



# Statistical Profile of Board Certified PAs by Specialty

ANNUAL REPORT

# 2024

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**Cover image:** Olatunde “Tunde” Oshikoya DMSc, MPAS, PA-C, is a Board Certified PA with a clinical background in addiction medicine and behavioral health. He holds a Bachelor of Arts in Psychology (University of West Georgia, 2013), a Master of PA Studies (University of Florida, 2018), and a Doctor of Medical Science (A.T. Still University, 2025). An NCCPA PA Ambassador, Oshikoya is licensed in Arizona, California, Colorado, Florida, Georgia, Maine, Massachusetts, North Carolina, Oregon, Texas, and Washington. He’s committed to providing compassionate care to patients with a history of substance use and co-occurring mental illnesses.

# Message from the President and CEO

Dear Colleagues,

NCCPA is excited to share with you the 2024 Statistical Profile of Board Certified PAs by Specialty Annual Report. This report, now in its tenth year of publication, provides a specialty-focused look at the PA workforce and highlights the remarkable flexibility of the PA profession. PAs have a tremendous impact on healthcare by practicing in over 70 specialty and subspecialty disciplines, and this report provides detailed information on 24 specialties and primary care.



NCCPA continuously enhances the data collected on the PA workforce, and this year's report reflects some of those enhancements in the data provided. New this year, you will find information on the secondary clinical positions PAs hold, which reinforces the impact and flexibility of the PA profession. Also, for the first time, the report includes data on PA compensation by gender and specialty, and we see there is work to be done to address gender compensation disparity.

The Appendix includes preliminary results from recently added elements in the PA Professional Profile. In the Appendix, you will find data on PAs who have engaged in international practice, PA involvement in precepting, influence of educational debt on specialty selection, more detailed information on the number of specialties PAs have worked in throughout their careers, and PA involvement in leadership positions at their work.

Where available, we have shared data to demonstrate five-year trends. For the vast majority of specialty areas, the number of PAs has increased over the past five years, as well as over the past year. On average, 5.7% of PAs have completed a postgraduate program, and the top three discipline areas are Critical Care Medicine (16.5%), Emergency Medicine (10.6%), and Cardiothoracic and Vascular Surgery (8.5%). The top four specialties where PAs are diagnosing, treating, and managing chronic illnesses for most of their patients are Geriatrics (88.3%), Psychiatry (85.8%), Internal Medicine-General (83.2%), and Cardiology (83.1%). Symptoms of burnout are evident in all specialties. Between 2020 and 2024, all specialties saw an increase in the percentage of PAs reporting burnout, with the greatest increase in PAs working in gastroenterology and emergency medicine.

I have only touched on a few of the highlights from this report. There is so much more to glean from the data, and we hope you find this information both useful and interesting. Lastly, I would be remiss without expressing NCCPA's appreciation to the 159,514 PAs who contributed data to make this report possible.

Best regards,

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

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



# About the Data Collection and Methodology

## Introduction

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

In December 2012, NCCPA added a "Recently Certified" module delivered online to PAs who have been certified for less than a year. 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 their 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 strategies. 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. Those 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. Analyses of the data consist primarily of descriptive statistics. Percent change calculations reflect proportional changes from 2020 to 2024 throughout the report unless otherwise noted.

## About NCCPA

NCCPA is the only 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 certified by NCCPA since 1975.

For more information, visit our website at: [www.nccpa.net](http://www.nccpa.net)

# Demographics

## All Specialties by Number, Percent and Percent Change

Specialty	2024		Percent Change 2020-2024
	Number	Percent	
Addiction medicine	735	0.5%	0.1%
Adolescent medicine	150	0.1%	0.0%
Anesthesiology	336	0.2%	-0.1%
Critical care medicine	2,753	2.0%	0.3%
<b>Dermatology</b>	<b>5,959</b>	<b>4.4%</b>	<b>0.3%</b>
Emergency medicine	14,129	10.5%	-1.9%
Family medicine/general practice	21,859	16.3%	-1.8%
Gynecology only	496	0.4%	0.1%
Hospice and palliative medicine	269	0.2%	0.1%
<b>Hospital medicine (hospitalist)</b>	<b>4,756</b>	<b>3.5%</b>	<b>0.0%</b>
Internal medicine- allergy and immunology	391	0.3%	0.0%
Internal medicine- cardiology	3,999	3.0%	0.1%
Internal medicine- endocrinology	812	0.6%	0.1%
Internal medicine- gastroenterology	2,362	1.8%	0.2%
<b>Internal medicine- general practice</b>	<b>5,208</b>	<b>3.9%</b>	<b>-0.5%</b>
Internal medicine- geriatrics	985	0.7%	-0.1%
Internal medicine- hematology	403	0.3%	0.1%
Internal medicine- infectious disease	551	0.4%	0.0%
Internal medicine- nephrology	468	0.3%	-0.1%
<b>Internal medicine- oncology</b>	<b>2,259</b>	<b>1.7%</b>	<b>0.2%</b>
Internal medicine- pulmonology	653	0.5%	0.0%
Internal medicine- rheumatology	490	0.4%	0.1%
Internal medicine- sports medicine	87	0.1%	0.0%
Neurology	1,497	1.1%	0.2%
<b>Obstetrics and gynecology</b>	<b>1,653</b>	<b>1.2%</b>	<b>0.0%</b>
Occupational medicine	1,630	1.2%	-0.2%
Ophthalmology	168	0.1%	0.0%
Otolaryngology	1,524	1.1%	0.1%
Pain medicine	1,917	1.4%	0.0%
<b>Pathology</b>	<b>15</b>	<b>&lt;0.1%</b>	<b>0.0%</b>
Pediatric- cardiology	139	0.1%	0.0%
Pediatric- critical care medicine	206	0.2%	0.1%
Pediatric- developmental-behavioral pediatrics	57	<0.1%	0.0%
Pediatric- emergency medicine	388	0.3%	0.0%
<b>Pediatric- endocrinology</b>	<b>55</b>	<b>&lt;0.1%</b>	<b>0.0%</b>
Pediatric- gastroenterology	78	0.1%	0.0%
Pediatric- general	2,366	1.8%	-0.1%
Pediatric- hematology-oncology	184	0.1%	0.0%
Pediatric- hospice and palliative medicine	5	<0.1%	0.0%
<b>Pediatric- infectious diseases</b>	<b>25</b>	<b>&lt;0.1%</b>	<b>0.0%</b>
Pediatric- medical toxicology	0	0.0%	0.0%
Pediatric- neonatal-perinatal medicine	523	0.4%	0.1%

Specialty	2024		Percent Change 2020-2024
	Number	Percent	
Pediatric- nephrology	15	<0.1%	0.0%
Pediatric- neurodevelopmental disabilities	43	<0.1%	0.0%
Pediatric- pulmonology	32	<0.1%	0.0%
Pediatric- rheumatology	7	<0.1%	0.0%
Pediatric- sleep medicine	10	<0.1%	0.0%
Pediatric- sports medicine	116	0.1%	0.0%
Pediatric- transplant hepatology	21	<0.1%	0.0%
Physical medicine/rehabilitation	739	0.5%	-0.1%
Preventive medicine/public health	191	0.1%	0.0%
Psychiatry	3,224	2.4%	0.6%
Radiation oncology	268	0.2%	0.0%
Radiology	588	0.4%	-0.3%
Radiology- interventional	757	0.6%	NA
Surgery- cardiothoracic	3,138	2.3%	-0.3%
Surgery- colon and rectal	318	0.2%	0.0%
Surgery- general	4,120	3.1%	0.1%
Surgery- gynecologic oncology	286	0.2%	0.0%
Surgery- gynecology and obstetrics	107	0.1%	0.0%
Surgery- neurologic	2,806	2.1%	-0.1%
Surgery- ophthalmic	22	<0.1%	0.0%
Surgery- oral and maxillofacial	30	<0.1%	0.0%
Surgery- orthopaedic	14,200	10.6%	-0.3%
Surgery- otorhinolaryngology	292	0.2%	0.0%
Surgery- pediatric	375	0.3%	0.1%
Surgery- plastic and maxillofacial	1,490	1.1%	0.2%
Surgery- urology	758	0.6%	0.2%
Surgery- vascular	1,086	0.8%	0.0%
Urology	1,419	1.1%	0.1%
Other	15,441	11.5%	1.7%

Note: PAs who indicated they are clinically active were asked to specify the area of practice for their principal clinical position.

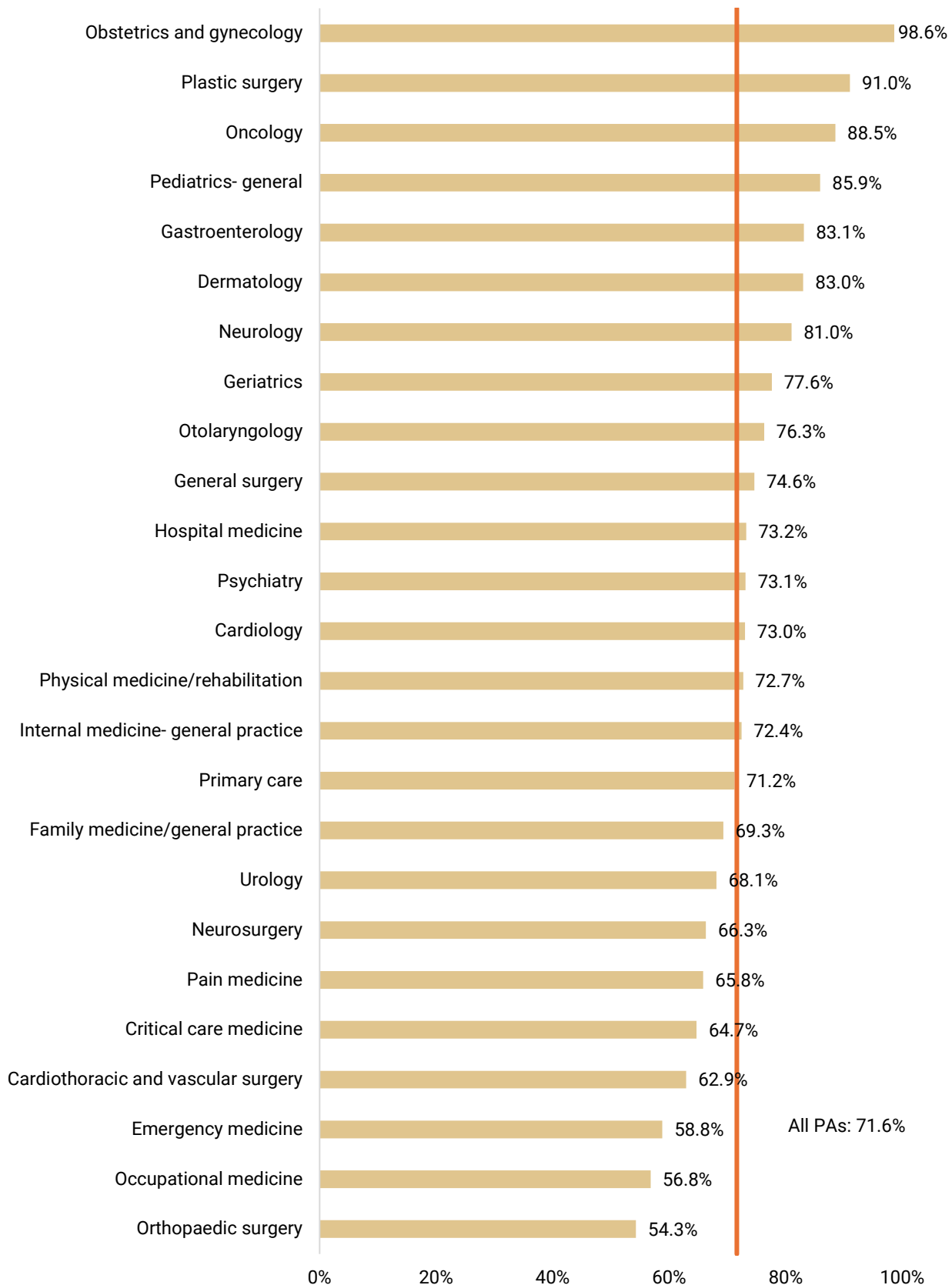


## Gender by Specialty

Specialty	Male		Female	
	2024	Percent change 2020-2024	2024	Percent change 2020-2024
<b>Primary care</b>	<b>28.8%</b>	<b>-1.3%</b>	<b>71.2%</b>	<b>1.3%</b>
Cardiology	27.0%	-1.6%	73.0%	1.6%
Cardiothoracic and vascular surgery	37.1%	-3.0%	62.9%	3.0%
Critical care medicine	35.3%	0.1%	64.7%	-0.1%
Dermatology	17.0%	-1.1%	83.0%	1.1%
Emergency medicine	41.2%	-0.6%	58.8%	0.6%
Family medicine/general practice	30.7%	-1.5%	69.3%	1.5%
Gastroenterology	16.9%	0.0%	83.1%	0.0%
General surgery	25.4%	-1.2%	74.6%	1.2%
Geriatrics	22.4%	-0.3%	77.6%	0.3%
Hospital medicine	26.8%	1.7%	73.2%	-1.7%
Internal medicine- general practice	27.6%	0.2%	72.4%	-0.2%
Neurology	19.0%	0.0%	81.0%	0.0%
Neurosurgery	33.7%	-2.6%	66.3%	2.6%
Obstetrics and gynecology	1.4%	-0.9%	98.6%	0.9%
Occupational medicine	43.2%	-0.4%	56.8%	0.4%
Oncology	11.5%	-1.0%	88.5%	1.0%
Orthopaedic surgery	45.7%	-2.0%	54.3%	2.0%
Otolaryngology	23.7%	-0.1%	76.3%	0.1%
Pain medicine	34.2%	-2.8%	65.8%	2.8%
Pediatrics- general	14.1%	-1.7%	85.9%	1.7%
Physical medicine/rehabilitation	27.3%	-0.4%	72.7%	0.4%
Plastic surgery	9.0%	-0.5%	91.0%	0.5%
Psychiatry	26.9%	-1.5%	73.1%	1.5%
Urology	31.9%	-1.2%	68.1%	1.2%

Note: Approximately 0.1% of PAs self-reported as identifying as non-binary or preferred not to answer

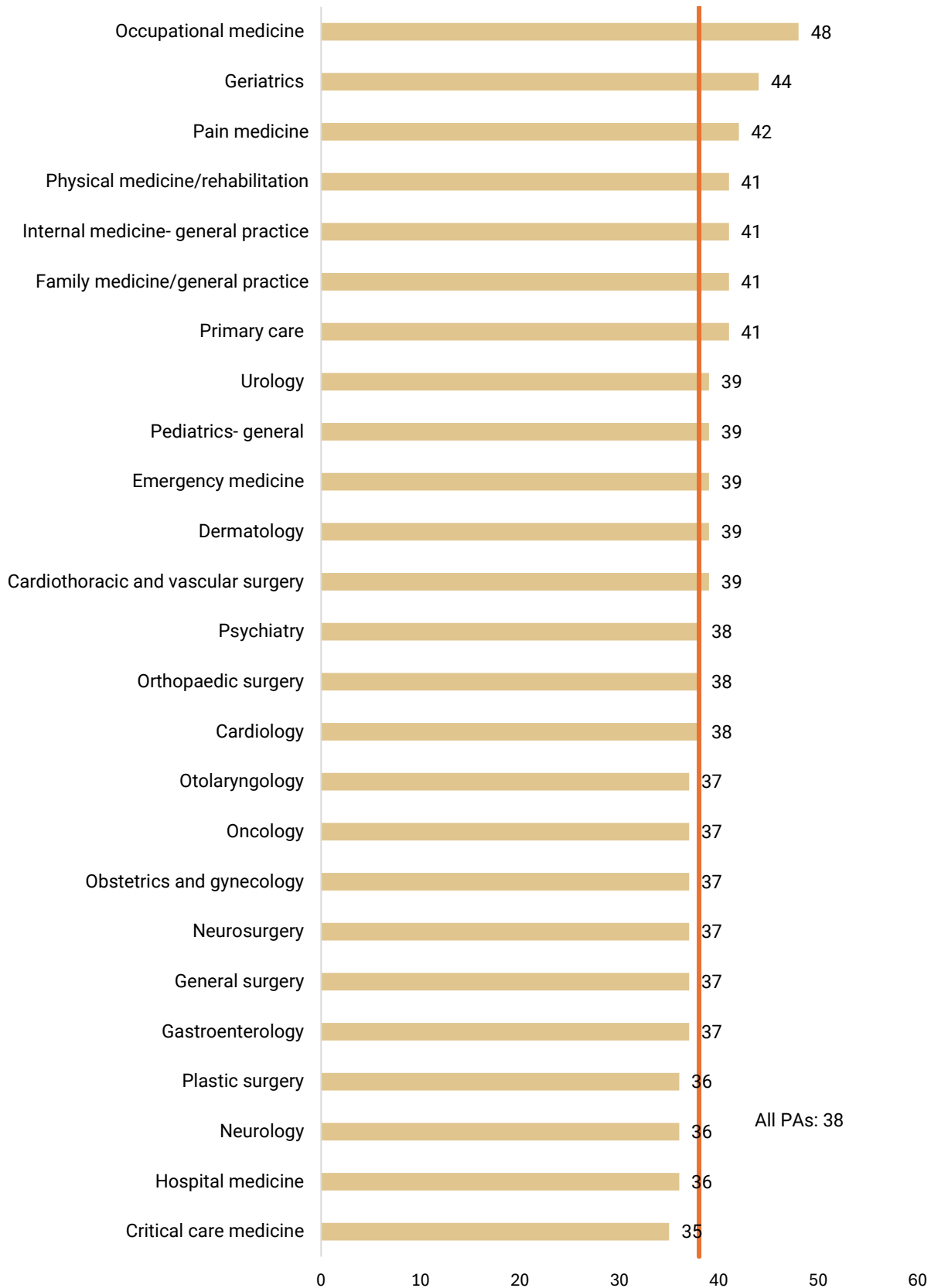
## Percent Female by Specialty



Age by Specialty

Specialty	<30		30-39		40-49		50-59		60+		Median Age	
	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020	2024	2020
Primary care	9.9%	8.9%	35.7%	36.7%	27.0%	26.2%	16.5%	16.4%	10.9%	11.8%	41	41
Cardiology	11.3%	11.9%	42.7%	38.6%	24.9%	28.6%	14.3%	13.1%	6.9%	7.7%	38	39
Cardiothoracic and vascular surgery	10.5%	11.3%	41.8%	40.4%	25.4%	25.6%	14.3%	14.9%	7.9%	7.9%	39	39
Critical care medicine	16.5%	19.7%	50.9%	47.3%	20.4%	19.1%	8.9%	10.3%	3.3%	3.7%	35	35
Dermatology	9.9%	8.3%	42.2%	44.0%	30.7%	32.1%	13.4%	11.4%	3.8%	4.3%	39	39
Emergency medicine	11.4%	11.9%	41.4%	42.9%	25.6%	24.6%	14.5%	14.1%	7.1%	6.6%	39	38
Family medicine/ general practice	9.4%	8.7%	35.7%	36.7%	27.1%	26.3%	16.6%	16.5%	11.2%	11.8%	41	41
Gastroenterology	12.5%	13.0%	45.6%	43.9%	23.9%	25.5%	12.9%	12.4%	5.1%	5.3%	37	37
General surgery	14.0%	15.5%	45.7%	43.1%	23.7%	23.0%	10.5%	12.3%	6.1%	6.2%	37	37
Geriatrics	6.3%	7.1%	28.3%	30.2%	29.5%	26.7%	19.9%	20.6%	16.0%	15.3%	44	44
Hospital medicine	18.1%	20.4%	44.1%	42.0%	21.4%	21.2%	10.9%	10.1%	5.5%	6.4%	36	36
Internal medicine- general practice	9.8%	8.8%	34.3%	34.1%	25.8%	25.6%	18.4%	17.9%	11.7%	13.7%	41	42
Neurology	17.4%	16.1%	43.9%	39.9%	21.7%	23.5%	11.6%	12.5%	5.5%	8.2%	36	38
Neurosurgery	14.0%	14.2%	43.3%	44.7%	24.2%	23.5%	12.7%	12.0%	5.8%	5.6%	37	37
Obstetrics and gynecology	17.0%	12.7%	41.4%	41.5%	25.9%	26.3%	10.1%	12.3%	5.6%	7.2%	37	38
Occupational medicine	3.1%	4.1%	21.8%	21.8%	27.6%	27.6%	24.6%	24.1%	22.9%	22.5%	48	48
Oncology	13.0%	12.2%	45.7%	45.0%	25.8%	25.4%	10.8%	12.5%	4.7%	5.0%	37	38
Orthopaedic surgery	11.6%	11.4%	42.2%	42.8%	26.6%	27.8%	14.4%	13.3%	5.2%	4.7%	38	38
Otolaryngology	13.8%	13.1%	45.8%	48.0%	24.6%	24.3%	11.5%	9.8%	4.3%	4.8%	37	37
Pain medicine	8.8%	7.5%	34.1%	35.6%	27.7%	26.9%	18.7%	20.4%	10.7%	9.7%	42	42
Pediatrics- general	14.8%	11.2%	39.0%	42.7%	27.8%	26.6%	11.6%	12.1%	6.8%	7.5%	39	38
Physical medicine/ rehabilitation	9.0%	8.5%	37.2%	38.3%	31.1%	30.1%	14.6%	14.5%	8.0%	8.7%	41	41
Plastic surgery	15.3%	12.3%	52.4%	50.9%	21.6%	25.8%	7.9%	7.2%	2.8%	3.8%	36	36
Psychiatry	12.8%	14.0%	42.6%	34.2%	23.5%	23.9%	13.1%	15.6%	8.0%	12.3%	38	40
Urology	12.9%	11.2%	40.0%	37.0%	26.4%	26.7%	13.0%	16.2%	7.7%	9.0%	39	40

## Median Age by Specialty



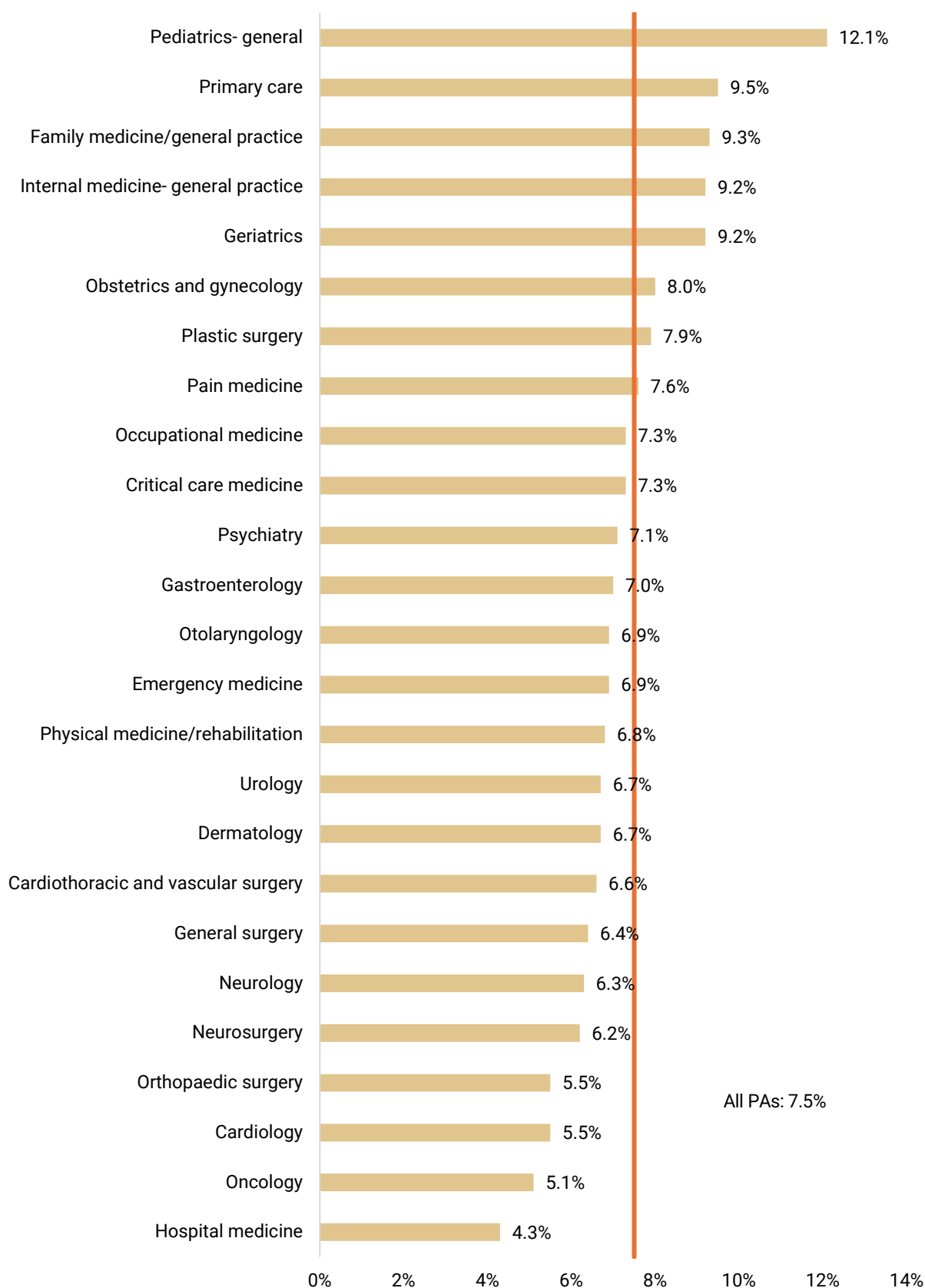


## Ethnicity by Specialty

Specialty	Hispanic, Latino(a/x) or Spanish origin	Percent Change
	2024	2020-2024
<b>Primary care</b>	9.5%	0.6%
<b>Cardiology</b>	5.5%	1.1%
Cardiothoracic and vascular surgery	6.6%	1.0%
Critical care medicine	7.3%	0.7%
Dermatology	6.7%	0.4%
Emergency medicine	6.9%	0.7%
<b>Family medicine/general practice</b>	9.3%	0.7%
Gastroenterology	7.0%	2.0%
General surgery	6.4%	1.0%
Geriatrics	9.2%	0.6%
Hospital medicine	4.3%	-0.1%
<b>Internal medicine- general practice</b>	9.2%	0.5%
Neurology	6.3%	2.1%
Neurosurgery	6.2%	0.7%
Obstetrics and gynecology	8.0%	0.8%
Occupational medicine	7.3%	0.7%
<b>Oncology</b>	5.1%	0.3%
Orthopaedic surgery	5.5%	0.7%
Otolaryngology	6.9%	1.0%
Pain medicine	7.6%	0.5%
Pediatrics- general	12.1%	0.1%
<b>Physical medicine/rehabilitation</b>	6.8%	2.1%
Plastic surgery	7.9%	1.7%
Psychiatry	7.1%	1.2%
Urology	6.7%	1.3%

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

## Ethnicity: Hispanic, Latino(a/x), or Spanish Origin by Specialty



Race by Specialty

Specialty	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
Primary care	0.5%	0.0%	6.5%	1.4%	3.9%	0.1%	2.6%	0.5%	0.3%	0.0%	3.4%	-0.1%	78.4%	-1.8%	4.3%	-0.2%
Cardiology	0.2%	0.0%	7.0%	1.2%	2.4%	0.1%	1.5%	0.3%	0.4%	0.1%	2.5%	0.1%	82.8%	-2.1%	3.3%	0.3%
Cardiothoracic and vascular surgery	0.2%	0.0%	6.5%	0.5%	2.3%	-0.1%	2.1%	0.7%	0.4%	0.1%	2.4%	0.0%	82.8%	-0.7%	3.4%	-0.3%
Critical care medicine	0.1%	-0.1%	7.3%	0.9%	4.0%	0.2%	2.9%	1.1%	0.2%	0.0%	2.2%	-0.2%	79.4%	-1.5%	3.9%	-0.5%
Dermatology	0.2%	0.0%	7.2%	1.3%	1.6%	0.2%	2.5%	0.6%	0.2%	-0.1%	2.5%	-0.2%	81.8%	-1.4%	4.0%	-0.4%
Emergency medicine	0.4%	0.1%	6.0%	0.8%	3.4%	0.1%	2.7%	1.8%	0.2%	-0.1%	2.5%	-0.4%	79.4%	-1.2%	5.2%	-0.2%
Family medicine/ general practice	0.6%	0.0%	5.9%	1.2%	3.8%	0.4%	2.6%	0.5%	0.3%	0.0%	3.4%	-0.1%	79.0%	-1.9%	4.3%	-0.2%
Gastroenterology	0.2%	0.1%	8.9%	1.9%	2.8%	0.8%	2.0%	0.6%	0.3%	-0.3%	1.9%	0.2%	80.1%	-3.0%	3.8%	-0.2%
General surgery	0.2%	0.0%	7.4%	1.0%	3.3%	-0.4%	2.6%	0.9%	0.3%	0.2%	2.2%	-0.4%	79.5%	-0.6%	4.5%	-0.6%
Geriatrics	0.3%	-0.3%	6.1%	2.0%	4.7%	0.0%	1.2%	0.3%	0.2%	0.2%	4.2%	0.1%	79.6%	1.7%	3.8%	-0.5%
Hospital medicine	0.2%	0.0%	8.7%	1.1%	4.7%	-0.5%	2.3%	0.6%	0.1%	-0.1%	1.9%	-0.5%	78.2%	-0.4%	3.9%	-0.2%
Internal medicine- general practice	0.2%	-0.1%	9.3%	2.1%	5.0%	-0.8%	2.5%	0.7%	0.3%	0.0%	3.5%	-0.2%	74.4%	-1.6%	4.8%	-0.2%
Neurology	0.2%	-0.3%	6.9%	2.3%	3.3%	-0.1%	2.1%	0.3%	0.3%	0.1%	2.2%	0.3%	80.3%	-3.7%	4.7%	1.0%
Neurosurgery	0.4%	0.1%	6.7%	0.5%	2.6%	-0.2%	2.5%	0.7%	0.1%	-0.2%	2.8%	-0.4%	81.1%	0.2%	3.9%	-0.6%
Obstetrics and gynecology	0.3%	-0.4%	5.9%	0.5%	5.5%	0.4%	2.2%	1.0%	0.2%	0.0%	3.1%	-0.2%	80.1%	-0.8%	2.6%	-0.5%
Occupational medicine	0.6%	0.1%	7.5%	0.4%	5.3%	0.2%	2.6%	0.3%	1.1%	0.4%	3.1%	0.3%	73.9%	-2.2%	5.7%	0.3%
Oncology	0.2%	0.0%	7.7%	0.4%	2.6%	-0.6%	2.0%	0.4%	0.1%	0.0%	1.8%	-0.1%	82.8%	0.7%	2.8%	-0.7%
Orthopaedic surgery	0.3%	0.0%	4.2%	0.6%	2.0%	0.0%	2.2%	0.4%	0.3%	0.0%	2.0%	-0.3%	85.4%	-0.4%	3.8%	-0.2%
Otolaryngology	0.3%	-0.2%	9.8%	2.4%	2.2%	-0.3%	2.4%	0.2%	0.1%	-0.1%	1.8%	-0.3%	80.0%	-1.2%	3.3%	-0.6%
Pain medicine	0.4%	-0.1%	8.7%	2.4%	3.9%	-0.8%	3.1%	1.1%	0.2%	0.0%	3.2%	-0.4%	75.8%	-1.4%	4.7%	-0.8%
Pediatrics- general	0.3%	0.0%	6.2%	1.5%	2.7%	-0.3%	2.5%	0.7%	0.1%	0.0%	3.2%	-0.8%	81.6%	-1.3%	3.4%	0.2%
Physical medicine/ rehabilitation	0.7%	0.2%	7.7%	1.2%	3.5%	-0.8%	2.6%	0.8%	0.4%	-0.2%	2.3%	-1.5%	78.1%	-0.1%	4.7%	0.4%
Plastic surgery	0.3%	0.0%	7.6%	-1.8%	1.5%	-0.5%	2.8%	0.5%	0.3%	0.1%	2.3%	-0.2%	82.7%	-0.6%	2.6%	-1.0%
Psychiatry	0.4%	-0.1%	7.6%	1.9%	4.7%	-0.4%	3.0%	0.5%	0.2%	0.0%	2.7%	-0.5%	76.5%	-1.2%	4.9%	-0.2%
Urology	0.2%	0.0%	8.0%	2.3%	3.3%	0.5%	2.3%	0.9%	0.4%	-0.1%	2.4%	-0.5%	79.2%	4.2%	4.2%	1.1%

Note: PAs were asked how they classify their race.

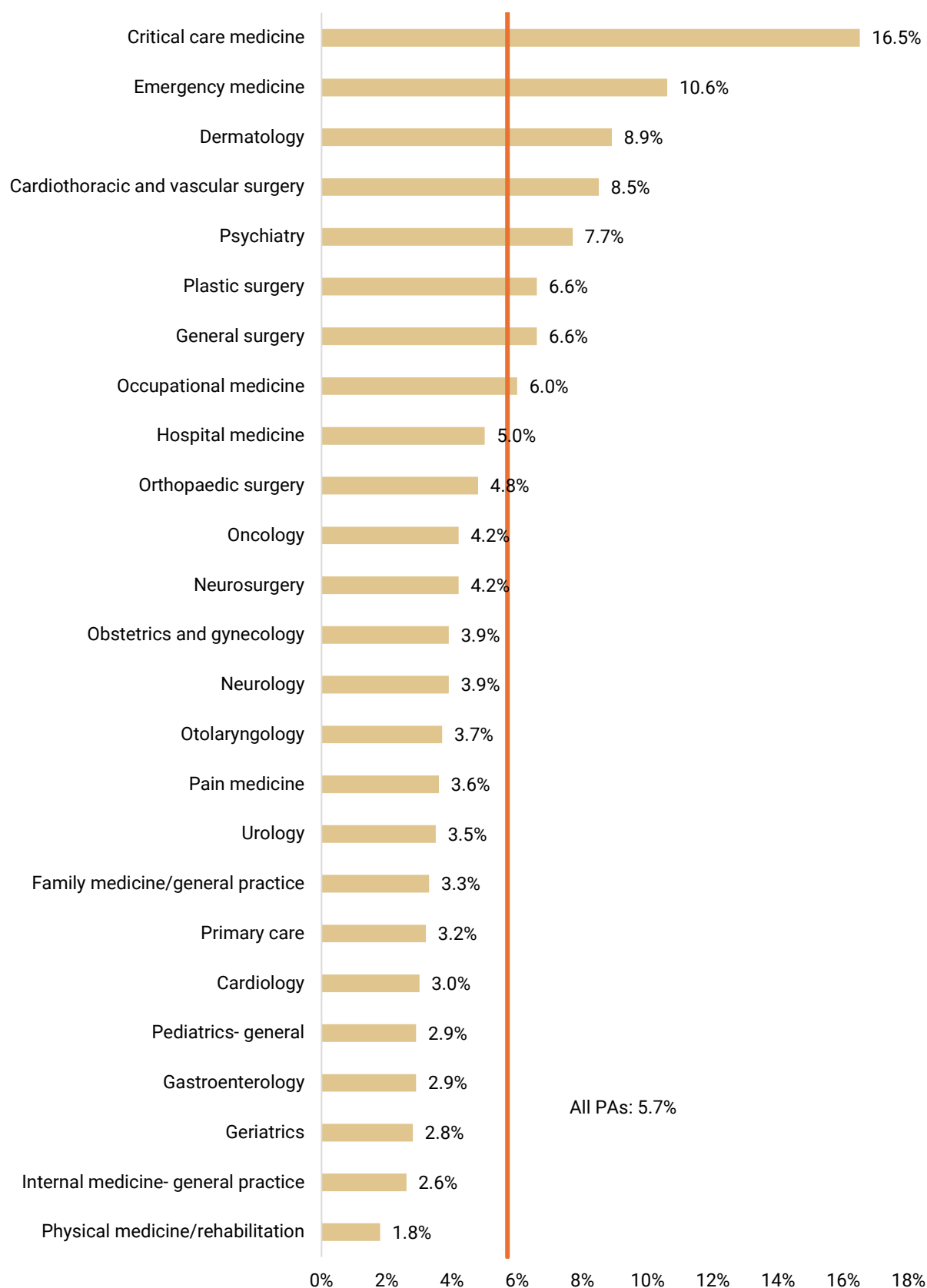
## Postgraduate Program by Specialty

Specialty	Complete Postgraduate Program (residency or fellowship)	Practice Area of Postgraduate Program Same as Current Principal
<b>Primary care</b>	3.2%	48.1%
<b>Cardiology</b>	3.0%	24.0%
Cardiothoracic and vascular surgery	8.5%	34.3%
Critical care medicine	16.5%	69.5%
Dermatology	8.9%	83.5%
Emergency medicine	10.6%	86.8%
<b>Family medicine/general practice</b>	3.3%	45.7%
Gastroenterology	2.9%	31.9%
General surgery	6.6%	72.9%
Geriatrics	2.8%	14.8%
Hospital medicine	5.0%	62.3%
<b>Internal medicine- general practice</b>	2.6%	26.9%
Neurology	3.9%	51.7%
Neurosurgery	4.2%	23.1%
Obstetrics and gynecology	3.9%	75.4%
Occupational medicine	6.0%	16.7%
<b>Oncology</b>	4.2%	54.3%
Orthopaedic surgery	4.8%	68.5%
Otolaryngology	3.7%	48.2%
Pain medicine	3.6%	13.0%
Pediatrics- general	2.9%	41.2%
<b>Physical medicine/rehabilitation</b>	1.8%	23.1%
Plastic surgery	6.6%	13.3%
Psychiatry	7.7%	76.4%
Urology	3.5%	32.7%

Note: PAs were asked if they completed a PA postgraduate program and if yes, in what practice area was the program in.



## Completed a Postgraduate Program by Specialty Practice Area

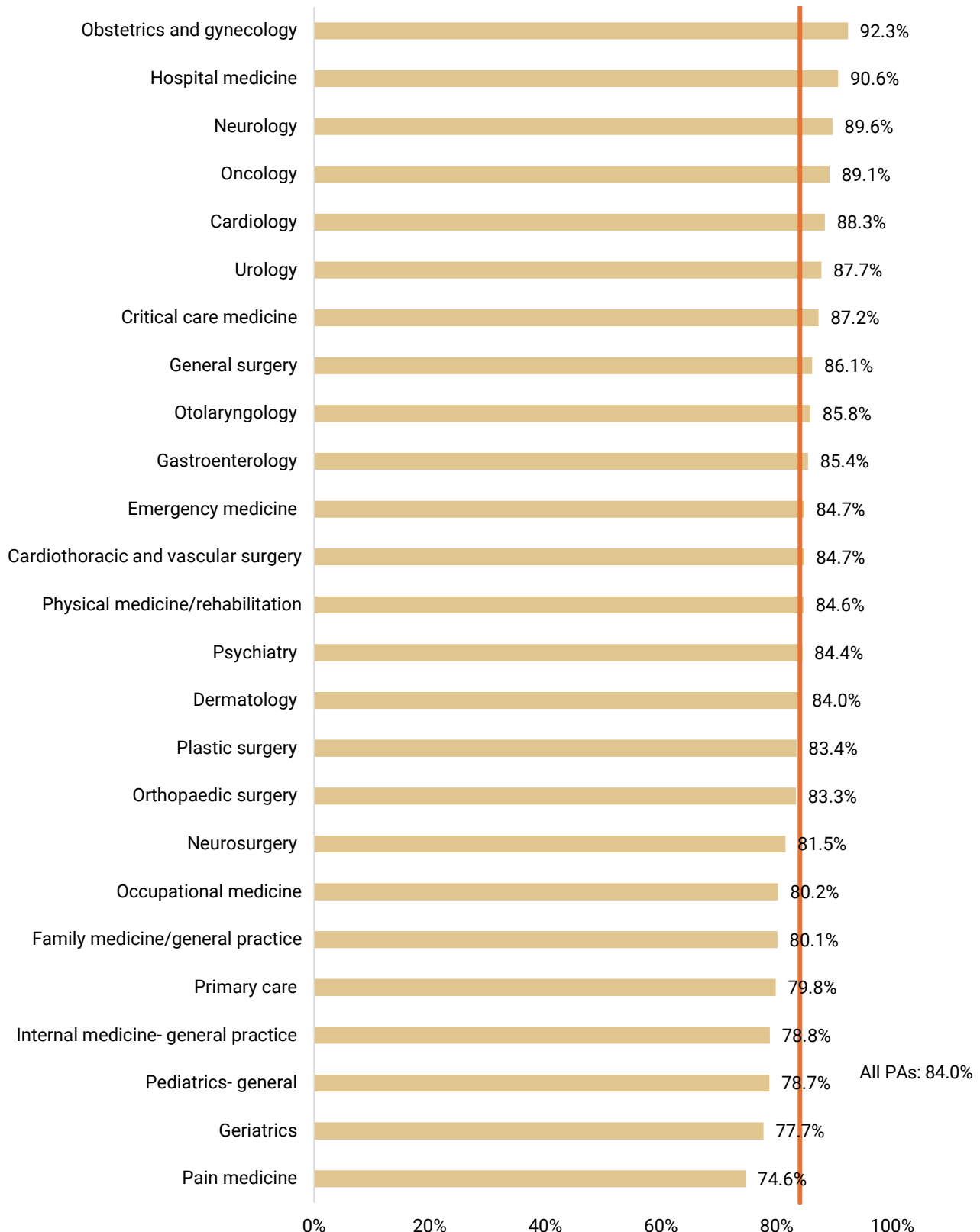


Satisfaction with Postgraduate Program by Specialty

	Completely Satisfied	Mostly Satisfied	Somewhat Satisfied	Neither Dissatisfied nor Satisfied	Somewhat Dissatisfied	Mostly Dissatisfied	Completely Dissatisfied
Primary care	37.5%	34.9%	7.4%	5.1%	2.6%	3.8%	8.5%
Cardiology	35.0%	42.5%	10.8%	3.3%	1.7%	2.5%	4.2%
Cardiothoracic and vascular surgery	47.6%	28.3%	8.8%	2.8%	3.4%	2.8%	6.2%
Critical care medicine	46.7%	34.8%	5.7%	1.8%	2.1%	2.7%	6.2%
Dermatology	35.6%	38.2%	10.2%	3.9%	2.9%	4.4%	4.8%
Emergency medicine	38.3%	37.5%	8.9%	2.6%	3.3%	3.9%	5.5%
Family medicine/ general practice	38.0%	34.8%	7.3%	4.6%	2.1%	3.5%	9.7%
Gastroenterology	36.2%	42.0%	7.2%	1.4%	5.8%	4.3%	2.9%
General surgery	42.5%	37.0%	6.6%	1.8%	0.7%	5.1%	6.2%
Geriatrics	48.1%	22.2%	7.4%	3.7%	11.1%	0.0%	1.6%
Hospital medicine	43.8%	37.4%	9.4%	1.7%	1.3%	3.0%	3.4%
Internal medicine- general practice	35.6%	35.6%	7.6%	7.6%	2.3%	6.1%	5.3%
Neurology	36.2%	43.1%	10.3%	3.4%	1.7%	3.4%	1.7%
Neurosurgery	43.0%	28.9%	9.6%	3.5%	5.3%	4.4%	5.3%
Obstetrics and gynecology	43.8%	39.1%	9.4%	0.0%	3.1%	0.0%	4.7%
Occupational medicine	37.5%	34.4%	8.3%	8.3%	3.1%	3.1%	5.2%
Oncology	45.1%	34.1%	9.9%	1.1%	3.3%	5.5%	1.1%
Orthopaedic surgery	44.9%	31.3%	7.1%	3.3%	3.0%	4.2%	6.3%
Otolaryngology	53.6%	26.8%	5.4%	1.8%	0.0%	1.8%	10.7%
Pain medicine	31.3%	38.8%	4.5%	7.5%	6.0%	1.5%	10.4%
Pediatrics- general	34.8%	34.8%	9.1%	6.1%	9.1%	3.0%	3.0%
Physical medicine/ rehabilitation	15.4%	53.8%	15.4%	0.0%	0.0%	0.0%	15.4%
Plastic surgery	38.1%	38.1%	7.2%	4.1%	3.1%	4.1%	5.2%
Psychiatry	42.0%	36.7%	5.7%	2.9%	3.3%	4.9%	4.5%
Urology	44.9%	30.6%	12.2%	4.1%	2.0%	2.0%	4.1%

Note: PAs who indicated they completed a postgraduate program were asked how satisfied they were with their program.

## Satisfied with Postgraduate Program by Specialty Practice Area



Note: Satisfied includes responses of "Completely Satisfied", "Mostly Satisfied", and "Somewhat Satisfied"

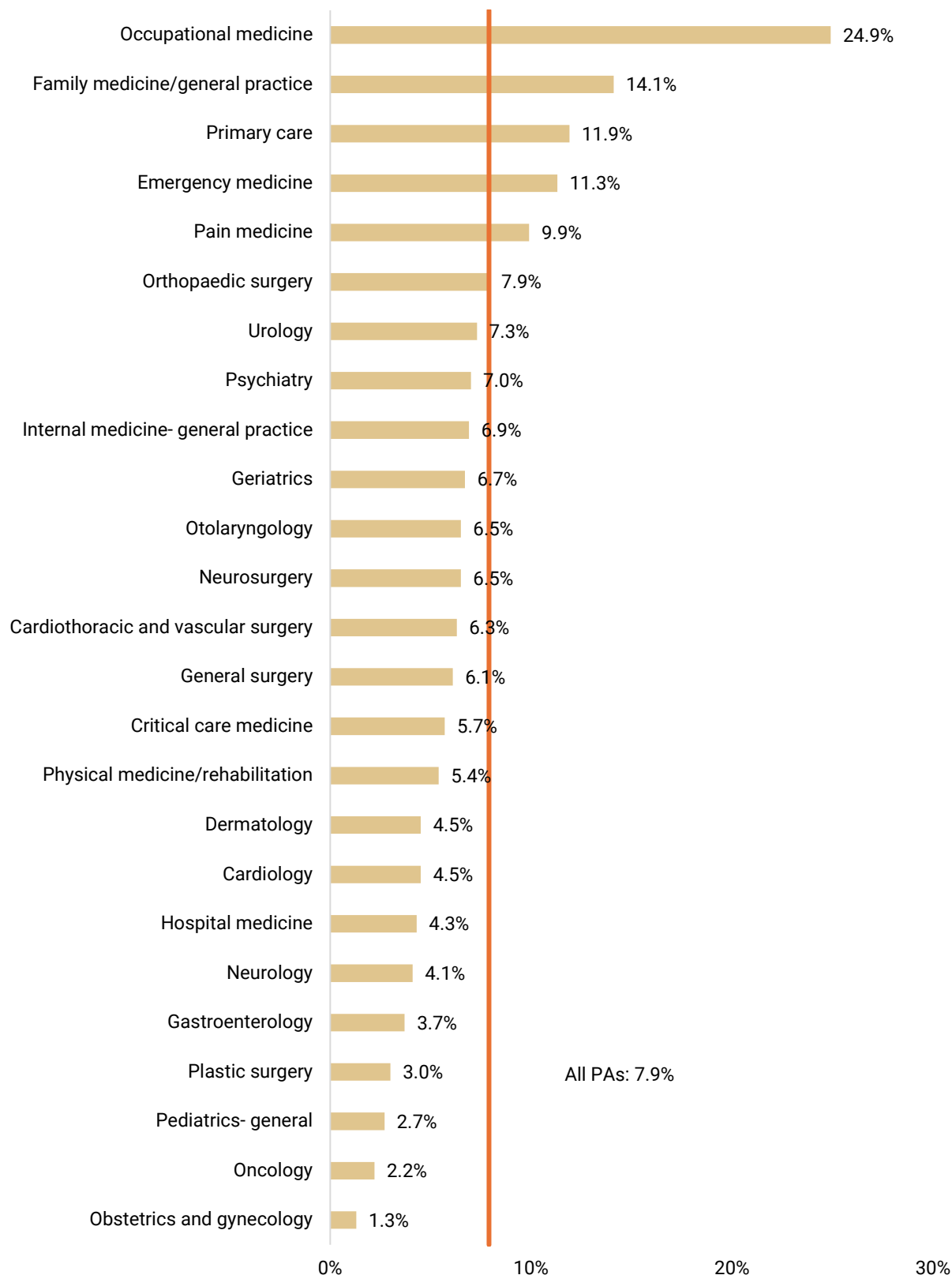
## Armed Forces by Specialty

Specialty	Served in U.S. Armed Forces		Served in U.S. Armed Forces percent change 2020-2024	U.S. Armed Forces status 2024				
	2024	2020		Active duty	Reserve	National Guard	Retired	Veteran
<b>Primary care</b>	11.9%	13.4%	-1.5%	38.8%	4.2%	6.6%	19.3%	31.1%
<b>Cardiology</b>	4.5%	5.6%	-0.9%	3.4%	5.6%	5.0%	14.5%	71.5%
Cardiothoracic and vascular surgery	6.3%	7.7%	-1.4%	4.6%	6.1%	8.8%	18.4%	62.1%
Critical care medicine	5.7%	6.7%	-1.0%	4.5%	3.8%	17.2%	12.7%	61.8%
Dermatology	4.5%	5.4%	-0.9%	8.6%	6.8%	9.0%	23.7%	51.9%
Emergency medicine	11.3%	12.6%	-1.3%	15.5%	6.7%	13.2%	20.0%	44.5%
<b>Family medicine/general practice</b>	14.1%	15.7%	-1.6%	42.6%	3.9%	6.2%	19.0%	28.3%
Gastroenterology	3.7%	3.9%	-0.2%	6.8%	5.7%	15.9%	18.2%	53.4%
General surgery	6.1%	6.9%	-0.8%	11.2%	8.0%	14.7%	11.6%	54.6%
Geriatrics	6.7%	7.4%	-0.7%	9.1%	3.0%	9.1%	19.7%	59.1%
Hospital medicine	4.3%	5.3%	-1.0%	3.4%	7.9%	12.8%	14.8%	61.1%
<b>Internal medicine- general practice</b>	6.9%	8.3%	-1.4%	13.0%	5.8%	10.0%	21.3%	49.9%
Neurology	4.1%	5.4%	-1.3%	14.8%	8.2%	18.0%	19.7%	39.3%
Neurosurgery	6.5%	7.3%	-0.8%	7.7%	7.2%	12.2%	19.3%	53.6%
Obstetrics and gynecology	1.3%	1.8%	-0.5%	9.5%	9.5%	4.8%	4.8%	71.4%
Occupational medicine	24.9%	24.4%	0.5%	20.4%	4.2%	9.9%	26.6%	38.9%
<b>Oncology</b>	2.2%	2.7%	-0.5%	6.1%	10.2%	12.2%	14.3%	57.1%
Orthopaedic surgery	7.9%	9.7%	-1.8%	13.0%	6.7%	12.1%	22.6%	45.6%
Otolaryngology	6.5%	7.8%	-1.3%	12.1%	7.1%	15.2%	22.2%	43.4%
Pain medicine	9.9%	12.0%	-2.1%	4.7%	2.6%	6.8%	24.7%	61.1%
Pediatrics- general	2.7%	3.6%	-0.9%	4.8%	6.3%	9.5%	20.6%	58.7%
<b>Physical medicine/rehabilitation</b>	5.4%	7.6%	-2.2%	12.5%	5.0%	12.5%	22.5%	47.5%
Plastic surgery	3.0%	3.0%	0.0%	17.8%	6.7%	11.1%	15.6%	48.9%
Psychiatry	7.0%	9.9%	-2.9%	9.8%	5.4%	8.0%	18.3%	58.5%
Urology	7.3%	8.5%	-1.2%	5.8%	5.8%	9.7%	22.3%	56.3%

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



## Currently or Previously Served in the U.S. Armed Forces by Specialty

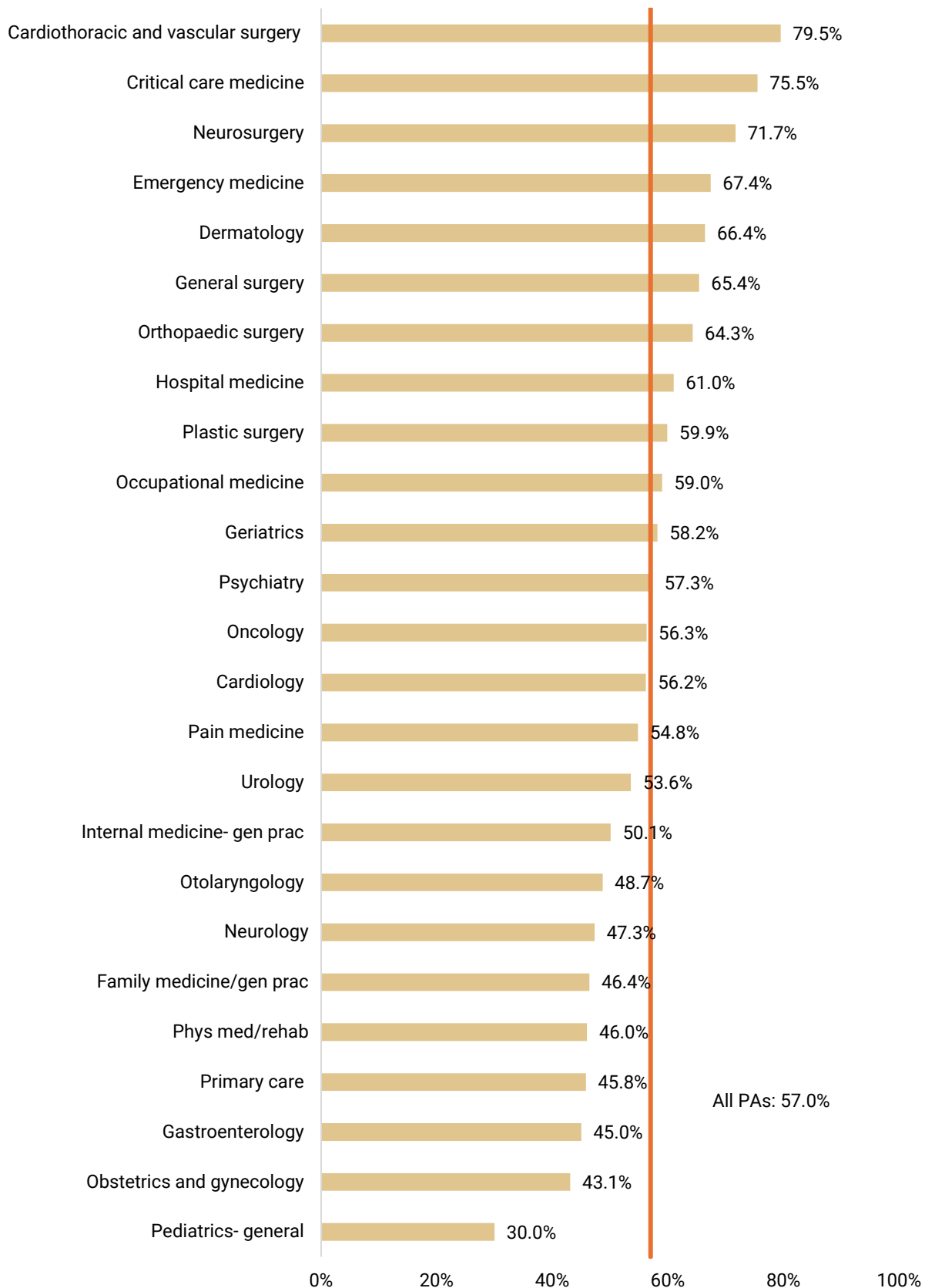


Total Income from All PA Positions by Specialty

Specialty	≤\$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
Primary care	5.3%	6.5%	5.2%	7.8%	15.0%	27.6%	28.8%	31.5%	21.9%	14.8%	11.6%	6.2%	5.6%	2.6%	3.3%	1.5%	3.4%	1.5%
Cardiology	2.5%	3.3%	3.1%	3.7%	8.2%	20.4%	30.0%	40.2%	27.6%	20.2%	16.3%	7.9%	6.3%	2.4%	3.4%	0.9%	2.6%	1.0%
Cardio-thoracic and vascular surgery	1.2%	1.3%	1.4%	1.5%	3.8%	8.9%	14.2%	23.2%	20.1%	21.6%	18.5%	16.2%	14.0%	10.4%	10.4%	7.1%	16.5%	9.9%
Critical care medicine	0.8%	0.9%	1.5%	2.0%	3.7%	11.0%	18.6%	32.6%	27.5%	25.2%	21.2%	12.8%	11.0%	6.8%	7.1%	4.2%	8.7%	4.3%
Dermatology	3.0%	3.4%	3.5%	5.1%	9.9%	16.6%	17.2%	21.5%	16.2%	15.9%	12.5%	10.8%	9.4%	7.4%	7.6%	6.6%	20.7%	12.8%
Emergency medicine	2.8%	3.2%	2.6%	3.0%	6.7%	11.8%	20.4%	29.4%	24.8%	22.8%	18.4%	14.0%	10.0%	6.8%	6.6%	4.0%	7.6%	5.1%
Family medicine/gen pract	5.1%	6.1%	4.8%	7.5%	14.8%	27.2%	28.9%	31.7%	22.2%	15.4%	11.8%	6.4%	5.6%	2.6%	3.4%	1.6%	3.4%	1.5%
Gastro-enterology	2.8%	3.6%	3.5%	6.1%	13.2%	31.6%	35.6%	37.1%	25.8%	15.2%	11.7%	4.2%	4.2%	1.1%	1.7%	0.5%	1.6%	0.5%
General surgery	1.6%	2.8%	1.7%	2.6%	6.1%	16.6%	25.2%	37.2%	28.6%	22.4%	17.1%	9.9%	9.8%	4.3%	4.8%	2.3%	5.1%	1.8%
Geriatrics	4.9%	5.4%	4.5%	4.8%	10.1%	21.3%	22.4%	36.5%	26.6%	19.0%	16.5%	6.6%	6.9%	2.5%	4.1%	1.8%	4.1%	2.2%
Hospital medicine	2.6%	2.9%	2.1%	1.9%	6.6%	18.0%	27.5%	39.7%	29.0%	21.9%	17.9%	9.4%	7.2%	2.8%	3.3%	1.6%	3.6%	1.7%
Internal medicine-gen pract	5.0%	6.4%	4.3%	6.8%	12.6%	26.7%	28.0%	32.8%	22.9%	15.3%	12.7%	6.2%	6.4%	2.7%	3.9%	1.5%	4.2%	1.7%
Neurology	3.1%	3.8%	2.6%	4.9%	14.0%	28.3%	32.9%	37.2%	24.9%	17.0%	12.4%	4.8%	5.2%	1.7%	2.5%	0.8%	2.3%	1.3%
Neurosurgery	1.5%	1.1%	1.1%	1.9%	5.2%	13.9%	20.6%	32.0%	27.6%	24.0%	18.6%	12.6%	11.2%	6.1%	6.8%	4.0%	7.5%	4.3%
Obstetrics and gynecology	5.3%	7.1%	5.0%	9.8%	15.8%	29.5%	30.8%	31.3%	21.9%	13.4%	12.2%	5.6%	4.9%	2.2%	2.2%	0.8%	1.9%	0.3%
Occupational medicine	7.5%	8.6%	4.7%	4.9%	8.8%	15.0%	19.9%	33.8%	24.8%	20.2%	16.8%	9.9%	8.3%	4.2%	4.7%	1.3%	4.4%	2.2%
Oncology	2.2%	2.8%	2.1%	3.2%	9.2%	24.5%	30.3%	40.9%	27.0%	19.6%	16.2%	5.3%	7.2%	1.9%	3.4%	0.9%	2.5%	0.8%
Orthopaedic surgery	1.6%	2.1%	1.6%	2.0%	7.3%	16.6%	25.1%	33.4%	26.6%	22.9%	17.7%	11.7%	9.0%	5.2%	5.1%	2.8%	5.9%	3.3%
Otolaryn-gology	3.1%	4.9%	3.9%	6.0%	11.9%	26.5%	32.5%	36.1%	25.0%	15.9%	12.3%	6.0%	5.8%	2.6%	2.8%	1.2%	2.8%	0.8%
Pain medicine	2.8%	2.9%	3.6%	4.9%	11.9%	22.2%	27.0%	33.9%	25.2%	19.8%	14.9%	9.1%	6.8%	4.0%	3.7%	1.3%	4.2%	2.0%
Pediatrics-general	7.4%	10.4%	10.1%	13.4%	22.1%	33.9%	30.4%	26.6%	16.7%	8.8%	6.8%	3.4%	3.5%	1.5%	1.7%	0.7%	1.3%	1.2%
Phys med/rehab	4.2%	6.5%	4.5%	5.6%	13.1%	24.3%	32.3%	38.4%	23.5%	16.3%	12.8%	5.8%	5.7%	1.0%	1.5%	1.0%	2.5%	1.2%
Plastic surgery	3.4%	4.2%	2.8%	4.2%	9.0%	19.9%	24.8%	33.3%	25.1%	20.3%	16.0%	8.6%	7.6%	3.4%	4.0%	2.7%	7.2%	3.5%
Psychiatry	4.6%	3.9%	3.7%	5.5%	9.2%	21.9%	25.2%	31.4%	25.0%	19.0%	14.9%	8.5%	7.0%	3.8%	4.3%	3.1%	6.1%	3.1%
Urology	2.5%	2.7%	1.6%	4.2%	10.8%	22.4%	31.5%	38.8%	27.5%	19.5%	13.3%	6.7%	6.3%	3.3%	3.4%	1.0%	3.1%	1.4%

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

## Total Income from All PA Positions Over \$120,000 by Specialty

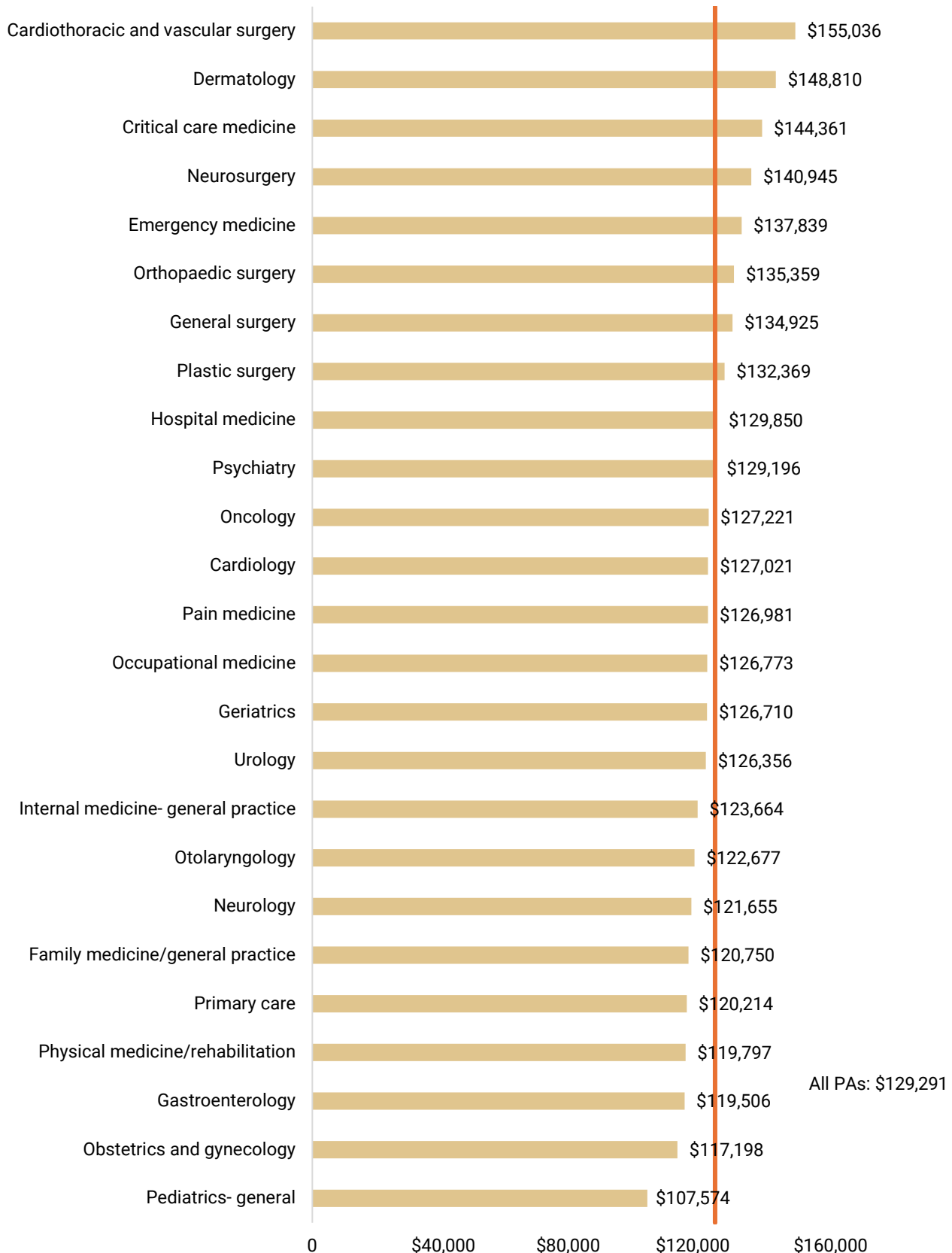


## Total Income from All PA Positions by Specialty: Mean and Median

Specialty	Mean		Median	
	2024	2020	2024	2020
<b>Primary care</b>	\$120,214	\$106,678	\$115,000	\$105,000
<b>Cardiology</b>	\$127,021	\$112,684	\$125,000	\$115,000
Cardiothoracic and vascular surgery	\$155,036	\$138,928	\$145,000	\$135,000
Critical care medicine	\$144,361	\$127,922	\$135,000	\$125,000
Dermatology	\$148,810	\$131,700	\$145,000	\$125,000
Emergency medicine	\$137,839	\$126,580	\$135,000	\$125,000
<b>Family medicine/general practice</b>	\$120,750	\$107,493	\$115,000	\$105,000
Gastroenterology	\$119,506	\$104,970	\$115,000	\$105,000
General surgery	\$134,925	\$118,301	\$125,000	\$115,000
Geriatrics	\$126,710	\$111,415	\$125,000	\$105,000
Hospital medicine	\$129,850	\$116,234	\$125,000	\$115,000
<b>Internal medicine- general practice</b>	\$123,664	\$107,624	\$125,000	\$105,000
Neurology	\$121,655	\$107,960	\$115,000	\$105,000
Neurosurgery	\$140,945	\$126,622	\$135,000	\$125,000
Obstetrics and gynecology	\$117,198	\$102,680	\$115,000	\$105,000
Occupational medicine	\$126,773	\$112,814	\$125,000	\$115,000
<b>Oncology</b>	\$127,221	\$110,900	\$125,000	\$105,000
Orthopaedic surgery	\$135,359	\$122,248	\$125,000	\$115,000
Otolaryngology	\$122,677	\$107,663	\$115,000	\$105,000
Pain medicine	\$126,981	\$114,543	\$125,000	\$115,000
Pediatrics- general	\$107,574	\$96,570	\$105,000	\$95,000
<b>Physical medicine/rehabilitation</b>	\$119,797	\$106,613	\$115,000	\$105,000
Plastic surgery	\$132,369	\$116,658	\$125,000	\$115,000
Psychiatry	\$129,196	\$115,633	\$125,000	\$115,000
Urology	\$126,356	\$112,660	\$125,000	\$115,000

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

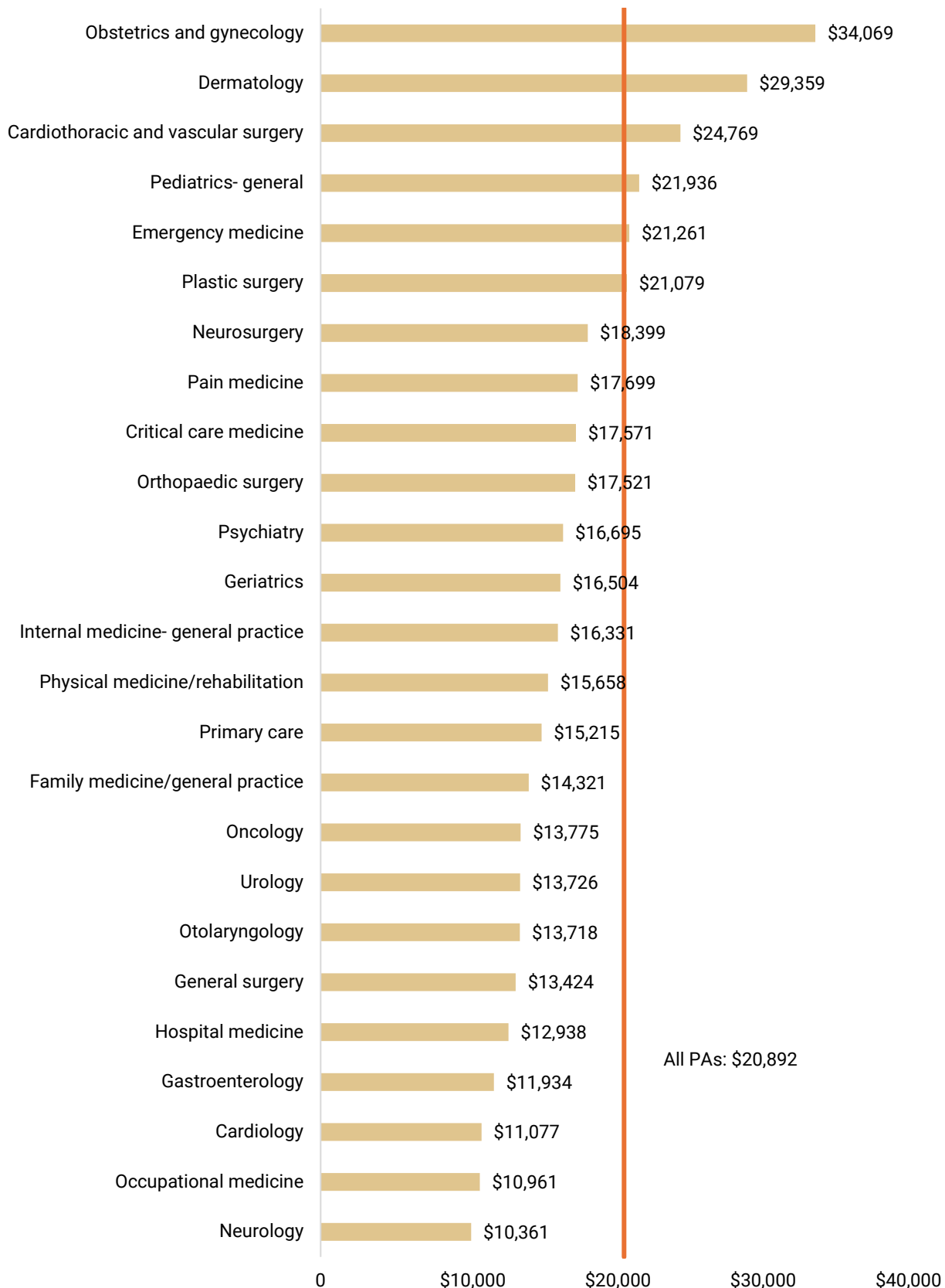
## Mean Income from All PA Positions by Specialty



## Total Income from All PA Positions by Gender and Specialty for PAs who Work 40+ Hours Per Week: Mean and Median

Specialty	Female		Male		Difference in mean male to female
	Mean	Median	Mean	Median	
<b>Primary care</b>	\$122,654	\$115,000	\$137,869	\$135,000	\$15,215
<b>Cardiology</b>	\$127,988	\$125,000	\$139,065	\$135,000	\$11,077
Cardiothoracic and vascular surgery	\$148,591	\$145,000	\$173,360	\$165,000	\$24,769
Critical care medicine	\$139,273	\$135,000	\$156,844	\$145,000	\$17,571
Dermatology	\$146,367	\$135,000	\$175,726	\$175,000	\$29,359
Emergency medicine	\$135,375	\$135,000	\$156,636	\$155,000	\$21,261
<b>Family medicine/general practice</b>	\$122,643	\$115,000	\$136,964	\$125,000	\$14,321
Gastroenterology	\$121,874	\$115,000	\$133,808	\$125,000	\$11,934
General surgery	\$133,548	\$125,000	\$146,972	\$145,000	\$13,424
Geriatrics	\$130,182	\$125,000	\$146,686	\$135,000	\$16,504
Hospital medicine	\$129,672	\$125,000	\$142,610	\$135,000	\$12,938
<b>Internal medicine- general practice</b>	\$126,017	\$125,000	\$142,348	\$135,000	\$16,331
Neurology	\$122,879	\$115,000	\$133,240	\$125,000	\$10,361
Neurosurgery	\$136,937	\$135,000	\$155,336	\$145,000	\$18,399
Obstetrics and gynecology	\$124,460	\$115,000	\$158,529	\$165,000	\$34,069
Occupational medicine	\$134,078	\$135,000	\$145,039	\$145,000	\$10,961
<b>Oncology</b>	\$127,965	\$125,000	\$141,740	\$135,000	\$13,775
Orthopaedic surgery	\$129,649	\$125,000	\$147,170	\$145,000	\$17,521
Otolaryngology	\$123,953	\$115,000	\$137,671	\$125,000	\$13,718
Pain medicine	\$125,109	\$125,000	\$142,808	\$135,000	\$17,699
Pediatrics- general	\$114,266	\$115,000	\$136,202	\$125,000	\$21,936
<b>Physical medicine/rehabilitation</b>	\$122,500	\$115,000	\$138,158	\$135,000	\$15,658
Plastic surgery	\$135,147	\$125,000	\$156,226	\$145,000	\$21,079
Psychiatry	\$130,744	\$125,000	\$147,439	\$135,000	\$16,695
Urology	\$124,459	\$125,000	\$138,185	\$125,000	\$13,726

## Mean Difference in Male to Female Income For PAs Working 40+ Hours per Week by Specialty





# Principal Practice Characteristics

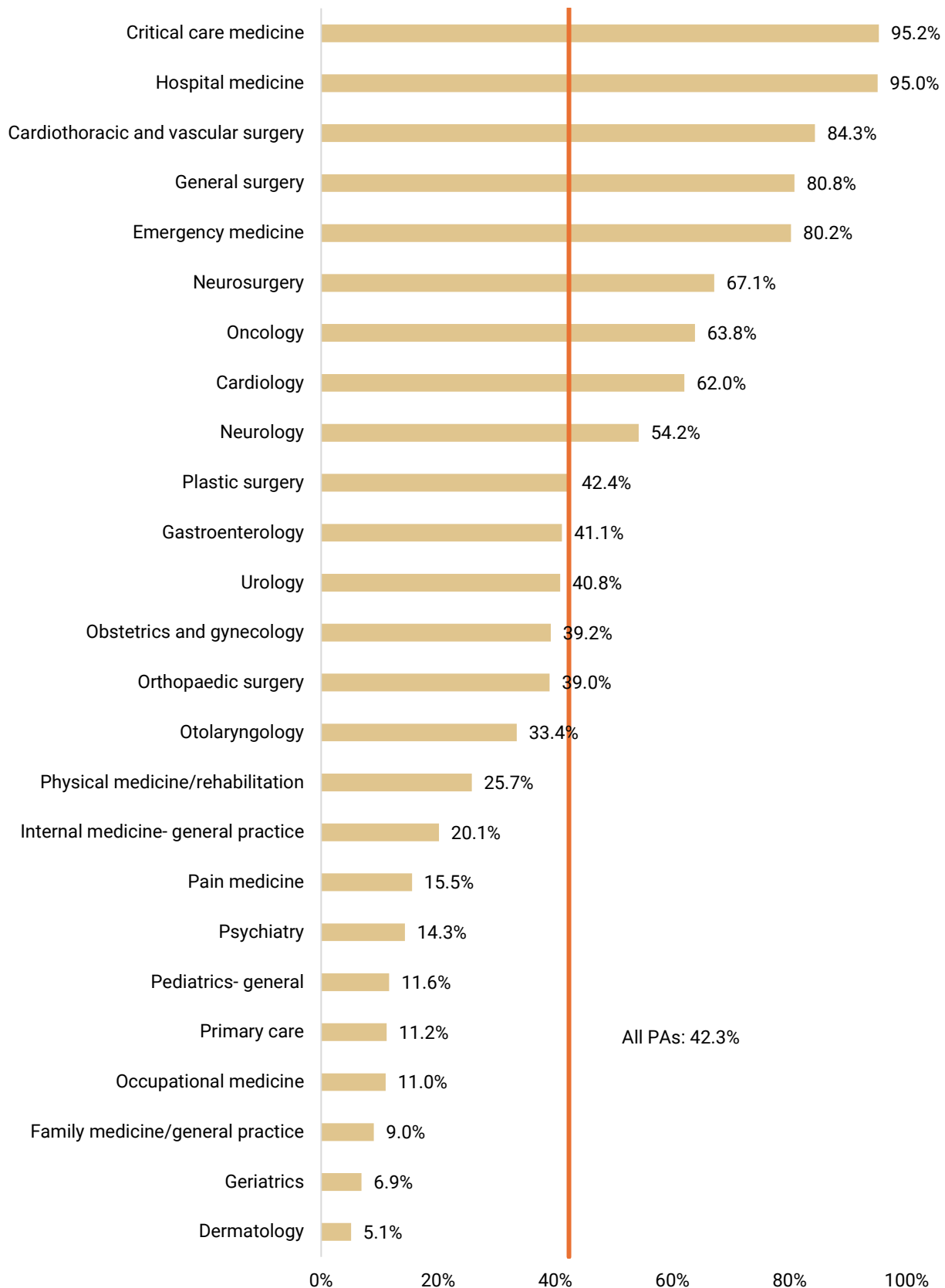
Top Principal Practice Settings by Specialty

Specialty	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	2024	% change 2020-2024
Primary care	11.2%	1.6%	52.5%	-1.9%	8.9%	-0.3%	4.1%	0.4%	9.9%	0.3%	0.3%	0.0%
Cardiology	62.0%	2.4%	31.1%	-4.0%	3.0%	-0.1%	0.2%	0.2%	0.4%	0.2%	0.0%	0.0%
Cardiothoracic and vascular surgery	84.3%	0.1%	10.6%	-0.6%	2.5%	-0.4%	<0.1%	0.0%	0.3%	0.0%	0.0%	0.0%
Critical care medicine	95.2%	0.2%	0.9%	-0.5%	1.8%	-0.2%	0.9%	0.0%	0.1%	0.0%	0.0%	0.0%
Dermatology	5.1%	0.6%	91.1%	-0.8%	1.3%	-0.3%	0.2%	0.2%	0.2%	0.0%	0.0%	0.0%
Emergency medicine	80.2%	-3.5%	3.4%	0.4%	3.5%	0.3%	10.7%	2.2%	0.4%	-0.1%	<0.1%	0.0%
Family medicine/general practice	9.0%	1.3%	49.8%	-1.6%	10.1%	-0.1%	5.0%	0.5%	11.5%	0.4%	0.2%	0.0%
Gastroenterology	41.1%	3.2%	51.7%	-3.6%	3.7%	-0.1%	0.1%	0.1%	0.7%	0.0%	0.0%	0.0%
General surgery	80.8%	1.3%	11.2%	-1.5%	3.8%	-0.3%	<0.1%	0.0%	0.4%	0.0%	0.0%	0.0%
Geriatrics	6.9%	-0.2%	23.1%	-0.6%	6.5%	-1.3%	0.3%	0.2%	1.6%	0.4%	0.0%	0.0%
Hospital medicine	95.0%	0.6%	0.8%	-0.2%	1.8%	-0.6%	0.1%	-0.2%	0.2%	0.0%	0.4%	0.0%
Internal medicine- general practice	20.1%	2.1%	55.5%	-2.0%	7.6%	-1.0%	1.3%	-0.1%	4.6%	-0.2%	0.8%	-0.1%
Neurology	54.2%	1.2%	38.7%	-1.3%	3.2%	-0.4%	0.1%	0.0%	0.4%	0.1%	0.0%	0.0%
Neurosurgery	67.1%	4.4%	26.9%	-5.6%	1.9%	-0.3%	0.1%	0.1%	0.4%	0.2%	0.0%	0.0%
Obstetrics and gynecology	39.2%	5.8%	49.9%	-5.0%	0.5%	-0.3%	0.1%	0.1%	5.2%	-0.8%	0.0%	0.0%
Occupational medicine	11.0%	1.3%	24.6%	0.8%	13.4%	0.9%	4.7%	0.1%	0.2%	-0.2%	0.0%	0.0%
Oncology	63.8%	4.3%	30.4%	-4.4%	1.7%	-0.8%	0.0%	-0.1%	0.6%	0.0%	0.0%	0.0%
Orthopaedic surgery	39.0%	3.5%	53.0%	-4.4%	3.3%	-0.4%	0.4%	0.2%	0.4%	0.1%	0.0%	0.0%
Otolaryngology	33.4%	-1.9%	59.7%	-1.1%	3.7%	-0.6%	0.1%	-0.1%	0.5%	-0.5%	0.0%	0.0%
Pain medicine	15.5%	2.8%	78.2%	-4.3%	2.9%	0.0%	0.2%	0.1%	0.3%	0.1%	0.0%	0.0%
Pediatrics- general	11.6%	3.3%	71.6%	-4.5%	1.1%	0.0%	2.2%	0.6%	6.3%	0.3%	0.1%	0.0%
Physical medicine/rehabilitation	25.7%	-0.5%	45.4%	-4.2%	2.6%	-0.7%	0.0%	0.0%	0.3%	-0.5%	0.0%	0.0%
Plastic surgery	42.4%	1.4%	47.5%	-1.8%	2.6%	-0.5%	0.1%	0.1%	0.5%	0.0%	0.0%	0.0%
Psychiatry	14.3%	-4.0%	47.5%	9.8%	5.9%	-2.9%	0.2%	-0.1%	4.3%	0.1%	18.4%	-2.6%
Urology	40.8%	6.4%	49.8%	-5.7%	5.3%	-1.6%	0.1%	0.0%	0.4%	-0.1%	0.0%	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.

## Hospital Practice Setting by Specialty

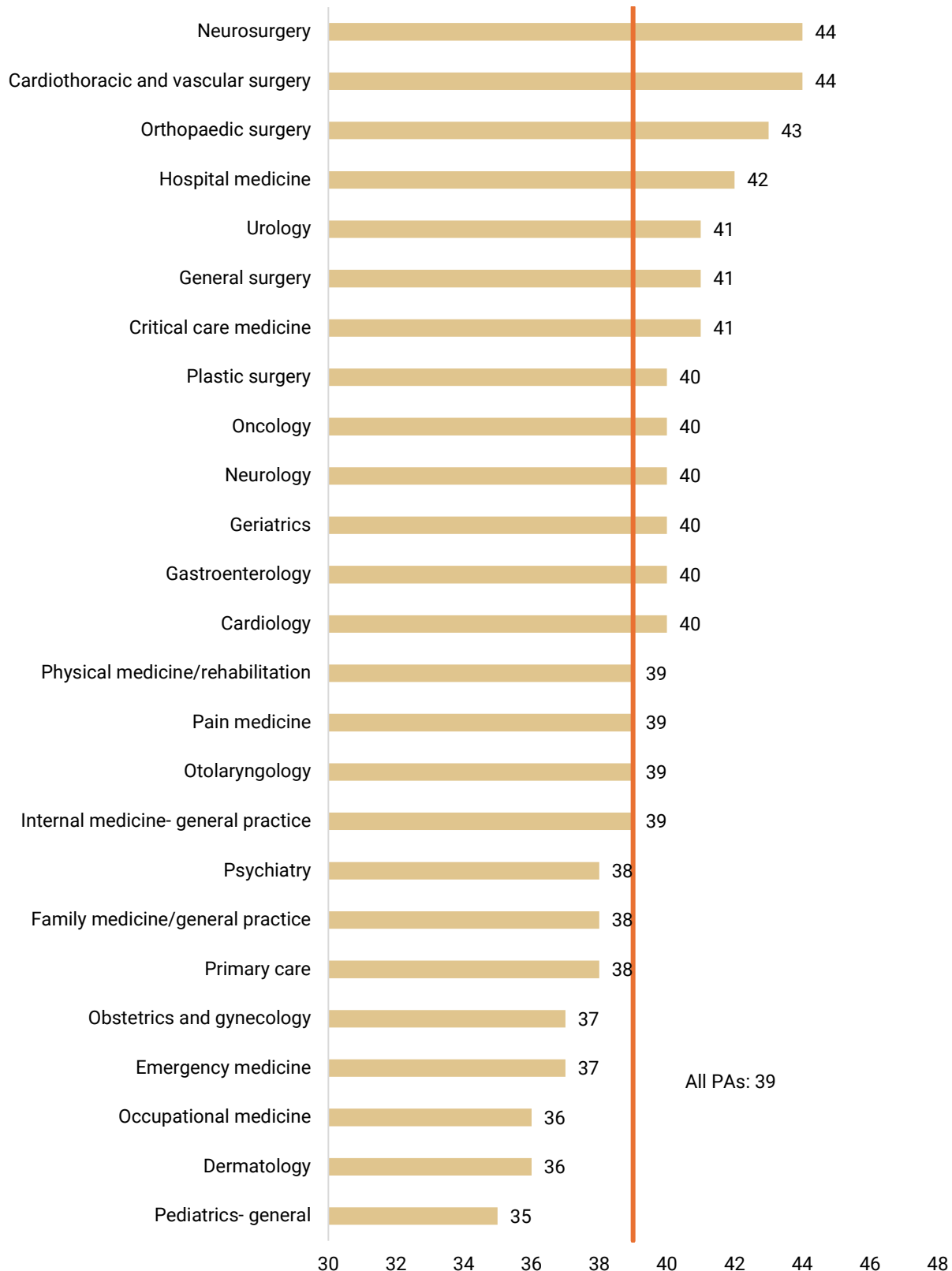


## Hours Worked per Week In Principal Clinical Position by Specialty

Specialty	2024		2020	
	Mean	Median	Mean	Median
<b>Primary care</b>	38	40	39	40
<b>Cardiology</b>	40	40	42	40
Cardiothoracic and vascular surgery	44	44	46	45
Critical care medicine	41	40	42	40
Dermatology	36	40	37	40
Emergency medicine	37	40	38	40
<b>Family medicine/general practice</b>	38	40	39	40
Gastroenterology	40	40	41	40
General surgery	41	40	42	40
Geriatrics	40	40	40	40
Hospital medicine	42	40	43	40
<b>Internal medicine-general practice</b>	39	40	39	40
Neurology	40	40	41	40
Neurosurgery	44	40	45	45
Obstetrics and gynecology	37	40	36	40
Occupational medicine	36	40	37	40
<b>Oncology</b>	40	40	41	40
Orthopaedic surgery	43	40	44	45
Otolaryngology	39	40	40	40
Pain medicine	39	40	40	40
Pediatrics- general	35	40	35	40
<b>Physical medicine/rehabilitation</b>	39	40	39	40
Plastic surgery	40	40	41	40
Psychiatry	38	40	39	40
Urology	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 Specialty

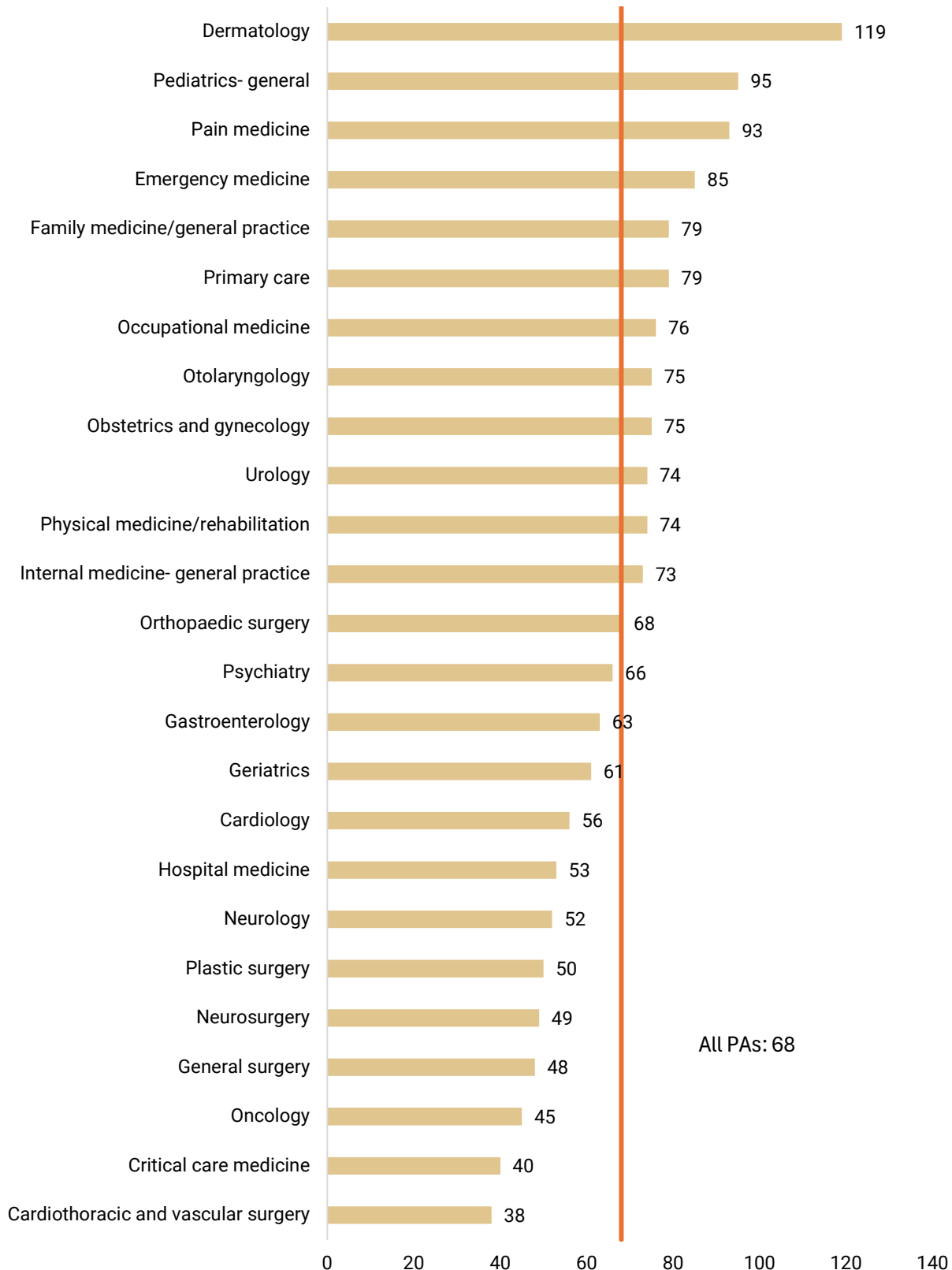


## Patients Seen per Week by Specialty (working 40+ hours per week)

Specialty	2024		2020	
	Mean	Median	Mean	Median
<b>Primary care</b>	79	75	82	80
<b>Cardiology</b>	56	50	58	50
Cardiothoracic and vascular surgery	38	30	39	35
Critical care medicine	40	30	44	35
Dermatology	119	120	119	110
Emergency medicine	85	80	87	80
<b>Family medicine/general practice</b>	79	75	83	80
Gastroenterology	63	60	63	60
General surgery	48	40	50	50
Geriatrics	61	50	61	60
Hospital medicine	53	50	54	50
<b>Internal medicine- general practice</b>	73	70	75	70
Neurology	52	50	53	50
Neurosurgery	49	40	49	45
Obstetrics and gynecology	75	75	79	76
Occupational medicine	76	70	79	75
<b>Oncology</b>	45	40	48	45
Orthopaedic surgery	68	60	70	60
Otolaryngology	75	72	74	72
Pain medicine	93	90	96	100
Pediatrics- general	95	90	101	100
<b>Physical medicine/rehabilitation</b>	74	70	75	70
Plastic surgery	50	45	52	50
Psychiatry	66	60	68	60
Urology	74	70	74	70

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

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



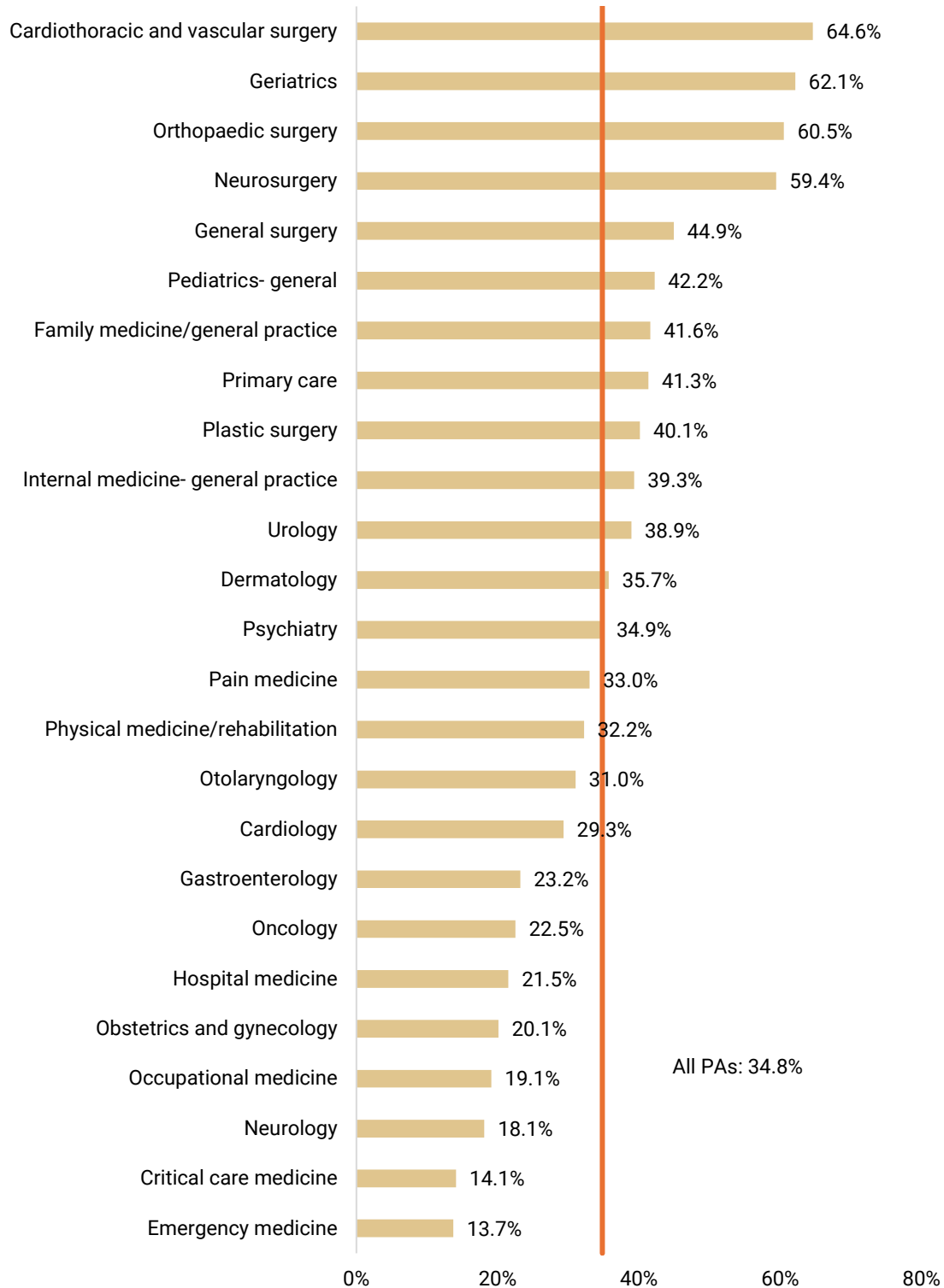
## Weekly On-Call Time by Specialty

Specialty	None (I do not take calls)		5 or fewer hours/week		6-10 hours/week		More than 10 hours/week	
	2024	% change from 2020	2024	% change from 2020	2024	% change from 2020	2024	% change from 2020
<b>Primary care</b>	58.7%	-2.0%	26.7%	3.5%	5.7%	-0.4%	8.9%	-1.0%
<b>Cardiology</b>	70.7%	2.0%	16.7%	0.0%	5.2%	-0.7%	7.4%	-1.2%
Cardiothoracic and vascular surgery	35.4%	2.9%	9.9%	0.6%	10.3%	0.3%	44.5%	-3.7%
Critical care medicine	85.9%	1.6%	5.1%	0.1%	2.1%	-0.3%	6.8%	-1.4%
Dermatology	64.3%	0.8%	30.6%	0.9%	1.8%	-0.4%	3.3%	-1.2%
Emergency medicine	86.3%	-1.6%	8.9%	1.5%	1.9%	-0.1%	3.0%	0.3%
<b>Family medicine/general practice</b>	58.4%	-1.7%	27.6%	3.1%	5.4%	-0.5%	8.6%	-1.0%
Gastroenterology	76.8%	2.2%	13.4%	-0.3%	4.3%	-0.8%	5.5%	-1.1%
General surgery	55.1%	0.1%	14.8%	1.5%	9.7%	-0.7%	20.4%	-1.0%
Geriatrics	37.9%	2.7%	26.2%	-1.1%	12.4%	-2.1%	23.6%	0.6%
Hospital medicine	78.5%	0.5%	8.0%	0.6%	3.8%	0.0%	9.7%	-1.1%
<b>Internal medicine- general practice</b>	60.7%	-2.7%	23.9%	3.6%	6.1%	-0.1%	9.3%	-0.8%
Neurology	81.9%	2.8%	10.2%	-1.5%	2.9%	-0.8%	4.9%	-0.6%
Neurosurgery	40.6%	3.7%	15.4%	-0.3%	13.2%	0.1%	30.9%	-3.4%
Obstetrics and gynecology	79.9%	-0.2%	9.5%	1.5%	2.9%	0.3%	7.7%	-1.5%
Occupational medicine	80.9%	-0.3%	11.2%	1.4%	2.8%	0.6%	5.1%	-1.6%
<b>Oncology</b>	77.5%	1.6%	14.1%	-0.2%	4.0%	0.1%	4.3%	-1.6%
Orthopaedic surgery	39.5%	2.1%	28.7%	1.7%	13.4%	-0.8%	18.4%	-3.1%
Otolaryngology	69.0%	1.3%	16.7%	0.3%	5.6%	0.1%	8.7%	-1.6%
Pain medicine	67.0%	3.1%	25.8%	-1.6%	2.2%	-1.1%	5.0%	-0.4%
Pediatrics- general	57.8%	-3.0%	24.4%	6.6%	7.1%	-1.5%	10.7%	-2.2%
<b>Physical medicine/rehabilitation</b>	67.8%	2.0%	20.4%	1.5%	4.1%	-2.4%	7.7%	-1.1%
Plastic surgery	59.9%	0.3%	22.5%	1.3%	6.2%	0.2%	11.4%	-1.8%
Psychiatry	65.1%	3.5%	23.3%	0.3%	3.7%	-1.5%	7.9%	-2.3%
Urology	61.1%	0.6%	16.7%	1.3%	8.4%	0.0%	13.8%	-1.8%

Note: PAs were asked how much on-call time (either on the phone or in person) do they take at their principal clinical position during a typical week.



## PAs who Have On-Call Time in Principal Position by Specialty

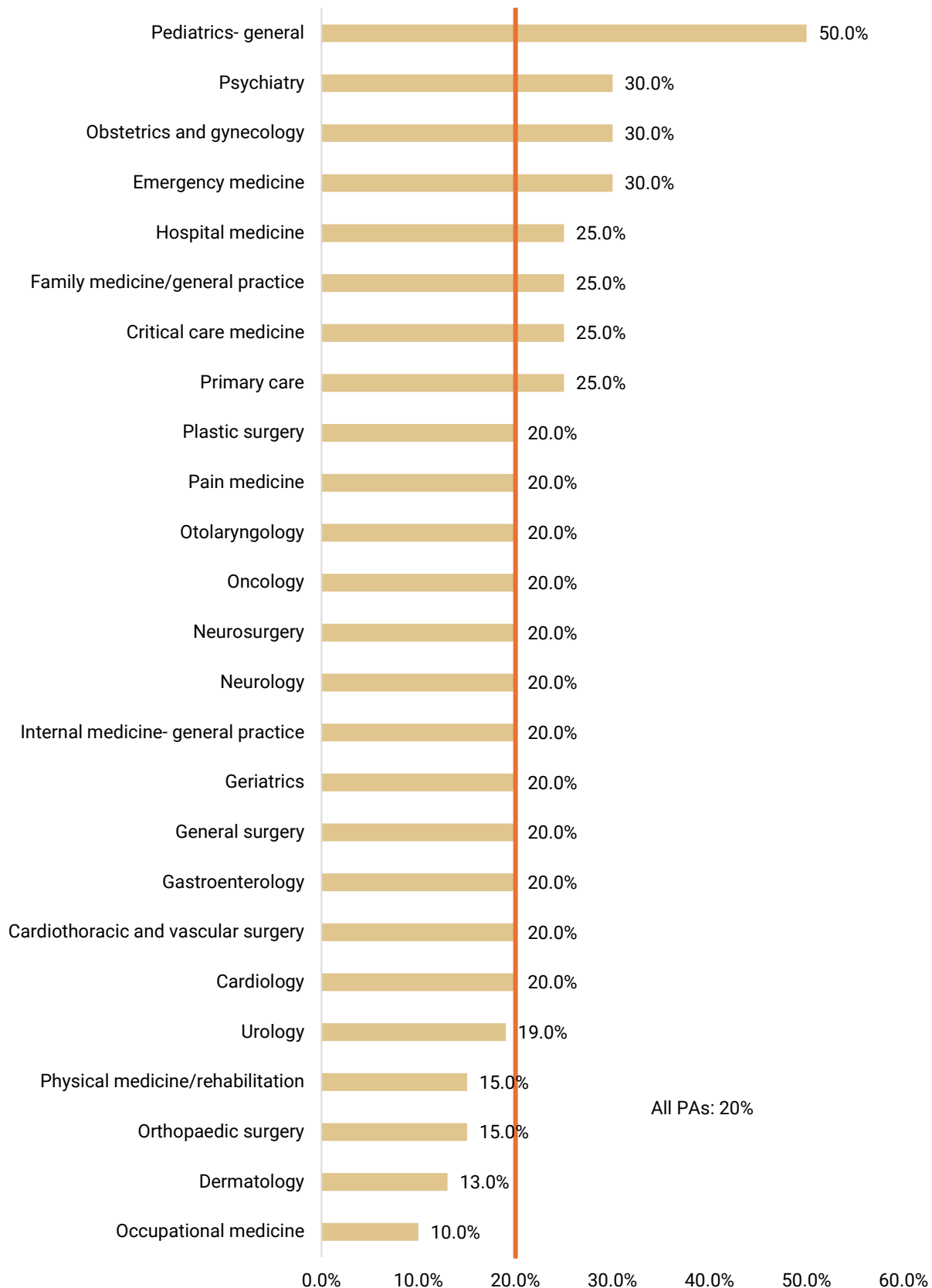


Payer Mix by Specialty (Median Percent)

Specialty	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
Primary care	40%	40%	25%	25%	25%	25%	5%	5%	2%	5%	2%	5%	5%	5%
Cardiology	30%	30%	20%	15%	50%	50%	5%	5%	1%	3%	5%	5%	5%	5%
Cardiothoracic and vascular surgery	30%	30%	20%	20%	40%	45%	5%	5%	2%	5%	5%	10%	5%	5%
Critical care medicine	30%	30%	25%	25%	30%	33%	5%	10%	5%	5%	10%	10%	10%	10%
Dermatology	50%	50%	13%	15%	30%	30%	5%	5%	0%	2%	1%	4%	5%	5%
Emergency medicine	25%	25%	30%	30%	25%	25%	5%	5%	5%	5%	10%	13%	10%	10%
Family medicine/general practice	40%	40%	25%	25%	25%	25%	5%	5%	2%	5%	2%	5%	5%	5%
Gastroenterology	40%	40%	20%	20%	30%	30%	5%	5%	1%	5%	5%	5%	5%	5%
General surgery	35%	35%	20%	20%	30%	30%	5%	5%	5%	5%	10%	10%	5%	5%
Geriatrics	15%	15%	20%	20%	70%	70%	5%	5%	0%	5%	2%	5%	5%	5%
Hospital medicine	25%	25%	25%	25%	40%	40%	5%	5%	2%	5%	10%	10%	5%	10%
Internal medicine- general practice	40%	40%	20%	20%	35%	35%	5%	5%	2%	3%	5%	5%	5%	5%
Neurology	35%	40%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Neurosurgery	33%	30%	20%	20%	30%	30%	5%	5%	5%	5%	5%	5%	5%	5%
Obstetrics and gynecology	50%	50%	30%	30%	10%	10%	5%	5%	0%	5%	1%	5%	5%	5%
Occupational medicine	10%	20%	10%	10%	10%	10%	10%	20%	90%	81%	10%	20%	5%	10%
Oncology	40%	40%	20%	20%	35%	40%	5%	5%	1%	5%	5%	5%	5%	5%
Orthopaedic surgery	40%	40%	15%	15%	30%	30%	5%	5%	10%	10%	5%	5%	5%	5%
Otolaryngology	44%	45%	20%	20%	30%	29%	5%	5%	2%	3%	2%	5%	5%	5%
Pain medicine	30%	30%	20%	20%	34%	30%	5%	5%	5%	6%	1%	5%	5%	5%
Pediatrics- general	35%	35%	50%	55%	20%	30%	5%	5%	0%	5%	1%	5%	5%	5%
Physical medicine/rehabilitation	30%	30%	15%	15%	40%	40%	5%	5%	5%	10%	4%	5%	5%	5%
Plastic surgery	35%	35%	20%	20%	20%	20%	5%	5%	5%	5%	5%	9%	25%	25%
Psychiatry	40%	30%	30%	34%	20%	20%	5%	5%	0%	3%	5%	10%	5%	5%
Urology	35%	35%	19%	15%	40%	40%	8%	5%	1%	3%	4%	5%	5%	5%

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

## Median Percent of Medicaid Patients Seen by Specialty

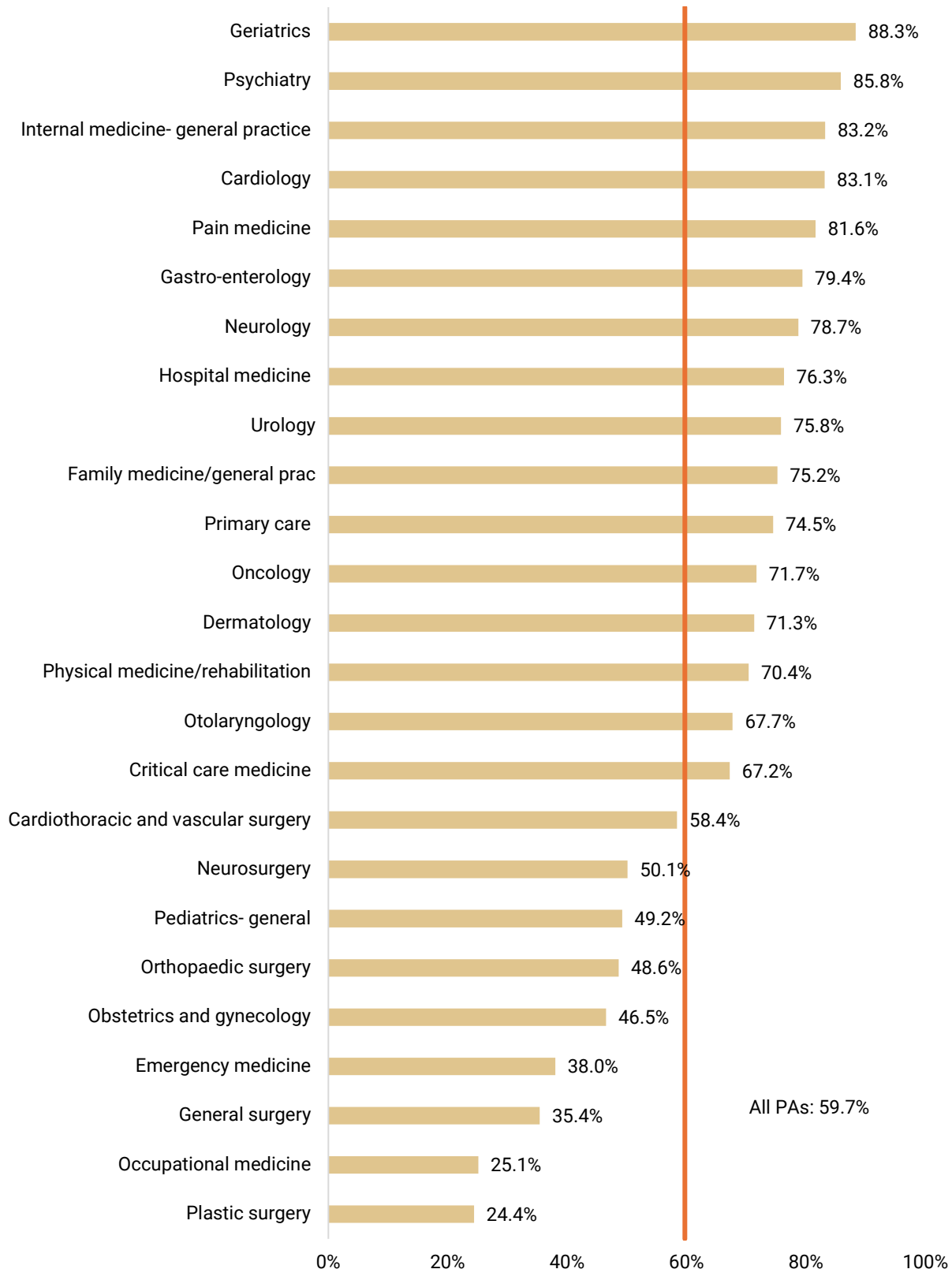


Services Provided in Principal Clinical Position for Most Patients by Specialty

Specialty	Diagnosis, treatment, and management of acute illnesses		Diagnosis, treatment, and management of chronic illnesses		Conduct physical examinations and obtain medical histories		Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies		Provide preventive care, including screening and immunizations		Perform procedures		Counsel and educate patients and families		Provide care coordination		Make referrals	
	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	2024	% change 2020-2024
Primary care	87.3%	-0.2%	74.5%	2.2%	93.4%	1.2%	83.0%	0.2%	78.4%	0.2%	26.6%	-0.8%	86.5%	1.3%	58.8%	2.5%	59.3%	3.3%
Cardiology	72.2%	2.9%	83.1%	1.8%	93.8%	0.6%	92.5%	0.2%	36.3%	0.6%	13.7%	0.5%	88.1%	2.3%	58.1%	3.3%	37.0%	3.3%
Cardiothoracic and vascular surgery	69.5%	1.2%	58.4%	1.4%	81.2%	1.8%	87.1%	0.4%	19.3%	1.8%	64.4%	-1.9%	74.6%	2.8%	59.8%	1.8%	36.5%	1.6%
Critical care medicine	95.8%	0.9%	67.2%	2.8%	93.3%	0.8%	97.6%	-0.3%	21.3%	1.2%	57.2%	2.6%	77.4%	4.4%	67.3%	2.3%	41.0%	0.2%
Dermatology	78.0%	2.8%	71.3%	4.4%	90.1%	1.4%	44.8%	0.6%	57.3%	0.2%	67.3%	0.7%	90.4%	0.7%	41.2%	2.1%	26.7%	1.8%
Emergency medicine	97.1%	0.4%	38.0%	2.4%	97.6%	0.5%	94.4%	0.0%	22.7%	2.0%	40.0%	1.2%	84.3%	1.8%	44.1%	2.8%	50.5%	1.2%
Family medicine/ general pract	87.1%	-0.5%	75.2%	2.6%	93.2%	1.4%	83.9%	0.9%	78.1%	0.5%	28.1%	-0.9%	86.0%	1.6%	58.1%	2.6%	59.1%	3.6%
Gastro-enterology	72.9%	3.1%	79.4%	2.3%	96.7%	0.9%	88.5%	0.5%	54.5%	-0.1%	10.6%	1.5%	89.3%	1.9%	55.6%	3.2%	38.3%	6.4%
General surgery	67.9%	2.8%	35.4%	3.2%	80.6%	1.8%	76.8%	0.5%	18.2%	1.3%	53.7%	1.7%	70.5%	3.4%	54.6%	3.2%	31.9%	2.2%
Geriatrics	82.9%	1.1%	88.3%	-1.2%	95.3%	1.4%	87.6%	-2.2%	68.0%	1.0%	19.5%	1.5%	86.7%	3.1%	74.9%	0.6%	64.1%	2.7%
Hospital medicine	93.3%	0.8%	76.3%	-0.6%	94.4%	-0.3%	95.0%	-0.4%	24.0%	-1.3%	11.5%	1.2%	82.6%	1.9%	71.7%	1.2%	52.7%	1.8%
Internal medicine-general practice	84.5%	0.8%	83.2%	0.9%	92.8%	0.8%	88.5%	-1.1%	77.6%	0.5%	23.2%	-0.4%	85.5%	0.7%	64.1%	2.6%	65.8%	3.1%
Neurology	60.2%	4.2%	78.7%	1.1%	95.3%	0.7%	84.4%	-1.2%	25.8%	1.0%	18.1%	0.7%	90.0%	1.0%	62.3%	2.0%	49.2%	4.2%
Neurosurgery	67.9%	3.0%	50.1%	1.9%	90.9%	1.1%	87.1%	1.5%	15.1%	0.9%	38.6%	1.1%	79.4%	0.8%	59.2%	1.3%	45.7%	2.8%
Obstetrics and gynecology	79.0%	4.0%	46.5%	5.3%	94.5%	0.2%	82.0%	0.4%	72.8%	1.2%	40.1%	1.8%	89.4%	0.3%	51.5%	4.9%	39.1%	4.3%
Occupational medicine	68.7%	-2.3%	25.1%	1.2%	90.2%	1.1%	64.6%	1.6%	35.5%	0.9%	20.0%	0.7%	65.2%	1.2%	39.7%	2.4%	34.6%	2.7%
Oncology	70.7%	3.3%	71.7%	0.9%	93.1%	0.5%	90.1%	0.9%	32.0%	0.8%	13.9%	-1.4%	89.2%	1.8%	76.2%	2.8%	54.6%	3.9%
Orthopaedic surgery	67.3%	3.1%	48.6%	2.2%	86.9%	2.2%	83.0%	1.5%	14.9%	0.8%	45.3%	0.8%	76.8%	1.7%	47.0%	2.6%	30.8%	4.0%
Otolaryngology	74.6%	1.3%	67.7%	3.8%	93.9%	2.0%	68.5%	2.2%	24.2%	2.0%	40.6%	2.8%	85.6%	2.8%	47.5%	2.7%	33.5%	4.2%
Pain medicine	44.4%	6.1%	81.6%	-2.1%	89.9%	0.1%	75.5%	0.6%	20.8%	0.0%	28.0%	1.5%	80.6%	-0.7%	51.4%	2.1%	47.1%	1.8%
Pediatrics-general	94.9%	0.4%	49.2%	2.8%	96.4%	0.4%	63.4%	-1.1%	83.1%	-3.8%	20.1%	0.3%	93.9%	0.0%	54.1%	2.4%	47.4%	2.7%
Physical medicine/ rehabilitation	58.3%	4.0%	70.4%	-0.6%	92.9%	1.0%	72.5%	1.0%	18.2%	1.0%	26.6%	1.3%	81.7%	3.7%	57.9%	0.3%	41.0%	0.7%
Plastic surgery	45.9%	4.0%	24.4%	4.9%	75.2%	2.6%	49.3%	4.0%	13.4%	2.1%	66.3%	-1.5%	75.2%	2.6%	51.1%	4.1%	28.2%	3.6%
Psychiatry	67.8%	4.6%	85.8%	1.4%	70.5%	6.9%	45.7%	-2.6%	22.5%	-0.4%	7.7%	1.3%	88.7%	0.6%	59.4%	0.0%	38.5%	1.6%
Urology	72.3%	4.3%	75.8%	4.4%	91.0%	0.0%	86.1%	0.2%	46.8%	3.2%	24.6%	1.2%	83.0%	3.3%	50.0%	4.2%	30.2%	4.5%

Note: PAs were asked what proportion of their patients do they provide the listed services for in their practice. These percentages are for "most" patients.

## Diagnosis, Treatment, and Management of Chronic Illness for Most of their Patients by Specialty



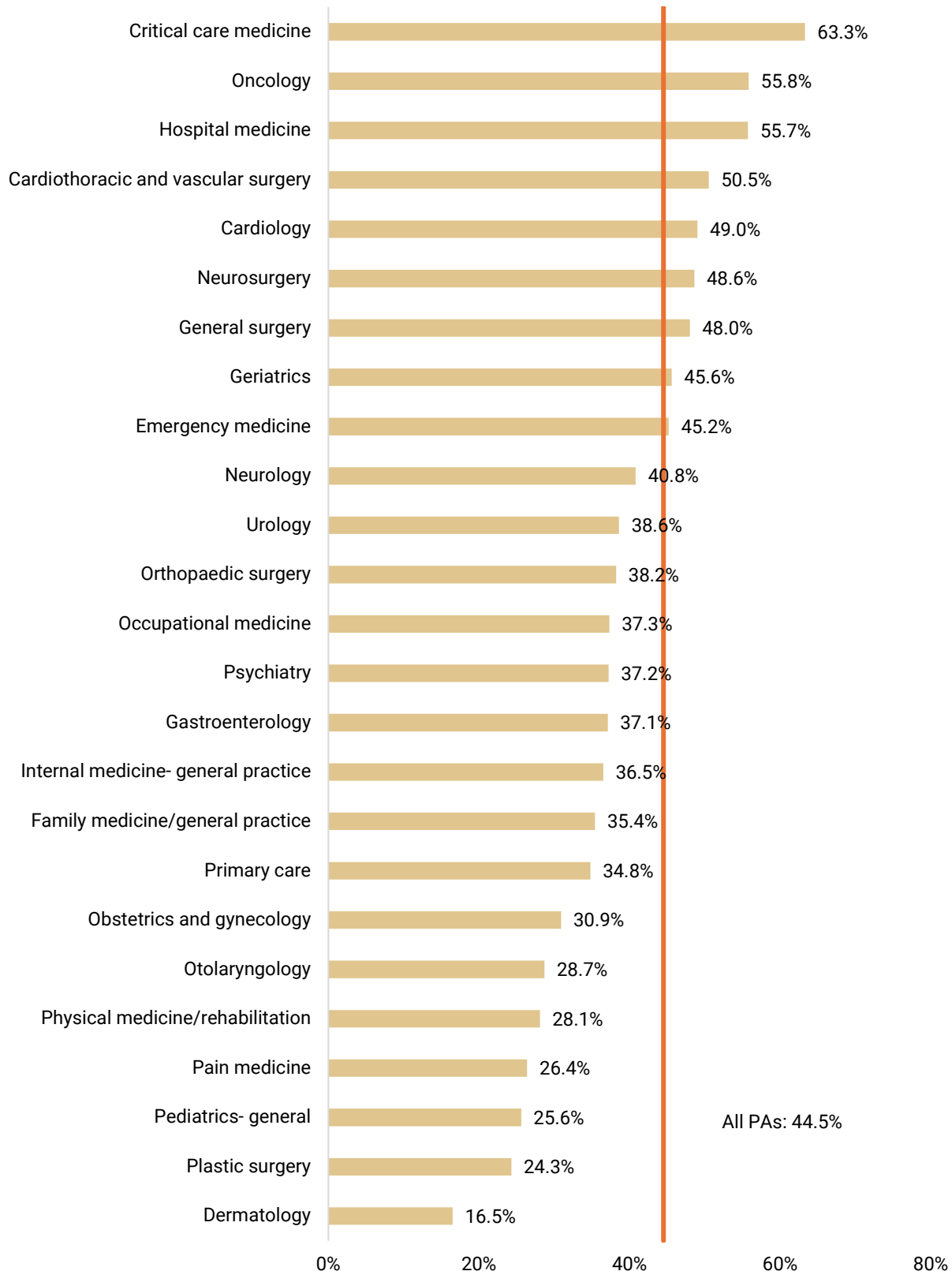
Supply and Demand by Specialty

Specialty	Primary place of employment is recruiting/hiring PAs		Number of Months Positions Have Remained Unfilled*					
	2024	Percent change 2020-2024	1 month	2 months	3 months	4 months	5 months	6 or more months
Primary care	34.8%	9.9%	29.1%	13.0%	17.3%	4.4%	1.8%	34.4%
Cardiology	49.0%	12.5%	32.5%	16.1%	19.7%	5.0%	2.3%	24.3%
Cardiothoracic and vascular surgery	50.5%	6.2%	23.4%	11.5%	16.4%	5.0%	2.6%	41.0%
Critical care medicine	63.3%	4.6%	26.8%	14.6%	15.7%	4.5%	1.8%	36.6%
Dermatology	16.5%	4.7%	49.8%	13.6%	12.7%	3.2%	1.5%	19.2%
Emergency medicine	45.2%	16.3%	35.6%	14.2%	16.9%	4.9%	1.8%	26.7%
Family medicine/general practice	35.4%	9.6%	29.0%	12.5%	17.2%	4.5%	1.8%	34.9%
Gastroenterology	37.1%	11.0%	35.2%	16.2%	14.7%	5.8%	3.9%	24.1%
General surgery	48.0%	7.7%	30.8%	14.4%	19.0%	6.3%	2.8%	26.8%
Geriatrics	45.6%	10.2%	32.7%	13.4%	20.9%	6.5%	1.2%	25.2%
Hospital medicine	55.7%	13.7%	32.5%	16.0%	17.0%	5.2%	2.3%	27.0%
Internal medicine- general practice	36.5%	10.2%	28.1%	14.6%	18.4%	3.7%	1.9%	33.2%
Neurology	40.8%	6.6%	26.6%	15.6%	23.3%	3.8%	3.6%	27.1%
Neurosurgery	48.6%	10.0%	28.1%	15.5%	18.8%	6.0%	2.3%	29.3%
Obstetrics and gynecology	30.9%	7.4%	35.9%	15.5%	15.7%	5.2%	0.9%	26.8%
Occupational medicine	37.3%	9.1%	28.8%	13.6%	19.8%	3.9%	2.3%	31.6%
Oncology	55.8%	11.7%	36.4%	19.5%	18.5%	3.7%	2.5%	19.4%
Orthopaedic surgery	38.2%	8.4%	38.0%	18.9%	17.9%	4.3%	1.8%	19.0%
Otolaryngology	28.7%	8.3%	35.6%	15.5%	15.9%	5.5%	2.3%	25.2%
Pain medicine	26.4%	5.0%	36.5%	17.6%	14.4%	5.0%	1.8%	24.7%
Pediatrics- general	25.6%	11.7%	33.5%	13.3%	14.5%	5.3%	1.8%	31.8%
Physical medicine/rehabilitation	28.1%	7.0%	48.1%	13.0%	13.0%	1.5%	0.8%	23.7%
Plastic surgery	24.3%	1.3%	40.0%	20.0%	15.5%	4.5%	2.6%	17.4%
Psychiatry	37.2%	7.7%	36.3%	12.5%	17.3%	3.2%	2.4%	28.4%
Urology	38.6%	10.0%	29.9%	17.4%	19.9%	2.3%	2.8%	27.6%

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. This was first introduced to the profile in 2020.

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

## Principal Place of Employment is Recruiting/Hiring PAs by Specialty



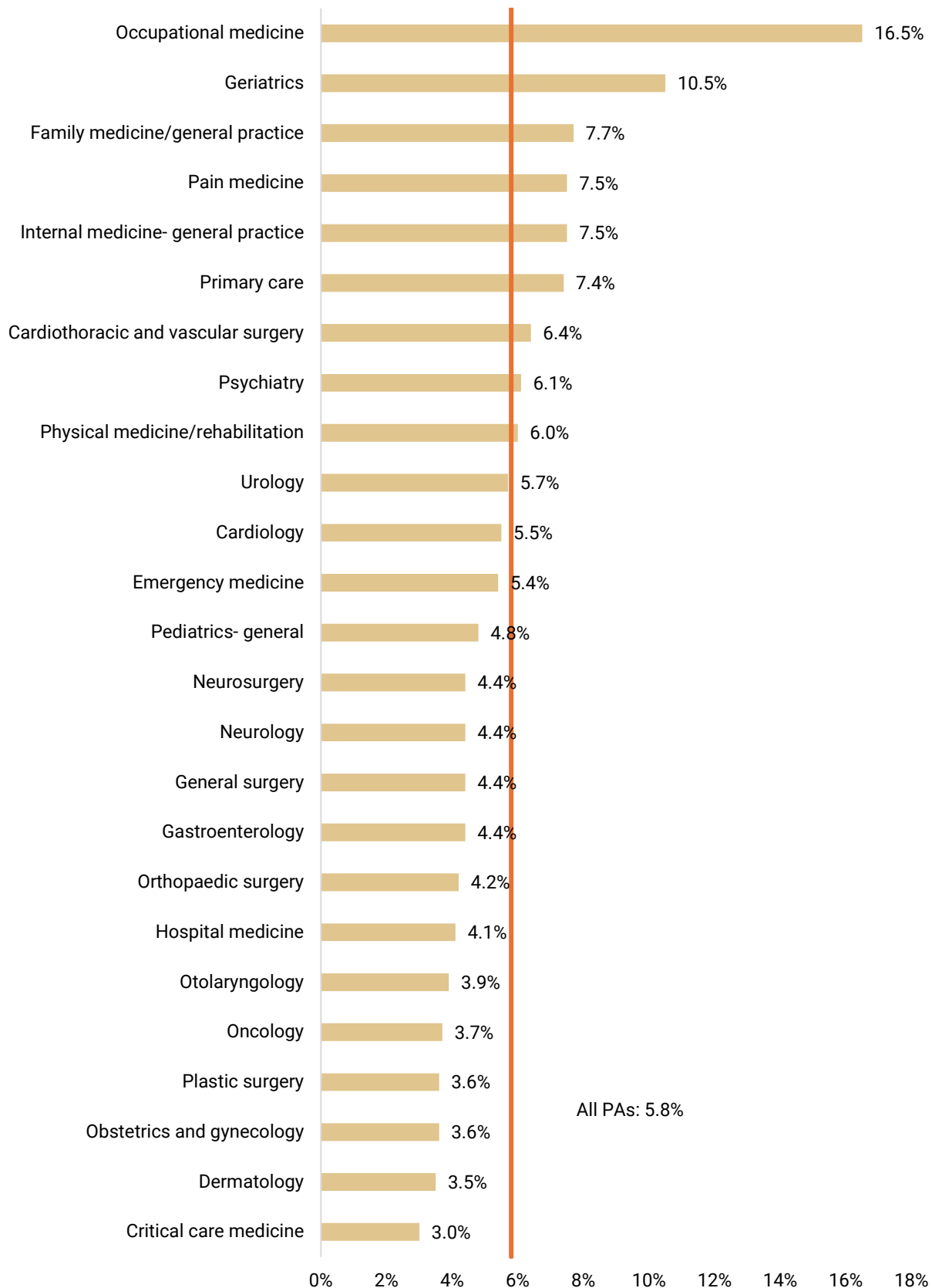
## Changing Positions and Retiring by Specialty

Specialty	Plans to leave principal position in the next 12 months			Plan to retire from PA workforce in next five years*		
	2024	2020	% change 2020-2024	2024	2020	% change 2020-2024
<b>Primary care</b>	9.5%	7.1%	2.4%	7.4%	7.5%	-0.1%
Cardiology	7.8%	4.3%	3.5%	5.5%	5.8%	-0.3%
Cardiothoracic and vascular surgery	9.2%	6.4%	2.8%	6.4%	6.6%	-0.2%
Critical care medicine	9.9%	6.8%	3.1%	3.0%	2.6%	0.4%
Dermatology	5.9%	3.9%	2.0%	3.5%	3.4%	0.1%
Emergency medicine	9.7%	6.6%	3.1%	5.4%	4.7%	0.7%
Family medicine/general practice	9.7%	7.3%	2.4%	7.7%	7.7%	0.0%
Gastroenterology	8.5%	6.2%	2.3%	4.4%	4.2%	0.2%
General surgery	7.4%	6.7%	0.7%	4.4%	4.6%	-0.2%
Geriatrics	10.5%	7.6%	2.9%	10.5%	10.8%	-0.3%
Hospital medicine	10.5%	7.0%	3.5%	4.1%	3.9%	0.2%
Internal medicine- general practice	9.0%	7.0%	2.0%	7.5%	7.8%	-0.3%
Neurology	9.1%	6.8%	2.3%	4.4%	5.4%	-1.0%
Neurosurgery	9.1%	6.7%	2.4%	4.4%	3.9%	0.5%
Obstetrics and gynecology	7.6%	5.0%	2.6%	3.6%	4.8%	-1.2%
Occupational medicine	11.8%	8.9%	2.9%	16.5%	15.5%	1.0%
Oncology	7.3%	4.7%	2.6%	3.7%	3.9%	-0.2%
Orthopaedic surgery	6.4%	4.9%	1.5%	4.2%	4.0%	0.2%
Otolaryngology	7.6%	4.4%	3.2%	3.9%	3.2%	0.7%
Pain medicine	9.9%	8.2%	1.7%	7.5%	6.4%	1.1%
Pediatrics- general	8.0%	5.7%	2.3%	4.8%	4.9%	-0.1%
Physical medicine/rehabilitation	10.4%	6.7%	3.7%	6.0%	6.5%	-0.5%
Plastic surgery	7.6%	5.5%	2.1%	3.6%	3.4%	0.2%
Psychiatry	9.4%	7.7%	1.7%	6.1%	6.8%	-0.7%
Urology	9.4%	5.9%	3.5%	5.7%	6.1%	-0.4%

Note: PAs were asked if they plan to leave their principal position in the next 12 months and asked if they had plans to retire in the next five years.



## Plan to Retire in Next Five Years by Specialty

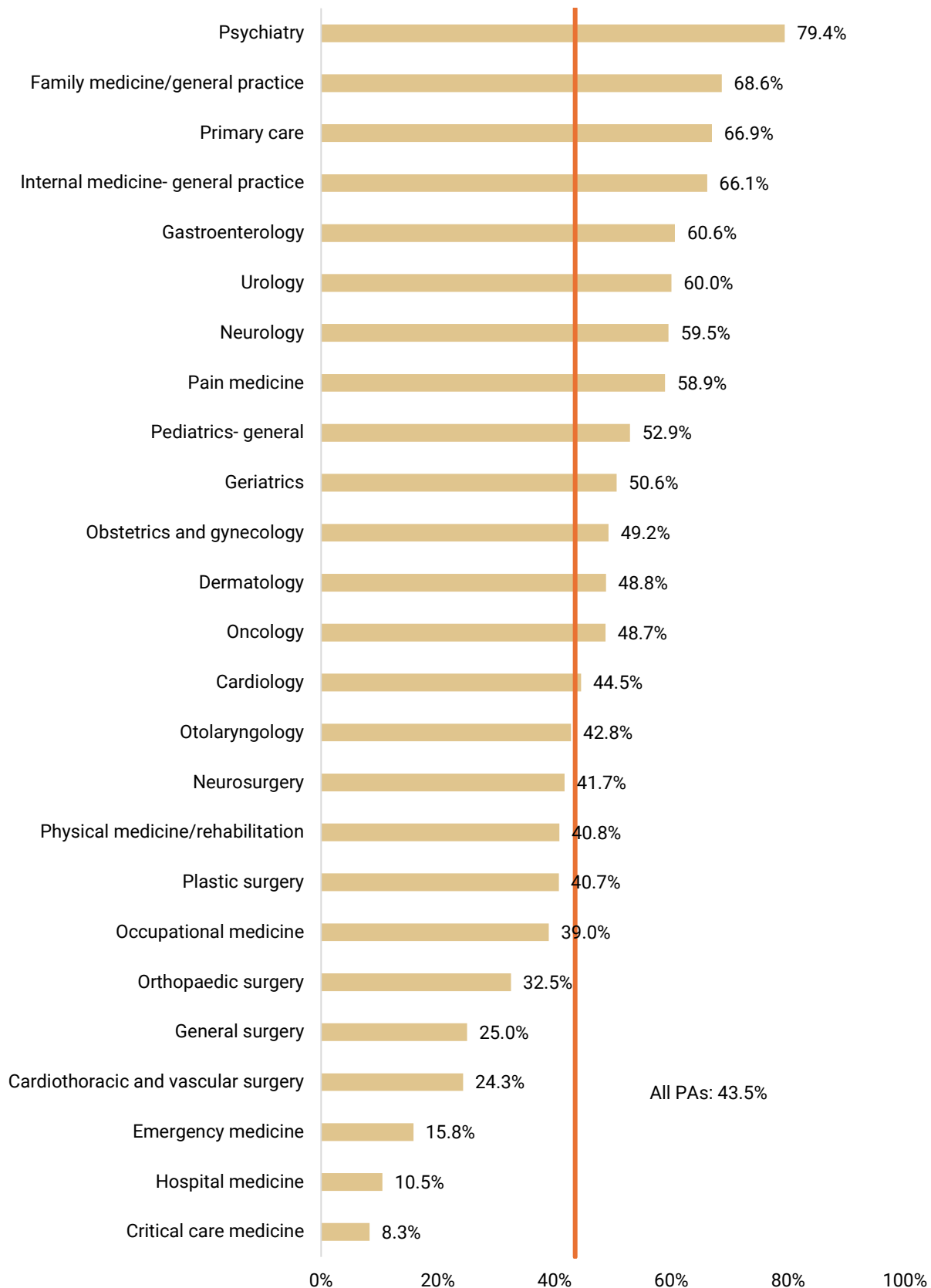


Participate in Telemedicine and Hours by Specialty

Specialty	Participates in telemedicine		Hours per week Participating in Telemedicine										Does not participate in telemedicine but practice or institution does	
			Less than 10		10 to 19		20 to 29		30 to 39		40 or more			
	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
Primary care	66.9%	38.9%	80.3%	9.3%	13.3%	-3.4%	3.8%	-3.6%	1.4%	-1.7%	1.2%	-0.6%	64.3%	0.8%
Cardiology	44.5%	23.5%	88.5%	15.1%	8.1%	-8.0%	2.1%	-3.3%	1.2%	-2.6%	0.2%	-1.1%	71.7%	2.0%
Cardiothoracic and vascular surgery	24.3%	12.2%	89.1%	0.7%	8.2%	-0.1%	2.2%	0.1%	0.3%	0.1%	0.2%	-0.7%	62.2%	-2.2%
Critical care medicine	8.3%	-1.7%	76.2%	-0.6%	12.3%	-0.1%	4.8%	0.5%	4.0%	0.2%	2.6%	-0.1%	50.8%	-5.6%
Dermatology	48.8%	26.8%	94.9%	6.3%	3.3%	-2.5%	0.7%	-1.3%	0.4%	-1.4%	0.6%	-1.3%	50.2%	-4.2%
Emergency medicine	15.8%	1.8%	81.5%	-5.8%	11.2%	3.0%	3.8%	1.5%	1.9%	0.4%	1.7%	0.9%	38.4%	-5.3%
Family medicine/general practice	68.6%	39.6%	80.1%	8.4%	13.5%	-3.2%	3.7%	-3.3%	1.5%	-1.5%	1.2%	-0.4%	65.5%	1.9%
Gastroenterology	60.6%	36.6%	77.2%	11.0%	14.5%	1.2%	5.7%	-4.9%	1.7%	-5.8%	0.8%	-1.6%	69.2%	1.9%
General surgery	25.0%	12.0%	83.7%	2.2%	10.8%	-2.2%	4.3%	1.8%	0.8%	-0.7%	0.4%	-1.1%	56.8%	-3.2%
Geriatrics	50.6%	26.6%	79.0%	7.8%	12.7%	-1.7%	4.6%	-4.5%	1.4%	-0.5%	2.2%	-1.2%	62.8%	-1.1%
Hospital medicine	10.5%	1.9%	81.5%	0.0%	11.4%	1.1%	4.4%	0.4%	1.4%	-0.1%	1.2%	-1.5%	51.8%	-6.2%
Internal medicine- general practice	66.1%	40.1%	78.1%	13.9%	14.7%	-3.9%	4.6%	-5.4%	1.2%	-3.2%	1.5%	-1.4%	63.4%	-0.6%
Neurology	59.5%	29.5%	72.5%	8.3%	18.8%	-0.4%	4.4%	-4.2%	2.1%	-4.5%	2.1%	0.8%	71.4%	-1.4%
Neurosurgery	41.7%	22.7%	89.1%	8.6%	7.8%	-5.8%	2.5%	-2.0%	0.5%	-0.4%	0.2%	-0.3%	65.1%	-0.4%
Obstetrics and gynecology	49.2%	29.2%	90.4%	3.9%	7.6%	-2.6%	1.2%	-0.8%	0.6%	-0.6%	0.1%	0.1%	55.3%	-1.0%
Occupational medicine	39.0%	21.0%	85.2%	2.7%	6.9%	-3.5%	4.4%	1.8%	1.1%	-1.5%	2.4%	0.5%	53.9%	1.6%
Oncology	48.7%	28.7%	86.7%	6.9%	9.6%	-3.2%	3.1%	-2.4%	0.5%	-0.1%	0.1%	-1.1%	76.3%	8.9%
Orthopaedic surgery	32.5%	15.5%	93.5%	3.9%	4.8%	-2.7%	1.3%	-0.6%	0.2%	-0.5%	0.2%	-0.2%	59.9%	-1.5%
Otolaryngology	42.8%	22.8%	92.8%	4.4%	6.1%	-2.6%	0.8%	-1.1%	0.2%	-0.8%	0.2%	0.2%	56.8%	-7.1%
Pain medicine	58.9%	34.9%	76.0%	14.2%	13.9%	-1.1%	6.9%	-5.5%	2.4%	-5.1%	0.8%	-2.4%	46.5%	-3.2%
Pediatrics- general	52.9%	29.9%	89.5%	8.8%	6.7%	-4.7%	1.7%	-3.8%	1.3%	0.0%	0.8%	-0.3%	58.2%	-2.8%
Physical medicine/rehabilitation	40.8%	22.8%	80.3%	10.1%	13.3%	-6.9%	4.3%	-1.0%	1.0%	-1.6%	1.0%	-0.8%	41.9%	-9.8%
Plastic surgery	40.7%	21.7%	93.1%	6.7%	5.3%	-5.6%	1.3%	-1.4%	0.3%	0.3%	0.0%	0.0%	57.9%	0.4%
Psychiatry	79.4%	36.4%	28.5%	-17.5%	20.1%	4.7%	22.6%	6.7%	17.0%	4.2%	11.9%	2.0%	66.2%	1.7%
Urology	60.0%	39.0%	83.2%	3.4%	12.4%	-0.3%	2.7%	-2.6%	0.6%	-0.3%	1.2%	-0.1%	67.6%	-1.4%

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.

## Participates in Telemedicine by Specialty

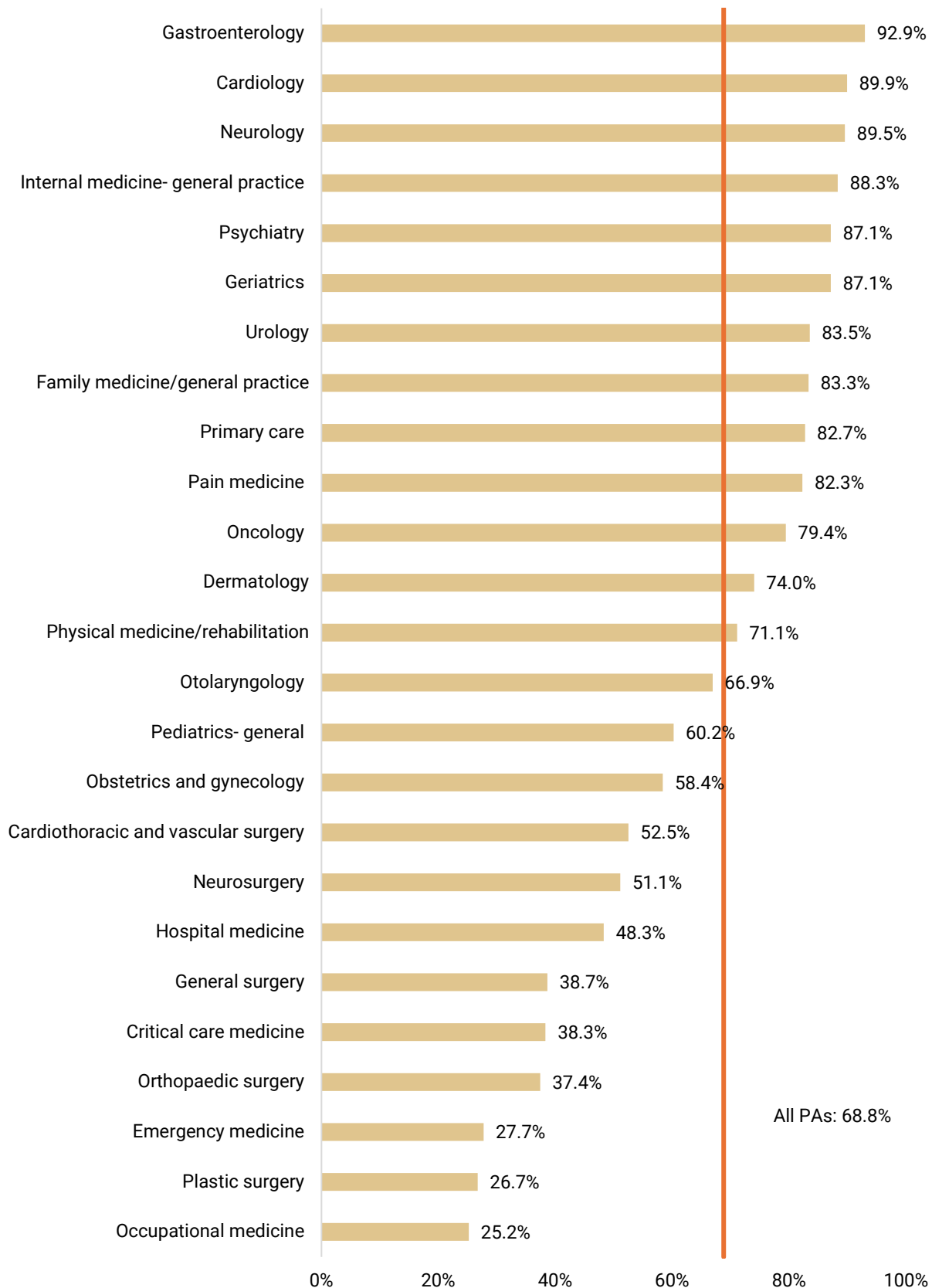


Functions of Telemedicine by Specialty

Specialty	Follow-up with patients		Diagnosing or treating patients		Managing patients with chronic disease		Collaborating with another provider	
	2024	Percent change 2020-2024	2024	Percent change 2020-2024	2024	Percent change 2020-2024	2024	Percent change 2020-2024
Primary care	92.7%	18.0%	93.2%	17.0%	82.7%	16.1%	31.0%	6.4%
Cardiology	97.2%	15.5%	82.0%	12.6%	89.9%	11.8%	35.2%	2.0%
Cardiothoracic and vascular surgery	96.2%	24.3%	60.4%	16.9%	52.5%	13.0%	35.9%	10.4%
Critical care medicine	53.7%	33.7%	73.1%	40.1%	38.3%	23.2%	66.1%	29.9%
Dermatology	95.7%	13.1%	82.3%	1.9%	74.0%	8.6%	20.8%	0.7%
Emergency medicine	47.6%	25.9%	80.3%	39.2%	27.7%	17.7%	41.5%	16.5%
Family medicine/general practice	92.6%	18.0%	93.0%	17.6%	83.3%	16.7%	31.3%	6.6%
Gastroenterology	97.8%	11.3%	93.1%	9.8%	92.9%	11.3%	34.5%	10.1%
General surgery	95.8%	21.3%	58.8%	13.0%	38.7%	14.7%	30.7%	11.4%
Geriatrics	89.5%	17.9%	87.7%	17.5%	87.1%	13.5%	45.7%	7.7%
Hospital medicine	64.9%	33.3%	68.9%	31.2%	48.3%	25.5%	55.1%	16.8%
Internal medicine-general practice	94.5%	20.6%	94.4%	18.0%	88.3%	17.5%	32.2%	5.4%
Neurology	97.0%	16.2%	86.7%	15.8%	89.5%	16.0%	37.4%	8.3%
Neurosurgery	97.3%	16.8%	76.3%	12.5%	51.1%	13.5%	36.1%	5.6%
Obstetrics and gynecology	96.9%	12.8%	85.0%	9.1%	58.4%	16.0%	24.9%	3.7%
Occupational medicine	88.8%	15.7%	66.8%	10.5%	25.2%	7.3%	32.3%	8.8%
Oncology	98.0%	12.4%	68.0%	9.6%	79.4%	8.8%	34.9%	1.6%
Orthopaedic surgery	97.4%	16.7%	61.8%	5.0%	37.4%	8.1%	26.2%	6.3%
Otolaryngology	97.9%	13.4%	76.5%	-0.3%	66.9%	7.5%	27.5%	6.7%
Pain medicine	97.9%	8.6%	71.4%	0.9%	82.3%	3.4%	33.9%	6.2%
Pediatrics- general	89.1%	11.2%	92.1%	7.0%	60.2%	5.7%	24.0%	6.5%
Physical medicine/rehabilitation	95.7%	12.4%	73.1%	9.9%	71.1%	13.2%	37.2%	11.8%
Plastic surgery	96.4%	26.3%	65.2%	17.4%	26.7%	11.5%	31.7%	8.3%
Psychiatry	97.6%	24.9%	95.1%	24.7%	87.1%	25.1%	60.0%	23.6%
Urology	96.5%	16.2%	84.6%	14.4%	83.5%	13.8%	33.8%	7.5%

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.

## Managing Patients with Chronic Disease Using Telemedicine by Specialty

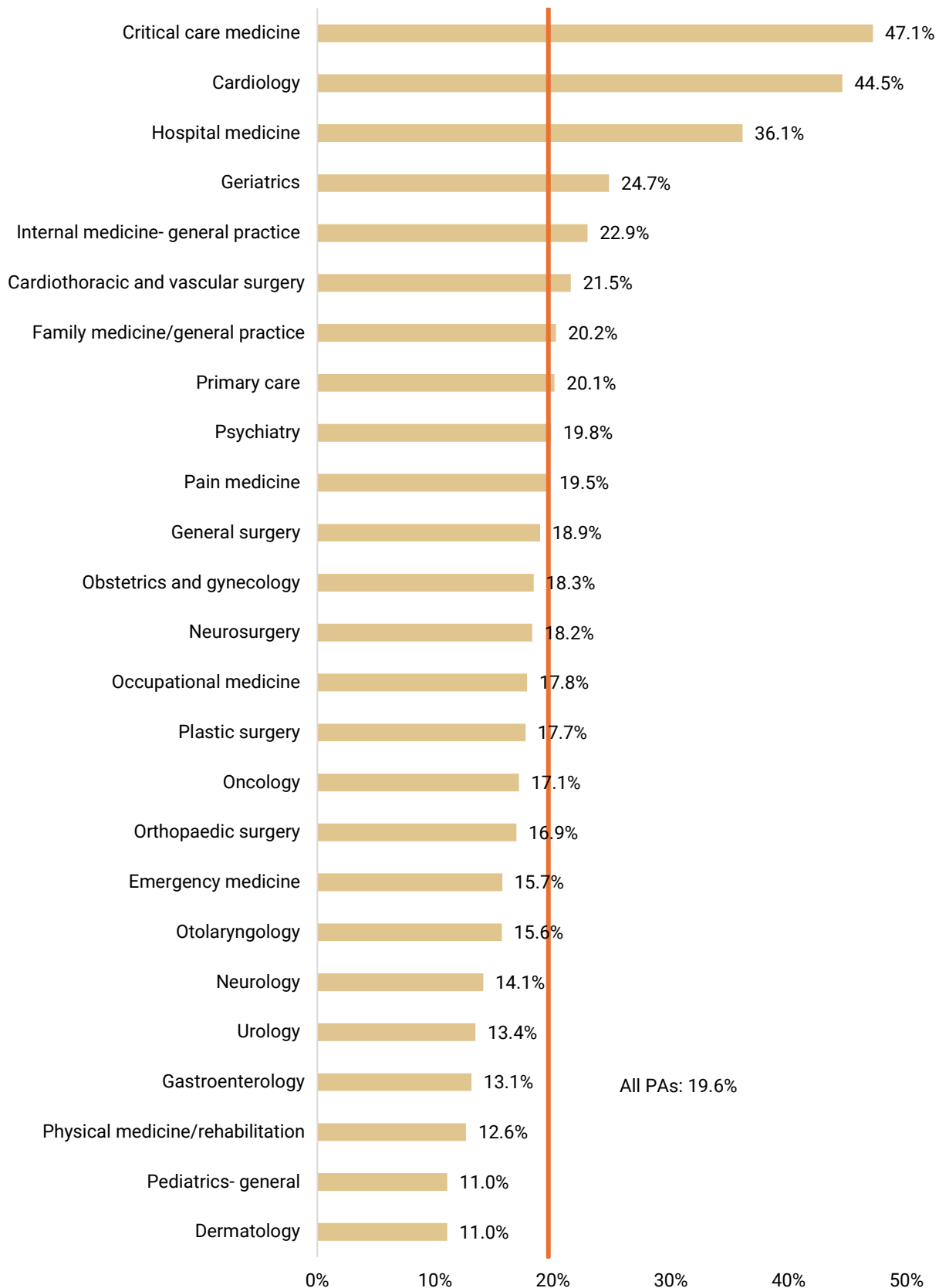


## Modalities of Telemedicine by Specialty

Specialty	Videoconferencing		Remote patient monitoring		Store and forward data	
	2024	Percent change 2020-2024	2024	Percent change 2020-2024	2024	Percent change 2020-2024
<b>Primary care</b>	92.8%	18.4%	20.1%	2.2%	8.5%	-0.6%
Cardiology	91.5%	16.9%	44.5%	7.3%	9.8%	-0.6%
Cardiothoracic and vascular surgery	86.9%	21.4%	21.5%	5.0%	10.1%	2.3%
Critical care medicine	82.8%	40.6%	47.1%	22.2%	13.7%	5.1%
Dermatology	95.4%	13.2%	11.0%	0.0%	9.0%	-6.1%
Emergency medicine	89.9%	39.3%	15.7%	7.2%	10.7%	4.1%
Family medicine/general practice	92.1%	18.8%	20.2%	2.4%	8.9%	-0.7%
Gastroenterology	95.7%	11.2%	13.1%	2.0%	6.2%	0.6%
General surgery	87.8%	20.0%	18.9%	1.4%	9.2%	2.0%
Geriatrics	95.4%	18.5%	24.7%	6.4%	8.2%	-0.5%
Hospital medicine	83.2%	33.7%	36.1%	16.3%	12.0%	0.8%
Internal medicine-general practice	95.3%	19.7%	22.9%	1.6%	8.0%	-0.6%
Neurology	96.5%	15.4%	14.1%	1.5%	6.3%	-0.3%
Neurosurgery	90.9%	16.2%	18.2%	1.9%	8.0%	0.1%
Obstetrics and gynecology	91.0%	8.1%	18.3%	4.4%	4.7%	-0.6%
Occupational medicine	84.4%	15.4%	17.8%	-0.9%	13.2%	1.3%
Oncology	95.5%	10.5%	17.1%	-2.5%	4.9%	0.0%
Orthopaedic surgery	89.6%	15.3%	16.9%	2.7%	7.2%	0.6%
Otolaryngology	92.0%	10.8%	15.6%	5.9%	5.7%	0.9%
Pain medicine	91.0%	8.1%	19.5%	-1.9%	7.1%	1.6%
Pediatrics- general	94.5%	8.7%	11.0%	1.4%	5.3%	0.0%
Physical medicine/rehabilitation	94.7%	11.4%	12.6%	-2.3%	5.3%	-0.9%
Plastic surgery	94.9%	28.1%	17.7%	-0.2%	8.3%	2.9%
Psychiatry	98.2%	25.2%	19.8%	3.6%	10.6%	5.1%
Urology	93.6%	16.0%	13.4%	-0.2%	7.9%	0.4%

Note: PAs were asked if they participate in telemedicine as a substitute for in-person encounters. If yes, PAs were asked to indicate which modalities of telemedicine they use.

## Telemedicine Remote Patient Monitoring by Specialty



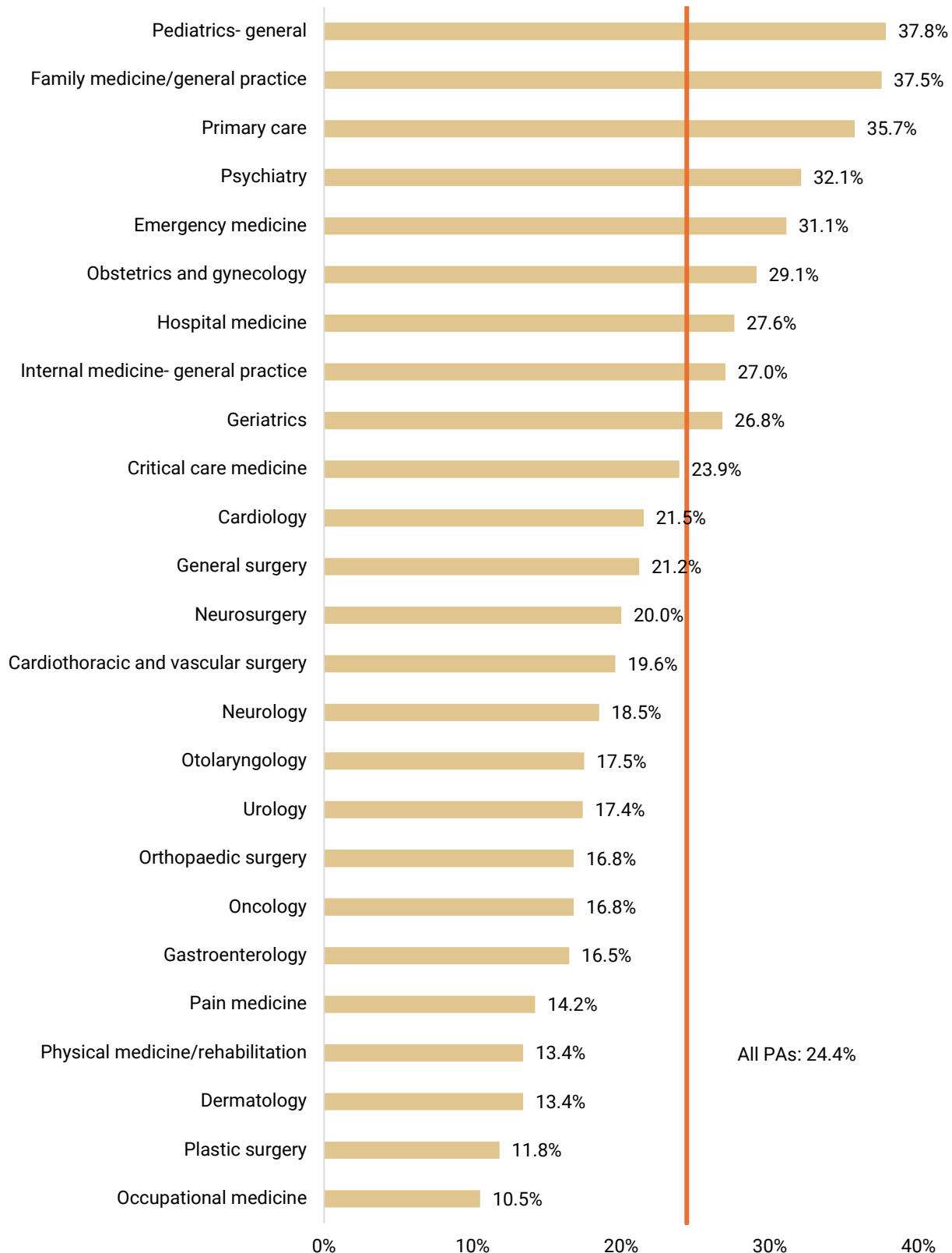
## Providing Care to Patients in Designated HPSAs or MUAs by Specialty

Specialty	Yes	No	Not Sure
<b>Primary care</b>	35.7%	44.3%	20.0%
<b>Cardiology</b>	21.5%	49.1%	29.4%
Cardiothoracic and vascular surgery	19.6%	49.7%	30.6%
Critical care medicine	23.9%	40.1%	35.9%
Dermatology	13.4%	63.4%	23.2%
Emergency medicine	31.1%	36.8%	32.2%
<b>Family medicine/general practice</b>	37.5%	43.7%	18.8%
Gastroenterology	16.5%	53.7%	29.8%
General surgery	21.2%	49.9%	29.9%
Geriatrics	26.8%	48.1%	25.1%
Hospital medicine	27.6%	40.8%	31.6%
<b>Internal medicine- general practice</b>	27.0%	50.1%	22.9%
Neurology	18.5%	51.7%	29.8%
Neurosurgery	20.0%	48.4%	31.6%
Obstetrics and gynecology	29.1%	44.4%	26.5%
Occupational medicine	10.5%	71.0%	18.4%
<b>Oncology</b>	16.8%	53.2%	30.0%
Orthopaedic surgery	16.8%	56.1%	27.1%
Otolaryngology	17.5%	54.1%	28.4%
Pain medicine	14.2%	59.8%	26.0%
Pediatrics- general	37.8%	37.1%	25.1%
<b>Physical medicine/rehabilitation</b>	13.4%	62.1%	24.5%
Plastic surgery	11.8%	66.2%	22.0%
Psychiatry	32.1%	39.9%	28.0%
Urology	17.4%	53.1%	29.5%

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)



## Provides Care to Patients in Designated HPSA or MUA by Specialty



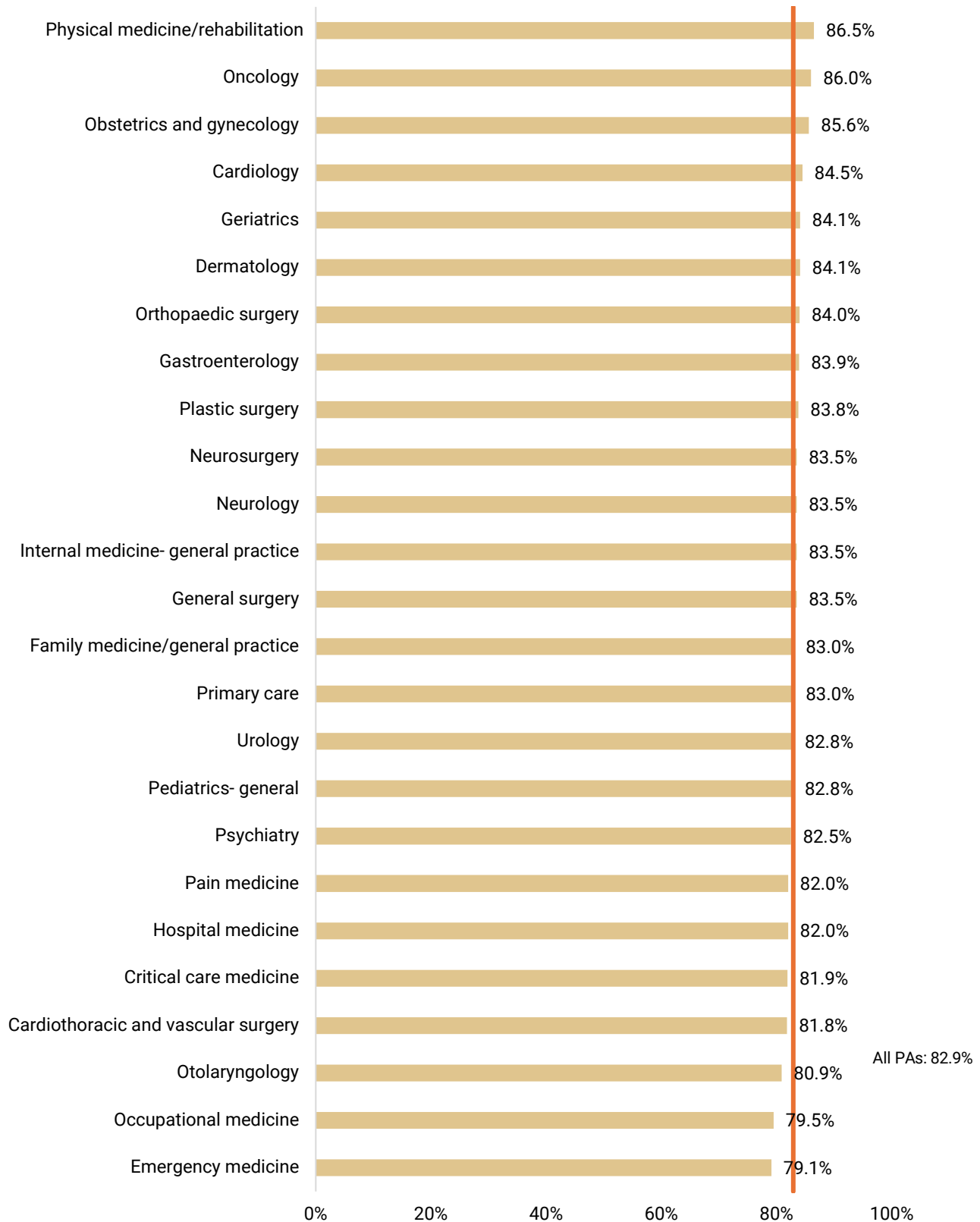
## Satisfaction by Specialty

Specialty	Areas of Satisfaction*							
	Present Job	Career as a PA	Number of Hours Worked	Work-life Balance	Income	Benefits	Geographical Location of Principal Position	Employer
<b>Primary care</b>	82.0%	87.0%	75.8%	68.7%	75.0%	72.1%	83.0%	75.5%
<b>Cardiology</b>	85.1%	89.0%	78.3%	73.3%	75.9%	75.9%	84.5%	75.0%
Cardiothoracic and vascular surgery	84.1%	88.2%	73.4%	69.9%	76.9%	76.3%	81.8%	71.2%
Critical care medicine	84.8%	89.0%	81.2%	73.5%	74.5%	75.4%	81.9%	73.0%
Dermatology	86.9%	89.4%	84.7%	80.9%	81.1%	71.2%	84.1%	79.5%
Emergency medicine	78.3%	83.7%	77.0%	68.9%	72.0%	69.9%	79.1%	70.2%
<b>Family medicine/general practice</b>	81.9%	86.9%	75.6%	68.3%	75.3%	72.9%	83.0%	75.3%
Gastroenterology	82.5%	83.0%	76.0%	70.6%	73.1%	74.3%	83.9%	75.5%
General surgery	85.2%	89.2%	80.9%	76.8%	76.2%	78.0%	83.5%	75.2%
Geriatrics	82.9%	84.3%	75.0%	69.5%	74.3%	66.5%	84.1%	77.7%
Hospital medicine	82.6%	85.9%	81.6%	75.5%	75.0%	74.5%	82.0%	73.2%
<b>Internal medicine-general practice</b>	81.0%	86.4%	73.4%	67.3%	73.6%	70.4%	83.5%	74.8%
Neurology	83.8%	86.0%	78.0%	73.5%	75.1%	74.9%	83.5%	76.0%
Neurosurgery	83.3%	87.2%	71.8%	67.7%	74.0%	76.8%	83.5%	72.7%
Obstetrics and gynecology	88.8%	91.4%	82.5%	77.7%	73.9%	73.6%	85.6%	77.7%
Occupational medicine	81.1%	83.8%	79.8%	76.1%	76.4%	68.5%	79.5%	73.4%
<b>Oncology</b>	86.7%	90.1%	81.1%	75.5%	77.5%	80.7%	86.0%	79.5%
Orthopaedic surgery	86.9%	88.9%	77.3%	72.7%	76.8%	77.3%	84.0%	77.2%
Otolaryngology	86.6%	87.6%	80.1%	76.5%	76.9%	75.7%	80.9%	79.3%
Pain medicine	81.5%	85.6%	81.3%	76.8%	76.7%	67.1%	82.0%	78.6%
Pediatrics- general	85.6%	89.4%	82.6%	74.9%	75.3%	68.0%	82.8%	78.6%
<b>Physical medicine/rehabilitation</b>	83.4%	86.4%	80.8%	75.9%	76.2%	68.7%	86.5%	80.9%
Plastic surgery	88.5%	89.1%	81.5%	76.9%	74.2%	73.3%	83.8%	79.5%
Psychiatry	85.7%	87.2%	79.8%	74.3%	79.1%	65.8%	82.5%	77.9%
Urology	82.5%	84.7%	74.4%	70.1%	73.4%	74.8%	82.8%	73.9%

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 Geographical Location of Principal Position by Specialty



## Burnout<sup>1,2</sup> by Specialty

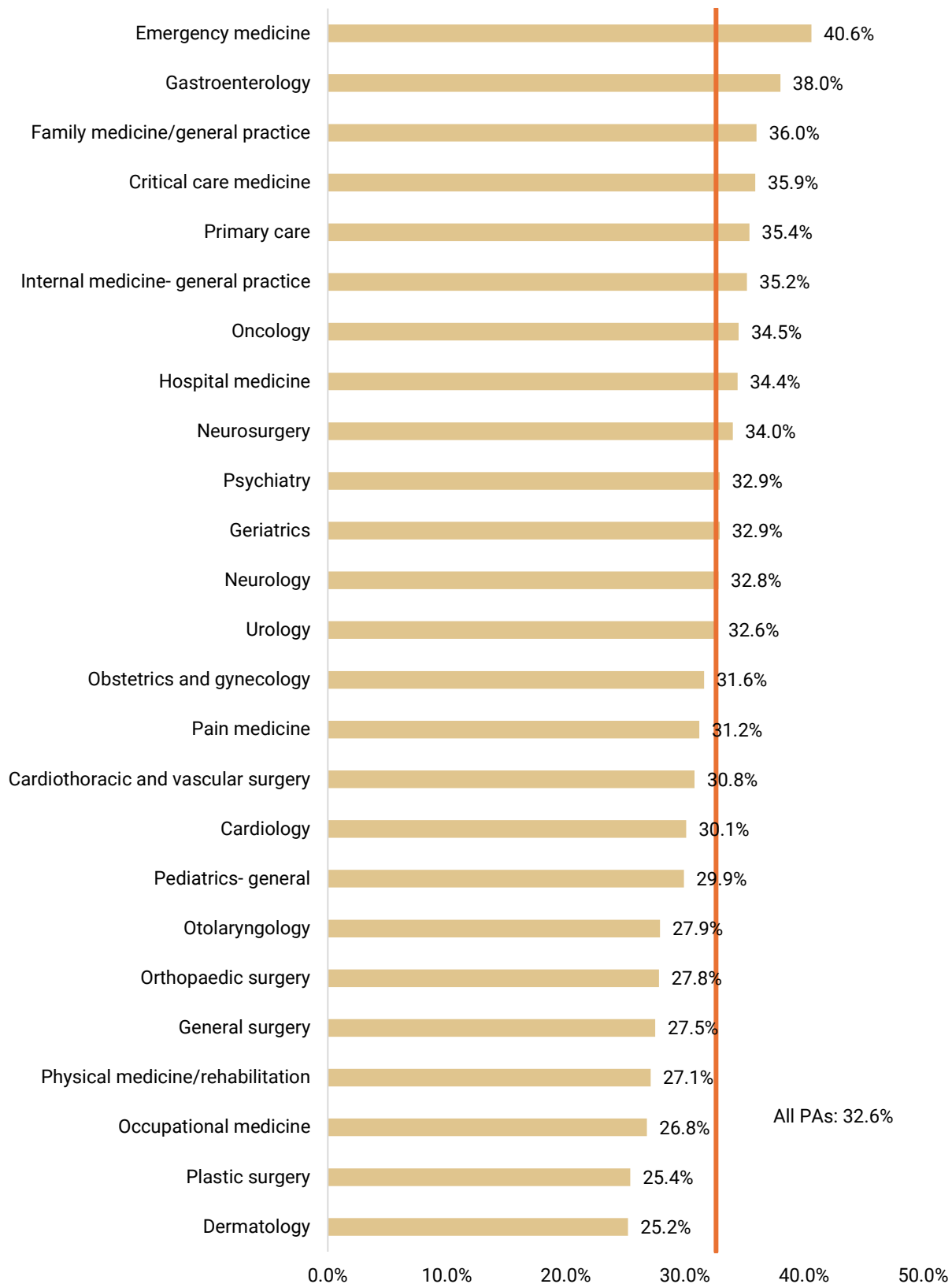
Specialty	2024		One or more symptoms of burnout percent change 2020-2024
	No symptoms of burnout	One or more symptoms of burnout	
<b>Primary care</b>	64.6%	35.4%	6.5%
<b>Cardiology</b>	69.9%	30.1%	5.7%
Cardiothoracic and vascular surgery	69.2%	30.8%	5.5%
Critical care medicine	64.1%	35.9%	4.1%
Dermatology	74.8%	25.2%	4.9%
Emergency medicine	59.4%	40.6%	10.0%
<b>Family medicine/general practice</b>	64.0%	36.0%	6.3%
Gastroenterology	62.0%	38.0%	10.2%
General surgery	72.5%	27.5%	6.1%
Geriatrics	67.1%	32.9%	4.1%
Hospital medicine	65.6%	34.4%	5.2%
<b>Internal medicine- general practice</b>	64.8%	35.2%	6.7%
Neurology	67.2%	32.8%	4.6%
Neurosurgery	66.0%	34.0%	9.4%
Obstetrics and gynecology	68.4%	31.6%	7.5%
Occupational medicine	73.2%	26.8%	6.2%
<b>Oncology</b>	65.5%	34.5%	5.1%
Orthopaedic surgery	72.2%	27.8%	6.1%
Otolaryngology	72.1%	27.9%	5.5%
Pain medicine	68.8%	31.2%	3.5%
Pediatrics- general	70.1%	29.9%	7.7%
<b>Physical medicine/rehabilitation</b>	72.9%	27.1%	5.5%
Plastic surgery	74.6%	25.4%	3.0%
Psychiatry	67.1%	32.9%	4.0%
Urology	67.4%	32.6%	5.3%

Note: Burnout was measured with a validated scale from no symptoms of burnout to completely burned out.

<sup>1</sup>Rohland 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

<sup>2</sup>Dolan 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 Specialty



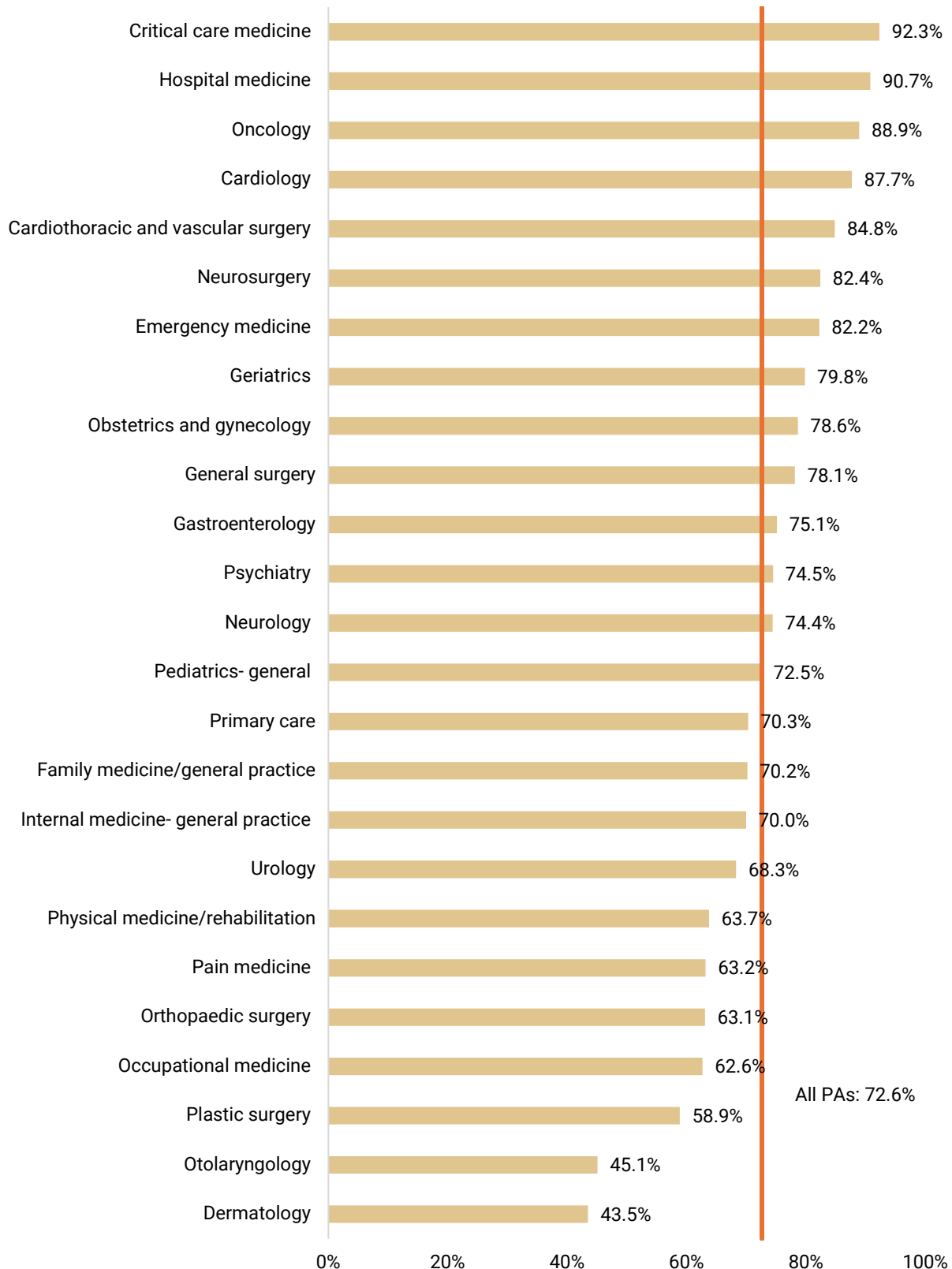
Note: The percentages reflect the distribution within the specialty.

Working with Other Health Professionals by Specialty

Specialty	Solo practitioner with an off-site physician	Physician(s)	Other PAs	Advanced practice nurses	Registered nurses	Other levels of nurses (LPN, CNA)	Mental health providers (social workers, psychologists, etc.)	Dentist or hygienist	Pharmacist	Radiology technician	Physical therapist	Occupational therapist	Speech therapist
Primary care	7.1%	91.7%	72.4%	70.3%	54.3%	41.3%	38.8%	11.2%	29.7%	22.3%	12.6%	6.8%	4.3%
Cardiology	0.9%	98.5%	86.9%	87.7%	82.7%	46.1%	37.5%	3.1%	54.3%	37.6%	27.4%	24.7%	20.3%
Cardiothoracic and vascular surgery	0.8%	98.0%	91.9%	84.8%	86.0%	41.7%	50.0%	8.8%	64.6%	51.7%	42.8%	40.0%	35.7%
Critical care medicine	1.5%	97.6%	94.3%	92.3%	92.6%	47.7%	72.7%	7.0%	87.0%	68.1%	64.9%	63.2%	62.4%
Dermatology	5.6%	94.3%	75.9%	43.5%	33.2%	27.3%	2.7%	0.5%	6.1%	3.5%	0.8%	0.6%	0.4%
Emergency medicine	5.1%	95.7%	92.2%	82.2%	86.9%	43.7%	69.4%	7.8%	69.9%	68.5%	21.3%	13.6%	7.9%
Family medicine/general practice	8.1%	90.5%	73.6%	70.2%	53.7%	41.6%	39.4%	12.3%	30.1%	23.8%	12.6%	6.0%	3.1%
Gastroenterology	0.7%	98.9%	81.3%	75.1%	71.1%	44.4%	23.8%	1.5%	33.2%	19.1%	13.2%	11.0%	16.9%
General surgery	0.5%	98.2%	90.0%	78.1%	86.0%	50.1%	52.9%	4.2%	63.4%	51.7%	44.1%	40.0%	34.2%
Geriatrics	9.4%	92.1%	70.8%	79.8%	73.0%	53.4%	62.5%	11.9%	48.3%	17.8%	42.7%	40.5%	37.3%
Hospital medicine	1.1%	98.1%	93.1%	90.7%	91.5%	59.5%	77.4%	7.5%	84.5%	63.0%	63.2%	61.2%	59.6%
Internal medicine-general practice	4.9%	95.0%	70.5%	70.0%	57.4%	39.9%	39.6%	8.7%	35.2%	21.3%	15.5%	10.8%	8.5%
Neurology	1.3%	98.3%	77.5%	74.4%	67.3%	46.3%	45.6%	2.1%	39.7%	28.9%	33.3%	29.1%	28.6%
Neurosurgery	0.7%	98.6%	92.6%	82.4%	81.4%	47.0%	47.5%	3.3%	55.0%	55.0%	47.2%	43.1%	38.6%
Obstetrics and gynecology	1.6%	97.7%	68.3%	78.6%	69.0%	42.7%	34.2%	3.1%	24.4%	23.7%	9.7%	3.8%	1.8%
Occupational medicine	16.2%	82.5%	71.5%	62.6%	46.1%	34.4%	19.4%	4.9%	14.5%	34.8%	30.1%	13.1%	1.6%
Oncology	0.7%	98.5%	87.5%	88.9%	94.2%	46.9%	71.8%	6.4%	80.7%	33.7%	30.2%	27.0%	23.5%
Orthopaedic surgery	1.1%	98.5%	90.4%	63.1%	70.1%	39.7%	23.1%	1.5%	34.4%	59.7%	45.0%	34.2%	6.2%
Otolaryngology	2.2%	98.0%	71.4%	45.1%	51.6%	37.5%	10.8%	5.1%	15.1%	13.6%	12.1%	6.4%	27.2%
Pain medicine	4.2%	95.6%	72.8%	63.2%	42.6%	31.5%	22.8%	0.8%	14.9%	24.3%	20.3%	8.1%	2.6%
Pediatrics-general	3.3%	95.9%	65.8%	72.5%	52.6%	41.8%	31.9%	6.8%	14.2%	10.2%	6.1%	5.6%	5.4%
Physical medicine/rehabilitation	6.5%	93.4%	73.7%	63.7%	57.8%	42.2%	41.7%	2.4%	30.3%	27.6%	51.2%	37.9%	32.7%
Plastic surgery	2.2%	97.7%	74.4%	58.9%	79.8%	41.9%	26.2%	6.8%	31.6%	21.7%	22.3%	21.2%	11.9%
Psychiatry	8.0%	90.8%	76.5%	74.5%	48.3%	33.6%	81.4%	3.4%	31.5%	5.5%	8.3%	8.3%	5.0%
Urology	1.2%	98.4%	77.1%	68.3%	69.5%	49.0%	18.0%	1.7%	26.2%	25.0%	15.9%	9.3%	5.8%

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

## Works with Advanced Practice Nurses in Principal Clinical Position by Specialty



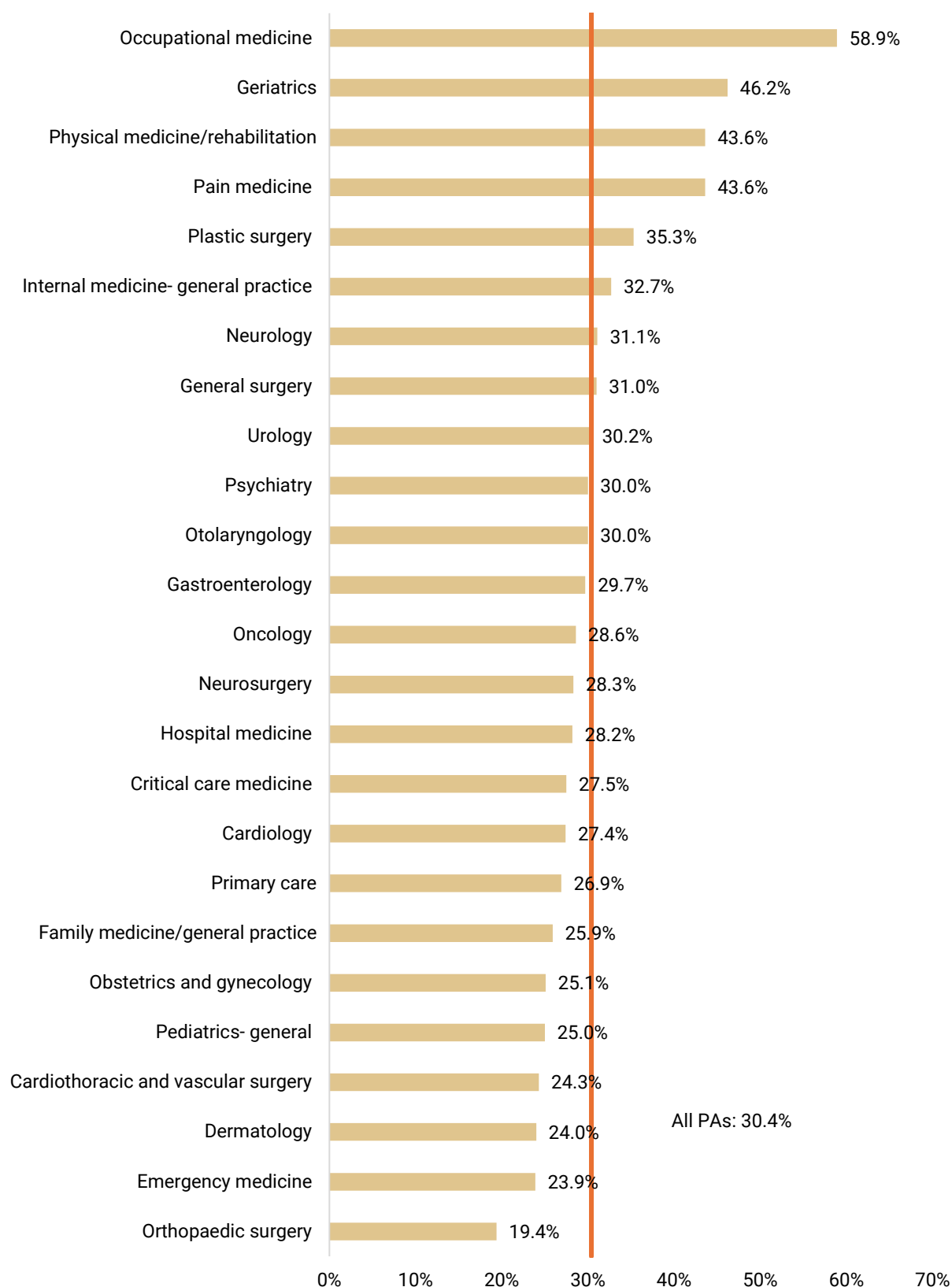
## Changed Specialties by Specialty

Specialty	Have not changed specialties	1 time	2 to 3 times	4 to 5 times	6 to 10 times	Over 10 times
<b>Primary care</b>	53.5%	19.5%	20.3%	5.2%	1.3%	0.1%
<b>Cardiology</b>	46.5%	26.1%	22.0%	4.5%	0.9%	<0.1%
Cardiothoracic and vascular surgery	52.7%	23.0%	19.7%	3.9%	0.6%	0.1%
Critical care medicine	48.5%	24.0%	21.9%	4.7%	0.8%	0.1%
Dermatology	49.3%	26.8%	19.5%	3.7%	0.8%	<0.1%
Emergency medicine	54.0%	22.1%	18.9%	3.9%	1.0%	0.1%
<b>Family medicine/ general practice</b>	55.7%	18.5%	19.5%	5.0%	1.3%	0.1%
Gastroenterology	42.3%	28.0%	23.7%	4.5%	1.5%	0.0%
General surgery	45.8%	23.1%	23.8%	5.5%	1.6%	0.1%
Geriatrics	30.6%	23.2%	30.5%	12.4%	2.9%	0.4%
Hospital medicine	52.5%	19.4%	21.2%	5.6%	1.3%	0.1%
<b>Internal medicine- general practice</b>	45.1%	22.3%	23.7%	6.9%	2.0%	0.1%
Neurology	43.0%	25.9%	21.9%	7.6%	1.5%	0.1%
Neurosurgery	50.2%	21.5%	22.6%	4.5%	1.2%	<0.1%
Obstetrics and gynecology	50.7%	24.2%	19.9%	4.3%	0.8%	0.1%
Occupational medicine	18.6%	22.4%	36.9%	17.4%	4.4%	0.2%
<b>Oncology</b>	45.3%	26.0%	21.4%	6.0%	1.2%	<0.1%
Orthopaedic surgery	60.6%	20.1%	15.7%	3.1%	0.6%	<0.1%
Otolaryngology	43.3%	26.7%	24.1%	4.3%	1.6%	0.0%
Pain medicine	29.3%	27.2%	30.1%	10.8%	2.6%	0.1%
Pediatrics- general	52.3%	22.9%	20.4%	3.9%	0.6%	0.1%
<b>Physical medicine/ rehabilitation</b>	30.7%	25.7%	31.2%	9.9%	2.5%	0.0%
Plastic surgery	35.1%	29.6%	27.6%	6.4%	1.3%	0.0%
Psychiatry	45.4%	24.5%	20.7%	7.3%	1.9%	0.1%
Urology	47.3%	22.5%	22.6%	6.0%	1.6%	0.0%

Note: PAs were asked how many times they have changed specialties throughout their PA career thus far.



## Changed Specialties Two or More Times by Specialty



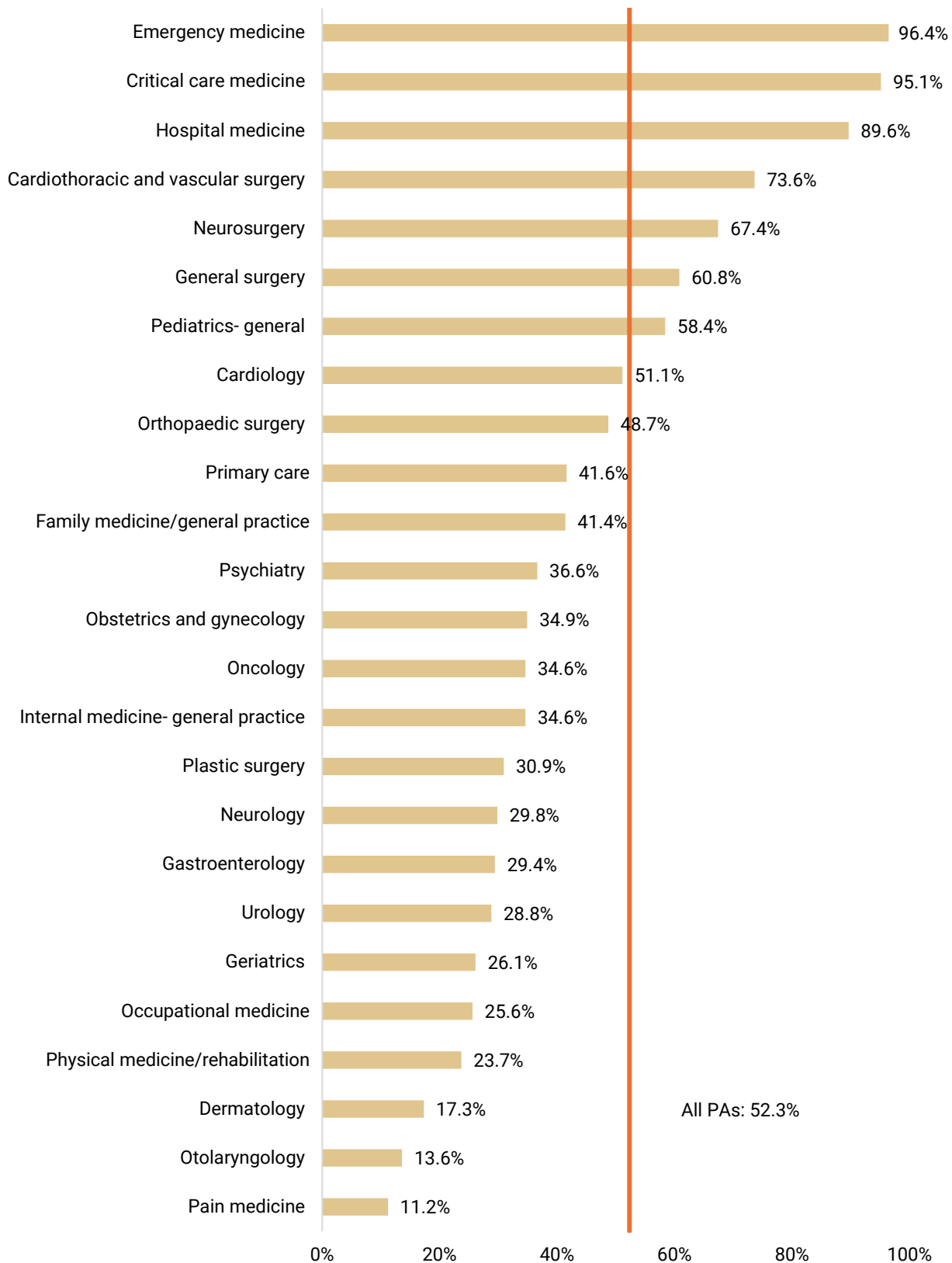
Note: The percentages reflect the distribution within the specialty.

## Employment Type and Work Weekends/Evenings by Specialty

Specialty	Employment Type				Patients on Weekends and/or Evenings
	Employee	Independent Contractor	Full or Part Owner	Other	
<b>Primary care</b>	91.7%	3.4%	3.6%	1.2%	41.6%
<b>Cardiology</b>	96.9%	0.9%	1.7%	0.6%	51.1%
Cardiothoracic and vascular surgery	94.7%	2.9%	1.4%	1.0%	73.6%
Critical care medicine	94.4%	3.1%	2.0%	0.6%	95.1%
Dermatology	93.5%	1.9%	4.0%	0.6%	17.3%
Emergency medicine	90.8%	5.7%	2.7%	0.8%	96.4%
<b>Family medicine/ general practice</b>	91.5%	3.3%	3.8%	1.4%	41.4%
Gastroenterology	97.5%	0.6%	1.2%	0.7%	29.4%
General surgery	96.8%	1.2%	1.5%	0.5%	60.8%
Geriatrics	87.5%	8.0%	3.5%	0.9%	26.1%
Hospital medicine	95.2%	2.4%	1.9%	0.5%	89.6%
<b>Internal medicine- general practice</b>	91.3%	4.3%	3.4%	1.0%	34.6%
Neurology	97.5%	1.5%	0.6%	0.4%	29.8%
Neurosurgery	96.8%	1.5%	1.1%	0.6%	67.4%
Obstetrics and gynecology	97.4%	0.6%	1.7%	0.3%	34.9%
Occupational medicine	89.3%	6.0%	2.9%	1.8%	25.6%
<b>Oncology</b>	98.0%	0.5%	1.0%	0.5%	34.6%
Orthopaedic surgery	97.2%	1.1%	1.2%	0.5%	48.7%
Otolaryngology	97.5%	0.9%	1.0%	0.6%	13.6%
Pain medicine	92.9%	4.1%	2.5%	0.5%	11.2%
Pediatrics- general	94.5%	2.4%	2.6%	0.5%	58.4%
<b>Physical medicine/ rehabilitation</b>	91.6%	5.2%	2.6%	0.6%	23.7%
Plastic surgery	93.2%	2.6%	3.8%	0.4%	30.9%
Psychiatry	82.5%	12.2%	4.2%	1.1%	36.6%
Urology	98.1%	0.7%	0.9%	0.3%	28.8%

Note: PAs were asked their employment type at their principal clinical position and if they see patients on weekends/and or evenings.

## See Patients During Weekends and/or Evenings by Specialty



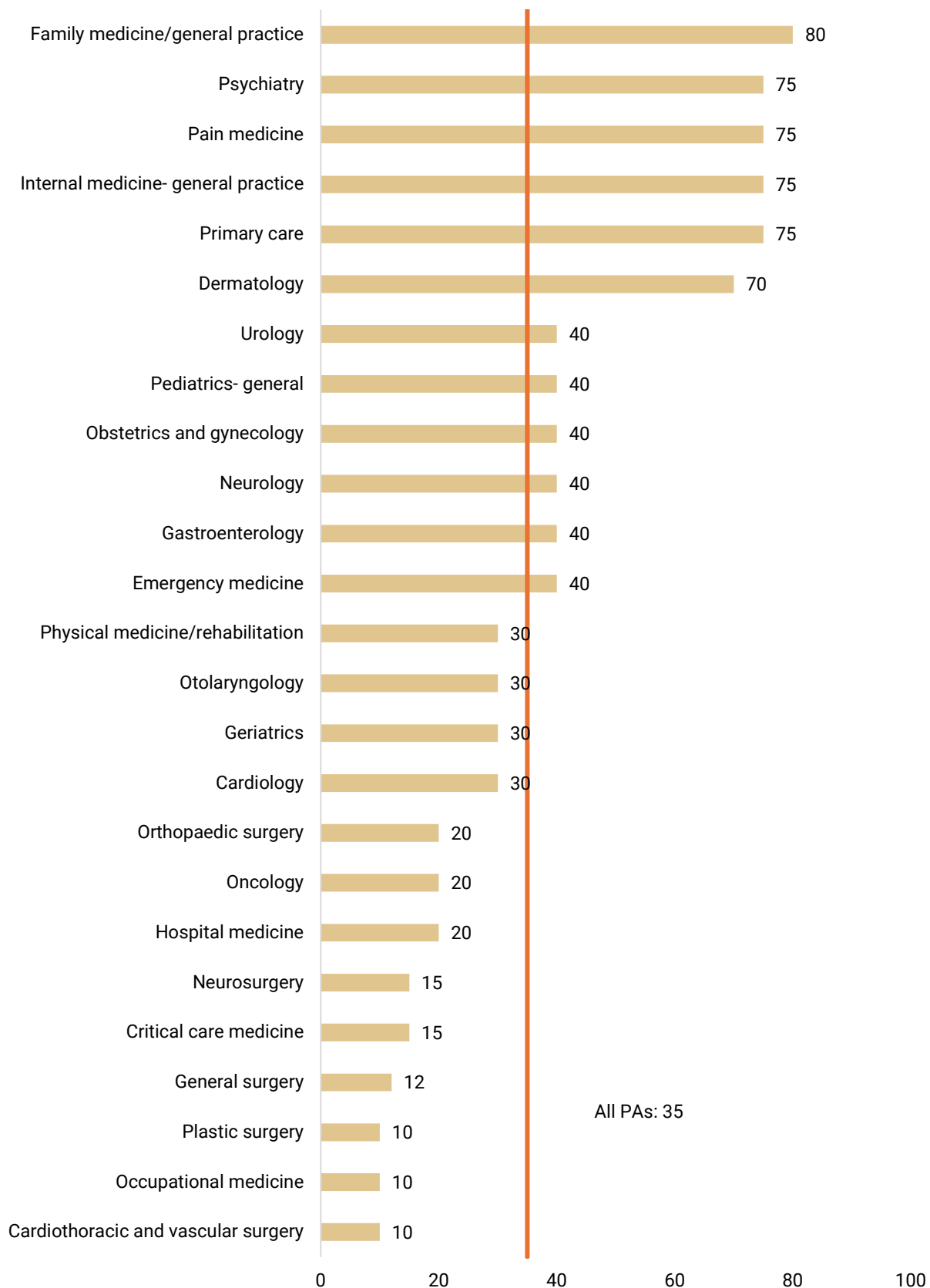
Note: The percentages reflect the distribution within the specialty.

## Prescribing by Specialty

Specialty	Prescribe pharmacologic agents for patients	Median number of prescriptions written per week
<b>Primary care</b>	97.5%	75
<b>Cardiology</b>	94.6%	30
Cardiothoracic and vascular surgery	91.1%	10
Critical care medicine	80.9%	15
Dermatology	96.0%	70
Emergency medicine	97.1%	40
<b>Family medicine/general practice</b>	98.0%	80
Gastroenterology	95.5%	40
General surgery	90.0%	12
Geriatrics	94.7%	30
Hospital medicine	93.2%	20
<b>Internal medicine- general practice</b>	96.1%	75
Neurology	94.2%	40
Neurosurgery	95.8%	15
Obstetrics and gynecology	96.3%	40
Occupational medicine	83.1%	10
<b>Oncology</b>	96.4%	20
Orthopaedic surgery	95.9%	20
Otolaryngology	96.4%	30
Pain medicine	93.8%	75
Pediatrics- general	96.6%	40
<b>Physical medicine/rehabilitation</b>	91.2%	30
Plastic surgery	91.9%	10
Psychiatry	98.2%	75
Urology	96.3%	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 Specialty



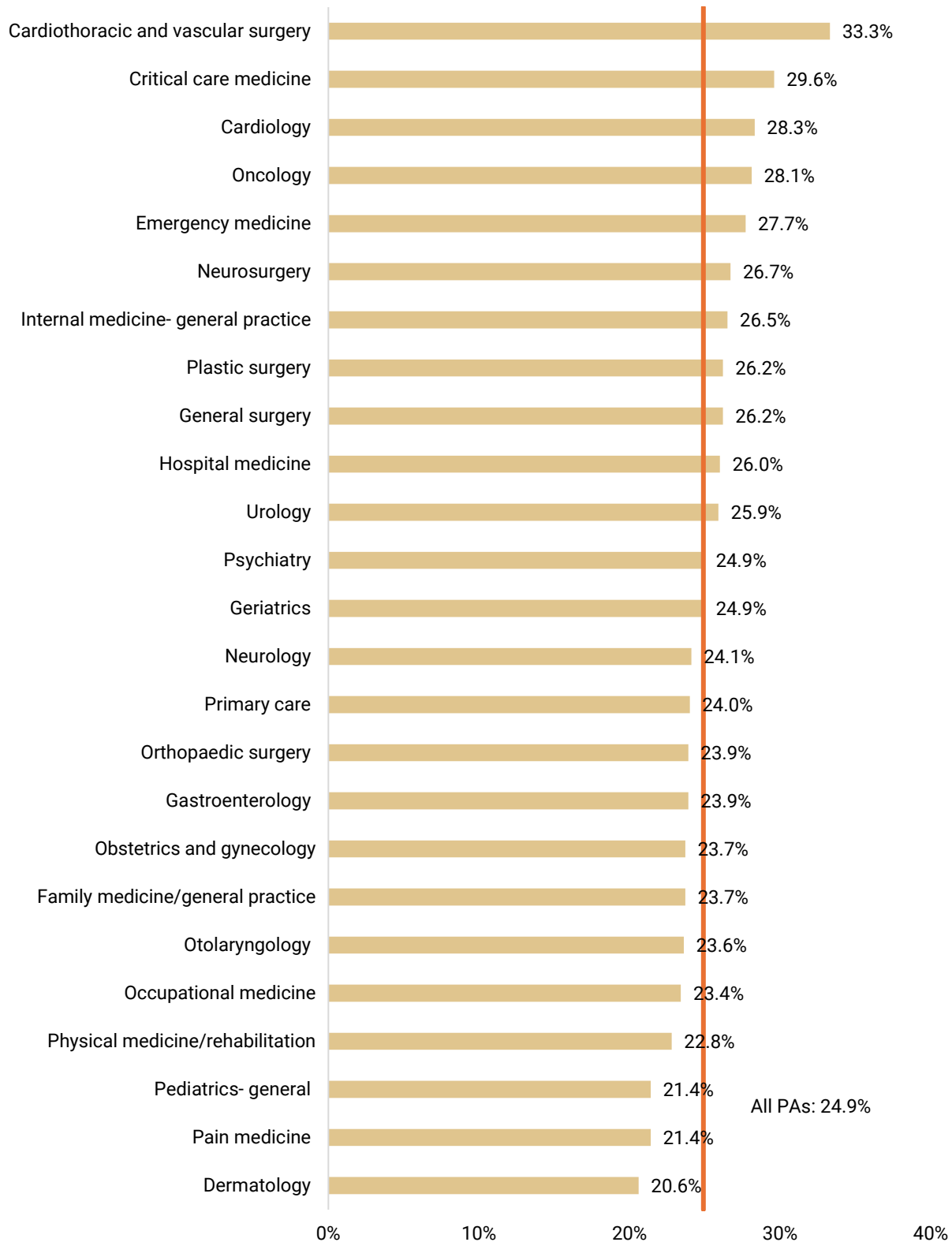
Changes in Work Environment by Specialty

Specialty	Competition for Jobs with Other Health Care Professionals				Clinical Opportunities Available				Quality of Working Conditions			
	Increas-ed	No change	Decreas-ed	NA*	Increas-ed	No change	Decreas-ed	NA*	Increas-ed	No change	Decreas-ed	NA*
Primary care	23.9%	58.0%	3.3%	14.7%	24.0%	53.4%	11.8%	10.8%	14.3%	49.7%	30.5%	5.5%
Cardiology	26.4%	57.3%	3.3%	13.0%	28.3%	51.2%	12.3%	8.2%	13.3%	47.3%	35.0%	4.4%
Cardiothoracic and vascular surgery	23.6%	58.8%	5.1%	12.5%	33.3%	48.7%	9.8%	8.3%	12.2%	47.0%	36.3%	4.5%
Critical care medicine	29.4%	56.3%	3.5%	10.8%	29.6%	49.7%	13.2%	7.5%	11.9%	46.6%	37.0%	4.5%
Dermatology	28.1%	53.3%	1.9%	16.7%	20.6%	53.6%	12.5%	13.4%	14.2%	51.9%	26.5%	7.4%
Emergency medicine	30.0%	54.8%	4.4%	10.8%	27.7%	49.3%	14.7%	8.4%	9.9%	37.4%	48.3%	4.4%
Family medicine/ general practice	23.8%	58.3%	3.4%	14.4%	23.7%	53.8%	12.0%	10.5%	14.0%	49.8%	30.8%	5.3%
Gastroenterology	24.8%	57.5%	2.4%	15.3%	23.9%	52.5%	12.3%	11.3%	12.8%	48.1%	33.2%	5.8%
General surgery	27.6%	57.1%	2.4%	12.8%	26.2%	51.8%	13.0%	9.0%	11.8%	48.8%	34.5%	5.0%
Geriatrics	29.7%	53.4%	3.8%	13.1%	24.9%	49.5%	16.2%	9.5%	12.4%	44.8%	37.6%	5.2%
Hospital medicine	31.1%	53.9%	2.9%	12.2%	26.0%	49.8%	15.7%	8.5%	11.1%	45.5%	38.5%	4.9%
Internal medicine- general practice	24.8%	57.4%	3.1%	14.7%	26.5%	52.1%	10.9%	10.5%	15.4%	49.5%	29.7%	5.3%
Neurology	25.7%	56.4%	3.3%	14.6%	24.1%	54.2%	11.3%	10.3%	15.0%	48.9%	30.0%	6.2%
Neurosurgery	25.3%	57.3%	3.4%	14.0%	26.7%	51.0%	12.4%	10.0%	12.5%	46.2%	36.0%	5.3%
Obstetrics and gynecology	25.7%	56.7%	2.0%	15.6%	23.7%	52.5%	13.5%	10.2%	11.3%	50.1%	33.0%	5.6%
Occupational medicine	28.1%	53.0%	2.9%	16.0%	23.4%	49.5%	14.6%	12.5%	14.2%	48.8%	29.7%	7.3%
Oncology	22.5%	57.7%	3.5%	16.3%	28.1%	51.9%	9.9%	10.2%	13.9%	47.0%	33.9%	5.2%
Orthopaedic surgery	23.0%	60.8%	2.2%	14.0%	23.9%	55.8%	10.3%	10.0%	12.5%	52.4%	30.0%	5.1%
Otolaryngology	24.0%	57.3%	2.0%	16.7%	23.6%	52.5%	13.1%	10.9%	16.0%	50.6%	28.0%	5.4%
Pain medicine	26.9%	56.3%	2.1%	14.7%	21.4%	52.7%	15.2%	10.7%	13.6%	53.7%	26.4%	6.4%
Pediatrics- general	23.0%	56.9%	2.3%	17.8%	21.4%	52.2%	12.2%	14.1%	14.2%	49.2%	29.8%	6.8%
Physical medicine/ rehabilitation	23.9%	57.8%	2.1%	16.2%	22.8%	52.1%	13.8%	11.3%	11.9%	51.4%	31.2%	5.5%
Plastic surgery	30.9%	53.4%	1.8%	14.0%	26.2%	49.5%	13.1%	11.2%	15.1%	48.8%	29.1%	7.0%
Psychiatry	32.0%	51.9%	2.7%	13.4%	24.9%	50.7%	14.8%	9.5%	17.9%	50.6%	26.2%	5.3%
Urology	24.2%	58.6%	2.3%	14.9%	25.9%	51.6%	12.5%	10.0%	15.2%	47.1%	32.3%	5.4%

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

\*Not applicable

## Increase in Clinical Opportunities Available in the Last Year by Specialty



Note: The percentages reflect the distribution within the specialty.

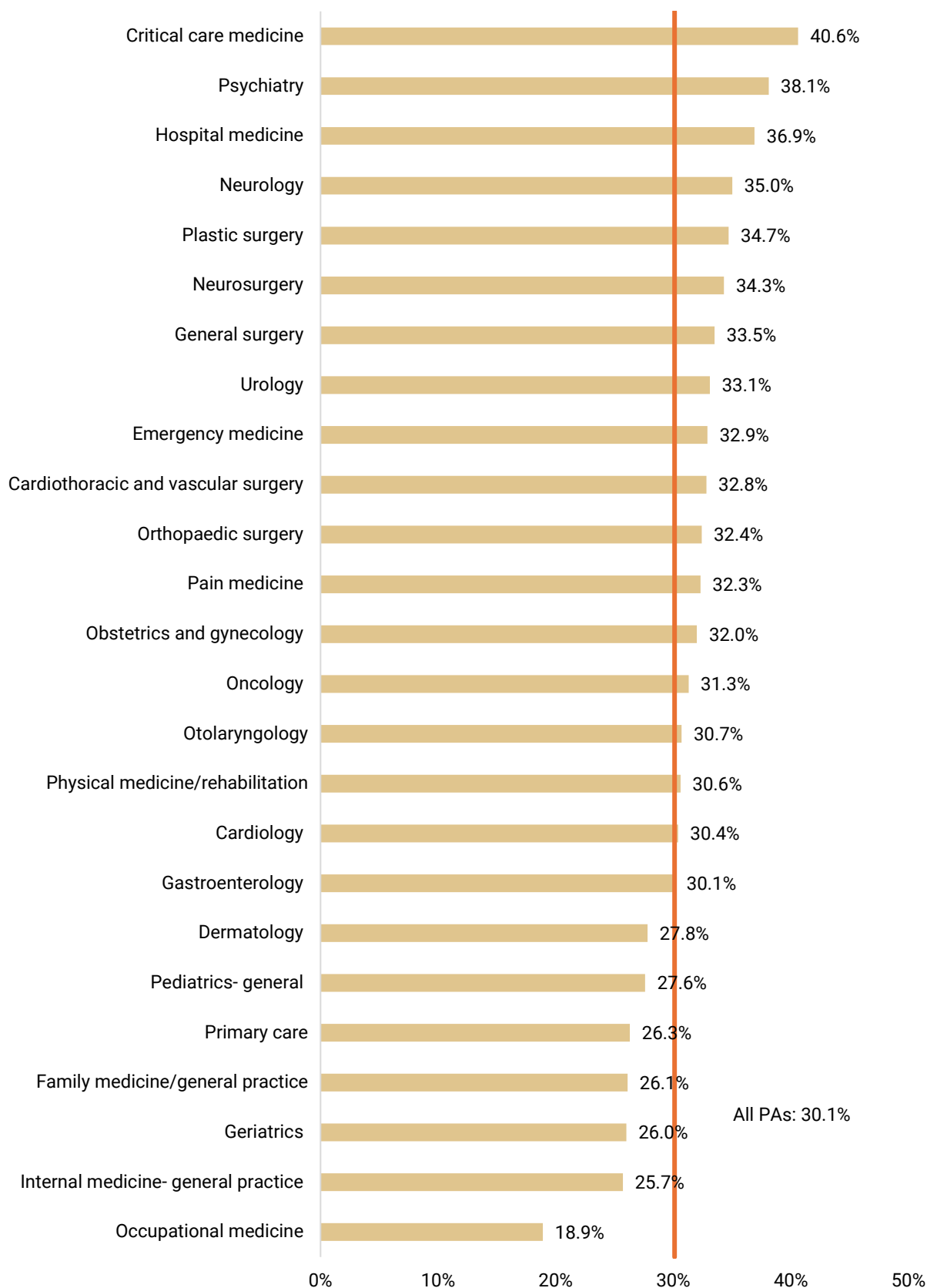
Total Educational Debt\* by Specialty

	No debt	< \$25K	\$25,000- \$49,999	\$50,000- \$74,999	\$75,000- \$99,999	\$100,000- \$124,999	\$125,000- \$149,999	\$150,000- \$199,999	\$200,000 or more	Not Sure	Prefer not to answer
Primary care	47.0%	5.8%	5.5%	5.4%	5.6%	6.3%	6.0%	8.3%	5.7%	0.9%	3.6%
Cardiology	41.9%	5.0%	5.3%	5.5%	6.5%	6.9%	7.6%	10.4%	5.5%	1.0%	4.3%
Cardiothoracic and vascular surgery	41.9%	4.9%	5.0%	4.7%	5.7%	7.1%	7.4%	11.0%	7.3%	0.8%	4.2%
Critical care medicine	32.3%	4.7%	4.7%	6.1%	6.7%	7.9%	8.9%	13.6%	10.2%	0.6%	4.4%
Dermatology	45.9%	4.6%	5.0%	5.0%	5.7%	6.8%	6.1%	8.6%	6.3%	0.9%	5.2%
Emergency medicine	39.6%	5.7%	5.3%	5.3%	6.2%	7.1%	7.3%	11.1%	7.4%	0.9%	4.0%
Family medicine/ general practice	48.0%	5.7%	5.3%	5.2%	5.4%	6.2%	6.1%	8.2%	5.6%	0.9%	3.4%
Gastroenterology	42.3%	5.2%	4.8%	6.1%	7.0%	8.0%	7.1%	9.1%	5.9%	0.5%	4.0%
General surgery	38.2%	5.4%	4.4%	5.3%	7.3%	7.8%	7.1%	11.4%	7.2%	1.0%	4.8%
Geriatrics	48.8%	5.8%	6.0%	4.6%	4.8%	6.7%	5.2%	7.3%	6.8%	0.5%	3.4%
Hospital medicine	35.1%	4.9%	5.3%	5.8%	7.3%	8.7%	8.3%	13.4%	6.5%	0.8%	3.5%
Internal medicine- general practice	45.1%	5.9%	6.2%	5.4%	6.1%	6.0%	5.4%	8.5%	5.8%	1.0%	4.4%
Neurology	38.8%	5.5%	5.6%	4.7%	5.6%	7.0%	8.4%	11.9%	7.7%	1.0%	3.8%
Neurosurgery	38.3%	5.0%	4.8%	5.8%	6.9%	6.7%	7.5%	11.2%	8.9%	1.0%	3.9%
Obstetrics and gynecology	41.7%	4.4%	5.6%	5.3%	6.4%	7.8%	6.7%	9.8%	7.7%	1.0%	3.4%
Occupational medicine	58.7%	5.0%	3.7%	5.2%	3.6%	4.4%	3.0%	6.6%	4.9%	0.8%	4.2%
Oncology	43.5%	4.9%	4.1%	5.6%	6.0%	7.0%	7.1%	10.2%	7.0%	1.1%	3.6%
Orthopaedic surgery	39.8%	5.8%	5.1%	5.3%	6.1%	7.6%	7.6%	10.6%	6.6%	1.0%	4.3%
Otolaryngology	39.8%	5.0%	6.0%	6.1%	7.1%	6.7%	8.1%	9.5%	6.4%	0.8%	4.5%
Pain medicine	41.5%	5.0%	5.4%	5.7%	5.6%	7.4%	6.2%	11.0%	7.7%	0.9%	3.7%
Pediatrics- general	42.7%	6.1%	6.5%	6.7%	6.1%	7.2%	6.5%	8.0%	5.9%	0.9%	3.3%
Physical medicine/ rehabilitation	41.5%	6.5%	4.6%	5.8%	5.3%	6.9%	7.7%	9.1%	6.9%	1.1%	4.6%
Plastic surgery	38.7%	4.3%	4.8%	6.2%	5.3%	8.3%	7.7%	10.8%	7.9%	1.2%	4.7%
Psychiatry	34.5%	5.0%	5.0%	5.4%	6.3%	7.2%	8.7%	11.9%	10.3%	1.2%	4.5%
Urology	38.6%	4.8%	7.5%	4.8%	6.3%	8.0%	7.5%	10.4%	7.2%	1.1%	3.7%

\*Total educational debt from all undergraduate and graduate programs.



## Educational Debt \$100,000 or More by Specialty

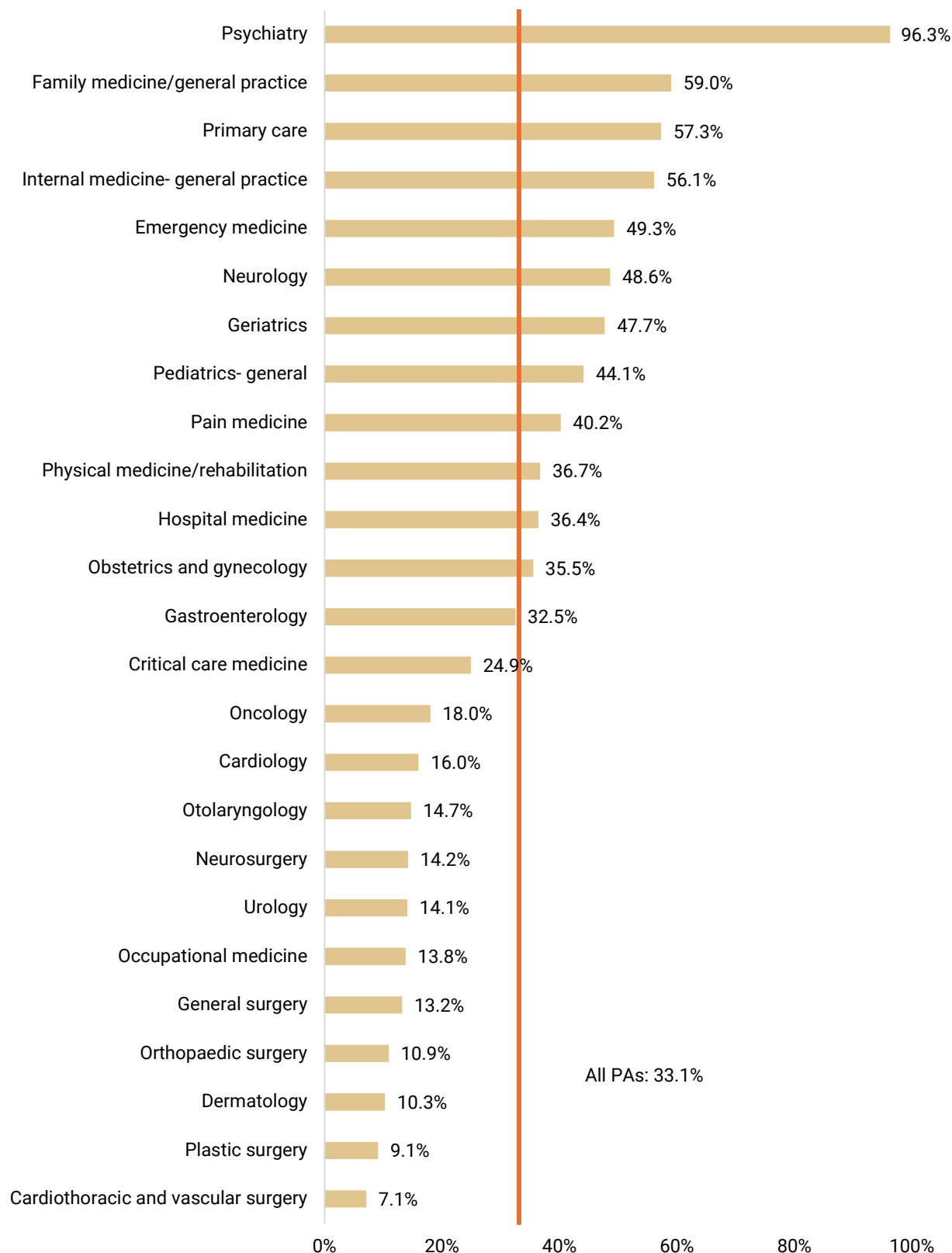


## Daily Interactions and Treatments of Mental Disorders

Specialty	Encounter patients you believe need treatment for mental disorders	Screen patients for mental disorders	Diagnose mental disorders	Initiate treatment for mental disorders	Implement treatment for patients with mental disorders	Make referrals for patients with mental disorders
<b>Primary care</b>	57.3%	69.8%	32.0%	26.7%	37.1%	21.1%
<b>Cardiology</b>	16.0%	8.5%	1.1%	1.0%	1.8%	1.7%
Cardiothoracic and vascular surgery	7.1%	5.6%	0.7%	0.6%	2.6%	0.9%
Critical care medicine	24.9%	17.5%	5.5%	7.3%	11.1%	6.0%
Dermatology	10.3%	7.2%	0.7%	0.5%	0.6%	0.8%
Emergency medicine	49.3%	46.9%	16.0%	12.5%	11.0%	23.3%
<b>Family medicine/general practice</b>	59.0%	70.7%	33.9%	28.8%	39.3%	21.2%
Gastroenterology	32.5%	13.6%	2.2%	1.9%	2.3%	3.5%
General surgery	13.2%	9.5%	1.2%	1.3%	3.5%	2.6%
Geriatrics	47.7%	42.6%	17.2%	14.0%	26.3%	15.1%
Hospital medicine	36.4%	22.8%	7.2%	7.3%	17.3%	9.7%
<b>Internal medicine- general practice</b>	56.1%	64.4%	29.6%	24.6%	35.7%	21.2%
Neurology	48.6%	40.8%	15.2%	10.7%	13.4%	13.7%
Neurosurgery	14.2%	9.4%	1.1%	0.9%	1.8%	1.6%
Obstetrics and gynecology	35.5%	55.1%	10.6%	7.1%	10.6%	13.2%
Occupational medicine	13.8%	21.9%	2.7%	2.0%	2.1%	3.3%
<b>Oncology</b>	18.0%	28.9%	2.6%	2.0%	4.1%	3.8%
Orthopaedic surgery	10.9%	6.3%	0.4%	0.4%	0.7%	0.6%
Otolaryngology	14.7%	6.5%	0.4%	0.4%	0.5%	0.7%
Pain medicine	40.2%	32.4%	6.3%	4.8%	6.8%	8.9%
Pediatrics- general	44.1%	73.1%	19.8%	12.6%	19.2%	19.6%
<b>Physical medicine/rehabilitation</b>	36.7%	21.2%	4.9%	4.3%	7.4%	8.3%
Plastic surgery	9.1%	8.7%	0.8%	0.8%	1.1%	1.9%
Psychiatry	96.3%	95.9%	93.3%	93.8%	95.0%	56.2%
Urology	14.1%	9.8%	0.6%	0.6%	0.8%	1.0%

Note: PAs were asked about the frequency of encountering, screening, diagnosing, treating, managing, and referring patients with mental disorders on a scale ranging from daily to never. The proportions in the table are for daily.

## Encounter Patients Daily who May Need Treatment for Mental Disorders by Specialty



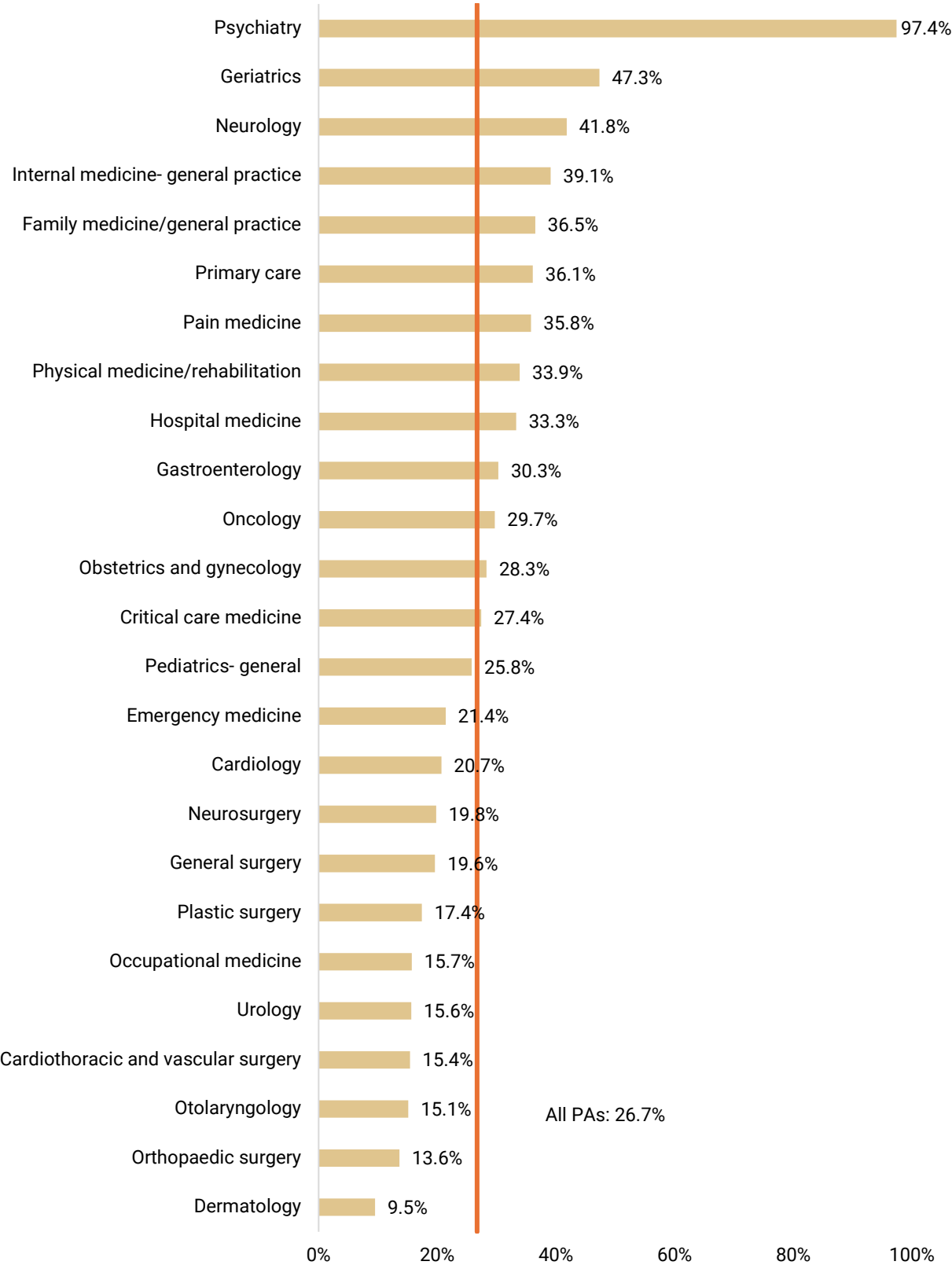
Note: PAs were asked how often they encounter (not necessarily screen, treat or refer) patients that they believe may need treatment for mental disorders in their practice.

## Proportion of Patients Who Need Treatment for Mental Disorders

Specialty	0%	1 to 25%	26 to 50%	51 to 75%	76 to 100%	Mean	Median
<b>Primary care</b>	1.0%	41.9%	36.2%	14.7%	6.2%	36.1%	30%
<b>Cardiology</b>	8.5%	64.2%	20.6%	5.2%	1.4%	20.7%	15%
Cardiothoracic and vascular surgery	13.3%	68.8%	13.6%	3.2%	1.1%	15.4%	10%
Critical care medicine	3.3%	57.8%	27.2%	9.0%	2.7%	27.4%	20%
Dermatology	14.4%	76.7%	7.2%	1.3%	0.5%	9.5%	5%
Emergency medicine	1.6%	71.6%	20.2%	4.7%	1.9%	21.4%	15%
<b>Family medicine/general practice</b>	0.9%	41.1%	36.5%	15.2%	6.3%	36.5%	30%
Gastroenterology	5.7%	48.6%	31.5%	10.0%	4.2%	30.3%	25%
General surgery	13.6%	60.2%	19.7%	4.1%	2.4%	19.6%	10%
Geriatrics	0.9%	25.8%	37.1%	20.2%	16.0%	47.3%	50%
Hospital medicine	1.5%	48.7%	32.5%	11.5%	5.8%	33.3%	25%
<b>Internal medicine- general practice</b>	1.3%	36.4%	38.1%	15.9%	8.3%	39.1%	35%
Neurology	1.6%	33.9%	35.7%	17.9%	10.9%	41.8%	40%
Neurosurgery	10.3%	63.4%	19.1%	5.2%	2.0%	19.8%	10%
Obstetrics and gynecology	2.4%	56.0%	29.5%	9.3%	2.8%	28.3%	20%
Occupational medicine	13.7%	66.8%	13.7%	3.8%	1.9%	15.7%	10%
<b>Oncology</b>	2.5%	53.3%	31.1%	9.2%	3.9%	29.7%	25%
Orthopaedic surgery	19.6%	64.5%	12.2%	2.7%	0.9%	13.6%	5%
Otolaryngology	16.8%	65.2%	13.2%	3.9%	0.9%	15.1%	10%
Pain medicine	5.7%	41.7%	29.3%	13.1%	10.3%	35.8%	30%
Pediatrics- general	1.4%	61.2%	29.0%	6.8%	1.6%	25.8%	20%
<b>Physical medicine/rehabilitation</b>	5.4%	44.3%	30.1%	13.4%	6.7%	33.9%	30%
Plastic surgery	19.3%	58.6%	15.5%	3.9%	2.7%	17.4%	10%
Psychiatry	0.2%	0.8%	1.1%	1.2%	96.8%	97.4%	100%
Urology	15.0%	67.1%	13.4%	2.9%	1.6%	15.6%	10%

Note: PAs were asked what proportion of the patients they see in their principal practice would benefit from mental health services.

# Mean Proportion of Patients Who Would Benefit from Mental Health Services by Specialty

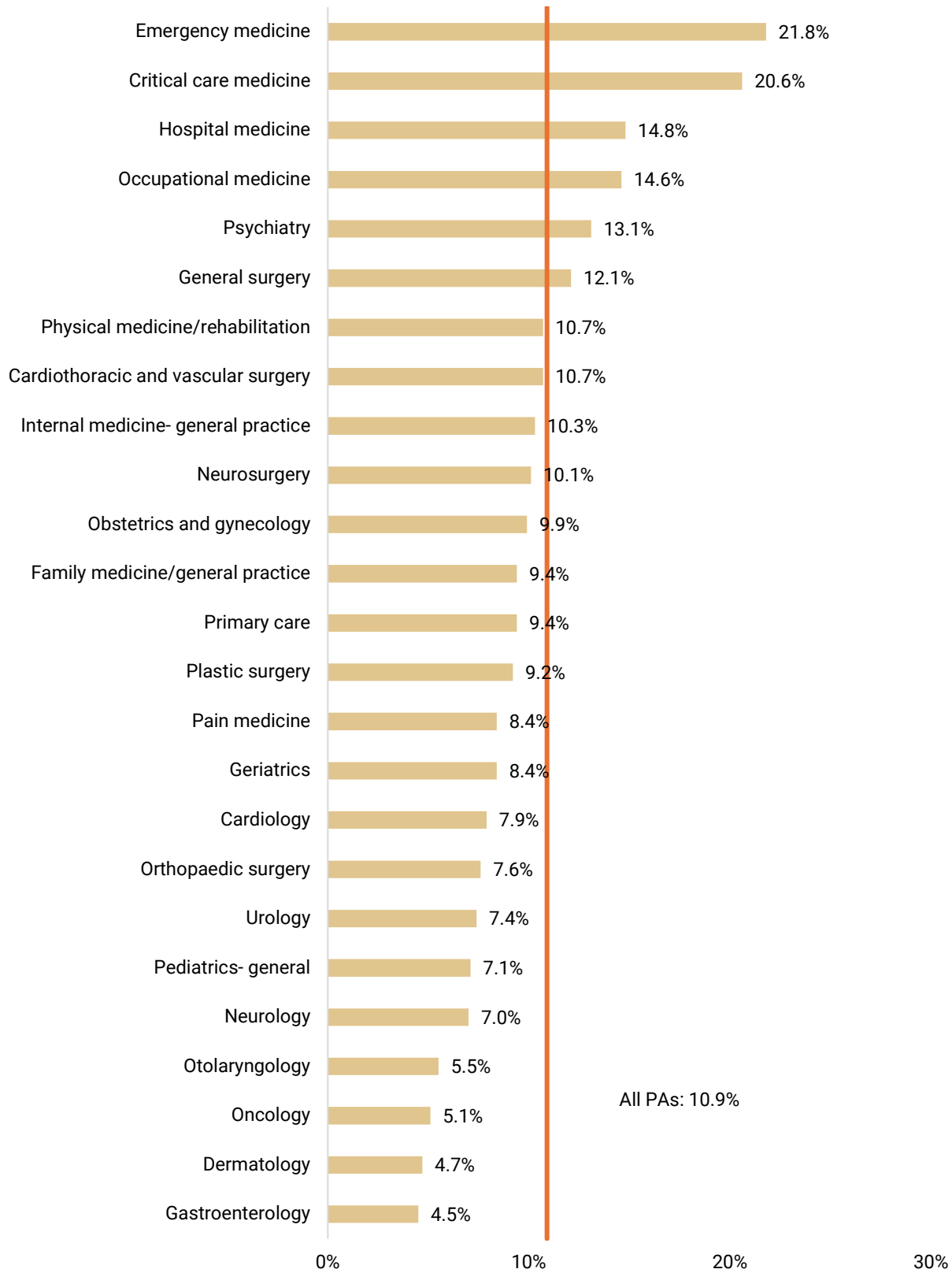


# Secondary Practice Characteristics

## Percent who Have a Secondary Position by Principal Specialty

Principal Specialty	Percent who have a secondary position	Percent change PAs who have a secondary clinical position 2020-2024	Percent who have a principal and secondary position in this specialty
<b>Primary care</b>	<b>9.4%</b>	<b>-1.1%</b>	<b>2.8%</b>
Cardiology	7.9%	0.0%	2.0%
Cardiothoracic and vascular surgery	10.7%	-0.7%	4.0%
Critical care medicine	20.6%	-1.7%	6.7%
Dermatology	4.7%	-0.6%	1.3%
Emergency medicine	21.8%	-0.9%	11.2%
Family medicine/general practice	9.4%	-0.9%	2.4%
Gastroenterology	4.5%	-1.4%	0.5%
General surgery	12.1%	-1.4%	3.1%
Geriatrics	8.4%	-1.6%	1.0%
Hospital medicine	14.8%	-0.1%	4.6%
Internal medicine- general practice	10.3%	-1.7%	1.8%
Neurology	7.0%	-1.6%	1.0%
Neurosurgery	10.1%	0.0%	3.0%
Obstetrics and gynecology	9.9%	-1.2%	3.4%
Occupational medicine	14.6%	-1.1%	2.6%
Oncology	5.1%	-1.6%	1.0%
Orthopaedic surgery	7.6%	-0.6%	2.4%
Otolaryngology	5.5%	-0.6%	0.5%
Pain medicine	8.4%	0.2%	1.1%
Pediatrics- general	7.1%	-0.6%	1.3%
Physical medicine/rehabilitation	10.7%	3.3%	0.9%
Plastic surgery	9.2%	-0.9%	1.7%
Psychiatry	13.1%	-0.9%	6.1%
Urology	7.4%	-0.5%	0.7%

## Percent who Practice in a Secondary Clinical Position by Principal Specialty





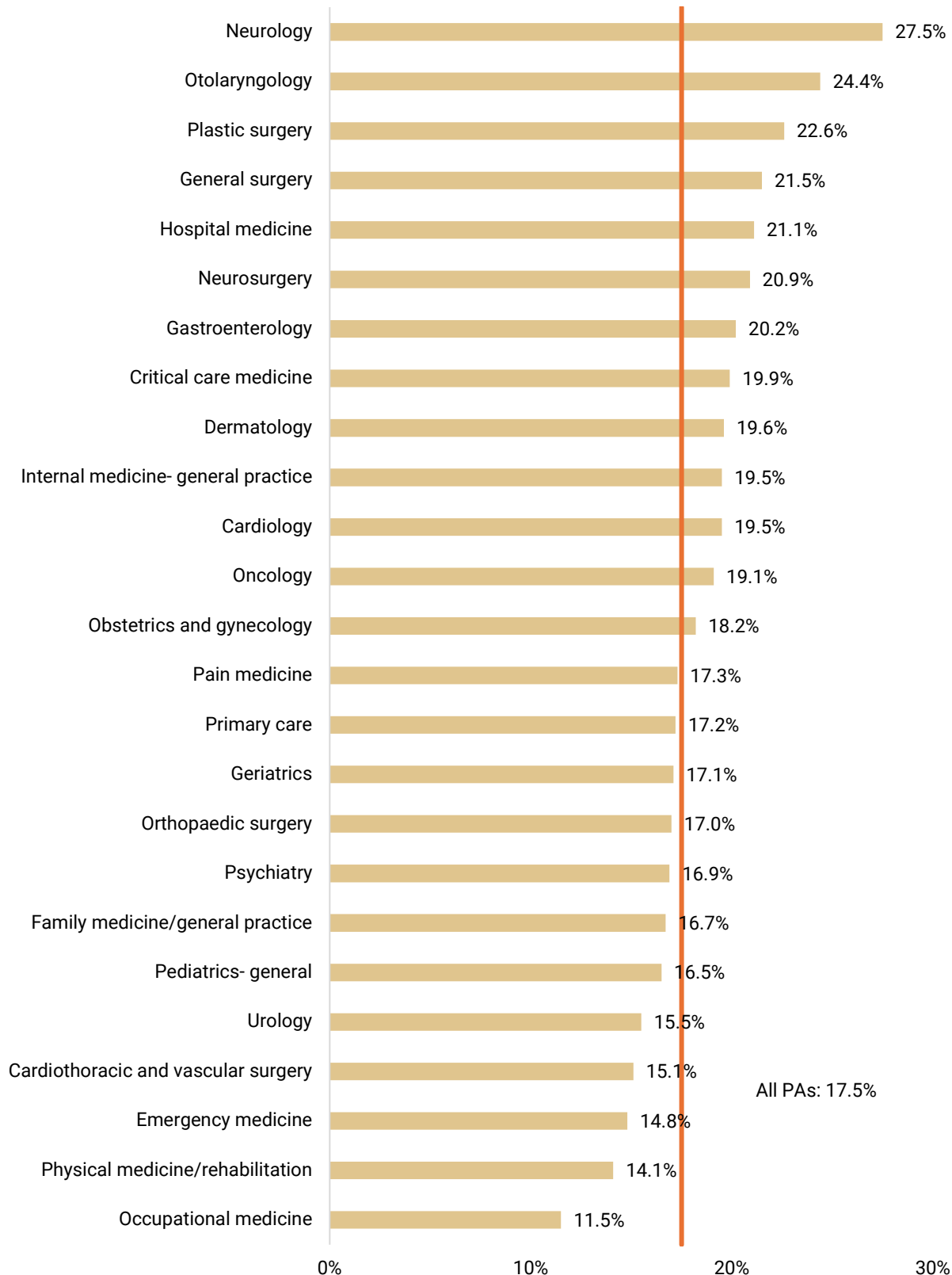
## Reasons PAs have a Secondary Clinical Position by Principal Specialty

Principal Specialty Area	Enjoy working in a variety of clinical settings	To gain experience in a different aspect of clinical care	To supplement the earnings from their principal clinical PA position	Was not offered full-time work in their principal clinical PA position	Other*
<b>Primary care</b>	<b>25.8%</b>	<b>17.2%</b>	<b>45.3%</b>	<b>2.5%</b>	<b>9.2%</b>
Cardiology	24.0%	19.5%	51.0%	0.6%	4.9%
Cardiothoracic and vascular surgery	20.5%	15.1%	54.4%	1.1%	8.8%
Critical care medicine	20.8%	19.9%	53.4%	0.5%	5.5%
Dermatology	29.8%	19.6%	38.9%	3.3%	8.4%
Emergency medicine	26.5%	14.8%	49.5%	1.3%	7.9%
Family medicine/general practice	25.5%	16.7%	45.7%	2.6%	9.6%
Gastroenterology	22.1%	20.2%	47.1%	2.9%	7.7%
General surgery	24.1%	21.5%	47.4%	0.4%	6.5%
Geriatrics	28.0%	17.1%	47.6%	1.2%	6.1%
Hospital medicine	21.3%	21.1%	48.8%	1.0%	7.7%
Internal medicine- general practice	26.3%	19.5%	43.9%	2.1%	8.1%
Neurology	13.7%	27.5%	47.1%	2.9%	8.8%
Neurosurgery	20.9%	20.9%	51.8%	0.0%	6.5%
Obstetrics and gynecology	27.7%	18.2%	42.8%	6.3%	5.0%
Occupational medicine	32.8%	11.5%	40.0%	3.0%	12.8%
Oncology	26.1%	19.1%	47.0%	0.9%	7.0%
Orthopaedic surgery	18.5%	17.0%	54.2%	0.8%	9.5%
Otolaryngology	22.0%	24.4%	43.9%	2.4%	7.3%
Pain medicine	28.2%	17.3%	43.6%	3.2%	7.7%
Pediatrics- general	28.0%	16.5%	44.5%	3.0%	7.9%
Physical medicine/rehabilitation	19.2%	14.1%	51.3%	3.8%	11.5%
Plastic surgery	28.6%	22.6%	42.1%	3.8%	3.0%
Psychiatry	27.8%	16.9%	43.6%	2.7%	9.0%
Urology	20.4%	15.5%	52.4%	1.0%	10.7%

Note: PAs who responded that they work in a secondary clinical position were asked which reason best describes why they do so.

Most common other responses: military appointment, working via telemedicine, wanting to try a different specialty, employer shortage of PAs, more benefits (health and retirement)

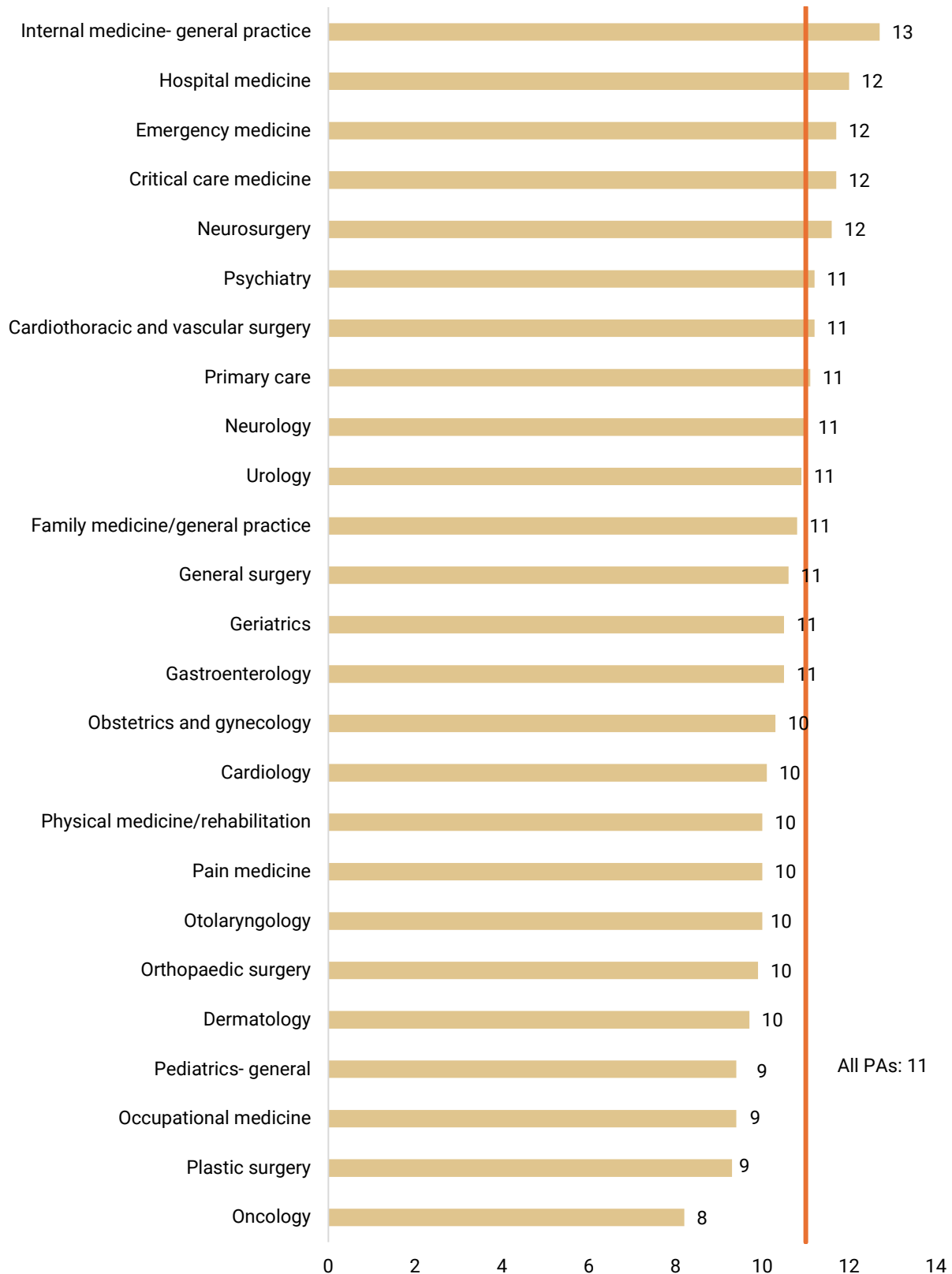
## Percent who have a Secondary Position to Gain Experience in a Different Aspect of Clinical Care by Principal Specialty



## Hours Spent in Secondary Position by Principal Specialty

Principal Specialty Area	Median hours spent in a secondary position 2024	Median hours spent in a secondary position 2020	Mean hours spent in a secondary position 2024	Mean hours spent in a secondary position 2020
<b>Primary care</b>	<b>9</b>	<b>9</b>	<b>11</b>	<b>11</b>
<b>Cardiology</b>	<b>10</b>	<b>8</b>	<b>10</b>	<b>10</b>
Cardiothoracic and vascular surgery	10	10	11	11
Critical care medicine	10	12	12	13
Dermatology	8	8	10	10
Emergency medicine	10	10	12	12
<b>Family medicine/general practice</b>	<b>8</b>	<b>8</b>	<b>11</b>	<b>11</b>
Gastroenterology	10	10	11	11
General surgery	10	10	11	11
Geriatrics	10	10	11	12
Hospital medicine	10	10	12	12
<b>Internal medicine- general practice</b>	<b>10</b>	<b>10</b>	<b>13</b>	<b>12</b>
Neurology	10	10	11	11
Neurosurgery	10	10	12	11
Obstetrics and gynecology	10	10	10	12
Occupational medicine	8	8	9	10
<b>Oncology</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>9</b>
Orthopaedic surgery	8	8	10	10
Otolaryngology	8	8	10	10
Pain medicine	8	8	10	11
Pediatrics- general	8	10	9	10
<b>Physical medicine/rehabilitation</b>	<b>10</b>	<b>8</b>	<b>10</b>	<b>10</b>
Plastic surgery	8	8	9	10
Psychiatry	9	10	11	12
Urology	8	8	11	11

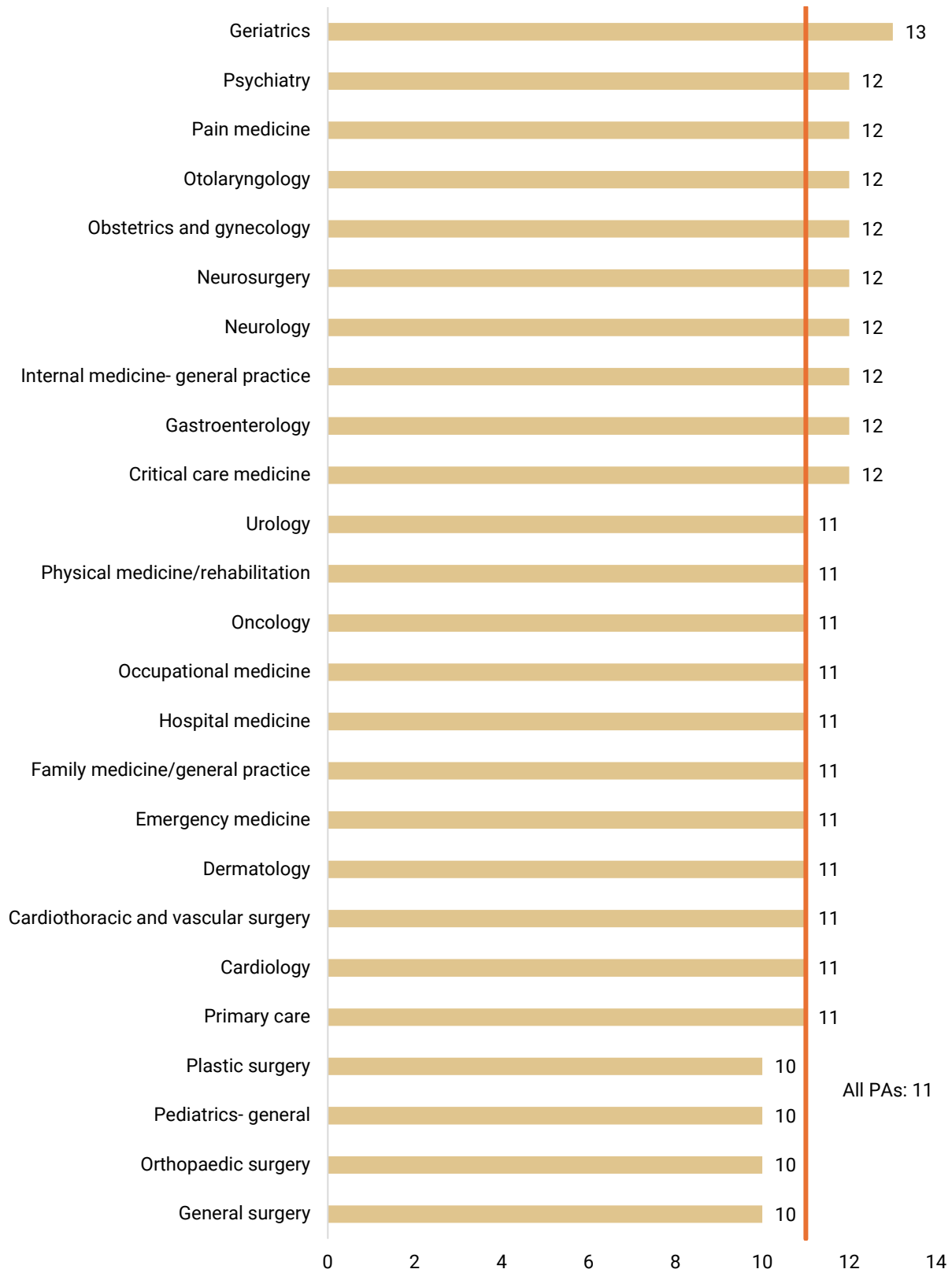
## Mean Hours Worked in Secondary Clinical Position by Principal Specialty



## Hours Spent in Secondary Position by Secondary Specialty

Secondary Specialty Area	Median hours spent in a secondary position 2024	Median hours spent in a secondary position 2020	Mean hours spent in a secondary position 2024	Mean hours spent in a secondary position 2020
<b>Primary care</b>	<b>8</b>	<b>9</b>	<b>11</b>	<b>11</b>
<b>Cardiology</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>11</b>
Cardiothoracic and vascular surgery	10	10	11	12
Critical care medicine	12	12	12	13
Dermatology	10	10	11	12
Emergency medicine	10	10	11	11
<b>Family medicine/general practice</b>	<b>8</b>	<b>8</b>	<b>11</b>	<b>11</b>
Gastroenterology	10	10	12	13
General surgery	10	10	10	10
Geriatrics	10	10	13	12
Hospital medicine	10	10	11	12
<b>Internal medicine- general practice</b>	<b>10</b>	<b>10</b>	<b>12</b>	<b>12</b>
Neurology	12	10	12	13
Neurosurgery	12	10	12	13
Obstetrics and gynecology	12	10	12	13
Occupational medicine	8	8	11	10
<b>Oncology</b>	<b>10</b>	<b>8</b>	<b>11</b>	<b>11</b>
Orthopaedic surgery	8	8	10	10
Otolaryngology	12	8	12	11
Pain medicine	10	10	12	12
Pediatrics- general	8	8	10	10
<b>Physical medicine/rehabilitation</b>	<b>9</b>	<b>8</b>	<b>11</b>	<b>10</b>
Plastic surgery	8	8	10	11
Psychiatry	10	10	12	13
Urology	9	8	11	13

## Mean Hours Worked in Secondary Position by Secondary Specialty



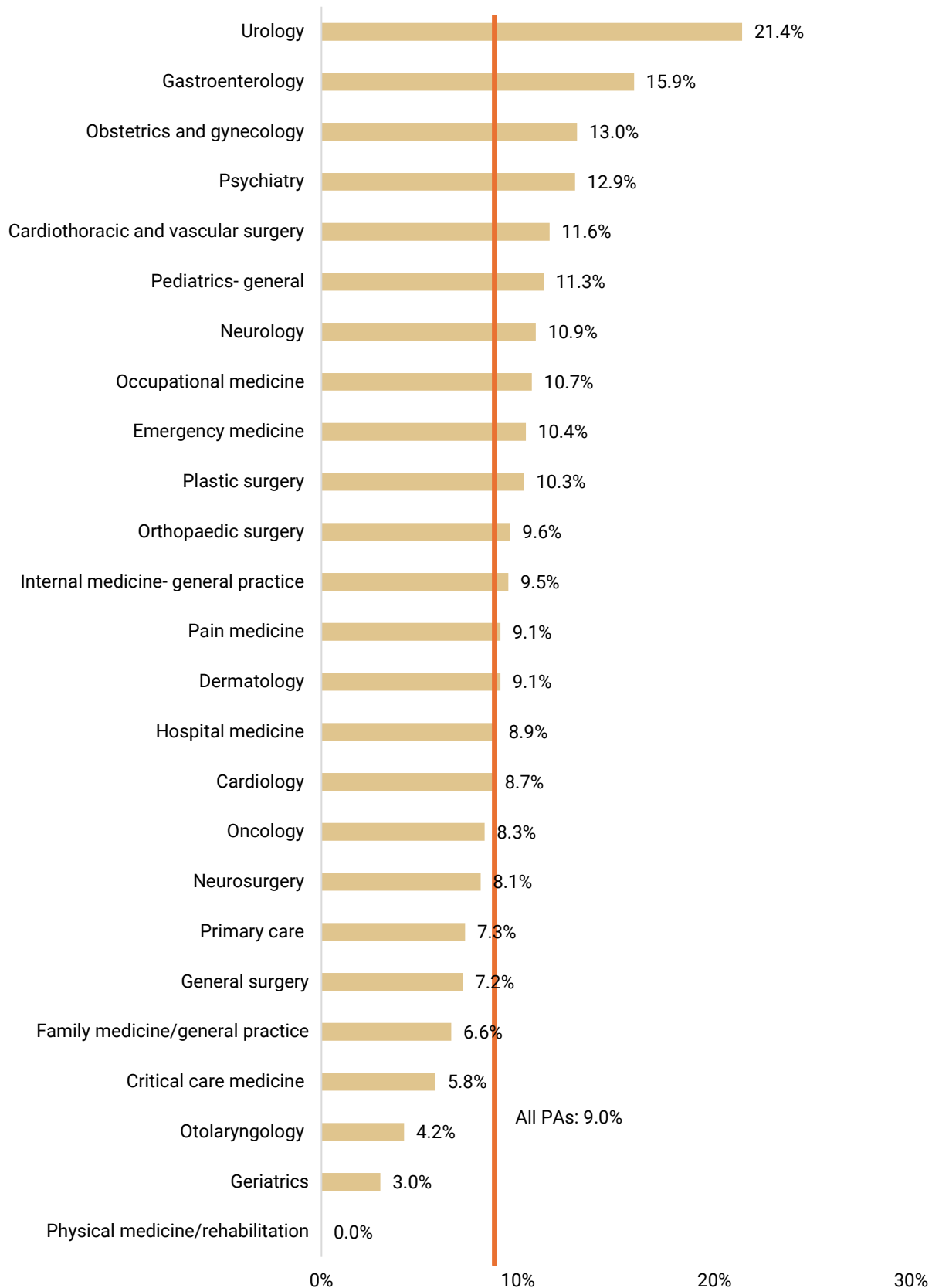
Non-Clinical Secondary Position by Principal Specialty

	Faculty	Medical Administration	Consulting	Speaking	Clinical Trial Research	Expert Witness	Other*
Primary care	7.3%	29.7%	13.9%	10.1%	4.1%	3.0%	51.7%
Cardiology	8.7%	27.9%	14.4%	18.3%	5.8%	2.9%	50.0%
Cardiothoracic and vascular surgery	11.6%	39.5%	20.9%	16.3%	3.5%	4.7%	40.7%
Critical care medicine	5.8%	31.7%	9.6%	12.5%	1.9%	5.8%	50.0%
Dermatology	9.1%	14.9%	27.3%	33.9%	11.6%	4.1%	40.5%
Emergency medicine	10.4%	28.5%	12.8%	9.7%	2.8%	7.6%	48.3%
Family medicine/ general practice	6.6%	31.4%	14.2%	9.9%	4.5%	2.7%	51.0%
Gastroenterology	15.9%	6.8%	11.4%	20.5%	25.0%	4.5%	40.9%
General surgery	7.2%	25.8%	10.3%	15.5%	4.1%	4.1%	53.6%
Geriatrics	3.0%	24.2%	18.2%	6.1%	9.1%	3.0%	57.6%
Hospital medicine	8.9%	35.4%	7.0%	7.0%	2.5%	1.9%	43.0%
Internal medicine-general practice	9.5%	27.8%	15.8%	11.4%	3.2%	4.4%	50.0%
Neurology	10.9%	19.6%	17.4%	15.2%	26.1%	0.0%	47.8%
Neurosurgery	8.1%	17.7%	17.7%	22.6%	6.5%	11.3%	48.4%
Obstetrics and gynecology	13.0%	26.1%	13.0%	17.4%	10.9%	8.7%	50.0%
Occupational medicine	10.7%	34.7%	25.3%	6.7%	5.3%	6.7%	48.0%
Oncology	8.3%	27.8%	18.1%	12.5%	23.6%	2.8%	38.9%
Orthopaedic surgery	9.6%	26.2%	14.0%	15.5%	4.1%	7.7%	45.4%
Otolaryngology	4.2%	16.7%	0.0%	4.2%	4.2%	0.0%	79.2%
Pain medicine	9.1%	18.2%	33.3%	15.2%	15.2%	9.1%	39.4%
Pediatrics- general	11.3%	12.9%	4.8%	9.7%	1.6%	3.2%	64.5%
Physical medicine/ rehabilitation	0.0%	30.0%	20.0%	0.0%	20.0%	0.0%	60.0%
Plastic surgery	10.3%	23.1%	51.3%	33.3%	5.1%	10.3%	38.5%
Psychiatry	12.9%	15.8%	23.8%	25.7%	5.0%	8.9%	39.6%
Urology	21.4%	32.1%	14.3%	28.6%	7.1%	3.6%	32.1%

Note: Includes PAs who indicated they have a secondary non-clinical position in addition to their principal clinical PA position, and the type of non-clinical position. PAs could select more than one position. The percentages reflect the distribution within principal specialty among PAs with secondary non-clinical position.

\*Other non-clinical positions listed include: administration, military, health assessments, quality improvement/control, medical research, IT/medical informatics

## Non-Clinical Secondary Faculty Position by Principal Specialty





# Future Data on 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 will need to follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's website at: [www.nccpa.net/resources/nccpa-research/](http://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 Recently Board Certified PAs
- Statistical Profile of Board Certified PAs by State

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

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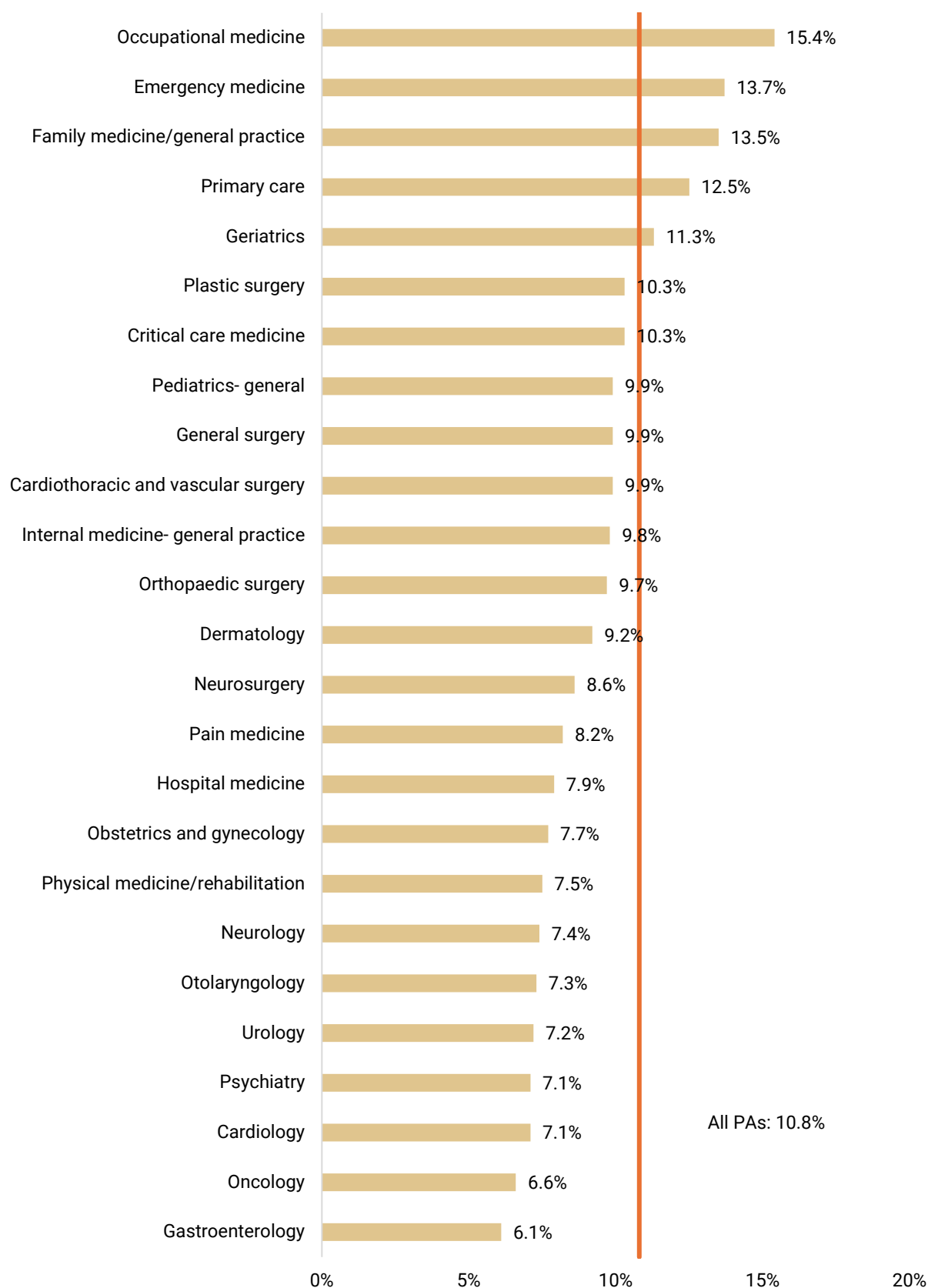
# Appendix

## Participated in International Medical Work by Specialty

Specialty	Yes	No
<b>Primary care</b>	12.5%	87.5%
<b>Cardiology</b>	7.1%	92.1%
Cardiothoracic and vascular surgery	9.9%	90.1%
Critical care medicine	10.3%	89.7%
Dermatology	9.2%	90.8%
Emergency medicine	13.7%	86.3%
<b>Family medicine/general practice</b>	13.5%	86.5%
Gastroenterology	6.1%	93.9%
General surgery	9.9%	90.1%
Geriatrics	11.3%	88.7%
Hospital medicine	7.9%	92.1%
<b>Internal medicine- general practice</b>	9.8%	90.2%
Neurology	7.4%	92.6%
Neurosurgery	8.6%	91.4%
Obstetrics and gynecology	7.7%	92.3%
Occupational medicine	15.4%	84.6%
<b>Oncology</b>	6.6%	93.4%
Orthopaedic surgery	9.7%	90.3%
Otolaryngology	7.3%	92.7%
Pain medicine	8.2%	91.8%
Pediatrics- general	9.9%	90.1%
<b>Physical medicine/rehabilitation</b>	7.5%	92.5%
Plastic surgery	10.3%	89.7%
Psychiatry	7.1%	92.9%
Urology	7.2%	92.8%

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

## Participated in International Medical Work

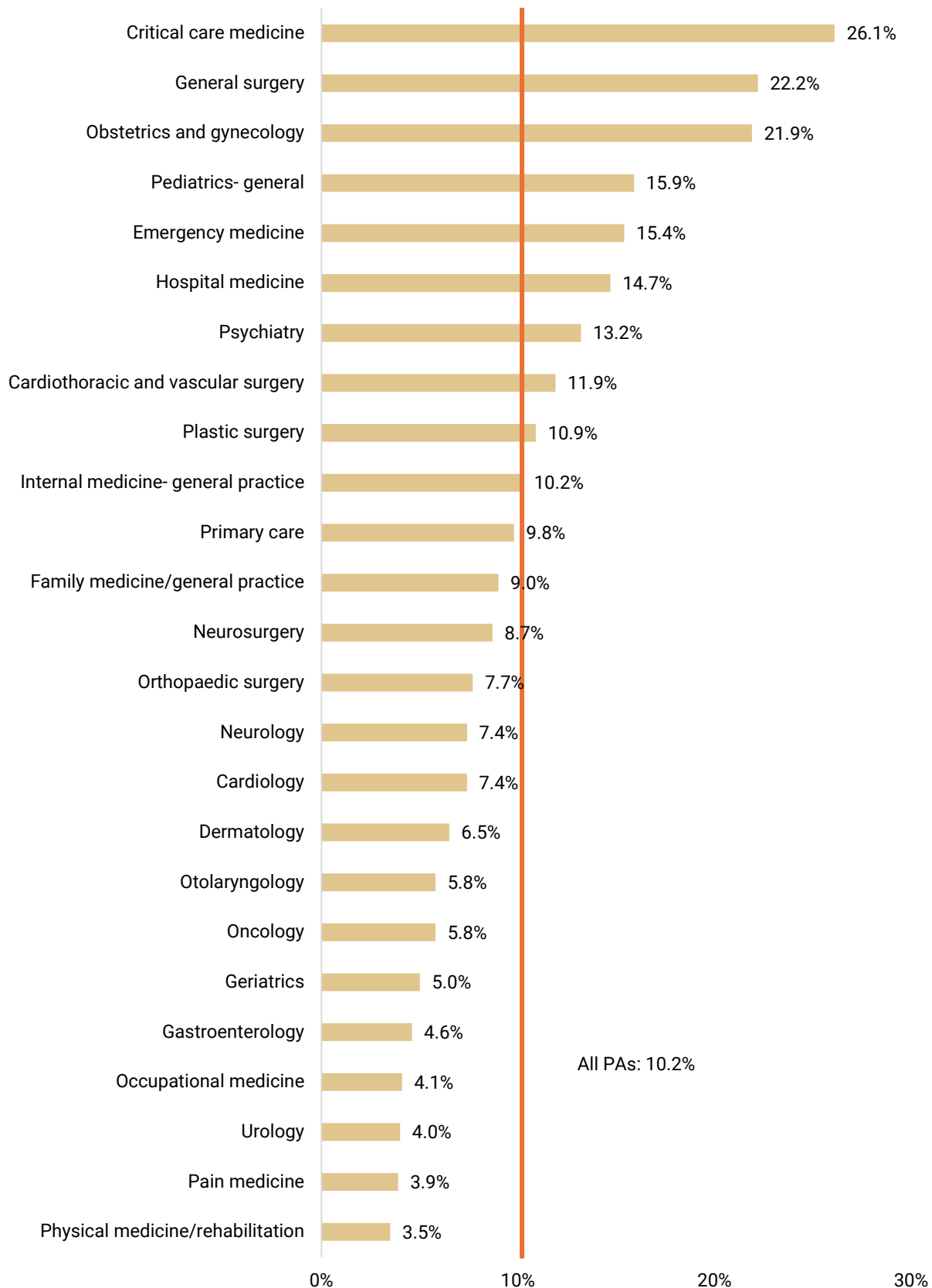


## Number of Hours Spent Precepting per Week by Specialty

	0 hours	1-10 hours	11-20 hours	21-30 hours	31-40 hours	Over 40 hours
<b>Primary care</b>	68.6%	21.7%	4.1%	1.7%	3.6%	0.4%
Cardiology	61.1%	31.5%	4.0%	1.5%	1.7%	0.2%
Cardiothoracic and vascular surgery	43.5%	44.6%	7.5%	2.1%	1.8%	0.5%
Critical care medicine	39.7%	34.2%	16.7%	4.3%	4.6%	0.5%
Dermatology	68.0%	25.5%	2.5%	1.6%	2.2%	0.2%
Emergency medicine	54.4%	30.2%	9.6%	3.0%	2.4%	0.4%
<b>Family medicine/general practice</b>	69.2%	21.9%	3.9%	1.4%	3.3%	0.4%
Gastroenterology	74.2%	21.1%	3.1%	0.6%	0.6%	0.3%
General surgery	35.3%	42.6%	11.7%	4.3%	5.6%	0.6%
Geriatrics	74.9%	20.1%	2.8%	0.3%	1.7%	0.2%
Hospital medicine	57.0%	28.3%	8.0%	2.6%	3.6%	0.5%
<b>Internal medicine- general practice</b>	70.3%	19.5%	4.2%	1.8%	3.8%	0.4%
Neurology	62.9%	29.7%	5.0%	0.9%	1.3%	0.2%
Neurosurgery	55.4%	35.9%	4.4%	1.5%	1.9%	0.9%
Obstetrics and gynecology	46.5%	31.7%	10.7%	3.8%	7.3%	0.1%
Occupational medicine	79.6%	16.3%	1.6%	0.5%	1.7%	0.3%
<b>Oncology</b>	61.6%	32.5%	3.7%	0.5%	1.4%	0.2%
Orthopaedic surgery	56.4%	35.9%	4.6%	1.1%	1.5%	0.5%
Otolaryngology	67.7%	26.4%	3.3%	0.4%	1.8%	0.3%
Pain medicine	79.3%	16.8%	1.9%	0.6%	1.2%	0.2%
Pediatrics- general	59.0%	25.0%	5.8%	3.5%	6.4%	0.2%
<b>Physical medicine/rehabilitation</b>	76.9%	19.6%	1.7%	0.7%	0.9%	0.2%
Plastic surgery	52.9%	36.2%	4.9%	2.5%	3.1%	0.4%
Psychiatry	67.2%	19.6%	5.5%	2.7%	4.7%	0.3%
Urology	72.2%	23.8%	1.5%	0.7%	1.7%	0.1%

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

## Precepts More than 10 Hours per Week by Specialty

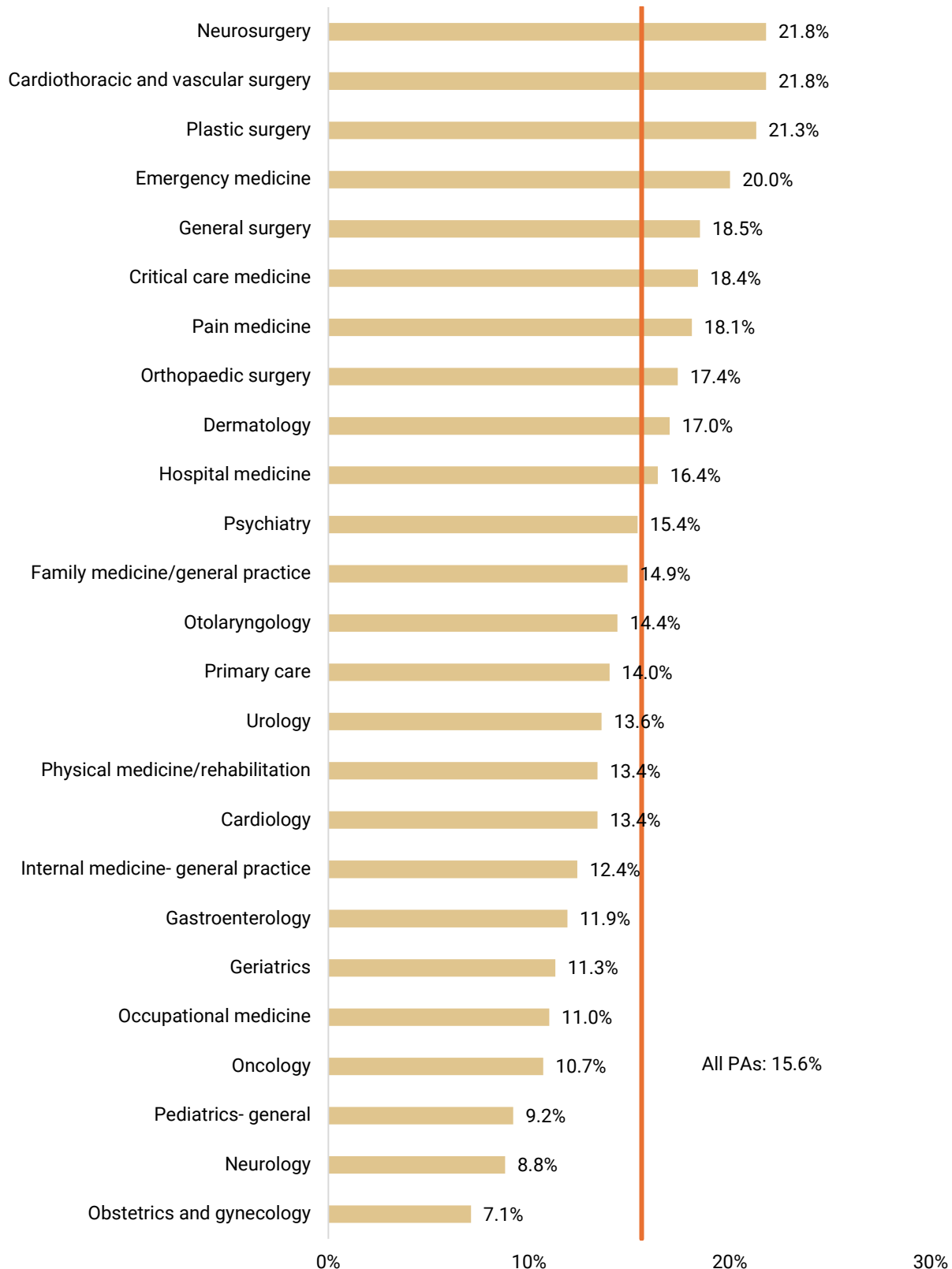


## Influence of Educational Debt on Specialty Choice by Current Specialty

Specialty	Yes	No
<b>Primary care</b>	14.0%	86.0%
<b>Cardiology</b>	13.4%	86.6%
Cardiothoracic and vascular surgery	21.8%	78.2%
Critical care medicine	18.4%	81.6%
Dermatology	17.0%	83.0%
Emergency medicine	20.0%	80.0%
<b>Family medicine/general practice</b>	14.9%	85.1%
Gastroenterology	11.9%	88.1%
General surgery	18.5%	81.5%
Geriatrics	11.3%	88.7%
Hospital medicine	16.4%	83.6%
<b>Internal medicine- general practice</b>	12.4%	87.6%
Neurology	8.8%	91.2%
Neurosurgery	21.8%	78.2%
Obstetrics and gynecology	7.1%	92.9%
Occupational medicine	11.0%	89.0%
<b>Oncology</b>	10.7%	89.3%
Orthopaedic surgery	17.4%	82.6%
Otolaryngology	14.4%	85.6%
Pain medicine	18.1%	81.9%
Pediatrics- general	9.2%	90.8%
<b>Physical medicine/rehabilitation</b>	13.4%	86.6%
Plastic surgery	21.3%	78.7%
Psychiatry	15.4%	84.6%
Urology	13.6%	86.4%

Note: PAs were asked if their level of educational debt influenced their specialty decision.

## Level of Educational Debt Influenced PA's Specialty Decision by Specialty



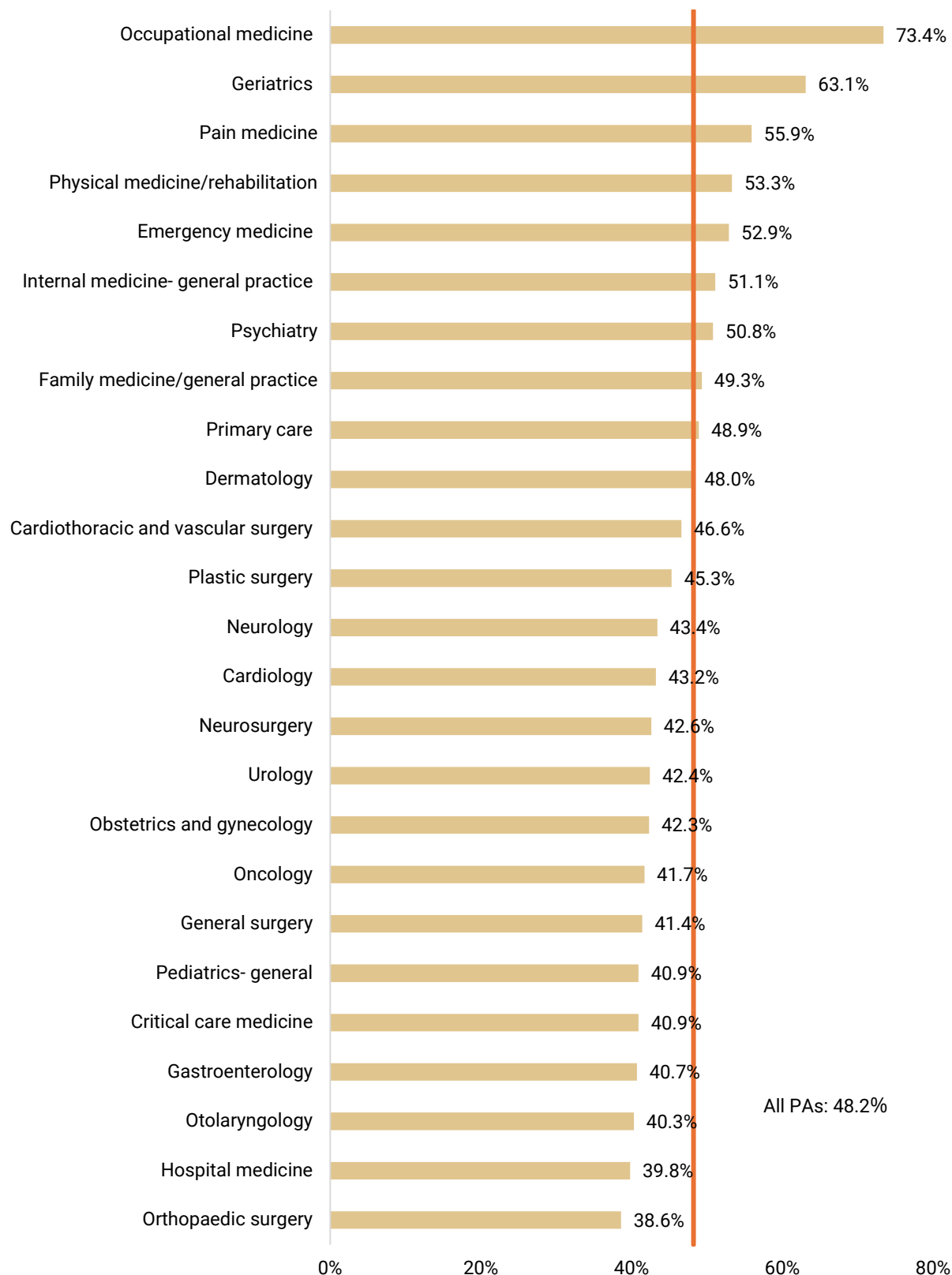


## Number of Clinical PA Positions Since Starting Career by Specialty

	Number of Positions									
	1	2	3	4	5	6	7	8	9	10 or more
<b>Primary care</b>	26.1%	24.6%	18.9%	11.8%	7.6%	4.4%	2.3%	1.6%	0.6%	2.1%
<b>Cardiology</b>	27.3%	29.1%	20.9%	10.7%	6.1%	2.8%	1.4%	0.6%	0.4%	0.7%
Cardiothoracic and vascular surgery	26.5%	26.3%	21.3%	11.5%	6.4%	4.0%	1.4%	0.9%	0.3%	1.4%
Critical care medicine	28.9%	29.8%	18.0%	8.3%	5.9%	3.7%	1.9%	0.9%	0.5%	2.0%
Dermatology	23.1%	28.5%	21.0%	12.8%	7.4%	3.4%	1.7%	0.9%	0.3%	0.8%
Emergency medicine	23.2%	23.4%	18.4%	12.2%	8.7%	5.2%	2.5%	2.1%	0.9%	3.4%
<b>Family medicine/general practice</b>	26.0%	24.4%	18.3%	12.0%	7.7%	4.6%	2.4%	1.8%	0.6%	2.3%
Gastroenterology	27.5%	31.7%	19.4%	10.6%	5.1%	2.7%	1.3%	0.7%	0.5%	0.6%
General surgery	31.0%	27.0%	19.1%	9.9%	5.7%	2.9%	1.6%	1.0%	0.3%	1.5%
Geriatrics	16.0%	20.6%	18.5%	15.6%	12.9%	4.5%	4.3%	1.9%	1.0%	4.8%
Hospital medicine	32.3%	27.4%	16.3%	9.7%	6.0%	3.3%	1.9%	1.0%	0.4%	1.6%
<b>Internal medicine-general practice</b>	24.1%	24.3%	20.2%	12.2%	7.9%	4.4%	2.7%	1.6%	0.6%	2.0%
Neurology	28.7%	27.5%	18.3%	10.2%	5.4%	4.3%	1.5%	1.2%	0.4%	2.4%
Neurosurgery	29.9%	27.2%	18.9%	10.6%	6.5%	3.1%	1.7%	0.8%	0.5%	0.8%
Obstetrics and gynecology	28.7%	28.6%	19.5%	11.0%	7.1%	2.4%	1.3%	0.4%	0.2%	0.9%
Occupational medicine	9.8%	16.5%	20.0%	15.1%	13.8%	8.4%	5.3%	4.0%	1.8%	5.3%
<b>Oncology</b>	26.5%	31.7%	19.9%	10.1%	6.0%	3.3%	1.0%	0.4%	0.7%	0.4%
Orthopaedic surgery	31.8%	29.3%	18.7%	9.5%	5.3%	2.7%	1.0%	0.6%	0.3%	0.7%
Otolaryngology	30.6%	28.6%	19.6%	9.9%	4.4%	3.5%	1.5%	0.6%	0.1%	1.2%
Pain medicine	19.8%	23.8%	21.0%	13.0%	9.5%	4.9%	2.7%	2.2%	0.7%	2.4%
Pediatrics- general	31.9%	27.0%	20.9%	9.8%	5.5%	2.7%	0.9%	0.3%	0.5%	0.5%
<b>Physical medicine/rehabilitation</b>	20.1%	26.6%	20.3%	15.0%	7.6%	4.4%	2.3%	0.7%	0.9%	2.1%
Plastic surgery	24.0%	30.6%	21.4%	11.9%	6.6%	2.2%	2.0%	0.7%	0.2%	0.5%
Psychiatry	21.8%	27.1%	18.6%	12.2%	8.7%	3.9%	1.9%	2.1%	1.0%	2.8%
Urology	28.6%	28.7%	18.9%	11.2%	6.5%	2.4%	1.4%	0.9%	0.5%	0.8%

Note: PAs were asked the total number of clinical PA positions they have had since starting their career as a PA.

## Three or More Positions Since Starting Career as a PA by Specialty



## Leadership by Specialty

Specialty	Hold leadership position in current principal employment setting	Leadership area in principal employment setting					Hold leadership position outside principal employment
		Clinical	Administration	Education	Research	Other*	
<b>Primary care</b>	17.4%	46.8%	38.0%	6.2%	0.2%	8.8%	34.5%
<b>Cardiology</b>	15.8%	48.8%	38.4%	6.3%	0.3%	6.3%	31.0%
Cardiothoracic and vascular surgery	20.8%	57.9%	27.8%	8.0%	0.4%	5.9%	30.3%
Critical care medicine	19.7%	42.2%	36.7%	14.5%	0.7%	5.9%	35.7%
Dermatology	12.5%	57.3%	25.2%	7.6%	1.2%	8.8%	28.2%
Emergency medicine	19.0%	35.0%	44.2%	12.9%	0.7%	7.2%	33.8%
<b>Family medicine/general practice</b>	18.0%	46.6%	38.6%	5.6%	0.1%	9.0%	35.2%
Gastroenterology	10.1%	50.7%	28.6%	9.3%	2.1%	9.3%	34.1%
General surgery	15.7%	42.4%	39.2%	7.0%	0.3%	11.1%	30.8%
Geriatrics	18.8%	54.6%	27.8%	7.4%	0.9%	9.3%	26.9%
Hospital medicine	14.4%	37.6%	44.4%	9.0%	1.1%	7.9%	33.8%
<b>Internal medicine- general practice</b>	16.4%	50.3%	34.3%	7.7%	0.8%	6.9%	33.2%
Neurology	11.7%	42.7%	37.9%	9.7%	1.0%	8.7%	42.2%
Neurosurgery	15.8%	56.1%	30.2%	6.1%	0.4%	7.3%	31.3%
Obstetrics and gynecology	14.4%	45.3%	40.1%	8.0%	0.0%	6.6%	31.6%
Occupational medicine	30.1%	56.8%	32.8%	3.7%	0.7%	6.1%	24.0%
<b>Oncology</b>	16.6%	46.7%	35.5%	10.7%	2.3%	4.7%	29.9%
Orthopaedic surgery	13.9%	47.1%	35.3%	7.6%	0.7%	9.3%	30.7%
Otolaryngology	12.3%	50.9%	28.9%	8.8%	1.8%	9.6%	33.3%
Pain medicine	16.4%	60.8%	28.5%	5.4%	0.5%	4.8%	22.6%
Pediatrics- general	13.6%	39.8%	39.8%	9.4%	0.0%	11.0%	29.2%
<b>Physical medicine/rehabilitation</b>	14.6%	48.4%	33.9%	4.8%	0.0%	12.9%	32.3%
Plastic surgery	19.1%	55.0%	30.0%	5.6%	0.0%	9.4%	32.7%
Psychiatry	18.3%	53.0%	30.7%	5.5%	0.9%	9.9%	26.7%
Urology	12.3%	59.4%	25.7%	5.9%	1.0%	7.9%	30.7%

Note: PAs were asked if they hold a leadership role inside and outside their 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

## Hold a Leadership Position in Principal Employment by Specialty

