

Long Term Care **WORKFORCE**

AHCA
AMERICAN HEALTH CARE ASSOCIATION

NCAL
NATIONAL CENTER FOR ASSISTED LIVING

The long term care sector is facing a 13-year labor low and needs nearly 250,000 workers to return to pre-pandemic levels. Almost 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

- In 2021, there were **4.7 million direct care workers**.
- Long term care employers will need to fill **7.9 million job openings in direct care from 2020 to 2030**, including 1.2 million new jobs to meet rising demand, and another 6.7 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

- 30% are Black/African American
- 19% are Hispanic/Latino (of any race)
- 7% are Asian or Pacific-Islander
- 5% identify as other races or ethnicities

1 in 4

The direct care workforce relies heavily on immigrant workers.

Approximately 1 in 4 direct care workers were born outside the United States.

Sources: Bureau of Labor Statistics (BLS) July 2008-April 2023, <http://phinational.org/resource/direct-care-worker-disparities-key-trends-and-challenges/>, PHI. "Workforce Data Center." Last modified September 22, 2022. <https://phinational.org/policy-research/workforce-data-center/>, <https://www.phinational.org/policy-research/workforce-data-center/#tab=National+Data>, <https://www.phinational.org/resource/direct-care-workers-in-the-united-states-key-facts-3/>

Age

43

The median age of **direct careworkers** is 43, but the age distribution of the workforce varies considerably.

37

The median age is 37 for workers in nursing and residential care homes. 1 in 5 nursing assistants are **16-24 years old**.

Gender

86%

of all direct care workers are women

58%

of nursing assistants in nursing homes are people of color

90%

of nursing assistants in nursing homes are women

Parental Status



34% of direct care workers in nursing homes have children under the age of 18

13% have children under the age of 5

27% have children aged 5-17