



Statistical Profile of Board Certified PAs by State

ANNUAL REPORT

National Commission on
Certification of PAs

2023



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Message from the President and CEO

On behalf of NCCPA, I am excited to share with you the 2023 Statistical Profile of Board Certified PAs by State, the final report in our series for the 2023 data. The reports on the PA workforce would not have been possible without the effort of over 178,000 PAs who took the time to complete and update their PA Professional Profile. We would also like to acknowledge the Federation of State Medical Boards for contributing the PA licensure data that is provided in this report.



Each of the reports in our series highlights the significant contributions of Board Certified PAs in the U.S. health workforce, and this report showcases their data by state. This report provides data on 178,020 PAs who are caring for patients throughout our country, going beyond the urban and rural areas to provide care in isolated areas. In Vermont, 20.5% of PAs work in isolated areas. In Wyoming, 52.3% of PAs work in rural areas. PAs provide much-needed care in HPSAs or MUAs, with 56.1% of PAs in Alaska working in HPSAs or MUAs, 54.3% in New Mexico, 45.9% in Montana, and 45.4% in West Virginia.

PA contributions can be seen in fourteen states where over 40% of PAs have their own patient panels, ranging from 51% in North Dakota to 40.4% in Washington. PAs in Nevada provide care to an average of 92 patients each week, and in eleven states, they range from 75 to 80 patients weekly. Although PAs in every state report some burnout symptoms, most PAs in every state report no symptoms of burnout. Data provided by PAs show that over 70% of PAs in Mississippi, Alaska, and Nebraska report no symptoms of burnout. Slightly over 40% of PAs in Vermont, Maine, and New Hampshire report experiencing one or more symptoms of burnout. Overall, PAs continue to have a high level of satisfaction with their present job, ranging from 77.3% in Rhode Island to 87.3% in Alabama. We are also pleased to report that 86.7% of PAs are satisfied with their career choice to become a PA, ranging from 89.2% in Alabama and Missouri to 81.7% in Maine.

We strive to enrich our data-gathering efforts to provide additional information that we hope you will find useful, and this report includes new data tables on income by gender, rural practice, and mental health encounters. From these new sections, we see that, on average, salaries for males are higher than for females, with the larger average difference in Oklahoma and the lowest income gap in Alaska. Across all states, 33.4% of PAs reported encountering patients who needed treatment for mental health disorders, and this ranged from over 45% in Oregon, Maine, and Vermont to under 25% in New Jersey and Alabama. These highlights only touch the surface of the rich data included in this report. We invite you to delve into the details to learn more about the PA profession's impact in all 50 states and the District of Columbia.

Best regards,

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

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

About the Data and Collection 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 six months. 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 the 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. Findings from that 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. The NCCPA data reported is based on PA state of residence and may not necessarily reflect their state of clinical practice. Number of licensed PAs is derived from the 2023 Federation of State Medical Boards licensure data. Analyses of the data consist primarily of descriptive statistics. Percent change calculations reflect proportional changes from 2019-2023 throughout the report unless otherwise noted.

About NCCPA

NCCPA is the only board certifying organization for PAs in the U.S. Established as a not-for-profit organization in 1974, NCCPA is dedicated to providing certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors required upon entry into practice and throughout the careers of PAs. All U.S. states, the District of Columbia and the U.S. territories have decided to rely on NCCPA certification as one of the criteria for initial licensure or regulation of PAs. More than 207,000 PAs have been board certified by NCCPA since 1975.

Number, Percent, Rate, Rank and Licensed PAs* by State

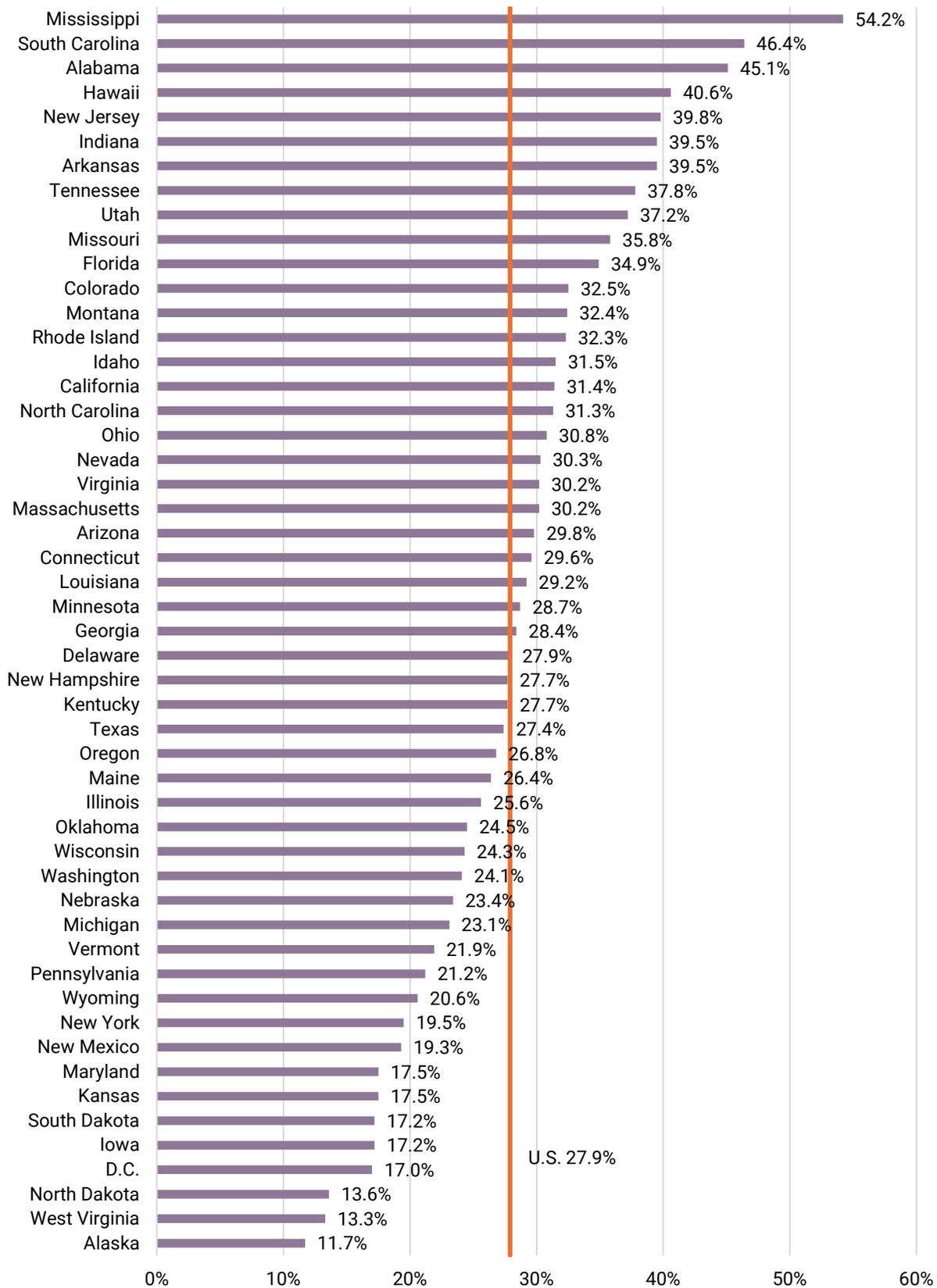
| | Number of Certified PAs | Percent of Total PAs in the U.S. | Rate per 100,000 Population | Rank (of rate per 100,000 Population) | Percent Change in Number of Certified PAs 2019-2023 | Number of PA Licenses*** |
|----------------------|-------------------------|----------------------------------|-----------------------------|---------------------------------------|---|--------------------------|
| United States | 178,020** | 100.0% | 53.2 | | 27.9% | 217,809 |
| Alabama | 1,312 | 0.7% | 25.7 | 49 | 45.1% | 1,434 |
| Alaska | 690 | 0.4% | 94.1 | 1 | 11.7% | 1007 |
| Arizona | 3,947 | 2.2% | 53.1 | 25 | 29.8% | 4,836 |
| Arkansas | 685 | 0.4% | 22.3 | 50 | 39.5% | 766 |
| California | 14,023 | 7.9% | 36.0 | 45 | 31.4% | 17,571 |
| Colorado | 4,860 | 2.7% | 82.7 | 6 | 32.5% | 5,795 |
| Connecticut | 3,198 | 1.8% | 88.4 | 3 | 29.6% | 3,813 |
| Delaware | 523 | 0.3% | 50.7 | 30 | 27.9% | 1,093 |
| D.C. | 310 | 0.2% | 45.7 | 35 | 17.0% | 1,205 |
| Florida | 11,821 | 6.6% | 52.3 | 27 | 34.9% | 14,270 |
| Georgia | 5,087 | 2.9% | 46.1 | 34 | 28.4% | 5,838 |
| Hawaii | 502 | 0.3% | 35.0 | 46 | 40.6% | 715 |
| Idaho | 1,548 | 0.9% | 78.8 | 9 | 31.5% | 1,896 |
| Illinois | 4,738 | 2.7% | 37.8 | 43 | 25.6% | 6,310 |
| Indiana | 2,392 | 1.3% | 34.9 | 47 | 39.5% | 2,249 |
| Iowa | 1,455 | 0.9% | 45.4 | 37 | 17.2% | 2,125 |
| Kansas | 1,409 | 0.8% | 47.9 | 33 | 17.5% | 1,675 |
| Kentucky | 1,899 | 1.1% | 42.0 | 40 | 27.7% | 2,085 |
| Louisiana | 1,678 | 0.9% | 36.7 | 44 | 29.2% | 1,772 |
| Maine | 1,098 | 0.6% | 78.7 | 10 | 26.4% | 1,317 |
| Maryland | 3,769 | 2.1% | 61.0 | 20 | 17.5% | 4,857 |
| Massachusetts | 4,867 | 2.7% | 69.5 | 15 | 30.2% | 5,831 |
| Michigan | 6,983 | 3.9% | 69.6 | 14 | 23.1% | 7,699 |
| Minnesota | 3,818 | 2.1% | 66.5 | 16 | 28.7% | 4,412 |
| Mississippi | 424 | 0.2% | 14.4 | 51 | 54.2% | 506 |
| Missouri | 1,739 | 1.0% | 28.1 | 48 | 35.8% | 2,391 |
| Montana | 949 | 0.5% | 83.8 | 5 | 32.4% | 1,318 |
| Nebraska | 1,542 | 0.9% | 77.9 | 12 | 23.4% | 1,736 |
| Nevada | 1,287 | 0.7% | 40.3 | 41 | 30.3% | 1,577 |
| New Hampshire | 1,117 | 0.6% | 79.7 | 8 | 27.7% | 1,318 |
| New Jersey | 4,664 | 2.6% | 50.2 | 31 | 39.8% | 5,892 |
| New Mexico | 966 | 0.5% | 45.7 | 35 | 19.3% | 1,298 |
| New York | 16,168 | 9.1% | 82.6 | 7 | 19.5% | 22,646 |
| North Carolina | 9,115 | 5.1% | 84.1 | 4 | 31.3% | 10,382 |
| North Dakota | 408 | 0.2% | 52.0 | 28 | 13.6% | 550 |
| Ohio | 5,264 | 3.0% | 44.7 | 39 | 30.8% | 6,066 |
| Oklahoma | 2,019 | 1.1% | 49.8 | 32 | 24.5% | 2,325 |
| Oregon | 2,521 | 1.4% | 59.6 | 21 | 26.8% | 3,155 |
| Pennsylvania | 11,471 | 6.4% | 88.5 | 2 | 21.2% | 12,590 |
| Rhode Island | 618 | 0.3% | 56.4 | 22 | 32.3% | 898 |
| South Carolina | 2,730 | 1.5% | 50.8 | 29 | 46.4% | 3,184 |
| South Dakota | 723 | 0.4% | 78.6 | 11 | 17.2% | 898 |
| Tennessee | 3,202 | 1.8% | 44.9 | 38 | 37.8% | 3,711 |
| Texas | 11,687 | 6.6% | 38.3 | 42 | 27.4% | 12,769 |
| Utah | 2,211 | 1.2% | 64.7 | 18 | 37.2% | 2,899 |
| Vermont | 478 | 0.3% | 73.8 | 13 | 21.9% | 609 |
| Virginia | 4,812 | 2.7% | 55.2 | 23 | 30.2% | 6,120 |
| Washington | 4,160 | 2.3% | 53.2 | 24 | 24.1% | 5,497 |
| West Virginia | 1,150 | 0.6% | 65.0 | 17 | 13.3% | 1,501 |
| Wisconsin | 3,673 | 2.1% | 62.1 | 19 | 24.3% | 4,811 |
| Wyoming | 310 | 0.2% | 53.1 | 25 | 20.6% | 591 |

*The number of certified PAs is based on the PA's state of residence reported to NCCPA.

**This reflects total number of certified PAs in the 50 U.S. states and District of Columbia. It does not include U.S. territories and other areas. There are 178,708 certified PAs worldwide.

***Source: Federation of State Medical Boards. Note: Some PAs maintain active licenses in more than one jurisdiction. The FSMB reported 217,809 licenses for 177,582 PAs.

Percent Change in Number of Certified PAs 2019-2023 by State

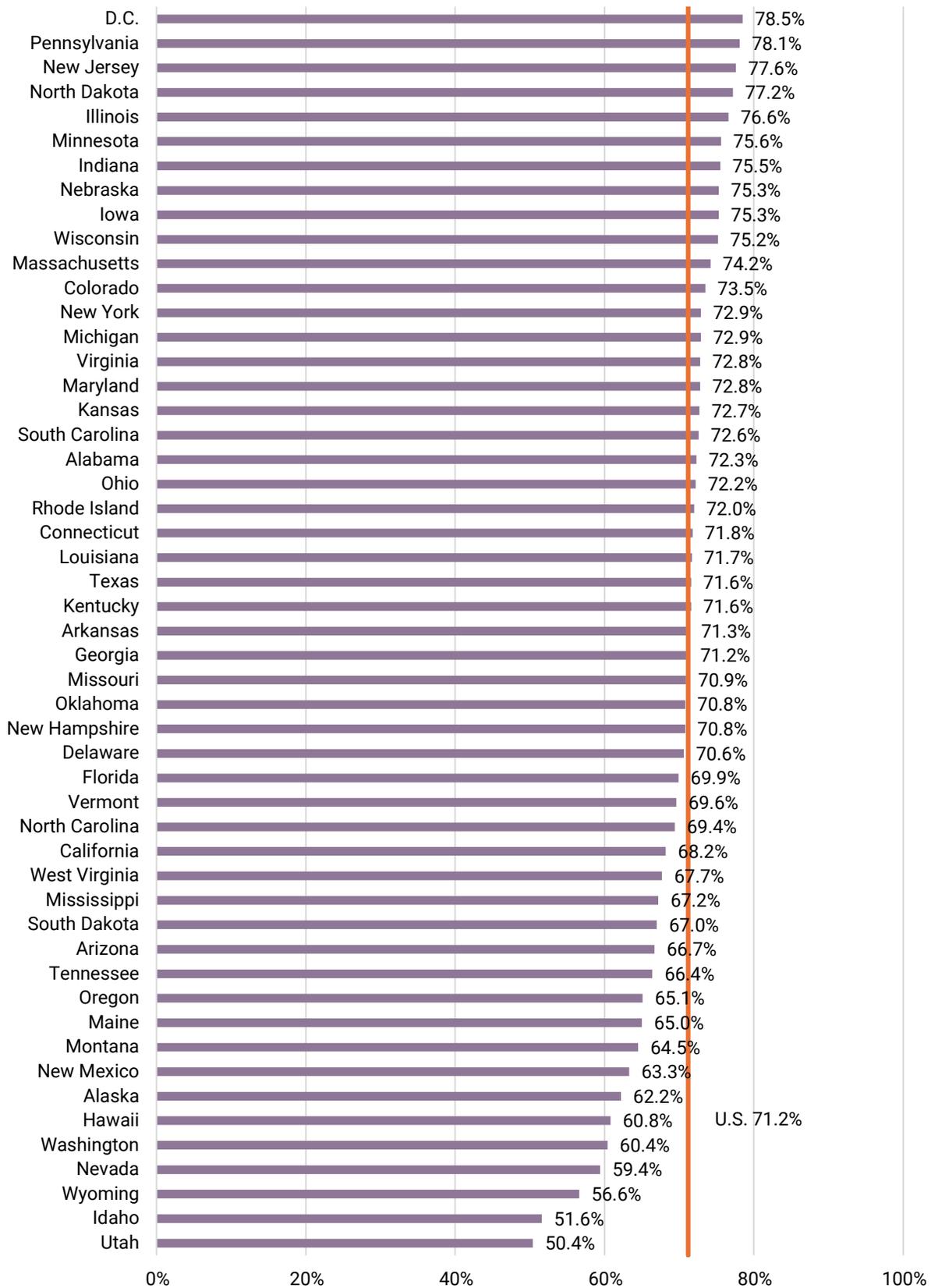


Gender by State

| | Male | | Female | |
|----------------------|--------------|-----------------------------|--------------|-----------------------------|
| | 2023 Percent | Percent Change 2019-2023 | 2023 Percent | Percent Change 2019-2023 |
| United States | 28.8% | -1.9% | 71.2% | 1.9% |
| Alabama | 27.7% | -2.3% | 72.3% | 2.3% |
| Alaska | 37.8% | -2.8% | 62.2% | 2.8% |
| Arizona | 33.3% | -2.1% | 66.7% | 2.1% |
| Arkansas | 28.7% | -3.1% | 71.3% | 3.1% |
| California | 31.8% | -1.9% | 68.2% | 1.9% |
| Colorado | 26.5% | -2.5% | 73.5% | 2.5% |
| Connecticut | 28.2% | -1.8% | 71.8% | 1.8% |
| Delaware | 29.4% | -0.2% | 70.6% | 0.2% |
| D.C. | 21.5% | 1.1% | 78.5% | -1.1% |
| Florida | 30.1% | -2.9% | 69.9% | 2.9% |
| Georgia | 28.8% | -2.2% | 71.2% | 2.2% |
| Hawaii | 39.2% | -3.9% | 60.8% | 3.9% |
| Idaho | 48.4% | -0.3% | 51.6% | 0.3% |
| Illinois | 23.4% | -0.5% | 76.6% | 0.5% |
| Indiana | 24.5% | -3.3% | 75.5% | 3.3% |
| Iowa | 24.7% | -2.6% | 75.3% | 2.6% |
| Kansas | 27.2% | -2.3% | 72.7% | 2.3% |
| Kentucky | 28.4% | -2.5% | 71.6% | 2.5% |
| Louisiana | 28.3% | -1.6% | 71.7% | 1.6% |
| Maine | 35.0% | -1.4% | 65.0% | 1.4% |
| Maryland | 27.2% | -0.2% | 72.8% | 0.2% |
| Massachusetts | 25.8% | -1.1% | 74.2% | 1.1% |
| Michigan | 27.1% | -1.6% | 72.9% | 1.6% |
| Minnesota | 24.4% | -1.2% | 75.6% | 1.2% |
| Mississippi | 32.8% | -3.2% | 67.2% | 3.2% |
| Missouri | 29.1% | -1.8% | 70.9% | 1.8% |
| Montana | 35.5% | -5.1% | 64.5% | 5.1% |
| Nebraska | 24.7% | -0.9% | 75.3% | 0.9% |
| Nevada | 40.6% | -2.4% | 59.4% | 2.4% |
| New Hampshire | 29.2% | -0.7% | 70.8% | 0.7% |
| New Jersey | 22.4% | -0.5% | 77.6% | 0.5% |
| New Mexico | 36.7% | -2.4% | 63.3% | 2.4% |
| New York | 27.1% | -1.3% | 72.9% | 1.3% |
| North Carolina | 30.6% | -2.4% | 69.4% | 2.4% |
| North Dakota | 22.8% | -1.2% | 77.2% | 1.2% |
| Ohio | 27.8% | -3.1% | 72.2% | 3.1% |
| Oklahoma | 29.2% | -1.3% | 70.8% | 1.3% |
| Oregon | 34.9% | 1.5% | 65.1% | -1.5% |
| Pennsylvania | 21.9% | -1.6% | 78.1% | 1.6% |
| Rhode Island | 28.0% | -0.7% | 72.0% | 0.7% |
| South Carolina | 27.4% | -1.9% | 72.6% | 1.9% |
| South Dakota | 33.0% | -0.5% | 67.0% | 0.5% |
| Tennessee | 33.6% | -4.4% | 66.4% | 4.4% |
| Texas | 28.4% | -1.8% | 71.6% | 1.8% |
| Utah | 49.6% | -3.7% | 50.4% | 3.7% |
| Vermont | 30.4% | -2.0% | 69.6% | 2.0% |
| Virginia | 27.2% | -1.1% | 72.8% | 1.1% |
| Washington | 39.6% | -3.4% | 60.4% | 3.4% |
| West Virginia | 32.3% | -1.9% | 67.7% | 1.9% |
| Wisconsin | 24.8% | -1.8% | 75.2% | 1.8% |
| Wyoming | 43.4% | 1.8% | 56.6% | -1.8% |

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

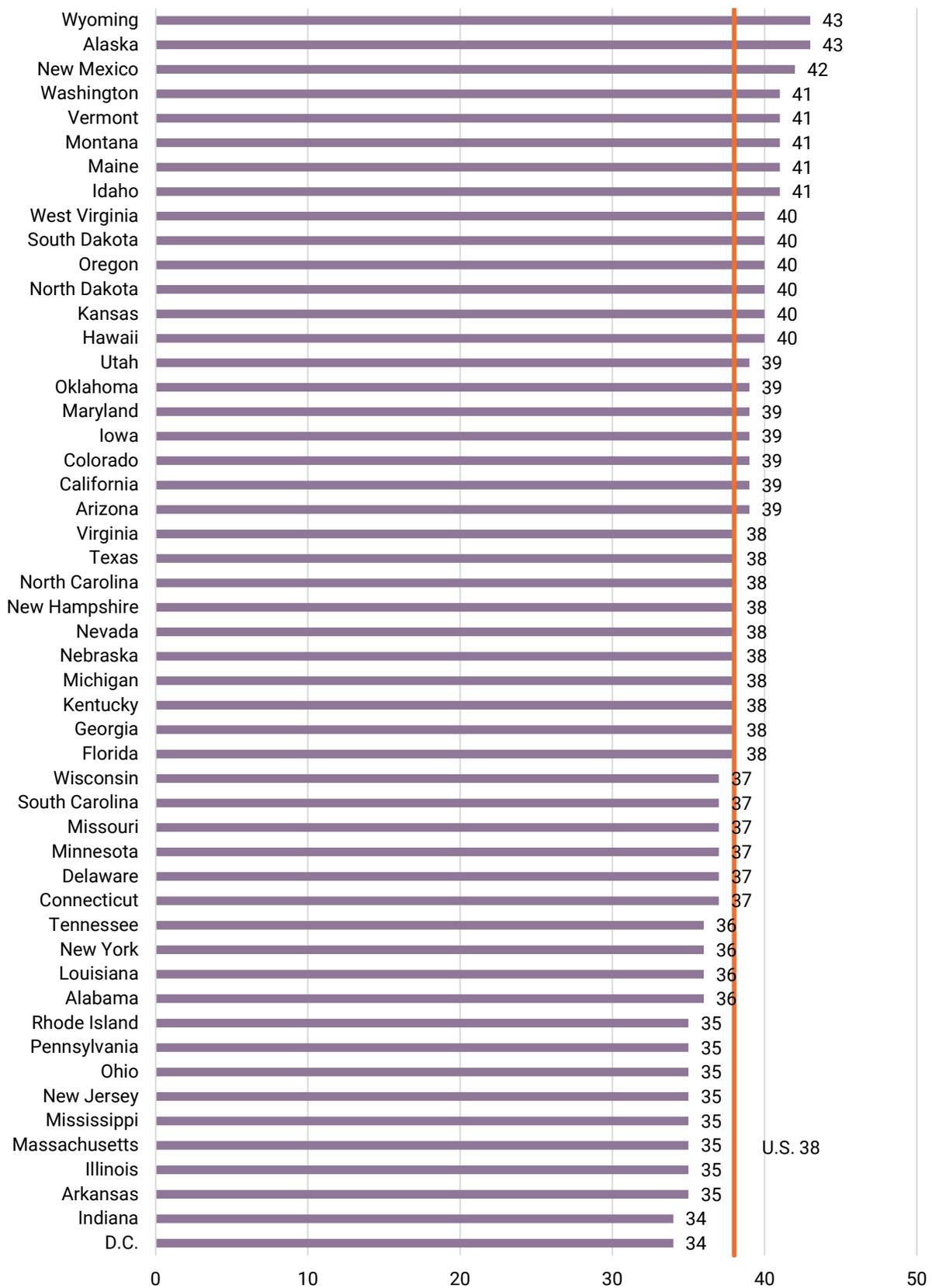
Percent Female by State



Age by State

| | <30 | | 30-39 | | 40-49 | | 50-59 | | 60+ | | Median age | |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|------------|-----------|
| | 2023 | 2019 | 2023 | 2019 | 2023 | 2019 | 2023 | 2019 | 2023 | 2019 | 2023 | 2019 |
| United States | 17.8% | 17.9% | 38.8% | 38.2% | 23.1% | 23.1% | 12.5% | 12.7% | 7.8% | 8.0% | 38 | 38 |
| Alabama | 22.5% | 20.2% | 40.4% | 43.3% | 21.7% | 21.0% | 10.7% | 10.8% | 4.6% | 4.6% | 36 | 36 |
| Alaska | 5.5% | 6.3% | 33.6% | 33.3% | 25.8% | 23.5% | 17.2% | 18.6% | 17.8% | 18.3% | 43 | 43 |
| Arizona | 14.8% | 14.1% | 36.2% | 36.9% | 26.0% | 27.1% | 14.2% | 14.0% | 8.7% | 7.9% | 39 | 39 |
| Arkansas | 20.0% | 27.1% | 49.8% | 47.0% | 18.2% | 13.6% | 6.9% | 7.7% | 5.1% | 4.5% | 35 | 34 |
| California | 12.4% | 10.9% | 40.0% | 38.0% | 24.5% | 26.9% | 14.1% | 14.2% | 9.0% | 10.1% | 39 | 40 |
| Colorado | 11.2% | 9.5% | 40.2% | 38.5% | 27.9% | 30.6% | 13.9% | 13.6% | 6.8% | 7.8% | 39 | 40 |
| Connecticut | 20.2% | 21.6% | 39.5% | 37.1% | 20.2% | 19.2% | 12.1% | 12.9% | 8.0% | 9.3% | 37 | 36 |
| Delaware | 22.2% | 20.5% | 34.6% | 35.0% | 18.7% | 21.0% | 11.7% | 12.5% | 12.8% | 11.0% | 37 | 37 |
| D.C. | 24.5% | 17.0% | 47.7% | 55.8% | 19.4% | 17.7% | 5.2% | 5.7% | 3.2% | 3.8% | 34 | 37 |
| Florida | 16.5% | 16.0% | 38.1% | 37.1% | 22.7% | 23.2% | 13.5% | 14.7% | 9.3% | 9.0% | 38 | 38 |
| Georgia | 15.5% | 14.7% | 39.8% | 39.7% | 23.6% | 24.4% | 13.4% | 12.7% | 7.7% | 8.5% | 38 | 38 |
| Hawaii | 10.4% | 5.6% | 37.6% | 40.1% | 26.7% | 27.2% | 16.3% | 15.4% | 9.0% | 11.8% | 40 | 41 |
| Idaho | 8.1% | 8.5% | 35.8% | 40.4% | 35.2% | 32.5% | 14.1% | 11.5% | 6.8% | 7.2% | 41 | 40 |
| Illinois | 22.0% | 21.9% | 42.4% | 43.0% | 20.6% | 20.3% | 10.1% | 9.7% | 5.0% | 5.2% | 35 | 35 |
| Indiana | 27.9% | 27.1% | 39.0% | 40.2% | 19.3% | 18.7% | 9.7% | 9.1% | 4.2% | 5.0% | 34 | 35 |
| Iowa | 18.4% | 19.1% | 32.7% | 32.2% | 24.5% | 22.6% | 13.5% | 16.2% | 10.9% | 9.9% | 39 | 39 |
| Kansas | 14.7% | 14.9% | 33.8% | 36.6% | 28.0% | 26.6% | 14.9% | 13.7% | 8.6% | 8.2% | 40 | 39 |
| Kentucky | 18.6% | 16.8% | 35.4% | 36.7% | 24.6% | 26.5% | 14.4% | 12.6% | 6.9% | 7.4% | 38 | 38 |
| Louisiana | 20.4% | 22.2% | 43.4% | 44.3% | 22.1% | 21.7% | 10.7% | 8.4% | 3.5% | 3.5% | 36 | 35 |
| Maine | 10.9% | 10.1% | 36.4% | 32.1% | 22.6% | 23.9% | 15.7% | 17.0% | 14.4% | 16.8% | 41 | 42 |
| Maryland | 14.1% | 15.5% | 36.1% | 35.3% | 24.7% | 23.6% | 14.4% | 14.8% | 10.8% | 10.7% | 39 | 39 |
| Massachusetts | 22.5% | 22.5% | 42.3% | 40.5% | 19.1% | 19.2% | 9.5% | 10.7% | 6.6% | 7.1% | 35 | 35 |
| Michigan | 18.9% | 19.6% | 37.1% | 36.7% | 23.7% | 22.9% | 12.1% | 12.4% | 8.1% | 8.5% | 38 | 37 |
| Minnesota | 16.8% | 18.8% | 43.0% | 42.5% | 24.4% | 22.9% | 10.5% | 10.0% | 5.3% | 5.8% | 37 | 36 |
| Mississippi | 17.5% | 25.1% | 52.6% | 46.2% | 17.0% | 19.3% | 9.7% | 5.8% | 3.3% | 3.6% | 35 | 34 |
| Missouri | 19.7% | 19.1% | 38.6% | 38.9% | 24.3% | 24.1% | 11.4% | 11.3% | 6.0% | 6.6% | 37 | 37 |
| Montana | 9.9% | 9.2% | 34.4% | 33.3% | 26.7% | 28.2% | 17.3% | 17.4% | 11.8% | 11.9% | 41 | 42 |
| Nebraska | 18.6% | 16.2% | 35.1% | 37.3% | 24.5% | 25.7% | 14.3% | 12.6% | 7.5% | 8.2% | 38 | 39 |
| Nevada | 12.9% | 11.1% | 38.8% | 39.3% | 24.8% | 26.9% | 14.8% | 13.7% | 8.8% | 9.0% | 38 | 39 |
| New Hampshire | 1.8% | 16.2% | 41.0% | 36.7% | 21.7% | 23.4% | 15.8% | 15.0% | 8.8% | 8.7% | 38 | 38 |
| New Jersey | 25.5% | 24.8% | 39.5% | 38.4% | 20.9% | 22.5% | 9.7% | 9.7% | 4.4% | 4.6% | 35 | 35 |
| New Mexico | 8.5% | 8.4% | 35.0% | 33.1% | 22.6% | 21.4% | 16.1% | 18.4% | 17.8% | 18.8% | 42 | 44 |
| New York | 23.6% | 23.7% | 37.1% | 36.8% | 20.0% | 20.1% | 11.5% | 12.3% | 7.7% | 7.1% | 36 | 36 |
| North Carolina | 14.8% | 15.2% | 40.1% | 37.9% | 22.1% | 23.5% | 14.1% | 14.4% | 9.0% | 9.0% | 38 | 38 |
| North Dakota | 11.8% | 13.1% | 37.3% | 34.8% | 23.8% | 23.1% | 12.7% | 15.0% | 14.5% | 13.9% | 40 | 40 |
| Ohio | 25.7% | 27.2% | 40.0% | 36.7% | 17.3% | 17.6% | 10.1% | 11.8% | 6.9% | 6.8% | 35 | 35 |
| Oklahoma | 17.5% | 14.4% | 33.4% | 38.2% | 27.0% | 26.6% | 13.3% | 12.3% | 8.8% | 8.4% | 39 | 39 |
| Oregon | 9.0% | 8.7% | 40.1% | 42.3% | 28.9% | 26.4% | 14.4% | 14.3% | 7.5% | 8.4% | 40 | 39 |
| Pennsylvania | 26.8% | 30.4% | 39.0% | 37.1% | 20.0% | 18.4% | 8.5% | 8.6% | 5.7% | 5.5% | 35 | 34 |
| Rhode Island | 22.8% | 25.3% | 42.4% | 36.0% | 18.0% | 19.5% | 9.2% | 10.3% | 7.6% | 9.0% | 35 | 34 |
| South Carolina | 19.9% | 19.0% | 39.0% | 39.5% | 23.7% | 22.7% | 11.3% | 12.1% | 6.1% | 6.8% | 37 | 37 |
| South Dakota | 13.1% | 12.2% | 33.9% | 33.5% | 23.8% | 20.9% | 15.2% | 19.0% | 14.0% | 14.4% | 40 | 42 |
| Tennessee | 20.6% | 19.6% | 40.5% | 40.0% | 20.4% | 21.4% | 11.5% | 12.1% | 7.1% | 6.9% | 36 | 36 |
| Texas | 15.2% | 14.7% | 38.4% | 39.0% | 25.0% | 25.2% | 13.5% | 12.9% | 7.9% | 8.2% | 38 | 36 |
| Utah | 9.6% | 8.9% | 41.0% | 43.3% | 30.9% | 28.2% | 11.8% | 11.5% | 6.7% | 8.1% | 39 | 39 |
| Vermont | 8.8% | 8.7% | 35.8% | 32.7% | 24.5% | 24.5% | 17.8% | 19.9% | 13.2% | 14.3% | 41 | 43 |
| Virginia | 16.0% | 16.0% | 40.3% | 41.4% | 24.3% | 24.4% | 12.8% | 11.8% | 6.7% | 6.4% | 38 | 37 |
| Washington | 8.2% | 7.1% | 36.6% | 34.7% | 26.3% | 27.7% | 16.9% | 18.3% | 12.0% | 12.1% | 41 | 42 |
| West Virginia | 16.3% | 14.2% | 30.3% | 38.7% | 30.6% | 27.4% | 15.4% | 12.5% | 7.4% | 7.2% | 40 | 39 |
| Wisconsin | 18.1% | 20.5% | 39.8% | 39.0% | 22.5% | 19.8% | 11.9% | 12.8% | 7.7% | 7.8% | 37 | 37 |
| Wyoming | 6.8% | 7.0% | 33.2% | 33.5% | 24.8% | 22.6% | 18.7% | 22.6% | 16.5% | 14.4% | 43 | 43 |

Median Age by State

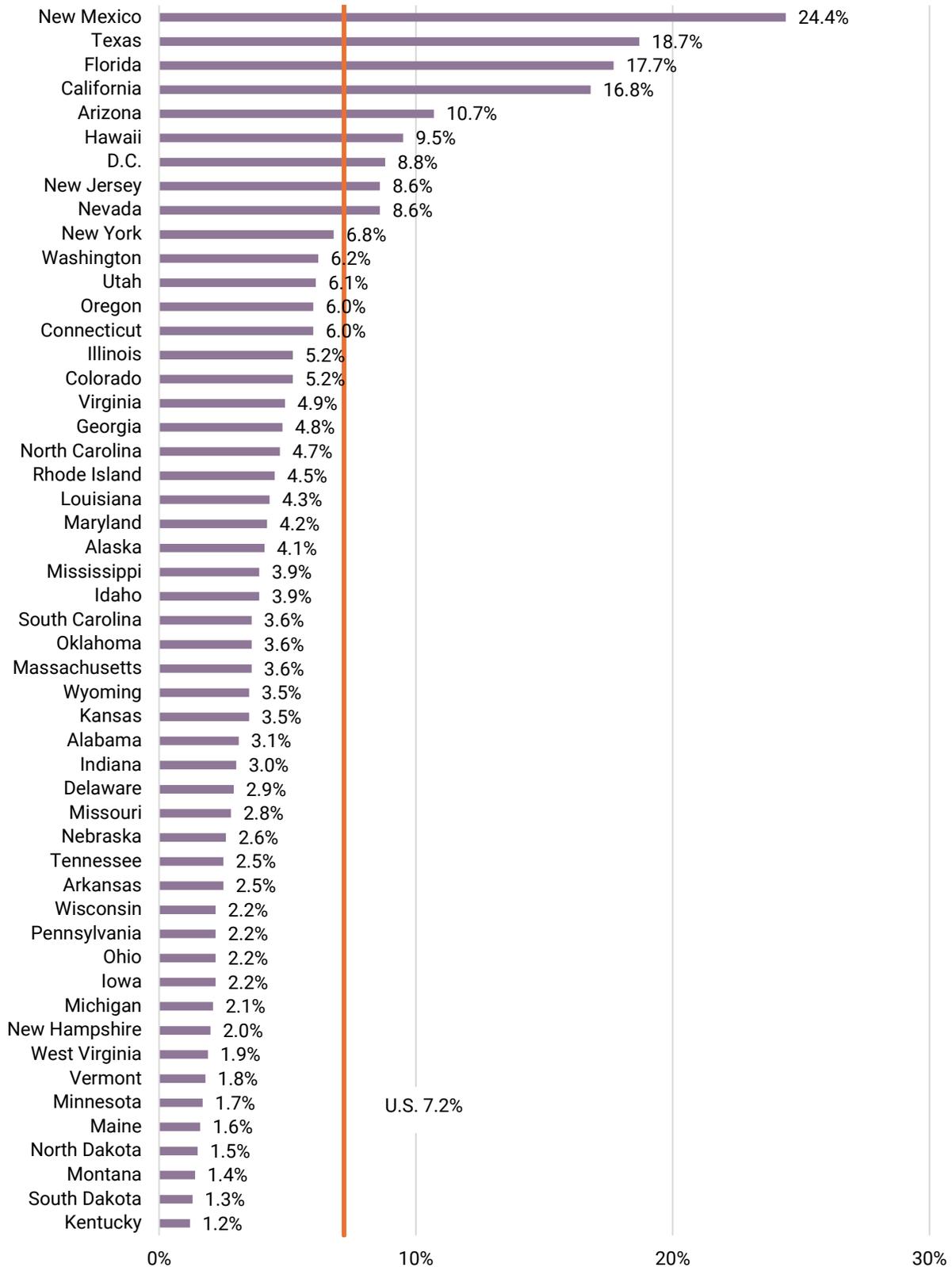


Ethnicity by State

| | 2023 Percent Hispanic | Percent Change 2019-2023 |
|----------------------|-----------------------|--------------------------|
| United States | 7.2% | 0.6% |
| Alabama | 3.1% | 0.0% |
| Alaska | 4.1% | -0.7% |
| Arizona | 10.7% | 1.8% |
| Arkansas | 2.5% | 0.8% |
| California | 16.8% | 0.2% |
| Colorado | 5.2% | 0.4% |
| Connecticut | 6.0% | -0.1% |
| Delaware | 2.9% | 0.6% |
| D.C. | 8.8% | 2.8% |
| Florida | 17.7% | 1.6% |
| Georgia | 4.8% | 0.5% |
| Hawaii | 9.5% | 0.3% |
| Idaho | 3.9% | 0.4% |
| Illinois | 5.2% | 1.0% |
| Indiana | 3.0% | 1.5% |
| Iowa | 2.2% | 0.1% |
| Kansas | 3.5% | -0.2% |
| Kentucky | 1.2% | -0.1% |
| Louisiana | 4.3% | 0.8% |
| Maine | 1.6% | 0.1% |
| Maryland | 4.2% | 0.1% |
| Massachusetts | 3.6% | 0.3% |
| Michigan | 2.1% | 0.1% |
| Minnesota | 1.7% | 0.3% |
| Mississippi | 3.9% | 0.5% |
| Missouri | 2.8% | 0.3% |
| Montana | 1.4% | 0.1% |
| Nebraska | 2.6% | 1.0% |
| Nevada | 8.6% | -0.5% |
| New Hampshire | 2.0% | -0.4% |
| New Jersey | 8.6% | 0.7% |
| New Mexico | 24.4% | 4.0% |
| New York | 6.8% | 0.2% |
| North Carolina | 4.7% | 1.0% |
| North Dakota | 1.5% | 0.9% |
| Ohio | 2.2% | 0.3% |
| Oklahoma | 3.6% | 1.0% |
| Oregon | 6.0% | 1.1% |
| Pennsylvania | 2.2% | 0.4% |
| Rhode Island | 4.5% | 1.3% |
| South Carolina | 3.6% | 0.5% |
| South Dakota | 1.3% | 0.0% |
| Tennessee | 2.5% | -0.2% |
| Texas | 18.7% | 0.7% |
| Utah | 6.1% | 1.1% |
| Vermont | 1.8% | 0.0% |
| Virginia | 4.9% | 0.3% |
| Washington | 6.2% | -0.1% |
| West Virginia | 1.9% | 0.1% |
| Wisconsin | 2.2% | 0.3% |
| Wyoming | 3.5% | -0.5% |

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

Ethnicity: Identifies as Hispanic, Latino(a)(X) or Spanish Origin by State



Race by State

| | American Indian or Alaskan Native | | Asian | | Black/African American | | Multi-race | | Native Hawaiian/Pacific Islander | | Other | | White | | Prefer not to answer | |
|----------------------|-----------------------------------|--------------------|-------------|--------------------|------------------------|--------------------|-------------|--------------------|----------------------------------|--------------------|-------------|--------------------|--------------|--------------------|----------------------|--------------------|
| | | % change 2019-2023 | | % change 2019-2023 | | % change 2019-2023 | | % change 2019-2023 | | % change 2019-2023 | | % change 2019-2023 | | % change 2019-2023 | | % change 2019-2023 |
| | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | | 2023 | |
| United States | 0.4% | 0.1% | 6.8% | 1.2% | 3.4% | 0.1% | 2.5% | 0.6% | 0.3% | 0.0% | 2.6% | -0.2% | 79.9% | -1.0% | 4.2% | -0.6% |
| Alabama | 0.4% | 0.1% | 2.8% | 1.0% | 5.6% | 0.7% | 2.6% | 0.8% | 0.2% | 0.1% | 1.0% | 0.2% | 85.1% | -1.9% | 2.4% | -0.9% |
| Alaska | 3.1% | -0.9% | 2.2% | -0.2% | 1.0% | -0.5% | 4.0% | 0.5% | 0.3% | 0.1% | 2.1% | -0.3% | 78.5% | 1.1% | 8.8% | 0.0% |
| Arizona | 0.7% | -0.2% | 4.9% | 0.9% | 1.6% | -0.2% | 3.6% | 1.2% | 0.1% | -0.2% | 3.2% | -0.2% | 80.8% | -0.6% | 5.1% | -0.6% |
| Arkansas | 0.2% | 0.0% | 4.1% | 1.4% | 1.9% | -0.1% | 1.9% | -0.1% | 0.0% | 0.0% | 1.0% | -0.1% | 87.2% | -1.0% | 3.8% | 0.2% |
| California | 0.4% | 0.1% | 21.0% | 4.5% | 3.4% | -0.1% | 5.4% | 1.2% | 1.0% | -0.2% | 8.1% | -0.5% | 53.4% | -3.8% | 7.3% | -1.1% |
| Colorado | 0.3% | 0.0% | 2.6% | 0.4% | 0.7% | 0.1% | 2.9% | 0.9% | 0.0% | -0.1% | 1.6% | -0.2% | 87.8% | -0.5% | 4.1% | -0.8% |
| Connecticut | 0.1% | 0.1% | 5.6% | 1.8% | 2.8% | 0.9% | 1.7% | 0.6% | 0.0% | 0.0% | 2.1% | 0.0% | 84.2% | -2.7% | 3.5% | -0.7% |
| Delaware | 0.2% | 0.2% | 5.9% | 0.1% | 6.3% | -0.1% | 2.5% | 1.7% | 0.0% | 0.0% | 1.6% | 0.2% | 79.4% | -2.1% | 4.1% | 0.0% |
| D.C. | 0.4% | 0.4% | 6.9% | 1.1% | 9.3% | -0.9% | 4.5% | 0.5% | 0.0% | 0.0% | 0.8% | -1.0% | 74.4% | 1.1% | 3.7% | -1.2% |
| Florida | 0.3% | 0.0% | 5.0% | 0.8% | 4.4% | 0.0% | 3.2% | 0.9% | 0.3% | 0.0% | 3.9% | -0.4% | 78.1% | -0.5% | 4.9% | -0.7% |
| Georgia | 0.1% | 0.0% | 6.6% | 1.2% | 10.3% | 0.9% | 2.3% | 0.4% | 0.2% | 0.0% | 1.8% | -0.6% | 74.5% | -1.5% | 4.1% | -0.5% |
| Hawaii | 0.5% | -0.1% | 16.9% | 0.6% | 2.2% | -0.3% | 10.7% | 2.4% | 3.1% | 0.6% | 2.2% | -1.2% | 61.3% | 0.1% | 3.1% | -2.1% |
| Idaho | 0.1% | -0.1% | 1.3% | 0.0% | 0.2% | 0.0% | 2.3% | 0.2% | 0.2% | -0.1% | 1.2% | -0.5% | 89.3% | 0.7% | 5.3% | -0.4% |
| Illinois | 0.2% | 0.1% | 9.2% | 1.6% | 2.6% | 0.1% | 1.8% | 0.4% | 0.2% | -0.1% | 1.8% | 0.1% | 80.8% | -1.8% | 3.3% | -0.6% |
| Indiana | 0.1% | -0.2% | 2.7% | 1.1% | 1.6% | -0.3% | 1.8% | 0.4% | <0.1% | <0.1% | 0.8% | -0.4% | 89.8% | -0.6% | 3.1% | -0.1% |
| Iowa | 0.1% | 0.0% | 1.4% | -0.1% | 0.8% | 0.4% | 1.0% | 0.0% | 0.0% | -0.1% | 0.3% | -0.6% | 93.8% | 0.8% | 2.6% | -0.4% |
| Kansas | 0.3% | 0.1% | 4.3% | 0.4% | 1.0% | -0.3% | 1.8% | 0.6% | 0.2% | 0.2% | 1.2% | 0.2% | 88.6% | -0.4% | 2.5% | -1.0% |
| Kentucky | 0.0% | -0.1% | 1.4% | 0.4% | 1.7% | 0.0% | 1.4% | 0.5% | 0.0% | 0.0% | 0.7% | 0.1% | 92.6% | -1.0% | 2.2% | 0.1% |
| Louisiana | 0.2% | -0.1% | 3.3% | 0.3% | 4.3% | 0.4% | 1.7% | 0.2% | 0.1% | 0.1% | 1.2% | 0.0% | 86.7% | -0.3% | 2.4% | -0.7% |
| Maine | 0.2% | -0.2% | 1.2% | 0.1% | 0.5% | 0.0% | 1.1% | 0.6% | 0.1% | 0.0% | 0.5% | -0.3% | 92.1% | -0.2% | 4.3% | 0.0% |
| Maryland | 0.2% | 0.2% | 8.7% | 1.6% | 12.7% | -0.1% | 2.3% | 0.3% | 0.3% | 0.0% | 2.2% | -0.2% | 69.2% | -1.2% | 4.4% | -0.6% |
| Massachusetts | <0.1% | <0.1% | 6.2% | 1.3% | 2.1% | 0.1% | 2.0% | 0.2% | <0.1% | 0.0% | 1.3% | -0.4% | 84.7% | -0.5% | 3.5% | -0.8% |
| Michigan | 0.3% | 0.1% | 3.5% | 0.7% | 1.6% | 0.2% | 1.5% | 0.3% | 0.1% | -0.1% | 2.6% | 0.6% | 86.7% | -1.8% | 3.7% | 0.0% |
| Minnesota | 0.2% | 0.1% | 3.1% | 0.6% | 1.2% | 0.2% | 1.4% | 0.5% | 0.1% | 0.0% | 0.7% | 0.0% | 90.5% | -0.9% | 2.9% | -0.5% |
| Mississippi | 0.3% | -0.1% | 3.8% | -0.7% | 5.9% | -1.8% | 2.1% | 0.9% | 0.0% | -0.4% | 0.9% | -0.3% | 84.5% | 5.1% | 2.6% | -2.7% |
| Missouri | 0.4% | 0.1% | 3.5% | 1.6% | 1.5% | 0.5% | 1.9% | 0.3% | 0.1% | 0.1% | 0.9% | 0.1% | 89.1% | -2.8% | 2.6% | 0.1% |
| Montana | 0.5% | -0.4% | 0.9% | 0.4% | 0.0% | -0.2% | 2.2% | 0.8% | 0.1% | -0.1% | 0.7% | -0.2% | 90.1% | -0.7% | 5.4% | 0.2% |
| Nebraska | 0.1% | -0.1% | 1.9% | 0.6% | 1.1% | 0.1% | 1.6% | -0.1% | 0.1% | 0.0% | 0.4% | -0.3% | 93.3% | -0.2% | 1.4% | -0.2% |
| Nevada | 0.3% | -0.3% | 12.8% | 3.3% | 3.0% | -0.8% | 3.8% | 0.3% | 1.0% | 0.3% | 3.4% | -0.3% | 68.5% | -1.6% | 7.1% | -1.1% |
| New Hampshire | 0.1% | 0.0% | 2.4% | 0.5% | 0.5% | 0.0% | 0.9% | -0.4% | 0.1% | 0.0% | 1.5% | 0.6% | 90.8% | 0.1% | 3.7% | -0.8% |
| New Jersey | 0.1% | 0.0% | 13.6% | 1.8% | 4.5% | 0.1% | 2.3% | 0.9% | 0.3% | -0.2% | 3.8% | -0.3% | 71.3% | -1.4% | 4.0% | -1.0% |
| New Mexico | 2.9% | -0.5% | 3.9% | 0.9% | 1.1% | -0.3% | 3.5% | 1.2% | 0.4% | 0.3% | 5.8% | 0.0% | 75.7% | 0.2% | 6.8% | -1.6% |
| New York | 0.1% | 0.0% | 10.4% | 1.4% | 5.4% | -0.1% | 2.1% | 0.3% | 0.2% | 0.0% | 3.6% | -0.5% | 72.7% | -0.5% | 5.4% | -0.7% |
| North Carolina | 0.7% | 0.1% | 3.4% | 0.6% | 4.3% | -0.1% | 2.2% | 1.0% | 0.1% | 0.0% | 1.4% | -0.1% | 83.8% | -1.6% | 4.1% | 0.0% |
| North Dakota | 0.9% | 0.0% | 0.9% | 0.0% | 0.0% | -1.2% | 2.6% | 1.7% | 0.3% | 0.3% | 0.3% | 0.0% | 91.9% | -1.3% | 3.2% | 0.7% |
| Ohio | 0.1% | 0.0% | 2.8% | 0.4% | 2.2% | 0.5% | 1.7% | 0.4% | 0.1% | -0.1% | 1.1% | -0.5% | 89.2% | -0.3% | 2.8% | -0.5% |
| Oklahoma | 4.8% | 0.2% | 4.8% | 0.3% | 1.8% | 0.5% | 5.1% | 0.3% | 0.1% | 0.0% | 1.5% | -0.2% | 79.4% | -1.2% | 2.6% | 0.2% |
| Oregon | 0.3% | 0.0% | 5.8% | 1.7% | 1.2% | 0.5% | 3.2% | 0.8% | 0.1% | -0.1% | 1.9% | -0.4% | 82.5% | -1.5% | 5.0% | -1.0% |
| Pennsylvania | 0.1% | <0.1% | 3.3% | 0.5% | 1.4% | 0.0% | 1.2% | 0.2% | 0.1% | 0.0% | 0.7% | -0.1% | 90.6% | -0.4% | 2.6% | -0.2% |
| Rhode Island | 0.0% | 0.0% | 1.4% | -0.6% | 1.8% | 0.1% | 2.0% | 0.3% | 0.4% | 0.2% | 1.0% | 0.0% | 85.9% | -0.8% | 7.5% | 0.9% |
| South Carolina | 0.2% | 0.1% | 2.7% | 0.9% | 3.9% | -0.3% | 1.4% | 0.1% | 0.2% | 0.0% | 0.8% | -0.4% | 87.3% | -0.3% | 3.5% | -0.1% |
| South Dakota | 0.8% | -0.2% | 1.3% | 0.4% | 0.6% | -0.1% | 1.1% | -0.1% | 0.2% | 0.2% | 1.0% | 0.1% | 92.4% | 0.5% | 2.7% | -0.8% |
| Tennessee | 0.2% | 0.1% | 2.1% | -0.2% | 2.5% | -0.1% | 1.7% | -0.2% | 0.1% | 0.0% | 1.1% | -0.6% | 89.3% | 1.3% | 3.1% | -0.4% |
| Texas | 0.5% | 0.0% | 11.0% | 1.8% | 5.3% | 0.0% | 2.9% | 0.6% | 0.3% | 0.1% | 4.4% | -0.4% | 71.8% | -1.2% | 3.8% | -0.8% |
| Utah | 0.4% | 0.1% | 2.2% | 0.6% | 0.3% | -0.2% | 2.3% | 0.8% | 0.5% | 0.0% | 1.8% | 0.3% | 86.6% | -1.3% | 5.8% | -0.2% |
| Vermont | 0.0% | 0.0% | 1.7% | 0.3% | 0.5% | 0.0% | 1.2% | 0.9% | 0.0% | -0.3% | 1.0% | 0.5% | 89.7% | -0.4% | 5.9% | -1.0% |
| Virginia | 0.1% | 0.0% | 7.0% | 1.7% | 4.8% | -0.1% | 2.6% | 0.6% | 0.2% | 0.0% | 2.4% | 0.1% | 78.5% | -0.8% | 4.4% | -1.5% |
| Washington | 0.7% | 0.1% | 7.9% | 1.8% | 1.6% | 0.1% | 3.7% | 0.4% | 0.5% | 0.0% | 2.5% | 0.1% | 77.1% | 1.8% | 6.0% | -0.7% |
| West Virginia | 0.0% | 0.0% | 1.4% | -0.3% | 0.6% | -0.3% | 1.0% | 0.2% | 0.2% | 0.0% | 0.5% | 0.0% | 93.7% | 1.1% | 2.6% | -0.7% |
| Wisconsin | 0.2% | -0.1% | 2.0% | 0.1% | 0.9% | 0.1% | 1.3% | 0.4% | 0.1% | 0.0% | 0.8% | 0.0% | 92.4% | 0.0% | 2.4% | -0.6% |
| Wyoming | 0.4% | -0.4% | 0.0% | -0.4% | 0.4% | 0.0% | 1.5% | 0.2% | 0.0% | 0.0% | 1.8% | 1.0% | 88.7% | -0.5% | 7.3% | 0.2% |

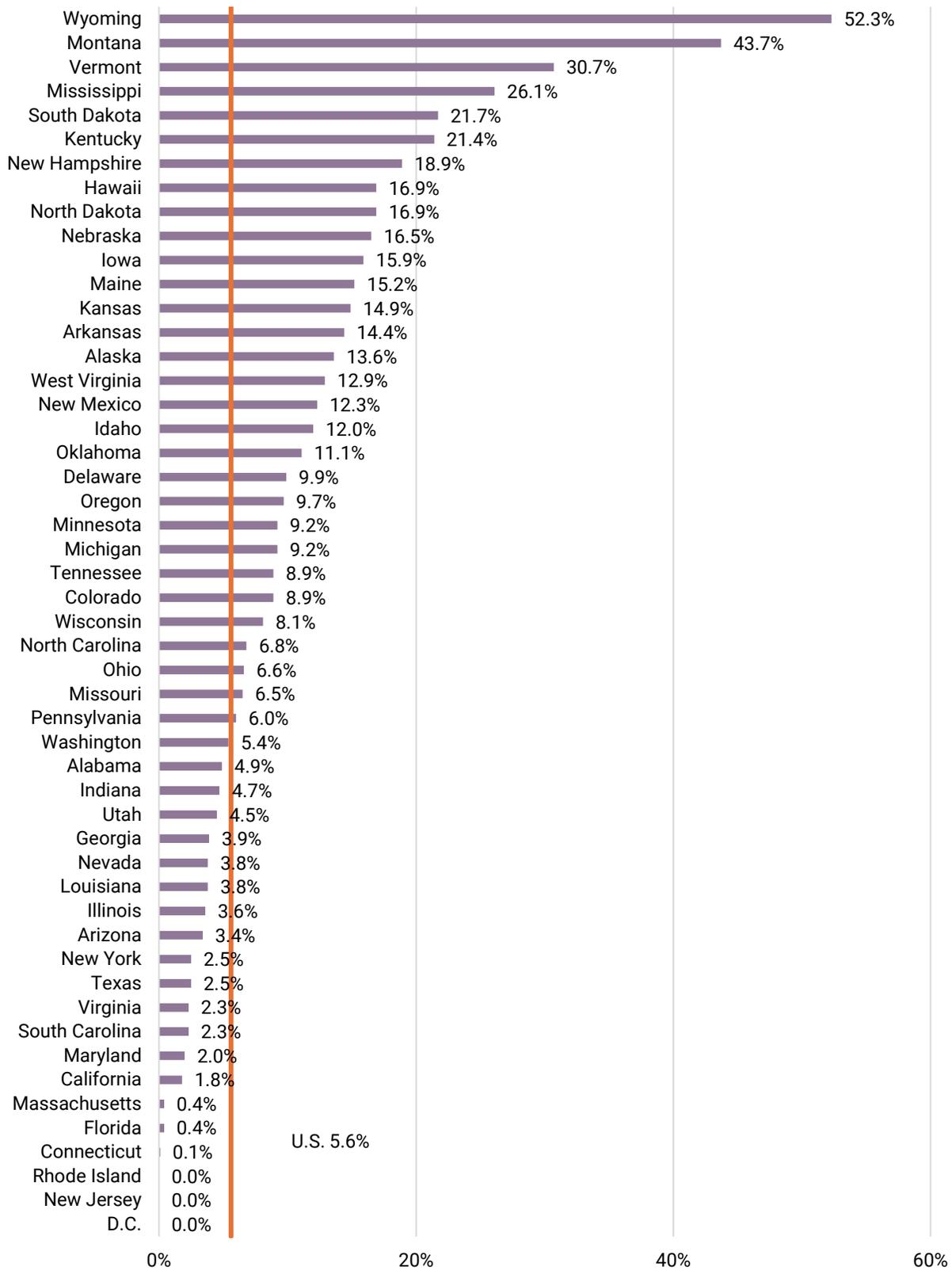
Note: PAs were asked how they classify their race.

Rural/Urban Distribution of PAs by State

| | Urban | Large rural | Small rural | Isolated |
|----------------------|--------------|-------------|-------------|-------------|
| United States | 93.2% | 4.0% | 1.6% | 1.2% |
| Alabama | 94.7% | 3.4% | 1.5% | 0.3% |
| Alaska | 78.1% | 3.2% | 10.4% | 8.3% |
| Arizona | 96.5% | 2.6% | 0.8% | 0.1% |
| Arkansas | 84.4% | 11.9% | 2.5% | 1.2% |
| California | 97.9% | 1.4% | 0.4% | 0.3% |
| Colorado | 90.0% | 5.2% | 3.7% | 1.1% |
| Connecticut | 99.7% | 0.1% | 0.0% | 0.2% |
| Delaware | 90.1% | 8.6% | 1.3% | 0.0% |
| D.C. | 100.0% | 0.0% | 0.0% | 0.0% |
| Florida | 99.6% | 0.2% | 0.2% | <0.1% |
| Georgia | 95.8% | 3.3% | 0.6% | 0.2% |
| Hawaii | 81.5% | 13.9% | 3.0% | 1.6% |
| Idaho | 84.6% | 9.5% | 2.5% | 3.4% |
| Illinois | 95.9% | 2.2% | 1.4% | 0.5% |
| Indiana | 94.9% | 4.1% | 0.6% | 0.5% |
| Iowa | 79.7% | 6.3% | 9.6% | 4.5% |
| Kansas | 78.2% | 9.4% | 5.5% | 6.9% |
| Kentucky | 75.7% | 14.9% | 6.5% | 2.9% |
| Louisiana | 95.6% | 1.9% | 1.9% | 0.5% |
| Maine | 78.3% | 9.7% | 5.5% | 6.6% |
| Maryland | 97.5% | 1.9% | <0.1% | 0.7% |
| Massachusetts | 99.3% | 0.3% | 0.1% | 0.2% |
| Michigan | 89.1% | 7.1% | 2.1% | 1.6% |
| Minnesota | 88.4% | 6.4% | 2.8% | 2.4% |
| Mississippi | 72.4% | 20.0% | 6.1% | 1.4% |
| Missouri | 91.6% | 4.5% | 2.0% | 1.9% |
| Montana | 47.9% | 30.6% | 13.1% | 8.4% |
| Nebraska | 75.7% | 10.7% | 5.8% | 7.7% |
| Nevada | 96.0% | 3.3% | 0.5% | 0.2% |
| New Hampshire | 73.3% | 15.7% | 3.2% | 7.8% |
| New Jersey | 100.0% | 0.0% | 0.0% | 0.0% |
| New Mexico | 86.3% | 10.0% | 2.3% | 1.5% |
| New York | 96.8% | 1.6% | 0.9% | 0.8% |
| North Carolina | 92.6% | 5.5% | 1.3% | 0.6% |
| North Dakota | 69.9% | 12.0% | 4.9% | 13.2% |
| Ohio | 92.8% | 5.2% | 1.4% | 0.5% |
| Oklahoma | 87.0% | 9.0% | 2.1% | 1.9% |
| Oregon | 89.2% | 8.1% | 1.6% | 1.0% |
| Pennsylvania | 92.6% | 4.6% | 1.4% | 1.4% |
| Rhode Island | 100.0% | 0.0% | 0.0% | 0.0% |
| South Carolina | 97.4% | 2.1% | 0.2% | 0.3% |
| South Dakota | 65.3% | 18.9% | 2.8% | 13.0% |
| Tennessee | 90.2% | 6.3% | 2.6% | 0.9% |
| Texas | 97.3% | 1.8% | 0.7% | 0.3% |
| Utah | 94.5% | 2.2% | 2.3% | 1.0% |
| Vermont | 48.7% | 18.4% | 12.3% | 20.5% |
| Virginia | 96.9% | 1.0% | 1.3% | 0.8% |
| Washington | 93.8% | 4.1% | 1.3% | 0.8% |
| West Virginia | 84.5% | 6.3% | 6.6% | 2.6% |
| Wisconsin | 88.7% | 4.6% | 3.5% | 3.3% |
| Wyoming | 34.2% | 29.7% | 22.6% | 13.5% |

Note: Rural-Urban Commuting Area Codes (RUCA) classify U.S. census tracts that utilize population density, urbanization and daily commuting.

Practices in a Rural* Area by State



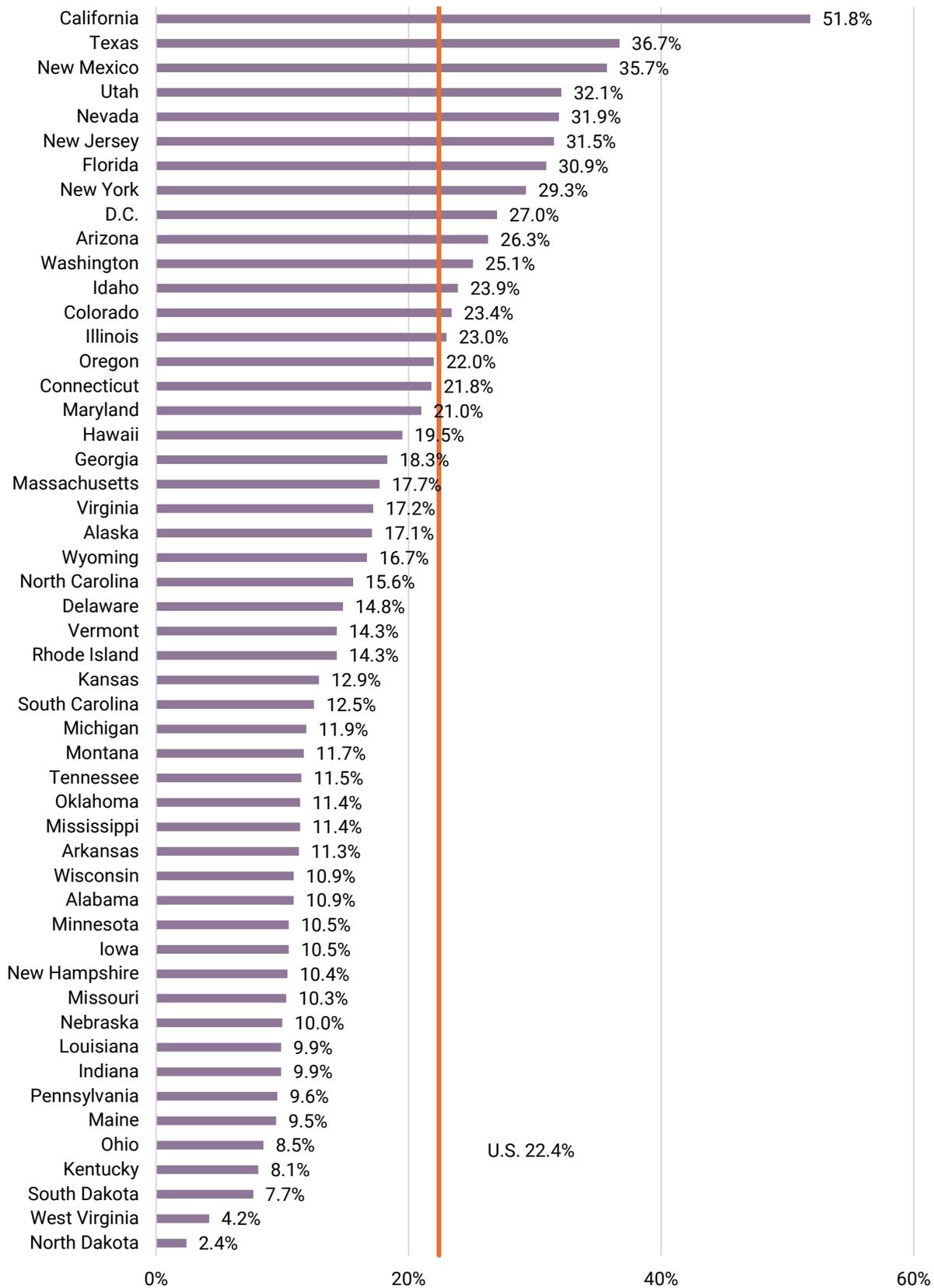
*Rural includes "large rural" and "small rural"

Language by State

| | Percent speak another language | | Most common languages | |
|----------------------|--------------------------------|--------------------------|------------------------------|--------------------------------|
| | 2023 | Percent change 2019-2023 | 2023 | 2019 |
| United States | 22.4% | -0.3% | Spanish, Chinese, Hindi | Spanish, Chinese, French |
| Alabama | 10.9% | 0.4% | Spanish, French, Gujarati | Spanish, French, Gujarati |
| Alaska | 17.1% | -0.8% | Spanish, Russian, French | Spanish, French, Russian |
| Arizona | 26.3% | -1.9% | Spanish, French, Russian | Spanish, Russian, Hindi |
| Arkansas | 11.3% | 0.2% | Spanish, German, Gujarati | Spanish, French, German |
| California | 51.8% | -0.9% | Spanish, Chinese, Vietnamese | Spanish, Chinese, Vietnamese |
| Colorado | 23.4% | -1.6% | Spanish, French, Vietnamese | Spanish, French, Russian |
| Connecticut | 21.8% | -1.1% | Spanish, Polish, Portuguese | Spanish, Polish, Italian |
| Delaware | 14.8% | 0.2% | Spanish, Hindi, Russian | Spanish, Hindi, Gujarati |
| D.C. | 27.0% | 4.5% | Spanish, French, Chinese | Spanish, French, Chinese |
| Florida | 30.9% | 0.3% | Spanish, French, Creole | Spanish, French, French Creole |
| Georgia | 18.3% | 0.3% | Spanish, Hindi, Gujarati | Spanish, Hindi, French |
| Hawaii | 19.5% | 5.2% | Spanish, Chinese, Japanese | Spanish, Japanese, Chinese |
| Idaho | 23.9% | -0.2% | Spanish, Portuguese, Russian | Spanish, Portuguese, French |
| Illinois | 23.0% | 1.2% | Spanish, Hindi, Polish | Spanish, Hindi, Polish |
| Indiana | 9.9% | 0.9% | Spanish, Arabic, Gujarati | Spanish, Arabic, Chinese |
| Iowa | 10.5% | -0.6% | Spanish, French, Vietnamese | Spanish, Arabic, Chinese |
| Kansas | 12.9% | -0.3% | Spanish, Vietnamese, Hindi | Spanish, Vietnamese, Hindi |
| Kentucky | 8.1% | 0.2% | Spanish, French, Hindi | Spanish, French, German |
| Louisiana | 9.9% | 0.1% | Spanish, French, Vietnamese | Spanish, French, Vietnamese |
| Maine | 9.5% | -0.2% | Spanish, French, Chinese | Spanish, French, Chinese |
| Maryland | 21.0% | 0.1% | Spanish, French, Hindi | Spanish, French, Hindi |
| Massachusetts | 17.7% | -1.3% | Spanish, Portuguese, Chinese | Spanish, Portuguese, Chinese |
| Michigan | 11.9% | 0.2% | Spanish, Arabic, Hindi | Spanish, Arabic, Hindi |
| Minnesota | 10.5% | -0.4% | Spanish, Vietnamese, French | Spanish, Vietnamese, Chinese |
| Mississippi | 11.4% | -0.7% | Spanish, Hindi, Gujarati | Spanish, German, Hindi |
| Missouri | 10.3% | -1.9% | Spanish, Urdu, Chinese | Spanish, Russian, French |
| Montana | 11.7% | -0.1% | Spanish, Chinese, French | Spanish, French, German |
| Nebraska | 10.0% | -0.5% | Spanish, Vietnamese, Russian | Spanish, Vietnamese, Japanese |
| Nevada | 31.9% | -1.4% | Spanish, Chinese, Vietnamese | Spanish, Chinese, Vietnamese |
| New Hampshire | 10.4% | 0.3% | Spanish, French, Chinese | Spanish, French, Chinese |
| New Jersey | 31.5% | 0.0% | Spanish, Hindi, Gujarati | Spanish, Hindi, Gujarati |
| New Mexico | 35.7% | -2.4% | Spanish, French, German | Spanish, Russian, Japanese |
| New York | 29.3% | -1.3% | Spanish, Chinese, Hindi | Spanish, Russian, Chinese |
| North Carolina | 15.6% | -0.8% | Spanish, Hindi, Gujarati | Spanish, French, German |
| North Dakota | 2.4% | -1.4% | Spanish, Persian, Russian | Spanish, French, Russian |
| Ohio | 8.5% | 0.0% | Spanish, Hindi, Arabic | Spanish, Russian, Arabic |
| Oklahoma | 11.4% | -0.3% | Spanish, Vietnamese, Chinese | Spanish, Vietnamese, German |
| Oregon | 22.0% | -1.4% | Spanish, French, Chinese | Spanish, Russian, Vietnamese |
| Pennsylvania | 9.6% | -0.6% | Spanish, Russian, Hindi | Spanish, French, Russian |
| Rhode Island | 14.3% | -1.1% | Spanish, Portuguese, Italian | Spanish, Portuguese, Arabic |
| South Carolina | 12.5% | 0.6% | Spanish, French, Gujarati | Spanish, German, Gujarati |
| South Dakota | 7.7% | 1.2% | Spanish, German, Chinese | Spanish, Persian |
| Tennessee | 11.5% | -1.0% | Spanish, Arabic, French | Spanish, Hindi, Arabic |
| Texas | 36.7% | -0.4% | Spanish, Vietnamese, Hindi | Spanish, Vietnamese, Hindi |
| Utah | 32.1% | 0.0% | Spanish, Portuguese, German | Spanish, Portuguese, German |
| Vermont | 14.3% | 3.0% | Spanish, French, Portuguese | Spanish, French |
| Virginia | 17.2% | 0.3% | Spanish, French, Hindi | Spanish, French, Hindi |
| Washington | 25.1% | 1.2% | Spanish, Russian, Chinese | Spanish, Russian, Chinese |
| West Virginia | 4.2% | -0.8% | Spanish, Arabic, Chinese | Spanish, Arabic |
| Wisconsin | 10.9% | -0.6% | Spanish, French, Arabic | Spanish, Russian, French |
| Wyoming | 16.7% | 0.8% | Spanish, German, Portuguese | Spanish, Portuguese |

Note: PAs were asked if they communicate with patients in a language other than English and if so, which language(s) do they speak.

Speak in a Language Other than English by State

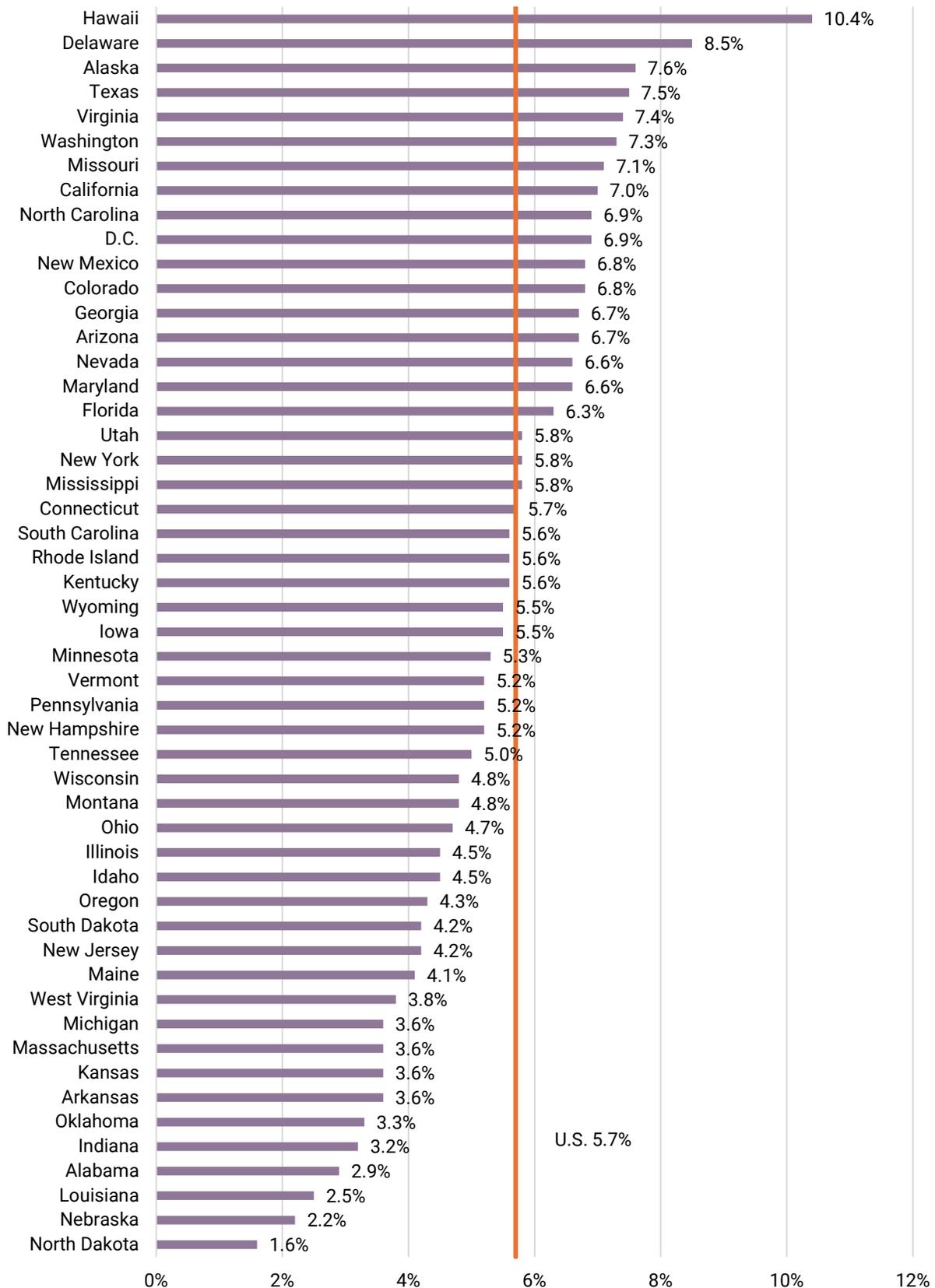


Postgraduate Program Completion by State

| | Completed Postgraduate Program (residency or fellowship) |
|----------------------|--|
| United States | 5.7% |
| Alabama | 2.9% |
| Alaska | 7.6% |
| Arizona | 6.7% |
| Arkansas | 3.6% |
| California | 7.0% |
| Colorado | 6.8% |
| Connecticut | 5.7% |
| Delaware | 8.5% |
| D.C. | 6.9% |
| Florida | 6.3% |
| Georgia | 6.7% |
| Hawaii | 10.4% |
| Idaho | 4.5% |
| Illinois | 4.5% |
| Indiana | 3.2% |
| Iowa | 5.5% |
| Kansas | 3.6% |
| Kentucky | 5.6% |
| Louisiana | 2.5% |
| Maine | 4.1% |
| Maryland | 6.6% |
| Massachusetts | 3.6% |
| Michigan | 3.6% |
| Minnesota | 5.3% |
| Mississippi | 5.8% |
| Missouri | 7.1% |
| Montana | 4.8% |
| Nebraska | 2.2% |
| Nevada | 6.6% |
| New Hampshire | 5.2% |
| New Jersey | 4.2% |
| New Mexico | 6.8% |
| New York | 5.8% |
| North Carolina | 6.9% |
| North Dakota | 1.6% |
| Ohio | 4.7% |
| Oklahoma | 3.3% |
| Oregon | 4.3% |
| Pennsylvania | 5.2% |
| Rhode Island | 5.6% |
| South Carolina | 5.6% |
| South Dakota | 4.2% |
| Tennessee | 5.0% |
| Texas | 7.5% |
| Utah | 5.8% |
| Vermont | 5.2% |
| Virginia | 7.4% |
| Washington | 7.3% |
| West Virginia | 3.8% |
| Wisconsin | 4.8% |
| Wyoming | 5.5% |

Note: PAs were asked if they completed a PA postgraduate program.

Completed Postgraduate Program by State

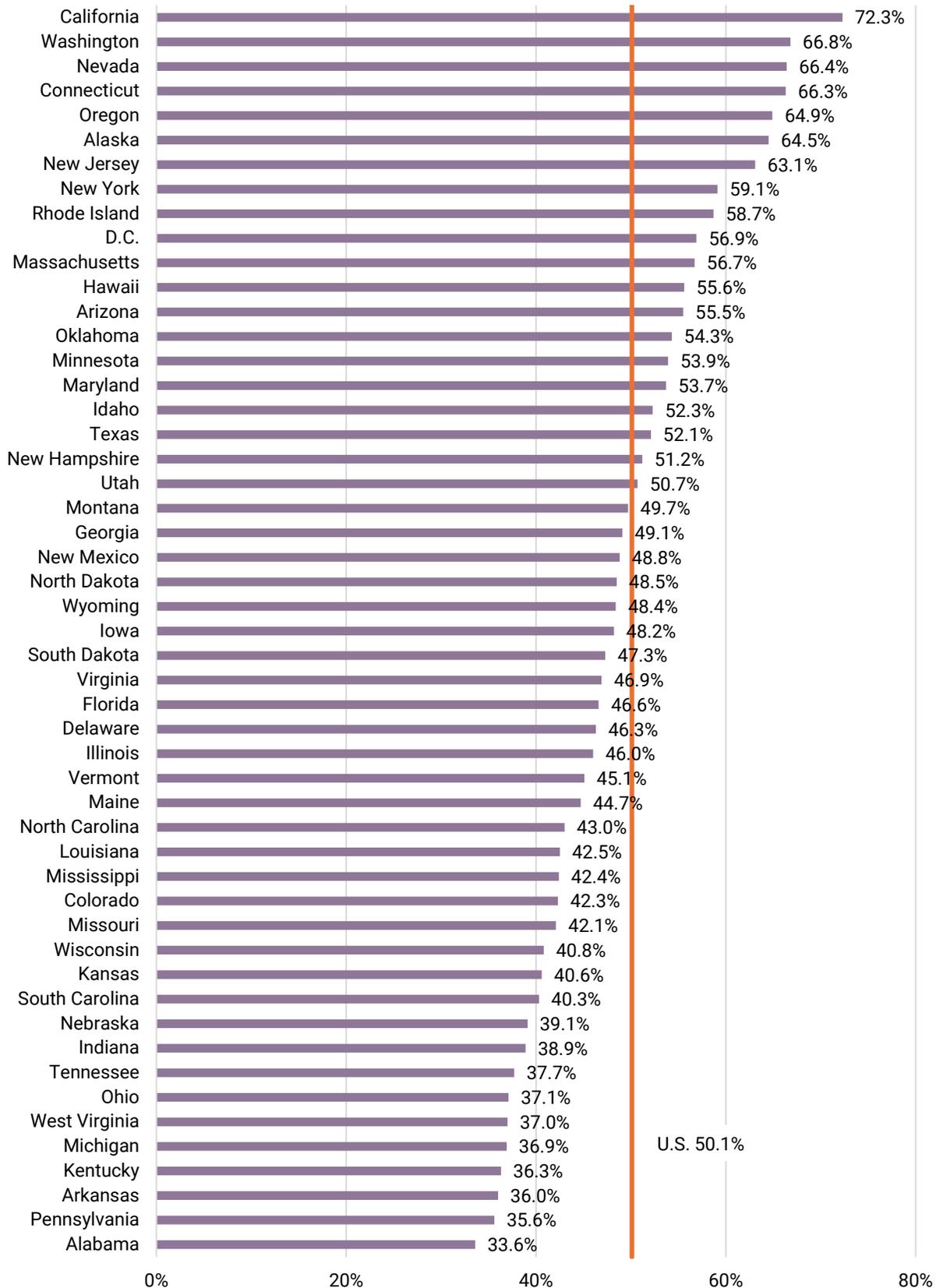


Income by State

| | ≤\$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 |
| United States | 4.2% | 5.0% | 3.8% | 5.4% | 13.7% | 22.9% | 28.2% | 32.1% | 22.9% | 17.6% | 12.9% | 8.2% | 6.2% | 3.7% | 3.4% | 2.2% | 4.7% | 2.7% |
| Alabama | 4.6% | 4.7% | 3.9% | 8.3% | 27.5% | 34.9% | 30.3% | 26.2% | 16.1% | 15.0% | 8.9% | 5.8% | 3.9% | 2.3% | 1.7% | 1.6% | 3.0% | 1.2% |
| Alaska | 5.7% | 4.9% | 4.3% | 5.2% | 8.2% | 14.0% | 17.2% | 21.8% | 21.6% | 22.7% | 18.5% | 12.3% | 9.9% | 6.7% | 5.3% | 5.4% | 9.2% | 6.9% |
| Arizona | 4.3% | 4.4% | 3.7% | 4.4% | 8.9% | 16.7% | 27.5% | 31.3% | 22.6% | 20.2% | 14.9% | 10.8% | 6.7% | 4.2% | 4.9% | 3.6% | 6.4% | 4.5% |
| Arkansas | 3.9% | 5.3% | 4.1% | 6.2% | 26.4% | 31.7% | 29.5% | 27.6% | 15.3% | 14.1% | 9.5% | 7.6% | 5.6% | 2.6% | 2.3% | 2.7% | 3.3% | 2.3% |
| California | 3.6% | 4.9% | 3.2% | 4.5% | 6.5% | 11.6% | 14.5% | 23.5% | 20.4% | 20.7% | 17.8% | 13.7% | 11.9% | 8.7% | 9.3% | 5.6% | 12.9% | 6.6% |
| Colorado | 5.5% | 7.4% | 6.1% | 8.1% | 15.7% | 27.2% | 30.4% | 33.9% | 22.9% | 14.0% | 11.0% | 5.1% | 4.1% | 1.8% | 1.8% | 1.2% | 2.5% | 1.4% |
| Connecticut | 3.3% | 4.6% | 2.7% | 3.0% | 5.2% | 12.4% | 22.6% | 32.7% | 25.3% | 23.2% | 19.0% | 12.4% | 9.3% | 5.0% | 5.8% | 3.3% | 6.9% | 3.5% |
| Delaware | 3.5% | 3.7% | 3.5% | 3.7% | 13.6% | 25.2% | 33.0% | 31.2% | 20.4% | 18.5% | 15.3% | 9.7% | 4.1% | 3.0% | 2.7% | 2.0% | 3.8% | 3.0% |
| D.C. | 0.5% | 1.6% | 2.4% | 3.7% | 8.3% | 22.1% | 32.0% | 37.4% | 30.6% | 17.9% | 11.2% | 10.5% | 6.8% | 4.3% | 3.4% | 1.0% | 4.9% | 1.6% |
| Florida | 4.4% | 5.6% | 3.6% | 4.9% | 16.1% | 24.9% | 29.4% | 30.4% | 21.4% | 17.1% | 11.8% | 8.0% | 5.5% | 4.1% | 3.2% | 2.2% | 4.7% | 2.8% |
| Georgia | 4.2% | 5.2% | 3.8% | 5.0% | 15.8% | 25.6% | 27.1% | 29.5% | 21.6% | 17.3% | 12.6% | 7.5% | 5.6% | 3.6% | 3.8% | 2.3% | 5.5% | 3.9% |
| Hawaii | 4.7% | 5.9% | 4.4% | 6.3% | 9.4% | 19.2% | 26.0% | 24.8% | 25.4% | 21.0% | 13.0% | 9.8% | 7.7% | 5.5% | 2.7% | 2.7% | 6.8% | 4.2% |
| Idaho | 4.7% | 5.7% | 3.2% | 5.0% | 12.9% | 22.7% | 26.9% | 33.9% | 24.3% | 16.8% | 13.2% | 7.8% | 5.9% | 4.3% | 3.8% | 1.7% | 5.1% | 2.3% |
| Illinois | 4.3% | 4.5% | 3.5% | 5.4% | 14.0% | 24.3% | 32.2% | 36.5% | 24.4% | 16.1% | 12.0% | 7.3% | 4.5% | 2.4% | 2.4% | 1.4% | 2.7% | 2.1% |
| Indiana | 4.6% | 5.1% | 3.8% | 5.2% | 14.4% | 25.2% | 38.4% | 39.1% | 24.3% | 15.2% | 7.9% | 5.5% | 3.4% | 2.1% | 1.3% | 1.0% | 2.0% | 1.5% |
| Iowa | 4.6% | 5.6% | 4.3% | 5.8% | 14.4% | 21.5% | 28.5% | 33.4% | 22.2% | 17.9% | 11.6% | 7.3% | 6.1% | 3.6% | 3.7% | 2.6% | 4.6% | 2.3% |
| Kansas | 6.1% | 5.9% | 5.9% | 8.2% | 19.4% | 28.9% | 28.0% | 30.6% | 18.6% | 13.3% | 10.0% | 5.6% | 5.3% | 2.3% | 2.7% | 2.4% | 4.0% | 2.9% |
| Kentucky | 5.7% | 6.5% | 4.5% | 8.2% | 21.1% | 32.1% | 32.5% | 29.7% | 19.2% | 13.6% | 9.1% | 5.0% | 4.3% | 1.9% | 1.2% | 0.9% | 2.5% | 2.2% |
| Louisiana | 3.2% | 3.5% | 3.7% | 6.5% | 17.7% | 31.6% | 33.0% | 30.7% | 21.6% | 13.4% | 9.6% | 7.6% | 5.2% | 2.8% | 2.7% | 2.1% | 3.4% | 1.9% |
| Maine | 4.9% | 6.7% | 4.2% | 6.2% | 10.7% | 21.2% | 35.5% | 37.4% | 24.0% | 17.7% | 11.7% | 6.4% | 3.9% | 2.0% | 2.6% | 1.0% | 2.5% | 1.3% |
| Maryland | 4.4% | 5.5% | 3.7% | 4.9% | 11.7% | 20.3% | 26.5% | 32.1% | 24.5% | 19.8% | 15.1% | 9.2% | 6.9% | 4.6% | 3.2% | 1.9% | 4.0% | 1.8% |
| Massachusetts | 2.9% | 4.3% | 2.5% | 4.2% | 10.4% | 20.3% | 27.4% | 33.5% | 27.3% | 20.0% | 14.8% | 9.4% | 6.6% | 4.0% | 4.0% | 2.1% | 4.0% | 2.1% |
| Michigan | 4.9% | 6.0% | 5.4% | 6.5% | 17.3% | 27.0% | 35.5% | 37.0% | 21.0% | 13.7% | 8.3% | 5.0% | 3.7% | 2.4% | 1.7% | 1.0% | 2.2% | 1.5% |
| Minnesota | 2.9% | 3.4% | 3.3% | 3.9% | 10.4% | 16.8% | 29.5% | 40.0% | 29.1% | 21.9% | 13.6% | 8.0% | 5.1% | 2.7% | 3.2% | 1.6% | 2.9% | 1.6% |
| Mississippi | 3.1% | 3.5% | 2.7% | 5.5% | 24.4% | 28.9% | 27.5% | 28.4% | 21.4% | 16.4% | 9.9% | 9.5% | 5.0% | 4.5% | 1.1% | 0.5% | 5.0% | 3.0% |
| Missouri | 4.3% | 5.7% | 3.6% | 5.2% | 17.5% | 30.0% | 32.3% | 30.7% | 21.3% | 15.7% | 11.5% | 7.0% | 4.5% | 2.7% | 1.8% | 1.1% | 3.0% | 1.9% |
| Montana | 4.4% | 7.0% | 3.9% | 6.5% | 13.1% | 22.8% | 28.9% | 36.5% | 27.6% | 17.1% | 13.7% | 5.6% | 4.1% | 2.3% | 1.3% | 0.6% | 3.0% | 1.6% |
| Nebraska | 4.7% | 5.8% | 5.5% | 7.4% | 19.1% | 31.8% | 31.7% | 31.0% | 18.4% | 11.7% | 10.8% | 6.6% | 4.3% | 1.9% | 2.5% | 1.4% | 3.1% | 2.5% |
| Nevada | 3.0% | 3.4% | 4.4% | 2.9% | 6.3% | 13.6% | 19.7% | 24.1% | 22.1% | 25.1% | 17.4% | 12.8% | 10.0% | 6.5% | 7.0% | 3.9% | 9.9% | 7.6% |
| New Hampshire | 3.5% | 5.7% | 3.6% | 3.8% | 11.3% | 22.2% | 30.4% | 36.9% | 29.5% | 19.6% | 10.6% | 5.8% | 5.1% | 2.5% | 2.6% | 2.0% | 3.4% | 1.3% |
| New Jersey | 3.6% | 4.9% | 2.5% | 4.0% | 8.5% | 16.9% | 22.4% | 31.1% | 25.7% | 20.3% | 17.7% | 9.8% | 7.9% | 5.8% | 5.1% | 2.8% | 6.7% | 4.4% |
| New Mexico | 4.5% | 4.9% | 5.4% | 6.3% | 12.7% | 21.1% | 28.5% | 35.5% | 23.7% | 19.2% | 12.7% | 6.5% | 4.9% | 2.9% | 3.1% | 2.0% | 4.4% | 1.6% |
| New York | 3.5% | 4.3% | 3.1% | 4.6% | 11.0% | 20.5% | 23.3% | 31.4% | 23.3% | 19.1% | 16.3% | 9.7% | 8.7% | 4.3% | 4.4% | 2.6% | 6.4% | 3.6% |
| North Carolina | 4.5% | 4.9% | 4.0% | 5.5% | 16.5% | 27.4% | 32.0% | 33.0% | 22.8% | 17.2% | 11.2% | 6.0% | 4.3% | 2.7% | 2.0% | 1.7% | 2.7% | 1.5% |
| North Dakota | 4.2% | 6.1% | 4.9% | 7.2% | 10.8% | 20.8% | 31.5% | 39.1% | 26.9% | 14.0% | 10.8% | 4.7% | 3.8% | 3.9% | 3.5% | 1.4% | 3.5% | 2.9% |
| Ohio | 4.1% | 5.1% | 4.2% | 5.3% | 18.0% | 28.2% | 36.5% | 36.5% | 21.1% | 14.6% | 8.7% | 5.5% | 4.2% | 2.5% | 1.3% | 1.2% | 1.8% | 1.1% |
| Oklahoma | 5.7% | 6.0% | 2.5% | 3.7% | 10.9% | 20.0% | 26.7% | 30.0% | 23.9% | 20.2% | 14.3% | 8.7% | 6.6% | 4.6% | 3.6% | 2.8% | 5.9% | 4.1% |
| Oregon | 3.1% | 4.0% | 3.1% | 3.9% | 7.8% | 16.2% | 21.2% | 34.0% | 30.9% | 22.6% | 16.4% | 11.6% | 10.0% | 3.6% | 3.8% | 2.1% | 3.8% | 2.0% |
| Pennsylvania | 4.1% | 5.3% | 4.8% | 9.8% | 21.5% | 33.5% | 33.9% | 32.0% | 20.9% | 11.9% | 8.4% | 4.0% | 3.1% | 1.7% | 1.4% | 0.8% | 1.8% | 0.9% |
| Rhode Island | 2.2% | 3.3% | 2.2% | 3.3% | 9.8% | 15.5% | 27.1% | 35.2% | 28.9% | 20.1% | 16.1% | 14.1% | 6.1% | 3.3% | 3.2% | 2.0% | 4.4% | 3.3% |
| South Carolina | 5.8% | 5.6% | 3.6% | 4.9% | 18.4% | 30.0% | 32.0% | 31.4% | 21.1% | 13.8% | 9.5% | 7.2% | 4.8% | 3.2% | 1.7% | 1.9% | 3.2% | 2.0% |
| South Dakota | 4.4% | 5.0% | 3.5% | 5.4% | 14.5% | 27.5% | 30.3% | 36.7% | 27.8% | 13.4% | 10.5% | 6.2% | 3.7% | 2.4% | 1.8% | 1.2% | 3.5% | 2.2% |
| Tennessee | 6.3% | 7.0% | 5.1% | 6.4% | 21.0% | 28.7% | 29.9% | 29.0% | 18.4% | 15.2% | 8.8% | 7.4% | 4.5% | 2.4% | 2.3% | 1.4% | 3.7% | 2.3% |
| Texas | 4.2% | 5.0% | 3.7% | 4.0% | 11.2% | 18.8% | 28.8% | 34.2% | 24.1% | 20.1% | 13.7% | 8.4% | 6.2% | 3.9% | 3.3% | 2.4% | 4.8% | 3.2% |
| Utah | 5.3% | 6.9% | 4.1% | 4.2% | 12.6% | 26.1% | 27.4% | 29.8% | 24.0% | 16.4% | 12.8% | 8.0% | 5.8% | 4.0% | 3.4% | 2.1% | 4.7% | 2.5% |
| Vermont | 5.9% | 6.1% | 4.8% | 9.4% | 16.7% | 24.4% | 27.5% | 30.8% | 25.5% | 17.9% | 10.8% | 6.8% | 5.7% | 2.6% | 1.7% | 0.9% | 1.4% | 1.0% |
| Virginia | 4.5% | 4.9% | 4.2% | 5.2% | 14.3% | 24.8% | 30.1% | 32.6% | 22.5% | 17.9% | 12.0% | 7.4% | 5.9% | 3.4% | 3.0% | 1.7% | 3.5% | 1.9% |
| Washington | 2.7% | 3.4% | 3.4% | 4.6% | 7.2% | 13.2% | 19.8% | 29.3% | 26.5% | 23.1% | 19.7% | 14.4% | 10.5% | 6.4% | 5.1% | 2.9% | 5.0% | 2.8% |
| West Virginia | 3.0% | 3.5% | 4.1% | 7.5% | 22.2% | 33.2% | 33.8% | 32.1% | 20.1% | 13.1% | 8.9% | 5.6% | 2.8% | 2.1% | 1.9% | 1.2% | 3.3% | 1.5% |
| Wisconsin | 4.7% | 4.9% | 4.1% | 6.1% | 14.1% | 26.4% | 36.3% | 36.6% | 23.6% | 16.7% | 10.6% | 5.4% | 2.9% | 2.1% | 1.5% | 1.0% | 2.2% | 0.9% |
| Wyoming | 6.9% | 7.8% | 7.7% | 4.6% | 14.5% | 18.4% | 22.6% | 35.5% | 22.6% | 17.5% | 14.1% | 11.1% | 2.8% | 1.9% | 2.4% | 1.8% | 6.5% | 1.4% |

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

Income over \$120,000 by State

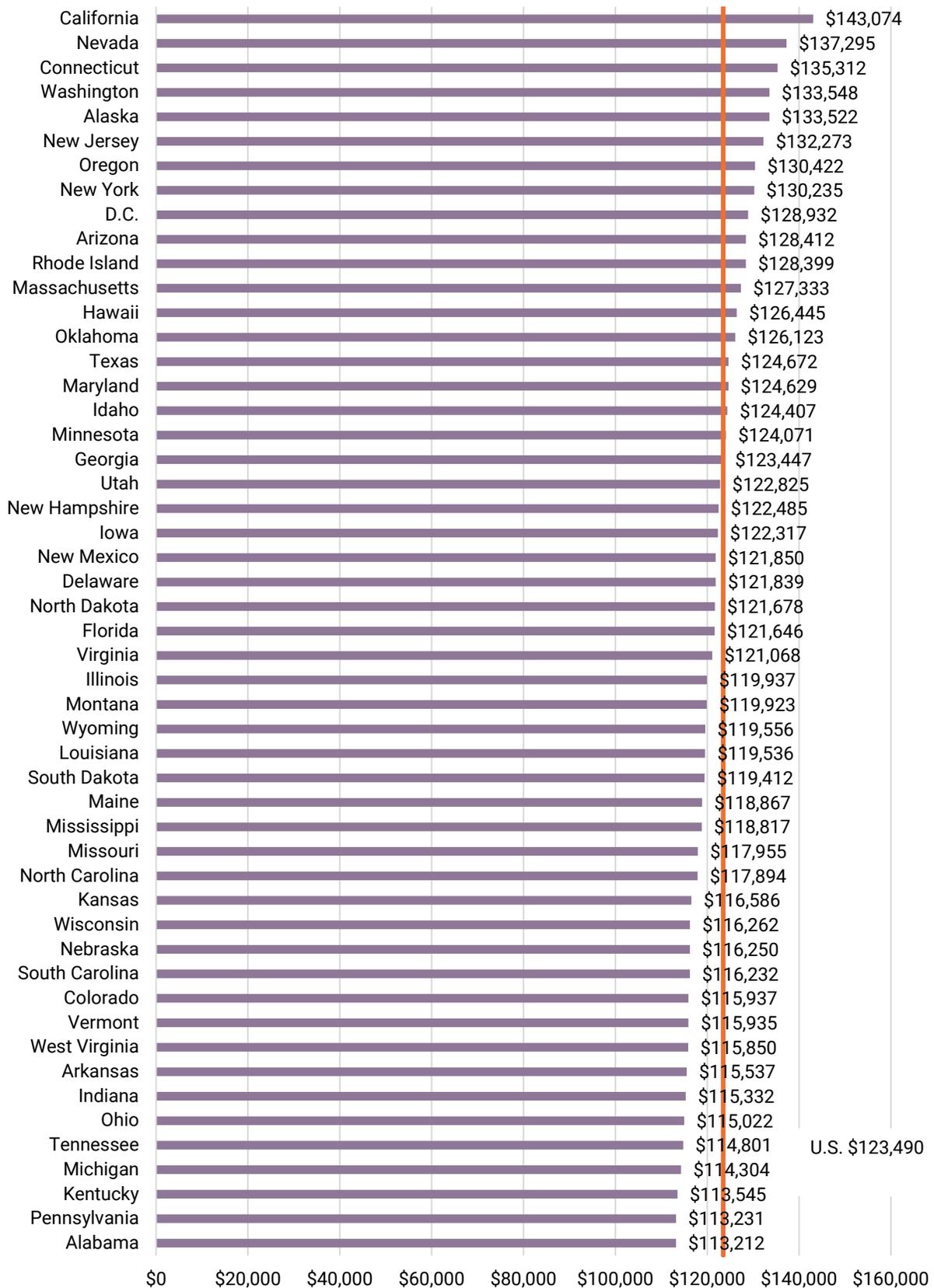


Income Mean and Median by State

| | Mean | | Median | |
|----------------------|------------------|------------------|------------------|------------------|
| | 2023 | 2019 | 2023 | 2019 |
| United States | \$123,490 | \$113,219 | \$125,000 | \$105,000 |
| Alabama | \$113,212 | \$105,421 | \$105,000 | \$105,000 |
| Alaska | \$133,522 | \$126,382 | \$135,000 | \$125,000 |
| Arizona | \$128,412 | \$120,029 | \$125,000 | \$115,000 |
| Arkansas | \$115,537 | \$109,868 | \$105,000 | \$105,000 |
| California | \$143,074 | \$128,331 | \$145,000 | \$125,000 |
| Colorado | \$115,937 | \$104,409 | \$115,000 | \$105,000 |
| Connecticut | \$135,312 | \$121,784 | \$135,000 | \$115,000 |
| Delaware | \$121,839 | \$114,329 | \$115,000 | \$105,000 |
| D.C. | \$128,932 | \$115,737 | \$125,000 | \$115,000 |
| Florida | \$121,646 | \$112,833 | \$115,000 | \$105,000 |
| Georgia | \$123,447 | \$113,752 | \$115,000 | \$105,000 |
| Hawaii | \$126,445 | \$118,077 | \$125,000 | \$115,000 |
| Idaho | \$124,407 | \$112,092 | \$125,000 | \$105,000 |
| Illinois | \$119,937 | \$110,480 | \$115,000 | \$105,000 |
| Indiana | \$115,332 | \$108,217 | \$115,000 | \$105,000 |
| Iowa | \$122,317 | \$112,542 | \$115,000 | \$105,000 |
| Kansas | \$116,586 | \$107,848 | \$115,000 | \$105,000 |
| Kentucky | \$113,545 | \$104,540 | \$115,000 | \$105,000 |
| Louisiana | \$119,536 | \$109,711 | \$115,000 | \$105,000 |
| Maine | \$118,867 | \$108,353 | \$115,000 | \$105,000 |
| Maryland | \$124,629 | \$113,920 | \$125,000 | \$115,000 |
| Massachusetts | \$127,333 | \$115,042 | \$125,000 | \$115,000 |
| Michigan | \$114,304 | \$106,430 | \$115,000 | \$105,000 |
| Minnesota | \$124,071 | \$114,670 | \$125,000 | \$115,000 |
| Mississippi | \$118,817 | \$112,214 | \$115,000 | \$105,000 |
| Missouri | \$117,955 | \$108,330 | \$115,000 | \$105,000 |
| Montana | \$119,923 | \$106,745 | \$115,000 | \$105,000 |
| Nebraska | \$116,250 | \$106,380 | \$115,000 | \$105,000 |
| Nevada | \$137,295 | \$128,392 | \$135,000 | \$125,000 |
| New Hampshire | \$122,485 | \$110,643 | \$125,000 | \$105,000 |
| New Jersey | \$132,273 | \$119,792 | \$125,000 | \$115,000 |
| New Mexico | \$121,850 | \$111,133 | \$115,000 | \$105,000 |
| New York | \$130,235 | \$117,012 | \$125,000 | \$115,000 |
| North Carolina | \$117,894 | \$109,182 | \$115,000 | \$105,000 |
| North Dakota | \$121,678 | \$109,767 | \$115,000 | \$105,000 |
| Ohio | \$115,022 | \$107,376 | \$115,000 | \$105,000 |
| Oklahoma | \$126,123 | \$117,228 | \$125,000 | \$115,000 |
| Oregon | \$130,422 | \$117,244 | \$125,000 | \$115,000 |
| Pennsylvania | \$113,231 | \$102,283 | \$115,000 | \$105,000 |
| Rhode Island | \$128,399 | \$119,375 | \$125,000 | \$115,000 |
| South Carolina | \$116,232 | \$109,219 | \$115,000 | \$105,000 |
| South Dakota | \$119,412 | \$108,493 | \$115,000 | \$105,000 |
| Tennessee | \$114,801 | \$107,691 | \$115,000 | \$105,000 |
| Texas | \$124,672 | \$116,054 | \$125,000 | \$115,000 |
| Utah | \$122,825 | \$111,185 | \$125,000 | \$105,000 |
| Vermont | \$115,935 | \$106,656 | \$115,000 | \$105,000 |
| Virginia | \$121,068 | \$111,443 | \$115,000 | \$105,000 |
| Washington | \$133,548 | \$122,313 | \$135,000 | \$115,000 |
| West Virginia | \$115,850 | \$106,110 | \$115,000 | \$105,000 |
| Wisconsin | \$116,262 | \$107,557 | \$115,000 | \$105,000 |
| Wyoming | \$119,556 | \$110,668 | \$115,000 | \$115,000 |

Note: PAs were asked to estimate their total income in the last calendar year from all PA positions combined. Midpoints of income ranges were used to calculate mean and median.

Mean Income by State

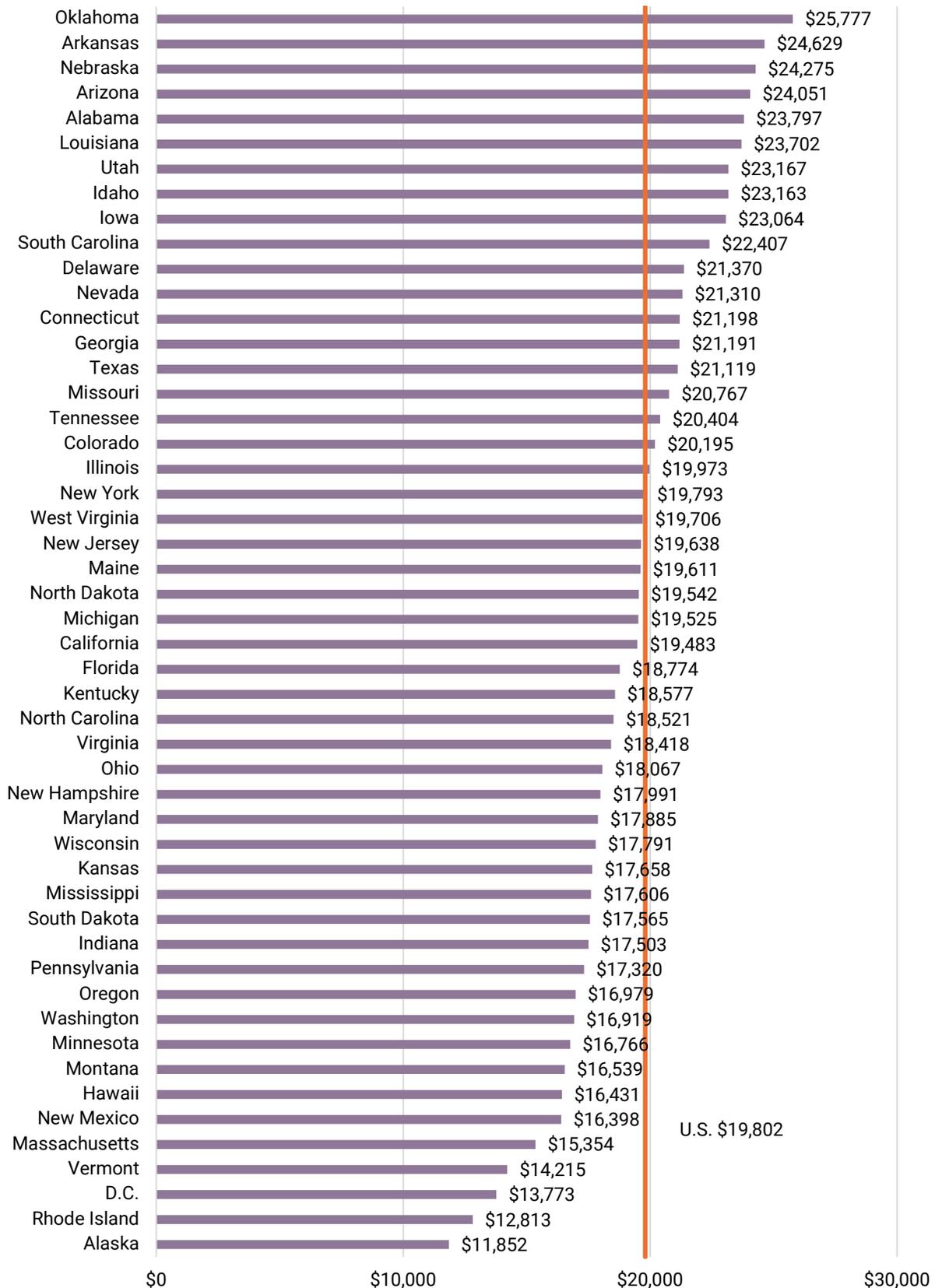


Income by Gender and State

| | Female | | Male | | Difference in mean male to female |
|----------------------|------------------|------------------|------------------|------------------|-----------------------------------|
| | Mean | Median | Mean | Median | |
| United States | \$117,614 | \$115,000 | \$137,416 | \$135,000 | \$19,802 |
| Alabama | \$106,405 | \$105,000 | \$130,202 | \$125,000 | \$23,797 |
| Alaska | \$128,946 | \$125,000 | \$140,798 | \$135,000 | \$11,852 |
| Arizona | \$120,223 | \$115,000 | \$144,274 | \$145,000 | \$24,051 |
| Arkansas | \$107,955 | \$105,000 | \$132,584 | \$125,000 | \$24,629 |
| California | \$136,723 | \$135,000 | \$156,206 | \$155,000 | \$19,483 |
| Colorado | \$110,533 | \$115,000 | \$130,728 | \$125,000 | \$20,195 |
| Connecticut | \$129,217 | \$125,000 | \$150,415 | \$145,000 | \$21,198 |
| Delaware | \$115,725 | \$115,000 | \$137,095 | \$135,000 | \$21,370 |
| D.C. | \$126,227 | \$125,000 | \$140,000 | \$135,000 | \$13,773 |
| Florida | \$115,743 | \$115,000 | \$134,517 | \$125,000 | \$18,774 |
| Georgia | \$117,123 | \$115,000 | \$138,314 | \$135,000 | \$21,191 |
| Hawaii | \$119,902 | \$115,000 | \$136,333 | \$135,000 | \$16,431 |
| Idaho | \$113,007 | \$115,000 | \$136,170 | \$135,000 | \$23,163 |
| Illinois | \$115,186 | \$115,000 | \$135,159 | \$135,000 | \$19,973 |
| Indiana | \$110,855 | \$115,000 | \$128,358 | \$125,000 | \$17,503 |
| Iowa | \$116,429 | \$115,000 | \$139,493 | \$135,000 | \$23,064 |
| Kansas | \$111,658 | \$115,000 | \$129,316 | \$125,000 | \$17,658 |
| Kentucky | \$108,140 | \$105,000 | \$126,717 | \$125,000 | \$18,577 |
| Louisiana | \$112,735 | \$115,000 | \$136,437 | \$130,000 | \$23,702 |
| Maine | \$112,032 | \$115,000 | \$131,643 | \$125,000 | \$19,611 |
| Maryland | \$119,688 | \$115,000 | \$137,573 | \$135,000 | \$17,885 |
| Massachusetts | \$123,250 | \$125,000 | \$138,604 | \$135,000 | \$15,354 |
| Michigan | \$108,808 | \$105,000 | \$128,333 | \$125,000 | \$19,525 |
| Minnesota | \$119,974 | \$115,000 | \$136,740 | \$135,000 | \$16,766 |
| Mississippi | \$112,500 | \$105,000 | \$130,106 | \$125,000 | \$17,606 |
| Missouri | \$111,642 | \$105,000 | \$132,409 | \$125,000 | \$20,767 |
| Montana | \$113,798 | \$115,000 | \$130,337 | \$125,000 | \$16,539 |
| Nebraska | \$110,202 | \$105,000 | \$134,477 | \$125,000 | \$24,275 |
| Nevada | \$128,373 | \$125,000 | \$149,683 | \$155,000 | \$21,310 |
| New Hampshire | \$117,216 | \$115,000 | \$135,207 | \$135,000 | \$17,991 |
| New Jersey | \$127,803 | \$125,000 | \$147,441 | \$145,000 | \$19,638 |
| New Mexico | \$115,805 | \$115,000 | \$132,203 | \$135,000 | \$16,398 |
| New York | \$124,779 | \$125,000 | \$144,572 | \$145,000 | \$19,793 |
| North Carolina | \$112,096 | \$115,000 | \$130,617 | \$125,000 | \$18,521 |
| North Dakota | \$117,100 | \$115,000 | \$136,642 | \$125,000 | \$19,542 |
| Ohio | \$109,774 | \$105,000 | \$127,841 | \$125,000 | \$18,067 |
| Oklahoma | \$118,441 | \$115,000 | \$144,218 | \$145,000 | \$25,777 |
| Oregon | \$124,494 | \$125,000 | \$141,473 | \$135,000 | \$16,979 |
| Pennsylvania | \$109,364 | \$105,000 | \$126,684 | \$125,000 | \$17,320 |
| Rhode Island | \$124,796 | \$125,000 | \$137,609 | \$135,000 | \$12,813 |
| South Carolina | \$109,792 | \$105,000 | \$132,199 | \$125,000 | \$22,407 |
| South Dakota | \$113,277 | \$115,000 | \$130,842 | \$125,000 | \$17,565 |
| Tennessee | \$107,646 | \$105,000 | \$128,050 | \$125,000 | \$20,404 |
| Texas | \$118,469 | \$115,000 | \$139,588 | \$135,000 | \$21,119 |
| Utah | \$110,961 | \$115,000 | \$134,128 | \$125,000 | \$23,167 |
| Vermont | \$111,747 | \$115,000 | \$125,962 | \$125,000 | \$14,215 |
| Virginia | \$115,922 | \$115,000 | \$134,340 | \$125,000 | \$18,418 |
| Washington | \$126,683 | \$125,000 | \$143,602 | \$145,000 | \$16,919 |
| West Virginia | \$109,522 | \$105,000 | \$129,228 | \$125,000 | \$19,706 |
| Wisconsin | \$111,692 | \$115,000 | \$129,483 | \$125,000 | \$17,791 |
| Wyoming | \$108,741 | \$115,000 | \$133,349 | \$135,000 | \$24,608 |

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

Mean Difference in Male to Female Income by State

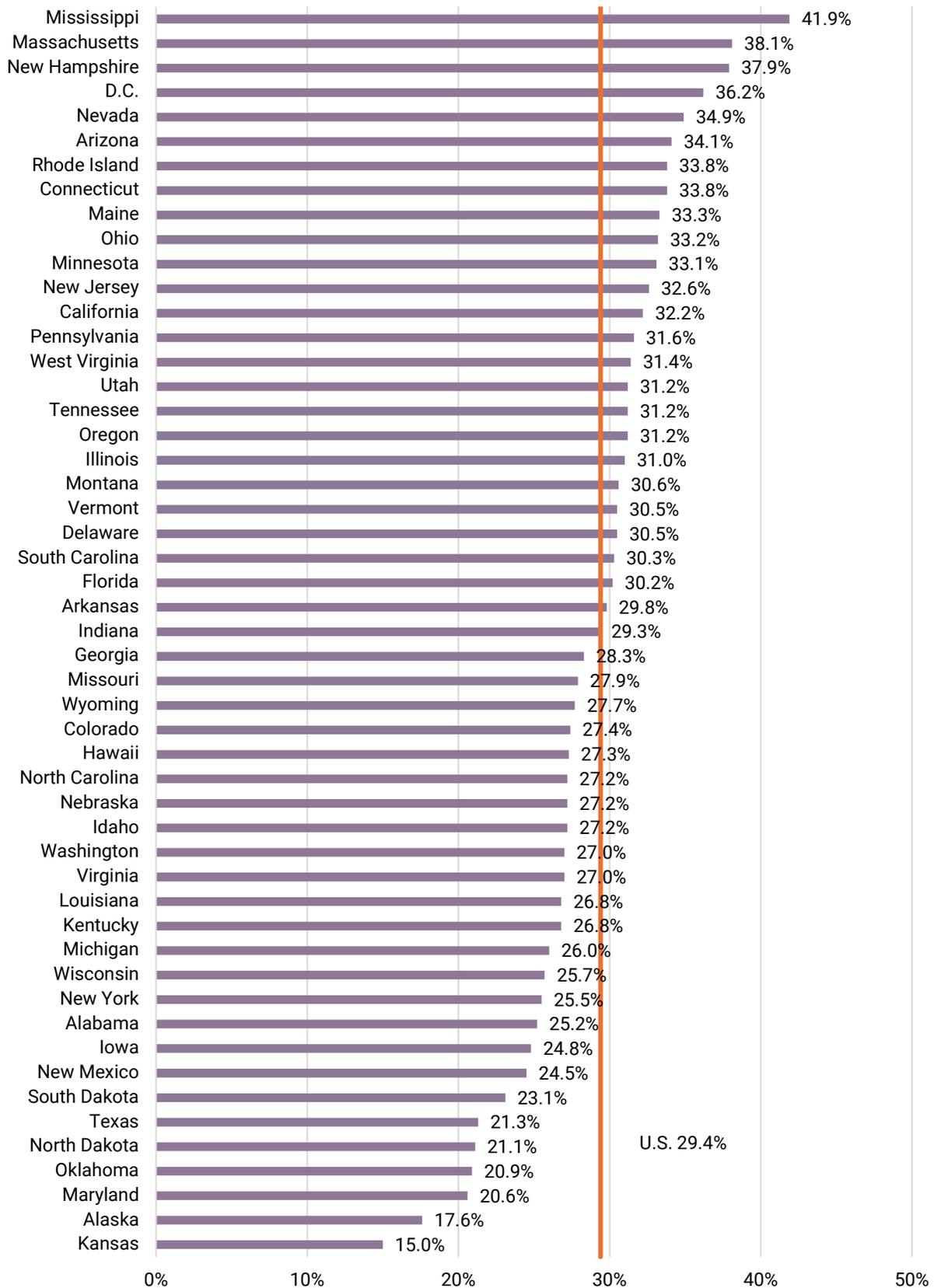


Total Educational Debt by State

| | No educational debt | Less than \$50,000 | \$50,000 to \$99,999 | \$100,000 to \$149,999 | \$150,000 to \$199,999 | \$200,000 or more | Not sure | Prefer not to answer |
|----------------------|---------------------|--------------------|----------------------|------------------------|------------------------|-------------------|-------------|----------------------|
| United States | 42.5% | 10.9% | 11.6% | 13.6% | 9.5% | 6.3% | 1.1% | 4.4% |
| Alabama | 44.1% | 12.1% | 14.1% | 14.8% | 6.3% | 4.1% | 1.2% | 3.3% |
| Alaska | 57.9% | 11.0% | 9.0% | 8.3% | 6.5% | 2.8% | 0.4% | 4.3% |
| Arizona | 40.3% | 10.1% | 10.8% | 14.4% | 11.4% | 8.3% | 0.9% | 3.8% |
| Arkansas | 37.1% | 12.3% | 16.1% | 15.7% | 10.9% | 3.2% | 0.9% | 3.9% |
| California | 41.6% | 10.8% | 9.6% | 12.4% | 10.1% | 9.7% | 1.2% | 4.7% |
| Colorado | 46.0% | 10.9% | 11.1% | 13.2% | 8.6% | 5.6% | 0.9% | 3.6% |
| Connecticut | 40.4% | 10.0% | 9.5% | 12.1% | 11.1% | 10.6% | 1.1% | 5.2% |
| Delaware | 36.8% | 14.0% | 12.5% | 18.5% | 8.5% | 3.5% | 2.0% | 4.5% |
| D.C. | 31.4% | 14.3% | 12.4% | 15.3% | 11.4% | 9.5% | 1.0% | 4.8% |
| Florida | 42.0% | 11.0% | 11.8% | 13.3% | 9.9% | 7.0% | 0.8% | 4.3% |
| Georgia | 44.8% | 11.2% | 11.1% | 13.4% | 9.3% | 5.6% | 0.7% | 4.0% |
| Hawaii | 52.3% | 6.2% | 10.8% | 12.9% | 6.2% | 8.2% | 0.0% | 3.6% |
| Idaho | 44.5% | 12.3% | 11.8% | 13.1% | 9.7% | 4.4% | 0.2% | 4.0% |
| Illinois | 42.3% | 10.9% | 10.1% | 14.7% | 10.2% | 6.1% | 0.8% | 5.0% |
| Indiana | 40.9% | 10.3% | 13.2% | 16.3% | 9.2% | 3.8% | 1.3% | 5.0% |
| Iowa | 46.9% | 12.5% | 10.2% | 13.2% | 7.8% | 3.8% | 0.5% | 5.2% |
| Kansas | 51.8% | 13.7% | 13.3% | 7.4% | 5.4% | 2.2% | 1.4% | 4.7% |
| Kentucky | 42.7% | 10.7% | 14.4% | 16.1% | 7.1% | 3.6% | 0.4% | 5.0% |
| Louisiana | 40.1% | 13.0% | 14.0% | 13.7% | 8.2% | 4.9% | 1.3% | 4.9% |
| Maine | 42.9% | 10.0% | 9.7% | 12.9% | 11.8% | 8.6% | 0.5% | 3.6% |
| Maryland | 49.2% | 13.0% | 11.3% | 9.8% | 6.5% | 4.3% | 1.2% | 4.7% |
| Massachusetts | 38.0% | 8.8% | 10.0% | 14.6% | 12.8% | 10.7% | 1.5% | 3.6% |
| Michigan | 43.1% | 11.6% | 13.4% | 14.8% | 6.7% | 4.5% | 1.2% | 4.7% |
| Minnesota | 41.9% | 10.5% | 10.2% | 16.5% | 10.9% | 5.7% | 1.0% | 3.3% |
| Mississippi | 39.3% | 6.6% | 9.3% | 17.3% | 17.3% | 7.3% | 0.0% | 2.7% |
| Missouri | 38.4% | 12.5% | 15.3% | 13.1% | 9.3% | 5.5% | 0.6% | 5.4% |
| Montana | 46.7% | 10.6% | 7.3% | 14.6% | 10.9% | 5.1% | 1.0% | 3.8% |
| Nebraska | 47.6% | 9.0% | 11.3% | 13.8% | 7.7% | 5.7% | 1.0% | 3.7% |
| Nevada | 40.0% | 10.0% | 8.6% | 15.0% | 11.1% | 8.8% | 0.8% | 5.7% |
| New Hampshire | 36.3% | 11.1% | 8.3% | 16.2% | 11.8% | 9.9% | 0.8% | 5.5% |
| New Jersey | 37.6% | 11.3% | 10.5% | 13.8% | 10.6% | 8.2% | 1.9% | 6.2% |
| New Mexico | 47.7% | 12.2% | 11.2% | 11.2% | 8.8% | 4.5% | 0.8% | 3.5% |
| New York | 43.4% | 12.9% | 11.2% | 12.3% | 7.6% | 5.6% | 1.5% | 5.5% |
| North Carolina | 45.1% | 11.2% | 11.5% | 13.5% | 9.0% | 4.7% | 0.8% | 4.2% |
| North Dakota | 52.6% | 12.4% | 10.0% | 10.1% | 7.2% | 3.8% | 1.4% | 2.4% |
| Ohio | 38.1% | 10.0% | 13.4% | 17.2% | 11.6% | 4.4% | 0.8% | 4.5% |
| Oklahoma | 48.5% | 13.8% | 11.4% | 11.4% | 5.3% | 4.2% | 1.3% | 4.1% |
| Oregon | 40.6% | 13.0% | 11.0% | 14.4% | 8.4% | 8.4% | 1.2% | 3.2% |
| Pennsylvania | 36.0% | 11.9% | 13.8% | 16.0% | 9.4% | 6.2% | 1.8% | 4.9% |
| Rhode Island | 36.9% | 11.0% | 10.6% | 13.5% | 12.7% | 7.6% | 0.4% | 7.2% |
| South Carolina | 41.6% | 10.9% | 12.3% | 15.0% | 10.1% | 5.2% | 1.2% | 3.6% |
| South Dakota | 52.4% | 8.8% | 11.5% | 10.4% | 9.7% | 3.0% | 0.0% | 4.2% |
| Tennessee | 42.8% | 9.9% | 11.3% | 13.7% | 11.1% | 6.4% | 0.9% | 3.8% |
| Texas | 48.6% | 11.3% | 13.3% | 11.8% | 5.8% | 3.7% | 1.1% | 4.4% |
| Utah | 40.2% | 11.0% | 12.8% | 14.5% | 10.4% | 6.3% | 1.0% | 3.9% |
| Vermont | 47.8% | 11.1% | 5.3% | 9.2% | 11.6% | 9.7% | 1.0% | 4.3% |
| Virginia | 45.5% | 10.7% | 11.6% | 14.0% | 8.2% | 4.8% | 0.8% | 4.4% |
| Washington | 47.8% | 11.3% | 9.7% | 12.1% | 9.5% | 5.4% | 0.5% | 3.6% |
| West Virginia | 39.3% | 10.7% | 12.4% | 14.8% | 10.0% | 6.6% | 1.3% | 4.9% |
| Wisconsin | 45.2% | 11.8% | 11.8% | 13.5% | 7.6% | 4.6% | 1.0% | 4.6% |
| Wyoming | 51.6% | 6.3% | 10.7% | 15.7% | 6.3% | 5.7% | 0.0% | 3.8% |

Note: PAs were asked the total amount of educational debt including undergraduate, PA program, and other post graduate education.

Total Educational Debt \$100,000 or Greater by State

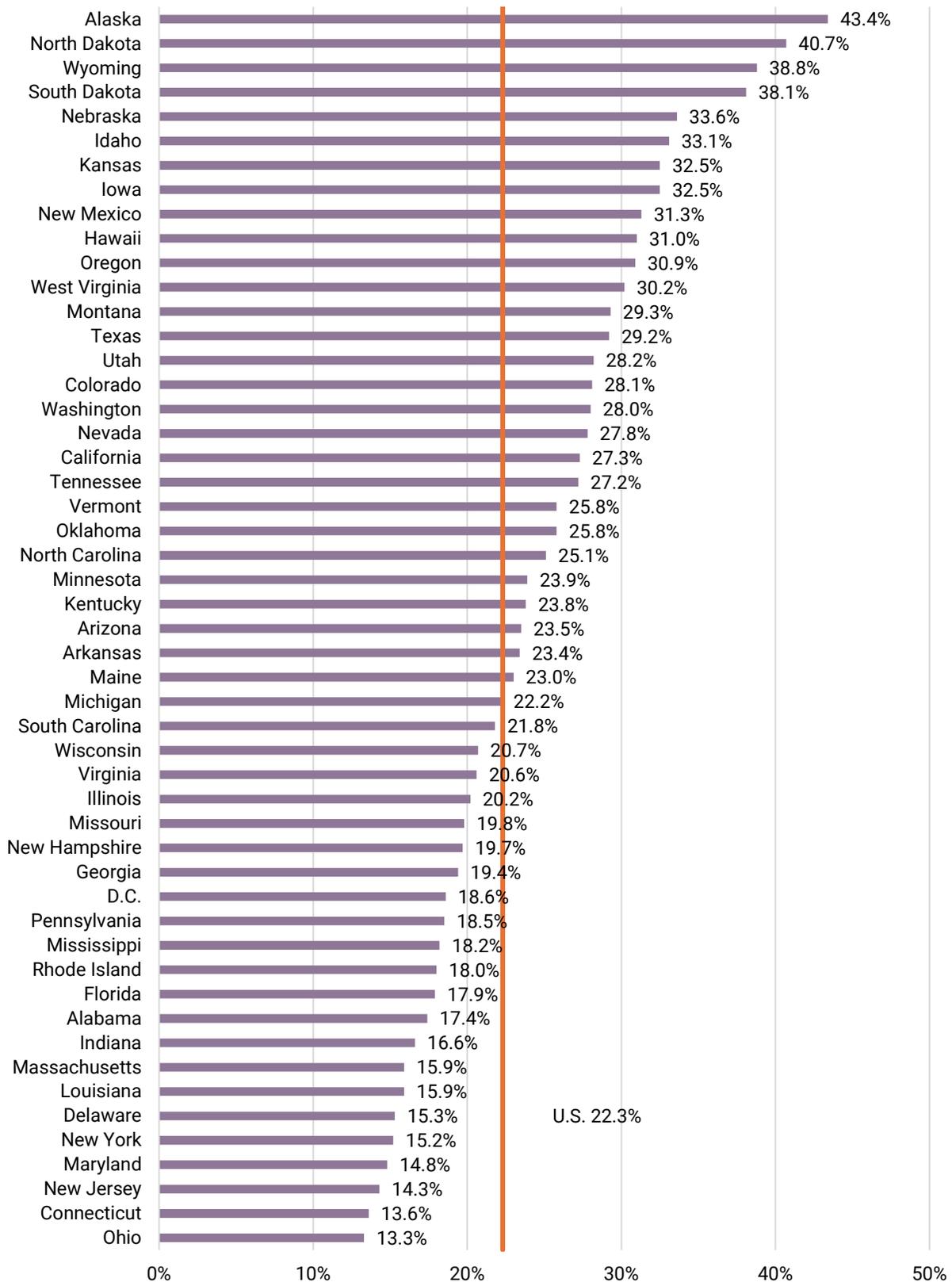


Top Principal Practice Areas by State

| | Surgical sub-specialties | | Family medicine/general practice | | Emergency medicine | | Internal medicine-subspecialties | | Internal medicine-general | | Primary care* | |
|----------------------|--------------------------|--------------------|----------------------------------|--------------------|--------------------|--------------------|----------------------------------|--------------------|---------------------------|--------------------|---------------|--------------------|
| | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 |
| United States | 18.7% | 0.0% | 16.5% | -2.0% | 10.8% | -2.0% | 9.9% | 0.4% | 4.0% | -0.5% | 22.3% | -2.7% |
| Alabama | 28.7% | -0.7% | 13.0% | -3.2% | 9.6% | -2.2% | 8.9% | 1.6% | 3.1% | -0.9% | 17.4% | -3.9% |
| Alaska | 16.5% | -0.9% | 40.0% | -5.3% | 8.4% | -0.1% | 6.4% | 2.2% | 2.0% | -0.5% | 43.4% | -5.8% |
| Arizona | 16.6% | 0.7% | 17.0% | -3.7% | 11.7% | -2.1% | 8.4% | 0.4% | 4.0% | -0.8% | 23.5% | -4.4% |
| Arkansas | 18.7% | -0.6% | 21.3% | -8.5% | 10.8% | -0.6% | 8.5% | 0.6% | 1.4% | -0.3% | 23.4% | -9.3% |
| California | 17.3% | -0.2% | 21.9% | -2.4% | 12.6% | -2.8% | 7.3% | 0.3% | 4.1% | -0.4% | 27.3% | -2.9% |
| Colorado | 18.5% | 0.4% | 21.1% | -3.8% | 9.7% | -1.7% | 8.7% | 0.8% | 2.8% | -0.8% | 28.1% | -5.7% |
| Connecticut | 23.0% | 0.8% | 5.4% | -0.4% | 10.8% | -0.9% | 9.4% | 0.2% | 5.7% | -0.9% | 13.6% | -1.4% |
| Delaware | 18.5% | 1.0% | 11.0% | -2.6% | 11.8% | -4.4% | 9.9% | 0.5% | 2.1% | -2.1% | 15.3% | -3.9% |
| D.C. | 14.3% | -0.2% | 11.0% | 2.7% | 10.5% | -5.0% | 7.1% | 0.9% | 6.7% | -2.1% | 18.6% | -0.6% |
| Florida | 19.0% | 0.4% | 11.7% | -1.3% | 11.4% | -3.1% | 11.1% | 0.8% | 4.3% | -1.3% | 17.9% | -2.6% |
| Georgia | 18.9% | 2.0% | 13.7% | -2.3% | 10.8% | -1.4% | 12.9% | -0.5% | 4.0% | -0.6% | 19.4% | -3.0% |
| Hawaii | 17.0% | -1.1% | 27.8% | -5.4% | 9.9% | -3.9% | 7.7% | 2.3% | 2.3% | 0.2% | 31.0% | -5.0% |
| Idaho | 14.2% | 0.1% | 27.5% | -3.1% | 6.9% | -0.9% | 9.4% | 1.5% | 3.2% | -0.9% | 33.1% | -3.5% |
| Illinois | 23.6% | 1.4% | 15.3% | -1.6% | 10.4% | -2.5% | 9.0% | -0.2% | 4.1% | -1.6% | 20.2% | -3.4% |
| Indiana | 23.3% | -0.8% | 13.6% | -1.1% | 12.6% | -4.8% | 8.9% | 1.4% | 2.1% | 0.2% | 16.6% | -0.9% |
| Iowa | 16.7% | 1.9% | 29.5% | -6.1% | 10.6% | -1.6% | 8.5% | 2.2% | 2.5% | -0.6% | 32.5% | -6.5% |
| Kansas | 17.1% | -1.3% | 28.7% | -3.2% | 10.8% | -1.7% | 8.8% | -0.5% | 2.6% | 0.5% | 32.5% | -2.5% |
| Kentucky | 17.4% | 1.3% | 17.3% | -1.5% | 11.9% | -3.9% | 9.9% | 0.5% | 4.0% | -0.7% | 23.8% | -2.6% |
| Louisiana | 22.8% | 0.2% | 12.0% | -1.1% | 11.7% | -2.2% | 9.2% | -0.2% | 2.7% | 0.2% | 15.9% | -1.0% |
| Maine | 19.5% | 0.9% | 17.7% | -1.0% | 12.8% | -2.7% | 9.6% | 0.6% | 3.7% | -0.5% | 23.0% | -1.9% |
| Maryland | 19.8% | 0.5% | 8.9% | -1.3% | 11.4% | -2.9% | 8.1% | 0.7% | 4.6% | 0.1% | 14.8% | -1.5% |
| Massachusetts | 22.3% | -1.8% | 7.3% | -0.3% | 12.5% | -2.6% | 9.5% | -0.3% | 7.2% | -0.5% | 15.9% | -1.1% |
| Michigan | 15.6% | -0.3% | 16.3% | -2.0% | 9.2% | -1.9% | 11.1% | 0.3% | 4.5% | -0.9% | 22.2% | -3.0% |
| Minnesota | 20.6% | 1.2% | 21.6% | -3.5% | 9.3% | -0.6% | 11.3% | 0.6% | 1.9% | -0.6% | 23.9% | -4.1% |
| Mississippi | 23.4% | -3.5% | 15.2% | -4.7% | 13.0% | 3.0% | 7.8% | 0.3% | 2.6% | -1.9% | 18.2% | -6.7% |
| Missouri | 24.3% | -1.1% | 15.2% | -1.0% | 11.3% | -2.2% | 7.9% | 0.5% | 3.7% | 0.3% | 19.8% | -0.8% |
| Montana | 19.6% | 2.1% | 26.9% | -3.7% | 11.4% | 0.6% | 9.2% | -0.3% | 1.8% | -0.7% | 29.3% | -4.0% |
| Nebraska | 16.6% | -0.2% | 28.2% | -4.1% | 6.3% | -1.7% | 10.1% | 1.2% | 2.9% | -0.1% | 33.6% | -4.8% |
| Nevada | 12.9% | 0.5% | 20.9% | -0.6% | 11.8% | -4.5% | 6.3% | -0.4% | 4.3% | -0.9% | 27.8% | -1.3% |
| New Hampshire | 21.4% | 0.3% | 13.0% | -2.9% | 13.0% | -0.9% | 9.2% | 1.4% | 6.0% | 0.5% | 19.7% | -2.6% |
| New Jersey | 24.4% | -0.2% | 7.8% | -1.3% | 13.2% | -2.9% | 9.1% | -0.1% | 4.2% | -0.2% | 14.3% | -1.4% |
| New Mexico | 15.1% | 2.4% | 26.0% | -3.3% | 10.3% | -0.3% | 7.9% | 1.6% | 3.0% | -1.1% | 31.3% | -4.9% |
| New York | 19.3% | -0.7% | 8.0% | -1.2% | 11.6% | -1.3% | 11.0% | 0.4% | 5.5% | -0.3% | 15.2% | -1.4% |
| North Carolina | 14.6% | 0.1% | 18.7% | -1.9% | 10.0% | -1.0% | 11.8% | 0.1% | 4.2% | -0.6% | 25.1% | -2.9% |
| North Dakota | 15.9% | 0.0% | 34.8% | -5.8% | 4.1% | -2.3% | 8.3% | 0.9% | 5.2% | -0.1% | 40.7% | -5.6% |
| Ohio | 22.5% | 0.3% | 9.5% | -0.5% | 15.1% | -5.4% | 10.1% | 1.2% | 3.1% | -0.2% | 13.3% | -0.7% |
| Oklahoma | 14.9% | 0.0% | 22.4% | -2.9% | 10.8% | -0.5% | 8.8% | -0.5% | 2.0% | -0.1% | 25.8% | -3.2% |
| Oregon | 19.8% | -0.5% | 24.5% | -3.5% | 7.6% | -0.3% | 11.2% | 0.1% | 4.8% | 0.7% | 30.9% | -3.0% |
| Pennsylvania | 18.7% | -0.7% | 12.4% | -1.1% | 8.8% | -1.7% | 11.5% | 0.3% | 3.7% | -0.5% | 18.5% | -1.6% |
| Rhode Island | 20.3% | 0.9% | 8.5% | 0.9% | 13.6% | -6.4% | 9.5% | 0.9% | 8.3% | 1.3% | 18.0% | 2.4% |
| South Carolina | 19.5% | -0.5% | 16.6% | -0.1% | 10.5% | -4.6% | 10.4% | -0.3% | 3.3% | -0.8% | 21.8% | -0.4% |
| South Dakota | 22.5% | 0.4% | 33.2% | -3.1% | 6.2% | -0.6% | 5.5% | 0.9% | 3.8% | -0.6% | 38.1% | -4.1% |
| Tennessee | 18.7% | 0.4% | 22.8% | -1.0% | 11.1% | -2.7% | 7.1% | -0.4% | 3.0% | -0.2% | 27.2% | -1.7% |
| Texas | 16.7% | 0.4% | 21.5% | -3.4% | 8.2% | -0.9% | 9.8% | 0.0% | 4.2% | -0.2% | 29.2% | -3.8% |
| Utah | 16.0% | -0.7% | 23.5% | -2.7% | 6.1% | 0.0% | 10.1% | 0.9% | 2.8% | -0.4% | 28.2% | -4.1% |
| Vermont | 15.4% | -0.4% | 17.9% | -7.7% | 14.3% | -0.9% | 7.1% | 2.4% | 6.0% | 0.6% | 25.8% | -7.1% |
| Virginia | 17.9% | -1.6% | 15.2% | -2.0% | 13.3% | -2.5% | 10.2% | 0.9% | 4.2% | -0.2% | 20.6% | -2.0% |
| Washington | 17.9% | -1.6% | 24.4% | -2.1% | 10.8% | 0.0% | 8.1% | 0.0% | 2.8% | -0.4% | 28.0% | -2.7% |
| West Virginia | 12.8% | 3.5% | 25.3% | -3.6% | 10.3% | -2.5% | 8.7% | 1.6% | 2.4% | 0.0% | 30.2% | -3.7% |
| Wisconsin | 19.4% | -0.2% | 17.6% | -2.8% | 13.1% | -2.7% | 12.6% | 0.6% | 2.6% | 0.1% | 20.7% | -2.9% |
| Wyoming | 18.3% | 1.6% | 32.1% | -6.5% | 12.9% | 4.1% | 5.0% | -1.0% | 4.6% | -1.0% | 38.8% | -6.8% |

*Primary care includes: Family medicine/General practice, Internal medicine-general, and Pediatrics-general

Primary Care* by State



*Primary care includes: Family medicine/General practice, Internal medicine-general and Pediatrics-general

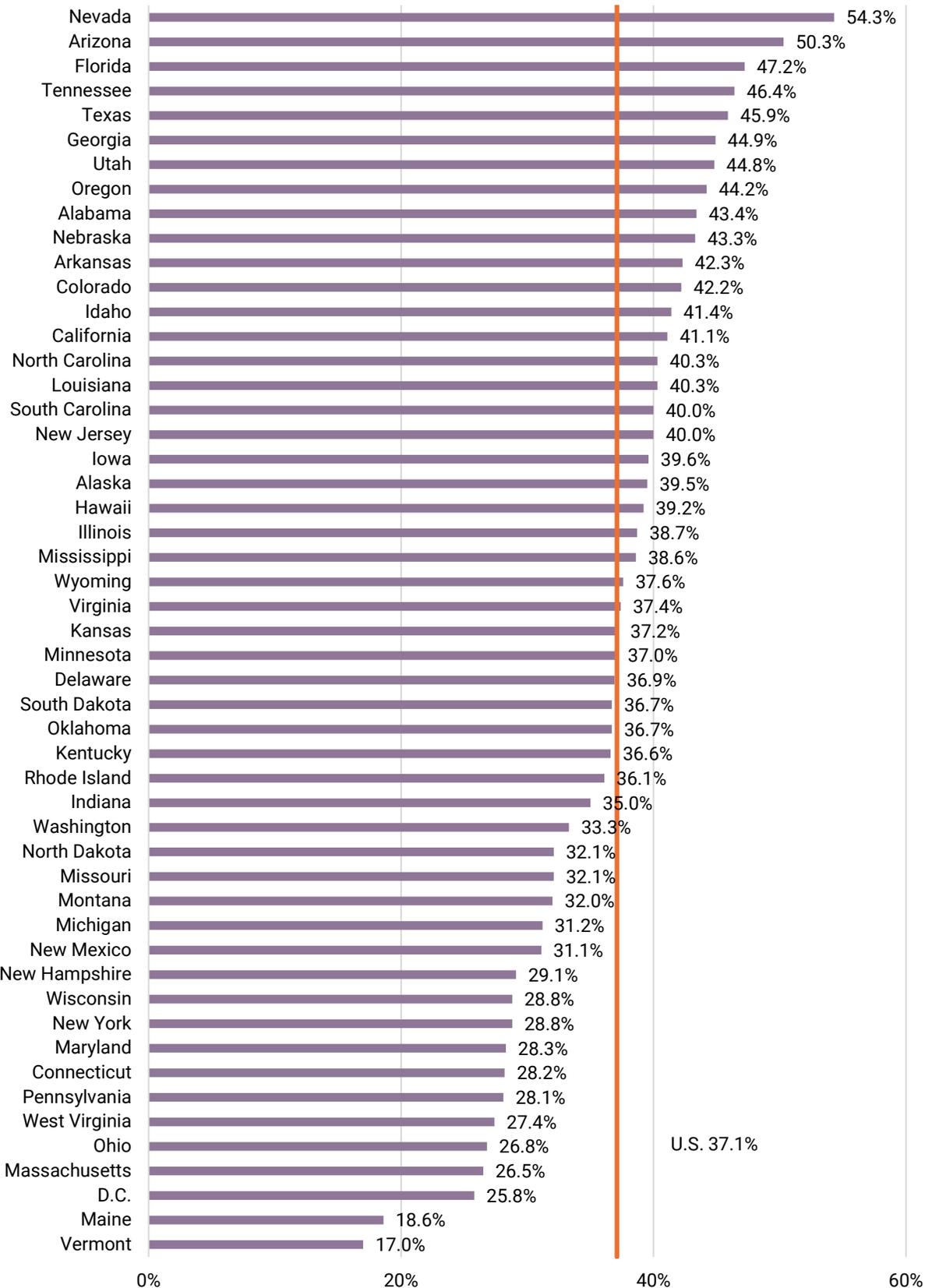
Top Principal Practice Settings by State

| | Hospital | | Office-based private practice | | Federal government | | Urgent care | | Community health center | | Behavioral/ mental health facility* | |
|----------------|----------------------|--------------------|-------------------------------|--------------------|--------------------|--------------------|--------------|--------------------|-------------------------|--------------------|-------------------------------------|--------------------|
| | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 | 2023 | % change 2019-2023 |
| | United States | 41.7% | 0.6% | 37.1% | -1.5% | 4.5% | -0.7% | 5.8% | 1.2% | 2.7% | -0.3% | 0.6% |
| Alabama | 35.7% | 3.9% | 43.4% | -5.7% | 6.4% | -0.9% | 5.8% | 1.4% | 1.9% | 0.7% | 0.3% | 0.1% |
| Alaska | 9.8% | 2.2% | 39.5% | 2.8% | 27.9% | -4.1% | 3.8% | 0.0% | 6.2% | -2.7% | 0.6% | 0.0% |
| Arizona | 28.2% | 2.0% | 50.3% | -0.4% | 5.2% | -1.3% | 6.4% | -0.6% | 2.4% | -0.2% | 1.4% | 0.5% |
| Arkansas | 34.7% | 4.2% | 42.3% | -6.4% | 7.3% | 0.3% | 3.7% | -0.7% | 1.8% | 0.0% | 0.0% | -0.9% |
| California | 31.8% | 0.1% | 41.1% | -2.0% | 3.4% | -0.7% | 6.4% | 1.6% | 7.2% | -0.4% | 0.5% | 0.2% |
| Colorado | 33.3% | 2.2% | 42.2% | -3.1% | 4.3% | -0.4% | 5.6% | 1.3% | 4.9% | -1.5% | 0.7% | 0.2% |
| Connecticut | 58.0% | 1.2% | 28.2% | -3.1% | 1.1% | -0.2% | 5.6% | 1.1% | 2.0% | 0.2% | 0.3% | -0.1% |
| Delaware | 47.3% | -3.7% | 36.9% | 3.5% | 1.3% | -1.9% | 7.8% | 2.0% | 1.1% | -0.8% | 0.3% | 0.0% |
| D.C. | 59.4% | 5.0% | 25.8% | 0.4% | 5.3% | -0.4% | 1.9% | -1.2% | 4.8% | -3.5% | 0.0% | 0.0% |
| Florida | 34.7% | -1.6% | 47.2% | -0.8% | 5.1% | -0.5% | 5.5% | 1.3% | 0.9% | -0.2% | 0.5% | 0.1% |
| Georgia | 37.7% | 1.7% | 44.9% | -2.0% | 5.4% | -1.3% | 5.4% | 1.5% | 1.1% | -0.4% | 0.5% | -0.1% |
| Hawaii | 22.3% | 0.2% | 39.2% | 0.4% | 20.3% | -5.0% | 7.1% | 2.9% | 3.7% | -2.2% | 0.0% | 0.0% |
| Idaho | 29.1% | 0.6% | 41.4% | 0.6% | 4.8% | -1.5% | 10.0% | 2.8% | 4.9% | -1.7% | 1.5% | -0.1% |
| Illinois | 39.9% | 0.6% | 38.7% | -0.9% | 3.3% | -0.3% | 5.3% | 0.4% | 5.2% | 0.3% | 0.3% | 0.1% |
| Indiana | 48.3% | 0.9% | 35.0% | -0.3% | 1.8% | 0.1% | 6.3% | 0.9% | 1.6% | 0.2% | 0.6% | 0.3% |
| Iowa | 32.7% | 3.1% | 39.6% | -2.2% | 3.6% | -0.9% | 5.9% | 0.2% | 1.8% | -0.1% | 1.5% | 0.2% |
| Kansas | 35.7% | 2.2% | 37.2% | -1.6% | 7.1% | -0.5% | 3.6% | 0.7% | 3.2% | -0.4% | 0.7% | 0.0% |
| Kentucky | 43.7% | 1.6% | 36.6% | 2.9% | 5.2% | 0.2% | 3.3% | 0.4% | 2.0% | 0.7% | 0.6% | 0.1% |
| Louisiana | 36.8% | 0.2% | 40.3% | -0.5% | 5.8% | 5.7% | 10.6% | 1.8% | 1.1% | 0.0% | 0.3% | -0.1% |
| Maine | 56.1% | -1.9% | 18.6% | 0.0% | 4.0% | -1.1% | 7.4% | 3.3% | 4.0% | -0.2% | 0.2% | -0.7% |
| Maryland | 51.3% | -1.8% | 28.3% | 0.8% | 5.0% | -0.9% | 7.0% | 0.6% | 1.1% | -0.2% | 0.5% | -0.1% |
| Massachusetts | 58.0% | 0.8% | 26.5% | -1.8% | 2.3% | -0.1% | 5.6% | 1.4% | 3.0% | 0.1% | 0.7% | 0.0% |
| Michigan | 49.7% | -1.7% | 31.2% | 0.0% | 1.6% | 0.1% | 6.4% | 2.1% | 2.4% | -0.1% | 1.1% | 0.3% |
| Minnesota | 43.5% | 2.4% | 37.0% | 2.9% | 1.8% | -0.8% | 4.4% | 0.4% | 1.7% | -0.4% | 1.0% | 0.5% |
| Mississippi | 37.5% | 5.2% | 38.6% | -6.2% | 12.0% | 1.1% | 2.2% | -0.3% | 0.7% | -0.3% | 0.0% | -0.5% |
| Missouri | 44.6% | 4.5% | 32.1% | -3.2% | 5.8% | -0.2% | 6.4% | 1.3% | 2.1% | -0.2% | 0.7% | 0.2% |
| Montana | 38.8% | 2.5% | 32.0% | -4.2% | 4.5% | 1.3% | 6.7% | 0.4% | 4.4% | -0.8% | 0.3% | 0.3% |
| Nebraska | 35.5% | 4.9% | 43.3% | -2.1% | 3.3% | -1.3% | 4.5% | 0.1% | 2.1% | 0.4% | 0.3% | -0.1% |
| Nevada | 17.8% | -4.3% | 54.3% | 1.5% | 8.0% | -0.2% | 7.5% | 1.1% | 2.9% | -0.2% | 0.3% | 0.0% |
| New Hampshire | 50.5% | 1.8% | 29.1% | -2.8% | 3.0% | 0.2% | 7.1% | 1.0% | 3.2% | -0.1% | 0.6% | 0.2% |
| New Jersey | 46.1% | -1.6% | 40.0% | -1.2% | 1.5% | -0.3% | 6.1% | 2.4% | 1.3% | -0.1% | 0.4% | 0.2% |
| New Mexico | 37.8% | 5.0% | 31.1% | -1.5% | 9.2% | -1.7% | 5.7% | -0.6% | 5.5% | -0.5% | 0.0% | -0.3% |
| New York | 55.8% | -1.5% | 28.8% | -0.4% | 1.5% | -0.5% | 5.4% | 3.0% | 2.0% | -1.8% | 0.3% | 0.1% |
| North Carolina | 37.2% | 0.8% | 40.3% | -1.8% | 6.5% | -0.5% | 5.8% | 3.6% | 1.9% | -3.2% | 1.0% | 0.0% |
| North Dakota | 32.8% | -0.1% | 32.1% | 7.0% | 7.5% | -3.1% | 5.5% | 1.4% | 4.1% | -1.2% | 1.0% | 0.6% |
| Ohio | 56.0% | -0.7% | 26.8% | -1.5% | 3.6% | -0.3% | 5.5% | 1.4% | 1.4% | 0.0% | 0.6% | 0.0% |
| Oklahoma | 31.6% | 2.9% | 36.7% | -5.2% | 10.5% | 0.8% | 8.1% | 0.8% | 2.8% | 0.0% | 0.9% | 0.3% |
| Oregon | 32.1% | 1.7% | 44.2% | -1.7% | 2.2% | -0.6% | 6.9% | 0.4% | 5.1% | -0.3% | 0.3% | -0.3% |
| Pennsylvania | 55.1% | 2.2% | 28.1% | -3.4% | 3.2% | 0.0% | 5.4% | 1.0% | 1.6% | 0.1% | 1.0% | 0.0% |
| Rhode Island | 49.9% | 4.1% | 36.1% | 5.9% | 0.2% | -0.7% | 4.9% | 1.8% | 3.7% | 2.2% | 1.2% | -0.4% |
| South Carolina | 40.2% | 0.1% | 40.0% | -0.9% | 6.1% | -1.1% | 5.2% | 0.8% | 1.8% | -0.2% | 0.4% | 0.1% |
| South Dakota | 28.9% | 3.7% | 36.7% | -4.1% | 12.8% | 1.5% | 5.1% | 2.3% | 3.7% | -0.5% | 0.7% | -0.5% |
| Tennessee | 29.9% | -0.8% | 46.4% | -2.5% | 5.4% | -1.3% | 8.8% | 2.6% | 1.2% | -0.8% | 0.6% | 0.3% |
| Texas | 30.0% | 0.9% | 45.9% | -0.5% | 7.8% | -1.7% | 4.8% | 0.8% | 2.1% | -0.3% | 0.6% | 0.1% |
| Utah | 30.9% | 0.4% | 44.8% | -2.2% | 3.7% | 0.9% | 6.7% | 2.2% | 4.1% | -0.6% | 0.9% | 0.3% |
| Vermont | 54.3% | 3.4% | 17.0% | -2.9% | 6.1% | 1.0% | 3.6% | -0.5% | 9.1% | -1.3% | 0.3% | -0.3% |
| Virginia | 39.7% | 1.0% | 37.4% | -1.3% | 8.7% | -2.0% | 6.6% | 1.5% | 1.4% | 0.2% | 0.6% | 0.0% |
| Washington | 36.9% | 1.5% | 33.3% | -4.2% | 6.0% | -1.3% | 6.8% | 1.3% | 5.3% | 0.8% | 0.5% | 0.0% |
| West Virginia | 41.6% | 4.3% | 27.4% | -3.1% | 6.4% | -1.8% | 3.7% | 0.5% | 8.6% | 0.5% | 2.1% | 0.6% |
| Wisconsin | 52.4% | 4.8% | 28.8% | -6.2% | 1.7% | -0.2% | 5.1% | 1.1% | 1.8% | -0.3% | 0.4% | 0.1% |
| Wyoming | 28.9% | 4.1% | 37.6% | -4.9% | 7.0% | -1.1% | 7.5% | -0.4% | 4.6% | -1.0% | 0.4% | -1.1% |

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

*Behavioral/mental health facility is not in the top practice settings. It is included in this report due to the growing public need in this area.

Office-based Private Practice Setting by State

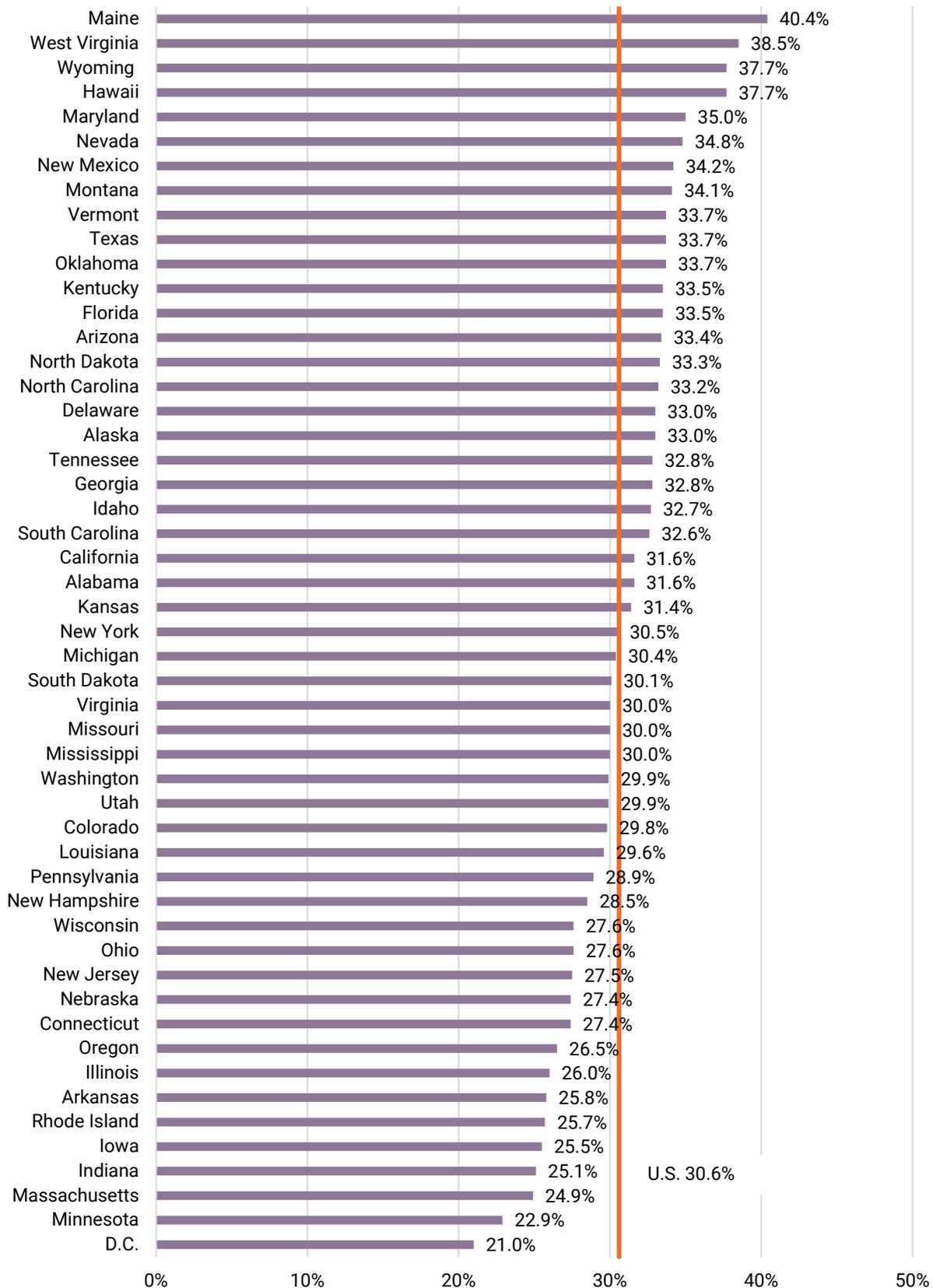


Changed Specialties by State

| | Have not changed specialties | 1 time | 2 to 3 times | 4 to 5 times | 6 to 10 times | Over 10 times |
|----------------------|------------------------------|--------------|--------------|--------------|---------------|-----------------|
| United States | 46.6% | 22.8% | 23.0% | 6.0% | 1.6% | <0.1% |
| Alabama | 48.4% | 20.0% | 23.7% | 6.2% | 1.7% | 0.0% |
| Alaska | 41.9% | 25.1% | 22.8% | 8.0% | 2.0% | 0.2% |
| Arizona | 42.9% | 23.7% | 23.4% | 7.6% | 2.1% | 0.3% |
| Arkansas | 51.8% | 22.5% | 19.2% | 5.1% | 1.5% | 0.0% |
| California | 45.1% | 23.3% | 24.1% | 6.0% | 1.4% | 0.1% |
| Colorado | 45.9% | 24.3% | 22.3% | 6.0% | 1.3% | 0.2% |
| Connecticut | 50.7% | 21.7% | 20.6% | 5.9% | 0.9% | <0.1% |
| Delaware | 48.5% | 18.6% | 24.7% | 5.8% | 2.5% | 0.0% |
| D.C. | 51.1% | 27.9% | 16.3% | 2.1% | 2.1% | 0.5% |
| Florida | 44.9% | 21.5% | 24.6% | 6.9% | 1.9% | 0.1% |
| Georgia | 44.8% | 22.4% | 23.4% | 7.1% | 2.2% | 0.1% |
| Hawaii | 41.2% | 21.1% | 26.6% | 7.9% | 3.2% | 0.0% |
| Idaho | 44.0% | 23.4% | 24.1% | 7.2% | 1.4% | 0.0% |
| Illinois | 51.7% | 22.3% | 19.9% | 4.7% | 1.3% | 0.1% |
| Indiana | 51.7% | 23.1% | 19.1% | 4.9% | 1.0% | 0.1% |
| Iowa | 51.0% | 23.5% | 19.1% | 5.5% | 0.9% | 0.0% |
| Kansas | 46.7% | 21.9% | 24.0% | 6.3% | 1.1% | 0.0% |
| Kentucky | 43.6% | 22.9% | 25.1% | 6.1% | 2.3% | 0.0% |
| Louisiana | 48.0% | 22.5% | 22.8% | 5.7% | 1.0% | 0.1% |
| Maine | 38.1% | 21.4% | 28.1% | 9.0% | 3.2% | 0.1% |
| Maryland | 43.0% | 22.0% | 26.8% | 6.1% | 1.9% | 0.2% |
| Massachusetts | 54.3% | 21.0% | 19.8% | 4.1% | 0.9% | 0.1% |
| Michigan | 44.6% | 25.0% | 22.9% | 5.7% | 1.7% | 0.1% |
| Minnesota | 54.5% | 22.5% | 17.7% | 4.3% | 0.9% | <0.1% |
| Mississippi | 51.2% | 18.8% | 25.6% | 4.0% | 0.4% | 0.0% |
| Missouri | 47.9% | 22.1% | 22.2% | 6.5% | 1.3% | 0.0% |
| Montana | 42.3% | 23.7% | 25.4% | 6.8% | 1.9% | 0.0% |
| Nebraska | 49.2% | 23.3% | 20.5% | 5.9% | 1.0% | 0.0% |
| Nevada | 44.5% | 20.8% | 25.9% | 7.2% | 1.7% | 0.0% |
| New Hampshire | 46.9% | 24.6% | 22.3% | 5.1% | 0.9% | 0.2% |
| New Jersey | 48.9% | 23.7% | 21.3% | 4.8% | 1.3% | 0.1% |
| New Mexico | 43.3% | 22.4% | 23.0% | 8.6% | 2.5% | 0.1% |
| New York | 46.9% | 22.7% | 23.3% | 5.7% | 1.4% | 0.1% |
| North Carolina | 43.9% | 23.0% | 24.4% | 6.5% | 2.1% | 0.2% |
| North Dakota | 51.0% | 15.6% | 27.9% | 4.4% | 1.0% | 0.0% |
| Ohio | 49.8% | 22.6% | 21.1% | 5.2% | 1.3% | <0.1% |
| Oklahoma | 43.4% | 22.9% | 24.6% | 6.7% | 2.3% | 0.1% |
| Oregon | 48.8% | 24.7% | 19.8% | 5.5% | 1.2% | 0.0% |
| Pennsylvania | 47.7% | 23.4% | 21.9% | 5.6% | 1.4% | <0.1% |
| Rhode Island | 50.8% | 23.6% | 20.1% | 4.8% | 0.5% | 0.3% |
| South Carolina | 45.8% | 21.7% | 24.4% | 6.9% | 1.2% | 0.1% |
| South Dakota | 47.2% | 22.7% | 21.4% | 6.6% | 2.1% | 0.0% |
| Tennessee | 45.3% | 21.9% | 25.0% | 6.4% | 1.4% | 0.0% |
| Texas | 44.1% | 22.2% | 24.9% | 6.7% | 2.0% | 0.1% |
| Utah | 47.3% | 22.8% | 24.6% | 4.8% | 0.5% | 0.0% |
| Vermont | 43.2% | 23.2% | 27.7% | 5.4% | 0.3% | 0.3% |
| Virginia | 46.7% | 23.3% | 21.6% | 6.5% | 1.8% | 0.1% |
| Washington | 45.3% | 24.8% | 21.8% | 6.2% | 1.9% | <0.1% |
| West Virginia | 38.8% | 22.7% | 26.1% | 10.0% | 2.3% | 0.1% |
| Wisconsin | 49.6% | 22.8% | 21.5% | 4.7% | 1.4% | 0.0% |
| Wyoming | 41.1% | 21.2% | 24.2% | 11.4% | 2.1% | 0.0% |

53.4% of PAs indicated they have changed specialties at least once during their career as a PA.

Changed Specialties Two or More Times During Career by State

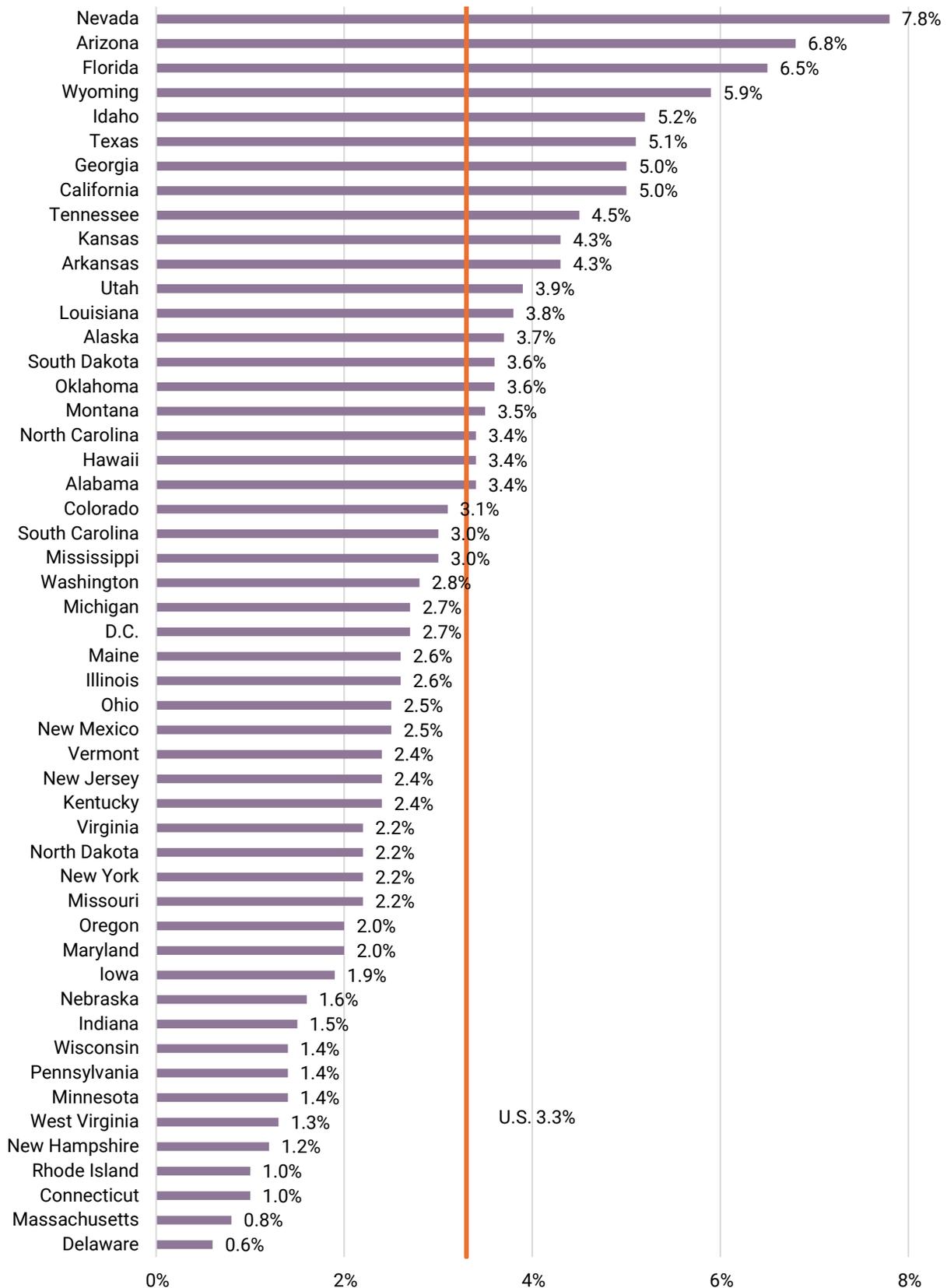


Employment Type by State

| | Employee | Full or part owner | Independent contractor | Other* |
|----------------------|--------------|--------------------|------------------------|-------------|
| United States | 93.1% | 2.7% | 3.3% | 0.9% |
| Alabama | 93.0% | 2.4% | 3.4% | 1.1% |
| Alaska | 90.5% | 4.9% | 3.7% | 0.9% |
| Arizona | 88.7% | 3.6% | 6.8% | 0.8% |
| Arkansas | 94.1% | 0.9% | 4.3% | 0.7% |
| California | 90.2% | 3.8% | 5.0% | 1.0% |
| Colorado | 92.7% | 2.8% | 3.1% | 1.4% |
| Connecticut | 95.8% | 2.7% | 1.0% | 0.5% |
| Delaware | 95.8% | 3.3% | 0.6% | 0.3% |
| D.C. | 95.6% | 1.6% | 2.7% | 0.0% |
| Florida | 88.3% | 4.0% | 6.5% | 1.2% |
| Georgia | 91.6% | 2.4% | 5.0% | 1.0% |
| Hawaii | 90.7% | 3.4% | 3.4% | 2.5% |
| Idaho | 88.8% | 4.9% | 5.2% | 1.1% |
| Illinois | 94.9% | 2.0% | 2.6% | 0.6% |
| Indiana | 96.3% | 1.7% | 1.5% | 0.5% |
| Iowa | 95.6% | 1.8% | 1.9% | 0.8% |
| Kansas | 93.0% | 1.9% | 4.3% | 0.7% |
| Kentucky | 93.7% | 3.2% | 2.4% | 0.8% |
| Louisiana | 92.9% | 2.7% | 3.8% | 0.6% |
| Maine | 94.3% | 1.2% | 2.6% | 1.9% |
| Maryland | 94.1% | 3.0% | 2.0% | 0.9% |
| Massachusetts | 97.1% | 1.4% | 0.8% | 0.7% |
| Michigan | 93.3% | 3.3% | 2.7% | 0.8% |
| Minnesota | 97.0% | 1.0% | 1.4% | 0.6% |
| Mississippi | 93.5% | 2.6% | 3.0% | 0.9% |
| Missouri | 94.7% | 2.3% | 2.2% | 0.8% |
| Montana | 93.2% | 1.8% | 3.5% | 1.5% |
| Nebraska | 94.4% | 3.1% | 1.6% | 0.9% |
| Nevada | 86.8% | 4.3% | 7.8% | 1.1% |
| New Hampshire | 95.6% | 2.7% | 1.2% | 0.5% |
| New Jersey | 94.2% | 2.8% | 2.4% | 0.6% |
| New Mexico | 91.0% | 4.7% | 2.5% | 1.7% |
| New York | 94.6% | 2.5% | 2.2% | 0.7% |
| North Carolina | 92.5% | 3.1% | 3.4% | 0.9% |
| North Dakota | 94.5% | 3.3% | 2.2% | 0.0% |
| Ohio | 95.5% | 1.5% | 2.5% | 0.5% |
| Oklahoma | 92.6% | 3.3% | 3.6% | 0.5% |
| Oregon | 95.4% | 1.9% | 2.0% | 0.7% |
| Pennsylvania | 96.6% | 1.3% | 1.4% | 0.7% |
| Rhode Island | 96.6% | 1.8% | 1.0% | 0.5% |
| South Carolina | 93.7% | 2.3% | 3.0% | 1.0% |
| South Dakota | 93.8% | 1.6% | 3.6% | 1.0% |
| Tennessee | 90.0% | 4.3% | 4.5% | 1.3% |
| Texas | 90.5% | 3.5% | 5.1% | 0.9% |
| Utah | 92.0% | 3.2% | 3.9% | 0.9% |
| Vermont | 94.1% | 2.7% | 2.4% | 0.9% |
| Virginia | 94.2% | 2.4% | 2.2% | 1.2% |
| Washington | 93.4% | 2.7% | 2.8% | 1.1% |
| West Virginia | 96.7% | 1.6% | 1.3% | 0.4% |
| Wisconsin | 96.7% | 1.3% | 1.4% | 0.6% |
| Wyoming | 91.4% | 1.8% | 5.9% | 0.9% |

*Other employment types reported include: military assignment, retired but remaining certified, volunteer as a PA in a clinical environment.

Employment Type: Independent Contractor by State

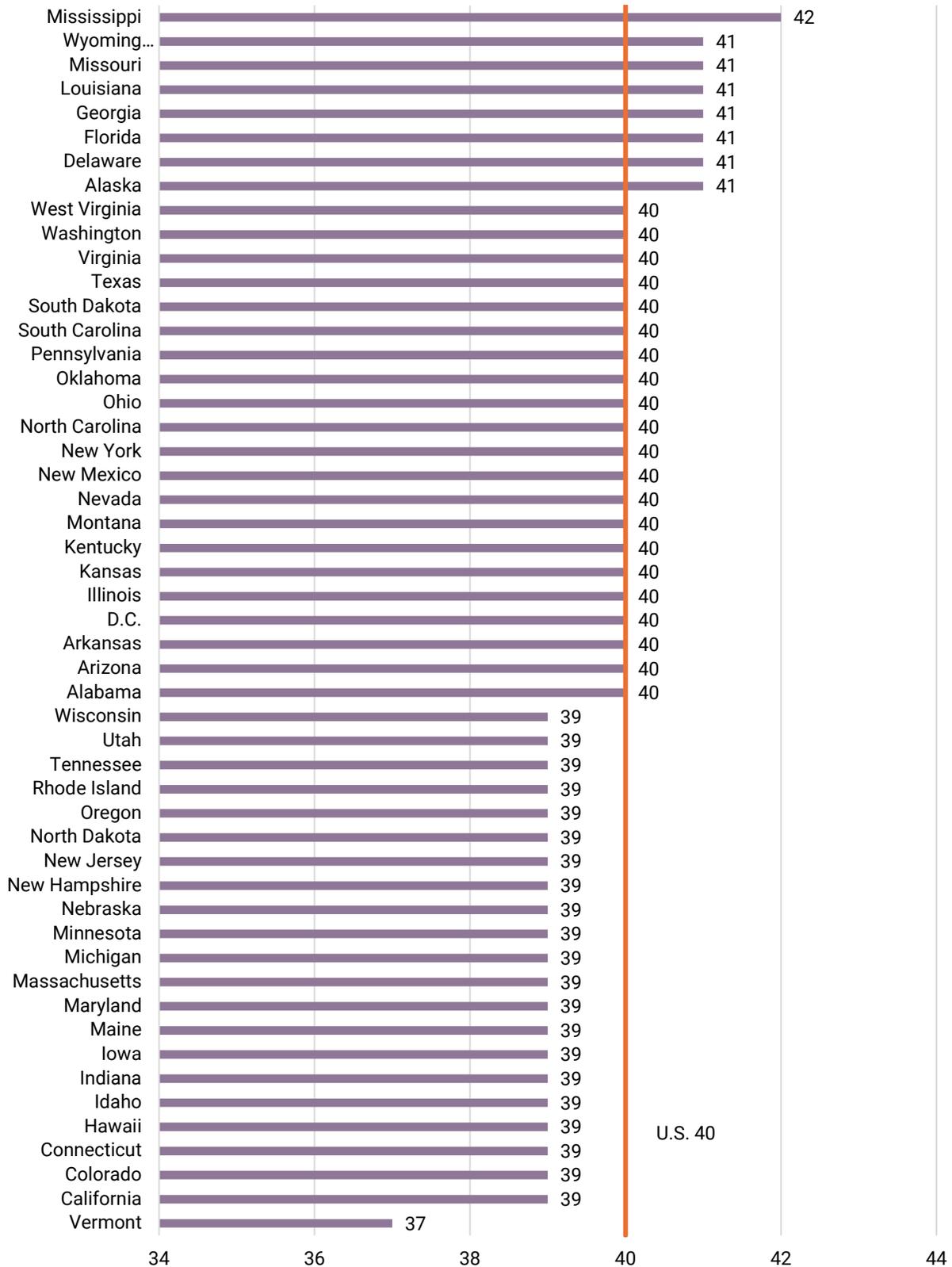


Hours Worked per Week in Principal Clinical Position by State

| | 2023 | | 2019 | |
|----------------------|------|--------|------|--------|
| | Mean | Median | Mean | Median |
| United States | 40 | 40 | 40 | 40 |
| Alabama | 40 | 40 | 41 | 40 |
| Alaska | 41 | 40 | 42 | 40 |
| Arizona | 40 | 40 | 41 | 40 |
| Arkansas | 40 | 40 | 41 | 40 |
| California | 39 | 40 | 39 | 40 |
| Colorado | 39 | 40 | 39 | 40 |
| Connecticut | 39 | 40 | 39 | 40 |
| Delaware | 41 | 40 | 42 | 40 |
| D.C. | 40 | 40 | 40 | 40 |
| Florida | 41 | 40 | 42 | 40 |
| Georgia | 41 | 40 | 41 | 40 |
| Hawaii | 39 | 40 | 42 | 40 |
| Idaho | 39 | 40 | 40 | 40 |
| Illinois | 40 | 40 | 41 | 40 |
| Indiana | 39 | 40 | 39 | 40 |
| Iowa | 39 | 40 | 39 | 40 |
| Kansas | 40 | 40 | 41 | 40 |
| Kentucky | 40 | 40 | 41 | 40 |
| Louisiana | 41 | 40 | 41 | 40 |
| Maine | 39 | 40 | 40 | 40 |
| Maryland | 39 | 40 | 39 | 40 |
| Massachusetts | 39 | 40 | 39 | 40 |
| Michigan | 39 | 40 | 40 | 40 |
| Minnesota | 39 | 40 | 39 | 40 |
| Mississippi | 42 | 40 | 41 | 40 |
| Missouri | 41 | 40 | 41 | 40 |
| Montana | 40 | 40 | 40 | 40 |
| Nebraska | 39 | 40 | 40 | 40 |
| Nevada | 40 | 40 | 42 | 40 |
| New Hampshire | 39 | 40 | 40 | 40 |
| New Jersey | 39 | 40 | 39 | 40 |
| New Mexico | 40 | 40 | 40 | 40 |
| New York | 40 | 40 | 40 | 40 |
| North Carolina | 40 | 40 | 40 | 40 |
| North Dakota | 39 | 40 | 40 | 40 |
| Ohio | 40 | 40 | 41 | 40 |
| Oklahoma | 40 | 40 | 41 | 40 |
| Oregon | 39 | 40 | 40 | 40 |
| Pennsylvania | 40 | 40 | 41 | 40 |
| Rhode Island | 39 | 40 | 40 | 40 |
| South Carolina | 40 | 40 | 41 | 40 |
| South Dakota | 40 | 40 | 41 | 40 |
| Tennessee | 39 | 40 | 40 | 40 |
| Texas | 40 | 40 | 41 | 40 |
| Utah | 39 | 40 | 40 | 40 |
| Vermont | 37 | 40 | 37 | 40 |
| Virginia | 40 | 40 | 41 | 40 |
| Washington | 40 | 40 | 41 | 40 |
| West Virginia | 40 | 40 | 41 | 40 |
| Wisconsin | 39 | 40 | 40 | 40 |
| Wyoming | 41 | 40 | 42 | 40 |

Note: PAs were asked how many hours per week they work at principal position.

Mean Hours Worked per Week in Principal Clinical Position by State

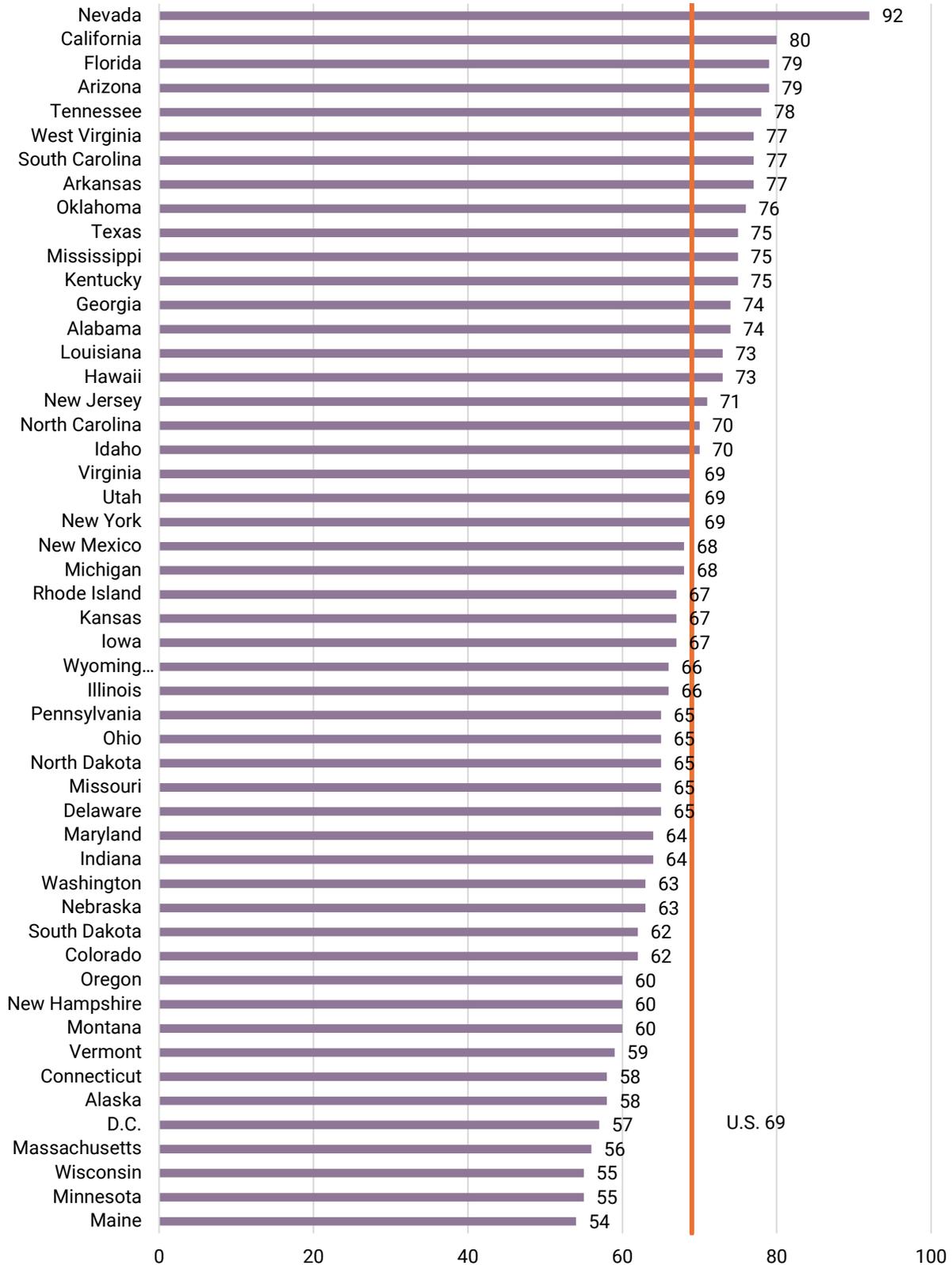


Patients Seen Per Week (working 40+ hours per week) by State

| | 2023 | | 2019 | |
|----------------------|------|--------|------|--------|
| | Mean | Median | Mean | Median |
| United States | 69 | 60 | 69 | 60 |
| Alabama | 74 | 70 | 78 | 75 |
| Alaska | 58 | 52 | 59 | 60 |
| Arizona | 79 | 75 | 83 | 80 |
| Arkansas | 77 | 70 | 84 | 80 |
| California | 80 | 75 | 85 | 80 |
| Colorado | 62 | 60 | 64 | 60 |
| Connecticut | 58 | 50 | 61 | 55 |
| Delaware | 65 | 60 | 66 | 60 |
| D.C. | 57 | 50 | 64 | 60 |
| Florida | 79 | 75 | 82 | 80 |
| Georgia | 74 | 65 | 78 | 75 |
| Hawaii | 73 | 70 | 79 | 80 |
| Idaho | 70 | 65 | 71 | 66 |
| Illinois | 66 | 60 | 70 | 60 |
| Indiana | 64 | 60 | 70 | 60 |
| Iowa | 67 | 60 | 70 | 70 |
| Kansas | 67 | 60 | 68 | 60 |
| Kentucky | 75 | 70 | 75 | 81 |
| Louisiana | 73 | 65 | 75 | 70 |
| Maine | 54 | 50 | 56 | 50 |
| Maryland | 64 | 56 | 67 | 60 |
| Massachusetts | 56 | 50 | 59 | 50 |
| Michigan | 68 | 60 | 69 | 60 |
| Minnesota | 55 | 50 | 56 | 50 |
| Mississippi | 75 | 75 | 73 | 75 |
| Missouri | 65 | 60 | 68 | 60 |
| Montana | 60 | 55 | 61 | 60 |
| Nebraska | 63 | 60 | 68 | 60 |
| Nevada | 92 | 85 | 98 | 90 |
| New Hampshire | 60 | 60 | 60 | 60 |
| New Jersey | 71 | 60 | 72 | 60 |
| New Mexico | 68 | 64 | 72 | 70 |
| New York | 69 | 60 | 69 | 60 |
| North Carolina | 70 | 65 | 72 | 70 |
| North Dakota | 65 | 60 | 61 | 60 |
| Ohio | 65 | 60 | 69 | 60 |
| Oklahoma | 76 | 70 | 79 | 75 |
| Oregon | 60 | 60 | 61 | 60 |
| Pennsylvania | 65 | 60 | 68 | 60 |
| Rhode Island | 67 | 60 | 69 | 60 |
| South Carolina | 77 | 72 | 79 | 75 |
| South Dakota | 62 | 55 | 66 | 60 |
| Tennessee | 78 | 75 | 80 | 75 |
| Texas | 75 | 70 | 78 | 75 |
| Utah | 69 | 60 | 70 | 65 |
| Vermont | 59 | 50 | 60 | 60 |
| Virginia | 69 | 60 | 72 | 70 |
| Washington | 63 | 60 | 67 | 60 |
| West Virginia | 77 | 70 | 81 | 75 |
| Wisconsin | 55 | 50 | 59 | 55 |
| Wyoming | 66 | 60 | 69 | 62 |

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

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

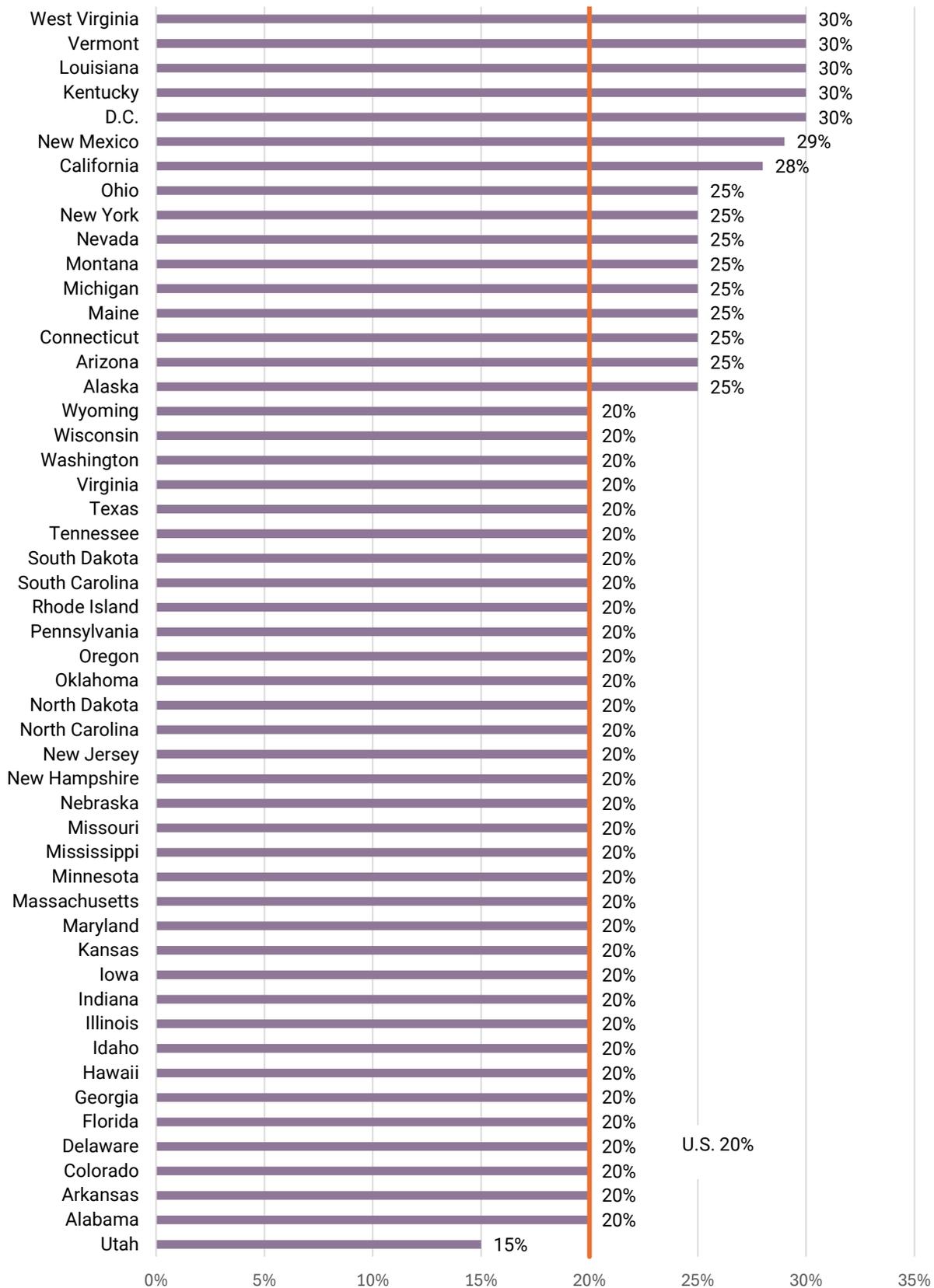


Payer Mix by State (Median Percent)

| | 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 |
| United States | 35% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Alabama | 40% | 40% | 20% | 20% | 30% | 30% | 7% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Alaska | 28% | 25% | 25% | 25% | 20% | 20% | 10% | 10% | 5% | 5% | 5% | 5% | 5% | 5% |
| Arizona | 30% | 30% | 25% | 25% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Arkansas | 33% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| California | 30% | 30% | 28% | 30% | 30% | 25% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 8% |
| Colorado | 40% | 40% | 20% | 20% | 25% | 25% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Connecticut | 35% | 39% | 25% | 25% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Delaware | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 8% | 5% | 5% | 5% | 5% |
| D.C. | 30% | 30% | 30% | 30% | 30% | 25% | 5% | 10% | 5% | 5% | 5% | 10% | 10% | 10% |
| Florida | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Georgia | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 9% | 6% | 5% |
| Hawaii | 40% | 40% | 20% | 20% | 25% | 20% | 15% | 15% | 10% | 5% | 5% | 5% | 5% | 5% |
| Idaho | 30% | 30% | 20% | 20% | 25% | 25% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Illinois | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Indiana | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Iowa | 39% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Kansas | 35% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Kentucky | 25% | 30% | 30% | 30% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Louisiana | 30% | 30% | 30% | 25% | 30% | 28% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Maine | 25% | 25% | 25% | 25% | 30% | 30% | 5% | 5% | 5% | 5% | 10% | 10% | 5% | 5% |
| Maryland | 35% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 10% | 10% | 5% | 5% |
| Massachusetts | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Michigan | 33% | 30% | 25% | 25% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Minnesota | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Mississippi | 30% | 30% | 20% | 20% | 30% | 30% | 10% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Missouri | 33% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 7% | 5% | 5% |
| Montana | 30% | 30% | 25% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 9% | 10% |
| Nebraska | 35% | 40% | 20% | 20% | 30% | 28% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Nevada | 33% | 35% | 25% | 25% | 30% | 25% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| New Hampshire | 35% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| New Jersey | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 10% | 5% | 10% | 5% | 5% |
| New Mexico | 28% | 30% | 29% | 25% | 30% | 30% | 5% | 6% | 5% | 5% | 5% | 10% | 5% | 5% |
| New York | 34% | 34% | 25% | 25% | 30% | 30% | 5% | 5% | 5% | 10% | 5% | 10% | 5% | 5% |
| North Carolina | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| North Dakota | 40% | 40% | 20% | 17% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Ohio | 30% | 30% | 25% | 25% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Oklahoma | 30% | 30% | 20% | 20% | 29% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| Oregon | 34% | 34% | 20% | 25% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Pennsylvania | 40% | 36% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Rhode Island | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 10% | 10% | 5% | 5% |
| South Carolina | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 5% | 5% |
| South Dakota | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Tennessee | 30% | 30% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Texas | 40% | 40% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 10% | 9% | 10% |
| Utah | 40% | 40% | 15% | 15% | 25% | 25% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Vermont | 30% | 25% | 30% | 30% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Virginia | 35% | 35% | 20% | 15% | 30% | 30% | 10% | 10% | 5% | 5% | 5% | 10% | 5% | 5% |
| Washington | 35% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 7% | 5% | 5% |
| West Virginia | 20% | 25% | 30% | 30% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Wisconsin | 35% | 35% | 20% | 20% | 30% | 30% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% |
| Wyoming | 32% | 35% | 20% | 18% | 25% | 25% | 5% | 5% | 5% | 5% | 5% | 5% | 8% | 6% |

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

Median Percent of Medicaid Patients Seen by State

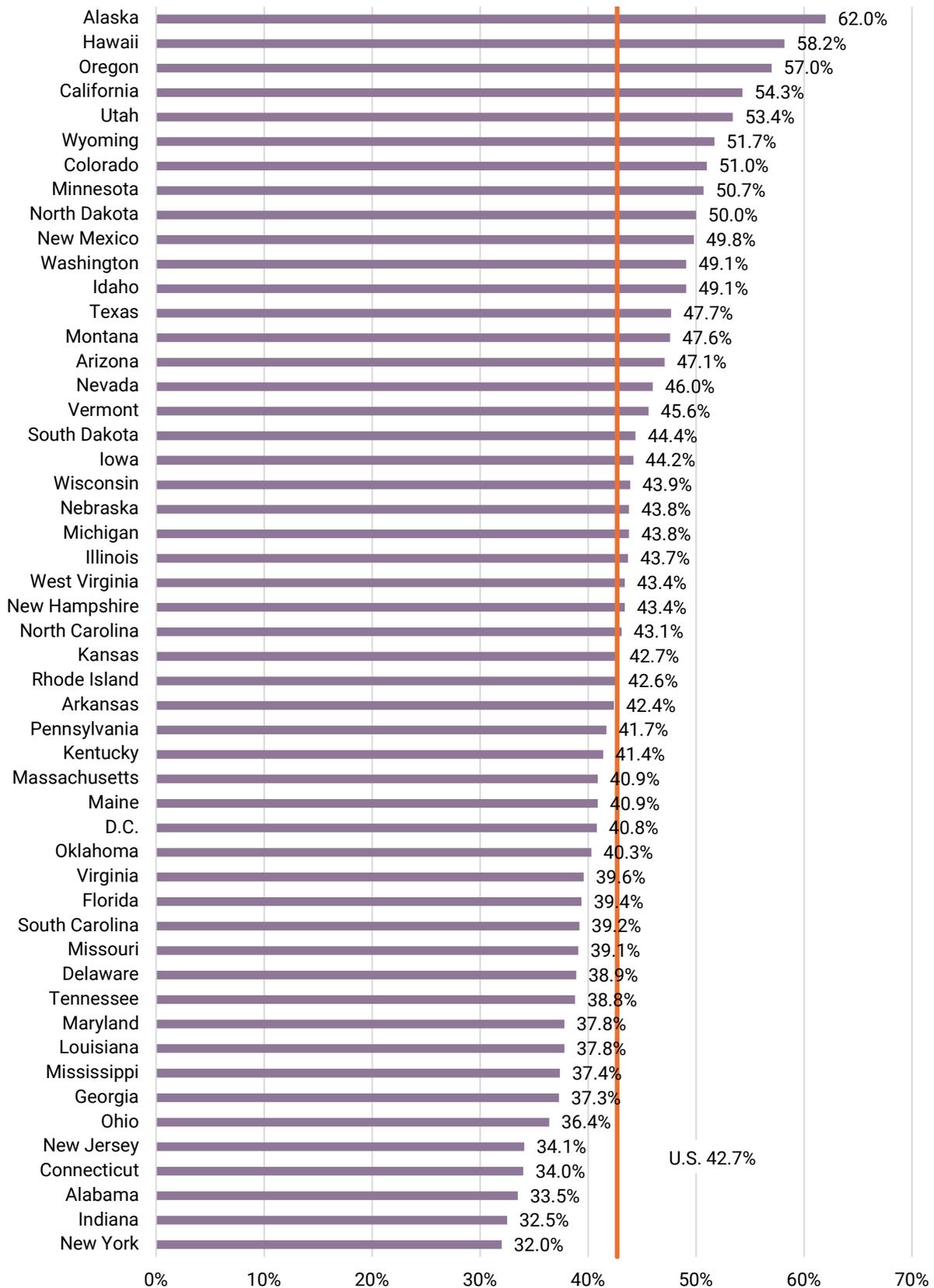


Telemedicine Participation and Hours by State

| | Participate in telemedicine | | Hours per week participating in telemedicine | | | | | Does not participate in telemedicine but practice or institution does |
|----------------------|-----------------------------|--------------------|--|--------------|-------------|-------------|-------------|---|
| | 2023 | % change 2019-2023 | Less than 10 | 10 to 19 | 20 to 29 | 30 to 39 | 40 or more | |
| United States | 42.7% | 33.5% | 80.0% | 11.6% | 4.7% | 2.2% | 1.6% | 58.8% |
| Alabama | 33.5% | 26.1% | 87.5% | 8.8% | 2.0% | 0.3% | 1.4% | 46.4% |
| Alaska | 62.0% | 37.9% | 84.2% | 10.3% | 4.2% | 0.3% | 1.0% | 54.5% |
| Arizona | 47.1% | 40.2% | 76.4% | 13.0% | 5.1% | 2.7% | 2.9% | 53.8% |
| Arkansas | 42.4% | 34.2% | 88.0% | 4.8% | 1.9% | 2.4% | 2.9% | 56.6% |
| California | 54.3% | 40.6% | 68.9% | 18.3% | 7.6% | 2.9% | 2.3% | 57.9% |
| Colorado | 51.0% | 40.6% | 80.3% | 12.3% | 4.1% | 2.0% | 1.2% | 65.4% |
| Connecticut | 34.0% | 28.4% | 83.9% | 10.2% | 3.1% | 1.3% | 1.4% | 54.8% |
| Delaware | 38.9% | 31.1% | 85.6% | 9.6% | 3.4% | 0.7% | 0.7% | 58.2% |
| D.C. | 40.8% | 28.4% | 69.8% | 17.4% | 5.8% | 4.7% | 2.3% | 60.5% |
| Florida | 39.4% | 31.6% | 79.0% | 10.8% | 4.9% | 2.7% | 2.6% | 51.7% |
| Georgia | 37.3% | 28.7% | 83.2% | 10.0% | 4.1% | 0.8% | 1.9% | 53.1% |
| Hawaii | 58.2% | 36.3% | 77.5% | 12.7% | 6.9% | 2.5% | 0.5% | 62.5% |
| Idaho | 49.1% | 38.7% | 85.9% | 8.8% | 2.6% | 1.7% | 1.0% | 60.5% |
| Illinois | 43.7% | 37.9% | 81.7% | 9.5% | 4.8% | 3.0% | 0.9% | 61.4% |
| Indiana | 32.5% | 27.3% | 87.8% | 8.8% | 1.9% | 0.9% | 0.6% | 53.9% |
| Iowa | 44.2% | 36.4% | 91.1% | 3.1% | 3.9% | 1.4% | 0.4% | 65.0% |
| Kansas | 42.7% | 34.5% | 92.4% | 5.1% | 1.3% | 0.7% | 0.4% | 55.7% |
| Kentucky | 41.4% | 35.5% | 86.6% | 9.1% | 2.9% | 1.0% | 0.3% | 52.4% |
| Louisiana | 37.8% | 28.5% | 83.6% | 10.4% | 3.8% | 0.9% | 1.3% | 57.2% |
| Maine | 40.9% | 32.6% | 87.9% | 7.4% | 2.4% | 1.8% | 0.6% | 66.2% |
| Maryland | 37.8% | 29.5% | 78.2% | 11.5% | 5.6% | 2.9% | 1.8% | 55.8% |
| Massachusetts | 40.9% | 30.8% | 80.8% | 11.5% | 4.3% | 2.1% | 1.3% | 58.3% |
| Michigan | 43.8% | 35.5% | 78.8% | 12.3% | 4.3% | 2.3% | 2.3% | 58.5% |
| Minnesota | 50.7% | 39.2% | 82.0% | 10.5% | 4.9% | 2.0% | 0.6% | 77.4% |
| Mississippi | 37.4% | 24.4% | 83.2% | 9.9% | 4.0% | 1.0% | 2.0% | 51.2% |
| Missouri | 39.1% | 31.1% | 86.9% | 6.2% | 4.0% | 1.7% | 1.2% | 58.2% |
| Montana | 47.6% | 33.9% | 85.7% | 10.2% | 2.3% | 0.9% | 0.9% | 67.0% |
| Nebraska | 43.8% | 34.3% | 88.5% | 6.1% | 3.7% | 1.0% | 0.8% | 61.5% |
| Nevada | 46.0% | 34.7% | 80.2% | 9.9% | 5.5% | 2.2% | 2.2% | 49.8% |
| New Hampshire | 43.4% | 35.0% | 86.3% | 9.2% | 2.4% | 1.3% | 0.8% | 67.7% |
| New Jersey | 34.1% | 26.7% | 78.3% | 12.6% | 4.7% | 2.8% | 1.7% | 52.6% |
| New Mexico | 49.8% | 39.7% | 74.5% | 16.1% | 7.4% | 1.7% | 0.3% | 69.7% |
| New York | 32.0% | 23.4% | 79.3% | 11.9% | 4.9% | 2.3% | 1.6% | 57.8% |
| North Carolina | 43.1% | 35.4% | 79.5% | 11.5% | 4.8% | 2.5% | 1.7% | 60.0% |
| North Dakota | 50.0% | 34.5% | 85.5% | 6.9% | 4.8% | 1.4% | 1.4% | 68.5% |
| Ohio | 36.4% | 28.7% | 82.2% | 11.2% | 3.7% | 1.5% | 1.4% | 60.6% |
| Oklahoma | 40.3% | 32.0% | 82.6% | 9.7% | 3.6% | 2.6% | 1.6% | 58.5% |
| Oregon | 57.0% | 44.4% | 78.5% | 12.4% | 6.4% | 2.1% | 0.7% | 70.7% |
| Pennsylvania | 41.7% | 33.1% | 83.3% | 10.3% | 4.0% | 1.5% | 0.9% | 64.5% |
| Rhode Island | 42.6% | 34.3% | 82.8% | 10.2% | 3.8% | 2.2% | 1.1% | 49.8% |
| South Carolina | 39.2% | 31.6% | 82.6% | 9.0% | 3.4% | 3.1% | 1.9% | 55.2% |
| South Dakota | 44.4% | 22.2% | 93.4% | 4.9% | 0.8% | 0.8% | 0.0% | 75.7% |
| Tennessee | 38.8% | 30.7% | 85.8% | 8.4% | 2.8% | 1.7% | 1.3% | 49.8% |
| Texas | 47.7% | 38.9% | 76.3% | 12.9% | 5.7% | 3.0% | 2.2% | 56.7% |
| Utah | 53.4% | 43.3% | 80.2% | 12.0% | 3.9% | 1.5% | 2.3% | 68.7% |
| Vermont | 45.6% | 37.4% | 83.6% | 10.9% | 2.4% | 1.2% | 1.8% | 71.7% |
| Virginia | 39.6% | 30.5% | 79.8% | 11.8% | 4.3% | 2.6% | 1.4% | 55.0% |
| Washington | 49.1% | 39.1% | 76.2% | 15.2% | 4.8% | 2.3% | 1.5% | 65.6% |
| West Virginia | 43.4% | 33.4% | 85.5% | 8.4% | 2.6% | 2.1% | 1.3% | 64.2% |
| Wisconsin | 43.9% | 35.3% | 88.5% | 7.5% | 2.7% | 0.7% | 0.7% | 70.4% |
| Wyoming | 51.7% | 41.0% | 91.9% | 4.0% | 2.4% | 0.0% | 1.6% | 60.9% |

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.

Participation in Telemedicine by State

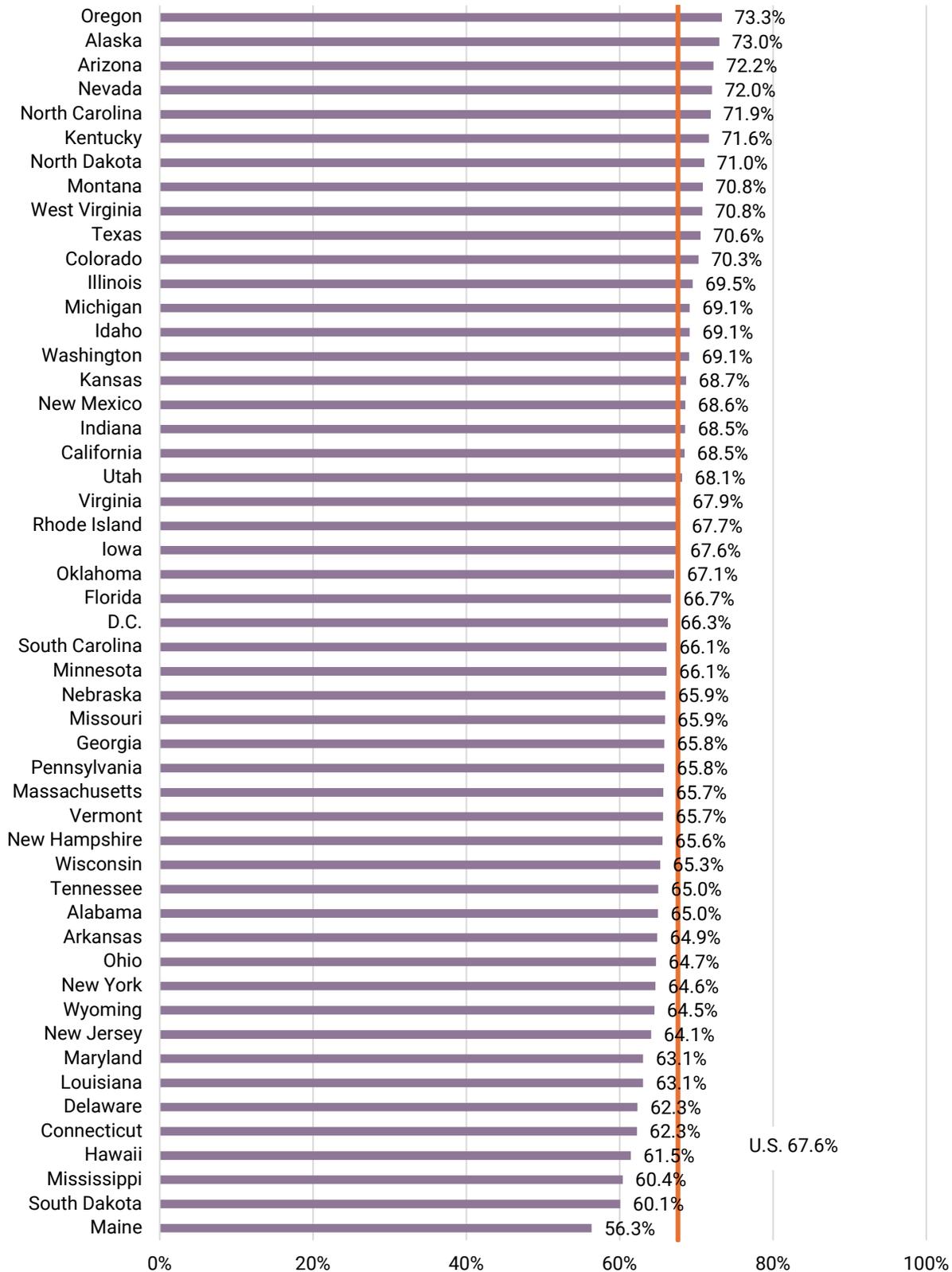


Functions and Modalities of Telemedicine by State

| | Functions of telemedicine | | | | Modalities of telemedicine | | |
|----------------------|---------------------------|---------------------------------|--|-------------------------------------|----------------------------|---------------------------|-----------------------------|
| | Follow-up with patients | Diagnosing or treating patients | Managing patients with chronic disease | Collaboration with another provider | Video-conferencing | Remote patient monitoring | Storing and forwarding data |
| United States | 89.8% | 82.7% | 67.6% | 32.3% | 92.3% | 19.2% | 8.5% |
| Alabama | 93.3% | 76.4% | 65.0% | 32.0% | 81.8% | 26.6% | 14.8% |
| Alaska | 92.6% | 85.9% | 73.0% | 43.1% | 89.7% | 21.5% | 13.2% |
| Arizona | 93.3% | 83.0% | 72.2% | 33.6% | 92.8% | 18.9% | 7.4% |
| Arkansas | 90.9% | 72.6% | 64.9% | 26.0% | 90.9% | 18.8% | 9.1% |
| California | 92.4% | 86.3% | 68.5% | 39.4% | 87.8% | 27.0% | 11.4% |
| Colorado | 92.5% | 85.6% | 70.3% | 31.3% | 92.9% | 15.0% | 9.0% |
| Connecticut | 86.1% | 83.9% | 62.3% | 28.4% | 92.5% | 19.8% | 6.2% |
| Delaware | 85.6% | 81.5% | 62.3% | 34.9% | 93.8% | 19.9% | 6.8% |
| D.C. | 89.5% | 79.1% | 66.3% | 47.7% | 95.3% | 17.4% | 8.1% |
| Florida | 91.5% | 80.6% | 66.7% | 32.2% | 93.4% | 17.5% | 8.5% |
| Georgia | 88.7% | 79.0% | 65.8% | 31.4% | 91.4% | 19.3% | 10.1% |
| Hawaii | 92.7% | 76.6% | 61.5% | 35.6% | 84.9% | 19.0% | 15.6% |
| Idaho | 90.1% | 79.1% | 69.1% | 23.5% | 94.5% | 16.1% | 6.9% |
| Illinois | 91.6% | 80.7% | 69.5% | 30.6% | 92.6% | 18.3% | 6.1% |
| Indiana | 89.9% | 81.6% | 68.5% | 22.7% | 94.2% | 15.9% | 4.3% |
| Iowa | 89.3% | 80.1% | 67.6% | 18.7% | 95.9% | 12.1% | 5.7% |
| Kansas | 89.8% | 77.8% | 68.7% | 26.2% | 93.8% | 13.3% | 4.7% |
| Kentucky | 91.8% | 81.4% | 71.6% | 28.0% | 91.8% | 18.2% | 9.3% |
| Louisiana | 85.6% | 79.2% | 63.1% | 30.8% | 92.0% | 18.6% | 9.1% |
| Maine | 84.1% | 76.1% | 56.3% | 31.9% | 94.7% | 18.9% | 6.5% |
| Maryland | 86.2% | 84.5% | 63.1% | 35.3% | 92.9% | 19.4% | 10.2% |
| Massachusetts | 90.1% | 81.7% | 65.7% | 37.4% | 91.0% | 21.7% | 8.0% |
| Michigan | 87.7% | 86.9% | 69.1% | 29.4% | 94.3% | 16.2% | 7.4% |
| Minnesota | 87.8% | 83.3% | 66.1% | 30.6% | 95.9% | 15.6% | 5.0% |
| Mississippi | 88.1% | 68.3% | 60.4% | 32.7% | 89.1% | 20.8% | 9.9% |
| Missouri | 88.6% | 79.4% | 65.9% | 31.0% | 92.9% | 16.8% | 7.3% |
| Montana | 89.5% | 77.0% | 70.8% | 30.6% | 93.0% | 20.7% | 7.9% |
| Nebraska | 87.1% | 82.6% | 65.9% | 25.4% | 96.3% | 13.5% | 3.9% |
| Nevada | 91.1% | 80.7% | 72.0% | 29.2% | 88.7% | 22.9% | 10.4% |
| New Hampshire | 90.9% | 80.9% | 65.6% | 32.5% | 93.5% | 16.9% | 6.5% |
| New Jersey | 89.3% | 79.4% | 64.1% | 34.7% | 91.2% | 20.4% | 8.9% |
| New Mexico | 91.8% | 82.2% | 68.6% | 32.9% | 92.1% | 20.7% | 9.1% |
| New York | 87.9% | 80.9% | 64.6% | 35.4% | 90.2% | 23.5% | 9.0% |
| North Carolina | 89.8% | 84.4% | 71.9% | 29.3% | 93.2% | 19.0% | 8.4% |
| North Dakota | 90.3% | 88.3% | 71.0% | 25.5% | 95.9% | 20.0% | 9.0% |
| Ohio | 87.6% | 79.2% | 64.7% | 30.6% | 93.2% | 16.2% | 7.6% |
| Oklahoma | 86.1% | 82.3% | 67.1% | 28.1% | 94.8% | 13.4% | 6.2% |
| Oregon | 93.4% | 86.7% | 73.3% | 34.4% | 95.3% | 14.8% | 6.8% |
| Pennsylvania | 86.5% | 83.9% | 65.8% | 31.0% | 94.2% | 18.1% | 8.7% |
| Rhode Island | 90.9% | 79.6% | 67.7% | 32.3% | 86.0% | 22.6% | 8.6% |
| South Carolina | 88.2% | 80.8% | 66.1% | 27.8% | 90.7% | 17.5% | 8.7% |
| South Dakota | 84.0% | 78.2% | 60.1% | 34.6% | 95.9% | 22.6% | 7.8% |
| Tennessee | 88.2% | 79.9% | 65.0% | 29.4% | 89.3% | 20.5% | 10.8% |
| Texas | 91.8% | 85.0% | 70.6% | 34.2% | 92.2% | 20.3% | 9.3% |
| Utah | 88.9% | 86.1% | 68.1% | 28.8% | 96.5% | 15.3% | 6.8% |
| Vermont | 91.0% | 81.3% | 65.7% | 35.5% | 93.4% | 15.1% | 5.4% |
| Virginia | 89.7% | 83.8% | 67.9% | 30.3% | 92.1% | 17.7% | 9.1% |
| Washington | 90.7% | 83.1% | 69.1% | 35.0% | 92.9% | 17.0% | 8.7% |
| West Virginia | 90.8% | 79.5% | 70.8% | 27.1% | 90.3% | 23.4% | 6.6% |
| Wisconsin | 89.7% | 80.9% | 65.3% | 24.8% | 95.7% | 14.3% | 5.7% |
| Wyoming | 91.1% | 78.2% | 64.5% | 29.0% | 96.0% | 14.5% | 8.1% |

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

Managing Patients with Chronic Disease through Telemedicine by State

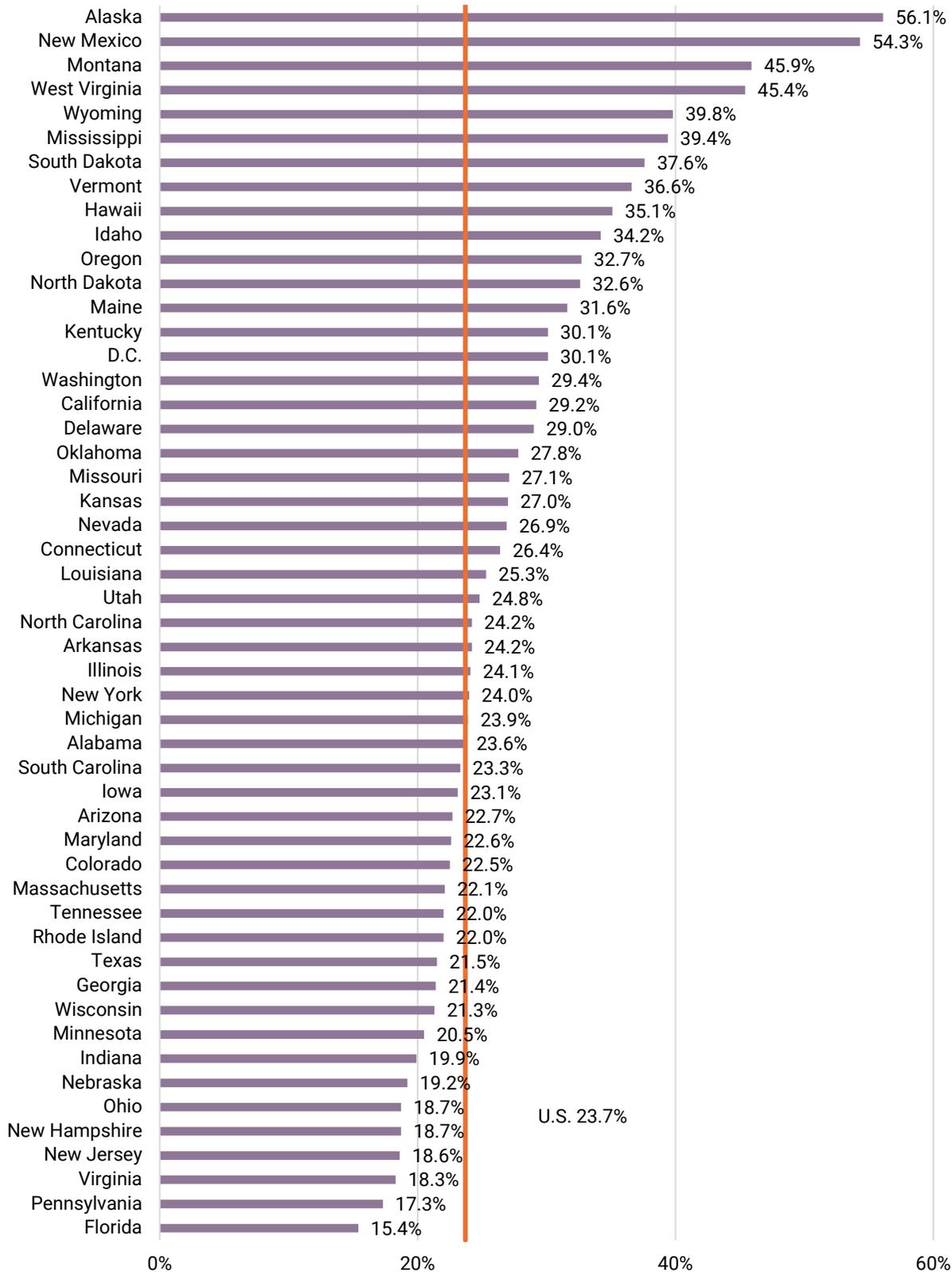


Providing Care to Patients in Designated HPSAs or MUAs by State

| | Yes | No | Not sure |
|----------------------|--------------|--------------|--------------|
| United States | 23.7% | 49.7% | 26.6% |
| Alabama | 23.6% | 48.9% | 27.5% |
| Alaska | 56.1% | 25.7% | 18.2% |
| Arizona | 22.7% | 53.7% | 23.6% |
| Arkansas | 24.2% | 48.6% | 27.1% |
| California | 29.2% | 47.4% | 23.4% |
| Colorado | 22.5% | 57.0% | 20.5% |
| Connecticut | 26.4% | 43.6% | 30.1% |
| Delaware | 29.0% | 42.6% | 28.4% |
| D.C. | 30.1% | 42.1% | 27.8% |
| Florida | 15.4% | 58.8% | 25.8% |
| Georgia | 21.4% | 51.8% | 26.9% |
| Hawaii | 35.1% | 45.6% | 19.3% |
| Idaho | 34.2% | 44.0% | 21.9% |
| Illinois | 24.1% | 50.9% | 25.0% |
| Indiana | 19.9% | 50.9% | 29.2% |
| Iowa | 23.1% | 51.7% | 25.1% |
| Kansas | 27.0% | 51.1% | 21.9% |
| Kentucky | 30.1% | 44.2% | 25.7% |
| Louisiana | 25.3% | 46.0% | 28.7% |
| Maine | 31.6% | 38.3% | 30.1% |
| Maryland | 22.6% | 50.3% | 27.0% |
| Massachusetts | 22.1% | 46.2% | 31.7% |
| Michigan | 23.9% | 46.7% | 29.4% |
| Minnesota | 20.5% | 51.2% | 28.2% |
| Mississippi | 39.4% | 36.7% | 23.9% |
| Missouri | 27.1% | 46.3% | 26.6% |
| Montana | 45.9% | 32.8% | 21.3% |
| Nebraska | 19.2% | 56.8% | 24.0% |
| Nevada | 26.9% | 51.1% | 22.0% |
| New Hampshire | 18.7% | 49.2% | 32.2% |
| New Jersey | 18.6% | 53.9% | 27.5% |
| New Mexico | 54.3% | 26.4% | 19.3% |
| New York | 24.0% | 45.6% | 30.3% |
| North Carolina | 24.2% | 48.1% | 27.7% |
| North Dakota | 32.6% | 45.6% | 21.8% |
| Ohio | 18.7% | 49.6% | 31.7% |
| Oklahoma | 27.8% | 48.9% | 23.3% |
| Oregon | 32.7% | 44.8% | 22.5% |
| Pennsylvania | 17.3% | 53.1% | 29.5% |
| Rhode Island | 22.0% | 43.5% | 34.4% |
| South Carolina | 23.3% | 48.8% | 27.8% |
| South Dakota | 37.6% | 38.5% | 23.9% |
| Tennessee | 22.0% | 50.4% | 27.6% |
| Texas | 21.5% | 56.2% | 22.3% |
| Utah | 24.8% | 51.9% | 23.3% |
| Vermont | 36.6% | 36.6% | 26.8% |
| Virginia | 18.3% | 56.0% | 25.7% |
| Washington | 29.4% | 45.5% | 25.0% |
| West Virginia | 45.4% | 24.4% | 30.3% |
| Wisconsin | 21.3% | 50.4% | 28.3% |
| Wyoming | 39.8% | 31.8% | 28.4% |

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)

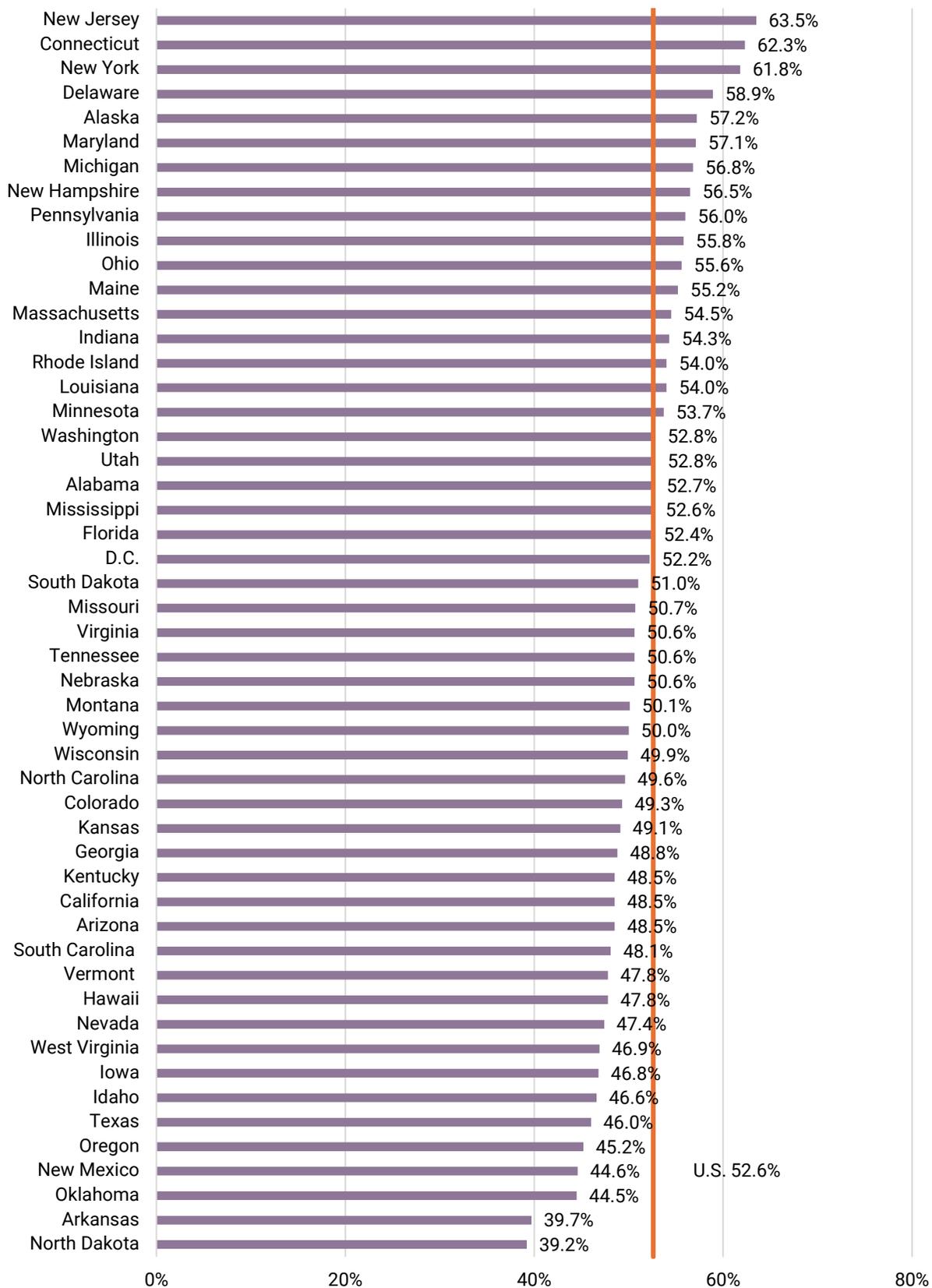
Providing Care to Patients in Designated HPSAs or MUAs by State



See Patients on Weekends and/or Evenings by State

| | Yes | No |
|----------------------|--------------|--------------|
| United States | 52.6% | 47.4% |
| Alabama | 52.7% | 47.3% |
| Alaska | 57.2% | 42.8% |
| Arizona | 48.5% | 51.5% |
| Arkansas | 39.7% | 60.3% |
| California | 48.5% | 51.5% |
| Colorado | 49.3% | 50.7% |
| Connecticut | 62.3% | 37.7% |
| Delaware | 58.9% | 41.1% |
| D.C. | 52.2% | 47.8% |
| Florida | 52.4% | 47.6% |
| Georgia | 48.8% | 51.2% |
| Hawaii | 47.8% | 52.2% |
| Idaho | 46.6% | 53.4% |
| Illinois | 55.8% | 44.2% |
| Indiana | 54.3% | 45.7% |
| Iowa | 46.8% | 53.2% |
| Kansas | 49.1% | 50.9% |
| Kentucky | 48.5% | 51.5% |
| Louisiana | 54.0% | 46.0% |
| Maine | 55.2% | 44.8% |
| Maryland | 57.1% | 42.9% |
| Massachusetts | 54.5% | 45.5% |
| Michigan | 56.8% | 43.2% |
| Minnesota | 53.7% | 46.3% |
| Mississippi | 52.6% | 47.4% |
| Missouri | 50.7% | 49.3% |
| Montana | 50.1% | 49.9% |
| Nebraska | 50.6% | 49.4% |
| Nevada | 47.4% | 52.6% |
| New Hampshire | 56.5% | 43.5% |
| New Jersey | 63.5% | 36.5% |
| New Mexico | 44.6% | 55.4% |
| New York | 61.8% | 38.2% |
| North Carolina | 49.6% | 50.4% |
| North Dakota | 39.2% | 60.8% |
| Ohio | 55.6% | 44.4% |
| Oklahoma | 44.5% | 55.5% |
| Oregon | 45.2% | 54.8% |
| Pennsylvania | 56.0% | 44.0% |
| Rhode Island | 54.0% | 46.0% |
| South Carolina | 48.1% | 51.9% |
| South Dakota | 51.0% | 49.0% |
| Tennessee | 50.6% | 49.4% |
| Texas | 46.0% | 54.0% |
| Utah | 52.8% | 47.2% |
| Vermont | 47.8% | 52.2% |
| Virginia | 50.6% | 49.4% |
| Washington | 52.8% | 47.2% |
| West Virginia | 46.9% | 53.1% |
| Wisconsin | 49.9% | 50.1% |
| Wyoming | 50.0% | 50.0% |

See Patients on Weekends and/or Evenings by State



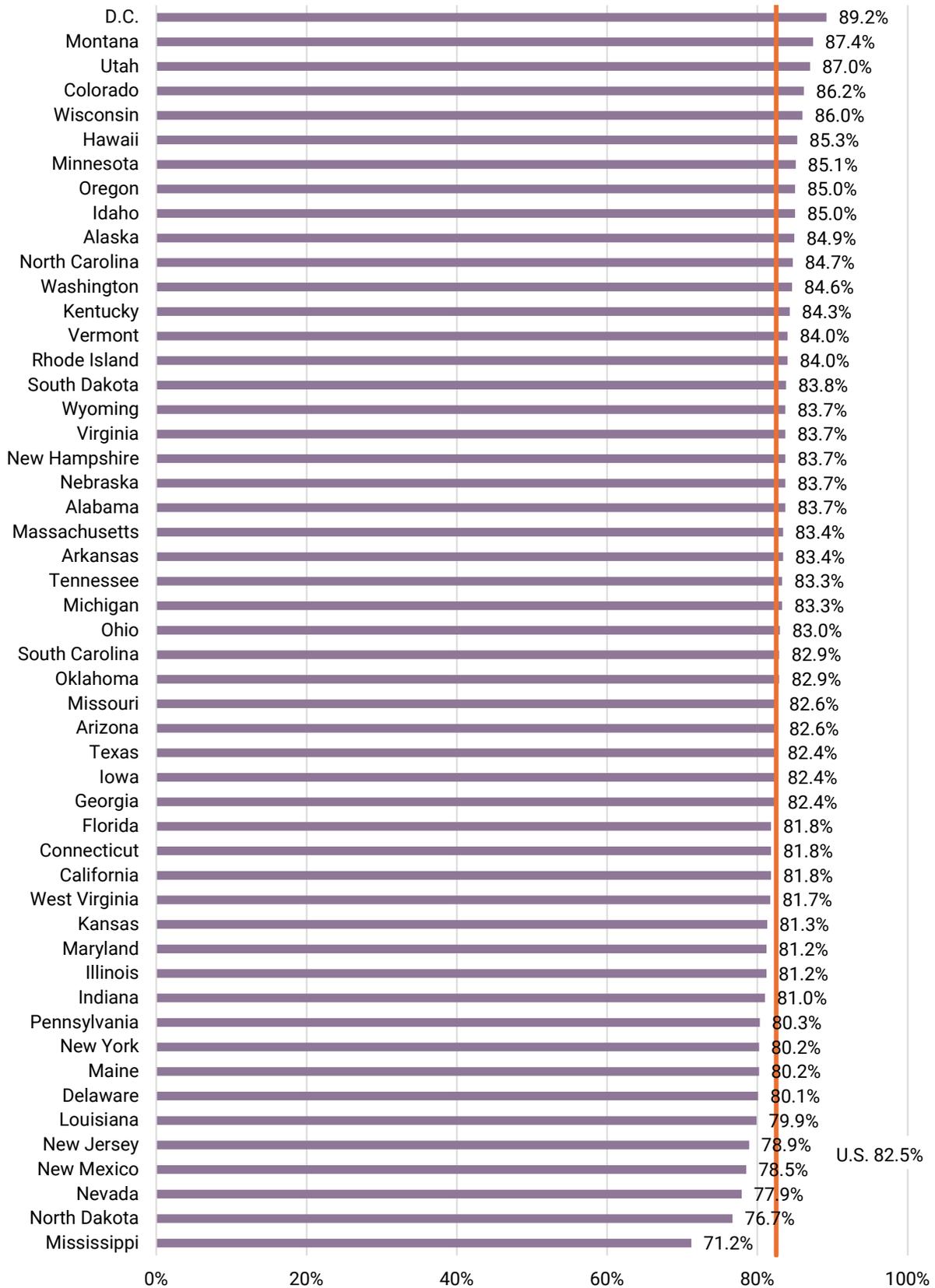
Satisfaction with Different Aspects of Career by State

| | Areas of Satisfaction* | | | | | | | |
|----------------------|------------------------|----------------|------------------------|-------------------|--------------|--------------|---|--------------|
| | Present job | Career as a PA | Number of hours worked | Work-life balance | Income | Benefits | Geographical location of principal position | Employer |
| United States | 83.1% | 86.7% | 77.6% | 71.7% | 75.2% | 72.9% | 82.5% | 74.4% |
| Alabama | 87.3% | 89.2% | 80.2% | 76.7% | 75.7% | 77.5% | 83.7% | 77.5% |
| Alaska | 84.3% | 87.9% | 75.8% | 70.6% | 84.0% | 74.9% | 84.9% | 79.9% |
| Arizona | 83.2% | 86.8% | 77.3% | 70.7% | 75.6% | 68.2% | 82.6% | 74.6% |
| Arkansas | 85.5% | 87.9% | 81.0% | 74.8% | 75.6% | 73.0% | 83.4% | 78.5% |
| California | 83.7% | 87.5% | 77.5% | 71.7% | 77.5% | 72.3% | 81.8% | 76.1% |
| Colorado | 82.4% | 83.4% | 75.1% | 70.3% | 72.0% | 72.2% | 86.2% | 74.5% |
| Connecticut | 81.7% | 86.3% | 77.5% | 71.1% | 73.9% | 71.4% | 81.8% | 72.3% |
| Delaware | 79.6% | 84.4% | 75.3% | 69.5% | 68.2% | 74.2% | 80.1% | 69.0% |
| D.C. | 81.8% | 89.3% | 83.9% | 78.4% | 72.4% | 78.8% | 89.2% | 76.4% |
| Florida | 82.2% | 86.4% | 76.1% | 71.7% | 73.4% | 68.0% | 81.8% | 74.5% |
| Georgia | 83.4% | 86.9% | 78.6% | 72.4% | 75.1% | 71.0% | 82.4% | 75.6% |
| Hawaii | 82.4% | 85.0% | 77.5% | 68.2% | 73.0% | 75.7% | 85.3% | 70.4% |
| Idaho | 82.5% | 85.0% | 76.6% | 71.9% | 78.1% | 70.9% | 85.0% | 74.4% |
| Illinois | 84.1% | 88.7% | 80.9% | 74.7% | 76.6% | 75.6% | 81.2% | 75.3% |
| Indiana | 85.7% | 88.9% | 81.4% | 75.3% | 77.8% | 73.7% | 81.0% | 74.7% |
| Iowa | 84.2% | 88.0% | 79.2% | 72.3% | 77.7% | 79.1% | 82.4% | 76.2% |
| Kansas | 85.9% | 87.4% | 79.5% | 70.8% | 78.9% | 75.6% | 81.3% | 75.1% |
| Kentucky | 83.8% | 88.0% | 79.1% | 74.1% | 75.7% | 77.0% | 84.3% | 74.8% |
| Louisiana | 84.5% | 87.8% | 81.4% | 77.6% | 77.5% | 76.4% | 79.9% | 78.4% |
| Maine | 80.3% | 81.7% | 72.6% | 66.7% | 68.5% | 67.8% | 80.2% | 67.8% |
| Maryland | 82.2% | 86.4% | 77.0% | 71.7% | 75.3% | 72.3% | 81.2% | 73.6% |
| Massachusetts | 81.9% | 85.8% | 76.2% | 70.2% | 72.4% | 74.3% | 83.4% | 72.5% |
| Michigan | 83.2% | 86.8% | 78.4% | 71.2% | 75.6% | 72.9% | 83.3% | 72.9% |
| Minnesota | 85.0% | 88.9% | 77.9% | 71.1% | 79.7% | 78.3% | 85.1% | 76.6% |
| Mississippi | 83.8% | 85.1% | 77.2% | 71.5% | 80.1% | 77.6% | 71.2% | 76.4% |
| Missouri | 83.8% | 89.2% | 78.8% | 74.0% | 77.2% | 77.0% | 82.6% | 77.8% |
| Montana | 79.5% | 83.5% | 74.6% | 69.5% | 73.5% | 68.4% | 87.4% | 67.9% |
| Nebraska | 85.3% | 87.2% | 80.4% | 74.1% | 78.4% | 74.9% | 83.7% | 77.5% |
| Nevada | 79.9% | 83.2% | 75.5% | 69.8% | 78.5% | 67.8% | 77.9% | 72.5% |
| New Hampshire | 82.0% | 84.6% | 73.9% | 67.0% | 71.4% | 68.1% | 83.7% | 72.1% |
| New Jersey | 83.5% | 86.1% | 77.3% | 72.1% | 76.0% | 70.8% | 78.9% | 74.2% |
| New Mexico | 80.7% | 84.2% | 74.3% | 69.1% | 77.4% | 74.1% | 78.5% | 71.7% |
| New York | 81.9% | 85.9% | 77.9% | 72.0% | 72.9% | 71.6% | 80.2% | 72.3% |
| North Carolina | 83.1% | 87.0% | 76.9% | 69.9% | 75.0% | 72.7% | 84.7% | 75.2% |
| North Dakota | 82.4% | 88.7% | 75.3% | 70.9% | 75.0% | 71.3% | 76.7% | 70.5% |
| Ohio | 84.0% | 88.0% | 80.5% | 73.8% | 75.2% | 74.5% | 83.0% | 75.8% |
| Oklahoma | 85.0% | 88.0% | 81.9% | 75.2% | 81.6% | 78.4% | 82.9% | 77.8% |
| Oregon | 80.9% | 84.2% | 73.2% | 67.6% | 76.0% | 74.1% | 85.0% | 74.1% |
| Pennsylvania | 82.2% | 85.2% | 75.8% | 70.0% | 71.9% | 73.7% | 80.3% | 69.5% |
| Rhode Island | 77.3% | 82.1% | 69.6% | 67.6% | 75.2% | 72.4% | 84.0% | 66.9% |
| South Carolina | 82.5% | 87.7% | 78.8% | 72.0% | 72.4% | 72.3% | 82.9% | 75.0% |
| South Dakota | 85.4% | 89.1% | 79.6% | 75.0% | 76.7% | 75.6% | 83.8% | 76.2% |
| Tennessee | 82.9% | 86.6% | 79.8% | 74.1% | 74.3% | 69.6% | 83.3% | 75.6% |
| Texas | 85.2% | 88.9% | 79.4% | 73.5% | 78.3% | 74.3% | 82.4% | 79.0% |
| Utah | 85.1% | 87.9% | 79.6% | 75.1% | 74.6% | 73.8% | 87.0% | 79.0% |
| Vermont | 82.1% | 83.6% | 73.9% | 66.5% | 72.6% | 68.4% | 84.0% | 67.7% |
| Virginia | 83.1% | 86.8% | 77.0% | 70.6% | 75.1% | 73.3% | 83.7% | 74.9% |
| Washington | 80.3% | 83.9% | 73.9% | 67.5% | 73.8% | 75.3% | 84.6% | 71.9% |
| West Virginia | 82.3% | 88.2% | 79.5% | 72.4% | 75.5% | 73.3% | 81.7% | 75.0% |
| Wisconsin | 82.7% | 87.9% | 77.8% | 71.5% | 77.7% | 75.6% | 86.0% | 72.7% |
| Wyoming | 83.4% | 85.7% | 77.3% | 73.9% | 75.7% | 73.0% | 83.7% | 75.4% |

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

*Satisfied includes responses of completely satisfied, mostly satisfied and somewhat satisfied.

Satisfied with Geographical Location of Principal Position by State



Burnout^{1,2} by State

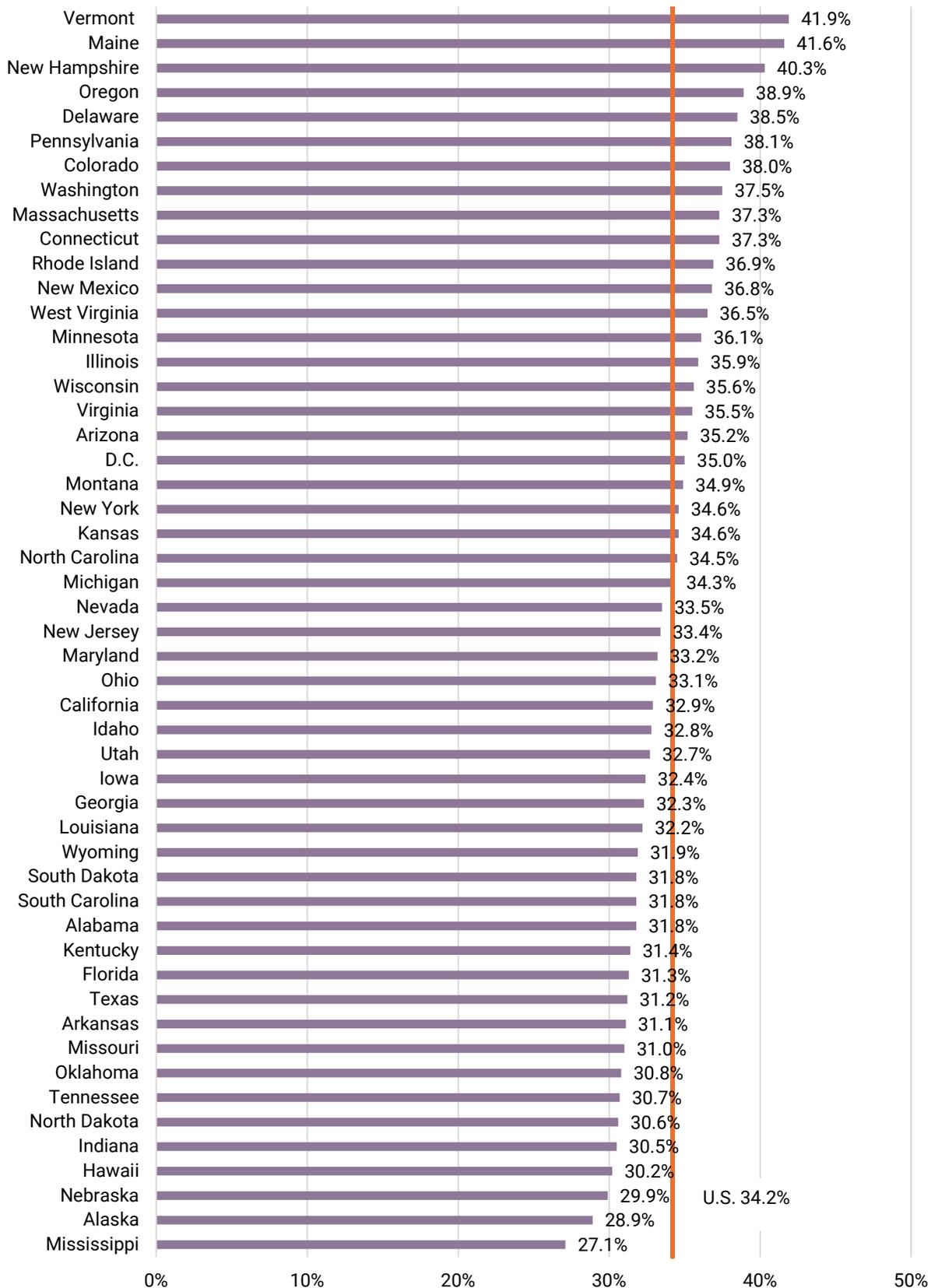
| | No symptoms of burnout | One or more symptoms of burnout |
|----------------------|------------------------|---------------------------------|
| United States | 65.8% | 34.2% |
| Alabama | 68.2% | 31.8% |
| Alaska | 71.1% | 28.9% |
| Arizona | 64.8% | 35.2% |
| Arkansas | 68.9% | 31.1% |
| California | 67.1% | 32.9% |
| Colorado | 62.0% | 38.0% |
| Connecticut | 62.7% | 37.3% |
| Delaware | 61.5% | 38.5% |
| D.C. | 65.0% | 35.0% |
| Florida | 68.7% | 31.3% |
| Georgia | 67.7% | 32.3% |
| Hawaii | 69.8% | 30.2% |
| Idaho | 67.2% | 32.8% |
| Illinois | 64.1% | 35.9% |
| Indiana | 69.5% | 30.5% |
| Iowa | 67.6% | 32.4% |
| Kansas | 65.4% | 34.6% |
| Kentucky | 68.6% | 31.4% |
| Louisiana | 67.8% | 32.2% |
| Maine | 58.4% | 41.6% |
| Maryland | 66.8% | 33.2% |
| Massachusetts | 62.7% | 37.3% |
| Michigan | 65.7% | 34.3% |
| Minnesota | 63.9% | 36.1% |
| Mississippi | 72.9% | 27.1% |
| Missouri | 69.0% | 31.0% |
| Montana | 65.1% | 34.9% |
| Nebraska | 70.1% | 29.9% |
| Nevada | 66.5% | 33.5% |
| New Hampshire | 59.7% | 40.3% |
| New Jersey | 66.6% | 33.4% |
| New Mexico | 63.2% | 36.8% |
| New York | 65.4% | 34.6% |
| North Carolina | 65.5% | 34.5% |
| North Dakota | 69.4% | 30.6% |
| Ohio | 66.9% | 33.1% |
| Oklahoma | 69.2% | 30.8% |
| Oregon | 61.1% | 38.9% |
| Pennsylvania | 61.9% | 38.1% |
| Rhode Island | 63.1% | 36.9% |
| South Carolina | 68.2% | 31.8% |
| South Dakota | 68.2% | 31.8% |
| Tennessee | 69.3% | 30.7% |
| Texas | 68.8% | 31.2% |
| Utah | 67.3% | 32.7% |
| Vermont | 58.1% | 41.9% |
| Virginia | 64.5% | 35.5% |
| Washington | 62.5% | 37.5% |
| West Virginia | 63.5% | 36.5% |
| Wisconsin | 64.4% | 35.6% |
| Wyoming | 68.1% | 31.9% |

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 Apr;20(2):75-9.

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.

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.

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



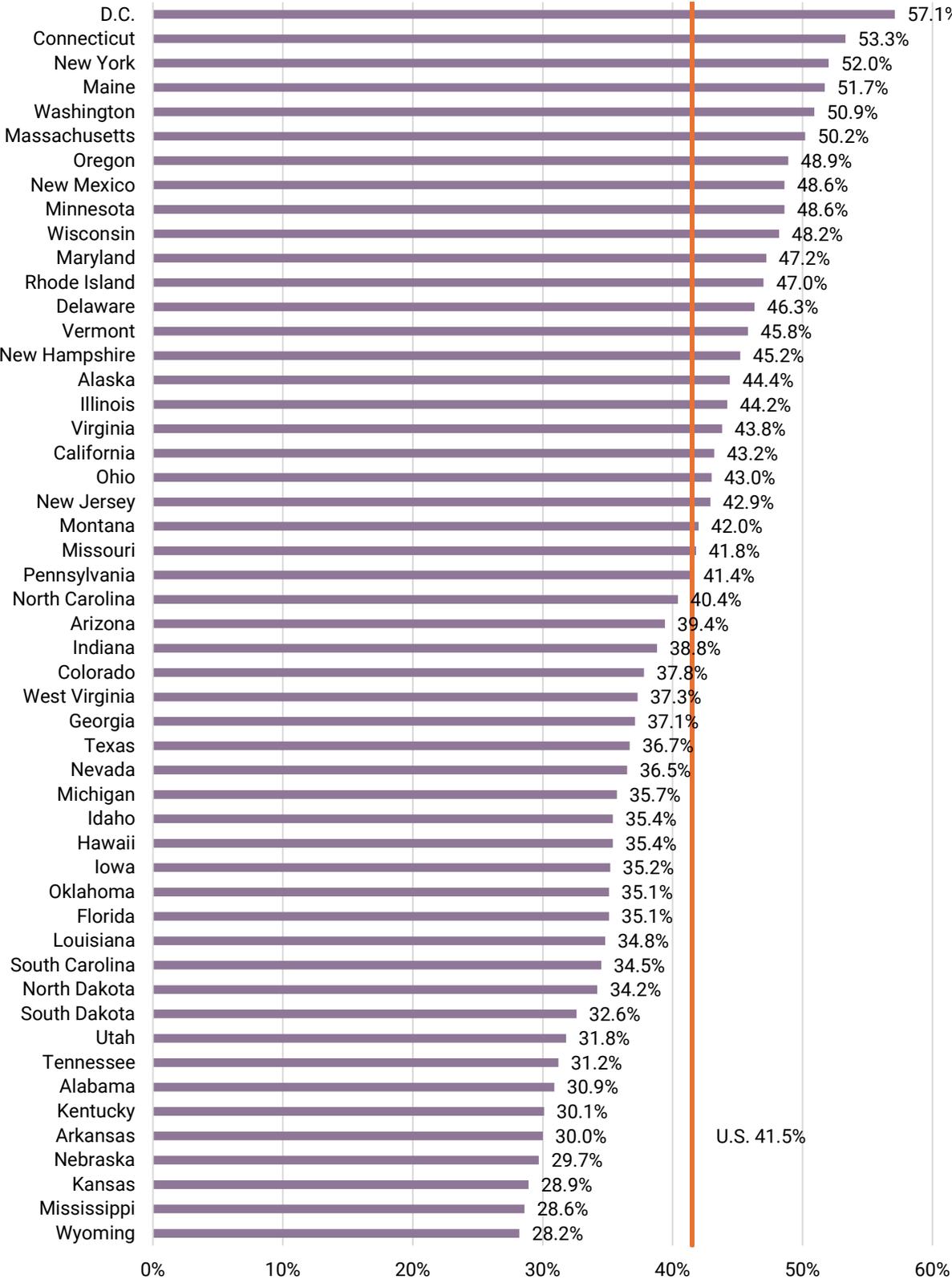
Supply and Demand by State

| | Primary place of employment is recruiting/hiring PAs | Number of months positions have remained unfilled* | | | | | | | Plan to retire in the next five years |
|----------------------|--|--|--------------|--------------|-------------|-------------|------------------|--------------|---------------------------------------|
| | | 1 month | 2 months | 3 months | 4 months | 5 months | 6 or more months | Unsure | |
| United States | 41.5% | 29.3% | 13.0% | 14.9% | 3.8% | 1.6% | 21.6% | 15.9% | 5.9% |
| Alabama | 30.9% | 29.7% | 12.4% | 11.2% | 4.0% | 1.6% | 17.7% | 23.3% | 4.2% |
| Alaska | 44.4% | 17.1% | 11.4% | 16.1% | 3.8% | 1.4% | 39.8% | 10.4% | 13.7% |
| Arizona | 39.4% | 28.8% | 13.6% | 13.5% | 3.0% | 1.3% | 22.5% | 17.4% | 7.1% |
| Arkansas | 30.0% | 40.6% | 13.0% | 11.6% | 1.4% | 0.0% | 20.3% | 13.0% | 4.1% |
| California | 43.2% | 27.7% | 13.1% | 13.9% | 3.2% | 1.5% | 24.4% | 16.2% | 6.2% |
| Colorado | 37.8% | 32.8% | 13.5% | 14.4% | 3.2% | 1.6% | 18.2% | 16.2% | 6.9% |
| Connecticut | 53.3% | 23.9% | 13.4% | 17.0% | 4.5% | 1.9% | 27.1% | 12.2% | 5.2% |
| Delaware | 46.3% | 21.1% | 11.8% | 21.1% | 3.7% | 1.9% | 29.2% | 11.2% | 9.3% |
| D.C. | 57.1% | 24.1% | 22.3% | 16.1% | 3.6% | 0.0% | 18.8% | 15.2% | 3.8% |
| Florida | 35.1% | 32.7% | 12.4% | 12.6% | 3.5% | 1.6% | 17.5% | 19.6% | 6.7% |
| Georgia | 37.1% | 32.3% | 11.9% | 15.4% | 3.4% | 1.5% | 18.8% | 16.7% | 6.2% |
| Hawaii | 35.4% | 22.2% | 7.7% | 13.7% | 2.6% | 2.6% | 35.9% | 15.4% | 7.4% |
| Idaho | 35.4% | 28.0% | 14.4% | 13.9% | 4.5% | 2.2% | 23.1% | 13.9% | 5.8% |
| Illinois | 44.2% | 29.3% | 13.7% | 15.5% | 4.2% | 1.6% | 18.4% | 17.4% | 4.0% |
| Indiana | 38.8% | 37.7% | 11.3% | 11.7% | 2.3% | 1.3% | 17.7% | 18.0% | 3.1% |
| Iowa | 35.2% | 31.7% | 15.2% | 17.1% | 4.3% | 0.5% | 13.8% | 17.3% | 8.3% |
| Kansas | 28.9% | 43.8% | 11.1% | 11.1% | 2.8% | 2.4% | 16.7% | 12.2% | 7.0% |
| Kentucky | 30.1% | 35.8% | 10.3% | 15.8% | 2.8% | 0.5% | 18.0% | 17.0% | 6.0% |
| Louisiana | 34.8% | 28.1% | 14.0% | 15.8% | 4.8% | 1.8% | 18.4% | 17.1% | 2.9% |
| Maine | 51.7% | 18.1% | 12.2% | 18.9% | 3.7% | 0.7% | 30.0% | 16.4% | 9.8% |
| Maryland | 47.2% | 25.9% | 11.2% | 16.6% | 5.1% | 2.5% | 25.8% | 12.9% | 7.1% |
| Massachusetts | 50.2% | 28.9% | 12.7% | 17.1% | 2.9% | 1.3% | 21.3% | 15.9% | 4.3% |
| Michigan | 35.7% | 35.6% | 14.2% | 13.4% | 3.1% | 1.3% | 17.0% | 15.5% | 6.1% |
| Minnesota | 48.6% | 32.0% | 13.4% | 14.3% | 3.7% | 0.8% | 17.7% | 18.1% | 4.5% |
| Mississippi | 28.6% | 32.9% | 17.1% | 15.7% | 2.9% | 1.4% | 12.9% | 17.1% | 2.2% |
| Missouri | 41.8% | 33.5% | 13.2% | 14.3% | 2.7% | 1.7% | 18.7% | 15.9% | 3.5% |
| Montana | 42.0% | 18.1% | 11.5% | 17.8% | 4.9% | 2.1% | 30.7% | 15.0% | 9.7% |
| Nebraska | 29.7% | 33.4% | 12.5% | 14.0% | 4.6% | 2.4% | 19.5% | 13.7% | 5.8% |
| Nevada | 36.5% | 30.4% | 9.8% | 18.3% | 4.2% | 0.3% | 22.9% | 14.1% | 7.0% |
| New Hampshire | 45.2% | 21.7% | 11.0% | 17.7% | 4.2% | 1.4% | 30.7% | 13.2% | 7.0% |
| New Jersey | 42.9% | 32.6% | 12.4% | 15.0% | 3.8% | 2.2% | 19.7% | 14.4% | 3.4% |
| New Mexico | 48.6% | 16.1% | 8.8% | 20.2% | 4.7% | 2.5% | 35.0% | 12.6% | 11.4% |
| New York | 52.0% | 26.1% | 12.8% | 14.5% | 3.9% | 2.3% | 25.9% | 14.6% | 5.6% |
| North Carolina | 40.4% | 30.2% | 12.7% | 15.1% | 3.9% | 1.7% | 19.9% | 16.5% | 6.9% |
| North Dakota | 34.2% | 27.7% | 14.9% | 17.0% | 2.1% | 1.1% | 22.3% | 14.9% | 13.4% |
| Ohio | 43.0% | 36.0% | 14.5% | 13.1% | 2.3% | 1.3% | 14.4% | 18.3% | 4.8% |
| Oklahoma | 35.1% | 29.8% | 13.1% | 15.0% | 3.0% | 1.5% | 20.6% | 17.1% | 6.4% |
| Oregon | 48.9% | 19.5% | 10.7% | 16.7% | 5.0% | 1.9% | 28.6% | 17.7% | 6.3% |
| Pennsylvania | 41.4% | 28.3% | 13.8% | 15.9% | 4.1% | 1.4% | 21.7% | 14.7% | 4.4% |
| Rhode Island | 47.0% | 29.3% | 9.0% | 13.3% | 4.3% | 0.5% | 25.0% | 18.6% | 5.0% |
| South Carolina | 34.5% | 30.4% | 13.0% | 14.5% | 3.5% | 1.8% | 18.9% | 17.9% | 4.8% |
| South Dakota | 32.6% | 36.5% | 17.6% | 11.8% | 6.5% | 0.6% | 16.5% | 10.6% | 10.8% |
| Tennessee | 31.2% | 35.0% | 14.9% | 14.1% | 2.7% | 0.9% | 14.1% | 18.2% | 4.5% |
| Texas | 36.7% | 33.1% | 12.8% | 15.0% | 4.1% | 1.5% | 17.6% | 15.9% | 6.0% |
| Utah | 31.8% | 40.2% | 13.8% | 13.0% | 3.8% | 1.5% | 11.7% | 16.1% | 4.7% |
| Vermont | 45.8% | 25.8% | 10.7% | 13.8% | 6.3% | 1.3% | 28.9% | 13.2% | 11.5% |
| Virginia | 43.8% | 27.8% | 13.7% | 14.6% | 4.1% | 1.5% | 23.1% | 15.2% | 5.5% |
| Washington | 50.9% | 23.3% | 12.0% | 15.9% | 5.4% | 1.9% | 26.8% | 14.7% | 8.1% |
| West Virginia | 37.3% | 27.1% | 17.6% | 16.0% | 4.2% | 1.6% | 20.3% | 13.1% | 4.7% |
| Wisconsin | 48.2% | 25.4% | 13.9% | 17.5% | 4.1% | 1.8% | 23.3% | 14.0% | 6.8% |
| Wyoming | 28.2% | 25.0% | 6.3% | 18.8% | 1.6% | 1.6% | 39.1% | 7.8% | 15.0% |

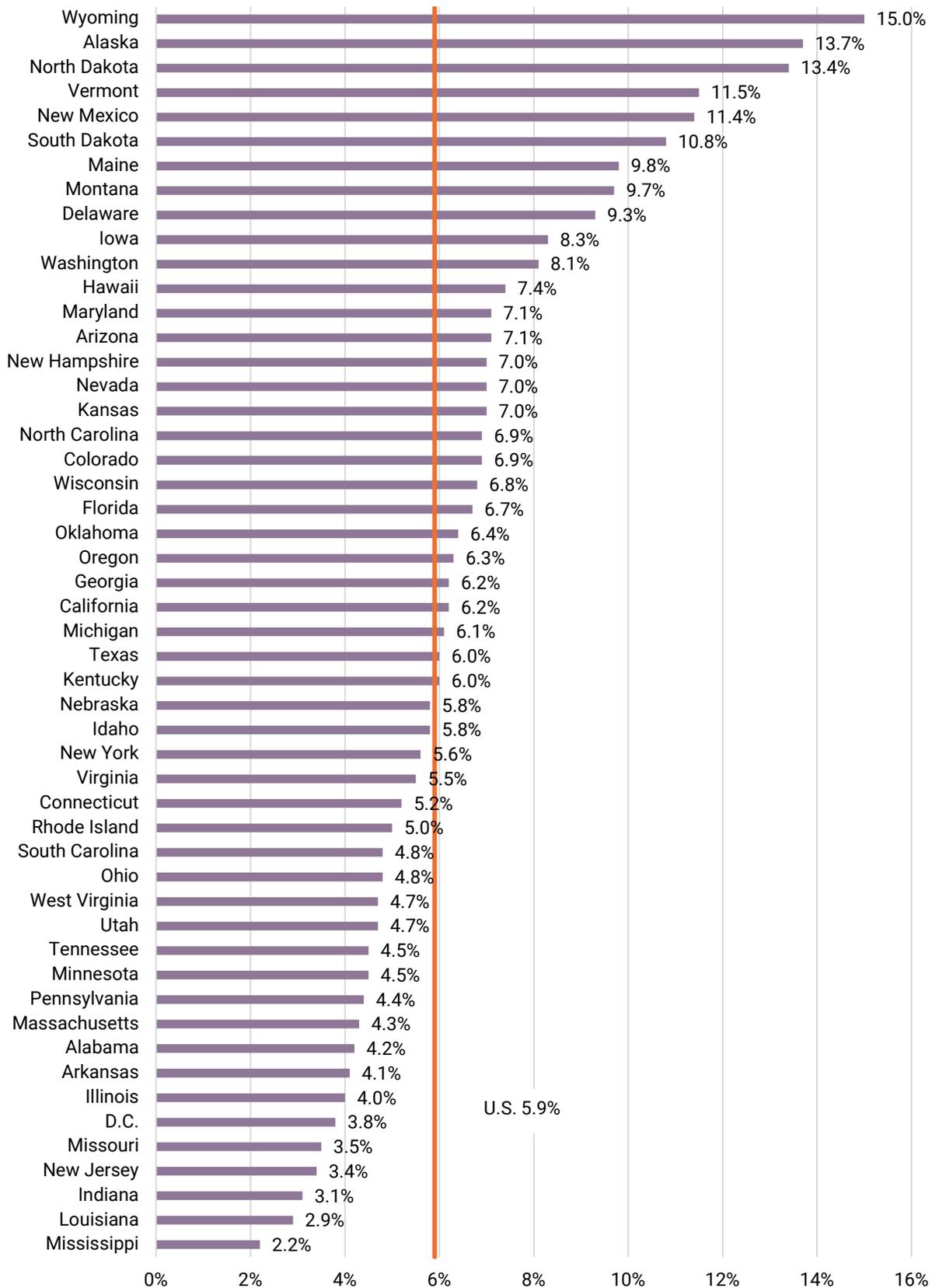
Note: PAs were asked if their primary place of employment is currently recruiting/hiring PAs. If yes, they were asked how long the PA positions have remained unfilled.

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

Principal Place of Employment is Recruiting/Hiring PAs by State



Plan to Retire in the Next Five Years by State

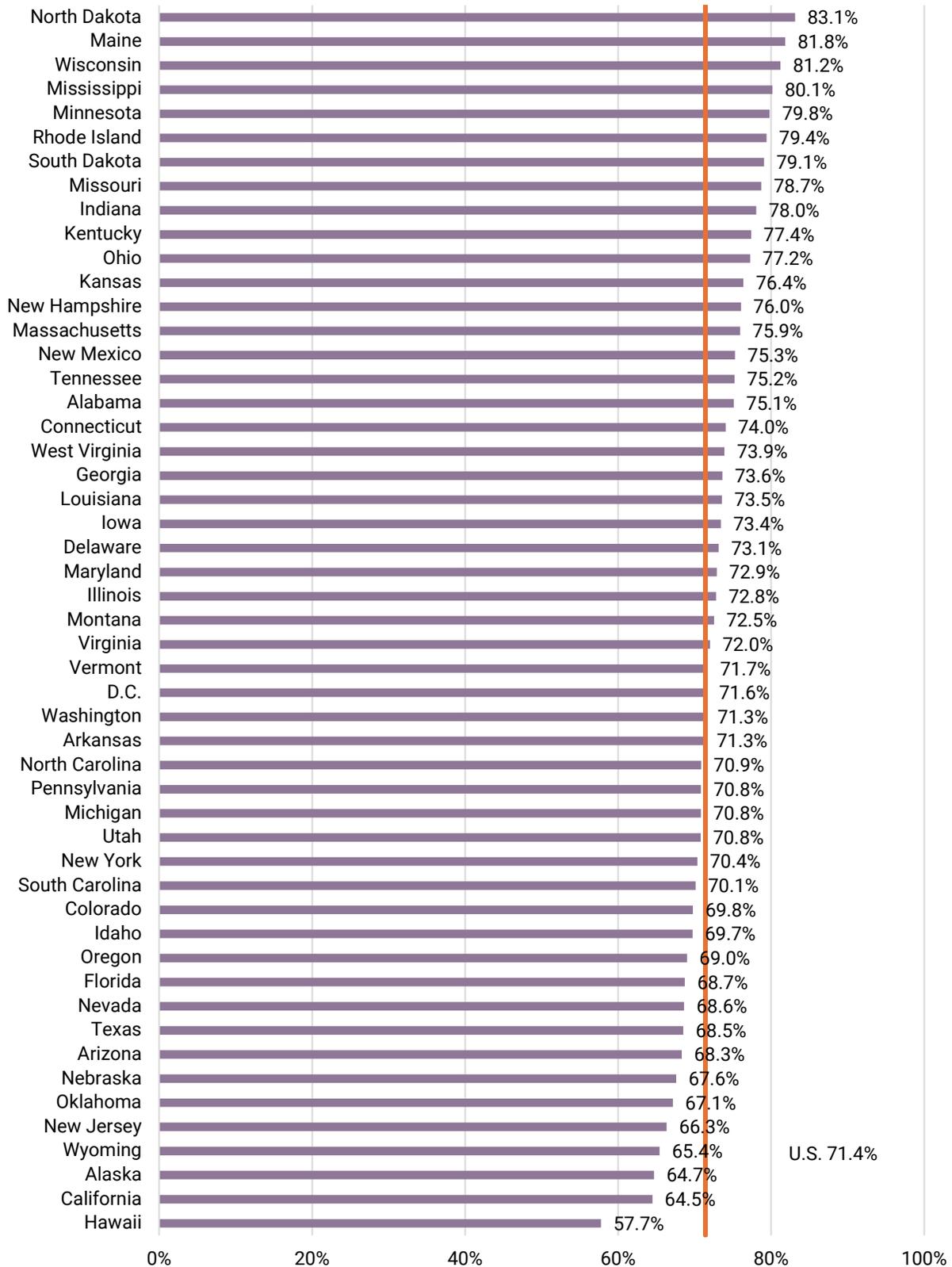


Working with Other Health Professionals by State

| | Solo practitioner with an off-site physician | Physician(s) | Other PAs | Advanced practice nurses | Registered nurses | Other levels of nurses | Mental health providers | Dentist or hygienist | Pharmacist | Radiology tech | Physical therapist | Occupational therapist | Speech therapist |
|----------------------|--|--------------|--------------|--------------------------|-------------------|------------------------|-------------------------|----------------------|--------------|----------------|--------------------|------------------------|------------------|
| United States | 5.1% | 93.8% | 80.4% | 71.4% | 67.2% | 37.9% | 41.1% | 6.0% | 34.0% | 30.9% | 16.3% | 12.6% | 9.2% |
| Alabama | 4.4% | 95.5% | 73.2% | 75.1% | 72.6% | 44.3% | 32.5% | 4.7% | 36.5% | 41.7% | 22.5% | 17.6% | 12.8% |
| Alaska | 14.3% | 83.7% | 78.4% | 64.7% | 63.1% | 38.1% | 45.6% | 16.5% | 38.3% | 32.9% | 24.2% | 11.7% | 6.5% |
| Arizona | 6.6% | 91.9% | 79.9% | 68.3% | 49.2% | 25.4% | 31.8% | 4.7% | 30.7% | 32.8% | 18.9% | 12.7% | 8.6% |
| Arkansas | 4.9% | 95.3% | 70.6% | 71.3% | 72.7% | 54.7% | 36.4% | 5.5% | 38.3% | 42.9% | 26.7% | 20.2% | 14.6% |
| California | 6.7% | 92.0% | 77.6% | 64.5% | 56.3% | 28.7% | 36.3% | 7.6% | 34.8% | 32.3% | 16.8% | 11.7% | 7.9% |
| Colorado | 5.0% | 94.1% | 84.3% | 69.8% | 64.5% | 33.1% | 47.8% | 9.8% | 42.5% | 35.6% | 23.7% | 18.2% | 13.1% |
| Connecticut | 3.5% | 94.8% | 85.4% | 74.0% | 72.5% | 35.4% | 47.6% | 6.9% | 49.0% | 43.9% | 29.5% | 25.5% | 20.9% |
| Delaware | 2.9% | 96.0% | 82.2% | 73.1% | 68.6% | 33.2% | 38.8% | 6.6% | 42.0% | 39.6% | 22.3% | 19.9% | 16.8% |
| D.C. | 1.4% | 98.1% | 86.7% | 71.6% | 74.9% | 36.0% | 52.1% | 11.8% | 52.6% | 39.8% | 29.9% | 27.5% | 24.6% |
| Florida | 5.9% | 93.0% | 75.4% | 68.7% | 55.5% | 32.4% | 30.2% | 4.1% | 33.2% | 33.0% | 17.8% | 13.1% | 9.7% |
| Georgia | 4.5% | 94.1% | 79.1% | 73.6% | 62.7% | 38.3% | 33.8% | 3.9% | 35.9% | 35.3% | 20.4% | 15.6% | 12.0% |
| Hawaii | 7.9% | 91.8% | 77.2% | 57.7% | 63.9% | 36.3% | 40.3% | 10.7% | 39.4% | 30.4% | 19.4% | 9.9% | 5.1% |
| Idaho | 6.6% | 92.4% | 81.9% | 69.7% | 64.1% | 44.4% | 34.5% | 6.5% | 33.3% | 35.5% | 16.0% | 11.3% | 7.9% |
| Illinois | 4.5% | 94.3% | 78.3% | 72.8% | 71.8% | 36.6% | 41.3% | 6.4% | 39.8% | 38.3% | 24.9% | 18.6% | 12.6% |
| Indiana | 5.3% | 93.3% | 75.8% | 78.0% | 73.7% | 44.2% | 40.9% | 3.0% | 44.1% | 44.8% | 26.7% | 21.4% | 14.1% |
| Iowa | 5.4% | 93.2% | 77.9% | 73.4% | 79.4% | 49.4% | 37.9% | 4.2% | 39.2% | 40.7% | 23.0% | 17.5% | 9.9% |
| Kansas | 5.1% | 94.0% | 80.1% | 76.4% | 76.0% | 48.7% | 36.0% | 5.5% | 40.0% | 42.1% | 25.1% | 18.7% | 12.9% |
| Kentucky | 4.0% | 94.6% | 75.3% | 77.4% | 65.9% | 42.7% | 37.6% | 5.4% | 38.9% | 39.6% | 19.9% | 16.0% | 12.2% |
| Louisiana | 5.5% | 93.3% | 75.5% | 73.5% | 67.1% | 47.3% | 34.9% | 3.8% | 36.8% | 46.5% | 21.0% | 16.2% | 11.2% |
| Maine | 3.7% | 93.4% | 83.3% | 81.8% | 79.2% | 38.7% | 55.1% | 6.1% | 46.5% | 41.0% | 28.5% | 25.0% | 17.2% |
| Maryland | 4.2% | 95.3% | 82.9% | 72.9% | 70.1% | 33.5% | 46.7% | 4.9% | 47.0% | 41.9% | 27.1% | 23.6% | 17.8% |
| Massachusetts | 3.2% | 95.7% | 86.4% | 75.9% | 76.2% | 37.4% | 53.2% | 6.3% | 50.8% | 41.1% | 29.4% | 24.2% | 18.4% |
| Michigan | 5.6% | 92.9% | 81.0% | 70.8% | 67.1% | 31.5% | 46.9% | 4.8% | 45.8% | 34.9% | 22.2% | 18.1% | 14.4% |
| Minnesota | 4.2% | 94.4% | 86.4% | 79.8% | 81.5% | 49.8% | 51.2% | 4.3% | 54.6% | 45.2% | 32.4% | 26.7% | 16.6% |
| Mississippi | 4.4% | 95.6% | 69.1% | 80.1% | 72.4% | 49.3% | 35.3% | 5.5% | 37.1% | 43.4% | 25.7% | 20.6% | 14.7% |
| Missouri | 3.9% | 95.4% | 77.2% | 78.7% | 72.1% | 46.7% | 41.0% | 5.7% | 39.8% | 43.2% | 24.2% | 19.9% | 14.3% |
| Montana | 6.4% | 92.1% | 81.5% | 72.5% | 73.3% | 46.5% | 41.0% | 7.7% | 45.3% | 41.7% | 25.3% | 18.4% | 11.9% |
| Nebraska | 4.2% | 94.3% | 82.4% | 67.6% | 76.5% | 50.4% | 34.6% | 5.9% | 41.6% | 41.8% | 25.4% | 19.9% | 14.0% |
| Nevada | 8.8% | 92.4% | 77.6% | 68.6% | 48.6% | 27.3% | 30.5% | 5.5% | 28.1% | 31.6% | 15.0% | 8.6% | 5.6% |
| New Hampshire | 4.8% | 94.5% | 84.5% | 76.0% | 76.5% | 44.8% | 47.3% | 4.8% | 40.6% | 43.6% | 27.0% | 22.4% | 14.3% |
| New Jersey | 3.9% | 95.1% | 82.1% | 66.3% | 65.9% | 30.9% | 41.6% | 5.6% | 40.6% | 39.1% | 24.2% | 18.3% | 13.7% |
| New Mexico | 5.8% | 93.7% | 78.8% | 75.3% | 66.6% | 33.6% | 47.2% | 11.4% | 46.8% | 38.1% | 25.8% | 18.8% | 13.3% |
| New York | 4.1% | 94.4% | 85.0% | 70.4% | 74.1% | 36.7% | 46.5% | 8.1% | 47.4% | 41.2% | 25.8% | 20.0% | 16.2% |
| North Carolina | 6.5% | 91.7% | 81.1% | 70.9% | 66.9% | 45.3% | 41.1% | 4.4% | 39.5% | 35.5% | 19.6% | 16.1% | 12.4% |
| North Dakota | 4.1% | 94.1% | 78.3% | 83.1% | 83.8% | 53.4% | 44.1% | 3.8% | 44.8% | 42.8% | 28.6% | 22.1% | 11.0% |
| Ohio | 3.8% | 95.3% | 80.9% | 77.2% | 74.7% | 42.4% | 43.6% | 4.6% | 47.4% | 42.4% | 24.7% | 20.5% | 14.5% |
| Oklahoma | 7.9% | 92.3% | 76.7% | 67.1% | 63.1% | 46.4% | 38.1% | 9.5% | 39.8% | 37.7% | 21.3% | 15.9% | 12.0% |
| Oregon | 5.4% | 94.9% | 83.2% | 69.0% | 65.6% | 34.5% | 46.9% | 5.8% | 43.8% | 35.3% | 21.0% | 15.8% | 11.2% |
| Pennsylvania | 2.7% | 96.5% | 83.8% | 70.8% | 75.6% | 41.4% | 43.1% | 4.9% | 41.7% | 37.9% | 24.7% | 21.2% | 16.6% |
| Rhode Island | 2.5% | 95.4% | 84.2% | 79.4% | 70.0% | 36.4% | 47.4% | 7.1% | 47.4% | 36.4% | 28.6% | 24.5% | 13.7% |
| South Carolina | 4.9% | 93.9% | 77.7% | 70.1% | 65.0% | 43.9% | 35.8% | 4.5% | 38.7% | 39.5% | 22.8% | 18.0% | 12.8% |
| South Dakota | 6.9% | 93.3% | 81.1% | 79.1% | 83.6% | 49.9% | 39.9% | 8.7% | 49.5% | 51.0% | 28.4% | 22.2% | 11.5% |
| Tennessee | 9.0% | 88.6% | 73.1% | 75.2% | 59.0% | 46.0% | 31.3% | 3.5% | 31.9% | 39.2% | 20.1% | 14.3% | 9.4% |
| Texas | 6.1% | 92.4% | 75.4% | 68.5% | 56.1% | 33.3% | 35.8% | 6.2% | 34.9% | 32.6% | 18.7% | 14.2% | 11.0% |
| Utah | 4.7% | 93.2% | 80.7% | 70.8% | 59.5% | 28.4% | 40.4% | 6.9% | 40.5% | 33.8% | 20.2% | 14.1% | 11.1% |
| Vermont | 5.2% | 94.2% | 84.1% | 71.7% | 78.8% | 43.1% | 54.1% | 7.7% | 40.9% | 36.8% | 23.4% | 19.0% | 13.5% |
| Virginia | 3.3% | 95.3% | 80.2% | 72.0% | 67.3% | 43.4% | 39.2% | 5.3% | 39.5% | 40.6% | 22.6% | 17.8% | 13.6% |
| Washington | 4.9% | 94.7% | 83.7% | 71.3% | 71.7% | 37.8% | 48.5% | 9.1% | 47.3% | 40.2% | 23.8% | 18.8% | 13.0% |
| West Virginia | 5.0% | 94.6% | 77.7% | 73.9% | 65.6% | 45.4% | 41.4% | 9.1% | 39.5% | 34.0% | 15.3% | 11.4% | 9.0% |
| Wisconsin | 4.4% | 95.2% | 83.8% | 81.2% | 84.6% | 47.4% | 48.2% | 4.9% | 54.9% | 45.9% | 31.8% | 25.3% | 16.9% |
| Wyoming | 10.0% | 90.8% | 67.9% | 65.4% | 76.7% | 42.9% | 35.8% | 11.7% | 33.8% | 45.8% | 19.6% | 14.2% | 4.2% |

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

Works with Advanced Practice Nurses in their Principal Clinical Position by State



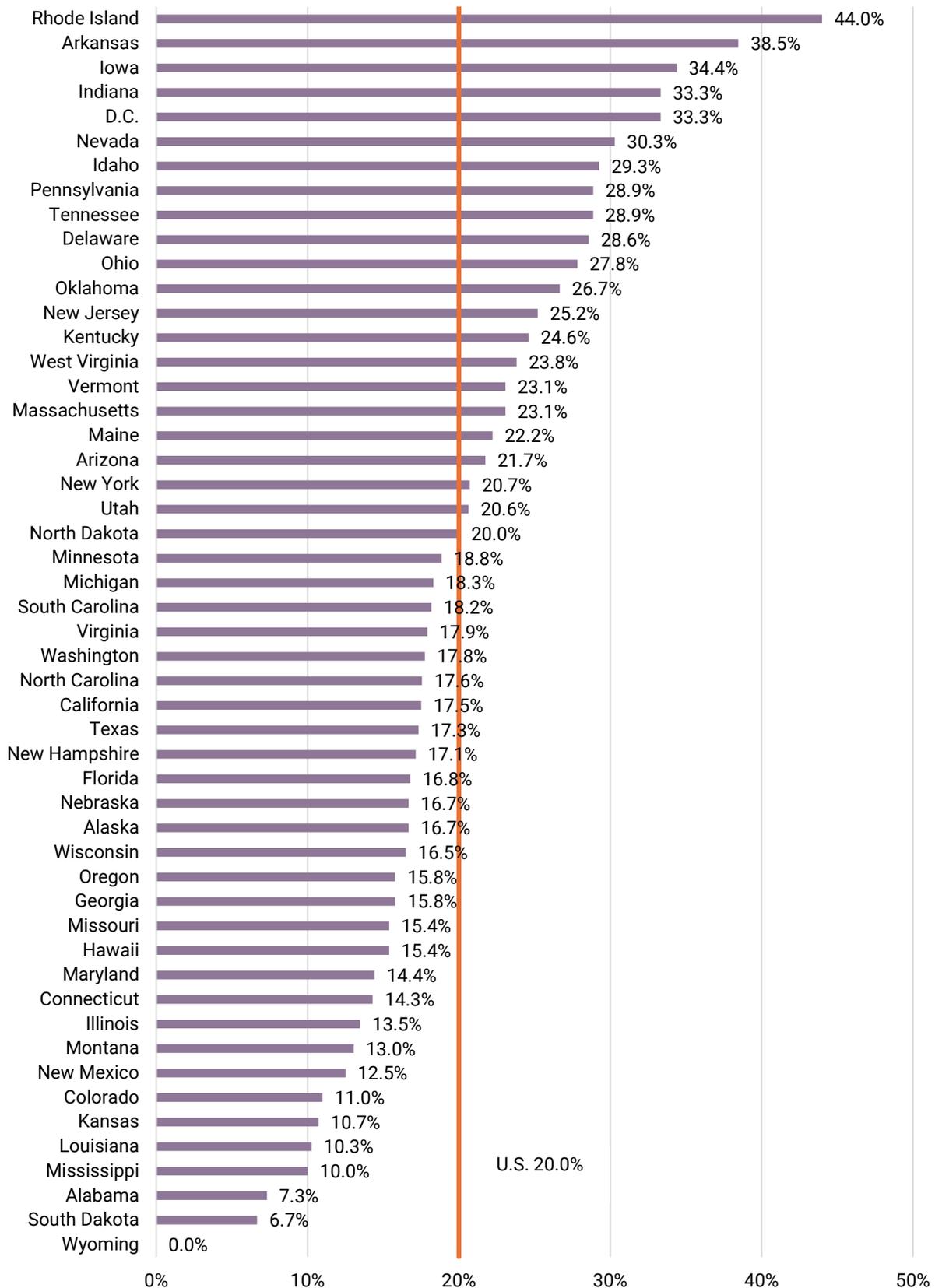
Non-Clinical Position in Secondary Position by State

| | Faculty | Medical administration | Consulting | Speaking | Clinical trial research | Expert witness | Other* |
|----------------------|--------------|------------------------|--------------|--------------|-------------------------|----------------|--------------|
| United States | 20.0% | 22.4% | 12.5% | 11.1% | 5.8% | 4.0% | 35.6% |
| Alabama | 7.3% | 29.3% | 12.2% | 14.6% | 2.4% | 0.0% | 39.0% |
| Alaska | 16.7% | 50.0% | 16.7% | 0.0% | 0.0% | 0.0% | 38.9% |
| Arizona | 21.7% | 18.3% | 16.5% | 17.4% | 7.0% | 2.6% | 33.9% |
| Arkansas | 38.5% | 15.4% | 7.7% | 0.0% | 0.0% | 0.0% | 23.1% |
| California | 17.5% | 22.9% | 13.1% | 8.4% | 6.4% | 2.7% | 35.7% |
| Colorado | 11.0% | 15.4% | 13.2% | 16.5% | 12.1% | 2.2% | 48.4% |
| Connecticut | 14.3% | 16.9% | 6.5% | 7.8% | 7.8% | 2.6% | 33.8% |
| Delaware | 28.6% | 14.3% | 14.3% | 14.3% | 0.0% | 0.0% | 28.6% |
| D.C. | 33.3% | 33.3% | 22.2% | 0.0% | 0.0% | 22.2% | 33.3% |
| Florida | 16.8% | 21.6% | 17.5% | 12.7% | 7.9% | 4.1% | 33.2% |
| Georgia | 15.8% | 25.0% | 11.8% | 12.5% | 3.9% | 3.9% | 38.8% |
| Hawaii | 15.4% | 23.1% | 0.0% | 0.0% | 0.0% | 0.0% | 53.8% |
| Idaho | 29.3% | 17.1% | 14.6% | 9.8% | 4.9% | 4.9% | 39.0% |
| Illinois | 13.5% | 29.8% | 10.6% | 13.5% | 3.8% | 4.8% | 33.7% |
| Indiana | 33.3% | 8.8% | 8.8% | 8.8% | 8.8% | 1.8% | 35.1% |
| Iowa | 34.4% | 15.6% | 3.1% | 25.0% | 15.6% | 9.4% | 28.1% |
| Kansas | 10.7% | 35.7% | 10.7% | 7.1% | 0.0% | 10.7% | 35.7% |
| Kentucky | 24.6% | 13.1% | 9.8% | 13.1% | 3.3% | 0.0% | 47.5% |
| Louisiana | 10.3% | 30.8% | 10.3% | 2.6% | 5.1% | 2.6% | 43.6% |
| Maine | 22.2% | 18.5% | 7.4% | 7.4% | 0.0% | 3.7% | 55.6% |
| Maryland | 14.4% | 26.0% | 17.3% | 12.5% | 4.8% | 2.9% | 33.7% |
| Massachusetts | 23.1% | 23.1% | 9.6% | 4.5% | 3.8% | 5.8% | 41.7% |
| Michigan | 18.3% | 26.1% | 14.4% | 14.4% | 5.2% | 12.4% | 29.4% |
| Minnesota | 18.8% | 27.5% | 15.9% | 10.1% | 4.3% | 4.3% | 27.5% |
| Mississippi | 10.0% | 40.0% | 0.0% | 10.0% | 0.0% | 0.0% | 30.0% |
| Missouri | 15.4% | 25.6% | 12.8% | 15.4% | 5.1% | 5.1% | 43.6% |
| Montana | 13.0% | 26.1% | 21.7% | 13.0% | 4.3% | 0.0% | 30.4% |
| Nebraska | 16.7% | 6.7% | 13.3% | 13.3% | 10.0% | 0.0% | 46.7% |
| Nevada | 30.3% | 15.2% | 15.2% | 12.1% | 3.0% | 6.1% | 27.3% |
| New Hampshire | 17.1% | 20.0% | 20.0% | 8.6% | 5.7% | 0.0% | 34.3% |
| New Jersey | 25.2% | 18.5% | 9.2% | 7.6% | 9.2% | 0.8% | 40.3% |
| New Mexico | 12.5% | 28.1% | 12.5% | 9.4% | 9.4% | 3.1% | 28.1% |
| New York | 20.7% | 18.4% | 11.5% | 9.7% | 4.6% | 4.3% | 40.4% |
| North Carolina | 17.6% | 28.8% | 13.7% | 15.6% | 8.8% | 4.9% | 34.6% |
| North Dakota | 20.0% | 30.0% | 0.0% | 20.0% | 0.0% | 0.0% | 40.0% |
| Ohio | 27.8% | 15.8% | 7.5% | 12.8% | 0.8% | 3.0% | 37.6% |
| Oklahoma | 26.7% | 23.3% | 10.0% | 13.3% | 3.3% | 0.0% | 36.7% |
| Oregon | 15.8% | 31.6% | 10.5% | 7.0% | 3.5% | 5.3% | 24.6% |
| Pennsylvania | 28.9% | 17.3% | 9.4% | 10.9% | 3.3% | 4.3% | 33.7% |
| Rhode Island | 44.0% | 4.0% | 12.0% | 16.0% | 16.0% | 8.0% | 28.0% |
| South Carolina | 18.2% | 27.3% | 18.2% | 12.1% | 9.1% | 6.1% | 28.8% |
| South Dakota | 6.7% | 40.0% | 0.0% | 6.7% | 0.0% | 0.0% | 60.0% |
| Tennessee | 28.9% | 8.2% | 7.2% | 10.3% | 4.1% | 3.1% | 38.1% |
| Texas | 17.3% | 29.2% | 17.0% | 11.2% | 7.9% | 2.9% | 30.7% |
| Utah | 20.6% | 17.5% | 19.0% | 15.9% | 7.9% | 4.8% | 31.7% |
| Vermont | 23.1% | 23.1% | 7.7% | 7.7% | 7.7% | 0.0% | 69.2% |
| Virginia | 17.9% | 28.4% | 14.2% | 7.5% | 5.2% | 6.7% | 36.6% |
| Washington | 17.8% | 23.4% | 15.9% | 11.2% | 12.1% | 4.7% | 32.7% |
| West Virginia | 23.8% | 26.2% | 7.1% | 9.5% | 4.8% | 2.4% | 45.2% |
| Wisconsin | 16.5% | 30.8% | 7.7% | 8.8% | 3.3% | 1.1% | 26.4% |
| Wyoming | 0.0% | 66.7% | 0.0% | 0.0% | 0.0% | 0.0% | 66.7% |

*Other non-clinical positions include: health assessments, quality improvement/control, medical research, IT/medical informatics.

Note: Includes PAs who indicated they have a secondary non-clinical position in addition to their principal clinical PA position.

Non-Clinical Secondary Position: Faculty by State



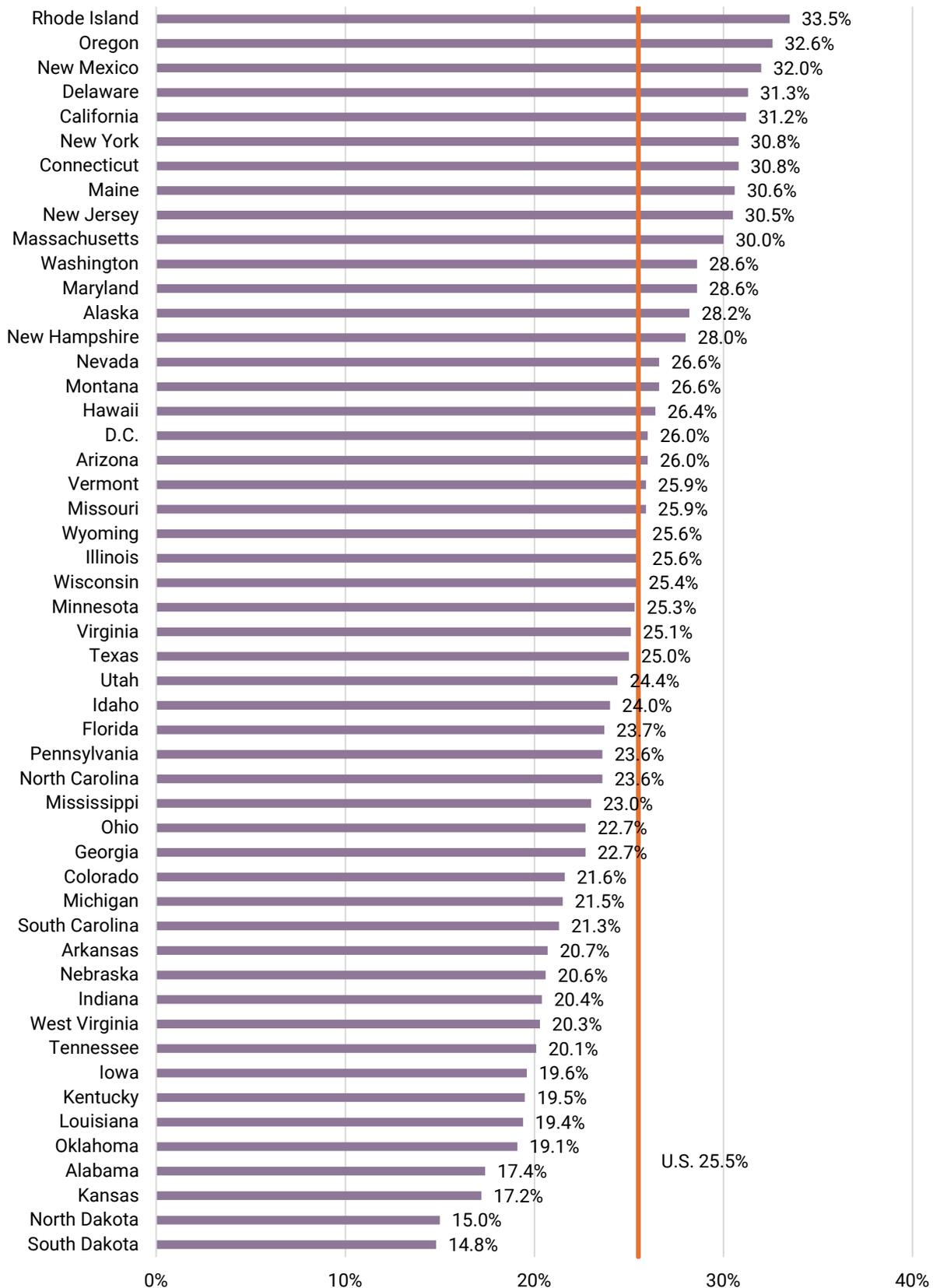
Changes in Work Environment by State

| | Competition for Jobs with Other Health Care Professionals | | | | Clinical Opportunities Available | | | | Quality of Working Conditions | | | |
|----------------------|---|--------------|-------------|--------------|----------------------------------|--------------|--------------|--------------|-------------------------------|--------------|--------------|-------------|
| | Increased | No change | Decreased | NA* | Increased | No change | Decreased | NA* | Increased | No change | Decreased | NA* |
| United States | 25.7% | 55.4% | 3.3% | 15.6% | 25.5% | 50.3% | 12.6% | 11.6% | 12.0% | 45.9% | 35.4% | 6.7% |
| Alabama | 29.0% | 51.1% | 2.6% | 17.3% | 17.4% | 52.5% | 16.0% | 14.0% | 11.0% | 54.0% | 26.6% | 8.4% |
| Alaska | 18.0% | 64.1% | 4.4% | 13.5% | 28.2% | 53.6% | 7.2% | 11.0% | 14.5% | 51.9% | 26.6% | 7.0% |
| Arizona | 24.6% | 55.7% | 4.8% | 14.9% | 26.0% | 51.3% | 10.6% | 12.0% | 13.5% | 45.7% | 33.7% | 7.2% |
| Arkansas | 33.9% | 49.5% | 2.7% | 13.9% | 20.7% | 45.6% | 22.3% | 11.4% | 12.5% | 49.3% | 31.5% | 6.7% |
| California | 24.9% | 56.1% | 4.0% | 14.9% | 31.2% | 47.8% | 9.8% | 11.1% | 16.0% | 47.0% | 30.2% | 6.7% |
| Colorado | 26.8% | 52.8% | 3.5% | 16.8% | 21.6% | 50.1% | 15.5% | 12.7% | 11.5% | 44.8% | 37.3% | 6.4% |
| Connecticut | 19.3% | 60.8% | 4.2% | 15.8% | 30.8% | 49.5% | 8.4% | 11.3% | 10.9% | 43.0% | 40.7% | 5.4% |
| Delaware | 22.4% | 57.6% | 4.5% | 15.5% | 31.3% | 46.9% | 11.0% | 10.7% | 10.6% | 43.8% | 38.4% | 7.3% |
| D.C. | 22.0% | 60.4% | 1.6% | 15.9% | 26.0% | 55.2% | 8.3% | 10.5% | 12.7% | 50.3% | 30.4% | 6.6% |
| Florida | 32.2% | 50.4% | 2.0% | 15.4% | 23.7% | 47.7% | 15.9% | 12.7% | 12.4% | 45.4% | 34.0% | 8.3% |
| Georgia | 26.3% | 54.4% | 2.4% | 16.9% | 22.7% | 50.3% | 13.7% | 13.3% | 10.6% | 48.2% | 33.3% | 7.9% |
| Hawaii | 22.8% | 56.0% | 3.1% | 18.2% | 26.4% | 45.7% | 12.9% | 15.0% | 16.6% | 43.3% | 28.8% | 11.3% |
| Idaho | 24.6% | 57.4% | 4.0% | 14.0% | 24.0% | 54.4% | 12.0% | 9.5% | 13.6% | 51.6% | 30.2% | 4.6% |
| Illinois | 26.2% | 54.0% | 2.8% | 17.0% | 25.6% | 49.4% | 12.5% | 12.5% | 11.6% | 46.3% | 35.4% | 6.7% |
| Indiana | 28.7% | 51.5% | 1.8% | 18.0% | 20.4% | 49.3% | 16.6% | 13.7% | 9.9% | 47.5% | 35.3% | 7.3% |
| Iowa | 27.8% | 55.2% | 2.6% | 14.3% | 19.6% | 52.1% | 17.7% | 10.6% | 9.2% | 52.5% | 33.7% | 4.6% |
| Kansas | 29.0% | 53.4% | 1.3% | 16.2% | 17.2% | 50.7% | 19.3% | 12.8% | 11.0% | 47.8% | 34.5% | 6.7% |
| Kentucky | 34.0% | 51.0% | 1.4% | 13.6% | 19.5% | 51.2% | 18.7% | 10.6% | 12.5% | 48.8% | 32.4% | 6.2% |
| Louisiana | 24.1% | 60.2% | 1.5% | 14.2% | 19.4% | 55.7% | 13.5% | 11.4% | 12.3% | 52.7% | 28.0% | 7.1% |
| Maine | 18.9% | 57.7% | 6.7% | 16.7% | 30.6% | 47.9% | 9.8% | 11.7% | 8.5% | 38.0% | 47.2% | 6.3% |
| Maryland | 22.2% | 58.5% | 3.3% | 16.0% | 28.6% | 50.6% | 9.0% | 11.8% | 12.4% | 46.8% | 34.2% | 6.6% |
| Massachusetts | 19.4% | 58.4% | 4.7% | 17.6% | 30.0% | 50.4% | 7.8% | 11.7% | 10.4% | 44.1% | 38.6% | 6.9% |
| Michigan | 27.4% | 54.0% | 2.3% | 16.3% | 21.5% | 50.2% | 16.5% | 11.8% | 10.1% | 44.2% | 39.3% | 6.5% |
| Minnesota | 22.7% | 56.2% | 4.3% | 16.9% | 25.3% | 52.7% | 10.8% | 11.3% | 10.7% | 46.0% | 38.1% | 5.2% |
| Mississippi | 29.1% | 53.6% | 3.8% | 13.5% | 23.0% | 51.1% | 16.2% | 9.8% | 15.0% | 47.0% | 30.3% | 7.7% |
| Missouri | 30.5% | 53.1% | 1.8% | 14.6% | 25.9% | 50.0% | 14.1% | 10.0% | 11.0% | 50.2% | 31.9% | 6.9% |
| Montana | 24.0% | 60.2% | 4.0% | 11.9% | 26.6% | 52.0% | 13.1% | 8.3% | 11.7% | 45.9% | 37.0% | 5.5% |
| Nebraska | 27.2% | 57.3% | 2.3% | 13.2% | 20.6% | 55.0% | 13.6% | 10.8% | 12.7% | 55.6% | 26.7% | 5.0% |
| Nevada | 28.5% | 54.7% | 2.9% | 13.9% | 26.6% | 51.4% | 12.8% | 9.3% | 15.6% | 44.5% | 33.1% | 6.7% |
| New Hampshire | 19.4% | 58.7% | 4.7% | 17.3% | 28.0% | 51.3% | 8.7% | 12.0% | 9.7% | 41.2% | 44.1% | 5.0% |
| New Jersey | 26.0% | 57.8% | 2.9% | 13.3% | 30.5% | 49.6% | 9.6% | 10.3% | 12.7% | 46.9% | 33.5% | 7.0% |
| New Mexico | 25.0% | 52.9% | 6.1% | 16.0% | 32.0% | 46.6% | 10.8% | 10.7% | 11.2% | 43.2% | 38.2% | 7.4% |
| New York | 23.7% | 58.3% | 3.6% | 14.4% | 30.8% | 50.2% | 8.8% | 10.1% | 11.8% | 44.2% | 38.3% | 5.7% |
| North Carolina | 23.8% | 55.8% | 2.9% | 17.5% | 23.6% | 51.5% | 11.6% | 13.3% | 10.4% | 45.3% | 37.1% | 7.2% |
| North Dakota | 30.8% | 52.0% | 3.6% | 13.6% | 15.0% | 51.8% | 23.6% | 9.6% | 9.0% | 49.8% | 35.7% | 5.4% |
| Ohio | 29.5% | 51.9% | 3.1% | 15.5% | 22.7% | 49.2% | 16.5% | 11.6% | 10.9% | 46.7% | 36.1% | 6.3% |
| Oklahoma | 28.2% | 53.9% | 2.5% | 15.4% | 19.1% | 55.1% | 13.0% | 12.8% | 12.6% | 51.9% | 29.5% | 6.0% |
| Oregon | 15.7% | 57.4% | 8.6% | 18.3% | 32.6% | 49.0% | 7.3% | 11.0% | 13.2% | 43.3% | 38.1% | 5.4% |
| Pennsylvania | 22.4% | 58.6% | 3.4% | 15.6% | 23.6% | 53.4% | 11.8% | 11.2% | 9.4% | 43.2% | 41.1% | 6.2% |
| Rhode Island | 16.0% | 63.3% | 4.6% | 16.0% | 33.5% | 50.1% | 6.8% | 9.5% | 11.7% | 40.4% | 42.6% | 5.2% |
| South Carolina | 29.4% | 51.9% | 2.4% | 16.3% | 21.3% | 49.3% | 16.3% | 13.2% | 11.9% | 44.9% | 35.3% | 8.0% |
| South Dakota | 37.7% | 47.7% | 1.8% | 12.8% | 14.8% | 57.4% | 19.8% | 8.0% | 10.8% | 54.8% | 27.1% | 7.2% |
| Tennessee | 33.4% | 50.8% | 2.1% | 13.7% | 20.1% | 48.6% | 20.8% | 10.5% | 11.2% | 47.3% | 35.0% | 6.4% |
| Texas | 30.0% | 52.1% | 2.3% | 15.5% | 25.0% | 48.8% | 14.0% | 12.2% | 15.5% | 47.3% | 29.4% | 7.7% |
| Utah | 26.7% | 57.4% | 2.1% | 13.7% | 24.4% | 54.0% | 11.0% | 10.6% | 16.1% | 50.4% | 27.4% | 6.1% |
| Vermont | 15.4% | 59.3% | 8.1% | 17.2% | 25.9% | 50.9% | 12.8% | 10.5% | 9.9% | 42.3% | 41.1% | 6.7% |
| Virginia | 23.2% | 56.8% | 3.3% | 16.6% | 25.1% | 51.2% | 11.7% | 12.0% | 11.5% | 45.2% | 35.8% | 7.5% |
| Washington | 22.2% | 55.6% | 6.0% | 16.2% | 28.6% | 49.1% | 10.7% | 11.7% | 11.5% | 40.7% | 40.9% | 7.0% |
| West Virginia | 28.1% | 57.4% | 2.1% | 12.4% | 20.3% | 54.0% | 16.7% | 9.0% | 9.5% | 47.3% | 38.5% | 4.8% |
| Wisconsin | 23.6% | 57.3% | 3.7% | 15.4% | 25.4% | 50.8% | 11.5% | 12.3% | 8.9% | 43.6% | 41.5% | 6.0% |
| Wyoming | 29.5% | 53.1% | 5.4% | 12.1% | 25.6% | 52.0% | 14.1% | 8.4% | 10.2% | 58.2% | 26.7% | 4.9% |

*Not applicable

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

Clinical Opportunities Available Increased by State

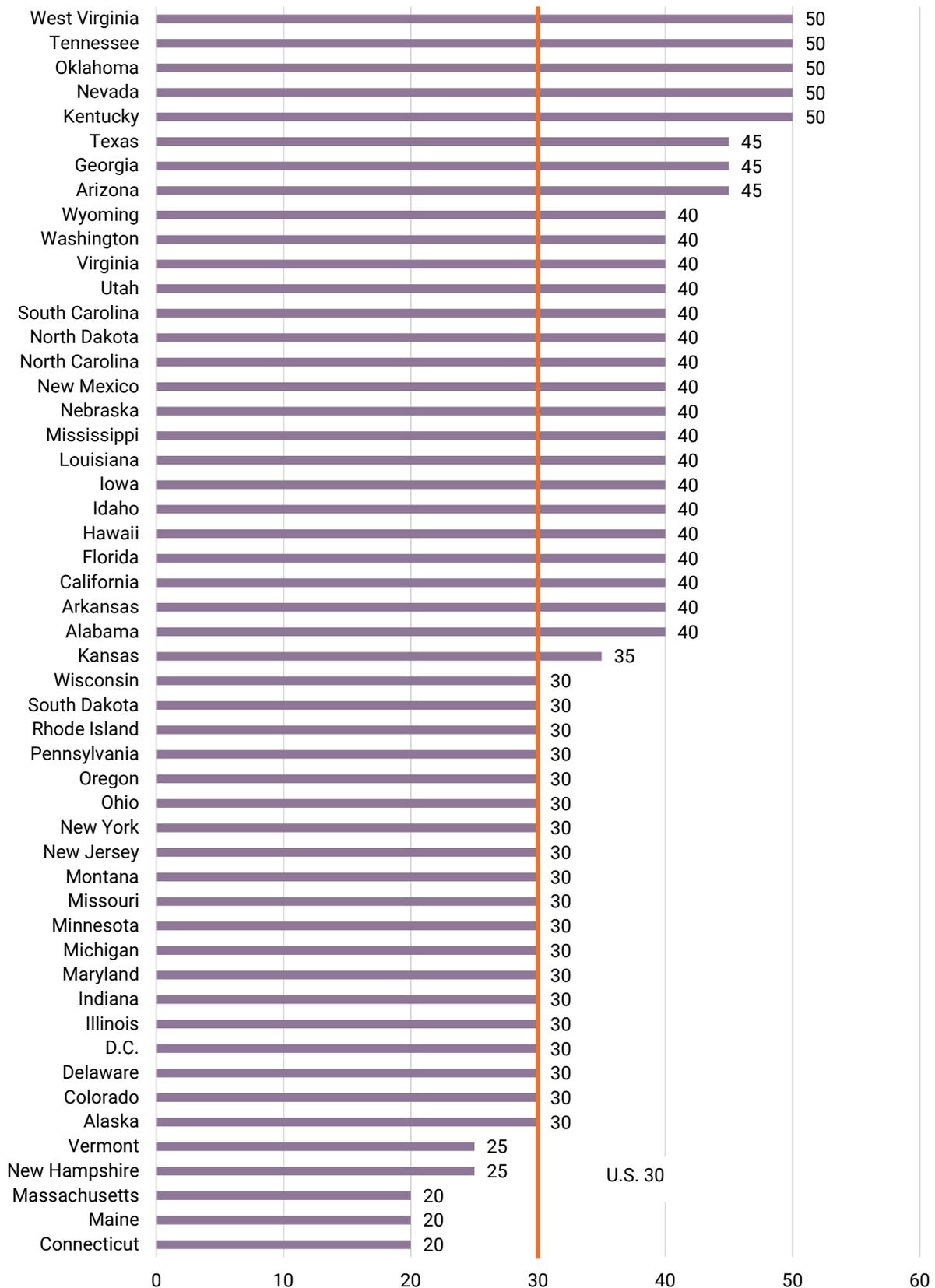


Prescribing by State

| | Prescribe pharmacological agents for patients | Number of prescriptions/refills written per week | | | | | | Median number of prescriptions written per week |
|----------------------|---|--|--------------|--------------|-------------|--------------|--------------|---|
| | | 1 to 10 | 11 to 20 | 21 to 30 | 31 to 40 | 41 to 50 | Over 50 | |
| United States | 95.0% | 21.3% | 16.3% | 11.8% | 6.4% | 12.3% | 31.8% | 30 |
| Alabama | 92.0% | 23.1% | 13.8% | 10.7% | 6.6% | 13.0% | 32.7% | 40 |
| Alaska | 97.4% | 20.9% | 20.7% | 12.2% | 8.6% | 12.7% | 24.9% | 30 |
| Arizona | 96.1% | 19.9% | 13.8% | 9.8% | 5.7% | 13.0% | 37.8% | 45 |
| Arkansas | 95.4% | 21.7% | 13.9% | 9.7% | 4.9% | 12.6% | 37.2% | 40 |
| California | 95.4% | 19.7% | 14.5% | 10.7% | 6.9% | 12.9% | 35.3% | 40 |
| Colorado | 97.3% | 21.1% | 19.1% | 13.6% | 8.4% | 12.2% | 25.6% | 30 |
| Connecticut | 94.5% | 29.1% | 19.6% | 12.0% | 5.6% | 10.9% | 22.8% | 20 |
| Delaware | 95.4% | 21.2% | 16.8% | 14.7% | 7.6% | 11.8% | 27.9% | 30 |
| D.C. | 95.2% | 19.9% | 22.6% | 11.8% | 3.8% | 14.5% | 27.4% | 30 |
| Florida | 92.7% | 21.5% | 14.8% | 11.4% | 6.3% | 12.8% | 33.2% | 40 |
| Georgia | 93.4% | 18.2% | 14.5% | 10.9% | 5.7% | 12.1% | 38.6% | 45 |
| Hawaii | 94.5% | 21.2% | 13.6% | 14.6% | 6.3% | 14.2% | 30.1% | 40 |
| Idaho | 99.1% | 14.7% | 14.2% | 13.9% | 7.4% | 13.8% | 36.1% | 40 |
| Illinois | 96.2% | 20.6% | 16.8% | 12.7% | 6.6% | 12.2% | 31.1% | 30 |
| Indiana | 94.6% | 23.0% | 17.6% | 13.0% | 6.8% | 12.7% | 26.9% | 30 |
| Iowa | 96.7% | 16.3% | 15.8% | 11.7% | 6.0% | 13.4% | 36.8% | 40 |
| Kansas | 97.2% | 17.9% | 15.9% | 15.6% | 7.0% | 12.8% | 30.7% | 35 |
| Kentucky | 94.7% | 18.7% | 13.6% | 10.2% | 5.7% | 11.8% | 40.0% | 50 |
| Louisiana | 92.3% | 20.2% | 17.0% | 10.3% | 6.1% | 13.5% | 32.9% | 40 |
| Maine | 95.7% | 31.6% | 18.9% | 14.0% | 5.9% | 11.3% | 18.4% | 20 |
| Maryland | 94.1% | 25.4% | 18.0% | 11.7% | 6.1% | 10.3% | 28.5% | 30 |
| Massachusetts | 94.8% | 29.2% | 21.4% | 12.2% | 6.5% | 10.4% | 20.2% | 20 |
| Michigan | 95.0% | 22.1% | 15.9% | 11.3% | 5.6% | 11.9% | 33.2% | 30 |
| Minnesota | 97.2% | 21.6% | 20.0% | 13.1% | 7.3% | 11.6% | 26.5% | 30 |
| Mississippi | 96.9% | 15.6% | 17.6% | 12.8% | 6.4% | 13.2% | 34.4% | 40 |
| Missouri | 95.2% | 22.5% | 15.9% | 11.6% | 6.5% | 12.8% | 30.7% | 30 |
| Montana | 97.7% | 19.7% | 17.6% | 14.4% | 7.9% | 13.7% | 26.8% | 30 |
| Nebraska | 97.7% | 17.6% | 15.9% | 12.4% | 6.6% | 13.9% | 33.7% | 40 |
| Nevada | 95.5% | 15.1% | 14.2% | 7.6% | 6.0% | 12.3% | 44.8% | 50 |
| New Hampshire | 96.4% | 27.5% | 20.5% | 11.4% | 7.4% | 11.7% | 21.4% | 25 |
| New Jersey | 93.9% | 26.7% | 16.4% | 11.3% | 5.5% | 11.9% | 28.3% | 30 |
| New Mexico | 96.6% | 19.0% | 16.5% | 10.7% | 7.9% | 16.0% | 29.9% | 40 |
| New York | 92.7% | 26.2% | 17.6% | 12.0% | 5.5% | 11.9% | 26.7% | 30 |
| North Carolina | 95.8% | 17.0% | 14.2% | 11.9% | 6.9% | 12.9% | 37.1% | 40 |
| North Dakota | 98.3% | 17.9% | 13.6% | 10.7% | 7.9% | 12.5% | 37.5% | 40 |
| Ohio | 93.3% | 20.8% | 17.5% | 12.2% | 7.3% | 12.3% | 29.9% | 30 |
| Oklahoma | 93.9% | 18.5% | 12.6% | 9.4% | 4.9% | 13.3% | 41.3% | 50 |
| Oregon | 97.1% | 18.4% | 18.7% | 12.7% | 7.7% | 12.7% | 29.7% | 30 |
| Pennsylvania | 95.2% | 22.9% | 17.9% | 13.3% | 6.1% | 11.8% | 28.0% | 30 |
| Rhode Island | 95.3% | 20.9% | 20.4% | 13.4% | 7.0% | 10.8% | 27.6% | 30 |
| South Carolina | 96.0% | 18.3% | 14.0% | 12.2% | 6.7% | 11.6% | 37.3% | 40 |
| South Dakota | 97.6% | 19.2% | 16.9% | 13.8% | 8.1% | 13.4% | 28.6% | 30 |
| Tennessee | 96.2% | 16.1% | 13.8% | 11.8% | 6.5% | 12.8% | 38.9% | 50 |
| Texas | 94.8% | 20.5% | 13.5% | 9.9% | 5.1% | 11.4% | 39.6% | 45 |
| Utah | 96.7% | 16.0% | 16.0% | 13.1% | 6.8% | 14.5% | 33.6% | 40 |
| Vermont | 95.6% | 24.7% | 19.7% | 13.8% | 7.9% | 13.2% | 20.6% | 25 |
| Virginia | 95.5% | 18.1% | 15.1% | 12.4% | 7.0% | 12.7% | 34.6% | 40 |
| Washington | 96.0% | 17.9% | 17.3% | 12.6% | 8.3% | 12.4% | 31.5% | 40 |
| West Virginia | 93.5% | 19.4% | 13.6% | 8.2% | 6.5% | 12.8% | 39.5% | 50 |
| Wisconsin | 97.3% | 23.1% | 20.2% | 13.5% | 7.2% | 11.8% | 24.1% | 30 |
| Wyoming | 97.0% | 19.6% | 15.2% | 11.2% | 8.0% | 14.3% | 31.7% | 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 State

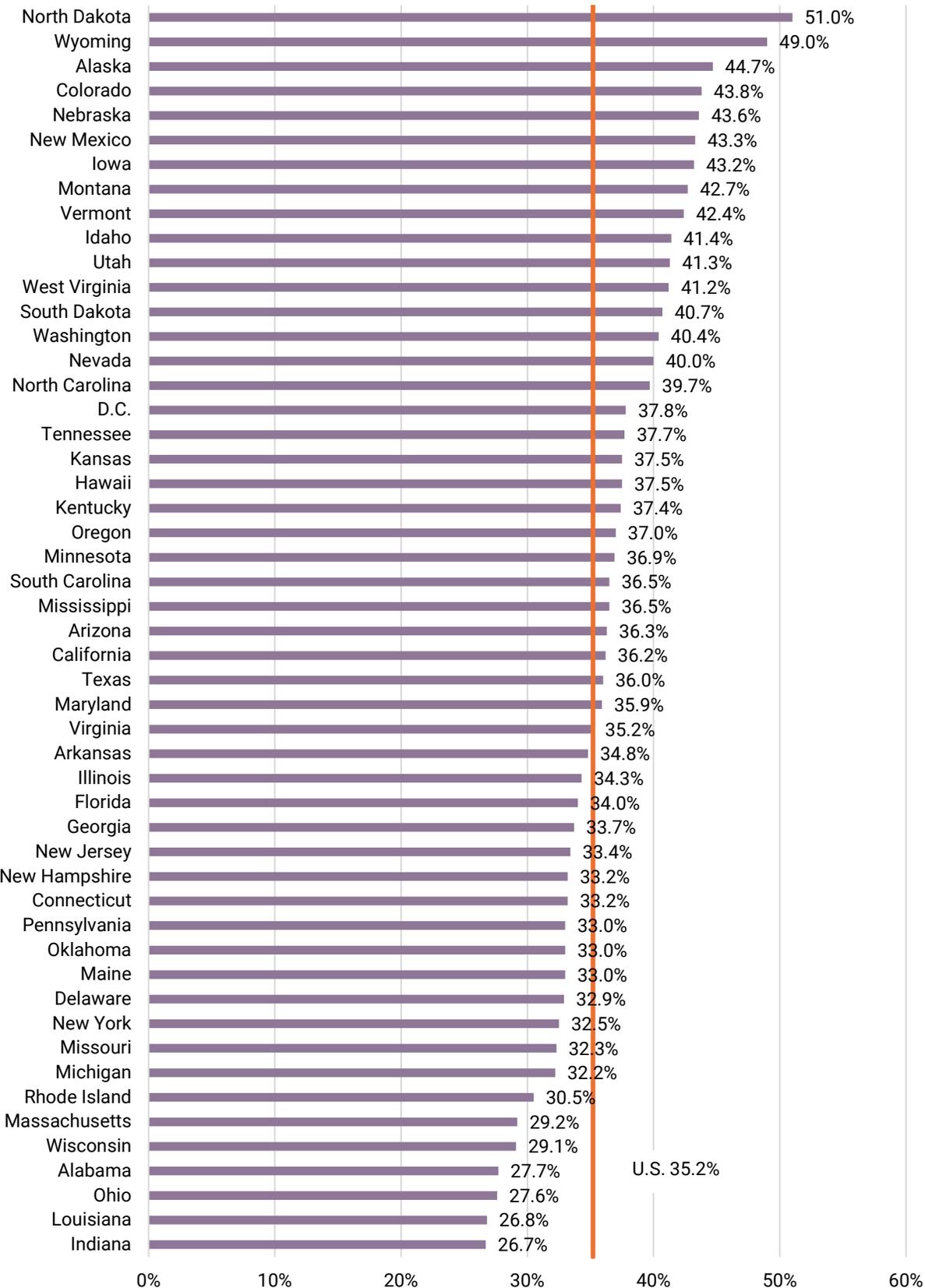


Patient Panels by State

| | Has own patient panel | | Median number of patients managed in panel | |
|----------------------|-----------------------|--------------------------|--|------|
| | 2023 | Percent change 2019-2023 | 2023 | 2019 |
| United States | 35.2% | 1.5% | 100 | 100 |
| Alabama | 27.7% | -1.4% | 100 | 100 |
| Alaska | 44.7% | -1.9% | 400 | 350 |
| Arizona | 36.3% | 1.4% | 200 | 200 |
| Arkansas | 34.8% | 2.1% | 100 | 150 |
| California | 36.2% | 1.3% | 120 | 150 |
| Colorado | 43.8% | 1.1% | 200 | 200 |
| Connecticut | 33.2% | 2.6% | 50 | 58 |
| Delaware | 32.9% | 5.3% | 90 | 100 |
| D.C. | 37.8% | 3.1% | 90 | 85 |
| Florida | 34.0% | 2.2% | 100 | 100 |
| Georgia | 33.7% | 1.2% | 100 | 100 |
| Hawaii | 37.5% | -5.6% | 250 | 425 |
| Idaho | 41.4% | -2.2% | 300 | 300 |
| Illinois | 34.3% | 1.4% | 100 | 100 |
| Indiana | 26.7% | 2.9% | 100 | 100 |
| Iowa | 43.2% | -3.0% | 250 | 250 |
| Kansas | 37.5% | 0.0% | 200 | 200 |
| Kentucky | 37.4% | 3.5% | 140 | 140 |
| Louisiana | 26.8% | 1.2% | 100 | 100 |
| Maine | 33.0% | 0.8% | 250 | 300 |
| Maryland | 35.9% | 3.6% | 50 | 50 |
| Massachusetts | 29.2% | 4.2% | 65 | 75 |
| Michigan | 32.2% | 0.4% | 150 | 100 |
| Minnesota | 36.9% | 1.3% | 200 | 200 |
| Mississippi | 36.5% | 5.7% | 100 | 100 |
| Missouri | 32.3% | 2.7% | 100 | 100 |
| Montana | 42.7% | -1.8% | 200 | 200 |
| Nebraska | 43.6% | 0.9% | 125 | 150 |
| Nevada | 40.0% | 1.8% | 250 | 300 |
| New Hampshire | 33.2% | 3.5% | 150 | 100 |
| New Jersey | 33.4% | 1.3% | 50 | 50 |
| New Mexico | 43.3% | 0.4% | 500 | 382 |
| New York | 32.5% | 1.9% | 50 | 50 |
| North Carolina | 39.7% | 1.3% | 200 | 200 |
| North Dakota | 51.0% | -0.6% | 200 | 200 |
| Ohio | 27.6% | 3.6% | 90 | 100 |
| Oklahoma | 33.0% | 1.1% | 300 | 200 |
| Oregon | 37.0% | 1.1% | 400 | 400 |
| Pennsylvania | 33.0% | 2.2% | 100 | 100 |
| Rhode Island | 30.5% | 4.8% | 100 | 150 |
| South Carolina | 36.5% | 2.7% | 100 | 100 |
| South Dakota | 40.7% | -2.1% | 200 | 200 |
| Tennessee | 37.7% | 1.0% | 150 | 200 |
| Texas | 36.0% | 1.3% | 100 | 120 |
| Utah | 41.3% | -0.8% | 200 | 200 |
| Vermont | 42.4% | -0.5% | 300 | 400 |
| Virginia | 35.2% | 1.5% | 100 | 100 |
| Washington | 40.4% | 1.2% | 300 | 400 |
| West Virginia | 41.2% | 0.4% | 100 | 150 |
| Wisconsin | 29.1% | 0.3% | 150 | 150 |
| Wyoming | 49.0% | -1.2% | 300 | 250 |

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 State

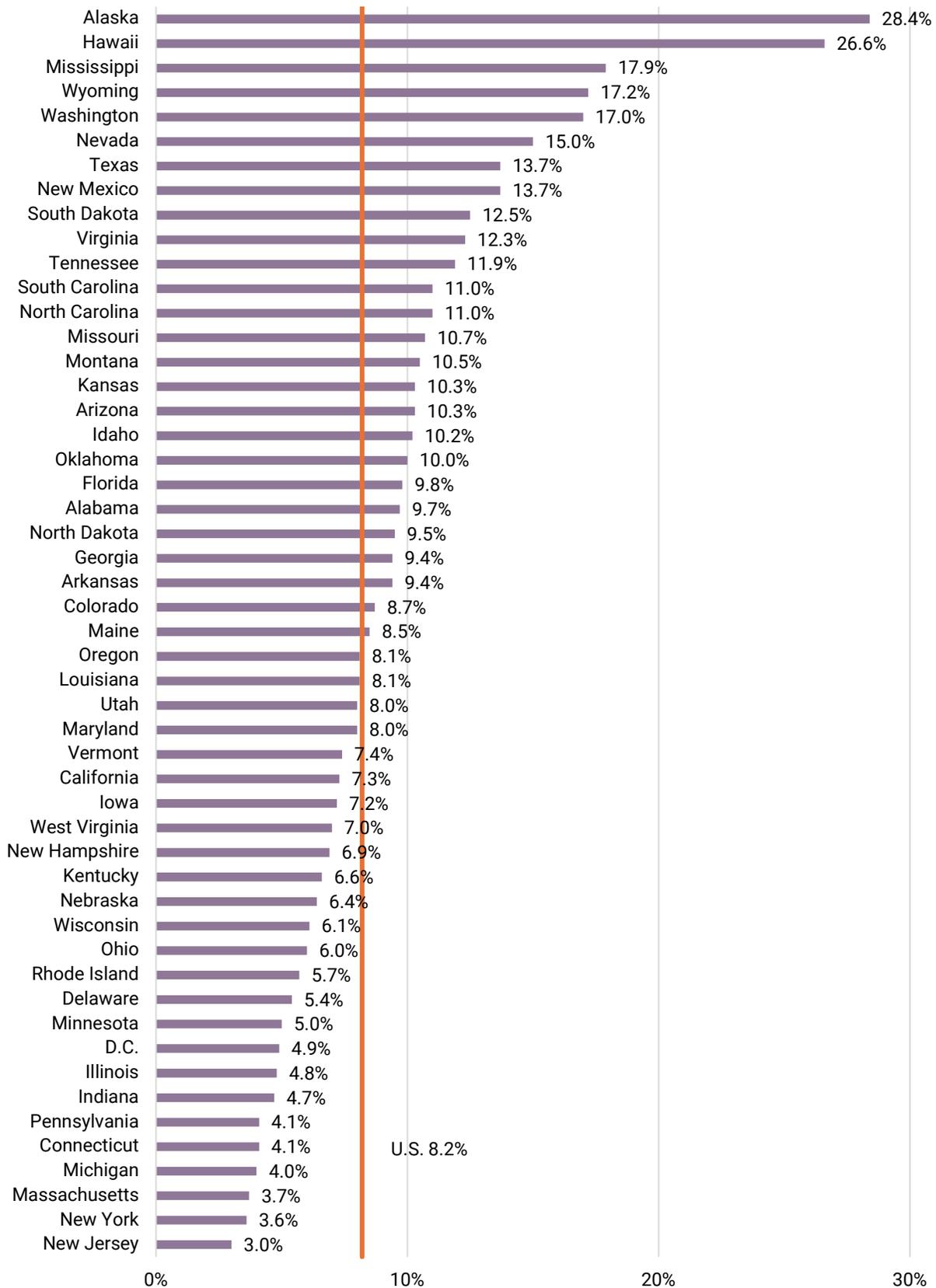


Armed Forces and Military Status by State

| | Served in U.S. Military | Military Status | | | | |
|----------------------|----------------------------|-----------------|-------------------|-------------|--------------|--------------|
| | | Active duty | National guard | Reserve | Retired | Veteran |
| United States | 8.2% | 20.6% | 9.1% | 5.1% | 21.5% | 43.7% |
| Alabama | 9.7% | 29.5% | 18.1% | 1.9% | 22.9% | 27.6% |
| Alaska | 28.4% | 25.8% | 6.7% | 1.8% | 20.2% | 45.4% |
| Arizona | 10.3% | 9.9% | 7.3% | 8.1% | 22.7% | 52.0% |
| Arkansas | 9.4% | 20.0% | 21.8% | 3.6% | 29.1% | 25.5% |
| California | 7.3% | 22.5% | 4.8% | 5.4% | 13.0% | 54.3% |
| Colorado | 8.7% | 29.0% | 7.2% | 6.1% | 18.7% | 39.0% |
| Connecticut | 4.1% | 11.1% | 15.7% | 6.5% | 15.7% | 50.9% |
| Delaware | 5.4% | 16.7% | 8.3% | 8.3% | 37.5% | 29.2% |
| D.C. | 4.9% | 33.3% | 8.3% | 0.0% | 8.3% | 50.0% |
| Florida | 9.8% | 17.2% | 5.8% | 5.3% | 24.8% | 46.8% |
| Georgia | 9.4% | 23.5% | 8.6% | 4.3% | 21.5% | 42.0% |
| Hawaii | 26.6% | 50.9% | 7.3% | 4.5% | 13.6% | 23.6% |
| Idaho | 10.2% | 10.3% | 13.2% | 4.4% | 19.1% | 52.9% |
| Illinois | 4.8% | 14.9% | 13.3% | 4.3% | 16.5% | 51.1% |
| Indiana | 4.7% | 4.2% | 28.1% | 2.1% | 21.9% | 43.8% |
| Iowa | 7.2% | 14.3% | 18.7% | 4.4% | 20.9% | 41.8% |
| Kansas | 10.3% | 28.0% | 12.8% | 2.4% | 26.4% | 30.4% |
| Kentucky | 6.6% | 26.4% | 10.9% | 3.6% | 21.8% | 37.3% |
| Louisiana | 8.1% | 23.7% | 11.4% | 2.6% | 18.4% | 43.9% |
| Maine | 8.5% | 3.8% | 13.9% | 5.1% | 11.4% | 65.8% |
| Maryland | 8.0% | 26.7% | 11.2% | 3.6% | 18.7% | 39.8% |
| Massachusetts | 3.7% | 15.2% | 9.9% | 8.6% | 19.9% | 46.4% |
| Michigan | 4.0% | 12.4% | 11.2% | 3.9% | 15.9% | 56.7% |
| Minnesota | 5.0% | 6.1% | 18.3% | 7.9% | 22.0% | 45.7% |
| Mississippi | 17.9% | 31.1% | 23.0% | 1.6% | 21.3% | 23.0% |
| Missouri | 10.7% | 15.4% | 12.2% | 7.7% | 24.4% | 40.4% |
| Montana | 10.5% | 8.2% | 11.8% | 5.9% | 23.5% | 50.6% |
| Nebraska | 6.4% | 12.8% | 16.3% | 9.3% | 18.6% | 43.0% |
| Nevada | 15.0% | 24.1% | 5.6% | 4.3% | 24.7% | 41.4% |
| New Hampshire | 6.9% | 10.6% | 22.7% | 4.5% | 18.2% | 43.9% |
| New Jersey | 3.0% | 18.9% | 13.5% | 10.8% | 13.5% | 43.2% |
| New Mexico | 13.7% | 25.4% | 7.0% | 2.6% | 19.3% | 45.6% |
| New York | 3.6% | 13.0% | 6.0% | 8.3% | 17.2% | 55.5% |
| North Carolina | 11.0% | 24.4% | 6.3% | 4.4% | 24.7% | 40.1% |
| North Dakota | 9.5% | 30.3% | 18.2% | 3.0% | 24.2% | 24.2% |
| Ohio | 6.0% | 14.3% | 10.9% | 4.1% | 16.9% | 53.8% |
| Oklahoma | 10.0% | 22.4% | 11.8% | 1.8% | 24.1% | 40.0% |
| Oregon | 8.1% | 9.9% | 14.0% | 4.1% | 19.8% | 52.3% |
| Pennsylvania | 4.1% | 11.1% | 14.6% | 4.5% | 16.3% | 53.5% |
| Rhode Island | 5.7% | 14.3% | 21.4% | 7.1% | 14.3% | 42.9% |
| South Carolina | 11.0% | 18.9% | 9.6% | 8.4% | 24.5% | 38.6% |
| South Dakota | 12.5% | 9.1% | 28.6% | 5.2% | 18.2% | 39.0% |
| Tennessee | 11.9% | 24.2% | 9.9% | 4.3% | 23.3% | 38.2% |
| Texas | 13.7% | 26.3% | 5.1% | 4.3% | 29.5% | 34.9% |
| Utah | 8.0% | 10.2% | 16.3% | 8.2% | 21.1% | 44.2% |
| Vermont | 7.4% | 6.7% | 20.0% | 3.3% | 30.0% | 40.0% |
| Virginia | 12.3% | 31.6% | 4.7% | 5.9% | 25.3% | 32.4% |
| Washington | 17.0% | 17.1% | 5.4% | 4.7% | 22.7% | 50.0% |
| West Virginia | 7.0% | 14.3% | 12.9% | 4.3% | 21.4% | 47.1% |
| Wisconsin | 6.1% | 6.3% | 14.7% | 5.8% | 22.1% | 51.1% |
| Wyoming | 17.2% | 21.3% | 17.0% | 6.4% | 17.0% | 38.3% |

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

Ever Served in the U.S. Armed Forces by State



Certificate of Added Qualifications Issued by State

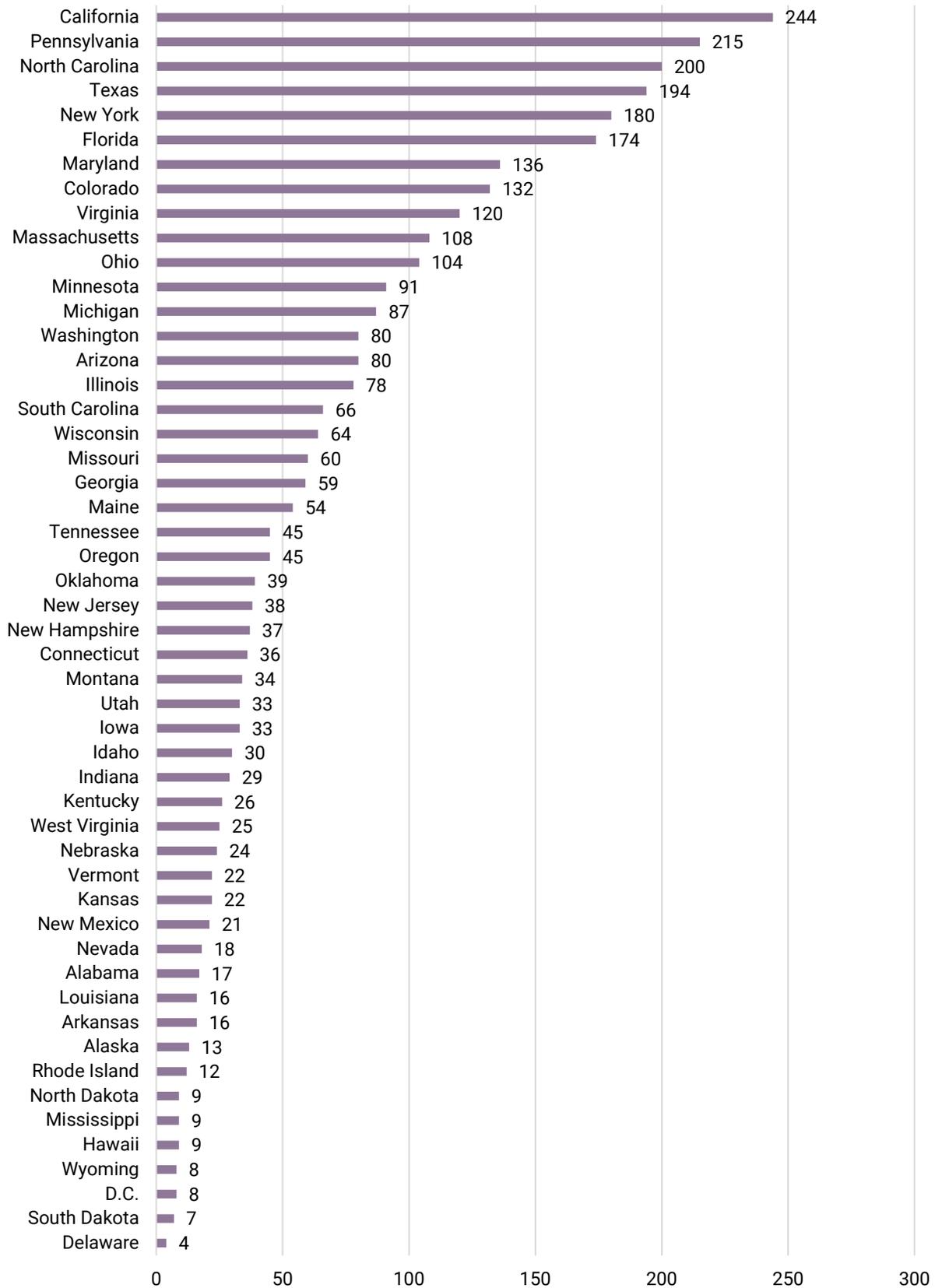
| | Certificates of Added Qualifications (CAQs)* | | | | | | | | | TOTAL |
|----------------|--|-----------|--------------|------------|-----------|------------|-----------|------------|------------|--------------|
| | CVTS | DERM | EM | HOSP | NEPH | ORTH | PALL/HOSP | PED | PSYCH | |
| Total | 79 | 52 | 1,342 | 270 | 43 | 318 | 16 | 101 | 999 | 3,220 |
| Alabama | 0 | 1 | 6 | 0 | 2 | 3 | 0 | 0 | 5 | 17 |
| Alaska | 0 | 0 | 2 | 0 | 1 | 3 | 0 | 0 | 7 | 13 |
| Arizona | 0 | 1 | 28 | 3 | 0 | 14 | 0 | 0 | 34 | 80 |
| Arkansas | 1 | 0 | 4 | 1 | 0 | 3 | 0 | 1 | 6 | 16 |
| California | 6 | 9 | 87 | 14 | 3 | 39 | 1 | 4 | 81 | 244 |
| Colorado | 2 | 0 | 59 | 1 | 3 | 12 | 0 | 6 | 46 | 132 |
| Connecticut | 1 | 0 | 19 | 3 | 0 | 4 | 0 | 4 | 5 | 36 |
| Delaware | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 4 |
| D.C. | 0 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 8 |
| Florida | 5 | 2 | 49 | 13 | 1 | 16 | 1 | 5 | 82 | 174 |
| Georgia | 3 | 3 | 14 | 5 | 3 | 6 | 0 | 2 | 23 | 59 |
| Hawaii | 0 | 0 | 4 | 0 | 0 | 4 | 0 | 0 | 1 | 9 |
| Idaho | 0 | 1 | 5 | 3 | 0 | 1 | 0 | 1 | 19 | 30 |
| Illinois | 3 | 0 | 22 | 13 | 1 | 9 | 0 | 4 | 26 | 78 |
| Indiana | 1 | 0 | 10 | 6 | 0 | 2 | 0 | 3 | 7 | 29 |
| Iowa | 0 | 2 | 8 | 2 | 0 | 5 | 0 | 1 | 15 | 33 |
| Kansas | 0 | 2 | 8 | 1 | 0 | 4 | 0 | 2 | 5 | 22 |
| Kentucky | 0 | 2 | 14 | 1 | 1 | 1 | 0 | 0 | 7 | 26 |
| Louisiana | 3 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 6 | 16 |
| Maine | 3 | 1 | 28 | 10 | 1 | 7 | 0 | 0 | 4 | 54 |
| Maryland | 0 | 1 | 107 | 6 | 1 | 11 | 0 | 1 | 9 | 136 |
| Massachusetts | 2 | 1 | 71 | 6 | 3 | 11 | 0 | 1 | 13 | 108 |
| Michigan | 4 | 1 | 18 | 16 | 2 | 5 | 1 | 3 | 37 | 87 |
| Minnesota | 2 | 4 | 50 | 8 | 1 | 3 | 1 | 0 | 22 | 91 |
| Mississippi | 0 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 3 | 9 |
| Missouri | 2 | 0 | 19 | 9 | 1 | 6 | 0 | 1 | 22 | 60 |
| Montana | 2 | 1 | 16 | 3 | 1 | 4 | 0 | 0 | 7 | 34 |
| Nebraska | 0 | 0 | 8 | 3 | 0 | 3 | 1 | 2 | 7 | 24 |
| Nevada | 1 | 1 | 8 | 0 | 1 | 1 | 0 | 2 | 4 | 18 |
| New Hampshire | 0 | 1 | 22 | 6 | 0 | 3 | 0 | 2 | 3 | 37 |
| New Jersey | 4 | 0 | 14 | 0 | 0 | 6 | 0 | 2 | 12 | 38 |
| New Mexico | 4 | 2 | 4 | 1 | 0 | 2 | 0 | 1 | 7 | 21 |
| New York | 3 | 3 | 107 | 16 | 3 | 19 | 3 | 3 | 23 | 180 |
| North Carolina | 3 | 2 | 74 | 16 | 2 | 13 | 1 | 3 | 86 | 200 |
| North Dakota | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 5 | 9 |
| Ohio | 2 | 0 | 48 | 16 | 0 | 8 | 0 | 4 | 26 | 104 |
| Oklahoma | 0 | 0 | 20 | 0 | 1 | 4 | 0 | 2 | 12 | 39 |
| Oregon | 2 | 2 | 20 | 3 | 0 | 4 | 0 | 1 | 13 | 45 |
| Pennsylvania | 6 | 2 | 50 | 31 | 5 | 21 | 2 | 14 | 84 | 215 |
| Rhode Island | 1 | 0 | 6 | 1 | 0 | 1 | 0 | 1 | 2 | 12 |
| South Carolina | 0 | 0 | 39 | 3 | 1 | 7 | 0 | 2 | 14 | 66 |
| South Dakota | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 3 | 7 |
| Tennessee | 1 | 0 | 25 | 3 | 0 | 2 | 1 | 1 | 12 | 45 |
| Texas | 2 | 3 | 56 | 13 | 2 | 20 | 1 | 9 | 88 | 194 |
| Utah | 1 | 1 | 2 | 3 | 1 | 2 | 1 | 1 | 21 | 33 |
| Vermont | 0 | 0 | 21 | 0 | 0 | 0 | 0 | 0 | 1 | 22 |
| Virginia | 2 | 1 | 60 | 6 | 0 | 10 | 1 | 3 | 37 | 120 |
| Washington | 0 | 1 | 43 | 8 | 0 | 6 | 0 | 3 | 19 | 80 |
| West Virginia | 1 | 0 | 6 | 3 | 0 | 1 | 0 | 2 | 12 | 25 |
| Wisconsin | 4 | 0 | 28 | 7 | 0 | 8 | 1 | 3 | 13 | 64 |
| Wyoming | 0 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 2 | 8 |

Seven PAs residing outside the U.S. or in the U.S. military have earned a CAQ.

CAQ abbreviations: cardiovascular thoracic surgery (CVTS), dermatology (DERM), emergency medicine (EM), hospital medicine (HM), orthopaedic surgery (ORTH), palliative medicine/hospice (PALL/HOSP), pediatrics (PED), psychiatry (PSY).

Note: The CAQ is a voluntary credential that board certified PAs can earn in 10 specialties. Dermatology and palliative medicine and hospice care were added in 2023. Obstetrics and gynecology was added in 2024. Occupational medicine will be available in 2025.

CAQs Issued by State



Future Data on Board Certified PAs

NCCPA pursues a research agenda that focuses on its core activities and the ongoing evaluation and improvement of its exams and board certification programs. 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 must follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's website at <https://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 Board Certified PAs by Specialty
- Specialty Supplement Report on Secondary Specialty
- Statistical Profile of Recently Board Certified PAs

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

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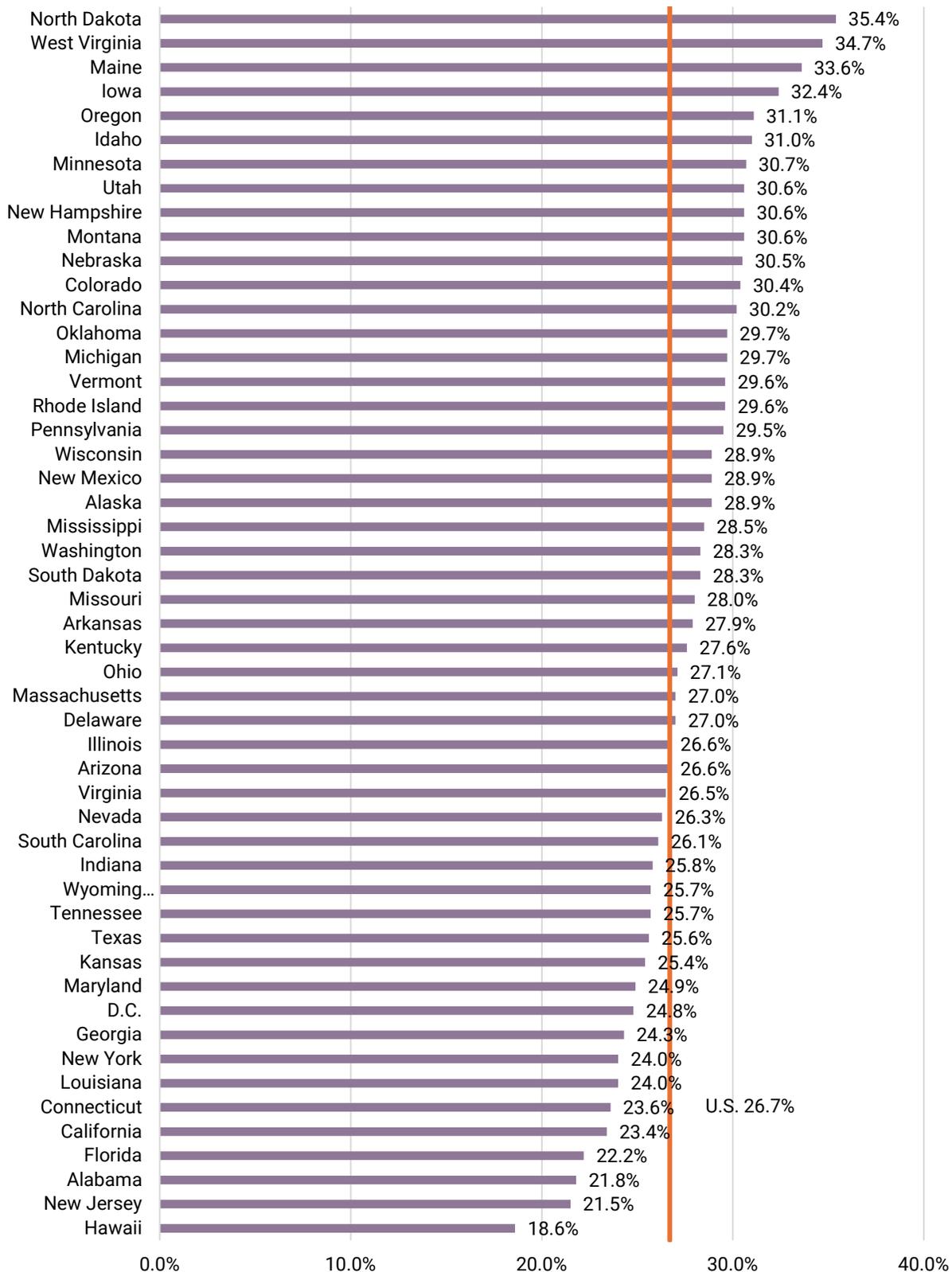
Appendix

Patients who Need Treatment for Mental Health Disorders by State

| | Mean | Median |
|----------------------|--------------|--------------|
| United States | 26.7% | 20.0% |
| Alabama | 21.8% | 10.0% |
| Alaska | 28.9% | 20.0% |
| Arizona | 26.6% | 15.0% |
| Arkansas | 27.9% | 20.0% |
| California | 23.4% | 15.0% |
| Colorado | 30.4% | 25.0% |
| Connecticut | 23.6% | 15.0% |
| Delaware | 27.0% | 20.0% |
| D.C. | 24.8% | 20.0% |
| Florida | 22.2% | 10.0% |
| Georgia | 24.3% | 15.0% |
| Hawaii | 18.6% | 10.0% |
| Idaho | 31.0% | 20.0% |
| Illinois | 26.6% | 20.0% |
| Indiana | 25.8% | 20.0% |
| Iowa | 32.4% | 25.0% |
| Kansas | 25.4% | 20.0% |
| Kentucky | 27.6% | 20.0% |
| Louisiana | 24.0% | 15.0% |
| Maine | 33.6% | 25.0% |
| Maryland | 24.9% | 20.0% |
| Massachusetts | 27.0% | 20.0% |
| Michigan | 29.7% | 20.0% |
| Minnesota | 30.7% | 25.0% |
| Mississippi | 28.5% | 20.0% |
| Missouri | 28.0% | 20.0% |
| Montana | 30.6% | 20.0% |
| Nebraska | 30.5% | 25.0% |
| Nevada | 26.3% | 20.0% |
| New Hampshire | 30.6% | 25.0% |
| New Jersey | 21.5% | 10.0% |
| New Mexico | 28.9% | 20.0% |
| New York | 24.0% | 15.0% |
| North Carolina | 30.2% | 20.0% |
| North Dakota | 35.4% | 27.5% |
| Ohio | 27.1% | 20.0% |
| Oklahoma | 29.7% | 20.0% |
| Oregon | 31.1% | 25.0% |
| Pennsylvania | 29.5% | 20.0% |
| Rhode Island | 29.6% | 20.0% |
| South Carolina | 26.1% | 15.0% |
| South Dakota | 28.3% | 20.0% |
| Tennessee | 25.7% | 20.0% |
| Texas | 25.6% | 15.0% |
| Utah | 30.6% | 25.0% |
| Vermont | 29.6% | 25.0% |
| Virginia | 26.5% | 20.0% |
| Washington | 28.3% | 20.0% |
| West Virginia | 34.7% | 25.0% |
| Wisconsin | 28.9% | 25.0% |
| Wyoming | 25.7% | 20.0% |

Note: PAs were asked what proportion of their patients need treatment for mental health disorders.

Mean Proportion of Patients who Need Treatment for Mental Health Disorders by State



Mental Health Daily Interactions and Treatments by State

| | Interactions and Treatments | | | | | |
|----------------------|--|--------------------------------------|---------------------------|---|--|-------------------------------------|
| | Encounter patients who need treatment for mental disorders | Screen patients for mental disorders | Diagnose mental disorders | Initiate treatment for mental disorders | Implement treatment for maintenance for mental disorders | Make referrals for mental disorders |
| United States | 33.4% | 33.4% | 13.4% | 11.5% | 14.8% | 11.3% |
| Alabama | 24.1% | 21.3% | 8.1% | 6.4% | 9.6% | 6.1% |
| Alaska | 41.4% | 41.9% | 13.9% | 11.5% | 15.4% | 10.2% |
| Arizona | 34.0% | 33.8% | 15.0% | 12.3% | 14.2% | 12.1% |
| Arkansas | 36.3% | 34.4% | 13.7% | 13.0% | 16.2% | 13.1% |
| California | 31.0% | 33.6% | 12.8% | 10.4% | 12.8% | 12.4% |
| Colorado | 42.2% | 45.0% | 16.9% | 13.9% | 19.2% | 14.1% |
| Connecticut | 28.2% | 24.1% | 8.7% | 7.3% | 9.4% | 9.2% |
| Delaware | 32.0% | 30.8% | 10.1% | 10.9% | 12.0% | 11.4% |
| D.C. | 31.7% | 28.0% | 6.8% | 5.1% | 6.0% | 8.5% |
| Florida | 27.0% | 28.5% | 11.3% | 9.6% | 11.5% | 10.4% |
| Georgia | 29.9% | 29.6% | 12.6% | 10.9% | 12.8% | 11.0% |
| Hawaii | 28.5% | 35.1% | 11.3% | 8.4% | 9.8% | 11.7% |
| Idaho | 42.6% | 46.5% | 19.9% | 16.1% | 21.4% | 10.8% |
| Illinois | 32.4% | 33.8% | 13.3% | 11.4% | 13.9% | 10.5% |
| Indiana | 33.7% | 25.8% | 10.7% | 8.9% | 12.3% | 9.1% |
| Iowa | 41.5% | 48.6% | 18.4% | 14.3% | 21.1% | 10.7% |
| Kansas | 31.1% | 38.1% | 12.7% | 11.7% | 14.5% | 7.7% |
| Kentucky | 35.1% | 35.4% | 16.8% | 15.3% | 17.9% | 11.1% |
| Louisiana | 25.6% | 24.9% | 7.3% | 6.4% | 8.6% | 8.0% |
| Maine | 46.0% | 38.1% | 15.0% | 14.3% | 20.5% | 13.2% |
| Maryland | 28.9% | 28.1% | 9.9% | 8.2% | 12.6% | 10.0% |
| Massachusetts | 34.0% | 28.0% | 11.0% | 9.2% | 14.1% | 11.7% |
| Michigan | 37.9% | 35.5% | 17.1% | 15.4% | 20.1% | 10.9% |
| Minnesota | 39.9% | 35.6% | 13.9% | 12.7% | 18.2% | 12.1% |
| Mississippi | 31.1% | 32.9% | 13.0% | 15.0% | 16.7% | 13.1% |
| Missouri | 33.0% | 30.5% | 12.6% | 11.6% | 15.9% | 10.7% |
| Montana | 36.7% | 40.3% | 14.2% | 12.0% | 14.0% | 9.4% |
| Nebraska | 37.4% | 40.6% | 16.5% | 13.9% | 17.7% | 7.3% |
| Nevada | 38.0% | 40.5% | 18.0% | 15.5% | 16.1% | 16.8% |
| New Hampshire | 40.1% | 32.7% | 13.2% | 10.1% | 14.4% | 11.6% |
| New Jersey | 23.7% | 24.7% | 9.6% | 8.2% | 10.1% | 11.1% |
| New Mexico | 40.2% | 40.2% | 12.5% | 11.8% | 15.3% | 12.7% |
| New York | 27.1% | 27.5% | 9.6% | 8.2% | 11.0% | 9.9% |
| North Carolina | 37.7% | 39.9% | 16.6% | 15.0% | 19.2% | 12.7% |
| North Dakota | 43.4% | 51.1% | 21.0% | 19.3% | 25.8% | 9.2% |
| Ohio | 33.0% | 29.5% | 11.2% | 9.8% | 12.7% | 10.7% |
| Oklahoma | 37.5% | 34.7% | 16.2% | 14.4% | 17.5% | 10.7% |
| Oregon | 46.5% | 38.7% | 16.2% | 12.7% | 20.5% | 12.3% |
| Pennsylvania | 34.6% | 32.7% | 13.4% | 11.6% | 14.9% | 11.9% |
| Rhode Island | 38.1% | 33.3% | 15.8% | 13.7% | 17.1% | 13.8% |
| South Carolina | 30.4% | 30.1% | 13.5% | 12.3% | 15.3% | 11.2% |
| South Dakota | 33.1% | 38.4% | 11.4% | 9.5% | 12.7% | 10.3% |
| Tennessee | 34.6% | 34.5% | 14.2% | 11.5% | 14.7% | 10.5% |
| Texas | 31.2% | 36.1% | 15.2% | 13.3% | 16.3% | 11.9% |
| Utah | 37.9% | 36.2% | 17.6% | 16.4% | 20.2% | 12.5% |
| Vermont | 45.8% | 42.7% | 16.1% | 13.0% | 16.9% | 9.9% |
| Virginia | 34.1% | 33.9% | 13.3% | 11.6% | 14.0% | 11.1% |
| Washington | 38.2% | 35.8% | 15.5% | 14.0% | 18.0% | 13.6% |
| West Virginia | 42.3% | 49.0% | 22.2% | 19.9% | 21.6% | 15.2% |
| Wisconsin | 38.9% | 33.4% | 12.3% | 10.3% | 15.1% | 10.7% |
| Wyoming | 33.3% | 40.1% | 12.2% | 11.7% | 15.8% | 11.6% |

Note: PAs were asked the frequency of interactions and treatments for patients with mental health disorders. Frequencies included: daily, weekly, monthly, yearly, less than yearly and never.

Encounter Patients Daily who Need Treatment for Mental Disorders by State

