

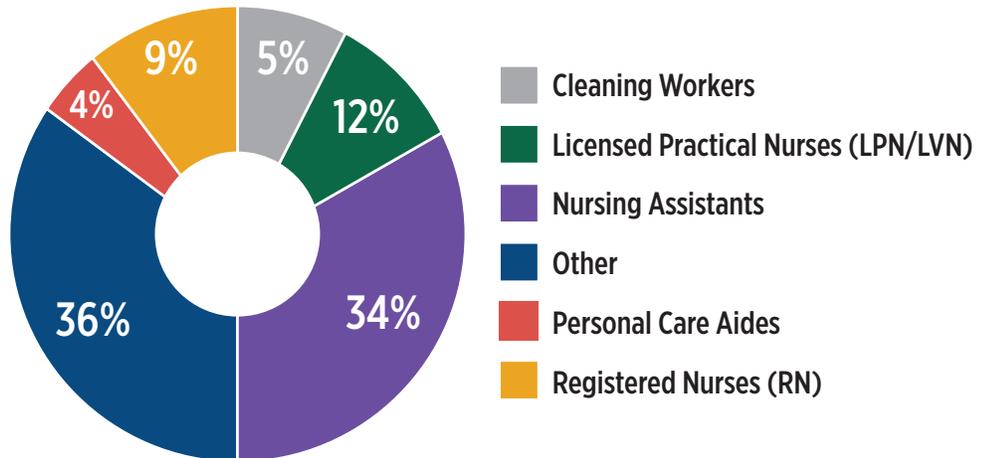
# Support Strengthening the Long Term Care Workforce

## NURSING HOME WORKERS AT A GLANCE

Each day, nursing home caregivers and workers provide life-affirming care to more than one million seniors and individuals with disabilities.



Source: Bureau of Labor Statistics



## Investing in Caregivers Despite Limited Resources

Nursing homes are committed to growing their workforce and supporting their staff. But nearly two-thirds of residents rely on Medicaid, which has been underfunded for decades. Without proper resources, ongoing investments are unsustainable, and nursing homes will continue to struggle to compete for workers against other employers.

**26.5% increase**  
in skilled nursing wages

Feb 2020-Jan 2024, among the highest in healthcare

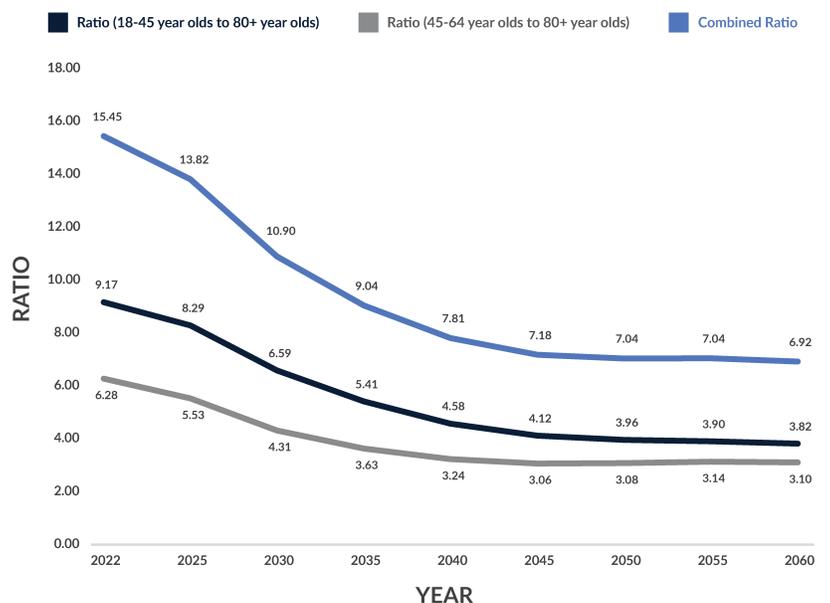
Source: Peterson-KFF

## GROWING CAREGIVER SHORTAGE

The nation's population is aging, but the caregiver workforce is not keeping pace. By 2027, the number of individuals aged 80+ is projected to grow by more than 9%. By the same year, almost 900,000 RNs intend to leave the health care workforce.

This graph demonstrates the declining ratios of 18-44 year olds to 80+ year olds and 45-64 year olds to 80+ year olds in the United States, indicating that population shifts will further exacerbate the long term care workforce shortage as our nation grows older and has fewer potential caregivers available.

### Future Trends of Available Caregivers for Elderly Americans



Data Source: US Census Bureau 2023 National Population Projections

## A BETTER WAY: WORKFORCE SOLUTIONS

Workforce shortages in long term care have forced many nursing homes to limit or deny new admissions, downsize their facilities, or close altogether. To protect seniors' access to care, we need multi-pronged solutions to address the growing caregiver shortage.

### Build the Pipeline

Address faculty shortages at nursing schools

Streamline legal pathways for international caregivers to work in the U.S.

### Recruit & Retain

Student loan forgiveness, tax credits, affordable housing & childcare incentives

Subsidies & grants to schools whose graduates work in LTC

### Develop Skills

Grants and scholarships for ongoing training

Expand career ladder programs

### Remove Barriers

Expedite the progression in LPN to RN bridge programs to increase the number of RNs

End bans on in-house CNA training programs

**AHCA**  
AMERICAN HEALTH CARE ASSOCIATION

AHCA/NCAL Legislative Staff Contact:  
GR@ahca.org  
[www.ahcancal.org](http://www.ahcancal.org)

**NCAL**  
NATIONAL CENTER FOR ASSISTED LIVING

IMPROVING LIVES by DELIVERING SOLUTIONS for QUALITY CARE