The long term care sector is facing a 15-year labor low, losing more than 400,000 jobs since the start of the pandemic. Nearly every nursing home and assisted living community in the United States is facing a workforce crisis. It’s time that policymakers prioritize our caregivers with the resources and support they deserve.

Who We Are

At a Glance

- The long term care sector currently employs 2.9 million workers.
- Long term care employers will need to fill 7.4 million job openings in direct care from 2019 to 2029, including 1.3 million new jobs to meet rising demand, and another 6.1 million job openings to replace workers who leave the labor force or transfer to new occupations.

Race/Ethnicity

- 61% of direct care workers are people of color
- 32% are Black/African American
- 19% are Hispanic/Latino (of any race)
- 7% are Asian or Pacific-Islander
- 3% identify as other races or ethnicities

Gender

- 87% of the direct care workforce are women
- 53% are women of color

Parental Status

- 31% of direct care workers in nursing homes have children under the age of 18
- 24% have children under the age of 5
- 15% have children aged 5-17

Sources: