

2019 Statistical Profile of Recently Certified Physician Assistants

ANNUAL REPORT

National Commission on Certification
of Physician Assistants

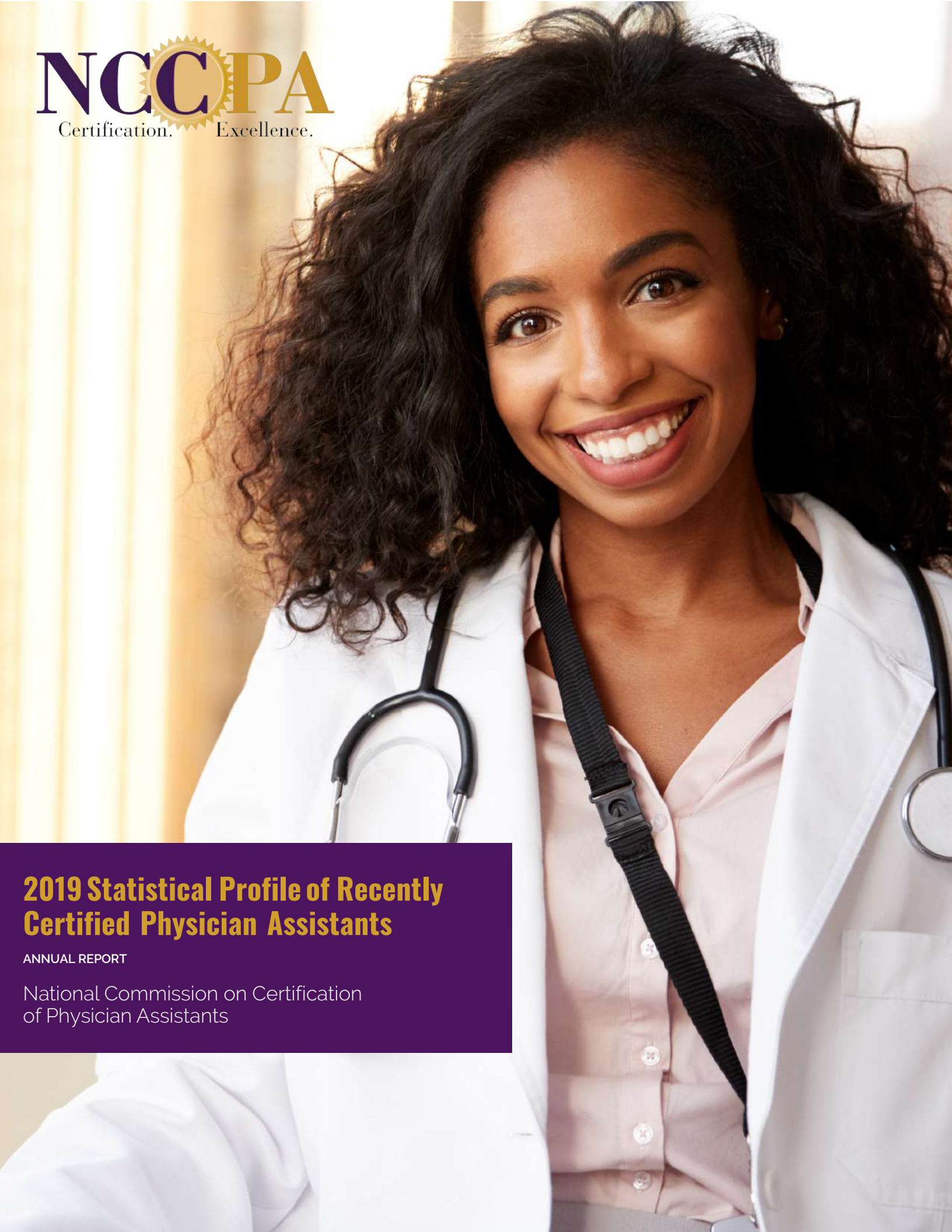


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Message from the President & CEO

Dear Colleagues,



The Statistical Profile of Recently Certified Physician Assistants debuted with data on the cohort of PAs who entered the PA profession in 2013, and we are pleased to provide our latest in this series of reports, the 2019 Statistical Profile of Recently Certified Physician Assistants. During the seven-year span of these reports, over 58,000 newly certified PAs have embarked on an exciting career. The PA profession continues to grow, with a 30% increase between the the number certified in 2019, as compared to 2013. We are pleased to report the data from this cohort, which provided the highest response rate to date (78.1%).

For the first time, this report includes data on attributes of a practice environment that are important to recently certified PAs. At a time when our country is divided on many issues, it's rewarding to see that these newly certified PAs value collaboration to provide the best care for their patients. A large majority, 75.7%, chose the ability to practice in a collaborative environment where interprofessional engagement is emphasized and it has the highest percentage as their most important practice environment attribute.

Over half of the recently certified PAs in this report have accepted a clinical position, and they are working in every state and in over 26 different recognized specialties and subspecialties. These newly certified PAs are the leaders of tomorrow, and on behalf of NCCPA, I want to thank them for contributing data that made this report possible and to wish them all the best as they embark on an exciting and fulfilling career.

Sincerely,

A handwritten signature in black ink that reads "Dawn Morton-Rias". The signature is written in a cursive, flowing style.

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

About the Data Collection & Methodology

Introduction

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

In December 2012, NCCPA added a "Recently Certified" module delivered online to PAs who have been certified (for the first time) for six months or less. This report highlights the data collected from this module.

Data Editing and Analysis

Data reflected in this report includes responses from PAs who were certified for the first time in 2019. The participants included in this report answered at least a portion of the survey between January 1, 2019 and December 31, 2019. In addition, some data were obtained from other NCCPA data collection strategies (as noted within the report.) As of December 31, 2019, there were 7,465 recently certified PAs who provided responses out of the 9,554 recently certified PAs with access to the PA Professional Profile (78.1% response rate.) Data presented for age, gender and distribution include all 9,554 recently certified PAs. All other data elements included are derived from the responses of the recently certified PAs. In 2019, response rates varied by quarter initially certified. Response rates by quarter: 1st: 83.4%, 2nd: 79.8%, 3rd: 77.5%, and 4th: 70.9%.

The data presented in this report have been aggregated from the individual responses provided by PAs through the PA Professional Profile or other NCCPA data gathering efforts. 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. Data presented on all recently certified PAs (including those who have a job and those who do not have a job). Analyses of the data consist primarily of descriptive statistics.

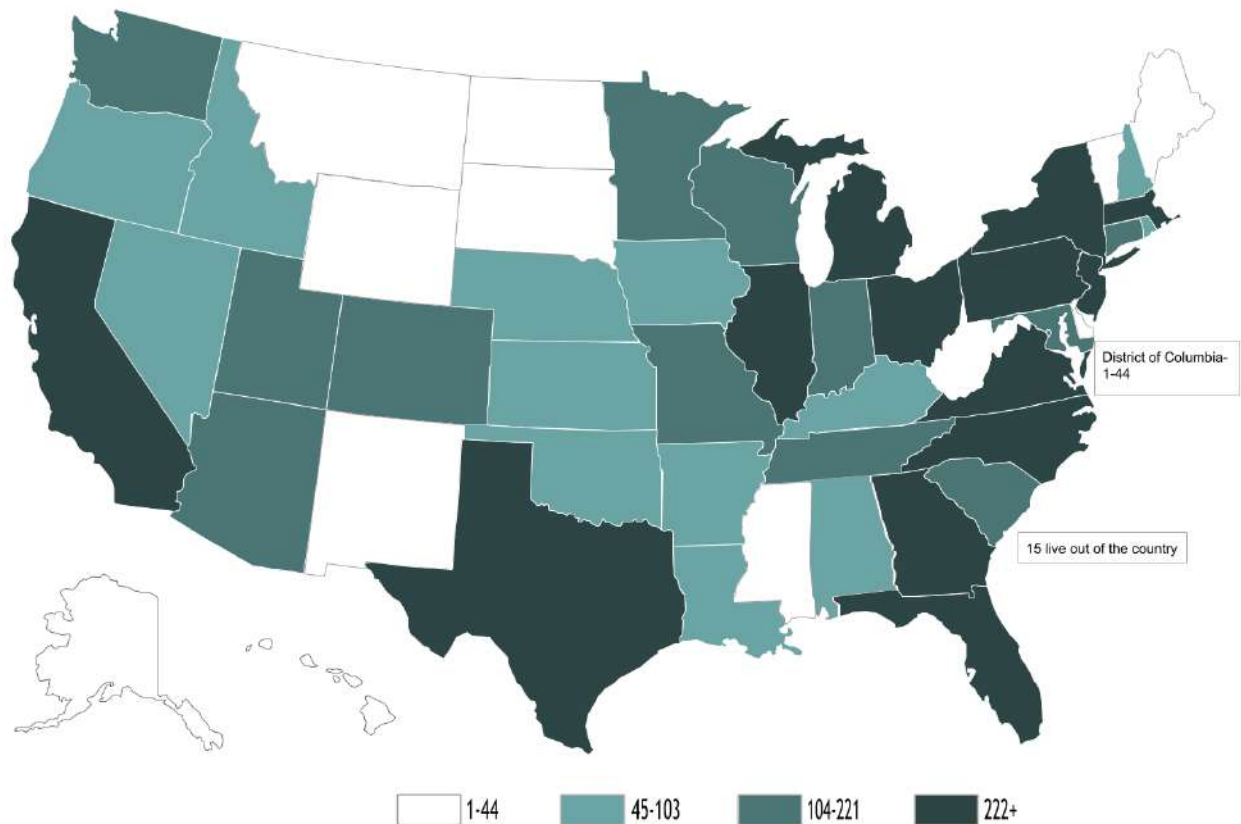
About NCCPA

NCCPA is the only certifying organization for physician assistants in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to assuring the public that certified PAs meet established standards of clinical knowledge and cognitive skills upon entry into practice and throughout their careers. All U.S. states, the District of Columbia and the U.S. territories have decided to rely on NCCPA certification as one of the criteria for licensure or regulation of PAs. More than 170,000 PAs have been certified since 1975, and over 139,000 were certified at the end of 2019.

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

All Recently Certified PAs in 2019: Distribution by State

Distribution of Recently Certified PAs by State (Divided by Quartiles)



Note: The map above highlights the states with the greatest number of recently certified PAs based on state of residence as reported to NCCPA.

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) expects that the number of PA educational programs will grow from 260 (July 2020) to 307 by April 1, 2023, which would have an impact on the number of PAs seeking NCCPA certification. *Accreditation Review Commission on Education for the Physician Assistant, Inc.*



There were 9,554 recently certified PAs who had access to the PA Professional Profile in 2019. The map illustrates the distribution of those PAs.

All Recently Certified PAs in 2019: Distribution by State

Recently Certified PAs by State (Number, Percent of Total, and Rank)

State	Number	Percent of Total (Rank)
Alabama	76	0.8% (32)
Alaska	30	0.3% (44)
Arizona	189	2.0% (17)
Arkansas	49	0.5% (38)
California	682	7.1% (3)
Colorado	161	1.7% (20)
Connecticut	215	2.3% (15)
Delaware	31	0.3% (43)
District of Columbia	14	0.1% (49)
Florida	595	6.2% (4)
Georgia	264	2.8% (13)
Hawaii	10	0.1% (50)
Idaho	54	0.6% (36)
Illinois	316	3.3% (9)
Indiana	141	1.5% (23)
Iowa	90	0.9% (30)
Kansas	64	0.7% (34)
Kentucky	103	1.1% (26)
Louisiana	94	1.0% (29)
Maine	32	0.3% (42)
Maryland	171	1.8% (18)
Massachusetts	310	3.2% (10)
Michigan	403	4.2% (7)
Minnesota	221	2.3% (14)
Mississippi	28	0.3% (46)
Missouri	121	1.3% (24)
Montana	29	0.3% (45)
Nebraska	84	0.9% (31)
Nevada	70	0.7% (33)
New Hampshire	50	0.5% (37)
New Jersey	309	3.2% (11)
New Mexico	44	0.5% (39)
New York	972	10.2% (1)
North Carolina	437	4.6% (6)
North Dakota	17	0.2% (47)
Ohio	378	4.0% (8)
Oklahoma	98	1.0% (28)
Oregon	103	1.1% (26)
Pennsylvania	750	7.9% (2)



Recently certified PAs were represented in all 50 states and Washington, D.C.

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

All Recently Certified PAs in 2019: Distribution by State

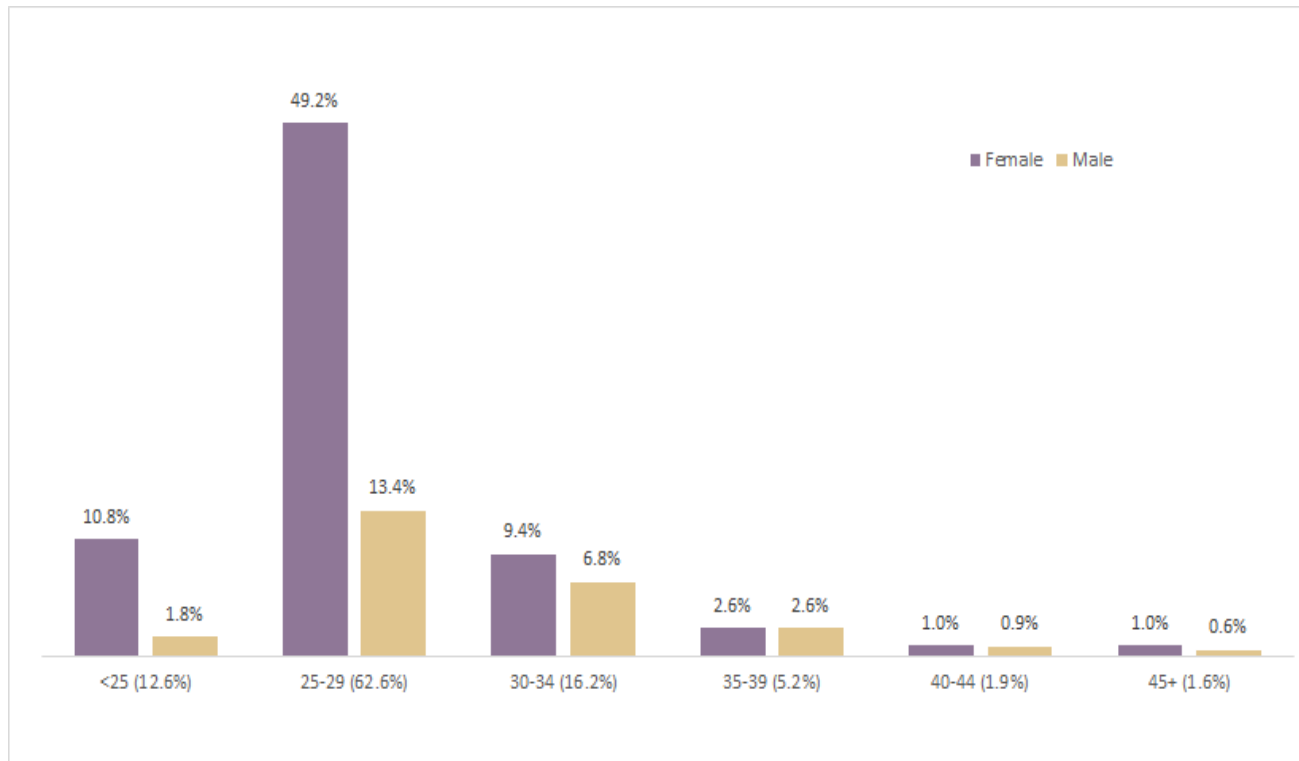
Recently Certified PAs by State (Number, Percent of Total, and Rank) cont.

State	Number	Percent
Rhode Island	57	0.6% (35)
South Carolina	148	1.6% (21)
South Dakota	35	0.4% (41)
Tennessee	144	1.5% (22)
Texas	516	5.4% (5)
Utah	117	1.2% (25)
Vermont	16	0.2% (48)
Virginia	288	3.0% (12)
Washington	164	1.7% (19)
West Virginia	39	0.4% (40)
Wisconsin	200	2.1% (16)
Wyoming	10	0.1% (50)
TOTAL*	9,539	100.0%

*Note: PAs who reported an address in the U.S. Additionally, 15 recently certified PAs were living abroad.

All Recently Certified PAs: Gender and Age

Distribution of Recently Certified PAs by Age and Gender



Recently Certified PAs by Gender

Gender	Number	Percent
Male	2,495	26.1%
Female	7,059	73.9%
TOTAL	9,554	100.0%

Recently Certified PAs by Age

Age Group	Number	Percent
<25	1,204	12.6%
25-29	5,977	62.6%
30-34	1,546	16.2%
35-39	493	5.1%
40-44	181	1.9%
45+	153	1.6%
TOTAL	9,554	100.0%



Although the median age of recently certified PAs in 2019 remained the same as in 2013 (**27**), the percent of PAs <30 age group has grown from 70.4% to 75.2%.

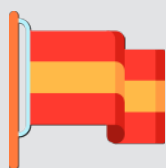
The median age of all certified PAs is **38**.

Race and Ethnicity of Recently Certified PAs

Recently Certified PAs by Race

Race	Number	Percent
White	5,977	80.1%
Black/African American	190	2.5%
Asian	619	8.3%
Native Hawaiian/Pacific Islander	11	0.1%
American Indian or Alaskan Native	16	0.2%
Multi-race	222	3.0%
Other	143	1.9%
Prefer not to answer	286	3.8%
TOTAL	7,464	100%

Note: Respondents were able to choose multiple races, and 222 chose more than one race. The table above includes respondents from PAs who chose one race. 286 respondents indicated they preferred not to answer the question.

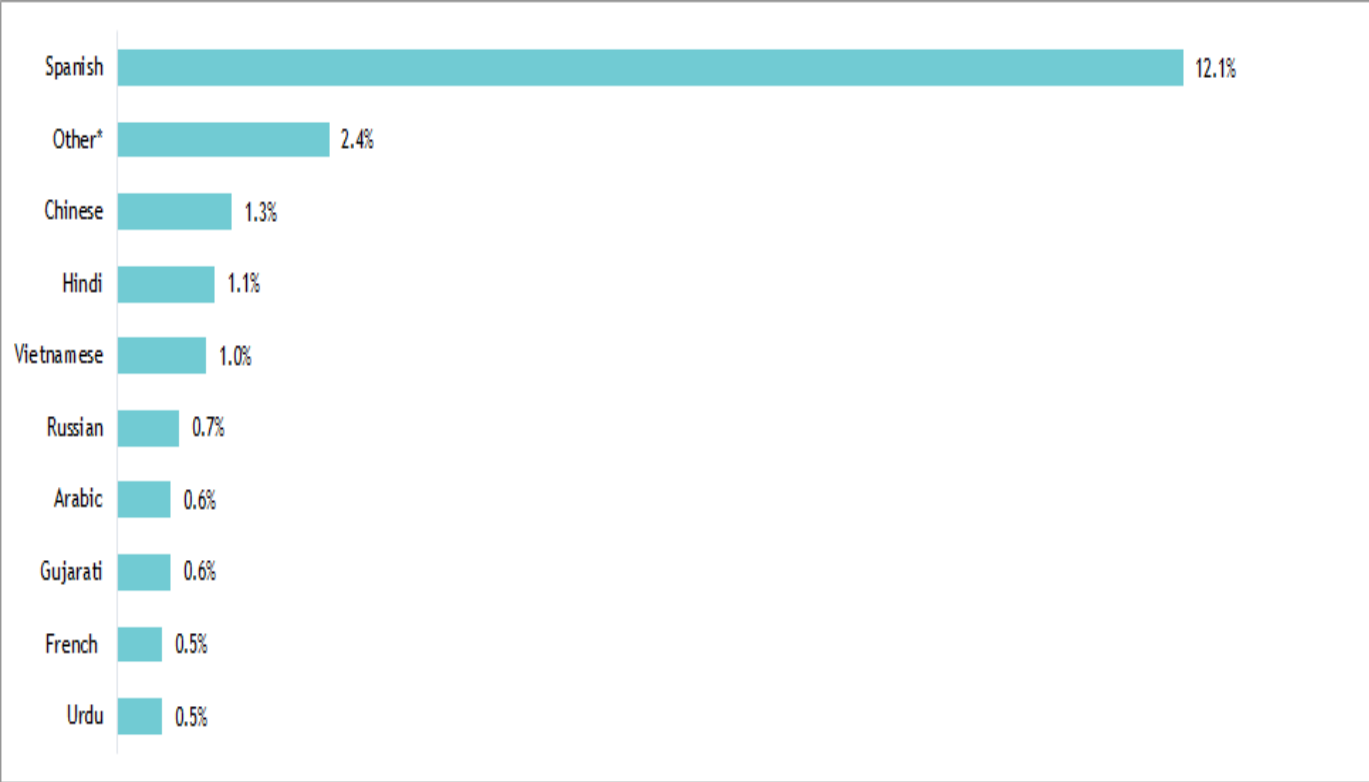


7.9% of recently certified PAs indicated that they are of Hispanic/Latino/Latina/Spanish origin.

This percent has increased since 2013, where 5.8% of recently certified PAs reported being of Hispanic/Latino/Latina/Spanish origin.

Languages Other than English Spoken with Patients

Percent of Recently Certified PAs who Communicate with Patients in Languages Other than English



*"Other" languages include: Punjabi, Malayalam, Hebrew, and Bengali.

Note: The percentage of recently certified PAs who communicate with patients in languages other than English by the top ten most frequently identified languages.

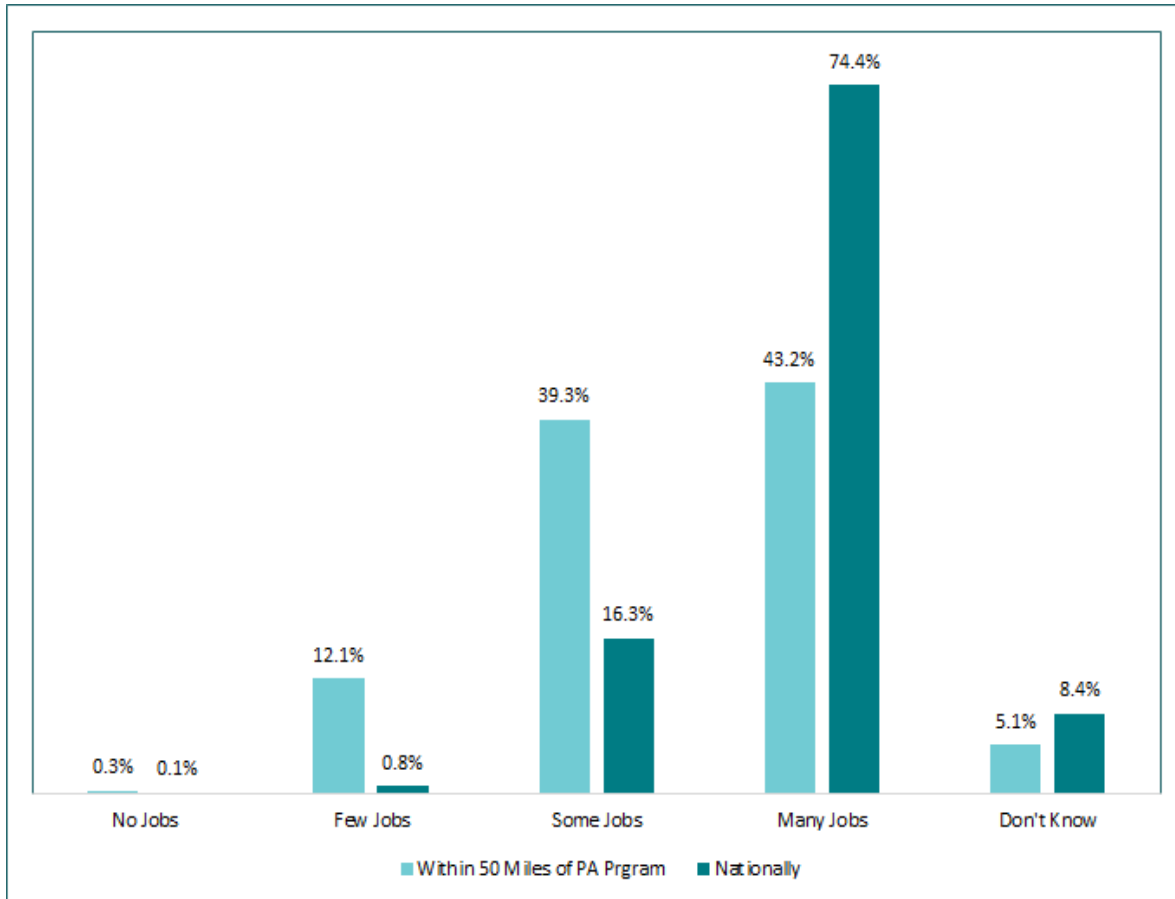


20.0% of recently certified PAs indicated they communicate with patients in a language other than English.

3.2% speak two or more languages in addition to English.

Assessment of Opportunities

Assessment of Job Opportunities by Recently Certified PAs

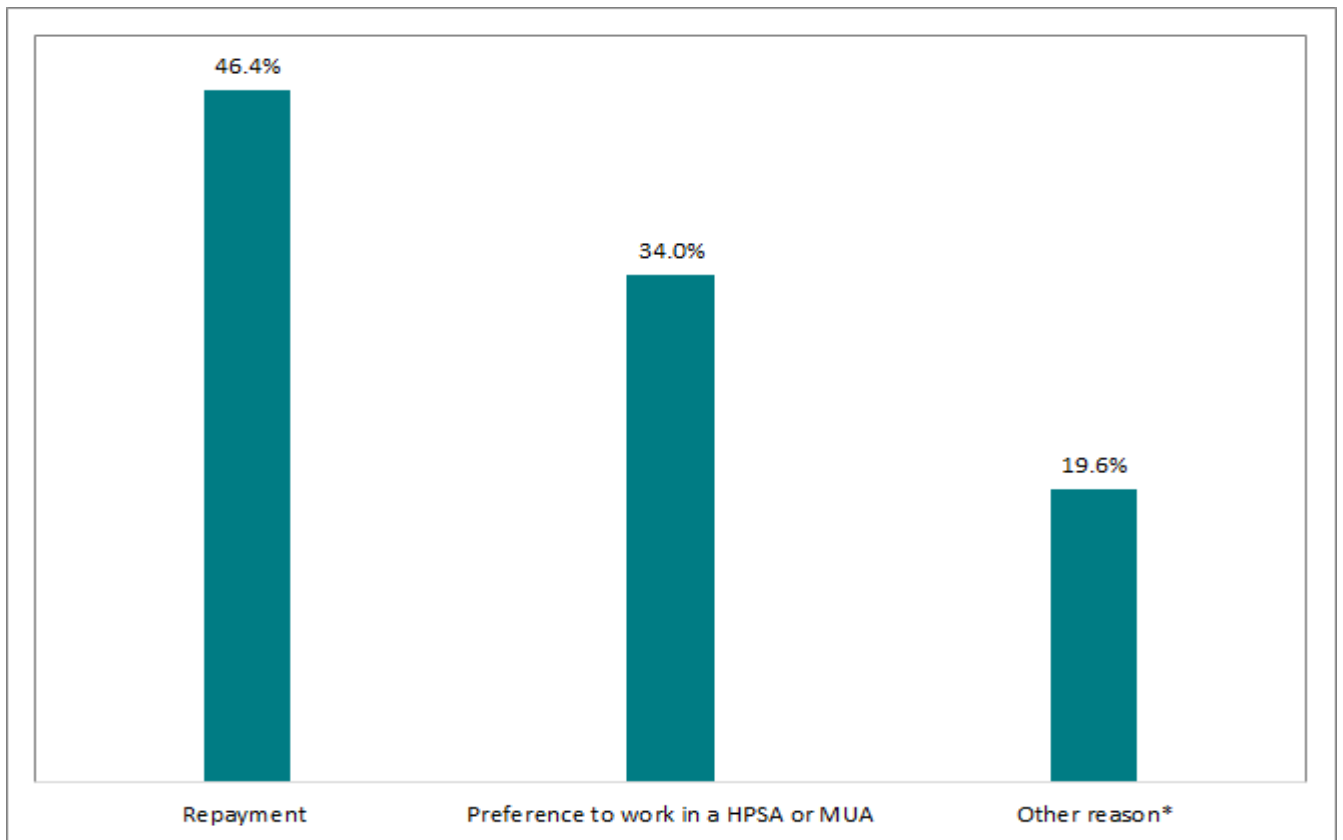


Recently certified PAs in the Northeast have a favorable view of job opportunities. 63.2% of recently certified PAs there report there are “many jobs” within 50 miles of their PA program and 82.6% indicate there are “many jobs” nationally.

Obligation that Requires a Position in a HPSA or MUA

Factors that Influenced Recently Certified PAs who Chose to Work in the NHSC or Another Repayment Program

1.9% of recently certified PAs indicated they are a National Health Service Corp or state or federal loan repayment program participant



*Other reasons cited include: wanting to give back by serving the underserved, learning environment and working with veterans.

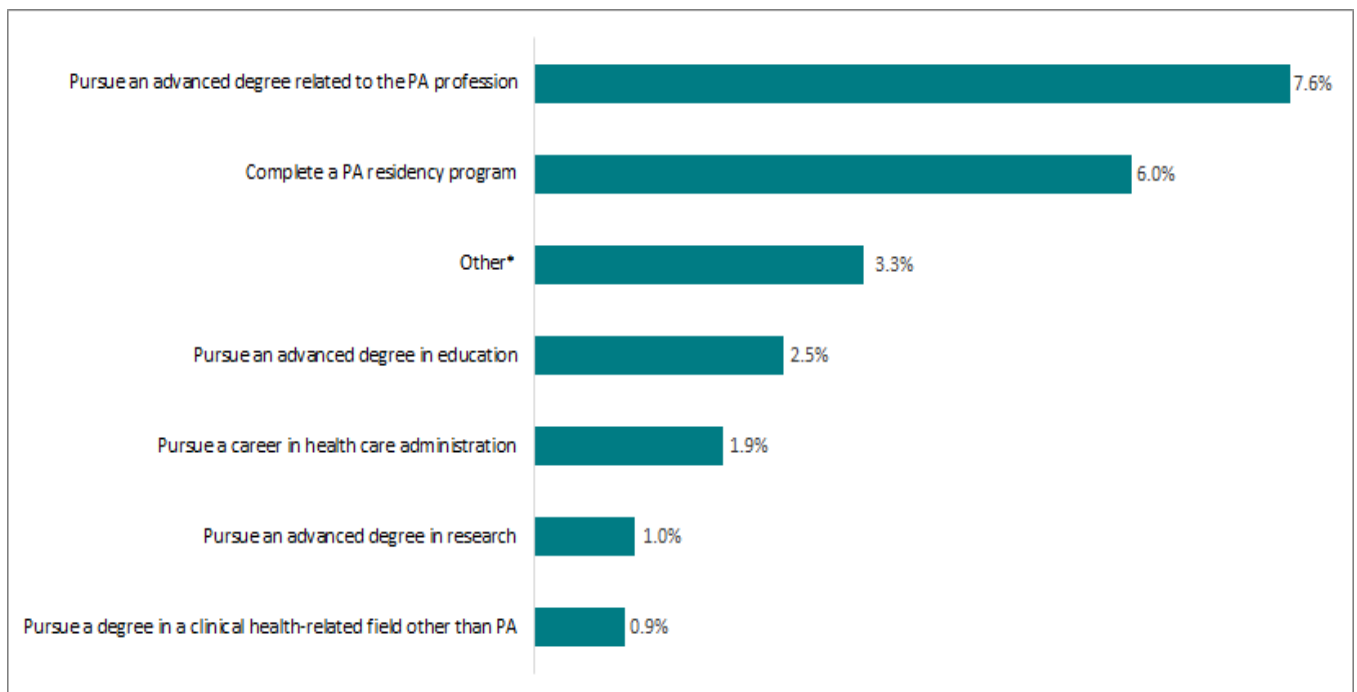


The National Health Service Corps Scholar and other state or federal loan repayment programs require recipients to practice in a federally designated Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA).

Plans to Seek Additional Education or Clinical Training

Reasons Recently Certified PAs are Seeking Additional Education or Clinical Training

17.5% of recently certified PAs indicate they plan to seek additional education or clinical training within the next three years. This does not include on-the-job training or required CME.



*"Other" reasons included: learning another language, additional certification courses



The top two reasons have remained the same from 2013 to 2019

A higher percentage of recently certified PAs in 2013 had plans to seek additional education or clinical training (19.2% vs. 17.5%)

Educational Debt

Educational Debt Upon Completion of all Training of Recently Certified PAs

Debt Range	Number	Percent
None	613	10.9%
Less than \$25,000	176	3.1%
\$25,001-\$49,999	240	4.3%
\$50,000-\$74,999	447	8.0%
\$75,000-\$99,999	586	10.4%
\$100,000-\$124,999	742	13.2%
\$125,000-\$149,999	788	14.0%
\$150,000-\$174,999	781	13.9%
\$175,000-\$199,999	589	10.5%
\$200,000-\$224,999	371	6.6%
\$225,000 or more	280	5.0%
TOTAL	5,613	100.0%

Note: 203 recently certified PAs chose "Prefer not to answer"



In 2019, **14.6%** of recently certified PAs who have accepted a position indicated that educational debt influenced their decision to seek a primary care or non-primary care position (20.0% in 2013). Of the recently certified PAs who have not accepted a position, in 2019 **22.7%** said their level of educational debt will influence their choice (28.7% in 2013).



Educational Debt

2019:

Median: \$137,500

Mean: \$119,161

2013:

Median: \$112,500

Mean: \$98,984

Practice Environment and Work Life Balance

Important Attributes of Practice Environment of Recently Certified PAs

Attribute of Practice Environment	Percent who Chose the Attribute	Of the PAs who Chose the Attribute, Percent who Ranked it as Most Important
Ability to practice in a collaborative environment where interprofessional engagement is emphasized	75.7%	44.9%
Ability to focus practice in area of interest	64.8%	34.4%
Ability to practice in geographic region of choice (i.e. rural, urban)	67.6%	27.8%
Ability to practice in a setting of choice (ie. hospital, private office)	80.9%	27.3%

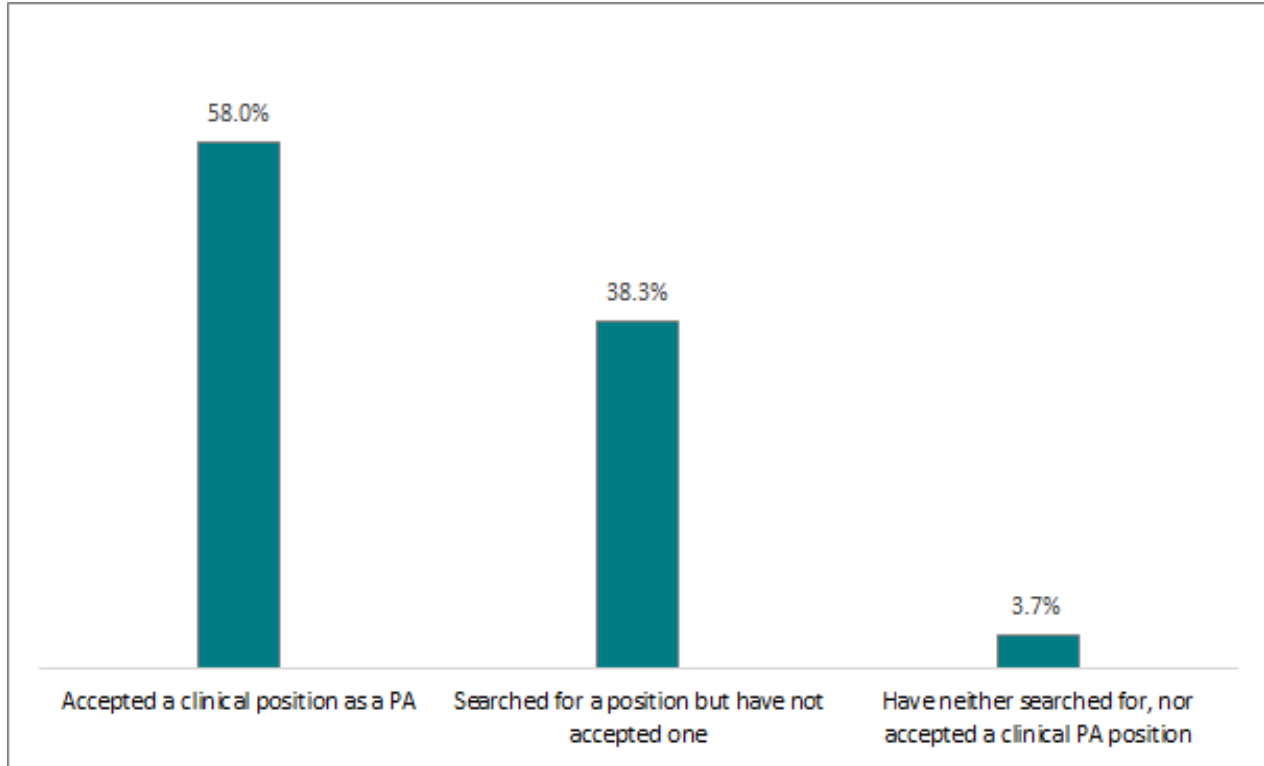
Note: There were 38 recently certified PAs who chose "other" attribute. Many mentioned working in collaboration with a physician who is willing to teach.

Work Life Balance of Recently Certified PAs

Attribute of Personal/Professional Life Balance	Percent who Chose the Attribute	Of the PAs who Chose the Attribute, Percent who Ranked it as Most Important
Ability to maintain reasonable work hours	90.7%	67.8%
Ability to work flexible hours	44.8%	18.7%
Ability to take time off from my job	72.7%	14.8%
Ability to limit after hours responsibilities	63.3%	17.3%
Ability to pursue additional education	34.6%	13.0%

Note: There were 50 recently certified PAs who chose and "other" attribute. Many mentioned reasonable on-call time, and the ability to work as much as they want.

Job Search and Status of Recently Certified PAs



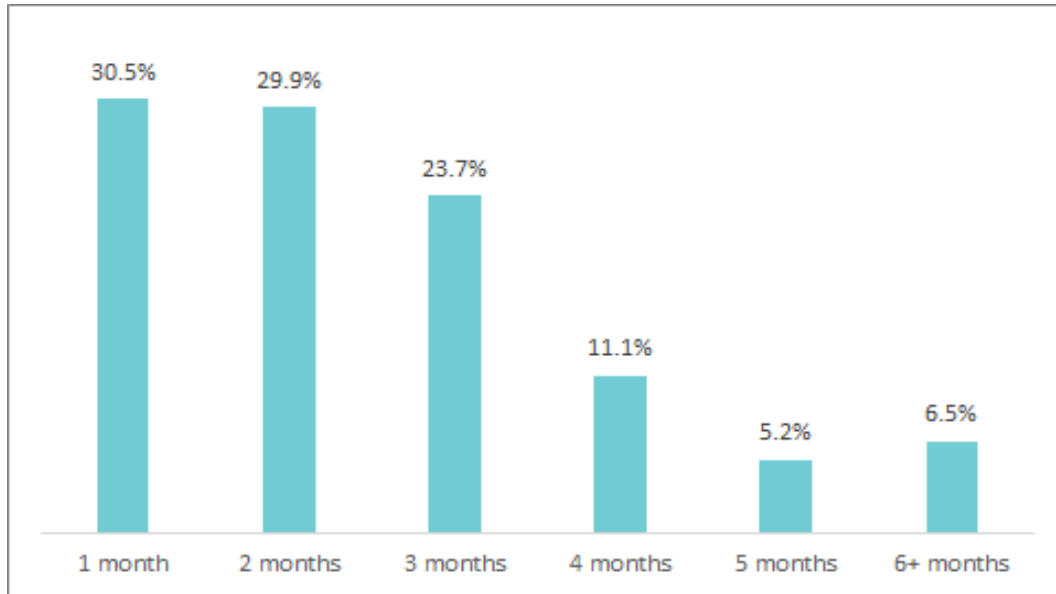
Job Search and Status of Recently Certified PAs

Clinical Position Search	Number
Yes, accepted a clinical position as a PA	3,373
Yes, searched for a position but have not yet accepted one	2,230
No, have neither searched for nor accepted a clinical PA position	213
TOTAL	5,529

Recently Certified Physician Assistants who Accepted a Clinical Position

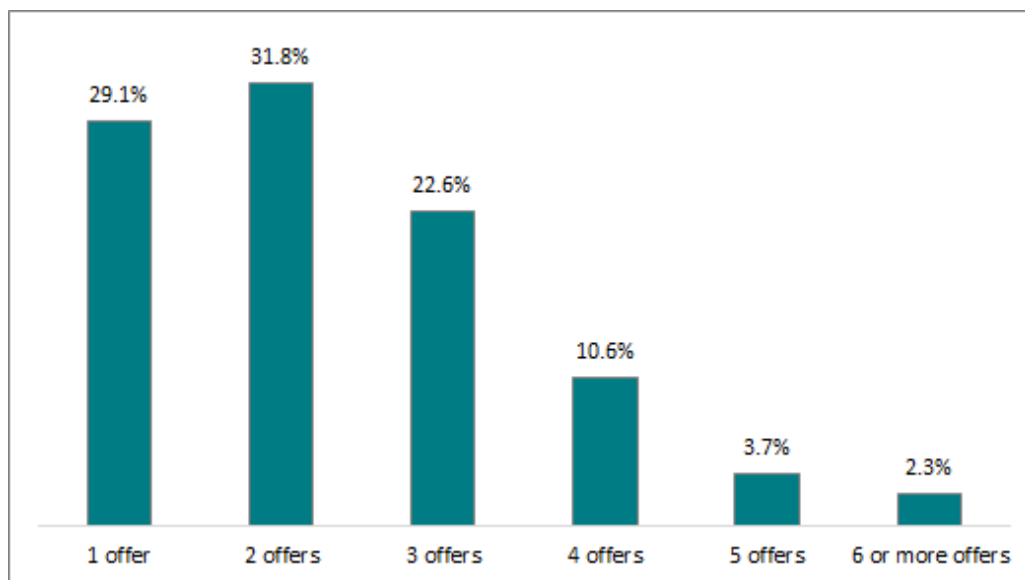
Recently Certified PAs Who Have Accepted a Position: Amount of time to Find a Job and Job Offers

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



Mean: 2.6 months
Median: 2.0 months

Number of Job Offers for Recently Certified PAs who have Accepted a Clinical Position as a PA



70.9% of recently certified PAs had two or more job offers vs. 52.3% in 2013.

Recently Certified PAs Who Have Accepted a Position: Challenges Faced and Searching for a Clinical Position

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

33.5% of recently certified PAs who have searched for and accepted a position indicated experiencing challenges. The following table presents the challenges that PAs reported experiencing.

Challenges	Percent
Lack of clinical PA opportunities for recent graduates	28.1%
Lack of clinical PA opportunities in preferred specialty	11.1%
Lack of clinical PA opportunities in geographic area preferred	10.5%
Abundance of PA graduates competing for same position	9.4%
Lack of clinical PA opportunities in practice setting preferred	8.1%
Inadequate salary and/or compensation	5.4%
Lack of clinical PA employment opportunities	3.9%
Lack of positions that meet obligations for employment (i.e.	1.0%
Lack of opportunities for spouse/partner	0.8%

Note: Respondents could choose multiple challenges.



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

Recently Certified PAs who have Accepted a Position: Selection of Clinical Position Location

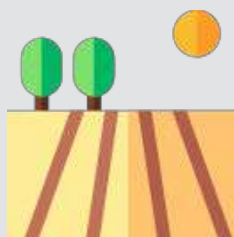
Location of Position Accepted by Recently Certified PAs

Geographical Location	Number	Percent
Area where grew up	1,264	37.5%
Area where PA program located	1,151	34.1%
Area lived in prior to attending PA program	958	28.4%
Area where want to live	751	22.3%
Rural area	436	12.9%
Other area	339	10.1%
Urban medically underserved area	252	7.5%

Note: Respondents were able to choose multiple locations.

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

Position at Training Site of Clinical Rotation	Number	Percent
Yes	1,232	36.5%
No	2,141	63.5%
TOTAL	3,373	100.0%



Of the recently certified PAs who accepted a position in a rural area, **33.0%** grew up in a rural area, and **7.9%** graduated from a PA program that was located in a rural area.

Of the recently certified PAs who accepted a position in an urban medically underserved area, **29.4%** indicated they grew up in a medically underserved area.

Recently Certified PAs who have Accepted a Position: Hours Worked Per Week and Time Spent in Work Activities

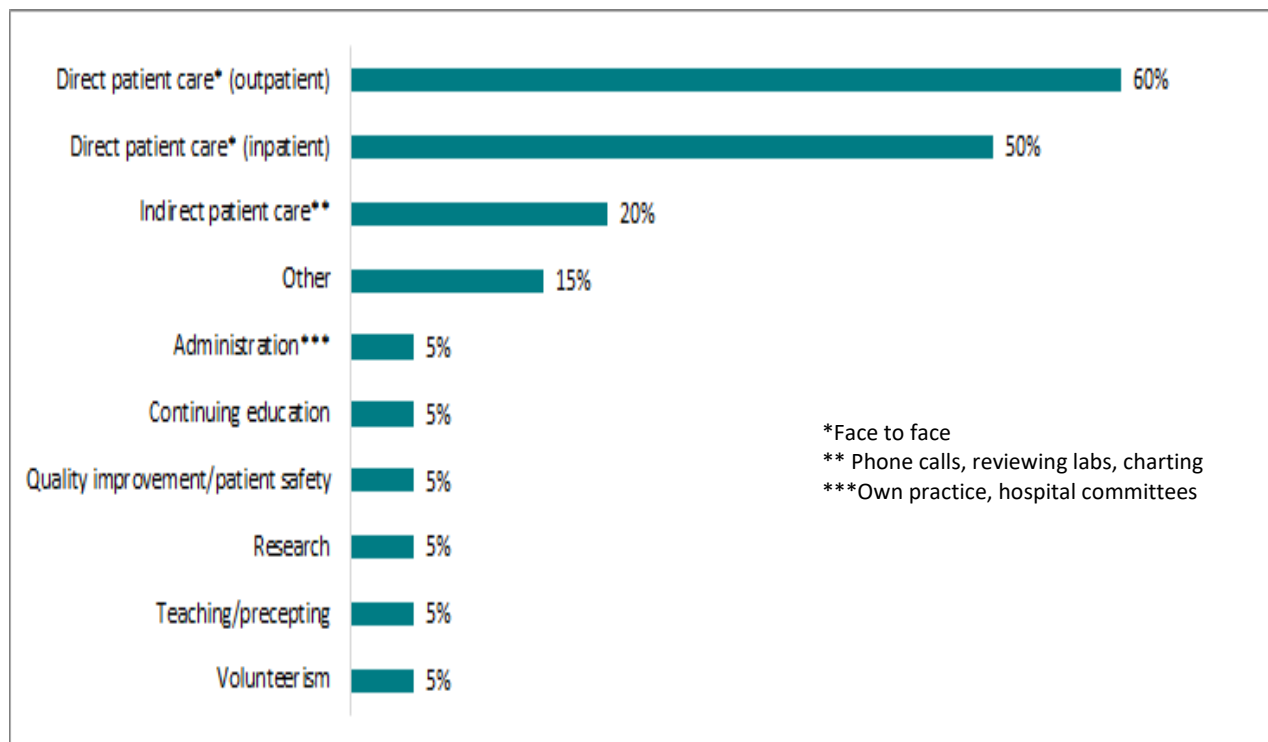
Hours Expected to Work Per Week by Recently Certified PAs

Expected Hours Work Per Week	Number	Percent
1-10 hours	6	0.2%
11-20 hours	16	0.5%
21-30 hours	44	1.3%
31-40 hours	1,771	52.5%
41-50 hours	1,303	38.6%
More than 50 hours	233	6.9%

Note: Almost half (45.5%) of recently certified PAs who have accepted a clinical position expect to work more than 40 hours per week. In 2013, 55.7% expected to work more than 40 hours per week.

Average hours expected to work per week: 41.4 (in 2013 it was 41.8).

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



Recently Certified PAs who have Accepted a Position: Practice Settings

Practice Setting of Recently Certified PAs

Practice Setting	Number	Percent
Hospital	1,685	50.0%
Office-based private practice	1,073	31.8%
Urgent care	161	4.8%
Community health center	91	2.7%
United States military (federal government)	82	2.4%
Rural health clinic	57	1.7%
Other	49	1.5%
Veterans Affairs (federal government)	33	1.0%
Ambulatory surgical center	32	1.0%
Behavioral/mental health facility	26	0.8%
Public or community health clinic (non-federally qualified)	19	0.6%
Department of Defense (federal government)	11	0.3%
Extended care facility/Nursing home	11	0.3%
Indian health service (federal government)	6	0.2%
School-based or college-based health center or school clinic	5	0.1%
Rehabilitation facility	5	0.1%
Public health service (federal government)	4	0.1%
Occupational health setting	4	0.1%
Home health care agency	4	0.1%
Bureau of Prisons (federal government)	2	<0.1%
Department of State (federal government)	1	<0.1%
Free clinic	1	<0.1%
Retail clinic	1	<0.1%
Hospice	0	0.0%
Unsure/Don't know	10	0.3%
TOTAL	3,373	100.0%



50.0% of recently certified PAs who have accepted a position work in a hospital setting. **41.1%** of all certified PAs work in a hospital setting. ¹

¹ National Commission on Certification of Physician Assistants, Inc. (2020, May). *2019 Statistical Profile of Certified Physician Assistants: An Annual Report of the National Commission on Certification of Physician Assistants*

Recently Certified PAs who have Accepted a Position: Practice Areas

Principal Clinical Practice Area of Recently Certified PAs

Area of Practice	Number	Percent
Addiction Medicine	8	0.2%
Adolescent Medicine	0	0.0%
Anesthesiology	3	<0.1%
Critical Care Medicine	135	4.0%
Dermatology	114	3.4%
Emergency Medicine	520	15.4%
Family Medicine/General Practice	587	17.4%
Gynecology	3	<0.1%
Hospice and Palliative Medicine	0	0.0%
Hospital Medicine	183	5.4%
Internal Medicine- General Practice	131	3.9%
Internal Medicine- Subspecialties	277	8.2%
Neurology	51	1.5%
Obstetrics and Gynecology	49	1.5%
Occupational Medicine	9	0.3%
Ophthalmology	6	0.2%
Otolaryngology	38	1.1%
Pain Management	28	0.8%
Pathology	0	0.0%
Pediatrics	59	1.8%
Pediatrics- Subspecialties	53	1.6%
Physical Medicine/Rehabilitation	5	0.1%
Preventive Medicine/Public Health	2	<0.1%
Psychiatry	84	2.5%
Radiation Oncology	2	<0.1%
Radiology	23	0.7%
Surgery-General	133	3.9%
Surgery-Subspecialties	615	18.2%
Urology	35	1.0%
Other	220	6.5%
TOTAL	3,373	100.0%



23.1% of recently certified PAs with a clinical position work in primary care: family medicine/general practice, general internal medicine, and general pediatrics. In 2013, **28.0%** of recently certified PAs worked in primary care.

25.0% of all certified PAs work in primary care.

Recently Certified PAs who have Accepted a Position: Salary

Salary Range of Recently Certified PAs

Starting Salary Range	Number	Percent
Less than or equal to \$40,000	5	0.2%
\$40,000-\$50,000	14	0.4%
\$50,001-\$60,000	74	2.3%
\$60,001-\$70,000	69	2.1%
\$70,001-\$80,000	162	4.9%
\$80,001-\$90,000	529	16.1%
\$90,001-\$100,000	1,080	32.9%
\$100,001-\$110,000	799	24.3%
\$110,001-\$120,000	305	9.3%
\$120,001-\$130,000	151	5.0%
\$130,001-\$140,000	58	1.8%
More than \$140,000	41	1.2%
TOTAL	3,287	100.0%

Note: 86 recently Certified PAs chose "Prefer not to answer"



The median salary for recently certified PAs is **\$95,000**. The mean was higher for recently certified males than it was for females, \$98,835 and \$97,207 respectively.

The highest salaries for recently certified PAs were in gynecology, hospital medicine, ophthalmology, and preventive health/public health.



Annual Salary

2019:

Median: \$95,000

Mean: \$97,668

2013:

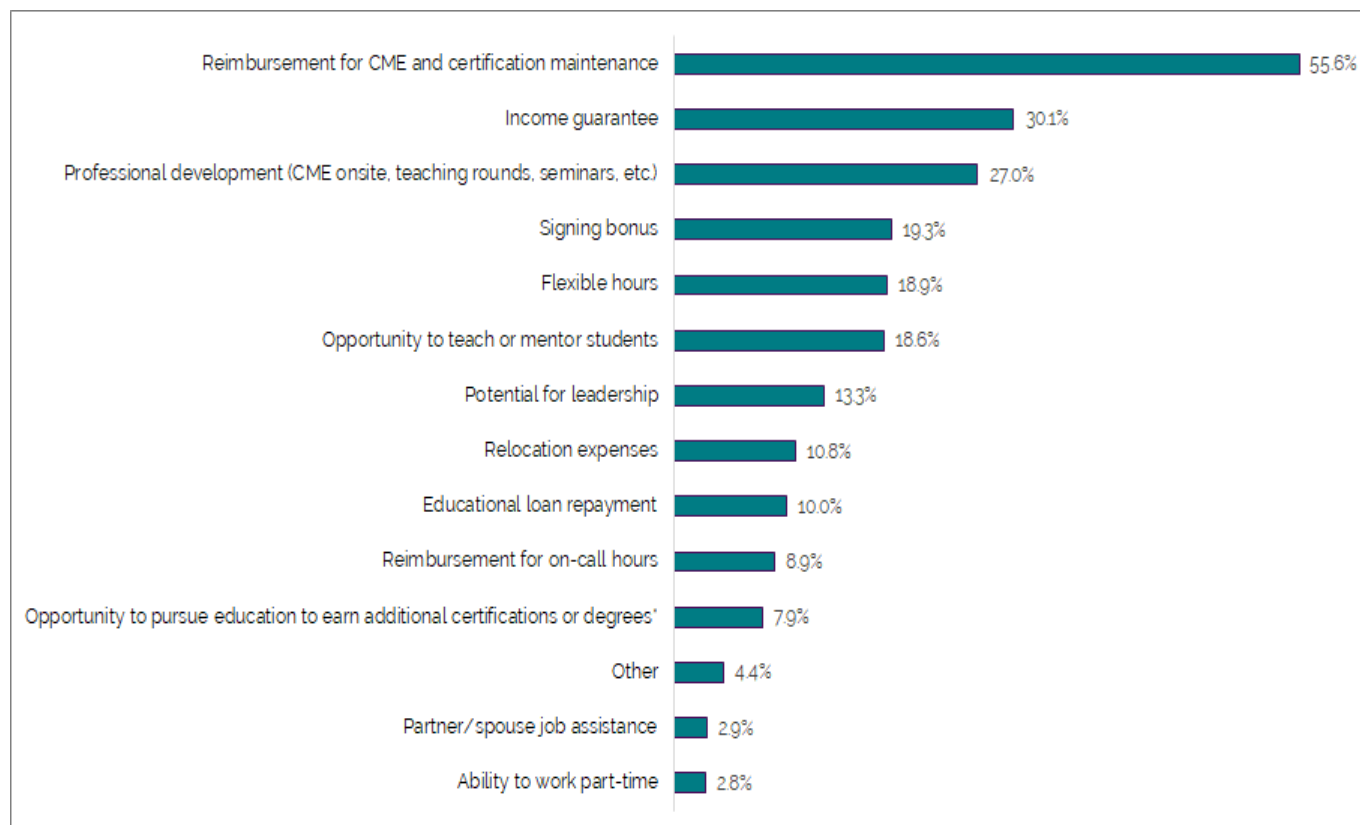
Median: \$85,000

Mean: \$83,312

Recently Certified PAs who have Accepted a Position: Employment Incentives

Employment Incentives Offered to Recently Certified PAs

64.4% of the recently certified PAs who accepted a position indicated they were offered employment incentives.



*Incentive added for the first time in 2019.

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

"Other" incentives included: bonus structure, retirement package, profit sharing.



When asked to rank order the top incentives that most influenced their decision to accept their position, the incentives most frequently selected as the most important were:

- 1) **Income guarantee**
- 2) **Reimbursement for CME and certification maintenance**
- 3) **Flexible hours**

Recently Certified Physician Assistants who Have Searched for but have Not Accepted a Clinical Position or who have Not Searched for a Clinical Position

Recently Certified PAs who have Searched for but Not Accepted a Position: Challenges

Challenges Faced by Recently Certified PAs who have Not Accepted a Position or Are Currently Searching for a Position

43.7% of the recently certified PAs who accepted a position indicated they were offered employment incentives.

Challenges	Percent
Lack of clinical PA opportunities for recent graduates	47.7%
Lack of clinical PA opportunities in geographic area preferred	19.0%
Lack of clinical PA opportunities in preferred specialty	17.8%
Abundance of PA graduates competing for same position	17.5%
Lack of PA opportunities in preferred practice setting	14.0%
Lack of clinical PA employment opportunities	6.4%
Inadequate salary and/or compensation offered	5.8%
Lack of positions that meet obligations for employment (i.e. NHSC)	1.4%
Lack of opportunities for spouse/partner	0.8%

Note: Respondents could choose multiple challenges.



67.1% of recently certified PAs who have not searched for nor accepted a position stated that they decided to take time off before they began their career and 32.4% cited “other” reasons. “Other” reasons listed include: active military, relocating, and waiting on state licensure.

43.7% who have searched for but have not accepted a position indicated they have not experienced challenges when searching for a job.

Lack of clinical PA opportunities for recent graduates and lack of clinical PA opportunities in geographic area preferred were the top two challenges cited from 2013-2019 for recently certified PAs, regardless of employment status.

Recently Certified PAs who have Searched for but Not Accepted a Position: Reasons they Did Not Accept a Position Offered

Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	Number	Percent
Not in preferred area of practice	261	11.7%
Insufficient compensation	161	7.2%
Other reason	103	4.6%
Did not feel like it was a good personal match with potential supervisor	100	4.5%
Insufficient benefits	79	3.5%
Wanted PA to assume too much responsibility for their level of experience	62	2.8%
Would not allow physician assistant to sufficiently utilize the competencies gained from education	52	2.3%
Insufficient supervision onsite	52	2.3%
Insufficient learning for continued	47	
Too much on-call time	25	1.1%

**Other reasons" included: not in a geographic area desired, partner/spouse, work hours expected

Note: Respondents could choose multiple reasons.



23.7% of recently certified PAs who have searched for but have not yet accepted a position indicated they have turned down at least one offer.

Recently Certified PAs who have Not Accepted a Position nor Seeking a Position: Preferred Clinical Position Location

Location of Position Preferred by Recently Certified Physician Assistants who Have Not Accepted a Position

Geographic Location	Number	Percent
Area where grew up	967	39.6%
Area lived in prior to attending PA program	775	31.7%
Area where PA program is located	769	31.5%
Area where want to live	713	29.2%
Urban medically underserved area	299	12.2%
Rural area	268	11.0%
Other area	176	7.2%

Note: Respondents were able to choose multiple locations.



Males had a slightly higher percentage who chose "Area where grew up" as their preferred geographic location, **14.5%** vs **12.8%** for females.

31.5% indicated they would prefer an area where their PA program is located.

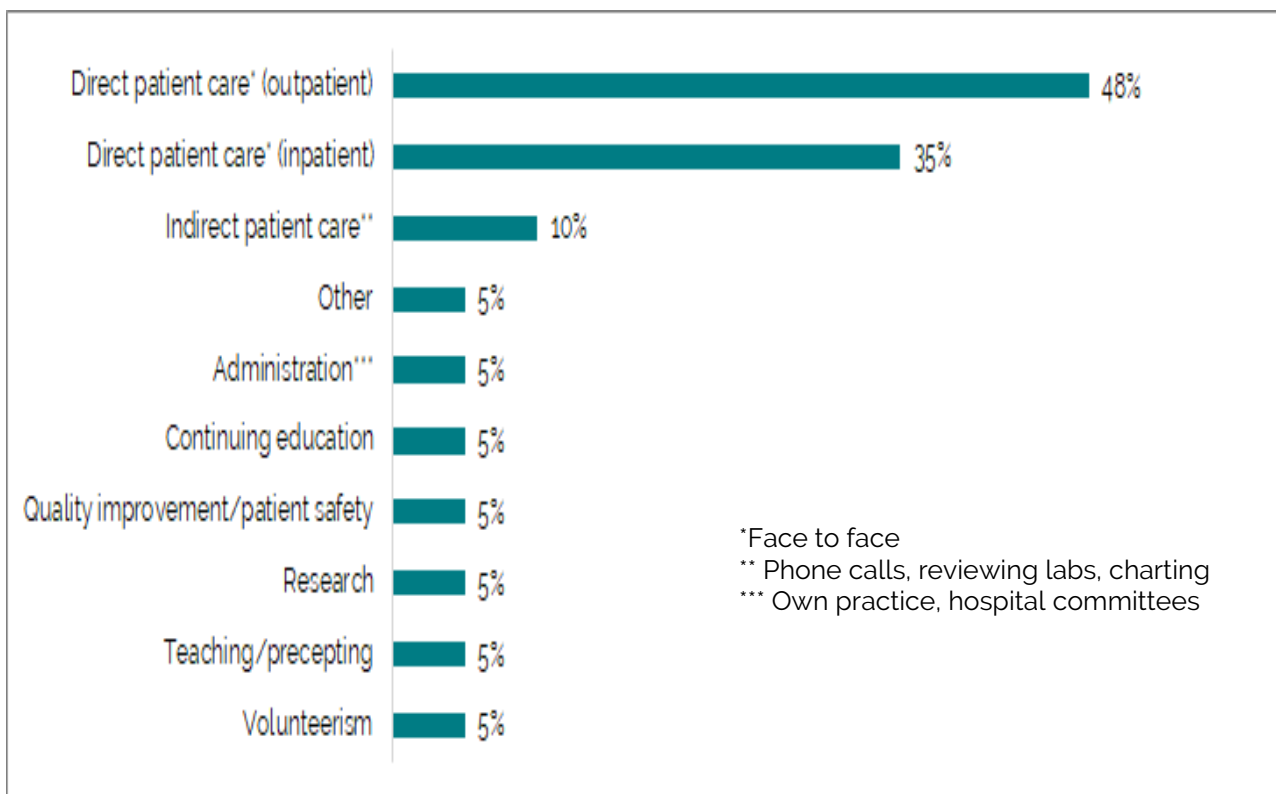
Recently Certified PAs who have Not Accepted a Position nor Seeking a Position: Preferred Number of Work Hours Per Week and Preferred Time Spent in Work Activities

Preferred Number of Hours to Work per Week when Recently Certified PA Does Accept a Position

Preferred Work Hours per Week	Number	Percent
1-10 hours	7	0.3%
11-20 hours	10	0.4%
21-30 hours	20	0.9%
31-40 hours	1,439	64.5%
41-50 hours	742	32.1%
More than 50 hours	43	1.9%

Note: 34.0% of recently certified PAs who have not accepted nor seeking a clinical position prefer to work more than 40 hours per week (less than in 2013 when 44.9% preferred to work more than 40 hours per week). Of those who have accepted a position, 45.5% report they expect to work more than 40 hours per week.

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



Recently Certified PAs who have Not Accepted a Position nor Seeking a Position: Preferred Practice Setting

Preferred Practice Setting of Recently Certified PAs

Practice Setting	Number	Percent
Hospital	1,078	46.5%
Office-based private practice	726	31.3%
Urgent care	85	3.7%
Community health center	56	2.4%
Ambulatory surgical center	41	1.8%
Rural health clinic	30	1.3%
Veterans Affairs (Federal government)	25	1.1%
Other	18	0.8%
Behavioral/mental health facility	16	0.7%
Public or community health clinic (non- federally qualified)	11	0.5%
United States Military (Federal government)	11	0.5%
School-based or college-based health center or school	5	0.2%
Indian health service (Federal government)	3	0.1%
Rehabilitation facility	3	0.1%
Department of Defense (Federal government)	2	0.1%
Free clinic	2	0.1%
Occupational health setting	2	0.1%
Public health service (Federal government)	2	0.1%
Bureau of Prisons (Federal government)	1	<0.1%
Extended care facility/Nursing home	1	<0.1%
Retail clinic	1	<0.1%
No preference	196	8.5%
TOTAL	2,245	100.0%



46.5% of recently certified PAs who have not accepted nor seeking a position indicated they would prefer to work in a hospital setting, and **50.0%** who have accepted a position work in a hospital setting.

8.5% had no preference or were undecided.

Recently Certified PAs who have Not Accepted a Position nor Seeking a Position: Preferred Practice Area

Preferred Practice Area of Recently Certified PAs

Preferred Area of Practice	Number	Percent
Addiction Medicine	5	0.2%
Adolescent Medicine	1	<0.1%
Anesthesiology	0	0.0%
Critical Care Medicine	68	2.9%
Dermatology	143	6.2%
Emergency Medicine	438	18.9%
Family Medicine/General Practice	400	17.3%
Gynecology	5	0.2%
Hospice and Palliative Medicine	1	<0.1%
Hospital Medicine	131	5.7%
Internal Medicine- General Practice	105	4.5%
Internal Medicine- Subspecialty	152	6.6%
Neurology	10	0.4%
Obstetrics and Gynecology	65	2.8%
Occupational Medicine	3	0.1%
Ophthalmology	1	<0.1%
Otolaryngology	10	0.4%
Pain Medicine	1	<0.1%
Pathology	0	0.0%
Pediatrics	62	2.7%
Pediatrics- Subspecialties	63	2.7%
Physical Medicine/Rehabilitation	4	0.2%
Preventive Medicine/Public Health	1	<0.1%
Psychiatry	32	1.4%
Radiation Oncology	1	<0.1%
Radiology	10	0.4%
Surgery-General	96	4.1%
Surgery-Subspecialties	291	12.6%
Urology	4	0.2%
Other	56	2.4%
No preference	156	6.7%
TOTAL	2,315	100.0%



24.5% of recently certified PAs who have not accepted nor seeking a position would prefer to work in primary care: family medicine/general practice, internal medicine, and general pediatrics. This is a decrease from 2013 when 31.5% preferred a position in primary care.

25.8% of recently certified female PAs who have not accepted nor seeking a position would prefer a position in primary care, compared to **20.3%** of recently certified male PAs who have not accepted a position.

Recently Certified PAs who have Not Accepted a Position nor Seeking a Position: Salary Desired

Minimum Starting Salary Range Desired by Recently Certified PAs

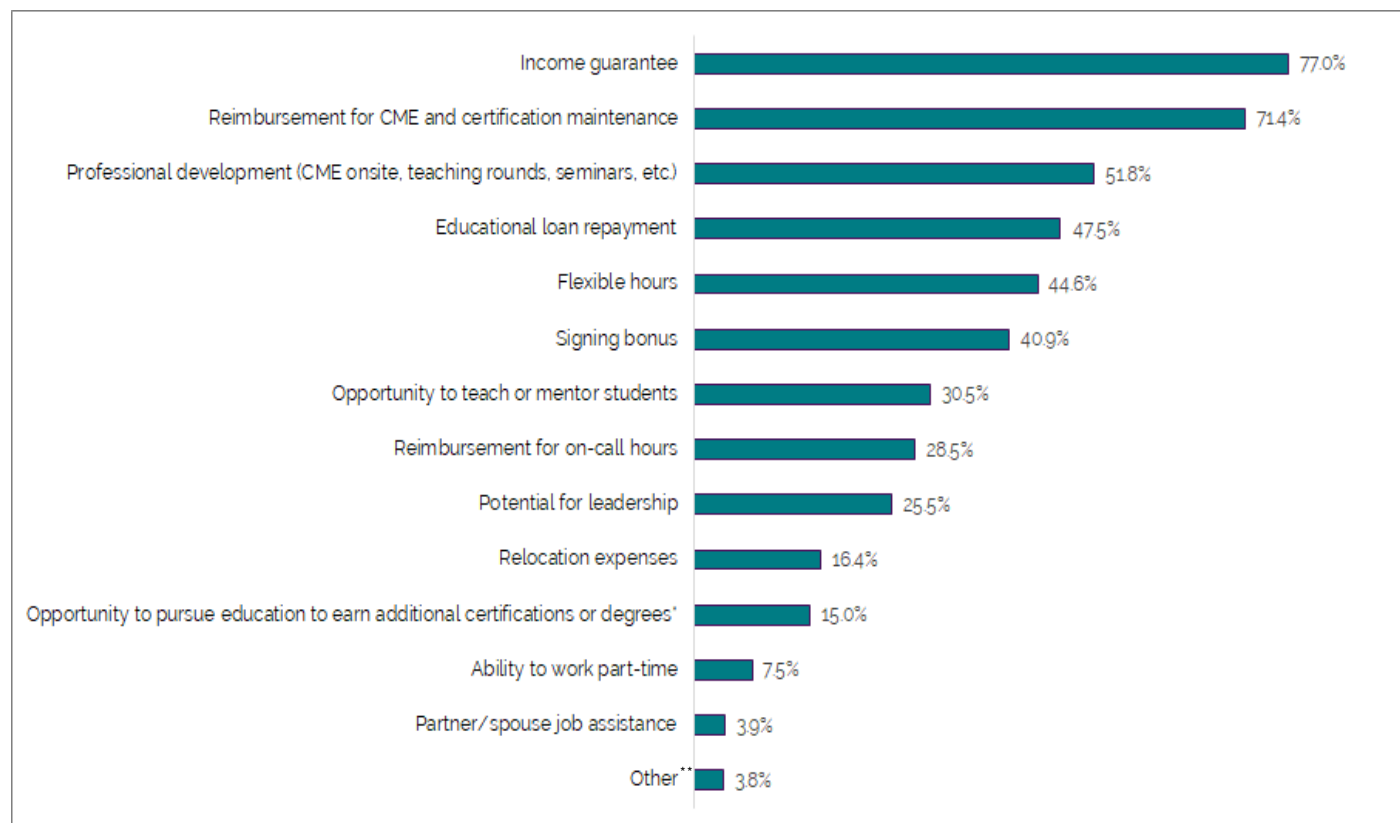
Starting Salary Range	Number	Percent
Less than or equal to \$40,000	0	0.0%
\$40,001-\$50,000	0	0.0%
\$50,001-\$60,000	1	<0.1%
\$60,001-\$70,000	16	0.7%
\$70,001-\$80,000	99	4.4%
\$80,001-\$90,000	604	26.6%
\$90,001-\$100,000	980	43.2%
\$100,001-\$110,000	414	18.2%
\$110,001-\$120,000	101	4.4%
\$120,001, or more	53	2.3%
TOTAL	2,268	100.0%



24.9% of recently certified PAs who have not yet accepted nor are seeking a position, indicated that the minimum salary they would accept for their first position would be over \$100,000. For recently certified PAs who have accepted a position, **41.6%** are earning over \$100,000.

Recently Certified PAs who have Not Accepted a Position nor Seeking a Position: Employment Incentives Desired

Employment Incentives Desired by Recently Certified PAs



*Incentive added for the first time in 2019.

**Other responses included: mentorship/support, insurance benefits and time-off.

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



When asked to rank the top incentives they are looking for in their first clinical position, the incentives that ranked number one most often were:

- 1) **Income guarantee**
- 2) **Education loan repayment**
- 3) **Signing bonus**

Future Data on Certified PAs

NCCPA pursues a research agenda that focuses on its core activities and the ongoing evaluation and improvement of its exams and certification program. NCCPA is also committed to collaborating with external researchers to share data in appropriate and ethical ways to further advance the health and safety of the public or otherwise conduct useful research related to PAs. To facilitate research collaborations, NCCPA has developed *Policies for the Review of Requests for Data and External Research Collaboration* and guidelines that describe the process external researchers 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 <http://www.nccpa.net/research>.

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

- Statistical Profile of Certified Physician Assistants
- Statistical Profile of Certified Physician Assistants by Specialty
- Statistical Profile of Certified Physician Assistants by State

Please cite this working using the following:

National Commission on Certification of Physician Assistants, Inc. (2020, October). *2019 Statistical Profile of Recently Certified Physician Assistants: An Annual Report of the National Commission on Certification of Physician Assistants*. Retrieved Date, from <http://www.nccpa.net/>.

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

NCCPA would like to acknowledge the following contributors:

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