

Texas Workforce Commission Tracked Occupations and Health Professions Resource Center Tracked Health Professions

TWC Tracked Occupation	HPRC Tracked Profession
Cardiopulmonary Technology/Technologist	
Certified Electronic Health Records Specialist (CEHRS)	
Certified Medical Transcriptionist	
Certified Nurse Aide	Yes
Clinical Laboratory Science Medical Technology Technologist	
Clinical Research Coordinator/Clinical Study Coordinator	
Clinical/Medical Laboratory Assistant	
CNA	Yes
Community Health Worker	Yes
Dental Administrative Assistant	
Dental Assistant	Yes
Dental Hygienist	Yes
Diagnostic Medical Sonographer	
Dispensing Optician	
EKG Technician	
Electronic Health Records Specialists	
Emergency Care Attendant (EMT Ambulance)	Yes
Family Practice Nurse/Nursing	Yes
Health and Wellness General	
Health Information Medical Records Technology Technician	
Histologic Technician	
Home Health Aide	
Hospital and Health Care Facilities Administration/Management	
Licensed Practical Nurse	Yes
Licensed Vocational Nurse	Yes
Massage Therapist	Yes
Medical Administrative Assistant	
Medical and Billing Coder	
Medical Assistant	
Medical Laboratory Assistant	
Medical Office Management Administration	
Medication Aide	Yes
Nursing Administration	Yes
Occupational Therapist Assistant	Yes
Paramedic	Yes
Pharmacy Technician	Yes
Phlebotomy Technician	
Physical Therapy Technician/Assistant	
Psychiatric/Mental Health Services Technician	
Radiologic Technology/Science-Radiographer	
Rehabilitation Aide	
Renal Dialysis Technologist Technician	
Respiratory Care Therapy/Therapist	Yes
RN	Yes
Speech Language Pathology	Yes
Sterile Processing Technician	
Substance Abuse Counselor	Yes
Surgical Technologist	

DSHS Responses to Additional Questions

Question	Answer
Develop a Comprehensive Statewide Healthcare Workforce Database: Supply and Demand – create a one-stop location for data	More information needed on what is meant
Forecast Future health care workforce Needs Using Predictive Analytics	TCNWS and HPRC already produce projections based on healthcare utilization and TWC produces labor market projections
Create a single Inventory of healthcare professionals	More information needed on what is meant
Make health care professions data available on a regional basis, possibly aligned with local workforce board regions	Supply data are available at the county level. Projections data are available by public health regions, NCHS urban-rural designations, border/non-border, metro/non-metro. Can add workforce board regions to current dashboards
Collect health professions and specifically nurse data that differentiates between traditional and non-traditional students in the higher education process	More information needed on purpose for this data and "non-traditional" needs to be defined.
Create greater consistency across collection of data for health professions	More information needed
Do you collect employee attrition data at what level of detail	For nurses we have vacancy and turnover data from schools of nursing, hospitals, nursing facilities, home health and hospice, and governmental public health agencies
Regarding applications for nursing school – collect more detailed information about why an application was not accepted. (Not all of them were actually qualified or fit to be accepted.)	Questions asked: A. Number of Qualified Applicants who met admission standards by admission period for the last academic year; B. Please rank the importance of reasons why qualified applicants were not offered admission (lack of faculty applicants for budgeted positions, lack of budgeted faculty positions, lack of clinical space, limited classroom space, high faculty turnover, delays in hiring new faculty, other (specify)) Definition - Qualified Applicant - an applicant for admission that meets all minimum requirements necessary for the nursing education program *at least since 2013*
Use common terminology across data systems for health professions	More detail needed - licensed health professions are defined
Facilities don't report 1, 2, 3-year retention rates – what data does the Center collect regarding nurse retention rates at facilities?	Vacancy and turnover rates by nurse type and in hospitals - turnover of first year RNs Question: What was the turnover rate (voluntary and involuntary), as calculated by your organization, of first-year RNs during 1/1/2023-12/31/2023?

DSHS Responses to Additional Questions

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Is there any data collection from alternative treatment sites like FQHCs or nursing facilities?	TCNWS collects nurse staffing data from hospitals, nursing facilities, home health agencies, and governmental public health agencies. Barriers to adding more settings/employers - staff resources and population level data (a master list of facilities with contact information)
Does the center collect data related to nurses who are leaving the profession v leaving the bedside?	TCNWS could review licensure data to assess changes in license status (had an active TX license in one year and the status of their license is something other than active in the next year); employment status (review employed in nursing v employed outside of nursing); and can review changes to positions (staff nurse to anything else); these nurses can also be identified and surveyed
Could data be collected regarding unlicensed workers in the health professions.	Employers could report on positions. There would be no way to track supply of unlicensed workers. In Home Health and Hospice employer survey - we ask about numbers of Home Health Aides, Hospice Aides, and CNAs combined. In survey of nursing facilities we ask about CNAs, Medication Aides, and Restorative Nurse Aides (all separately) and numbers on Direct Resident Care v Administrative positions