

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 Pennsylvania

Pennsylvania LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	62000	76500	14500	184000	198500
LTC	320000	422000	102000	951000	1053000
RNs	16600	19800	3200	19700	22900
LPNs	15000	16500	1500	24200	25700
Home Health/ Personal Care Aide	164400	245400	81000	583400	664400
Nurse Assistant	35400	38100	2700	104600	107300
Food Service	18000	19000	1000	65000	66000
Community/ Social Service	8500	12300	3800	19100	22900
Management	8300	11700	3400	15700	19100
Housekeeping	5800	6300	500	16200	16700
Office/Admin	14600	16200	1600	35300	36900

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.