

# Nursing in Texas

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Texas Center for Nursing Workforce Studies

Department of State Health Services

# Texas Center for Nursing Workforce Studies

## Workplace Violence Prevention Programs

### Implementation and Characteristics

298 hospitals, 258 nursing facilities, and 61 home health agencies responded that their organizations had implemented a program or policy that includes prevention of workplace violence against nurses (Figure 1).

- The percent of responding hospitals indicating they have implemented a workplace violence prevention policy has increased from 77.8% to 90.9% since 2018.

Figure 1. Percent of Responding Facilities that Have Implemented a Workplace Violence Policy

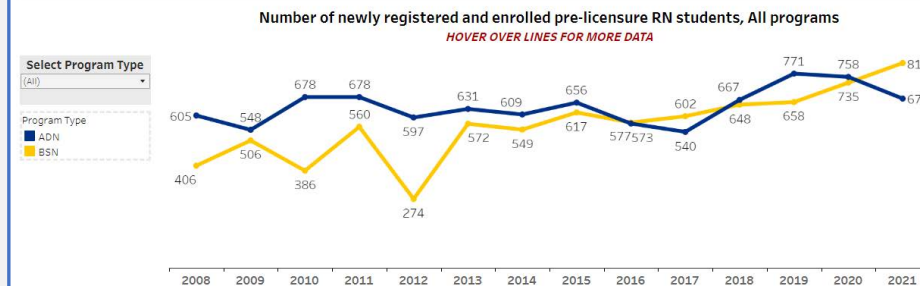


Table 5. Components Included in Facilities' Workplace Violence Prevention Policies

Component*	Hospital	NF	HHA
Investigation of reported incidents	90.9%	75.9%	76.6%
Required reporting of incidents	90.2%	75.6%	76.6%
Workplace violence prevention training	85.4%	68.4%	59.7%
Tracking of incidents and analysis of data	83.2%	50.3%	49.4%
Assessment of work areas for risk factors	75.9%	42.5%	55.8%
A multi-disciplinary incident response team	57.9%	30.3%	31.2%
Screening patients for risk of violence	48.2%	53.8%	40.3%
Signage placed throughout facility describing roles, responsibilities, and	40.5%	22.8%	-

## New Admissions to Professional Nursing Programs

Geographic Filters: Public Health Region (All), County (All), Border Status (Border), Metropolitan Status (All)



Number of newly registered and enrolled pre-licensure RN students by region and county, All programs

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Statewide Total	1,011	1,054	1,064	1,238	871	1,203	1,158	1,273	1,150	1,142	1,315	1,429	1,493	1,485
Rio Grande Region Total	615	590	690	725	433	636	628	740	639	561	671	751	792	745
Cameron County	140	152	167	180	142	104	85	162	27	0	30	30	63	53

## Educational trends

- Nursing Education Program Information Survey

## Supply and demand trends

## Employer staffing

- Hospitals
- Nursing facilities
- Home health and hospice
- Governmental public health

## Workforce demographics

- Licensure data

## Workplace violence against nurses

- Surveys
- Grant program

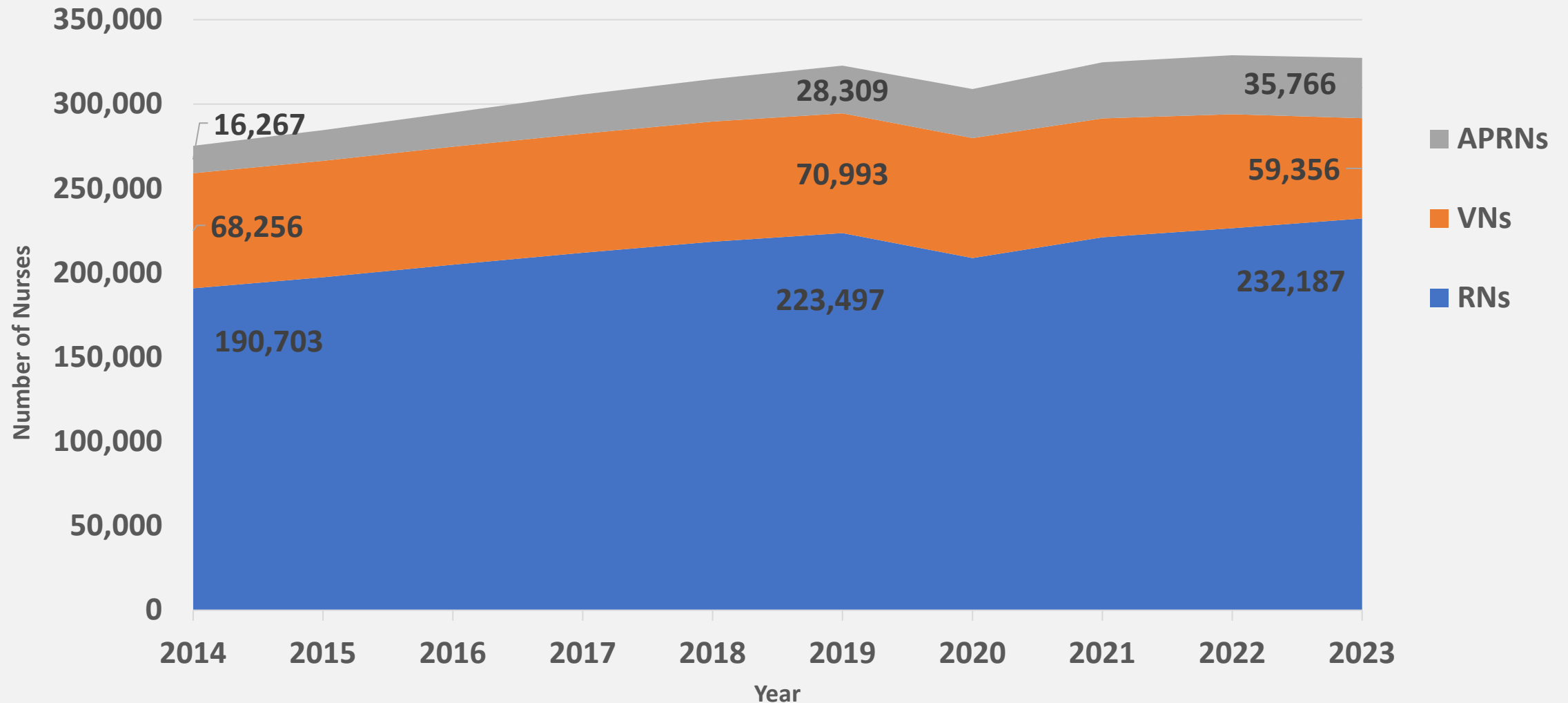
# Supply and Demographics



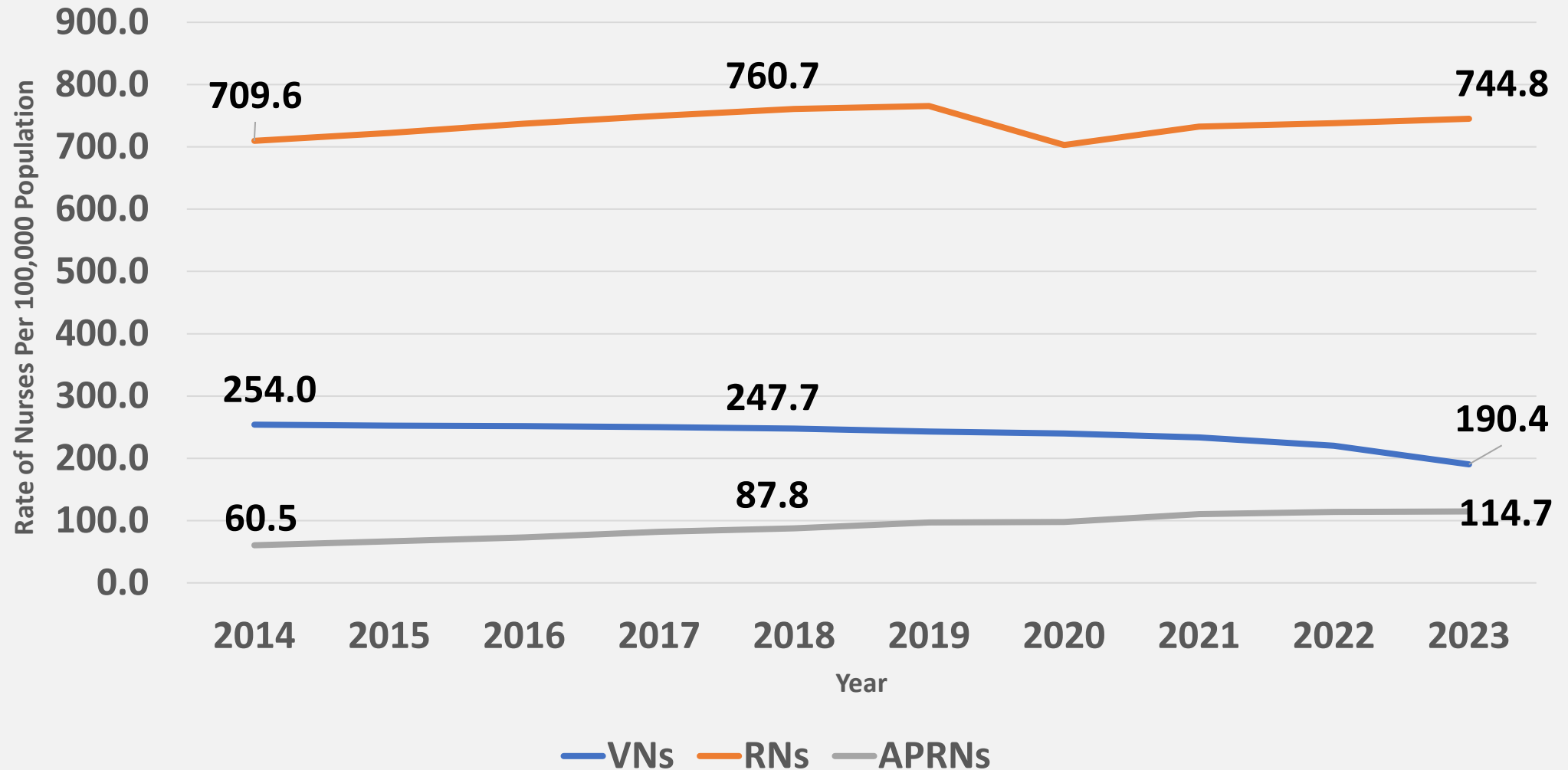
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# Number of Practicing Nurses in Texas



# Nurses per 100,000 population



# Nurse Ratios by Region, 2023

Region	LVNs	RNs	APRNs
Panhandle	296.8	930.2	127.0
North Texas	173.8	802.1	126.7
East Texas	344.1	783.1	119.5
Gulf Coast	134.9	746.6	116.9
Central Texas	175.1	693.2	113.1
South Texas	261.3	781.8	102.9
Rio Grande Valley	237.5	545.9	82.0
West Texas	186.8	614.6	101.0
Statewide	190.4	744.8	114.7

# VN Demographics, 2023

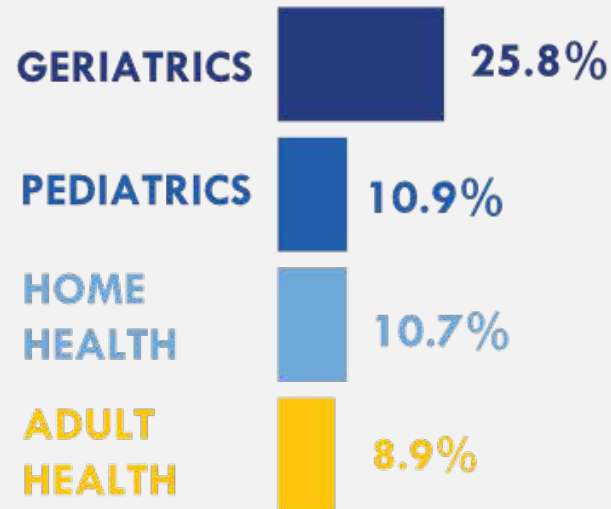
**59,356** LVNs in 2023

**MEDIAN AGE**  
45  
Years

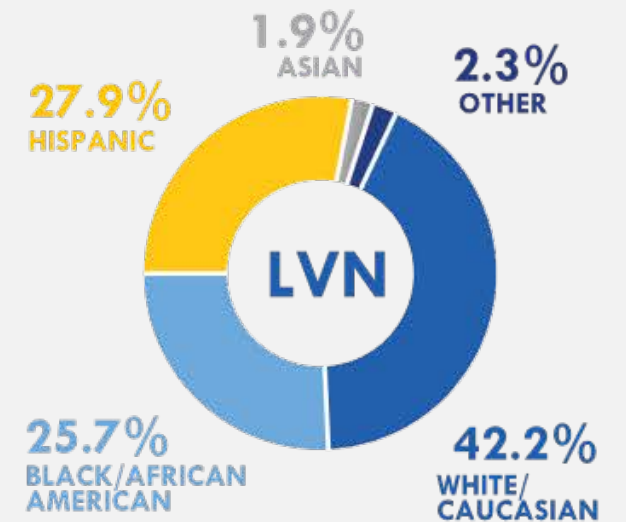
**88%**  
FEMALE  
**12%**

**25%** are employed in  
Nursing Home/Extended Care

## TOP 4 PRACTICE SPECIALTIES



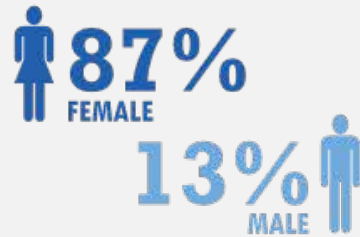
## RACE/ETHNICITY



# RN Demographics, 2023

**232,187** RNs in 2023

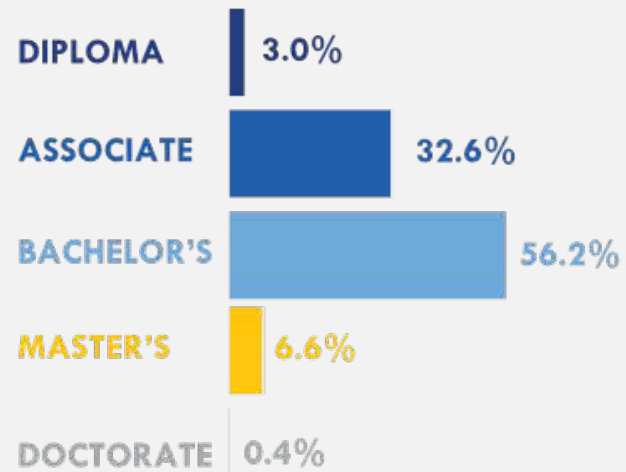
**MEDIAN AGE**  
44  
Years



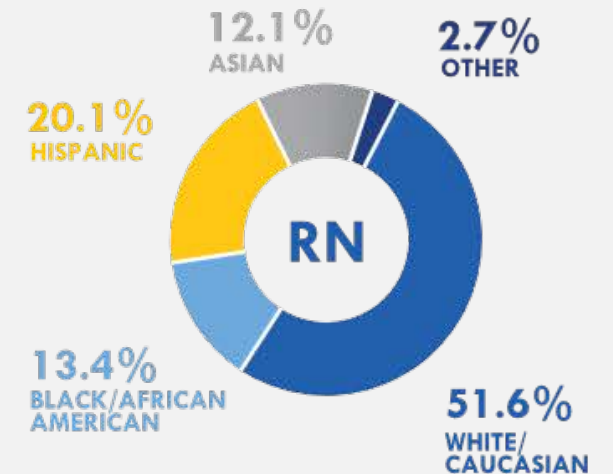
**63%** are employed by  
HOSPITALS



## HIGHEST NURSING DEGREE



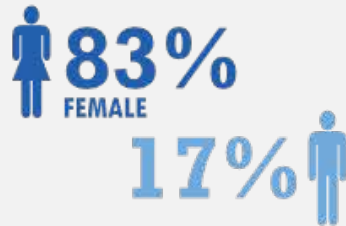
## RACE/ETHNICITY



# APRN Demographics, 2023

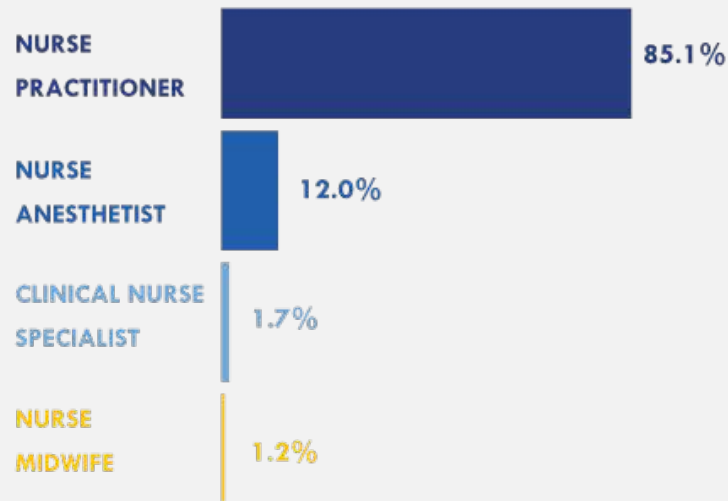
**35,766** APRNs in 2023

**MEDIAN AGE**  
45  
Years

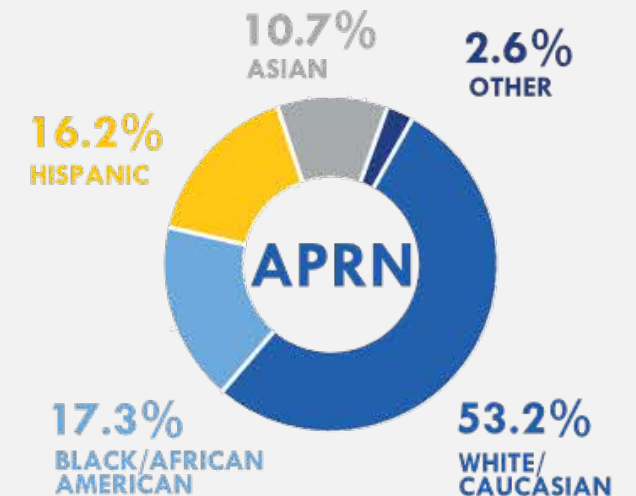


**94.2%** are in a metropolitan county

## APRN CATEGORY



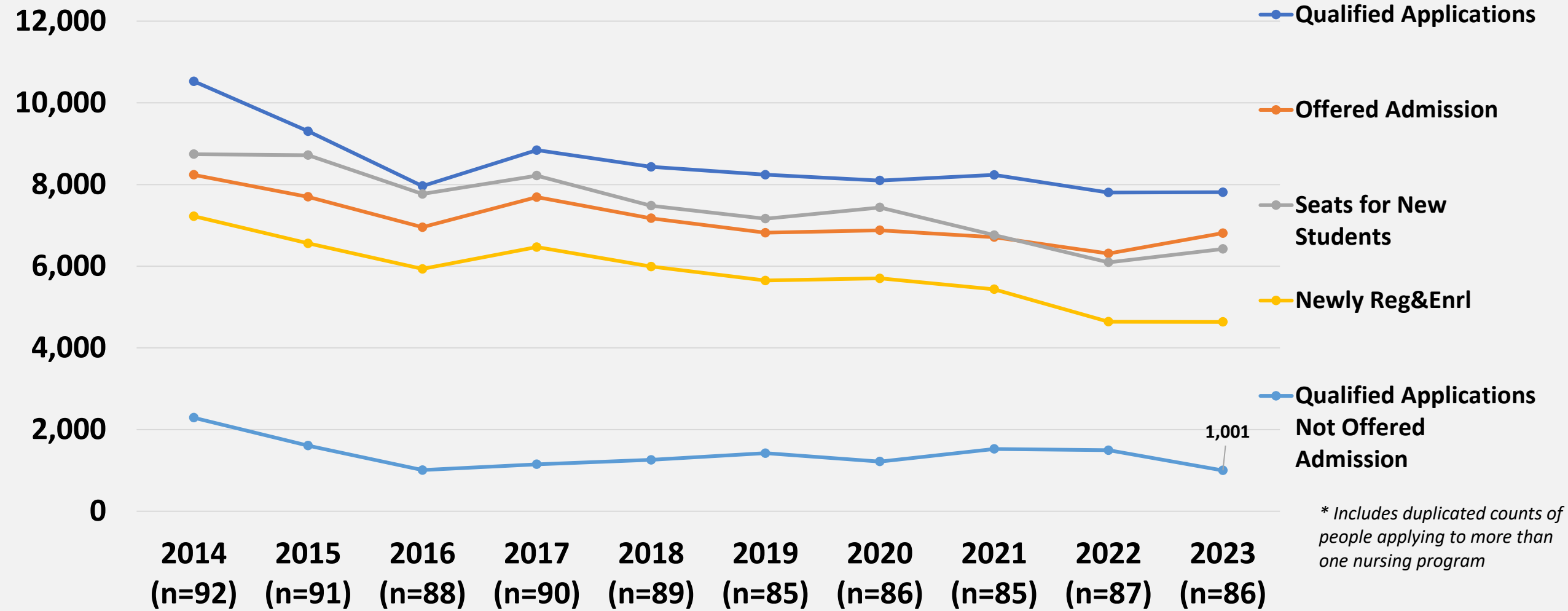
## RACE/ETHNICITY



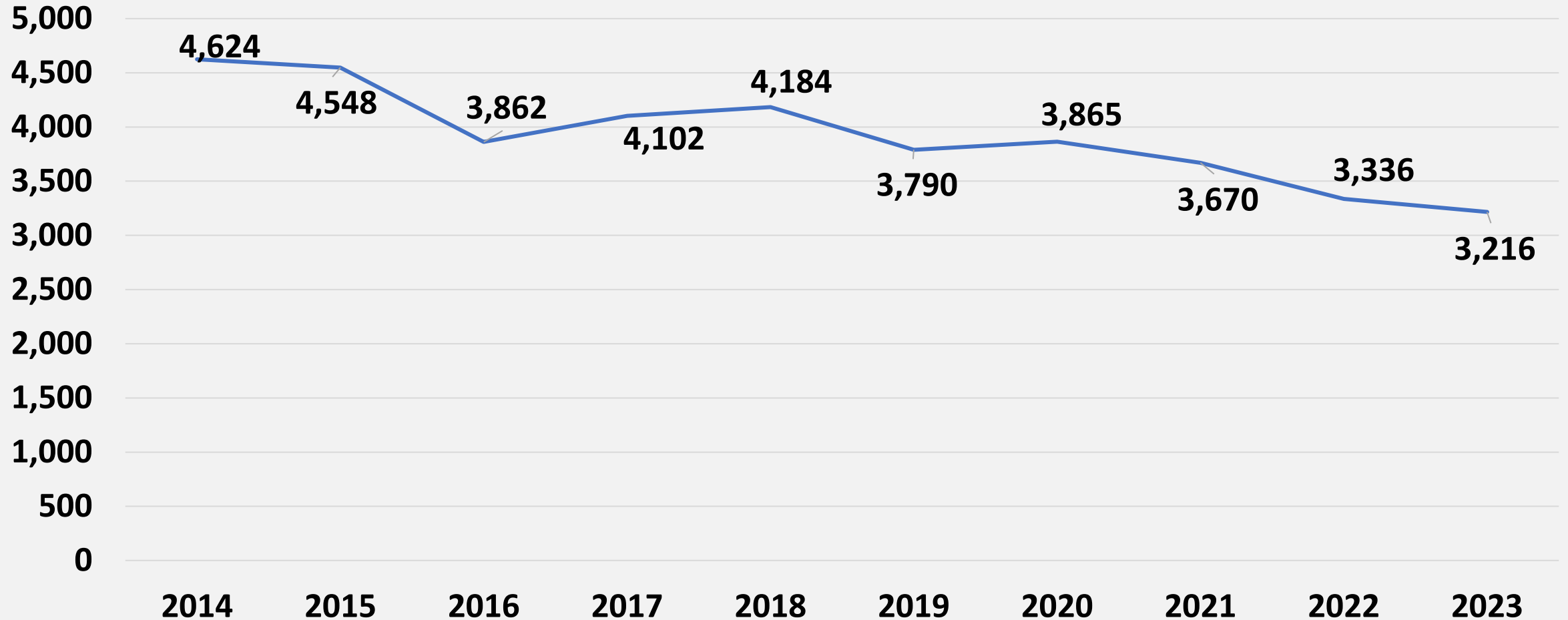
# Admission and Graduation Trends



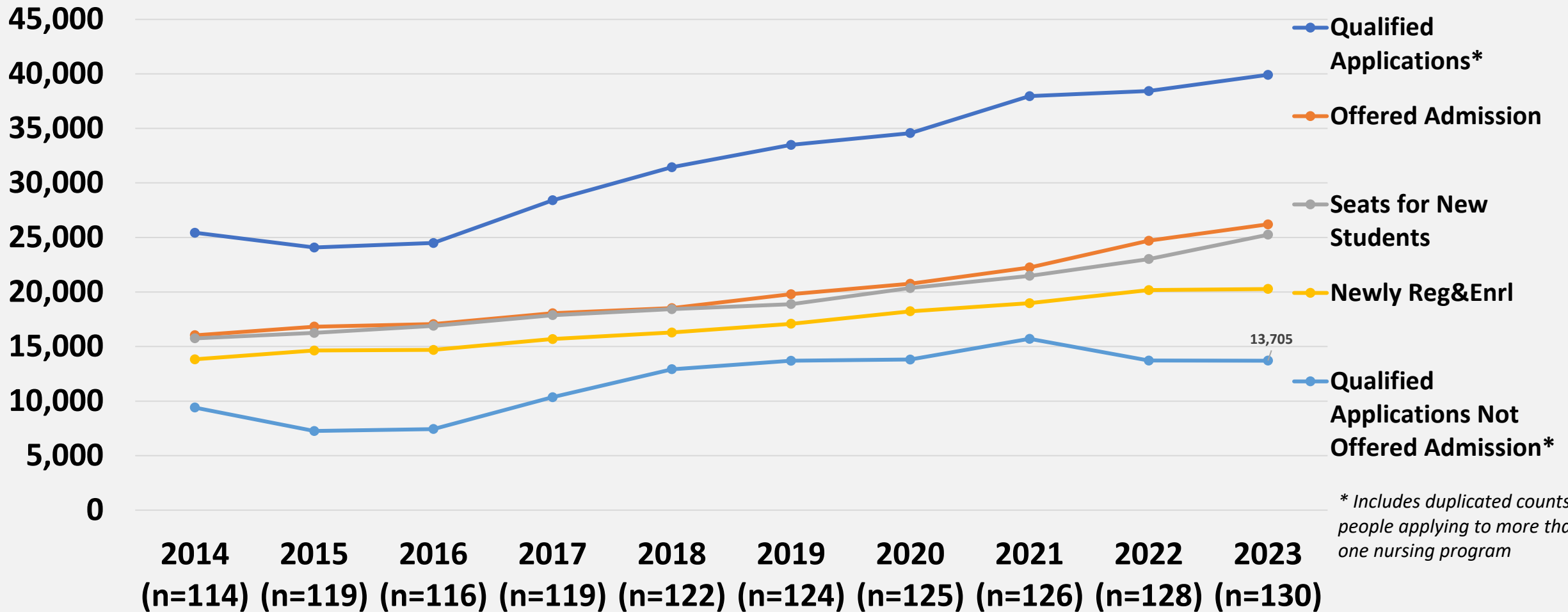
# VN Admission Trends, 2014-2023



# VN Graduation Trends

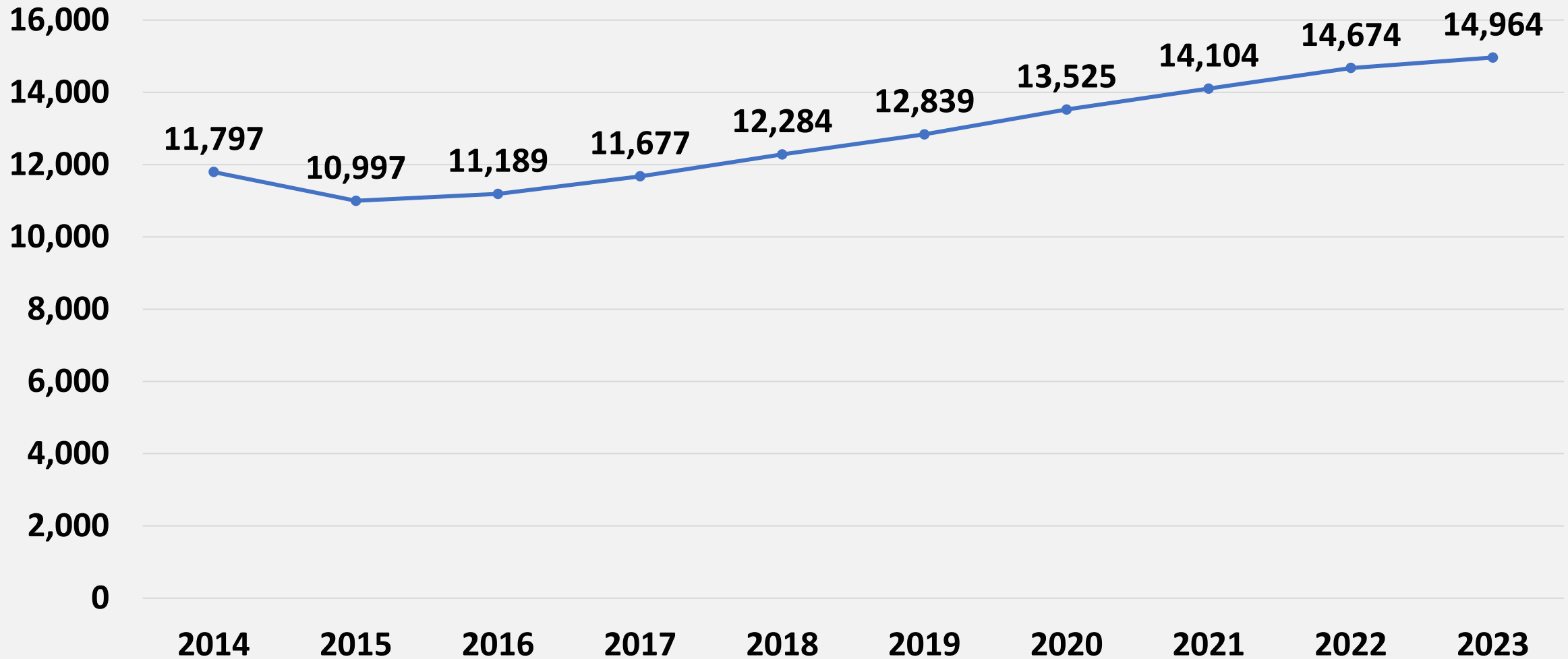


# RN Admission Trends, 2014-2023



\* Includes duplicated counts of people applying to more than one nursing program

# RN Graduation Trends



# Barriers in Nursing Education, 2023

## Two pinch points in the nursing pipeline



*Reasons Qualified Applications Not Accepted*



*Barriers to Increasing Graduates*

**are attributed to the same underlying issues:**

*Lack of clinical space*

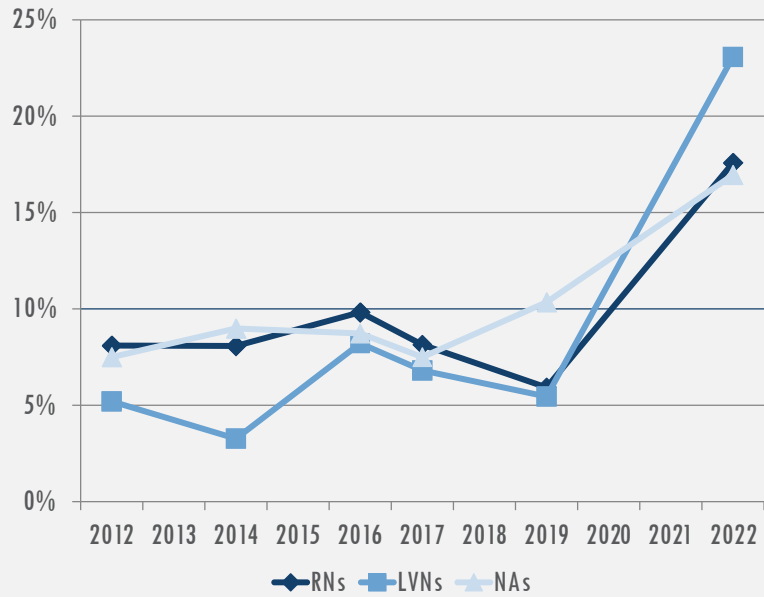
*Lack of faculty positions and applicants*

# Employer Vacancy and Turnover

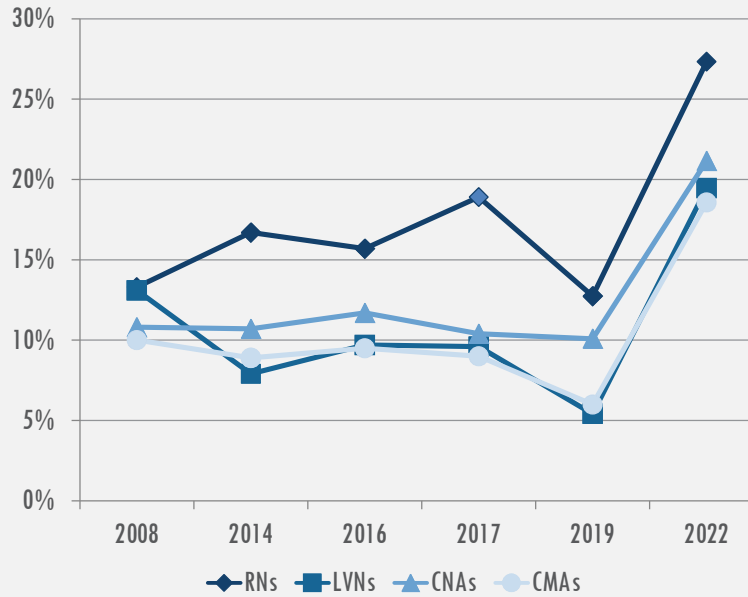


# Nurse Vacancy Rate Trends

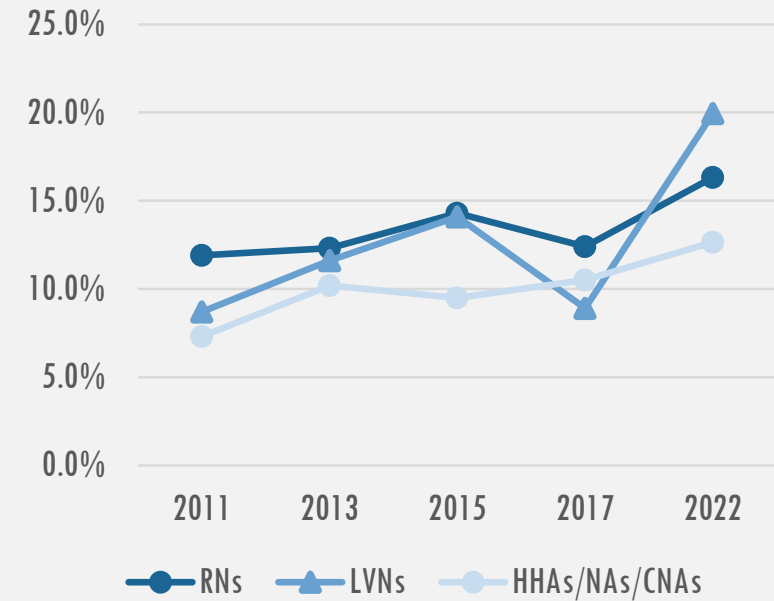
## Hospitals



## Nursing Facilities

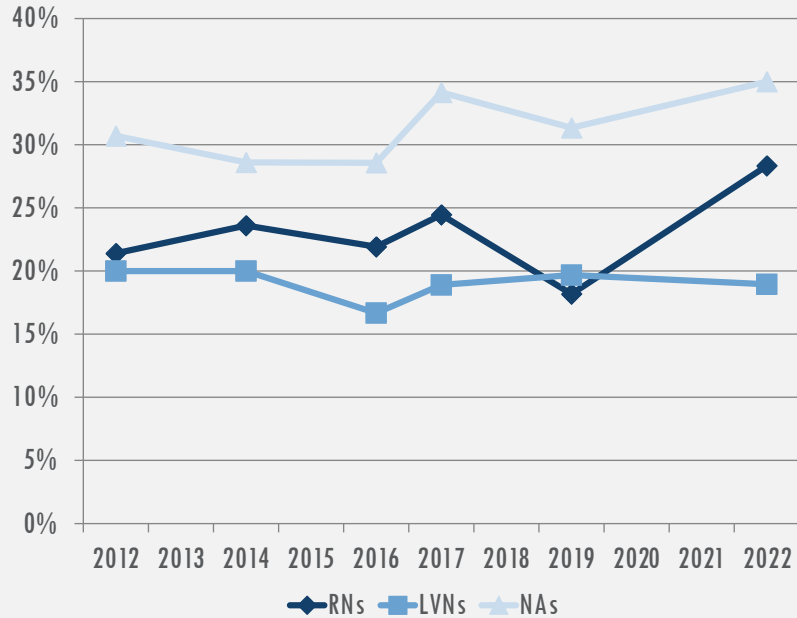


## Home Health

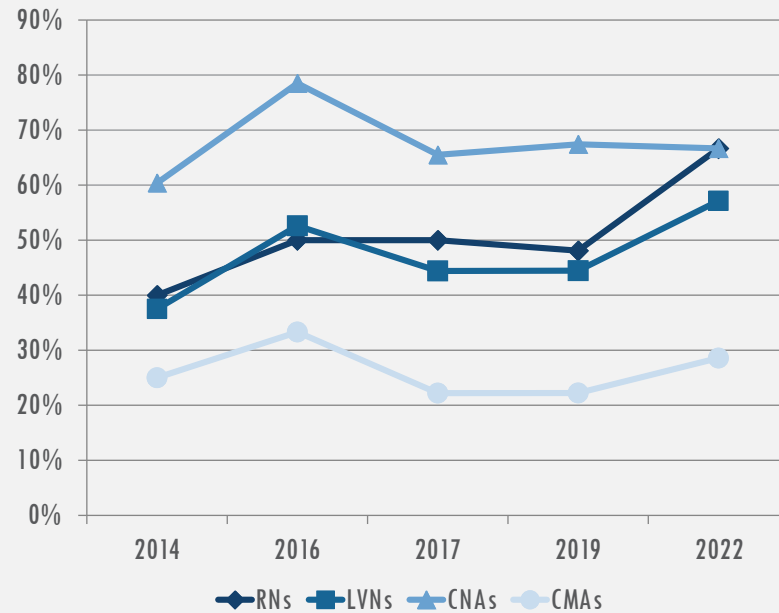


# Nurse Turnover Rate Trends

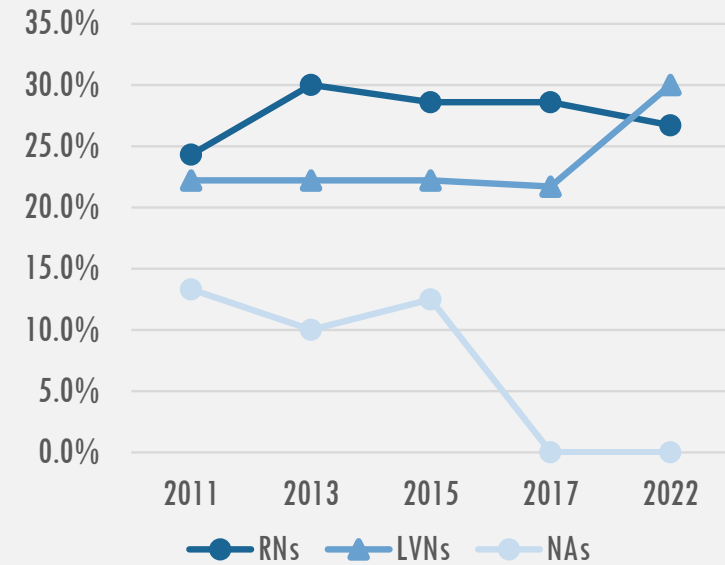
## Hospitals



## Nursing Facilities



## Home Health



# Supply & Demand Projections



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# Supply & Demand Projections: Key Findings

## **1. By 2036, projected shortage of LVNs and RNs**

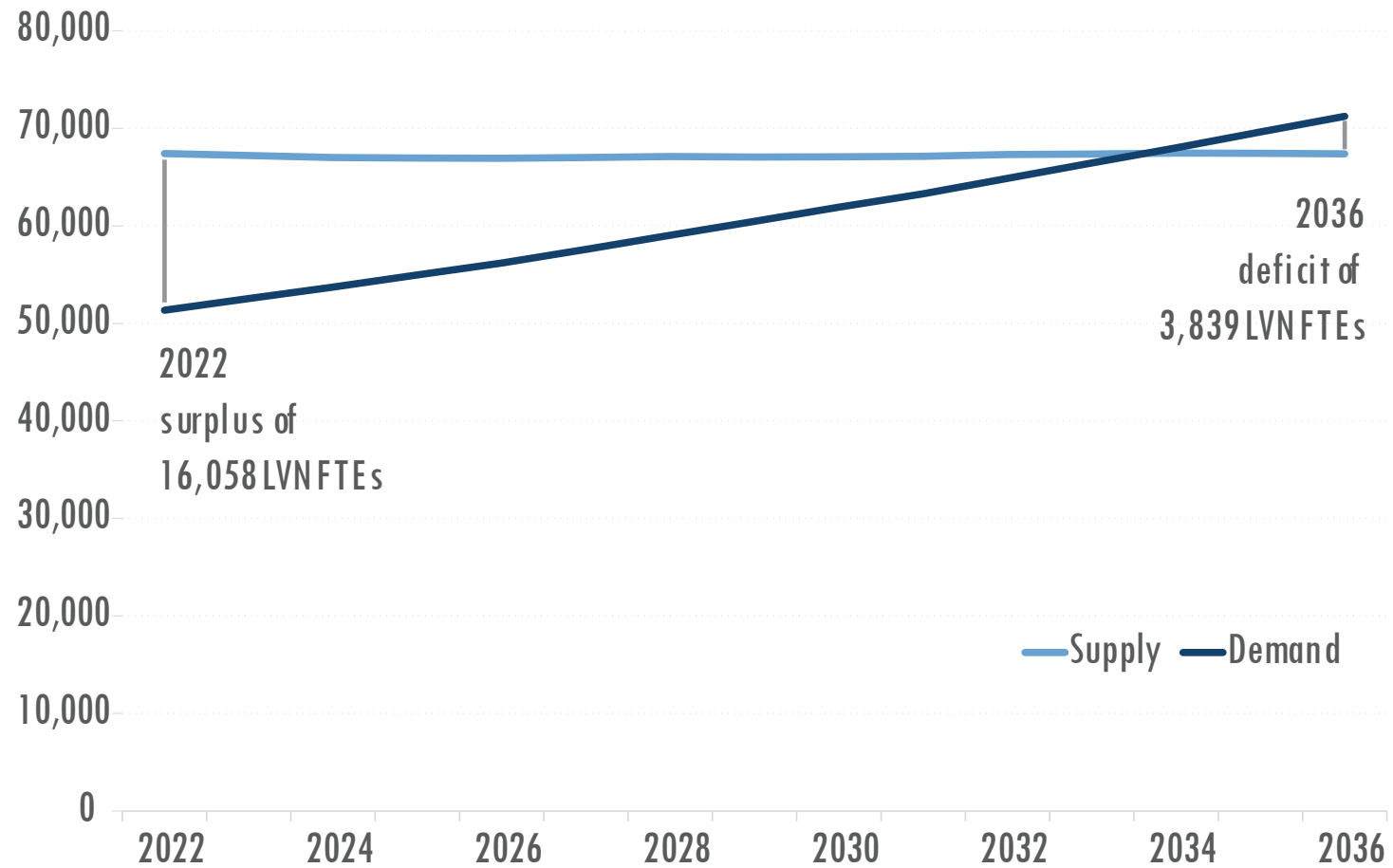
- Shortage of LVNs projected in North TX, Central TX, and Gulf Coast
- Shortage of RNs projected in all regions except Panhandle
  - Greatest unmet demand in Central Tx and Rio Grande Valley

## **2. Demand for nurses in nursing homes, residential care, and home health settings projected to grow at the fastest rates**

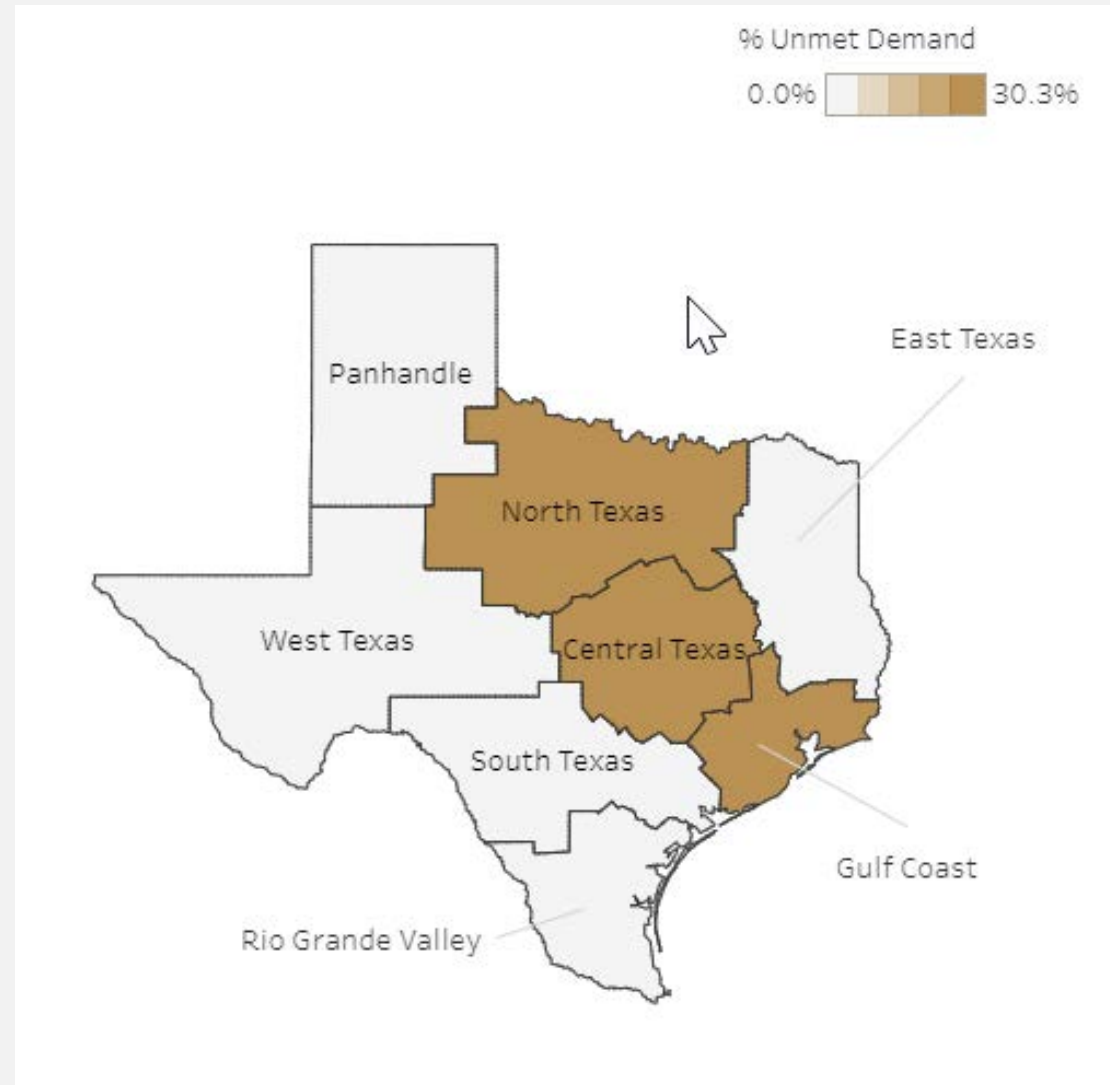
# Supply & Demand Projections: Key Considerations

- 1. All numbers are Full-Time Equivalents (FTEs)**
- 2. Demand projections based on changing demographics while health care use and delivery patterns remain unchanged**
- 3. Demand projections are based on national healthcare utilization patterns**

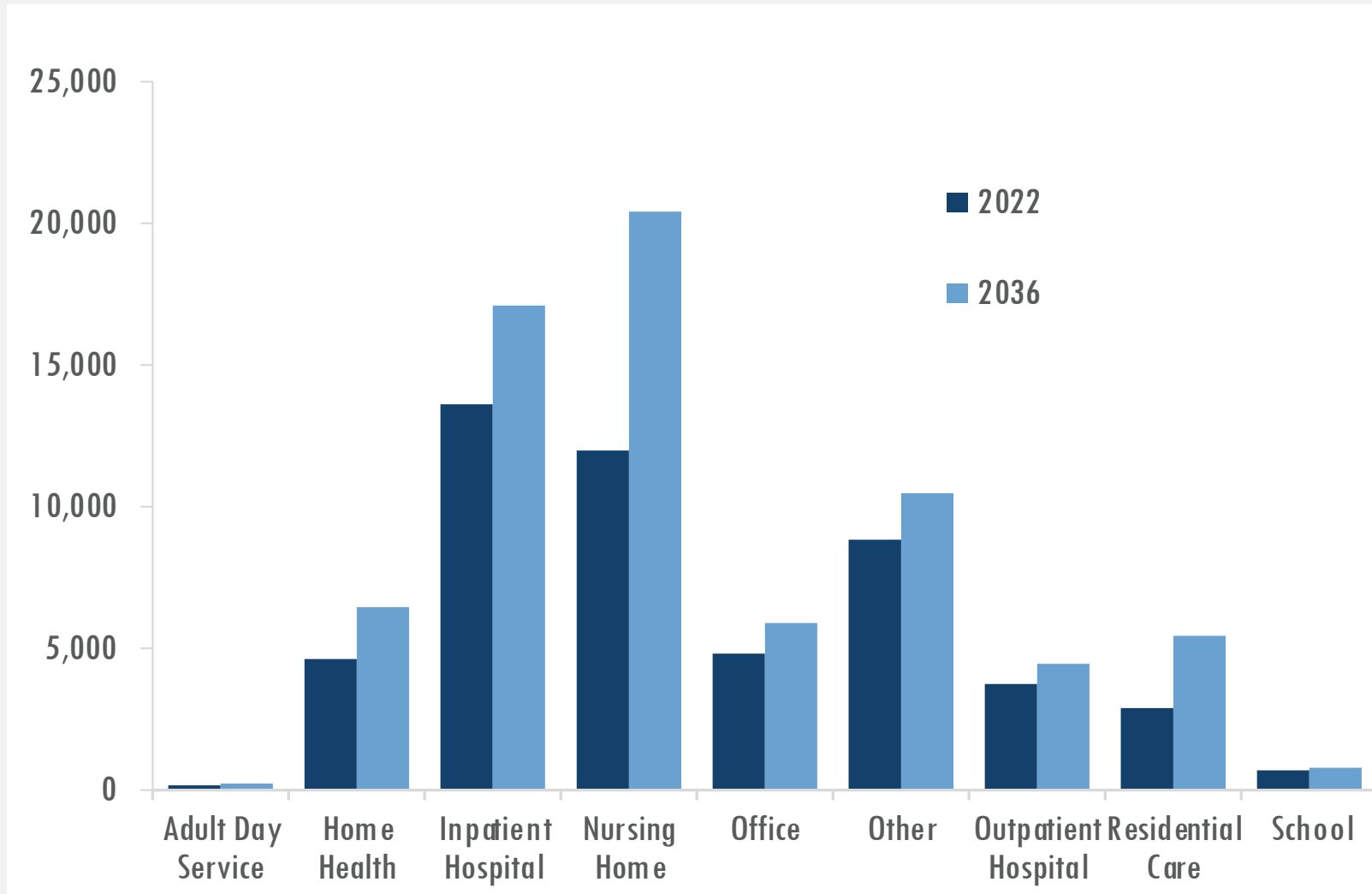
# LVN Projections



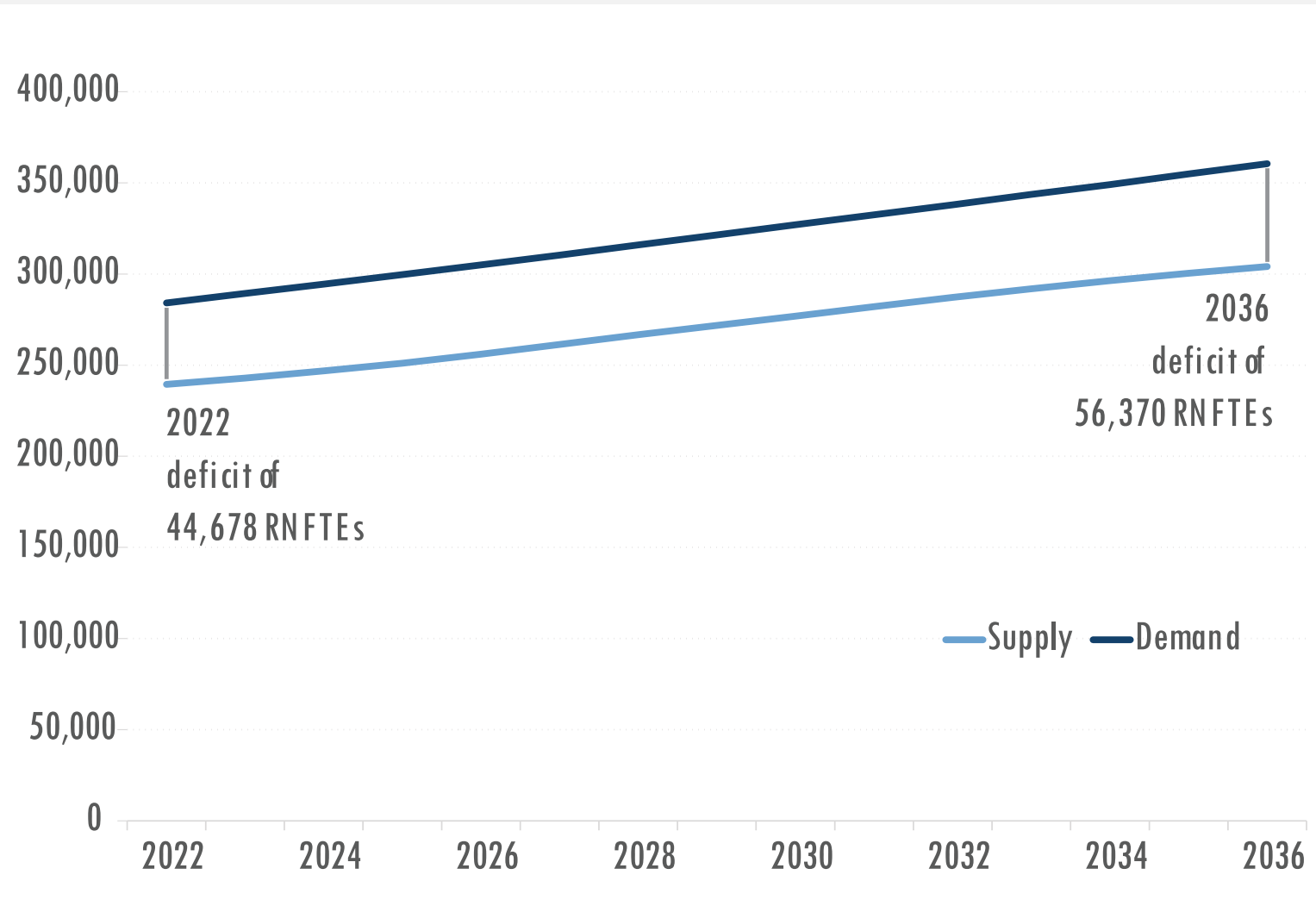
# LVN Shortage by Region, 2036



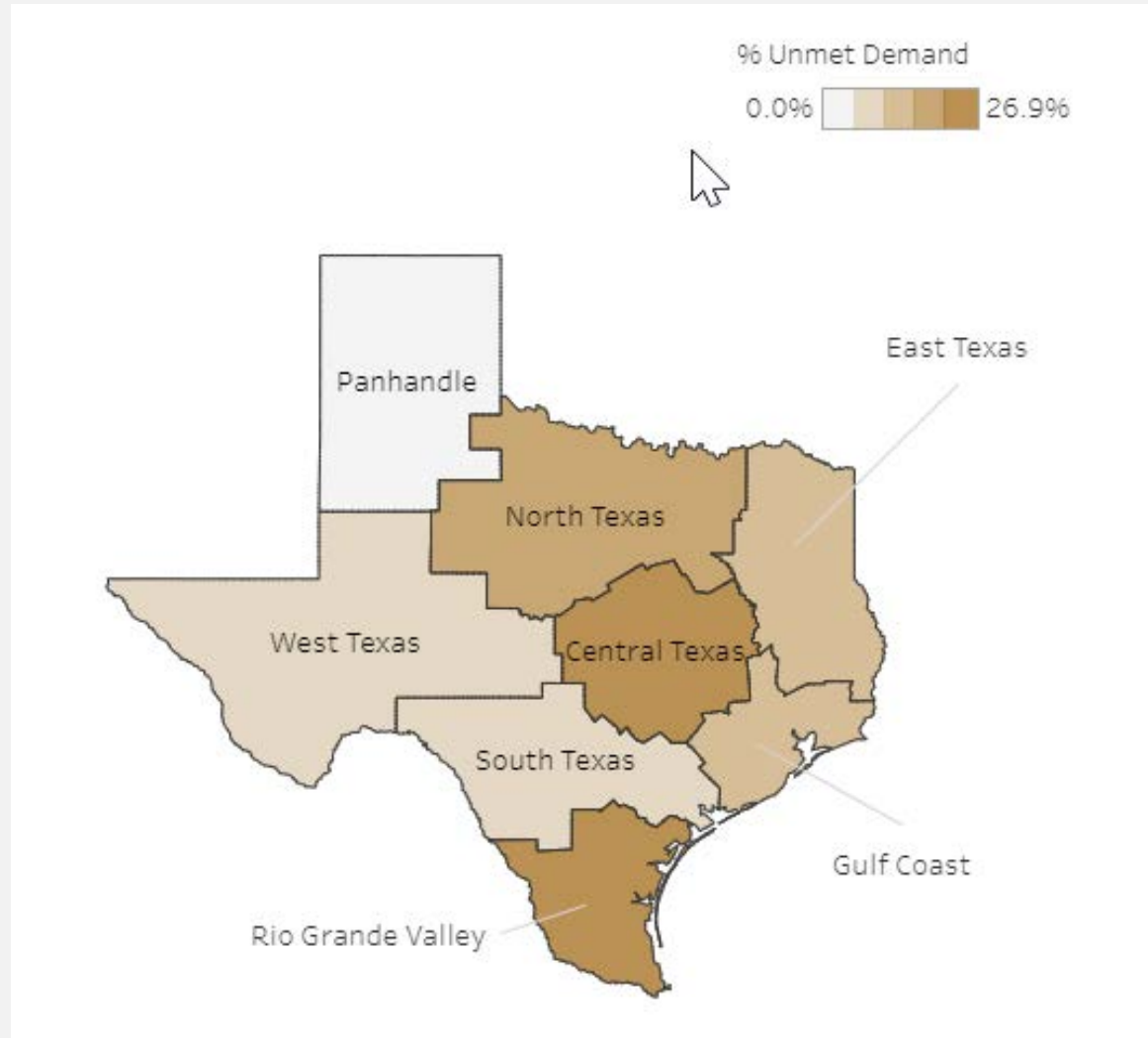
# LVN Demand by Setting



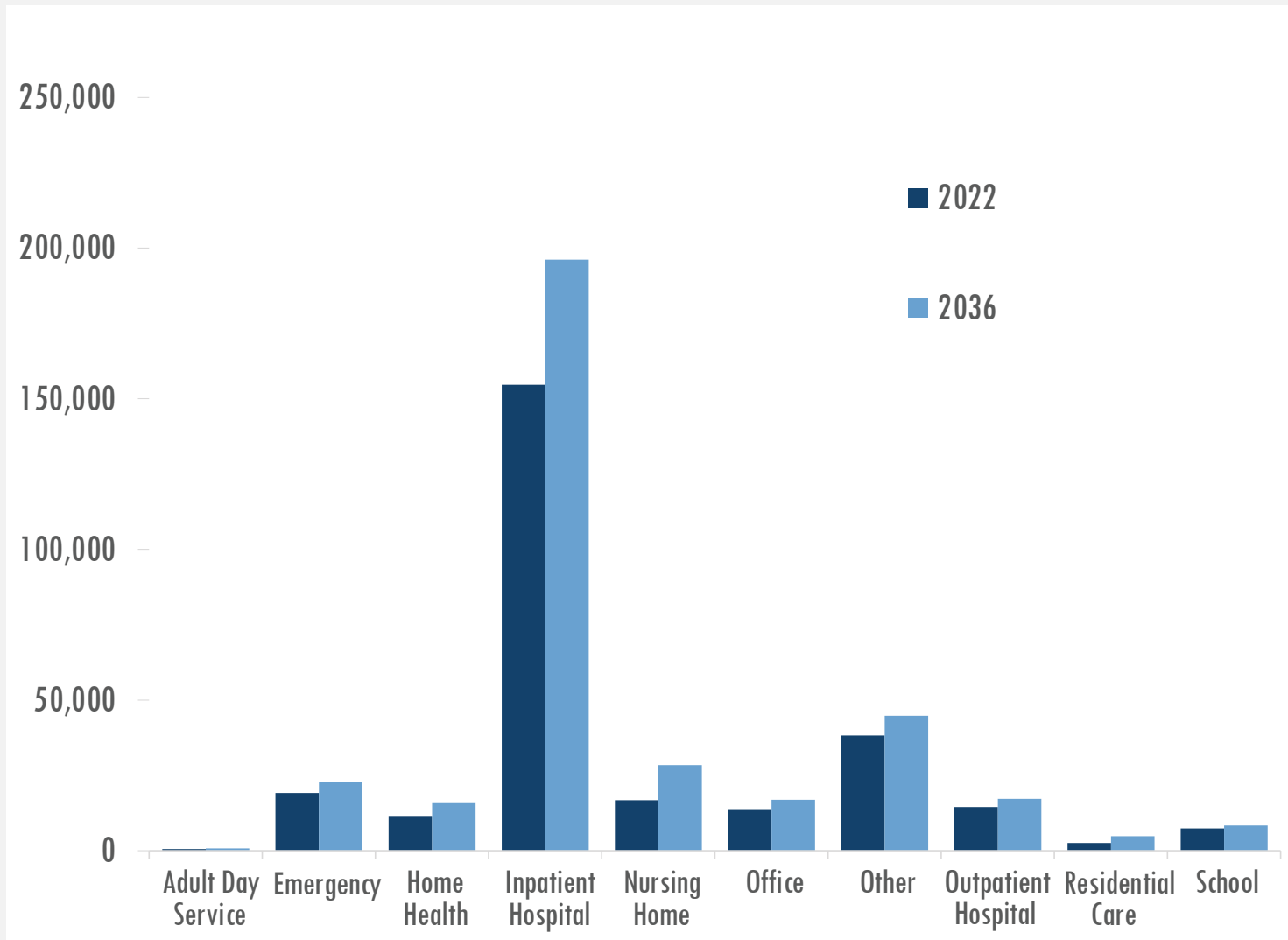
# RN Projections



# RN Shortage by Region, 2036



# RN Demand by Setting



# Allied Health Providers

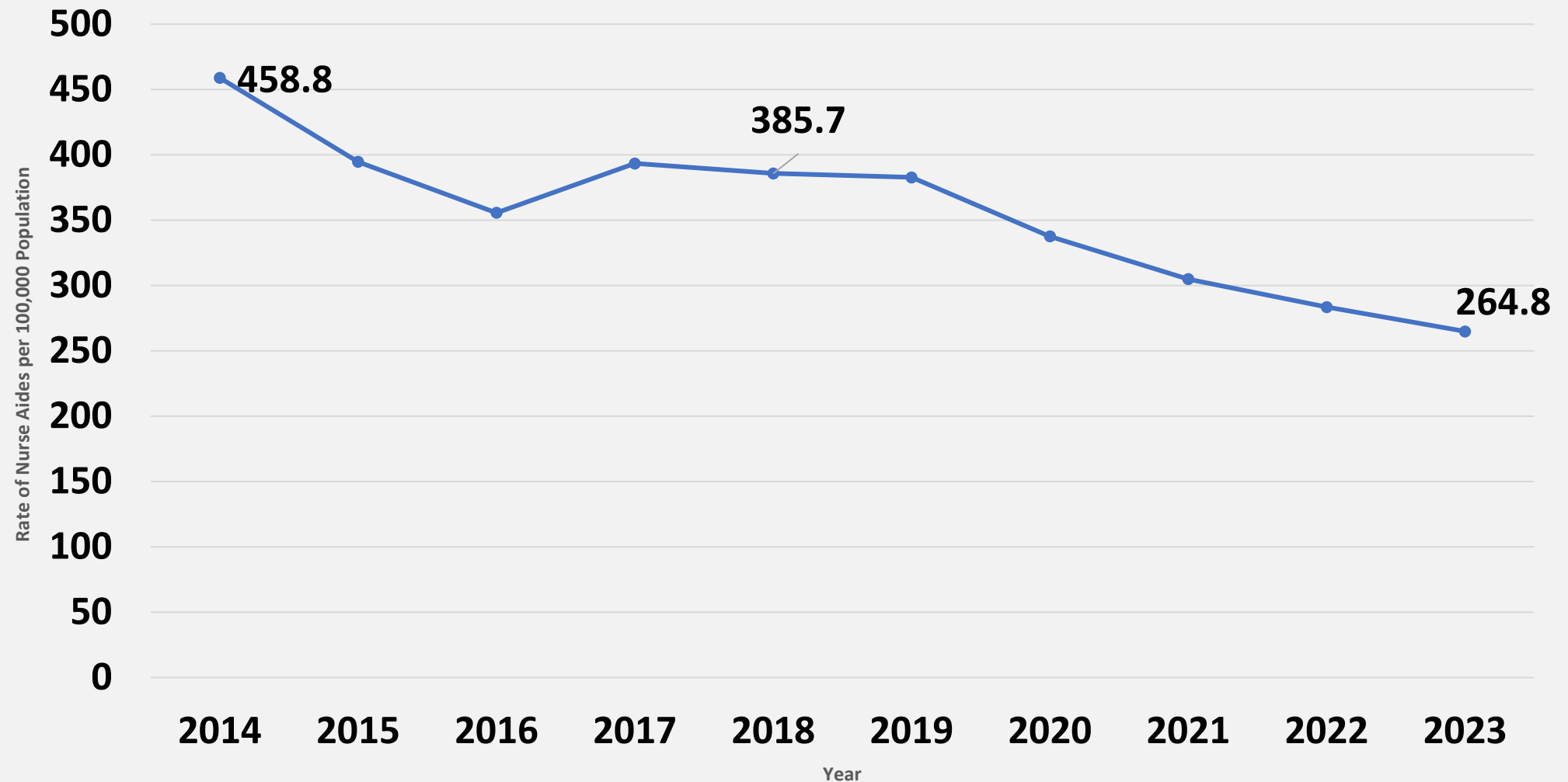
Supply Ratios



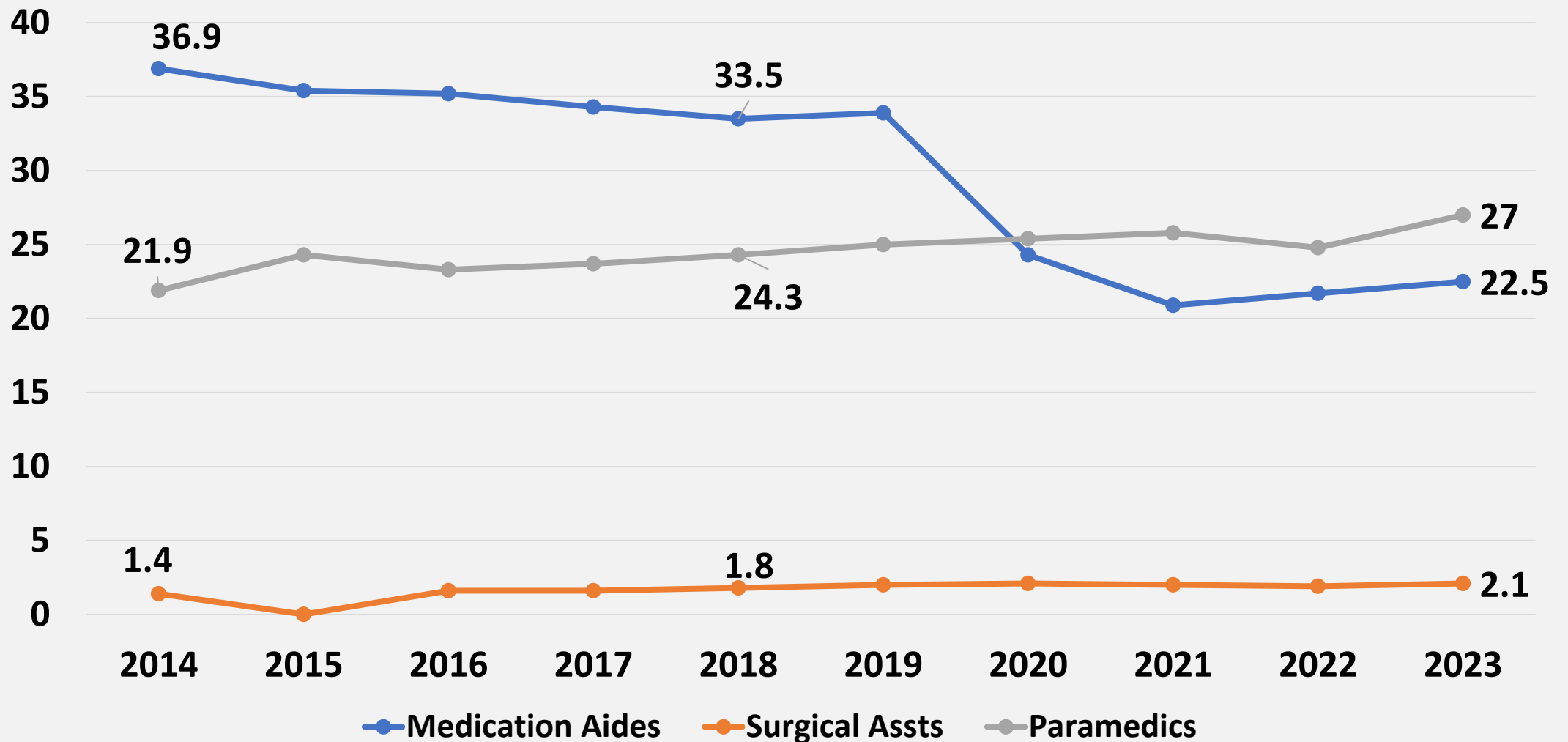
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# Nurse Aides per 100,000 population



# Providers per 100,000 population



# Provider Ratios by Region, 2023

Region	Nurse Aides	Medication Aides	Surgical Assistants	Paramedics
Panhandle	438.0	22.3	1.3	33.6
North Texas	249.7	20.9	1.3	33.1
East Texas	451.8	47.5	0.6	17.9
Gulf Coast	241.5	21.0	3.9	32.0
Central Texas	233.6	31.9	1.2	34.5
South Texas	245.5	19.3	1.8	27.6
Rio Grande Valley	285.4	13.6	2.1	21.1
West Texas	272.1	13.8	1.3	43.1
Statewide	264.8	22.5	2.1	27.0

# Coming Soon

- 2024 Hospital Nurse Staffing Study Results by September 2024
- 2024 Nurse Staffing Studies for Nursing Facilities, Home Health and Govt Public Health still being collected; Goal is for results by December 2024
- 2024 supply numbers, ratios, and demographics late December 2024/January 2025

# Contact Information



## Texas Center for Nursing Workforce Studies

Email: [TCNWS@dshs.texas.gov](mailto:TCNWS@dshs.texas.gov)

Website: [www.dshs.texas.gov/nursingworkforce](http://www.dshs.texas.gov/nursingworkforce)

Visit our dashboards under “Health Care Workforce” on Texas Health Data  
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**Thank you!**