

Health Professions Workforce Coordinating Council (HPWCC)
Minutes of Meeting Held Thursday, April 9, 2026, 10:00 a.m.

Teleconference from Texas Department of State Health Services, 1100 W 49th Street,
Moreton Building, Room M-100, Austin, Texas 78751.

Webcasted at <https://texashhsmeetings.org/HHSWebcast>

Members Attending

Kristin Benton, DNP, RN
W. Boyd Bush, Ed.D.
James Farris, M.P.Aff.
Janice McCoy
Jennifer Moore, MSN-PH RN
Joel Mullins
Casey Nichols, JD
Brittany Sharkey, JD
Rajesh Shenava, MD
Bryan Sisk, DNP
Candice Smith, MSN, RHCNOC, CCRN, RACR
Darrel Spinks, JD
Cheletta L. Watkins, MD

Members Absent

Daniel Carroll, PharmD, R.Ph
Dennis Clark, DVM
Ralph Harper
Valarie Londrie, M.Ed.
Clifford Porter, Ph.D., MD

Staff Present

Lisette Curry, Ph.D., Program Lead, Health Professions Resource Center
Gracia Dala, MPH, RD, Research Specialist, Texas Center for Nursing Workforce
Studies
Alison Hern, Government Relations Specialist, Government Affairs
Kristina Juarez, MPH, Research Specialist, Health Professions Resource Center
Pamela Lauer, MPH, Manager, Health Workforce Branch
Clarisse Manuel, Research Specialist, Health Professions Resource Center

Public Attending

Joey Estrada
Salem Chuah
Sonali Weerasinghe
Susan D. Ruppert
Angel Angco-Barrera

Jessica Schleifer
Ayla Landry
Cinda McDonald
Benjamin Williams

1. Call to Order, Welcome, Introductions, and Roll Call	Dr. Sisk called the meeting to order at 10:01 a.m. Dr. Curry announced that members should state their name for the record when making comments and to mute themselves when not speaking. Dr. Curry reminded the Council to keep their cameras on to maintain quorum if attending virtually. Dr. Curry explained the evacuation plan for in-person attendees. Roll call was conducted, and a quorum was established.
2. Discussion and possible action to approve January 15, 2026, meeting minutes	Dr. Sisk initiated discussion of the meeting minutes from the January 15, 2026, meeting. A draft of the minutes was sent to members for review prior to the meeting. No revisions were made. A motion to approve the minutes was made by Ms. Smith and seconded by Dr. Bush. The motion carried, and the minutes were approved.
3. Appointment of Nursing Advisory Committee members	Dr. Sisk initiated the appointment of members to the Nursing Advisory Committee (NAC). Dr. Sisk presented the names of the former members of the NAC under the Statewide Health Coordinating Council eligible for re-appointment to the HPWCC's NAC, along with the years their terms would expire. The council appointed Candice Smith to serve as the HPWCC nurse representative and co-chair of the NAC.
4. Presentation on Texas Workforce Commission data	Mr. Mullins presented an overview of health care workforce data available from the Texas Workforce Commission (TWC) and its health care workforce initiatives. • TWC's programs relating specifically to health professions include: ○ The Adult Education and Literacy Healthcare Initiative for Internationally Trained Professionals, ○ The Building Capacity in Healthcare Fields Initiative ○ The Healthcare Apprenticeship Program ○ The Dual Credit Healthcare Grant ○ The Healthcare Internship Fund

	○ The Upskill Texas Healthcare Initiative • Other TWC programs and services which are not health care-specific, but could be used to support the health care workforce, include: ○ Education and training programs for specific populations, including low-income individuals, veterans, students, and jobseekers. ○ Programs for employers and business partners, such as registered apprenticeships and other programs supporting job training. Questions: • A council member requested information on the utilization rates of the TWC's programs, particularly the programs aimed at health care employers. ○ Mr. Mullins will meet with TWC's grants team and send this data to Dr. Curry for dissemination. The TWC collects utilization data including the number of grants awarded, the amount of funding used, and reports from grantees to show expenditures. • Mr. Mullins also presented statistics on the health care workforce from TWC's Labor Market Information division, which pulls data related to the Texas labor market by employers and industries. This data included: ○ Employment growth over time in the health care and social assistance industry, compared to all other industries ○ Employment growth over time by occupational group, looking at employment in the healthcare practitioner and healthcare support occupations as a proportion of Texas total employment ○ The top healthcare occupations by employment ○ Wage data, highlighting the largest healthcare occupations by employment which had a median wage above the Texas median wage ○ Education and training requirements by occupational category, comparing healthcare practitioner occupations to healthcare support occupations ○ Projected employment growth by industry, major occupation group, and specific occupations Questions: • A council member asked how the council members representing different state agencies could be used to
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	promote the TWC's programs or otherwise support the TWC's work. ○ Mr. Mullins responded that it would be helpful for council members to assist in disseminating information on relevant TWC programs, especially with the employer-directed grants. • A council member asked for information on the timeline and schedule for updates of the data presented. ○ Mr. Mullins responded that the frequency of updates depends on the specific dataset; some data is updated quarterly, while other data is updated annually.
5. Presentation on DSHS health care workforce data	Dr. Curry of the Health Professions Resource Center (HPRC) and Gracia Dala of the Texas Center for Nursing Workforce Studies (TCNWS) presented an overview of the health care workforce data collected by the Texas Department of State Health Services. Dr. Curry provided an overview of the licensure data collected and analyzed by HPRC. • HPRC collects, processes, and analyzes licensure data on 56 different health professions; HPRC is required to collect licensure data on 21 of these health professions by Texas statute. • The licensure data contains different fields, including variables on demographics (i.e. age, sex, race/ethnicity), educational background, and employment characteristics (ex: work hours, setting, and specialty in the provider's primary practice). ○ Mandatory fields include the provider's full name, the last four digits of the provider's Social Security Number, the provider's full mailing address, and the program names, locations, and graduation years of both the provider's basic health degree and highest professional degree. ○ Additional fields, including date of birth, sex, race/ethnicity, and information on their primary and additional practice sites, are optional. • HPRC collects licensure and re-licensure data from the state licensing and certification boards in September of each year. ○ The licensure data is geocoded and processed by HPRC to recode demographic variables, identify active members of the workforce, and remove duplicate cases.

	○ Data products using the updated data are published from January to February of the following year. ● Data products published by HPRC include: ○ Supply and distribution tables ○ Factsheets, showing information on supply trends, distribution, demographics, and employment setting ○ Presentations at conferences, workgroups and taskforces, and university guest lectures ○ Custom data requests for stakeholders; examples include requests for aggregate counts for specific specialties, specific geographic areas, population-to-provider ratios for specific populations, and for additional years of data which are not published. ● HPRC has also developed health care workforce projections. ○ Projections are currently available for physicians, nurses, dentists, and mental/behavioral health providers. ○ Dr. Curry provided an overview of the data used to generate the supply and demand projections, as well as limitations of the projections. ○ Projections for allied health providers are in progress. Ms. Dala presented information on the Texas Center for Nursing Workforce Studies. ● TCNWS serves as a resource for data and research on the Texas nursing workforce. ● In addition to analyzing licensure data collected from the Texas Board of Nursing, TCNWS also conducts surveys on the nursing workforce, which include: ○ The Employment Nurse Staffing Surveys, conducted biennially ○ The Nursing Education Program Information Survey, conducted annually ○ Workplace Violence Individual and Employer Surveys ○ Other surveys on nurse sub-groups, such as the 2023 School Nurse Survey and the 2025 Early Career Nurses Survey No questions were asked.
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6. Overview and discussion of the 2026 Health Professions Strategic Plan draft	Dr. Curry provided an overview of the current draft of the 2026 Health Professions Strategic Plan. • The Health Care Workforce Data Inventory condenses all data on the healthcare workforce from various sources into one report. The inventory provides an overview of the available data, including sources such as: ○ Secondary and postsecondary education data from the Texas Education Agency and the Texas Higher Education Coordinating Board ○ Health workforce shortage data on federal shortage classifications, long-term workforce projections, and short-term labor market gap analysis ○ Labor market data ○ Licensure data ○ Supplemental workforce surveys from TCNWS, the Behavioral Health Executive Council, and the Annual Survey of Hospitals, and data from statewide health workforce initiatives • The inventory describes limitations of the available data. • Appendix A presents a list of the health care professions represented by the licensing or certification agencies who are members of the HPWCC. • Appendix B presents a table describing data from the Texas Workforce Commission. Questions: • A council member asked if the data inventory is intended to be the council's initial strategic plan. ○ Dr. Sisk answered that at the last council meeting, the council voted to create the upcoming strategic plan around the data inventory. Dr. Sisk entertained a motion to keep the data inventory as a separate resource and to focus the strategic plan around council activities. Mr. Spinks made this motion, and Dr. Benton seconded the motion. The motion carried. Dr. Sisk opened the floor for discussion on recommendations to be included in the strategic plan. • The council discussed the formation of small work groups or subcommittees to gather the appropriate subject matter experts to move council duties forward.
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	• The council discussed the development of a process for HPWCC member agencies to share grant opportunities with stakeholders who may be unaware of existing programs. • The council discussed addressing the health professions with the greatest shortages in the strategic plan, with other professions included on a rotating basis in future iterations. • A council member asked when subcommittees would start meeting. ○ Dr. Curry said that HPRC team would reach out to the council members to determine their availability. ○ Ms. Lauer asked council members to consider the resources needed for the work of the HPWCC in their recommendations. • The finalized report will be sent out before the next meeting on July 8, 2026.
7. Upcoming meetings	The next proposed HPWCC meeting dates: • July 8, 2026 • November 18, 2026
8. Public Comment	Dr. Sisk opened the floor for public comment and reminded the public that public comments are limited to three minutes, with any necessary additional follow-up to take place after the meeting. Comments: No public comments were made.
9. Adjournment	Dr. Sisk entertained a motion for adjournment. A motion to adjourn the meeting was made by Dr. Bush and seconded by Mr. Farris. The motion carried. The meeting adjourned at 11:06 am.