

Healthcare

AUSTIN LABOR MARKET INSIGHTS + COMMUNITY IMPACTS



KEY TAKEAWAYS

Healthcare Workforce Is Growing

- The Austin metro healthcare industry is expected to grow **2.4%** annually (or about **6,780 workers yearly**), surpassing the region's overall 2.2% annual growth rate.
- The Central Texas Healthcare Partnership (CTHP) has successfully expanded the healthcare talent pipeline—**doubling Registered Nurse graduates** over the past five years.
- CTHP utilizes K-12 initiatives, community partnerships, earn-and-learn opportunities, and state funding to fill the talent pipeline and connect local people to local jobs.

PRIORITY OCCUPATIONS

In-Demand Career Pathways

	CURRENT EMPLOYMENT	10-YR FORECAST EMPLOYMENT	ANNUAL GROWTH RATE	AVG ANNUAL SALARY
REGISTERED NURSES	17,759	22,043	2.2%	\$97,700
MEDICAL ASSISTANTS	5,768	7,732	3.0%	\$45,600
RADIOLOGY TECHS	1,444	1,811	2.3%	\$82,000
SURGICAL TECHS	679	843	2.2%	\$67,100
TOTAL INDUSTRY	25,649	32,428	2.4%	\$84,300

Source: JobsEQ, 2024Q2, Austin metro; Lightcast



HIRING TRENDS

Healthcare Careers Dominate Central Texas' In-Demand Occupations

- Opportunity Austin tracked **67,580** job postings for the Austin metro in the March reporting period.
- In the March reporting period, Healthcare Practitioner/Technician related occupations reflected **6,764** available job postings. An additional **2,173** job postings fell under Healthcare Support. The combined total reflects **8,937** postings in healthcare occupations and represents **13%** of all available job postings in the region.
- Nurses, Medical Assistants, Radiology Technicians, and Surgical Technicians saw **3,584** openings and represented **40%** of all healthcare related job postings for the March report.

Source: [Opportunity Austin](#); The Conference Board-Lightcast Help Wanted OnLine (HWOL) Data Series

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INDUSTRY PARTNERSHIP HIGHLIGHTS

Growing the Central Texas Healthcare Workforce

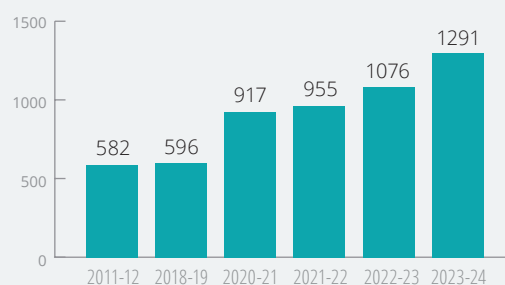
Workforce Solutions Capital Area & Central Texas Healthcare Partnership

Surge In Nursing Graduates

Through the Central Texas Healthcare Partnership (CTHP), Austin's major hospital systems have collaborated to expand clinical opportunities, add new programs, and increase simulation usage. These efforts have **more than doubled nursing graduates over the past five years**, with a 20% increase in the last year alone. Additionally, Licensed Vocational Nurses (LVNs) saw an increase of 100 new graduates. To retain talent locally, hospitals have launched **"Rotation to Hire"** programs and student internships, offering paid experience and a pathway to full-time employment. These initiatives are helping keep nursing grads in the Austin area and address ongoing workforce shortages.

To address a shortage of Certified Medical Assistants (CMAs), CTHP launched **apprenticeship programs** in 2019 creating direct pathways to employment. Since then, 334 CMA apprentices have been trained and hired by Central Texas employers.

Nursing Grads | Austin metro



Workforce Solutions Rural Capital Area

Expanding the Rural Healthcare Workforce

Since 2022, the **Rural Healthcare Initiative** has placed 155 individuals into healthcare roles—including RNs, CMAs, Certified Nursing Assistants (CNAs), Phlebotomists, Pharmacy Techs, and EMTs—in Burnet, Blanco, Llano, and Lampasas Counties, with 40 more placements expected this year. Through the **ReInvest** program (Department of Commerce's Good Jobs Challenge Grant), 32 individuals have been placed into RN, LVN, and EMT roles. An additional 52 students are currently enrolled in training programs, with projected placements totaling 27 LVNs, 48 RNs, and 51 allied health roles across Burnet, Blanco, Llano, Bastrop, Lee, Fayette, and Caldwell Counties. Along with these efforts, a **Rural Training Lab** is launching May 2025 to train 100 individuals in CMA, CNA, Patient Care Tech, and Phlebotomy fields to further strengthen rural healthcare capacity.



Opportunity Austin

Backing Healthcare & Life Science Workforce Policies

Opportunity Austin (OA) actively supports legislation to strengthen the region's healthcare and life science talent pipeline. Past efforts helped Austin Community College offer bachelor's degrees in nursing and applied sciences. For the upcoming legislative session, OA is advocating for streamlined nursing program applications, expanded clinical access, a healthcare endowment fund, and support for dual credit and outcomes-based funding. These efforts align with OA's broader partnerships to grow local talent, raise career awareness, and reduce financial barriers to postsecondary healthcare pathways.