



2013 Statistical Profile of Recently Certified Physician Assistants

An Annual Report of the
**National Commission on
Certification of Physician Assistants**

Message from the President/CEO

Dear colleagues,

On behalf of the staff at the National Commission on Certification of Physician Assistants (NCCPA), I am pleased to introduce this first annual *Statistical Profile of **Recently Certified** Physician Assistants*, a complement to the *2013 Statistical Profile of Certified Physician Assistants* that debuted earlier this year.

The Recently Certified Module of the NCCPA PA Professional Profile, the database from which much of the information in this report is drawn, was launched mid-December 2012. Its questions are presented to PAs during their first six months as certified PAs. This report includes response data obtained from those responding to those questions from the launch of the Recently Certified Module through December 31, 2013.

As a long time PA educator, the new certified PAs who provided the information included in this report hold a special place in my heart. They are the future of the profession and health care, and with the extensive growth of the profession projected by all measures, that future looks bright. Recently certified PAs have endured an intensive educational process that has prepared them for the Physician Assistant National Certifying Exam (PANCE) and professional practice. Now, they begin the journey of their career as a certified PA—a profession that allows them to fulfill their dream of making a difference in the lives of the patients they will care for throughout their career *and* a profession that provides them with an opportunity to pursue that dream in every state, specialty, and practice setting.

We hope all those concerned with the PA profession and with health care workforce issues find this report to be an invaluable source of insight and information.

To all who took the time to complete the Recently Certified Module of the PA Professional Profile, we thank you and wish you all the best in your new career!

Regards,



Dawn Morton-Rias, EdD, PA-C
NCCPA President/CEO

November 2014

About the Data and 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 less than six months. 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 within six months of answering this module. The participants included in this report answered at least a portion of the survey between December 20, 2012 and December 31, 2013. In addition, some data was obtained from other NCCPA data collection strategies (as noted within the report). As of December 31, 2013, there were 3,296 recently certified PAs who provided responses out of the 7,341 recently certified PAs with access to the module (45% response rate).

The data provided in this report has 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. 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 125,000 PAs have been certified by NCCPA since 1975, and more than 100,000 are certified today.

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

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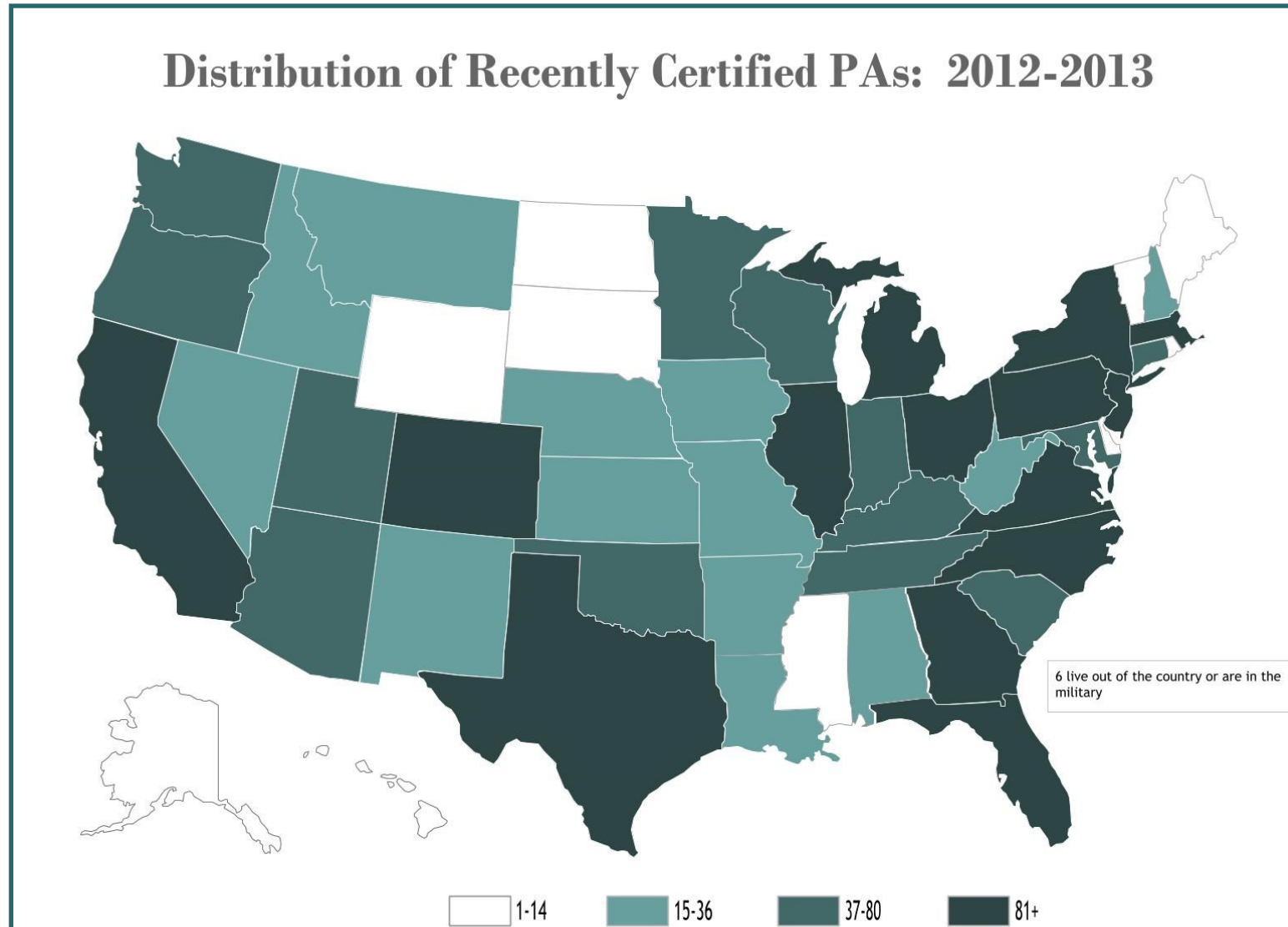
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Distribution of Recently Certified PAs

Number of recently certified PAs by state (divided by quartiles); Number, percentage of recently certified PAs by state

Figure 1: Distribution of Recently Certified PAs by State (Divided by Quartiles)



Noteworthy:

3,296 recently certified PAs responded to the PA Professional Profile between December 20, 2012 and December 31, 2013.

Figure 1 highlights the states with the greatest numbers 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 190 today (October, 2014) to 262 by 2019, which would have an impact on the number of PAs seeking NCCPA certification.

Table 1: Recently Certified PAs by State (Number, Percent of Total, and Rank)

State	Number	Percent of Total (Rank)
Alabama	27	0.8 % (31)
Alaska	14	0.4% (42)
Arizona	78	2.4% (15)
Arkansas	15	0.5% (40)
California	199	6.0% (5)
Colorado	81	2.5% (12)
Connecticut	58	1.8 % (20)
Delaware	11	0.3% (44)
D.C.	16	0.5% (38)
Florida	215	6.5% (3)
Georgia	99	3.0% (10)
Hawaii	4	0.1% (50)
Idaho	22	0.7% (36)
Illinois	113	3.4% (9)

State	Number	Percent of Total (Rank)
Indiana	45	1.4% (22)
Iowa	23	0.7% (35)
Kansas	26	0.8% (32)
Kentucky	37	1.1% (26)
Louisiana	36	1.1% (28)
Maine	11	0.3% (45)
Maryland	74	2.2% (17)
Massachusetts	92	2.8% (11)
Michigan	130	3.9% (6)
Minnesota	76	2.3% (16)
Mississippi	2	0.1% (51)
Missouri	28	0.8% (30)
Montana	15	0.5% (41)
Nebraska	29	0.9% (29)

Noteworthy:

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, Texas, Florida, and California. These five states are also the top five for all certified PAs.

Table 1: Recently Certified PAs by State (Number, Percent, Rate and Rank), *continued*

State	Number	Percent of Total (Rank)
Nevada	26	0.8% (34)
New Hampshire	16	0.5% (39)
New Jersey	81	2.5% (13)
New Mexico	26	0.8% (33)
New York	344	10.4% (1)
North Carolina	127	3.9% (7)
North Dakota	6	0.2% (47)
Ohio	116	3.5% (8)
Oklahoma	42	1.3% (23)
Oregon	38	1.2% (25)
Pennsylvania	286	8.7% (2)
Rhode Island	11	0.3% (46)
South Carolina	37	1.1% (27)
South Dakota	14	0.4% (43)

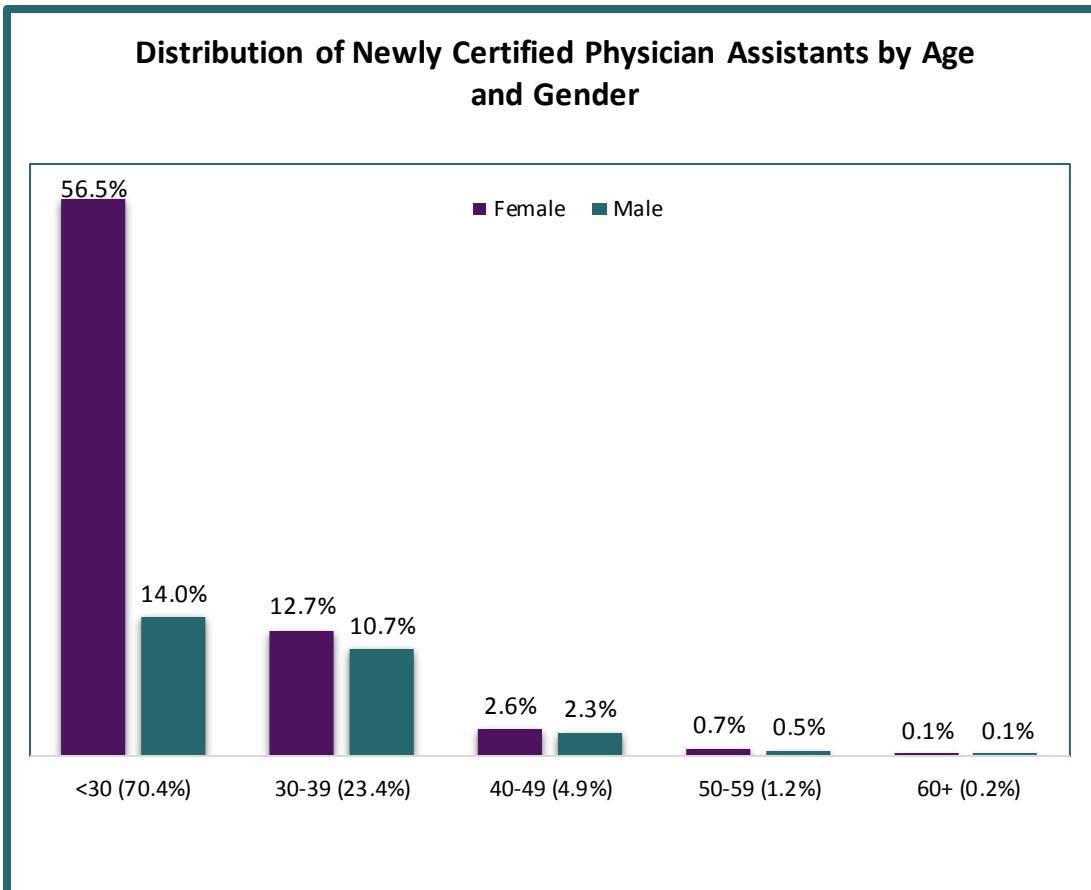
State	Number	Percent of Total (Rank)
Tennessee	53	1.6% (21)
Texas	203	6.2% (4)
Utah	41	1.2% (24)
Vermont	5	0.2% (48)
Virginia	81	2.5% (14)
Washington	64	1.9% (19)
West Virginia	21	0.6% (37)
Wisconsin	71	2.2% (18)
Wyoming	5	0.2% (49)
TOTAL	3,290	99.9%

Table 1 includes PAs that reported an address in the U.S. Additionally, six recently certified PAs were living abroad.

Gender and Age of Recently Certified Physician Assistants

Distribution of recently certified PAs by age and gender; Number by gender; Number by age group

Figure 2: Distribution of Recently Certified PAs by Age and Gender



Noteworthy:

The median age of recently certified PAs was 27 in 2013. The PA profession has more females than males, and with 56.5% of the recently certified PAs being under 30 years old and female. The PA profession continues to be female dominated.

Table 2: Number of Recently Certified PAs by Gender

Gender	Number	Percent
Male	906	27.5%
Female	2,390	72.5%
Total	3,296	100.0%

Table 3: Number of Recently Certified PAs by Age

Age Group	Number	Percent
<30	2,321	70.4%
30-39	772	23.4%
40-49	160	4.9%
50-59	38	1.2%
60+	5	0.2%
TOTAL	3,296	100.0%

Race and Ethnicity of Recently Certified PAs

Number of recently certified PAs by race; Number by ethnicity

Table 4: Number and Percent of Recently Certified PAs by Race

Race	Number	Percent
White	2,667	86.4%
Black/African American	99	3.2%
Asian	227	7.4%
Native Hawaiian/Pacific Islander	7	0.2%
American Indian or Alaskan Native	12	0.4%
Other	74	2.4%
Total Responses	3,086	100%

In **Table 4**, respondents were able to choose multiple races, and 82 chose more than one race. 106 respondents indicated they preferred not to answer the question.

Table 5: Number and Percent of Recently Certified PAs by Ethnicity

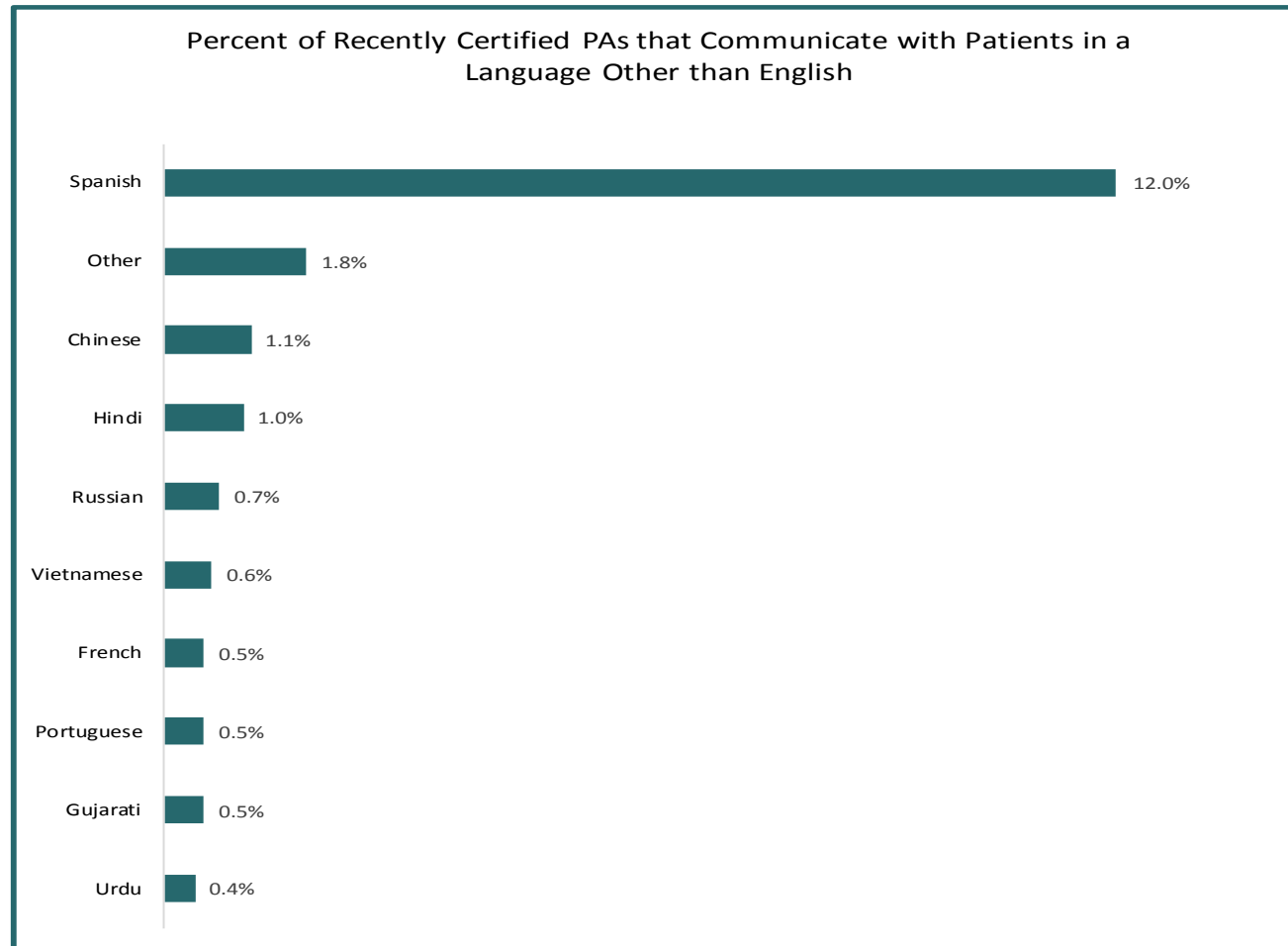
Hispanic, Latino/a, or Spanish Ethnicity	Number	Percent
Mexican, Mexican American, Chicano/a	61	1.9%
Puerto Rican	27	0.9%
Cuban	16	0.5%
Other Hispanic, Latino/a, or of Spanish origin	80	2.5%
Total Responses	184	5.8%

In **Table 5**, respondents were able to choose multiple ethnicities. 14 respondents chose more than one ethnicity. 94.2% (2,990) of the recently certified PAs indicated they were not Hispanic, Latino/a, or of Spanish origin.

Languages Other than English Spoken with Patients

Top ten languages other than English spoken with patients

Figure 3: Percent of Recently Certified PAs that Communicate with Patients in Other Languages



Noteworthy:

17.7% of recently certified PAs indicated they could communicate with patients in a language other than English. Additionally 3.0% could speak more than one language, other than English.

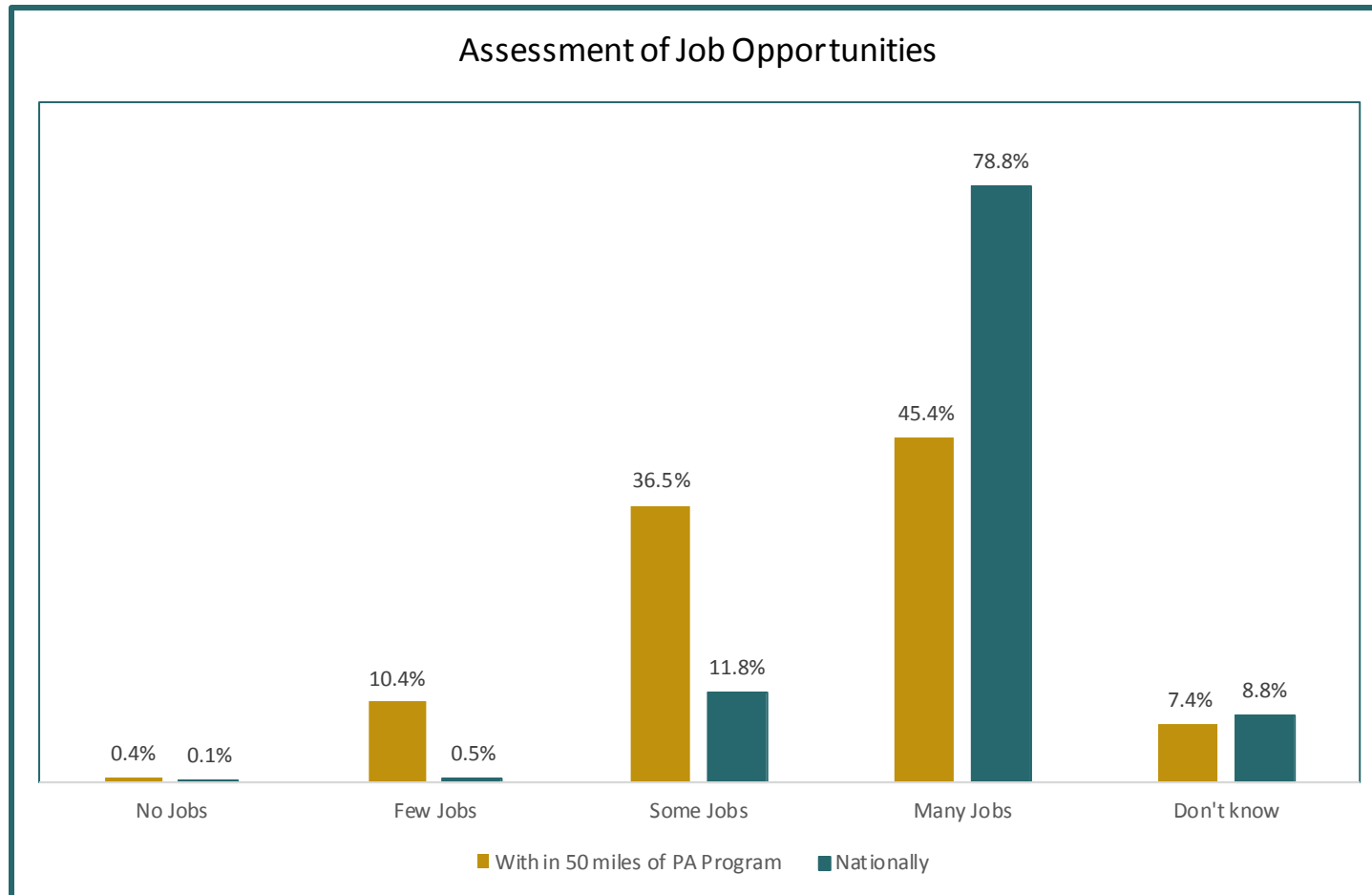
However, recently certified PAs were less likely than all certified PAs to speak a language other than English (17.7% and 22.4% respectively).

Fig 3, shows the percentage of recently certified PAs who communicate with patients in languages other than English by the top ten most frequently identified languages.

Assessment of Opportunities

Assessment of opportunities within 50 miles of PA program;
Assessment of opportunities nationally

Figure 4: Assessment of Job Opportunities



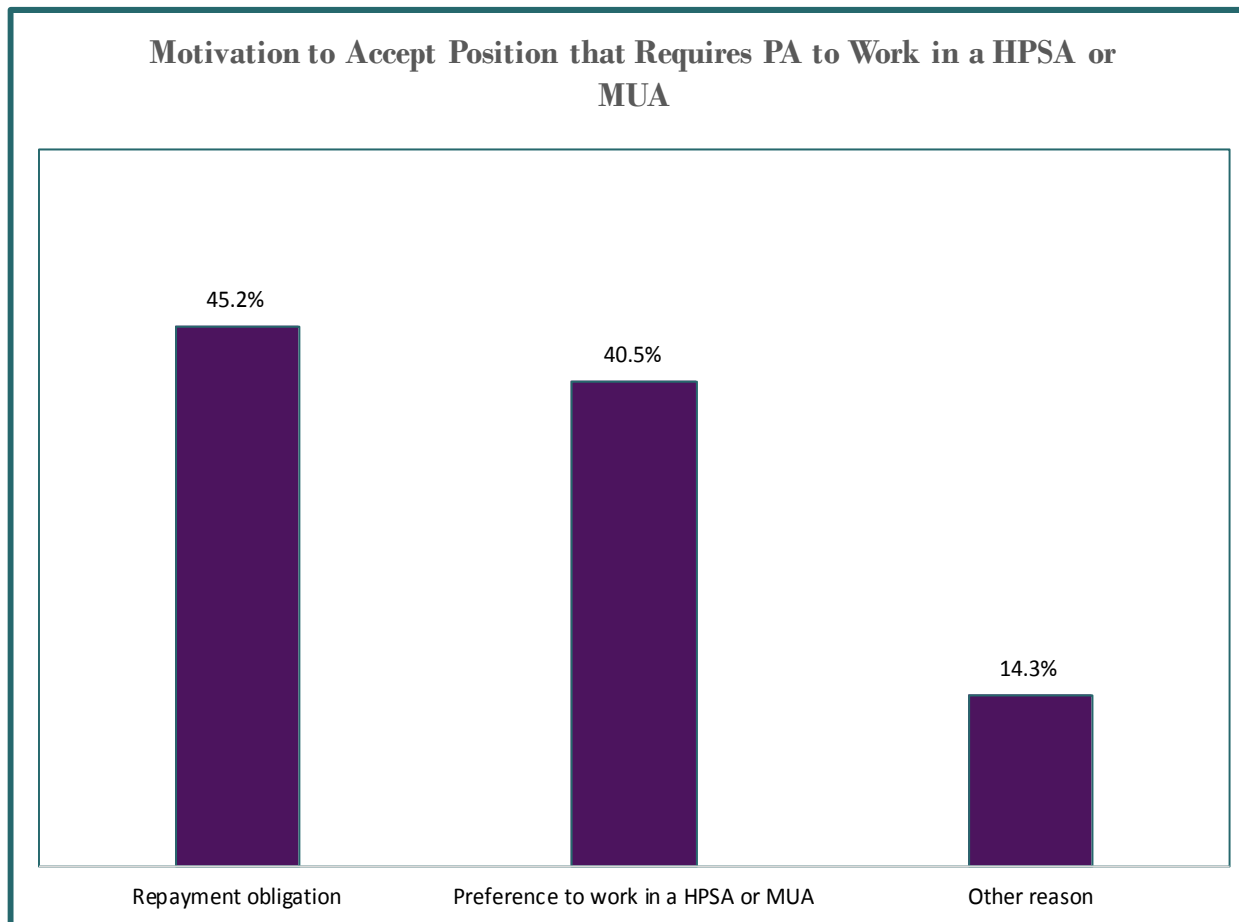
Noteworthy:

Forbes magazine ranked physician assistant studies as the number one master's degree for jobs in 2014 (June, 2014). The PA profession also earned this distinction from *Forbes* in 2012. In 2011, *Kiplinger's* named PAs as one of the top 10 hottest jobs, and *U.S. News and World Report* ranked PAs as one of the 50 best careers in the same year. In 2010 and 2009, *CNN Money* rated PAs the second-best job in America.

Obligation that Requires a Position in a HPSA or MUA

Reasons cited that motivated recently certified PAs to accept a position that requires PA to work in a HPSA (Health Professional Shortage Area) or MUA (Medically Underserved Area)

Figure 5: Motivation to Accept Position in HPSA or MUA



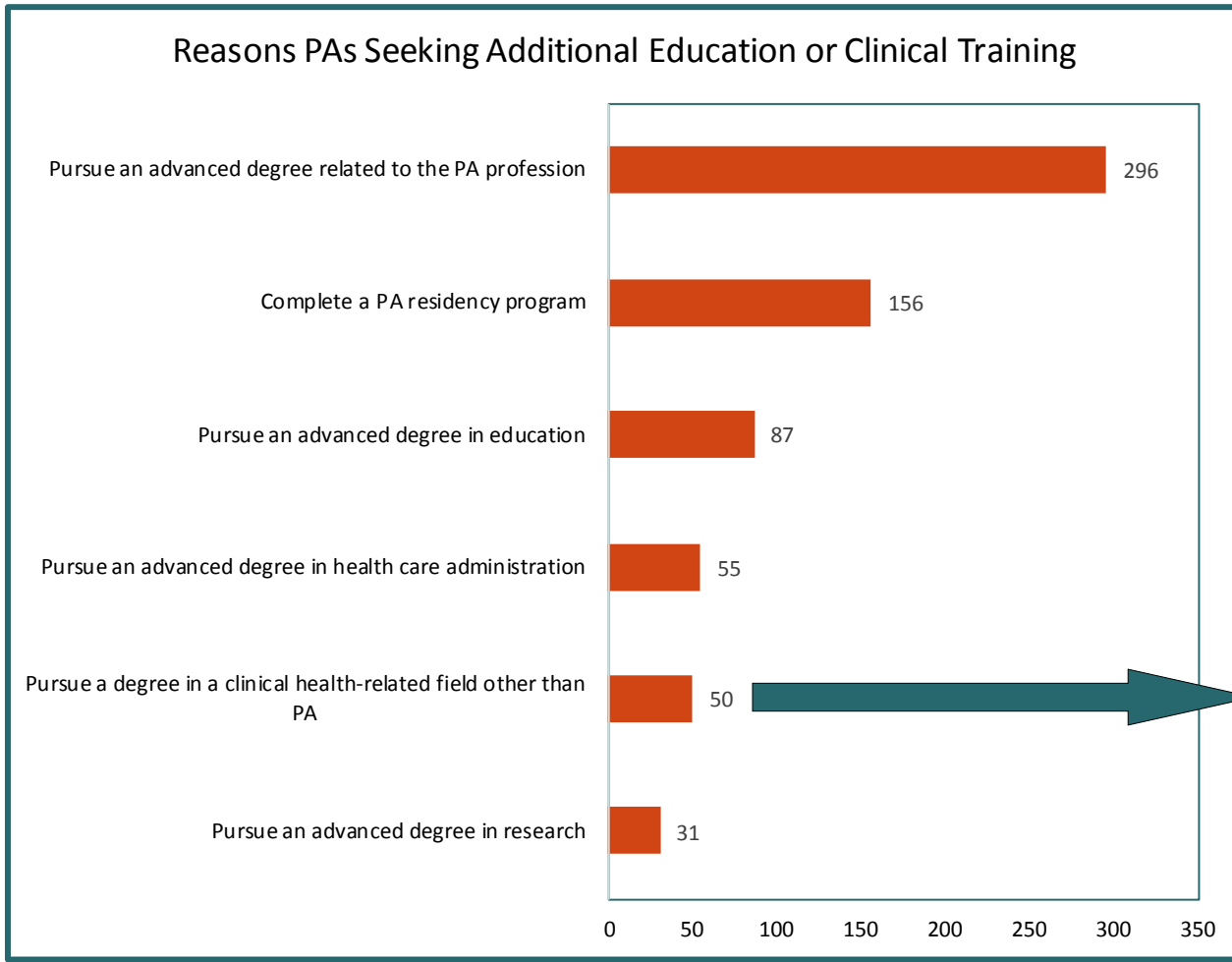
Noteworthy:

Overall, 84 (2.8%) of the recently certified graduates indicated they are a National Health Service Corps Scholar or a state or federal loan repayment program participant which required practicing in a federally designated HPSA or MUA.

Plans to Seek Additional Education or Clinical Training

Number and percent of recently certified PAs that plan to seek additional education or clinical training within the next three years; Reasons they are seeking additional education or clinical training; Degree pursuing if going on for a new degree

Figure 6: Reasons PAs Are Seeking Additional Education or Clinical Training



Noteworthy:

570 (19.2%) of recently certified PAs indicated they plan to seek additional education or clinical training within the next three years (this does not include on-the-job training or required CME).

Table 6: Degree Pursued if Changing Health Fields

Degree in Clinical Health-Related Field	Number
Public Health	26
MD or DO	12
Other	12

Recently Certified Physician Assistants who Accepted a Clinical Position

Job Search in a Clinical PA Position

Acceptance of a job; Number of offers received

Figure 7: Recently Certified PAs Job Search

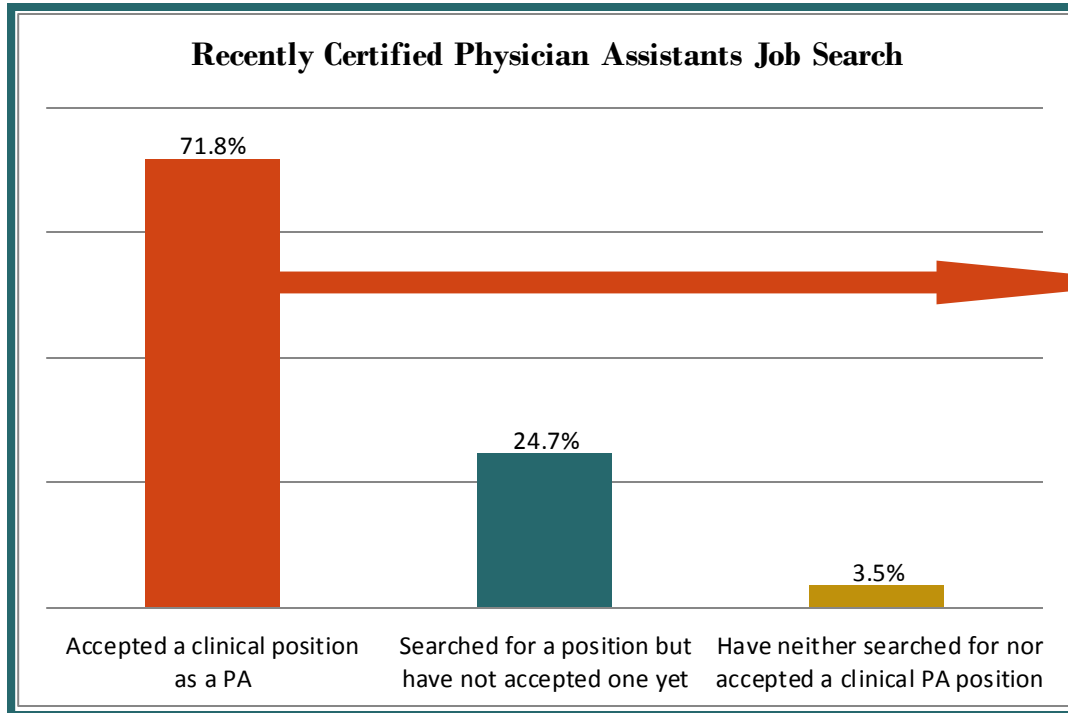


Figure 8: Number of Job Offers For Recently Certified PAs for Those that Accepted a Clinical Position as a PA

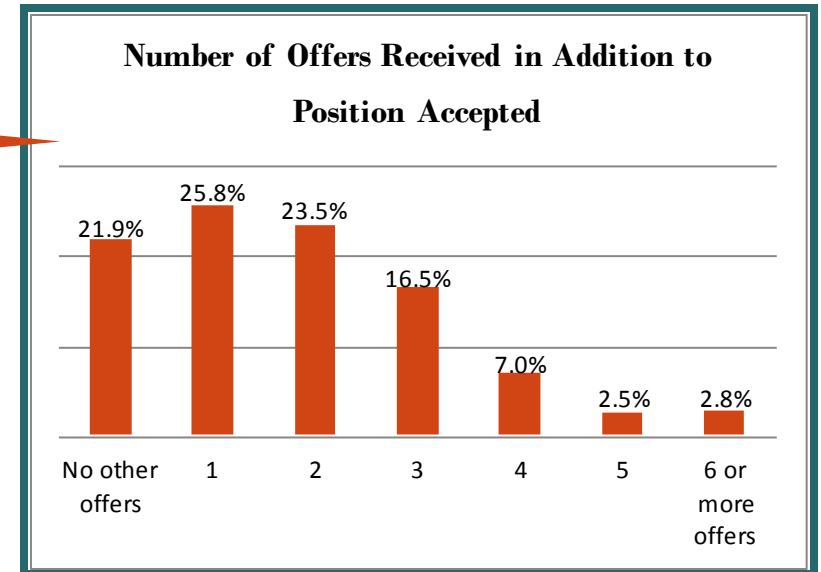


Table 7: Recently Certified PAs Job Search

Clinical Position Search	Number
Yes, accepted a clinical position as a PA	2,366
Yes, searched for a position, but have not yet accepted one	814
No, have neither searched for, nor accepted, a clinical PA position	116
TOTAL	3,296

Challenges Faced by Physician Assistants that Have Searched for and Accepted a PA Position

Challenges faced in searching for a position

Table 8: Challenges Faced by Physician Assistants that Have Searched for and Accepted a PA Position

Challenges	Number
Lack of clinical PA opportunities for recent graduates	838
Lack of clinical PA opportunities in geographic area	459
Lack of clinical PA opportunities in preferred specialty	386
Inadequate salary and/or compensation offered	355
Abundance of PA graduates competing for same position	314
Lack of clinical PA opportunities in practice setting preferred	257
Other challenge	192
Lack of positions that meet obligations for employment (i.e. NHSC)	132
Lack of clinical PA employment opportunities	114
Lack of opportunities for spouse/partner	82

Noteworthy:

“Lack of clinical PA opportunities for recent graduates” and “lack of clinical PA opportunities in geographical area” were the top two challenges cited for both recently certified PAs with a position and without a position.

Selection of Clinical Position Location

Geographical location; Training site

Table 9: Location of Position Accepted

Geographical Location	Number
Area where grew up	719
Area where PA program located	637
Area lived in prior to attending PA program	599
Area where want to live	459
Rural area	319
Other area	246
Urban medically underserved area	166

In **Table 9**, respondents were able to choose multiple locations.

Table 10: Position Accepted at a Training Site of Clinical Rotation

Position at Training Site of Clinical Rotation	Number	Percent
Yes	798	37.2%
No	1,346	62.8%
TOTAL	2,144	100%

Hours Working Per Week and Time Spent in Work Activities

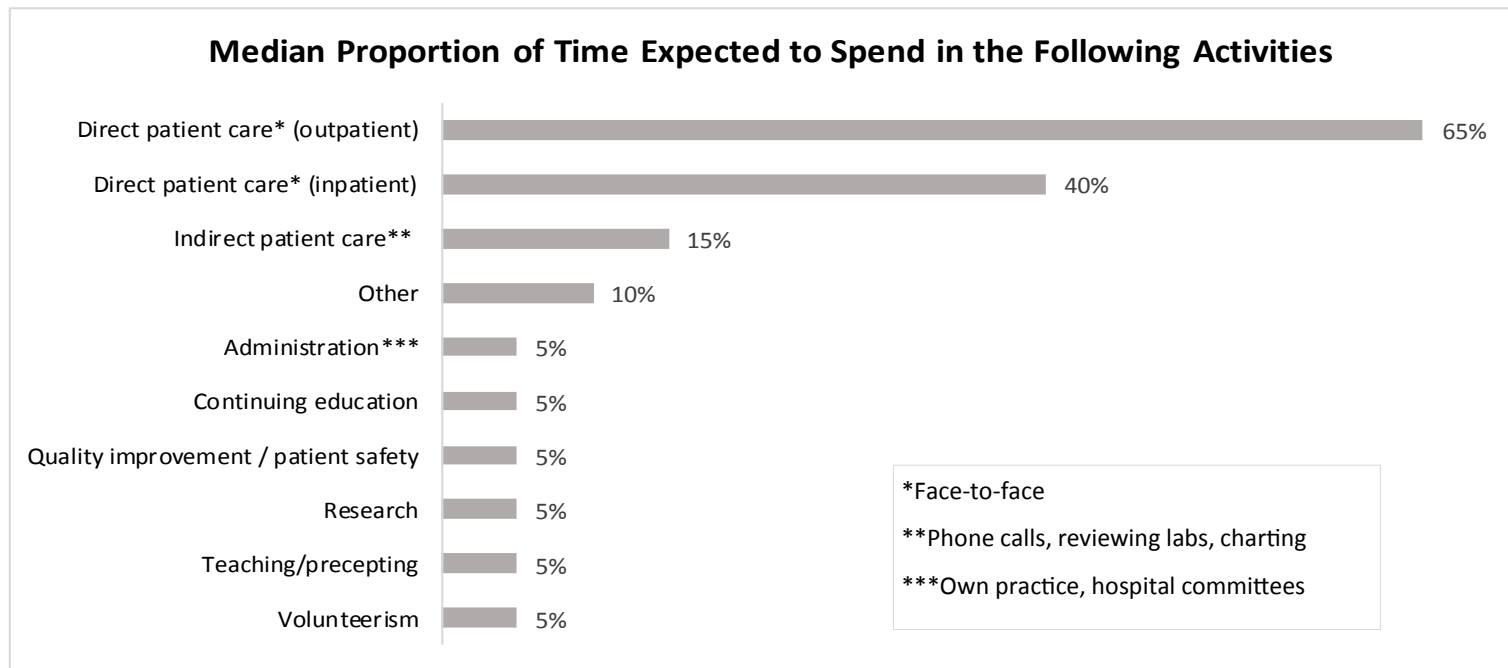
Number of working hours per week; Proportion of time spent in different work activities

Table 11: Number of Hours Expected to Work Per Week

Expected hours work per week	Number	Percent
Less than 10 hours	9	0.2%
10—20 hours	18	0.9%
21—30 hours	34	1.5%
31—40 hours	890	41.5%
41—50 hours	1,005	46.9%
More than 50 hours	188	8.8%

Table 11 reports that over half (55.7%) of recently certified PAs that have accepted a clinical position expect to work more than 40 hours per week.

Figure 9: Median Proportion of Time Expected to Spend in Activities



Practice Setting of Recently Certified Physician Assistants

Number and percent by practice setting of recently certified PAs that have accepted a position

Table 12: Number and Percent of Recently Certified PAs by Practice Setting

Practice Setting	Number	Percent
Hospital	816	48.8%
Office-based private practice	569	34.0%
United States military (federal government)	62	3.7%
Community health center	56	3.4%
Other	56	3.4%
Rural health clinic	44	2.6%
Public or community health clinic (non-federally qualified)	20	1.2%
Behavioral/mental health facility	12	0.7%
Veterans Administration (federal government)	8	0.5%
Ambulatory surgical center	6	0.4%
School-based or college-based health center or school clinic	6	0.4%
Extended care facility/Nursing home	5	0.3%
Home health care agency	3	0.2%
Occupational health setting	3	0.2%
Public health service (federal government)	2	0.1%
Rehabilitation facility	2	0.1%
Indian health service (federal government)	1	<0.1%
TOTAL	1,671	100.0%

Noteworthy:

48.8% of recently certified graduates that have accepted a position work in a hospital setting. Overall, 36.5% of PAs work in a hospital setting.¹

¹ National Commission on certification of Physician Assistants, Inc. (2014, August). *2013 Statistical Profile of Certified Physician Assistants: An Annual Report of the National Commission of Physician Assistants.*

The 2012 & 2013 Profile allowed users to select multiple principal practice settings. Responses from PAs who chose more than one practice area were not included in this table.

Practice Area of Recently Certified PAs

Number and percent by principal area of practice of recently certified PAs that have accepted a position

Table 13: Number and Percent of Recently Certified PAs by Principal Clinical Area

Area of Practice	Number	Percent
Adolescent Medicine	1	0.1%
Anesthesiology	2	0.1%
Critical Care Medicine	23	1.3%
Dermatology	62	3.7%
Emergency Medicine	320	19.0%
Family Medicine / General Practice	339	20.1%
Gynecology	3	0.2%
Hospital Medicine	50	3.0%
Internal Medicine– General Practice	103	6.1%
Internal Medicine– Subspecialty	102	6.1%
Neurology	18	1.1%
Obstetrics and Gynecology	18	1.1%
Occupational Medicine	5	0.3%
Ophthalmology	0	0.0%
Otolaryngology	13	0.8%

Area of Practice	Number	Percent
Pathology	0	0.0%
Pediatrics	31	1.8%
Pediatrics– Subspecialties	18	1.1%
Physical Medicine / Rehabilitation	10	0.6%
Preventive Medicine / Public Health	1	0.1%
Psychiatry	26	1.5%
Radiation Oncology	1	0.1%
Radiology	4	0.2%
Surgery– General	46	2.7%
Surgery– Subspecialties	305	18.1%
Urology	30	1.8%
Other	152	9.0%
TOTAL	1,683	100.0%

The 2012 & 2013 Profile allowed users to select multiple principal practice areas. Responses from PAs who chose more than one practice area were not included in this table.

Noteworthy:

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

Family medicine/general practice had the highest percent of recently certified PAs (20.1%), followed by emergency medicine (19.0%).

Salary and Educational Debt

Salary and educational debt of recently certified PAs that have accepted a position.

Table 14: Number and Percent by Educational Debt

Debt Range	Number	Percent
None	194	9.1%
Less than \$25,000	92	4.3%
\$25,000—\$49,999	186	8.7%
\$50,000—\$74,999	225	10.5%
\$75,000—\$99,999	299	14.0%
\$100,000—\$124,999	362	16.9%
\$125,000—\$149,999	324	15.1%
\$150,000—\$174,999	226	10.6%
\$175,000—\$199,999	123	5.7%
\$200,000—\$224,999	78	3.6%
\$225,000 or more	0	0.0%
Prefer not to answer	33	1.5%
TOTAL	2,142	100.0%

Table 15: Number and Percent by Salary Range

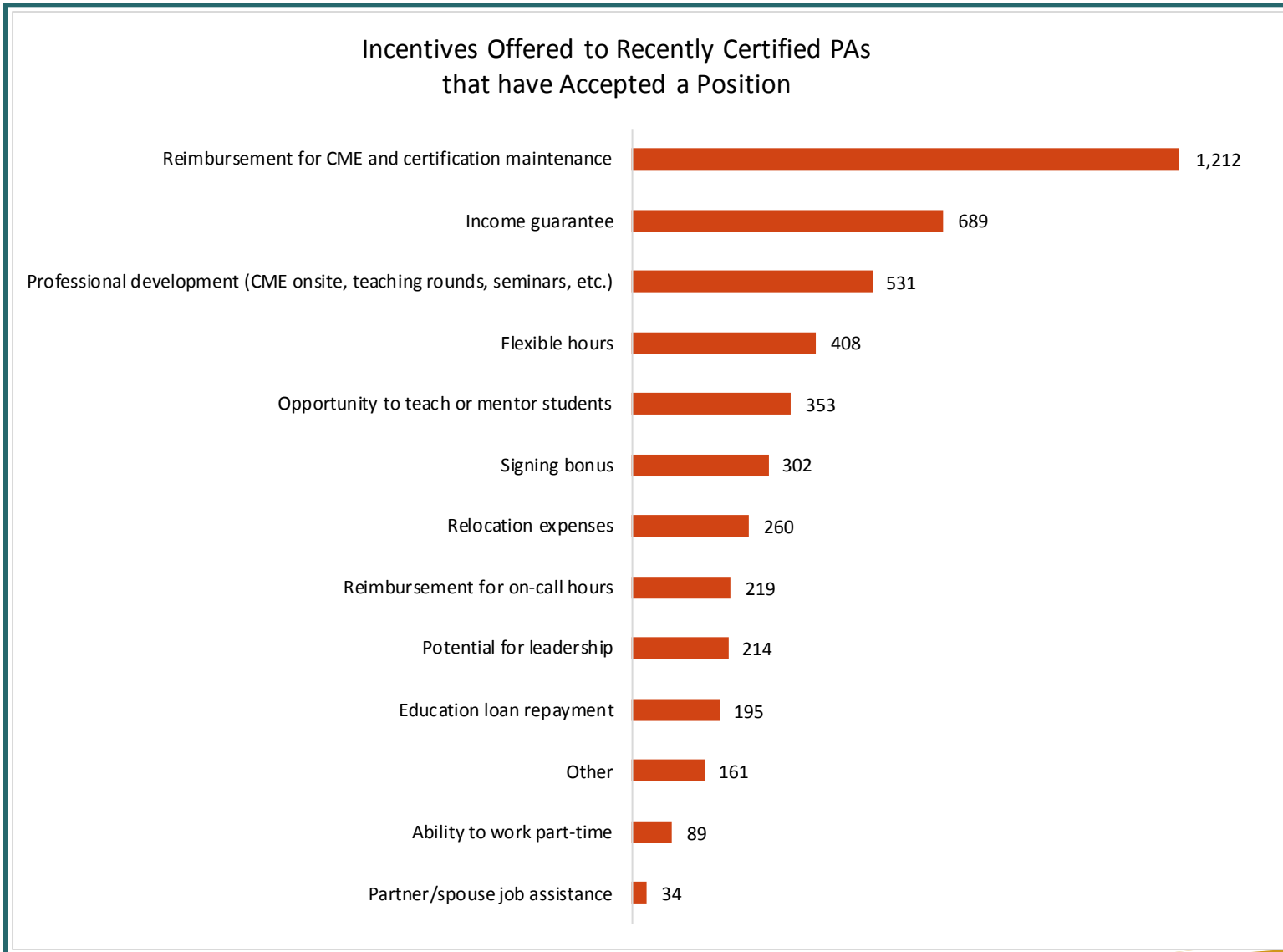
Starting Salary Range	Number	Percent
Less than or equal to \$40,000	8	0.4%
\$40,001—\$50,000	38	1.8%
\$50,001—\$60,000	41	1.9%
\$60,001—\$70,000	150	7.0%
\$70,001—\$80,000	561	26.2%
\$80,001—\$90,000	729	34.0%
\$90,001—\$100,000	337	15.7%
\$100,001—\$110,000	121	5.6%
\$110,001—\$120,000	43	2.0%
\$120,001—\$130,000	19	0.9%
\$130,001—\$140,000	9	0.4%
\$140,001 or more	0	0.0%
Prefer not to answer	87	4.1%
TOTAL	2,143	100.0%

Noteworthy:

20% of recently certified PAs indicated that educational debt influenced their decision to seek a primary care or non-primary care position.

Employment Incentives

Figure 10: Incentives Offered to Recently Certified PAs



Noteworthy:

67.3% of the recently certified PAs that accepted a position indicated they were offered employment incentives.

When asked to rank order the top three incentives that most influenced their decision to accept the position they were in, the incentives that ranked in the top three were:

1. Reimbursement for CME and certification maintenance
2. Income guarantee
3. Professional development (CME onsite, teaching rounds, seminars, etc.)

Figure 10: Respondents were able to choose more than one incentive.

Recently Certified Physician Assistants who Have Not Accepted a Clinical Position

Challenges Faced by PAs that Have Searched for a Job but Have Not Accepted One

Challenges faced in searching for a position; Reasons PAs have not searched for or accepted a position

Table 16: Challenges faced by Recently Certified PAs who have Not Accepted a Position or are Currently Searching for a Position

Challenges	Number
Lack of clinical PA opportunities for recent graduates	398
Lack of clinical PA opportunities in geographic area	232
Lack of clinical PA opportunities in preferred practice setting	163
Lack of clinical PA opportunities in preferred specialty	152
Abundance of PA graduates competing for same position	125
Inadequate salary and/or compensation offered	72
Other challenge	68
Lack of clinical PA employment opportunities	52
Lack of positions that meet obligations for employment (i.e. NHSC)	46
Lack of opportunities for spouse/partner	24

Noteworthy:

63.8% of recently certified PAs that have not searched for nor accepted a position cited that they decided to take time off before they began their career, 3.8% said they decided to work in a non-PA position, and 32.4% cited other reasons.

Lack of clinical PA opportunities for recent graduates and lack of clinical PA opportunities in geographic area were the top two challenges cited for both PAs that have searched and accepted a PA position and those that have searched for but have not yet accepted a position.

Reasons Recently Certified PAs Did Not Accept a Position Offered

Percent of recently certified PAs that have searched for and not accepted a position;
Reasons they did not accept a position offered

Table 17: Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	Number
Not in preferred area of practice	115
Insufficient compensation	81
Insufficient benefits	48
Other reason	48
Did not feel it was a good personal match with potential supervisor	44
Would not allow physician assistant to sufficiently utilize the competencies gained from education	24
Insufficient learning for continued professional growth	24
Insufficient supervision onsite	21
Wanted PA to assume too much responsibility for their level of experience	15
Too much on-call time	9

Noteworthy:

33.0% of recently certified PAs that have searched for but not yet accepted a position indicated they have turned down at least one offer.

Selection of Preferred Clinical Position Location

Geographical location preferred by recently certified PAs that have not yet accepted a position

Table 18: Location of Position Preferred by Physician Assistants that Have Not Accepted a Position

Geographical Location	Number
Area where grew up	307
Area where want to live	261
Area lived in prior to attending PA program	254
Area where PA program is located	204
Urban medically underserved area	99
Rural area	80
Other area	61

Noteworthy:

Recently certified PAs are choosing to work or prefer to work in the area in which they grew up. For PAs that have accepted a job, the second highest response for geographic location was where their PA program was located. This ranked in the middle for PAs that have not accepted a position.

Hours Preferred to Work Per Week and Preferred Time Spent in Work Activities

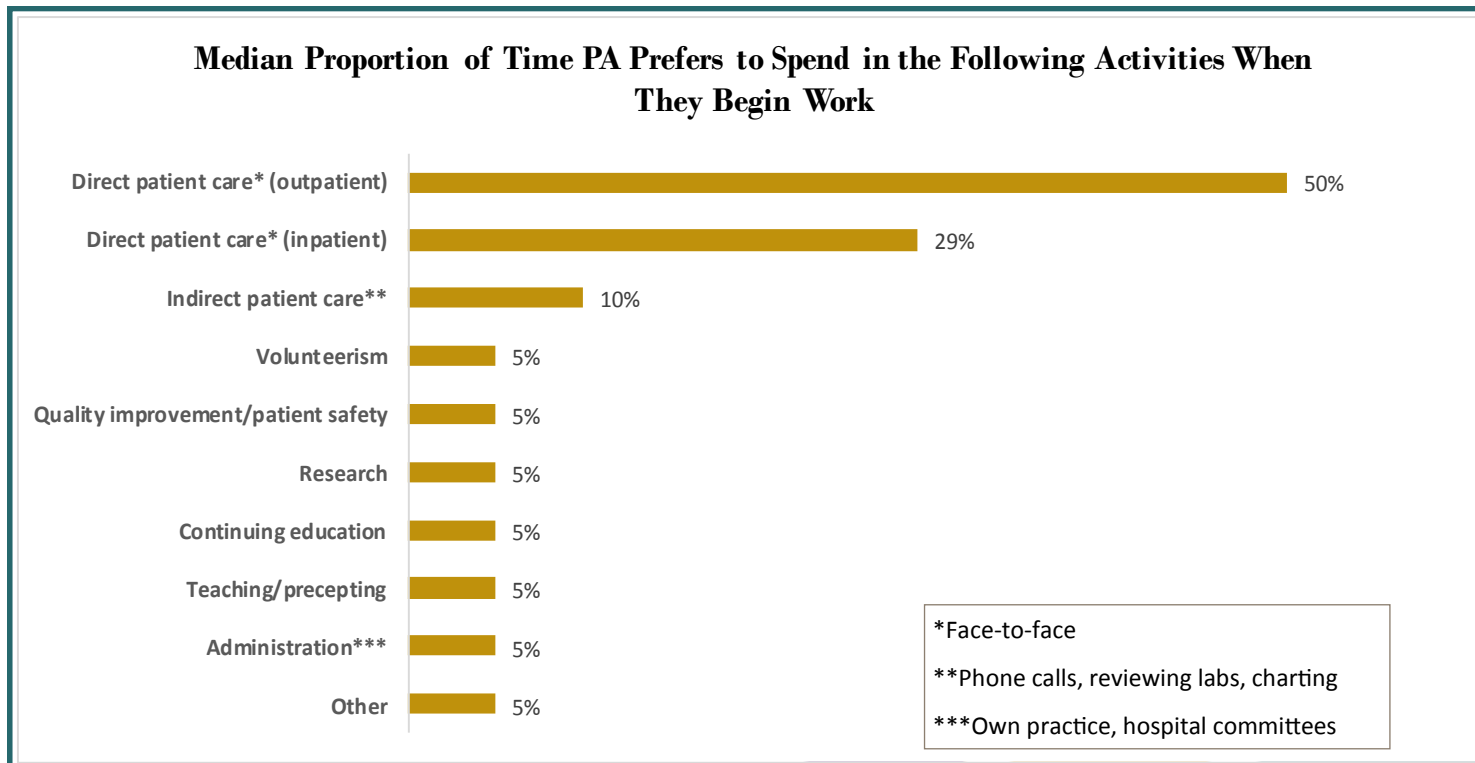
Number of preferred working hours per week; Preferred proportion of time spent in different work activities

Table 19: Preferred Number of Hours to Work per Week When PA Does Accept a Position

Preferred work hours per week	Number	Percent
Less than 10 hours	4	0.5%
10—20 hours	10	1.2%
21—30 hours	14	1.7%
31—40 hours	429	51.7%
41—50 hours	348	42.0%
More than 50 hours	24	2.9%

Table 19 reports that 44.9% of recently certified PAs that have not accepted a clinical position prefer to work more than 40 hours per week. Of those that have accepted a position, 55.7% report they expect to work more than 40 hours per week.

Figure 11: Preferred Proportion of Time Spent in Activities



Practice Setting Preferred by Recently Certified PAs that Have Not Accepted a Position

Table 20: Number and Percent of Physician Assistants by Preferred Practice Setting

Practice Setting	Number	Percent
Hospital	268	40.2%
Office-based private practice	211	31.7%
Community health center	35	5.3%
Rural health clinic	19	2.9%
Other	9	1.4%
Veterans Administration (Federal government)	6	0.9%
Ambulatory surgical center	5	0.8%
Public or community health clinic (non-federally qualified)	5	0.8%
Behavioral/mental health facility	2	0.3%
United States Military (Federal government)	2	0.3%
Extended care facility/Nursing home	1	0.1%
Occupational health setting	1	0.1%
Public health service (Federal government)	1	0.1%
School-based or college-based health center or school clinic	1	0.1%
Home health care agency	0	0.0%
Indian health service (Federal government)	0	0.0%
Rehabilitation facility	0	0.0%
No preference	100	15.0%
TOTAL	666	100.0%

Noteworthy:

40.2% of recently certified PAs that have not accepted a position indicated they prefer to work in a hospital setting and 50.5% that have accepted a position work in a hospital setting.

The 2012 & 2013 Profile allowed users to select multiple practice settings. Responses from PAs who chose more than one practice setting were not included in this table.

Practice Area Preferred by Recently Certified PAs that Have Not Accepted a Position

Table 21: Number and Percent of PAs by Preferred Practice Area

Preferred Area of Practice	Number	Percent
Adolescent Medicine	0	0.0%
Anesthesiology	0	0.0%
Critical Care Medicine	8	1.5%
Dermatology	32	6.0%
Emergency Medicine	96	17.9%
Family Medicine / General Practice	113	21.1%
Gynecology	1	0.2%
Hospital Medicine	18	3.3%
Internal Medicine– General Practice	36	6.7%
Internal Medicine– Subspecialty	8	1.5%
Neurology	3	0.6%
Obstetrics and Gynecology	13	2.4%
Occupational Medicine	1	0.2%
Ophthalmology	0	0.0%
Otolaryngology	2	0.4%

Preferred Area of Practice	Number	Percent
Pathology	0	0.0%
Pediatrics	20	3.7%
Pediatrics– Subspecialties	14	2.6%
Physical Medicine / Rehabilitation	3	0.6%
Preventive Medicine / Public Health	1	0.2%
Psychiatry	4	0.8%
Radiation Oncology	0	0.0%
Radiology	1	0.2%
Surgery– General	18	3.3%
Surgery– Subspecialties	59	11.0%
Urology	4	0.7%
Other	27	5.0%
No Preference	54	10.1%
TOTAL	536	100.0%

The 2012 & 2013 Profile allowed users to select multiple practice areas. Responses from PAs who chose more than one practice area were not included in this table.

Noteworthy:

31.5% of recently certified PAs that have not accepted a position prefer to work in primary care: family medicine/general practice, general internal medicine, and general pediatrics.

Family medicine/general practice is the preferred specialty of recently certified PAs that have not taken a position (21.1%), followed by emergency medicine (17.9%). This is consistent with what the PAs that have accepted a position indicated.

Salary Desired by PAs and Educational Debt

Salary desired by recently certified PAs that have not accepted a position;
educational debt of PAs that have not accepted a position

Table 22: Number and Percent by Educational Debt

Debt Range	Number	Percent
None	70	8.4%
Less than \$25,000	52	6.3%
\$25,000—\$49,999	56	6.7%
\$50,000—\$74,999	116	14.0%
\$75,000—\$99,999	113	13.6%
\$100,000—\$124,999	148	17.8%
\$125,000—\$149,999	106	12.8%
\$150,000—\$174,999	85	10.3%
\$175,000—\$199,999	37	4.5%
\$200,000—\$224,999	37	4.5%
\$225,000 or more	0	0.0%
Prefer not to answer	9	1.1%
TOTAL	829	100.0%

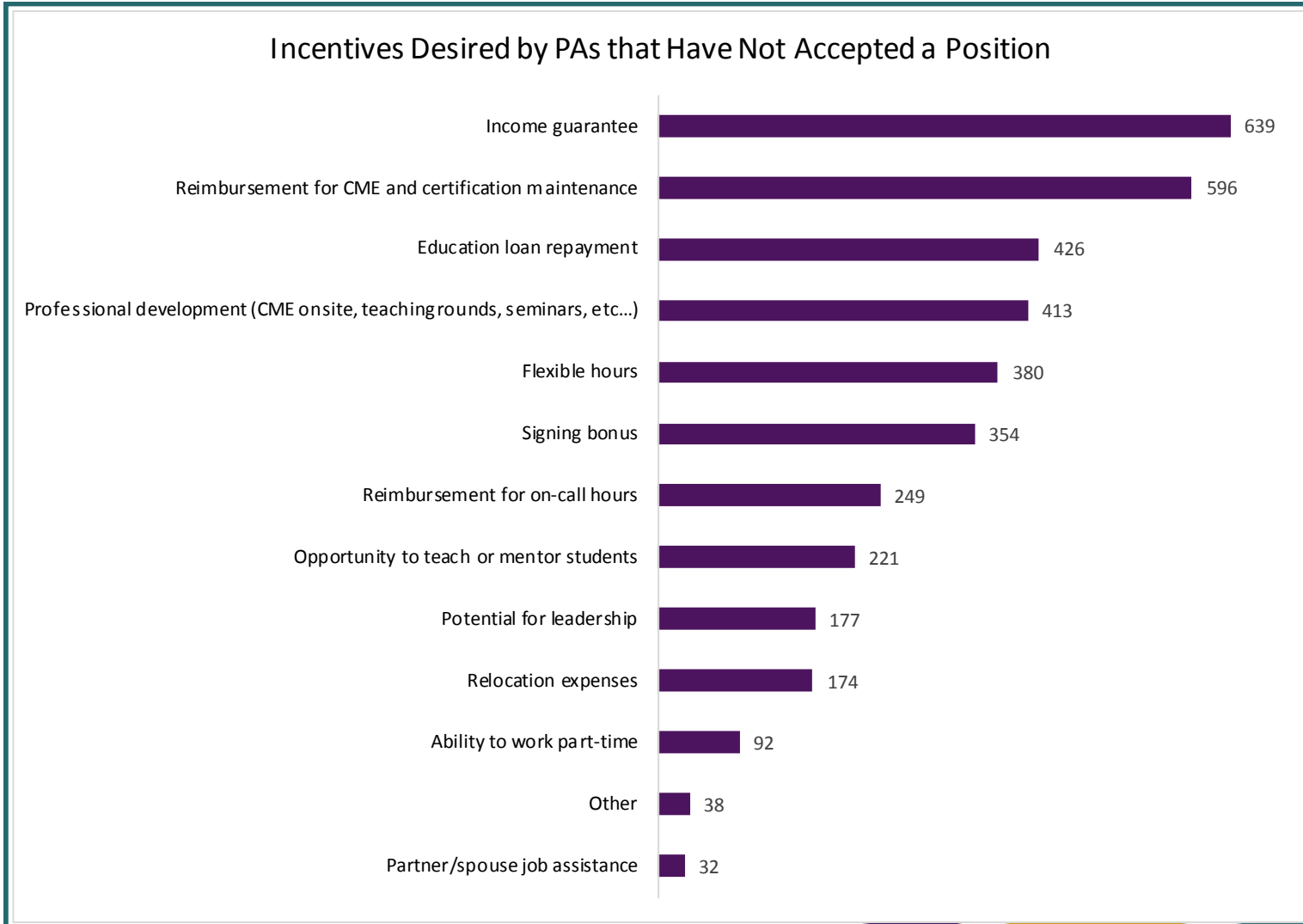
Table 23: Number and Percent by Desired Salary

Starting Salary Range	Number	Percent
Less than or equal to \$40,000	0	0.0%
\$40,001—\$50,000	2	0.2%
\$50,001—\$60,000	10	1.2%
\$60,001—\$70,000	56	6.8%
\$70,001—\$80,000	281	33.9%
\$80,001—\$90,000	324	39.1%
\$90,001—\$100,000	110	13.3%
\$100,001—\$110,000	17	2.1%
Over \$110,000	0	0.0%
Prefer not to answer	28	3.4%
TOTAL	828	100.0%

Noteworthy:
28.7% of recently certified PAs that have not accepted a position indicated that educational debt influenced their decision to seek a primary care or non-primary care position. Of the PAs that have accepted a position, 20.0% said their level of educational debt influenced their choice.

Employment Incentives Desired by Recently Certified PAs that Have Not Accepted a Position

Figure 12: Incentives Desired



Noteworthy:

When asked to rank order the top three incentives they are looking for in their first clinical PA position, the incentives that ranked in the top three were:

1. Income guarantee
2. Education loan repayment
3. Flexible hours

This differs from the figure here because some incentives were chosen but not ranked in the top three. Respondents were able to choose multiple incentives.

Future Data on Certified PAs

The National Commission on Certification of Physician Assistants plans to expand its research agenda to include annual reports using the PA Professional Profile data. Our intent is to distribute these reports annually.

We also expect to publish, by the end of 2014, new policies and procedures for those wanting to request additional data from NCCPA.

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