Immigrant workers fill important caregiving and other jobs and are vital to our economy. Direct care workforce shortages aren’t only the result of people taking higher paying jobs in the trades or other segments. The other compounding factor is that there are simply too few people born to fill caregiving jobs to meet the increasing demand for their services. THOSE WHO FILL DIRECT CARE JOBS SHOULD RECEIVE WAGES CONSISTENT WITH THE IMPORTANCE OF THEIR SERVICES REGARDLESS THEIR STATUS AS AN IMMIGRANT, THEIR AGE, RACE, GENDER, RELIGION, COLOR, OR SEXUAL ORIENTATION. IMMIGRANT WORKERS CAN BE EASY TARGETS, EXPLOITED, AND HELD TO LOW WAGE AGREEMENTS WITH PROMISES FOR BRIGHTER FUTURES THAT ARE NEVER REALIZED. WHAT’S NEEDED IS A SYSTEM OF POLICIES AND PRACTICES THAT ENSURE GOOD JOBS, GOOD CARE, AND ACCOUNTABILITY ON THE PART OF ALL.