

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 Texas

Texas LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	49700	71200	21500	159800	181300
LTC	498400	766000	267600	1537700	1805300
RNs	41300	59400	18100	54500	72600
LPNs	30000	39200	9200	53000	62200
Home Health/ Personal Care Aide	243900	416300	172400	942700	1115100
Nurse Assistant	54400	65400	11000	170200	181200
Food Service	19300	21400	2100	71100	73200
Community/ Social Service	12400	20300	7900	30000	37900
Management	13500	23800	10300	29200	39500
Housekeeping	6800	7700	900	19200	20100
Office/Admin	26100	32100	6000	66700	72700

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.