

Healthcare Occupations

- 29-1141 Registered Nurses
- 29-1151 Nurse Anesthetists
- 29-1171 Nurse Practitioners
- 29-2031 Cardiovascular Technologists and Technicians
- 29-2040 Emergency Medical Technicians and Paramedics
- 29-2055 Surgical Technologists
- 29-2061 Licensed Practical and Licensed Vocational Nurses
- 29-9098 Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners & Technical Workers, All Othr
- 31-1120 Home Health and Personal Care Aides
- 31-1131 Nursing Assistants
- 31-1133 Psychiatric Aides
- 31-9097 Phlebotomists

Industry Projections 2020-2030

Industry Title	Annual Average Employment 2020	Annual Average Employment 2030	Number Change 2020-2030	Percent Change 2020-2030
Total, All Industries	12,982,821	15,354,361	2,371,540	18.3
Agriculture, Forestry, Fishing and Hunting	59,302	65,406	6,104	10.3
Mining, Quarrying, and Oil and Gas Extraction	183,954	251,534	67,580	36.7
Utilities	51,034	57,567	6,533	12.8
Construction	721,290	876,030	154,740	21.5
Manufacturing	856,801	968,443	111,642	13.0
Wholesale Trade	535,738	621,732	85,994	16.1
Retail Trade	1,264,764	1,430,027	165,263	13.1
Transportation and Warehousing	581,898	695,289	113,391	19.5
Information	188,048	207,803	19,755	10.5
Finance and Insurance	528,461	604,215	75,754	14.3
Real Estate and Rental and Leasing	214,471	256,764	42,293	19.7
Professional, Scientific, and Technical Services	761,785	965,920	204,135	26.8
Management of Companies and Enterprises	143,907	190,154	46,247	32.1
Administrative and Support and W.M. & R.S.	739,467	885,001	145,534	19.7
Educational Services	1,187,797	1,349,674	161,877	13.6
Health Care and Social Assistance	1,567,737	1,935,146	367,409	23.4
Arts, Entertainment, and Recreation	114,897	154,449	39,552	34.4
Accommodation and Food Services	1,058,309	1,422,086	363,777	34.4
Other Services (except Public Administration)	412,027	495,698	83,671	20.3
Gov., exc Postal Svcs, ST & Local Edu. & Hospitals	713,255	765,790	52,535	7.4

Wages and Projections for Nursing and Related Occupations

Occ. Code	Occupational Title	2023 Employment	2023 Mean Annual Wage	Annual Average Emp 2020	Annual Average Emp 2030	Number Change 2020-2030	Percent Change 2020-2030
29-1141	Registered Nurses	251,840	\$90,214	220,984	258,715	37,731	17.1
29-1151	Nurse Anesthetists	5,390	\$216,277	3,049	3,799	750	24.6
29-1171	Nurse Practitioners	20,170	\$130,013	14,815	24,604	9,789	66.1
29-2031	Cardiovascular Technologists and Technicians	4,720	\$56,241	5,408	6,319	911	16.8
29-2040	Emergency Medical Technicians and Paramedics	*	*	17,607	20,983	3,376	19.2
29-2042	Emergency Medical Technicians	12,380	\$38,322	*	*	*	*
29-2043	Paramedics	9,160	\$54,769	*	*	*	*
29-2055	Surgical Technologists	9,460	\$60,075	10,733	12,616	1,883	17.5
29-2061	Licensed Practical and Licensed Vocational Nurses	59,170	\$56,493	69,684	81,352	11,668	16.7
29-9093	Surgical Assistants	2,000	\$71,525	*	*	*	*
29-9098	Health Info. Tech's, Medical Registrars, Surgical Assistants, & Healthcare Practitioners & Tech. Workers, All Other	*	*	4,479	5,461	982	21.9
31-1120	Home Health & Personal Care Aides	312,420	\$23,852	320,777	418,497	97,720	30.5
31-1131	Nursing Assistants	84,960	\$35,375	75,884	86,994	11,110	14.6
31-1133	Psychiatric Aides	1,080	\$33,946	5,108	5,599	491	9.6
31-9097	Phlebotomists	13,080	\$41,169	11,131	14,849	3,718	33.4

Sources: Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2023, Long-Term Employment Projections 2020-30.

NOTE: The 2020-2030 projections were released during a transition to a new Standard Occupational Classification (SOC) taxonomy. As a result, there isn't a direct one-to-one match between occupations across the projections and the wage data, which is indicated by an asterisk (*) in some cells.

Current Supply/Demand Data

SOC Code	SOC Title	Current Demand (HWOL - May 2024)	Current Supply (WIT - May 2024)	GAP (Current)
29-1141	Registered Nurses	23,975	11,447	12,528
29-1151	Nurse Anesthetists	80	147	-67
29-1171	Nurse Practitioners	1,793	1,550	243
29-2031	Cardiovascular Technologists and Technicians	1,189	628	561
29-2040	Emergency Medical Technicians and Paramedics	636	1,737	-1,101
29-2055	Surgical Technologists	927	880	47
29-2061	Licensed Practical and Licensed Vocational Nurses	3,152	7,342	-4,190
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other	432	1,898	-1,466
31-1120	Home Health and Personal Care Aides	5,834	43,586	-37,752
31-1131	Nursing Assistants	1,892	16,566	-14,674
31-1133	Psychiatric Aides	171	1,030	-859
31-9097	Phlebotomists	916	4,073	-3,157

Source: TexasLaborAnalysis.com

HWOL – Help Wanted Online from Lightcast, which aggregates job listings by region, occupation, and industry to help estimate worker demand across skillsets and geographies.

WIT – Work in Texas, the states job matching service. All jobseekers collecting unemployment benefits must register on WorkInTexas.com. This job-seeker data is then aggregated by region, occupation, and industry to help estimate worker supply across skillsets and geographies.

- Certain occupations in the health care industry are still struggling to meet demand. Registered Nurses for example still have shortages of available employees to meet current demand in the workforce.

Annual Supply/Demand Data

SOC Code	SOC Title	Average Annual Openings	Annual Graduates	GAP (Annual)
29-1141	Registered Nurses	16,207	23,402	-7,195
29-1151	Nurse Anesthetists	245	128	117
29-1171	Nurse Practitioners	2,008	3,531	-1,523
29-2031	Cardiovascular Technologists and Technicians	503	84	419
29-2040	Emergency Medical Technicians and Paramedics	1,590	1,943	-353
29-2055	Surgical Technologists	1,009	734	275
29-2061	Licensed Practical and Licensed Vocational Nurses	6,865	3,102	3,763
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other	448	2,432	-1,984
31-1120	Home Health and Personal Care Aides	54,365	N/A	N/A
31-1131	Nursing Assistants	10,936	588	10,348
31-1133	Psychiatric Aides	695	168	527
31-9097	Phlebotomists	1,875	336	1,539

Source: TexasLaborAnalysis.com

Annual Openings – Long-term Projections 2020-2020. Includes annual exits from the workforce, annual transfers from occupations, and annual change in employment (growth).

Annual Graduates – Graduate and enrollment data from the Texas Higher Education Coordinating Board.

- Annual data shows an increase demand for Home Health and Personal Care Aides, Nursing Assistants, LPNs, LVNs, and Phlebotomists
- THECB does not have graduate data for Home Health and Personal Care Aides. The typical education needed for entry is H.S. Diploma or equivalent.

Career Pathways

Feeder Jobs	Pathway							
	Psychiatric Technicians	LPN & LVN	Paramedics	Registered Nurses	Cardiovascular Technologists and Technicians	Surgical Assistants	Psychiatric Aides	Nursing Assistants
Nursing Assistants	Lateral Transition	Lateral Advancement	Lateral Advancement	Lateral Advancement		Lateral Advancement	Advancement	
Psychiatric Technicians		Advancement	Advancement	Lateral Advancement	Advancement	Lateral Advancement	Lateral Advancement	Lateral Transition
Orderlies	Lateral Advancement	Lateral Advancement	Lateral Advancement		Lateral Advancement	Lateral Advancement	Advancement	
Medical Assistants		Lateral Advancement	Lateral Advancement			Lateral Advancement	Lateral Advancement	Lateral Transition
Health Technologists and Technicians, All Other		Advancement	Advancement	Lateral Advancement	Advancement	Lateral Advancement		
Emergency Medical Technicians		Advancement	Advancement		Advancement			Lateral Transition
Home Health and Personal Care Aides	Lateral Advancement						Advancement	Advancement
Physical Therapist Aides	Lateral Advancement							Lateral Advancement
LPN & LVN				Lateral Advancement	Advancement			
Surgical Technologists				Lateral Advancement	Advancement			
Surgical Assistants				Lateral Advancement	Lateral Advancement			
Psychiatric Aides		Lateral Advancement						
Paramedics					Advancement			
Phlebotomists								Lateral Transition

Source: Lightcast, Career Pathways module

Advancement: Jobs that pay more and are within the same occupation group as the source occupation.

Lateral Advancement: Jobs that pay more but require transition to a new occupational group as opposed to the source occupation.

Lateral Transition: Jobs that pay a comparable salary but require transition to a new occupation group as opposed to the source occupation.

Nursing and related occupations licensure status

Occ Code	Occupational Title	Licensed	Licensing Agency
29-1141	Registered Nurses	Yes	Texas Board of Nursing
29-1151	Nurse Anesthetists	Yes	Texas Board of Nursing
29-1171	Nurse Practitioners	Yes	Texas Board of Nursing
29-2031	Cardiovascular Technologists and Technicians	Yes	Texas Board of Nursing
29-2040	Emergency Medical Technicians and Paramedics	Yes	Texas Department of State Health Services
29-2042	Emergency Medical Technicians	Yes	Texas Department of State Health Services
29-2043	Paramedics	Yes	Texas Department of State Health Services
29-2055	Surgical Technologist	No	N/A
29-2061	Licensed Practical and Licensed Vocational Nurses	Yes	Texas Board of Nursing
29-9093	Surgical Assistants	Yes	Texas Medical Board
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other	Yes	Texas Medical Board
31-1120	Home Health and Personal Care Aides	No	N/A
31-1131	Nursing Assistants	Yes	Texas Health and Human Services Commission
31-1133	Psychiatric Aides	No	N/A
31-9097	Phlebotomists	No	N/A

Sources: Texas Workforce Commission. *Directory of Licensed Occupations*. 2023. HHSC website for Nursing Assistants.