Registered Nurse

Frisco, TX · 25-mile radius

5.9 / 10 Elevated



Registered Nurse in Frisco, TX is Elevated: 5.9 out of 10.

DO THESE THREE THINGS

1 Post the recommended range
Lead the posting with the recommended offer range on this page.

2 Call these workplaces first
See Who you compete with.

3 Contact these colleges
See Colleges and programs.

JOBS NEARBY
~36,784
within 25 mi · federal wage survey

RECOMMENDED OFFER RANGE
$106,946 to $129,710 or more
published local pay

HIRING PACE
~37 days
Texas · all jobs

Takeaway. Post the recommended offer range on this page before spending on ads.

CONTENTS

The answer	1	Why it's hard	2
Who you compete with	3	Where to find people	4
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Supply and demand

- Statewide Texas supply is about 94% of projected 2028 demand (HRSA), a shortage.
- ~36,784 people are employed in this occupation within 25 miles of the Dallas-Fort Worth-Arlington metro area (federal wage survey).
- The full metro estimate is ~76,680.

LOCATION AND RURALITY

2.0

Collin County is a large-metro county.

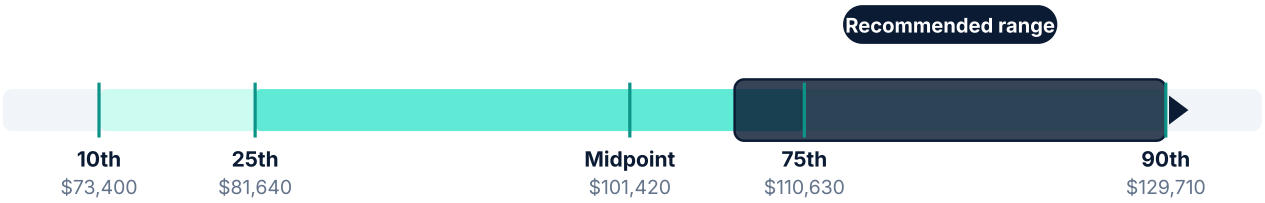
ROLE TYPE

7.0

Preparation level 4 on a 1 to 5 scale for Registered Nurses.

Pay position

Recommended range against published local pay.



LOCAL MIDPOINT

$101,420

half of published local pay is below it

PAY RANGE · RECOMMENDED OFFER RANGE

$106,946 to $129,710 or more

- Elevated market, 5.9 out of 10.
- About 36,784 people are employed in this occupation within 25 miles.
- Statewide hiring pace is about 37 days.
- The recommended range starts at the 65th percentile of local pay.

The range uses published local pay for this market.

Takeaway. The Hire-Difficulty Index for this role is 5.9 out of 10, rated elevated.

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Top places to find this profession

- Inside 25 miles, from the federal NPI registry.
- Ranked by likely headcount for this profession.
- Google ratings are in the client portal.

WORKPLACE AND ADDRESS	PHONE	TYPE	WHY IT RANKS	MILES
Children's Health Children's Health System of Texas 1935 Medical District Dr, Dallas, TX	(214) 456-1900	General Acute Care Hospital, Children	largest hospital campus in radius	20.0 mi
Parkland 5200 Harry Hines Blvd, Dallas, TX	(214) 590-8006	General Acute Care Hospital	hospital campus	20.0 mi
Affinity Healthcare Systems Preston Rd, Dallas, TX	(972) 702-9310	Clinic/Center, Ambulatory Surgical	independent workplace	13.5 mi
Eudaemonia Congenial Care Merit Dr Ste 130, Dallas, TX	(214) 709-1321	Clinic/Center, Health Service	independent workplace	14.4 mi
Columbia Hospital at Medical City Dallas Subsidiary 7777 Forest Ln, Dallas, TX	(972) 566-7000	General Acute Care Hospital	hospital campus	15.3 mi
Texas Health Resources Texas Health Presbyterian Hospital Dallas 8200 Walnut Hill Lane, Dallas, TX	(214) 345-5634	General Acute Care Hospital	hospital campus	17.9 mi
Baylor Scott & White Baylor Institute for Rehabilitation at Gaston Episcopal Hospital 909 N Washington Ave, Dallas, TX	(214) 820-9300	Rehabilitation Hospital	hospital campus	23.0 mi
Imparting Knowledge Home Health 1255 W 15th St Ste 900, Plano, TX	(972) 664-0945	Home Health	independent workplace	8.9 mi
Select Specialty Hospital - Dallas 3500 Gaston Ave, Dallas, TX	(469) 801-4500	Long Term Care Hospital	hospital campus	23.0 mi
UT Southwestern University of Texas Southwestern Medical Center at Dallas 4855 Harry Hines Blvd, Dallas, TX	(214) 648-3111	Psychiatric Hospital	hospital campus	20.0 mi

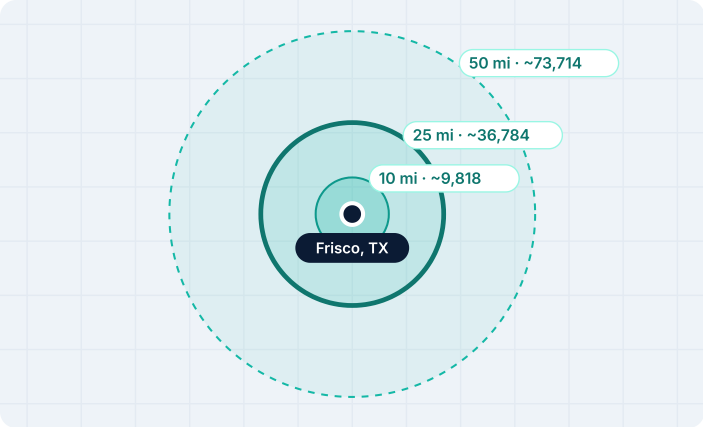
3,912 workplaces are inside 25 miles. The table shows the 10 most likely, ranked by headcount, type, beds, distance. The Workplace Directory has them all. Distance is to the ZIP center.

> **Takeaway.** Call Children's Health and Parkland first. They are the top two workplaces for this profession inside 25 miles.

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Candidate pool

- Miles are straight-line from Frisco, TX, not drive time.
- The outer ring is 25 to 50 miles out. The drive is longer.



Supply by radius: 10, 25, 50 miles

EMPLOYMENT ESTIMATE

~36,784

within 25 miles · Dallas-Fort Worth-Arlington metro area · federal wage survey

RING	EMPLOYED	POP.
0 to 10 mi	~9,818	999,681
10 to 25 mi	~26,966	2,745,655
25 to 50 mi	~36,930	3,760,167
Total 50 mi	~73,714	7,505,503

Colleges and programs

- Completions are one year, for this program.
- Miles are straight-line from the place point.

COLLEGE	PROGRAM	COMPLETIONS	MILES	CONTACT
Abilene Christian University-Undergraduate Online Addison, TX	Registered Nursing	2	10.0	Admissions
The Chicago School-College of Nursing Richardson, TX	Registered Nursing	17	10.9	Admissions
West Coast University-Dallas Richardson, TX	Registered Nursing	277	11.9	Admissions
Collin County Community College District McKinney, TX	Registered Nursing	202	11.9	Admissions
Arizona College of Nursing-Dallas Dallas, TX	Registered Nursing	32	14.4	Website

11 training programs are inside 50 miles. The table shows the 5 nearest.

> **Takeaway.** Ask the local training programs about graduates and referrals, and widen the ring if applicants run thin.

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READY TO PASTE

Job posting

Registered Nurse, Frisco, TX, $106,946 to $129,710+ a year.

People in this occupation work in hospitals, clinics, and rehab centers.

Must-haves: a current state license, an associate degree or a bachelor's degree, and considerable prior experience.

To apply, use [apply link or phone].

OFFER BENCHMARK

Where the offer sits



- Recommended base $110,630, 75th percentile.

Pay points from the federal wage survey for this area.

OUTREACH

Outreach scripts

INMAIL

Hiring a Registered Nurse in Frisco, TX. I can send the pay range.

TEXT

Frisco, TX has a Registered Nurse opening. Reply yes for the pay range.

PHONE

Calling about a Registered Nurse opening in Frisco, TX.

HIRING PACE

Time to fill

40 days to fill

Hire difficulty 5.9 / 10

Adjusted from the Texas all-jobs pace of 37 days.

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LOCAL

Local selling points



- Dallas-Fort Worth-Arlington, TX is 103.3, above the U.S. average.
- Training programs for this role are in this pack.

BEA all-items regional price parity, 2023. United States is 100.

OPEN WEEK

Sign-on and an open week

$1,950 per open week

One week of the published median wage.

INTERVIEW KIT

Questions and scorecard

WORKING WITH THE TEAM

Peer alignment. Tell me about a time when a colleague disagreed with how you were handling a task on the floor.

SITUATION The unit, the shift, and what the disagreement was about.
ACTION What they said and did to keep the task moving.
TASK What the nurse personally owned, apart from the team.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

LEARNING AND GROWTH

Own development. Tell me about a time when you received feedback on your own patient care.

SITUATION The unit, the shift, and the feedback on the work.
ACTION What they changed and how they checked it later.
TASK What the nurse personally owned in the moment.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

PLANNING THE SHIFT

Today and later. Tell me about a time when the list on your unit had more on it than you could finish.

SITUATION The unit, the shift, and the list that could not be finished.
ACTION What they did now and what they told the person waiting.
TASK What the nurse personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

PATIENT SAFETY AND ESCALATION

Escalation when a patient changes. Tell me about a time when a patient changed during your shift.

SITUATION The unit, the shift, and the change in the patient.
ACTION What they noticed and who they brought in.
TASK What the nurse personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

An order that looks unsafe. Tell me about a time when you believed an order was unsafe for your patient.

SITUATION The unit, the shift, and the order that looked unsafe.
ACTION What they said and who they said it to.
TASK What the nurse personally owned, apart from the team.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

Handoff for an unstable patient. Tell me about a time when you gave the handoff at the end of a shift when one patient was still unstable.

SITUATION The unit, the shift, and the unstable handoff.
ACTION What they refused to leave out of the handoff.
TASK What the nurse personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

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CLINICAL JUDGMENT UNDER PRESSURE

First look at a new patient. Tell me about a time when a new patient arrived on your assignment.

- SITUATION The unit, the shift, and the new patient.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they looked at first and what they did next.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

Two patients at once. Tell me about a time when two patients needed you at the same time.

- SITUATION The unit, the shift, and the two patients at once.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they did first and what they did second.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

A plan that is not working. Tell me about a time when the plan of care was not working for a patient on your assignment.

- SITUATION The usual way of handling the assignment that stopped working.
- TASK What the nurse personally owned in the moment.
- ACTION What they tried next on the assignment, who they asked, and how they reasoned.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

STAFFING AND THROUGHPUT

An assignment that is too heavy. Tell me about a time when your assignment was heavier than the shift could safely carry.

- SITUATION The unit, the shift, and the heavy assignment.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they asked for and what they kept doing.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

A discharge that still needs teaching. Tell me about a time when a bed was needed and your patient was close to leaving.

- SITUATION The unit, the shift, and the teaching still due.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they taught and what they would not skip.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

QUALITY AND COMPLIANCE

When the rule and the moment disagree. Tell me about a time when a rule and the moment in front of you did not match.

- SITUATION The unit, the shift, and the rule in the moment.
- TASK What the nurse personally owned, apart from the team.
- ACTION What they followed and what they raised.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

A miss you caught yourself. Tell me about a time when you caught a miss in your own work before it reached the patient.

- SITUATION The miss in the assignment and how they found it.
- TASK What the nurse personally owned and had to decide.
- ACTION What they fixed in the assignment, who they told, and what they re-checked after.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

ONBOARDING AND RETENTION

A new teammate on the first day. Tell me about a time when a new teammate was with you.

- SITUATION The unit, the shift, and the new teammate.
- TASK What the nurse personally owned in the moment.
- ACTION What they showed on the first day.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

What keeps you after a hard week. Tell me about a time when a week was hard and you stayed in this work.

- SITUATION The unit, the shift, and the hard week.
- TASK What the nurse personally owned in the moment.
- ACTION What they held onto after the hard week.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

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SCORECARD

Candidate _____ **Date** _____

1-2 vague or hypothetical. 3 specific example with clear action. 4-5 specific example with a measurable result and what they learned.

QUESTION	S	T	A	R	1-5
Peer alignment	☐	☐	☐	☐	
Own development	☐	☐	☐	☐	
Today and later	☐	☐	☐	☐	
Escalation when a patient changes	☐	☐	☐	☐	
An order that looks unsafe	☐	☐	☐	☐	
Handoff for an unstable patient	☐	☐	☐	☐	
First look at a new patient	☐	☐	☐	☐	
Two patients at once	☐	☐	☐	☐	
A plan that is not working	☐	☐	☐	☐	
An assignment that is too heavy	☐	☐	☐	☐	
A discharge that still needs teaching	☐	☐	☐	☐	
When the rule and the moment disagree	☐	☐	☐	☐	
A miss you caught yourself	☐	☐	☐	☐	
A new teammate on the first day	☐	☐	☐	☐	
What keeps you after a hard week	☐	☐	☐	☐	
Total					

Hire · 60 or higher | Maybe · 45 to 59 | Pass · 44 or lower

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BENEFITS THAT WIN THIS ROLE

Benefits that win this role

Ranked for registered nurses.

1 Paid time off — EXPECTED BASELINE

The top ask for nurses; state accrual clearly in the posting.

2 Health & dental insurance — EXPECTED BASELINE

Second only to time off; candidates expect solid coverage.

3 Retirement plan — EXPECTED BASELINE

Long-term security ranks just behind health coverage.

4 Flexible scheduling — DIFFERENTIATOR

Most nurses want flexible options; spell out what flexibility actually looks like.

5 Continuing education support — DIFFERENTIATOR

Paid learning signals investment in the nurse's growth.

6 Tuition & license reimbursement — DIFFERENTIATOR

Covering degrees and license costs lowers the personal cost of staying current.

Sources. Health eCareers, 2026 Job Seeker Report (survey of 550 U.S. healthcare professionals, fielded Nov 2025).

- Expected baseline is the floor candidates look for.
- A differentiator is what sets an offer apart.
- Offer the same benefits to every candidate for the role.

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Impress a candidate in Frisco

- Places a visiting recruiter or hiring manager can take a candidate to entertain or impress them.
- Each group starts within 25 miles and widens to 40, 60, 90, then 150 miles until it has enough good options.
- Every line shows its distance.

UPSCALE DINING FOR A SENIOR OR EXECUTIVE HIRE

III Forks Steakhouse
Upscale
5100 Belt Line Road, Dallas, TX · 15 mi est. drive
Upscale steak and seafood with private dining; suits a recruiting dinner.
3forks.com

Al Biernat's
Upscale
5251 Spring Valley Road, TX · 16 mi est. drive
Dallas power-dining steakhouse; a well-known spot to impress.

Pappas Bros. Steakhouse
Upscale
Lombardy Lane, Dallas, TX · 22 mi est. drive
Top-rated Texas prime steakhouse with a deep wine list; ideal for a senior hire.

BUSINESS LUNCH OR DINNER WITH AN APPLICANT

Seasons 52
Business meal
7300 Lone Star Drive, Plano, TX · 4 mi est. drive
Seasonal grill with lighter dishes and a wine bar; polished for a lunch interview.
seasons52.com

J. Alexander's
Business meal
3980 Dallas Parkway, TX · 6 mi est. drive
Reliable American grill with quiet booths; good for a candidate conversation.
jalexanders.com

Maggiano's Little Italy
Business meal
6001 West Park Boulevard, Plano, TX · 8 mi est. drive
Family-style Italian with private rooms; good for a panel lunch with an applicant.
maggianos.com

COFFEE FOR A FIRST CHAT

Local coffee house for a casual first chat.

momo's coffeehouse
Coffee
6828 Stonebrook Parkway, Frisco, TX · 1 mi est. drive
momoscoffeehouse.com

The Book Shoppe and Coffee
Coffee
5330 Parkwood Boulevard, Frisco, TX · 2 mi est. drive
thebookshoppefrisco.com

Coffee U
Coffee
8877 Wade Boulevard, Frisco, TX · 2 mi est. drive

EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS

Puttshack
Entertainment
5100 Belt Line Rd, Addison, TX · 15 mi est. drive
Tech-driven mini golf with a full bar and kitchen; fun, casual team outing.
puttshack.com/locations/addison

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EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS (CONTINUED)

Heritage Lakes Golf Course
Golf
Frisco, TX · 2 mi est. drive
Golf course; a round or a range session leaves plenty of time to talk.

Union Bear Brewing Co.
Brewery
5880 TX-121, Plano, TX · 3 mi est. drive
Local brewery or taproom; relaxed for an after-hours meet-up.
unionbear.com

PRO AND MINOR-LEAGUE SPORTS

FC Dallas
MLS · February to November
Toyota Stadium · 9200 World Cup Way, Frisco, TX · 3 mi est. drive
An MLS game at Toyota Stadium.
Tickets · fcdallas.com/tickets

Dallas Renegades
UFL · March to June
Toyota Stadium · 9200 World Cup Way, Frisco, TX · 3 mi est. drive
A UFL game at Toyota Stadium.
Tickets · theufl.com/teams/dallas/schedule

Frisco RoughRiders
Texas League · April to September
Riders Field · 7300 RoughRiders Trail, Frisco, TX · 2 mi est. drive
A Texas League game at Riders Field. Premium seats or a suite make it a closing-stage outing.
Tickets · milb.com/frisco/tickets · Premium seating

Texas Legends
NBA G League · November to April
Comerica Center · 2601 Avenue of the , Frisco, TX · 2 mi est. drive
An NBA G League game at Comerica Center.
Tickets · texas.gleague.nba.com/tickets

Before you book.

- Hand-checked rooms and known brands come first: upscale dining, restaurants that take reservations, Topgolf-type outings, and pro and minor-league clubs.
- OpenStreetMap listings fill in local restaurants, coffee, golf, bowling, breweries, and wineries, and the list is not ranked by reviews.
- Barbecue counters, dessert shops, fast food, escape rooms, schools, community centers, and hotels are left off.
- Miles are an estimated drive (straight-line times 1.25; past 150 miles, straight-line distance), so confirm hours before you book.
- Venue locations: © OpenStreetMap contributors, ODbL, https://www.openstreetmap.org/copyright.

Your outing, your responsibility.

- Your organization is responsible for the visit, including contracts, deposits, alcohol service, insurance, guest safety, transportation, and accessibility.
- Offer the same kinds of meetings to every qualified candidate, alongside your usual job posting.
- Do not pick a setting that discourages someone because of age, sex, race, religion, disability, national origin, or any other protected trait.
- A listing is not an endorsement, and this is planning information, not legal advice.

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Driver table

DRIVER	SCORE	EVIDENCE
Supply vs demand	7.5	See Why it's hard.
Pay competitiveness	Not scored	See Why it's hard.
Req history	Not scored	Time open is not in this score.
Location and rurality	2.0	See Why it's hard.
Role type	7.0	See Why it's hard.
Hire-Difficulty Index	5.9	Drivers without a published figure are left out.

Data used in this pack

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	Statewide pace of hiring.	2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
Health Resources and Services Administration	State supply and demand projection for this occupation.	2028 projection
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
Centers for Medicare and Medicaid Services	Workplace names near this search.	September 14, 2026
National Center for Education Statistics	Training-program completions and the campus admissions address	2022-23
The ordering organization	Role title, seniority level.	2026-10-23
ReqRadius	Hire-difficulty scoring for this opening.	2026-10-23
U.S. Bureau of Economic Analysis	Metro price parity in the local selling points	2023

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