Healthcare Workforce Maps
Unmet Demand of Family Medicine Physician FTEs by Region, 2032

- Unmet demand for Family Medicine Physician FTEs in 2032
- As unmet demand increases, the colors of the region darken
- The Rio Grande Valley is projected to have the greatest percentage of demand unmet at 42.1% representing 355 FTEs
- The greatest absolute shortage of FTEs will be in the Gulf Coast region at 801 FTEs representing 25.9% demand
Unmet Demand of Pediatrician FTEs by Region, 2032

- Unmet demand for Pediatrician FTEs in 2032
- As unmet demand increases, the colors of the region darken
- The Rio Grande Valley is projected to have the greatest percentage of demand unmet at 60.9% representing 319 FTEs
- The greatest absolute shortage of FTEs will be in the North Texas region at 733 FTEs representing 37.2% demand
Unmet Demand of Psychiatrist FTEs by Region, 2032

- Unmet demand for Psychiatrist FTEs in 2032
- As unmet demand increases, the colors of the region darken
- The Rio Grande Valley is projected to have the greatest percentage of demand unmet at 61.5% representing 132 FTEs
- The greatest absolute shortage of FTEs will be in the North Texas region at 399 FTEs representing 32.5% demand
- Central Texas is projected to have a surplus of psychiatrists
Unmet Demand of Vocational Nurse FTEs by Region, 2032

• Unmet demand for Vocational Nurse FTEs in 2032
• As unmet demand increases, the colors of the region darken
• North Texas, Central Texas, and the Gulf Coast are projected to have shortages of vocational nurses by 2032.
• The Gulf Coast region is projected to have the greatest shortage of 10,611 FTEs representing 42.7% of demand
Unmet Demand of Registered Nurse FTEs by Region, 2032

- Unmet demand for Registered Nurse FTEs in 2032
- As unmet demand increases, the colors of the region darken
- The Rio Grande Valley is projected to have the greatest percentage of demand unmet at 27.2% representing 6,274 FTEs
- The greatest absolute shortage of FTEs is projected for Gulf Coast region at 21,407 FTEs representing 21.9% demand
Projected Surplus of Nurse Practitioner FTEs by Region, 2032

• All regions are projected to have a surplus of Nurse Practitioners by 2032
Health Professional Shortage Areas
Health Professional Shortage Areas (HPSAs)

HPSA Overview

• HPSAs can be geographic areas, populations, or facilities. These areas have a shortage of primary, dental or mental health care providers.
  • Geographic HPSA: A shortage of providers for an entire group of people within a defined geographic area
  • Population HPSA: A shortage of providers for a specific group of people within a defined geographic area (e.g., low-income, migrant farm workers)
• HPSAs are designated by the Health Resources and Services Administration on the Federal level.

Primary Care HPSAs in Texas. HPSA scores range from 0-25 for primary care and the darker counties have higher HPSA scores.
The Conrad 30 J-1 Visa Waiver Program is a federal program administered by DSHS.

The Conrad 30 Waiver Program allows each state’s department of health to recommend up to 30 international medical graduates (IMGs) each year for a waiver of the J-1 visa requirement to return to the IMG’s home country for two years.

General Requirements

- Full-time patient care
- Agree to start service within 90 days of waiver approval
- Three-year service obligation
- Health Professional Shortage Area (HPSA)
  - Primary Care or Mental Health
  - Geographic, Special Population, or Facility
- Medically Underserved Area (MUA)
Conrad 30 Application Rank Order

Applications are ranked in the following order:

1. Physician Specialty
   a. Primary Care Physicians and Psychiatrists
   b. Subspecialists

2. Designation type and score
   a. Geographic Health Professional Shortage Areas (HPSAs)
   b. State Hospital Mental HPSAs (Mental Health physicians only)
   c. Medically Underserved Areas
   d. FQHC or Rural Health Clinic facility HPSAs
   e. Low Income Population HPSAs
Thank you!