

Summary

This report describes the current demographics of the nursing workforce in Texas. The report is broken down into sections by nurse type, including Licensed Vocational Nurses (LVNs), Registered Nurses (RNs), and Advanced Practice Registered Nurses (APRNs). APRNs are further broken down into Certified Registered Nurse Anesthetist (CRNA), Nurse Practitioner (NP), Clinical Nurse Specialist (CNS), and Certified Nurse Midwife (CNM). Licensure and certification data collected from the Texas Board of Nursing (BON) was processed and provided by the Health Professions Resource Center (HPRC).

All reported data represent the licensed health professionals actively practicing in Texas. Inactive or retired licensed professionals were excluded, except where noted. Nurses were classified as active if the licensure file indicated that their license status was “Current” and their employment status was “Employed in Nursing Full Time,” “Employed in Nursing Part Time,” or “Employed in Nursing on Per-Diem Basis”. Nurses were classified as working in Texas if their primary practice state (or mailing address state if practice address was not available) was Texas.

Introduction

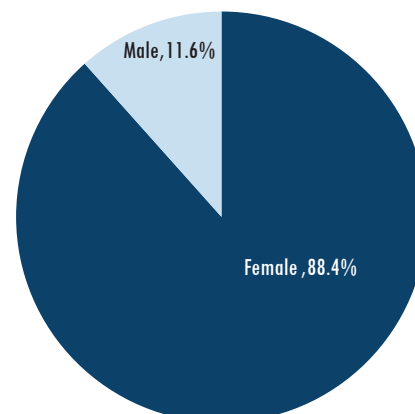
One of the goals of the U.S. Department of Health and Human Services’ Healthy People 2023 is to reduce health disparities related to gender and ethnicity. Minority racial/ethnic groups experience greater health disparities, such as higher rates of diabetes, heart disease, infant mortality, and lower rates of health insurance coverage (CDC, 2024). A more representative nursing workforce that reflects regional racial/ethnic diversity in Texas can help reduce these disparities. A workforce that includes nurses who understand cultural values and can deliver culturally appropriate services will lead to better provider-patient interactions, decreased language barriers, and increased access to services for all Texans.

Licensed Vocational Nurses

Gender

In 2023, the LVN workforce in Texas was predominantly female; only 11.6% of LVNs were male. This represents a 3.0% increase from the 2014 gender distribution of LVNs in Texas, when 10.8% of LVNs were male. A greater proportion of LVNs identified as male in border counties (20.0%) when compared to non-border counties (10.6%). In metropolitan counties, male LVNs comprised 12.4% of the workforce, but only accounted for 7.3% of the workforce in non-metropolitan counties.

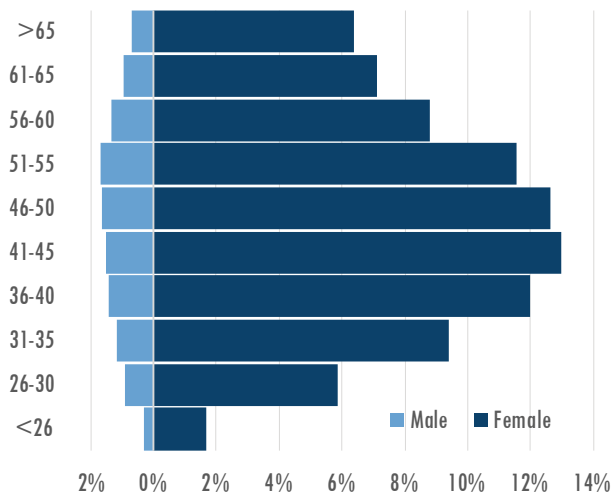
Figure 1. Gender of Texas LVNs, 2023



Age

The largest proportion of LVNs is in the 41 to 50 years age range (28.8%). Almost a quarter of LVNs (23.3%) are in the 51 to 60 years age range and will be eligible for retirement in the next 7 to 16 years. The median age of LVNs in Texas in 2023 was 46 years, while in 2014 the median age was 44 years. Male LVNs were slightly older than female LVNs, at a median age of 47 and 46 years, respectively. There was a difference of one year in the median age between LVNs who worked in metropolitan counties (47 years) and those who worked in non-metropolitan counties (46 years). LVNs who worked in border counties had a younger median age (43 years) compared to LVNs working in non-border counties (47 years). LVNs who indicated the “other” race category had the lowest median age at 42 years, followed by Hispanic (43 years), Asian (47 years), White/Caucasian (48 years), and Black/African American (48 years).

Figure 2. Age by Gender of Texas LVNs, 2023

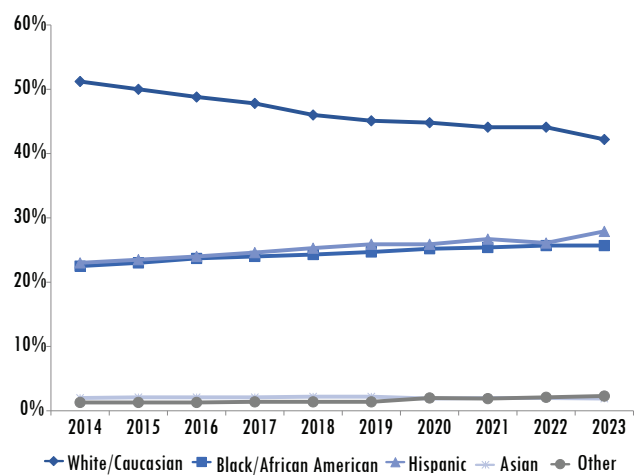


Race/Ethnicity

The LVN workforce does not currently reflect the racial diversity in the general Texas population,¹ despite the LVN workforce’s increasing racial/ethnic diversity. The proportion of White/Caucasian LVNs has declined since 2014 (51.2%) as shown in Figure 3; however, this group was still overrepresented among LVNs when compared to

the Texas population. The proportions of Black/African American and Hispanic/Latino LVNs were 25.7% and 27.9% respectively, and both have increased steadily since 2014. Despite growth among these groups, Hispanics/Latinos were still underrepresented among LVNs in 2023 when compared to the state distribution. The “other” race category, which includes Native Hawaiian/Pacific Islander, American Indian/Alaskan Native, two or more races and “other”, represented 2.3% of LVNs in 2023, up from 1.3% in 2014.

Figure 3. Race/Ethnicity of Texas LVNs, 2014-2023



In border areas, Hispanic/Latino LVNs comprised the majority of the LVN population, at 82.1% of LVNs. In non-border areas, White/Caucasian individuals accounted for 45.8% of the LVN population. In metropolitan areas, White/Caucasian LVNs comprised 38.3% of the total population, but 61.3% in non-metropolitan areas.

¹Texas population data come from the 2023 Texas Demographic Center population projections (<https://demographics.texas.gov/Projections/>).



Registered Nurses

Gender

In 2023, 87.3% of RNs were female. Since 2014, the percentage of male RNs has increased from 11.2% to 12.7%, a 13.4% increase. A higher percentage of male RNs worked in border counties (20.3% of all RNs working in border counties) compared to non-border counties (12.1% of all RNs working in non-border counties).

Age

In 2023, 32.6% of RNs in the state were 51 years or older. Figure 4 shows the large proportion of RNs in Texas that are between the ages of 51 and 60. Many of these nurses will be eligible to retire in the next 10-15 years, which could lead to a large decrease in the nursing workforce if they are not replaced. The median age of all RNs was 43 years in 2023, which was slightly lower than the median age of 45 years reported in 2014. Male RNs and female RNs had the same median age, 43 years. RNs who worked in border counties (median age 42 years) were slightly younger than those who worked in non-border counties (median age 43 years).

Figure 4. Age by Gender of Texas RNs, 2023

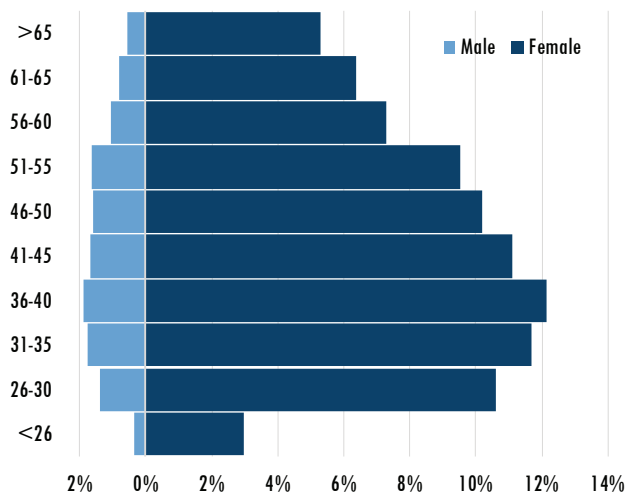
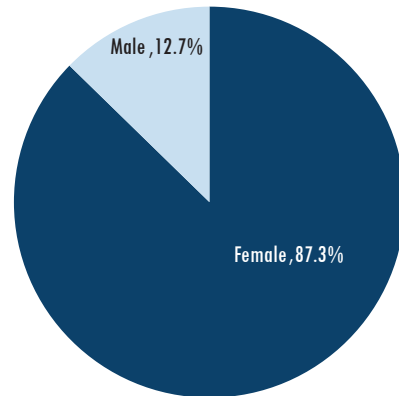


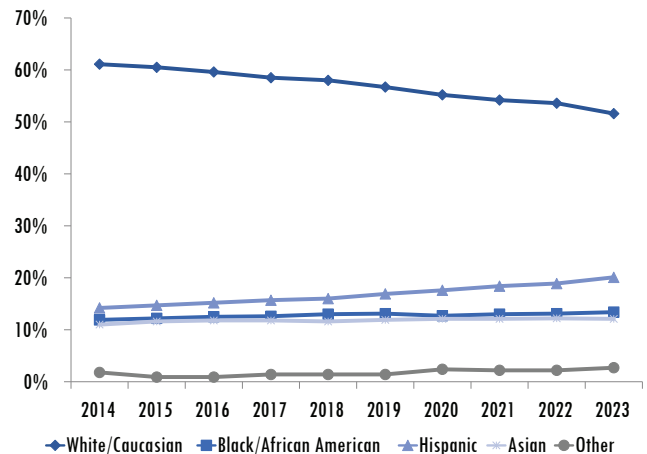
Figure 5. Gender of Texas RNs, 2023



Race/Ethnicity

Figure 6 depicts changes in race/ethnicity since 2014. Similar to years past, the majority of RNs reported a race/ethnicity of White/Caucasian (51.6%); however there has been a 30.9% decrease in the proportion of RNs who are White/Caucasian since 2014, when 61.1% of RNs were White/Caucasian. The percentage of Black/African American RNs increased from 11.9% in 2014 to 13.4% in 2023 and the percentage of Hispanic/Latino RNs increased from 14.2% in 2014 to 27.9% in 2023. The other race category, which includes Native Hawaiian/Pacific Islander, American Indian/Alaskan Native, two or more races and “other”, represented 2.3% of RNs in 2023, up from 1.8% in 2014.

Figure 6. Race/Ethnicity of Texas RNs, 2014-2023



Advanced Practice Registered Nurse

Gender

In 2023 there was a higher representation of males among APRNs (16.3% male) than among RNs (12.7% male). Regarding the ratio of female to male APRNs, 83.7% of APRNs were female compared to 80.7% in 2014. Since 2014, the percentage of males has decreased from 18.0% to 16.3%, a 9.4% decrease. A larger proportion of APRNs working in border counties were male (29.3%) compared to those working in non-border counties (15.9%).

Age

In 2023, 30.5% of APRNs were 51 years or older. Texas also had a small proportion of APRNs under 35 years of age (17.1%). The proportion of APRNs under 35 years of age has decreased from 18.8% in 2014, a 9.0% decrease. As shown in Figure 7, majority of APRNs are between 36 and 50 years of age. The median age of APRNs has slightly decreased since 2014, from 46 in 2014 to 45 in 2023. In years past, male APRNs were slightly younger than female APRNs. In 2023 the median age was slightly higher for male APRNs (45 years) when compared to female APRNs (43 years). Additionally, the age of APRNs varied somewhat by the geographic area in which they practiced. APRNs who worked in metropolitan counties had a median age of 45 years and those who worked in non-metropolitan counties had a median age of 47 years.

Figure 7. Age of Texas APRNs, 2023

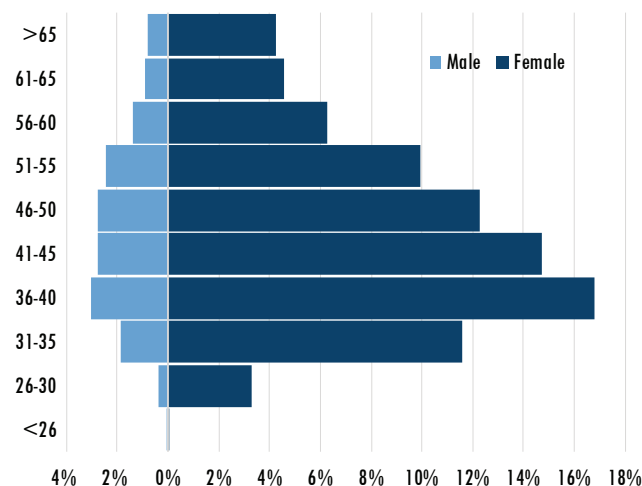
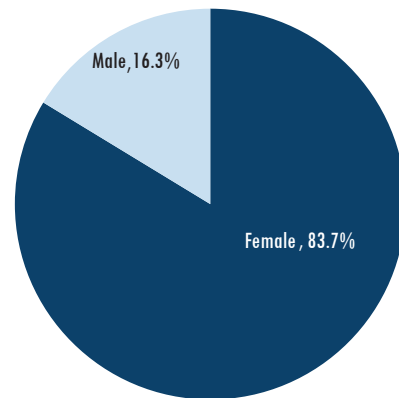


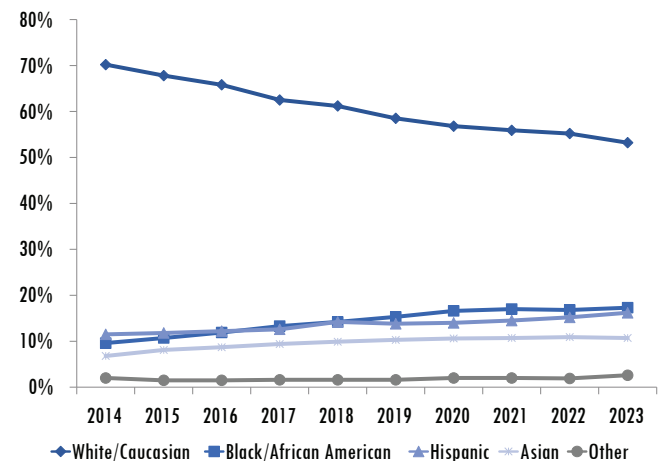
Figure 8. Gender of Texas APRNs, 2023



Race/Ethnicity

As shown in Figure 9, the majority of APRNs were White/Caucasian (53.2%); however, there has been a steady decrease since 2014 when 70.2% of APRNs were White/Caucasian. The percentage of APRNs that were Black/African American has increased from 9.6% in 2014 to 17.3% in 2023. The percentage of APRNs that were Hispanic/Latino continued to increase in 2023 (16.2%) compared to 2014 (11.5%). The other race category, which includes Native Hawaiian/Pacific Islander, American Indian/Alaskan Native, two or more races and “other”, represented 2.6% of APRNs in 2023, up from 2.0% in 2014. Among APRNs in border counties, 66.4% were Hispanic/Latino compared to 12.4% in non-border counties.

Figure 9. Race/Ethnicity of Texas APRNs, 2014-2023

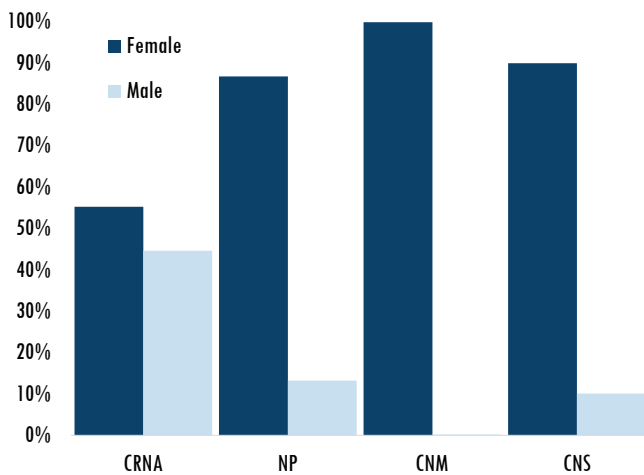


Advanced Practice Registered Nurses by Type

Gender

Among most APRN types the workforce was predominantly female. As shown in Figure 10, CRNAs reported the greatest proportion of nurses who are male (44.6%). CRNAs were vastly different from other APRN types in gender distribution. Males made up 13.2% of NPs, 10.1% of CNSs, and 0.2% of CNMs.

Figure 10. Gender of Texas APRN Types, 2023



Age

As shown in Figures 11 through 14, the age distribution for each nurse type varied slightly. NPs, CRNAs and CNMs all had a cluster of nurses between the ages of 36 and 40, while majority of CNSs were over 65. Median ages varied among the four APRN types. CRNAs, NPs and CNMs had a younger median age (45, 43 and 46 years respectively) than CNSs (59 years).

Figure 11. Age by Gender of Texas CRNAs, 2023

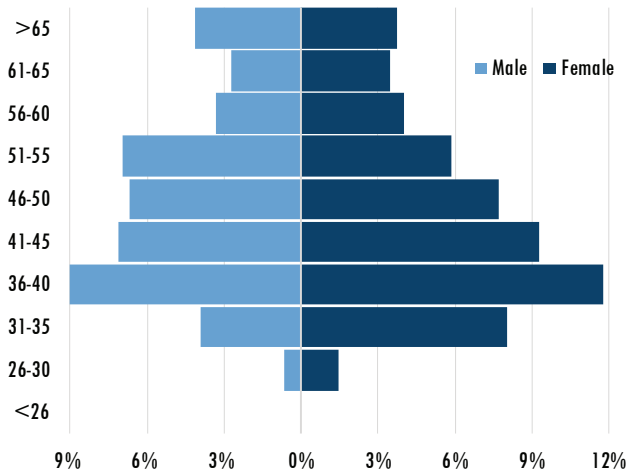


Figure 12. Age by Gender of Texas NPs, 2023

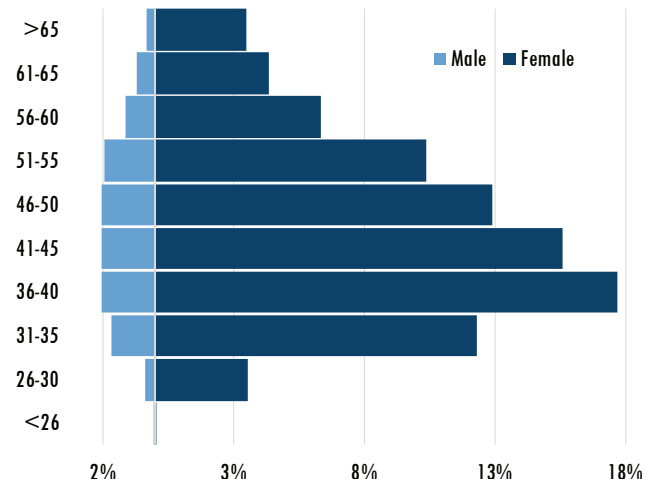


Figure 13. Age by Gender of Texas CNSs, 2023

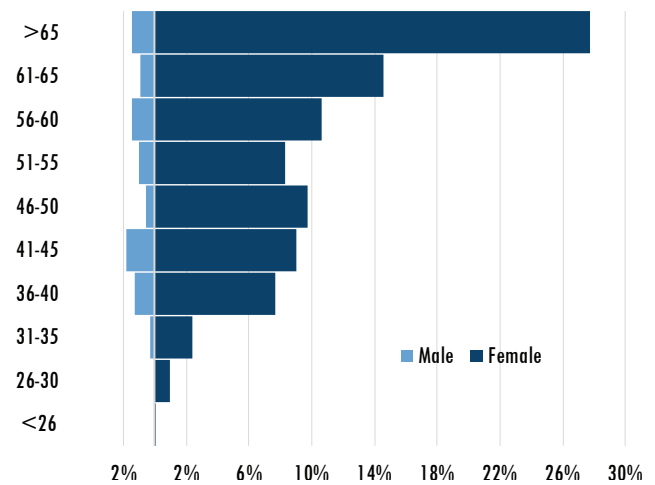
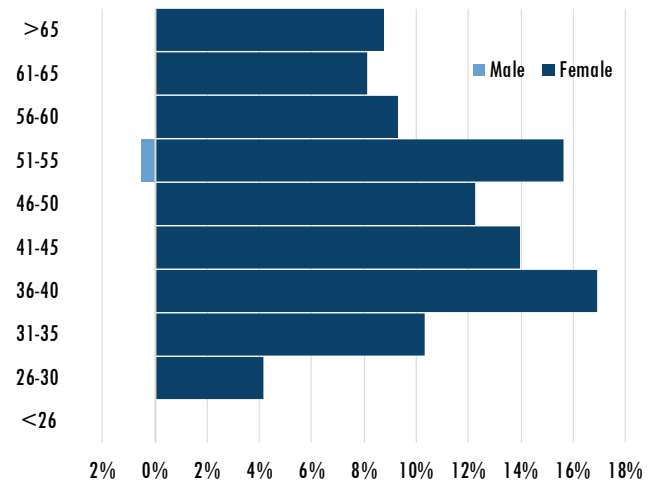


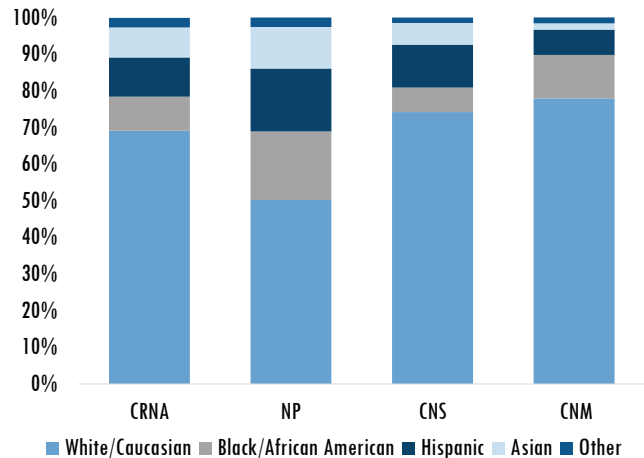
Figure 14. Age by Gender of Texas CNMs, 2023



Race/Ethnicity

In 2023, NPs were the most ethnically/racially diverse type of APRN (as shown in Figure 15). 50.2% of NPs were White/Caucasian, compared to 77.9% of CNMs. NP also had the largest percentage of Hispanic/Latino individuals (17.2%.)

Figure 15. Race/Ethnicity of Texas APRN Types, 2023



Conclusion

Across almost all nurse types, the diversity of race/ethnicity has increased over the last ten years. While the proportion of Hispanic/Latinos is not fully representative of the population, it continues to grow closer to the Texas population proportions. This representation is important due to its potential impact on the ability to provide culturally competent care and has implications for the well-being of the general Texas populace.

The age of the nursing workforce shows little difference from the previous 2015 report. The median age of RNs has decreased two years, APRNs have decreased one year, and LVNs have increased two years. Nursing leaders still have work to do to continue to recruit more nurses, retain the nurses they have, and replace nurses exiting the workforce.