

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 New Jersey

New Jersey LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	21000	27600	6600	64400	71000
LTC	137200	183300	46100	396700	442800
RNs	9900	12300	2400	12000	14400
LPNs	8800	10000	1200	14500	15700
Home Health/ Personal Care Aide	58500	91700	33200	214100	247300
Nurse Assistant	19700	21100	1400	58100	59500
Food Service	8100	8400	300	29000	29300
Community/ Social Service	3200	4700	1500	7300	8800
Management	3800	5700	1900	7400	9300
Housekeeping	2900	3100	200	7900	8100
Office/Admin	6800	7600	800	16500	17300

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.