



TEACHING  
HOSPITALS  
of TEXAS

# Staffing Shortage Worsens Workforce Crunch for Texas Hospitals

Funding solutions address short- and long-term needs

## Overview

Texas' teaching hospitals have a unique and privileged relationship with the nursing profession – both employing nurses and teaching and mentoring nursing students.

Teaching hospitals are among the largest hospitals in Texas, comprising 12.5 percent of hospital beds and employing more than 15 percent of the state's hospital-based nurses.

In addition to their affiliations with nursing schools to provide clinical training within their facilities, THOT's hospital/health system members offer nurse residency programs to support the transition from nursing school to professional nursing and help recently graduated nurses gain knowledge and hands-on experience before entering full-time staff employment. These programs reduce turnover and support the delivery of higher quality patient care.

## Texas' Nursing Shortage

Prior to the COVID-19 pandemic, Texas had more than 30,000 too few registered nurses to support care needs. The nursing shortfall was predicted to be more than 36,000 by 2025 and more than 57,000 by 2032, according to the Center for Nurse Workforce Studies. A growing aging population and an aging nursing workforce combined to create the imbalance between supply and demand.

Today, amid the pandemic, the chronic hospital nursing shortage has become acute. With hospitals seeing COVID-19 and non-COVID-19 patients, the need for hospital care far outstrips the nursing supply. Compounding the problem is nurses leaving the profession due to burnout and stress. A symptom of the demand/supply problem is the 275% increase in hourly wages for travel nurses to supplement in-house staff. Prior to the pandemic, travel nurse wages were between \$40 and \$75 an hour, depending on the specialty. Today, they average \$90 to \$150 and, in some cases, are upwards of \$200 an hour. At the same time, hospitals are paying more to retain current nurses and recruit additional ones.

## Recognized Leaders in Nursing Excellence

Half of THOT's hospital members have earned the prestigious Magnet designation from the American Nurses Credentialing Center recognizing that 80 percent or more of their nurses have attained a bachelor's degree or higher in nursing.



Nationally, less than 9 percent of hospitals have earned the Magnet designation. Magnet-designated hospitals achieve lower nurse burnout and turnover and higher nurse job satisfaction as well as better patient outcomes across multiple measures, including mortality, patient falls, and health care-acquired infections.

## Recent Impact



**275%**

increase in hourly wages for travel nurses

### Travel Nurse Hourly Wages

**\$40-75**

Prepandemic

**\$90-150**

Current

## Solutions

To stabilize hospitals' nurse staffing crisis in the short term, THOT supports:

- Senate Bill 8 (87th Texas Legislature, third special session) proposed allocation of \$2.5 billion to the Texas Department of State Health Services to provide funding for state and local hospital surge staffing and other COVID-19-related services.

To deliver long-term solutions, THOT supports:

- Creation of the Texas Sustainable Healthcare Workforce Investment Fund to address Texas' long-standing health care workforce shortage and to create a long-term sustainable health care workforce in the state.
- The fund will be supported with a \$150 million appropriation using FEMA-reimbursed ARPA funding to the Texas Department of State Health Services.
- The Texas Sustainable Workforce Expert team will create a workforce plan to achieve a long-term, sustainable health care workforce.



## Contact Us

Office: 1210 San Antonio  
Suite 204  
Austin, TX 78701

Phone: (512) 476-1497  
Email: [THOT@THOTonline.org](mailto:THOT@THOTonline.org)

## About Us

THOT is the principal voice and advocate for health systems that teach the next generation of health professionals and who are united in their commitment to support policies and funding that will ensure healthcare access to all Texans.

THOT members' shared commitments include:

- Supporting access to care for all in our communities, with a special focus on vulnerable populations;
- Providing and coordinating essential community health services, such as trauma and disaster management;
- Preparing for the future by training tomorrow's healthcare providers and supporting health research and healthcare transformation.

