

2018 Statistical Profile of Recently Certified Physician Assistants

ANNUAL REPORT

National Commission on Certification
of Physician Assistants

Table of Contents

Message from the President & CEO	3
About the Data Collection & Methodology	4
-Introduction	
-PA Professional Profile	
-Data Editing and Analysis	
-About NCCPA	
Geographic Distribution	5-7
-Distribution of Recently Certified PAs by State	
-Recently Certified PAs by State (Number, Percent of Total and Rank)	
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
-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

Table of Contents (cont.)

-Salary	22
-Employment Incentives	23
Recently Certified PAs Who Have Not Accepted a Position	24
-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 in Preferred in Work Activities	28
-Practice Setting Preferred	29
-Practice Area Preferred	30
-Salary Desired	31
-Employment Incentives Desired	32
Future Data on Certified PAs and Citation	33

Message from the President & CEO

Dear Colleagues,



With *U.S. News and World Report* ranking physician assistants as the top health care job in 2019, it is no surprise that the 2018 cohort of newly Certified PAs is exceptional. Not only is the 2018 cohort the largest in NCCPA's history, but these 9,287 newly Certified PAs are also the youngest cohort to be certified, with 72.5% of them under the age of 30. They are the most diverse cohort, with 14.4% identified as non-white and 22.1% able to communicate in languages other than English. I

invite you to pause for a moment to consider the impact these individuals will have on the millions of patients they will care for throughout their careers as they move forward into primary care, surgery, or other specialty areas of practice.

We are also pleased to report that the job market remains strong for newly Certified PAs. Of those who have accepted a position, 74.4% had two or more job offers. Pay has increased with 35% of the 2018 newly Certified cohort earning salaries of \$100,000 or more.

The U.S. Bureau of Labor Statistics projects a 31% growth in the PA profession from 2018 – 2028, much higher than the average for all occupations. As this new group of certified PAs enter the workforce, we hope the information provided in this report will be beneficial to policy makers and health care economists.

This report would not be possible without the dedication of newly Certified PAs who took the time to provide their valuable data. To this exceptional group of newly Certified PAs, we extend our appreciation and our best wishes for a rewarding career as they embark on their journey of caring for patients.

A handwritten signature in black ink that reads "Dawn Morton-Rias". The signature is written in a cursive, flowing style.

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

About the Data 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 May 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 was launched with two modules: "About Me" and "My Practice."

In December 2012, NCCPA added a "Recently Certified" module delivered online to PAs who have been certified (for the first time) for six months or less. This report highlights the data collected from this module.

Data Editing and Analysis

Data reflected in this report included responses from PAs who were certified for the first time in 2018. The participants included in this report answered at least a portion of the survey between January 1, 2018 and December 31, 2018. In addition, some data were obtained from other NCCPA data collection strategies (as noted within the report). As of December 31, 2018, there were 7,177 recently Certified PAs who provided responses out of

The data contained in this report have been aggregated from the individual responses 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

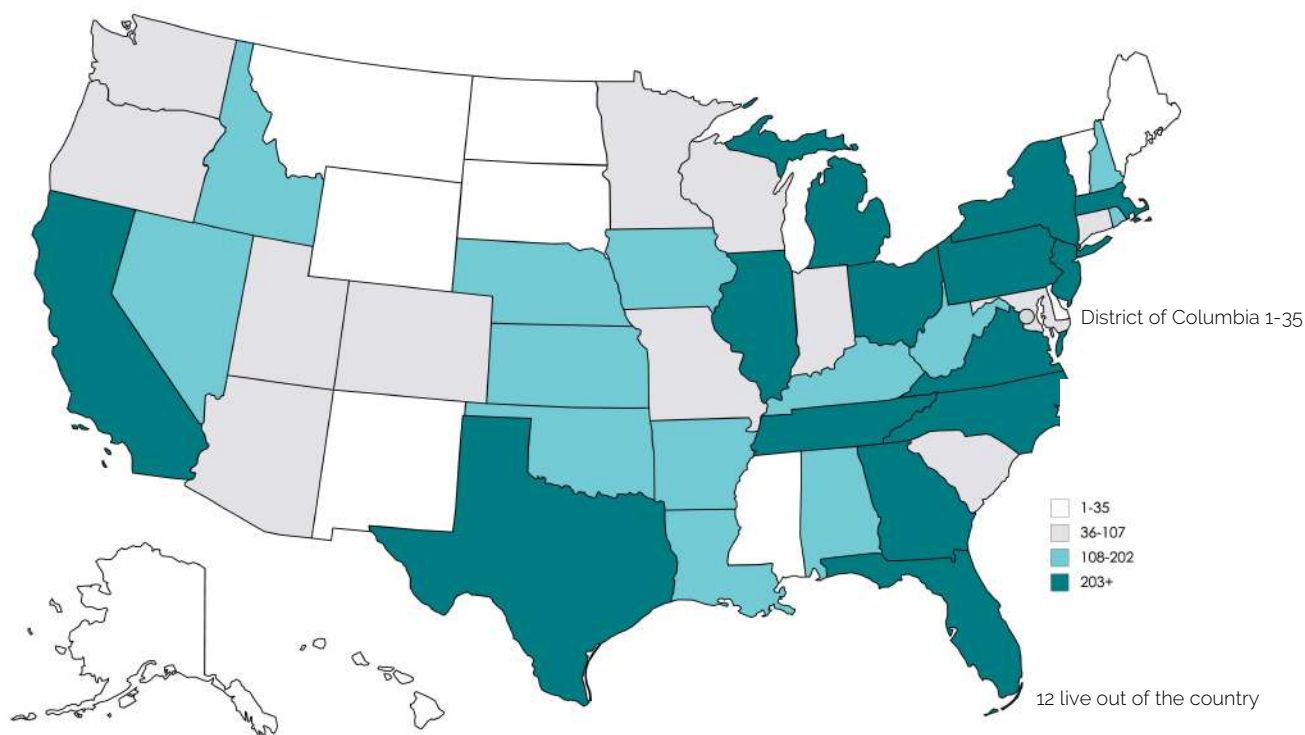
NCCPA is the only certifying organization for physician assistants in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to assuring the public that Certified PAs meet established standards of clinical knowledge and cognitive skills upon entry into practice and throughout their careers. 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 160,000 PAs have been certified since 1975, and over 131,000 were certified at the end of 2018.

For more information about NCCPA, visit our website at: <http://www.nccpa.net>

Distribution of Recently Certified PAs

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

Distribution of Recently Certified PAs by State (Divided by Quartiles)



Note: The map above highlights the states with the greatest number of recently Certified PAs based on state of residence as reported to NCCPA.

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) expects that the number of PA educational programs will grow from 243 (July 2019) to 301 by April 1, 2023, which would have an impact on the number of PAs seeking NCCPA certification. *Accreditation Review Commission on Education for the Physician Assistant, Inc.*



There were 9,287 recently Certified PAs who had access to the PA Professional Profile in 2018. The map illustrates the distribution of those PAs.

Distribution of Recently Certified PAs

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

State	Number	Percent of Total (Rank)
Alabama	80	0.9% (31)
Alaska	28	0.3% (43)
Arizona	193	2.1% (15)
Arkansas	60	0.6% (36)
California	659	7.1% (3)
Colorado	166	1.8% (19)
Connecticut	181	2.0% (17)
Delaware	27	0.3% (44)
District of Columbia	12	0.1% (49)
Florida	590	6.4% (4)
Georgia	242	2.6% (13)
Hawaii	7	0.1% (51)
Idaho	64	0.7% (35)
Illinois	301	3.3% (10)
Indiana	155	1.7% (22)
Iowa	86	0.9% (30)
Kansas	66	0.7% (34)
Kentucky	101	1.1% (28)
Louisiana	97	1.0% (29)
Maine	35	0.4% (40)
Maryland	188	2.0% (16)
Massachusetts	327	3.5% (9)
Michigan	342	3.7% (7)
Minnesota	178	1.9% (18)
Mississippi	25	0.3% (45)
Missouri	108	1.2% (26)
Montana	33	0.4% (42)
Nebraska	78	0.8% (32)
Nevada	70	0.8% (33)
New Hampshire	57	0.6% (37)
New Jersey	267	2.9% (11)
New Mexico	34	0.4% (41)
New York	957	10.3% (1)
North Carolina	401	4.3% (6)
North Dakota	24	0.3% (46)
Ohio	334	3.6% (8)
Oklahoma	107	1.2% (27)
Oregon	113	1.2% (24)
Pennsylvania	789	8.5% (2)



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**, **California**, **Pennsylvania**, **Florida** and **Texas**. These five states are also the five most populous for all Certified PAs.

Distribution of Recently Certified PAs

Recently Certified PAs by State (Number, Percent of Total, and Rank) cont.

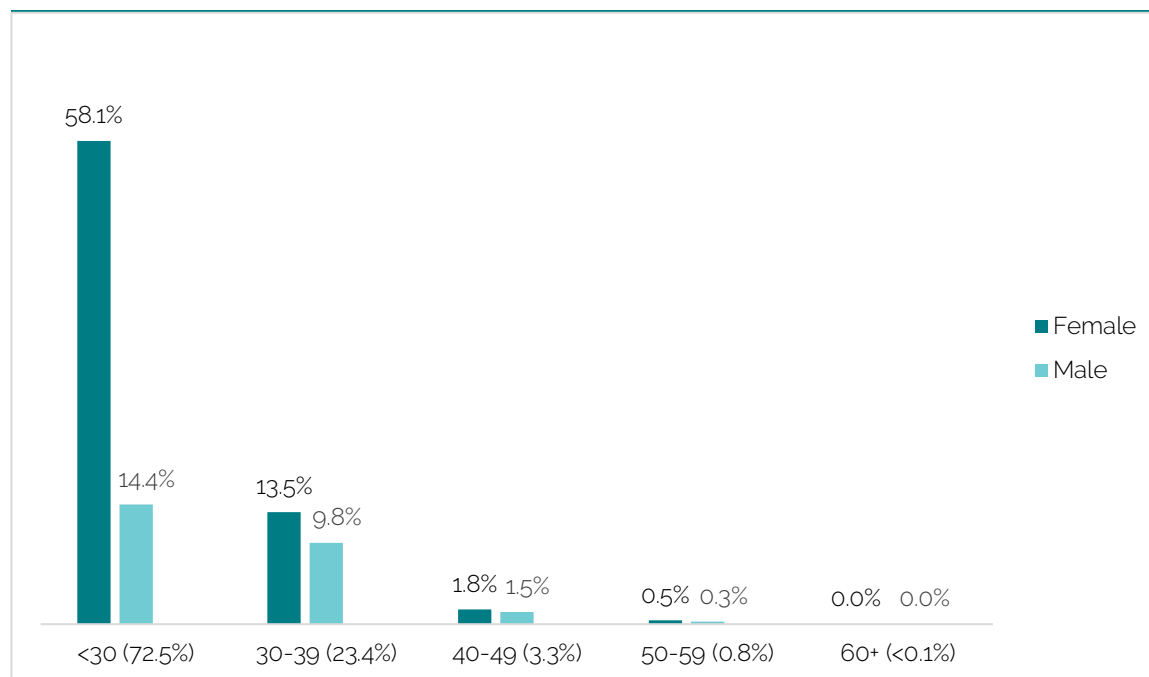
State	Number	Percent
Rhode Island	45	0.5% (39)
South Carolina	113	1.2% (24)
South Dakota	24	0.3% (47)
Tennessee	165	1.8% (20)
Texas	538	5.8% (5)
Utah	119	1.3% (23)
Vermont	18	0.2% (48)
Virginia	251	2.7% (12)
Washington	158	1.7% (21)
West Virginia	52	0.6% (38)
Wisconsin	202	2.2% (14)
Wyoming	8	0.1% (50)
TOTAL*	9,275	100.0%

*Note: PAs that reported an address in the U.S. Additionally, 12 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

Distribution of Recently Certified PAs by Age and Gender



Number of Recently Certified PAs by Gender

Gender	Number	Percent
Male	2,420	26.1%
Female	6,867	73.9%
TOTAL	9,287	100.0%

Recently Certified PAs by Age

Age Group	Number	Percent
<30	6,733	72.5%
30-39	2,170	23.4%
40-49	305	3.3%
50-59	74	0.8%
60+	5	<0.1%
TOTAL	9,287	100.0%



The median age of recently Certified PAs was **27** in 2018.

The median age of all Certified PAs is **38**.

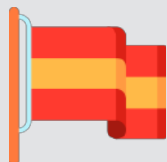
Race and Ethnicity of Recently Certified PAs

Number of recently Certified PAs by race; Percent by ethnicity

Number and Percent of Recently Certified PAs by Race

Race	Number	Percent
White	5,707	85.6%
Black/African American	208	3.1%
Asian	564	8.5%
Native Hawaiian/Pacific Islander	8	0.1%
American Indian or Alaskan Native	15	0.2%
Other	165	2.5%
Total Responses	6,667	100%

Note: Respondents were able to choose multiple races, and 223 chose more than one race. The table above includes respondents from PAs who chose one race. 273 respondents indicated they preferred not to answer the question.



8.0% of recently Certified PAs indicated that they are of Hispanic/Latino/Latina/Spanish origin.

The percentage of Hispanic/Latino/Latina/Spanish origin recently certified has steadily increased.

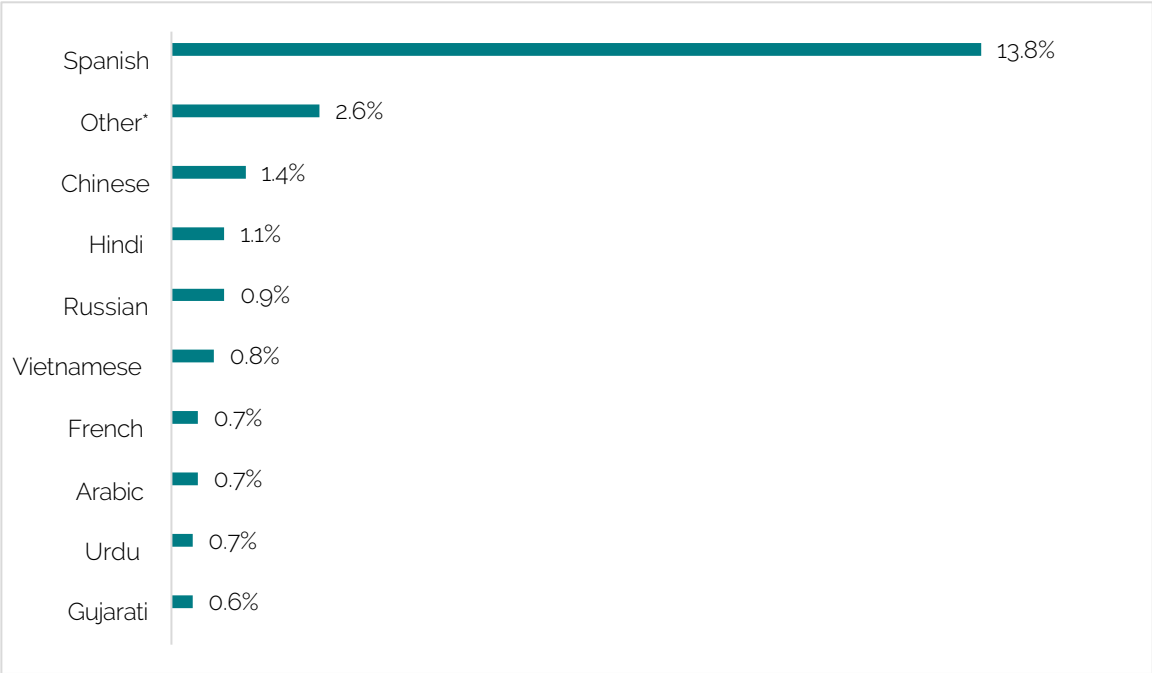
In 2000, **3.5%**¹ identified as such.

¹Hooker, Roderick S. and James F. Cawley. Physician Assistants in American Medicine. New York: Churchill Livingstone, 2003. Print.

Languages Other than English Spoken with Patients

Top ten languages other than English spoken with patients

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.

*The most frequently noted "other" languages include: Ukrainian, Malayalam, Punjabi and Hebrew.



22.1% of recently Certified PAs indicated they could communicate with patients in a language other than English.

4.0% speak two or more languages in addition to English.

Assessment of Opportunities

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

Assessment of Job Opportunities



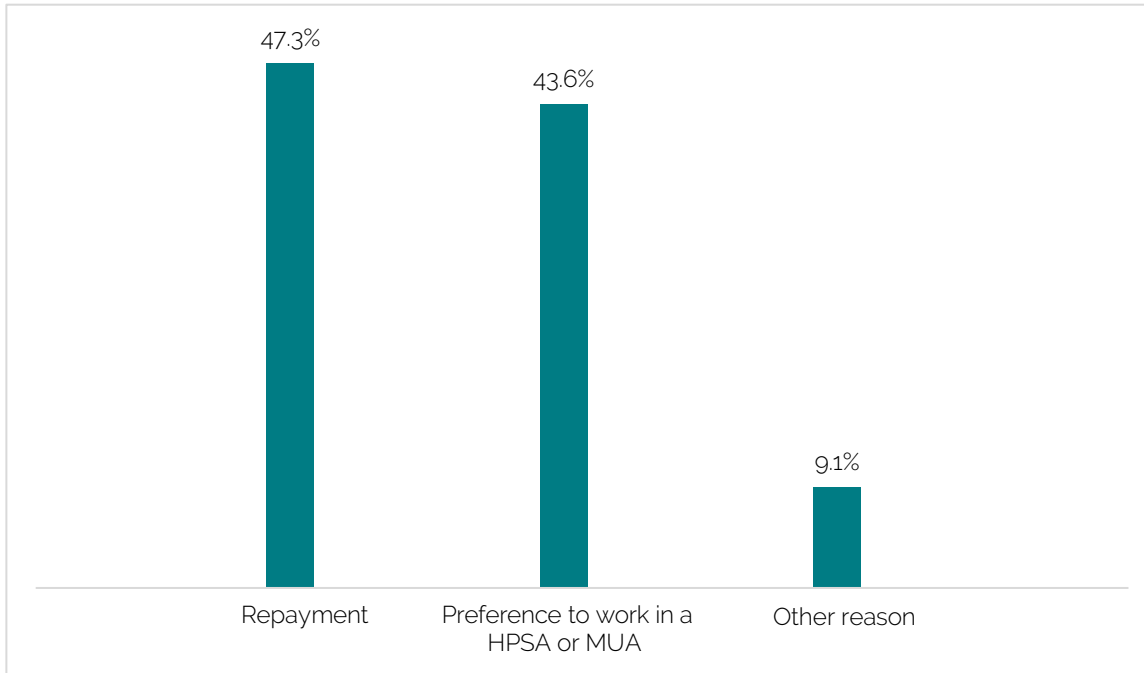
U.S. News and World Report ranked physician assistant third in their “100 Best Jobs” of 2019 listing (January 8, 2019.)

The U.S. Bureau of Labor Statistics projects a growth of **31%** from 2018 to 2028 (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*, Physician Assistants. (visited August 14, 2019).

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)

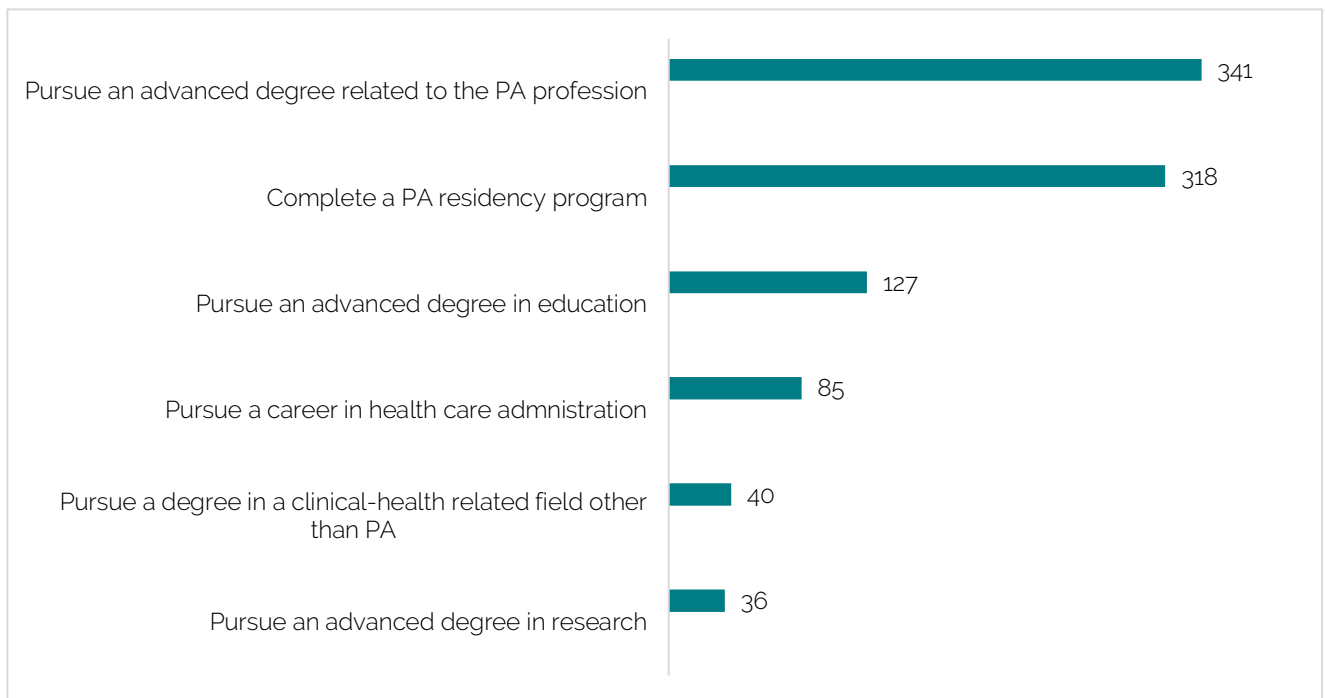


Overall, **107 (1.9%)** of the recently certified graduates indicated they are a National Health Service Corps Scholar or a state or federal loan repayment program participant, which requires practicing in a federally designated HPSA or MUA.

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 a new degree

Reasons PAs are Seeking Additional Education or Clinical Training



Degree Pursued if Changing Health Fields

Degree in Clinical Health-Related Field	Number
Public Health	20
MD or DO	10
Other	0



15.9% of recently Certified PAs indicate 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.)

Educational Debt

Educational debt on completion of all training

Number and Percent by Educational Debt

Debt Range	Number	Percent
None	546	10.3%
Less than \$25,000	168	3.2%
\$25,001-\$49,999	272	5.1%
\$50,000-\$74,999	433	8.1%
\$75,000-\$99,999	590	11.1%
\$100,000-\$124,999	771	14.5%
\$125,000-\$149,999	758	14.3%
\$150,000-\$174,999	743	14.0%
\$175,000-\$199,999	459	8.6%
\$200,000-\$224,999	329	6.2%
\$225,000 or more	246	4.6%
TOTAL	5,315	100.0%

Note: 214 recently Certified PAs chose "Prefer not to answer"



14.8% 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, **23.2%** said their level of educational debt will influence their choice.



Educational Debt

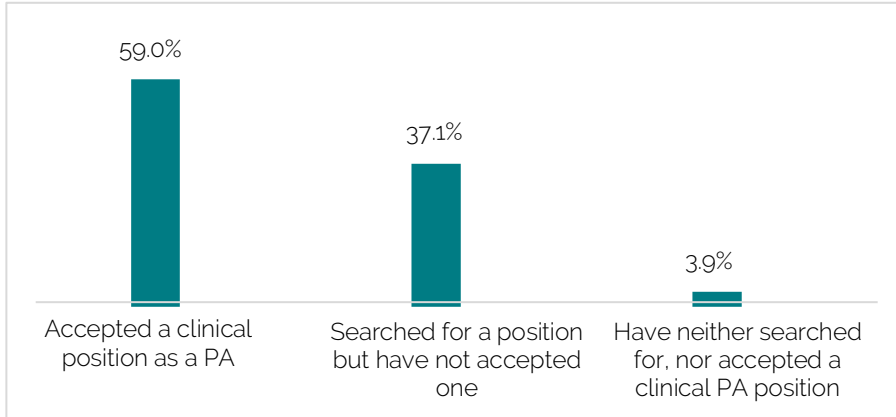
Median: \$112,500
Mean: \$116,733

Recently Certified Physician Assistants who Accepted a Clinical Position

Job Search for a Clinical Position

Acceptance of a Job; Number of offers received

Recently Certified PAs Job Search and Status



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



Recently Certified PAs Job Search and Status

Clinical Position Search	Number
Yes, accepted a clinical position as a PA	3,262
Yes, searched for a position but have not yet accepted one	2,049
No, have neither searched for nor accepted a clinical PA position	218
TOTAL	5,529

Challenges Faced by Physician Assistants Who Have Searched For and Accepted a PA Position

Challenges faced in searching for a position

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

Challenges	Percent
Lack of clinical PA opportunities for recent graduates	22.0%
Lack of clinical PA opportunities in geographic area preferred	10.2%
Lack of clinical PA opportunities in preferred specialty	9.8%
Abundance of PA graduates competing for same position	7.9%
Lack of clinical PA opportunities in practice setting preferred	7.4%
Inadequate salary and/or compensation offered	5.0%
Lack of clinical PA employment opportunities	2.9%
Lack of positions that meet obligations for employment (i.e. NHSC)	1.3%
Lack of opportunities for spouse/partner	1.2%

Note: Respondents were able to choose multiple challenges.



“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.

71.9% 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

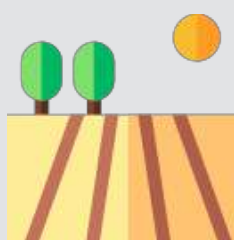
Location of Position Accepted

Geographical Location	Number
Area where grew up	1,213
Area where PA program located	1,090
Area lived in prior to attending PA program	927
Area where want to live	703
Rural area	459
Other area	312
Urban medically underserved area	263

Note: Respondents were able to choose multiple locations.

Position Accepted at a Training Site of Clinical Rotation

Position at Training Site of Clinical Rotation	Number	Percent
Yes	1,217	37.2%
No	2,052	62.8%
TOTAL	3,269	100.0%



29.0% of PAs who accepted a position in a rural area, indicated that they grew up in a rural area.

27.4% of PAs who accepted a position in an urban medically underserved area indicated they grew up in a medically underserved area.

Hours Working Per Week and Time Spent in Work Activities

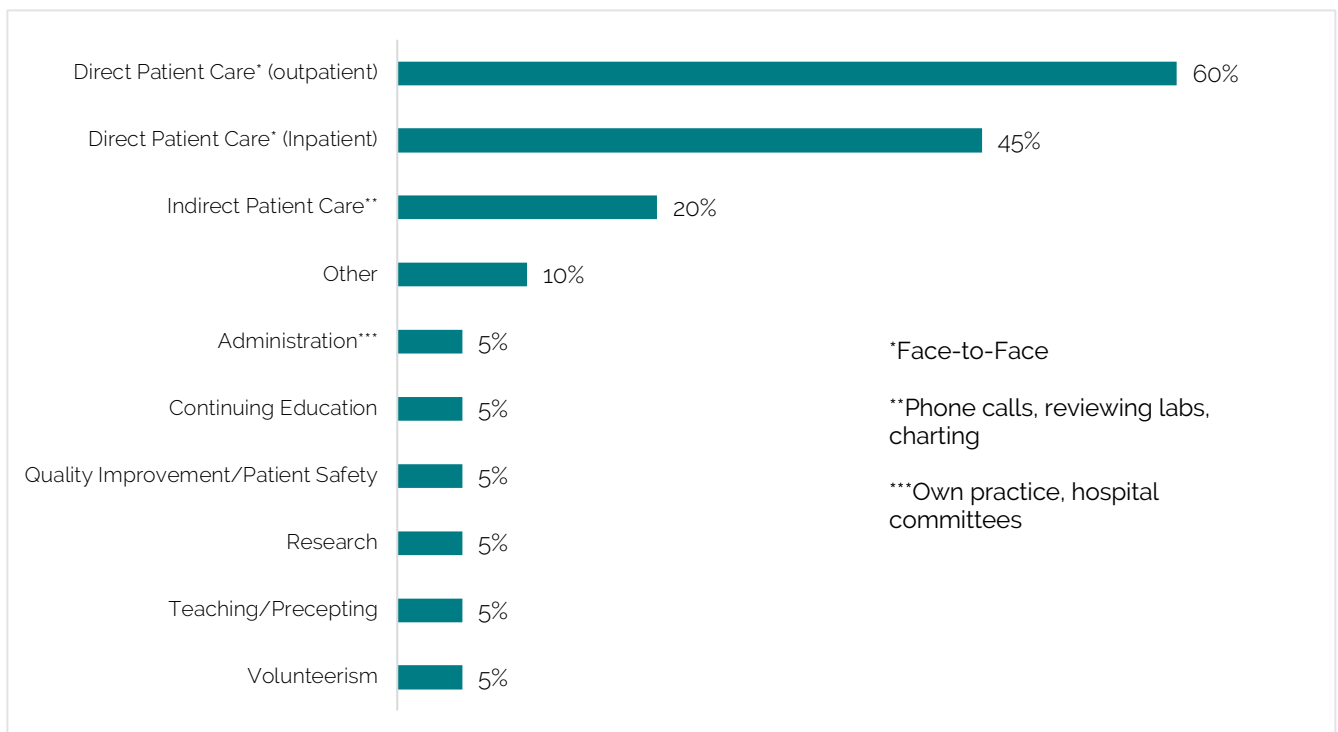
Number of working hours per week; Proportion of time spent in different work activities

Number of Hours Expected to Work Per Week

Expected Hours Work Per Week	Number	Percent
1-10 hours	13	0.4%
11-20 hours	12	0.4%
21-30 hours	38	1.2%
31-40 hours	1,696	52.0%
41-50 hours	1,274	39.0%
More than 50 hours	229	7.0%

Note: Close to half (46.0%) of recently Certified PAs who have accepted a clinical position expect to work more than 40 hours per week.

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

Number and Percent of Recently Certified PAs by Practice Setting

Practice Setting	Number	Percent
Hospital	1,673	51.3%
Office-based private practice	992	30.4%
Urgent care	183	5.6%
Community health center	83	2.5%
United States military (federal government)	78	2.4%
Other	63	1.9%
Rural health clinic	51	1.6%
Behavioral/mental health facility	23	0.7%
Veterans Affairs (federal government)	22	0.7%
Ambulatory surgical center	18	0.6%
Extended care facility/Nursing home	10	0.3%
School-based or college-based health center or school clinic	9	0.3%
Department of State (federal government)	7	0.2%
Public or community health clinic (non-federally qualified)	7	0.2%
Occupational health setting	5	0.2%
Indian health service (federal government)	4	0.1%
Rehabilitation facility	4	0.1%
Public health service (federal government)	3	0.1%
Bureau of Prisons (federal government)	2	<0.1%
Home Health Care Agency	1	<0.1%
Unsure/Don't know	24	0.7%
TOTAL	3,262	100.0%



51.3% of recently Certified PAs that have accepted a position work in a hospital setting. Overall, 40.5% of PAs work in a hospital setting. ¹

¹ National Commission on Certification of Physician Assistants, Inc. (2019, April). *2018 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

Number and Percent of Recently Certified PAs by Principal Clinical Area

Area of Practice	Number	Percent
Addiction Medicine	7	0.2%
Adolescent Medicine	1	<0.1%
Anesthesiology	1	<0.1%
Critical Care Medicine	100	3.1%
Dermatology	98	3.0%
Emergency Medicine	544	16.7%
Family Medicine/General Practice	607	18.6%
Gynecology	4	0.1%
Hospice and Palliative Medicine	1	<0.1%
Hospital Medicine	168	5.1%
Internal Medicine- General Practice	119	3.6%
Internal Medicine- Subspecialties	254	7.8%
Neurology	28	0.9%
Obstetrics and Gynecology	38	1.2%
Occupational Medicine	9	0.3%
Ophthalmology	2	0.1%
Otolaryngology	25	0.8%
Pain Management	21	0.6%
Pathology	0	0.0%
Pediatrics	60	1.8%
Pediatrics- Subspecialties	50	1.5%
Physical Medicine/Rehabilitation	10	0.3%
Preventive Medicine/Public Health	0	0.0%
Psychiatry	67	2.1%
Radiation Oncology	3	0.1%
Radiology	19	0.6%
Surgery-General	145	4.4%
Surgery-Subspecialties	648	19.8%
Urology	31	0.9%
Other	202	6.2%
TOTAL	3,262	100.0%



24.0% of recently Certified PAs with a clinical position work in primary care: family medicine/general practice, general internal medicine, and general pediatrics. This is an increase from the previous year.

Overall, **25.8%** of Certified PAs work in primary care.

23.8% of female recently Certified PAs chose a primary care specialty, while **24.9%** of males did so.

Salary

Salary of recently Certified PAs who have accepted a position

Number and Percent by Salary Range

Starting Salary Range	Number	Percent
Less than or equal to \$40,000	3	0.1%
\$40,000-\$50,000	19	0.6%
\$50,001-\$60,000	72	2.3%
\$60,001-\$70,000	52	1.6%
\$70,001-\$80,000	168	5.3%
\$80,001-\$90,000	648	20.5%
\$90,001-\$100,000	1,095	34.6%
\$101,001-\$110,000	644	20.4%
\$110,001-\$120,000	236	7.5%
\$120,001-\$130,000	139	4.4%
\$130,001-\$140,000	54	1.7%
More than \$140,000	31	1.0%
TOTAL	3,161	100.0%

Note: 102 recently Certified PAs chose "Prefer not to answer"



The median salary for recently certified male and female PAs is **\$95,000**. The mean was higher for recently certified males than it was for females (\$99,450 and \$94,986 respectively).

The highest salaries for recently Certified PAs were in surgical subspecialties, occupational medicine, emergency medicine, and psychiatry.

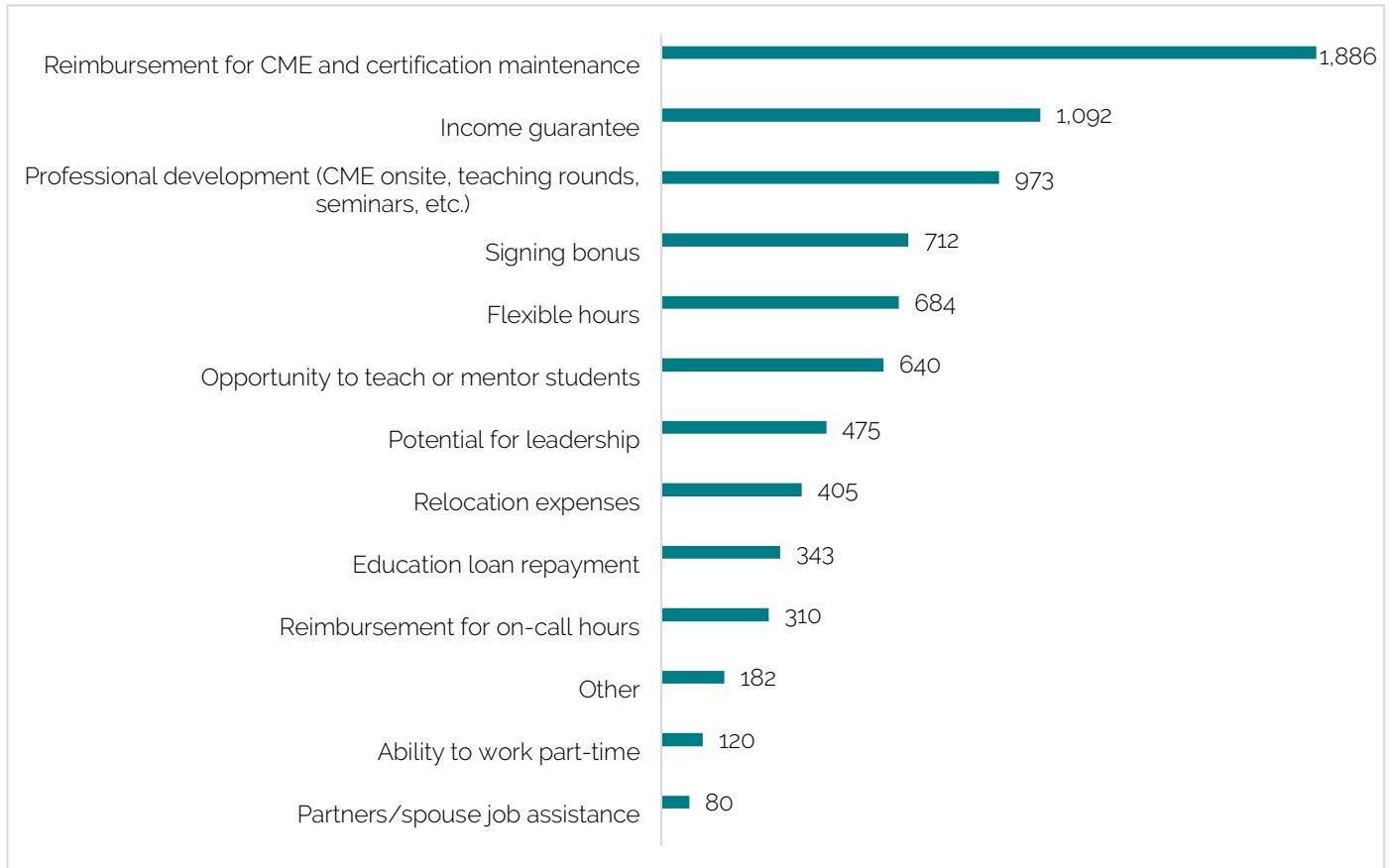


Annual Salary

Median: \$95,000
Mean: \$96,246

Employment Incentives

Incentives Offered to Recently Certified PAs



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

67.0% of the recently Certified PAs who accepted a position indicated they were offered employment incentives.



When asked to rank order the top 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 work hours**

This differs from the graph above 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

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	39.3%
Lack of clinical PA opportunities in geographic area preferred	17.8%
Lack of clinical PA opportunities in preferred specialty	16.4%
Lack of PA opportunities in preferred practice setting	13.1%
Abundance of PA graduates competing for same position	12.8%
Lack of clinical PA employment opportunities	5.1%
Inadequate salary and/or compensation offered	4.1%
Lack of positions that meet obligations for employment (i.e. NHSC)	1.6%
Lack of opportunities for spouse/partner	1.1%

Note: Respondents could choose multiple challenges.



70.6% 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 and **29.4%** cited other reasons.

47.3% 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 2013-2018 for recently Certified PAs, regardless of employment status.

Reasons Recently Certified PAs Did Not Accept a Position Offered

Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	Number
Not in preferred area of practice	307
Insufficient compensation	160
Other reason	108
Did not feel like it was a good personal match with potential supervisor	89
Insufficient benefits	83
Would not allow physician assistant to sufficiently utilize the competencies gained from education	52
Insufficient learning for continued professional growth	46
Insufficient supervision onsite	46
Wanted PA to assume too much responsibility for their level of experience	38
Too much on-call time	25

Note: Respondents could choose multiple reasons.



26.5% of recently Certified PAs who have searched for but have 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

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

Geographic Location	Number
Area where grew up	907
Area lived in prior to attending PA program	777
Area where PA program is located	731
Area where want to live	707
Urban medically underserved area	271
Rural area	225
Other area	172



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

32.3% indicated they would prefer an area where their PA program is located.

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

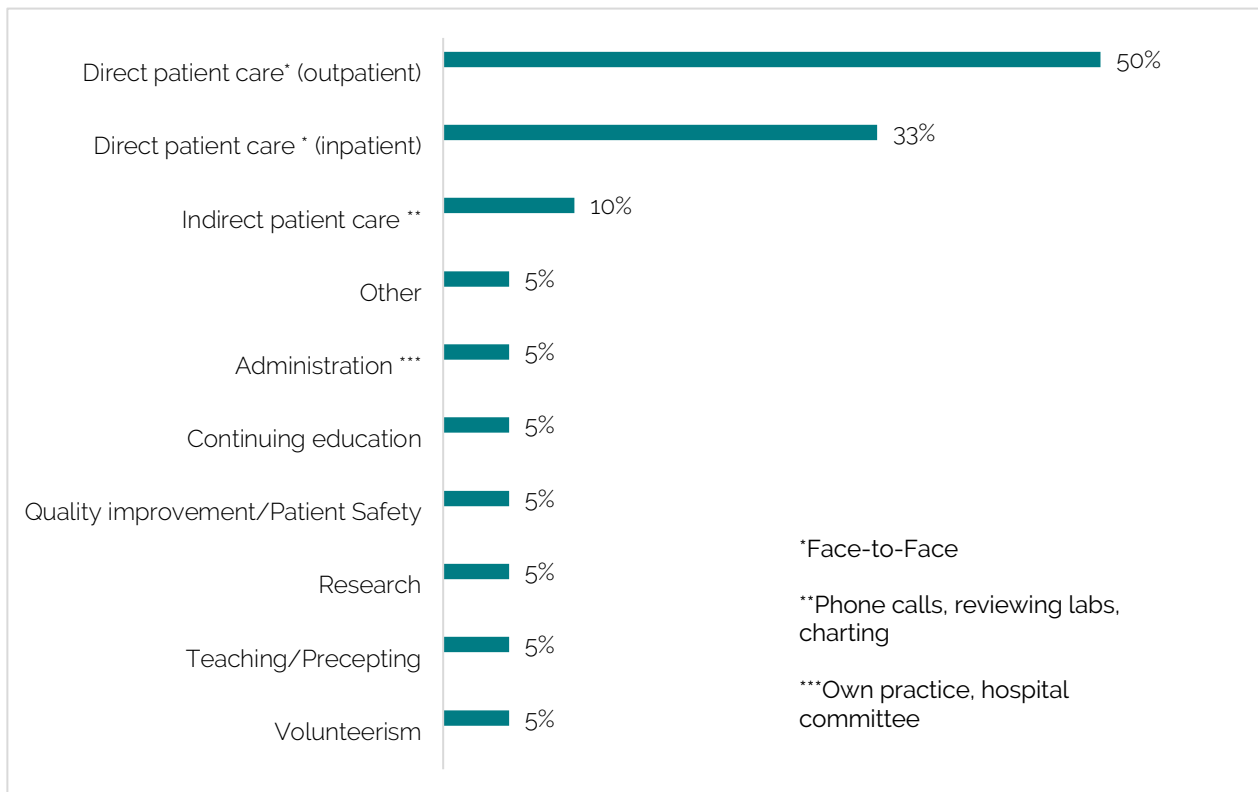
Number of preferred working hours per week; Preferred proportion of time spent in different work activities

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

Preferred Work Hours per Week	Number	Percent
1-10 hours	6	0.3%
11-20 hours	6	0.3%
21-30 hours	19	0.8%
31-40 hours	1,405	62.0%
41-50 hours	784	34.6%
More than 50 hours	47	2.1%

Note: 36.6% 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 to work more than 40 hours per week). Of those who have accepted a position, 46.0% report they expect to work more than 40 hours per week.

Median Proportion of Time Expected to Spend in the Following Activities



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

Number and Percent of Physician Assistants by Preferred Practice Setting

Practice Setting	Number	Percent
Hospital	1,013	45.1%
Office-based private practice	681	30.3%
Urgent care	92	4.1%
Community health center	61	2.7%
Ambulatory surgical center	40	1.8%
Rural health clinic	32	1.4%
Other	26	1.2%
Veterans Affairs (Federal government)	19	0.8%
United States Military (Federal government)	16	0.7%
Behavioral/mental health facility	11	0.5%
Public or community health clinic (non-federally qualified)	10	0.4%
Indian health service (Federal government)	5	0.2%
School-based or college-based health center or school	3	0.1%
Department of State (Federal government)	2	0.1%
Extended care facility/ Nursing home	1	<0.1%
Free clinic	1	<0.1%
Home health care agency	1	<0.1%
Hospice	1	<0.1%
No preference	234	10.4%
TOTAL	2,249	100.0%



45.1% of recently Certified PAs who have not accepted a position indicated they would prefer to work in a hospital setting, and **51.3%** who have accepted a position work in a hospital setting.

10.4% had no preference or were undecided.

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

Number and Percent of PAs by Preferred Practice Area

Preferred Area of Practice	Number	Percent
Addiction Medicine	4	0.2%
Adolescent Medicine	4	0.2%
Anesthesiology	0	0.0%
Critical Care Medicine	61	2.7%
Dermatology	130	5.7%
Emergency Medicine	421	18.6%
Family Medicine/General Practice	407	18.0%
Gynecology	8	0.4%
Hospice and Palliative Medicine	1	<0.1%
Hospital Medicine	99	4.4%
Internal Medicine- General Practice	91	4.0%
Internal Medicine- Subspecialty	140	6.2%
Neurology	10	0.4%
Obstetrics and Gynecology	37	1.6%
Occupational Medicine	0	0.0%
Ophthalmology	1	<0.1%
Otolaryngology	7	0.3%
Pain Medicine	3	0.1%
Pathology	0	0.0%
Pediatrics	84	3.7%
Pediatrics- Subspecialties	62	2.7%
Physical Medicine/Rehabilitation	2	0.1%
Preventive Medicine/Public Health	2	0.1%
Psychiatry	37	1.6%
Radiation Oncology	0	0.0%
Radiology	5	0.2%
Surgery-General	96	4.2%
Surgery-Subspecialties	318	14.0%
Urology	6	0.3%
Other	55	2.4%
No preference	176	7.8%
TOTAL	2,267	100.0%



25.7% of recently Certified PAs who have not accepted a position would prefer to work in primary care: family medicine/general practice, internal medicine, and general pediatrics. This is a decrease from 2014-2017.

27.8% of female recently Certified PAs who have not accepted a position would prefer a position in primary care, compared to **19.1%** of male certified PAs who have not accepted a position.

Salary Desired by PAs

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

Number and Percent by Minimum Desired

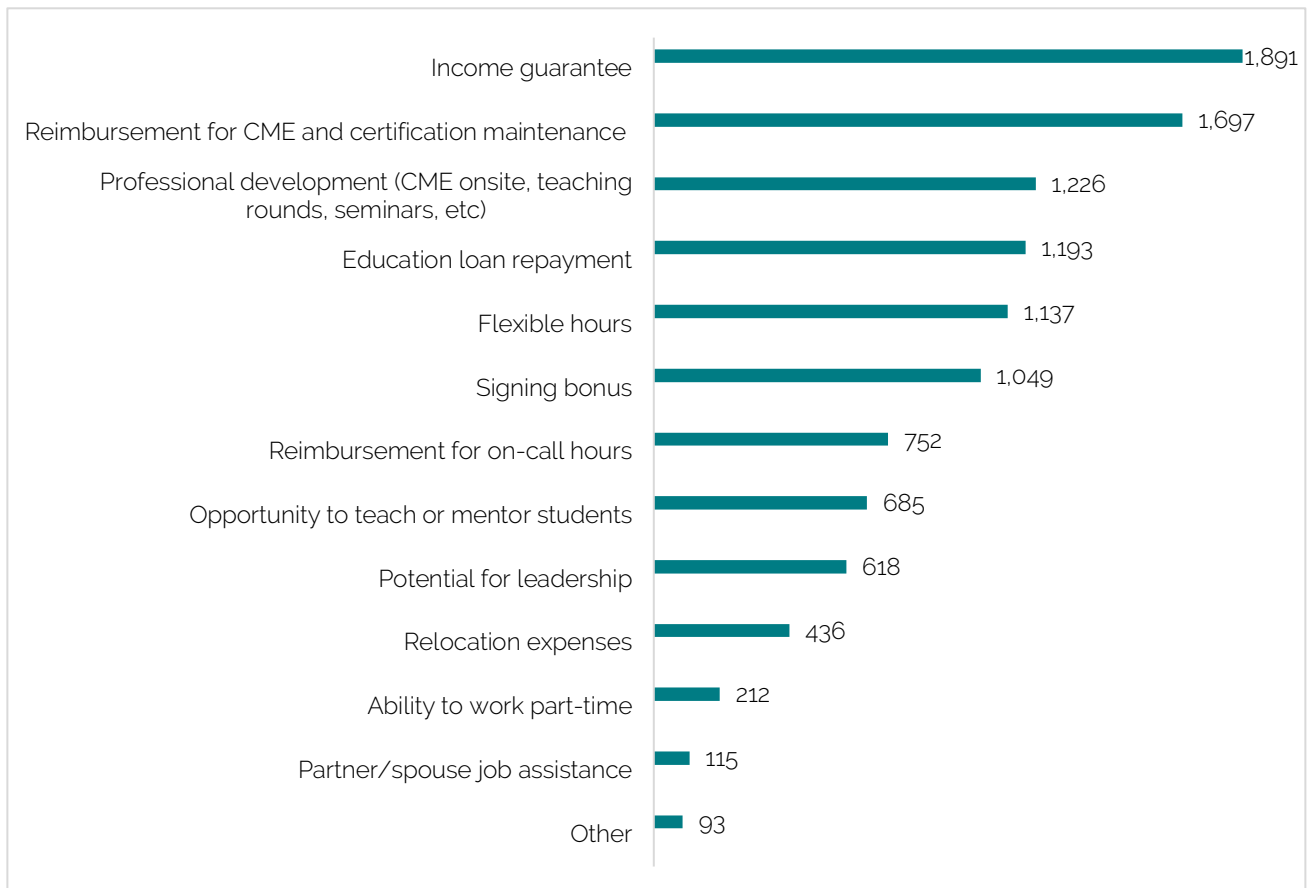
Starting Salary Range	Number	Percent
Less than or equal to \$40,000	1	<0.1%
\$40,001-\$50,000	1	<0.1%
\$50,001-\$60,000	3	0.1%
\$60,001-\$70,000	11	0.5%
\$70,001-\$80,000	131	5.9%
\$80,001-\$90,000	691	31.2%
\$90,001-\$100,000	890	40.1%
\$100,001-\$110,000	359	16.2%
\$110,001-\$120,000	83	3.7%
\$120,001, or more	46	2.1%
TOTAL	2,216	100.0%



22.0% of recently Certified PAs who have not yet accepted a position, indicate that the minimum salary they would accept for their first position would be over \$100,000. For recently Certified PAs who have accepted a position, **35.0%** are earning over \$100,000.

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

Incentives Desired



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



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

- 1) Income guarantee**
- 2) Education loan repayment**
- 3) Flexible hours**

This differs from the graph above 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 programs. 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 has 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 website 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 report using the following:

National Commission on Certification of Physician Assistants, Inc. (2019, September). *2018 Statistical Profile of Recently Certified Physician Assistants: An Annual Report of the National Commission on 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., Senior Research Analyst
Andrzej Kozikowski, PhD, Director of Research
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