Texas Talent Accelerator

ALIGNING TALENT.
DRIVING OPPORTUNITY.
POWERING TEXAS.

Healthcare in Dallas-Fort Worth

Talent, Demand and Opportunity

The Texas Talent Accelerator is positioned to bring employers, economic developers, and educational institutions together for collective understanding of the region's current labor market landscape and potential impact if we close the gap between evolving workforce demand and available skilled talent. Here are key findings from our first industry sector report.



ACTIONABLE INSIGHTS FROM THE TEXAS TALENT ACCELERATOR

1 WE NEED TO GET IN THE WEEDS

We all know that healthcare job demand is increasing faster than the healthcare workforce pipeline can supply. But we have an opportunity to tailor our recruitment strategies and communications to better reflect the specific positions of need – the real job outcomes, wages, and advancement pathways, rather than the generic high-level messages we keep using. By sharing the details, potential students can better opt-in to their areas of true interest and job satisfaction and retention will also improve.

2 EXPAND WRAPAROUND SUPPORTS

Employers and institutions should jointly invest in wraparound services to improve recruitment, persistence and completion.

3 ALLIED HEALTH ROLES ARE A CRITICAL WORKFORCE GAP

In North Texas, persistent demand signals indicate that allied health roles are a critical workforce gap, not a short-term hiring challenge. Prioritizing these occupations through regional training, partnerships with radiologic tech manufacturers, and employer engagement should be a collective effort.

> **"Healthcare & Social Assistance is doing the heavy lifting. It's been the most consistent source of job growth since 2023, and it's still accelerating—now up 13% [in the U.S.] from its January 2023 level."**
>
> **-Gad Levanon**, Chief Economist of the Burning Glass Institute

WHY HEALTHCARE MATTERS TO THE DFW ECONOMY

TOTAL REGIONAL EMPLOYMENT:
4,513,520

TOTAL HEALTHCARE EMPLOYMENT:
435,961

ANTICIPATED GROWTH BY 2030:
9%

HEALTHCARE % OF TOTAL EMPLOYMENT:
9%

WORKFORCE DEMAND

147,095 unique healthcare job postings

5,373 employers posting jobs

Healthcare workforce demand in North Texas remains both large in scale and highly competitive. Over the most recent 12-month period, the region recorded 147,095 unique healthcare job postings across 5,373 competing employers, largely driven by the region's major health systems, including:

Medical City
16,250 POSTINGS

Baylor Scott & White
9,414 POSTINGS

Texas Health Resources
7,651 POSTINGS

Methodist Health System
5,037 POSTINGS

NURSING JOBS ARE ALWAYS IN DEMAND

Nursing job postings are among the few that often remain continuously active, reflecting an ongoing need to maintain a strong talent pipeline to allow HR departments to quickly fill positions as turnover occurs, ensuring minimal disruption to patient care.

	NURSE PRACTITIONERS	REGISTERED NURSES	LICENSED PRACTICAL & LICENSED VOCATIONAL NURSES	NURSING ASSISTANTS
CURRENT EMPLOYMENT	5,610	74,340	13,800	23,920
GROWTH 2025-2030	26%	8%	7%	8%
MEDIAN ANNUAL SALARY	$133,650	$98,540	$63,210	$39,120
TYPICAL EDUCATION	MASTER'S DEGREE	BACHELOR'S DEGREE	POSTSECONDARY NONDEGREE AWARD	POSTSECONDARY NONDEGREE AWARD

ALLIED HEALTH DEMAND GROWING WITH THE REGION

Across North Texas, demand for allied health professionals continues to outpace supply, driven by population growth, an aging demographic, and expanded access to care. Without targeted investments in education and training pipelines, these shortages may constrain care delivery, increase workforce strain, and limit the region's ability to meet rising healthcare demand.

	OCCUPATIONAL THERAPISTS	SPEECH LANGUAGE PATHOLOGISTS	RESPIRATORY THERAPISTS	RADIOLOGIC TECHNOLOGISTS & TECHNICIANS	CARDIOVASCULAR TECHNOLOGISTS & TECHNICIANS	MEDICAL ASSISTANTS
CURRENT EMPLOYMENT	3,270	5,050	3,030	4,750	1,370	21,660
GROWTH 2025-2030	11%	11%	12%	9%	9%	12%
MEDIAN ANNUAL SALARY	$102,230	$86,310	$82,770	$79,910	$48,930	$40,980
TYPICAL EDUCATION	MASTER'S DEGREE	MASTER'S DEGREE	ASSOCIATE'S DEGREE	ASSOCIATE'S DEGREE	ASSOCIATE'S DEGREE	POSTSECONDARY NONDEGREE AWARD

RADIOLOGIC TECHNOLOGIST HIGHLIGHT FROM DFW HOSPITAL COUNCIL FOUNDATION

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> **"For more than 20 years, The Dallas-Fort Worth Hospital Council Foundation has brought together the hospitals of North Texas to leverage regional workforce opportunities. Recently, our 10 major health system members, representing close to 120 hospitals, shared their top open positions by sub-region. [...] While patient care techs were at the top of the list for volume, radiology technicians represented the best collaborative opportunity for a more defined degree-program career pathway across the region."**
>
> **-Jen Miff, President**, Dallas-Fort Worth Hospital Council Foundation

If you want a clear signal of demand in healthcare, look at what employers are willing to pay upfront.

In Collin County, signing bonuses for radiologic technology roles are reaching as high as $30,000 as of April 2026. This is a response to lengthy workforce shortages.

Here are signing bonuses we're seeing across major systems:

$30,000 for CT Technologists at Medical City Healthcare (Plano & McKinney)
$25,000 for General Radiology Techs (often tied to nights/weekends)
$20,000 for Interventional Radiology (IR) Techs
$15,000 for IR Techs at Baylor Scott & White Health
$10,000 for MRI, Mammography and Multimodality roles
$7,500–$10,000 at Texas Health Resources for CT and X-ray positions (often with retention agreements)

This is more than a recruiting tactic. It's a market signal. Employers are competing aggressively for a limited talent pool, especially in specialized imaging roles. For regions like North Texas, this reinforces the urgency of expanding allied health training pipelines and aligning programs with real-time employer demand.

WORKFORCE SUPPLY - TRAINING PIPELINE SNAPSHOT (2024)

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Regional education and training institutions produce a steady pipeline of healthcare graduates; however, completion volumes vary significantly by occupation and credential level.

Program	Institutions Offering Program	Completions 2024
Registered Nursing	15	4,677
Medical Assistant	14	1,800
Speech Language Pathology	6	578
Radiologic Technology	7	334
Licensed Vocational Nurse	7	202
Occupational Therapy	2	128
Cardiovascular Technology	6	117
Respiratory Therapy	5	85
Physical Therapy-Related	3	64

**Unless otherwise noted, all workforce, employment, job posting, wage, growth, and completion data in this report comes from Lightcast Q1 2026.