



Statistical Profile of Board Certified PAs by Specialty

ANNUAL REPORT

2023

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Message from the President and CEO

Dear Colleagues,

On behalf of NCCPA, I am pleased to share with you the 2023 Statistical Profile of Board Certified PAs by Specialty Annual Report, now in its ninth year of publication. NCCPA publishes four statistical profile reports annually, with each having a specific focus, and a supplement to the specialty report that gives detailed information about PAs who work in a secondary specialty. The first report of the year provides a look at the PA profession as a whole. Later in the year, we will publish a report that focuses on newly Board Certified PAs and one that provides data by state. Each report takes a different look at how PAs are contributing to patient care. This report that focuses on specialty data demonstrates the flexibility of the PA profession and highlights the contributions PAs are making in over 70 specialty and subspecialty disciplines, with detailed information presented on 24 specialties and primary care.



The report reveals that most specialties have experienced growth over the last year and the past five years. The larger percentage of PAs work in Family Medicine (16.5%), Emergency Medicine (10.8%), Orthopaedic Surgery (10.7%), Dermatology (4.3%), and Internal Medicine-General (4.0%). With healthcare provider shortages, there is a significant demand for PAs in all areas. PAs working in Critical Care Medicine, Cardiology, and Oncology reported the highest increase in clinical opportunities. PAs working in Critical Care Medicine (63.5%), Hospital Medicine (54.6%), and Oncology (54.3%) reported their primary place of employment is currently recruiting PAs for positions. Overall, 30.7% of PAs indicated they had changed specialties two or more times in their careers. Conversely, 60.3% of PAs working in Orthopaedic Surgery, 56.3% in Family Medicine, and 52.9% in Emergency Medicine reported they have worked in their respective specialty throughout their PA career.

As our country continues to face a mental health crisis, PAs are at the forefront of caring for these patients. New questions were added to the PA Professional Profile to gather data on PAs' experiences with mental health patient encounters, regardless of their specialty, and this information is provided in the report's Appendix. The data show that mental health care is not limited to Psychiatry, with 33.4% of all PAs reporting they encounter patients daily who need treatment for mental disorders and 26.7% initiating treatment for these disorders.

The impact PAs have on healthcare is real. A PA working in Dermatology sees an average of 118 patients per week. In Pediatrics, that number is 96, and in Pain Medicine, it is 93. When you expand those numbers by all of the PAs working in these and other specialties, PAs see 10.8 million patients per week. Many of these PAs are working in MUAs and/or HPSAs (Pediatrics – 37.5%, Family Medicine-36.9%, and Psychiatry-31.2%) providing care to underserved areas. Overall, the large majority of PAs (86.7%) are satisfied with their career choice, but the data show a slight increase across all specialties in experiencing some level of burnout. Gastroenterology, Otolaryngology, and Neurosurgery reported the highest level of change in reporting at least one burnout symptom over the previous year, and Emergency Medicine, Gastroenterology, and Critical Care Medicine had the highest proportion.

These reports would not be possible without the many PAs who take time to complete and update their Profile. On behalf of NCCPA, I extend our deepest gratitude to them. These highlights are only a glimpse into the rich data contained in this report, and we hope you will find the data helpful and interesting.

Warmest regards,

A handwritten signature in dark ink that reads "Dawn Morton-Rias".

Dawn Morton-Rias, Ed.D., PA-C
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 board certified for less than a year. Data from that module can be found in the *Statistical Profile of Recently Board Certified PAs*, first published in 2014 and updated annually.

Data Editing and Analysis

Data reflected in this report includes aggregated responses from PAs who were board certified as of December 31, 2023 and have made updates to their Profile between January 1, 2021 and December 31, 2023. Data from 2019 has been included to provide five-year comparisons. In addition, some data were obtained from other NCCPA data collection strategies. As of December 31, 2023, there were 178,708 board certified PAs, and 149,909 provided responses for at least a portion of the Profile, yielding an overall response rate of 83.9%. In 2023 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, 2023. As more PAs access their Profile and provide responses to these newly added questions, it is anticipated that response rates on these items will be similar to the current overall response rate, and data from these items will be moved from the appendix to the body of the report in future years.

Responses were examined for consistency and potential errors. In cases of obvious error or inconclusive data, the responses were not included in the analysis. The number of responses to individual items varies due to differing response rates or due to the data being removed for reasons previously noted. Analyses of the data consist primarily of descriptive statistics. Percent change calculations reflect proportional changes from 2019 to 2023 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 207,000 PAs have been certified by NCCPA since 1975.

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

All Specialties by Number, Percent and Percent Change

Specialty	2023		Percent Change 2019-2023
	Number	Percent	
Addiction medicine	677	0.5%	0.1%
Adolescent medicine	135	0.1%	0.0%
Anesthesiology	320	0.3%	0.0%
Critical care medicine	2,561	2.0%	0.4%
Dermatology	5,449	4.3%	0.2%
Emergency medicine	13,727	10.8%	-2.0%
Family medicine/general practice	20,940	16.5%	-2.1%
Gynecology only	441	0.3%	0.0%
Hospice and palliative medicine	227	0.2%	0.1%
Hospital medicine (hospitalist)	4,548	3.6%	0.1%
Internal medicine- allergy and immunology	383	0.3%	0.0%
Internal medicine- cardiology	3,705	2.9%	0.0%
Internal medicine- endocrinology	745	0.6%	0.1%
Internal medicine- gastroenterology	2,173	1.7%	0.1%
Internal medicine- general practice	5,073	4.0%	-0.5%
Internal medicine- geriatrics	943	0.7%	-0.1%
Internal medicine- hematology	360	0.3%	0.1%
Internal medicine- infectious disease	514	0.4%	0.0%
Internal medicine- nephrology	457	0.4%	0.0%
Internal medicine- oncology	2,076	1.6%	0.1%
Internal medicine- pulmonology	622	0.5%	0.0%
Internal medicine- rheumatology	454	0.4%	0.1%
Internal medicine- sports medicine	78	0.1%	0.0%
Neurology	1,359	1.1%	0.2%
Obstetrics and gynecology	1,535	1.2%	0.1%
Occupational medicine	1,614	1.3%	-0.1%
Ophthalmology	136	0.1%	0.0%
Otolaryngology	1,376	1.1%	0.1%
Pain medicine	1,874	1.5%	0.1%
Pathology	10	<0.1%	0.0%
Pediatric- cardiology	116	0.1%	0.0%
Pediatric- critical care medicine	176	0.1%	0.0%
Pediatric- developmental-behavioral pediatrics	49	<0.1%	0.0%
Pediatric- emergency medicine	342	0.3%	0.0%
Pediatric- endocrinology	55	<0.1%	0.0%
Pediatric- gastroenterology	67	0.1%	0.0%
Pediatric- general	2,269	1.8%	-0.1%
Pediatric- hematology-oncology	162	0.1%	0.0%
Pediatric- hospice and palliative medicine	9	<0.1%	0.0%
Pediatric- infectious diseases	16	<0.1%	0.0%
Pediatric- medical toxicology	1	<0.1%	<0.1%
Pediatric- neonatal-perinatal medicine	482	0.4%	0.1%

Specialty	2023		Percent Change 2019-2023
	Number	Percent	
Pediatric- nephrology	12	<0.1%	0.0%
Pediatric- neurodevelopmental disabilities	46	<0.1%	0.0%
Pediatric- pulmonology	30	<0.1%	0.0%
Pediatric- rheumatology	4	<0.1%	0.0%
Pediatric- sleep medicine	6	<0.1%	0.0%
Pediatric- sports medicine	104	0.1%	0.0%
Pediatric- transplant hepatology	18	<0.1%	0.0%
Physical medicine/rehabilitation	713	0.6%	0.0%
Preventive medicine/public health	175	0.1%	0.0%
Psychiatry	2,999	2.4%	0.8%
Radiation oncology	242	0.2%	0.0%
Radiology	745	0.6%	-0.1%
Radiology- interventional	384	0.3%	NA
Surgery- cardiothoracic	3,056	2.4%	-0.2%
Surgery- colon and rectal	273	0.2%	0.0%
Surgery- general	3,895	3.1%	0.1%
Surgery- gynecologic oncology	272	0.2%	-0.1%
Surgery- gynecology and obstetrics	107	0.1%	0.0%
Surgery- neurologic	2,683	2.1%	-0.1%
Surgery- ophthalmic	25	<0.1%	0.0%
Surgery- oral and maxillofacial	32	<0.1%	0.0%
Surgery- orthopaedic	13,534	10.7%	-0.2%
Surgery- otorhinolaryngology	289	0.2%	0.0%
Surgery- pediatric	324	0.3%	0.1%
Surgery- plastic and maxillofacial	1,409	1.1%	0.2%
Surgery- urology	692	0.5%	0.1%
Surgery- vascular	1,059	0.8%	0.0%
Urology	1,349	1.1%	0.1%
Other	14,208	11.2%	1.9%

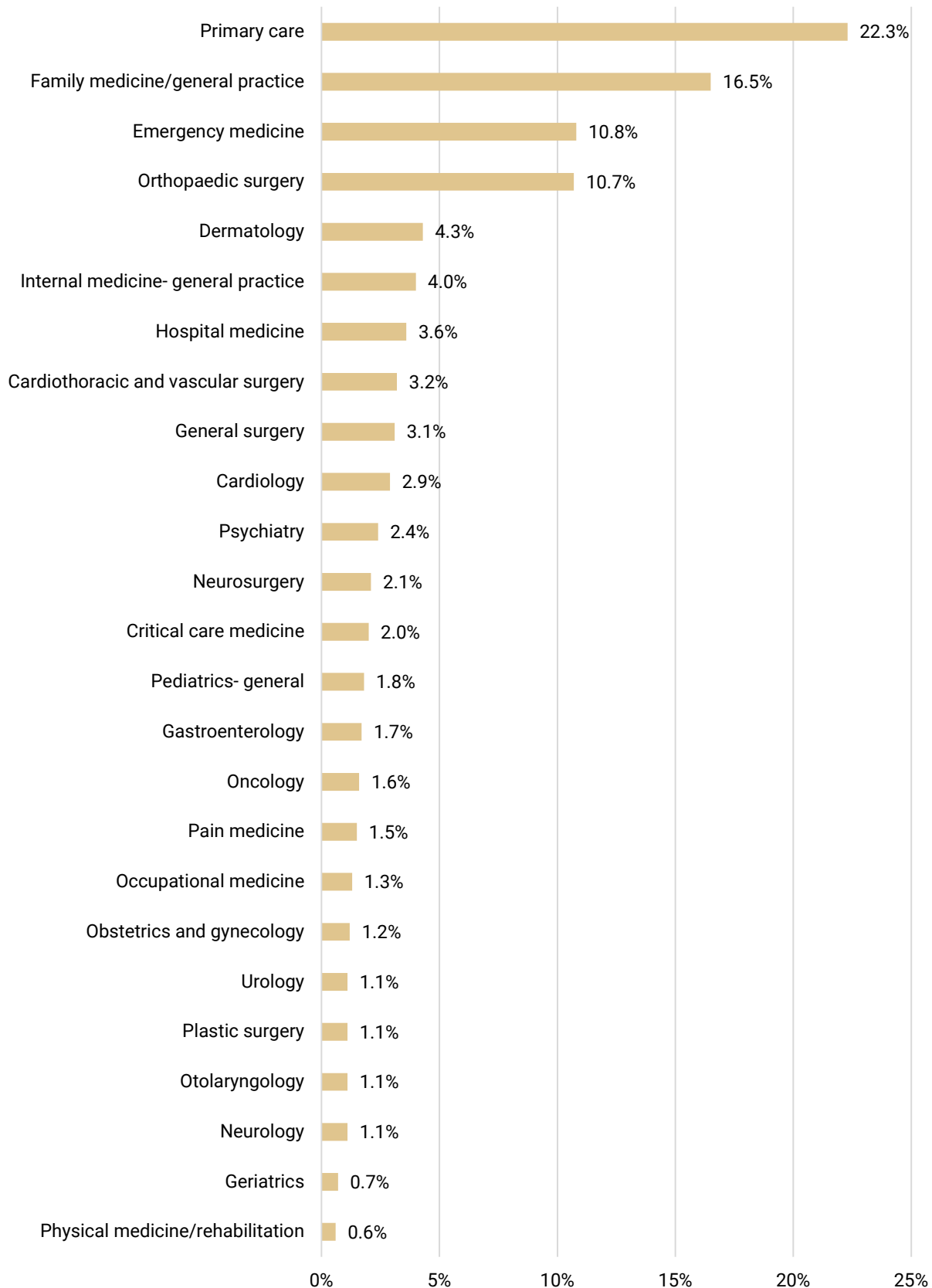
Note: PAs who indicated they are clinically active were asked which area they are practicing in, in their principal clinical position.

Number, Percent, Rate, Rank and Secondary Position by Specialty

Specialty	2023 Number	2023 Percent	Number whose principal position is in this specialty and have a secondary clinical position	Number who have a principal and secondary position in this specialty	Number who have a secondary position in this specialty	Rate of Certified PAs per 1,000 physicians ¹	Percent change PAs who have a secondary clinical position 2019- 2023
Primary care	28,282	22.3%	2,717	826	2,100	94.5	-1.2%
Cardiology	3,705	2.9%	310	68	181	166.4	-0.2%
Cardiothoracic and vascular surgery	4,115	3.2%	438	161	243	484.8	-0.3%
Critical care medicine	2,561	2.0%	515	174	404	180.9	-1.3%
Dermatology	5,449	4.3%	270	77	185	426.8	-0.5%
Emergency medicine	13,727	10.8%	3,103	1,588	3,521	293.0	0.4%
Family medicine/general practice	20,940	16.5%	1,997	508	1,520	176.5	-1.2%
Gastroenterology	2,173	1.7%	107	11	48	138.6	-1.0%
General surgery	3,895	3.1%	504	131	379	156.5	-0.5%
Geriatrics	943	0.7%	82	11	107	153.4	-2.9%
Hospital medicine	4,548	3.6%	637	187	716	NA	-1.2%
Internal medicine- general practice	5,073	4.0%	552	98	421	42.2	-1.3%
Neurology	1,359	1.1%	99	22	73	98.1	-1.0%
Neurosurgery	2,683	2.1%	279	84	160	466.8	-0.3%
Obstetrics and gynecology	1,535	1.2%	166	55	117	36.1	-0.5%
Occupational medicine	1,614	1.3%	250	46	310	NA	0.8%
Oncology	2,076	1.6%	107	20	49	124.5	-1.2%
Orthopaedic surgery	13,534	10.7%	1040	322	532	732.8	-0.8%
Otolaryngology	1,376	1.1%	78	4	26	143.1	-1.5%
Pain medicine	1,874	1.5%	163	16	116	300.3	0.8%
Pediatrics- general	2,269	1.8%	168	40	159	37.6	-0.5%
Physical medicine/rehabilitation	713	0.6%	68	7	63	73.3	0.1%
Plastic surgery	1,409	1.1%	140	27	103	194.9	-1.2%
Psychiatry	2,999	2.4%	396	185	346	78.1	-1.1%
Urology	1,349	1.1%	101	13	42	133.8	-1.6%

¹ Association of American Medical Colleges' 2022 Physician Specialty Data Report

Percent of PA Workforce by Specialty

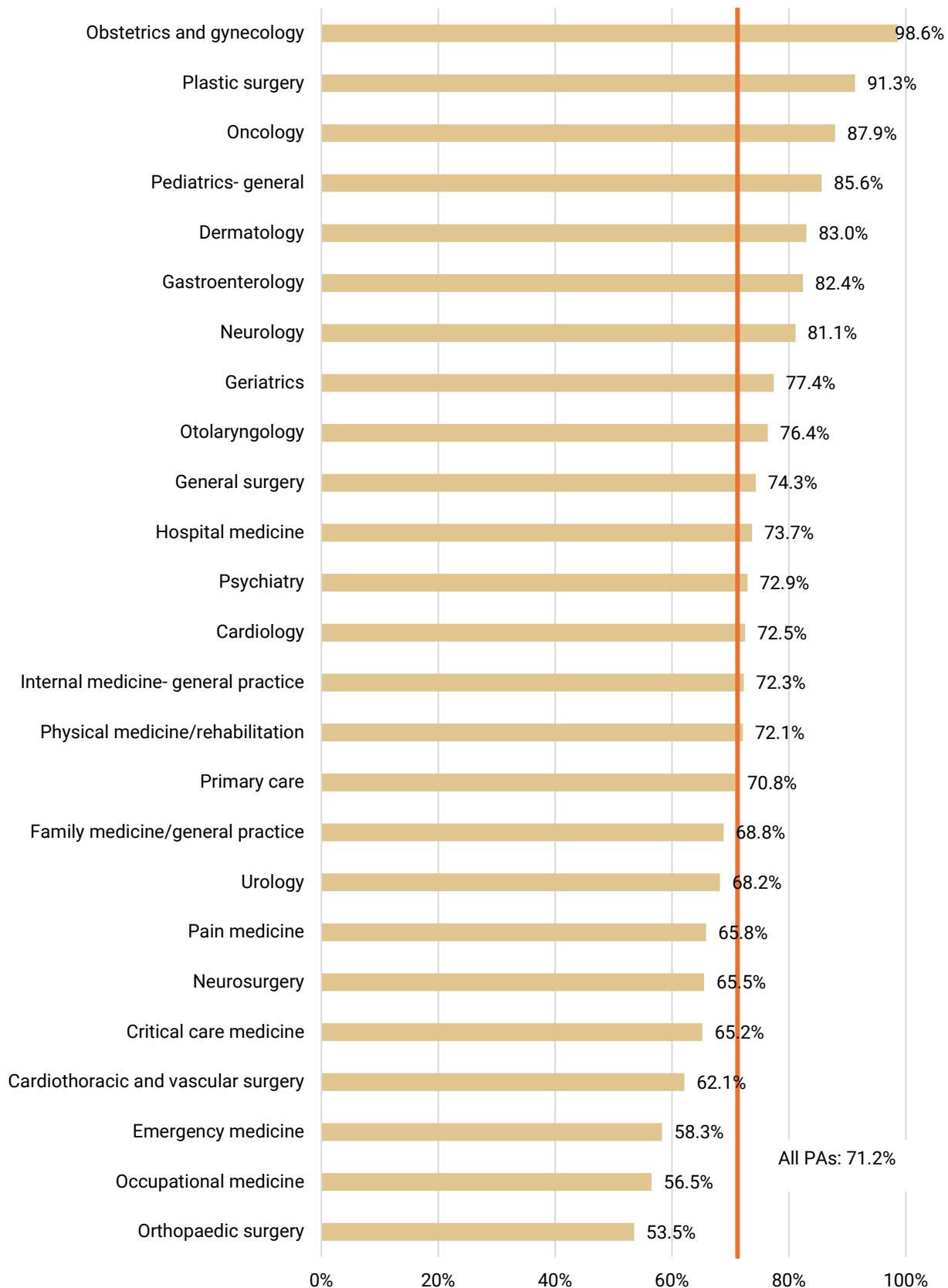


Gender by Specialty

Specialty	Male		Female	
	2023	2019	2023	2019
Primary care	29.2%	30.2%	70.8%	69.8%
Cardiology	27.5%	28.9%	72.5%	71.1%
Cardiothoracic and vascular surgery	37.9%	41.0%	62.1%	59.0%
Critical care medicine	34.8%	36.3%	65.2%	63.7%
Dermatology	17.0%	17.9%	83.0%	82.1%
Emergency medicine	41.7%	41.9%	58.3%	58.1%
Family medicine/general practice	31.2%	32.2%	68.8%	67.8%
Gastroenterology	17.6%	17.8%	82.4%	82.2%
General surgery	25.7%	26.9%	74.3%	73.1%
Geriatrics	22.6%	21.6%	77.4%	78.4%
Hospital medicine	26.3%	27.7%	73.7%	72.3%
Internal medicine- general practice	27.7%	28.1%	72.3%	71.9%
Neurology	18.9%	19.8%	81.1%	80.2%
Neurosurgery	34.5%	36.5%	65.5%	63.5%
Obstetrics and gynecology	1.4%	2.0%	98.6%	98.0%
Occupational medicine	43.5%	44.0%	56.5%	56.0%
Oncology	12.1%	13.6%	87.9%	86.4%
Orthopaedic surgery	46.5%	48.4%	53.5%	51.6%
Otolaryngology	23.6%	24.0%	76.4%	76.0%
Pain medicine	34.2%	36.4%	65.8%	63.6%
Pediatrics- general	14.4%	15.5%	85.6%	84.5%
Physical medicine/rehabilitation	27.9%	29.3%	72.1%	70.7%
Plastic surgery	8.7%	10.6%	91.3%	89.4%
Psychiatry	27.1%	29.8%	72.9%	70.2%
Urology	31.8%	33.4%	68.2%	66.6%

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

Percent Female by Specialty

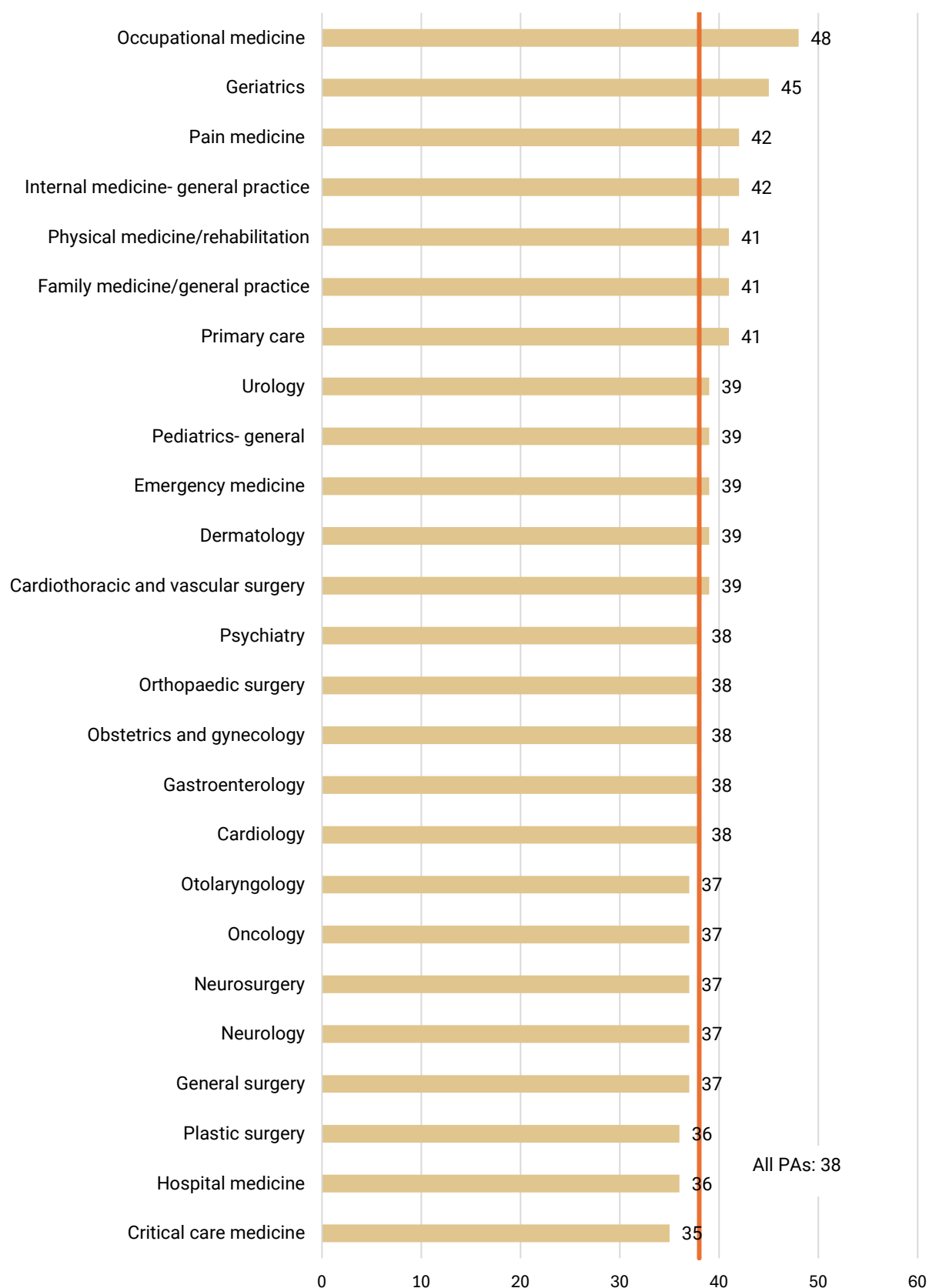


Note: The percentages reflect the distribution within the specialty. For example, 98.6% of PAs in obstetrics and gynecology, identify as female.

Age by Specialty

Specialty	<30		30-39		40-49		50-59		60+		Median Age	
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	9.9%	9.1%	35.6%	36.8%	27.1%	25.9%	16.4%	16.3%	11.1%	11.8%	41	41
Cardiology	11.6%	12.1%	41.8%	39.2%	25.7%	28.0%	13.8%	13.2%	7.0%	7.5%	38	39
Cardiothoracic and vascular surgery	10.8%	11.6%	42.0%	40.1%	25.0%	25.6%	13.9%	14.8%	8.3%	7.8%	39	39
Critical care medicine	18.2%	20.3%	49.6%	45.6%	20.0%	19.7%	8.9%	10.6%	3.2%	3.8%	35	35
Dermatology	10.2%	9.1%	42.0%	43.9%	30.9%	31.8%	13.1%	10.9%	3.8%	4.3%	39	39
Emergency medicine	10.7%	12.7%	42.2%	43.0%	25.2%	24.3%	14.8%	13.5%	7.0%	6.5%	39	38
Family medicine/ general practice	9.3%	9.0%	35.8%	37.0%	27.1%	26.1%	16.5%	16.2%	11.3%	11.7%	41	41
Gastroenterology	12.1%	14.1%	44.9%	42.6%	25.1%	25.5%	13.0%	12.9%	4.9%	5.0%	38	38
General surgery	15.2%	15.6%	44.5%	42.6%	23.2%	23.3%	11.1%	12.5%	6.0%	6.1%	37	37
Geriatrics	7.5%	7.5%	26.3%	29.8%	28.4%	26.5%	21.1%	20.8%	16.6%	15.3%	45	44
Hospital medicine	19.4%	20.4%	43.7%	42.1%	21.0%	20.6%	10.3%	10.5%	5.6%	6.5%	36	36
Internal medicine- general practice	10.3%	8.8%	33.6%	33.8%	26.2%	25.2%	17.8%	18.4%	12.2%	13.7%	42	42
Neurology	17.4%	15.9%	42.9%	40.0%	22.1%	22.6%	12.1%	13.7%	5.4%	7.8%	37	38
Neurosurgery	14.8%	14.1%	43.0%	44.5%	24.1%	23.6%	12.3%	12.3%	5.8%	5.4%	37	37
Obstetrics and gynecology	16.4%	12.2%	40.3%	41.5%	25.8%	26.4%	11.5%	12.4%	5.9%	7.5%	38	38
Occupational medicine	3.6%	3.9%	22.1%	23.2%	27.6%	27.1%	23.8%	22.6%	22.9%	23.2%	48	48
Oncology	13.1%	11.6%	44.9%	44.8%	26.2%	26.0%	11.2%	12.4%	4.7%	5.1%	37	38
Orthopaedic surgery	12.0%	11.8%	42.4%	43.0%	26.7%	28.0%	14.0%	12.5%	5.0%	4.7%	38	38
Otolaryngology	14.2%	14.3%	45.1%	46.6%	25.0%	24.1%	10.5%	9.8%	5.2%	5.1%	37	37
Pain medicine	10.2%	8.5%	33.2%	35.8%	27.1%	27.2%	19.3%	19.7%	10.2%	8.7%	42	42
Pediatrics- general	14.1%	11.2%	38.4%	43.3%	28.6%	26.1%	11.6%	11.7%	7.3%	7.7%	39	38
Physical medicine/ rehabilitation	8.1%	10.2%	38.7%	36.6%	31.3%	30.2%	13.7%	14.6%	8.1%	8.3%	41	40
Plastic surgery	15.3%	13.3%	51.9%	50.4%	21.8%	24.6%	7.9%	7.5%	3.1%	4.2%	36	36
Psychiatry	14.6%	13.5%	40.7%	32.3%	22.6%	24.1%	13.2%	16.7%	8.9%	13.4%	38	41
Urology	14.2%	11.3%	39.1%	36.0%	25.2%	27.9%	14.2%	15.2%	7.3%	9.6%	39	40

Median Age by Specialty

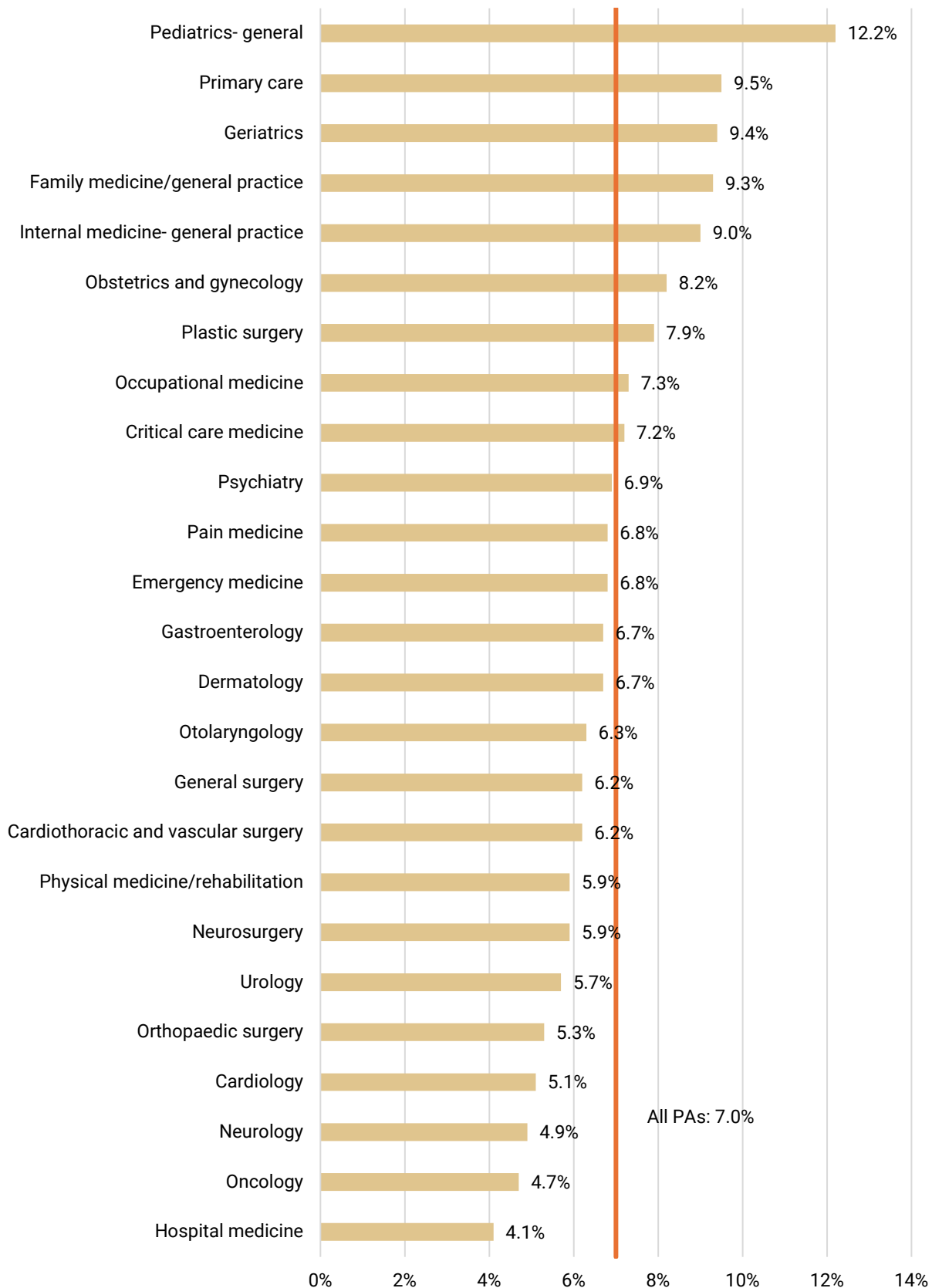


Ethnicity by Specialty

Specialty	Hispanic, Latino(a) or Spanish origin	Hispanic, Latino(a) or Spanish origin	Percent Change 2019- 2023
	2023	2019	
Primary care	9.5%	8.9%	0.6%
Cardiology	5.1%	4.4%	0.7%
Cardiothoracic and vascular surgery	6.2%	5.9%	0.3%
Critical care medicine	7.2%	6.0%	1.2%
Dermatology	6.7%	6.3%	0.4%
Emergency medicine	6.8%	6.0%	0.8%
Family medicine/general practice	9.3%	8.6%	0.7%
Gastroenterology	6.7%	5.3%	1.4%
General surgery	6.2%	5.6%	0.6%
Geriatrics	9.4%	8.8%	0.6%
Hospital medicine	4.1%	4.6%	-0.5%
Internal medicine- general practice	9.0%	8.6%	0.4%
Neurology	4.9%	4.2%	0.7%
Neurosurgery	5.9%	5.9%	0.0%
Obstetrics and gynecology	8.2%	7.4%	0.8%
Occupational medicine	7.3%	6.7%	0.6%
Oncology	4.7%	4.6%	0.1%
Orthopaedic surgery	5.3%	4.9%	0.4%
Otolaryngology	6.3%	5.4%	0.9%
Pain medicine	6.8%	7.3%	-0.5%
Pediatrics- general	12.2%	12.0%	0.2%
Physical medicine/rehabilitation	5.9%	4.1%	1.8%
Plastic surgery	7.9%	6.7%	1.2%
Psychiatry	6.9%	6.7%	0.2%
Urology	5.7%	5.3%	0.4%

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

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



Note: The percentages reflect the distribution within the specialty. For example, 12.2% of PAs in pediatrics-general, indicated they were of Hispanic, Latino(a) or Spanish Origin.

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	
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	0.5%	0.5%	6.1%	4.9%	3.9%	3.9%	2.5%	1.9%	0.3%	0.3%	3.4%	3.6%	79.0%	80.1%	4.3%	4.8%
Cardiology	0.2%	0.2%	6.7%	5.6%	2.5%	2.3%	1.6%	1.2%	0.3%	0.2%	2.2%	2.4%	83.4%	84.4%	3.1%	3.7%
Cardiothoracic and vascular surgery	0.2%	0.1%	6.7%	5.9%	2.4%	2.4%	1.8%	1.5%	0.3%	0.4%	2.4%	2.5%	82.6%	83.1%	3.7%	4.1%
Critical care medicine	0.1%	0.2%	6.9%	5.9%	3.8%	3.9%	2.7%	2.0%	0.2%	0.2%	2.2%	2.4%	80.3%	80.8%	3.8%	4.6%
Dermatology	0.2%	0.2%	6.5%	5.6%	1.4%	1.4%	2.4%	1.8%	0.2%	0.3%	2.3%	2.7%	83.0%	83.5%	4.0%	4.5%
Emergency medicine	0.4%	0.4%	5.9%	4.9%	3.5%	3.2%	2.5%	1.7%	0.3%	0.3%	2.7%	2.9%	79.6%	81.0%	5.2%	5.7%
Family medicine/ general practice	0.6%	0.6%	5.6%	4.5%	3.7%	3.6%	2.5%	2.0%	0.3%	0.3%	3.4%	3.5%	79.7%	80.8%	4.3%	4.7%
Gastroenterology	0.1%	0.1%	8.6%	6.4%	2.6%	2.4%	1.9%	1.2%	0.4%	0.6%	2.0%	2.1%	80.3%	83.0%	4.0%	4.2%
General surgery	0.2%	0.3%	7.4%	6.2%	3.3%	3.9%	2.4%	1.7%	0.2%	0.1%	2.5%	2.7%	79.6%	79.8%	4.4%	5.3%
Geriatrics	0.1%	0.5%	5.9%	3.7%	4.5%	5.0%	1.5%	1.1%	0.1%	0.0%	4.2%	3.8%	80.0%	81.6%	3.7%	4.3%
Hospital medicine	0.2%	0.2%	8.2%	7.1%	4.7%	5.2%	2.0%	1.8%	0.2%	0.2%	2.0%	2.4%	78.5%	78.8%	4.3%	4.3%
Internal medicine- general practice	0.2%	0.3%	8.7%	6.7%	5.2%	5.6%	2.5%	1.5%	0.3%	0.3%	3.5%	3.8%	74.9%	76.4%	4.7%	5.4%
Neurology	0.1%	0.5%	6.3%	4.4%	3.5%	2.8%	1.9%	2.0%	0.2%	0.2%	2.1%	1.9%	82.2%	83.9%	3.7%	4.2%
Neurosurgery	0.4%	0.3%	6.6%	6.2%	2.7%	2.7%	2.2%	2.0%	0.1%	0.3%	3.1%	3.1%	80.7%	80.5%	4.2%	5.0%
Obstetrics and gynecology	0.3%	0.7%	5.9%	6.0%	5.2%	5.5%	2.1%	1.4%	0.2%	0.3%	3.4%	3.3%	79.8%	79.6%	3.1%	3.2%
Occupational medicine	0.6%	0.5%	6.9%	5.7%	5.2%	5.1%	2.5%	2.3%	0.9%	0.7%	3.0%	2.7%	75.7%	77.2%	5.2%	5.8%
Oncology	0.2%	0.2%	7.3%	7.4%	2.5%	3.2%	2.2%	1.4%	0.1%	0.1%	1.6%	2.1%	82.9%	81.8%	3.2%	3.9%
Orthopaedic surgery	0.3%	0.2%	4.1%	3.5%	2.0%	2.0%	2.1%	1.7%	0.3%	0.3%	2.1%	2.3%	85.3%	85.7%	4.0%	4.2%
Otolaryngology	0.4%	0.6%	8.4%	7.5%	2.5%	2.8%	2.5%	1.8%	0.1%	0.5%	1.9%	2.3%	81.0%	79.6%	3.1%	4.9%
Pain medicine	0.4%	0.6%	8.8%	6.4%	3.8%	4.9%	2.5%	1.7%	0.2%	0.2%	3.0%	3.6%	76.5%	76.8%	4.9%	5.8%
Pediatrics- general	0.4%	0.3%	5.6%	4.6%	2.9%	3.1%	2.3%	1.8%	0.1%	0.2%	3.2%	3.9%	82.4%	82.6%	3.3%	3.6%
Physical medicine/ rehabilitation	1.0%	0.5%	7.0%	6.7%	3.6%	3.9%	2.8%	1.9%	0.4%	0.5%	2.4%	2.9%	78.0%	78.5%	4.8%	5.3%
Plastic surgery	0.3%	0.2%	6.7%	5.3%	1.6%	1.5%	2.7%	2.1%	0.3%	0.3%	2.8%	2.7%	83.0%	84.0%	2.6%	3.9%
Psychiatry	0.4%	0.5%	7.0%	4.9%	4.9%	5.6%	3.0%	2.7%	0.2%	0.2%	2.9%	3.5%	77.0%	77.1%	4.6%	5.4%
Urology	0.3%	0.2%	7.1%	5.6%	3.8%	3.1%	2.3%	1.2%	0.6%	0.6%	2.1%	3.0%	79.9%	82.9%	3.9%	3.3%

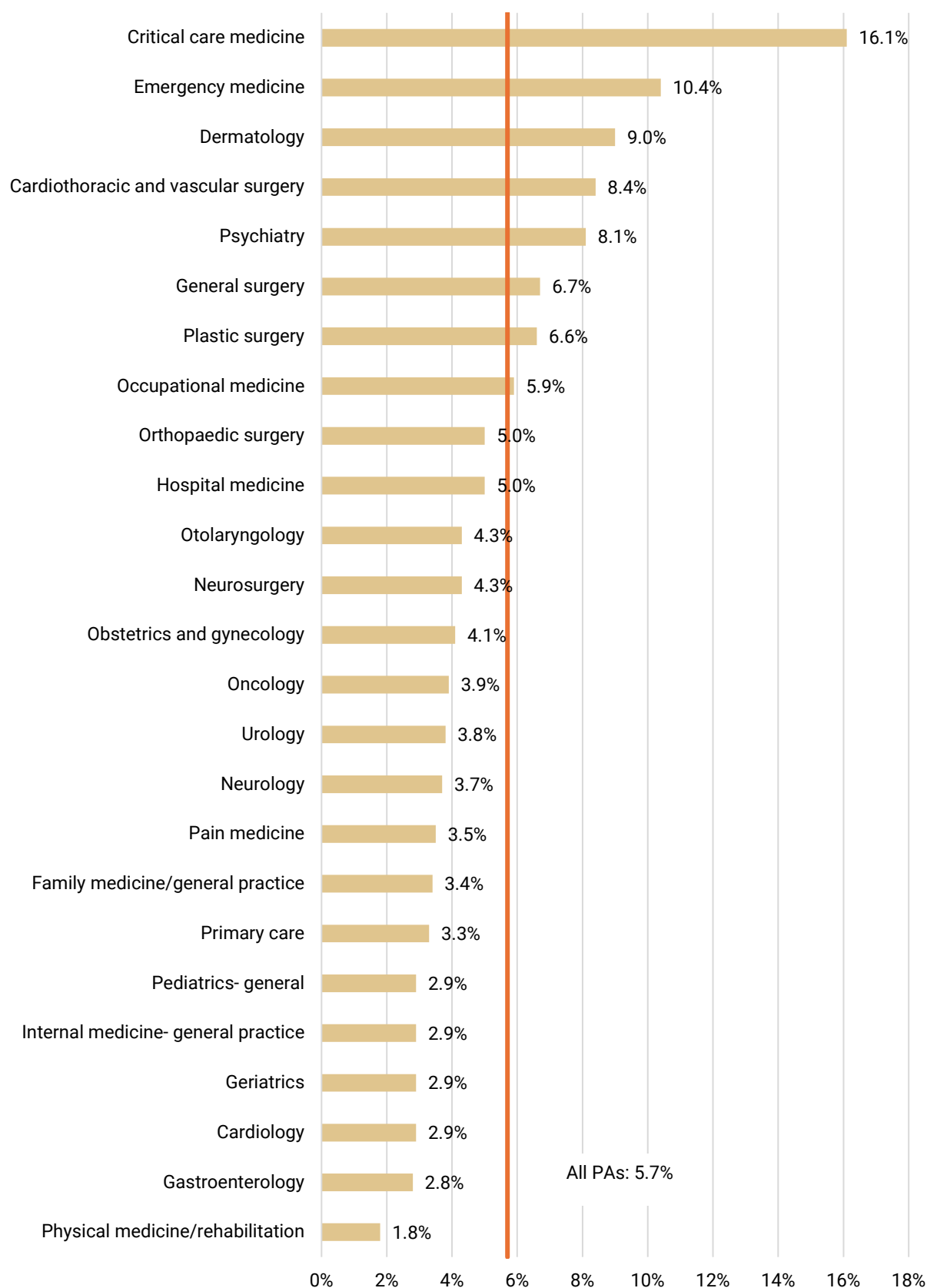
Note: PAs were asked how they classify their race.

Postgraduate Program by Specialty Practice Area

Specialty	Complete Postgraduate Program (residency or fellowship)	Practice Area of Postgraduate Program Same as Current Principal Practice Area
Primary care	3.3%	47.6%
Cardiology	2.9%	27.4%
Cardiothoracic and vascular surgery	8.4%	33.7%
Critical care medicine	16.1%	69.9%
Dermatology	9.0%	84.1%
Emergency medicine	10.4%	85.7%
Family medicine/general practice	3.4%	44.7%
Gastroenterology	2.8%	33.3%
General surgery	6.7%	72.3%
Geriatrics	2.9%	11.1%
Hospital medicine	5.0%	65.9%
Internal medicine- general practice	2.9%	27.6%
Neurology	3.7%	54.0%
Neurosurgery	4.3%	27.0%
Obstetrics and gynecology	4.1%	73.0%
Occupational medicine	5.9%	21.3%
Oncology	3.9%	53.1%
Orthopaedic surgery	5.0%	68.5%
Otolaryngology	4.3%	40.7%
Pain medicine	3.5%	15.4%
Pediatrics- general	2.9%	47.7%
Physical medicine/rehabilitation	1.8%	23.1%
Plastic surgery	6.6%	13.0%
Psychiatry	8.1%	74.4%
Urology	3.8%	31.4%

Note: PAs were asked if they completed a PA postgraduate program and, if yes, to provide the program's specialty focus.

Completed a Postgraduate Program by Specialty Practice Area



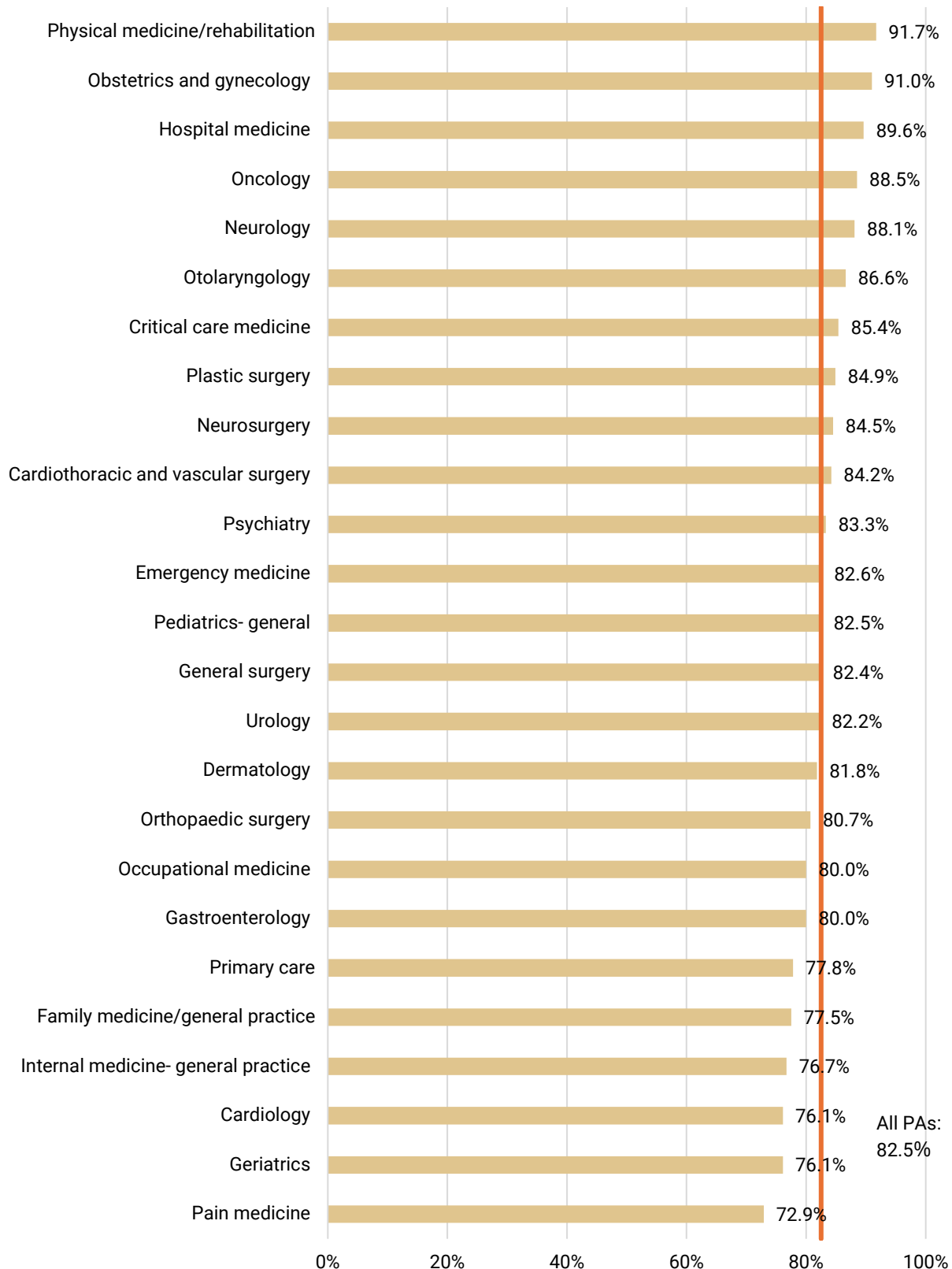
Note: The percentages reflect the distribution within the specialty. For example, 16.1% of PAs in critical care medicine indicated they completed a postgraduate program.

Satisfaction with Postgraduate Program by Specialty Practice Area

	Completely Satisfied	Mostly Satisfied	Somewhat Satisfied	Neither Dissatisfied nor Satisfied	Somewhat Dissatisfied	Mostly Dissatisfied	Completely Dissatisfied
Primary care	36.5%	34.4%	6.9%	4.8%	2.6%	4.7%	10.2%
Cardiology	43.8%	30.2%	2.1%	5.2%	2.1%	4.2%	2.1%
Cardiothoracic and vascular surgery	45.5%	30.3%	8.4%	2.6%	3.9%	1.9%	7.4%
Critical care medicine	43.2%	35.9%	6.3%	1.9%	1.6%	4.1%	7.1%
Dermatology	34.2%	38.0%	9.6%	4.7%	2.7%	4.7%	6.0%
Emergency medicine	38.0%	36.0%	8.6%	3.0%	3.0%	5.3%	6.0%
Family medicine/ general practice	36.1%	34.5%	6.9%	4.2%	2.5%	4.4%	11.3%
Gastroenterology	31.7%	45.0%	3.3%	1.7%	5.0%	5.0%	8.3%
General surgery	40.6%	34.7%	7.1%	1.3%	1.7%	7.1%	7.5%
Geriatrics	47.6%	19.0%	9.5%	9.5%	9.5%	0.0%	4.8%
Hospital medicine	42.3%	39.3%	8.0%	1.0%	1.5%	5.0%	3.0%
Internal medicine- general practice	35.0%	35.0%	6.7%	8.3%	1.7%	6.7%	6.7%
Neurology	40.5%	35.7%	11.9%	7.1%	0.0%	2.4%	2.4%
Neurosurgery	44.7%	30.1%	9.7%	4.9%	1.9%	3.9%	4.9%
Obstetrics and gynecology	50.0%	33.9%	7.1%	0.0%	3.6%	0.0%	5.4%
Occupational medicine	37.8%	31.1%	11.1%	7.8%	3.3%	3.3%	5.6%
Oncology	47.1%	30.0%	11.4%	1.4%	2.9%	5.7%	1.4%
Orthopaedic surgery	42.9%	31.7%	6.1%	4.5%	2.9%	4.6%	7.4%
Otolaryngology	48.1%	32.7%	5.8%	1.9%	0.0%	1.9%	9.6%
Pain medicine	33.9%	33.9%	5.1%	8.5%	3.4%	3.4%	11.9%
Pediatrics- general	43.9%	31.6%	7.0%	3.5%	5.3%	3.5%	5.3%
Physical medicine/ rehabilitation	33.3%	41.7%	16.7%	0.0%	0.0%	0.0%	8.3%
Plastic surgery	38.4%	38.4%	8.1%	4.7%	2.3%	3.5%	4.7%
Psychiatry	40.3%	36.7%	6.3%	3.2%	1.8%	5.4%	6.3%
Urology	48.9%	22.2%	11.1%	4.4%	2.2%	2.2%	8.9%

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

Satisfied with Postgraduate Program by Specialty Practice Area



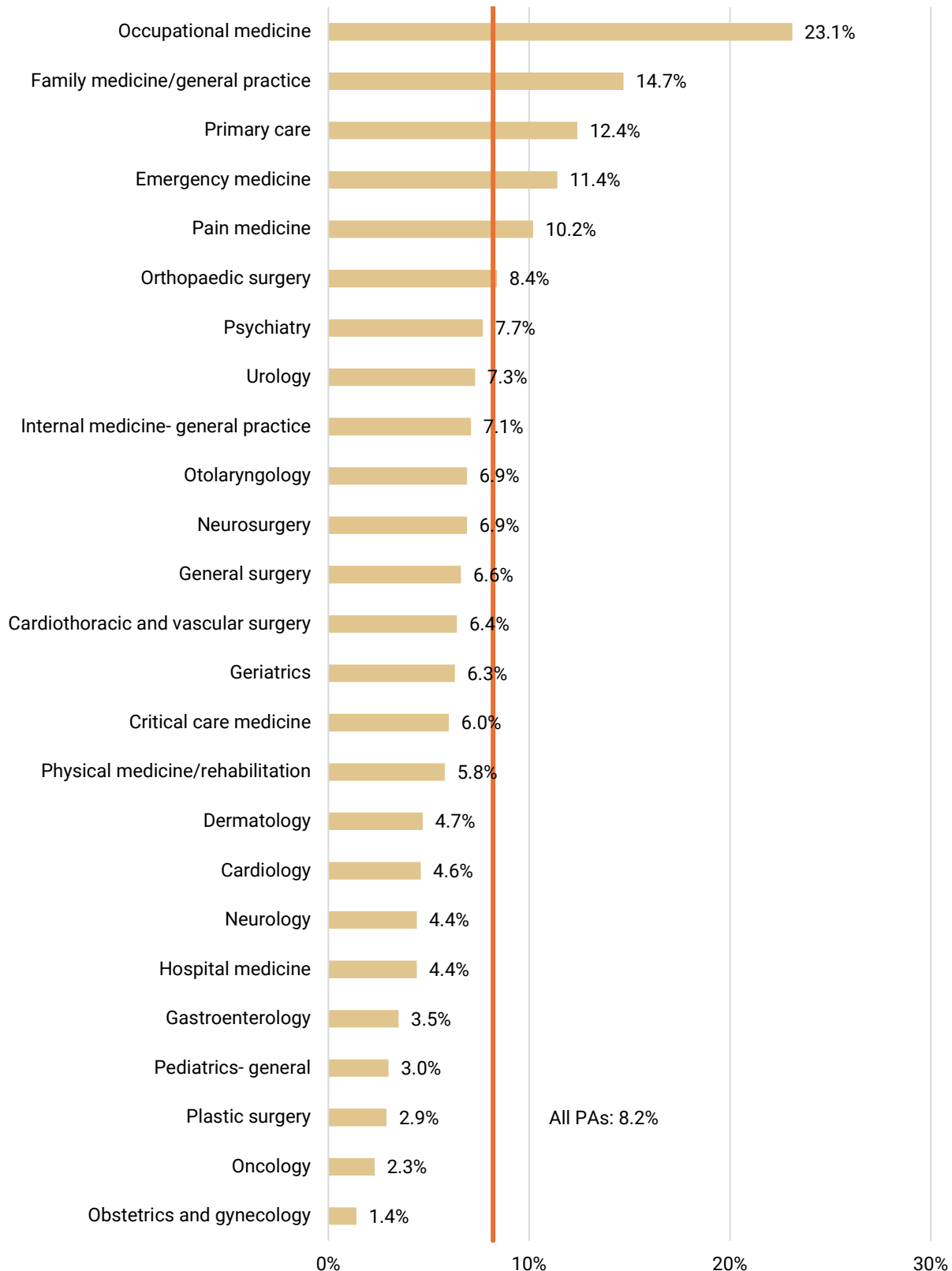
Note: The percentages reflect the distribution within the specialty. Satisfied includes responses of "Completely Satisfied", "Mostly Satisfied", and "Somewhat Satisfied".

Armed Forces by Specialty

Specialty	Served in U.S. Armed Forces		Served in U.S. Armed Forces percent change 2019-2023	U.S. Armed Forces status 2023				
	2023	2019		Active duty	Reserve	National Guard	Retired	Veteran
Primary care	12.4%	13.7%	-1.3%	38.1%	4.0%	6.5%	20.2%	31.2%
Cardiology	4.6%	5.7%	-1.1%	3.0%	4.1%	5.3%	14.2%	73.4%
Cardiothoracic and vascular surgery	6.4%	8.1%	-1.7%	4.6%	4.2%	9.2%	21.0%	61.1%
Critical care medicine	6.0%	7.2%	-1.2%	5.9%	4.6%	17.0%	13.1%	59.5%
Dermatology	4.7%	5.6%	-0.9%	8.2%	5.9%	9.0%	25.4%	51.6%
Emergency medicine	11.4%	12.6%	-1.2%	14.6%	6.1%	12.7%	20.7%	45.8%
Family medicine/general practice	14.7%	15.8%	-1.1%	41.8%	3.8%	6.1%	19.9%	28.3%
Gastroenterology	3.5%	4.4%	-0.9%	5.2%	3.9%	14.3%	19.5%	57.1%
General surgery	6.6%	7.2%	-0.6%	11.4%	9.1%	15.0%	12.2%	52.4%
Geriatrics	6.3%	6.9%	-0.6%	8.5%	3.4%	10.2%	20.3%	57.6%
Hospital medicine	4.4%	6.0%	-1.6%	3.5%	7.5%	10.9%	12.9%	65.2%
Internal medicine- general practice	7.1%	9.3%	-2.2%	12.0%	5.9%	9.5%	22.1%	50.6%
Neurology	4.4%	5.3%	-0.9%	16.9%	8.5%	18.6%	15.3%	40.7%
Neurosurgery	6.9%	8.1%	-1.2%	6.0%	7.1%	11.5%	20.8%	54.6%
Obstetrics and gynecology	1.4%	1.9%	-0.5%	9.1%	9.1%	4.5%	4.5%	72.7%
Occupational medicine	23.1%	24.7%	-1.6%	16.7%	4.3%	8.4%	27.0%	43.7%
Oncology	2.3%	2.6%	-0.3%	2.1%	14.9%	8.5%	17.0%	57.4%
Orthopaedic surgery	8.4%	10.1%	-1.7%	12.7%	6.7%	11.7%	22.8%	46.2%
Otolaryngology	6.9%	7.9%	-1.0%	8.4%	8.4%	13.7%	25.3%	44.2%
Pain medicine	10.2%	12.5%	-2.3%	3.7%	2.1%	6.3%	28.8%	59.2%
Pediatrics- general	3.0%	3.4%	-0.4%	4.5%	4.5%	7.5%	23.9%	59.7%
Physical medicine/rehabilitation	5.8%	8.2%	-2.4%	9.8%	7.3%	12.2%	17.1%	53.7%
Plastic surgery	2.9%	3.7%	-0.8%	20.0%	5.0%	10.0%	17.5%	47.5%
Psychiatry	7.7%	11.1%	-3.4%	7.8%	4.3%	6.1%	21.3%	60.4%
Urology	7.3%	8.8%	-1.5%	5.1%	8.1%	10.1%	22.2%	54.5%

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

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



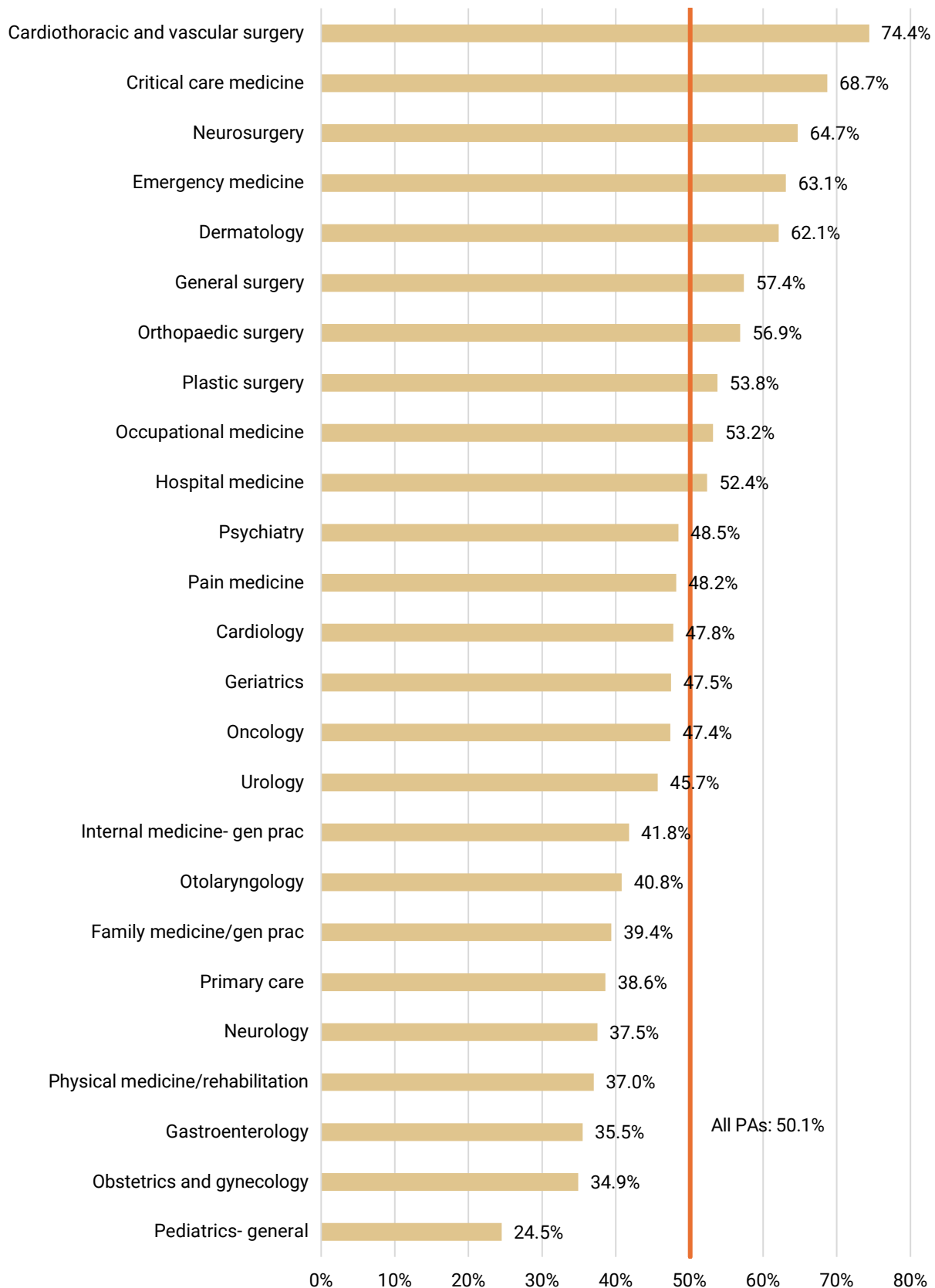
Note: The percentages reflect the distribution within the specialty. For example, 23.1% of PAs in occupational medicine indicated they served in the U.S. Armed Forces.

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	
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	5.6%	6.9%	5.9%	8.6%	20.0%	30.5%	29.9%	30.4%	19.8%	13.2%	9.7%	5.3%	4.0%	2.3%	2.4%	1.3%	2.7%	1.4%
Cardiology	2.6%	4.1%	3.6%	4.2%	12.6%	23.3%	33.5%	39.8%	26.3%	18.9%	13.0%	6.2%	4.3%	2.0%	2.4%	0.8%	1.8%	0.7%
Cardio-thoracic and vascular surgery	1.4%	1.4%	1.6%	1.9%	5.6%	11.1%	17.1%	25.0%	21.3%	20.4%	17.6%	15.9%	13.1%	9.7%	8.8%	6.3%	13.6%	8.3%
Critical care medicine	0.7%	1.1%	2.1%	1.8%	4.7%	12.9%	23.7%	34.9%	27.1%	24.1%	19.1%	12.3%	9.6%	5.5%	5.7%	3.5%	7.2%	3.9%
Dermatology	3.0%	3.6%	4.1%	6.2%	11.8%	17.4%	18.9%	21.4%	16.0%	16.1%	11.9%	10.5%	8.0%	7.3%	7.1%	5.8%	19.1%	11.6%
Emergency medicine	2.9%	3.3%	2.7%	3.0%	8.5%	12.9%	22.7%	29.9%	24.7%	22.8%	17.2%	13.1%	9.1%	6.6%	5.3%	3.8%	6.8%	4.6%
Family medicine/ gen prac	5.3%	6.4%	5.7%	8.2%	19.7%	30.3%	29.9%	30.7%	20.1%	13.7%	10.0%	5.6%	4.1%	2.3%	2.5%	1.3%	2.7%	1.5%
Gastro-enterology	2.8%	4.2%	4.0%	5.8%	19.7%	35.2%	38.1%	36.2%	22.2%	12.8%	8.5%	3.7%	2.9%	1.1%	0.9%	0.4%	1.0%	0.5%
General surgery	2.1%	3.4%	2.0%	3.2%	8.6%	19.9%	29.8%	37.6%	27.3%	19.7%	15.0%	8.6%	7.4%	3.8%	4.1%	2.1%	3.6%	1.8%
Geriatrics	6.2%	5.8%	4.8%	5.9%	14.3%	23.3%	27.1%	35.5%	23.8%	16.9%	12.0%	6.3%	6.2%	2.8%	2.5%	1.9%	3.0%	1.6%
Hospital medicine	2.7%	3.0%	2.3%	2.1%	9.8%	21.4%	32.7%	39.3%	27.6%	20.4%	14.4%	7.9%	5.5%	2.8%	2.5%	1.3%	2.4%	1.7%
Internal medicine- gen prac	5.7%	6.7%	4.7%	7.9%	17.5%	29.8%	30.3%	31.7%	21.2%	13.7%	10.4%	5.0%	4.5%	2.6%	2.4%	1.3%	3.3%	1.4%
Neurology	3.6%	4.6%	3.6%	6.9%	19.5%	31.2%	35.9%	35.3%	22.3%	14.3%	8.5%	4.3%	3.8%	1.7%	1.7%	0.5%	1.2%	1.1%
Neuro-surgery	1.1%	0.9%	1.2%	2.0%	7.9%	16.8%	25.0%	32.2%	26.8%	22.8%	16.5%	11.7%	9.6%	5.8%	5.5%	3.7%	6.3%	4.0%
Obstetrics and gynecology	6.4%	8.5%	6.3%	10.8%	20.7%	33.2%	31.7%	29.4%	19.4%	11.6%	9.0%	4.3%	3.9%	1.2%	1.3%	0.6%	1.3%	0.3%
Occupational medicine	7.8%	8.1%	4.7%	5.7%	10.4%	16.3%	23.9%	34.9%	24.1%	19.5%	16.7%	9.3%	6.8%	2.5%	2.4%	1.4%	3.2%	2.3%
Oncology	2.6%	3.0%	2.4%	4.5%	13.3%	27.2%	34.3%	40.2%	25.7%	16.9%	13.0%	5.4%	5.2%	1.4%	2.0%	0.8%	1.5%	0.7%
Orthopaedic surgery	1.9%	2.0%	1.7%	2.4%	10.9%	19.5%	28.5%	33.7%	25.4%	21.7%	15.4%	10.4%	7.3%	4.7%	4.0%	2.7%	4.8%	2.9%
Otolaryn-gology	4.1%	5.1%	3.6%	6.5%	18.5%	29.5%	32.9%	34.7%	22.2%	15.0%	10.6%	5.3%	4.6%	2.6%	1.5%	0.7%	1.9%	0.6%
Pain medicine	3.7%	3.5%	3.2%	5.5%	15.6%	24.1%	29.3%	33.8%	24.8%	19.6%	12.2%	7.3%	5.8%	3.2%	2.8%	1.1%	2.6%	1.8%
Pediatrics-general	9.0%	11.9%	10.2%	15.2%	28.2%	34.5%	28.2%	23.9%	14.0%	8.1%	5.6%	3.0%	2.3%	1.9%	1.2%	0.6%	1.4%	1.0%
Phys med/ rehab	4.4%	7.2%	6.2%	6.3%	18.3%	28.2%	34.1%	36.2%	19.8%	13.8%	11.0%	5.2%	3.8%	1.5%	0.9%	0.7%	1.5%	1.0%
Plastic surgery	3.5%	4.6%	3.1%	4.2%	12.6%	22.3%	27.0%	32.6%	24.2%	20.4%	13.0%	7.1%	6.5%	3.5%	4.0%	2.1%	6.1%	3.2%
Psychiatry	4.9%	3.3%	4.3%	6.6%	13.8%	25.4%	28.6%	31.2%	21.8%	17.1%	12.2%	7.4%	5.7%	3.7%	3.6%	2.2%	5.2%	3.0%
Urology	2.3%	3.6%	1.6%	4.7%	16.7%	26.6%	33.8%	37.8%	25.2%	16.3%	10.7%	6.1%	5.1%	3.2%	2.4%	0.6%	2.3%	1.1%

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



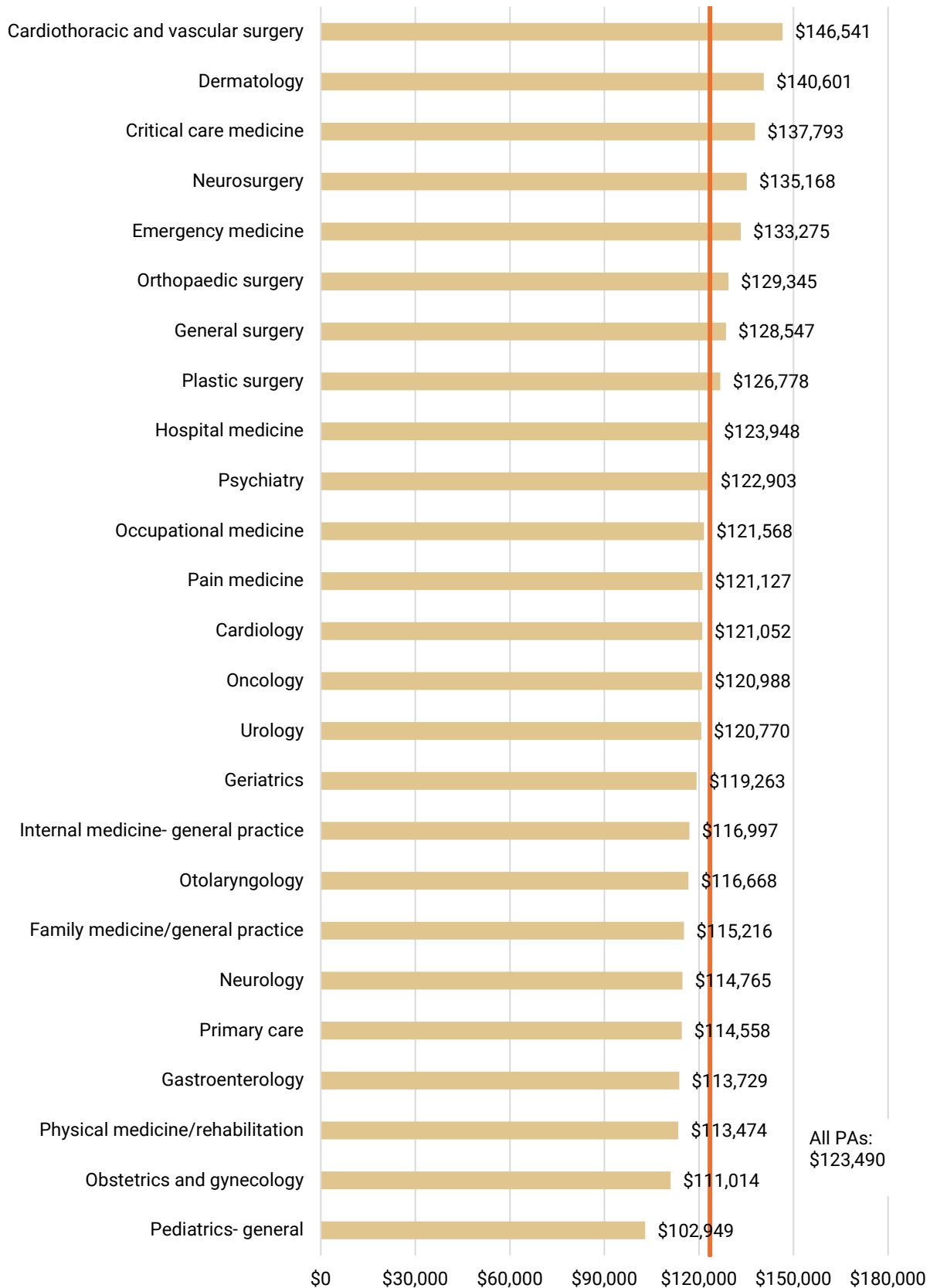
Note: The percentages reflect the distribution within the specialty.

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

Specialty	Mean		Median	
	2023	2019	2023	2019
Primary care	\$114,558	\$104,436	\$115,000	\$105,000
Cardiology	\$121,052	\$109,724	\$115,000	\$105,000
Cardiothoracic and vascular surgery	\$146,541	\$135,319	\$145,000	\$125,000
Critical care medicine	\$137,793	\$125,522	\$135,000	\$115,000
Dermatology	\$140,601	\$129,246	\$135,000	\$125,000
Emergency medicine	\$133,275	\$125,106	\$125,000	\$125,000
Family medicine/general practice	\$115,216	\$105,286	\$115,000	\$105,000
Gastroenterology	\$113,729	\$103,126	\$115,000	\$105,000
General surgery	\$128,547	\$115,427	\$125,000	\$115,000
Geriatrics	\$119,263	\$109,270	\$115,000	\$105,000
Hospital medicine	\$123,948	\$114,356	\$125,000	\$115,000
Internal medicine- general practice	\$116,997	\$105,081	\$115,000	\$105,000
Neurology	\$114,765	\$104,933	\$115,000	\$105,000
Neurosurgery	\$135,168	\$124,870	\$130,000	\$115,000
Obstetrics and gynecology	\$111,014	\$99,151	\$105,000	\$95,000
Occupational medicine	\$121,568	\$111,286	\$125,000	\$115,000
Oncology	\$120,988	\$108,476	\$115,000	\$105,000
Orthopaedic surgery	\$129,345	\$119,976	\$125,000	\$115,000
Otolaryngology	\$116,668	\$105,872	\$115,000	\$105,000
Pain medicine	\$121,127	\$111,938	\$115,000	\$105,000
Pediatrics- general	\$102,949	\$94,526	\$105,000	\$95,000
Physical medicine/rehabilitation	\$113,474	\$104,150	\$115,000	\$105,000
Plastic surgery	\$126,778	\$114,344	\$125,000	\$115,000
Psychiatry	\$122,903	\$113,417	\$115,000	\$105,000
Urology	\$120,770	\$109,532	\$115,000	\$105,000

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

Mean Income from All PA Positions by Specialty



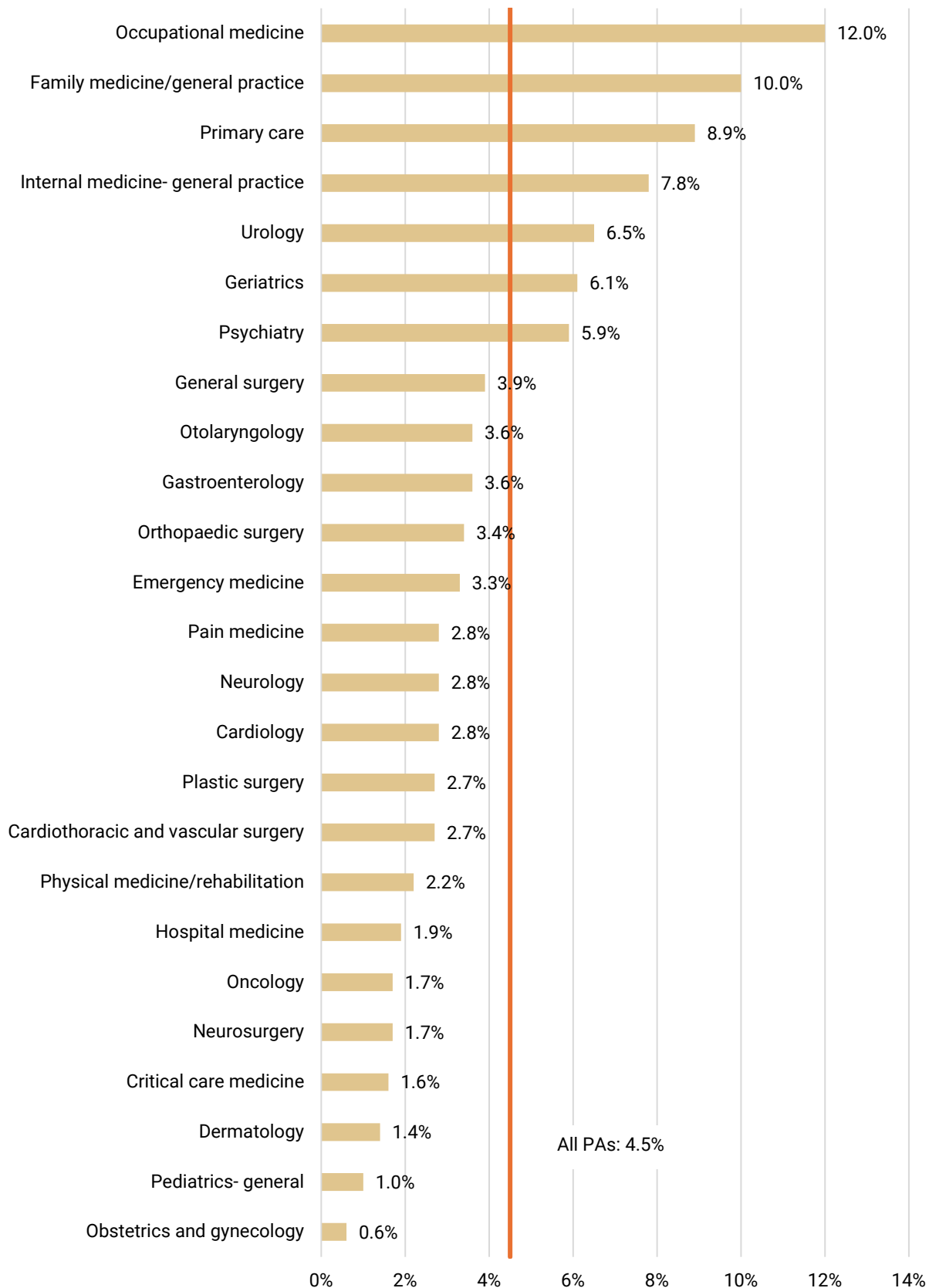
Top Principal Practice Settings by Specialty

Specialty	Hospital		Office-based private practice		Federal government		Urgent care		Community health center		Behavioral/mental health facility*	
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	10.6%	8.9%	53.4%	55.3%	8.9%	9.4%	4.2%	3.5%	9.6%	9.5%	0.3%	0.4%
Cardiology	61.8%	58.8%	31.9%	36.1%	2.8%	3.2%	0.2%	<0.1%	0.4%	0.3%	0.0%	0.0%
Cardiothoracic and vascular surgery	84.1%	83.9%	10.6%	11.6%	2.7%	2.9%	0.2%	0.1%	0.3%	0.3%	0.0%	0.0%
Critical care medicine	95.6%	94.9%	1.1%	1.7%	1.6%	1.9%	0.8%	0.8%	0.2%	0.1%	0.0%	0.0%
Dermatology	4.9%	4.3%	91.4%	92.4%	1.4%	1.6%	0.1%	0.0%	0.2%	0.2%	0.0%	0.0%
Emergency medicine	79.9%	84.7%	3.6%	3.1%	3.3%	3.1%	11.0%	7.5%	0.4%	0.4%	<0.1%	<0.1%
Family medicine/general practice	8.5%	7.1%	50.6%	52.4%	10.0%	10.3%	5.1%	4.2%	11.1%	11.1%	0.2%	0.2%
Gastroenterology	39.7%	37.1%	53.1%	56.5%	3.6%	4.1%	0.2%	0.0%	0.6%	0.7%	0.0%	0.0%
General surgery	80.5%	78.8%	11.6%	13.4%	3.9%	4.4%	0.2%	0.1%	0.4%	0.4%	0.0%	0.0%
Geriatrics	7.7%	7.8%	24.9%	23.4%	6.1%	7.4%	0.1%	0.1%	1.4%	1.3%	0.0%	0.0%
Hospital medicine	94.8%	94.2%	1.0%	1.1%	1.9%	2.7%	0.2%	0.1%	0.2%	0.2%	0.3%	0.4%
Internal medicine- general practice	19.0%	17.2%	56.5%	58.0%	7.8%	9.4%	1.5%	1.2%	4.6%	4.8%	0.9%	1.0%
Neurology	53.9%	51.9%	39.2%	41.6%	2.8%	3.8%	0.2%	0.1%	0.3%	0.3%	0.0%	0.0%
Neurosurgery	65.6%	60.4%	28.5%	35.3%	1.7%	2.1%	0.2%	0.0%	0.4%	0.3%	0.0%	0.0%
Obstetrics and gynecology	36.5%	31.2%	52.7%	56.2%	0.6%	0.8%	0.0%	0.0%	5.3%	6.8%	0.0%	0.0%
Occupational medicine	11.1%	9.8%	26.2%	23.3%	12.0%	12.2%	4.7%	4.5%	0.3%	0.3%	0.0%	0.0%
Oncology	62.0%	58.5%	31.8%	35.9%	1.7%	2.5%	0.1%	0.1%	0.5%	0.6%	0.0%	0.0%
Orthopaedic surgery	37.3%	34.4%	54.7%	58.7%	3.4%	3.7%	0.6%	0.3%	0.4%	0.4%	0.0%	0.0%
Otolaryngology	32.5%	32.0%	61.1%	61.1%	3.6%	4.2%	0.2%	0.1%	0.2%	0.6%	0.0%	0.0%
Pain medicine	14.8%	13.4%	79.2%	81.9%	2.8%	2.8%	0.4%	0.1%	0.3%	0.2%	0.0%	0.0%
Pediatrics- general	10.8%	7.4%	73.1%	77.5%	1.0%	0.9%	1.9%	1.5%	6.2%	5.8%	0.1%	0.1%
Physical medicine/rehabilitation	26.3%	23.1%	48.5%	53.6%	2.2%	3.3%	0.1%	0.0%	0.7%	0.8%	0.0%	0.0%
Plastic surgery	40.6%	43.3%	48.8%	46.4%	2.7%	3.5%	0.2%	0.0%	0.6%	0.4%	0.0%	0.0%
Psychiatry	15.7%	18.2%	46.1%	35.7%	5.9%	9.8%	0.4%	0.4%	4.3%	4.5%	18.3%	21.8%
Urology	37.9%	34.7%	51.9%	55.1%	6.5%	7.0%	0.3%	0.1%	0.4%	0.5%	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.

Federal Government Practice Setting by Specialty



Note: The percentages reflect the distribution within the specialty.

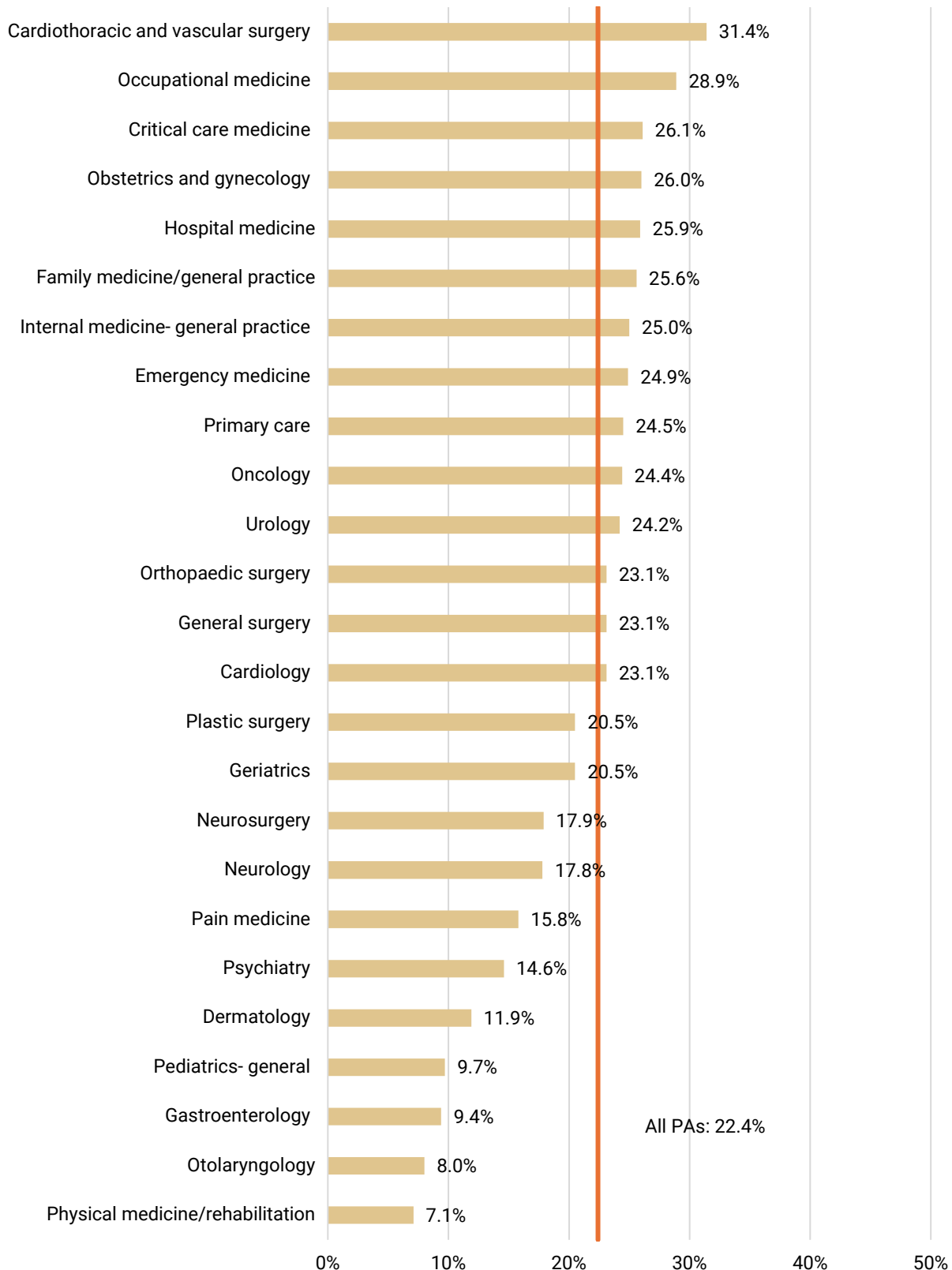
Non-Clinical Secondary Position by Specialty

	Faculty	Medical Administration	Consulting	Speaking	Clinical Trial Research	Expert Witness	Other*
Primary care	18.2%	24.5%	12.3%	7.8%	3.8%	3.1%	38.2%
Cardiology	20.4%	23.1%	14.8%	18.5%	6.5%	2.8%	38.0%
Cardiothoracic and vascular surgery	22.9%	31.4%	17.1%	14.3%	2.9%	3.8%	32.4%
Critical care medicine	19.1%	26.1%	7.8%	9.6%	1.7%	5.2%	27.8%
Dermatology	17.8%	11.9%	20.7%	28.1%	11.1%	3.0%	33.3%
Emergency medicine	24.1%	24.9%	11.2%	8.2%	2.5%	6.8%	33.2%
Family medicine/ general practice	16.3%	25.6%	12.0%	7.8%	4.0%	2.7%	38.7%
Gastroenterology	24.5%	9.4%	7.5%	7.5%	18.9%	3.8%	30.2%
General surgery	16.3%	23.1%	8.7%	14.4%	1.9%	3.8%	38.5%
Geriatrics	15.4%	20.5%	12.8%	5.1%	7.7%	5.1%	41.0%
Hospital medicine	19.2%	25.9%	5.2%	5.7%	2.1%	1.6%	31.1%
Internal medicine- general practice	22.2%	25.0%	16.1%	8.9%	3.9%	5.0%	33.3%
Neurology	24.4%	17.8%	15.6%	13.3%	31.1%	0.0%	31.1%
Neurosurgery	23.9%	17.9%	13.4%	17.9%	6.0%	6.0%	35.8%
Obstetrics and gynecology	22.0%	26.0%	10.0%	10.0%	12.0%	6.0%	36.0%
Occupational medicine	15.8%	28.9%	22.4%	3.9%	2.6%	6.6%	38.2%
Oncology	15.4%	24.4%	15.4%	11.5%	28.2%	1.3%	32.1%
Orthopaedic surgery	19.3%	23.1%	14.5%	14.8%	4.1%	7.2%	32.1%
Otolaryngology	24.0%	8.0%	0.0%	4.0%	4.0%	0.0%	60.0%
Pain medicine	10.5%	15.8%	26.3%	18.4%	5.3%	7.9%	31.6%
Pediatrics- general	30.6%	9.7%	5.6%	5.6%	1.4%	2.8%	44.4%
Physical medicine/ rehabilitation	28.6%	7.1%	14.3%	0.0%	14.3%	0.0%	42.9%
Plastic surgery	15.4%	20.5%	46.2%	25.6%	5.1%	7.7%	35.9%
Psychiatry	23.3%	14.6%	17.5%	20.4%	4.9%	7.8%	31.1%
Urology	21.2%	24.2%	12.1%	27.3%	6.1%	3.0%	21.2%

Note: 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. The percentages reflect the distribution within specialty among PAs with a secondary non-clinical position.

*Other non-clinical positions listed include: other academic appointment, military appointment, preceptor, medical research, quality assurance/control.

Non-Clinical Secondary Medical Administration Position by Specialty



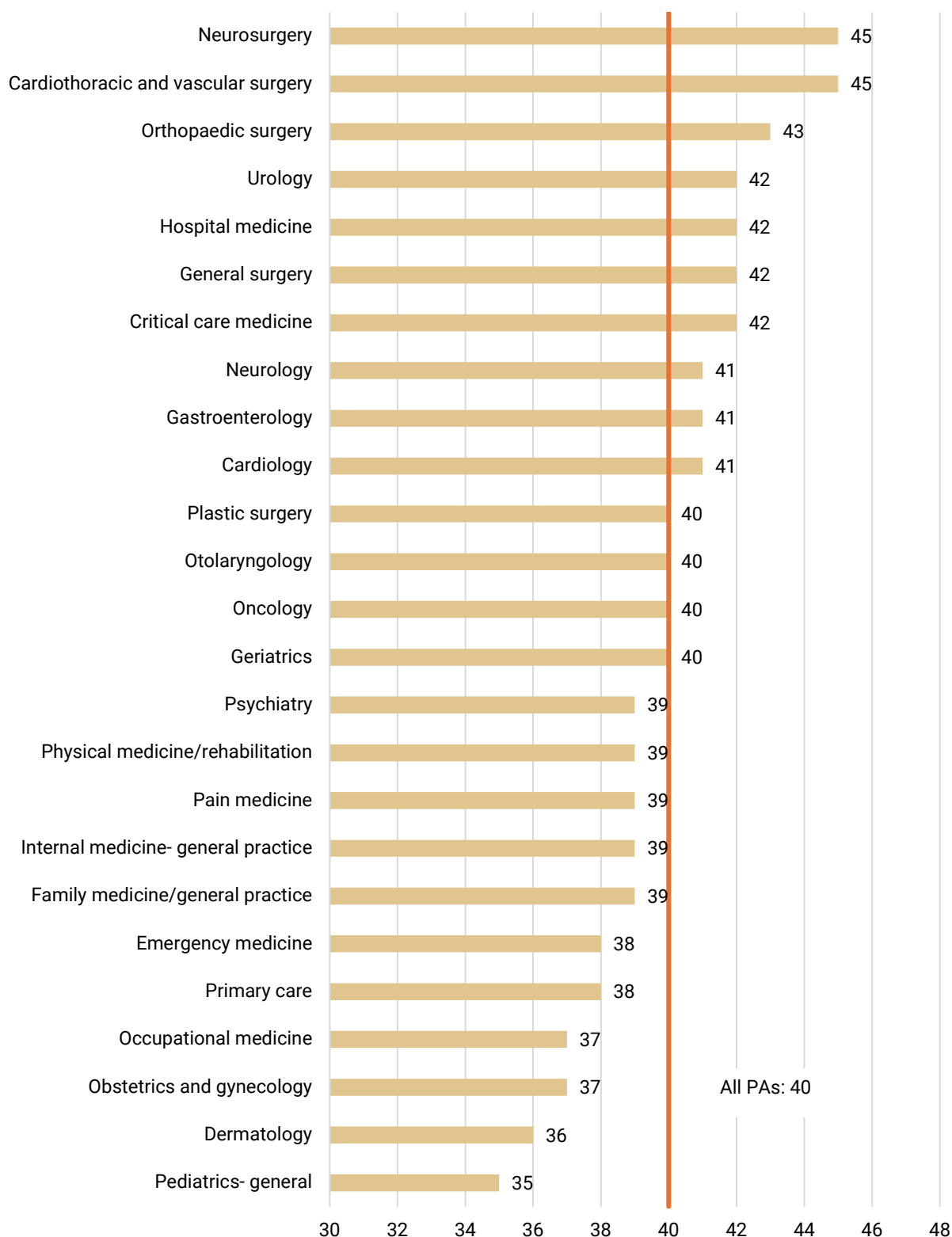
Note: The percentages reflect the distribution within the specialty among PAs with a secondary non-clinical position.

Hours Worked per Week by Principal Clinical Position by Specialty

Specialty	2023		2019	
	Mean	Median	Mean	Median
Primary care	38	40	39	40
Cardiology	41	40	42	40
Cardiothoracic and vascular surgery	45	45	46	45
Critical care medicine	42	40	42	40
Dermatology	36	40	37	40
Emergency medicine	38	40	39	40
Family medicine/general practice	39	40	39	40
Gastroenterology	41	40	41	40
General surgery	42	40	43	40
Geriatrics	40	40	40	40
Hospital medicine	42	40	43	40
Internal medicine- general practice	39	40	39	40
Neurology	41	40	41	40
Neurosurgery	45	43	46	45
Obstetrics and gynecology	37	40	37	40
Occupational medicine	37	40	38	40
Oncology	40	40	41	40
Orthopaedic surgery	43	40	44	45
Otolaryngology	40	40	40	40
Pain medicine	39	40	40	40
Pediatrics- general	35	40	35	40
Physical medicine/rehabilitation	39	40	40	40
Plastic surgery	40	40	41	40
Psychiatry	39	40	40	40
Urology	42	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

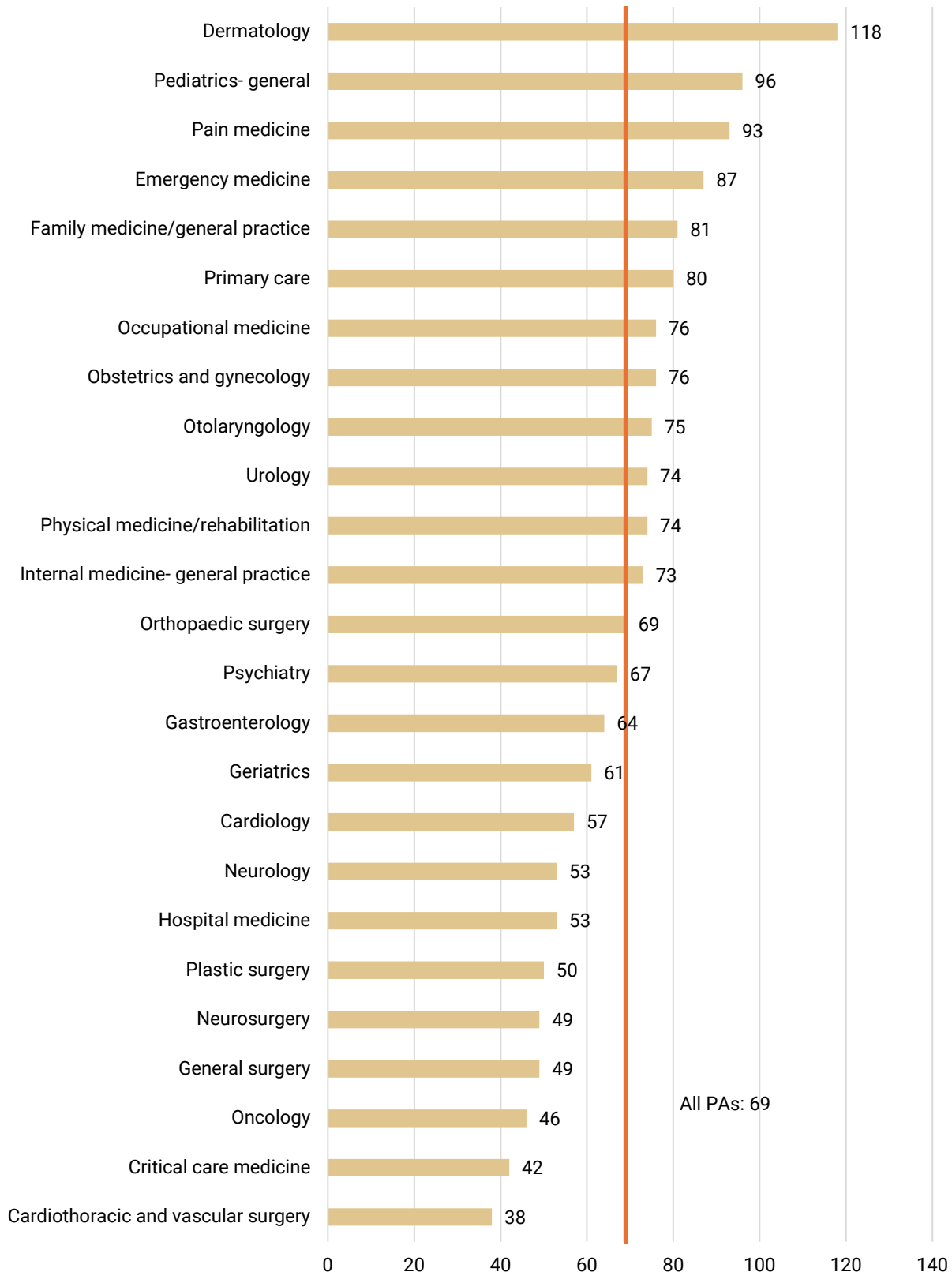


Patients Seen per Week by Specialty (working 40+ hours per week)

Specialty	2023		2019	
	Mean	Median	Mean	Median
Primary care	80	75	83	80
Cardiology	57	50	60	50
Cardiothoracic and vascular surgery	38	30	40	34
Critical care medicine	42	30	44	45
Dermatology	118	115	119	115
Emergency medicine	87	80	88	80
Family medicine/general practice	81	80	84	80
Gastroenterology	64	60	63	60
General surgery	49	45	52	50
Geriatrics	61	50	61	60
Hospital medicine	53	50	55	50
Internal medicine- general practice	73	70	75	70
Neurology	53	50	53	50
Neurosurgery	49	42	50	45
Obstetrics and gynecology	76	75	79	76
Occupational medicine	76	75	82	80
Oncology	46	40	49	45
Orthopaedic surgery	69	60	70	60
Otolaryngology	75	75	76	75
Pain medicine	93	90	96	100
Pediatrics- general	96	90	104	100
Physical medicine/rehabilitation	74	70	78	75
Plastic surgery	50	50	53	50
Psychiatry	67	60	68	60
Urology	74	70	74	70

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

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

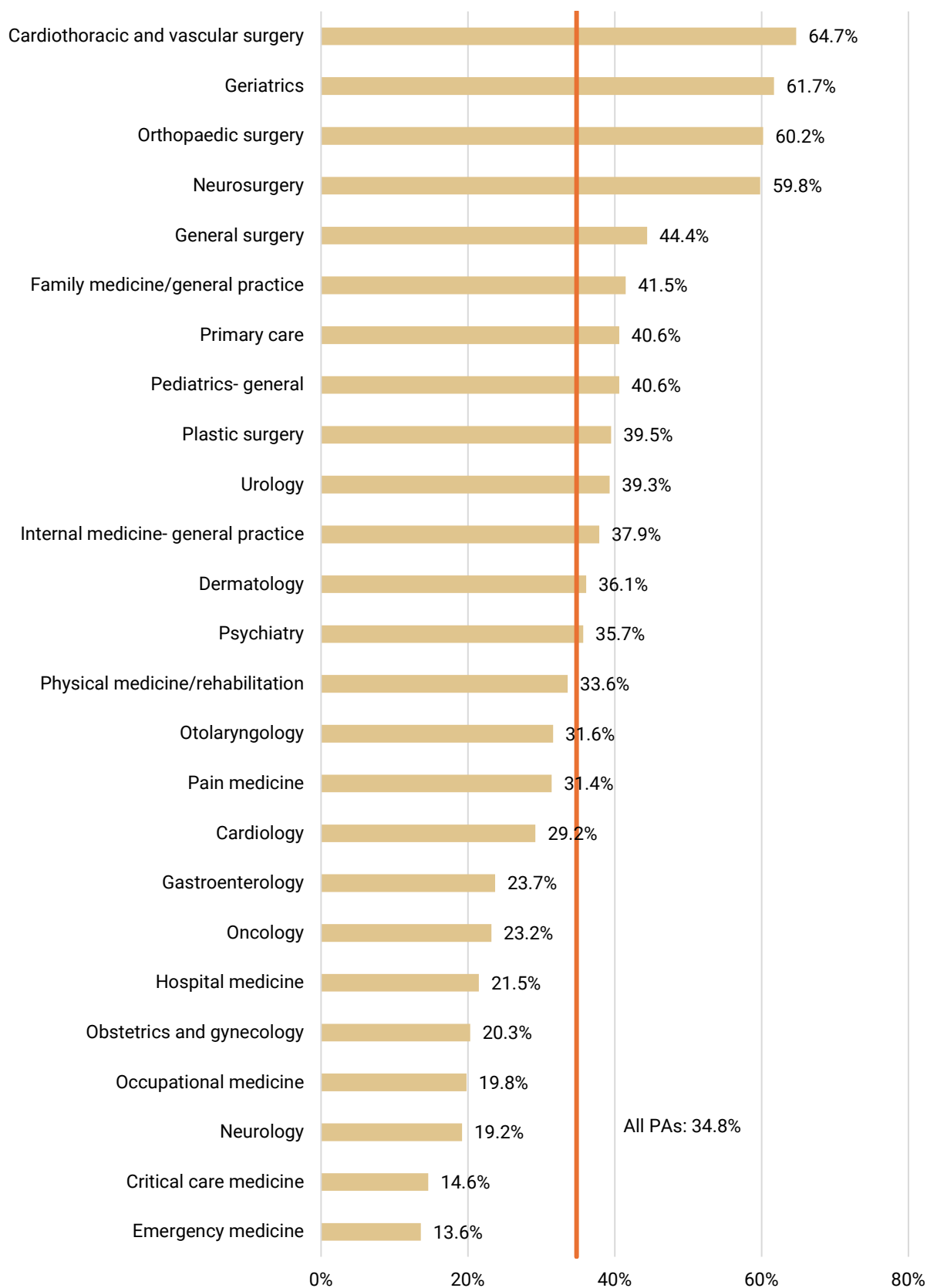


Weekly On-Call Time by Specialty

Specialty	None (I do not take calls)		5 or fewer hours/week		6-10 hours/week		More than 10 hours/week	
	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	59.3%	61.6%	25.4%	22.4%	5.9%	5.8%	9.3%	10.2%
Cardiology	70.8%	68.9%	15.8%	15.8%	5.7%	6.2%	7.7%	9.2%
Cardiothoracic and vascular surgery	35.3%	32.4%	9.7%	9.4%	9.9%	10.0%	45.1%	48.2%
Critical care medicine	85.4%	83.4%	5.2%	4.9%	2.2%	2.6%	7.2%	9.2%
Dermatology	63.9%	63.8%	30.4%	29.2%	2.0%	2.3%	3.7%	4.7%
Emergency medicine	86.4%	88.6%	8.8%	6.7%	1.9%	1.9%	2.9%	2.7%
Family medicine/general practice	58.6%	60.8%	26.7%	23.7%	5.7%	5.7%	9.1%	9.8%
Gastroenterology	76.3%	73.9%	13.9%	13.8%	4.1%	5.0%	5.7%	7.3%
General surgery	55.5%	53.2%	14.4%	14.2%	9.2%	10.2%	20.8%	22.4%
Geriatrics	38.3%	35.4%	27.1%	27.3%	11.8%	13.4%	22.8%	23.8%
Hospital medicine	78.5%	76.5%	7.9%	8.0%	3.5%	4.5%	10.1%	11.0%
Internal medicine- general practice	62.1%	64.9%	21.6%	19.3%	6.5%	5.7%	9.8%	10.1%
Neurology	80.7%	80.2%	10.5%	11.2%	3.5%	3.5%	5.2%	5.0%
Neurosurgery	40.2%	36.6%	15.1%	15.8%	12.9%	12.0%	31.8%	35.6%
Obstetrics and gynecology	79.7%	80.3%	9.8%	7.9%	2.3%	2.4%	8.2%	9.4%
Occupational medicine	80.2%	81.4%	10.8%	9.1%	2.9%	2.7%	6.1%	6.8%
Oncology	76.8%	74.5%	14.5%	14.7%	4.0%	4.3%	4.7%	6.6%
Orthopaedic surgery	39.8%	37.0%	27.7%	26.5%	13.4%	14.4%	19.1%	22.1%
Otolaryngology	68.4%	69.7%	18.0%	15.0%	4.4%	5.1%	9.2%	10.2%
Pain medicine	68.6%	64.7%	24.5%	26.1%	2.7%	2.9%	4.2%	6.3%
Pediatrics- general	59.4%	62.0%	22.4%	17.1%	7.2%	7.5%	11.0%	13.4%
Physical medicine/rehabilitation	66.5%	65.5%	20.8%	21.7%	5.2%	5.3%	7.6%	7.6%
Plastic surgery	60.4%	59.4%	21.4%	21.2%	6.2%	6.7%	11.9%	12.7%
Psychiatry	64.3%	62.2%	22.5%	22.3%	4.1%	5.5%	9.1%	10.0%
Urology	60.8%	60.3%	16.0%	15.7%	8.8%	9.3%	14.5%	14.7%

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

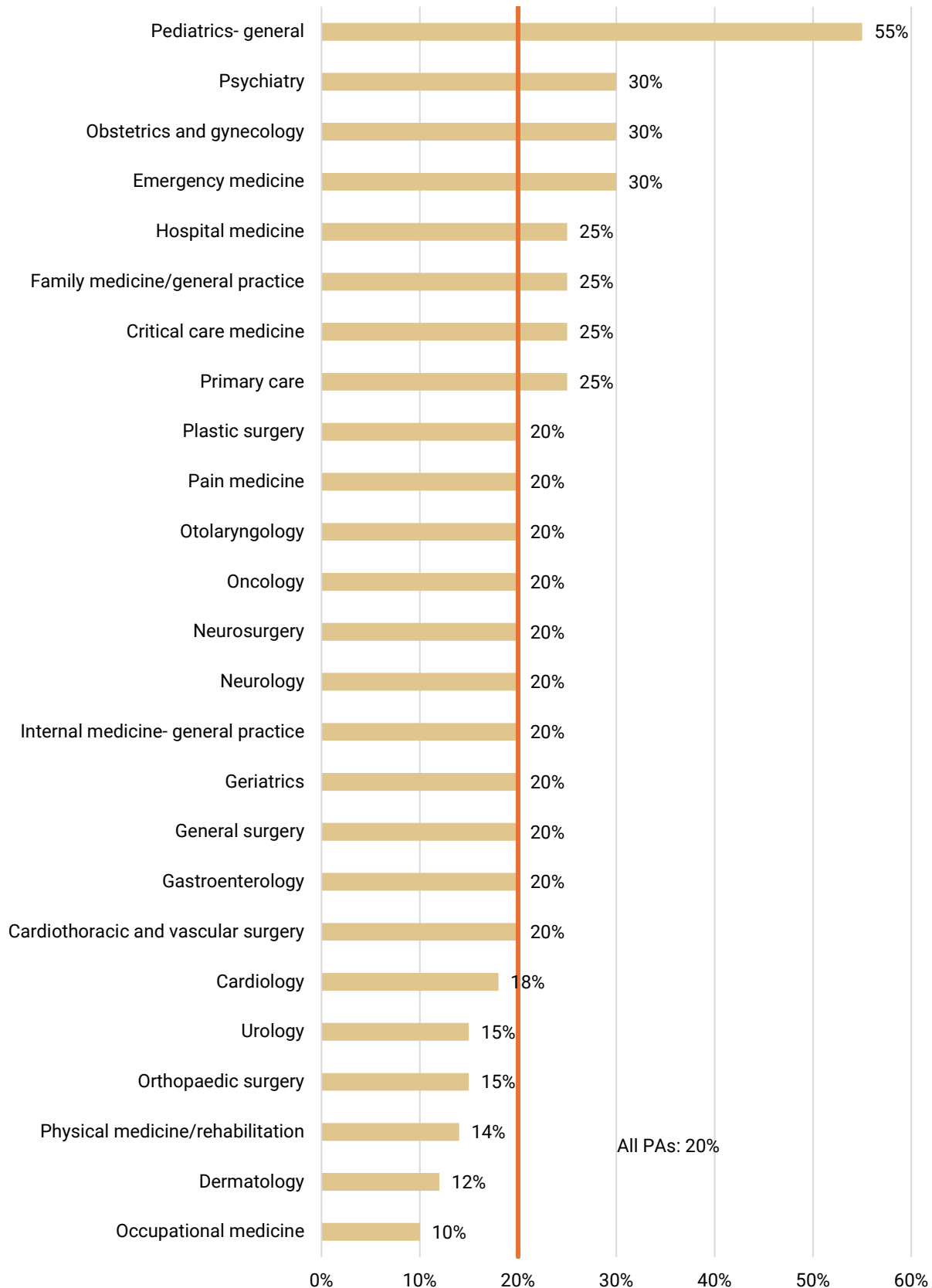


Payer Mix by Specialty (Median Percent)

Specialty	Private insurance		Medicaid		Medicare		Tricare/CHAMPUS/VA		Workers compensation		Uncompensated care		Self-pay and sliding-fee schedule	
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	40%	40%	25%	25%	25%	25%	5%	5%	3%	5%	4%	5%	5%	5%
Cardiology	30%	30%	18%	15%	50%	50%	5%	5%	2%	3%	5%	5%	5%	5%
Cardiothoracic and vascular surgery	30%	30%	20%	20%	40%	45%	5%	5%	2%	5%	10%	10%	5%	5%
Critical care medicine	30%	30%	25%	20%	30%	33%	5%	6%	5%	5%	10%	10%	10%	10%
Dermatology	50%	50%	12%	15%	30%	30%	5%	5%	1%	2%	1%	5%	5%	5%
Emergency medicine	25%	25%	30%	30%	25%	25%	5%	5%	5%	5%	10%	15%	10%	10%
Family medicine/general practice	40%	40%	25%	25%	25%	25%	5%	5%	3%	5%	4%	5%	5%	5%
Gastroenterology	40%	40%	20%	20%	30%	30%	5%	5%	1%	5%	5%	5%	5%	5%
General surgery	35%	35%	20%	20%	30%	30%	5%	5%	5%	5%	8%	10%	5%	5%
Geriatrics	15%	15%	20%	20%	70%	70%	5%	5%	2%	5%	5%	5%	5%	5%
Hospital medicine	25%	25%	25%	25%	40%	40%	5%	5%	2%	5%	10%	10%	5%	10%
Internal medicine- general practice	40%	40%	20%	20%	35%	35%	5%	5%	2%	3%	5%	5%	5%	5%
Neurology	40%	38%	20%	20%	30%	30%	5%	5%	5%	5%	5%	7%	5%	5%
Neurosurgery	30%	30%	20%	20%	30%	30%	5%	5%	5%	6%	5%	6%	5%	5%
Obstetrics and gynecology	50%	50%	30%	30%	10%	10%	5%	5%	0%	5%	2%	5%	5%	5%
Occupational medicine	15%	15%	10%	10%	10%	10%	10%	30%	85%	85%	10%	25%	9%	10%
Oncology	40%	40%	20%	20%	40%	40%	5%	5%	1%	5%	5%	5%	5%	5%
Orthopaedic surgery	40%	40%	15%	15%	30%	30%	5%	5%	10%	10%	5%	5%	5%	5%
Otolaryngology	44%	44%	20%	20%	30%	29%	5%	5%	2%	4%	3%	5%	5%	5%
Pain medicine	30%	30%	20%	20%	33%	30%	5%	5%	5%	6%	1%	5%	5%	5%
Pediatrics- general	35%	35%	55%	59%	20%	30%	5%	5%	0%	5%	2%	5%	5%	5%
Physical medicine/rehabilitation	30%	30%	14%	15%	40%	40%	5%	5%	5%	10%	5%	5%	5%	5%
Plastic surgery	37%	40%	20%	20%	20%	20%	5%	5%	5%	5%	5%	5%	25%	25%
Psychiatry	35%	30%	30%	35%	20%	20%	5%	5%	1%	3%	5%	10%	5%	5%
Urology	35%	35%	15%	15%	40%	40%	5%	5%	1%	3%	4%	5%	5%	5%

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

Median Percent of Medicaid Patients Seen by Specialty



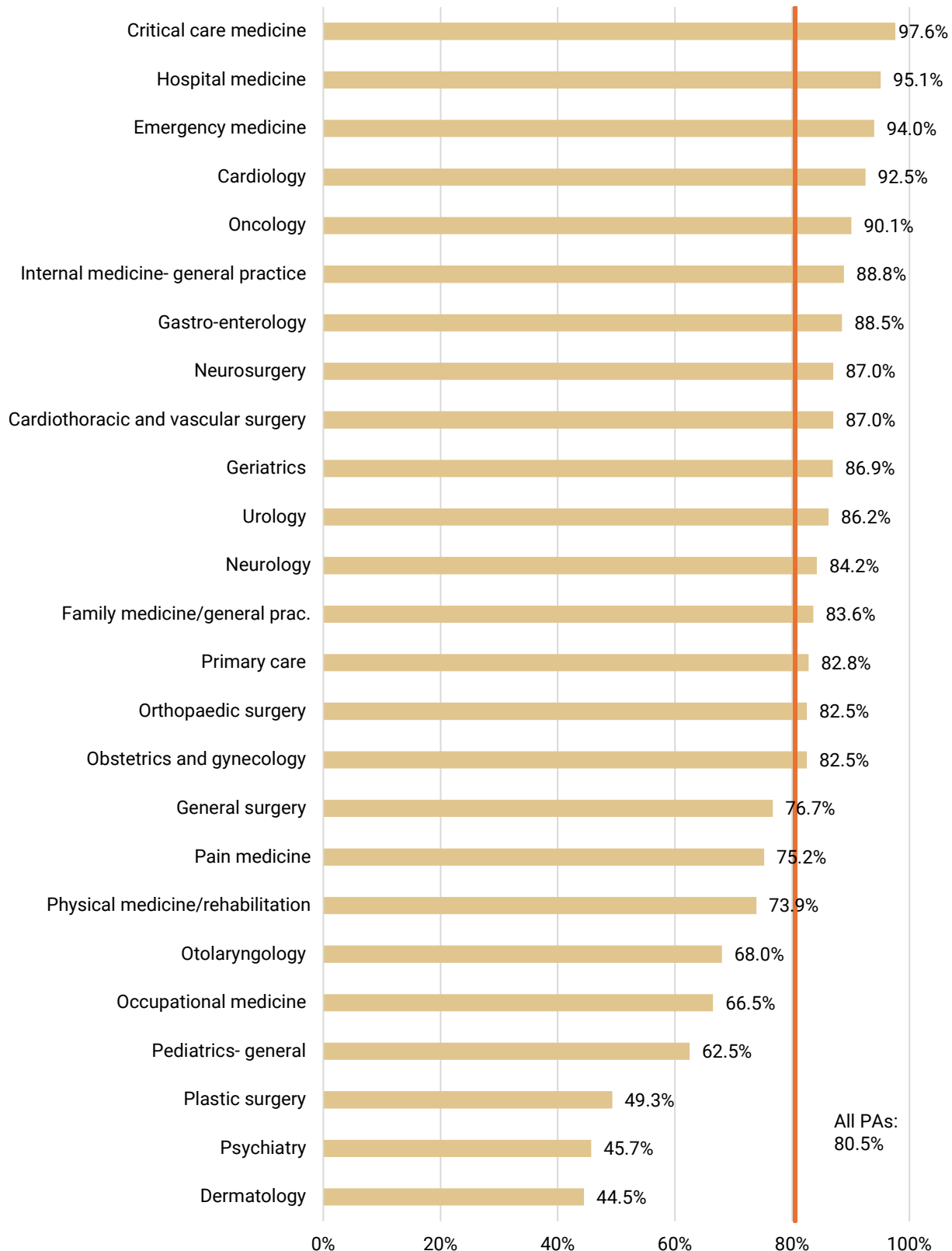
Note: The percentages reflect the distribution within the specialty.

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	
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019
Primary care	87.3%	87.4%	73.8%	72.0%	92.9%	91.7%	82.8%	83.0%	78.5%	78.0%	26.8%	27.6%	86.2%	84.9%	58.0%	55.9%	58.3%	55.7%
Cardiology	72.3%	68.7%	82.3%	81.4%	93.5%	92.8%	92.5%	91.9%	35.8%	35.6%	13.2%	13.2%	87.4%	85.6%	56.9%	54.5%	36.2%	33.4%
Cardiothoracic and vascular surgery	68.7%	68.4%	58.0%	57.2%	80.9%	78.6%	87.0%	85.8%	19.0%	17.1%	65.1%	66.5%	73.8%	71.6%	59.3%	57.8%	36.2%	35.3%
Critical care medicine	96.1%	95.4%	66.9%	64.6%	93.3%	91.9%	97.6%	98.5%	20.5%	20.2%	56.9%	54.8%	76.2%	73.1%	66.3%	64.9%	40.8%	41.0%
Dermatology	77.4%	75.0%	70.1%	65.9%	89.7%	88.1%	44.5%	44.2%	56.7%	56.7%	67.2%	66.3%	89.7%	89.0%	40.4%	38.5%	25.6%	24.2%
Emergency medicine	96.9%	96.6%	37.6%	35.0%	97.4%	97.0%	94.0%	94.4%	22.4%	20.3%	39.6%	38.5%	83.6%	82.0%	43.3%	40.7%	50.0%	49.0%
Family medicine/ general prac.	87.2%	87.5%	74.3%	72.3%	92.7%	91.4%	83.6%	83.2%	78.2%	77.4%	28.4%	29.2%	85.7%	84.1%	57.2%	55.2%	58.0%	55.1%
Gastro-enterology	72.0%	69.2%	79.1%	77.6%	96.6%	96.5%	88.5%	88.3%	54.7%	54.3%	10.1%	8.8%	88.8%	86.5%	54.8%	51.0%	36.9%	31.2%
General surgery	67.1%	64.2%	34.5%	32.0%	80.3%	78.2%	76.7%	75.8%	18.5%	16.4%	52.4%	52.5%	70.3%	65.7%	54.0%	50.4%	31.7%	29.4%
Geriatrics	83.2%	83.5%	88.4%	89.1%	94.9%	93.7%	86.9%	90.7%	68.4%	67.4%	20.1%	18.8%	86.4%	82.8%	73.7%	73.4%	63.8%	61.4%
Hospital medicine	92.9%	92.0%	75.8%	77.0%	94.1%	94.6%	95.1%	95.5%	24.5%	25.8%	11.2%	10.3%	82.2%	80.1%	71.4%	70.1%	52.1%	50.9%
Internal medicine-general practice	84.3%	83.6%	83.1%	82.0%	92.4%	91.4%	88.8%	89.7%	77.2%	76.6%	23.4%	24.0%	85.1%	84.1%	63.5%	60.4%	64.6%	62.6%
Neurology	60.1%	55.5%	78.7%	79.8%	95.0%	94.0%	84.2%	86.0%	26.4%	24.8%	17.7%	17.0%	89.1%	88.8%	61.1%	59.5%	48.1%	44.5%
Neurosurgery	67.6%	63.8%	48.7%	47.3%	90.7%	89.0%	87.0%	85.0%	15.4%	14.3%	39.7%	39.5%	78.6%	77.5%	59.1%	56.4%	45.6%	42.0%
Obstetrics and gynecology	78.3%	75.1%	45.9%	41.7%	95.0%	94.6%	82.5%	82.1%	73.7%	74.6%	39.1%	37.9%	89.3%	88.9%	50.4%	47.4%	38.1%	35.6%
Occupational medicine	69.7%	69.9%	24.8%	23.2%	90.8%	88.9%	66.5%	63.5%	36.2%	34.0%	20.1%	18.3%	66.6%	62.9%	38.8%	36.1%	34.9%	30.2%
Oncology	70.1%	67.5%	72.6%	70.4%	93.6%	92.8%	90.1%	89.2%	32.8%	32.5%	14.3%	15.9%	89.2%	87.1%	75.7%	73.0%	54.2%	50.7%
Orthopaedic surgery	66.3%	63.7%	47.9%	45.8%	86.3%	84.1%	82.5%	81.0%	14.8%	13.8%	44.9%	44.1%	76.3%	74.1%	46.5%	44.0%	29.8%	26.3%
Otolaryngology	74.4%	72.9%	67.6%	63.8%	93.4%	92.2%	68.0%	68.2%	24.6%	22.5%	39.9%	37.1%	85.1%	81.8%	46.2%	44.4%	32.7%	28.1%
Pain medicine	42.7%	38.5%	81.2%	84.4%	89.1%	89.6%	75.2%	74.4%	20.5%	20.0%	27.6%	25.2%	80.9%	81.2%	49.3%	50.1%	46.1%	45.3%
Pediatrics-general	94.5%	95.5%	48.4%	45.6%	96.7%	95.8%	62.5%	64.7%	84.1%	86.8%	19.7%	20.8%	93.7%	93.9%	53.3%	51.4%	46.0%	44.9%
Physical medicine/ rehabilitation	58.6%	54.5%	70.9%	72.6%	92.2%	92.1%	73.9%	73.1%	17.6%	17.5%	27.6%	25.2%	80.9%	77.2%	55.4%	57.6%	41.8%	41.8%
Plastic surgery	45.5%	41.3%	24.4%	20.8%	75.1%	71.6%	49.3%	46.7%	12.4%	11.9%	67.6%	66.7%	75.4%	71.5%	50.1%	47.0%	26.2%	24.9%
Psychiatry	66.1%	62.3%	84.8%	83.7%	68.5%	61.6%	45.7%	48.8%	22.4%	23.8%	7.1%	6.3%	88.9%	86.1%	58.7%	57.8%	38.1%	37.0%
Urology	71.9%	67.0%	75.1%	70.8%	91.1%	90.7%	86.2%	86.0%	46.9%	43.7%	25.1%	24.4%	82.4%	79.8%	48.2%	46.3%	28.8%	25.8%

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

Order, Perform, and Interpret Lab Tests, X-Rays, EKGs, and other Diagnostic Studies by Specialty



Note: The percentages reflect the distribution within the specialty.

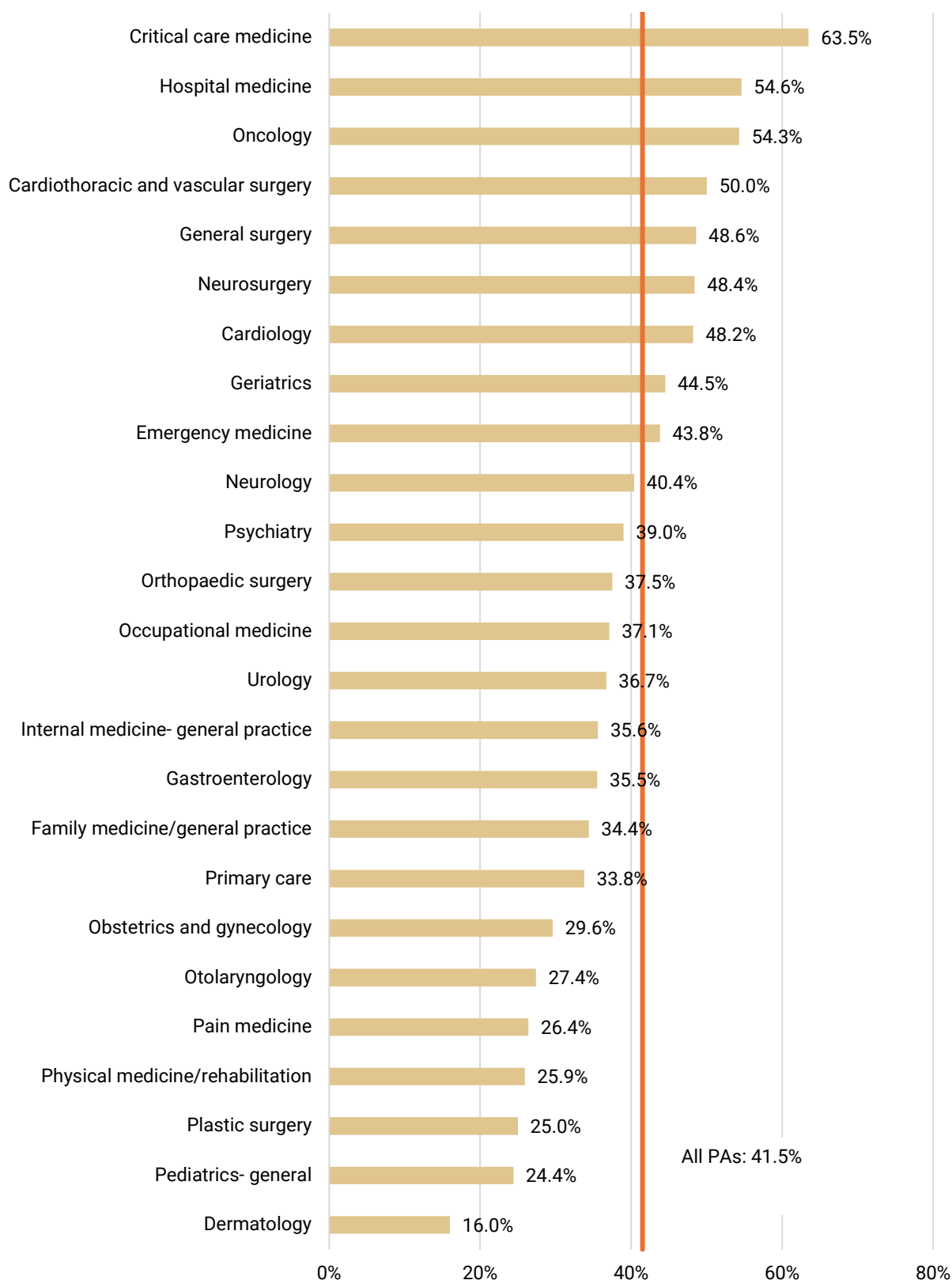
Supply and Demand by Specialty

Specialty	Primary place of employment is recruiting/ hiring PAs	Number of Months Positions Have Remained Unfilled*					
		1 month	2 months	3 months	4 months	5 months	6 or more months
Primary care	33.8%	30.8%	13.5%	17.9%	4.3%	1.8%	31.6%
Cardiology	48.2%	34.4%	17.8%	20.6%	4.8%	2.0%	20.4%
Cardiothoracic and vascular surgery	50.0%	25.4%	11.9%	17.6%	5.1%	2.3%	37.7%
Critical care medicine	63.5%	28.4%	15.6%	16.3%	4.1%	1.8%	33.7%
Dermatology	16.0%	51.6%	13.3%	14.1%	2.3%	1.6%	17.2%
Emergency medicine	43.8%	37.2%	15.1%	17.0%	4.5%	1.8%	24.4%
Family medicine/general practice	34.4%	30.6%	13.3%	17.8%	4.4%	1.8%	32.2%
Gastroenterology	35.5%	39.5%	15.8%	16.5%	4.1%	3.4%	20.7%
General surgery	48.6%	32.1%	15.7%	18.1%	5.6%	2.8%	25.6%
Geriatrics	44.5%	36.3%	10.7%	22.5%	6.3%	0.9%	23.3%
Hospital medicine	54.6%	35.5%	16.3%	18.1%	5.1%	2.1%	23.0%
Internal medicine- general practice	35.6%	30.3%	14.6%	19.0%	4.2%	1.9%	30.1%
Neurology	40.4%	28.4%	17.7%	21.2%	3.5%	2.6%	26.6%
Neurosurgery	48.4%	31.3%	16.7%	18.4%	5.8%	2.1%	25.8%
Obstetrics and gynecology	29.6%	39.0%	17.3%	14.9%	6.0%	0.3%	22.5%
Occupational medicine	37.1%	29.0%	15.7%	21.3%	4.6%	1.9%	27.5%
Oncology	54.3%	39.0%	18.6%	19.4%	3.5%	2.1%	17.4%
Orthopaedic surgery	37.5%	39.4%	19.0%	18.1%	4.2%	1.8%	17.5%
Otolaryngology	27.4%	36.6%	15.7%	15.0%	5.6%	1.6%	25.5%
Pain medicine	26.4%	40.3%	18.2%	16.0%	3.8%	0.9%	20.8%
Pediatrics- general	24.4%	35.9%	13.2%	15.9%	4.0%	1.3%	29.7%
Physical medicine/rehabilitation	25.9%	49.7%	16.8%	12.6%	2.1%	0.7%	18.2%
Plastic surgery	25.0%	39.9%	22.0%	15.5%	3.7%	2.0%	16.9%
Psychiatry	39.0%	36.5%	13.3%	15.7%	3.8%	1.9%	28.8%
Urology	36.7%	32.9%	17.1%	18.4%	3.6%	2.4%	25.6%

Note: PAs were asked if their principal 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 Hiring/Recruiting PAs by Specialty



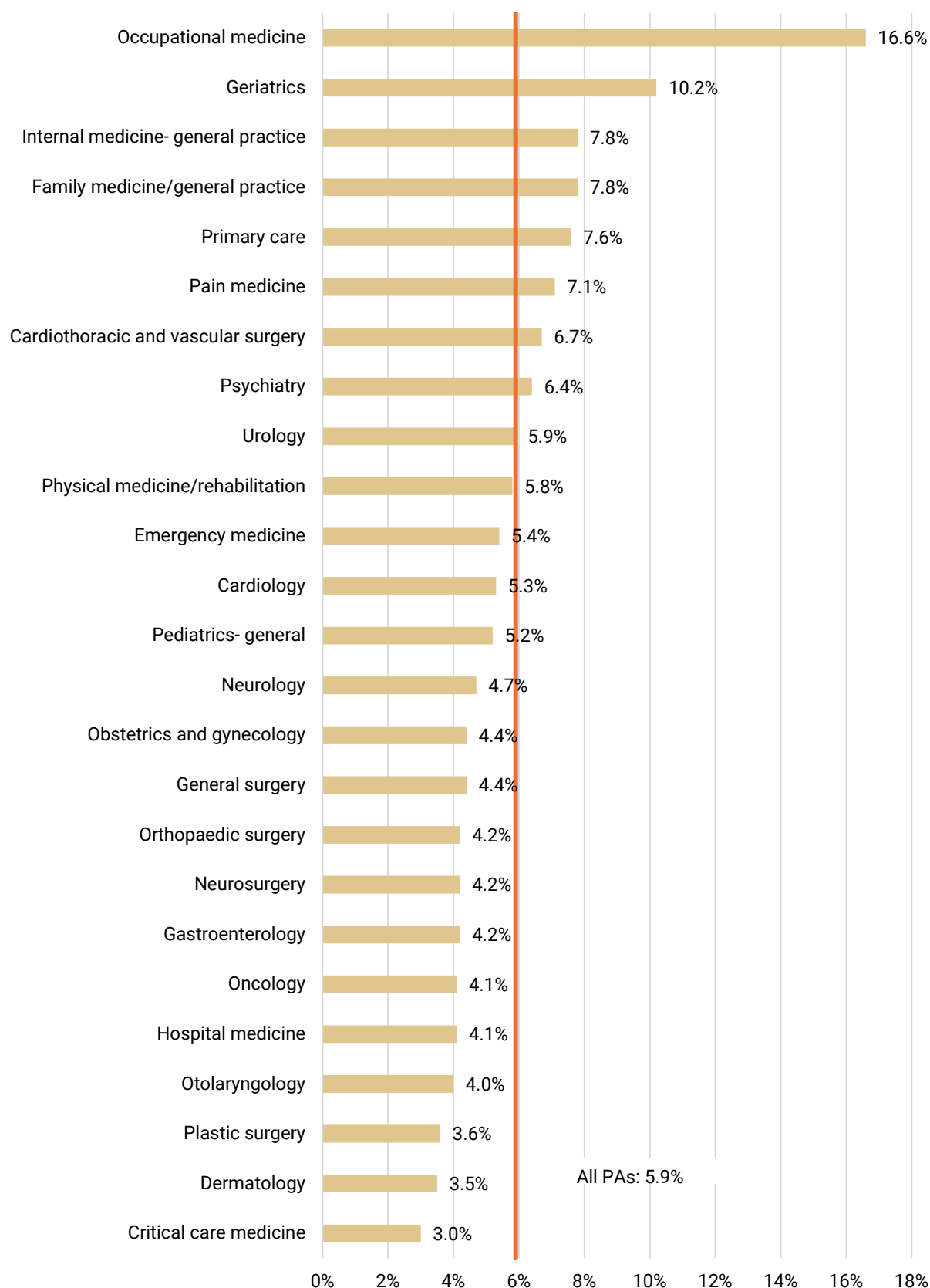
Note: The percentages reflect the distribution within the specialty.

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		
	2023	2019	% change 2019-2023	2023	2019	% change 2019-2023
Primary care	10.1%	5.9%	4.2%	7.6%	7.7%	-0.1%
Cardiology	8.4%	4.1%	4.3%	5.3%	6.4%	-1.1%
Cardiothoracic and vascular surgery	10.2%	4.6%	5.6%	6.7%	6.9%	-0.2%
Critical care medicine	10.2%	4.8%	5.4%	3.0%	2.9%	-0.1%
Dermatology	5.9%	3.2%	2.7%	3.5%	3.5%	0.0%
Emergency medicine	9.8%	5.5%	4.3%	5.4%	5.1%	0.3%
Family medicine/general practice	10.3%	6.1%	4.2%	7.8%	7.8%	0.0%
Gastroenterology	8.8%	4.9%	3.9%	4.2%	4.5%	-0.3%
General surgery	8.0%	5.3%	2.7%	4.4%	4.8%	-0.4%
Geriatrics	10.6%	6.0%	4.6%	10.2%	10.8%	-0.6%
Hospital medicine	11.0%	6.2%	4.8%	4.1%	4.4%	-0.3%
Internal medicine- general practice	10.0%	6.1%	3.9%	7.8%	8.1%	-0.3%
Neurology	9.7%	5.5%	4.2%	4.7%	5.8%	-1.1%
Neurosurgery	9.6%	5.2%	4.4%	4.2%	3.9%	0.3%
Obstetrics and gynecology	7.9%	3.5%	4.4%	4.4%	5.1%	-0.7%
Occupational medicine	12.8%	7.4%	5.4%	16.6%	16.0%	0.6%
Oncology	8.2%	3.8%	4.4%	4.1%	4.5%	-0.4%
Orthopaedic surgery	7.0%	4.3%	2.7%	4.2%	4.3%	-0.1%
Otolaryngology	7.1%	4.1%	3.0%	4.0%	3.7%	0.3%
Pain medicine	10.6%	6.7%	3.9%	7.1%	6.4%	0.7%
Pediatrics- general	8.5%	3.5%	5.0%	5.2%	5.5%	-0.3%
Physical medicine/rehabilitation	10.0%	5.7%	4.3%	5.8%	6.9%	-1.1%
Plastic surgery	8.8%	4.4%	4.4%	3.6%	4.0%	-0.4%
Psychiatry	10.2%	6.2%	4.0%	6.4%	7.8%	-1.4%
Urology	9.3%	3.7%	5.6%	5.9%	6.8%	-0.9%

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



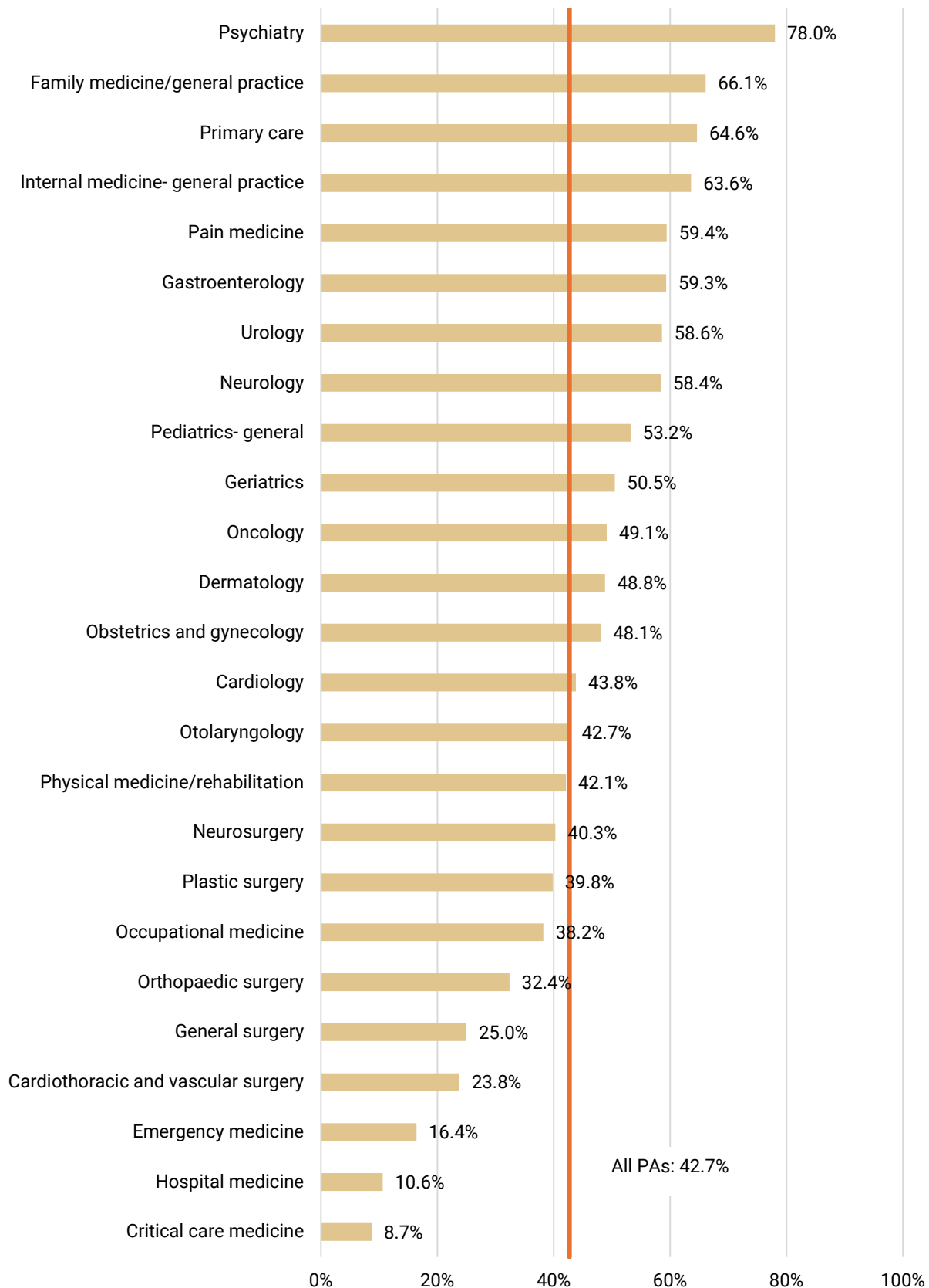
Note: The percentages reflect the distribution within the specialty.

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		
	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	2023	2019	
Primary care	64.6%	10.8%	79.0%	86.6%	14.2%	7.8%	4.3%	2.4%	1.5%	1.6%	1.1%	1.5%	67.9%
Cardiology	43.8%	7.0%	87.2%	80.7%	9.0%	7.7%	2.2%	2.4%	1.2%	4.3%	0.4%	4.8%	75.0%
Cardiothoracic and vascular surgery	23.8%	6.4%	89.8%	83.7%	8.0%	10.1%	1.7%	3.1%	0.2%	0.4%	0.3%	2.6%	63.8%
Critical care medicine	8.7%	10.9%	77.9%	74.2%	11.7%	13.7%	5.4%	3.3%	2.7%	3.8%	2.3%	4.9%	52.2%
Dermatology	48.8%	6.2%	95.1%	86.8%	3.2%	4.5%	0.5%	1.9%	0.6%	3.8%	0.7%	3.0%	54.6%
Emergency medicine	16.4%	12.9%	82.9%	91.3%	10.5%	5.4%	3.5%	1.6%	1.6%	1.1%	1.5%	0.6%	40.1%
Family medicine/general practice	66.1%	11.4%	78.5%	88.0%	14.6%	7.3%	4.3%	2.1%	1.6%	1.5%	1.1%	1.1%	68.8%
Gastroenterology	59.3%	6.0%	76.6%	86.1%	13.9%	6.9%	6.6%	5.0%	2.2%	0.0%	0.8%	2.0%	73.5%
General surgery	25.0%	5.8%	84.2%	84.9%	10.2%	9.5%	4.1%	0.0%	0.9%	2.8%	0.5%	2.8%	59.0%
Geriatrics	50.5%	9.5%	77.9%	86.1%	13.2%	8.9%	4.8%	2.5%	1.5%	1.3%	2.5%	1.3%	67.9%
Hospital medicine	10.6%	7.7%	83.7%	83.5%	9.6%	7.2%	4.6%	4.3%	1.0%	1.8%	1.0%	3.2%	52.7%
Internal medicine- general practice	63.6%	10.5%	77.3%	80.9%	15.3%	10.0%	5.0%	3.9%	1.2%	2.0%	1.1%	3.3%	67.0%
Neurology	58.4%	10.5%	71.3%	88.7%	18.3%	9.3%	5.9%	0.0%	2.5%	2.1%	1.9%	0.0%	74.1%
Neurosurgery	40.3%	7.0%	88.1%	82.4%	8.3%	11.9%	2.5%	3.1%	0.8%	1.3%	0.2%	1.3%	68.3%
Obstetrics and gynecology	48.1%	4.6%	89.4%	81.8%	9.2%	10.9%	0.7%	0.0%	0.5%	7.3%	0.1%	0.0%	59.1%
Occupational medicine	38.2%	7.6%	86.4%	88.2%	7.2%	6.4%	4.2%	2.7%	0.7%	0.9%	1.5%	1.8%	55.5%
Oncology	49.1%	5.6%	86.3%	86.0%	9.7%	10.5%	3.2%	2.3%	0.5%	0.0%	0.2%	1.2%	77.5%
Orthopaedic surgery	32.4%	6.4%	93.4%	86.6%	4.8%	7.2%	1.4%	3.5%	0.3%	1.4%	0.2%	1.4%	62.4%
Otolaryngology	42.7%	5.9%	92.7%	84.7%	6.1%	8.5%	0.9%	1.7%	0.2%	1.7%	0.2%	3.4%	61.2%
Pain medicine	59.4%	4.4%	75.0%	85.7%	13.9%	6.3%	6.6%	7.9%	3.4%	0.0%	1.1%	0.0%	53.9%
Pediatrics- general	53.2%	5.4%	88.6%	84.9%	7.0%	8.5%	2.2%	0.9%	1.1%	2.8%	1.1%	2.8%	63.0%
Physical medicine/rehabilitation	42.1%	4.8%	79.6%	87.1%	13.7%	6.5%	5.0%	0.0%	1.0%	3.2%	0.7%	3.2%	49.5%
Plastic surgery	39.8%	9.4%	93.2%	89.7%	4.8%	8.0%	1.6%	2.3%	0.4%	0.0%	0.0%	0.0%	59.3%
Psychiatry	78.0%	24.8%	28.9%	68.8%	19.1%	14.1%	21.4%	7.9%	17.2%	4.8%	13.3%	4.3%	70.0%
Urology	58.6%	7.3%	84.0%	85.7%	11.7%	7.8%	2.8%	5.2%	0.5%	0.0%	1.0%	1.3%	70.4%

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

Participates in Telemedicine by Specialty



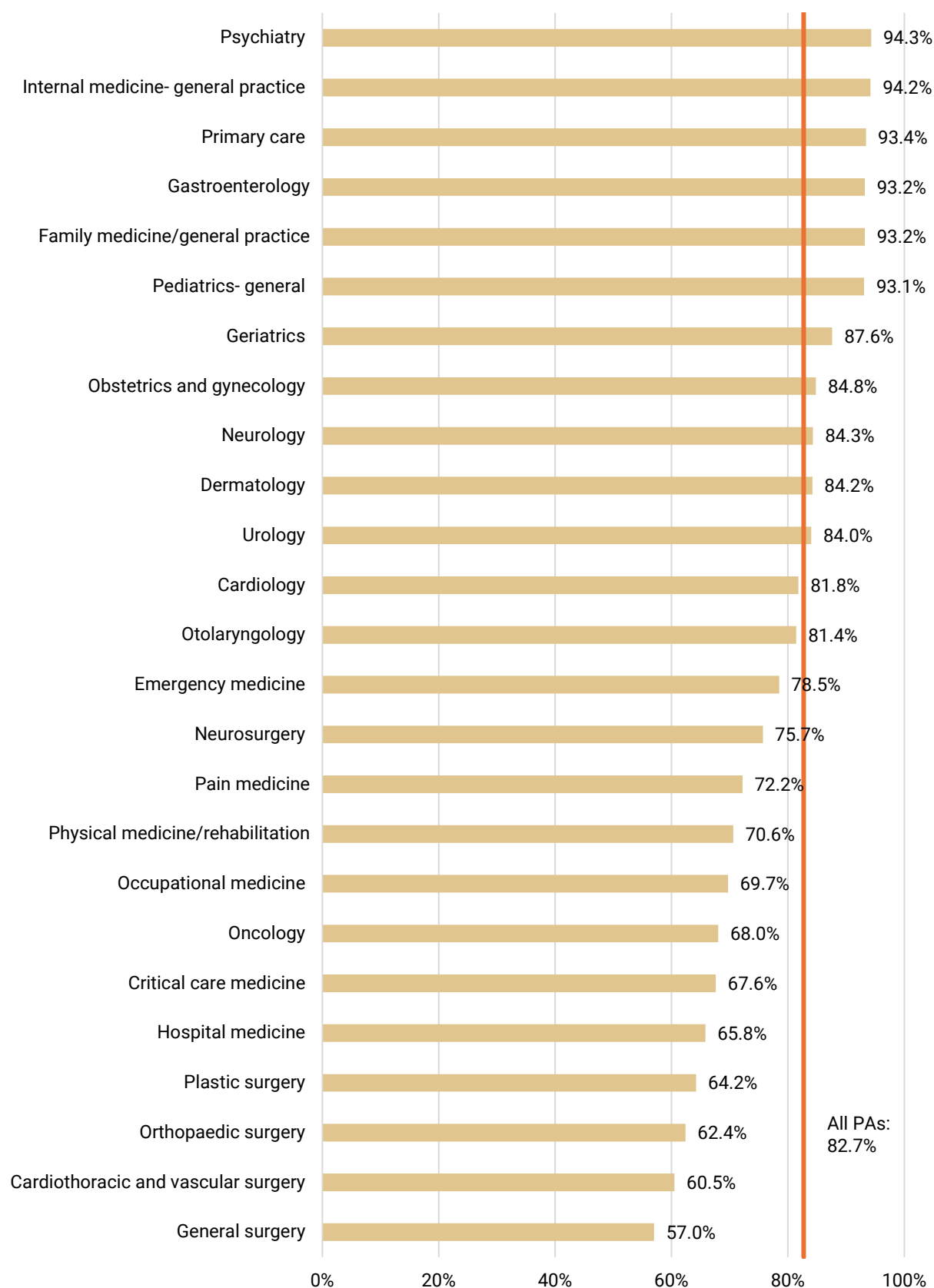
Note: The percentages reflect the distribution within the specialty.

Functions and Modalities of Telemedicine by Specialty

Specialty	Functions of Telemedicine				Modalities of Telemedicine		
	Follow-up with patients	Diagnosing or treating patients	Managing patients with chronic disease	Collaborating with another provider	Video-conferencing	Remote patient monitoring	Storing and forwarding data
Primary care	92.0%	93.4%	81.8%	29.9%	92.5%	20.0%	8.7%
Cardiology	97.0%	81.8%	89.9%	34.8%	90.9%	44.4%	10.1%
Cardiothoracic and vascular surgery	95.1%	60.5%	51.0%	33.5%	87.2%	20.1%	9.6%
Critical care medicine	50.9%	67.6%	35.6%	64.0%	80.6%	44.1%	12.2%
Dermatology	94.6%	84.2%	74.6%	20.8%	95.2%	11.2%	10.2%
Emergency medicine	47.1%	78.5%	26.3%	40.0%	88.8%	15.2%	10.5%
Family medicine/ general practice	91.9%	93.2%	82.2%	30.2%	91.8%	20.1%	9.0%
Gastroenterology	97.1%	93.2%	92.9%	31.5%	95.1%	13.4%	5.7%
General surgery	95.1%	57.0%	37.9%	29.5%	86.8%	19.5%	9.3%
Geriatrics	88.7%	87.6%	85.5%	45.0%	94.5%	21.6%	8.2%
Hospital medicine	60.8%	65.8%	46.3%	52.7%	82.5%	31.5%	11.0%
Internal medicine- general practice	93.9%	94.2%	88.2%	31.2%	95.0%	22.4%	8.3%
Neurology	96.0%	84.3%	88.1%	35.4%	96.3%	14.5%	6.8%
Neurosurgery	97.3%	75.7%	50.4%	35.6%	90.6%	18.5%	8.6%
Obstetrics and gynecology	96.7%	84.8%	56.9%	25.0%	89.9%	18.9%	5.2%
Occupational medicine	88.1%	69.7%	25.6%	29.3%	86.0%	16.8%	11.2%
Oncology	96.8%	68.0%	79.3%	33.6%	95.1%	16.6%	4.7%
Orthopaedic surgery	97.0%	62.4%	36.6%	24.9%	90.0%	16.4%	7.0%
Otolaryngology	98.1%	81.4%	67.0%	26.2%	92.5%	14.5%	6.1%
Pain medicine	98.3%	72.2%	83.5%	32.1%	90.4%	20.0%	6.7%
Pediatrics- general	88.4%	93.1%	60.3%	22.5%	93.9%	11.4%	5.4%
Physical medicine/ rehabilitation	95.3%	70.6%	67.9%	31.8%	94.0%	13.7%	5.7%
Plastic surgery	96.1%	64.2%	25.3%	29.6%	93.9%	16.9%	7.3%
Psychiatry	97.4%	94.3%	86.5%	58.0%	97.8%	19.7%	9.9%
Urology	96.1%	84.0%	82.5%	31.1%	94.2%	13.1%	7.6%

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

Diagnoses or Treats Patients through Telemedicine by Specialty



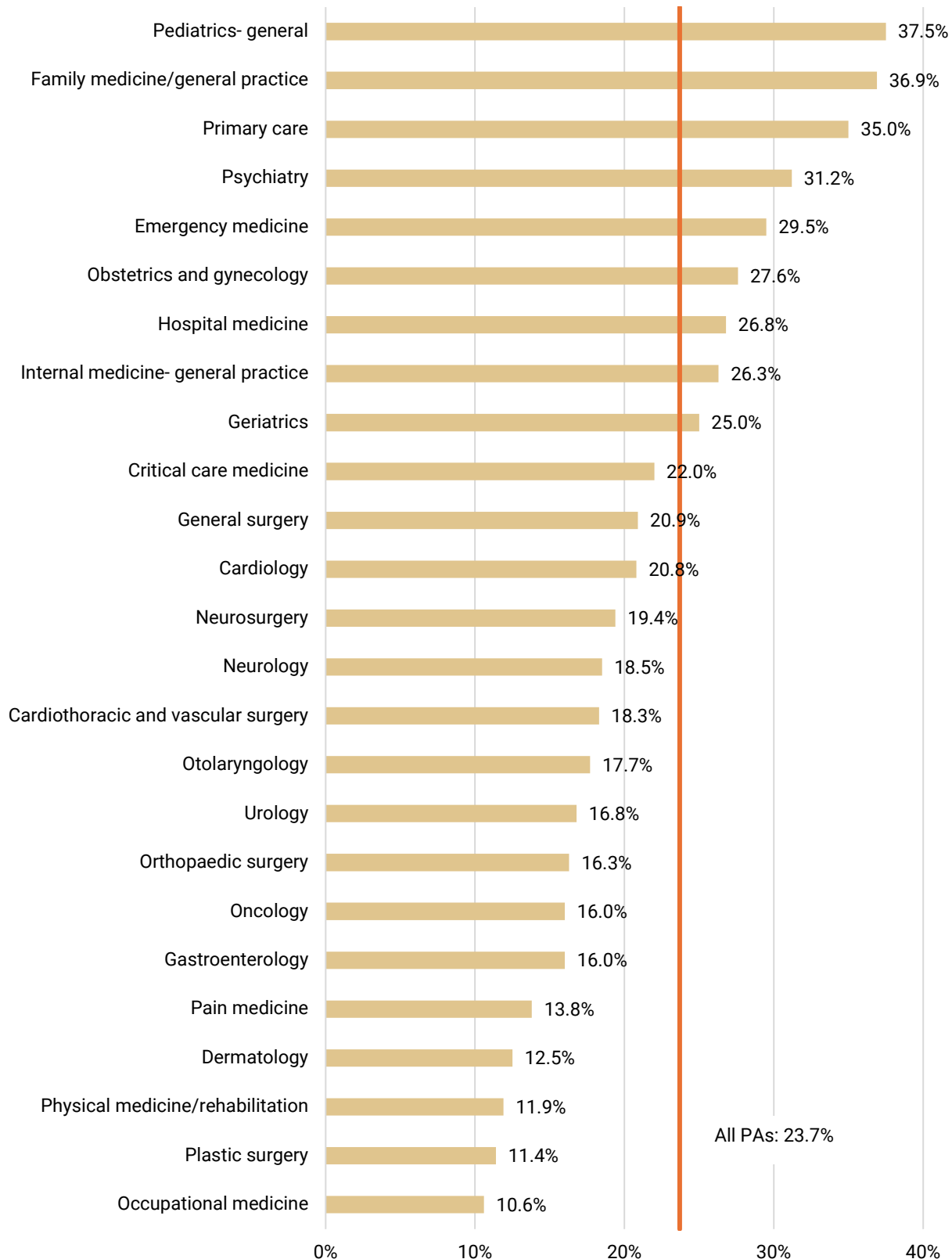
Note: The percentages reflect the distribution within the specialty.

Providing Care to Patients in Designated HPSAs or MUAs by Specialty

Specialty	Yes	No	Not Sure
Primary care	35.0%	44.9%	20.0%
Cardiology	20.8%	50.5%	28.7%
Cardiothoracic and vascular surgery	18.3%	50.9%	30.8%
Critical care medicine	22.0%	42.1%	36.0%
Dermatology	12.5%	64.5%	23.0%
Emergency medicine	29.5%	38.3%	32.2%
Family medicine/general practice	36.9%	44.1%	19.0%
Gastroenterology	16.0%	55.4%	28.6%
General surgery	20.9%	49.8%	29.3%
Geriatrics	25.0%	49.3%	25.7%
Hospital medicine	26.8%	40.8%	32.4%
Internal medicine- general practice	26.3%	51.2%	22.5%
Neurology	18.5%	52.7%	28.8%
Neurosurgery	19.4%	49.0%	31.5%
Obstetrics and gynecology	27.6%	45.8%	26.6%
Occupational medicine	10.6%	71.0%	18.4%
Oncology	16.0%	53.7%	30.3%
Orthopaedic surgery	16.3%	57.0%	26.7%
Otolaryngology	17.7%	54.7%	27.6%
Pain medicine	13.8%	60.2%	26.1%
Pediatrics- general	37.5%	38.0%	24.5%
Physical medicine/rehabilitation	11.9%	64.9%	23.1%
Plastic surgery	11.4%	67.3%	21.3%
Psychiatry	31.2%	40.6%	28.2%
Urology	16.8%	55.4%	27.8%

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



Note: The percentages reflect the distribution within the specialty.

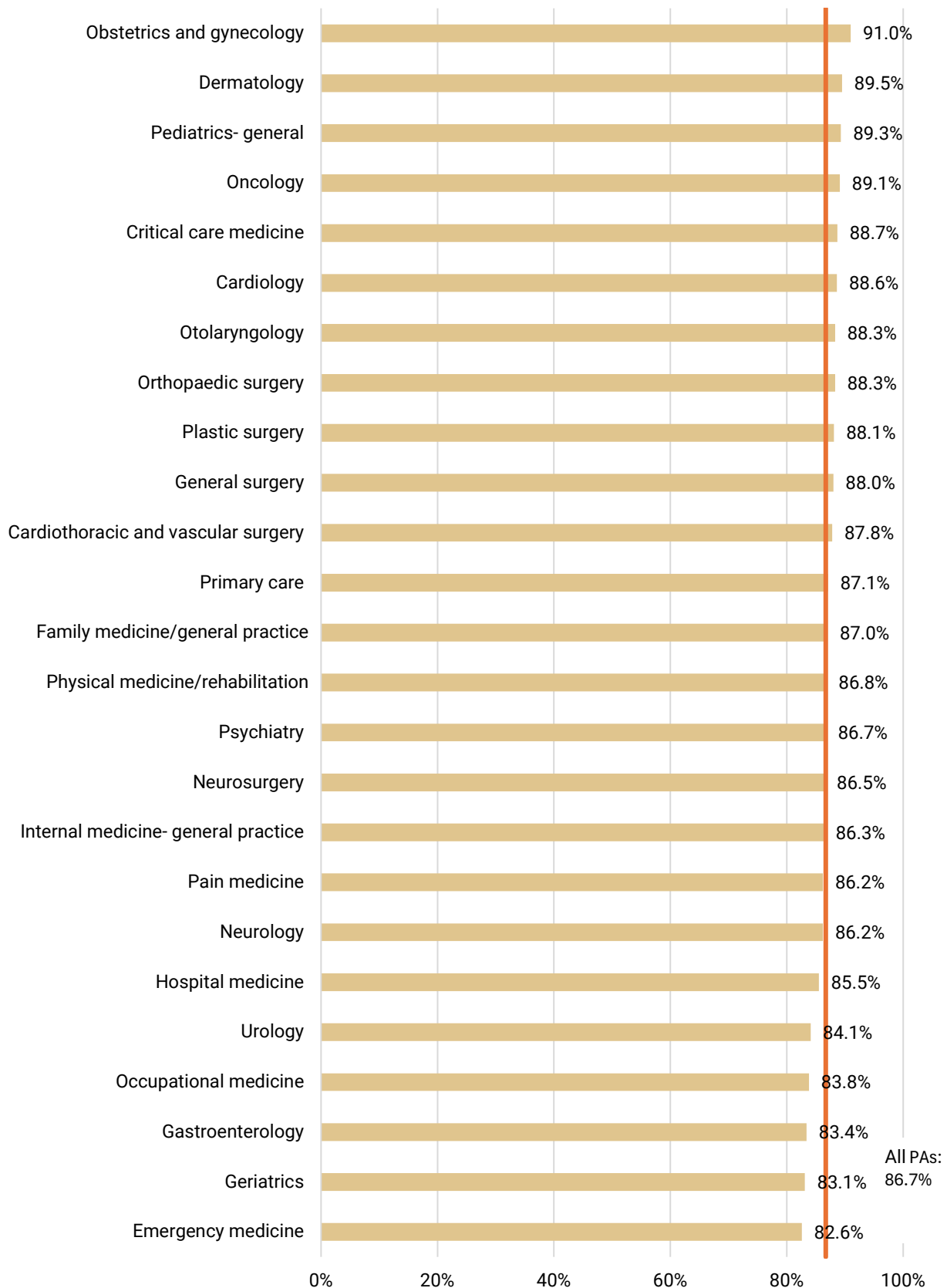
Satisfaction by Specialty

Specialty	Areas of Satisfaction*							
	Present Job	Career as a PA	Number of Hours Worked	Work-life Balance	Income	Benefits	Geographical Location of Principal Position	Employer
Primary care	81.7%	87.1%	75.3%	67.7%	74.8%	72.2%	82.8%	74.6%
Cardiology	84.9%	88.6%	77.5%	72.4%	74.9%	75.8%	84.4%	74.4%
Cardiothoracic and vascular surgery	83.8%	87.8%	72.1%	69.2%	76.4%	76.4%	80.7%	69.7%
Critical care medicine	84.7%	88.7%	81.0%	74.0%	74.6%	74.9%	82.2%	72.8%
Dermatology	86.4%	89.5%	84.7%	80.4%	81.7%	71.4%	84.2%	79.5%
Emergency medicine	77.6%	82.6%	76.0%	67.4%	71.9%	68.9%	78.7%	68.7%
Family medicine/general practice	81.5%	87.0%	75.3%	67.7%	75.1%	73.0%	82.7%	74.4%
Gastroenterology	82.4%	83.4%	75.3%	70.0%	73.3%	74.0%	83.7%	74.2%
General surgery	84.3%	88.0%	79.3%	75.0%	75.5%	77.2%	82.4%	73.6%
Geriatrics	82.9%	83.1%	75.9%	70.1%	75.9%	68.6%	83.8%	76.6%
Hospital medicine	82.0%	85.5%	80.6%	74.1%	74.9%	74.6%	82.0%	72.7%
Internal medicine-general practice	80.9%	86.3%	72.2%	65.6%	73.2%	70.6%	83.5%	74.3%
Neurology	83.2%	86.2%	77.4%	72.9%	73.0%	75.1%	82.8%	76.1%
Neurosurgery	82.9%	86.5%	70.2%	65.5%	73.1%	77.1%	83.2%	71.5%
Obstetrics and gynecology	88.4%	91.0%	83.5%	77.5%	75.1%	72.6%	85.4%	76.2%
Occupational medicine	80.1%	83.8%	79.7%	75.4%	75.5%	69.5%	79.1%	73.6%
Oncology	86.5%	89.1%	79.6%	73.0%	77.2%	80.4%	86.1%	78.0%
Orthopaedic surgery	86.0%	88.3%	76.0%	71.2%	76.2%	77.3%	83.5%	76.1%
Otolaryngology	85.8%	88.3%	80.9%	76.4%	78.2%	76.4%	81.9%	79.5%
Pain medicine	81.3%	86.2%	80.8%	77.2%	77.2%	67.2%	81.3%	76.5%
Pediatrics- general	85.4%	89.3%	81.6%	72.5%	75.2%	68.1%	82.3%	76.9%
Physical medicine/rehabilitation	83.1%	86.8%	79.3%	75.2%	74.3%	67.4%	84.1%	77.8%
Plastic surgery	88.0%	88.1%	80.7%	74.9%	73.5%	72.7%	83.0%	78.0%
Psychiatry	85.1%	86.7%	78.9%	73.0%	78.5%	65.6%	81.9%	77.8%
Urology	82.2%	84.1%	74.7%	70.0%	72.8%	74.7%	82.4%	73.2%

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

* Satisfied includes responses of Completely Satisfied, Mostly Satisfied, and Somewhat Satisfied.

Satisfied with Career as a PA



Note: The percentages reflect the distribution within the specialty.

Burnout^{1,2} by Specialty

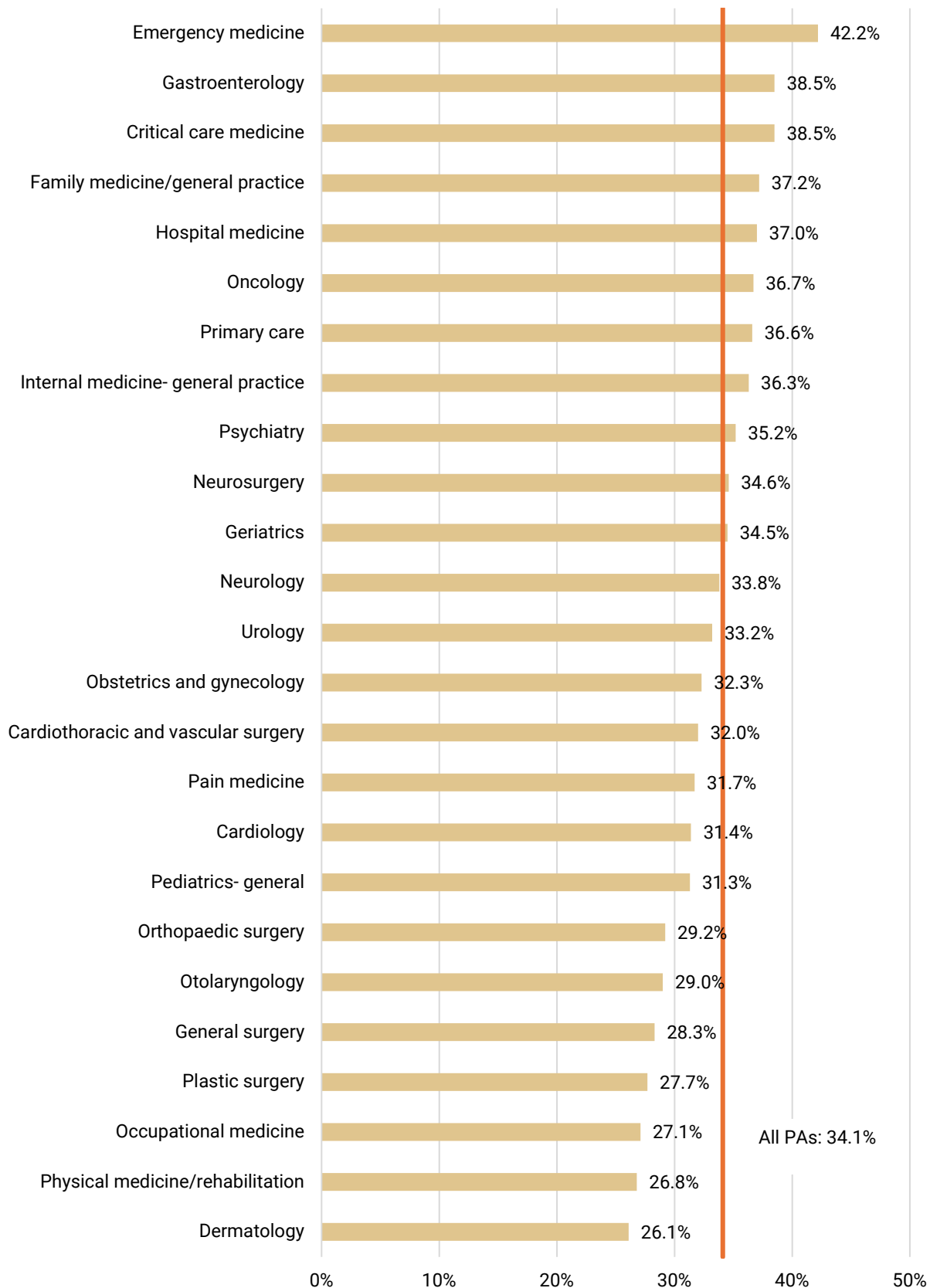
Specialty	No symptoms of burnout	One or more symptoms of burnout
Primary care	63.4%	36.6%
Cardiology	68.6%	31.4%
Cardiothoracic and vascular surgery	68.0%	32.0%
Critical care medicine	61.5%	38.5%
Dermatology	73.9%	26.1%
Emergency medicine	57.8%	42.2%
Family medicine/general practice	62.8%	37.2%
Gastroenterology	61.5%	38.5%
General surgery	71.7%	28.3%
Geriatrics	65.5%	34.5%
Hospital medicine	63.0%	37.0%
Internal medicine- general practice	63.7%	36.3%
Neurology	66.2%	33.8%
Neurosurgery	65.4%	34.6%
Obstetrics and gynecology	67.7%	32.3%
Occupational medicine	72.9%	27.1%
Oncology	63.3%	36.7%
Orthopaedic surgery	70.8%	29.2%
Otolaryngology	71.0%	29.0%
Pain medicine	68.3%	31.7%
Pediatrics- general	68.7%	31.3%
Physical medicine/rehabilitation	73.2%	26.8%
Plastic surgery	72.3%	27.7%
Psychiatry	64.8%	35.2%
Urology	66.8%	33.2%

Note: PAs were asked to rate their level of burnout based on their own definition of burnout. Burnout was measured with a 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 SD, Nelson KM, Helfrich CD. Using a single item to measure burnout in primary care staff: a psychometric evaluation. *Journal of General Internal Medicine*. 2015 May 1; 30(5):582-7.

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



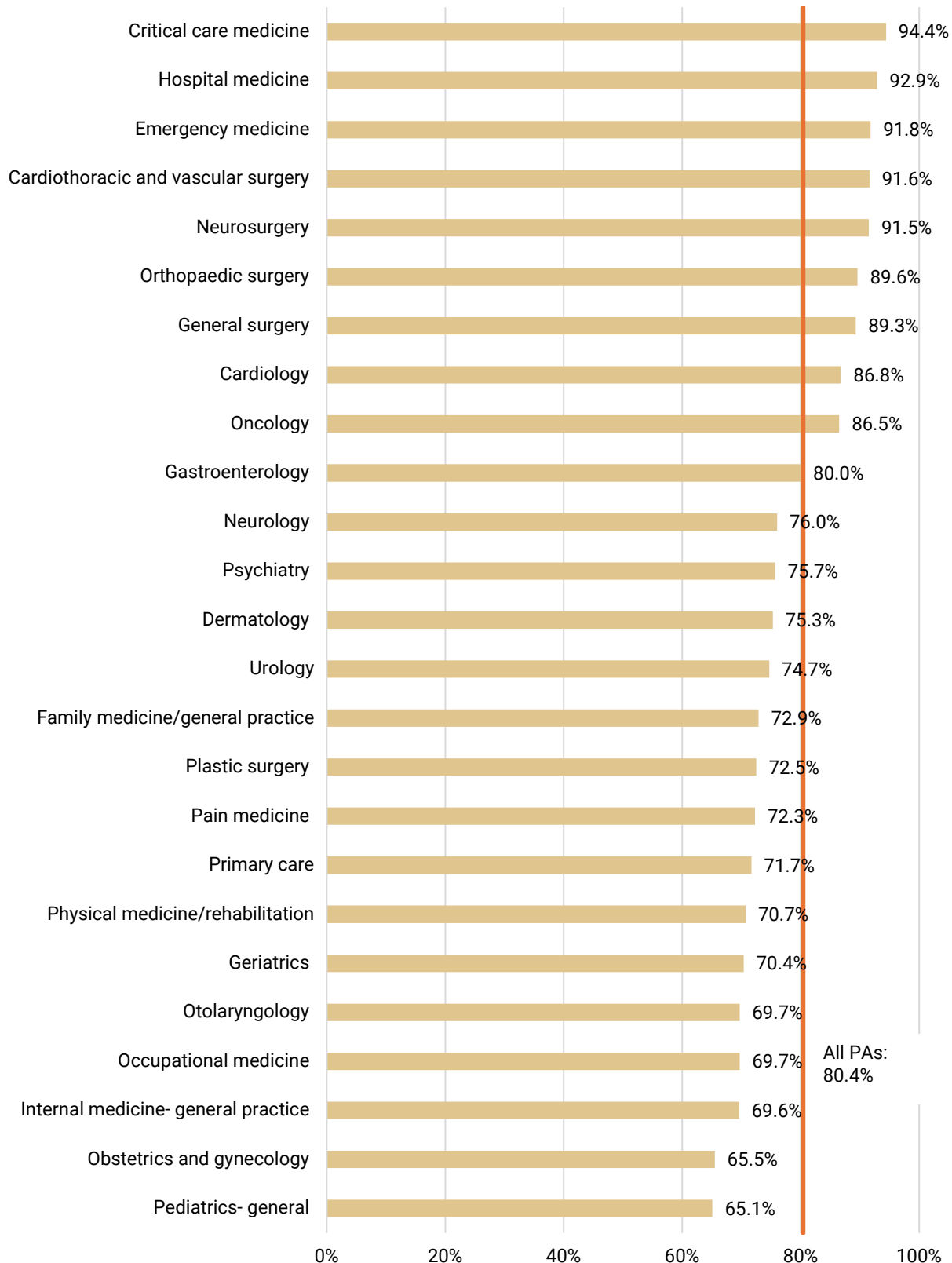
Note: The percentages reflect the distribution within the specialty.

Working with Other Health Professionals by Specialty

Specialty	Solo practitioner with an off-site physician	Physician(s)	Other PAs	Advanced practice nurses	Registered nurses	Other levels of nurses (LPN, CNA)	Mental health providers (social workers, psychologists, etc.)	Dentist or hygienist	Pharmacist	Radiology technician	Physical therapist	Occupational therapist	Speech therapist
Primary care	6.2%	92.0%	71.7%	68.7%	53.7%	37.3%	37.9%	11.1%	29.2%	22.0%	11.6%	6.0%	3.7%
Cardiology	1.1%	98.6%	86.8%	86.8%	82.5%	41.1%	37.0%	2.9%	53.4%	36.2%	24.6%	21.6%	17.7%
Cardiothoracic and vascular surgery	0.9%	98.1%	91.6%	83.9%	85.3%	37.1%	48.1%	7.9%	63.5%	49.4%	38.6%	35.9%	31.9%
Critical care medicine	1.1%	98.0%	94.4%	92.5%	92.5%	42.8%	72.0%	5.9%	87.0%	65.9%	60.2%	58.5%	57.4%
Dermatology	5.4%	94.7%	75.3%	41.6%	32.9%	24.3%	2.4%	0.5%	5.6%	3.1%	0.6%	0.4%	0.3%
Emergency medicine	5.2%	95.6%	91.8%	80.9%	86.4%	37.6%	69.0%	7.7%	68.9%	67.3%	17.7%	10.9%	6.4%
Family medicine/general practice	7.9%	90.8%	72.9%	68.7%	53.2%	37.6%	38.4%	12.2%	29.5%	23.6%	11.7%	5.4%	2.7%
Gastroenterology	0.9%	98.9%	80.0%	73.5%	69.8%	38.9%	22.1%	1.5%	31.9%	17.9%	11.1%	9.2%	14.3%
General surgery	0.6%	98.2%	89.3%	76.9%	85.4%	45.3%	52.9%	4.2%	63.4%	49.9%	40.1%	36.2%	31.3%
Geriatrics	9.5%	91.8%	70.4%	78.3%	70.9%	48.1%	61.0%	11.6%	46.7%	16.2%	37.6%	35.5%	33.1%
Hospital medicine	1.0%	98.2%	92.9%	90.3%	90.5%	54.0%	76.9%	7.1%	84.2%	60.7%	58.5%	56.4%	54.8%
Internal medicine-general practice	5.0%	95.1%	69.6%	68.2%	56.6%	36.0%	39.4%	8.9%	34.8%	21.0%	14.0%	9.5%	7.5%
Neurology	1.3%	98.6%	76.0%	73.3%	68.7%	43.6%	46.7%	1.8%	40.0%	28.0%	31.2%	27.7%	26.6%
Neurosurgery	0.8%	98.5%	91.5%	80.5%	80.1%	41.9%	45.3%	3.2%	53.2%	52.3%	42.4%	38.8%	35.0%
Obstetrics and gynecology	1.9%	97.6%	65.5%	77.9%	67.8%	38.3%	32.5%	3.2%	23.2%	22.9%	7.7%	2.8%	1.3%
Occupational medicine	16.9%	82.2%	69.7%	60.0%	45.2%	31.5%	18.1%	4.4%	14.1%	33.9%	27.6%	12.1%	1.2%
Oncology	0.6%	98.3%	86.5%	88.6%	94.0%	43.1%	71.0%	5.9%	79.9%	30.7%	26.4%	23.7%	20.4%
Orthopaedic surgery	1.1%	98.5%	89.6%	61.4%	69.1%	35.4%	22.4%	1.5%	33.1%	58.1%	40.2%	30.3%	5.4%
Otolaryngology	2.0%	98.1%	69.7%	42.4%	51.7%	35.5%	10.2%	4.5%	14.5%	13.1%	10.5%	5.2%	24.1%
Pain medicine	4.2%	96.2%	72.3%	62.6%	44.0%	28.9%	23.8%	1.2%	15.2%	24.2%	19.1%	6.9%	2.4%
Pediatrics-general	4.1%	95.5%	65.1%	69.6%	52.0%	37.2%	30.0%	6.3%	13.4%	9.7%	5.0%	4.4%	4.5%
Physical medicine/rehabilitation	6.9%	94.0%	70.7%	60.6%	54.6%	37.6%	40.4%	1.8%	29.6%	27.6%	45.0%	32.8%	28.3%
Plastic surgery	2.0%	97.9%	72.5%	57.8%	78.6%	38.0%	25.7%	6.9%	31.2%	21.4%	21.1%	19.9%	11.6%
Psychiatry	7.6%	91.0%	75.7%	72.8%	49.7%	33.2%	82.1%	3.3%	31.9%	5.8%	7.9%	8.1%	4.7%
Urology	1.6%	98.2%	74.7%	66.0%	68.4%	44.2%	17.1%	1.4%	24.2%	23.7%	14.3%	7.7%	5.0%

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

Works with Other PAs in Principal Clinical Position by Specialty



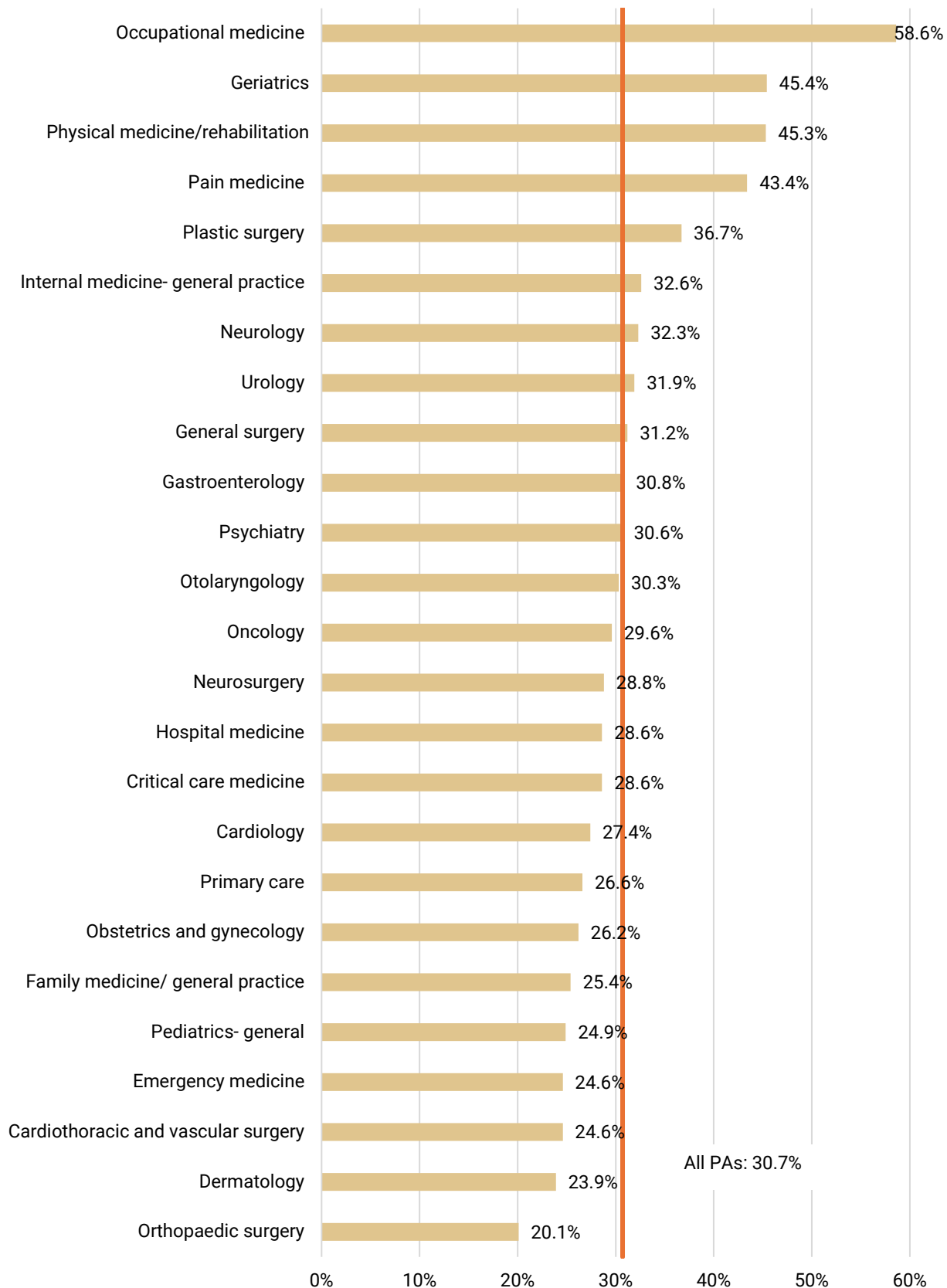
Note: The percentages reflect the distribution within the specialty.

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	54.0%	19.4%	20.0%	5.1%	1.4%	0.1%
Cardiology	46.3%	26.4%	22.2%	4.0%	1.1%	<0.1%
Cardiothoracic and vascular surgery	52.1%	23.4%	19.8%	3.9%	0.8%	0.1%
Critical care medicine	47.1%	24.3%	22.6%	4.9%	1.0%	0.1%
Dermatology	50.2%	26.1%	19.2%	3.7%	0.9%	<0.1%
Emergency medicine	52.9%	22.6%	19.6%	3.9%	1.0%	0.1%
Family medicine/ general practice	56.3%	18.4%	19.2%	4.8%	1.3%	0.1%
Gastroenterology	41.9%	27.4%	23.8%	5.2%	1.7%	0.1%
General surgery	45.8%	23.1%	23.4%	6.0%	1.7%	0.1%
Geriatrics	32.0%	22.7%	30.2%	11.4%	3.4%	0.4%
Hospital medicine	52.2%	19.2%	21.5%	5.7%	1.3%	<0.1%
Internal medicine- general practice	45.3%	22.2%	23.6%	6.9%	2.0%	0.1%
Neurology	42.2%	25.5%	23.4%	7.3%	1.4%	0.2%
Neurosurgery	50.5%	20.7%	23.4%	4.2%	1.2%	0.0%
Obstetrics and gynecology	50.0%	23.9%	20.0%	5.2%	0.9%	0.1%
Occupational medicine	19.2%	22.1%	36.6%	17.0%	4.8%	0.2%
Oncology	44.8%	25.6%	21.8%	6.7%	1.1%	0.0%
Orthopaedic surgery	60.3%	19.7%	16.2%	3.2%	0.6%	<0.1%
Otolaryngology	42.4%	27.4%	24.0%	4.5%	1.8%	0.0%
Pain medicine	29.8%	26.9%	29.7%	10.9%	2.7%	0.1%
Pediatrics- general	52.5%	22.6%	20.4%	3.8%	0.6%	0.1%
Physical medicine/ rehabilitation	31.6%	23.1%	32.9%	9.5%	2.9%	0.0%
Plastic surgery	33.9%	29.5%	27.9%	7.4%	1.4%	0.0%
Psychiatry	45.6%	23.8%	21.1%	7.2%	2.2%	0.1%
Urology	46.0%	22.0%	22.8%	7.4%	1.7%	0.0%

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

Changed Specialties Two or More Times by Specialty



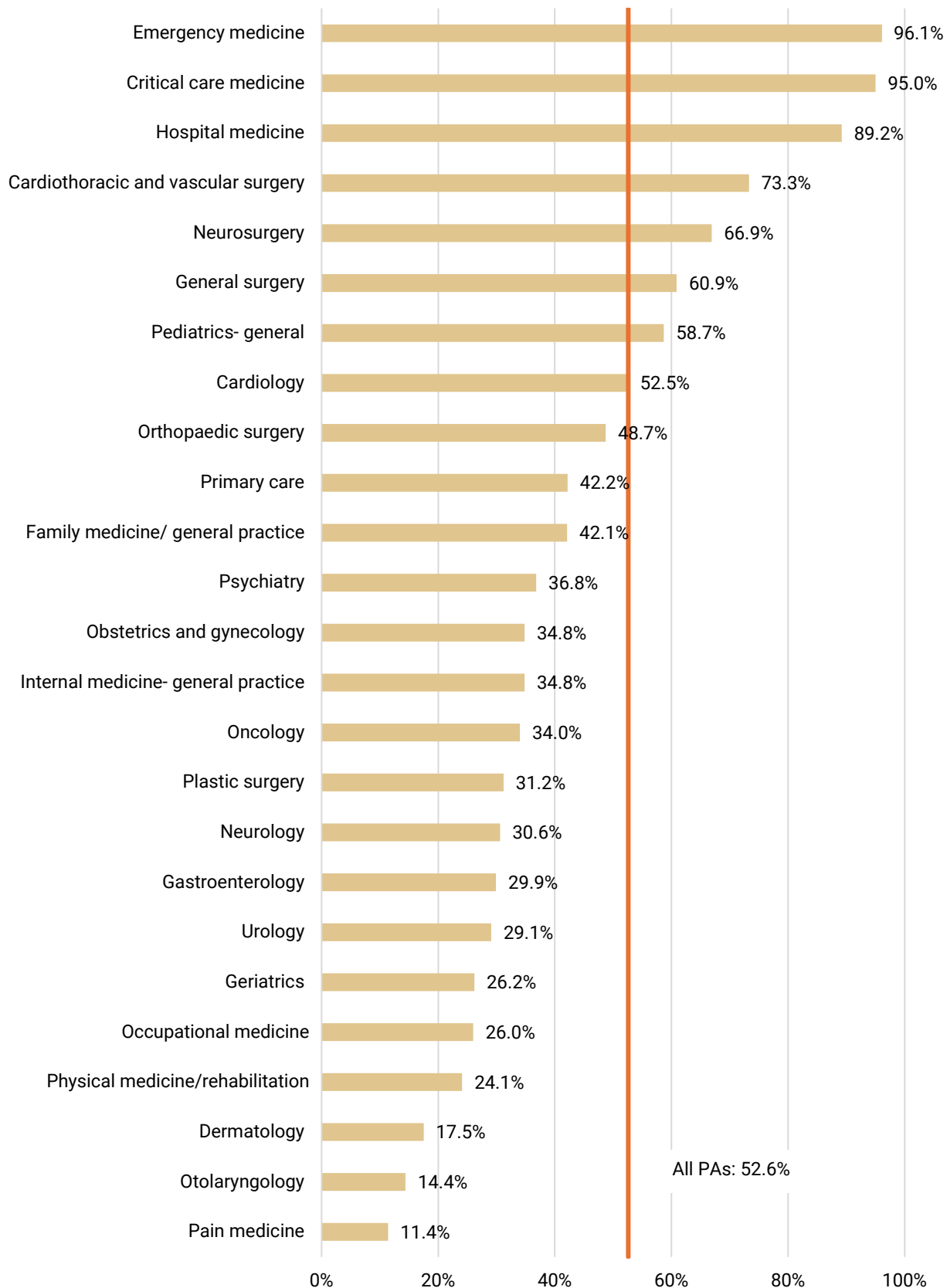
Note: The percentages reflect the distribution within the specialty.

Employment Type and Work Weekends/Evenings by Specialty

Specialty	Employment Type				Patients on Weekends and/or Evenings
	Employee	Independent Contractor	Full or Part Owner	Other	
Primary care	91.5%	3.5%	3.6%	1.3%	42.2%
Cardiology	97.0%	0.9%	1.6%	0.4%	52.5%
Cardiothoracic and vascular surgery	94.3%	3.0%	1.6%	1.1%	73.3%
Critical care medicine	94.0%	3.7%	1.7%	0.6%	95.0%
Dermatology	93.3%	1.9%	4.1%	0.7%	17.5%
Emergency medicine	90.7%	5.8%	2.8%	0.7%	96.1%
Family medicine/ general practice	91.4%	3.5%	3.7%	1.4%	42.1%
Gastroenterology	97.1%	0.8%	1.3%	0.9%	29.9%
General surgery	96.9%	1.2%	1.5%	0.5%	60.9%
Geriatrics	86.6%	8.5%	3.8%	1.2%	26.2%
Hospital medicine	95.2%	2.5%	1.8%	0.5%	89.2%
Internal medicine- general practice	91.0%	4.2%	3.6%	1.2%	34.8%
Neurology	96.6%	1.9%	1.1%	0.5%	30.6%
Neurosurgery	96.5%	1.8%	1.0%	0.7%	66.9%
Obstetrics and gynecology	96.9%	0.9%	2.0%	0.1%	34.8%
Occupational medicine	89.9%	5.9%	2.8%	1.4%	26.0%
Oncology	97.7%	0.7%	1.2%	0.5%	34.0%
Orthopaedic surgery	97.1%	1.1%	1.3%	0.6%	48.7%
Otolaryngology	97.5%	0.8%	1.2%	0.5%	14.4%
Pain medicine	93.3%	4.0%	2.1%	0.6%	11.4%
Pediatrics- general	94.1%	2.7%	2.7%	0.5%	58.7%
Physical medicine/ rehabilitation	91.1%	5.7%	2.7%	0.5%	24.1%
Plastic surgery	93.0%	2.7%	3.8%	0.5%	31.2%
Psychiatry	82.1%	12.8%	3.9%	1.2%	36.8%
Urology	97.5%	0.8%	1.2%	0.4%	29.1%

Note: PAs were asked about 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



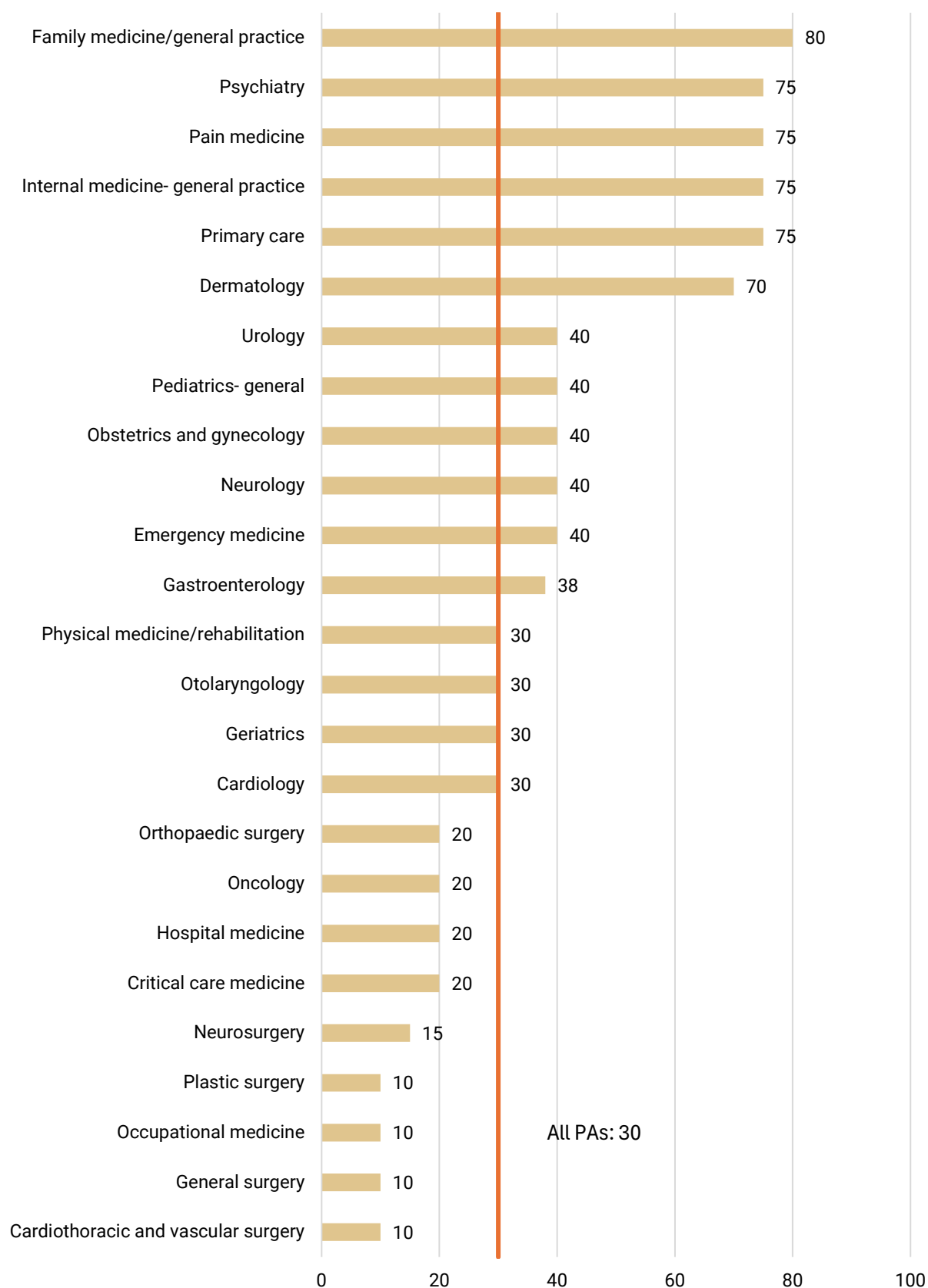
Note: The percentages reflect the distribution within the specialty.

Prescribing by Specialty

Specialty	Prescribe pharmacologic agents for patients	Mean number of prescriptions written per week	Median number of prescriptions written per week
Primary care	97.8%	102	75
Cardiology	95.7%	44	30
Cardiothoracic and vascular surgery	91.9%	22	10
Critical care medicine	80.3%	42	20
Dermatology	96.6%	84	70
Emergency medicine	97.6%	58	40
Family medicine/general practice	98.2%	106	80
Gastroenterology	96.0%	44	38
General surgery	91.4%	22	10
Geriatrics	94.8%	49	30
Hospital medicine	93.2%	40	20
Internal medicine- general practice	96.6%	107	75
Neurology	94.4%	54	40
Neurosurgery	96.4%	23	15
Obstetrics and gynecology	97.5%	47	40
Occupational medicine	85.1%	26	10
Oncology	96.8%	31	20
Orthopaedic surgery	96.5%	27	20
Otolaryngology	97.2%	45	30
Pain medicine	94.6%	99	75
Pediatrics- general	96.9%	53	40
Physical medicine/rehabilitation	92.3%	45	30
Plastic surgery	93.1%	21	10
Psychiatry	98.2%	101	75
Urology	97.4%	50	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

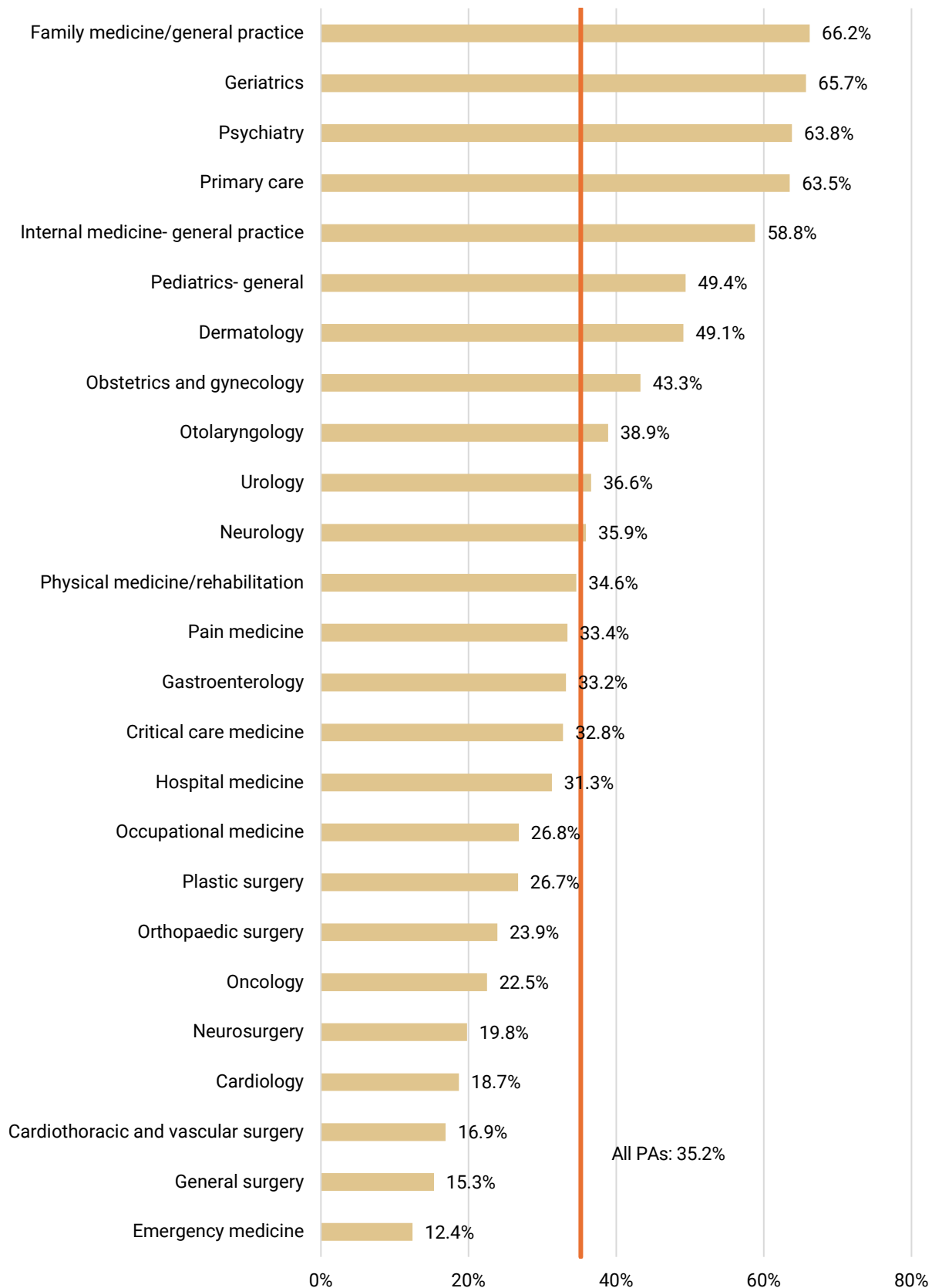


Patient Panels by Specialty

Specialty	Has own patient panel		Median number of patients managed in patient panel	
	2023	2019	2023	2019
Primary care	63.5%	62.4%	400	300
Cardiology	18.7%	16.3%	50	50
Cardiothoracic and vascular surgery	16.9%	14.5%	15	15
Critical care medicine	32.8%	25.1%	10	10
Dermatology	49.1%	46.7%	300	200
Emergency medicine	12.4%	11.2%	20	25
Family medicine/general practice	66.2%	65.3%	500	400
Gastroenterology	33.2%	29.4%	100	100
General surgery	15.3%	14.3%	20	20
Geriatrics	65.7%	62.8%	100	100
Hospital medicine	31.3%	27.4%	12	14
Internal medicine- general practice	58.8%	56.9%	300	300
Neurology	35.9%	33.5%	100	100
Neurosurgery	19.8%	16.7%	25	25
Obstetrics and gynecology	43.3%	42.9%	100	100
Occupational medicine	26.8%	26.4%	100	100
Oncology	22.5%	20.5%	30	25
Orthopaedic surgery	23.9%	22.5%	50	50
Otolaryngology	38.9%	33.9%	100	100
Pain medicine	33.4%	34.1%	200	200
Pediatrics- general	49.4%	46.2%	111	100
Physical medicine/rehabilitation	34.6%	34.4%	80	65
Plastic surgery	26.7%	24.2%	50	40
Psychiatry	63.8%	59.1%	200	200
Urology	36.6%	33.4%	100	100

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

PAs with a Patient Panel by Specialty



Note: The percentages reflect the distribution within the specialty.

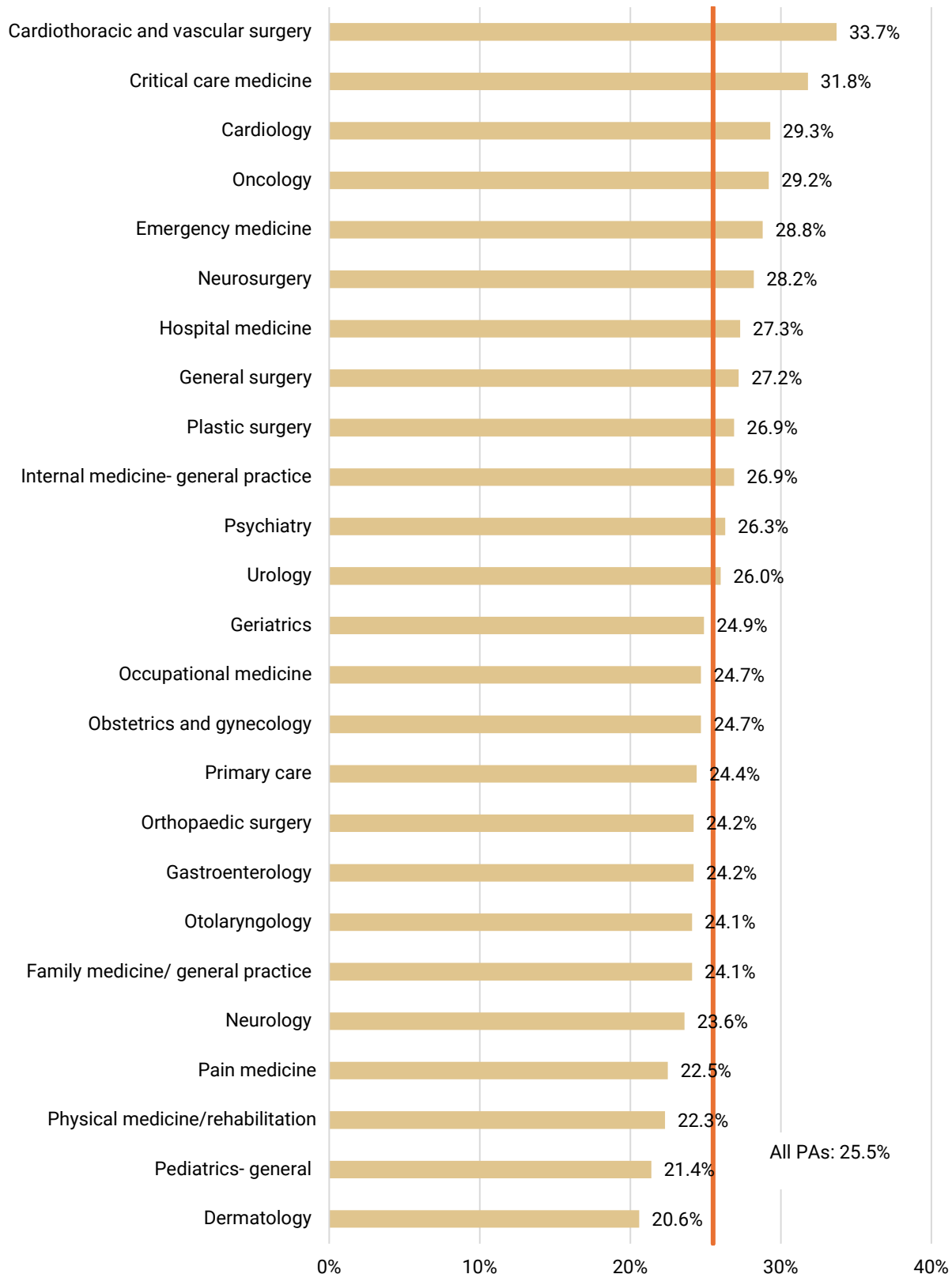
Changes in Work Environment by Specialty

Specialty	Competition for Jobs with Other Health Care Professionals				Clinical Opportunities Available				Quality of Working Conditions			
	Increas- ed	No change	Decreas- ed	NA*	Increas- ed	No change	Decreas- ed	NA*	Increas- ed	No change	Decreas- ed	NA*
Primary care	23.4%	58.2%	3.5%	14.9%	24.4%	53.4%	11.4%	10.8%	13.4%	49.0%	32.4%	5.2%
Cardiology	26.7%	57.9%	3.3%	12.1%	29.3%	51.0%	12.4%	7.3%	12.8%	46.6%	37.1%	3.5%
Cardiothoracic and vascular surgery	23.1%	59.0%	5.4%	12.6%	33.7%	48.6%	9.4%	8.2%	10.7%	46.0%	38.9%	4.4%
Critical care medicine	29.6%	55.4%	4.0%	11.0%	31.8%	47.2%	13.9%	7.0%	11.2%	45.1%	39.6%	4.0%
Dermatology	27.2%	54.1%	2.1%	16.6%	20.6%	53.9%	12.1%	13.4%	13.7%	52.0%	27.4%	7.0%
Emergency medicine	30.6%	54.1%	4.6%	10.6%	28.8%	47.6%	15.4%	8.2%	8.9%	34.6%	52.6%	3.9%
Family medicine/ general practice	23.3%	58.5%	3.6%	14.5%	24.1%	53.8%	11.5%	10.5%	13.3%	49.0%	32.7%	5.1%
Gastroenterology	24.5%	57.3%	2.5%	15.7%	24.2%	51.7%	12.4%	11.7%	11.5%	47.3%	35.7%	5.5%
General surgery	28.5%	56.6%	2.6%	12.3%	27.2%	50.7%	13.6%	8.5%	10.3%	47.9%	37.2%	4.6%
Geriatrics	28.2%	54.4%	3.8%	13.5%	24.9%	51.3%	14.9%	8.9%	12.9%	46.0%	35.8%	5.3%
Hospital medicine	31.3%	53.4%	3.5%	11.8%	27.3%	48.4%	16.0%	8.2%	10.2%	43.2%	42.4%	4.2%
Internal medicine- general practice	24.2%	57.4%	3.4%	15.1%	26.9%	51.5%	10.9%	10.7%	14.4%	48.7%	31.7%	5.2%
Neurology	25.3%	57.0%	3.4%	14.3%	23.6%	56.0%	10.8%	9.5%	13.5%	50.0%	31.1%	5.4%
Neurosurgery	24.5%	57.7%	3.7%	14.2%	28.2%	50.2%	11.8%	9.9%	11.0%	45.2%	39.3%	4.4%
Obstetrics and gynecology	24.6%	56.7%	2.2%	16.6%	24.7%	52.3%	12.3%	10.7%	10.9%	49.0%	34.7%	5.3%
Occupational medicine	27.6%	53.1%	3.3%	16.0%	24.7%	49.1%	14.0%	12.2%	12.8%	49.5%	30.9%	6.9%
Oncology	22.5%	57.5%	3.7%	16.3%	29.2%	50.9%	9.6%	10.3%	12.5%	45.9%	36.6%	5.0%
Orthopaedic surgery	22.7%	61.1%	2.4%	13.9%	24.2%	55.8%	10.2%	9.9%	11.7%	51.8%	31.8%	4.8%
Otolaryngology	24.0%	57.4%	2.2%	16.4%	24.1%	51.6%	13.6%	10.7%	15.4%	50.0%	29.8%	4.8%
Pain medicine	27.3%	55.0%	2.5%	15.1%	22.5%	51.6%	14.6%	11.3%	13.3%	53.4%	27.3%	6.0%
Pediatrics- general	21.7%	57.9%	2.8%	17.6%	21.4%	53.0%	11.5%	14.1%	12.2%	49.6%	32.1%	6.1%
Physical medicine/ rehabilitation	22.5%	59.8%	2.1%	15.6%	22.3%	53.7%	12.2%	11.9%	9.5%	51.9%	32.8%	5.9%
Plastic surgery	30.5%	53.3%	2.0%	14.2%	26.9%	48.7%	13.7%	10.7%	14.1%	49.7%	30.1%	6.2%
Psychiatry	31.3%	52.2%	2.7%	13.8%	26.3%	50.1%	14.3%	9.3%	17.0%	49.8%	28.1%	5.1%
Urology	21.7%	60.3%	2.5%	15.4%	26.0%	50.7%	12.5%	10.7%	14.2%	47.3%	33.6%	5.0%

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



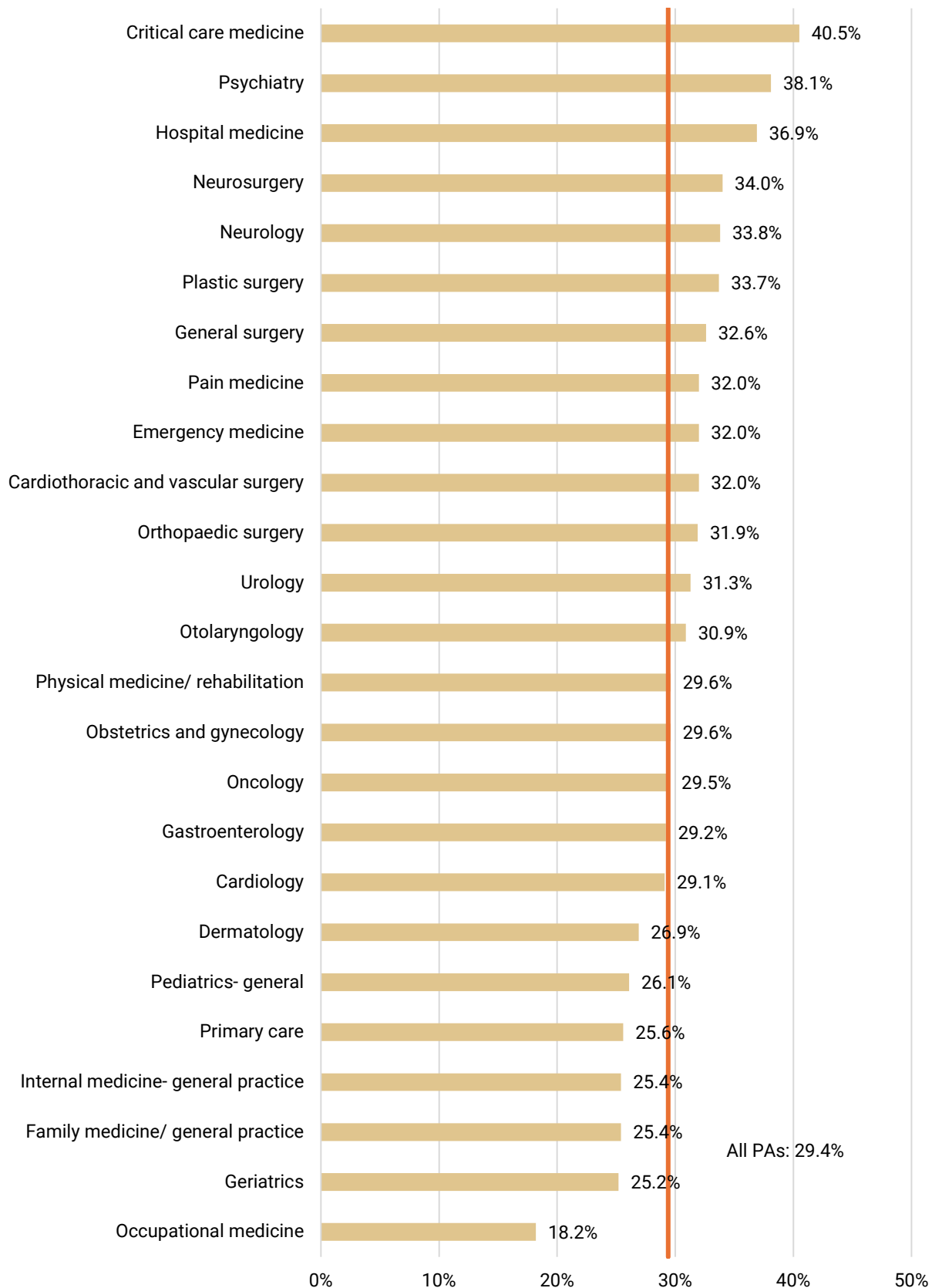
Note: The percentages reflect the distribution within the specialty.

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	46.8%	5.9%	5.7%	5.7%	5.6%	6.5%	5.8%	7.9%	5.4%	1.1%	3.7%
Cardiology	41.8%	5.1%	6.0%	5.5%	6.8%	6.6%	7.5%	9.7%	5.3%	1.1%	4.6%
Cardiothoracic and vascular surgery	41.1%	5.6%	5.4%	4.8%	5.7%	7.5%	7.1%	10.7%	6.7%	1.0%	4.3%
Critical care medicine	31.8%	4.6%	5.4%	6.2%	6.8%	7.7%	9.2%	13.3%	10.3%	0.7%	4.1%
Dermatology	45.3%	5.0%	5.2%	4.7%	6.1%	6.9%	5.7%	8.4%	5.9%	1.0%	5.7%
Emergency medicine	39.6%	6.0%	5.6%	5.6%	6.3%	7.0%	7.3%	10.8%	6.9%	0.9%	4.0%
Family medicine/general practice	47.7%	5.9%	5.4%	5.4%	5.5%	6.4%	5.9%	7.8%	5.3%	1.0%	3.5%
Gastroenterology	41.7%	5.5%	5.2%	6.4%	6.6%	7.7%	7.3%	8.7%	5.5%	0.9%	4.5%
General surgery	37.7%	5.5%	4.8%	5.6%	7.9%	7.6%	7.2%	10.9%	6.9%	1.1%	4.8%
Geriatrics	47.7%	6.8%	5.3%	5.7%	5.2%	7.2%	5.5%	6.6%	5.9%	0.8%	3.2%
Hospital medicine	34.2%	5.2%	5.5%	6.1%	7.6%	8.6%	8.8%	13.0%	6.5%	1.0%	3.5%
Internal medicine-general practice	44.5%	6.0%	6.5%	5.8%	6.1%	6.3%	5.3%	8.3%	5.5%	1.2%	4.6%
Neurology	37.7%	5.5%	5.9%	5.6%	6.4%	7.4%	7.2%	12.4%	6.8%	0.8%	4.3%
Neurosurgery	37.1%	4.8%	5.7%	6.3%	7.0%	7.1%	7.3%	10.8%	8.8%	1.2%	4.0%
Obstetrics and gynecology	42.1%	5.5%	5.8%	5.1%	6.8%	8.0%	6.2%	8.5%	6.9%	1.3%	3.9%
Occupational medicine	57.5%	6.9%	3.7%	5.0%	3.8%	4.3%	3.1%	6.4%	4.4%	1.0%	3.8%
Oncology	42.8%	5.0%	4.8%	6.2%	6.5%	7.3%	6.9%	9.5%	5.8%	1.4%	3.8%
Orthopaedic surgery	39.1%	5.9%	5.5%	5.9%	6.0%	7.9%	7.6%	10.2%	6.2%	1.0%	4.7%
Otolaryngology	39.8%	4.9%	6.3%	5.7%	6.9%	7.8%	7.4%	9.2%	6.5%	0.8%	4.7%
Pain medicine	40.4%	5.1%	5.2%	5.8%	6.5%	8.1%	6.1%	10.5%	7.3%	1.0%	3.9%
Pediatrics- general	43.8%	5.6%	6.9%	7.4%	5.7%	7.2%	6.2%	7.2%	5.5%	1.1%	3.3%
Physical medicine/rehabilitation	41.3%	6.7%	5.5%	5.9%	5.8%	6.9%	8.5%	7.9%	6.3%	1.4%	3.9%
Plastic surgery	38.1%	5.2%	5.0%	6.1%	5.3%	7.9%	8.0%	10.1%	7.7%	1.3%	5.2%
Psychiatry	33.4%	5.3%	5.1%	5.5%	6.6%	7.0%	8.9%	12.0%	10.2%	1.5%	4.5%
Urology	38.2%	5.1%	7.9%	5.8%	6.7%	7.9%	6.6%	9.8%	7.0%	1.2%	3.9%

*Total educational debt from all undergraduate and graduate programs.

Educational Debt \$100,000 or More by Specialty



Note: The percentages reflect the distribution within the specialty.

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 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
- Specialty Supplement Report on Secondary Specialty
- Statistical Profile of Board Certified PAs by State

Please cite this report as follows:

National Commission on Certification of Physician Assistants, Inc. (2024, July). 2023 Statistical Profile of Board Certified PAs by Specialty: An Annual Report of the National Commission on Certification of PAs.

Retrieved Date, www.nccpa.net/resources/nccpa-research/

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

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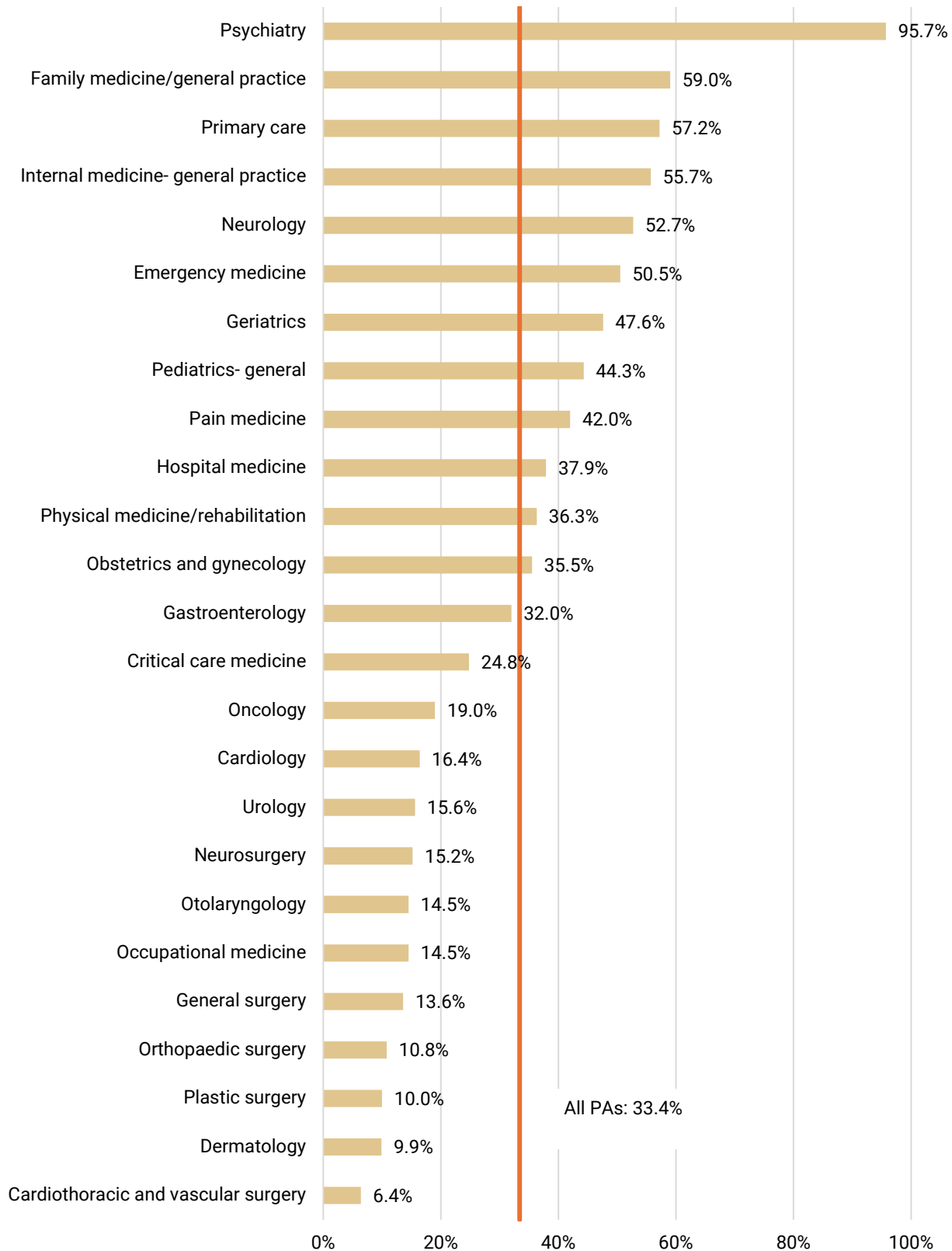
Appendix

Daily Interactions and Treatments of Mental Health Disorders

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%	69.5%	32.2%	26.9%	37.0%	20.9%
Cardiology	16.4%	8.6%	1.1%	1.0%	1.7%	1.8%
Cardiothoracic and vascular surgery	6.4%	6.1%	0.7%	0.7%	2.3%	0.8%
Critical care medicine	24.8%	16.6%	5.3%	7.2%	10.5%	5.9%
Dermatology	9.9%	7.1%	0.6%	0.4%	0.5%	0.8%
Emergency medicine	50.5%	47.7%	16.6%	12.8%	11.3%	24.0%
Family medicine/general practice	59.0%	70.6%	34.1%	29.0%	39.3%	20.9%
Gastroenterology	32.0%	12.4%	1.9%	1.5%	1.9%	2.6%
General surgery	13.6%	9.5%	1.2%	1.5%	4.3%	2.7%
Geriatrics	47.6%	43.4%	17.6%	15.1%	25.5%	16.1%
Hospital medicine	37.9%	23.5%	7.5%	7.6%	17.7%	9.6%
Internal medicine- general practice	55.7%	63.5%	29.9%	25.3%	36.1%	21.7%
Neurology	52.7%	41.0%	15.4%	11.3%	14.7%	14.0%
Neurosurgery	15.2%	9.8%	1.3%	1.1%	2.2%	2.0%
Obstetrics and gynecology	35.5%	56.0%	10.3%	7.3%	10.5%	13.6%
Occupational medicine	14.5%	20.9%	2.7%	2.2%	2.8%	2.8%
Oncology	19.0%	30.1%	2.6%	1.8%	3.4%	3.7%
Orthopaedic surgery	10.8%	6.7%	0.4%	0.4%	0.6%	0.7%
Otolaryngology	14.5%	6.5%	0.4%	0.2%	0.5%	0.7%
Pain medicine	42.0%	33.5%	6.6%	4.9%	6.4%	8.7%
Pediatrics- general	44.3%	72.3%	20.0%	12.4%	18.5%	19.5%
Physical medicine/rehabilitation	36.3%	21.3%	5.3%	4.4%	7.9%	8.1%
Plastic surgery	10.0%	8.6%	0.6%	0.6%	1.0%	1.5%
Psychiatry	95.7%	95.8%	92.7%	93.2%	94.8%	55.9%
Urology	15.6%	9.1%	0.4%	0.8%	1.0%	1.0%

Note: PAs were asked about their patient interactions and if they encounter the items listed.

Encounter Patients Daily who are Believed to Need Treatment for Mental Disorders



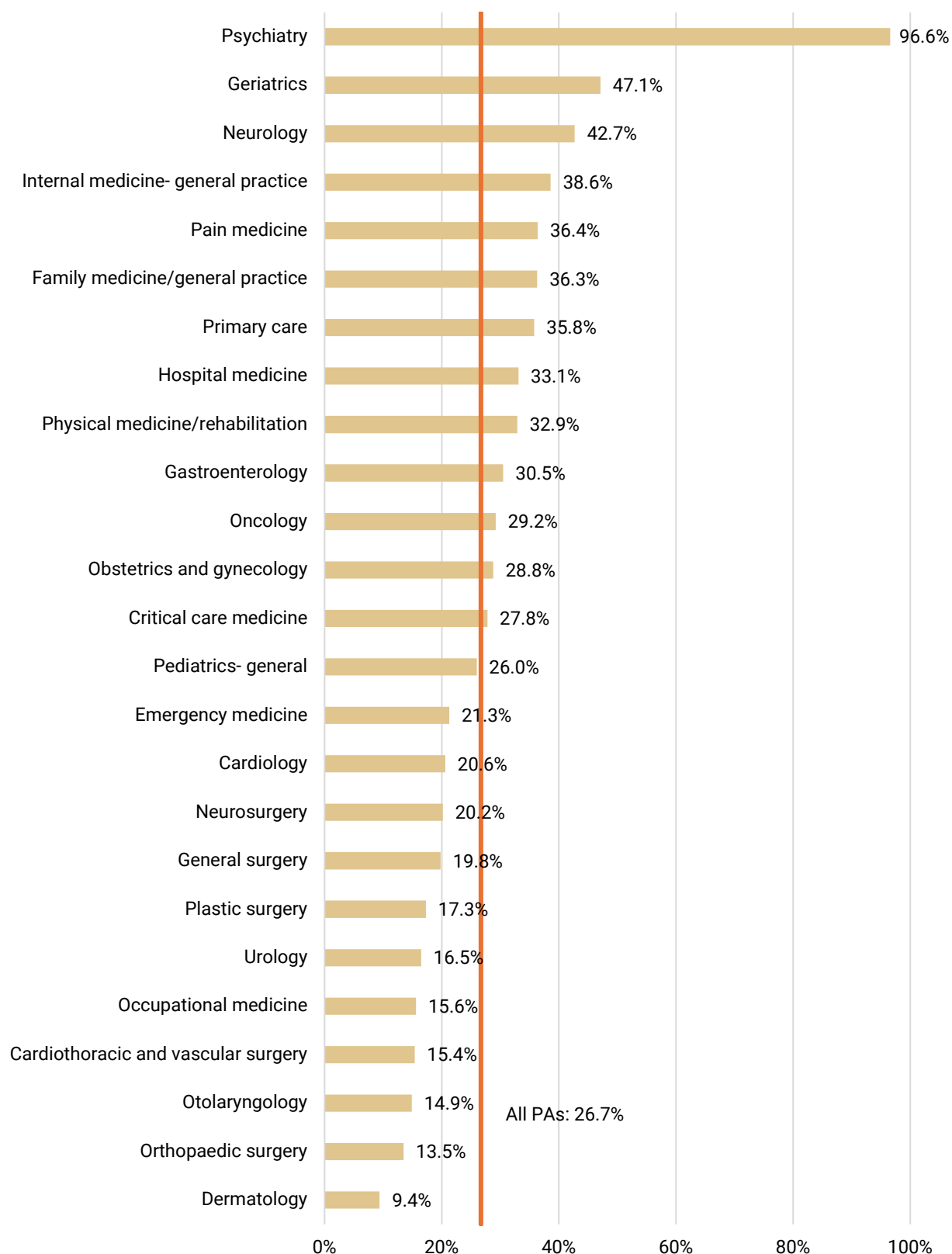
Note: The percentages reflect the distribution within the specialty.

Proportion of Patients Who Need Treatment for Mental Health Disorders

Specialty	0%	1 to 25%	26 to 50%	51 to 75%	76 to 100%	Mean	Median
Primary care	1.1%	42.3%	35.9%	14.4%	6.2%	35.8%	30%
Cardiology	8.8%	63.6%	21.1%	5.0%	1.5%	20.6%	15%
Cardiothoracic and vascular surgery	13.6%	68.8%	13.2%	3.2%	1.1%	15.4%	10%
Critical care medicine	3.1%	57.4%	27.7%	9.1%	2.7%	27.8%	20%
Dermatology	14.4%	77.2%	6.6%	1.3%	0.5%	9.4%	5%
Emergency medicine	1.6%	72.2%	19.8%	4.6%	1.9%	21.3%	15%
Family medicine/general practice	1.1%	41.5%	36.0%	15.1%	6.2%	36.3%	30%
Gastroenterology	5.9%	48.3%	31.0%	11.3%	3.6%	30.5%	25%
General surgery	13.0%	60.0%	20.0%	4.3%	2.7%	19.8%	10%
Geriatrics	1.1%	25.6%	36.8%	20.7%	15.9%	47.1%	50%
Hospital medicine	1.5%	50.1%	31.4%	11.5%	5.5%	33.1%	25%
Internal medicine- general practice	1.4%	36.6%	39.0%	15.1%	7.8%	38.6%	35%
Neurology	1.6%	33.3%	34.2%	19.5%	11.3%	42.7%	40%
Neurosurgery	9.9%	63.6%	18.8%	5.4%	2.3%	20.2%	10%
Obstetrics and gynecology	2.1%	55.3%	29.8%	9.4%	3.5%	28.8%	25%
Occupational medicine	14.6%	65.8%	14.0%	3.7%	1.9%	15.6%	5%
Oncology	2.8%	54.2%	30.4%	9.3%	3.3%	29.2%	25%
Orthopaedic surgery	19.0%	65.2%	12.0%	2.7%	1.0%	13.5%	5%
Otolaryngology	15.9%	66.8%	12.1%	4.2%	1.1%	14.9%	10%
Pain medicine	5.3%	41.1%	29.3%	13.9%	10.3%	36.4%	30%
Pediatrics- general	1.2%	61.3%	28.6%	6.9%	2.0%	26.0%	20%
Physical medicine/rehabilitation	6.7%	43.8%	30.6%	12.9%	6.0%	32.9%	25%
Plastic surgery	19.7%	58.1%	15.4%	4.2%	2.6%	17.3%	10%
Psychiatry	0.2%	1.0%	1.6%	2.0%	95.2%	96.6%	100%
Urology	13.0%	67.9%	13.4%	4.1%	1.6%	16.5%	10%

Note: PAs were asked what proportion of their patients they believe need treatment for a mental health disorder.

Mean Proportion of Patients Who Need Treatment for Mental Health Disorders



Note: The percentages reflect the distribution within the specialty.