

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 Ohio

Ohio LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	33100	39100	6000	95900	101900
LTC	212900	241300	28400	560100	588500
RNs	15800	17100	1300	17800	19100
LPNs	15300	15500	200	23700	23900
Home Health/ Personal Care Aide	79500	105200	25700	263400	289100
Nurse Assistant	35800	34800	-1000	100500	99500
Food Service	14400	13100	-1300	48300	47000
Community/ Social Service	4700	5700	1000	9600	10600
Management	6000	7600	1600	10700	12300
Housekeeping	5200	5100	-100	13700	13600
Office/Admin	10600	10200	-400	23800	23400

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.