

# 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 Minnesota

Minnesota LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	24900	34100	9200	78100	87300
LTC	144100	212100	68000	451500	519500
RNs	7800	9700	1900	9500	11400
LPNs	7800	8700	900	12700	13600
Home Health/ Personal Care Aide	67700	118000	50300	264300	314600
Nurse Assistant	19200	21100	1900	57400	59300
Food Service	8800	9700	900	32400	33300
Community/ Social Service	3700	6100	2400	9000	11400
Management	3800	5900	2100	7600	9700
Housekeeping	3000	3400	400	8500	8900
Office/Admin	6500	7600	1100	16300	17400

**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.