

# 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 Nebraska

Nebraska LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	8500	11200	2700	26200	28900
LTC	31700	39600	7900	89000	96900
RNs	2100	2400	300	2400	2700
LPNs	2300	2500	200	3700	3900
Home Health/ Personal Care Aide	10200	16100	5900	37400	43300
Nurse Assistant	6000	6200	200	17400	17600
Food Service	2900	3000	100	10400	10500
Community/ Social Service	600	900	300	1400	1700
Management	1000	1300	300	1800	2100
Housekeeping	1000	1100	100	2700	2800
Office/Admin	1500	1600	100	3600	3700

**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.