

## 2022 Statistical Profile of Recently Board Certified PAs

**ANNUAL REPORT**  
National Commission on  
Certification of PAs

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## **Recently Certified PAs Who Have Searched for But Have Not Accepted a Clinical Position or Who Have Not Searched Yet**

**27-35**

- Challenges Faced in Job Search
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# Message from the President and CEO

Dear Colleagues:

On behalf of the PA profession and NCCPA, I am excited to share the 2022 Statistical Profile of Recently Board Certified PAs. This report not only showcases the bright future that lies ahead for the PA profession but also demonstrates its resilience. In this report, you will find data on the overall 2022 recently certified PA cohort, as well as more detailed information for those who have and have not accepted a position yet. For a broader perspective when available, comparative data from 2018 has been included to illustrate five-year trends.



We take immense pride in reporting another record year, with over 11,000 recently certified PAs who are represented in all 50 states and the District of Columbia. This group embodies the collaborative spirit of the PA profession, with the ability to practice in a collaborative environment where interprofessional engagement is emphasized, ranking as the most important attribute of their future practice environment. Finding a position where they grew up (37.7%) or near their PA program (35.0%) were their preferred areas when searching for jobs. While we have seen modest improvements in racial and ethnic diversity among new entrants to the PA profession over the past five years, we recognize that sustained efforts are necessary to ensure our profession mirrors the diverse patient population in the U.S.

As our nation navigates its recovery from unprecedented healthcare challenges, it is encouraging to see that recently certified PAs are experiencing increased job opportunities and fewer obstacles in their job search compared to last year's group. This cohort reported a 14% increase in job availability nationally over last year's group, with 58.9% having accepted a position, a notable increase from 46.7% last year. Hospitals remain the preferred setting for both those who have accepted a position (51.3%) and those still seeking one (39.8%). Among those who have accepted a position, surgical subspecialties lead at 17.4%, followed by emergency medicine (16.4%), and family medicine (16.2%). Over the past five years, there has been a slight decrease (about 3%) in recently certified PAs opting for primary care specialties.

Among those who have accepted a position, an impressive 75.4% received two or more offers, up from 65.1% in 2021. Furthermore, just over 64% secured a starting salary of over \$100,000, a significant increase from 52% in 2021 and 35% in 2018. Of the 32.6% who are still seeking a position, 54.7% reported no challenges with their search, and 26.6% have declined at least one offer.

As this exceptional group of recently certified PAs embarks on their professional journey, we hope this report offers insightful and valuable information to all readers. We extend our gratitude to the recently certified PAs whose data contributions made this report possible and wish them every success as they commence their rewarding careers.

Sincerely,

A handwritten signature in dark ink, appearing to read "Dawn Morton-Rias".

Dawn Morton-Rias, Ed.D., PA-C, ICE-CCP, FACHE  
**President and CEO**

# About the Data Collection and Methodology

## Introduction

Since board certifying the first physician assistants/associates (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 includes aggregated responses from PAs who were board certified for the first time in 2022. The participants included in this report answered at least a portion of the survey between January 1, 2022 and December 31, 2022. In addition, some data were obtained from other NCCPA data collection strategies, as noted within the report. As of December 31, 2022, there were 7,486 recently board certified PAs who provided at least one response to the profile out of the 11,092 recently certified PAs with access to the PA Professional Profile (67.5% response rate). Data for age, gender and distribution include all 11,092 recently certified PAs. All other data elements included were derived from the responses of the recently board certified PAs. In 2022, response rates varied by quarter: 1st: 72.5%, 2nd: 70.8%, 3rd: 65.0%, and 4th: 61.5%.

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. Percent change calculations reflect proportional changes from 2018-2022 throughout the report unless otherwise noted.

## About NCCPA

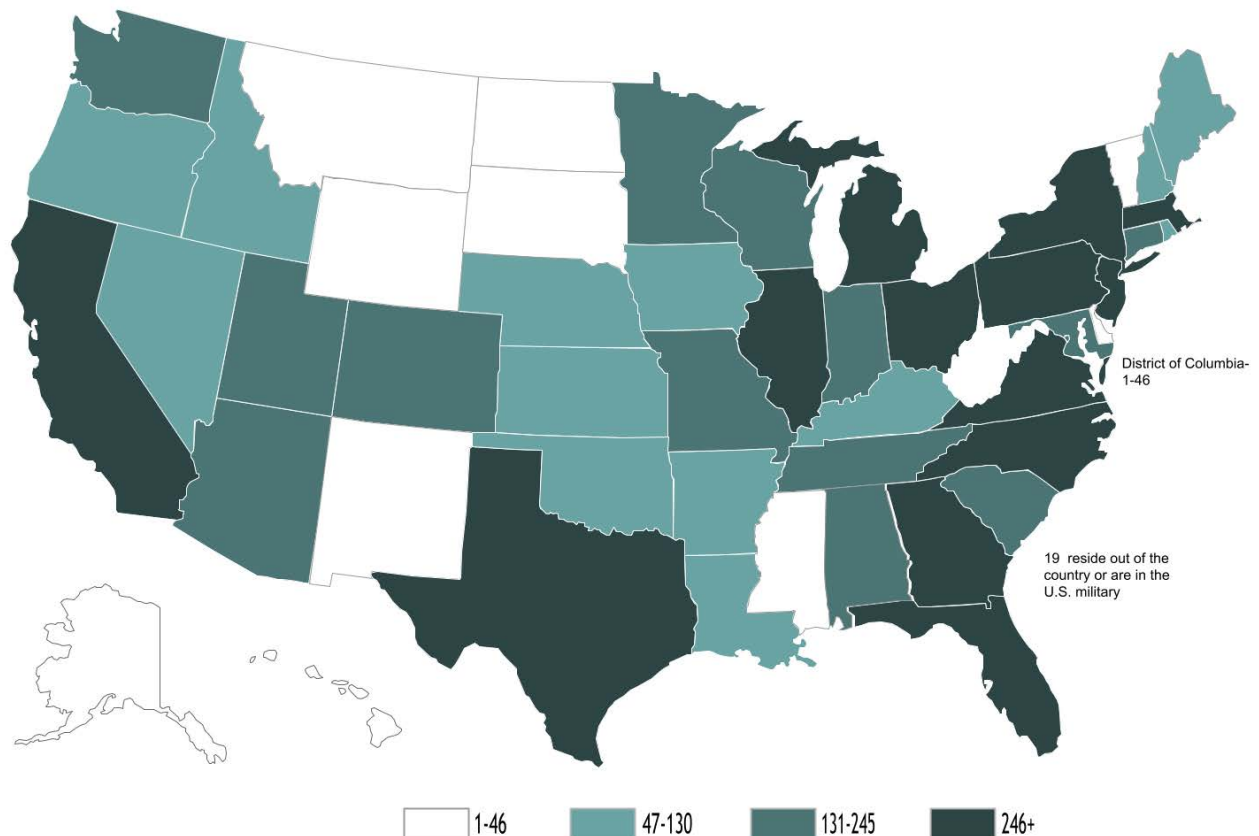
NCCPA is the only certifying organization for PAs in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to providing board certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors 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 196,000 PAs have been board certified since 1975.

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

# Distribution of Recently Certified PAs

## GEOGRAPHIC DISTRIBUTION

### 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 304 (July 2023) to 337 by 2027, which would have an impact on the number of PAs seeking NCCPA board certification. *Accreditation Review Commission on Education for the Physician Assistant, Inc.*

There were 11,092 recently certified PAs who had access to the PA Professional Profile in 2022. The map illustrates the distribution of those PAs.

# Distribution of Recently Certified PAs

## GEOGRAPHIC DISTRIBUTION

State	2022 Number	2022 Percent (Rank)	2018 Number	2018 Percent (Rank)	Percent Change* 2018-2022
Alabama	139	1.3% (25)	80	0.9% (31)	73.8%
Alaska	30	0.3% (44)	28	0.3% (43)	7.1%
Arizona	229	2.1% (15)	193	2.1% (15)	18.7%
Arkansas	50	0.5% (39)	60	0.6% (36)	-16.7%
<b>California</b>	<b>919</b>	<b>8.3% (2)</b>	<b>659</b>	<b>7.1% (3)</b>	<b>39.5%</b>
Colorado	222	2.1% (17)	166	1.8% (19)	33.7%
Connecticut	193	1.7% (22)	181	2.0% (17)	6.6%
Delaware	24	0.2% (47)	27	0.3% (44)	-11.1%
District of Columbia	25	0.2% (45)	12	0.1% (49)	108.3%
<b>Florida</b>	<b>799</b>	<b>7.2% (3)</b>	<b>590</b>	<b>6.4% (4)</b>	<b>35.4%</b>
Georgia	306	2.8% (13)	242	2.6% (13)	26.4%
Hawaii	25	0.2% (45)	7	0.1% (51)	257.1%
Idaho	76	0.7% (34)	64	0.7% (35)	18.8%
Illinois	355	3.2% (10)	301	3.3% (10)	17.9%
Indiana	199	1.8% (19)	155	1.7% (22)	28.4%
Iowa	93	0.8% (33)	86	0.9% (30)	8.1%
Kansas	65	0.6% (35)	66	0.7% (34)	-1.5%
Kentucky	122	1.1% (28)	101	1.1% (28)	20.8%
Louisiana	130	1.2% (27)	97	1.0% (29)	34.0%
Maine	51	0.5% (38)	35	0.4% (40)	45.7%
Maryland	194	1.8% (21)	188	2.0% (16)	3.2%
Massachusetts	388	3.5% (8)	327	3.5% (9)	18.7%
Michigan	413	3.7% (7)	342	3.7% (7)	20.8%
Minnesota	229	2.1% (15)	178	1.9% (18)	28.7%
Mississippi	23	0.2% (48)	25	0.3% (45)	-8.0%
Missouri	144	1.3% (24)	108	1.2% (26)	33.3%
Montana	35	0.3% (43)	33	0.4% (42)	6.1%
Nebraska	101	0.9% (30)	78	0.8% (32)	29.5%
Nevada	98	0.9% (32)	70	0.8% (33)	40.0%
New Hampshire	57	0.5% (36)	57	0.6% (37)	0.0%
New Jersey	327	3.0% (12)	267	2.9% (11)	22.5%
New Mexico	46	0.4% (40)	34	0.4% (41)	35.3%
<b>New York</b>	<b>1,043</b>	<b>9.4% (1)</b>	<b>957</b>	<b>10.3% (1)</b>	<b>9.0%</b>
North Carolina	489	4.4% (6)	401	4.3% (6)	21.9%
North Dakota	20	0.2% (49)	24	0.3% (46)	-16.7%
Ohio	382	3.4% (9)	334	3.6% (8)	14.4%
Oklahoma	117	1.1% (29)	107	1.2% (27)	9.3%

# Distribution of Recently Certified PAs (cont.)

## GEOGRAPHIC DISTRIBUTION

State	2022 Number	2022 Percent (Rank)	2018 Number	2018 Percent (Rank)	Percent Change* 2018-2022
Oregon	99	0.9% (31)	113	1.2% (24)	-12.4%
<b>Pennsylvania</b>	<b>723</b>	<b>6.5% (4)</b>	<b>789</b>	<b>8.5% (2)</b>	<b>-8.4%</b>
Rhode Island	55	0.5% (37)	45	0.5% (39)	22.2%
South Carolina	195	1.8% (20)	113	1.2% (24)	72.6%
South Dakota	39	0.4% (42)	24	0.3% (47)	62.5%
Tennessee	245	2.2% (14)	165	1.8% (20)	48.5%
<b>Texas</b>	<b>628</b>	<b>5.7% (5)</b>	<b>538</b>	<b>5.8% (5)</b>	<b>16.7%</b>
Utah	137	1.2% (26)	119	1.3% (23)	15.1%
Vermont	13	0.1% (50)	18	0.2% (48)	-27.8%
Virginia	338	3.1% (11)	251	2.7% (12)	34.7%
Washington	177	1.6% (23)	158	1.7% (21)	12.0%
West Virginia	44	0.4% (41)	52	0.6% (38)	-15.4%
Wisconsin	214	1.9% (18)	202	2.2% (14)	5.9%
Wyoming	8	<0.1% (51)	8	0.1% (50)	0.0%
<b>TOTAL*</b>	<b>11,073</b>	<b>100.00%</b>	<b>9,275</b>	<b>100.0%</b>	<b>19.4%</b>

Note: PAs who reported an address in the U.S. Additionally, 19 recently certified PAs had addresses classified as out of the country or military.

\*Percent change reflects count change in number of recently certified PAs in each state from 2018 to 2022.

Recently certified PAs were represented in all 50 states and the District of Columbia.

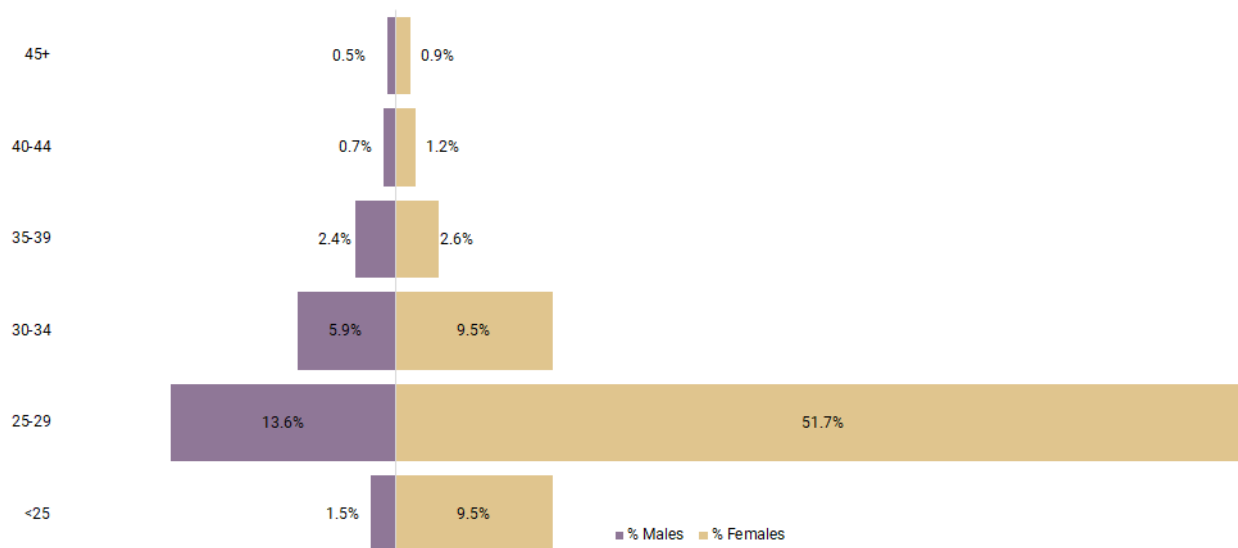
The states with the greatest number of recently certified PAs include: New York, California, Florida, Pennsylvania, and Texas. These five states are also the top five most populous for all certified PAs.



# All Recently Certified PAs: Gender and Age

## GENDER AND AGE

### Distribution of Recently Certified PAs by Gender and Age



### Number of Recently Certified PAs by Gender

Gender	2022 Percent	Percent Change 2018-2022
Male	24.6%	-1.5%
Female	75.4%	1.5%
Non-binary	<0.1%	NA
Prefer not to answer	0.0%	NA

Percent change reflects proportional change from 2018 to 2022.  
NA- Gender identity choice first included in 2021.

Median age of recently certified PAs:

2022: 27 years

2018: 27 years

Median age of all certified PAs is 38.

### Recently Certified PAs by Age

Age Group	2022 Percent	Percent Change 2018-2022
<25	11.1%	-1.4%
25-29	65.3%	5.3%
30-34	15.4%	-1.4%
35-39	5.0%	-1.6%
40-44	1.9%	-0.4%
45+	1.3%	-0.5%

Percent change reflects proportional change from 2018 to 2022.

# Race and Ethnicity of Recently Certified PAs

## RACE AND ETHNICITY

### Number and Percent of Recently Certified PAs by Race

Race	2022 Percent	Percent Change 2018-2022
White	75.9%	-3.6%
Asian	10.6%	2.7%
Multi-race	4.3%	1.2%
Black/African American	3.7%	0.8%
American Indian or Alaskan Native	0.3%	0.1%
Native Hawaiian/Pacific Islander	0.2%	0.1%
Other	1.8%	-0.5%
Prefer not to answer	3.2%	-0.8%

Percent change reflects proportional change from 2018 to 2022.

### Ethnicity: Percent Who Indicated They are of Hispanic/Latino/Latina/Spanish Origin

2022	9.1%
2018	8.0%

The percentage of recently certified PAs of Hispanic/Latino/Latina/Spanish origin has steadily increased since NCCPA started gathering this data in 2012.

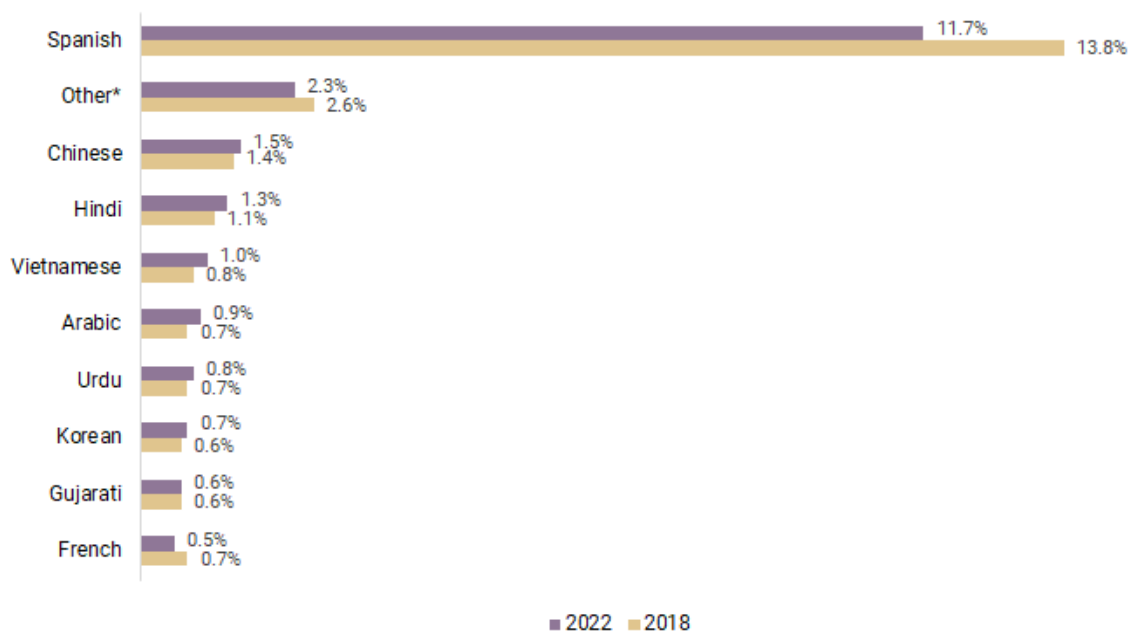
# Top Languages Spoken

## LANGUAGES OTHER THAN ENGLISH SPOKEN WITH PATIENTS

Percent of Recently Certified PAs Who Can Communicate with Patients in a Language Other Than English

2022	20.5%
2018	22.1%

Top 10 Languages Other Than English that Recently Certified PAs Use to Communicate with Patients



\*Most common "other" languages noted: Punjabi, Hebrew, American Sign Language, Malayalam and Ukrainian.

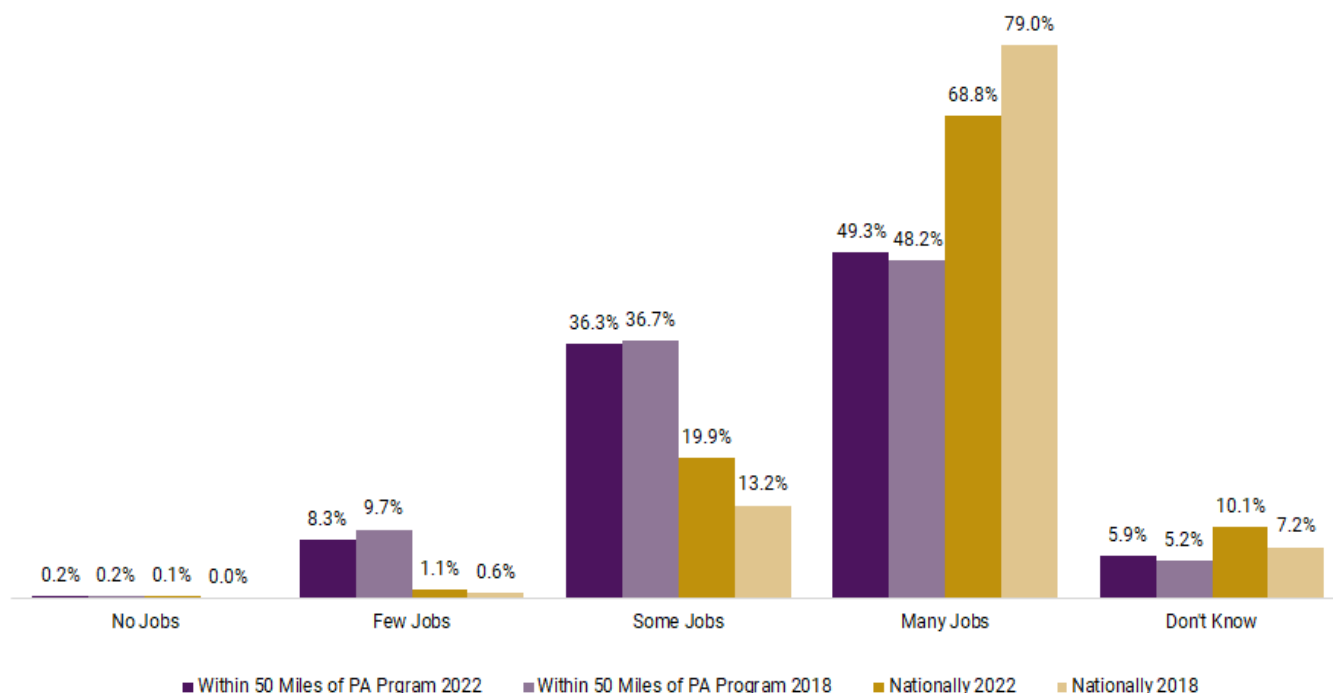
Percent Who Indicated They Can Speak Two Or More Languages in Addition to English:

2022	3.9%
2018	4.0%

# Assessment of Opportunities

## ASSESSMENT OF OPPORTUNITIES

### Assessment of Job Opportunities



U.S. News and World Report ranked PA #3 in their “100 Best Jobs” and #2 “Best Health Care Jobs” of 2022 listing (January 11, 2022.)

The U.S. Bureau of Labor Statistics projects the PA profession will grow 28% from 2021-2031 (much faster than the average for all occupations)<sup>1</sup>. The average growth for all occupations during the same time period is 5%.

<sup>1</sup>Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, Physician Assistants*, at <https://www.bls.gov/ooh/healthcare/physician-assistants.htm> (visited August 20, 2023).

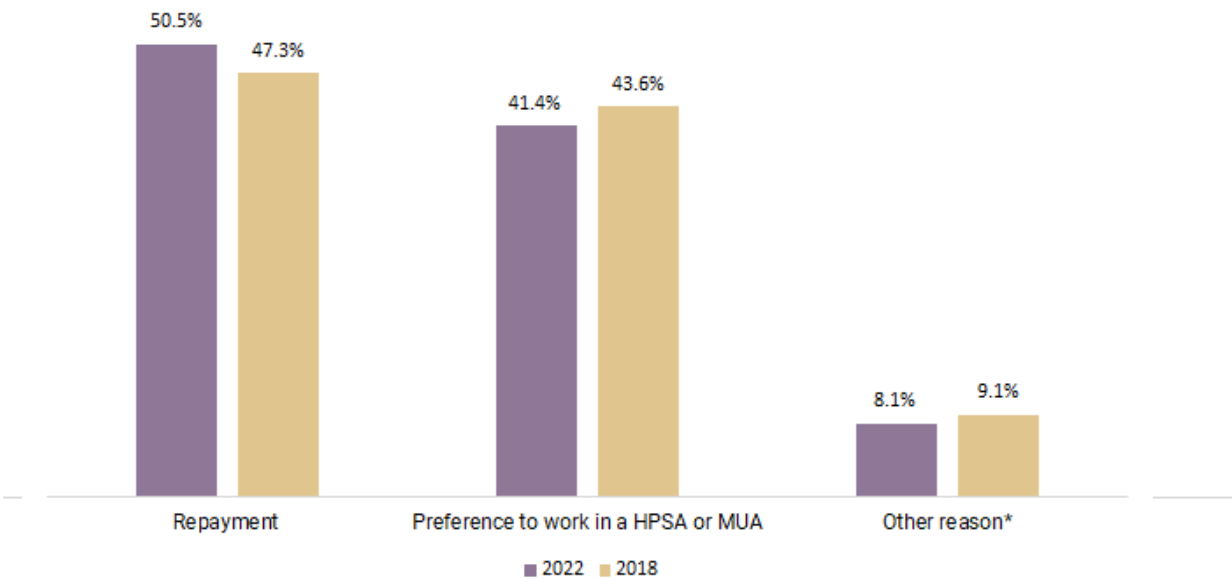


# Obligation that Requires a Position in a HPSA or MUA

## OBLIGATION THAT REQUIRES A POSITION IN A HPSA OR MUA

In 2022, 3.1% (vs. 1.9% in 2018) of recently certified PAs indicated they are a National Health Service Corps Scholar or a state or federal loan repayment program participant, which requires practicing in a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA).

### Motivation To Accept a Position in a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA) for Recently Certified PAs Who Participated in a Loan Repayment Program



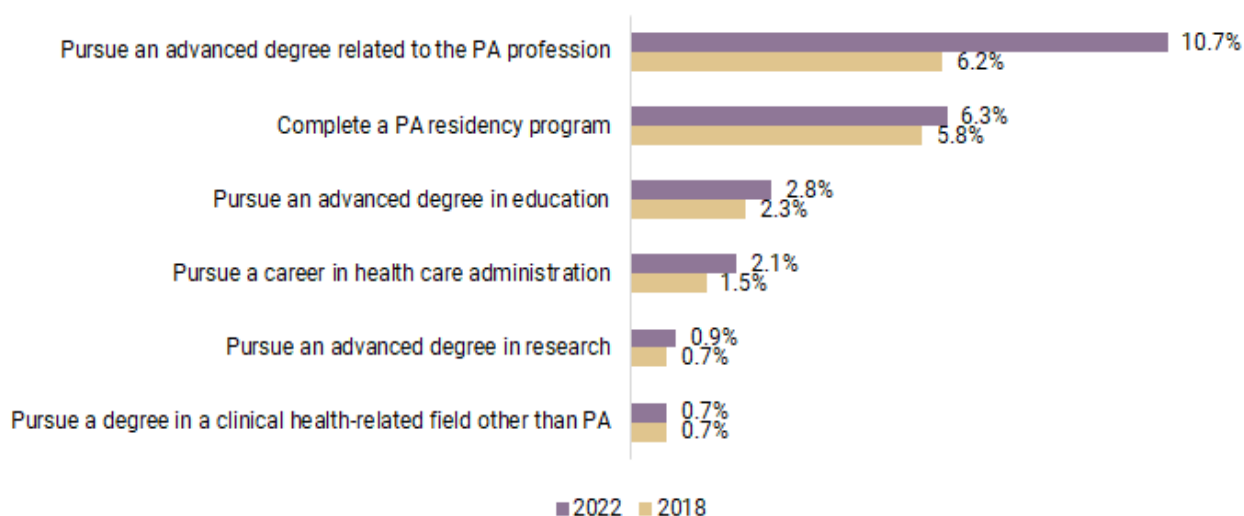
“Other” reasons cited include: working in the community where they are from, opportunity to work in a rural area, and educational opportunity.

# Plans to Seek Additional Education or Clinical Training

## PLANS TO SEEK ADDITIONAL EDUCATION OR CLINICAL TRAINING

22.8% 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).

### Reasons PAs Are Seeking Additional Education or Clinical Training



Note: Recently certified PAs could select more than one reason.

### Degree Planning to Pursue if Changing Health Fields

Degree	2022 Percent	Percent Change 2018-2022
Public Health	0.4%	0.0%
MD or DO	0.2%	0.0%

Percent change reflects proportional change from 2018 to 2022.

### Educational Debt\*

Debt Range	2022 Percent	Percent Change 2018-2022
None	11.8%	1.5%
Less than \$25,000	2.7%	-0.5%
\$25,000-\$49,999	4.7%	-0.4%
\$50,000-\$74,999	6.9%	-1.2%
\$75,000-\$99,999	10.3%	-0.8%
\$100,000-\$124,999	14.2%	-0.3%
\$125,000-\$149,999	13.5%	-0.8%
\$150,000-\$174,999	13.6%	-0.4%
\$175,000-\$199,999	9.9%	1.3%
\$200,000-\$224,999	7.0%	0.8%
\$225,000 or more	5.4%	0.8%
<b>TOTAL</b>	<b>100.0%</b>	<b>NA</b>

\*Educational debt upon completion of all training (undergraduate and graduate school combined.)

Percent change reflects proportional change from 2018 to 2022.

Note: In 2022, 221 recently certified PAs chose "Prefer not to answer."

In 2022, 12.7% 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. In 2018, 14.8% said "educational debt influenced their choice". In 2022, of the PAs who had not accepted a position, 21.4% indicated their level of educational debt will influence their choice (23.2% for 2018).

### Educational Debt

Debt Range	2022	2018
Median	\$112,500	\$112,500
Mean	\$118,833	\$116,733

# Practice Environment

## PRACTICE ENVIRONMENT AND WORK LIFE BALANCE

Recently certified PAs were asked what attributes of their future practice environment were important to them.

### Important Attributes of Practice Environment

Attribute of Practice Environment	2022 Percent who Ranked it as Most Important	Percent Change 2018-2022
Ability to practice in a collaborative environment where interprofessional engagement is emphasized	43.4%	-0.5%
Ability to focus practice in area of interest	27.9%	-7.3%
Ability to practice in a geographic region of choice (i.e., rural, urban)	19.1%	-8.4%
Ability to practice in a setting of choice (i.e., hospital, private)	20.5%	-7.6%

Note: 19 recently certified PAs chose “other” in 2022. PAs who chose “other” mentioned: autonomy of practice, mentorship, and work culture.

Percent change reflects proportional change from 2018 to 2022.

Recently certified PAs were asked what attributes of personal/professional life balance were important to them.

### Work Life Balance

Work Life Balance Attribute	2022 Percent who Ranked it as Most Important	Percent change 2018-2022
Ability to maintain reasonable work hours	54.6%	-14.6%
Ability to work flexible hours	14.9%	-4.5%
Ability to take time off from my job	14.1%	0.3%
Ability to limit after hours responsibilities	16.9%	0.5%
Ability to pursue additional education	8.7%	-6.3%

Note: Recently certified PAs ranked the ability to maintain reasonable work hours as the most important attribute of their future practice environment in 2018 and 2022.

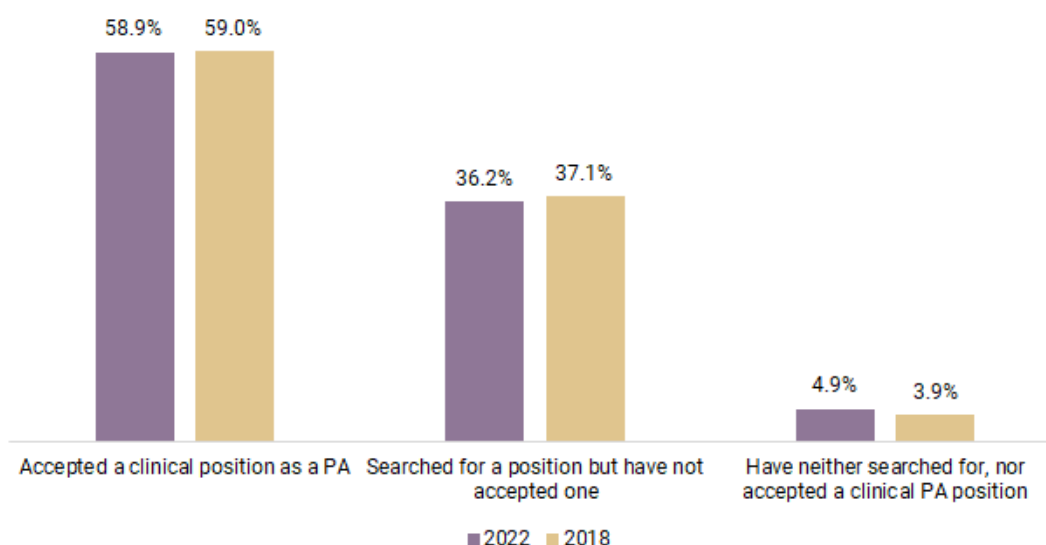
Percent change reflects proportional change from 2018 to 2022.



# Job Search for Clinical Position

## JOB SEARCH

### Recently Certified PAs Job Search and Status



### Recently Certified PAs Job Search and Status

Job Status	2022 Percent	Percent Change 2018-2022
Yes, accepted a clinical position as a PA	58.9%	-0.1%
Yes, searched for a position but have not yet accepted one	36.2%	-0.9%
No, have neither searched for nor accepted a clinical PA position	4.9%	1.0%

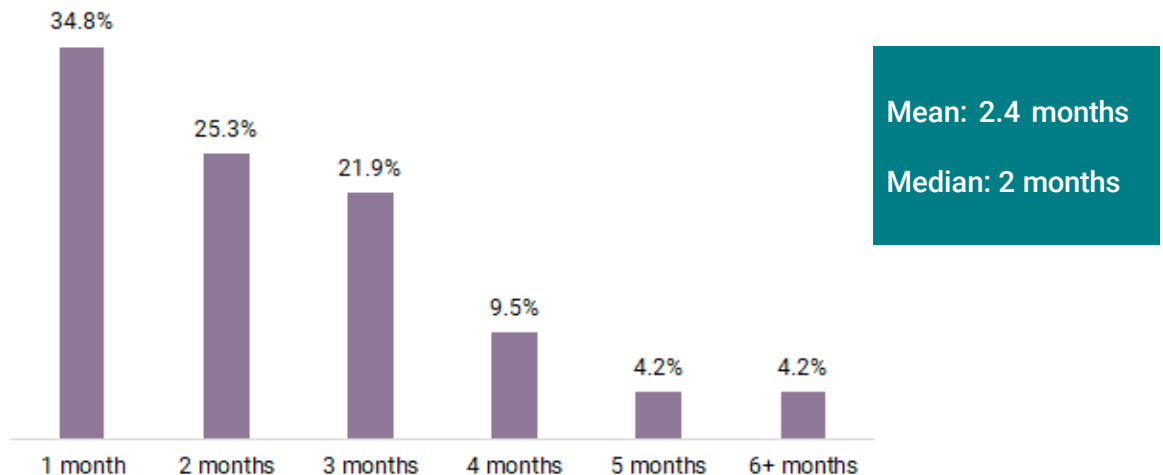
Percent change reflects proportional change from 2018 to 2022.

# Recently Certified PAs Who Accepted a Clinical Position

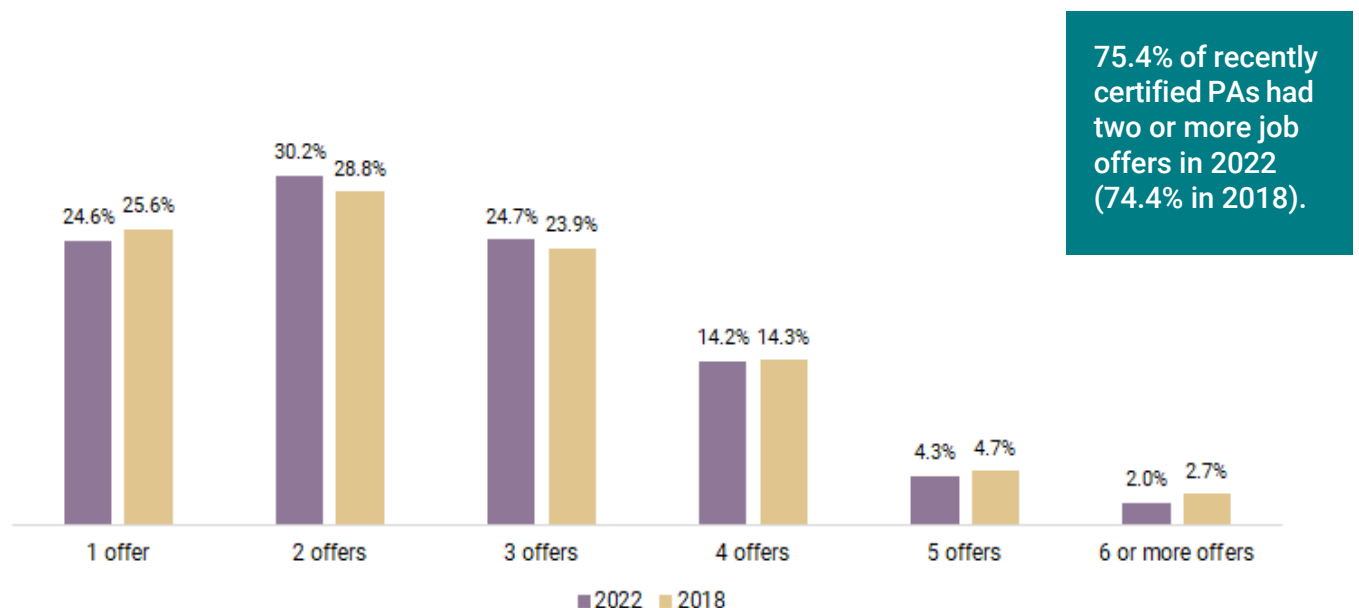
# Amount of Time to Find a Job and Job Offers

RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

## Number of Months for Recently Certified PAs to Find and Accept a Clinical PA Position



## Number of Job Offers Received by Recently Certified PAs Who Accepted a Clinical Position



# Challenges Faced When Searching for a Clinical Position

## RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

### Challenges Faced by Recently Certified PAs Who Have Searched for and Accepted a Clinical PA Position

In 2022, 24.3% of recently certified PAs who accepted a position indicated they faced challenges when searching for a job, compared to 28.1% in 2018. The following table presents the challenges that recently certified PAs reported experiencing:

Challenges	2022 Percent	Percent Change 2018-2022
Lack of clinical PA opportunities for recent graduates	19.3%	-2.7%
Lack of clinical PA opportunities in preferred specialty	8.7%	-1.1%
Lack of clinical PA opportunities in geographic area preferred	7.1%	-3.1%
Abundance of PA graduates competing for same position	6.1%	-1.8%
Lack of clinical PA opportunities in practice setting preferred	6.1%	-1.3%
Inadequate salary and/or compensation	5.6%	0.6%
Lack of clinical PA employment opportunities	2.9%	0.0%
Lack of positions that meet obligations for employment (i.e., NHSC)	0.8%	-0.5%
Lack of opportunities for spouse/partner	0.5%	-0.7%

Note: Recently Certified PAs could choose more than one challenge.

Percent change reflects proportional change from 2018 to 2022.

“Lack of clinical PA opportunities for recent graduates” and “Lack of clinical PA opportunities in preferred specialty” were the top two challenges cited by recently certified PAs regardless of employment status in 2022.



# Selection of Clinical Position Location

## RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

### Location of Position Accepted by Recently Certified PAs

Geographical Location	2022 Percent	Percent Change 2018-2022
Area where grew up	37.7%	0.5%
Area where PA program located	35.0%	1.6%
Area lived in prior to attending PA program	27.3%	-1.1%
Area where want to live	23.2%	1.6%
Rural area	12.1%	-2.0%
Urban medically underserved area	8.8%	0.7%
Other area	8.8%	-1.0%

Note: PAs could choose more than one location.

Percent change reflects proportional change from 2018 to 2022.

The most common “other area” responses include active military location, where spouse/significant other is working, and moving for PA fellowship/residency.

Of the recently certified PAs who accepted a position in a rural area, 35.5% grew up in a rural area.

Of the recently certified PAs who accepted a position in an urban medically underserved area, 31.2% grew up in an urban medically underserved area.

### Position Accepted at a Training Site of Clinical Rotation by Recently Certified PAs

Position at Training Site of Clinical Rotation	2022 Percent	Percent Change 2018-2022
Yes	37.1%	-0.1%
No	62.9%	0.1%

# Hours Worked Per Week and Time Spent in Work Activities

RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

## Hours Expected to Work Per Week by Recently Certified PAs

Hours	2022 Percent	Percent Change 2018-2022
1-10 hours	0.2%	-0.2%
11-20 hours	0.3%	-0.1%
21-30 hours	1.1%	-0.1%
31-40 hours	61.6%	9.6%
41-50 hours	31.9%	-7.1%
More than 50 hours	4.9%	-2.1%

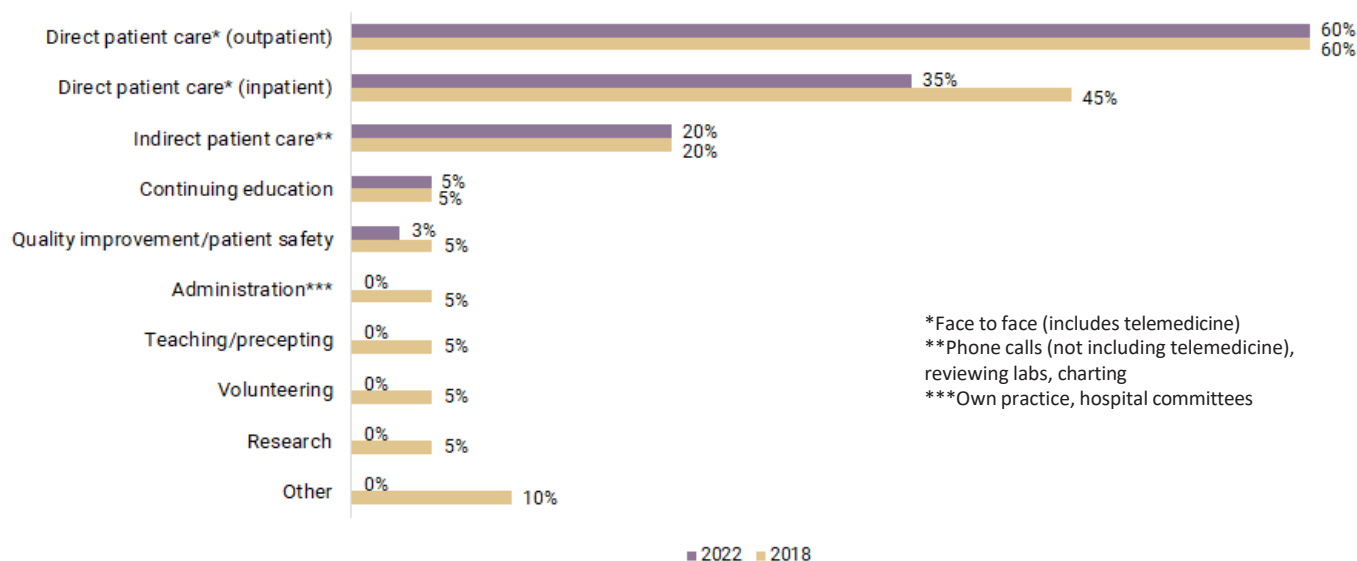
Note: 36.7% of recently certified PAs who have accepted a clinical position expect to work more than 40 hours per week. That has decreased since 2018, when 46.0% expected to work more than 40 hours.

Percent change reflects proportional change from 2018 to 2022.

## Average Hours Expected to Work Per Week

Years	Hours
2022	40.5
2018	41.4

## Median Proportion of Time Recently Certified PAs Expect to Spend in Activities



# Practice Settings

## RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

### Practice Setting of Recently Certified PAs

Practice Setting	2022 Percent	Percent Change 2018-2022
Hospital	51.3%	0.0%
Office-based private practice	29.9%	-0.5%
Urgent care	5.4%	-0.2%
Community health center	2.8%	0.3%
U.S. military (federal government)	2.1%	-0.3%
Other	1.7%	-0.2%
Rural health clinic	1.4%	-0.2%
Ambulatory surgical center	0.9%	0.5%
Behavioral/mental health facility	0.7%	0.0%
Veterans Affairs (federal government)	0.7%	0.0%
Public or community health clinic (non-federally qualified)	0.5%	0.3%
Public health service (federal government)	0.3%	0.2%
Extended care facility/Nursing home	0.3%	0.0%
Rehabilitation facility	0.3%	0.2%
Department of Defense (federal government)	0.2%	NA
Occupational health setting	0.2%	0.0%
Indian health service (federal government)	0.2%	0.1%
Home health care agency	0.1%	<0.0%
School-based or college-based health center or school clinic	0.1%	-0.2%
Bureau of Prisons (federal government)	0.1%	<1.0%
Free clinic	0.1%	0.1%
Department of State (federal government)	<0.1%	-0.1%
Hospice	<0.1%	<0.0%
Retail clinic	<0.1%	-0.1%
Unsure/Don't know	0.8%	0.1%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>

NA- practice setting was not listed on the 2018 PA Professional Profile.  
Percent change reflects proportional change from 2018 to 2022.

51.3% of recently certified PAs who have accepted a position work in a hospital setting. Overall, 41.7% of all certified PAs work in a hospital setting. <sup>1</sup>

<sup>1</sup>National Commission on Certification of Physician Assistants, Inc. (2023, April). 2022 Statistical Profile of Board Certified PAs: An Annual Report of the National Commission on the Certification of Physician Assistants.

# Practice Areas

## RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

### Principal Clinical Practice Area of Recently Certified PAs

Area of Practice	2022 Percent	Percent Change 2018-2022
Addiction Medicine	0.3%	0.1%
Adolescent Medicine	<0.1%	0.0%
Anesthesiology	<0.1%	0.0%
Critical Care Medicine	3.8%	0.7%
Dermatology	3.6%	0.6%
Emergency Medicine	16.4%	-0.3%
Family Medicine/General Practice	16.2%	-2.4%
Gynecology	0.3%	0.2%
Hospice and Palliative Medicine	<0.1%	0.0%
Hospital Medicine	5.0%	-0.1%
Internal Medicine-General Practice	3.4%	-0.2%
Internal Medicine-Subspecialties	8.3%	0.5%
Neurology	1.7%	0.8%
Obstetrics and Gynecology	1.7%	0.5%
Occupational Medicine	0.3%	0.0%
Ophthalmology	0.1%	0.0%
Otolaryngology	1.3%	0.5%
Pain Medicine	0.9%	0.3%
Pathology	0.0%	0.0%
Pediatrics-General	1.6%	-0.2%
Pediatrics- Subspecialties	2.2%	0.7%
Physical Medicine/Rehabilitation	0.3%	0.0%
Preventive Medicine/Public Health	0.1%	0.1%
Psychiatry	2.3%	0.2%
Radiation Oncology	0.2%	0.1%
Radiology	0.6%	0.0%
Surgery-General	3.6%	-0.8%
Surgery-Subspecialties	17.4%	-2.4%
Urology	0.8%	-0.1%
Other	7.4%	1.2%
<b>TOTAL</b>	<b>100.0%</b>	<b>NA</b>

In 2022, 21.2% of recently certified PAs were working in a primary care specialty (family medicine/ general practice, general internal medicine, or general pediatrics). For 2018, 24.0% were working in a primary care specialty.

Overall, 23.1% of the certified PA workforce is practicing in primary care.

Percent change reflects proportional change from 2018 to 2022.



## Salary Range of Recently Certified PAs

Starting Salary Range	2022 Percent	Percent Change 2018-2022
Less than or equal to \$40,000	0.1%	0.0%
\$40,001-\$50,000	0.2%	-0.4%
\$50,001-\$60,000	1.0%	1.3%
\$60,001-\$70,000	2.3%	0.7%
\$70,001-\$80,000	2.4%	-2.9%
\$80,001-\$90,000	7.2%	-13.3%
\$90,001-\$100,000	22.2%	-12.4%
\$100,001-\$110,000	29.8%	9.4%
\$110,001-\$120,000	17.0%	9.5%
\$120,001-\$130,000	10.5%	6.1%
\$130,001-\$140,000	4.1%	2.4%
More than \$140,000	3.2%	2.2%
<b>TOTAL</b>	<b>100.0%</b>	<b>NA</b>

Note: "Prefer not to answer" was chosen by 100 recently certified PAs in 2022. In 2018, 102 chose this response.

Percent change reflects proportional change from 2018 to 2022.

## Annual Salary

Year	Median	Mean
2022	\$105,000	\$105,679
2018	\$95,000	\$96,246

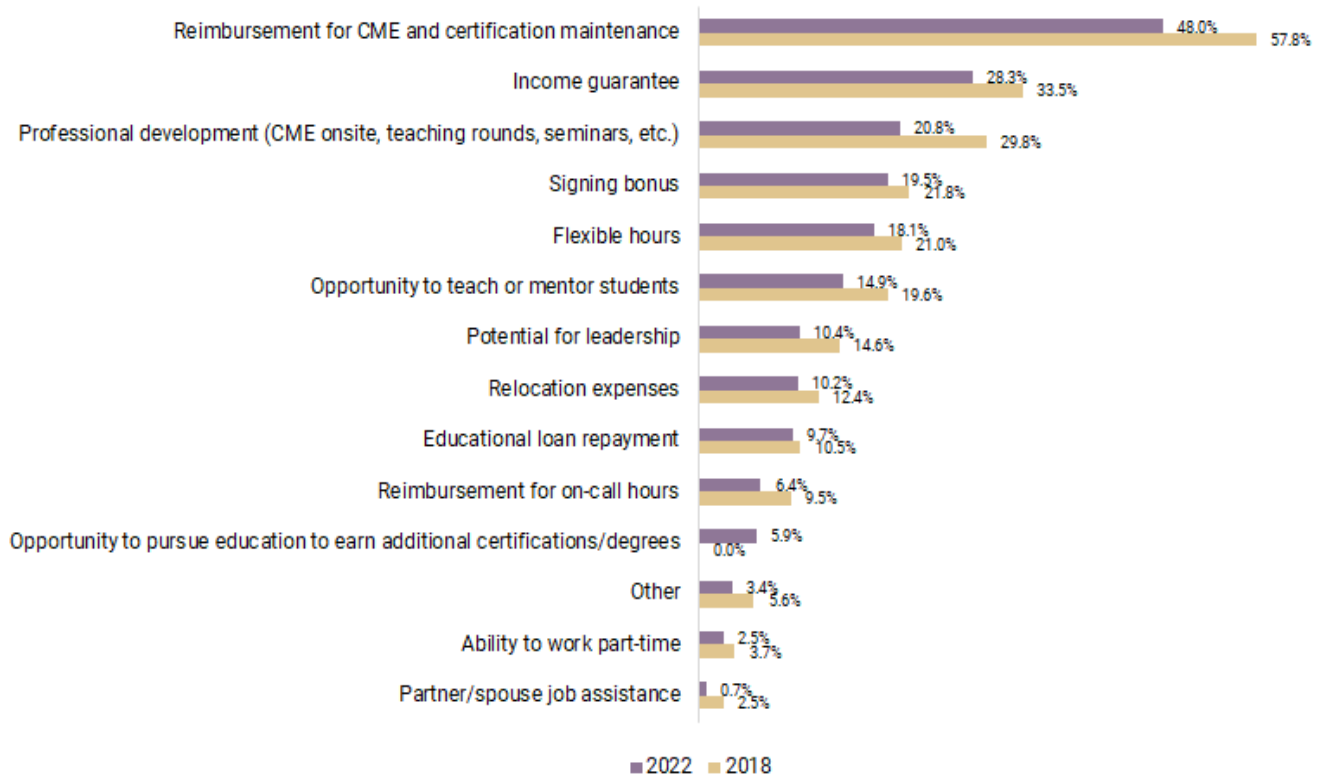
The highest mean salaries for recently certified PAs were in surgical subspecialties, pediatric subspecialties, internal medicine subspecialties, and pain medicine.

# Employment Incentives

## RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

65.0% of recently certified PAs who accepted a position indicated they were offered employment incentives in 2022. In 2018, 67.0% were offered incentives.

### Employment Incentives Offered to Recently Certified PAs



Note: "Opportunity to pursue education to earn additional certifications/degrees" was not included in the 2018 profile.

Respondents were able to choose more than one incentive.

"Other" incentives include annual bonuses, fellowship training, insurance (health and malpractice), paid time off, and 401K.

For both 2022 and 2018, when asked to rank order the top incentives that had most influenced their decision to accept their position, the incentives most frequently selected:

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

This differs from the graph above due to some incentives that were chosen, but not ranked in the top three.

# **Recently Certified PAs Who Searched for but Have Not Accepted a Clinical Position or Who Have Not Searched Yet**

# Challenges

## RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION

45.3% of recently certified PAs who have searched for but not accepted a position indicated experiencing challenges. In 2018, 52.7% indicated experiencing challenges. The following table presents the challenges that PAs reported experiencing.

### Challenges Faced by Recently Certified PAs Who Have Not Accepted a Position or Are Currently Searching for a Position

Challenges	2022 Percent	Percent Change 2018-2022
Lack of clinical PA opportunities for recent graduates	35.5%	-3.8%
Lack of clinical PA opportunities in preferred specialty	17.6%	1.2%
Lack of clinical PA opportunities in geographic area preferred	15.2%	-2.6%
Lack of clinical PA opportunities in practice setting preferred	11.8%	-1.3%
Abundance of PA graduates competing for same position	10.7%	-2.1%
Inadequate salary and/or compensation	7.2%	3.1%
Lack of clinical PA employment opportunities	4.3%	-0.8%
Lack of positions that meet obligations for employment (i.e., NHSC)	1.7%	-0.1%
Lack of opportunities for spouse/partner	0.9%	-0.2%

Note: PAs could choose multiple challenges.

Percent change reflects proportional change from 2018 to 2022.

54.7% who have searched for but have not accepted a position, indicated they have not experienced challenges when searching for a job.

### Reasons recently certified PAs did not search for nor accept a position:

74.7% of recently certified PAs who have not searched for nor accepted a position said they decided to take time off before they began their PA career. 24.1% cited "other" and listed reasons including military obligation and relocating to different area.

# Reasons PAs Did Not Accept a Position Offered

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION

## Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	2022 Percent	Percent Change 2018-2022
Not in preferred area of practice	12.9%	-2.0%
Insufficient compensation	8.1%	0.3%
Other reason	5.2%	0.0%
Insufficient benefits	4.3%	0.2%
Did not feel like it was a good personal match with potential supervisor	4.4%	0.1%
Wanted PA to assume too much responsibility for their level of experience	2.6%	0.7%
Insufficient supervision onsite	2.8%	0.6%
Would not allow PA to sufficiently utilize the competencies gained from education	2.1%	-0.4%
Insufficient opportunities for continued professional growth	1.9%	-0.3%
Too much on-call time	1.4%	0.2%

Note: Respondents could choose multiple reasons.

Percent change reflects proportional change from 2018 to 2022.

"Other reasons" include not in a location desired, too many hours, decided to do a residency/fellowship, and patient load too large.

26.6% of recently certified PAs who have searched for but not yet accepted a position indicated they have turned down at least one offer.

# Preferred Clinical Position Location

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Location of Position Preferred by Recently Certified PAs Who Have Not Accepted a Position

Geographical Location	2022 Percent	Percent Change 2018-2022
Area where grew up	44.1%	4.1%
Area lived in prior to attending PA program	34.9%	0.6%
Area where want to live	33.5%	2.3%
Area where PA program located	30.1%	-2.1%
Urban medically underserved area	13.9%	2.0%
Rural area	10.2%	0.3%
Other area	5.2%	-2.4%

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

Percent change reflects proportional change from 2018 to 2022.

“Other” responses include close to family/spouse, area where PA or spouse can fulfill military obligation, and employer who will offer loan repayment.

“Area where grew up” has been the top location preferred by PAs who have not yet accepted a position since NCCPA began gathering this data in 2013.

Over one-third (34.9%) indicated they would prefer an area where they lived prior to beginning their PA program.

# Preferred Number of Work Hours Per Week

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Hours Expected to Work Per Week by Recently Certified PAs

Preferred Work Hours per Week	2022 Percent	Percent Change 2018-2022
1-10 hours	0.6%	0.3%
11-20 hours	0.4%	0.1%
21-30 hours	1.7%	0.9%
31-40 hours	74.4%	12.4%
41-50 hours	22.0%	-12.6%
More than 50 hours	0.9%	-1.2%

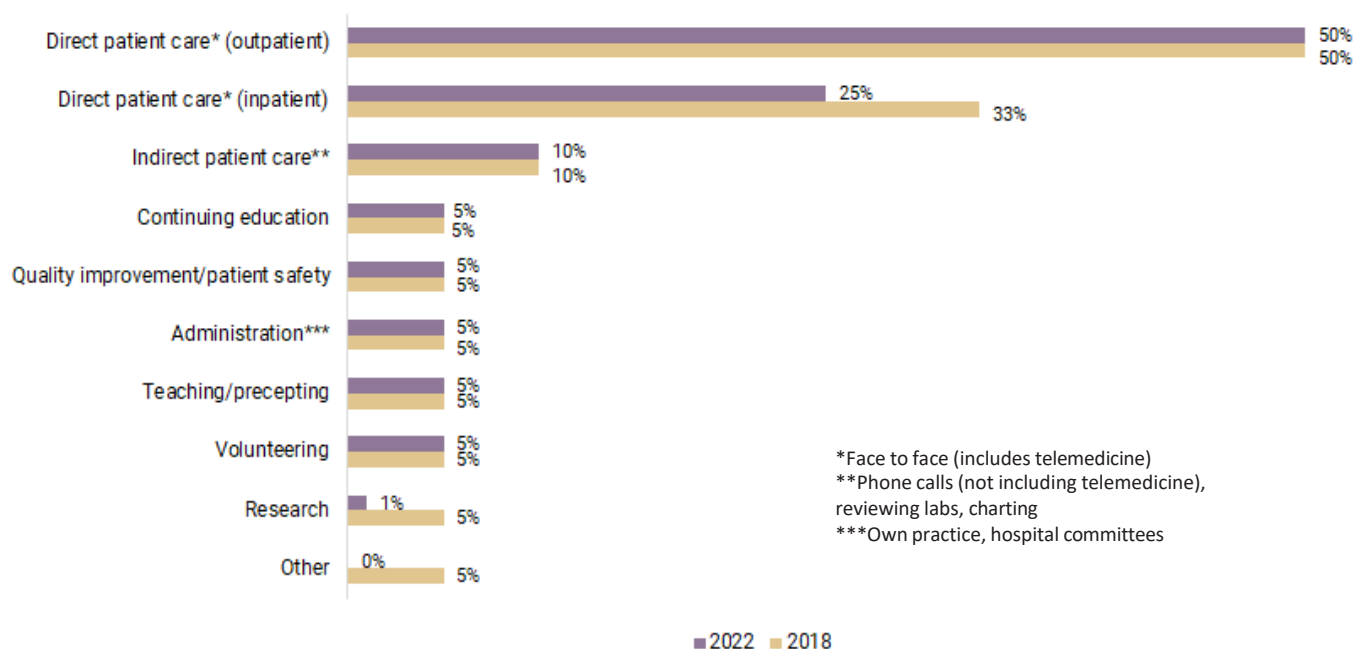
Note: 22.9% of recently certified PAs who have not accepted a position prefer to work more than 40 hours per week when they do have a position. Of those who accepted a position, 36.7% expect to work more than 40 hours per week.

Percent change reflects proportional change from 2018 to 2022.

# Preferred Time Spent in Work Activities

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Median Proportion of Time Recently Certified PAs Prefer to Spend in the Following Activities





# Preferred Practice Setting

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Preferred Practice Setting of Recently Certified PAs

Practice Setting	2022 Percent	Percent Change 2018-2022
Hospital	39.8%	-5.3%
Office-based private practice	35.3%	5.0%
Urgent care	4.3%	0.2%
Community health center	2.1%	-0.6%
Ambulatory surgical center	1.8%	0.0%
Veterans Affairs (federal government)	1.2%	0.4%
Rural health clinic	0.9%	-0.5%
Behavioral/mental health facility	0.9%	0.4%
Other	0.8%	-0.4%
U.S. military (federal government)	0.5%	-0.2%
Public or community health clinic (non-federally qualified)	0.4%	0.0%
School-based or college-based health center or school clinic	0.3%	0.2%
Indian health service (federal government)	0.2%	0.0%
Free clinic	0.2%	0.1%
Public health service (federal government)	0.2%	0.2%
Bureau of Prisons (federal government)	0.1%	0.1%
Department of Defense (federal government)	0.1%	NA
Home health care agency	0.1%	<0.1%
Extended care facility/Nursing home	0.1%	<0.1%
Department of State (federal government)	0.1%	0.0%
Occupational health setting	<0.1%	<0.1%
Rehabilitation facility	<0.1%	<0.1%
Hospice	0.0%	- <0.1%
Retail clinic	0.0%	0.0%
Undecided/No preference	10.7%	0.3%
<b>TOTAL</b>	<b>100.0%</b>	<b>--</b>

Note: NA- practice setting was not listed on the 2018 PA Professional Profile.

Percent change reflects proportional change from 2018 to 2022.

Hospital setting has been the most preferred setting desired among recently certified PAs who have not yet started a job. 51.3% of recently certified PAs who accepted a position work in a hospital setting.

# Preferred Practice Area

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Preferred Practice Area of Recently Certified PAs

Area of Practice	2022 Percent	Percent Change 2018-2022
Addiction Medicine	0.3%	0.1%
Adolescent Medicine	0.1%	-0.1%
Anesthesiology	0.0%	0.0%
Critical Care Medicine	2.6%	-0.1%
Dermatology	9.1%	3.4%
Emergency Medicine	15.7%	-2.9%
Family Medicine/General Practice	15.6%	-2.4%
Gynecology	0.7%	0.3%
Hospice and Palliative Medicine	0.2%	0.2%
Hospital Medicine	3.7%	-0.7%
Internal Medicine- General Practice	3.0%	-1.0%
Internal Medicine- Subspecialties	6.4%	0.2%
Neurology	0.5%	0.1%
Obstetrics and Gynecology	4.0%	2.4%
Occupational Medicine	0.0%	0.0%
Ophthalmology	0.0%	-<0.1%
Otolaryngology	0.4%	0.1%
Pain Management	0.1%	0.0%
Pathology	0.0%	0.0%
Pediatrics- General	3.1%	-0.6%
Pediatrics- Subspecialties	2.5%	-0.2%
Physical Medicine/Rehabilitation	0.1%	0.0%
Preventive Medicine/Public Health	0.1%	0.0%
Psychiatry	2.4%	0.8%
Radiation Oncology	0.1%	0.1%
Radiology	0.3%	0.1%
Surgery-General	3.8%	-0.4%
Surgery-Subspecialties	13.1%	-0.9%
Urology	0.4%	0.1%
Other	2.8%	0.4%
No Preference	9.1%	1.3%

21.7% of recently certified PAs who have not accepted nor are seeking a position yet would prefer to work in primary care (family medicine/ general practice, general internal medicine, general pediatrics). This is a decrease from 2018, when 25.7% preferred a position in primary care.

Dermatology and obstetrics and gynecology had the greatest percent increase in recently certified PAs, who prefer these specialties when they do accept a position.

Percent change reflects proportional change from 2018 to 2022.

# Salary Desired

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Minimum Starting Salary Range Desired by Recently Certified PAs

Starting Salary Range	2022 Percent	Percent Change 2018-2022
Less than or equal to \$40,000	0.0%	<0.1%
\$40,001-\$50,000	0.0%	<0.1%
\$50,001-\$60,000	0.1%	0.0%
\$60,001-\$70,000	0.3%	-0.2%
\$70,001-\$80,000	0.8%	-5.1%
\$80,001-\$90,000	10.0%	-21.2%
\$90,001-\$100,000	30.7%	-9.4%
\$100,001-\$110,000	36.5%	20.3%
\$110,001-\$120,000	11.7%	8.0%
\$120,001-\$130,000	6.5%	5.0%
\$130,001-\$140,000	2.2%	2.0%
More than \$140,000	1.1%	1.0%
<b>TOTAL</b>	<b>100.0%</b>	<b>--</b>

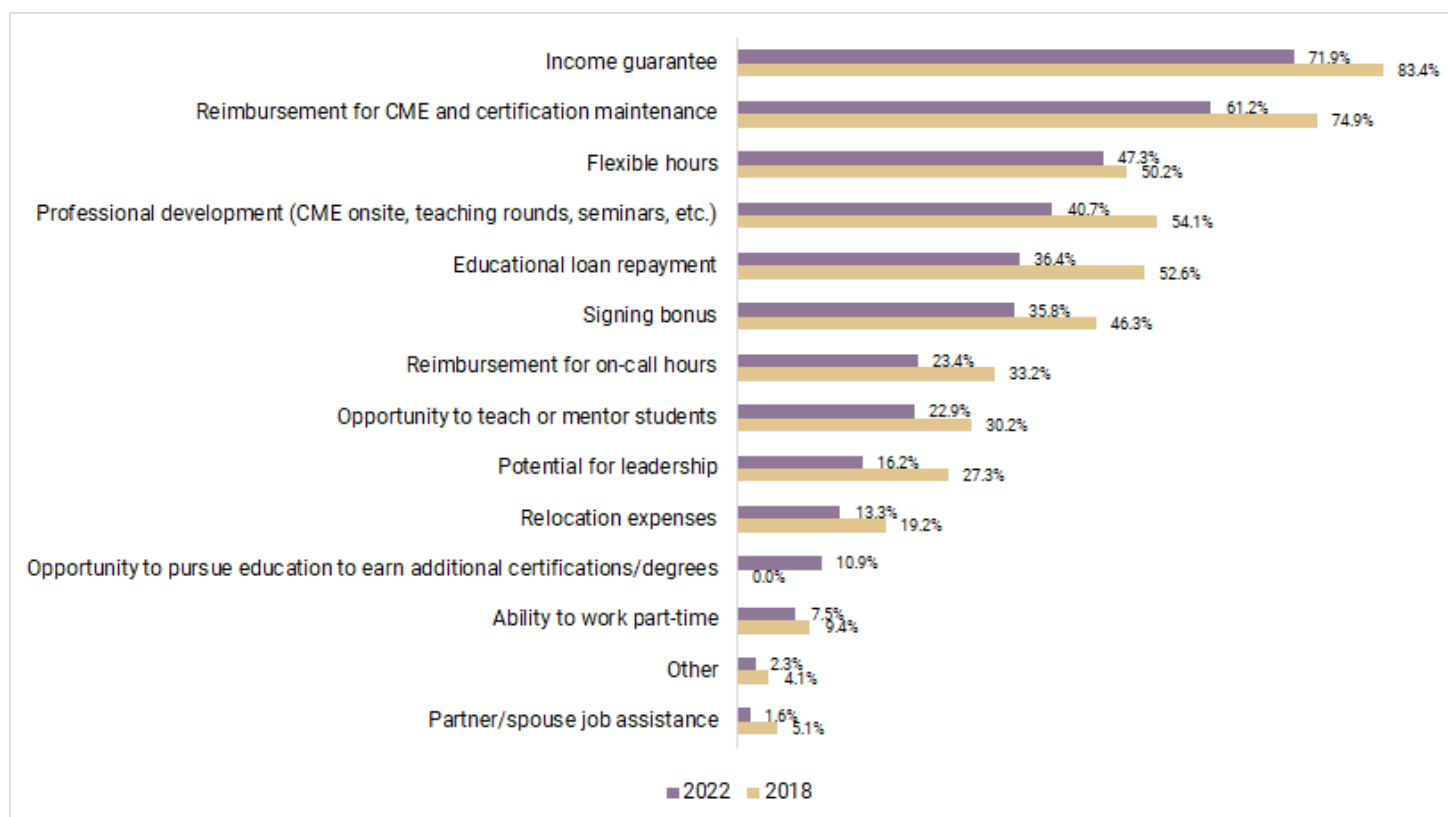
Percent change reflects proportional change from 2018 to 2022.

58.0% of recently certified PAs who have not accepted nor are seeking a position yet indicated that the minimum salary they would accept for their first position would be over \$100,000 per year. For recently certified PAs who have accepted a position, 64.6% are earning over \$100,000 per year.

# Employment Incentives Desired

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

## Employment Incentives Desired by Recently Certified PAs



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

\*"Opportunity to pursue education to earn additional certifications/degrees" was not included in the 2018 PA Professional Profile.

\*\*\*"Other" responses include: health care and retirement benefits, mentoring, paid time off, reasonable patient load, and a supportive team environment.

When asked to rank the top incentives when looking for in their first clinical position, the incentives that recently Certified PAs ranked number one most often were:

1. Reimbursement for CME and certification maintenance
2. Professional development
3. Signing bonus

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

## FUTURE DATA ON CERTIFIED PAs AND CITATION

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 board certified 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 must follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's website at <https://www.nccpa.net/resources/nccpa-research>.

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

- Statistical Profile of Board Certified PAs
- Statistical Profile of Board Certified PAs by Specialty
- Specialty Supplement Report on Secondary Specialty
- Statistical Profile of Board Certified PAs by State

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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).

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