

## U.S. LONG-TERM CARE WORKFORCE AT A GLANCE

### CURRENT STATUS OF LONG-TERM CARE (LTC) WORKFORCE

Total long-term care (LTC) employment, 2007	4.4 million
Percentage of LTC employment in U.S. health care sector, 2007	27.2%
Percentage of LTC employment in total U.S. jobs, 2007	3.2%
Total number of LTC direct-care worker (DCW), 2007	2.6 million
Registered nurse (RN) & licensed practical nurse (LPN), 2007	603,700
Certified nurse aide (CNA), other nurse & home health aide, 2007	2.0 million

#### Median hourly wages of direct care workers, 2007

	Nursing Home	Assisted Living	Home Health
Registered nurse	\$26.47	\$25.55	\$27.23
Licensed practical nurse	\$19.09	\$18.85*	\$18.71
Nursing aide, orderly, & attendant	\$10.81	\$10.55	\$10.58

#### Vacancy & turnover rates of direct care staff in nursing homes, 2007\*\*

	Vacancy Rate	Turnover Rate
Registered nurse	16.3%	41.0%
Licensed practical nurse	11.1%	49.9%
Certified nurse aide	9.5%	65.6%

Total annual cost of DCW turnover in LTC, 2004 \$4.1 billion

Average turnover cost of per DCW, 2004 \$2,500 - \$3,500

### DEMAND AND GROWTH OF LONG-TERM CARE WORKFORCE

Projected U.S. population aged 65 & over in 2006 & 2030	2006 - 37.2 million; 2030 - 72.0 million
Population aged 65 & over having difficulty with 1 to 5 ADLs**, 2006	6 million or 16% of the population
Population aged 85 & over having difficulty with 1 to 5 ADLs, 2006	Male - 628,600; Female - 2,063,700
Estimated population having Alzheimer's disease in 2007 & 2030	2007 - 4.9 million; 2030 - 7.7 million
Population aged 65 & over living in nursing homes, 2006	1.6 million
Population aged 65 & over living in assisted living facilities, 2006	1.5 million
Medicare beneficiaries using home health services, 2006	3 million
Projected Medicare enrollment	2007 - 44 million; 2016 - 55 million; 2030 - 79 million
Percentage increase of LTC utilization between 2000 & 2020	Nursing home residents-40%; Home health visits-36%
Percentage increase of demands for DCW between 2000 & 2020	RN - 41%; LPN - 47%; Nurse aide - 50%
Percentage job growth in LTC settings between 2000 & 2010	Nursing home - 26%; Assisted living facility - 67%
Projected population using LTC services, 2050	27 million
Projected direct care workers in LTC sector, 2050	5.7 million - 6.6 million

\*\* ADL – Activities of Daily Living (i.e. bathing, transferring, toileting, dressing and eating).

Please see reverse page for data sources and notes

## Data Source

American Association of Homes and Services for the Aging (AAHSA), American Senior Housing Association (ASHA), Assisted Living Federation of America (ALFA), National Center for Assisted Living (NCAL), and National Investment Center (NIC), 2007, *2006 Overview of Assisted Living*,

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Seavey, Dorie. 2004. *The cost of frontline turnover in long-term care*.  
<http://www.bjbc.org/content/docs/TOCostReport.pdf>.

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## Notes

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According to *AAHSA Assisted Living Salary & Benefits Report 2007-2008*, published by Hospital & Healthcare Compensation Service and AAHSA, January, 2008, LPN's national median hourly-wage is \$20.00 in assisted living facilities.

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Vacancy and turnover rates were calculated by AHCA research staff using 2007 AHCA survey of nursing position vacancy and turnover data.