

2013

Nursing Workforce in Texas: Demographics and Trends Report



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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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 Health and Human Services Commission, the Department of Aging and Disability Services (DADS), the Department of State Health Services, and 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/>.

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St. David's Healthcare Institute for Learning

Texas Higher Education Coordinating Board

Texas Nurses Association

Texas Woman's University

Texas Association of Home Care

Texas Tech University Health Science Center

Texas Department of State Health Services

Alamo Colleges

Licensed Vocational Nurses Association of Texas

Leading Age Texas

Texas Association of Vocational Nurse Educators

Texas Hospital Association

Coalition for Nurses in Advanced Practice

Texas Board of Nursing

Public Member

Texas Nurses Association

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 and APRNs 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 2013 Texas nursing workforce include:

- **Supply:** From 2000 to 2013, the number of RNs and LVNs grew by 57.9% and 27.5%, respectively, compared with a 27.9% increase in the Texas population over the same time period. The supply of APRNs in Texas grew by 50.9% from 2007 to 2013, compared with 12.4% growth in the Texas population over the same time period. However, the supply ratios of RNs and APRNs 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, 41.3% of RNs and 40.5% of APRNs were over the age of 50 in 2013, compared to 34.1% of LVNs.

- **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 (11.5% black/African American in 2013 compared to 6.7% in 2000 and 13.5% Hispanic/Latino in 2013 compared to 7.2% in 2000). The proportion of males in the RN workforce has been increasing slowly, from 8.4% in 2000 to 11.4% in 2013. As in years past, males are more represented among APRNs (18.2% male) than among LVNs (10.9%) and RNs (11.4%).
- **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 2013, 52.1% of RNs had a BSN or more advanced degree, up from 49.7% in 2011 when the IOM report was published, and 1,108 RNs (0.6%) held a doctorate degree, up from 853 (0.5%) in 2011.
- **Employment:** Similar to the national nursing workforce, 65.5% of RNs were working in outpatient or inpatient hospital care. The distribution of employment settings among RNs has remained almost the same since 2001. Home health and long term care 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 2012.

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, 2014)

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.

2013 Texas Registered Nurse Facts:

White/Caucasian	63.0%
Black/African American	11.5%
Hispanic/Latino	13.5%
Other	12.0%
Male	11.7%
Female	88.3%

Median Age	46
Median Age Male	44
Median Age Female	46

Number of Counties with no RNs	4
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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

2013 Registered Nurses/100,000 Population

Border Metropolitan	545.7
Non-border Metropolitan	795.6
Border Non-metropolitan	278.9
Non-border Non-metropolitan	507.5

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 46 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 20.5% in 2013. Staiger (2012) projects that if the unemployment rate decreases as anticipated by 2015, many RNs will exit the workforce, coinciding with the expected retirement of many “baby boomer” RNs. Buerhaus, et al. (2013) assert that 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 2013, there were 231,728 RNs with active licenses, 207,199 RNs with active licenses working in nursing, and 196,571 RNs with active licenses working in

nursing in Texas (Table A1, Figure A1).

The 196,571 RNs equates to a

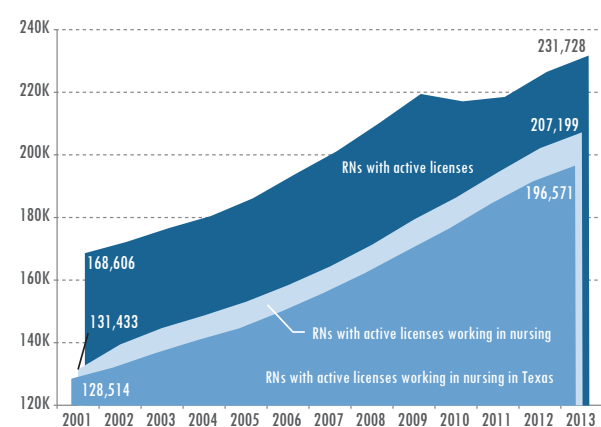
supply ratio of 737.2 RNs per 100,000 population. This represents 0.5% growth since 2011 and 20.5% since 2000, while the absolute number of RNs has grown by 6.6% since 2011 and 57.9% since 2000.

Table A1. Supply of RNs, Texas, 2013

2013 Texas Supply of Registered Nurses	
RNs with active licenses	231,728
RNs with active licenses working in nursing	207,199
RNs with active licenses working in nursing in Texas	196,571

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, 2001-2013



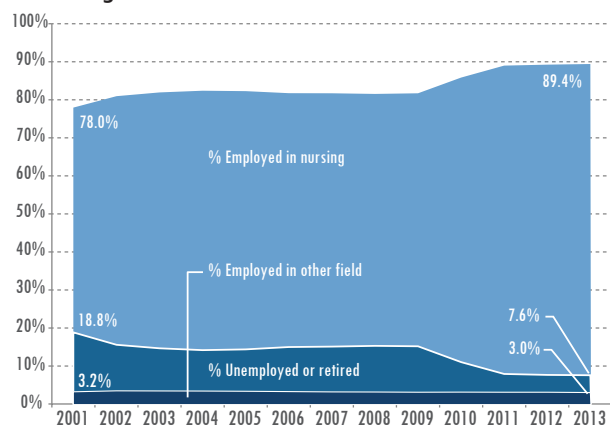
Another factor that may affect the supply of RNs in Texas is the recent economic recession. Staiger (2012) developed a model showing that the increase in the supply of nurses from 2007 to 2012 may be due to the economic recession that began in 2007. During this time, nurses who were not working may have 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; 16,306 RNs who reported an employment status of unemployed, inactive, or retired in 2007 had returned to the nursing workforce by 2013. Another 1,452 RNs who had been working in a field other than nursing

The 196,571 RNs equates to a supply ratio of 737.2 RNs per 100,000 population.

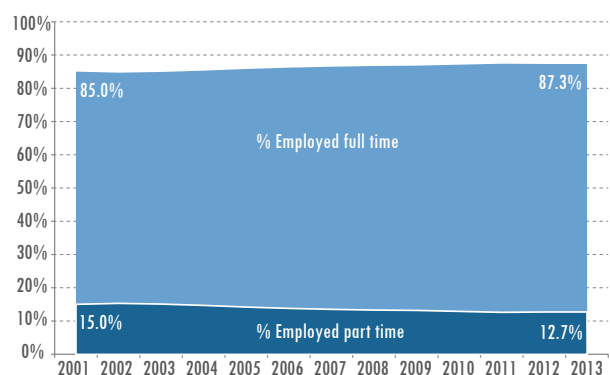
in 2007 had re-entered the nursing workforce by 2013. Figure A2 shows that the proportion of RNs with active licenses who were unemployed or retired remained relatively constant from 2001 to 2009, but between 2009 and 2011, it decreased from 15.2% to 7.9%. During the same period, the proportion of RNs 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, 2001-2013



Of the 196,571 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).

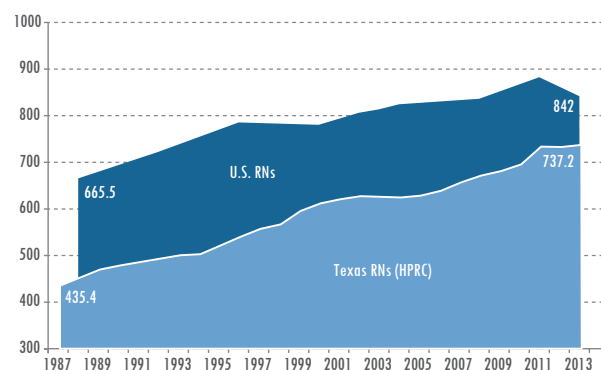
Figure A3. Percent of RNs employed full-time and part-time in nursing, 2001-2013



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 2,661,890 RNs practicing in the United States as of May, 2013 for a supply ratio of 842 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, 1986-2013



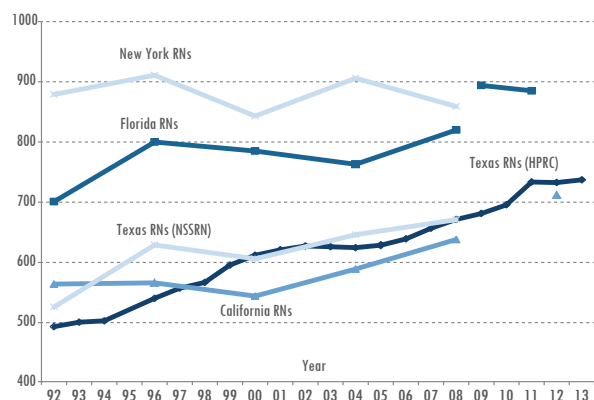
Source: HRSA

The Texas supply ratio of RNs also remains lower than the supply ratio of RNs in comparable states. The most recent comparable supply ratios are from 2012 in California, 2011 in Florida, and 2008 in New York. The Texas supply ratio of 732.2 RNs per 100,000 population in 2012 was slightly higher than the ratio of 712 RNs per 100,000 reported by California in 2012 (California HealthCare Foundation, 2014). The Texas supply ratio of 733.6 in 2011 was lower than the ratio of 885 reported by Florida in 2011 (Florida Center for Nursing at the University of Central Florida, Orlando, 2012). 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, see page 16). 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 and 2011, which come from nursing re-licensure files.

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

Although the RN population in Texas continues to

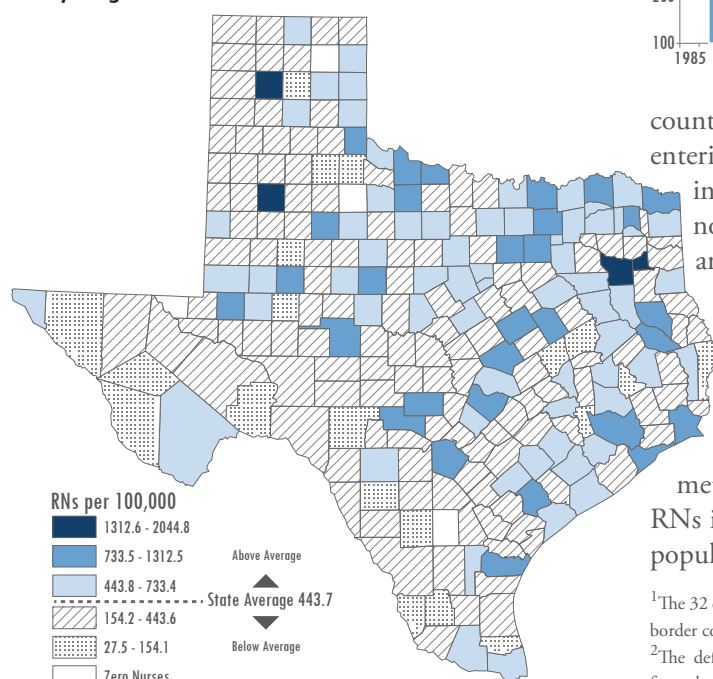
Figure A5. Employed RNs per 100,000 population, Texas, New York, Florida, and California, 1992-2013



Source: Florida Center for Nursing (2009-2011), California HealthCare Foundation (2012), National Sample Survey of RNs (1992-2008)

grow, the supply of RNs is not distributed evenly across the state. Figure A6 shows how much the supply of nurses per capita in each county differs from the average state supply ratio (737.2). 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. Despite higher demand, these counties face provider shortages; the HRSA designated all counties along the Texas-Mexico border¹ as primary medical care

Figure A6. RNs per 100,000 population by practice county, Texas, 2013



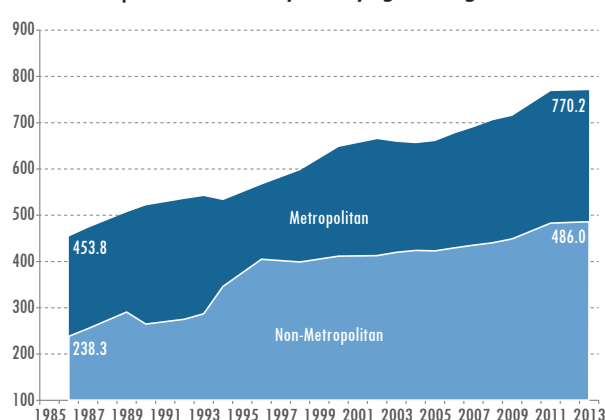
health professional shortage areas (HPSAs) in 2012. Evidence shows that greater numbers of RNs per capita are associated with better population health (Bigbee, et al., 2014). Between 2006 and 2012, migration rates for RNs leaving border and non-metropolitan²

The supply of RNs is not distributed evenly across the state. Migration rates for RNs leaving border and non-metropolitan counties were substantially higher than rates for RNs entering those counties.

Table A2. Supply of RNs by county designation, 2013

County Designation	# RNs	RN's per 100,000 Population
Border Counties	14,092	510.4
Non-border Counties	182,479	763.4
Metropolitan Counties	181,505	770.2
Non-metropolitan Counties	15,066	486.0

Figure A7. RNs per 100,000 population, metropolitan and non-metropolitan counties, Texas, 1986-2013



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, 173 of Texas' 254 counties have seen an increase in the supply ratio of RNs. 52 counties experienced a decrease in the absolute number of RNs practicing in the county from 2000 to 2013, 46 of which were non-metropolitan counties. In 2013, the supply ratio of RNs in border counties was 510.4 RNs per 100,000 population, which was much lower than the supply

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

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

ratio of 763.4 in non-border counties. Only 7.7% of Texas RNs were practicing in non-metropolitan counties, and those counties contained 11.6% of the Texas population.

Metropolitan counties have consistently had a much higher ratio of RNs than non-metropolitan counties (Table A2, Figure A7). Four Texas counties, with a combined population of 2,048, had no practicing RNs in 2013.

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 2013, 88.3% of RNs were female. Since 2000, the

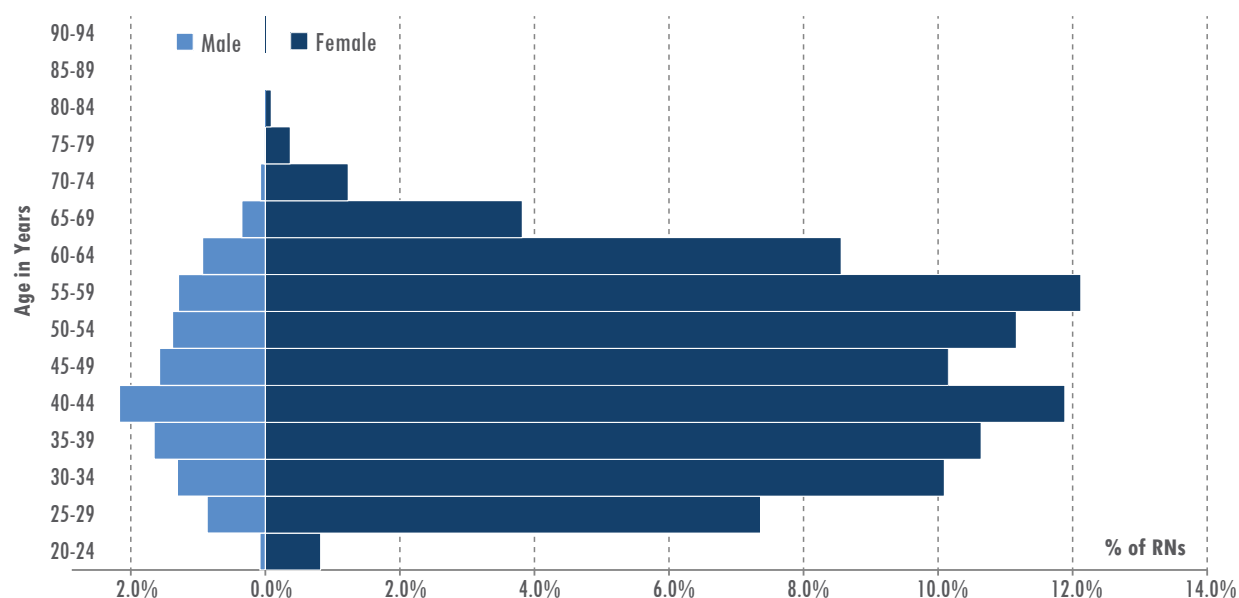
percentage of males has increased steadily from 8.4% to 11.7%, a 39.3% increase. A significantly higher percentage of male RNs worked in border counties (20.2% of all RNs working in border counties) compared to non-border counties (11.0% of all RNs working in non-border counties) ($\chi^2(1, N = 192,424) = 1033.9, p < .001$). A significantly greater proportion of RNs in metropolitan counties were male (11.9%) compared to non-metropolitan counties (9.7%) ($\chi^2(1, N = 192,424) = 61.6, p < .001$).

Age

The aging of the RN workforce is still a concern in Texas. From 2006-2010, Buerhaus et al. (2013) showed that RNs aged 50-64 made up from 32%-38% of the RN workforce in the Northeast, Midwest, South, and West regions of the US. This proportion is higher in Texas; in 2013, 41.3% of RNs in the state were 50 years or older. The authors 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 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 retire in the next 10-15 years, which could lead to a large decrease in the nursing workforce

 In 2013, 41.3% of RNs in the state were 50 years or older.

Figure A8. Age and sex of RNs, 2013



if they are not replaced. Since nurses in Texas renew their licenses every other year, the 2013 re-licensure file does not account for newly licensed RNs who have graduated since 2011. This could mean that the younger RN cohort is underestimated in this report.

The median age of all RNs was 46 years in 2013, which was slightly lower than the median age of 47 years reported in 2010. Median age increased from 44 in 2000 to 47 in 2010, but has decreased to 46 since 2011. Male RNs were slightly younger than female

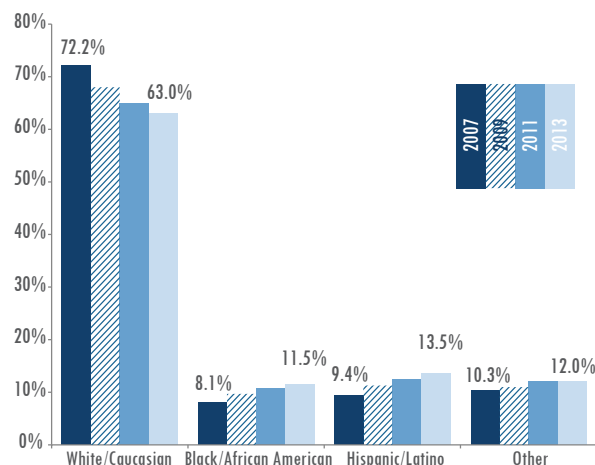
The population of new RN graduates in Texas more closely mirrored the racial/ethnic diversity of the Texas population, but still does not reflect the racial/ethnic distribution in the Texas population.

RNs (median age 44 years vs. 46 years). RNs who worked in border counties (median age 43 years) were significantly younger than those who worked in non-border counties (median age 46 years) ($F(1, 196569) = 471.0, p < .001$). RNs who worked in metropolitan counties (median age 46 years) were significantly younger than those who worked in non-metropolitan counties (median age 49 years) ($F(1, 196569) = 363.8, p < .001$).

Race/Ethnicity

Similar to years past, the majority of RNs reported a race/ethnicity of white/Caucasian (63.0%); however there has been a 19.2% 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 11.5% in 2013 and the percentage of Hispanic/Latino RNs increased from 7.2% in 2000 to 13.5% in 2013. The other race category, which

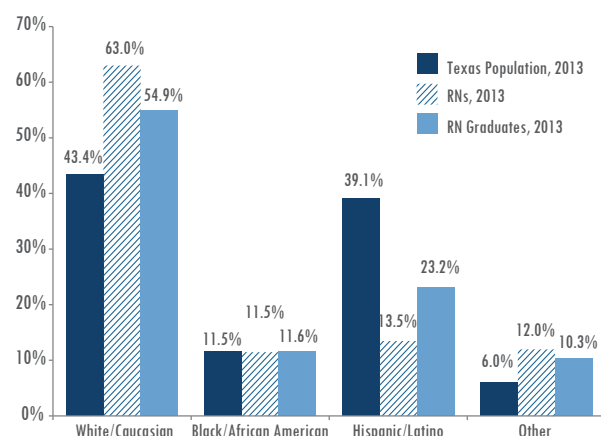
Figure A9. Race/ethnicity of RNs, 2007 - 2013



includes Asian, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native among others, represented 12% of RNs in 2013, up from 8% in 2000. Figure A9 depicts changes in race/ethnicity since 2007. The population of new RN graduates in Texas in 2013 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.

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 2013, and the proportion of Hispanic/Latino Texans was more than twice the proportion of Hispanic/Latino RNs.

Figure A10. Race/ethnicity of Texas population, 2013, RNs, 2013, and new RN graduates, 2013



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 2013 in Texas, 11,069 nursing graduates took the NCLEX-RN and 9,290 passed, for a statewide pass rate of 83.9%.

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 2011, 142,390 RN candidates across the U.S

passed the exam, with a supply ratio of 45.7 NCLEX passers per 100,000 population. In 2013, Texas reported 9,290 RN candidates passed the exam for a supply ratio of 34.8 NCLEX passers per 100,000 population. The Texas NCLEX-RN pass rate of 83.9% was slightly lower than the national pass rate of 84.3% in 2013. 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, 2009-2013

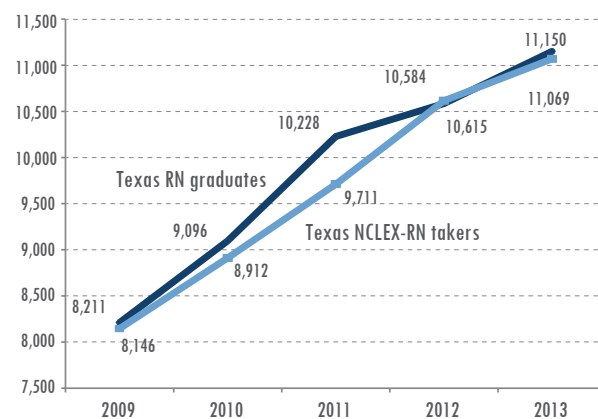
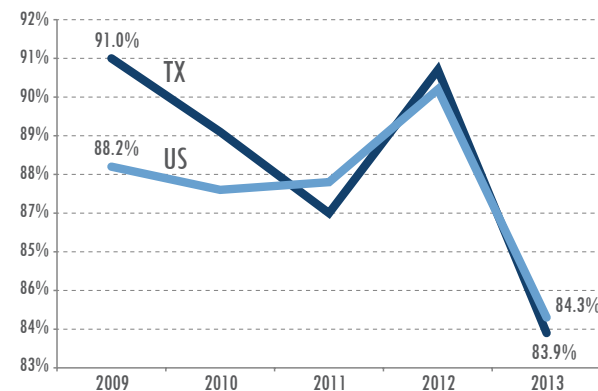


Figure A12. NCLEX-RN pass rates, US and Texas, 2009-2013



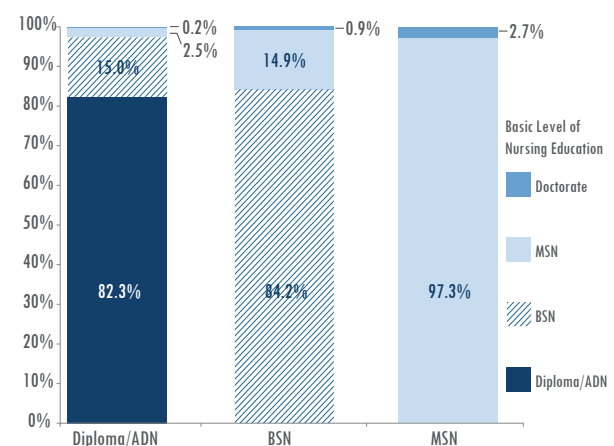
Source: Texas BON, 2013

Enrollment in pre-licensure nursing programs has increased constantly from 14,845 in 2003 to 24,178 in 2013. In 2013, the most common basic nursing degree for Texas RNs was an associate's degree (49%), followed by the bachelor's degree (39.6%). Only 10.8% of RNs reported a diploma as their basic degree, 0.4% listed a master's degree, and 0.1%

listed a Vocational Nursing certification. The most common highest degree was the bachelor's in nursing (42%), followed by the associate's degree (40.8%). 9.6% of RNs reported holding a master's degree as their highest degree, 7% reported a Diploma, and only 0.6% 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). 17.7% of RNs whose basic degree was a diploma or associate's degree had a higher degree in 2013, as opposed to 15.4% in 2001. 15.8% of RNs whose basic degree was a bachelor's degree had a higher degree in 2013, as opposed to 11.5% in 2001. 2.7% of RNs whose basic degree was

Figure A13. Academic progression of RNs by their basic level of education



a master's degree had a doctorate in 2013, as opposed to 0.9% in 2001.

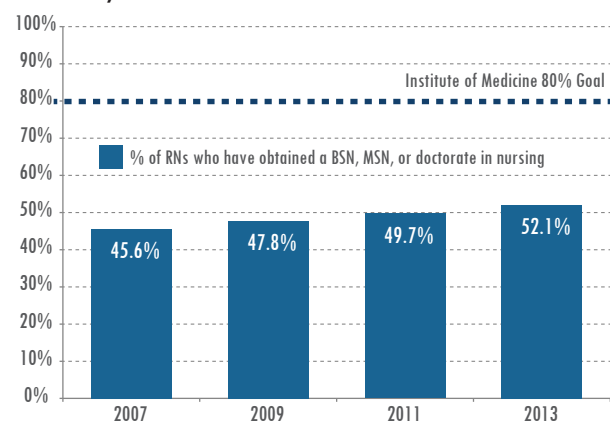
The Institute of Medicine (IOM) has addressed the high demand for nurses by issuing The Future of Nursing: Leading Change, Advancing Health report in 2011 with recommendations for nursing "to address the increasing

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 2013, 52.1% 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.

Another recommendation of the IOM report was a charge to double the number of nurses with a doctorate in nursing by 2020. As of 2013, 1,108 Texas RNs (0.6%) held a doctoral degree in nursing, up from 853 (0.5%) in 2011. Over the past two years, the absolute number of RNs that held a doctorate increased by 255, while the proportion increased by 20%. According to the Texas Higher Education Coordinating Board, the number of nurses enrolled in a Doctorate of Nursing Practice program increased

Figure A14. Tracking progress towards the Institute of Medicine's 2011 goal that 80% of RNs are BSN or higher trained by 2020



from 297 in 2010 to 535 in 2013, while the number of nurses enrolled in a PhD program increased from 337 in 2010 to 373 in 2013.

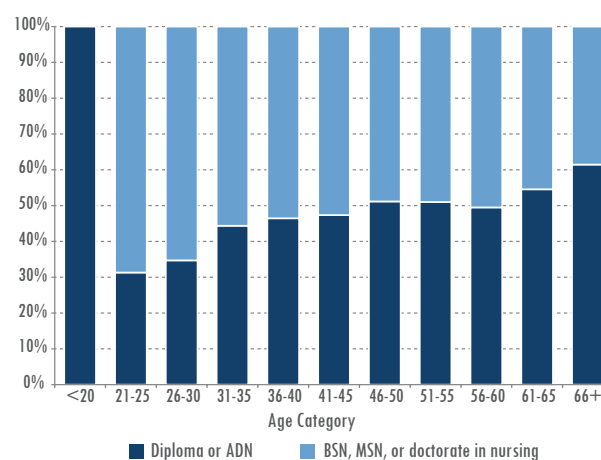
Implementing the IOM recommendations is important for several reasons, including:

- 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, 2013). 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 14% of initially ADN-trained RNs eventually earned a BSN, 1.2% completed an MSN, and 0.1% completed a doctoral degree in nursing. However, 14.9% of initially BSN educated RNs eventually obtained a Master's and about 0.9% achieved a doctorate degree. Among initially trained MSN

Figure A15. Highest nursing degree by age category among RNs, 2013



students, 2.7% later earned their doctorate in nursing (Figure A13). Figure A15 shows that in 2013, RNs aged 21-30 were more likely to have a BSN or higher degree than those aged 31 and older.

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 ADN's 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 3,101 in 2013 (TCNWS, 2013). 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 program 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 six best job in 2014 due to low unemployment rates, employment growth, and job prospects (U.S News & World Report, 2014). The BLS ranked RNs in the top 30 occupations with the most job growth, with employment expected to grow by 19.4%

Table A3. Actively practicing RNs in Texas by employment field, 2013

Employment Field	# RNs	% RNs
Inpatient Hospital Care	112,241	58.5%
Home Health Agency	13,442	7.0%
Outpatient Hospital Care	13,404	7.0%
Other*	12,539	6.5%
Physician or Dentist/Private Practice	7,367	3.8%
School/College Health	6,669	3.5%
Nursing Home/Extended Care Facility	5,817	3.0%
Business/Industry	4,446	2.3%
Freestanding Clinic	4,224	2.2%
Community/Public Health	3,670	1.9%
School of Nursing	3,160	1.6%
Self-employed/Private Practice	1,943	1.0%
Military Installation	1,570	0.8%
Temporary Agency/Nursing Pool	753	0.4%
Rural Health Clinic	520	0.3%

*“Other” is a catch-all category for nurses who don’t identify with any other employment field categories.

between 2012 and 2022 (BLS, 2013). Additionally, the Texas Workforce Commission (TWC) estimates that employment of RNs in Texas will increase by 33.1% between 2010 and 2020 (TWC, 2014).

Employment Setting

The 196,571 actively employed RNs in Texas in 2013 were employed in a variety of settings, although a majority (65.5%) were working in hospitals (Table A3). The others were primarily employed in home health (7.0%), “other” fields (6.5%), 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 6.8% and the proportion employed in physician or dentist private practice decreased from 5.1% to 3.7%.

Position Type

Since the majority of RNs worked in hospitals in 2013, 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 4.8% in 2013, while staff/general duty nurses increased from 56.6% of nurses in 2001 to 59.2% in 2013. Supervisors or assistants also decreased from 8.9% of nurses in 2001 to 6.1% in 2013.

Specialty

The most common specialty areas for actively employed RNs were also primarily hospital-related – medical/surgical, intensive/critical care, operating/recovery care, and obstetrics/gynecology (Table A5). 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.

Demographics by setting

The median age of RNs varied among the top five employment fields. 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 48, and the median age of RNs working in physician or dentist private practice was 58 years.

Fewer RNs in home health agencies and private practice reported a race of other (5.1% and 4.0%) compared to inpatient (16.0%) and outpatient (10.9%) hospital care. There was a much lower proportion of black/African American RNs working in private practice (4.2%) than in all other employment fields.

Table A4. Actively practicing RNs in Texas by position type, 2013

Position Type	# RNs	% RNs
Staff Nurse/General Duty	116,441	65.5%
Other*	14,600	8.2%
Supervisor or Assistant	11,943	6.7%
Head Nurse or Assistant	9,368	5.3%
Administrator or Assistant	6,577	3.7%
School Nurse	5,777	3.2%
Faculty/Educator	4,737	2.7%
Office Nurse	3,812	2.1%
Consultant	2,620	1.5%
Researcher	1,094	0.6%
Inservice/Staff Development	909	0.5%

*“Other” is a catch-all category for nurses who don’t identify with any other position type categories.

Table A5. Actively practicing RNs in Texas by specialty, 2013

Specialty	# RNs	% RNs
Other*	30,759	16.2%
Medical/Surgical	28,299	14.9%
Intensive/Critical Care	20,849	11.0%
Operating/Recovery Care	14,056	7.4%
Obstetrics/Gynecology	13,121	6.9%
Emergency Care	12,542	6.6%
Pediatrics	12,376	6.5%
Home Health	10,388	5.5%
General Practice	9,121	4.8%
Neonatology	7,558	4.0%
Geriatrics	6,444	3.4%
Oncology	5,851	3.1%
Psychiatric/Mental Health/Substance Abuse	5,657	3.0%
Community/Public Health	5,261	2.8%
Rehabilitation	3,219	1.7%
Anesthesia	2,803	1.5%
Occupational/Environmental	1,201	0.6%

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

Conclusion

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.

2013 Texas Advanced Practice Registered Nurse Facts:

White/Caucasian	72.4%
Black/African American	9.1%
Hispanic/Latino	11.0%
Other	7.5%
Male	18.2%
Female	81.8%

Median Age	47
Median Age Male	46
Median Age Female	47

Number of Counties with no APRNs	46
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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

2013 Advanced Practice Registered Nurses per 100,000 Population

Border Metropolitan	38.7
Non-border Metropolitan	56.4
Border Non-metropolitan	19.3
Non-border Non-metropolitan	33.5

Supply

Compared to the United States as a whole, and comparable U.S. states, Texas reports a smaller supply of some types of APRNs per 100,000 population. 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 2013 RN master re-licensure file and the BON 2013 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 2013. Comparisons of current numbers with past reports are not recommended.

As of 2013, there were 17,228 active Texas APRN licenses held by 16,200 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 2013, 13,861 APRNs were also licensed as Texas RNs. Demographic data is only available on this subset of APRNs.

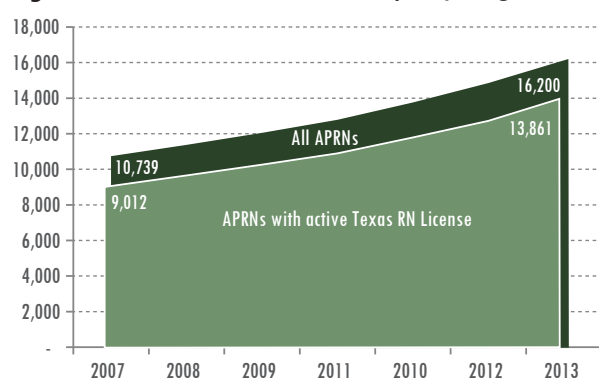
The 2013 supply of 16,200 active APRNs in Texas represents a considerable increase from years past, as shown in Figure B1. The trends indicate that the absolute number of APRNs in Texas has grown at a faster rate each year, with overall growth of 50.9%

Table B1. Supply of APRNs in Texas, 2013

2013 Texas Supply of Advanced Practice Registered Nurses	
Active APRN licenses in Texas	17,228
Active APRN individuals in Texas	16,200
Active APRNs in Texas with an active Texas RN license	13,861

Note: APRNs were classified as active if the HPRC 2013 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 2013 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, 2007-2013



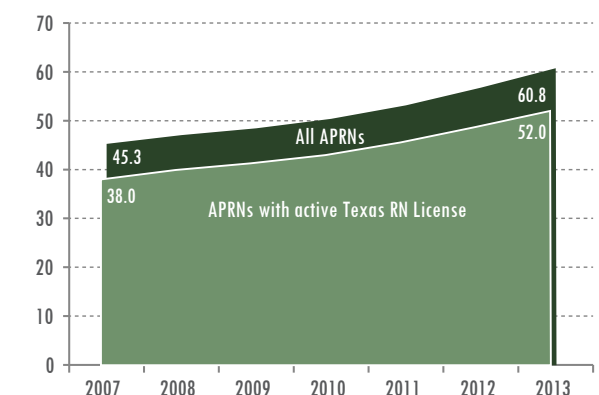
among all APRNs and 53.8% growth among APRNs with an active Texas RN license from 2007 to 2013. These growth rates were much faster than the general Texas population growth rate from 2007 to 2013 (12.4% growth).

The supply ratio of APRNs has also steadily increased over the past six years. The 2013 supply ratio of all APRNs was 60.8 APRNs per 100,000 population

in Texas, representing an increase of 34.2% since

The supply of APRNs has steadily increased over the past six years.

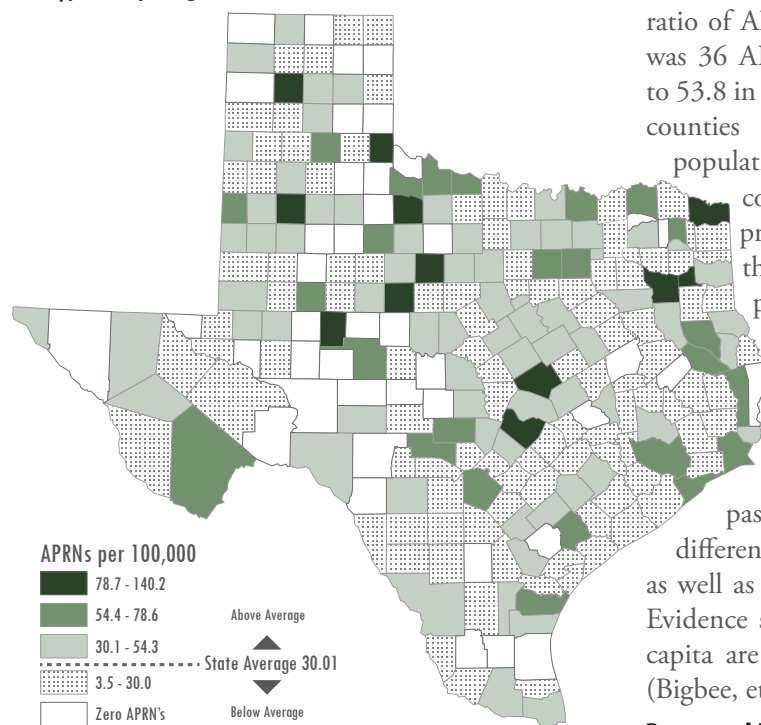
Figure B2. APRNs per 100,000 population in Texas, 2007-2013



2007, as shown in Figure B2. APRNs with an active Texas RN license also increased steadily over the past six years (36.9%).

The most recent data available for comparison with other states was from 2011. 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) and the ratio of 75 reported by Florida in 2011.

Figure B3. APRNs per 100,000 population by practice county, Texas, 2013



While the number of APRNs has increased, the supply of APRNs varies across different regions (Figure B3). Figure B3 shows how much the supply of APRNs per capita in each county differs from the average state supply ratio (35.0). Since 2007, 169 of Texas' 254 counties have seen an increase in the

supply ratio of APRNs and 56 have seen a decrease in the supply ratio of APRNs. 159 counties experienced an increase in the absolute number of APRNs practicing in the county since 2007, 94 of which were non-metropolitan counties. There were no practicing APRNs in 42 counties in Texas as of 2013.

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 36 APRNs per 100,000 population, compared to 53.8 in non-border counties. In non-metropolitan counties there were 31.7 APRNs per 100,000 population, compared to 54.7 in metropolitan counties. Only 7.1% of Texas APRNs were practicing in non-metropolitan counties; those counties contained 11.7% of the Texas population. Eight border counties and 42 non-metropolitan counties experienced a decrease in the supply ratio of APRNs from 2007 to 2013. There has been some improvement in the supply of APRNs in border counties and rural areas over the past six 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 42 counties in Texas as of 2013.

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, 2007-2013

County Designation	# APRNs, 2007	# APRNs, 2013	APRNs per 100,000 population, 2007	APRNs per 100,000 population, 2013
Border Counties	675	1,001	27.1	36.0
Non-Border Counties	8,337	12,860	39.3	53.8
Metropolitan Counties	8,273	12,875	40.0	54.7
Non-metropolitan Counties	739	986	24.3	31.7

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 2013 there was a higher representation of males among APRNs (18.2% male) than among RNs (11.4% male). The proportion of APRNs who were female remained the same over the past two years; in 2013, 80.5% of APRNs were female compared to 81.8% in 2011. Since 2007, the percentage of males has increased from 16.2% to 18.2%, a 12.5% increase.

There was a higher representation of males among APRNs (18.2% male) than among RNs (11.4% male).

of APRNs under 35 years of age has increased from 13.1% in 2007, a 16.8% increase. 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 large bulge of APRNs between 50 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 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.

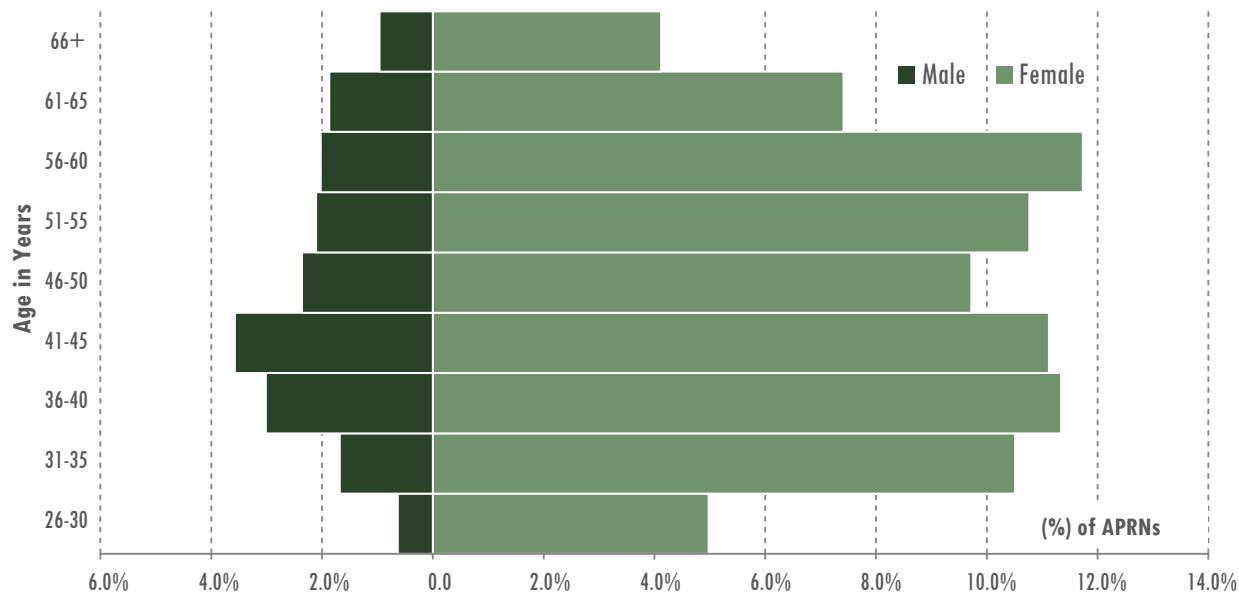
Age

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 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 of nurses from the workforce.

In 2013, 40.5% of APRNs were 50 years or older. Texas also had a small proportion of APRNs under 35 years of age (15.3%). However, the proportion

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 to 47 years in 2013. As in years past, male APRNs were slightly younger (median age of 46 years) than female APRNs (median age of 47 years), though the difference in mean age was not statistically significant. 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

Figure B4. Age and sex of APRNs, 2013



counties ($F(1, 13859) = 13,861 = 82.8, p < .001$). APRNs who worked in metropolitan counties had a median age of 46 years and those who worked in non-metropolitan counties had a median age of 51 years. A significantly larger proportion of APRNs working in border counties were male (27.7%) compared to those working in non-border counties (17.5% male) ($\chi^2(1, N = 13,636) = 39.9, p < .001$). Likewise, a significantly larger proportion of APRNs in non-metropolitan counties were male (25.8%) compared to metropolitan counties (17.6%) ($\chi^2(1, N = 13,636) = 63.7, p < .001$).

Race/Ethnicity

The APRN workforce is slowly becoming more diverse. As shown in Figure B5, the majority of APRNs were white/Caucasian (72.4%); however, there has been a steady decrease since 2007 when 83.2% of APRNs were white/Caucasian. The percentage of APRNs that were black/African American has increased by 3.6 percentage points since 2007. The percentage

Figure B5. Race/ethnicity of APRNs, 2007-2013

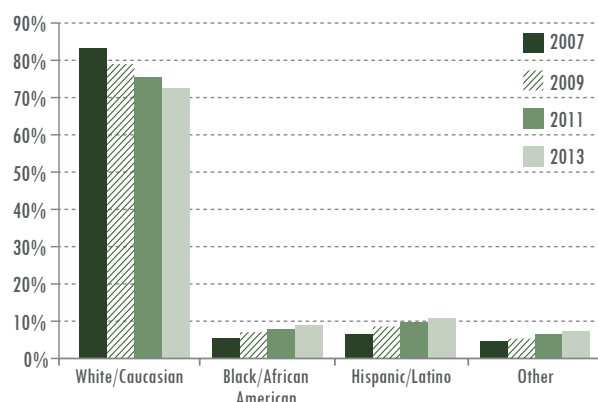
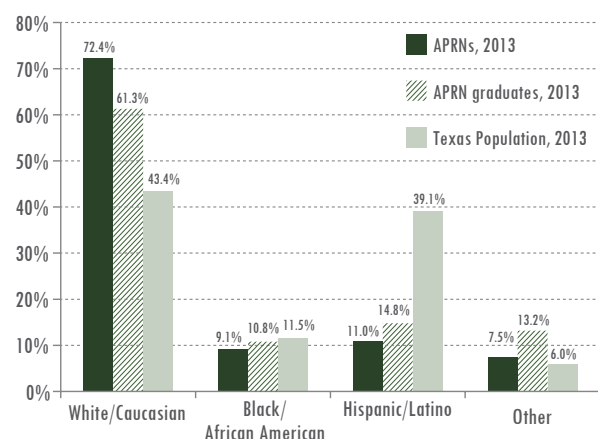


Figure B6. Race/ethnicity among APRNs, 2013, APRN graduates, 2013, and the Texas population, 2013



of APRNs that were Hispanic/Latino continued to increase in 2013 (11%) compared to 2007 (6.6%). The other race category, which includes Asian, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native among others, represented 7.5% of APRNs in 2013, up from 4.6% 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, 52.3% were Hispanic/Latino compared to 88.3% of Texans living in border counties. Compared to RNs, the APRN

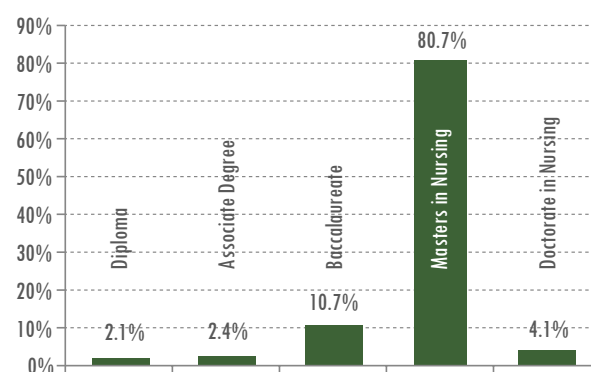
Among APRNs practicing in border counties, 52.3% were Hispanic/Latino compared to 88.3% of Texans living in border counties.

workforce was less diverse. However, the population of new APRN graduates in Texas in 2013 is slightly more diverse than the current APRN workforce, suggesting that the demographic breakdown of new APRNs is shifting toward that of the Texas population.

Education

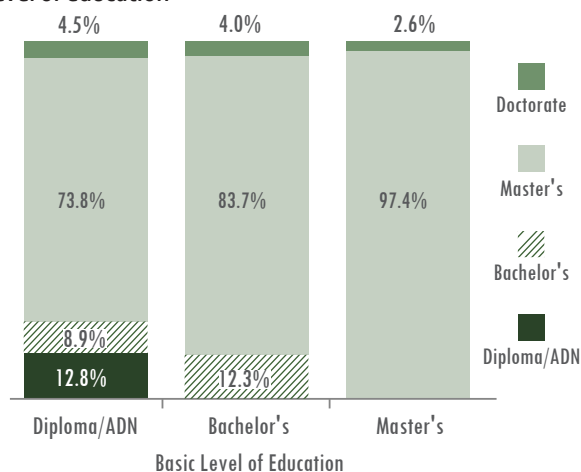
As of January 1, 2003, nurses were required to obtain a master's or higher level degree from an accredited graduate level advanced practice registered nurse educational program in order to become licensed as an APRN (Texas Administrative Code, title 22, rule §221.3). Some currently licensed and active 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 completed their programs on or after January 1, 2003 through December 31, 2006. Additionally, APRNs

Figure B7. Highest nursing degree of APRNs, 2013



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.

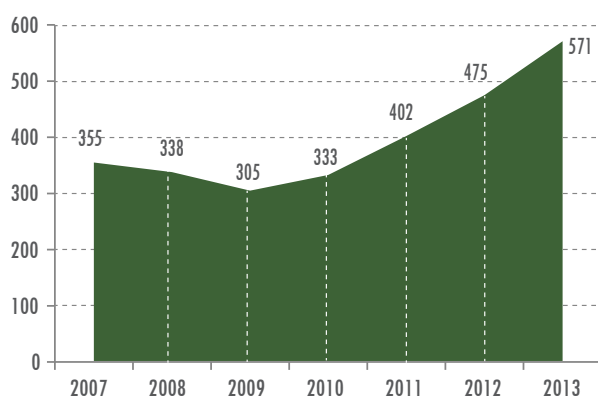
Figure B8. Academic progression of APRNs by their basic level of education



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.

As shown in Figures B7 and B8, level of nursing education did not vary greatly among APRNs due to the education requirement implemented in 2003. Most APRNs reported their basic nursing degree as a bachelor's degree (62.5%) or an associate's degree (24.6%). Only 8.3% of APRNs reported a diploma as their basic nursing degree. Regardless of basic nursing degree, 80.7% APRNs have obtained a master's degree and 4.1% a doctorate in nursing, as shown in Figures B7 and B8. 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 increasing demand for safe,

Figure B9. APRNs with a doctoral degree, 2007-2013



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 2013, 571 APRNs (4.1%) held a doctoral degree in nursing, up from 402 APRNs (3.4%) in 2011 (Figure B9). Over the past two years, the absolute number of APRNs that held a nursing doctorate rose by 42%, while the proportion increased by 20.6%. If this level of growth continues, the number of APRNs with a nursing doctorate as of 2011 will double by 2015. 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 in 2010 to 535 in 2013.

Over the past two years, the absolute number of APRNs that held a nursing doctorate rose by 42%, while the proportion increased by 20.6%.

Employment Characteristics

The job outlook overall is very good for APRNs. According to the Bureau of Labor Statistics (2014), the projected growth for APRNs is 31% from 2012 to 2022 due to an increase in demand for healthcare services, compared with 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 2013 (Table B3).

Of the 13,670 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 (19.7%). This represents little change over the past six years.

Prescriptive Authority

According to Texas Medical Board (TMB) Rule 193.6, physicians may delegate ordering and prescribing nonprescription drugs, prescription drugs

Table B3. Actively practicing APRNs in Texas by employment field, 2013

Employment Setting	Number of APRNs	Percent (%) of APRNs
Inpatient Hospital Care	5,130	37.5%
Physician or Dentist/Private Practice	2,696	19.7%
Outpatient Hospital Care	1,389	10.2%
Other*	812	5.9%
Freestanding Clinic	774	5.7%
Self-employed/Private Practice	618	4.5%
Community/Public Health	507	3.7%
School of Nursing	482	3.5%
Rural Health Clinic	336	2.5%
Military Installation	262	1.9%
Nursing Home/Extended Care Facility	244	1.8%
School/College Health	181	1.3%
Business/Industry	119	0.9%
Home Health Agency	101	0.7%
Temporary Agency/Nursing Pool	19	0.1%

*“Other” is a catch-all category for nurses who don’t identify with any other employment field categories.

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 16,380 active Texas APRNs, 11,664 (71.2%) have active prescriptive authority.

Conclusion

Demand for APRNs will continue to grow in Texas over the next several years, and the state faces

challenges in meeting this demand. The supply ratios of some types of APRNs in Texas lag behind the US and comparable states. 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 varies considerably by APRN type. In the following section, we examine the trends and demographics by the four APRN roles.

Demographics by setting



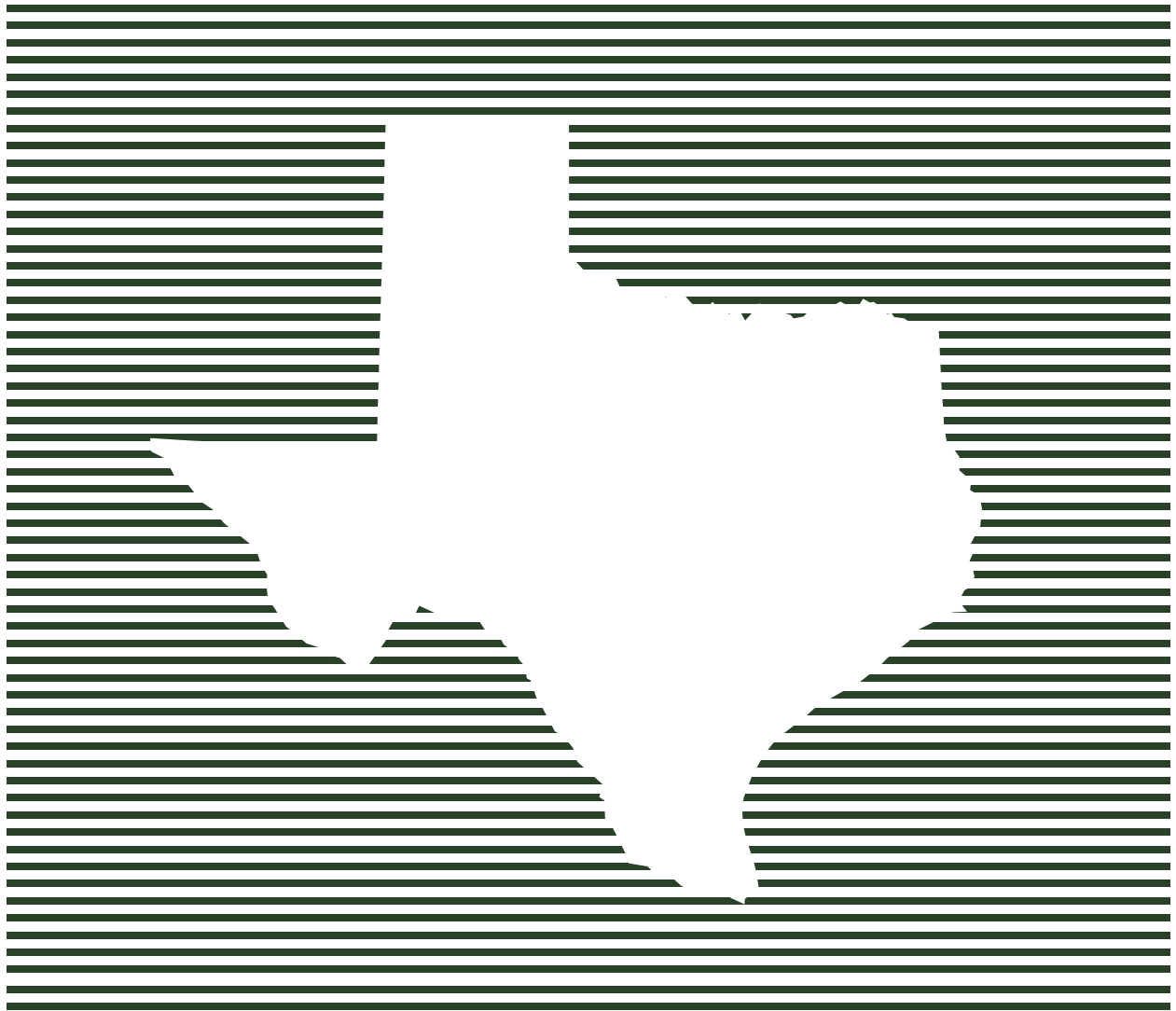
APRNs who were self-employed/private practice were the oldest with a median age of 54, followed by those in freestanding clinics (51), outpatient hospitals (48), physician or dentist private practice (45), and inpatient hospitals (43). In all five settings the median age of APRNs has decreased since 2007, with inpatient hospitals seeing the biggest drop from 47 years in 2007 to 43 years in 2013.



Similar to past years, the race/ethnicity of APRNs did not differ considerably among the top five employment settings, although a slightly greater proportion of APRNs working in physician or dentist private practice were Hispanic/Latino (13.3%) when compared to other settings.

Advanced Practice Registered Nurses

APRNs, by Role



APRNs, by Role

2013 Texas Advanced Practice Registered Nurse Facts:				
	NPs	CRNAs	CNSs	CNMs
White/Caucasian	69.1%	80.1%	78.9%	85.5%
Black/African American	10.2%	5.9%	6.9%	7.6%
Hispanic/Latino	12.6%	6.9%	8.5%	5.0%
Other	8.0%	7.1%	5.7%	2.0%
Male	10.9%	48.0%	8.1%	0.3%
Female	89.1%	52.0%	91.9%	99.7%
Median Age	46	46	57	51
Median Age Male	45	47	55	43
Median Age Female	46	45	57	51
Number of Counties with no APRNs	47	118	154	211

Supply of Advanced Practice Registered Nurses in Texas:								
Year	NPs		CRNAs		CNSs		CNMs	
	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

2013 Advanced Practice Registered Nurse/100,000 Population				
	NPs	CRNAs	CNSs	CNMs
Border Metropolitan	28.0	8.8	1.8	1.1
Non-border Metropolitan	39.9	11.4	5.3	1.3
Border Non-metropolitan	15.2	3.3	1.0	0.5
Non-border Non-metropolitan	23.6	8.4	1.9	0.6

Nurse Practitioners

Nurse practitioners (NPs) have been granted authorization by the BON to practice based on their advanced education and experience. Nurse practitioners 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, physician supervision is not required to practice, but the CRNA must have an order from a physician for an anesthetic or anesthetic related service (Texas Association of Nurse Anesthetists, 2013). "Nurse anesthetists care for patients at all acuity levels across the lifespan in a variety of settings for procedures including, but not limited to, surgical, obstetrical, diagnostic, therapeutic, and pain management. Nurse anesthesia practice may include, but is not limited to, these elements: performing a comprehensive history

and physical; conducting a preanesthesia evaluation; obtaining informed consent for anesthesia; developing and initiating a patient-specific plan of care; selecting, ordering, prescribing and administering drugs and controlled substances; and selecting and inserting invasive and noninvasive monitoring modalities." (American Association of Nurse Anesthetists, 2013)

Clinical Nurse Specialists

Clinical nurse specialists (CNSs) have been granted authorization by the BON to practice based on their advanced education and experience. Clinical nurse specialists 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, 2013). The CNM acts independently and/or in collaboration with other health care professionals in the delivery of health care services (Texas BON, 2013).

Supply

The supply of APRNs varied by APRN type. NPs represented the largest group, with 11,070 licensees representing 11,666 NP specializations (due to some NPs holding multiple specialty certificates). CRNAs were the next biggest group, with 3,786 practicing in 2013. There were a total of 1,369 CNS licensees who held a total of 1,383 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 393 active CNMs in 2013.

Table C1. Supply of APRNs in Texas, by type, 2013

Supply of Nurse Practitioners	
Active NP licenses in Texas	11,666
Active NP individuals in Texas	11,070
Active NPs in Texas with a Texas active RN license	9,827
Supply of Certified Registered Nurse Anesthetists	
Active CRNA licensed individuals in Texas	3,786
Active CRNAs in Texas with a Texas active RN license	2,874
Supply of Clinical Nurse Specialists	
Active CNS licenses in Texas	1,383
Active CNS individuals in Texas	1,369
Active CNSs in Texas with a Texas active RN license	1,227
Supply of Certified Nurse-Midwives	
Active CNMs in Texas	393
Active CNMs in Texas with a Texas active RN license	315

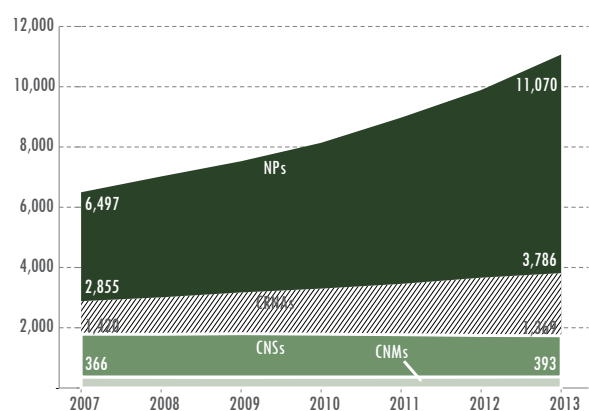
As shown in Figure C1, the number of CNSs decreased in 2013 from past years. Overall, there has been a decrease of 51 active CNSs from 2007 to 2013 (3.6% decrease). CNMs have experienced intermittent growth. The number of active CNMs in Texas has started to grow since 2009, and surpassed the 2007 peak of 366 CNMs in 2013 with an overall growth rate of 7.4% from 2007 to 2013. In contrast, the number of active NPs in Texas has grown at a

faster rate each year since 2009, with overall growth of 70.4% from 2007 to 2013. The number of all CRNAs in Texas has grown

The number of active NPs in Texas has grown at a faster rate each year since 2009, with overall growth of 70.4% from 2007 to 2013.

at an average rate of 4.8% per year since 2007, with overall growth of 32.6% from 2007 to 2013.

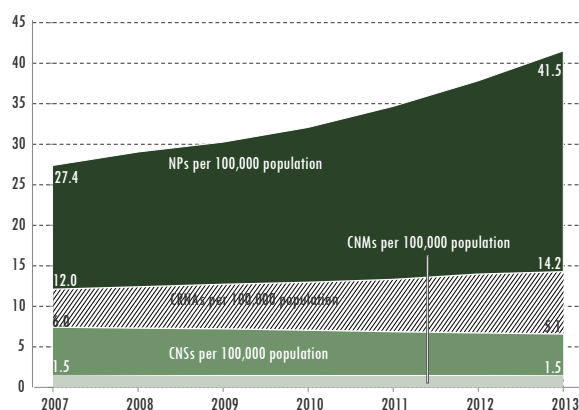
Figure C1. Number of APRNs in Texas, by type, 2007-2013



The supply ratio of NPs per 100,000 has increased by 51.6% since 2007, as shown in Figure C2. Though the increase was not as large, the 2013 supply ratio of 14.2 CRNAs per 100,000 population in Texas represents an increase of 18% since 2007. In contrast, the supply ratio of CNSs has steadily decreased over the past six years and the 2013 CNM supply ratio represented a decrease of 4.4% since 2007, though the CNM supply ratio increased slightly from 2012 to 2013.

The supply ratio of CNSs has steadily decreased over the past six years and the 2013 CNM supply ratio represented a decrease of 4.4% since 2007.

Figure C2. APRNs per 100,000 population, by type, 2007-2013



The supply ratio of NPs lags behind those of the US, California, and Florida, as shown in Table C2. Similarly, the supply ratio of CNMs in Texas is lower than that of the US as well as California and Florida. In contrast, the supply ratios of CRNAs and CNSs in

Table C2. Comparison of APRN supply per 100,000

	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, 2013	41.5	14.2	5.1	1.5
U.S., 2013	35.9	11.2	-	1.7
California, 2013	-	4.1	1.4	-
Texas, 2011	34.7	13.2	5.4	1.4
California, 2011	39.0	-	-	2.9
Florida, 2011	50.2	13.5	0.4	2.7

Texas are larger than the supply ratios in comparable states.

The proportion of APRNs who were employed full-time was relatively similar across APRN types, as shown in Table C3. CRNAs had the largest proportion of nurses employed full-time (92.7%) while CNMs had the largest proportion employed part-time (16.2%).

Table C3. Employment status of APRNs, by APRN type

	NPs	CRNAs	CNSs	CNMs
Employed Full-Time	85.7%	92.7%	84.8%	83.8%
Employed Part-Time	14.3%	7.3%	15.2%	16.2%

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.

Demographics

Sex

Overall, the proportion of APRNs who are male has increased from 2007 to 2013, though among most APRN types the workforce was predominately female. CRNAs reported the greatest proportion of male nurses (48%). CRNAs were vastly different from other APRN types in sex distribution. Males made up 10.9% of NPs, 8.1% of CNSs, and 0.3% of CNMs.

Table C4. Counties with no practicing APRNs, by APRN type, 2013

APRN Type	Number of counties with no practicing APRNs
NPs	47
CRNAs	118
CNSs	154
CNMs	211

Age

As shown in Figures C8, C9, C10, and C11, each APRN workforce had a cluster of nurses between 50 and 65 years of age. This group represents the baby boom generation that may be retiring in the next decade as discussed previously. However, some 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 years) than CNSs (57) and CNMs (51).

CRNAs reported the greatest proportion of male nurses (48%).

Figure C3. Median age by APRN type, 2013

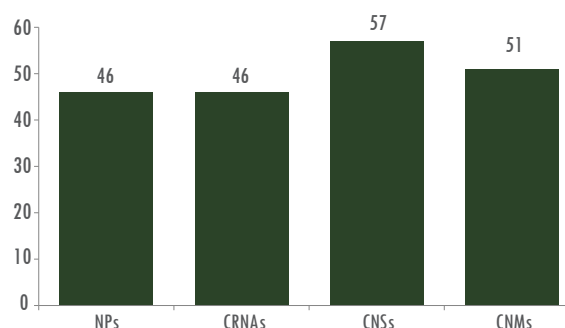


Figure C4. NPs per 100,000 population by practice county, Texas, 2013

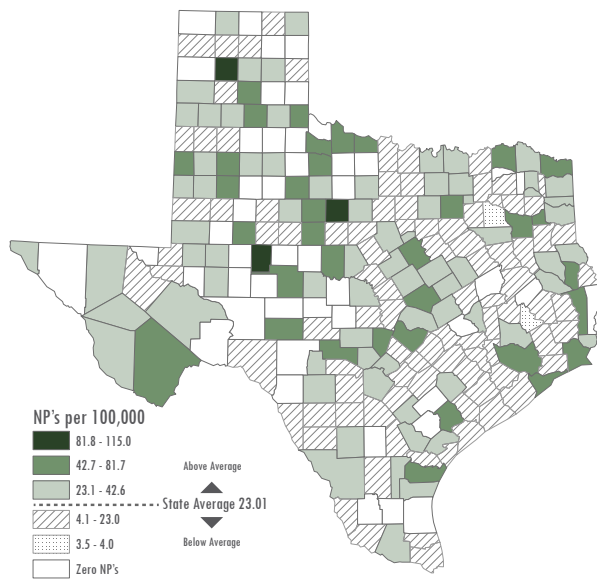


Figure C6. CNSs per 100,000 population by practice county, Texas, 2013

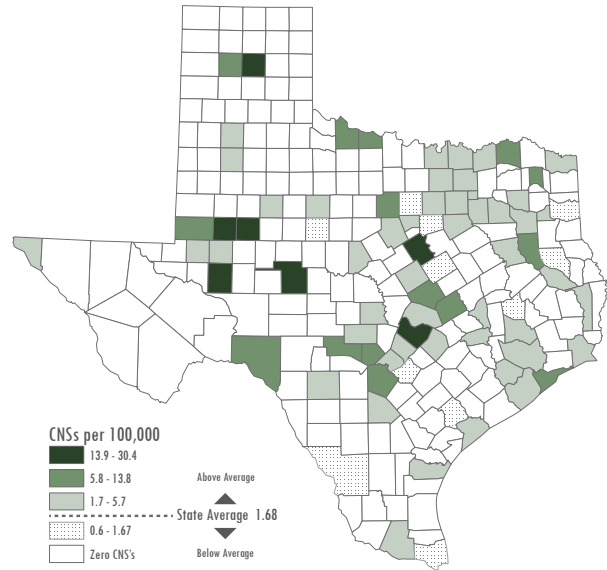


Figure C5. CRNAs per 100,000 population by practice county, Texas, 2013

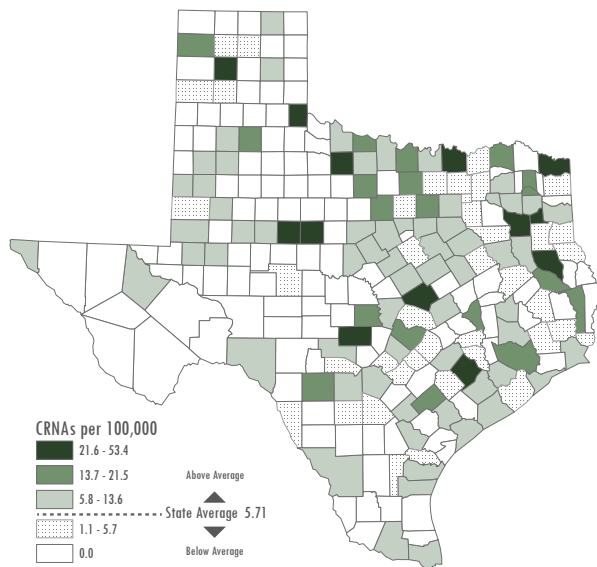


Figure C7. CNMs per 100,000 population by practice county, Texas, 2013

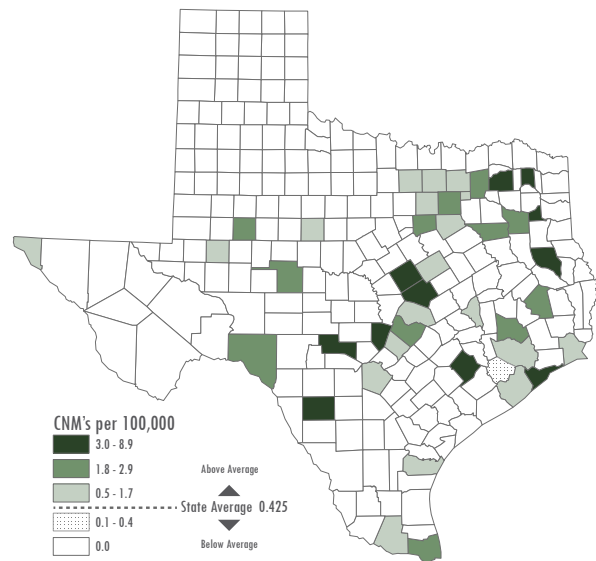


Figure C8. Age and sex of NPs, 2013

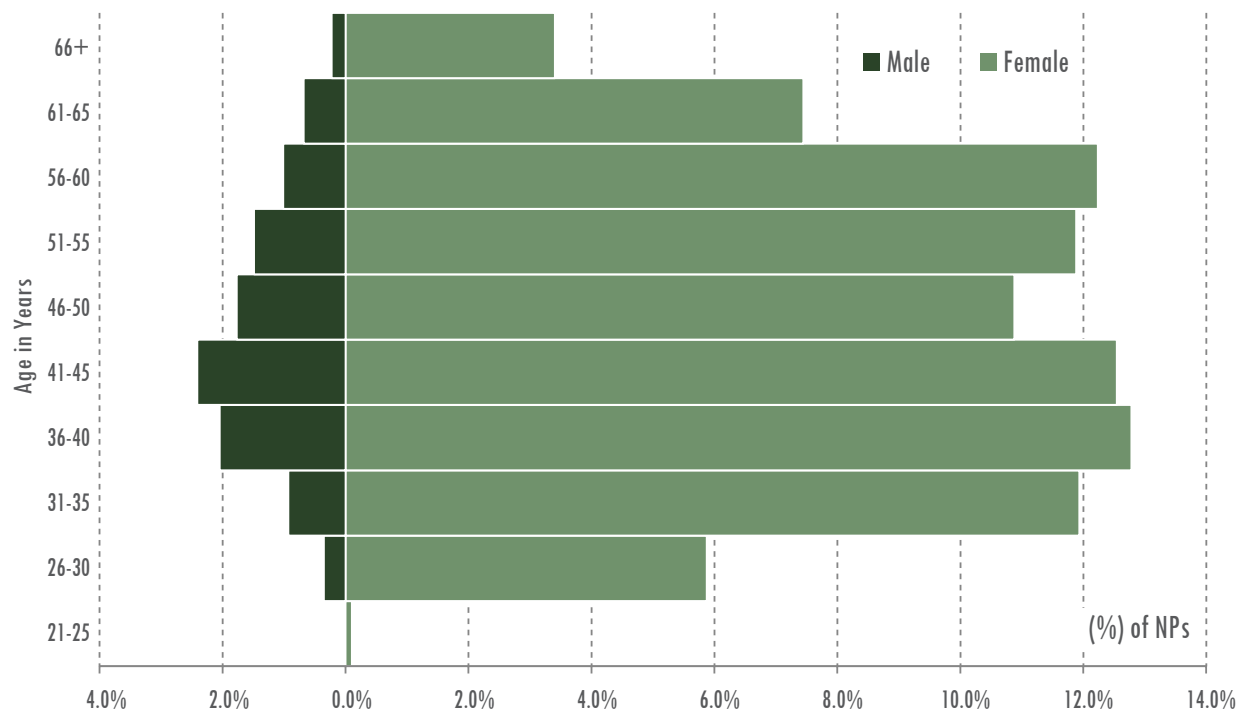


Figure C9. Age and sex of CRNAs, 2013

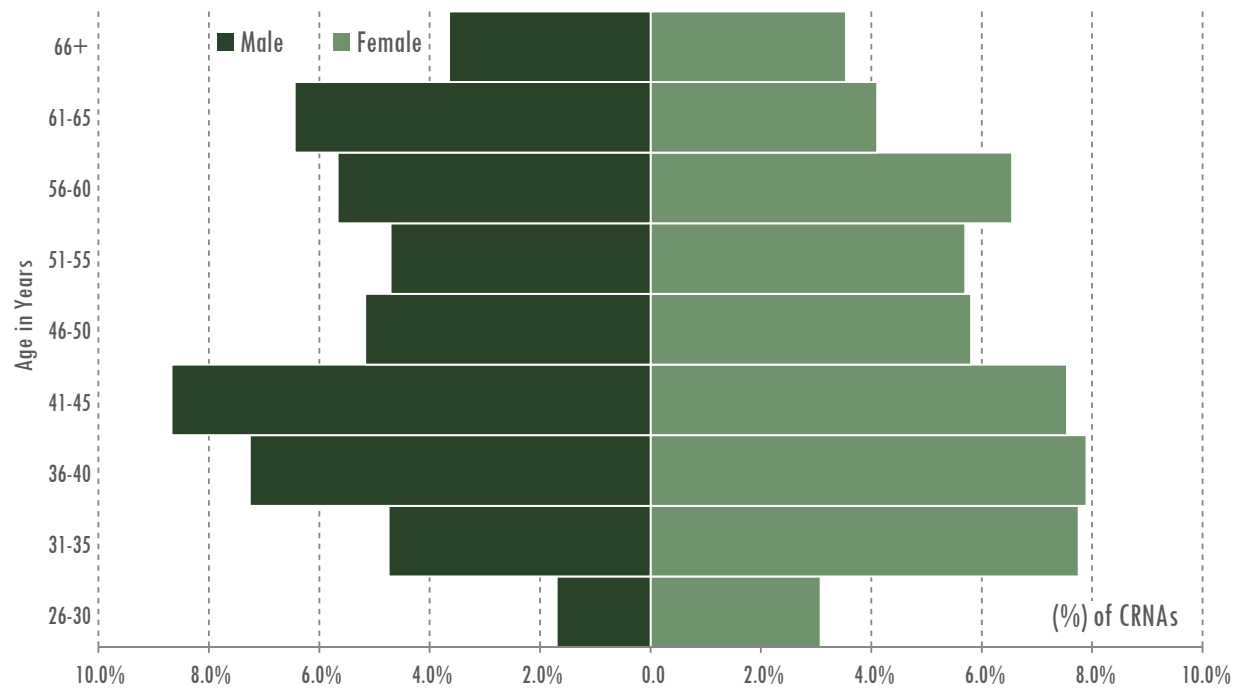


Figure C10. Age and sex of CNSs, 2013

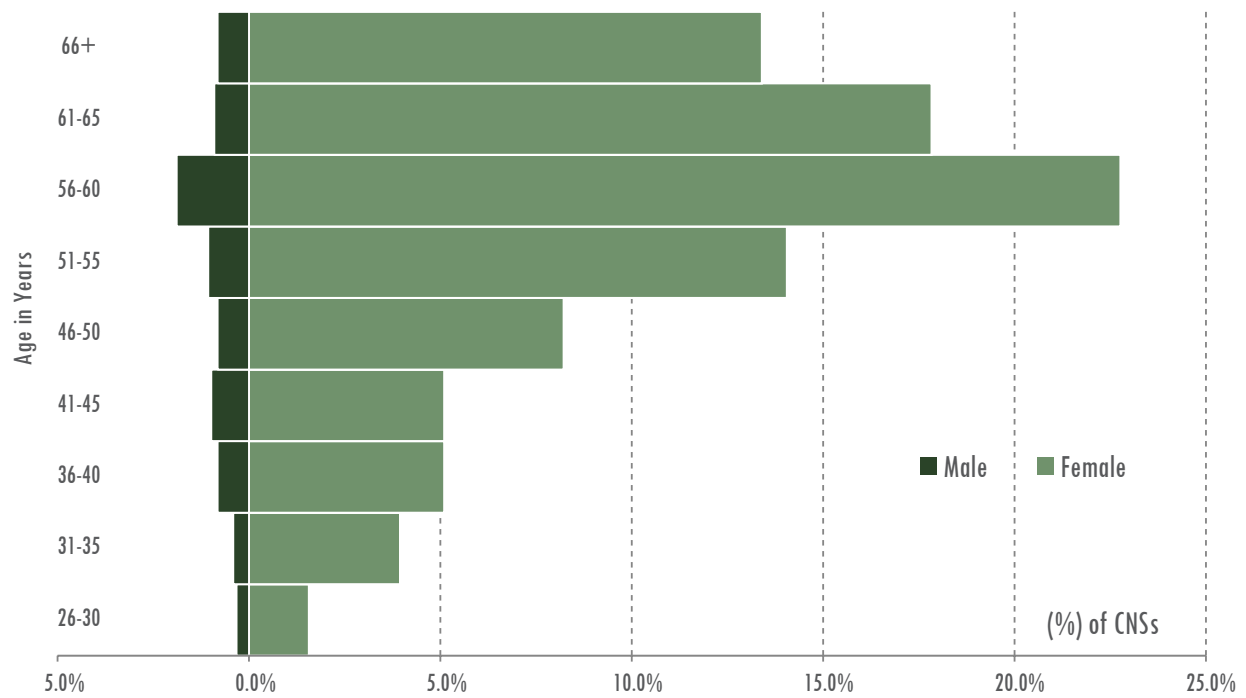
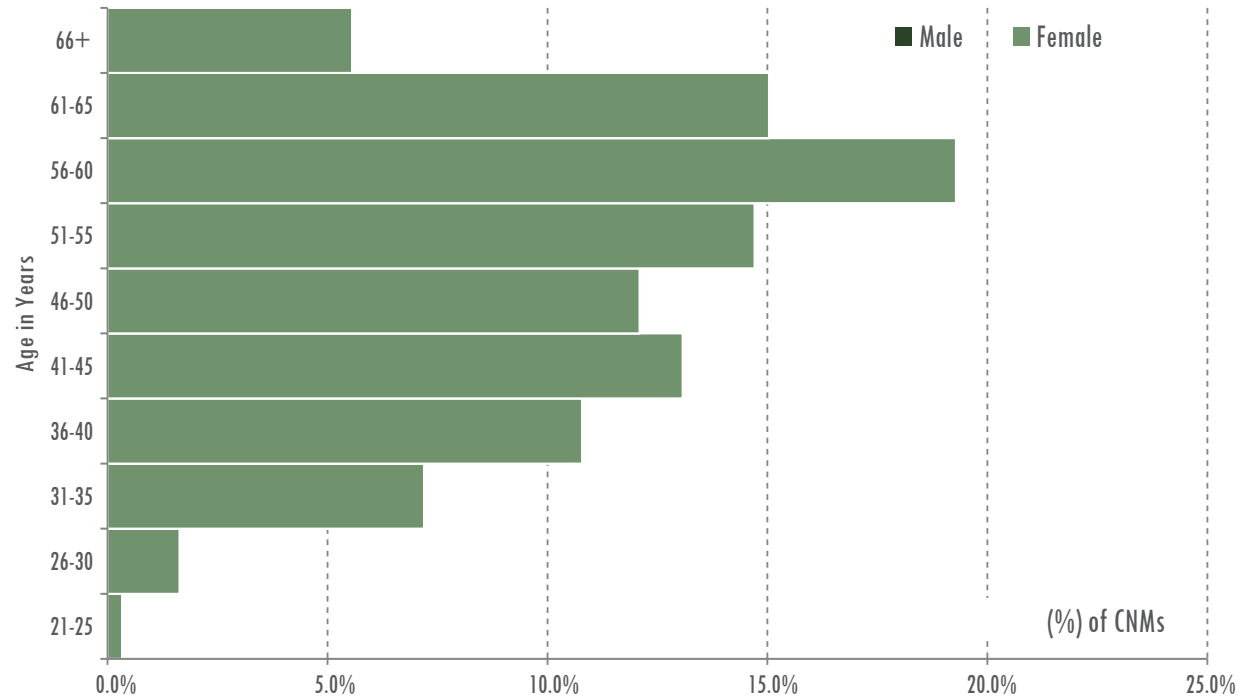


Figure C11. Age of CNMs, 2013

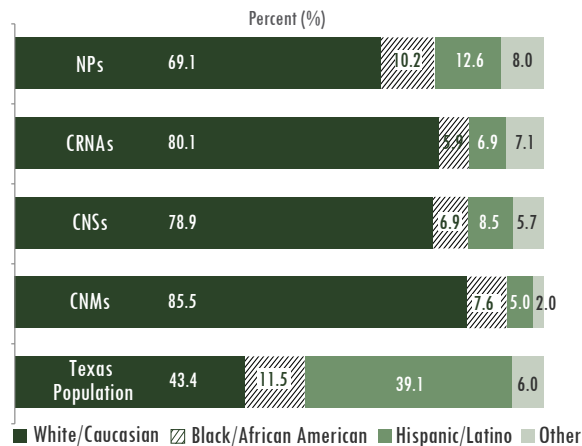


Note: There was one male with no age provided.

Race/Ethnicity

None of the APRN types mirror the Texas population in terms of racial diversity as shown in Figure C12. In 2013, 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 C12. Race/ethnicity of APRNs, by APRN type, 2013



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).

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 (28.6%)

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, all CNSs held a master's degree or higher as their highest degree in 2013.

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, and in recent years, the Texas NP and CRNA graduates have kept pace with national graduate growth. The production of CNM graduates across the US and Texas has remained relatively steady. HRSA data was not available for CNS graduates.

Figure C13. Highest degree, by APRN type, 2013

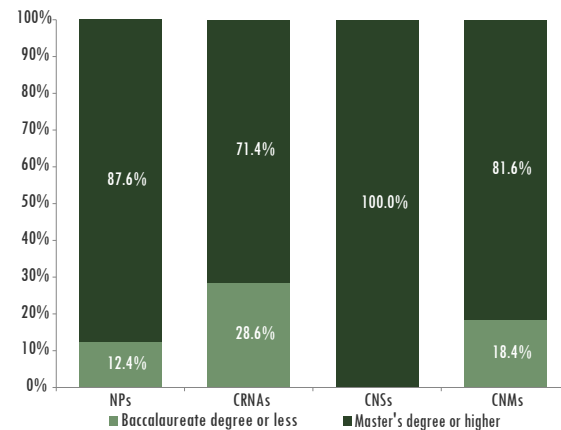
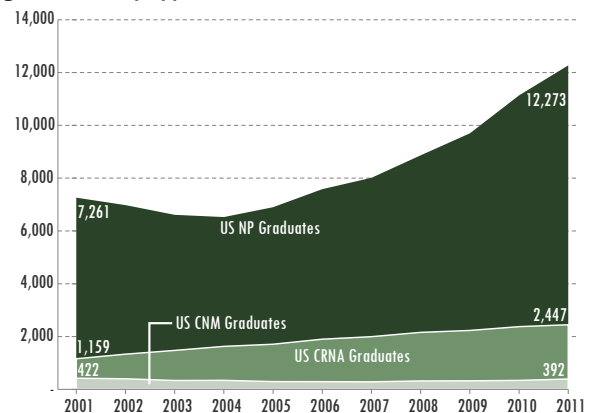


Figure C14. HRSA graph of number of U.S. APRN graduates, by type, 2001 - 2011



Employment Characteristics

The job outlook is good for most APRN types. US News & World Report ranked the NP as the number four best job in 2014 due to low unemployment rates among NPs, increased demand for NPs, decent pay, and job autonomy (US News & World Report, 2014). Additionally, the BLS ranked NPs in the top 25 fastest growing occupations, with employment expected to grow by 33.7% from 2012 to 2022 (BLS, 2013). The BLS estimates that CRNA employment

will grow by 31% between 2012 and 2022 and that CNM employment will grow by 31% during the same time period (BLS, 2014).

The job outlook for clinical nurse specialists is difficult to determine. The BLS does not specifically track job growth for CNSs. Registered nurse employment, where CNSs are sometimes included, is projected to grow by 19.4% from 2012 to 2022 (BLS, 2013).

Employment Setting

Employment setting did not vary much among the different APRN types (See Figure B10 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 (74.4%). CNSs had the largest proportion of nurses working in schools of nursing (15.5%).

Certification Specialties

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

Table C5. Actively practicing NPs in Texas by specialty, 2013

Specialty	# NPs	% NPs
Family NP	5,946	53.7%
Pediatric NP	1,110	10.0%
Women's Health Care NP	938	8.5%
Adult NP	844	7.6%
Acute Care NP	766	6.9%
Neonatal NP	524	4.7%
Psychiatric/Mental Health NP	367	3.3%
Gerontological NP	260	2.3%
Acute Care Pediatric NP	161	1.5%
Emergency NP	104	0.9%
Other NP*	21	0.2%
School NP	16	0.1%
Perinatal NP	13	0.1%

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

The most common specialty among NPs in 2013 was the family nurse practitioner (53.7%).

than one certification specialty.

The most common specialty among NPs in 2013 was the family nurse practitioner (53.7%), followed by pediatrics (10%), women's healthcare (8.5%) adult (7.6%), and acute care (6.9%). The distribution of NPs among the different NP specialties is similar to the distribution in 2007. In 2007, 47.3% of NPs specialized in family nursing, 14.1% in women's health care, 12.1% in pediatric, 8.3% in adult nursing, and 4.7% in acute care.

The most common specialty among CNSs in 2013 was medical-surgical nursing (25.9%), followed closely by adult nursing (23.9%), then psychiatric/mental health (17.2%), maternal/child health (8.8%), and critical care (5.6%).

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

The most common specialty among CNSs in 2013 was medical-surgical nursing (25.9%)

Table C6. Actively practicing CNSs in Texas by specialty, 2013

Specialty	# CNSs	% CNSs
Medical-Surgical CNS	354	25.9%
Adult CNS	327	23.9%
Psychiatric/Mental Health CNS	235	17.2%
Maternal Child Health CNS	120	8.8%
Critical Care CNS	76	5.6%
Pediatrics CNS	61	4.5%
Community Health CNS	58	4.2%
Oncology CNS	45	3.3%
Other CNS*	29	2.1%
Gerontological CNS	21	1.5%
Neonatal CNS	19	1.4%
Emergency CNS	15	1.1%
Women's Health CNS	5	0.4%
Cardiovascular CNS	4	0.3%

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 11,070 active Texas NPs, 10,735 (97%) have prescriptive authority, up from 90.2% in 2007. Only 499 out of 1,369 active Texas CNSs (36.4%) have prescriptive authority, up from 20.8% in 2007, while 347 of 393 active Texas CNMs (88.3%) have active prescriptive authority, up from 73.2% in 2007.

According to the Texas BON, in 2013, 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 3,786 Texas CRNAs, 312 (8.2%) 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. Additionally, the supply ratios of NPs, CNSs, and CNMs in Texas lag behind the US and some comparable states. 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).

2013 Texas Licensed Vocational Nurse Facts:

White/Caucasian	52.6%
-----------------	-------

Black/African American	22.1%
------------------------	-------

Hispanic/Latino	22.7%
-----------------	-------

Other	2.6%
-------	------

Male	10.9%
------	-------

Female	89.1%
--------	-------

Median Age	43
------------	----

Median Age Male	42
-----------------	----

Median Age Female	44
-------------------	----

Number of Counties with no LVNs	7
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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
------	--------	-------

2013 Licensed Vocational Nurses/100,000 Population

Border Metropolitan	243.1
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Non-border Metropolitan	261.8
-------------------------	-------

Border Non-metropolitan	339.5
-------------------------	-------

Non-border Non-metropolitan	464.0
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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

The per capita supply of LVNs in Texas exceeds that of comparable states and the nation as a whole.

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.

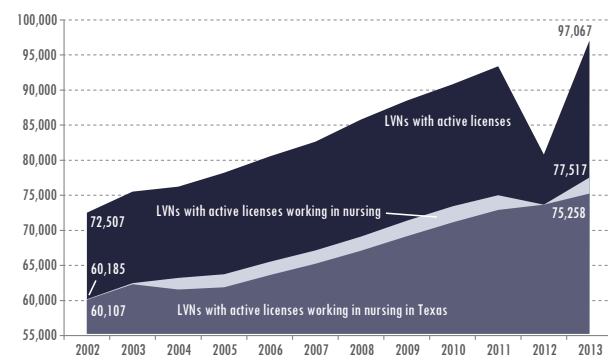
According to the 2013 HPRC LVN re-licensure file, there were 97,067 LVNs with active licenses in Texas. Of these, 77,517 were employed full-time or part-time in nursing, and 75,258 were LVNs employed full-time or part-time in nursing in Texas (Table D1).

The 75,258 active LVNs practicing in the state give Texas a supply ratio of 282.2 LVNs per 100,000

population. In 2011, there were 72,921 active LVNs in Texas with a supply ratio of 281.7 LVNs per 100,000 population. The supply ratio of LVNs grew by 0.2% since 2011 and has declined by 2.8% since 2000, when the supply ratio was 290.2. The absolute number of LVNs grew by 3.2% since 2011 and 27.5% since 2000 (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. 13,283 LVNs who reported an employment status of unemployed or retired in

Figure D1. Number of LVNs in Texas, 2002-2013



2007 had returned to the nursing workforce by 2013. Another 3,255 LVNs who had been working in a field other than nursing in 2007 had re-entered the nursing workforce by 2013. 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 53.4% in the last year, from 5.8% in 2012 to 8.9% in 2013 (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 2001, the proportion of LVNs that were employed in nursing full-time has increased by 3.7%. The majority (87.7%) of LVNs in Texas were

Table D1. Number of LVNs in Texas, 2013

2013 Texas Supply of Licensed Vocational Nurses	
LVNs with active licenses	97,067
LVNs with active licensed working in nursing	77,517
LVNs with active licenses working in nursing in Texas	75,258

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.

employed in nursing full-time (Figure D3).

Figure D2. Employment status of LVNs with active licenses, 2002-2013

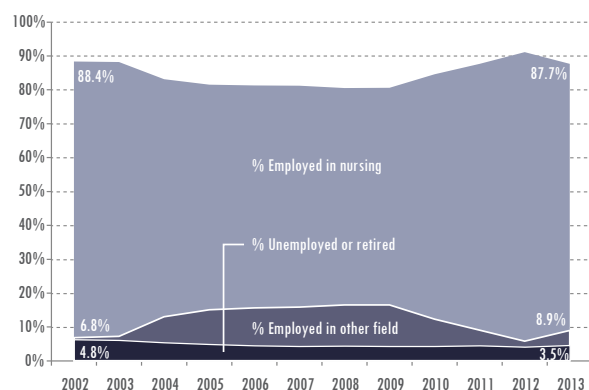
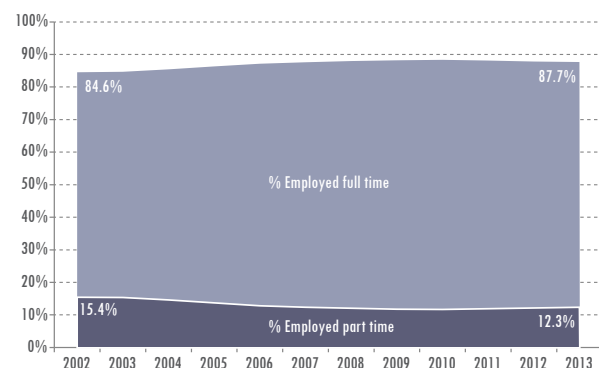


Figure D3. Percent of LVNs employed full-time and part-time in nursing, 2002-2013



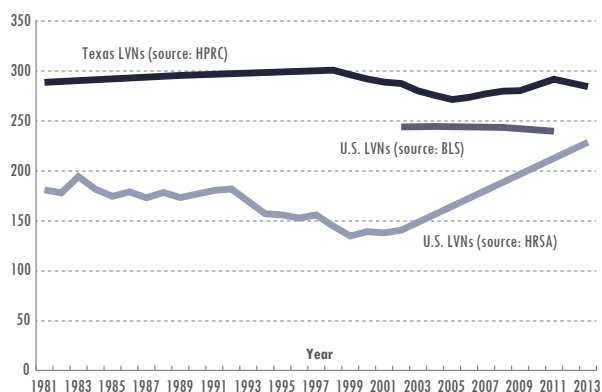
While the Texas supply ratio of LVNs has declined since the early 1980s, it has remained higher than the national supply ratio and that of comparable states. In Texas, the 2013 supply ratio of 282.2 LVNs per 100,000 exceeded the national supply ratio of 225 LVNs per 100,000 population (HRSA, 2013); the 2011 Florida supply ratio of 266 per 100,000 population (FCN, 2012); 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 G5). Of the 75,258 actively licensed LVNs employed in nursing in Texas, 73.5% 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

Figure D4. LVNs per 100,000 population, U.S. and Texas, 1981-2013



counties. Both border metropolitan and non-border metropolitan areas had supply ratios lower than the rest of the state (Table D2). In 2013, there were seven counties in Texas that had zero practicing LVNs. Since 2000, 118 of Texas' 254 counties have seen an increase in the supply ratio of LVNs. 91 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 2013, unlike the supply ratios of RNs and APRNs (Figure D6).

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

Table D2. Supply of LVNs by county designation

County Designation	# LVNs	LVNs per 100,000 population
Border counties	7,099	256.4
Non-border counties	68,159	285.2
Metropolitan counties	61,089	259.9
Non-metropolitan counties	14,169	448.9

Demographics

The diversity in the LVN workforce is an important factor in addressing issues of cultural competence

Figure D5. LVNs per 100,000 population by county of practice, Texas, 2013

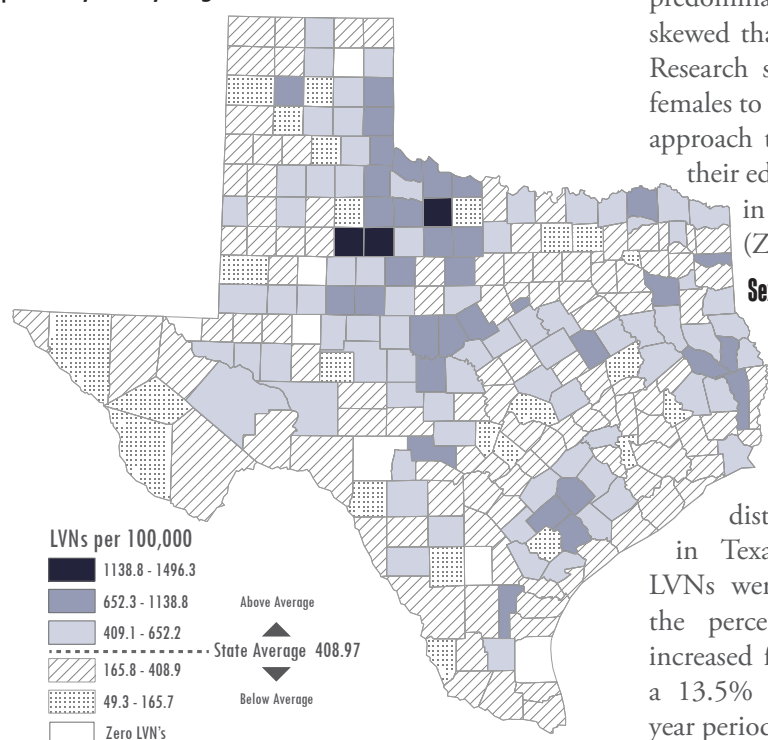
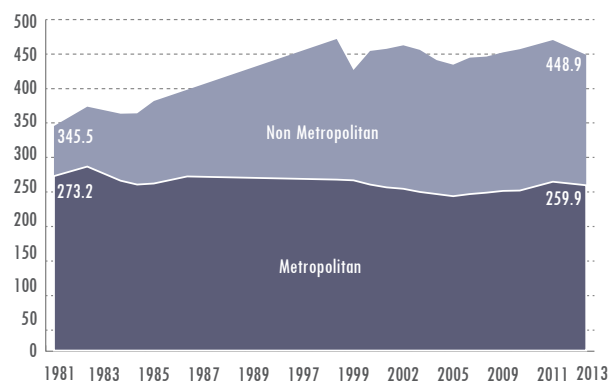


Figure D6. LVNs per 100,000 population, metropolitan and non-metropolitan counties, Texas, 1981-2013



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 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 2013, the LVN workforce in Texas was predominantly female; only 10.9% of LVNs were male. This represents no marked change from the 2011 sex distribution of LVNs in Texas, when 10.6% of LVNs were male. Since 2007, the percentage of males has increased from 9.6% to 10.9%, a 13.5% increase over the six year period. A greater proportion of LVNs identified as male in border counties (20.1%) when compared to non-border counties (10%). In metropolitan counties, male LVNs comprised 12% of the workforce, but only accounted for 6.3% 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 55 to 65 age range that will be eligible to retire soon, the large proportion of LVNs in the mid 30 to 40 age range should help address that eventual loss of nurses

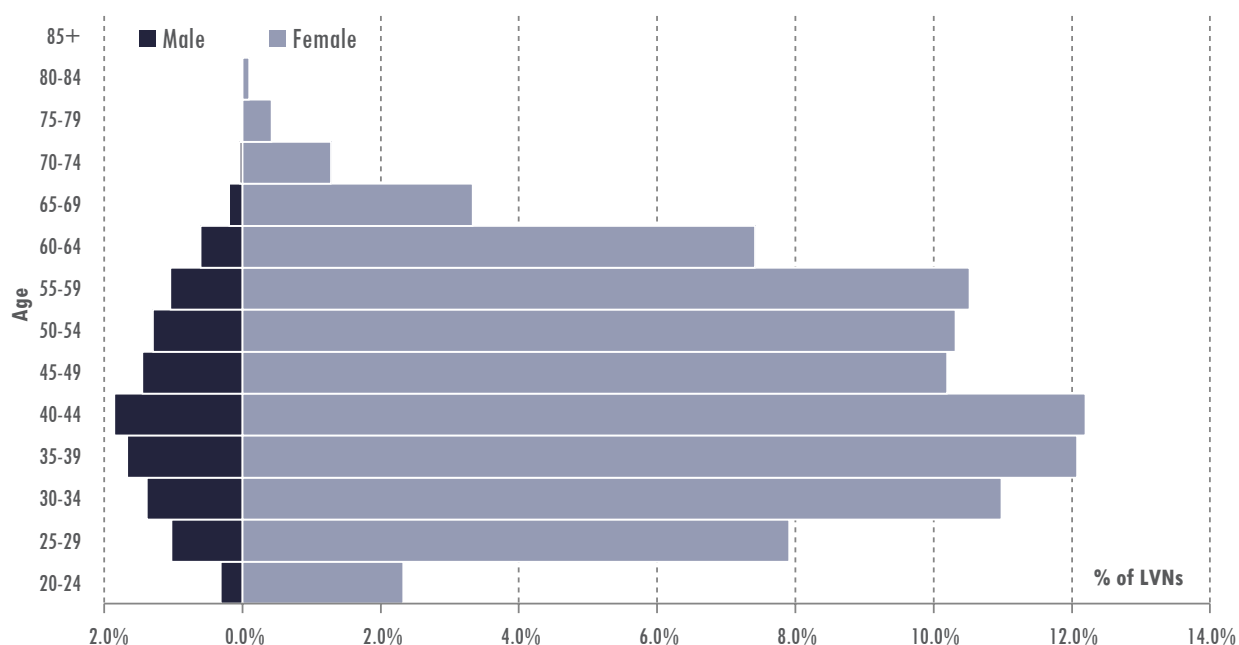
The median age of all LVNs in Texas in 2013 was 43 years. Male LVNs were slightly younger than female LVNs, at a median age of 42 and 44 years, respectively. The median age for males has remained stable since 2007, while the median age for females has decreased by two years in the same interval. There was a difference of one year in the median age between LVNs who worked in metropolitan counties (43 years) and those who worked in non-metropolitan

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, 2013



counties (42 years). Hispanic/Latino LVNs had the lowest median age at 40 years, followed by the “other” race category (41 years), black/African American (44 years), and white/Caucasian (46 years). LVNs who worked in border counties had a considerably younger median age (39 years) compared to LVNs working in non-border counties (43 years).

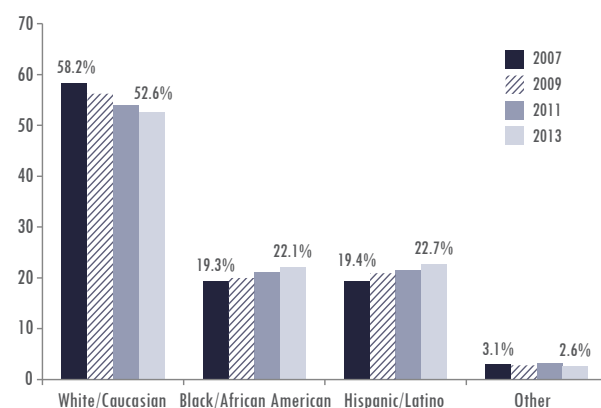
Race/Ethnicity

The LVN workforce does not currently reflect the racial diversity in the general Texas population, despite increasing racial/ethnic diversity. In the last six 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 (52.6%). 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 roughly equal, at approximately 22% and both have increased steadily since 2007. Despite growth among these groups, Hispanics/Latinos were still underrepresented among LVNs in 2013. The other race category, which includes Asian, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native among others, represented 2.6% of LVNs in 2013, down 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 2013 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.

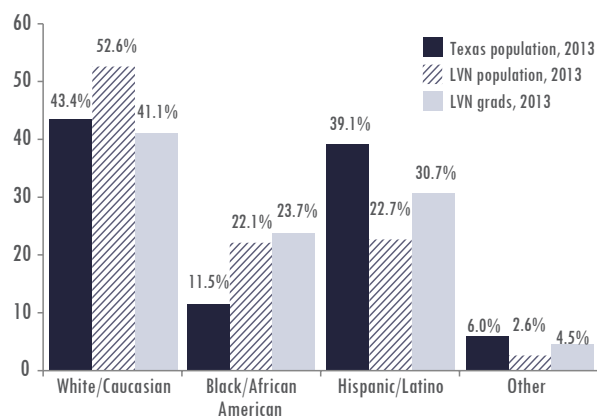
In border areas, Hispanic LVNs comprised an overwhelming majority of the LVN population, at 75.8% of LVNs in non-metro border counties

Figure D8. Race/ethnicity of LVNs, 2007-2013



and 81.5% of LVNs in metro border counties. In non-border areas, whites/Caucasians accounted for three-quarters of the LVN population in non-metro counties and a little over half of the LVN population in metropolitan counties. LVNs that identified as black/African American accounted for the second largest proportion of the LVN population in non-border metropolitan areas.

Figure D9. Race/ethnicity of the Texas population, 2013; LVNs, 2013; and LVN graduates, 2013



Education

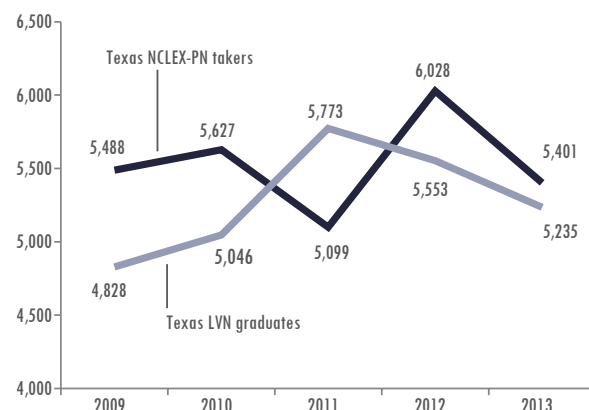
In order for the supply of LVNs in Texas to meet the demands of a growing population, it is important to increase the number of new nursing graduates and improve success on the required examination for licensure, the NCLEX-PN.¹ Both the absolute number of enrollees and the number of graduates from LVN pre-licensure programs have been increasing. Between 2006 and 2013, the number of newly enrolled LVN students increased by 10.6%. Moreover, the number of graduates increased from 3,801 in 2003 to 5,235 in 2013.

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 81.2% and 84.5% respectively. The next most common highest degree type was an associate's degree (11.6%).

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

Figure D10. Texas LVN graduates and Texas NCLEX-PN takers, 2009-2013

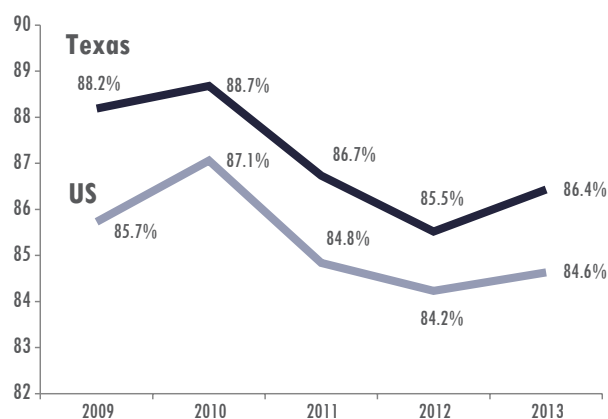


show that in 2013 in Texas, 5,401 nursing graduates took the NCLEX-PN and 4,668 passed, for a statewide pass rate of 86.4%.

The HRSA reports on the number of nursing graduates who took and passed the NCLEX-PN in the U.S. In 2011, 60,302 LVN candidates across the U.S. passed the exam, for a supply ratio of 19.4 NCLEX-PN passers per 100,000 population. In 2013, Texas reported 4,668 LVN candidates passed the exam for a supply ratio of 17.5 NCLEX-PN passers per 100,000 population (BON, 2014). In 2013, the Texas NCLEX-PN pass rate of 86.4% was better than the national pass rate of 84.6% in 2013 (BON, 2014). 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.

Though a higher proportion of Texas NCLEX-PN takers pass the exam when compared to the nation, Texas is producing fewer passers per capita than at the

Figure D11. NCLEX-PN Pass rates, U.S. and Texas, 2009-2013



¹PN=Practical Nurse; note that VN/PN are interchangeable terms. California and Texas use LVN, while other states use the title LPN.

national level (Figure D11).

Employment Characteristics

The job outlook for LVNs is quite good. U.S News & World Report ranked LVN as the number 38 best job out of the top 100 jobs and the number 23 best health care job. The BLS ranked LVNs in the top 30 occupations with the most expected job growth, with employment projected to grow by 24.8% between 2012 and 2022 (BLS, 2013). Moreover, the TWC estimates that employment of LVNs in Texas will increase by 27.3% between 2010 and 2020 (TWC, 2014).

Employment Setting

As shown in Table D3, of the 75,258 LVNs who were actively employed in Texas in 2013, more than a quarter were employed in nursing homes or extended care facilities, one-fifth were employed in inpatient hospital care, and roughly another fifth in home health.

Table D3. Actively practicing LVNs in Texas by employment field, 2013

Employment setting	# LVNs	% LVNs
Nursing Home/Extended Care Facility	19,535	27.1%
Inpatient Hospital Care	14,419	20.0%
Home Health Agency	13,997	19.4%
Other*	6,231	8.6%
Physician or Dentist/Private Practice	5,697	7.9%
Community/Public Health	2,442	3.4%
Outpatient Hospital Care	2,045	2.8%
School/College Health	1,683	2.3%
Freestanding Clinic	1,524	2.1%
Business/Industry	1,044	1.4%
Rural Health Clinic	956	1.3%
Military Installation	853	1.2%
Temporary Agency/Nursing Pool	720	1.0%

*“Other” is a catch-all category for nurses who don’t 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, 2013

Position type	# LVNs	% LVNs
Staff Nurse/General Duty	45,532	65.4%
Other*	7,744	11.1%
Office Nurse	5,848	8.4%
Head Nurse or Assistant	4,078	5.9%
Supervisor or Assistant	2,921	4.2%
School Nurse	1,530	2.2%
Administrator or Assistant	779	1.1%
Faculty/Educator	407	0.6%
Consultant	307	0.4%
Inservice/Staff Development	209	0.3%
Researcher	180	0.3%
Nurse Midwife	65	0.1%

*“Other” is a catch-all category for nurses who don’t 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, 2013

Specialty	# LVNs	% LVNs
Geriatrics	17,167	24.8%
Other*	10,104	14.6%
Home Health	8,511	12.3%
Medical/Surgical	7,256	10.5%
General Practice	6,733	9.7%
Pediatrics	5,724	8.3%
Community/Public Health	2,804	4.0%
Psychiatric/Mental Health/ Substance Abuse	2,557	3.7%
Rehabilitation	2,049	3.0%
Obstetrics/Gynecology	1,670	2.4%
Intensive/Critical Care	1,343	1.9%
Emergency Care	1,270	1.8%
Operating/Recovery Care	793	1.1%
Oncology	561	0.8%
Occupational/Environmental	368	0.5%
Neonatology	285	0.4%
Anesthesia	55	0.1%

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

2013 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 (LTC) 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.

2013 Texas Certified Nurse Aide Facts:

Median Age	36
------------	----

Number of Counties with no CNAs	3
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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

2013 Certified Nurse Aides/100,000 Population

Border Metropolitan	456.1
Non-border Metropolitan	463.7
Border Non-metropolitan	592.2
Non-border Non-metropolitan	905.8

Supply

According to the DADS licensure file for 2013, there were 135,983 CNAs in Texas. The 135,983 CNAs give Texas a supply ratio of 510 CNAs per 100,000 population. The Texas supply ratio has decreased by 2.3% since 2011 but has increased by 19.9% since 2000 (Figure E1).

In 2013, 72.2% of CNAs were located in metropolitan border counties, 18.1% were located in non-metropolitan non-border counties, 8% were located in metropolitan border counties, and only 1.7% were located in non-metropolitan border counties (Figures E2 and E3).

The distribution of age among CNAs is shown in figure E4. The majority of CNAs (60.5%) were under the age of 41 years, and the median age of CNAs in 2013 was 36 years.

Figure E3. CNAs per 100,000 population by county of practice, Texas, 2013

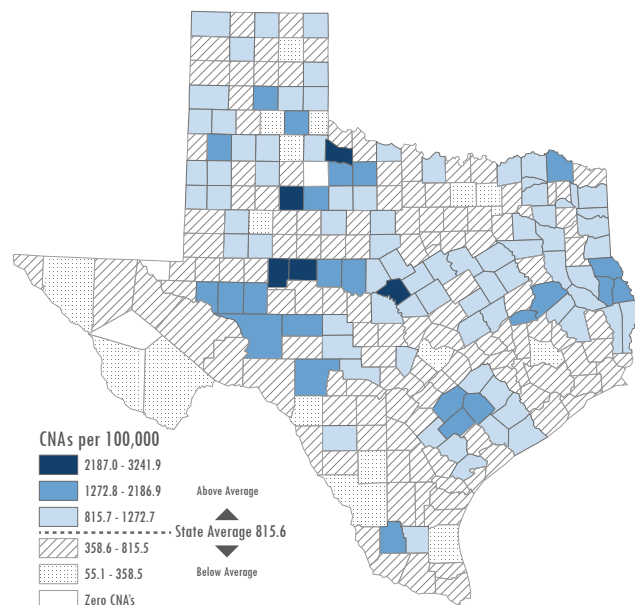


Figure E1. Certified Nurse Aides per 100,000 Population, Texas, 2007-2013

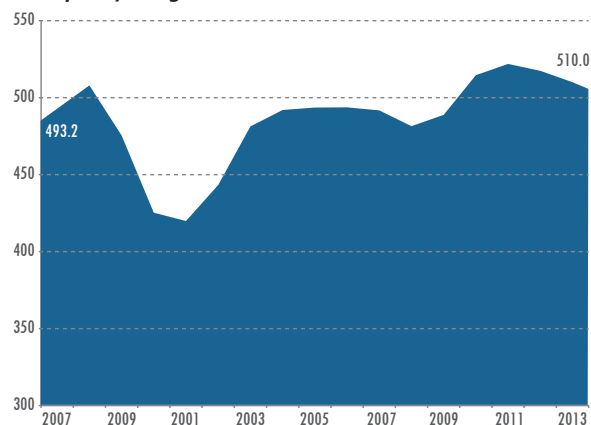


Figure E2. Certified Nurse Aides per 100,000 Population by Metropolitan and Border Status, 2013

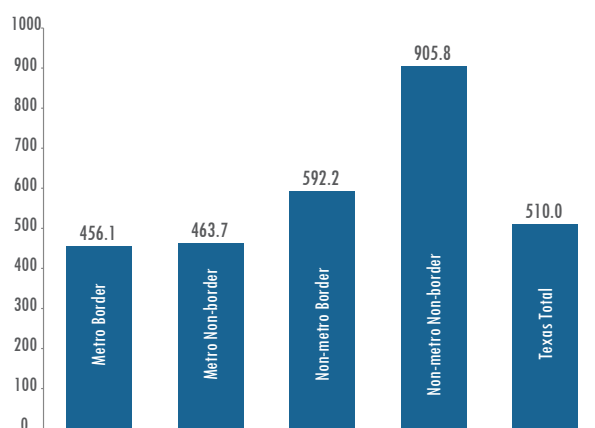
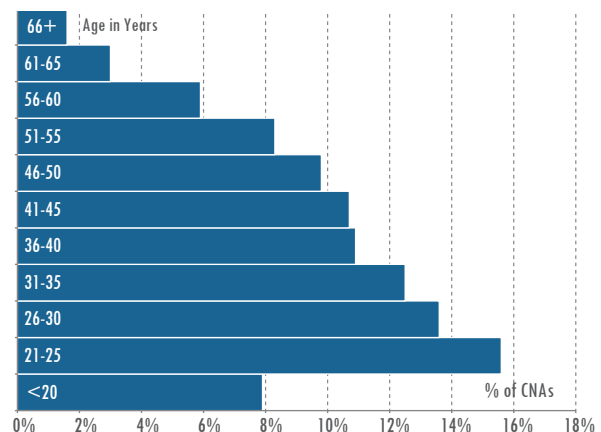
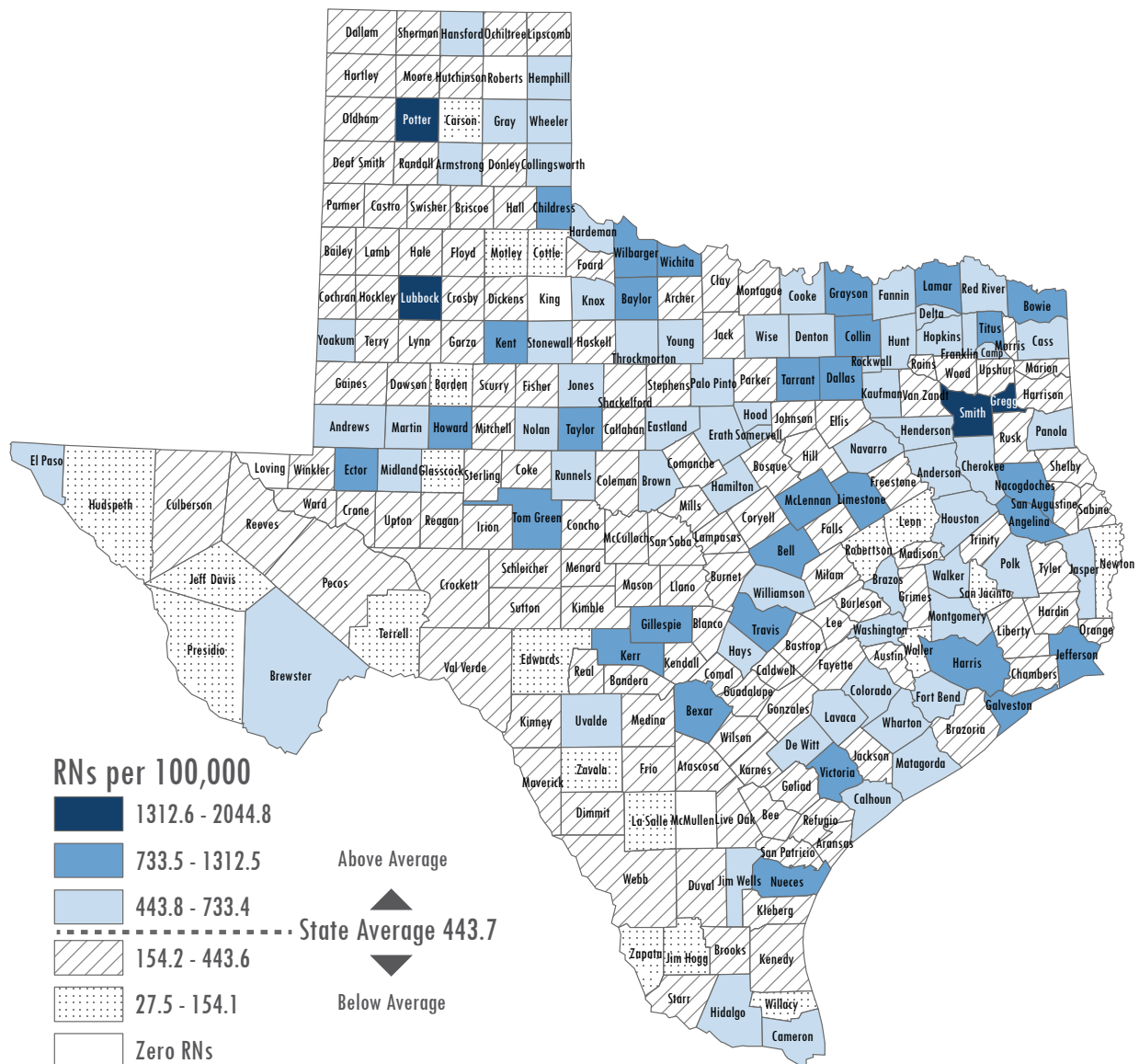


Figure E4. Age of CNAs, 2013



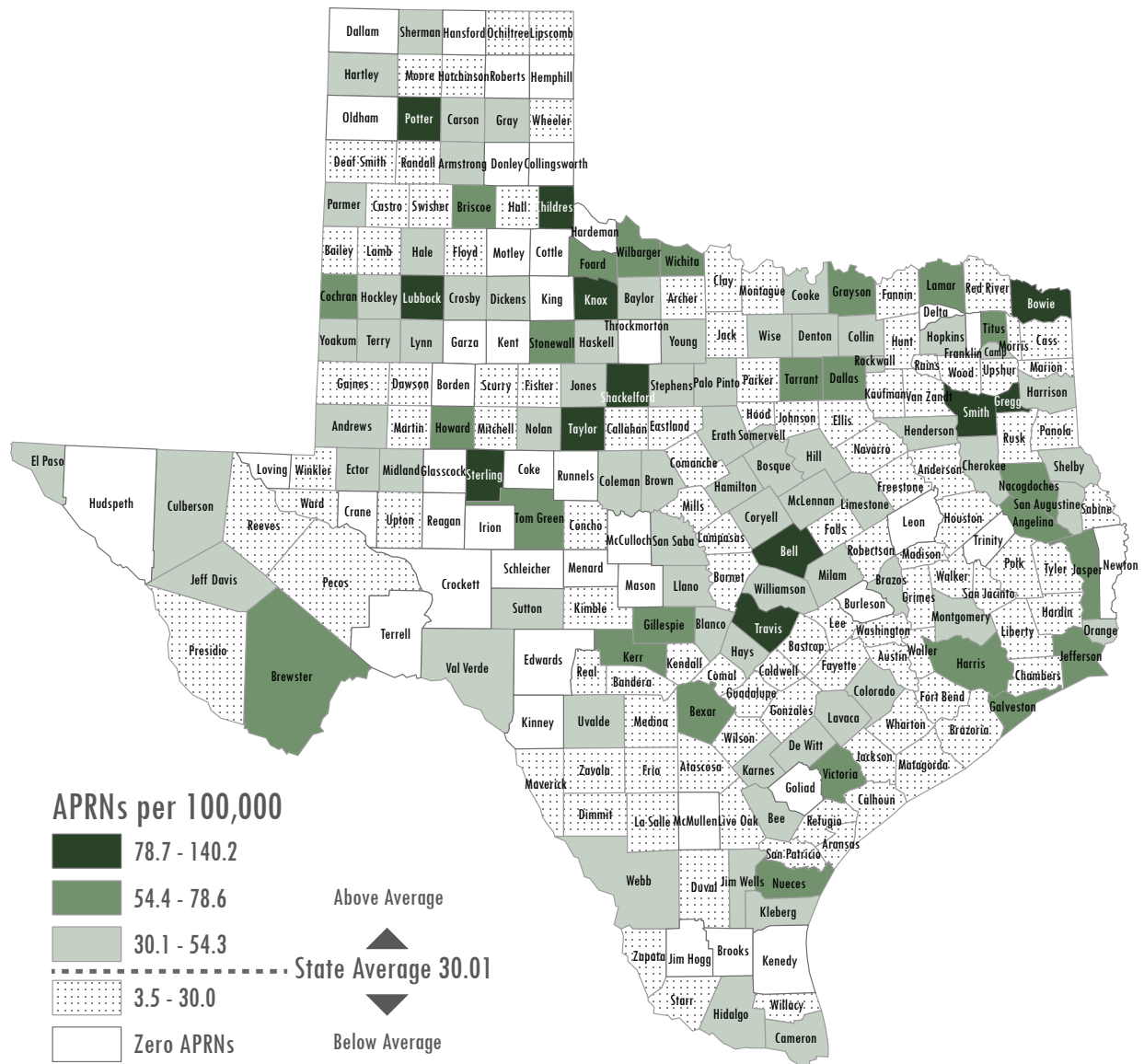
Appendix A — Geographic Distribution of Nurses by Type

Figure A6. RNs per 100,000 population by county of practice, Texas, 2013

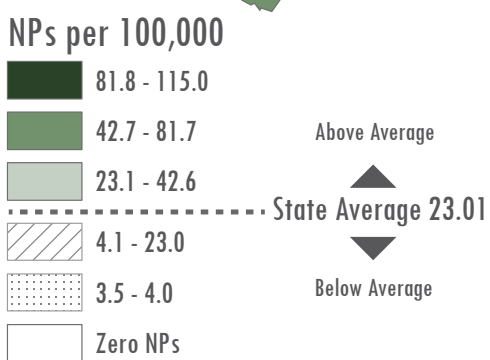


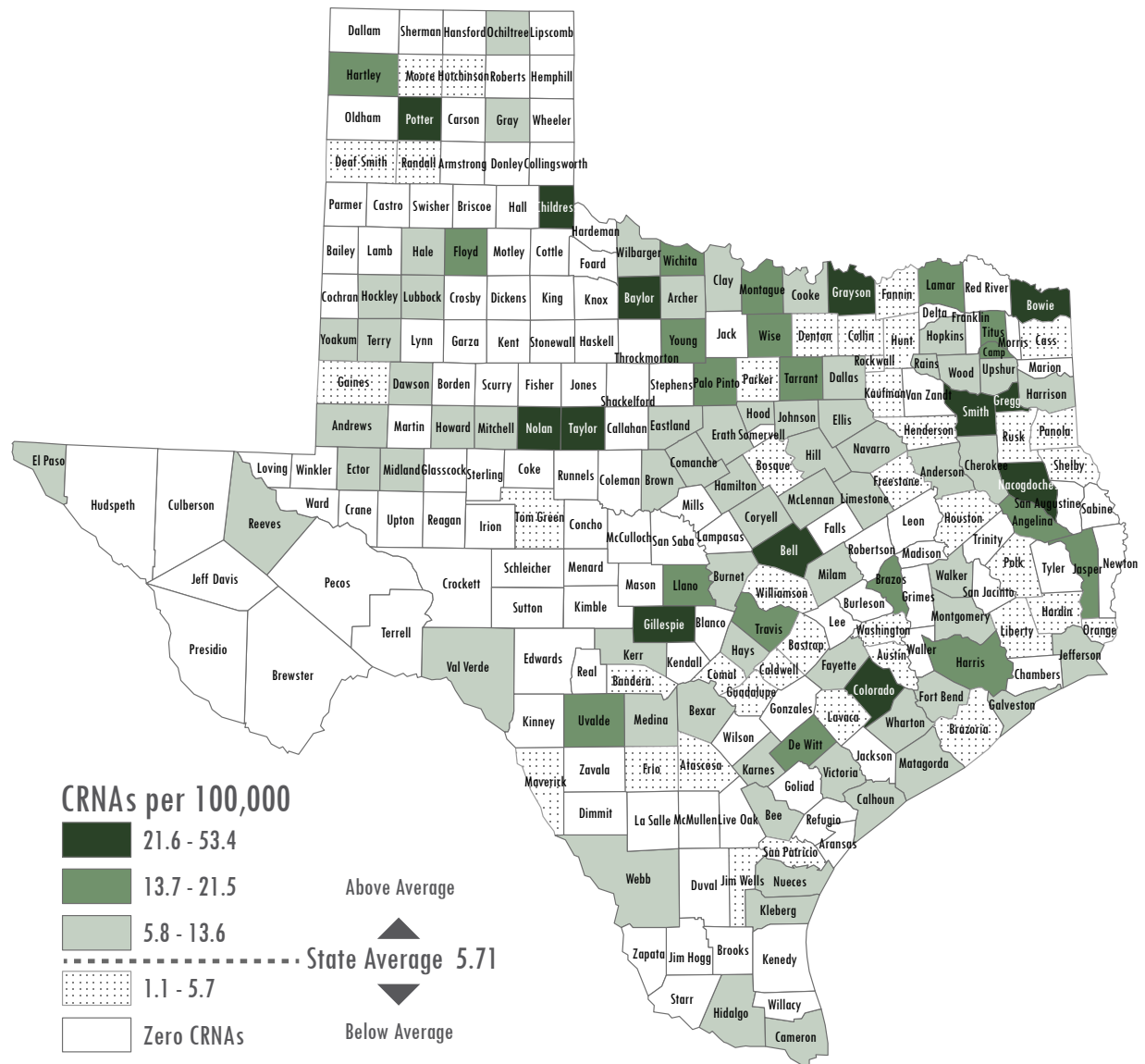
Appendix A — Geographic Distribution of Nurses by Type

Figure B3. APRNs per 100,000 population by county of practice, Texas, 2013



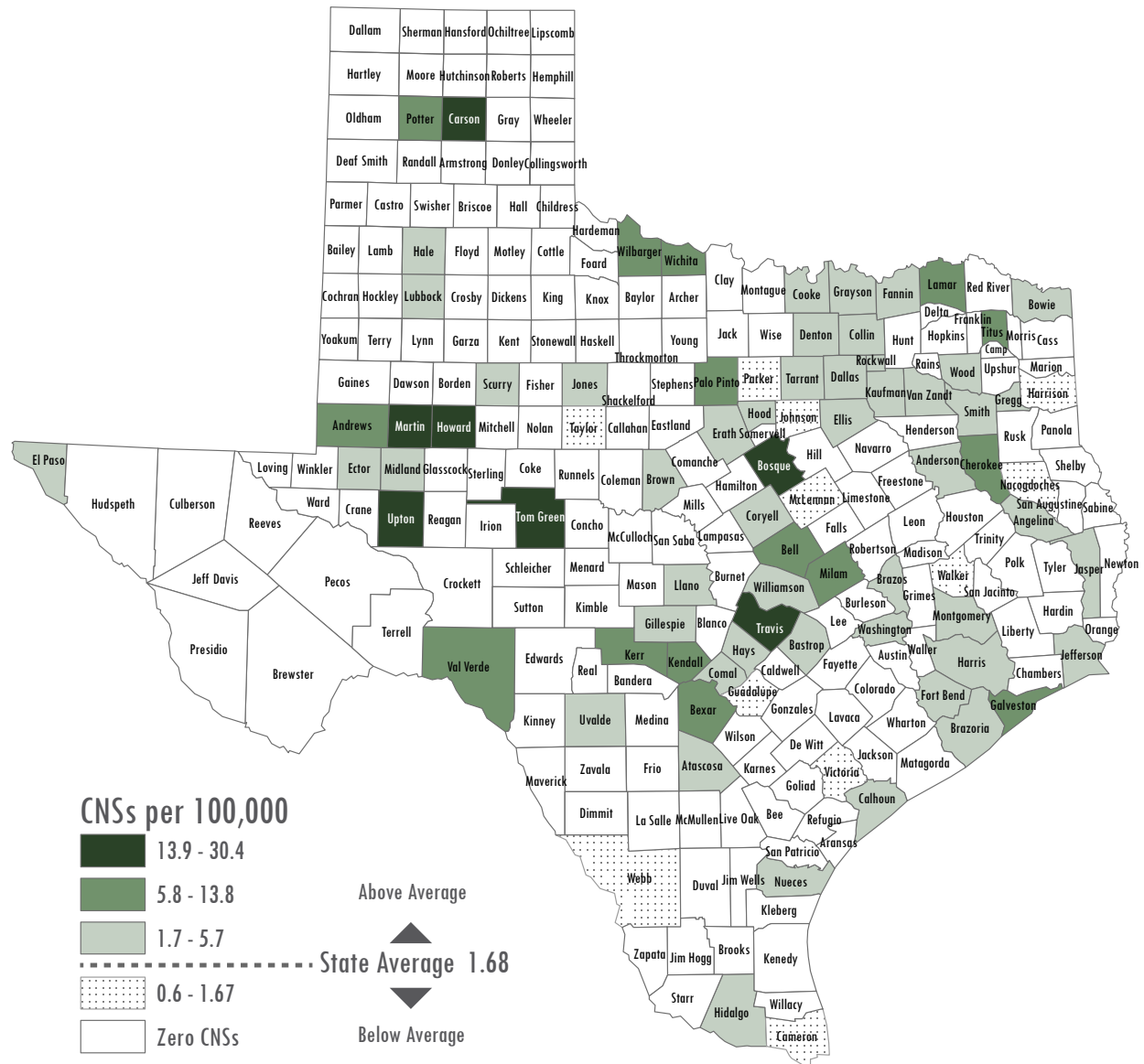
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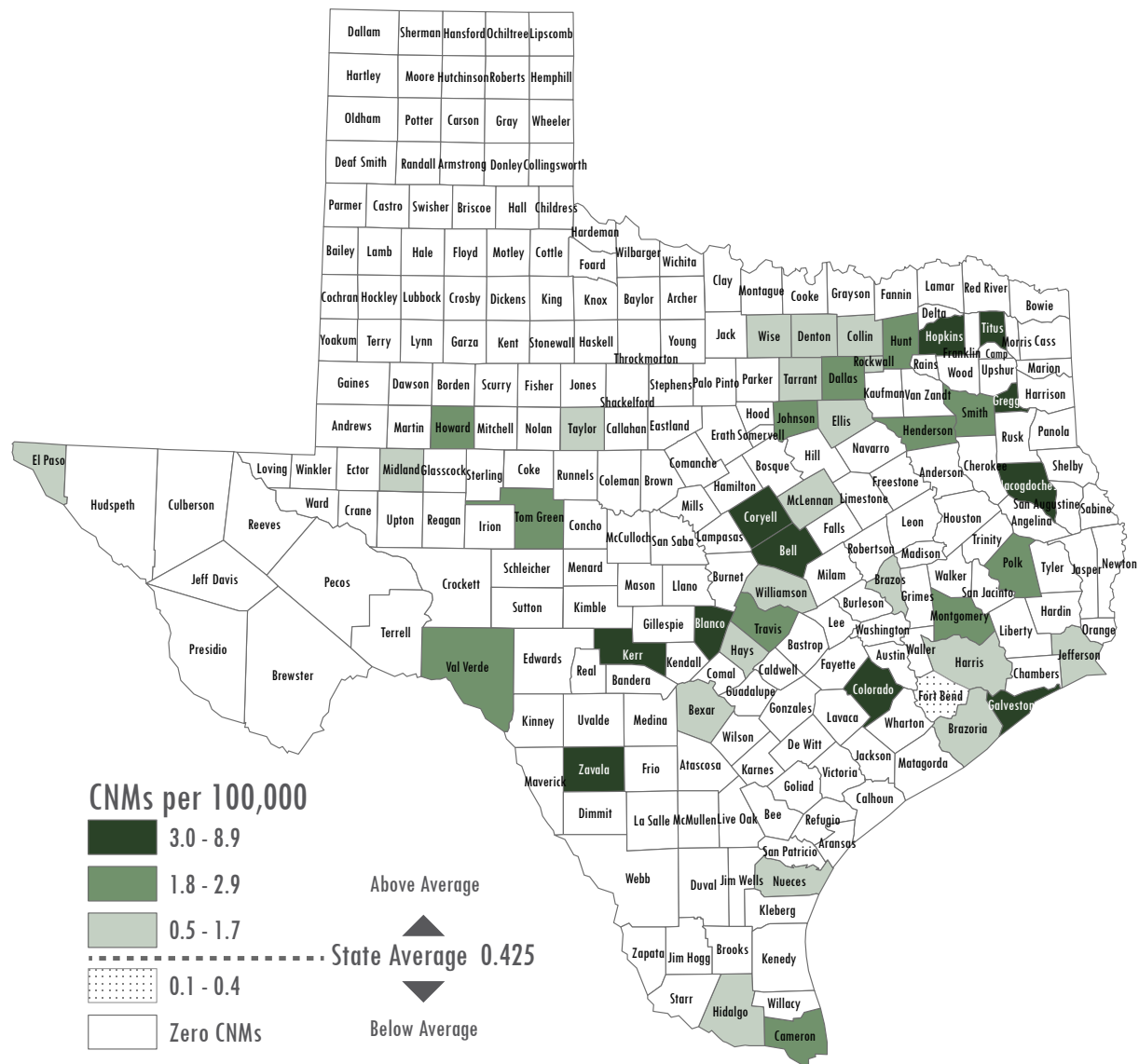


Appendix A — Geographic Distribution of Nurses by Type

Figure C6. CNSs in Texas per 100,000 population by county of practice, Texas, 2013

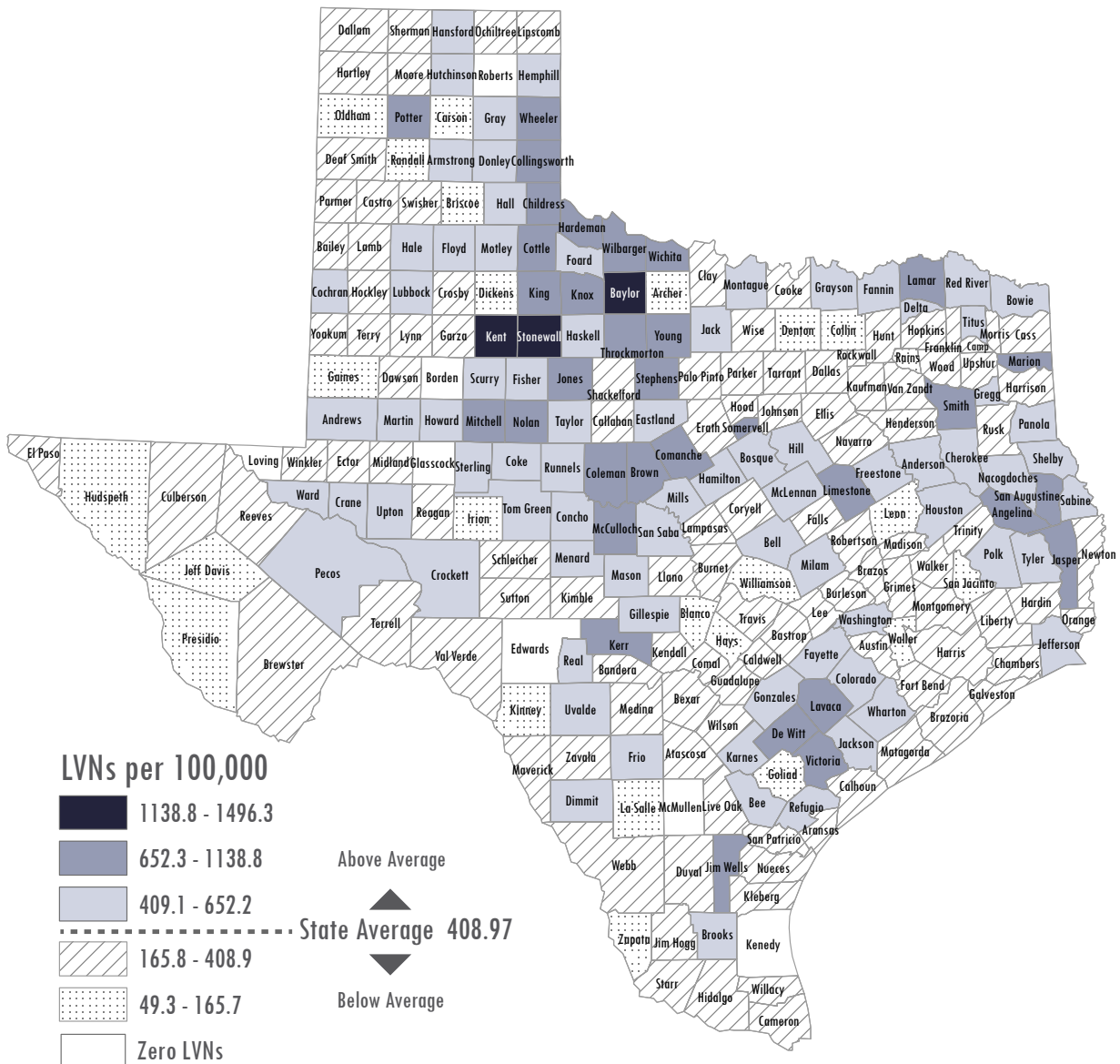


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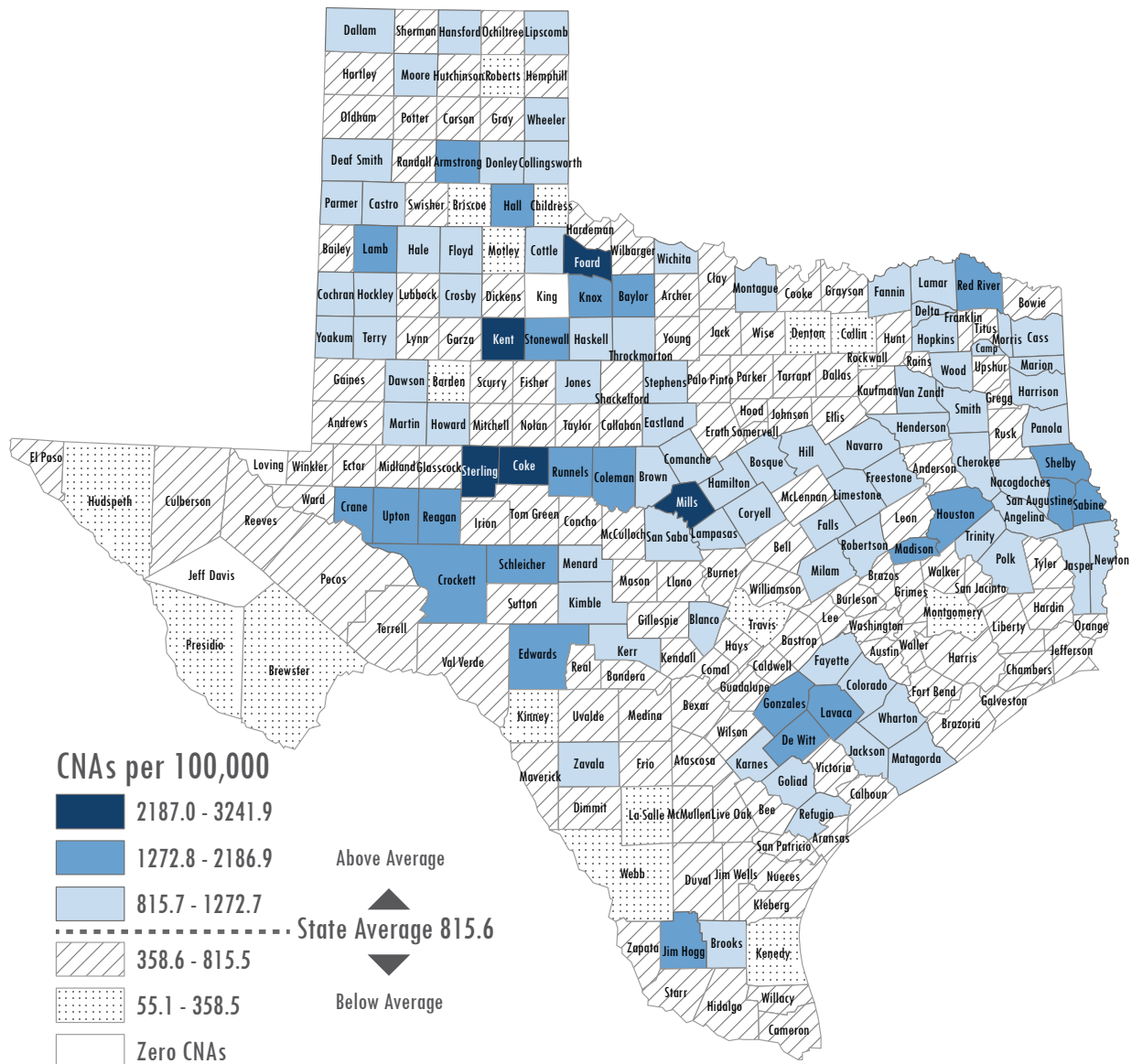
Appendix A — Geographic Distribution of Nurses by Type

Figure D5. LVNs per 100,000 population by county of practice, Texas, 2013



Appendix A — Geographic Distribution of Nurses by Type

Figure E3. CNAs per 100,000 population by county of practice, Texas, 2013



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, 2013

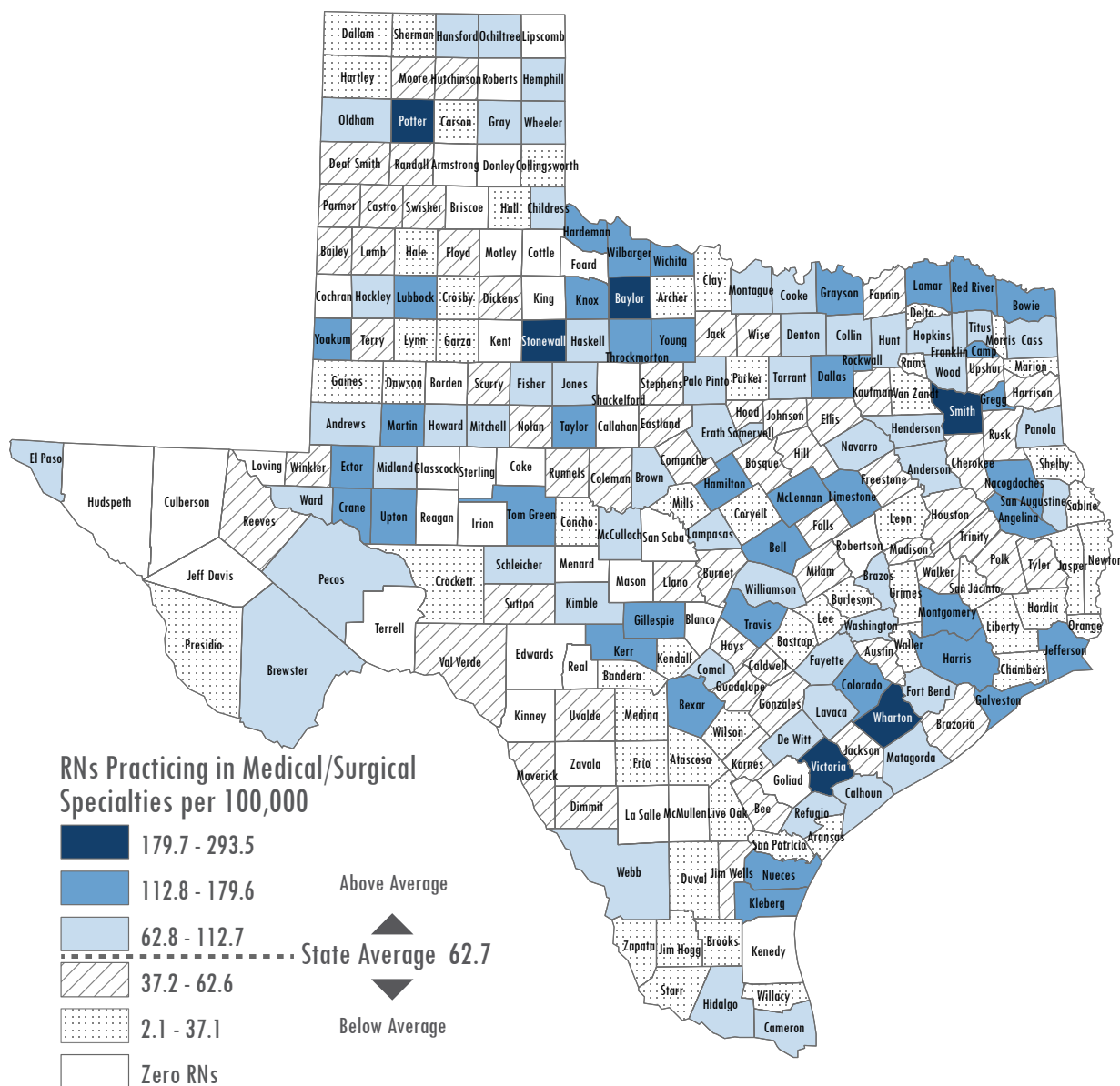
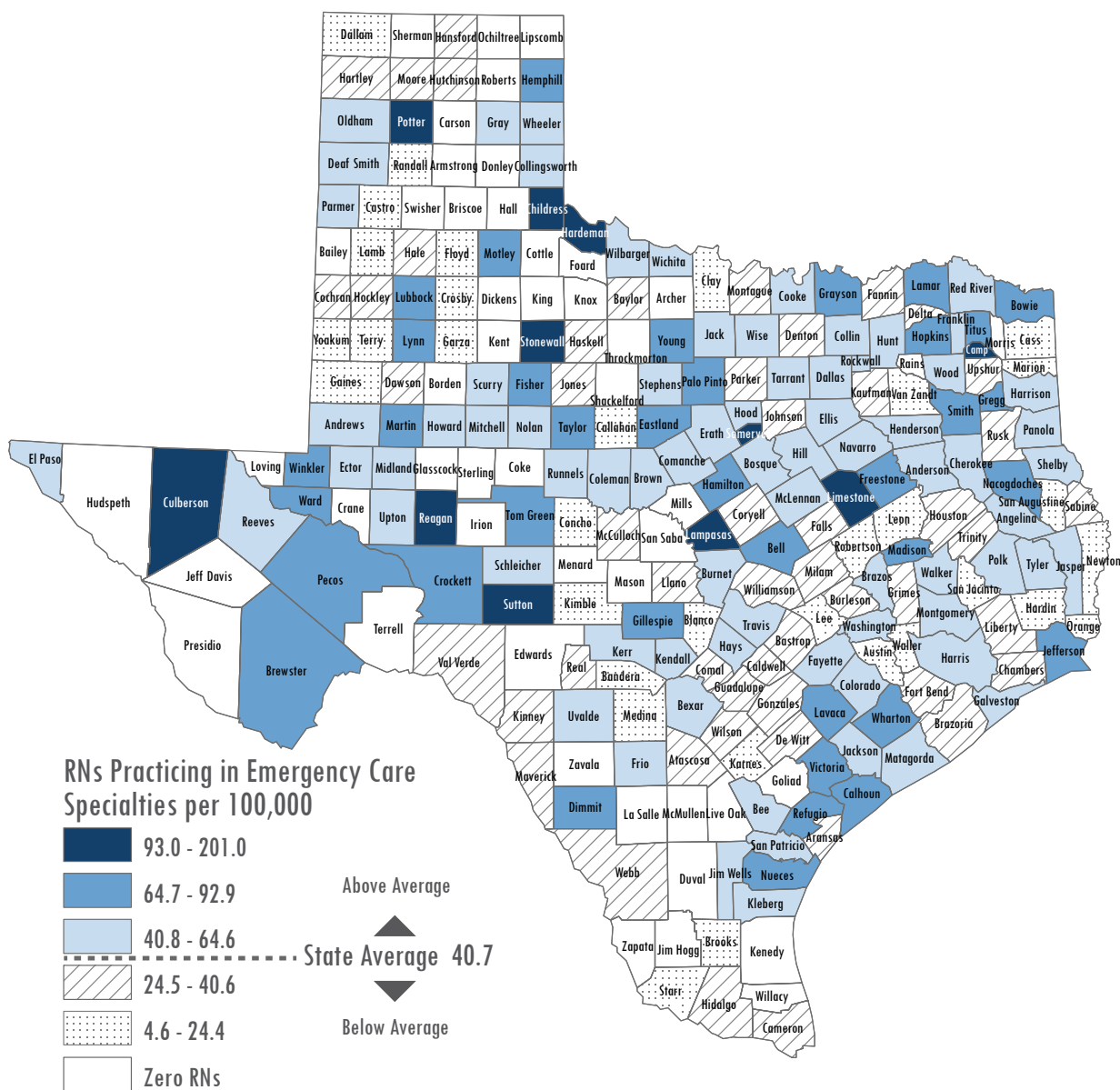
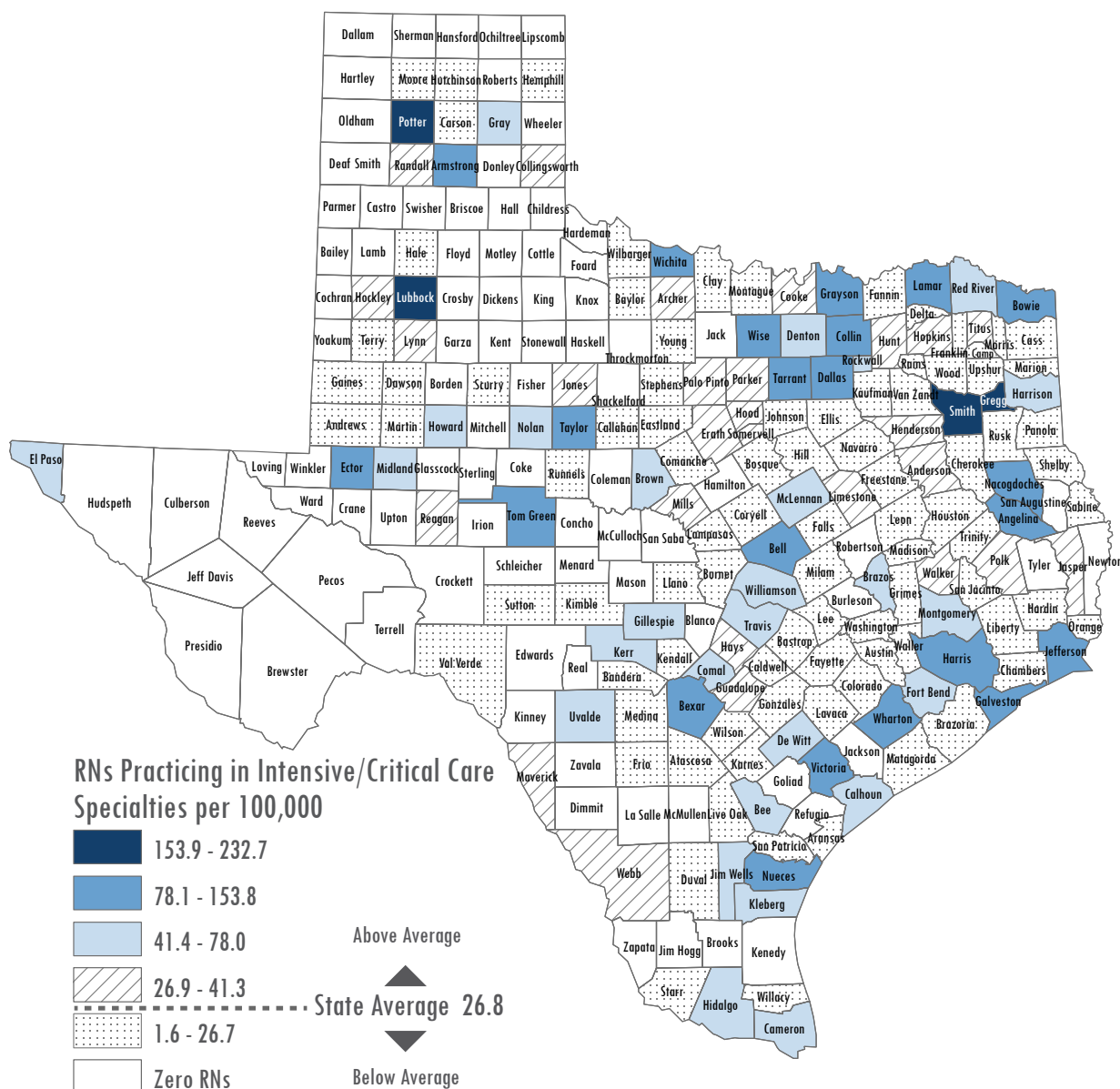


Figure F2. RNs practicing in emergency care specialties per 100,000 population by county of practice, Texas, 2013



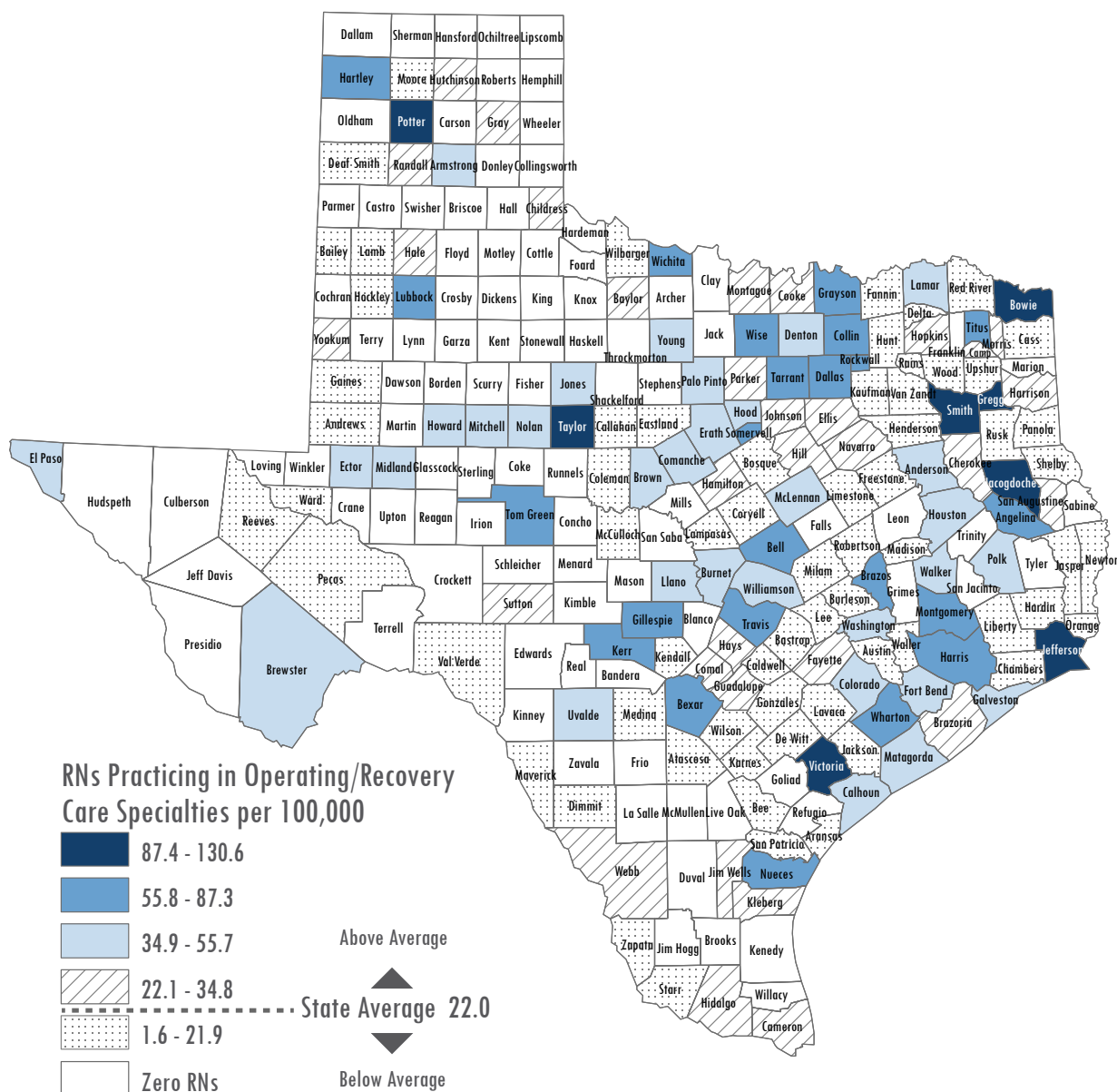
Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F3. RNs practicing in intensive/critical care specialties per 100,000 population by county of practice, Texas, 2013



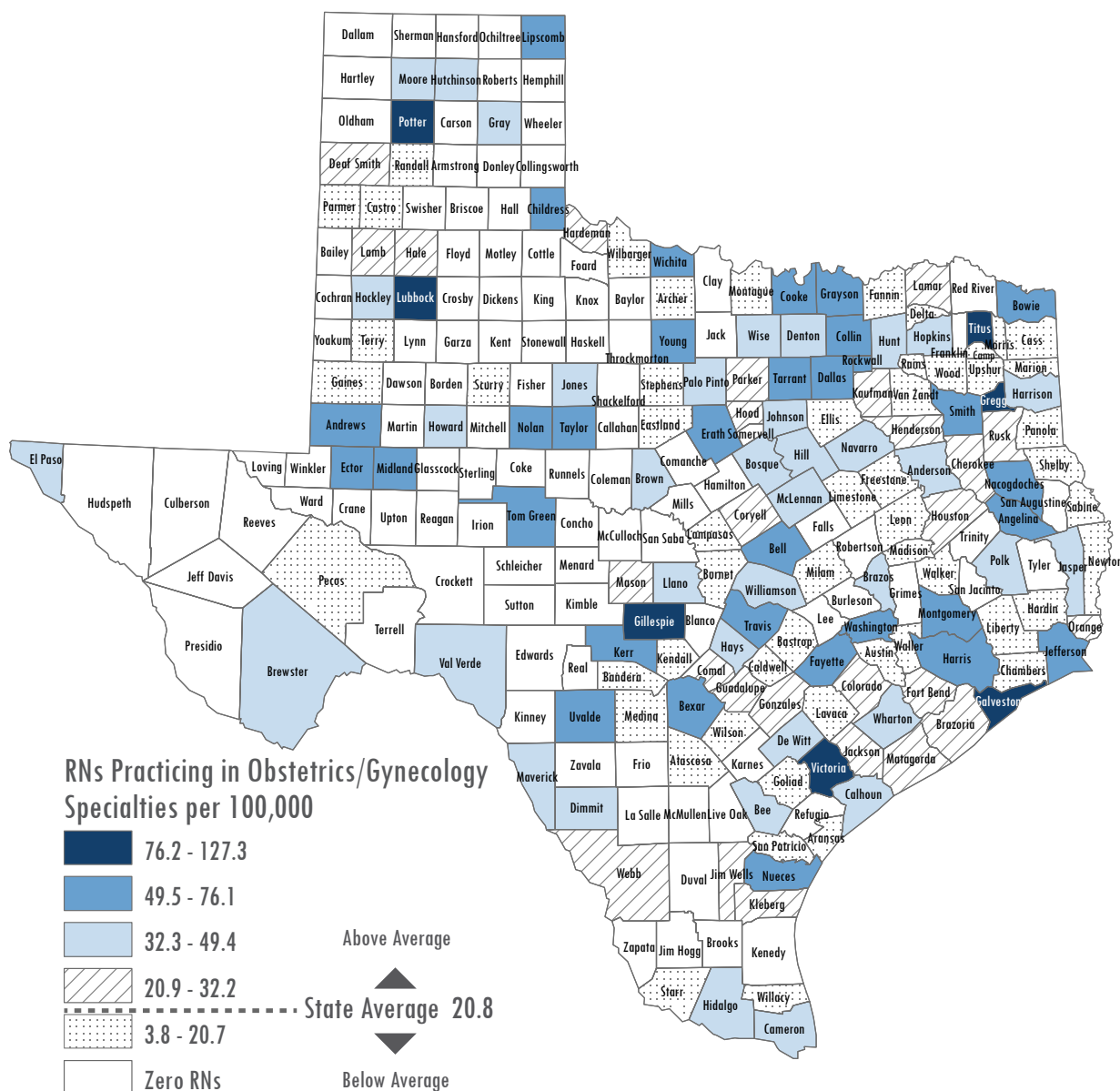
Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F4. RNs practicing in operating/recovery care specialties per 100,000 population by county of practice, Texas, 2013



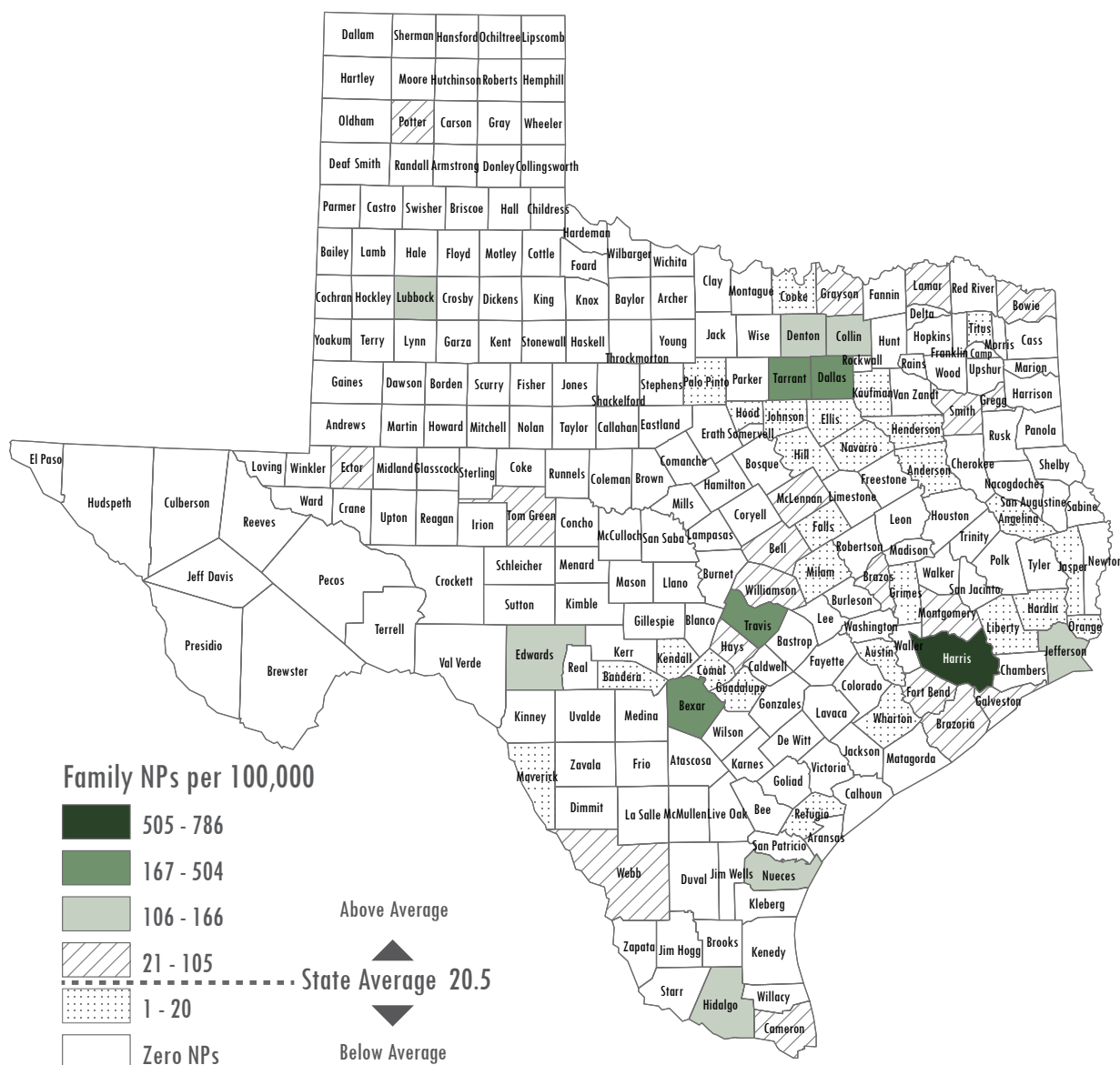
Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F5. RNs practicing in obstetrics/gynecology specialties per 100,000 population by county of practice, Texas, 2013



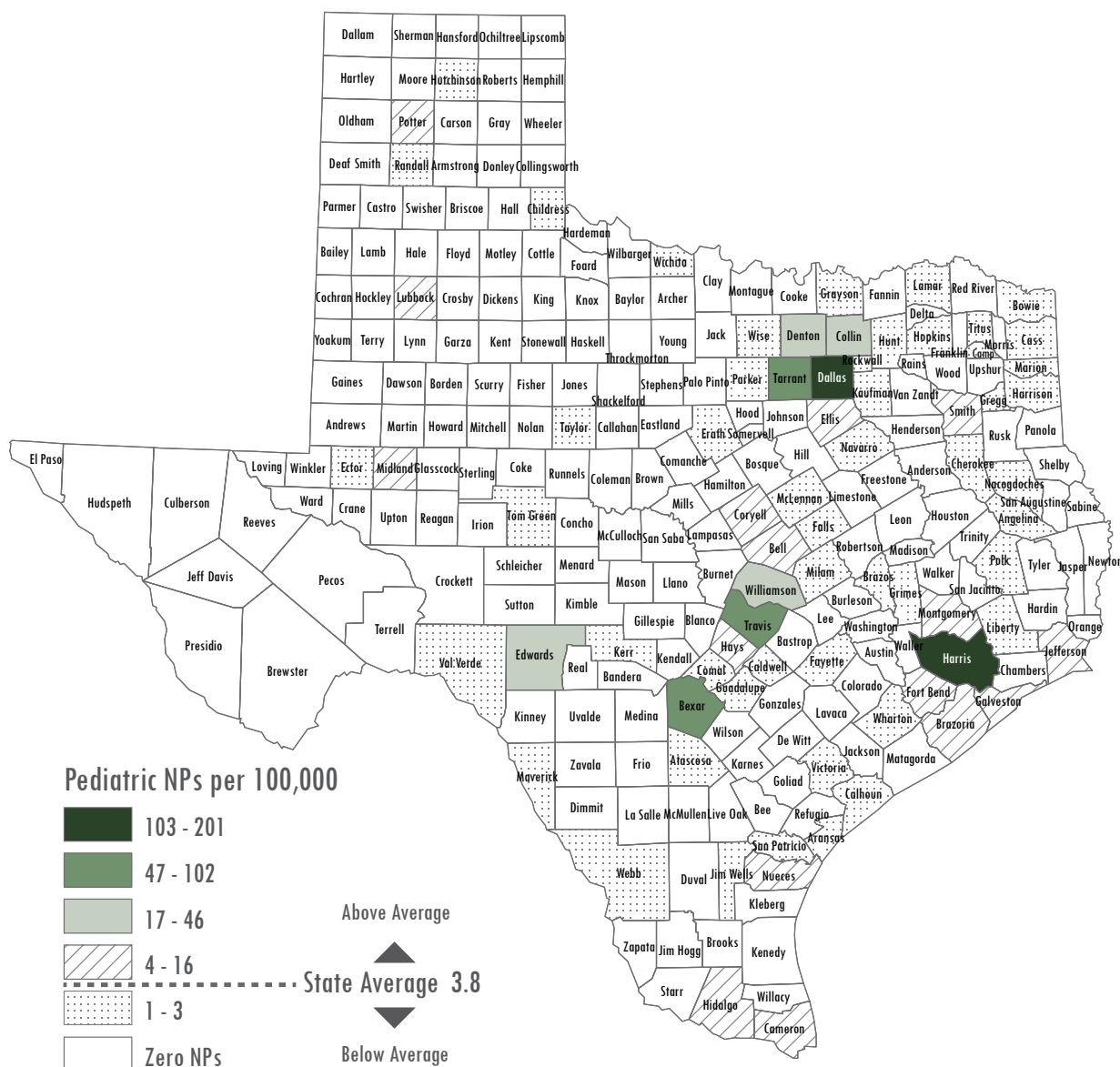
Appendix B — Geographic Distribution of Nurses by Certification Specialty

Figure F6. Family Nurse Practitioners per 100,000 population by county of practice, Texas, 2013



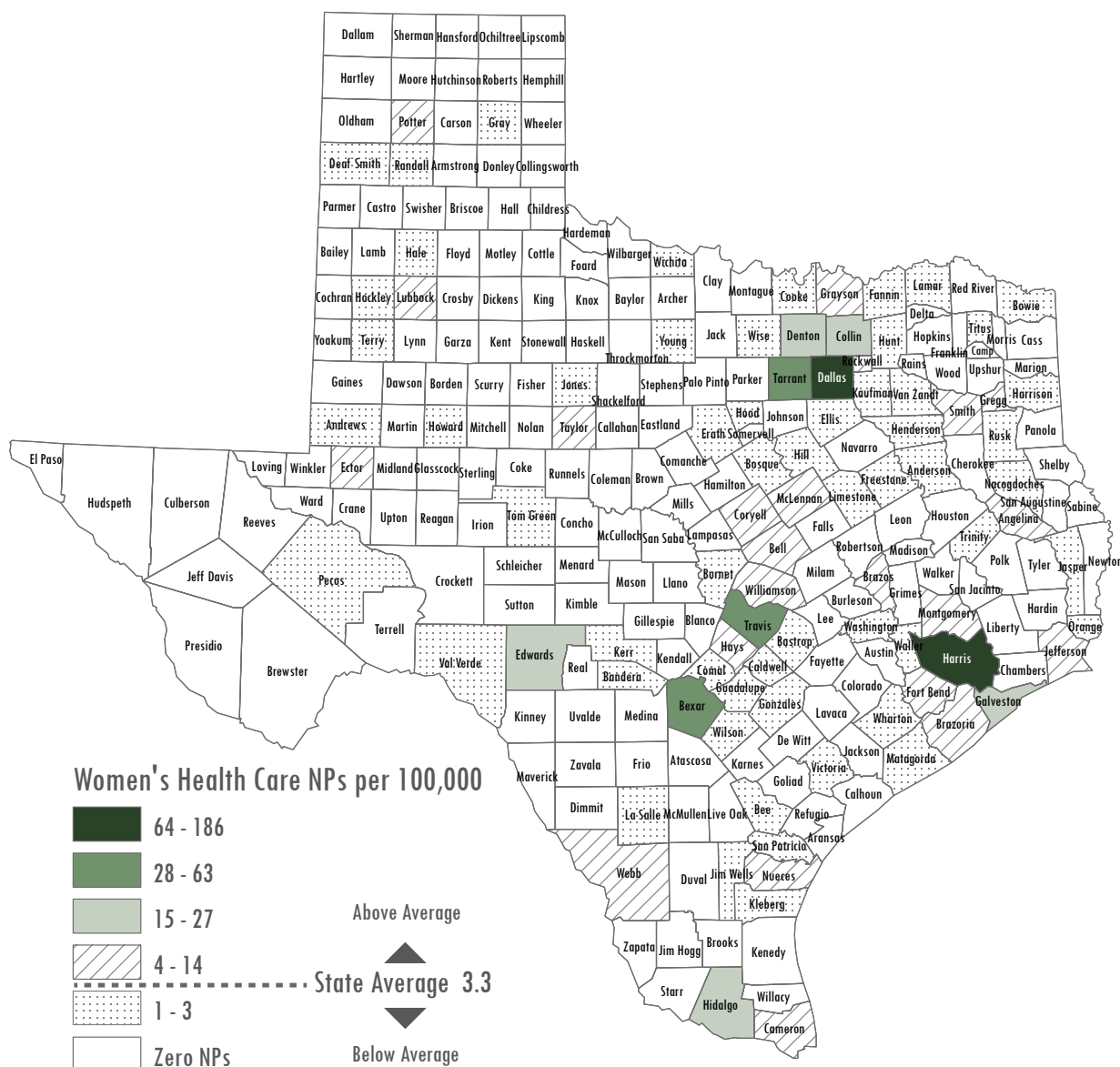
Appendix B — Geographic Distribution of Nurses by Certification Specialty

Figure F7. Pediatric Nurse Practitioners per 100,000 population by county of practice, Texas, 2013



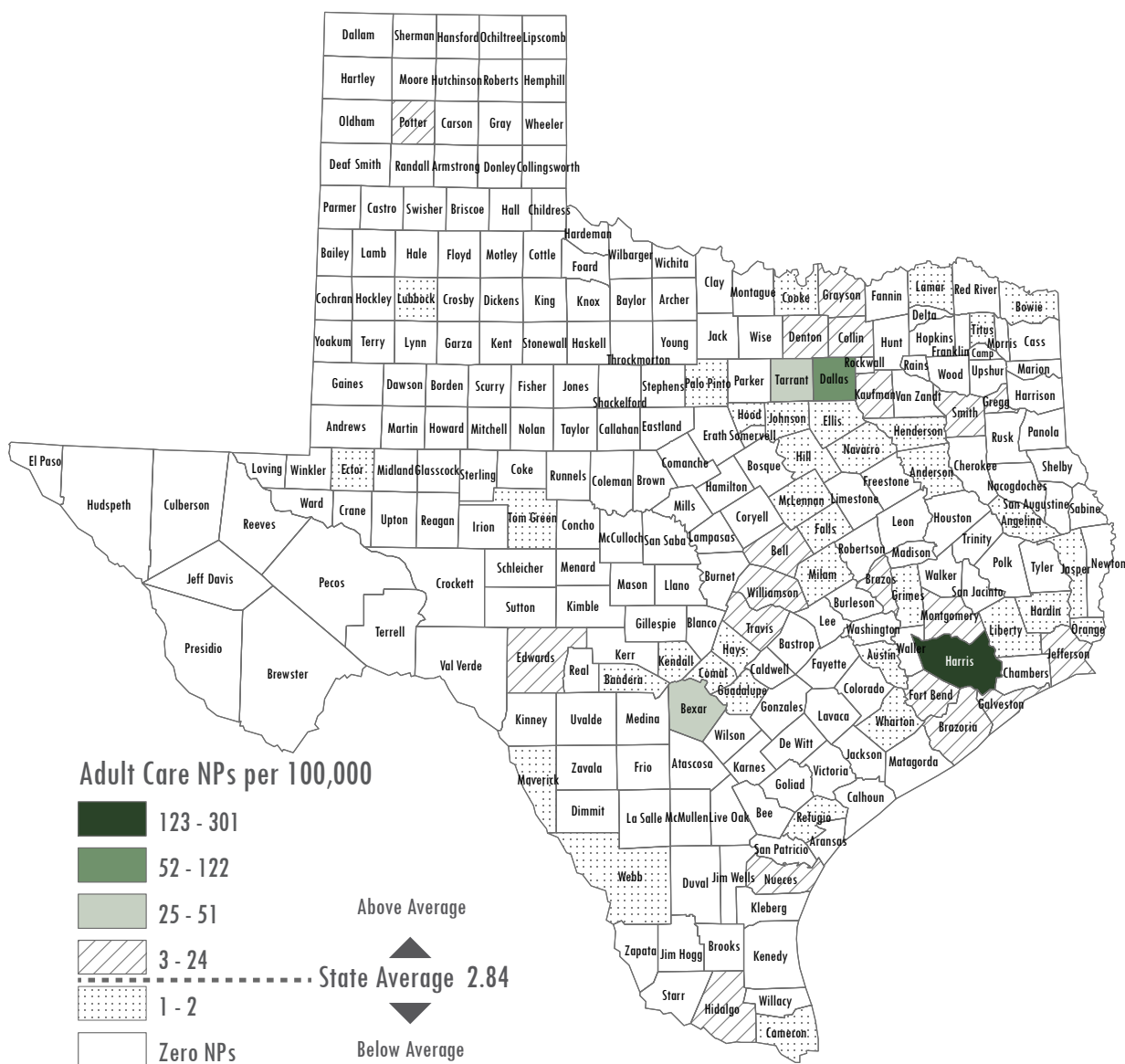
Appendix B — Geographic Distribution of Nurses by Certification Specialty

Figure F8. Womens Health Nurse Practitioners per 100,000 population by county of practice, Texas, 2013

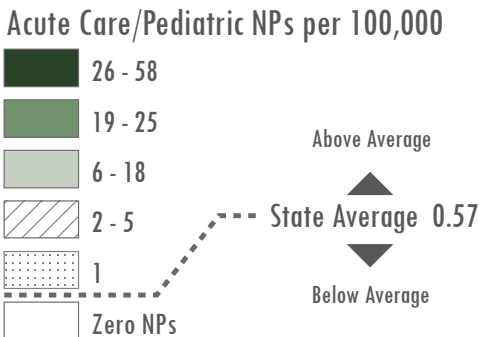


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Figure F9. Adult Care Nurse Practitioners per 100,000 population by county of practice, Texas, 2013

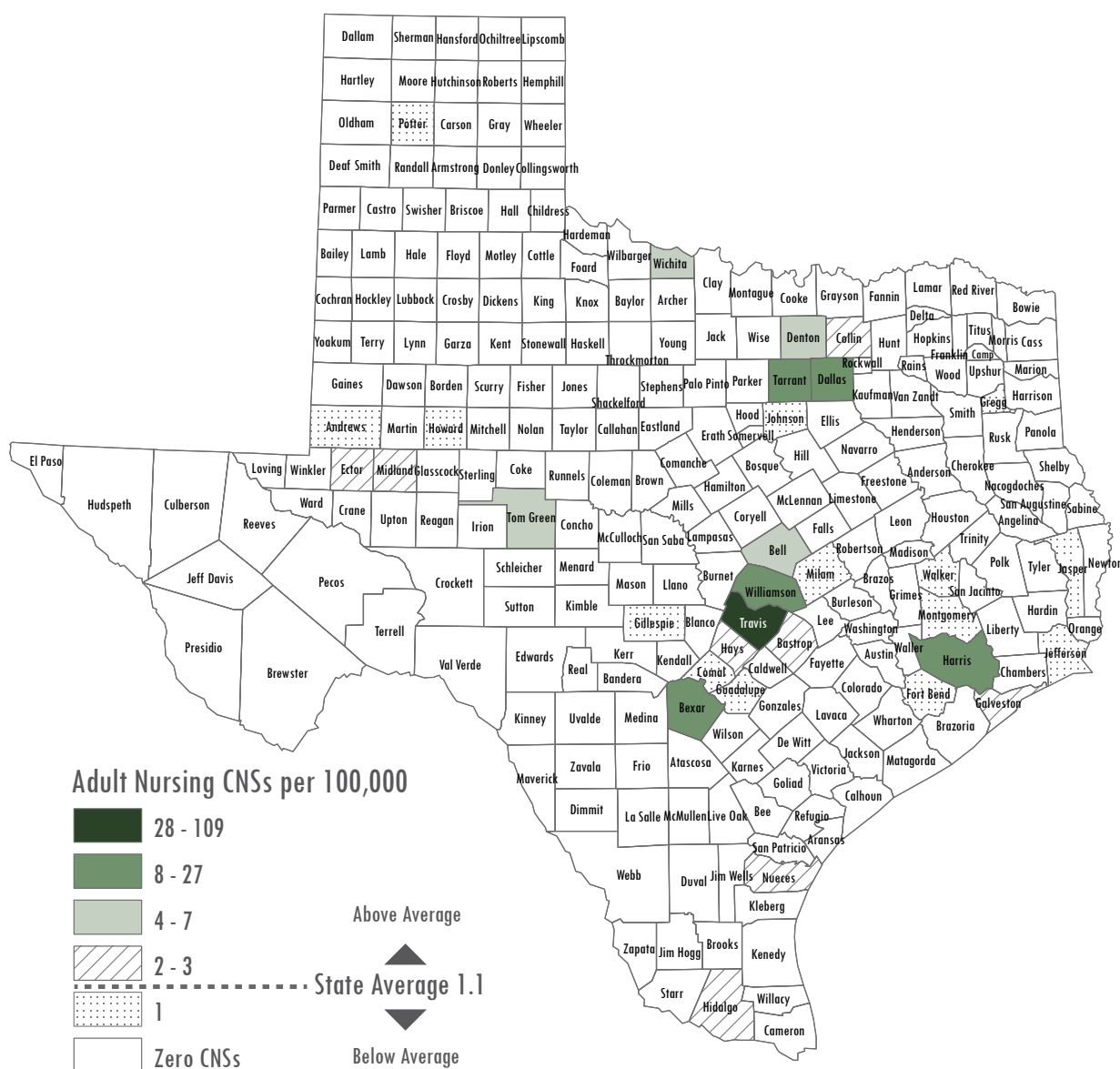


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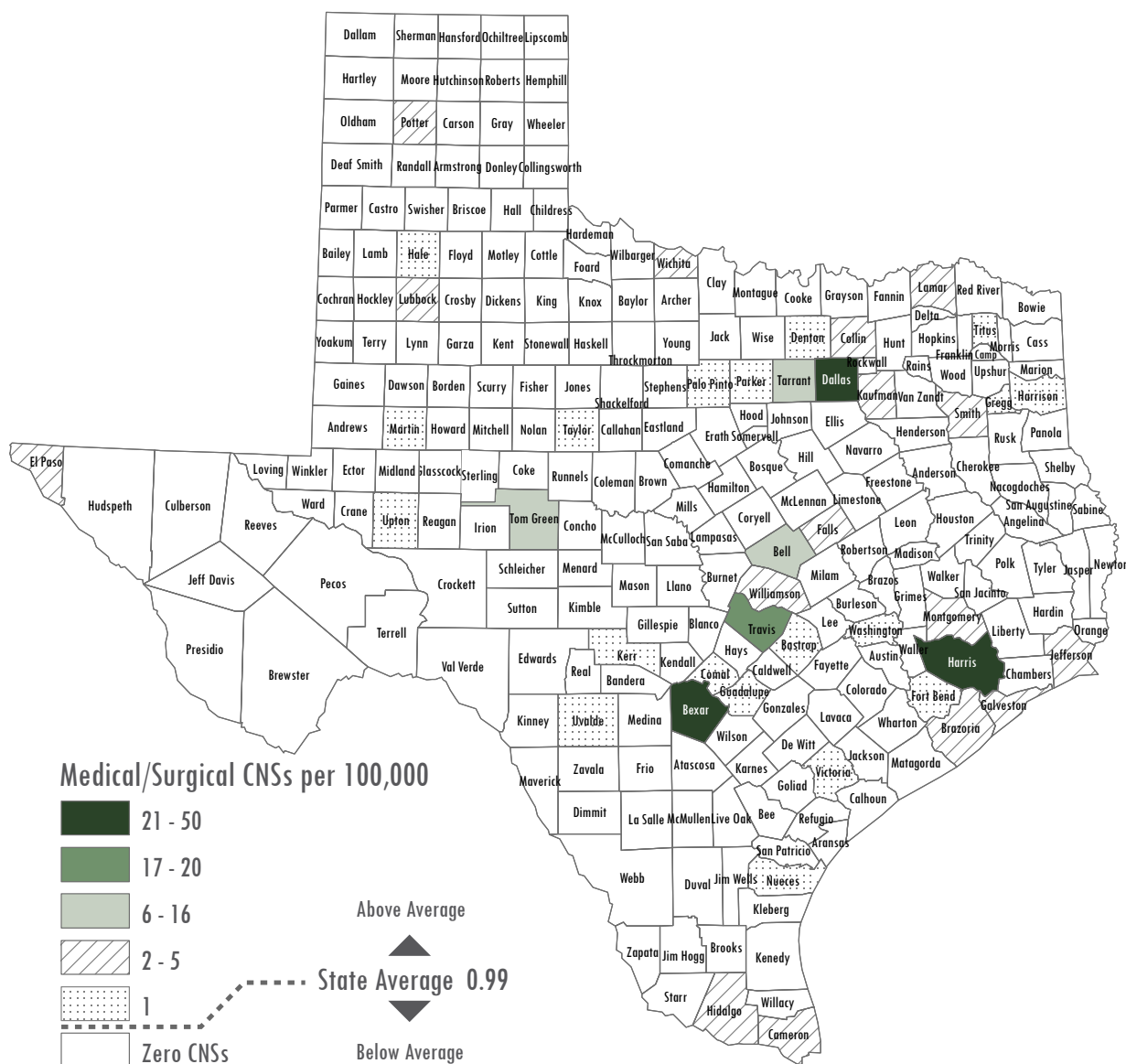
Downloaded from <http://ajph.org/> on November 10, 2015

Figure F11. Adult Nursing Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2013



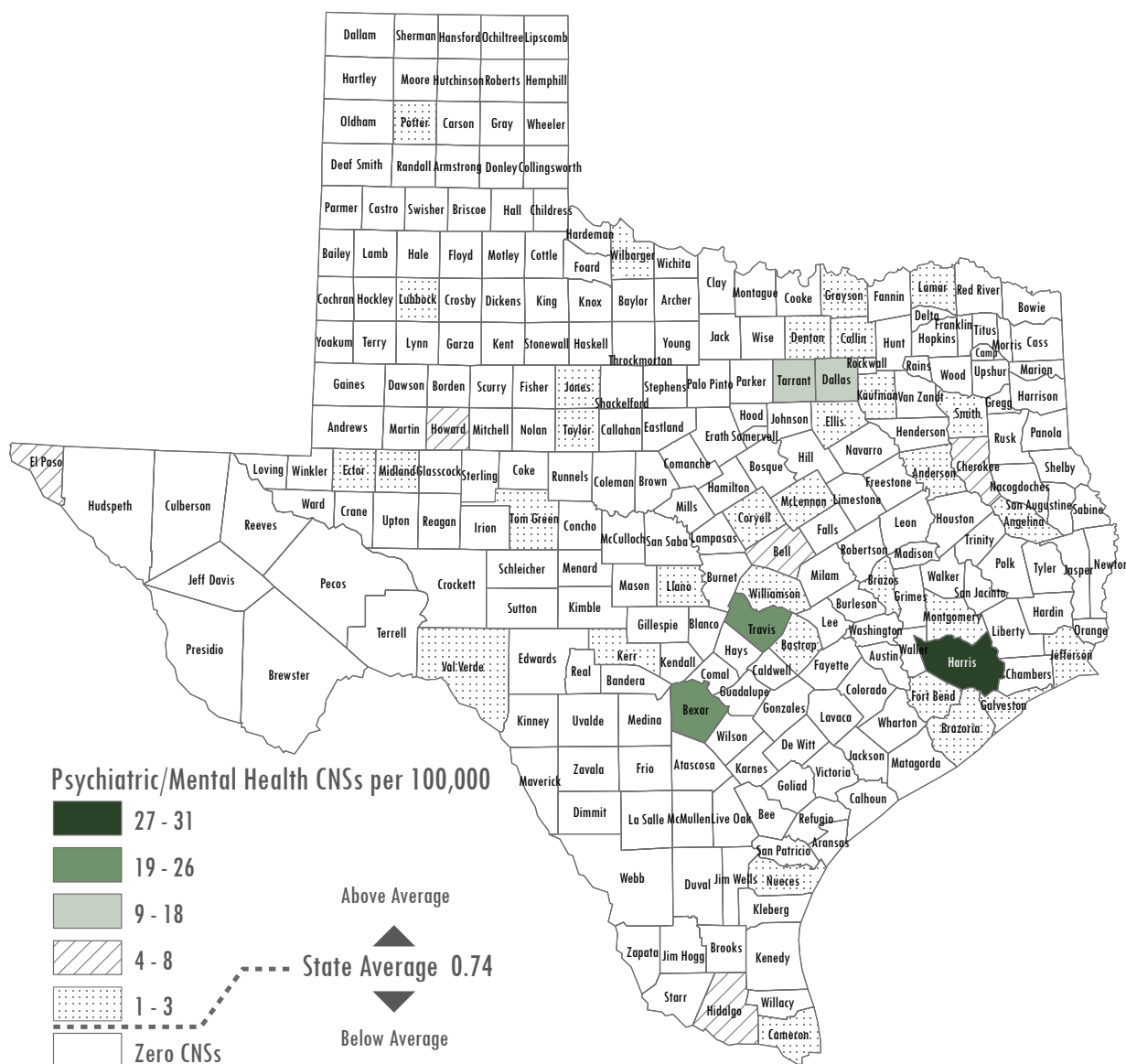
Appendix B — Geographic Distribution of Nurses by Certification Specialty

Figure F12. Medical/Surgical Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2013



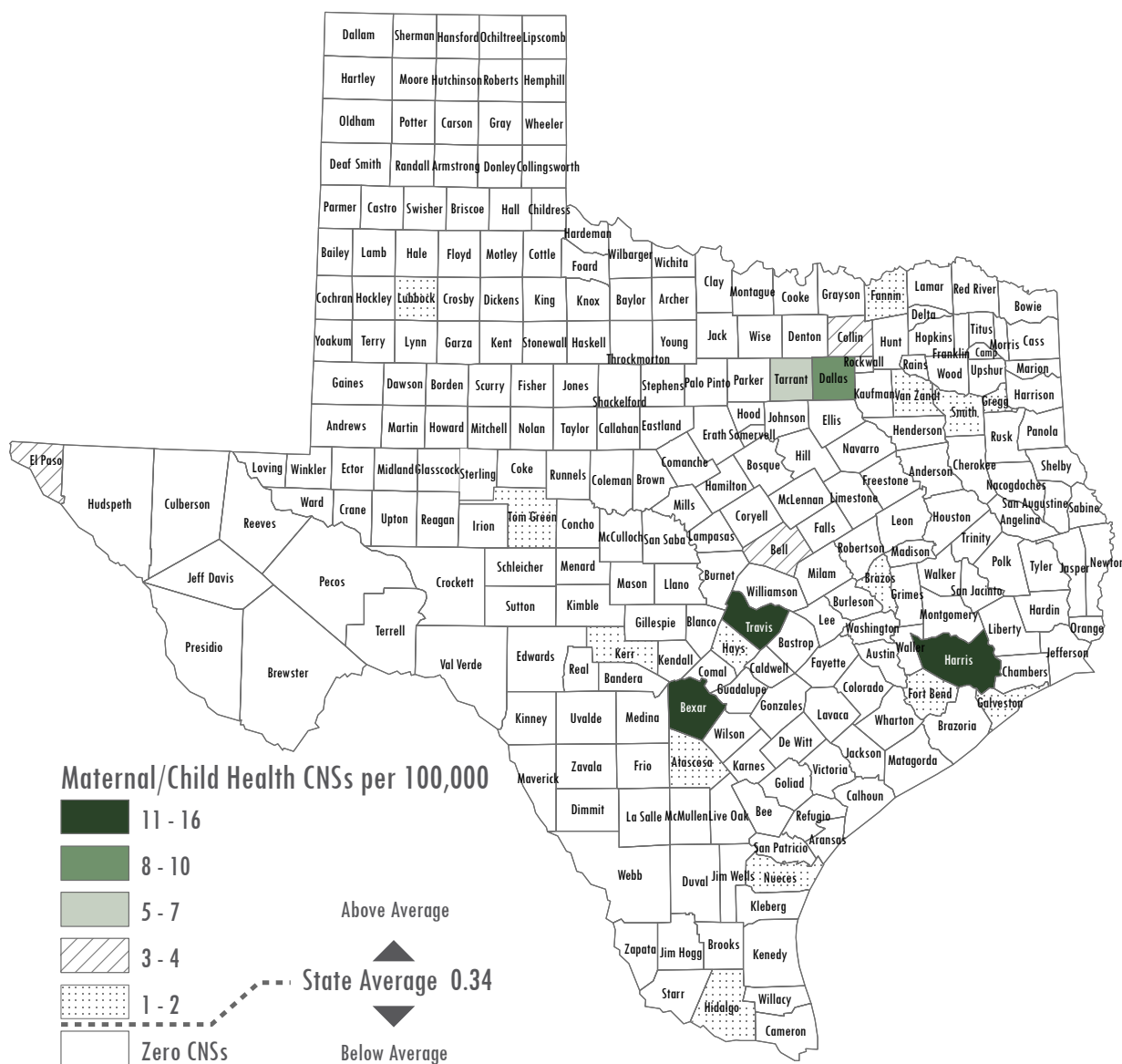
Appendix B — Geographic Distribution of Nurses by Certification Specialty

Figure F13. Psychiatric/Mental Health Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2013



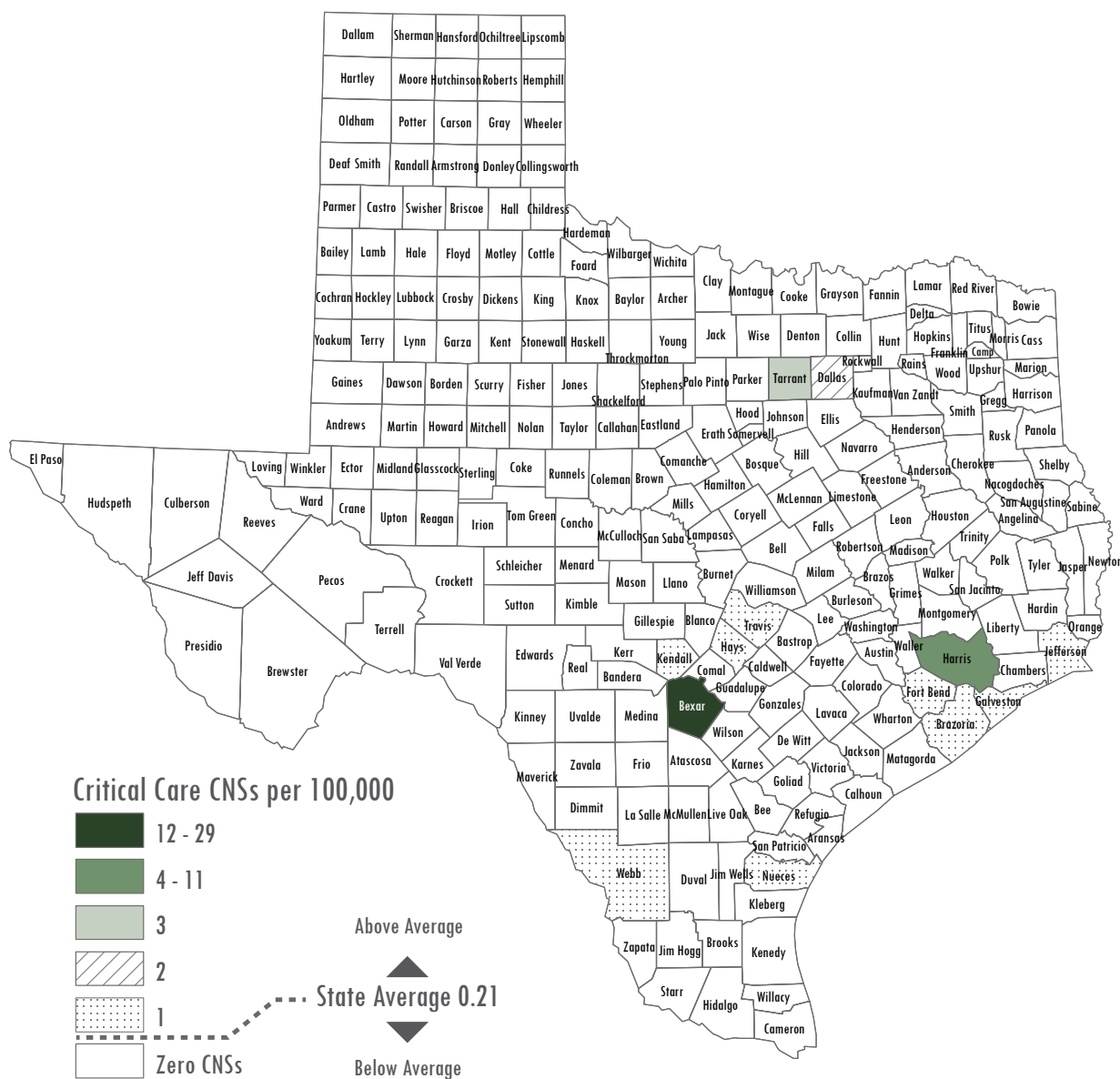
Appendix B — Geographic Distribution of Nurses by Certification Specialty

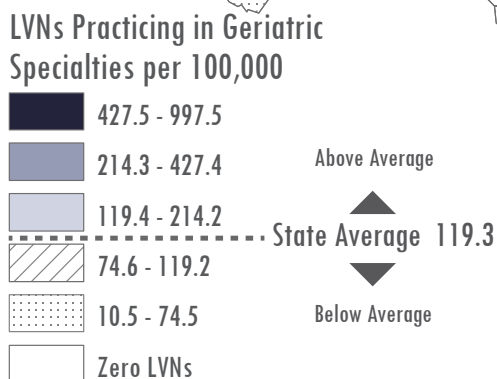
Figure F14. Maternal/Child Health Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2013



Appendix B — Geographic Distribution of Nurses by Certification Specialty

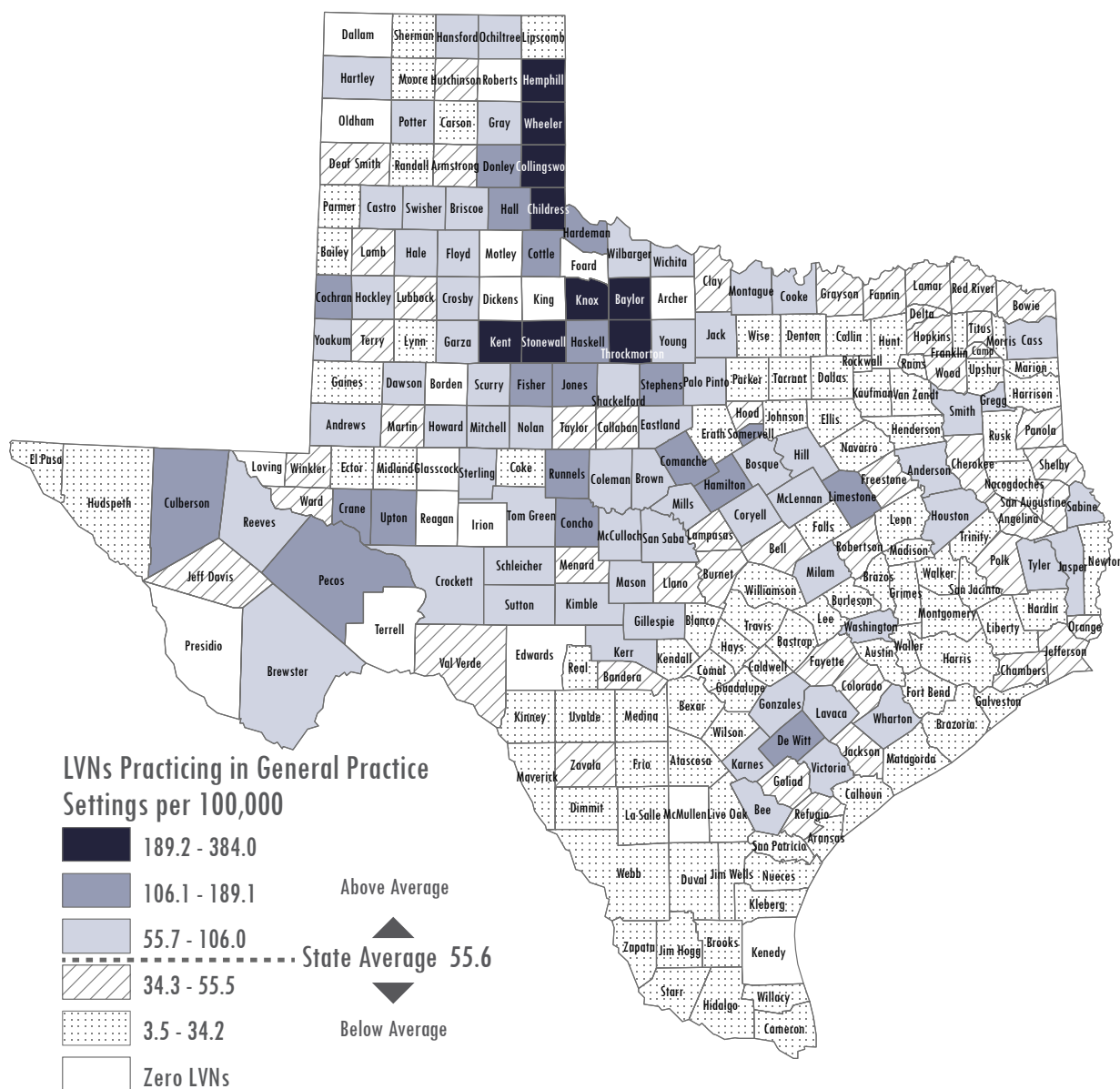
Figure F15. Critical Care Clinical Nurse Specialists per 100,000 population by county of practice, Texas, 2013





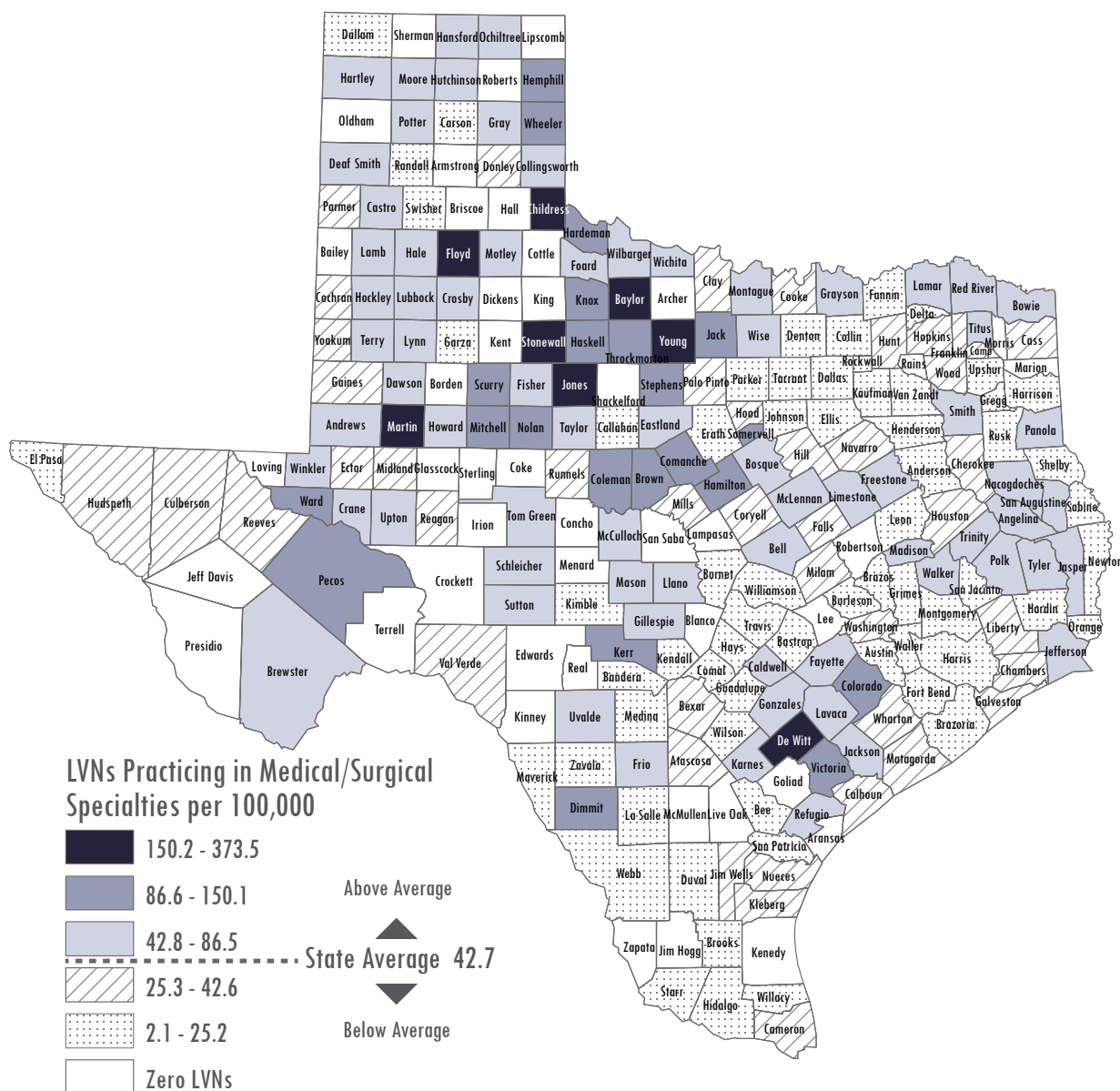
Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F17. LVNs practicing in general practice settings per 100,000 population by county of practice, Texas, 2013



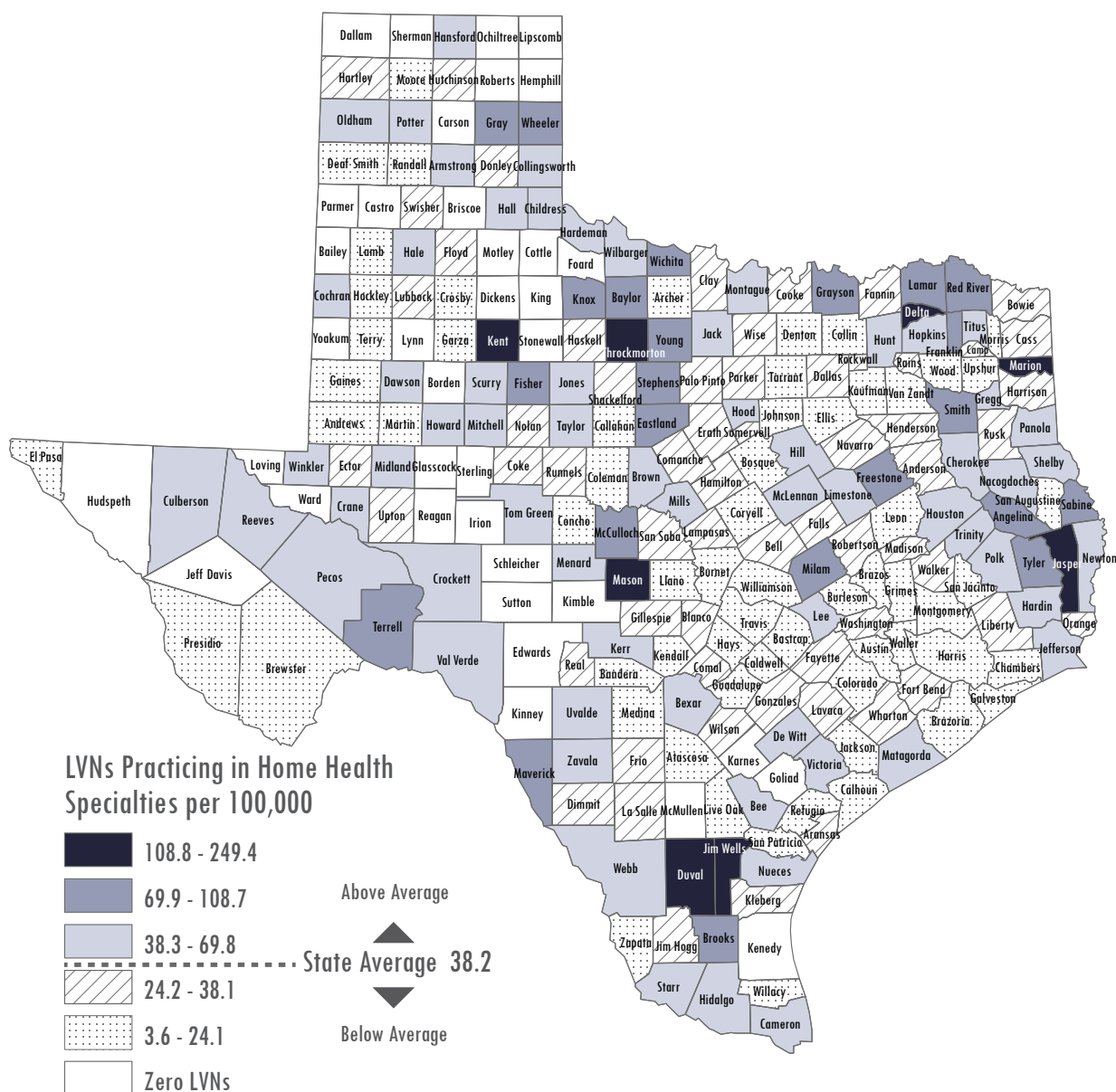
Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F18. LVNs practicing in medical/surgical specialties per 100,000 population by county of practice Texas, 2013



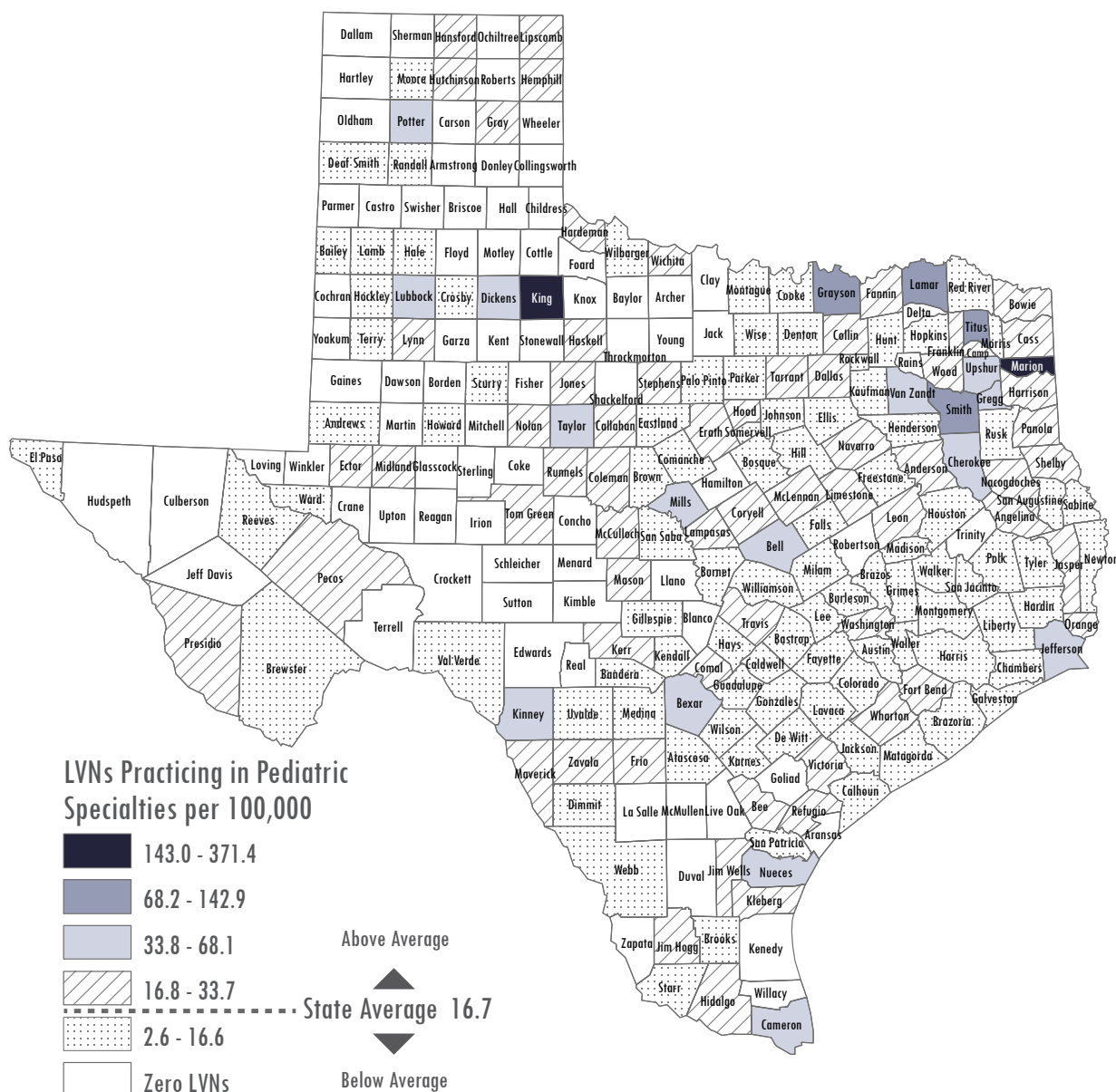
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Figure F19. LVNs practicing in home health specialties per 100,000 population by county of practice, Texas, 2013



Appendix B — Geographic Distribution of Nurses by Practice Specialty

Figure F20. LVNs practicing in pediatric specialties per 100,000 population by county of practice, Texas, 2013



Appendix C

2013 Texas RN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Anderson	Non-Metro Non-Border	59,489	355	596.7	54
Andrews	Non-Metro Non-Border	15,604	75	480.6	83
Angelina	Non-Metro Non-Border	89,060	898	1,008.30	15
Aransas	Metro Non-Border	24,061	70	290.9	176
Archer	Metro Non-Border	9,310	21	225.6	203
Armstrong	Metro Non-Border	1,930	10	518.1	72
Atascosa	Metro Non-Border	48,146	123	255.5	192
Austin	Metro Non-Border	30,735	57	185.5	218
Bailey	Non-Metro Non-Border	7,594	25	329.2	156
Bandera	Metro Non-Border	21,827	39	178.7	221
Bastrop	Metro Non-Border	81,431	188	230.9	200
Baylor	Non-Metro Non-Border	3,748	34	907.2	20
Bee	Non-Metro Non-Border	32,237	135	418.8	112
Bell	Metro Non-Border	335,444	3,273	975.7	18
Bexar	Metro Non-Border	1,815,272	16,852	928.3	19
Blanco	Non-Metro Non-Border	11,231	21	187	217
Borden	Non-Metro Non-Border	652	1	153.4	232
Bosque	Non-Metro Non-Border	18,787	66	351.3	141
Bowie	Metro Non-Border	93,240	992	1,063.90	10
Brazoria	Metro Non-Border	340,071	1,333	392	120
Brazos	Metro Non-Border	207,100	1,373	663	42
Brewster	Non-Metro Border	9,528	46	482.8	82
Briscoe	Non-Metro Non-Border	1,649	5	303.2	169
Brooks	Non-Metro Border	7,358	12	163.1	227
Brown	Non-Metro Non-Border	38,800	270	695.9	38
Burleson	Metro Non-Border	17,928	30	167.3	225
Burnet	Non-Metro Non-Border	45,621	202	442.8	100
Caldwell	Metro Non-Border	41,224	88	213.5	206
Calhoun	Non-Metro Non-Border	22,503	102	453.3	93
Callahan	Metro Non-Border	14,045	24	170.9	224
Cameron	Metro Border	430,967	2,377	551.6	62
Camp	Non-Metro Non-Border	13,000	72	553.8	61
Carson	Metro Non-Border	6,316	8	126.7	235
Cass	Non-Metro Non-Border	30,832	138	447.6	97
Castro	Non-Metro Non-Border	8,328	17	204.1	210
Chambers	Metro Non-Border	38,549	92	238.7	196
Cherokee	Non-Metro Non-Border	52,741	322	610.5	51
Childress	Non-Metro Non-Border	7,168	53	739.4	34
Clay	Metro Non-Border	10,945	24	219.3	204

*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.

2013 Texas RN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Cochran	Non-Metro Non-Border	3,238	10	308.8	168
Coke	Non-Metro Non-Border	3,264	9	275.7	182
Coleman	Non-Metro Non-Border	9,057	29	320.2	164
Collin	Metro Non-Border	880,765	6,754	766.8	33
Collingsworth	Non-Metro Non-Border	3,125	15	480	84
Colorado	Non-Metro Non-Border	21,400	109	509.3	77
Comal	Metro Non-Border	120,406	533	442.7	101
Comanche	Non-Metro Non-Border	14,184	49	345.5	144
Concho	Non-Metro Non-Border	4,258	15	352.3	140
Cooke	Non-Metro Non-Border	39,397	239	606.6	52
Coryell	Metro Non-Border	78,953	303	383.8	124
Cottle	Non-Metro Non-Border	1,531	1	65.3	249
Crane	Non-Metro Non-Border	4,643	14	301.5	173
Crockett	Non-Metro Border	3,829	12	313.4	165
Crosby	Metro Non-Border	6,393	16	250.3	194
Culberson	Non-Metro Border	2,488	9	361.7	135
Dallam	Non-Metro Non-Border	7,123	11	154.4	230
Dallas	Metro Non-Border	2,442,673	21,658	886.7	24
Dawson	Non-Metro Non-Border	14,149	38	268.6	185
Deaf Smith	Non-Metro Non-Border	20,288	61	300.7	174
Delta	Non-Metro Non-Border	5,421	28	516.5	73
Denton	Metro Non-Border	738,412	3,831	518.8	70
DeWitt	Non-Metro Non-Border	20,437	126	616.5	48
Dickens	Non-Metro Non-Border	2,485	8	321.9	162
Dimmit	Non-Metro Border	10,227	37	361.8	134
Donley	Non-Metro Non-Border	3,713	6	161.6	228
Duval	Non-Metro Border	12,064	20	165.8	226
Eastland	Non-Metro Non-Border	18,930	88	464.9	89
Ector	Metro Non-Border	143,716	1,151	800.9	32
Edwards	Non-Metro Border	2,053	3	146.1	233
El Paso	Metro Border	843,968	5,158	611.2	50
Ellis	Metro Non-Border	164,028	597	364	132
Erath	Non-Metro Non-Border	39,033	220	563.6	60
Falls	Metro Non-Border	18,376	53	288.4	177
Fannin	Non-Metro Non-Border	35,017	161	459.8	90
Fayette	Non-Metro Non-Border	25,646	113	440.6	102
Fisher	Non-Metro Non-Border	3,965	15	378.3	129
Floyd	Non-Metro Non-Border	6,543	21	321	163
Foard	Non-Metro Non-Border	1,343	4	297.8	175
Fort Bend	Metro Non-Border	667,072	3,600	539.7	65
Franklin	Non-Metro Non-Border	10,946	64	584.7	56
Freestone	Non-Metro Non-Border	20,414	80	391.9	121

2013 Texas RN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Frio	Non-Metro Border	18,085	48	265.4	188
Gaines	Non-Metro Non-Border	18,893	44	232.9	198
Galveston	Metro Non-Border	304,276	2,688	883.4	25
Garza	Non-Metro Non-Border	6,705	12	179	220
Gillespie	Non-Metro Non-Border	26,313	223	847.5	27
Glasscock	Non-Metro Non-Border	1,263	1	79.2	248
Goliad	Metro Non-Border	7,585	12	158.2	229
Gonzales	Non-Metro Non-Border	20,578	67	325.6	157
Gray	Non-Metro Non-Border	23,112	131	566.8	59
Grayson	Metro Non-Border	124,595	1,340	1,075.50	9
Gregg	Metro Non-Border	125,933	1,779	1,412.70	3
Grimes	Non-Metro Non-Border	27,800	53	190.6	215
Guadalupe	Metro Non-Border	146,330	558	381.3	127
Hale	Non-Metro Non-Border	36,859	137	371.7	131
Hall	Non-Metro Non-Border	3,349	7	209	207
Hamilton	Non-Metro Non-Border	8,619	62	719.3	37
Hansford	Non-Metro Non-Border	5,863	31	528.7	68
Hardeman	Non-Metro Non-Border	4,231	28	661.8	43
Hardin	Metro Non-Border	57,016	144	252.6	193
Harris	Metro Non-Border	4,317,916	36,310	840.9	28
Harrison	Non-Metro Non-Border	67,452	288	427	109
Hartley	Non-Metro Non-Border	6,148	20	325.3	158
Haskell	Non-Metro Non-Border	5,951	18	302.5	171
Hays	Metro Non-Border	183,007	817	446.4	98
Hemphill	Non-Metro Non-Border	3,991	19	476.1	87
Henderson	Non-Metro Non-Border	80,679	392	485.9	80
Hidalgo	Metro Border	840,228	4,321	514.3	75
Hill	Non-Metro Non-Border	36,360	144	396	118
Hockley	Non-Metro Non-Border	23,631	103	435.9	104
Hood	Metro Non-Border	54,111	245	452.8	94
Hopkins	Non-Metro Non-Border	36,302	234	644.6	46
Houston	Non-Metro Non-Border	24,062	117	486.2	79
Howard	Non-Metro Non-Border	35,927	320	890.7	22
Hudspeth	Metro Border	3,631	1	27.5	250
Hunt	Metro Non-Border	91,195	483	529.6	67
Hutchinson	Non-Metro Non-Border	22,249	80	359.6	138
Irion	Metro Non-Border	1,637	3	183.3	219
Jack	Non-Metro Non-Border	9,274	30	323.5	160
Jackson	Non-Metro Non-Border	14,122	47	332.8	152
Jasper	Non-Metro Non-Border	36,166	212	586.2	55
Jeff Davis	Non-Metro Border	2,388	3	125.6	236
Jefferson	Metro Non-Border	256,347	2,878	1,122.70	8

2013 Texas RN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Jim Hogg	Non-Metro Border	5,470	6	109.7	238
Jim Wells	Non-Metro Non-Border	41,787	212	507.3	78
Johnson	Metro Non-Border	161,125	618	383.6	125
Jones	Metro Non-Border	20,768	118	568.2	58
Karnes	Non-Metro Non-Border	15,235	55	361	136
Kaufman	Metro Non-Border	116,086	546	470.3	88
Kendall	Metro Non-Border	36,781	160	435	106
Kenedy	Non-Metro Border	430	1	232.6	199
Kent	Non-Metro Non-Border	802	8	997.5	17
Kerr	Non-Metro Non-Border	51,800	542	1,046.30	12
Kimble	Non-Metro Non-Border	4,748	18	379.1	128
King	Non-Metro Non-Border	291	0	0	-
Kinney	Non-Metro Border	3,667	7	190.9	214
Kleberg	Non-Metro Non-Border	33,085	144	435.2	105
Knox	Non-Metro Non-Border	3,739	23	615.1	49
La Salle	Non-Metro Border	7,293	6	82.3	247
Lamar	Non-Metro Non-Border	50,864	524	1,030.20	14
Lamb	Non-Metro Non-Border	14,185	44	310.2	167
Lampasas	Metro Non-Border	20,744	84	404.9	117
Lavaca	Non-Metro Non-Border	19,339	106	548.1	63
Lee	Non-Metro Non-Border	17,380	30	172.6	223
Leon	Non-Metro Non-Border	17,544	27	153.9	231
Liberty	Metro Non-Border	80,337	190	236.5	197
Limestone	Non-Metro Non-Border	24,183	197	814.6	30
Lipscomb	Non-Metro Non-Border	3,442	7	203.4	211
Live Oak	Non-Metro Non-Border	11,632	23	197.7	213
Llano	Non-Metro Non-Border	19,907	86	432	107
Loving	Non-Metro Non-Border	82	0	0	-
Lubbock	Metro Non-Border	288,800	3,894	1,348.30	4
Lynn	Metro Non-Border	6,021	17	282.3	179
Madison	Non-Metro Non-Border	14,215	39	274.4	184
Marion	Non-Metro Non-Border	10,769	35	325	159
Martin	Metro Non-Border	5,012	26	518.8	71
Mason	Non-Metro Non-Border	4,112	16	389.1	122
Matagorda	Non-Metro Non-Border	37,531	179	476.9	86
Maverick	Non-Metro Border	56,960	184	323	161
McCulloch	Non-Metro Non-Border	8,489	28	329.8	155
McLennan	Metro Non-Border	240,337	1,948	810.5	31
McMullen	Non-Metro Border	720	0	0	-
Medina	Metro Non-Border	49,251	112	227.4	201
Menard	Non-Metro Non-Border	2,276	4	175.7	222
Midland	Metro Non-Border	143,405	1,046	729.4	36

2013 Texas RN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Milam	Non-Metro Non-Border	25,320	104	410.7	115
Mills	Non-Metro Non-Border	4,988	18	360.9	137
Mitchell	Non-Metro Non-Border	9,591	41	427.5	108
Montague	Non-Metro Non-Border	20,159	85	421.6	110
Montgomery	Metro Non-Border	511,570	3,557	695.3	39
Moore	Non-Metro Non-Border	22,988	77	335	150
Morris	Non-Metro Non-Border	13,204	30	227.2	202
Motley	Non-Metro Non-Border	1,212	1	82.5	246
Nacogdoches	Non-Metro Non-Border	67,202	588	875	26
Navarro	Non-Metro Non-Border	49,833	254	509.7	76
Newton	Metro Non-Border	14,312	15	104.8	240
Nolan	Non-Metro Non-Border	15,533	80	515	74
Nueces	Metro Non-Border	350,167	3,631	1,036.90	13
Ochiltree	Non-Metro Non-Border	10,966	39	355.6	139
Oldham	Metro Non-Border	2,097	7	333.8	151
Orange	Metro Non-Border	83,676	289	345.4	145
Palo Pinto	Non-Metro Non-Border	29,128	156	535.6	66
Panola	Non-Metro Non-Border	24,413	110	450.6	96
Parker	Metro Non-Border	128,708	426	331	154
Parmer	Non-Metro Non-Border	10,886	33	303.1	170
Pecos	Non-Metro Border	15,986	61	381.6	126
Polk	Non-Metro Non-Border	47,321	210	443.8	99
Potter	Metro Non-Border	124,853	2,553	2,044.80	1
Presidio	Non-Metro Border	8,109	7	86.3	245
Rains	Non-Metro Non-Border	11,562	24	207.6	209
Randall	Metro Non-Border	127,080	524	412.3	114
Reagan	Non-Metro Non-Border	3,539	10	282.6	178
Real	Non-Metro Border	3,375	9	266.7	187
Red River	Non-Metro Non-Border	12,988	90	692.9	40
Reeves	Non-Metro Border	14,258	35	245.5	195
Refugio	Non-Metro Non-Border	7,455	27	362.2	133
Roberts	Non-Metro Non-Border	955	0	0	-
Robertson	Metro Non-Border	17,484	25	143	234
Rockwall	Metro Non-Border	89,493	619	691.7	41
Runnels	Non-Metro Non-Border	10,634	51	479.6	85
Rusk	Metro Non-Border	56,181	197	350.7	142
Sabine	Non-Metro Non-Border	11,169	37	331.3	153
San Augustine	Non-Metro Non-Border	9,034	35	387.4	123
San Jacinto	Non-Metro Non-Border	28,240	25	88.5	244
San Patricio	Metro Non-Border	65,380	181	276.8	181
San Saba	Non-Metro Non-Border	6,240	13	208.3	208
Schleicher	Non-Metro Non-Border	3,639	11	302.3	172

2013 Texas RN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Scurry	Non-Metro Non-Border	17,479	65	371.9	130
Shackelford	Non-Metro Non-Border	3,477	9	258.8	190
Shelby	Non-Metro Non-Border	26,255	88	335.2	149
Sherman	Non-Metro Non-Border	3,149	6	190.5	216
Smith	Metro Non-Border	219,360	3,266	1,488.90	2
Somervell	Metro Non-Border	9,030	54	598	53
Starr	Non-Metro Border	63,184	128	202.6	212
Stephens	Non-Metro Non-Border	9,769	41	419.7	111
Sterling	Non-Metro Non-Border	1,170	4	341.9	146
Stonewall	Non-Metro Non-Border	1,501	11	732.8	35
Sutton	Non-Metro Border	4,306	18	418	113
Swisher	Non-Metro Non-Border	7,976	21	263.3	189
Tarrant	Metro Non-Border	1,899,440	15,885	836.3	29
Taylor	Metro Non-Border	134,122	1,549	1,154.90	6
Terrell	Non-Metro Border	1,008	1	99.2	243
Terry	Non-Metro Non-Border	12,916	44	340.7	147
Throckmorton	Non-Metro Non-Border	1,657	8	482.8	81
Titus	Non-Metro Non-Border	33,736	300	889.3	23
Tom Green	Metro Non-Border	111,859	1,171	1,046.90	11
Travis	Metro Non-Border	1,095,143	9,801	895	21
Trinity	Non-Metro Non-Border	15,175	33	217.5	205
Tyler	Non-Metro Non-Border	22,166	77	347.4	143
Upshur	Metro Non-Border	41,128	115	279.6	180
Upton	Non-Metro Non-Border	3,524	12	340.5	148
Uvalde	Non-Metro Border	27,160	148	544.9	64
Val Verde	Non-Metro Border	50,361	204	405.1	116
Van Zandt	Non-Metro Non-Border	54,343	139	255.8	191
Victoria	Metro Non-Border	88,592	1,104	1,246.20	5
Walker	Non-Metro Non-Border	69,266	315	454.8	91
Waller	Metro Non-Border	47,500	51	107.4	239
Ward	Non-Metro Non-Border	10,876	34	312.6	166
Washington	Non-Metro Non-Border	34,953	229	655.2	44
Webb	Metro Border	269,106	1,174	436.3	103
Wharton	Non-Metro Non-Border	41,982	190	452.6	95
Wheeler	Non-Metro Non-Border	5,554	36	648.2	45
Wichita	Metro Non-Border	131,805	1,328	1,007.50	16
Wilbarger	Non-Metro Non-Border	13,854	158	1,140.50	7
Willacy	Non-Metro Border	23,291	29	124.5	237
Williamson	Metro Non-Border	479,989	2,494	519.6	69
Wilson	Metro Non-Border	47,150	130	275.7	183
Winkler	Non-Metro Non-Border	7,472	20	267.7	186
Wise	Metro Non-Border	63,432	393	619.6	47

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Wood	Non-Metro Non-Border	44,041	173	392.8	119
Yoakum	Non-Metro Non-Border	8,359	38	454.6	92
Young	Non-Metro Non-Border	18,898	110	582.1	57
Zapata	Non-Metro Border	14,854	15	101	241
Zavala	Non-Metro Border	12,011	12	99.9	242
Texas Total	N/A	26,664,574	196,566	737.2	

2013 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Potter	Metro Non-Border	124,853	2,553	2,044.80	1
Smith	Metro Non-Border	219,360	3,266	1,488.90	2
Gregg	Metro Non-Border	125,933	1,779	1,412.70	3
Lubbock	Metro Non-Border	288,800	3,894	1,348.30	4
Victoria	Metro Non-Border	88,592	1,104	1,246.20	5
Taylor	Metro Non-Border	134,122	1,549	1,154.90	6
Wilbarger	Non-Metro Non-Border	13,854	158	1,140.50	7
Jefferson	Metro Non-Border	256,347	2,878	1,122.70	8
Grayson	Metro Non-Border	124,595	1,340	1,075.50	9
Bowie	Metro Non-Border	93,240	992	1,063.90	10
Tom Green	Metro Non-Border	111,859	1,171	1,046.90	11
Kerr	Non-Metro Non-Border	51,800	542	1,046.30	12
Nueces	Metro Non-Border	350,167	3,631	1,036.90	13
Lamar	Non-Metro Non-Border	50,864	524	1,030.20	14
Angelina	Non-Metro Non-Border	89,060	898	1,008.30	15
Wichita	Metro Non-Border	131,805	1,328	1,007.50	16
Kent	Non-Metro Non-Border	802	8	997.5	17
Bell	Metro Non-Border	335,444	3,273	975.7	18
Bexar	Metro Non-Border	1,815,272	16,852	928.3	19
Baylor	Non-Metro Non-Border	3,748	34	907.2	20
Travis	Metro Non-Border	1,095,143	9,801	895	21
Howard	Non-Metro Non-Border	35,927	320	890.7	22
Titus	Non-Metro Non-Border	33,736	300	889.3	23
Dallas	Metro Non-Border	2,442,673	21,658	886.7	24
Galveston	Metro Non-Border	304,276	2,688	883.4	25
Nacogdoches	Non-Metro Non-Border	67,202	588	875	26
Gillespie	Non-Metro Non-Border	26,313	223	847.5	27
Harris	Metro Non-Border	4,317,916	36,310	840.9	28
Tarrant	Metro Non-Border	1,899,440	15,885	836.3	29
Limestone	Non-Metro Non-Border	24,183	197	814.6	30
McLennan	Metro Non-Border	240,337	1,948	810.5	31
Ector	Metro Non-Border	143,716	1,151	800.9	32
Collin	Metro Non-Border	880,765	6,754	766.8	33
Childress	Non-Metro Non-Border	7,168	53	739.4	34
Stonewall	Non-Metro Non-Border	1,501	11	732.8	35
Midland	Metro Non-Border	143,405	1,046	729.4	36
Hamilton	Non-Metro Non-Border	8,619	62	719.3	37
Brown	Non-Metro Non-Border	38,800	270	695.9	38
Montgomery	Metro Non-Border	511,570	3,557	695.3	39
Red River	Non-Metro Non-Border	12,988	90	692.9	40
Rockwall	Metro Non-Border	89,493	619	691.7	41

*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.

2013 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Brazos	Metro Non-Border	207,100	1,373	663	42
Hardeman	Non-Metro Non-Border	4,231	28	661.8	43
Washington	Non-Metro Non-Border	34,953	229	655.2	44
Wheeler	Non-Metro Non-Border	5,554	36	648.2	45
Hopkins	Non-Metro Non-Border	36,302	234	644.6	46
Wise	Metro Non-Border	63,432	393	619.6	47
DeWitt	Non-Metro Non-Border	20,437	126	616.5	48
Knox	Non-Metro Non-Border	3,739	23	615.1	49
El Paso	Metro Border	843,968	5,158	611.2	50
Cherokee	Non-Metro Non-Border	52,741	322	610.5	51
Cooke	Non-Metro Non-Border	39,397	239	606.6	52
Somervell	Metro Non-Border	9,030	54	598	53
Anderson	Non-Metro Non-Border	59,489	355	596.7	54
Jasper	Non-Metro Non-Border	36,166	212	586.2	55
Franklin	Non-Metro Non-Border	10,946	64	584.7	56
Young	Non-Metro Non-Border	18,898	110	582.1	57
Jones	Metro Non-Border	20,768	118	568.2	58
Gray	Non-Metro Non-Border	23,112	131	566.8	59
Erath	Non-Metro Non-Border	39,033	220	563.6	60
Camp	Non-Metro Non-Border	13,000	72	553.8	61
Cameron	Metro Border	430,967	2,377	551.6	62
Lavaca	Non-Metro Non-Border	19,339	106	548.1	63
Uvalde	Non-Metro Border	27,160	148	544.9	64
Fort Bend	Metro Non-Border	667,072	3,600	539.7	65
Palo Pinto	Non-Metro Non-Border	29,128	156	535.6	66
Hunt	Metro Non-Border	91,195	483	529.6	67
Hansford	Non-Metro Non-Border	5,863	31	528.7	68
Williamson	Metro Non-Border	479,989	2,494	519.6	69
Denton	Metro Non-Border	738,412	3,831	518.8	70
Martin	Metro Non-Border	5,012	26	518.8	71
Armstrong	Metro Non-Border	1,930	10	518.1	72
Delta	Non-Metro Non-Border	5,421	28	516.5	73
Nolan	Non-Metro Non-Border	15,533	80	515	74
Hidalgo	Metro Border	840,228	4,321	514.3	75
Navarro	Non-Metro Non-Border	49,833	254	509.7	76
Colorado	Non-Metro Non-Border	21,400	109	509.3	77
Jim Wells	Non-Metro Non-Border	41,787	212	507.3	78
Houston	Non-Metro Non-Border	24,062	117	486.2	79
Henderson	Non-Metro Non-Border	80,679	392	485.9	80
Throckmorton	Non-Metro Non-Border	1,657	8	482.8	81
Brewster	Non-Metro Border	9,528	46	482.8	82
Andrews	Non-Metro Non-Border	15,604	75	480.6	83

2013 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Collingsworth	Non-Metro Non-Border	3,125	15	480	84
Runnels	Non-Metro Non-Border	10,634	51	479.6	85
Matagorda	Non-Metro Non-Border	37,531	179	476.9	86
Hemphill	Non-Metro Non-Border	3,991	19	476.1	87
Kaufman	Metro Non-Border	116,086	546	470.3	88
Eastland	Non-Metro Non-Border	18,930	88	464.9	89
Fannin	Non-Metro Non-Border	35,017	161	459.8	90
Walker	Non-Metro Non-Border	69,266	315	454.8	91
Yoakum	Non-Metro Non-Border	8,359	38	454.6	92
Calhoun	Non-Metro Non-Border	22,503	102	453.3	93
Hood	Metro Non-Border	54,111	245	452.8	94
Wharton	Non-Metro Non-Border	41,982	190	452.6	95
Panola	Non-Metro Non-Border	24,413	110	450.6	96
Cass	Non-Metro Non-Border	30,832	138	447.6	97
Hays	Metro Non-Border	183,007	817	446.4	98
Polk	Non-Metro Non-Border	47,321	210	443.8	99
Burnet	Non-Metro Non-Border	45,621	202	442.8	100
Comal	Metro Non-Border	120,406	533	442.7	101
Fayette	Non-Metro Non-Border	25,646	113	440.6	102
Webb	Metro Border	269,106	1,174	436.3	103
Hockley	Non-Metro Non-Border	23,631	103	435.9	104
Kleberg	Non-Metro Non-Border	33,085	144	435.2	105
Kendall	Metro Non-Border	36,781	160	435	106
Llano	Non-Metro Non-Border	19,907	86	432	107
Mitchell	Non-Metro Non-Border	9,591	41	427.5	108
Harrison	Non-Metro Non-Border	67,452	288	427	109
Montague	Non-Metro Non-Border	20,159	85	421.6	110
Stephens	Non-Metro Non-Border	9,769	41	419.7	111
Bee	Non-Metro Non-Border	32,237	135	418.8	112
Sutton	Non-Metro Border	4,306	18	418	113
Randall	Metro Non-Border	127,080	524	412.3	114
Milam	Non-Metro Non-Border	25,320	104	410.7	115
Val Verde	Non-Metro Border	50,361	204	405.1	116
Lampasas	Metro Non-Border	20,744	84	404.9	117
Hill	Non-Metro Non-Border	36,360	144	396	118
Wood	Non-Metro Non-Border	44,041	173	392.8	119
Brazoria	Metro Non-Border	340,071	1,333	392	120
Freestone	Non-Metro Non-Border	20,414	80	391.9	121
Mason	Non-Metro Non-Border	4,112	16	389.1	122
San Augustine	Non-Metro Non-Border	9,034	35	387.4	123
Coryell	Metro Non-Border	78,953	303	383.8	124
Johnson	Metro Non-Border	161,125	618	383.6	125

2013 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Pecos	Non-Metro Border	15,986	61	381.6	126
Guadalupe	Metro Non-Border	146,330	558	381.3	127
Kimble	Non-Metro Non-Border	4,748	18	379.1	128
Fisher	Non-Metro Non-Border	3,965	15	378.3	129
Scurry	Non-Metro Non-Border	17,479	65	371.9	130
Hale	Non-Metro Non-Border	36,859	137	371.7	131
Ellis	Metro Non-Border	164,028	597	364	132
Refugio	Non-Metro Non-Border	7,455	27	362.2	133
Dimmit	Non-Metro Border	10,227	37	361.8	134
Culberson	Non-Metro Border	2,488	9	361.7	135
Karnes	Non-Metro Non-Border	15,235	55	361	136
Mills	Non-Metro Non-Border	4,988	18	360.9	137
Hutchinson	Non-Metro Non-Border	22,249	80	359.6	138
Ochiltree	Non-Metro Non-Border	10,966	39	355.6	139
Concho	Non-Metro Non-Border	4,258	15	352.3	140
Bosque	Non-Metro Non-Border	18,787	66	351.3	141
Rusk	Metro Non-Border	56,181	197	350.7	142
Tyler	Non-Metro Non-Border	22,166	77	347.4	143
Comanche	Non-Metro Non-Border	14,184	49	345.5	144
Orange	Metro Non-Border	83,676	289	345.4	145
Sterling	Non-Metro Non-Border	1,170	4	341.9	146
Terry	Non-Metro Non-Border	12,916	44	340.7	147
Upton	Non-Metro Non-Border	3,524	12	340.5	148
Shelby	Non-Metro Non-Border	26,255	88	335.2	149
Moore	Non-Metro Non-Border	22,988	77	335	150
Oldham	Metro Non-Border	2,097	7	333.8	151
Jackson	Non-Metro Non-Border	14,122	47	332.8	152
Sabine	Non-Metro Non-Border	11,169	37	331.3	153
Parker	Metro Non-Border	128,708	426	331	154
McCulloch	Non-Metro Non-Border	8,489	28	329.8	155
Bailey	Non-Metro Non-Border	7,594	25	329.2	156
Gonzales	Non-Metro Non-Border	20,578	67	325.6	157
Hartley	Non-Metro Non-Border	6,148	20	325.3	158
Marion	Non-Metro Non-Border	10,769	35	325	159
Jack	Non-Metro Non-Border	9,274	30	323.5	160
Maverick	Non-Metro Border	56,960	184	323	161
Dickens	Non-Metro Non-Border	2,485	8	321.9	162
Floyd	Non-Metro Non-Border	6,543	21	321	163
Coleman	Non-Metro Non-Border	9,057	29	320.2	164
Crockett	Non-Metro Border	3,829	12	313.4	165
Ward	Non-Metro Non-Border	10,876	34	312.6	166
Lamb	Non-Metro Non-Border	14,185	44	310.2	167

2013 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Cochran	Non-Metro Non-Border	3,238	10	308.8	168
Briscoe	Non-Metro Non-Border	1,649	5	303.2	169
Parmer	Non-Metro Non-Border	10,886	33	303.1	170
Haskell	Non-Metro Non-Border	5,951	18	302.5	171
Schleicher	Non-Metro Non-Border	3,639	11	302.3	172
Crane	Non-Metro Non-Border	4,643	14	301.5	173
Deaf Smith	Non-Metro Non-Border	20,288	61	300.7	174
Foard	Non-Metro Non-Border	1,343	4	297.8	175
Aransas	Metro Non-Border	24,061	70	290.9	176
Falls	Metro Non-Border	18,376	53	288.4	177
Reagan	Non-Metro Non-Border	3,539	10	282.6	178
Lynn	Metro Non-Border	6,021	17	282.3	179
Upshur	Metro Non-Border	41,128	115	279.6	180
San Patricio	Metro Non-Border	65,380	181	276.8	181
Coke	Non-Metro Non-Border	3,264	9	275.7	182
Wilson	Metro Non-Border	47,150	130	275.7	183
Madison	Non-Metro Non-Border	14,215	39	274.4	184
Dawson	Non-Metro Non-Border	14,149	38	268.6	185
Winkler	Non-Metro Non-Border	7,472	20	267.7	186
Real	Non-Metro Border	3,375	9	266.7	187
Frio	Non-Metro Border	18,085	48	265.4	188
Swisher	Non-Metro Non-Border	7,976	21	263.3	189
Shackelford	Non-Metro Non-Border	3,477	9	258.8	190
Van Zandt	Non-Metro Non-Border	54,343	139	255.8	191
Atascosa	Metro Non-Border	48,146	123	255.5	192
Hardin	Metro Non-Border	57,016	144	252.6	193
Crosby	Metro Non-Border	6,393	16	250.3	194
Reeves	Non-Metro Border	14,258	35	245.5	195
Chambers	Metro Non-Border	38,549	92	238.7	196
Liberty	Metro Non-Border	80,337	190	236.5	197
Gaines	Non-Metro Non-Border	18,893	44	232.9	198
Kenedy	Non-Metro Border	430	1	232.6	199
Bastrop	Metro Non-Border	81,431	188	230.9	200
Medina	Metro Non-Border	49,251	112	227.4	201
Morris	Non-Metro Non-Border	13,204	30	227.2	202
Archer	Metro Non-Border	9,310	21	225.6	203
Clay	Metro Non-Border	10,945	24	219.3	204
Trinity	Non-Metro Non-Border	15,175	33	217.5	205
Caldwell	Metro Non-Border	41,224	88	213.5	206
Hall	Non-Metro Non-Border	3,349	7	209	207
San Saba	Non-Metro Non-Border	6,240	13	208.3	208
Rains	Non-Metro Non-Border	11,562	24	207.6	209

2013 Texas RN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Castro	Non-Metro Non-Border	8,328	17	204.1	210
Lipscomb	Non-Metro Non-Border	3,442	7	203.4	211
Starr	Non-Metro Border	63,184	128	202.6	212
Live Oak	Non-Metro Non-Border	11,632	23	197.7	213
Kinney	Non-Metro Border	3,667	7	190.9	214
Grimes	Non-Metro Non-Border	27,800	53	190.6	215
Sherman	Non-Metro Non-Border	3,149	6	190.5	216
Blanco	Non-Metro Non-Border	11,231	21	187	217
Austin	Metro Non-Border	30,735	57	185.5	218
Irion	Metro Non-Border	1,637	3	183.3	219
Garza	Non-Metro Non-Border	6,705	12	179	220
Bandera	Metro Non-Border	21,827	39	178.7	221
Menard	Non-Metro Non-Border	2,276	4	175.7	222
Lee	Non-Metro Non-Border	17,380	30	172.6	223
Callahan	Metro Non-Border	14,045	24	170.9	224
Burleson	Metro Non-Border	17,928	30	167.3	225
Duval	Non-Metro Border	12,064	20	165.8	226
Brooks	Non-Metro Border	7,358	12	163.1	227
Donley	Non-Metro Non-Border	3,713	6	161.6	228
Goliad	Metro Non-Border	7,585	12	158.2	229
Dallam	Non-Metro Non-Border	7,123	11	154.4	230
Leon	Non-Metro Non-Border	17,544	27	153.9	231
Borden	Non-Metro Non-Border	652	1	153.4	232
Edwards	Non-Metro Border	2,053	3	146.1	233
Robertson	Metro Non-Border	17,484	25	143	234
Carson	Metro Non-Border	6,316	8	126.7	235
Jeff Davis	Non-Metro Border	2,388	3	125.6	236
Willacy	Non-Metro Border	23,291	29	124.5	237
Jim Hogg	Non-Metro Border	5,470	6	109.7	238
Waller	Metro Non-Border	47,500	51	107.4	239
Newton	Metro Non-Border	14,312	15	104.8	240
Zapata	Non-Metro Border	14,854	15	101	241
Zavala	Non-Metro Border	12,011	12	99.9	242
Terrell	Non-Metro Border	1,008	1	99.2	243
San Jacinto	Non-Metro Non-Border	28,240	25	88.5	244
Presidio	Non-Metro Border	8,109	7	86.3	245
Motley	Non-Metro Non-Border	1,212	1	82.5	246
La Salle	Non-Metro Border	7,293	6	82.3	247
Glasscock	Non-Metro Non-Border	1,263	1	79.2	248
Cottle	Non-Metro Non-Border	1,531	1	65.3	249
Hudspeth	Metro Border	3,631	1	27.5	250
King	Non-Metro Non-Border	291	0	0	-

Practice County	Metro Border Status	Population	RN Total	RNs per 100,000	Rank
Loving	Non-Metro Non-Border	82	0	0	-
McMullen	Non-Metro Border	720	0	0	-
Roberts	Non-Metro Non-Border	955	0	0	-
Texas Total	N/A	26,664,574	196,566	737.2	

2013 Texas APRN Supply by County of Practice, Alphabetical Order

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Anderson	Non-Metro Non-Border	59,489	16	26.9	130
Andrews	Non-Metro Non-Border	15,604	8	51.3	45
Angelina	Non-Metro Non-Border	89,060	49	55	37
Aransas	Metro Non-Border	24,061	3	12.5	189
Archer	Metro Non-Border	9,310	1	10.7	194
Armstrong	Metro Non-Border	1,930	1	51.8	41
Atascosa	Metro Non-Border	48,146	8	16.6	177
Austin	Metro Non-Border	30,735	3	9.8	196
Bailey	Non-Metro Non-Border	7,594	1	13.2	187
Bandera	Metro Non-Border	21,827	5	22.9	151
Bastrop	Metro Non-Border	81,431	21	25.8	136
Baylor	Non-Metro Non-Border	3,748	2	53.4	38
Bee	Non-Metro Non-Border	32,237	13	40.3	69
Bell	Metro Non-Border	335,444	305	90.9	4
Bexar	Metro Non-Border	1,815,272	1,023	56.4	35
Blanco	Non-Metro Non-Border	11,231	5	44.5	58
Borden	Non-Metro Non-Border	652	0	0	-
Bosque	Non-Metro Non-Border	18,787	10	53.2	40
Bowie	Metro Non-Border	93,240	79	84.7	7
Brazoria	Metro Non-Border	340,071	97	28.5	118
Brazos	Metro Non-Border	207,100	89	43	63
Brewster	Non-Metro Border	9,528	6	63	27
Briscoe	Non-Metro Non-Border	1,649	1	60.6	31
Brooks	Non-Metro Border	7,358	0	0	-
Brown	Non-Metro Non-Border	38,800	20	51.5	42
Burleson	Metro Non-Border	17,928	0	0	-
Burnet	Non-Metro Non-Border	45,621	13	28.5	119
Caldwell	Metro Non-Border	41,224	10	24.3	146
Calhoun	Non-Metro Non-Border	22,503	5	22.2	153
Callahan	Metro Non-Border	14,045	3	21.4	156
Cameron	Metro Border	430,967	155	36	80
Camp	Non-Metro Non-Border	13,000	6	46.2	55
Carson	Metro Non-Border	6,316	2	31.7	100
Cass	Non-Metro Non-Border	30,832	9	29.2	114
Castro	Non-Metro Non-Border	8,328	2	24	148
Chambers	Metro Non-Border	38,549	3	7.8	206
Cherokee	Non-Metro Non-Border	52,741	18	34.1	86
Childress	Non-Metro Non-Border	7,168	6	83.7	10
Clay	Metro Non-Border	10,945	2	18.3	169
Cochran	Non-Metro Non-Border	3,238	2	61.8	29
Coke	Non-Metro Non-Border	3,264	0	0	-

*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.

2013 Texas APRN Supply by County of Practice, Alphabetical Order

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Coleman	Non-Metro Non-Border	9,057	4	44.2	60
Collin	Metro Non-Border	880,765	372	42.2	64
Collingsworth	Non-Metro Non-Border	3,125	0	0	-
Colorado	Non-Metro Non-Border	21,400	9	42.1	65
Comal	Metro Non-Border	120,406	34	28.2	122
Comanche	Non-Metro Non-Border	14,184	4	28.2	123
Concho	Non-Metro Non-Border	4,258	1	23.5	149
Cooke	Non-Metro Non-Border	39,397	21	53.3	39
Coryell	Metro Non-Border	78,953	38	48.1	48
Cottle	Non-Metro Non-Border	1,531	0	0	-
Crane	Non-Metro Non-Border	4,643	0	0	-
Crockett	Non-Metro Border	3,829	0	0	-
Crosby	Metro Non-Border	6,393	2	31.3	101
Culberson	Non-Metro Border	2,488	1	40.2	71
Dallam	Non-Metro Non-Border	7,123	0	0	-
Dallas	Metro Non-Border	2,442,673	1,808	74	18
Dawson	Non-Metro Non-Border	14,149	3	21.2	157
Deaf Smith	Non-Metro Non-Border	20,288	6	29.6	111
Delta	Non-Metro Non-Border	5,421	0	0	-
Denton	Metro Non-Border	738,412	224	30.3	105
DeWitt	Non-Metro Non-Border	20,437	10	48.9	47
Dickens	Non-Metro Non-Border	2,485	1	40.2	70
Dimmit	Non-Metro Border	10,227	1	9.8	195
Donley	Non-Metro Non-Border	3,713	0	0	-
Duval	Non-Metro Border	12,064	1	8.3	205
Eastland	Non-Metro Non-Border	18,930	4	21.1	158
Ector	Metro Non-Border	143,716	74	51.5	44
Edwards	Non-Metro Border	2,053	0	0	-
El Paso	Metro Border	843,968	387	45.9	56
Ellis	Metro Non-Border	164,028	47	28.7	116
Erath	Non-Metro Non-Border	39,033	16	41	68
Falls	Metro Non-Border	18,376	5	27.2	129
Fannin	Non-Metro Non-Border	35,017	9	25.7	137
Fayette	Non-Metro Non-Border	25,646	7	27.3	128
Fisher	Non-Metro Non-Border	3,965	1	25.2	139
Floyd	Non-Metro Non-Border	6,543	1	15.3	179
Foard	Non-Metro Non-Border	1,343	1	74.5	16
Fort Bend	Metro Non-Border	667,072	196	29.4	113
Franklin	Non-Metro Non-Border	10,946	0	0	-
Freestone	Non-Metro Non-Border	20,414	4	19.6	167
Frio	Non-Metro Border	18,085	5	27.6	125
Gaines	Non-Metro Non-Border	18,893	5	26.5	134

2013 Texas APRN Supply by County of Practice, Alphabetical Order

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Galveston	Metro Non-Border	304,276	211	69.3	23
Garza	Non-Metro Non-Border	6,705	0	0	-
Gillespie	Non-Metro Non-Border	26,313	17	64.6	26
Glasscock	Non-Metro Non-Border	1,263	0	0	-
Goliad	Metro Non-Border	7,585	0	0	-
Gonzales	Non-Metro Non-Border	20,578	4	19.4	168
Gray	Non-Metro Non-Border	23,112	10	43.3	62
Grayson	Metro Non-Border	124,595	74	59.4	33
Gregg	Metro Non-Border	125,933	106	84.2	9
Grimes	Non-Metro Non-Border	27,800	3	10.8	193
Guadalupe	Metro Non-Border	146,330	20	13.7	184
Hale	Non-Metro Non-Border	36,859	12	32.6	93
Hall	Non-Metro Non-Border	3,349	1	29.9	109
Hamilton	Non-Metro Non-Border	8,619	3	34.8	84
Hansford	Non-Metro Non-Border	5,863	0	0	-
Hardeman	Non-Metro Non-Border	4,231	0	0	-
Hardin	Metro Non-Border	57,016	12	21	161
Harris	Metro Non-Border	4,317,916	2,650	61.4	30
Harrison	Non-Metro Non-Border	67,452	22	32.6	92
Hartley	Non-Metro Non-Border	6,148	2	32.5	94
Haskell	Non-Metro Non-Border	5,951	2	33.6	87
Hays	Metro Non-Border	183,007	58	31.7	99
Hemphill	Non-Metro Non-Border	3,991	0	0	-
Henderson	Non-Metro Non-Border	80,679	29	35.9	81
Hidalgo	Metro Border	840,228	275	32.7	91
Hill	Non-Metro Non-Border	36,360	11	30.3	106
Hockley	Non-Metro Non-Border	23,631	11	46.5	53
Hood	Metro Non-Border	54,111	16	29.6	112
Hopkins	Non-Metro Non-Border	36,302	12	33.1	90
Houston	Non-Metro Non-Border	24,062	3	12.5	190
Howard	Non-Metro Non-Border	35,927	26	72.4	20
Hudspeth	Metro Border	3,631	0	0	-
Hunt	Metro Non-Border	91,195	23	25.2	139
Hutchinson	Non-Metro Non-Border	22,249	4	18	172
Irion	Metro Non-Border	1,637	0	0	-
Jack	Non-Metro Non-Border	9,274	2	21.6	155
Jackson	Non-Metro Non-Border	14,122	2	14.2	182
Jasper	Non-Metro Non-Border	36,166	24	66.4	25
Jeff Davis	Non-Metro Border	2,388	1	41.9	66
Jefferson	Metro Non-Border	256,347	201	78.4	13
Jim Hogg	Non-Metro Border	5,470	0	0	-
Jim Wells	Non-Metro Non-Border	41,787	14	33.5	88

2013 Texas APRN Supply by County of Practice, Alphabetical Order

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Johnson	Metro Non-Border	161,125	36	22.3	152
Jones	Metro Non-Border	20,768	9	43.3	61
Karnes	Non-Metro Non-Border	15,235	6	39.4	73
Kaufman	Metro Non-Border	116,086	33	28.4	120
Kendall	Metro Non-Border	36,781	11	29.9	108
Kenedy	Non-Metro Border	430	0	0	-
Kent	Non-Metro Non-Border	802	0	0	-
Kerr	Non-Metro Non-Border	51,800	39	75.3	15
Kimble	Non-Metro Non-Border	4,748	1	21.1	160
King	Non-Metro Non-Border	291	0	0	-
Kinney	Non-Metro Border	3,667	0	0	-
Kleberg	Non-Metro Non-Border	33,085	10	30.2	107
Knox	Non-Metro Non-Border	3,739	3	80.2	12
La Salle	Non-Metro Border	7,293	2	27.4	126
Lamar	Non-Metro Non-Border	50,864	36	70.8	22
Lamb	Non-Metro Non-Border	14,185	1	7	208
Lampasas	Metro Non-Border	20,744	2	9.6	197
Lavaca	Non-Metro Non-Border	19,339	6	31	102
Lee	Non-Metro Non-Border	17,380	1	5.8	209
Leon	Non-Metro Non-Border	17,544	0	0	-
Liberty	Metro Non-Border	80,337	12	14.9	180
Limestone	Non-Metro Non-Border	24,183	9	37.2	76
Lipscomb	Non-Metro Non-Border	3,442	1	29.1	115
Live Oak	Non-Metro Non-Border	11,632	1	8.6	202
Llano	Non-Metro Non-Border	19,907	7	35.2	83
Loving	Non-Metro Non-Border	82	0	0	-
Lubbock	Metro Non-Border	288,800	244	84.5	8
Lynn	Metro Non-Border	6,021	3	49.8	46
Madison	Non-Metro Non-Border	14,215	3	21.1	159
Marion	Non-Metro Non-Border	10,769	3	27.9	124
Martin	Metro Non-Border	5,012	1	20	166
Mason	Non-Metro Non-Border	4,112	0	0	-
Matagorda	Non-Metro Non-Border	37,531	10	26.6	133
Maverick	Non-Metro Border	56,960	7	12.3	191
McCulloch	Non-Metro Non-Border	8,489	0	0	-
McLennan	Metro Non-Border	240,337	113	47	52
McMullen	Non-Metro Border	720	0	0	-
Medina	Metro Non-Border	49,251	7	14.2	181
Menard	Non-Metro Non-Border	2,276	0	0	-
Midland	Metro Non-Border	143,405	65	45.3	57
Milam	Non-Metro Non-Border	25,320	12	47.4	51
Mills	Non-Metro Non-Border	4,988	1	20	165

2013 Texas APRN Supply by County of Practice, Alphabetical Order

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Mitchell	Non-Metro Non-Border	9,591	2	20.9	162
Montague	Non-Metro Non-Border	20,159	5	24.8	144
Montgomery	Metro Non-Border	511,570	198	38.7	74
Moore	Non-Metro Non-Border	22,988	2	8.7	201
Morris	Non-Metro Non-Border	13,204	1	7.6	207
Motley	Non-Metro Non-Border	1,212	0	0	-
Nacogdoches	Non-Metro Non-Border	67,202	49	72.9	19
Navarro	Non-Metro Non-Border	49,833	12	24.1	147
Newton	Metro Non-Border	14,312	0	0	-
Nolan	Non-Metro Non-Border	15,533	8	51.5	43
Nueces	Metro Non-Border	350,167	218	62.3	28
Ochiltree	Non-Metro Non-Border	10,966	3	27.4	127
Oldham	Metro Non-Border	2,097	0	0	-
Orange	Metro Non-Border	83,676	27	32.3	95
Palo Pinto	Non-Metro Non-Border	29,128	11	37.8	75
Panola	Non-Metro Non-Border	24,413	5	20.5	163
Parker	Metro Non-Border	128,708	23	17.9	173
Parmer	Non-Metro Non-Border	10,886	4	36.7	78
Pecos	Non-Metro Border	15,986	4	25	142
Polk	Non-Metro Non-Border	47,321	12	25.4	138
Potter	Metro Non-Border	124,853	175	140.2	1
Presidio	Non-Metro Border	8,109	2	24.7	145
Rains	Non-Metro Non-Border	11,562	2	17.3	174
Randall	Metro Non-Border	127,080	26	20.5	164
Reagan	Non-Metro Non-Border	3,539	0	0	-
Real	Non-Metro Border	3,375	1	29.6	110
Red River	Non-Metro Non-Border	12,988	3	23.1	150
Reeves	Non-Metro Border	14,258	2	14	183
Refugio	Non-Metro Non-Border	7,455	2	26.8	131
Roberts	Non-Metro Non-Border	955	0	0	-
Robertson	Metro Non-Border	17,484	2	11.4	192
Rockwall	Metro Non-Border	89,493	37	41.3	67
Runnels	Non-Metro Non-Border	10,634	0	0	-
Rusk	Metro Non-Border	56,181	15	26.7	132
Sabine	Non-Metro Non-Border	11,169	1	9	200
San Augustine	Non-Metro Non-Border	9,034	4	44.3	59
San Jacinto	Non-Metro Non-Border	28,240	1	3.5	212
San Patricio	Metro Non-Border	65,380	10	15.3	178
San Saba	Non-Metro Non-Border	6,240	2	32.1	96
Schleicher	Non-Metro Non-Border	3,639	0	0	-
Scurry	Non-Metro Non-Border	17,479	1	5.7	210
Shackelford	Non-Metro Non-Border	3,477	4	115	2

2013 Texas APRN Supply by County of Practice, Alphabetical Order

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Shelby	Non-Metro Non-Border	26,255	9	34.3	85
Sherman	Non-Metro Non-Border	3,149	1	31.8	98
Smith	Metro Non-Border	219,360	203	92.5	3
Somervell	Metro Non-Border	9,030	3	33.2	89
Starr	Non-Metro Border	63,184	6	9.5	198
Stephens	Non-Metro Non-Border	9,769	3	30.7	104
Sterling	Non-Metro Non-Border	1,170	1	85.5	6
Stonewall	Non-Metro Non-Border	1,501	1	66.6	24
Sutton	Non-Metro Border	4,306	2	46.4	54
Swisher	Non-Metro Non-Border	7,976	2	25.1	141
Tarrant	Metro Non-Border	1,899,440	1,126	59.3	34
Taylor	Metro Non-Border	134,122	112	83.5	11
Terrell	Non-Metro Border	1,008	0	0	-
Terry	Non-Metro Non-Border	12,916	4	31	103
Throckmorton	Non-Metro Non-Border	1,657	0	0	-
Titus	Non-Metro Non-Border	33,736	19	56.3	36
Tom Green	Metro Non-Border	111,859	85	76	14
Travis	Metro Non-Border	1,095,143	959	87.6	5
Trinity	Non-Metro Non-Border	15,175	0	0	-
Tyler	Non-Metro Non-Border	22,166	4	18	170
Upshur	Metro Non-Border	41,128	7	17	175
Upton	Non-Metro Non-Border	3,524	1	28.4	121
Uvalde	Non-Metro Border	27,160	13	47.9	49
Val Verde	Non-Metro Border	50,361	16	31.8	97
Van Zandt	Non-Metro Non-Border	54,343	2	3.7	211
Victoria	Metro Non-Border	88,592	53	59.8	32
Walker	Non-Metro Non-Border	69,266	15	21.7	154
Waller	Metro Non-Border	47,500	4	8.4	204
Ward	Non-Metro Non-Border	10,876	1	9.2	199
Washington	Non-Metro Non-Border	34,953	10	28.6	117
Webb	Metro Border	269,106	108	40.1	72
Wharton	Non-Metro Non-Border	41,982	11	26.2	135
Wheeler	Non-Metro Non-Border	5,554	1	18	171
Wichita	Metro Non-Border	131,805	98	74.4	17
Wilbarger	Non-Metro Non-Border	13,854	10	72.2	21
Willacy	Non-Metro Border	23,291	2	8.6	203
Williamson	Metro Non-Border	479,989	178	37.1	77
Wilson	Metro Non-Border	47,150	6	12.7	188
Winkler	Non-Metro Non-Border	7,472	1	13.4	186
Wise	Metro Non-Border	63,432	23	36.3	79
Wood	Non-Metro Non-Border	44,041	11	25	143
Yoakum	Non-Metro Non-Border	8,359	3	35.9	82

County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Young	Non-Metro Non-Border	18,898	9	47.6	50
Zapata	Non-Metro Border	14,854	2	13.5	185
Zavala	Non-Metro Border	12,011	2	16.7	176
Texas Total		26,664,574	13,861	52	

2013 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Potter	Metro Non-Border	124,853	175	140.2	1
Shackelford	Non-Metro Non-Border	3,477	4	115	2
Smith	Metro Non-Border	219,360	203	92.5	3
Bell	Metro Non-Border	335,444	305	90.9	4
Travis	Metro Non-Border	1,095,143	959	87.6	5
Sterling	Non-Metro Non-Border	1,170	1	85.5	6
Bowie	Metro Non-Border	93,240	79	84.7	7
Lubbock	Metro Non-Border	288,800	244	84.5	8
Gregg	Metro Non-Border	125,933	106	84.2	9
Childress	Non-Metro Non-Border	7,168	6	83.7	10
Taylor	Metro Non-Border	134,122	112	83.5	11
Knox	Non-Metro Non-Border	3,739	3	80.2	12
Jefferson	Metro Non-Border	256,347	201	78.4	13
Tom Green	Metro Non-Border	111,859	85	76	14
Kerr	Non-Metro Non-Border	51,800	39	75.3	15
Foard	Non-Metro Non-Border	1,343	1	74.5	16
Wichita	Metro Non-Border	131,805	98	74.4	17
Dallas	Metro Non-Border	2,442,673	1,808	74	18
Nacogdoches	Non-Metro Non-Border	67,202	49	72.9	19
Howard	Non-Metro Non-Border	35,927	26	72.4	20
Wilbarger	Non-Metro Non-Border	13,854	10	72.2	21
Lamar	Non-Metro Non-Border	50,864	36	70.8	22
Galveston	Metro Non-Border	304,276	211	69.3	23
Stonewall	Non-Metro Non-Border	1,501	1	66.6	24
Jasper	Non-Metro Non-Border	36,166	24	66.4	25
Gillespie	Non-Metro Non-Border	26,313	17	64.6	26
Brewster	Non-Metro Border	9,528	6	63	27
Nueces	Metro Non-Border	350,167	218	62.3	28
Cochran	Non-Metro Non-Border	3,238	2	61.8	29
Harris	Metro Non-Border	4,317,916	2,650	61.4	30
Briscoe	Non-Metro Non-Border	1,649	1	60.6	31
Victoria	Metro Non-Border	88,592	53	59.8	32
Grayson	Metro Non-Border	124,595	74	59.4	33
Tarrant	Metro Non-Border	1,899,440	1,126	59.3	34
Bexar	Metro Non-Border	1,815,272	1,023	56.4	35
Titus	Non-Metro Non-Border	33,736	19	56.3	36
Angelina	Non-Metro Non-Border	89,060	49	55	37
Baylor	Non-Metro Non-Border	3,748	2	53.4	38
Cooke	Non-Metro Non-Border	39,397	21	53.3	39
Bosque	Non-Metro Non-Border	18,787	10	53.2	40
Armstrong	Metro Non-Border	1,930	1	51.8	41

*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.

2013 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Brown	Non-Metro Non-Border	38,800	20	51.5	42
Nolan	Non-Metro Non-Border	15,533	8	51.5	43
Ector	Metro Non-Border	143,716	74	51.5	44
Andrews	Non-Metro Non-Border	15,604	8	51.3	45
Lynn	Metro Non-Border	6,021	3	49.8	46
DeWitt	Non-Metro Non-Border	20,437	10	48.9	47
Coryell	Metro Non-Border	78,953	38	48.1	48
Uvalde	Non-Metro Border	27,160	13	47.9	49
Young	Non-Metro Non-Border	18,898	9	47.6	50
Milam	Non-Metro Non-Border	25,320	12	47.4	51
McLennan	Metro Non-Border	240,337	113	47	52
Hockley	Non-Metro Non-Border	23,631	11	46.5	53
Sutton	Non-Metro Border	4,306	2	46.4	54
Camp	Non-Metro Non-Border	13,000	6	46.2	55
El Paso	Metro Border	843,968	387	45.9	56
Midland	Metro Non-Border	143,405	65	45.3	57
Blanco	Non-Metro Non-Border	11,231	5	44.5	58
San Augustine	Non-Metro Non-Border	9,034	4	44.3	59
Coleman	Non-Metro Non-Border	9,057	4	44.2	60
Jones	Metro Non-Border	20,768	9	43.3	61
Gray	Non-Metro Non-Border	23,112	10	43.3	62
Brazos	Metro Non-Border	207,100	89	43	63
Collin	Metro Non-Border	880,765	372	42.2	64
Colorado	Non-Metro Non-Border	21,400	9	42.1	65
Jeff Davis	Non-Metro Border	2,388	1	41.9	66
Rockwall	Metro Non-Border	89,493	37	41.3	67
Erath	Non-Metro Non-Border	39,033	16	41	68
Bee	Non-Metro Non-Border	32,237	13	40.3	69
Dickens	Non-Metro Non-Border	2,485	1	40.2	70
Culberson	Non-Metro Border	2,488	1	40.2	71
Webb	Metro Border	269,106	108	40.1	72
Karnes	Non-Metro Non-Border	15,235	6	39.4	73
Montgomery	Metro Non-Border	511,570	198	38.7	74
Palo Pinto	Non-Metro Non-Border	29,128	11	37.8	75
Limestone	Non-Metro Non-Border	24,183	9	37.2	76
Williamson	Metro Non-Border	479,989	178	37.1	77
Parmer	Non-Metro Non-Border	10,886	4	36.7	78
Wise	Metro Non-Border	63,432	23	36.3	79
Cameron	Metro Border	430,967	155	36	80
Henderson	Non-Metro Non-Border	80,679	29	35.9	81
Yoakum	Non-Metro Non-Border	8,359	3	35.9	82
Llano	Non-Metro Non-Border	19,907	7	35.2	83

2013 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Hamilton	Non-Metro Non-Border	8,619	3	34.8	84
Shelby	Non-Metro Non-Border	26,255	9	34.3	85
Cherokee	Non-Metro Non-Border	52,741	18	34.1	86
Haskell	Non-Metro Non-Border	5,951	2	33.6	87
Jim Wells	Non-Metro Non-Border	41,787	14	33.5	88
Somervell	Metro Non-Border	9,030	3	33.2	89
Hopkins	Non-Metro Non-Border	36,302	12	33.1	90
Hidalgo	Metro Border	840,228	275	32.7	91
Harrison	Non-Metro Non-Border	67,452	22	32.6	92
Hale	Non-Metro Non-Border	36,859	12	32.6	93
Hartley	Non-Metro Non-Border	6,148	2	32.5	94
Orange	Metro Non-Border	83,676	27	32.3	95
San Saba	Non-Metro Non-Border	6,240	2	32.1	96
Val Verde	Non-Metro Border	50,361	16	31.8	97
Sherman	Non-Metro Non-Border	3,149	1	31.8	98
Hays	Metro Non-Border	183,007	58	31.7	99
Carson	Metro Non-Border	6,316	2	31.7	100
Crosby	Metro Non-Border	6,393	2	31.3	101
Lavaca	Non-Metro Non-Border	19,339	6	31	102
Terry	Non-Metro Non-Border	12,916	4	31	103
Stephens	Non-Metro Non-Border	9,769	3	30.7	104
Denton	Metro Non-Border	738,412	224	30.3	105
Hill	Non-Metro Non-Border	36,360	11	30.3	106
Kleberg	Non-Metro Non-Border	33,085	10	30.2	107
Kendall	Metro Non-Border	36,781	11	29.9	108
Hall	Non-Metro Non-Border	3,349	1	29.9	109
Real	Non-Metro Border	3,375	1	29.6	110
Deaf Smith	Non-Metro Non-Border	20,288	6	29.6	111
Hood	Metro Non-Border	54,111	16	29.6	112
Fort Bend	Metro Non-Border	667,072	196	29.4	113
Cass	Non-Metro Non-Border	30,832	9	29.2	114
Lipscomb	Non-Metro Non-Border	3,442	1	29.1	115
Ellis	Metro Non-Border	164,028	47	28.7	116
Washington	Non-Metro Non-Border	34,953	10	28.6	117
Brazoria	Metro Non-Border	340,071	97	28.5	118
Burnet	Non-Metro Non-Border	45,621	13	28.5	119
Kaufman	Metro Non-Border	116,086	33	28.4	120
Upton	Non-Metro Non-Border	3,524	1	28.4	121
Comal	Metro Non-Border	120,406	34	28.2	122
Comanche	Non-Metro Non-Border	14,184	4	28.2	123
Marion	Non-Metro Non-Border	10,769	3	27.9	124
Frio	Non-Metro Border	18,085	5	27.6	125

2013 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
La Salle	Non-Metro Border	7,293	2	27.4	126
Ochiltree	Non-Metro Non-Border	10,966	3	27.4	127
Fayette	Non-Metro Non-Border	25,646	7	27.3	128
Falls	Metro Non-Border	18,376	5	27.2	129
Anderson	Non-Metro Non-Border	59,489	16	26.9	130
Refugio	Non-Metro Non-Border	7,455	2	26.8	131
Rusk	Metro Non-Border	56,181	15	26.7	132
Matagorda	Non-Metro Non-Border	37,531	10	26.6	133
Gaines	Non-Metro Non-Border	18,893	5	26.5	134
Wharton	Non-Metro Non-Border	41,982	11	26.2	135
Bastrop	Metro Non-Border	81,431	21	25.8	136
Fannin	Non-Metro Non-Border	35,017	9	25.7	137
Polk	Non-Metro Non-Border	47,321	12	25.4	138
Fisher	Non-Metro Non-Border	3,965	1	25.2	139
Hunt	Metro Non-Border	91,195	23	25.2	139
Swisher	Non-Metro Non-Border	7,976	2	25.1	141
Pecos	Non-Metro Border	15,986	4	25	142
Wood	Non-Metro Non-Border	44,041	11	25	143
Montague	Non-Metro Non-Border	20,159	5	24.8	144
Presidio	Non-Metro Border	8,109	2	24.7	145
Caldwell	Metro Non-Border	41,224	10	24.3	146
Navarro	Non-Metro Non-Border	49,833	12	24.1	147
Castro	Non-Metro Non-Border	8,328	2	24	148
Concho	Non-Metro Non-Border	4,258	1	23.5	149
Red River	Non-Metro Non-Border	12,988	3	23.1	150
Bandera	Metro Non-Border	21,827	5	22.9	151
Johnson	Metro Non-Border	161,125	36	22.3	152
Calhoun	Non-Metro Non-Border	22,503	5	22.2	153
Walker	Non-Metro Non-Border	69,266	15	21.7	154
Jack	Non-Metro Non-Border	9,274	2	21.6	155
Callahan	Metro Non-Border	14,045	3	21.4	156
Dawson	Non-Metro Non-Border	14,149	3	21.2	157
Eastland	Non-Metro Non-Border	18,930	4	21.1	158
Madison	Non-Metro Non-Border	14,215	3	21.1	159
Kimble	Non-Metro Non-Border	4,748	1	21.1	160
Hardin	Metro Non-Border	57,016	12	21	161
Mitchell	Non-Metro Non-Border	9,591	2	20.9	162
Panola	Non-Metro Non-Border	24,413	5	20.5	163
Randall	Metro Non-Border	127,080	26	20.5	164
Mills	Non-Metro Non-Border	4,988	1	20	165
Martin	Metro Non-Border	5,012	1	20	166
Freestone	Non-Metro Non-Border	20,414	4	19.6	167

2013 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Gonzales	Non-Metro Non-Border	20,578	4	19.4	168
Clay	Metro Non-Border	10,945	2	18.3	169
Tyler	Non-Metro Non-Border	22,166	4	18	170
Wheeler	Non-Metro Non-Border	5,554	1	18	171
Hutchinson	Non-Metro Non-Border	22,249	4	18	172
Parker	Metro Non-Border	128,708	23	17.9	173
Rains	Non-Metro Non-Border	11,562	2	17.3	174
Upshur	Metro Non-Border	41,128	7	17	175
Zavala	Non-Metro Border	12,011	2	16.7	176
Atascosa	Metro Non-Border	48,146	8	16.6	177
San Patricio	Metro Non-Border	65,380	10	15.3	178
Floyd	Non-Metro Non-Border	6,543	1	15.3	179
Liberty	Metro Non-Border	80,337	12	14.9	180
Medina	Metro Non-Border	49,251	7	14.2	181
Jackson	Non-Metro Non-Border	14,122	2	14.2	182
Reeves	Non-Metro Border	14,258	2	14	183
Guadalupe	Metro Non-Border	146,330	20	13.7	184
Zapata	Non-Metro Border	14,854	2	13.5	185
Winkler	Non-Metro Non-Border	7,472	1	13.4	186
Bailey	Non-Metro Non-Border	7,594	1	13.2	187
Wilson	Metro Non-Border	47,150	6	12.7	188
Aransas	Metro Non-Border	24,061	3	12.5	189
Houston	Non-Metro Non-Border	24,062	3	12.5	190
Maverick	Non-Metro Border	56,960	7	12.3	191
Robertson	Metro Non-Border	17,484	2	11.4	192
Grimes	Non-Metro Non-Border	27,800	3	10.8	193
Archer	Metro Non-Border	9,310	1	10.7	194
Dimmit	Non-Metro Border	10,227	1	9.8	195
Austin	Metro Non-Border	30,735	3	9.8	196
Lampasas	Metro Non-Border	20,744	2	9.6	197
Starr	Non-Metro Border	63,184	6	9.5	198
Ward	Non-Metro Non-Border	10,876	1	9.2	199
Sabine	Non-Metro Non-Border	11,169	1	9	200
Moore	Non-Metro Non-Border	22,988	2	8.7	201
Live Oak	Non-Metro Non-Border	11,632	1	8.6	202
Willacy	Non-Metro Border	23,291	2	8.6	203
Waller	Metro Non-Border	47,500	4	8.4	204
Duval	Non-Metro Border	12,064	1	8.3	205
Chambers	Metro Non-Border	38,549	3	7.8	206
Morris	Non-Metro Non-Border	13,204	1	7.6	207
Lamb	Non-Metro Non-Border	14,185	1	7	208
Lee	Non-Metro Non-Border	17,380	1	5.8	209

2013 Texas APRN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Scurry	Non-Metro Non-Border	17,479	1	5.7	210
Van Zandt	Non-Metro Non-Border	54,343	2	3.7	211
San Jacinto	Non-Metro Non-Border	28,240	1	3.5	212
Borden	Non-Metro Non-Border	652	0	0	-
Brooks	Non-Metro Border	7,358	0	0	-
Burleson	Metro Non-Border	17,928	0	0	-
Coke	Non-Metro Non-Border	3,264	0	0	-
Collingsworth	Non-Metro Non-Border	3,125	0	0	-
Cottle	Non-Metro Non-Border	1,531	0	0	-
Crane	Non-Metro Non-Border	4,643	0	0	-
Crockett	Non-Metro Border	3,829	0	0	-
Dallam	Non-Metro Non-Border	7,123	0	0	-
Delta	Non-Metro Non-Border	5,421	0	0	-
Donley	Non-Metro Non-Border	3,713	0	0	-
Edwards	Non-Metro Border	2,053	0	0	-
Franklin	Non-Metro Non-Border	10,946	0	0	-
Garza	Non-Metro Non-Border	6,705	0	0	-
Glasscock	Non-Metro Non-Border	1,263	0	0	-
Goliad	Metro Non-Border	7,585	0	0	-
Hansford	Non-Metro Non-Border	5,863	0	0	-
Hardeman	Non-Metro Non-Border	4,231	0	0	-
Hemphill	Non-Metro Non-Border	3,991	0	0	-
Hudspeth	Metro Border	3,631	0	0	-
Irion	Metro Non-Border	1,637	0	0	-
Jim Hogg	Non-Metro Border	5,470	0	0	-
Kenedy	Non-Metro Border	430	0	0	-
Kent	Non-Metro Non-Border	802	0	0	-
King	Non-Metro Non-Border	291	0	0	-
Kinney	Non-Metro Border	3,667	0	0	-
Leon	Non-Metro Non-Border	17,544	0	0	-
Loving	Non-Metro Non-Border	82	0	0	-
Mason	Non-Metro Non-Border	4,112	0	0	-
McCulloch	Non-Metro Non-Border	8,489	0	0	-
McMullen	Non-Metro Border	720	0	0	-
Menard	Non-Metro Non-Border	2,276	0	0	-
Motley	Non-Metro Non-Border	1,212	0	0	-
Newton	Metro Non-Border	14,312	0	0	-
Oldham	Metro Non-Border	2,097	0	0	-
Reagan	Non-Metro Non-Border	3,539	0	0	-
Roberts	Non-Metro Non-Border	955	0	0	-
Runnels	Non-Metro Non-Border	10,634	0	0	-
Schleicher	Non-Metro Non-Border	3,639	0	0	-

Practice County	Metro Border Status	2013 Population	2013 APRN Total	APRNs per 100,000	Rank
Terrell	Non-Metro Border	1,008	0	0	-
Throckmorton	Non-Metro Non-Border	1,657	0	0	-
Trinity	Non-Metro Non-Border	15,175	0	0	-
Texas Total		26,664,574	13,861	52	

2013 Texas LVN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Anderson	Non-Metro Non-Border	59,489	269	452.2	93
Andrews	Non-Metro Non-Border	15,604	68	435.8	102
Angelina	Non-Metro Non-Border	89,060	640	718.6	27
Aransas	Metro Non-Border	24,061	76	315.9	153
Archer	Metro Non-Border	9,310	12	128.9	235
Armstrong	Metro Non-Border	1,930	10	518.1	69
Atascosa	Metro Non-Border	48,146	141	292.9	160
Austin	Metro Non-Border	30,735	57	185.5	215
Bailey	Non-Metro Non-Border	7,594	17	223.9	202
Bandera	Metro Non-Border	21,827	47	215.3	206
Bastrop	Metro Non-Border	81,431	138	169.5	223
Baylor	Non-Metro Non-Border	3,748	52	1,387.40	2
Bee	Non-Metro Non-Border	32,237	154	477.7	84
Bell	Metro Non-Border	335,444	1,405	418.8	108
Bexar	Metro Non-Border	1,815,272	7,077	389.9	119
Blanco	Non-Metro Non-Border	11,231	14	124.7	238
Borden	Non-Metro Non-Border	652	0	0	-
Bosque	Non-Metro Non-Border	18,787	111	590.8	49
Bowie	Metro Non-Border	93,240	474	508.4	70
Brazoria	Metro Non-Border	340,071	597	175.6	221
Brazos	Metro Non-Border	207,100	493	238	194
Brewster	Non-Metro Border	9,528	23	241.4	186
Briscoe	Non-Metro Non-Border	1,649	2	121.3	239
Brooks	Non-Metro Border	7,358	33	448.5	94
Brown	Non-Metro Non-Border	38,800	300	773.2	18
Burleson	Metro Non-Border	17,928	48	267.7	174
Burnet	Non-Metro Non-Border	45,621	97	212.6	207
Caldwell	Metro Non-Border	41,224	117	283.8	163
Calhoun	Non-Metro Non-Border	22,503	59	262.2	176
Callahan	Metro Non-Border	14,045	34	242.1	184
Cameron	Metro Border	430,967	1,399	324.6	148
Camp	Non-Metro Non-Border	13,000	43	330.8	147
Carson	Metro Non-Border	6,316	8	126.7	237
Cass	Non-Metro Non-Border	30,832	117	379.5	122
Castro	Non-Metro Non-Border	8,328	21	252.2	180
Chambers	Metro Non-Border	38,549	76	197.2	211
Cherokee	Non-Metro Non-Border	52,741	333	631.4	40
Childress	Non-Metro Non-Border	7,168	70	976.6	9
Clay	Metro Non-Border	10,945	35	319.8	151
Cochran	Non-Metro Non-Border	3,238	15	463.2	87
Coke	Non-Metro Non-Border	3,264	16	490.2	78

*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.

2013 Texas LVN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Coleman	Non-Metro Non-Border	9,057	66	728.7	23
Collin	Metro Non-Border	880,765	1,219	138.4	232
Collingsworth	Non-Metro Non-Border	3,125	31	992	8
Colorado	Non-Metro Non-Border	21,400	91	425.2	107
Comal	Metro Non-Border	120,406	385	319.8	152
Comanche	Non-Metro Non-Border	14,184	103	726.2	24
Concho	Non-Metro Non-Border	4,258	21	493.2	76
Cooke	Non-Metro Non-Border	39,397	155	393.4	118
Coryell	Metro Non-Border	78,953	293	371.1	127
Cottle	Non-Metro Non-Border	1,531	11	718.5	28
Crane	Non-Metro Non-Border	4,643	25	538.4	61
Crockett	Non-Metro Border	3,829	18	470.1	85
Crosby	Metro Non-Border	6,393	23	359.8	133
Culberson	Non-Metro Border	2,488	6	241.2	189
Dallam	Non-Metro Non-Border	7,123	13	182.5	217
Dallas	Metro Non-Border	2,442,673	4,996	204.5	209
Dawson	Non-Metro Non-Border	14,149	51	360.4	132
Deaf Smith	Non-Metro Non-Border	20,288	69	340.1	142
Delta	Non-Metro Non-Border	5,421	33	608.7	42
Denton	Metro Non-Border	738,412	1,145	155.1	227
DeWitt	Non-Metro Non-Border	20,437	214	1,047.10	5
Dickens	Non-Metro Non-Border	2,485	3	120.7	241
Dimmit	Non-Metro Border	10,227	55	537.8	62
Donley	Non-Metro Non-Border	3,713	18	484.8	79
Duval	Non-Metro Border	12,064	46	381.3	121
Eastland	Non-Metro Non-Border	18,930	113	596.9	47
Ector	Metro Non-Border	143,716	377	262.3	175
Edwards	Non-Metro Border	2,053	0	0	-
El Paso	Metro Non-Border	843,968	1,611	190.9	214
Ellis	Metro Border	164,028	303	184.7	216
Erath	Non-Metro Non-Border	39,033	135	345.9	139
Falls	Metro Non-Border	18,376	62	337.4	143
Fannin	Non-Metro Non-Border	35,017	151	431.2	103
Fayette	Non-Metro Non-Border	25,646	136	530.3	64
Fisher	Non-Metro Non-Border	3,965	22	554.9	58
Floyd	Non-Metro Non-Border	6,543	35	534.9	63
Foard	Non-Metro Non-Border	1,343	6	446.8	95
Fort Bend	Metro Non-Border	667,072	1,149	172.2	222
Franklin	Non-Metro Non-Border	10,946	39	356.3	135
Freestone	Non-Metro Non-Border	20,414	85	416.4	109
Frio	Non-Metro Border	18,085	80	442.4	99
Gaines	Non-Metro Non-Border	18,893	25	132.3	233

2013 Texas LVN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Galveston	Metro Non-Border	304,276	731	240.2	191
Garza	Non-Metro Non-Border	6,705	19	283.4	164
Gillespie	Non-Metro Non-Border	26,313	137	520.7	68
Glasscock	Non-Metro Non-Border	1,263	0	0	-
Goliad	Metro Non-Border	7,585	11	145	230
Gonzales	Non-Metro Non-Border	20,578	101	490.8	77
Gray	Non-Metro Non-Border	23,112	135	584.1	52
Grayson	Metro Non-Border	124,595	780	626	41
Gregg	Metro Non-Border	125,933	657	521.7	67
Grimes	Non-Metro Non-Border	27,800	61	219.4	204
Guadalupe	Metro Non-Border	146,330	349	238.5	193
Hale	Non-Metro Non-Border	36,859	167	453.1	92
Hall	Non-Metro Non-Border	3,349	20	597.2	46
Hamilton	Non-Metro Non-Border	8,619	52	603.3	44
Hansford	Non-Metro Non-Border	5,863	27	460.5	90
Hardeman	Non-Metro Non-Border	4,231	32	756.3	20
Hardin	Metro Non-Border	57,016	156	273.6	171
Harris	Metro Non-Border	4,317,916	8,326	192.8	212
Harrison	Non-Metro Non-Border	67,452	205	303.9	156
Hartley	Non-Metro Non-Border	6,148	21	341.6	140
Haskell	Non-Metro Non-Border	5,951	35	588.1	51
Hays	Metro Non-Border	183,007	293	160.1	226
Hemphill	Non-Metro Non-Border	3,991	23	576.3	54
Henderson	Non-Metro Non-Border	80,679	242	300	158
Hidalgo	Metro Border	840,228	2,292	272.8	172
Hill	Non-Metro Non-Border	36,360	155	426.3	106
Hockley	Non-Metro Non-Border	23,631	94	397.8	116
Hood	Metro Non-Border	54,111	201	371.5	125
Hopkins	Non-Metro Non-Border	36,302	143	393.9	117
Houston	Non-Metro Non-Border	24,062	103	428.1	105
Howard	Non-Metro Non-Border	35,927	229	637.4	37
Hudspeth	Metro Border	3,631	2	55.1	246
Hunt	Metro Non-Border	91,195	303	332.3	145
Hutchinson	Non-Metro Non-Border	22,249	91	409	112
Irion	Metro Non-Border	1,637	1	61.1	245
Jack	Non-Metro Non-Border	9,274	49	528.4	65
Jackson	Non-Metro Non-Border	14,122	63	446.1	97
Jasper	Non-Metro Non-Border	36,166	245	677.4	33
Jeff Davis	Non-Metro Border	2,388	2	83.8	244
Jefferson	Metro Non-Border	256,347	1,480	577.3	53
Jim Hogg	Non-Metro Border	5,470	16	292.5	162
Jim Wells	Non-Metro Non-Border	41,787	273	653.3	36

2013 Texas LVN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Johnson	Metro Non-Border	161,125	374	232.1	198
Jones	Metro Non-Border	20,768	216	1,040.10	7
Karnes	Non-Metro Non-Border	15,235	80	525.1	66
Kaufman	Metro Non-Border	116,086	280	241.2	187
Kendall	Metro Non-Border	36,781	131	356.2	136
Kenedy	Non-Metro Border	430	0	0	-
Kent	Non-Metro Non-Border	802	12	1,496.30	1
Kerr	Non-Metro Non-Border	51,800	434	837.8	13
Kimble	Non-Metro Non-Border	4,748	16	337	144
King	Non-Metro Non-Border	291	2	687.3	31
Kinney	Non-Metro Border	3,667	6	163.6	225
Kleberg	Non-Metro Non-Border	33,085	107	323.4	149
Knox	Non-Metro Non-Border	3,739	31	829.1	14
La Salle	Non-Metro Non-Border	7,293	11	150.8	229
Lamar	Non-Metro Non-Border	50,864	400	786.4	17
Lamb	Metro Non-Border	14,185	58	408.9	113
Lampasas	Non-Metro Border	20,744	57	274.8	168
Lavaca	Non-Metro Non-Border	19,339	155	801.5	15
Lee	Non-Metro Non-Border	17,380	48	276.2	166
Leon	Non-Metro Non-Border	17,544	29	165.3	224
Liberty	Metro Non-Border	80,337	190	236.5	195
Limestone	Non-Metro Non-Border	24,183	206	851.8	11
Lipscomb	Non-Metro Non-Border	3,442	9	261.5	177
Live Oak	Non-Metro Non-Border	11,632	28	240.7	190
Llano	Non-Metro Non-Border	19,907	69	346.6	138
Loving	Non-Metro Non-Border	82	0	0	-
Lubbock	Metro Non-Border	288,800	1,382	478.5	83
Lynn	Metro Non-Border	6,021	15	249.1	183
Madison	Non-Metro Non-Border	14,215	57	401	115
Marion	Metro Non-Border	10,769	91	845	12
Martin	Non-Metro Border	5,012	25	498.8	74
Mason	Non-Metro Non-Border	4,112	19	462.1	89
Matagorda	Non-Metro Non-Border	37,531	139	370.4	128
Maverick	Metro Non-Border	56,960	213	373.9	123
McCulloch	Non-Metro Non-Border	8,489	57	671.5	35
McLennan	Non-Metro Non-Border	240,337	1,115	463.9	86
McMullen	Non-Metro Border	720	0	0	-
Medina	Metro Non-Border	49,251	119	241.6	185
Menard	Non-Metro Non-Border	2,276	10	439.4	100
Midland	Metro Non-Border	143,405	446	311	155
Milam	Non-Metro Non-Border	25,320	104	410.7	111
Mills	Non-Metro Non-Border	4,988	24	481.2	80

2013 Texas LVN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Mitchell	Non-Metro Non-Border	9,591	65	677.7	32
Montague	Non-Metro Non-Border	20,159	119	590.3	50
Montgomery	Metro Non-Border	511,570	928	181.4	219
Moore	Non-Metro Non-Border	22,988	63	274.1	170
Morris	Non-Metro Non-Border	13,204	37	280.2	165
Motley	Non-Metro Non-Border	1,212	6	495	75
Nacogdoches	Non-Metro Non-Border	67,202	300	446.4	96
Navarro	Non-Metro Non-Border	49,833	185	371.2	126
Newton	Metro Non-Border	14,312	36	251.5	182
Nolan	Non-Metro Non-Border	15,533	117	753.2	21
Nueces	Metro Non-Border	350,167	1,289	368.1	129
Ochiltree	Non-Metro Non-Border	10,966	28	255.3	179
Oldham	Metro Non-Border	2,097	2	95.4	242
Orange	Metro Non-Border	83,676	292	349	137
Palo Pinto	Non-Metro Non-Border	29,128	113	387.9	120
Panola	Non-Metro Non-Border	24,413	113	462.9	88
Parker	Metro Non-Border	128,708	324	251.7	181
Parmer	Non-Metro Non-Border	10,886	25	229.7	200
Pecos	Non-Metro Border	15,986	101	631.8	38
Polk	Non-Metro Non-Border	47,321	216	456.5	91
Potter	Metro Non-Border	124,853	902	722.4	26
Presidio	Non-Metro Border	8,109	4	49.3	247
Rains	Non-Metro Non-Border	11,562	15	129.7	234
Randall	Metro Non-Border	127,080	196	154.2	228
Reagan	Non-Metro Non-Border	3,539	8	226.1	201
Real	Non-Metro Border	3,375	17	503.7	72
Red River	Non-Metro Non-Border	12,988	79	608.3	43
Reeves	Non-Metro Border	14,258	53	371.7	124
Refugio	Non-Metro Non-Border	7,455	33	442.7	98
Roberts	Non-Metro Non-Border	955	0	0	-
Robertson	Metro Non-Border	17,484	37	211.6	208
Rockwall	Metro Non-Border	89,493	171	191.1	213
Runnels	Non-Metro Non-Border	10,634	61	573.6	55
Rusk	Metro Non-Border	56,181	154	274.1	169
Sabine	Non-Metro Non-Border	11,169	48	429.8	104
San Augustine	Non-Metro Non-Border	9,034	63	697.4	30
San Jacinto	Non-Metro Non-Border	28,240	36	127.5	236
San Patricio	Metro Non-Border	65,380	143	218.7	205
San Saba	Non-Metro Non-Border	6,240	30	480.8	81
Schleicher	Non-Metro Non-Border	3,639	10	274.8	167
Scurry	Non-Metro Non-Border	17,479	99	566.4	57
Shackelford	Non-Metro Non-Border	3,477	8	230.1	199

2013 Texas LVN Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Shelby	Non-Metro Non-Border	26,255	126	479.9	82
Sherman	Non-Metro Non-Border	3,149	7	222.3	203
Smith	Metro Non-Border	219,360	1,474	672	34
Somervell	Metro Non-Border	9,030	66	730.9	22
Starr	Non-Metro Border	63,184	172	272.2	173
Stephens	Non-Metro Non-Border	9,769	69	706.3	29
Sterling	Non-Metro Non-Border	1,170	7	598.3	45
Stonewall	Non-Metro Non-Border	1,501	20	1,332.40	3
Sutton	Non-Metro Border	4,306	10	232.2	197
Swisher	Non-Metro Non-Border	7,976	24	300.9	157
Tarrant	Metro Non-Border	1,899,440	4,581	241.2	188
Taylor	Metro Non-Border	134,122	847	631.5	39
Terrell	Non-Metro Border	1,008	2	198.4	210
Terry	Non-Metro Non-Border	12,916	52	402.6	114
Throckmorton	Non-Metro Non-Border	1,657	18	1,086.30	4
Titus	Non-Metro Non-Border	33,736	182	539.5	60
Tom Green	Metro Non-Border	111,859	617	551.6	59
Travis	Metro Non-Border	1,095,143	1,949	178	220
Trinity	Non-Metro Non-Border	15,175	45	296.5	159
Tyler	Non-Metro Non-Border	22,166	127	572.9	56
Upshur	Metro Non-Border	41,128	106	257.7	178
Upton	Non-Metro Non-Border	3,524	21	595.9	48
Uvalde	Non-Metro Border	27,160	136	500.7	73
Val Verde	Non-Metro Border	50,361	184	365.4	131
Van Zandt	Non-Metro Non-Border	54,343	159	292.6	161
Victoria	Metro Non-Border	88,592	642	724.7	25
Walker	Non-Metro Non-Border	69,266	218	314.7	154
Waller	Metro Non-Border	47,500	42	88.4	243
Ward	Non-Metro Non-Border	10,876	45	413.8	110
Washington	Non-Metro Non-Border	34,953	177	506.4	71
Webb	Metro Border	269,106	491	182.5	218
Wharton	Non-Metro Non-Border	41,982	183	435.9	101
Wheeler	Non-Metro Non-Border	5,554	51	918.3	10
Wichita	Metro Non-Border	131,805	1,019	773.1	19
Wilbarger	Non-Metro Non-Border	13,854	145	1,046.60	6
Willacy	Non-Metro Border	23,291	55	236.1	196
Williamson	Metro Non-Border	479,989	670	139.6	231
Wilson	Metro Non-Border	47,150	156	330.9	146
Winkler	Non-Metro Non-Border	7,472	24	321.2	150
Wise	Metro Non-Border	63,432	216	340.5	141
Wood	Non-Metro Non-Border	44,041	162	367.8	130
Yoakum	Non-Metro Non-Border	8,359	20	239.3	192

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Young	Non-Metro Non-Border	18,898	150	793.7	16
Zapata	Non-Metro Border	14,854	18	121.2	240
Zavala	Non-Metro Border	12,011	43	358	134
Texas Total		26,664,574	75,258	282.2	

2013 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Kent	Non-Metro Non-Border	802	12	1,496.30	1
Baylor	Non-Metro Non-Border	3,748	52	1,387.40	2
Stonewall	Non-Metro Non-Border	1,501	20	1,332.40	3
Throckmorton	Non-Metro Non-Border	1,657	18	1,086.30	4
DeWitt	Non-Metro Non-Border	20,437	214	1,047.10	5
Wilbarger	Non-Metro Non-Border	13,854	145	1,046.60	6
Jones	Metro Non-Border	20,768	216	1,040.10	7
Collingsworth	Non-Metro Non-Border	3,125	31	992	8
Childress	Non-Metro Non-Border	7,168	70	976.6	9
Wheeler	Non-Metro Non-Border	5,554	51	918.3	10
Limestone	Non-Metro Non-Border	24,183	206	851.8	11
Marion	Metro Non-Border	10,769	91	845	12
Kerr	Non-Metro Non-Border	51,800	434	837.8	13
Knox	Non-Metro Non-Border	3,739	31	829.1	14
Lavaca	Non-Metro Non-Border	19,339	155	801.5	15
Young	Non-Metro Non-Border	18,898	150	793.7	16
Lamar	Non-Metro Non-Border	50,864	400	786.4	17
Brown	Non-Metro Non-Border	38,800	300	773.2	18
Wichita	Metro Non-Border	131,805	1,019	773.1	19
Hardeman	Non-Metro Non-Border	4,231	32	756.3	20
Nolan	Non-Metro Non-Border	15,533	117	753.2	21
Somervell	Metro Non-Border	9,030	66	730.9	22
Coleman	Non-Metro Non-Border	9,057	66	728.7	23
Comanche	Non-Metro Non-Border	14,184	103	726.2	24
Victoria	Metro Non-Border	88,592	642	724.7	25
Potter	Metro Non-Border	124,853	902	722.4	26
Angelina	Non-Metro Non-Border	89,060	640	718.6	27
Cottle	Non-Metro Non-Border	1,531	11	718.5	28
Stephens	Non-Metro Non-Border	9,769	69	706.3	29
San Augustine	Non-Metro Non-Border	9,034	63	697.4	30
King	Non-Metro Non-Border	291	2	687.3	31
Mitchell	Non-Metro Non-Border	9,591	65	677.7	32
Jasper	Non-Metro Non-Border	36,166	245	677.4	33
Smith	Metro Non-Border	219,360	1,474	672	34
McCulloch	Non-Metro Non-Border	8,489	57	671.5	35
Jim Wells	Non-Metro Non-Border	41,787	273	653.3	36
Howard	Non-Metro Non-Border	35,927	229	637.4	37
Pecos	Non-Metro Border	15,986	101	631.8	38
Taylor	Metro Non-Border	134,122	847	631.5	39
Cherokee	Non-Metro Non-Border	52,741	333	631.4	40
Grayson	Metro Non-Border	124,595	780	626	41

*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.

2013 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Delta	Non-Metro Non-Border	5,421	33	608.7	42
Red River	Non-Metro Non-Border	12,988	79	608.3	43
Hamilton	Non-Metro Non-Border	8,619	52	603.3	44
Sterling	Non-Metro Non-Border	1,170	7	598.3	45
Hall	Non-Metro Non-Border	3,349	20	597.2	46
Eastland	Non-Metro Non-Border	18,930	113	596.9	47
Upton	Non-Metro Non-Border	3,524	21	595.9	48
Bosque	Non-Metro Non-Border	18,787	111	590.8	49
Montague	Non-Metro Non-Border	20,159	119	590.3	50
Haskell	Non-Metro Non-Border	5,951	35	588.1	51
Gray	Non-Metro Non-Border	23,112	135	584.1	52
Jefferson	Metro Non-Border	256,347	1,480	577.3	53
Hemphill	Non-Metro Non-Border	3,991	23	576.3	54
Runnels	Non-Metro Non-Border	10,634	61	573.6	55
Tyler	Non-Metro Non-Border	22,166	127	572.9	56
Scurry	Non-Metro Non-Border	17,479	99	566.4	57
Fisher	Non-Metro Non-Border	3,965	22	554.9	58
Tom Green	Metro Non-Border	111,859	617	551.6	59
Titus	Non-Metro Non-Border	33,736	182	539.5	60
Crane	Non-Metro Non-Border	4,643	25	538.4	61
Dimmit	Non-Metro Border	10,227	55	537.8	62
Floyd	Non-Metro Non-Border	6,543	35	534.9	63
Fayette	Non-Metro Non-Border	25,646	136	530.3	64
Jack	Non-Metro Non-Border	9,274	49	528.4	65
Karnes	Non-Metro Non-Border	15,235	80	525.1	66
Gregg	Metro Non-Border	125,933	657	521.7	67
Gillespie	Non-Metro Non-Border	26,313	137	520.7	68
Armstrong	Metro Non-Border	1,930	10	518.1	69
Bowie	Metro Non-Border	93,240	474	508.4	70
Washington	Non-Metro Non-Border	34,953	177	506.4	71
Real	Non-Metro Border	3,375	17	503.7	72
Uvalde	Non-Metro Border	27,160	136	500.7	73
Martin	Non-Metro Border	5,012	25	498.8	74
Motley	Non-Metro Non-Border	1,212	6	495	75
Concho	Non-Metro Non-Border	4,258	21	493.2	76
Gonzales	Non-Metro Non-Border	20,578	101	490.8	77
Coke	Non-Metro Non-Border	3,264	16	490.2	78
Donley	Non-Metro Non-Border	3,713	18	484.8	79
Mills	Non-Metro Non-Border	4,988	24	481.2	80
San Saba	Non-Metro Non-Border	6,240	30	480.8	81
Shelby	Non-Metro Non-Border	26,255	126	479.9	82
Lubbock	Metro Non-Border	288,800	1,382	478.5	83

2013 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Bee	Non-Metro Non-Border	32,237	154	477.7	84
Crockett	Non-Metro Border	3,829	18	470.1	85
McLennan	Non-Metro Non-Border	240,337	1,115	463.9	86
Cochran	Non-Metro Non-Border	3,238	15	463.2	87
Panola	Non-Metro Non-Border	24,413	113	462.9	88
Mason	Non-Metro Non-Border	4,112	19	462.1	89
Hansford	Non-Metro Non-Border	5,863	27	460.5	90
Polk	Non-Metro Non-Border	47,321	216	456.5	91
Hale	Non-Metro Non-Border	36,859	167	453.1	92
Anderson	Non-Metro Non-Border	59,489	269	452.2	93
Brooks	Non-Metro Border	7,358	33	448.5	94
Foard	Non-Metro Non-Border	1,343	6	446.8	95
Nacogdoches	Non-Metro Non-Border	67,202	300	446.4	96
Jackson	Non-Metro Non-Border	14,122	63	446.1	97
Refugio	Non-Metro Non-Border	7,455	33	442.7	98
Frio	Non-Metro Border	18,085	80	442.4	99
Menard	Non-Metro Non-Border	2,276	10	439.4	100
Wharton	Non-Metro Non-Border	41,982	183	435.9	101
Andrews	Non-Metro Non-Border	15,604	68	435.8	102
Fannin	Non-Metro Non-Border	35,017	151	431.2	103
Sabine	Non-Metro Non-Border	11,169	48	429.8	104
Houston	Non-Metro Non-Border	24,062	103	428.1	105
Hill	Non-Metro Non-Border	36,360	155	426.3	106
Colorado	Non-Metro Non-Border	21,400	91	425.2	107
Bell	Metro Non-Border	335,444	1,405	418.8	108
Freestone	Non-Metro Non-Border	20,414	85	416.4	109
Ward	Non-Metro Non-Border	10,876	45	413.8	110
Milam	Non-Metro Non-Border	25,320	104	410.7	111
Hutchinson	Non-Metro Non-Border	22,249	91	409	112
Lamb	Metro Non-Border	14,185	58	408.9	113
Terry	Non-Metro Non-Border	12,916	52	402.6	114
Madison	Non-Metro Non-Border	14,215	57	401	115
Hockley	Non-Metro Non-Border	23,631	94	397.8	116
Hopkins	Non-Metro Non-Border	36,302	143	393.9	117
Cooke	Non-Metro Non-Border	39,397	155	393.4	118
Bexar	Metro Non-Border	1,815,272	7,077	389.9	119
Palo Pinto	Non-Metro Non-Border	29,128	113	387.9	120
Duval	Non-Metro Border	12,064	46	381.3	121
Cass	Non-Metro Non-Border	30,832	117	379.5	122
Maverick	Metro Non-Border	56,960	213	373.9	123
Reeves	Non-Metro Border	14,258	53	371.7	124
Hood	Metro Non-Border	54,111	201	371.5	125

2013 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Navarro	Non-Metro Non-Border	49,833	185	371.2	126
Coryell	Metro Non-Border	78,953	293	371.1	127
Matagorda	Non-Metro Non-Border	37,531	139	370.4	128
Nueces	Metro Non-Border	350,167	1,289	368.1	129
Wood	Non-Metro Non-Border	44,041	162	367.8	130
Val Verde	Non-Metro Border	50,361	184	365.4	131
Dawson	Non-Metro Non-Border	14,149	51	360.4	132
Crosby	Metro Non-Border	6,393	23	359.8	133
Zavala	Non-Metro Border	12,011	43	358	134
Franklin	Non-Metro Non-Border	10,946	39	356.3	135
Kendall	Metro Non-Border	36,781	131	356.2	136
Orange	Metro Non-Border	83,676	292	349	137
Llano	Non-Metro Non-Border	19,907	69	346.6	138
Erath	Non-Metro Non-Border	39,033	135	345.9	139
Hartley	Non-Metro Non-Border	6,148	21	341.6	140
Wise	Metro Non-Border	63,432	216	340.5	141
Deaf Smith	Non-Metro Non-Border	20,288	69	340.1	142
Falls	Metro Non-Border	18,376	62	337.4	143
Kimble	Non-Metro Non-Border	4,748	16	337	144
Hunt	Metro Non-Border	91,195	303	332.3	145
Wilson	Metro Non-Border	47,150	156	330.9	146
Camp	Non-Metro Non-Border	13,000	43	330.8	147
Cameron	Metro Border	430,967	1,399	324.6	148
Kleberg	Non-Metro Non-Border	33,085	107	323.4	149
Winkler	Non-Metro Non-Border	7,472	24	321.2	150
Clay	Metro Non-Border	10,945	35	319.8	151
Comal	Metro Non-Border	120,406	385	319.8	152
Aransas	Metro Non-Border	24,061	76	315.9	153
Walker	Non-Metro Non-Border	69,266	218	314.7	154
Midland	Metro Non-Border	143,405	446	311	155
Harrison	Non-Metro Non-Border	67,452	205	303.9	156
Swisher	Non-Metro Non-Border	7,976	24	300.9	157
Henderson	Non-Metro Non-Border	80,679	242	300	158
Trinity	Non-Metro Non-Border	15,175	45	296.5	159
Atascosa	Metro Non-Border	48,146	141	292.9	160
Van Zandt	Non-Metro Non-Border	54,343	159	292.6	161
Jim Hogg	Non-Metro Border	5,470	16	292.5	162
Caldwell	Metro Non-Border	41,224	117	283.8	163
Garza	Non-Metro Non-Border	6,705	19	283.4	164
Morris	Non-Metro Non-Border	13,204	37	280.2	165
Lee	Non-Metro Non-Border	17,380	48	276.2	166
Schleicher	Non-Metro Non-Border	3,639	10	274.8	167

2013 Texas LVN Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Lampasas	Non-Metro Border	20,744	57	274.8	168
Rusk	Metro Non-Border	56,181	154	274.1	169
Moore	Non-Metro Non-Border	22,988	63	274.1	170
Hardin	Metro Non-Border	57,016	156	273.6	171
Hidalgo	Metro Border	840,228	2,292	272.8	172
Starr	Non-Metro Border	63,184	172	272.2	173
Burleson	Metro Non-Border	17,928	48	267.7	174
Ector	Metro Non-Border	143,716	377	262.3	175
Calhoun	Non-Metro Non-Border	22,503	59	262.2	176
Lipscomb	Non-Metro Non-Border	3,442	9	261.5	177
Upshur	Metro Non-Border	41,128	106	257.7	178
Ochiltree	Non-Metro Non-Border	10,966	28	255.3	179
Castro	Non-Metro Non-Border	8,328	21	252.2	180
Parker	Metro Non-Border	128,708	324	251.7	181
Newton	Metro Non-Border	14,312	36	251.5	182
Lynn	Metro Non-Border	6,021	15	249.1	183
Callahan	Metro Non-Border	14,045	34	242.1	184
Medina	Metro Non-Border	49,251	119	241.6	185
Brewster	Non-Metro Border	9,528	23	241.4	186
Kaufman	Metro Non-Border	116,086	280	241.2	187
Tarrant	Metro Non-Border	1,899,440	4,581	241.2	188
Culberson	Non-Metro Border	2,488	6	241.2	189
Live Oak	Non-Metro Non-Border	11,632	28	240.7	190
Galveston	Metro Non-Border	304,276	731	240.2	191
Yoakum	Non-Metro Non-Border	8,359	20	239.3	192
Guadalupe	Metro Non-Border	146,330	349	238.5	193
Brazos	Metro Non-Border	207,100	493	238	194
Liberty	Metro Non-Border	80,337	190	236.5	195
Willacy	Non-Metro Border	23,291	55	236.1	196
Sutton	Non-Metro Border	4,306	10	232.2	197
Johnson	Metro Non-Border	161,125	374	232.1	198
Shackelford	Non-Metro Non-Border	3,477	8	230.1	199
Parmer	Non-Metro Non-Border	10,886	25	229.7	200
Reagan	Non-Metro Non-Border	3,539	8	226.1	201
Bailey	Non-Metro Non-Border	7,594	17	223.9	202
Sherman	Non-Metro Non-Border	3,149	7	222.3	203
Grimes	Non-Metro Non-Border	27,800	61	219.4	204
San Patricio	Metro Non-Border	65,380	143	218.7	205
Bandera	Metro Non-Border	21,827	47	215.3	206
Burnet	Non-Metro Non-Border	45,621	97	212.6	207
Robertson	Metro Non-Border	17,484	37	211.6	208
Dallas	Metro Non-Border	2,442,673	4,996	204.5	209

2013 Texas LVN Supply by County of Practice, Rank order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Terrell	Non-Metro Border	1,008	2	198.4	210
Chambers	Metro Non-Border	38,549	76	197.2	211
Harris	Metro Non-Border	4,317,916	8,326	192.8	212
Rockwall	Metro Non-Border	89,493	171	191.1	213
El Paso	Metro Non-Border	843,968	1,611	190.9	214
Austin	Metro Non-Border	30,735	57	185.5	215
Ellis	Metro Border	164,028	303	184.7	216
Dallam	Non-Metro Non-Border	7,123	13	182.5	217
Webb	Metro Border	269,106	491	182.5	218
Montgomery	Metro Non-Border	511,570	928	181.4	219
Travis	Metro Non-Border	1,095,143	1,949	178	220
Brazoria	Metro Non-Border	340,071	597	175.6	221
Fort Bend	Metro Non-Border	667,072	1,149	172.2	222
Bastrop	Metro Non-Border	81,431	138	169.5	223
Leon	Non-Metro Non-Border	17,544	29	165.3	224
Kinney	Non-Metro Border	3,667	6	163.6	225
Hays	Metro Non-Border	183,007	293	160.1	226
Denton	Metro Non-Border	738,412	1,145	155.1	227
Randall	Metro Non-Border	127,080	196	154.2	228
La Salle	Non-Metro Non-Border	7,293	11	150.8	229
Goliad	Metro Non-Border	7,585	11	145	230
Williamson	Metro Non-Border	479,989	670	139.6	231
Collin	Metro Non-Border	880,765	1,219	138.4	232
Gaines	Non-Metro Non-Border	18,893	25	132.3	233
Rains	Non-Metro Non-Border	11,562	15	129.7	234
Archer	Metro Non-Border	9,310	12	128.9	235
San Jacinto	Non-Metro Non-Border	28,240	36	127.5	236
Carson	Metro Non-Border	6,316	8	126.7	237
Blanco	Non-Metro Non-Border	11,231	14	124.7	238
Briscoe	Non-Metro Non-Border	1,649	2	121.3	239
Zapata	Non-Metro Border	14,854	18	121.2	240
Dickens	Non-Metro Non-Border	2,485	3	120.7	241
Oldham	Metro Non-Border	2,097	2	95.4	242
Waller	Metro Non-Border	47,500	42	88.4	243
Jeff Davis	Non-Metro Border	2,388	2	83.8	244
Irion	Metro Non-Border	1,637	1	61.1	245
Hudspeth	Metro Border	3,631	2	55.1	246
Presidio	Non-Metro Border	8,109	4	49.3	247
Borden	Non-Metro Non-Border	652	0	0	-
Edwards	Non-Metro Border	2,053	0	0	-
Glasscock	Non-Metro Non-Border	1,263	0	0	-
Kenedy	Non-Metro Border	430	0	0	-

Practice County	Metro Border Status	2013 Population	2013 LVN Total	LVNs per 100,000	Rank
Loving	Non-Metro Non-Border	82	0	0	-
McMullen	Non-Metro Border	720	0	0	-
Roberts	Non-Metro Non-Border	955	0	0	-
Texas Total		26,664,574	75,258	282.2	

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Anderson	Non-Metro Non-Border	59,489	384	645.5	153
Andrews	Non-Metro Non-Border	15,604	123	788.3	115
Angelina	Non-Metro Non-Border	89,060	895	1004.9	60
Aransas	Metro Non-Border	24,061	172	714.8	134
Archer	Metro Non-Border	9,310	41	440.4	212
Armstrong	Metro Non-Border	1,930	30	1554.4	15
Atascosa	Metro Non-Border	48,146	248	515.1	195
Austin	Metro Non-Border	30,735	195	634.5	159
Bailey	Non-Metro Non-Border	7,594	58	763.8	125
Bandera	Metro Non-Border	21,827	110	504	197
Bastrop	Metro Non-Border	81,431	433	531.7	189
Baylor	Non-Metro Non-Border	3,748	57	1520.8	17
Bee	Non-Metro Non-Border	32,237	253	784.8	118
Bell	Metro Non-Border	335,444	2,450	730.4	132
Bexar	Metro Non-Border	1,815,272	7,985	439.9	213
Blanco	Non-Metro Non-Border	11,231	98	872.6	93
Borden	Non-Metro Non-Border	652	1	153.4	250
Bosque	Non-Metro Non-Border	18,787	220	1171	39
Bowie	Metro Non-Border	93,240	733	786.1	117
Brazoria	Metro Non-Border	340,071	1,283	377.3	232
Brazos	Metro Non-Border	207,100	812	392.1	229
Brewster	Non-Metro Border	9,528	25	262.4	242
Briscoe	Non-Metro Non-Border	1,649	4	242.6	243
Brooks	Non-Metro Border	7,358	68	924.2	80
Brown	Non-Metro Non-Border	38,800	425	1095.4	47
Burleson	Metro Non-Border	17,928	145	808.8	107
Burnet	Non-Metro Non-Border	45,621	320	701.4	138
Caldwell	Metro Non-Border	41,224	320	776.2	120
Calhoun	Non-Metro Non-Border	22,503	134	595.5	169
Callahan	Metro Non-Border	14,045	112	797.4	112
Cameron	Metro Border	430,967	1,851	429.5	215
Camp	Non-Metro Non-Border	13,000	120	923.1	81
Carson	Metro Non-Border	6,316	46	728.3	133
Cass	Non-Metro Non-Border	30,832	390	1264.9	30
Castro	Non-Metro Non-Border	8,328	72	864.6	96
Chambers	Metro Non-Border	38,549	175	454	210
Cherokee	Non-Metro Non-Border	52,741	507	961.3	71
Childress	Non-Metro Non-Border	7,168	20	279	239
Clay	Metro Non-Border	10,945	83	758.3	127
Cochran	Non-Metro Non-Border	3,238	32	988.3	63
Coke	Non-Metro Non-Border	3,264	88	2696.1	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.

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Coleman	Non-Metro Non-Border	9,057	155	1711.4	10
Collin	Metro Non-Border	880,765	2,638	299.5	238
Collingsworth	Non-Metro Non-Border	3,125	35	1120	44
Colorado	Non-Metro Non-Border	21,400	242	1130.8	42
Comal	Metro Non-Border	120,406	483	401.1	227
Comanche	Non-Metro Non-Border	14,184	177	1247.9	31
Concho	Non-Metro Non-Border	4,258	29	681.1	144
Cooke	Non-Metro Non-Border	39,397	217	550.8	181
Coryell	Metro Non-Border	78,953	709	898	87
Cottle	Non-Metro Non-Border	1,531	13	849.1	98
Crane	Non-Metro Non-Border	4,643	93	2003	7
Crockett	Non-Metro Border	3,829	57	1488.6	20
Crosby	Metro Non-Border	6,393	78	1220.1	33
Culberson	Non-Metro Border	2,488	10	401.9	225
Dallam	Non-Metro Non-Border	7,123	69	968.7	68
Dallas	Metro Non-Border	2,442,673	11,593	474.6	204
Dawson	Non-Metro Non-Border	14,149	139	982.4	65
Deaf Smith	Non-Metro Non-Border	20,288	196	966.1	69
Delta	Non-Metro Non-Border	5,421	46	848.6	99
Denton	Metro Non-Border	738,412	1,968	266.5	241
DeWitt	Non-Metro Non-Border	20,437	325	1590.3	14
Dickens	Non-Metro Non-Border	2,485	20	804.8	108
Dimmit	Non-Metro Border	10,227	37	361.8	234
Donley	Non-Metro Non-Border	3,713	45	1212	34
Duval	Non-Metro Border	12,064	97	804	109
Eastland	Non-Metro Non-Border	18,930	164	866.3	94
Ector	Metro Non-Border	143,716	875	608.8	167
Edwards	Non-Metro Border	2,053	29	1412.6	22
El Paso	Metro Border	843,968	3,658	433.4	214
Ellis	Metro Non-Border	164,028	667	406.6	222
Erath	Non-Metro Non-Border	39,033	196	502.1	199
Falls	Metro Non-Border	18,376	189	1028.5	55
Fannin	Non-Metro Non-Border	35,017	345	985.2	64
Fayette	Non-Metro Non-Border	25,646	233	908.5	86
Fisher	Non-Metro Non-Border	3,965	18	454	209
Floyd	Non-Metro Non-Border	6,543	77	1176.8	37
Foard	Non-Metro Non-Border	1,343	30	2233.8	5
Fort Bend	Metro Non-Border	667,072	2,606	390.7	230
Franklin	Non-Metro Non-Border	10,946	88	803.9	110
Freestone	Non-Metro Non-Border	20,414	198	969.9	67
Frio	Non-Metro Border	18,085	109	602.7	168
Gaines	Non-Metro Non-Border	18,893	105	555.8	177

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Galveston	Metro Non-Border	304,276	1,663	546.5	185
Garza	Non-Metro Non-Border	6,705	46	686.1	143
Gillespie	Non-Metro Non-Border	26,313	181	687.9	142
Glasscock	Non-Metro Non-Border	1,263	10	791.8	114
Goliad	Metro Non-Border	7,585	63	830.6	102
Gonzales	Non-Metro Non-Border	20,578	263	1278.1	28
Gray	Non-Metro Non-Border	23,112	163	705.3	137
Grayson	Metro Non-Border	124,595	803	644.5	154
Gregg	Metro Non-Border	125,933	992	787.7	116
Grimes	Non-Metro Non-Border	27,800	198	712.2	135
Guadalupe	Metro Non-Border	146,330	827	565.2	175
Hale	Non-Metro Non-Border	36,859	317	860	97
Hall	Non-Metro Non-Border	3,349	47	1403.4	23
Hamilton	Non-Metro Non-Border	8,619	96	1113.8	45
Hansford	Non-Metro Non-Border	5,863	57	972.2	66
Hardeman	Non-Metro Non-Border	4,231	22	520	193
Hardin	Metro Non-Border	57,016	295	517.4	194
Harris	Metro Non-Border	4,317,916	17,337	401.5	226
Harrison	Non-Metro Non-Border	67,452	569	843.6	100
Hartley	Non-Metro Non-Border	6,148	25	406.6	223
Haskell	Non-Metro Non-Border	5,951	57	957.8	73
Hays	Metro Non-Border	183,007	691	377.6	231
Hemphill	Non-Metro Non-Border	3,991	23	576.3	172
Henderson	Non-Metro Non-Border	80,679	735	911	85
Hidalgo	Metro Border	840,228	4,648	553.2	180
Hill	Non-Metro Non-Border	36,360	436	1199.1	36
Hockley	Non-Metro Non-Border	23,631	225	952.1	75
Hood	Metro Non-Border	54,111	346	639.4	156
Hopkins	Non-Metro Non-Border	36,302	375	1033	52
Houston	Non-Metro Non-Border	24,062	312	1296.7	26
Howard	Non-Metro Non-Border	35,927	380	1057.7	51
Hudspeth	Metro Border	3,631	2	55.1	251
Hunt	Metro Non-Border	91,195	580	636	158
Hutchinson	Non-Metro Non-Border	22,249	94	422.5	218
Irion	Metro Non-Border	1,637	7	427.6	216
Jack	Non-Metro Non-Border	9,274	34	366.6	233
Jackson	Non-Metro Non-Border	14,122	130	920.5	83
Jasper	Non-Metro Non-Border	36,166	391	1081.1	48
Jeff Davis	Non-Metro Border	2,388	0	0	-
Jefferson	Metro Non-Border	256,347	1,589	619.9	165
Jim Hogg	Non-Metro Border	5,470	82	1499.1	19
Jim Wells	Non-Metro Non-Border	41,787	270	646.1	152

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Johnson	Metro Non-Border	161,125	868	538.7	187
Jones	Metro Non-Border	20,768	182	876.3	91
Karnes	Non-Metro Non-Border	15,235	157	1030.5	54
Kaufman	Metro Non-Border	116,086	589	507.4	196
Kendall	Metro Non-Border	36,781	180	489.4	202
Kenedy	Non-Metro Border	430	1	232.6	244
Kent	Non-Metro Non-Border	802	26	3241.9	1
Kerr	Non-Metro Non-Border	51,800	426	822.4	105
Kimble	Non-Metro Non-Border	4,748	49	1032	53
King	Non-Metro Non-Border	291	0	0	-
Kinney	Non-Metro Border	3,667	6	163.6	249
Kleberg	Non-Metro Non-Border	33,085	211	637.8	157
Knox	Non-Metro Non-Border	3,739	60	1604.7	13
La Salle	Non-Metro Border	7,293	24	329.1	237
Lamar	Non-Metro Non-Border	50,864	464	912.2	84
Lamb	Non-Metro Non-Border	14,185	189	1332.4	25
Lampasas	Metro Non-Border	20,744	198	954.5	74
Lavaca	Non-Metro Non-Border	19,339	315	1628.8	11
Lee	Non-Metro Non-Border	17,380	133	765.2	124
Leon	Non-Metro Non-Border	17,544	88	501.6	200
Liberty	Metro Non-Border	80,337	356	443.1	211
Limestone	Non-Metro Non-Border	24,183	273	1128.9	43
Lipscomb	Non-Metro Non-Border	3,442	37	1075	50
Live Oak	Non-Metro Non-Border	11,632	73	627.6	162
Llano	Non-Metro Non-Border	19,907	148	743.5	131
Loving	Non-Metro Non-Border	82	0	0	-
Lubbock	Metro Non-Border	288,800	2,151	744.8	130
Lynn	Metro Non-Border	6,021	33	548.1	184
Madison	Non-Metro Non-Border	14,215	184	1294.4	27
Marion	Non-Metro Non-Border	10,769	130	1207.2	35
Martin	Metro Non-Border	5,012	45	897.8	88
Mason	Non-Metro Non-Border	4,112	19	462.1	207
Matagorda	Non-Metro Non-Border	37,531	307	818	106
Maverick	Non-Metro Border	56,960	297	521.4	192
McCulloch	Non-Metro Non-Border	8,489	57	671.5	147
McLennan	Metro Non-Border	240,337	1,924	800.5	111
McMullen	Non-Metro Border	720	4	555.6	178
Medina	Metro Non-Border	49,251	271	550.2	182
Menard	Non-Metro Non-Border	2,276	26	1142.4	41
Midland	Metro Non-Border	143,405	903	629.7	161
Milam	Non-Metro Non-Border	25,320	260	1026.9	56
Mills	Non-Metro Non-Border	4,988	133	2666.4	4

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Mitchell	Non-Metro Non-Border	9,591	74	771.6	122
Montague	Non-Metro Non-Border	20,159	179	887.9	89
Montgomery	Metro Non-Border	511,570	1,120	218.9	245
Moore	Non-Metro Non-Border	22,988	190	826.5	103
Morris	Non-Metro Non-Border	13,204	134	1014.8	58
Motley	Non-Metro Non-Border	1,212	4	330	236
Nacogdoches	Non-Metro Non-Border	67,202	589	876.5	90
Navarro	Non-Metro Non-Border	49,833	478	959.2	72
Newton	Metro Non-Border	14,312	159	1111	46
Nolan	Non-Metro Non-Border	15,533	97	624.5	163
Nueces	Metro Non-Border	350,167	1,629	465.2	206
Ochiltree	Non-Metro Non-Border	10,966	87	793.4	113
Oldham	Metro Non-Border	2,097	13	619.9	164
Orange	Metro Non-Border	83,676	489	584.4	171
Palo Pinto	Non-Metro Non-Border	29,128	166	569.9	174
Panola	Non-Metro Non-Border	24,413	226	925.7	78
Parker	Metro Non-Border	128,708	525	407.9	220
Parmer	Non-Metro Non-Border	10,886	102	937	77
Pecos	Non-Metro Border	15,986	125	781.9	119
Polk	Non-Metro Non-Border	47,321	555	1172.8	38
Potter	Metro Non-Border	124,853	950	760.9	126
Presidio	Non-Metro Border	8,109	15	185	248
Rains	Non-Metro Non-Border	11,562	80	691.9	140
Randall	Metro Non-Border	127,080	600	472.1	205
Reagan	Non-Metro Non-Border	3,539	50	1412.8	21
Real	Non-Metro Border	3,375	17	503.7	198
Red River	Non-Metro Non-Border	12,988	195	1501.4	18
Reeves	Non-Metro Border	14,258	79	554.1	179
Refugio	Non-Metro Non-Border	7,455	69	925.6	79
Roberts	Non-Metro Non-Border	955	2	209.4	246
Robertson	Metro Non-Border	17,484	188	1075.3	49
Rockwall	Metro Non-Border	89,493	179	200	247
Runnels	Non-Metro Non-Border	10,634	164	1542.2	16
Rusk	Metro Non-Border	56,181	435	774.3	121
Sabine	Non-Metro Non-Border	11,169	152	1360.9	24
San Augustine	Non-Metro Non-Border	9,034	196	2169.6	6
San Jacinto	Non-Metro Non-Border	28,240	183	648	151
San Patricio	Metro Non-Border	65,380	433	662.3	149
San Saba	Non-Metro Non-Border	6,240	54	865.4	95
Schleicher	Non-Metro Non-Border	3,639	64	1758.7	9
Scurry	Non-Metro Non-Border	17,479	107	612.2	166
Shackelford	Non-Metro Non-Border	3,477	14	402.6	224

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Shelby	Non-Metro Non-Border	26,255	423	1611.1	12
Sherman	Non-Metro Non-Border	3,149	21	666.9	148
Smith	Metro Non-Border	219,360	2,118	965.5	70
Somervell	Metro Non-Border	9,030	64	708.7	136
Starr	Non-Metro Border	63,184	398	629.9	160
Stephens	Non-Metro Non-Border	9,769	120	1228.4	32
Sterling	Non-Metro Non-Border	1,170	33	2820.5	2
Stonewall	Non-Metro Non-Border	1,501	30	1998.7	8
Sutton	Non-Metro Border	4,306	23	534.1	188
Swisher	Non-Metro Non-Border	7,976	60	752.3	129
Tarrant	Metro Non-Border	1,899,440	9,052	476.6	203
Taylor	Metro Non-Border	134,122	1,009	752.3	128
Terrell	Non-Metro Border	1,008	4	396.8	228
Terry	Non-Metro Non-Border	12,916	128	991	62
Throckmorton	Non-Metro Non-Border	1,657	19	1146.7	40
Titus	Non-Metro Non-Border	33,736	177	524.7	191
Tom Green	Metro Non-Border	111,859	756	675.9	146
Travis	Metro Non-Border	1,095,143	3,653	333.6	235
Trinity	Non-Metro Non-Border	15,175	125	823.7	104
Tyler	Non-Metro Non-Border	22,166	170	766.9	123
Upshur	Metro Non-Border	41,128	267	649.2	150
Upton	Non-Metro Non-Border	3,524	45	1277	29
Uvalde	Non-Metro Border	27,160	152	559.6	176
Val Verde	Non-Metro Border	50,361	323	641.4	155
Van Zandt	Non-Metro Non-Border	54,343	475	874.1	92
Victoria	Metro Non-Border	88,592	603	680.6	145
Walker	Non-Metro Non-Border	69,266	408	589	170
Waller	Metro Non-Border	47,500	218	458.9	208
Ward	Non-Metro Non-Border	10,876	54	496.5	201
Washington	Non-Metro Non-Border	34,953	241	689.5	141
Webb	Metro Border	269,106	732	272	240
Wharton	Non-Metro Non-Border	41,982	425	1012.3	59
Wheeler	Non-Metro Non-Border	5,554	57	1026.3	57
Wichita	Metro Non-Border	131,805	1,096	831.5	101
Wilbarger	Non-Metro Non-Border	13,854	75	541.4	186
Willacy	Non-Metro Border	23,291	95	407.9	221
Williamson	Metro Non-Border	479,989	1,971	410.6	219
Wilson	Metro Non-Border	47,150	270	572.6	173
Winkler	Non-Metro Non-Border	7,472	41	548.7	183
Wise	Metro Non-Border	63,432	334	526.5	190
Wood	Non-Metro Non-Border	44,041	406	921.9	82
Yoakum	Non-Metro Non-Border	8,359	83	992.9	61

2013 Texas CNA Supply by County of Practice, Alphabetical Order

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Young	Non-Metro Non-Border	18,898	132	698.5	139
Zapata	Non-Metro Border	14,854	63	424.1	217
Zavala	Non-Metro Border	12,011	113	940.8	76
Texas Total		26,664,574	135,983	510	

2013 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Kent	Non-Metro Non-Border	802	26	3241.9	1
Sterling	Non-Metro Non-Border	1,170	33	2820.5	2
Coke	Non-Metro Non-Border	3,264	88	2696.1	3
Mills	Non-Metro Non-Border	4,988	133	2666.4	4
Foard	Non-Metro Non-Border	1,343	30	2233.8	5
San Augustine	Non-Metro Non-Border	9,034	196	2169.6	6
Crane	Non-Metro Non-Border	4,643	93	2003	7
Stonewall	Non-Metro Non-Border	1,501	30	1998.7	8
Schleicher	Non-Metro Non-Border	3,639	64	1758.7	9
Coleman	Non-Metro Non-Border	9,057	155	1711.4	10
Lavaca	Non-Metro Non-Border	19,339	315	1628.8	11
Shelby	Non-Metro Non-Border	26,255	423	1611.1	12
Knox	Non-Metro Non-Border	3,739	60	1604.7	13
DeWitt	Non-Metro Non-Border	20,437	325	1590.3	14
Armstrong	Metro Non-Border	1,930	30	1554.4	15
Runnels	Non-Metro Non-Border	10,634	164	1542.2	16
Baylor	Non-Metro Non-Border	3,748	57	1520.8	17
Red River	Non-Metro Non-Border	12,988	195	1501.4	18
Jim Hogg	Non-Metro Border	5,470	82	1499.1	19
Crockett	Non-Metro Border	3,829	57	1488.6	20
Reagan	Non-Metro Non-Border	3,539	50	1412.8	21
Edwards	Non-Metro Border	2,053	29	1412.6	22
Hall	Non-Metro Non-Border	3,349	47	1403.4	23
Sabine	Non-Metro Non-Border	11,169	152	1360.9	24
Lamb	Non-Metro Non-Border	14,185	189	1332.4	25
Houston	Non-Metro Non-Border	24,062	312	1296.7	26
Madison	Non-Metro Non-Border	14,215	184	1294.4	27
Gonzales	Non-Metro Non-Border	20,578	263	1278.1	28
Upton	Non-Metro Non-Border	3,524	45	1277	29
Cass	Non-Metro Non-Border	30,832	390	1264.9	30
Comanche	Non-Metro Non-Border	14,184	177	1247.9	31
Stephens	Non-Metro Non-Border	9,769	120	1228.4	32
Crosby	Metro Non-Border	6,393	78	1220.1	33
Donley	Non-Metro Non-Border	3,713	45	1212	34
Marion	Non-Metro Non-Border	10,769	130	1207.2	35
Hill	Non-Metro Non-Border	36,360	436	1199.1	36
Floyd	Non-Metro Non-Border	6,543	77	1176.8	37
Polk	Non-Metro Non-Border	47,321	555	1172.8	38
Bosque	Non-Metro Non-Border	18,787	220	1171	39
Throckmorton	Non-Metro Non-Border	1,657	19	1146.7	40
Menard	Non-Metro Non-Border	2,276	26	1142.4	41

*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.

2013 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Colorado	Non-Metro Non-Border	21,400	242	1130.8	42
Limestone	Non-Metro Non-Border	24,183	273	1128.9	43
Collingsworth	Non-Metro Non-Border	3,125	35	1120	44
Hamilton	Non-Metro Non-Border	8,619	96	1113.8	45
Newton	Metro Non-Border	14,312	159	1111	46
Brown	Non-Metro Non-Border	38,800	425	1095.4	47
Jasper	Non-Metro Non-Border	36,166	391	1081.1	48
Robertson	Metro Non-Border	17,484	188	1075.3	49
Lipscomb	Non-Metro Non-Border	3,442	37	1075	50
Howard	Non-Metro Non-Border	35,927	380	1057.7	51
Hopkins	Non-Metro Non-Border	36,302	375	1033	52
Kimble	Non-Metro Non-Border	4,748	49	1032	53
Karnes	Non-Metro Non-Border	15,235	157	1030.5	54
Falls	Metro Non-Border	18,376	189	1028.5	55
Milam	Non-Metro Non-Border	25,320	260	1026.9	56
Wheeler	Non-Metro Non-Border	5,554	57	1026.3	57
Morris	Non-Metro Non-Border	13,204	134	1014.8	58
Wharton	Non-Metro Non-Border	41,982	425	1012.3	59
Angelina	Non-Metro Non-Border	89,060	895	1004.9	60
Yoakum	Non-Metro Non-Border	8,359	83	992.9	61
Terry	Non-Metro Non-Border	12,916	128	991	62
Cochran	Non-Metro Non-Border	3,238	32	988.3	63
Fannin	Non-Metro Non-Border	35,017	345	985.2	64
Dawson	Non-Metro Non-Border	14,149	139	982.4	65
Hansford	Non-Metro Non-Border	5,863	57	972.2	66
Freestone	Non-Metro Non-Border	20,414	198	969.9	67
Dallam	Non-Metro Non-Border	7,123	69	968.7	68
Deaf Smith	Non-Metro Non-Border	20,288	196	966.1	69
Smith	Metro Non-Border	219,360	2,118	965.5	70
Cherokee	Non-Metro Non-Border	52,741	507	961.3	71
Navarro	Non-Metro Non-Border	49,833	478	959.2	72
Haskell	Non-Metro Non-Border	5,951	57	957.8	73
Lampasas	Metro Non-Border	20,744	198	954.5	74
Hockley	Non-Metro Non-Border	23,631	225	952.1	75
Zavala	Non-Metro Border	12,011	113	940.8	76
Parmer	Non-Metro Non-Border	10,886	102	937	77
Panola	Non-Metro Non-Border	24,413	226	925.7	78
Refugio	Non-Metro Non-Border	7,455	69	925.6	79
Brooks	Non-Metro Border	7,358	68	924.2	80
Camp	Non-Metro Non-Border	13,000	120	923.1	81
Wood	Non-Metro Non-Border	44,041	406	921.9	82
Jackson	Non-Metro Non-Border	14,122	130	920.5	83

2013 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Lamar	Non-Metro Non-Border	50,864	464	912.2	84
Henderson	Non-Metro Non-Border	80,679	735	911	85
Fayette	Non-Metro Non-Border	25,646	233	908.5	86
Coryell	Metro Non-Border	78,953	709	898	87
Martin	Metro Non-Border	5,012	45	897.8	88
Montague	Non-Metro Non-Border	20,159	179	887.9	89
Nacogdoches	Non-Metro Non-Border	67,202	589	876.5	90
Jones	Metro Non-Border	20,768	182	876.3	91
Van Zandt	Non-Metro Non-Border	54,343	475	874.1	92
Blanco	Non-Metro Non-Border	11,231	98	872.6	93
Eastland	Non-Metro Non-Border	18,930	164	866.3	94
San Saba	Non-Metro Non-Border	6,240	54	865.4	95
Castro	Non-Metro Non-Border	8,328	72	864.6	96
Hale	Non-Metro Non-Border	36,859	317	860	97
Cottle	Non-Metro Non-Border	1,531	13	849.1	98
Delta	Non-Metro Non-Border	5,421	46	848.6	99
Harrison	Non-Metro Non-Border	67,452	569	843.6	100
Wichita	Metro Non-Border	131,805	1,096	831.5	101
Goliad	Metro Non-Border	7,585	63	830.6	102
Moore	Non-Metro Non-Border	22,988	190	826.5	103
Trinity	Non-Metro Non-Border	15,175	125	823.7	104
Kerr	Non-Metro Non-Border	51,800	426	822.4	105
Matagorda	Non-Metro Non-Border	37,531	307	818	106
Burleson	Metro Non-Border	17,928	145	808.8	107
Dickens	Non-Metro Non-Border	2,485	20	804.8	108
Duval	Non-Metro Border	12,064	97	804	109
Franklin	Non-Metro Non-Border	10,946	88	803.9	110
McLennan	Metro Non-Border	240,337	1,924	800.5	111
Callahan	Metro Non-Border	14,045	112	797.4	112
Ochiltree	Non-Metro Non-Border	10,966	87	793.4	113
Glasscock	Non-Metro Non-Border	1,263	10	791.8	114
Andrews	Non-Metro Non-Border	15,604	123	788.3	115
Gregg	Metro Non-Border	125,933	992	787.7	116
Bowie	Metro Non-Border	93,240	733	786.1	117
Bee	Non-Metro Non-Border	32,237	253	784.8	118
Pecos	Non-Metro Border	15,986	125	781.9	119
Caldwell	Metro Non-Border	41,224	320	776.2	120
Rusk	Metro Non-Border	56,181	435	774.3	121
Mitchell	Non-Metro Non-Border	9,591	74	771.6	122
Tyler	Non-Metro Non-Border	22,166	170	766.9	123
Lee	Non-Metro Non-Border	17,380	133	765.2	124
Bailey	Non-Metro Non-Border	7,594	58	763.8	125

2013 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Potter	Metro Non-Border	124,853	950	760.9	126
Clay	Metro Non-Border	10,945	83	758.3	127
Taylor	Metro Non-Border	134,122	1,009	752.3	128
Swisher	Non-Metro Non-Border	7,976	60	752.3	129
Lubbock	Metro Non-Border	288,800	2,151	744.8	130
Llano	Non-Metro Non-Border	19,907	148	743.5	131
Bell	Metro Non-Border	335,444	2,450	730.4	132
Carson	Metro Non-Border	6,316	46	728.3	133
Aransas	Metro Non-Border	24,061	172	714.8	134
Grimes	Non-Metro Non-Border	27,800	198	712.2	135
Somervell	Metro Non-Border	9,030	64	708.7	136
Gray	Non-Metro Non-Border	23,112	163	705.3	137
Burnet	Non-Metro Non-Border	45,621	320	701.4	138
Young	Non-Metro Non-Border	18,898	132	698.5	139
Rains	Non-Metro Non-Border	11,562	80	691.9	140
Washington	Non-Metro Non-Border	34,953	241	689.5	141
Gillespie	Non-Metro Non-Border	26,313	181	687.9	142
Garza	Non-Metro Non-Border	6,705	46	686.1	143
Concho	Non-Metro Non-Border	4,258	29	681.1	144
Victoria	Metro Non-Border	88,592	603	680.6	145
Tom Green	Metro Non-Border	111,859	756	675.9	146
McCulloch	Non-Metro Non-Border	8,489	57	671.5	147
Sherman	Non-Metro Non-Border	3,149	21	666.9	148
San Patricio	Metro Non-Border	65,380	433	662.3	149
Upshur	Metro Non-Border	41,128	267	649.2	150
San Jacinto	Non-Metro Non-Border	28,240	183	648	151
Jim Wells	Non-Metro Non-Border	41,787	270	646.1	152
Anderson	Non-Metro Non-Border	59,489	384	645.5	153
Grayson	Metro Non-Border	124,595	803	644.5	154
Val Verde	Non-Metro Border	50,361	323	641.4	155
Hood	Metro Non-Border	54,111	346	639.4	156
Kleberg	Non-Metro Non-Border	33,085	211	637.8	157
Hunt	Metro Non-Border	91,195	580	636	158
Austin	Metro Non-Border	30,735	195	634.5	159
Starr	Non-Metro Border	63,184	398	629.9	160
Midland	Metro Non-Border	143,405	903	629.7	161
Live Oak	Non-Metro Non-Border	11,632	73	627.6	162
Nolan	Non-Metro Non-Border	15,533	97	624.5	163
Oldham	Metro Non-Border	2,097	13	619.9	164
Jefferson	Metro Non-Border	256,347	1,589	619.9	165
Scurry	Non-Metro Non-Border	17,479	107	612.2	166
Ector	Metro Non-Border	143,716	875	608.8	167

2013 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Frio	Non-Metro Border	18,085	109	602.7	168
Calhoun	Non-Metro Non-Border	22,503	134	595.5	169
Walker	Non-Metro Non-Border	69,266	408	589	170
Orange	Metro Non-Border	83,676	489	584.4	171
Hemphill	Non-Metro Non-Border	3,991	23	576.3	172
Wilson	Metro Non-Border	47,150	270	572.6	173
Palo Pinto	Non-Metro Non-Border	29,128	166	569.9	174
Guadalupe	Metro Non-Border	146,330	827	565.2	175
Uvalde	Non-Metro Border	27,160	152	559.6	176
Gaines	Non-Metro Non-Border	18,893	105	555.8	177
McMullen	Non-Metro Border	720	4	555.6	178
Reeves	Non-Metro Border	14,258	79	554.1	179
Hidalgo	Metro Border	840,228	4,648	553.2	180
Cooke	Non-Metro Non-Border	39,397	217	550.8	181
Medina	Metro Non-Border	49,251	271	550.2	182
Winkler	Non-Metro Non-Border	7,472	41	548.7	183
Lynn	Metro Non-Border	6,021	33	548.1	184
Galveston	Metro Non-Border	304,276	1,663	546.5	185
Wilbarger	Non-Metro Non-Border	13,854	75	541.4	186
Johnson	Metro Non-Border	161,125	868	538.7	187
Sutton	Non-Metro Border	4,306	23	534.1	188
Bastrop	Metro Non-Border	81,431	433	531.7	189
Wise	Metro Non-Border	63,432	334	526.5	190
Titus	Non-Metro Non-Border	33,736	177	524.7	191
Maverick	Non-Metro Border	56,960	297	521.4	192
Hardeman	Non-Metro Non-Border	4,231	22	520	193
Hardin	Metro Non-Border	57,016	295	517.4	194
Atascosa	Metro Non-Border	48,146	248	515.1	195
Kaufman	Metro Non-Border	116,086	589	507.4	196
Bandera	Metro Non-Border	21,827	110	504	197
Real	Non-Metro Border	3,375	17	503.7	198
Erath	Non-Metro Non-Border	39,033	196	502.1	199
Leon	Non-Metro Non-Border	17,544	88	501.6	200
Ward	Non-Metro Non-Border	10,876	54	496.5	201
Kendall	Metro Non-Border	36,781	180	489.4	202
Tarrant	Metro Non-Border	1,899,440	9,052	476.6	203
Dallas	Metro Non-Border	2,442,673	11,593	474.6	204
Randall	Metro Non-Border	127,080	600	472.1	205
Nueces	Metro Non-Border	350,167	1,629	465.2	206
Mason	Non-Metro Non-Border	4,112	19	462.1	207
Waller	Metro Non-Border	47,500	218	458.9	208
Fisher	Non-Metro Non-Border	3,965	18	454	209

2013 Texas CNA Supply by County of Practice, Rank Order by Supply Ratio

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Chambers	Metro Non-Border	38,549	175	454	210
Liberty	Metro Non-Border	80,337	356	443.1	211
Archer	Metro Non-Border	9,310	41	440.4	212
Bexar	Metro Non-Border	1,815,272	7,985	439.9	213
El Paso	Metro Border	843,968	3,658	433.4	214
Cameron	Metro Border	430,967	1,851	429.5	215
Irion	Metro Non-Border	1,637	7	427.6	216
Zapata	Non-Metro Border	14,854	63	424.1	217
Hutchinson	Non-Metro Non-Border	22,249	94	422.5	218
Williamson	Metro Non-Border	479,989	1,971	410.6	219
Parker	Metro Non-Border	128,708	525	407.9	220
Willacy	Non-Metro Border	23,291	95	407.9	221
Ellis	Metro Non-Border	164,028	667	406.6	222
Hartley	Non-Metro Non-Border	6,148	25	406.6	223
Shackelford	Non-Metro Non-Border	3,477	14	402.6	224
Culberson	Non-Metro Border	2,488	10	401.9	225
Harris	Metro Non-Border	4,317,916	17,337	401.5	226
Comal	Metro Non-Border	120,406	483	401.1	227
Terrell	Non-Metro Border	1,008	4	396.8	228
Brazos	Metro Non-Border	207,100	812	392.1	229
Fort Bend	Metro Non-Border	667,072	2,606	390.7	230
Hays	Metro Non-Border	183,007	691	377.6	231
Brazoria	Metro Non-Border	340,071	1,283	377.3	232
Jack	Non-Metro Non-Border	9,274	34	366.6	233
Dimmit	Non-Metro Border	10,227	37	361.8	234
Travis	Metro Non-Border	1,095,143	3,653	333.6	235
Motley	Non-Metro Non-Border	1,212	4	330	236
La Salle	Non-Metro Border	7,293	24	329.1	237
Collin	Metro Non-Border	880,765	2,638	299.5	238
Childress	Non-Metro Non-Border	7,168	20	279	239
Webb	Metro Border	269,106	732	272	240
Denton	Metro Non-Border	738,412	1,968	266.5	241
Brewster	Non-Metro Border	9,528	25	262.4	242
Briscoe	Non-Metro Non-Border	1,649	4	242.6	243
Kenedy	Non-Metro Border	430	1	232.6	244
Montgomery	Metro Non-Border	511,570	1,120	218.9	245
Roberts	Non-Metro Non-Border	955	2	209.4	246
Rockwall	Metro Non-Border	89,493	179	200	247
Presidio	Non-Metro Border	8,109	15	185	248
Kinney	Non-Metro Border	3,667	6	163.6	249
Borden	Non-Metro Non-Border	652	1	153.4	250
Hudspeth	Metro Border	3,631	2	55.1	251

Practice County	Metro Border Status	2013 Population	2013 CNA Total	CNAs per 100,000	Rank
Jeff Davis	Non-Metro Border	2,388	0	0	-
King	Non-Metro Non-Border	291	0	0	-
Loving	Non-Metro Non-Border	82	0	0	-
Texas Total		26,664,574	135,983	510	

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