

TEXAS CENTER FOR NURSING WORKFORCE STUDIES

T E X A S

Nursing Workforce

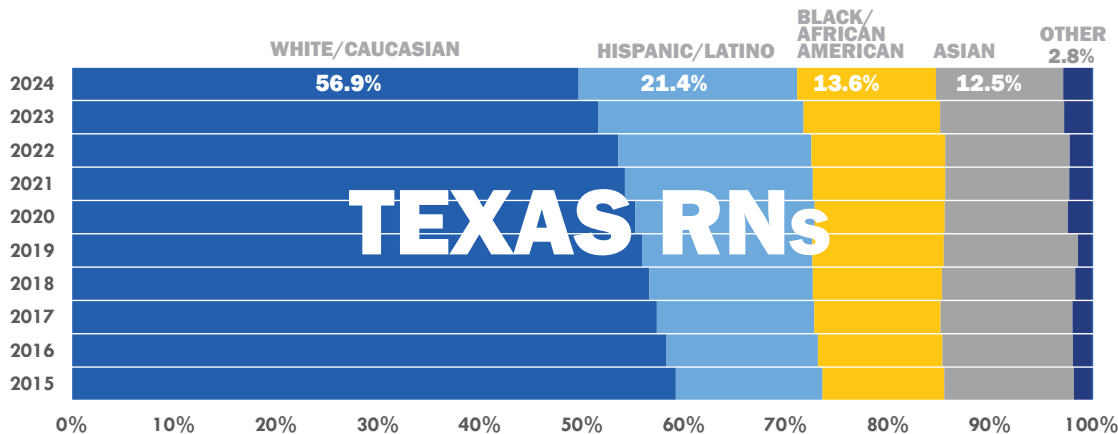
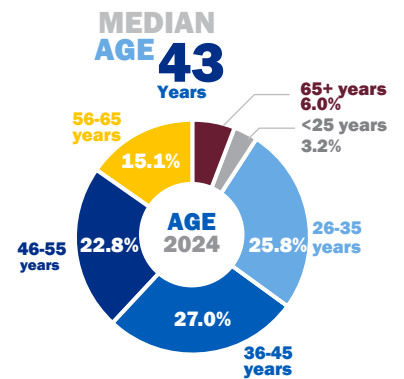
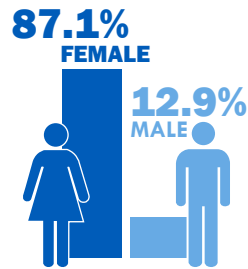
There are **243,702** registered nurses (RNs), 59,184 licensed vocational nurses (LVNs), and 37,739 advanced practice registered nurses (APRNs) practicing nursing in Texas. Like many states and the nation as a whole, Texas is facing a shortage and maldistribution of nurses.

The focus of the Texas Center for Nursing Workforce Studies (TCNWS) is on data collection, analysis, and reporting while striving for an optimal nursing workforce based on reliable, valid, and useful data. Click the title of each subsection to access its corresponding webpage or visit the TCNWS website, <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies>.

RNs

REGISTERED NURSES

243,702
TEXAS RNs

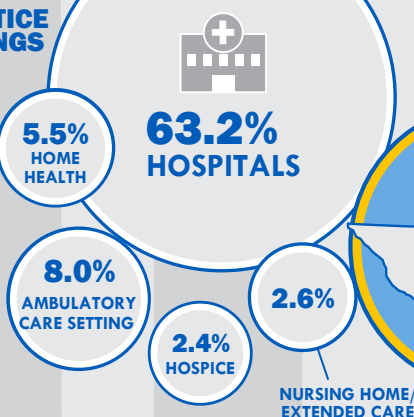


2024 RNs RACE/ETHNICITY TRENDS
While White/Caucasian RNs are the largest group in the workforce, the proportion of RNs who are White/Caucasian has been decreasing since 2015 and the proportion of Hispanic/Latino RNs has been increasing.

RNs IN PRACTICE

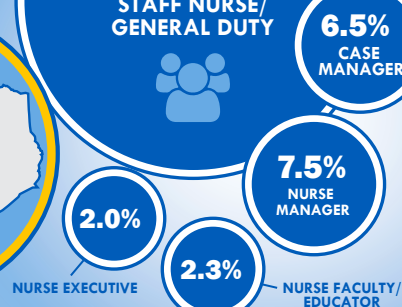
TOP 5 PRACTICE SETTINGS

The majority of RNs in 2024 were employed by hospitals and work as staff nurses.



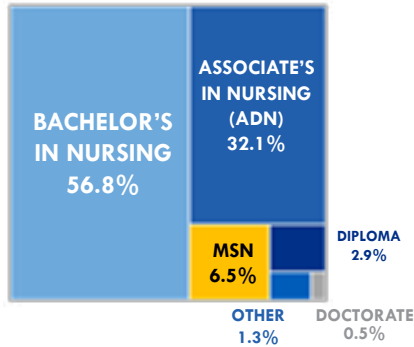
74.7%
STAFF NURSE/
GENERAL DUTY

TOP 5 NURSING POSITIONS

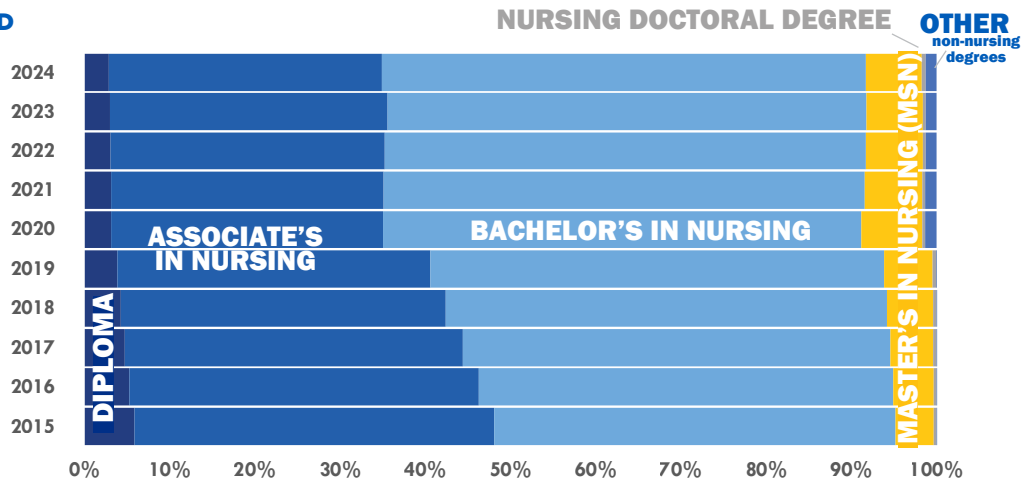


RN HIGHEST DEGREE 2024

The percentage of RNs with a bachelor's degree in nursing has been increasing over the past ten years. In 2024, over half (63.8%) of RNs had a nursing degree at a bachelor's level or higher.



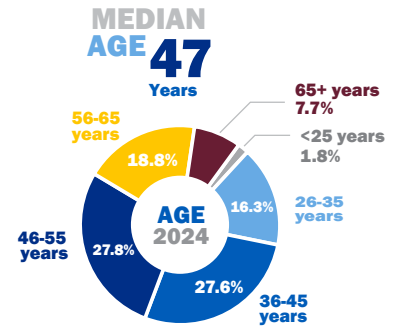
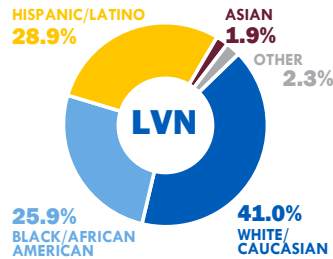
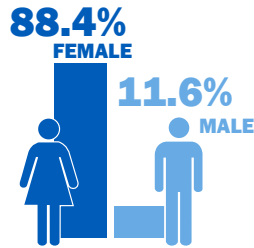
TREND



LVNs

LICENSED VOCATIONAL NURSES

59,184
TEXAS LVNs

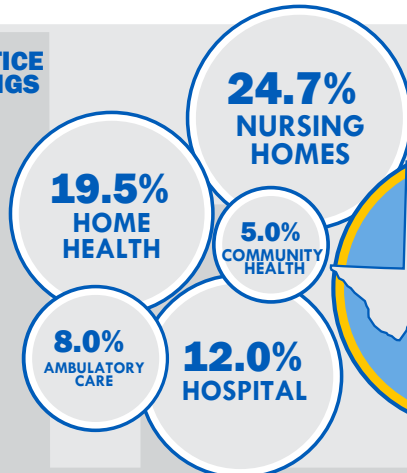


MEDIAN AGE 47 Years

LVNs IN PRACTICE

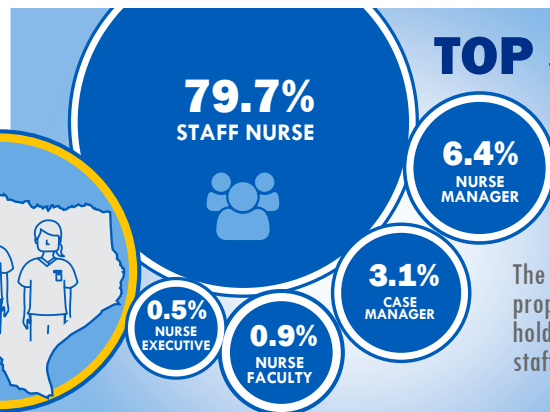
TOP 5 PRACTICE SETTINGS

The greatest proportion of LVNs were employed by nursing homes.



TOP 5 NURSING POSITIONS

The greatest proportion of LVNs hold the position of staff nurse.



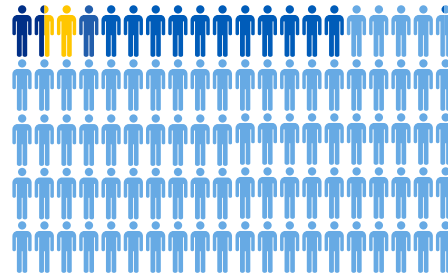
APRNs

ADVANCED PRACTICE REGISTERED NURSES

37,739
TEXAS APRNs



APRN TYPES

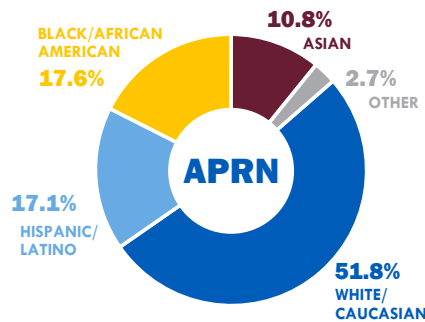
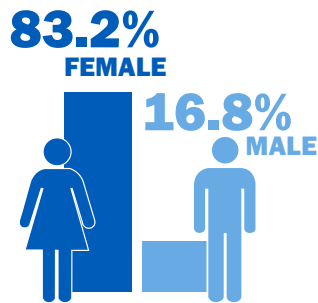


1.3% **NURSE MIDWIFE**

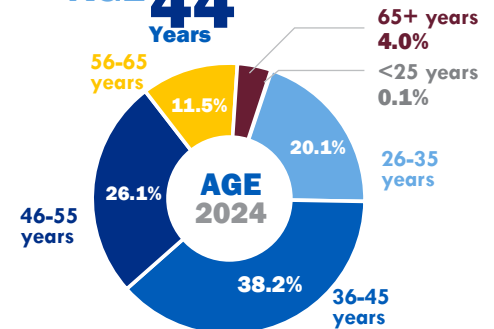
1.9% **CLINICAL NURSE SPECIALIST**

11.8% **NURSE ANESTHETIST**

85.0% **NURSE PRACTITIONER**



MEDIAN AGE 44 Years

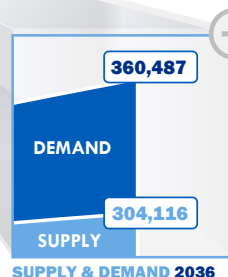
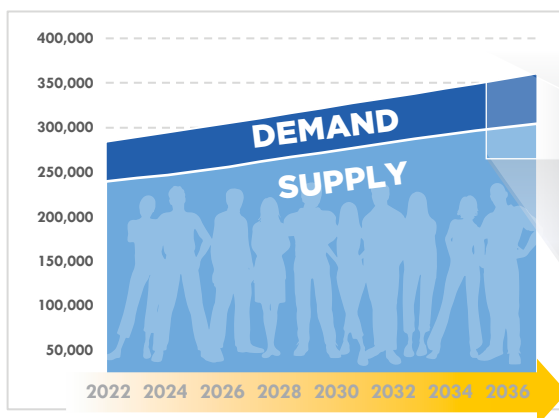


SUPPLY & DEMAND PROJECTIONS

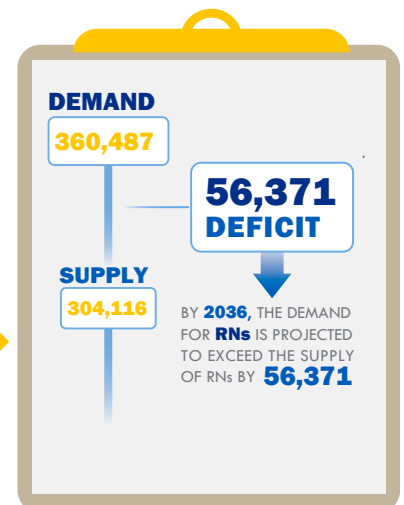
Supply and demand projections can be used as a planning tool for adequately preparing the future workforce to meet the needs of the Texas population. By 2036, there will be a shortage of most nurse types in Texas. The unmet demand can vary geographically and by setting.

SUPPLY & DEMAND FOR RNs IN TEXAS

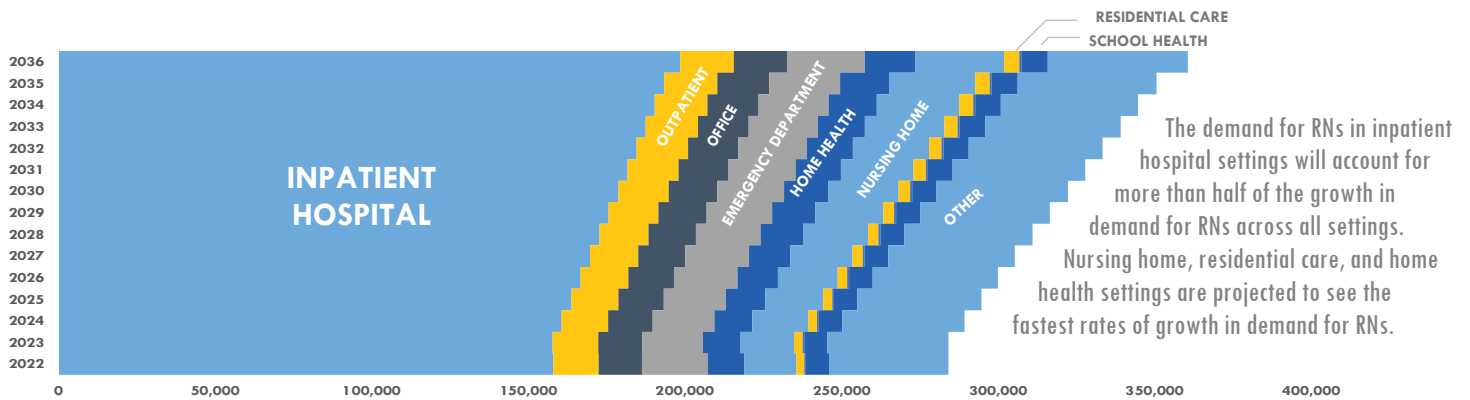
From 2022-2036, supply and demand for RNs are projected to grow by 27% and the % unmet demand is projected to range between 15-16%.



2036

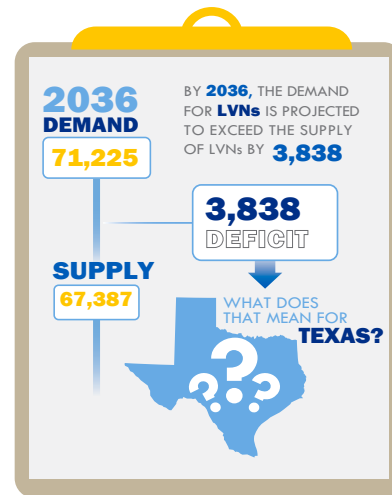
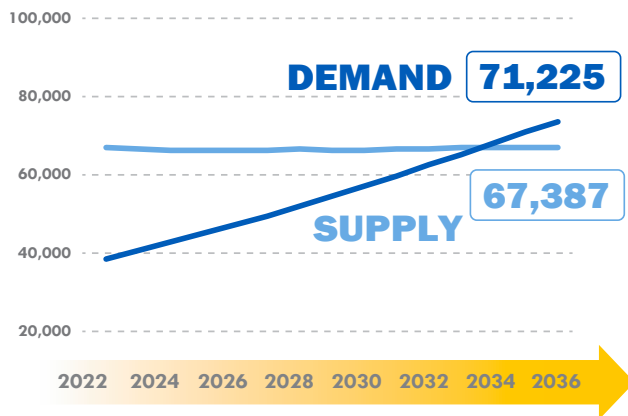


DEMAND FOR RNS BY PRACTICE SETTING



SUPPLY & DEMAND FOR LVNs IN TEXAS

Between 2022 and 2036, demand for LVNs is projected to grow by 39%, while supply is projected to decrease.



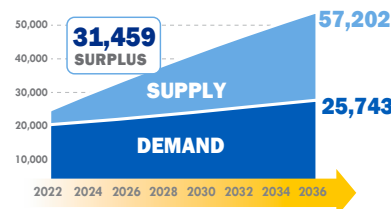
SUPPLY & DEMAND FOR APRNs IN TEXAS

The projected growth in supply of Nurse Practitioners in Texas, and across the nation, is driven by the expansion of education programs for Nurse Practitioners over the past decade. The bulk of this growth is among Nurse Practitioners with primary care specialties. While there is a large surplus in Primary Care Nurse Practitioners, there is a projected deficit of 16,104 Primary Care Physicians by 2036 in Texas. Of note, Medical Specialty Nurse Practitioners are projected to have an unmet demand of 6,126 FTEs.

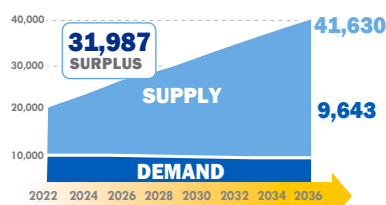
Based on current trends, the supply of Certified Nurse Midwives will fall short of demand by 2036, while the projected supply of Nurse Practitioners and Certified Registered Nurse Anesthetists is expected to exceed demand every year between 2022 and 2036. It is important to note that unmet demand varies by region.

While projections are not available for Clinical Nurse Specialists, supply trends and nursing education data indicate that the supply of these healthcare professionals is on the decline.

NURSE PRACTITIONERS (ALL)



PRIMARY CARE NURSE PRACTITIONERS



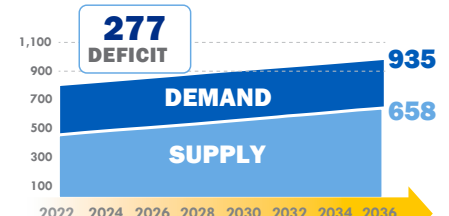
MEDICAL SPECIALTY NURSE PRACTITIONERS



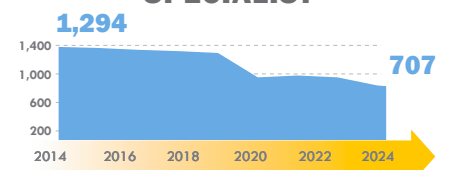
NURSE ANESTHETIST



NURSE MIDWIFE



CLINICAL NURSE SPECIALIST



REFERENCES:

Texas Department of State Health Services (DSHS), Health Professions Resource Center (HPRC). Licensure data from Texas Board of Nursing, geocoded and processed by HPRC, 2024.
Texas Health Data Center for Health Statistics. (2024). Workforce Supply and Demand Projections, 2022-2036. Retrieved April 15, 2025, from <http://healthdata.dshs.texas.gov/dashboard/health-care-workforce/workforce-supply-and-demand-projections>
Texas Center for Nursing Workforce Studies (2024). Nursing Education Program Information Survey Reports. Retrieved April 15, 2025, from <https://dshs.texas.gov/chs/cnws/Nursing-Education-Reports/>

2024 EMPLOYER NURSE STAFFING STUDIES

In order to assess the size and effects of the nursing shortage in Texas, the Texas Center for Nursing Workforce Studies (TCNWS) conducts biennial surveys of hospitals, nursing facilities, home health and hospice agencies, and governmental public health agencies in Texas. These facilities are asked about current and future demand for nurses, as well as other nurse staffing issues. Surveys are distributed to all licensed facilities but response rates vary by setting.



HOSPITALS



NURSING FACILITIES



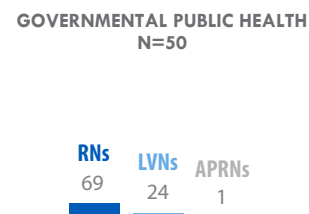
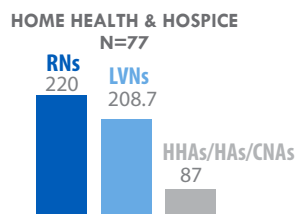
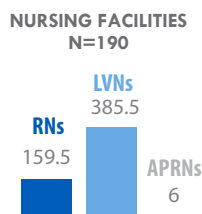
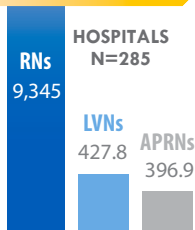
HOME HEALTH AND HOSPICE



GOVERNMENTAL PUBLIC HEALTH

ADDITIONAL FTEs

ADDITIONAL NUMBER OF DIRECT CARE FTEs ORGANIZATIONS EXPECT TO BUDGET IN THE NEXT FISCAL YEAR
N= THE NUMBER OF ORGANIZATIONS THAT RESPONDED



RN VACANCY & TURNOVER

HOSPITALS
N=217

16.4%
VACANCY

17.4%
MEDIAN FACILITY
TURNOVER

NURSING FACILITIES
N=167

12.9%
VACANCY

25.5%
MEDIAN FACILITY
TURNOVER

HOME HEALTH & HOSPICE
N=62

14.2%
VACANCY

20.0%
MEDIAN FACILITY
TURNOVER

GOVERNMENTAL PUBLIC HEALTH
N=43

13.4%
VACANCY

0.0%
MEDIAN FACILITY
TURNOVER

LVN VACANCY & TURNOVER

HOSPITALS
N=183

21.5%
VACANCY

21.1%
MEDIAN FACILITY
TURNOVER

NURSING FACILITIES
N=190

9.3%
VACANCY

22.8%
MEDIAN FACILITY
TURNOVER

HOME HEALTH & HOSPICE
N=53

22.2%
VACANCY

18.3%
MEDIAN FACILITY
TURNOVER

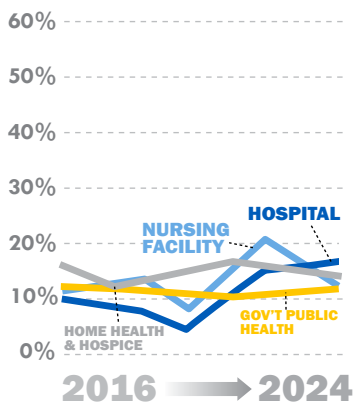
GOVERNMENTAL PUBLIC HEALTH
N=31

10.9%
VACANCY

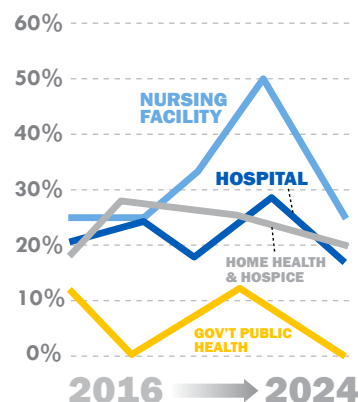
0.0%
MEDIAN FACILITY
TURNOVER

VACANCY AND TURNOVER TRENDS

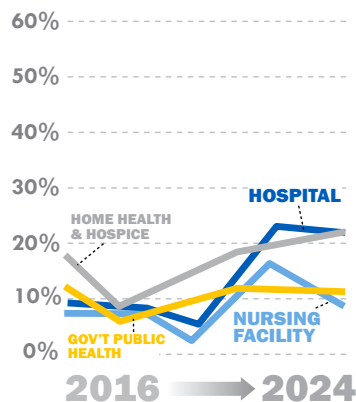
RN VACANCY RATE



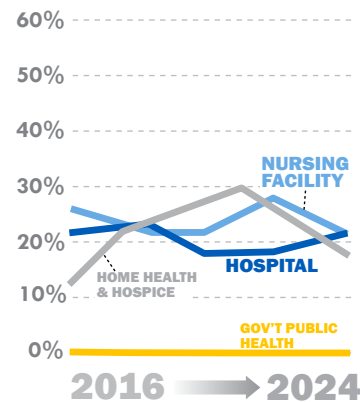
RN MEDIAN TURNOVER RATE



LVN VACANCY RATE



LVN MEDIAN TURNOVER RATE



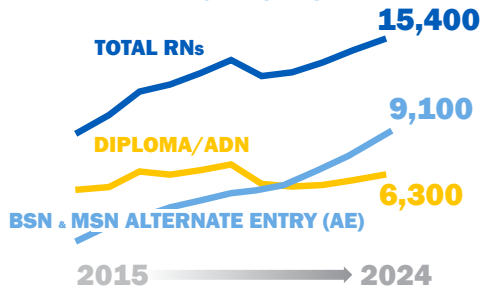
NURSING EDUCATION

NURSING EDUCATION PROGRAM INFORMATION SURVEY (NEPIS)

Each year, the Texas Center for Nursing Workforce Studies (TCNWS) collaborates with the Texas Board of Nursing to conduct a survey of all professional nursing programs in the state. Over the past 10 years, the number of RN graduates has increased, and the racial/ethnic composition of graduates has become more reflective of the Texas population.

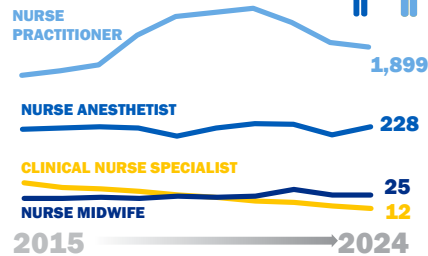
RN & APRN GRADUATES

PRE-LICENSURE RN GRADUATES



The number of RN education programs has increased from 119 in 2015 to 129 in 2024, and the number of RN graduates has increased by 40.0% since 2015.

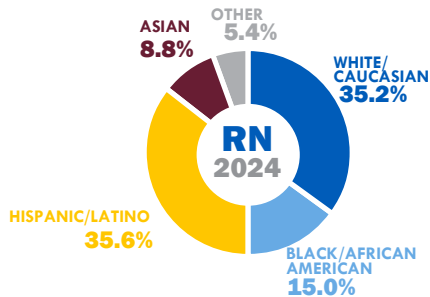
APRN GRADUATES



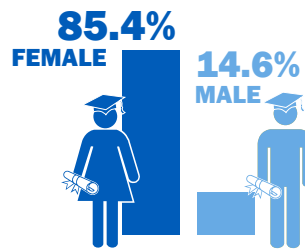
The number of APRN education programs has increased from 32 in 2015 to 41 in 2024, and the number of APRN graduates has increased by 35.8% since 2015.

PRE-LICENSURE RN GRADUATE DEMOGRAPHICS

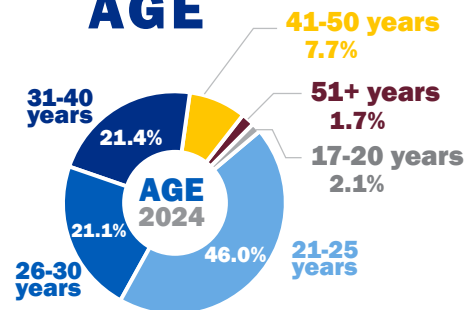
RACE/ETHNICITY



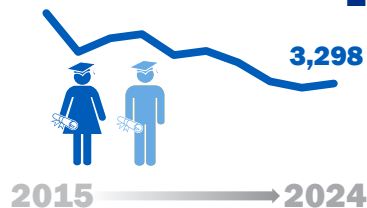
SEX



AGE



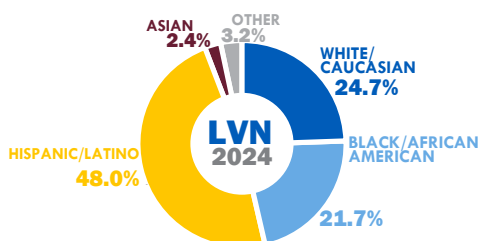
LVN GRADUATES



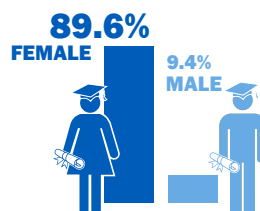
The number of LVN education programs has decreased from 91 in 2015 to 84 in 2024, and the number of LVN graduates has decreased by 27.5% since 2015.

LVN GRADUATE DEMOGRAPHICS

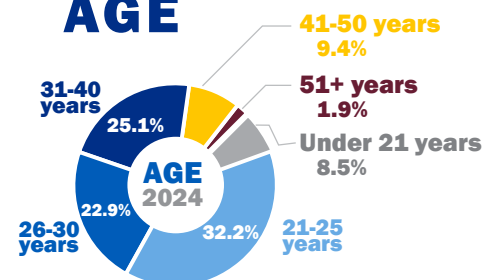
RACE/ETHNICITY



SEX



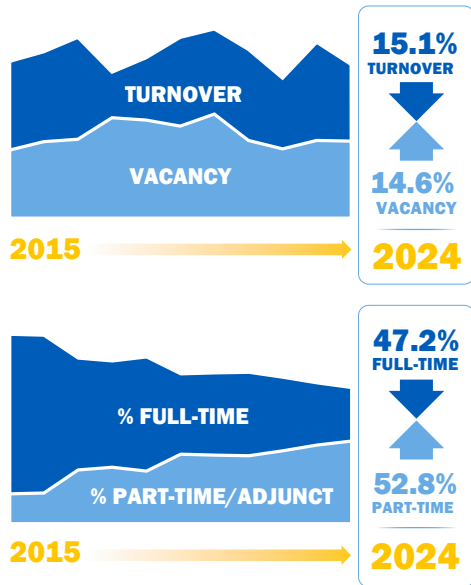
AGE



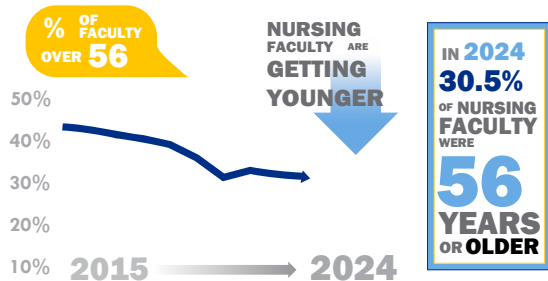
NURSING EDUCATION CONTINUED

As of September 30, 2024, there were 2,627 FTEs of faculty teaching in the 129 pre-licensure RN programs across the state. The proportion of full-time faculty in pre-licensure RN programs has decreased, and the proportion of faculty over 62 years old has increased.

PRE- LICENSURE RN PROGRAM FACULTY

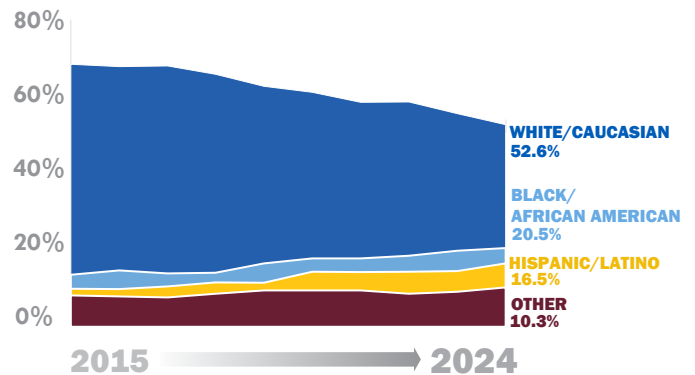


AGE DISTRIBUTION OF FACULTY IS SHIFTING YOUNGER

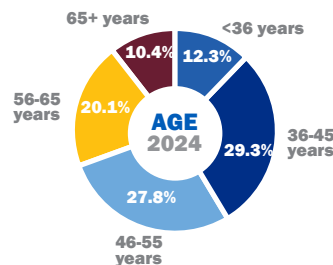


DEMOGRAPHICS

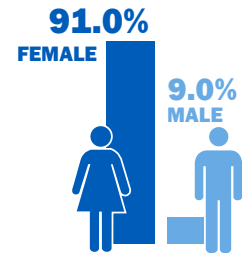
RACE/ETHNICITY TRENDS



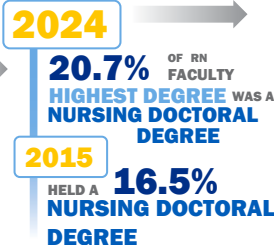
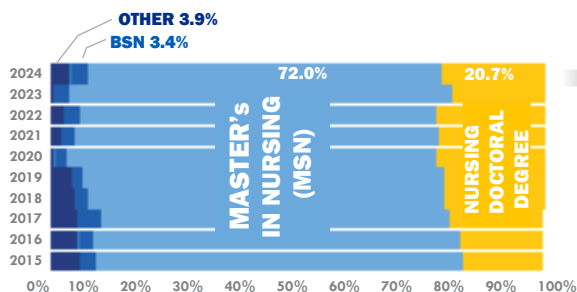
AGE



SEX



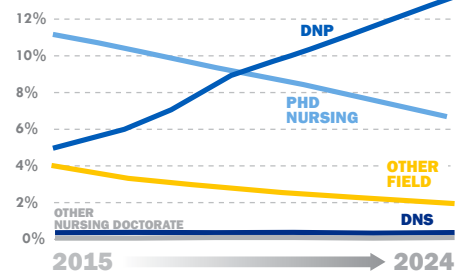
HIGHEST DEGREE



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

The percentage of nurse faculty with PhDs are decreasing and nurse faculty with DNP's are increasing.

RN FACULTY WITH DOCTORAL DEGREES



REFERENCES:

Texas Department of State Health Services (DSHS), Health Professions Resource Center (HPRC). Licensure data from Texas Board of Nursing, geocoded and processed by HPRC, 2024.
Texas Center for Nursing Workforce Studies (2024). Hospital Nurse Staffing Surveys. Retrieved April 16, 2025, from <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/employer-nurse-staffing-studies>
Texas Center for Nursing Workforce Studies (2024). Home Health and Hospice Care Nurse Reports. Retrieved April 16, 2025, from <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/employer-nurse-staffing-studies>
Texas Center for Nursing Workforce Studies (2024). Governmental Public Health Nurse Staffing Study. Retrieved April 16, 2025, from <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/employer-nurse-staffing-studies>
Texas Center for Nursing Workforce Studies (2024). Long Term Care Nurse Staffing Study. Retrieved April 16, 2024, from <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/employer-nurse-staffing-studies>
Texas Center for Nursing Workforce Studies. (2024). Nursing Education Program Information Survey Reports. Retrieved April 17, 2025, from <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/nursing-education-reports>
Texas Health Data Center for Health Statistics. (2022). Workforce Supply and Demand Projections, 2022-2036. Retrieved April 17, 2025, from <https://healthdata.dshs.texas.gov/dashboard/health-care-workforce/tcnws/workforce-supply-and-demand-projections>

Recommendations from the Texas Center for Nursing Workforce Studies

Advisory Committee:



REGISTERED NURSES

Texas is projected to face a continued shortage of RNs through 2036. The shortage of RNs is projected to be 56,370 RN FTEs.

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

- Increase funding for programs designed to encourage clinical staff nurses to work as part-time faculty or preceptors. In 2024, more than 31 percent of nursing faculty are over the age of 56, nearing eligibility for Social Security retirement benefits. This highlights the importance of supporting qualified, experienced nurses in advancing into educator roles to help replace the aging faculty workforce in nursing education programs.
 - ◆ Increase support for academic-practice partnership models to make part-time faculty roles more attractive and feasible for hospitals and nurses. Strengthening these collaborations can help address faculty shortages by allowing nurses to teach while continuing to practice, benefitting both education and patient care.
- Increase funding for nursing faculty loan repayment programs and increase awareness of waiver programs for nursing faculty and their children in order to encourage qualified nurses to consider faculty positions as an employment option.
- Continue to evaluate the number of PhD and DNP prepared nurses graduating from doctoral degree programs. The decline in PhD graduates threatens the research base of nursing practice as well as the ability to train future nurse researchers.
 - ◆ Make DNPs aware of DNP-to-PhD tracks. There are currently 3 DNP-to-PhD tracks in Texas
- Increase funding for the Nursing Shortage Reduction Program (NSRP). Nursing education data shows that the NSRP has been effective in supporting the annual increase in graduates from nursing education programs in Texas. While the nursing shortage is projected to continue, the latest projections demonstrate that the severity of that shortage is less than it was 3 years ago when the last projections were published.
 - ◆ Consider how funding is prioritized in this program. Seize opportunities to use these funds creatively and strategically to address the varying needs of the nursing workforce and prioritize:
 - Pre-licensure education;
 - Education that prepares nurses for faculty roles; and
 - Preparation of PhD educated nurses.
- Continue funding for the Nurse Scholarship and Nurse Loan Repayment Programs. These programs offer financial support to nurses practicing in Texas to minimize the financial burden on nurses by offering scholarships and loan repayment support, making it more feasible for them to pursue advanced education and remain in the Texas nursing workforce.



LICENSED VOCATIONAL NURSES

As the demand for LVNs in Texas outpaces supply, a projected surplus of LVN FTEs is estimated to turn into a shortage of approximately 3,839 LVN FTEs by 2036. Demand for LVNs in home health, nursing homes, and residential care settings is expected to grow by more than 60% in each setting between 2022 and 2036, while graduates from vocational nursing programs are on the decline. Nurse educators, employers, and policy-makers need to support LVN education through:

- The development and expansion of vocational nursing education offerings in underserved areas.
- The development and expansion of vocational education programs in the public school system by increasing partnerships between K-12 schools and local colleges.
 - ◆ The Healthcare Workforce Task Force report included a recommendation to improve the alignment of curriculum for credentials between high school and post-secondary programs.¹
 - ◆ The Texas Board of Nursing has published a guideline for establishing a dual credit high school track in nursing.²
 - ◆ Continue looking for innovative educational programs that will increase the supply of LVNs.
- Increased funding, access, and/or partnerships for clinical or simulation practice opportunities in high demand clinical areas.

1. Texas Higher Education Coordinating Board. (2024). Building Texas' Future Healthcare Workforce. Austin, TX.

2. Texas Board of Nursing. (Revised 2023) Education Guideline (3.6.5). Establishing a Dual Credit High School Track in Nursing.

A lack of availability for clinical sites is often cited as the top reason RN and VN programs do not admit all qualified applicants to their programs.

- Fund and expand programs whose purpose is increasing the availability of clinical training sites and preceptors including clinical site innovation grants and preceptor stipends.
- Create a common nursing program application to prevent qualified applicants from losing an opportunity to join a nursing program.
- Fund LVN apprenticeship programs.
- Provide financial resources to increase enrollment in existing vocational nursing programs, especially in the North, Central, and Gulf Coast regions of the state, which are projected to face LVN shortages.

APRNs

ADVANCED PRACTICE REGISTERED NURSES

In response to the projected surplus of NPs, nurse educators, employers, and policy-makers need to:

- Reprioritize funding of APRNs in the NSRP program to focus on roles that are experiencing, or are projected to have shortages, such as NPs in Medical Specialties and CNMs.

TEXAS CENTER FOR NURSING WORKFORCE STUDIES

WHO WE ARE:

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

Learn more: <https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/texas-center-nursing-workforce-studies-advisory-committee-task-forces>

MISSION:

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

VISION:

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

CONTACT:

www.dshs.texas.gov/nursingworkforce • tcnws@dshs.texas.gov • (512) 517-6902