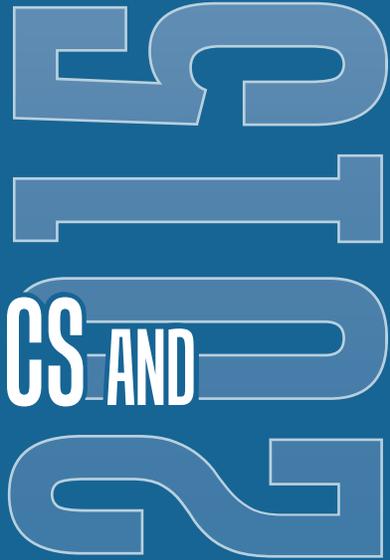Nursing Workforce in Texas:

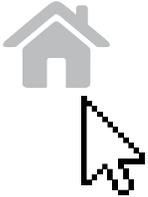# DEMOGRAPHICS AND TRENDS REPORT

2015

Texas Center for Nursing Workforce Studies

Center for Nursing Workforce Studies Advisory Committee

The Statewide Health Coordinating Council

Texas Department of State Health Services Center for Health Statistics

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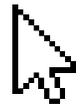
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http://www.dshs.texas.gov/chs/cnws/

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List of Tables & Figures

Introduction

The following is a description of the organizations that were instrumental in the development and production of this report.

Texas Center for Nursing Workforce Studies

The Texas Center for Nursing Workforce Studies (TCNWS) was established under the governance of the Statewide Health Coordinating Council (SHCC). The Center for Health Statistics (CHS) at the Department of State Health Services (DSHS) provides administrative oversight. The TCNWS serves as a resource for data and research on the nursing workforce in Texas. The TCNWS is charged to collect and analyze data and publish reports related to educational and employment trends of nursing professionals; the supply and demand of nursing professionals; nursing workforce demographics; migration of nursing professionals; and other issues concerning nursing professionals in Texas as determined necessary by the TCNWS Advisory Committee (TCNWSAC) and SHCC.

One of the roles of the TCNWS includes collaboration and coordination with other organizations that gather and use nursing workforce data, such as the Texas Board of Nursing, the Texas Higher Education Coordinating Board, Texas Nurses Association, Texas Hospital Association, and regional healthcare organizations and educational councils. This coordination is needed in order to avoid duplication of efforts in gathering data; to avoid overloading employers and educators with completing a large number of duplicate surveys; to share resources in the development and implementation of studies; and to establish better sources of data and methods for providing data to legislators, policy makers and key stakeholders. The TCNWS is currently working on several statewide studies that will provide current and pertinent supply and demand trends on the nursing workforce in Texas. For more information about the TCNWS and access to its reports visit http://www.dshs.state.tx.us/chs/cnws/.

Texas Center for Nursing Workforce Studies Advisory Committee

In response to the passage of House Bill 3126 from the 78th Regular Legislative Session, the TCNWS and the TCNWSAC were established in 2004. The TCNWSAC was added to the structure of the SHCC and serves as a steering committee for the TCNWS. This is a 21-member committee with representation from nursing and healthcare organizations, employers of nurses, state agencies, nurse researchers, and nurse educators as well as a consumer member. A list of TCNWSAC members is located on page 8.

The TCNWSAC is charged with the following responsibilities:

- Develop priorities and an operations plan for the TCNWS;
- Review, critique, and develop policy recommendations regarding nursing workforce issues;
- Identify other issues concerning nursing professionals in Texas that need further study; and
- Critique and analyze reports and information coming from the TCNWS before dissemination.

Statewide Health Coordinating Council

In accordance with Chapter 104-105 of the Health and Safety Code, the purpose of the SHCC is to ensure health care services and facilities are available to all citizens through the development of health planning activities. The SHCC is a 17-member council, with 13 members appointed by the governor and four members representing the executive commissioner of the Health and Human Services Commission, the Commissioner of Aging and Disability Services, the Commissioner of Department of State Health Services, and the chair of the Texas Higher Education Coordinating Board. The SHCC meets quarterly and oversees the Health Professions Resource Center (HPRC), TCNWS, and the TCNWSAC. Information on the SHCC is available at the following website: http://www.dshs.state.tx.us/chs/shcc/.

Center for Health Statistics

The CHS is the DSHS' focal point for the collection, analysis, and dissemination of health-related information to evaluate and improve public health in Texas.

The mission of the CHS is accomplished by:
- Evaluating existing data systems for availability, quality, and quantity;

- Defining data needs and analytic approaches for addressing these needs;
- Adopting standards for data collection, summarization, and dissemination;
- Coordinating, integrating, and providing access to data;
- Providing guidance and education on the use and application of data;
- Providing data analysis and interpretation; and
- Initiating participation of stakeholders while ensuring the privacy of the citizens of Texas.

Health related and health professions workforce information and reports produced through the Center for Health Statistics are available at the following website: http://www.dshs.state.tx.us/chs/.

Texas Center for Nursing Workforce Studies Advisory Committee

Officers:	Representing:
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Members:	
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Executive Summary

Introduction

This report describes the current supply of the nursing workforce and per population distribution of nurses in Texas. Trends are examined and the future of nursing is considered by examining projected job growth and the effects of the economy on the supply of nurses. The report is broken down into sections by nurse type, including Registered Nurses (RNs), Advanced Practice Registered Nurses (APRNs), Licensed Vocational Nurses (LVNs), and Certified Nurse Aides (CNAs). The APRN section includes sub-sections for each APRN type (Nurse Practitioner, Certified Registered Nurse Anesthetist, Clinical Nurse Specialist, and Certified Nurse Midwife). Each section of this report provides a description of demographics and trends on the nursing workforce in Texas. The data within is provided to support the work of nurse stakeholders and policy makers.

Summary

The supply of nurses in Texas is still low in comparison to national numbers. The numbers of RNs per 100,000 population in Texas are below the U.S. average; LVNs are the exception in Texas, with a larger ratio of providers to population than the national ratio. Throughout the report, comparisons of U.S. and Texas nurse supply trends are based on data reported according to the ratio of providers per 100,000 population.

Highlights of the 2015 Texas nursing workforce include:

- **Supply:** From 2000 to 2015, the number of RNs and LVNs grew by 73.0% and 34.1%, respectively, compared with a 32.8% increase in the Texas population over the same time period. The supply of APRNs in Texas grew by 68.1% from 2007 to 2015, compared with 16.7% growth in the Texas population over the same time period. However, the supply ratios of RNs in Texas lagged behind those of other states and the national supply ratio.
- **Age:** The aging of the nursing workforce continues to be a concern in Texas. As described by Buerhaus, et al. (2013), in 2011, the oldest members of the baby boom generation reached

the age of 65, and in 2014, the youngest members of the baby boom generation turn 50. More than half of baby boomers will be eligible for retirement by 2020, which could result in an outflow from the nursing workforce. In Texas, 39.8% of RNs and 40.2% of APRNs were over the age of 50 in 2015, compared to 30.8% of LVNs. The percentages for all three nurse types over the age of 50 has decreased slightly since 2013.

- **Diversity:** The nursing workforce is slowly diversifying in terms of race/ethnicity and sex. Although the race/ethnicity of the RN workforce does not match that of the Texas population, the RN workforce is shifting toward that of the Texas population (11.9% black/African American in 2015 compared to 6.7% in 2000 and 14.1% Hispanic/Latino in 2015 compared to 7.2% in 2000). The proportion of males in the RN workforce has been increasing slowly, from 8.4% in 2000 to 12.2% in 2015. As in years past, males are more represented among APRNs (19.1% male) than among LVNs (11.4%) and RNs (12.2%).
- **Education:** The Texas nursing workforce is progressing toward the Institute of Medicine's goals that 80 percent of RNs have a baccalaureate in nursing (BSN) by 2020 and that the number of nurses with doctorates double by 2020. In 2015, 55.5% of RNs had a BSN or more advanced degree, up from 49.7% in 2011 when the IOM report was published, and 1,527 (0.7%) RNs held a doctorate degree, up from 1,108 (0.6%) in 2013 and 853 (0.5%) in 2011.
- **Employment:** 65.4% of RNs were working in outpatient or inpatient hospital care. The distribution of employment settings among RNs has remained almost the same since 2001. Long term care and home health remain the top employment settings for LVNs.

Conclusion

This report presents as complete a picture as can be constructed with available data on RNs, APRNs, LVNs, and CNAs in Texas. It is a data and information resource for legislators, policy makers, and planners

that informs long-term planning projects and aids in evaluating programs designed to improve Texans' access to health care providers. With a focus on the supply side of the nursing workforce and per population distribution of nurses in Texas, it can also serve as a resource for those who are conducting research, who are planning projects and developing proposals, and who have questions about the nursing workforce in Texas. ♦

Re-licensure and certification data collected from the Texas BON and Texas Department of Aging and Disability Services (DADS) were 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. RNs were classified as active if the re-licensure file indicated that their license status was "Current," "Current (Notified for Renewal)," or "Current (Processing Renewal)." Nurses with active licenses may or may not be employed in nursing. Nurses were classified as working in nursing if they indicated that their employment status was "Employed in Nursing Full Time" or "Employed in Nursing Part Time." Nurses were classified as working in Texas if they indicated that their primary practice state (or mailing address state if practice address was not available) was Texas. The APRN licensure file was matched with the RN re-licensure file to obtain demographic data on APRNs. Some APRNs certified in Texas may not hold a Texas RN license and thus demographic data was not available for these nurses.

National supply data was collected from the Health Resources and Services Administration (HRSA) and the Bureau of Labor Statistics (BLS). Data collection methods for the U.S. and other states often vary from those of Texas, making direct comparisons between ratios difficult. The national supply data for RNs and LVNs were obtained from the HRSA analysis of 2008 to 2010 American Community Survey data. The national supply data for APRNs were obtained from the BLS Occupational Employment Statistics estimates, which uses survey data from 2010 to 2013 to estimate the 2013 national APRN supply. U.S. population data were obtained from the U.S. Bureau of the Census population estimates based on the 2010 Census. Texas population data were obtained from the Texas State Data Center population projections released in 2014.

The supply ratios for the various categories of nurses are examined in relation to border and metropolitan status. Additionally, in Texas, information is provided on position type and employment field, status of education, and specialty area, if applicable.

For each nurse profession, an in-depth description is provided on nursing supply, the number of counties that do not have that provider type, providers per 100,000 population, nurse demographics by race/ethnicity, gender, and median age, and education data over several years (as data were available). This report contains as much of the supply trends and demographic information as is possible for HPRC to obtain from licensing and certification boards or registries. Please note that the Texas BON and the DADS differ on how they collect address information. If available, the county totals for each profession are based on the practice address from licensure data, and from the mailing/residence address if the practice address is not available. Therefore, when the mailing/residence address is used, the county supply totals may not accurately reflect the actual number of nurses working in a county since a professional may live in one county but practice in another. In 2007, the 80th Texas Legislature passed SB 29 which was
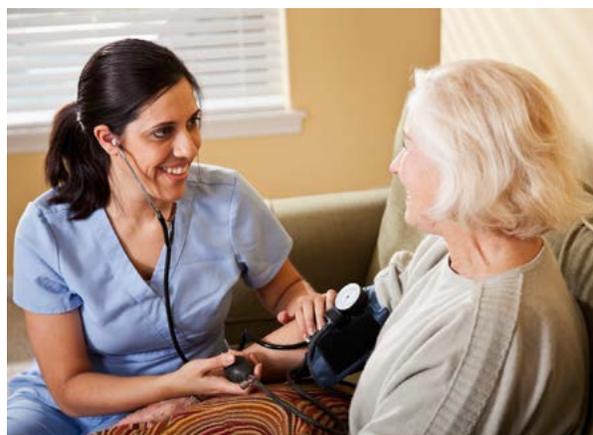
directed towards the collection of a minimum dataset of information on health professionals including more complete data on practice address. Beginning in March 2008, the BON started implementing the new minimum dataset which was collected on a portion of the RN license renewal records. DADS collects only a mailing address on Certified Nurse Aides.

Supply ratios are calculated by dividing the number of providers in a given nurse profession by the population of the area being evaluated, and multiplying that number by 100,000. This results in

a ratio of providers per 100,000 population that can be used to compare areas with different population sizes and over time.

The definitions of metropolitan and non-metropolitan counties were obtained from the U.S. Office of Management and Budget. The 32 counties within 100 kilometers of the U.S.-Mexico border are designated as border counties as defined by the "La Paz Agreement" (La Paz Agreement, 1983). The 2003 report used the 43 border counties definition as designated by the 76th Legislature (SB 1378); therefore, comparison of border county supply and trends to the 2003 report is not valid.

This report and previous versions are available at http://www.dshs.state.tx.us/chs/cnws/.

Registered Nurses

RNs

Registered nurses (RNs) use specialized judgment and skills to provide and coordinate patient care by practicing within the parameters set by the Texas Nursing Practice Act (NPA) and the BON Rules and Regulations. According to the BON, RN scope of practice includes:

> "the observation, assessment, intervention, evaluation, rehabilitation, care and counsel, or health teachings of a person who is ill, injured, infirm, or experiencing a change in normal health processes; the maintenance of health or prevention of illness; the administration of medication or treatment as ordered by a physician, podiatrist, or dentist; the supervision or teaching of nursing; the administration, supervision, and evaluation of nursing practices, policies, and procedures; the requesting, receiving, signing for, and distribution of prescription drug samples to patients at practices at which an advanced practice registered nurse is authorized to sign prescription drug orders; the performance of an act delegated by a physician; and the development of the nursing care plan." (BON, 2016)

The NPA permits RNs to engage in independent practice within the scope of their licensure, not including making medical diagnoses or prescribing treatment. RNs must graduate from a state-approved school of nursing, pass a national certification examination (the NCLEX-RN), and obtain a license from the BON to practice as an RN in Texas.

2015 Texas Registered Nurse Facts:	RNs	TX Population
White/Caucasian	59.9%	42.2%
Black/African American	11.9%	11.5%
Hispanic/Latino	14.1%	40.0%
Other	14.1%	6.4%
Male	12.2%	
Female	87.8%	
Median Age	45	
Median Age Male	44	
Median Age Female	45	
Number of Counties with no RNs	2	

Supply of Registered Nurses in Texas:		
Year	Number	RNs/100,000 Population
1990	81,320	478.7
1996	103,358	540.3
2000	124,495	611.9
2005	144,602	628.6
2007	155,858	656.8
2009	169,446	681.2
2011	184,467	733.6
2013	196,571	737.2
2015	215,436	777.9

2015 Registered Nurses/100,000 Population	
Border Metropolitan	560.3
Non-border Metropolitan	843.3
Border Non-metropolitan	297.1
Non-border Non-metropolitan	521.6

Supply

Compared to the US rates and those of comparable states, Texas reports a smaller supply of RNs per 100,000 population. In coming years increased demand for health care services due to the full implementation of the Patient Protection and Affordable Care Act (PPACA) in 2014 (Holahan, Buettgens, Carroll, & Dorn, 2012), an aging population, and an increase in the prevalence of chronic disease will all contribute to the need to grow the nursing workforce. Auerbach, et al. (2013a) also posit that new methods of care delivery supported by the PPACA, such as patient-centered medical homes and nurse-managed health centers, could increase the demand for APRNs, RNs, LVNs, and CNAs. The BLS projects that an additional 711,900 RNs will be needed nationally by 2020 in order to meet demand (2013). Even though the supply ratios of RNs, APRNs, and LVNs have grown over the past several years, Auerbach, Staiger, Muench, & Buerhaus (2013b) caution that there are still uncertainties that may negatively impact the supply of nurses in the future.

Additionally, with the median age of RNs at 45 years, the aging of the nursing workforce is still a topic of concern. Although Buerhaus, Auerbach, Staiger, & Muench (2013) reported that the southern region of the U.S. has a greater number of RNs aged 34 or younger than other areas of the country, the proportion of RNs aged 34 or younger in Texas is lower than in most regions of the US. Still, this proportion has been growing in Texas, from 18% in 2005 to 21.8% in 2015. HRSA estimates that approximately one-third of the current RN workforce will be over 50 and eligible for retirement in the next 10 to 15 years (2013).

In order to avoid a nursing shortage, the number of new RNs entering the workforce must be greater than the number of retiring RNs leaving the workforce.

According to the HPRC nursing re-licensure file for 2015, there were 285,945 RNs with active licenses, 228,820 RNs with active licenses working in nursing, and 215,436 RNs with active licenses working in nursing in Texas (Table A1).

The 215,436 RNs equates to a supply ratio of 777.9 RNs per 100,000 population. This

> The 215,436 RNs equates to a supply ratio of 777.9 RNs per 100,000 population.

represents 5.5% growth since 2013 and 25.3% since 2001, while the absolute number of RNs has grown by 9.6% since 2013 and 67.6% since 2001 (Figure A1).

Table A1. Supply of RNs, Texas, 2015

2015 Texas Supply of Registered Nurses	
RNs with active licenses	285,945
RNs with active licenses working in nursing	228,820
RNs with active licenses working in nursing in Texas	215,436

Note: Nurses were classified as active if the re-licensure file indicated that their license status was "Current," "Current (Notified for Renewal)," or "Current (Processing Renewal)." Nurses with active licenses may or may not be employed in nursing. Nurses were classified as working in nursing if they indicated that their employment status was "Employed in Nursing Full Time" or "Employed in Nursing Part Time." Nurses were classified as working in Texas if they indicated that their primary practice state (or mailing address state if practice address was not available) was Texas.

Figure A1. Number of RNs in Texas, 2001-2015
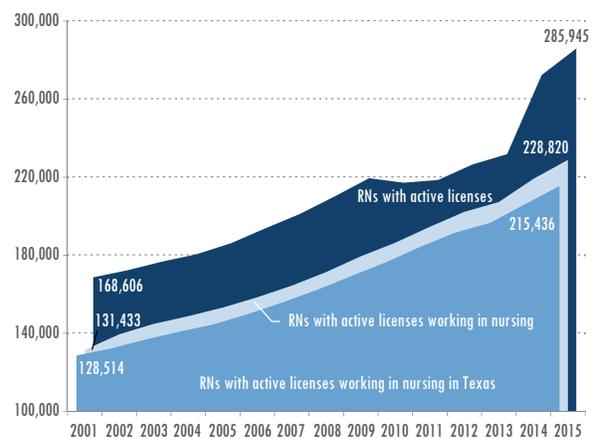
Another factor that may affect the supply of RNs in Texas is the current economic climate. Staiger (2012) developed a model showing that the increase in the supply of nurses from 2007 to 2012 may be due to the economic recession that began in 2007. During this time, nurses who were not working may have returned to the workforce, and older nurses may have delayed retirement. Additionally, nurses from other parts of the country may have relocated to Texas during this time as Texas fared better than other parts of the country during the recession.

Trends in Texas support Staiger's model; 15,893 RNs who reported an employment status of unemployed, inactive, or retired in 2007 had returned to the nursing workforce by 2015. Another 1,475 RNs who had been working in a field other than nursing

in 2007 had re-entered the nursing workforce by 2015. Figure A2 shows that the proportion of RNs with active licenses who were unemployed or retired remained relatively constant from 2001 to 2009, but between 2009 and 2011, it decreased from 15.2% to 7.9%. During the same period, the proportion of RNs with active licenses who were employed in nursing increased from 81.7% to 89%. The proportion of nurses who are employed in other fields has remained relatively constant since 2001.

Figure A2. Employment status of RNs with active licenses, 2001-2015
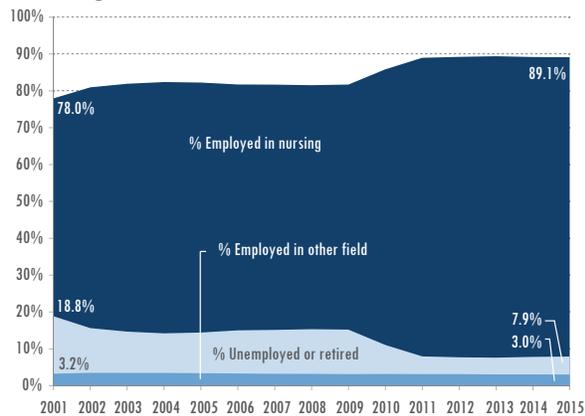
Of the 215,436 active RNs practicing in Texas, 87.3% were employed full-time in nursing and 12.7% were employed part-time in nursing. These proportions have not changed considerably since 2001 (Figure A3).

Figure A3. Percent of RNs employed full-time and part-time in nursing, 2001-2015
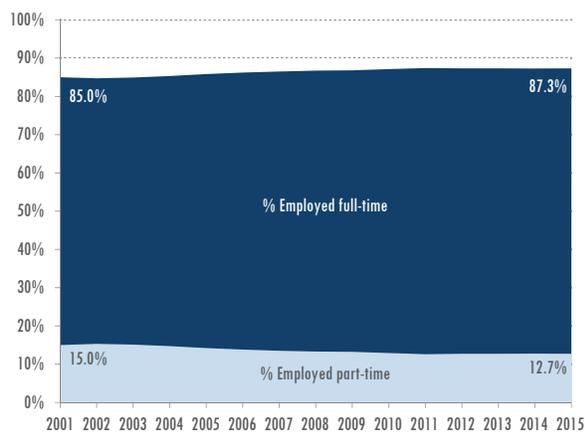
The Texas supply ratio continues to lag behind the U.S. supply ratio reported by the BLS (Figure A4). The BLS estimated that there were 2,745,910 RNs practicing in the United States as of May 2015 for a

supply ratio of 854.2 RNs per 100,000 population nationwide. HPRC data on Texas RNs come from re-licensure numbers while national data on RNs come from surveys and projections, so it is difficult to draw direct comparisons between the supply ratios.

Figure A4. RNs per 100,000 population, US and Texas, 1987-2015
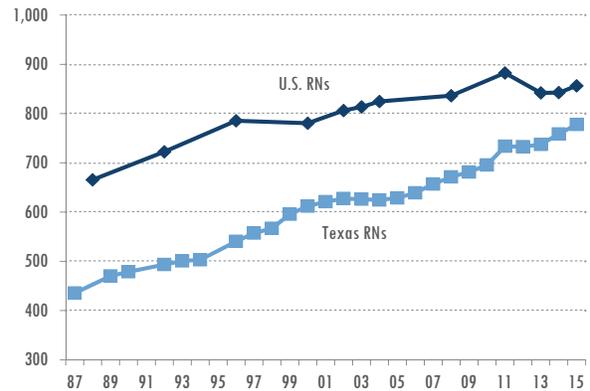
Source: HRSA

The Texas supply ratio of RNs also remains lower than the supply ratio of RNs in some comparable states. The most recent comparable supply ratios are from 2012 in California, 2013 in Florida, and 2014 in New York. The Texas supply ratio of 758.5 in 2014 was lower than the ratio of 1,083 reported by New York in 2014 (Center for Health Workforce Studies, 2014). The Texas supply ratio of 737.2 in 2013 was lower than the ratio of 974 reported by Florida in 2015 (Florida Center for Nursing at the University of Central Florida, Orlando, 2016). Since 1992, the Texas supply ratio of RNs has remained close to that of California and has been consistently lower than that of Florida and New York (Figure A5). Other states' supply ratios come from surveys (Florida, California, and New York ratios from 1992 to 2008 come from the National Sample Survey of RNs (NSSRN), and California's ratio from 2012 comes from the California Board of Registered Nursing Survey of Registered Nurses) except Florida's supply ratios in 2009, 2011, and 2013, and New York's supply ratios in 2010, 2012, and 2014, which come from nursing re-licensure files.

Supply ratios estimated from survey data are not directly comparable to HPRC numbers, but Figure A5 shows that the NSSRN supply ratio for Texas has been a fairly close estimate of the actual supply ratio in the past.

Figure A5. Employed RNs per 100,000 population, Texas, New York, Florida, and California, 1992-2015
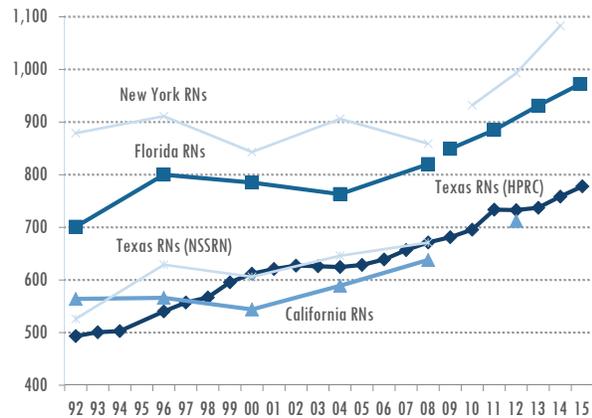
Source: HRSA, Florida Center for Nursing, California Healthcare Foundation, Center for Health Workforce Studies (New York)

Although the RN population in Texas continues to grow, the supply of RNs is not distributed evenly across the state. Figure A6 shows how much the supply of nurses per 100,000 population in each county differs from the state supply ratio (777.9). It has been established that residents of border counties have a greater need for healthcare providers, because they experience higher rates of health problems such as diabetes, heart disease, and high blood pressure, as well as lower rates of health insurance coverage

Figure A6. RNs per 100,000 population by practice county, Texas, 2015

RNs per 100,000
- 1550.4 - 2059.7
- 1094.4 - 1550.3   Above Average
- 777.9 - 1094.3
- - - - - - - - State Ratio 777.9
- 399.7 - 777.8
- 41.9 - 399.6   Below Average
- Zero RNs
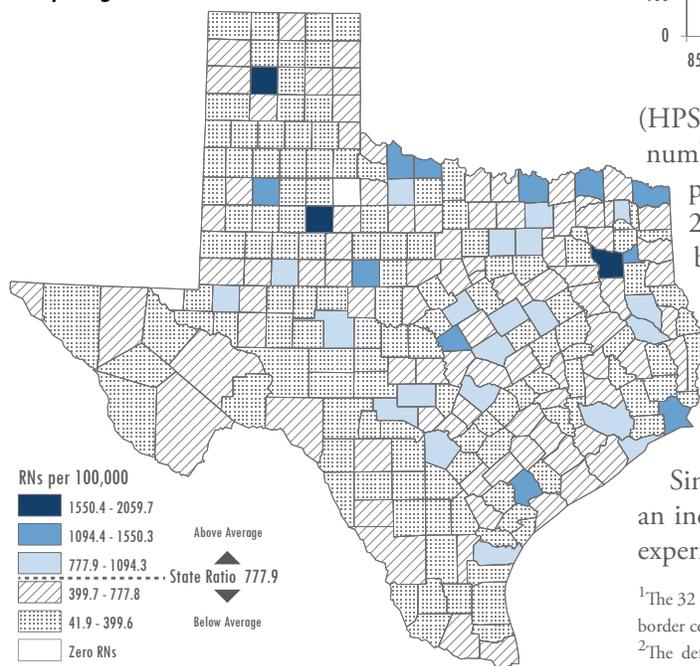
(United States-Mexico Border Health Commission, 2010). Despite higher demand, these counties face provider shortages; the HRSA designated all counties along the Texas-Mexico border[1] as primary medical care health professional shortage areas

Table A2. Supply of RNs by county designation, 2015

County Designation	# RNs	RNs per 100,000 Population
Border Counties	15,126	524.6
Non-border Counties	200,310	807.3
Metropolitan Counties	199,795	814.5
Non-metropolitan Counties	15,641	493.9

Figure A7. RNs per 100,000 population, metropolitan and non-metropolitan counties, Texas, 1986-2015
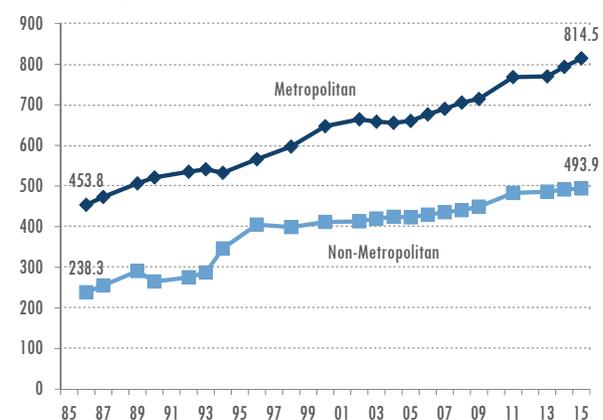
(HPSAs) in 2012. Evidence shows that greater numbers of RNs per capita are associated with better population health (Bigbee, et al., 2014). Between 2006 and 2012, migration rates for RNs leaving border and non-metropolitan[2] counties were substantially higher than rates for RNs entering those counties, creating a greater discrepancy in supply numbers between metropolitan and non-metropolitan and border and non-border areas (Turner et al., 2013).

Since 2000, 188 of Texas' 254 counties have seen an increase in the supply ratio of RNs. 42 counties experienced a decrease in the absolute number of RNs

[1] The 32 counties within 100 kilometers of the U.S.-Mexico border are designated as border counties as defined by the "La Paz Agreement".

[2] The definitions of metropolitan and non-metropolitan counties were obtained from the U.S. Office of Management and Budget.

practicing in the county from 2000 to 2015, 37 of which were non-metropolitan counties. In 2015, the supply ratio of RNs in border counties was 524.6 RNs per 100,000 population, which was much lower than the supply ratio of 807.3 in non-border counties (Table A2). Only 7.3% of Texas RNs were practicing in non-metropolitan counties, and those counties contained 11.4% of the Texas population.

Metropolitan counties have consistently had a much higher ratio of RNs than non-metropolitan counties (Figure A7). Two Texas counties, with a combined population of 374, had no practicing RNs in 2015.

Demographics

One of the goals of the US Department of Health and Human Services' Healthy People 2020 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, and infant mortality, and lower rates of health insurance coverage (CDC, 2013). They are also more likely to live in areas with health provider shortages (NACNEP, 2000). A more culturally competent 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 minorities.

Sex

In 2015, 87.8% of RNs were female. Since 2000, the percentage of male RNs has increased steadily from 8.4% to 12.2%, a 45.2% increase. A significantly higher percentage of male RNs worked in border counties (20.6% of all RNs working in border counties) compared to non-border counties (11.5% of all RNs working in non-border counties) ($\chi^2(1, N = 211,729) = 1070.3$, $p < .001$). A significantly greater proportion of RNs in metropolitan counties were male (12.3%) compared to non-metropolitan counties (10.4%) ($\chi^2(1, N = 211,729) = 50.5$, $p < .001$).

Age

The aging of the RN workforce is still a concern in Texas. In 2015, 39.8% of RNs in the state were 50 years or older. A recent survey of the U.S. nursing workforce found that 50% of RNs were 50 or older (National Council of State Boards of Nursing,

In 2015, 39.8% of RNs in the state were 50 years or older.

2015). Buerhaus et al. (2013) suggest that states with larger proportions of nurses over 50 increase efforts to recruit new RNs and retain older RNs. Myer and Amendolair (2014) also suggest that retaining older, more experienced nurses is essential to curbing the nursing shortage. Figure A8 shows the large proportion of RNs in Texas that are between the ages of 50 and 60. Many of these nurses will be eligible to

Figure A8. Age and sex of RNs, 2015
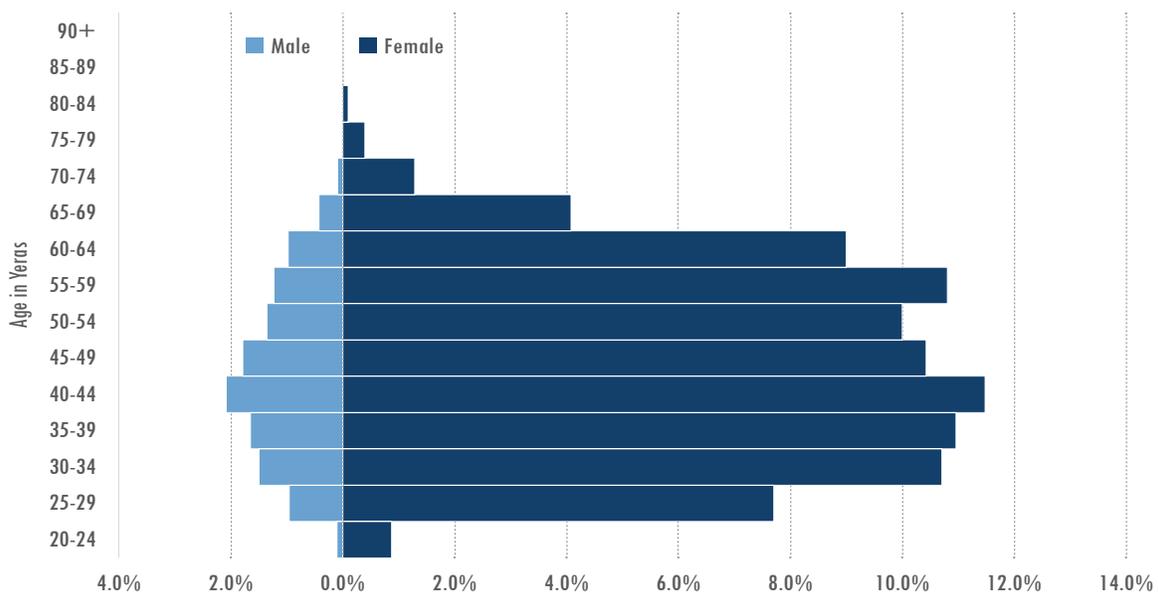
retire in the next 10-15 years, which could lead to a large decrease in the nursing workforce if they are not replaced. Since nurses in Texas renew their licenses every other year, the 2015 re-licensure file does not account for newly licensed RNs who have graduated since 2013. This could mean that the younger RN cohort is underestimated in this report.

The median age of all RNs was 45 years in 2015, which was slightly lower than the median age of 46 years reported in 2013. Median age increased from 44 in 2000 to 47 in 2010, but has decreased since 2011. Male RNs were slightly younger than female RNs (median age 44 years vs. 45 years). RNs who worked in border counties (median age 43 years) were significantly younger than those who worked in non-border counties (median age 45 years) (F(1, 215435) = 385.2, p <.001). RNs who worked in metropolitan counties (median age 45 years) were significantly younger than those who worked in non-metropolitan counties (median age 48 years) (F(1, 215435) = 439.8, p <.001).

Race/Ethnicity

Figure A9 depicts changes in race/ethnicity since 2009. Similar to years past, the majority of RNs reported a race/ethnicity of white/Caucasian (59.9%); however there has been a 23.3% decrease in the proportion of RNs who are white/Caucasian since 2000, when 78% of RNs were white/Caucasian. The percentage of black/African American RNs increased from 6.7% in 2000 to 11.9% in 2015 and the percentage of Hispanic/Latino RNs increased from 7.2% in 2000 to 14.1% in 2015. The other race category, which includes Asian, Native Hawaiian/Pacific Islander,

and American Indian/Alaskan Native among others, represented 14.1% of RNs in 2015, up from 8% in 2000.

Although the Texas RN population is slowly becoming more diverse, it still does not reflect the racial/ethnic distribution in the Texas population. Figure A10 shows that the proportion of white/Caucasian RNs was much larger than the proportion of white/Caucasian Texans in 2015, and the proportion of Hispanic/Latino Texans was more than twice the proportion of Hispanic/Latino RNs. The population of new RN graduates in Texas in 2015 more closely mirrored the racial/ethnic diversity of the Texas population, suggesting that the demographic breakdown of RNs is shifting toward that of the Texas population.

> The population of new RN graduates in Texas more closely mirrored the racial/ethnic diversity of the Texas population, but still does not reflect the racial/ethnic distribution in the Texas population.

Figure A10. Race/ethnicity of Texas population, RNs, and new RN graduates, 2015

Figure A9. Race/ethnicity of RNs, 2009-2015
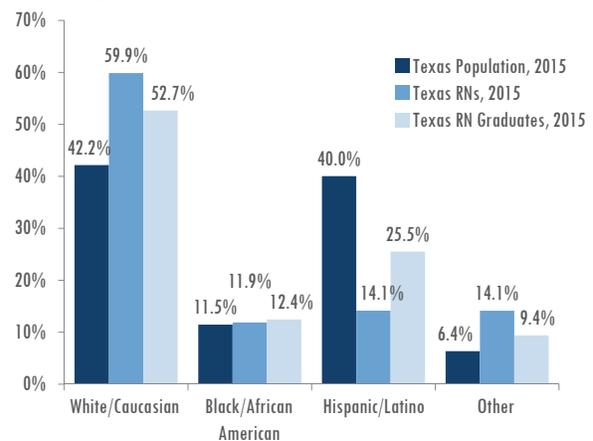
Education

In order for the supply of RNs in Texas to meet the demand, it is important to increase the number of new nursing graduates. Over the past five years, the number of NCLEX-RN takers in Texas has been similar to the number of graduates of professional nursing programs in Texas (Figure A11). In 2015 in Texas, 11,130 nursing graduates took the NCLEX-RN and 9,485 passed, for a statewide pass rate of 85.2%.

The National Council of State Boards of Nursing (NCSBN) reports the number of nursing graduates

who took and passed the NCLEX-RN in the U.S. In 2015, 157,882 RN candidates across the U.S. passed the exam, with a supply ratio of 49.1 NCLEX passers per 100,000 population. In 2015, Texas reported 9,485 RN candidates passed the exam for a supply ratio of 34.3 NCLEX passers per 100,000 population. The Texas NCLEX-RN pass rate of 85.2% was slightly higher than the national pass rate of 84.2% in 2015. Texas NCLEX-RN pass rates over the past five years closely mirror pass rates nationwide (Figure A12). There was a substantial drop in the pass rate in 2013, because the NCSBN raised the passing standard for the exam.

Figure A11. Texas RN graduates and Texas NCLEX-RN takers, 2011-2015
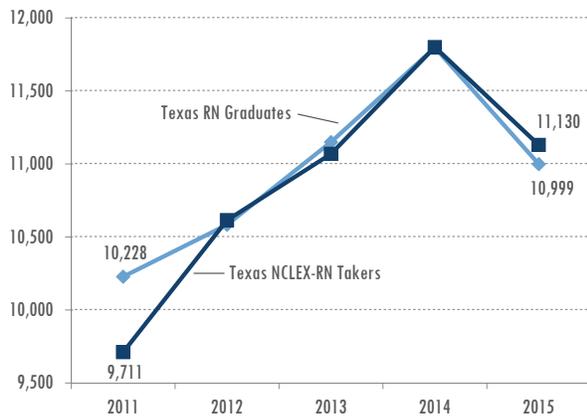
Figure A12. NCLEX-RN pass rates, US and Texas, 2009-2015
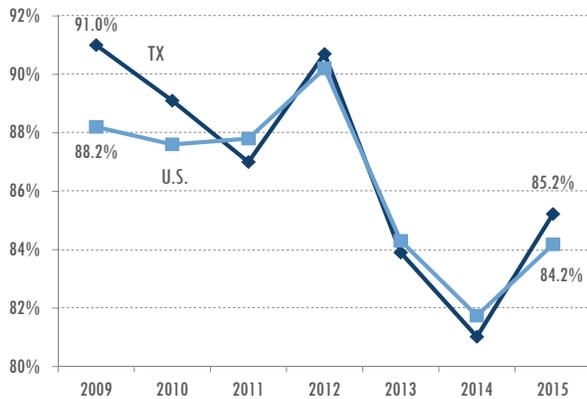
Source: Texas BON, 2016

Enrollment in pre-licensure nursing programs has increased from 14,845 in 2003 to 22,900 in 2015. In 2015, the most common basic nursing degree for Texas RNs was an associate's degree (49.1%), followed by the bachelor's degree (41.0%). Only 9.3% of RNs

reported a diploma as their basic degree, 0.5% listed a master's degree, and 0.1% listed a vocational nursing certification. The most common highest degree was the bachelor's in nursing (44.3%), followed by the associate's degree (39.0%). 10.5% of RNs reported holding a master's degree as their highest degree, 5.5% reported a diploma, and only 0.7% listed a doctoral degree in nursing.

Since 2001, the proportion of RNs who go on to receive higher degrees than their basic degrees has increased (Figure A13). 24.3% of RNs whose basic degree was a diploma or associate's degree had a higher degree in 2015, as opposed to 15.4% in 2001. 16.7% of RNs whose basic degree was a bachelor's degree had a higher degree in 2015, as opposed to 11.5% in 2001. 3.2% of RNs whose basic degree was a master's degree had a doctorate in 2015, as opposed to 0.9% in 2001.

Figure A13. Academic progression of RNs by their basic level of education, 2015
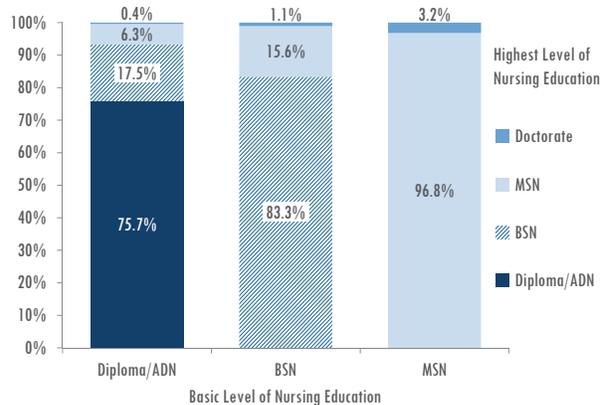
The Institute of Medicine (IOM) has addressed the high demand for nurses by issuing The Future of Nursing: Leading Change, Advancing Health report in 2011 with recommendations for nursing "to address the increasing demand for safe, high-quality, and effective health care services." Among their recommendations was a charge to increase the proportion of nurses with at least a baccalaureate degree to 80% by 2020. As of 2015, 55.5% of RNs held a baccalaureate degree in nursing or higher, up from 45.6% in 2007 (Figure A14). The number has increased steadily since 2007, but the current rate of increase is not great enough to reach the IOM's goal.

Since 2001, the proportion of RNs who go on to receive higher degrees than their basic degrees has increased.

Figure A14. Tracking progress towards the Institute of Medicine's 2011 goal that 80% of RNs are BSN or higher trained by 2020
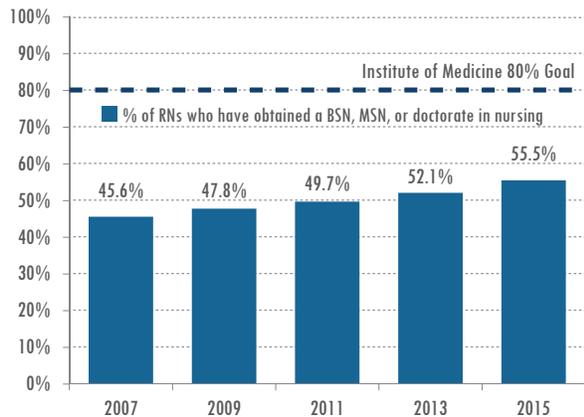
Another recommendation of the IOM report was a charge to double the number of nurses with a doctorate in nursing by 2020 (2011). As of 2015, 1,527 Texas RNs (0.7%) held a doctoral degree in nursing, up from 1,108 (0.6%) in 2013. Over the past two years, the absolute number of RNs that held a doctorate increased by 419, while the proportion increased by 37.8%. According to the Texas Higher Education Coordinating Board, the number of nurses enrolled in a Doctorate of Nursing Practice program increased from 535 in 2013 to 654 in 2015, while the number of nurses enrolled in a PhD program decreased from 373 in 2013 to 332 in 2015.

Implementing the IOM recommendations is important for several reasons, including:

- Research indicates that hospitals with a larger percentage of RNs with a BSN or higher providing bedside care have better patient outcomes, including lower risk of patient mortality (IOM, 2011).
- Schools of nursing are reporting a shortage of faculty as a barrier to training all the eligible nursing applicants (TCNWS, 2015). These positions require at least a master's in nursing.
- The Affordable Care Act is projected to provide insurance to 32 million previously uninsured citizens by 2014. This will create an increased need for staff in primary care; however, physicians are going into primary care at lower rates. Nurse practitioners, who require a BSN and graduate-level training, can help fill the gap (IOM, 2011).

Unfortunately, research shows that the majority of ADN-educated RNs in Texas do not obtain a BSN.

Only 16.2% of initially ADN-trained RNs eventually earned a BSN, 5.8% completed an MSN, and 0.3% completed a doctoral degree in nursing. However, 15.6% of initially BSN educated RNs eventually obtained a master's and about 1.1% achieved a doctorate degree. Among initially trained MSN students, 3.2% later earned their doctorate in nursing (Figure A13). Figure A15 shows that in 2015, RNs 35 and younger were more likely to have a BSN or higher degree than those aged 36 and older.

Figure A15. Highest nursing degree by age category among RNs, 2015

Figure A15. Highest nursing degree by age category among RNs, 2015
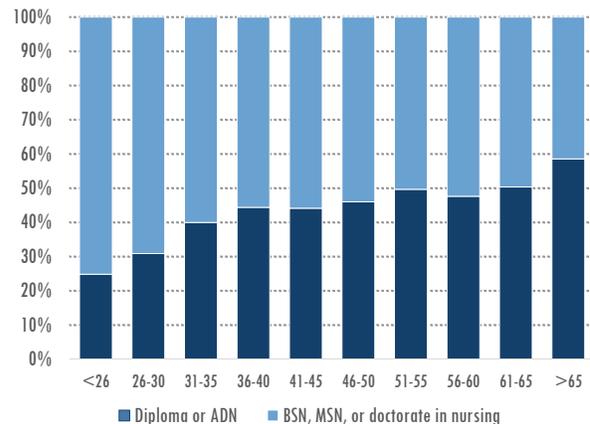
The following actions have been recommended in order to help RNs advance through the education pipeline (IOM, 2011):

- Community colleges and universities should adopt enhanced articulation agreements to facilitate ADNs advancing to a BSN degree.
- Pre-nursing curricula should be standardized to help remove barriers to academic progression.
- Accelerated nursing programs should be implemented to minimize the amount of time RNs have to be out of the workforce to obtain additional education.

The Consortium for Advancing Baccalaureate Nursing Education in Texas (CABNET) has begun acting on these recommendations by recruiting community colleges and universities to adopt standardized general education and prerequisite curriculum. This shared curriculum is expected to foster a wider network of articulation agreements that facilitate ADN to BSN academic progression. The number of post-licensure RN to BSN graduates in Texas has increased constantly from 701 in 2007 to 3,155 in 2015 (TCNWS, 2015). In 2012, Texas received an Academic Progression in

Nursing (APIN) Grant to implement the CABNET curriculum (Cunningham, 2012). The grant project emphasizes partnering with clinical sites to develop and assess competencies related to leadership, cultural competencies, interprofessional collaboration, and quality and safety. The grant will also focus on increasing the numbers of minority ADN-educated RNs who complete a BSN program. This project has been linked to lower mortality attributed in part to higher quality nursing care (Lundmark et al., 2012) as well as significant economic returns on investment (Drenkard et al., 2010).

Employment Characteristics

The job outlook for RNs is very good. U.S. News & World Report ranked registered nurse as the number 22 best job in 2016 due to low unemployment rates, employment growth, and job prospects (2016). The BLS ranked RNs in the top 20 occupations with the highest projected numeric change in employment, with employment expected to grow by 439,300 jobs between 2014 and 2024 (2015). Additionally, the Texas Workforce Commission (TWC) estimates that employment of RNs in Texas will increase by 33.1%

Table A3. Actively practicing RNs in Texas by employment field, 2015

Employment Field	# RNs	% RNs
Inpatient Hospital Care	121,967	58.1%
Outpatient Hospital Care	15,239	7.3%
Other*	14,302	6.8%
Home Health Agency	14,170	6.8%
Physician or Dentist/Private Practice	7,973	3.8%
School/College Health	6,930	3.3%
Nursing Home/Extended Care Facility	6,367	3.0%
Business/Industry	5,077	2.4%
Freestanding Clinic	5,038	2.4%
Community/Public Health	4,373	2.1%
School of Nursing	3,336	1.6%
Self-employed/Private Practice	2,043	1.0%
Military Installation	1,570	0.7%
Temporary Agency/Nursing Pool	744	0.4%
Rural Health Clinic	642	0.3%

*"Other" is a catch-all category for nurses who do not identify with any other employment field categories.

between 2010 and 2020 (2014).

Employment Setting

Actively employed RNs in Texas in 2015 were employed in a variety of settings, although a majority (65.4%) were working in hospitals (Table A3). The others were primarily employed in "other" fields (6.8%), home health (6.8%), or physician or dentist private practice (3.8%). The distribution of employment setting has remained almost the same since 2001, although the proportion of RNs employed in outpatient hospital care increased from 4.5% to 7.3% and the proportion employed in physician or dentist private practice decreased from 5.1% to 3.8%.

Position Type

Since the majority of RNs worked in hospitals in 2015, most were employed in hospital-related positions, such as staff nurse or general duty nurse (Table A4). Head nurses or assistants decreased from 7.3% of nurses in 2001 to 4.9% in 2015, while staff/general duty nurses increased from 56.6% of nurses in 2001 to 66.4% in 2015. Supervisors or assistants also decreased from 8.9% of nurses in 2001 to 6.4% in 2015.

Specialty

Table A5 shows the distribution of RN specialties in Texas. The most common specialty areas for actively employed RNs were also primarily hospital-related – medical/surgical (14.9%), intensive/critical care (10.7%), operating/recovery care (7.3%), and emergency care (6.9%). The distribution of specialty areas has remained almost constant since 2001. For more information on the geographic distribution of RNs by the top 5 specialties, see Appendix B, Figures F1-F5.

Conclusion

Demographics by setting

The median age of RNs varied among the top five employment settings. Inpatient hospital care employed the youngest RNs with a median age of 43 years. Comparatively, the median age among RNs working at a home health agency was 48, the median age of RNs in outpatient hospital care was 47, and the median age of RNs working in schools of nursing was 57 years.

More RNs in community/public health reported a race of Hispanic/Latino (21.6%) compared to other employment settings. There was a much lower proportion of black/African American RNs working in private practice (5.5%) than in all other employment settings.

Table A4. Actively practicing RNs in Texas by position type, 2015

Position Type	# RNs	% RNs
Staff Nurse/General Duty	128,149	66.4%
Other*	16,464	8.5%
Supervisor or Assistant	12,302	6.4%
Head Nurse or Assistant	9,367	4.9%
Administrator or Assistant	6,886	3.6%
School Nurse	5,920	3.1%
Faculty/Educator	5,102	2.6%
Office Nurse	4,121	2.1%
Consultant	2,733	1.4%
Researcher	1,055	0.5%
Inservice/Staff Development	916	0.5%

*"Other" is a catch-all category for nurses who do not identify with any other position type categories.

Table A5. Actively practicing RNs in Texas by specialty, 2015

Specialty	# RNs	% RNs
Other*	34,491	16.7%
Medical/Surgical	30,820	14.9%
Intensive/Critical Care	22,175	10.7%
Operating/Recovery Care	15,117	7.3%
Emergency Care	14,187	6.9%
Obstetrics/Gynecology	13,880	6.7%
Pediatrics	13,615	6.6%
General Practice	10,652	5.1%
Home Health	10,440	5.0%
Neonatology	7,974	3.9%
Geriatrics	7,201	3.5%
Oncology	6,262	3.0%
Psychiatric/Mental Health/Substance Abuse	6,258	3.0%
Community/Public Health	5,684	2.7%
Rehabilitation	3,603	1.7%
Anesthesia	3,184	1.5%
Occupational/Environmental	1,303	0.6%

*"Other" is a catch-all category for nurses who do not identify with any other specialty categories.

Demand for RNs will continue to grow in Texas in the next several years, and the state faces challenges in meeting this demand. The supply ratio of RNs in Texas lags behind the US and comparable states. The workforce is aging, leading to a need to recruit new RNs and retain currently active ones. Rural and border areas of the state have a greater need for healthcare providers but a smaller supply ratio of RNs than metropolitan and non-border areas.

Advanced Practice Registered Nurses

APRNs

Advanced practice registered nurses (APRNs) are registered nurses who have undergone graduate-level training from an accredited education program in one of four APRN types: certified registered nurse anesthetists, certified nurse-midwives, clinical nurse specialists and nurse practitioners and in at least one of six population foci: family/individual across the lifespan, adult-gerontology, pediatrics, neonatal, women's health/gender-related or psych/mental health (NCSBN, 2008). The APRN has advanced clinical knowledge and skills that have prepared him/her to provide direct and indirect care to patients with greater role autonomy. In Texas, APRNs must pass a national certification exam and obtain a license from the BON in order to practice in Texas in this expanded role.

2015 Texas APRN Facts:	APRNs	TX Population
White/Caucasian	67.1%	42.2%
Black/African American	10.6%	11.5%
Hispanic/Latino	11.7%	40.0%
Other	10.6%	6.4%
Male	19.1%	
Female	80.9%	
Median Age	46	
Median Age Male	46	
Median Age Female	46	
Number of Counties with no APRNs	40	

Supply of Advanced Practice Registered Nurses in Texas:		
Year	Number	APRNs/100,000 Population
2007	10,739	45.3
2008	11,372	47.0
2009	12,048	48.4
2010	12,781	50.4
2011	13,760	53.2
2012	14,847	56.8
2013	16,200	60.8
2015	18,053	65.2

2015 Advanced Practice Registered Nurses/100,000 Population	
Border Metropolitan	45.1
Non-border Metropolitan	66.4
Border Non-metropolitan	23.5
Non-border Non-metropolitan	37.1

Supply

As discussed in the RN section of this report, the need for additional nurses is likely to occur as demand for health care services continues to increase due to the full implementation of the Patient Protection and Affordable Care Act (PPACA) in 2014 (Holahan, Buettgens, Carroll, & Dorn, 2012), an aging population, and an increase in the prevalence of chronic disease. Additionally, the shortage of primary care physicians has been cited as a potential driver of increased demand for other primary care providers such as APRNs and especially nurse practitioners (Green, Savin, & Lu, 2013; Iglehart, 2013; Murphy, 2011).

The data for APRNs were obtained from the HPRC. The HPRC collected and cleaned the data from the BON 2015 RN master re-licensure file and the BON 2015 APRN master licensing file. The APRN category variable in the APRN master licensing file has values for the four APRN types: certified registered nurse anesthetists, certified nurse-midwives, clinical nurse specialists and nurse practitioners. A nurse may be certified as more than one APRN type.

It is important to note that the method for counting APRNs in Texas has been updated and reported numbers may be different than in past reports. The method of counting APRNs was updated for years 2007 to 2015. Comparisons of current numbers with past reports are not recommended.

As of 2015, there were 19,124 active Texas APRN licenses held by 18,053 active APRN individuals (Table B1). Note that nurses may be licensed in more than one APRN role (nurse anesthetist, nurse-midwife, clinical nurse specialist, or nurse practitioner) and they may hold more than one specialization within an APRN role. In 2015, 16,863 APRNs were also licensed as Texas RNs. Demographic data only available on this subset of APRNs.

The 2015 supply of 18,053 active APRNs in Texas represents a considerable increase from years past, as shown in Figure B1. The trends indicate that the absolute number of APRNs in Texas has grown at a faster rate each year, with overall growth of 68.1% among all APRNs and 87.1% growth among APRNs with an active Texas RN license from 2007 to 2015. These growth rates were much faster than the general

Table B1. Supply of APRNs in Texas, 2015

2015 Texas Supply of Advanced Practice Registered Nurses	
Active APRN licenses in Texas	19,124
Active APRN individuals in Texas	18,053
Active APRNs in Texas with an active Texas RN license	16,863

Note: APRNs were classified as active if the HPRC 2015 APRN master licensure file indicated that their APRN license status was "Current," "Current (Recent Approval)," or "Current (Stipulated Approval)." APRNs were classified as working in Texas if the HPRC 2015 RN master re-licensure file indicated that their primary practice state (or mailing address state if practice address was not available) was Texas. APRNs were classified as active APRNs in Texas with a Texas active RN license if the HPRC RN re-licensure file indicated that their RN license status was "Current," "Current (Notified for Renewal)," or "Current (Processing Renewal)."

Figure B1. Number of APRNs in Texas, 2007-2015
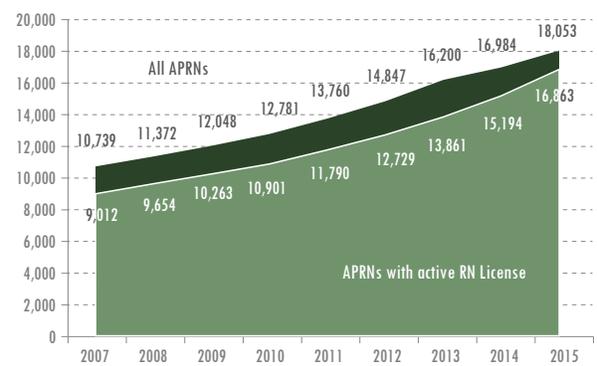
Texas population growth rate from 2007 to 2015 (16.7% growth).

The supply ratio of APRNs has also steadily increased over the past eight years. The 2015 supply ratio of all APRNs was 65.2 APRNs per 100,000 population in Texas, representing an increase of 43.9% since 2007, as shown in Figure B2. APRNs with an active Texas RN license also increased steadily over the past eight years (60.3%).

> The supply ratio of APRNs (65.2) has steadily increased over the past eight years.

Figure B2. APRNs per 100,000 population in Texas, 2007-2015
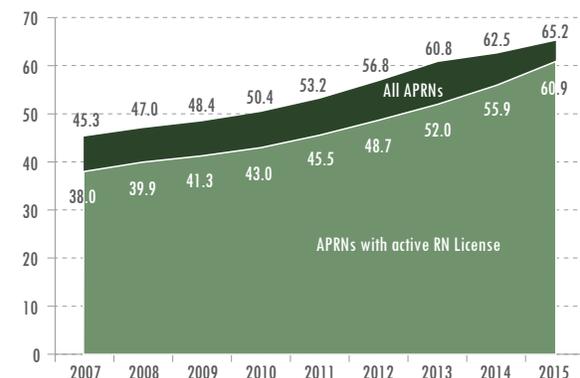
The most recent data available for comparison with other states were from 2011 for California and 2013 for Florida. The 2011 Texas supply ratio of 53.2 APRNs per 100,000 was lower than the ratio of 58 APRNs per 100,000 reported by California in 2011 (Center for the Health Professions at the University of California, San Francisco, 2011). In 2013 the Texas supply ratio of 60.8 was lower than the ratio of 77 reported by Florida in 2013.

While the number of APRNs has increased, the supply

Figure B3. APRNs per 100,000 population by practice county, Texas, 2015

APRNs per 100,000
- 92.8 - 163.0 — Above Average
- 65.3 - 92.7
- 37.5 - 65.2 — State Ratio 65.2
- 12.3 - 37.4 — Below Average
- 3.4 - 12.2
- Zero APRNs
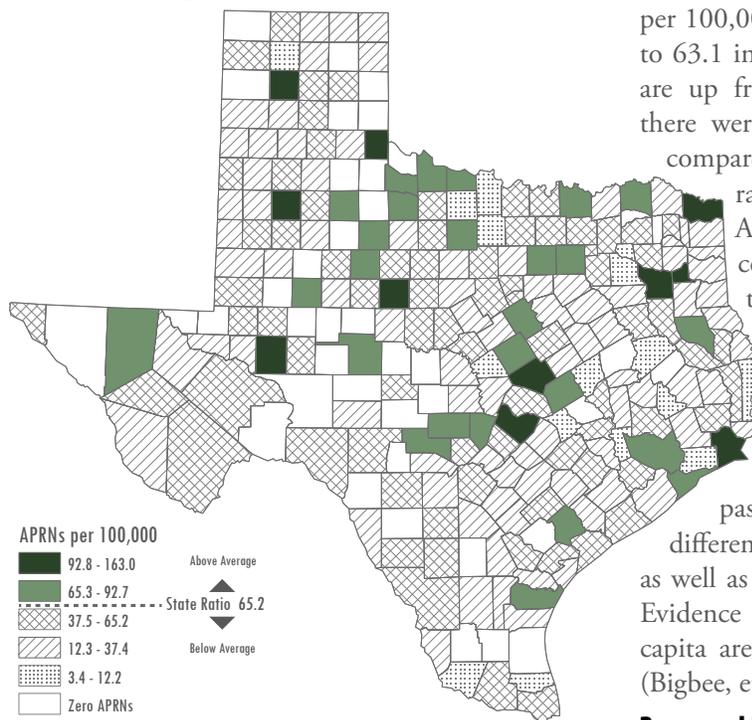
of APRNs varies across different regions (Figure B3). Figure B3 shows how much the supply of APRNs per 100,000 population in each county differs from the average state supply ratio (65.2). Since 2007, 190 of Texas' 254 counties have seen an increase in the supply ratio of APRNs and 40 have seen a decrease in

supply ratio of APRNs. 177 counties experienced an increase in the absolute number of APRNs practicing in the county since 2007, 109 of which were non-metropolitan counties. There were no practicing APRNs in 40 counties in Texas as of 2015.

There are also differences in the supply of APRNs between metropolitan and non-metropolitan counties, as well as between counties located along the Texas-Mexico border and non-border counties, as shown in Table B2. The supply ratio of APRNs in border counties was 42.2 APRNs per 100,000 population, compared to 63.1 in non-border counties; both of these ratios are up from 2013. In non-metropolitan counties there were 35.1 APRNs per 100,000 population, compared to 64.2 in metropolitan counties; both ratios are up from 2013. Only 6.6% of Texas APRNs were practicing in non-metropolitan counties; those counties contained 11.4% of the Texas population. 6 border counties and 29 non-metropolitan counties experienced a decrease in the supply ratio of APRNs from 2007 to 2015. There has been some improvement in the supply of APRNs in border counties and rural areas over the past eight years but there is still a considerable difference between rural and metropolitan areas, as well as between border and non-border counties. Evidence shows that greater numbers of nurses per capita are associated with better population health (Bigbee, et al., 2014).

> There were no practicing APRNs in 40 counties in Texas as of 2015.

Demographics

As discussed in the RN section, one of the goals of the US Department of Health and Human Services' Healthy People 2020 is to reduce health disparities related to gender and ethnicity. A nursing workforce that better mirrors the population it serves will lead to the delivery of culturally appropriate services and

Table B2. Supply of APRNs by county designation, 2007-2015

County Designation	# APRNs, 2007	# APRNs, 2015	APRNs per 100,000 population, 2007	APRNs per 100,000 population, 2015
Border Counties	675	1,217	27.1	42.2
Non-Border Counties	8,337	15,646	39.3	63.1
Metropolitan Counties	8,273	15,752	40.0	64.2
Non-metropolitan Counties	739	1,111	24.3	35.1

reduced health disparities. Overall, demographics among APRNs have been changing slowly. APRNs are more diverse than RNs in terms of the male to female ratio, but less diverse than RNs in terms of race/ethnicity. Although the median age of APRNs has decreased slightly over the past few years, the aging of the APRN workforce is still of concern.

Sex

As in years past, in 2015 there was a higher representation of males among APRNs (19.1% male) than among RNs (12.2% male). The APRN ratio of males to females remained the same over the past two years; in 2015, 80.9% of APRNs were female compared to 80.5% in 2013. Since 2007, the percentage of males has increased from 16.2% to 19.1%, an 18.1% increase. A significantly larger proportion of APRNs working in border counties were male (29.3%) compared to those working in non-border counties (17.5% male) (χ^2(1, N =16,682) = 105.0, p <.001). Likewise, a significantly larger proportion of APRNs in non-metropolitan counties were male (27.1%) compared to metropolitan counties (17.7%) (χ^2(1, N =16,682) = 60.7, p <.001).

> There was a higher representation of males among APRNs (19.1% male) than among RNs (12.2% male).

Age

The aging of the APRN workforce is still a concern in Texas. As described by Buerhaus, et al. (2013), in 2011, the oldest members of the baby boom

generation reached the age of 65, and in 2016, the youngest members of the baby boom generation turn 52. More than half of baby boomers will be eligible for retirement by 2020, which could result in an outflow of nurses from the workforce.

In 2015, 40.2% of APRNs were 50 years or older. Texas also had a small proportion of APRNs under 35 years of age (16.6%). However, the proportion of APRNs under 35 years of age has increased from 13.1% in 2007, a 26.5% increase, and an 8.3% increase from 2013. Likewise, since 2010, the number of graduates from APRN programs has increased each year. An increasing proportion of younger APRNs and an increasing number of APRN graduates could help alleviate the gap left by older nurses when they retire and reduce the impact of a mass outflow of older nurses.

As shown in Figure B4, there was a bulge of APRNs between 51 and 65 years of age. This group represents the baby boom generation that may be retiring in the next decade as discussed previously. However, the figure also shows that there is a second larger bulge of APRNs between the ages of 30 and 45. These younger nurses may help to fill the gap that retiring baby boomer nurses will leave as they exit the workforce.

The median age of APRNs is slowly decreasing. The median age remained steady at 49 years from 2007 to 2010, decreased to 48 years in 2011, and decreased

Figure B4. Age and sex of APRNs, 2015
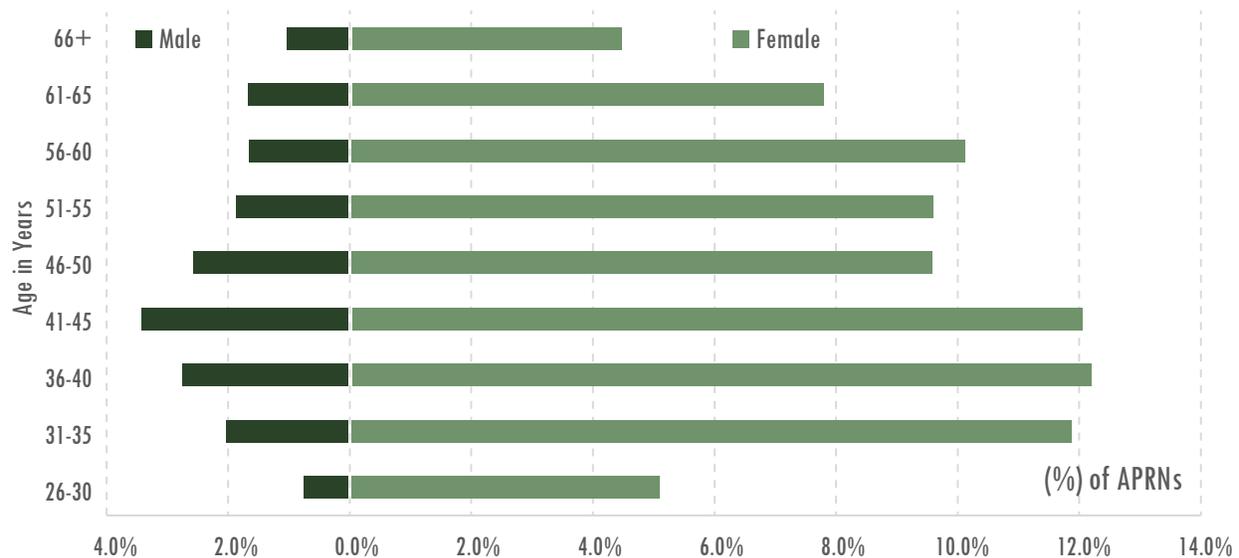
to 46 years in 2015. In years past, male APRNs were slightly younger than female APRNs, though the difference in mean age was not statistically significant. In 2015 the median age was the same for both male and female APRNs (46 years). Additionally, the age and sex of APRNs varied somewhat by the area in which they practiced. There was a statistically significant difference between the age of APRNs who worked in metropolitan counties and those who worked in non-metropolitan counties (F(1, 16,861) = 16,862 = 103.7, p <.001). 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 50 years.

Race/Ethnicity

The APRN workforce is slowly becoming more diverse. As shown in Figure B5, the majority of APRNs were white/Caucasian (67.0%); however, there has been a steady decrease since 2007 when 83.2% of APRNs were white/Caucasian. The percentage of APRNs

Figure B5. Race/ethnicity of APRNs, 2007-2015
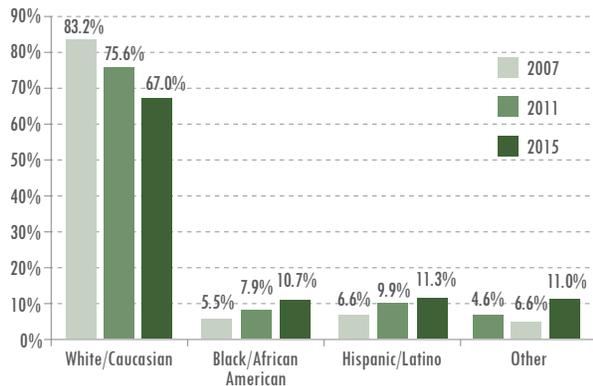
Figure B6. Race/ethnicity among the Texas population, APRNs, and APRN graduates, 2015
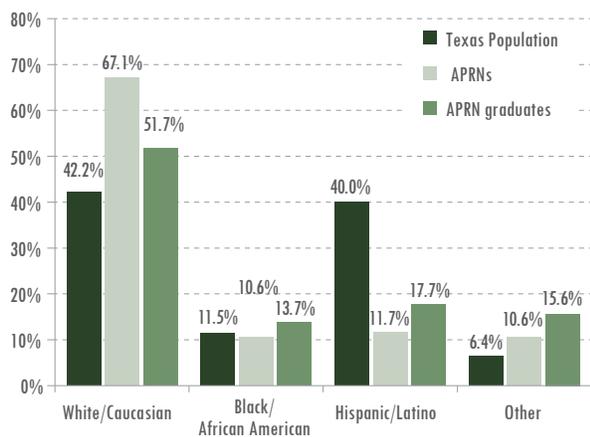
that were black/African American has increased by 5.4 percentage points since 2007. The percentage of APRNs that were Hispanic/Latino continued to increase in 2015 (11.3%) compared to 2007 (6.6%). The other race category, which includes Asian, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native among others, represented 11.0% of APRNs in 2015, up from 8.1% in 2007.

Although the APRN workforce is slowly diversifying, the racial/ethnic makeup of the workforce does not yet mirror the Texas population, as shown in Figure B6. Among APRNs practicing in border counties, 54.5% were Hispanic/Latino compared to 88.1% of Texans living in border counties. Compared to RNs, the APRN workforce was less diverse. However, the population of new APRN graduates in Texas in 2015 is more diverse than the current APRN workforce, suggesting that the demographic breakdown of new APRNs is shifting toward that of the Texas population.

> Among APRNs practicing in border counties, 54.5% were Hispanic/Latino compared to 88.1% of Texans living in border counties.

Education

As of January 1, 2003, nurses were required to obtain a master's or higher-level degree from an accredited graduate-level advanced practice registered nurse educational program in order to become licensed as an APRN (Texas Administrative Code, title 22, rule §221.3). Some currently licensed and active APRNs may not have a master's degree or higher. The BON granted waivers from the master's degree requirement to qualified certificate-prepared nurse-midwives and women's health care nurse practitioners who

Figure B7. Highest nursing degree of APRNs, 2015
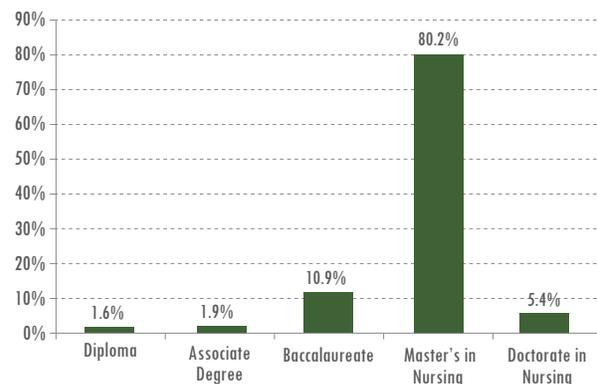
Note: APRNs with less than a master's degree were certified prior to January 1, 2003 and/or received a waiver from the master's degree requirement.

completed their programs on or after January 1, 2003 through December 31, 2006. Additionally, APRNs who are nurse anesthetists, nurse-midwives, or nurse practitioners and who graduated before January 1, 2003 are exempt from the master's or higher-level degree requirement.

Most APRNs reported their basic nursing degree as a bachelor's degree (62.8%) or an associate's degree (25.5%). Only 7.2% of APRNs reported a diploma as their basic nursing degree. Regardless of basic nursing degree, 80.2% of APRNs have obtained a master's degree as their highest nursing degree (per figure B7) and 5.4% have obtained a doctorate in nursing.

Figure B8. Academic progression of APRNs by their basic level of education, 2015
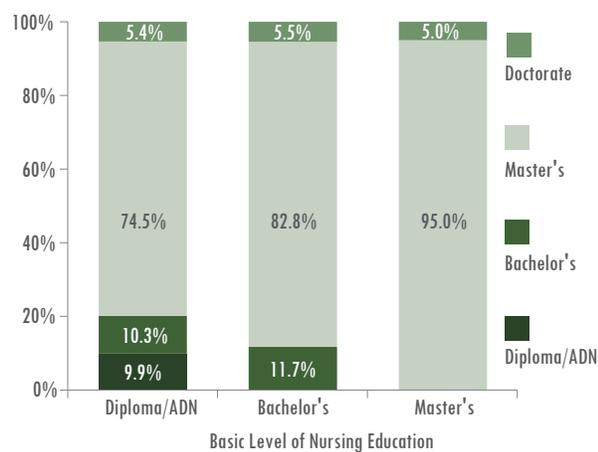
Nursing advocates are focused on growing the future APRN workforce by increasing the number of nurses graduating with advanced degrees. The Institute of Medicine (IOM) issued The Future of Nursing: Leading Change, Advancing Health report in 2011 with recommendations for nursing "to address the

Figure B9. APRNs with a doctoral degree, 2007-2015
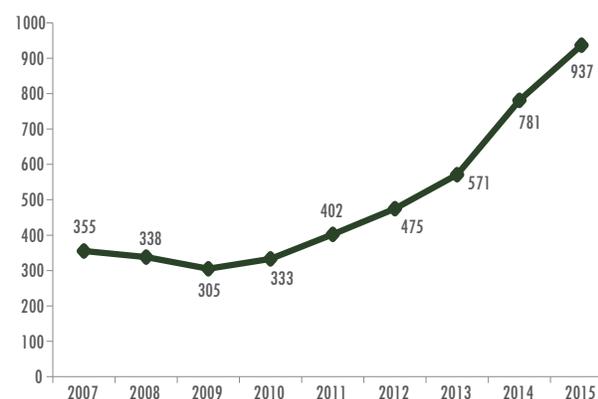
increasing demand for safe, high-quality, and effective health care services" (IOM, 2011, p. xi). Among those recommendations was a charge to double the number of nurses with a doctorate by 2020. As of 2015, 937 APRNs 5.4% held a doctoral degree in nursing, up from 571 APRNs (4.1%) in 2013 (Figure B9). Over the past two years, the absolute number of APRNs that held a nursing doctorate rose by 64.1%, while the proportion increased by 39.6%, almost double the proportion increase from 2011-2013 (20.6%). The 937 APRNs with a nursing doctorate has more than doubled (2.3x) the 402 reported for 2011. Some of this growth may be attributed to the increasing number of DNP programs opening. Nationwide, the number of students enrolling in DNP programs increased by 27% and the number of DNP graduates increased by 31.5% from 2012 to 2013 (Rosseter, 2014). According to the Texas Higher Education Coordinating Board, the number of nurses enrolled in a DNP program increased from 297 (2010) to 535 in 2013 and to 654 in 2015, a 22.2% increase from 2013.

> Over the past two years, the absolute number of APRNs that held a nursing doctorate rose by 64.1%, while the proportion increased by 39.6%.

Employment Characteristics

The job outlook overall is very good for APRNs. According to the Bureau of Labor Statistics (BLS) (2015), the projected growth for APRNs is 31% from 2014 to 2024 due to an increase in demand for healthcare services. Factors contributing to this demand include a large number of newly insured patients resulting from healthcare legislation, an increased emphasis on preventive care, and the large, aging baby-boom population. With 31% projected growth for APRNs compared with just 11% for all occupations, the BLS states that demand for APRNs will be high, especially in medically underserved areas (MUAs). MUAs are areas or populations designated by HRSA as having too few primary care providers, high infant mortality, high poverty, and/or a high elderly population (HRSA, 1995).

Employment Setting

APRNs worked in a variety of employment settings in 2015 (Table B3).

Of the 17,752 APRNs for which we have employment

data, most worked either in inpatient or outpatient hospital care (47.7%) or in a physician or dentist private practice (18.6%). This represents little change over the past eight years.

Table B3. Actively practicing APRNs in Texas by employment setting, 2015

Employment Setting	Number of APRNs	Percent (%) of APRNs
Inpatient Hospital Care	6660	37.5%
Physician or Dentist/Private Practice	3296	18.6%
Outpatient Hospital Care	1810	10.2%
Other*	1111	6.3%
Freestanding Clinic	1083	6.1%
Self-employed/Private Practice	774	4.4%
Community/Public Health	727	4.1%
School of Nursing	518	2.9%
Military Installation	448	2.5%
Rural Healthcare	436	2.5%
Nursing Home/Extended Care Facility	293	1.7%
School/College Health	217	1.2%
Business/Industry	182	1.0%
Home Health Agency	158	0.9%
Temporary Agency/Nursing Pool	39	0.2%

*"Other" is a catch-all category for nurses who do not identify with any other employment setting categories.

Prescriptive Authority

According to Texas Medical Board (TMB) Rule 193.6, physicians may delegate ordering and prescribing nonprescription drugs, prescription drugs and medical devices (legally designated as "dangerous drugs"), and durable medical equipment to an APRN. The physician may also delegate prescribing and ordering some controlled substances to APRNs, with some limitations (Coalition for Nurses in Advanced Practice, 2014). In order to be issued prescriptive authority a nurse must have full licensure from the Texas BON to practice as an APRN and have "filed a complete application for prescriptive authority and submit evidence as required by the BON to verify successful completion of graduate level courses in advanced pharmacotherapeutics, advanced pathophysiology, advanced health assessment, and

diagnosis and management of diseases and conditions within the role and population focus area" (Texas Administrative Code. Title 22, Part II, Chapter 222, Rule 222.2). Of the 18,053 active Texas APRNs, 13,811 (76.5%) have active prescriptive authority. This is a 5.3 percentage point increase from 2013.

Conclusion

Demand for APRNs will continue to grow in Texas over the next several years and the state faces challenges in meeting this demand. Additionally, as the baby boom generation of APRNs moves closer to retirement age, there will be a greater need to recruit new APRNs, especially in rural and border areas. Rural and border areas of the state have a greater need for healthcare providers but currently have a smaller supply ratio of APRNs than metropolitan and non-border areas. The supply of APRNs in Texas should continue to be monitored to ensure adequate coverage.

Although overall the supply of APRNs is growing, the above data vary considerably by APRN type. In the following section, we examine the trends and demographics by the four APRN roles.

Demographics by setting

Of the employment settings with the most APRNs, self-employed/private practice were the oldest with a median age of 53, followed by those in freestanding clinics (48), outpatient hospitals (47), physician or dentist private practice (44), and inpatient hospitals (43). In all five settings the median age of APRNs has decreased since 2007.

APRNs, by Role

APRNs, by Role

2015 Texas Advanced Practice Registered Nurse Facts:				
	NPs	CRNAs	CNSs	CNMs
White/Caucasian	63.4%	76.3%	76.8%	81.3%
Black/African American	12.2%	6.3%	6.6%	7.8%
Hispanic/Latino	12.8%	7.4%	9.0%	4.5%
Other	11.6%	10.2%	7.6%	6.3%
Male	11.7%	49.3%	8.7%	0.3%
Female	88.3%	50.7%	91.3%	99.7%
Median Age	45	46	58	51
Median Age Male	46	45	53	45
Median Age Female	46	46	58	51
Number of Counties with no APRNs	44	114	177	205

Supply of Advanced Practice Registered Nurses in Texas:								
	NPs		CRNAs		CNSs		CNMs	
Year	Number	Supply per 100,000 Population	Number	Supply per 100,000 Population	Number	Supply per 100,000 Population	Number	Supply per 100,000 Population
2007	6,497	27.4	2,855	12.0	1,420	6.0	366	1.5
2008	7,022	29.0	2,981	12.3	1,418	5.9	354	1.5
2009	7,527	30.3	3,144	12.6	1,437	5.8	351	1.4
2010	8,139	32.1	3,271	12.9	1,422	5.6	358	1.4
2011	8,975	34.7	3,428	13.2	1,404	5.4	362	1.4
2012	9,891	37.8	3,634	13.9	1,378	5.3	366	1.4
2013	11,070	41.5	3,786	14.2	1,369	5.1	393	1.5
2015	13,059	47.2	3,747	13.5	1,250	4.5	396	1.4

2015 Advanced Practice Registered Nurses/100,000 Population				
	NPs	CRNAs	CNSs	CNMs
Border Metropolitan	33.4	9.7	1.7	1.2
Non-border Metropolitan	48.9	12.6	5.0	1.4
Border Non-metropolitan	19.2	3.8	0.77	0.5
Non-border Non-metropolitan	26.8	8.5	1.5	0.7

Scope of Practice

Nurse Practitioners

Nurse practitioners (NPs) have been granted authorization by the BON to practice based on their advanced education and experience. NPs may be certified in one or more population specialties: Acute Care Adult, Acute Care Pediatric, Adult, Family, Gerontology, Neonatal, Pediatric, Psychiatric/Mental Health, and Women's Health. NPs practice both under the authority of their nursing license and in collaboration with physicians. NPs provide clinical care services including the diagnosis, treatment, and management of acute and chronic diseases, physical examinations and other health screening activities, and health promotion and education. Some functions, such as prescribing medications, can be performed only in collaboration with a physician under written protocols. NPs are certified separately for practice as primary care NPs and acute care NPs. The NP practice emphasizes health promotion and disease prevention and provides health education and counseling in addition to diagnosing and treating patients (American Association of Nurse Practitioners, 2014).

Certified Registered Nurse Anesthetists

Certified registered nurse anesthetists (CRNAs) have been granted authorization by the BON to practice based on their advanced education and experience. CRNAs must graduate from an accredited master's or doctoral education program and pass the certification examination administered by the Council on Certification of Nurse Anesthetists or its predecessor (American Association of Nurse Anesthetists, 2014). CRNAs provide anesthesia in collaboration with surgeons, anesthesiologists, dentists, podiatrists, and other qualified healthcare professionals. In Texas "CRNAs work as independent providers and are independently licensed and legally responsible and accountable for their own practices in Texas. They may practice as private practitioners on the basis of their own clinical privileges within hospitals or surgicenters; they may independently contract for the provision of anesthesia services in facilities; or they may be employed by a hospital, surgical center, a group of MDs, or a surgeon". (Texas Association of Nurse Anesthetists, 2015). "As APRNs, CRNAs practice with a high degree of autonomy and professional respect. They carry a heavy load of responsibility and are compensated accordingly. CRNAs practice in every setting in which anesthesia is delivered: traditional hospital surgical suites and obstetrical delivery rooms; critical access hospitals; ambulatory surgical centers; the offices of dentists, podiatrists, opthamologists, plastic surgeons, and pain management specialists; and U.S. military, Public Health Services, and Department of Veterans Affairs healthcare facilities. (American Association of Nurse Anesthetists, 2015)

Clinical Nurse Specialists

Clinical nurse specialists (CNSs) have been granted authorization by the BON to practice based on their advanced education and experience. CNSs are certified in one or more population focus areas: adult health/medical surgical nursing, community health nursing, critical care nursing, gerontological nursing, pediatric nursing, or psychiatric/mental health nursing. CNSs practice under the authority of their nursing license and in collaboration with physicians. CNSs are skilled in providing direct clinical care as well as working at the systems level to coordinate clinical care and improve patient outcomes (National Association of Clinical Nurse Specialists, 2013). Additionally, the CNS may focus on nurse management, expert coaching, and/or implementing evidence-based methods (Sparacino, 2005).

Certified Nurse-Midwives

Certified nurse-midwives (CNMs) have been granted authorization by the BON to practice based on their advanced education and experience. CNMs must be licensed as registered nurses and as advanced practice registered nurses by the Texas BON and be authorized to practice as nurse-midwives. The nurse-midwife may provide the full range of primary health care services for women from adolescence beyond menopause. The focus of the nurse-midwife is gynecologic and family planning services, preconception care, care during pregnancy, childbirth and the postpartum period, and the care of the normal newborn during the first 28 days of life, though CNMs may also provide other primary care services (American College of Nurse-Midwives, 2015). The CNM acts independently and/or in collaboration with other health care professionals in the delivery of health care services (Texas BON, 2015).

Supply

The supply of APRNs varied by APRN type, as shown in Table C1. NPs represented the largest group, with 13,059 licensees representing 13,720 NP specializations (due to some NPs holding multiple specialty certificates). CRNAs were the next biggest group, with 3,747 practicing in 2015. There were a total of 1,250 CNS licensees who held a total of 1,261 active clinical nurse specialist licenses in Texas (due to some CNSs holding more than one CNS specialty). Finally, CNMs made up the smallest group of APRNs with 396 active CNMs in 2015.

Table C1. Supply of APRNs in Texas, by type, 2015

Supply of Nurse Practitioners	
Active NP licenses in Texas	13,720
Active NP individuals in Texas	13,059
Active NPs in Texas with a Texas active RN license	12,421
Supply of Certified Registered Nurse Anesthetists	
Active CRNA licensed individuals in Texas	3,747
Active CRNAs in Texas with a Texas active RN license	3,275
Supply of Clinical Nurse Specialists	
Active CNS licenses in Texas	1,261
Active CNS individuals in Texas	1,250
Active CNSs in Texas with a Texas active RN license	1,182
Supply of Certified Nurse-Midwives	
Active CNMs in Texas	396
Active CNMs in Texas with a Texas active RN license	362

As shown in Figure C1, the number of CNSs decreased in 2015 from past years. Overall, there has been a decrease of 170 active CNSs from 2007 to 2015 (12.0% decrease). CNMs have experienced intermittent growth. The number of active CNMs in Texas has started to grow since 2009, and surpassed the 2007 peak of 366 CNMs in 2015 with an overall growth rate of 8.2% from 2007 to 2015. In contrast, the number of active NPs in Texas has grown each year since 2009, with overall growth of 101% from 2007 to 2015. There was a 60.4% growth in the last 5 years and an 18.0% increase from

The the growth in number of active NPs in Texas has been accelerating since 2009, with overall growth of 101% from 2007 to 2015 and 60.4% from 2010 to 2015.

Figure C1. Number of APRNs in Texas, by type, 2007-2015
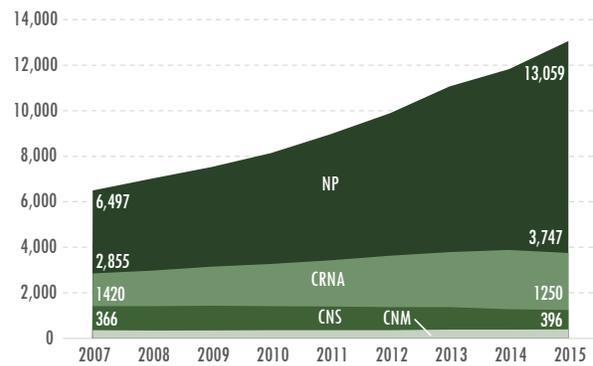
2013. Although the number of CRNAs grew 32.6% from 2007 to 2013, the number of CRNAs decreased 1.0% from 2013 to 2015.

The supply ratio of NPs per 100,000 population has increased by 72.3% since 2007, and 55.8% since 2009 as shown in Figure C2. Though the increase was not as large, the 2015 supply ratio of 13.5 (a decrease from 2013 at 14.2) CRNAs per 100,000 population in Texas represents an increase of 12.5% since 2007. The supply ratio of CNSs has steadily decreased over the past eight years. The 2015 CNM supply ratio represented

The supply ratio of CNSs has steadily decreased (25%) over the past eight years and the 2015 CNM supply ratio represented a decrease of 7.1% since 2007.

Figure C2. APRNs per 100,000 population, by type, 2007-2015
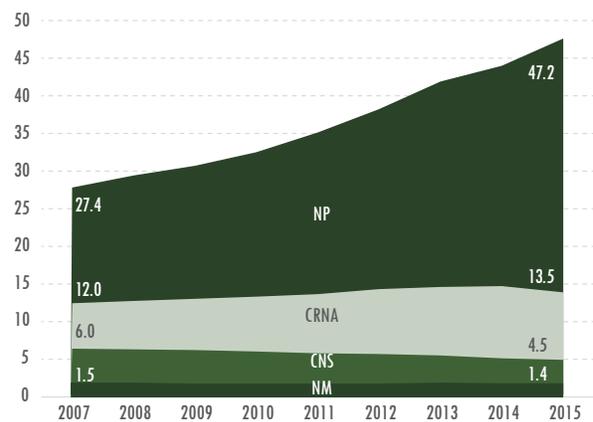
a decrease of 7.1% since 2007, though the CNM supply ratio increased slightly from 2012 to 2013.

The proportion of APRNs who were employed full-

Table C2. Comparison of APRN supply per 100,000 population

		Supply of NPs per 100,000 population	Supply of CRNAs per 100,000 population	Supply of CNSs per 100,000 population	Supply of CNMs per 100,000 population
Texas,	2015	47.2	13.5	5.1	1.4
U.S.,	2013	35.9	11.2	-	1.7
California,	2013	-	4.1	1.4	-
Texas,	2013	41.5	14.2	5.1	1.5

time was relatively similar across APRN types, as shown in Table C3. CRNAs had the largest proportion of nurses employed full-time (92.8%) while CNMs and CNSs had the largest proportion employed part-time (both 16.4%).

Though the supply of APRNs has been slowly increasing over the past several years, the growth has not been evenly distributed (Figures C4, C5, C6, and C7). Among all four APRN types, the supply ratios are larger in non-border counties than border counties, and larger in metropolitan counties than non-metropolitan counties, as shown in the tables on page 31. Many counties in Texas had no practicing APRNs, as shown in Table C4.

Table C3. Employment status of APRNs, by APRN type, 2015

	NPs	CRNAs	CNSs	CNMs
Employed Full-Time	86.2%	92.8%	83.6%	83.6%
Employed Part-Time	13.8%	7.2%	16.4%	16.4%

Demographics

Sex

Overall, the proportion of APRNs who are male has increased from 2007 to 2015, though among most APRN types the workforce was predominately female. CRNAs reported the greatest proportion of nurses who are male (49.3%). CRNAs were vastly different from other APRN types in sex distribution. Males made up 11.5% of NPs, 8.7% of CNSs, and 0.3% of CNMs.

Age

As shown in Figures C8, C9, C10, and C11, each APRN workforce had a cluster of nurses that fell between the ages of 51 and 65 years. This group represents the baby boom generation that may be retiring in the next decade as discussed previously.

Table C4. Counties with no practicing APRNs, by APRN type, 2015

APRN Type	Number of counties with no practicing APRNs
NPs	44
CRNAs	114
CNSs	177
CNMs	205

However, NPs and CRNAs also have a cluster of nurses between the ages of 30 and 45. These younger nurses may help to fill the gap that retiring baby boomer nurses will leave as they exit the workforce. Median ages varied among the four APRN types as shown in Figure C3. CRNAs and NPs had a younger median age (46 and 45 years respectively) than CNSs (58) and CNMs (51).

> CRNAs reported the greatest proportion of nurses who are male (49.3%).

Race/Ethnicity

None of the APRN types mirror the Texas population in terms of racial diversity as shown in Figure C12 on page 38. In 2015, NPs were the most ethnically/racially diverse type of APRN, though they were less diverse than the Texas population and less diverse than the RN and LVN workforces.

Figure C3. Median age by APRN type, 2015

Figure C4. NPs per 100,000 population by practice county, Texas, 2015

Nurse Practitioners per 100,000

- 91.4 - 120.9
- 69.1 - 91.3 — Above Average
- 47.3 - 69.0
- 25.2 - 47.2 — State Ratio 47.2
- 11.7 - 25.1 — Below Average
- Zero APRNs
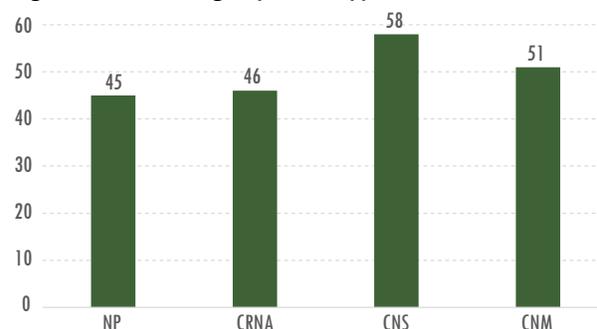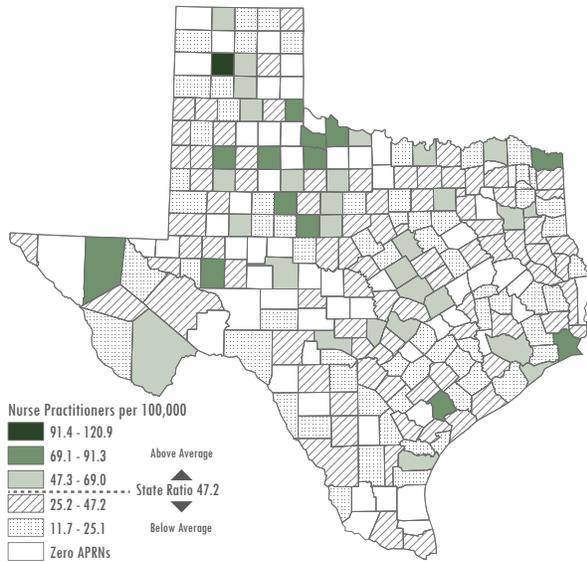
Figure C6. CNSs per 100,000 population by practice county, Texas, 2015

Clinical Nurse Specialists per 100,000

- 18.3 - 27.5
- 9.9 - 18.2 — Above Average
- 4.6 - 9.8
- 1.4 - 4.5 — State Ratio 4.5
- 0.0 - 1.3 — Below Average
- Zero APRNs
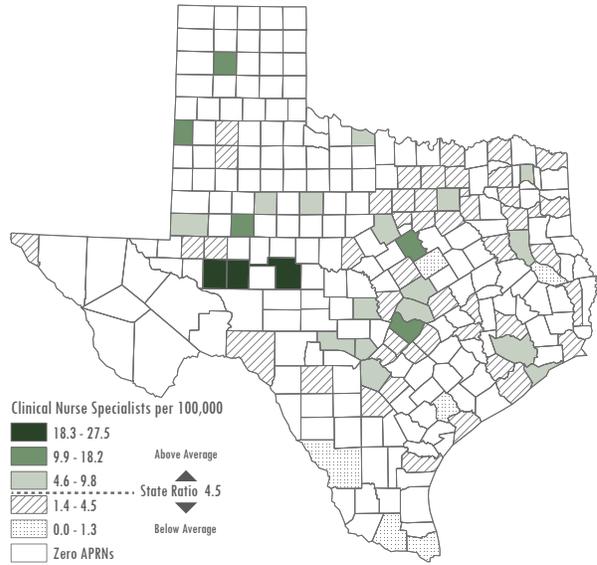
Figure C5. CRNAs per 100,000 population by practice county, Texas, 2015

Nurse Anesthetists per 100,000

- 27.7 - 53.9
- 20.6 - 27.6 — Above Average
- 13.6 - 20.5
- 6.4 - 13.5 — State Ratio 13.5
- 1.2 - 6.3 — Below Average
- Zero APRNs
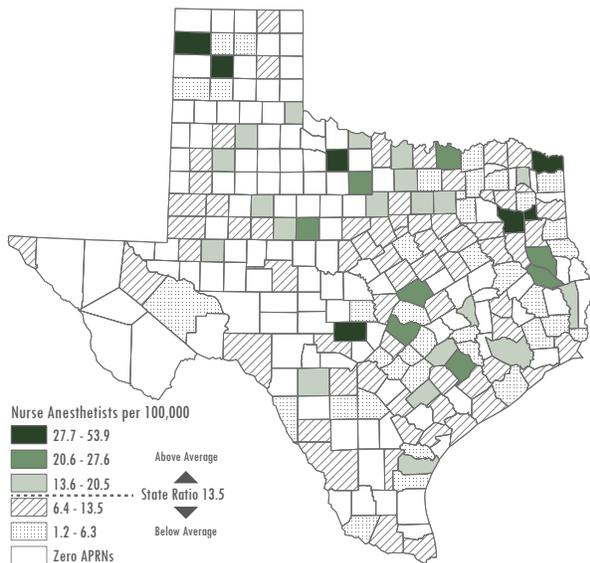
Figure C7. CNMs per 100,000 population by practice county, Texas, 2015

Nurse-Midwives per 100,000

- 7.4 - 17.0
- 4.4 - 7.3 — Above Average
- 1.4 - 4.3
- 0.8 - 1.3 — State Ratio 1.4
- 0.1 - 0.7 — Below Average
- Zero APRNs
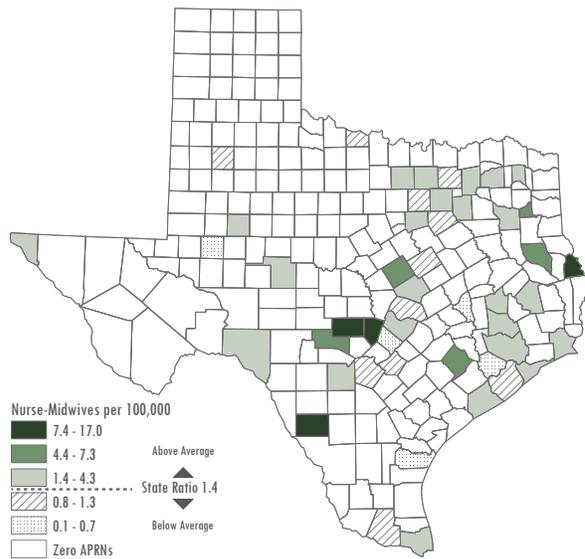
Figure C8. Age and sex of NPs, 2015
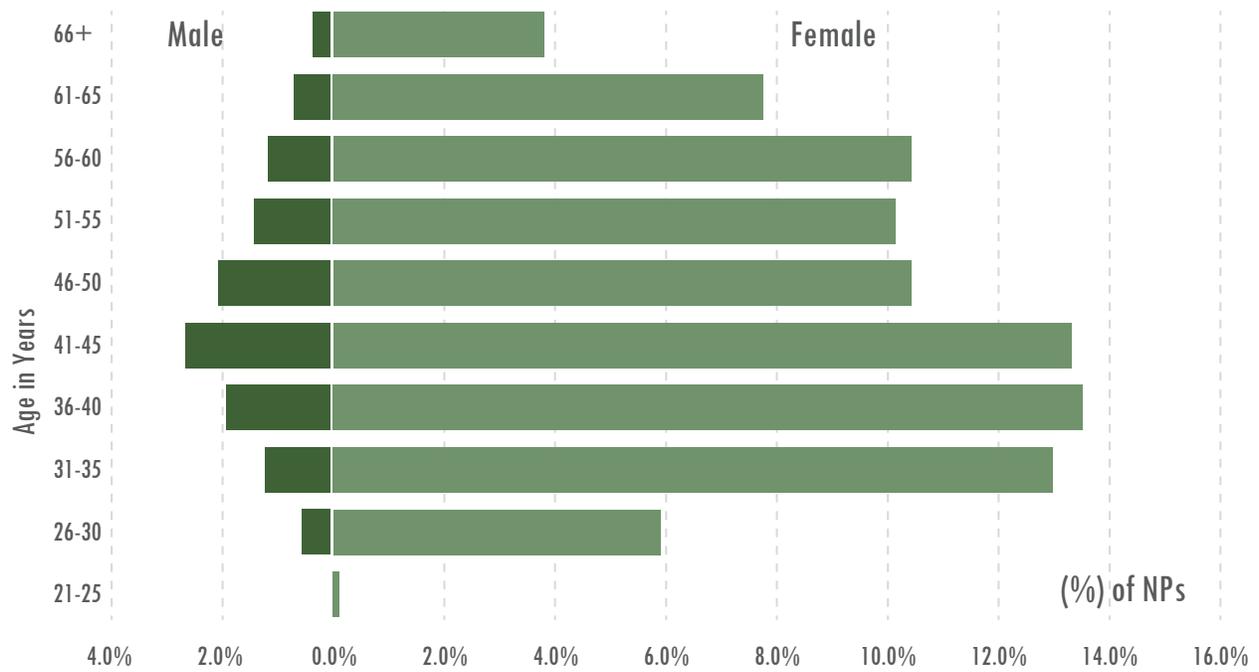
Figure C9. Age and sex of CRNAs, 2015
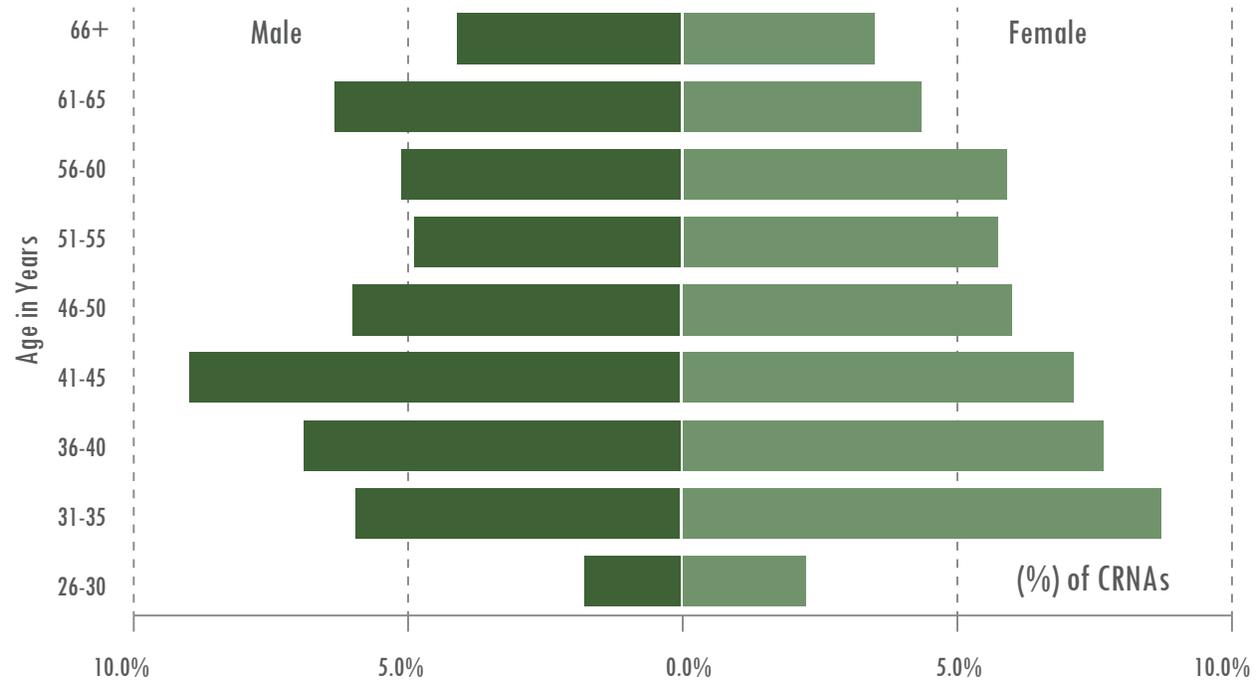
Figure C10. Age and sex of CNSs, 2015
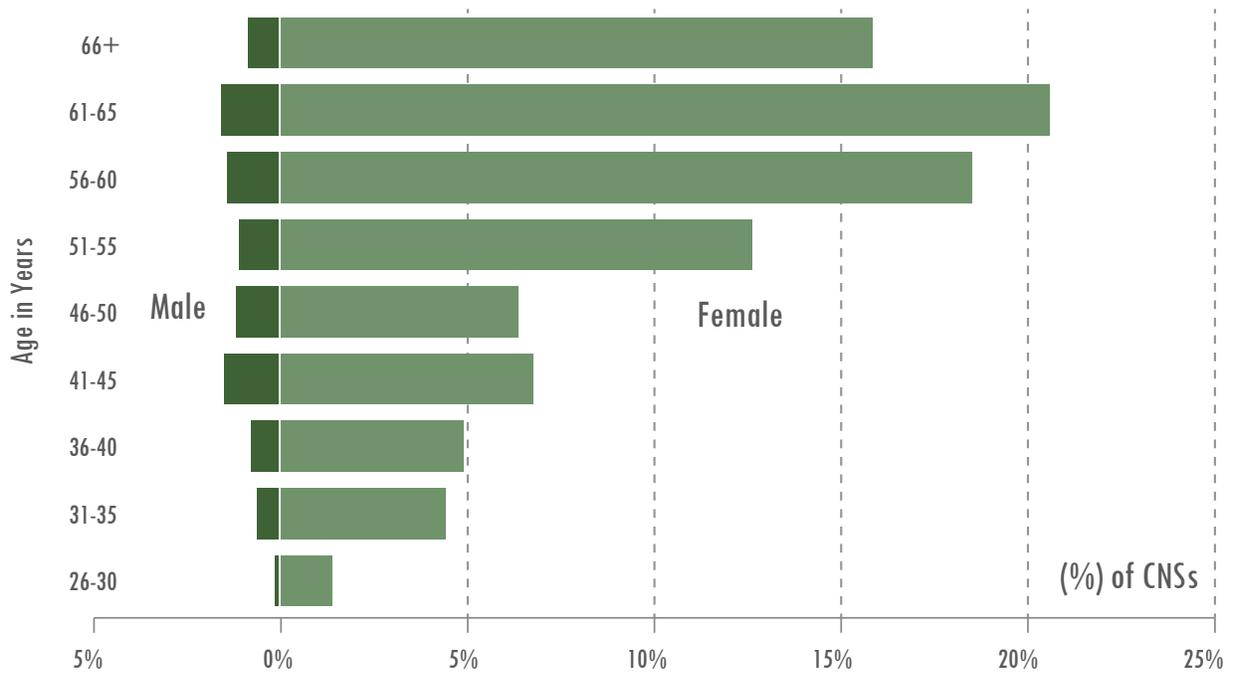
Figure C11. Age of CNMs, 2015
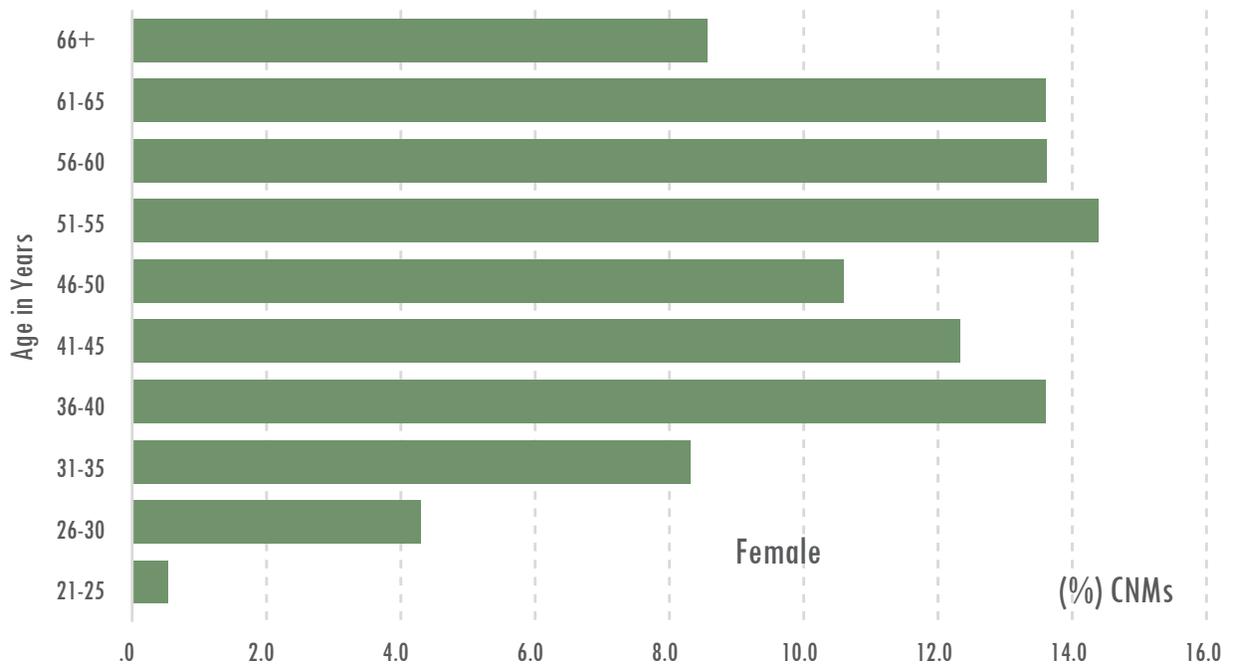
Note: Only one male was reported and is not included

Education

As mentioned previously in the general APRN section (page 27), as of January 1, 2003, nurses were required to obtain a master's degree or higher-level degree from an accredited graduate-level advanced practice registered nurse educational program in order to become licensed as an APRN in Texas (Texas Administrative Code, title 22, rule §221.3).

Figure C12. Race/ethnicity of APRNs-by APRN type and Texas population, 2015

News & World Report ranked the NP as the number 5 best job in 2016 due to low unemployment rates among NPs, increased demand for NPs, good pay, and job autonomy (US News & World Report, 2016). Additionally, the BLS ranked NPs #7 for fastest growing occupations, with employment expected to grow by 35.2% from 2014 to 2024 (BLS, 2015). The BLS estimates that CRNA employment will grow by 19% between 2014 and 2024 and that

Figure C13. Highest degree, by APRN type, 2015

As shown in Figure C13, the level of nursing education did not vary greatly among the APRN types due to the education requirement implemented in 2003. CRNAs had the largest proportion of nurses with a bachelor's degree or less as their highest degree (24.6%).

Unlike other APRN types, CNSs have been required to complete a master's degree level education since the Texas BON began regulating APRNs in 1980. Therefore, almost all CNSs held a master's degree or higher as their highest degree in 2015.

Training new APRNs is important to continue the growth of the APRN workforce in order to meet increasing demand for these types of providers. The HRSA reported on the number of NP, CRNA, and CNM graduates in the US with a compilation of data from the 2012 AACN Annual Survey (Figure C14). The number of NP and CRNA graduates across the US has grown from 2001 to 2011. The production of CNM graduates across the US and Texas has remained relatively steady. HRSA data was not available for CNS graduates.

Employment Characteristics

The job outlook is good for most APRN types. US

Figure C14. HRSA graph of number of U.S. APRN graduates, by type, 2001 - 2011
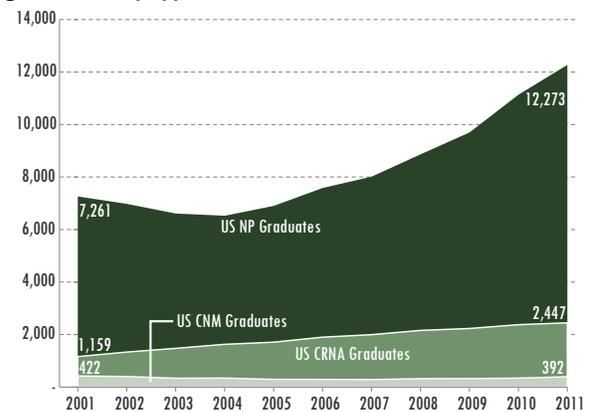
CNM employment will grow by 25% during the same time period (BLS, 2015).

The job outlook for CNSs is difficult to determine. The BLS does not specifically track job growth for CNSs. RN employment, where CNSs are sometimes included, is projected to grow by 16.0% from 2014 to 2024 (BLS, 2016).

Employment Setting

Employment setting did not vary much among the different APRN types (See Table B3 in the APRN

general section). The most common setting among APRNs was inpatient hospital care. CRNAs had the largest proportion of nurses working in inpatient hospital care (72.6%). CNSs had the largest proportion of nurses working in schools of nursing (13.2%).

Certification Specialties

NPs and CNSs are certified in one or more practice specialties during their advanced practice education. Tables C5 and C6 show the specialities for each APRN type. Please note that NPs and CNSs may hold more than one certification specialty.

The most common specialty among NPs in 2015 was the family nurse practitioner (57.7%), followed by pediatrics (8.2%), women's health (6.6%), adult (6.2%), and acute care adult (6.1%). The distribution of NPs among the different NP specialties has been concentrating slightly towards family nurse practitioner. In 2007, 47.3% of NPs specialized in family nursing, 14.1% in women's health, 12.1% in pediatric, 8.3% in adult nursing, and 4.7% in acute care adult.

The most common specialty among CNSs in 2015 was adult nursing (24.7%), followed by closely by medical/surgical nursing (24.2%), then psychiatric/mental (15.8%), and maternal child health (8.5%).

> The most common specialty among NPs in 2015 was the family nurse practitioner (57.7%).

The distribution of CNSs among the different CNS specialties has changed somewhat since 2007. In 2007, only 10.9% of CNSs specialized in adult nursing. 30.1% of CNSs specialized in medical-surgical nursing in 2007, 21.3% specialized in psychiatric/mental health, 9.8% specialized in maternal child health, and 4.4% specialized in critical care nursing. For more information on the geographic distribution of NPs and CNSs by the top five certification specialties, see Appendix B, Figures F6-F15.

Prescriptive Authority

Each APRN type must meet the same requirements (described on page 29) to obtain prescriptive authority. Of the 13,059 active Texas NPs, 12,761 (97.7%) have prescriptive authority, up from 90.2% in 2007. Only 515 out of 1,250 active Texas CNSs (41.2%) have prescriptive authority, up from 20.8% in 2007, while 363 of 396 active Texas CNMs (91.7%) have active prescriptive authority, up from 73.2% in 2007.

> The most common specialty among CNSs in 2015 was Adult nursing (24.7%)

Table C5. Actively practicing NPs in Texas by specialty, 2015

Specialty	# NPs	% NPs
Family NP	7,534	57.7
Pediatric NP	1,070	8.2
Woman's Health NP	867	6.6
Adult NP	816	6.2
Acute Care Adult NP	803	6.1
Neonatal NP	546	4.2
Psychiatric/Mental Health NP	456	3.5
Acute Care Pediatric NP	264	2.0
Gerontological NP	216	1.7
Adult/Gerontology NP	180	1.4
Adult Care Adult/Geronotology NP	171	1.3
Emergency NP	99	.8

Table C6. Actively practicing CNSs in Texas by specialty, 2015

Specialty	# CNSs	% CNSs
Adult CNS	309	24.7
Medical/Surgical CNS	302	24.2
Psychiatric/Mental Health CNS	198	15.8
Maternal Child Health CNS	106	8.5
Critical Care CNS	71	5.7
Pediatric CNS	55	4.4
Community Health CNS	43	3.4
Adult/Gerontological CNS	43	3.4
Oncology CNS	37	3.0
Other CNS*	26	2.1
Gerontological CNS	19	1.5
Neonatal CNS	18	1.4
Emergency CNS	15	1.2
Women's Health CNS	5	.4
Cardio Vascular CNS	3	.2

*"Other" is a catch-all category for nurses who don't identify with any other specialty categories.

According to the Texas BON, in 2015, CRNAs were not required to have prescriptive authority in order to provide anesthesia or anesthesia-related services in the practice setting. If the CRNA is practicing in a setting in which he/she is writing prescriptions, the CRNA must have prescriptive authority obtained through meeting the requirements described on page 29 of this report. Of the 3,747 Texas CRNAs, 387 (10.3%) have active prescriptive authority, up from 3.2% in 2007.

Conclusion

The differences in supply and demographic data among the APRN types are important to consider in determining future workforce demand. As demand for APRNs continues to grow, the state will face challenges. The aging of the CNS workforce, and to a smaller extent, the CNM workforce, is of particular concern, as the number of new nurses entering the workforce is smaller than the number nearing retirement age. The racial/ethnic diversity of each of the APRN types is far from mirroring the Texas population, which raises concerns about cultural competence and linguistic barriers. In 2013 the supply ratios of NPs, CNSs, and CNMs in Texas lagged behind the US and some comparable states. For 2015, current information is not available to make similar comparisons. Among all four APRN types, rural and border areas of the state have a greater need for APRNs but a smaller supply ratio than metropolitan and non-border areas. The supply of each APRN type in Texas should continue to be monitored to ensure adequate coverage.

Licensed Vocational Nurses

LVNs

Licensed vocational nurses (LVNs) provide nursing care under the direction of an RN, physician, physician assistant, podiatrist, or dentist (BON, 2013). Although the particular procedures LVNs can legally perform are regulated by each state and thus vary somewhat, all LVNs are charged with providing basic care. This typically includes monitoring and reporting patient status, performing tasks such as changing bandages, and attending to the comfort of patients. Though there is some degree of overlap between the scope of practice of LVNs and RNs, LVNs cannot substitute directly for RNs, while RNs can be held responsible for the supervision of LVNs (HRSA, 2004).

2015 Texas LVN Facts:	LVNs	TX Population
White/Caucasian	49.7%	42.2%
Black/African American	23.0%	11.5%
Hispanic/Latino	23.8%	40.0%
Other	3.6%	6.4%
Male	11.4%	
Female	88.6%	
Median Age	44	
Median Age Male	43	
Median Age Female	44	
Number of Counties with no LVNs	4	

Supply of Licensed Vocational Nurses in Texas:		
Year	Number	LVNs/100,000 Population
2008	67,103	277.5
2009	69,152	278.0
2010	71,141	280.4
2011	72,921	281.7
2012	73,674	281.8
2013	75,258	282.2
2014	77,624	285.8
2015	79,154	285.8
2015 Licensed Vocational Nurses/100,000 Population		
Border Metropolitan	250.0	
Non-border Metropolitan	265.4	
Border Non-metropolitan	368.0	
Non-border Non-metropolitan	468.5	

Supply

Unlike Texas' RN and APRN workforce, the per capita supply of LVNs in Texas exceeds that of comparable states and the nation as a whole. A greater proportion of LVNs are employed in nursing care facilities at both the state and national level (BLS, 2014) when compared to other nursing professionals, suggesting that increased demand for health care services created by an aging population may be especially relevant to the state of the LVN workforce in the near future. In addition, Texas' supply of LVNs may help to relieve some of the increased demand for RNs. As suggested by Livornese (2012), LVNs could take some of the burden from RNs working in hospitals by caring for patients with routine care, predictable outcomes, and non-life threatening illnesses. If LVNs are equipped to work fully within their scope of practice, this could help hospitals maximize their workforce. Auerbach et al. (2013) also note that with some emerging models of care such as medical homes and nurse-managed health centers, more LVNs will be needed to deliver proper care. Because the Texas population is currently growing faster than the LVN population, recruitment of new LVNs and retention of current LVNs is crucial in meeting these needs.

> The supply ratio of LVNs (285.8) in Texas exceeds that of comparable states and the nation as a whole.

According to the 2015 HPRC LVN re-licensure file, there were 101,314 LVNs with active licenses in Texas. Of these, 81,471 were employed full-time or part-time in nursing, and 79,154 were LVNs employed full-time or part-time in nursing in Texas (Table D1).

The 79,154 active LVNs practicing in the state give Texas a supply ratio of 285.8 LVNs per 100,000 population. In 2013, there were 75,258 active

Table D1. Number of LVNs in Texas, 2015

2015 Texas Supply of Licensed Vocational Nurses	
LVNs with active licenses	101,314
LVNs with active licensed working in nursing	81,471
LVNs with active licenses working in nursing in Texas	79,154

Note: Nurses were classified as active if the re-licensure file indicated that their license status was "Current," "Current (Notified for Renewal)," or "Current (Processing Renewal)." Nurses with active licenses may or may not be employed in nursing. Nurses were classified as working in nursing if they indicated that their employment status was "Employed in Nursing Full Time" or "Employed in Nursing Part Time." Nurses were classified as working in Texas if they indicated that their primary practice state was Texas.

LVNs in Texas with a supply ratio of 282.2 LVNs per 100,000 population. The supply ratio of LVNs grew by 1.3% since 2013 and has declined by 1.5% since 2000, when the supply ratio was 290.2. The absolute number of LVNs grew by 5.2% since 2013 and 31.7% since 2002 (See Figure D1). This suggests that the Texas population is growing faster than the population of active and practicing LVNs in Texas.

Although Staiger (2012) looked specifically at RNs, it appears as though the recession also impacted the supply of LVNs in Texas. 5,835 LVNs who reported an employment status of unemployed or retired in 2007 had returned to the nursing workforce by 2015.

Figure D1. Number of LVNs in Texas, 2002-2015
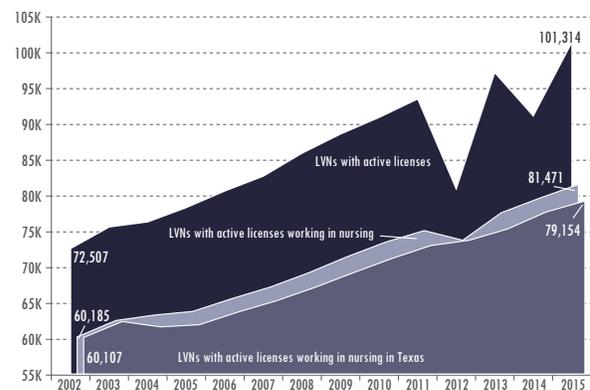
Another 620 LVNs who had been working in a field other than nursing in 2007 had re-entered the nursing workforce by 2015. However, the proportion of those who report a status of employed in nursing (either full- or part-time) has increased since 2012, with a corresponding decrease in those who report a status of unemployed/retired, suggesting that some LVNs may be leaving the workforce again as the economy recovers.

The proportion of LVNs who were unemployed or retired has increased by 0.2% in the last year, from 8.9% in 2014 to 9.0% in 2015 (Figure D2). This represents a reversal of the trend in which the share of LVNs who were unemployed or retired had been decreasing steadily since 2009. The proportion of LVNs employed in other fields has remained relatively constant.

Since 2002, the proportion of LVNs that were employed in nursing full-time has increased by 3.4%. The majority (87.5%) of LVNs in Texas were employed in nursing full-time (Figure D3).

Figure D2. Employment status of LVNs with active licenses, 2002-2015
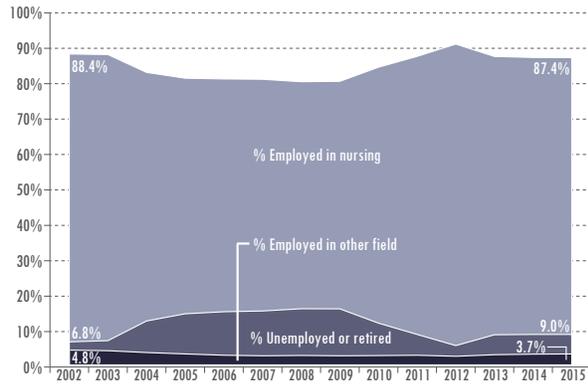
Figure D3. Percent of LVNs employed full-time and part-time in nursing, 2002-2015
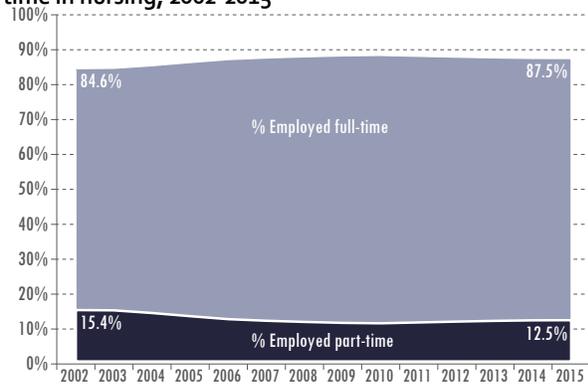
While the Texas supply ratio of LVNs has declined since the early 1980s, it has remained higher than the national supply ratio and that of comparable states. In Texas, the 2015 supply ratio of 285.8 LVNs per 100,000 exceeded the national supply ratio of 216.9 LVNs per 100,000 population (HRSA, 2013); the 2013 Florida supply ratio of 264 per 100,000 population (FCN, 2014); and the 2012 California supply ratio of 163 per 100,000 population (CHF, 2014). Texas has maintained a larger supply ratio of LVNs than the US over the last three decades; however, the size of the difference in supply has decreased over time, as shown in Figure D4.

Although the absolute number of LVNs in Texas continues to grow, the supply of LVNs is not distributed evenly across the state (Figure D5). Of the 79,154 actively licensed LVNs employed in nursing in Texas, 73.9% worked in a non-border metropolitan county.

In contrast to other nursing professions, the supply ratios for LVNs continued to be higher

in non-metropolitan counties than metropolitan counties. Both border metropolitan and non-border metropolitan areas had supply ratios lower than the rest of the state (Table D2). In 2015, there were four counties in Texas that had zero practicing LVNs. Since 2000, 111 of Texas' 254 counties have seen an increase

Figure D4. LVNs per 100,000 population, U.S. and Texas, 1981-2015
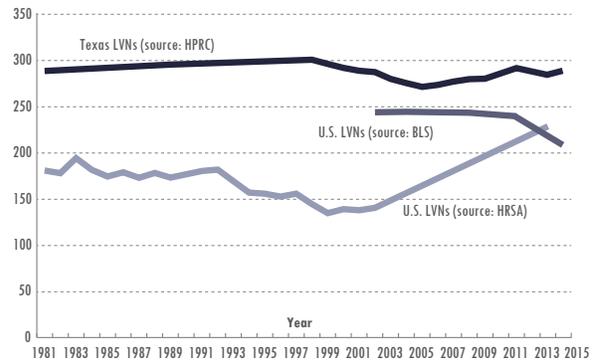
in the supply ratio of LVNs. 89 counties experienced a decrease in the absolute number of LVNs practicing in the county, 62 of which were non-metropolitan counties. The supply ratios for LVNs were larger in non-metropolitan counties than metropolitan counties from 1981 to 2015, unlike the supply ratios of RNs and APRNs (Figure D6).

> The supply ratio for LVNs continued to be higher in non-metropolitan counties than metropolitan counties.

Table D2. Supply of LVNs by county designation, 2015

County Designation	# of LVNs	LVNs per 100,000 population
Border counties	7,669	266.0
Non-border counties	71,485	288.1
Metropolitan counties	64,710	263.8
Non-metropolitan counties	14,444	456.1

Demographics

The diversity in the LVN workforce is an important factor in addressing issues of cultural competence and health disparities in Texas (CDC, 2013). The demographics of practicing LVNs have been changing slowly over the last decade. The LVN population is more diverse in terms of race/ethnicity in comparison to the APRN and RN populations, yet

LVNs per 100,000

■ 935.1 - 1868.0	
■ 488.1 - 935.0	Above Average
■ 285.9 - 488.0	
╌ 153.6 - 285.8	State Ratio 285.8
▨ 71.9 - 153.5	Below Average
□ Zero LVNs	
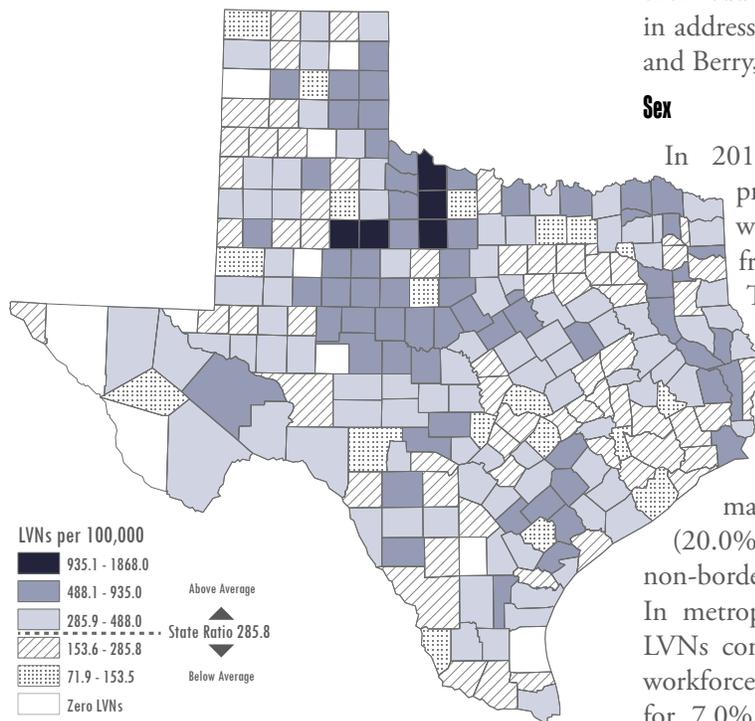
Figure D6. LVNs per 100,000 population, metropolitan and non-metropolitan counties, Texas, 2001-2013
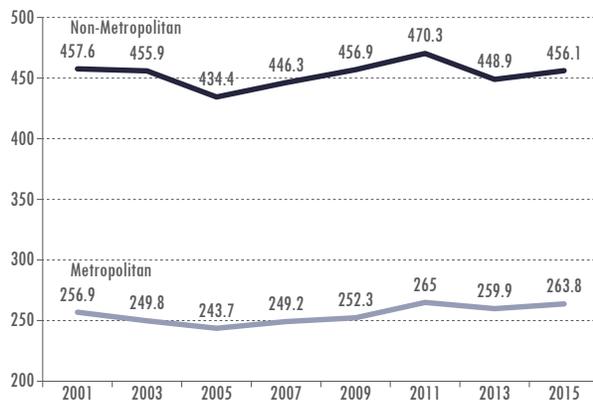
the LVN workforce is still not reflective of the racial/ethnic breakdown of the general Texas population. Additionally, the long-term trend towards an aging RN workforce is not observed among LVNs in Texas. Because Hispanics/Latinos in Texas have a younger age distribution, increasing racial/ethnic diversity may help prevent the graying of the workforce that is observed among RNs. Nursing in general is predominantly female, but LVNs in Texas are more skewed than some of the other nursing professions. Research suggests that males are more likely than females to abandon nursing education, and a targeted

approach to recruiting and retaining male LVNs in their educational training could make great strides in addressing potential workforce shortages (Zysberg and Berry, 2005)

Sex

In 2015, the LVN workforce in Texas was predominantly female; only 11.4% of LVNs were male. This represents a 4.6% increase from the 2013 sex distribution of LVNs in Texas, when 10.9% of LVNs were male. Since 2007, the percentage of males has increased from 9.6% to 11.4%, a 18.8% increase over the six year period. A greater proportion of LVNs identified as male in border counties (20.0%) when compared to non-border counties (10.5%). In metropolitan counties, male LVNs comprised 12.4% of the workforce, but only accounted for 7.0% of the workforce in non-metropolitan counties.

Age

The age distribution of the LVN workforce is somewhat younger than some of the other nursing professions, as seen in Figure D7. Although there is a cluster of LVNs in the 50 to 59 age range that will be eligible to retire soon, the large proportion of LVNs in the mid 35 to 44 age range should help address that eventual loss of nurses.

The median age of all LVNs in Texas in 2015 was 44 years. Male LVNs were slightly younger than female LVNs, at a median age of 43 and 44 years, respectively. The median age for males has remained stable since 2007, while the median age for females has decreased by two years in the same interval. There was a difference of one year in the median age between LVNs who worked in metropolitan counties (44 years) and those who worked in non-metropolitan counties (43 years). Hispanic/Latino LVNs had the lowest median age at 40 years, followed by the "other" race category (42 years), black/African American (44 years), and white/Caucasian (46 years). LVNs who worked in border counties had a considerably younger

> **Demographics by setting**
>
> The LVN workforce is more racially/ethnically diverse than APRNs and RNs, but is still not reflective of the Texas population. Hispanics/Latinos are underrepresented among LVNs in Texas.
>
> The home health setting was one of the most diverse, with white/Caucasians accounting for less than half of all LVNs in that setting.

Figure D7. Age and Sex of LVNs, 2015
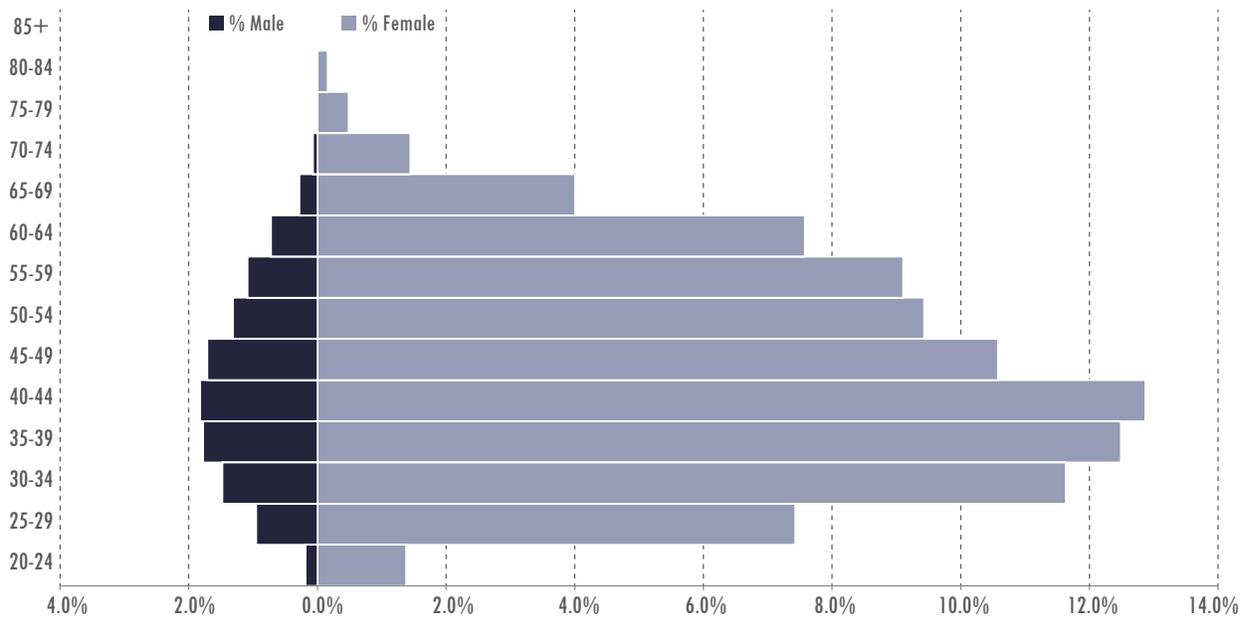
median age (40 years) compared to LVNs working in non-border counties (44 years).

Race/Ethnicity

The LVN workforce does not currently reflect the racial diversity in the general Texas population, despite increasing racial/ethnic diversity. In the last eight years, the proportion of white/Caucasian LVNs has steadily decreased, while the proportions of both black/African American and Hispanic/Latino have increased. Similar to past years, the majority of LVNs were white/Caucasian (49.7%). The proportion of white/Caucasian LVNs has declined since 2007 (58.2%) as shown in figure D8; 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 23.0% and 23.8% respectively, and both have increased steadily since 2007. Despite growth among these groups, Hispanics/Latinos were still underrepresented among LVNs in 2015. The other race category, which includes Asian, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native among others, represented 3.6% of LVNs in 2015, up from 3.1% in 2007.

Although the LVN workforce as a whole is more racially/ethnically diverse in comparison to other nursing professions, Hispanic/Latinos are slightly underrepresented among both 2015 LVN graduates and the current LVN workforce. The trends suggest

that diversity among the LVN population will continue to increase and is moving toward more closely representing the Texas population (Figure D9); however, it is imperative to recruit and retain Hispanic/Latino students in order to maintain cultural competency among LVNs.

In border areas, Hispanic/Latino LVNs comprised an overwhelming majority of the LVN population, at 75.3% of LVNs in non-metropolitan border counties and 82.4% of LVNs in metropolitan border counties. In non-border areas, whites/Caucasians accounted for almost three-quarters of the LVN population in non-metropolitan counties and a little over half of the LVN population in metropolitan counties. LVNs that identified as black/African American accounted

Figure D8. Race/ethnicity of LVNs, 2007-2015
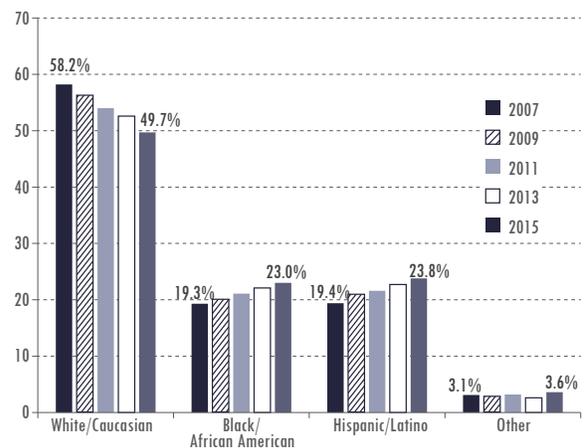
the second largest proportion of the LVN population in non-border metropolitan areas.

Education

Figure D9. Race/ethnicity of the Texas population, 2015, LVNs 2015, and LVN graduates, 2015
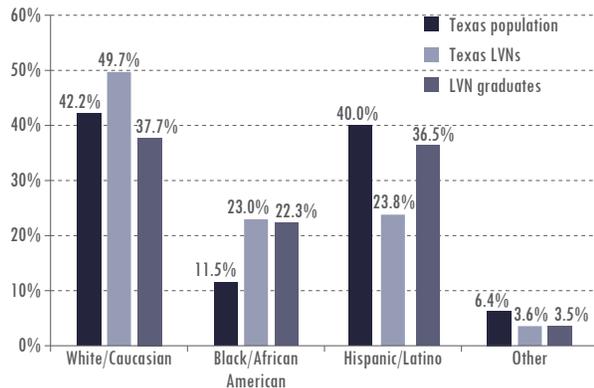
In order for the supply of LVNs in Texas to meet the demands of a growing population, it is important to increase the number of new nursing graduates and improve success on the required examination for licensure, the NCLEX-PN.[1] Both the absolute number of enrollees and the number of graduates from LVN pre-licensure programs have been increasing. Between 2006 and 2015, the number of newly enrolled LVN students increased by 4.2%. Moreover, the number of graduates increased from 4,082 in 2006 to 4,548 in 2015.

The majority of LVNs in Texas listed a credential from a VN/PN program as both their basic degree and their highest nursing degree, at 97.9% and 83.0% respectively. The next most common highest degree type was an associate degree (13.0%).

With the exception of 2011, the number of NCLEX-PN takers in Texas has been higher than the number of LVN graduates in that same year, which may point to a high proportion of test re-takers (Figure D10).

The most recent data available from the Texas BON show that in 2015 in Texas, 4,819 nursing graduates took the NCLEX-PN and 4,111 passed, for a statewide pass rate of 85.3%.

The HRSA reports on the number of nursing graduates who took and passed the NCLEX-PN in

Figure D10. Texas LVN graduates and Texas NCLEX-PN takers, 2009-2015
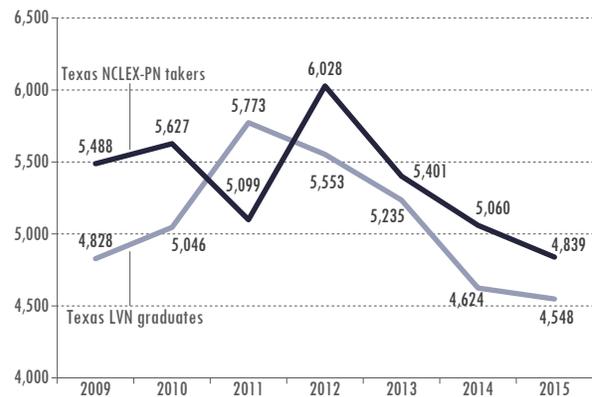
the U.S. In 2015, 41,738 LVN candidates across the U.S. passed the exam, for a supply ratio of 13.0 NCLEX-PN passers per 100,000 population (BON 2015). In 2015, Texas reported 4,111 LVN candidates passed the exam for a supply ratio of 14.8 NCLEX-PN passers per 100,000 population (BON, 2015). In 2015, the Texas NCLEX-PN pass rate of 85.3% was better than the national pass rate of 81.9% in 2015 (BON, 2015). Texas NCLEX-PN pass rates over the past five years show the same general overall trend as that of the national pass rates; however, Texas maintained higher pass rates throughout the time period.

A higher proportion of Texas NCLEX-PN takers pass the exam when compared to the nation and, unlike previous years, Texas is producing more passers per capita than at the national level (Figure D11).

Figure D11. NCLEX-PN pass rates, U.S. and Texas, 2009-2015

Source: 2015 Texas Board of Nursing approved Texas programs and NCLEX pass rates.

Employment Characteristics

The job outlook for LVNs is quite good. U.S. News & World Report ranked LVN as the number 69 best job out of the top 100 jobs and the number 16 best health care support job in 2015. The BLS ranked LVNs in the top 30 occupations with the most expected job growth, with employment projected to grow by 16.0% between 2014 and 2024 (BLS, 2015). Moreover, the TWC estimates that employment of LVNs in Texas will increase by 27.6% between 2012 and 2022 (TWC, 2015).

Employment Setting

As shown in Table D3, of the 75,988 LVNs who were actively employed in Texas in 2013, 26.9% were employed in nursing homes or extended care facilities, 20.1% were employed in home health, and 18.2% were employed in hospital care.

Table D3. Actively practicing LVNs in Texas by employment setting, 2015

Employment setting	# LVNs	% LVNs
Nursing Home/Extended Care Facility	20,455	26.9%
Home Health Agency	15,250	20.1%
Inpatient Hospital Care	13,862	18.2%
Other*	7,019	9.2%
Physician or Dentist/Private Practice	5,794	7.6%
Community/Public Health	2,746	3.6%
Outpatient Hospital Care	2,304	3.0%
School/College Health	1,957	2.6%
Freestanding Clinic	1,802	2.4%
Business/Industry	1,261	1.7%
Rural Health Clinic	1,057	1.4%
Military Installation	862	1.1%
Temporary Agency/Nursing Pool	692	0.9%
Self-employed/Private Practice	622	0.8%
School of Nursing	305	0.4%

*"Other" is a catch-all category for nurses who do not identify with any other employment field categories.

Position Type

Approximately two-thirds of LVNs in Texas reported employment as staff nurse/general duty. The remaining nurses reported the following positions listed in Table D4.

Table D4. Actively practicing LVNs in Texas by position type, 2015

Position type	# LVNs	% LVNs
Staff Nurse/General Duty	47,883	65.1%
Other*	8,287	11.3%
Office Nurse	6,135	8.3%
Head Nurse or Assistant	4,454	6.1%
Supervisor or Assistant	3,028	4.1%
School Nurse	1,686	2.3%
Administrator or Assistant	866	1.2%
Faculty/Educator	447	0.6%
Consultant	327	0.4%
Inservice/Staff Development	202	0.3%
Researcher	196	0.3%
Nurse Midwife	40	0.1%

*"Other" is a catch-all category for nurses who do not identify with any other position type categories.

Specialty

The differences between RNs and LVNs in employment field are further reflected in vast differences between the two professions with regards to specialty. Geriatrics was the most frequently cited specialty, followed by home health (see Table D5, page 48). For information on the geographic distribution of LVNs by the top five specialties, see Appendix B, Figures F16 through F20.

Conclusion

Demand for LVNs will continue to grow in Texas in the next several years, and the state faces challenges in meeting this demand. Of particular concern is the underrepresentation of Hispanic/Latinos among LVN graduates and the LVN workforce. Lack of representation and the potential impact on the ability to provide culturally competent care has implications for the well-being of the general Texas populace. Language barriers, especially among the aged, may become an increasingly critical area of concern for health providers and health consumers in Texas.

Table D5. Actively practicing LVNs in Texas by specialty, 2015

Specialty	# LVNs	% LVNs
Geriatrics	18,198	24.8%
Other*	11,022	15.0%
Home Health	8,731	11.9%
General Practice	7,385	10.1%
Medical/Surgical	6,830	9.3%
Pediatrics	6,724	9.2%
Community/Public Health	3,110	4.2%
Psychiatric/Mental Health/ Substance Abuse	2,702	3.7%
Rehabilitation	2,286	3.1%
Obstetrics/Gynecology	1,586	2.2%
Emergency Care	1,387	1.9%
Intensive/Critical Care	1,290	1.8%
Operating/Recovery Care	849	1.2%
Oncology	481	0.7%
Occupational/Environmental	372	0.5%
Neonatology	250	0.3%
Anesthesia	51	0.1%

*"Other" is a catch-all category for nurses who do not identify with any other specialty categories.

2015 Certified Nurse Aides

CNAs

The National Council of State Boards of Nursing defines a certified nurse aide (CNA) as "a person who is certified to assist with the delivery of direct nursing care to patients [and who] works under the supervision of a nurse." CNAs in Texas are licensed by the Department of Aging and Disability Services (DADS). They work mainly in long term care facilities and do not need a high school diploma or GED to be licensed. CNA trainees must complete a Nurse Aide Training and Competency Evaluation Program (NATCEP) consisting of at least 16 hours of introductory coursework before they have contact with patients. DADS-approved programs must provide at least 100 hours of training, including 60 hours in the classroom and 40 hours of hands-on training in a nursing facility. Training areas include: communication and interpersonal skills; infection control; safety and emergency procedures, including the Heimlich maneuver; promoting a resident's independence; respecting a resident's rights; basic nursing skills, such as measuring temperature, blood pressure, height, and weight; personal care skills, such as dressing and undressing patients, giving baths, and brushing teeth; mental health and social service needs; care of cognitively impaired residents; and basic restorative services. The competency evaluation must include a skills evaluation and a written or oral examination. Currently there are 802 NATCEP training providers and 71 approved in-service education programs for CNAs in Texas.

CNAs are regulated by the Omnibus Budget Reconciliation Act of 1987 (OBRA 87). This Act established the required training areas and number of required training hours for a NATCEP to be approved by states. The Act also mandated that each state create a registry of nurse aides.

2015 Texas Certified Nurse Aide Facts:	
Number of Counties with no CNAs	3

Supply of Certified Nurse Aides in Texas:		
Year	Number	CNAs/100,000 Population
1997	95,223	493.2
2000	86,522	425.3
2003	105,068	481.3
2006	115,842	493.7
2007	116,669	491.7
2009	121,585	488.8
2011	135,092	537.2
2013	135,983	510.0
2015	109,253	394.5

2015 Certified Nurse Aides/100,000 Population	
Border Metropolitan	319.4
Non-border Metropolitan	367.4
Border Non-metropolitan	404.3
Non-border Non-metropolitan	675.5

Supply

According to the DADS licensure file for 2015, there were 109,253 CNAs in Texas. The 109,253 CNAs give Texas a supply ratio of 394.5 CNAs per 100,000 population. The Texas supply ratio has decreased by 22.6% since 2013 and has decreased by 7.2% since 2000 (Figure E1).

In September 2013, Texas began requiring CNAs to submit proof of continuing education to DADS in order to renew their certification. Additionally in November 2013, certification standards were changed to require Texas CNAs to pass all five sections of the national skills test in order to achieve certification. Previously, CNAs in Texas were required to pass a Texas-specific skills test. This likely explains the drop in the number of CNAs from 2013 to 2015.

In 2015, 74.1% of CNAs were located in metropolitan border counties, 17.2% were located in non-metropolitan non-border counties, 7.3% were located in metropolitan border counties, and only 1.4% were located in non-metropolitan border counties (Figures E2 and E3).

Figure E2. CNAs per 100,000 population by county of practice, Texas, 2015

CNAs per 100,000
- 1288.3 - 3113.3
- 821.5 - 1288.2 — Above Average
- 394.6 - 821.4
- 192.2 - 394.5 — State Ratio 394.5
- 56.1 - 192.1 — Below Average
- Zero CNAs
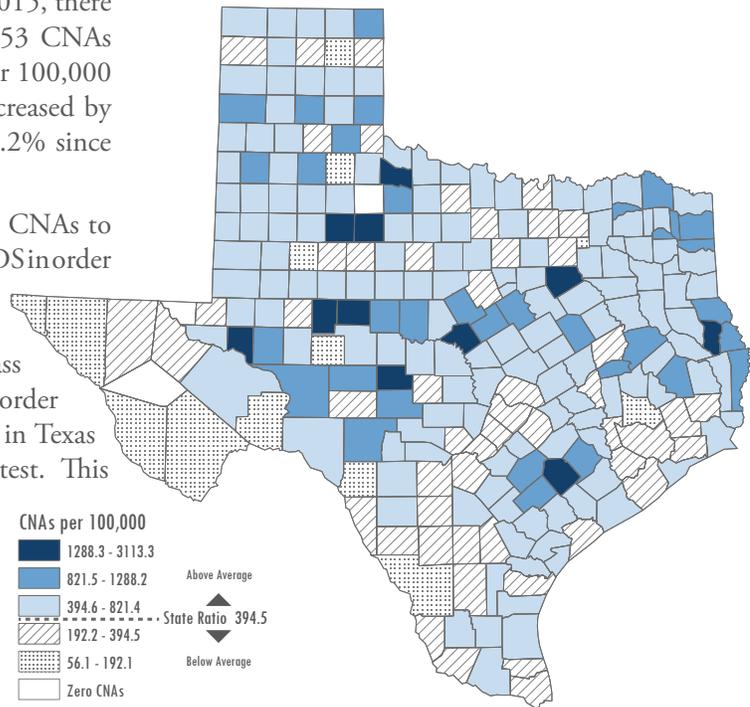
Figure E1. CNAs per 100,000 population, Texas, 1997-2015
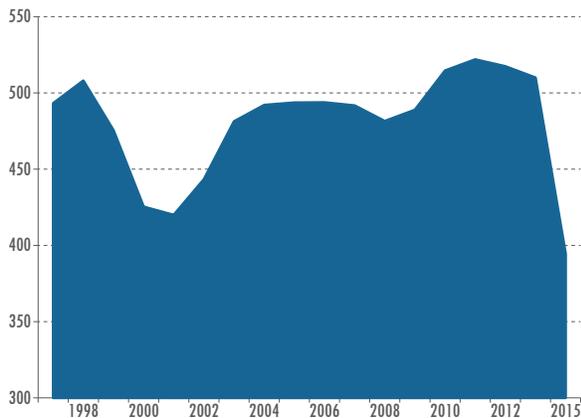
Figure E3. CNAs per 100,000 population by metropolitan and border status, 2015

Metro Border: 319.4
Metro Non-Border: 367.4
Non-Metro Border: 404.3
Non-Metro Non-Border: 675.5
Texas Total: 394.5

Figure A6. RNs per 100,000 population by county of practice, Texas, 2015

RN | All

RNs per 100,000

- 1550.4 - 2059.7
- 1094.4 - 1550.3 — Above Average
- 777.8 - 1094.3
- State Ratio 777.9
- 399.7 - 777.7 — Below Average
- 41.9 - 399.6
- Zero RNs

Figure B3. APRNs per 100,000 population by county of practice, Texas, 2015

APRN | ALL

APRNs per 100,000

- 92.8 - 163.0 — Above Average
- 65.3 - 92.7
- ---- State Ratio 65.2
- 37.5 - 65.2
- 12.3 - 37.4 — Below Average
- 0.0 - 12.2
- Zero APRNs

Figure C4. NPs per 100,000 population by county of practice, Texas, 2015

APRN | Nurse Practitioner

Nurse Practioner's per 100,000

- 91.4 - 120.9
- 69.1 - 91.3 — Above Average
- 47.3 - 69.0
- 25.2 - 47.2 — State Ratio 47.2
- 11.7 - 25.1 — Below Average
- Zero APRNs

Figure C5. CRNAs in Texas per 100,000 population by county of practice, Texas, 2015

APRN | Nurse Anesthetist

CRNAs per 100,000

- 27.7 - 53.9
- 20.6 - 27.6
- 13.6 - 20.5
- 6.4 - 13.5
- 1.2 - 6.3
- Zero APRNs

Above Average

State Ratio 13.5

Below Average
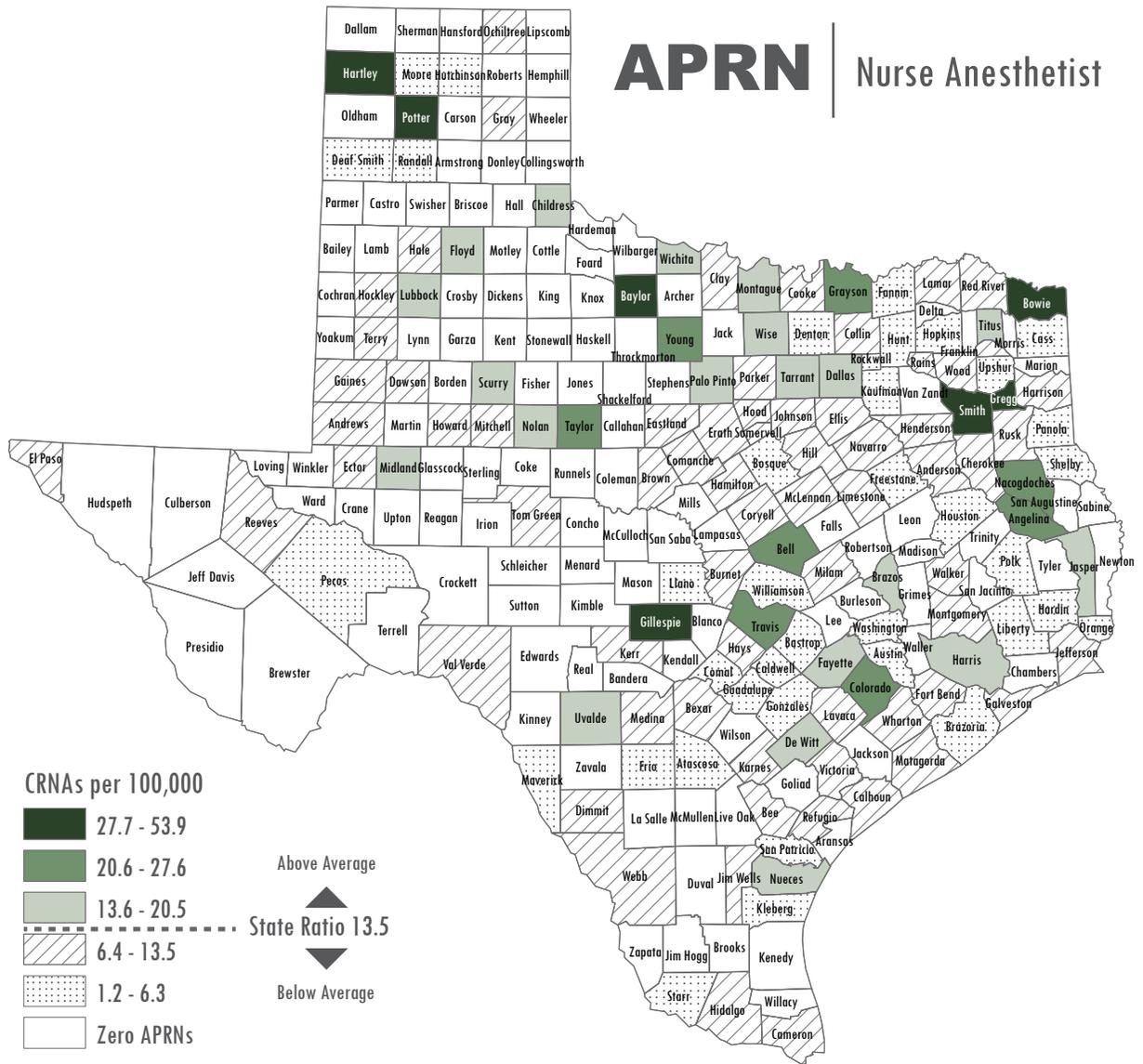
Appendix A — Geographic Distribution of Nurses by Type

Figure C6. CNSs in Texas per 100,000 population by county of practice, Texas, 2015

APRN | Clinical Nurse Specialist

CNSs per 100,000

- 18.3 - 27.5
- 9.9 - 18.2
- 4.6 - 9.8
- State Ratio 4.5
- 1.4 - 4.5
- 0.0 - 1.3
- Zero APRNs

Above Average

Below Average

Figure C7. CNMs in Texas per 100,000 population by county of practice, Texas, 2015

APRN | Nurse Mid-Wife

Nurse-Midwives per 100,000

- 7.4 - 17.0
- 4.4 - 7.3 — Above Average
- 1.4 - 4.3 — State Ratio 1.4
- 0.8 - 1.3
- 0.1 - 0.7 — Below Average
- Zero APRNs

Figure D5. LVNs per 100,000 population by county of practice, Texas, 2015

LVN | All

LVNs per 100,000

- 935.1 - 1868.0
- 488.1 - 935.0
- 285.9 - 488.0
- 153.6 - 285.8
- 71.9 - 153.5
- Zero LVNs

Above Average

State Ratio 285.8

Below Average

Figure E3. CNAs per 100,000 population by county of practice, Texas, 2015

CNA | All

CNAs per 100,000

- 1288.3 - 3113.3
- 821.5 - 1288.2
- 394.6 - 821.4
- 192.2 - 394.5
- 56.1 - 192.1
- Zero CNAs

Above Average

State Ratio 394.5

Below Average

Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F1. RNs practicing in medical/surgical specialties per 100,000 population by county of practice, Texas, 2015

RN | Medical/Surgical

RNs Practicing in Medical/Surgical specialties per 100,000

- 210.0 - 322.5 — Above Average
- 111.4 - 209.9
- - - State Ratio 111.3
- 62.9 - 111.3
- 14.1 - 62.8 — Below Average
- 6.0 - 14.0
- Zero RNs
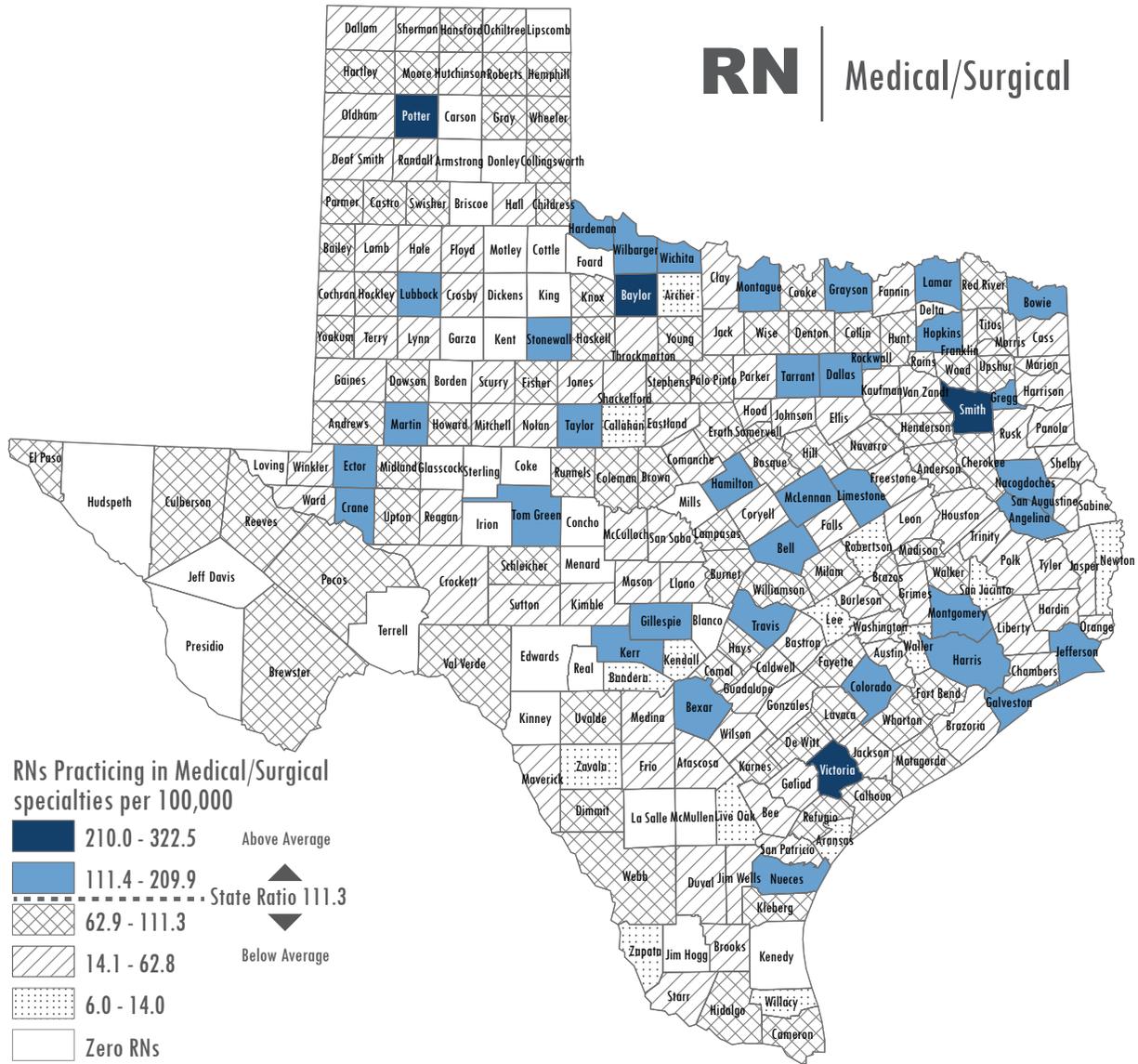
Figure F2. RNs practicing in emergency care specialties per 100,000 population by county of practice, Texas, 2015

RN | Emergency Care

RNs Practicing in Emergency Care Specialties per 100,000

- 121.1 - 177.8
- 86.2 - 121.0 — Above Average
- 51.3 - 86.1
- State Ratio 51.2
- 16.3 - 51.2
- 5.5 - 16.2 — Below Average
- Zero RNs
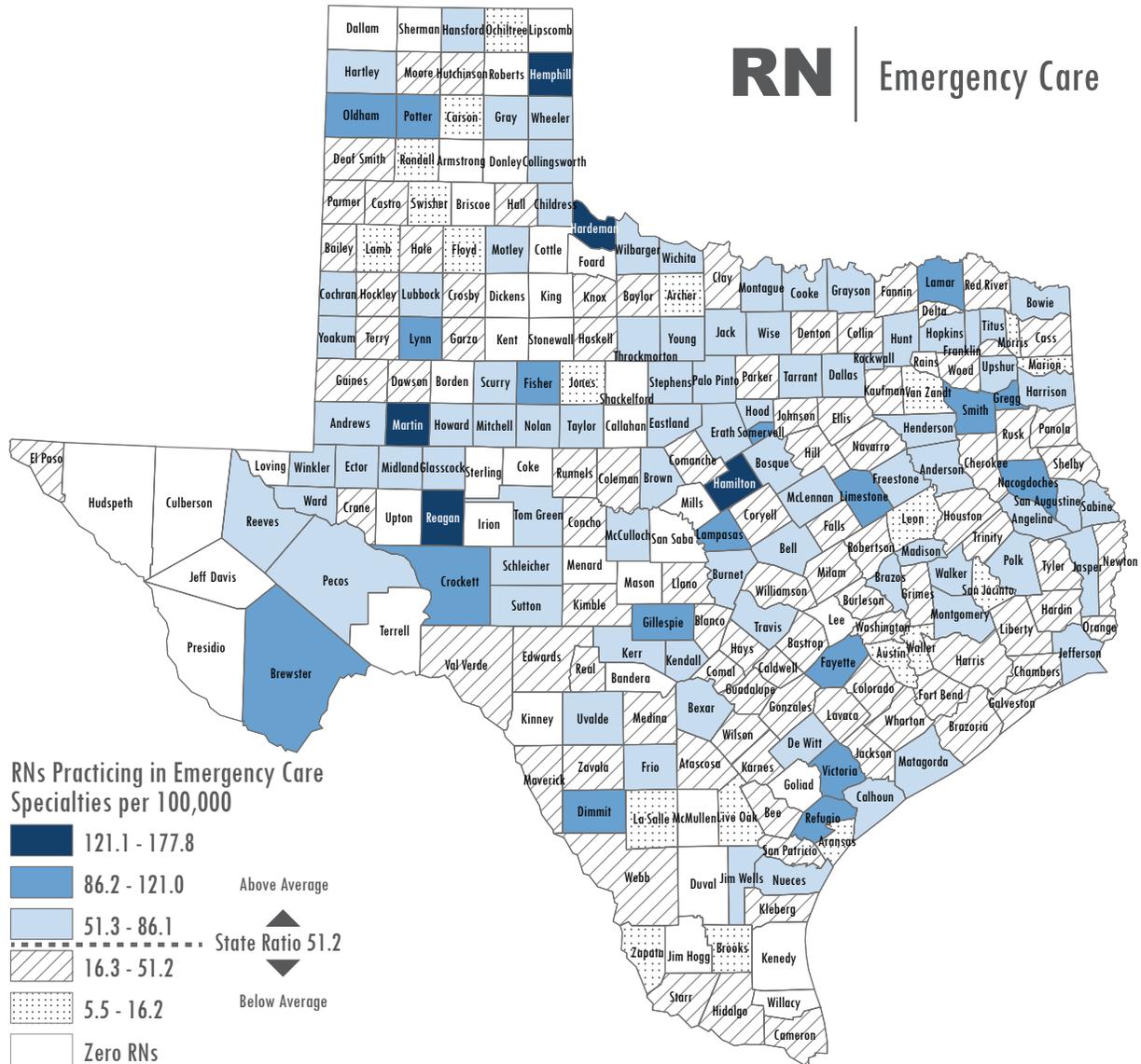
Figure F3. RNs practicing in intensive/critical care specialties per 100,000 population by county of practice, Texas, 2015

RN | Intensive/Critical Care

RNs Practicing in Intensive/Critical Care Specialties per 100,000

- 137.1 - 239.1   Above Average
- 80.2 - 137.0
- 26.9 - 80.1   State Ratio 80.1
- 14.6 - 26.8
- 2.3 - 14.5   Below Average
- Zero RNs
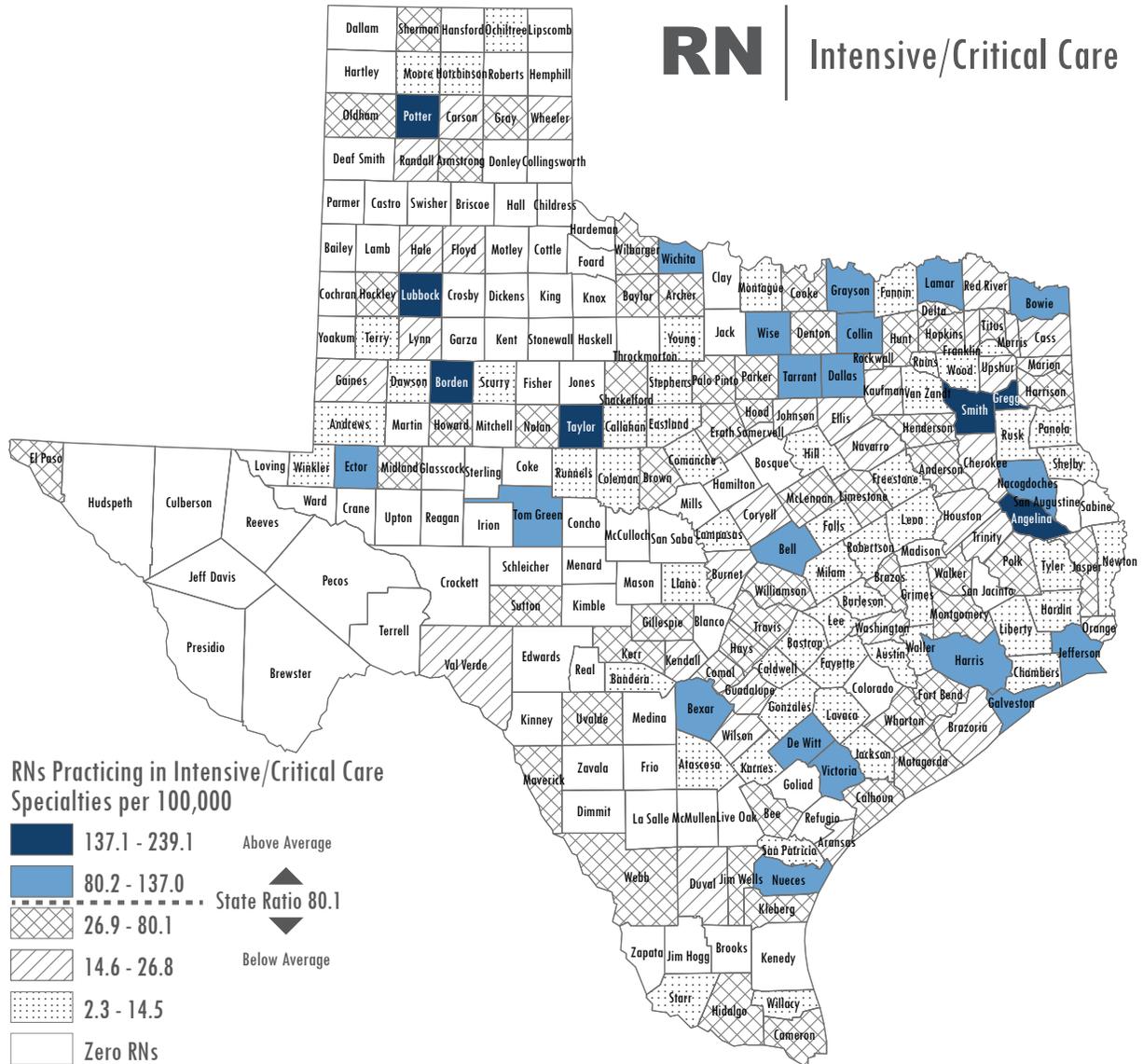
Figure F4. RNs practicing in operating/recovery care specialties per 100,000 population by county of practice, Texas, 2015

RN | Operating/Recovery

RNs Practicing in Operating/Recovery Care Specialties per 100,000

- 110.2 - 134.0
- 82.6 - 110.1 — Above Average
- 54.7 - 82.5
- State Ratio 54.6
- 27.8 - 54.6
- 2.3 - 27.7 — Below Average
- Zero RNs
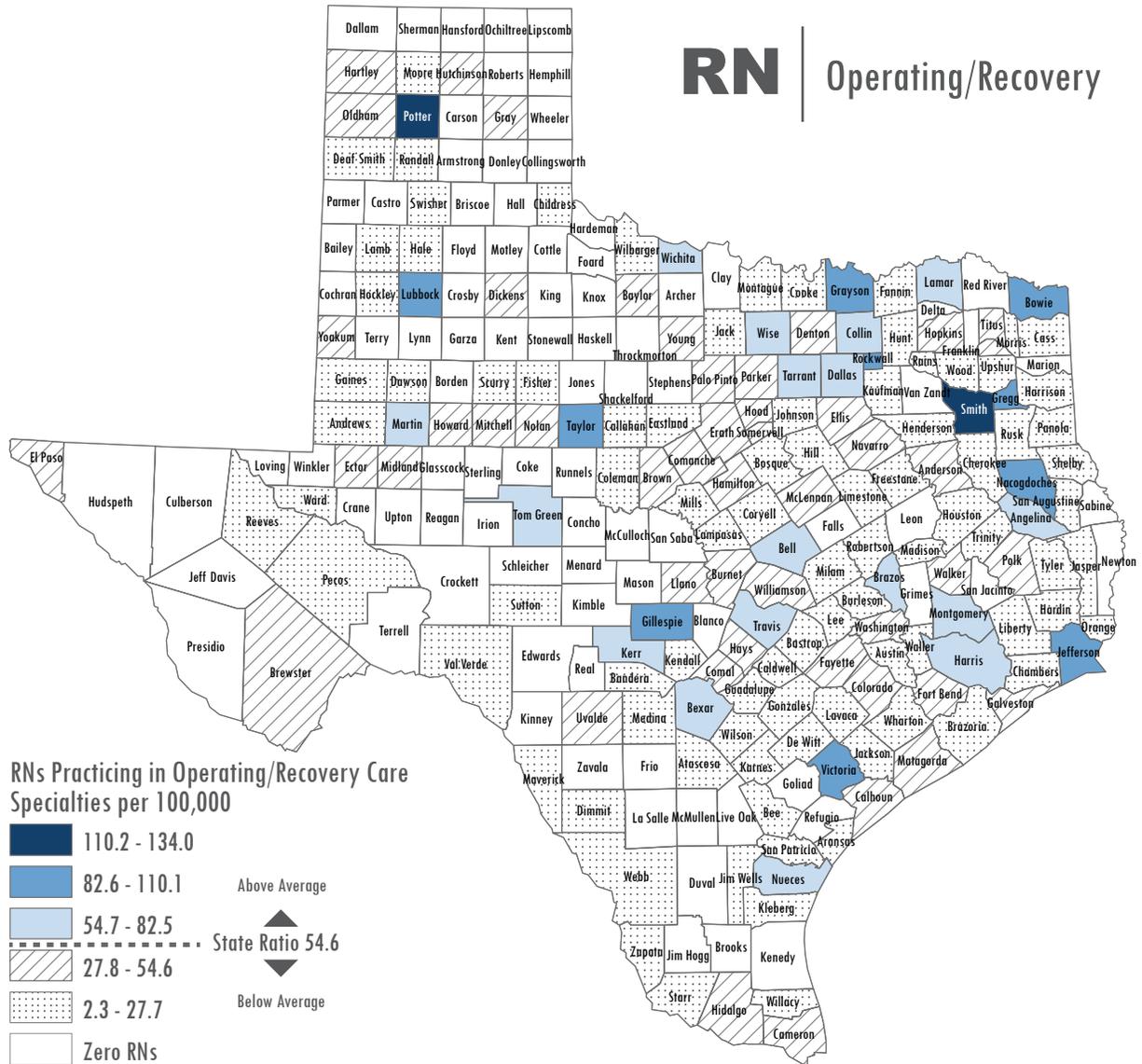
Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F5. RNs practicing in obstetrics/gynecology specialties per 100,000 population by county of practice, Texas, 2015

RN | Obstetrics/Gynecology

RNs Practicing in Obstetrics/Gynecology Specialties per 100,000

- 98.6 - 125.3
- 74.4 - 98.5 — Above Average
- 50.2 - 74.3
- 26.0 - 50.1 — State Ratio 50.1
- 2.2 - 25.9 — Below Average
- Zero RNs

Figure F6. Family Nurse Practitioners per 100,000 population by county of practice, Texas, 2015

NP | Family

Family NPs per 100,000

- 54.9 - 94.8
- 40.7 - 54.8 — Above Average
- 27.3 - 40.6
- 13.5 - 27.2 — State Ratio 27.2
- 2.4 - 13.4 — Below Average
- Zero NPs

Figure F7. Pediatric Nurse Practitioners per 100,000 population by county of practice, Texas, 2015

NP | Pediatric

Pediatric NPs per 100,000

- 5.9 - 10.9   Above Average
- 4.0 - 5.8
- - - - State Ratio 3.9
- 2.8 - 3.9
- 1.6 - 2.7   Below Average
- 0.6 - 1.5
- Zero NPs

Figure F8.Womens Health Nurse Practitioners per 100,000 population by county of practice, Texas, 2015

Figure F9. Adult Care Nurse Practitioners per 100,000 population by county of practice, Texas, 2015

NP | Adult care

Adult Care NPs per 100,000

- 13.5 - 38.9
- 6.8 - 13.4 — Above Average
- 3.1 - 6.7
- State Ratio 3.0
- 1.2 - 3.0
- 0.3 - 1.1 — Below Average
- Zero NPs

Figure F10. Acute Care/Pediatric Nurse Practitioners per 100,000 population by county of practice, Texas, 2015

CNS | Acute Care/Pediatric

Acute Care Pediatric NPs per 100,000

- 2.6 - 3.8 — Above Average
- 1.1 - 2.5
- 0.7 - 0.9 — State Ratio 1.0
- 0.5 - 0.6 — Below Average
- 0.3 - 0.4
- Zero NPs
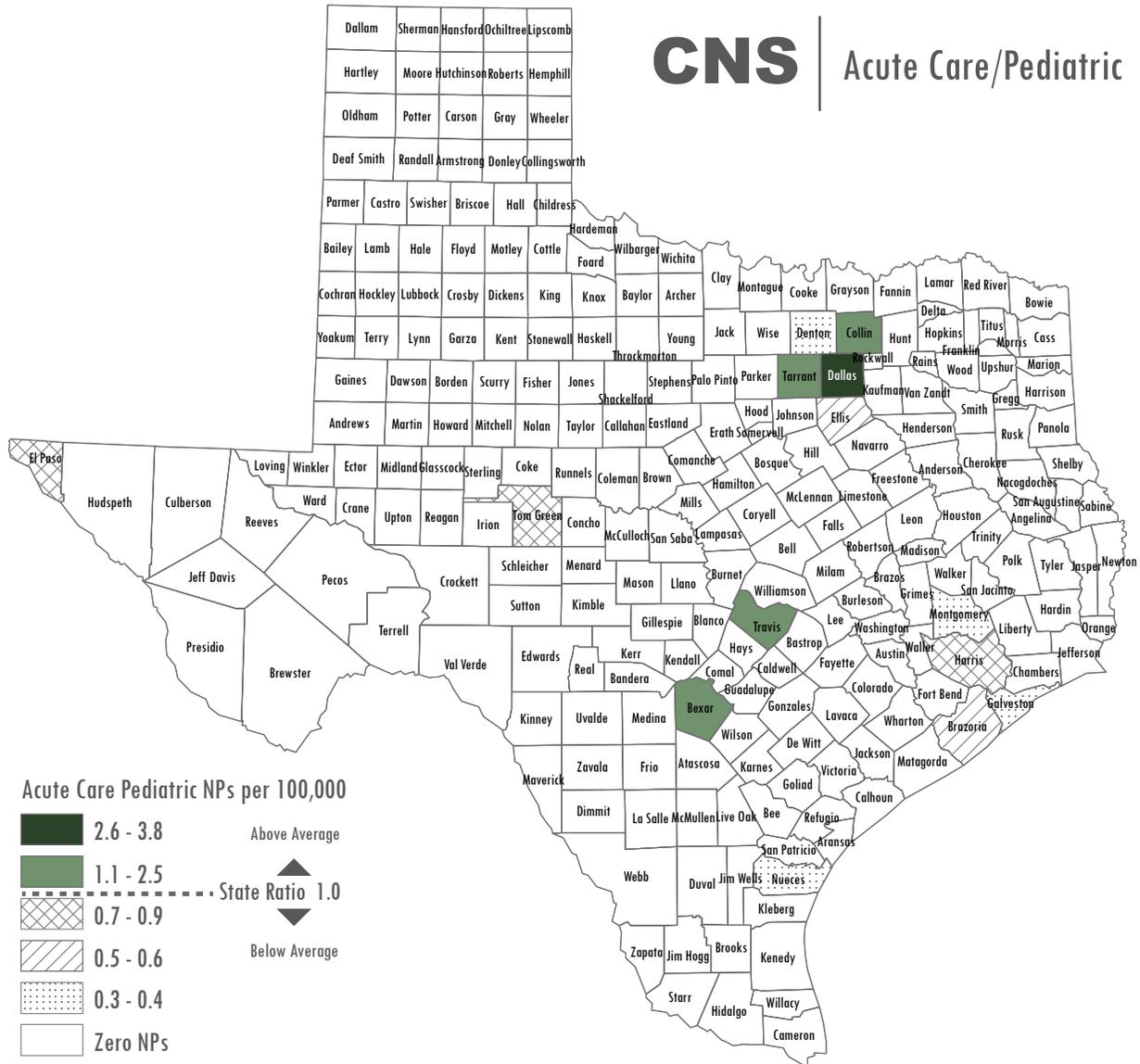
Appendix B — Geographic Distribution of Nurses by Certification Specialty

Figure F11. Adult Nursing Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2015

CNS | Adult Nursing

Adult CNSs per 100,000

- 4.5 - 9.5
- 2.4 - 4.4 — Above Average
- 1.2 - 2.3
- ---- State Ratio 1.1
- 0.6 - 1.1
- 0.1 - 0.5 — Below Average
- Zero CNSs

Figure F12. Medical/Surgical Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2015

CNS | Medical/Surgical

Medical/Surgical CNAs per 100,000

- 5.2 - 27.5
- 2.7 - 5.1   Above Average
- 1.2 - 2.6
- 0.9 - 1.1   State Ratio 1.1
- 0.4 - 0.8   Below Average
- Zero CNAs

Figure F13. Psychiatric/Mental Health Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2015

CNS | Psychiatric/Mental Health

Psychiatric/Mental Health CNAs per 100,000

- 7.5 - 13.7
- 2.8 - 7.4 — Above Average
- 0.8 - 2.7
- 0.7 — State Ratio 0.71
- 0.2 - 0.6 — Below Average
- Zero CNAs

Figure F14. Maternal/Child Health Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2015

CNS | Maternal/Child Health

Maternal/Child Health CNSs per 100,000

- 2.12 - 27.52
- 1.43 - 2.11 *Above Average*
- 0.39 - 1.42
- 0.14 - 0.38 - - - State Ratio 0.38
- 0.00 - 0.13 *Below Average*
- Zero CNAs

Figure F15. Critical Care Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2015

CNS | Critical Care

Critical Care CNSs per 100,000

- 1.23 - 2.72
- 0.65 - 1.22   Above Average
- 0.27 - 0.64
- ---- State Ratio 0.26
- 0.19 - 0.26
- 0.15 - 0.18   Below Average
- Zero CNSs

73
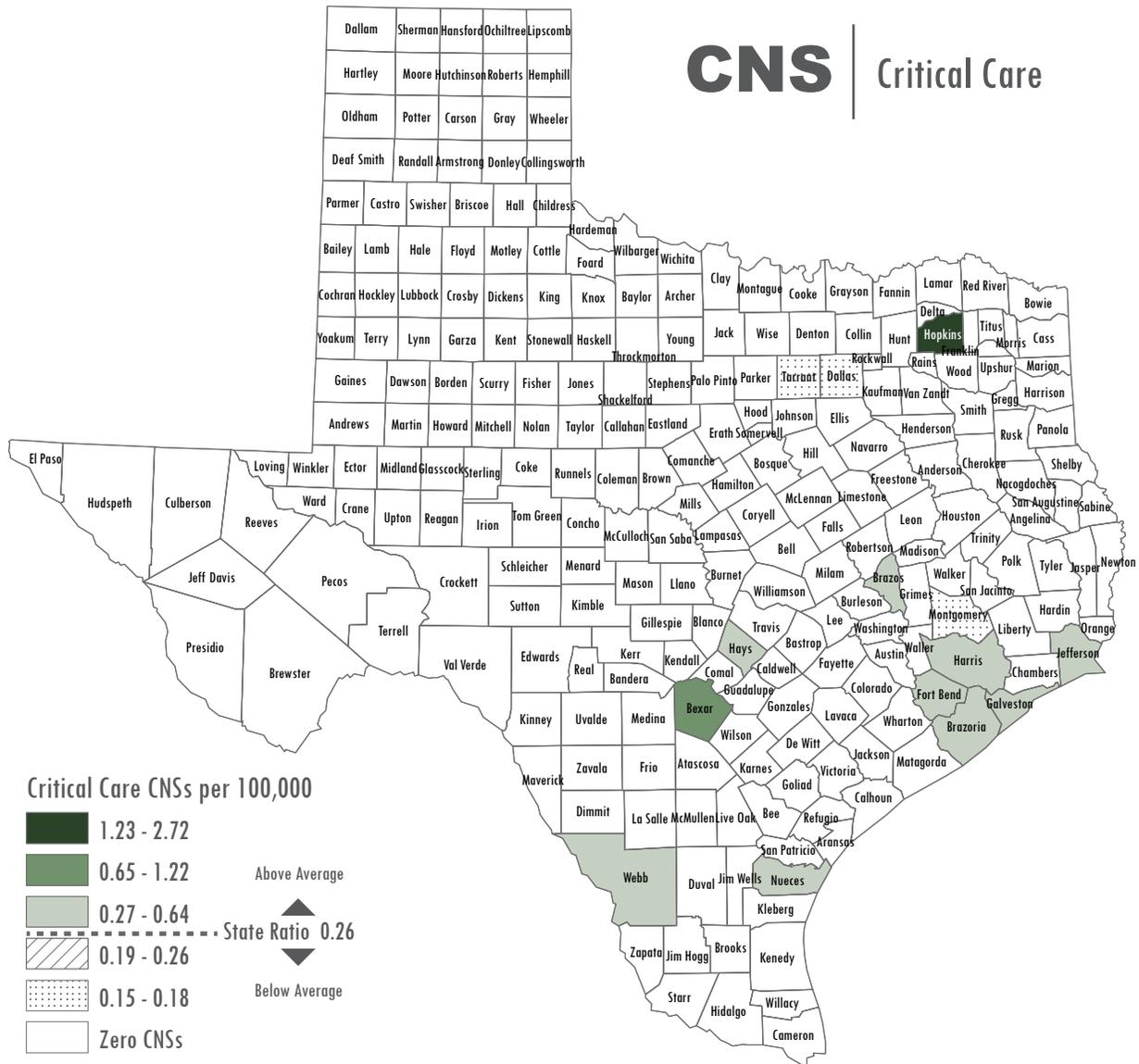
Figure F16. LVNs practicing in geriatric specialties per 100,000 population by county of practice, Texas, 2015

LVN | Geriatric

LVNs Practicing in Geriatric
Specialties per 100,000

- 304.5 - 871.7
- 130.5 - 304.4
- 65.8 - 130.4
- State Ratio 65.7
- 35.5 - 65.7
- 13.5 - 35.4
- Zero LVNs

Above Average

Below Average
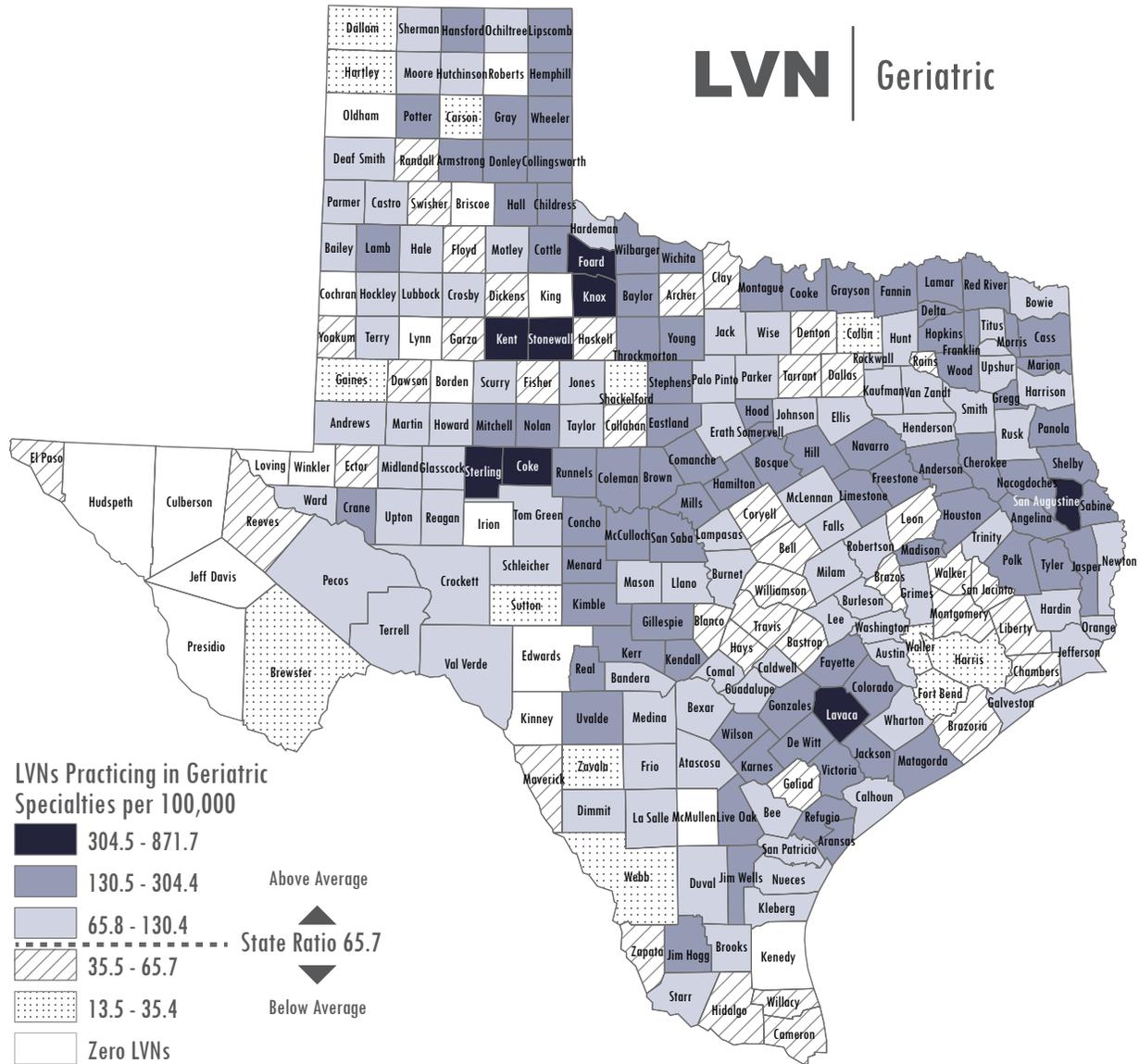
Figure F17. LVNs practicing in general practice settings per 100,000 population by county of practice, Texas, 2015

LVN | General Practice

LVNs Practicing in General Practice Settings per 100,000

- 95.8 - 373.6
- 53.3 - 95.7 — Above Average
- 26.8 - 53.2
- - - State Ratio 26.7
- 15.5 - 26.7
- 6.0 - 15.4 — Below Average
- Zero LVNs
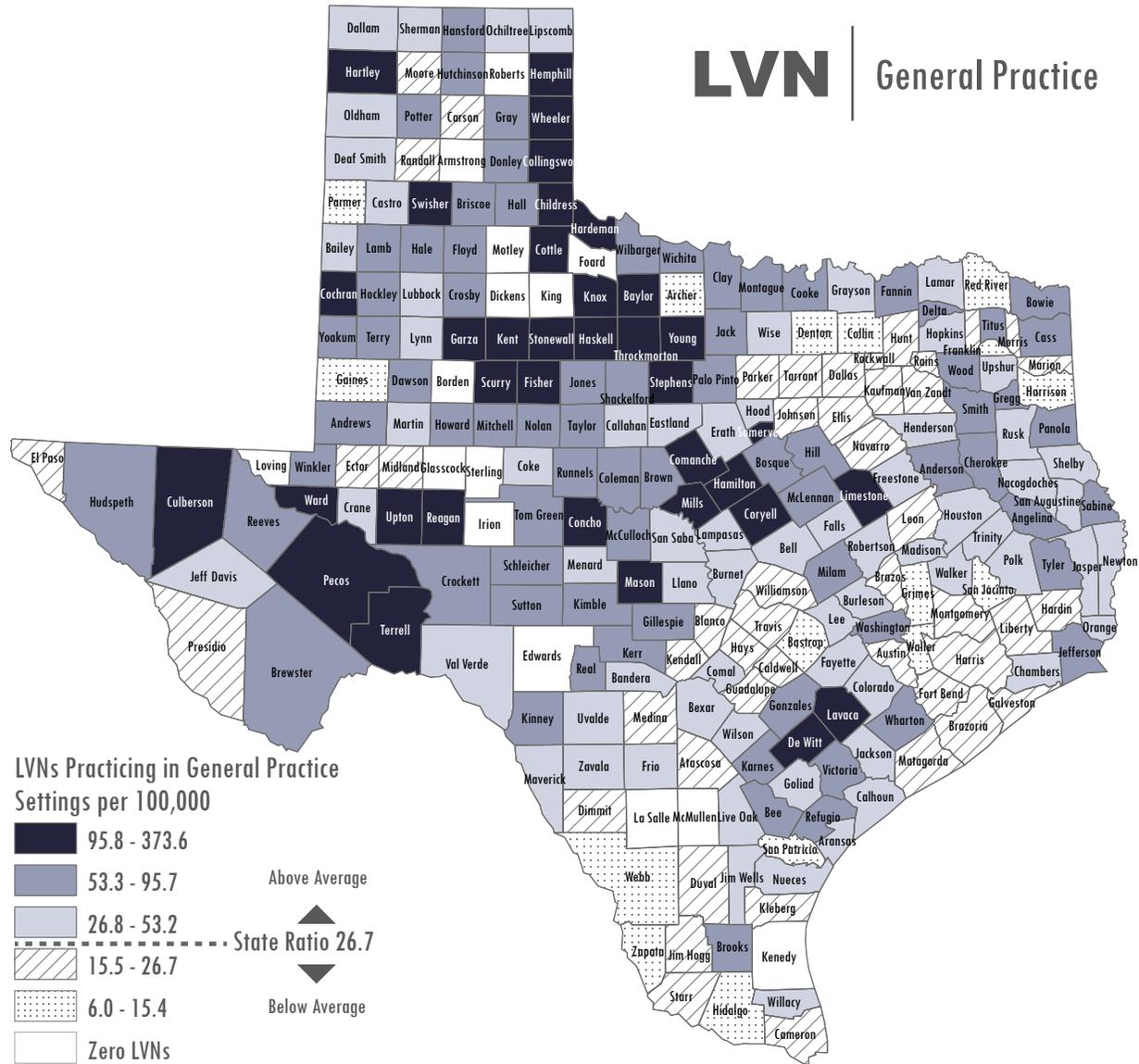
Figure F18. LVNs practicing in medical/surgical specialties per 100,000 population by county of practice Texas, 2015

LVN | Medical/Surgical

LVNs Practicing in Medical/Surgical Specialties per 100,000

- 146.4 - 268.7
- 62.4 - 146.3
- 24.7 - 62.3
- 13.7 - 24.6
- 2.0 - 13.6
- Zero LVNs

Above Average

State Ratio 24.6

Below Average
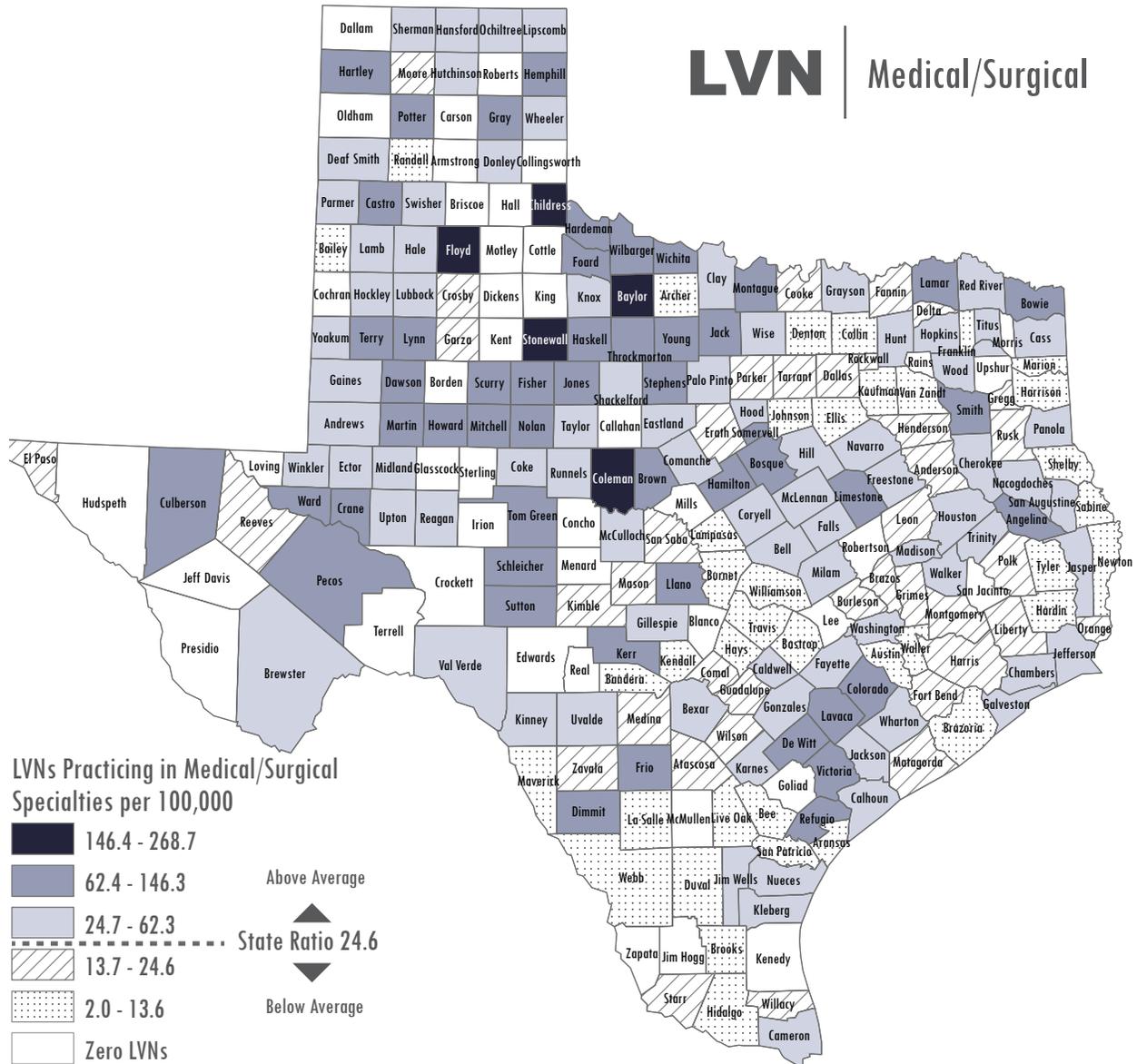
Figure F19. LVNs practicing in home health specialties per 100,000 population by county of practice, Texas, 2015

LVN | Home Health

LVNs Practicing in Home Health Specialties per 100,000

- 145.2 - 249.1
- 76.0 - 145.1
- 31.6 - 75.9
- 18.2 - 31.5
- 5.1 - 18.1
- Zero LVNs

Above Average

State Ratio 31.5

Below Average
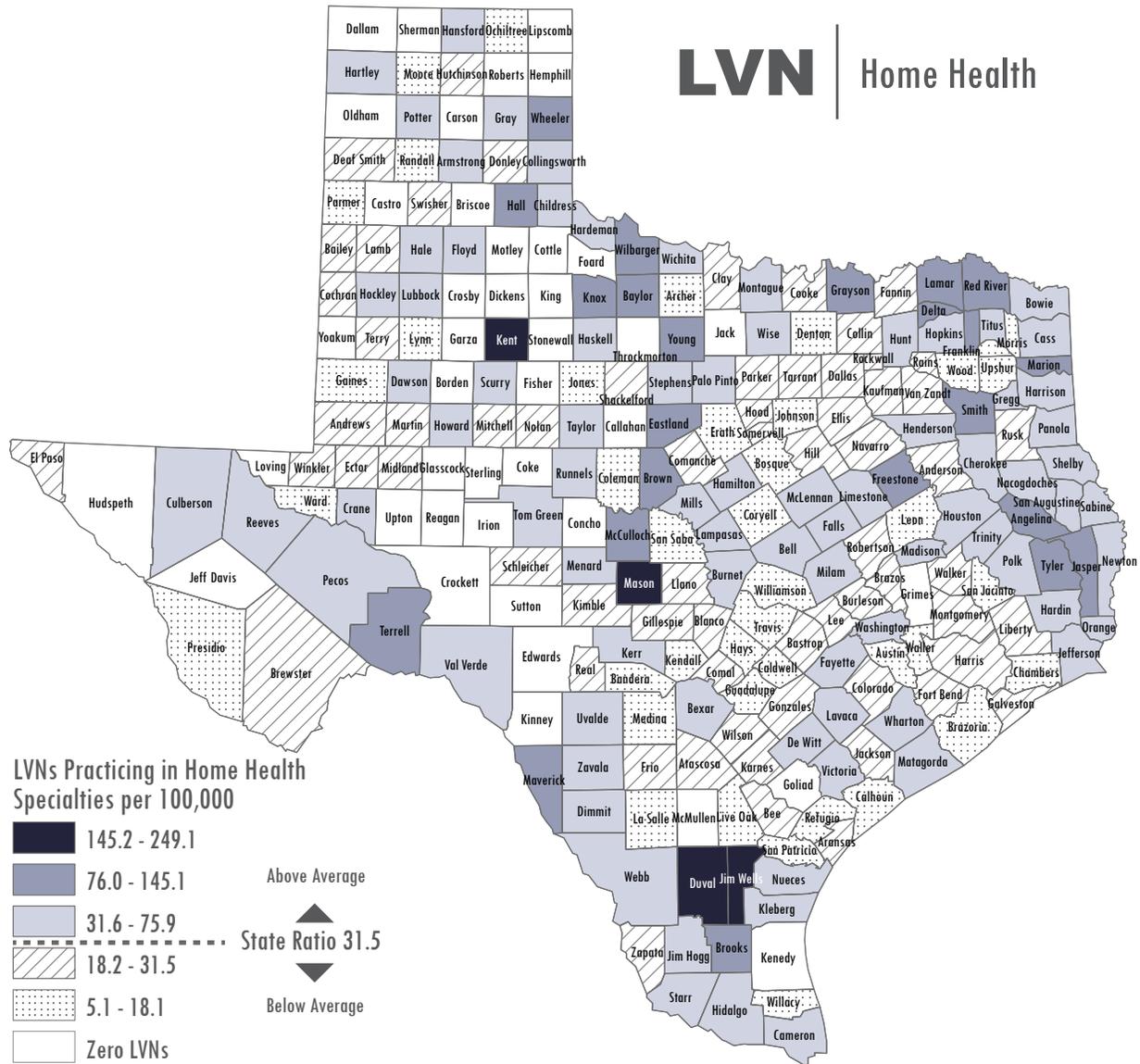
Figure F20. LVNs practicing in pediatric specialties per 100,000 population by county of practice, Texas, 2015

LVN | Pediatric

LVNs Practicing in Pediatric Specialties per 100,000

- 146.9 - 388.8
- 60.6 - 146.8 — Above Average
- 24.3 - 60.5
- State Ratio 24.3
- 12.1 - 24.2
- 3.1 - 12.0 — Below Average
- Zero LVNs

RN
2015 Texas RN Supply by County of Practice, Rank Order by Supply Ratio
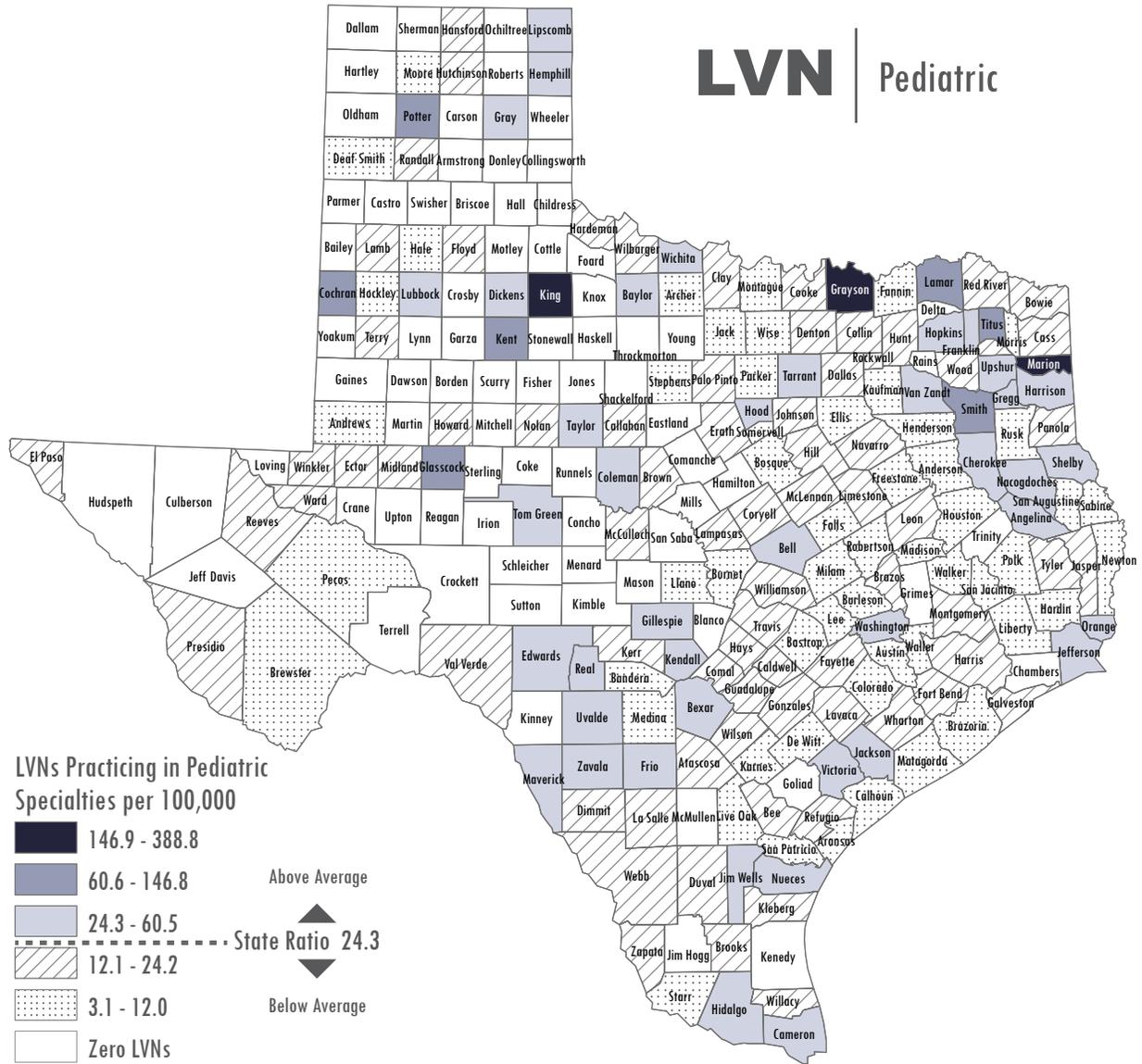
Rank	County	Metro Border Status	Population	RNs	per 100K	Rank	County	Metro Border Status	Population	RNs	per 100K
1	Potter	Metro Non-Border	127,643	2,629	2059.7	42	Hopkins	Non-Metro Non-Border	36,774	254	690.7
2	Kent	Non-Metro Non-Border	803	14	1743.5	43	Childress	Non-Metro Non-Border	7,262	50	688.5
3	Smith	Metro Non-Border	225,731	3,625	1605.9	44	De Witt	Non-Metro Non-Border	20,472	139	679.0
4	Gregg	Metro Non-Border	128,803	1,901	1475.9	45	Throckmorton	Non-Metro Non-Border	1,655	11	664.7
5	Lubbock	Metro Non-Border	295,257	4,161	1409.3	46	Wise	Metro Non-Border	66,321	434	654.4
6	Taylor	Metro Non-Border	135,409	1,745	1288.7	47	El Paso	Metro Border	873,513	5,695	652.0
7	Victoria	Metro Non-Border	89,831	1,150	1280.2	48	Anderson	Non-Metro Non-Border	60,367	385	637.8
8	Wilbarger	Non-Metro Non-Border	14,220	172	1209.6	49	Washington	Non-Metro Non-Border	35,712	226	632.8
9	Jefferson	Metro Non-Border	259,399	3,028	1167.3	50	Young	Non-Metro Non-Border	19,220	119	619.1
10	Lampasas	Metro Non-Border	21,463	243	1131.4	51	Cherokee	Non-Metro Non-Border	54,099	334	617.4
11	Grayson	Metro Non-Border	127,097	1,434	1128.3	52	Knox	Non-Metro Non-Border	3,752	23	613.0
12	Lamar	Non-Metro Non-Border	51,516	581	1127.8	53	Comal	Metro Non-Border	128,347	774	603.1
13	Bowie	Metro Non-Border	93,848	1,055	1124.2	54	Hardeman	Non-Metro Non-Border	4,313	26	602.8
14	Wichita	Metro Non-Border	132,279	1,448	1094.7	55	Delta	Non-Metro Non-Border	5,505	33	599.5
15	Kerr	Non-Metro Non-Border	53,262	578	1085.2	56	Fort Bend	Metro Non-Border	724,104	4321	596.7
16	Tom Green	Metro Non-Border	112,579	1,217	1081.0	57	Jasper	Non-Metro Non-Border	36,523	216	591.4
17	Nueces	Metro Non-Border	357,888	3,827	1069.3	58	Wheeler	Non-Metro Non-Border	5,637	33	585.4
18	Angelina	Non-Metro Non-Border	90,596	955	1054.1	59	Martin	Metro Non-Border	5,182	30	578.9
19	Baylor	Non-Metro Non-Border	3,721	38	1021.2	60	Somervell	Metro Non-Border	9,436	54	572.3
20	Bell	Metro Non-Border	352,210	3,536	1003.9	61	Gray	Non-Metro Non-Border	23,611	134	567.5
21	Bexar	Metro Non-Border	1,882,834	18,392	976.8	62	Cooke	Non-Metro Non-Border	40,075	227	566.4
22	Dallas	Metro Non-Border	2,496,859	23,750	951.2	63	Williamson	Metro Non-Border	518,755	2,932	565.2
23	Travis	Metro Non-Border	1,144,887	10,797	943.1	64	Hunt	Metro Non-Border	93,347	524	561.3
24	Gillespie	Non-Metro Non-Border	27,231	251	921.7	65	Denton	Metro Non-Border	789,094	4,415	559.5
25	Titus	Non-Metro Non-Border	34,910	321	919.5	66	Erath	Non-Metro Non-Border	39,534	220	556.5
26	Galveston	Metro Non-Border	312,880	2,859	913.8	67	Nolan	Non-Metro Non-Border	15,690	87	554.5
27	Tarrant	Metro Non-Border	1,959,449	17,661	901.3	68	Cameron	Metro Border	449,166	2,451	545.7
28	Harris	Metro Non-Border	4,471,427	40,095	896.7	69	Andrews	Non-Metro Non-Border	16,133	88	545.5
29	Nacogdoches	Non-Metro Non-Border	68,586	603	879.2	70	Uvalde	Non-Metro Border	27,543	150	544.6
30	Howard	Non-Metro Non-Border	36,478	320	877.2	71	Fayette	Non-Metro Non-Border	26,381	142	538.3
31	Hamilton	Non-Metro Non-Border	8,654	72	832.0	72	Lavaca	Non-Metro Non-Border	19,541	105	537.3
32	Ector	Metro Non-Border	148,260	1,232	831.0	73	Fannin	Non-Metro Non-Border	35,790	190	530.9
33	McLennan	Metro Non-Border	244,576	2,007	820.6	74	Walker	Non-Metro Non-Border	70,199	364	518.5
34	Collin	Metro Non-Border	949,673	7,750	816.1	75	Matagorda	Non-Metro Non-Border	38,295	198	517.0
35	Limestone	Non-Metro Non-Border	24,761	195	787.5	76	Oldham	Metro Non-Border	2,128	11	516.9
36	Rockwall	Metro Non-Border	95,829	732	763.9	77	Hidalgo	Metro Border	883,903	4,568	516.8
37	Midland	Metro Non-Border	147,653	1,120	758.5	78	Hansford	Non-Metro Non-Border	6,050	31	512.4
38	Montgomery	Metro Non-Border	548,532	4,154	757.3	79	Henderson	Non-Metro Non-Border	81,372	416	511.2
39	Brazos	Metro Non-Border	214,672	1,616	752.8	80	Navarro	Non-Metro Non-Border	51,464	259	503.3
40	Brown	Non-Metro Non-Border	39,488	295	747.1	81	Upton	Non-Metro Non-Border	3,632	18	495.6
41	Stonewall	Non-Metro Non-Border	1,508	11	729.4	82	Brewster	Non-Metro Border	9,752	48	492.2

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

RN

2015 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	RNs	per 100K	Rank	County	Metro Border Status	Population	RNs	per 100K
83	Hood	Metro Non-Border	56,112	275	490.1	129	Coleman	Non-Metro Non-Border	9,061	35	386.3
84	Burnet	Non-Metro Non-Border	47,386	232	489.6	130	Reagan	Non-Metro Non-Border	3,634	14	385.3
85	Palo Pinto	Non-Metro Non-Border	29,914	146	488.1	131	Haskell	Non-Metro Non-Border	5,971	23	385.2
86	Colorado	Non-Metro Non-Border	21,785	106	486.6	132	Crockett	Non-Metro Border	3,918	15	382.8
87	Wharton	Non-Metro Non-Border	42,332	206	486.6	133	Stephens	Non-Metro Non-Border	9,941	38	382.3
88	Hemphill	Non-Metro Non-Border	4,117	20	485.8	134	Scurry	Non-Metro Non-Border	17,884	68	380.2
89	Jim Wells	Non-Metro Non-Border	42,763	207	484.1	135	Kleberg	Non-Metro Non-Border	33,715	128	379.7
90	Eastland	Non-Metro Non-Border	19,259	93	482.9	136	Bosque	Non-Metro Non-Border	19,338	73	377.5
91	Hays	Metro Non-Border	197,298	941	476.9	137	Freestone	Non-Metro Non-Border	20,931	79	377.4
92	Collingsworth	Non-Metro Non-Border	3,147	15	476.6	138	Comanche	Non-Metro Non-Border	14,425	54	374.4
93	Red River	Non-Metro Non-Border	13,227	63	476.3	139	Johnson	Metro Non-Border	167,760	628	374.3
94	Milam	Non-Metro Non-Border	25,759	122	473.6	140	Moore	Non-Metro Non-Border	23,849	89	373.2
95	Culberson	Non-Metro Border	2,568	12	467.3	141	Parker	Metro Non-Border	136,501	508	372.2
96	Polk	Non-Metro Non-Border	48,633	225	462.6	142	Upshur	Metro Non-Border	42,223	156	369.5
97	Mason	Non-Metro Non-Border	4,128	19	460.3	143	Rusk	Metro Non-Border	58,150	213	366.3
98	Kaufman	Metro Non-Border	124,238	570	458.8	144	Frio	Non-Metro Border	18,668	68	364.3
99	Harrison	Non-Metro Non-Border	68,889	315	457.3	145	Sutton	Non-Metro Border	4,417	16	362.2
100	Houston	Non-Metro Non-Border	24,515	109	444.6	146	Hutchinson	Non-Metro Non-Border	22,372	81	362.1
101	Webb	Metro Border	282,143	1,249	442.7	147	Maverick	Non-Metro Border	58,947	212	359.6
102	Llano	Non-Metro Non-Border	20,400	90	441.2	148	Kimble	Non-Metro Non-Border	4,848	17	350.7
103	Kendall	Metro Non-Border	38,993	172	441.1	149	Ochiltree	Non-Metro Non-Border	11,410	40	350.6
104	Hartley	Non-Metro Non-Border	6,172	27	437.5	150	Floyd	Non-Metro Non-Border	6,579	23	349.6
105	Yoakum	Non-Metro Non-Border	8,687	38	437.4	151	Schleicher	Non-Metro Non-Border	3,726	13	348.9
106	Runnels	Non-Metro Non-Border	10,756	47	437.0	152	Shelby	Non-Metro Non-Border	27,068	93	343.6
107	Brazoria	Metro Non-Border	358,855	1,557	433.9	153	Coke	Non-Metro Non-Border	3,213	11	342.4
108	Calhoun	Non-Metro Non-Border	23,298	101	433.5	154	Guadalupe	Metro Non-Border	155,621	526	338.0
109	Panola	Non-Metro Non-Border	24,912	108	433.5	155	Gonzales	Non-Metro Non-Border	21,128	71	336.0
110	Dimmit	Non-Metro Border	10,473	45	429.7	156	Camp	Non-Metro Non-Border	13,421	45	335.3
111	Coryell	Metro Non-Border	81,321	348	427.9	157	Tyler	Non-Metro Non-Border	22,257	74	332.5
112	Cass	Non-Metro Non-Border	31,323	134	427.8	158	Sabine	Non-Metro Non-Border	11,486	38	330.8
113	San Augustine	Non-Metro Non-Border	9,151	39	426.2	159	Orange	Metro Non-Border	85,098	281	330.2
114	Hill	Non-Metro Non-Border	37,282	158	423.8	160	Crane	Non-Metro Non-Border	4,847	16	330.1
115	Wood	Non-Metro Non-Border	45,341	192	423.5	161	Jackson	Non-Metro Non-Border	14,238	47	330.1
116	Val Verde	Non-Metro Border	51,217	216	421.7	162	Lynn	Metro Non-Border	6,095	20	328.1
117	Karnes	Non-Metro Non-Border	15,557	65	417.8	163	McCulloch	Non-Metro Non-Border	8,634	28	324.3
118	Randall	Metro Non-Border	130,799	546	417.4	164	Swisher	Non-Metro Non-Border	8,055	26	322.8
119	Pecos	Non-Metro Border	16,380	68	415.1	165	Terry	Non-Metro Non-Border	13,027	42	322.4
120	Hockley	Non-Metro Non-Border	24,077	99	411.2	166	Wilson	Metro Non-Border	49,833	160	321.1
121	Mitchell	Non-Metro Non-Border	9,727	40	411.2	167	Dawson	Non-Metro Non-Border	14,359	46	320.4
122	Montague	Non-Metro Non-Border	20,610	84	407.6	168	Mills	Non-Metro Non-Border	5,056	16	316.5
123	Bee	Non-Metro Non-Border	32,698	133	406.8	169	Crosby	Metro Non-Border	6,640	21	316.3
124	Fisher	Non-Metro Non-Border	3,943	16	405.8	170	San Patricio	Metro Non-Border	66,697	208	311.9
125	Franklin	Non-Metro Non-Border	11,220	45	401.1	171	Falls	Metro Non-Border	18,632	58	311.3
126	Hale	Non-Metro Non-Border	37,400	149	398.4	172	Shackelford	Non-Metro Non-Border	3,552	11	309.7
127	Marion	Non-Metro Non-Border	11,059	44	397.9	173	Concho	Non-Metro Non-Border	4,207	13	309.0
128	Ellis	Metro Non-Border	173,277	681	393.0	174	Bailey	Non-Metro Non-Border	7,799	24	307.7

2015 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	RNs	per 100K
175	Refugio	Non-Metro Non-Border	7,486	23	307.2
176	Deaf Smith	Non-Metro Non-Border	20,982	64	305.0
177	Armstrong	Metro Non-Border	1,969	6	304.7
178	Ward	Non-Metro Non-Border	10,960	33	301.1
179	Madison	Non-Metro Non-Border	14,639	44	300.6
180	Reeves	Non-Metro Border	14,398	43	298.7
181	Borden	Non-Metro Non-Border	673	2	297.2
182	Irion	Metro Non-Border	1,683	5	297.1
183	Foard	Non-Metro Non-Border	1,355	4	295.2
184	Castro	Non-Metro Non-Border	8,500	25	294.1
185	Lamb	Non-Metro Non-Border	14,307	41	286.6
186	Parmer	Non-Metro Non-Border	11,258	32	284.2
187	Gaines	Non-Metro Non-Border	19,515	55	281.8
188	Dickens	Non-Metro Non-Border	2,493	7	280.8
189	Sherman	Non-Metro Non-Border	3,220	9	279.5
190	Medina	Metro Non-Border	51,307	142	276.8
191	Hardin	Metro Non-Border	58,521	161	275.1
192	Atascosa	Metro Non-Border	50,278	138	274.5
193	Cochran	Non-Metro Non-Border	3,302	9	272.6
194	San Saba	Non-Metro Non-Border	6,296	17	270.0
195	Hall	Non-Metro Non-Border	3,346	9	269.0
196	McMullen	Non-Metro Border	750	2	266.7
197	Jack	Non-Metro Non-Border	9,382	25	266.5
198	Menard	Non-Metro Non-Border	2,346	6	255.8
199	Chambers	Metro Non-Border	40,945	103	251.6
200	Sterling	Non-Metro Non-Border	1,193	3	251.5
201	Morris	Non-Metro Non-Border	13,438	33	245.6
202	Jones	Metro Non-Border	21,223	52	245.0
203	Van Zandt	Non-Metro Non-Border	55,413	134	241.8
204	Bandera	Metro Non-Border	22,792	55	241.3
205	Aransas	Metro Non-Border	24,738	59	238.5
206	Garza	Non-Metro Non-Border	6,738	16	237.5
207	Glasscock	Non-Metro Non-Border	1,293	3	232.0
208	Clay	Metro Non-Border	11,224	26	231.6
209	Goliad	Metro Non-Border	7,856	18	229.1
210	Kenedy	Non-Metro Border	438	1	228.3
211	Callahan	Metro Non-Border	14,129	32	226.5
212	Trinity	Non-Metro Non-Border	15,618	35	224.1
213	Caldwell	Metro Non-Border	43,322	93	214.7
214	Austin	Metro Non-Border	32,238	69	214.0
215	Grimes	Non-Metro Non-Border	28,642	61	213.0
216	Blanco	Non-Metro Non-Border	11,742	25	212.9
217	Winkler	Non-Metro Non-Border	7,755	16	206.3
218	Starr	Non-Metro Border	65,101	134	205.8
219	Roberts	Non-Metro Non-Border	975	2	205.1
220	Bastrop	Metro Non-Border	86,175	174	201.9

Rank	County	Metro Border Status	Population	RNs	per 100K
221	Archer	Metro Non-Border	9,502	19	200.0
222	Rains	Non-Metro Non-Border	12,019	24	199.7
223	Liberty	Metro Non-Border	82,984	159	191.6
224	Donley	Non-Metro Non-Border	3,781	7	185.1
225	Live Oak	Non-Metro Non-Border	11,718	21	179.2
226	Briscoe	Non-Metro Non-Border	1,676	3	179.0
227	Burleson	Metro Non-Border	18,482	33	178.6
228	Real	Non-Metro Border	3,393	6	176.8
229	Brooks	Non-Metro Border	7,502	13	173.3
230	Lipscomb	Non-Metro Non-Border	3,549	6	169.1
231	Carson	Metro Non-Border	6,354	10	157.4
232	Robertson	Metro Non-Border	18,098	27	149.2
233	Lee	Non-Metro Non-Border	17,880	25	139.8
234	Duval	Non-Metro Border	12,247	17	138.8
235	Kinney	Non-Metro Border	3,734	5	133.9
236	Willacy	Non-Metro Border	24,444	32	130.9
237	Leon	Non-Metro Non-Border	18,131	23	126.9
238	Waller	Metro Non-Border	50,082	63	125.8
239	Jeff Davis	Non-Metro Border	2,434	3	123.3
240	Dallam	Non-Metro Non-Border	7,407	9	121.5
241	Newton	Metro Non-Border	14,431	17	117.8
242	Zapata	Non-Metro Border	15,544	17	109.4
243	Presidio	Non-Metro Border	8,314	9	108.3
244	Jim Hogg	Non-Metro Border	5,548	6	108.1
245	San Jacinto	Non-Metro Non-Border	29,386	30	102.1
246	Terrell	Non-Metro Border	1,026	1	97.5
247	Edwards	Non-Metro Border	2,119	2	94.4
248	Zavala	Non-Metro Border	12,324	11	89.3
249	Motley	Non-Metro Non-Border	1,216	1	82.2
250	Cottle	Non-Metro Non-Border	1,572	1	63.6
251	Hudspeth	Metro Border	3,735	2	53.5
252	La Salle	Non-Metro Border	7,601	3	41.9
-	King	Non-Metro Non-Border	293	0	0
-	Loving	Non-Metro Non-Border	81	0	0

2015 Texas RN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	RNs	per 100K	County	Rank	Metro Border Status	Population	RNs	per 100K
Anderson	48	Non-Metro Non-Border	60,367	385	637.8	Colorado	86	Non-Metro Non-Border	21,785	106	486.6
Andrews	69	Non-Metro Non-Border	16,133	88	545.5	Comal	53	Metro Non-Border	128,347	774	603.1
Angelina	18	Non-Metro Non-Border	90,596	955	1054.1	Comanche	138	Non-Metro Non-Border	14,425	54	374.4
Aransas	205	Metro Non-Border	24,738	59	238.5	Concho	173	Non-Metro Non-Border	4,207	13	309.0
Archer	221	Metro Non-Border	9,502	19	200.0	Cooke	62	Non-Metro Non-Border	40,075	227	566.4
Armstrong	177	Metro Non-Border	1,969	6	304.7	Coryell	111	Metro Non-Border	81,321	348	427.9
Atascosa	192	Metro Non-Border	50,278	138	274.5	Cottle	250	Non-Metro Non-Border	1,572	1	63.6
Austin	214	Metro Non-Border	32,238	69	214.0	Crane	160	Non-Metro Non-Border	4,847	16	330.1
Bailey	174	Non-Metro Non-Border	7,799	24	307.7	Crockett	132	Non-Metro Border	3,918	15	382.8
Bandera	204	Metro Non-Border	22,792	55	241.3	Crosby	169	Metro Non-Border	6,640	21	316.3
Bastrop	220	Metro Non-Border	86,175	174	201.9	Culberson	95	Non-Metro Border	2,568	12	467.3
Baylor	19	Non-Metro Non-Border	3,721	38	1021.2	Dallam	240	Non-Metro Non-Border	7,407	9	121.5
Bee	123	Non-Metro Non-Border	32,698	133	406.8	Dallas	22	Metro Non-Border	2,496,859	23,750	951.2
Bell	20	Metro Non-Border	352,210	3,536	1003.9	Dawson	167	Non-Metro Non-Border	14,359	46	320.4
Bexar	21	Metro Non-Border	1,882,834	18,392	976.8	De Witt	44	Non-Metro Non-Border	20,472	139	679.0
Blanco	216	Non-Metro Non-Border	11,742	25	212.9	Deaf Smith	176	Non-Metro Non-Border	20,982	64	305.0
Borden	181	Non-Metro Non-Border	673	2	297.2	Delta	55	Non-Metro Non-Border	5,505	33	599.5
Bosque	136	Non-Metro Non-Border	19,338	73	377.5	Denton	65	Metro Non-Border	789,094	4,415	559.5
Bowie	13	Metro Non-Border	93,848	1,055	1124.2	Dickens	188	Non-Metro Non-Border	2,493	7	280.8
Brazoria	107	Metro Non-Border	358,855	1,557	433.9	Dimmit	110	Non-Metro Border	10,473	45	429.7
Brazos	39	Metro Non-Border	214,672	1,616	752.8	Donley	224	Non-Metro Non-Border	3,781	7	185.1
Brewster	82	Non-Metro Border	9,752	48	492.2	Duval	234	Non-Metro Border	12,247	17	138.8
Briscoe	226	Non-Metro Non-Border	1,676	3	179.0	Eastland	90	Non-Metro Non-Border	19,259	93	482.9
Brooks	229	Non-Metro Border	7,502	13	173.3	Ector	32	Metro Non-Border	148,260	1,232	831.0
Brown	40	Non-Metro Non-Border	39,488	295	747.1	Edwards	247	Non-Metro Border	2,119	2	94.4
Burleson	227	Metro Non-Border	18,482	33	178.6	El Paso	47	Metro Border	873,513	5,695	652.0
Burnet	84	Non-Metro Non-Border	47,386	232	489.6	Ellis	128	Metro Non-Border	173,277	681	393.0
Caldwell	213	Metro Non-Border	43,322	93	214.7	Erath	66	Non-Metro Non-Border	39,534	220	556.5
Calhoun	108	Non-Metro Non-Border	23,298	101	433.5	Falls	171	Metro Non-Border	18,632	58	311.3
Callahan	211	Metro Non-Border	14,129	32	226.5	Fannin	73	Non-Metro Non-Border	35,790	190	530.9
Cameron	68	Metro Border	449,166	2,451	545.7	Fayette	71	Non-Metro Non-Border	26,381	142	538.3
Camp	156	Non-Metro Non-Border	13,421	45	335.3	Fisher	124	Non-Metro Non-Border	3,943	16	405.8
Carson	231	Metro Non-Border	6,354	10	157.4	Floyd	150	Non-Metro Non-Border	6,579	23	349.6
Cass	112	Non-Metro Non-Border	31,323	134	427.8	Foard	183	Non-Metro Non-Border	1,355	4	295.2
Castro	184	Non-Metro Non-Border	8,500	25	294.1	Fort Bend	56	Metro Non-Border	724,104	4,321	596.7
Chambers	199	Metro Non-Border	40,945	103	251.6	Franklin	125	Non-Metro Non-Border	11,220	45	401.1
Cherokee	51	Non-Metro Non-Border	54,099	334	617.4	Freestone	137	Non-Metro Non-Border	20,931	79	377.4
Childress	43	Non-Metro Non-Border	7,262	50	688.5	Frio	144	Non-Metro Border	18,668	68	364.3
Clay	208	Metro Non-Border	11,224	26	231.6	Gaines	187	Non-Metro Non-Border	19,515	55	281.8
Cochran	193	Non-Metro Non-Border	3,302	9	272.6	Galveston	26	Metro Non-Border	312,880	2,859	913.8
Coke	153	Non-Metro Non-Border	3,213	11	342.4	Garza	206	Non-Metro Non-Border	6,738	16	237.5
Coleman	129	Non-Metro Non-Border	9,061	35	386.3	Gillespie	24	Non-Metro Non-Border	27,231	251	921.7
Collin	34	Metro Non-Border	949,673	7,750	816.1	Glasscock	207	Non-Metro Non-Border	1,293	3	232.0
Collingsworth	92	Non-Metro Non-Border	3,147	15	476.6	Goliad	209	Metro Non-Border	7,856	18	229.1

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

RN

2015 Texas RN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	RNs	per 100K		County	Rank	Metro Border Status	Population	RNs	per 100K
Gonzales	155	Non-Metro Non-Border	21,128	71	336.0		Kimble	148	Non-Metro Non-Border	4,848	17	350.7
Gray	61	Non-Metro Non-Border	23,611	134	567.5		King		Non-Metro Non-Border	293	0	0.0
Grayson	11	Metro Non-Border	127,097	1,434	1128.3		Kinney	235	Non-Metro Border	3,734	5	133.9
Gregg	4	Metro Non-Border	128,803	1,901	1475.9		Kleberg	135	Non-Metro Non-Border	33,715	128	379.7
Grimes	215	Non-Metro Non-Border	28,642	61	213.0		Knox	52	Non-Metro Non-Border	3,752	23	613.0
Guadalupe	154	Metro Non-Border	155,621	526	338.0		La Salle	252	Non-Metro Border	7,601	3	41.9
Hale	126	Non-Metro Non-Border	37,400	149	398.4		Lamar	12	Non-Metro Non-Border	51,516	581	1127.8
Hall	195	Non-Metro Non-Border	3,346	9	269.0		Lamb	185	Non-Metro Non-Border	14,307	41	286.6
Hamilton	31	Non-Metro Non-Border	8,654	72	832.0		Lampasas	10	Metro Non-Border	21,463	243	1131.4
Hansford	78	Non-Metro Non-Border	6,050	31	512.4		Lavaca	72	Non-Metro Non-Border	19,541	105	537.3
Hardeman	54	Non-Metro Non-Border	4,313	26	602.8		Lee	233	Non-Metro Non-Border	17,880	25	139.8
Hardin	191	Metro Non-Border	58,521	161	275.1		Leon	237	Non-Metro Non-Border	18,131	23	126.9
Harris	28	Metro Non-Border	4,471,427	40,095	896.7		Liberty	223	Metro Non-Border	82,984	159	191.6
Harrison	99	Non-Metro Non-Border	68,889	315	457.3		Limestone	35	Non-Metro Non-Border	24,761	195	787.5
Hartley	104	Non-Metro Non-Border	6,172	27	437.5		Lipscomb	230	Non-Metro Non-Border	3,549	6	169.1
Haskell	131	Non-Metro Non-Border	5,971	23	385.2		Live Oak	225	Non-Metro Non-Border	11,718	21	179.2
Hays	91	Metro Non-Border	197,298	941	476.9		Llano	102	Non-Metro Non-Border	20,400	90	441.2
Hemphill	88	Non-Metro Non-Border	4,117	20	485.8		Loving	-	Non-Metro Non-Border	81	0	0
Henderson	79	Non-Metro Non-Border	81,372	416	511.2		Lubbock	5	Metro Non-Border	295,257	4,161	1409.3
Hidalgo	77	Metro Border	883,903	4,568	516.8		Lynn	162	Metro Non-Border	6,095	20	328.1
Hill	114	Non-Metro Non-Border	37,282	158	423.8		Madison	179	Non-Metro Non-Border	14,639	44	300.6
Hockley	120	Non-Metro Non-Border	24,077	99	411.2		Marion	127	Non-Metro Non-Border	11,059	44	397.9
Hood	83	Metro Non-Border	56,112	275	490.1		Martin	59	Metro Non-Border	5,182	30	578.9
Hopkins	42	Non-Metro Non-Border	36,774	254	690.7		Mason	97	Non-Metro Non-Border	4,128	19	460.3
Houston	100	Non-Metro Non-Border	24,515	109	444.6		Matagorda	75	Non-Metro Non-Border	38,295	198	517.0
Howard	30	Non-Metro Non-Border	36,478	320	877.2		Maverick	147	Non-Metro Border	58,947	212	359.6
Hudspeth	251	Metro Border	3,735	2	53.5		McCulloch	163	Non-Metro Non-Border	8,634	28	324.3
Hunt	64	Metro Non-Border	93,347	524	561.3		McLennan	33	Metro Non-Border	244,576	2,007	820.6
Hutchinson	146	Non-Metro Non-Border	22,372	81	362.1		McMullen	196	Non-Metro Border	750	2	266.7
Irion	182	Metro Non-Border	1,683	5	297.1		Medina	190	Metro Non-Border	51,307	142	276.8
Jack	197	Non-Metro Non-Border	9,382	25	266.5		Menard	198	Non-Metro Non-Border	2,346	6	255.8
Jackson	161	Non-Metro Non-Border	14,238	47	330.1		Midland	37	Metro Non-Border	147,653	1,120	758.5
Jasper	57	Non-Metro Non-Border	36,523	216	591.4		Milam	94	Non-Metro Non-Border	25,759	122	473.6
Jeff Davis	239	Non-Metro Border	2,434	3	123.3		Mills	168	Non-Metro Non-Border	5,056	16	316.5
Jefferson	9	Metro Non-Border	259,399	3,028	1167.3		Mitchell	121	Non-Metro Non-Border	9,727	40	411.2
Jim Hogg	244	Non-Metro Border	5,548	6	108.1		Montague	122	Non-Metro Non-Border	20,610	84	407.6
Jim Wells	89	Non-Metro Non-Border	42,763	207	484.1		Montgomery	38	Metro Non-Border	548,532	4,154	757.3
Johnson	139	Metro Non-Border	167,760	628	374.3		Moore	140	Non-Metro Non-Border	23,849	89	373.2
Jones	202	Metro Non-Border	21,223	52	245.0		Morris	201	Non-Metro Non-Border	13,438	33	245.6
Karnes	117	Non-Metro Non-Border	15,557	65	417.8		Motley	249	Non-Metro Non-Border	1,216	1	82.2
Kaufman	98	Metro Non-Border	124,238	570	458.8		Nacogdoches	29	Non-Metro Non-Border	68,586	603	879.2
Kendall	103	Metro Non-Border	38,993	172	441.1		Navarro	80	Non-Metro Non-Border	51,464	259	503.3
Kenedy	210	Non-Metro Border	438	1	228.3		Newton	241	Metro Non-Border	14,431	17	117.8
Kent	2	Non-Metro Non-Border	803	14	1743.5		Nolan	67	Non-Metro Non-Border	15,690	87	554.5
Kerr	15	Non-Metro Non-Border	53,262	578	1085.2		Nueces	17	Metro Non-Border	357,888	3,827	1069.3

County	Rank	Metro Border Status	Population	RNs	per 100K
Ochiltree	149	Non-Metro Non-Border	11,410	40	350.6
Oldham	76	Metro Non-Border	2,128	11	516.9
Orange	159	Metro Non-Border	85,098	281	330.2
Palo Pinto	85	Non-Metro Non-Border	29,914	146	488.1
Panola	109	Non-Metro Non-Border	24,912	108	433.5
Parker	141	Metro Non-Border	136,501	508	372.2
Parmer	186	Non-Metro Non-Border	11,258	32	284.2
Pecos	119	Non-Metro Border	16,380	68	415.1
Polk	96	Non-Metro Non-Border	48,633	225	462.6
Potter	1	Metro Non-Border	127,643	2,629	2059.7
Presidio	243	Non-Metro Border	8,314	9	108.3
Rains	222	Non-Metro Non-Border	12,019	24	199.7
Randall	118	Metro Non-Border	130,799	546	417.4
Reagan	130	Non-Metro Non-Border	3,634	14	385.3
Real	228	Non-Metro Border	3,393	6	176.8
Red River	93	Non-Metro Non-Border	13,227	63	476.3
Reeves	180	Non-Metro Border	14,398	43	298.7
Refugio	175	Non-Metro Non-Border	7,486	23	307.2
Roberts	219	Non-Metro Non-Border	975	2	205.1
Robertson	232	Metro Non-Border	18,098	27	149.2
Rockwall	36	Metro Non-Border	95,829	732	763.9
Runnels	106	Non-Metro Non-Border	10,756	47	437.0
Rusk	143	Metro Non-Border	58,150	213	366.3
Sabine	158	Non-Metro Non-Border	11,486	38	330.8
San Augustine	113	Non-Metro Non-Border	9,151	39	426.2
San Jacinto	245	Non-Metro Non-Border	29,386	30	102.1
San Patricio	170	Metro Non-Border	66,697	208	311.9
San Saba	194	Non-Metro Non-Border	6,296	17	270.0
Schleicher	151	Non-Metro Non-Border	3,726	13	348.9
Scurry	134	Non-Metro Non-Border	17,884	68	380.2
Shackelford	172	Non-Metro Non-Border	3,552	11	309.7
Shelby	152	Non-Metro Non-Border	27,068	93	343.6
Sherman	189	Non-Metro Non-Border	3,220	9	279.5
Smith	3	Metro Non-Border	225,731	3,625	1605.9
Somervell	60	Metro Non-Border	9,436	54	572.3
Starr	218	Non-Metro Border	65,101	134	205.8
Stephens	133	Non-Metro Non-Border	9,941	38	382.3
Sterling	200	Non-Metro Non-Border	1,193	3	251.5
Stonewall	41	Non-Metro Non-Border	1,508	11	729.4
Sutton	145	Non-Metro Border	4,417	16	362.2
Swisher	164	Non-Metro Non-Border	8,055	26	322.8
Tarrant	27	Metro Non-Border	1,959,449	17,661	901.3
Taylor	6	Metro Non-Border	135,409	1,745	1288.7
Terrell	246	Non-Metro Border	1,026	1	97.5
Terry	165	Non-Metro Non-Border	13,027	42	322.4

County	Rank	Metro Border Status	Population	RNs	per 100K
Throckmorton	45	Non-Metro Non-Border	1,655	11	664.7
Titus	25	Non-Metro Non-Border	34,910	321	919.5
Tom Green	16	Metro Non-Border	112,579	1,217	1081.0
Travis	23	Metro Non-Border	1,144,887	10,797	943.1
Trinity	212	Non-Metro Non-Border	15,618	35	224.1
Tyler	157	Non-Metro Non-Border	22,257	74	332.5
Upshur	142	Metro Non-Border	42,223	156	369.5
Upton	81	Non-Metro Non-Border	3,632	18	495.6
Uvalde	70	Non-Metro Border	27,543	150	544.6
Val Verde	116	Non-Metro Border	51,217	216	421.7
Van Zandt	203	Non-Metro Non-Border	55,413	134	241.8
Victoria	7	Metro Non-Border	89,831	1,150	1280.2
Walker	74	Non-Metro Non-Border	70,199	364	518.5
Waller	238	Metro Non-Border	50,082	63	125.8
Ward	178	Non-Metro Non-Border	10,960	33	301.1
Washington	49	Non-Metro Non-Border	35,712	226	632.8
Webb	101	Metro Border	282,143	1,249	442.7
Wharton	87	Non-Metro Non-Border	42,332	206	486.6
Wheeler	58	Non-Metro Non-Border	5,637	33	585.4
Wichita	14	Metro Non-Border	132,279	1,448	1094.7
Wilbarger	8	Non-Metro Non-Border	14,220	172	1209.6
Willacy	236	Non-Metro Border	24,444	32	130.9
Williamson	63	Metro Non-Border	518,755	2,932	565.2
Wilson	166	Metro Non-Border	49,833	160	321.1
Winkler	217	Non-Metro Non-Border	7,755	16	206.3
Wise	46	Metro Non-Border	66,321	434	654.4
Wood	115	Non-Metro Non-Border	45,341	192	423.5
Yoakum	105	Non-Metro Non-Border	8,687	38	437.4
Young	50	Non-Metro Non-Border	19,220	119	619.1
Zapata	242	Non-Metro Border	15,544	17	109.4
Zavala	248	Non-Metro Border	12,324	11	89.3

APRN

2015 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	APRNs	per 100K	Rank	County	Metro Border Status	Population	APRNs	per 100K
1	Potter	Metro Non-Border	127,643	202	158.3	45	Cooke	Non-Metro Non-Border	40,075	23	57.4
2	Bowie	Metro Non-Border	93,848	100	106.6	46	Midland	Metro Non-Border	147,653	84	56.9
3	Smith	Metro Non-Border	225,731	228	101.0	47	Bosque	Non-Metro Non-Border	19,338	11	56.9
4	Lubbock	Metro Non-Border	295,257	297	100.6	48	McLennan	Metro Non-Border	244,576	138	56.4
5	Bell	Metro Non-Border	352,210	351	99.7	49	Shackelford	Non-Metro Non-Border	3,552	2	56.3
6	Travis	Metro Non-Border	1,144,887	1,137	99.3	50	El Paso	Metro Border	873,513	491	56.2
7	Gregg	Metro Non-Border	128,803	126	97.8	51	Ector	Metro Non-Border	148,260	83	56.0
8	Taylor	Metro Non-Border	135,409	132	97.5	52	Reagan	Non-Metro Non-Border	3,634	2	55.0
9	Childress	Non-Metro Non-Border	7,262	7	96.4	53	Collin	Metro Non-Border	949,673	519	54.7
10	Jefferson	Metro Non-Border	259,399	243	93.7	54	Baylor	Non-Metro Non-Border	3,721	2	53.7
11	Dallas	Metro Non-Border	2,496,859	2,145	85.9	55	Somervell	Metro Non-Border	9,436	5	53.0
12	Howard	Non-Metro Non-Border	36,478	31	85.0	56	Uvalde	Non-Metro Border	27,543	14	50.8
13	Tom Green	Metro Non-Border	112,579	94	83.5	57	Armstrong	Metro Non-Border	1,969	1	50.8
14	Upton	Non-Metro Non-Border	3,632	3	82.6	58	Brazos	Metro Non-Border	214,672	108	50.3
15	Gillespie	Non-Metro Non-Border	27,231	22	80.8	59	Wise	Metro Non-Border	66,321	33	49.8
16	Dickens	Non-Metro Non-Border	2,493	2	80.2	60	Montgomery	Metro Non-Border	548,532	272	49.6
17	Victoria	Metro Non-Border	89,831	72	80.2	61	Callahan	Metro Non-Border	14,129	7	49.5
18	Knox	Non-Metro Non-Border	3,752	3	80.0	62	Lynn	Metro Non-Border	6,095	3	49.2
19	Culberson	Non-Metro Border	2,568	2	77.9	63	Hartley	Non-Metro Non-Border	6,172	3	48.6
20	Wichita	Metro Non-Border	132,279	103	77.9	64	Carson	Metro Non-Border	6,354	3	47.2
21	Kerr	Non-Metro Non-Border	53,262	41	77.0	65	Edwards	Non-Metro Border	2,119	1	47.2
22	Galveston	Metro Non-Border	312,880	240	76.7	66	Jones	Metro Non-Border	21,223	10	47.1
23	Fisher	Non-Metro Non-Border	3,943	3	76.1	67	Rockwall	Metro Non-Border	95,829	44	45.9
24	Harris	Metro Non-Border	4,471,427	3,338	74.7	68	Brown	Non-Metro Non-Border	39,488	18	45.6
25	Foard	Non-Metro Non-Border	1,355	1	73.8	69	Webb	Metro Border	282,143	128	45.4
26	Nacogdoches	Non-Metro Non-Border	68,586	50	72.9	70	Crosby	Metro Non-Border	6,640	3	45.2
27	Nueces	Metro Non-Border	357,888	259	72.4	71	Anderson	Non-Metro Non-Border	60,367	27	44.7
28	Lamar	Non-Metro Non-Border	51,516	37	71.8	72	Williamson	Metro Non-Border	518,755	231	44.5
29	Wilbarger	Non-Metro Non-Border	14,220	10	70.3	73	Matagorda	Non-Metro Non-Border	38,295	17	44.4
30	Tarrant	Metro Non-Border	1,959,449	1,376	70.2	74	Cherokee	Non-Metro Non-Border	54,099	24	44.4
31	Young	Non-Metro Non-Border	19,220	13	67.6	75	Coleman	Non-Metro Non-Border	9,061	4	44.1
32	Coryell	Metro Non-Border	81,321	54	66.4	76	De Witt	Non-Metro Non-Border	20,472	9	44.0
33	Stonewall	Non-Metro Non-Border	1,508	1	66.3	77	San Augustine	Non-Metro Non-Border	9,151	4	43.7
34	Grayson	Metro Non-Border	127,097	82	64.5	78	Palo Pinto	Non-Metro Non-Border	29,914	13	43.5
35	Bexar	Metro Non-Border	1,882,834	1,173	62.3	79	Titus	Non-Metro Non-Border	34,910	15	43.0
36	Milam	Non-Metro Non-Border	25,759	16	62.1	80	Frio	Non-Metro Border	18,668	8	42.9
37	Sherman	Non-Metro Non-Border	3,220	2	62.1	81	Hale	Non-Metro Non-Border	37,400	16	42.8
38	Andrews	Non-Metro Non-Border	16,133	10	62.0	82	Pecos	Non-Metro Border	16,380	7	42.7
39	Brewster	Non-Metro Border	9,752	6	61.5	83	Menard	Non-Metro Non-Border	2,346	1	42.6
40	Throckmorton	Non-Metro Non-Border	1,655	1	60.4	84	Gray	Non-Metro Non-Border	23,611	10	42.4
41	Briscoe	Non-Metro Non-Border	1,676	1	59.7	85	Washington	Non-Metro Non-Border	35,712	15	42.0
42	Blanco	Non-Metro Non-Border	11,742	7	59.6	86	Hays	Metro Non-Border	197,298	82	41.6
43	Angelina	Non-Metro Non-Border	90,596	54	59.6	87	Colorado	Non-Metro Non-Border	21,785	9	41.3
44	Jasper	Non-Metro Non-Border	36,523	21	57.5	88	Jeff Davis	Non-Metro Border	2,434	1	41.1

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

2015 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	APRNs	per 100K
89	Hopkins	Non-Metro Non-Border	36,774	15	40.8
90	Hunt	Metro Non-Border	93,347	38	40.7
91	Refugio	Non-Metro Non-Border	7,486	3	40.1
92	Cameron	Metro Border	449,166	179	39.9
93	Bee	Non-Metro Non-Border	32,698	13	39.8
94	Wood	Non-Metro Non-Border	45,341	18	39.7
95	Mills	Non-Metro Non-Border	5,056	2	39.6
96	La Salle	Non-Metro Border	7,601	3	39.5
97	Montague	Non-Metro Non-Border	20,610	8	38.8
98	Kaufman	Metro Non-Border	124,238	48	38.6
99	Calhoun	Non-Metro Non-Border	23,298	9	38.6
100	Fort Bend	Metro Non-Border	724,104	279	38.5
101	Kendall	Metro Non-Border	38,993	15	38.5
102	Terry	Non-Metro Non-Border	13,027	5	38.4
103	Nolan	Non-Metro Non-Border	15,690	6	38.2
104	Erath	Non-Metro Non-Border	39,534	15	37.9
105	Fayette	Non-Metro Non-Border	26,381	10	37.9
106	Hardin	Metro Non-Border	58,521	22	37.6
107	Denton	Metro Non-Border	789,094	295	37.4
108	Hockley	Non-Metro Non-Border	24,077	9	37.4
109	Val Verde	Non-Metro Border	51,217	19	37.1
110	Hidalgo	Metro Border	883,903	327	37.0
111	Henderson	Non-Metro Non-Border	81,372	30	36.9
112	Ward	Non-Metro Non-Border	10,960	4	36.5
113	Eastland	Non-Metro Non-Border	19,259	7	36.3
114	Marion	Non-Metro Non-Border	11,059	4	36.2
115	Lavaca	Non-Metro Non-Border	19,541	7	35.8
116	Hood	Metro Non-Border	56,112	20	35.6
117	Castro	Non-Metro Non-Border	8,500	3	35.3
118	Dawson	Non-Metro Non-Border	14,359	5	34.8
119	Hamilton	Non-Metro Non-Border	8,654	3	34.7
120	Scurry	Non-Metro Non-Border Status	17,884	6	33.5
121	Haskell	Non-Metro Non-Border	5,971	2	33.5
122	Freestone	Non-Metro Non-Border	20,931	7	33.4
123	Jim Wells	Non-Metro Non-Border	42,763	14	32.7
124	Rusk	Metro Non-Border	58,150	19	32.7
125	Limestone	Non-Metro Non-Border	24,761	8	32.3
126	San Saba	Non-Metro Non-Border	6,296	2	31.8
127	Burnet	Non-Metro Non-Border	47,386	15	31.7
128	Walker	Non-Metro Non-Border	70,199	22	31.3
129	Comal	Metro Non-Border	128,347	40	31.2
130	Mitchell	Non-Metro Non-Border	9,727	3	30.8
131	Gaines	Non-Metro Non-Border	19,515	6	30.7
132	Orange	Metro Non-Border	85,098	26	30.6
133	Cochran	Non-Metro Non-Border	3,302	1	30.3

Rank	County	Metro Border Status	Population	APRNs	per 100K
134	Red River	Non-Metro Non-Border	13,227	4	30.2
135	Brazoria	Metro Non-Border	358,855	108	30.1
136	Hall	Non-Metro Non-Border	3,346	1	29.9
137	Garza	Non-Metro Non-Border	6,738	2	29.7
138	Shelby	Non-Metro Non-Border	27,068	8	29.6
139	Hill	Non-Metro Non-Border	37,282	11	29.5
140	Ellis	Metro Non-Border	173,277	51	29.4
141	Harrison	Non-Metro Non-Border	68,889	20	29.0
142	Polk	Non-Metro Non-Border	48,633	14	28.8
143	Cass	Non-Metro Non-Border	31,323	9	28.7
144	Dimmit	Non-Metro Border	10,473	3	28.6
145	Deaf Smith	Non-Metro Non-Border	20,982	6	28.6
146	Gonzales	Non-Metro Non-Border	21,128	6	28.4
147	Lipscomb	Non-Metro Non-Border	3,549	1	28.2
148	Wilson	Metro Non-Border	49,833	14	28.1
149	Fannin	Non-Metro Non-Border	35,790	10	27.9
150	Comanche	Non-Metro Non-Border	14,425	4	27.7
151	Falls	Metro Non-Border	18,632	5	26.8
152	Randall	Metro Non-Border	130,799	35	26.8
153	Bastrop	Metro Non-Border	86,175	23	26.7
154	Parmer	Non-Metro Non-Border	11,258	3	26.6
155	Ochiltree	Non-Metro Non-Border	11,410	3	26.3
156	Sabine	Non-Metro Non-Border	11,486	3	26.1
157	Bailey	Non-Metro Non-Border	7,799	2	25.6
158	Parker	Metro Non-Border	136,501	35	25.6
159	Johnson	Metro Non-Border	167,760	42	25.0
160	Swisher	Non-Metro Non-Border	8,055	2	24.8
161	Duval	Non-Metro Border	12,247	3	24.5
162	Hemphill	Non-Metro Non-Border	4,117	1	24.3
163	Presidio	Non-Metro Border	8,314	2	24.1
164	Wharton	Non-Metro Non-Border	42,332	10	23.6
165	Yoakum	Non-Metro Non-Border	8,687	2	23.0
166	Sutton	Non-Metro Border	4,417	1	22.6
167	Guadalupe	Metro Non-Border	155,621	35	22.5
168	San Patricio	Metro Non-Border	66,697	15	22.5
169	Camp	Non-Metro Non-Border	13,421	3	22.4
170	Medina	Metro Non-Border	51,307	11	21.4
171	Grimes	Non-Metro Non-Border	28,642	6	20.9
172	Reeves	Non-Metro Border	14,398	3	20.8
173	Kleberg	Non-Metro Non-Border	33,715	7	20.8
174	Crane	Non-Metro Non-Border	4,847	1	20.6
175	Liberty	Metro Non-Border	82,984	17	20.5
176	Aransas	Metro Non-Border	24,738	5	20.2
177	Stephens	Non-Metro Non-Border	9,941	2	20.1
178	Panola	Non-Metro Non-Border	24,912	5	20.1

2015 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	APRNs	per 100K
179	Atascosa	Metro Non-Border	50,278	10	19.9
180	Zapata	Non-Metro Border	15,544	3	19.3
181	Karnes	Non-Metro Non-Border	15,557	3	19.3
182	Upshur	Metro Non-Border	42,223	8	18.9
183	Austin	Metro Non-Border	32,238	6	18.6
184	Runnels	Non-Metro Non-Border	10,756	2	18.6
185	Tyler	Non-Metro Non-Border	22,257	4	18.0
186	Hutchinson	Non-Metro Non-Border	22,372	4	17.9
187	Bandera	Metro Non-Border	22,792	4	17.6
188	Navarro	Non-Metro Non-Border	51,464	9	17.5
189	Live Oak	Non-Metro Non-Border	11,718	2	17.1
190	Hansford	Non-Metro Non-Border	6,050	1	16.5
191	Caldwell	Metro Non-Border	43,322	7	16.2
192	Maverick	Non-Metro Border	58,947	9	15.3
193	Floyd	Non-Metro Non-Border	6,579	1	15.2
194	Morris	Non-Metro Non-Border	13,438	2	14.9
195	Llano	Non-Metro Non-Border	20,400	3	14.7
196	Jackson	Non-Metro Non-Border	14,238	2	14.0
197	Lamb	Non-Metro Non-Border	14,307	2	14.0
198	Madison	Non-Metro Non-Border	14,639	2	13.7
199	Houston	Non-Metro Non-Border	24,515	3	12.2
200	Chambers	Metro Non-Border	40,945	5	12.2
201	Lee	Non-Metro Non-Border	17,880	2	11.2
202	Robertson	Metro Non-Border	18,098	2	11.1
203	Jack	Non-Metro Non-Border	9,382	1	10.7
204	Archer	Metro Non-Border	9,502	1	10.5
205	Lampasas	Metro Non-Border	21,463	2	9.3
206	Starr	Non-Metro Border	65,101	6	9.2
207	Clay	Metro Non-Border	11,224	1	8.9
208	Moore	Non-Metro Non-Border	23,849	2	8.4
209	Rains	Non-Metro Non-Border	12,019	1	8.3
210	Waller	Metro Non-Border	50,082	4	8.0
211	Newton	Metro Non-Border	14,431	1	6.9
212	Van Zandt	Non-Metro Non-Border	55,413	3	5.4
213	Willacy	Non-Metro Border	24,444	1	4.1
214	San Jacinto	Non-Metro Non-Border	29,386	1	3.4
-	Borden	Non-Metro Non-Border	673	0	0
-	Brooks	Non-Metro Border	7,502	0	0
-	Burleson	Metro Non-Border	18,482	0	0
-	Coke	Non-Metro Non-Border	3,213	0	0
-	Collingsworth	Non-Metro Non-Border	3,147	0	0
-	Concho	Non-Metro Non-Border	4,207	0	0
-	Cottle	Non-Metro Non-Border	1,572	0	0
-	Crockett	Non-Metro Border	3,918	0	0
-	Dallam	Non-Metro Non-Border	7,407	0	0
-	Delta	Non-Metro Non-Border	5,505	0	0
-	Donley	Non-Metro Non-Border	3,781	0	0
-	Franklin	Non-Metro Non-Border	11,220	0	0
-	Glasscock	Non-Metro Non-Border	1,293	0	0
-	Goliad	Metro Non-Border	7,856	0	0
-	Hardeman	Non-Metro Non-Border	4,313	0	0
-	Hudspeth	Metro Border	3,735	0	0
-	Irion	Metro Non-Border	1,683	0	0
-	Jim Hogg	Non-Metro Border	5,548	0	0
-	Kenedy	Non-Metro Border	438	0	0
-	Kent	Non-Metro Non-Border	803	0	0
-	Kimble	Non-Metro Non-Border	4,848	0	0
-	King	Non-Metro Non-Border	293	0	0
-	Kinney	Non-Metro Border	3,734	0	0
-	Leon	Non-Metro Non-Border	18,131	0	0
-	Loving	Non-Metro Non-Border	81	0	0
-	Martin	Metro Non-Border	5,182	0	0
-	Mason	Non-Metro Non-Border	4,128	0	0
-	McCulloch	Non-Metro Non-Border	8,634	0	0
-	McMullen	Non-Metro Border	750	0	0
-	Motley	Non-Metro Non-Border	1,216	0	0
-	Oldham	Metro Non-Border	2,128	0	0
-	Real	Non-Metro Border	3,393	0	0
-	Roberts	Non-Metro Non-Border	975	0	0
-	Schleicher	Non-Metro Non-Border	3,726	0	0
-	Sterling	Non-Metro Non-Border	1,193	0	0
-	Terrell	Non-Metro Border	1,026	0	0
-	Trinity	Non-Metro Non-Border	15,618	0	0
-	Wheeler	Non-Metro Non-Border	5,637	0	0
-	Winkler	Non-Metro Non-Border	7,755	0	0
-	Zavala	Non-Metro Border	12,324	0	0

2015 Texas APRN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	APRNs	per 100K	County	Rank	Metro Border Status	Population	APRNs	per 100K
Anderson	71	Non-Metro Non-Border	60,367	27	44.7	Colorado	87	Non-Metro Non-Border	21,785	9	41.3
Andrews	38	Non-Metro Non-Border	16,133	10	62.0	Comal	129	Metro Non-Border	128,347	40	31.2
Angelina	43	Non-Metro Non-Border	90,596	54	59.6	Comanche	150	Non-Metro Non-Border	14,425	4	27.7
Aransas	176	Metro Non-Border	24,738	5	20.2	Concho	-	Non-Metro Non-Border	4,207	0	0
Archer	204	Metro Non-Border	9,502	1	10.5	Cooke	45	Non-Metro Non-Border	40,075	23	57.4
Armstrong	57	Metro Non-Border	1,969	1	50.8	Coryell	32	Metro Non-Border	81,321	54	66.4
Atascosa	179	Metro Non-Border	50,278	10	19.9	Cottle	-	Non-Metro Non-Border	1,572	0	0
Austin	183	Metro Non-Border	32,238	6	18.6	Crane	174	Non-Metro Non-Border	4,847	1	20.6
Bailey	157	Non-Metro Non-Border	7,799	2	25.6	Crockett	-	Non-Metro Border	3,918	0	0
Bandera	187	Metro Non-Border	22,792	4	17.6	Crosby	70	Metro Non-Border	6,640	3	45.2
Bastrop	153	Metro Non-Border	86,175	23	26.7	Culberson	19	Non-Metro Border	2,568	2	77.9
Baylor	54	Non-Metro Non-Border	3,721	2	53.7	Dallam	-	Non-Metro Non-Border	7,407	0	0
Bee	93	Non-Metro Non-Border	32,698	13	39.8	Dallas	11	Metro Non-Border	2,496,859	2,145	85.9
Bell	5	Metro Non-Border	352,210	351	99.7	Dawson	118	Non-Metro Non-Border	14,359	5	34.8
Bexar	35	Metro Non-Border	1,882,834	1,173	62.3	De Witt	76	Non-Metro Non-Border	20,472	9	44.0
Blanco	42	Non-Metro Non-Border	11,742	7	59.6	Deaf Smith	145	Non-Metro Non-Border	20,982	6	28.6
Borden	-	Non-Metro Non-Border	673	0	0	Delta	-	Non-Metro Non-Border	5,505	0	0
Bosque	47	Non-Metro Non-Border	19,338	11	56.9	Denton	107	Metro Non-Border	789,094	295	37.4
Bowie	2	Metro Non-Border	93,848	100	106.6	Dickens	16	Non-Metro Non-Border	2,493	2	80.2
Brazoria	135	Metro Non-Border	358,855	108	30.1	Dimmit	144	Non-Metro Border	10,473	3	28.6
Brazos	58	Metro Non-Border	214,672	108	50.3	Donley	-	Non-Metro Non-Border	3,781	0	0
Brewster	39	Non-Metro Border	9,752	6	61.5	Duval	161	Non-Metro Border	12,247	3	24.5
Briscoe	41	Non-Metro Non-Border	1,676	1	59.7	Eastland	113	Non-Metro Non-Border	19,259	7	36.3
Brooks	-	Non-Metro Border	7,502	0	0	Ector	51	Metro Non-Border	148,260	83	56.0
Brown	68	Non-Metro Non-Border	39,488	18	45.6	Edwards	65	Non-Metro Border	2,119	1	47.2
Burleson	-	Metro Non-Border	18,482	0	0	El Paso	50	Metro Border	873,513	491	56.2
Burnet	127	Non-Metro Non-Border	47,386	15	31.7	Ellis	140	Metro Non-Border	173,277	51	29.4
Caldwell	191	Metro Non-Border	43,322	7	16.2	Erath	104	Non-Metro Non-Border	39,534	15	37.9
Calhoun	99	Non-Metro Non-Border	23,298	9	38.6	Falls	151	Metro Non-Border	18,632	5	26.8
Callahan	61	Metro Non-Border	14,129	7	49.5	Fannin	149	Non-Metro Non-Border	35,790	10	27.9
Cameron	92	Metro Border	449,166	179	39.9	Fayette	105	Non-Metro Non-Border	26,381	10	37.9
Camp	169	Non-Metro Non-Border	13,421	3	22.4	Fisher	23	Non-Metro Non-Border	3,943	3	76.1
Carson	64	Metro Non-Border	6,354	3	47.2	Floyd	193	Non-Metro Non-Border	6,579	1	15.2
Cass	143	Non-Metro Non-Border	31,323	9	28.7	Foard	25	Non-Metro Non-Border	1,355	1	73.8
Castro	117	Non-Metro Non-Border	8,500	3	35.3	Fort Bend	100	Metro Non-Border	724,104	279	38.5
Chambers	200	Metro Non-Border	40,945	5	12.2	Franklin	-	Non-Metro Non-Border	11,220	0	0
Cherokee	74	Non-Metro Non-Border	54,099	24	44.4	Freestone	122	Non-Metro Non-Border	20,931	7	33.4
Childress	9	Non-Metro Non-Border	7,262	7	96.4	Frio	80	Non-Metro Border	18,668	8	42.9
Clay	207	Metro Non-Border	11,224	1	8.9	Gaines	131	Non-Metro Non-Border	19,515	6	30.7
Cochran	133	Non-Metro Non-Border	3,302	1	30.3	Galveston	22	Metro Non-Border	312,880	240	76.7
Coke	-	Non-Metro Non-Border	3,213	0	0	Garza	137	Non-Metro Non-Border	6,738	2	29.7
Coleman	75	Non-Metro Non-Border	9,061	4	44.1	Gillespie	15	Non-Metro Non-Border	27,231	22	80.8
Collin	53	Metro Non-Border	949,673	519	54.7	Glasscock	-	Non-Metro Non-Border	1,293	0	0
Collingsworth	-	Non-Metro Non-Border	3,147	0	0	Goliad	-	Metro Non-Border	7,856	0	0

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2015 Texas APRN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	APRNs	per 100K	County	Rank	Metro Border Status	Population	APRNs	per 100K
Gonzales	146	Non-Metro Non-Border	21,128	6	28.4	King	-	Non-Metro Non-Border	293	0	0
Gray	84	Non-Metro Non-Border	23,611	10	42.4	Kinney	-	Non-Metro Border	3,734	0	0
Grayson	34	Metro Non-Border	127,097	82	64.5	Kleberg	173	Non-Metro Non-Border	33,715	7	20.8
Gregg	7	Metro Non-Border	128,803	126	97.8	Knox	18	Non-Metro Non-Border	3,752	3	80.0
Grimes	171	Non-Metro Non-Border	28,642	6	20.9	La Salle	96	Non-Metro Border	7,601	3	39.5
Guadalupe	167	Metro Non-Border	155,621	35	22.5	Lamar	28	Non-Metro Non-Border	51,516	37	71.8
Hale	81	Non-Metro Non-Border	37,400	16	42.8	Lamb	197	Non-Metro Non-Border	14,307	2	14.0
Hall	136	Non-Metro Non-Border	3,346	1	29.9	Lampasas	205	Metro Non-Border	21,463	2	9.3
Hamilton	119	Non-Metro Non-Border	8,654	3	34.7	Lavaca	115	Non-Metro Non-Border	19,541	7	35.8
Hansford	190	Non-Metro Non-Border	6,050	1	16.5	Lee	201	Non-Metro Non-Border	17,880	2	11.2
Hardeman	-	Non-Metro Non-Border	4,313	0	0	Leon	-	Non-Metro Non-Border	18,131	0	0
Hardin	106	Metro Non-Border	58,521	22	37.6	Liberty	175	Metro Non-Border	82,984	17	20.5
Harris	24	Metro Non-Border	4,471,427	3,338	74.7	Limestone	125	Non-Metro Non-Border	24,761	8	32.3
Harrison	141	Non-Metro Non-Border	68,889	20	29.0	Lipscomb	147	Non-Metro Non-Border	3,549	1	28.2
Hartley	63	Non-Metro Non-Border	6,172	3	48.6	Live Oak	189	Non-Metro Non-Border	11,718	2	17.1
Haskell	121	Non-Metro Non-Border	5,971	2	33.5	Llano	195	Non-Metro Non-Border	20,400	3	14.7
Hays	86	Metro Non-Border	197,298	82	41.6	Loving	-	Non-Metro Non-Border	81	0	0
Hemphill	162	Non-Metro Non-Border	4,117	1	24.3	Lubbock	4	Metro Non-Border	295,257	297	100.6
Henderson	111	Non-Metro Non-Border	81,372	30	36.9	Lynn	62	Metro Non-Border	6,095	3	49.2
Hidalgo	110	Metro Border	883,903	327	37.0	Madison	198	Non-Metro Non-Border	14,639	2	13.7
Hill	139	Non-Metro Non-Border	37,282	11	29.5	Marion	114	Non-Metro Non-Border	11,059	4	36.2
Hockley	108	Non-Metro Non-Border	24,077	9	37.4	Martin	-	Metro Non-Border	5,182	0	0
Hood	116	Metro Non-Border	56,112	20	35.6	Mason	-	Non-Metro Non-Border	4,128	0	0
Hopkins	89	Non-Metro Non-Border	36,774	15	40.8	Matagorda	73	Non-Metro Non-Border	38,295	17	44.4
Houston	199	Non-Metro Non-Border	24,515	3	12.2	Maverick	192	Non-Metro Border	58,947	9	15.3
Howard	12	Non-Metro Non-Border	36,478	31	85.0	McCulloch	-	Non-Metro Non-Border	8,634	0	0
Hudspeth	-	Metro Border	3,735	0	0	McLennan	48	Metro Non-Border	244,576	138	56.4
Hunt	90	Metro Non-Border	93,347	38	40.7	McMullen	-	Non-Metro Border	750	0	0
Hutchinson	186	Non-Metro Non-Border	22,372	4	17.9	Medina	170	Metro Non-Border	51,307	11	21.4
Irion	-	Metro Non-Border	1,683	0	0	Menard	83	Non-Metro Non-Border	2,346	1	42.6
Jack	203	Non-Metro Non-Border	9,382	1	10.7	Midland	46	Metro Non-Border	147,653	84	56.9
Jackson	196	Non-Metro Non-Border	14,238	2	14.0	Milam	36	Non-Metro Non-Border	25,759	16	62.1
Jasper	44	Non-Metro Non-Border	36,523	21	57.5	Mills	95	Non-Metro Non-Border	5,056	2	39.6
Jeff Davis	88	Non-Metro Border	2,434	1	41.1	Mitchell	130	Non-Metro Non-Border	9,727	3	30.8
Jefferson	10	Metro Non-Border	259,399	243	93.7	Montague	97	Non-Metro Non-Border	20,610	8	38.8
Jim Hogg	-	Non-Metro Border	5,548	0	0	Montgomery	60	Metro Non-Border	548,532	272	49.6
Jim Wells	123	Non-Metro Non-Border	42,763	14	32.7	Moore	208	Non-Metro Non-Border	23,849	2	8.4
Johnson	159	Metro Non-Border	167,760	42	25.0	Morris	194	Non-Metro Non-Border	13,438	2	14.9
Jones	66	Metro Non-Border	21,223	10	47.1	Motley	-	Non-Metro Non-Border	1,216	0	0
Karnes	181	Non-Metro Non-Border	15,557	3	19.3	Nacogdoches	26	Non-Metro Non-Border	68,586	50	72.9
Kaufman	98	Metro Non-Border	124,238	48	38.6	Navarro	188	Non-Metro Non-Border	51,464	9	17.5
Kendall	101	Metro Non-Border	38,993	15	38.5	Newton	211	Metro Non-Border	14,431	1	6.9
Kenedy	-	Non-Metro Border	438	0	0	Nolan	103	Non-Metro Non-Border	15,690	6	38.2
Kent	-	Non-Metro Non-Border	803	0	0	Nueces	27	Metro Non-Border	357,888	259	72.4
Kerr	21	Non-Metro Non-Border	53,262	41	77.0	Ochiltree	155	Non-Metro Non-Border	11,410	3	26.3
Kimble	-	Non-Metro Non-Border	4,848	0	0	Oldham	-	Metro Non-Border	2,128	0	0

2015 Texas APRN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	APRNs	per 100K
Orange	132	Metro Non-Border	85,098	26	30.6
Palo Pinto	78	Non-Metro Non-Border	29,914	13	43.5
Panola	178	Non-Metro Non-Border	24,912	5	20.1
Parker	158	Metro Non-Border	136,501	35	25.6
Parmer	154	Non-Metro Non-Border	11,258	3	26.6
Pecos	82	Non-Metro Border	16,380	7	42.7
Polk	142	Non-Metro Non-Border	48,633	14	28.8
Potter	1	Metro Non-Border	127,643	202	158.3
Presidio	163	Non-Metro Border	8,314	2	24.1
Rains	209	Non-Metro Non-Border	12,019	1	8.3
Randall	152	Metro Non-Border	130,799	35	26.8
Reagan	52	Non-Metro Non-Border	3,634	2	55.0
Real	-	Non-Metro Border	3,393	0	0
Red River	134	Non-Metro Non-Border	13,227	4	30.2
Reeves	172	Non-Metro Border	14,398	3	20.8
Refugio	91	Non-Metro Non-Border	7,486	3	40.1
Roberts	-	Non-Metro Non-Border	975	0	0
Robertson	202	Metro Non-Border	18,098	2	11.1
Rockwall	67	Metro Non-Border	95,829	44	45.9
Runnels	184	Non-Metro Non-Border	10,756	2	18.6
Rusk	124	Metro Non-Border	58,150	19	32.7
Sabine	156	Non-Metro Non-Border	11,486	3	26.1
San Augustine	77	Non-Metro Non-Border	9,151	4	43.7
San Jacinto	214	Non-Metro Non-Border	29,386	1	3.4
San Patricio	168	Metro Non-Border	66,697	15	22.5
San Saba	126	Non-Metro Non-Border	6,296	2	31.8
Schleicher	-	Non-Metro Non-Border	3,726	0	0
Scurry	120	Non-Metro Non-Border	17,884	6	33.5
Shackelford	49	Non-Metro Non-Border	3,552	2	56.3
Shelby	138	Non-Metro Non-Border	27,068	8	29.6
Sherman	37	Non-Metro Non-Border	3,220	2	62.1
Smith	3	Metro Non-Border	225,731	228	101.0
Somervell	55	Metro Non-Border	9,436	5	53.0
Starr	206	Non-Metro Border	65,101	6	9.2
Stephens	177	Non-Metro Non-Border	9,941	2	20.1
Sterling	-	Non-Metro Non-Border	1,193	0	0
Stonewall	33	Non-Metro Non-Border	1,508	1	66.3
Sutton	166	Non-Metro Border	4,417	1	22.6
Swisher	160	Non-Metro Non-Border	8,055	2	24.8
Tarrant	30	Metro Non-Border	1,959,449	1,376	70.2
Taylor	8	Metro Non-Border	135,409	132	97.5
Terrell	-	Non-Metro Border	1,026	0	0
Terry	102	Non-Metro Non-Border	13,027	5	38.4
Throckmorton	40	Non-Metro Non-Border	1,655	1	60.4
Titus	79	Non-Metro Non-Border	34,910	15	43.0
Tom Green	13	Metro Non-Border	112,579	94	83.5

County	Rank	Metro Border Status	Population	APRNs	per 100K
Travis	6	Metro Non-Border	1,144,887	1,137	99.3
Trinity	-	Non-Metro Non-Border	15,618	0	0
Tyler	185	Non-Metro Non-Border	22,257	4	18.0
Upshur	182	Metro Non-Border	42,223	8	18.9
Upton	14	Non-Metro Non-Border	3,632	3	82.6
Uvalde	56	Non-Metro Border	27,543	14	50.8
Val Verde	109	Non-Metro Border	51,217	19	37.1
Van Zandt	212	Non-Metro Non-Border	55,413	3	5.4
Victoria	17	Metro Non-Border	89,831	72	80.2
Walker	128	Non-Metro Non-Border	70,199	22	31.3
Waller	210	Metro Non-Border	50,082	4	8.0
Ward	112	Non-Metro Non-Border	10,960	4	36.5
Washington	85	Non-Metro Non-Border	35,712	15	42.0
Webb	69	Metro Border	282,143	128	45.4
Wharton	164	Non-Metro Non-Border	42,332	10	23.6
Wheeler	-	Non-Metro Non-Border	5,637	0	0
Wichita	20	Metro Non-Border	132,279	103	77.9
Wilbarger	29	Non-Metro Non-Border	14,220	10	70.3
Willacy	213	Non-Metro Border	24,444	1	4.1
Williamson	72	Metro Non-Border	518,755	231	44.5
Wilson	148	Metro Non-Border	49,833	14	28.1
Winkler	-	Non-Metro Non-Border	7,755	0	0
Wise	59	Metro Non-Border	66,321	33	49.8
Wood	94	Non-Metro Non-Border	45,341	18	39.7
Yoakum	165	Non-Metro Non-Border	8,687	2	23.0
Young	31	Non-Metro Non-Border	19,220	13	67.6
Zapata	180	Non-Metro Border	15,544	3	19.3
Zavala	-	Non-Metro Border	12,324	0	0

2015 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	LVNs	per 100K	Rank	County	Metro Border Status	Population	LVNs	per 100K
1	Kent	Non-Metro Non-Border	803	15	1868.0	45	Montague	Non-Metro Non-Border	20,610	112	543.4
2	Stonewall	Non-Metro Non-Border	1,508	19	1259.9	46	Tom Green	Metro Non-Border	112,579	608	540.1
3	Baylor	Non-Metro Non-Border	3,721	42	1128.7	47	Haskell	Non-Metro Non-Border	5,971	32	535.9
4	Throckmorton	Non-Metro Non-Border	1,655	17	1027.2	48	Hemphill	Non-Metro Non-Border	4,117	22	534.4
5	Wilbarger	Non-Metro Non-Border	14,220	145	1019.7	49	Karnes	Non-Metro Non-Border	15,557	83	533.5
6	Childress	Non-Metro Non-Border	7,262	67	922.6	50	Bosque	Non-Metro Non-Border	19,338	103	532.6
7	Wheeler	Non-Metro Non-Border	5,637	50	887.0	51	Fayette	Non-Metro Non-Border	26,381	140	530.7
8	De Witt	Non-Metro Non-Border	20,472	175	854.8	52	Tyler	Non-Metro Non-Border	22,257	118	530.2
9	Marion	Non-Metro Non-Border	11,059	93	840.9	53	Runnels	Non-Metro Non-Border	10,756	57	529.9
10	Lamar	Non-Metro Non-Border	51,516	411	797.8	54	Gray	Non-Metro Non-Border	23,611	125	529.4
11	Knox	Non-Metro Non-Border	3,752	29	772.9	55	Coke	Non-Metro Non-Border	3,213	17	529.1
12	Kerr	Non-Metro Non-Border	53,262	401	752.9	56	Donley	Non-Metro Non-Border	3,781	20	529.0
13	Wichita	Metro Non-Border	132,279	993	750.7	57	McCulloch	Non-Metro Non-Border	8,634	45	521.2
14	Limestone	Non-Metro Non-Border	24,761	184	743.1	58	Refugio	Non-Metro Non-Border	7,486	39	521.0
15	Lavaca	Non-Metro Non-Border	19,541	145	742.0	59	Eastland	Non-Metro Non-Border	19,259	100	519.2
16	Coleman	Non-Metro Non-Border	9,061	66	728.4	60	Scurry	Non-Metro Non-Border	17,884	91	508.8
17	Stephens	Non-Metro Non-Border	9,941	72	724.3	61	Fisher	Non-Metro Non-Border	3,943	20	507.2
18	Brown	Non-Metro Non-Border	39,488	285	721.7	62	Red River	Non-Metro Non-Border	13,227	67	506.5
19	Hamilton	Non-Metro Non-Border	8,654	62	716.4	63	Dimmit	Non-Metro Border	10,473	53	506.1
20	Young	Non-Metro Non-Border	19,220	133	692.0	64	Gillespie	Non-Metro Non-Border	27,231	137	503.1
21	Nolan	Non-Metro Non-Border	15,690	108	688.3	65	Uvalde	Non-Metro Border	27,543	138	501.0
22	Victoria	Metro Non-Border	89,831	614	683.5	66	Terry	Non-Metro Non-Border	13,027	65	499.0
23	San Augustine	Non-Metro Non-Border	9,151	61	666.6	67	Gregg	Metro Non-Border	128,803	637	494.6
24	Taylor	Metro Non-Border	135,409	901	665.4	68	Delta	Non-Metro Non-Border	5,505	27	490.5
25	Angelina	Non-Metro Non-Border	90,596	602	664.5	69	Gonzales	Non-Metro Non-Border	21,128	103	487.5
26	Smith	Metro Non-Border	225,731	1,472	652.1	70	Mason	Non-Metro Non-Border	4,128	20	484.5
27	Pecos	Non-Metro Border	16,380	106	647.1	71	Hall	Non-Metro Non-Border	3,346	16	478.2
28	Potter	Metro Non-Border	127,643	824	645.6	72	Ward	Non-Metro Non-Border	10,960	52	474.5
29	Comanche	Non-Metro Non-Border	14,425	90	623.9	73	Lubbock	Metro Non-Border	295,257	1,400	474.2
30	Jim Wells	Non-Metro Non-Border	42,763	266	622.0	74	Real	Non-Metro Border	3,393	16	471.6
31	Grayson	Metro Non-Border	127,097	769	605.0	75	Frio	Non-Metro Border	18,668	88	471.4
32	Collingsworth	Non-Metro Non-Border	3,147	19	603.7	76	Washington	Non-Metro Non-Border	35,712	166	464.8
33	Hardeman	Non-Metro Non-Border	4,313	26	602.8	77	Fannin	Non-Metro Non-Border	35,790	166	463.8
34	Howard	Non-Metro Non-Border	36,478	219	600.4	78	Brooks	Non-Metro Border	7,502	34	453.2
35	Somervell	Metro Non-Border	9,436	56	593.5	79	Jackson	Non-Metro Non-Border	14,238	64	449.5
36	Foard	Non-Metro Non-Border	1,355	8	590.4	80	Hopkins	Non-Metro Non-Border	36,774	164	446.0
37	Sterling	Non-Metro Non-Border	1,193	7	586.8	81	Cottle	Non-Metro Non-Border	1,572	7	445.3
38	Mitchell	Non-Metro Non-Border	9,727	56	575.7	82	Panola	Non-Metro Non-Border	24,912	110	441.6
39	Jefferson	Metro Non-Border	259,399	1,469	566.3	83	Bowie	Metro Non-Border	93,848	413	440.1
40	Floyd	Non-Metro Non-Border	6,579	37	562.4	84	Duval	Non-Metro Border	12,247	53	432.8
41	Jasper	Non-Metro Non-Border	36,523	200	547.6	85	McLennan	Metro Non-Border	244,576	1,050	429.3
42	Cherokee	Non-Metro Non-Border	54,099	296	547.1	86	Nacogdoches	Non-Metro Non-Border	68,586	294	428.7
43	Concho	Non-Metro Non-Border	4,207	23	546.7	87	Martin	Metro Non-Border	5,182	22	424.5
44	Titus	Non-Metro Non-Border	34,910	190	544.3	88	Hansford	Non-Metro Non-Border	6,050	25	413.2

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

2015 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	LVNs	per 100K
89	Bee	Non-Metro Non-Border	32,698	135	412.9
90	Anderson	Non-Metro Non-Border	60,367	249	412.5
91	Colorado	Non-Metro Non-Border	21,785	89	408.5
92	Polk	Non-Metro Non-Border	48,633	195	401.0
93	Jones	Metro Non-Border	21,223	85	400.5
94	Sabine	Non-Metro Non-Border	11,486	46	400.5
95	Houston	Non-Metro Non-Border	24,515	98	399.8
96	Hale	Non-Metro Non-Border	37,400	148	395.7
97	Milam	Non-Metro Non-Border	25,759	101	392.1
98	Palo Pinto	Non-Metro Non-Border	29,914	117	391.1
99	Terrell	Non-Metro Border	1,026	4	389.9
100	Freestone	Non-Metro Non-Border	20,931	81	387.0
101	Wharton	Non-Metro Non-Border	42,332	163	385.1
102	Hutchinson	Non-Metro Non-Border	22,372	86	384.4
103	Menard	Non-Metro Non-Border	2,346	9	383.6
104	Coryell	Metro Non-Border	81,321	310	381.2
105	Andrews	Non-Metro Non-Border	16,133	61	378.1
106	Shelby	Non-Metro Non-Border	27,068	102	376.8
107	Bexar	Metro Non-Border	1,882,834	7,095	376.8
108	Mills	Non-Metro Non-Border	5,056	19	375.8
109	Val Verde	Non-Metro Border	51,217	192	374.9
110	Bell	Metro Non-Border	352,210	1,319	374.5
111	Hill	Non-Metro Non-Border	37,282	138	370.2
112	San Saba	Non-Metro Non-Border	6,296	23	365.3
113	Cochran	Non-Metro Non-Border	3,302	12	363.4
114	Jack	Non-Metro Non-Border	9,382	34	362.4
115	Upton	Non-Metro Non-Border	3,632	13	357.9
116	Hood	Metro Non-Border	56,112	200	356.4
117	Nueces	Metro Non-Border	357,888	1,264	353.2
118	Cooke	Non-Metro Non-Border	40,075	141	351.8
119	Kimble	Non-Metro Non-Border	4,848	17	350.7
120	Maverick	Non-Metro Border	58,947	206	349.5
121	King	Non-Metro Non-Border	293	1	341.3
122	Reeves	Non-Metro Border	14,398	49	340.3
123	Madison	Non-Metro Non-Border	14,639	49	334.7
124	Dawson	Non-Metro Non-Border	14,359	48	334.3
125	Zavala	Non-Metro Border	12,324	41	332.7
126	Reagan	Non-Metro Non-Border	3,634	12	330.2
127	Crane	Non-Metro Non-Border	4,847	16	330.1
128	Cass	Non-Metro Non-Border	31,323	103	328.8
129	Aransas	Metro Non-Border	24,738	81	327.4
130	Wise	Metro Non-Border	66,321	217	327.2
131	Hartley	Non-Metro Non-Border	6,172	20	324.0
132	Matagorda	Non-Metro Non-Border	38,295	124	323.8
133	Schleicher	Non-Metro Non-Border	3,726	12	322.1
134	Lamb	Non-Metro Non-Border	14,307	46	321.5

Rank	County	Metro Border Status	Population	LVNs	per 100K
135	Kendall	Metro Non-Border	38,993	125	320.6
136	Hockley	Non-Metro Non-Border	24,077	77	319.8
137	Wood	Non-Metro Non-Border	45,341	144	317.6
138	Walker	Non-Metro Non-Border	70,199	221	314.8
139	Navarro	Non-Metro Non-Border	51,464	162	314.8
140	Franklin	Non-Metro Non-Border	11,220	35	311.9
141	Culberson	Non-Metro Border	2,568	8	311.5
142	Kleberg	Non-Metro Non-Border	33,715	105	311.4
143	Erath	Non-Metro Non-Border	39,534	123	311.1
144	Hunt	Metro Non-Border	93,347	290	310.7
145	Lipscomb	Non-Metro Non-Border	3,549	11	309.9
146	Wilson	Metro Non-Border	49,833	154	309.0
147	Llano	Non-Metro Non-Border	20,400	63	308.8
148	Cameron	Metro Border	449,166	1,383	307.9
149	Falls	Metro Non-Border	18,632	57	305.9
150	Armstrong	Metro Non-Border	1,969	6	304.7
151	Trinity	Non-Metro Non-Border	15,618	47	300.9
152	Live Oak	Non-Metro Non-Border	11,718	35	298.7
153	Brewster	Non-Metro Border	9,752	29	297.4
154	Caldwell	Metro Non-Border	43,322	128	295.5
155	Sutton	Non-Metro Border	4,417	13	294.3
156	Midland	Metro Non-Border	147,653	432	292.6
157	Orange	Metro Non-Border	85,098	248	291.4
158	Jim Hogg	Non-Metro Border	5,548	16	288.4
159	Comal	Metro Non-Border	128,347	367	285.9
160	Castro	Non-Metro Non-Border	8,500	24	282.4
161	Shackelford	Non-Metro Non-Border	3,552	10	281.5
162	Crockett	Non-Metro Border	3,918	11	280.8
163	Lampasas	Metro Non-Border	21,463	59	274.9
164	Calhoun	Non-Metro Non-Border	23,298	64	274.7
165	Swisher	Non-Metro Non-Border	8,055	22	273.1
166	Henderson	Non-Metro Non-Status	81,372	221	271.6
167	Deaf Smith	Non-Metro Non-Border	20,982	56	266.9
168	Winkler	Non-Metro Non-Border	7,755	20	257.9
169	Crosby	Metro Non-Border	6,640	17	256.0
170	Hidalgo	Metro Border	883,903	2,237	253.1
171	Van Zandt	Non-Metro Non-Border	55,413	140	252.6
172	Atascosa	Metro Non-Border	50,278	127	252.6
173	Ector	Metro Non-Border	148,260	369	248.9
174	Lynn	Metro Non-Border	6,095	15	246.1
175	Burleson	Metro Non-Border	18,482	45	243.5
176	Hardin	Metro Non-Border	58,521	142	242.6
177	Harrison	Non-Metro Non-Border	68,889	165	239.5
178	Upshur	Metro Non-Border	42,223	101	239.2
179	Brazos	Metro Non-Border	214,672	507	236.2
180	Medina	Metro Non-Border	51,307	120	233.9

LVN

2015 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	LVNs	per 100K	Rank	County	Metro Border Status	Population	LVNs	per 100K
181	Rusk	Metro Non-Border	58,150	136	233.9	226	Brazoria	Metro Non-Border	358,855	546	152.2
182	Willacy	Non-Metro Border	24,444	57	233.2	227	Callahan	Metro Non-Border	14,129	21	148.6
183	Clay	Metro Non-Border	11,224	26	231.6	228	Denton	Metro Non-Border	789,094	1,100	139.4
184	Bailey	Non-Metro Non-Border	7,799	18	230.8	229	Bastrop	Metro Non-Border	86,175	120	139.3
185	Tarrant	Metro Non-Border	1,959,449	4,500	229.7	230	Collin	Metro Non-Border	949,673	1,293	136.2
186	Lee	Non-Metro Non-Border	17,880	41	229.3	231	Dallam	Non-Metro Non-Border	7,407	10	135.0
187	Ochiltree	Non-Metro Non-Border	11,410	26	227.9	232	Williamson	Metro Non-Border	518,755	673	129.7
188	Guadalupe	Metro Non-Border	155,621	354	227.5	233	Zapata	Non-Metro Border	15,544	20	128.7
189	Galveston	Metro Non-Border	312,880	702	224.4	234	Goliad	Metro Non-Border	7,856	10	127.3
190	Starr	Non-Metro Border	65,101	146	224.3	235	Jeff Davis	Non-Metro Border	2,434	3	123.3
191	Burnet	Non-Metro Non-Border	47,386	106	223.7	236	Dickens	Non-Metro Non-Border	2,493	3	120.3
192	Garza	Non-Metro Non-Border	6,738	15	222.6	237	Rains	Non-Metro Non-Border	12,019	14	116.5
193	Newton	Metro Non-Border	14,431	32	221.7	238	Archer	Metro Non-Border	9,502	11	115.8
194	Yoakum	Non-Metro Non-Border	8,687	19	218.7	239	Blanco	Non-Metro Non-Border	11,742	13	110.7
195	Parker	Metro Non-Border	136,501	289	211.7	240	Gaines	Non-Metro Non-Border	19,515	21	107.6
196	Rockwall	Metro Non-Border	95,829	202	210.8	241	Edwards	Non-Metro Border	2,119	2	94.4
197	Robertson	Metro Non-Border	18,098	38	210.0	242	San Jacinto	Non-Metro Non-Border	29,386	27	91.9
198	Morris	Non-Metro Non-Border	13,438	28	208.4	243	Carson	Metro Non-Border	6,354	5	78.7
199	Kaufman	Metro Non-Border	124,238	252	202.8	244	Waller	Metro Non-Border	50,082	36	71.9
200	Moore	Non-Metro Non-Border	23,849	48	201.3	245	Presidio	Non-Metro Border	8,314	5	60.1
201	Dallas	Metro Non-Border	2,496,859	4,897	196.1	246	Briscoe	Non-Metro Non-Border	1,676	1	59.7
202	Johnson	Metro Non-Border	167,760	328	195.5	247	Irion	Metro Non-Border	1,683	1	59.4
203	Parmer	Non-Metro Non-Border	11,258	22	195.4	248	Hudspeth	Metro Border	3,735	2	53.5
204	San Patricio	Metro Non-Border	66,697	129	193.4	249	Oldham	Metro Non-Border	2,128	1	47.0
205	Liberty	Metro Non-Border	82,984	158	190.4	-	Borden	Non-Metro Non-Border	673	0	0
206	Kinney	Non-Metro Border	3,734	7	187.5	-	Kenedy	Non-Metro Border	438	0	0
207	El Paso	Metro Border	873,513	1,633	186.9	-	Loving	Non-Metro Non-Border	81	0	0
208	Sherman	Non-Metro Non-Border	3,220	6	186.3	-	McMullen	Non-Metro Border	750	0	0
209	Camp	Non-Metro Non-Border	13,421	25	186.3	-	Roberts	Non-Metro Non-Border	975	0	0
210	Bandera	Metro Non-Border	22,792	42	184.3						
211	La Salle	Non-Metro Border	7,601	14	184.2						
212	Harris	Metro Non-Border	4,471,427	8,128	181.8						
213	Ellis	Metro Non-Border	173,277	314	181.2						
214	Grimes	Non-Metro Non-Border	28,642	51	178.1						
215	Montgomery	Metro Non-Border	548,532	965	175.9						
216	Webb	Metro Border	282,143	486	172.3						
217	Travis	Metro Non-Border	1,144,887	1946	170.0						
218	Hays	Metro Non-Border	197,298	326	165.2						
219	Motley	Non-Metro Non-Border	1,216	2	164.5						
220	Fort Bend	Metro Non-Border	724,104	1,188	164.1						
221	Chambers	Metro Non-Border	40,945	67	163.6						
222	Austin	Metro Non-Border	32,238	51	158.2						
223	Glasscock	Non-Metro Non-Border	1,293	2	154.7						
224	Randall	Metro Non-Border	130,799	202	154.4						
225	Leon	Non-Metro Non-Border	18,131	28	154.4						

2015 Texas LVN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	LVNs	per 100K		County	Rank	Metro Border Status	Population	LVNs	per 100K
Anderson	90	Non-Metro Non-Border	60,367	249	412.5		Colorado	91	Non-Metro Non-Border	21,785	89	408.5
Andrews	105	Non-Metro Non-Border	16,133	61	378.1		Comal	159	Metro Non-Border	128,347	367	285.9
Angelina	25	Non-Metro Non-Border	90,596	602	664.5		Comanche	29	Non-Metro Non-Border	14,425	90	623.9
Aransas	129	Metro Non-Border	24,738	81	327.4		Concho	43	Non-Metro Non-Border	4,207	23	546.7
Archer	238	Metro Non-Border	9,502	11	115.8		Cooke	118	Non-Metro Non-Border	40,075	141	351.8
Armstrong	150	Metro Non-Border	1,969	6	304.7		Coryell	104	Metro Non-Border	81,321	310	381.2
Atascosa	172	Metro Non-Border	50,278	127	252.6		Cottle	81	Non-Metro Non-Border	1,572	7	445.3
Austin	222	Metro Non-Border	32,238	51	158.2		Crane	127	Non-Metro Non-Border	4,847	16	330.1
Bailey	184	Non-Metro Non-Border	7,799	18	230.8		Crockett	162	Non-Metro Border	3,918	11	280.8
Bandera	210	Metro Non-Border	22,792	42	184.3		Crosby	169	Metro Non-Border	6,640	17	256.0
Bastrop	229	Metro Non-Border	86,175	120	139.3		Culberson	141	Non-Metro Border	2,568	8	311.5
Baylor	3	Non-Metro Non-Border	3,721	42	1128.7		Dallam	231	Non-Metro Non-Border	7,407	10	135.0
Bee	89	Non-Metro Non-Border	32,698	135	412.9		Dallas	201	Metro Non-Border	2,496,859	4,897	196.1
Bell	110	Metro Non-Border	352,210	1,319	374.5		Dawson	124	Non-Metro Non-Border	14,359	48	334.3
Bexar	107	Metro Non-Border	1,882,834	7,095	376.8		De Witt	8	Non-Metro Non-Border	20,472	175	854.8
Blanco	239	Non-Metro Non-Border	11,742	13	110.7		Deaf Smith	167	Non-Metro Non-Border	20,982	56	266.9
Borden	-	Non-Metro Non-Border	673	0	0		Delta	68	Non-Metro Non-Border	5,505	27	490.5
Bosque	50	Non-Metro Non-Border	19,338	103	532.6		Denton	228	Metro Non-Border	789,094	1,100	139.4
Bowie	83	Metro Non-Border	93,848	413	440.1		Dickens	236	Non-Metro Non-Border	2,493	3	120.3
Brazoria	226	Metro Non-Border	358,855	546	152.2		Dimmit	63	Non-Metro Border	10,473	53	506.1
Brazos	179	Metro Non-Border	214,672	507	236.2		Donley	56	Non-Metro Non-Border	3,781	20	529.0
Brewster	153	Non-Metro Border	9,752	29	297.4		Duval	84	Non-Metro Border	12,247	53	432.8
Briscoe	246	Non-Metro Non-Border	1,676	1	59.7		Eastland	59	Non-Metro Non-Border	19,259	100	519.2
Brooks	78	Non-Metro Border	7,502	34	453.2		Ector	173	Metro Non-Border	148,260	369	248.9
Brown	18	Non-Metro Non-Border	39,488	285	721.7		Edwards	241	Non-Metro Border	2,119	2	94.4
Burleson	175	Metro Non-Border	18,482	45	243.5		El Paso	207	Metro Border	873,513	1,633	186.9
Burnet	191	Non-Metro Non-Border	47,386	106	223.7		Ellis	213	Metro Non-Border	173,277	314	181.2
Caldwell	154	Metro Non-Border	43,322	128	295.5		Erath	143	Non-Metro Non-Border	39,534	123	311.1
Calhoun	164	Non-Metro Non-Border	23,298	64	274.7		Falls	149	Metro Non-Border	18,632	57	305.9
Callahan	227	Metro Non-Border	14,129	21	148.6		Fannin	77	Non-Metro Non-Border	35,790	166	463.8
Cameron	148	Metro Border	449,166	1,383	307.9		Fayette	51	Non-Metro Non-Border	26,381	140	530.7
Camp	209	Non-Metro Non-Border	13,421	25	186.3		Fisher	61	Non-Metro Non-Border	3,943	20	507.2
Carson	243	Metro Non-Border	6,354	5	78.7		Floyd	40	Non-Metro Non-Border	6,579	37	562.4
Cass	128	Non-Metro Non-Border	31,323	103	328.8		Foard	36	Non-Metro Non-Border	1,355	8	590.4
Castro	160	Non-Metro Non-Border	8,500	24	282.4		Fort Bend	220	Metro Non-Border	724,104	1,188	164.1
Chambers	221	Metro Non-Border	40,945	67	163.6		Franklin	140	Non-Metro Non-Border	11,220	35	311.9
Cherokee	42	Non-Metro Non-Border	54,099	296	547.1		Freestone	100	Non-Metro Non-Border	20,931	81	387.0
Childress	6	Non-Metro Non-Border	7,262	67	922.6		Frio	75	Non-Metro Border	18,668	88	471.4
Clay	183	Metro Non-Border	11,224	26	231.6		Gaines	240	Non-Metro Non-Border	19,515	21	107.6
Cochran	113	Non-Metro Non-Border	3,302	12	363.4		Galveston	189	Metro Non-Border	312,880	702	224.4
Coke	55	Non-Metro Non-Border	3,213	17	529.1		Garza	192	Non-Metro Non-Border	6,738	15	222.6
Coleman	16	Non-Metro Non-Border	9,061	66	728.4		Gillespie	64	Non-Metro Non-Border	27,231	137	503.1
Collin	230	Metro Non-Border	949,673	1,293	136.2		Glasscock	223	Non-Metro Non-Border	1,293	2	154.7
Collingsworth	32	Non-Metro Non-Border	3,147	19	603.7		Goliad	234	Metro Non-Border	7,856	10	127.3

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

2015 Texas LVN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	LVNs	per 100K	County	Rank	Metro Border Status	Population	LVNs	per 100K
Gonzales	69	Non-Metro Non-Border	21,128	103	487.5	King	121	Non-Metro Non-Border	293	1	341.3
Gray	54	Non-Metro Non-Border	23,611	125	529.4	Kinney	206	Non-Metro Border	3,734	7	187.5
Grayson	31	Metro Non-Border	127,097	769	605.0	Kleberg	142	Non-Metro Non-Border	33,715	105	311.4
Gregg	67	Metro Non-Border	128,803	637	494.6	Knox	11	Non-Metro Non-Border	3,752	29	772.9
Grimes	214	Non-Metro Non-Border	28,642	51	178.1	La Salle	211	Non-Metro Border	7,601	14	184.2
Guadalupe	188	Metro Non-Border	155,621	354	227.5	Lamar	10	Non-Metro Non-Border	51,516	411	797.8
Hale	96	Non-Metro Non-Border	37,400	148	395.7	Lamb	134	Non-Metro Non-Border	14,307	46	321.5
Hall	71	Non-Metro Non-Border	3,346	16	478.2	Lampasas	163	Metro Non-Border	21,463	59	274.9
Hamilton	19	Non-Metro Non-Border	8,654	62	716.4	Lavaca	15	Non-Metro Non-Border	19,541	145	742.0
Hansford	88	Non-Metro Non-Border	6,050	25	413.2	Lee	186	Non-Metro Non-Border	17,880	41	229.3
Hardeman	33	Non-Metro Non-Border	4,313	26	602.8	Leon	225	Non-Metro Non-Border	18,131	28	154.4
Hardin	176	Metro Non-Border	58,521	142	242.6	Liberty	205	Metro Non-Border	82,984	158	190.4
Harris	212	Metro Non-Border	4,471,427	8,128	181.8	Limestone	14	Non-Metro Non-Border	24,761	184	743.1
Harrison	177	Non-Metro Non-Border	68,889	165	239.5	Lipscomb	145	Non-Metro Non-Border	3,549	11	309.9
Hartley	131	Non-Metro Non-Border	6,172	20	324.0	Live Oak	152	Non-Metro Non-Border	11,718	35	298.7
Haskell	47	Non-Metro Non-Border	5,971	32	535.9	Llano	147	Non-Metro Non-Border	20,400	63	308.8
Hays	218	Metro Non-Border	197,298	326	165.2	Loving	-	Non-Metro Non-Border	81	0	0
Hemphill	48	Non-Metro Non-Border	4,117	22	534.4	Lubbock	73	Metro Non-Border	295,257	1,400	474.2
Henderson	166	Non-Metro Non-Border	81,372	221	271.6	Lynn	174	Metro Non-Border	6,095	15	246.1
Hidalgo	170	Metro Border	883,903	2,237	253.1	Madison	123	Non-Metro Non-Border	14,639	49	334.7
Hill	111	Non-Metro Non-Border	37,282	138	370.2	Marion	9	Non-Metro Non-Border	11,059	93	840.9
Hockley	136	Non-Metro Non-Border	24,077	77	319.8	Martin	87	Metro Non-Border	5,182	22	424.5
Hood	116	Metro Non-Border	56,112	200	356.4	Mason	70	Non-Metro Non-Border	4,128	20	484.5
Hopkins	80	Non-Metro Non-Border	36,774	164	446.0	Matagorda	132	Non-Metro Non-Border	38,295	124	323.8
Houston	95	Non-Metro Non-Border	24,515	98	399.8	Maverick	120	Non-Metro Border	58,947	206	349.5
Howard	34	Non-Metro Non-Border	36,478	219	600.4	McCulloch	57	Non-Metro Non-Border	8,634	45	521.2
Hudspeth	248	Metro Border	3,735	2	53.5	McLennan	85	Metro Non-Border	244,576	1,050	429.3
Hunt	144	Metro Non-Border	93,347	290	310.7	McMullen	-	Non-Metro Border	750	0	0
Hutchinson	102	Non-Metro Non-Border	22,372	86	384.4	Medina	180	Metro Non-Border	51,307	120	233.9
Irion	247	Metro Non-Border	1,683	1	59.4	Menard	103	Non-Metro Non-Border	2,346	9	383.6
Jack	114	Non-Metro Non-Border	9,382	34	362.4	Midland	156	Metro Non-Border	147,653	432	292.6
Jackson	79	Non-Metro Non-Status	14,238	64	449.5	Milam	97	Non-Metro Non-Status	25,759	101	392.1
Jasper	41	Non-Metro Non-Border	36,523	200	547.6	Mills	108	Non-Metro Non-Border	5,056	19	375.8
Jeff Davis	235	Non-Metro Border	2,434	3	123.3	Mitchell	38	Non-Metro Non-Border	9,727	56	575.7
Jefferson	39	Metro Non-Border	259,399	1,469	566.3	Montague	45	Non-Metro Non-Border	20,610	112	543.4
Jim Hogg	158	Non-Metro Border	5,548	16	288.4	Montgomery	215	Metro Non-Border	548,532	965	175.9
Jim Wells	30	Non-Metro Non-Border	42,763	266	622.0	Moore	200	Non-Metro Non-Border	23,849	48	201.3
Johnson	202	Metro Non-Border	167,760	328	195.5	Morris	198	Non-Metro Non-Border	13,438	28	208.4
Jones	93	Metro Non-Border	21,223	85	400.5	Motley	219	Non-Metro Non-Border	1,216	2	164.5
Karnes	49	Non-Metro Non-Border	15,557	83	533.5	Nacogdoches	86	Non-Metro Non-Border	68,586	294	428.7
Kaufman	199	Metro Non-Border	124,238	252	202.8	Navarro	139	Non-Metro Non-Border	51,464	162	314.8
Kendall	135	Metro Non-Border	38,993	125	320.6	Newton	193	Metro Non-Border	14,431	32	221.7
Kenedy	-	Non-Metro Border	438	0	0	Nolan	21	Non-Metro Non-Border	15,690	108	688.3
Kent	1	Non-Metro Non-Border	803	15	1868.0	Nueces	117	Metro Non-Border	357,888	1,264	353.2
Kerr	12	Non-Metro Non-Border	53,262	401	752.9	Ochiltree	187	Non-Metro Non-Border	11,410	26	227.9
Kimble	119	Non-Metro Non-Border	4,848	17	350.7	Oldham	249	Metro Non-Border	2,128	1	47.0

2015 Texas LVN Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	LVNs	per 100K
Orange	157	Metro Non-Border	85,098	248	291.4
Palo Pinto	98	Non-Metro Non-Border	29,914	117	391.1
Panola	82	Non-Metro Non-Border	24,912	110	441.6
Parker	195	Metro Non-Border	136,501	289	211.7
Parmer	203	Non-Metro Non-Border	11,258	22	195.4
Pecos	27	Non-Metro Border	16,380	106	647.1
Polk	92	Non-Metro Non-Border	48,633	195	401.0
Potter	28	Metro Non-Border	127,643	824	645.6
Presidio	245	Non-Metro Border	8,314	5	60.1
Rains	237	Non-Metro Non-Border	12,019	14	116.5
Randall	224	Metro Non-Border	130,799	202	154.4
Reagan	126	Non-Metro Non-Border	3,634	12	330.2
Real	74	Non-Metro Border	3,393	16	471.6
Red River	62	Non-Metro Non-Border	13,227	67	506.5
Reeves	122	Non-Metro Border	14,398	49	340.3
Refugio	58	Non-Metro Non-Border	7,486	39	521.0
Roberts	-	Non-Metro Non-Border	975	0	0
Robertson	197	Metro Non-Border	18,098	38	210.0
Rockwall	196	Metro Non-Border	95,829	202	210.8
Runnels	53	Non-Metro Non-Border	10,756	57	529.9
Rusk	181	Metro Non-Border	58,150	136	233.9
Sabine	94	Non-Metro Non-Border	11,486	46	400.5
San Augustine	23	Non-Metro Non-Border	9,151	61	666.6
San Jacinto	242	Non-Metro Non-Border	29,386	27	91.9
San Patricio	204	Metro Non-Border	66,697	129	193.4
San Saba	112	Non-Metro Non-Border	6,296	23	365.3
Schleicher	133	Non-Metro Non-Border	3,726	12	322.1
Scurry	60	Non-Metro Non-Border	17,884	91	508.8
Shackelford	161	Non-Metro Non-Border	3,552	10	281.5
Shelby	106	Non-Metro Non-Border	27,068	102	376.8
Sherman	208	Non-Metro Non-Border	3,220	6	186.3
Smith	26	Metro Non-Border	225,731	1,472	652.1
Somervell	35	Metro Non-Border	9,436	56	593.5
Starr	190	Non-Metro Border	65,101	146	224.3
Stephens	17	Non-Metro Non-Border	9,941	72	724.3
Sterling	37	Non-Metro Non-Border	1,193	7	586.8
Stonewall	2	Non-Metro Non-Border	1,508	19	1259.9
Sutton	155	Non-Metro Border	4,417	13	294.3
Swisher	165	Non-Metro Non-Border	8,055	22	273.1
Tarrant	185	Metro Non-Border	1,959,449	4,500	229.7
Taylor	24	Metro Non-Border	135,409	901	665.4
Terrell	99	Non-Metro Border	1,026	4	389.9
Terry	66	Non-Metro Non-Border	13,027	65	499.0
Throckmorton	4	Non-Metro Non-Border	1,655	17	1027.2
Titus	44	Non-Metro Non-Border	34,910	190	544.3
Tom Green	46	Metro Non-Border	112,579	608	540.1

County	Rank	Metro Border Status	Population	LVNs	per 100K
Travis	217	Metro Non-Border	1,144,887	1,946	170.0
Trinity	151	Non-Metro Non-Border	15,618	47	300.9
Tyler	52	Non-Metro Non-Border	22,257	118	530.2
Upshur	178	Metro Non-Border	42,223	101	239.2
Upton	115	Non-Metro Non-Border	3,632	13	357.9
Uvalde	65	Non-Metro Border	27,543	138	501.0
Val Verde	109	Non-Metro Border	51,217	192	374.9
Van Zandt	171	Non-Metro Non-Border	55,413	140	252.6
Victoria	22	Metro Non-Border	89,831	614	683.5
Walker	138	Non-Metro Non-Border	70,199	221	314.8
Waller	244	Metro Non-Border	50,082	36	71.9
Ward	72	Non-Metro Non-Border	10,960	52	474.5
Washington	76	Non-Metro Non-Border	35,712	166	464.8
Webb	216	Metro Border	282,143	486	172.3
Wharton	101	Non-Metro Non-Border	42,332	163	385.1
Wheeler	7	Non-Metro Non-Border	5,637	50	887.0
Wichita	13	Metro Non-Border	132,279	993	750.7
Wilbarger	5	Non-Metro Non-Border	14,220	145	1019.7
Willacy	182	Non-Metro Border	24,444	57	233.2
Williamson	232	Metro Non-Border	518,755	673	129.7
Wilson	146	Metro Non-Border	49,833	154	309.0
Winkler	168	Non-Metro Non-Border	7,755	20	257.9
Wise	130	Metro Non-Border	66,321	217	327.2
Wood	137	Non-Metro Non-Border	45,341	144	317.6
Yoakum	194	Non-Metro Non-Border	8,687	19	218.7
Young	20	Non-Metro Non-Border	19,220	133	692.0
Zapata	233	Non-Metro Border	15,544	20	128.7
Zavala	125	Non-Metro Border	12,324	41	332.7

2015 Texasm CNA Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	CNAs	per 100K	Rank	County	Metro Border Status	Population	CNAs	per 100K
1	Kent	Non-Metro Non-Border	803	25	3113.3	45	Limestone	Non-Metro Non-Border	24,761	207	836.0
2	Sterling	Non-Metro Non-Border	1,193	24	2011.7	46	Terry	Non-Metro Non-Border	13,027	107	821.4
3	Stonewall	Non-Metro Non-Border	1,508	28	1856.8	47	Jasper	Non-Metro Non-Border	36,523	294	805.0
4	Coke	Non-Metro Non-Border	3,213	58	1805.2	48	Brown	Non-Metro Non-Border	39,488	316	800.2
5	Mills	Non-Metro Non-Border	5,056	88	1740.5	49	Milam	Non-Metro Non-Border	25,759	205	795.8
6	Foard	Non-Metro Non-Border	1,355	23	1697.4	50	Donley	Non-Metro Non-Border	3,781	30	793.4
7	Crane	Non-Metro Non-Border	4,847	78	1609.2	51	Hopkins	Non-Metro Non-Border	36,774	291	791.3
8	San Augustine	Non-Metro Non-Border	9,151	143	1562.7	52	Wharton	Non-Metro Non-Border	42,332	334	789.0
9	Menard	Non-Metro Non-Border	2,346	35	1491.9	53	Hill	Non-Metro Non-Border	37,282	293	785.9
10	Ellis	Metro Non-Border	173,277	2576	1486.6	54	Throckmorton	Non-Metro Non-Border	1,655	13	785.5
11	Lavaca	Non-Metro Non-Border	19,541	280	1432.9	55	Angelina	Non-Metro Non-Border	90,596	705	778.2
12	Schleicher	Non-Metro Non-Border	3,726	48	1288.2	56	Robertson	Metro Non-Border	18,098	140	773.6
13	Crockett	Non-Metro Border	3,918	47	1199.6	57	Fayette	Non-Metro Non-Border	26,381	204	773.3
14	Hall	Non-Metro Non-Border	3,346	40	1195.5	58	Jackson	Non-Metro Non-Border	14,238	110	772.6
15	Runnels	Non-Metro Non-Border	10,756	127	1180.7	59	Martin	Metro Non-Border	5,182	40	771.9
16	De Witt	Non-Metro Non-Border	20,472	239	1167.4	60	Karnes	Non-Metro Non-Border	15,557	120	771.4
17	Knox	Non-Metro Non-Border	3,752	43	1146.1	61	Jim Hogg	Non-Metro Border	5,548	42	757.0
18	Coleman	Non-Metro Non-Border	9,061	103	1136.7	62	Freestone	Non-Metro Non-Border	20,931	158	754.9
19	Lamb	Non-Metro Non-Border	14,307	158	1104.4	63	Refugio	Non-Metro Non-Border	7,486	56	748.1
20	Red River	Non-Metro Non-Border	13,227	146	1103.8	64	Crosby	Metro Non-Border	6,640	49	738.0
21	Bosque	Non-Metro Non-Border	19,338	213	1101.5	65	Cherokee	Non-Metro Non-Border	54,099	398	735.7
22	Hamilton	Non-Metro Non-Border	8,654	92	1063.1	66	Smith	Metro Non-Border	225,731	1650	731.0
23	Shelby	Non-Metro Non-Border	27,068	278	1027.0	67	Hansford	Non-Metro Non-Border	6,050	44	727.3
24	Armstrong	Metro Non-Border	1,969	20	1015.7	68	Cochran	Non-Metro Non-Border	3,302	24	726.8
25	Colorado	Non-Metro Non-Border	21,785	221	1014.5	69	Henderson	Non-Metro Non-Border	81,372	591	726.3
26	Deaf Smith	Non-Metro Non-Border	20,982	208	991.3	70	Navarro	Non-Metro Non-Border	51,464	373	724.8
27	Madison	Non-Metro Non-Border	14,639	145	990.5	71	Falls	Metro Non-Border	18,632	134	719.2
28	Floyd	Non-Metro Non-Border	6,579	63	957.6	72	Lamar	Non-Metro Non-Border	51,516	369	716.3
29	Sabine	Non-Metro Non-Border	11,486	107	931.6	73	Reagan	Non-Metro Non-Border	3,634	26	715.5
30	Houston	Non-Metro Non-Border	24,515	228	930.0	74	Fannin	Non-Metro Non-Border	35,790	255	712.5
31	Cass	Non-Metro Non-Border	31,323	288	919.5	75	Wood	Non-Metro Non-Border	45,341	322	710.2
32	Marion	Non-Metro Non-Border	11,059	99	895.2	76	Moore	Non-Metro Non-Border	23,849	167	700.2
33	Collingsworth	Non-Metro Non-Border	3,147	28	889.7	77	Callahan	Metro Non-Border	14,129	98	693.6
34	Kimble	Non-Metro Non-Border	4,848	43	887.0	78	Jones	Metro Non-Border	21,223	147	692.6
35	Upton	Non-Metro Non-Border	3,632	32	881.1	79	Burleson	Metro Non-Border	18,482	127	687.2
36	Lipscomb	Non-Metro Non-Border	3,549	31	873.5	80	Haskell	Non-Metro Non-Border	5,971	41	686.7
37	Newton	Metro Non-Border	14,431	126	873.1	81	Kenedy	Non-Metro Border	438	3	684.9
38	Polk	Non-Metro Non-Border	48,633	420	863.6	82	Wichita	Metro Non-Border	132,279	905	684.2
39	Comanche	Non-Metro Non-Border	14,425	124	859.6	83	Ochiltree	Non-Metro Non-Border	11,410	78	683.6
40	Morris	Non-Metro Non-Border	13,438	115	855.8	84	Bailey	Non-Metro Non-Border	7,799	52	666.8
41	Delta	Non-Metro Non-Border	5,505	47	853.8	85	Brooks	Non-Metro Border	7,502	50	666.5
42	Edwards	Non-Metro Border	2,119	18	849.5	86	Taylor	Metro Non-Border	135,409	894	660.2
43	Gonzales	Non-Metro Non-Border	21,128	179	847.2	87	Franklin	Non-Metro Non-Border	11,220	74	659.5
44	Camp	Non-Metro Non-Border	13,421	113	842.0	88	Lampasas	Metro Non-Border	21,463	140	652.3

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

2015 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	CNAs	per 100K		Rank	County	Metro Border Status	Population	CNAs	per 100K
89	San Saba	Non-Metro Non-Border	6,296	41	651.2		135	Dallam	Non-Metro Non-Border	7,407	40	540.0
90	Nacogdoches	Non-Metro Non-Border	68,586	446	650.3		136	Tyler	Non-Metro Non-Border	22,257	118	530.2
91	Yoakum	Non-Metro Non-Border	8,687	56	644.6		137	Dickens	Non-Metro Non-Border	2,493	13	521.5
92	Coryell	Metro Non-Border	81,321	524	644.4		138	Lee	Non-Metro Non-Border	17,880	93	520.1
93	Gregg	Metro Non-Border	128,803	820	636.6		139	San Patricio	Metro Non-Border	66,697	341	511.3
94	Howard	Non-Metro Non-Border	36,478	232	636.0		140	Hardeman	Non-Metro Non-Border	4,313	22	510.1
95	Panola	Non-Metro Non-Border	24,912	157	630.2		141	Victoria	Metro Non-Border	89,831	457	508.7
96	Van Zandt	Non-Metro Non-Border	55,413	348	628.0		142	Lynn	Metro Non-Border	6,095	31	508.6
97	McLennan	Metro Non-Border	244,576	1534	627.2		143	Anderson	Non-Metro Non-Border	60,367	305	505.2
98	Real	Non-Metro Border	3,393	21	618.9		144	Jim Wells	Non-Metro Non-Border	42,763	214	500.4
99	Caldwell	Metro Non-Border	43,322	268	618.6		145	Bee	Non-Metro Non-Border	32,698	163	498.5
100	Zavala	Non-Metro Border	12,324	76	616.7		146	Kleberg	Non-Metro Non-Border	33,715	168	498.3
101	Matagorda	Non-Metro Non-Border	38,295	236	616.3		147	Aransas	Metro Non-Border	24,738	123	497.2
102	Harrison	Non-Metro Non-Border	68,889	424	615.5		148	Hunt	Metro Non-Border	93,347	456	488.5
103	Parmer	Non-Metro Non-Border	11,258	69	612.9		149	Grayson	Metro Non-Border	127,097	619	487.0
104	Dawson	Non-Metro Non-Border	14,359	88	612.9		150	San Jacinto	Non-Metro Non-Border	29,386	141	479.8
105	Eastland	Non-Metro Non-Border	19,259	118	612.7		151	Burnet	Non-Metro Non-Border	47,386	227	479.0
106	Hockley	Non-Metro Non-Border	24,077	147	610.5		152	Nolan	Non-Metro Non-Border	15,690	75	478.0
107	Hale	Non-Metro Non-Border	37,400	226	604.3		153	Gray	Non-Metro Non-Border	23,611	112	474.4
108	Montague	Non-Metro Non-Border	20,610	124	601.6		154	Mitchell	Non-Metro Non-Border	9,727	46	472.9
109	Carson	Metro Non-Border	6,354	38	598.0		155	Titus	Non-Metro Non-Border	34,910	165	472.6
110	Grimes	Non-Metro Non-Border	28,642	171	597.0		156	Oldham	Metro Non-Border	2,128	10	469.9
111	Blanco	Non-Metro Non-Border	11,742	70	596.2		157	Upshur	Metro Non-Border	42,223	198	468.9
112	Rusk	Metro Non-Border	58,150	344	591.6		158	Young	Non-Metro Non-Border	19,220	90	468.3
113	Baylor	Non-Metro Non-Border	3,721	22	591.2		159	Jefferson	Metro Non-Border	259,399	1210	466.5
114	Andrews	Non-Metro Non-Border	16,133	95	588.9		160	Wilson	Metro Non-Border	49,833	232	465.6
115	Bowie	Metro Non-Border	93,848	552	588.2		161	McCulloch	Non-Metro Non-Border	8,634	40	463.3
116	Palo Pinto	Non-Metro Non-Border	29,914	175	585.0		162	Uvalde	Non-Metro Border	27,543	127	461.1
117	Potter	Metro Non-Border	127,643	745	583.7		163	Guadalupe	Metro Non-Border	155,621	715	459.4
118	Tom Green	Metro Non-Border	112,579	650	577.4		164	Midland	Metro Non-Border	147,653	678	459.2
119	Gillespie	Non-Metro Non-Border	27,231	157	576.5		165	Johnson	Metro Non-Border	167,760	767	457.2
120	Trinity	Non-Metro Non-Status	15,618	90	576.3		166	Bandera	Metro Non-Border	22,792	104	456.3
121	Bell	Metro Non-Border	352,210	2026	575.2		167	Orange	Metro Non-Border	85,098	386	453.6
122	Cottle	Non-Metro Non-Border	1,572	9	572.5		168	Ector	Metro Non-Border	148,260	672	453.3
123	Washington	Non-Metro Non-Border	35,712	204	571.2		169	Pecos	Non-Metro Border	16,380	74	451.8
124	Rains	Non-Metro Non-Border	12,019	68	565.8		170	Austin	Metro Non-Border	32,238	145	449.8
125	Stephens	Non-Metro Non-Border	9,941	56	563.3		171	Clay	Metro Non-Border	11,224	50	445.5
126	Somervell	Metro Non-Border	9,436	53	561.7		172	Galveston	Metro Non-Border	312,880	1371	438.2
127	Kerr	Non-Metro Non-Border	53,262	299	561.4		173	Sherman	Non-Metro Non-Border	3,220	14	434.8
128	Lubbock	Metro Non-Border	295,257	1652	559.5		174	Garza	Non-Metro Non-Border	6,738	29	430.4
129	Swisher	Non-Metro Non-Border	8,055	45	558.7		175	Wilbarger	Non-Metro Non-Border	14,220	61	429.0
130	Hood	Metro Non-Border	56,112	313	557.8		176	Ward	Non-Metro Non-Border	10,960	47	428.8
131	Llano	Non-Metro Non-Border	20,400	113	553.9		177	Concho	Non-Metro Non-Border	4,207	18	427.9
132	Val Verde	Non-Metro Border	51,217	282	550.6		178	Atascosa	Metro Non-Border	50,278	214	425.6
133	Wheeler	Non-Metro Non-Border	5,637	31	549.9		179	Kaufman	Metro Non-Border	124,238	527	424.2
134	Castro	Non-Metro Non-Border	8,500	46	541.2		180	Wise	Metro Non-Border	66,321	279	420.7

2015 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Rank	County	Metro Border Status	Population	CNAs	per 100K
181	Randall	Metro Non-Border	130,799	550	420.5
182	Gaines	Non-Metro Non-Border	19,515	81	415.1
183	Walker	Non-Metro Non-Border	70,199	287	408.8
184	Tarrant	Metro Non-Border	1,959,449	7828	399.5
185	Hidalgo	Metro Border	883,903	3511	397.2
186	Goliad	Metro Non-Border	7,856	31	394.6
187	Dallas	Metro Non-Border	2,496,859	9831	393.7
188	Erath	Non-Metro Non-Border	39,534	155	392.1
189	Duval	Non-Metro Border	12,247	48	391.9
190	Medina	Metro Non-Border	51,307	201	391.8
191	Hardin	Metro Non-Border	58,521	229	391.3
192	Calhoun	Non-Metro Non-Border	23,298	91	390.6
193	Mason	Non-Metro Non-Border	4,128	16	387.6
194	Glasscock	Non-Metro Non-Border	1,293	5	386.7
195	Scurry	Non-Metro Non-Border	17,884	69	385.8
196	Live Oak	Non-Metro Non-Border	11,718	45	384.0
197	Jack	Non-Metro Non-Border	9,382	36	383.7
198	Bastrop	Metro Non-Border	86,175	329	381.8
199	Fisher	Non-Metro Non-Border	3,943	15	380.4
200	Archer	Metro Non-Border	9,502	36	378.9
201	Frio	Non-Metro Border	18,668	70	375.0
202	Nueces	Metro Non-Border	357,888	1322	369.4
203	Starr	Non-Metro Border	65,101	239	367.1
204	Kendall	Metro Non-Border	38,993	143	366.7
205	Maverick	Non-Metro Border	58,947	216	366.4
206	Liberty	Metro Non-Border	82,984	299	360.3
207	Parker	Metro Non-Border	136,501	490	359.0
208	Briscoe	Non-Metro Non-Border	1,676	6	358.0
209	Reeves	Non-Metro Border	14,398	51	354.2
210	Leon	Non-Metro Non-Border	18,131	64	353.0
211	Cooke	Non-Metro Non-Border	40,075	140	349.3
212	Bexar	Metro Non-Border	1,882,834	6439	342.0
213	Hemphill	Non-Metro Non-Border	4,117	14	340.1
214	Hutchinson	Non-Metro Non-Border	22,372	76	339.7
215	Shackelford	Non-Metro Non-Border	3,552	12	337.8
216	Chambers	Metro Non-Border	40,945	135	329.7
217	Harris	Metro Non-Border	4,471,427	14623	327.0
218	Willacy	Non-Metro Border	24,444	79	323.2
219	Sutton	Non-Metro Border	4,417	14	317.0
220	Culberson	Non-Metro Border	2,568	8	311.5
221	Williamson	Metro Non-Border	518,755	1571	302.8
222	Cameron	Metro Border	449,166	1346	299.7
223	Hays	Metro Non-Border	197,298	586	297.0
224	Winkler	Non-Metro Non-Border	7,755	23	296.6
225	Fort Bend	Metro Non-Border	724,104	2144	296.1
226	Waller	Metro Non-Border	50,082	148	295.5

Rank	County	Metro Border Status	Population	CNAs	per 100K
227	Brazos	Metro Non-Border	214,672	632	294.4
228	Comal	Metro Non-Border	128,347	358	278.9
229	La Salle	Non-Metro Border	7,601	21	276.3
230	McMullen	Non-Metro Border	750	2	266.7
231	Brazoria	Metro Non-Border	358,855	955	266.1
232	Dimmit	Non-Metro Border	10,473	27	257.8
233	Travis	Metro Non-Border	1,144,887	2884	251.9
234	Childress	Non-Metro Non-Border	7,262	18	247.9
235	Collin	Metro Non-Border	949,673	2342	246.6
236	Zapata	Non-Metro Border	15,544	35	225.2
237	Denton	Metro Non-Border	789,094	1762	223.3
238	Hartley	Non-Metro Non-Border	6,172	12	194.4
239	Webb	Metro Border	282,143	524	185.7
240	Irion	Metro Non-Border	1,683	3	178.3
241	Presidio	Non-Metro Border	8,314	14	168.4
242	Montgomery	Metro Non-Border	548,532	904	164.8
243	Motley	Non-Metro Non-Border	1,216	2	164.5
244	Borden	Non-Metro Non-Border	673	1	148.6
245	Rockwall	Metro Non-Border	95,829	124	129.4
246	Brewster	Non-Metro Border	9,752	12	123.1
247	Roberts	Non-Metro Non-Border	975	1	102.6
248	Terrell	Non-Metro Border	1,026	1	97.5
249	Kinney	Non-Metro Border	3,734	3	80.3
250	Hudspeth	Metro Border	3,735	3	80.3
251	El Paso	Metro Border	873,513	490	56.1
-	Jeff Davis	Non-Metro Border	2,434	0	0
-	King	Non-Metro Non-Border	293	0	0
-	Loving	Non-Metro Non-Border	81	0	0

2015 Texas CNA Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	CNAs	per 100K	County	Rank	Metro Border Status	Population	CNAs	per 100K
Anderson	143	Non-Metro Non-Border	60,367	305	505.2	Colorado	25	Non-Metro Non-Border	21,785	221	1014.5
Andrews	114	Non-Metro Non-Border	16,133	95	588.9	Comal	228	Metro Non-Border	128,347	358	278.9
Angelina	55	Non-Metro Non-Border	90,596	705	778.2	Comanche	39	Non-Metro Non-Border	14,425	124	859.6
Aransas	147	Metro Non-Border	24,738	123	497.2	Concho	177	Non-Metro Non-Border	4,207	18	427.9
Archer	200	Metro Non-Border	9,502	36	378.9	Cooke	211	Non-Metro Non-Border	40,075	140	349.3
Armstrong	24	Metro Non-Border	1,969	20	1015.7	Coryell	92	Metro Non-Border	81,321	524	644.4
Atascosa	178	Metro Non-Border	50,278	214	425.6	Cottle	122	Non-Metro Non-Border	1,572	9	572.5
Austin	170	Metro Non-Border	32,238	145	449.8	Crane	7	Non-Metro Non-Border	4,847	78	1609.2
Bailey	84	Non-Metro Non-Border	7,799	52	666.8	Crockett	13	Non-Metro Border	3,918	47	1199.6
Bandera	166	Metro Non-Border	22,792	104	456.3	Crosby	64	Metro Non-Border	6,640	49	738.0
Bastrop	198	Metro Non-Border	86,175	329	381.8	Culberson	220	Non-Metro Border	2,568	8	311.5
Baylor	113	Non-Metro Non-Border	3,721	22	591.2	Dallam	135	Non-Metro Non-Border	7,407	40	540.0
Bee	145	Non-Metro Non-Border	32,698	163	498.5	Dallas	187	Metro Non-Border	2,496,859	9831	393.7
Bell	121	Metro Non-Border	352,210	2026	575.2	Dawson	104	Non-Metro Non-Border	14,359	88	612.9
Bexar	212	Metro Non-Border	1,882,834	6439	342.0	De Witt	16	Non-Metro Non-Border	20,472	239	1167.4
Blanco	111	Non-Metro Non-Border	11,742	70	596.2	Deaf Smith	26	Non-Metro Non-Border	20,982	208	991.3
Borden	244	Non-Metro Non-Border	673	1	148.6	Delta	41	Non-Metro Non-Border	5,505	47	853.8
Bosque	21	Non-Metro Non-Border	19,338	213	1101.5	Denton	237	Metro Non-Border	789,094	1762	223.3
Bowie	115	Metro Non-Border	93,848	552	588.2	Dickens	137	Non-Metro Non-Border	2,493	13	521.5
Brazoria	231	Metro Non-Border	358,855	955	266.1	Dimmit	232	Non-Metro Border	10,473	27	257.8
Brazos	227	Metro Non-Border	214,672	632	294.4	Donley	50	Non-Metro Non-Border	3,781	30	793.4
Brewster	246	Non-Metro Border	9,752	12	123.1	Duval	189	Non-Metro Border	12,247	48	391.9
Briscoe	208	Non-Metro Non-Border	1,676	6	358.0	Eastland	105	Non-Metro Non-Border	19,259	118	612.7
Brooks	85	Non-Metro Border	7,502	50	666.5	Ector	168	Metro Non-Border	148,260	672	453.3
Brown	48	Non-Metro Non-Border	39,488	316	800.2	Edwards	42	Non-Metro Border	2,119	18	849.5
Burleson	79	Metro Non-Border	18,482	127	687.2	El Paso	251	Metro Border	873,513	490	56.1
Burnet	151	Non-Metro Non-Border	47,386	227	479.0	Ellis	10	Metro Non-Border	173,277	2576	1486.6
Caldwell	99	Metro Non-Border	43,322	268	618.6	Erath	188	Non-Metro Non-Border	39,534	155	392.1
Calhoun	192	Non-Metro Non-Border	23,298	91	390.6	Falls	71	Metro Non-Border	18,632	134	719.2
Callahan	77	Metro Non-Border	14,129	98	693.6	Fannin	74	Non-Metro Non-Border	35,790	255	712.5
Cameron	222	Metro Border	449,166	1346	299.7	Fayette	57	Non-Metro Non-Border	26,381	204	773.3
Camp	44	Non-Metro Non-Border	13,421	113	842.0	Fisher	199	Non-Metro Non-Border	3,943	15	380.4
Carson	109	Metro Non-Border	6,354	38	598.0	Floyd	28	Non-Metro Non-Border	6,579	63	957.6
Cass	31	Non-Metro Non-Border	31,323	288	919.5	Foard	6	Non-Metro Non-Border	1,355	23	1697.4
Castro	134	Non-Metro Non-Border	8,500	46	541.2	Fort Bend	225	Metro Non-Border	724,104	2144	296.1
Chambers	216	Metro Non-Border	40,945	135	329.7	Franklin	87	Non-Metro Non-Border	11,220	74	659.5
Cherokee	65	Non-Metro Non-Border	54,099	398	735.7	Freestone	62	Non-Metro Non-Border	20,931	158	754.9
Childress	234	Non-Metro Non-Border	7,262	18	247.9	Frio	201	Non-Metro Border	18,668	70	375.0
Clay	171	Metro Non-Border	11,224	50	445.5	Gaines	182	Non-Metro Non-Border	19,515	81	415.1
Cochran	68	Non-Metro Non-Border	3,302	24	726.8	Galveston	172	Metro Non-Border	312,880	1371	438.2
Coke	4	Non-Metro Non-Border	3,213	58	1805.2	Garza	174	Non-Metro Non-Border	6,738	29	430.4
Coleman	18	Non-Metro Non-Border	9,061	103	1136.7	Gillespie	119	Non-Metro Non-Border	27,231	157	576.5
Collin	235	Metro Non-Border	949,673	2342	246.6	Glasscock	194	Non-Metro Non-Border	1,293	5	386.7
Collingsworth	33	Non-Metro Non-Border	3,147	28	889.7	Goliad	186	Metro Non-Border	7,856	31	394.6

*Note: Practice County information is obtained from practice addresses reported during licensure renewal. For records which practice location was not available, residence county was used.

2015 Texas CNA Supply by County of Practice, Alphabetical Order

County	Rank	Metro Border Status	Population	CNAs	per 100K	County	Rank	Metro Border Status	Population	CNAs	per 100K
Gonzales	43	Non-Metro Non-Border	21,128	179	847.2	King	253	Non-Metro Non-Border	293	0	0.0
Gray	153	Non-Metro Non-Border	23,611	112	474.4	Kinney	249	Non-Metro Border	3,734	3	80.3
Grayson	149	Metro Non-Border	127,097	619	487.0	Kleberg	146	Non-Metro Non-Border	33,715	168	498.3
Gregg	93	Metro Non-Border	128,803	820	636.6	Knox	17	Non-Metro Non-Border	3,752	43	1146.1
Grimes	110	Non-Metro Non-Border	28,642	171	597.0	La Salle	229	Non-Metro Border	7,601	21	276.3
Guadalupe	163	Metro Non-Border	155,621	715	459.4	Lamar	72	Non-Metro Non-Border	51,516	369	716.3
Hale	107	Non-Metro Non-Border	37,400	226	604.3	Lamb	19	Non-Metro Non-Border	14,307	158	1104.4
Hall	14	Non-Metro Non-Border	3,346	40	1195.5	Lampasas	88	Metro Non-Border	21,463	140	652.3
Hamilton	22	Non-Metro Non-Border	8,654	92	1063.1	Lavaca	11	Non-Metro Non-Border	19,541	280	1432.9
Hansford	67	Non-Metro Non-Border	6,050	44	727.3	Lee	138	Non-Metro Non-Border	17,880	93	520.1
Hardeman	140	Non-Metro Non-Border	4,313	22	510.1	Leon	210	Non-Metro Non-Border	18,131	64	353.0
Hardin	191	Metro Non-Border	58,521	229	391.3	Liberty	206	Metro Non-Border	82,984	299	360.3
Harris	217	Metro Non-Border	4,471,427	14623	327.0	Limestone	45	Non-Metro Non-Border	24,761	207	836.0
Harrison	102	Non-Metro Non-Border	68,889	424	615.5	Lipscomb	36	Non-Metro Non-Border	3,549	31	873.5
Hartley	238	Non-Metro Non-Border	6,172	12	194.4	Live Oak	196	Non-Metro Non-Border	11,718	45	384.0
Haskell	80	Non-Metro Non-Border	5,971	41	686.7	Llano	131	Non-Metro Non-Border	20,400	113	553.9
Hays	223	Metro Non-Border	197,298	586	297.0	Loving	254	Non-Metro Non-Border	81	0	0.0
Hemphill	213	Non-Metro Non-Border	4,117	14	340.1	Lubbock	128	Metro Non-Border	295,257	1652	559.5
Henderson	69	Non-Metro Non-Border	81,372	591	726.3	Lynn	142	Metro Non-Border	6,095	31	508.6
Hidalgo	185	Metro Border	883,903	3511	397.2	Madison	27	Non-Metro Non-Border	14,639	145	990.5
Hill	53	Non-Metro Non-Border	37,282	293	785.9	Marion	32	Non-Metro Non-Border	11,059	99	895.2
Hockley	106	Non-Metro Non-Border	24,077	147	610.5	Martin	59	Metro Non-Border	5,182	40	771.9
Hood	130	Metro Non-Border	56,112	313	557.8	Mason	193	Non-Metro Non-Border	4,128	16	387.6
Hopkins	51	Non-Metro Non-Border	36,774	291	791.3	Matagorda	101	Non-Metro Non-Border	38,295	236	616.3
Houston	30	Non-Metro Non-Border	24,515	228	930.0	Maverick	205	Non-Metro Border	58,947	216	366.4
Howard	94	Non-Metro Non-Border	36,478	232	636.0	McCulloch	161	Non-Metro Non-Border	8,634	40	463.3
Hudspeth	250	Metro Border	3,735	3	80.3	McLennan	97	Metro Non-Border	244,576	1534	627.2
Hunt	148	Metro Non-Border	93,347	456	488.5	McMullen	230	Non-Metro Border	750	2	266.7
Hutchinson	214	Non-Metro Non-Border	22,372	76	339.7	Medina	190	Metro Non-Border	51,307	201	391.8
Irion	240	Metro Non-Border	1,683	3	178.3	Menard	9	Non-Metro Non-Border	2,346	35	1491.9
Jack	197	Non-Metro Non-Border	9,382	36	383.7	Midland	164	Metro Non-Border	147,653	678	459.2
Jackson	58	Non-Metro Border Status	14,238	110	772.6	Milam	49	Non-Metro Non-Border	25,759	205	795.8
Jasper	47	Non-Metro Non-Border	36,523	294	805.0	Mills	5	Non-Metro Non-Border	5,056	88	1740.5
Jeff Davis	252	Non-Metro Border	2,434	0	0.0	Mitchell	154	Non-Metro Non-Border	9,727	46	472.9
Jefferson	159	Metro Non-Border	259,399	1210	466.5	Montague	108	Non-Metro Non-Border	20,610	124	601.6
Jim Hogg	61	Non-Metro Border	5,548	42	757.0	Montgomery	242	Metro Non-Border	548,532	904	164.8
Jim Wells	144	Non-Metro Non-Border	42,763	214	500.4	Moore	76	Non-Metro Non-Border	23,849	167	700.2
Johnson	165	Metro Non-Border	167,760	767	457.2	Morris	40	Non-Metro Non-Border	13,438	115	855.8
Jones	78	Metro Non-Border	21,223	147	692.6	Motley	243	Non-Metro Non-Border	1,216	2	164.5
Karnes	60	Non-Metro Non-Border	15,557	120	771.4	Nacogdoches	90	Non-Metro Non-Border	68,586	446	650.3
Kaufman	179	Metro Non-Border	124,238	527	424.2	Navarro	70	Non-Metro Non-Border	51,464	373	724.8
Kendall	204	Metro Non-Border	38,993	143	366.7	Newton	37	Metro Non-Border	14,431	126	873.1
Kenedy	81	Non-Metro Border	438	3	684.9	Nolan	152	Non-Metro Non-Border	15,690	75	478.0
Kent	1	Non-Metro Non-Border	803	25	3113.3	Nueces	202	Metro Non-Border	357,888	1322	369.4
Kerr	127	Non-Metro Non-Border	53,262	299	561.4	Ochiltree	83	Non-Metro Non-Border	11,410	78	683.6
Kimble	34	Non-Metro Non-Border	4,848	43	887.0	Oldham	156	Metro Non-Border	2,128	10	469.9

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County	Rank	Metro Border Status	Population	CNAs	per 100K
Orange	167	Metro Non-Border	85,098	386	453.6
Palo Pinto	116	Non-Metro Non-Border	29,914	175	585.0
Panola	95	Non-Metro Non-Border	24,912	157	630.2
Parker	207	Metro Non-Border	136,501	490	359.0
Parmer	103	Non-Metro Non-Border	11,258	69	612.9
Pecos	169	Non-Metro Border	16,380	74	451.8
Polk	38	Non-Metro Non-Border	48,633	420	863.6
Potter	117	Metro Non-Border	127,643	745	583.7
Presidio	241	Non-Metro Border	8,314	14	168.4
Rains	124	Non-Metro Non-Border	12,019	68	565.8
Randall	181	Metro Non-Border	130,799	550	420.5
Reagan	73	Non-Metro Non-Border	3,634	26	715.5
Real	98	Non-Metro Border	3,393	21	618.9
Red River	20	Non-Metro Non-Border	13,227	146	1103.8
Reeves	209	Non-Metro Border	14,398	51	354.2
Refugio	63	Non-Metro Non-Border	7,486	56	748.1
Roberts	247	Non-Metro Non-Border	975	1	102.6
Robertson	56	Metro Non-Border	18,098	140	773.6
Rockwall	245	Metro Non-Border	95,829	124	129.4
Runnels	15	Non-Metro Non-Border	10,756	127	1180.7
Rusk	112	Metro Non-Border	58,150	344	591.6
Sabine	29	Non-Metro Non-Border	11,486	107	931.6
San Augustine	8	Non-Metro Non-Border	9,151	143	1562.7
San Jacinto	150	Non-Metro Non-Border	29,386	141	479.8
San Patricio	139	Metro Non-Border	66,697	341	511.3
San Saba	89	Non-Metro Non-Border	6,296	41	651.2
Schleicher	12	Non-Metro Non-Border	3,726	48	1288.2
Scurry	195	Non-Metro Non-Border	17,884	69	385.8
Shackelford	215	Non-Metro Non-Border	3,552	12	337.8
Shelby	23	Non-Metro Non-Border	27,068	278	1027.0
Sherman	173	Non-Metro Non-Border	3,220	14	434.8
Smith	66	Metro Non-Border	225,731	1650	731.0
Somervell	126	Metro Non-Border	9,436	53	561.7
Starr	203	Non-Metro Border	65,101	239	367.1
Stephens	125	Non-Metro Non-Border	9,941	56	563.3
Sterling	2	Non-Metro Non-Border	1,193	24	2011.7
Stonewall	3	Non-Metro Non-Border	1,508	28	1856.8
Sutton	219	Non-Metro Border	4,417	14	317.0
Swisher	129	Non-Metro Non-Border	8,055	45	558.7
Tarrant	184	Metro Non-Border	1,959,449	7828	399.5
Taylor	86	Metro Non-Border	135,409	894	660.2
Terrell	248	Non-Metro Border	1,026	1	97.5
Terry	46	Non-Metro Non-Border	13,027	107	821.4
Throckmorton	54	Non-Metro Non-Border	1,655	13	785.5
Titus	155	Non-Metro Non-Border	34,910	165	472.6
Tom Green	118	Metro Non-Border	112,579	650	577.4

County	Rank	Metro Border Status	Population	CNAs	per 100K
Travis	233	Metro Non-Border	1,144,887	2884	251.9
Trinity	120	Non-Metro Non-Border	15,618	90	576.3
Tyler	136	Non-Metro Non-Border	22,257	118	530.2
Upshur	157	Metro Non-Border	42,223	198	468.9
Upton	35	Non-Metro Non-Border	3,632	32	881.1
Uvalde	162	Non-Metro Border	27,543	127	461.1
Val Verde	132	Non-Metro Border	51,217	282	550.6
Van Zandt	96	Non-Metro Non-Border	55,413	348	628.0
Victoria	141	Metro Non-Border	89,831	457	508.7
Walker	183	Non-Metro Non-Border	70,199	287	408.8
Waller	226	Metro Non-Border	50,082	148	295.5
Ward	176	Non-Metro Non-Border	10,960	47	428.8
Washington	123	Non-Metro Non-Border	35,712	204	571.2
Webb	239	Metro Border	282,143	524	185.7
Wharton	52	Non-Metro Non-Border	42,332	334	789.0
Wheeler	133	Non-Metro Non-Border	5,637	31	549.9
Wichita	82	Metro Non-Border	132,279	905	684.2
Wilbarger	175	Non-Metro Non-Border	14,220	61	429.0
Willacy	218	Non-Metro Border	24,444	79	323.2
Williamson	221	Metro Non-Border	518,755	1571	302.8
Wilson	160	Metro Non-Border	49,833	232	465.6
Winkler	224	Non-Metro Non-Border	7,755	23	296.6
Wise	180	Metro Non-Border	66,321	279	420.7
Wood	75	Non-Metro Non-Border	45,341	322	710.2
Yoakum	91	Non-Metro Non-Border	8,687	56	644.6
Young	158	Non-Metro Non-Border	19,220	90	468.3
Zapata	236	Non-Metro Border	15,544	35	225.2
Zavala	100	Non-Metro Border	12,324	76	616.7

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