



September 4th, 2025

The Honorable Robert F. Kennedy, Jr.
Secretary
U.S. Department of Health and Human Services
200 Independence Avenue, S.W.
Washington, D.C. 20201

Dr. Mehmet Oz
Administrator
Centers for Medicare & Medicaid Services
200 Independence Avenue, S.W.
Washington, D.C. 20201

Dear Secretary Kennedy and Administrator Oz:

As residents of senior living communities, aging services and residential care providers, and business leaders along with the American Business Immigration Coalition, we write to request a meeting with you to express our desire to partner with the Administration in addressing the longstanding shortage in our caregiving workforce. Without immigration policy changes, we simply cannot meet the demand for caregivers and other long term care front line workers.

We are greatly concerned by the recent termination of humanitarian parole programs such as Cuba, Haiti, Nicaragua and Venezuela (CHNV), Temporary Protected Status (TPS) for Venezuelans and Haitians, and other programs that are currently providing these individuals the ability to live and work in the United States. These workers have lost their legal status, and our residents have lost their caregivers. Their departures exacerbate an already critical staffing shortage in long-term care, particularly in rural and underserved areas, where replacement workers may be scarce.

Specifically, we'd like to discuss and encourage your support for the following:

- 1) To Identify opportunities to maintain existing humanitarian programs that have provided work permits, including Temporary Protected Status, and,
- 2) To work with Congress to advance legislation that creates new and additional pathways for foreign individuals to work lawfully in the U.S. such as, creating new visa categories for caregivers and other front-line workers in long term care as well as seek ways to address the tens of thousands of long-serving, trusted workers who currently are at risk of deportation.

Foreign-born workers play a significant role in our workforce. As of 2023, immigrants made up 28 percent of all direct care workers in long-term care settings, including one in three in home care settings. These workers offer competent care, provide essential support with activities of daily living, and serve as trusted companions to older adults. Their contributions are vital to the health, dignity, and stability of our aging population.

President Trump was correct to acknowledge the workforce needs in the agriculture, hospitality and restaurant sectors. We are encouraged by his willingness to support new policies that grant legal status or work permits for those who have been working in those industries for many years, have paid taxes and are contributing to the economy, regardless of their immigration status.

We hope the Administration will also recognize the essential workers in the long-term care and aging services industries; the caregiver, the home health aide, the nurse assistant, the medication technician, the dining staff, etc., many of whom face the loss of the legal status which has enabled them to care for America's seniors. Without an adequate pipeline of workers in place to meet the demand for aging services, risks a disruption in the continuity of care, increases strain on remaining staff, and diminishes quality of life for older adults.

Families will have to fill the void, which many are currently doing, leaving jobs behind to care for their loved ones¹. Currently, adults over the age of 50 forgo more than \$3 trillion² in wages, Social Security benefits and pensions when they leave the labor force

¹ <https://www.seniorliving.org/research/family-caregiver-report-statistics/>

² <https://www.caregiver.org/resource/caregiver-statistics-work-and-caregiving>

to provide care for their aging loved ones. This financial and emotional toll will only increase unless we recognize the caregiving needs of the U.S. aging population, including those suffering from Alzheimer's disease and other forms of age-related dementia. It is imperative that meaningful changes to the immigration system are put in place to address these challenges.

There is much support among the American public for immigration reform to address these shortages. Recent polling shows that 79% of all voters, 73% of GOP voters and 80% of Hispanic voters support modernizing the immigration system to allow businesses to hire foreign workers when they cannot be found in the U.S.

We are encouraged by congressional interest in enacting immigration reform such as the re-introduction of the Dignity Act by Rep. Maria Salazar (R-FL) and Veronica Escobar (D-TX), with 10 Republicans and 10 Democrats. This bill would create the DIGNITY program, providing stability for the workforce instead of the short-term solutions we have had until today. A legislative solution like this would be a tremendous contribution to stabilize the caregiving workforce. We are committed to working with Congress to enact meaningful immigration reform that serves the caregiving needs of our aging population.

We look forward to discussing these issues in person with you and/or your staff. Please reach out to Luis Zaldivar at luis@abicaction.org.

Thank you for your leadership and your commitment to ensuring America's older adults receive the compassionate care they deserve.

Sincerely,

Rebecca Shi

CEO
American Business Immigration Coalition

David Schless

President and CEO
American Seniors Housing Association

Katie Smith Sloan

President and CEO
Leading Age

Luana Pinasco

President
National Continuing Care Residents Association