TEXAS CENTER FOR NURSING WORKFORCE STUDIES

TEXAS
NURSING

There are **251,253** registered nurses (RNs), 87,602 licensed vocational nurses (LVNs), and 26,365 advanced practice registered nurses (APRNs) practicing nursing in Texas. Like many states and the nation as a whole, Texas is facing a shortage and maldistribution of nurses.

The focus of the Texas Center for Nursing Workforce Studies (TCNWS) is on data collection, analysis, and reporting while striving for an optimal nursing workforce based on reliable, valid, and useful data.
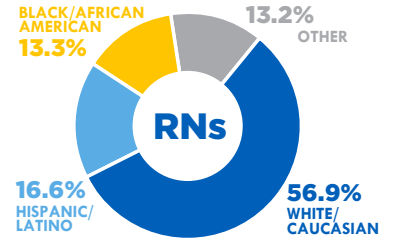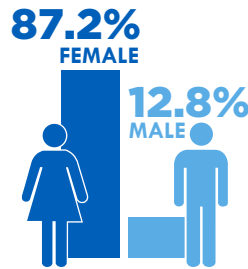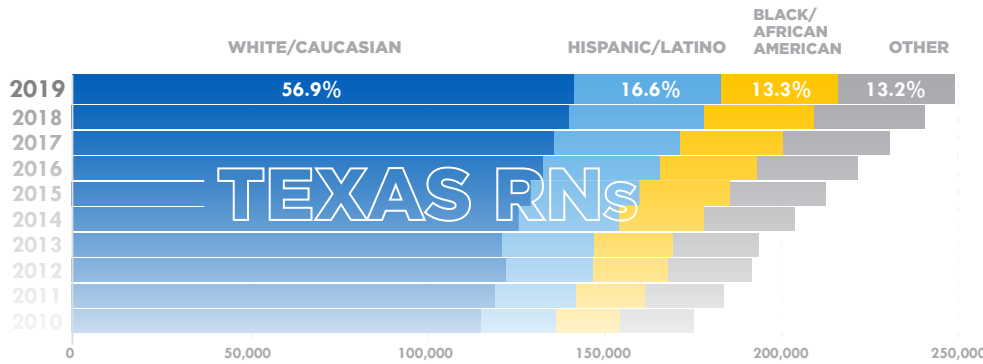
RNs
REGISTERED NURSE

251,253 TEXAS RNs

MEDIAN AGE 44 Years

87.2% FEMALE
12.8% MALE

RNs (Race/Ethnicity)
- BLACK/AFRICAN AMERICAN **13.3%**
- **13.2%** OTHER
- **16.6%** HISPANIC/LATINO
- **56.9%** WHITE/CAUCASIAN

TREND

2019 RACE/ETHNICITY RNs

While white/Caucasian RNs are the largest group in the workforce, the proportion of RNs who are white/Caucasian has been decreasing since 2010 while the proportion of Hispanic/Latino RNs has been increasing.

TEXAS RNs

Year	WHITE/CAUCASIAN	HISPANIC/LATINO	BLACK/AFRICAN AMERICAN	OTHER
2019	56.9%	16.6%	13.3%	13.2%
2018				
2017				
2016				
2015				
2014				
2013				
2012				
2011				
2010				

0   50,000   100,000   150,000   200,000   250,000

NURSING PRACTICE

RN PRACTICE SETTINGS

TOP 5 PRACTICE SETTINGS

The majority of RNs in 2019 were employed by hospitals and working in hospital-related positions.

- **3.8%** PHYSICIAN OR DENTIST OFFICES
- **65.2%** HOSPITALS
- **6.0%** HOME HEALTH
- **2.9%** NURSING HOME
- **3.1%** SCHOOL (K-12)/COLLEGE

RN NURSING POSITIONS

TOP 5 NURSING POSITIONS

- **68.1%** STAFF NURSE/GENERAL DUTY
- **4.2%** HEAD NURSE OR ASSISTANT
- **5.8%** SUPERVISOR OR ASSISTANT
- **3.3%** ADMINISTRATOR OR ASSISTANT
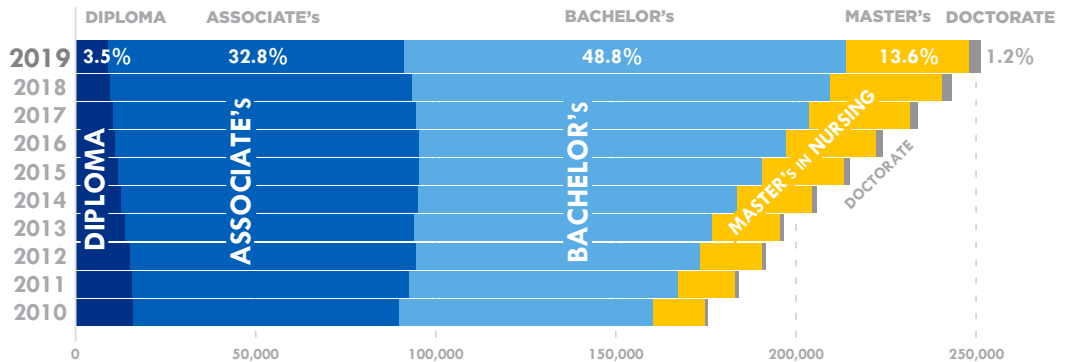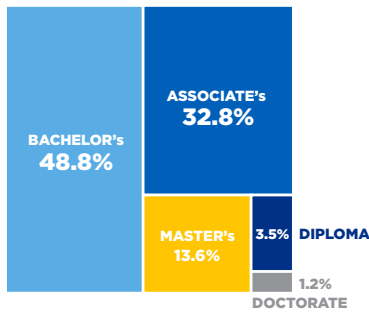- **2.9%** SCHOOL/COLLEGE HEALTH SERVICE

RN HIGHEST DEGREE
2019 👉 TREND   PERCENTAGE OF HIGHEST DEGREES

Since 2013, the bachelor's degree has been the most common highest nursing degree for RNs. In 2019, 63.6% of RNs had a baccalaureate or higher degree.

BACHELOR's 48.8%

ASSOCIATE's 32.8%

MASTER's 13.6%

3.5% DIPLOMA

1.2% DOCTORATE

	DIPLOMA	ASSOCIATE's	BACHELOR's	MASTER's	DOCTORATE
2019	3.5%	32.8%	48.8%	13.6%	1.2%
2018					
2017					
2016					
2015					
2014					
2013					
2012					
2011					
2010					

DIPLOMA   ASSOCIATE's   BACHELOR's   MASTER's IN NURSING   DOCTORATE

0   50,000   100,000   150,000   200,000   250,000

RN SUPPLY & DEMAND

SUPPLY & DEMAND FOR ALL TYPES OF RNs IN TEXAS

Between 2018 and 2032, demand for RNs is projected to grow by 38.8%, while supply is projected to grow by only 30.5%. These projections can be used as a planning tool for adequately preparing the future workforce to meet the needs of the Texas population.
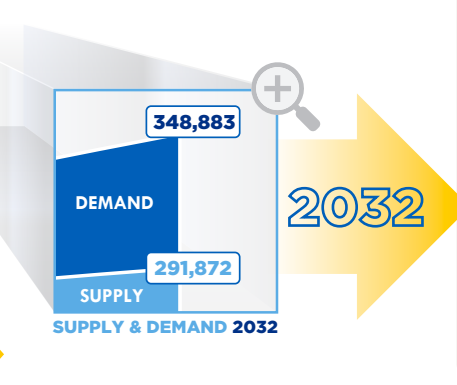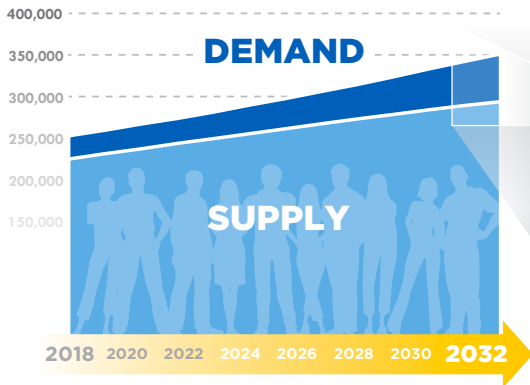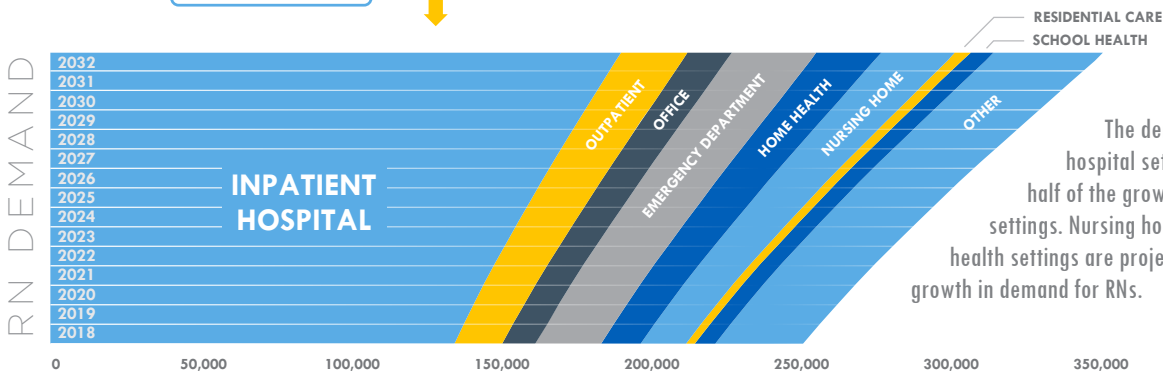
2032 DEMAND 348,883

BY **2032,** THE DEMAND FOR **RNs** IS PROJECTED TO EXCEED THE SUPPLY OF RNs BY **57,012**

57,012 DEFICIT

SUPPLY 291,872

WHAT DOES THAT MEAN FOR **TEXAS?**

DEMAND

SUPPLY

400,000
350,000
300,000
250,000
200,000
150,000

2018 2020 2022 2024 2026 2028 2030 **2032**

348,883

DEMAND

291,872

SUPPLY

SUPPLY & DEMAND 2032

2032

NURSING DEMAND BREAKDOWN BY PRACTICE SETTING

DEMAND FOR NURSES BY PRACTICE SETTING

RESIDENTIAL CARE
SCHOOL HEALTH

RN DEMAND

2032
2031
2030
2029
2028
2027
2026
2025
2024
2023
2022
2021
2020
2019
2018

INPATIENT HOSPITAL

OUTPATIENT   OFFICE   EMERGENCY DEPARTMENT   HOME HEALTH   NURSING HOME   OTHER

0   50,000   100,000   150,000   200,000   250,000   300,000   350,000

The demand for RNs in inpatient hospital settings will account for more than half of the growth in demand for RNs across all settings. Nursing home, residential care, and home health settings are projected to see the fastest rates of growth in demand for RNs.
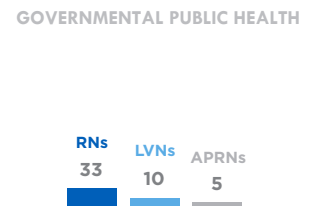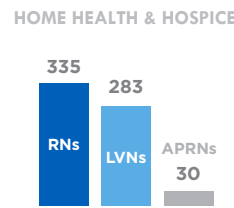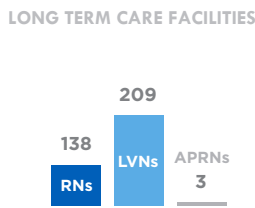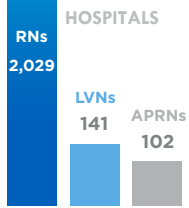
TCNWS NURSE STAFFING

TEXAS CENTER for NURSING WORKFORCE NURSE STAFFING STUDIES

In order to assess the size and effects of the nursing shortage in Texas, the Texas Center for Nursing Workforce Studies (TCNWS) conducts biennial surveys of hospitals, long term care facilities, home health and hospice agencies, and governmental public health agencies in Texas. These facilities are asked about current and future demand for nurses, as well as other nurse staffing issues. Results from these surveys can help guide stakeholders and legislators in developing policy recommendations and establishing legislative priorities.

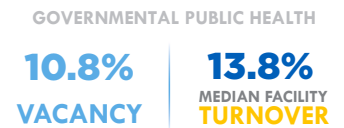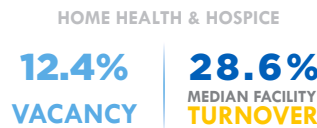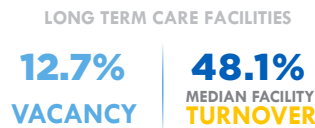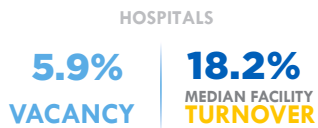| HOSPITALS | LONG TERM CARE FACILITIES | HOME HEALTH AND HOSPICE | GOVERNMENTAL PUBLIC HEALTH |

ADDITIONAL FTES

ADDITIONAL NUMBER OF DIRECT RESIDENT CARE FTEs ORGANIZATIONS EXPECT TO BUDGET IN THE NEXT FISCAL YEAR

HOSPITALS	LONG TERM CARE FACILITIES	HOME HEALTH & HOSPICE	GOVERNMENTAL PUBLIC HEALTH
RNs 2,029	RNs 138	RNs 335	RNs 33
LVNs 141	LVNs 209	LVNs 283	LVNs 10
APRNs 102	APRNs 3	APRNs 30	APRNs 5

VACANCY & TURNOVER

BELOW ARE VACANCY RATES AND MEDIAN TURNOVER RATES FOR RNs EMPLOYED BY THE DIFFERENT FACILITIES ACROSS THE STATE.

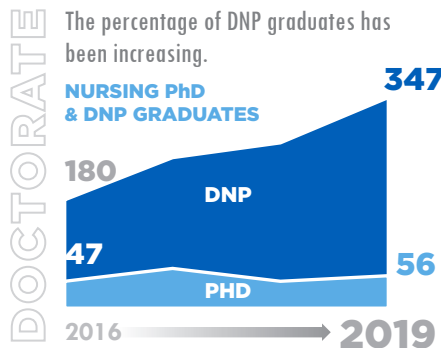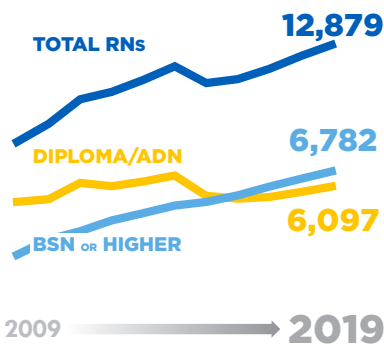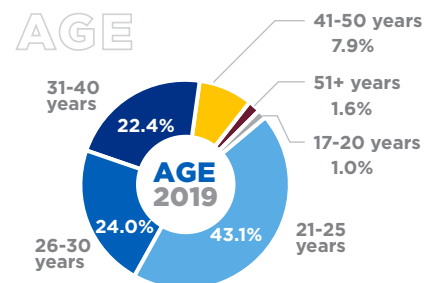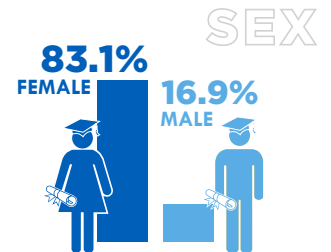| HOSPITALS		LONG TERM CARE FACILITIES		HOME HEALTH & HOSPICE		GOVERNMENTAL PUBLIC HEALTH	
5.9% VACANCY	**18.2%** MEDIAN FACILITY TURNOVER	**12.7%** VACANCY	**48.1%** MEDIAN FACILITY TURNOVER	**12.4%** VACANCY	**28.6%** MEDIAN FACILITY TURNOVER	**10.8%** VACANCY	**13.8%** MEDIAN FACILITY TURNOVER

NURSING EDUCATION

NURSING EDUCATION PROGRAM INFORMATION SURVEY (NEPIS)

Each year, the Texas Center for Nursing Workforce Studies (TCNWS) collaborates with the Texas Board of Nursing to conduct a survey of all professional nursing programs in the state. Over the past 10 years, the number of RN graduates has increased, and the racial/ethnic composition of graduates has become more reflective of the Texas population. The proportion of full-time RN faculty has decreased, and the proportion of RN faculty over 62 years old has increased.
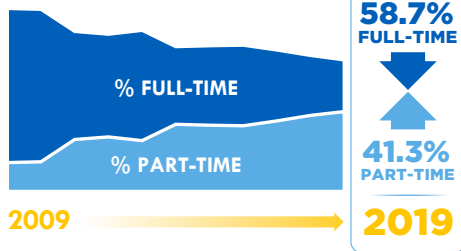
RN GRADUATE DEMOGRAPHICS

SEX
83.1% FEMALE
16.9% MALE

RN GRADUATES

TOTAL RNs **12,879**
DIPLOMA/ADN **6,782**
BSN or HIGHER **6,097**
2009 → 2019

DOCTORATE

The percentage of DNP graduates has been increasing.

NURSING PhD & DNP GRADUATES
180 → **347**
DNP
47 → 56 PHD
2016 → 2019

AGE
AGE 2019
41-50 years 7.9%
51+ years 1.6%
17-20 years 1.0%
21-25 years 43.1%
26-30 years 24.0%
31-40 years 22.4%

RN FACULTY

FACULTY

TURNOVER
VACANCY

12.4% TURNOVER
6.1% VACANCY

2009 → 2019

% FULL-TIME
% PART-TIME

58.7% FULL-TIME
41.3% PART-TIME

2009 → 2019

AGING RN FACULTY

% OF FACULTY OVER 62

20%
15%
10%

NURSING FACULTY ARE AGING

2008 → 2019
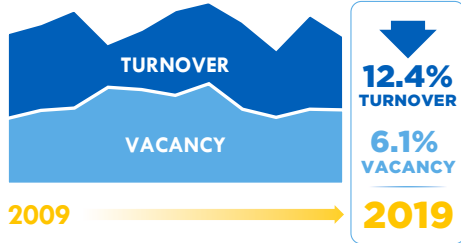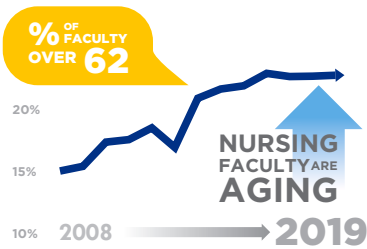
IN **2019**
23.2% OF NURSING FACULTY WERE **62** YEARS OR OLDER

RN GRADUATE DEMOGRAPHICS

TRENDS PROPORTION RACE/ETHNICITY

2009 2011 2013 2015 2017 2019

60.0%
40.0%
20.0%
0.0%

WHITE/CAUCASIAN **48.6%**
HISPANIC/LATINO **28.2%**
BLACK/AFRICAN AMERICAN **12.4%**
OTHER **10.8%**

2009 → 2019
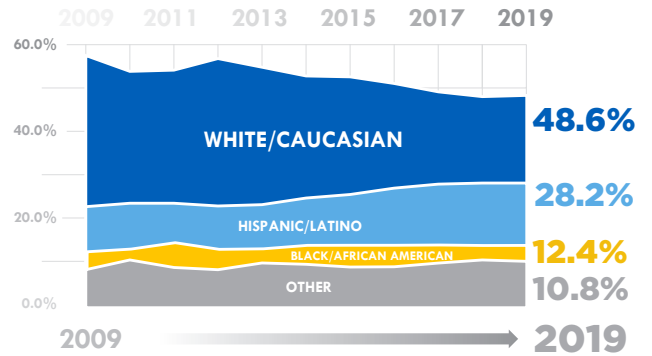
RN FACULTY DEMOGRAPHICS

AGE 2019

56-65 years **26.8%**
66+ years **11.8%**
<36 years **13.4%**
36-45 years **23.1%**
46-55 years **24.8%**

91.0% FEMALE
9.0% MALE

RN FACULTY HIGHEST DEGREE

OTHER 0.4%
BACHELOR'S 2.2%
MASTER'S
DOCTORATE

Year		
2019	74.0%	23.3%
2018		
2017		
2016		
2015		
2014		
2013		
2012		
2011		
2010		
2009		

MASTER'S
DOCTORATE

0   500   1,000   1,500   2,000   2,500   3,000   3,500
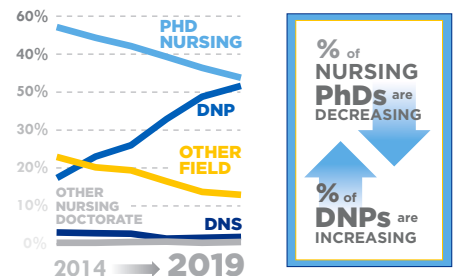
NUMBER OF FACULTY
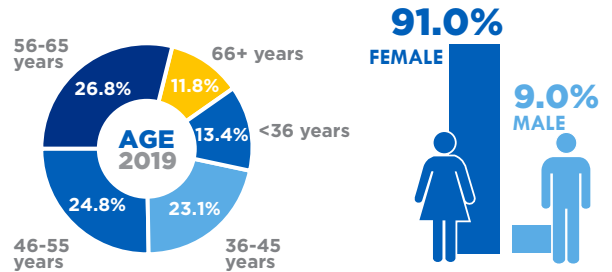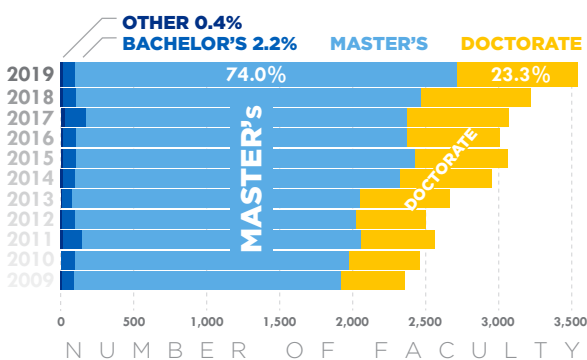
2019 →
23.3% OF NURSING FACULTY HIGHEST DEGREE WAS A DOCTORATE

2008
ONLY HELD A **16.0%** DOCTORATE

The percentage of nursing faculty that have obtained a doctoral degree is increasing.

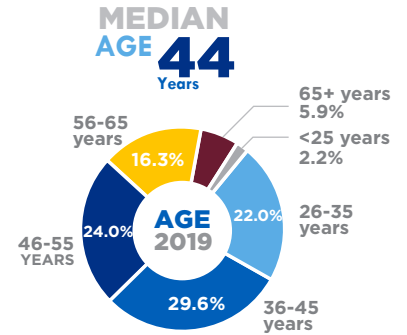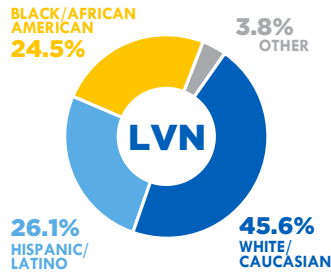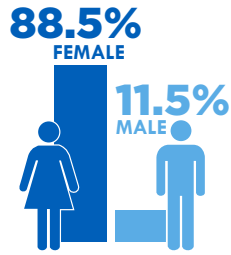The percentage of nurses with PhDs are decreasing and nurses with DNPs are increasing.

60%
40%
50%
30%
20%
10%
0%

PHD NURSING
DNP
OTHER FIELD
OTHER NURSING DOCTORATE
DNS

2014 → 2019

% of NURSING PhDs are DECREASING

% of DNPs are INCREASING

REFERENCES:

Texas BON. (2019). Nursing Licensure Renewal file of actively practicing Texas nurses. Retrieved October 15, 2019, from Texas Health Data http://healthdata.dshs.texas.gov/NurseDemographics

Texas Center for Nursing Workforce Studies (2020). Hospital Survey Reports. Retrieved July 1, 2020, from https://dshs.texas.gov/chs/cnws/Hospital-Survey-Reports

Texas Center for Nursing Workforce Studies (2020). Home Health and Hospice and Long Term Care Survey Reports. Retrieved July 1, 2020, from https://dshs.texas.gov/chs/cnws/Home-Health-and-Hospice-and-Long-Term-Care-Survey-Reports/

Texas Center for Nursing Workforce Studies (2020). Governmental Public Health Survey Reports. Retrieved July 1, 2020, from https://dshs.texas.gov/chs/cnws/Governmental-Public-Health-Survey-Reports/

Texas Health Data Center for Health Statistics. (2018). Nursing Education in Texas: Faculty summary. Retrieved March 31, 2019, from http://healthdata.dshs.texas.gov/NursingEducation

Texas Health Data Center for Health Statistics. (2020). Workforce Supply and Demand Projections, 2018-2032. Retrieved March 31, 2019, from http://healthdata.dshs.texas.gov/dashboard/healthcare-workforce/workforce-supply-and-demand-projections

Texas Health Data Center for Health Statistics. (2018). Nursing Education in Texas: Admission, enrollment, graduation. Retrieved April 1, 2019, from http://healthdata.dshs.texas.gov/NursingEducation

LVNs
LICENSED VOCATIONAL NURSE

87,602 TEXAS LVNs

88.5% FEMALE

11.5% MALE

LVN

- **BLACK/AFRICAN AMERICAN 24.5%**
- **3.8% OTHER**
- **26.1% HISPANIC/LATINO**
- **45.6% WHITE/CAUCASIAN**

MEDIAN AGE 44 Years

AGE 2019
- 65+ years 5.9%
- <25 years 2.2%
- 56-65 years 16.3%
- 22.0% 26-35 years
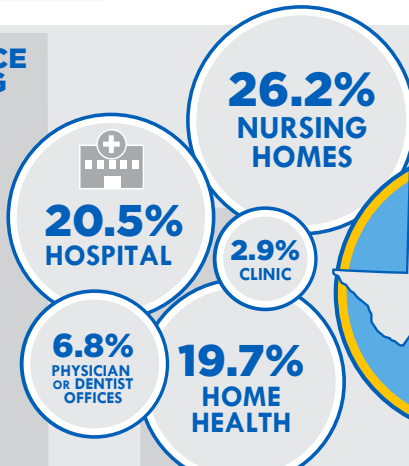- 24.0% 46-55 YEARS
- 29.6% 36-45 years

SETTINGS WHERE LVNs PRACTICE

LVN PRACTICE SETTING

TOP 5 PRACTICE SETTINGS

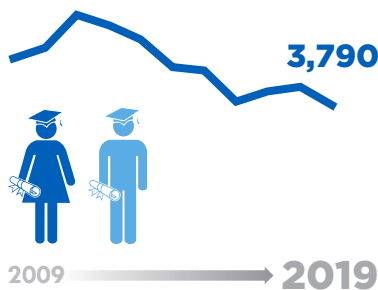The greatest proportion of LVNs were employed by nursing homes.

- **26.2% NURSING HOMES**
- **20.5% HOSPITAL**
- **2.9% CLINIC**
- **6.8% PHYSICIAN OR DENTIST OFFICES**
- **19.7% HOME HEALTH**

LVN NURSING POSITIONS

TOP 5 NURSING POSITIONS

- **65.5% STAFF NURSE/GENERAL DUTY**
- **7.7% OFFICE NURSE**
- **6.0% HEAD NURSE OR ASSISTANT**
- **2.2% SCHOOL NURSE**
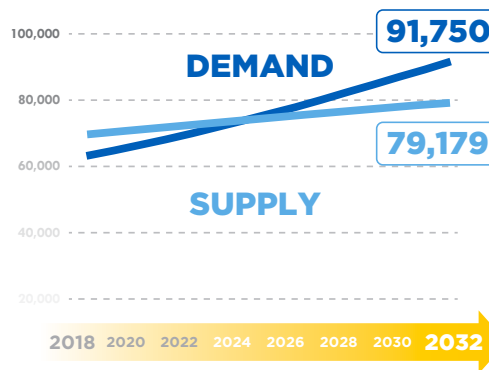- **4.0% SUPERVISOR OR ASSISTANT**

LVN GRADUATES

3,790

2009 → 2019
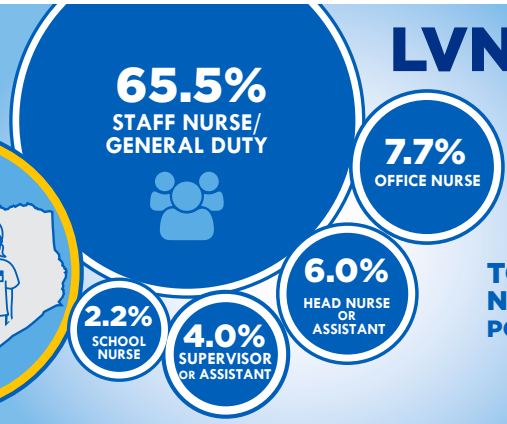
The number of VN education programs has decreased from 98 in 2013 to 85 in 2019, and the number of VN graduates has decreased by 25% since 2011.

SUPPLY & DEMAND FOR LVNs IN TEXAS

By 2032, there will be a shortage of most nurse types in Texas. Between 2018 and 2032, demand for LVNs is projected to grow by 46%, while supply is projected to grow by only 14%. These projections can be used as a planning tool for adequately preparing the future workforce to meet the needs of the Texas population.

DEMAND 91,750

SUPPLY 79,179

100,000 / 80,000 / 60,000 / 40,000 / 20,000

2018 2020 2022 2024 2026 2028 2030 **2032**

2032 DEMAND 91,750

BY **2032,** THE DEMAND FOR **LVNs** IS PROJECTED TO EXCEED THE SUPPLY OF LVNs BY **12,572**

12,572 DEFICIT

SUPPLY 79,179

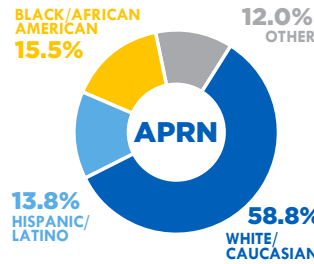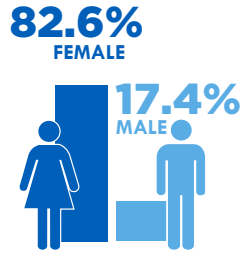WHAT DOES THAT MEAN FOR **TEXAS?**

REFERENCES:

Texas BON. (2019). Nursing Licensure Renewal file of actively practicing Texas nurses. Retrieved October 15, 2019, from Texas Health Data http://healthdata.dshs.texas.gov/dashboard/healthcare-workforce/licensed-vocational-nurses
Texas Center for Nursing Workforce Studies (2020). Nursing Education Reports. Retrieved July 1, 2020, from https://dshs.texas.gov/chs/cnws/Nursing-Education-Reports/
Texas Health Data Center for Health Statistics. (2020). Workforce Supply and Demand Projections, 2018-2032. Retrieved March 31, 2019, from http://healthdata.dshs.texas.gov/dashboard/healthcare-workforce/workforce-supply-and-demand-projections
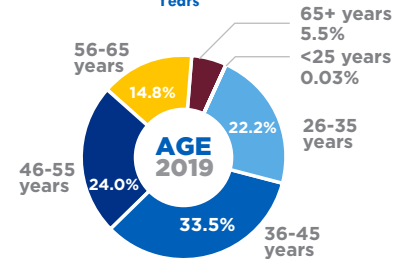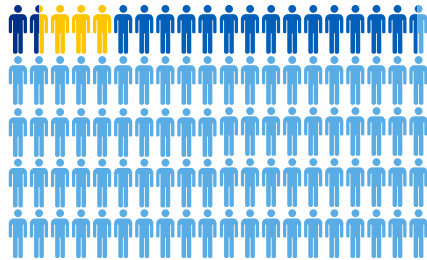
APRNs

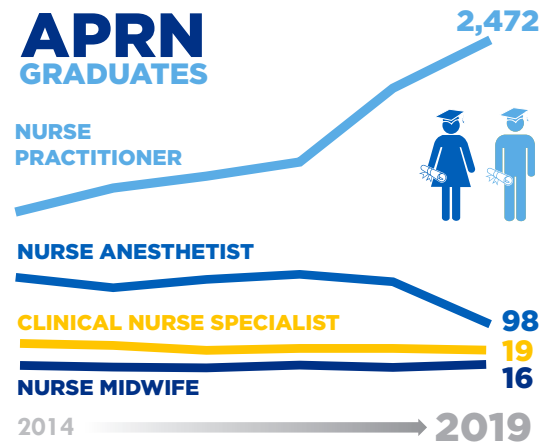## ADVANCED PRACTICE REGISTERED NURSE

26,365 TEXAS APRNs

82.6% FEMALE
17.4% MALE

APRN (race/ethnicity)
- BLACK/AFRICAN AMERICAN 15.5%
- 12.0% OTHER
- 13.8% HISPANIC/LATINO
- 58.8% WHITE/CAUCASIAN

MEDIAN AGE 44 Years

AGE 2019
- 65+ years 5.5%
- <25 years 0.03%
- 26-35 years 22.2%
- 36-45 years 33.5%
- 46-55 years 24.0%
- 56-65 years 14.8%

APRN TYPES
- 1.5% NURSE MIDWIFE
- 3.4% CLINICAL NURSE SPECIALIST
- 14.5% NURSE ANESTHETIST
- 80.6% NURSE PRACTITIONER

APRN GRADUATES

- NURSE PRACTITIONER — 2,472
- CLINICAL NURSE SPECIALIST — 98
- NURSE ANESTHETIST — 19
- NURSE MIDWIFE — 16

2014 → 2019

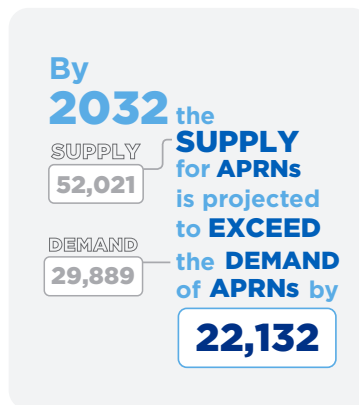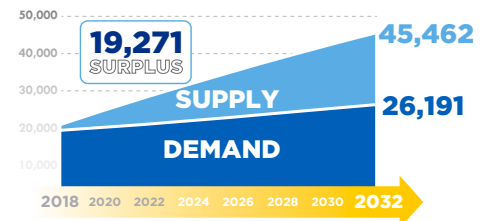## SUPPLY & DEMAND FOR APRNs IN TEXAS

By 2032, there will be a shortage of most nurse types in Texas. The projected growth in supply of Nurse Practitioners in Texas, and across the nation, is driven by the expansion of education programs for Nurse Practitioners over the past decade. The bulk of this growth is among Nurse Practitioners with primary care specialties. Based on current trends the supply of Certified Nurse Midwives will fall short of demand by 2032, while the projected supply of Nurse Practitioners and Certified Registered Nurse Anesthetists is expected to exceed demand every year between 2018 and 2032.

While projections are not available for Clinical Nurse Specialists, supply trends and nursing education data indicate that the supply of these providers is on the decline. These projections can be used as a planning tool for adequately preparing the future workforce to meet the needs of the Texas population.
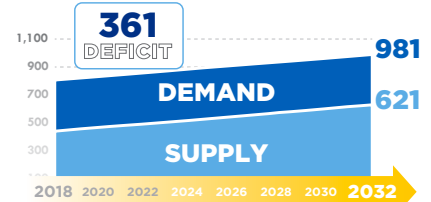
By **2032** the **SUPPLY** for APRNs is projected to **EXCEED** the **DEMAND** of APRNs by **22,132**

SUPPLY 52,021
DEMAND 29,889

NURSE PRACTITIONER
- 19,271 SURPLUS
- SUPPLY 45,462
- DEMAND 26,191

2018 2020 2022 2024 2026 2028 2030 2032

NURSE ANESTHETIST
- 3,221 SURPLUS
- SUPPLY 5,938
- DEMAND 2,717

2018 2020 2022 2024 2026 2028 2030 2032

CLINICAL NURSE SPECIALIST
- 1,292
- SUPPLY
- 886

2007 2009 2011 2013 2015 2017 2019

NURSE MIDWIFE
- 361 DEFICIT
- DEMAND 981
- SUPPLY 621

2018 2020 2022 2024 2026 2028 2030 2032

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Policy Recommendations:

RNs REGISTERED NURSES

Texas is projected to face a continued shortage of RNs through 2032. The shortage of nurses is projected to be 57,012 RN FTEs.

In order to meet the growing demand for RNs, nurse educators, employers, and policy-makers need to:

- Prepare nurses to assume faculty positions. In 2019, more than 23 percent of nursing faculty are over the age of 62, the earliest age one can receive Social Security retirement benefits, which underscores the importance of moving nurses through the educational pipeline so they can replace aging faculty in nursing education programs.

- Increase funding for nursing faculty loan repayment programs in order to encourage qualified nurses to consider faculty positions as an employment option.

- Continue to evaluate the number of PhD and DNP prepared nurses graduating from doctoral degree programs. The decline in PhD graduates threatens the research base of nursing practice as well the ability to train future nurse researchers.

- Continue to fund the Nursing Shortage Reduction Program (NSRP). Nursing education data shows that the NSRP has been effective in supporting the annual increase in graduates from nursing education programs in Texas. While the nursing shortage is projected to continue, the latest projections demonstrate that the severity of that shortage is less than it was 3 years ago when the last projections were published.

  - Consider how funding is prioritized in this program. Seize opportunities to use these funds creatively and strategically to address the varying needs of the nursing workforce and prioritize:

    - Pre-licensure education;

    - Education that prepares nurses for faculty roles; and

    - Preparation of PhD educated nurses.

APRNs ADVANCED PRACTICE REGISTERED NURSES

In response to the projected surplus of Nurse Practitioners, nurse educators, employers, and policy-makers need to:
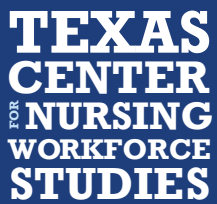
- Reprioritize funding of APRNs in the NSRP program to focus on roles that are experiencing, or are projected to have, shortages.

- Create opportunities to increase understanding of the different advance practice roles, specifically regarding Nurse Practitioners and Clinical Nurse Specialists and their respective roles in hospital-based practice. Increased understanding will help employers recruit and hire the most appropriate practitioners for their positions and improve understanding of future workforce needs.

LVNs LICENSED VOCATIONAL NURSES

As the demand for LVNs in Texas outpaces supply, a projected surplus of LVN FTEs is estimated to turn into a shortage of approximately 12,572 LVN FTEs by 2032. Demand for LVNs in home health, nursing homes, and residential care settings is expected to grow by more than 60% in each setting between 2018 and 2032, while graduates from vocational nursing programs are on the decline. Nurse educators, employers, and policy-makers need to support LVN education through:

- The development of vocational nursing education offerings in underserved areas;

- The development and expansion of vocational education programs in the public school system by increasing partnerships between K-12 schools and local colleges;

- Increased funding, access, and/or partnerships for clinical or simulation practice opportunities in high demand clinical areas such as hospitals, long term care, and home health;

- Funding for LVN students who have to travel long distances for their clinical training opportunities and;

- Increased financial resources to increase enrollment in existing vocational nursing programs, especially in the North, Central, and Gulf Coast regions of the state.

TEXAS CENTER FOR NURSING WORKFORCE STUDIES

WHO WE ARE:

The Texas Center for Nursing Workforce Studies (TCNWS) is part of the Center for Health Statistics at the Department of State Health Services and serves as a resource for data and research on the nursing workforce in Texas. The TCNWS is guided by an advisory committee comprised of nursing leaders from professional organizations, employers of nurses, state agencies, nurse researchers, nurse educators, as well as a consumer member. They are charged with identifying priorities for the TCNWS, reviewing and approving reports, and developing policy recommendations.
Learn more: www.dshs.texas.gov/nursingworkforce

MISSION:

To develop and maintain a statewide system that serves stakeholders by describing and forecasting the supply and demand of the changing nursing workforce in Texas.

VISION:

Quality healthcare for all Texans through an optimal nursing workforce based on reliable, valid, and useful data.

CONTACT:

www.dshs.texas.gov/nursingworkforce ● tcnws@dshs.texas.gov ● (512) 776-6723

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