

Long-Term Care Workforce Projections

The United States is on the precipice of a seismic shift that will transform our population from an aging population to an aged population. Today, 17 percent of Americans—or 55.7 million people—are 65 and older. By 2040, 22 percent—or 80.8 million Americans—are projected to be 65 and older, more than twice as many as in 2000. The most rapidly aging segment of the population are seniors aged 85 and older, and it is these individuals who will need the greatest and most direct care.

As the need for senior care continues its dramatic growth, the current and future workforce is simply not keeping pace. The senior living industry lost more than 100,000 positions in the first 20 months of the pandemic. LTC workforce shortages eclipse all other health care shortages, with an estimated 20.2 million workers needed by 2040. Assisted living and memory care communities face the most acute workforce needs across the entire LTC continuum.

Workforce Projections in California

California LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	93500	125600	32100	290700	322800
LTC	964300	1558400	594100	3285900	3880000
RNs	33600	45000	11400	42400	53800
LPNs	29500	35600	6100	50000	56100
Home Health/ Personal Care Aide	604300	1065200	460900	2372400	2833300
Nurse Assistant	74800	91000	16200	235500	251700
Food Service	34200	41700	7500	132800	140300
Community/ Social Service	31500	54200	22700	78300	101000
Management	21100	35600	14500	44400	58900
Housekeeping	11600	13800	2200	33500	35700
Office/Admin	38900	50600	11700	102600	114300

THE SOLUTION: Policymakers at all levels of government should pursue policies to address the senior care crisis and find cost-effective solutions to meet the challenges of our rapidly aging population. Congress can alleviate the senior care workforce crisis without creating new programs by re-targeting existing HHS and DOL workforce training programs like Job Corps, American Job Centers, and others to offer specializations in senior care.

Argentum supports increasing investments in workforce development including existing federal recruitment, training, and retainment programs, and engaging foreign-born workers.