



Statistical Profile of Board Certified PAs by State

ANNUAL REPORT

National Commission on
Certification of PAs

2024



Table of Contents

Message from the President & CEO

About the Data Collection & Methodology	3
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Introduction	4
Data Editing and Analysis	
About NCCPA	

Demographics	5-28
---------------------	-------------

Number, Percent, Rate, Rank and Licenses of PAs by State	6-7
Gender by State	8-9
Age by State	10-11
Ethnicity by State	12-13
Race by State	14
Rural/Urban by State	15-16
Language by State	17-18
Postgraduate Program Completion by State	19-20
Income by State	21-26
Total Current Educational Debt by State	27-28

Practice Characteristics	29-77
---------------------------------	--------------

Top Principal Practice Areas by State	30-31
Top Principal Practice Settings by State	32-33
Changed Specialties by State	34-35
Employment Type by State	36-37
Hours Worked per Week in Principal Clinical Position by State	38-39
Patients Seen per Week by State	40-41
Payer Mix by State	42-43
Telemedicine by State	44-47
Providing Care to Patients in Designated HPSAs or MUAs by State	48-49
Satisfaction with Different Aspects of Career by State	50-51
See Patients on Weekends and/or Evenings by State	52-53
Burnout by State	54-55
Supply and Demand by State	56-57
Retirement Plan by State	58-59
Working with Other Health Professionals by State	60-61
Non-clinical Position in Secondary Position by State	62-63
Changes in Work Environment by State	64-65
Prescribing by State	66-67
Patient Panels by State	68-69
Armed Forces and Military Status by State	70-71
Mental Disorder Interactions by State	72-73
Mental Disorder Proportions by State	74-75
Certificate of Added Qualifications (CAQs) by State	76-77

Future Data on Board Certified PAs	78
---	-----------

Appendix	79-89
Participated in International Medical Work by State	80-81
Number of Hours Spent Precepting per Week by State	82-83
Educational Debt Influence by State	84-85
Number of Clinical PA Positions Since Starting Career by State	86-87
Leadership by State	88-89

Cover Image: Ashley Drapeau, PA-C, L.Ac., MPAS, MAC, is a Board Certified PA and licensed acupuncturist who is the medical director of the GW Center for Integrative Medicine and the director of the Long COVID program. Drapeau is a U.S. Air Force veteran with more than 14 years of experience in integrative and functional medicine, specializing in complex conditions including Ehlers-Danlos syndrome, Mast Cell Activation Syndrome, and POTS. Drapeau also served as a PA Ambassador for NCCPA.

Message from the President and CEO

Dear Colleagues,

We are thrilled to share the Statistical Profile of Board Certified PAs by State, now in its eleventh year of publication. This annual report provides a comprehensive look at the PA workforce across all US states and Washington, DC, offering insights into growth, practice patterns, and PAs' contributions to meeting the healthcare needs of the communities they serve.

A central strength of this report is its focus on state-specific analyses, which underscore the adaptability and responsiveness of the PA workforce to local healthcare environments. Over the last five years, the number of PAs grew most rapidly in South Carolina (48%), Hawaii (41.3%), and Arkansas (40.5%). Several states also demonstrate a strong concentration of PAs in primary care, including Alaska (44.2%), North Dakota (41.6%), and Wyoming (35.0%).



Measures related to access to care further illustrate how PAs respond to population and geographic needs. Telemedicine participation is highest among PAs in Alaska (64.1%), Oregon (58.2%), and California (56.6%). PAs in New Mexico (56.0%), Alaska (56.0%), and Montana (47.6%) report the highest levels of providing care in Health Professional Shortage Areas and/or Medically Underserved Areas, while rural practice is most prevalent in Wyoming (52.6%), Montana (43.5%), and Vermont (30.2%).

The report also highlights variation in labor market conditions across states. The highest proportions of PAs reporting active recruitment at their principal place of employment are found in Washington, DC (61.0%), Connecticut (56.9%), and Maine (56.2%), while reported increases in clinical opportunities over the past year were most common in Oregon (31.2%), Rhode Island (30.9%), and Maine (30.8%).

This year's report introduces several new areas of analysis that broaden understanding of PA professional engagement and career dynamics. PAs in Alaska (20.1%), Hawaii (19.5%), and Tennessee (16.9%) report the highest participation in international medical work. Student precepting is most prevalent among PAs in Connecticut (52.0%), New York (50.4%), and Delaware (47.4%), highlighting the profession's contribution to clinical education. Educational debt influencing specialty choice is reported most frequently by PAs in Alaska (22.0%), Idaho (21.7%), and Washington, DC (21.3%). Alaska also reports the highest mean number of PA positions held (3.6), compared with the lowest mean in Louisiana (2.4). Leadership roles are most commonly reported by PAs in Alaska (24.0%), Washington, DC (23.9%), and Hawaii (23.5%).

We extend our sincere gratitude to the PAs who participated in the PA Professional Profile, whose contributions make this and all our reports possible. This publication serves as a vital resource for PAs, policymakers, workforce planners, and other stakeholders by documenting the distribution and practice patterns of PAs and illustrating their essential role in strengthening healthcare delivery across all states and Washington, DC. We encourage readers to explore all the detailed findings in this report.

Sincerely,

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

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

About the Data and Collection Methodology

Introduction

Since 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 board certified (for the first time) for one year or less. Data from that module can be found in the *Statistical Profile of Recently Board Certified PAs*, first published in 2014 and updated annually.

Data Editing and Analysis

Data reflected in this report includes aggregated responses from PAs who were board certified as of December 31, 2024 and have made updates to the Profile between January 1, 2022 and December 31, 2024. Data from 2020 has been included to provide five-year comparisons. In addition, some data were obtained from other NCCPA data collection efforts. As of December 31, 2024, there were 189,907 board certified PAs, and 159,514 provided responses for at least a portion of the Profile, yielding an overall response rate of 84.0%. In 2024 new questions were added to the Profile.

Findings from that data can be found in the appendix. The response rate for the new items is approximately 50% as of December 31, 2024. As more PAs access their Profile and provide responses to these newly added questions, it is anticipated that response rates on these items will be similar to the current overall response rate, and data from these items will be moved from the appendix to the body of the report in future years.

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. The NCCPA data reported is based on PA state of residence and may not necessarily reflect their state of clinical practice. Number of licensed PAs is derived from the 2024 Federation of State Medical Boards licensure data. Analyses of the data consist primarily of descriptive statistics. Percent change calculations reflect proportional changes from 2020-2024 throughout the report unless otherwise noted.

About NCCPA

NCCPA is the only board certifying organization for PAs in the U.S. Established as a not-for-profit organization in 1974, NCCPA is dedicated to providing certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors required upon entry into practice and throughout the careers of PAs. All U.S. states, the District of Columbia and the U.S. territories have decided to rely on NCCPA certification as one of the criteria for initial licensure or regulation of PAs. More than 219,000 PAs have been board certified by NCCPA since 1975.

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

Demographics

Number, Percent, Rate, Rank and Licensed PAs by State*

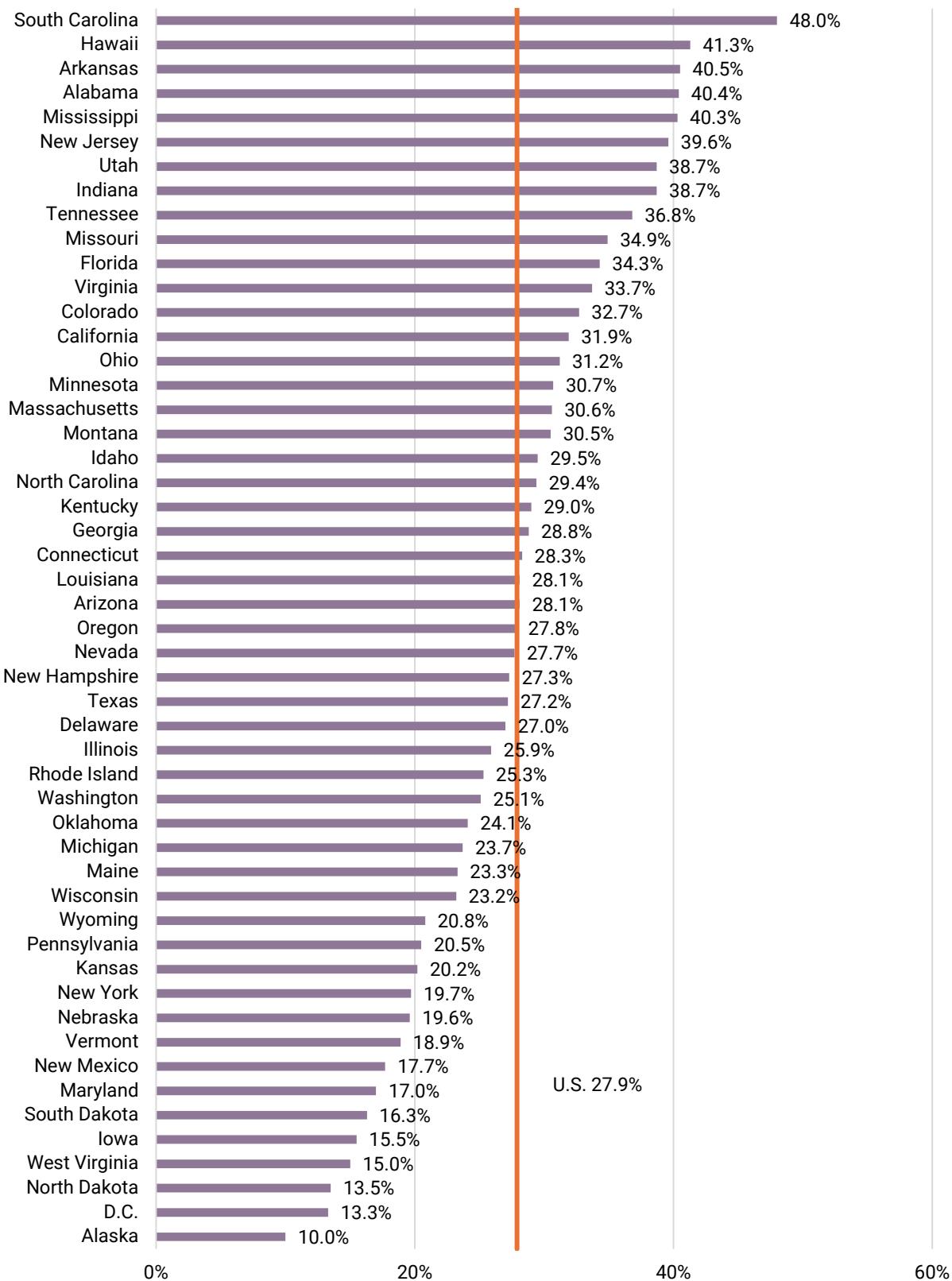
	Number of Certified PAs	Percent of Total PAs in the U.S.	Rate per 100,000 Population	Rank (of rate per 100,000 Population)	Percent Change in Number of Certified PAs 2020-2024	Number of PA Licenses***
United States	189,188**	100.0%	55.6		27.9%	233,664
Alabama	1,400	0.7%	25.7	49	40.4%	1,613
Alaska	701	0.4%	94.1	1	10.0%	953
Arizona	4,152	2.2%	53.1	26	28.1%	5,105
Arkansas	746	0.4%	22.3	50	40.5%	852
California	15,014	7.9%	36.0	45	31.9%	18,713
Colorado	5,170	2.7%	82.7	6	32.7%	5,943
Connecticut	3,386	1.8%	88.4	3	28.3%	4,117
Delaware	555	0.3%	50.7	31	27.0%	1,294
D.C.	323	0.2%	45.7	39	13.3%	1,094
Florida	12,603	6.7%	52.3	28	34.3%	14,585
Georgia	5,407	2.9%	46.1	34	28.8%	6,398
Hawaii	534	0.3%	35.0	47	41.3%	720
Idaho	1,645	0.9%	78.8	9	29.5%	2,048
Illinois	5,084	2.7%	37.8	42	25.9%	6,541
Indiana	2,603	1.4%	34.9	46	38.7%	3,256
Iowa	1,506	0.8%	45.4	37	15.5%	2,279
Kansas	1,490	0.8%	47.9	33	20.2%	1,755
Kentucky	2,032	1.1%	42.0	40	29.0%	2,246
Louisiana	1,779	0.9%	36.7	44	28.1%	1,925
Maine	1,139	0.6%	78.7	10	23.3%	1,397
Maryland	3,898	2.1%	61.0	21	17.0%	5,391
Massachusetts	5,233	2.8%	69.5	14	30.6%	6,539
Michigan	7,407	3.9%	69.6	15	23.7%	8,173
Minnesota	4,105	2.2%	66.5	16	30.7%	4,723
Mississippi	446	0.2%	14.4	51	40.3%	572
Missouri	1,866	1.0%	28.1	48	34.9%	2,615
Montana	1,009	0.5%	83.8	4	30.5%	1,497
Nebraska	1,605	0.8%	77.9	12	19.6%	1,904
Nevada	1,364	0.7%	40.3	41	27.7%	1,793
New Hampshire	1,190	0.6%	79.7	8	27.3%	1,449
New Jersey	5,107	2.7%	50.2	29	39.6%	6,713
New Mexico	990	0.5%	45.7	37	17.7%	1,342
New York	17,031	9.0%	82.6	7	19.7%	24,140
North Carolina	9,626	5.1%	84.1	5	29.4%	11,063
North Dakota	421	0.2%	52.0	30	13.5%	620
Ohio	5,643	3.0%	44.7	36	31.2%	6,417
Oklahoma	2,117	1.1%	49.8	32	24.1%	2,506
Oregon	2,674	1.4%	59.6	20	27.8%	3,584
Pennsylvania	12,129	6.4%	88.5	2	20.5%	12,804
Rhode Island	648	0.3%	56.4	23	25.3%	992
South Carolina	2,984	1.6%	50.8	27	48.0%	3,688
South Dakota	749	0.4%	78.6	11	16.3%	964
Tennessee	3,455	1.8%	44.9	35	36.8%	4,034
Texas	12,335	6.5%	38.3	43	27.2%	13,522
Utah	2,389	1.3%	64.7	18	38.7%	3,093
Vermont	484	0.3%	73.8	13	18.9%	588
Virginia	5,180	2.7%	55.2	22	33.7%	7,018
Washington	4,426	2.3%	53.2	25	25.1%	5,870
West Virginia	1,210	0.6%	65.0	17	15.0%	1,656
Wisconsin	3,867	2.0%	62.1	19	23.2%	4,899
Wyoming	331	0.2%	53.1	24	20.8%	661

*The number of certified PAs is based on the PA's state of residence reported to NCCPA.

**This reflects total number of certified PAs in the 50 U.S. states and District of Columbia. It does not include U.S. territories and other areas. There are 189,907 certified PAs worldwide.

***Source: Federation of State Medical Boards. Note: Some PAs maintain active licenses in more than one jurisdiction. The FSBM reported 233,664 licenses for 188,612 PAs.

Percent Change in Number of Certified PAs 2020-2024 by State

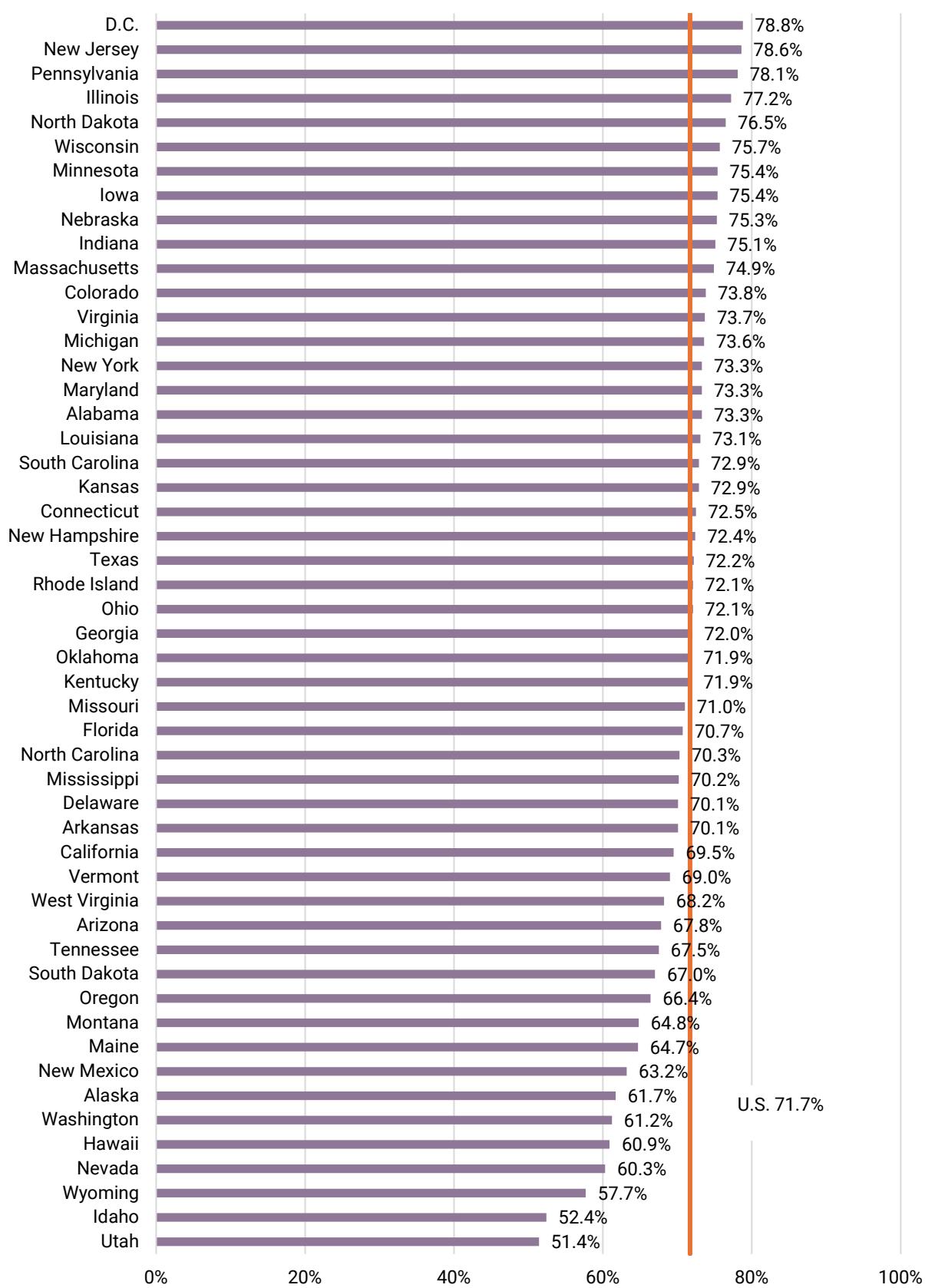


Gender by State

	Male		Female	
	2024 Percent	Percent Change 2020-2024	2024 Percent	Percent Change 2020-2024
United States	28.3%	-2.0%	71.7%	2.0%
Alabama	26.7%	-3.1%	73.3%	3.1%
Alaska	38.3%	-1.7%	61.7%	1.7%
Arizona	32.2%	-2.6%	67.8%	2.6%
Arkansas	29.9%	-2.3%	70.1%	2.3%
California	30.5%	-2.6%	69.5%	2.6%
Colorado	26.2%	-2.2%	73.8%	2.2%
Connecticut	27.5%	-2.5%	72.5%	2.5%
Delaware	29.9%	0.2%	70.1%	-0.2%
D.C.	21.2%	0.5%	78.8%	-0.5%
Florida	29.3%	-3.1%	70.7%	3.1%
Georgia	28.0%	-2.4%	72.0%	2.4%
Hawaii	39.1%	-2.7%	60.9%	2.7%
Idaho	47.6%	-0.9%	52.4%	0.9%
Illinois	22.8%	-1.3%	77.2%	1.3%
Indiana	24.9%	-2.1%	75.1%	2.1%
Iowa	24.6%	-1.6%	75.4%	1.6%
Kansas	27.1%	-1.9%	72.9%	1.9%
Kentucky	28.1%	-1.9%	71.9%	1.9%
Louisiana	26.9%	-2.5%	73.1%	2.5%
Maine	35.3%	-0.6%	64.7%	0.6%
Maryland	26.7%	-0.8%	73.3%	0.8%
Massachusetts	25.1%	-1.4%	74.9%	1.4%
Michigan	26.4%	-1.9%	73.6%	1.9%
Minnesota	24.6%	-0.6%	75.4%	0.6%
Mississippi	29.8%	-4.2%	70.2%	4.2%
Missouri	29.0%	-1.3%	71.0%	1.3%
Montana	35.2%	-4.4%	64.8%	4.4%
Nebraska	24.7%	-0.9%	75.3%	0.9%
Nevada	39.7%	-2.5%	60.3%	2.5%
New Hampshire	27.6%	-1.0%	72.4%	1.0%
New Jersey	21.4%	-1.1%	78.6%	1.1%
New Mexico	36.8%	-2.1%	63.2%	2.1%
New York	26.7%	-1.4%	73.3%	1.4%
North Carolina	29.7%	-2.6%	70.3%	2.6%
North Dakota	23.5%	-1.0%	76.5%	1.0%
Ohio	27.9%	-2.3%	72.1%	2.3%
Oklahoma	28.1%	-1.6%	71.9%	1.6%
Oregon	33.6%	0.4%	66.4%	-0.4%
Pennsylvania	21.9%	-1.3%	78.1%	1.3%
Rhode Island	27.9%	-0.1%	72.1%	0.1%
South Carolina	27.1%	-2.9%	72.9%	2.9%
South Dakota	33.0%	0.7%	67.0%	-0.7%
Tennessee	32.5%	-4.8%	67.5%	4.8%
Texas	27.8%	-2.1%	72.2%	2.1%
Utah	48.6%	-4.5%	51.4%	4.5%
Vermont	31.0%	-1.2%	69.0%	1.2%
Virginia	26.3%	-1.5%	73.7%	1.5%
Washington	38.8%	-3.7%	61.2%	3.7%
West Virginia	31.8%	-1.7%	68.2%	1.7%
Wisconsin	24.3%	-1.5%	75.7%	1.5%
Wyoming	42.3%	0.3%	57.7%	-0.3%

Note: 0.1% of the PA population self-reported as identifying as non-binary or preferred not to answer.

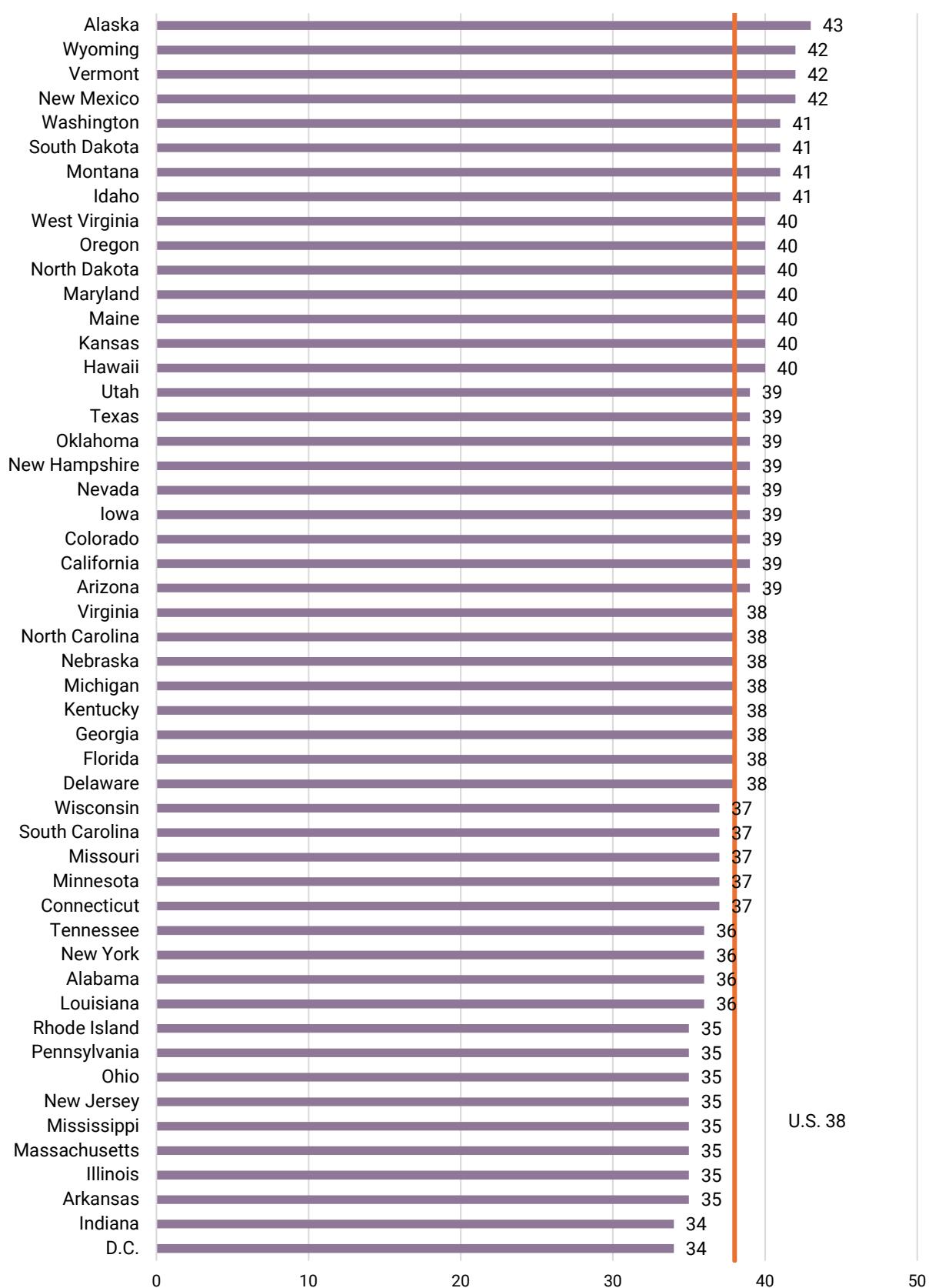
Percent Female by State



Age by State

	<30		30-39		40-49		50-59		60+		Median age	
	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020
United States	17.7%	17.8%	38.8%	38.4%	23.2%	23.1%	12.5%	12.6%	7.8%	8.1%	38	38
Alabama	22.2%	20.5%	39.8%	43.1%	22.0%	20.8%	11.4%	11.0%	4.6%	4.6%	36	36
Alaska	4.7%	5.5%	33.1%	33.9%	28.0%	23.7%	17.0%	16.7%	17.3%	18.1%	43	43
Arizona	14.8%	14.5%	36.2%	37.0%	26.0%	25.0%	14.2%	14.7%	8.7%	8.7%	39	39
Arkansas	20.0%	18.2%	49.8%	48.7%	18.2%	20.1%	6.9%	7.4%	5.1%	5.6%	35	34
California	12.4%	12.5%	40.0%	40.5%	24.5%	24.0%	14.1%	14.0%	9.0%	8.9%	39	40
Colorado	11.2%	11.2%	40.2%	40.2%	27.9%	27.9%	13.9%	14.1%	6.8%	6.7%	39	40
Connecticut	20.2%	20.3%	39.5%	39.3%	20.2%	20.6%	12.1%	11.8%	8.0%	7.9%	37	36
Delaware	22.2%	22.2%	34.6%	33.9%	18.7%	20.7%	11.7%	11.9%	12.8%	11.4%	38	36
D.C.	24.5%	23.2%	47.7%	44.9%	19.4%	22.9%	5.2%	5.0%	3.2%	4.0%	34	35
Florida	16.1%	16.0%	38.5%	37.6%	22.7%	23.0%	13.6%	14.3%	9.2%	9.1%	38	38
Georgia	15.3%	14.0%	39.6%	40.2%	23.9%	24.3%	13.8%	13.1%	7.4%	8.3%	38	38
Hawaii	11.4%	4.8%	37.1%	41.0%	26.8%	27.2%	15.4%	14.8%	9.4%	12.2%	40	41
Idaho	8.3%	8.2%	34.5%	40.2%	35.6%	32.8%	14.7%	12.0%	6.9%	6.9%	41	40
Illinois	22.2%	21.7%	42.1%	42.8%	20.6%	20.5%	9.9%	9.6%	5.1%	5.4%	35	35
Indiana	27.7%	27.9%	38.6%	39.2%	20.0%	18.8%	9.2%	9.3%	4.5%	4.8%	34	35
Iowa	18.3%	18.0%	33.6%	33.6%	24.5%	22.9%	12.9%	15.6%	10.7%	9.9%	39	39
Kansas	15.6%	14.8%	33.1%	35.2%	28.1%	26.6%	14.5%	14.7%	8.7%	8.8%	40	40
Kentucky	19.5%	17.9%	35.3%	35.6%	23.2%	26.7%	15.2%	12.5%	6.8%	7.4%	38	38
Louisiana	20.1%	21.7%	43.0%	43.4%	22.8%	21.5%	10.7%	9.8%	3.4%	3.5%	36	35
Maine	10.5%	10.5%	37.4%	33.4%	22.1%	23.1%	15.7%	17.7%	14.2%	15.3%	40	42
Maryland	13.4%	14.6%	35.8%	36.1%	25.6%	23.7%	14.5%	14.6%	10.7%	11.0%	40	39
Massachusetts	22.0%	23.2%	43.0%	40.7%	19.2%	19.1%	9.4%	10.2%	6.4%	6.8%	35	35
Michigan	19.3%	19.6%	36.6%	36.7%	23.8%	23.1%	12.3%	12.2%	8.0%	8.3%	38	37
Minnesota	17.3%	17.6%	43.0%	42.5%	24.1%	23.3%	10.3%	10.7%	5.3%	5.8%	37	37
Mississippi	19.1%	23.3%	50.0%	47.2%	18.6%	18.2%	9.9%	7.5%	2.5%	3.8%	35	34
Missouri	19.8%	19.2%	39.5%	38.6%	23.5%	24.4%	11.3%	11.5%	5.9%	6.4%	37	37
Montana	9.8%	9.1%	33.6%	35.6%	27.6%	25.6%	17.5%	17.2%	11.5%	12.5%	41	42
Nebraska	18.2%	17.4%	35.4%	36.6%	24.7%	25.3%	14.5%	12.7%	7.3%	8.0%	38	38
Nevada	11.5%	12.5%	39.8%	38.1%	25.4%	26.3%	14.2%	13.6%	9.0%	9.6%	39	39
New Hampshire	13.2%	15.8%	39.3%	38.3%	22.7%	22.6%	15.8%	15.0%	9.0%	8.3%	39	38
New Jersey	25.5%	25.9%	39.8%	38.3%	20.4%	21.8%	9.8%	9.5%	4.5%	4.5%	35	35
New Mexico	8.7%	8.6%	34.5%	33.2%	23.2%	20.5%	15.8%	19.7%	17.8%	18.1%	42	43
New York	23.1%	23.9%	37.6%	36.9%	20.1%	20.0%	11.4%	12.1%	7.8%	7.1%	36	36
North Carolina	14.6%	15.2%	40.2%	38.5%	22.7%	22.8%	13.8%	14.3%	8.8%	9.1%	38	38
North Dakota	11.2%	11.9%	37.3%	35.6%	24.5%	23.7%	12.4%	15.6%	14.7%	13.2%	40	40
Ohio	25.9%	26.4%	40.2%	38.0%	17.5%	17.5%	9.8%	11.1%	6.7%	7.0%	35	35
Oklahoma	18.3%	14.1%	32.6%	38.9%	26.4%	26.1%	13.8%	12.3%	8.9%	8.5%	39	39
Oregon	9.0%	8.6%	40.1%	42.1%	28.8%	26.7%	14.5%	14.5%	7.6%	8.2%	40	39
Pennsylvania	26.2%	29.8%	39.0%	37.5%	20.3%	18.5%	8.7%	8.6%	5.8%	5.6%	35	34
Rhode Island	21.5%	26.9%	44.3%	37.3%	17.0%	18.4%	9.9%	8.9%	7.4%	8.5%	35	34
South Carolina	20.4%	19.3%	38.3%	38.6%	23.6%	23.6%	11.2%	12.2%	6.4%	6.3%	37	37
South Dakota	13.0%	12.7%	33.4%	32.5%	25.1%	21.7%	15.0%	17.4%	13.6%	15.7%	41	41
Tennessee	20.4%	19.1%	40.8%	40.6%	20.6%	21.7%	10.9%	11.4%	7.2%	7.2%	36	36
Texas	14.8%	14.2%	38.1%	38.8%	25.4%	25.6%	13.6%	13.0%	8.2%	8.4%	39	39
Utah	10.9%	7.4%	39.5%	43.2%	31.2%	30.1%	11.8%	11.7%	6.7%	6.7%	39	39
Vermont	5.8%	5.4%	34.5%	35.1%	28.3%	24.6%	18.4%	21.4%	13.0%	13.5%	42	43
Virginia	16.2%	15.7%	39.8%	41.3%	24.5%	24.5%	12.6%	12.0%	6.8%	6.5%	38	38
Washington	8.1%	6.4%	36.4%	35.1%	26.9%	27.4%	16.9%	18.5%	11.7%	12.5%	41	42
West Virginia	18.1%	14.2%	29.8%	36.6%	29.1%	28.6%	15.9%	13.2%	7.2%	7.4%	40	39
Wisconsin	17.7%	20.9%	40.2%	37.7%	23.2%	21.1%	11.7%	12.6%	7.2%	7.8%	37	37
Wyoming	8.2%	8.4%	32.3%	32.1%	25.4%	22.3%	16.3%	22.3%	17.8%	15.0%	42	42

Median Age by State



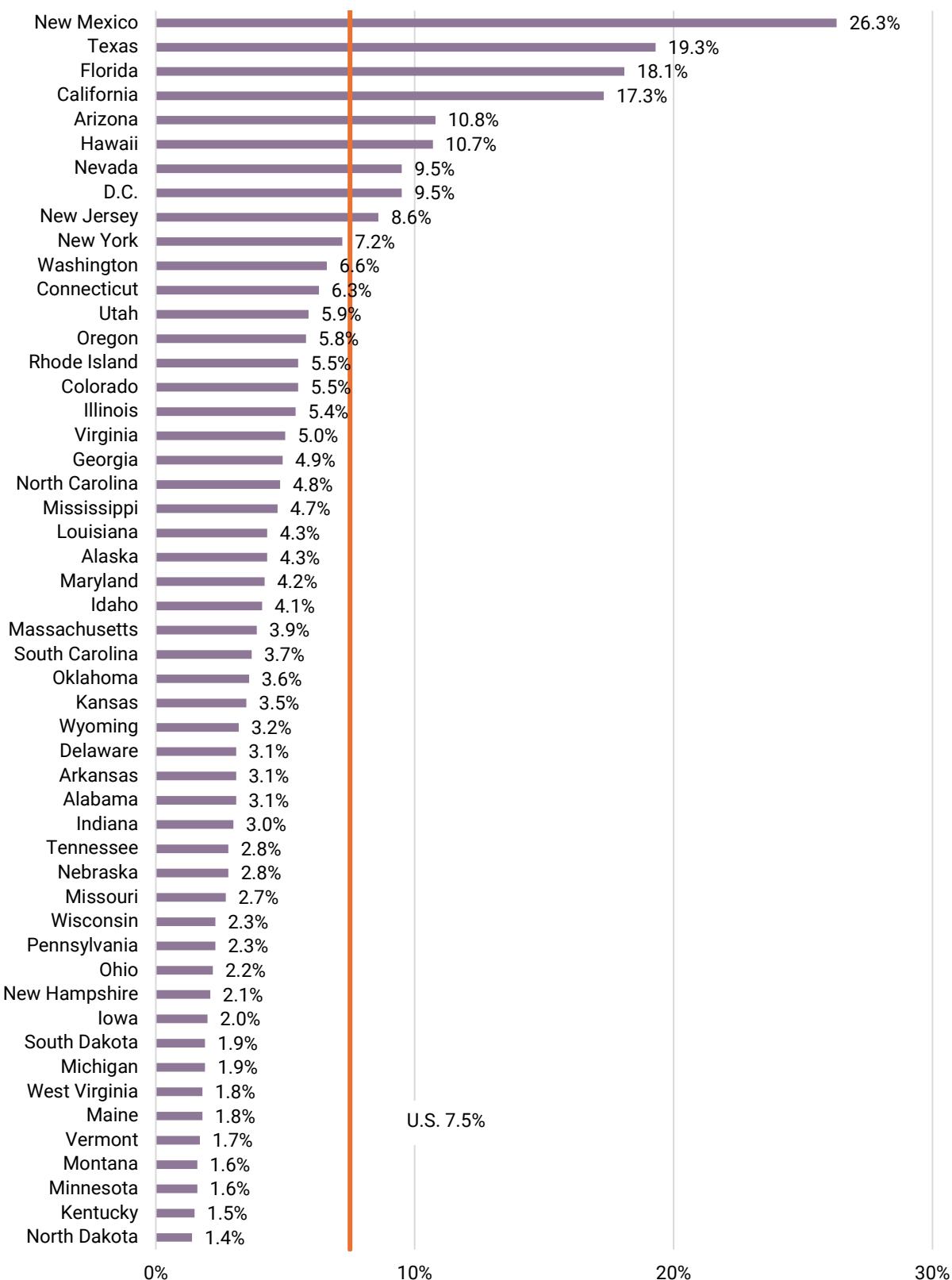
U.S. 38

Ethnicity by State

	2024 Percent Hispanic	Percent Change 2020-2024
United States	7.5%	0.8%
Alabama	3.1%	-0.1%
Alaska	4.3%	0.2%
Arizona	10.8%	1.9%
Arkansas	3.1%	1.3%
California	17.3%	0.9%
Colorado	5.5%	0.8%
Connecticut	6.3%	1.0%
Delaware	3.1%	0.8%
D.C.	9.5%	1.2%
Florida	18.1%	1.5%
Georgia	4.9%	0.7%
Hawaii	10.7%	1.2%
Idaho	4.1%	0.2%
Illinois	5.4%	0.9%
Indiana	3.0%	1.7%
Iowa	2.0%	-0.3%
Kansas	3.5%	-0.4%
Kentucky	1.5%	0.2%
Louisiana	4.3%	0.8%
Maine	1.8%	-0.3%
Maryland	4.2%	0.0%
Massachusetts	3.9%	0.2%
Michigan	1.9%	-0.3%
Minnesota	1.6%	0.4%
Mississippi	4.7%	1.6%
Missouri	2.7%	0.4%
Montana	1.6%	0.0%
Nebraska	2.8%	0.8%
Nevada	9.5%	0.9%
New Hampshire	2.1%	-0.4%
New Jersey	8.6%	0.6%
New Mexico	26.3%	5.0%
New York	7.2%	0.5%
North Carolina	4.8%	0.9%
North Dakota	1.4%	0.8%
Ohio	2.2%	0.3%
Oklahoma	3.6%	0.5%
Oregon	5.8%	1.4%
Pennsylvania	2.3%	0.4%
Rhode Island	5.5%	1.7%
South Carolina	3.7%	0.4%
South Dakota	1.9%	0.3%
Tennessee	2.8%	0.0%
Texas	19.3%	1.3%
Utah	5.9%	0.6%
Vermont	1.7%	-0.4%
Virginia	5.0%	0.5%
Washington	6.6%	0.5%
West Virginia	1.8%	0.0%
Wisconsin	2.3%	0.4%
Wyoming	3.2%	-0.5%

Note: PAs were asked if they were of Hispanic, Latino(a) or Spanish origin.

Ethnicity: Identifies as Hispanic, Latino(a)(X) or Spanish Origin by State



Race by State

	American Indian or Alaskan Native		Asian		Black/African American		Multi-race		Native Hawaiian/Pacific Islander		Other		White		Prefer not to answer	
	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024
United States	0.4%	0.0%	7.1%	1.1%	3.4%	0.1%	2.6%	0.5%	0.3%	0.0%	2.6%	-0.2%	79.4%	-1.4%	4.2%	-0.2%
Alabama	0.5%	-0.1%	2.8%	0.8%	5.4%	0.8%	2.5%	0.6%	0.1%	0.0%	0.9%	0.1%	85.3%	-1.3%	2.5%	-0.8%
Alaska	3.3%	-0.3%	2.3%	0.1%	1.5%	0.1%	3.7%	0.8%	0.3%	0.1%	2.0%	-0.3%	78.0%	-0.9%	8.8%	0.3%
Arizona	0.8%	-0.1%	5.3%	1.0%	1.7%	-0.2%	3.7%	0.9%	0.1%	-0.2%	3.2%	0.0%	80.1%	-1.4%	5.1%	0.0%
Arkansas	0.3%	0.1%	3.6%	1.0%	1.7%	0.2%	2.1%	0.4%	0.0%	0.0%	0.8%	0.4%	88.1%	-2.2%	3.3%	0.1%
California	0.4%	0.0%	21.9%	3.8%	3.3%	-0.3%	5.8%	1.3%	0.9%	-0.3%	7.9%	-0.6%	52.2%	-3.9%	7.5%	-0.2%
Colorado	0.3%	0.0%	2.8%	0.4%	0.7%	0.1%	3.3%	1.2%	0.1%	0.0%	1.5%	-0.2%	87.3%	-0.9%	4.1%	-0.5%
Connecticut	0.1%	0.0%	5.6%	2.0%	3.0%	1.0%	2.3%	1.2%	0.0%	0.0%	2.2%	0.0%	83.3%	-3.6%	3.5%	-0.6%
Delaware	0.2%	0.2%	5.2%	-0.2%	6.7%	0.7%	2.3%	1.5%	0.0%	0.0%	1.9%	0.5%	79.8%	-3.1%	4.0%	0.5%
D.C.	0.0%	0.0%	6.5%	0.2%	9.5%	0.7%	4.6%	-0.9%	0.0%	0.0%	1.1%	-0.2%	74.0%	0.5%	4.2%	-0.4%
Florida	0.3%	0.0%	5.4%	0.9%	4.2%	-0.4%	3.2%	0.5%	0.3%	0.0%	3.8%	-0.6%	78.0%	-0.3%	4.8%	-0.1%
Georgia	0.1%	-0.1%	6.7%	0.6%	10.8%	1.3%	2.4%	0.4%	0.2%	0.0%	1.8%	-0.5%	74.1%	-1.5%	4.0%	-0.2%
Hawaii	0.5%	0.2%	17.3%	0.9%	2.3%	-0.5%	11.5%	2.0%	4.1%	1.3%	2.9%	-0.6%	58.6%	-2.3%	2.9%	-0.9%
Idaho	0.1%	-0.1%	1.4%	-0.1%	0.2%	0.1%	2.4%	0.1%	0.3%	0.1%	1.3%	-0.4%	88.9%	0.9%	5.5%	-0.5%
Illinois	0.2%	0.0%	9.6%	1.7%	2.8%	0.3%	2.0%	0.4%	0.2%	0.0%	1.8%	0.1%	80.3%	-1.7%	3.0%	-0.9%
Indiana	0.1%	-0.1%	3.0%	1.5%	1.5%	-0.2%	2.1%	0.8%	<0.1%	<0.1%	0.9%	-0.3%	89.1%	-2.6%	3.3%	0.8%
Iowa	0.1%	0.0%	1.3%	0.1%	0.8%	0.3%	1.4%	0.7%	0.0%	-0.1%	0.5%	-0.3%	93.9%	0.1%	2.2%	-0.6%
Kansas	0.4%	0.1%	4.7%	0.4%	1.2%	-0.2%	1.9%	0.3%	0.2%	0.2%	1.2%	-0.1%	88.1%	-0.4%	2.4%	-0.3%
Kentucky	0.0%	-0.1%	1.7%	0.8%	1.9%	0.3%	1.7%	0.8%	0.0%	0.0%	0.6%	0.1%	91.8%	-2.4%	2.4%	0.6%
Louisiana	0.2%	-0.1%	3.5%	0.2%	4.8%	1.2%	2.2%	0.9%	0.1%	0.0%	1.1%	-0.1%	85.6%	-2.1%	2.6%	-0.1%
Maine	0.2%	-0.2%	1.3%	0.2%	0.4%	-0.4%	1.3%	0.0%	0.1%	-0.2%	0.3%	-0.3%	92.0%	0.8%	4.2%	-0.1%
Maryland	0.1%	0.0%	9.4%	2.0%	12.8%	0.0%	2.5%	0.5%	0.3%	-0.1%	2.2%	-0.4%	68.5%	-1.7%	4.2%	-0.3%
Massachusetts	<0.1%	<0.1%	6.7%	1.4%	2.3%	0.4%	2.2%	0.5%	0.1%	0.0%	1.6%	0.1%	83.7%	-1.4%	3.4%	-0.8%
Michigan	0.3%	0.0%	3.6%	0.4%	1.6%	0.1%	1.6%	0.3%	0.1%	-0.1%	2.7%	0.7%	86.7%	-1.6%	3.5%	0.2%
Minnesota	0.1%	0.0%	3.3%	0.3%	1.2%	0.2%	1.6%	0.6%	0.1%	0.0%	0.7%	0.0%	90.1%	-1.2%	2.8%	-0.1%
Mississippi	0.5%	0.1%	3.3%	-0.8%	6.0%	0.4%	2.5%	1.4%	0.0%	-0.4%	0.8%	0.4%	84.2%	0.3%	2.7%	-1.4%
Missouri	0.6%	0.4%	3.1%	0.8%	1.5%	0.3%	1.8%	0.1%	0.1%	0.1%	1.0%	-0.1%	89.5%	-1.4%	2.4%	-0.2%
Montana	0.5%	-0.2%	0.8%	0.2%	0.0%	-0.1%	1.8%	0.2%	0.1%	0.0%	0.7%	-0.5%	90.8%	0.8%	5.3%	-0.2%
Nebraska	0.1%	-0.1%	2.1%	0.5%	1.1%	0.4%	1.6%	0.2%	0.1%	0.1%	0.4%	-0.3%	93.1%	-1.2%	1.5%	0.3%
Nevada	0.3%	-0.3%	13.3%	2.7%	3.4%	-0.6%	4.3%	0.8%	0.9%	0.5%	3.6%	-0.4%	67.0%	-2.1%	7.3%	-0.4%
New Hampshire	0.1%	0.0%	2.5%	0.2%	0.5%	0.0%	1.2%	0.2%	0.1%	0.0%	1.4%	0.4%	90.0%	-0.9%	4.3%	0.2%
New Jersey	0.1%	0.0%	14.3%	1.9%	4.2%	-0.1%	2.3%	0.6%	0.3%	-0.2%	3.8%	0.0%	71.0%	-1.8%	4.1%	-0.3%
New Mexico	2.8%	-1.1%	3.7%	1.1%	1.2%	-0.3%	3.8%	1.4%	0.4%	0.3%	6.1%	0.0%	75.4%	-0.1%	6.7%	-1.2%
New York	0.2%	0.1%	10.9%	1.2%	5.4%	0.1%	2.3%	0.5%	0.2%	0.0%	3.6%	-0.4%	72.2%	-1.0%	5.3%	-0.4%
North Carolina	0.6%	0.0%	3.7%	0.6%	4.6%	0.3%	2.3%	0.9%	0.1%	-0.1%	1.3%	-0.1%	83.4%	-1.8%	4.0%	0.0%
North Dakota	0.5%	-0.4%	1.1%	-0.1%	0.3%	0.0%	1.9%	0.4%	0.5%	0.5%	0.3%	0.0%	92.9%	0.1%	2.4%	-0.6%
Ohio	0.1%	<0.1%	3.0%	0.5%	2.1%	0.1%	1.8%	0.3%	0.1%	-0.1%	1.3%	-0.3%	88.7%	-0.5%	2.9%	-0.2%
Oklahoma	5.1%	0.6%	4.9%	0.1%	1.8%	0.5%	4.9%	0.5%	0.1%	0.0%	1.5%	-0.2%	79.0%	-2.0%	2.8%	0.6%
Oregon	0.4%	0.2%	5.9%	1.6%	1.1%	0.2%	3.5%	0.6%	0.2%	0.0%	1.9%	-0.1%	82.0%	-2.3%	5.0%	-0.3%
Pennsylvania	0.1%	<0.1%	3.6%	0.7%	1.4%	0.0%	1.2%	0.2%	0.1%	0.0%	0.7%	-0.1%	90.2%	-0.7%	2.7%	-0.1%
Rhode Island	0.0%	0.0%	2.1%	0.2%	2.3%	0.2%	1.7%	-0.2%	0.2%	0.0%	0.8%	-0.4%	85.9%	-1.9%	7.0%	2.1%
South Carolina	0.2%	0.1%	2.6%	0.7%	3.9%	-0.5%	1.7%	0.3%	0.2%	0.0%	0.9%	-0.2%	87.1%	-0.4%	3.4%	0.0%
South Dakota	0.7%	-0.3%	1.0%	0.0%	0.6%	-0.1%	1.0%	-0.4%	0.1%	0.1%	0.7%	-0.5%	92.5%	1.0%	3.1%	0.0%
Tennessee	0.2%	0.1%	2.4%	0.3%	2.4%	-0.2%	1.6%	-0.3%	0.2%	0.1%	1.3%	-0.4%	88.6%	0.7%	3.3%	-0.3%
Texas	0.5%	0.0%	11.5%	1.8%	5.8%	0.5%	2.9%	0.4%	0.2%	0.0%	4.3%	-0.5%	71.0%	-2.0%	3.9%	-0.1%
Utah	0.6%	0.1%	2.4%	0.7%	0.4%	-0.1%	2.4%	0.6%	0.6%	0.1%	1.7%	0.1%	86.7%	-1.2%	5.2%	-0.2%
Vermont	0.0%	0.0%	1.4%	0.0%	0.5%	-0.1%	1.4%	0.8%	0.0%	-0.3%	1.0%	0.4%	90.5%	-0.3%	5.2%	-0.7%
Virginia	0.2%	0.0%	6.9%	1.3%	5.2%	0.4%	2.7%	0.5%	0.2%	0.0%	2.4%	0.0%	78.3%	-0.9%	4.0%	-1.2%
Washington	0.8%	0.1%	8.2%	1.7%	1.7%	0.3%	3.9%	0.5%	0.5%	0.0%	2.4%	-0.1%	76.2%	-2.5%	6.2%	-0.3%
West Virginia	0.0%	0.0%	1.7%	-0.2%	0.9%	0.4%	1.1%	0.1%	0.2%	0.0%	0.5%	0.0%	93.1%	1.3%	2.6%	-1.5%
Wisconsin	0.2%	0.0%	2.1%	0.0%	0.8%	0.1%	1.3%	0.4%	0.1%	<0.1%	0.8%	0.1%	92.3%	-0.2%	2.3%	-0.6%
Wyoming	0.3%	-0.1%	0.3%	-0.1%	0.0%	0.0%	1.3%	0.1%	0.0%	0.0%	1.7%	0.1%	88.3%	-3.0%	8.0%	2.9%

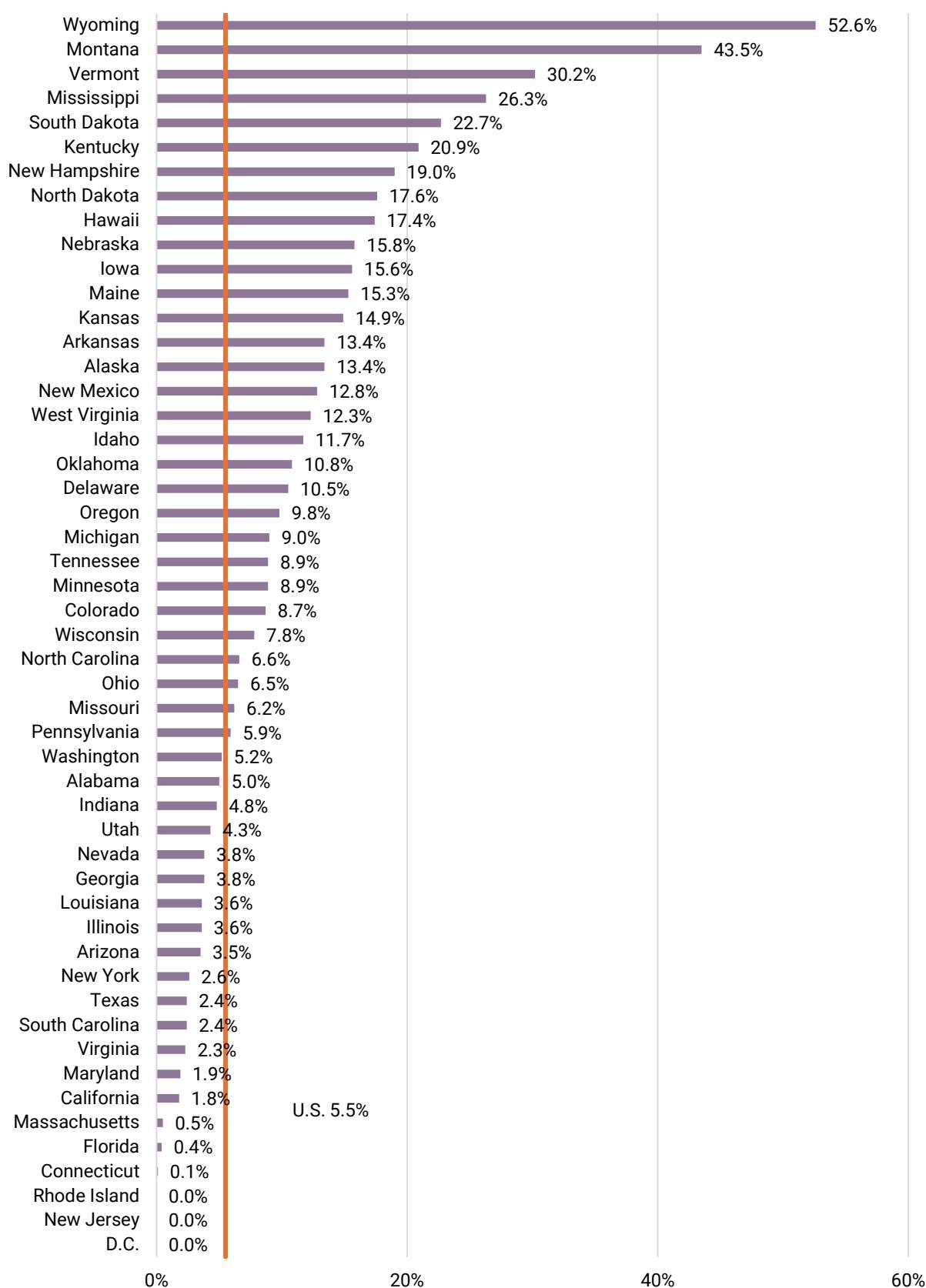
Note: PAs were asked how they classify their race.

Rural/Urban Distribution of PAs by State

	Urban	Large rural	Small rural	Isolated
United States	93.3%	3.9%	1.6%	1.2%
Alabama	94.7%	3.4%	1.6%	0.4%
Alaska	78.7%	3.1%	10.3%	7.8%
Arizona	96.5%	2.6%	0.9%	0.1%
Arkansas	85.3%	11.1%	2.3%	1.2%
California	97.9%	1.4%	0.4%	0.3%
Colorado	90.1%	5.0%	3.7%	1.2%
Connecticut	99.7%	0.1%	0.0%	0.2%
Delaware	89.5%	9.2%	1.3%	0.0%
D.C.	100.0%	0.0%	0.0%	0.0%
Florida	99.6%	0.2%	0.2%	<0.1%
Georgia	96.0%	3.2%	0.6%	0.2%
Hawaii	80.9%	13.5%	3.9%	1.7%
Idaho	85.1%	9.2%	2.5%	3.2%
Illinois	95.9%	2.1%	1.5%	0.5%
Indiana	94.7%	4.2%	0.6%	0.5%
Iowa	80.2%	6.2%	9.4%	4.1%
Kansas	79.0%	9.1%	5.8%	6.1%
Kentucky	76.2%	14.5%	6.4%	2.9%
Louisiana	95.9%	1.6%	2.0%	0.5%
Maine	77.7%	9.9%	5.4%	7.0%
Maryland	97.3%	1.9%	<0.1%	0.7%
Massachusetts	99.3%	0.4%	0.1%	0.2%
Michigan	89.4%	7.0%	2.0%	1.6%
Minnesota	88.9%	6.1%	2.8%	2.2%
Mississippi	72.2%	20.0%	6.3%	1.6%
Missouri	92.0%	4.4%	1.8%	1.8%
Montana	48.1%	31.0%	12.5%	8.4%
Nebraska	76.7%	10.2%	5.6%	7.5%
Nevada	96.2%	3.2%	0.6%	0.1%
New Hampshire	73.5%	15.8%	3.2%	7.5%
New Jersey	100.0%	0.0%	0.0%	0.0%
New Mexico	85.9%	10.3%	2.5%	1.3%
New York	96.7%	1.7%	0.9%	0.7%
North Carolina	92.8%	5.3%	1.3%	0.6%
North Dakota	69.4%	12.8%	4.8%	13.1%
Ohio	92.9%	5.0%	1.5%	0.6%
Oklahoma	87.3%	8.8%	2.0%	1.9%
Oregon	89.0%	8.3%	1.5%	1.2%
Pennsylvania	92.7%	4.4%	1.5%	1.4%
Rhode Island	100.0%	0.0%	0.0%	0.0%
South Carolina	97.3%	2.2%	0.2%	0.3%
South Dakota	65.4%	20.2%	2.5%	11.9%
Tennessee	90.3%	6.5%	2.4%	0.8%
Texas	97.3%	1.7%	0.7%	0.3%
Utah	94.8%	2.3%	2.0%	0.9%
Vermont	50.2%	18.8%	11.4%	19.6%
Virginia	96.9%	1.0%	1.3%	0.8%
Washington	94.0%	4.0%	1.2%	0.9%
West Virginia	85.3%	5.9%	6.4%	2.5%
Wisconsin	89.1%	4.3%	3.5%	3.1%
Wyoming	33.8%	29.9%	22.7%	13.6%

Note: Rural-Urban Commuting Area Codes (RUCA) classify U.S. census tracts that utilize population density, urbanization and daily commuting.

Practices in a Rural* Area by State

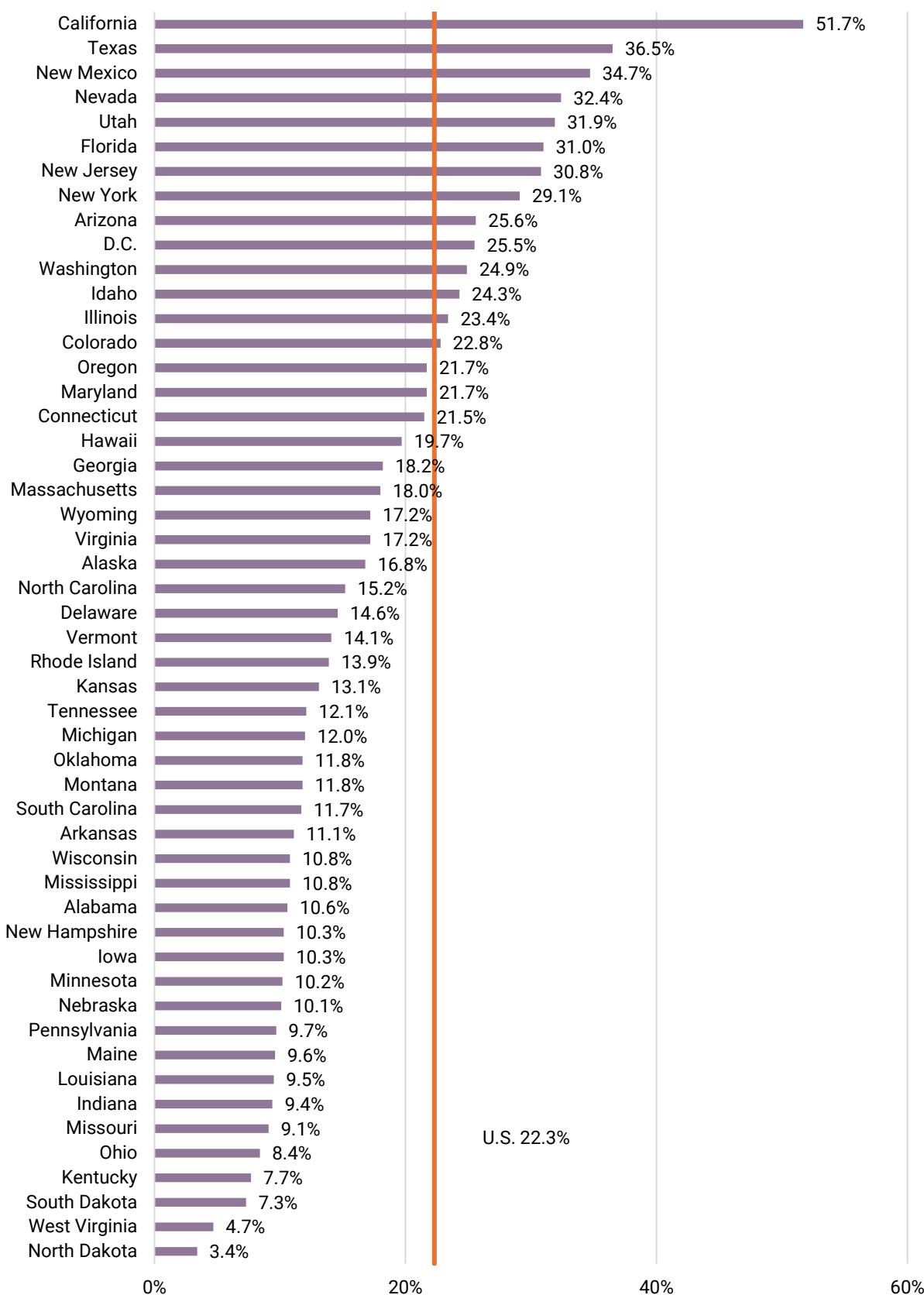


Language by State

	Percent speak another language		Most common languages	
	2024	Percent change 2020-2024	2024	2020
United States	22.3%	-0.4%	Spanish, Chinese, Hindi	Spanish, Chinese, Russian
Alabama	10.6%	0.8%	Spanish, French, Gujarati	Spanish, Gujarati, French
Alaska	16.8%	-0.6%	Spanish, Russian, French	Spanish, German, Russian
Arizona	25.6%	-1.6%	Spanish, Hindi, Russian	Spanish, Russian, French
Arkansas	11.1%	-0.3%	Spanish, German, Chinese	Spanish, German, French
California	51.7%	-1.0%	Spanish, Chinese, Vietnamese	Spanish, Chinese, Vietnamese
Colorado	22.8%	-1.8%	Spanish, French, Vietnamese	Spanish, Russian, Portuguese
Connecticut	21.5%	-0.4%	Spanish, Polish, Portuguese	Spanish, Polish, Italian
Delaware	14.6%	1.8%	Spanish, French, Chinese	Spanish, Hindi, Gujarati
D.C.	25.5%	0.0%	Spanish, Hindi, Gujarati	Spanish, French, Chinese
Florida	31.0%	-0.1%	Spanish, French, Creole	Spanish, French, French Creole
Georgia	18.2%	0.3%	Spanish, Hindi, Gujarati	Spanish, French, Gujarati
Hawaii	19.7%	-3.6%	Spanish, Japanese, Chinese	Spanish, Japanese, Chinese
Idaho	24.3%	-0.1%	Spanish, Portuguese, French	Spanish, Portuguese, French
Illinois	23.4%	0.8%	Spanish, Hindi, Gujarati	Spanish, Hindi, Polish
Indiana	9.4%	0.4%	Spanish, Hindi, Arabic	Spanish, Arabic, French
Iowa	10.3%	-0.6%	Spanish, French, Vietnamese	Spanish, French, Vietnamese
Kansas	13.1%	-0.6%	Spanish, Vietnamese, Hindi	Spanish, Vietnamese, Hindi
Kentucky	7.7%	-0.3%	Spanish, French, Hindi	Spanish, German, Arabic
Louisiana	9.5%	-0.5%	Spanish, French, Vietnamese	Spanish, French, Vietnamese
Maine	9.6%	-0.3%	Spanish, French, Chinese	Spanish, French, Chinese
Maryland	21.7%	0.4%	Spanish, French, Hindi	Spanish, French, Chinese
Massachusetts	18.0%	-0.8%	Spanish, Chinese, French	Spanish, Portuguese, Chinese
Michigan	12.0%	0.4%	Spanish, Arabic, Hindi	Spanish, Arabic, French
Minnesota	10.2%	-0.5%	Spanish, Vietnamese, Russian	Spanish, Vietnamese, French
Mississippi	10.8%	0.0%	Spanish, Hindi, Arabic	Spanish, German, Hindi
Missouri	9.1%	0.2%	Spanish, Hindi, French	Spanish, Russian, French
Montana	11.8%	-0.4%	Spanish, French, German	Spanish, Russian, German
Nebraska	10.1%	-0.1%	Spanish, Vietnamese, Russian	Spanish, Vietnamese, Japanese
Nevada	32.4%	-1.7%	Spanish, Chinese, Tagalog	Spanish, Chinese, Vietnamese
New Hampshire	10.3%	0.8%	Spanish, French, Chinese	Spanish, French, Chinese
New Jersey	30.8%	-0.6%	Spanish, Hindi, Gujarati	Spanish, Gujarati, Hindi
New Mexico	34.7%	-1.7%	Spanish, French, Greek	Spanish, Vietnamese, German
New York	29.1%	-1.5%	Spanish, Russian, Chinese	Spanish, Russian, Chinese
North Carolina	15.2%	-1.6%	Spanish, French, Hindi	Spanish, Hindi, French
North Dakota	3.4%	0.3%	Spanish, Persian, Russian	Spanish, Russian, French
Ohio	8.4%	-0.3%	Spanish, Arabic, Hindi	Spanish, Hindi, Russian
Oklahoma	11.8%	-0.3%	Spanish, Vietnamese, Chinese	Spanish, Vietnamese, German
Oregon	21.7%	-0.4%	Spanish, Vietnamese, Chinese	Spanish, French, Vietnamese
Pennsylvania	9.7%	-0.4%	Spanish, Russian, Chinese	Spanish, Russian, French
Rhode Island	13.9%	-2.8%	Spanish, Portuguese, Italian	Spanish, Portuguese, Italian
South Carolina	11.7%	0.1%	Spanish, Gujarati, French	Spanish, French, German
South Dakota	7.3%	1.0%	Spanish, German, Chinese	Spanish, German, Persian
Tennessee	12.1%	-0.1%	Spanish, Arabic, Hindi	Spanish, Hindi, French
Texas	36.5%	-0.6%	Spanish, Vietnamese, Hindi	Spanish, Vietnamese, Hindi
Utah	31.9%	0.2%	Spanish, Portuguese, German	Spanish, Portuguese, German
Vermont	14.1%	1.4%	Spanish, French, Italian	Spanish, French, German
Virginia	17.2%	-0.2%	Spanish, Hindi, Korean	Spanish, French, Korean
Washington	24.9%	0.4%	Spanish, Russian, Chinese	Spanish, Russian, Chinese
West Virginia	4.7%	-0.3%	Spanish, French, Arabic	Spanish, Arabic, Urdu
Wisconsin	10.8%	-0.9%	Spanish, French, Arabic	Spanish, Russian, French
Wyoming	17.2%	0.5%	Spanish, German, Italian	Spanish, German, Portuguese

Note: PAs were asked if they communicate with patients in a language other than English and if so, which languages do they speak.

Speak in a Language Other than English by State

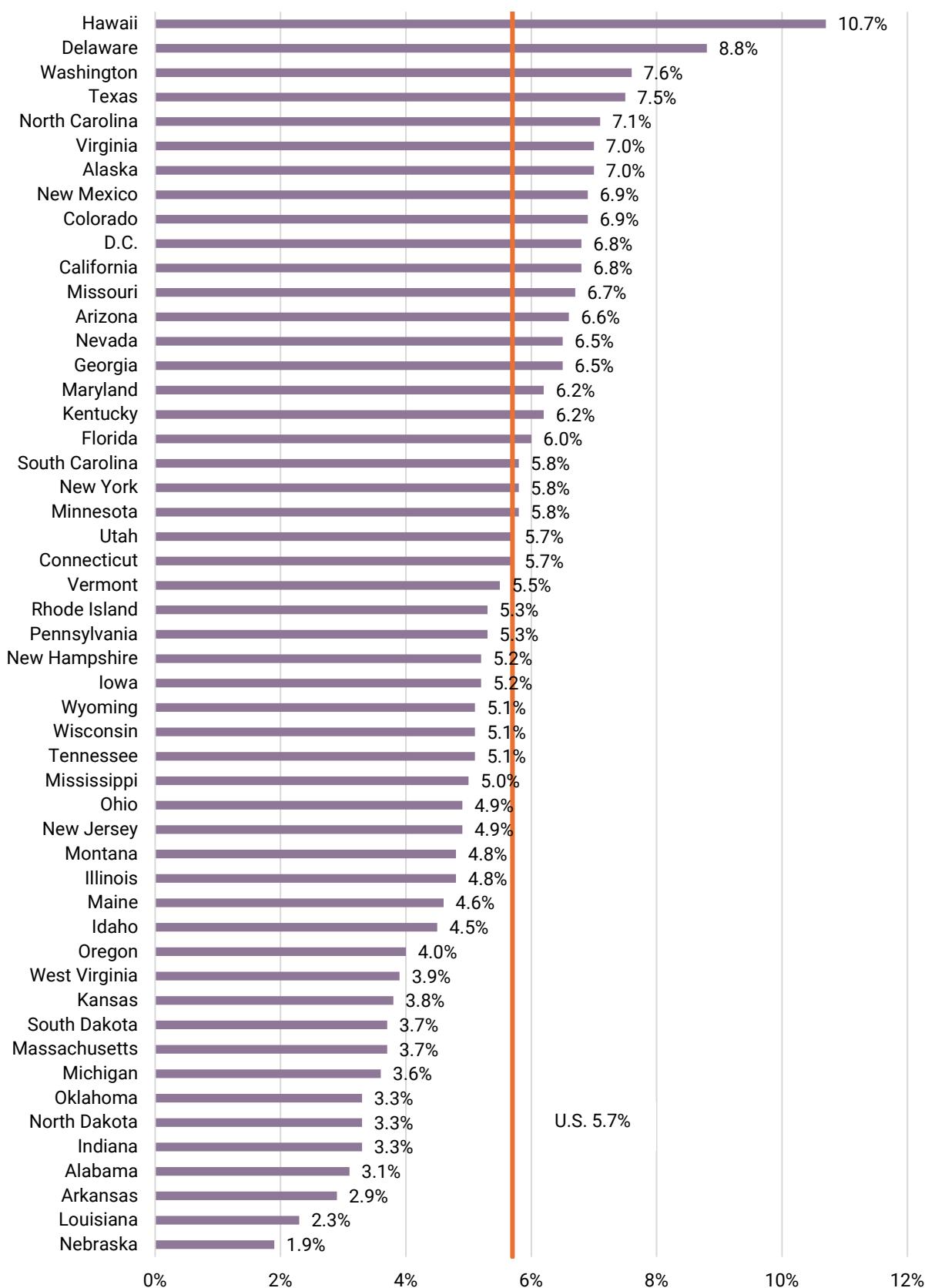


Completed a Postgraduate Program by State

	Completed postgraduate program (residency or fellowship)
United States	5.7%
Alabama	3.1%
Alaska	7.0%
Arizona	6.6%
Arkansas	2.9%
California	6.8%
Colorado	6.9%
Connecticut	5.7%
Delaware	8.8%
D.C.	6.8%
Florida	6.0%
Georgia	6.5%
Hawaii	10.7%
Idaho	4.5%
Illinois	4.8%
Indiana	3.3%
Iowa	5.2%
Kansas	3.8%
Kentucky	6.2%
Louisiana	2.3%
Maine	4.6%
Maryland	6.2%
Massachusetts	3.7%
Michigan	3.6%
Minnesota	5.8%
Mississippi	5.0%
Missouri	6.7%
Montana	4.8%
Nebraska	1.9%
Nevada	6.5%
New Hampshire	5.2%
New Jersey	4.9%
New Mexico	6.9%
New York	5.8%
North Carolina	7.1%
North Dakota	3.3%
Ohio	4.9%
Oklahoma	3.3%
Oregon	4.0%
Pennsylvania	5.3%
Rhode Island	5.3%
South Carolina	5.8%
South Dakota	3.7%
Tennessee	5.1%
Texas	7.5%
Utah	5.7%
Vermont	5.5%
Virginia	7.0%
Washington	7.6%
West Virginia	3.9%
Wisconsin	5.1%
Wyoming	5.1%

Note: PAs were asked if they completed a PA postgraduate program.

Completed Postgraduate Program by State

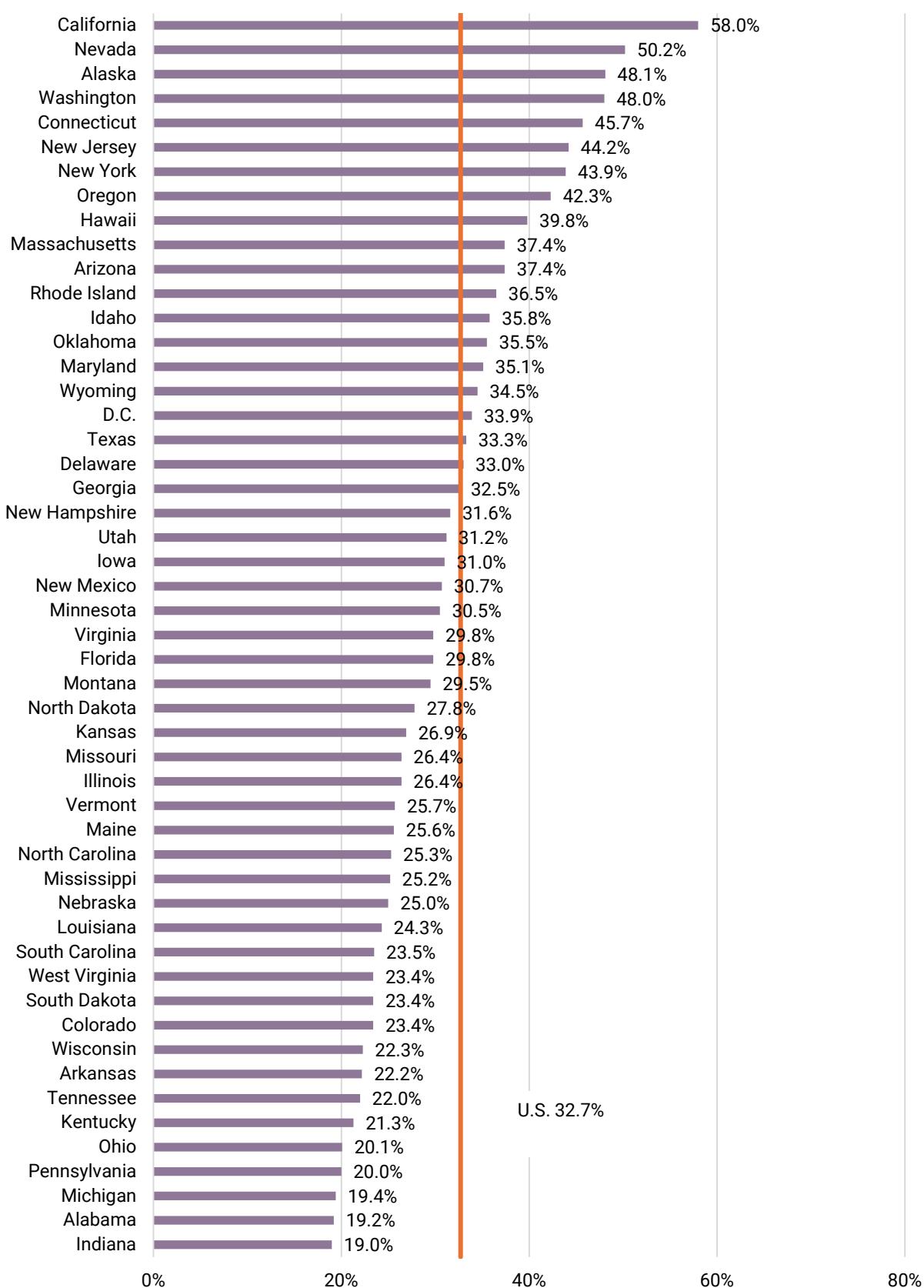


Income by State

	≤\$60,000		\$60,001-\$80,000		\$80,001-\$100,000		\$100,001-\$120,000		\$120,001-\$140,000		\$140,001-\$160,000		\$160,001-\$180,000		\$180,001-\$200,000		More than \$200,000	
	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020
United States	3.9%	4.8%	3.5%	4.9%	10.1%	20.3%	25.7%	32.2%	24.3%	19.0%	14.9%	9.0%	7.6%	4.1%	4.5%	2.4%	5.7%	3.0%
Alabama	5.1%	4.7%	4.3%	6.8%	19.1%	33.7%	33.5%	26.9%	18.8%	16.1%	8.6%	6.2%	4.0%	2.7%	3.4%	1.6%	3.2%	1.7%
Alaska	5.8%	5.0%	3.8%	6.7%	5.7%	11.8%	16.2%	21.1%	20.4%	24.8%	18.3%	11.8%	12.3%	7.1%	5.8%	5.2%	11.7%	6.7%
Arizona	4.1%	4.6%	3.5%	4.0%	7.2%	14.5%	24.5%	31.0%	23.3%	20.4%	15.8%	11.4%	8.1%	5.6%	5.9%	3.9%	7.6%	4.6%
Arkansas	5.3%	5.9%	3.9%	4.2%	19.2%	30.9%	30.4%	28.3%	19.0%	15.3%	10.0%	7.5%	5.5%	2.5%	2.9%	1.9%	3.8%	3.6%
California	3.3%	4.5%	2.8%	4.1%	4.9%	9.7%	12.2%	22.1%	18.7%	21.8%	17.8%	14.9%	13.4%	8.6%	10.8%	6.5%	16.0%	7.8%
Colorado	4.9%	6.5%	4.9%	7.8%	12.1%	23.8%	28.8%	35.0%	26.0%	15.5%	12.3%	6.0%	5.2%	2.3%	2.6%	1.3%	3.3%	1.7%
Connecticut	2.9%	3.8%	2.2%	2.7%	3.7%	9.9%	19.2%	31.0%	26.3%	24.7%	20.4%	14.0%	10.7%	5.8%	6.7%	4.0%	7.9%	4.1%
Delaware	2.6%	2.7%	2.8%	3.4%	9.4%	23.6%	27.2%	33.5%	25.2%	16.9%	16.8%	12.8%	8.5%	2.1%	3.4%	1.7%	4.3%	3.4%
D.C.	1.4%	2.0%	2.8%	2.5%	3.7%	17.3%	26.9%	39.8%	31.5%	20.5%	15.5%	8.2%	8.8%	6.7%	4.6%	1.5%	5.0%	1.5%
Florida	4.1%	5.2%	3.4%	4.5%	11.8%	22.9%	27.7%	30.5%	23.2%	18.3%	13.4%	8.7%	6.8%	4.2%	4.3%	2.4%	5.3%	3.3%
Georgia	4.0%	4.8%	3.4%	4.5%	10.9%	22.9%	25.7%	30.1%	23.6%	18.8%	14.4%	8.2%	7.3%	3.9%	4.6%	2.6%	6.2%	4.0%
Hawaii	4.4%	5.9%	5.0%	5.1%	8.4%	18.7%	20.9%	23.5%	21.5%	26.4%	17.0%	6.6%	11.6%	6.3%	2.5%	3.0%	8.7%	4.8%
Idaho	4.1%	5.7%	3.3%	4.2%	9.5%	19.9%	23.5%	33.5%	23.8%	18.1%	16.2%	9.1%	8.2%	4.5%	4.8%	2.3%	6.6%	2.6%
Illinois	3.8%	4.4%	3.5%	4.8%	10.3%	21.7%	28.4%	36.9%	27.6%	18.2%	14.4%	8.0%	5.9%	2.4%	2.6%	1.5%	3.5%	2.1%
Indiana	5.0%	4.4%	3.2%	4.6%	10.8%	19.7%	36.1%	40.9%	25.9%	19.4%	10.3%	5.5%	3.8%	2.3%	2.4%	1.5%	2.5%	1.7%
Iowa	5.1%	4.6%	4.4%	5.5%	10.3%	18.9%	26.7%	33.3%	22.6%	20.8%	12.1%	7.0%	8.7%	3.5%	5.0%	3.5%	5.2%	2.7%
Kansas	5.8%	6.1%	5.1%	6.8%	15.8%	27.4%	27.1%	31.8%	19.5%	13.7%	12.3%	6.1%	5.7%	2.1%	4.1%	2.5%	4.8%	3.3%
Kentucky	4.6%	5.8%	3.9%	6.2%	16.6%	30.5%	32.2%	30.6%	21.4%	15.6%	10.8%	5.9%	5.9%	2.4%	2.2%	1.1%	2.4%	1.9%
Louisiana	2.8%	2.7%	3.3%	5.2%	11.6%	28.4%	35.5%	31.4%	22.7%	16.2%	11.0%	8.1%	5.9%	3.5%	3.6%	1.9%	3.8%	2.5%
Maine	4.5%	5.7%	3.3%	6.1%	8.6%	17.9%	31.2%	35.3%	27.0%	19.9%	14.6%	9.1%	4.8%	2.5%	2.8%	1.5%	3.4%	1.9%
Maryland	3.9%	5.0%	3.3%	4.1%	8.7%	18.6%	22.4%	31.9%	26.7%	20.9%	16.8%	9.6%	8.2%	5.0%	4.6%	2.6%	5.5%	2.2%
Massachusetts	2.8%	3.9%	2.2%	3.9%	6.4%	17.4%	22.7%	33.2%	28.5%	21.3%	18.6%	11.2%	8.5%	4.4%	5.2%	2.4%	5.1%	2.2%
Michigan	4.8%	5.7%	5.1%	6.2%	13.4%	24.5%	33.0%	38.1%	24.5%	14.6%	10.3%	5.8%	4.3%	2.6%	2.1%	1.0%	2.7%	1.7%
Minnesota	2.7%	3.3%	2.8%	3.6%	7.9%	14.1%	25.7%	39.1%	30.5%	24.0%	16.2%	8.8%	6.4%	3.1%	4.2%	2.1%	3.7%	2.0%
Mississippi	2.8%	4.2%	2.8%	4.7%	13.2%	30.0%	31.9%	27.7%	24.2%	16.4%	12.1%	7.9%	6.0%	4.6%	3.2%	2.3%	3.9%	1.9%
Missouri	3.9%	4.9%	3.0%	5.4%	12.0%	26.4%	32.0%	32.1%	22.9%	18.0%	14.2%	7.4%	5.9%	2.1%	3.0%	1.6%	3.3%	2.0%
Montana	4.3%	6.1%	3.6%	6.4%	8.7%	20.0%	26.8%	34.3%	27.1%	20.7%	16.5%	6.7%	6.7%	3.3%	2.7%	0.7%	3.6%	1.9%
Nebraska	4.4%	5.1%	4.4%	7.5%	14.8%	28.7%	29.3%	31.6%	22.1%	13.5%	12.4%	7.1%	5.1%	2.8%	3.0%	1.5%	4.5%	2.4%
Nevada	3.7%	2.7%	4.1%	2.9%	5.1%	11.0%	16.4%	25.4%	20.5%	24.1%	18.6%	14.8%	11.7%	6.2%	9.0%	5.0%	10.9%	7.8%
New Hampshire	3.4%	4.8%	2.8%	3.9%	7.6%	19.7%	23.6%	37.1%	31.2%	20.6%	16.6%	7.0%	6.8%	3.2%	4.7%	1.8%	3.5%	2.0%
New Jersey	3.4%	4.3%	2.3%	3.9%	6.2%	14.3%	18.5%	30.3%	25.3%	21.6%	20.3%	11.1%	9.9%	6.1%	6.0%	3.8%	8.0%	4.7%
New Mexico	5.0%	4.9%	4.6%	5.6%	8.5%	20.2%	24.2%	34.9%	27.1%	20.3%	15.2%	6.7%	6.1%	2.7%	4.1%	2.1%	5.3%	2.6%
New York	3.2%	3.9%	2.7%	4.2%	7.8%	17.4%	19.5%	31.5%	23.0%	20.2%	18.8%	11.1%	11.1%	4.8%	6.1%	2.8%	7.9%	4.0%
North Carolina	4.0%	5.3%	3.6%	4.9%	12.0%	24.1%	30.3%	34.2%	25.0%	18.2%	13.3%	6.8%	5.9%	3.0%	2.8%	1.7%	3.3%	1.7%
North Dakota	3.9%	6.7%	6.6%	6.0%	8.9%	17.7%	25.8%	37.9%	27.1%	17.0%	13.1%	5.3%	5.6%	4.3%	3.9%	1.8%	5.2%	3.2%
Ohio	3.5%	4.6%	3.8%	5.0%	13.7%	26.6%	35.6%	36.2%	23.4%	16.3%	11.5%	6.2%	4.5%	2.9%	1.9%	1.1%	2.2%	1.2%
Oklahoma	4.6%	5.7%	2.4%	3.5%	7.4%	17.8%	22.7%	29.8%	27.5%	20.9%	16.6%	9.9%	7.3%	5.1%	5.2%	2.8%	6.4%	4.6%
Oregon	3.0%	3.7%	2.7%	3.3%	5.5%	14.3%	17.7%	32.6%	29.0%	23.9%	21.2%	13.1%	10.5%	4.6%	5.7%	2.6%	4.9%	2.0%
Pennsylvania	4.0%	5.0%	3.8%	7.4%	16.1%	30.6%	32.7%	34.5%	23.6%	13.8%	11.6%	4.8%	4.2%	1.9%	2.0%	0.8%	2.2%	1.0%
Rhode Island	2.6%	3.3%	2.4%	2.1%	5.6%	15.9%	24.5%	34.0%	28.5%	22.4%	19.8%	13.2%	7.9%	3.4%	3.5%	2.1%	5.3%	3.4%
South Carolina	5.0%	5.5%	3.1%	4.6%	13.9%	26.4%	31.4%	32.5%	23.1%	16.0%	12.0%	7.9%	5.2%	3.1%	3.0%	1.5%	3.3%	2.5%
South Dakota	3.2%	4.6%	3.7%	4.0%	12.0%	22.6%	28.1%	37.6%	29.6%	18.4%	12.2%	7.6%	5.0%	2.2%	3.1%	1.0%	3.1%	1.8%
Tennessee	5.9%	6.7%	4.5%	6.2%	17.2%	27.0%	29.5%	30.2%	20.9%	15.4%	9.6%	7.4%	5.0%	2.8%	3.2%	1.5%	4.2%	2.8%
Texas	4.0%	4.5%	3.4%	4.3%	8.0%	16.6%	25.2%	33.9%	26.1%	21.1%	15.5%	9.0%	7.6%	4.6%	4.4%	2.6%	5.8%	3.4%
Utah	5.2%	6.0%	3.6%	4.0%	8.8%	23.2%	26.6%	30.1%	24.8%	19.0%	14.6%	9.1%	6.7%	3.9%	4.3%	2.2%	5.6%	2.6%
Vermont	4.9%	6.3%	4.6%	8.6%	14.8%	23.1%	24.6%	30.1%	25.4%	19.6%	11.9%	7.2%	8.7%	2.6%	2.7%	1.4%	2.4%	1.0%
Virginia	4.1%	4.9%	3.5%	4.5%	10.6%	22.3%	27.4%	33.2%	24.6%	18.6%	13.9%	8.4%	7.1%	3.8%	4.0%	2.2%	4.8%	2.0%
Washington	2.6%	3.5%	3.1%	4.5%	5.7%	10.5%	16.0%	27.2%	24.6%	25.6%	22.2%	15.0%	13.1%	7.3%	6.3%	3.2%	6.4%	3.2%
West Virginia	2.9%	2.8%	4.2%	6.5%	15.0%	29.9%	29.7%	32.2%	24.8%	15.8%	11.6%	7.2%	5.1%	2.3%	3.1%	1.2%	3.6%	1.9%
Wisconsin	4.1%	4.8%	3.9%	5.8%	10.5%	22.6%	32.4%	37.9%	26.8%	18.4%	13.1%	6.1%	4.9%	1.9%	1.8%	1.1%	2.5%	1.1%
Wyoming	5.7%	6.6%	6.2%	4.9%	11.2%	17.4%	18.1%	33.0%	24.3%	19.2%	18.1%	10.4%	4.7%	2.6%	3.5%	4.0%	8.2%	1.8%

Note: PAs were asked to estimate their total income in the last calendar year from all PA positions combined.

Income over \$140,000 by State



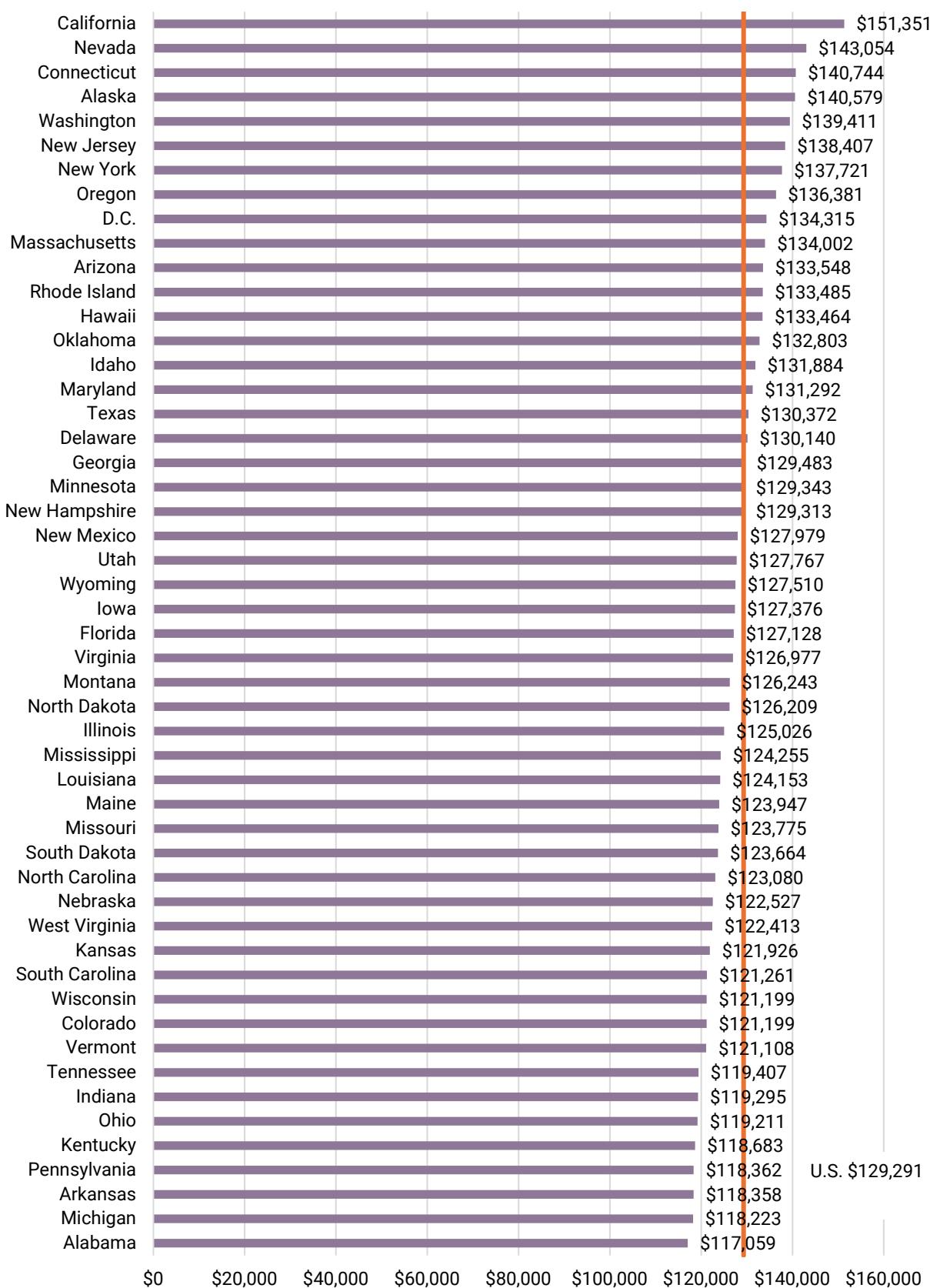
Income Mean and Median by State

	Mean		Median	
	2024	2020	2024	2020
United States	\$129,291	\$115,502	\$125,000	\$115,000
Alabama	\$117,059	\$107,417	\$115,000	\$105,000
Alaska	\$140,579	\$126,398	\$135,000	\$125,000
Arizona	\$133,548	\$122,044	\$125,000	\$115,000
Arkansas	\$118,358	\$111,167	\$115,000	\$105,000
California	\$151,351	\$131,614	\$145,000	\$125,000
Colorado	\$121,199	\$107,282	\$115,000	\$105,000
Connecticut	\$140,744	\$125,479	\$135,000	\$125,000
Delaware	\$130,140	\$116,047	\$125,000	\$115,000
D.C.	\$134,315	\$118,214	\$125,000	\$115,000
Florida	\$127,128	\$114,827	\$125,000	\$115,000
Georgia	\$129,483	\$115,585	\$125,000	\$115,000
Hawaii	\$133,464	\$119,469	\$125,000	\$115,000
Idaho	\$131,884	\$114,792	\$125,000	\$115,000
Illinois	\$125,026	\$112,159	\$125,000	\$105,000
Indiana	\$119,295	\$111,153	\$115,000	\$105,000
Iowa	\$127,376	\$115,172	\$125,000	\$115,000
Kansas	\$121,926	\$109,441	\$115,000	\$105,000
Kentucky	\$118,683	\$107,094	\$115,000	\$105,000
Louisiana	\$124,153	\$113,167	\$115,000	\$105,000
Maine	\$123,947	\$112,176	\$125,000	\$115,000
Maryland	\$131,292	\$116,573	\$125,000	\$115,000
Massachusetts	\$134,002	\$117,645	\$135,000	\$115,000
Michigan	\$118,223	\$108,115	\$115,000	\$105,000
Minnesota	\$129,343	\$117,301	\$125,000	\$115,000
Mississippi	\$124,255	\$111,948	\$115,000	\$105,000
Missouri	\$123,775	\$110,103	\$115,000	\$105,000
Montana	\$126,243	\$110,251	\$125,000	\$105,000
Nebraska	\$122,527	\$108,330	\$115,000	\$105,000
Nevada	\$143,054	\$130,680	\$145,000	\$125,000
New Hampshire	\$129,313	\$113,449	\$125,000	\$115,000
New Jersey	\$138,407	\$122,799	\$135,000	\$115,000
New Mexico	\$127,979	\$112,792	\$125,000	\$115,000
New York	\$137,721	\$119,741	\$135,000	\$115,000
North Carolina	\$123,080	\$110,606	\$125,000	\$105,000
North Dakota	\$126,209	\$111,702	\$125,000	\$105,000
Ohio	\$119,211	\$108,875	\$115,000	\$105,000
Oklahoma	\$132,803	\$119,244	\$125,000	\$115,000
Oregon	\$136,381	\$120,113	\$135,000	\$115,000
Pennsylvania	\$118,362	\$105,008	\$115,000	\$105,000
Rhode Island	\$133,485	\$120,000	\$135,000	\$115,000
South Carolina	\$121,261	\$111,118	\$115,000	\$105,000
South Dakota	\$123,664	\$111,333	\$125,000	\$105,000
Tennessee	\$119,407	\$108,980	\$115,000	\$105,000
Texas	\$130,372	\$117,810	\$125,000	\$115,000
Utah	\$127,767	\$113,754	\$125,000	\$115,000
Vermont	\$121,108	\$108,046	\$125,000	\$105,000
Virginia	\$126,977	\$113,522	\$125,000	\$115,000
Washington	\$139,411	\$124,476	\$135,000	\$125,000
West Virginia	\$122,413	\$109,743	\$115,000	\$105,000
Wisconsin	\$121,199	\$109,098	\$115,000	\$105,000
Wyoming	\$127,510	\$114,598	\$125,000	\$115,000

Note: PAs were asked to estimate their total income in the last calendar year from all PA positions combined.

Midpoints of income ranges were used to calculate mean and median.

Mean Income by State

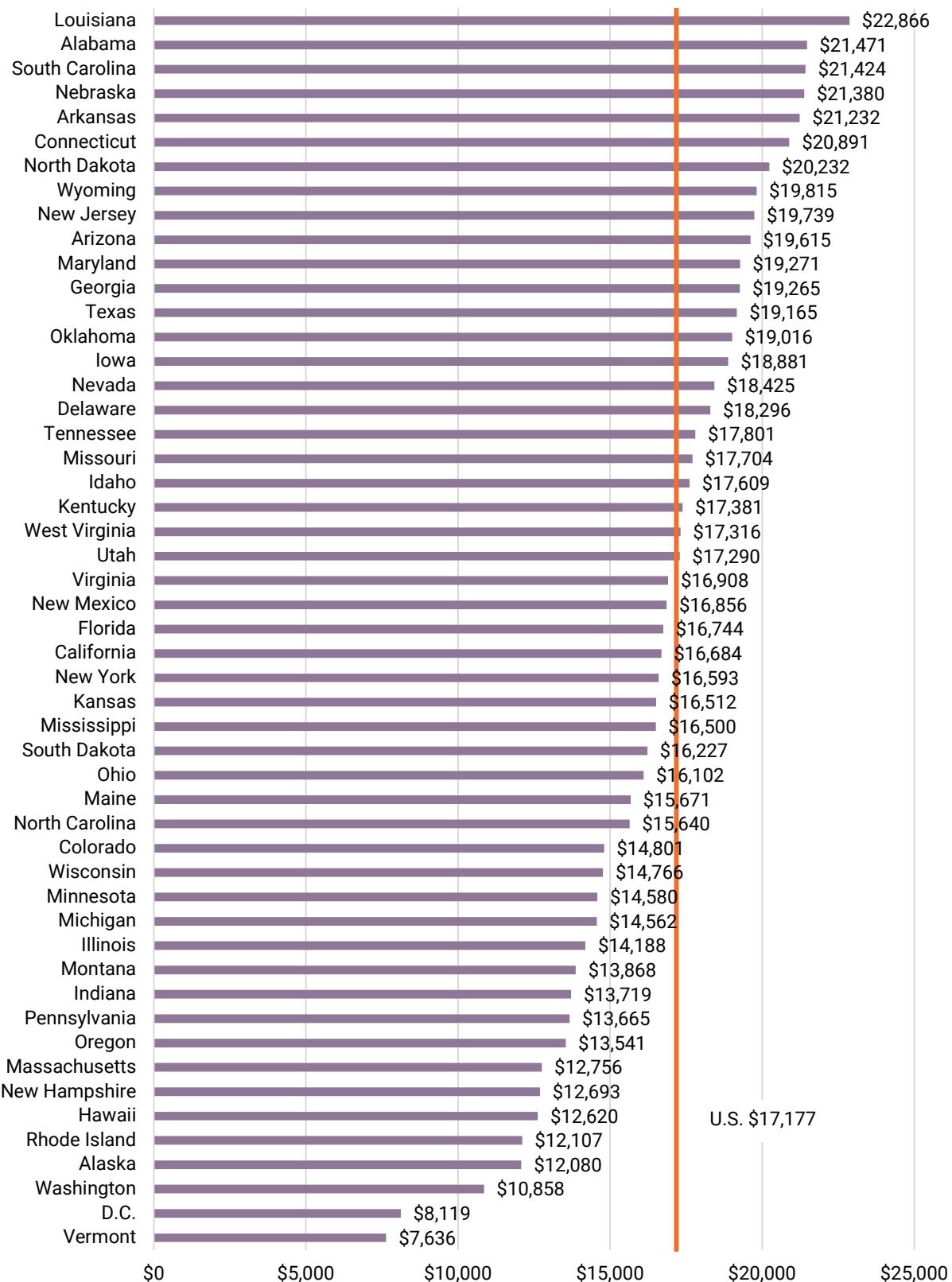


Total Income from All PA Positions by Gender and State for PAs who Work 40+ Hours Per Week:

	Female		Male		Difference in mean male to female
	Mean	Median	Mean	Median	
United States	\$129,602	\$125,000	\$146,779	\$135,000	\$17,177
Alabama	\$115,404	\$115,000	\$136,875	\$125,000	\$21,471
Alaska	\$144,587	\$145,000	\$156,667	\$155,000	\$12,080
Arizona	\$133,059	\$125,000	\$152,674	\$145,000	\$19,615
Arkansas	\$116,935	\$115,000	\$138,167	\$125,000	\$21,232
California	\$155,490	\$155,000	\$172,174	\$165,000	\$16,684
Colorado	\$124,407	\$125,000	\$139,208	\$135,000	\$14,801
Connecticut	\$139,646	\$135,000	\$160,537	\$155,000	\$20,891
Delaware	\$129,715	\$125,000	\$148,011	\$145,000	\$18,296
D.C.	\$133,167	\$125,000	\$141,286	\$135,000	\$8,119
Florida	\$126,420	\$125,000	\$143,164	\$135,000	\$16,744
Georgia	\$128,071	\$125,000	\$147,336	\$135,000	\$19,265
Hawaii	\$134,297	\$125,000	\$146,917	\$145,000	\$12,620
Idaho	\$128,754	\$125,000	\$146,363	\$135,000	\$17,609
Illinois	\$126,262	\$125,000	\$140,450	\$135,000	\$14,188
Indiana	\$120,834	\$115,000	\$134,553	\$125,000	\$13,719
Iowa	\$130,032	\$125,000	\$148,913	\$145,000	\$18,881
Kansas	\$124,813	\$115,000	\$141,325	\$135,000	\$16,512
Kentucky	\$118,613	\$115,000	\$135,994	\$125,000	\$17,381
Louisiana	\$119,768	\$115,000	\$142,634	\$135,000	\$22,866
Maine	\$125,625	\$125,000	\$141,296	\$135,000	\$15,671
Maryland	\$131,597	\$125,000	\$150,868	\$145,000	\$19,271
Massachusetts	\$135,847	\$135,000	\$148,603	\$145,000	\$12,756
Michigan	\$121,300	\$115,000	\$135,862	\$125,000	\$14,562
Minnesota	\$131,957	\$125,000	\$146,537	\$145,000	\$14,580
Mississippi	\$118,000	\$115,000	\$134,500	\$125,000	\$16,500
Missouri	\$122,070	\$115,000	\$139,774	\$135,000	\$17,704
Montana	\$127,561	\$125,000	\$141,429	\$135,000	\$13,868
Nebraska	\$121,692	\$115,000	\$143,072	\$135,000	\$21,380
Nevada	\$142,759	\$135,000	\$161,184	\$155,000	\$18,425
New Hampshire	\$131,474	\$125,000	\$144,167	\$135,000	\$12,693
New Jersey	\$139,539	\$135,000	\$159,278	\$155,000	\$19,739
New Mexico	\$128,296	\$125,000	\$145,152	\$135,000	\$16,856
New York	\$138,139	\$135,000	\$154,732	\$145,000	\$16,593
North Carolina	\$122,562	\$115,000	\$138,202	\$135,000	\$15,640
North Dakota	\$129,474	\$125,000	\$149,706	\$145,000	\$20,232
Ohio	\$118,681	\$115,000	\$134,783	\$125,000	\$16,102
Oklahoma	\$133,534	\$125,000	\$152,550	\$145,000	\$19,016
Oregon	\$138,342	\$135,000	\$151,883	\$145,000	\$13,541
Pennsylvania	\$118,930	\$115,000	\$132,595	\$125,000	\$13,665
Rhode Island	\$135,576	\$135,000	\$147,683	\$145,000	\$12,107
South Carolina	\$119,695	\$115,000	\$141,119	\$135,000	\$21,424
South Dakota	\$121,811	\$120,000	\$138,038	\$135,000	\$16,227
Tennessee	\$118,455	\$115,000	\$136,256	\$125,000	\$17,801
Texas	\$130,367	\$125,000	\$149,532	\$145,000	\$19,165
Utah	\$124,153	\$125,000	\$141,443	\$135,000	\$17,290
Vermont	\$128,261	\$125,000	\$135,897	\$135,000	\$7,636
Virginia	\$127,393	\$125,000	\$144,301	\$135,000	\$16,908
Washington	\$141,490	\$135,000	\$152,348	\$145,000	\$10,858
West Virginia	\$119,867	\$115,000	\$137,183	\$135,000	\$17,316
Wisconsin	\$123,855	\$125,000	\$138,621	\$135,000	\$14,766
Wyoming	\$127,976	\$125,000	\$147,791	\$145,000	\$19,815

Note: PAs were asked to estimate their total income in the last calendar year from all PA positions combined.

Mean Difference in Male to Female Income for PAs Working 40+ Hours per Week by State



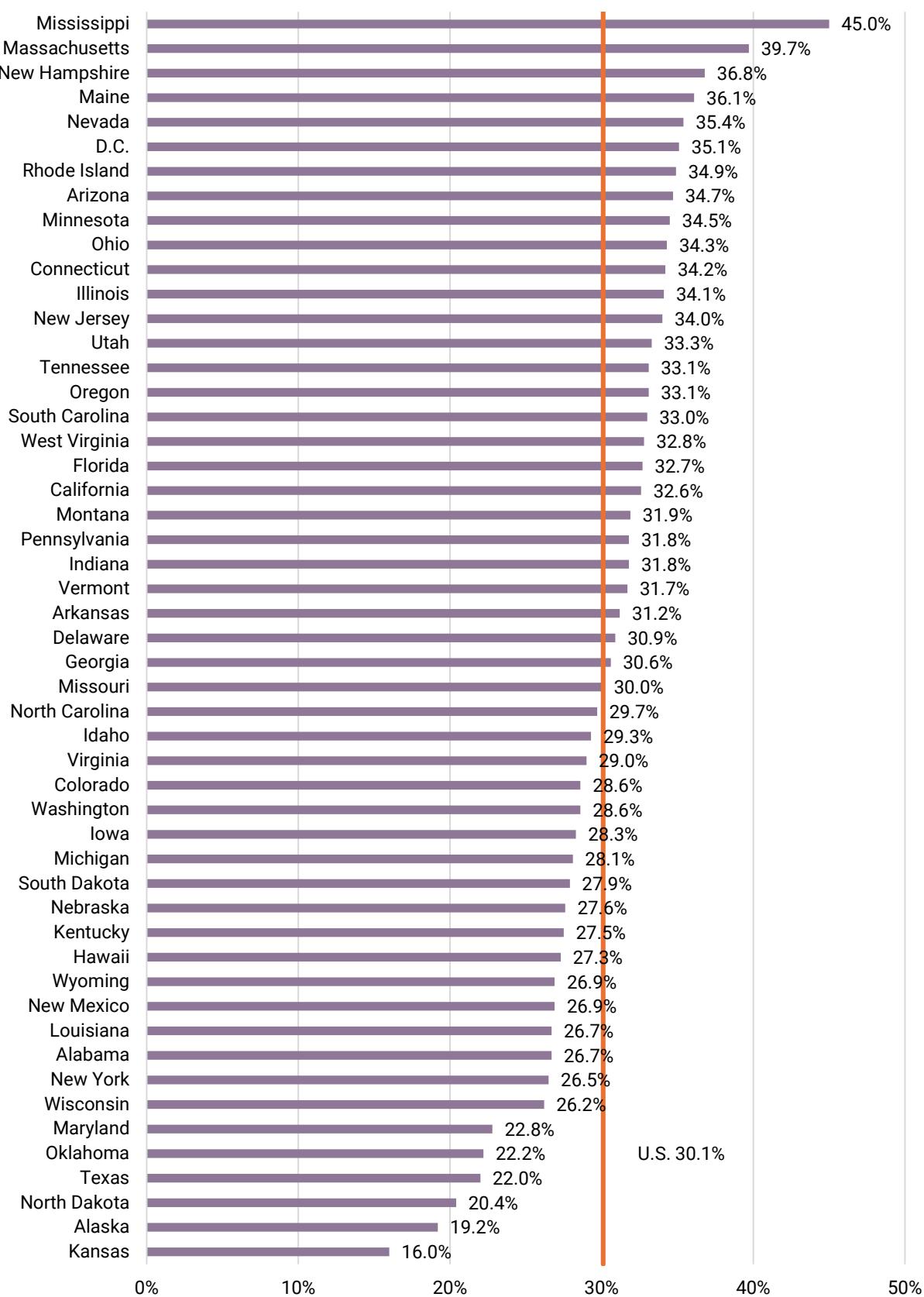
Total Current Educational Debt by State

	No educational debt	Less than \$50,000	\$50,000 to \$99,999	\$100,000 to \$149,999	\$150,000 to \$199,999	\$200,000 or more	Not sure	Prefer not to answer
United States	43.1%	10.4%	11.1%	13.6%	9.8%	6.7%	1.0%	4.2%
Alabama	47.3%	9.4%	12.8%	15.1%	7.0%	4.6%	0.8%	3.0%
Alaska	56.8%	11.5%	8.2%	9.7%	7.0%	2.5%	0.4%	3.9%
Arizona	41.2%	9.8%	10.1%	14.1%	11.7%	8.9%	0.7%	3.5%
Arkansas	37.1%	10.6%	16.6%	16.6%	10.5%	4.1%	0.9%	3.6%
California	41.8%	10.0%	9.6%	12.1%	10.3%	10.2%	1.1%	4.8%
Colorado	46.7%	10.6%	10.3%	13.4%	9.2%	6.0%	0.8%	3.0%
Connecticut	41.1%	9.8%	8.9%	12.2%	10.7%	11.3%	0.9%	5.0%
Delaware	40.2%	11.2%	11.9%	15.7%	8.1%	7.1%	1.0%	4.8%
D.C.	37.3%	9.8%	12.0%	16.0%	9.3%	9.8%	1.3%	4.4%
Florida	40.1%	10.4%	11.5%	13.7%	10.7%	8.3%	0.8%	4.4%
Georgia	44.7%	9.8%	10.4%	13.7%	9.8%	7.1%	0.6%	3.9%
Hawaii	49.9%	8.4%	9.2%	12.1%	8.1%	7.1%	0.8%	4.5%
Idaho	45.5%	10.3%	11.5%	13.6%	10.7%	5.0%	0.2%	3.1%
Illinois	40.7%	9.7%	9.9%	15.6%	11.4%	7.1%	0.8%	4.9%
Indiana	40.3%	9.1%	13.8%	16.4%	11.8%	3.6%	1.0%	4.0%
Iowa	47.1%	10.5%	9.8%	15.5%	8.5%	4.3%	0.3%	4.1%
Kansas	52.3%	13.6%	12.6%	8.8%	4.9%	2.3%	1.6%	3.9%
Kentucky	44.1%	11.3%	12.7%	14.5%	8.8%	4.2%	0.4%	4.0%
Louisiana	42.2%	10.7%	15.7%	13.4%	8.0%	5.3%	1.2%	3.4%
Maine	41.4%	9.0%	9.4%	13.5%	13.7%	8.9%	0.5%	3.5%
Maryland	48.8%	11.3%	11.8%	10.8%	6.9%	5.1%	1.0%	4.1%
Massachusetts	36.9%	8.8%	9.8%	15.1%	13.9%	10.7%	0.8%	4.0%
Michigan	43.3%	10.5%	12.9%	14.5%	8.5%	5.1%	1.0%	4.2%
Minnesota	41.5%	9.2%	11.0%	16.0%	12.1%	6.4%	0.9%	3.0%
Mississippi	39.5%	6.3%	6.6%	16.4%	19.1%	9.5%	0.3%	2.3%
Missouri	39.9%	10.8%	15.1%	13.0%	10.5%	6.5%	0.7%	3.5%
Montana	46.0%	9.8%	6.1%	12.7%	12.1%	7.1%	1.4%	4.7%
Nebraska	48.2%	10.1%	10.1%	13.0%	9.0%	5.6%	1.0%	2.9%
Nevada	42.3%	8.1%	8.7%	12.4%	11.5%	11.5%	0.8%	4.5%
New Hampshire	40.5%	9.7%	8.1%	13.2%	13.2%	10.4%	0.7%	4.2%
New Jersey	38.0%	10.4%	10.0%	13.7%	11.3%	9.0%	1.4%	6.1%
New Mexico	46.9%	11.3%	10.9%	12.4%	8.5%	6.0%	0.9%	3.1%
New York	43.7%	12.2%	10.7%	12.2%	8.4%	5.9%	1.4%	5.5%
North Carolina	45.5%	10.3%	10.2%	13.9%	9.9%	5.9%	0.6%	3.8%
North Dakota	52.2%	11.1%	12.3%	11.7%	5.9%	2.8%	0.9%	3.1%
Ohio	38.6%	9.3%	12.8%	18.0%	11.4%	4.9%	0.8%	4.2%
Oklahoma	49.1%	12.9%	10.7%	11.1%	7.3%	3.8%	0.9%	4.3%
Oregon	42.4%	10.5%	10.5%	12.9%	11.1%	9.1%	0.7%	2.7%
Pennsylvania	37.2%	11.3%	13.5%	15.6%	10.0%	6.2%	1.7%	4.5%
Rhode Island	39.6%	9.4%	8.9%	13.1%	12.9%	8.9%	2.0%	5.1%
South Carolina	42.9%	9.2%	10.8%	15.6%	10.9%	6.5%	0.8%	3.1%
South Dakota	50.5%	7.8%	10.8%	13.3%	9.6%	5.0%	0.3%	2.7%
Tennessee	43.5%	8.2%	10.5%	14.0%	12.4%	6.7%	0.7%	3.9%
Texas	48.9%	11.2%	12.8%	11.6%	6.5%	3.9%	1.0%	4.1%
Utah	40.5%	10.5%	11.9%	14.7%	11.3%	7.3%	0.8%	3.1%
Vermont	46.7%	10.2%	5.9%	11.0%	11.0%	9.7%	0.8%	4.8%
Virginia	45.5%	9.6%	11.3%	13.3%	10.0%	5.7%	0.8%	3.8%
Washington	46.7%	10.4%	9.8%	12.2%	10.4%	6.0%	0.7%	3.8%
West Virginia	40.9%	10.3%	11.5%	15.5%	10.0%	7.3%	1.3%	3.1%
Wisconsin	45.4%	10.9%	12.2%	13.4%	7.7%	5.1%	0.8%	4.5%
Wyoming	52.1%	9.0%	8.6%	12.7%	9.0%	5.2%	0.0%	3.4%

Note: PAs were asked the total amount of current educational debt including undergraduate, PA program, and other post education.

2024 Statistical Profile of Certified PAs by State ©NCCPA 2026

Total Current Educational Debt \$100,000 or Greater by State



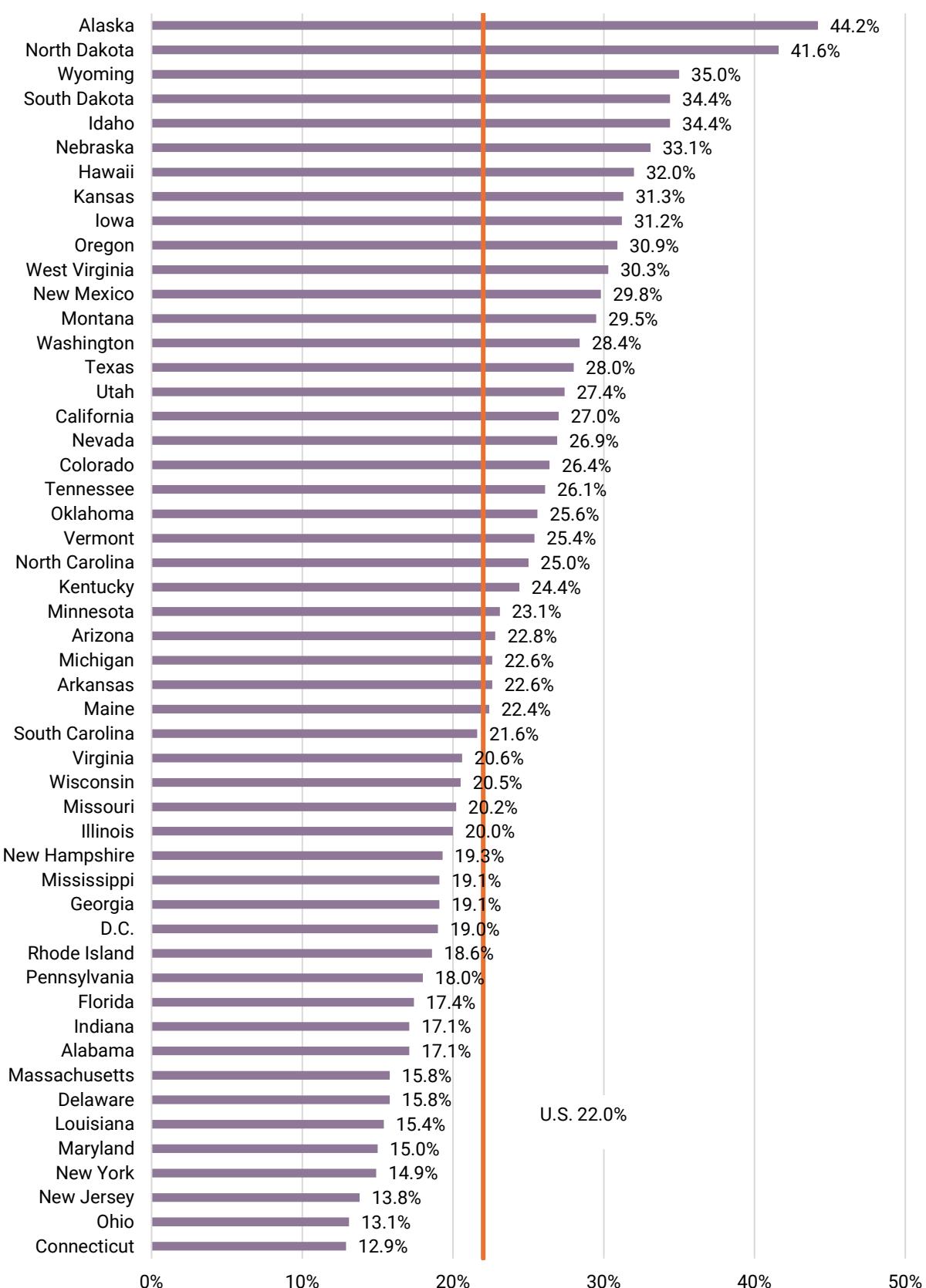
Practice Characteristics

Top Principal Practice Areas by State

	Surgical sub-specialties		Family medicine/general practice		Emergency medicine		Internal medicine-subspecialties		Internal medicine-general		Primary care*	
	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024
United States	18.5%	-0.2%	16.3%	-1.8%	10.5%	-1.9%	10.0%	0.5%	3.9%	-0.5%	22.0%	-2.3%
Alabama	28.4%	1.1%	13.1%	-4.0%	8.7%	-2.5%	9.3%	1.5%	2.7%	-0.7%	17.1%	-4.4%
Alaska	16.6%	2.2%	40.5%	-3.9%	8.0%	-0.4%	5.6%	0.7%	2.1%	-0.2%	44.2%	-3.7%
Arizona	16.5%	0.5%	16.2%	-4.0%	11.1%	-2.4%	9.1%	0.1%	4.3%	-0.3%	22.8%	-4.3%
Arkansas	18.1%	1.1%	20.2%	-7.8%	10.3%	-0.1%	10.7%	1.9%	1.7%	0.1%	22.6%	-7.5%
California	17.2%	-0.5%	21.6%	-1.9%	11.7%	-0.3%	7.6%	0.5%	4.1%	-0.3%	27.0%	-2.3%
Colorado	18.0%	-0.2%	19.5%	-5.1%	10.0%	-1.1%	9.2%	0.7%	3.0%	-0.3%	26.4%	-6.3%
Connecticut	23.6%	0.7%	4.8%	-0.7%	10.5%	-3.1%	9.4%	0.9%	5.4%	-2.5%	12.9%	-1.9%
Delaware	16.3%	-1.6%	11.4%	-1.8%	13.6%	-2.3%	10.9%	1.3%	3.0%	0.4%	15.8%	-1.0%
D.C.	11.1%	-6.0%	11.9%	3.4%	10.2%	-3.4%	9.3%	3.3%	4.9%	-3.1%	19.0%	-1.5%
Florida	18.7%	-0.3%	11.5%	-1.3%	11.0%	-2.7%	4.1%	-6.3%	4.1%	-1.3%	17.4%	-2.6%
Georgia	18.2%	1.1%	13.6%	-1.6%	10.2%	-2.4%	13.2%	0.3%	3.9%	-0.4%	19.1%	-2.1%
Hawaii	15.3%	-0.5%	28.5%	-5.2%	11.8%	-2.2%	8.1%	3.1%	2.4%	0.2%	32.0%	-5.0%
Idaho	14.6%	0.5%	28.9%	-2.5%	6.4%	-1.2%	8.4%	1.1%	3.2%	-0.7%	34.4%	-2.9%
Illinois	22.2%	-0.4%	15.6%	-0.8%	10.1%	-2.3%	9.2%	0.2%	3.7%	-1.8%	20.0%	-3.1%
Indiana	22.4%	-1.8%	13.8%	-0.1%	12.6%	-3.7%	9.7%	2.5%	2.2%	0.2%	17.1%	0.3%
Iowa	16.8%	1.8%	28.4%	-6.0%	9.4%	-2.4%	9.1%	2.5%	2.4%	-0.4%	31.2%	-6.5%
Kansas	17.1%	-1.3%	28.4%	-2.4%	11.2%	-0.4%	8.4%	-0.3%	1.8%	-0.5%	31.3%	-3.1%
Kentucky	16.9%	0.4%	17.5%	-1.0%	12.0%	-2.2%	10.1%	0.4%	4.1%	-0.1%	24.4%	-1.2%
Louisiana	22.8%	-0.2%	11.8%	-0.5%	10.8%	-3.0%	9.3%	-0.3%	2.4%	0.1%	15.4%	-0.3%
Maine	18.9%	-0.5%	17.2%	-1.4%	11.9%	-2.8%	10.9%	2.5%	4.0%	-0.4%	22.4%	-2.3%
Maryland	19.2%	0.6%	9.3%	-0.4%	10.8%	-3.6%	8.4%	1.3%	4.4%	-0.3%	15.0%	-0.9%
Massachusetts	22.0%	-1.6%	7.6%	0.0%	12.0%	-2.9%	10.2%	0.4%	6.8%	-0.8%	15.8%	-0.9%
Michigan	15.3%	-0.3%	16.7%	-1.2%	9.0%	-1.5%	10.8%	-0.2%	4.4%	-0.7%	22.6%	-1.9%
Minnesota	20.4%	1.2%	20.6%	-4.2%	9.1%	-0.5%	11.8%	0.7%	2.0%	-0.4%	23.1%	-4.5%
Mississippi	19.5%	-6.0%	15.7%	-2.6%	12.3%	1.2%	7.8%	-0.9%	2.7%	-1.6%	19.1%	-4.0%
Missouri	23.7%	-1.5%	15.3%	-1.0%	11.8%	-0.9%	8.7%	0.8%	3.9%	0.3%	20.2%	-0.8%
Montana	19.4%	1.6%	26.5%	-3.8%	9.8%	-1.3%	8.4%	-0.2%	2.2%	-0.2%	29.5%	-3.7%
Nebraska	17.7%	0.7%	27.9%	4.2%	6.3%	-1.0%	10.3%	-0.2%	2.7%	-0.1%	33.1%	-4.7%
Nevada	13.2%	0.8%	20.0%	-1.9%	12.4%	-2.3%	6.9%	0.0%	4.1%	-1.1%	26.9%	-3.4%
New Hampshire	21.6%	-0.2%	12.7%	-2.2%	12.4%	-1.9%	9.4%	1.2%	6.1%	1.0%	19.3%	-1.4%
New Jersey	24.0%	-0.1%	7.3%	-1.6%	12.7%	-2.3%	9.1%	0.0%	4.2%	-0.3%	13.8%	-1.9%
New Mexico	14.0%	1.3%	25.4%	-2.3%	11.4%	0.6%	8.7%	1.5%	2.3%	-1.5%	29.8%	-4.7%
New York	19.4%	-0.7%	8.0%	-0.9%	11.2%	-1.4%	11.0%	0.5%	5.3%	-0.6%	14.9%	-1.6%
North Carolina	14.9%	0.3%	18.7%	-1.1%	9.7%	-1.0%	11.7%	-0.4%	4.1%	-0.4%	25.0%	-1.7%
North Dakota	17.2%	1.7%	35.0%	-2.8%	3.6%	-3.3%	7.6%	-0.3%	5.9%	0.4%	41.6%	-2.4%
Ohio	22.0%	-0.5%	9.8%	0.0%	14.5%	-4.7%	10.1%	1.1%	2.7%	-0.2%	13.1%	-0.5%
Oklahoma	14.9%	0.3%	22.1%	-1.9%	10.2%	-1.5%	9.5%	0.8%	1.7%	0.0%	25.6%	-1.8%
Oregon	19.2%	-1.1%	24.6%	-2.3%	6.9%	-0.4%	10.8%	-0.7%	4.7%	0.5%	30.9%	-1.9%
Pennsylvania	18.5%	-0.6%	12.2%	-1.3%	8.6%	-1.7%	11.3%	0.2%	3.3%	-0.8%	18.0%	-2.1%
Rhode Island	18.4%	-1.2%	8.6%	0.4%	13.3%	-3.7%	9.3%	-0.1%	8.0%	-1.8%	18.6%	3.0%
South Carolina	19.1%	-0.2%	16.4%	-0.6%	9.9%	-3.9%	10.0%	-0.8%	3.5%	-0.9%	21.6%	-1.4%
South Dakota	22.6%	1.1%	29.9%	-5.4%	6.8%	0.2%	6.8%	1.2%	3.6%	0.0%	34.4%	-5.9%
Tennessee	18.6%	0.1%	21.7%	-1.0%	10.8%	-2.5%	7.7%	-0.3%	3.1%	-0.2%	26.1%	-1.5%
Texas	16.6%	0.0%	20.4%	-3.7%	8.4%	-0.7%	10.2%	0.7%	4.2%	0.0%	28.0%	-4.0%
Utah	15.9%	-0.4%	22.8%	-2.3%	5.7%	-0.2%	10.2%	0.3%	2.6%	-0.7%	27.4%	-3.6%
Vermont	16.8%	1.8%	18.1%	-6.7%	16.5%	0.9%	6.3%	1.4%	5.8%	-1.0%	25.4%	-7.8%
Virginia	17.3%	-1.7%	15.2%	-1.6%	13.4%	-2.1%	10.2%	1.2%	3.9%	-0.4%	20.6%	-1.5%
Washington	18.2%	-0.8%	24.6%	-1.5%	10.1%	-0.6%	8.5%	0.2%	3.0%	0.2%	28.4%	-1.3%
West Virginia	14.3%	3.8%	25.1%	-2.3%	9.0%	-3.3%	8.2%	0.7%	2.6%	0.0%	30.3%	-2.2%
Wisconsin	18.9%	-0.7%	17.4%	-1.9%	13.2%	-2.4%	13.2%	1.5%	2.6%	-0.1%	20.5%	-2.2%
Wyoming	20.2%	3.2%	30.0%	-8.1%	13.6%	3.3%	4.7%	-1.6%	3.1%	-1.4%	35.0%	-8.9%

*Primary care includes: Family medicine/General practice, Internal medicine-general, and Pediatrics-general

Primary Care by State*



*Primary care includes: Family medicine/General practice, Internal medicine-general, and Pediatrics-general

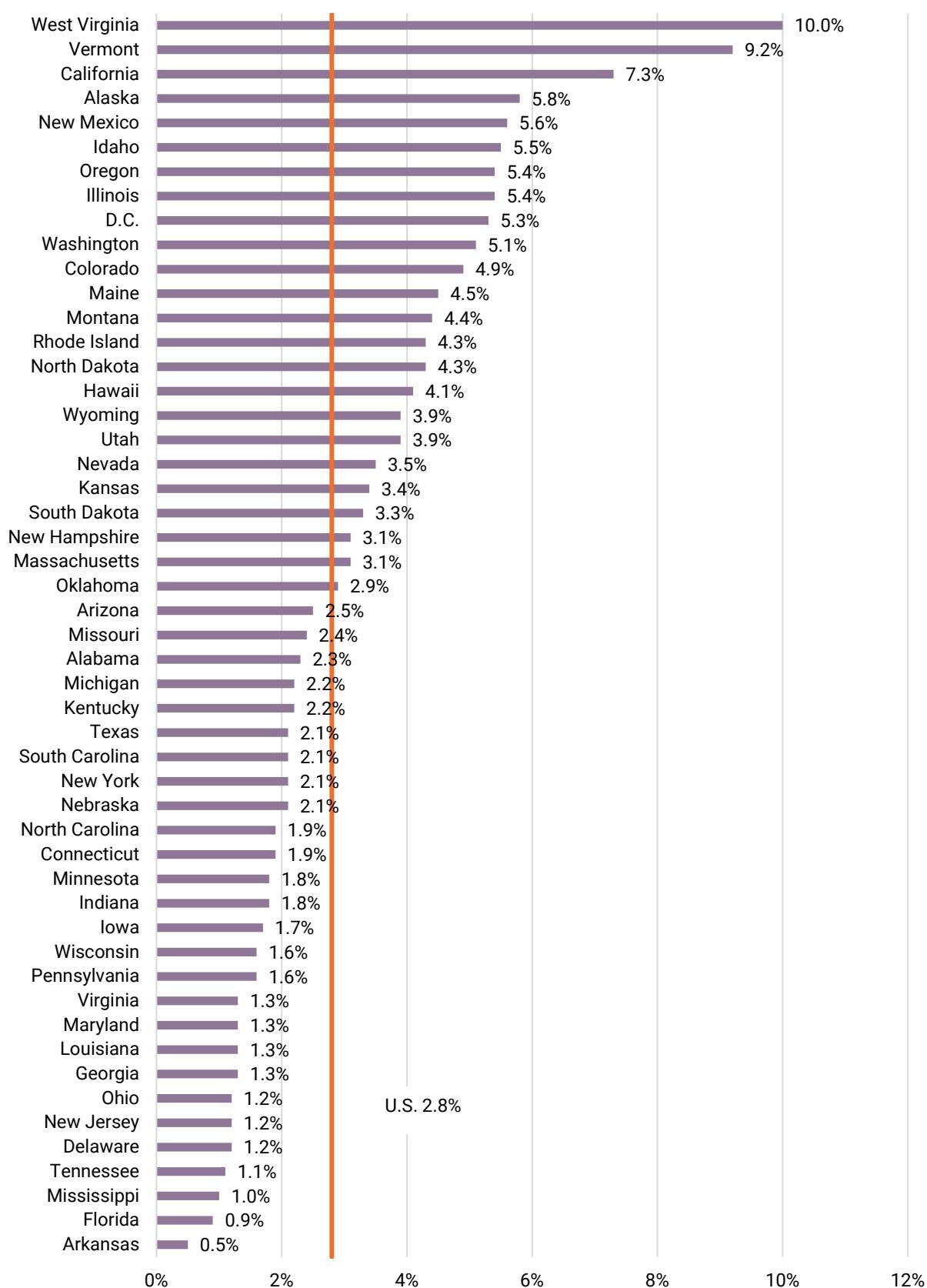
Top Principal Practice Settings by State

	Hospital		Office-based private practice		Federal government		Urgent care		Community health center		Behavioral/mental health facility*	
			2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024	2024	% change 2020-2024
	United States	42.3%	0.8%	36.4%	-1.4%	4.5%	-0.5%	5.6%	0.5%	2.8%	-0.1%	0.6%
Alabama	35.8%	5.0%	44.1%	-4.6%	6.2%	-1.8%	5.4%	1.3%	2.3%	0.8%	0.3%	0.0%
Alaska	11.0%	3.0%	38.9%	1.2%	29.9%	0.7%	3.9%	-1.0%	5.8%	-2.2%	0.6%	0.0%
Arizona	28.7%	1.9%	49.3%	-1.2%	5.0%	-0.9%	6.1%	-1.2%	2.5%	0.1%	1.4%	0.3%
Arkansas	36.7%	6.6%	40.8%	-4.9%	7.9%	0.2%	2.8%	-1.9%	0.5%	-1.4%	0.2%	-0.6%
California	32.1%	0.5%	41.1%	-1.4%	3.2%	0.7%	6.0%	0.6%	7.3%	-0.2%	0.4%	0.1%
Colorado	35.4%	3.4%	40.6%	-3.9%	4.1%	-0.3%	5.5%	0.7%	4.9%	-1.0%	0.9%	0.4%
Connecticut	58.5%	1.5%	27.7%	-2.8%	1.3%	0.2%	5.4%	0.6%	1.9%	0.1%	0.3%	0.1%
Delaware	49.1%	-2.6%	33.7%	-1.1%	2.7%	1.0%	6.7%	1.1%	1.2%	-0.5%	0.2%	-0.1%
D.C.	58.0%	3.5%	23.5%	-0.5%	6.2%	-2.3%	2.2%	-0.8%	5.3%	0.2%	0.0%	0.0%
Florida	35.3%	-0.9%	46.4%	-0.8%	5.0%	-0.5%	5.3%	0.6%	0.9%	-0.2%	0.5%	0.0%
Georgia	37.8%	1.5%	44.2%	-1.4%	5.3%	-1.6%	5.5%	1.3%	1.3%	-0.1%	0.5%	-0.2%
Hawaii	24.9%	-0.9%	38.5%	1.6%	18.7%	-5.7%	6.8%	3.2%	4.1%	-0.6%	0.0%	0.0%
Idaho	29.4%	1.8%	40.9%	0.5%	4.8%	-1.6%	9.1%	1.0%	5.5%	-1.3%	1.4%	-0.1%
Illinois	40.6%	2.3%	37.6%	-2.0%	3.3%	-0.3%	5.2%	-0.4%	5.4%	0.3%	0.3%	0.1%
Indiana	49.9%	0.7%	33.6%	-3.0%	2.1%	0.4%	5.7%	-0.4%	1.8%	-0.7%	0.4%	0.2%
Iowa	32.4%	1.8%	40.5%	-0.7%	3.4%	-0.7%	5.3%	-0.9%	1.7%	-0.1%	1.4%	-0.1%
Kansas	36.6%	3.2%	36.3%	-3.4%	6.6%	0.1%	4.1%	0.9%	3.4%	-0.7%	0.6%	0.2%
Kentucky	45.3%	1.4%	34.2%	-3.2%	6.1%	1.0%	3.0%	0.1%	2.2%	0.5%	0.9%	0.4%
Louisiana	37.0%	-1.8%	39.6%	1.2%	5.7%	-0.1%	9.6%	0.9%	1.3%	0.1%	0.2%	-0.2%
Maine	57.1%	-0.5%	18.4%	0.8%	3.9%	-1.2%	6.2%	1.1%	4.5%	-0.2%	0.2%	-0.5%
Maryland	50.8%	-2.1%	28.6%	1.2%	5.1%	-0.3%	6.9%	0.1%	1.3%	0.1%	0.4%	-0.1%
Massachusetts	59.5%	2.1%	25.2%	-2.4%	2.1%	-0.5%	5.2%	0.6%	3.1%	0.2%	0.5%	-0.1%
Michigan	48.8%	-3.0%	31.7%	1.3%	1.8%	0.1%	6.5%	1.7%	2.2%	-0.2%	1.1%	0.2%
Minnesota	45.4%	4.1%	35.2%	-4.3%	2.1%	-0.7%	4.2%	0.5%	1.8%	-0.5%	0.8%	0.3%
Mississippi	36.1%	2.4%	39.2%	-6.5%	12.4%	2.8%	3.4%	-0.4%	1.0%	0.0%	0.0%	0.0%
Missouri	47.5%	7.0%	30.2%	-4.6%	5.3%	-2.2%	5.4%	-0.6%	2.4%	0.2%	0.7%	0.2%
Montana	39.1%	1.3%	30.3%	-2.6%	4.5%	1.6%	7.3%	-0.1%	4.4%	-0.4%	0.4%	0.4%
Nebraska	35.4%	3.1%	44.0%	0.6%	3.6%	-0.5%	4.2%	-0.3%	2.1%	-0.1%	0.2%	-0.1%
Nevada	19.2%	-1.0%	53.9%	2.2%	7.4%	-1.3%	6.9%	-0.8%	3.5%	-0.1%	0.5%	0.2%
New Hampshire	51.8%	1.0%	28.3%	-1.9%	3.0%	-0.1%	7.0%	1.6%	3.1%	-0.4%	0.4%	0.0%
New Jersey	45.9%	-0.4%	39.7%	-1.5%	1.6%	-0.3%	6.4%	1.6%	1.2%	0.0%	0.4%	0.2%
New Mexico	37.6%	5.8%	31.5%	-2.0%	8.8%	-1.2%	5.1%	-0.9%	5.6%	-1.4%	0.0%	0.0%
New York	56.2%	-1.3%	28.5%	0.1%	1.6%	-0.4%	5.0%	0.7%	2.1%	-0.3%	0.4%	0.1%
North Carolina	38.4%	1.6%	39.3%	-2.0%	6.3%	-0.7%	5.9%	0.4%	1.9%	-0.2%	1.1%	0.0%
North Dakota	33.3%	-1.4%	31.7%	4.6%	8.9%	0.0%	5.0%	2.3%	4.3%	-0.5%	1.7%	0.7%
Ohio	56.4%	-0.3%	26.2%	-1.0%	3.5%	-0.1%	5.5%	0.7%	1.2%	-0.3%	0.6%	0.0%
Oklahoma	33.7%	4.4%	36.5%	-3.3%	10.5%	0.9%	6.9%	-0.9%	2.9%	-0.1%	0.8%	0.2%
Oregon	32.6%	1.2%	43.3%	-2.0%	2.2%	-0.2%	6.7%	-0.4%	5.4%	0.5%	0.3%	-0.1%
Pennsylvania	55.4%	1.5%	27.1%	-3.1%	3.2%	0.3%	5.4%	0.4%	1.6%	0.1%	1.0%	0.0%
Rhode Island	49.1%	-4.0%	35.7%	4.0%	0.4%	0.4%	4.7%	-0.8%	4.3%	1.1%	0.9%	-0.3%
South Carolina	40.1%	0.6%	39.1%	-1.2%	5.9%	-0.9%	5.7%	0.7%	2.1%	-0.2%	0.5%	0.0%
South Dakota	32.2%	-5.7%	36.0%	-4.5%	10.8%	-1.4%	4.6%	1.4%	3.3%	-0.1%	1.0%	0.0%
Tennessee	30.7%	0.3%	47.3%	-0.9%	4.6%	-1.9%	8.4%	1.9%	1.1%	-0.5%	0.7%	0.4%
Texas	31.1%	1.3%	45.1%	-0.6%	7.8%	-1.7%	4.7%	0.8%	2.1%	-0.2%	0.6%	0.1%
Utah	31.1%	0.0%	44.7%	-0.7%	3.9%	-0.8%	6.3%	2.0%	3.9%	-1.0%	0.8%	0.2%
Vermont	56.8%	6.3%	15.7%	-3.5%	5.5%	0.3%	3.4%	-1.2%	9.2%	-1.5%	0.8%	0.1%
Virginia	40.2%	0.5%	37.7%	0.3%	8.5%	-1.5%	6.2%	0.3%	1.3%	0.0%	0.6%	0.0%
Washington	38.4%	3.7%	31.6%	-4.7%	6.2%	-1.4%	6.5%	0.3%	5.1%	0.6%	0.5%	0.0%
West Virginia	41.4%	3.3%	25.6%	-5.4%	6.5%	-1.4%	3.3%	-0.4%	10.0%	2.5%	1.9%	0.5%
Wisconsin	53.1%	2.8%	28.3%	-4.1%	2.0%	0.1%	4.8%	0.8%	1.6%	-0.4%	0.5%	0.2%
Wyoming	31.4%	7.2%	38.8%	-4.7%	6.7%	0.9%	6.7%	0.5%	3.9%	-1.0%	0.4%	0.0%

Note: PAs were asked which practice setting they practice in their principal clinical location.

*Behavioral/mental health facility is not in the top practice settings. It is included in this report due to the growing public need in this area.

Community Health Center Practice Setting by State



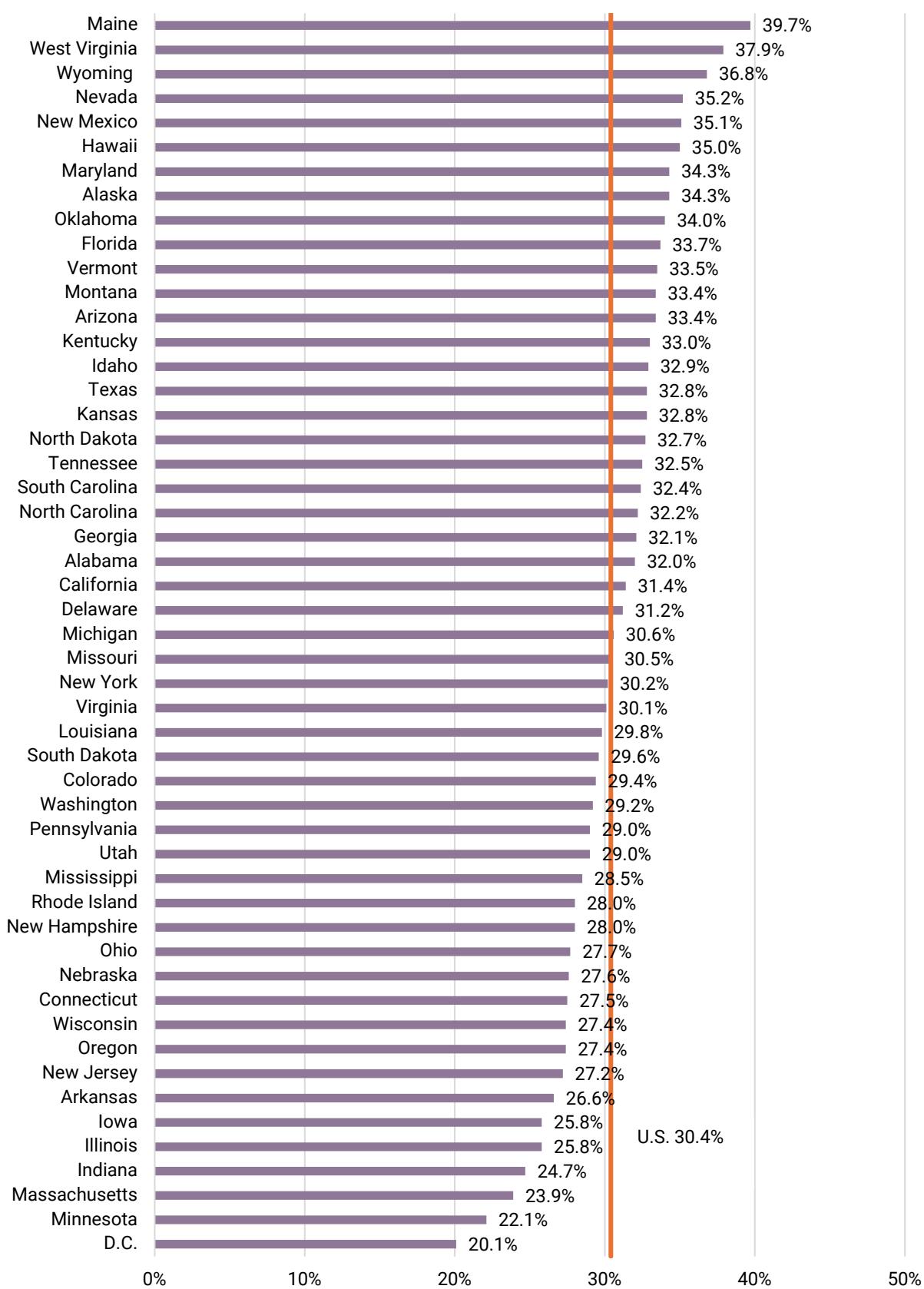
Changed Specialties by State

	Have not changed specialties	1 time	2 to 3 times	4 to 5 times	6 to 10 times	Over 10 times
United States	46.6%	23.0%	22.8%	6.0%	1.5%	0.1%
Alabama	47.6%	20.5%	23.8%	6.5%	1.7%	0.0%
Alaska	43.6%	22.2%	24.3%	7.8%	2.0%	0.2%
Arizona	42.1%	24.4%	24.0%	7.0%	2.2%	0.2%
Arkansas	49.8%	23.5%	21.0%	4.4%	1.2%	0.0%
California	45.1%	23.5%	23.8%	6.1%	1.4%	0.1%
Colorado	46.0%	24.5%	21.9%	6.1%	1.3%	0.1%
Connecticut	49.7%	22.8%	20.8%	5.7%	1.0%	<0.1%
Delaware	47.6%	21.2%	22.4%	6.7%	2.1%	0.0%
D.C.	49.8%	30.0%	15.9%	2.1%	1.7%	0.4%
Florida	44.8%	21.5%	24.9%	6.8%	1.9%	0.1%
Georgia	45.1%	22.8%	22.8%	7.1%	2.1%	0.1%
Hawaii	41.1%	23.9%	24.9%	7.1%	2.5%	0.5%
Idaho	42.9%	24.1%	24.2%	7.1%	1.5%	0.1%
Illinois	51.6%	22.6%	19.8%	4.4%	1.5%	0.1%
Indiana	52.0%	23.3%	18.7%	4.7%	1.2%	0.1%
Iowa	51.4%	22.9%	19.3%	5.3%	1.2%	0.0%
Kansas	44.6%	22.7%	25.3%	6.4%	1.0%	0.1%
Kentucky	43.2%	23.8%	24.8%	6.0%	2.2%	0.0%
Louisiana	47.4%	22.9%	23.2%	5.6%	0.9%	0.1%
Maine	39.7%	20.6%	27.7%	9.2%	2.7%	0.1%
Maryland	43.0%	22.7%	26.1%	6.2%	1.8%	0.2%
Massachusetts	54.4%	21.8%	19.0%	3.9%	0.9%	0.1%
Michigan	44.1%	25.4%	23.3%	5.7%	1.5%	0.1%
Minnesota	55.2%	22.6%	16.7%	4.4%	0.9%	0.1%
Mississippi	53.8%	17.7%	25.0%	3.2%	0.3%	0.0%
Missouri	47.3%	22.2%	22.5%	6.8%	1.2%	0.0%
Montana	43.4%	23.2%	24.5%	7.2%	1.7%	0.0%
Nebraska	48.2%	24.2%	20.4%	6.1%	1.1%	0.0%
Nevada	43.8%	20.9%	25.9%	7.6%	1.6%	0.1%
New Hampshire	47.7%	24.3%	21.6%	5.4%	0.8%	0.2%
New Jersey	49.2%	23.6%	21.1%	4.8%	1.2%	0.1%
New Mexico	43.9%	20.8%	23.7%	8.7%	2.6%	0.1%
New York	47.1%	22.7%	23.2%	5.5%	1.4%	0.1%
North Carolina	44.8%	23.0%	23.5%	6.6%	1.9%	0.2%
North Dakota	48.9%	18.3%	26.0%	6.1%	0.6%	0.0%
Ohio	49.7%	22.7%	21.0%	5.3%	1.4%	0.0%
Oklahoma	42.2%	23.7%	24.3%	7.2%	2.4%	0.1%
Oregon	48.4%	24.2%	20.4%	5.8%	1.2%	0.0%
Pennsylvania	47.5%	23.5%	22.0%	5.5%	1.4%	0.1%
Rhode Island	49.4%	22.6%	21.1%	5.8%	0.9%	0.2%
South Carolina	45.9%	21.8%	24.4%	6.6%	1.3%	0.1%
South Dakota	48.3%	22.1%	21.0%	6.3%	2.1%	0.2%
Tennessee	44.6%	22.9%	24.7%	6.4%	1.5%	<0.1%
Texas	44.6%	22.5%	24.1%	6.8%	1.8%	0.1%
Utah	47.3%	23.7%	23.5%	4.8%	0.7%	0.0%
Vermont	43.0%	23.6%	25.9%	6.8%	0.5%	0.3%
Virginia	46.6%	23.3%	22.1%	6.1%	1.8%	0.1%
Washington	46.3%	24.5%	21.5%	5.8%	1.8%	0.1%
West Virginia	40.1%	22.0%	25.5%	10.1%	2.2%	0.1%
Wisconsin	49.0%	23.6%	21.4%	4.5%	1.5%	0.0%
Wyoming	41.2%	22.1%	22.1%	10.7%	4.0%	0.0%

53.4% of PAs indicated they have changed specialties at least once during their career as a PA.

2024 Statistical Profile of Certified PAs by State ©NCCPA 2026

Changed Specialties Two or More Times During Career by State

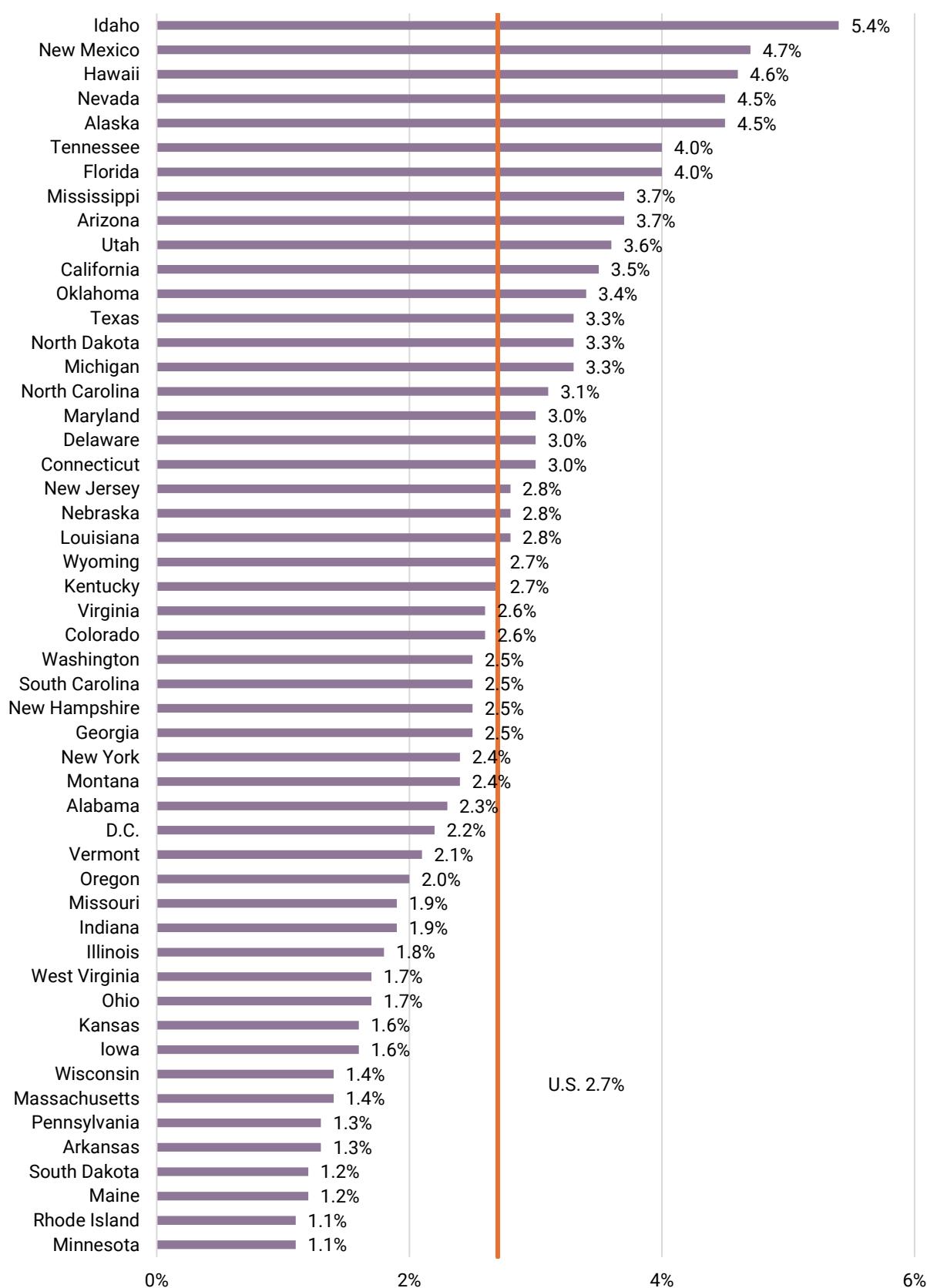


Employment Type by State

	Employee	Full or part owner	Independent contractor	Other*
United States	93.3%	2.7%	3.2%	0.8%
Alabama	93.8%	2.3%	2.6%	1.3%
Alaska	90.5%	4.5%	4.2%	0.8%
Arizona	89.4%	3.7%	6.2%	0.8%
Arkansas	94.1%	1.3%	3.8%	0.8%
California	90.6%	3.5%	4.9%	1.0%
Colorado	93.1%	2.6%	3.2%	1.2%
Connecticut	95.6%	3.0%	1.0%	0.5%
Delaware	96.0%	3.0%	1.0%	0.0%
D.C.	95.5%	2.2%	2.2%	0.0%
Florida	88.4%	4.0%	6.5%	1.1%
Georgia	91.9%	2.5%	4.8%	0.7%
Hawaii	88.6%	4.6%	4.1%	2.7%
Idaho	88.1%	5.4%	5.8%	0.7%
Illinois	95.0%	1.8%	2.5%	0.7%
Indiana	96.1%	1.9%	1.5%	0.6%
Iowa	96.1%	1.6%	1.5%	0.8%
Kansas	93.0%	1.6%	4.4%	1.0%
Kentucky	94.3%	2.7%	2.2%	0.8%
Louisiana	93.0%	2.8%	3.5%	0.6%
Maine	95.2%	1.2%	2.0%	1.7%
Maryland	94.1%	3.0%	2.1%	0.8%
Massachusetts	97.0%	1.4%	0.8%	0.8%
Michigan	93.2%	3.3%	2.7%	0.7%
Minnesota	97.2%	1.1%	1.3%	0.5%
Mississippi	92.5%	3.7%	2.4%	1.4%
Missouri	95.6%	1.9%	2.0%	0.5%
Montana	93.3%	2.4%	3.3%	1.0%
Nebraska	95.0%	2.8%	1.6%	0.6%
Nevada	86.3%	4.5%	8.1%	1.1%
New Hampshire	95.6%	2.5%	1.1%	0.8%
New Jersey	94.3%	2.8%	2.2%	0.7%
New Mexico	90.3%	4.7%	3.1%	2.0%
New York	94.8%	2.4%	2.1%	0.7%
North Carolina	92.9%	3.1%	3.2%	0.8%
North Dakota	94.3%	3.3%	2.0%	0.3%
Ohio	95.3%	1.7%	2.5%	0.4%
Oklahoma	92.1%	3.4%	3.6%	0.9%
Oregon	95.2%	2.0%	2.1%	0.7%
Pennsylvania	96.4%	1.3%	1.6%	0.7%
Rhode Island	96.9%	1.1%	0.9%	1.1%
South Carolina	93.5%	2.5%	2.9%	1.0%
South Dakota	95.5%	1.2%	2.8%	0.5%
Tennessee	91.0%	4.0%	3.8%	1.2%
Texas	91.0%	3.3%	4.8%	1.0%
Utah	91.6%	3.6%	3.9%	1.0%
Vermont	94.2%	2.1%	2.4%	1.3%
Virginia	94.1%	2.6%	2.1%	1.2%
Washington	93.7%	2.5%	2.7%	1.1%
West Virginia	96.4%	1.7%	1.4%	0.6%
Wisconsin	96.5%	1.4%	1.5%	0.5%
Wyoming	91.0%	2.7%	5.5%	0.8%

*Other employment types reported include: military assignment, retired but remaining certified, PA volunteer in medicine, fellow.

Employment Type: Full or Part-time Owner

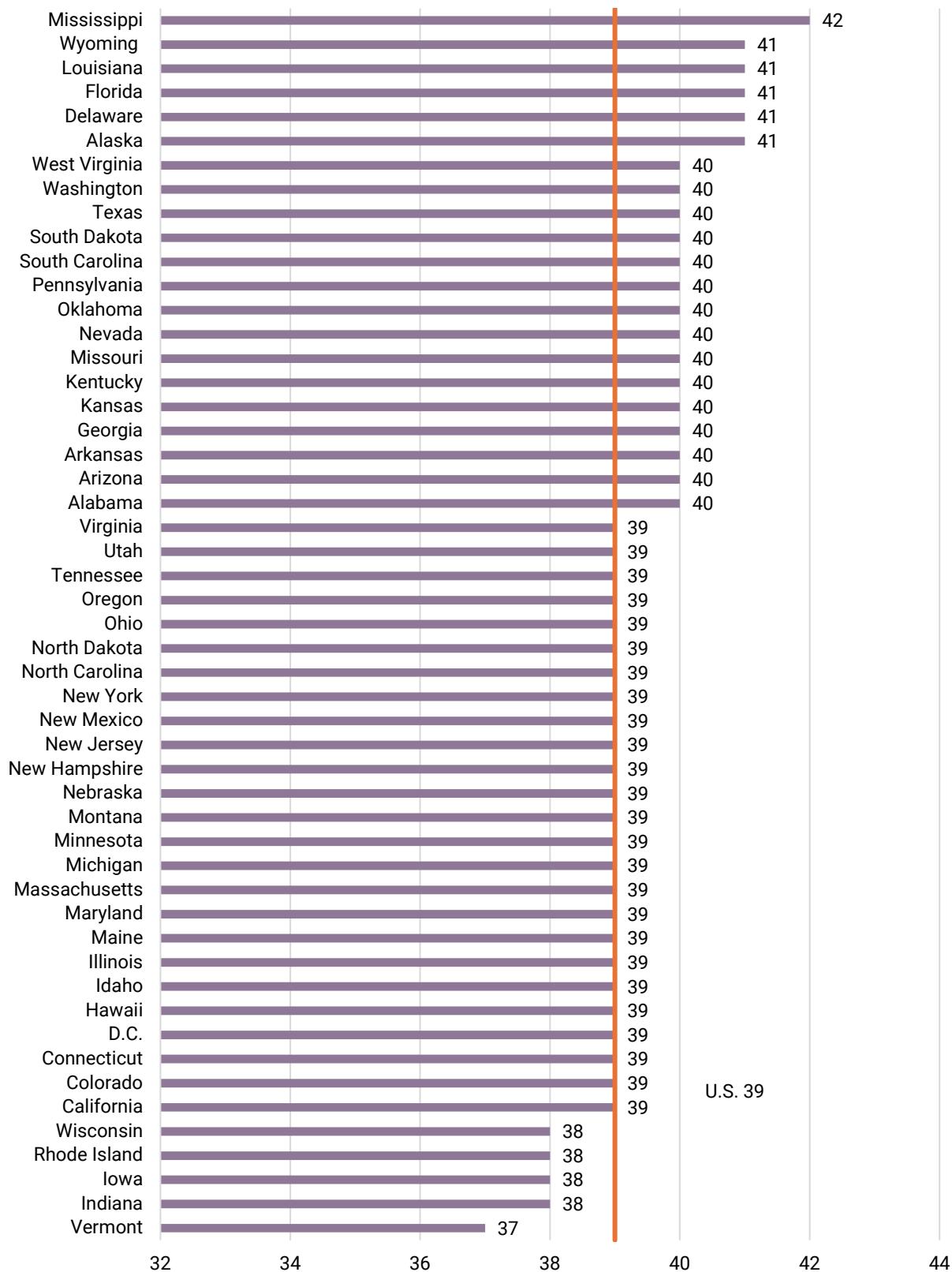


Hours Worked per Week in Principal Clinical Position by State

	2024		2020	
	Mean	Median	Mean	Median
United States	39	40	40	40
Alabama	40	40	41	40
Alaska	41	40	42	40
Arizona	40	40	41	40
Arkansas	40	40	40	40
California	39	40	39	40
Colorado	39	40	39	40
Connecticut	39	40	39	40
Delaware	41	40	42	40
D.C.	39	40	40	40
Florida	41	40	42	40
Georgia	40	40	41	40
Hawaii	39	40	41	40
Idaho	39	40	39	40
Illinois	39	40	40	40
Indiana	38	40	39	40
Iowa	38	40	39	40
Kansas	40	40	40	40
Kentucky	40	40	41	40
Louisiana	41	40	41	40
Maine	39	40	40	40
Maryland	39	40	39	40
Massachusetts	39	40	39	40
Michigan	39	40	40	40
Minnesota	39	40	39	40
Mississippi	42	40	41	40
Missouri	40	40	41	40
Montana	39	40	40	40
Nebraska	39	40	39	40
Nevada	40	40	41	40
New Hampshire	39	40	39	40
New Jersey	39	40	39	40
New Mexico	39	40	40	40
New York	39	40	40	40
North Carolina	39	40	40	40
North Dakota	39	40	39	40
Ohio	39	40	40	40
Oklahoma	40	40	41	40
Oregon	39	40	40	40
Pennsylvania	40	40	40	40
Rhode Island	38	40	40	40
South Carolina	40	40	41	40
South Dakota	40	40	40	40
Tennessee	39	40	40	40
Texas	40	40	41	40
Utah	39	40	40	40
Vermont	37	40	37	40
Virginia	39	40	40	40
Washington	40	40	40	40
West Virginia	40	40	41	40
Wisconsin	38	40	39	40
Wyoming	41	40	42	40

Note: PAs were asked how many hours per week they work at their principal position.

Mean Hours Worked per Week in Principal Clinical Position by State

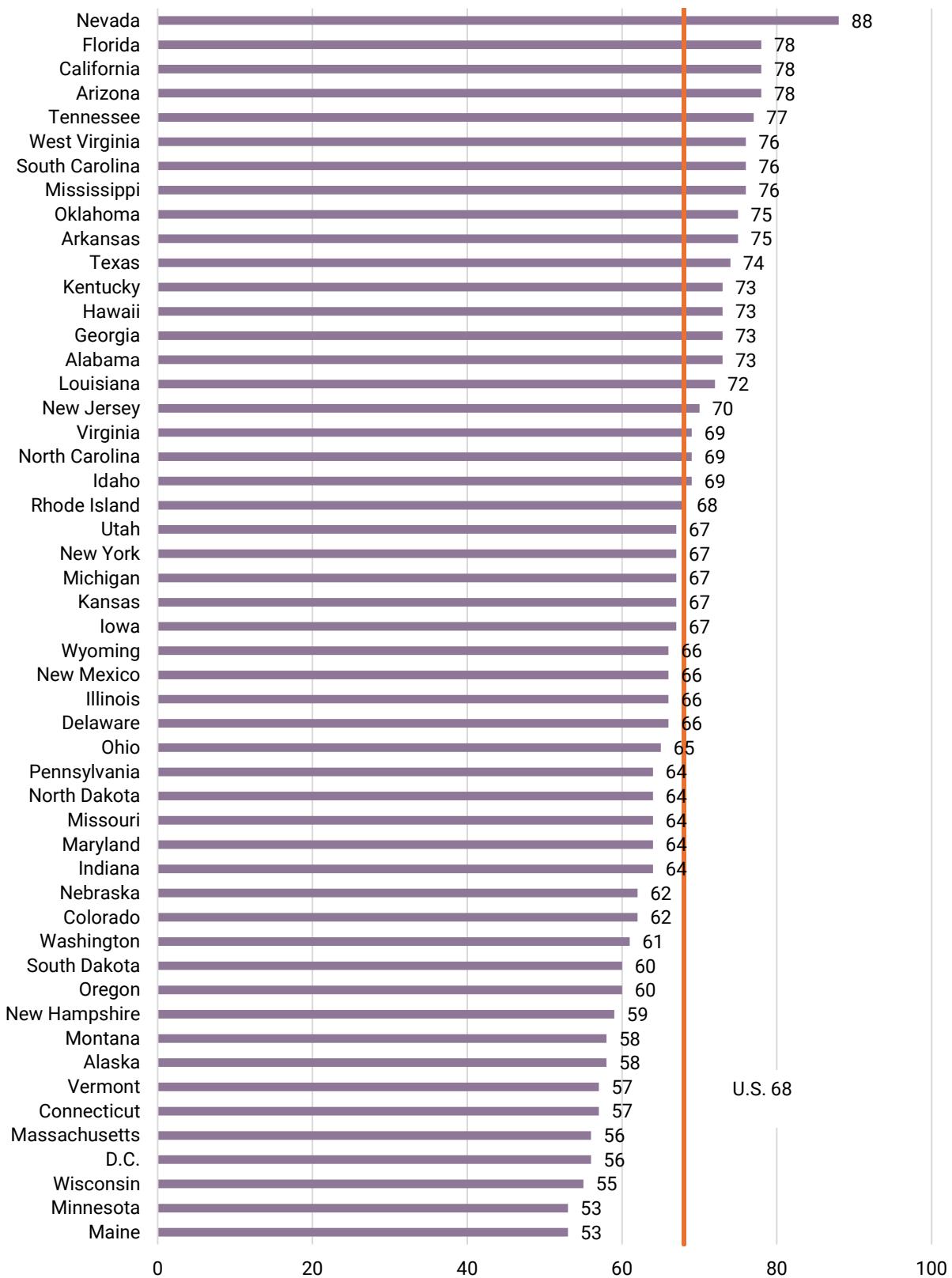


Patients Seen Per Week (working 40+ hours per week) by State

	2024		2000	
	Mean	Median	Mean	Median
United States	68	60	71	65
Alabama	73	65	76	70
Alaska	58	55	57	50
Arizona	78	75	81	80
Arkansas	75	70	82	75
California	78	75	84	80
Colorado	62	60	63	60
Connecticut	57	50	60	50
Delaware	66	60	66	60
D.C.	56	50	63	60
Florida	78	75	81	75
Georgia	73	65	77	72
Hawaii	73	70	75	75
Idaho	69	60	70	65
Illinois	66	60	69	60
Indiana	64	60	69	60
Iowa	67	60	68	65
Kansas	67	60	68	60
Kentucky	73	68	79	75
Louisiana	72	65	74	70
Maine	53	50	55	50
Maryland	64	55	66	60
Massachusetts	56	50	58	50
Michigan	67	60	68	60
Minnesota	53	50	55	50
Mississippi	76	75	76	75
Missouri	64	60	67	60
Montana	58	55	60	58
Nebraska	62	55	66	60
Nevada	88	80	96	90
New Hampshire	59	56	60	60
New Jersey	70	60	71	60
New Mexico	66	60	72	66
New York	67	60	68	60
North Carolina	69	65	72	70
North Dakota	64	60	63	60
Ohio	65	60	68	60
Oklahoma	75	70	80	75
Oregon	60	56	61	60
Pennsylvania	64	60	68	60
Rhode Island	68	60	66	60
South Carolina	76	70	78	75
South Dakota	60	50	64	60
Tennessee	77	75	80	75
Texas	74	70	77	75
Utah	67	60	69	60
Vermont	57	50	61	60
Virginia	69	62	72	70
Washington	61	60	66	60
West Virginia	76	70	81	75
Wisconsin	55	50	57	50
Wyoming	66	60	70	63

Note: PAs were asked how many patients they see during a typical work week.

Mean Number of Patients Seen per Week by State (PAs Working 40+ Hours per Week)

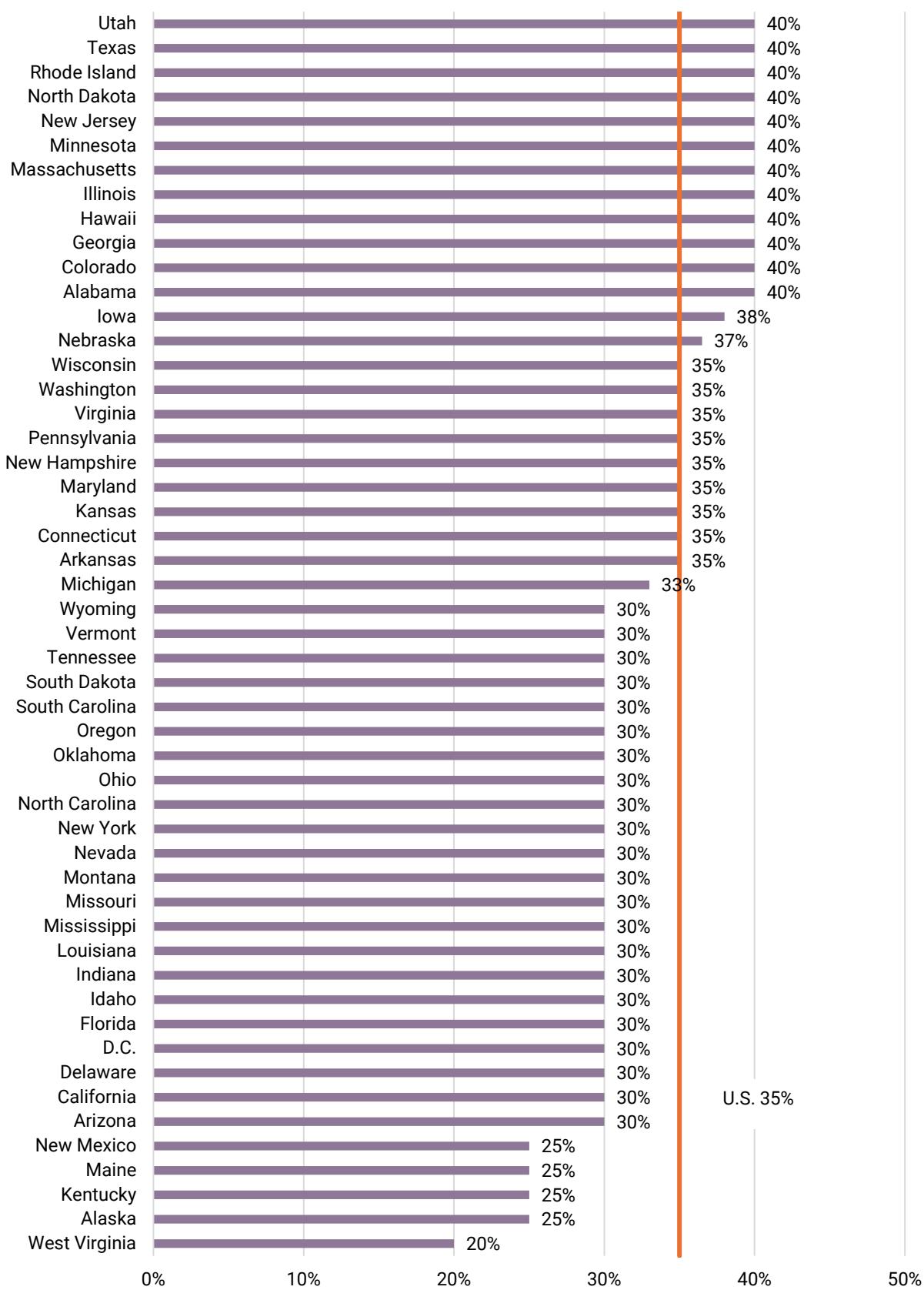


Payer Mix by State (Median Percent)

	Private insurance		Medicaid		Medicare		Tricare/CHAMPUS/VA		Workers compensation		Uncompensated care		Self-pay and sliding-fee schedule	
	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020
United States	35%	35%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Alabama	40%	40%	20%	16%	30%	30%	6%	8%	5%	5%	5%	10%	5%	5%
Alaska	25%	25%	25%	25%	20%	20%	10%	10%	5%	5%	5%	5%	5%	5%
Arizona	30%	30%	22%	25%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Arkansas	35%	30%	20%	20%	30%	30%	5%	5%	5%	5%	4%	5%	5%	5%
California	30%	30%	25%	30%	30%	25%	5%	5%	5%	5%	5%	10%	5%	6%
Colorado	40%	40%	20%	20%	25%	25%	5%	5%	5%	5%	5%	7%	5%	5%
Connecticut	35%	40%	25%	25%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Delaware	30%	30%	20%	20%	30%	30%	5%	5%	5%	10%	5%	5%	5%	5%
D.C.	30%	30%	30%	30%	25%	30%	5%	10%	2%	5%	9%	10%	10%	5%
Florida	30%	30%	15%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Georgia	40%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Hawaii	40%	40%	20%	20%	25%	20%	10%	15%	5%	10%	5%	9%	5%	8%
Idaho	30%	30%	20%	20%	25%	25%	5%	5%	5%	5%	5%	5%	5%	5%
Illinois	40%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Indiana	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Iowa	38%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Kansas	35%	35%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Kentucky	25%	30%	30%	30%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Louisiana	30%	30%	25%	30%	30%	25%	5%	5%	5%	5%	5%	10%	5%	5%
Maine	25%	25%	25%	25%	30%	30%	5%	5%	5%	5%	7%	10%	5%	5%
Maryland	35%	35%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Massachusetts	40%	37%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Michigan	33%	30%	25%	25%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Minnesota	40%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Mississippi	30%	30%	20%	20%	30%	30%	10%	5%	5%	5%	5%	10%	5%	5%
Missouri	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	6%	5%	5%
Montana	30%	30%	25%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	10%
Nebraska	37%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Nevada	30%	35%	25%	25%	30%	25%	5%	5%	5%	5%	5%	10%	5%	5%
New Hampshire	35%	33%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
New Jersey	40%	40%	20%	23%	30%	30%	5%	5%	5%	10%	5%	10%	5%	5%
New Mexico	25%	30%	30%	28%	30%	30%	7%	8%	5%	5%	5%	10%	5%	5%
New York	30%	33%	25%	25%	30%	30%	5%	5%	5%	10%	5%	10%	5%	5%
North Carolina	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
North Dakota	40%	40%	20%	15%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Ohio	30%	30%	25%	25%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Oklahoma	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
Oregon	30%	35%	25%	25%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Pennsylvania	35%	38%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Rhode Island	40%	40%	20%	20%	30%	30%	5%	5%	5%	10%	5%	5%	5%	5%
South Carolina	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	5%	5%
South Dakota	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Tennessee	30%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Texas	40%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	10%	7%	10%
Utah	40%	40%	15%	15%	25%	25%	5%	5%	5%	5%	5%	5%	5%	5%
Vermont	30%	30%	30%	30%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Virginia	35%	35%	20%	15%	30%	30%	10%	10%	5%	5%	5%	10%	5%	5%
Washington	35%	37%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
West Virginia	20%	25%	30%	30%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Wisconsin	35%	35%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Wyoming	30%	35%	20%	18%	25%	25%	5%	5%	5%	5%	5%	7%	6%	

Note: PAs were asked to estimate their current payer mix in their principal clinical position.

Median Percent of Private Insurance Patients Seen by State

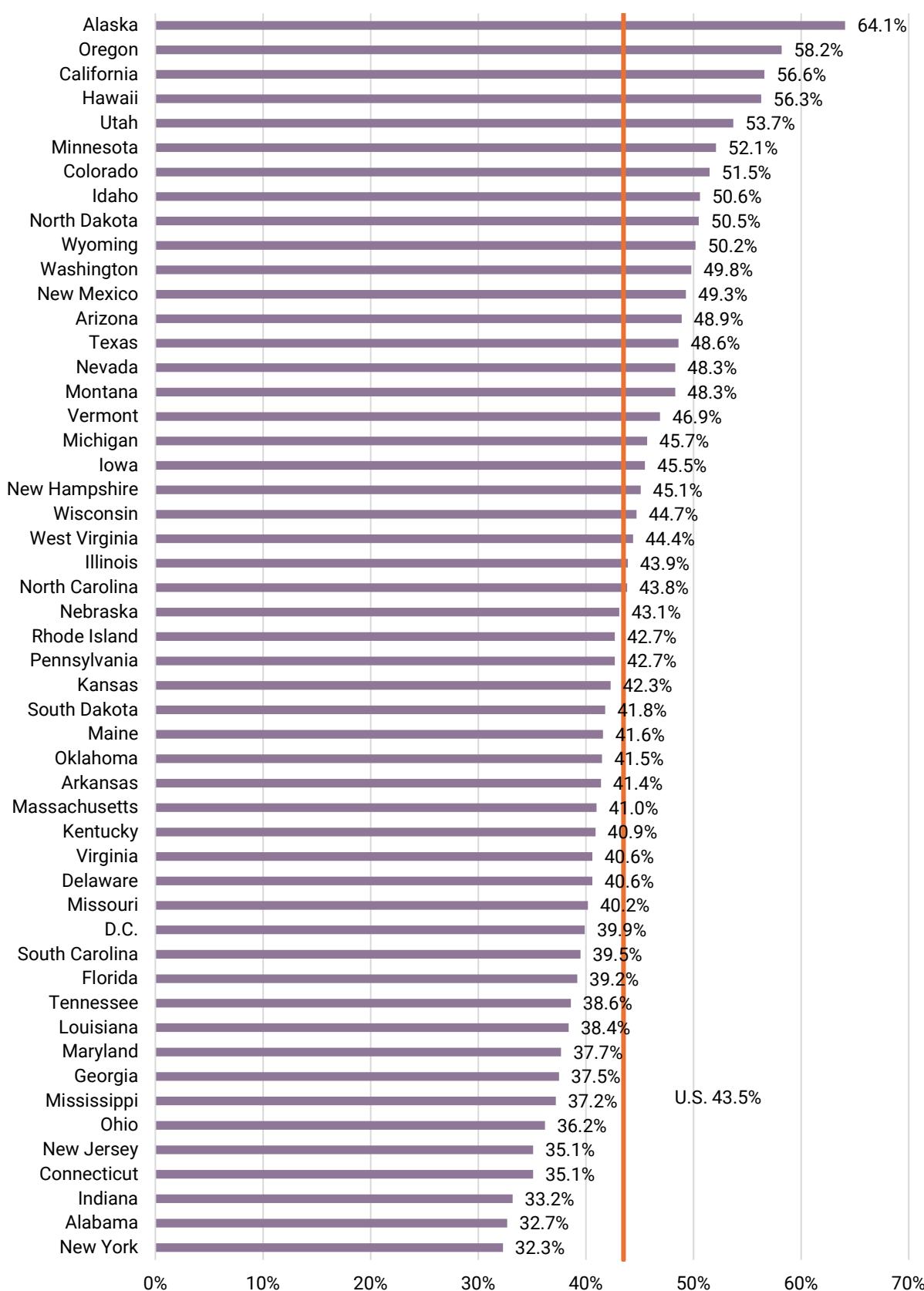


Telemedicine Participation and Hours by State

	Participate in telemedicine		Hours per week participating in telemedicine					Does not participate in telemedicine but practice or institution does
	2024	% change 2020-2024	Less than 10	10 to 19	20 to 29	30 to 39	40 or more	
United States	43.5%	22.8%	80.5%	11.3%	4.4%	2.1%	1.6%	56.4%
Alabama	32.7%	12.4%	88.4%	9.6%	0.3%	0.6%	1.0%	44.1%
Alaska	64.1%	24.9%	85.1%	9.3%	3.5%	1.5%	0.6%	56.8%
Arizona	48.9%	29.6%	77.8%	11.6%	4.6%	2.9%	3.0%	50.6%
Arkansas	41.4%	20.5%	85.6%	5.9%	3.6%	2.3%	2.7%	54.5%
California	56.6%	29.7%	70.0%	17.9%	7.4%	2.6%	2.1%	55.1%
Colorado	51.5%	27.7%	80.2%	12.1%	3.9%	2.3%	1.5%	61.0%
Connecticut	35.1%	18.9%	85.8%	9.2%	2.6%	1.2%	1.2%	51.9%
Delaware	40.6%	22.3%	80.0%	13.9%	4.2%	1.2%	0.6%	56.9%
D.C.	39.9%	17.8%	70.0%	16.7%	8.9%	3.3%	1.1%	57.7%
Florida	39.2%	22.3%	78.9%	11.0%	4.9%	2.6%	2.6%	49.2%
Georgia	37.5%	18.2%	83.6%	10.0%	3.8%	0.8%	1.8%	51.9%
Hawaii	56.3%	23.3%	78.2%	12.8%	5.7%	2.8%	0.5%	55.3%
Idaho	50.6%	26.0%	87.0%	6.2%	3.2%	2.2%	1.4%	54.6%
Illinois	43.9%	27.4%	81.3%	9.9%	5.1%	3.1%	0.7%	60.0%
Indiana	33.2%	17.9%	87.2%	8.8%	2.5%	0.8%	0.7%	51.1%
Iowa	45.5%	22.7%	91.6%	4.0%	2.5%	1.1%	0.8%	61.2%
Kansas	42.3%	21.4%	92.2%	4.8%	1.9%	0.6%	0.4%	52.2%
Kentucky	40.9%	22.6%	86.6%	9.1%	2.6%	1.0%	0.7%	50.7%
Louisiana	38.4%	18.2%	82.6%	10.8%	3.9%	1.4%	1.2%	54.7%
Maine	41.6%	22.6%	89.0%	7.6%	1.7%	1.1%	0.6%	62.0%
Maryland	37.7%	18.9%	78.2%	11.8%	4.7%	3.3%	1.9%	54.8%
Massachusetts	41.0%	20.5%	81.9%	11.6%	3.3%	2.0%	1.3%	56.4%
Michigan	45.7%	26.6%	79.6%	11.7%	4.5%	2.4%	1.8%	56.4%
Minnesota	52.1%	27.8%	81.5%	10.7%	4.8%	2.1%	0.9%	74.9%
Mississippi	37.2%	15.9%	87.3%	8.2%	0.9%	0.0%	3.6%	49.5%
Missouri	40.2%	18.4%	87.5%	5.5%	3.9%	1.7%	1.5%	56.6%
Montana	48.3%	21.4%	84.7%	10.5%	2.7%	1.1%	1.1%	65.6%
Nebraska	43.1%	19.9%	89.1%	5.5%	3.8%	1.1%	0.4%	61.1%
Nevada	48.3%	24.4%	78.3%	11.4%	5.4%	1.9%	3.0%	45.3%
New Hampshire	45.1%	23.8%	86.0%	9.9%	2.4%	1.0%	0.7%	65.3%
New Jersey	35.1%	18.7%	78.3%	13.3%	4.3%	2.1%	1.9%	49.7%
New Mexico	49.3%	26.3%	78.9%	13.1%	5.1%	1.7%	1.1%	65.5%
New York	32.3%	16.1%	80.4%	11.3%	4.4%	2.4%	1.5%	55.7%
North Carolina	43.8%	24.1%	79.5%	11.0%	4.7%	3.0%	1.8%	58.3%
North Dakota	50.5%	22.7%	87.6%	7.2%	3.9%	0.7%	0.7%	71.3%
Ohio	36.2%	19.6%	82.5%	10.9%	3.8%	1.2%	1.6%	56.9%
Oklahoma	41.5%	22.6%	81.9%	10.7%	3.5%	2.6%	1.3%	56.2%
Oregon	58.2%	29.6%	80.8%	12.3%	5.2%	1.1%	0.5%	68.8%
Pennsylvania	42.7%	20.9%	83.9%	9.8%	3.6%	1.5%	1.2%	62.5%
Rhode Island	42.7%	19.5%	86.2%	8.7%	3.1%	2.1%	0.0%	48.5%
South Carolina	39.5%	21.2%	80.6%	9.9%	4.3%	2.8%	2.3%	51.8%
South Dakota	41.8%	7.9%	92.7%	5.3%	0.4%	1.2%	0.4%	72.4%
Tennessee	38.6%	19.1%	84.4%	9.1%	3.5%	1.8%	1.2%	46.8%
Texas	48.6%	26.1%	77.6%	12.1%	5.5%	2.6%	2.2%	52.9%
Utah	53.7%	29.5%	80.2%	11.4%	4.0%	2.0%	2.3%	64.8%
Vermont	46.9%	26.1%	84.4%	10.1%	3.4%	0.6%	1.7%	70.4%
Virginia	40.6%	20.1%	81.0%	10.6%	4.1%	2.4%	1.8%	53.8%
Washington	49.8%	27.0%	78.5%	13.4%	4.4%	2.4%	1.2%	64.0%
West Virginia	44.4%	22.1%	88.1%	6.6%	2.3%	2.3%	0.8%	62.0%
Wisconsin	44.7%	23.5%	88.7%	7.9%	2.0%	0.8%	0.6%	69.0%
Wyoming	50.2%	20.8%	91.4%	6.3%	1.6%	0.0%	0.8%	51.6%

Note: PAs were asked if they participate in telemedicine as a substitute for in-person encounters. If yes, they were asked how many hours per week they engage in telemedicine. PAs who indicated they did not participate in telemedicine were asked if their practice or institution participates.

Participation in Telemedicine by State

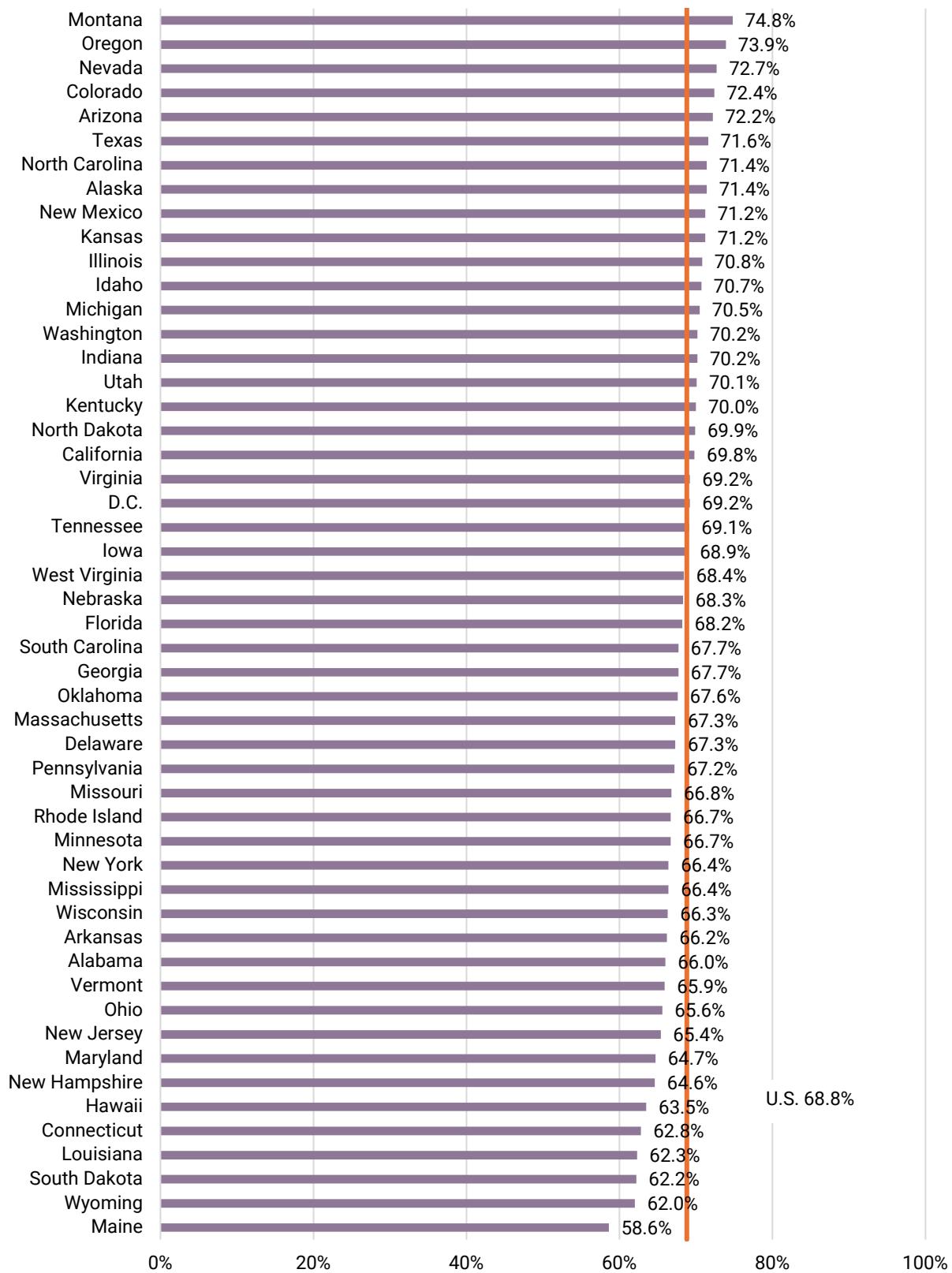


Functions and Modalities of Telemedicine by State

	Functions of telemedicine				Modalities of telemedicine		
	Follow-up with patients	Diagnosing or treating patients	Managing patients with chronic disease	Collaboration with another provider	Video-conferencing	Remote patient monitoring	Storing and forwarding data
United States	90.8%	82.7%	68.8%	33.5%	92.6%	19.6%	8.5%
Alabama	94.2%	75.0%	66.0%	32.4%	81.7%	28.2%	12.8%
Alaska	90.4%	86.3%	71.4%	43.1%	90.7%	22.4%	14.0%
Arizona	93.6%	82.3%	72.2%	34.5%	93.7%	19.5%	7.6%
Arkansas	89.6%	76.1%	66.2%	29.7%	91.9%	18.9%	7.7%
California	93.5%	86.6%	69.8%	40.5%	88.5%	26.4%	11.3%
Colorado	93.7%	86.0%	72.4%	33.8%	93.6%	15.9%	8.9%
Connecticut	87.6%	83.8%	62.8%	29.8%	92.8%	18.8%	6.3%
Delaware	87.9%	86.7%	67.3%	36.4%	93.9%	15.8%	8.5%
D.C.	89.0%	83.5%	69.2%	47.3%	92.3%	19.8%	7.7%
Florida	92.0%	80.7%	68.2%	35.0%	93.0%	19.0%	8.7%
Georgia	90.5%	79.3%	67.7%	31.0%	91.6%	20.9%	9.6%
Hawaii	93.8%	81.0%	63.5%	39.8%	86.7%	20.4%	16.6%
Idaho	91.5%	80.4%	70.7%	26.6%	94.6%	17.7%	7.1%
Illinois	92.7%	81.6%	70.8%	31.3%	92.1%	19.7%	7.2%
Indiana	90.9%	81.8%	70.2%	24.4%	94.4%	14.1%	4.7%
Iowa	89.5%	79.6%	68.9%	21.2%	96.4%	11.1%	5.2%
Kansas	92.4%	78.6%	71.2%	26.2%	93.9%	12.6%	3.9%
Kentucky	90.9%	82.5%	70.0%	28.1%	93.5%	18.6%	9.5%
Louisiana	85.3%	80.7%	62.3%	30.2%	91.9%	18.6%	8.9%
Maine	87.0%	74.6%	58.6%	32.1%	95.2%	18.9%	5.9%
Maryland	86.9%	85.4%	64.7%	36.6%	93.5%	19.1%	9.3%
Massachusetts	90.8%	81.7%	67.3%	38.9%	92.0%	22.5%	7.7%
Michigan	88.4%	87.2%	70.5%	30.4%	94.6%	16.9%	7.8%
Minnesota	89.2%	83.0%	66.7%	30.5%	96.1%	15.7%	5.2%
Mississippi	90.0%	68.2%	66.4%	37.3%	84.5%	26.4%	11.8%
Missouri	90.6%	79.2%	66.8%	32.7%	92.3%	17.9%	7.7%
Montana	92.5%	78.0%	74.8%	30.3%	93.0%	18.8%	8.0%
Nebraska	89.1%	82.0%	68.3%	27.0%	96.7%	14.3%	3.6%
Nevada	91.2%	81.1%	72.7%	33.3%	89.5%	20.0%	10.3%
New Hampshire	91.8%	78.8%	64.6%	34.0%	93.7%	16.9%	6.0%
New Jersey	90.4%	79.1%	65.4%	36.3%	92.1%	21.4%	8.4%
New Mexico	92.9%	81.2%	71.2%	34.2%	93.7%	19.1%	8.5%
New York	89.3%	80.6%	66.4%	36.9%	90.4%	24.2%	9.3%
North Carolina	90.3%	83.7%	71.4%	30.1%	93.0%	19.1%	8.8%
North Dakota	91.5%	86.9%	69.9%	28.1%	92.8%	20.9%	10.5%
Ohio	88.6%	79.6%	65.6%	31.4%	93.2%	17.6%	7.6%
Oklahoma	86.1%	83.3%	67.6%	29.8%	94.9%	14.0%	6.1%
Oregon	93.9%	86.1%	73.9%	34.2%	96.4%	13.6%	5.6%
Pennsylvania	87.5%	83.4%	67.2%	31.3%	94.5%	17.9%	8.2%
Rhode Island	90.8%	80.5%	66.7%	33.3%	85.6%	25.6%	8.7%
South Carolina	89.4%	81.6%	67.7%	29.8%	92.0%	18.0%	9.5%
South Dakota	84.1%	78.9%	62.2%	33.7%	95.1%	21.5%	8.5%
Tennessee	90.7%	81.5%	69.1%	30.7%	91.1%	20.6%	10.8%
Texas	92.8%	84.6%	71.6%	35.6%	92.4%	20.5%	9.5%
Utah	90.8%	85.4%	70.1%	31.0%	97.0%	15.7%	6.8%
Vermont	91.6%	78.8%	65.9%	33.0%	92.7%	13.4%	7.8%
Virginia	89.4%	82.4%	69.2%	31.8%	92.0%	18.2%	9.0%
Washington	91.9%	82.3%	70.2%	35.9%	92.4%	18.2%	8.6%
West Virginia	90.7%	78.0%	68.4%	31.3%	90.4%	23.5%	6.8%
Wisconsin	90.2%	82.1%	66.3%	27.8%	96.3%	13.8%	5.6%
Wyoming	93.8%	77.5%	62.0%	27.1%	96.9%	18.6%	4.7%

Note: PAs were asked if they participate in telemedicine as a substitute for in-person encounters. If yes, PAs were asked to indicate which function(s) they engage in and what modalities of telemedicine they use.

Managing Patients with Chronic Disease through Telemedicine by State

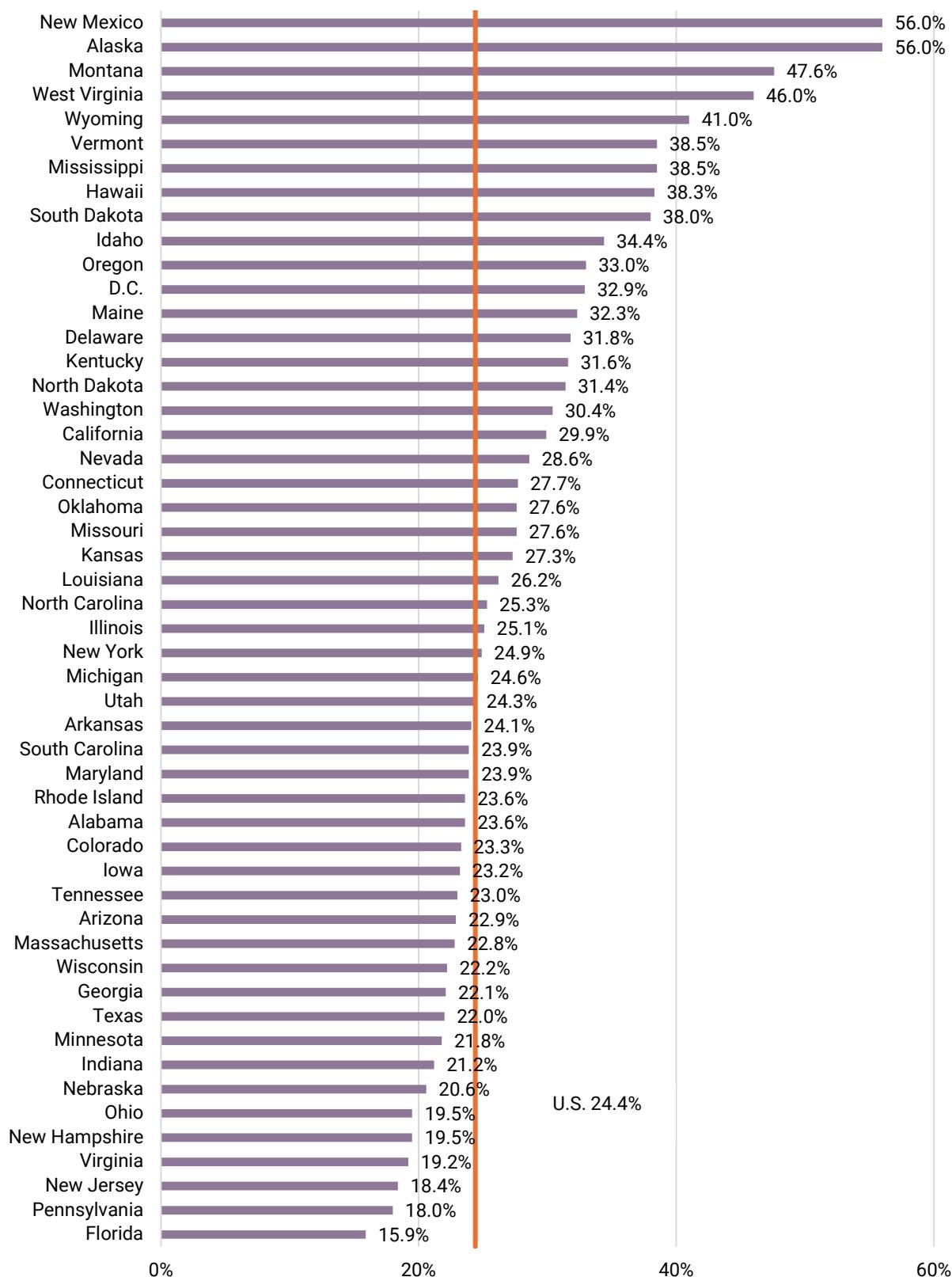


Providing Care to Patients in Designated HPSAs or MUAs by State

	Yes	No	Not sure
United States	24.4%	48.8%	26.8%
Alabama	23.6%	48.2%	28.2%
Alaska	56.0%	27.2%	16.8%
Arizona	22.9%	53.5%	23.6%
Arkansas	24.1%	50.4%	25.5%
California	29.9%	46.5%	23.6%
Colorado	23.3%	55.6%	21.1%
Connecticut	27.7%	41.5%	30.8%
Delaware	31.8%	38.8%	29.4%
D.C.	32.9%	39.2%	27.9%
Florida	15.9%	58.0%	26.1%
Georgia	22.1%	51.3%	26.6%
Hawaii	38.3%	43.0%	18.7%
Idaho	34.4%	43.1%	22.5%
Illinois	25.1%	50.1%	24.8%
Indiana	21.2%	49.3%	29.4%
Iowa	23.2%	51.1%	25.7%
Kansas	27.3%	51.2%	21.5%
Kentucky	31.6%	42.5%	25.9%
Louisiana	26.2%	44.9%	28.9%
Maine	32.3%	37.5%	30.3%
Maryland	23.9%	49.1%	27.0%
Massachusetts	22.8%	44.7%	32.5%
Michigan	24.6%	46.0%	29.4%
Minnesota	21.8%	50.6%	27.6%
Mississippi	38.5%	35.0%	26.5%
Missouri	27.6%	45.7%	26.6%
Montana	47.6%	32.1%	20.3%
Nebraska	20.6%	56.6%	22.8%
Nevada	28.6%	49.0%	22.4%
New Hampshire	19.5%	48.4%	32.0%
New Jersey	18.4%	53.1%	28.5%
New Mexico	56.0%	24.8%	19.2%
New York	24.9%	44.7%	30.4%
North Carolina	25.3%	46.4%	28.3%
North Dakota	31.4%	48.2%	20.4%
Ohio	19.5%	48.6%	31.9%
Oklahoma	27.6%	48.6%	23.7%
Oregon	33.0%	44.2%	22.8%
Pennsylvania	18.0%	52.0%	30.0%
Rhode Island	23.6%	42.7%	33.6%
South Carolina	23.9%	48.0%	28.1%
South Dakota	38.0%	38.4%	23.6%
Tennessee	23.0%	48.4%	28.6%
Texas	22.0%	55.4%	22.6%
Utah	24.3%	50.9%	24.7%
Vermont	38.5%	35.9%	25.5%
Virginia	19.2%	54.8%	26.0%
Washington	30.4%	44.5%	25.1%
West Virginia	46.0%	25.0%	29.0%
Wisconsin	22.2%	48.9%	28.9%
Wyoming	41.0%	31.9%	27.1%

Note: PAs were asked if they provide care to patients who live in a designated Health Professional Shortage Area (HPSA) and/or a Medically Underserved Area (MUA)

Providing Care to Patients in Designated HPSAs or MUAs by State



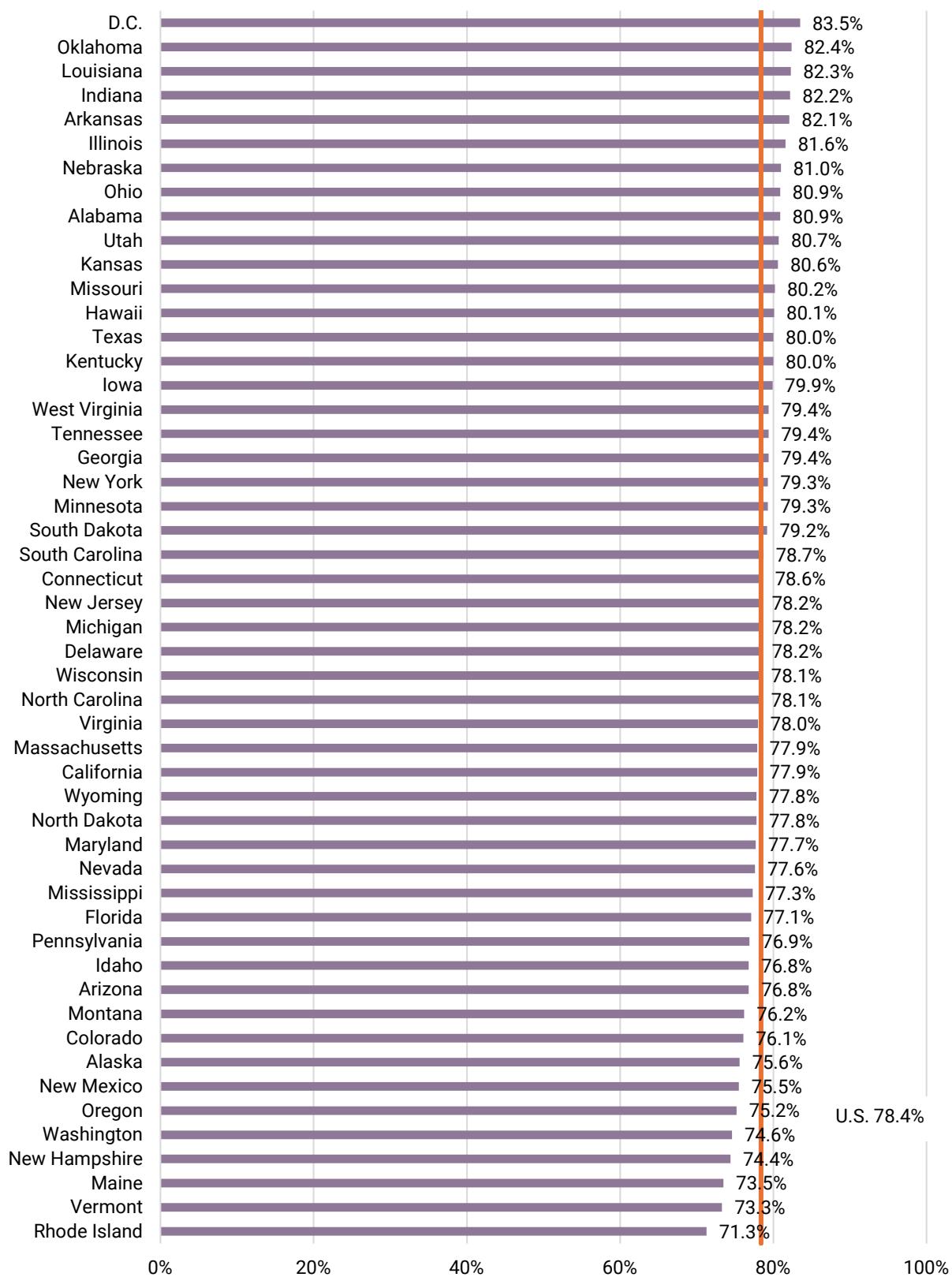
Satisfaction with Different Aspects of Career by State

	Areas of Satisfaction*								
	Present job	Career as a PA	Number of hours worked	Work-life balance	Income	Benefits	Geographical location of principal position	Employer	
United States	83.6%	87.1%	78.4%	72.8%	75.5%	73.0%	82.9%	75.3%	
Alabama	85.7%	89.4%	80.9%	76.5%	75.2%	76.9%	83.4%	79.6%	
Alaska	84.3%	87.3%	75.6%	70.6%	83.3%	74.7%	82.9%	80.6%	
Arizona	83.4%	86.3%	76.8%	70.6%	74.7%	67.1%	82.1%	74.9%	
Arkansas	84.4%	86.6%	82.1%	75.9%	76.2%	72.2%	84.1%	77.8%	
California	83.7%	87.9%	77.9%	71.9%	77.5%	72.3%	82.0%	76.4%	
Colorado	83.1%	84.5%	76.1%	71.4%	72.2%	72.3%	86.0%	75.3%	
Connecticut	83.3%	88.1%	78.6%	73.0%	73.8%	72.0%	82.7%	74.0%	
Delaware	79.3%	86.4%	78.2%	70.8%	70.2%	72.9%	78.1%	69.5%	
D.C.	81.0%	87.8%	83.5%	75.5%	73.9%	78.5%	88.8%	72.3%	
Florida	82.7%	86.8%	77.1%	72.8%	73.9%	68.2%	81.8%	75.5%	
Georgia	84.3%	87.9%	79.4%	73.5%	75.2%	71.4%	83.4%	76.9%	
Hawaii	83.9%	87.1%	80.1%	72.2%	71.9%	77.8%	85.7%	72.0%	
Idaho	82.1%	84.7%	76.8%	71.4%	76.9%	70.4%	85.1%	74.9%	
Illinois	84.5%	89.1%	81.6%	75.7%	76.7%	75.7%	82.1%	76.1%	
Indiana	86.1%	89.5%	82.2%	75.4%	78.2%	74.2%	81.3%	76.4%	
Iowa	84.5%	88.6%	79.9%	73.8%	78.8%	79.1%	84.1%	77.1%	
Kansas	86.3%	88.1%	80.6%	72.8%	78.2%	75.0%	83.5%	75.9%	
Kentucky	85.1%	89.2%	80.0%	75.2%	76.8%	77.7%	85.8%	76.5%	
Louisiana	85.2%	88.4%	82.3%	77.9%	78.3%	76.6%	81.1%	79.1%	
Maine	79.3%	79.9%	73.5%	66.7%	66.0%	65.5%	80.5%	66.0%	
Maryland	82.6%	86.3%	77.7%	72.6%	75.9%	72.3%	81.3%	74.1%	
Massachusetts	82.9%	86.5%	77.9%	72.0%	73.0%	74.2%	83.9%	73.4%	
Michigan	83.4%	87.0%	78.2%	72.1%	74.9%	72.0%	83.3%	73.5%	
Minnesota	86.1%	89.2%	79.3%	72.3%	79.5%	78.4%	85.6%	78.2%	
Mississippi	85.4%	86.0%	77.3%	71.6%	78.9%	76.4%	71.9%	77.2%	
Missouri	85.3%	88.5%	80.2%	75.5%	77.8%	77.3%	81.9%	77.0%	
Montana	80.9%	85.6%	76.2%	72.5%	74.2%	68.6%	86.6%	69.7%	
Nebraska	86.2%	88.2%	81.0%	74.7%	79.8%	74.4%	83.8%	78.8%	
Nevada	82.5%	84.4%	77.6%	73.4%	78.7%	67.6%	79.2%	74.9%	
New Hampshire	82.2%	84.9%	74.4%	68.4%	71.2%	67.5%	84.7%	71.9%	
New Jersey	84.3%	86.2%	78.2%	73.4%	75.9%	71.1%	79.7%	75.1%	
New Mexico	80.9%	85.5%	75.5%	70.6%	79.1%	73.3%	78.5%	72.2%	
New York	82.9%	86.9%	79.3%	73.8%	74.3%	72.5%	81.3%	74.0%	
North Carolina	83.8%	86.9%	78.1%	71.4%	75.8%	73.4%	84.7%	76.7%	
North Dakota	84.5%	89.4%	77.8%	72.0%	76.7%	72.8%	78.6%	74.3%	
Ohio	83.9%	88.5%	80.9%	75.2%	75.8%	75.7%	83.2%	75.9%	
Oklahoma	85.8%	88.3%	82.4%	75.8%	81.4%	77.6%	83.2%	78.7%	
Oregon	81.3%	84.4%	75.2%	69.5%	76.2%	74.3%	86.0%	74.0%	
Pennsylvania	82.5%	85.3%	76.9%	71.2%	72.1%	74.1%	80.6%	70.5%	
Rhode Island	79.9%	84.7%	71.3%	69.5%	75.4%	72.5%	84.6%	70.2%	
South Carolina	84.0%	87.0%	78.7%	73.3%	73.5%	72.8%	83.4%	76.1%	
South Dakota	85.7%	88.7%	79.2%	74.2%	74.4%	73.1%	85.4%	76.3%	
Tennessee	83.8%	86.1%	79.4%	73.8%	74.3%	70.1%	83.3%	77.2%	
Texas	85.3%	89.0%	80.0%	74.5%	78.8%	74.6%	82.7%	79.6%	
Utah	86.2%	89.0%	80.7%	77.1%	74.2%	73.7%	87.3%	79.9%	
Vermont	81.0%	83.1%	73.3%	67.3%	72.8%	68.1%	82.7%	68.1%	
Virginia	83.4%	87.2%	78.0%	72.3%	75.9%	73.2%	84.1%	76.6%	
Washington	80.8%	83.5%	74.6%	68.6%	73.9%	74.7%	84.2%	72.1%	
West Virginia	82.5%	87.5%	79.4%	73.5%	76.4%	73.4%	82.2%	75.8%	
Wisconsin	83.5%	88.8%	78.1%	72.8%	77.0%	75.6%	86.9%	74.1%	
Wyoming	83.3%	85.4%	77.8%	72.4%	76.9%	74.2%	84.9%	74.2%	

Note: PAs were asked how satisfied they are with different aspects of their career.

*Satisfied includes responses of completely satisfied, mostly satisfied and somewhat satisfied.

Satisfied with Number of Hours Working per Week in Principal Position by State

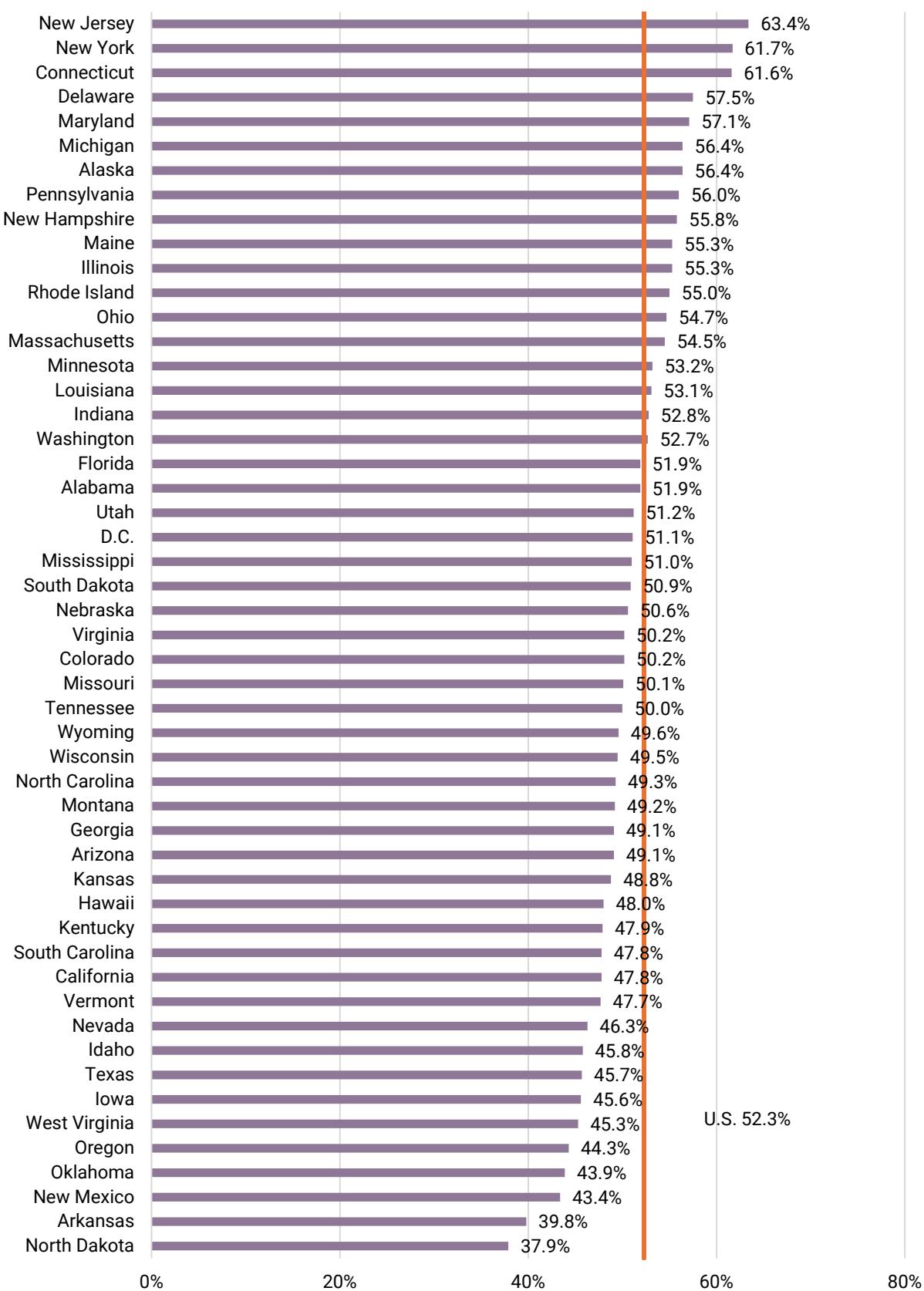


See Patients on Weekends and/or Evenings by State

	Yes	No
United States	52.3%	47.7%
Alabama	51.9%	48.1%
Alaska	56.4%	43.6%
Arizona	49.1%	50.9%
Arkansas	39.8%	60.2%
California	47.8%	52.2%
Colorado	50.2%	49.8%
Connecticut	61.6%	38.4%
Delaware	57.5%	42.5%
D.C.	51.1%	48.9%
Florida	51.9%	48.1%
Georgia	49.1%	50.9%
Hawaii	48.0%	52.0%
Idaho	45.8%	54.2%
Illinois	55.3%	44.7%
Indiana	52.8%	47.2%
Iowa	45.6%	54.4%
Kansas	48.8%	51.2%
Kentucky	47.9%	52.1%
Louisiana	53.1%	46.9%
Maine	55.3%	44.7%
Maryland	57.1%	42.9%
Massachusetts	54.5%	45.5%
Michigan	56.4%	43.6%
Minnesota	53.2%	46.8%
Mississippi	51.0%	49.0%
Missouri	50.1%	49.9%
Montana	49.2%	50.8%
Nebraska	50.6%	49.4%
Nevada	46.3%	53.7%
New Hampshire	55.8%	44.2%
New Jersey	63.4%	36.6%
New Mexico	43.4%	56.6%
New York	61.7%	38.3%
North Carolina	49.3%	50.7%
North Dakota	37.9%	62.1%
Ohio	54.7%	45.3%
Oklahoma	43.9%	56.1%
Oregon	44.3%	55.7%
Pennsylvania	56.0%	44.0%
Rhode Island	55.0%	45.0%
South Carolina	47.8%	52.2%
South Dakota	50.9%	49.1%
Tennessee	50.0%	50.0%
Texas	45.7%	54.3%
Utah	51.2%	48.8%
Vermont	47.7%	52.3%
Virginia	50.2%	49.8%
Washington	52.7%	47.3%
West Virginia	45.3%	54.7%
Wisconsin	49.5%	50.5%
Wyoming	49.6%	50.4%

Note: PAs were asked if they see patients in the evening or on weekends

See Patients on Weekends and/or Evenings by State



U.S. 52.3%

Burnout by State

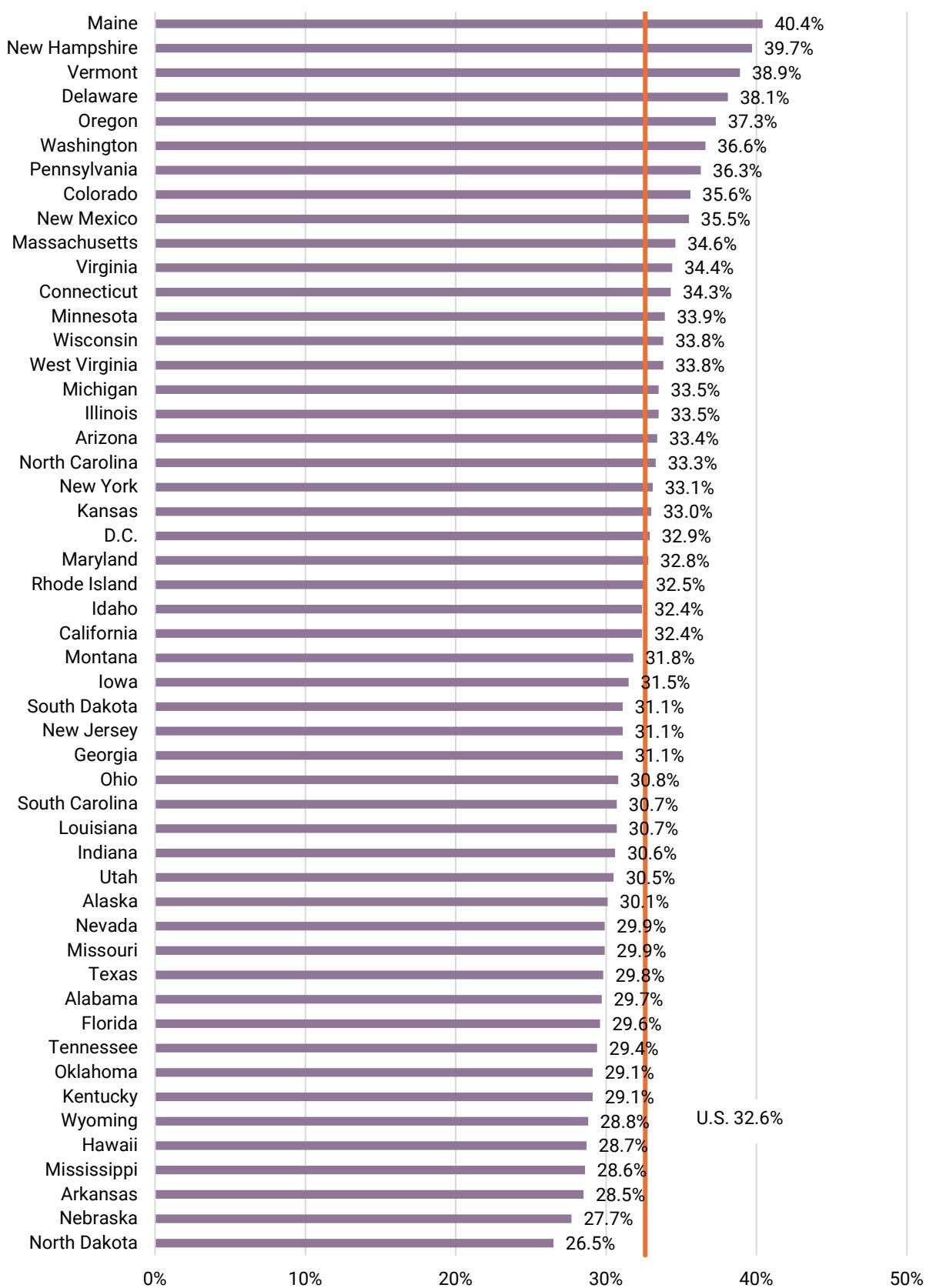
	No symptoms of burnout	One or more symptoms of burnout
United States	67.4%	32.6%
Alabama	70.3%	29.7%
Alaska	69.9%	30.1%
Arizona	66.6%	33.4%
Arkansas	71.5%	28.5%
California	67.6%	32.4%
Colorado	64.4%	35.6%
Connecticut	65.7%	34.3%
Delaware	61.9%	38.1%
D.C.	67.1%	32.9%
Florida	70.4%	29.6%
Georgia	68.9%	31.1%
Hawaii	71.3%	28.7%
Idaho	67.6%	32.4%
Illinois	66.5%	33.5%
Indiana	69.4%	30.6%
Iowa	68.5%	31.5%
Kansas	67.0%	33.0%
Kentucky	70.9%	29.1%
Louisiana	69.3%	30.7%
Maine	59.6%	40.4%
Maryland	67.2%	32.8%
Massachusetts	65.4%	34.6%
Michigan	66.5%	33.5%
Minnesota	66.1%	33.9%
Mississippi	71.4%	28.6%
Missouri	70.1%	29.9%
Montana	68.2%	31.8%
Nebraska	72.3%	27.7%
Nevada	70.1%	29.9%
New Hampshire	60.3%	39.7%
New Jersey	68.9%	31.1%
New Mexico	64.5%	35.5%
New York	66.9%	33.1%
North Carolina	66.7%	33.3%
North Dakota	73.5%	26.5%
Ohio	69.2%	30.8%
Oklahoma	70.9%	29.1%
Oregon	62.7%	37.3%
Pennsylvania	63.7%	36.3%
Rhode Island	67.5%	32.5%
South Carolina	69.3%	30.7%
South Dakota	68.9%	31.1%
Tennessee	70.6%	29.4%
Texas	70.2%	29.8%
Utah	69.5%	30.5%
Vermont	61.1%	38.9%
Virginia	65.6%	34.4%
Washington	63.4%	36.6%
West Virginia	66.2%	33.8%
Wisconsin	66.2%	33.8%
Wyoming	71.2%	28.8%

Note: Burnout was measured using a validated self-report scale with response options ranging from no symptoms of burnout to complete burnout^{1,2}.

¹Rohland BM, Kruse GR, Rohrer JE. Validation of a single-item measure of burnout against the Maslach Burnout Inventory among physicians. Stress and Health: Journal of the International Society for the Investigation of Stress. 2004

²Dolan ED, Mohr D, Lempa M, Joos S, Fihn DS, Nelson KM, Helfrich CD. Using a single item to measure burnout in primary care staff: a psychometric evaluation. Journal of General Internal Medicine. 2015 May 1; 30(5): 582-7.

Reporting One or More Symptom(s) of Burnout by State



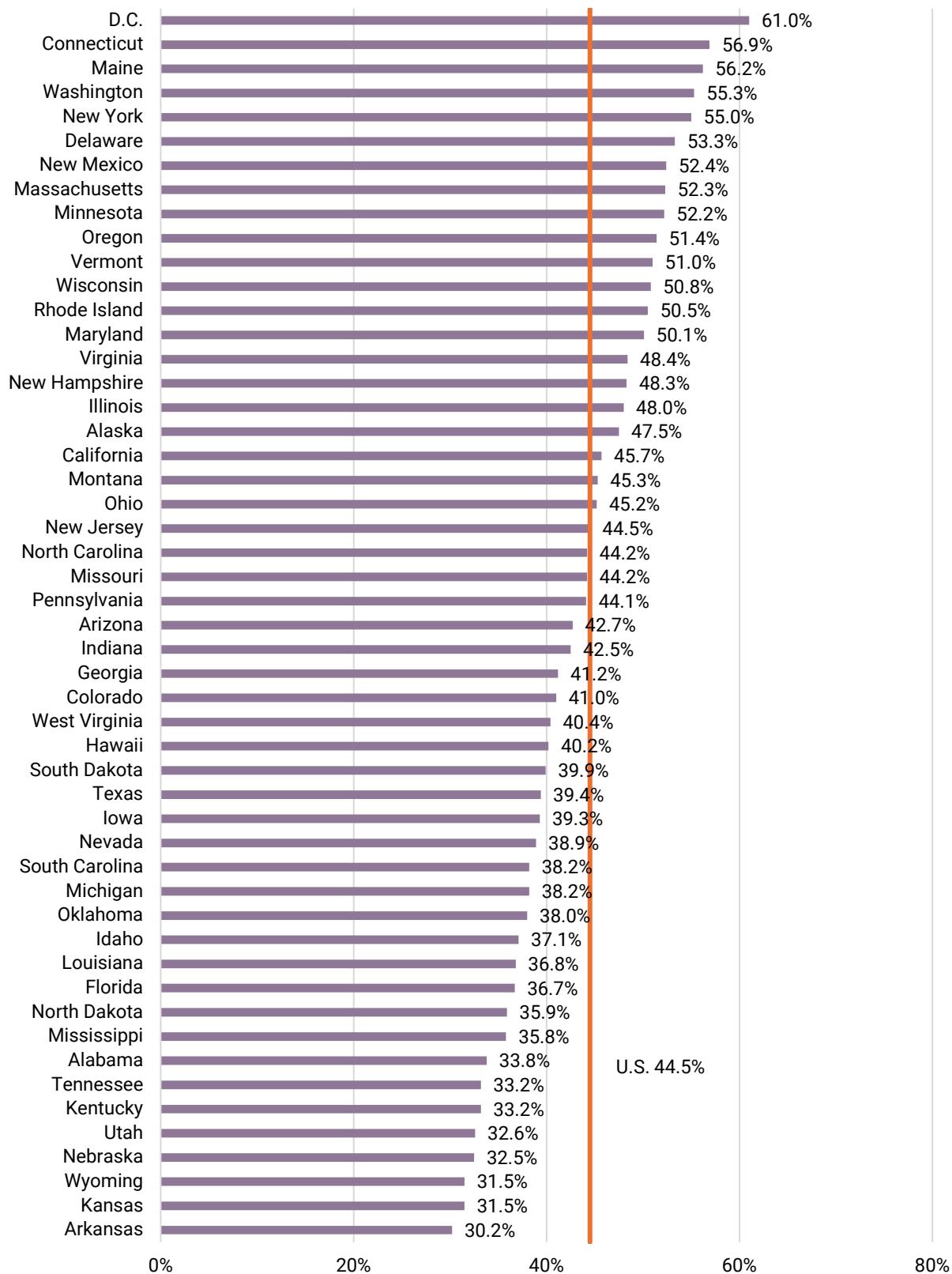
Supply and Demand by State

	Primary place of employment is recruiting/hiring PAs	Percent change 2020-2024	Number of months positions have remained unfilled*							
			1 month	2 months	3 months	4 months	5 months	6 or more months	Unsure	
United States	44.5%	14.2%	23.6%	10.7%	12.5%	3.3%	1.5%	20.1%	28.4%	
Alabama	33.8%	16.6%	19.4%	9.3%	11.1%	2.9%	1.8%	15.8%	39.8%	
Alaska	47.5%	15.6%	12.9%	9.9%	12.0%	4.3%	1.7%	37.8%	21.5%	
Arizona	42.7%	15.0%	23.3%	10.2%	10.9%	2.6%	0.8%	20.2%	32.1%	
Arkansas	30.2%	10.2%	28.4%	12.1%	8.5%	1.4%	1.4%	18.4%	29.8%	
California	45.7%	14.2%	22.0%	10.6%	11.1%	2.8%	1.6%	22.9%	29.0%	
Colorado	41.0%	-3.0%	27.2%	10.9%	12.1%	2.4%	1.6%	17.8%	28.0%	
Connecticut	56.9%	12.9%	18.9%	10.8%	14.3%	4.2%	2.1%	24.8%	24.9%	
Delaware	53.3%	19.2%	15.6%	9.4%	15.1%	4.7%	2.1%	25.5%	27.6%	
D.C.	61.0%	26.7%	16.4%	18.9%	13.9%	4.1%	2.5%	16.4%	27.9%	
Florida	36.7%	13.5%	27.1%	10.8%	11.7%	3.3%	1.5%	16.7%	28.9%	
Georgia	41.2%	15.0%	24.4%	10.4%	13.0%	2.9%	1.4%	16.6%	31.2%	
Hawaii	40.2%	11.5%	14.1%	8.1%	12.6%	2.2%	1.5%	32.6%	28.9%	
Idaho	37.1%	11.8%	23.8%	13.8%	12.1%	5.4%	2.3%	21.5%	21.0%	
Illinois	48.0%	17.3%	23.0%	11.8%	13.0%	3.5%	1.5%	17.7%	29.5%	
Indiana	42.5%	12.4%	29.7%	8.8%	9.4%	2.4%	1.2%	17.4%	31.1%	
Iowa	39.3%	18.3%	25.4%	10.0%	15.9%	4.4%	1.0%	13.4%	30.0%	
Kansas	31.5%	11.3%	36.5%	8.1%	11.1%	3.9%	2.6%	16.9%	20.8%	
Kentucky	33.2%	14.6%	25.8%	9.9%	13.2%	2.0%	1.1%	17.3%	30.7%	
Louisiana	36.8%	8.3%	23.4%	11.5%	13.4%	3.4%	1.2%	16.3%	30.7%	
Maine	56.2%	15.8%	13.8%	9.3%	15.1%	4.1%	0.7%	30.7%	26.4%	
Maryland	50.1%	13.3%	20.9%	9.8%	13.8%	4.3%	2.1%	24.3%	24.7%	
Massachusetts	52.3%	13.7%	23.2%	10.0%	14.6%	2.5%	1.3%	18.3%	30.1%	
Michigan	38.2%	12.1%	28.5%	12.4%	11.6%	2.4%	1.4%	15.8%	27.8%	
Minnesota	52.2%	18.4%	26.0%	10.1%	12.3%	3.1%	0.7%	15.4%	32.3%	
Mississippi	35.8%	13.0%	28.6%	13.2%	9.9%	1.1%	1.1%	6.6%	39.6%	
Missouri	44.2%	17.7%	25.1%	10.0%	11.5%	2.1%	1.1%	20.8%	29.4%	
Montana	45.3%	11.2%	15.8%	9.6%	13.7%	4.0%	1.9%	28.9%	26.1%	
Nebraska	32.5%	8.5%	28.4%	11.2%	11.5%	3.8%	1.4%	17.5%	26.2%	
Nevada	38.9%	9.3%	28.0%	8.7%	15.5%	2.8%	0.0%	18.0%	27.0%	
New Hampshire	48.3%	14.3%	19.5%	9.5%	13.3%	3.3%	1.0%	28.5%	24.9%	
New Jersey	44.5%	13.9%	26.6%	9.8%	12.6%	3.4%	1.9%	18.3%	27.5%	
New Mexico	52.4%	17.3%	11.9%	8.1%	14.3%	4.5%	1.5%	33.1%	26.6%	
New York	55.0%	13.6%	21.4%	10.7%	12.2%	3.2%	2.0%	24.2%	26.2%	
North Carolina	44.2%	14.2%	23.9%	10.3%	12.5%	3.7%	1.5%	18.2%	29.9%	
North Dakota	35.9%	2.9%	23.3%	13.6%	12.6%	1.0%	1.0%	21.4%	27.2%	
Ohio	45.2%	13.0%	29.2%	11.5%	11.0%	2.2%	1.3%	13.4%	31.3%	
Oklahoma	38.0%	14.4%	23.8%	11.0%	12.8%	3.7%	1.0%	18.3%	29.5%	
Oregon	51.4%	20.2%	14.9%	10.0%	13.1%	4.7%	1.7%	28.3%	27.4%	
Pennsylvania	44.1%	12.5%	23.1%	11.5%	13.4%	3.7%	1.3%	19.9%	27.1%	
Rhode Island	50.5%	22.9%	23.5%	6.5%	10.0%	4.0%	1.5%	24.0%	30.5%	
South Carolina	38.2%	14.6%	25.3%	11.1%	10.9%	3.2%	1.4%	16.8%	31.3%	
South Dakota	39.9%	12.4%	28.8%	13.2%	10.8%	7.1%	0.9%	16.5%	22.6%	
Tennessee	33.2%	15.2%	29.2%	11.4%	11.3%	3.5%	1.0%	14.0%	29.5%	
Texas	39.4%	14.5%	26.7%	10.8%	12.2%	3.6%	1.4%	16.7%	28.7%	
Utah	32.6%	11.0%	33.9%	11.4%	12.8%	2.8%	1.4%	9.6%	28.0%	
Vermont	51.0%	20.4%	20.7%	7.3%	11.7%	5.0%	1.7%	26.8%	26.8%	
Virginia	48.4%	16.5%	21.1%	10.6%	11.8%	3.9%	1.0%	21.2%	30.4%	
Washington	55.3%	18.2%	18.5%	9.6%	13.1%	4.5%	1.9%	25.9%	26.4%	
West Virginia	40.4%	13.0%	19.6%	15.6%	11.9%	4.6%	1.8%	19.9%	26.6%	
Wisconsin	50.8%	11.3%	20.0%	11.4%	15.3%	3.2%	1.6%	20.9%	27.5%	
Wyoming	31.5%	16.4%	17.6%	9.5%	20.3%	1.4%	1.4%	29.7%	20.3%	

Note: PAs were asked if their primary place of employment is currently recruiting/hiring PAs. If yes, they were asked how long the PA positions have remained unfilled.

*Percent derived from the number of certified PAs who said their principal employer is currently recruiting/hiring PAs.

Principal Place of Employment is Recruiting/Hiring PAs by State

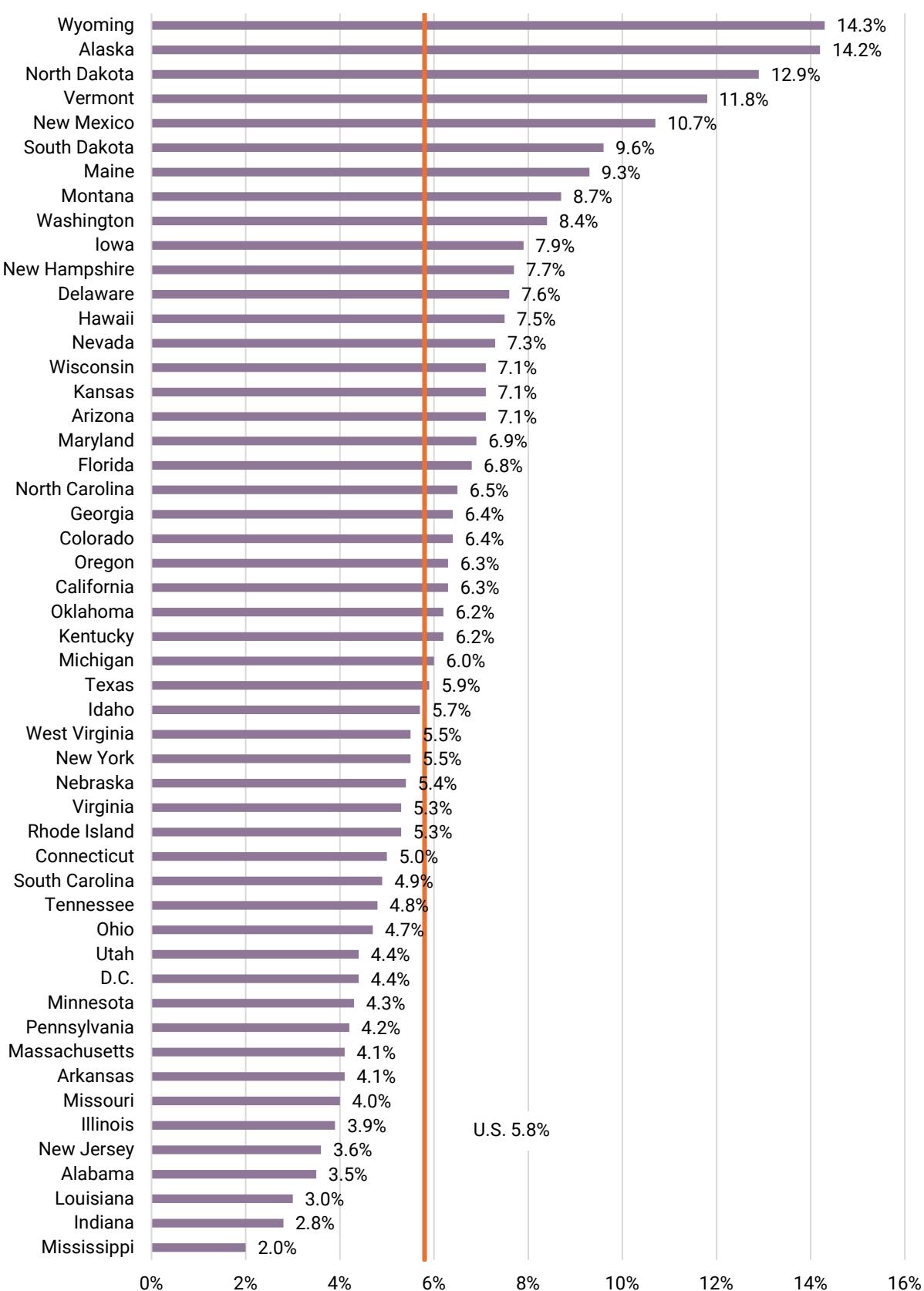


Plan to Retire in the Next Five Years

	Plan to retire in the next five years	Percent change 2020-2024
United States	5.8%	0.0%
Alabama	3.5%	-0.4%
Alaska	14.2%	1.9%
Arizona	7.1%	0.3%
Arkansas	4.1%	0.2%
California	6.3%	-0.1%
Colorado	6.4%	0.3%
Connecticut	5.0%	-0.4%
Delaware	7.6%	-1.4%
D.C.	4.4%	2.9%
Florida	6.8%	0.4%
Georgia	6.4%	0.9%
Hawaii	7.5%	-1.8%
Idaho	5.7%	0.3%
Illinois	3.9%	-0.1%
Indiana	2.8%	-0.8%
Iowa	7.9%	-0.2%
Kansas	7.1%	0.6%
Kentucky	6.2%	0.2%
Louisiana	3.0%	0.4%
Maine	9.3%	-2.2%
Maryland	6.9%	0.3%
Massachusetts	4.1%	-0.2%
Michigan	6.0%	-0.1%
Minnesota	4.3%	-0.6%
Mississippi	2.0%	0.6%
Missouri	4.0%	-0.8%
Montana	8.7%	-0.1%
Nebraska	5.4%	-0.1%
Nevada	7.3%	0.4%
New Hampshire	7.7%	1.2%
New Jersey	3.6%	0.1%
New Mexico	10.7%	-1.0%
New York	5.5%	0.6%
North Carolina	6.5%	-0.2%
North Dakota	12.9%	0.1%
Ohio	4.7%	-0.2%
Oklahoma	6.2%	0.2%
Oregon	6.3%	0.4%
Pennsylvania	4.2%	-0.4%
Rhode Island	5.3%	-0.3%
South Carolina	4.9%	-0.8%
South Dakota	9.6%	-0.3%
Tennessee	4.8%	-0.4%
Texas	5.9%	0.4%
Utah	4.4%	0.2%
Vermont	11.8%	3.3%
Virginia	5.3%	0.2%
Washington	8.4%	-0.6%
West Virginia	5.5%	0.1%
Wisconsin	7.1%	0.4%
Wyoming	14.3%	0.7%

Note: PAs were asked if they plan to retire in the next five years.

Plan to Retire in the Next Five Years by State

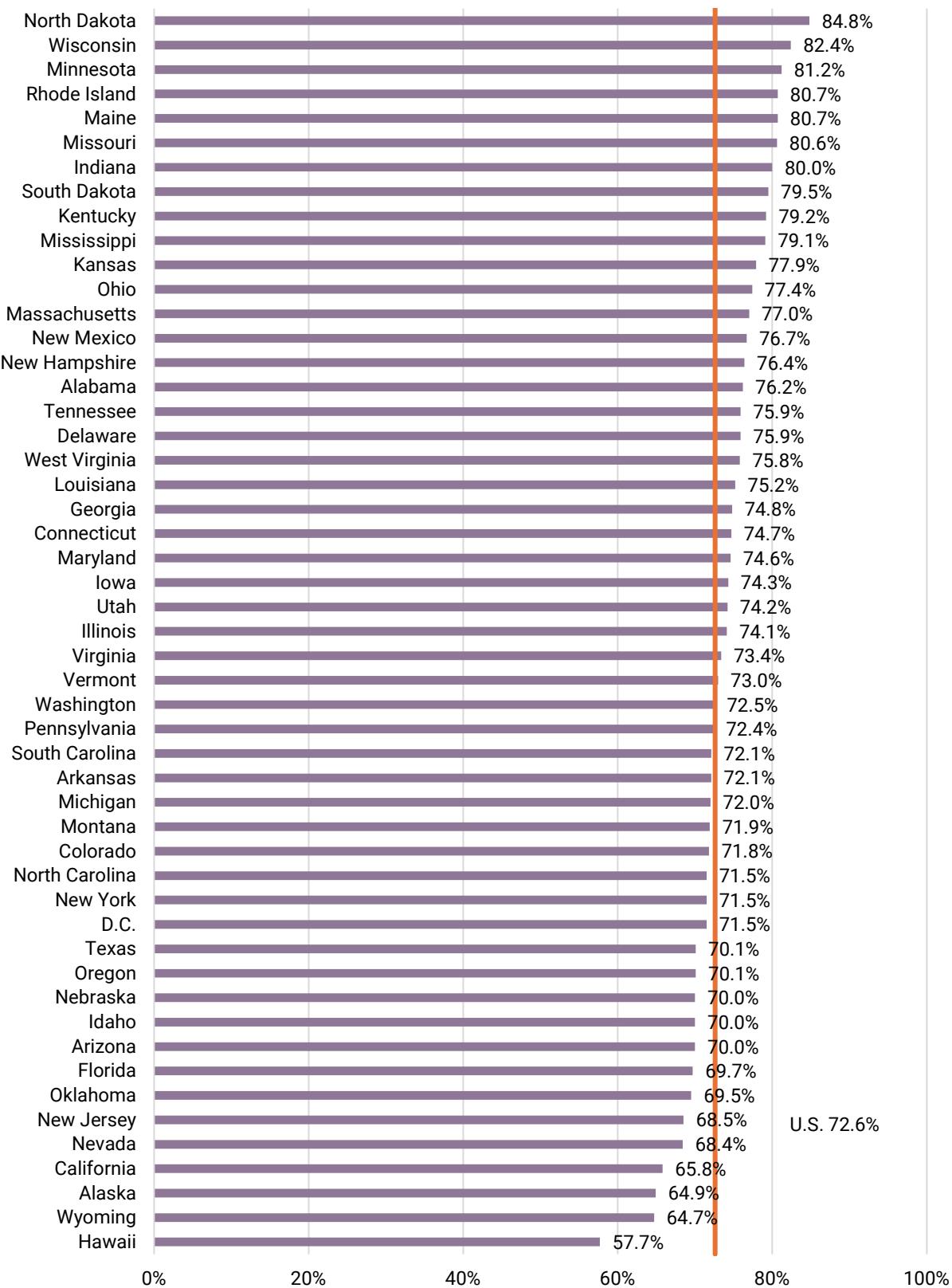


Working with Other Health Professionals by State

	Solo practitioner with an off-site physician	Physician(s)	Other PAs	Advanced practice nurses	Registered nurses	Other levels of nurses	Mental health providers	Dentist or hygienist	Pharmacist	Radiology tech	Physical therapist	Occupational therapist	Speech therapist
United States	5.2%	93.6%	81.1%	72.6%	67.7%	42.1%	41.6%	6.1%	41.8%	38.7%	25.2%	19.9%	14.6%
Alabama	4.0%	95.5%	74.8%	76.2%	72.4%	50.4%	33.6%	5.1%	37.1%	42.4%	25.3%	20.2%	14.8%
Alaska	13.8%	85.3%	79.2%	64.9%	64.9%	43.1%	46.8%	17.3%	40.3%	33.5%	28.4%	15.1%	8.0%
Arizona	7.3%	91.3%	79.8%	70.0%	50.2%	28.4%	32.9%	5.2%	31.8%	33.2%	21.3%	14.9%	10.1%
Arkansas	4.7%	94.4%	70.6%	72.1%	73.2%	58.5%	36.9%	5.8%	38.9%	43.8%	28.3%	21.8%	14.9%
California	6.8%	92.1%	78.6%	65.8%	56.7%	32.4%	37.0%	7.7%	35.2%	32.6%	18.8%	13.5%	9.0%
Colorado	5.1%	94.0%	85.1%	71.8%	65.9%	37.2%	49.1%	9.2%	43.2%	36.4%	26.5%	20.9%	15.3%
Connecticut	3.7%	94.5%	85.5%	74.7%	73.6%	40.0%	47.8%	7.1%	49.0%	44.6%	32.6%	28.2%	22.7%
Delaware	3.2%	96.3%	85.3%	75.9%	71.7%	38.3%	42.3%	8.6%	44.7%	41.3%	26.0%	22.9%	18.7%
D.C.	2.2%	97.4%	85.5%	71.5%	76.8%	40.4%	53.1%	11.4%	52.6%	41.7%	31.6%	28.5%	28.5%
Florida	6.3%	92.9%	76.2%	69.7%	56.2%	35.8%	30.9%	4.0%	33.6%	33.8%	19.9%	15.2%	11.4%
Georgia	4.9%	93.7%	79.6%	74.8%	62.8%	42.6%	35.0%	4.0%	36.8%	35.9%	22.6%	17.9%	13.7%
Hawaii	6.9%	92.1%	76.5%	57.7%	64.3%	40.7%	39.2%	11.1%	41.0%	32.3%	21.4%	13.0%	7.7%
Idaho	6.7%	91.9%	82.4%	70.0%	63.5%	47.6%	35.9%	6.6%	34.4%	34.7%	18.6%	13.1%	9.5%
Illinois	4.8%	94.2%	79.3%	74.1%	72.2%	40.1%	42.3%	6.9%	40.7%	38.3%	26.8%	20.6%	14.1%
Indiana	5.2%	93.8%	76.8%	80.0%	74.1%	48.1%	42.0%	3.4%	44.9%	45.0%	29.1%	23.7%	15.3%
Iowa	5.3%	93.4%	78.9%	74.3%	79.8%	53.9%	37.8%	4.2%	39.3%	41.7%	26.0%	20.5%	11.6%
Kansas	5.5%	94.3%	81.1%	77.9%	76.9%	53.8%	37.3%	4.9%	42.0%	44.9%	28.4%	21.3%	14.9%
Kentucky	3.4%	94.5%	75.6%	79.2%	67.5%	47.3%	39.7%	5.8%	41.2%	39.7%	21.7%	17.6%	13.2%
Louisiana	5.4%	92.5%	75.3%	75.2%	67.0%	52.1%	33.9%	3.7%	36.3%	46.6%	22.3%	18.1%	12.7%
Maine	3.9%	93.1%	83.0%	80.7%	80.2%	42.9%	55.8%	5.6%	48.0%	42.1%	32.8%	28.4%	19.8%
Maryland	4.2%	95.5%	83.9%	74.6%	70.5%	38.8%	46.8%	5.5%	47.1%	42.8%	29.9%	25.7%	19.1%
Massachusetts	3.2%	95.3%	86.7%	77.0%	77.1%	41.8%	54.0%	6.7%	52.4%	42.9%	32.6%	27.3%	21.0%
Michigan	6.0%	92.6%	81.6%	72.0%	67.1%	34.9%	47.2%	4.7%	46.3%	35.7%	25.1%	20.3%	15.9%
Minnesota	4.1%	94.4%	87.9%	81.2%	82.7%	54.7%	51.5%	4.6%	55.3%	46.5%	35.7%	29.5%	18.5%
Mississippi	6.4%	93.3%	70.7%	79.1%	73.7%	55.9%	33.3%	5.1%	37.7%	46.1%	27.9%	22.2%	15.8%
Missouri	3.9%	96.1%	78.9%	80.6%	74.2%	50.8%	41.9%	5.8%	42.1%	45.2%	26.8%	22.7%	17.1%
Montana	7.6%	90.6%	80.3%	71.9%	72.5%	51.2%	41.4%	8.0%	44.5%	42.1%	27.8%	20.6%	12.9%
Nebraska	4.4%	94.0%	83.3%	70.0%	76.8%	55.2%	35.0%	6.3%	42.5%	43.5%	27.5%	22.4%	14.7%
Nevada	9.0%	91.4%	77.3%	68.4%	48.7%	30.5%	30.8%	5.4%	28.4%	31.8%	16.4%	10.0%	5.7%
New Hampshire	4.7%	95.2%	85.3%	76.4%	77.2%	48.6%	46.9%	4.0%	41.7%	44.7%	29.9%	24.3%	16.9%
New Jersey	4.4%	94.9%	82.4%	68.5%	65.5%	34.3%	41.0%	5.6%	40.1%	40.0%	26.7%	20.1%	15.4%
New Mexico	6.3%	93.7%	78.3%	76.7%	68.7%	38.0%	48.8%	11.1%	46.0%	38.4%	26.8%	20.9%	14.6%
New York	3.9%	94.4%	85.3%	71.5%	74.1%	40.8%	46.8%	7.9%	47.8%	41.9%	28.5%	22.5%	18.0%
North Carolina	6.6%	91.1%	81.1%	71.5%	66.2%	49.8%	41.0%	4.7%	39.4%	36.1%	22.0%	17.9%	13.7%
North Dakota	4.0%	92.7%	79.5%	84.8%	84.8%	59.7%	44.6%	4.0%	45.9%	44.6%	33.3%	24.8%	12.9%
Ohio	4.2%	94.9%	81.8%	77.4%	75.1%	47.2%	44.2%	4.9%	47.5%	43.7%	27.3%	22.6%	15.9%
Oklahoma	6.6%	92.4%	76.8%	69.5%	64.1%	51.9%	39.2%	9.4%	41.1%	38.8%	22.8%	17.6%	13.6%
Oregon	5.7%	93.5%	83.1%	70.1%	66.3%	38.0%	47.3%	6.0%	44.0%	35.5%	22.9%	17.6%	12.8%
Pennsylvania	2.8%	96.3%	84.7%	72.4%	75.7%	45.8%	43.9%	5.1%	42.6%	38.9%	27.3%	23.7%	18.6%
Rhode Island	3.3%	92.8%	83.2%	80.7%	69.1%	38.5%	46.6%	7.2%	47.5%	38.3%	31.7%	27.6%	15.3%
South Carolina	4.9%	93.7%	78.0%	72.1%	65.2%	48.5%	35.5%	5.3%	39.3%	40.0%	25.0%	20.0%	14.0%
South Dakota	5.9%	92.5%	81.2%	79.5%	84.0%	56.9%	40.2%	7.5%	48.9%	50.9%	31.4%	25.5%	13.9%
Tennessee	8.9%	88.4%	74.7%	75.9%	59.2%	50.8%	31.3%	3.7%	32.9%	39.6%	22.9%	16.5%	10.9%
Texas	5.5%	92.7%	76.6%	70.1%	56.8%	36.9%	35.7%	6.1%	35.6%	33.5%	20.4%	15.8%	12.0%
Utah	4.4%	92.4%	82.2%	74.2%	60.5%	32.2%	41.7%	7.7%	40.5%	34.6%	23.4%	15.2%	12.3%
Vermont	5.2%	93.5%	83.8%	73.0%	80.4%	48.7%	55.2%	8.4%	43.7%	38.2%	26.7%	20.9%	15.2%
Virginia	3.8%	94.9%	81.0%	73.4%	67.2%	48.1%	39.5%	5.4%	40.3%	41.0%	24.8%	19.8%	15.1%
Washington	5.2%	94.1%	83.9%	72.5%	72.1%	42.2%	49.1%	9.6%	47.5%	40.5%	26.1%	20.8%	14.5%
West Virginia	5.1%	94.3%	78.6%	75.8%	66.7%	52.1%	43.0%	9.7%	40.5%	35.8%	16.8%	13.6%	11.0%
Wisconsin	4.3%	95.3%	84.9%	82.4%	85.0%	52.0%	48.9%	4.7%	56.6%	47.6%	35.0%	27.5%	18.4%
Wyoming	9.3%	91.9%	72.1%	64.7%	76.4%	45.7%	34.5%	10.5%	32.6%	45.7%	20.5%	16.3%	5.4%

Note: PAs were asked if they work with other health professionals in their principal clinical position. PAs could select multiple health professionals.

Works with Advanced Practice Nurses in their Principal Clinical Position by State



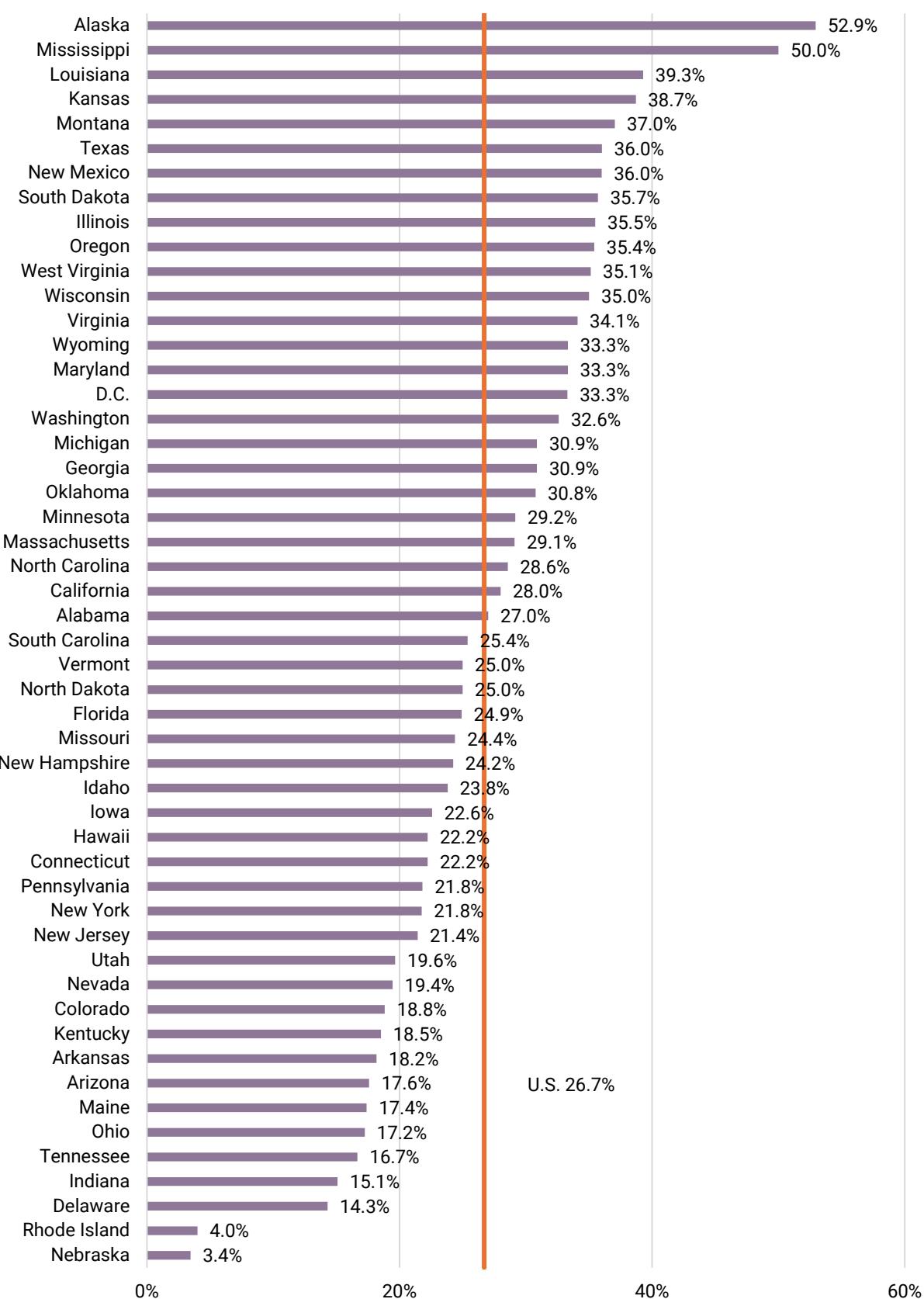
Non-Clinical Position in Secondary Position by State

	Faculty	Medical administration	Consulting	Speaking	Clinical trial research	Expert witness	Other*
United States	9.0%	26.7%	15.1%	13.7%	6.1%	4.6%	48.8%
Alabama	8.1%	27.0%	8.1%	21.6%	2.7%	0.0%	45.9%
Alaska	11.8%	52.9%	17.6%	5.9%	0.0%	0.0%	52.9%
Arizona	8.3%	17.6%	19.4%	22.2%	7.4%	2.8%	50.9%
Arkansas	27.3%	18.2%	18.2%	0.0%	9.1%	0.0%	45.5%
California	9.5%	28.0%	16.7%	9.1%	7.3%	2.5%	48.4%
Colorado	8.2%	18.8%	12.9%	16.5%	10.6%	1.2%	52.9%
Connecticut	5.6%	22.2%	12.5%	9.7%	8.3%	2.8%	50.0%
Delaware	14.3%	14.3%	14.3%	14.3%	0.0%	0.0%	57.1%
D.C.	22.2%	33.3%	11.1%	0.0%	0.0%	11.1%	66.7%
Florida	9.7%	24.9%	21.6%	15.6%	8.2%	5.2%	44.6%
Georgia	8.8%	30.9%	15.4%	12.5%	4.4%	5.1%	46.3%
Hawaii	11.1%	22.2%	0.0%	0.0%	0.0%	0.0%	77.8%
Idaho	19.0%	23.8%	11.9%	11.9%	2.4%	7.1%	42.9%
Illinois	3.2%	35.5%	10.8%	16.1%	3.2%	4.3%	47.3%
Indiana	7.5%	15.1%	9.4%	11.3%	11.3%	1.9%	56.6%
Iowa	12.9%	22.6%	9.7%	29.0%	16.1%	9.7%	38.7%
Kansas	0.0%	38.7%	16.1%	12.9%	0.0%	12.9%	48.4%
Kentucky	3.7%	18.5%	9.3%	14.8%	3.7%	0.0%	74.1%
Louisiana	3.6%	39.3%	17.9%	3.6%	3.6%	3.6%	60.7%
Maine	8.7%	17.4%	8.7%	8.7%	0.0%	4.3%	69.6%
Maryland	9.4%	33.3%	17.7%	13.5%	4.2%	3.1%	42.7%
Massachusetts	12.7%	29.1%	11.2%	6.0%	3.0%	5.2%	53.0%
Michigan	8.1%	30.9%	16.9%	17.6%	5.9%	12.5%	39.7%
Minnesota	9.7%	29.2%	19.4%	12.5%	4.2%	6.9%	36.1%
Mississippi	0.1%	50.0%	10.0%	10.0%	10.0%	0.0%	40.0%
Missouri	4.9%	24.4%	17.1%	14.6%	7.3%	4.9%	51.2%
Montana	7.4%	37.0%	25.9%	14.8%	3.7%	0.0%	44.4%
Nebraska	3.4%	3.4%	13.8%	24.1%	10.3%	0.0%	58.6%
Nevada	8.3%	19.4%	13.9%	13.9%	5.6%	5.6%	47.2%
New Hampshire	9.1%	24.2%	24.2%	12.1%	6.1%	0.0%	42.4%
New Jersey	12.5%	21.4%	12.5%	11.6%	10.7%	4.5%	51.8%
New Mexico	4.0%	36.0%	20.0%	12.0%	8.0%	4.0%	40.0%
New York	9.6%	21.8%	12.1%	11.6%	3.4%	4.5%	57.3%
North Carolina	7.7%	28.6%	13.2%	17.6%	9.9%	4.9%	46.7%
North Dakota	8.3%	25.0%	16.7%	16.7%	0.0%	0.0%	58.3%
Ohio	8.6%	17.2%	9.5%	13.8%	0.9%	4.3%	56.9%
Oklahoma	11.5%	30.8%	11.5%	19.2%	3.8%	0.0%	46.2%
Oregon	6.3%	35.4%	14.6%	14.6%	4.2%	8.3%	43.8%
Pennsylvania	10.2%	21.8%	12.4%	14.2%	3.6%	5.8%	50.5%
Rhode Island	20.0%	4.0%	16.0%	24.0%	12.0%	8.0%	56.0%
South Carolina	9.5%	25.4%	23.8%	14.3%	11.1%	9.5%	36.5%
South Dakota	7.1%	35.7%	7.1%	14.3%	0.0%	0.0%	64.3%
Tennessee	9.5%	16.7%	10.7%	16.7%	4.8%	2.4%	54.8%
Texas	8.5%	36.0%	20.6%	15.1%	9.6%	3.7%	40.8%
Utah	10.7%	19.6%	25.0%	19.6%	7.1%	7.1%	42.9%
Vermont	25.0%	25.0%	8.3%	8.3%	8.3%	0.0%	66.7%
Virginia	8.3%	34.1%	14.4%	9.8%	4.5%	7.6%	47.0%
Washington	6.5%	32.6%	18.5%	12.0%	12.0%	4.3%	44.6%
West Virginia	13.5%	35.1%	5.4%	13.5%	5.4%	2.7%	43.2%
Wisconsin	5.0%	35.0%	8.8%	11.3%	5.0%	1.3%	42.5%
Wyoming	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	100.0%

*Other non-clinical positions include: military, health assessments, quality improvement/control, medical research

Note: Includes PAs who indicated they have a secondary non-clinical position in addition to their principal clinical PA position.

Non-Clinical Secondary Position: Medical Administration



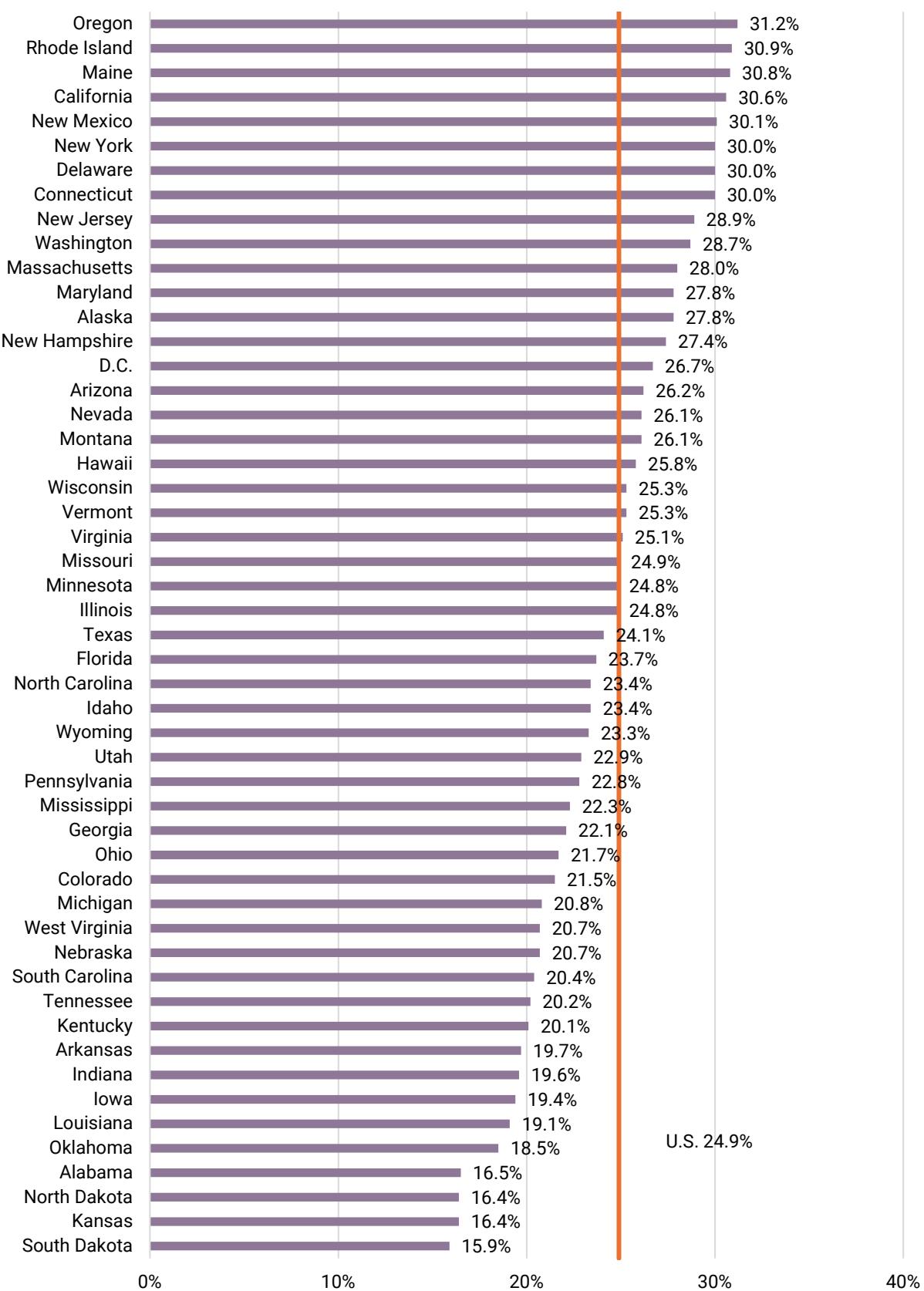
Changes in Work Environment by State

	Competition for Jobs with Other Health Care Professionals				Clinical Opportunities Available				Quality of Working Conditions			
	Increased	No change	Decreased	NA*	Increased	No change	Decreased	NA*	Increased	No change	Decreased	NA*
United States	26.2%	55.4%	3.1%	15.4%	24.9%	50.9%	12.7%	11.5%	12.9%	47.0%	33.3%	6.8%
Alabama	30.2%	50.9%	2.1%	16.8%	16.5%	52.5%	18.0%	13.1%	11.9%	54.0%	25.4%	8.7%
Alaska	20.5%	63.8%	4.0%	11.7%	27.8%	54.5%	7.6%	10.0%	16.4%	51.8%	25.5%	6.3%
Arizona	25.7%	55.3%	4.3%	14.7%	26.2%	51.4%	11.0%	11.4%	14.4%	46.3%	32.6%	6.6%
Arkansas	34.4%	48.9%	2.9%	13.9%	19.7%	45.8%	22.9%	11.6%	12.1%	50.3%	30.3%	7.3%
California	26.2%	55.5%	3.7%	14.6%	30.6%	48.1%	10.3%	11.0%	16.6%	47.7%	28.9%	6.8%
Colorado	27.4%	53.0%	3.5%	16.1%	21.5%	50.7%	15.4%	12.4%	12.8%	45.2%	35.9%	6.1%
Connecticut	19.4%	60.8%	3.9%	15.8%	30.0%	50.8%	7.8%	11.4%	13.0%	43.0%	38.4%	5.7%
Delaware	24.5%	55.0%	4.8%	15.8%	30.0%	47.3%	11.3%	11.5%	11.9%	41.9%	37.8%	8.4%
D.C.	20.7%	59.4%	2.3%	17.5%	26.7%	53.5%	7.4%	12.4%	15.7%	45.6%	31.3%	7.4%
Florida	33.1%	50.1%	2.0%	14.8%	23.7%	47.8%	16.4%	12.2%	13.2%	46.2%	32.4%	8.2%
Georgia	25.7%	55.2%	2.4%	16.6%	22.1%	51.4%	13.4%	13.1%	11.6%	49.4%	31.1%	8.0%
Hawaii	24.5%	54.8%	3.0%	17.6%	25.8%	47.4%	12.6%	14.2%	15.7%	46.0%	27.3%	11.0%
Idaho	25.8%	57.1%	3.6%	13.5%	23.4%	54.5%	12.3%	9.7%	14.6%	52.5%	28.0%	5.0%
Illinois	26.5%	54.1%	2.5%	16.9%	24.8%	50.3%	12.1%	12.8%	12.0%	49.0%	31.9%	7.2%
Indiana	28.0%	52.7%	1.4%	17.9%	19.6%	50.4%	16.2%	13.7%	10.5%	49.6%	32.0%	7.8%
Iowa	26.8%	56.8%	2.5%	13.9%	19.4%	53.0%	17.6%	9.9%	10.2%	53.3%	32.5%	4.1%
Kansas	30.0%	52.8%	1.4%	15.8%	16.4%	51.5%	19.7%	12.4%	11.7%	48.2%	33.8%	6.4%
Kentucky	33.5%	51.8%	1.5%	13.2%	20.1%	51.9%	17.6%	10.4%	13.3%	51.3%	29.4%	6.0%
Louisiana	24.3%	58.9%	1.4%	15.3%	19.1%	55.4%	13.2%	12.3%	12.4%	54.1%	25.9%	7.6%
Maine	19.5%	57.4%	6.3%	16.8%	30.8%	48.0%	9.7%	11.6%	9.5%	41.3%	43.1%	6.1%
Maryland	23.1%	58.5%	2.8%	15.6%	27.8%	51.1%	9.7%	11.4%	13.3%	47.0%	33.1%	6.5%
Massachusetts	20.0%	58.7%	4.1%	17.2%	28.0%	52.2%	8.0%	11.8%	11.1%	46.1%	35.8%	7.0%
Michigan	28.5%	54.1%	2.0%	15.5%	20.8%	50.5%	17.5%	11.3%	11.1%	45.2%	37.3%	6.4%
Minnesota	22.4%	56.5%	4.1%	17.0%	24.8%	54.0%	10.1%	11.1%	12.0%	47.2%	35.1%	5.7%
Mississippi	27.0%	55.4%	3.1%	14.5%	22.3%	51.2%	15.3%	11.1%	14.5%	48.8%	26.5%	10.2%
Missouri	29.8%	53.8%	2.0%	14.4%	24.9%	52.0%	12.8%	10.3%	12.5%	50.2%	30.0%	7.3%
Montana	26.1%	59.0%	3.6%	11.2%	26.1%	53.5%	13.0%	7.4%	13.4%	47.6%	33.9%	5.1%
Nebraska	26.9%	58.1%	2.1%	12.9%	20.7%	55.4%	13.2%	10.7%	13.2%	56.8%	25.0%	4.9%
Nevada	29.9%	53.8%	2.5%	13.8%	26.1%	50.2%	13.9%	9.8%	16.5%	45.0%	31.7%	6.8%
New Hampshire	20.0%	57.9%	4.8%	17.3%	27.4%	51.7%	9.0%	11.9%	10.9%	43.4%	40.4%	5.3%
New Jersey	26.0%	57.5%	2.8%	13.7%	28.9%	50.9%	9.5%	10.7%	13.6%	48.1%	31.1%	7.2%
New Mexico	23.4%	55.5%	5.0%	16.0%	30.1%	48.1%	11.4%	10.4%	12.0%	45.3%	35.1%	7.6%
New York	24.4%	58.0%	3.4%	14.2%	30.0%	50.8%	9.1%	10.1%	12.9%	45.5%	35.5%	6.0%
North Carolina	23.8%	56.5%	2.8%	17.0%	23.4%	52.2%	11.4%	12.9%	12.3%	46.5%	34.1%	7.0%
North Dakota	31.0%	50.8%	3.3%	14.9%	16.4%	49.7%	23.4%	10.5%	8.6%	52.5%	33.2%	5.6%
Ohio	29.3%	52.2%	2.8%	15.7%	21.7%	49.8%	16.5%	12.1%	11.4%	47.7%	34.2%	6.7%
Oklahoma	27.8%	54.0%	2.9%	15.3%	18.5%	55.5%	12.9%	13.1%	12.2%	52.4%	28.6%	6.8%
Oregon	15.7%	58.1%	7.5%	18.7%	31.2%	49.6%	7.6%	11.6%	13.9%	43.4%	36.8%	5.9%
Pennsylvania	23.2%	58.4%	3.1%	15.3%	22.8%	54.3%	12.0%	10.9%	10.3%	44.9%	38.5%	6.2%
Rhode Island	17.7%	61.6%	4.4%	16.3%	30.9%	50.7%	8.1%	10.2%	11.7%	41.5%	39.4%	7.5%
South Carolina	29.5%	52.9%	2.0%	15.6%	20.4%	50.8%	16.7%	12.0%	12.6%	47.2%	32.7%	7.4%
South Dakota	40.0%	46.5%	1.6%	11.9%	15.9%	54.9%	21.5%	7.7%	11.6%	55.6%	26.7%	6.1%
Tennessee	33.1%	51.0%	2.4%	13.4%	20.2%	49.3%	20.1%	10.5%	12.5%	48.2%	33.3%	6.0%
Texas	30.0%	52.6%	2.2%	15.3%	24.1%	49.8%	14.0%	12.1%	16.2%	48.0%	28.0%	7.8%
Utah	26.8%	57.3%	2.1%	13.9%	22.9%	54.8%	11.4%	10.9%	16.7%	51.6%	25.8%	5.9%
Vermont	16.9%	58.9%	8.9%	15.4%	25.3%	51.6%	13.3%	9.9%	11.2%	43.6%	38.4%	6.8%
Virginia	23.2%	57.3%	3.0%	16.5%	25.1%	51.3%	11.4%	12.1%	12.6%	46.2%	33.5%	7.8%
Washington	22.6%	56.4%	5.6%	15.4%	28.7%	49.7%	10.8%	10.7%	12.5%	42.6%	38.6%	6.3%
West Virginia	28.1%	56.6%	2.4%	12.9%	20.7%	54.2%	15.4%	9.7%	10.3%	48.1%	36.2%	5.4%
Wisconsin	24.0%	56.7%	3.7%	15.6%	25.3%	50.7%	11.7%	12.4%	9.9%	44.8%	38.9%	6.4%
Wyoming	27.5%	57.3%	3.5%	11.8%	23.3%	54.1%	13.2%	9.3%	15.3%	52.9%	25.9%	5.9%

*Not applicable

PAs were asked if they experienced any changes to their work environment in the past year.

Clinical Opportunities Available Increased by State

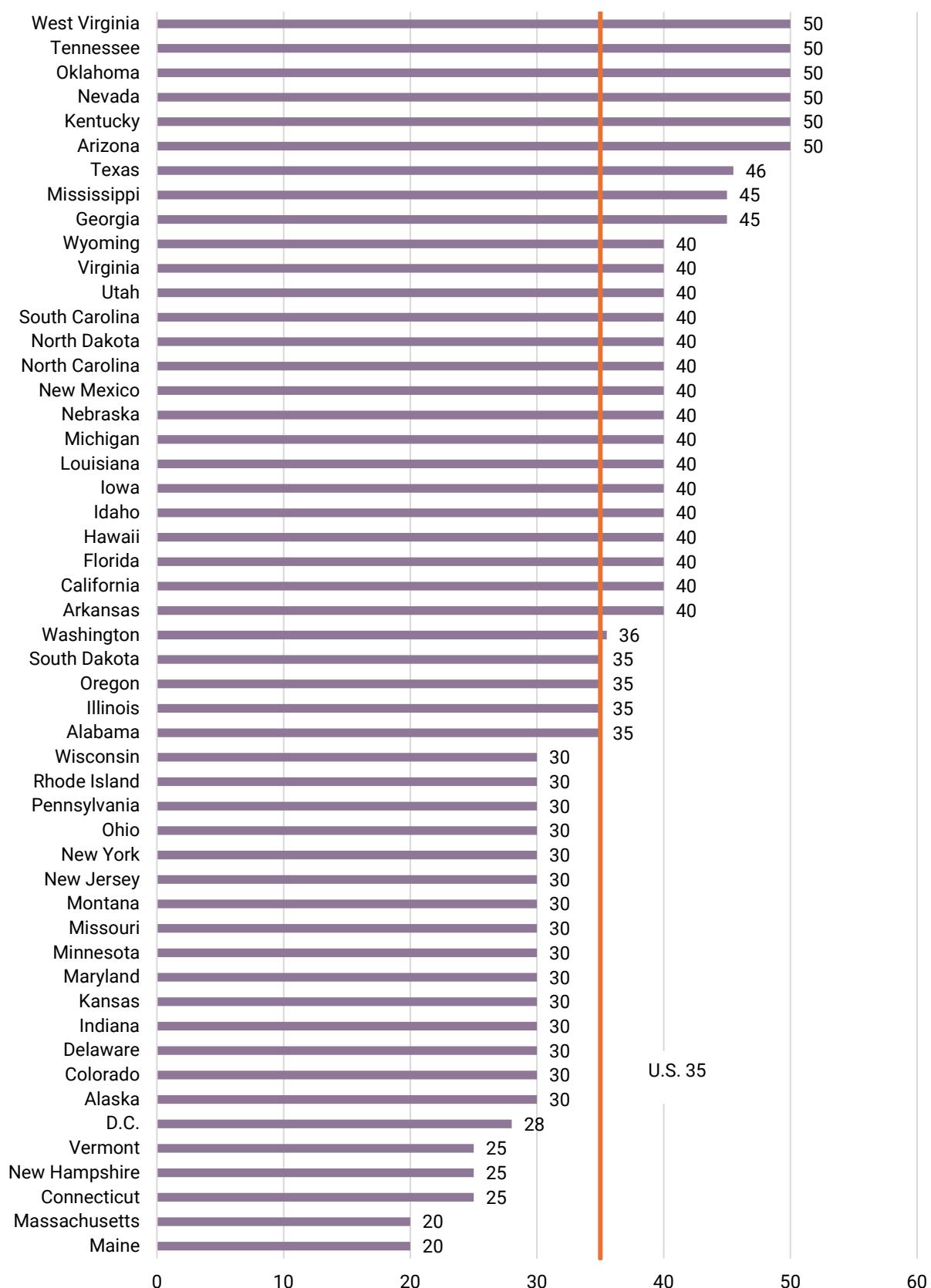


Prescribing by State

	Prescribe pharmacologic agents for patients	Percent change 2020-2024	Median number of prescriptions
United States	94.3%	-1.2%	35
Alabama	91.6%	1.1%	35
Alaska	96.4%	-0.3%	30
Arizona	95.6%	-1.6%	50
Arkansas	95.1%	-1.0%	40
California	94.5%	-2.2%	40
Colorado	96.6%	-0.8%	30
Connecticut	93.9%	-0.7%	25
Delaware	94.8%	0.8%	30
D.C.	95.6%	0.4%	28
Florida	92.1%	-0.9%	40
Georgia	93.3%	-0.9%	45
Hawaii	94.5%	-0.5%	40
Idaho	98.2%	-0.8%	40
Illinois	95.0%	-2.2%	35
Indiana	94.1%	-0.7%	30
Iowa	96.9%	-1.9%	40
Kansas	96.5%	-0.7%	30
Kentucky	94.3%	0.0%	50
Louisiana	91.4%	-0.2%	40
Maine	95.8%	-0.6%	20
Maryland	93.8%	-1.1%	30
Massachusetts	93.8%	-2.3%	20
Michigan	94.5%	-0.8%	40
Minnesota	96.9%	-1.1%	30
Mississippi	95.4%	-1.1%	45
Missouri	94.1%	-1.3%	30
Montana	96.4%	-2.5%	30
Nebraska	96.5%	-2.2%	40
Nevada	95.4%	-0.2%	50
New Hampshire	95.9%	-1.2%	25
New Jersey	93.3%	-1.0%	30
New Mexico	95.9%	-1.2%	40
New York	91.6%	-1.2%	30
North Carolina	95.2%	-1.3%	40
North Dakota	98.0%	-1.0%	40
Ohio	92.8%	-0.6%	30
Oklahoma	94.3%	-0.3%	50
Oregon	96.7%	-1.5%	35
Pennsylvania	94.7%	-1.1%	30
Rhode Island	94.6%	-1.4%	30
South Carolina	95.7%	-1.3%	40
South Dakota	96.9%	-0.3%	35
Tennessee	95.9%	-0.2%	50
Texas	93.9%	-0.8%	46
Utah	96.1%	-1.2%	40
Vermont	95.3%	-1.5%	25
Virginia	94.8%	-1.5%	40
Washington	95.3%	-0.9%	36
West Virginia	93.0%	0.5%	50
Wisconsin	96.5%	-1.9%	30
Wyoming	97.6%	-0.2%	40

Note: PAs were asked if they prescribe pharmacological agents for patients and if so, how many prescriptions/refills they write per week.

Median Number of Prescriptions Written per Week by State



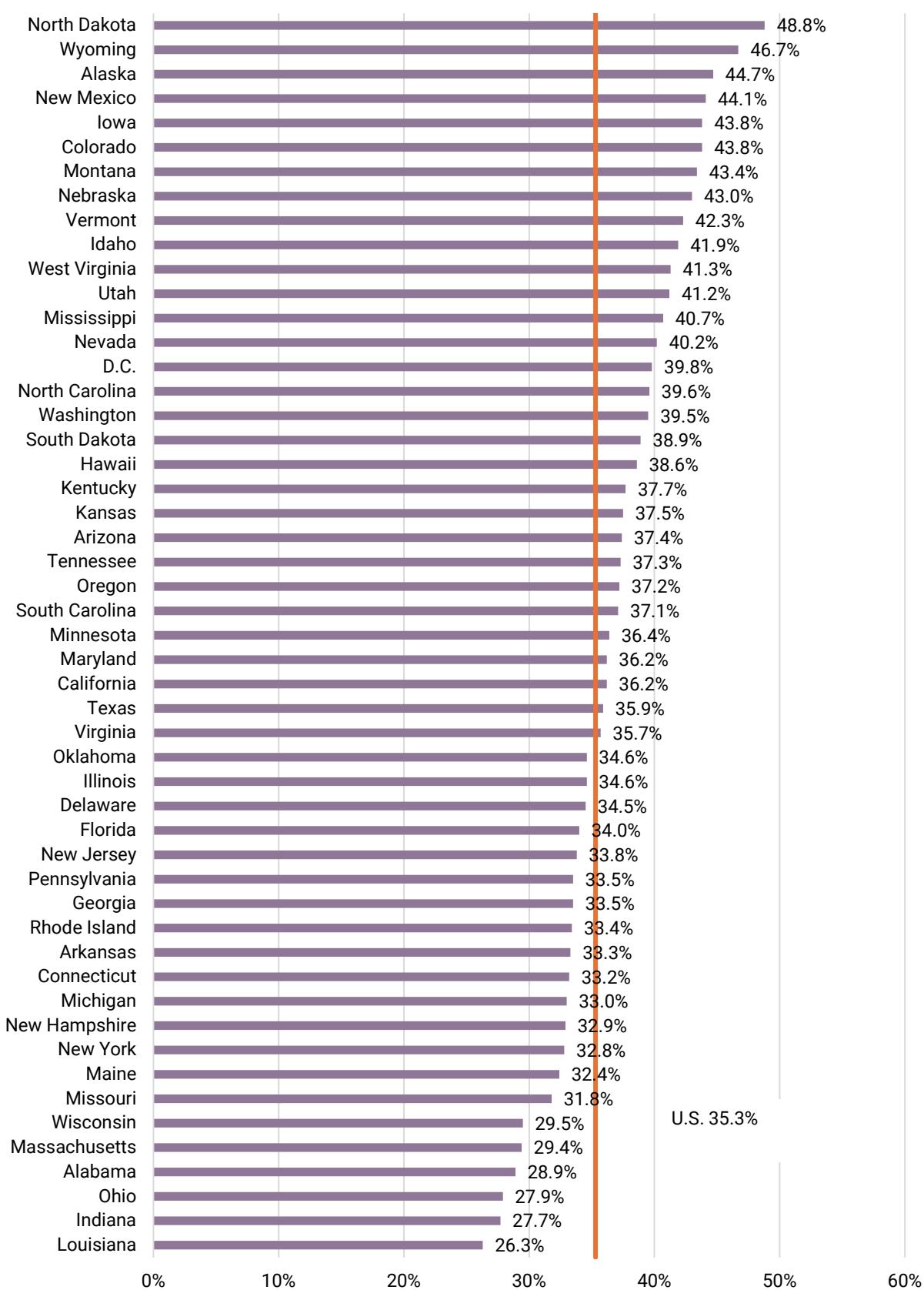
U.S. 35

Patient Panels by State

	Has own patient panel		Median number of patients managed in panel	
	2024	Percent change 2020-2024	2024	2020
United States	35.3%	1.5%	100	100
Alabama	28.9%	-0.3%	100	100
Alaska	44.7%	-0.5%	350	300
Arizona	37.4%	2.4%	200	200
Arkansas	33.3%	-0.5%	100	150
California	36.2%	1.4%	120	150
Colorado	43.8%	0.5%	200	250
Connecticut	33.2%	2.0%	60	60
Delaware	34.5%	5.7%	100	60
D.C.	39.8%	5.1%	40	100
Florida	34.0%	2.2%	100	100
Georgia	33.5%	1.2%	100	100
Hawaii	38.6%	-4.1%	300	500
Idaho	41.9%	-1.8%	300	300
Illinois	34.6%	1.5%	100	100
Indiana	27.7%	2.6%	100	100
Iowa	43.8%	-1.7%	250	250
Kansas	37.5%	1.2%	200	200
Kentucky	37.7%	3.5%	100	150
Louisiana	26.3%	0.7%	100	100
Maine	32.4%	0.9%	200	300
Maryland	36.2%	3.4%	50	50
Massachusetts	29.4%	3.5%	60	70
Michigan	33.0%	1.4%	150	114
Minnesota	36.4%	0.2%	200	200
Mississippi	40.7%	6.6%	100	100
Missouri	31.8%	1.8%	100	100
Montana	43.4%	-0.1%	200	200
Nebraska	43.0%	0.5%	150	150
Nevada	40.2%	1.0%	200	300
New Hampshire	32.9%	3.4%	150	100
New Jersey	33.8%	1.6%	50	50
New Mexico	44.1%	1.0%	400	350
New York	32.8%	1.8%	50	50
North Carolina	39.6%	1.1%	200	200
North Dakota	48.8%	-3.1%	300	200
Ohio	27.9%	3.5%	99	100
Oklahoma	34.6%	2.3%	300	200
Oregon	37.2%	1.1%	400	500
Pennsylvania	33.5%	2.8%	100	100
Rhode Island	33.4%	5.2%	140	100
South Carolina	37.1%	2.0%	125	100
South Dakota	38.9%	-4.1%	200	200
Tennessee	37.3%	0.5%	200	200
Texas	35.9%	0.7%	120	125
Utah	41.2%	0.0%	200	200
Vermont	42.3%	-1.0%	388	425
Virginia	35.7%	1.6%	100	100
Washington	39.5%	0.8%	300	400
West Virginia	41.3%	0.7%	100	150
Wisconsin	29.5%	1.5%	150	188
Wyoming	46.7%	-3.1%	300	200

Note: PAs were asked if they manage a patient panel at their principal practice, and if so, how many patients are in their panel.

PAs with a Patient Panel by State

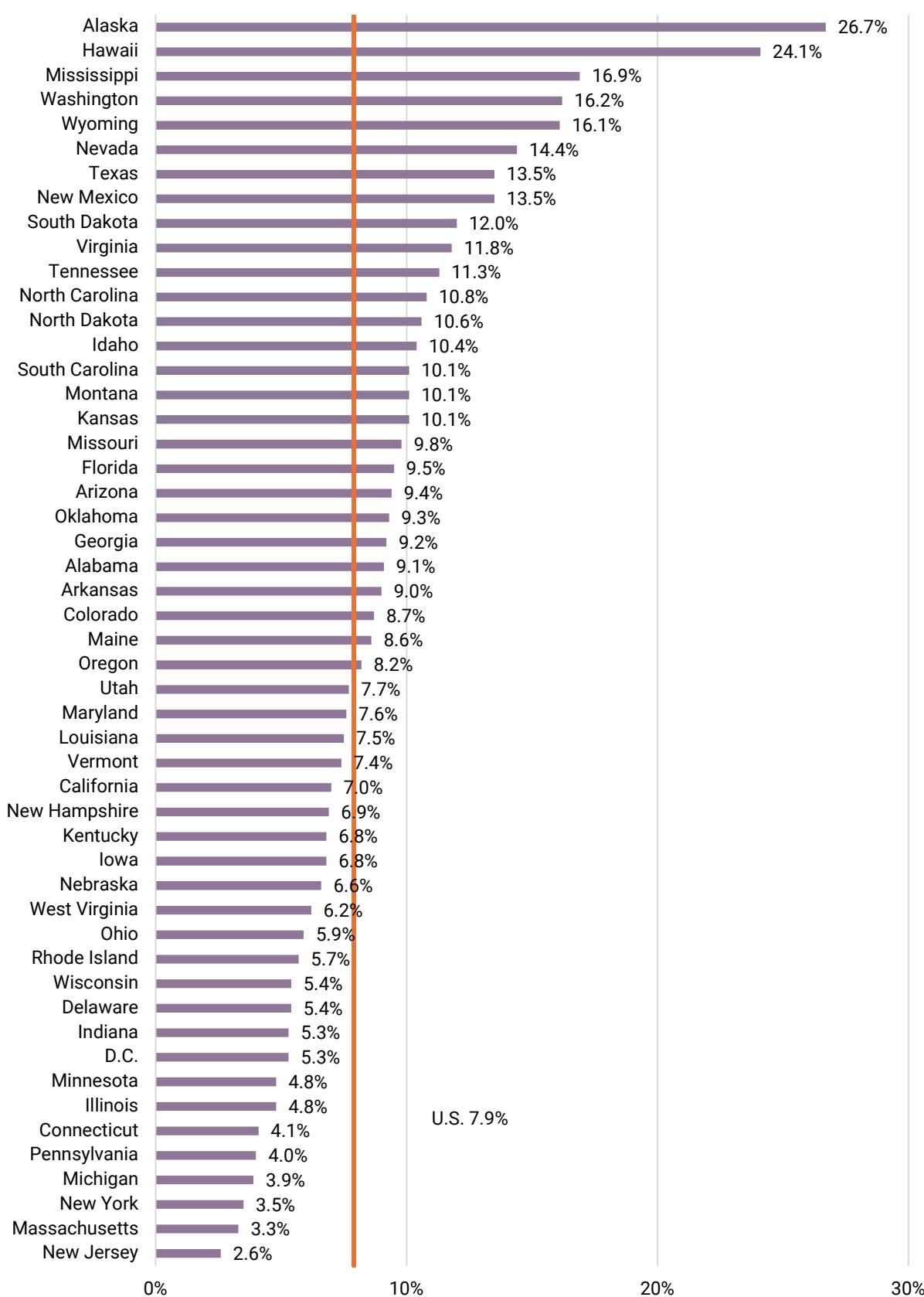


Armed Forces and Military Status by State

	Served in U.S. Military	Military Status				
		Active duty	National guard	Reserve	Retired	Veteran
United States	7.9%	21.1%	9.5%	5.2%	20.8%	43.3%
Alabama	9.1%	29.5%	21.0%	1.9%	20.0%	27.6%
Alaska	26.7%	28.3%	6.3%	0.6%	22.6%	42.1%
Arizona	9.4%	11.6%	7.6%	8.2%	21.3%	51.4%
Arkansas	9.0%	21.1%	22.8%	3.5%	26.3%	26.3%
California	7.0%	22.1%	5.2%	5.8%	12.9%	53.9%
Colorado	8.7%	29.5%	8.8%	5.4%	17.6%	38.6%
Connecticut	4.1%	11.3%	14.8%	7.8%	14.8%	51.3%
Delaware	5.4%	26.9%	3.8%	15.4%	26.9%	26.9%
D.C.	5.3%	42.9%	7.1%	0.0%	7.1%	42.9%
Florida	9.5%	16.8%	5.7%	5.5%	24.2%	47.7%
Georgia	9.2%	24.4%	9.7%	5.1%	21.3%	39.6%
Hawaii	24.1%	50.0%	6.6%	4.7%	14.2%	24.5%
Idaho	10.4%	12.8%	12.2%	4.7%	17.6%	52.7%
Illinois	4.8%	14.9%	14.9%	5.0%	15.9%	49.3%
Indiana	5.3%	7.0%	28.7%	1.7%	19.1%	43.5%
Iowa	6.8%	14.4%	21.1%	3.3%	18.9%	42.2%
Kansas	10.1%	26.9%	16.2%	3.8%	25.4%	27.7%
Kentucky	6.8%	25.4%	12.3%	4.1%	22.1%	36.1%
Louisiana	7.5%	23.6%	11.8%	3.6%	18.2%	42.7%
Maine	8.6%	4.8%	12.0%	4.8%	13.3%	65.1%
Maryland	7.6%	27.6%	10.7%	4.5%	18.5%	38.7%
Massachusetts	3.3%	12.9%	12.9%	8.2%	21.1%	44.9%
Michigan	3.9%	11.3%	11.7%	3.8%	15.1%	58.2%
Minnesota	4.8%	6.6%	19.8%	6.6%	19.2%	47.9%
Mississippi	16.9%	33.9%	22.6%	1.6%	19.4%	22.6%
Missouri	9.8%	15.9%	12.1%	7.0%	19.7%	45.2%
Montana	10.1%	10.2%	14.8%	5.7%	23.9%	45.5%
Nebraska	6.6%	12.9%	17.2%	7.5%	18.3%	44.1%
Nevada	14.4%	24.2%	6.1%	4.2%	23.6%	41.8%
New Hampshire	6.9%	14.1%	22.5%	2.8%	21.1%	39.4%
New Jersey	2.6%	18.9%	12.3%	11.3%	14.2%	43.2%
New Mexico	13.5%	24.1%	8.9%	1.8%	17.0%	48.2%
New York	3.5%	13.4%	6.4%	8.9%	15.9%	55.4%
North Carolina	10.8%	24.6%	6.9%	4.8%	23.9%	39.8%
North Dakota	10.6%	35.9%	15.4%	2.6%	23.1%	23.1%
Ohio	5.9%	14.1%	10.9%	5.3%	16.9%	52.8%
Oklahoma	9.3%	21.1%	11.4%	2.4%	25.3%	39.8%
Oregon	8.2%	9.2%	14.1%	4.9%	17.9%	53.8%
Pennsylvania	4.0%	11.0%	14.6%	5.5%	16.5%	52.5%
Rhode Island	5.7%	13.3%	23.3%	6.7%	20.0%	36.7%
South Carolina	10.1%	20.6%	8.5%	8.1%	24.2%	38.7%
South Dakota	12.0%	10.3%	26.9%	6.4%	17.9%	38.5%
Tennessee	11.3%	22.6%	10.5%	5.4%	22.9%	38.6%
Texas	13.5%	28.2%	5.0%	4.3%	28.3%	34.2%
Utah	7.7%	14.7%	16.7%	6.7%	21.3%	40.7%
Vermont	7.4%	3.2%	25.8%	0.0%	32.3%	38.7%
Virginia	11.8%	31.7%	5.3%	5.3%	24.3%	33.5%
Washington	16.2%	18.5%	5.9%	4.7%	22.0%	49.0%
West Virginia	6.2%	15.6%	12.5%	3.1%	20.3%	48.4%
Wisconsin	5.4%	5.5%	15.5%	7.2%	20.4%	51.4%
Wyoming	16.1%	20.8%	14.6%	6.3%	22.9%	35.4%

Note: PAs were asked if they now serve or have ever served in the U.S. Armed Forces and if so, to provide their current status.

Ever Served in the U.S. Armed Forces by State

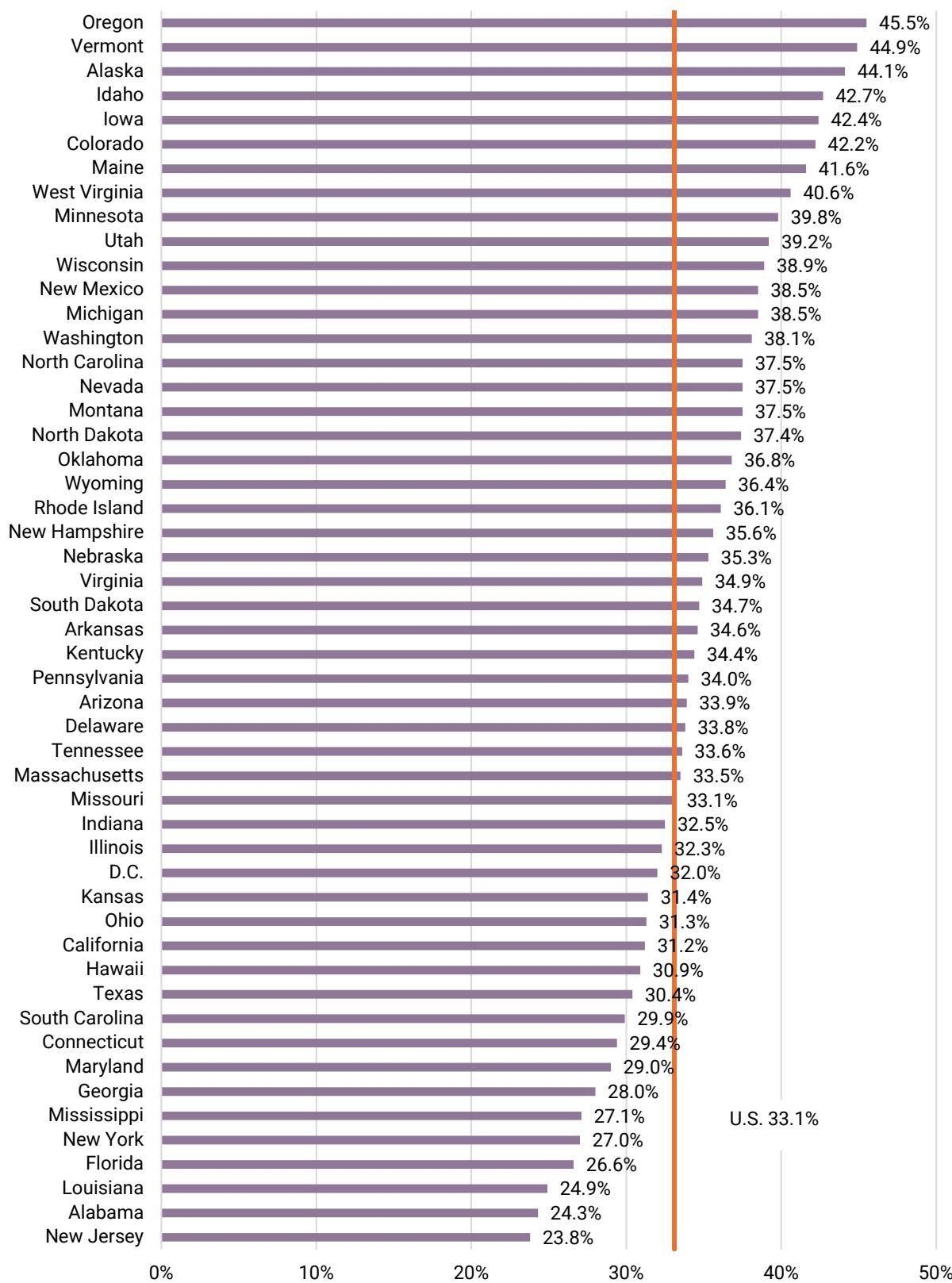


Mental Health Daily Interactions and Treatments by State

	Interactions and Treatments					
	Encounter patients who need treatment for mental disorders	Screen patients for mental disorders	Diagnose mental disorders	Initiate treatment for mental disorders	Implement treatment maintenance for mental disorders	Make referrals for mental disorders
United States	33.1%	33.1%	13.2%	11.4%	14.8%	11.2%
Alabama	24.3%	22.0%	9.0%	7.7%	11.1%	6.8%
Alaska	44.1%	45.2%	15.5%	12.3%	15.3%	10.6%
Arizona	33.9%	33.2%	14.6%	11.9%	14.5%	12.4%
Arkansas	34.6%	33.5%	13.9%	12.5%	14.4%	13.3%
California	31.2%	33.2%	13.0%	10.5%	13.3%	12.4%
Colorado	42.2%	44.4%	16.7%	13.9%	19.4%	13.7%
Connecticut	29.4%	24.9%	9.1%	7.7%	10.1%	10.6%
Delaware	33.8%	32.9%	11.0%	10.0%	12.3%	13.5%
D.C.	32.0%	29.2%	7.9%	6.5%	10.2%	8.0%
Florida	26.6%	28.1%	11.1%	9.5%	11.3%	10.2%
Georgia	28.0%	29.1%	11.1%	10.0%	11.7%	10.1%
Hawaii	30.9%	33.4%	12.7%	9.7%	11.8%	13.7%
Idaho	42.7%	45.0%	19.8%	16.4%	21.7%	11.0%
Illinois	32.3%	33.7%	13.2%	12.0%	14.1%	11.4%
Indiana	32.5%	25.6%	11.3%	9.6%	13.3%	9.5%
Iowa	42.4%	47.5%	19.9%	15.9%	22.2%	11.0%
Kansas	31.4%	37.4%	12.7%	11.2%	15.1%	7.1%
Kentucky	34.4%	34.6%	15.7%	14.5%	16.9%	11.4%
Louisiana	24.9%	23.1%	7.4%	6.9%	8.8%	7.9%
Maine	41.6%	37.1%	13.4%	13.1%	17.8%	12.0%
Maryland	29.0%	28.2%	9.7%	8.3%	12.6%	9.6%
Massachusetts	33.5%	27.3%	11.0%	9.2%	13.9%	11.6%
Michigan	38.5%	37.6%	17.3%	15.3%	20.0%	11.6%
Minnesota	39.8%	35.3%	13.9%	12.9%	17.9%	11.9%
Mississippi	27.1%	29.9%	11.5%	13.0%	14.8%	11.5%
Missouri	33.1%	31.4%	11.9%	10.5%	14.7%	9.9%
Montana	37.5%	40.7%	14.9%	12.0%	16.2%	9.7%
Nebraska	35.3%	37.9%	15.5%	13.4%	16.2%	7.2%
Nevada	37.5%	39.4%	17.6%	15.4%	17.1%	16.1%
New Hampshire	35.6%	31.7%	11.6%	9.6%	13.3%	10.6%
New Jersey	23.8%	24.2%	8.7%	7.8%	10.2%	10.3%
New Mexico	38.5%	40.0%	14.1%	12.1%	15.5%	13.8%
New York	27.0%	27.3%	9.8%	8.1%	11.0%	9.9%
North Carolina	37.5%	40.2%	16.9%	15.1%	18.9%	12.8%
North Dakota	37.4%	46.2%	18.0%	17.6%	22.5%	8.5%
Ohio	31.3%	29.2%	10.8%	9.4%	12.2%	10.2%
Oklahoma	36.8%	36.8%	15.8%	14.8%	18.6%	10.8%
Oregon	45.5%	38.8%	15.9%	12.7%	19.8%	11.4%
Pennsylvania	34.0%	32.0%	12.7%	11.0%	14.6%	11.2%
Rhode Island	36.1%	33.8%	16.3%	14.3%	16.7%	16.0%
South Carolina	29.9%	30.2%	12.1%	11.4%	14.9%	9.8%
South Dakota	34.7%	39.1%	11.3%	10.1%	13.9%	9.8%
Tennessee	33.6%	33.3%	14.1%	11.4%	14.1%	10.4%
Texas	30.4%	35.2%	14.8%	12.7%	15.8%	11.3%
Utah	39.2%	36.7%	17.8%	15.9%	20.8%	12.6%
Vermont	44.9%	42.0%	17.2%	14.6%	18.0%	13.8%
Virginia	34.9%	33.8%	13.9%	11.9%	14.8%	11.8%
Washington	38.1%	35.9%	14.8%	13.3%	17.5%	13.0%
West Virginia	40.6%	47.8%	19.9%	17.2%	21.4%	13.1%
Wisconsin	38.9%	34.2%	12.3%	10.6%	14.7%	10.8%
Wyoming	36.4%	40.0%	14.8%	12.8%	19.0%	10.5%

Note: PAs were asked the frequency of interactions and treatments for patients with mental disorders. Frequencies included: daily, weekly, monthly, yearly, less than yearly and never. The percentages shown in the table are for daily interactions and treatments.

Encounter Patients Daily who Need Treatment for Mental Disorders by State

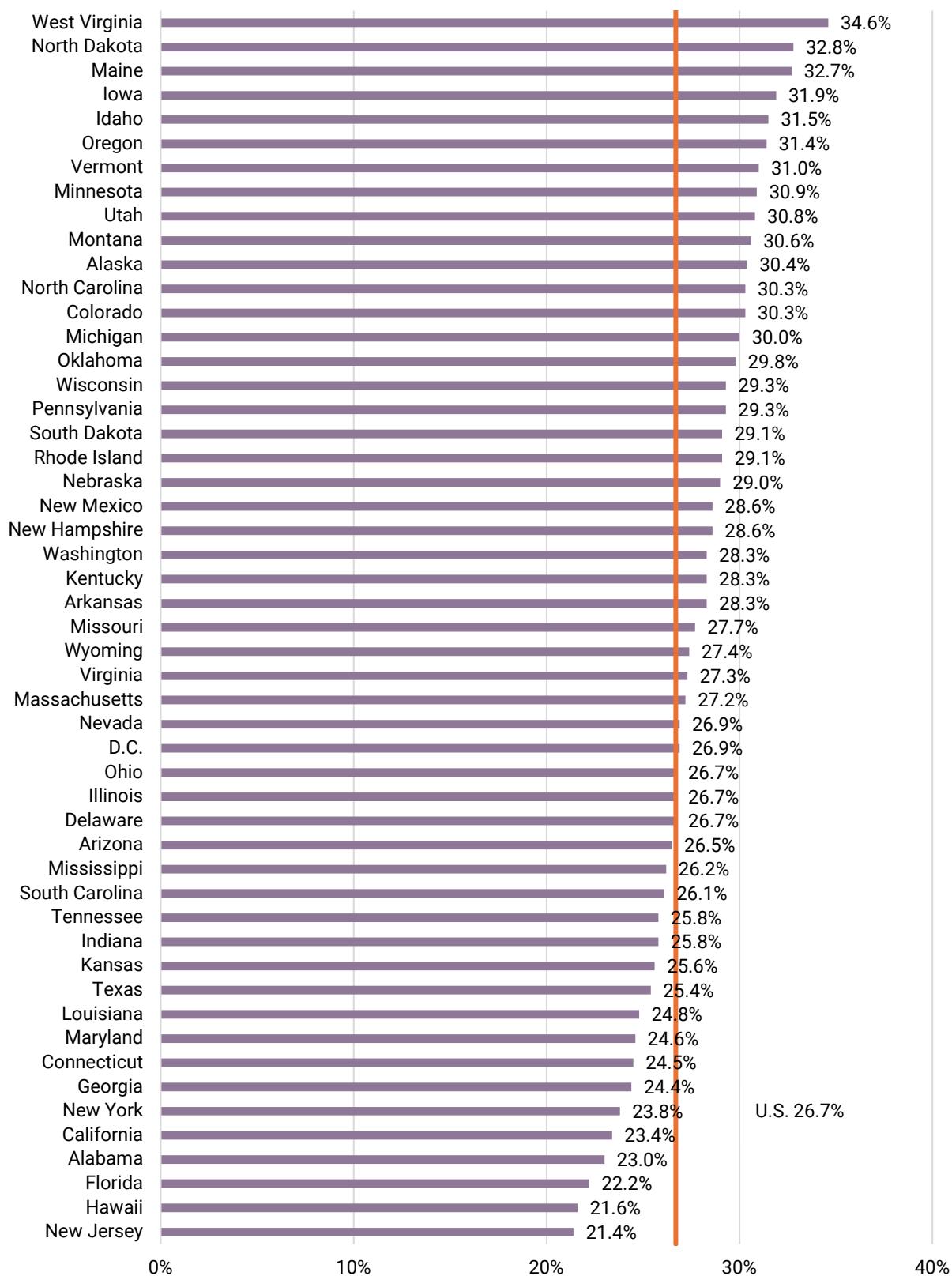


Proportion of the Patients PAs See Who Would Benefit from Mental Health Services by State

	Mean	Median
United States	26.7%	20.0%
Alabama	23.0%	15.0%
Alaska	30.4%	25.0%
Arizona	26.5%	20.0%
Arkansas	28.3%	20.0%
California	23.4%	15.0%
Colorado	30.3%	20.0%
Connecticut	24.5%	20.0%
Delaware	26.7%	20.0%
D.C.	26.9%	20.0%
Florida	22.2%	10.0%
Georgia	24.4%	15.0%
Hawaii	21.6%	10.0%
Idaho	31.5%	25.0%
Illinois	26.7%	20.0%
Indiana	25.8%	20.0%
Iowa	31.9%	25.0%
Kansas	25.6%	20.0%
Kentucky	28.3%	20.0%
Louisiana	24.8%	20.0%
Maine	32.7%	25.0%
Maryland	24.6%	15.0%
Massachusetts	27.2%	20.0%
Michigan	30.0%	20.0%
Minnesota	30.9%	25.0%
Mississippi	26.2%	20.0%
Missouri	27.7%	20.0%
Montana	30.6%	22.5%
Nebraska	29.0%	20.0%
Nevada	26.9%	20.0%
New Hampshire	28.6%	20.0%
New Jersey	21.4%	10.0%
New Mexico	28.6%	20.0%
New York	23.8%	15.0%
North Carolina	30.3%	20.0%
North Dakota	32.8%	25.0%
Ohio	26.7%	20.0%
Oklahoma	29.8%	20.0%
Oregon	31.4%	25.0%
Pennsylvania	29.3%	20.0%
Rhode Island	29.1%	20.0%
South Carolina	26.1%	15.0%
South Dakota	29.1%	25.0%
Tennessee	25.8%	20.0%
Texas	25.4%	15.0%
Utah	30.8%	25.0%
Vermont	31.0%	25.0%
Virginia	27.3%	20.0%
Washington	28.3%	20.0%
West Virginia	34.6%	25.0%
Wisconsin	29.3%	25.0%
Wyoming	27.4%	20.0%

Note: PAs were asked "What proportion of the patients do you see in your principal practice, would benefit from mental health services?"

Mean Proportion of the Patients PAs See Who Would Benefit from Mental Health Services by State



Certificate of Added Qualifications Issued by State

	Certificates of Added Qualifications (CAQs)*										TOTAL
	CVTS	DERM	EM	HOSP	NEPH	OB/GYN	ORTH	PALL/HOSP	PED	PSYCH	
United States	82	83	1,417	291	48	21	343	37	105	1,219	3,646
Alabama	0	1	6	0	2	0	4	0	0	8	21
Alaska	0	0	4	0	1	0	2	0	0	7	14
Arizona	0	3	30	3	0	1	15	0	0	37	89
Arkansas	1	0	5	1	0	0	6	0	1	8	22
California	6	8	86	14	3	3	37	3	4	89	253
Colorado	2	2	62	5	3	0	11	1	7	52	145
Connecticut	1	0	19	3	1	1	5	0	4	7	41
Delaware	2	0	1	0	0	1	0	0	0	1	5
D.C.	0	1	11	0	0	0	0	0	0	0	12
Florida	6	7	54	13	1	0	18	1	5	117	222
Georgia	3	6	16	5	3	0	6	0	3	27	69
Hawaii	0	0	6	0	0	0	6	0	0	1	13
Idaho	0	1	5	3	0	0	1	0	1	20	31
Illinois	3	1	25	13	2	0	10	1	4	28	87
Indiana	1	1	10	6	0	0	2	1	3	9	33
Iowa	0	5	8	2	0	0	5	0	1	17	38
Kansas	0	2	8	1	0	0	4	0	2	7	24
Kentucky	0	3	15	3	1	1	2	1	0	9	35
Louisiana	3	0	5	3	0	0	0	0	0	7	18
Maine	3	1	31	12	1	0	8	0	0	4	60
Maryland	1	1	110	7	1	1	12	0	1	12	146
Massachusetts	2	2	73	7	3	0	11	0	1	14	113
Michigan	3	1	18	16	2	0	6	2	3	40	91
Minnesota	2	5	51	11	1	0	4	3	0	23	100
Mississippi	0	0	6	0	0	0	2	0	0	4	12
Missouri	2	0	21	11	1	0	6	0	1	26	68
Montana	2	1	15	3	2	0	4	0	0	13	40
Nebraska	0	0	8	4	0	0	3	2	2	10	29
Nevada	1	2	8	0	1	0	1	0	2	7	22
New Hampshire	0	1	23	6	0	1	3	0	2	5	41
New Jersey	4	0	17	0	0	0	7	0	2	16	46
New Mexico	4	2	4	1	0	0	2	0	1	8	22
New York	3	5	111	16	3	6	21	4	3	27	199
North Carolina	3	2	82	16	2	0	14	2	4	96	221
North Dakota	0	0	1	1	1	0	1	0	0	7	11
Ohio	2	1	51	17	0	2	10	0	5	28	116
Oklahoma	0	0	19	0	1	0	4	0	2	14	40
Oregon	2	2	21	3	0	0	4	1	1	15	49
Pennsylvania	6	3	51	35	5	1	23	5	14	115	258
Rhode Island	1	0	7	1	0	0	1	0	1	3	14
South Carolina	0	0	40	3	1	0	7	0	2	21	74
South Dakota	0	0	2	0	1	0	0	0	0	3	6
Tennessee	1	1	27	3	0	0	2	1	1	20	56
Texas	3	6	60	14	3	2	23	1	9	103	224
Utah	1	1	3	3	1	0	2	2	1	29	43
Vermont	0	0	21	0	0	0	0	1	0	1	23
Virginia	3	1	65	7	1	0	11	2	3	45	138
Washington	0	2	45	8	0	0	6	0	3	22	86
West Virginia	0	0	7	3	0	0	1	0	2	15	28
Wisconsin	5	1	31	8	0	1	9	2	3	19	79
Wyoming	0	1	6	0	0	0	1	0	0	2	10

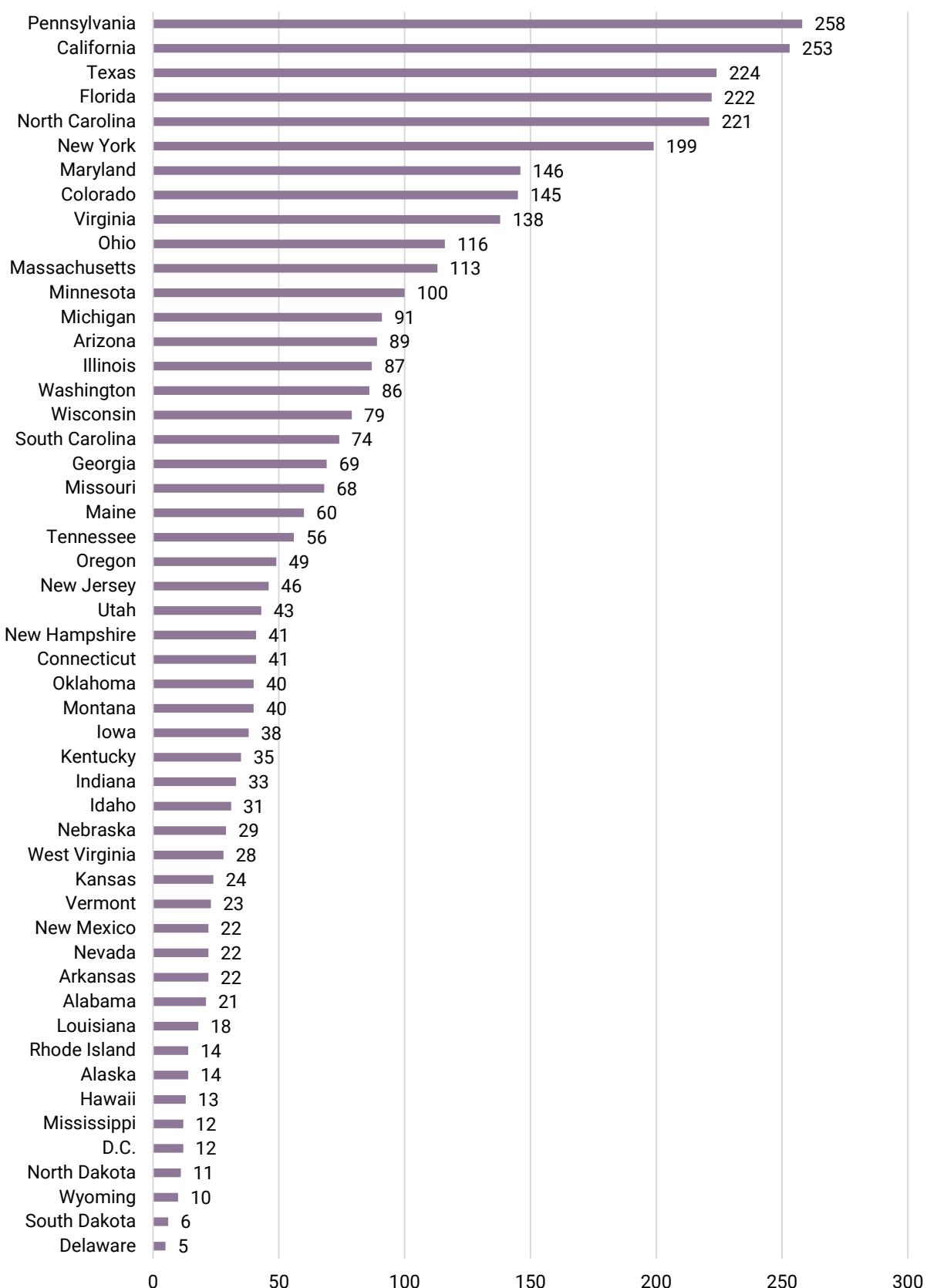
Seven PAs residing outside the U.S. or in the U.S. military have earned a CAQ.

*CAQ abbreviations: cardiovascular thoracic surgery (CVTS), dermatology (DERM), emergency medicine (EM), hospital medicine (HM), obstetrics and gynecology (OB/GYN), orthopaedic surgery (ORTH), palliative medicine/hospice (PALL/HOSP), pediatrics (PED), psychiatry (PSY).

Note: The CAQ is a voluntary credential that board certified PAs can earn in 10 specialties. Dermatology and palliative medicine and hospice care were added in 2023.

Obstetrics and gynecology were added in 2024 and occupational medicine in 2025.

CAQs Issued by State



Future Data on Board Certified PAs

NCCPA pursues a research agenda that focuses on its core activities and the ongoing evaluation and improvement of its exams and certification program. NCCPA is also committed to collaborating with external researchers to share data in appropriate and ethical ways to further advance the health and safety of the public or otherwise conduct useful research related to board certified PAs. To facilitate research collaborations, NCCPA developed Policies for the Review of Requests for Data and External Research Collaboration and guidelines that describe the process external researchers 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 will be updated and published annually. In addition, NCCPA provides supplementary reports that are currently available and updated annually. 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 Recently Board Certified PAs

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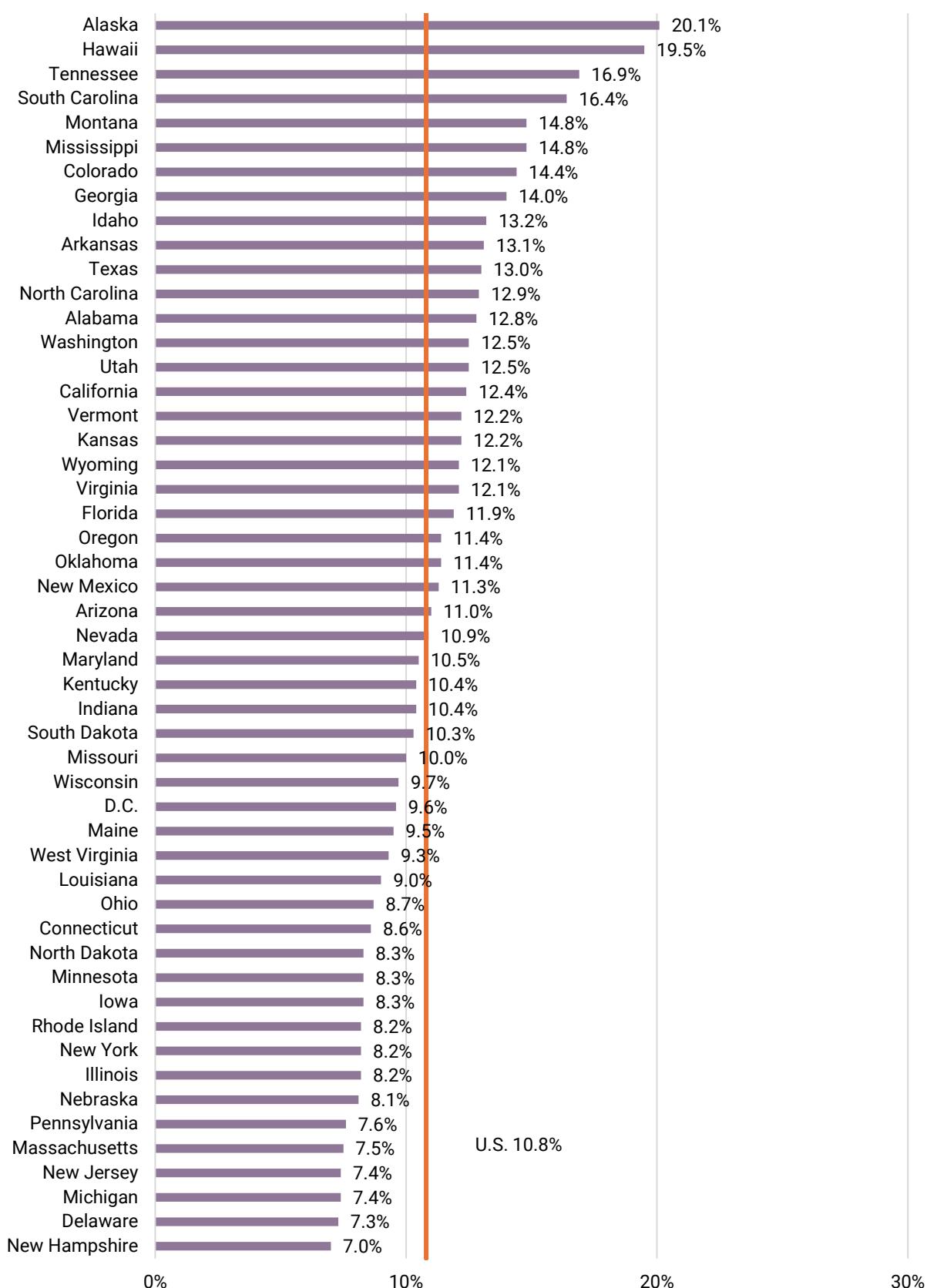
Appendix

Participated in International Medical Work by State

	Yes	No
United States	10.8%	89.2%
Alabama	12.8%	87.2%
Alaska	20.1%	79.9%
Arizona	11.0%	89.0%
Arkansas	13.1%	86.9%
California	12.4%	87.6%
Colorado	14.4%	85.6%
Connecticut	8.6%	91.4%
Delaware	7.3%	92.7%
D.C.	9.6%	90.4%
Florida	11.9%	88.1%
Georgia	14.0%	86.0%
Hawaii	19.5%	80.5%
Idaho	13.2%	86.8%
Illinois	8.2%	91.8%
Indiana	10.4%	89.6%
Iowa	8.3%	91.7%
Kansas	12.2%	87.8%
Kentucky	10.4%	89.6%
Louisiana	9.0%	91.0%
Maine	9.5%	90.5%
Maryland	10.5%	89.5%
Massachusetts	7.5%	92.5%
Michigan	7.4%	92.6%
Minnesota	8.3%	91.7%
Mississippi	14.8%	85.2%
Missouri	10.0%	90.0%
Montana	14.8%	85.2%
Nebraska	8.1%	91.9%
Nevada	10.9%	89.1%
New Hampshire	7.0%	93.0%
New Jersey	7.4%	92.6%
New Mexico	11.3%	88.7%
New York	8.2%	91.8%
North Carolina	12.9%	87.1%
North Dakota	8.3%	91.7%
Ohio	8.7%	91.3%
Oklahoma	11.4%	88.6%
Oregon	11.4%	88.6%
Pennsylvania	7.6%	92.4%
Rhode Island	8.2%	91.8%
South Carolina	16.4%	83.6%
South Dakota	10.3%	89.7%
Tennessee	16.9%	83.1%
Texas	13.0%	87.0%
Utah	12.5%	87.5%
Vermont	12.2%	87.8%
Virginia	12.1%	87.9%
Washington	12.5%	87.5%
West Virginia	9.3%	90.7%
Wisconsin	9.7%	90.3%
Wyoming	12.1%	87.9%

Note: PAs were asked since the beginning of their career as a PA, have they participated in international medical work (e.g. medical missions, medical relief work) either paid or as a volunteer.

Participated in International Medical Work

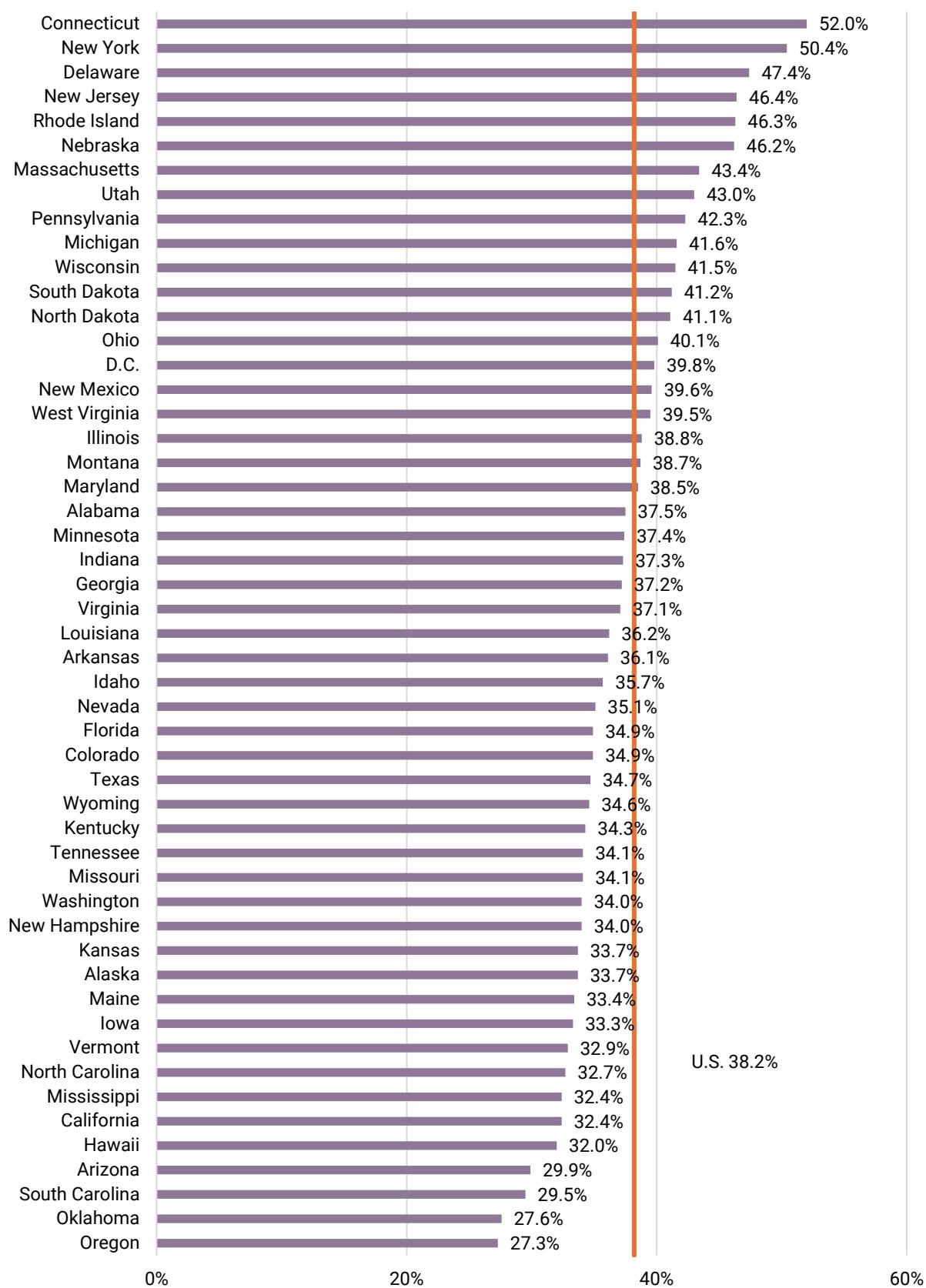


Number of Hours Spent Precepting per Week by State

	Number Hours Spent Precepting Per Week						Mean
	0 Hours	1-10 hours	11-20 hours	21-30 hours	31-40 hours	Over 40 hours	
United States	61.8%	28.0%	5.4%	1.8%	2.6%	0.4%	3.9
Alabama	62.5%	24.9%	5.8%	2.0%	4.0%	0.8%	4.7
Alaska	66.3%	26.1%	3.7%	0.9%	2.1%	0.9%	3.4
Arizona	70.1%	21.9%	4.1%	1.4%	2.2%	0.3%	3.1
Arkansas	63.9%	25.5%	5.8%	3.2%	1.3%	0.3%	3.8
California	67.6%	24.8%	3.7%	1.4%	2.2%	0.3%	3.2
Colorado	65.1%	28.7%	3.6%	1.2%	1.2%	0.2%	2.9
Connecticut	48.0%	38.4%	8.2%	2.6%	2.6%	0.2%	5.1
Delaware	52.6%	39.1%	4.3%	1.6%	2.4%	0.0%	4.1
D.C.	60.2%	29.7%	7.8%	0.8%	0.8%	0.8%	3.6
Florida	65.1%	25.3%	4.9%	1.9%	2.4%	0.4%	3.8
Georgia	62.8%	26.6%	5.1%	2.1%	2.9%	0.5%	4.1
Hawaii	68.0%	24.2%	3.2%	0.9%	3.2%	0.5%	3.5
Idaho	64.3%	28.5%	3.4%	1.1%	2.4%	0.3%	3.2
Illinois	61.2%	29.5%	5.5%	1.7%	2.0%	0.1%	3.7
Indiana	62.7%	27.0%	5.4%	2.2%	2.1%	0.6%	3.8
Iowa	66.7%	26.4%	2.6%	1.0%	3.1%	0.1%	3.0
Kansas	66.3%	25.3%	4.1%	0.9%	3.2%	0.2%	3.4
Kentucky	65.7%	24.8%	2.7%	2.0%	3.9%	0.9%	4.2
Louisiana	63.8%	25.8%	6.6%	1.5%	1.9%	0.4%	3.7
Maine	66.6%	27.2%	3.9%	0.6%	1.5%	0.2%	2.7
Maryland	61.5%	27.9%	5.7%	1.6%	3.1%	0.2%	4.0
Massachusetts	56.6%	31.4%	6.9%	2.1%	2.7%	0.3%	4.3
Michigan	58.4%	31.5%	5.4%	1.8%	2.6%	0.3%	4.0
Minnesota	62.6%	30.9%	4.1%	0.7%	1.5%	0.3%	2.9
Mississippi	67.6%	22.4%	4.7%	1.8%	2.9%	0.6%	3.8
Missouri	65.9%	26.5%	4.0%	1.0%	1.8%	0.7%	3.3
Montana	61.3%	31.0%	4.1%	1.1%	2.4%	0.2%	3.4
Nebraska	53.8%	38.3%	5.0%	1.0%	1.6%	0.3%	3.5
Nevada	64.9%	24.2%	3.9%	2.5%	3.9%	0.5%	4.4
New Hampshire	66.0%	26.2%	3.8%	1.6%	1.8%	0.6%	3.4
New Jersey	53.6%	31.4%	9.3%	2.7%	2.7%	0.3%	4.9
New Mexico	60.4%	30.1%	5.0%	1.5%	2.7%	0.2%	3.8
New York	49.6%	32.5%	10.4%	3.3%	3.7%	0.5%	5.9
North Carolina	67.3%	25.1%	4.0%	1.4%	2.0%	0.3%	3.1
North Dakota	58.9%	32.4%	3.8%	2.2%	2.7%	0.0%	3.8
Ohio	59.9%	29.8%	5.3%	2.1%	2.8%	0.1%	4.1
Oklahoma	72.4%	19.5%	4.0%	1.8%	1.9%	0.4%	3.0
Oregon	72.7%	22.0%	2.9%	0.8%	1.4%	0.2%	2.1
Pennsylvania	57.7%	30.0%	6.6%	1.9%	3.3%	0.5%	4.7
Rhode Island	53.7%	30.5%	7.7%	4.2%	3.5%	0.4%	5.8
South Carolina	70.5%	22.0%	3.6%	1.9%	1.8%	0.3%	3.1
South Dakota	58.8%	35.4%	3.1%	0.0%	2.5%	0.3%	3.2
Tennessee	65.9%	23.0%	4.9%	2.1%	3.5%	0.6%	4.2
Texas	65.3%	24.7%	5.1%	1.6%	2.8%	0.5%	3.8
Utah	57.0%	32.1%	5.2%	2.0%	3.4%	0.3%	4.2
Vermont	67.1%	27.4%	3.2%	0.9%	1.4%	0.0%	2.4
Virginia	62.9%	27.5%	4.9%	1.3%	3.1%	0.3%	3.9
Washington	66.0%	25.9%	3.6%	1.2%	3.1%	0.2%	3.5
West Virginia	60.5%	24.8%	7.1%	3.5%	3.5%	0.5%	5.1
Wisconsin	58.5%	34.1%	4.4%	1.2%	1.8%	0.1%	3.2
Wyoming	65.4%	25.9%	4.3%	1.2%	3.1%	0.0%	3.4

Note: PAs were asked how many hours of precepting do they spend for PA, medical and other health professional students in a typical week.

Proportion of PAs Participating in Student Precepting



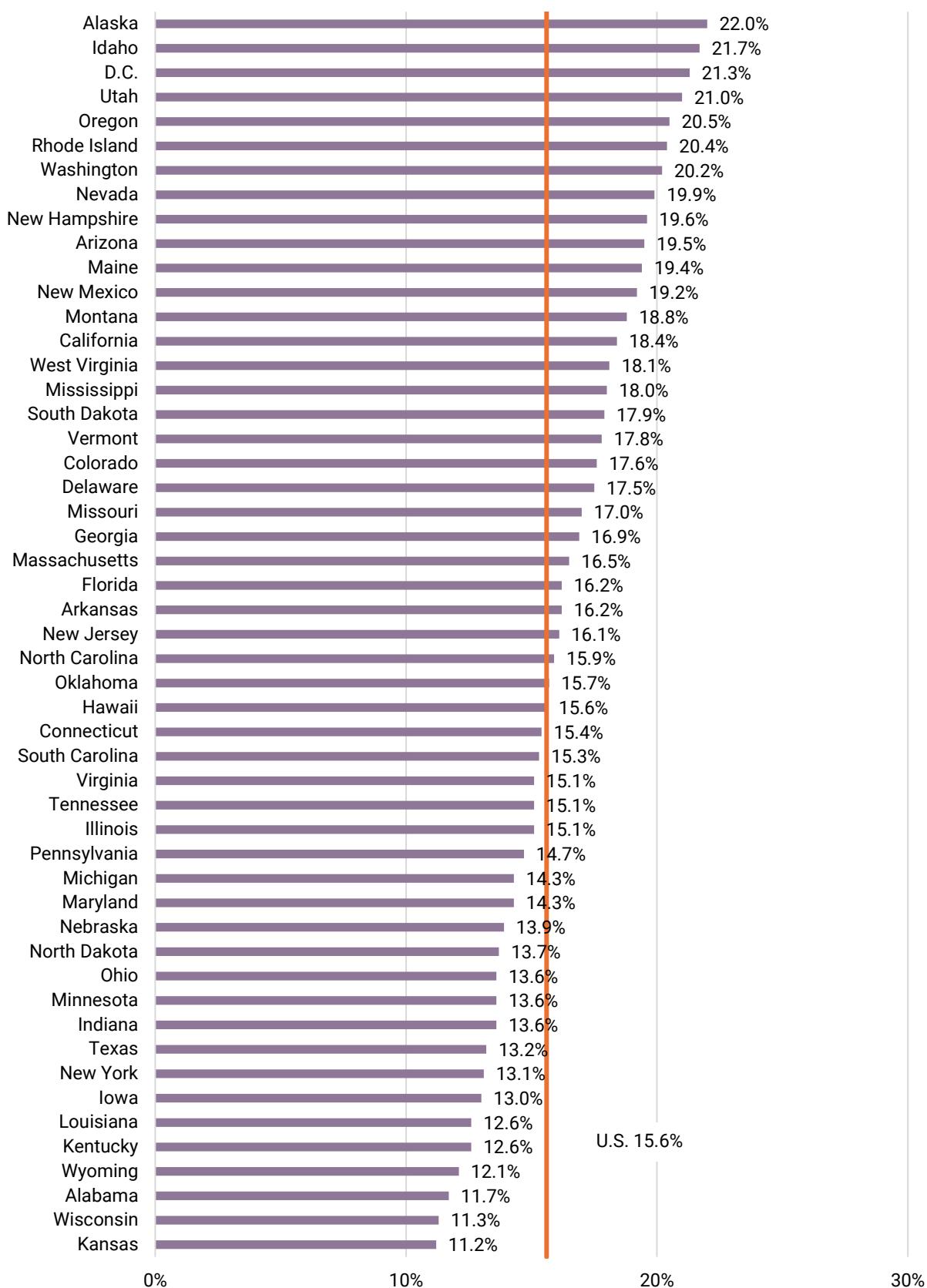
U.S. 38.2%

Influence of Educational Debt on Specialty Choice by State

Educational debt influenced specialty choice	
United States	15.6%
Alabama	11.7%
Alaska	22.0%
Arizona	19.5%
Arkansas	16.2%
California	18.4%
Colorado	17.6%
Connecticut	15.4%
Delaware	17.5%
D.C.	21.3%
Florida	16.2%
Georgia	16.9%
Hawaii	15.6%
Idaho	21.7%
Illinois	15.1%
Indiana	13.6%
Iowa	13.0%
Kansas	11.2%
Kentucky	12.6%
Louisiana	12.6%
Maine	19.4%
Maryland	14.3%
Massachusetts	16.5%
Michigan	14.3%
Minnesota	13.6%
Mississippi	18.0%
Missouri	17.0%
Montana	18.8%
Nebraska	13.9%
Nevada	19.9%
New Hampshire	19.6%
New Jersey	16.1%
New Mexico	19.2%
New York	13.1%
North Carolina	15.9%
North Dakota	13.7%
Ohio	13.6%
Oklahoma	15.7%
Oregon	20.5%
Pennsylvania	14.7%
Rhode Island	20.4%
South Carolina	15.3%
South Dakota	17.9%
Tennessee	15.1%
Texas	13.2%
Utah	21.0%
Vermont	17.8%
Virginia	15.1%
Washington	20.2%
West Virginia	18.1%
Wisconsin	11.3%
Wyoming	12.1%

Note: PAs were asked to indicate whether their level of educational debt influenced their specialty choice.

Educational Debt Influenced Specialty Choice by State

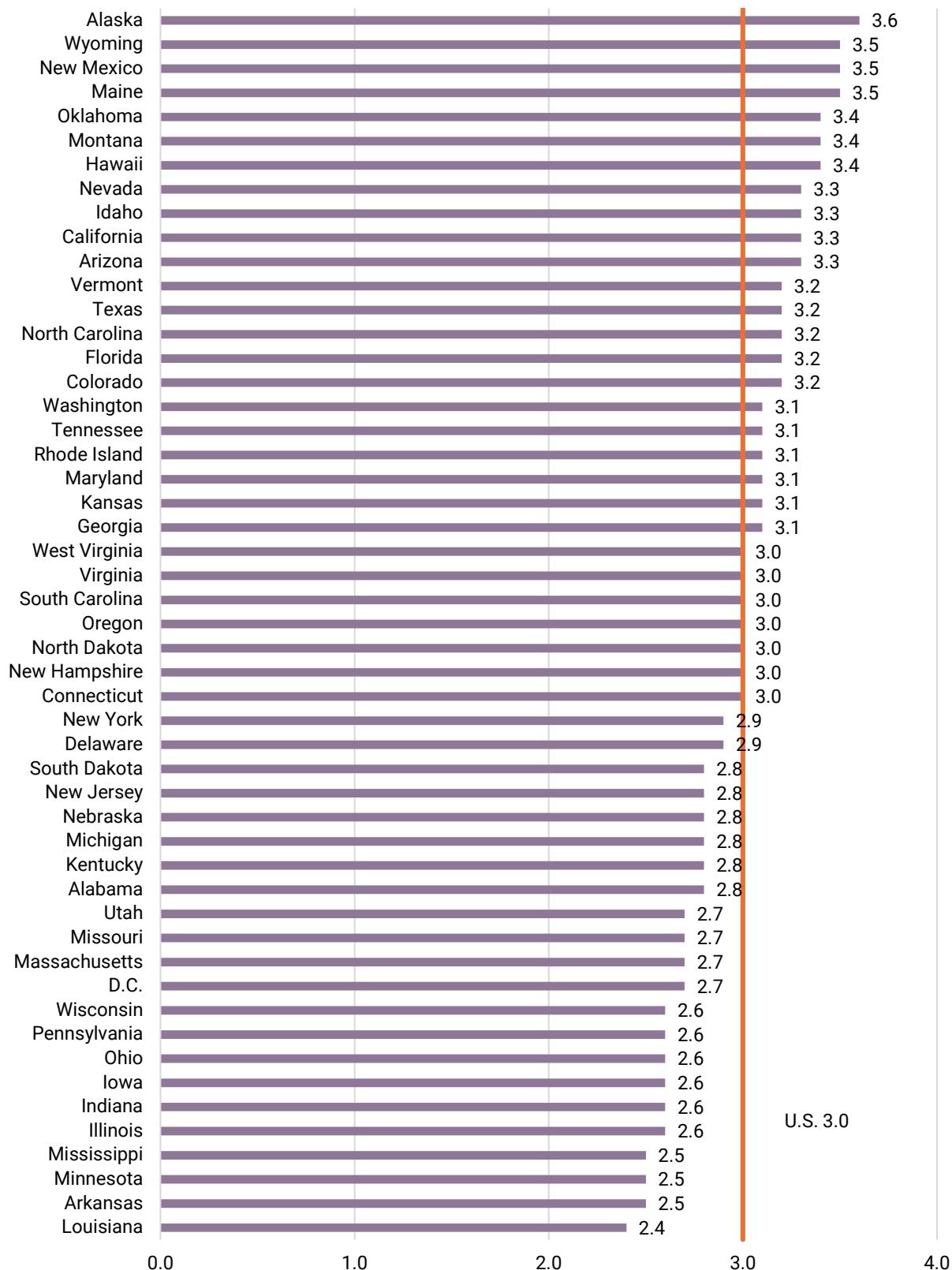


Number of PA Positions by State

	Mean	Median
United States	3.0	2
Alabama	2.8	2
Alaska	3.6	3
Arizona	3.3	3
Arkansas	2.5	2
California	3.3	3
Colorado	3.2	3
Connecticut	3.0	3
Delaware	2.9	2
D.C.	2.7	2
Florida	3.2	3
Georgia	3.1	2
Hawaii	3.4	3
Idaho	3.3	3
Illinois	2.6	2
Indiana	2.6	2
Iowa	2.6	2
Kansas	3.1	3
Kentucky	2.8	2
Louisiana	2.4	2
Maine	3.5	3
Maryland	3.1	3
Massachusetts	2.7	2
Michigan	2.8	2
Minnesota	2.5	2
Mississippi	2.5	2
Missouri	2.7	2
Montana	3.4	3
Nebraska	2.8	2
Nevada	3.3	3
New Hampshire	3.0	2
New Jersey	2.8	2
New Mexico	3.5	3
New York	2.9	2
North Carolina	3.2	3
North Dakota	3.0	2
Ohio	2.6	2
Oklahoma	3.4	3
Oregon	3.0	3
Pennsylvania	2.6	2
Rhode Island	3.1	3
South Carolina	3.0	2
South Dakota	2.8	2
Tennessee	3.1	3
Texas	3.2	3
Utah	2.7	2
Vermont	3.2	3
Virginia	3.0	2
Washington	3.1	2
West Virginia	3.0	2
Wisconsin	2.6	2
Wyoming	3.5	3

Note: PAs were asked how many clinical PA positions they had since starting their career as a PA.

Mean Number of Clinical PA Positions Since Starting Career as a PA



PA^s in Leadership Positions by State

	Percent who Hold a Leadership Position Inside their Current Principal Employment	Leadership Area in Principal Employment Setting					Percent who Hold a Leadership Position Outside of their Principal Employment
		Clinical	Administration	Education	Research	Other*	
United States	16.9%	45.1%	35.7%	9.4%	1.0%	8.8%	31.7%
Alabama	14.6%	45.4%	40.2%	8.2%	0.0%	6.2%	29.9%
Alaska	24.0%	54.2%	30.1%	4.8%	0.0%	10.8%	45.8%
Arizona	18.7%	44.4%	31.9%	13.8%	1.1%	8.8%	32.5%
Arkansas	13.5%	40.9%	45.5%	2.3%	2.3%	9.1%	40.9%
California	19.7%	49.8%	31.2%	7.8%	1.3%	9.9%	35.1%
Colorado	18.2%	50.5%	33.0%	7.8%	0.7%	8.0%	29.1%
Connecticut	17.8%	41.5%	39.5%	10.9%	0.0%	8.1%	32.2%
Delaware	15.5%	52.4%	31.0%	7.1%	0.0%	9.5%	23.8%
D.C.	23.9%	59.4%	21.9%	9.4%	0.0%	9.4%	43.8%
Florida	17.6%	47.3%	32.0%	9.9%	1.3%	9.5%	30.6%
Georgia	18.5%	45.5%	35.2%	9.2%	1.1%	9.0%	35.6%
Hawaii	23.5%	40.0%	38.2%	7.3%	1.8%	12.7%	48.1%
Idaho	18.6%	38.5%	41.2%	4.1%	2.0%	14.2%	31.1%
Illinois	15.1%	43.2%	38.9%	9.9%	1.2%	6.8%	27.1%
Indiana	13.3%	45.8%	32.9%	11.6%	0.6%	9.0%	31.4%
Iowa	12.9%	32.3%	37.5%	13.5%	1.0%	15.6%	34.4%
Kansas	16.6%	44.5%	33.6%	8.4%	0.0%	13.4%	26.9%
Kentucky	17.4%	35.1%	38.7%	13.1%	0.0%	13.1%	35.7%
Louisiana	15.9%	37.0%	52.0%	6.3%	0.8%	3.9%	28.3%
Maine	16.3%	61.3%	27.5%	3.8%	0.0%	7.5%	20.0%
Maryland	19.3%	44.2%	36.7%	8.8%	2.1%	8.2%	29.0%
Massachusetts	17.2%	47.0%	30.8%	13.4%	0.8%	8.0%	27.1%
Michigan	14.0%	45.0%	39.0%	6.9%	0.9%	8.2%	28.8%
Minnesota	13.7%	42.5%	39.2%	8.1%	0.7%	9.5%	32.6%
Mississippi	17.5%	33.3%	39.4%	18.2%	3.0%	6.1%	40.6%
Missouri	15.5%	40.4%	41.2%	11.8%	0.7%	5.9%	27.2%
Montana	16.7%	42.7%	37.8%	7.3%	0.0%	12.2%	39.0%
Nebraska	14.0%	41.7%	39.1%	9.6%	1.7%	7.8%	40.0%
Nevada	21.9%	39.1%	38.3%	12.0%	1.5%	9.0%	32.8%
New Hampshire	15.3%	47.7%	34.1%	6.8%	0.0%	11.4%	34.1%
New Jersey	18.2%	49.1%	33.2%	8.3%	0.8%	8.6%	28.2%
New Mexico	18.0%	39.0%	40.3%	10.4%	0.0%	10.4%	23.4%
New York	18.4%	49.9%	34.4%	8.3%	0.5%	6.8%	30.9%
North Carolina	17.0%	43.9%	36.5%	10.5%	1.6%	7.7%	33.5%
North Dakota	15.1%	35.5%	35.5%	9.7%	0.0%	19.4%	32.3%
Ohio	14.6%	43.6%	35.6%	12.2%	1.1%	7.5%	31.6%
Oklahoma	13.8%	43.3%	38.8%	4.5%	0.0%	13.4%	27.6%
Oregon	14.8%	39.6%	37.9%	11.2%	0.0%	11.3%	37.5%
Pennsylvania	12.9%	44.1%	35.3%	11.3%	1.0%	8.3%	30.0%
Rhode Island	14.2%	55.3%	28.9%	15.8%	0.0%	0.0%	31.6%
South Carolina	15.5%	46.4%	36.2%	8.7%	1.0%	7.7%	28.6%
South Dakota	12.4%	39.6%	50.0%	2.1%	0.0%	8.3%	39.6%
Tennessee	17.5%	47.4%	37.0%	6.7%	1.1%	7.8%	31.5%
Texas	18.8%	44.6%	34.1%	9.7%	1.7%	9.9%	31.8%
Utah	18.5%	35.1%	45.5%	11.0%	0.5%	7.9%	31.4%
Vermont	10.4%	41.7%	41.7%	4.2%	4.2%	8.3%	45.8%
Virginia	18.4%	40.6%	37.7%	11.5%	1.4%	8.7%	33.1%
Washington	16.6%	41.2%	39.6%	9.0%	1.2%	9.0%	30.0%
West Virginia	14.5%	48.8%	34.9%	8.1%	1.2%	7.0%	26.7%
Wisconsin	13.4%	34.4%	46.5%	9.5%	0.4%	9.1%	29.9%
Wyoming	23.3%	52.5%	27.5%	7.5%	0.0%	12.5%	30.8%

Note: PAs were asked if they hold a leadership role inside and outside their current principal employment. PAs who said they hold a leadership role within their principal employment, were asked which area best fits their principal employment leadership role.

*Other areas: committee member, managing partner, quality improvement.

Percent who Hold a Leadership Position in Current Principal Employment by State

