

# 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 Dakota

North Dakota LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	2700	3400	700	8100	8800
LTC	14800	17000	2200	39400	41600
RNs	1000	1000	0	1100	1100
LPNs	1200	1200	0	1800	1800
Home Health/ Personal Care Aide	4200	6200	2000	14900	16900
Nurse Assistant	3200	3100	-100	9000	8900
Food Service	1300	1300	0	4500	4500
Community/ Social Service	300	400	100	600	700
Management	400	500	100	800	900
Housekeeping	500	500	0	1300	1300
Office/Admin	700	700	0	1500	1500

**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.