



Nursing Home Workers and the 2025 Reconciliation Act

The Moving Forward Coalition envisions nursing homes as communities where people want to work, and residents are nurtured and empowered—but the Act's Medicaid cuts threaten this vision. This fact sheet outlines how these cuts may impact workers' livelihoods and ability to provide consistent quality care.

More than Numbers: Recognizing Workers

There are **1.5 million nursing home workers** who provide essential support to residents in physically and emotionally demanding roles, often for low wages that affect both their livelihoods and ability to provide quality care.ⁱ Nearly **1 in 3** rely on Medicaid for their own health coverage, and many also depend on SNAP to afford groceries.ⁱⁱ More than **20 percent** are immigrants.ⁱⁱⁱ

Centering Staff: Implications of the Act

Nursing home workers are companions and lifelines for residents. The Act's cuts to Medicaid and SNAP, along with immigration restrictions, may destabilize the workforce. The Moving Forward Coalition is monitoring the following potential impacts on workers as the Act is implemented:

- **Undermining Job Security:** Funding cuts may lead to layoffs, reduced hours, and facility closures, which may destabilize the workforce and increase turnover.
- **Reducing Financial Security and Health:** Cuts to Medicaid and SNAP may eliminate basic health and nutrition supports, which may worsen financial insecurity.
- **Jeopardizing Immigration Protections:** Immigration provisions in the Act threaten the legal status of many workers, which may contribute to deportation and workforce disruption.
- **Compromising Care Quality:** Fewer staff and reduced budgets may mean less training and time for residents, lower morale, and diminished care outcomes.

Our Response: Empowering Workers

The Moving Forward Coalition is committed to supporting nursing home providers and the workforce they depend on. We want to hear directly from you about the impact of the 2025 Reconciliation Act on workers. Your voice matters. Whether you write your story or share a video, your contributions will help us protect care quality across the country. Please share your experiences [here](#).

Resources: Supporting Workers

There are several resources available to support nursing home workers. If you or someone you know need support, please consider the following resources:

Workforce Development: Many organizations are dedicated to strengthening the long-term care workforce. PHI, for example, advances policies, training, and research to support the workforce. Learn more [here](#).

Workers Unions: Many nursing home workers are supported by unions that offer legal aid, training, and advocacy. SEIU, for example, represents thousands of nursing home workers. Learn more [here](#).

Medicaid and SNAP Enrollment Help: Local health departments and community organizations can assist with applications and renewals. Find help for Medicaid [here](#) and SNAP [here](#).

Contacting Members of Congress: Sharing your experience with elected officials helps them understand how policy changes affect workers. You can find your representatives [here](#).

ⁱ Centers for Medicare & Medicaid Services. "Nursing Home Data." CMS.gov, 2024, <https://data.cms.gov/>.

ⁱⁱ PHI. *Workforce Data Center: Public Assistance*. PHI National, 2024, <https://www.phinational.org/policy-research/workforce-data-center/2024-states-public-assistance/>

ⁱⁱⁱ KFF. (2025). *What Role Do Immigrants Play in the Direct Long-Term Care Workforce?* Retrieved from <https://www.kff.org/medicaid/what-role-do-immigrants-play-in-the-direct-long-term-care-workforce/>