

Title: *Health and Long-Term Care for Aging Populations: Are International Workers the Solution?*

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*Description:* This presentation is based on a report by AARP's Public Policy Institute and its Office of International Affairs to deal with growing concerns among developed countries regarding workforce shortages and quality issues in long-term care. Increasingly, developed countries are turning to international workers to provide essential health and long-term care services. The presentation looks at social, economic, and political factors from the perspective of developed countries that receive these workers as well as the developing countries from whence they come.

*Findings:* Different demographic profiles, immigration policies, long-term care policies, and histories of colonialism produce very different patterns of migration in different countries as demonstrated by snapshots of select developed countries. For example, very tight immigration and licensure requirements have essentially excluded foreign workers from Japan. At the other extreme, immigration incentives have resulted in the migration of large numbers of foreign healthcare professionals to the United Kingdom and the United States, especially from former colonies in the developing world.

The consequences for developing countries differ widely depending on the country's size, its healthcare infrastructure, and the remittances received. The Philippines and India have encouraged the training of healthcare professionals for export in order to gain foreign capital through remittances. On the other hand, large percentages of healthcare workers are leaving sub-Saharan Africa, where disease burdens are overwhelming fragile healthcare infrastructures.

*Policy Implications:* Increased migration of long-term care workers demands more engagement among developed and developing countries to address the complex issues specific to each of the countries involved. Moreover, diverse policy areas within countries, such as long-term care financing, immigration, labor, and international development policies, will have to focus on meeting the needs of both developed and developing countries. Finally, policies and programs that address perceived needs at the national and international levels cannot ignore the individual needs and aspirations of both those who need long-term care and those who would provide that care.