

National Nursing Home **WORKFORCE**

AHCA
AMERICAN HEALTH CARE ASSOCIATION

NCAL
NATIONAL CENTER FOR ASSISTED LIVING

The nursing home sector is facing a workforce crisis with no end in sight. While all other health care sectors have fully recovered and grown their workforce above pre-pandemic levels, the nursing home workforce is still down 7 percent and needs more than 120,000 workers to fully recover. Nearly every nursing home (99%) has open positions, and providers are doing more than ever to recruit employees to the profession. It's time that policymakers prioritize our caregivers with the resources and support they deserve.



At a Glance

- As of May 2024, there were **1.46 million employees** in nursing care facilities.
- The country's aging population is growing, and demand for caregivers is increasing each year. By 2027, the number of individuals aged 80+ is projected to grow by more than 9 percent. By the same year, almost 900,000 RNs intend to leave the workforce. **Our nation is facing a potential nursing shortage of between 200,000 and 450,000 RNs by 2025.**

Race/Ethnicity

48%

of nursing home workers are people of color

- 29% are Black/African American
- 12% are Hispanic/Latino (of any race)
- 4% are Asian or Pacific-Islander
- 3% identify as other races or ethnicities

1 in 3

of immigrant health care workers are employed in the long term care sector

One third of all immigrant health care workers are part of the long term care workforce over other health care settings.

Sources:

Bureau of Labor Statistics (BLS) July 2008-April 2024.
 AHCA State of the Sector Report, March 2024.
<https://www.ncsbn.org/news/ncsbn-research-projects-significant-nursing-workforce-shortages-and-crisis>
<https://revcycleintelligence.com/news/200k-to-450k-nursing-shortage-expected-by-2025-without-action>
<https://www.healthaffairs.org/doi/10.1377/hlthaff.2018.05514>
<https://www.ahcancal.org/Data-and-Research/facts/Pages/default.aspx#workforce>

Age

- 21%** are 55-64 years old
- 20%** are 45-54 years old
- 20%** are 35-44 years old
- 20%** are 25-34 years old
- 9%** are 20-24 years old
- 7%** are 65+ years old
- 4%** are 16-19 years old

Gender

- 83%** of all nursing home employees are women
- 75%** of immigrant health care workers are women

Top Occupations of the Nursing Home Workforce

- 34%** Nursing Assistants
- 31%** Other
- 13%** Licensed Practical Nurses (LPN/LVN)
- 9%** Registered Nurses
- 4%** Personal Care Aides
- 4%** Food Service
- 4%** Cleaning Workers