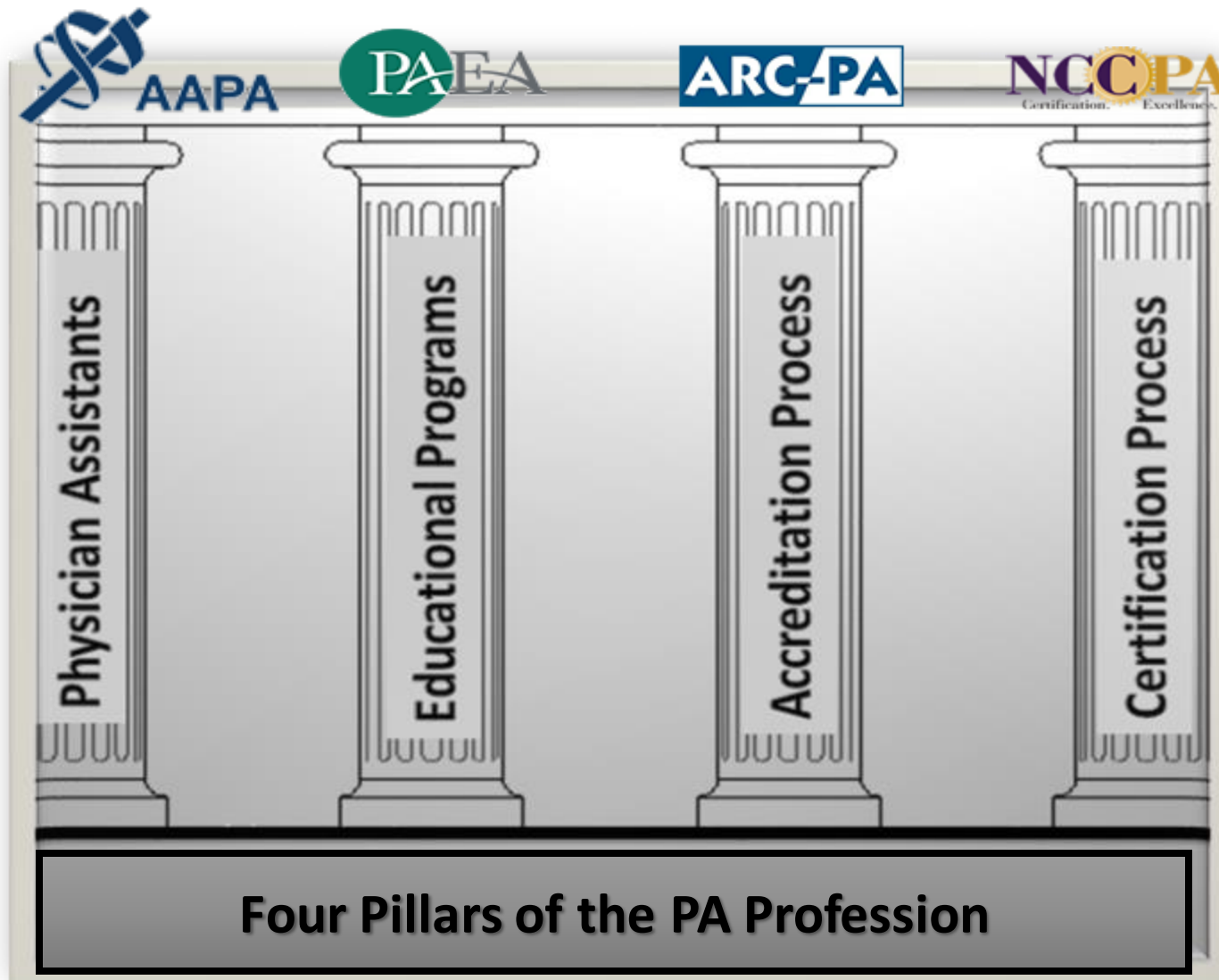


A background image showing a group of healthcare professionals. In the foreground, a woman with short dark hair, wearing a white lab coat and a stethoscope, looks directly at the camera. Behind her, two other individuals are visible: a man in a white lab coat and a woman in blue scrubs. The image is partially covered by a large purple diagonal overlay on the left side.

# The Latest from NCCPA

## PA Educators Workshop

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





# About NCCPA

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NCCPA is committed to helping to maximize the safe, productive and competent practice of medicine by Certified PAs.

## **Sole U.S. Physician Assistant Certification Body**

NCCPA is the only national certifying body for PAs.

## **Over 40 Years of Experience**

NCCPA has been certifying PAs since 1975.

## **Accredited Provider**

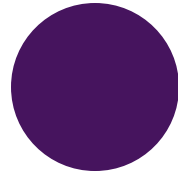
We are accredited by the National Commission for Certifying Agencies

## **Our Purpose**

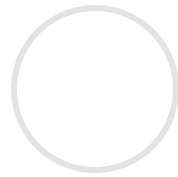
We seek to provide certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors required upon entry into practice and throughout the careers of PAs.



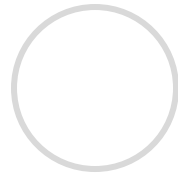
# Our Guiding Principles



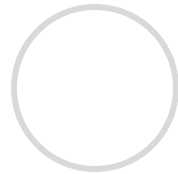
NCCPA's primary focus must be to serve the public's interest and ensure that the PA-C credential represents the profession's commitment to high standards.



We continually explore strategies to most effectively provide a relevant and meaningful recertification process.



We remain committed to the flexibility that PAs have to change specialties during their career and to work in multiple specialties concurrently.



We remain committed to finding ways to minimize the burden of certification maintenance.



# Quality and Industry Standards

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**NCCPA is accredited by the  
National Commission for  
Certifying Agencies**

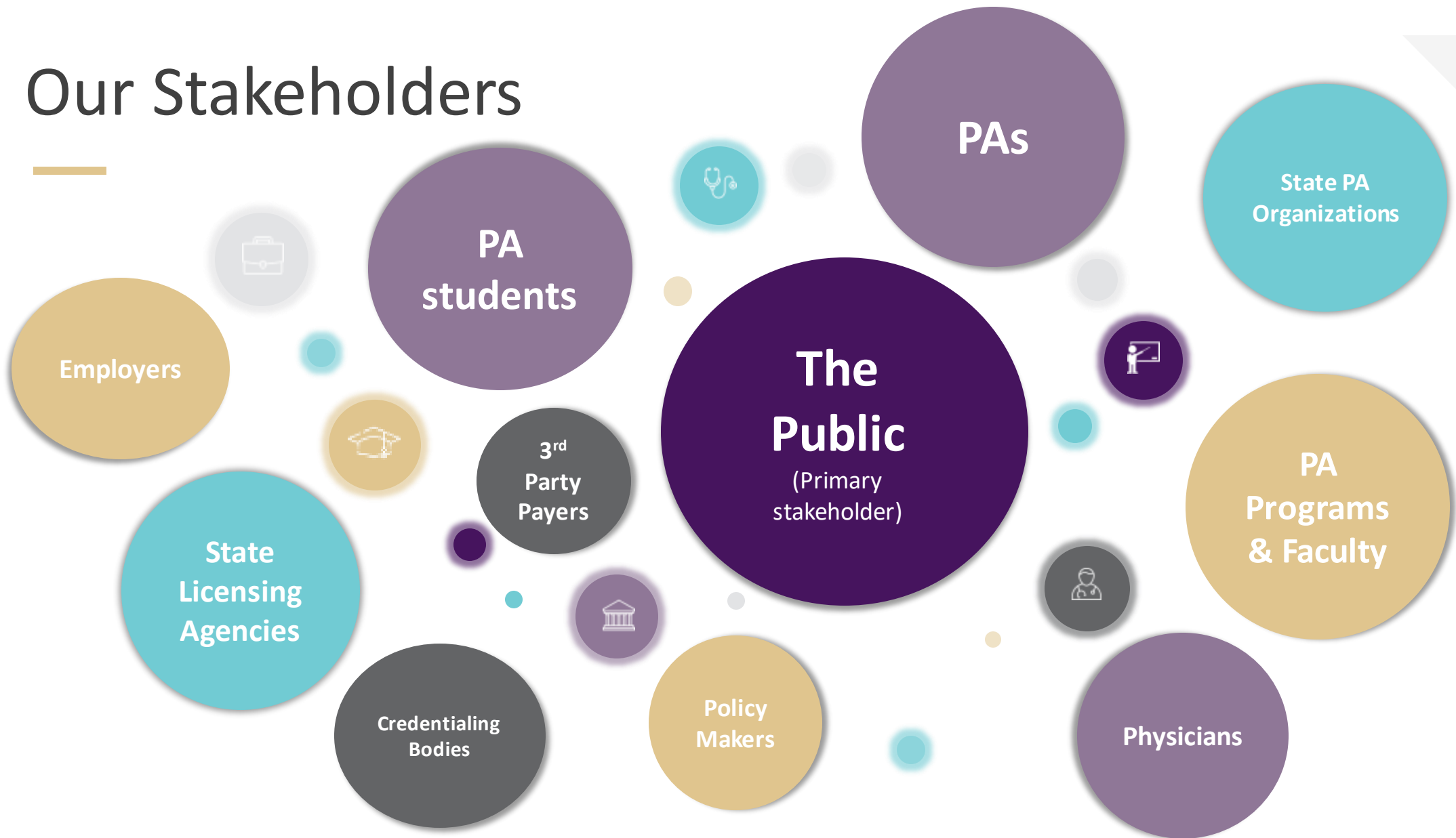


**NCCPA's processes must comply with certification industry standards and reflect "best practices" which includes:**

- Communicating with all stakeholder groups (not just PAs)
- Conducting periodic thorough practice analysis
- Remaining independent from other membership and advocacy organizations representing the profession

**We have been able to recruit and retain a team of highly skilled and experienced psychometricians and test development staff to work on NCCPA's exam programs**

# Our Stakeholders



# Our Board of Directors

1  
President/CEO

7  
PA Directors at Large

2  
Public Members

3  
Physician  
Directors at Large



**Including:**

- 1 PA nominee from AAPA**
- 1 PA nominee from PAEA**
- 1 PA nominee from FSMB**
- 1 MD nominee from AMA**
- 1 DO nominee from AOA**

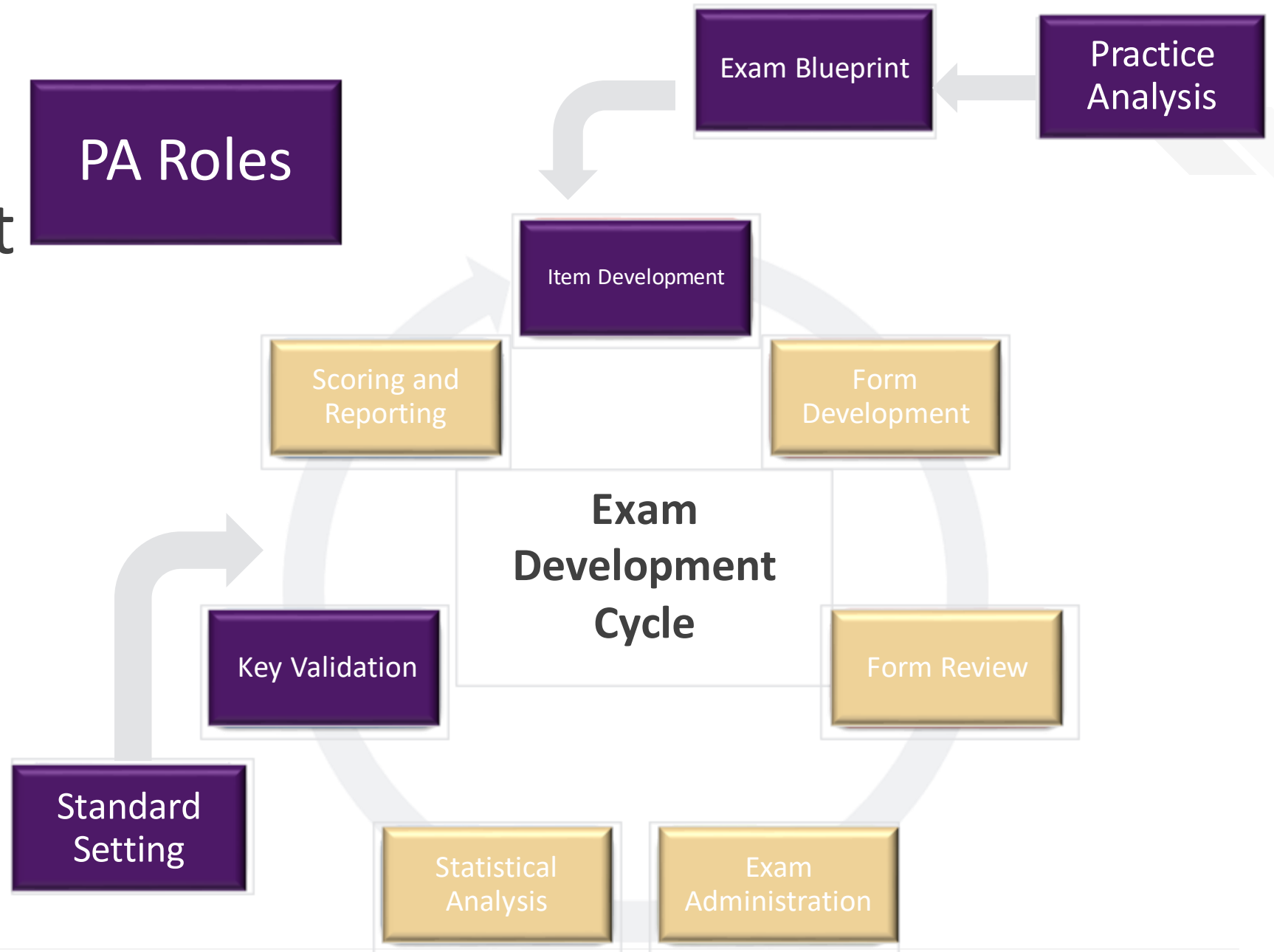
# PA Involvement with NCCPA

**PAAs are involved  
throughout  
the exam development  
process**

- Clinically practicing
- Diversity in a wide range of demographics
- Reflective of the profession and population
- Separation of responsibilities



# PA Involvement In the Exam Development Process



# PA Involvement with NCCPA Adds Up



In 2019, NCCPA hosted 37 in-house content development meetings involving 330 PAs and 11 virtual meetings with another 39 PA participants



NCCPA convened two focus group meetings of 30 Pilot participants



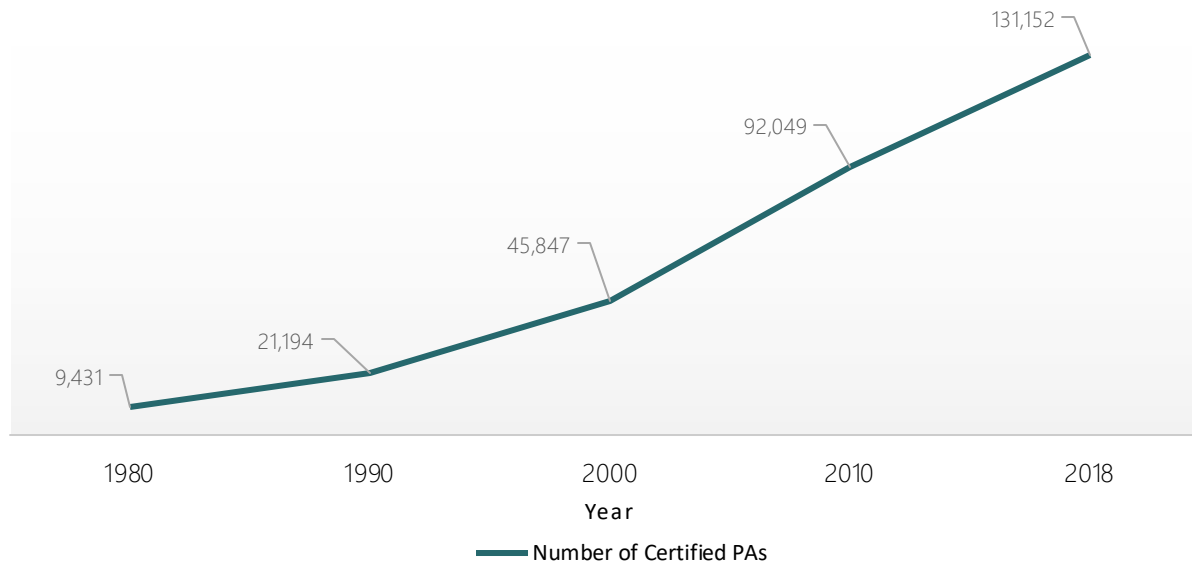
Over 100,000 PAs completed the PA Professional Profile

# STATE OF THE PA PROFESSION

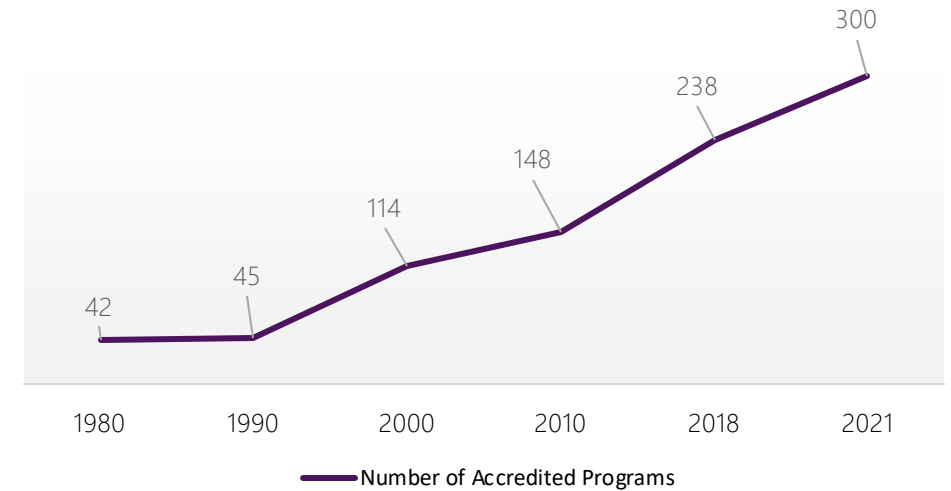


# The PA Profession is Growing

**Number of Certified PAs**



**Number of Accredited Programs**





# BY THE NUMBERS

- PAs practice in all states and US territories
- 68% Female
- 86.9% Caucasian, 3.6% Black/African American, 6.3% Hispanic (Self-Report)
- 38 Average Age (22-70+)
- \$105,000/yr Average annual salary
- 22.7% of the Certified PAs in the US indicated that they can communicate with patients in a language other than English.
- Most common languages are Spanish, Russian, and Chinese.
- 40 hrs./week (may include on-call)

# PA PRACTICE

## Top Practice Disciplines

- 25.8% of the United States' PA workforce is practicing in Primary Care, (Family Med/General Practice, General Internal Medicine, and General Pediatrics)
- 19% Family/General Medicine
- 19% Surgical Subspecialties
- 13% Emergency Medicine
- 10% Internal Medicine Subspecialties

## Practice Settings and Payer Mix

- 41% Hospital/Acute Care
- 40% Office Based/Private Practice
- 5.3% Federal Government (VA other gov't agencies)
- In 2017, one in eight PAs worked in a rural location.
- 40% Private Insurance
- 50% Medicaid/Medicare
- 10% Uninsured

# CERTIFICATION & CERTIFICATION MAINTENANCE





# Initial Certification

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## Graduate from an accredited PA Program

- Graduate level education (Master's degree)
- Average of 27 months
- Based on the medical model



## Pass PANCE

- Broad –based assessment of medical and surgical knowledge
- Offered year-round at testing centers throughout the U.S. and abroad
- Must pass within six attempts or six years (whichever comes first)



# Certification Maintenance Process

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**100 CME Credits  
Every Two Years**

- 50 Category 1 Credits
- Weighted credit for self-assessment and performance improvement CME

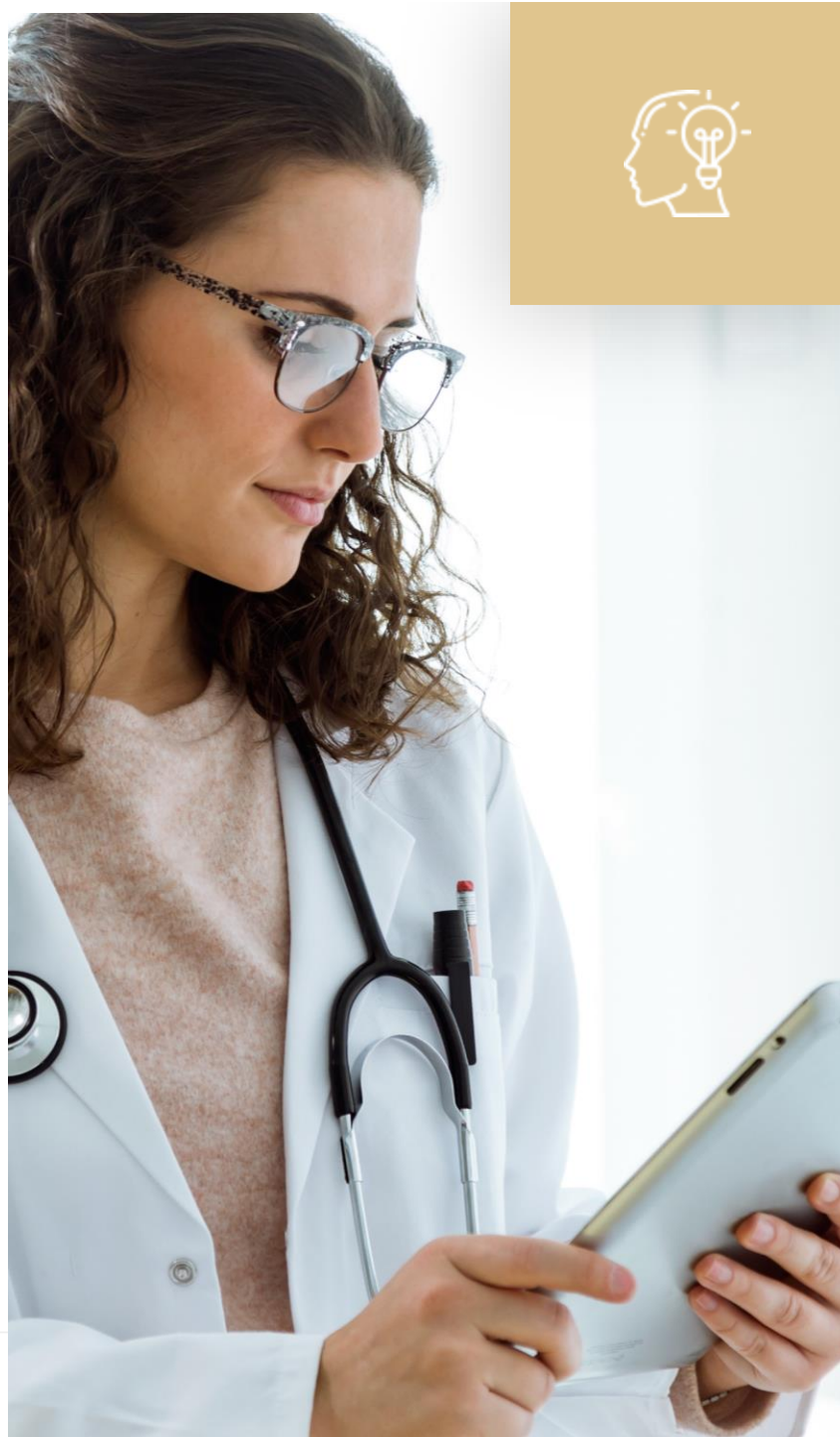


**Physician Assistant  
National Recertifying  
Exam**

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# Re-thinking the Certification Maintenance Process

**NCCPA heard concerns from PAs about the burdens of the certification maintenance process.**





# Our Responsibility

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**It is critical to our mission to provide a certification/recertification program that is:**

---

- Meaningful and relevant; and
- provides assurance for patients, employers, state licensing boards, and others regarding PAs' knowledge and skills



**To do this, we must continuously monitor and evolve the certification process because things change:**

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- Advances in technology
- Rapid changes in medicine
- Changes in the PA profession

# NCCPA Set Out to Obtain Data and Feedback

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Conducted research

Held focus groups

Elicited feedback from PAs and other key stakeholder groups

Consulted with many physician certifying organizations and the American Board of Medical Specialties to tap into their similar lines of inquiry and research



# Data Supporting Periodic Assessment



More than 20% of core information guiding clinical practice changes within one year



Performance on assessments of medical knowledge declines over time



Assessment provides an important mechanism for identifying the small number of health care providers who are unable to demonstrate an adequate level of medical knowledge for safe practice



# What We've Heard



PAs were very concerned about maintaining their ability to change specialties and did not want to see that threatened



PAs were very concerned about the cost and time required to maintain certification (CME and exam requirements)



Exams matter to the public, employers and state medical boards



Physician certifying boards are piloting alternative approaches to assessment

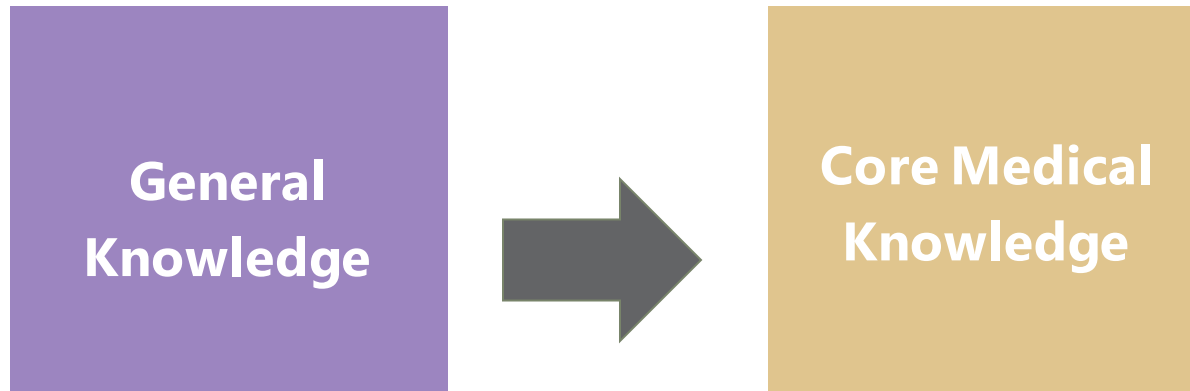
# ALTERNATIVE TO PILOT PROGRAM PANRE



PANRE content shifted from “General Medical Knowledge” to “Core Medical Knowledge” in 2019

## Decisions to Date #1

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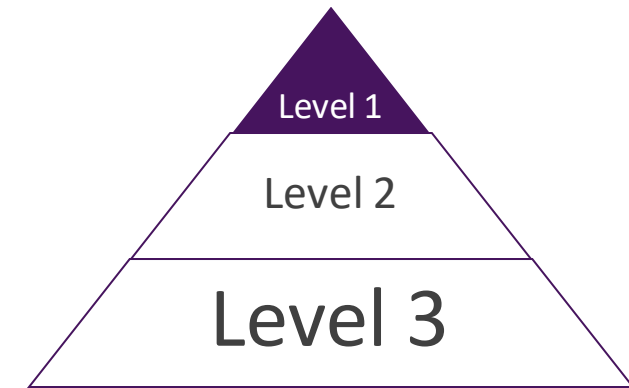
# Working Definition of Core Medical Knowledge

The essential, foundational knowledge and cognitive skills required for PAs to provide safe and effective care for patients across the lifespan and across the spectrum of medicine, regardless of the specialty or area of practice.

# Level 1 Diseases and Disorders

Level 1 is defined as follows: Recognize most likely diagnosis using signs, symptoms, and risks; refer appropriately.

- Abdominal aortic aneurysm
- Acute/subacute bacterial endocarditis
- Aortic stenosis
- Atrioventricular block
- Bundle branch block
- Cardiogenic shock
- Diastolic heart failure
- Hypertrophic cardiomyopathy
- Iliac artery occlusion
- Mitral regurgitation
- Mitral valve prolapse
- Pericardial effusion
- Prinzmetal variant angina
- Sick sinus syndrome
- Thoracic aortic aneurysm

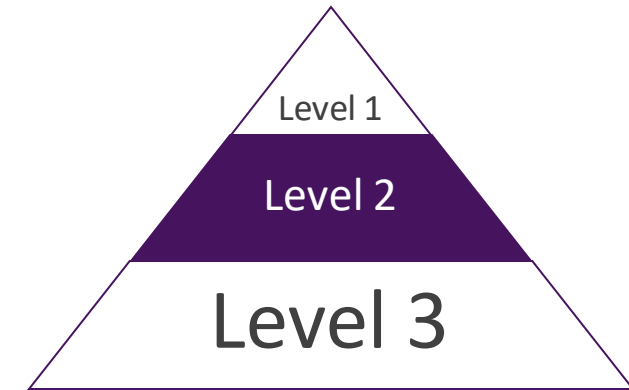


Core Medical Knowledge

# Level 2 Diseases and Disorders

Level 2 is defined as follows: Make appropriate diagnosis by recognizing signs, symptoms, risks and/or interpreting results of diagnostic studies and have knowledge of first-line treatment.

- Acute myocardial infarction: non ST-segment elevation myocardial infarction (NSTEMI)
- Acute myocardial infarction: ST-segment elevation myocardial infarction (STEMI)
- Acute pericarditis
- Aortic dissection
- Arterial embolism/thrombosis
- Atrial flutter
- Cardiac tamponade
- Hypertensive emergency
- Orthostatic hypotension
- Paroxysmal supraventricular tachycardia
- Peripheral artery disease
- Phlebitis/thrombophlebitis
- Premature atrial/ventricular contractions
- Secondary hypertension
- Systolic heart failure
- Temporal arteritis
- Torsades de pointes
- Unstable angina
- Varicose veins
- Venous insufficiency
- Ventricular fibrillation
- Ventricular tachycardia



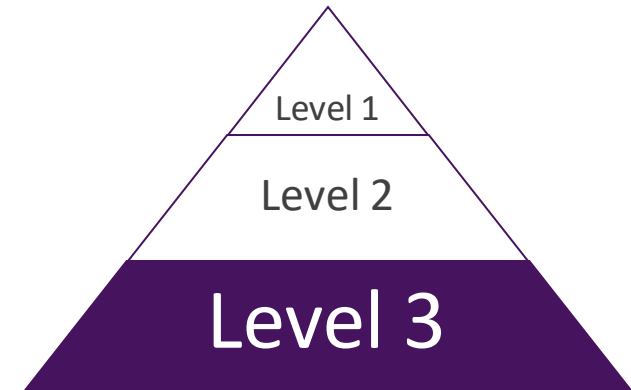
Core Medical Knowledge



# Level 3 Diseases and Disorders

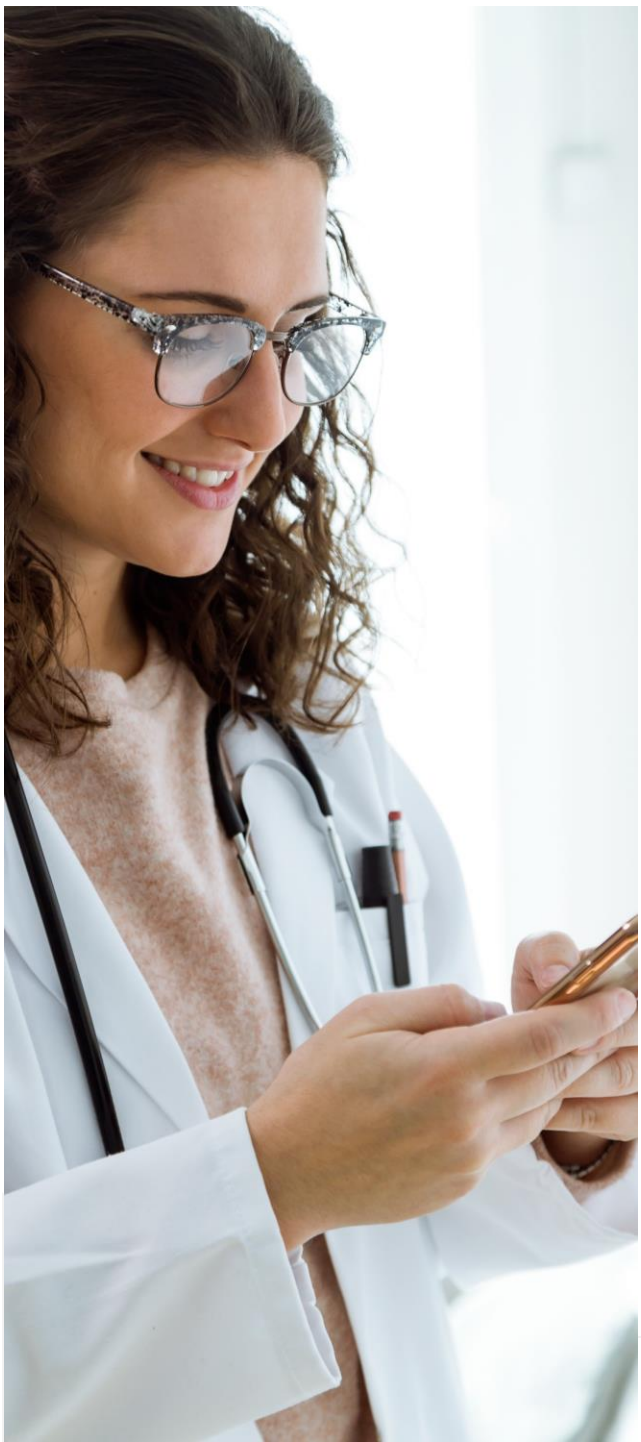
Level 3 is defined as follows: Make appropriate diagnosis by recognizing signs, symptoms, risks and/or interpreting results of diagnostic studies and have knowledge of first-line treatment. In addition, have knowledge required to manage well known comorbid conditions, contraindications, and complications.

- Angina pectoris (stable angina)
- Atrial fibrillation
- Coronary artery disease
- Deep Venous Thrombosis
- Essential hypertension (in adults)
- Hypercholesterolemia
- Hypertriglyceridemia



Core Medical Knowledge





# Pilot Design: 2 Years, 200 Questions



Longitudinal  
assessment of core  
medical knowledge  
(assessing for learning)



During each quarter,  
25 questions that can  
be answered over  
time, from any device,  
anywhere



Over 18,500 PAs  
signed up for pilot  
(almost 60% of  
those eligible)

## PANRE PILOT BY THE NUMBERS



Pilot launched on 1/2/2019 with 18,529 PA participants and re-opened on 1/2/2020 with 18,134 PA participants (98% of original population entered Q5).



The most prevalent reason for voluntarily withdrawal---desire for “one and done”.



Continue to see slow entry. Two weeks into Q5, 85% of PAs participating in the Pilot had not completed any questions.

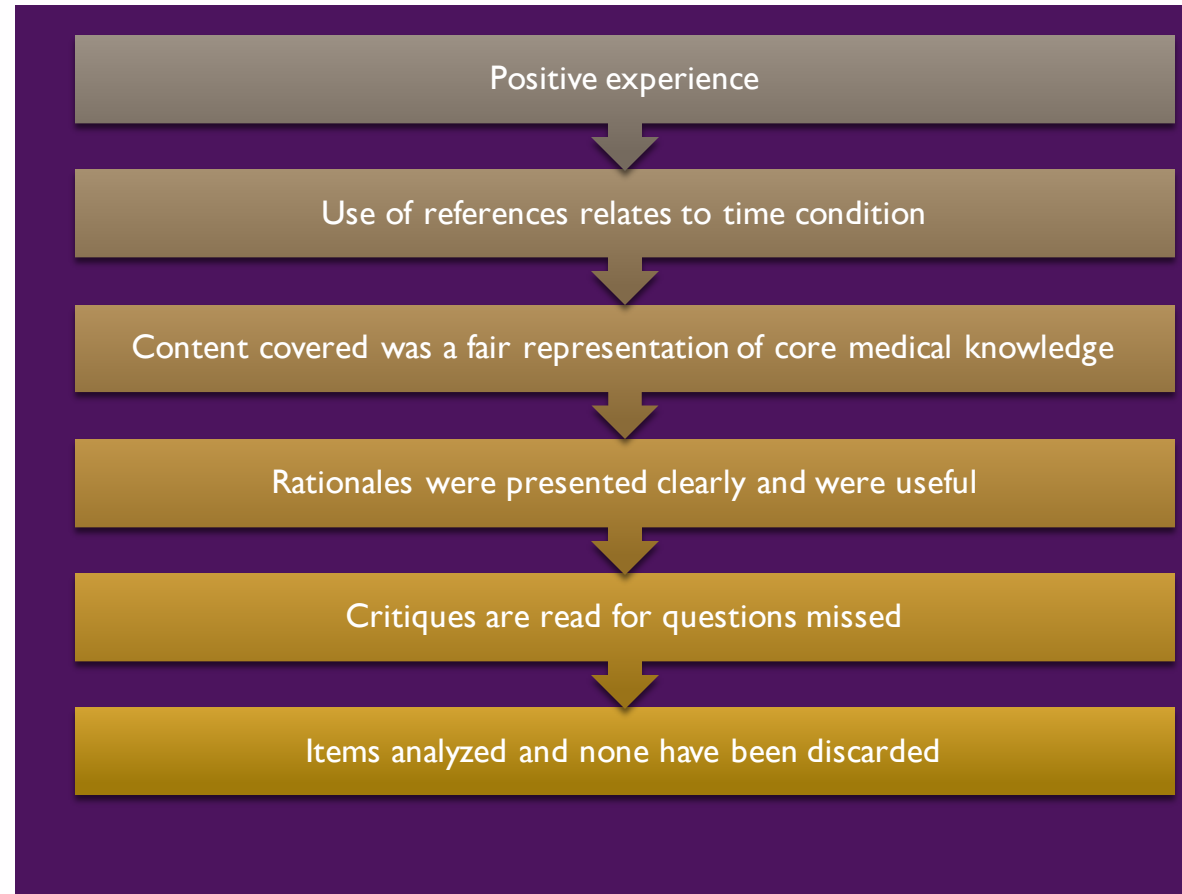


Collectively, for all four quarters, 79.7% completed all 25 questions in less than a 24-hour period



91.6% completed all questions in less than two weeks

## FEEDBACK ON PILOT





# CERTIFICATES OF ADDED QUALIFICATIONS (CAQ)



## KEY PRINCIPLES OF THE SPECIALTY CAQ PROGRAM



NCCPA (and many stakeholders) agree that the **PA-C** must maintain its position as the ***primary credential for all PAs.***



NCCPA has remained committed to developing a **voluntary** specialty program.

A CAQ is not required to maintain NCCPA certification, and we require licensure as a condition of earning a CAQ so that table can't be turned.



The program has been developed to be ***as inclusive as possible***, recognizing the individual differences among and within specialties.

## WHAT SPECIALTIES?

- Cardiovascular & Thoracic Surgery
- Emergency Medicine
- Hospital Medicine
- Nephrology
- Orthopaedic Surgery
- Pediatrics
- Psychiatry



## Prerequisites:

- License
- PA-C



- Specialty-related CME
- Experience



Pass Specialty  
Exam

Physician  
Attestation re:  
Cases/Procedures

6 years to  
complete if  
needed

**New flexibility!**

# CAQ EXAMS

- 120 questions targeted to certified PAs working in the specialty
- 2-hour exam
- Specialty exams are administered annually nationwide during 2 time windows at Pearson VUE testing centers
- Cost \$250 plus a \$100 administrative fee paid when you start the CAQ process



## CAQ EXAMS

Content blueprints developed using data from practice analysis

- Identifies set of knowledge, skills and abilities used by PAs in the specialty
- Available online

Test committees include PAs and physicians working in the specialty

Other resources available online

- Disease and disorder lists
- Sample test items
- Practice exam

***To view the content blueprint, disease and disorder list, sample items and practice exam, visit [www.nccpa.net](http://www.nccpa.net)***

## 1,464 CAQS HAVE BEEN AWARDED 2011 - 2018

- 783 in emergency medicine
- 271 in psychiatry
- 164 in orthopaedic surgery
- 110 in hospital medicine
- 51 in CVT surgery
- 57 in pediatrics
- 28 in nephrology



# NCCPA CELEBRATES THE PA PROFESSION

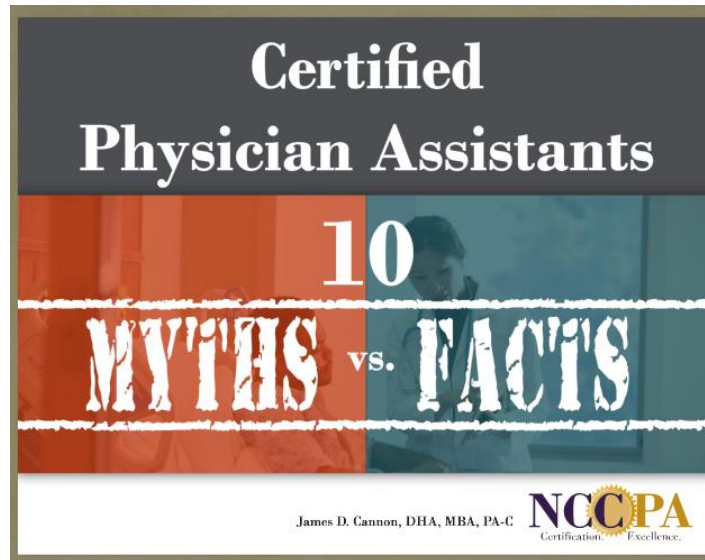


PAs in hospital medicine impact lives, remain in high demand

## TELLING THE WORLD ABOUT CERTIFIED PAS

- PA Program Presentations
- State PA and Specialty Presentations
- Online hub: [www.PAsDoThat.net](http://www.PAsDoThat.net)
- Monthly Newsletter
- NCCPA in 60ish seconds

# *Certified* **#PAsDoThat!**



## *Making a Difference...*

# *Certified* **#PAsDoThat!**

In celebration of the 50th anniversary of the PA profession this year, NCCPA and the nccPA Health Foundation are spotlighting 50 PAs who are making a difference today. These PAs exemplify the many ways the more than 115,500 Certified PAs demonstrate their passion for delivering high quality health care, promoting wellness, and saving and changing lives.



Click [here](#) to read about previously spotlighted PAs.



# TELLING THE WORLD ABOUT CERTIFIED PAS



Ongoing effort to publish articles and garner positive media attention for Certified PAs



Working to get the word out about PAs nationally and in individual states



Looking for stories focusing on:

**Compelling patient experiences**

Patient outcomes

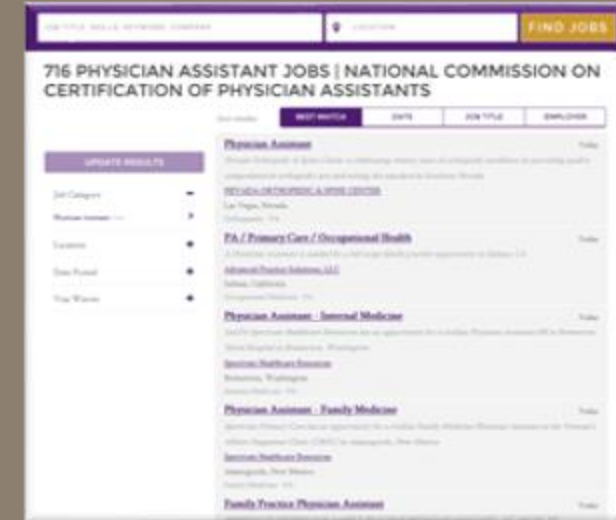
PAs in leadership positions



If interested, contact NCCPA

# CONNECTING WITH EMPLOYERS

- Search hundreds of jobs for Certified PAs
- Upload your résumé
- Set up alerts for new jobs



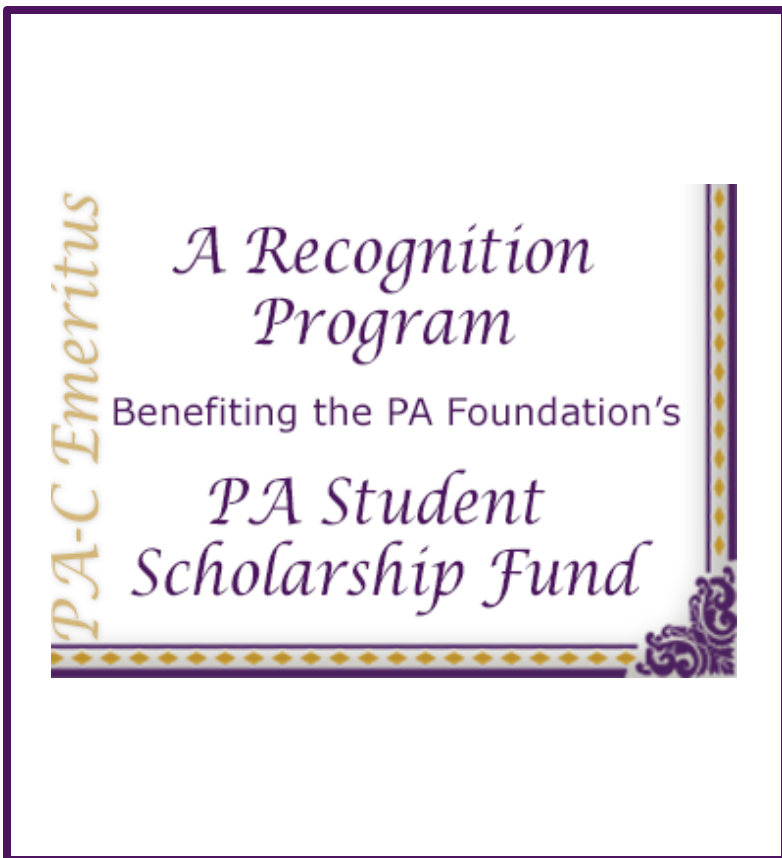
Click “Career Center” Link at  
[www.nccpa.net](http://www.nccpa.net)

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# PA-C EMERITUS

## Recognition for PAs retiring from clinical practice

- The PA-C Emeritus designation is not the equivalent of PA-C certification. Those designated as PA-C Emeritus are not considered certified by NCCPA and may not hold themselves out as such.
- Eligibility requirements:
  - Unable to practice due to permanent disability
  - Retired from clinical practice
  - Have been NCCPA-certified at least 20 cumulative years during the PA career
  - No reportable actions in NCCPA disciplinary history
- Proceeds from the one-time \$50 application fee will benefit the PA Foundation to expand the NCCPA Endowed Scholarship awarded to PA students



## CERTIFICATION IS A COMMUNITY PROCESS



We could not do this without PA participation

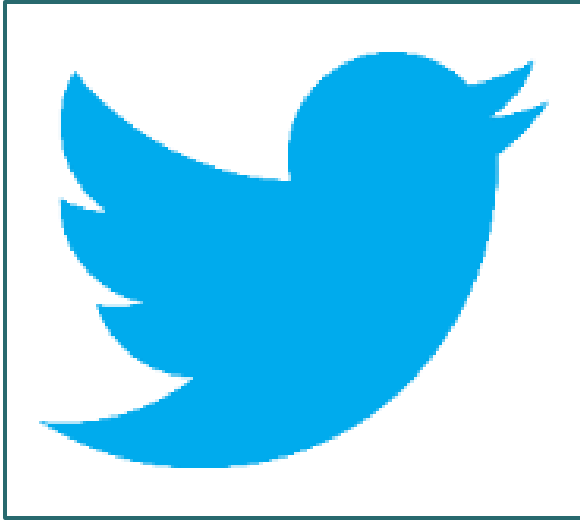


Volunteering can be as short as an ad hoc meeting (2-3 days) to as often as an item writing committee (ongoing, multiple meetings yearly)



If you're interested in volunteering, please email [volunteer@nccpa.net](mailto:volunteer@nccpa.net)





FOR MORE  
INFORMATION FROM  
NCCPA AND THE  
“FAMILY”

- You will hear more about NCCPA’s supporting organizations
- Read ***NCCPA News***, our monthly newsletter
- Visit **[www.nccpa.net](http://www.nccpa.net)**
- Follow us on **social media**

e-



- Steering Committee meeting scheduled
- Recorded next podcast with PAF
- Psych Congress plans
- Features, spotlights, etc.

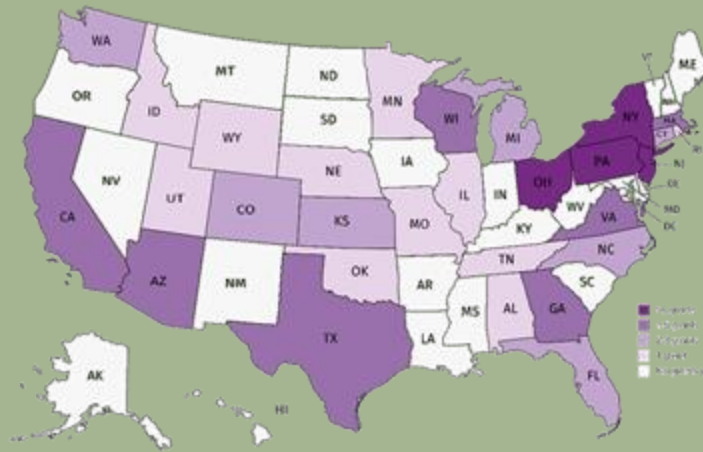


- Nat'l Oral Health Conf (accepted)
- Beyond Flexner Conf (accepted)
- AAPA's Research track (submitted)



- Getting on track
- In-person meeting
- Initial data collection underway... more to come!

## PAs Improve Health Across the US



**Plus, funding is expanding!**

- **Be the CHANGE:**  
**Up to \$2,500**
- **Oral Health Outreach:**  
**Up to \$1,000**

## WELCOME OUR NEW BOARD MEMBERS



Wanda Gonsalves, MD



Steve West, PhD, CRC





# *Thank you Associates!*

- ✓ ***Educational Toolkit*** with five learning modules, Instructor's Manual, and Test Questions for each module on the history and legacy of the PA profession
- ✓ ***Historian Toolkit*** designed to help our Associates identify, gather, organize and maintain materials that document the history of their PA program or institution
- ✓ ***Exhibit Toolkit*** includes materials to be used for special events and presentations
- ✓ Access to PAHx ***Speaker's Bureau***
- ✓ Provide ***digital images*** free of charge
- ✓ ***PAHx Website***: monthly featured Associate on Homepage, First Class Picture online exhibit, and PAHx Associates Page



*With your support ...*

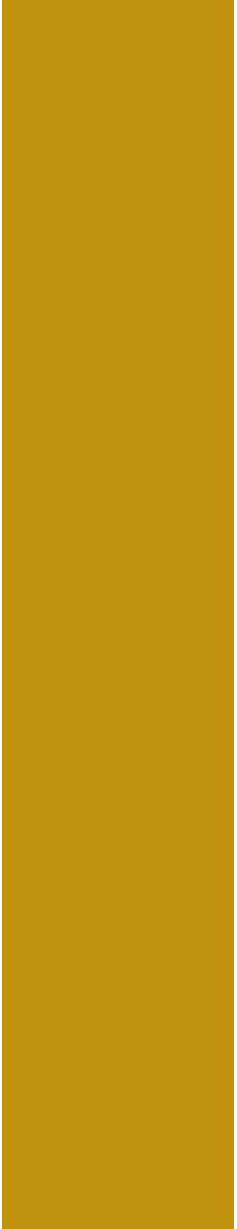


**PAHx held two  
“PA Historian Boot Camps”  
this year!**

**Visit the PAHx Website to  
order your engraved brick  
paver: [www.pahx.org](http://www.pahx.org)**







# NCCPA 2020 PROGRAM EDUCATORS WORKSHOP

AAPA  
APPROVED  
13 HOURS  
CATEGORY  
I CME

CERTIFICATE  
DISTRIBUTED AT THE  
END OF THE  
WORKSHOP



Thank you!

Contact: [dmorton-rias@nccpa.net](mailto:dmorton-rias@nccpa.net)

  
[www.nccpa.net](http://www.nccpa.net)  
[www.PAsDoThat.net](http://www.PAsDoThat.net)