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 York

New York LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	28800	38100	9300	88700	98000
LTC	591500	849700	258200	1783300	2041500
RNs	44000	58300	14300	55200	69500
LPNs	31200	38200	7000	53300	60300
Home Health/ Personal Care Aide	318400	504900	186500	1173700	1360200
Nurse Assistant	57100	65100	8000	173800	181800
Food Service	17300	17800	500	61400	61900
Community/ Social Service	16400	25300	8900	38200	47100
Management	14900	24000	9100	30400	39500
Housekeeping	6500	7000	500	17900	18400
Office/Admin	29200	34700	5500	73300	78800

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.