



LeadingAge
Booth 1652

Losing immigrant direct care providers is creating a national crisis.

27%

of direct care workers are immigrants

163

countries of origin

FOUR STRUCTURAL FORCES ARE CONVERGING

1 Demand is accelerating.

Senior care needs 1.5 million more workers by 2030.

2 The domestic labor pool is shrinking.

Aging demographics and career preferences are leaving 20-40% vacancy rates.

3 Immigration pathways are narrowing.

Visa restrictions, enforcement actions, and administrative uncertainty are reducing both new and existing workers.

4 Legal complexity is deepening.

Systemic legal barriers and costs are increasing while access to representation is decreasing.

THE BUSINESS IMPACT

More vacancies. More turnover. Higher cost. Less capacity to provide care.



RETAIN YOUR WORKFORCE

**Immigrant employees
are already a structural
part of the care
families depend on.**

Immigrant Connection's Workforce Support Program helps employers deliver trusted legal access, practical support, and workforce systems that strengthen retention, boost stability and performance, and reduce disruption.

EMPLOYER ACTIONS YOU CAN TAKE NOW



LEGAL CONSULTS

Provide trusted immigration legal access and practical support.



HR GUIDANCE

Equip your team with strategic insights on recruiting, retaining, and risk.



FAMILY SUPPORT

Extend immigration legal support to employees' families.



COMMUNITY EDUCATION

Support business organizations with facts, workshops, and legal clinics.



PHILANTHROPY

Build community capacity at nonprofits, schools, local organizations, and churches.



**IMMIGRANT
CONNECTION**

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