

# 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 North Carolina

North Carolina LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	31300	43500	12200	99000	111200
LTC	132800	187500	54700	396700	451400
RNs	9500	12400	2900	11800	14700
LPNs	8600	10200	1600	14500	16100
Home Health/ Personal Care Aide	53400	89400	36000	203900	239900
Nurse Assistant	19600	22000	2400	59200	61600
Food Service	9500	10500	1000	35100	36100
Community/ Social Service	2900	4400	1500	6700	8200
Management	3900	6100	2200	7800	10000
Housekeeping	3100	3500	400	8900	9300
Office/ Admin	6700	7700	1000	16500	17500

**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.