

# 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 Nevada

<b>Nevada LTC Jobs</b>	<b>2021 Jobs</b>	<b>2040 Jobs</b>	<b>Net Job Growth</b>	<b>Occupational Replacement Needs</b>	<b>Total Employees Needed</b>
<b>Senior Living</b>	4000	6300	2300	13600	15900
<b>LTC</b>	28700	53200	24500	102500	127000
<b>RNs</b>	1600	2400	800	2100	2900
<b>LPNs</b>	1500	1900	400	2600	3000
<b>Home Health/ Personal Care Aide</b>	14500	30600	16100	64200	80300
<b>Nurse Assistant</b>	3400	4400	1000	11200	12200
<b>Food Service</b>	1500	2000	500	6100	6600
<b>Community/ Social Service</b>	800	1600	800	2100	2900
<b>Management</b>	700	1400	700	1700	2400
<b>Housekeeping</b>	500	700	200	1600	1800
<b>Office/Admin</b>	1300	1800	500	3600	4100

**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.