



Statistical Profile of Board Certified PAs by Specialty

ANNUAL REPORT

National Commission on Certification of PAs

2025

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Cover image: From left to right: **Carlos Sian**, PA-C, MPH, practices Family Medicine in Chicago, Illinois. **Sarah Maddux**, DMSc, PA-C, DFAAPA, is an Assistant Professor at Idaho State University and practices Neurosurgery. **Marcy Holloway**, PA-C practices General Medicine with a senior population in Las Vegas, Nevada.

Message from the President and CEO

Dear Colleagues:

Since 2015, NCCPA has published the Statistical Profile of Board Certified PAs by Specialty. Now in its eleventh year, the report provides detailed information about the specialties in which board certified PAs practice. It highlights the breadth of PA practice, the growing demand for PA-delivered care, and the profession's versatility across specialties and practice environments.

A key finding is that the PA workforce continued to expand and became more broadly distributed across medical and surgical specialties between 2021 and 2025. The PA Professional Profile allows PAs to select from 70 specific specialty and subspecialty options or an "Other" category. The Other category experienced the largest numerical growth, increasing by 5,592 PAs. The most frequently reported practice areas within this category were urgent care, aesthetic medicine, sleep medicine, obesity medicine, functional medicine, bariatric surgery, and wound care. Primary care experienced the second-largest numerical increase, adding 4,010 PAs. Despite this growth, its share of the PA workforce declined from 23.7% in 2021 to 21.4% in 2025, as the overall PA workforce grew more rapidly. The largest increases in workforce share occurred in the Other specialty category, from 10.1% to 11.9%; dermatology, from 4.1% to 4.6%; and psychiatry, from 2.0% to 2.4%. Together, these findings illustrate both the continued growth and increasing specialty diversity of the PA workforce.



Another major finding is that from 2021 to 2025, the percentage of PAs reporting that their principal employer was recruiting or hiring PAs increased in all 25 major specialty groupings, demonstrating broad demand for PA-delivered care. The largest increases occurred in emergency medicine, hospital medicine, and gastroenterology. However, in 2025, employer recruitment was highest in critical care medicine (69.6%), hospital medicine (64.1%), and oncology (62.6%). These widespread increases suggest that demand for PA-delivered care extends across medical, surgical, acute-care, and other settings.

The findings also highlight PA career flexibility. Many PAs have changed specialties multiple times, held several clinical positions throughout their careers, or worked concurrently in secondary clinical roles. Changing specialties two or more times was particularly common in occupational medicine (61.9%), geriatrics (47.8%), physical medicine/rehabilitation (47.6%), and pain medicine (42.8%). Occupational medicine also had the highest percentage of PAs who had held three or more clinical PA positions during their careers, at 75.2%.

Secondary clinical positions provide another indication of career flexibility. These positions were most common among PAs whose principal specialties were emergency medicine (21.3%), critical care medicine (19.8%), hospital medicine (14.6%), occupational medicine (14.3%), and psychiatry (12.9%). These findings show that PA career flexibility encompasses more than changing specialties; it also includes holding multiple positions, working concurrently in different clinical roles, and gaining experience across practice settings.

New findings presented in the appendix provide additional insight into PAs' experiences changing specialties. The ability to change specialties was rated as important by large majorities across specialties, with 91.8% of PAs in general surgery rating it as important. Among PAs who had changed specialties, 43.6% made their most recent change within the previous three years. Recent specialty changes were particularly common in physical medicine/rehabilitation (53.8%), critical care medicine (51.0%), and plastic surgery (50.8%).

Overall, 61.0% of PAs who changed specialties described their transition as very easy or somewhat easy, and 61.3% reported feeling proficient in their new specialty within six months. Although these experiences varied across specialties, the findings demonstrate that specialty mobility is not only valued by PAs but is also frequently exercised throughout their careers.

These are only a few of the findings presented in this comprehensive report. We invite readers to explore the report and learn more about the national workforce of 201,038 board certified PAs practicing across specialties and settings throughout the US. We extend our sincere appreciation to the board certified PAs who take the time to complete and update their PA Professional Profile. Without your participation, this report would not be possible.

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
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 one 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, 2025 and have made updates to their Profile between January 1, 2023 and December 31, 2025. Data from 2021 has been included to provide five-year comparisons. In addition, some data were obtained from other NCCPA data collection efforts. As of December 31, 2025, there were 201,038 board certified PAs, and 168,768 provided responses for at least a portion of the Profile, yielding an overall response rate of 83.9%. In 2025 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, 2025. 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 percentage point changes from 2021 to 2025 throughout the report unless otherwise noted.

About NCCPA

NCCPA is the only certifying organization for PAs in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to providing 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 231,000 PAs have been certified by NCCPA since 1975.

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

Specialty Distribution

All Specialties by Number, Percent and Percent Change

Specialty	2025		Percent Change 2021-2025
	Number	Percent	
Addiction medicine	778	0.5%	0.0%
Adolescent medicine	151	0.1%	0.0%
Anesthesiology	349	0.2%	-0.1%
Critical care medicine	2,967	2.1%	0.2%
Dermatology	6,534	4.6%	0.5%
Emergency medicine	14,725	10.4%	-1.4%
Family medicine/general practice	22,589	15.9%	-1.8%
Gynecology only	520	0.4%	0.1%
Hospice and palliative medicine	272	0.2%	0.1%
Hospital medicine (hospitalist)	4,993	3.5%	-0.2%
Internal medicine- allergy and immunology	409	0.3%	0.0%
Internal medicine- cardiology	4,234	3.0%	0.1%
Internal medicine- endocrinology	892	0.6%	0.0%
Internal medicine- gastroenterology	2,593	1.8%	0.2%
Internal medicine- general practice	5,406	3.8%	-0.5%
Internal medicine- geriatrics	1,050	0.7%	-0.1%
Internal medicine- hematology	450	0.3%	0.0%
Internal medicine- infectious disease	565	0.4%	0.0%
Internal medicine- nephrology	513	0.4%	0.0%
Internal medicine- oncology	2,409	1.7%	0.1%
Internal medicine- pulmonology	668	0.5%	0.0%
Internal medicine- rheumatology	524	0.4%	0.0%
Internal medicine- sports medicine	108	0.1%	0.0%
Neurology	1,604	1.1%	0.1%
Obstetrics and gynecology	1,770	1.2%	0.0%
Occupational medicine	1,644	1.2%	-0.1%
Ophthalmology	175	0.1%	0.0%
Otolaryngology	1,721	1.2%	0.2%
Pain medicine	2,011	1.4%	0.0%
Pathology	18	<0.1%	0.0%
Pediatric- cardiology	163	0.1%	0.0%
Pediatric- critical care medicine	228	0.2%	0.1%
Pediatric- developmental-behavioral pediatrics	61	<0.1%	0.0%
Pediatric- emergency medicine	453	0.3%	0.0%
Pediatric- endocrinology	65	<0.1%	0.0%
Pediatric- gastroenterology	91	0.1%	0.1%
Pediatric- general	2,470	1.7%	-0.1%
Pediatric- hematology-oncology	203	0.1%	0.0%
Pediatric- hospice and palliative medicine	9	<0.1%	0.0%
Pediatric- infectious diseases	26	<0.1%	0.0%
Pediatric- medical toxicology	0	0.0%	<0.1%
Pediatric- neonatal-perinatal medicine	571	0.4%	0.0%

Specialty	2025		Percent Change 2021-2025
	Number	Percent	
Pediatric- nephrology	21	<0.1%	<0.1%
Pediatric- neurodevelopmental disabilities	46	<0.1%	0.0%
Pediatric- pulmonology	52	<0.1%	0.0%
Pediatric- rheumatology	8	<0.1%	0.0%
Pediatric- sleep medicine	9	<0.1%	0.0%
Pediatric- sports medicine	128	0.1%	0.0%
Pediatric- transplant hepatology	21	<0.1%	0.0%
Physical medicine/rehabilitation	814	0.6%	0.0%
Preventive medicine/public health	203	0.1%	0.0%
Psychiatry	3,473	2.4%	0.4%
Radiation oncology	281	0.2%	0.0%
Radiology	495	0.3%	-0.5%
Radiology- interventional	1,009	0.7%	NA
Surgery- cardiothoracic	3,223	2.3%	-0.2%
Surgery- colon and rectal	350	0.2%	0.0%
Surgery- general	4,283	3.0%	0.0%
Surgery- gynecologic oncology	288	0.2%	0.0%
Surgery- gynecology and obstetrics	128	0.1%	0.0%
Surgery- neurologic	2,943	2.1%	-0.1%
Surgery- ophthalmic	29	<0.1%	0.0%
Surgery- oral and maxillofacial	35	<0.1%	0.0%
Surgery- orthopaedic	14,829	10.4%	-0.4%
Surgery- otorhinolaryngology	319	0.2%	0.0%
Surgery- pediatric	394	0.3%	0.1%
Surgery- plastic and maxillofacial	1,543	1.1%	0.1%
Surgery- urology	786	0.6%	0.1%
Surgery- vascular	1,141	0.8%	0.0%
Urology	1,516	1.1%	0.1%
Other	16,890	11.9%	1.8%

Note: PAs who indicated they are clinically active were asked to specify the area of practice for their principal clinical position.
NA: Specialty was added to the PA Professional Profile in 2023.

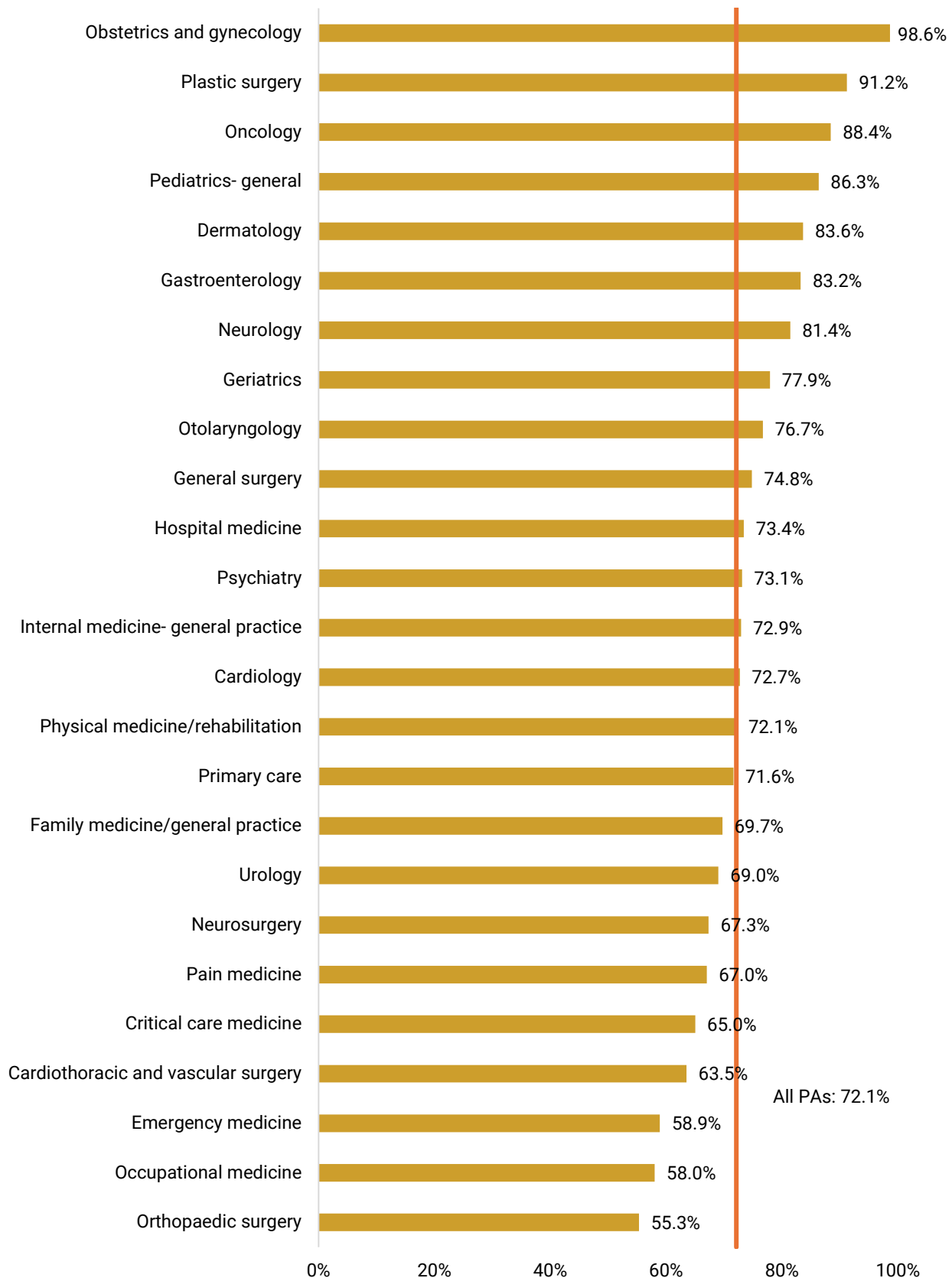
Demographics

Gender by Specialty

Specialty	Male		Female	
	2025	Percent change 2021-2025	2025	Percent change 2021-2025
Primary care	28.4%	-1.5%	71.6%	1.5%
Cardiology	27.3%	-0.8%	72.7%	0.8%
Cardiothoracic and vascular surgery	36.5%	-2.8%	63.5%	2.8%
Critical care medicine	35.0%	0.2%	65.0%	-0.2%
Dermatology	16.4%	-1.6%	83.6%	1.6%
Emergency medicine	41.1%	-0.6%	58.9%	0.6%
Family medicine/general practice	30.3%	-1.6%	69.7%	1.6%
Gastroenterology	16.8%	-1.4%	83.2%	1.4%
General surgery	25.2%	-1.2%	74.8%	1.2%
Geriatrics	22.1%	-1.0%	77.9%	1.0%
Hospital medicine	26.6%	0.0%	73.4%	0.0%
Internal medicine- general practice	27.1%	-0.7%	72.9%	0.7%
Neurology	18.6%	-0.1%	81.4%	0.1%
Neurosurgery	32.7%	-3.0%	67.3%	3.0%
Obstetrics and gynecology	1.4%	-0.6%	98.6%	0.6%
Occupational medicine	42.0%	-2.1%	58.0%	2.1%
Oncology	11.6%	-1.0%	88.4%	1.0%
Orthopaedic surgery	44.7%	-2.6%	55.3%	2.6%
Otolaryngology	23.3%	-0.2%	76.7%	0.2%
Pain medicine	33.0%	-3.3%	67.0%	3.3%
Pediatrics- general	13.7%	-1.7%	86.3%	1.7%
Physical medicine/rehabilitation	27.9%	0.9%	72.1%	-0.9%
Plastic surgery	8.8%	-0.8%	91.2%	0.8%
Psychiatry	26.9%	-1.8%	73.1%	1.8%
Urology	31.0%	-0.9%	69.0%	0.9%

Note: Approximately 0.2% of the PA population self-reported as identifying as non-binary or preferred not to answer

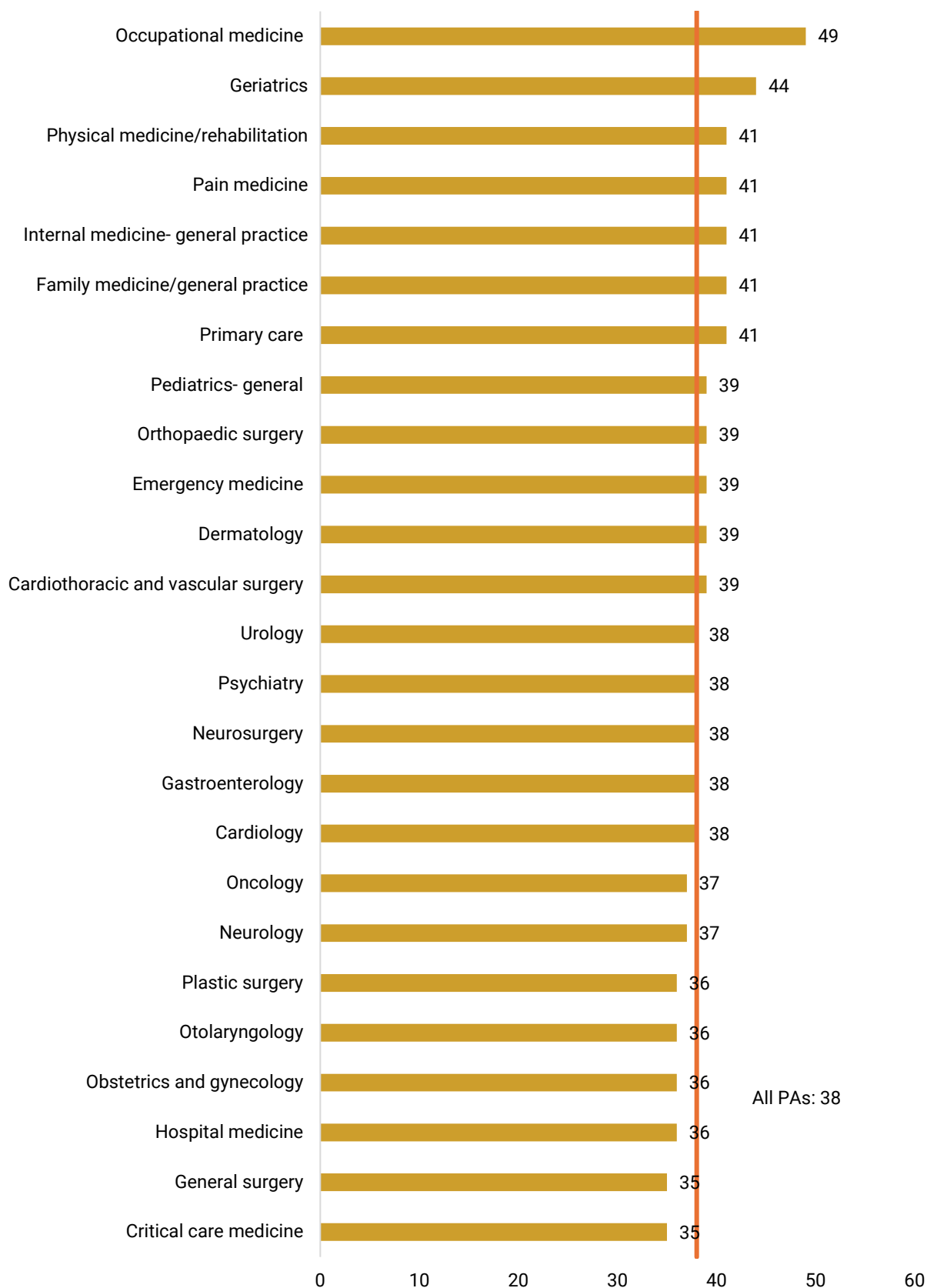
Percent Female by Specialty



Age by Specialty

Specialty	<30		30-39		40-49		50-59		60+		Median Age	
	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021
Primary care	10.2%	9.1%	35.4%	36.6%	27.2%	26.4%	16.5%	16.5%	10.7%	11.5%	41	41
Cardiology	11.1%	11.2%	42.3%	39.5%	25.0%	28.3%	14.7%	13.7%	6.9%	7.4%	38	39
Cardiothoracic and vascular surgery	9.9%	12.0%	41.7%	40.0%	26.1%	25.1%	14.6%	14.2%	7.7%	8.6%	39	39
Critical care medicine	16.2%	20.6%	51.9%	46.9%	20.3%	19.4%	8.1%	10.0%	3.5%	3.1%	35	35
Dermatology	10.2%	8.8%	41.9%	42.4%	30.2%	32.3%	13.7%	12.4%	3.9%	4.1%	39	39
Emergency medicine	11.8%	10.6%	40.8%	43.4%	25.6%	24.9%	14.4%	14.5%	7.3%	6.6%	39	38
Family medicine/ general practice	9.8%	8.7%	35.4%	36.6%	27.4%	26.5%	16.5%	16.7%	10.9%	11.5%	41	41
Gastroenterology	12.2%	12.5%	44.9%	43.4%	24.8%	26.3%	12.9%	12.5%	5.2%	5.4%	38	38
General surgery	14.0%	15.4%	45.4%	43.8%	24.0%	22.9%	10.9%	12.0%	5.9%	5.9%	35	37
Geriatrics	5.8%	7.1%	28.7%	29.9%	29.4%	26.4%	19.9%	21.3%	16.1%	15.4%	44	44
Hospital medicine	17.1%	21.0%	45.1%	41.8%	21.3%	21.0%	10.5%	10.0%	5.8%	6.1%	36	36
Internal medicine- general practice	9.9%	9.5%	33.9%	34.0%	26.0%	25.8%	18.3%	17.8%	12.0%	13.0%	41	42
Neurology	15.5%	17.4%	44.2%	41.5%	23.2%	23.3%	11.6%	12.1%	5.4%	5.7%	37	37
Neurosurgery	13.6%	14.7%	43.0%	43.1%	24.5%	24.0%	12.9%	12.4%	5.8%	5.7%	38	37
Obstetrics and gynecology	16.6%	14.8%	43.1%	40.7%	25.2%	25.5%	10.3%	12.1%	4.8%	6.8%	36	38
Occupational medicine	2.7%	4.3%	22.1%	21.8%	28.1%	26.4%	25.2%	24.2%	21.9%	23.2%	49	49
Oncology	12.3%	13.7%	45.6%	44.5%	25.9%	25.2%	11.3%	11.6%	4.9%	4.9%	37	37
Orthopaedic surgery	11.1%	11.6%	42.6%	42.6%	26.4%	27.3%	14.6%	13.6%	5.3%	4.9%	39	38
Otolaryngology	15.3%	15.0%	45.5%	45.8%	23.9%	24.5%	10.9%	9.0%	4.4%	5.7%	36	37
Pain medicine	8.2%	9.3%	34.8%	32.7%	28.9%	26.9%	18.2%	20.6%	9.9%	10.5%	41	42
Pediatrics- general	14.8%	11.6%	39.0%	42.9%	28.2%	26.5%	12.3%	11.7%	5.7%	7.2%	39	38
Physical medicine/ rehabilitation	7.8%	9.7%	36.0%	36.7%	30.7%	30.7%	16.8%	14.3%	8.6%	8.7%	41	40
Plastic surgery	12.7%	14.2%	53.8%	50.7%	23.0%	23.2%	7.6%	8.8%	3.0%	3.2%	36	36
Psychiatry	10.9%	15.1%	44.7%	37.3%	24.1%	22.6%	13.5%	14.5%	6.9%	10.6%	38	39
Urology	11.9%	13.3%	42.0%	35.9%	26.1%	27.5%	12.7%	15.5%	7.3%	7.8%	38	40

Median Age by Specialty

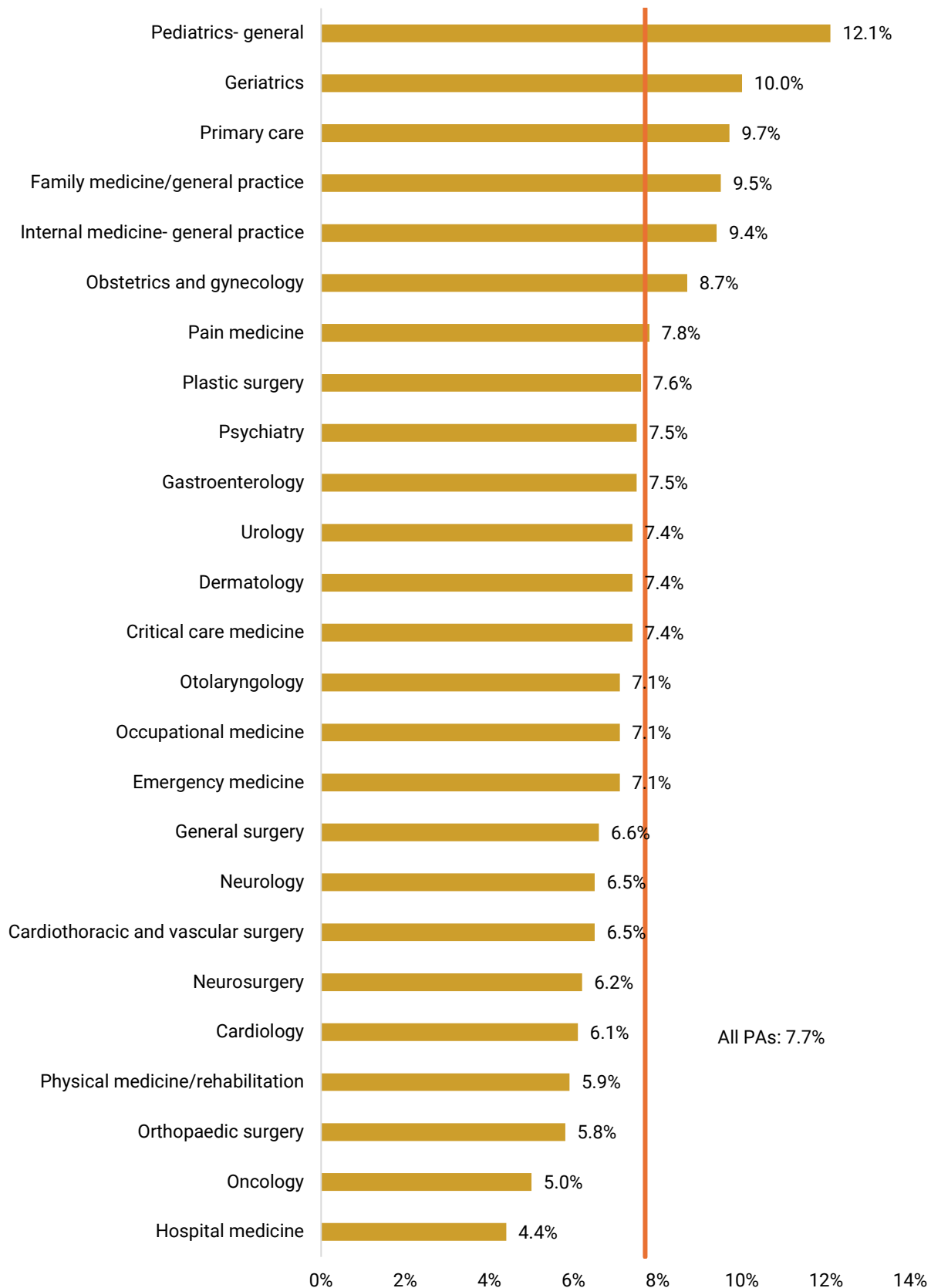


Ethnicity by Specialty

Specialty	Hispanic, Latino(a/x) or Spanish origin	Percent Change
	2025	2021-2025
Primary care	9.7%	0.6%
Cardiology	6.1%	1.2%
Cardiothoracic and vascular surgery	6.5%	1.0%
Critical care medicine	7.4%	0.9%
Dermatology	7.4%	1.1%
Emergency medicine	7.1%	0.8%
Family medicine/general practice	9.5%	0.6%
Gastroenterology	7.5%	2.4%
General surgery	6.6%	1.1%
Geriatrics	10.0%	1.2%
Hospital medicine	4.4%	0.1%
Internal medicine- general practice	9.4%	0.5%
Neurology	6.5%	2.6%
Neurosurgery	6.2%	0.4%
Obstetrics and gynecology	8.7%	0.3%
Occupational medicine	7.1%	0.1%
Oncology	5.0%	0.6%
Orthopaedic surgery	5.8%	0.8%
Otolaryngology	7.1%	0.9%
Pain medicine	7.8%	0.9%
Pediatrics- general	12.1%	0.2%
Physical medicine/rehabilitation	5.9%	1.2%
Plastic surgery	7.6%	1.0%
Psychiatry	7.5%	1.2%
Urology	7.4%	1.6%

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	
	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025
Primary care	0.5%	0.0%	6.9%	1.6%	4.0%	0.1%	2.8%	0.6%	0.3%	0.0%	3.3%	-0.2%	77.9%	-1.9%	4.3%	0.2%
Cardiology	0.2%	0.0%	7.2%	0.9%	2.3%	-0.5%	1.8%	0.5%	0.3%	0.0%	2.2%	-0.2%	82.7%	-1.0%	3.2%	0.1%
Cardiothoracic and vascular surgery	0.1%	-0.1%	6.6%	0.2%	2.4%	-0.1%	2.2%	0.7%	0.3%	0.0%	2.3%	-0.1%	82.6%	-0.6%	3.4%	-0.1%
Critical care medicine	0.2%	0.0%	7.2%	0.4%	3.8%	0.4%	2.6%	0.6%	0.2%	0.1%	2.0%	-0.4%	80.0%	-0.9%	3.9%	-0.3%
Dermatology	0.2%	0.0%	7.6%	1.3%	1.7%	0.3%	2.7%	0.8%	0.2%	-0.1%	2.5%	0.1%	80.9%	-2.3%	4.1%	-0.3%
Emergency medicine	0.4%	0.0%	6.2%	0.8%	3.3%	0.0%	2.9%	0.9%	0.2%	-0.1%	2.5%	-0.3%	79.5%	-1.0%	4.9%	-0.4%
Family medicine/ general practice	0.6%	0.0%	6.3%	1.5%	3.9%	0.4%	2.8%	0.6%	0.3%	0.0%	3.3%	-0.1%	78.4%	-2.2%	4.4%	-0.1%
Gastroenterology	0.2%	0.0%	9.7%	2.4%	3.0%	0.7%	2.0%	0.6%	0.3%	-0.2%	2.1%	0.4%	79.1%	-3.5%	3.7%	-0.3%
General surgery	0.3%	0.0%	7.9%	1.3%	3.0%	-0.5%	2.5%	0.8%	0.2%	0.1%	2.1%	-0.4%	79.7%	-0.5%	4.3%	-0.7%
Geriatrics	0.5%	0.2%	6.3%	1.9%	5.3%	1.0%	1.3%	0.2%	0.2%	0.2%	4.1%	-0.2%	78.4%	-2.7%	3.9%	-0.4%
Hospital medicine	0.3%	0.1%	9.0%	1.3%	5.0%	-0.2%	2.5%	0.7%	0.1%	-0.1%	1.8%	-0.6%	77.2%	-1.3%	3.9%	-0.1%
Internal medicine- general practice	0.2%	-0.1%	9.5%	2.0%	5.1%	-0.5%	2.6%	0.5%	0.2%	0.0%	3.5%	-0.4%	74.1%	-1.2%	4.7%	-0.3%
Neurology	0.1%	-0.4%	7.2%	1.8%	2.9%	-0.2%	2.1%	0.1%	0.2%	0.1%	2.1%	0.1%	80.6%	-2.9%	4.7%	1.2%
Neurosurgery	0.4%	0.1%	7.4%	0.8%	2.8%	-0.3%	2.6%	0.8%	0.2%	0.0%	2.6%	-0.6%	80.5%	0.1%	3.7%	-0.6%
Obstetrics and gynecology	0.2%	-0.4%	6.0%	0.4%	5.7%	1.1%	2.8%	1.6%	0.1%	-0.2%	2.9%	-0.7%	79.7%	-1.0%	2.7%	-0.7%
Occupational medicine	0.5%	0.0%	7.7%	0.9%	5.4%	0.5%	2.7%	-0.1%	0.9%	0.3%	3.2%	0.4%	74.0%	-2.1%	5.5%	0.0%
Oncology	0.1%	-0.2%	8.3%	1.3%	2.4%	-0.3%	2.0%	0.4%	0.2%	0.1%	1.7%	0.1%	82.4%	-0.9%	2.9%	-0.4%
Orthopaedic surgery	0.2%	-0.1%	4.5%	0.7%	2.0%	0.1%	2.4%	0.6%	0.3%	0.0%	1.9%	-0.3%	84.9%	-0.9%	3.8%	-0.2%
Otolaryngology	0.3%	-0.2%	9.8%	1.3%	1.9%	-0.5%	2.8%	0.9%	0.2%	0.0%	2.1%	-0.3%	79.4%	-1.5%	3.5%	0.2%
Pain medicine	0.5%	0.1%	9.5%	2.8%	3.2%	-1.2%	3.5%	1.3%	0.3%	0.0%	2.9%	-0.7%	75.3%	-1.7%	4.8%	-0.6%
Pediatrics- general	0.3%	0.0%	6.4%	1.5%	3.0%	0.0%	2.8%	1.0%	0.1%	0.0%	3.0%	-0.8%	81.0%	-1.7%	3.3%	0.2%
Physical medicine/ rehabilitation	0.6%	0.0%	7.6%	1.0%	3.2%	-1.1%	2.7%	0.1%	0.4%	-0.2%	2.1%	-1.0%	78.7%	1.3%	4.7%	0.0%
Plastic surgery	0.2%	-0.1%	8.7%	2.6%	1.2%	-0.5%	2.8%	0.4%	0.3%	0.2%	1.9%	-0.5%	82.0%	-1.6%	2.8%	-0.6%
Psychiatry	0.3%	-0.1%	8.1%	1.8%	4.9%	-0.3%	3.3%	0.6%	0.1%	0.0%	2.6%	-0.4%	75.6%	-1.9%	4.9%	0.2%
Urology	0.2%	-0.1%	7.7%	1.7%	3.7%	1.0%	2.4%	0.2%	0.3%	0.3%	2.4%	0.0%	79.7%	-2.5%	3.6%	0.0%

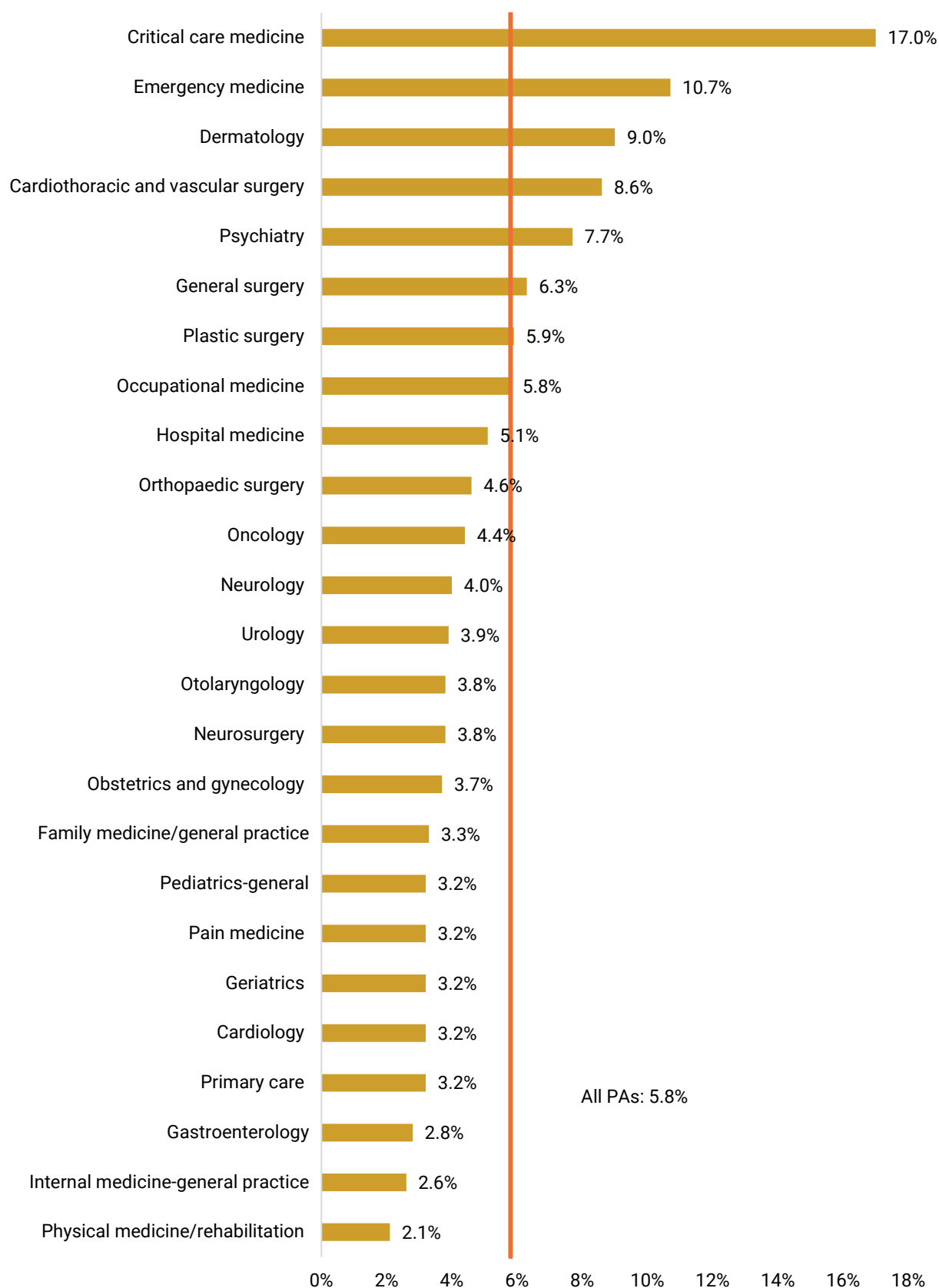
Note: PAs were asked how they classify their race.

Postgraduate Program by Specialty

Specialty	Complete Postgraduate Program (residency or fellowship)	Practice Area of Postgraduate Program Same as Current Principal
Primary care	3.2%	48.1%
Cardiology	3.2%	28.5%
Cardiothoracic and vascular surgery	8.6%	34.7%
Critical care medicine	17.0%	69.9%
Dermatology	9.0%	84.0%
Emergency medicine	10.7%	87.1%
Family medicine/general practice	3.3%	45.6%
Gastroenterology	2.8%	28.8%
General surgery	6.3%	74.1%
Geriatrics	3.2%	21.2%
Hospital medicine	5.1%	64.7%
Internal medicine- general practice	2.6%	25.5%
Neurology	4.0%	54.7%
Neurosurgery	3.8%	20.7%
Obstetrics and gynecology	3.7%	75.8%
Occupational medicine	5.8%	14.7%
Oncology	4.4%	53.3%
Orthopaedic surgery	4.6%	66.7%
Otolaryngology	3.8%	44.6%
Pain medicine	3.2%	17.2%
Pediatrics- general	3.2%	39.7%
Physical medicine/rehabilitation	2.1%	17.6%
Plastic surgery	5.9%	12.2%
Psychiatry	7.7%	76.6%
Urology	3.9%	28.8%

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

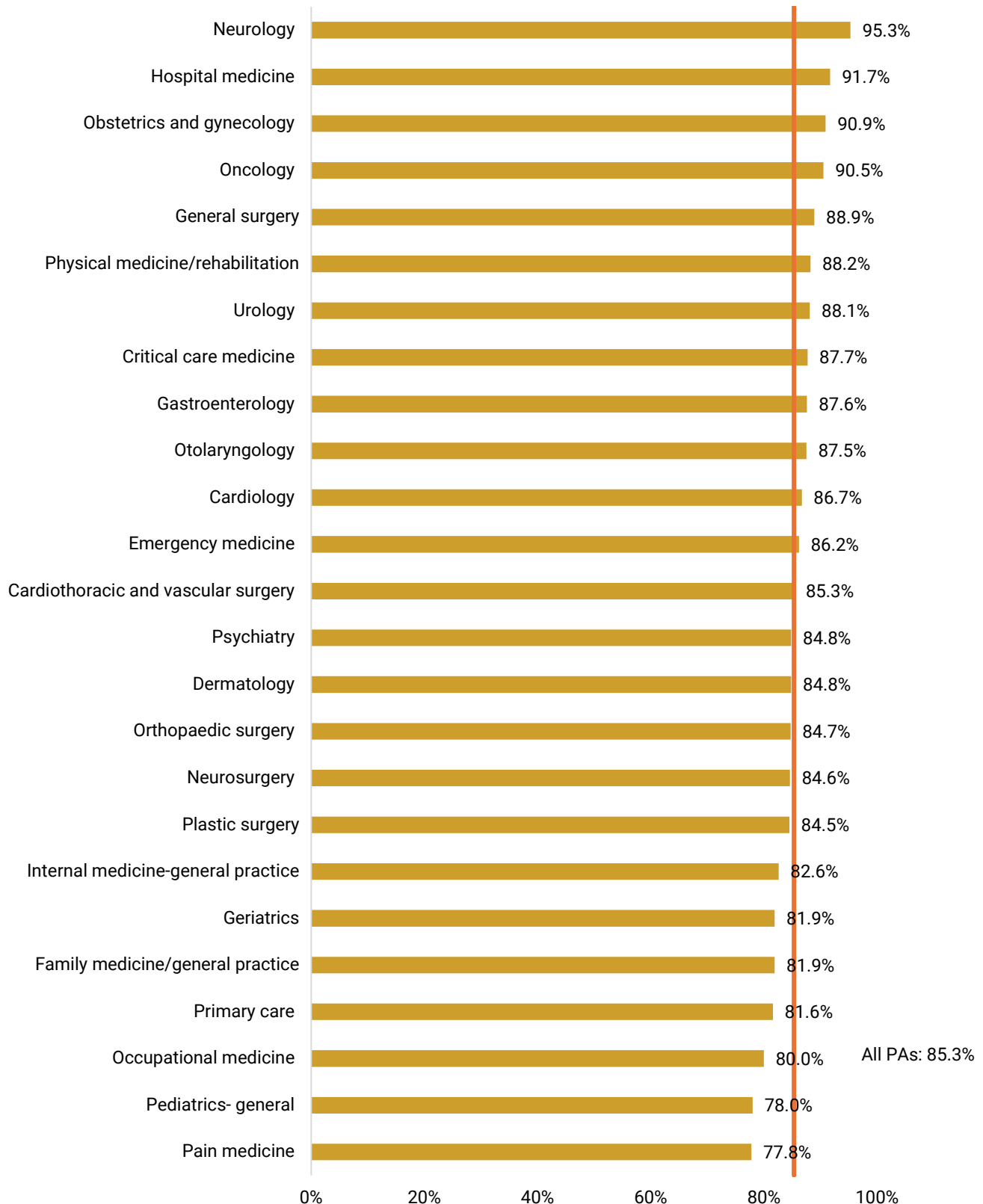


Satisfaction with Postgraduate Program by Current Specialty

	Completely Satisfied	Mostly Satisfied	Somewhat Satisfied	Neither Dissatisfied nor Satisfied	Somewhat Dissatisfied	Mostly Dissatisfied	Completely Dissatisfied
Primary care	38.9%	34.7%	8.0%	5.1%	2.9%	3.5%	6.8%
Cardiology	31.9%	44.4%	10.4%	4.4%	1.5%	3.7%	3.7%
Cardiothoracic and vascular surgery	48.8%	27.9%	8.6%	2.4%	3.5%	2.9%	5.9%
Critical care medicine	47.5%	34.5%	5.7%	2.0%	2.2%	2.2%	5.9%
Dermatology	34.9%	39.5%	10.4%	4.3%	2.6%	3.9%	4.4%
Emergency medicine	38.8%	38.2%	9.2%	2.1%	3.1%	4.1%	4.5%
Family medicine/ general practice	40.0%	34.0%	7.9%	4.7%	2.2%	3.5%	7.7%
Gastroenterology	35.6%	43.8%	8.2%	1.4%	5.5%	2.7%	2.7%
General surgery	44.8%	37.4%	6.7%	3.0%	1.1%	3.3%	3.7%
Geriatrics	36.4%	36.4%	9.1%	6.1%	6.1%	0.0%	6.1%
Hospital medicine	47.6%	36.2%	7.9%	2.0%	0.8%	2.8%	2.8%
Internal medicine- general practice	38.4%	36.2%	8.0%	7.2%	2.9%	3.6%	3.6%
Neurology	37.5%	46.9%	10.9%	1.6%	1.6%	1.6%	0.0%
Neurosurgery	44.1%	30.6%	9.9%	2.7%	5.4%	3.6%	3.6%
Obstetrics and gynecology	43.9%	37.9%	9.1%	1.5%	1.5%	1.5%	4.5%
Occupational medicine	33.7%	36.8%	9.5%	7.4%	3.2%	4.2%	5.3%
Oncology	46.2%	33.7%	10.6%	3.8%	2.9%	2.9%	0.0%
Orthopaedic surgery	46.2%	30.8%	7.7%	2.9%	3.2%	3.8%	5.3%
Otolaryngology	53.1%	25.0%	9.4%	1.6%	0.0%	1.6%	9.4%
Pain medicine	31.7%	41.3%	4.8%	6.3%	7.9%	0.0%	7.9%
Pediatrics-general	29.9%	39.0%	9.1%	5.2%	10.4%	2.6%	3.9%
Physical medicine/ rehabilitation	11.8%	58.8%	17.6%	0.0%	0.0%	0.0%	11.8%
Plastic surgery	38.9%	36.7%	8.9%	3.3%	4.4%	4.4%	3.3%
Psychiatry	43.0%	36.9%	4.9%	3.0%	3.8%	4.9%	3.4%
Urology	50.8%	25.4%	11.9%	8.5%	1.7%	1.7%	0.0%

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

Satisfied with Postgraduate Program by Current Specialty Practice Area



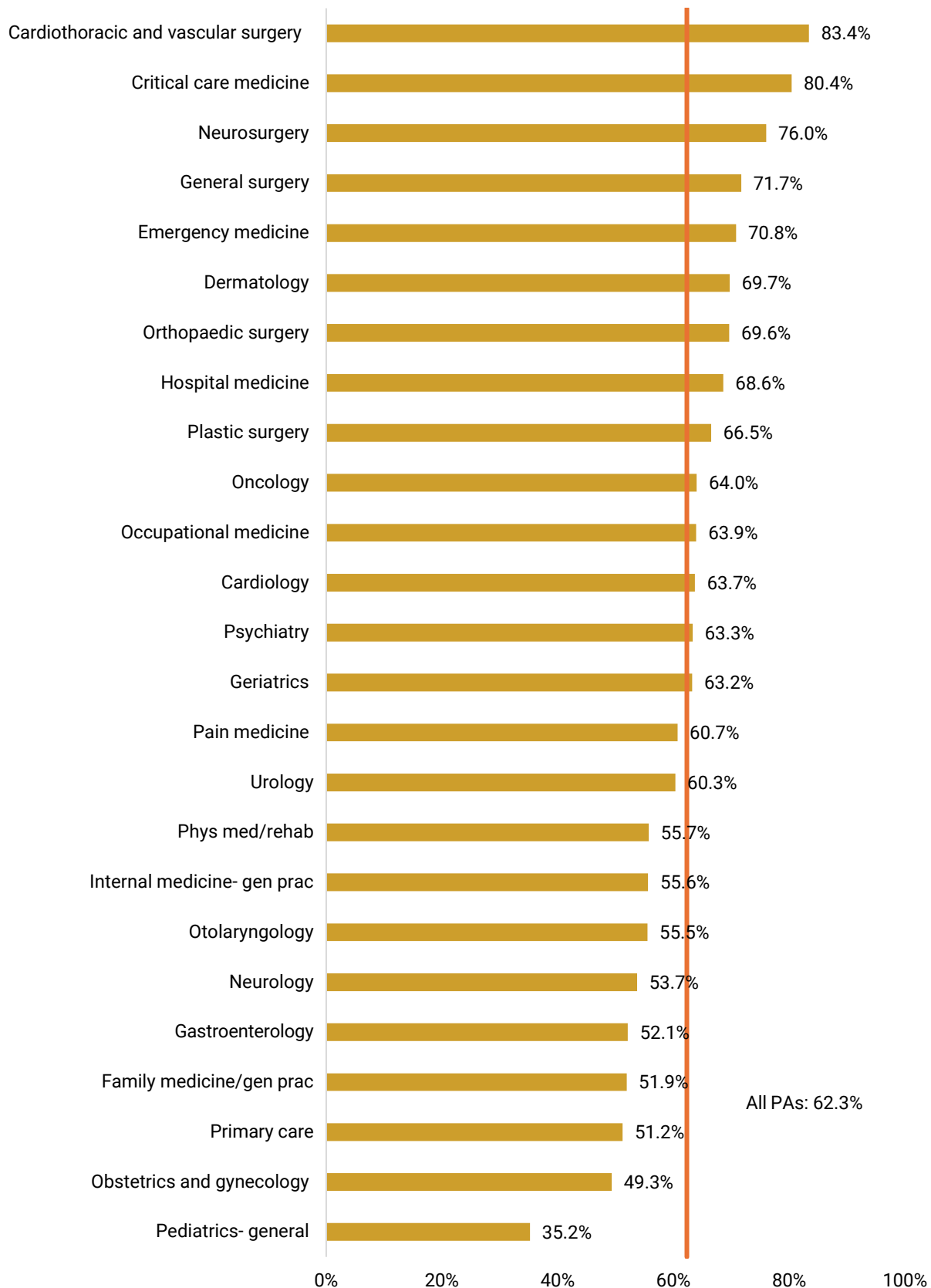
Note: Satisfied includes responses of "Completely Satisfied", "Mostly Satisfied", and "Somewhat Satisfied"

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	
	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021
Primary care	4.9%	6.1%	4.6%	7.3%	12.5%	25.2%	26.7%	31.9%	22.8%	16.4%	13.6%	7.0%	6.5%	2.7%	4.1%	1.6%	4.2%	1.8%
Cardiology	2.4%	2.9%	2.7%	3.5%	6.0%	18.5%	25.3%	38.2%	28.9%	22.0%	18.4%	9.3%	8.4%	2.9%	4.1%	1.4%	3.9%	1.1%
Cardio-thoracic and vascular surgery	1.0%	1.1%	1.2%	1.4%	3.1%	7.9%	11.4%	22.3%	18.2%	21.6%	18.4%	17.0%	14.2%	10.8%	12.3%	7.6%	20.3%	10.5%
Critical care medicine	0.9%	1.3%	1.2%	1.8%	3.0%	8.6%	14.4%	30.3%	25.7%	25.4%	21.5%	15.1%	13.0%	7.9%	9.1%	4.6%	11.1%	5.0%
Dermatology	2.8%	3.4%	3.1%	4.7%	8.5%	15.4%	15.8%	21.3%	16.2%	15.7%	12.9%	11.7%	9.3%	7.6%	7.9%	6.8%	23.4%	13.3%
Emergency medicine	2.8%	3.2%	2.3%	2.8%	5.8%	10.7%	18.3%	27.9%	23.8%	23.8%	19.2%	14.9%	11.3%	7.2%	7.7%	4.2%	8.8%	5.4%
Family medicine/ gen prac	4.8%	5.8%	4.3%	6.9%	12.2%	24.9%	26.8%	32.1%	23.1%	16.7%	13.9%	7.2%	6.5%	2.9%	4.2%	1.7%	4.2%	1.8%
Gastro-enterology	2.6%	3.1%	3.2%	5.3%	10.4%	26.6%	31.7%	39.8%	27.9%	17.7%	13.5%	4.7%	5.7%	1.2%	2.5%	0.6%	2.5%	0.7%
General surgery	1.7%	2.3%	1.6%	2.1%	4.8%	13.5%	20.2%	36.4%	28.3%	24.9%	19.7%	11.1%	10.6%	4.7%	6.4%	2.9%	6.7%	2.2%
Geriatrics	4.2%	5.8%	4.9%	5.3%	8.2%	19.5%	19.5%	33.6%	25.2%	20.6%	18.3%	8.0%	8.4%	3.4%	5.4%	1.7%	5.9%	2.2%
Hospital medicine	2.3%	2.4%	1.9%	2.2%	5.0%	15.1%	22.3%	39.1%	29.1%	23.8%	20.8%	10.5%	9.2%	3.3%	4.5%	1.7%	5.0%	1.8%
Internal medicine- gen prac	4.6%	6.2%	4.1%	5.9%	10.7%	23.6%	24.9%	33.0%	23.3%	17.5%	14.5%	7.2%	7.8%	2.9%	4.6%	1.6%	5.4%	2.1%
Neurology	2.9%	3.6%	2.7%	4.8%	10.5%	24.8%	30.2%	40.0%	27.0%	18.2%	14.8%	5.0%	5.9%	1.8%	3.3%	0.9%	2.7%	1.1%
Neurosurgery	1.3%	1.1%	0.8%	1.5%	4.0%	11.8%	17.8%	30.3%	25.7%	25.2%	19.9%	13.6%	13.0%	6.8%	7.9%	5.0%	9.5%	4.7%
Obstetrics and gynecology	4.2%	7.0%	4.5%	8.2%	12.9%	26.9%	29.0%	32.0%	24.3%	16.6%	13.2%	6.0%	6.4%	2.0%	3.1%	1.0%	2.3%	0.4%
Occupational medicine	7.4%	8.5%	4.2%	5.5%	8.0%	12.9%	16.5%	31.1%	23.6%	21.7%	19.3%	11.6%	10.3%	5.2%	5.6%	1.4%	5.1%	2.0%
Oncology	2.0%	2.6%	1.7%	2.8%	7.5%	21.3%	24.7%	40.6%	27.5%	21.1%	17.8%	7.0%	10.0%	2.7%	4.9%	1.1%	3.8%	0.9%
Orthopaedic surgery	1.5%	2.0%	1.5%	1.8%	5.6%	14.7%	21.8%	32.6%	26.4%	24.2%	19.3%	12.3%	10.9%	5.5%	5.9%	3.2%	7.1%	3.7%
Otolaryn-gology	2.6%	4.5%	3.6%	5.1%	9.3%	24.0%	29.0%	37.6%	27.4%	17.3%	13.7%	6.8%	7.1%	2.2%	3.3%	1.7%	4.0%	0.7%
Pain medicine	3.0%	3.7%	3.5%	4.5%	8.3%	19.3%	24.5%	33.0%	25.5%	21.0%	17.5%	10.4%	8.1%	4.4%	4.4%	1.5%	5.2%	2.2%
Pediatrics-general	6.7%	9.4%	8.3%	13.5%	19.3%	32.2%	30.5%	27.3%	18.8%	9.9%	8.5%	4.3%	4.0%	1.5%	2.3%	0.8%	1.6%	1.0%
Phys med/ rehab	3.4%	5.4%	4.0%	5.0%	11.4%	21.9%	25.4%	40.0%	28.4%	17.7%	14.9%	5.8%	6.9%	1.9%	2.2%	1.6%	3.3%	0.9%
Plastic surgery	3.1%	4.8%	2.2%	3.8%	6.9%	15.4%	21.4%	33.2%	25.8%	21.7%	17.1%	10.1%	9.7%	4.0%	5.3%	2.4%	8.6%	4.4%
Psychiatry	3.9%	4.9%	2.9%	4.4%	7.5%	18.7%	22.4%	31.8%	27.0%	20.8%	16.5%	9.1%	8.3%	4.3%	5.0%	2.6%	6.5%	3.6%
Urology	2.5%	2.7%	1.3%	3.6%	8.2%	21.0%	27.7%	38.8%	29.0%	20.4%	16.4%	6.7%	6.7%	3.7%	4.4%	1.5%	3.8%	1.4%

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

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



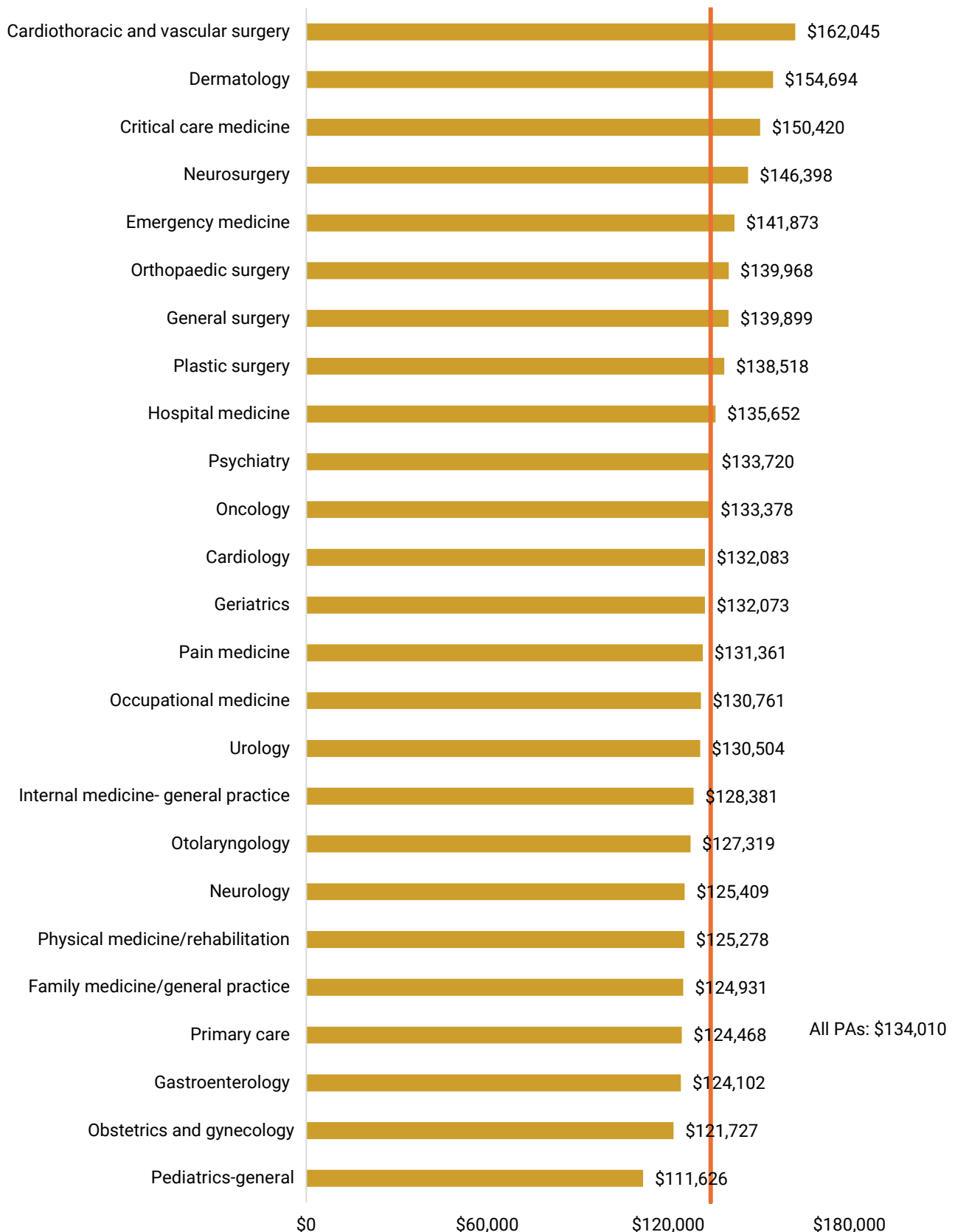
Total Income from All PA Positions by Specialty: Mean and Median

Specialty	Mean		Median		Mean Difference 2021-2025	Percent Change* of Mean 2021-2025
	2025	2021	2025	2021		
Primary care	\$124,468	\$108,651	\$125,000	\$105,000	\$15,817	14.6%
Cardiology	\$132,083	\$115,039	\$125,000	\$115,000	\$17,044	14.8%
Cardiothoracic and vascular surgery	\$162,045	\$140,754	\$155,000	\$135,000	\$21,291	15.1%
Critical care medicine	\$150,420	\$130,977	\$145,000	\$125,000	\$19,443	14.8%
Dermatology	\$154,694	\$133,362	\$145,000	\$125,000	\$21,332	16.0%
Emergency medicine	\$141,873	\$128,262	\$135,000	\$125,000	\$13,611	10.6%
Family medicine/general practice	\$124,931	\$109,388	\$125,000	\$105,000	\$15,543	14.2%
Gastroenterology	\$124,102	\$107,656	\$125,000	\$105,000	\$16,446	15.3%
General surgery	\$139,899	\$121,342	\$135,000	\$115,000	\$18,557	15.3%
Geriatrics	\$132,073	\$112,981	\$125,000	\$115,000	\$19,092	16.9%
Hospital medicine	\$135,652	\$118,275	\$135,000	\$115,000	\$17,377	14.7%
Internal medicine- general practice	\$128,381	\$111,005	\$125,000	\$105,000	\$17,376	15.7%
Neurology	\$125,409	\$109,031	\$125,000	\$105,000	\$16,378	15.0%
Neurosurgery	\$146,398	\$129,414	\$145,000	\$125,000	\$16,984	13.1%
Obstetrics and gynecology	\$121,727	\$104,687	\$115,000	\$105,000	\$17,040	16.3%
Occupational medicine	\$130,761	\$114,812	\$135,000	\$115,000	\$15,949	13.9%
Oncology	\$133,378	\$113,432	\$125,000	\$115,000	\$19,946	17.6%
Orthopaedic surgery	\$139,968	\$123,934	\$135,000	\$115,000	\$16,034	12.9%
Otolaryngology	\$127,319	\$109,542	\$125,000	\$105,000	\$17,777	16.2%
Pain medicine	\$131,361	\$116,186	\$125,000	\$115,000	\$15,175	13.1%
Pediatrics- general	\$111,626	\$97,981	\$105,000	\$95,000	\$13,645	13.9%
Physical medicine/rehabilitation	\$125,278	\$109,027	\$125,000	\$105,000	\$16,251	14.9%
Plastic surgery	\$138,518	\$119,016	\$135,000	\$115,000	\$19,502	16.4%
Psychiatry	\$133,720	\$117,214	\$125,000	\$115,000	\$16,506	14.1%
Urology	\$130,504	\$114,008	\$125,000	\$115,000	\$16,496	14.5%

*Proportional percent change

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

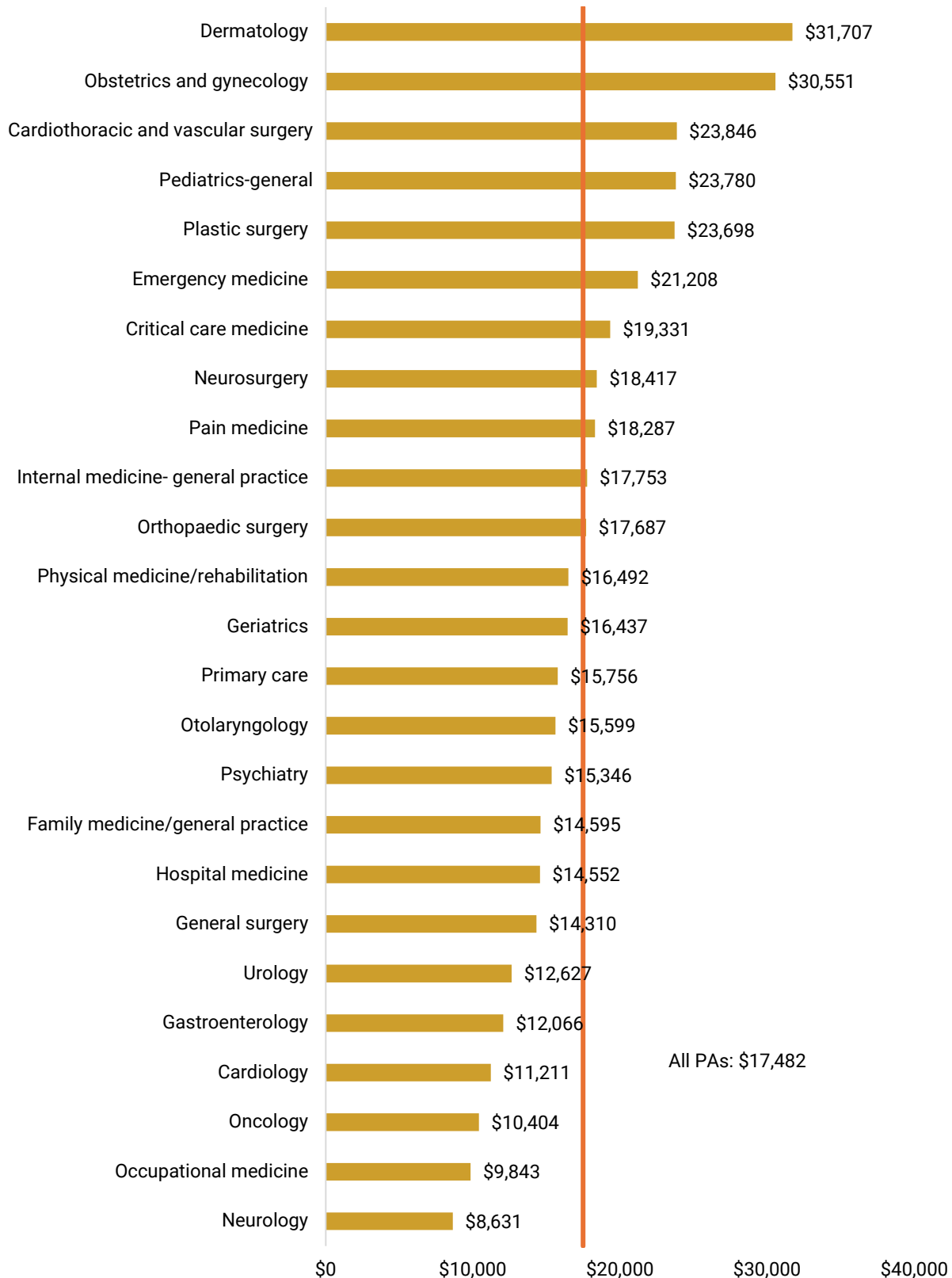
Mean Income from All PA Positions by Specialty



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

Specialty	Female		Male		Mean Difference
	Mean	Median	Mean	Median	
Primary care	\$127,130	\$125,000	\$142,886	\$135,000	\$15,756
Cardiology	\$132,974	\$125,000	\$144,185	\$140,000	\$11,211
Cardiothoracic and vascular surgery	\$155,937	\$145,000	\$179,783	\$175,000	\$23,846
Critical care medicine	\$145,370	\$135,000	\$164,701	\$155,000	\$19,331
Dermatology	\$152,083	\$145,000	\$183,790	\$185,000	\$31,707
Emergency medicine	\$140,208	\$135,000	\$161,416	\$155,000	\$21,208
Family medicine/general practice	\$127,119	\$125,000	\$141,714	\$135,000	\$14,595
Gastroenterology	\$126,828	\$125,000	\$138,894	\$135,000	\$12,066
General surgery	\$138,611	\$135,000	\$152,921	\$145,000	\$14,310
Geriatrics	\$136,036	\$135,000	\$152,473	\$145,000	\$16,437
Hospital medicine	\$135,184	\$135,000	\$149,736	\$145,000	\$14,552
Internal medicine- general practice	\$130,736	\$125,000	\$148,489	\$145,000	\$17,753
Neurology	\$127,251	\$125,000	\$135,882	\$135,000	\$8,631
Neurosurgery	\$142,647	\$135,000	\$161,064	\$155,000	\$18,417
Obstetrics and gynecology	\$128,660	\$125,000	\$159,211	\$165,000	\$30,551
Occupational medicine	\$139,327	\$135,000	\$149,170	\$145,000	\$9,843
Oncology	\$134,638	\$125,000	\$145,042	\$145,000	\$10,404
Orthopaedic surgery	\$134,571	\$125,000	\$152,258	\$145,000	\$17,687
Otolaryngology	\$128,326	\$125,000	\$143,925	\$135,000	\$15,599
Pain medicine	\$130,465	\$125,000	\$148,752	\$145,000	\$18,287
Pediatrics-general	\$118,117	\$115,000	\$141,897	\$135,000	\$23,780
Physical medicine/rehabilitation	\$126,871	\$125,000	\$143,363	\$135,000	\$16,492
Plastic surgery	\$141,302	\$135,000	\$165,000	\$155,000	\$23,698
Psychiatry	\$135,557	\$125,000	\$150,903	\$145,000	\$15,346
Urology	\$129,277	\$125,000	\$141,904	\$135,000	\$12,627

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



Principal Practice Characteristics

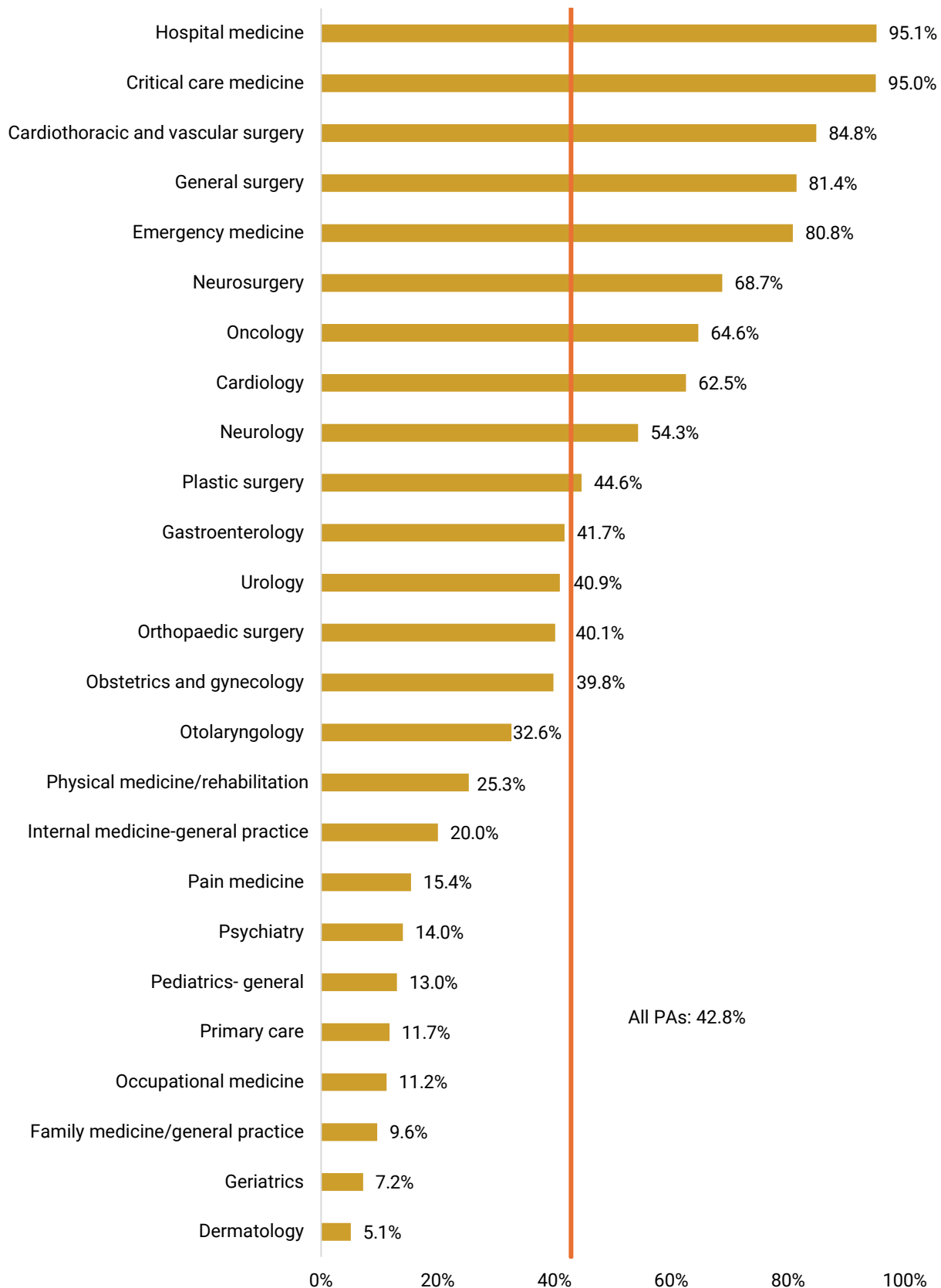
Top Principal Practice Settings by Specialty

Specialty	Hospital		Office-based private practice		Federal government		Urgent care		Community health center		Behavioral/mental health facility*	
	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025
Primary care	11.7%	1.9%	52.1%	-1.8%	8.6%	-0.6%	3.9%	0.1%	10.1%	0.3%	0.3%	0.0%
Cardiology	62.5%	2.3%	30.5%	-3.7%	2.8%	-0.1%	0.2%	0.2%	0.4%	0.1%	0.0%	0.0%
Cardiothoracic and vascular surgery	84.8%	0.6%	10.0%	-1.1%	2.5%	-0.3%	<0.1%	0.0%	0.2%	0.0%	0.0%	0.0%
Critical care medicine	95.0%	-0.1%	1.2%	-0.3%	1.7%	0.0%	0.9%	-0.1%	0.3%	0.2%	0.0%	0.0%
Dermatology	5.1%	0.2%	90.8%	-0.6%	1.3%	-0.3%	0.2%	0.2%	0.3%	0.1%	0.0%	0.0%
Emergency medicine	80.8%	-1.2%	3.3%	0.1%	3.4%	0.1%	10.2%	0.7%	0.4%	0.0%	<0.1%	0.0%
Family medicine/general practice	9.6%	1.7%	49.3%	-1.8%	9.8%	-0.5%	4.7%	0.0%	11.8%	0.4%	0.2%	0.0%
Gastroenterology	41.7%	3.5%	50.9%	-3.8%	3.5%	-0.3%	0.1%	0.1%	0.6%	0.0%	0.0%	-0.1%
General surgery	81.4%	1.9%	10.4%	-1.9%	3.5%	-0.6%	0.1%	0.0%	0.5%	0.2%	0.0%	0.0%
Geriatrics	7.2%	0.7%	23.1%	-1.9%	6.1%	-1.7%	0.4%	0.4%	1.9%	0.0%	0.0%	-0.1%
Hospital medicine	95.1%	0.4%	0.7%	-0.2%	1.8%	-0.2%	0.2%	0.0%	0.1%	0.0%	0.4%	0.2%
Internal medicine-general practice	20.0%	1.9%	55.6%	1.4%	7.4%	-1.0%	1.3%	-0.1%	4.5%	-0.4%	0.7%	-0.1%
Neurology	54.3%	0.6%	38.4%	-1.1%	2.9%	-0.2%	0.1%	0.0%	0.3%	0.1%	0.0%	0.0%
Neurosurgery	68.7%	5.2%	25.5%	-5.7%	1.6%	-0.4%	0.1%	0.1%	0.4%	0.2%	0.0%	0.0%
Obstetrics and gynecology	39.8%	5.9%	48.5%	-6.2%	0.2%	-0.5%	0.3%	0.3%	5.4%	-0.6%	0.0%	0.0%
Occupational medicine	11.2%	1.4%	24.6%	-1.2%	13.2%	1.0%	4.4%	0.1%	0.2%	-0.1%	0.1%	0.1%
Oncology	64.6%	3.5%	29.2%	-3.9%	1.6%	-0.6%	<0.1%	-0.1%	0.5%	0.0%	0.0%	0.0%
Orthopaedic surgery	40.1%	3.9%	51.8%	-4.5%	3.1%	-0.4%	0.4%	0.1%	0.4%	0.0%	<0.1%	<0.1%
Otolaryngology	32.6%	-0.1%	60.8%	1.2%	3.2%	-1.1%	0.1%	-0.2%	0.5%	-0.3%	0.0%	0.0%
Pain medicine	15.4%	2.1%	78.2%	-3.4%	2.9%	0.0%	0.2%	0.0%	0.4%	0.2%	0.0%	0.0%
Pediatrics- general	13.0%	3.4%	70.0%	-5.1%	1.0%	0.2%	2.3%	-0.9%	6.5%	0.3%	0.1%	0.0%
Physical medicine/rehabilitation	25.3%	-2.2%	42.8%	-4.9%	3.0%	-0.5%	0.1%	0.1%	0.4%	-0.2%	0.0%	0.0%
Plastic surgery	44.6%	3.5%	44.8%	-4.2%	2.3%	-0.7%	0.1%	0.0%	0.7%	0.2%	0.0%	0.0%
Psychiatry	14.0%	-3.6%	49.1%	7.5%	5.6%	-1.9%	0.2%	-0.1%	4.3%	0.4%	17.3%	-1.9%
Urology	40.9%	6.1%	50.3%	-5.1%	4.8%	-2.2%	0.2%	0.2%	0.3%	0.0%	0.0%	0.0%

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

* 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

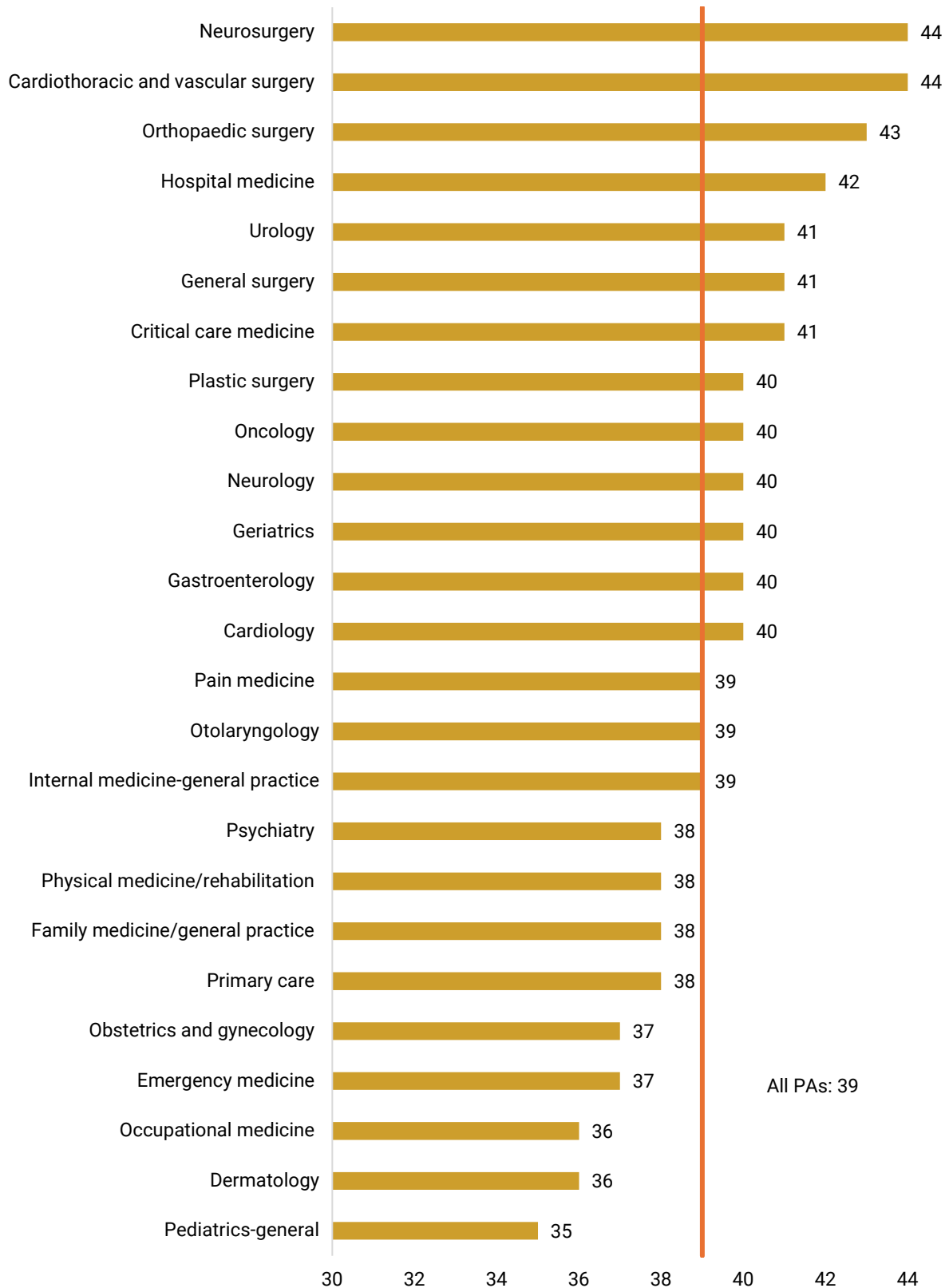


Hours Worked Per Week in the Principal Clinical Position by Specialty

Specialty	2025		2021	
	Mean	Median	Mean	Median
Primary care	38	40	39	40
Cardiology	40	40	42	40
Cardiothoracic and vascular surgery	44	40	45	45
Critical care medicine	41	40	42	40
Dermatology	36	38	37	40
Emergency medicine	37	40	38	40
Family medicine/general practice	38	40	39	40
Gastroenterology	40	40	41	40
General surgery	41	40	42	40
Geriatrics	40	40	40	40
Hospital medicine	42	40	42	40
Internal medicine-general practice	39	40	39	40
Neurology	40	40	41	40
Neurosurgery	44	40	45	45
Obstetrics and gynecology	37	40	37	40
Occupational medicine	36	40	37	40
Oncology	40	40	41	40
Orthopaedic surgery	43	40	44	44
Otolaryngology	39	40	40	40
Pain medicine	39	40	40	40
Pediatrics- general	35	40	35	40
Physical medicine/rehabilitation	38	40	40	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

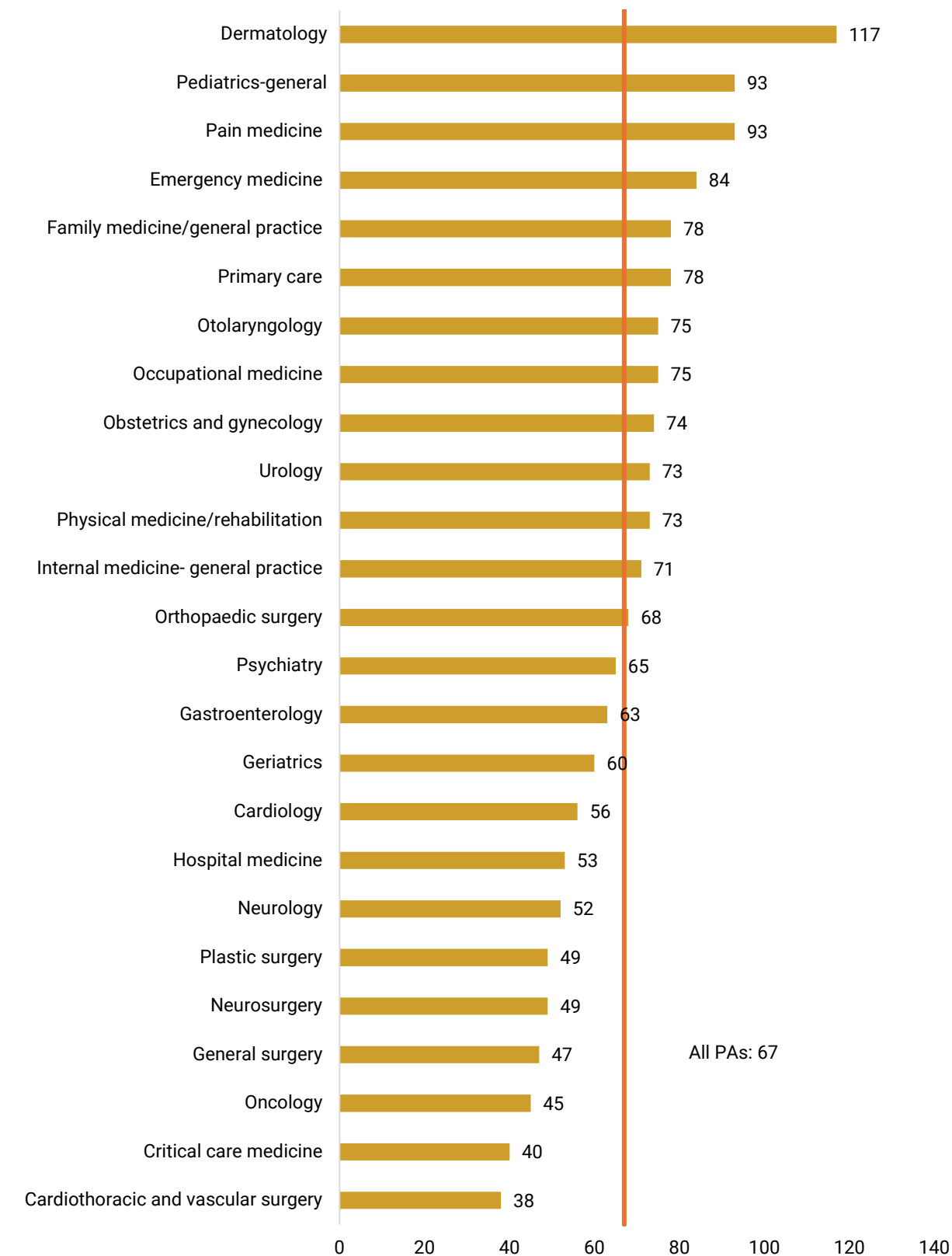


Patients Seen per Week by Specialty (working 40+ hours per week)

Specialty	2025		2021	
	Mean	Median	Mean	Median
Primary care	78	75	82	80
Cardiology	56	50	58	50
Cardiothoracic and vascular surgery	38	30	39	30
Critical care medicine	40	30	42	30
Dermatology	117	119	119	110
Emergency medicine	84	80	88	80
Family medicine/general practice	78	75	82	80
Gastroenterology	63	60	63	60
General surgery	47	40	50	50
Geriatrics	60	55	61	55
Hospital medicine	53	48	54	50
Internal medicine-general practice	71	70	74	70
Neurology	52	50	53	50
Neurosurgery	49	40	49	45
Obstetrics and gynecology	74	75	79	75
Occupational medicine	75	70	78	75
Oncology	45	40	47	40
Orthopaedic surgery	68	60	69	60
Otolaryngology	75	75	73	70
Pain medicine	93	90	96	100
Pediatrics- general	93	90	100	100
Physical medicine/rehabilitation	73	70	73	70
Plastic surgery	49	45	52	50
Psychiatry	65	60	67	60
Urology	73	70	73	70

Note: PAs were asked how many patients they see during a typical work week. Data here includes PAs who work 40 or more hours per week.

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

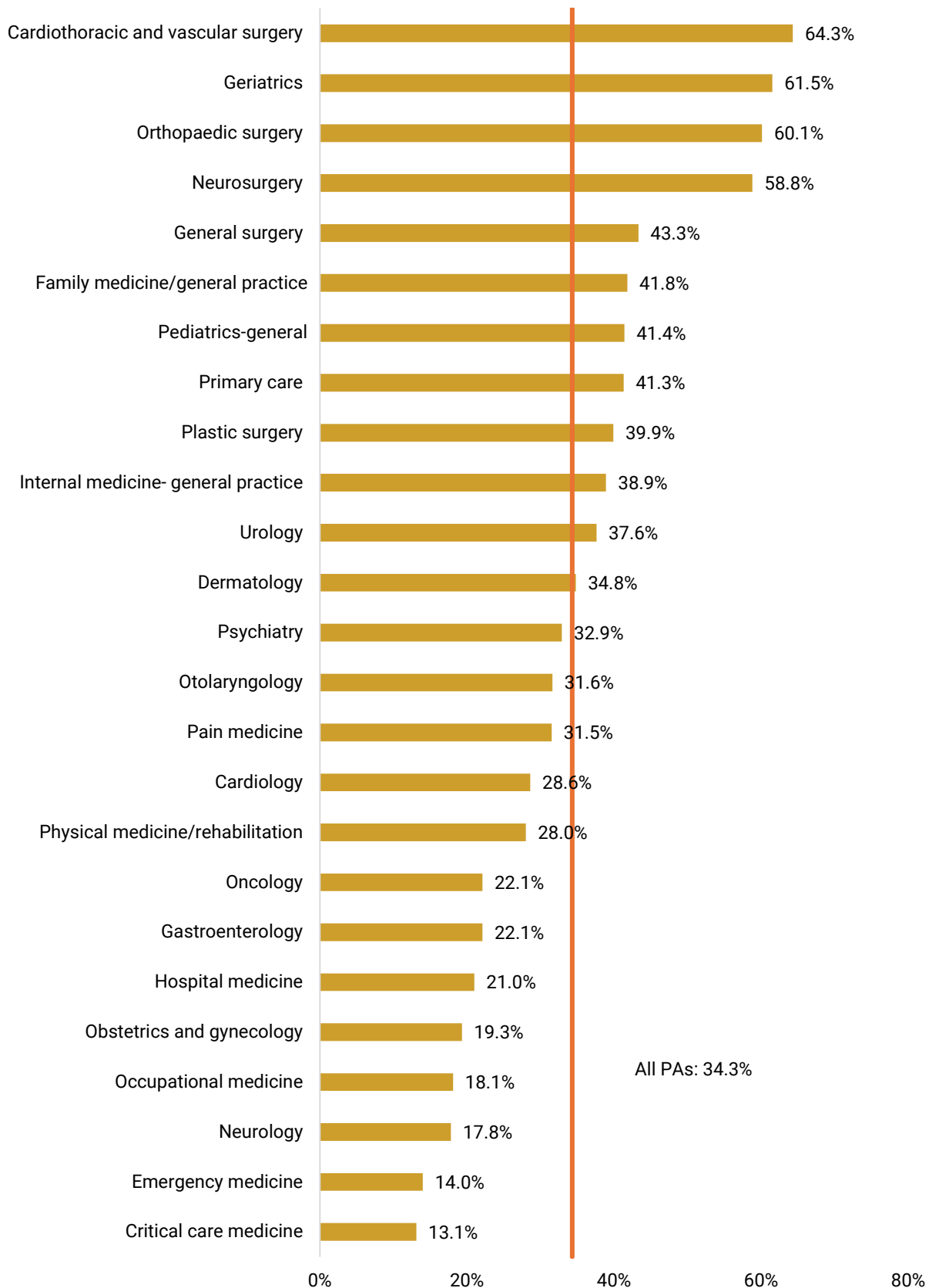


Weekly On-Call Time by Specialty

Specialty	None (I do not take calls)		5 or fewer hours/week		6-10 hours/week		More than 10 hours/week	
	2025	% change from 2021	2025	% change from 2021	2025	% change from 2021	2025	% change from 2021
Primary care	58.7%	-1.1%	27.4%	3.2%	5.5%	-0.7%	8.3%	1.6%
Cardiology	71.4%	1.9%	16.3%	0.2%	5.2%	-0.7%	7.0%	-1.4%
Cardiothoracic and vascular surgery	35.7%	2.5%	9.9%	0.5%	10.6%	0.7%	43.8%	-3.8%
Critical care medicine	86.9%	2.1%	4.9%	0.0%	2.1%	-0.5%	6.2%	-1.6%
Dermatology	65.2%	1.7%	29.9%	-0.2%	1.7%	-0.5%	3.2%	-1.0%
Emergency medicine	86.0%	-1.2%	8.9%	1.0%	1.9%	-0.2%	3.1%	0.4%
Family medicine/general practice	58.2%	-0.9%	28.4%	2.9%	5.3%	-0.6%	8.1%	-1.4%
Gastroenterology	77.9%	2.3%	12.6%	-0.9%	4.4%	-0.4%	5.2%	-0.9%
General surgery	56.7%	1.4%	14.0%	0.1%	9.7%	-0.1%	19.6%	-1.4%
Geriatrics	38.5%	1.7%	26.9%	0.1%	11.5%	-1.8%	23.1%	0.1%
Hospital medicine	79.0%	0.9%	8.0%	0.5%	3.8%	0.1%	9.3%	-1.3%
Internal medicine-general practice	61.1%	-1.4%	24.3%	3.6%	6.0%	-0.4%	8.6%	-1.8%
Neurology	82.2%	2.3%	10.0%	-1.2%	2.6%	-0.8%	5.1%	-0.5%
Neurosurgery	41.2%	3.3%	15.7%	0.5%	12.7%	-0.1%	30.3%	-3.8%
Obstetrics and gynecology	80.7%	0.7%	9.6%	0.7%	2.8%	0.5%	6.8%	-2.0%
Occupational medicine	81.9%	1.5%	10.7%	0.1%	2.4%	0.3%	4.9%	-1.3%
Oncology	77.9%	2.3%	13.7%	-1.4%	3.8%	0.0%	4.6%	-0.9%
Orthopaedic surgery	39.9%	2.3%	29.4%	2.0%	12.9%	-1.1%	17.8%	-3.2%
Otolaryngology	68.4%	0.6%	17.2%	-0.5%	5.8%	0.7%	8.6%	-0.8%
Pain medicine	68.5%	4.9%	24.5%	-2.9%	2.3%	-1.1%	4.8%	-0.8%
Pediatrics-general	58.6%	-1.7%	25.0%	5.6%	6.5%	-1.6%	9.9%	-2.3%
Physical medicine/rehabilitation	72.0%	6.6%	18.4%	-1.4%	3.2%	-3.4%	6.4%	-1.8%
Plastic surgery	60.1%	0.5%	22.2%	-0.3%	6.3%	0.2%	11.3%	-0.5%
Psychiatry	67.1%	5.3%	22.2%	-0.8%	3.6%	-1.8%	7.1%	-2.6%
Urology	62.4%	3.1%	17.0%	0.6%	7.3%	-1.0%	13.3%	-2.6%

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

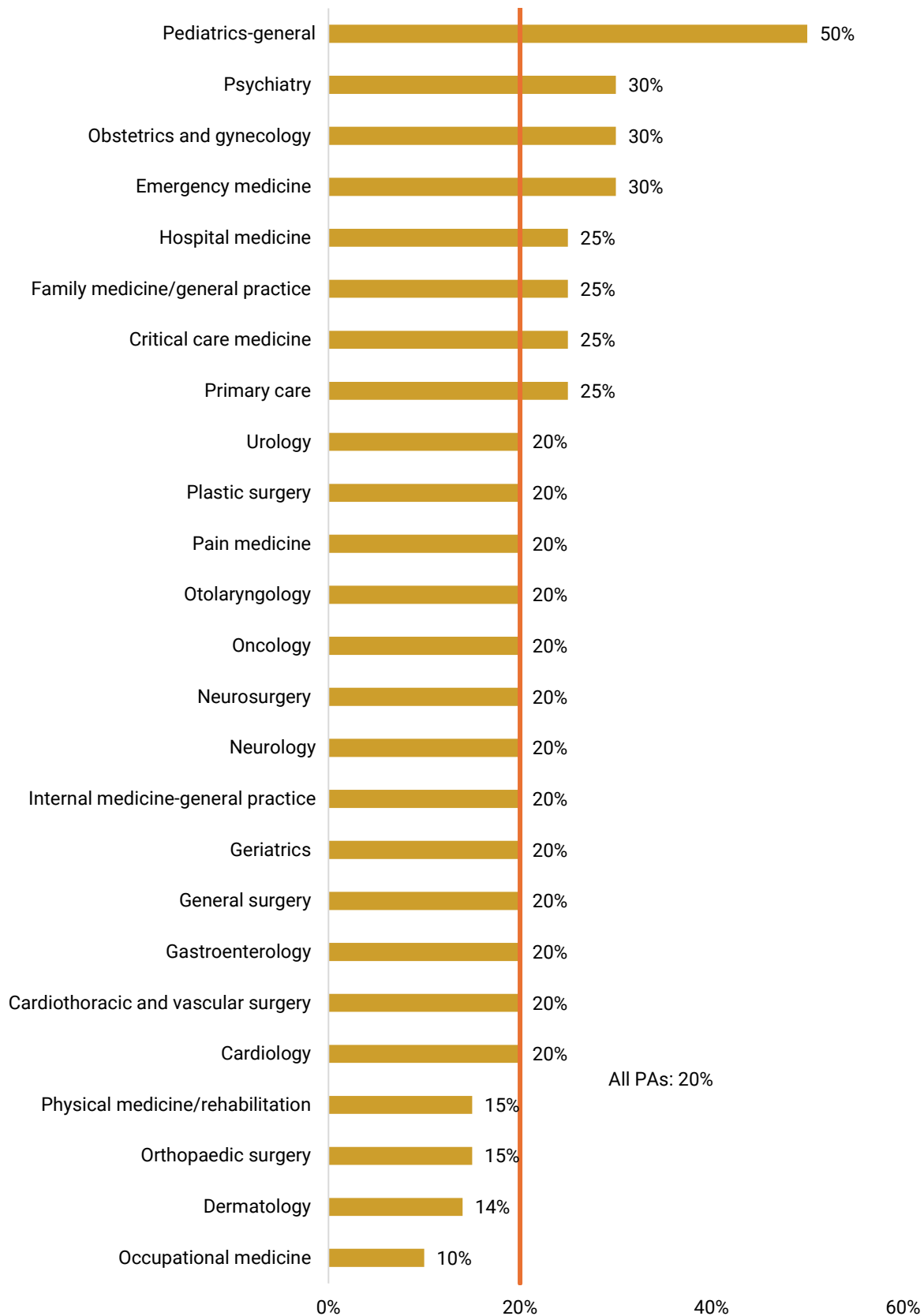


Payer Mix by Specialty (Median Percent)

Specialty	Private insurance		Medicaid		Medicare		Tricare/CHAMPUS/VA		Workers compensation		Uncompensated care		Self-pay and sliding-fee schedule	
	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021	2025	2021
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%	30%	5%	8%	5%	5%	10%	10%	10%	10%
Dermatology	50%	50%	14%	15%	30%	30%	5%	5%	0%	1%	0%	2%	5%	5%
Emergency medicine	25%	25%	30%	30%	25%	25%	5%	5%	5%	5%	10%	10%	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%	0%	4%	5%	5%	5%	5%
General surgery	33%	35%	20%	20%	30%	30%	5%	5%	5%	5%	8%	10%	5%	5%
Geriatrics	15%	15%	20%	20%	70%	70%	5%	5%	1%	3%	2%	5%	5%	5%
Hospital medicine	25%	25%	25%	25%	40%	40%	5%	5%	2%	4%	10%	10%	5%	10%
Internal medicine-general practice	40%	40%	20%	20%	35%	35%	5%	5%	1%	3%	2%	5%	5%	5%
Neurology	35%	40%	20%	20%	30%	30%	5%	5%	5%	5%	3%	5%	5%	5%
Neurosurgery	30%	33%	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%	10%	90%	80%	5%	20%	5%	10%
Oncology	40%	40%	20%	20%	35%	40%	5%	5%	0%	5%	5%	5%	5%	5%
Orthopaedic surgery	38%	40%	15%	15%	30%	30%	5%	5%	10%	10%	5%	5%	5%	5%
Otolaryngology	40%	45%	20%	20%	30%	30%	5%	5%	1%	2%	1%	3%	5%	5%
Pain medicine	30%	30%	20%	20%	35%	30%	5%	5%	5%	6%	1%	3%	5%	5%
Pediatrics- general	35%	35%	50%	55%	17%	30%	5%	5%	0%	3%	0%	5%	5%	5%
Physical medicine/rehabilitation	30%	30%	15%	17%	40%	40%	5%	5%	5%	10%	3%	5%	5%	5%
Plastic surgery	35%	35%	20%	20%	20%	20%	5%	5%	5%	5%	5%	5%	20%	25%
Psychiatry	40%	30%	30%	30%	20%	20%	5%	5%	0%	2%	5%	10%	5%	5%
Urology	34%	35%	20%	15%	40%	40%	5%	5%	1%	3%	2%	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

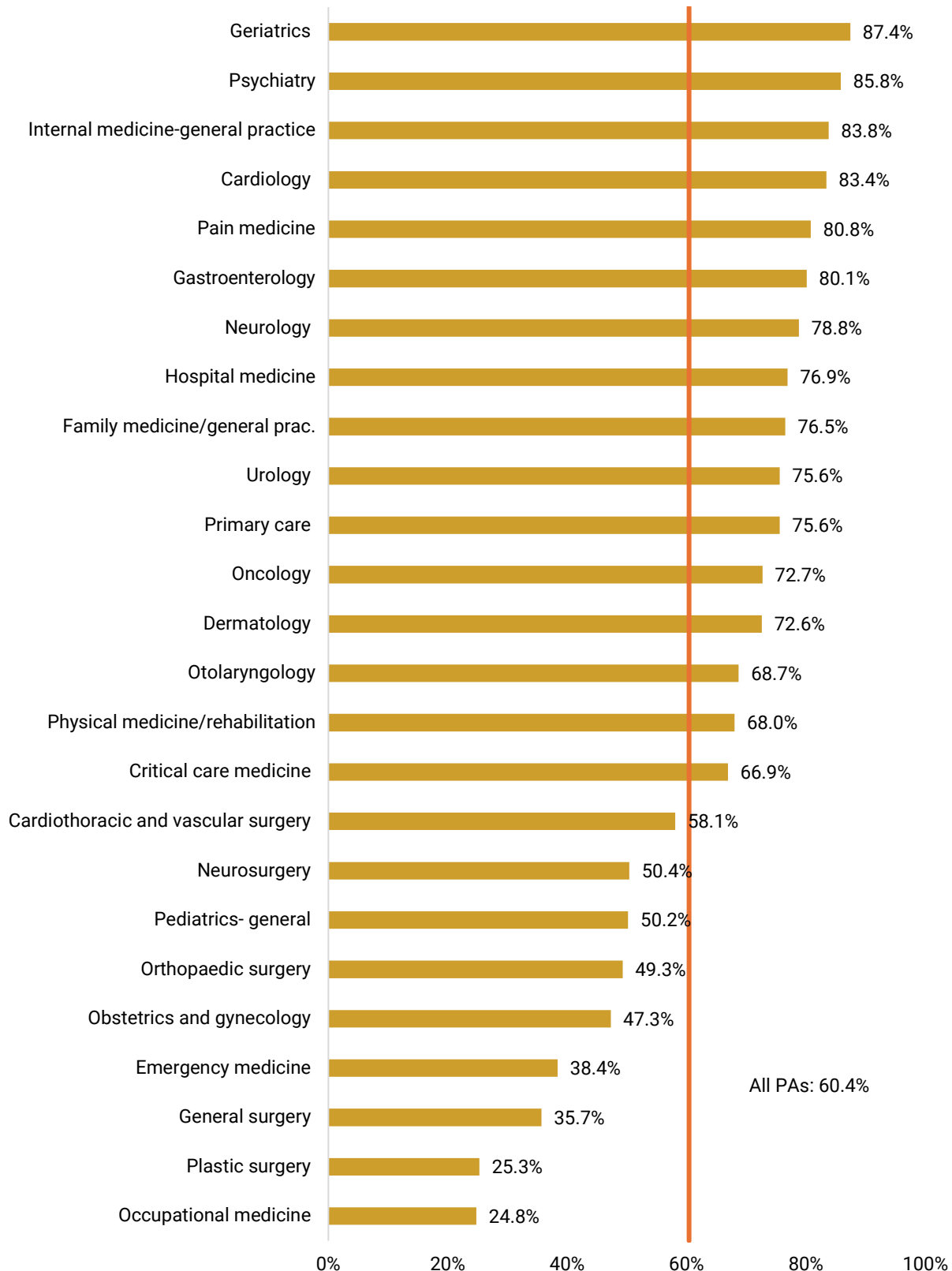


Services Provided in Principal Clinical Position for Most Patients by Specialty

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	
	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025
Primary care	87.5%	0.2%	75.6%	2.7%	93.7%	1.4%	83.4%	0.5%	78.9%	0.7%	26.6%	-0.7%	87.2%	1.6%	60.2%	3.4%	60.8%	4.0%
Cardiology	72.7%	2.3%	83.4%	1.2%	94.0%	0.9%	92.7%	0.3%	36.4%	0.5%	13.4%	-0.2%	88.5%	2.3%	58.8%	3.5%	37.7%	3.5%
Cardiothoracic and vascular surgery	69.2%	0.8%	58.1%	0.3%	81.3%	0.6%	86.8%	-0.1%	19.5%	1.7%	64.6%	-0.9%	74.4%	2.3%	59.6%	2.2%	36.7%	2.1%
Critical care medicine	95.8%	0.7%	66.9%	2.6%	93.6%	0.7%	97.5%	-0.2%	21.4%	1.6%	57.0%	2.3%	78.3%	4.5%	68.2%	3.1%	40.3%	-0.2%
Dermatology	78.6%	1.9%	72.6%	4.3%	90.0%	0.7%	44.8%	0.3%	57.4%	0.5%	67.5%	0.5%	90.3%	0.7%	42.1%	2.0%	27.7%	2.2%
Emergency medicine	97.0%	0.2%	38.4%	2.2%	97.6%	0.3%	94.8%	0.4%	22.9%	1.4%	40.6%	1.3%	84.5%	1.8%	44.5%	2.7%	50.6%	1.1%
Family medicine/ general prac.	87.3%	-0.2%	76.5%	3.3%	93.5%	1.5%	84.3%	1.1%	78.8%	1.2%	28.1%	-0.8%	86.6%	1.7%	59.6%	3.6%	60.6%	4.3%
Gastro-enterology	73.3%	4.1%	80.1%	1.8%	96.5%	0.5%	88.8%	0.0%	54.4%	-0.5%	10.9%	1.7%	89.7%	1.6%	57.2%	3.6%	39.6%	5.6%
General surgery	68.6%	3.3%	35.7%	2.8%	80.6%	1.5%	77.3%	1.0%	17.8%	0.7%	53.7%	1.6%	71.2%	3.7%	54.2%	1.9%	31.4%	1.0%
Geriatrics	82.7%	-0.7%	87.4%	-1.2%	94.5%	0.8%	87.2%	-0.8%	68.3%	1.6%	19.8%	0.1%	87.6%	2.3%	75.8%	1.6%	65.2%	1.8%
Hospital medicine	93.4%	0.4%	76.9%	0.9%	94.4%	-0.3%	94.9%	-0.8%	24.1%	-1.6%	11.3%	0.5%	82.7%	1.2%	72.1%	1.2%	53.5%	1.8%
Internal medicine-general practice	84.9%	1.4%	83.8%	1.0%	93.2%	1.1%	88.7%	-0.6%	77.8%	0.5%	23.6%	-0.1%	86.2%	1.1%	64.5%	2.4%	66.8%	3.4%
Neurology	61.2%	5.5%	78.8%	1.6%	95.7%	0.4%	85.5%	0.4%	25.6%	0.5%	18.4%	0.4%	89.9%	1.1%	61.9%	2.2%	50.3%	4.8%
Neurosurgery	68.2%	2.7%	50.4%	2.1%	91.4%	1.3%	87.7%	1.0%	15.0%	0.7%	39.2%	0.4%	80.1%	1.6%	60.6%	1.6%	47.4%	3.4%
Obstetrics and gynecology	78.9%	2.9%	47.3%	4.8%	94.4%	-0.4%	81.6%	-0.6%	72.4%	-1.0%	40.2%	2.5%	90.1%	0.4%	52.1%	4.6%	39.3%	3.4%
Occupational medicine	69.1%	-2.0%	24.8%	0.0%	90.4%	0.7%	64.5%	0.8%	34.5%	-0.6%	19.9%	0.7%	65.1%	-0.6%	40.2%	2.5%	35.3%	2.9%
Oncology	71.8%	3.4%	72.7%	1.1%	93.2%	0.7%	90.2%	0.3%	31.7%	-1.5%	14.8%	0.2%	89.2%	0.6%	76.4%	1.8%	55.9%	3.3%
Orthopaedic surgery	67.8%	3.1%	49.3%	2.8%	87.1%	1.9%	83.6%	1.8%	15.3%	1.1%	45.9%	1.0%	77.6%	2.0%	47.7%	2.5%	31.9%	4.1%
Otolaryngology	74.9%	1.7%	68.7%	4.2%	94.1%	1.7%	68.6%	1.8%	24.1%	0.8%	42.0%	3.3%	85.6%	1.2%	47.9%	3.6%	34.1%	3.6%
Pain medicine	43.9%	3.6%	80.8%	-2.6%	89.1%	-0.1%	75.6%	-0.1%	21.1%	0.2%	27.3%	0.9%	80.1%	-0.7%	50.6%	1.2%	47.5%	2.0%
Pediatrics-general	94.8%	-0.1%	50.2%	3.6%	96.6%	0.1%	63.6%	-0.8%	82.8%	-3.3%	19.6%	-0.3%	94.3%	0.5%	56.0%	3.4%	48.7%	3.5%
Physical medicine/ rehabilitation	58.2%	2.3%	68.0%	3.2%	93.9%	2.3%	71.1%	0.4%	-1.3%	1.3%	24.9%	-1.0%	81.7%	2.3%	57.4%	0.8%	42.1%	1.7%
Plastic surgery	46.5%	3.3%	25.3%	4.2%	75.8%	2.4%	51.4%	5.2%	13.5%	1.3%	65.5%	-1.9%	76.3%	3.3%	51.8%	3.4%	29.4%	4.5%
Psychiatry	67.6%	3.5%	85.8%	1.2%	70.9%	5.9%	44.9%	-1.4%	22.5%	0.4%	8.1%	1.5%	88.8%	-0.3%	59.6%	0.2%	39.2%	1.8%
Urology	72.8%	4.3%	75.6%	3.7%	91.1%	0.8%	85.7%	1.0%	46.1%	2.6%	25.7%	1.3%	83.9%	4.1%	50.6%	5.3%	31.8%	6.0%

Note: PAs were asked what proportion of their patients 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



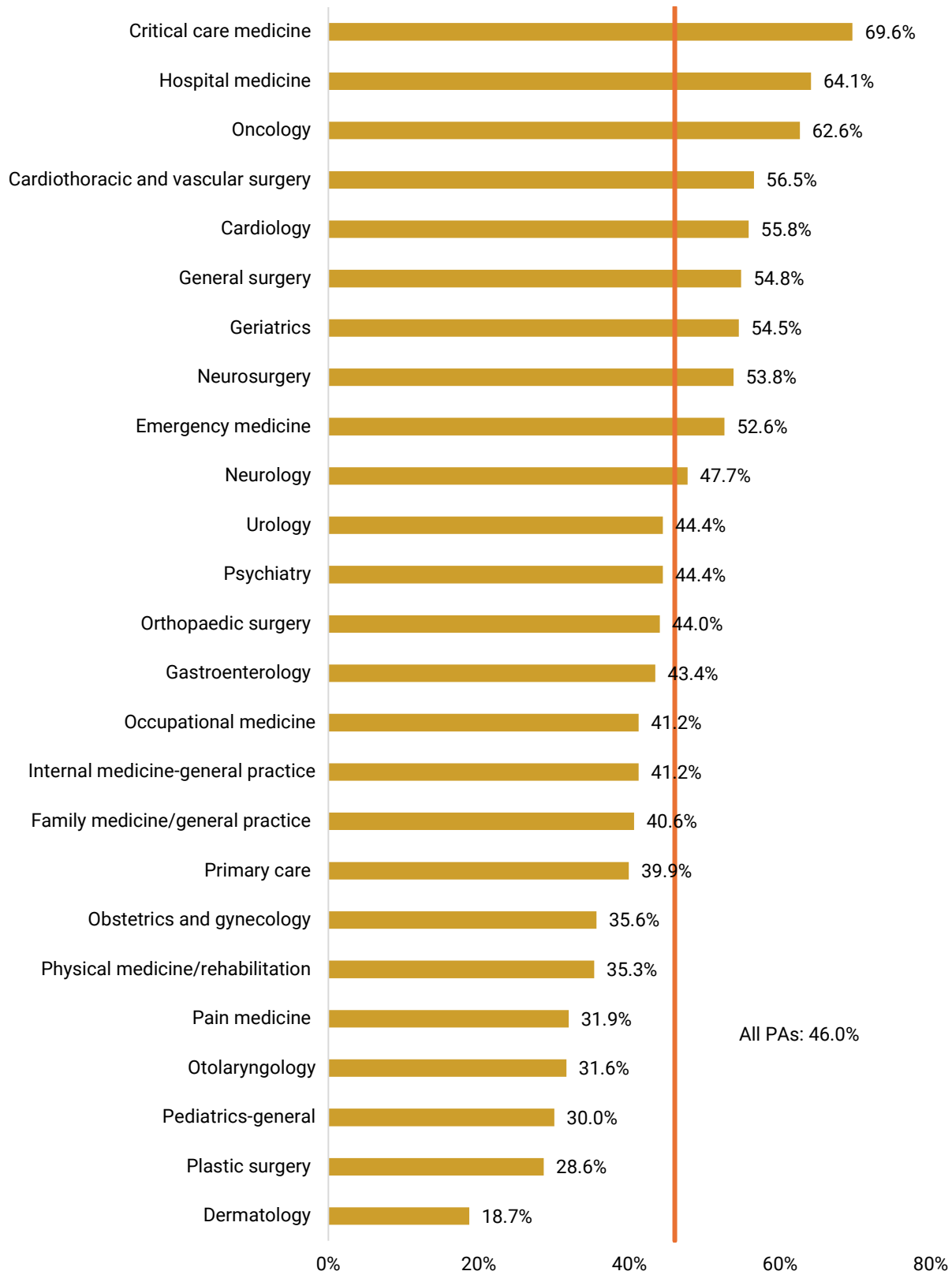
Supply and Demand by Specialty

Specialty	Primary place of employment is recruiting/hiring PAs		Number of Months Positions Have Remained Unfilled*					
	2025	Percent change 2021-2025	1 month	2 months	3 months	4 months	5 months	6 or more months
Primary care	39.9%	12.7%	28.0%	12.7%	16.9%	4.2%	2.1%	36.1%
Cardiology	55.8%	14.8%	29.9%	16.4%	21.0%	5.7%	2.1%	24.9%
Cardiothoracic and vascular surgery	56.5%	11.4%	21.8%	11.4%	16.2%	5.2%	3.0%	42.4%
Critical care medicine	69.6%	8.9%	24.3%	13.6%	15.8%	4.4%	1.9%	39.9%
Dermatology	18.7%	5.7%	49.8%	13.8%	12.9%	2.5%	0.9%	20.0%
Emergency medicine	52.6%	18.2%	34.1%	14.2%	16.9%	4.8%	1.8%	28.2%
Family medicine/general practice	40.6%	12.7%	27.8%	12.4%	16.5%	4.2%	2.1%	37.0%
Gastroenterology	43.4%	15.2%	34.2%	17.0%	13.6%	5.7%	3.2%	26.3%
General surgery	54.8%	11.7%	29.6%	14.4%	19.2%	6.3%	2.7%	27.8%
Geriatrics	54.5%	13.2%	32.5%	12.6%	19.9%	5.0%	1.3%	28.8%
Hospital medicine	64.1%	17.7%	31.6%	15.4%	17.0%	5.6%	2.0%	28.4%
Internal medicine-general practice	41.2%	12.5%	27.7%	13.5%	19.0%	3.7%	2.1%	34.0%
Neurology	47.7%	12.3%	23.5%	16.2%	22.5%	5.1%	3.0%	29.8%
Neurosurgery	53.8%	11.8%	26.6%	14.1%	20.6%	5.7%	2.6%	30.3%
Obstetrics and gynecology	35.6%	10.1%	36.8%	15.0%	14.4%	5.7%	1.2%	26.9%
Occupational medicine	41.2%	9.6%	27.4%	14.6%	19.3%	2.8%	3.0%	32.9%
Oncology	62.6%	13.6%	35.1%	19.5%	17.5%	4.3%	2.4%	21.2%
Orthopaedic surgery	44.0%	11.5%	36.7%	18.9%	18.1%	4.2%	1.9%	20.1%
Otolaryngology	31.6%	9.3%	38.5%	12.7%	19.2%	5.5%	2.1%	22.0%
Pain medicine	31.9%	10.3%	34.0%	18.5%	14.4%	4.9%	1.6%	26.6%
Pediatrics- general	30.0%	13.6%	32.6%	14.3%	14.6%	6.2%	1.7%	30.6%
Physical medicine/rehabilitation	35.3%	12.0%	42.1%	12.0%	14.3%	2.3%	1.5%	27.8%
Plastic surgery	28.6%	3.4%	41.8%	20.9%	13.4%	2.6%	2.6%	18.7%
Psychiatry	44.4%	11.2%	37.0%	12.7%	15.3%	2.7%	2.4%	29.9%
Urology	44.4%	13.3%	30.8%	16.7%	20.1%	2.9%	2.9%	26.6%

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.

*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

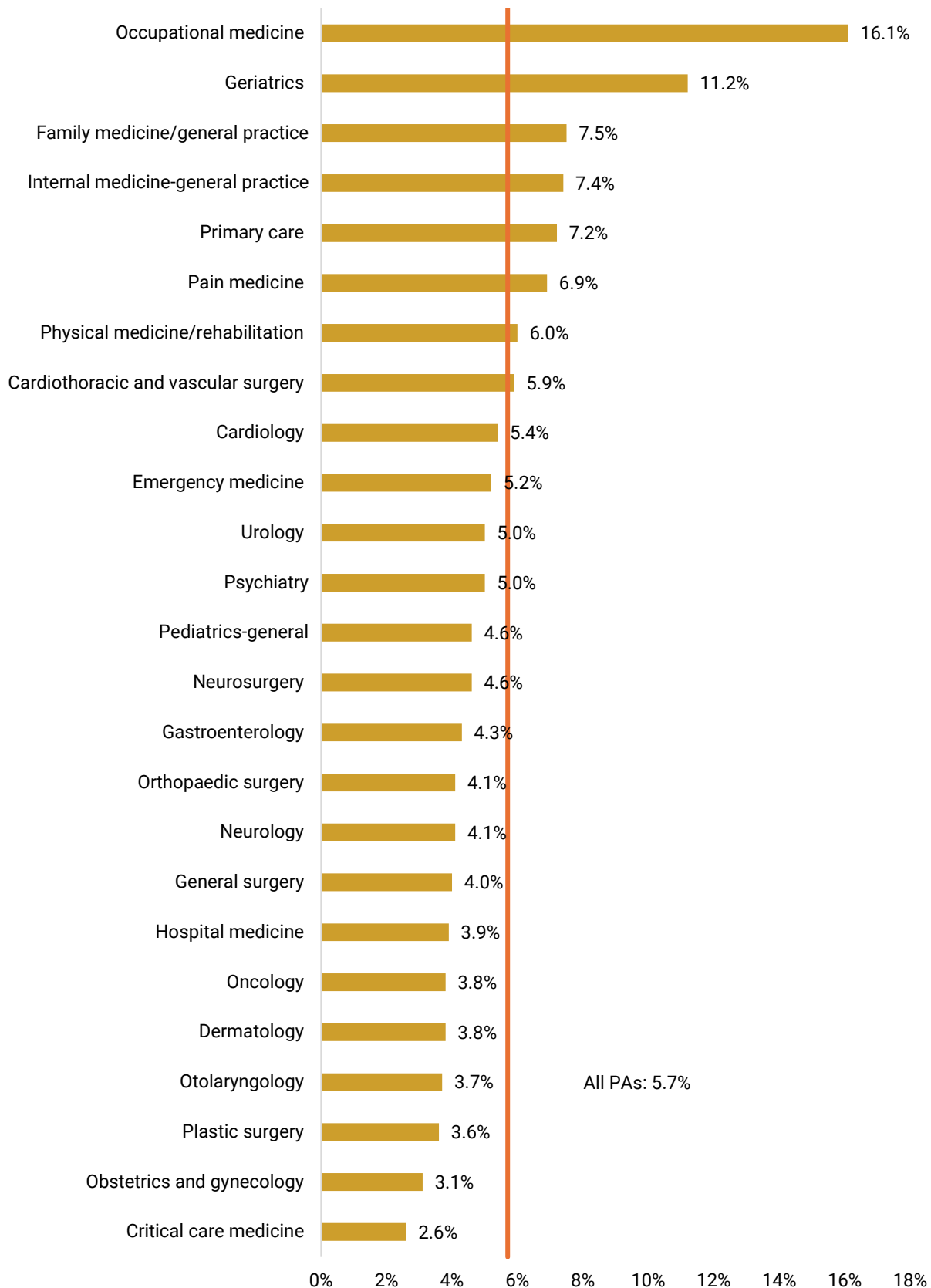


Changing Positions and Retiring by Specialty

Specialty	Plans to leave principal position in the next 12 months		Plan to retire from PA workforce in next five years	
	2025	% change 2021-2025	2025	% change 2021-2025
Primary care	9.3%	1.1%	7.2%	0.3%
Cardiology	7.7%	1.0%	5.4%	-0.1%
Cardiothoracic and vascular surgery	8.7%	1.3%	5.9%	-0.5%
Critical care medicine	10.1%	1.6%	2.6%	0.3%
Dermatology	5.9%	0.7%	3.8%	0.7%
Emergency medicine	9.8%	1.5%	5.2%	0.6%
Family medicine/general practice	9.6%	1.3%	7.5%	0.5%
Gastroenterology	8.6%	1.4%	4.3%	0.1%
General surgery	7.4%	-0.3%	4.0%	-0.4%
Geriatrics	10.6%	2.0%	11.2%	1.2%
Hospital medicine	10.3%	0.9%	3.9%	0.1%
Internal medicine-general practice	8.9%	0.5%	7.4%	0.1%
Neurology	8.7%	0.5%	4.1%	0.5%
Neurosurgery	8.5%	1.1%	4.6%	0.9%
Obstetrics and gynecology	7.7%	1.2%	3.1%	-1.1%
Occupational medicine	10.6%	-0.3%	16.1%	1.0%
Oncology	6.8%	0.4%	3.8%	0.3%
Orthopaedic surgery	6.4%	0.7%	4.1%	0.1%
Otolaryngology	8.3%	1.9%	3.7%	0.9%
Pain medicine	9.7%	-0.5%	6.9%	0.9%
Pediatrics-general	6.5%	0.3%	4.6%	0.2%
Physical medicine/rehabilitation	9.8%	2.1%	6.0%	0.3%
Plastic surgery	7.0%	0.1%	3.6%	0.4%
Psychiatry	8.5%	0.4%	5.0%	-1.1%
Urology	9.2%	3.5%	5.0%	-0.2%

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

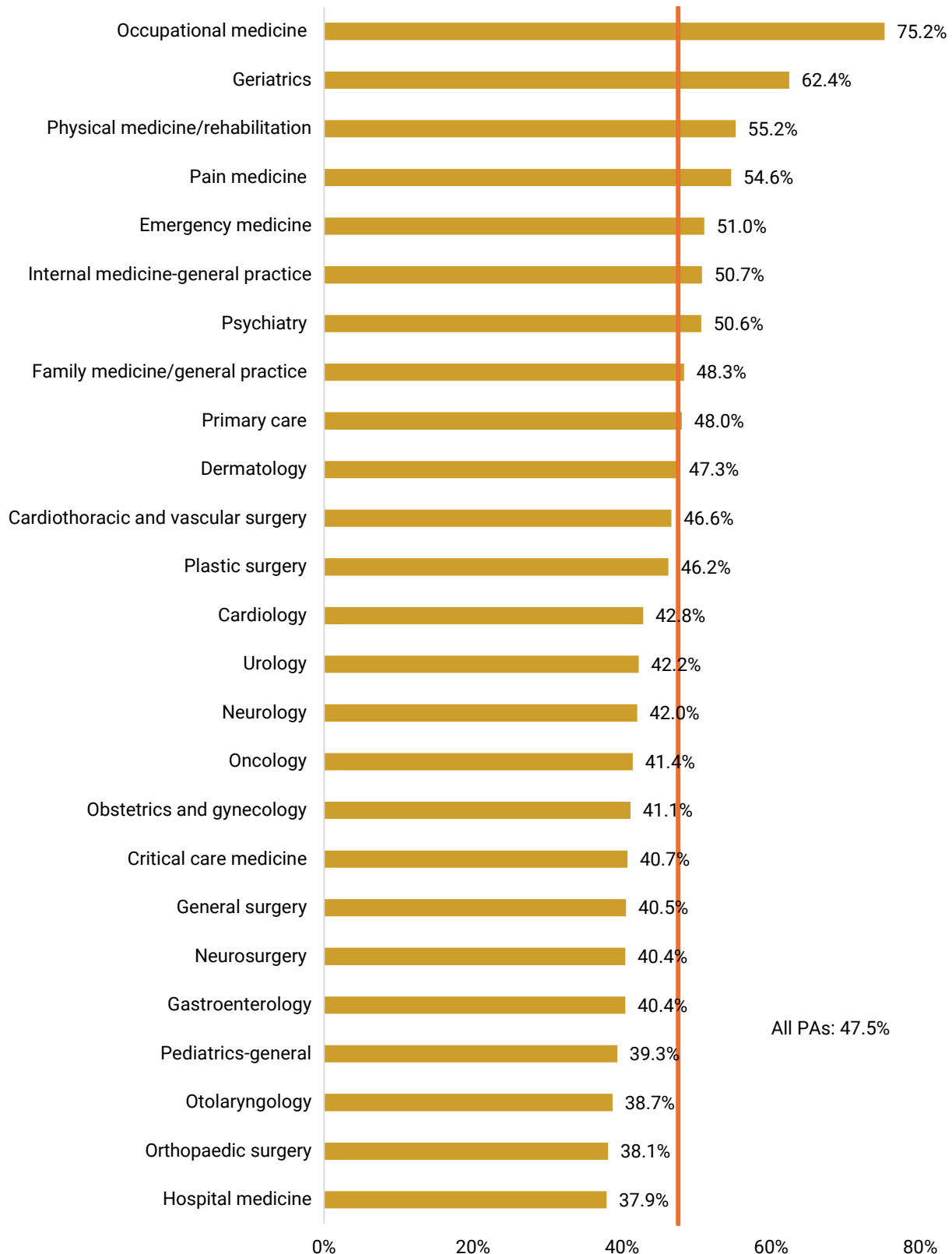


Number of Clinical PA Positions Since Starting Career by Specialty

	Number of Positions									
	1	2	3	4	5	6	7	8	9	10 or more
Primary care	27.3%	24.7%	18.5%	11.6%	7.4%	4.2%	2.2%	1.6%	0.5%	2.0%
Cardiology	28.1%	29.1%	20.7%	10.5%	5.7%	2.8%	1.4%	0.7%	0.3%	0.7%
Cardiothoracic and vascular surgery	27.3%	26.0%	21.3%	11.2%	6.4%	3.3%	1.3%	1.0%	0.4%	1.7%
Critical care medicine	30.3%	29.0%	19.0%	8.3%	5.6%	2.9%	1.7%	0.9%	0.5%	1.8%
Dermatology	24.5%	28.3%	21.1%	11.5%	7.3%	3.3%	1.8%	1.1%	0.3%	0.9%
Emergency medicine	25.5%	23.5%	17.6%	11.8%	8.1%	4.8%	2.5%	2.0%	0.8%	3.4%
Family medicine/general practice	27.3%	24.4%	18.3%	11.6%	7.5%	4.3%	2.2%	1.7%	0.5%	2.2%
Gastroenterology	27.1%	32.6%	19.0%	10.6%	5.0%	2.7%	1.4%	0.6%	0.5%	0.6%
General surgery	31.7%	27.8%	18.5%	9.7%	5.7%	2.7%	1.4%	0.8%	0.4%	1.3%
Geriatrics	15.5%	22.1%	18.0%	15.8%	10.8%	5.3%	4.3%	2.4%	1.0%	4.8%
Hospital medicine	35.0%	26.9%	15.3%	8.8%	5.6%	3.3%	1.8%	1.1%	0.5%	1.5%
Internal medicine-general practice	24.7%	24.6%	19.3%	11.9%	7.9%	4.5%	2.6%	1.7%	0.6%	2.2%
Neurology	30.5%	27.6%	18.6%	9.7%	5.5%	2.9%	2.0%	1.1%	0.4%	1.8%
Neurosurgery	32.8%	26.9%	18.4%	9.4%	6.0%	2.9%	1.5%	0.9%	0.5%	0.8%
Obstetrics and gynecology	30.1%	28.8%	18.6%	10.6%	6.2%	2.6%	1.5%	0.5%	0.3%	0.8%
Occupational medicine	9.0%	15.8%	20.3%	15.2%	15.1%	8.5%	5.3%	3.2%	1.7%	5.9%
Oncology	27.3%	31.4%	20.4%	10.2%	4.6%	2.8%	1.5%	0.8%	0.5%	0.6%
Orthopaedic surgery	32.3%	29.5%	18.4%	9.3%	5.1%	2.6%	1.1%	0.6%	0.3%	0.7%
Otolaryngology	32.0%	29.3%	18.4%	10.1%	4.5%	2.7%	1.6%	0.6%	0.2%	0.6%
Pain medicine	20.8%	24.7%	19.8%	13.4%	8.5%	5.0%	2.7%	1.8%	1.1%	2.3%
Pediatrics- general	33.0%	27.7%	19.0%	10.3%	5.2%	2.6%	0.9%	0.5%	0.3%	0.5%
Physical medicine/rehabilitation	20.3%	24.5%	21.3%	14.9%	8.4%	3.8%	2.4%	1.5%	0.7%	2.2%
Plastic surgery	22.6%	31.2%	22.6%	11.7%	6.5%	2.6%	1.6%	0.6%	0.2%	0.4%
Psychiatry	22.2%	27.2%	18.5%	11.4%	9.1%	4.1%	2.1%	2.0%	0.9%	2.5%
Urology	30.4%	27.2%	18.8%	10.8%	5.7%	2.9%	1.5%	1.0%	0.4%	1.1%

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

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

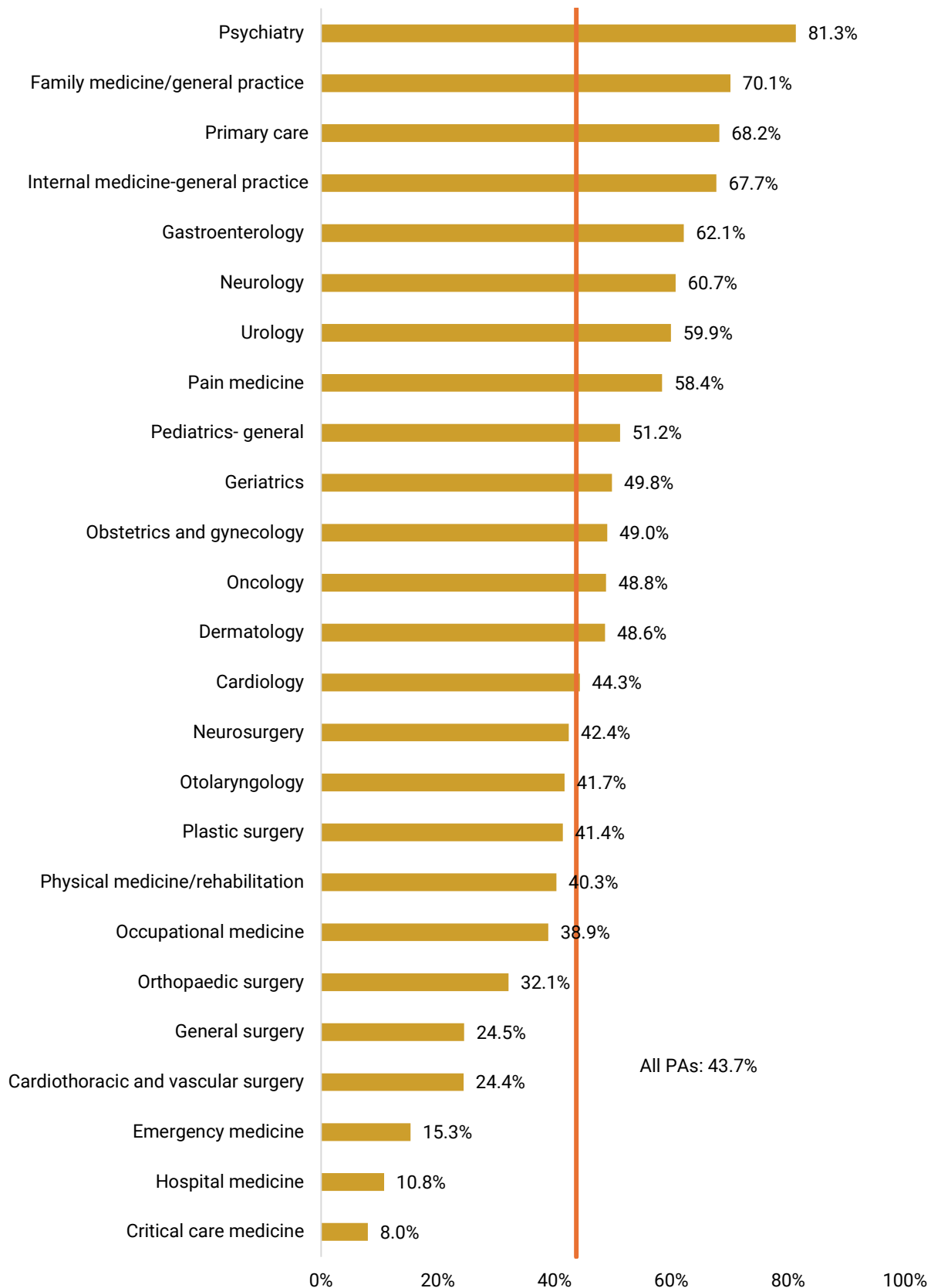


Participate in Telemedicine and Hours by Specialty

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		
	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025	% change 2021-2025	2025
Primary care	68.2%	20.1%	81.3%	9.1%	12.4%	-5.3%	3.6%	-2.8%	1.4%	-0.9%	1.3%	0.0%	62.1%
Cardiology	44.3%	8.9%	88.5%	8.3%	8.1%	-4.7%	2.0%	-1.7%	1.2%	-1.5%	0.2%	-0.5%	67.2%
Cardiothoracic and vascular surgery	24.4%	5.7%	89.3%	1.1%	8.3%	0.2%	2.0%	-0.7%	0.3%	-0.1%	0.1%	-0.5%	60.3%
Critical care medicine	8.0%	-1.7%	74.6%	-0.4%	14.4%	1.9%	4.2%	-1.3%	4.2%	0.2%	2.5%	-0.5%	50.0%
Dermatology	48.6%	9.0%	95.2%	2.7%	3.2%	-1.2%	0.7%	-0.4%	0.4%	-0.5%	0.5%	-0.6%	45.8%
Emergency medicine	15.3%	-0.6%	81.2%	-3.1%	10.8%	0.6%	4.1%	1.2%	2.1%	0.7%	1.8%	0.6%	37.0%
Family medicine/general practice	70.1%	21.0%	81.1%	9.0%	12.5%	-5.4%	3.6%	-2.7%	1.5%	-0.9%	1.3%	0.0%	63.6%
Gastroenterology	62.1%	15.8%	78.6%	-10.2%	14.1%	-0.8%	4.9%	-4.7%	1.4%	-3.7%	1.0%	-1.0%	64.3%
General surgery	24.5%	5.8%	85.3%	2.1%	9.6%	-2.1%	4.1%	0.5%	0.7%	0.2%	0.4%	-0.6%	55.2%
Geriatrics	49.8%	8.7%	80.3%	6.4%	11.4%	-3.3%	4.2%	-2.5%	1.9%	0.0%	2.1%	-0.7%	59.8%
Hospital medicine	10.8%	1.3%	78.7%	-6.4%	12.8%	3.7%	4.4%	2.1%	1.5%	-0.1%	2.6%	0.8%	51.3%
Internal medicine-general practice	67.7%	21.0%	78.9%	10.3%	14.4%	-4.9%	4.1%	-3.6%	1.3%	-1.2%	1.3%	-0.6%	60.7%
Neurology	60.7%	13.9%	71.7%	-6.2%	20.2%	1.1%	4.7%	-4.9%	1.6%	-3.3%	1.8%	0.8%	68.2%
Neurosurgery	42.4%	10.5%	88.6%	3.4%	8.1%	-2.3%	2.7%	-0.4%	0.5%	-0.4%	0.1%	-0.2%	63.7%
Obstetrics and gynecology	49.0%	12.7%	88.8%	1.6%	8.4%	-1.9%	1.7%	0.0%	0.8%	0.2%	0.2%	0.0%	54.0%
Occupational medicine	38.9%	9.0%	86.8%	2.2%	6.6%	-1.0%	2.8%	-2.0%	1.1%	0.2%	2.7%	0.6%	51.9%
Oncology	48.8%	11.5%	87.1%	3.9%	9.2%	-1.3%	3.3%	-2.1%	0.2%	-0.3%	0.3%	-0.2%	74.4%
Orthopaedic surgery	32.1%	5.4%	93.5%	1.2%	4.9%	-0.5%	1.3%	-0.4%	0.2%	-0.2%	0.1%	-0.1%	58.2%
Otolaryngology	41.7%	5.5%	93.6%	2.4%	5.6%	-2.5%	0.7%	0.2%	0.1%	-0.1%	0.0%	0.0%	52.1%
Pain medicine	58.4%	11.7%	76.8%	12.7%	14.1%	-3.3%	6.5%	-2.8%	2.0%	-3.8%	0.6%	-2.9%	40.2%
Pediatrics- general	51.2%	8.9%	90.5%	7.1%	6.0%	-3.9%	1.5%	-2.9%	1.1%	0.3%	0.9%	0.4%	56.0%
Physical medicine/rehabilitation	40.3%	4.9%	80.4%	5.1%	13.8%	-1.3%	3.7%	-1.3%	0.3%	-2.4%	1.8%	0.0%	39.1%
Plastic surgery	41.4%	10.0%	93.6%	4.9%	5.5%	-3.5%	0.9%	-1.2%	0.0%	-0.3%	0.0%	0.0%	57.7%
Psychiatry	81.3%	18.6%	26.9%	-4.5%	19.9%	3.1%	24.7%	6.9%	17.2%	-1.5%	11.2%	-4.2%	65.1%
Urology	59.9%	18.8%	83.8%	2.3%	11.7%	0.0%	2.9%	-1.7%	0.6%	-0.3%	1.1%	-0.2%	66.7%

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

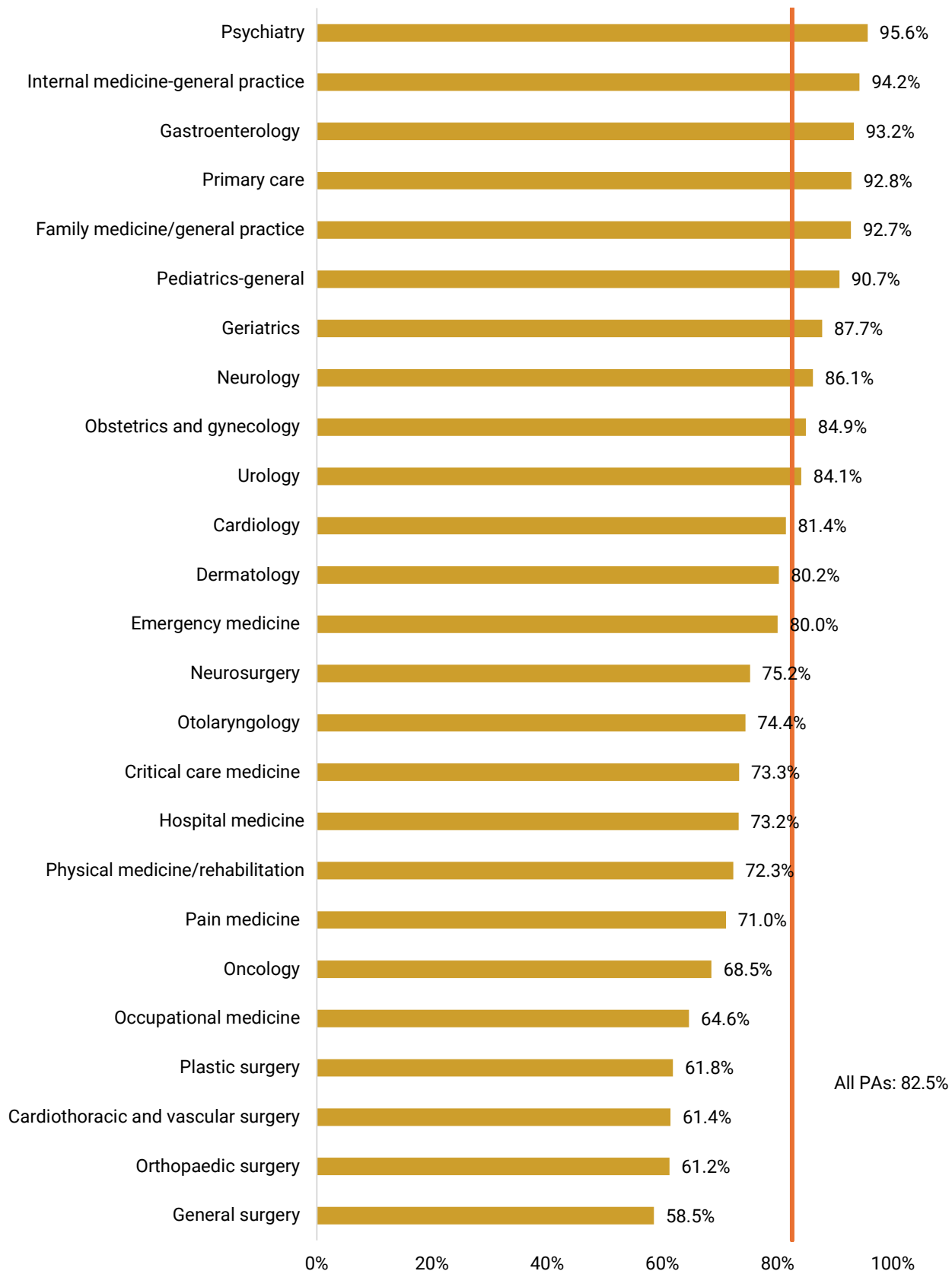


Functions of Telemedicine by Specialty

Specialty	Follow-up with patients		Diagnosing or treating patients		Managing patients with chronic disease		Collaborating with another provider	
	2025	Percent change 2021-2025	2025	Percent change 2021-2025	2025	Percent change 2021-2025	2025	Percent change 2021-2025
Primary care	93.4%	4.5%	92.8%	2.0%	83.6%	4.3%	31.7%	3.7%
Cardiology	96.8%	3.2%	81.4%	2.9%	89.9%	1.3%	35.4%	1.7%
Cardiothoracic and vascular surgery	95.7%	5.8%	61.4%	4.1%	53.6%	5.9%	35.7%	4.0%
Critical care medicine	53.8%	13.3%	73.3%	19.3%	38.1%	7.6%	68.2%	12.2%
Dermatology	96.1%	4.0%	80.2%	-7.5%	72.6%	-1.0%	21.1%	1.8%
Emergency medicine	49.1%	11.9%	80.0%	12.7%	29.1%	11.0%	41.7%	5.1%
Family medicine/general practice	93.3%	4.4%	92.7%	2.2%	84.1%	4.4%	32.1%	3.7%
Gastroenterology	98.3%	2.9%	93.2%	0.3%	93.5%	2.5%	35.8%	-12.4%
General surgery	95.7%	3.0%	58.5%	2.4%	37.3%	5.8%	31.3%	5.9%
Geriatrics	91.3%	6.9%	87.7%	3.0%	86.7%	3.9%	42.9%	1.8%
Hospital medicine	66.4%	16.1%	73.2%	14.3%	53.2%	16.2%	55.1%	6.9%
Internal medicine-general practice	94.9%	4.8%	94.2%	2.8%	88.9%	3.3%	32.5%	2.7%
Neurology	96.8%	4.4%	86.1%	3.3%	89.1%	3.3%	37.4%	3.1%
Neurosurgery	97.6%	3.2%	75.2%	-1.5%	51.8%	3.6%	35.4%	1.6%
Obstetrics and gynecology	97.1%	3.8%	84.9%	0.4%	59.6%	7.5%	25.3%	3.0%
Occupational medicine	88.6%	1.7%	64.6%	-1.0%	24.7%	3.8%	32.7%	10.2%
Oncology	97.6%	1.7%	68.5%	3.5%	79.8%	1.5%	34.9%	3.1%
Orthopaedic surgery	97.6%	3.0%	61.2%	-2.6%	37.8%	2.8%	26.7%	4.3%
Otolaryngology	98.0%	2.2%	74.4%	-13.8%	65.4%	-4.0%	27.7%	2.7%
Pain medicine	98.0%	1.2%	71.0%	-4.9%	81.7%	-2.6%	35.1%	5.1%
Pediatrics- general	90.2%	3.8%	90.7%	-1.9%	61.8%	3.2%	24.0%	4.9%
Physical medicine/rehabilitation	94.8%	-0.6%	72.3%	2.0%	73.1%	4.6%	39.9%	9.3%
Plastic surgery	97.0%	6.9%	61.8%	-0.9%	26.5%	5.9%	31.5%	4.9%
Psychiatry	97.5%	3.4%	95.6%	3.7%	87.8%	5.8%	60.3%	10.5%
Urology	96.8%	1.6%	84.1%	-0.7%	83.4%	1.0%	33.2%	3.7%

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

Diagnosing or Treating Patients Using Telemedicine by Specialty

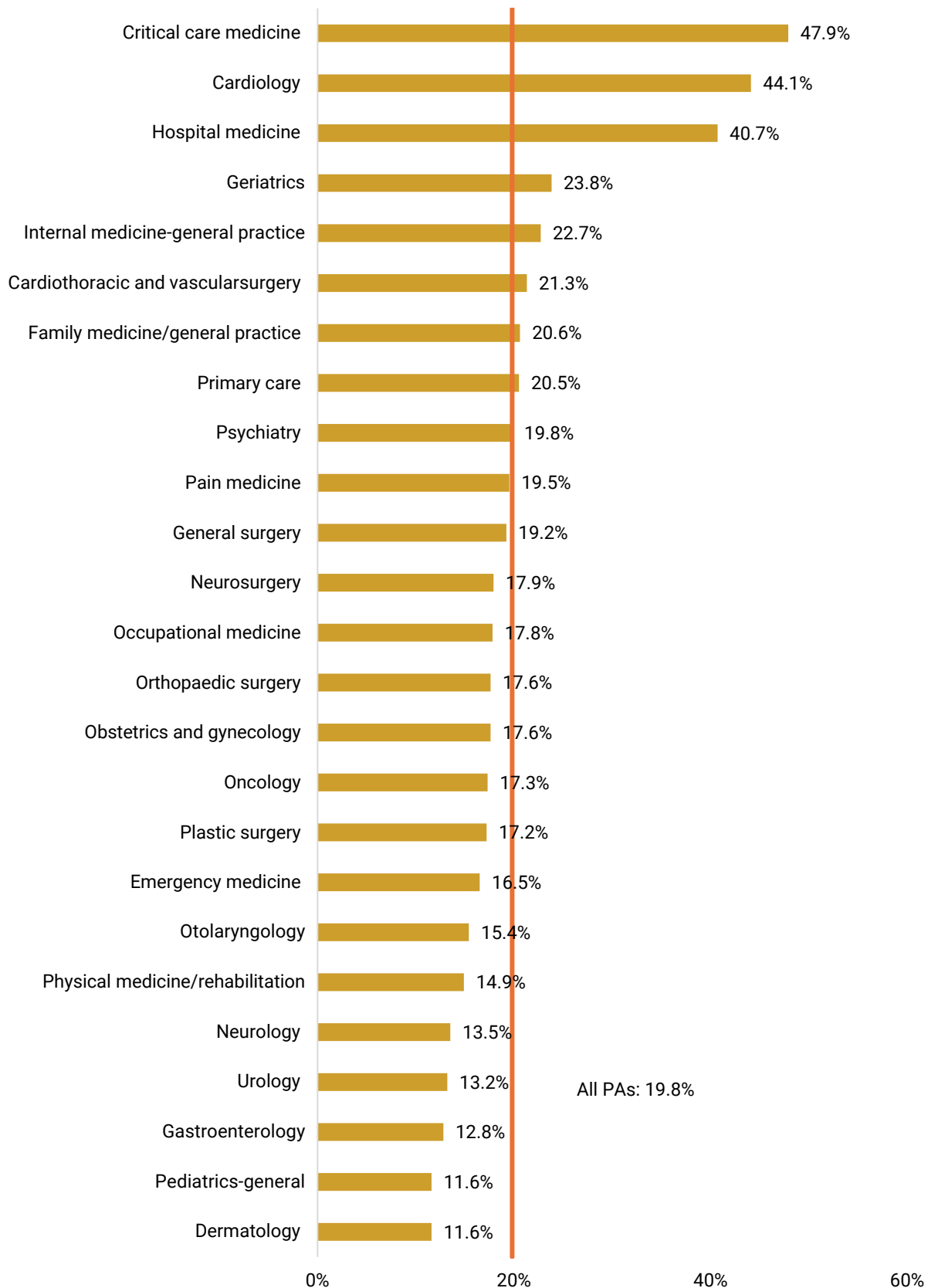


Modalities of Telemedicine by Specialty

Specialty	Videoconferencing		Remote patient monitoring		Storing and forwarding data	
	2025	Percent change 2021-2025	2025	Percent change 2021-2025	2025	Percent change 2021-2025
Primary care	93.2%	3.8%	20.5%	0.9%	8.4%	-0.8%
Cardiology	91.5%	4.3%	44.1%	1.0%	9.7%	-0.8%
Cardiothoracic and vascular surgery	87.6%	3.6%	21.3%	1.8%	10.1%	1.5%
Critical care medicine	81.8%	12.8%	47.9%	5.4%	13.6%	2.6%
Dermatology	95.3%	2.2%	11.6%	-0.3%	8.4%	-4.9%
Emergency medicine	89.8%	10.2%	16.5%	3.0%	11.1%	1.8%
Family medicine/general practice	92.5%	4.0%	20.6%	0.9%	8.8%	-0.8%
Gastroenterology	95.6%	2.9%	12.8%	-0.4%	5.6%	-0.9%
General surgery	89.4%	4.6%	19.2%	0.5%	9.2%	0.8%
Geriatrics	96.0%	3.8%	23.8%	3.2%	8.7%	0.9%
Hospital medicine	83.7%	8.7%	40.7%	13.9%	11.1%	-1.4%
Internal medicine-general practice	95.8%	3.6%	22.7%	-0.4%	7.9%	-1.1%
Neurology	96.9%	2.9%	13.5%	-1.9%	5.9%	-1.5%
Neurosurgery	92.1%	3.8%	17.9%	-0.1%	7.7%	-0.9%
Obstetrics and gynecology	92.5%	5.1%	17.6%	1.0%	5.8%	-0.5%
Occupational medicine	85.8%	2.3%	17.8%	-0.5%	12.7%	1.0%
Oncology	95.3%	0.5%	17.3%	-0.8%	5.2%	-0.3%
Orthopaedic surgery	89.2%	0.2%	17.6%	2.5%	7.5%	0.8%
Otolaryngology	91.9%	-1.5%	15.4%	2.9%	5.2%	-0.9%
Pain medicine	90.5%	-1.7%	19.5%	1.2%	7.3%	2.9%
Pediatrics- general	94.4%	1.1%	11.6%	1.2%	5.0%	-0.3%
Physical medicine/rehabilitation	93.3%	1.5%	14.9%	0.7%	6.4%	0.9%
Plastic surgery	94.2%	4.9%	17.2%	-2.2%	7.5%	1.2%
Psychiatry	98.4%	3.8%	19.8%	0.3%	10.3%	1.7%
Urology	93.4%	0.6%	13.2%	0.6%	7.7%	-0.1%

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

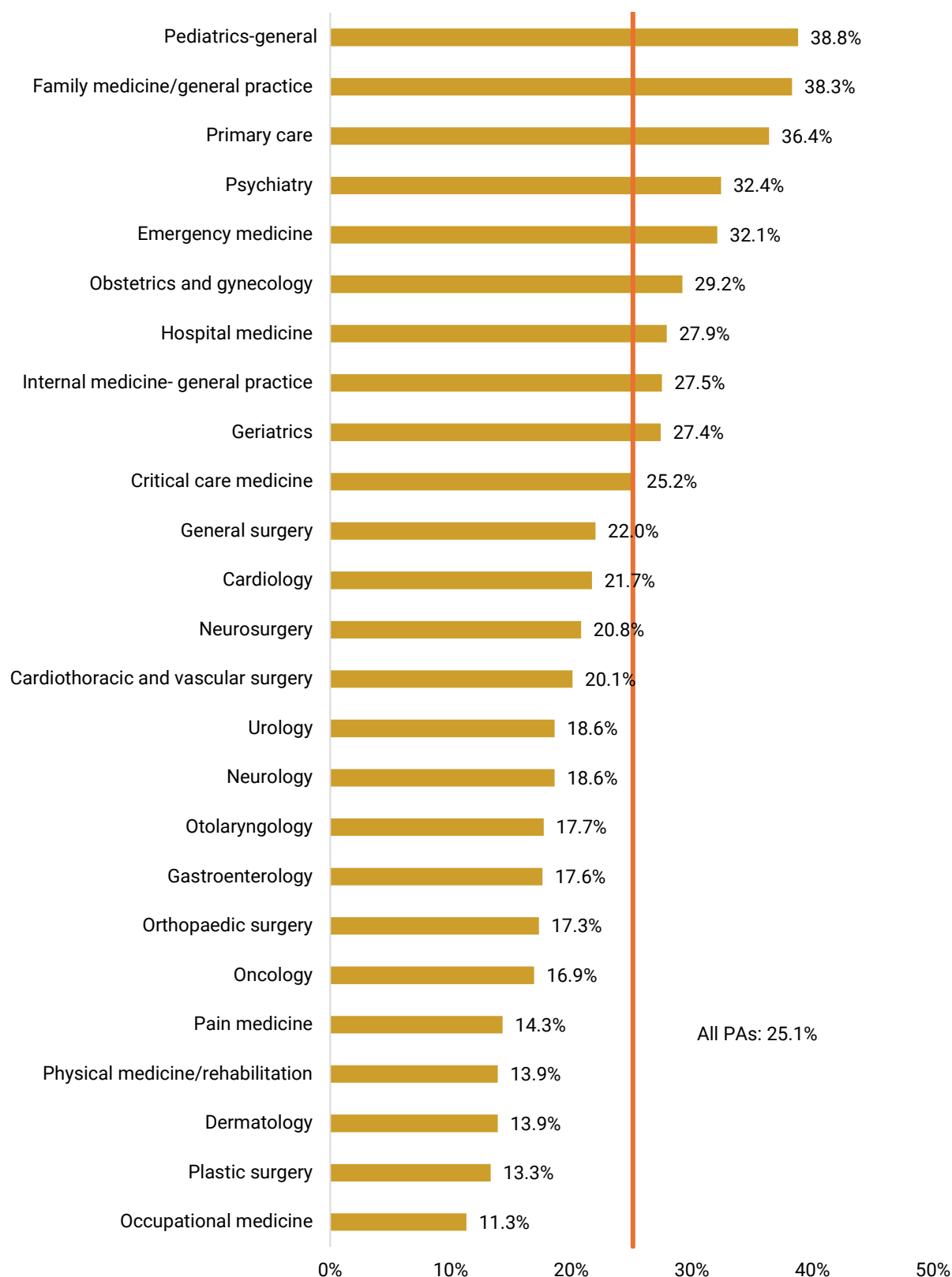


Providing Care to Patients in Designated HPSAs or MUAs by Specialty

Specialty	Yes	No	Not Sure
Primary care	36.4%	43.3%	20.2%
Cardiology	21.7%	47.9%	30.4%
Cardiothoracic and vascular surgery	20.1%	48.4%	31.4%
Critical care medicine	25.2%	38.3%	36.5%
Dermatology	13.9%	62.4%	23.7%
Emergency medicine	32.1%	35.3%	32.5%
Family medicine/general practice	38.3%	42.7%	19.0%
Gastroenterology	17.6%	52.0%	30.4%
General surgery	22.0%	46.8%	31.2%
Geriatrics	27.4%	46.7%	25.9%
Hospital medicine	27.9%	40.0%	32.0%
Internal medicine-general practice	27.5%	49.3%	23.2%
Neurology	18.6%	50.7%	30.6%
Neurosurgery	20.8%	47.0%	32.2%
Obstetrics and gynecology	29.2%	44.1%	26.7%
Occupational medicine	11.3%	69.2%	19.6%
Oncology	16.9%	52.0%	31.1%
Orthopaedic surgery	17.3%	55.3%	27.4%
Otolaryngology	17.7%	54.2%	28.1%
Pain medicine	14.3%	58.2%	27.5%
Pediatrics- general	38.8%	36.1%	25.0%
Physical medicine/rehabilitation	13.9%	60.1%	26.0%
Plastic surgery	13.3%	63.4%	23.3%
Psychiatry	32.4%	39.8%	27.8%
Urology	18.6%	51.7%	29.7%

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



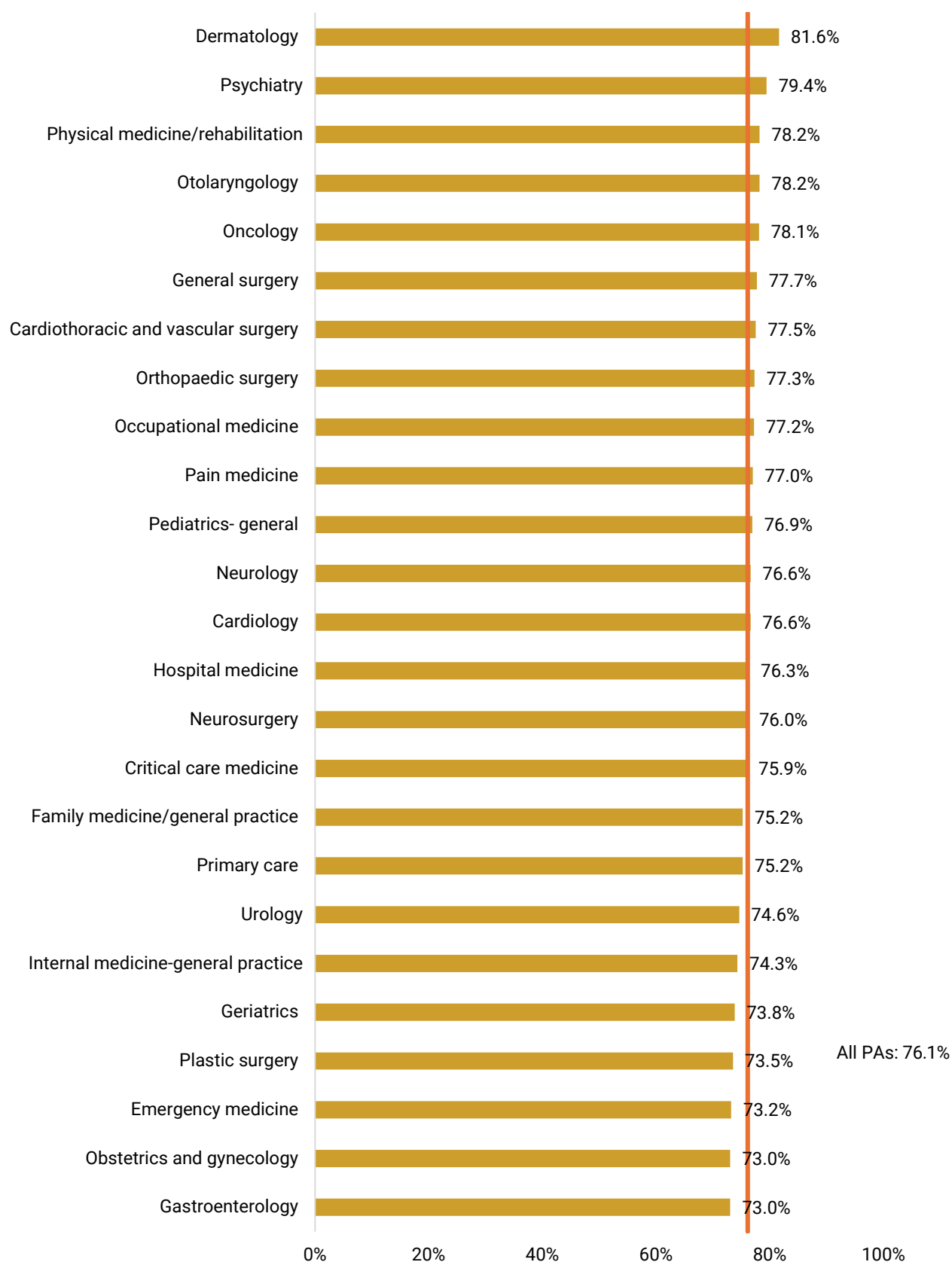
Domains of Work Satisfaction by Specialty

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
Primary care	82.3%	87.2%	76.4%	69.9%	75.2%	72.0%	83.2%	75.9%
Cardiology	85.7%	89.1%	79.3%	74.6%	76.6%	76.0%	85.0%	75.8%
Cardiothoracic and vascular surgery	85.0%	89.3%	74.6%	70.4%	77.5%	76.8%	82.6%	72.5%
Critical care medicine	86.3%	90.0%	82.7%	75.3%	75.9%	76.8%	82.9%	74.7%
Dermatology	87.9%	90.1%	85.8%	82.4%	81.6%	71.2%	84.6%	79.9%
Emergency medicine	79.6%	84.5%	78.2%	70.5%	73.2%	70.8%	79.1%	71.2%
Family medicine/general practice	82.0%	87.0%	75.9%	69.3%	75.2%	72.7%	82.9%	75.5%
Gastroenterology	83.5%	83.7%	76.9%	72.2%	73.0%	74.2%	84.8%	75.6%
General surgery	85.7%	89.8%	81.4%	77.9%	77.7%	78.3%	83.7%	75.9%
Geriatrics	82.7%	84.8%	75.4%	70.8%	73.8%	66.8%	84.4%	76.7%
Hospital medicine	83.8%	87.6%	82.8%	77.3%	76.3%	75.8%	83.5%	75.3%
Internal medicine-general practice	81.4%	86.6%	74.6%	69.2%	74.3%	70.4%	84.3%	75.6%
Neurology	84.6%	87.1%	79.8%	75.7%	76.6%	76.2%	84.2%	77.1%
Neurosurgery	84.5%	88.0%	73.6%	70.2%	76.0%	78.0%	84.5%	74.2%
Obstetrics and gynecology	88.2%	91.2%	82.7%	77.8%	73.0%	73.7%	84.6%	77.0%
Occupational medicine	82.3%	84.0%	80.3%	77.5%	77.2%	68.0%	79.1%	74.6%
Oncology	87.2%	90.4%	82.5%	76.7%	78.1%	80.7%	86.1%	80.2%
Orthopaedic surgery	87.5%	89.4%	77.9%	73.6%	77.3%	77.5%	84.1%	78.0%
Otolaryngology	87.1%	88.7%	81.8%	79.1%	78.2%	77.0%	83.3%	81.5%
Pain medicine	82.9%	86.2%	82.5%	79.2%	77.0%	67.4%	81.5%	79.9%
Pediatrics- general	86.9%	90.7%	84.6%	77.6%	76.9%	69.4%	83.8%	79.8%
Physical medicine/rehabilitation	84.7%	86.6%	82.6%	78.1%	78.2%	70.8%	86.3%	81.7%
Plastic surgery	88.4%	89.9%	82.2%	78.3%	73.5%	74.7%	84.7%	79.0%
Psychiatry	86.4%	87.4%	81.0%	76.4%	79.4%	66.4%	83.4%	78.9%
Urology	83.2%	85.3%	76.3%	73.2%	74.6%	74.8%	82.8%	75.3%

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 Income at Principal Position by Specialty



Burnout^{1,2} by Specialty

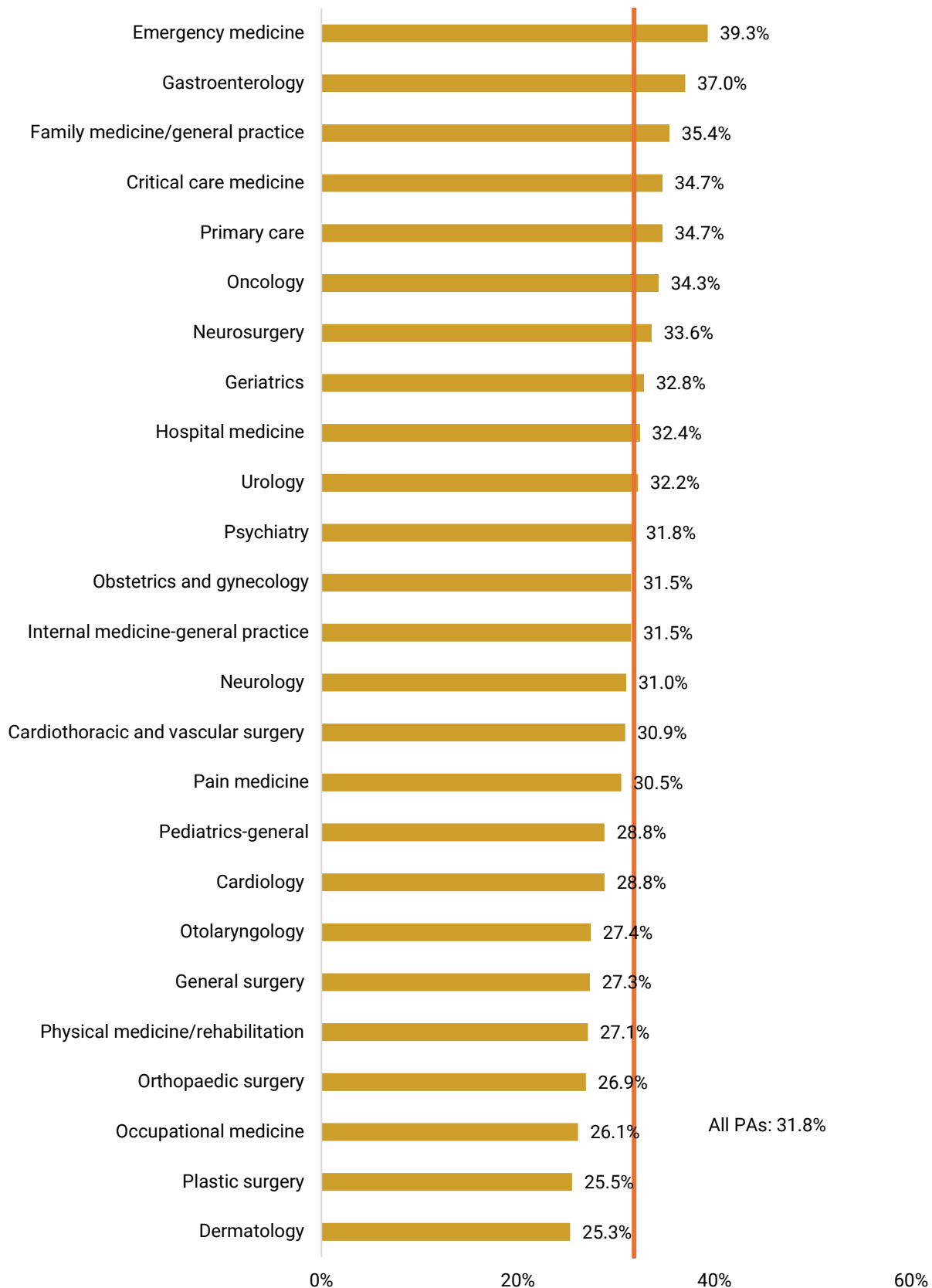
Specialty	2025		One or more symptoms of burnout percent change 2021-2025
	No symptoms of burnout	One or more symptoms of burnout	
Primary care	65.3%	34.7%	1.3%
Cardiology	71.2%	28.8%	1.1%
Cardiothoracic and vascular surgery	69.1%	30.9%	3.2%
Critical care medicine	65.3%	34.7%	-3.2%
Dermatology	74.7%	25.3%	2.4%
Emergency medicine	60.7%	39.3%	2.5%
Family medicine/general practice	64.6%	35.4%	1.2%
Gastroenterology	63.0%	37.0%	5.7%
General surgery	72.7%	27.3%	2.4%
Geriatrics	67.2%	32.8%	-0.9%
Hospital medicine	67.6%	32.4%	-1.9%
Internal medicine-general practice	68.5%	31.5%	-2.1%
Neurology	69.0%	31.0%	0.8%
Neurosurgery	66.4%	33.6%	4.4%
Obstetrics and gynecology	68.5%	31.5%	5.0%
Occupational medicine	73.9%	26.1%	0.8%
Oncology	65.7%	34.3%	-0.8%
Orthopaedic surgery	73.1%	26.9%	2.2%
Otolaryngology	72.6%	27.4%	3.5%
Pain medicine	69.5%	30.5%	-0.3%
Pediatrics-general	71.2%	28.8%	2.5%
Physical medicine/rehabilitation	72.9%	27.1%	3.8%
Plastic surgery	74.5%	25.5%	2.3%
Psychiatry	68.2%	31.8%	0.0%
Urology	67.8%	32.2%	3.8%

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

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

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

Reporting One or More Symptoms of Burnout by Specialty

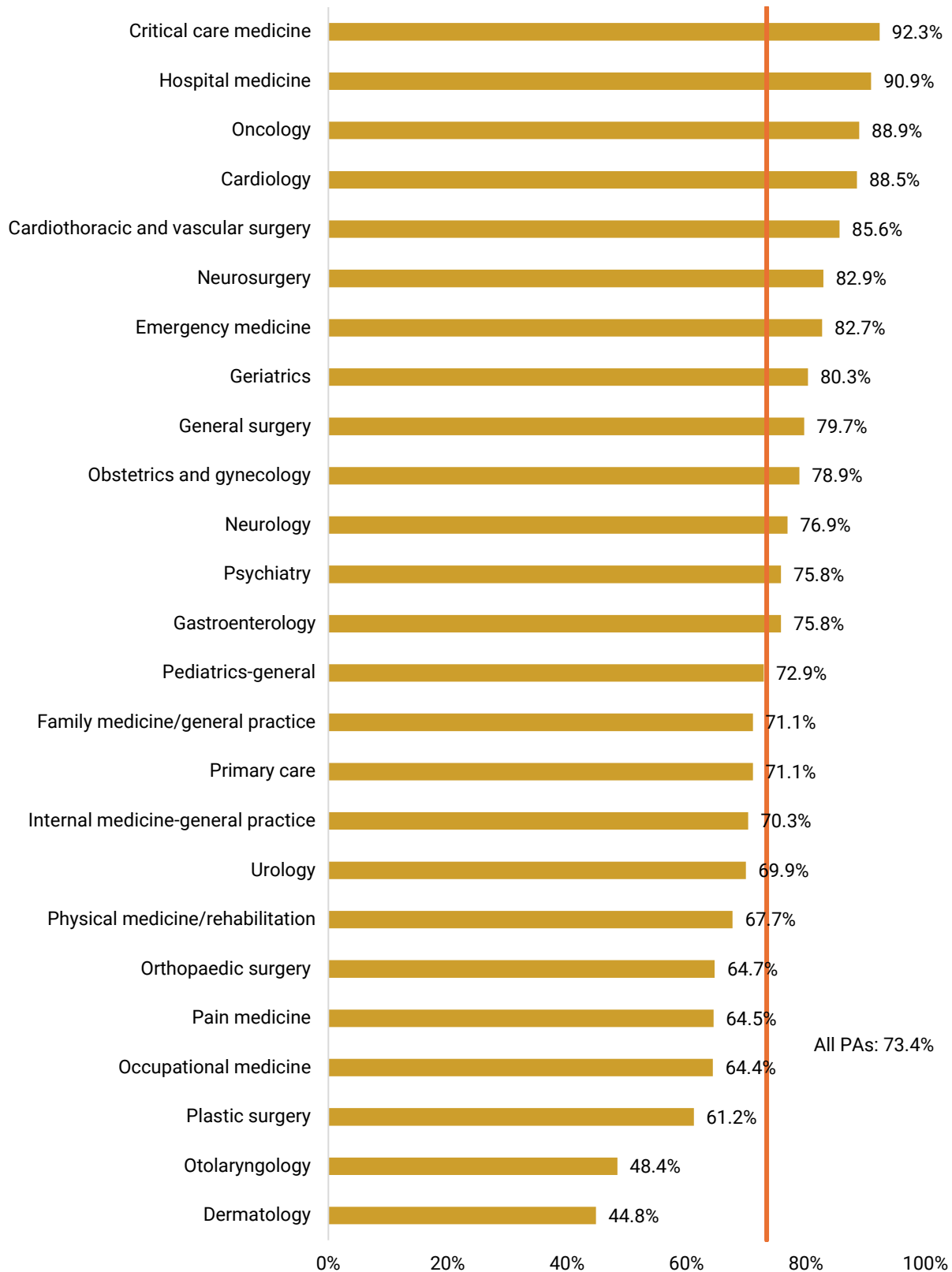


Working with Other Health Professionals by Specialty

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%	91.4%	73.0%	71.1%	54.7%	43.5%	39.8%	11.4%	30.8%	22.7%	13.9%	7.8%	5.0%
Cardiology	0.9%	98.4%	87.2%	88.5%	83.7%	49.6%	38.8%	3.5%	56.4%	38.9%	30.1%	27.1%	22.1%
Cardiothoracic and vascular surgery	0.7%	97.9%	92.4%	85.6%	87.0%	45.5%	51.2%	9.1%	66.3%	53.6%	46.8%	43.8%	38.9%
Critical care medicine	1.6%	97.5%	93.9%	92.3%	92.9%	51.7%	73.7%	7.7%	88.2%	70.7%	69.1%	67.3%	66.4%
Dermatology	5.9%	93.5%	76.2%	44.8%	32.8%	28.5%	2.8%	0.6%	6.5%	3.9%	1.0%	0.7%	0.4%
Emergency medicine	5.3%	95.3%	91.9%	82.7%	87.0%	47.3%	70.1%	8.1%	71.2%	69.9%	23.9%	15.6%	9.1%
Family medicine/general practice	8.0%	90.2%	74.1%	71.1%	54.3%	43.6%	40.5%	12.5%	31.4%	24.1%	14.0%	7.0%	3.8%
Gastroenterology	1.1%	98.3%	80.7%	75.8%	70.9%	47.1%	23.4%	1.3%	33.1%	19.2%	14.0%	11.4%	18.1%
General surgery	0.6%	98.1%	90.3%	79.7%	87.1%	54.2%	54.5%	4.3%	65.5%	54.8%	48.4%	44.2%	37.8%
Geriatrics	9.7%	91.2%	70.6%	80.3%	72.9%	55.9%	63.9%	10.8%	49.1%	18.4%	43.6%	41.3%	37.0%
Hospital medicine	1.2%	97.7%	93.2%	90.9%	91.5%	62.9%	78.2%	7.8%	85.6%	65.2%	67.3%	65.3%	63.4%
Internal medicine-general practice	5.2%	94.4%	71.3%	70.3%	57.1%	42.3%	39.8%	8.6%	35.4%	21.8%	16.9%	12.0%	9.3%
Neurology	1.3%	97.9%	79.2%	76.9%	68.7%	49.6%	46.1%	2.0%	41.1%	29.3%	35.4%	31.7%	30.9%
Neurosurgery	0.8%	98.1%	92.8%	82.9%	81.9%	49.2%	47.8%	3.3%	56.3%	57.6%	50.7%	46.2%	41.2%
Obstetrics and gynecology	1.8%	97.1%	68.8%	78.9%	70.3%	45.5%	34.9%	2.5%	25.4%	24.7%	11.2%	4.1%	2.0%
Occupational medicine	16.8%	82.7%	72.3%	64.4%	45.5%	36.3%	19.9%	4.9%	14.0%	35.1%	33.3%	15.0%	2.6%
Oncology	0.7%	98.2%	87.9%	88.9%	94.1%	50.6%	73.1%	6.5%	81.4%	34.8%	33.9%	30.6%	26.7%
Orthopaedic surgery	1.2%	98.1%	90.7%	64.7%	71.1%	42.4%	23.8%	1.6%	36.3%	61.4%	49.1%	37.6%	7.0%
Otolaryngology	2.1%	98.0%	73.8%	48.4%	52.6%	40.6%	11.6%	5.4%	16.3%	15.2%	15.2%	8.0%	30.0%
Pain medicine	4.5%	95.1%	73.1%	64.5%	44.6%	33.2%	23.6%	0.8%	16.0%	24.4%	22.4%	8.8%	2.7%
Pediatrics-general	3.4%	95.5%	66.3%	72.9%	53.8%	45.0%	33.5%	7.2%	15.4%	11.1%	7.3%	6.6%	6.6%
Physical medicine/rehabilitation	5.2%	95.1%	76.4%	67.7%	60.4%	46.7%	45.7%	2.7%	30.5%	30.2%	57.5%	44.3%	38.0%
Plastic surgery	2.4%	97.3%	76.3%	61.2%	80.9%	44.2%	27.6%	6.9%	33.2%	23.8%	25.4%	23.7%	13.5%
Psychiatry	8.6%	90.3%	76.6%	75.8%	46.7%	34.0%	80.4%	3.3%	30.9%	5.1%	8.5%	8.6%	5.6%
Urology	1.4%	97.8%	77.7%	69.9%	69.8%	50.6%	19.2%	1.8%	27.2%	26.5%	17.2%	10.2%	6.3%

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

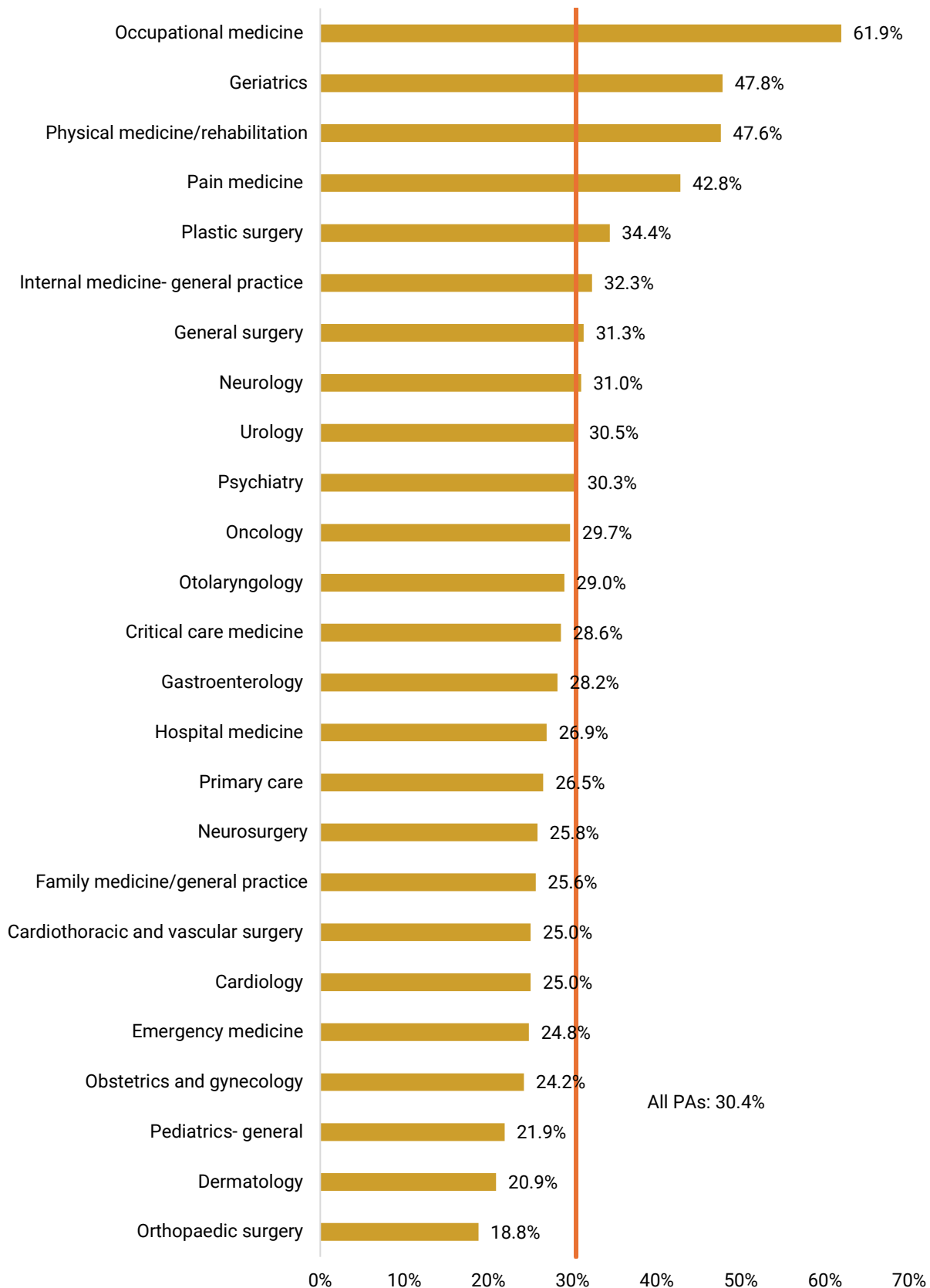


Changed Specialties by Specialty

Specialty	Have not changed specialties	1 time	2 to 3 times	4 to 5 times	6 to 10 times	Over 10 times
Primary care	54.7%	18.9%	19.5%	5.5%	1.4%	0.1%
Cardiology	50.2%	24.8%	19.5%	4.5%	0.9%	<0.1%
Cardiothoracic and vascular surgery	52.0%	23.1%	19.5%	4.3%	1.1%	0.1%
Critical care medicine	49.4%	22.1%	22.7%	4.5%	1.3%	0.1%
Dermatology	51.2%	27.9%	16.9%	3.4%	0.5%	0.1%
Emergency medicine	55.2%	19.9%	19.0%	4.5%	1.1%	0.2%
Family medicine/general practice	56.7%	17.7%	19.0%	5.2%	1.3%	0.1%
Gastroenterology	43.0%	28.8%	21.3%	5.4%	1.5%	0.0%
General surgery	46.6%	22.1%	22.6%	7.0%	1.6%	0.1%
Geriatrics	29.2%	23.0%	32.4%	10.4%	4.5%	0.5%
Hospital medicine	54.5%	18.6%	18.7%	6.3%	1.8%	0.1%
Internal medicine- general practice	46.2%	21.6%	22.5%	7.7%	2.0%	0.1%
Neurology	44.5%	24.3%	22.0%	7.0%	2.0%	0.0%
Neurosurgery	52.7%	21.6%	19.1%	5.2%	1.4%	0.1%
Obstetrics and gynecology	50.9%	24.7%	19.4%	3.8%	1.0%	0.0%
Occupational medicine	16.1%	22.0%	40.5%	17.0%	4.0%	0.4%
Oncology	45.4%	24.8%	22.4%	5.9%	1.4%	0.1%
Orthopaedic surgery	61.6%	19.7%	14.8%	3.1%	0.8%	<0.1%
Otolaryngology	46.1%	24.9%	21.3%	6.5%	1.2%	0.0%
Pain medicine	30.6%	26.6%	29.3%	10.2%	3.3%	0.0%
Pediatrics- general	53.9%	24.0%	17.2%	3.8%	0.9%	0.0%
Physical medicine/ rehabilitation	27.6%	24.8%	33.2%	10.8%	3.6%	0.0%
Plastic surgery	35.3%	30.2%	27.1%	6.0%	1.3%	0.0%
Psychiatry	46.3%	23.6%	20.0%	7.5%	2.6%	0.2%
Urology	45.6%	23.9%	22.5%	6.4%	1.5%	0.1%

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



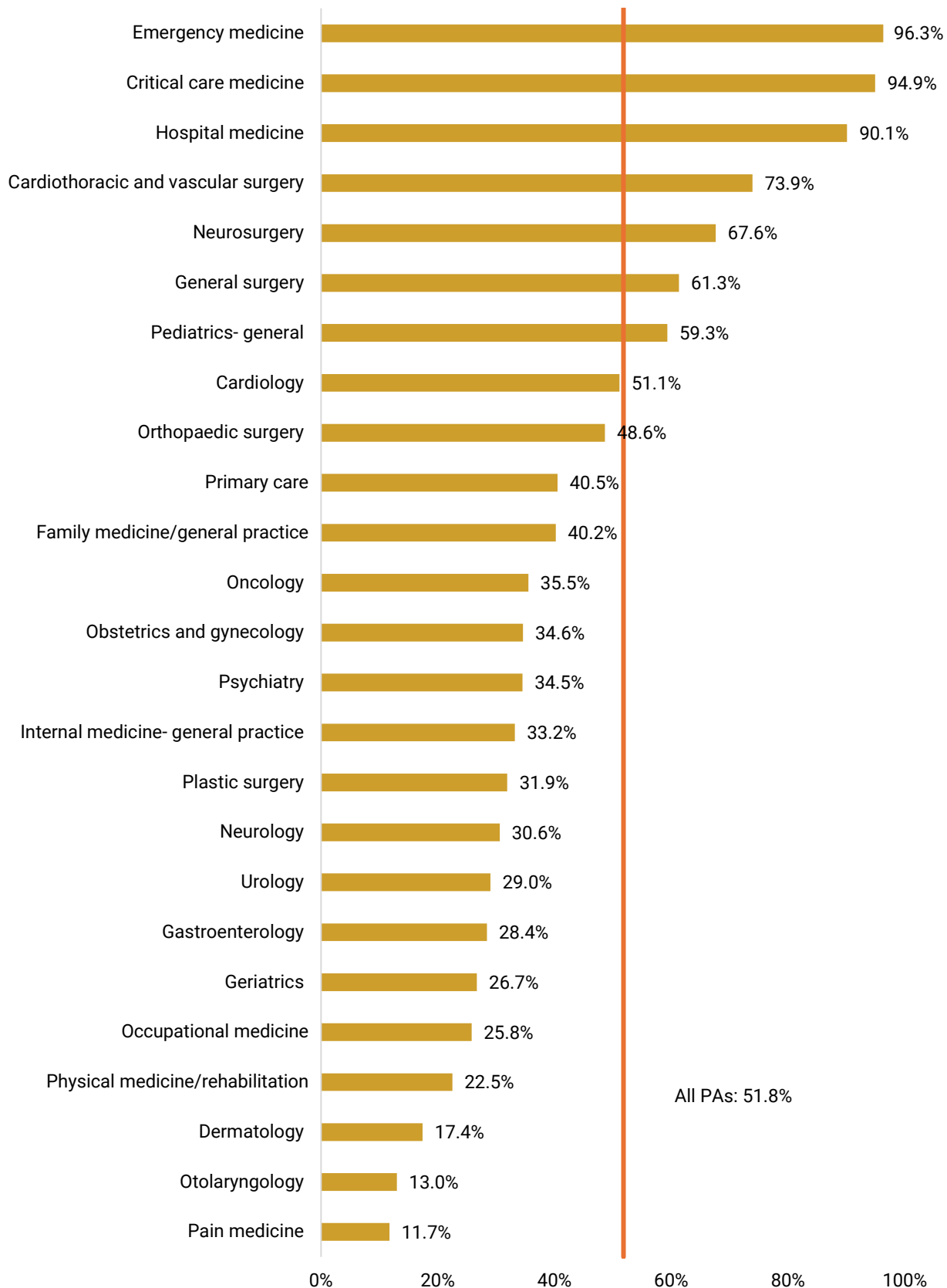
Note: the percentages reflect the distribution within the specialty.

Employment Type and Work Weekends/Evenings by Specialty

Specialty	Employment Type				See Patients on Weekends and/or Evenings
	Employee	Independent Contractor	Full or Part Owner	Other	
Primary care	91.9%	3.2%	3.7%	1.2%	40.5%
Cardiology	97.1%	0.9%	1.4%	0.5%	51.1%
Cardiothoracic and vascular surgery	94.5%	3.1%	1.3%	1.0%	73.9%
Critical care medicine	94.7%	2.7%	2.1%	0.4%	94.9%
Dermatology	93.7%	1.8%	4.1%	0.5%	17.4%
Emergency medicine	91.3%	5.5%	2.6%	0.7%	96.3%
Family medicine/general practice	91.7%	3.1%	3.9%	1.3%	40.2%
Gastroenterology	97.6%	0.6%	1.2%	0.6%	28.4%
General surgery	97.2%	0.9%	1.3%	0.5%	61.3%
Geriatrics	87.7%	8.1%	3.1%	1.1%	26.7%
Hospital medicine	95.7%	2.1%	1.8%	0.4%	90.1%
Internal medicine- general practice	91.7%	3.9%	3.4%	1.0%	33.2%
Neurology	96.9%	1.9%	0.7%	0.6%	30.6%
Neurosurgery	97.0%	1.5%	1.1%	0.5%	67.6%
Obstetrics and gynecology	97.5%	0.6%	1.7%	0.2%	34.6%
Occupational medicine	89.8%	5.3%	3.0%	1.9%	25.8%
Oncology	98.2%	0.5%	0.9%	0.4%	35.5%
Orthopaedic surgery	97.4%	1.1%	1.1%	0.4%	48.6%
Otolaryngology	97.4%	0.9%	1.0%	0.6%	13.0%
Pain medicine	93.4%	3.6%	2.4%	0.6%	11.7%
Pediatrics- general	94.8%	2.0%	2.5%	0.6%	59.3%
Physical medicine/ rehabilitation	92.1%	5.6%	1.6%	0.6%	22.5%
Plastic surgery	94.0%	2.4%	3.2%	0.3%	31.9%
Psychiatry	82.7%	11.6%	4.6%	1.0%	34.5%
Urology	98.1%	0.6%	0.9%	0.4%	29.0%

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



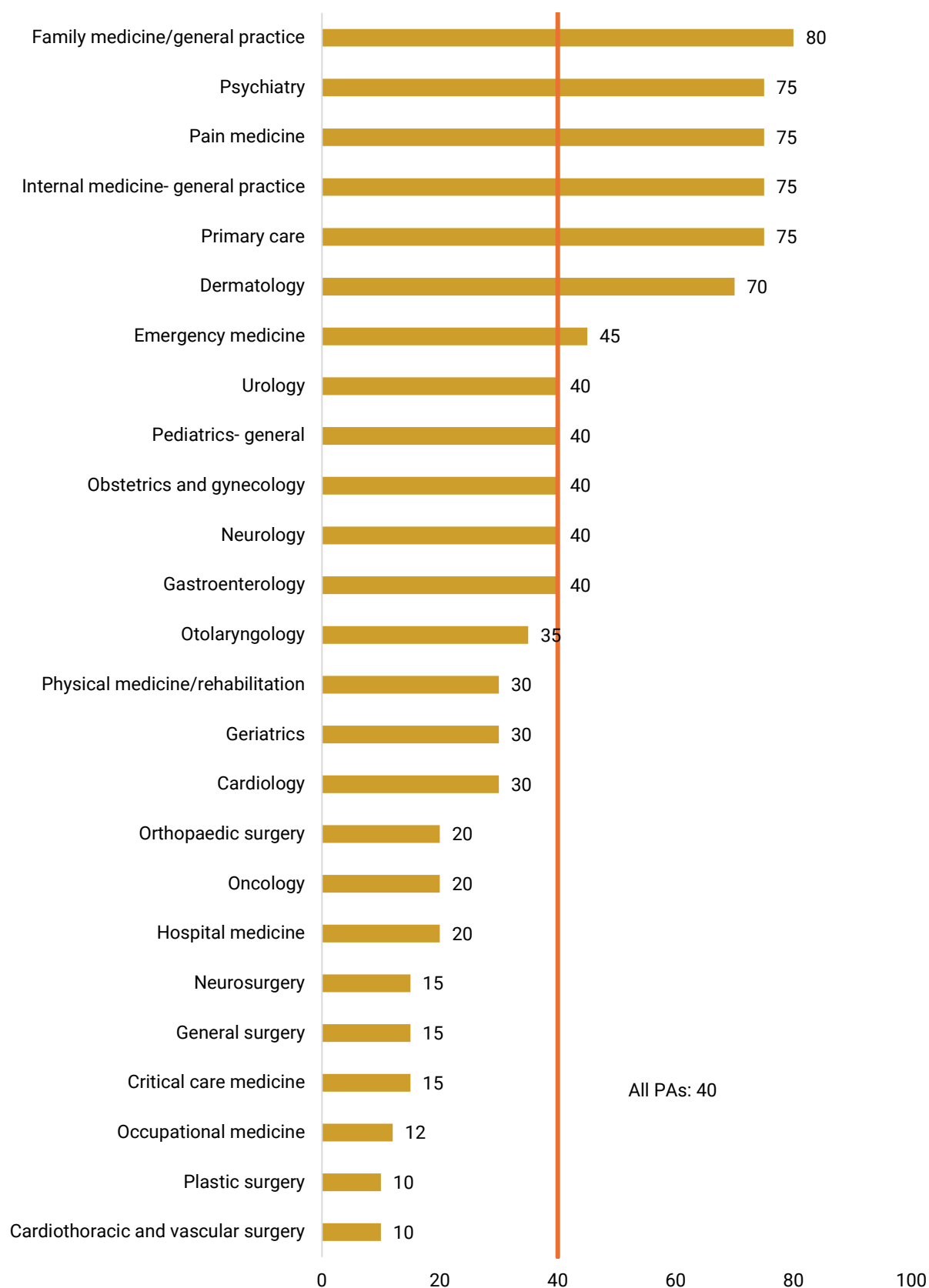
Note: The percentages reflect the distribution within the specialty.

Prescribing by Specialty

Specialty	Prescribe pharmacologic agents for patients	Median number of prescriptions written per week
Primary care	97.5%	75
Cardiology	94.6%	30
Cardiothoracic and vascular surgery	90.8%	10
Critical care medicine	80.9%	15
Dermatology	96.0%	70
Emergency medicine	96.9%	45
Family medicine/general practice	98.1%	80
Gastroenterology	95.5%	40
General surgery	90.1%	15
Geriatrics	94.0%	30
Hospital medicine	92.9%	20
Internal medicine- general practice	95.9%	75
Neurology	94.1%	40
Neurosurgery	95.8%	15
Obstetrics and gynecology	96.4%	40
Occupational medicine	82.3%	12
Oncology	96.0%	20
Orthopaedic surgery	95.8%	20
Otolaryngology	96.1%	35
Pain medicine	94.5%	75
Pediatrics- general	96.3%	40
Physical medicine/rehabilitation	90.9%	30
Plastic surgery	91.9%	10
Psychiatry	98.4%	75
Urology	96.5%	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



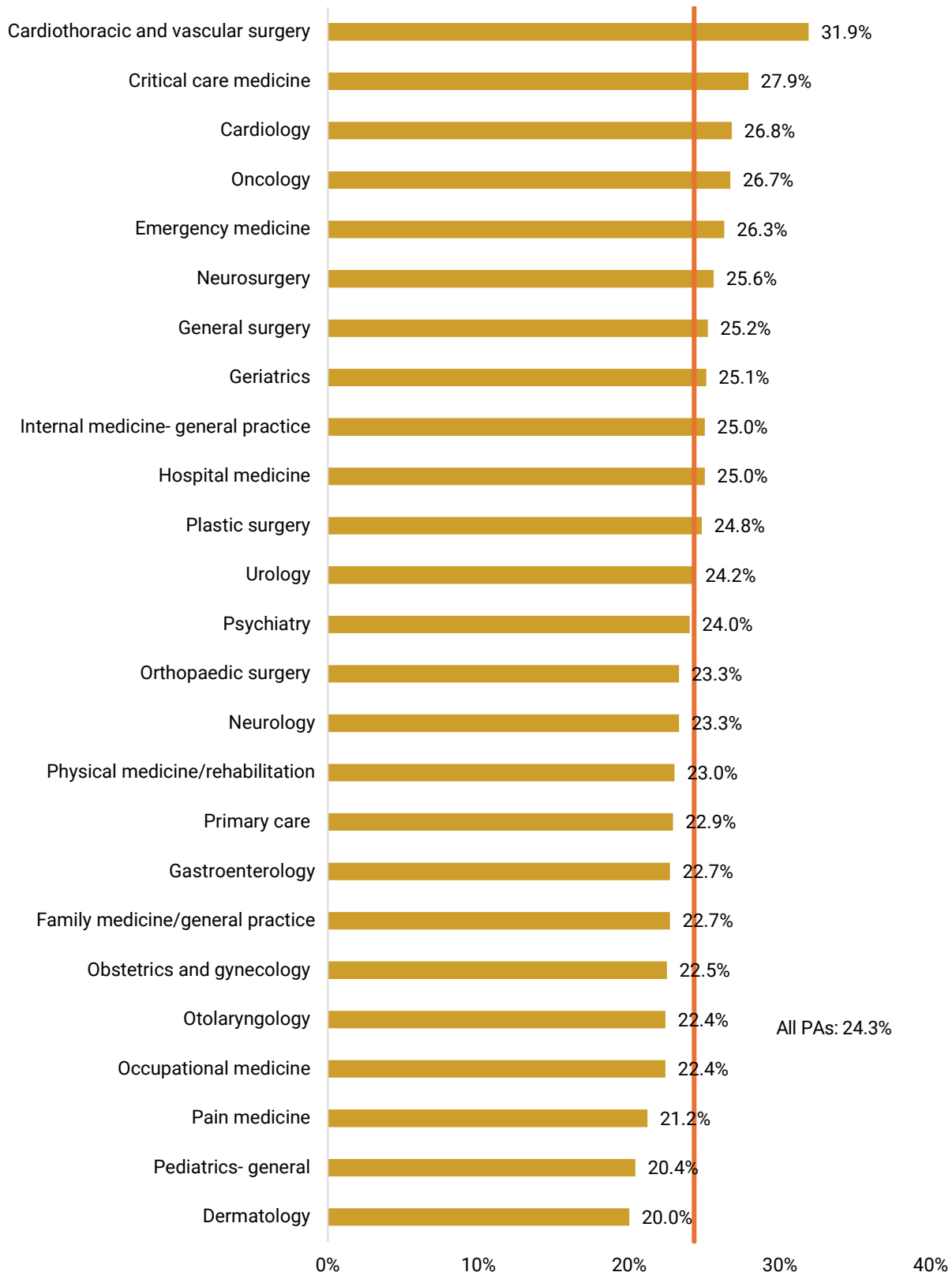
Changes in Work Environment by Specialty

Specialty	Competition for Jobs with Other Health Care Professionals				Clinical Opportunities Available				Quality of Working Conditions			
	Increased	No change	Decreased	NA*	Increased	No change	Decreased	NA*	Increased	No change	Decreased	NA*
Primary care	24.2%	58.1%	3.0%	14.7%	22.9%	53.9%	12.3%	10.9%	14.6%	50.4%	29.2%	5.7%
Cardiology	26.5%	57.1%	3.1%	13.3%	26.8%	51.9%	12.5%	8.8%	12.9%	49.0%	33.0%	5.0%
Cardiothoracic and vascular surgery	24.3%	58.5%	4.8%	12.4%	31.9%	49.9%	10.2%	8.0%	12.1%	48.2%	34.9%	4.8%
Critical care medicine	28.7%	56.8%	3.1%	11.4%	27.9%	50.8%	13.0%	8.3%	12.2%	48.5%	33.8%	5.5%
Dermatology	29.2%	52.5%	1.9%	16.5%	20.0%	53.4%	13.1%	13.4%	14.3%	52.1%	25.8%	7.8%
Emergency medicine	29.6%	55.2%	3.8%	11.3%	26.3%	50.5%	14.4%	8.8%	10.6%	39.7%	44.7%	4.9%
Family medicine/ general practice	24.0%	58.5%	3.0%	14.4%	22.7%	54.3%	12.3%	10.6%	14.4%	50.6%	29.4%	5.7%
Gastroenterology	24.7%	57.3%	2.5%	15.5%	22.7%	52.7%	12.8%	11.8%	13.3%	49.1%	31.1%	6.5%
General surgery	28.1%	56.2%	2.3%	13.4%	25.2%	52.1%	13.3%	9.4%	12.3%	49.8%	32.5%	5.4%
Geriatrics	30.4%	53.5%	3.3%	12.8%	25.1%	48.7%	16.6%	9.5%	13.8%	44.9%	35.9%	5.3%
Hospital medicine	30.4%	54.7%	2.5%	12.4%	25.0%	50.8%	15.2%	8.9%	12.0%	47.2%	35.6%	5.2%
Internal medicine- general practice	25.5%	57.4%	2.9%	14.2%	25.0%	52.5%	12.1%	10.3%	15.8%	49.6%	29.1%	5.4%
Neurology	25.2%	57.3%	2.7%	14.8%	23.3%	54.1%	11.8%	10.8%	16.6%	50.4%	26.3%	6.7%
Neurosurgery	25.3%	57.8%	2.9%	14.0%	25.6%	51.8%	12.5%	10.0%	13.5%	47.1%	33.8%	5.6%
Obstetrics and gynecology	26.8%	56.5%	1.8%	14.9%	22.5%	53.4%	14.4%	9.7%	12.4%	50.5%	31.8%	5.3%
Occupational medicine	29.3%	52.2%	3.1%	15.4%	22.4%	49.6%	16.0%	12.0%	13.1%	50.9%	28.8%	7.2%
Oncology	22.8%	57.8%	3.3%	16.2%	26.7%	52.2%	10.8%	10.2%	14.0%	48.5%	32.2%	5.3%
Orthopaedic surgery	23.2%	60.7%	2.0%	14.1%	23.3%	56.1%	10.4%	10.2%	12.9%	53.1%	28.4%	5.6%
Otolaryngology	24.5%	57.2%	2.0%	16.4%	22.4%	53.0%	13.0%	11.5%	16.1%	51.9%	25.2%	6.8%
Pain medicine	27.8%	56.2%	2.1%	13.9%	21.2%	53.3%	15.6%	9.9%	14.6%	53.5%	25.4%	6.4%
Pediatrics- general	23.2%	56.5%	2.1%	18.1%	20.4%	52.9%	12.4%	14.3%	14.6%	50.2%	28.0%	7.3%
Physical medicine/ rehabilitation	24.3%	57.9%	2.2%	15.6%	23.0%	51.9%	14.1%	11.0%	12.8%	51.7%	29.8%	5.6%
Plastic surgery	31.0%	53.6%	1.6%	13.8%	24.8%	50.6%	13.7%	10.9%	15.7%	48.5%	28.4%	7.4%
Psychiatry	32.8%	51.5%	2.3%	13.5%	24.0%	50.6%	15.6%	9.9%	18.4%	50.9%	25.3%	5.5%
Urology	25.1%	58.0%	2.0%	14.9%	24.2%	52.5%	12.8%	10.5%	14.7%	48.4%	30.7%	6.2%

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



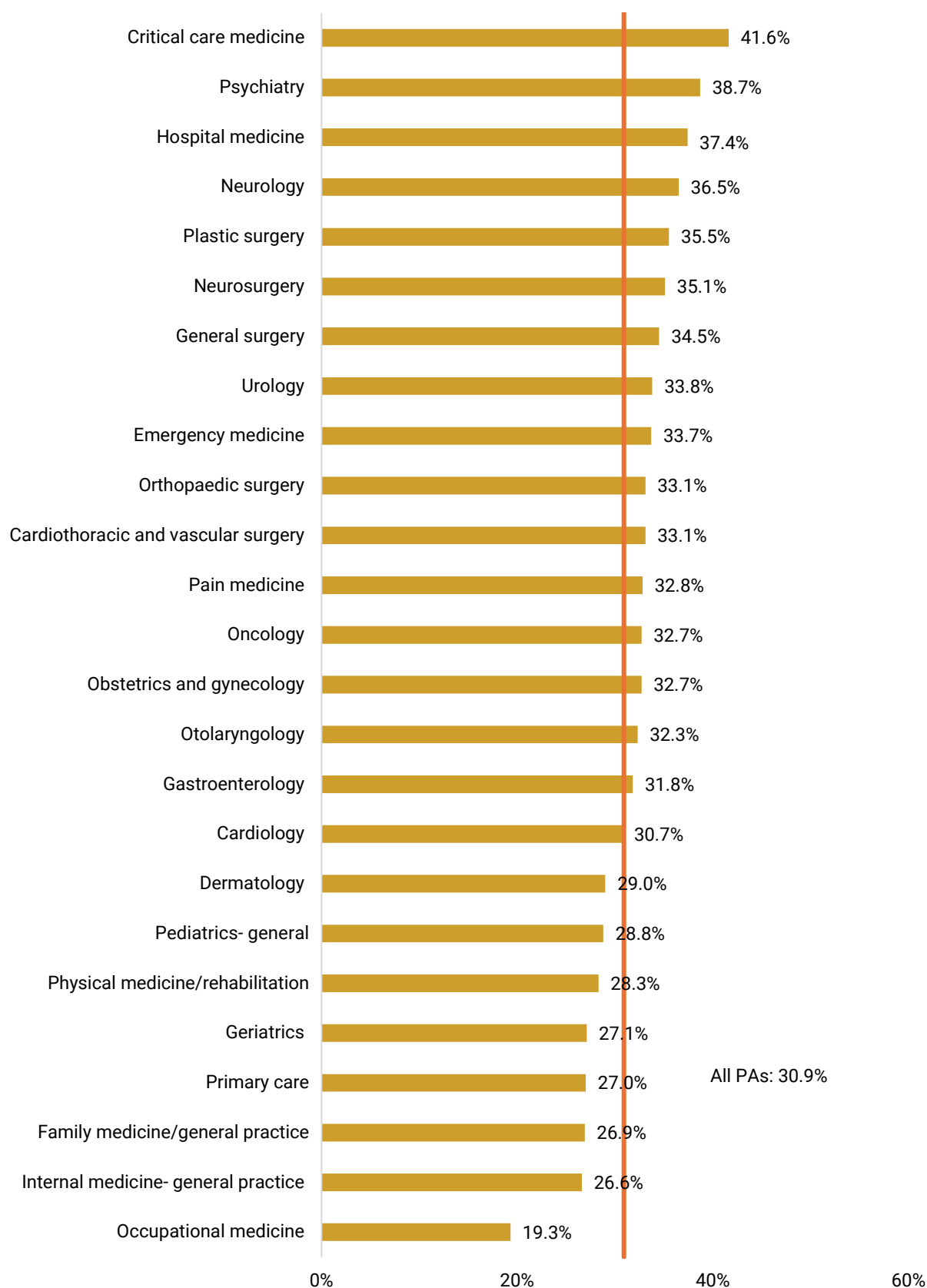
Note: The percentages reflect the distribution within the specialty.

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	47.2%	5.5%	5.3%	5.4%	5.4%	6.2%	6.1%	8.4%	6.3%	0.8%	3.4%
Cardiology	42.9%	5.0%	4.4%	5.7%	6.3%	6.8%	7.7%	10.2%	6.0%	0.9%	4.2%
Cardiothoracic and vascular surgery	42.7%	4.5%	4.6%	4.8%	5.4%	6.6%	7.4%	11.0%	8.1%	0.8%	4.1%
Critical care medicine	32.8%	4.5%	4.4%	5.6%	6.6%	7.4%	8.6%	15.0%	10.6%	0.6%	4.0%
Dermatology	45.7%	4.5%	4.6%	4.9%	5.3%	6.8%	6.1%	9.1%	7.0%	0.9%	5.1%
Emergency medicine	39.5%	5.2%	5.2%	5.3%	6.2%	6.9%	7.0%	11.7%	8.1%	0.8%	3.9%
Family medicine/general practice	48.1%	5.6%	5.0%	5.1%	5.3%	6.1%	6.1%	8.4%	6.3%	0.8%	3.2%
Gastroenterology	41.8%	4.6%	4.4%	5.9%	6.7%	8.3%	7.3%	9.7%	6.5%	0.4%	4.4%
General surgery	38.4%	5.4%	4.4%	5.3%	6.7%	7.6%	7.2%	11.6%	8.1%	0.8%	4.5%
Geriatrics	49.0%	5.5%	5.9%	4.3%	4.2%	6.2%	5.9%	8.0%	7.0%	0.5%	3.3%
Hospital medicine	36.1%	4.7%	5.0%	5.7%	6.8%	8.1%	8.1%	13.6%	7.6%	0.8%	3.5%
Internal medicine-general practice	45.3%	5.4%	6.0%	5.5%	5.9%	5.9%	5.8%	8.4%	6.5%	1.0%	4.4%
Neurology	37.6%	5.2%	5.5%	5.2%	5.4%	7.1%	8.7%	12.6%	8.1%	0.9%	3.7%
Neurosurgery	38.3%	5.1%	5.3%	5.3%	6.6%	7.0%	7.7%	11.2%	9.2%	0.9%	3.5%
Obstetrics and gynecology	40.5%	4.3%	5.5%	5.4%	6.7%	7.6%	7.0%	9.8%	8.3%	1.1%	3.8%
Occupational medicine	59.0%	5.1%	3.4%	4.4%	4.2%	4.5%	3.4%	6.6%	4.8%	0.6%	4.0%
Oncology	43.2%	4.4%	3.7%	5.6%	5.9%	7.2%	7.1%	10.9%	7.5%	0.9%	3.5%
Orthopaedic surgery	40.0%	5.7%	4.9%	5.2%	5.9%	7.5%	7.6%	10.9%	7.1%	1.0%	4.1%
Otolaryngology	39.7%	4.7%	5.2%	6.4%	7.0%	7.0%	8.5%	9.8%	7.0%	0.5%	4.1%
Pain medicine	42.0%	5.1%	5.1%	5.4%	5.2%	7.3%	6.4%	11.1%	8.0%	0.7%	3.7%
Pediatrics- general	43.5%	5.8%	6.2%	6.4%	5.5%	7.2%	6.6%	8.5%	6.5%	1.0%	2.8%
Physical medicine/rehabilitation	43.1%	7.1%	4.7%	6.0%	4.9%	5.2%	7.1%	9.1%	6.9%	1.0%	4.8%
Plastic surgery	39.6%	4.3%	4.3%	6.4%	4.8%	7.8%	7.5%	11.4%	8.8%	1.0%	4.1%
Psychiatry	35.3%	4.6%	4.8%	5.3%	6.1%	7.1%	8.4%	12.3%	10.9%	0.9%	4.2%
Urology	38.4%	4.5%	6.3%	5.2%	6.3%	7.6%	7.6%	10.9%	7.7%	1.0%	4.5%

*Total educational debt from all undergraduate and graduate programs.

Educational Debt \$100,000 or More by Specialty

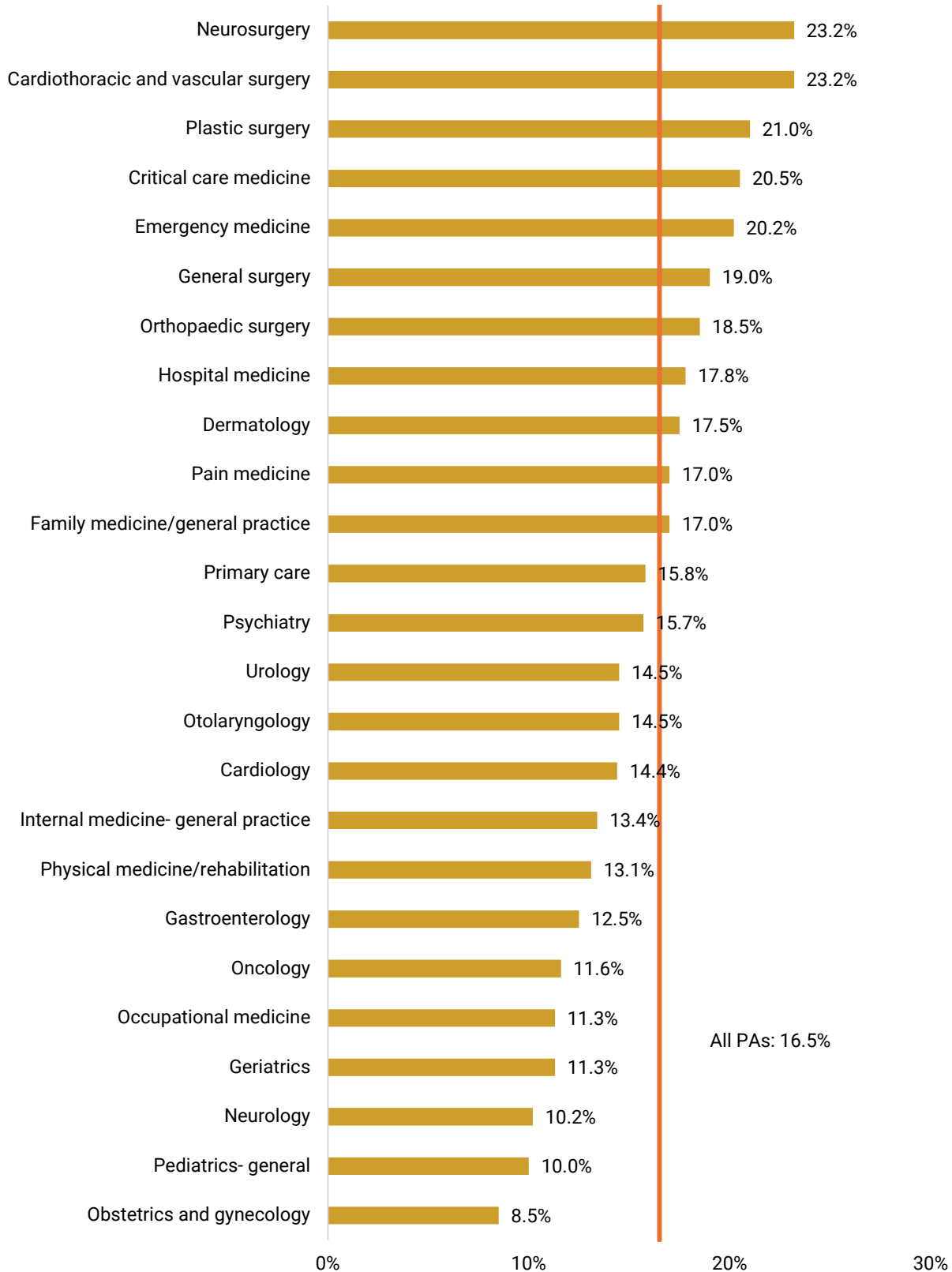


Influence of Educational Debt on Specialty Choice by Current Specialty

Specialty	Yes	No
Primary care	15.8%	84.2%
Cardiology	14.4%	85.6%
Cardiothoracic and vascular surgery	23.2%	76.8%
Critical care medicine	20.5%	79.5%
Dermatology	17.5%	82.5%
Emergency medicine	20.2%	79.8%
Family medicine/general practice	17.0%	83.0%
Gastroenterology	12.5%	87.5%
General surgery	19.0%	81.0%
Geriatrics	11.3%	88.7%
Hospital medicine	17.8%	82.2%
Internal medicine- general practice	13.4%	86.6%
Neurology	10.2%	89.8%
Neurosurgery	23.2%	76.8%
Obstetrics and gynecology	8.5%	91.5%
Occupational medicine	11.3%	88.8%
Oncology	11.6%	88.4%
Orthopaedic surgery	18.5%	81.5%
Otolaryngology	14.5%	85.5%
Pain medicine	17.0%	83.0%
Pediatrics- general	10.0%	90.0%
Physical medicine/rehabilitation	13.1%	86.9%
Plastic surgery	21.0%	79.0%
Psychiatry	15.7%	84.3%
Urology	14.5%	85.5%

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

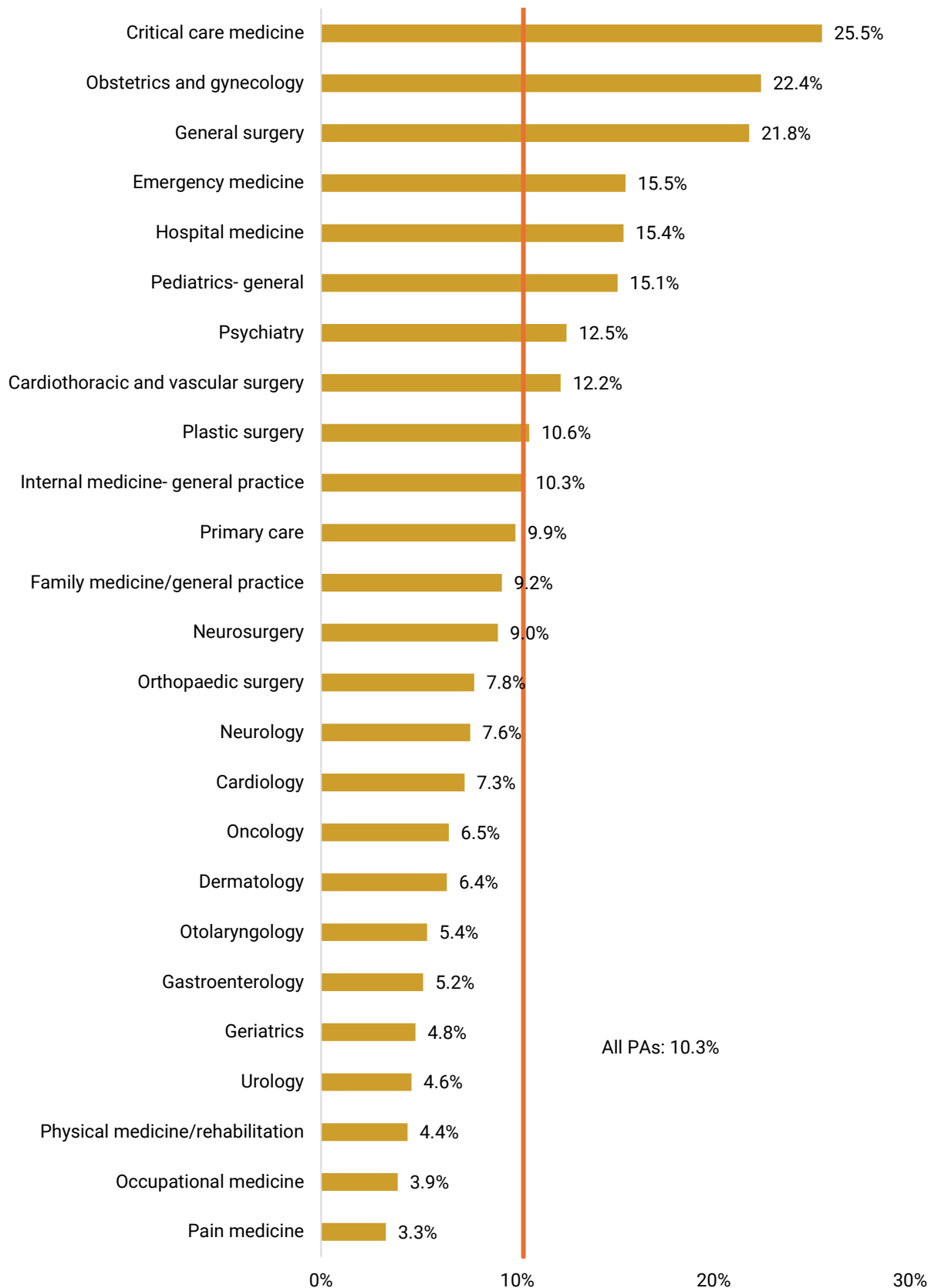


Number of Hours Spent Precepting Per Week by Specialty

	0 hours	1-10 hours	11-20 hours	21-30 hours	31-40 hours	Over 40 hours
Primary care	68.9%	21.2%	4.1%	1.8%	3.6%	0.4%
Cardiology	61.2%	31.5%	4.1%	1.3%	1.7%	0.2%
Cardiothoracic and vascular surgery	43.8%	44.0%	7.3%	2.0%	2.1%	0.8%
Critical care medicine	40.5%	34.1%	16.4%	4.3%	4.1%	0.7%
Dermatology	68.5%	25.1%	2.7%	1.4%	2.1%	0.2%
Emergency medicine	54.4%	30.1%	9.2%	3.2%	2.6%	0.5%
Family medicine/general practice	69.6%	21.2%	3.9%	1.6%	3.3%	0.4%
Gastroenterology	74.3%	20.7%	3.2%	0.8%	0.9%	0.3%
General surgery	35.6%	42.6%	11.3%	4.0%	5.8%	0.7%
Geriatrics	75.4%	19.7%	2.7%	0.5%	1.2%	0.4%
Hospital medicine	56.7%	27.9%	8.3%	2.8%	3.6%	0.7%
Internal medicine- general practice	70.1%	19.6%	4.6%	1.7%	3.6%	0.4%
Neurology	64.6%	27.7%	5.1%	0.9%	1.2%	0.4%
Neurosurgery	56.2%	34.8%	4.9%	1.5%	1.8%	0.8%
Obstetrics and gynecology	48.8%	28.9%	11.1%	4.0%	7.1%	0.2%
Occupational medicine	80.9%	15.0%	1.7%	0.3%	1.5%	0.4%
Oncology	60.5%	33.0%	4.2%	0.6%	1.5%	0.2%
Orthopaedic surgery	56.9%	35.3%	4.5%	1.2%	1.6%	0.5%
Otolaryngology	68.7%	25.7%	2.9%	0.5%	1.7%	0.3%
Pain medicine	79.8%	16.9%	1.7%	0.5%	1.0%	0.1%
Pediatrics- general	60.0%	24.8%	5.3%	3.5%	6.1%	0.2%
Physical medicine/rehabilitation	77.0%	18.6%	2.0%	0.6%	1.4%	0.4%
Plastic surgery	53.8%	35.6%	5.8%	2.1%	2.5%	0.2%
Psychiatry	67.6%	19.9%	4.6%	2.7%	4.9%	0.3%
Urology	71.4%	24.1%	1.4%	0.9%	2.1%	0.2%

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

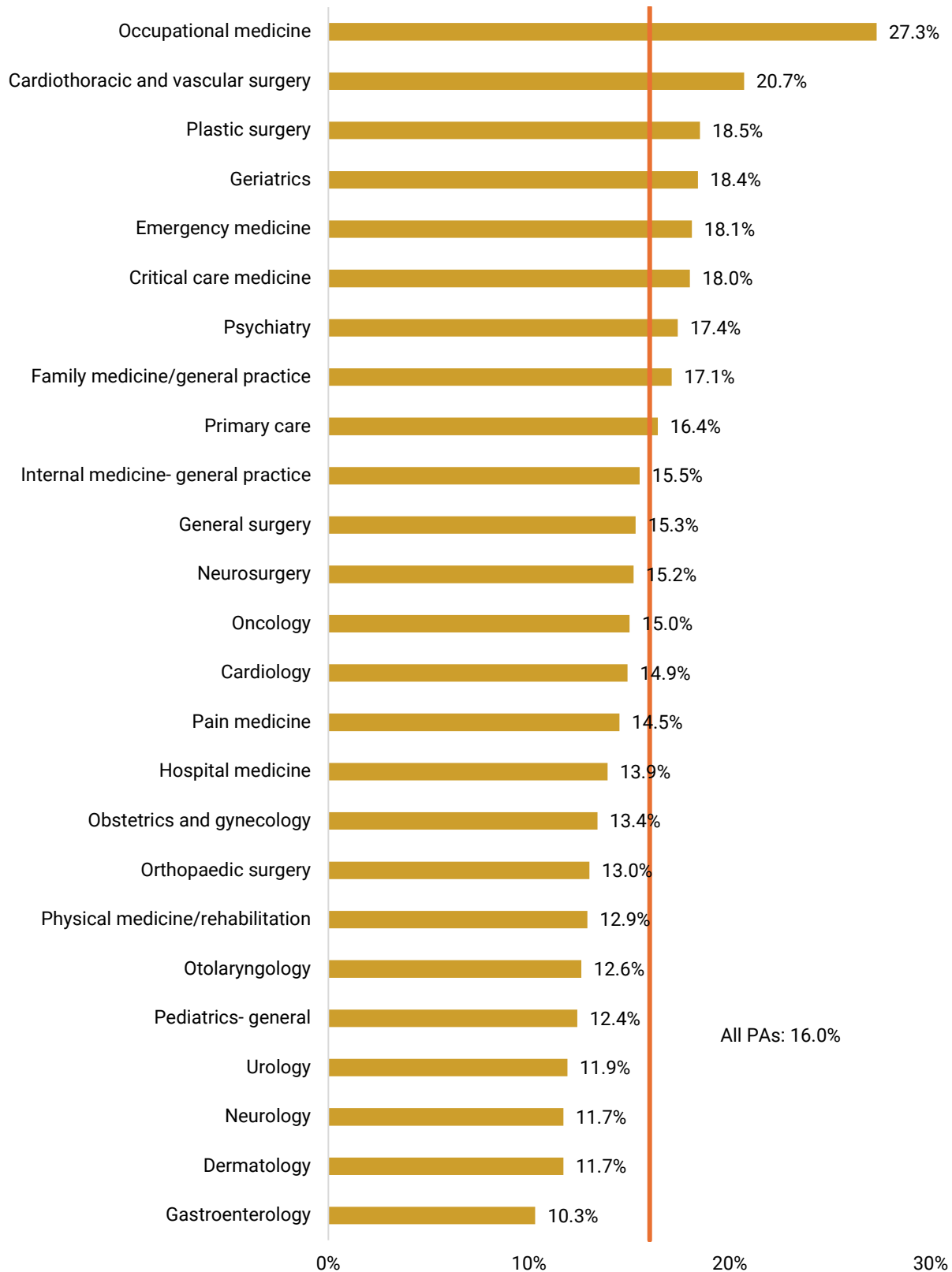


Leadership by Specialty

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	
Primary care	16.4%	46.8%	37.1%	6.6%	0.4%	9.1%	34.0%
Cardiology	14.9%	51.4%	36.3%	6.1%	0.7%	5.5%	30.3%
Cardiothoracic and vascular surgery	20.7%	60.3%	26.2%	7.2%	0.5%	5.9%	29.3%
Critical care medicine	18.0%	41.2%	38.5%	13.4%	0.5%	6.4%	35.9%
Dermatology	11.7%	55.6%	25.7%	8.0%	0.9%	9.8%	29.3%
Emergency medicine	18.1%	35.2%	43.9%	13.3%	0.5%	7.1%	34.2%
Family medicine/general practice	17.1%	46.4%	37.8%	6.2%	0.3%	9.3%	34.7%
Gastroenterology	10.3%	49.3%	31.9%	7.4%	2.6%	8.7%	34.8%
General surgery	15.3%	45.2%	38.4%	7.5%	0.2%	8.8%	29.6%
Geriatrics	18.4%	53.6%	26.8%	7.7%	0.0%	11.9%	32.7%
Hospital medicine	13.9%	37.7%	43.7%	10.1%	0.7%	7.8%	33.0%
Internal medicine- general practice	15.5%	51.2%	33.1%	7.4%	0.8%	7.5%	33.0%
Neurology	11.7%	48.1%	33.8%	9.4%	1.9%	6.9%	37.5%
Neurosurgery	15.2%	53.7%	31.4%	6.4%	0.5%	8.0%	32.0%
Obstetrics and gynecology	13.4%	47.5%	35.5%	10.0%	0.0%	7.0%	31.2%
Occupational medicine	27.3%	55.5%	34.5%	3.6%	0.5%	5.9%	25.6%
Oncology	15.0%	48.5%	34.6%	8.7%	2.6%	5.5%	30.1%
Orthopaedic surgery	13.0%	48.0%	36.2%	6.8%	0.5%	8.5%	31.1%
Otolaryngology	12.6%	55.0%	27.0%	9.5%	1.1%	7.4%	29.1%
Pain medicine	14.5%	59.4%	29.9%	4.3%	0.4%	5.9%	24.0%
Pediatrics- general	12.4%	39.2%	39.6%	10.1%	0.0%	11.2%	27.1%
Physical medicine/rehabilitation	12.9%	48.9%	36.7%	5.6%	0.0%	8.9%	36.7%
Plastic surgery	18.5%	57.9%	27.9%	5.8%	0.0%	8.3%	30.3%
Psychiatry	17.4%	48.8%	33.3%	5.8%	1.2%	10.9%	27.3%
Urology	11.9%	65.0%	24.2%	5.1%	0.6%	5.1%	28.7%

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

Hold a Leadership Position in Principal Employment by Specialty

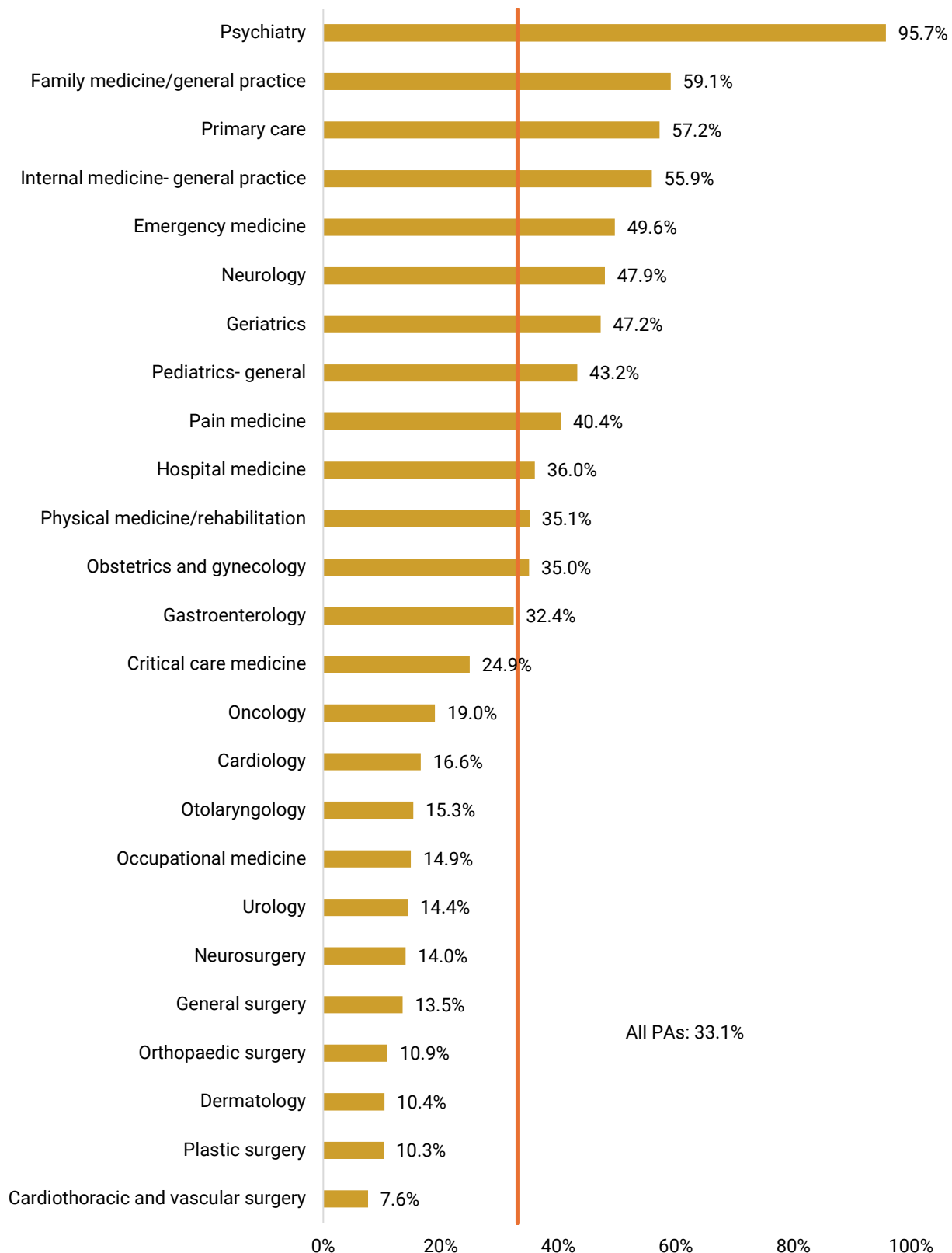


Daily Interactions and Treatments of Mental Disorders by Specialty

Specialty	Encounter patients you believe need treatment for mental disorders	Screen patients for mental health disorders	Diagnose mental health disorders	Initiate treatment for mental health disorders	Implement treatment for patients with mental disorders	Make referrals for patients with mental disorders
Primary care	57.2%	69.6%	31.9%	26.9%	37.1%	21.4%
Cardiology	16.6%	8.9%	1.4%	1.1%	2.0%	1.9%
Cardiothoracic and vascular surgery	7.6%	5.7%	1.0%	1.0%	3.0%	1.2%
Critical care medicine	24.9%	16.8%	5.4%	7.0%	11.0%	5.7%
Dermatology	10.4%	7.4%	0.9%	0.7%	0.9%	1.0%
Emergency medicine	49.6%	46.8%	15.9%	12.8%	11.5%	23.5%
Family medicine/general practice	59.1%	70.6%	33.7%	29.0%	39.3%	21.5%
Gastroenterology	32.4%	14.0%	2.4%	1.9%	2.6%	3.8%
General surgery	13.5%	9.5%	1.4%	1.5%	3.8%	2.6%
Geriatrics	47.2%	42.3%	17.0%	14.2%	25.7%	16.3%
Hospital medicine	36.0%	22.7%	7.4%	7.5%	17.7%	9.9%
Internal medicine- general practice	55.9%	63.8%	29.6%	24.8%	35.8%	21.6%
Neurology	47.9%	39.3%	14.9%	10.6%	13.4%	13.5%
Neurosurgery	14.0%	9.2%	1.3%	1.1%	2.0%	1.8%
Obstetrics and gynecology	35.0%	55.7%	10.3%	7.0%	10.6%	13.2%
Occupational medicine	14.9%	22.8%	3.2%	2.5%	2.5%	3.8%
Oncology	19.0%	28.5%	3.1%	2.3%	4.8%	4.2%
Orthopaedic surgery	10.9%	6.3%	0.5%	0.5%	0.8%	0.8%
Otolaryngology	15.3%	7.9%	1.0%	1.0%	0.9%	1.5%
Pain medicine	40.4%	31.9%	6.1%	4.8%	6.5%	9.4%
Pediatrics- general	43.2%	72.3%	19.7%	12.7%	19.2%	20.2%
Physical medicine/rehabilitation	35.1%	21.5%	4.7%	4.6%	7.6%	8.5%
Plastic surgery	10.3%	9.5%	1.0%	1.0%	1.5%	2.0%
Psychiatry	95.7%	95.7%	92.7%	93.2%	94.6%	56.0%
Urology	14.4%	10.2%	1.0%	1.0%	1.3%	1.3%

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

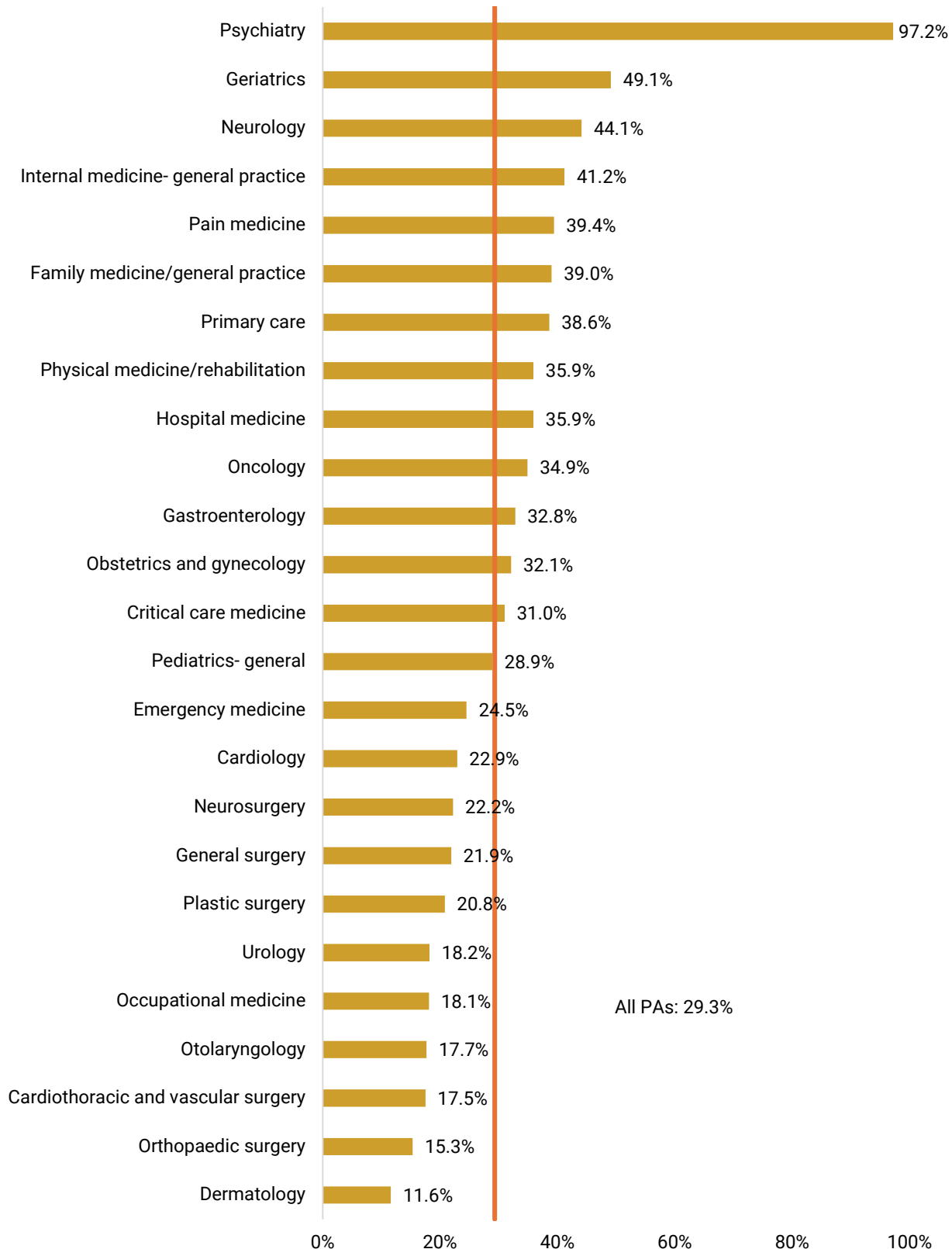


Estimated Share of Patients In Principal Practice Who May Benefit from Mental Health Support by Specialty

Specialty	0%	1 to 25%	26 to 50%	51 to 75%	76 to 100%	Mean	Median
Primary care	0.9%	38.7%	36.2%	15.9%	8.4%	38.6%	30%
Cardiology	7.7%	61.7%	22.0%	6.0%	2.6%	22.9%	15%
Cardiothoracic and vascular surgery	12.2%	66.8%	15.1%	3.6%	2.4%	17.5%	10%
Critical care medicine	2.9%	52.6%	29.2%	10.0%	5.3%	31.0%	25%
Dermatology	12.5%	75.7%	8.8%	1.8%	1.2%	11.6%	5%
Emergency medicine	1.5%	66.2%	22.7%	6.1%	3.5%	24.5%	20%
Family medicine/general practice	0.8%	37.9%	36.3%	16.4%	8.5%	39.0%	33%
Gastroenterology	4.6%	45.7%	32.5%	11.9%	5.4%	32.8%	25%
General surgery	12.3%	58.0%	21.3%	5.0%	3.4%	21.9%	15%
Geriatrics	1.2%	24.2%	36.6%	18.9%	19.2%	49.1%	50%
Hospital medicine	1.3%	44.7%	33.4%	12.9%	7.7%	35.9%	30%
Internal medicine- general practice	1.1%	33.9%	37.9%	17.0%	10.1%	41.2%	40%
Neurology	1.7%	30.9%	35.5%	19.3%	12.6%	44.1%	50%
Neurosurgery	8.8%	61.3%	20.8%	5.8%	3.3%	22.2%	15%
Obstetrics and gynecology	2.1%	50.2%	31.3%	11.0%	5.3%	32.1%	25%
Occupational medicine	12.0%	65.2%	14.8%	4.7%	3.3%	18.1%	10%
Oncology	2.1%	47.4%	30.5%	11.3%	8.7%	34.9%	30%
Orthopaedic surgery	17.5%	64.0%	13.9%	3.2%	1.4%	15.3%	10%
Otolaryngology	14.5%	64.2%	15.0%	4.4%	1.9%	17.7%	10%
Pain medicine	4.8%	38.4%	29.1%	14.1%	13.7%	39.4%	33%
Pediatrics- general	1.3%	55.9%	31.0%	8.7%	3.1%	28.9%	25%
Physical medicine/rehabilitation	4.2%	43.4%	29.7%	14.3%	8.4%	35.9%	30%
Plastic surgery	16.2%	57.2%	16.8%	5.0%	4.7%	20.8%	10%
Psychiatry	0.1%	1.0%	1.2%	1.1%	96.6%	97.2%	100%
Urology	13.1%	64.6%	16.1%	3.6%	2.6%	18.2%	10%

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

Estimated Mean Proportion of Patients Who May Benefit from Mental Health Support by Specialty

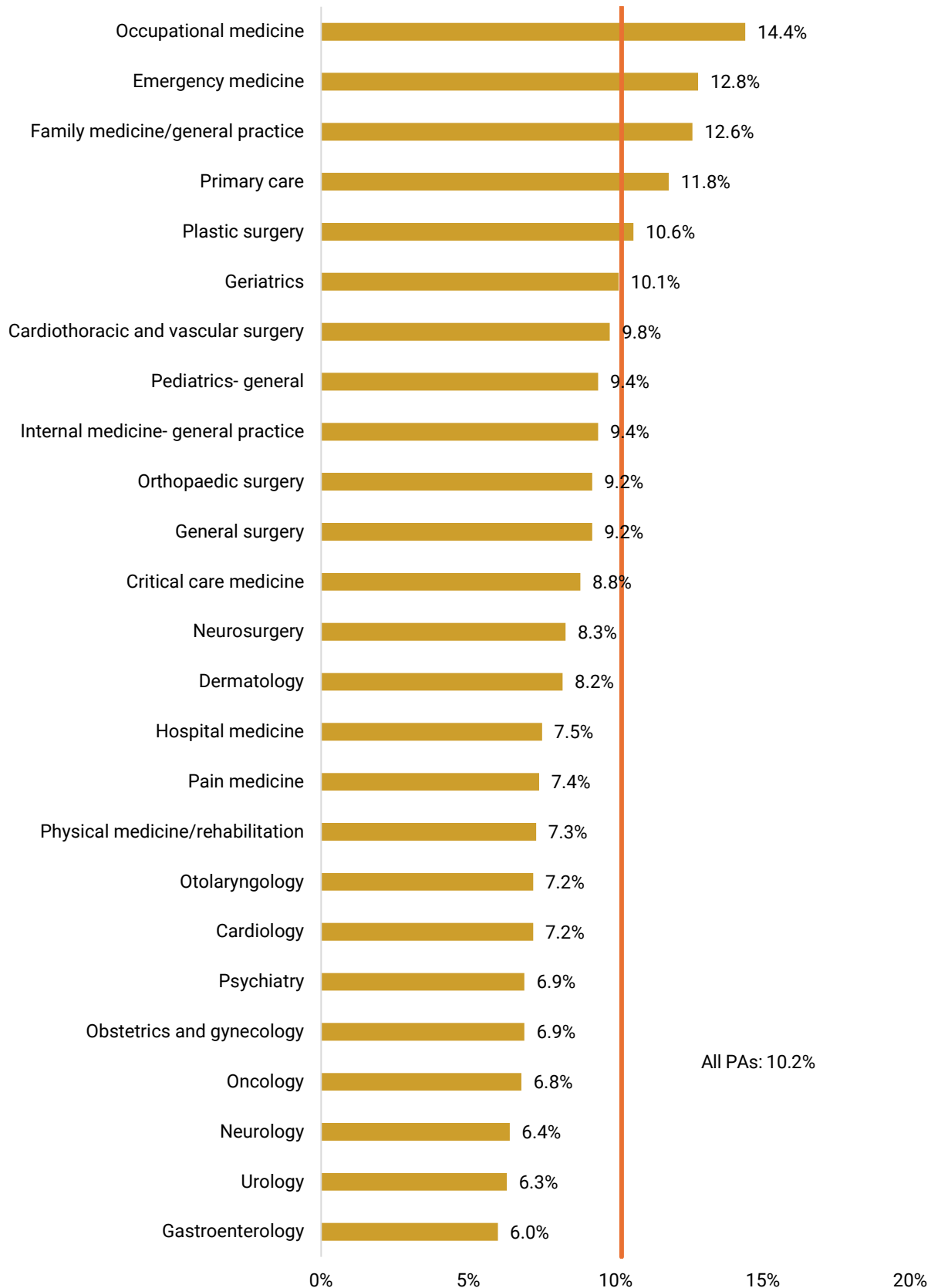


Participated in International Medical Work by Specialty

Specialty	Yes	No
Primary care	11.8%	88.2%
Cardiology	7.2%	92.8%
Cardiothoracic and vascular surgery	9.8%	90.2%
Critical care medicine	8.8%	91.2%
Dermatology	8.2%	91.8%
Emergency medicine	12.8%	87.2%
Family medicine/general practice	12.6%	87.4%
Gastroenterology	6.0%	94.0%
General surgery	9.2%	90.8%
Geriatrics	10.1%	89.9%
Hospital medicine	7.5%	92.5%
Internal medicine- general practice	9.4%	90.6%
Neurology	6.4%	93.6%
Neurosurgery	8.3%	91.7%
Obstetrics and gynecology	6.9%	93.1%
Occupational medicine	14.4%	85.6%
Oncology	6.8%	93.2%
Orthopaedic surgery	9.2%	90.8%
Otolaryngology	7.2%	92.8%
Pain medicine	7.4%	92.6%
Pediatrics- general	9.4%	90.6%
Physical medicine/rehabilitation	7.3%	92.7%
Plastic surgery	10.6%	89.4%
Psychiatry	6.9%	93.1%
Urology	6.3%	93.7%

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 by Specialty

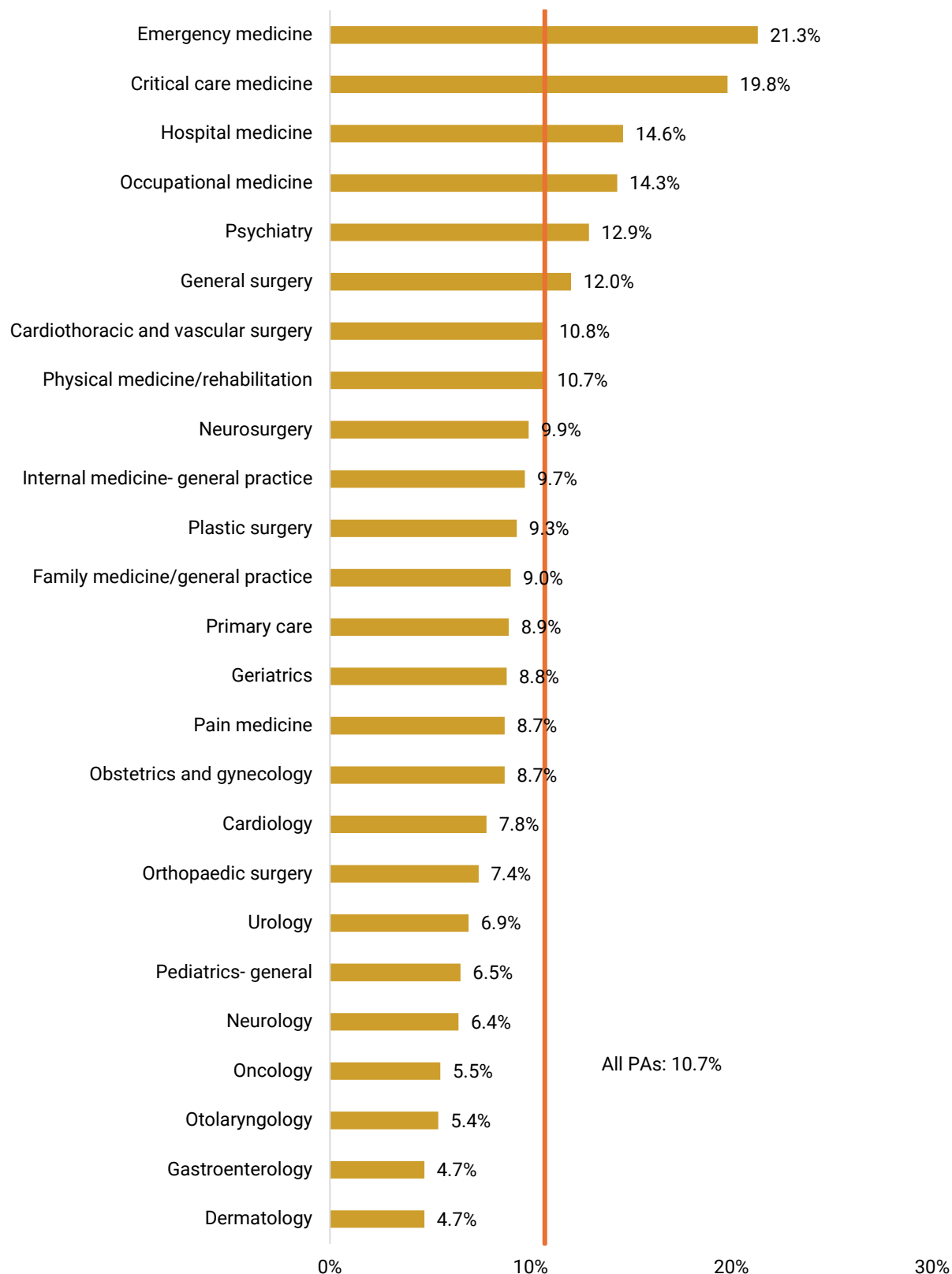


Secondary Practice Characteristics

Percent who Have a Secondary Position by Principal Specialty

Principal Specialty	Percent who have a secondary position in any specialty	Percent change of having a secondary position in any specialty 2021-2025	Percent who have a principal and secondary position in the same specialty
Primary care	8.9%	-0.9%	2.6%
Cardiology	7.8%	0.0%	2.0%
Cardiothoracic and vascular surgery	10.8%	-0.2%	4.2%
Critical care medicine	19.8%	0.1%	6.3%
Dermatology	4.7%	-0.3%	1.4%
Emergency medicine	21.3%	-1.1%	10.9%
Family medicine/general practice	9.0%	-0.7%	2.2%
Gastroenterology	4.7%	-0.7%	0.6%
General surgery	12.0%	-0.9%	3.2%
Geriatrics	8.8%	-0.1%	1.4%
Hospital medicine	14.6%	0.9%	4.3%
Internal medicine- general practice	9.7%	-1.7%	1.8%
Neurology	6.4%	-0.5%	1.1%
Neurosurgery	9.9%	0.0%	2.8%
Obstetrics and gynecology	8.7%	-2.3%	2.9%
Occupational medicine	14.3%	0.0%	2.9%
Oncology	5.5%	-0.3%	1.0%
Orthopaedic surgery	7.4%	-0.4%	2.3%
Otolaryngology	5.4%	-0.5%	0.6%
Pain medicine	8.7%	0.5%	1.2%
Pediatrics- general	6.5%	-0.5%	1.4%
Physical medicine/rehabilitation	10.7%	2.0%	0.7%
Plastic surgery	9.3%	0.1%	1.6%
Psychiatry	12.9%	-0.3%	5.9%
Urology	6.9%	-0.8%	0.7%

Percent who Practice in a Secondary Clinical Position by Principal Specialty



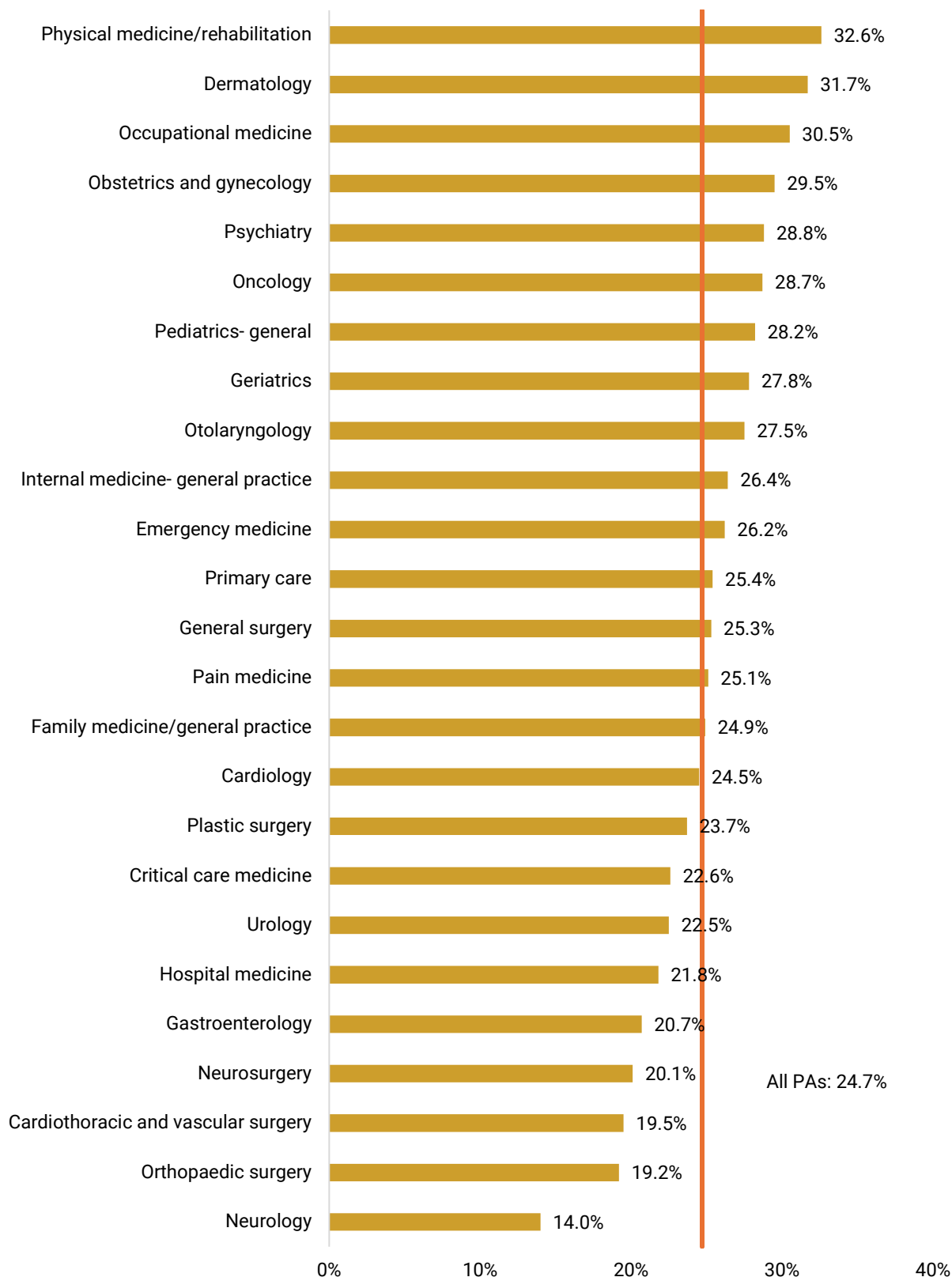
Reasons PAs Have a Secondary Clinical Position by Principal Specialty

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 my principal clinical PA position	Was not offered full-time work in my principal clinical PA position	Other*
Primary care	25.4%	16.9%	46.3%	2.3%	9.1%
Cardiology	24.5%	20.1%	49.2%	0.9%	5.3%
Cardiothoracic and vascular surgery	19.5%	15.8%	53.9%	0.4%	10.4%
Critical care medicine	22.6%	19.8%	51.7%	0.5%	5.5%
Dermatology	31.7%	19.0%	36.3%	4.0%	9.0%
Emergency medicine	26.2%	14.4%	49.9%	1.2%	8.2%
Family medicine/general practice	24.9%	16.0%	46.9%	2.4%	9.9%
Gastroenterology	20.7%	21.6%	47.4%	3.4%	6.9%
General surgery	25.3%	19.1%	48.0%	0.4%	7.2%
Geriatrics	27.8%	12.2%	55.6%	0.0%	4.4%
Hospital medicine	21.8%	21.8%	47.5%	1.1%	7.8%
Internal medicine- general practice	26.4%	20.9%	43.8%	1.9%	7.0%
Neurology	14.0%	23.0%	53.0%	2.0%	8.0%
Neurosurgery	20.1%	21.5%	52.5%	0.4%	5.6%
Obstetrics and gynecology	29.5%	18.8%	41.6%	5.4%	4.7%
Occupational medicine	30.5%	12.4%	38.6%	2.6%	15.9%
Oncology	28.7%	16.3%	48.1%	0.8%	6.2%
Orthopaedic surgery	19.2%	17.1%	53.6%	0.7%	9.4%
Otolaryngology	27.5%	22.0%	41.8%	3.3%	5.5%
Pain medicine	25.1%	16.2%	46.7%	3.0%	9.0%
Pediatrics- general	28.2%	16.0%	46.8%	2.6%	6.4%
Physical medicine/rehabilitation	32.6%	15.1%	36.0%	4.7%	11.6%
Plastic surgery	23.7%	24.5%	44.6%	2.9%	4.3%
Psychiatry	28.8%	16.9%	43.2%	3.0%	8.2%
Urology	22.5%	15.7%	50.0%	1.0%	10.8%

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, scholarship obligation, additional benefits

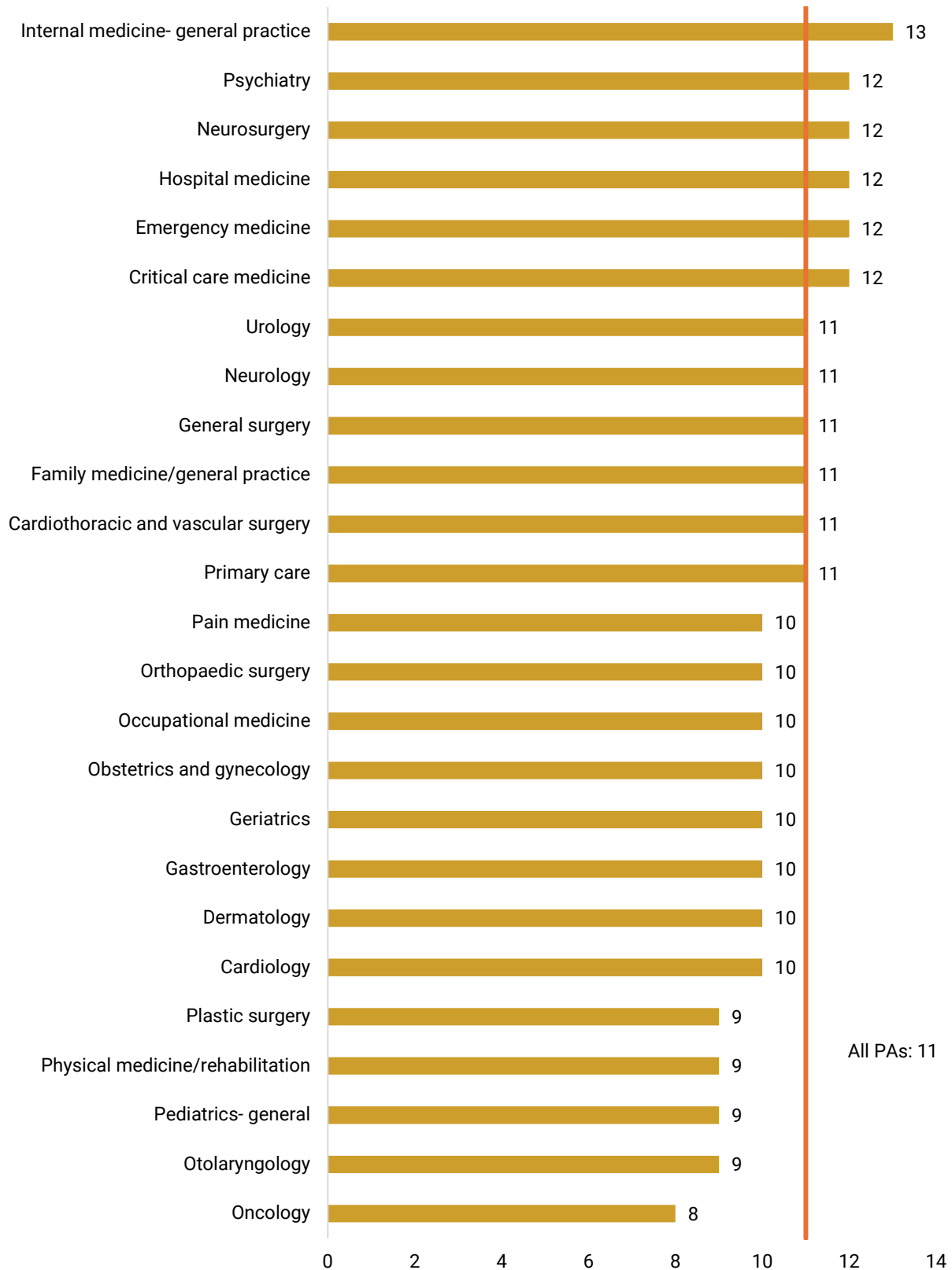
Percent who have a Secondary Position Because They Enjoy Working in a Variety of Clinical Settings by Principal Specialty



Hours Spent in Secondary Position by Principal Specialty

Principal Specialty Area	Median hours spent in a secondary position 2025	Median hours spent in a secondary position 2021	Mean hours spent in a secondary position 2025	Mean hours spent in a secondary position 2021
Primary care	9	9	11	9
Cardiology	9	8	10	10
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
Family medicine/general practice	8	8	11	11
Gastroenterology	10	8	10	10
General surgery	10	10	11	10
Geriatrics	8	10	10	12
Hospital medicine	10	10	12	12
Internal medicine- general practice	10	10	13	12
Neurology	10	9	11	11
Neurosurgery	10	10	12	12
Obstetrics and gynecology	10	10	10	12
Occupational medicine	8	10	10	11
Oncology	8	8	8	8
Orthopaedic surgery	8	8	10	10
Otolaryngology	8	8	9	10
Pain medicine	8	9	10	10
Pediatrics- general	8	9	9	11
Physical medicine/rehabilitation	10	10	9	10
Plastic surgery	8	8	9	9
Psychiatry	10	10	12	12
Urology	8	8	11	10

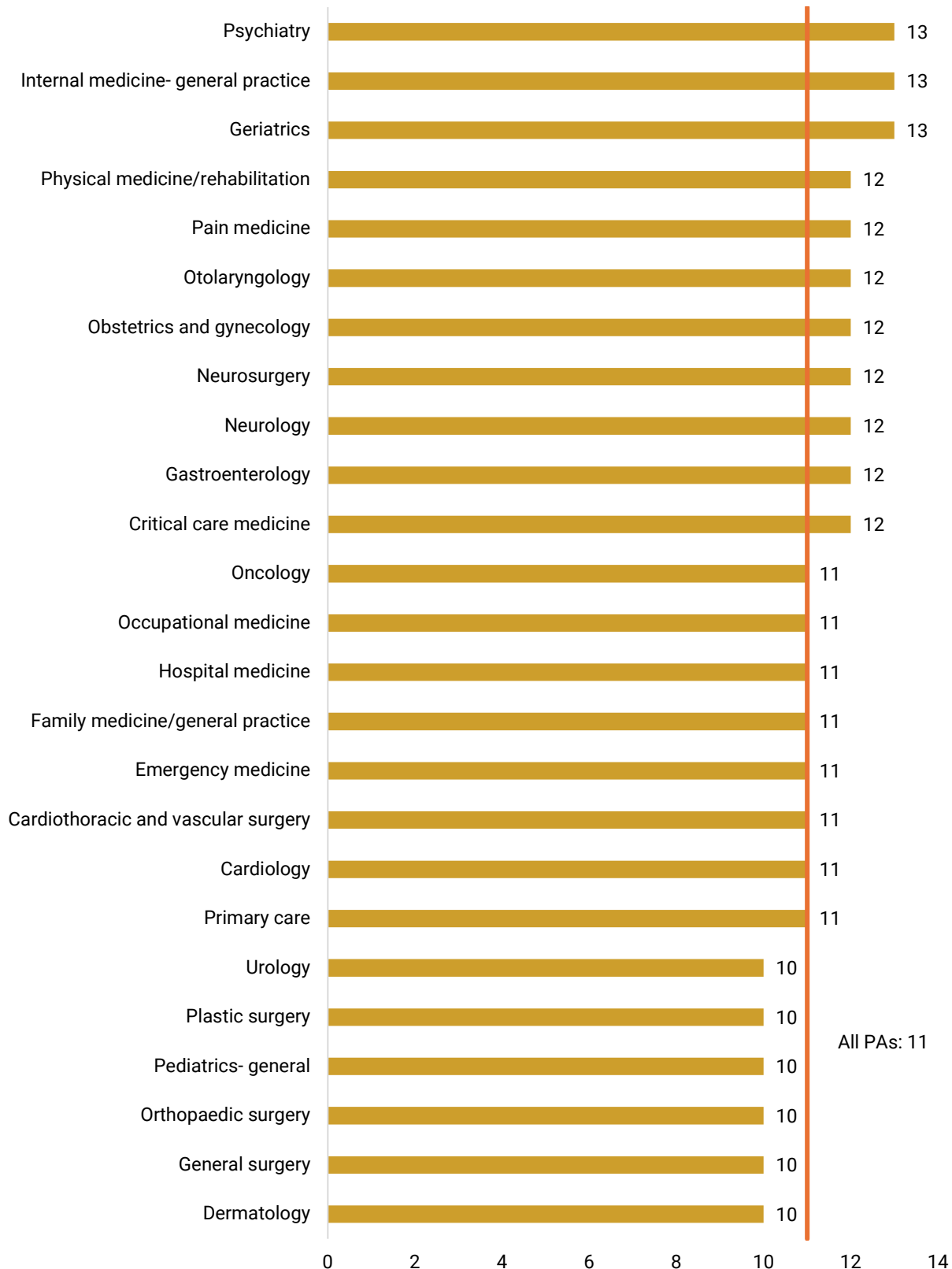
Mean Hours Worked in Secondary Clinical Position by Principal Specialty



Hours Spent in Secondary Position by Secondary Specialty

Secondary Specialty Area	Median hours spent in a secondary position 2025	Median hours spent in a secondary position 2021	Mean hours spent in a secondary position 2025	Mean hours spent in a secondary position 2021
Primary care	8	9	11	11
Cardiology	10	10	11	11
Cardiothoracic and vascular surgery	10	10	11	12
Critical care medicine	10	12	12	13
Dermatology	8	10	10	11
Emergency medicine	10	10	11	11
Family medicine/general practice	8	8	11	11
Gastroenterology	10	10	12	12
General surgery	10	10	10	10
Geriatrics	10	10	13	12
Hospital medicine	10	10	11	12
Internal medicine- general practice	10	10	13	12
Neurology	12	12	12	13
Neurosurgery	10	10	12	13
Obstetrics and gynecology	12	12	12	13
Occupational medicine	8	8	11	11
Oncology	9	8	11	11
Orthopaedic surgery	8	8	10	10
Otolaryngology	12	8	12	11
Pain medicine	10	10	12	12
Pediatrics- general	8	10	10	11
Physical medicine/rehabilitation	10	8	12	11
Plastic surgery	8	8	10	11
Psychiatry	10	10	13	12
Urology	10	8	10	13

Mean Hours Worked in Secondary Position by Secondary Specialty



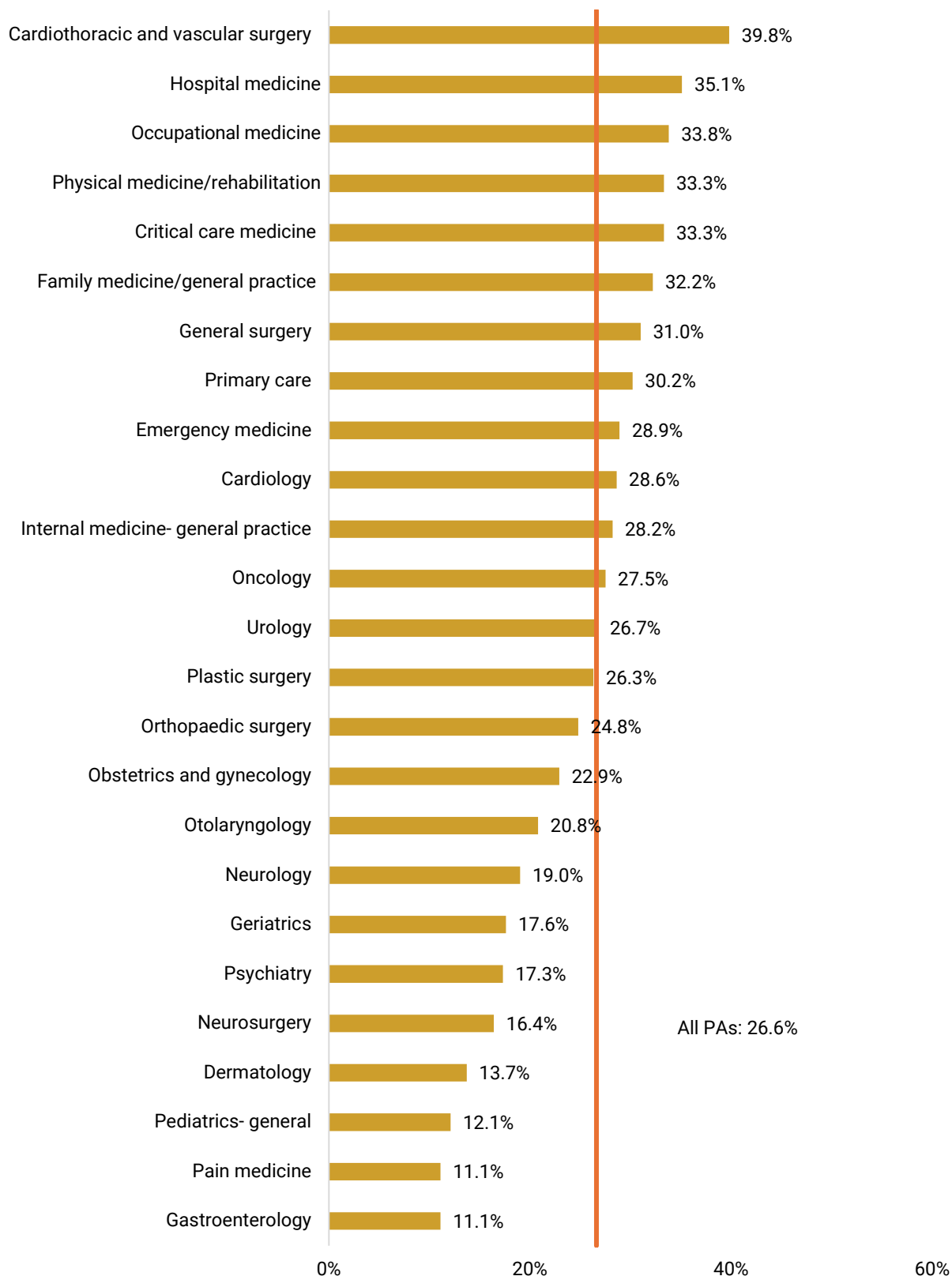
Non-Clinical Secondary Position by Principal Specialty

	Faculty	Medical Administration	Consulting	Speaking	Clinical Trial Research	Expert Witness	Other*
Primary care	4.1%	30.2%	15.0%	10.5%	3.6%	3.1%	54.1%
Cardiology	8.6%	28.6%	14.3%	17.1%	5.7%	1.9%	51.4%
Cardiothoracic and vascular surgery	9.6%	39.8%	20.5%	19.3%	3.6%	4.8%	41.0%
Critical care medicine	3.3%	33.3%	7.8%	16.7%	2.2%	7.8%	55.6%
Dermatology	6.5%	13.7%	28.2%	33.9%	12.1%	4.8%	45.2%
Emergency medicine	6.7%	28.9%	12.7%	9.8%	2.7%	8.0%	51.8%
Family medicine/general practice	4.2%	32.2%	15.6%	10.4%	3.8%	3.0%	52.9%
Gastroenterology	6.7%	11.1%	15.6%	17.8%	17.8%	4.4%	55.6%
General surgery	7.1%	31.0%	8.3%	15.5%	4.8%	4.8%	52.4%
Geriatrics	2.9%	17.6%	14.7%	2.9%	8.8%	2.9%	52.9%
Hospital medicine	5.3%	35.1%	6.6%	7.9%	3.3%	2.0%	48.3%
Internal medicine-general practice	3.8%	28.2%	15.4%	10.9%	3.8%	3.2%	53.8%
Neurology	9.5%	19.0%	23.8%	16.7%	28.6%	0.0%	45.2%
Neurosurgery	4.5%	16.4%	19.4%	19.4%	6.0%	11.9%	52.2%
Obstetrics and gynecology	10.4%	22.9%	12.5%	16.7%	10.4%	8.3%	56.3%
Occupational medicine	5.4%	33.8%	27.0%	5.4%	4.1%	4.1%	54.1%
Oncology	7.2%	27.5%	17.4%	10.1%	18.8%	2.9%	50.7%
Orthopaedic surgery	6.2%	24.8%	14.1%	14.8%	3.3%	6.7%	50.0%
Otolaryngology	8.3%	20.8%	8.3%	0.0%	4.2%	0.0%	75.0%
Pain medicine	2.8%	11.1%	30.6%	13.9%	13.9%	5.6%	41.7%
Pediatrics- general	4.5%	12.1%	7.6%	10.6%	1.5%	4.5%	69.7%
Physical medicine/rehabilitation	0.0%	33.3%	16.7%	0.0%	8.3%	0.0%	66.7%
Plastic surgery	7.9%	26.3%	52.6%	28.9%	5.3%	10.5%	42.1%
Psychiatry	7.1%	17.3%	23.5%	24.5%	4.1%	7.1%	45.9%
Urology	10.0%	26.7%	30.0%	36.7%	6.7%	3.3%	36.7%

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 Medical Administration 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/

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

Please cite this report as follows:

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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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Colette Jeffery, MA, Senior Research Analyst
Andrzej Kozikowski, PhD, Senior Director of Research
Kasey Puckett, MPH, Senior Research Analyst
Mirela Bruza-Augatis, PhD, PA-C, Research Scientist
Josh Goodman, PhD, Vice President, Research and Exam Programs
Dawn Morton-Rias, EdD, PA-C, ICE-CCP, FACHE, President and CEO

Please address questions or comments to **PAPProfile@nccpa.net**

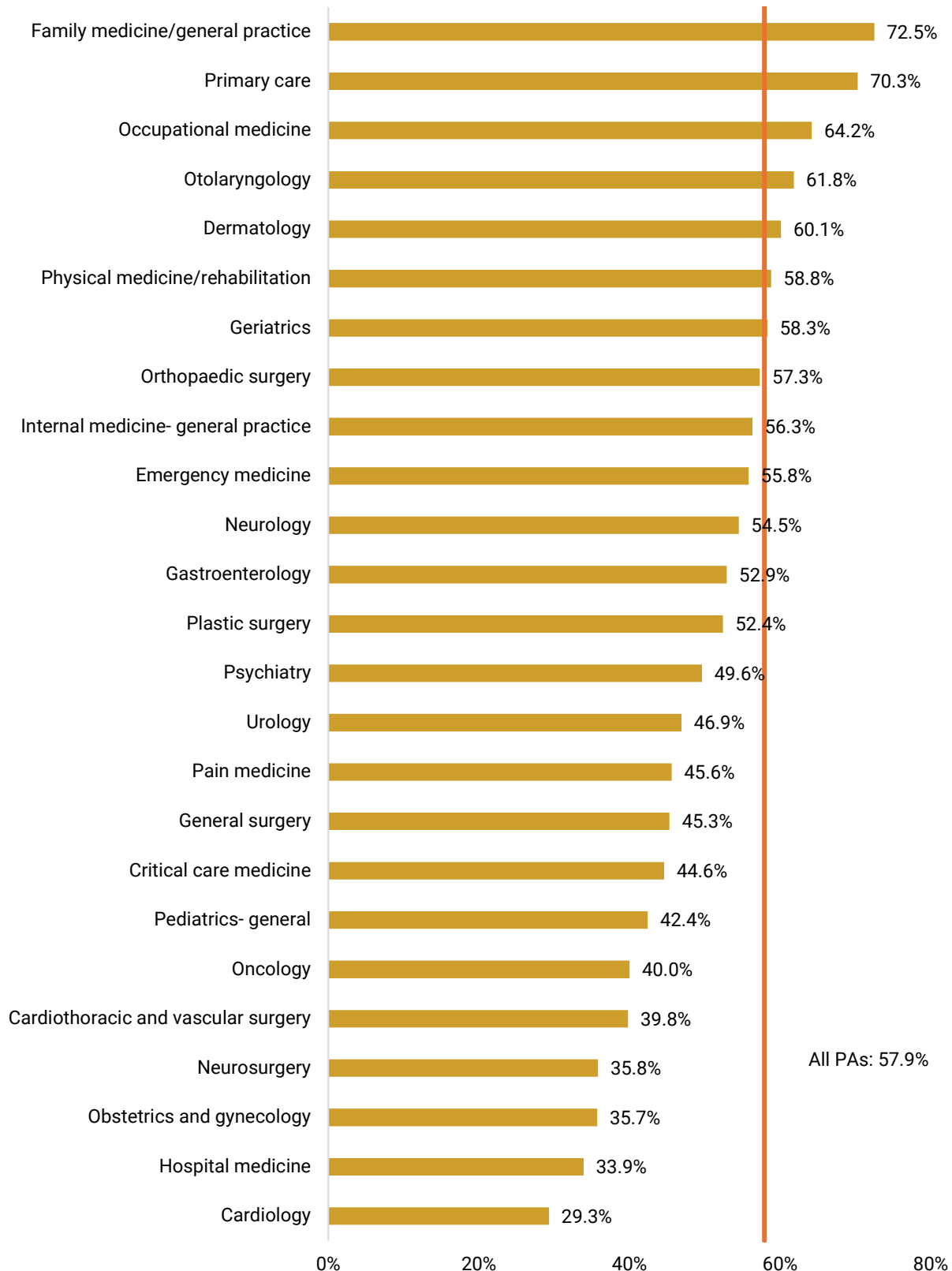
Appendix

U.S. Armed Forces Service Among PAs by Principal Specialty

Principal Specialty	Currently Serving or Previously Served in the U.S. Armed Forces	Among PAs with Military Service, Served as a PA
Primary care	11.4%	70.3%
Cardiology	4.4%	29.3%
Cardiothoracic and vascular surgery	5.8%	39.8%
Critical care medicine	6.0%	44.6%
Dermatology	4.2%	60.1%
Emergency medicine	11.0%	55.8%
Family medicine/general practice	13.5%	72.5%
Gastroenterology	3.5%	52.9%
General surgery	5.7%	45.3%
Geriatrics	6.8%	58.3%
Hospital medicine	4.1%	33.9%
Internal medicine- general practice	6.7%	56.3%
Neurology	3.7%	54.5%
Neurosurgery	6.1%	35.8%
Obstetrics and gynecology	1.2%	35.7%
Occupational medicine	24.1%	64.2%
Oncology	2.0%	40.0%
Orthopaedic surgery	7.4%	57.3%
Otolaryngology	5.9%	61.8%
Pain medicine	8.6%	45.6%
Pediatrics- general	2.4%	42.4%
Physical medicine/rehabilitation	5.9%	58.8%
Plastic surgery	2.7%	52.4%
Psychiatry	6.8%	49.6%
Urology	6.7%	46.9%

Note: PAs were asked whether they currently serve or previously served in the U.S. Armed Forces.
Those reporting current or prior military service were asked whether they served as a PA.

Among PAs Who Have Ever Served, Percentage Who Served as a PA by Specialty

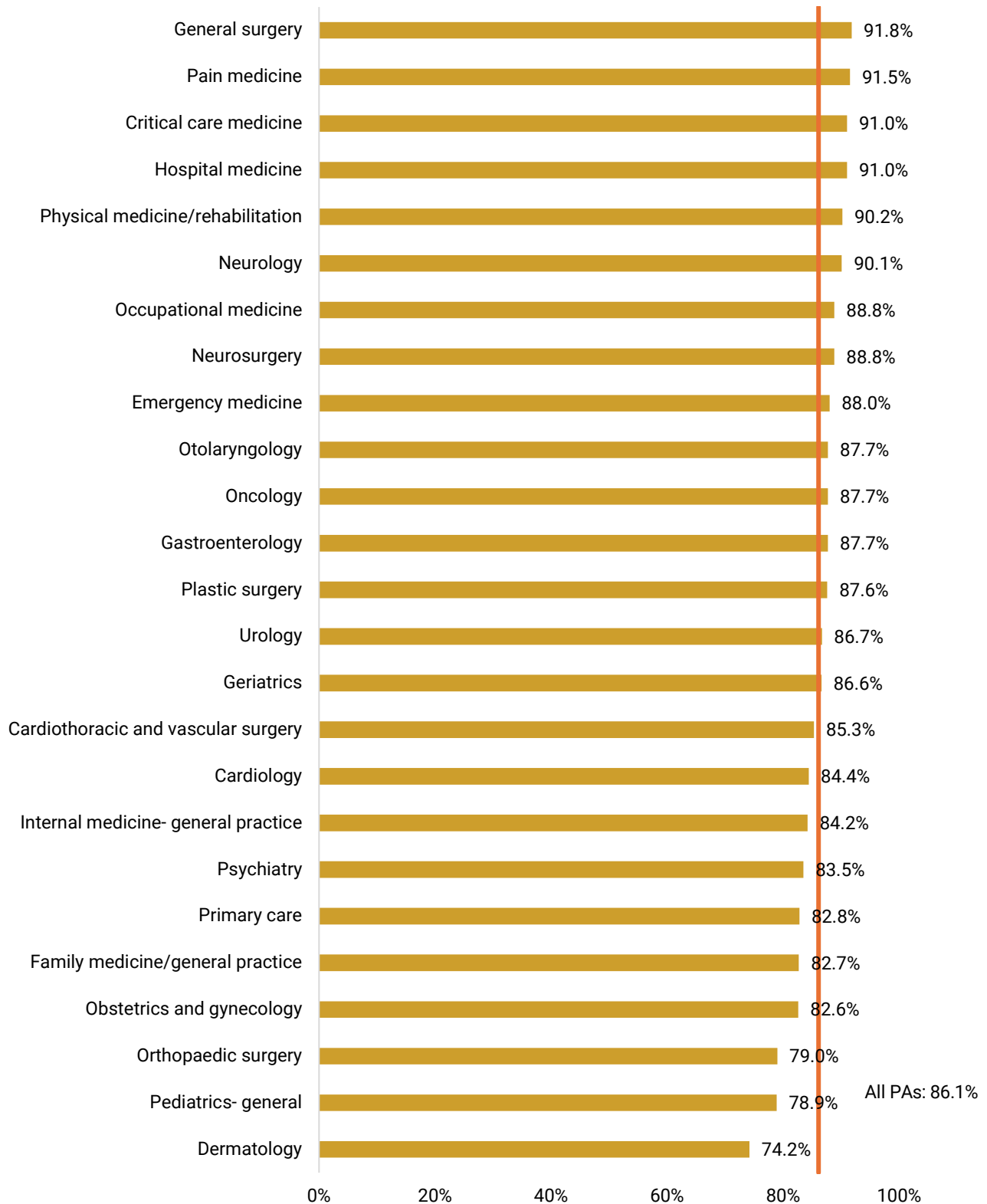


Importance of Ability to Change Specialties by Specialty

	Extremely important	Very important	Moderately important	A little important	Not at all important
Primary care	18.8%	34.1%	29.9%	12.8%	4.5%
Cardiology	18.3%	37.2%	28.9%	13.5%	2.1%
Cardiothoracic and vascular surgery	20.9%	37.3%	27.1%	11.1%	3.6%
Critical care medicine	26.5%	41.4%	23.1%	8.0%	0.9%
Dermatology	18.1%	28.4%	27.7%	19.4%	6.5%
Emergency medicine	24.8%	36.5%	26.7%	9.5%	2.5%
Family medicine/general practice	18.7%	34.3%	29.7%	12.6%	4.6%
Gastroenterology	19.9%	39.2%	28.6%	10.7%	1.7%
General surgery	24.8%	41.4%	25.6%	6.9%	1.4%
Geriatrics	21.9%	38.2%	26.5%	10.4%	2.8%
Hospital medicine	23.6%	41.8%	25.6%	7.4%	1.6%
Internal medicine- general practice	19.8%	34.6%	29.8%	11.5%	4.2%
Neurology	21.8%	41.8%	26.5%	8.2%	1.7%
Neurosurgery	24.5%	38.5%	25.8%	9.0%	2.2%
Obstetrics and gynecology	20.1%	34.4%	28.1%	14.0%	3.3%
Occupational medicine	26.2%	37.8%	24.8%	8.1%	3.1%
Oncology	19.1%	40.6%	28.0%	10.1%	2.3%
Orthopaedic surgery	15.8%	31.7%	31.5%	16.7%	4.4%
Otolaryngology	24.9%	39.3%	23.5%	9.8%	2.5%
Pain medicine	26.4%	40.3%	24.8%	6.8%	1.8%
Pediatrics- general	17.0%	30.7%	31.2%	16.8%	4.4%
Physical medicine/rehabilitation	27.1%	40.3%	22.8%	8.3%	1.5%
Plastic surgery	27.3%	38.0%	22.3%	9.7%	2.7%
Psychiatry	22.9%	31.8%	28.8%	12.5%	3.9%
Urology	21.1%	38.7%	26.9%	10.6%	2.7%

Note: PAs were asked to rate the importance of having the ability to change specialties.

Ability to Change Specialties Rated as Important by Principal Specialty



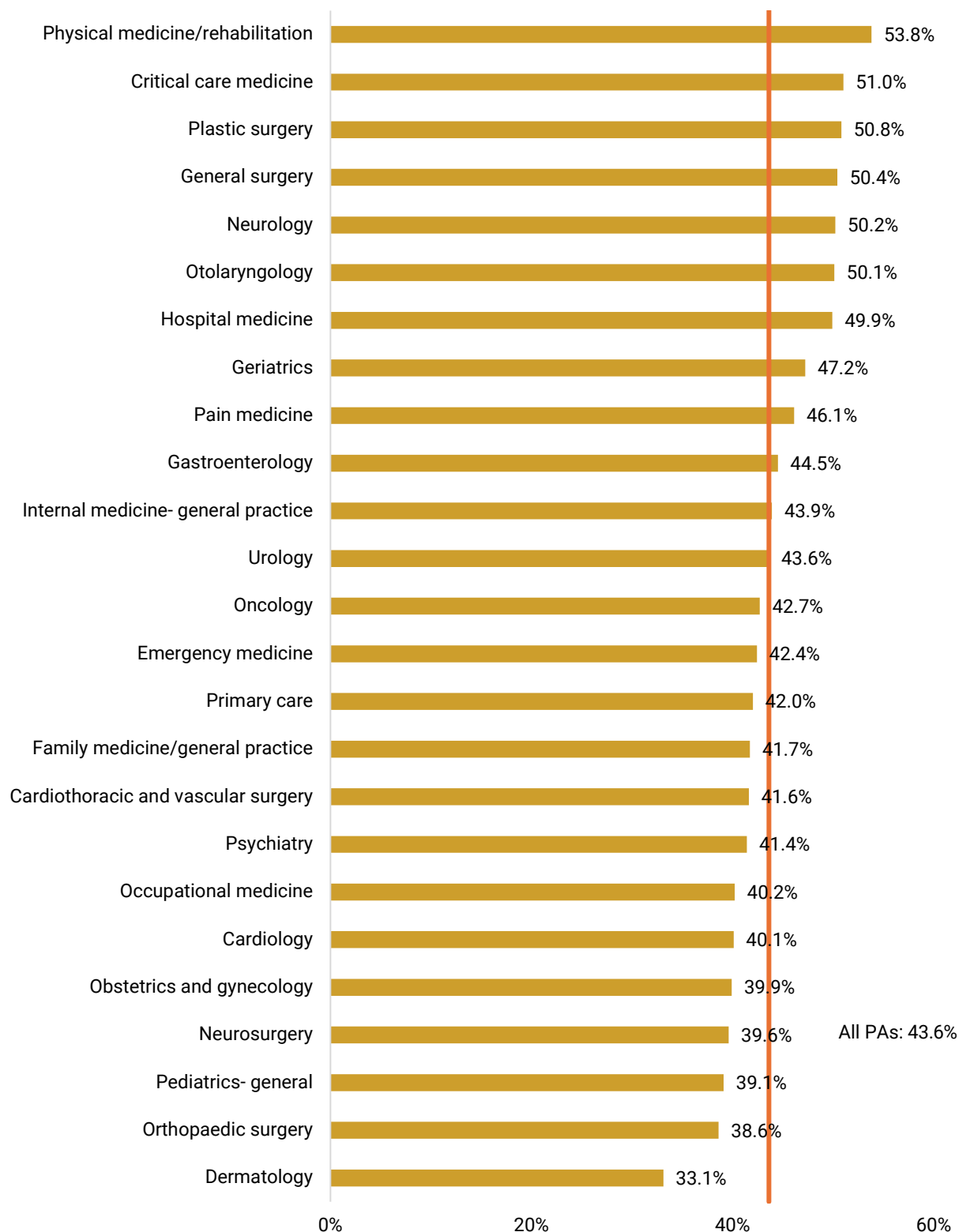
Note: Includes PA responses of "Extremely Important", "Very Important", and "Moderately Important".

Number of Years Since Last Specialty Change by Specialty

	In the last year	2 to 3 years	4 to 5 years	6 to 7 years	8-9 years	10 or more years ago
Primary care	21.9%	20.1%	11.9%	9.6%	8.2%	28.3%
Cardiology	21.0%	19.1%	12.8%	8.8%	8.4%	29.9%
Cardiothoracic and vascular surgery	20.8%	20.8%	11.9%	11.2%	6.4%	28.8%
Critical care medicine	27.7%	23.3%	16.9%	9.9%	6.3%	16.0%
Dermatology	18.1%	15.0%	12.3%	9.1%	8.3%	37.3%
Emergency medicine	21.5%	20.9%	12.7%	8.4%	7.3%	29.2%
Family medicine/general practice	21.7%	20.0%	11.9%	9.3%	8.3%	28.8%
Gastroenterology	23.9%	20.6%	12.1%	9.0%	8.5%	25.8%
General surgery	26.9%	23.5%	12.2%	9.4%	7.8%	20.3%
Geriatrics	26.1%	21.1%	11.0%	9.5%	5.8%	26.6%
Hospital medicine	25.9%	24.0%	12.2%	8.8%	7.0%	22.1%
Internal medicine- general practice	23.1%	20.8%	12.6%	11.1%	7.5%	24.8%
Neurology	26.8%	23.4%	13.6%	10.3%	7.1%	18.8%
Neurosurgery	19.5%	20.1%	13.8%	8.7%	9.0%	28.9%
Obstetrics and gynecology	19.4%	20.5%	15.8%	9.6%	6.4%	28.2%
Occupational medicine	19.3%	20.9%	11.8%	9.8%	10.1%	28.1%
Oncology	21.8%	20.9%	13.9%	10.3%	7.9%	25.2%
Orthopaedic surgery	19.7%	18.9%	11.2%	9.2%	8.0%	33.0%
Otolaryngology	28.5%	21.6%	9.5%	11.0%	6.9%	22.5%
Pain medicine	23.3%	22.8%	12.0%	10.5%	8.1%	23.3%
Pediatrics- general	20.7%	18.4%	10.0%	8.8%	9.1%	32.8%
Physical medicine/rehabilitation	32.2%	21.6%	10.4%	6.8%	6.2%	22.8%
Plastic surgery	23.4%	27.4%	13.8%	9.2%	6.4%	19.7%
Psychiatry	18.1%	23.3%	16.2%	13.7%	9.1%	19.6%
Urology	24.6%	19.0%	11.4%	10.4%	5.2%	29.4%

Note: PAs who indicated they have changed specialties in their career, were asked how many years it had been since their last specialty change.

PA^s Who Had Changed Specialties Three or Fewer Years Ago, by Specialty

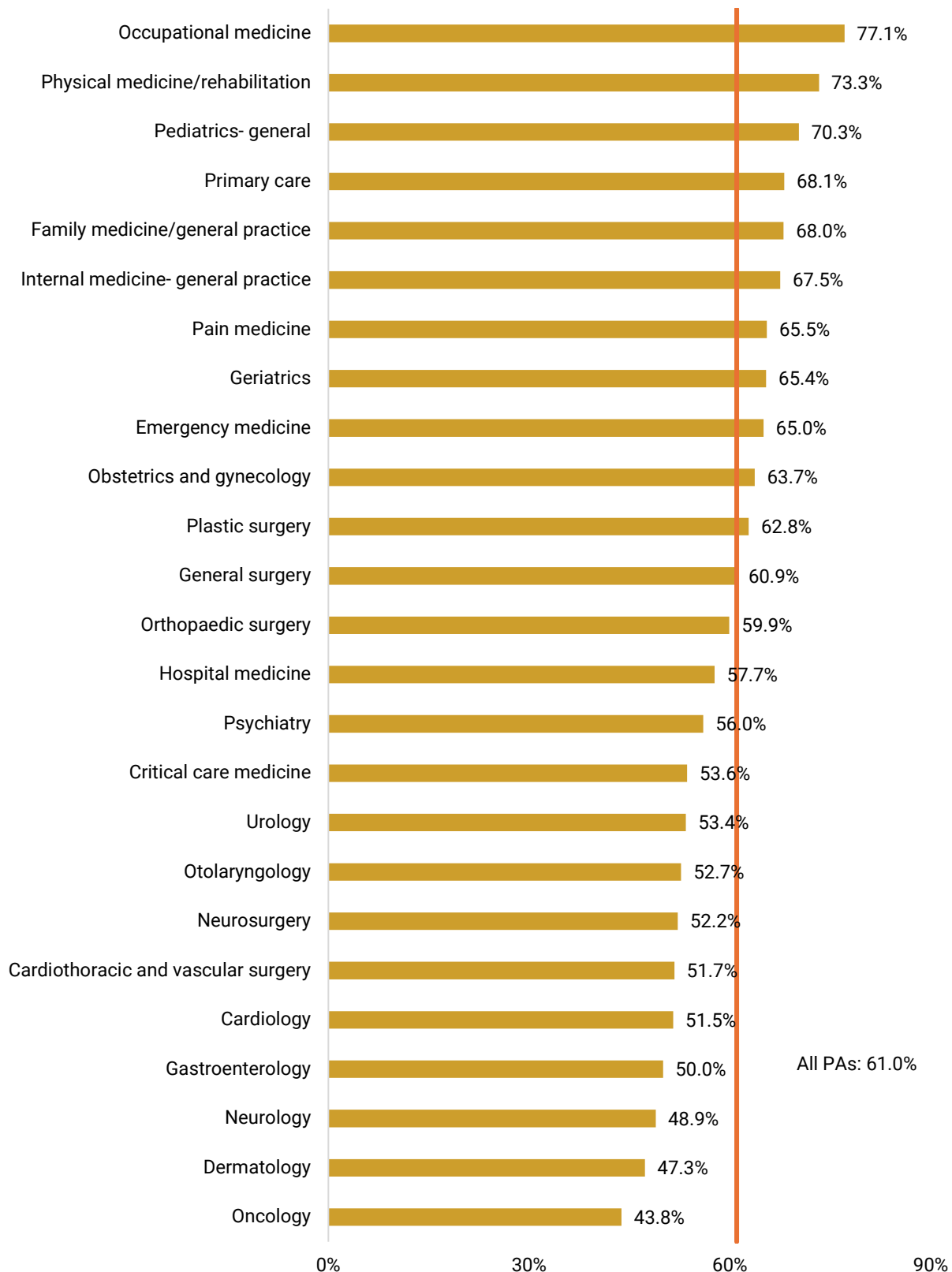


Level of Difficulty to Transition to New Specialty by Specialty

	Very easy	Somewhat easy	Neutral	Somewhat difficult	Very difficult
Primary care	33.2%	34.9%	17.7%	12.8%	1.4%
Cardiology	19.0%	32.5%	23.6%	22.1%	2.8%
Cardiothoracic and vascular surgery	20.8%	30.9%	20.8%	23.4%	4.1%
Critical care medicine	21.3%	32.3%	17.5%	24.7%	4.2%
Dermatology	16.4%	30.9%	21.5%	26.4%	4.8%
Emergency medicine	33.9%	31.1%	18.6%	14.7%	1.6%
Family medicine/general practice	33.6%	34.4%	17.7%	12.7%	1.5%
Gastroenterology	16.5%	33.5%	23.9%	24.1%	2.1%
General surgery	24.1%	36.8%	21.9%	15.4%	1.7%
Geriatrics	31.3%	34.1%	19.5%	14.0%	1.0%
Hospital medicine	24.3%	33.4%	20.8%	19.3%	2.3%
Internal medicine- general practice	32.5%	35.0%	18.5%	12.8%	1.3%
Neurology	16.1%	32.8%	23.4%	23.2%	4.4%
Neurosurgery	21.0%	31.2%	22.6%	22.6%	2.7%
Obstetrics and gynecology	26.5%	37.2%	18.4%	16.0%	1.9%
Occupational medicine	38.8%	38.3%	14.9%	7.9%	0.2%
Oncology	15.6%	28.2%	23.2%	28.9%	4.0%
Orthopaedic surgery	25.5%	34.4%	21.4%	16.8%	1.9%
Otolaryngology	16.4%	36.3%	21.7%	21.9%	3.6%
Pain medicine	28.4%	37.1%	20.2%	12.7%	1.5%
Pediatrics- general	31.8%	38.5%	15.9%	12.9%	0.9%
Physical medicine/rehabilitation	28.2%	45.1%	13.9%	11.9%	0.9%
Plastic surgery	24.5%	38.3%	19.2%	16.9%	1.1%
Psychiatry	20.9%	35.1%	24.6%	17.8%	1.6%
Urology	17.2%	36.2%	24.1%	19.8%	2.6%

Note: PAs who indicated they have changed specialties in their career, were asked how difficult it was to transition from their previous specialty to the new specialty.

Transition to New Specialty Rated Very Easy or Somewhat Easy by Specialty

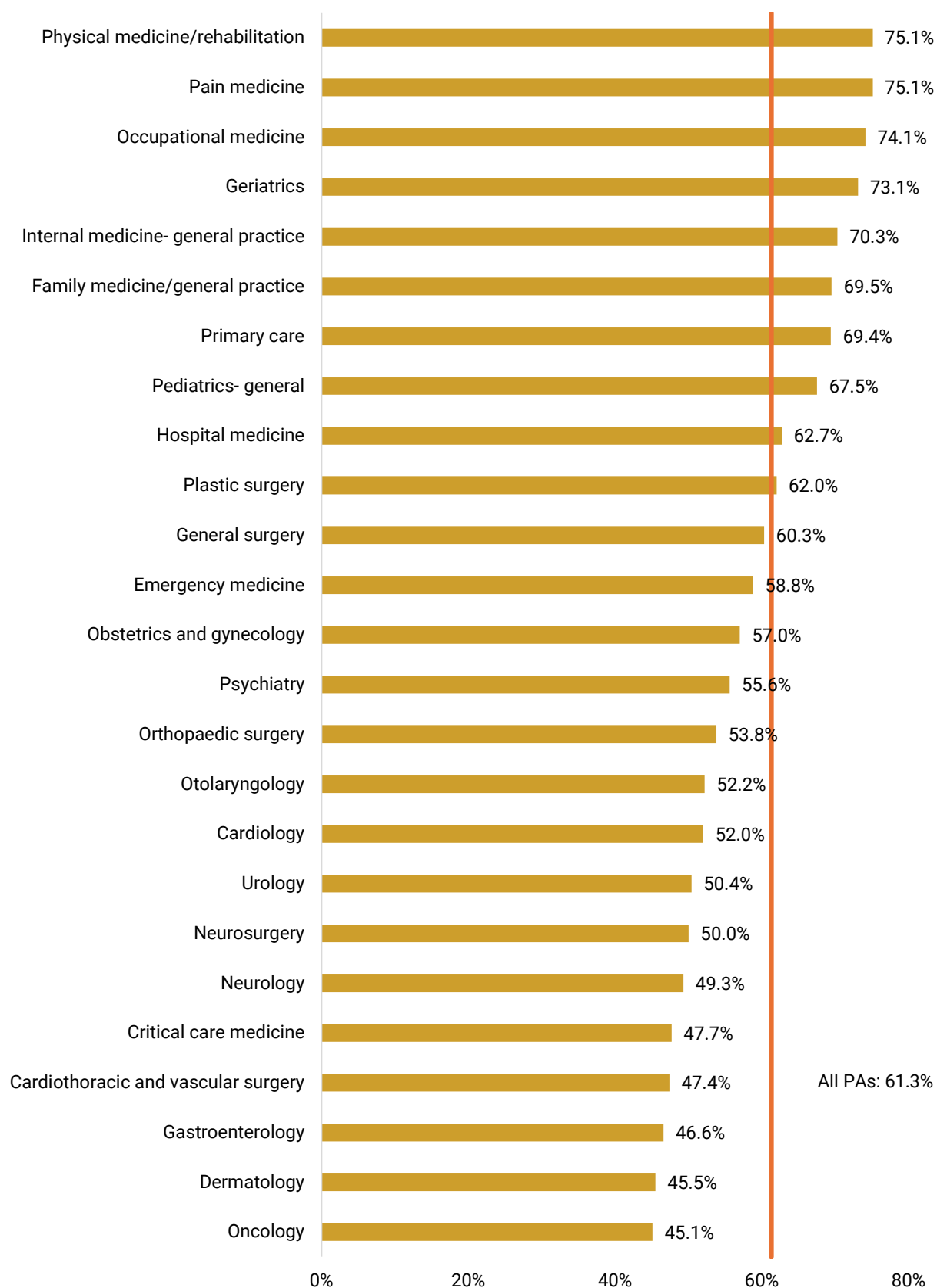


Number of Months to Feel Proficient in New Specialty by Specialty

	Less than a month	1-3 months	4-6 months	7-12 months	More than 12 months
Primary care	2.7%	32.6%	34.1%	22.5%	8.0%
Cardiology	1.1%	16.9%	34.0%	35.5%	12.5%
Cardiothoracic and vascular surgery	0.8%	18.7%	27.9%	35.5%	17.2%
Critical care medicine	1.4%	18.7%	27.6%	37.2%	15.1%
Dermatology	0.3%	11.6%	33.6%	34.6%	19.9%
Emergency medicine	3.4%	28.4%	27.0%	26.2%	15.0%
Family medicine/general practice	2.7%	33.4%	33.4%	22.2%	8.4%
Gastroenterology	0.4%	10.3%	35.9%	36.8%	16.7%
General surgery	1.7%	22.6%	36.0%	28.6%	11.0%
Geriatrics	3.3%	35.0%	34.8%	21.2%	5.8%
Hospital medicine	1.3%	24.0%	37.4%	27.1%	10.3%
Internal medicine- general practice	2.9%	32.3%	35.1%	22.4%	7.3%
Neurology	0.6%	15.6%	33.1%	34.8%	15.8%
Neurosurgery	1.0%	19.7%	29.3%	34.7%	15.2%
Obstetrics and gynecology	1.3%	20.2%	35.5%	31.4%	11.6%
Occupational medicine	1.9%	36.6%	35.6%	19.2%	6.7%
Oncology	0.8%	12.4%	31.9%	36.9%	17.9%
Orthopaedic surgery	1.6%	20.1%	32.1%	31.0%	15.3%
Otolaryngology	0.7%	14.2%	37.3%	36.0%	11.8%
Pain medicine	0.8%	35.1%	39.2%	19.8%	5.1%
Pediatrics- general	2.4%	27.5%	37.6%	25.3%	7.2%
Physical medicine/rehabilitation	1.8%	32.0%	41.3%	18.9%	6.0%
Plastic surgery	1.7%	20.9%	39.4%	29.3%	8.7%
Psychiatry	1.3%	19.0%	35.3%	32.2%	12.2%
Urology	0.9%	16.0%	33.5%	36.1%	13.6%

Note: PAs who indicated they had changed specialties in their career, were asked the number of months it took to feel proficient in the new specialty.

PAs who Felt Proficient in New Specialty within Six Months by Specialty



Most Influential Factor for Choosing Current Specialty by Specialty: Work-Life Balance

Specialty	Extremely influential	Very influential	Moderately influential	Slightly influential	Not at all influential
Primary care	40.3%	32.7%	17.4%	5.2%	4.5%
Cardiology	31.4%	35.2%	22.4%	6.1%	4.8%
Cardiothoracic and vascular surgery	21.2%	23.0%	24.9%	14.6%	16.3%
Critical care medicine	25.5%	30.0%	25.7%	11.5%	7.3%
Dermatology	67.8%	24.2%	5.7%	1.3%	0.9%
Emergency medicine	35.4%	33.9%	20.9%	6.3%	3.5%
Family medicine/ general practice	39.9%	33.0%	17.1%	5.1%	4.8%
Gastroenterology	40.7%	36.6%	16.2%	4.0%	2.5%
General surgery	33.3%	32.3%	21.0%	9.1%	4.3%
Geriatrics	44.8%	30.4%	17.5%	3.8%	3.5%
Hospital medicine	34.8%	39.1%	19.2%	4.3%	2.7%
Internal medicine- general practice	40.3%	30.4%	18.9%	5.9%	4.5%
Neurology	40.1%	34.4%	18.1%	4.9%	2.5%
Neurosurgery	21.6%	28.8%	25.0%	13.3%	11.2%
Obstetrics and gynecology	40.4%	30.4%	19.8%	4.3%	5.1%
Occupational medicine	52.5%	28.2%	13.1%	2.4%	3.8%
Oncology	32.1%	35.5%	20.7%	6.7%	5.1%
Orthopaedic surgery	27.9%	31.8%	24.5%	9.6%	6.2%
Otolaryngology	48.0%	35.8%	11.7%	2.6%	2.0%
Pain medicine	45.9%	35.1%	13.9%	3.0%	2.1%
Pediatrics- general	43.1%	34.3%	16.3%	4.7%	1.6%
Physical medicine/ rehabilitation	54.1%	28.7%	13.5%	2.4%	1.3%
Plastic surgery	46.5%	31.0%	12.7%	6.7%	3.1%
Psychiatry	44.4%	33.3%	15.8%	4.2%	2.3%
Urology	38.4%	36.3%	17.3%	4.4%	3.7%

Note: PAs were asked how influential listed factors were in choosing their current specialty.

Work-Life Balance Extremely or Very Influential when Choosing Current Specialty by Specialty

