

A Work in Progress

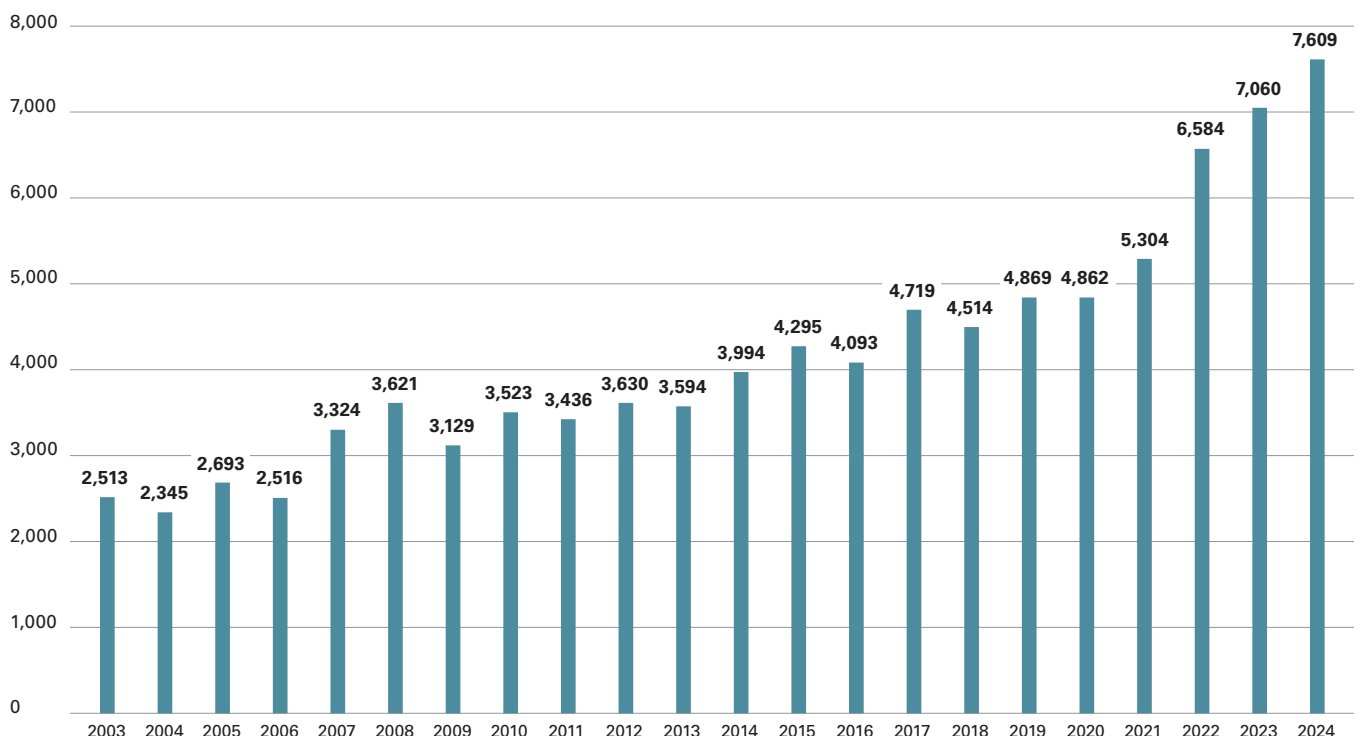
With a population growing faster than any other state, Texas remains successful in recruiting physicians in strong numbers, according to the Texas Medical Association’s 2025 Texas Physician Workforce Update. As the state continues to create new ways to increase its clinicians, Texas faces greater challenges than other states due to the high rate of population gains and the continuing gaps in physician numbers for a vast number of rural areas.

“Many doctors see Texas as a great place to live and practice. A strong economy, population growth, and a favorable [medical liability] environment all combine to draw doctors here,” said Stephen Whitney, MD, immediate past chair of TMA’s Committee on Physician Distribution and Health Care Access.

License numbers

Over the last 22 years since the state’s tight tort reform laws were passed, the number of licenses issued per year has tripled, hitting an all-time high in 2024 with 7,609 new medical licenses.

NUMBER OF NEWLY LICENSED TEXAS PHYSICIANS, 2003-2024

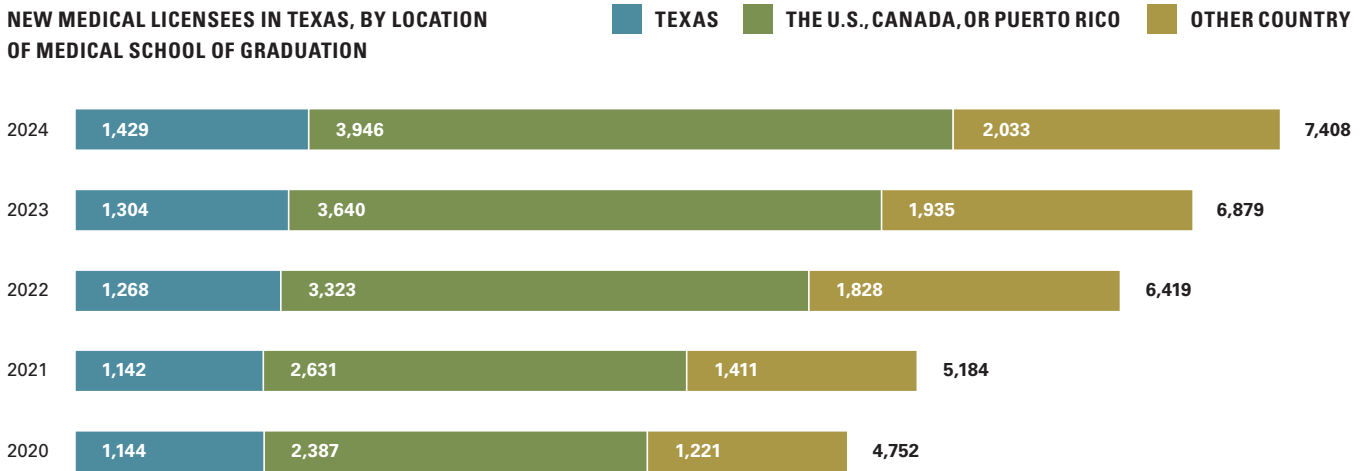


Growing the workforce

Newly licensed Texas physicians who completed medical school in the state are steadily rising each year, with a growth of 25% over the past five years. Texas is also increasingly successful in recruiting physicians who completed medical school outside of Texas, increasing 67% over the same time.

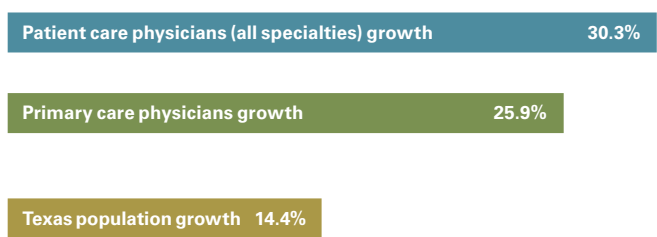
That number is partly driven by the state’s participation the past two years in the Interstate Medical Licensure Compact, an expedited pathway to licensure for qualified physicians who wish to practice in multiple states.

NEW MEDICAL LICENSEES IN TEXAS, BY LOCATION OF MEDICAL SCHOOL OF GRADUATION



Ahead of pace

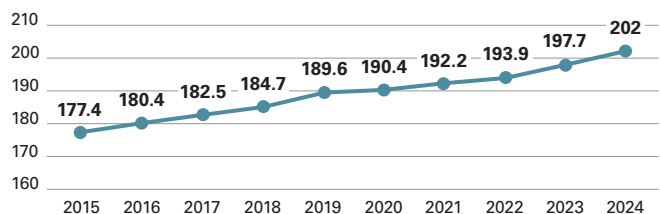
Over the past decade, the number of patient-care physicians has expanded at more than twice the pace of population growth, with primary care physicians increasing almost twice as fast as the growth of the number of Texans.



Proportional gains

Even with a steady rise in the ratio of physicians per 100,000 people over the past decade – an indication of successful recruiting – Texas remains well below the nation’s mark of 254, ranking the Lone Star State near the bottom at 42nd in comparison with other states.

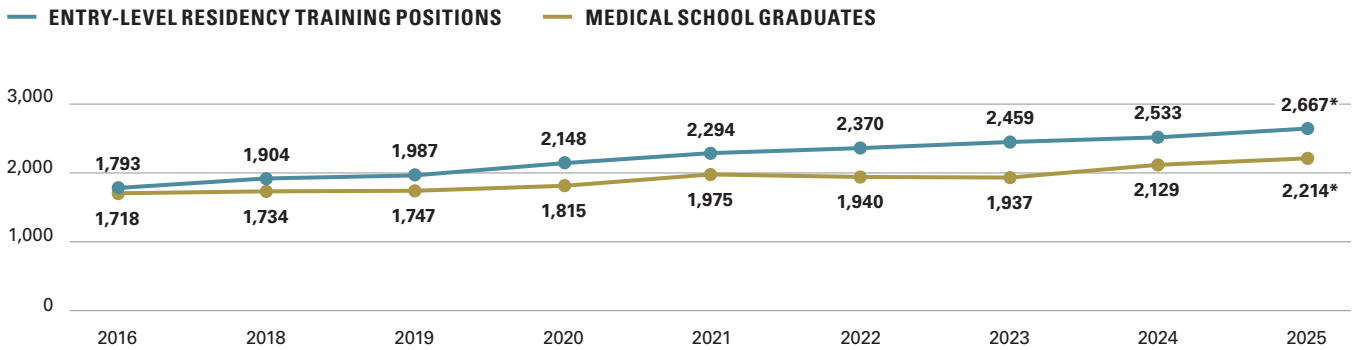
TEXAS RATIO OF DIRECT PATIENT CARE PHYSICIANS PER 100,000 PEOPLE, 2015-2024



GME spurs growth

Since 2016, Texas has gained seven new medical schools and historic numbers of medical graduates, medical students, residents and fellows, and residency programs. This year, the Texas Legislature earmarked \$304 million, up from the previous state budget, for the state’s graduate medical education

expansion grant program to ensure the state continues to reach the state target ratio of 1.1-to-1 entry-level residency training positions per Texas medical school graduate. The ratio stood at 1.19-to-1 in 2024.



* Projected figures for 2025. The number of offered first-year residency positions are not available for accredited programs for 2017.

An aging workforce

Texas faces a need to increase physicians in many specialties; TMA identified the medical specialties with the highest percentages of physicians likely to retire in the next five to 10 years. To do this, TMA’s Committee on Physician Distribution and Health Care Access focused on the percentage of physicians over the age of 55 for 52 adult and 23 pediatric specialties. At least 40% of the workforce within 14 specialties and subspecialties are over the age of 55.

| MEDICAL SPECIALTY | % OVER AGE 55 |
|-------------------------------------|---------------|
| General practice* | 75.8% |
| Preventive medicine | 59.3% |
| Addiction medicine | 59.3% |
| Cardiovascular and thoracic surgery | 56.2% |
| Cardiology | 45.6% |
| Allergy & immunology | 45.5% |
| Psychiatry | 43.8% |
| Ophthalmology | 43.8% |
| Sleep medicine | 43.3% |
| Pathology | 43.0% |
| Child and adolescent psychiatry | 42.9% |
| Pediatric ophthalmology | 42.9% |
| Toxicology | 42.6% |
| Neurological surgery | 40.2% |

*Although general practice is not a medical specialty, the committee recognized that the primary care services provided by these physicians will need to be replaced when they retire from medical practice.

Sources: Texas Department of State Health Services, Health Professions Resource Center, and Texas Medical Board.