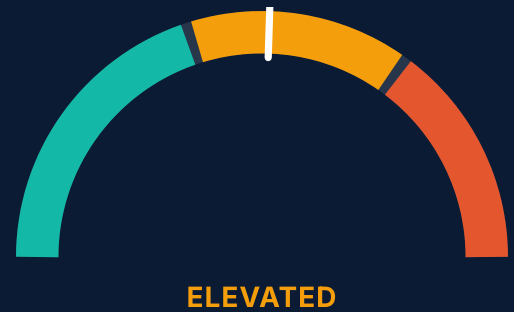


REQRADIUS HIRING PACK · HIRE-DIFFICULTY INDEX

Registered Nurse

Quillbrook, TX · Quillbrook-Fernhaven metro area · 25-mile radius

5.1 / 10 · Hire-Difficulty Index
ELEVATED



Confidence **Reduced**
Delivered **2026-09-28**
Report ID **RR-EXAMPLE-0001**

BIGGEST REASON

~33,111 people are employed in this occupation within 25 miles of the Quillbrook-Fernhaven metro area (federal wage survey). The full metro estimate is ~76,680.

INSIDE

Executive summary	2	Pay, supply and days open	3
Levers	4	Nearby workplaces	5
Data and method	6	Recruiting events near you	7
Benefits that win this role	9	Leadership summary and plan	10

**BOTTOM LINE****Elevated: plan on a longer-than-typical search.**

~33,111 people are employed in this occupation within 25 miles of the Quillbrook-Fernhaven metro area (federal wage survey). The full metro estimate is ~76,680. The two largest drivers are supply vs demand and role type.

EMPLOYED WITHIN 25 MI**~33,111**

Quillbrook-Fernhaven metro area ·
federal wage survey · full metro
~76,680

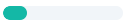
RECOMMENDED OFFER RANGE**\$106,946 to
\$129,710 or
more**

65th to 90th percentile and up of local
pay

STATEWIDE HIRING PACE**~37 days**

Texas · all jobs

Driver breakdown

DRIVER	SCORE	WEIGHT	POINTS	EVIDENCE
Supply vs demand	 6.1	53%	3.21	~33,111 people are employed in this occupation within 25 miles of the Quillbrook-Fernhaven metro area (federal wage survey). The full metro estimate is ~76,680.
Pay competitiveness	not scored	—	—	Pay is not part of the index for this search. The recommended range is on the pay page.
Req history	not scored	—	—	Time open is not part of the index for this search.
Location and rurality	 2.0	28%	0.56	Larkmoor County is a large-metro county.
Role type	 7.0	19%	1.35	Preparation level 4 on a 1 to 5 scale for Registered Nurses.
Hire-Difficulty Index		100%	5.1	Weighted sum of the scored drivers (partial: at least one driver had no usable input)

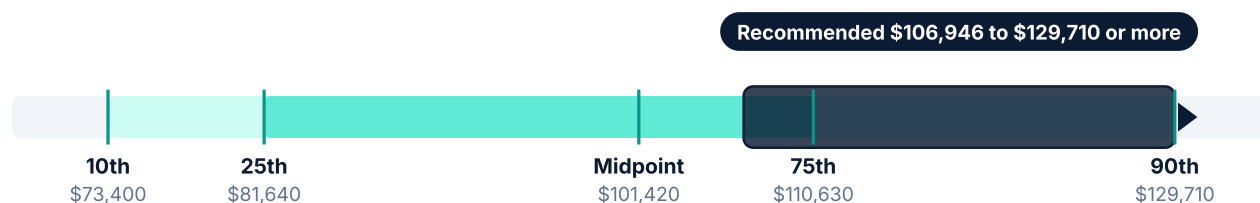
TOP LEVER THIS WEEK

Post a base range of \$106,946 to \$129,710 or more in the first lines of the listing. That is the 65th percentile (\$106,946) to at or above the 90th percentile (\$129,710) of published local pay, the recommended range for this market.

The index stays about 5.1; pay is not part of the index for this search. See the levers page for all three options.

Recommended offer range

Published local pay for registered nurses in Quillbrook-Fernhaven, TX (federal wage survey), from the 10th to the 90th percentile. The navy band is the recommended range: the 65th percentile (\$106,946) to at or above the 90th percentile (\$129,710).



Elevated market (index 5.1 of 10): about 33,111 people employed in this occupation within 25 miles and a statewide hiring pace of about 37 days, so the recommended range starts at the 65th percentile of local pay.

Estimate based on published local pay and the difficulty score. Band starts from the market-difficulty band and is raised to at least the seniority level's band, within published percentiles. Dollar values use only the published 10th, 25th, 50th, 75th and 90th percentiles, with straight-line interpolation between adjacent published points. Nothing is extrapolated above the 90th percentile.

RECOMMENDED OFFER RANGE

\$106,946 to \$129,710 or more

65th to 90th percentile and up of local pay

LOCAL MIDPOINT

\$101,420

half of published local pay is below it

Supply by radius: 10, 25, 50 miles

EMPLOYMENT ESTIMATE

~33,111

within 25 miles · Quillbrook-Fernhaven metro area · federal wage survey · full metro ~76,680

RING	EMPLOYED	POP.	NPI
0 to 10 mi	~7,813	795,481	445
10 to 25 mi	~25,298	2,575,868	1,779
25 to 50 mi	~39,641	4,036,247	2,283
Total 50 mi	~72,752	7,407,596	4,507

The national provider file lists far fewer people in this occupation than the employment estimate, so the supply figure is that employment estimate, not a count of licensed people. Each ring's employment estimate scales local employment by that ring's share of the area population. NPI counts, when shown, are for context and are not the supply figure.

How long this role stays open

The statewide pace of hiring across all jobs, with the statewide openings trend for context.

STATEWIDE HIRING PACE

~37

days, all jobs · Texas

OPENINGS TREND

Higher than a year ago

Texas · December 2025

Three levers, with the expected effect of each

Ranked by how much they move your index.

1

Post the recommended range

Pay

Post a base range of \$106,946 to \$129,710 or more in the first lines of the listing. That is the 65th percentile (\$106,946) to at or above the 90th percentile (\$129,710) of published local pay, the recommended range for this market.

Expected effect: The index stays about 5.1; pay is not part of the index for this search.

2

Plan the search from the employment estimate

Reach

The provider file lists too few people to use as the local pool. Plan how wide to search from the area employment estimate.

Expected effect: The index stays about 5.1. A wider radius is not a separate score.

3

Watch the time open

Time

Track how long the opening stays up. Refresh the listing, leading with the pay range, if it passes the statewide hiring pace of about 37 days.

Expected effect: The index stays about 5.1; time open is not part of the index for this search.

Workplaces within 25 miles that employ this profession

Organization locations from the federal NPI registry (NPPES), nearest first. Address and phone are the organization's public NPPES practice-location fields. Google ratings for these workplaces are shown live in your client portal with Google Maps attribution.

WORKPLACE AND ADDRESS	PHONE	TYPE	MILES
Quillbrook Regional Medical Center 4100 Lantern Way, Quillbrook, TX	(214) 555-0111	General Acute Care Hospital	1.2 mi
Fernhaven Community Hospital 880 Birchwater Pkwy, Quillbrook, TX	(214) 555-0112	General Acute Care Hospital	6.8 mi
Larkmoor Heart and Vascular Institute 215 Copperleaf Dr, Quillbrook, TX	(214) 555-0113	Specialty Hospital	9.4 mi
Quillbrook Rehabilitation Hospital 3600 Meadowgate Rd, Quillbrook, TX	(214) 555-0114	Rehabilitation Hospital	3.1 mi
North Quillbrook Surgery Center 1450 Silverbell Ct, Quillbrook, TX	(214) 555-0115	Ambulatory Surgical	2.2 mi
Quillbrook Family Clinic 72 Timberline Ave, Quillbrook, TX	(214) 555-0116	Clinic/Center	0.9 mi
Fernhaven Urgent Care 990 Harrow Ln, Quillbrook, TX	(214) 555-0117	Clinic/Center	7.5 mi
Larkmoor Dialysis Center 301 Oxbow St, Quillbrook, TX	(214) 555-0118	Clinic/Center	11.3 mi
Bramblewood Skilled Nursing and Rehab 5120 Willowmere Blvd, Quillbrook, TX	(214) 555-0119	Skilled Nursing Facility	4.6 mi
Quillbrook Home Health Services 600 Cedarfall Rd, Quillbrook, TX	(214) 555-0120	Home Health	2.7 mi
Fernhaven Senior Living 1780 Stonebrook Dr, Quillbrook, TX	(214) 555-0121	Assisted Living Facility	8.2 mi
Larkmoor County Public Health Clinic 44 Courthouse Sq, Quillbrook, TX	(214) 555-0122	Clinic/Center	12.9 mi

Named workplaces are organization locations from the federal NPI registry (NPPES) whose practice ZIP is inside the requested radius, one row per street address. Distance is measured from the city center to the center of the workplace ZIP. The list is not every employer.

Data used in this report

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	National job-openings data (BLS JOLTS), used as the statewide pace of hiring.	extracted observations 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
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.	2026-09-28
The ordering organization	Role title, seniority level.	2026-09-28
ReqRadius	Hire-difficulty scoring for this opening.	2026-09-28

How to read this report

- Distances are straight-line miles from the place point.
- Counts of professionals with an NPI, when shown, come from practice locations.
- Wage and job figures are from the federal wage survey.
- The statewide hiring pace covers all jobs in the state.
- Shortage-area flags cover primary care, dental care, and mental health. They are not part of the score.
- Workplace ratings appear in the client portal with this report.
- This is market-level analytics.
- The national provider file lists far fewer people in this occupation than the local employment estimate. The supply figure is the employment estimate.

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Was this useful? Reply to support@reqradius.com

HIRING PACK

Recruiting Events Near You: Quillbrook, TX

Eight event formats and local venues checked on each venue's own website, in and near Quillbrook, TX. Each entry says which candidates it tends to reach.

HOW TO USE THIS PAGE

- Choose one outing a quarter. Match the format to the roles you are hiring for, and pick venues any candidate can attend.
- Invite current staff to share the event, and also post it on your careers page and job ads so it reaches a broad pool of candidates.
- Collect interest with a QR sign-up at the event, not a résumé table.

VENUE · ADDRESS · WEBSITE	PHONE	WHO IT REACHES AND WHY	COST*
1 · GOLF ENTERTAINMENT			
Fernhaven Swing Lounge 2300 Driving Range Rd, Quillbrook, TX fernhavenswing.example Checked 2026-09-28	(214) 555-0141	Climate-controlled hitting bays with a private event space; a relaxed evening for current staff and candidates.	\$\$
2 · TEAM OUTINGS			
Quillbrook Otters Ballpark 100 Otter Park Way, Quillbrook, TX quillbrookotters.example Checked 2026-09-28	(214) 555-0142	Group seating for a larger candidate night. The number shown is the ballpark's group-events line.	\$\$
3 · COLLEGE CAMPUSES			
Quillbrook Community College 5000 College Loop, Quillbrook, TX quillbrookccc.example Checked 2026-09-28	(214) 555-0143	Offers a nursing program, so an information session reaches students before they choose where to start.	\$
Fernhaven State University 1 University Pl, Quillbrook, TX fernhavenstate.example Checked 2026-09-28	(214) 555-0144	Offers health-science programs; a campus info table reaches graduating students.	\$
4 · PRIVATE-ROOM CE DINNER			
Lantern & Oak Steakhouse 780 Market St, Quillbrook, TX lanternandoak.example Checked 2026-09-28	(214) 555-0145	A private dining room suited to a sit-down continuing-education dinner for licensed clinicians.	\$\$\$
5 · BOWLING / PICKLEBALL			
Quillbrook Lanes 1225 Kingpin Ave, Quillbrook, TX quillbrooklanes.example Checked 2026-09-28	(214) 555-0146	Private lanes and a party room: a low-pressure team night open to staff and candidates alike.	\$\$

VENUE · ADDRESS · WEBSITE	PHONE	WHO IT REACHES AND WHY	COST*
6 · PARK, ZOO OR MUSEUM			
Fernhaven Science Center 400 Discovery Dr, Quillbrook, TX fernhavenscience.example Checked 2026-09-28	(214) 555-0147	After-hours private rentals of exhibit halls; a relaxed setting for candidates and current staff.	\$\$
7 · COOKING / PAINT STUDIO			
Copper Pot Cooking Studio 58 Saffron Ln, Quillbrook, TX copperpotstudio.example Checked 2026-09-28	(214) 555-0148	Hands-on group cooking classes in a private kitchen; good for a small team-building evening.	\$\$
8 · VOLUNTEER SERVICE DAY			
Quillbrook Community Food Pantry 910 Harvest Rd, Quillbrook, TX quillbrookpantry.example Checked 2026-09-28	(214) 555-0149	A volunteer shift appeals to mission-driven candidates at any career stage and gives current staff a service day.	\$

* Cost tiers are ReqRadius estimates, not quotes: \$ = under ~\$500, \$\$ = ~\$500–\$2,500, \$\$\$ = over ~\$2,500 for a typical 15–40 person event.

About this list. Venue names, addresses, phone numbers and websites come from each venue's own website and were last checked on 2026-09-28. Venue details, availability, pricing, seasons and policies change without notice, so confirm everything directly with the venue before booking. Cost tiers are ReqRadius estimates for a typical 15 to 40 person event, not quotes or offers. Where distances are shown, they are straight-line estimates, not driving distances. Listing a venue does not mean the venue endorses, sponsors or is affiliated with ReqRadius or your organization, and ReqRadius has no business relationship with any venue listed. Team and venue names are trademarks of their owners; do not use them in your event promotion without the owner's permission.

Your event, your responsibility. Your organization is responsible for every event it holds. That includes contracts and deposits, any alcohol service and related liability, event insurance, guest safety and transportation, and accessibility for guests with disabilities, including reasonable accommodations on request. Choose formats and venues that are open to all qualified candidates. Recruiting events must follow the same equal employment opportunity laws as the rest of your hiring. Do not choose or promote an event in a way that discourages candidates because of age, sex, race, religion, disability, national origin or any other protected trait. Use events alongside your usual job postings, not in place of them. This section is general planning information, not legal, insurance or employment advice.

NO VENUE NEEDED

Formats you can run in your own workplace

Exam-review night

Host a study night for candidates preparing for a licensing or certification exam in your field, so you meet next year's licensees first.

\$ (est.)

Day-in-the-life shadow session

Candidates spend a half-day with a current clinician and see the caseload, tools and team before they apply.

\$ (est.)

Career-pathway night for techs

Lay out the steps from aide or tech to certified or licensed roles, with tuition support, to keep and grow tech talent.

\$ (est.)

PLANNING CHECKLIST

- Book 4–6 weeks out. Ask the venue for a group or event contact and a written quote.
- Match the format to the role: CE dinners for licensed staff, volunteer shifts for mission-driven candidates.
- Alcohol is optional. If you serve it, your organization is responsible for how it is served and for any resulting liability; offer non-alcoholic options and transport.
- Track results: sign-ups, applications and hires for each event, and compare them with job-board cost per hire.

HIRING PACK

Benefits that win this role

Ranked for registered nurses. An expected baseline is what candidates look for before they apply; a differentiator helps an offer stand out next to the recommended offer range.

1

Paid time off

EXPECTED BASELINE

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

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

2

Health & dental insurance

EXPECTED BASELINE

Second only to time off; candidates expect solid coverage.

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

3

Retirement plan

EXPECTED BASELINE

Long-term security ranks just behind health coverage.

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

4

Flexible scheduling

DIFFERENTIATOR

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

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

5

Continuing education support

DIFFERENTIATOR

Paid learning signals investment in the nurse's growth.

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

6

Tuition & license reimbursement

DIFFERENTIATOR

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

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

Rankings summarize the cited published surveys and reports; they are not a guarantee for any single candidate. Offer benefits consistently to every candidate for the role.

HIRING PACK

The case for your CFO, and a plan to fix the search

Built automatically from the figures in this report.

ONE PAGE FOR LEADERSHIP

Leadership summary

Request: approve a base range of \$106,946 to \$129,710 or more and a 50-mile search for this opening.

- Index 5.1 of 10 (ELEVATED); the largest driver is supply vs demand.
- ~33,111 people are employed in this occupation within 25 miles of the Quillbrook-Fernhaven metro area (federal wage survey). The full metro estimate is ~76,680.
- Widening to 50 miles changes the employment estimate from ~33,111 to ~72,752.
- Elevated market (index 5.1 of 10): about 33,111 people employed in this occupation within 25 miles and a statewide hiring pace of about 37 days, so the recommended range starts at the 65th percentile of local pay.

RECOMMENDED OFFER RANGE

\$106,946 to \$129,710 or more

Base, the 65th percentile (\$106,946) to at or above the 90th percentile (\$129,710) of published local pay. Estimate based on published local pay and the difficulty score. Band starts from the market-difficulty band and is raised to at least the seniority level's band, within published percentiles.

WHAT EACH CHANGE IS WORTH

- **Post the recommended range:** The index stays about 5.1; pay is not part of the index for this search.
- **Plan the search from the employment estimate:** The index stays about 5.1. A wider radius is not a separate score.
- **Watch the time open:** The index stays about 5.1; time open is not part of the index for this search.

FOR THIS MARKET

Job posting

Registered Nurse · \$106,946 to \$129,710 or more base.

The hiring organization is hiring for the Registered Nurse role in Quillbrook, TX. This posting leads with pay, the work, and how to apply.

Base pay: \$106,946 to \$129,710 or more per year. That is the 65th percentile (\$106,946) to at or above the 90th percentile (\$129,710) of published local pay, the recommended range for this market. Put this range in the first lines of the posting.

In the first paragraph, describe the day-to-day work of the Registered Nurse role. List the training and any state license applicants must already hold. Say where the work happens and what a normal week looks like.

The employment estimate within 50 miles is ~72,752. That figure is the local employment estimate scaled to the ring, not a count of licensed people.

To apply, contact the hiring organization.

SHORT SOURCING PLAN

- List the opening with the state workforce system (American Job Centers) under the standard job category.
- Use the state licensing board's public notice channels for this occupation.
- Use the U.S. Department of Education College Scorecard to find local programs that train this occupation.

ONE FREE RE-CHECK

After you update the pay range or the posting, re-run the index for the same role and location at no charge through 2026-10-28 to see how far it moved.

