

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 Michigan

Michigan LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	31000	37100	6100	90500	96600
LTC	127700	151100	23400	347700	371100
RNs	8900	10000	1100	10200	11300
LPNs	8300	8700	400	13100	13500
Home Health/ Personal Care Aide	51100	69300	18200	171700	189900
Nurse Assistant	19100	19500	400	54800	55200
Food Service	9300	9300	0	32700	32700
Community/ Social Service	2800	3500	700	5700	6400
Management	3700	4800	1100	6700	7800
Housekeeping	3100	3200	100	8400	8500
Office/Admin	6400	6500	100	14800	14900

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.