

Topic: Nursing Workforce – North Texas Region

Background

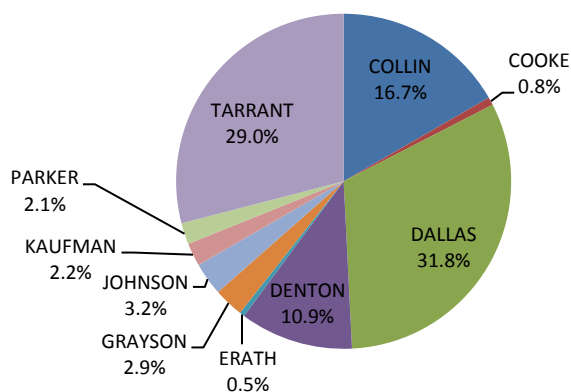
This report was compiled with information from the Texas Board of Nursing, Texas Nursing Statistics, September 2011.

This data is produced by the Texas Board of Nursing (BON) from information voluntarily provided by nurses who hold a current Texas license. Statistical information regarding employment is requested at the time of licensure and at each renewal. Due to the fact that this data is voluntary and is only reviewed by the nurse every two years, the BON cannot ensure that the data accurately reflects the nursing workforce at a given point in time.

Scope of North Texas Region – by County

- North Texas county distribution by **residence** for currently licensed Texas RNs
- North Texas county distribution by **highest nursing degree** for currently licensed Texas RNs
- North Texas county distribution by **position type** for currently licensed Texas RNs employed in Nursing
- North Texas county distribution by **place of employment** for currently licensed Texas RNs employed in Nursing
- North Texas county distribution by **clinical practice area** for currently licensed Texas RNs employed in Nursing

Chart 1. North Texas RNs by County of Residence - 2011

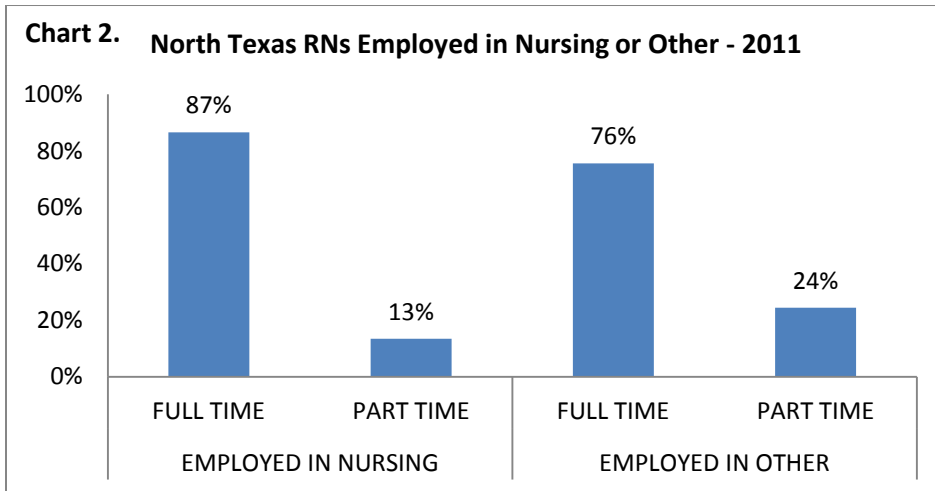


North Texas county distribution by **residence** for currently licensed Texas RNs

As would be expected, the bulk of the North Texas 55,000 licensed RNs, 61%, reside primarily in Dallas and Tarrant counties. The next 28% resides in Collin and Denton counties and the remaining 11% is scattered between, Parker, Kaufman, Johnson, Grayson, Cooke and Erath counties. (See Chart 1)

Only about four percent of all employed nurses in North Texas work in a field other than nursing. Of all those who work in nursing, 87% are fulltime

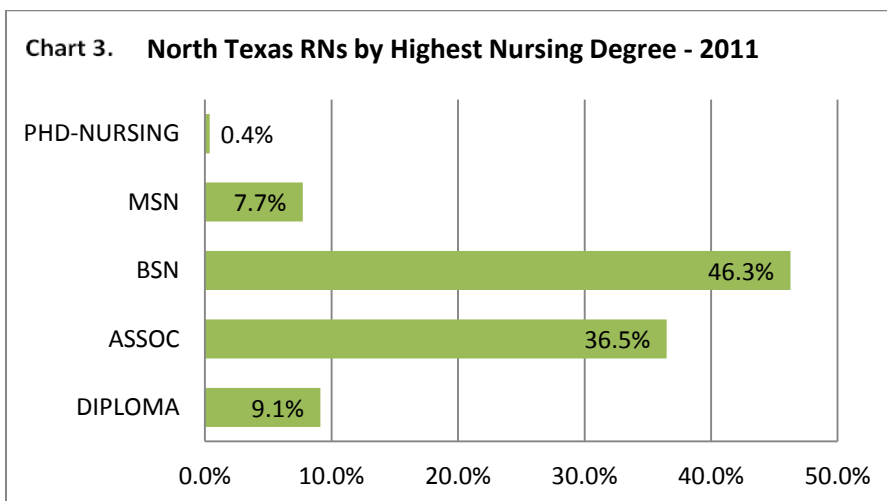
employees. (See Chart 2)



North Texas county distribution by *highest nursing degree* for currently licensed Texas RNs

As North Texas hospitals compete to be the best and offer the best to its patients, the popular trend these days is to achieve Magnet status and follow the guidance of the Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*. As part of achieving such a lofty goal, registered nurses with an associate degree in nursing are being required to return to school and fulfill the requirements to become bachelor prepared. The incentive comes in various forms, one of which is that hospitals have partners with nursing schools that will make the transition a rather smooth one. Most ADN prepared RNs do not have to lose any income by taking most of the required courses online. A significant percentage of ADN are starting to take this leap and may see the benefit of staying in school and the benefit to continue on to advance nurse practice.

Chart 3 below, shows that 46% of North Texas RNs are bachelor prepared but 37% are ADN and are the ones targeted to transition to complete their BSN.

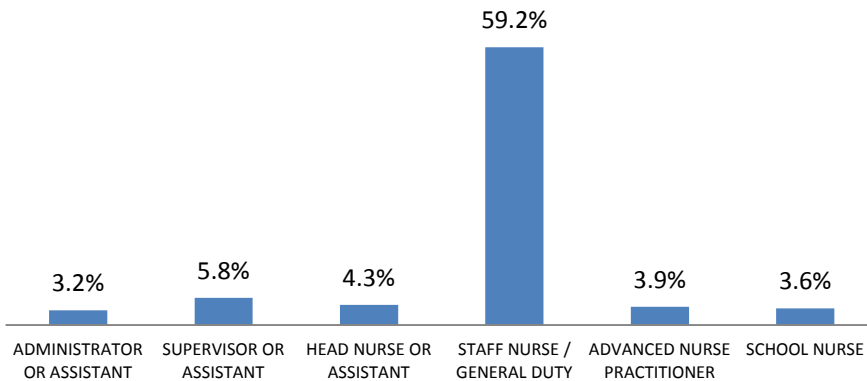


North Texas county distribution by *position type* for currently licensed Texas RNs employed in Nursing

A wide cross-section of position types exist in North Texas for it nurses, from administration to research and from clinical nurse specialist to certified midwife. With over 14 known position types in North Texas the top five (see Chart 4), not

counting staff nurse at 59%, are Administrator, Supervisor, Head Nurse, Advance Nurse Practitioner and School Nurse. Staff nurse position type having the bulk of the nurses is natural for North Texas as for any other area of the country. At 59% the next closes is supervisor at 6%, a ratio of 10:1 for staff nurse to supervisor.

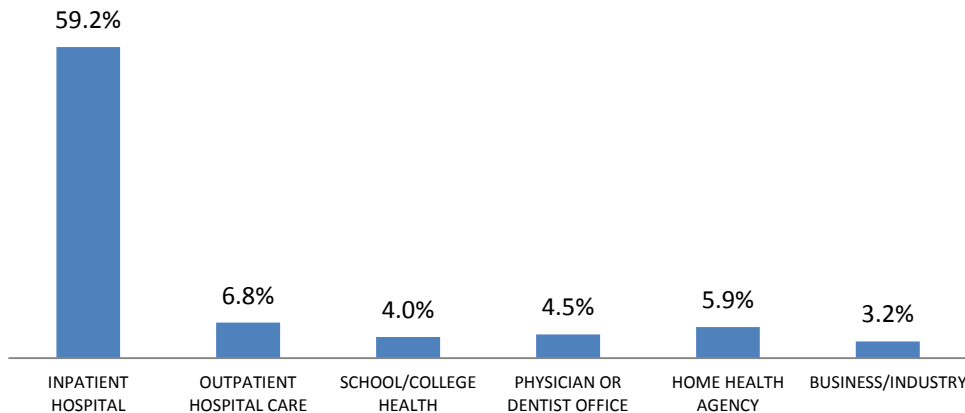
Chart 4. North Texas RNs Staff Nurse Compared to Next Top Five Position Type



North Texas county distribution by *place of employment* for currently licensed Texas RNs employed in Nursing

Chart 5 confirms the fact that majority of North Texas RNs, 59% are employed in the inpatient setting. A much smaller percent, seven percent of North Texas RNs are employed in outpatient hospital care. With the health reform

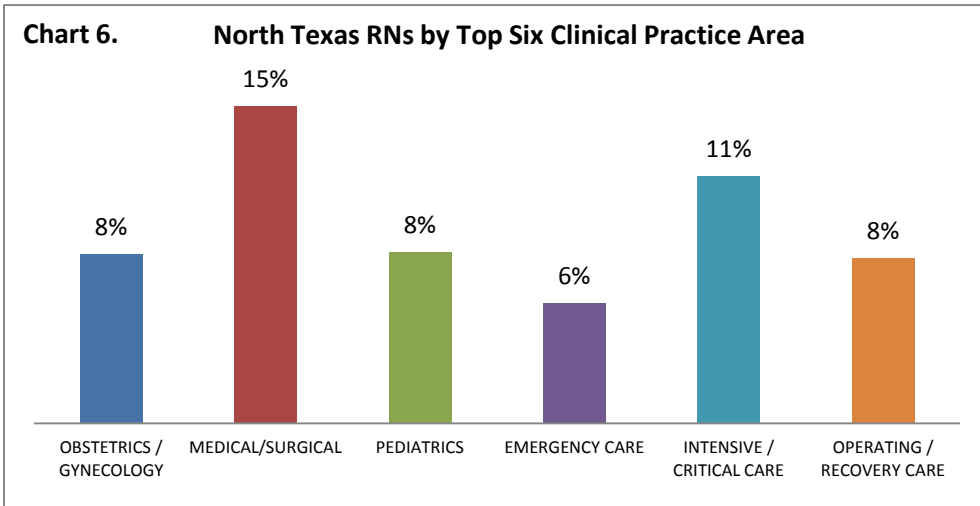
Chart 5. North Texas RNs Employed In Inpatient Hospital Compared to Next Top Five Place of Employment



polices, home health will become a more targeted business by hospitals and may employ a larger number of RNs. It currently employs six percent of the North Texas RN workforce. Physician and dental offices account for about five percent of the RN workforce with schools and colleges accounting for another 4% of this workforce. With about a dozen places or businesses of employment for North Texas RNs only about 1/10th of one

percent are in rural health clinic settings or military installations. Temporary or agency nurse pool accounts for only 4/10th of one percent of this workforce.

North Texas county distribution by *clinical practice area* for currently licensed Texas RNs employed in Nursing



Over 16 clinical practice areas have been identified for North Texas licensed RNs and Chart 6 shows the top six which include Medical/Surgical at 15%, Intensive/Critical Care at 11%, Obstetrics/Gynecology, Pediatrics and Operating/Recovery Care all at eight percent a piece. Emergency Care is not far behind with six percent of the North Texas licensed RN workforce. Operating Room Nursing is one of the priority

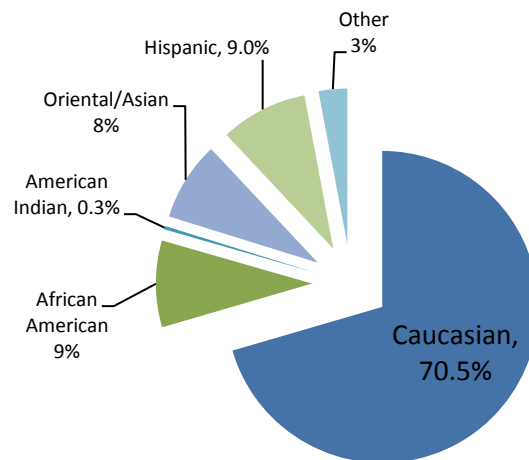
nurse specialties that the Regional Workforce Planning Collaborative will be studying over the next several months.

Demographics for currently licensed Texas RNs residing in Texas by Ethnicity, Age and Gender

Ethnicity

The data was not available by county and represents the entire state of Texas. The disparity of ethnic diversity among Texas licensed RNs is evident in Chart 7 below. It shows that Caucasian makes up over 70% of the workforce with the closest runners-up being Hispanic, nine percent, African American, another nine percent and Asian, eight percent. These ethnic groups when combined, 26%, show a gap over 2 ½ times less than their Caucasian counterpart.

Chart 7. Texas Licensed RNs Ethnicity Demographic - 2011



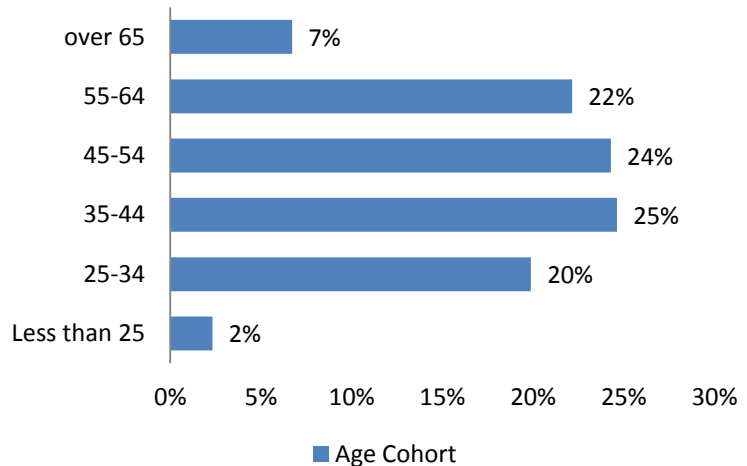
According to the DFW Hospital Council Foundation, *Healthcare Workforce Insights*, May 2012, the Caucasian population of Texas is only 44%, almost 26% proportionately less than the Caucasian nursing workforce. The same is

true of the Hispanic population relative to the RN workforce. The need for a more diverse nursing workforce was emphasized in the October 2010 Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*.

Age

The age cohorts for the Texas licensed RN workforce, Chart 8, shows that only seven percent is over 65. At first glance, this would seem acceptable as this gap may be tolerable but critical experience and intellectual talent is being depleted. This is even more evident in Chart 8 with 22% between 55-64 years of age. This cohort will be retiring over the next 10 years making the gap even larger. According to the DFW Hospital Council Foundation, *Healthcare Workforce Insights*, May 2012, the median age of Texas RNs is 47 years. The bulk of the RN workforce, 49%, is in the 35-54 age cohorts.

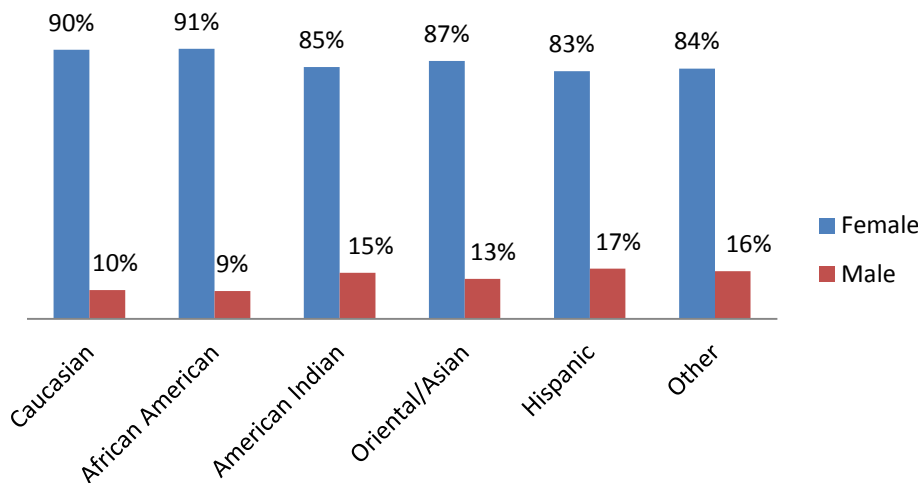
Chart 8 Texas Licensed RNs Age Demographic - 2011



Gender

In every ethnic group female far outnumber their male counterpart by an average of 6:1. Overall, female make up 89% of the RN workforce, according to the DFW Hospital Council Foundation, *Healthcare Workforce Insights*, May 2012. This is a significant disparity and is not reflective of the population of the State of Texas or any other sector of the country, according to the October 2010 Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*.

Chart 9. Texas Licensed RNs Ethnicity by Gender - 2011





References:

Texas Board of Nursing, *Texas Nursing Statistics*, September 2011

The Institute of Medicine, *The Future of Nursing, Leading Change, Advancing Health*, October 2010, from website www.iom.edu/media/Files/Report/2010/The-Future-of-Nursing/Brief.pdf

The DFW Hospital Council Foundation, *Healthcare Workforce Insights*, May 2012

DFWHC Foundation Workforce Center. All rights reserved.

For questions about this information or our collaborative work contact Neguiel Francis at the DFWHC Foundation Workforce Center—nfrancis@dfwhcfoundation.org or 972-717-4279.