

# 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 Indiana

Indiana LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	17600	21600	4000	52000	56000
LTC	101100	119200	18100	272600	290700
RNs	7200	7900	700	8200	8900
LPNs	7300	7600	300	11500	11800
Home Health/ Personal Care Aide	36300	51300	15000	124900	139900
Nurse Assistant	17800	17700	-100	50500	50400
Food Service	7400	7100	-300	25500	25200
Community/ Social Service	2200	2800	600	4600	5200
Management	2900	3800	900	5200	6100
Housekeeping	2700	2700	0	7100	7100
Office/Admin	4900	4900	0	11300	11300

**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.