

# 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 Florida

Florida LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	62300	91600	29300	203500	232800
LTC	251500	360200	108700	750900	859600
RNs	18900	25300	6400	23900	30300
LPNs	18100	21700	3600	30600	34200
Home Health/ Personal Care Aide	89400	156900	67500	351800	419300
Nurse Assistant	42000	47500	5500	127200	132700
Food Service	19900	22600	2700	74300	77000
Community/ Social Service	5000	7700	2700	11700	14400
Management	7600	12400	4800	15700	20500
Housekeeping	6700	7700	1000	19100	20100
Office/Admin	13000	15000	2000	32000	34000

**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.