
Virginia's Physician Assistant Workforce: 2013

Healthcare Workforce Data Center

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Nearly 2,000 Physician Assistants voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Physician Assistant Workforce: At a Glance:

The Workforce

| | |
|-----------------------|-------|
| Licensees | 2,953 |
| Virginia's Workforce: | 2,382 |
| FTEs: | 2,321 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 31% |
| HS Degree in VA: | 42% |
| Prof. Degree in VA: | 36% |

Current Employment

| | |
|-----------------------|-----|
| Employed in Prof.: | 97% |
| Hold 1 Full-time Job: | 72% |
| Satisfied?: | 97% |

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 64% |
| Renewing Practitioners: | 81% |

Education

| | |
|----------------|-----|
| Masters: | 70% |
| Baccalaureate: | 17% |

Job Turnover

| | |
|------------------------|-----|
| Switched Jobs in 2013: | 11% |
| Employed over 2 yrs: | 52% |

Demographics

| | |
|------------------|-----|
| Female: | 69% |
| Diversity Index: | 29% |
| Median Age: | 37 |

Finances

| | |
|----------------------|--------------|
| Median Inc.: | \$90k-\$100k |
| Health Benefits: | 71% |
| Under 40 w/ Ed debt: | 80% |

Primary Roles

| | |
|-----------------|-----|
| Patient Care: | 92% |
| Administration: | 2% |
| Education: | 1% |

Source: Va. Healthcare Workforce Data Center

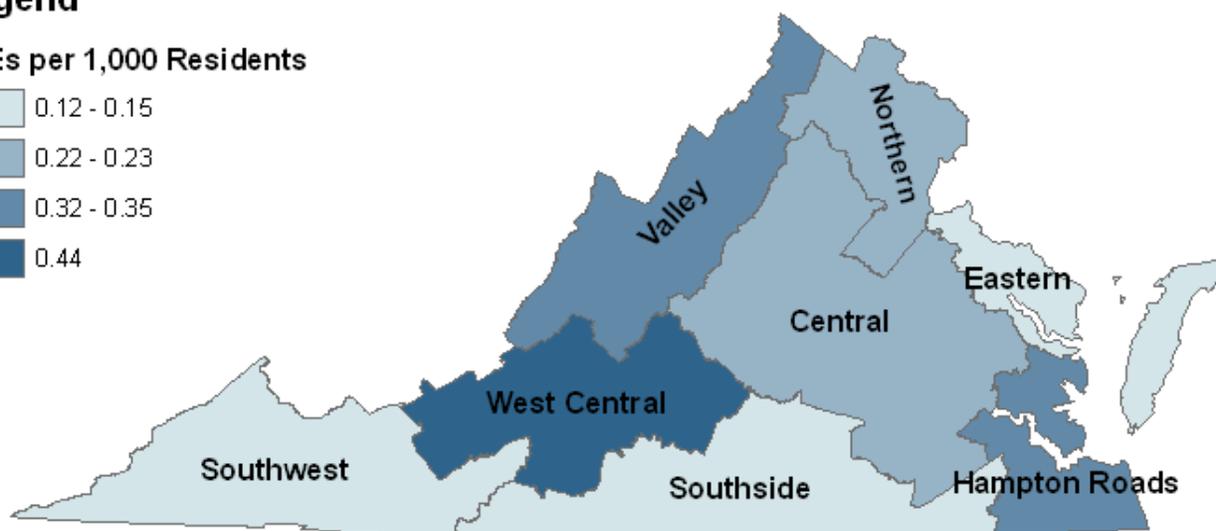
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

| |
|-------------|
| 0.12 - 0.15 |
| 0.22 - 0.23 |
| 0.32 - 0.35 |
| 0.44 |



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Nearly 2,000 physician assistants voluntarily took part in the 2013 Physician Assistant Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place during the birth month of a physician assistant on every odd-numbered year. These survey respondents represent 64% of the 2,953 physician assistants who are licensed in the state and 81% of renewing practitioners.

The HWDC estimates that 2,382 physician assistants participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's physician assistant workforce provided 2,321 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

69% of physician assistants are female. The median age of all physician assistants is 37. In a random encounter between two physician assistants, there is a 29% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, for physician assistants who are under the age of 40, the diversity index decreases to 26%.

Nearly one-third of physician assistants grew up in a rural area, and 13% of these professionals currently work in non-Metro areas of the state. Meanwhile, 42% of Virginia's physician assistants graduated from high school in Virginia, while 36% received their initial professional degree in the state. In total, more than half of Virginia's physician assistant workforce has some educational background in the state.

70% of physician assistants have a master's degree as their highest professional degree, while 17% hold a baccalaureate degree. 80% of physician assistants who are under the age of 40 currently have educational debt. The median debt burden for those with educational debt is between \$60,000 and \$70,000.

97% of physician assistants were employed in the profession at the time of the survey. 72% hold one full-time position, while another 11% hold one part-time position. Less than 1% of physician assistants are involuntarily unemployed, while more than half have been at their primary work location for at least two years.

The median annual income for physician assistants is between \$90,000 and \$100,000, while one-quarter earn more than \$110,000 per year. In addition to monetary compensation, nearly 90% receive at least one employer-sponsored benefit, including 71% who receive employer-sponsored health insurance. 97% of physician assistants indicate they are satisfied with their current employment situation, including 70% who indicate they are "very satisfied".

71% of all physician assistants work in Northern Virginia, Hampton Roads or Central Virginia. 63% of physician assistants work in for-profit establishments, while 24% work in the non-profit sector. With respect to establishment type, one-third of physician assistants work in a single-specialty group practice, while 16% work in the emergency department of hospitals.

Physician assistants spend nearly all of their time in patient care activities, with most of the remaining time spent on administrative tasks and educational activities. More than nine out of ten physician assistants serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

46% of physician assistants expect to retire by the age of 65. Only 8% of the current workforce expects to retire in the next decade, while half the current workforce expects to retire by 2043. Over the next two years, only 5% of the current workforce plans on leaving either the state or the profession. Meanwhile, 15% expect to pursue additional educational opportunities, while 12% plan on spending more time in patient care activities.

A Closer Look:

| Licensee Counts | | |
|-------------------------------|-------|------|
| License Status | # | % |
| Renewing Practitioners | 2,318 | 78% |
| New Licensees | 348 | 12% |
| Non-Renewals | 287 | 10% |
| All Licensees | 2,953 | 100% |

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 81% of renewing physician assistants submitted a survey. These represent nearly two-thirds of physician assistants who held a license at some point in 2013.

| Statistic | Response Rates | | Response Rate |
|------------------------|-----------------|------------|---------------|
| | Non Respondents | Respondent | |
| By Age | | | |
| Under 30 | 239 | 140 | 37% |
| 30 to 34 | 270 | 443 | 62% |
| 35 to 39 | 166 | 374 | 69% |
| 40 to 44 | 134 | 290 | 68% |
| 45 to 49 | 87 | 209 | 71% |
| 50 to 54 | 68 | 164 | 71% |
| 55 to 59 | 41 | 123 | 75% |
| 60 and Over | 65 | 140 | 68% |
| Total | 1,070 | 1,883 | 64% |
| New Licenses | | | |
| Issued in 2013 | 348 | 0 | 0% |
| Metro Status | | | |
| Non-Metro | 43 | 104 | 71% |
| Metro | 695 | 1,428 | 67% |
| Not in Virginia | 332 | 350 | 51% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physician Asst.

| | |
|--------------|-------|
| Number: | 2,953 |
| New: | 12% |
| Not Renewed: | 10% |

Survey Response Rates

| | |
|-------------------------|-----|
| All Licensees: | 64% |
| Renewing Practitioners: | 81% |

Source: Va. Healthcare Workforce Data Center

Response Rates

| | |
|-------------------------------------|-------|
| Completed Surveys | 1,883 |
| Response Rate, all licensees | 64% |
| Response Rate, Renewals | 81% |

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2013.
- 2. Target Population:** All physician assistants who held a Virginia license at some point in 2013.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some professionals newly licensed in 2013.

At a Glance:

Workforce

2013 Workforce: 2,382
 FTEs: 2,321

Utilization Ratios

Licensees in VA Workforce: 81%
 Licensees per FTE: 1.27
 Workers per FTE: 1.03

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2013 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

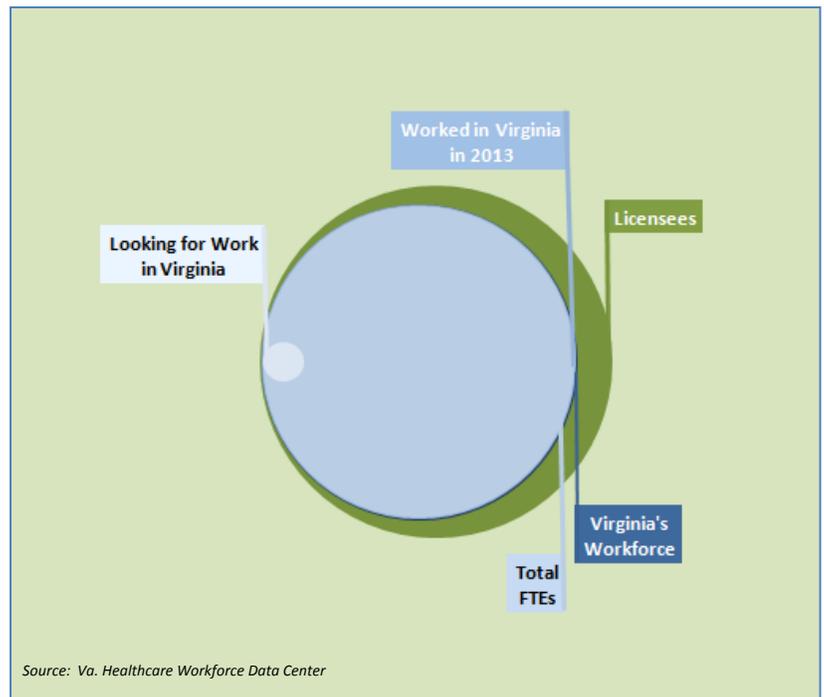
Virginia's Physician Assistant Workforce

| Status | # | % |
|---------------------------------|-------|------|
| Worked in Virginia in Past Year | 2,344 | 98% |
| Looking for Work in Virginia | 39 | 2% |
| Virginia's Workforce | 2,382 | 100% |
| Total FTEs | 2,321 | |
| Licensees | 2,953 | |

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Age & Gender | | | | | | |
|-----------------|------|--------|--------|----------|-------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 41 | 13% | 291 | 88% | 332 | 14% |
| 30 to 34 | 127 | 21% | 472 | 79% | 599 | 25% |
| 35 to 39 | 113 | 26% | 327 | 74% | 440 | 19% |
| 40 to 44 | 115 | 34% | 220 | 66% | 335 | 14% |
| 45 to 49 | 89 | 40% | 134 | 60% | 223 | 9% |
| 50 to 54 | 76 | 47% | 87 | 53% | 162 | 7% |
| 55 to 59 | 63 | 50% | 63 | 50% | 125 | 5% |
| 60 + | 103 | 74% | 37 | 26% | 140 | 6% |
| Total | 728 | 31% | 1,629 | 69% | 2,357 | 100% |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity | | | | | |
|--------------------------|-----------|----------------------|------|--------------------------|------|
| Race/ Ethnicity | Virginia* | Physician Assistants | | Physician Asst. Under 40 | |
| | % | # | % | # | % |
| White | 64% | 1,968 | 84% | 1,162 | 85% |
| Black | 19% | 138 | 6% | 67 | 5% |
| Asian | 6% | 91 | 4% | 54 | 4% |
| Other Race | 0% | 31 | 1% | 11 | 1% |
| Two or more races | 2% | 39 | 2% | 18 | 1% |
| Hispanic | 8% | 84 | 4% | 48 | 4% |
| Total | 100% | 2,351 | 100% | 1,360 | 100% |

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 69%
% Under 40 Female: 80%

Age

Median Age: 37
% Under 40: 58%
% 55+: 11%

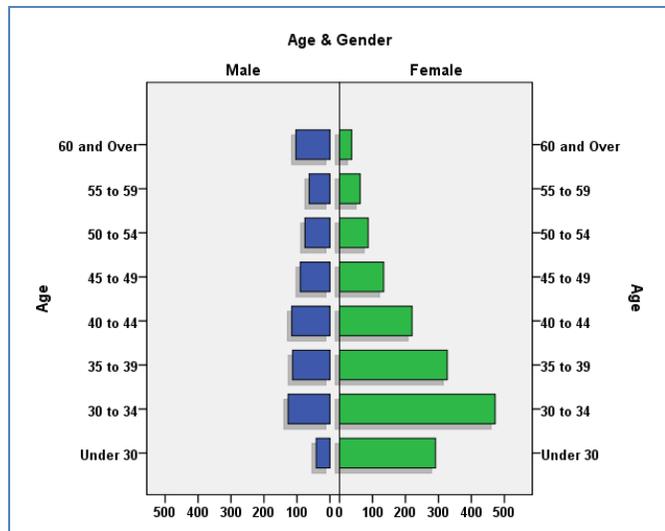
Diversity

Diversity Index: 29%
Under 40 Div. Index: 26%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two physician assistants, there is a 29% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 54%.

69% of all physician assistants are women, including four out of five of those under the age of 40. The median age of physician assistants is 37. Meanwhile, 58% of physician assistants are under the age of 40, while 11% are over the age of 55.



At a Glance:

Childhood

Urban Childhood: 13%
 Rural Childhood: 31%

Virginia Background

HS in Virginia: 42%
 Prof. Education in VA: 36%
 HS/Prof. Educ. in VA: 52%

Location Choice

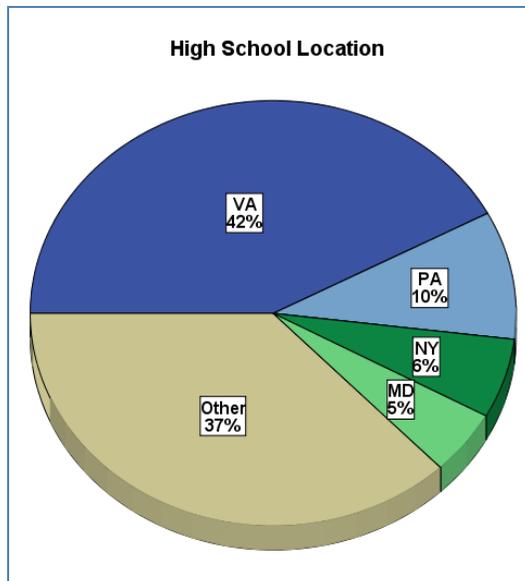
% Rural to Non-Metro: 13%
 % Urban/Suburban to Non-Metro: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Primary Location: USDA Rural Urban Continuum | | Rural Status of Childhood Location | | |
|---|------------------------------------|---------------------------------------|------------|------------|
| Code | Description | Rural | Suburban | Urban |
| Metro Counties | | | | |
| 1 | Metro, 1 million+ | 22% | 63% | 15% |
| 2 | Metro, 250,000 to 1 million | 51% | 40% | 10% |
| 3 | Metro, 250,000 or less | 46% | 44% | 10% |
| Non-Metro Counties | | | | |
| 4 | Urban pop 20,000+, Metro adj | 46% | 36% | 18% |
| 6 | Urban pop, 2,500-19,999, Metro adj | 61% | 34% | 5% |
| 7 | Urban pop, 2,500-19,999, nonadj | 74% | 18% | 8% |
| 8 | Rural, Metro adj | 47% | 40% | 13% |
| 9 | Rural, nonadj | 39% | 54% | 8% |
| Overall | | 31% | 56% | 13% |

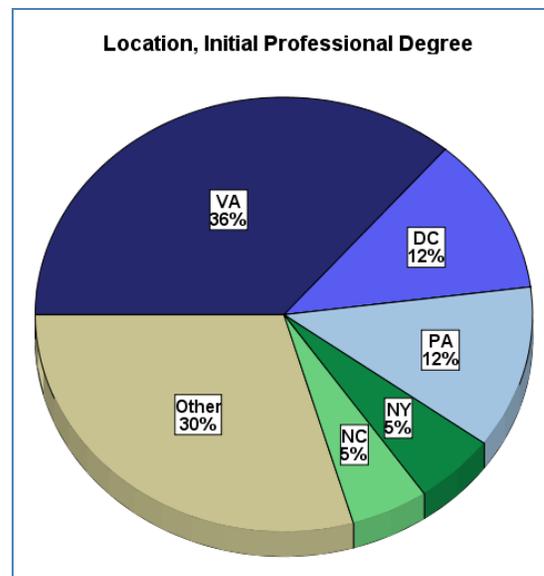
Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of Virginia's physician assistants have a background (i.e., a high school or professional degree) in the state.

31% of physician assistants grew up in self-described rural areas, while 7% of the current physician assistant workforce works in non-Metro counties.



Source: Va. Healthcare Workforce Data Center

Top Ten States for Physician Assistant Recruitment

| Rank | All Physician Assistants | | | |
|------|--------------------------|-----|---------------------|-----|
| | High School | # | Professional School | # |
| 1 | Virginia | 981 | Virginia | 840 |
| 2 | Pennsylvania | 226 | Pennsylvania | 281 |
| 3 | New York | 141 | Washington, D.C. | 272 |
| 4 | Maryland | 114 | New York | 124 |
| 5 | West Virginia | 75 | North Carolina | 117 |
| 6 | North Carolina | 72 | West Virginia | 104 |
| 7 | Outside of U.S. | 69 | Nebraska | 62 |
| 8 | Florida | 52 | Maryland | 60 |
| 9 | Ohio | 50 | Georgia | 58 |
| 10 | Michigan | 49 | Florida | 56 |

42% of all physician assistants received their high school degree in Virginia, while 36% earned their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among physician assistants who have been licensed in the past five years, 41% received their high school degree in Virginia, while 37% received their initial professional degree in the state.

| Rank | Licensed in the Past 5 Years | | | |
|------|------------------------------|-----|---------------------|-----|
| | High School | # | Professional School | # |
| 1 | Virginia | 401 | Virginia | 365 |
| 2 | Pennsylvania | 107 | Pennsylvania | 127 |
| 3 | New York | 44 | Washington, D.C. | 93 |
| 4 | Maryland | 40 | New York | 52 |
| 5 | North Carolina | 34 | West Virginia | 45 |
| 6 | West Virginia | 29 | Maryland | 33 |
| 7 | Outside of U.S. | 26 | North Carolina | 31 |
| 8 | New Jersey | 23 | Nebraska | 29 |
| 9 | Ohio | 22 | Georgia | 27 |
| 10 | Michigan | 20 | Florida | 25 |

Source: Va. Healthcare Workforce Data Center

Nearly 20% of licensed physician assistants did not participate in Virginia's workforce in 2013. 96% worked at some point in the past year, and 91% currently work in the profession. 30% are in the federal service, including 13% who are in the military.

At a Glance:

Not in VA Workforce

| | |
|---------------------|-----|
| Total: | 569 |
| % of Licensees: | 19% |
| Federal/Military: | 30% |
| Va Border State/DC: | 29% |

A Closer Look:

| Highest Professional Degree | | |
|----------------------------------|--------------|-------------|
| Degree | # | % |
| P.A. Certificate (Undergraduate) | 94 | 4% |
| Associate | 24 | 1% |
| Baccalaureate | 391 | 17% |
| P.A. Certificate (Postgraduate) | 174 | 8% |
| Masters | 1,607 | 70% |
| Doctorate | 13 | 1% |
| Total | 2,304 | 100% |

Source: Va. Healthcare Workforce Data Center

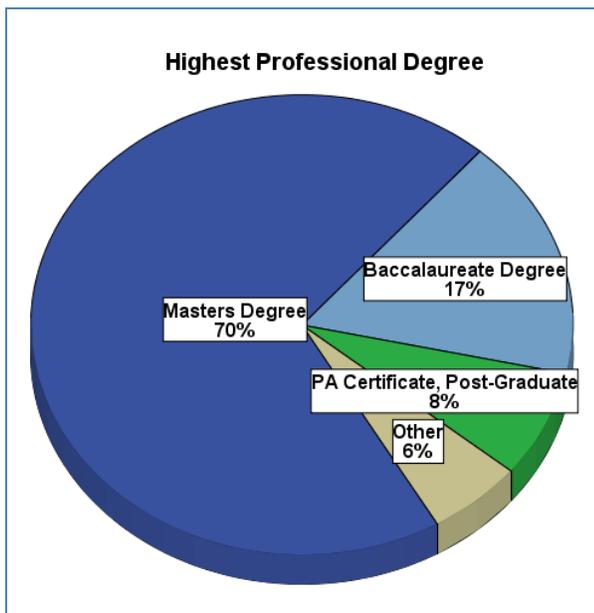
At a Glance:

Education
 Masters Degree: 70%
 Baccalaureate Degree: 17%

Educational Debt
 Carry debt: 63%
 Under age 40 w/ debt: 80%
 Median debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all physician assistants currently carry educational debt, including 80% of those under age 40. For those who do have educational debt, the median amount is between \$60,000 and \$70,000.



Source: Va. Healthcare Workforce Data Center

| Amount Carried | All | | Under 40 | |
|---------------------|--------------|-------------|--------------|-------------|
| | # | % | # | % |
| None | 793 | 37% | 247 | 20% |
| Less than \$10,000 | 68 | 3% | 45 | 4% |
| \$10,000-\$19,999 | 92 | 4% | 52 | 4% |
| \$20,000-\$29,999 | 104 | 5% | 50 | 4% |
| \$30,000-\$39,999 | 116 | 5% | 81 | 7% |
| \$40,000-\$49,999 | 126 | 6% | 89 | 7% |
| \$50,000-\$59,999 | 130 | 6% | 84 | 7% |
| \$60,000-\$69,999 | 118 | 6% | 92 | 7% |
| \$70,000-\$79,999 | 94 | 4% | 75 | 6% |
| \$80,000-\$89,999 | 108 | 5% | 89 | 7% |
| \$90,000-\$99,999 | 59 | 3% | 52 | 4% |
| \$100,000-\$109,999 | 119 | 6% | 104 | 8% |
| \$110,000 and more | 216 | 10% | 180 | 15% |
| Total | 2,143 | 100% | 1,240 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialties

Emergency Medicine: 19%
 Family Medicine: 17%
 Orthopedics: 12%

Secondary Specialties

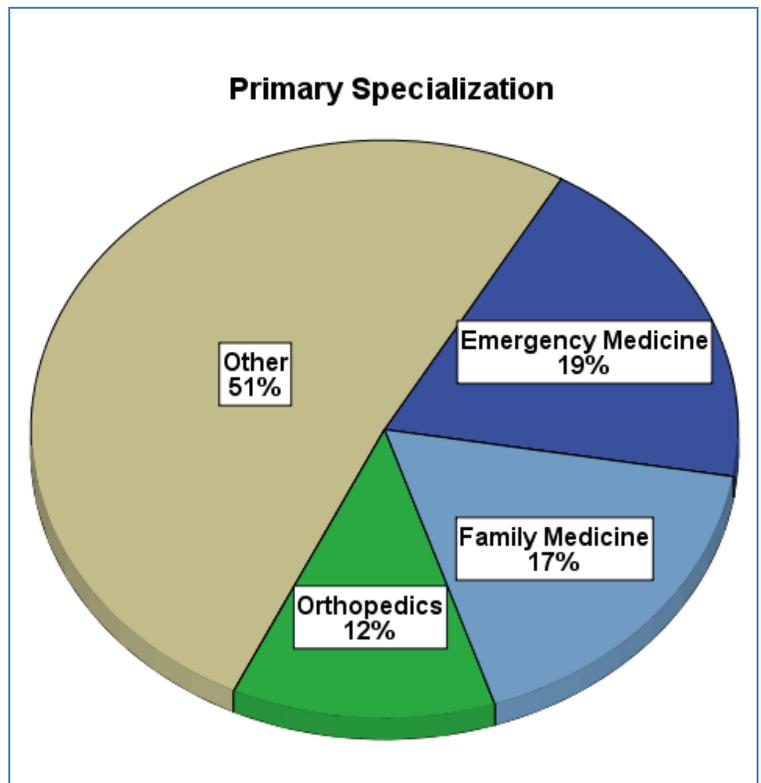
Family Medicine: 10%
 Emergency Medicine: 8%
 Orthopedics: 4%

Source: Va. Healthcare Workforce Data Center

| Specialty | Specialties | | | |
|------------------------|-------------------|-------------|---------------------|-------------|
| | Primary Specialty | | Secondary Specialty | |
| | # | % | # | % |
| Emergency Medicine | 451 | 19% | 144 | 8% |
| Family Medicine | 406 | 17% | 177 | 10% |
| Orthopedics | 282 | 12% | 82 | 4% |
| Internal Medicine | 153 | 7% | 74 | 4% |
| Cardiovascular Surgery | 91 | 4% | 27 | 1% |
| Dermatology | 83 | 4% | 27 | 1% |
| Cardiology | 66 | 3% | 29 | 2% |
| Hospital Medicine | 59 | 3% | 30 | 2% |
| General Surgery | 57 | 2% | 40 | 2% |
| Neurosurgery | 54 | 2% | 27 | 1% |
| All Other Specialties | 502 | 21% | 375 | 21% |
| No Specialty | 135 | 6% | 795 | 43% |
| Total | 2,340 | 100% | 1,829 | 100% |

Source: Va. Healthcare Workforce Data Center

Nearly half of all physician assistants have a primary specialty in one of three areas: Emergency Medicine, Family Medicine and Orthopedics.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 97%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 72%
2 or More Positions: 14%

Weekly Hours:

40 to 49: 46%
60 or more: 6%
Less than 30: 8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Current Work Status | | |
|-----------------------------|--------------|-------------|
| Status | # | % |
| Employed, capacity unknown | 3 | 0% |
| Employed in profession | 2,276 | 97% |
| Employed, NOT in profession | 9 | 0% |
| Not working, reason unknown | 0 | 0% |
| Involuntarily unemployed | 6 | 0% |
| Voluntarily unemployed | 55 | 2% |
| Retired | 1 | 0% |
| Total | 2,351 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Positions | | |
|---|--------------|-------------|
| Positions | # | % |
| No Positions | 62 | 3% |
| One Part-Time Position | 254 | 11% |
| Two Part-Time Positions | 41 | 2% |
| One Full-Time Position | 1,673 | 72% |
| One Full-Time Position & One Part-Time Position | 271 | 12% |
| Two Full-Time Positions | 5 | 0% |
| More than Two Positions | 16 | 1% |
| Total | 2,322 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Weekly Hours | | |
|----------------------|--------------|-------------|
| Hours | # | % |
| 0 hours | 62 | 3% |
| 1 to 9 hours | 18 | 1% |
| 10 to 19 hours | 47 | 2% |
| 20 to 29 hours | 124 | 5% |
| 30 to 39 hours | 401 | 17% |
| 40 to 49 hours | 1,075 | 46% |
| 50 to 59 hours | 451 | 19% |
| 60 to 69 hours | 107 | 5% |
| 70 to 79 hours | 21 | 1% |
| 80 or more hours | 23 | 1% |
| Total | 2,329 | 100% |

Source: Va. Healthcare Workforce Data Center

97% of licensed physician assistants are employed in the profession, and less than 1% are involuntarily unemployed. 72% of physician assistants have one full-time job, while 14% have two or more positions. 46% of physician assistants work between 40 and 49 hours per week. Only 6% of physician assistants work at least 60 hours per week.

A Closer Look:

| Income | | |
|----------------------------|--------------|-------------|
| Hourly Wage | # | % |
| Volunteer Work Only | 1 | 0% |
| \$20,000 or less | 16 | 1% |
| \$20,000-\$29,999 | 25 | 1% |
| \$30,000-\$39,999 | 20 | 1% |
| \$40,000-\$49,999 | 51 | 3% |
| \$50,000-\$59,999 | 85 | 4% |
| \$60,000-\$69,999 | 78 | 4% |
| \$70,000-\$79,999 | 231 | 12% |
| \$80,000-\$89,999 | 373 | 19% |
| \$90,000-\$99,999 | 354 | 18% |
| \$100,000-\$109,999 | 284 | 15% |
| \$110,000-\$119,999 | 157 | 8% |
| \$120,000 or more | 287 | 15% |
| Total | 1,964 | 100% |

At a Glance:

Hourly Earnings
 Median Income: \$90k-\$100k
 Middle 50%: \$70k-\$110k

Benefits
 Employer Health Insurance: 71%
 Employer Retirement: 65%

Satisfaction
 Satisfied: 97%
 Very Satisfied: 70%

| Employer-Sponsored Benefits | | |
|--------------------------------------|--------------|------------|
| Benefit | # | % |
| Paid Sick Leave | 1,751 | 77% |
| Health Insurance | 1,607 | 71% |
| Retirement | 1,480 | 65% |
| Dental Insurance | 1,370 | 60% |
| Group Life Insurance | 1,179 | 52% |
| Signing/Retention Bonus | 392 | 17% |
| Receive at least one benefit* | 2,035 | 89% |

The median annual income for physician assistants is between \$90,000 and \$100,000. Nearly 90% of physician assistants receive at least one employer-sponsored benefit, including 71% who receive health insurance.

*From any employer at time of survey.
 Source: Va. Healthcare Workforce Data Center

97% of physician assistants are satisfied with their jobs, including seven out of ten who are very satisfied.

| Job Satisfaction | | |
|------------------------------|--------------|-------------|
| Level | # | % |
| Very Satisfied | 1,618 | 70% |
| Somewhat Satisfied | 616 | 27% |
| Somewhat Dissatisfied | 69 | 3% |
| Very Dissatisfied | 7 | 0% |
| Total | 2,311 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Underemployment in Past Year | | |
|---|------------|------------|
| In the past year did you . . . ? | # | % |
| Experience Involuntary Unemployment? | 38 | 2% |
| Experience Voluntary Unemployment? | 130 | 5% |
| Work Part-time or temporary positions, but would have preferred a full-time/permanent position? | 33 | 1% |
| Work two or more positions at the same time? | 379 | 16% |
| Switch employers or practices? | 271 | 11% |
| Experienced at least 1 | 705 | 30% |

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's physician assistants were involuntarily unemployed at some point in 2013. For comparison, Virginia's average monthly unemployment rate was 5.5%.²

| Location Tenure | | | | |
|--|--------------|-------------|--------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working at this Location | 31 | 1% | 37 | 6% |
| Less than 6 Months | 136 | 6% | 66 | 11% |
| 6 Months to 1 Year | 243 | 11% | 47 | 8% |
| 1 to 2 Years | 670 | 30% | 169 | 29% |
| 3 to 5 Years | 577 | 26% | 151 | 26% |
| 6 to 10 Years | 362 | 16% | 71 | 12% |
| More than 10 Years | 237 | 11% | 39 | 7% |
| Subtotal | 2,255 | 100% | 579 | 100% |
| Did not have location | 40 | | 1,752 | |
| Item Missing | 87 | | 51 | |
| Total | 2,382 | | 2,382 | |

Source: Va. Healthcare Workforce Data Center
Source: Va. Healthcare Workforce Data Center

Two-thirds of physician assistants received a salary at their primary work location, while 29% received an hourly wage.

At a Glance:

Unemployment Experience 2013

Involuntarily Unemployed: 2%
Underemployed: 1%

Stability

Switched: 11%
New Location: 22%
Over 2 years: 52%
Over 2 yrs, 2nd location: 45%

Employment Type

Salary/Commission: 67%
Hourly Wage: 29%

More than half of physician assistants have worked at their primary location for more than 2 years.

| Employment Type | | |
|---------------------------|--------------|-------------|
| Primary Work Site | # | % |
| Salary/ Commission | 1,344 | 67% |
| Hourly Wage | 576 | 29% |
| By Contract | 83 | 4% |
| Business/ Practice Income | 5 | 0% |
| Unpaid | 5 | 0% |
| Subtotal | 2,014 | 100% |

¹ As reported by the US Bureau of Labor Statistics for 2013. The not seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

| | |
|----------------|-----|
| Top Region: | 29% |
| Top 3 Regions: | 71% |
| Lowest Region: | 1% |

Locations

| | |
|-------------------|-----|
| 2 or more (2013): | 26% |
| 2 or more (Now*): | 25% |

Source: Va. Healthcare Workforce Data Center

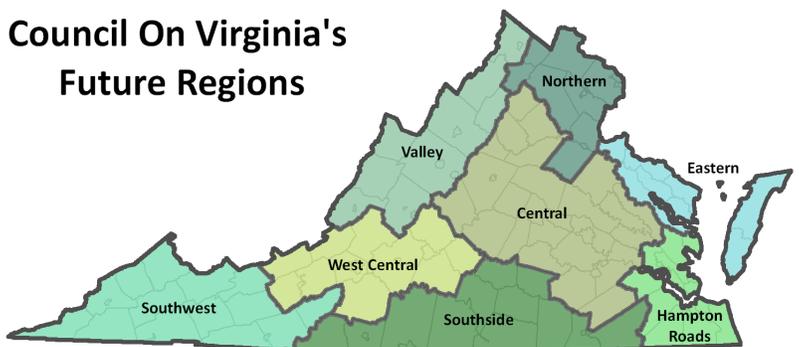
71% of physician assistants work in one of three regions: Northern Virginia, Hampton Roads or Central Virginia.

A Closer Look:

| Regional Distribution of Work Locations | | | | |
|---|------------------|-------------|--------------------|-------------|
| COVF Region | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Central | 345 | 15% | 67 | 11% |
| Eastern | 20 | 1% | 6 | 1% |
| Hampton Roads | 586 | 26% | 158 | 26% |
| Northern | 655 | 29% | 165 | 27% |
| Southside | 59 | 3% | 18 | 3% |
| Southwest | 67 | 3% | 23 | 4% |
| Valley | 156 | 7% | 30 | 5% |
| West Central | 309 | 14% | 91 | 15% |
| Virginia Border State/DC | 27 | 1% | 20 | 3% |
| Other US State | 23 | 1% | 26 | 4% |
| Outside of the US | 1 | 0% | 3 | 0% |
| Total | 2,248 | 100% | 607 | 100% |
| Item Missing | 95 | | 25 | |

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



72% of physician assistants had just one work location in 2013, while another 26% had two or more work locations during the year.

| Locations | Number of Work Locations | | | |
|--------------|--------------------------|-------------|---------------------|-------------|
| | Work Locations in 2013 | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 40 | 2% | 61 | 3% |
| 1 | 1,712 | 72% | 1,667 | 73% |
| 2 | 303 | 13% | 274 | 12% |
| 3 | 235 | 10% | 199 | 9% |
| 4 | 42 | 2% | 48 | 2% |
| 5 | 22 | 1% | 20 | 1% |
| 6 or More | 28 | 1% | 23 | 1% |
| Total | 2,382 | 100% | 2,291 | 100% |

*At the time of survey completion, December 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Sector | Location Sector | | | |
|--------------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| For-Profit | 1,389 | 63% | 383 | 66% |
| Non-Profit | 531 | 24% | 149 | 26% |
| State/Local Government | 82 | 4% | 14 | 2% |
| Veterans Administration | 50 | 2% | 4 | 1% |
| U.S. Military | 119 | 5% | 29 | 5% |
| Other Federal Gov't | 31 | 1% | 3 | 1% |
| Total | 2,202 | 100% | 582 | 100% |
| Did not have location | 40 | | 1,752 | |
| Item Missing | 141 | | 50 | |

At a Glance: (Primary Locations)

Sector

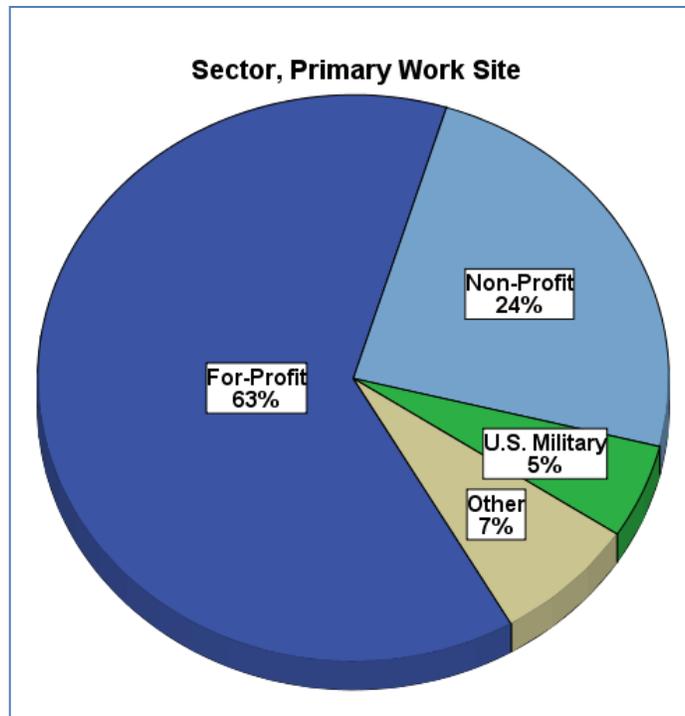
| | |
|-------------|-----|
| For Profit: | 63% |
| Federal: | 9% |

Top Establishments

| | |
|---------------------------------------|-----|
| Group Practice: (Single Specialty) | 33% |
| Hospital: (Emergency Dept.) | 16% |
| Physician – Solo Practice: | 10% |

Source: Va. Healthcare Workforce Data Center

63% of physician assistants work in for-profit establishments, while another 24% work at non-profit institutions. Meanwhile, nearly 10% of physician assistants work for the federal government.



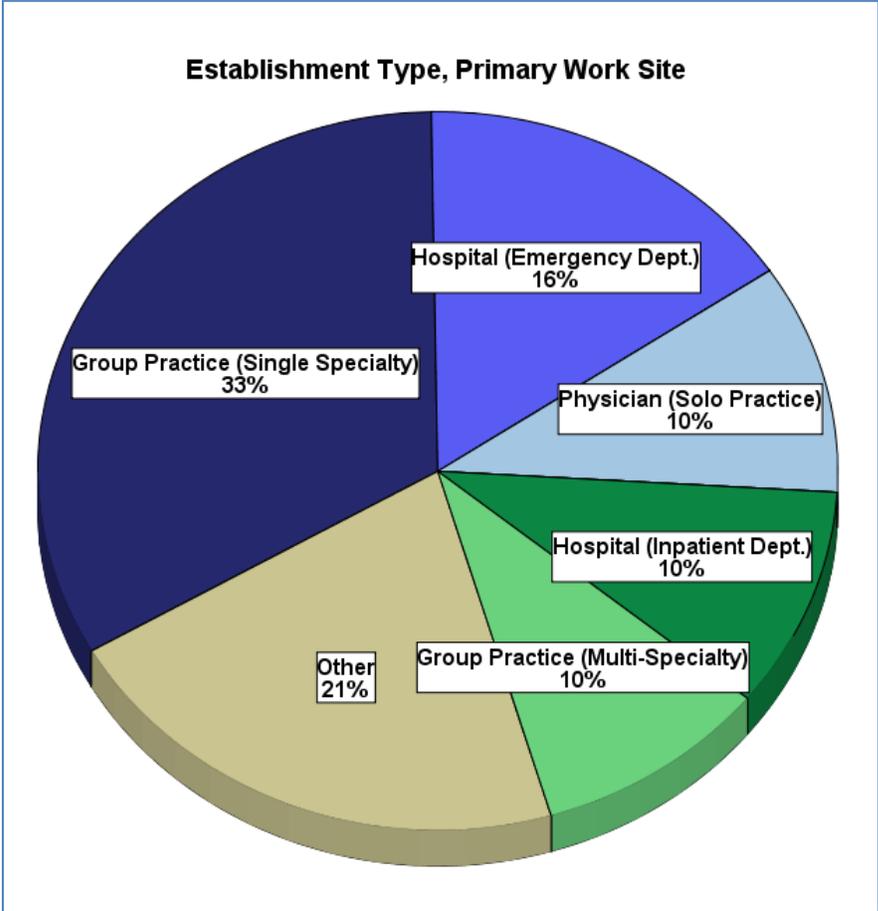
Source: Va. Healthcare Workforce Data Center

| Top 10 Location Type | | | | |
|---|------------------|------|--------------------|------|
| Establishment Type | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Group Practice (Single Specialty) | 714 | 33% | 162 | 29% |
| Hospital (Emergency Dept.) | 342 | 16% | 110 | 19% |
| Physician (Solo Practice) | 224 | 10% | 57 | 10% |
| Hospital (Inpatient Dept.) | 215 | 10% | 64 | 11% |
| Group Practice (Multi-Specialty) | 206 | 10% | 29 | 5% |
| Hospital (Outpatient Dept.) | 123 | 6% | 18 | 3% |
| Community Clinic/Outpatient Care Center | 98 | 5% | 33 | 6% |
| Academic Institution (Teaching/Research) | 55 | 3% | 18 | 3% |
| Academic Institution (Patient Care) | 43 | 2% | 7 | 1% |
| Independent Contractor | 13 | 1% | 5 | 1% |
| All Other Types | 126 | 6% | 62 | 11% |
| Total | 2,159 | 100% | 565 | 100% |
| Does not have location | 40 | | 1,752 | |

Source: Va. Healthcare Workforce Data Center

43% of physician assistants work in a group practice, including one-third who work in a group practice with a single specialty. Meanwhile, another third of physician assistants work in a hospital, including 16% who work in an emergency department.

For those physician assistants with a secondary work location, 29% work in a group practice with a single specialty, while 19% work in the emergency department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Tasks Performed

| | |
|--|-----|
| Managed Care of Patients (Outpatient): | 57% |
| Minor Surgical Procedures: | 52% |

of Hospitals w/ Privileges

| | |
|----------------|-----|
| None: | 39% |
| One: | 36% |
| More than One: | 25% |

Source: Va. Healthcare Workforce Data Center

More than one-third of physician assistants have hospital privileges at one hospital. In addition, one-quarter of physician assistants have privileges at multiple hospitals.

| Hospital Privileges | | |
|---------------------|--------------|-------------|
| # of Hospitals | # | % |
| None | 853 | 39% |
| 1 | 776 | 36% |
| 2 | 267 | 12% |
| 3 | 134 | 6% |
| 4 | 51 | 2% |
| 5 or More | 98 | 5% |
| Total | 2,179 | 100% |

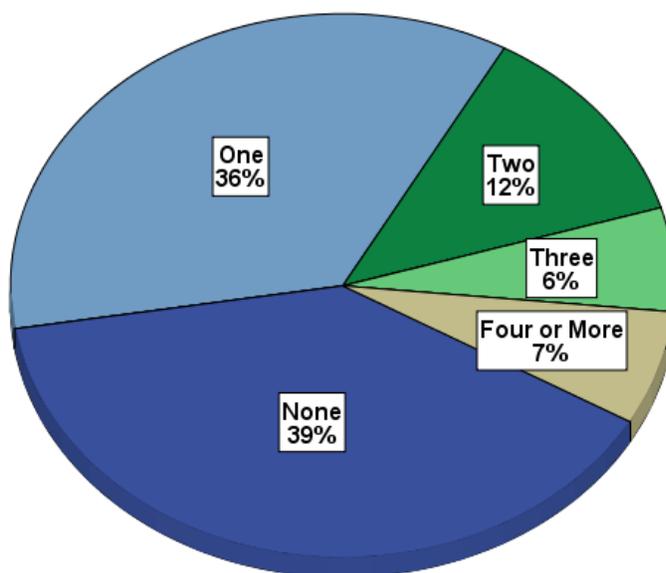
Tasks Performed

| Task | # | % |
|---------------------------------------|--------------|------------|
| Managed Care of Patients (Outpatient) | 1,354 | 57% |
| Minor Surgical Procedures | 1,241 | 52% |
| Manage Care of Patients (Inpatient) | 651 | 27% |
| Supervise/Manage Other Clinical Staff | 605 | 25% |
| First Assist at Surgery | 479 | 20% |
| Supervise/Manage Other PAs | 287 | 12% |
| At Least One Task Performed | 1,945 | 82% |

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants managed outpatient care and participated in minor surgical procedures at their place of work.

Number of Hospitals with Privileges



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 90%-99%
Administration: 1%-9%
Education: 1%-9%

Roles

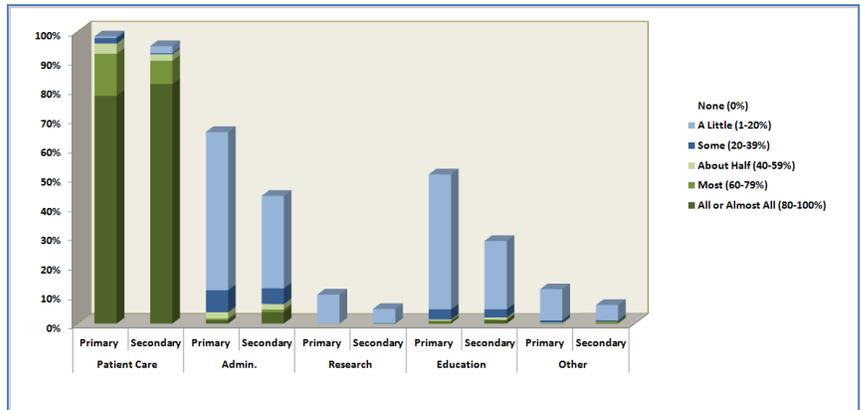
Patient Care: 92%
Administration: 2%
Education: 1%
Research: 0%

Administration Time

Median Admin Time: 1%-9%
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical physician assistant spends most of her time in patient care activities. More than 90% of physician assistants fill a patient care role, defined as spending 60% or more of their time in that activity.

| Time Allocation | | | | | | | | | | |
|------------------------------------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Time Spent | Patient Care | | Admin. | | Research | | Education | | Other | |
| | Prim Site | Sec. Site | Prim Site | Sec. Site | Prim Site | Sec. Site | Prim Site | Sec. Site | Prim Site | Sec. Site |
| All or Almost All (80-100%) | 78% | 82% | 1% | 4% | 0% | 0% | 1% | 1% | 0% | 0% |
| Most (60-79%) | 14% | 8% | 1% | 1% | 0% | 0% | 0% | 0% | 0% | 1% |
| About Half (40-59%) | 3% | 2% | 2% | 2% | 0% | 0% | 0% | 1% | 0% | 0% |
| Some (20-39%) | 2% | 0% | 8% | 5% | 0% | 0% | 3% | 3% | 1% | 0% |
| A Little (1-20%) | 1% | 2% | 54% | 32% | 10% | 5% | 46% | 23% | 11% | 5% |
| None (0%) | 2% | 5% | 34% | 56% | 90% | 95% | 49% | 71% | 88% | 94% |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Median Weekly Visits

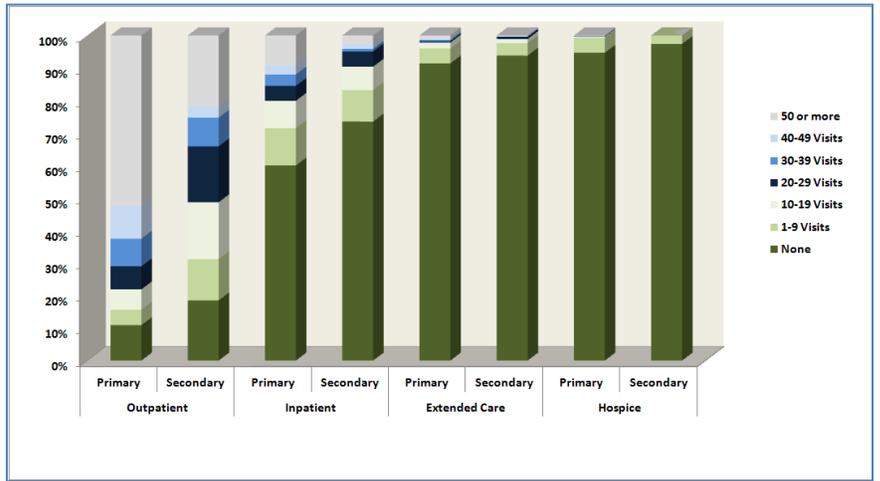
Outpatient: 50+
 Inpatient: None
 Extended Care: None
 Hospice: None

% With Visits

Outpatient: 89%
 Inpatient: 40%
 Extended Care: 8%
 Hospice: 5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical physician assistant spends most of their patient care time in an outpatient setting. More than 60% of physician assistants had at least 40 outpatient visits per week, while a majority of professionals did not have any inpatient, extended care or hospice visits in a given week.

| Weekly Patient Visits | | | | | | | | |
|--------------------------|------------|-----------|-----------|-----------|---------------|-----------|-----------|-----------|
| Visits Per Week | Outpatient | | Inpatient | | Extended Care | | Hospice | |
| | Prim Site | Sec. Site | Prim Site | Sec. Site | Prim Site | Sec. Site | Prim Site | Sec. Site |
| None | 11% | 19% | 60% | 74% | 92% | 94% | 95% | 97% |
| 1-9 Visits | 5% | 13% | 12% | 10% | 5% | 4% | 5% | 3% |
| 10-19 Visits | 6% | 18% | 8% | 7% | 2% | 1% | 0% | 0% |
| 20-29 Visits | 7% | 17% | 5% | 5% | 0% | 1% | 0% | 0% |
| 30-39 Visits | 9% | 9% | 4% | 1% | 0% | 0% | 0% | 0% |
| 40-49 Visits | 10% | 4% | 3% | 1% | 1% | 0% | 0% | 0% |
| 50 or More Visits | 52% | 22% | 9% | 3% | 1% | 0% | 0% | 0% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|--------------|-------------|------------|-------------|
| Expected Retirement Age | All | | Over 50 | |
| | # | % | # | % |
| Under age 50 | 44 | 2% | - | - |
| 50 to 54 | 70 | 3% | 3 | 1% |
| 55 to 59 | 252 | 12% | 14 | 4% |
| 60 to 64 | 577 | 28% | 83 | 22% |
| 65 to 69 | 730 | 35% | 144 | 39% |
| 70 to 74 | 211 | 10% | 75 | 20% |
| 75 to 79 | 32 | 2% | 8 | 2% |
| 80 or over | 16 | 1% | 4 | 1% |
| I do not intend to retire | 136 | 7% | 43 | 11% |
| Total | 2,066 | 100% | 374 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Professionals

Under 65: 46%

Under 60: 18%

50 and over

Under 65: 27%

Under 60: 5%

Time until Retirement

Within 2 years: 2%

Within 10 years: 8%

Half the workforce: by 2043

Source: Va. Healthcare Workforce Data Center

46% of physician assistants expect to retire by the age of 65. Meanwhile, 20% expect to work until at least age 70, including 7% who do not intend to retire at all. Among those physician assistants who are age 50 and over, more than one-quarter still plan on retiring by 65, while approximately one-third expect to work until at least age 70.

Within the next two years approximately 5% of physician assistants expect to leave either the profession or Virginia. Meanwhile, 15% of physician assistants plan on pursuing additional educational opportunities, and 13% plan on increasing teaching hours.

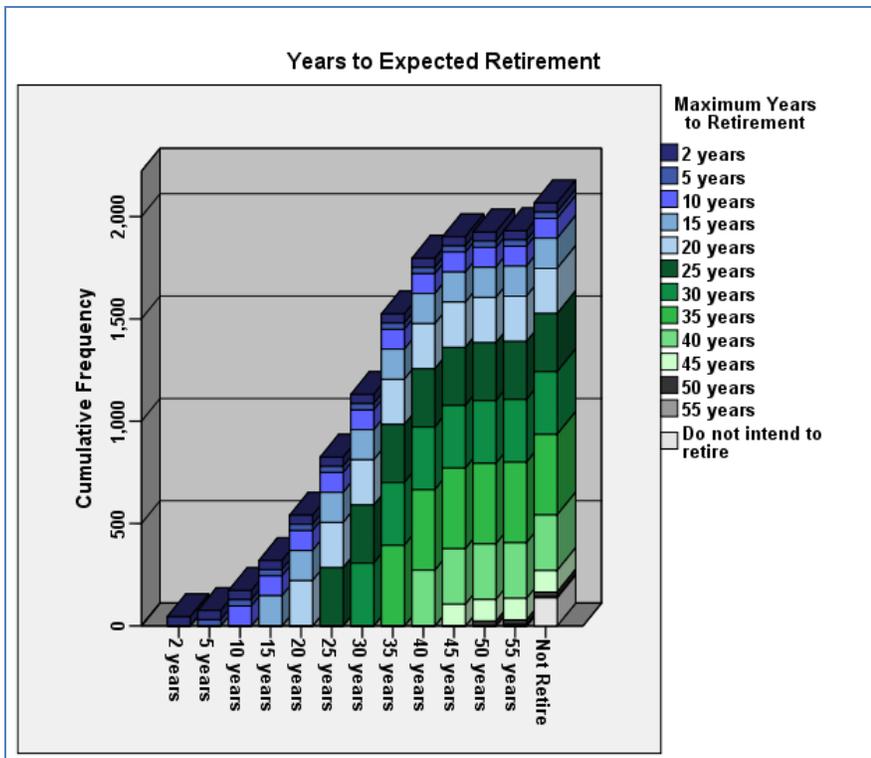
| Future Plans | | |
|---------------------------------------|-----|-----|
| 2 Year Plans: | # | % |
| Decrease Participation | | |
| Leave Profession | 19 | 1% |
| Leave Virginia | 107 | 4% |
| Decrease Patient Care Hours | 212 | 9% |
| Decrease Teaching Hours | 6 | 0% |
| Increase Participation | | |
| Increase Patient Care Hours | 276 | 12% |
| Increase Teaching Hours | 306 | 13% |
| Pursue Additional Education | 350 | 15% |
| Return to Virginia's Workforce | 16 | 1% |

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement. Only 2% of physician assistants plan on retiring in the next two years, while 8% plan on retiring in the next ten years. Half of the current physician assistant workforce expects to be retired by 2043.

| Time to Retirement | | | |
|-----------------------------|--------------|-------------|--------------|
| Expect to retire within . . | # | % | Cumulative % |
| 2 years | 45 | 2% | 2% |
| 5 years | 30 | 1% | 4% |
| 10 years | 97 | 5% | 8% |
| 15 years | 147 | 7% | 15% |
| 20 years | 221 | 11% | 26% |
| 25 years | 284 | 14% | 40% |
| 30 years | 306 | 15% | 55% |
| 35 years | 394 | 19% | 74% |
| 40 years | 272 | 13% | 87% |
| 45 years | 105 | 5% | 92% |
| 50 years | 23 | 1% | 93% |
| 55 years | 6 | 0% | 93% |
| In more than 55 years | 0 | 0% | 93% |
| Do not intend to retire | 136 | 7% | 100% |
| Total | 2,066 | 100% | |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2033. Peak retirement years will take place around 2048, when 19% of the current workforce expects to retire every five years. After 2033, retirements will not permanently fall below 10% of the current workforce during a five-year time interval until 2058.

At a Glance:

FTEs

Total: 2,321
Average: 0.99

Age & Gender Effect

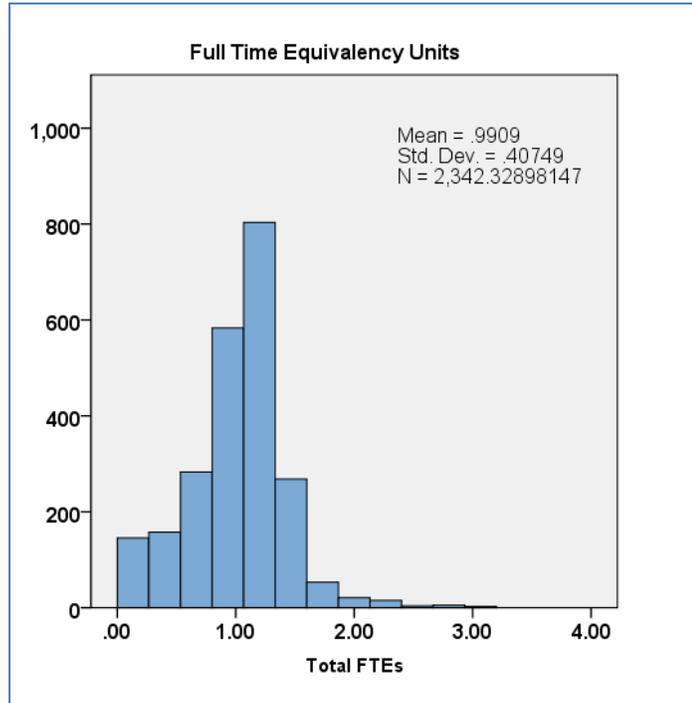
Age, Partial Eta²: 0.015
Gender, Partial Eta²: 0.006

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

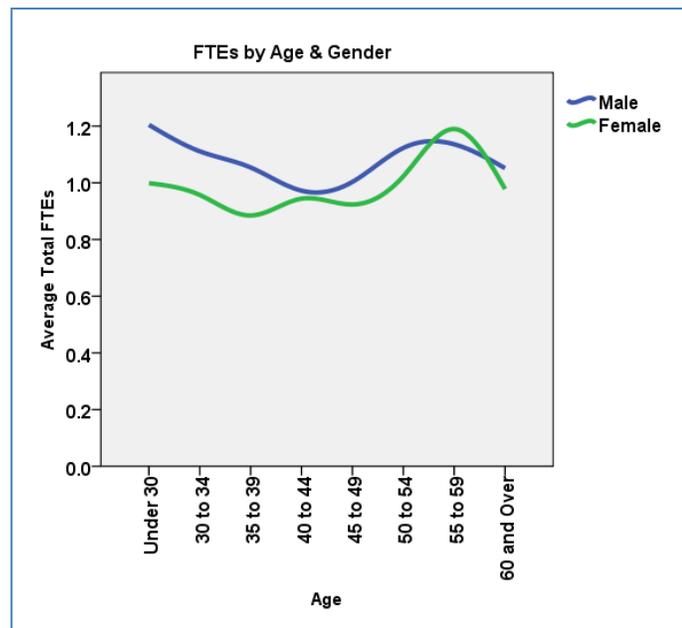


Source: Va. Healthcare Workforce Data Center

The average physician assistant provided 0.99 FTEs in 2013, or about 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

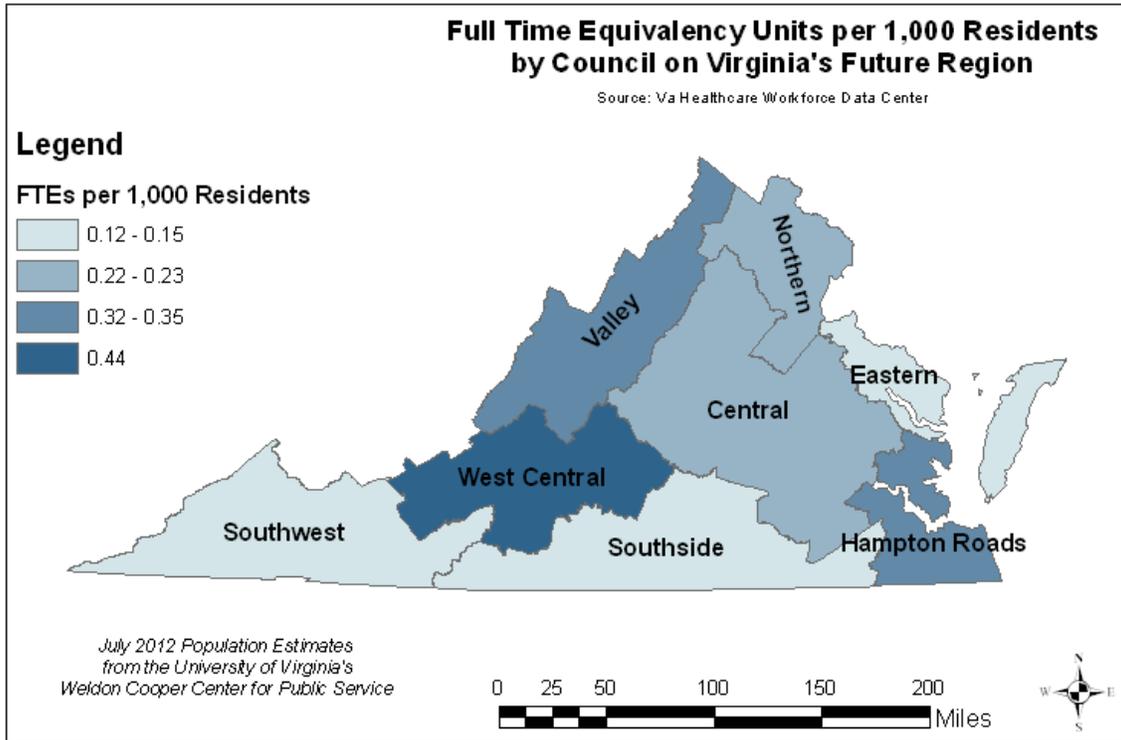
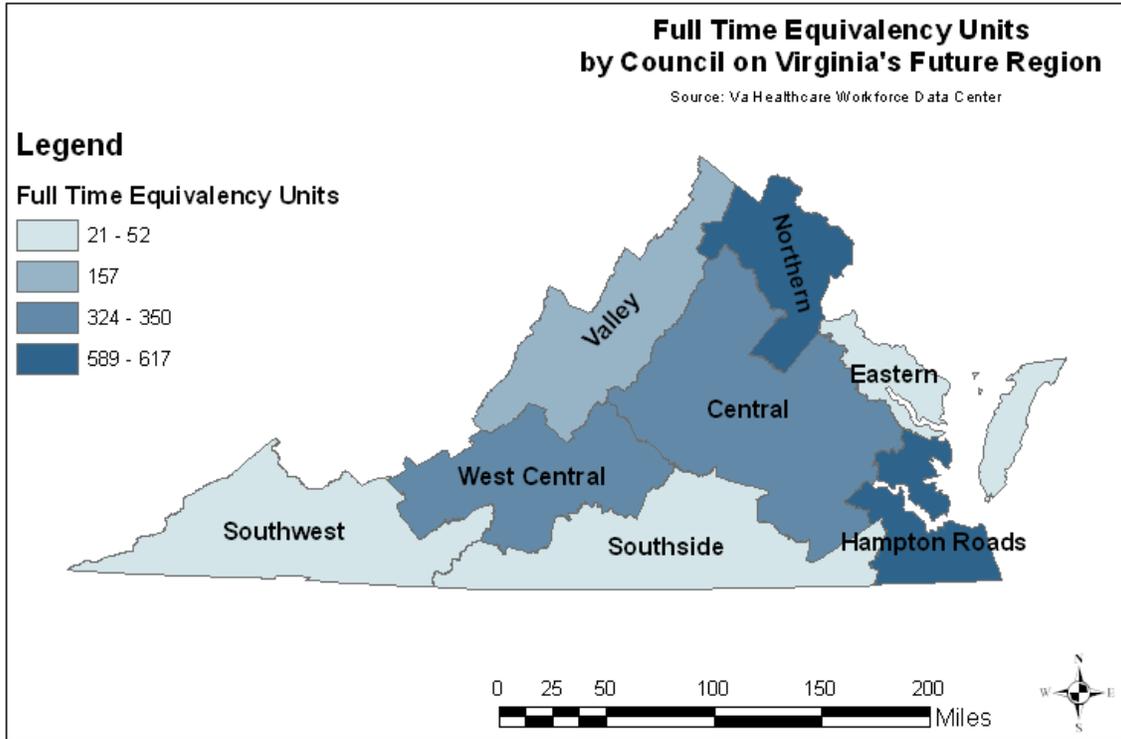
| Full-Time Equivalency Units | | |
|-----------------------------|---------|--------|
| | Average | Median |
| Age | | |
| Under 30 | 1.02 | 1.08 |
| 30 to 34 | 0.99 | 1.08 |
| 35 to 39 | 0.93 | 0.92 |
| 40 to 44 | 0.95 | 0.91 |
| 45 to 49 | 0.96 | 0.99 |
| 50 to 54 | 1.07 | 1.13 |
| 55 to 59 | 1.16 | 1.13 |
| 60 and Over | 1.03 | 1.13 |
| Gender | | |
| Male | 1.07 | 1.11 |
| Female | 0.96 | 1.01 |

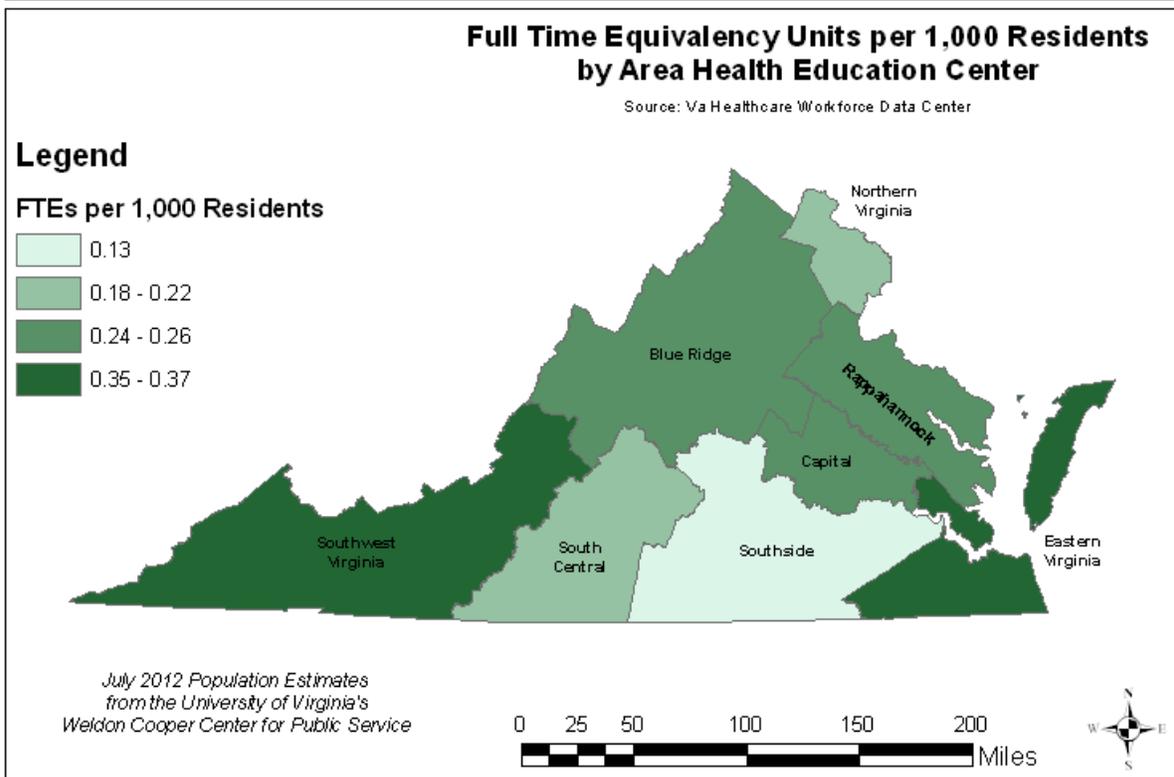
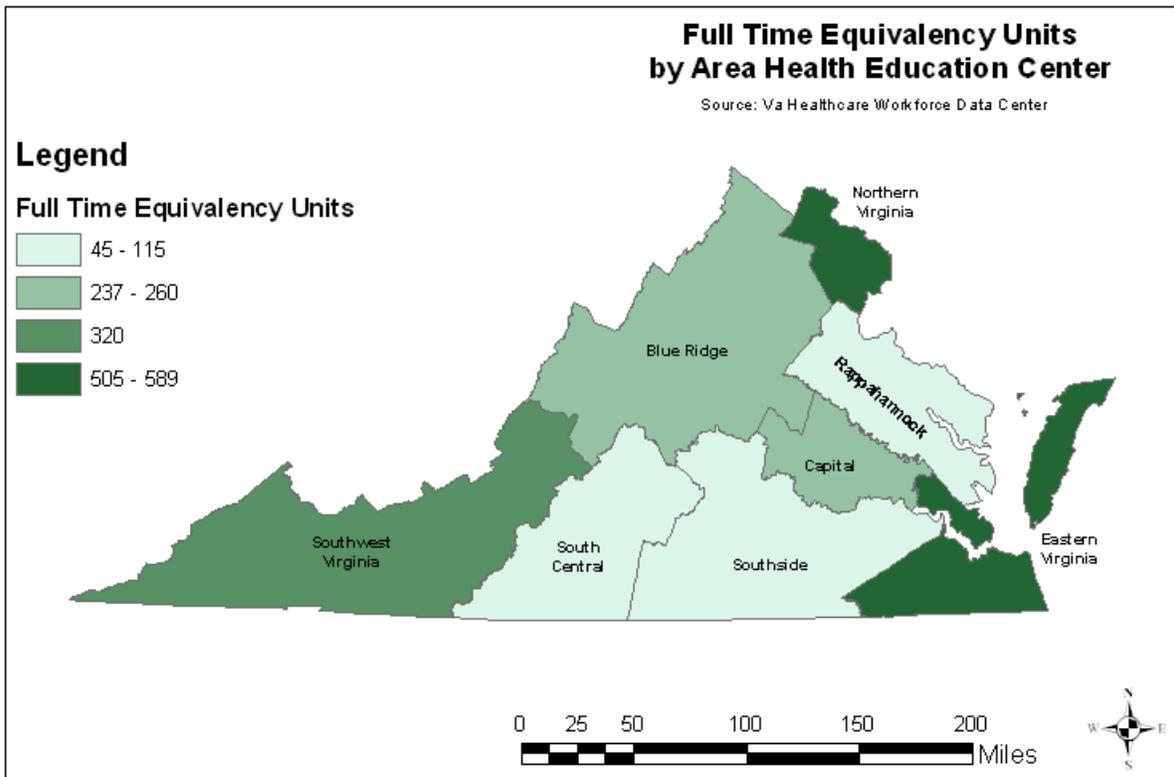
Source: Va. Healthcare Workforce Data Center

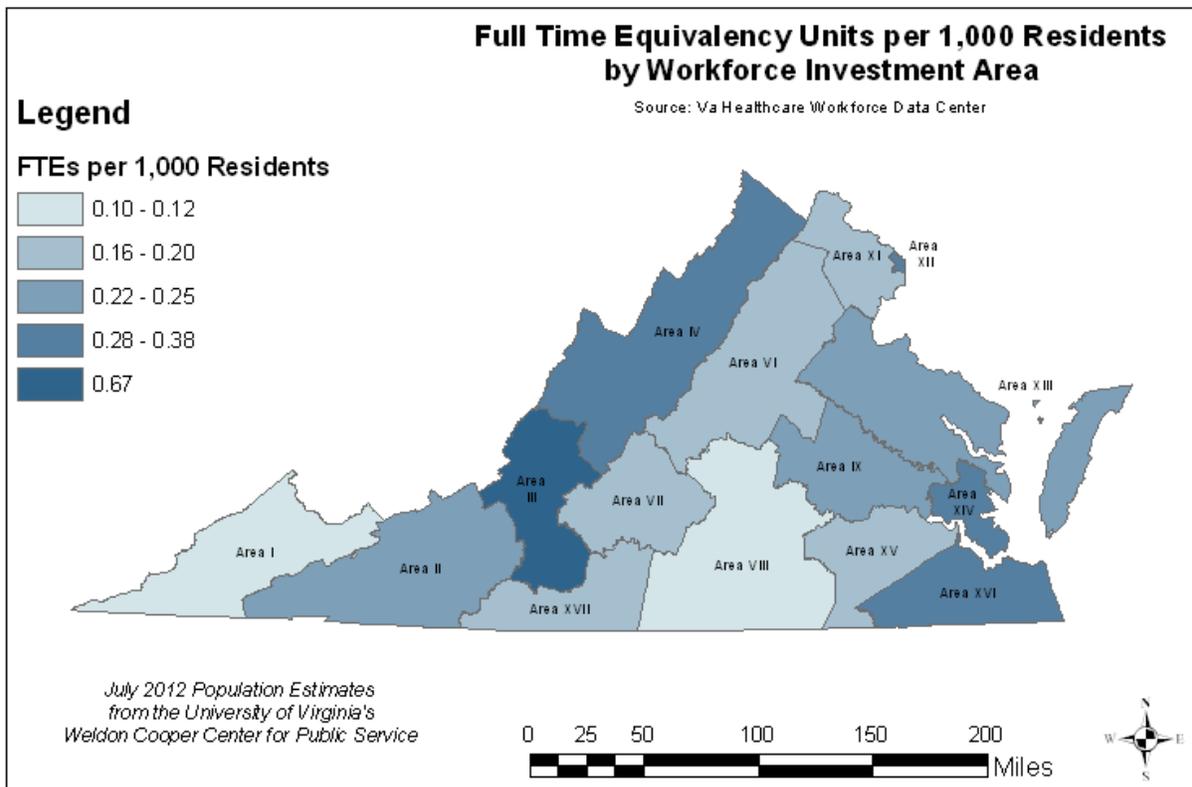
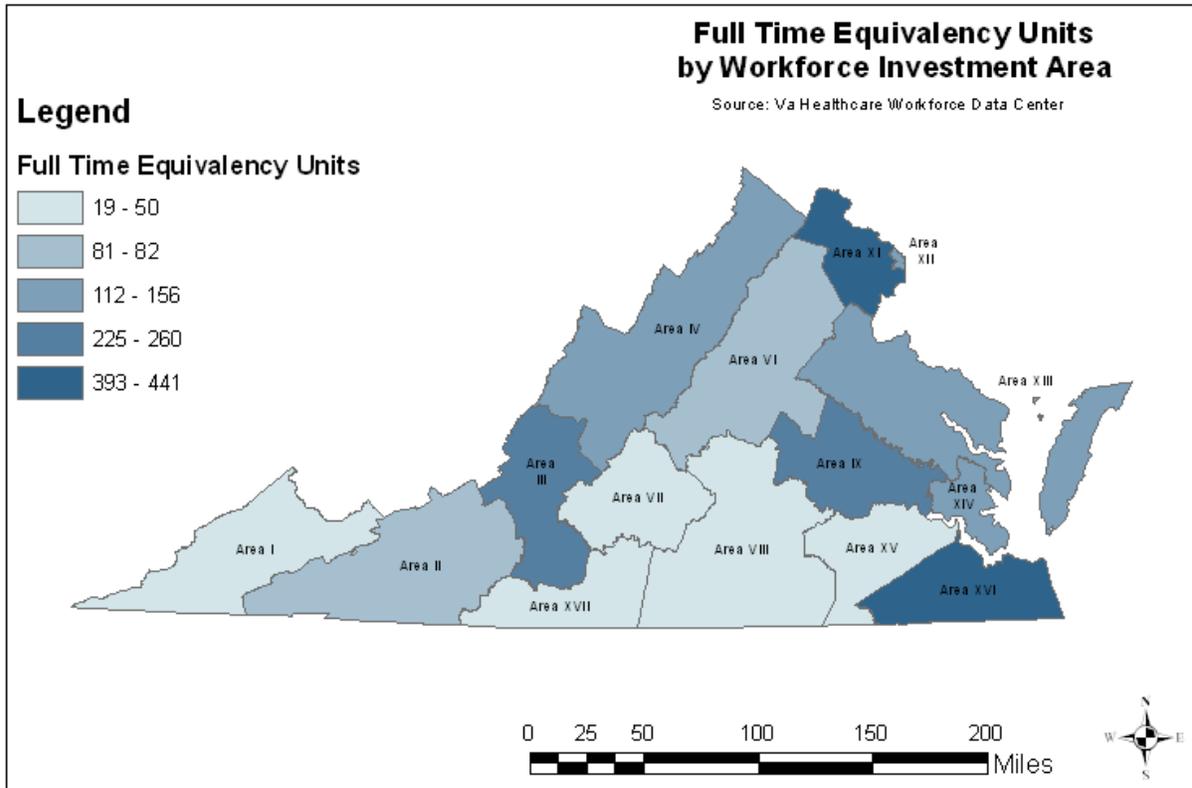


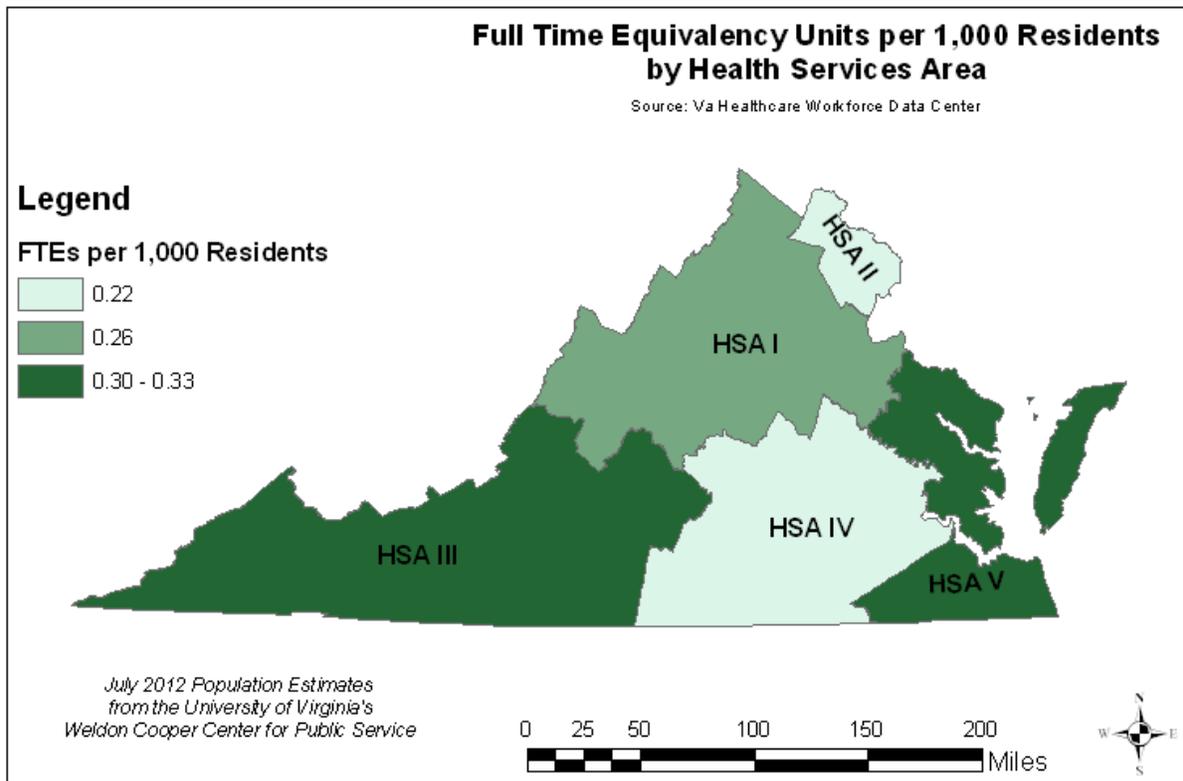
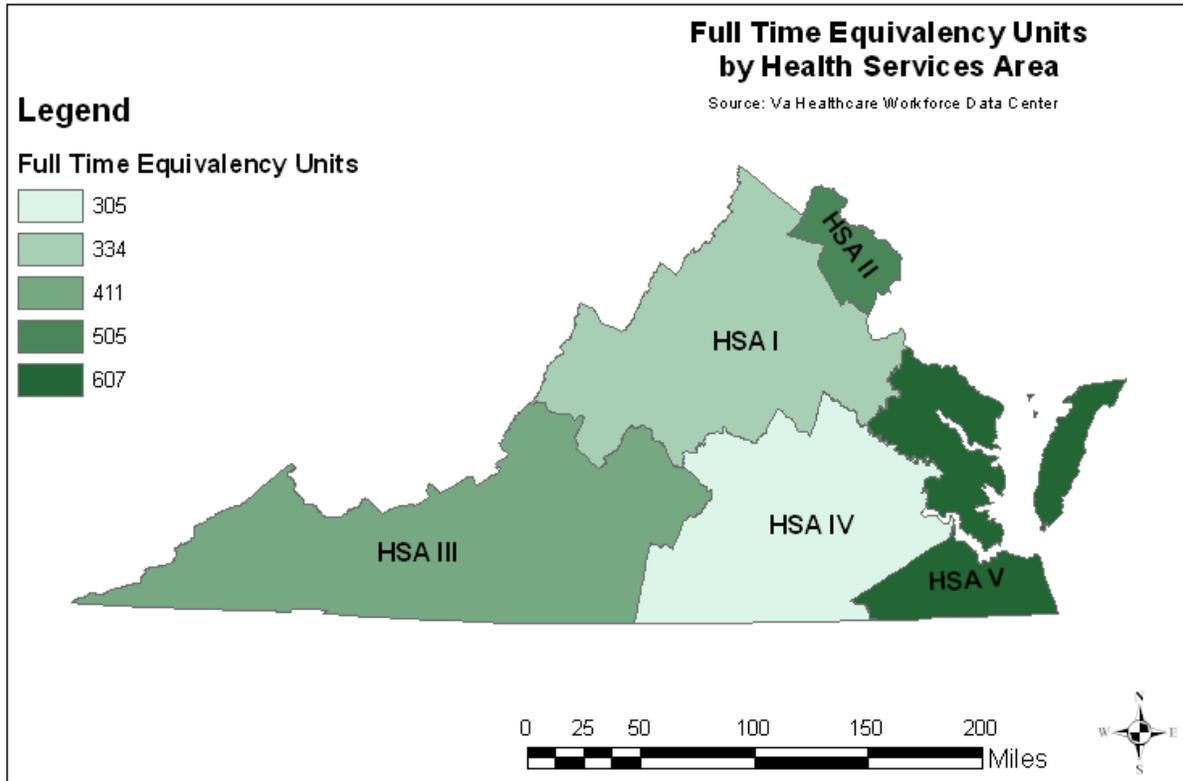
Source: Va. Healthcare Workforce Data Center

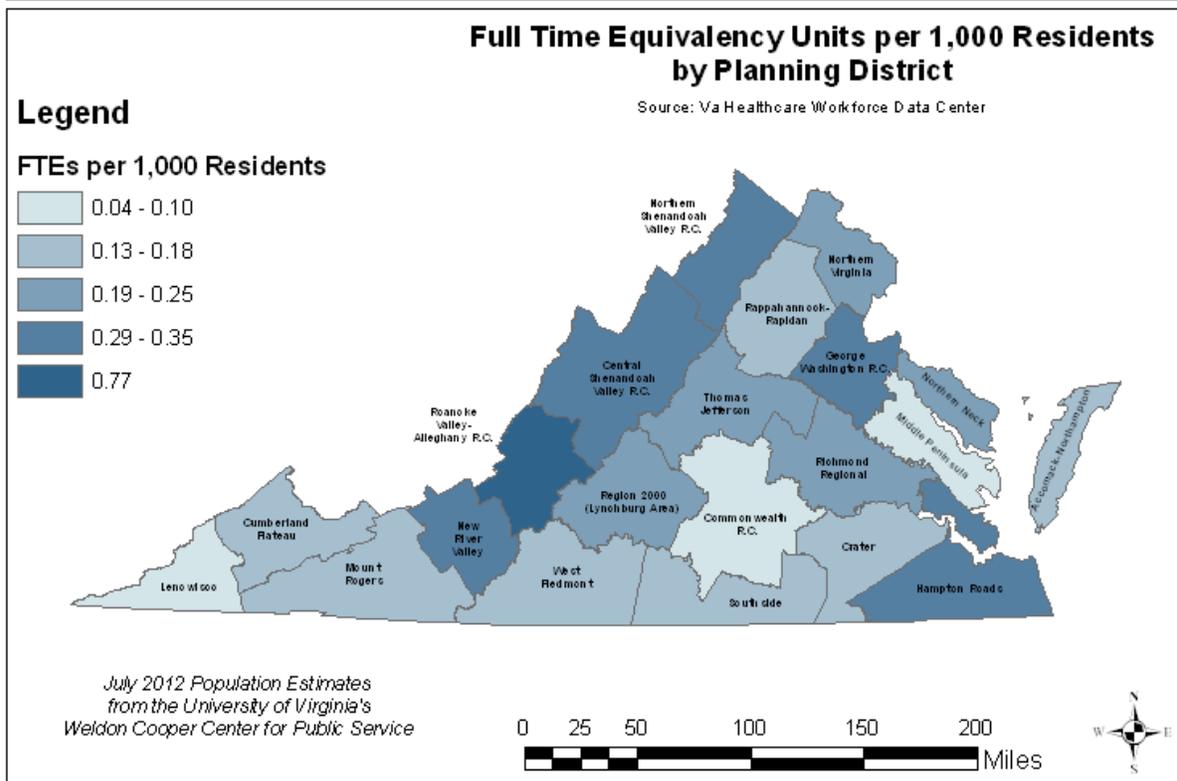
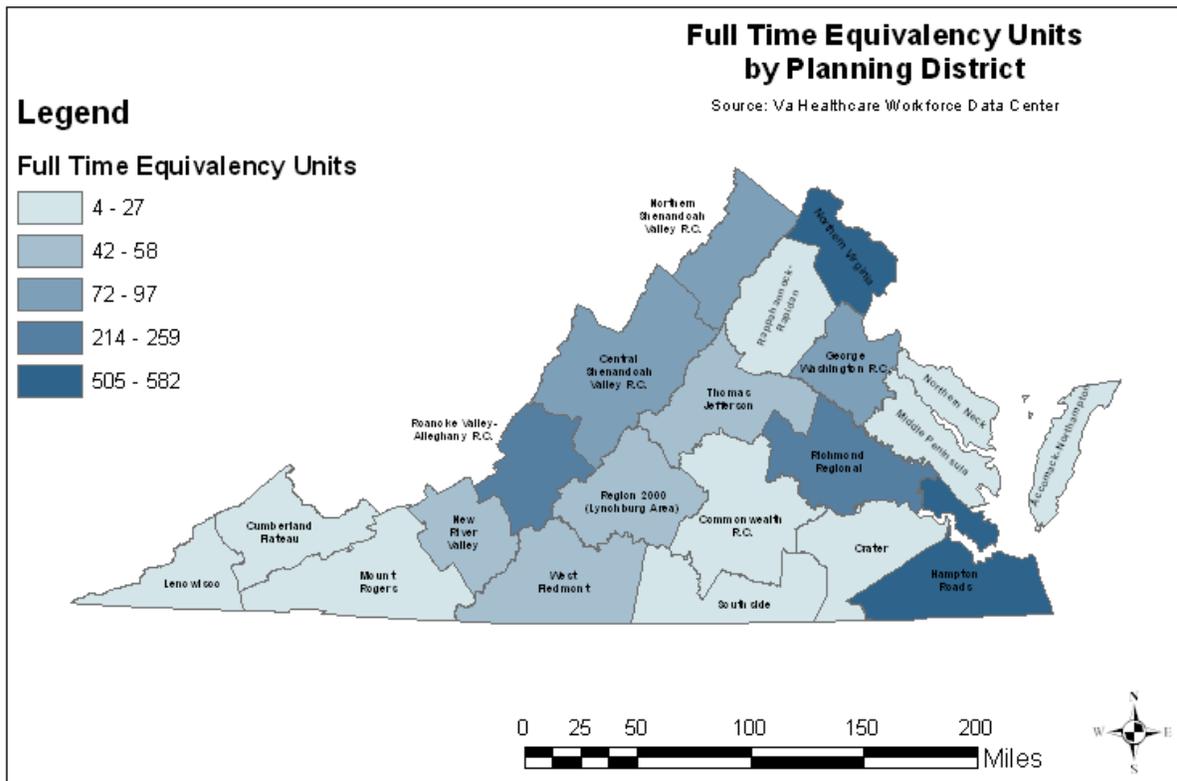
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant).











Appendix

Weights

| Rural Status | Location Weight | | | Total Weight | |
|---|-----------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Metro, 1 million+ | 1,627 | 66.99% | 1.492661 | 1.269073 | 2.576672 |
| Metro, 250,000 to 1 million | 265 | 69.81% | 1.432432 | 1.217867 | 2.472704 |
| Metro, 250,000 or less | 231 | 66.23% | 1.509804 | 1.283649 | 2.606265 |
| Urban pop 20,000+, Metro adj | 26 | 61.54% | 1.625 | 1.465833 | 1.667731 |
| Urban pop 20,000+, nonadj | 0 | NA | NA | NA | NA |
| Urban pop, 2,500-19,999, Metro adj | 60 | 73.33% | 1.363636 | 1.159376 | 2.353947 |
| Urban pop, 2,500-19,999, nonadj | 33 | 66.67% | 1.5 | 1.275313 | 2.589341 |
| Rural, Metro adj | 21 | 80.95% | 1.235294 | 1.050258 | 2.132399 |
| Rural, nonadj | 7 | 71.43% | 1.4 | 1.305217 | 1.436815 |
| Virginia border state/DC | 388 | 55.41% | 1.804651 | 1.53433 | 3.115239 |
| Other US State | 294 | 45.92% | 2.177778 | 1.851566 | 3.75934 |

| Age | Age Weight | | | Total Weight | |
|--------------------|------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Under 30 | 379 | 36.94% | 2.707143 | 2.132399 | 3.75934 |
| 30 to 34 | 713 | 62.13% | 1.609481 | 1.267778 | 2.235045 |
| 35 to 39 | 540 | 69.26% | 1.44385 | 1.137311 | 2.005038 |
| 40 to 44 | 424 | 68.40% | 1.462069 | 1.151662 | 2.030338 |
| 45 to 49 | 296 | 70.61% | 1.416268 | 1.115585 | 1.966735 |
| 50 to 54 | 232 | 70.69% | 1.414634 | 1.114298 | 1.964466 |
| 55 to 59 | 164 | 75.00% | 1.333333 | 1.050258 | 1.851566 |
| 60 and Over | 205 | 68.29% | 1.464286 | 1.153408 | 2.033416 |

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$.

Overall Response Rate: 0.637657

