosponsors in the Senate. **The**

Act is focused on stabilizing, growing, and supporting the direct care workforce.

The Long-Term Care Workforce Support Act would:

- Increase the number of direct care professionals;
- Increase compensation for and increase recruitment and retention of direct care workers;
- Provide career pathways to enter and be supported in the workforce for women, people of color, and disabled people;
- Ensure that direct care workers are provided safe working environments, are protected from exploitation, and receive fair compensation;
- Provide support for the mental health and well-being of direct care workers;
- Institutes protections for direct care workers, including wage theft prevention, fair scheduling practices, and privacy, rest, and meal breaks; and
- Improves access to paid benefits for direct care workers, including paid sick time.

Additional Resources:

- [Long-Term Care Workforce Support Act Summary](#) (Office of Senator Bob Casey)
- [Long-Term Care Workforce Support Act Text](#)
- [Press Release from Senator Casey](#)