

2016 Statistical Profile of Recently Certified Physician Assistants

an Annual Report of the National Commission on Certification of Physician Assistants

Table of Contents

MESSAGE FROM THE PRESIDENT/CEO	3
About the Data and Collection Methodology	4
Introduction	4
Data Editing and Analysis	4
About NCCPA	4
GEOGRAPHIC DISTRIBUTION	5-7
Distribution of Recently Certified PAs by State	5
Recently Certified PAs by State (Number, Percent of Total and Rank)	6-7
GENDER AND AGE	8
RACE AND ETHNICITY	9
LANGUAGE OTHER THAN ENGLISH SPOKEN WITH PATIENTS	10
ASSESSMENT OF OPPORTUNITIES	11
OBLIGATION THAT REQUIRES A POSITION IN A HPSA OR MUA	12
EDUCATION OR TRAINING	13
EDUCATIONAL DEBT	14
RECENTLY CERTIFIED PAs WHO HAVE ACCEPTED A POSITION	15-23
Job Search	16
Challenges Faced in Job Search	17
Selection of Clinical Position Location	18
Hours Worked Per Week and Time Spent in Work Activities	19
Practice Setting	20
Practice Area	21
Salary	22

Table of Contents

Employment Incentives	23
RECENTLY CERTIFIED PAS WHO HAVE NOT ACCEPTED A POSITION	24-33
Challenges Faced in Job Search	25
Reasons PAs Did Not Accept a Position Offered	26
Selection of Preferred Clinical Position Location	27
Hours and Time Spent Preferred in Work Activities	28
Practice Setting Preferred	29
Practice Area Preferred	30
Salary Desired and Educational Debt	31
Employment Incentives Desired	32
FUTURE DATA ON CERTIFIED PAs AND CITATION	33

Message from the President and CEO

Dawn Morton-Rias, Ed.D, PA-C



Greetings Colleagues:

We continue to have good news to share about the PA profession—including its impressive growth with over 8,000 new PAs passing the PA National Certifying Exam (PANCE) and earning certification last year. With ARC-PA projecting 52 additional PA programs in the next three years, we anticipate the number of newly-certified PAs will continue to grow at an impressive rate.

The growth is not surprising when you consider these new graduates are in high demand, with over three-quarters receiving multiple job offers and over half receiving three or more offers.

This is a tribute to all Certified PAs who have opened up access to high quality, cost-effective care and earned the confidence of physicians and patients alike, based on proven knowledge and skills.

Thanks to all who contributed by updating their PA Profile, as this information sheds light on the profession as a whole, and how PA-Cs are improving the healthcare landscape.

The future of the profession has never looked brighter.

Sincerely,

A handwritten signature in black ink that reads "Dawn Morton-Rias". The signature is fluid and cursive, matching the printed name.

Dawn Morton-Rias, Ed.D, PA-C
President & CEO
NCCPA

About the Data and Collection Methodology

Introduction

Since certifying the first physician assistants (PAs) in 1975, NCCPA has collected data on the PA profession as PAs completed various processes related to obtaining initial certification and then maintaining certification by earning and logging continuing medical education credits and passing recertification examinations. In 2012, NCCPA's data gathering efforts were significantly enhanced with the launch of the PA Professional Profile. This data gathering instrument is presented to PAs through a secure portal within NCCPA's website. The Profile includes three modules: "About Me," "My Practice" and "Recently Certified".

Data Editing and Analysis

The "Recently Certified" module is delivered to PAs who have been certified for less than six months. Data reflected in this report includes responses from PAs who were certified for the first time in 2016. In addition, some data was obtained from other NCCPA data collection strategies. As of December 31, 2016, there were 115,547 certified PAs, and 109,592 provided responses for at least a portion of the PA Professional Profile, yielding an overall response rate of 94.8%.

The data provided in this report has been aggregated from the individual response data provided by PAs through the PA Professional Profile or other NCCPA data gathering efforts. Responses were examined for consistency and potential errors. In cases of obvious error or inconclusive data, the responses were not included in the analysis. The number of responses to individual items varies due to differing response rates or due to the data being removed for reasons previously noted. Analyses of the data consist primarily of descriptive statistics.

About NCCPA

NCCPA is the only certifying organization for PAs in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to providing certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors required upon entry into practice and throughout the careers of PAs. All U.S. states, the District of Columbia and the U.S. territories have decided to rely on NCCPA certification as one of the criteria for licensure or regulation of PAs. More than 140,000 physician assistants have been certified by NCCPA since 1975.

For more information about NCCPA, visit our website: www.nccpa.net.

Number of recently Certified PAs by state (divided by quartiles); Number, percentage of recently Certified PAs by state

14 live out of the country

Color	Range
Light Green	1-36
Medium Green	40-85
Dark Green	86-197
Black	198+

There were 8,024 recently Certified PAs who had access to the PA Professional Profile in 2016. The map illustrates the distribution of those PAs.

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) expects that the number of PA educational programs will grow from 218 (October 2016) to 270 by July 1, 2020, which would have an impact on the number of PAs seeking NCCPA certification.

Table 1: Recently Certified PAs by State (Number, Percent of Total, and Rank)

State	Number	Percent of Total (Rank)
Alabama	63	0.8% (33)
Alaska	26	0.3% (45)
Arizona	172	2.1% (16)
Arkansas	47	0.6% (37)
California	494	6.2% (4)
Colorado	144	1.8% (19)
Connecticut	132	1.6 % (21)
Delaware	24	0.3% (47)
D.C.	27	0.3% (44)
Florida	504	6.3% (3)
Georgia	219	2.7% (11)
Hawaii	14	0.2% (49)
Idaho	80	1.0% (29)
Illinois	237	3.0% (10)

State	Number	Percent of Total (Rank)
Indiana	115	1.4% (22)
Iowa	59	0.7% (34)
Kansas	55	0.7% (35)
Kentucky	87	1.1% (26)
Louisiana	97	1.2% (23)
Maine	34	0.4% (40)
Maryland	151	1.9% (18)
Massachusetts	303	3.8% (8)
Michigan	342	4.3% (7)
Minnesota	211	2.6% (12)
Mississippi	36	0.4% (39)
Missouri	73	0.9% (31)
Montana	40	0.5% (38)
Nebraska	64	0.8% (32)

Noteworthy:

Recently Certified PAs were represented in all 50 states and Washington, D.C.

The states with the greatest number of recently Certified PAs include: New York, Pennsylvania, Florida, California and Texas. These five states are also the top five most populous for all Certified PAs.

Table 1: Recently Certified PAs by State (Number, Percent, Rate and Rank), *continued*

State	Number	Percent of Total (Rank)
Nevada	54	0.7% (36)
New Hampshire	74	0.9% (30)
New Jersey	197	2.5% (14)
New Mexico	34	0.4% (41)
New York	833	10.4% (1)
North Carolina	370	4.6% (6)
North Dakota	20	0.2% (48)
Ohio	272	3.4% (9)
Oklahoma	85	1.1% (27)
Oregon	96	1.2% (24)
Pennsylvania	679	8.5% (2)
Rhode Island	25	0.3% (46)
South Carolina	82	1.0% (28)
South Dakota	29	0.4% (43)

State	Number	Percent of Total (Rank)
Tennessee	179	2.2% (15)
Texas	476	5.9% (5)
Utah	90	1.1% (25)
Vermont	13	0.2% (50)
Virginia	207	2.6% (13)
Washington	144	1.8% (20)
West Virginia	34	0.4% (42)
Wisconsin	157	2.0% (17)
Wyoming	10	0.1% (51)
TOTAL*	8,010	100.0%

*Note: PAs that reported an address in the U.S. Additionally, 14 recently Certified PAs were living abroad.

Gender and Age of Recently Certified Physician Assistants

Distribution of recently Certified PAs by age and gender; Number by gender; Number by age group

Noteworthy:

The median age of recently Certified PAs was 27 in 2016.

The median age of all Certified PAs is 38.

Figure 2: Distribution of Recently Certified PAs by Age and Gender

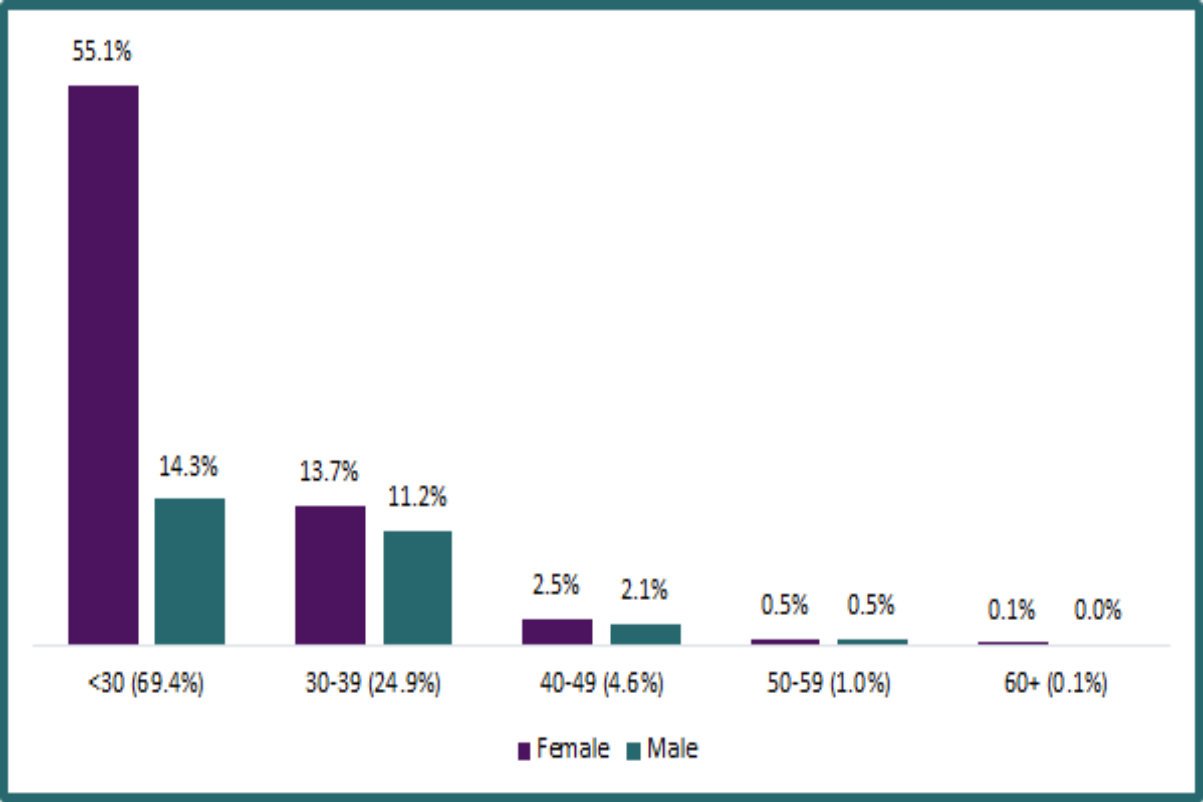


Table 2: Number of Recently Certified PAs by Gender

Gender	Number	Percent
Male	2,254	28.1%
Female	5,770	71.9%
Total	8,024	100.0%

Table 3: Number of Recently Certified PAs by Age

Age Group	Number	Percent
<30	5,569	69.4%
30-39	2,000	24.9%
40-49	370	4.6%
50-59	82	1.0%
60+	3	0.1%
TOTAL	8,024	100.0%

Race and Ethnicity of Recently Certified PAs

Number of recently Certified PAs by race; Number by ethnicity

Table 4: Number and Percent of Recently Certified PAs by Race

Race	Number	Percent
White	4,970	86.9%
Black/African American	169	3.0%
Asian	429	7.5%
Native Hawaiian/Pacific Islander	18	0.3%
American Indian or Alaskan Native	19	0.3%
Other	117	2.0%
Total Responses	5,721	100%

Note: Respondents were able to choose multiple races, and 183 chose more than one race. Table 4 includes respondents from PAs who chose one race. 294 respondents indicated they preferred not to answer the question.

Table 5: Number and Percent of Recently Certified PAs by Ethnicity

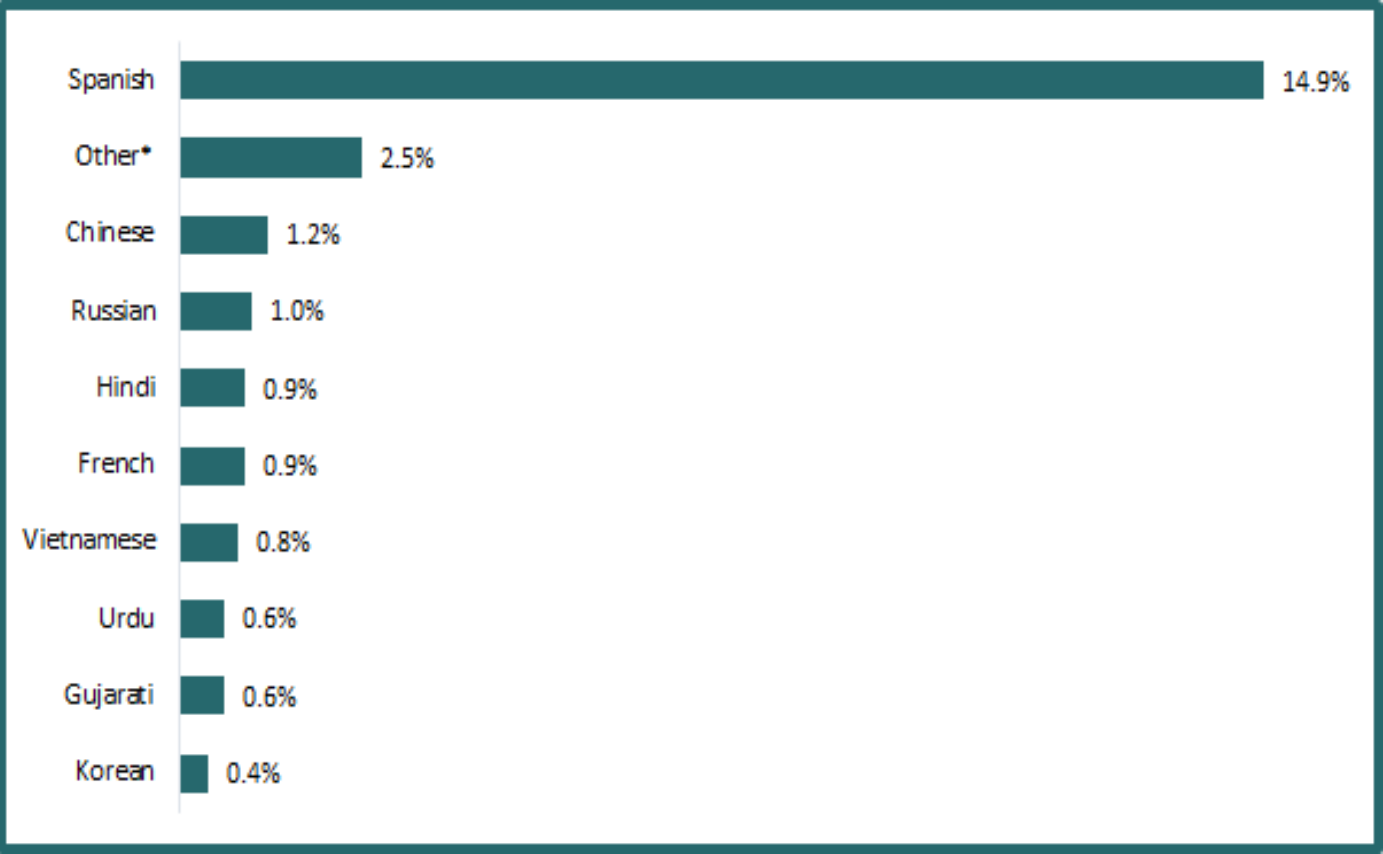
Hispanic, Latino/a, or Spanish Ethnicity	Number	Percent
Mexican, Mexican American, Chicano/a	153	2.6%
Puerto Rican	38	0.6%
Cuban	36	0.6%
Other Hispanic, Latino/a, or of Spanish origin	172	2.9%
Total Responses	399	6.7%

Note: Respondents were able to choose multiple ethnicities. 44 respondents chose more than one ethnicity. 93.3% (5,547) of the recently Certified PAs indicated they were not Hispanic, Latino/a, or of Spanish origin. 237 respondents indicated they preferred not to answer the question.

Languages Other than English Spoken with Patients

Top ten languages other than English spoken with patients

Figure 3: Percent of Recently Certified PAs who Communicate with Patients in Other Languages



Note: The percentage of recently Certified PAs who communicate with patients in languages other than English by the top ten most frequently identified languages.

Noteworthy:

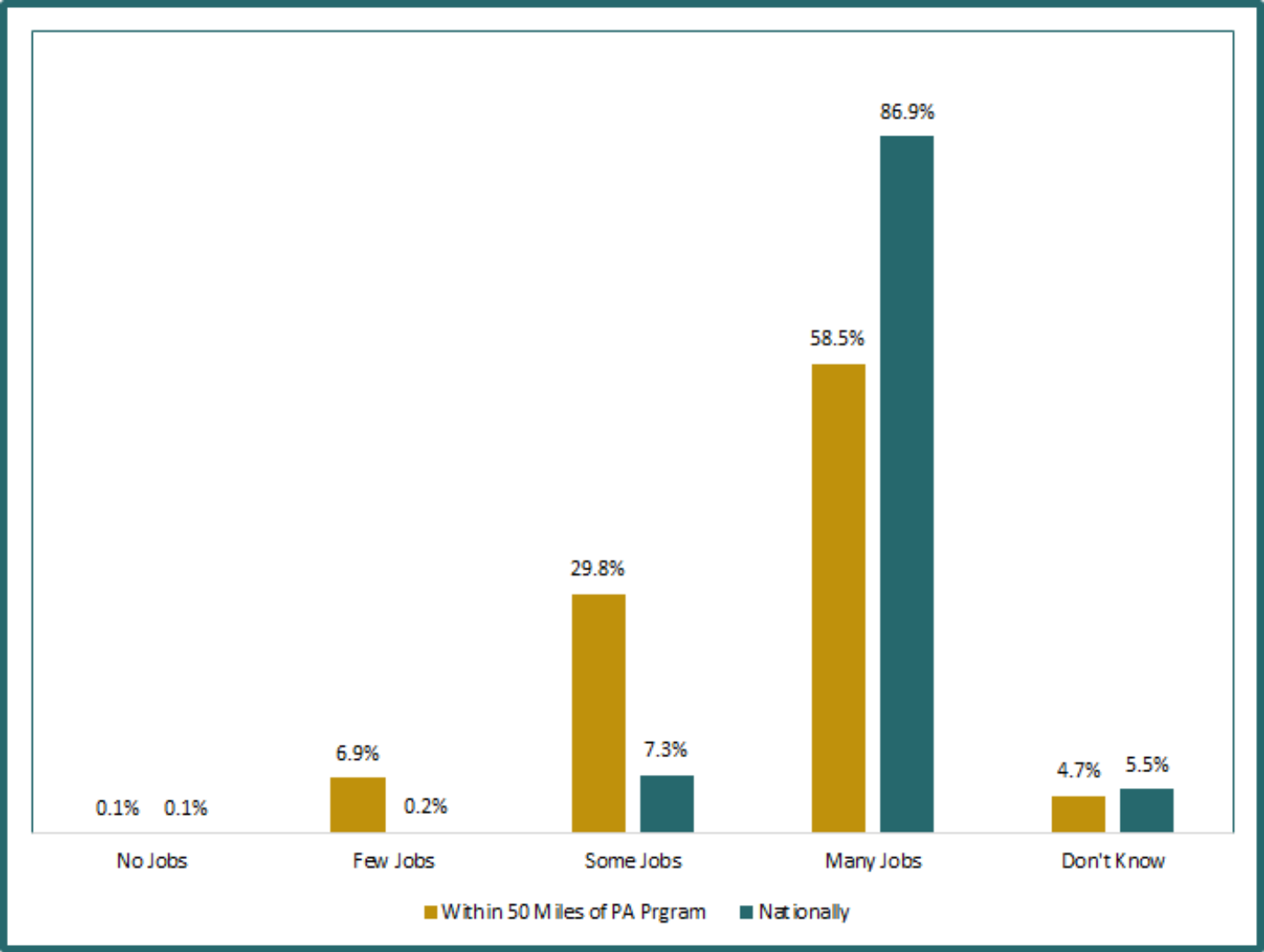
21.9% of recently Certified PAs indicated they could communicate with patients in a language other than English. Additionally 3.5% could speak more than one language, other than English.

The percentage of recently Certified PAs who indicated they can speak more than one language has increased steadily in the last four years. (17.7% in 2013 to 21.9% in 2016)

Assessment of Opportunities

Assessment of opportunities within 50 miles of PA program;
Assessment of opportunities nationally

Figure 4: Assessment of Job Opportunities



Noteworthy:

Money Watch ranked physician assistant as one of “America’s 11 Highest Paying Careers in 2017” (March 8, 2017).

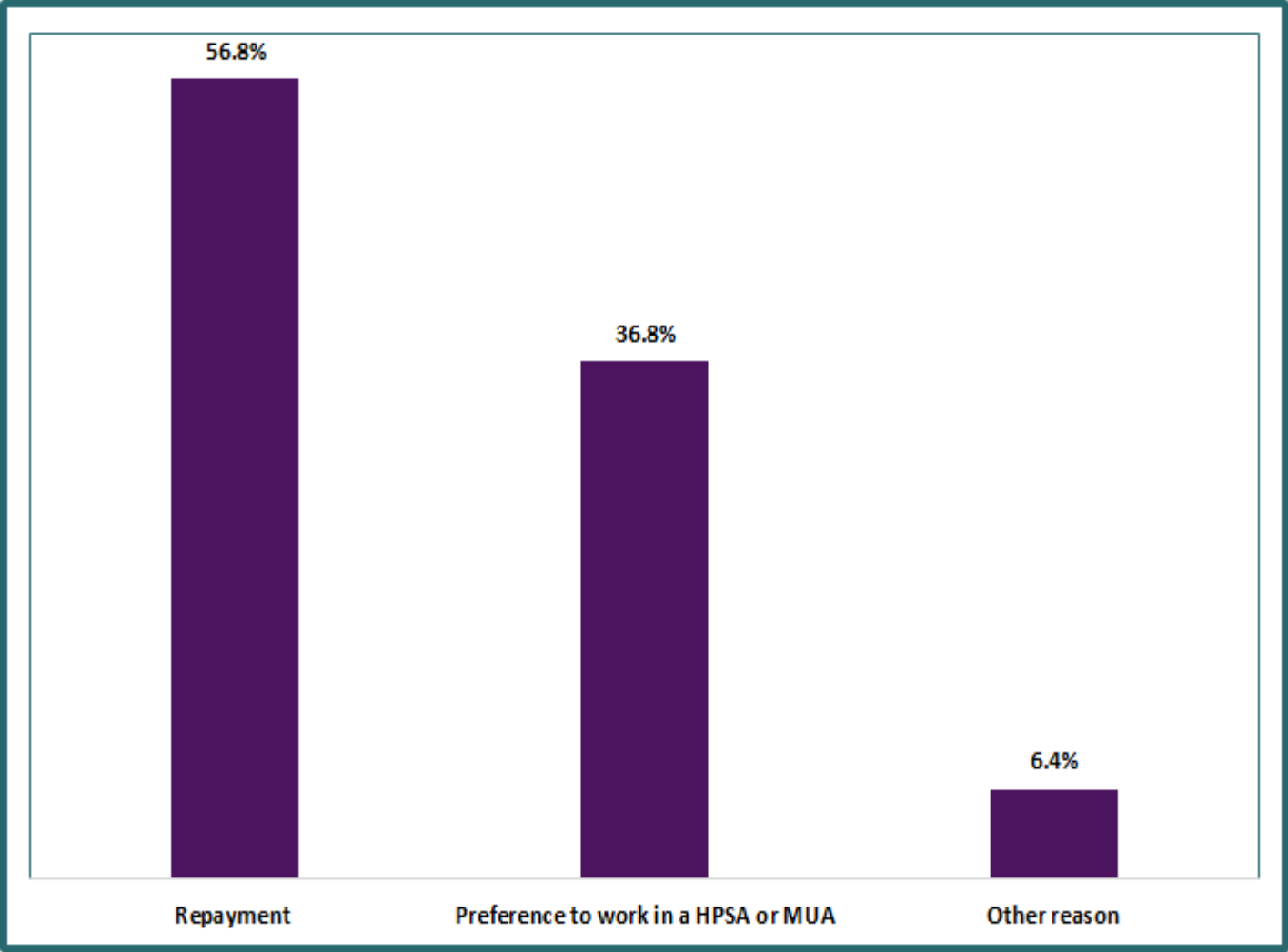
The U.S. Bureau of Labor Statistics projects a growth of 30% from 2014 to 2024 (much faster than the average for all occupations). The total percent change for all occupations during the same time period is 7%.¹

¹ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, Physician Assistants, on the Internet at <http://www.bls.gov/ooh/healthcare/physician-assistants.htm> (visited September 28, 2017).

Obligation that Requires a Position in a HPSA or MUA

Factors motivating PAs to accept a PA position in a HPSA (Health Professional Shortage Area) or MUA (Medically Underserved Area)

Figure 5: Motivation to Accept Position in HPSA or MUA for those that are working in a HPSA and/or MUA.



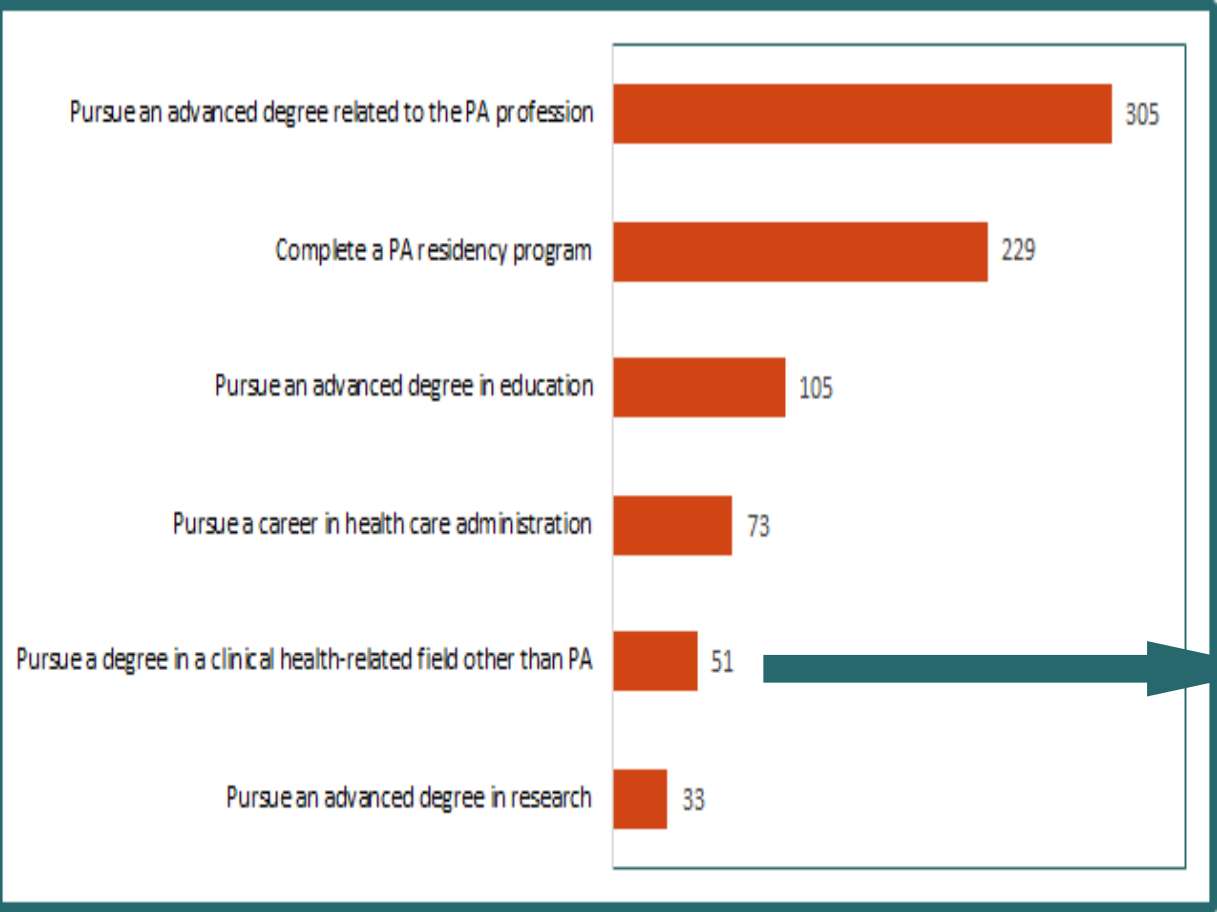
Noteworthy:

Overall, 125 (2.6%) of the recently certified graduates indicated they are a National Health Service Corps Scholar or a state or federal loan repayment program participant, which required practicing in a federally designated HPSA or MUA.

Plans to Seek Additional Education or Clinical Training

Number and percent of recently Certified PAs who plan to seek additional education or clinical training within the next three years; Reasons they are seeking additional education or clinical training; Degree pursuing if seeking for a new degree

Figure 6: Reasons PAs Are Seeking Additional Education or Clinical Training



Noteworthy:

18.5% of recently Certified PAs indicated they plan to seek additional education or clinical training within the next three years (this does not include on-the-job training or required CME).

Table 6: Degree Pursued if Changing Health Fields

Degree in Clinical Health-Related Field	Number
Public Health	24
MD or DO	21
Other	6

Educational Debt

Educational debt on completion of all training.

Table 6: Number and Percent by Educational Debt

Debt Range	Number	Percent
None	475	10.3%
Less than \$25,000	159	3.4%
\$25,000—\$49,999	242	5.2%
\$50,000—\$74,999	434	9.4%
\$75,000—\$99,999	563	12.2%
\$100,000—\$124,999	704	15.2%
\$125,000—\$149,999	682	14.7%
\$150,000—\$174,999	612	13.2%
\$175,000—\$199,999	355	7.7%
\$200,000—\$224,999	223	4.8%
\$225,000 or more	179	3.9%
TOTAL	4,628	100.0%

Note: 142 recently certified PAs chose “Prefer not to answer”

Noteworthy:

19.1% of recently Certified PAs who have accepted a position indicated that educational debt influenced their decision to seek a primary care or non-primary care position. Of the PAs who have not accepted a position, 21.8% said their level of educational debt will influence their choice.

Educational Debt

Median: \$112,500

Mean: \$112,377

Recently Certified Physician Assistants who Accepted a Clinical Position

Job Search in a Clinical PA Position

Acceptance of a job; Number of offers received

Figure 7: Recently Certified PAs Job Search and Status

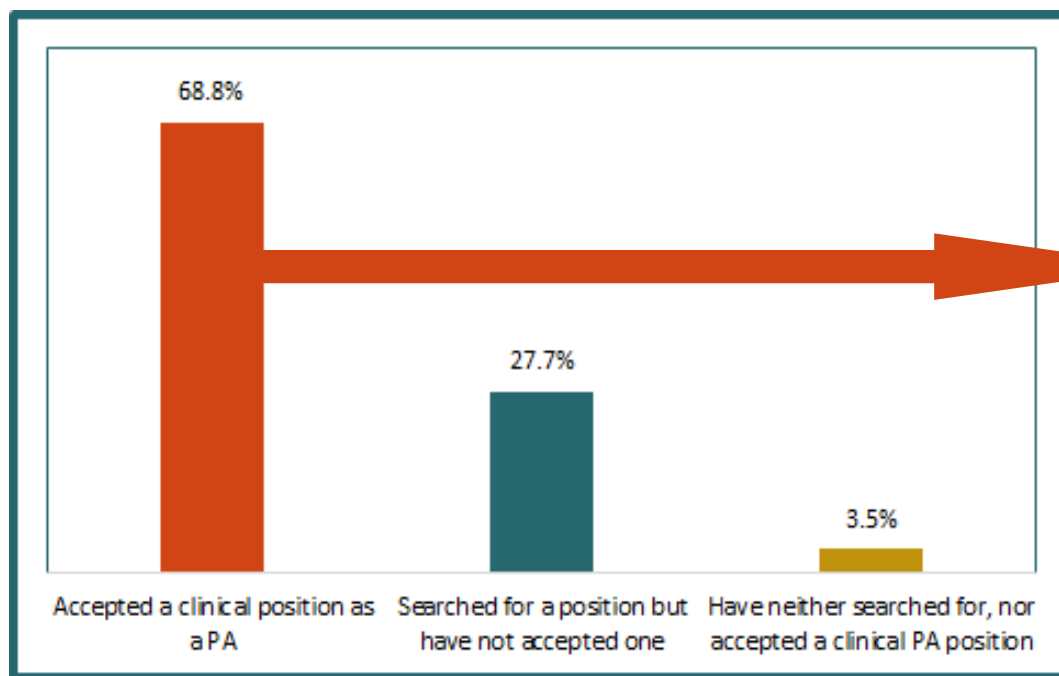


Figure 8: Number of Job Offers For Recently Certified PAs for Those who Accepted a Clinical Position as a PA

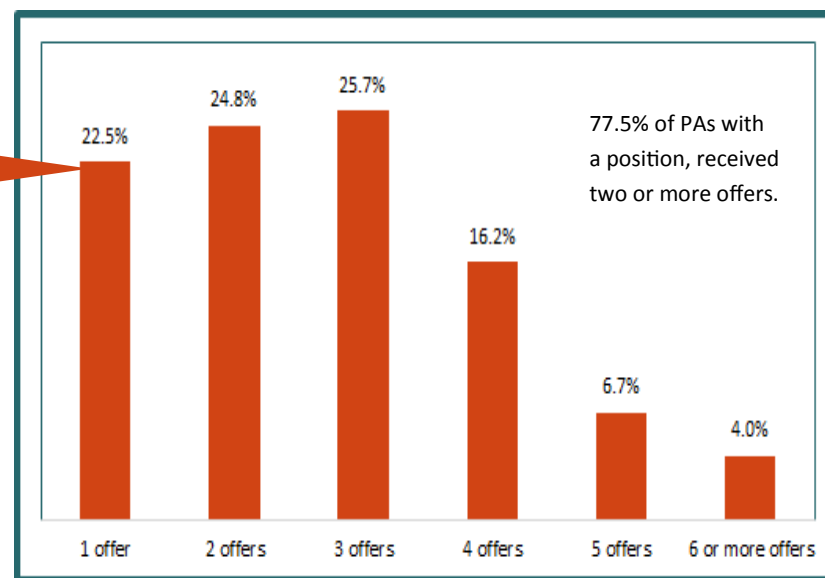


Table 7: Recently Certified PAs Job Search and Status

Clinical Position Search	Number
Yes, accepted a clinical position as a PA	3,284
Yes, searched for a position but have not yet accepted one	1,320
No, have neither searched for nor accepted a clinical PA position	166
TOTAL	4,770

Challenges Faced by Physician Assistants who Have Searched for and Accepted a PA Position

Challenges faced in searching for a position

Table 8: Challenges Faced by Physician Assistants who Have Searched for and Accepted a PA Position

Challenges	Percent
Lack of clinical PA opportunities for recent graduates	34.1%
Lack of clinical PA opportunities in geographic area preferred	16.3%
Lack of clinical PA opportunities in preferred specialty	14.2%
Lack of clinical PA opportunities in practice setting preferred	12.0%
Abundance of PA graduates competing for same position	9.3%
Inadequate salary and/or compensation offered	7.0%
Lack of clinical PA employment opportunities	3.8%
Lack of positions that meet obligations for employment (i.e. NHSC)	2.0%
Lack of opportunities for spouse/partner	1.3%

Noteworthy:

“Lack of clinical PA opportunities for recent graduates” and “lack of clinical PA opportunities in geographic area preferred” were the top two challenges cited for recently certified PAs regardless of employment status.

81.5% of PAs who have accepted a position indicated that they did not face any challenges when searching for a job.

Selection of Clinical Position Location

Geographical location; Training site

Table 9: Location of Position Accepted

Geographical Location	Number
Area where grew up	1,137
Area where PA program located	1,100
Area lived in prior to attending PA program	901
Area where want to live	729
Rural area	461
Other area	286
Urban medically underserved area	246

Note: Respondents were able to choose multiple locations.

Noteworthy:

- 28.9% of PAs who accepted a position in a rural area, indicated that they grew up in a rural area.
- 24.8% of PAs who accepted a position in an urban medically underserved area indicated they grew up in an urban medically underserved area.

Table 10: Position Accepted at a Training Site of Clinical Rotation

Position at Training Site of Clinical Rotation	Number	Percent
Yes	1,267	38.6%
No	2,017	61.4%
TOTAL	3,284	100%

Hours Working Per Week and Time Spent in Work Activities

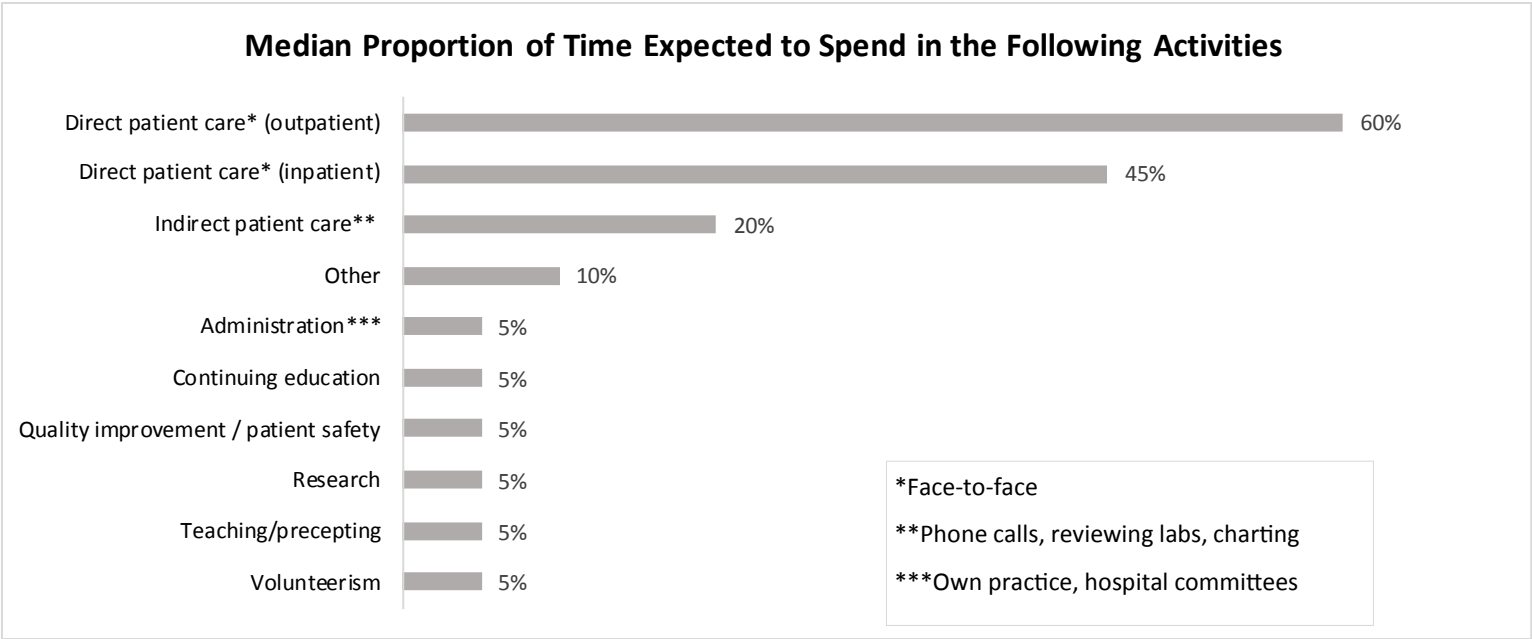
Number of working hours per week; Proportion of time spent in different work activities

Table 11: Number of Hours Expected to Work Per Week

Expected hours work per week	Number	Percent
1— 10 hours	20	0.6%
11—20 hours	21	0.6%
21—30 hours	41	1.3%
31—40 hours	1,609	49.0%
41—50 hours	1,383	42.1%
More than 50 hours	210	6.4%

Note: Almost half (48.5%) of recently Certified PAs who have accepted a clinical position expect to work more than 40 hours per week.

Figure 9: Median Proportion of Time Expected to Spend in Activities



Practice Setting of Recently Certified Physician Assistants

Number and percent by practice setting of recently Certified PAs who have accepted a position

Table 12: Number and Percent of Recently Certified PAs by Practice Setting

Practice Setting	Number	Percent
Hospital	1,700	51.8%
Office-based private practice	1,004	30.5%
Urgent care*	175	5.3%
Community health center	90	2.7%
Rural health clinic	76	2.3%
United States military (federal government)	65	2.0%
Other	62	1.9%
Behavioral/mental health facility	18	0.5%
Ambulatory surgical center	13	0.4%
Public or community health clinic (non-federally qualified)	11	0.3%
Veterans Administration (federal government)	11	0.3%
School-based or college-based health center or school clinic	9	0.3%
Public health service (federal government)	7	0.2%
Indian health service (federal government)	6	0.2%
Bureau of Prisons (federal government)	6	0.2%
Extended care facility/Nursing home	5	0.2%
Rehabilitation facility	4	0.1%
Occupational health setting	3	0.1%
Free clinic	1	<0.1%
Unsure/Don't know	18	0.5%
TOTAL	3,284	100.0%

*Practice setting included for the first time in 2016.

Noteworthy:

51.8% of recently Certified PAs who have accepted a position work in a hospital setting. Overall, 38.9% of PAs work in a hospital setting.¹

¹ National Commission on Certification of Physician Assistants, Inc. (2017, April). *2016 Statistical Profile of Certified Physician Assistants: An Annual Report of the National Commission on Certification of Physician Assistants.*

Practice Area of Recently Certified PAs

Number and percent by principal area of practice of recently Certified PAs who have accepted a position

Table 13: Number and Percent of Recently Certified PAs by Principal Clinical Area

Area of Practice	Number	Percent
Adolescent Medicine	0	0.0%
Anesthesiology	0	0.0%
Critical Care Medicine	94	2.9%
Dermatology	96	2.9%
Emergency Medicine	633	19.3%
Family Medicine / General Practice	623	19.0%
Gynecology	4	0.1%
Hospice and Palliative Medicine*	2	0.1%
Hospital Medicine	179	5.5%
Internal Medicine– General Practice	146	4.4%
Internal Medicine– Subspecialties	264	8.0%
Neurology	24	0.7%
Obstetrics and Gynecology	35	1.1%
Occupational Medicine	4	0.1%
Ophthalmology	0	0.0%

Area of Practice	Number	Percent
Otolaryngology	31	0.9%
Pain Management*	27	0.8%
Pathology	0	0.0%
Pediatrics	63	1.9%
Pediatrics– Subspecialties	50	1.5%
Physical Medicine / Rehabilitation	5	0.2%
Preventive Medicine / Public Health	0	0.0%
Psychiatry	56	1.7%
Radiation Oncology	3	0.1%
Radiology	9	0.3%
Surgery– General	106	3.2%
Surgery– Subspecialties	603	18.4%
Urology	21	0.6%
Other	206	6.3%
TOTAL	3,284	100.0%

Noteworthy:

25.3% of recently Certified PAs with a clinical position work in primary care: family medicine/general practice, general internal medicine, and general pediatrics. This is a decrease from the previous year.

Overall, 27.8% of Certified PAs work in primary care.

25.2% of female recently Certified PAs chose a primary care specialty, while 25.7% of males did so.

*Specialty included for the first time in 2016.

Salary

Salary of recently Certified PAs who have accepted a position.

Table 14: Number and Percent by Salary Range

Starting Salary Range	Number	Percent
Less than or equal to \$40,000	4	0.1%
\$40,001—\$50,000	22	0.7%
\$50,001—\$60,000	51	1.6%
\$60,001—\$70,000	76	2.4%
\$70,001—\$80,000	307	9.6%
\$80,001—\$90,000	970	30.3%
\$90,001—\$100,000	1,034	32.3%
\$100,001—\$110,000	433	13.5%
\$110,001—\$120,000	165	5.2%
\$120,001—\$130,000	84	2.6%
\$130,001—\$140,000	29	0.9%
More than \$140,000	24	0.8%
TOTAL	3,199	100.0%

Note: 85 recently certified PAs chose “Prefer not to answer”

Noteworthy:

The median salary for both recently Certified male and female PAs is \$95,000. The mean was higher for recently Certified males than it was for females (\$95,244 and \$91,132 respectively).

The highest salaries for recently certified PAs were in radiation oncology, occupational medicine, gynecology, emergency medicine, and psychiatry.

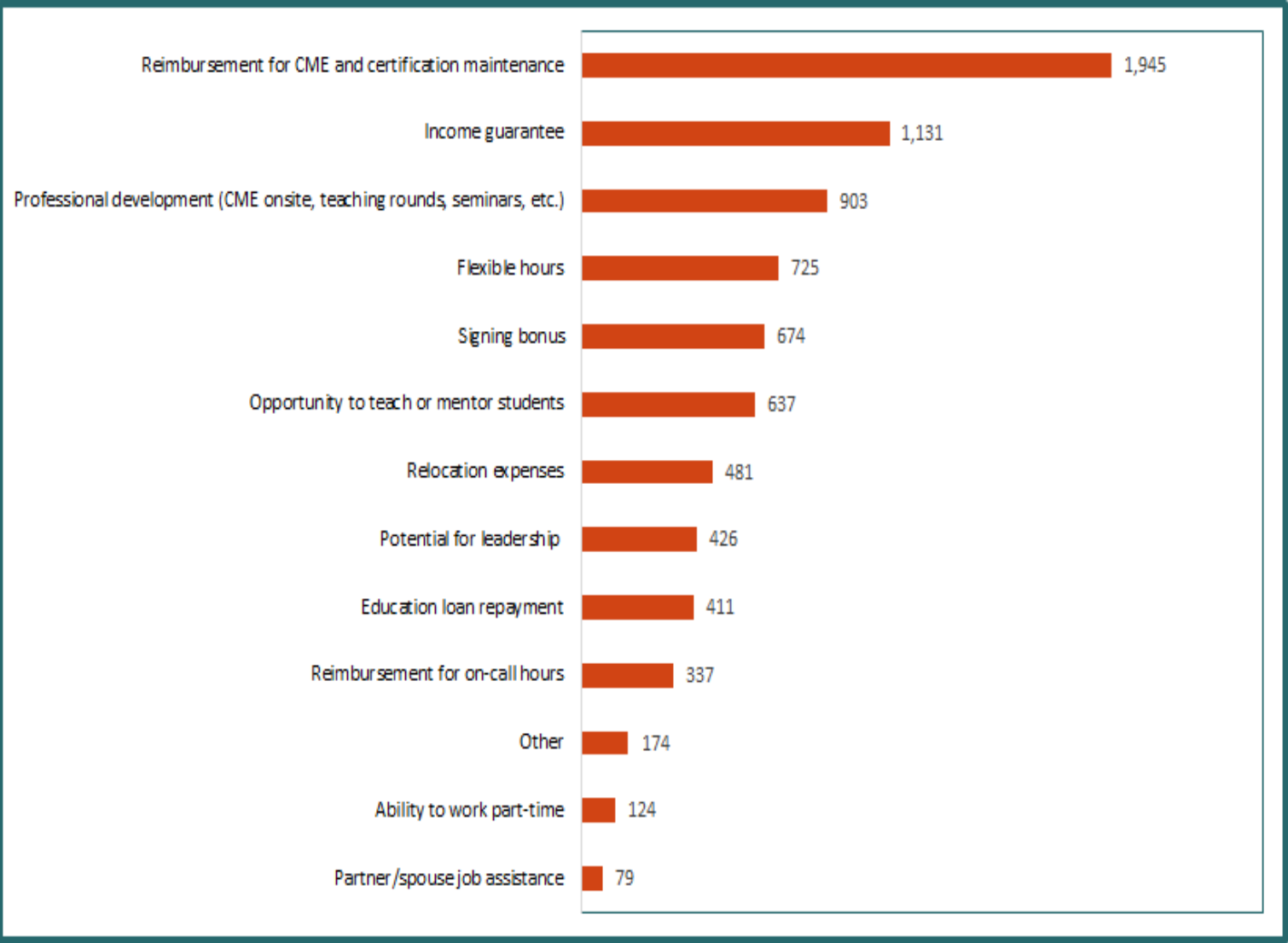
Annual Salary

Median: \$95,000

Mean: \$92,293

Employment Incentives

Figure 10: Incentives Offered to Recently Certified PAs



Note: Respondents were able to choose more than one incentive.

Noteworthy:

68.2% of the recently Certified PAs who accepted a position indicated they were offered employment incentives.

When asked to rank order the top three incentives that most influenced their decision to accept the position they were in, the incentives that ranked in the top three were:

1. Income guarantee
2. Reimbursement for CME and certification maintenance
3. Flexible hours

This differs from Figure 10 due to some incentives that were chosen but not ranked in the top three.

Recently Certified Physician Assistants who Have Not Accepted a Clinical Position

Challenges Faced by PAs that Have Searched for a Job but Have Not Accepted One

Challenges faced in searching for a position; Reasons PAs have not searched for or accepted a position

Table 15: Challenges faced by Recently Certified PAs who have Not Accepted a Position or are Currently Searching for a Position

Challenges	Percent
Lack of clinical PA opportunities for recent graduates	30.1%
Lack of clinical PA opportunities in geographic area preferred	16.7%
Lack of clinical PA opportunities in preferred specialty	15.4%
Lack of clinical PA opportunities in preferred practice setting	10.2%
Abundance of PA graduates competing for same position	8.7%
Inadequate salary and/or compensation offered	5.1%
Lack of clinical PA employment opportunities	4.5%
Lack of positions that meet obligations for employment (i.e. NHSC)	1.4%
Lack of opportunities for spouse/partner	1.0%

Noteworthy:

70.5% of recently Certified PAs who have not searched for nor accepted a position stated that they decided to take time off before they began their career (an increase from 2013- 2015), 1.2% said they decided to work in a non-PA position, and 28.3% cited other reasons.

58.1% who have searched for but have not accepted a position indicated they have not experienced challenges when searching for a job.

Lack of clinical PA opportunities for recent graduates and lack of clinical PA opportunities in geographic area preferred were the top two challenges cited from 2013- 2016 for recently certified PAs, regardless of employment status.

Reasons Recently Certified PAs Did Not Accept a Position Offered

Table 16: Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	Number
Not in preferred area of practice	264
Other reason	103
Insufficient compensation	142
Did not feel it was a good personal match with potential supervisor	86
Insufficient benefits	70
Would not allow physician assistant to sufficiently utilize the competencies gained from education	49
Wanted PA to assume too much responsibility for their level of experience	44
Insufficient supervision onsite	42
Insufficient learning for continued professional growth	40
Too much on-call time	22

Noteworthy:

36.7% of recently Certified PAs who have searched for but not yet accepted a position indicated they have turned down at least one offer.

Selection of Preferred Clinical Position Location

Geographic location preferred by recently certified PAs who have not yet accepted a position

Table 17: Location of Position Preferred by Physician Assistants who Have Not Accepted a Position

Geographic Location	Number
Area where grew up	603
Area lived in prior to attending PA program	486
Area where want to live	473
Area where PA program is located	399
Urban medically underserved area	191
Rural area	171
Other area	110

Noteworthy:

Recently Certified PAs prefer to work in the area in which they grew up.

26.9% indicated they prefer an area where their PA program is located.

Hours Preferred to Work Per Week and Preferred Time Spent in Work Activities

Number of preferred working hours per week; Preferred proportion of time spent in different work activities

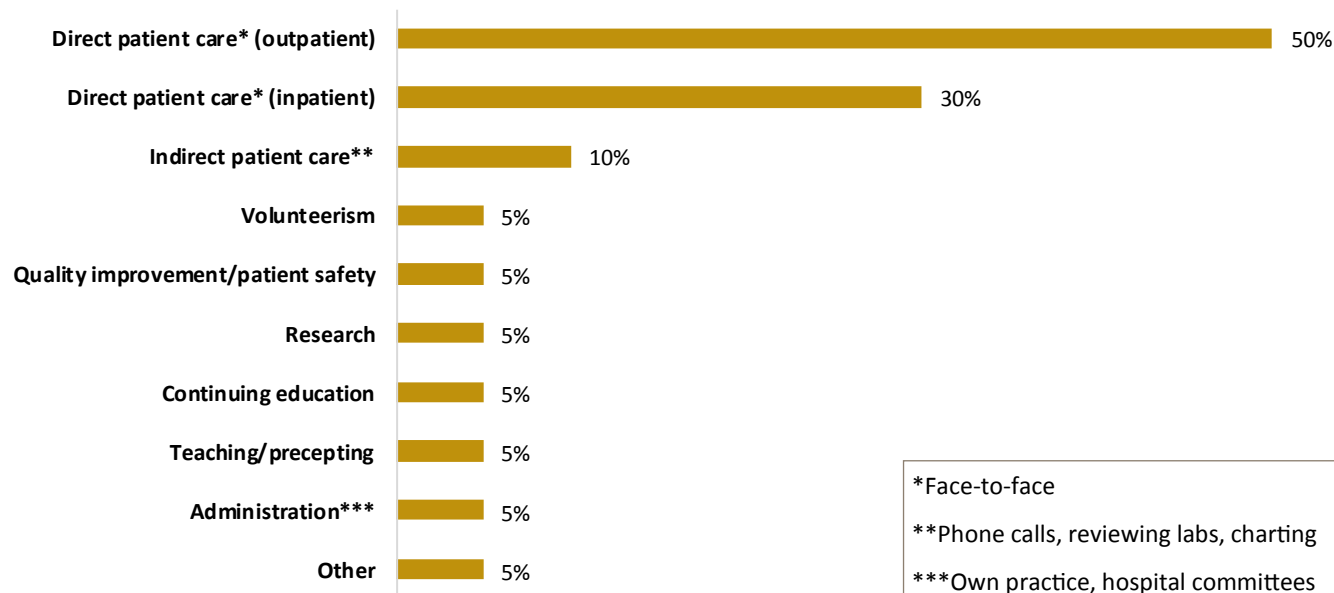
Figure 11: Preferred Proportion of Time Spent in Activities

Table 18: Preferred Number of Hours to Work per Week When PA Does Accept a Position

Preferred work hours per week	Number	Percent
1—10 hours	5	0.3%
10—20 hours	6	0.4%
21—30 hours	23	1.5%
31—40 hours	900	60.6%
41—50 hours	512	34.4%
More than 50 hours	39	2.6%

Note: 37.0% of recently Certified PAs who have not accepted a clinical position prefer to work more than 40 hours per week (less than in 2013 where 44.9% preferred work more than 40 hours per week). Of those who have accepted a position, 48.5% report they expect to work more than 40 hours per week.

Median Proportion of Time PAs Prefer to Spend in the Following Activities When They Begin Work



Practice Setting Preferred by Recently Certified PAs who Have Not Accepted a Position

Table 19: Number and Percent of Physician Assistants by Preferred Practice Setting

Practice Setting	Number	Percent
Hospital	590	39.7%
Office-based private practice	499	33.6%
Urgent care*	92	6.2%
Community health center	34	2.3%
Rural health clinic	20	1.3%
Ambulatory surgical center	19	1.3%
Veterans Administration (Federal government)	17	1.1%
Other	15	1.0%
United States Military (Federal government)	10	0.7%
Behavioral/mental health facility	7	0.5%
Public or community health clinic (non-federally qualified)	6	0.4%
Indian health service (Federal government)	3	0.2%
Public health service (Federal government)	3	0.2%
School-based or college-based health center or school clinic	3	0.2%
Extended care facility / nursing home	2	0.1%
Bureau of prisons (Federal government)	1	<0.1%
Free clinic	1	<0.1%
Home health care agency	1	<0.1%
No preference	162	10.9%
TOTAL	1,485	100.0%

Noteworthy:

38.9% of recently Certified PAs who have not accepted a position indicated they would prefer to work in a hospital setting, and 50.4% who have accepted a position work in a hospital setting. 15.7% had no preference or were undecided.

*Practice setting included for the first time in 2016.

Practice Area Preferred by Recently Certified PAs who Have Not Accepted a Position

Table 20: Number and Percent of PAs by Preferred Practice Area

Preferred Area of Practice	Number	Percent
Adolescent Medicine	5	0.3%
Anesthesiology	0	0.0%
Critical Care Medicine	24	1.6%
Dermatology	89	6.0%
Emergency Medicine	281	18.9%
Family Medicine / General Practice	304	20.5%
Gynecology	8	0.5%
Hospice and Palliative Medicine*	1	<0.1%
Hospital Medicine	53	3.6%
Internal Medicine– General Practice	62	4.2%
Internal Medicine– Subspecialty	88	5.9%
Neurology	7	0.5%
Obstetrics and Gynecology	41	2.8%
Occupational Medicine	0	0.0%
Ophthalmology	0	0.0%
Otolaryngology	4	0.3%

Preferred Area of Practice	Number	Percent
Pain Medicine	1*	<0.1
Pathology	0	0.0%
Pediatrics	51	3.4%
Pediatrics– Subspecialties	34	2.3%
Physical Medicine / Rehabilitation	1	<0.1%
Preventive Medicine / Public Health	2	0.1%
Psychiatry	11	0.7%
Radiation Oncology	0	0.0%
Radiology	2	0.1%
Surgery– General	62	4.2%
Surgery– Subspecialties	185	12.5%
Urology	1	<0.1%
Other	37	2.5%
No Preference	131	8.8%
TOTAL	1,485	100.0%

Noteworthy:

28.1% of recently Certified PAs who have not accepted a position prefer to work in primary care: family medicine/general practice, general internal medicine, and general pediatrics. This is a decrease from 2014 and 2015 (32.9% and 29.1% respectively).

29.2% of female recently Certified PAs who have not accepted a position prefer a position in primary care, while 24.6% of males do.

*Specialty included for the first time in 2016.

Salary Desired by PAs

Minimum salary desired by recently certified PAs who have not accepted a position

Table 21: Number and Percent by Minimum Desired

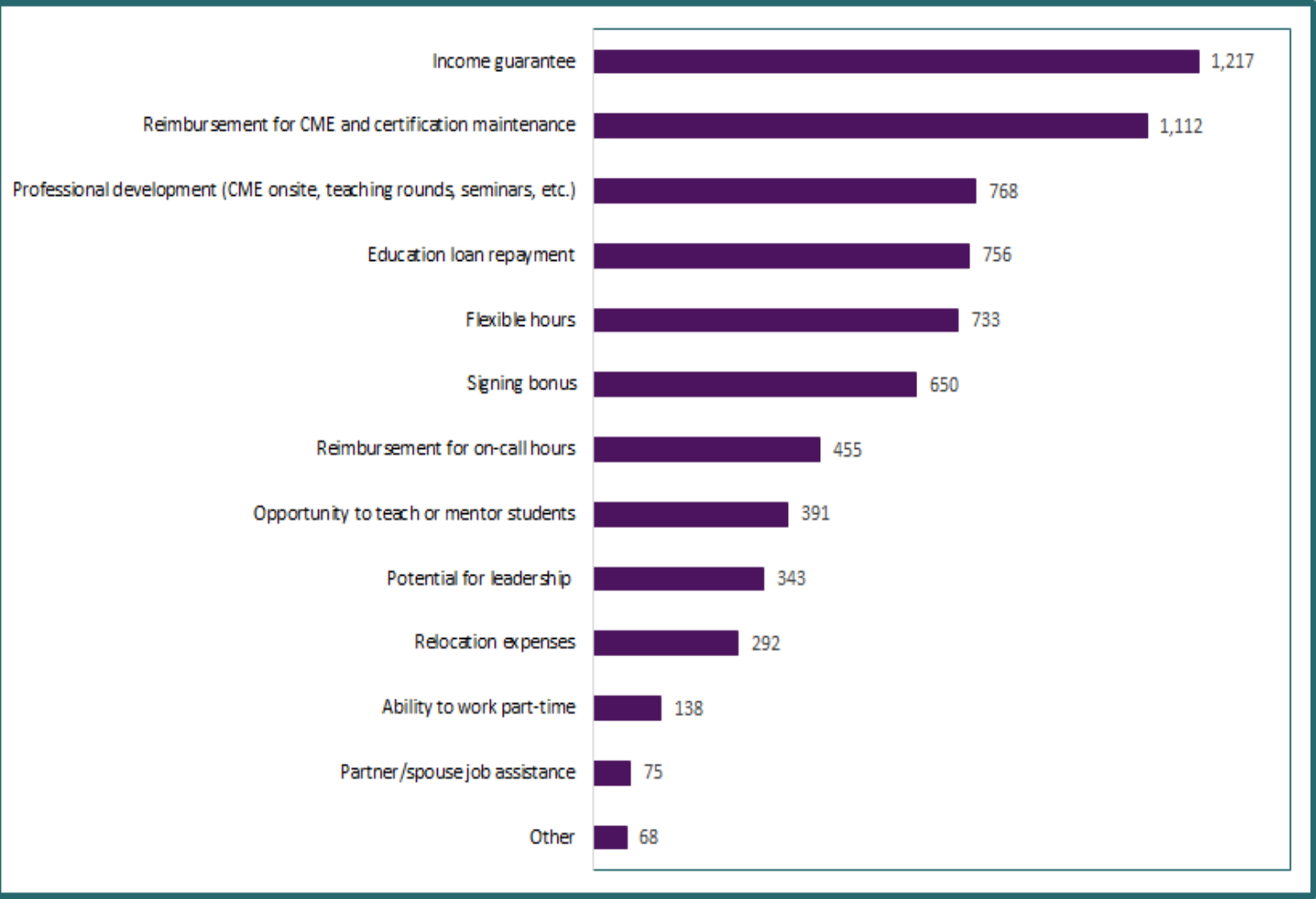
Starting Salary Range	Number	Percent
Less than or equal to \$40,000	0	0.0%
\$40,001—\$50,000	1	<0.1%
\$50,001—\$60,000	0	0.0%
\$60,001—\$70,000	26	1.8%
\$70,001—\$80,000	190	13.2%
\$80,001—\$90,000	634	44.1%
\$90,001—\$100,000	431	30.0%
\$100,001—\$110,000	121	8.4%
\$110,000—\$120,000	19	1.3%
\$120,001 or more	17	1.2%
TOTAL	1,439	100.0%

Noteworthy:

10.9% of recently Certified PAs who have not yet accepted a position indicate they desire a minimum salary of over \$100,000. For recently Certified PAs that have accepted a position, 23.0% are earning over \$100,000.

Employment Incentives Desired by Recently Certified PAs who Have Not Accepted a Position

Figure 12: Incentives Desired



Note: Respondents were able to choose more than one incentive.

Noteworthy:

When asked to rank order the top three incentives they are looking for in their first clinical PA position, the top three were:

1. Income guarantee
2. Education loan repayment
3. Flexible hours

This differs from Figure 12 due to some incentives that were chosen but not ranked in the top three.

Future Data on Certified PAs

NCCPA pursues a research agenda that focuses on its core activities and the ongoing evaluation and improvement of its exams and certification program. NCCPA is also committed to collaborating with external researchers to share data in appropriate and ethical ways to further advance the health and safety of the public or otherwise conduct useful research related to PAs. To facilitate research collaborations, NCCPA developed *Policies for the Review of Requests for Data and External Research Collaboration* and guidelines that describe the process external researchers will need to follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's web site at <http://www.nccpa.net/Research>.

This *Statistical Profile of Recently Certified Physician Assistants* will be updated and published annually. In addition, there are reports that are currently available. Those reports include:

- Statistical Profile of Certified Physician Assistants
- Statistical Profile of Certified Physician Assistants by Specialty
- Statistical Profile of Certified Physician Assistants by State

Please cite this work using the following:

National Commission on Certification of Physician Assistants, Inc. (2017, September). *2016 Statistical Profile of Recently Certified Physician Assistants: An Annual Report of the National Commission on the Certification of Physician Assistants*. Retrieved Date, from <http://www.nccpa.net/>.

This study is exempt from IRB review pursuant to the terms of the U.S. Department of Health and Human Service's Policy for Protection of Human Research Subjects at 45 C.F.R. §46.101(b).

NCCPA would like to acknowledge the following contributors:

Colette Jeffery, M.A., Research Analyst

Dawn Morton-Rias, EdD, PA-C, President and CEO

Sheila Mauldin, M.N.M., Vice President of Research and Exam Programs

Please address questions, comments or your request to be notified when the new data reports are published to:

PAProfile@nccpa.net