

Long Term Care **WORKFORCE**

AHCA
AMERICAN HEALTH CARE ASSOCIATION

NCAL
NATIONAL CENTER FOR ASSISTED LIVING

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

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.

Age

41

The median age of **direct careworkers** is 41, but the age distribution of the workforce varies considerably.

37

The median age is 37 for **nursing assistants** in nursing homes and 36 for **residential care aides**. 1 in 5 of these workers are 24 years old or younger.

55

Only 16% of **nursing assistants** and 18% of **residential care aides** are aged 55 and above.

Gender

87%

of the **direct care workforce** are women

53%

are women of color

91%

of **nursing assistants** in nursing homes are women

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