



NEWS FROM ROGERSON

A Solution to the Growing Labor Shortage in the Care Economy

Rogerson Communities raises its minimum hourly wage to \$16/hour

BOSTON, MA - (November 22, 2021) - - **Rogerson Communities** has made a sweeping commitment to raise its minimum hourly wage to \$16/hour, a significant step for a mission driven non-profit. Rogerson's pay raise will go into effect for the first payroll of January 2022 and will impact CNAs, personal care assistants, drivers, dietary aides, and maintenance... anyone interacting with our seniors.

Those working in senior living, overseeing the daily operations of caring for our seniors and the disabled, face a labor shortage that is now a crisis in our industry. And like many human service organizations, Rogerson has been called upon to maintain its high standard of service while many staff positions remain vacant. The most obvious solution to attracting and retaining a dedicated workforce is to increase wages. To that end,

"We cannot afford to have even one trained caregiver abandon the field. These critical workers will elude us unless we change how we compensate and value them," said **Rogerson President and CEO Walter Ramos**. "We must invest in strategies that promote recruitment, retention, and advancement opportunities for direct care workers and compensate this valued workforce if we want to transform the quality of care they deliver. It also demands we honor caregiving as a career."

Going beyond a wage increase, Rogerson believes strongly that caregiving is a profession that requires advanced training, commitment and clarity of purpose. In addition to wages and benefits there must be dignity and room for advancement.

One in two direct care workers are leaving the care economy, often within a year, citing low wages as the primary reason and few opportunities to move up the career ladder. While the Build Back Better bill currently includes a historic \$150 billion investment in the direct care workforce and home and community-based services sector, this investment in the care economy will not necessarily fix the growing shortage of direct care workers. The pandemic has laid bare the effect of a historic and persistent lack of public investment in the care economy.

ABOUT ROGERSON

Rogerson Communities is a mission driven non-profit that focuses on "Senior Living," creating communities where elders thrive. The Rogerson Model incorporates supportive housing and healthcare to help seniors and their families find solutions to aging strong in their community by providing a sense of dignity across all income levels. Often this means finding housing that is affordable. With 30 properties and programs under management, Rogerson offers every aspect of Senior Living: affordable housing; independent and retirement living; assisted living; memory care; continuing care communities; as well as adult day health programs. Properties are located throughout Greater Boston and stretch west to Worcester and south to Weymouth. For more information: www.Rogerson.org

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