

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 Wisconsin

Wisconsin LTC Jobs	2021 Jobs	2040 Jobs	Net Job Growth	Occupational Replacement Needs	Total Employees Needed
Senior Living	32100	41500	9400	97700	107100
LTC	116100	160000	43900	355800	399700
RNs	5300	6300	1000	6300	7300
LPNs	5600	6200	600	9100	9700
Home Health/ Personal Care Aide	54800	87900	33100	203000	236100
Nurse Assistant	14800	16300	1500	44300	45800
Food Service	8600	9500	900	31700	32600
Community/ Social Service	2900	4400	1500	6600	8100
Management	3200	4600	1400	6100	7500
Housekeeping	2700	3000	300	7600	7900
Office/Admin	5200	5900	700	12700	13400

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.