



The Massachusetts Senior Care Association and its members work hard to recruit, retain, and promote the highest quality staff to care for our residents. Continued Medicaid underfunding jeopardizes the progress we have made in improving vacancy and retention rates among nursing staff.

Our Caregiving Workforce

- Over 50,000 Massachusetts citizens are employed by skilled nursing facilities, the state's second largest health care employer.
- With Certified Nursing Assistants (CNAs) and nurses comprising two-thirds of all skilled nursing staff, the CNA position is a critical gateway of employment for immigrants and others seeking a healthcare career.
- Our caregivers are committed to our residents – Nearly 75% of all CNAs and nurses have been employed at the same facility for one year or longer.
- Skilled nursing facilities offer competitive wages and benefits; virtually all full time staff are eligible to receive health and dental insurance, with employers paying on average 75% of the individual health insurance premium cost.

Support Opportunities for Career Advancement

- Nearly 75 % of our members provide tuition reimbursement for staff. Over the past five years, over 60 nursing facilities have partnered directly with community colleges to sponsor innovative nursing programs for their CNAs and other staff.
- From 2000-2011, over 9,000 workers at over 170 nursing facilities and home care agencies received specialized training through the **Extended Care Career Ladder Initiative (ECCLI)**, funded by the state, with significant employer co-investment. While state budget cuts eliminated this program, skilled nursing facilities continue to seek funding opportunities to support workforce training in partnership with workforce investment boards, community colleges and other community based organizations.
- Since 1985, the Massachusetts Senior Care Foundation has awarded \$2.4 million in scholarships to help 1400 long term care staff advance their education and achieve their professional goals.