

# Health Care Workforce in the Texas Border Region

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TEXAS  
Health and Human  
Services

Texas Department of State  
Health Services

# Health Professions Resource Center - HPRC

Supply and Distribution Tables

Factsheets

Texas Health Data Dashboards

Study and Report on Health Care Workforce Issues

- Texas Supply and Demand Projections for Physicians
- Texas Education Pipeline

Support: the Statewide Health Coordinating Council

- Dissemination of the Texas State Health Plan

Site-MUP designation

Support: the Texas Primary Care Office

- Texas Conrad 30 J-1 Visa Waiver Program
- Statewide Needs Assessment
- Long Term Strategic Plan

### Health Profession Supply

Annually, the HPRC collects licensure data from licensing boards to develop supply tables that include the number of providers per county, ratio of population to provider, and ratio of provider to population. Not all professions are included in this dashboard.

For questions about this data, send email to [HPRC@dshs.texas.gov](mailto:HPRC@dshs.texas.gov) or call (512) 776-7261

Profession: Primary Care Physician | YEAR: 2022

#### Primary Care Physicians by County, 2022

COUNTY	POPULATION	PROFESSION COUNT	RATIO POPULATION TO PROFESSION	RATIO 100K POPULATION TO PROFESSION	RANKING ALONG TABLE (DOWN)
BAYLOR	3,617	6	602.8	165.9	1
CHILDRESS	7,045	10	704.5	141.9	2
HARTLEY					
GILLESPIE					
HEMPHILL					
POTTER					
GREGG					
SMITH					
BOWIE					

### Geographic Distribution

Figure 3. Ratio of Texas Population to Assistant Behavior Analysts by County

Table 1. Ratio of Texas Population to Assistant Behavior Analysts by Geographic Designation

Geographic Designation	Population to Assistant Behavior Analysts
Border Ratio	290,452.4
Metro Ratio	195,938.6
Non-Border Ratio	206,338.0
Non-Metro Ratio	788,404.3
Texas Ratio	212,060.1

Assistant Behavior Analysts were not evenly distributed throughout border and non-border counties.

- Per capita, metropolitan counties had 4.0 times as many Assistant Behavior Analysts as non-metropolitan counties.
- Per capita, non-border counties had 1.4 times as many Assistant Behavior Analysts as border counties.
- There were 219 counties with no Assistant Behavior Analyst.

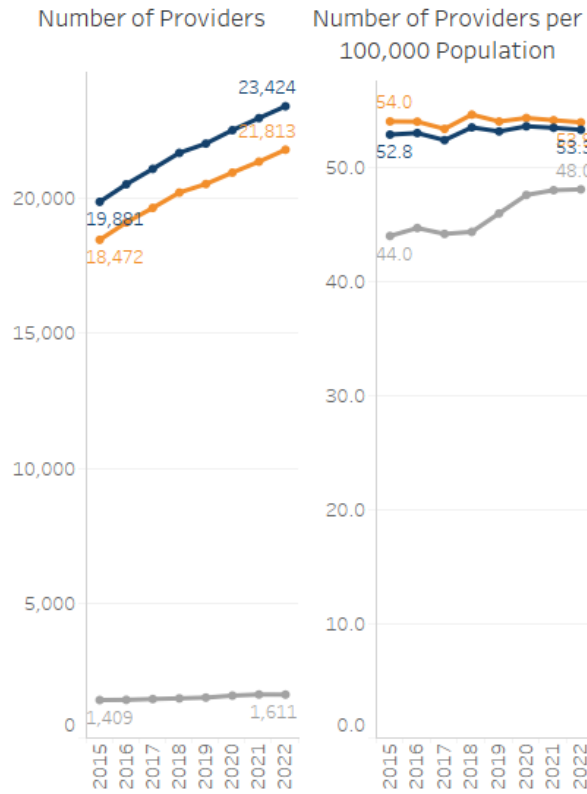
\*Counties shown in gray have 0 providers.

# Supply and Demographic Trends of Physicians and Dentists

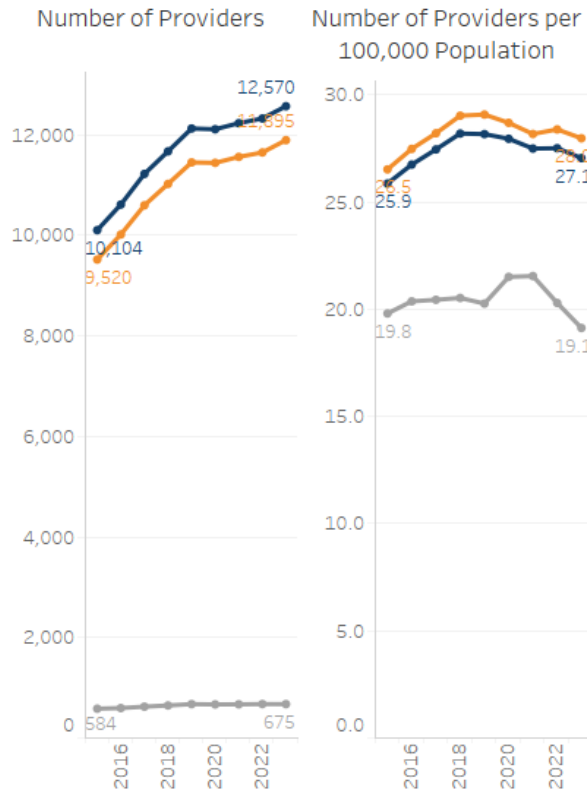


# Provider Trends for Texas, Non-Border, and Border Counties

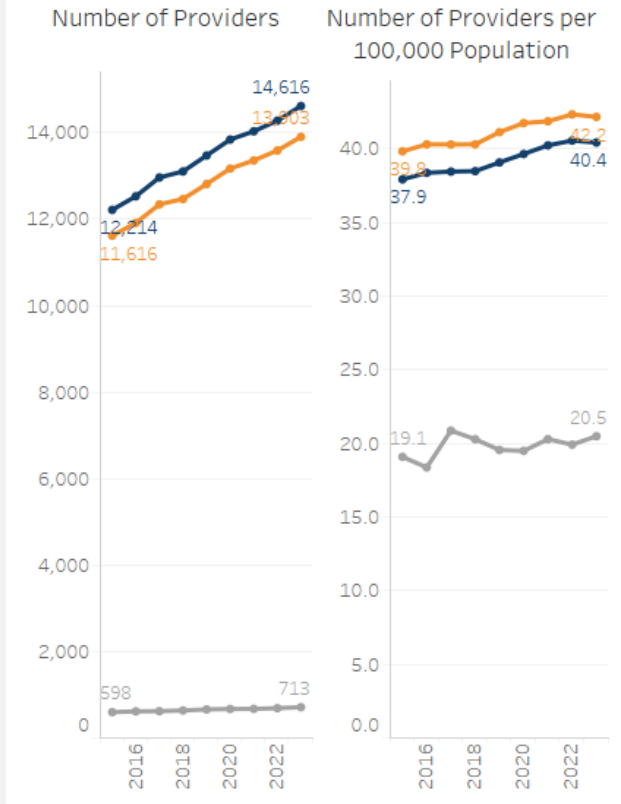
Primary Care Physicians



General Dentist

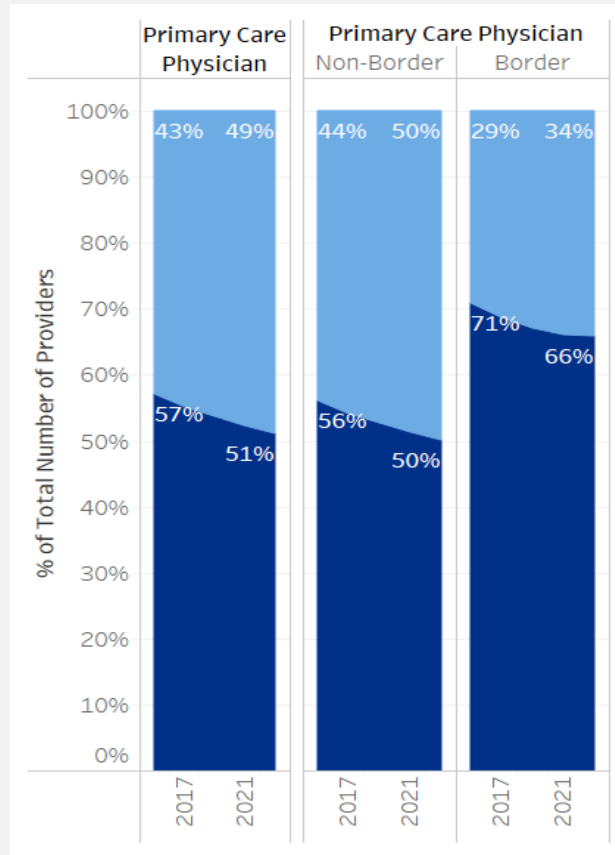


Dental Hygienist



- The number of providers has increased in the past decade.
- There are fewer providers per 100,000 population in border counties than in the rest of the state.
- The ratio of general dentist to 100,000 population has seen a decreasing trend in recent years in all regions of the state.

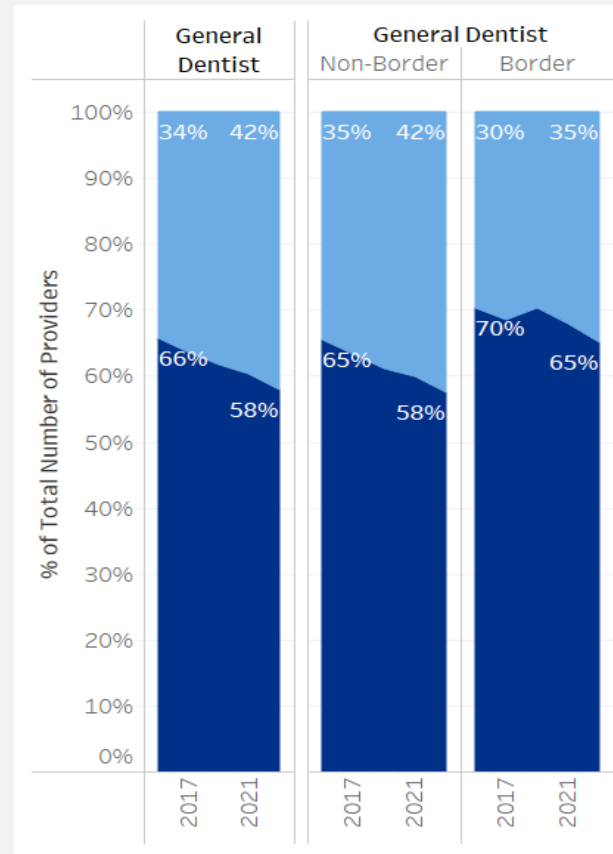
# Male and Female Distribution of Providers from 2015 to 2023



About half of primary care physicians (PCPs) in Texas are male.

There are more male PCPs in border counties than the rest of the state

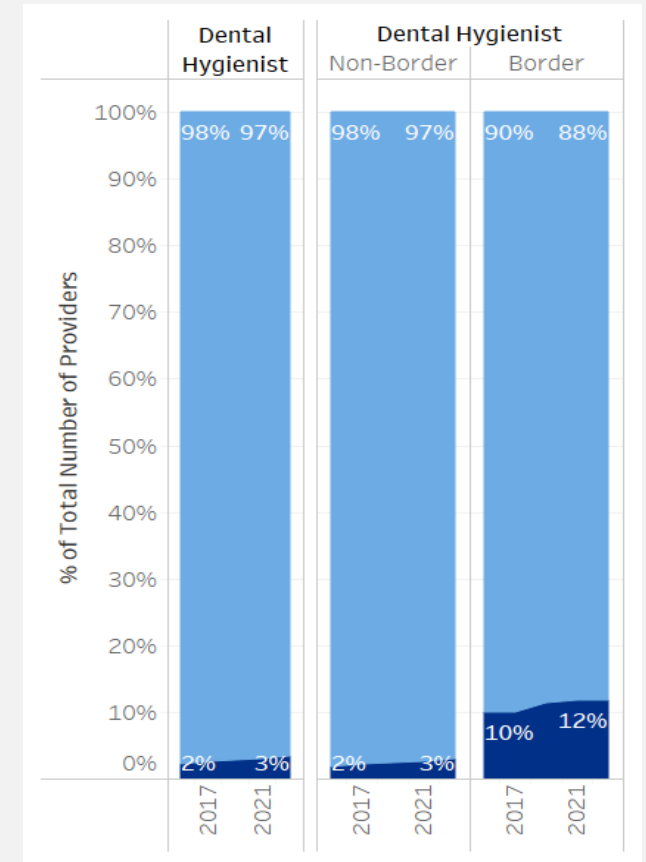
The percentage of male PCPs in Texas decreased in the past decade.



Over half of dentists in Texas are male.

There are more male dentists in border counties than the rest of the state

The percentage of male dentists increased in the past decade.



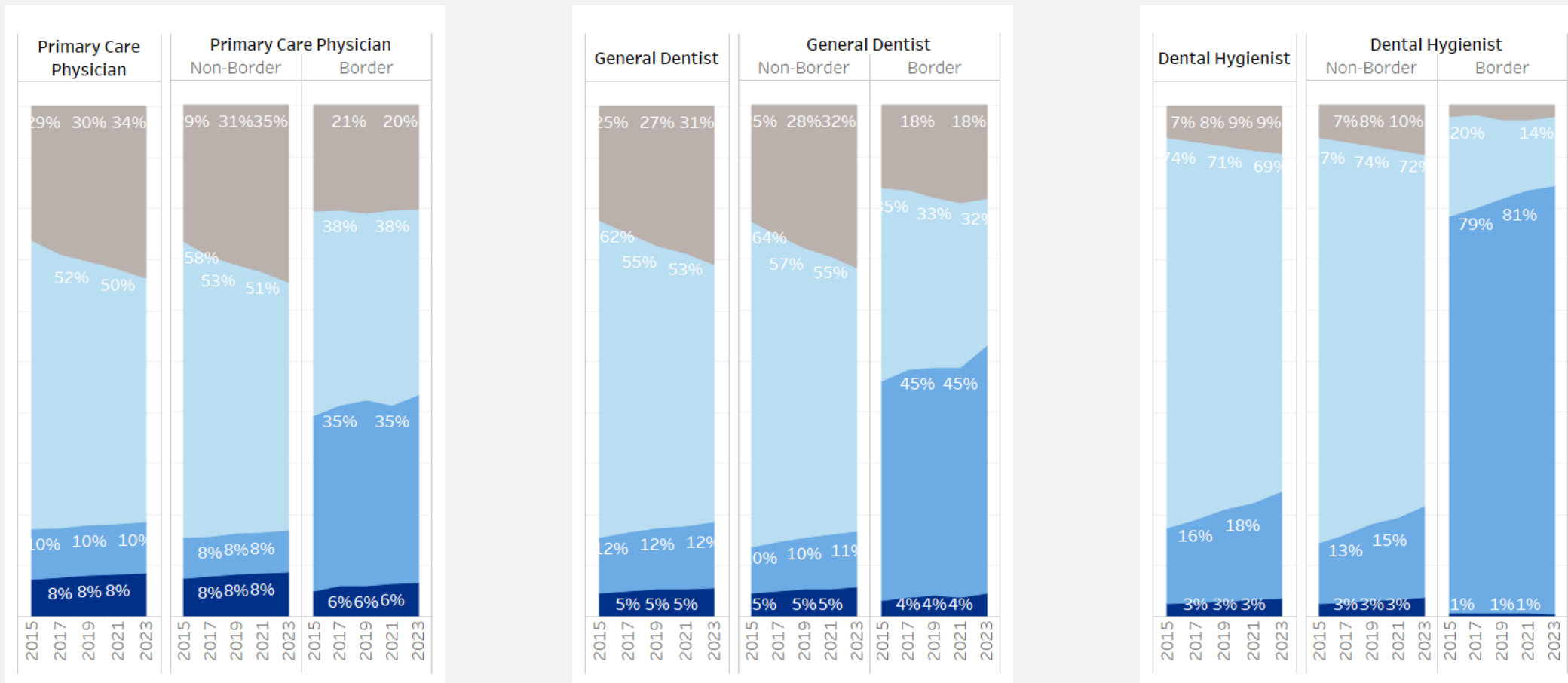
Most dental hygienists are female.

There are more male dental hygienists in border counties than the rest of the state.

The percentage of male dental hygienists increased in the past decade.

# Race and Ethnicity Distribution of Providers

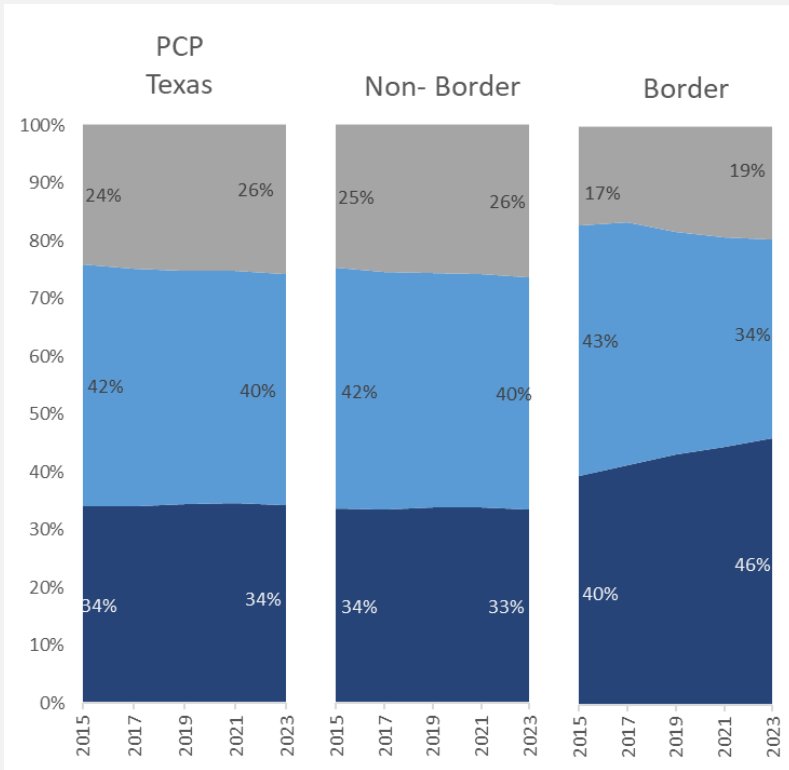
## Black or African American, Hispanic, White, and Other



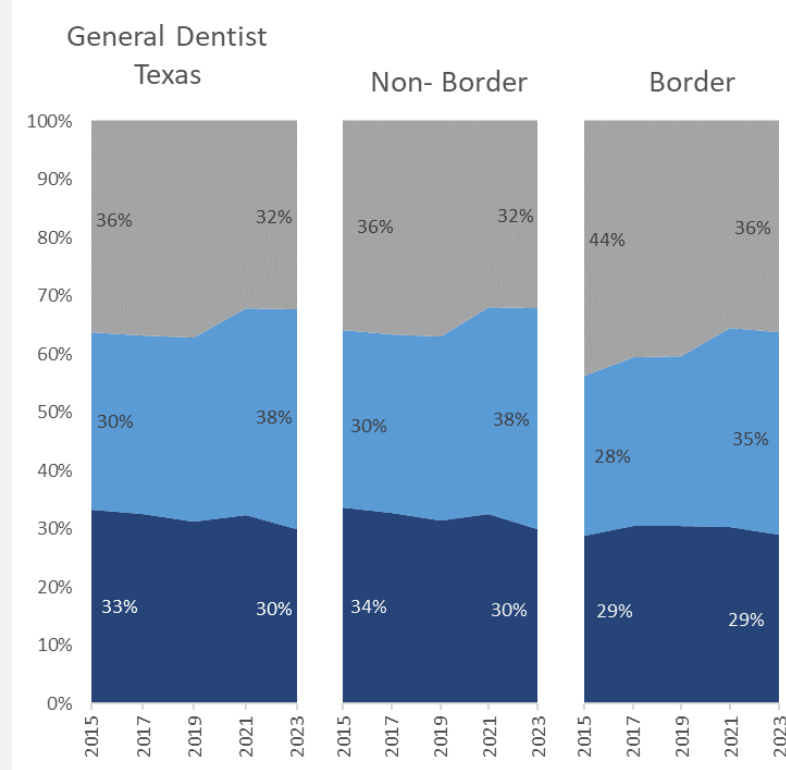
- About half of the PCPs and General Dentists in Texas are White.
- About 3 out of 10 PCPs and General Dentists fall in the non-Hispanic Other race category.
- In border counties, about 3 out of 10 PCPs are Hispanic and almost 4 out of 10 PCPs are White.

- About 7 out of 10 DHs in Texas are White.
- However, about 8 out of 10 DHs in border counties are Hispanic.

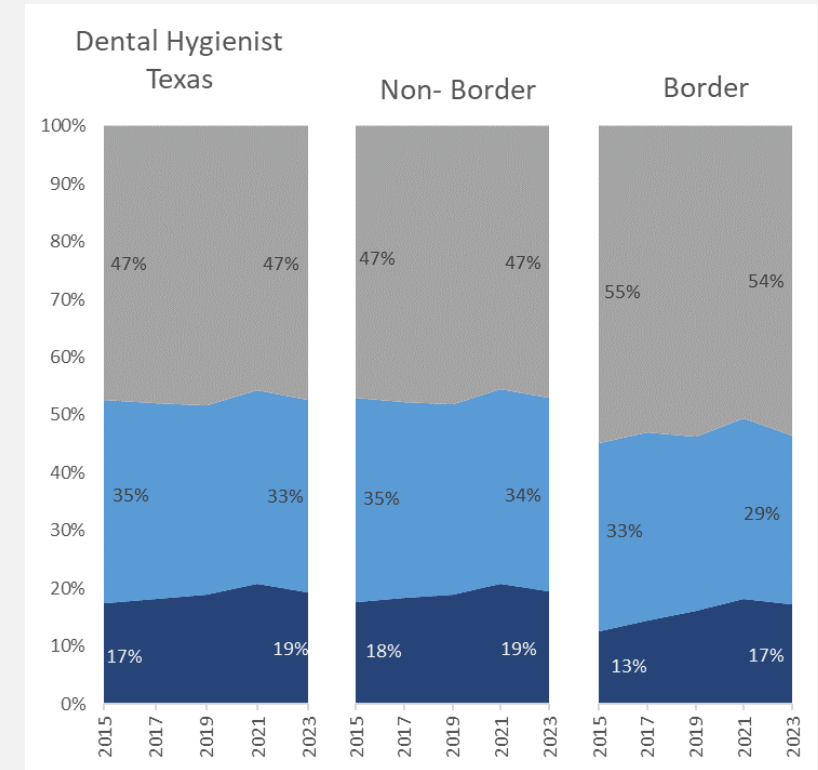
# Age Distribution of Providers: $\leq 40$ , 41 to 55, $>55$ years old



The proportion of PCPs older than 55 years old has increased in border counties. It is also higher than in the rest of the state.



The proportion of general dentists  $<40$  years old has been declining in border counties. In 2023 the age distribution of general dentists is similar across the state.



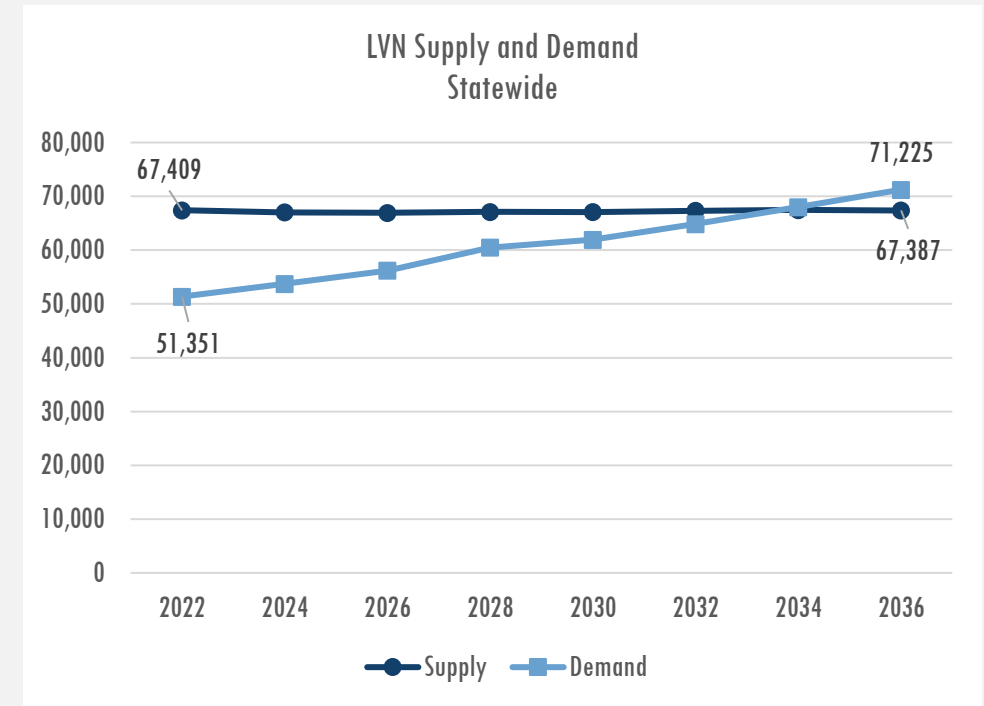
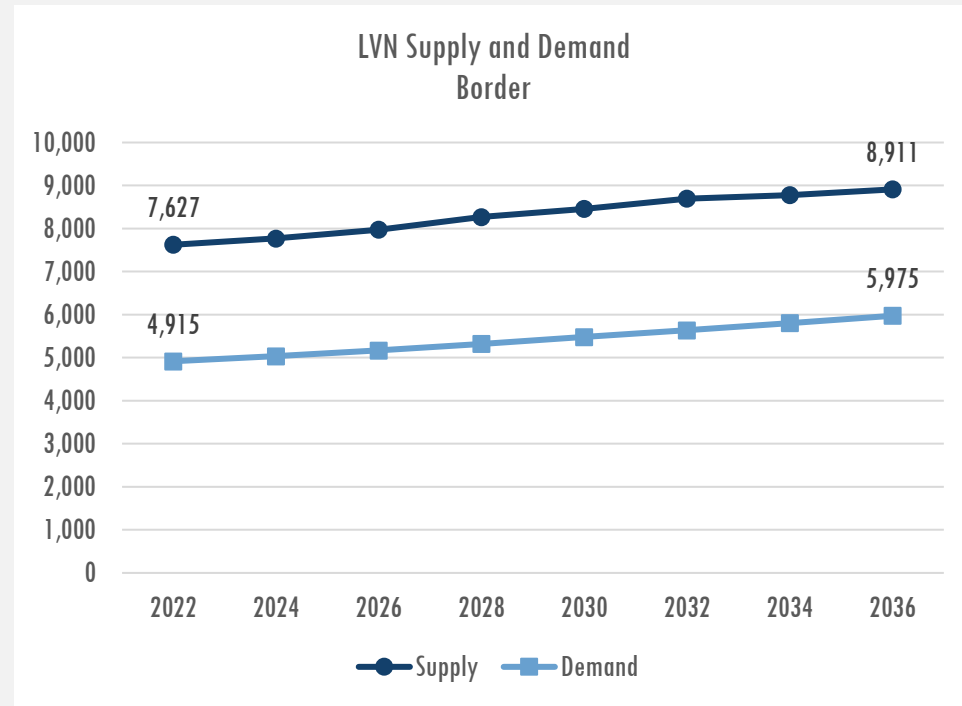
The percent of DH  $<40$  years old is higher in border counties than the rest of the state. The percent of DH over 55 years old has been increasing in border counties.

# Supply & Demand Projections, 2022-2036

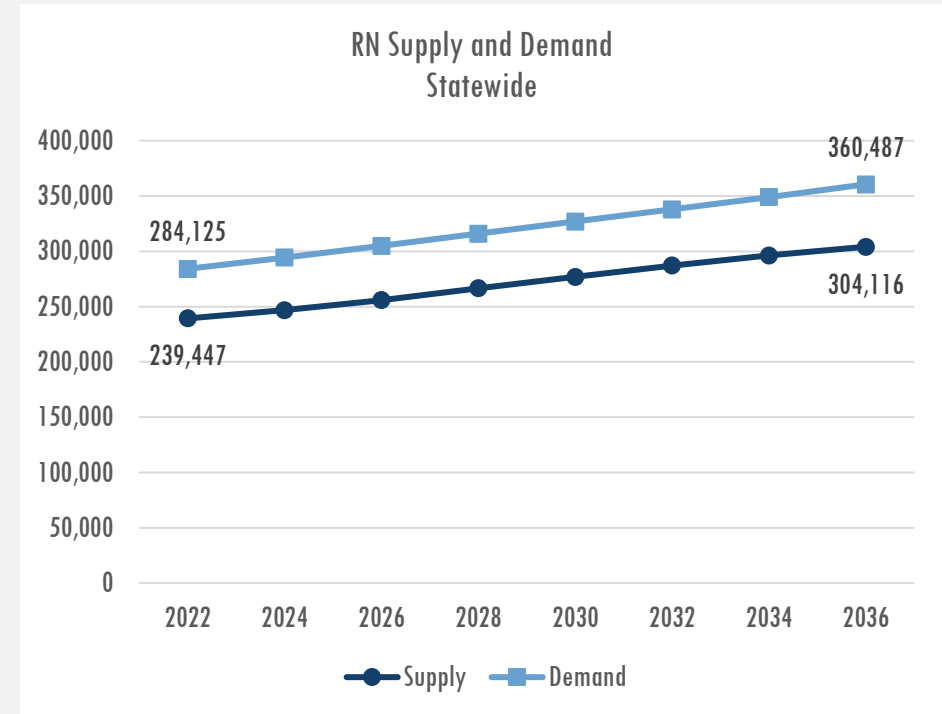
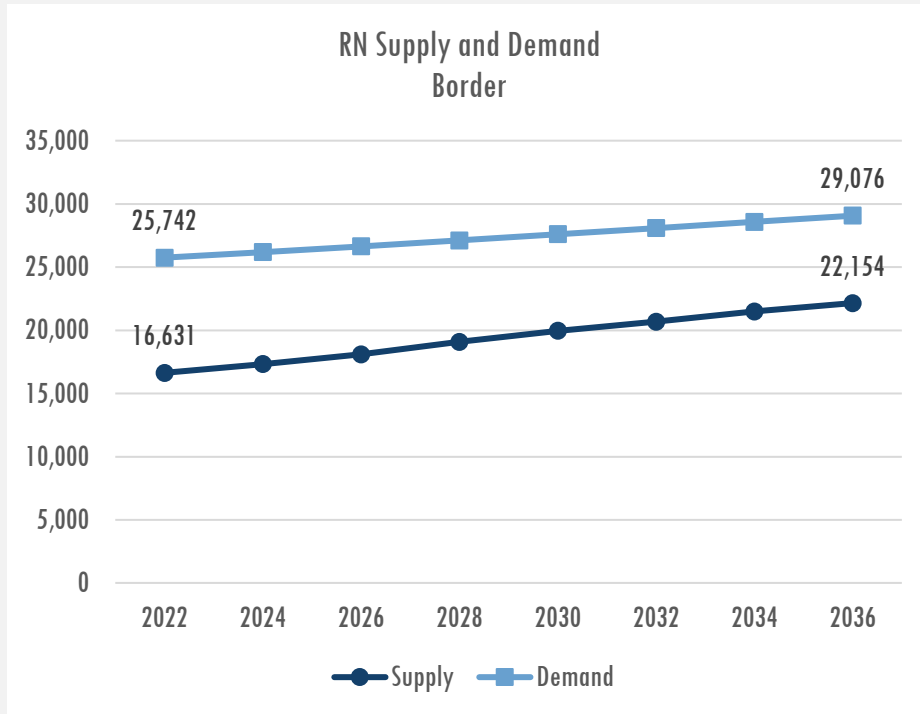




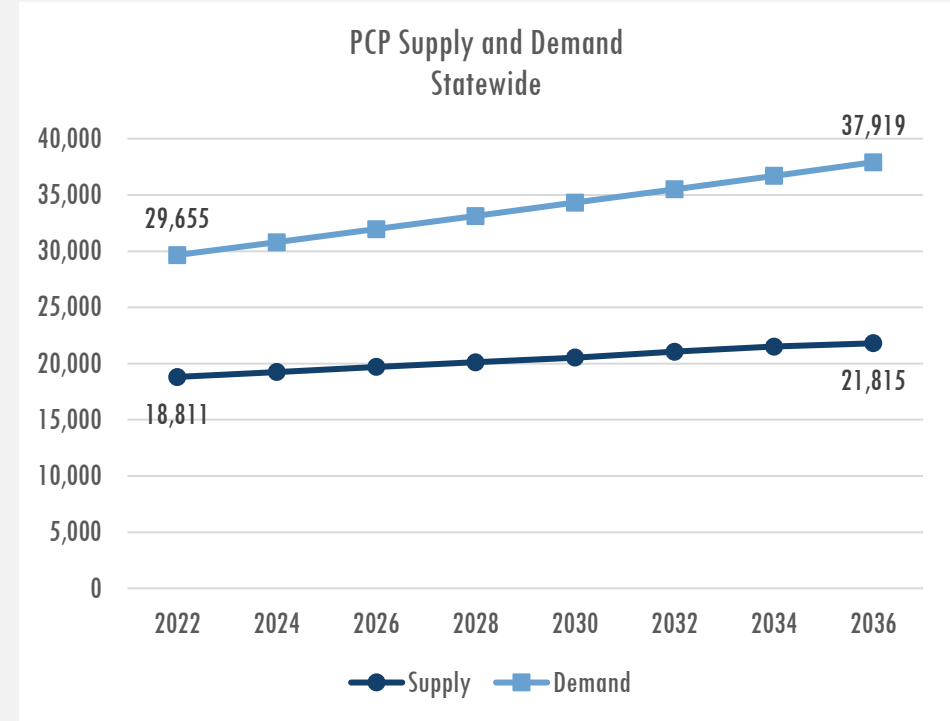
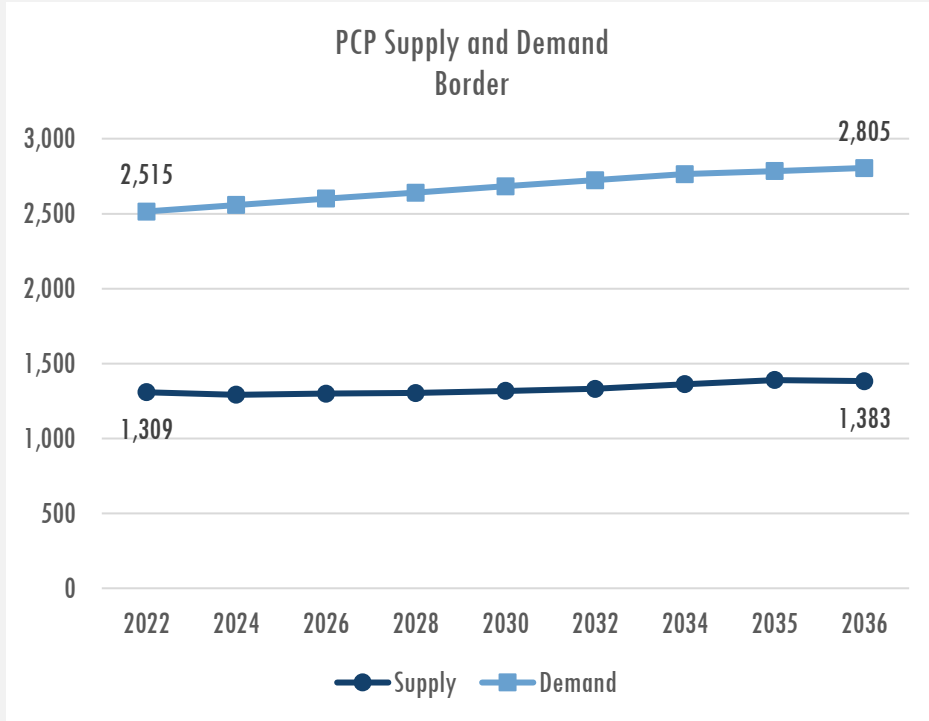
# Licensed Vocational Nurses



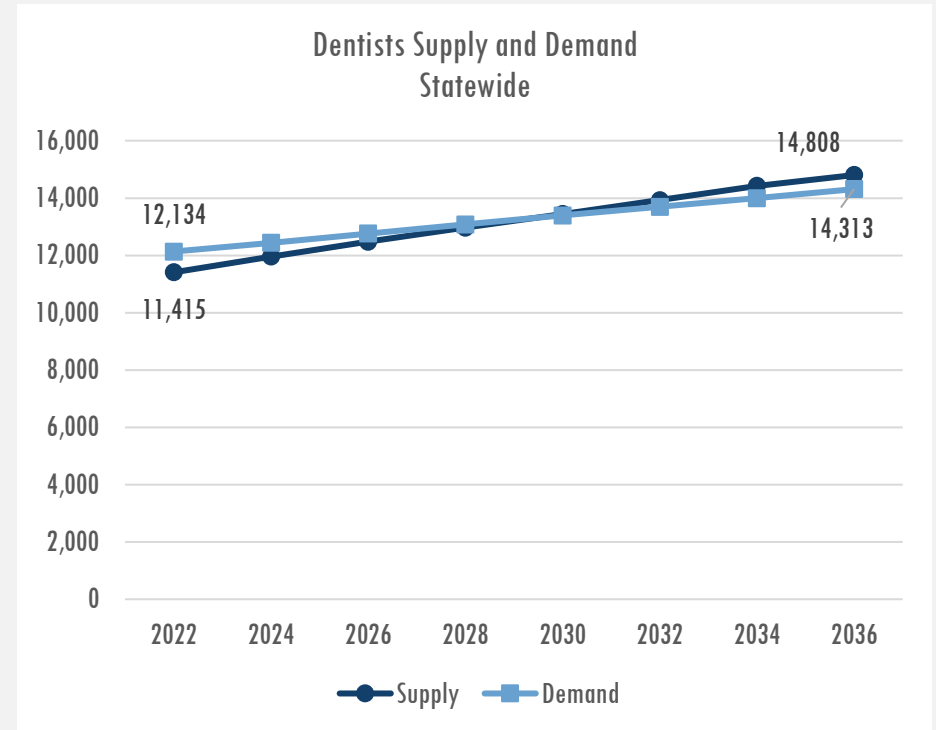
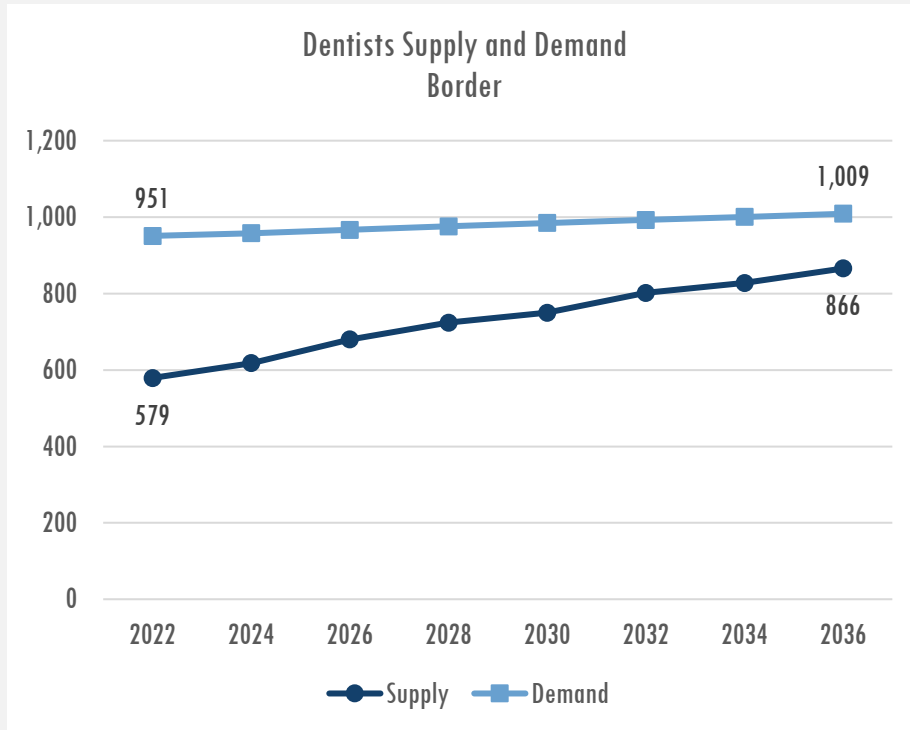
# Registered Nurses



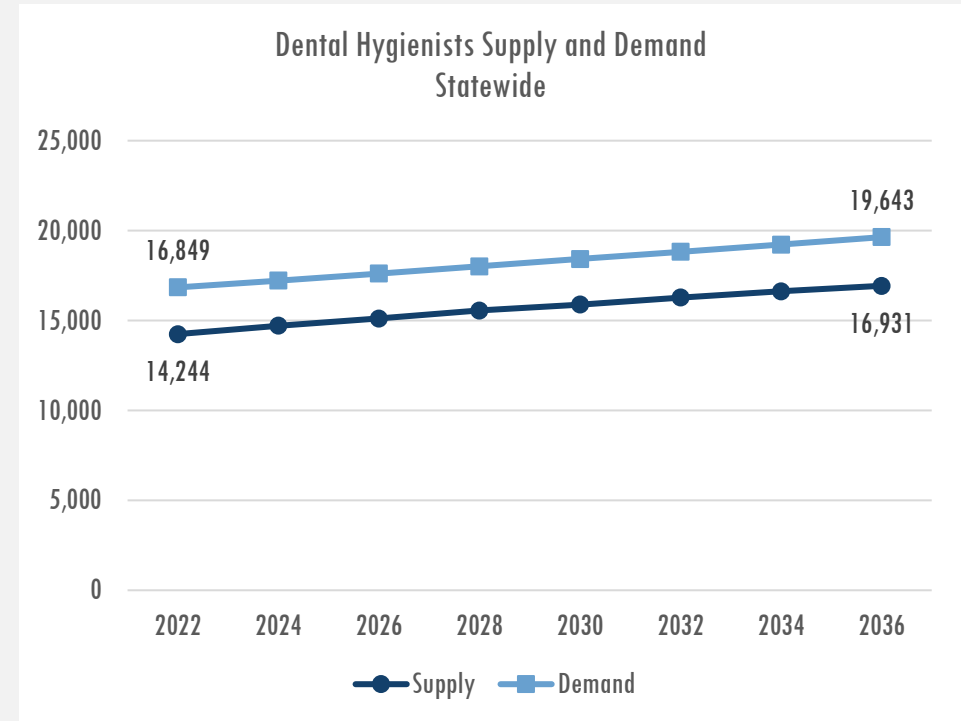
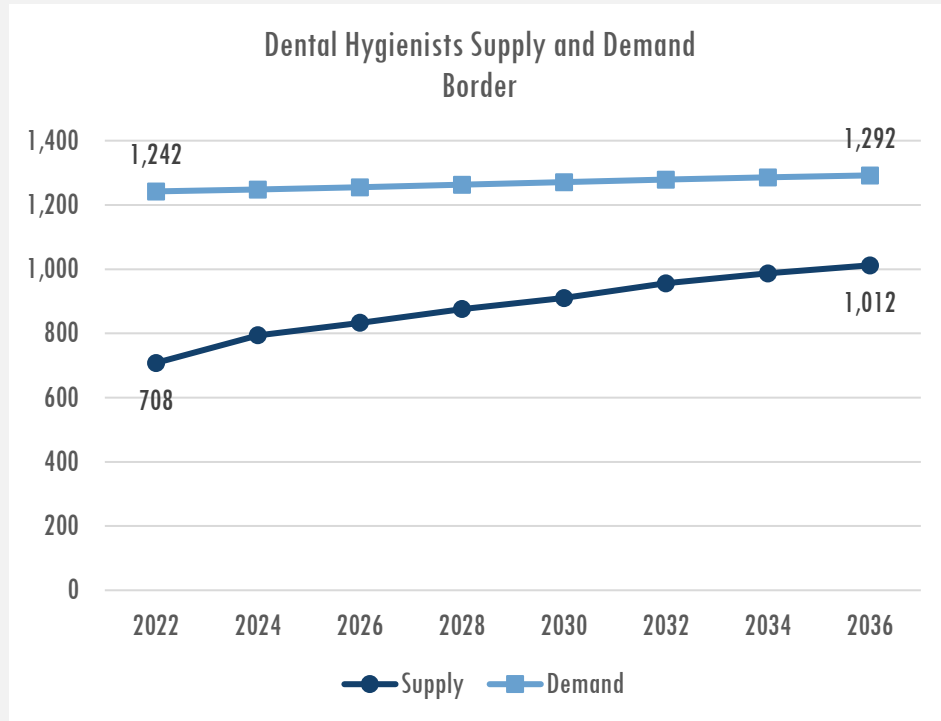
# Primary Care Physicians



# Dentists

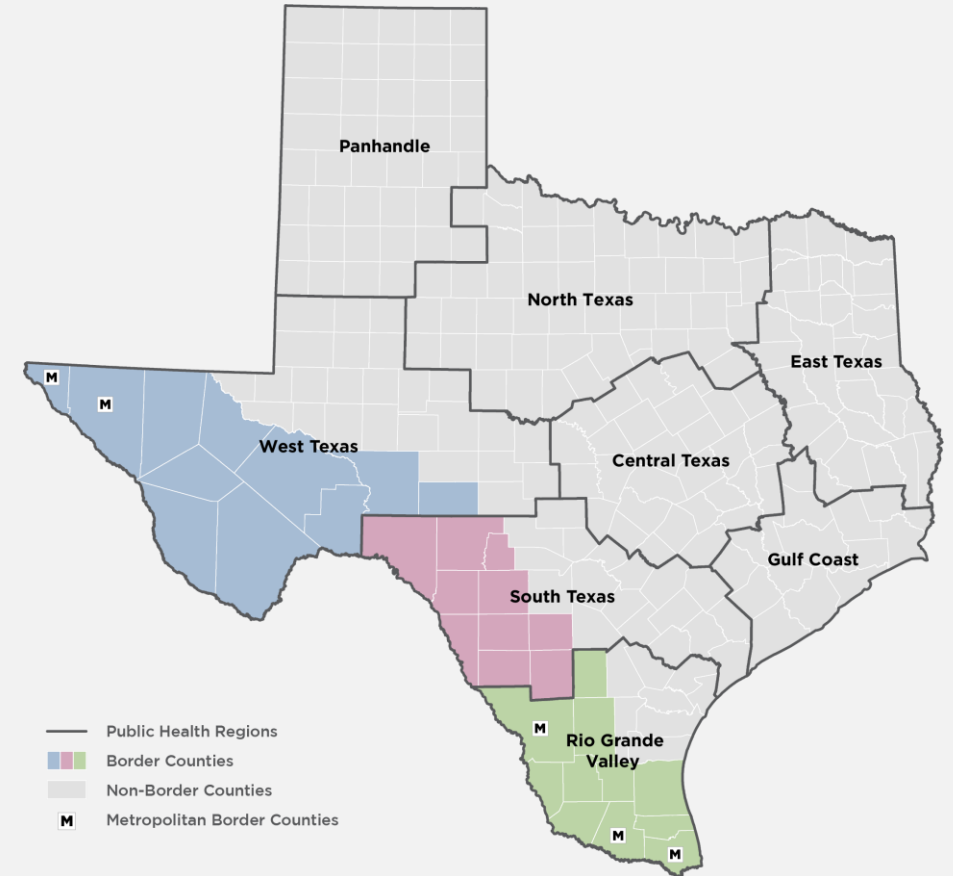


# Dental Hygienists



# Projected Unmet Demand in Border Region, 2024

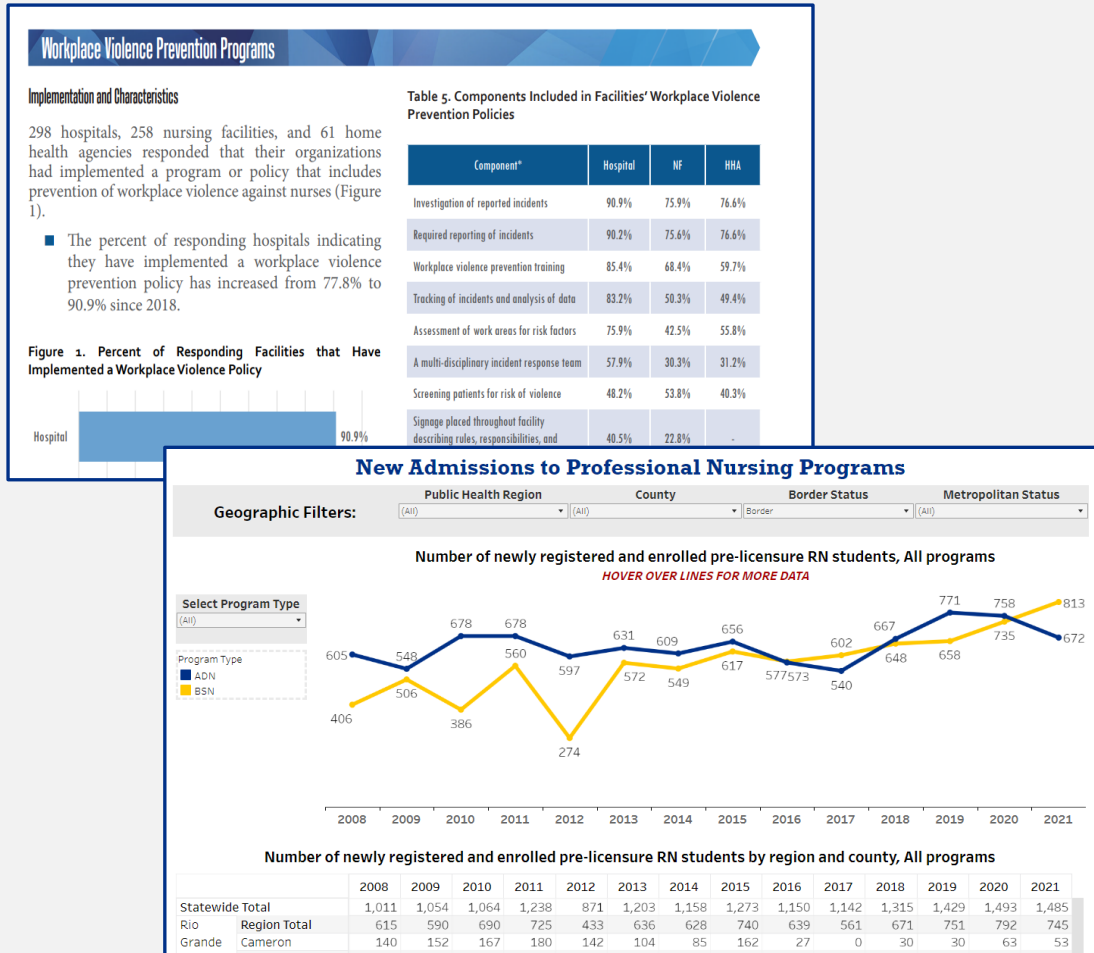
Public Health Region	Metropolitan Status	LVN	RN	NP	PCP	Dentists	Dental Hygienists
Rio Grande Valley	Metro	0%	39%	0%	54%	37%	43%
	Non-metro	0%	68%	46%	81%	78%	60%
South Texas	Non-metro	0%	56%	0%	59%	55%	42%
West Texas	Metro	0%	11%	0%	35%	22%	20%
	Non-metro	0%	67%	18%	52%	75%	73%



# Nursing Workforce



# Texas Center for Nursing Workforce Studies - TCNWS



## 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

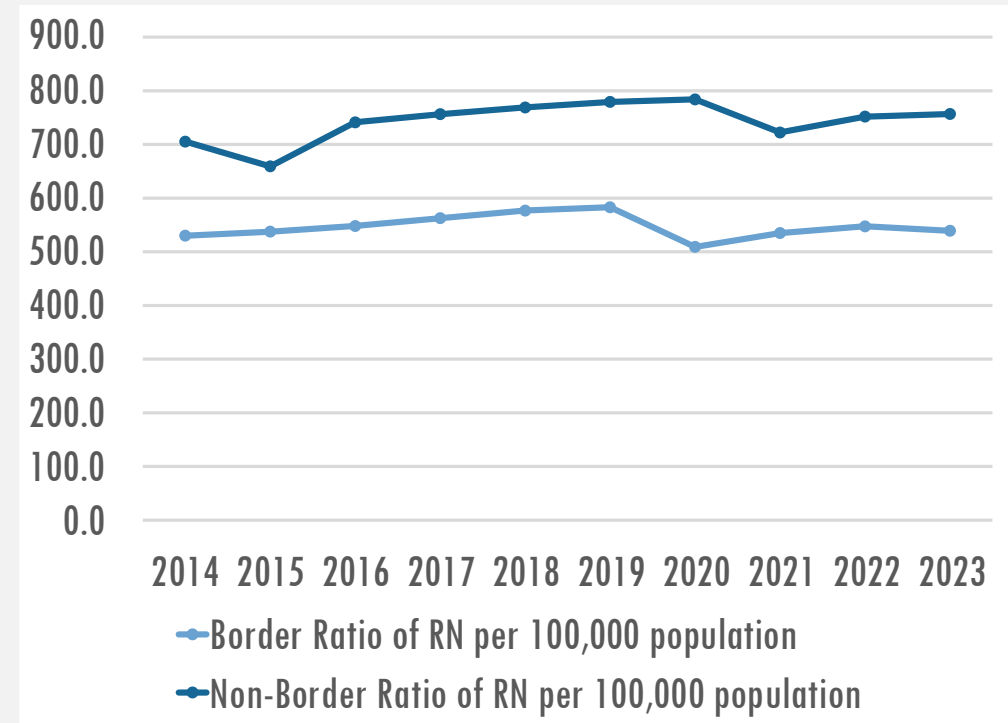
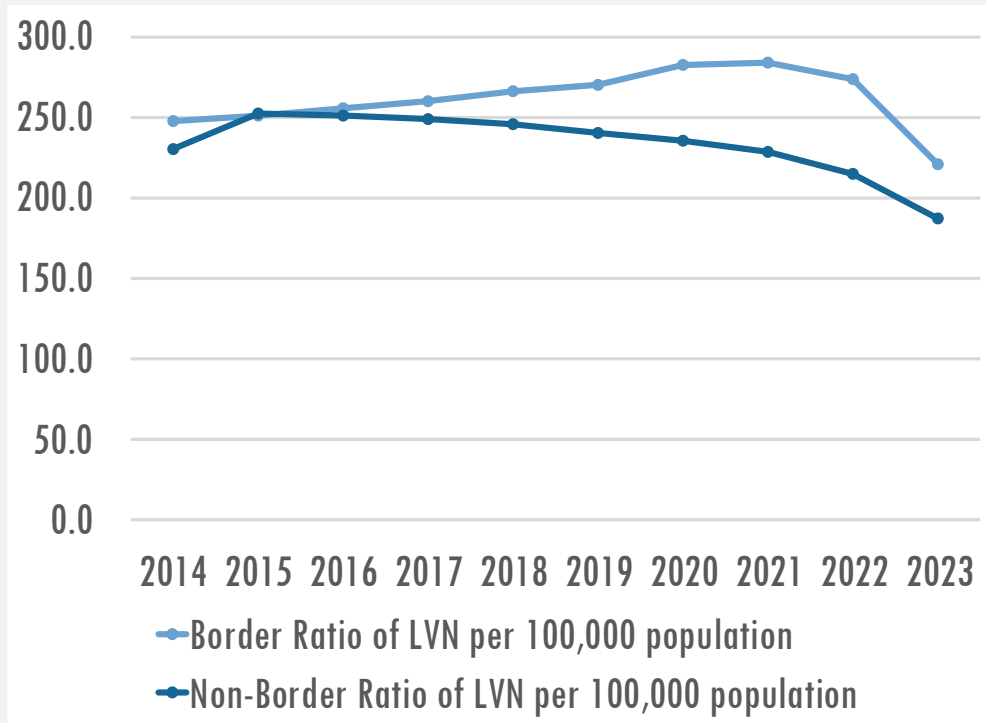


# Nurses Along Texas Border

As of September 2023 there are:

- 24,991 total
  - 25.7% are Licensed Vocational Nurses (LVNs)
  - 62.7% are Registered Nurses (RNs)
  - 11.6% hold an APRN license
    - Nurse Practitioners (NPs)
    - Clinical Nurse Specialists (CNSs)
    - Certified registered nurse anesthetists (CRNAs)
    - Certified Nurse Midwives (CNMs)

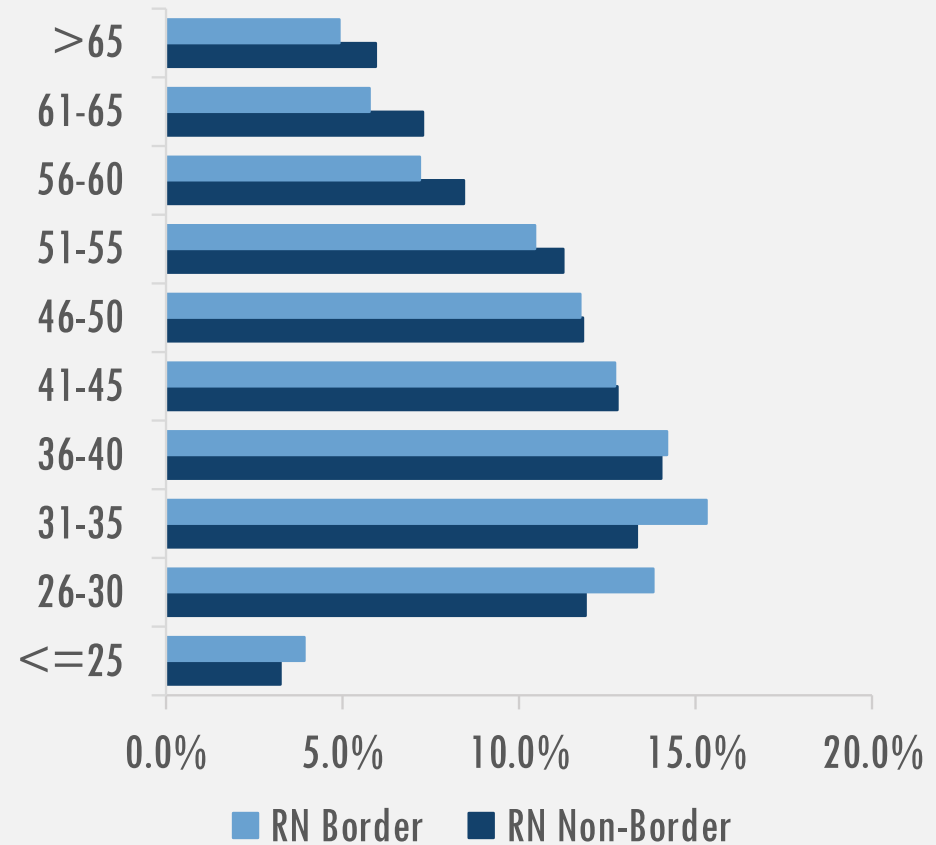
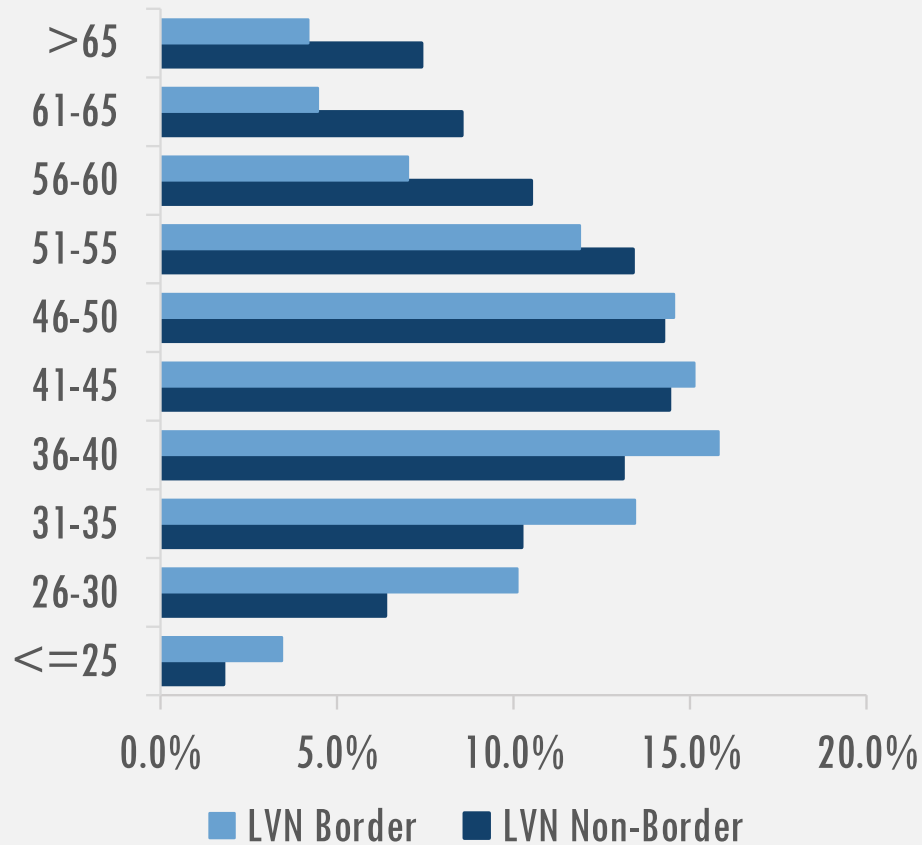
# Nurse Supply Ratios in Border and Non-Border Counties



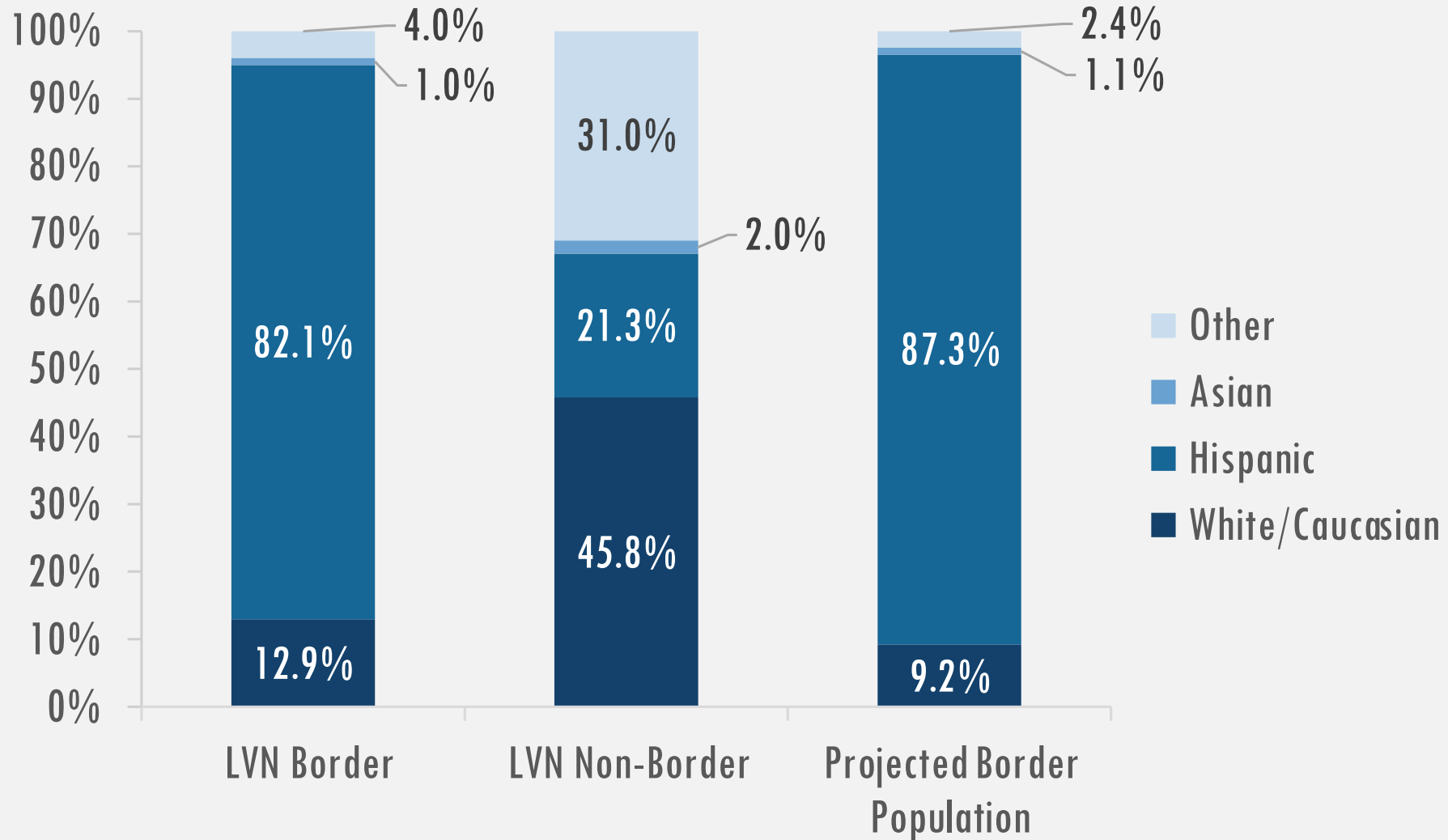
# Gender Distribution, 2023

	LVN			RN		
	Statewide	Border	Non-Border	Statewide	Border	Non-Border
<b>Female</b>	88.4%	80.0%	89.4%	87.3%	79.6%	87.8%
<b>Male</b>	11.6%	20.0%	10.5%	12.7%	20.3%	12.1%

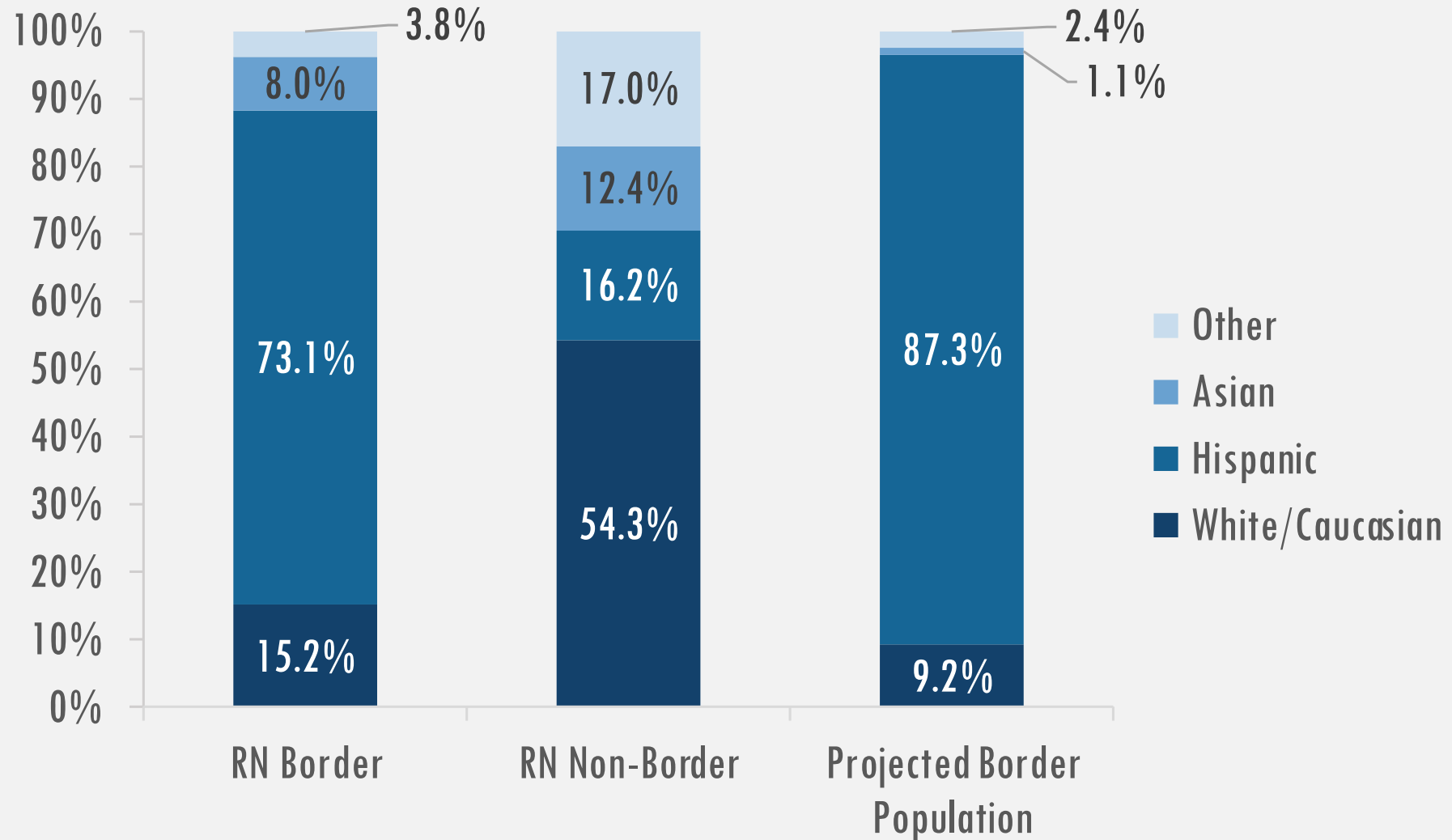
# Age Distributions, 2023



# LVN Race and Ethnicity Distribution, 2023



# RN Race and Ethnicity Distribution, 2023



# Vacancy and Turnover among Nurse Employers



# LVN - Vacancy and Turnover of Nurse Employers, 2022

	Average Facility Vacancy Rates			Average Facility Turnover Rates		
	Statewide	Border	Non-Border	Statewide	Border	Non-Border
<b>Hospital</b>	18.8%	<b>13.0%</b>	19.3%	30.5%	<b>39.3%</b>	29.8%
<b>Long-Term Care</b>	14.8%	<b>9.9%</b>	13.5%	61.5%	<b>38.5%</b>	63.0%
<b>Hospice and Home Health</b>	24.5%	<b>25.6%</b>	24.1%	40.1%	<b>42.9%</b>	39.3%
<b>Gov't Public Health</b>	17.4%	<b>12.5%</b>	17.9%	16.9%	<b>25.0%</b>	15.6%



# RN - Vacancy and Turnover of Nurse Employers, 2022

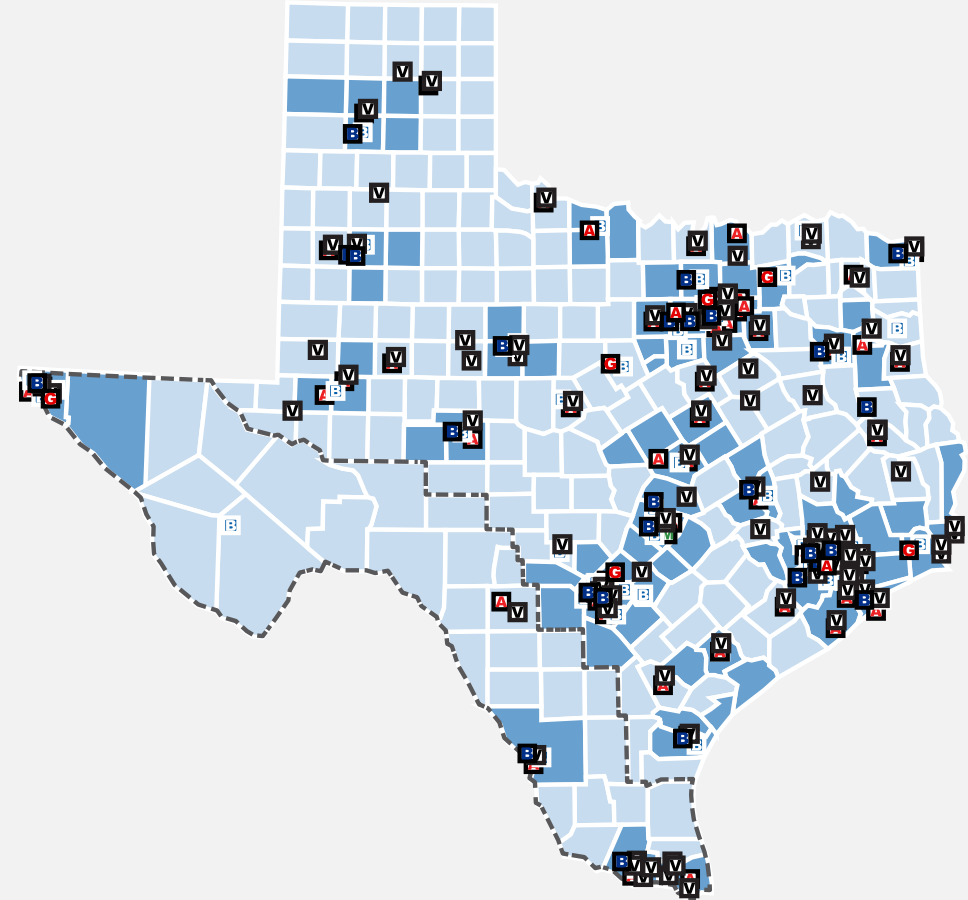
	Average Facility Vacancy Rates			Average Facility Turnover Rates		
	Statewide	Border	Non-Border	Statewide	Border	Non-Border
<b>Hospital</b>	18.8%	<b>19.8%</b>	18.1%	33.9%	<b>37.4%</b>	33.6%
<b>Long-Term Care</b>	21.1%	<b>21.3%</b>	18.5%	73.2%	<b>45.7%</b>	77.4%
<b>Hospice and Home Health</b>	21.2%	<b>15.1%</b>	22.9%	41.2%	<b>43.3%</b>	40.6%
<b>Gov't Public Health</b>	10.7%	<b>21.3%</b>	9.6%	26.7%	<b>62.6%</b>	21.6%

# Nursing Education



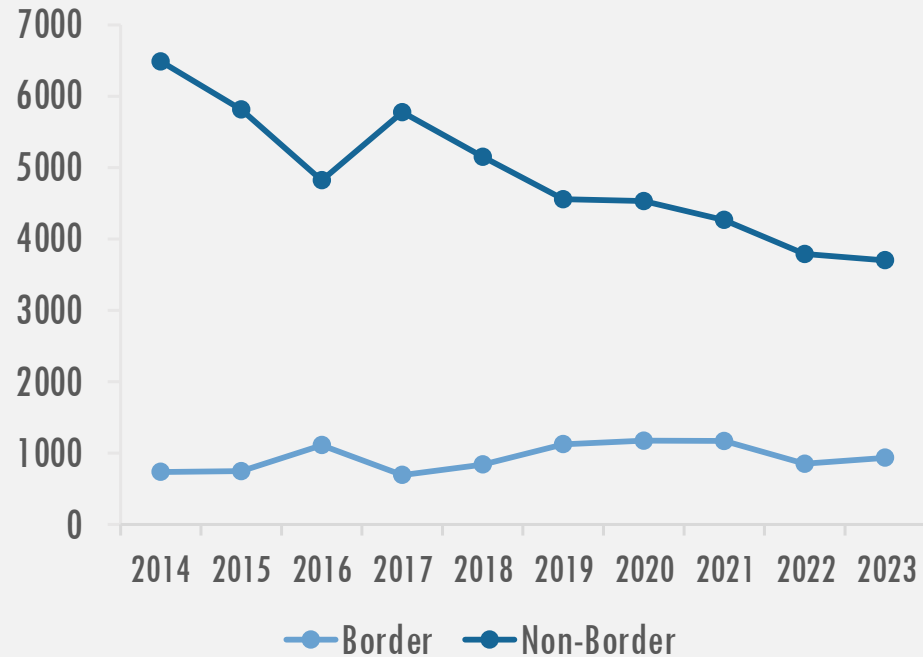
# Nursing Education Programs in Border Counties, 2023

- 10 Vocational nursing programs
  - 3 in Cameron County and Hidalgo County
  - 2 in El Paso County
  - 1 in Uvalde County and 1 in Webb County
- 14 professional nursing programs
  - 5 in El Paso County
  - 3 in Hidalgo County
  - 2 in Webb County and 2 in Cameron County
  - 1 in Uvalde County and 1 in Brewster County
- 4 graduate nursing schools
  - 2 in El Paso County
  - 1 Hidalgo County
  - 1 in Webb County

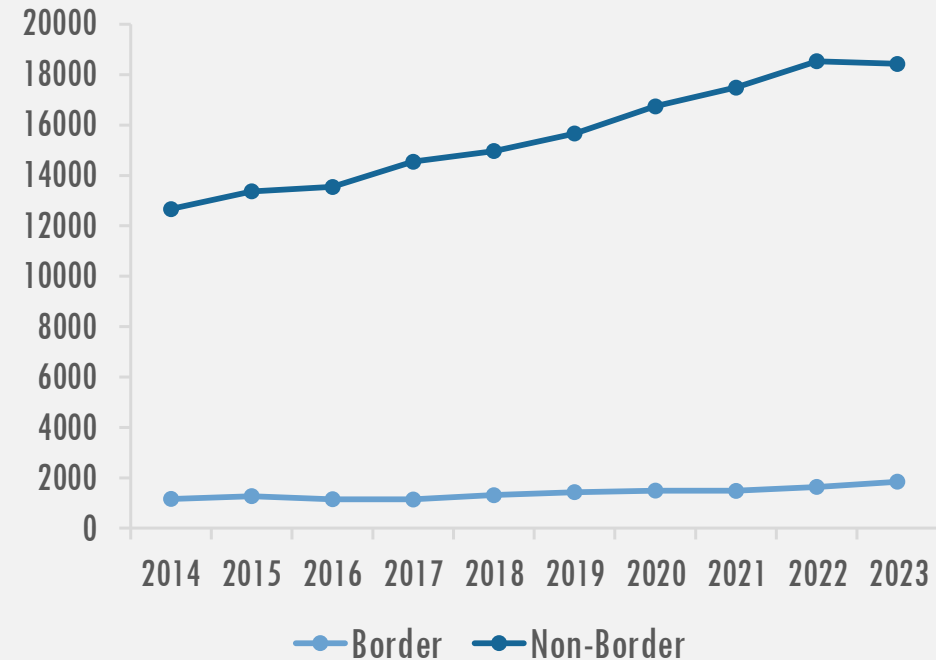


# Enrollment Trends of LVN and RN Programs

## VN Programs Newly Enrolled Trends



## RN Programs Newly Enrolled Trends



# Admission and Enrollment to Nursing Programs, 2023

- LVN

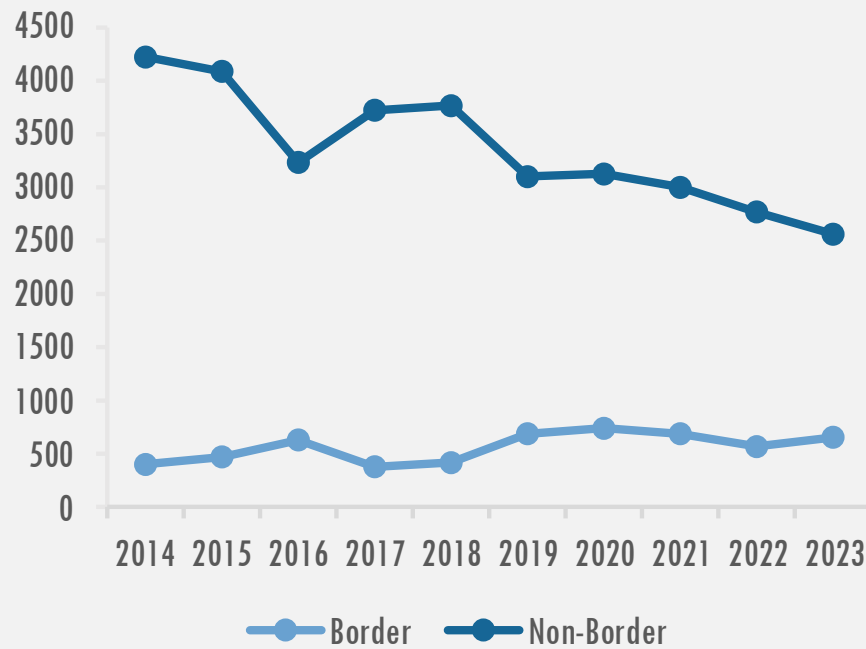
- Unfilled seats – higher in non-border (29.7%) than border programs (19.2%)
- Qualified applications not offered admission (QANA) – higher in border (15.1%) than non-border (12.4%)
- Highest ranked reason for not admitting qualified applicants
  - Border – Lack of budgeted faculty positions
  - Non-border – Lack of clinical space

- RN

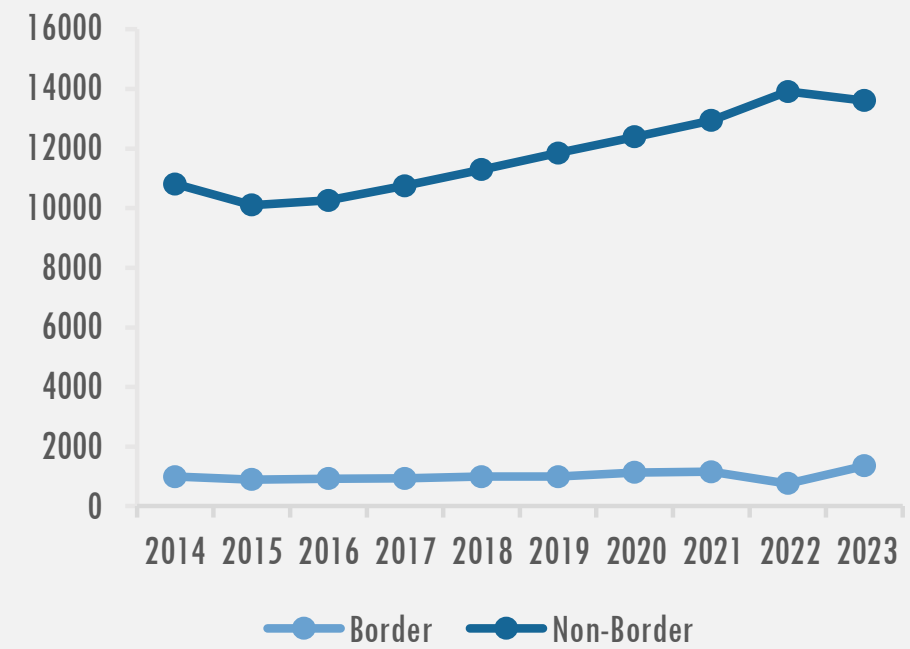
- Unfilled seats – higher in non-border (20.7%) than border programs (8.5%)
- QANA– higher in non-border (35.0%) than border programs (24.9% )
- Highest ranked reason for not admitting qualified applicants
  - Border – Lack of budgeted faculty positions
  - Non-border – Lack of clinical space

# Graduation Trends of LVN and RN Programs

## VN Program Graduation Trends



## RN Program Graduation Trends



# Barriers to Increasing Graduates in Nursing Programs, 2023

## VN Programs:

- No one reason was cited most frequently by programs in border region
- Non-border programs most frequently reported student's personal extenuating circumstances
- 40.0% border and 36.8% of non-border programs reported no barriers

## RN Programs:

- Most frequently reported barrier is nursing faculty shortage
  - 21% of border programs
  - 26% of non-border programs
- The majority of border programs (57%) reported no barriers

# Contact Information



## Texas Center for Nursing Workforce

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

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



## Health Professions Resource Center

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

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

Visit our dashboards under “Health Care Workforce” on Texas Health Data  
<https://healthdata.dshs.texas.gov/>



# Thank you!

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