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 Vermont

Vermont LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	2400	3100	700	7300	8000
LTC	14400	20100	5700	44300	50000
RNs	700	900	200	900	1100
LPNs	700	800	100	1100	1200
Home Health/ Personal Care Aide	7300	11700	4400	27000	31400
Nurse Assistant	1700	1900	200	5100	5300
Food Service	800	900	100	3000	3100
Community/ Social Service	400	600	200	900	1100
Management	400	500	100	700	800
Housekeeping	300	300	0	800	800
Office/Admin	600	700	100	1600	1700

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.