
Virginia's Physician Assistant Workforce: 2017

Healthcare Workforce Data Center

January 2018

Virginia Department of Health Professions
Healthcare Workforce Data Center
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2,752 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.

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Thank You!

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The Physician Assistant Workforce: At a Glance:

The Workforce

Licenses	3,958
Virginia's Workforce:	3,171
FTEs:	2,973

Background

Rural Childhood:	30%
HS Degree in VA:	42%
Prof. Degree in VA:	36%

Current Employment

Employed in Prof.:	97%
Hold 1 Full-time Job:	71%
Satisfied?:	96%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	87%

Education

Masters:	79%
Baccalaureate:	12%

Job Turnover

Switched Jobs in 2017:	11%
Employed over 2 yrs:	52%

Demographics

Female:	72%
Diversity Index:	32%
Median Age:	38

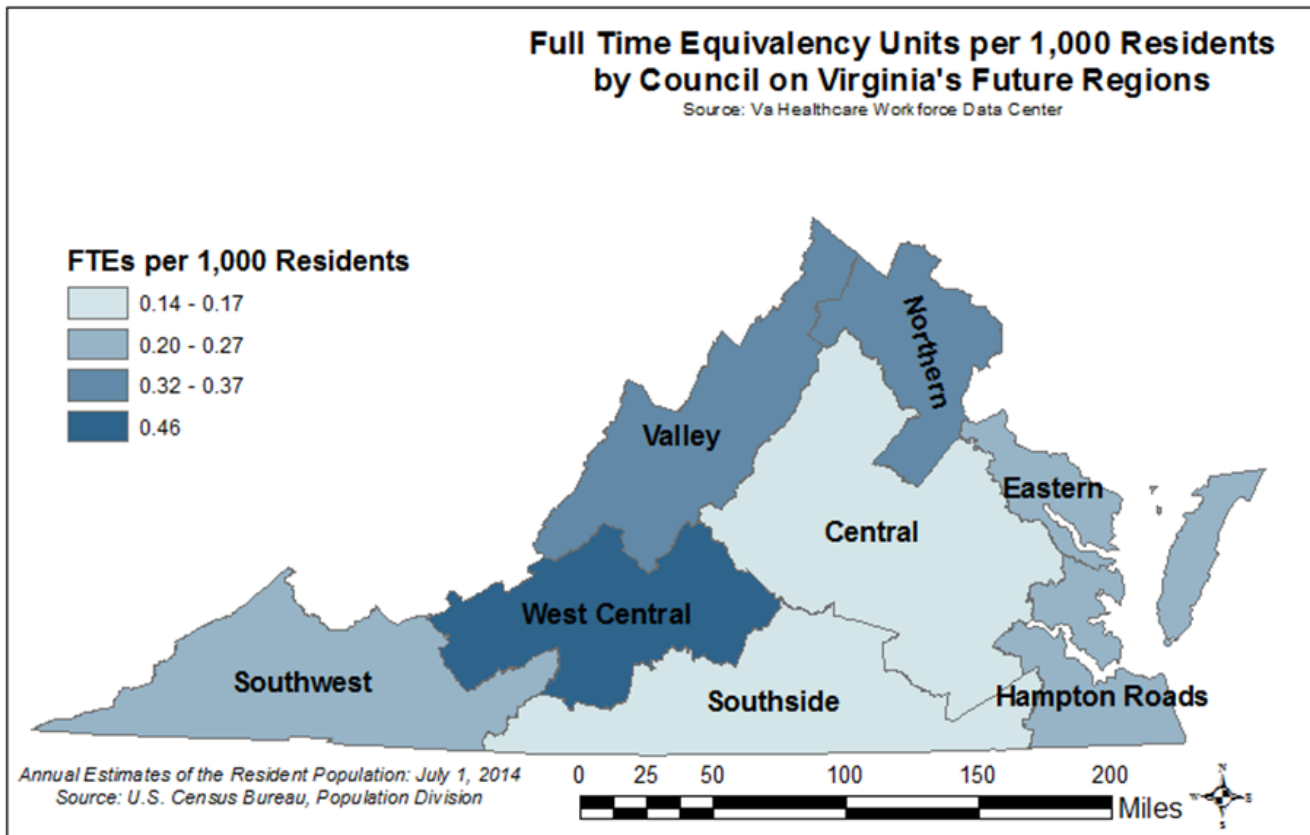
Finances

Median Inc.:	\$100k-\$110k
Health Benefits:	73%
Under 40 w/ Ed debt:	73%

Primary Roles

Patient Care:	92%
Administration:	2%
Education:	2%

Source: Va. Healthcare Workforce Data Center



Nearly 2,752 physician assistants voluntarily took part in the 2017 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 70% of the 3,958 physician assistants who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 3,171 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 2,973 "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).

72% of physician assistants are female. The median age of all physician assistants is 38. In a random encounter between two physician assistants, there is a 32% 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 56%. Meanwhile, for physician assistants who are under the age of 40, the diversity index decreases to 29%.

Nearly one-third of physician assistants grew up in a rural area, and 15% 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, nearly half of Virginia's physician assistant workforce has some educational background in the state.

79% of physician assistants have a master's degree as their highest professional degree, while 12% hold a baccalaureate degree. 73% 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 \$70,000 and \$80,000.

97% of physician assistants were employed in the profession at the time of the survey. 71% 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 \$100,000 and \$110,000, while one in four earn more than \$110,000 per year. In addition to monetary compensation, nearly 90% receive at least one employer-sponsored benefit, including 72% who receive employer-sponsored health insurance. 96% of physician assistants indicate they are satisfied with their current employment situation, including 67% who indicate they are "very satisfied".

71% of all physician assistants work in Northern Virginia, Hampton Roads or Central Virginia. 61% of physician assistants work in for-profit establishments, while 28% work in the non-profit sector. With respect to establishment type, about one-third of physician assistants work in a single-specialty group practice, while 13% 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.

44% of physician assistants expect to retire by the age of 65. Only 9% of the current workforce expect to retire in the next decade, while half the current workforce expects to retire by 2047. Over the next two years, only 5% of the current workforce plan on leaving either the state or the profession. Meanwhile, 11% expect to pursue additional educational opportunities, whereas 8% plan on spending more time in patient care activities.

Summary of Trends

The number of licensed physician assistants has grown by 34% since 2013. Similarly, the number in the Virginia workforce grew by 33%, from 2,382 in 2013 to 3,171 in 2017. Although the full time equivalency units provided by the workforce grew at a lesser rate, a 28% increase was still recorded. These trends also featured in the survey response rates which increased from 82% to 87% for eligible respondents.

The diversity trends in the profession is mixed. Whereas there is declining gender diversity as females' proportion increasing from 69% in 2013 to 72% of the workforce in 2017, the racial/ethnic diversity index increased from 29% to 32%, indicating increasing racial ethnic diversity in the profession. For those under age 40, the index increased from 26% to 29%. The median age of physician assistants has not changed much since 2013. It was 37 years until 2015 but increased to 38 in 2017. The percent under age 40 also dropped from 58% in 2013 to 57% in 2017 and the percent above age 55 increased from 11% to 12% in the same period. The percent of physician assistants working in rural areas also increased from 7% in 2013 to 8% in 2015 but is now back to 7% in 2017.

The educational attainment of the physician assistant workforce has increased over time. The percent with a Master's degree increased from 70% to 79%. In the same period, there was a decline in those holding a baccalaureate degree from 17% in 2013 to 12% in 2017. Thus, it is not surprising that the median education debt amount increased from between \$90,000 and \$100,000 in 2013 to between \$100,000 and \$110,000 in 2017. However, the percent with education debt declined from 63% to 60% in the same period. For those under age 40, the percent reporting education debt declined from 80% in 2013 to 73% in 2017.

The financial outlook also improved in other areas for physician assistants. The median income increased from between \$90,000 and \$100,000 to \$100,000 to \$110,000. The percent earning more than \$100,000 also increased from 38% in 2013 to 58% in 2017. The percent receiving health insurance increased from 71% to 73%. The three most reported specialty for the physician assistants remained the same. Emergency medicine, family medicine, and orthopedics were the three most mentioned specialty.

The job market for physician assistants has stayed positive over time. Ninety-seven percent were employed in the profession in all the three surveys and involuntary unemployment has stayed at 1% or less. The percent holding one full time job declined slightly from 72% to 71% and the percent reporting they are satisfied with their current employment situation declined from 97% to 96%. The establishment in which physician assistants are employed stayed constant between 2015 and 2017; 68% are still employed with for-profit and 28% with non-profit establishments. However, it declined from 2013 when 63% were employed in for-profit establishment and 24% were employed in non-profit establishment. The percent of physician assistants without hospital privilege increased from 39% to 43%.

The plans of physician assistants has changed only slightly. The percent expecting to retire by age 65 declined from 46% to 44% and the percent planning to retire at age 60 declined from 27% to 26%. The percent planning to retire within 2 years of the survey stayed at 2% whereas those planning to retire within a decade of the survey increased from 8% in 2013 to 9% in 2017. Those planning to increase their teaching hours declined from 13% to 11% between 2013 and 2017 whereas those planning on pursuing additional education declined from 15% to 11%.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	3,163	80%
New Licensees	416	11%
Non-Renewals	379	10%
All Licensees	3,958	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 87% of renewing physician assistants submitted a survey. These represent nearly two-thirds of physician assistants who held a license at some point in 2017.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	299	154	34%
30 to 34	323	595	65%
35 to 39	197	586	75%
40 to 44	147	442	75%
45 to 49	84	348	81%
50 to 54	46	233	84%
55 to 59	38	169	82%
60 and Over	72	225	76%
Total	1,206	2,752	70%
New Licenses			
Issued in 2017	416	0	0%
Metro Status			
Non-Metro	31	133	81%
Metro	738	2,102	74%
Not in Virginia	437	514	54%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physician Asst.

Number:	3,958
New:	11%
Not Renewed:	10%

Survey Response Rates

All Licensees:	70%
Renewing Practitioners:	87%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,752
Response Rate, all licensees	70%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2017.
- 2. Target Population:** All physician assistants who held a Virginia license at some point in 2017.
- 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 2017.

At a Glance:

Workforce

2017 Workforce: 3,171
 FTEs: 2,973

Utilization Ratios

Licensees in VA Workforce: 80%
 Licensees per FTE: 1.33
 Workers per FTE: 1.07

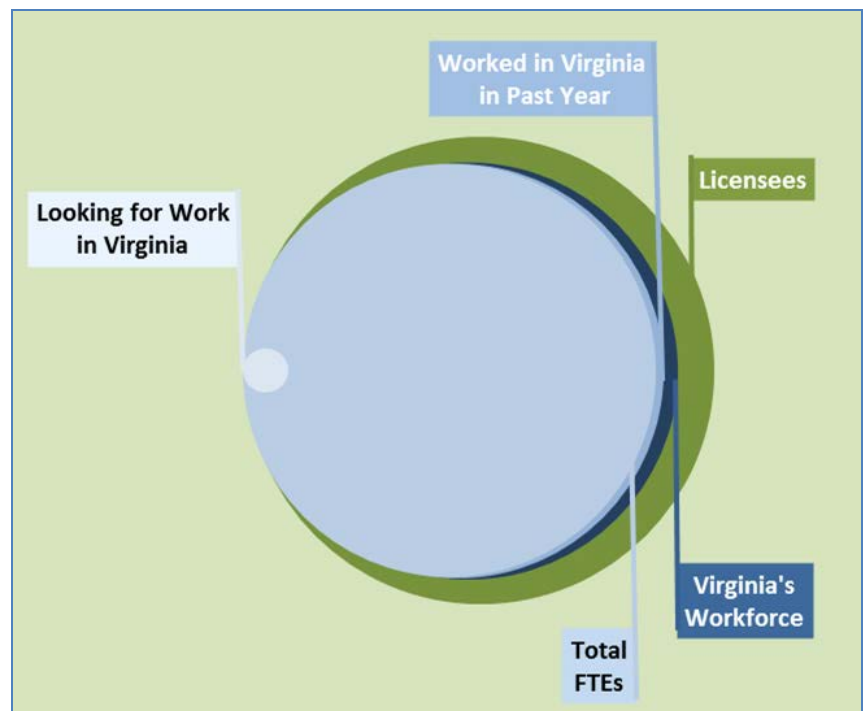
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2017 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	3,133	99%
Looking for Work in Virginia	37	1%
Virginia's Workforce	3,171	100%
Total FTEs	2,973	
Licensees	3,958	

Source: Va. Healthcare Workforce Data Center



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

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	54	15%	312	85%	366	13%
30 to 34	109	16%	580	84%	689	24%
35 to 39	114	20%	467	80%	581	20%
40 to 44	131	33%	271	67%	402	14%
45 to 49	126	42%	174	58%	299	10%
50 to 54	81	45%	100	55%	182	6%
55 to 59	70	49%	73	51%	144	5%
60 +	129	64%	71	36%	200	7%
Total	813	28%	2,049	72%	2,863	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 72%
 % Under 40 Female: 83%

Age
 Median Age: 38
 % Under 40: 57%
 % 55+: 12%

Diversity
 Diversity Index: 32%
 Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

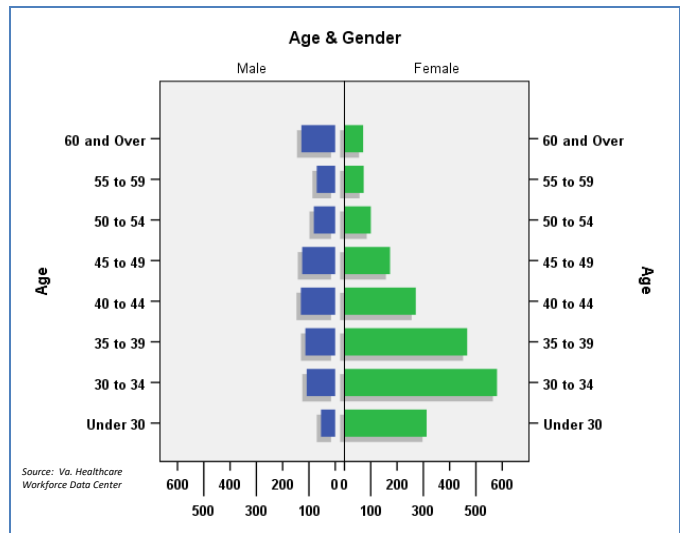
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Physician Assistants		Physician Asst. Under 40	
	%	#	%	#	%
White	63%	2,334	82%	1,358	84%
Black	19%	151	5%	65	4%
Asian	6%	131	5%	76	5%
Other Race	0%	39	1%	12	1%
Two or more races	3%	72	3%	39	2%
Hispanic	9%	123	4%	70	4%
Total	100%	2,849	100%	1,621	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2015.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two physician assistants, there is a 32% 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 56%.

72% 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 38. Meanwhile, 57% of physician assistants are under the age of 40, while 12% are over the age of 55.



At a Glance:

Childhood

Urban Childhood: 12%
 Rural Childhood: 30%

Virginia Background

HS in Virginia: 42%
 Prof. Education in VA: 36%
 HS/Prof. Educ. in VA: 47%

Location Choice

% Rural to Non-Metro: 15%
 % Urban/Suburban to Non-Metro: 4%

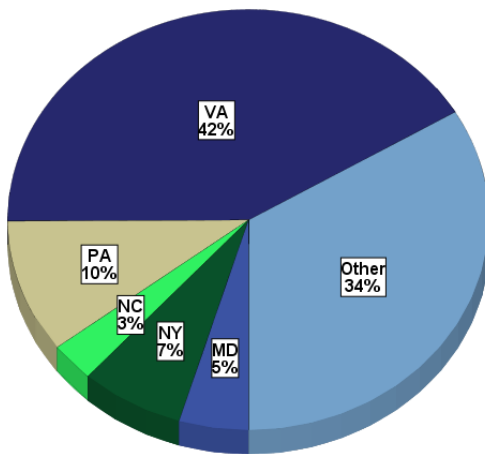
Source: Va. Healthcare Workforce Data Center

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+	21%	66%	13%
2	Metro, 250,000 to 1 million	49%	42%	9%
3	Metro, 250,000 or less	43%	51%	5%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	55%	24%	21%
6	Urban pop, 2,500-19,999, Metro adj	64%	30%	5%
7	Urban pop, 2,500-19,999, nonadj	79%	15%	6%
8	Rural, Metro adj	68%	26%	5%
9	Rural, nonadj	31%	69%	0%
Overall		30%	59%	12%

Source: Va. Healthcare Workforce Data Center

High School Location

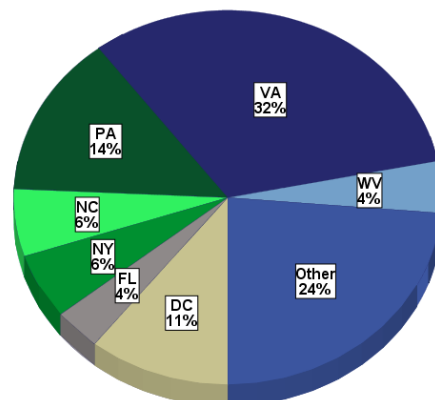


Source: Va. Healthcare Workforce Data Center

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

30% of physician assistants grew up in self-described rural areas, while 7% of the current physician assistant workforce works in non-Metro counties.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Top Ten States for Physician Assistant Recruitment

Rank	All Physician Assistants			
	High School	#	Professional School	#
1	Virginia	1,175	Virginia	1,009
2	Pennsylvania	290	Pennsylvania	391
3	New York	197	Washington, D.C.	264
4	Maryland	132	North Carolina	170
5	North Carolina	85	New York	150
6	Florida	81	West Virginia	119
7	Outside of U.S.	81	Florida	86
8	West Virginia	79	Nebraska	65
9	California	66	Tennessee	60
10	New Jersey	64	Georgia	57

Source: Va. Healthcare Workforce Data Center

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

Among physician assistants who were licensed in the past five years, 39% received their high school degree in Virginia, while 35% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	451	Virginia	399
2	Pennsylvania	135	Pennsylvania	170
3	New York	77	North Carolina	82
4	Maryland	49	Washington, D.C.	76
5	North Carolina	43	New York	64
6	Florida	41	Florida	48
7	California	37	West Virginia	47
8	Outside of U.S.	32	Tennessee	45
9	Michigan	29	Texas	20
10	New Jersey	28	Nebraska	19

Source: Va. Healthcare Workforce Data Center

20% of licensed physician assistants did not participate in Virginia's workforce in 2017. 97% worked at some point in the past year, and 90% currently work in the profession. 20% work for federal agencies, including 9% who are in the military.

At a Glance:

Not in VA Workforce

Total:	781
% of Licensees:	20%
Federal/Military:	20%
Va Border State/DC:	22%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Education

Masters Degree: 79%
 Baccalaureate Degree: 12%

Educational Debt

Carry debt: 60%
 Under age 40 w/ debt: 73%
 Median debt: \$70k-\$80k

Source: Va. Healthcare Workforce Data Center

Highest Professional Degree		
Degree	#	%
P.A. Certificate (Undergraduate)	80	3%
Associate	27	1%
Baccalaureate	325	12%
P.A. Certificate (Postgraduate)	132	5%
Masters	2,194	79%
Doctorate	27	1%
Total	2,785	100%

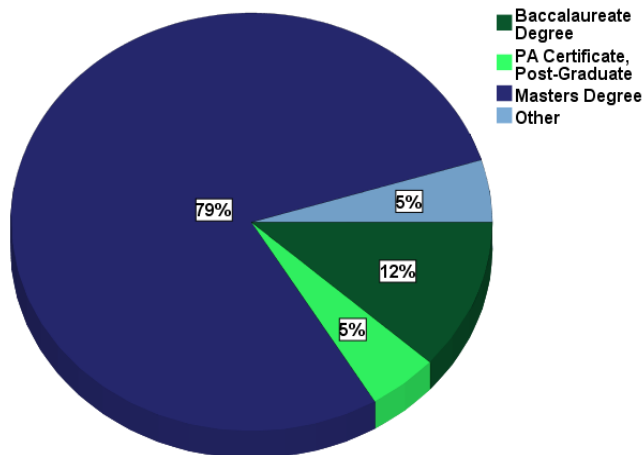
Source: Va. Healthcare Workforce Data Center

60% of all physician assistants currently carry educational debt, including 73% of those under age 40. For those who do have educational debt, the median amount is between \$70,000 and \$80,000.

Amount Carried	All		Under 40	
	#	%	#	%
None	1,048	40%	405	27%
Less than \$10,000	96	4%	50	3%
\$10,000-\$19,999	87	3%	44	3%
\$20,000-\$29,999	106	4%	57	4%
\$30,000-\$39,999	130	5%	77	5%
\$40,000-\$49,999	85	3%	58	4%
\$50,000-\$59,999	116	4%	75	5%
\$60,000-\$69,999	94	4%	66	4%
\$70,000-\$79,999	89	3%	69	5%
\$80,000-\$89,999	115	4%	91	6%
\$90,000-\$99,999	79	3%	61	4%
\$100,000-\$109,999	103	4%	84	6%
\$110,000 and more	461	18%	367	24%
Total	2,609	100%	1,505	100%

Source: Va. Healthcare Workforce Data Center

Highest Degree in Physical Therapy



Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialties

Emergency Medicine: 18%
 Family Medicine: 15%
 Orthopedics: 12%

Secondary Specialties

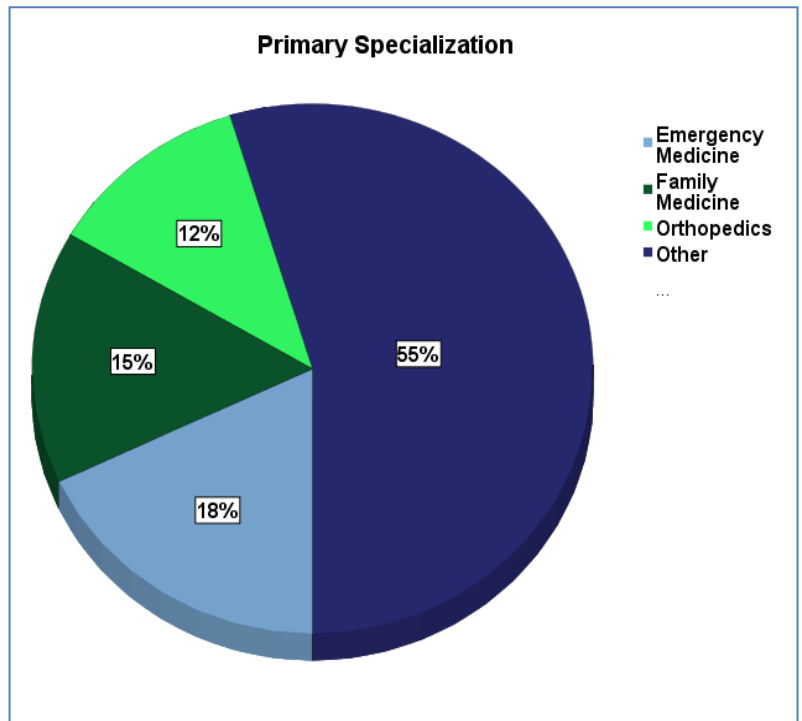
Family Medicine: 9%
 Emergency Medicine: 8%
 Orthopedics: 4%

Source: Va. Healthcare Workforce Data Center

Specialty	Specialties			
	Primary Specialty		Secondary Specialty	
	#	%	#	%
Emergency Medicine	509	18%	175	8%
Family Medicine	436	15%	196	9%
Orthopedics	333	12%	79	4%
Internal Medicine	153	5%	77	3%
Dermatology	131	5%	26	1%
Cardiovascular Surgery	96	3%	30	1%
Cardiology	85	3%	34	2%
General Surgery	76	3%	38	2%
Hospital Medicine	76	3%	45	2%
Psychiatry	65	2%	18	1%
All Other Specialties	678	24%	494	22%
No Specialty	186	7%	1,030	46%
Total	2,824	100%	2,241	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: <1%

Positions Held

1 Full-time: 71%
 2 or More Positions: 16%

Weekly Hours:

40 to 49: 50%
 60 or more: 5%
 Less than 30: 8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	0	0%
Employed in profession	2,724	97%
Employed, NOT in profession	19	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	9	<1%
Voluntarily unemployed	59	2%
Retired	2	<1%
Total	2,813	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	70	3%
One Part-Time Position	304	11%
Two Part-Time Positions	52	2%
One Full-Time Position	1,975	71%
One Full-Time Position & One Part-Time Position	351	13%
Two Full-Time Positions	9	<1%
More than Two Positions	35	1%
Total	2,796	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	70	2%
1 to 9 hours	23	1%
10 to 19 hours	77	3%
20 to 29 hours	138	5%
30 to 39 hours	572	20%
40 to 49 hours	1,397	50%
50 to 59 hours	392	14%
60 to 69 hours	97	3%
70 to 79 hours	27	1%
80 or more hours	25	1%
Total	2,819	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 16% have two or more positions. 48% 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		
	#	%
Volunteer Work Only	8	<1%
\$20,000 or less	17	1%
\$20,000-\$29,999	23	1%
\$30,000-\$39,999	32	1%
\$40,000-\$49,999	40	2%
\$50,000-\$59,999	66	3%
\$60,000-\$69,999	63	3%
\$70,000-\$79,999	82	4%
\$80,000-\$89,999	280	12%
\$90,000-\$99,999	367	16%
\$100,000-\$109,999	408	18%
\$110,000-\$119,999	301	13%
\$120,000 or more	634	27%
Total	2,321	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Hourly Earnings
 Median Income: \$100k-\$110k

Benefits
 Employer Health Insurance: 73%
 Employer Retirement: 73%

Satisfaction
 Satisfied: 96%
 Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Health Insurance	1,953	72%	73%
Retirement	1,943	71%	73%
Dental Insurance	1,740	64%	66%
Paid Sick Leave	1,535	56%	57%
Group Life Insurance	1,304	48%	49%
Signing/Retention Bonus	519	19%	20%
Receive at least one benefit*	2,390	88%	89%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median annual income for physician assistants is between \$100,000 and \$110,000. 88% of physician assistants receive at least one employer-sponsored benefit, including 73% who receive health insurance.

96% of physician assistants are satisfied with their jobs, including nearly seven out of ten who are very satisfied.

Job Satisfaction		
Level	#	%
Very Satisfied	1,869	67%
Somewhat Satisfied	811	29%
Somewhat Dissatisfied	79	3%
Very Dissatisfied	29	1%
Total	2,788	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	21	1%
Experience Voluntary Unemployment?	166	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	48	2%
Work two or more positions at the same time?	519	16%
Switch employers or practices?	340	11%
Experienced at least 1	888	28%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s physician assistants were involuntarily unemployed at some point in 2017. For comparison, Virginia’s average monthly unemployment rate was 3.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	55	2%	46	6%
Less than 6 Months	175	6%	83	11%
6 Months to 1 Year	271	10%	81	10%
1 to 2 Years	817	30%	217	28%
3 to 5 Years	685	25%	174	22%
6 to 10 Years	423	15%	99	13%
More than 10 Years	321	12%	78	10%
Subtotal	2,748	100%	778	100%
Did not have location	41		2,376	
Item Missing	382		16	
Total	3,171		3,171	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Unemployment Experience 2017
 Involuntarily Unemployed: 1%
 Underemployed: 2%

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

Employment Type
 Salary/Commission: 71%
 Hourly Wage: 29%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,647	71%
Hourly Wage	665	29%
By Contract	0	0%
Business/ Practice Income	0	0%
Unpaid	9	0%
Subtotal	2,321	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.4% in December to 4.2% in January 2017. At the time of this publication, results from December were preliminary.

At a Glance:

Concentration

Top Region:	31%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more (2017):	25%
2 or more (Now*):	26%

Source: Va. Healthcare Workforce Data Center

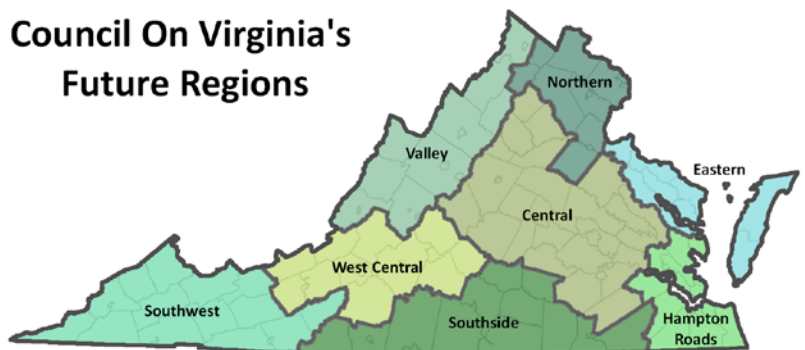
71% of physician assistants work in one of three regions: Northern Virginia, Hampton Roads or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region ²	Primary Location		Secondary Location	
	#	%	#	%
Central	449	16%	111	14%
Eastern	30	1%	8	1%
Hampton Roads	653	24%	176	22%
Northern	841	31%	210	27%
Southside	65	2%	21	3%
Southwest	97	4%	29	4%
Valley	178	6%	46	6%
West Central	383	14%	108	14%
Virginia Border State/DC	26	1%	25	3%
Other US State	22	1%	48	6%
Outside of the US	2	0%	1	0%
Total	2,746	100%	783	100%
Item Missing	385		13	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



74% of physician assistants had just one work location in 2017, while another 25% had two or more work locations during the year.

Locations	Number of Work Locations			
	Work Locations in 2017		Work Locations Now*	
	#	%	#	%
0	41	1%	65	2%
1	2,335	74%	1,979	71%
2	398	13%	368	13%
3	278	9%	255	9%
4	40	1%	36	1%
5	26	1%	28	1%
6 or More	53	2%	43	2%
Total	3,171	100%	2,774	100%

*At the time of survey completion, December 2017.

Source: Va. Healthcare Workforce Data Center

² These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,601	61%	471	63%
Non-Profit	731	28%	217	29%
State/Local Government	90	3%	25	3%
Veterans Administration	74	3%	6	1%
U.S. Military	120	5%	22	3%
Other Federal Gov't	28	1%	8	1%
Total	2,644	100%	749	100%
Did not have location	41		2,376	
Item Missing	485		45	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

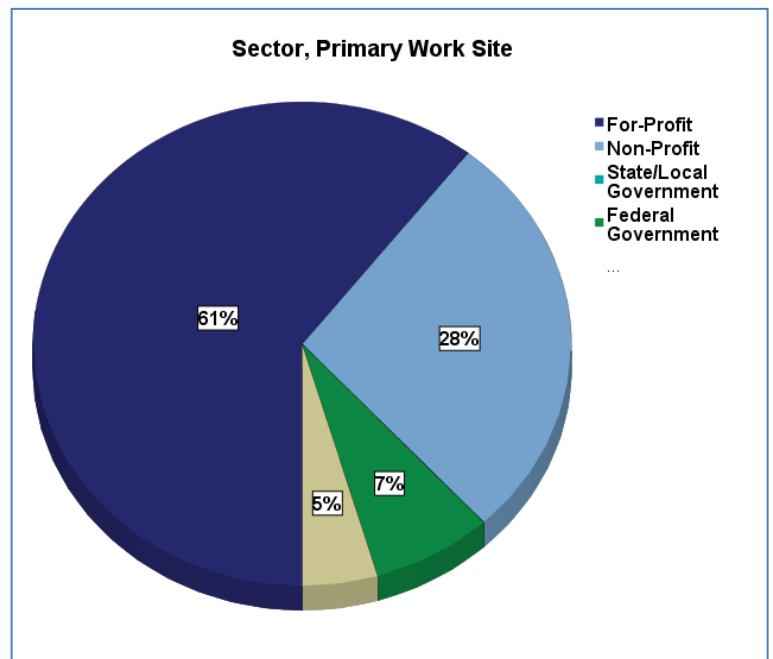
For Profit:	61%
Federal:	8%

Top Establishments

Group Practice: (Single Specialty)	32%
Hospital: (Emergency Dept.)	13%
Group Practice: (Multi-Specialty)	11%

Source: Va. Healthcare Workforce Data Center

61% of physician assistants work in for-profit establishments, while another 28% work at non-profit institutions. Meanwhile, 8% of physician assistants work for the federal government.



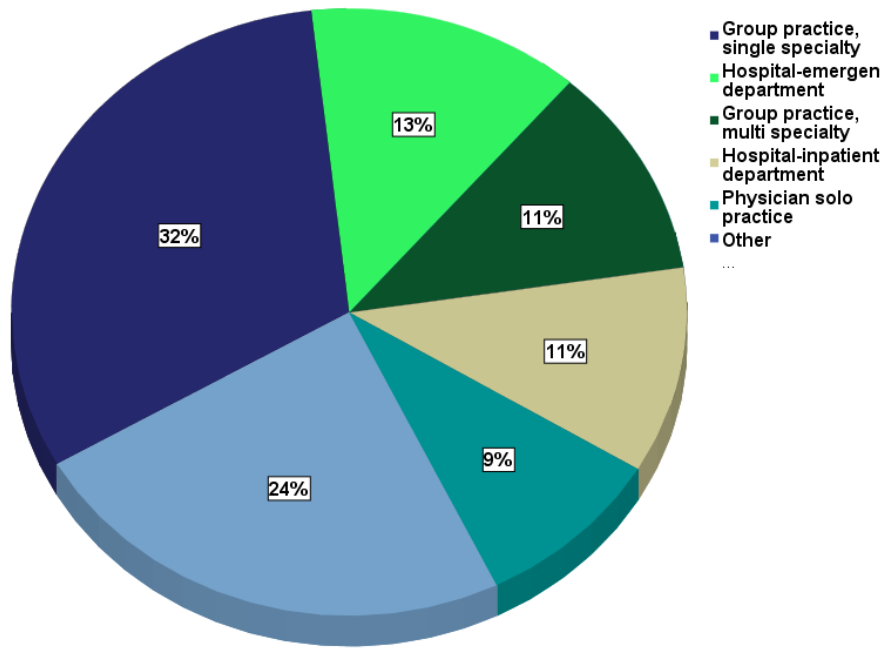
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice (Single Specialty)	816	32%	160	22%
Hospital (Emergency Dept.)	340	13%	159	22%
Group Practice (Multi-Specialty)	292	11%	43	6%
Hospital (Inpatient Dept.)	285	11%	86	12%
Physician (Solo Practice)	237	9%	65	9%
Hospital (Outpatient Dept.)	164	6%	29	4%
Community Clinic/Outpatient Care Center	104	4%	41	6%
Academic Institution (Teaching/Research)	77	3%	22	3%
Academic Institution (Patient Care)	50	2%	12	2%
Nursing home/Long Term Care Facility	23	1%	5	1%
All Other Types	200	8%	105	14%
Total	2,587	100%	726	100%
Does not have location	41		2,376	

Source: Va. Healthcare Workforce Data Center

43% of physician assistants work in a group practice, including close to a third who work in a group practice with a single specialty. Meanwhile, nearly a third of physician assistants work in a hospital, including 13% who work in an emergency department.

Establishment Type, Primary Work Site



For those physician assistants with a secondary work location, 22% work in a group practice with a single specialty, while 22% 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):	72%
Minor Surgical Procedures:	56%

of Hospitals w/ Privileges

None:	43%
One:	31%
More than One:	26%

Source: Va. Healthcare Workforce Data Center

About one-third of physician assistants have hospital privileges at one hospital. In addition, just over one-quarter of physician assistants have privileges at multiple hospitals.

Tasks Performed

Task	#	%
Managed Care of Patients (Outpatient)	1,690	72%
Minor Surgical Procedures	1,308	56%
Manage Care of Patients (Inpatient)	779	33%
Supervise/Manage Other Clinical Staff	656	28%
First Assist at Surgery	536	23%
Supervise/Manage Other PAs	364	15%
At Least One Task Performed	2,350	

Source: Va. Healthcare Workforce Data Center

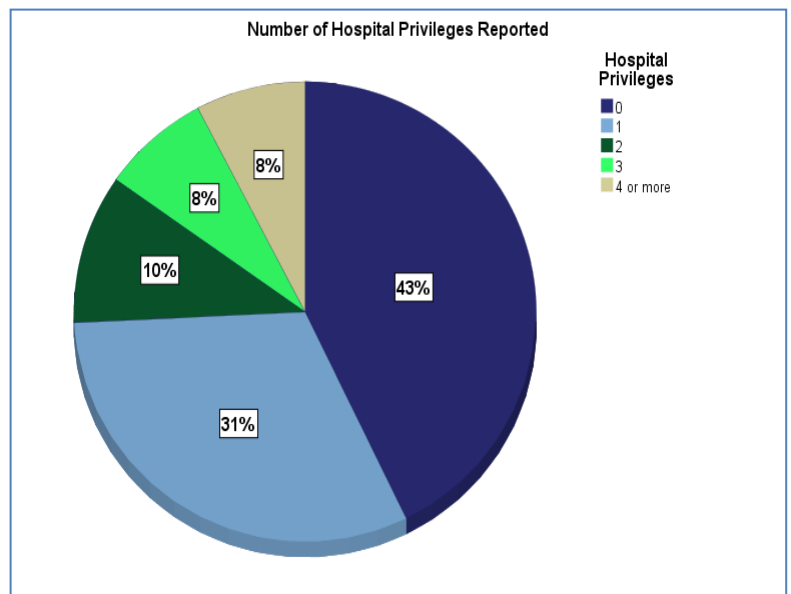
More than half of all physician assistants managed outpatient care and participated in minor surgical procedures at their place of work.

Hospital Privileges

# of Hospitals	#	%
None	1,136	43%
1	836	31%
2	279	10%
3	201	8%
4 or More	204	8%
Total	2,655	100%

Source: Va. Healthcare Workforce Data Center

Number of Hospital Privileges Reported



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

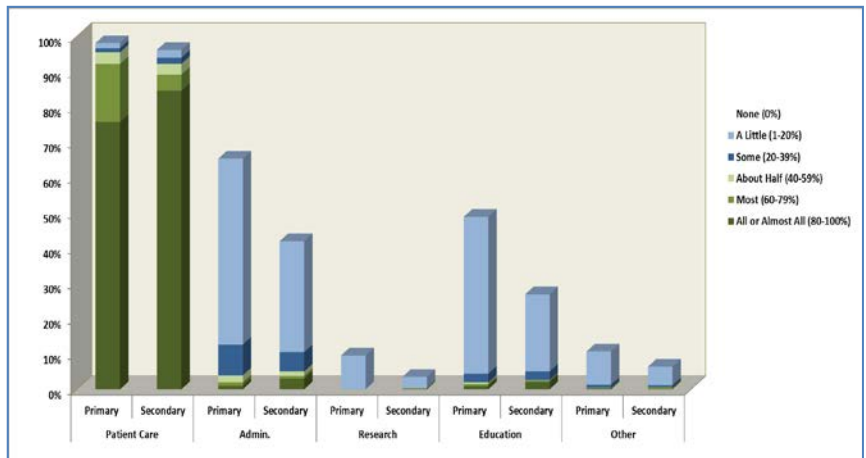
Patient Care: 92%
Administration: 2%
Education: 2%
Research: 0%

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%)	76%	85%	1%	3%	0%	0%	1%	2%	0%	0%
Most (60-79%)	16%	5%	1%	1%	0%	0%	1%	0%	0%	0%
About Half (40-59%)	3%	3%	2%	1%	0%	0%	0%	0%	0%	0%
Some (20-39%)	1%	2%	9%	5%	0%	0%	2%	2%	1%	1%
A Little (1-20%)	1%	2%	53%	31%	10%	3%	44%	22%	9%	5%
None (0%)	2%	4%	35%	58%	90%	97%	51%	73%	89%	94%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Median Weekly Visits

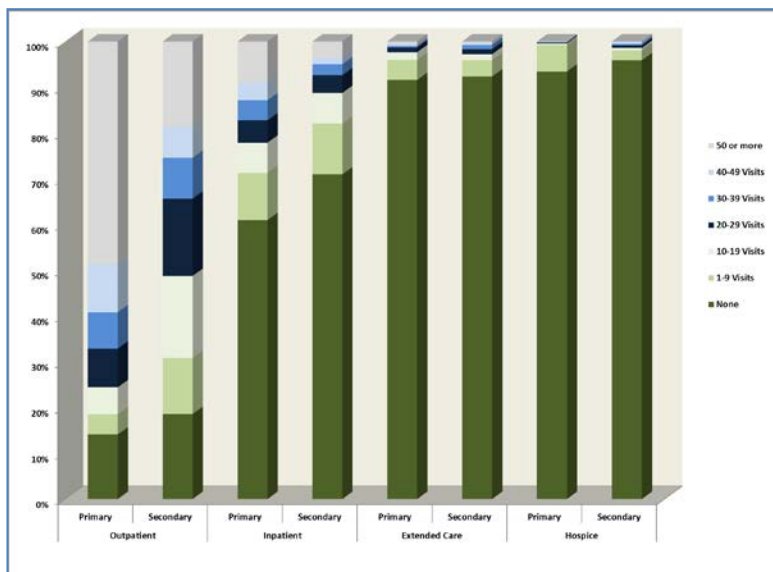
Outpatient: 40-49
 Inpatient: None
 Extended Care: None
 Hospice: None

% With Visits

Outpatient: 86%
 Inpatient: 39%
 Extended Care: 8%
 Hospice: 7%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

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	14%	19%	61%	71%	92%	92%	93%	96%
1-9 Visits	4%	12%	10%	11%	4%	4%	6%	2%
10-19 Visits	6%	18%	7%	7%	2%	1%	0%	1%
20-29 Visits	8%	17%	5%	4%	1%	1%	0%	1%
30-39 Visits	8%	9%	4%	2%	0%	1%	0%	0%
40-49 Visits	10%	7%	4%	1%	0%	0%	0%	1%
50 or More Visits	49%	19%	9%	4%	1%	0%	0%	0%

Source: Va. Healthcare Workforce Data Center

A typical physician assistant spends most of their patient care time in an outpatient setting. Nearly 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.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	79	3%	-	-
50 to 54	101	4%	3	1%
55 to 59	292	11%	23	5%
60 to 64	661	26%	93	20%
65 to 69	936	37%	195	43%
70 to 74	249	10%	75	17%
75 to 79	49	2%	13	3%
80 or over	31	1%	8	2%
I do not intend to retire	151	6%	43	10%
Total	2,550	100%	454	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Professionals

Under 65: 44%

Under 60: 19%

50 and over

Under 65: 26%

Under 60: 6%

Time until Retirement

Within 2 years: 2%

Within 10 years: 9%

Half the workforce: By 2047

Source: Va. Healthcare Workforce Data Center

44% of physician assistants expect to retire by the age of 65. Meanwhile, 19% expect to work until at least age 70, including 6% 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 31% 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, 11% of physician assistants plan on pursuing additional educational opportunities, and 11% plan on increasing teaching hours.

Future Plans

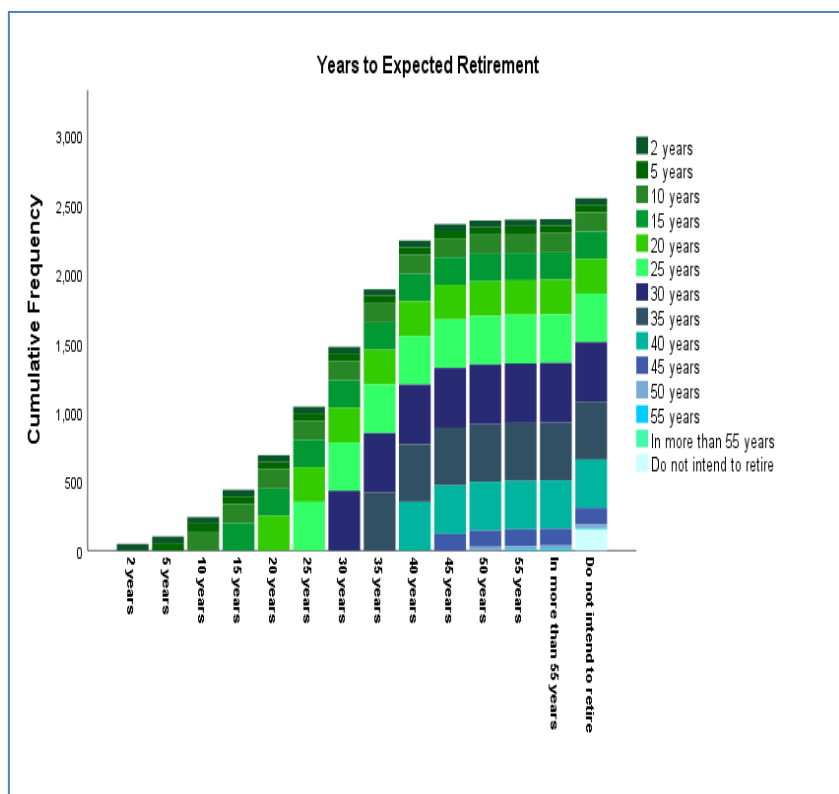
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	34	1%
Leave Virginia	116	4%
Decrease Patient Care Hours	241	8%
Decrease Teaching Hours	12	0%
Increase Participation		
Increase Patient Care Hours	264	8%
Increase Teaching Hours	348	11%
Pursue Additional Education	341	11%
Return to Virginia's Workforce	18	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 9% plan on retiring in the next ten years. Half of the current physician assistant workforce expects to be retired by 2047.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	48	2%	2%
5 years	54	2%	4%
10 years	139	5%	9%
15 years	198	8%	17%
20 years	251	10%	27%
25 years	352	14%	41%
30 years	432	17%	58%
35 years	417	16%	74%
40 years	352	14%	88%
45 years	120	5%	93%
50 years	25	1%	94%
55 years	8	0%	94%
In more than 55 years	3	0%	94%
Do not intend to retire	151	6%	100%
Total	2,550	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 2037. Peak retirement years will take place around 2047, when 17% of the current workforce expects to retire every five years. After 2047, retirements will not permanently fall below 10% of the current workforce during a five-year time interval until 2065.

At a Glance:

FTEs

Total: 2,973
Average: 0.95

Age & Gender Effect

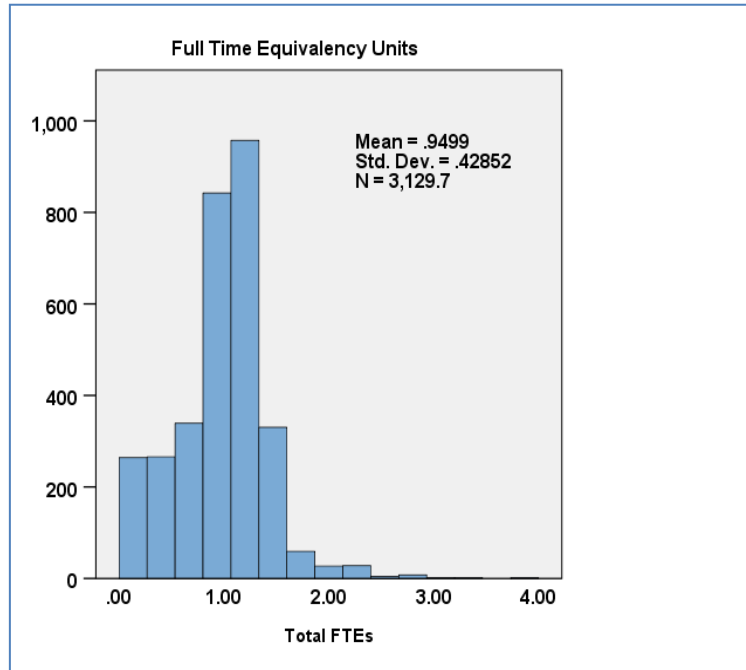
Age, Partial Eta²: 0.015
Gender, Partial Eta²: 0.014

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:

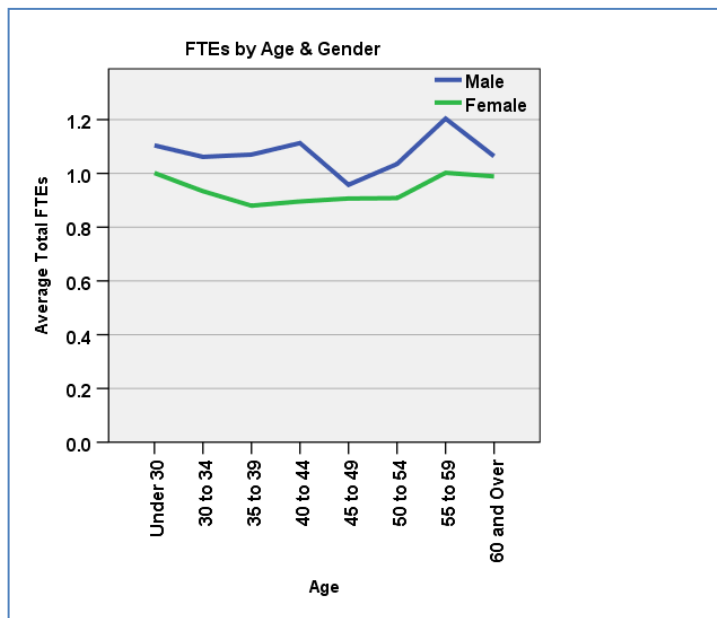


Source: Va. Healthcare Workforce Data Center

The average physician assistant provided 0.99 FTEs in 2017, 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

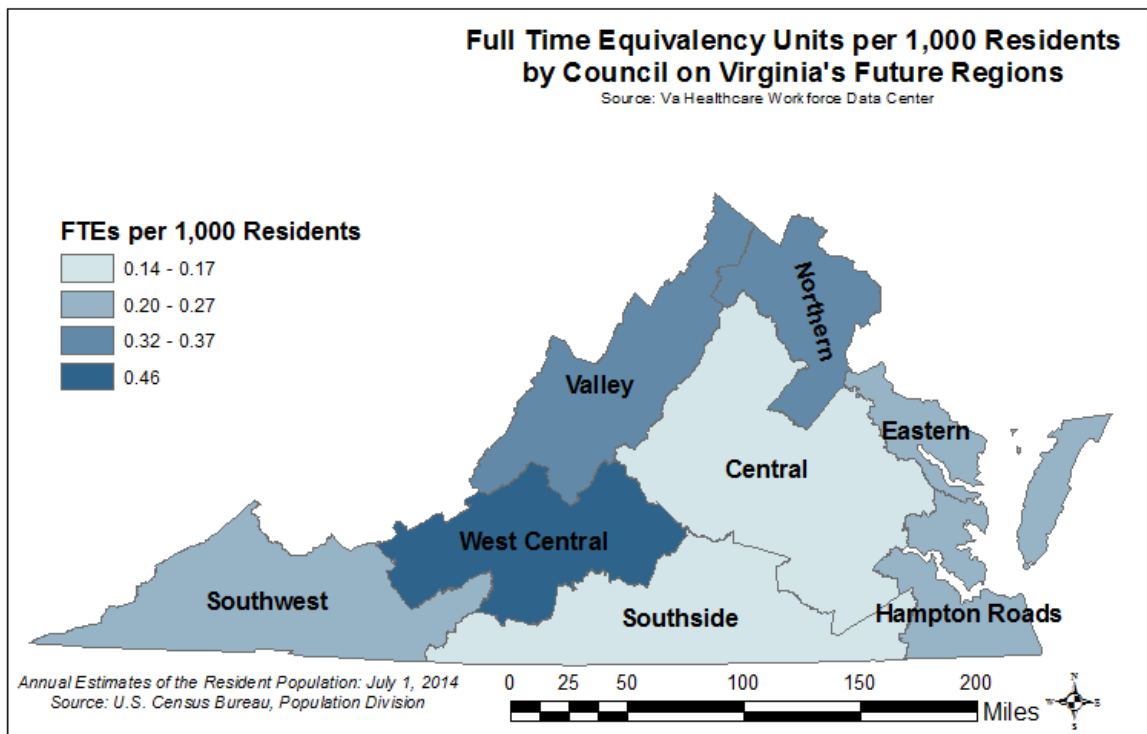
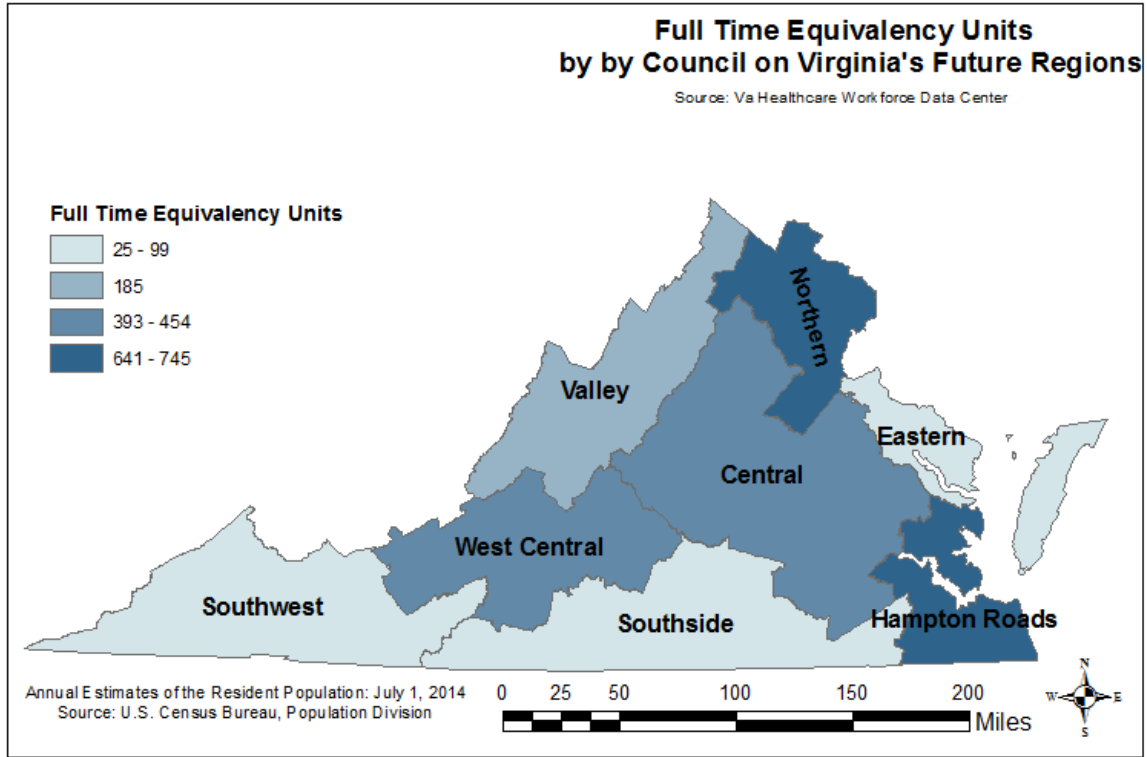
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	1.02	1.10
30 to 34	0.89	0.95
35 to 39	0.92	0.95
40 to 44	1.02	1.10
45 to 49	0.86	0.84
50 to 54	0.95	0.96
55 to 59	1.08	1.10
60 and Over	1.02	1.03
Gender		
Male	1.07	1.13
Female	0.93	0.95

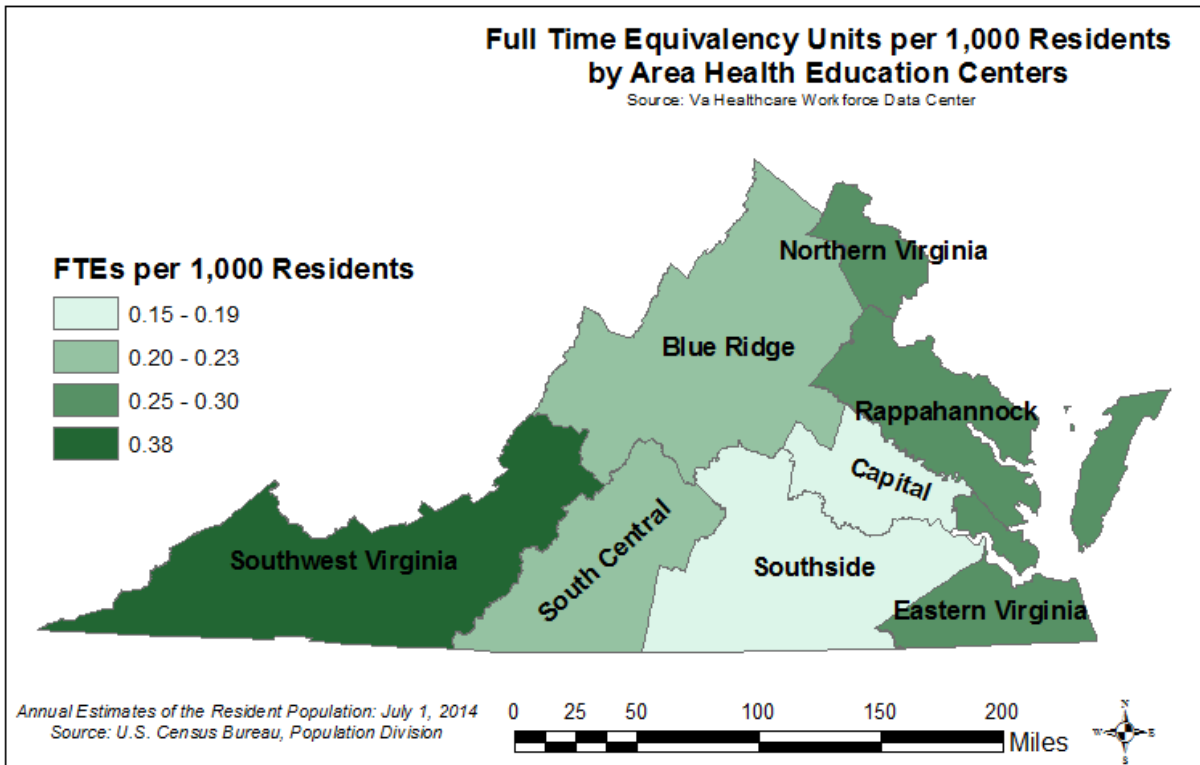
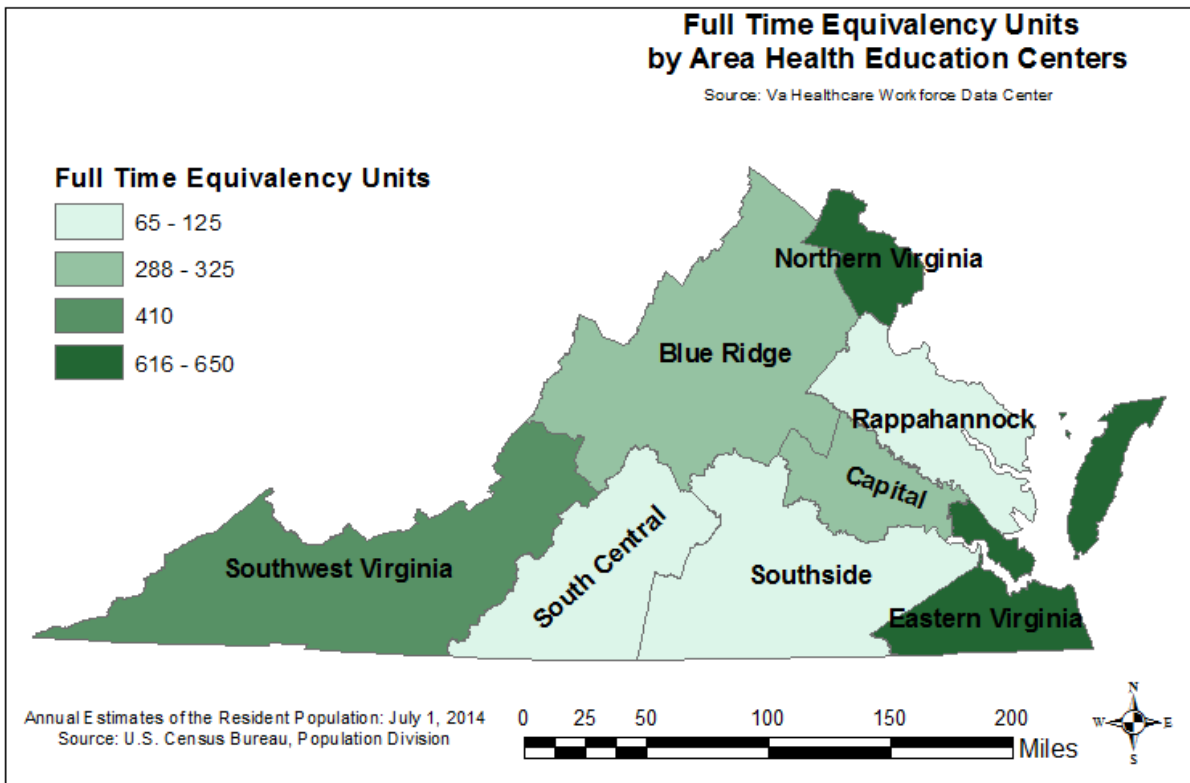
Source: Va. Healthcare Workforce Data Center

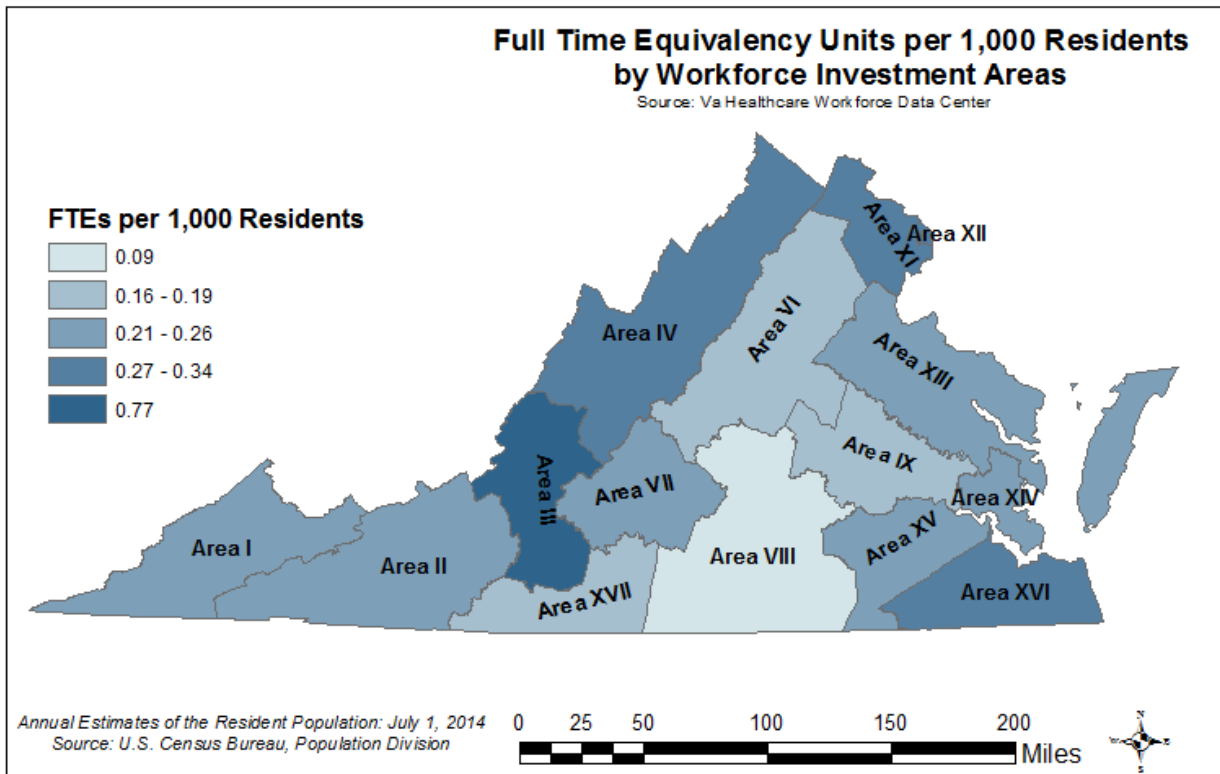
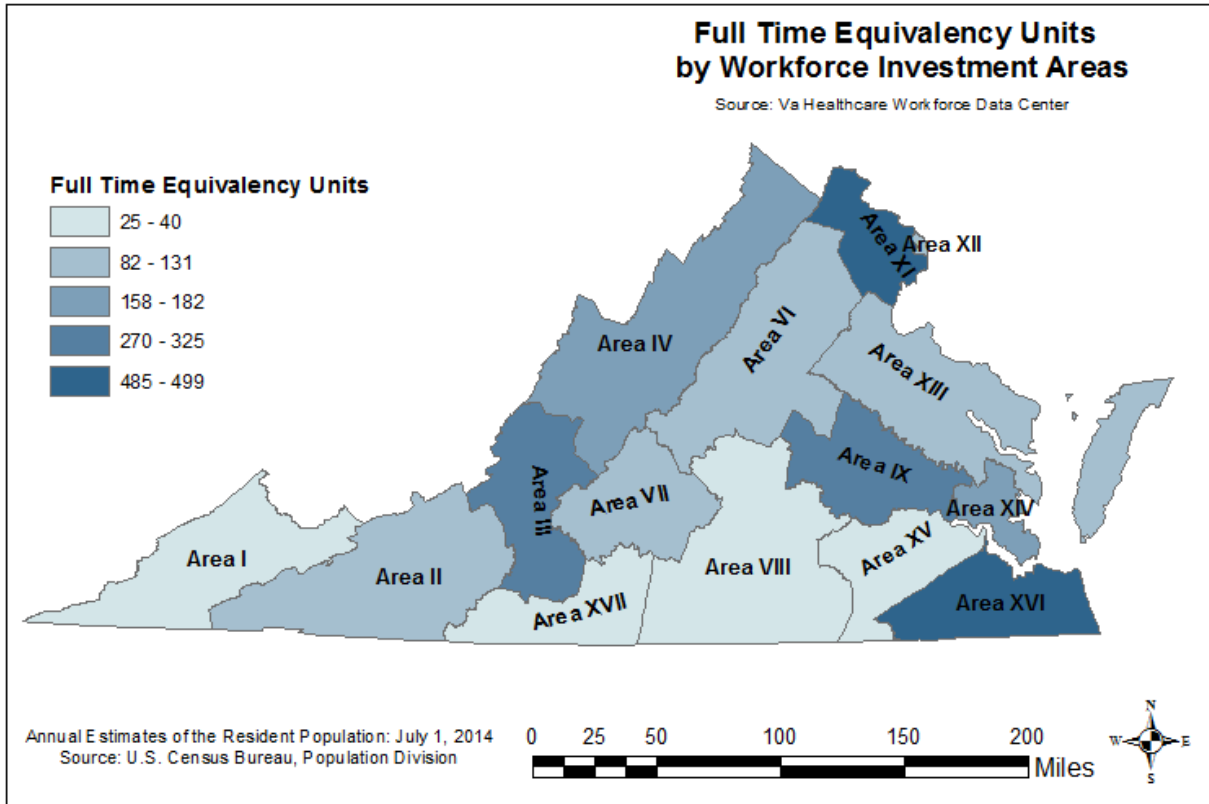


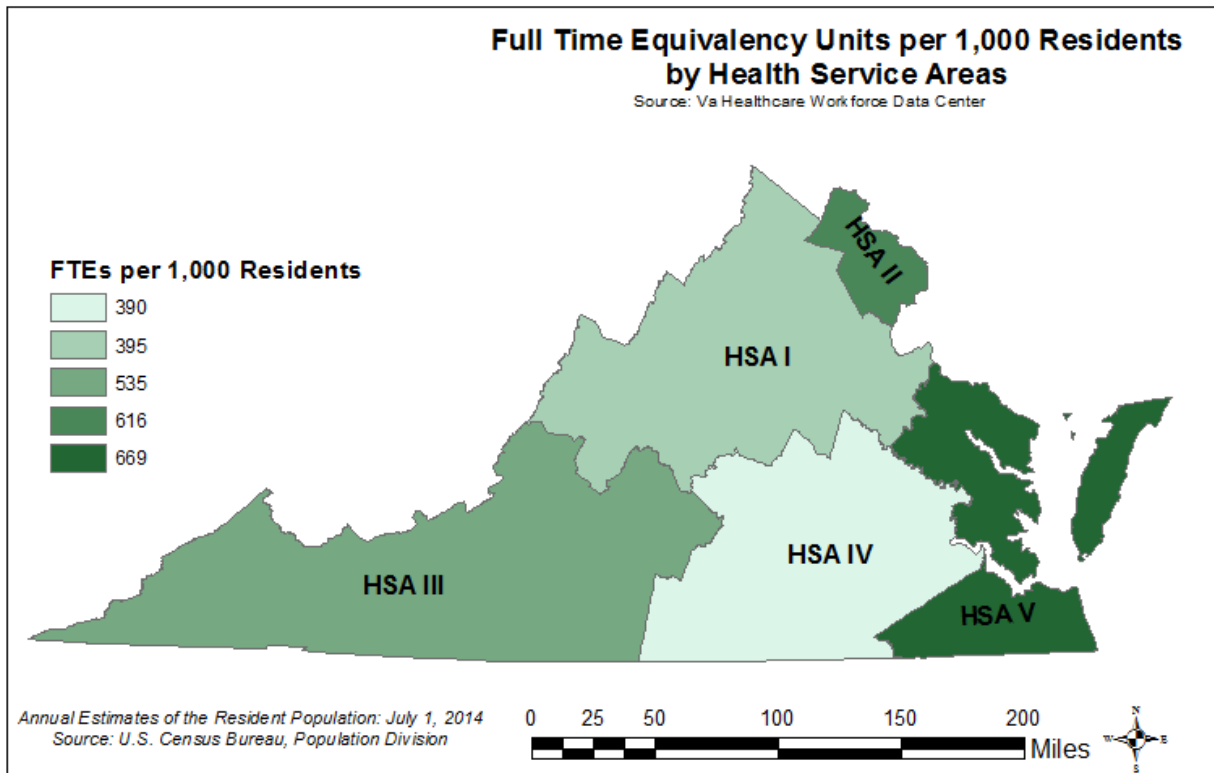
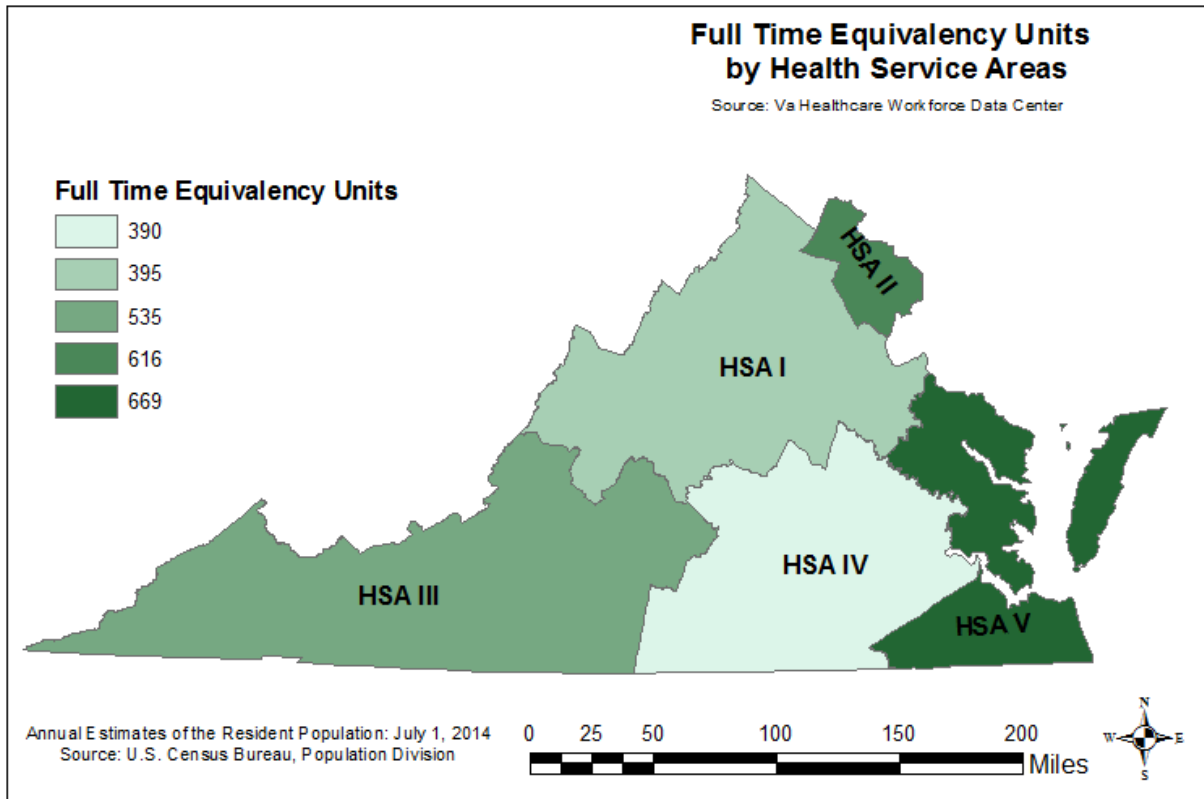
Source: Va. Healthcare Workforce Data Center

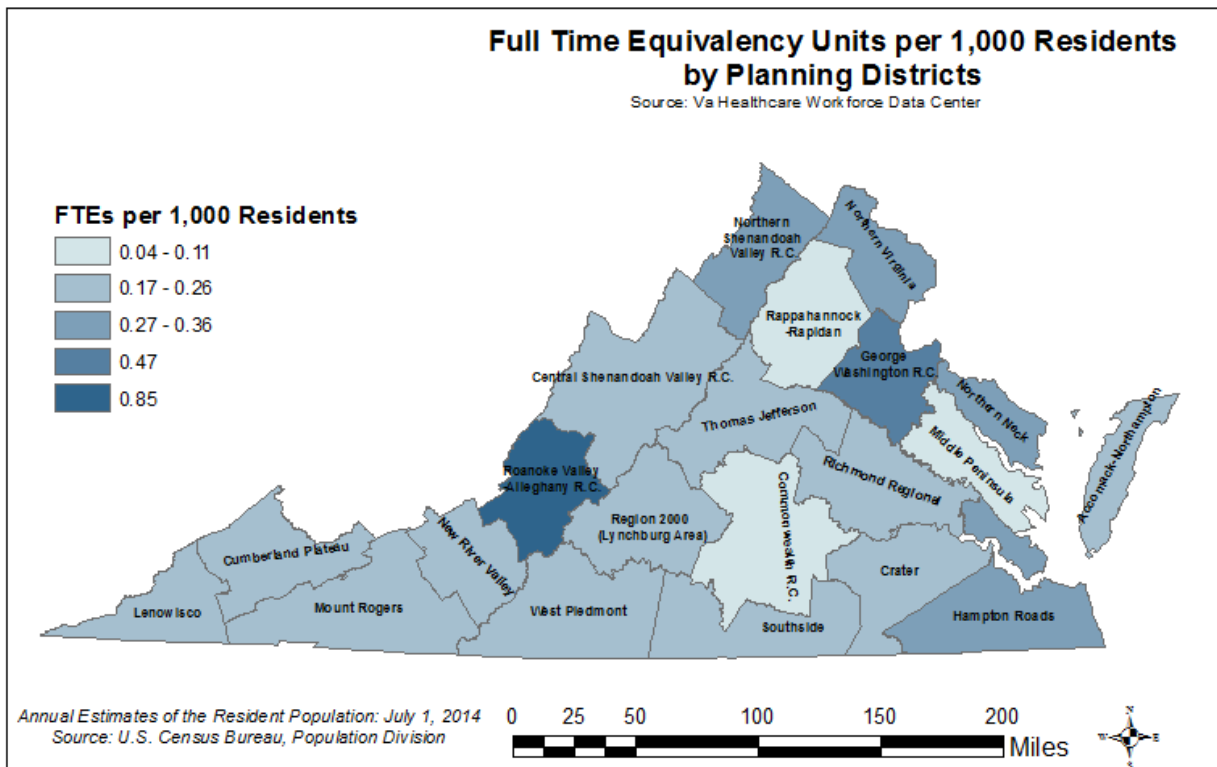
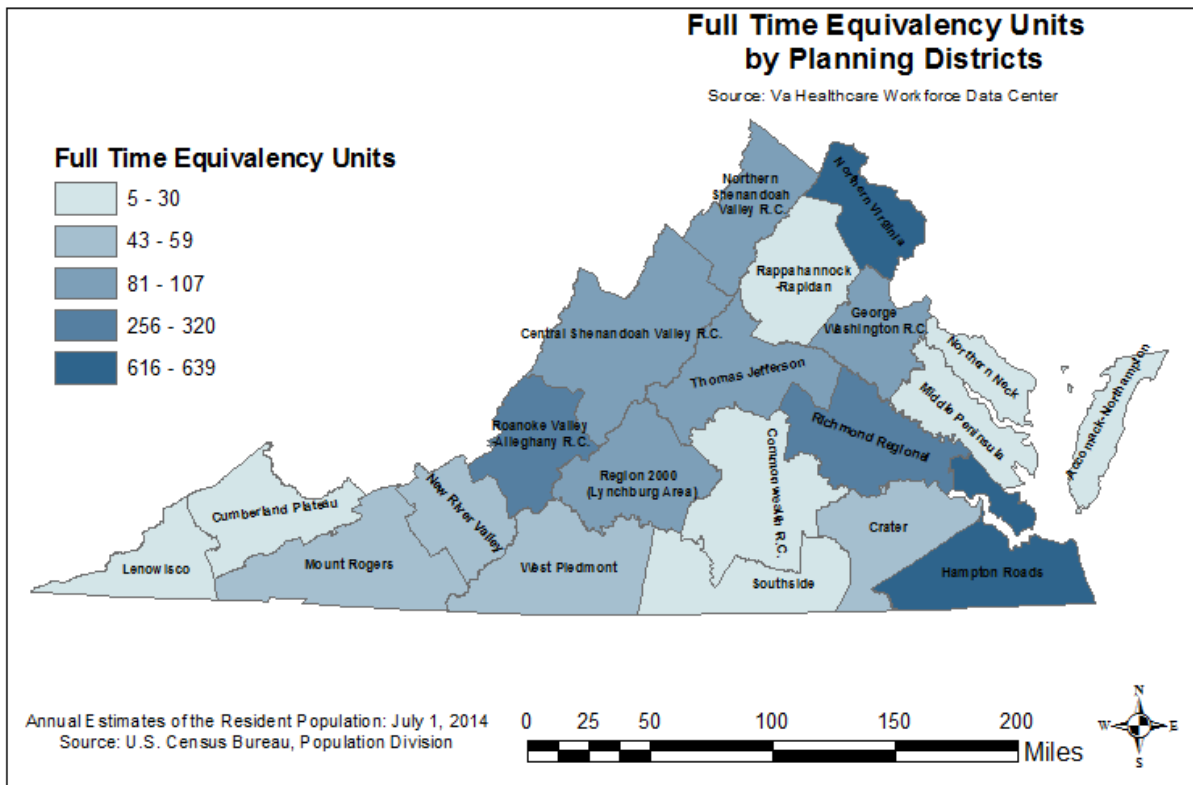
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2154	73.96%	1.352165725	1.125773043	2.765540635
Metro, 250,000 to 1 million	372	72.58%	1.377777778	1.147096878	2.817924134
Metro, 250,000 or less	314	76.11%	1.313807531	1.09383715	2.687087867
Urban pop 20,000+, Metro adj	27	77.78%	1.285714286	1.070447547	2.629629664
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	61	83.61%	1.196078431	0.995819396	2.446300363
Urban pop, 2,500-19,999, nonadj	40	85.00%	1.176470588	0.979494488	2.406197078
Rural, Metro adj	27	77.78%	1.285714286	1.070447547	2.629629664
Rural, nonadj	9	66.67%	1.5	1.248855472	1.393567614
Virginia border state/DC	483	58.39%	1.712765957	1.425998092	3.503064577
Other US State	468	49.57%	2.017241379	1.67949529	4.125798266

Source: Va. Healthcare Workforce Data Center

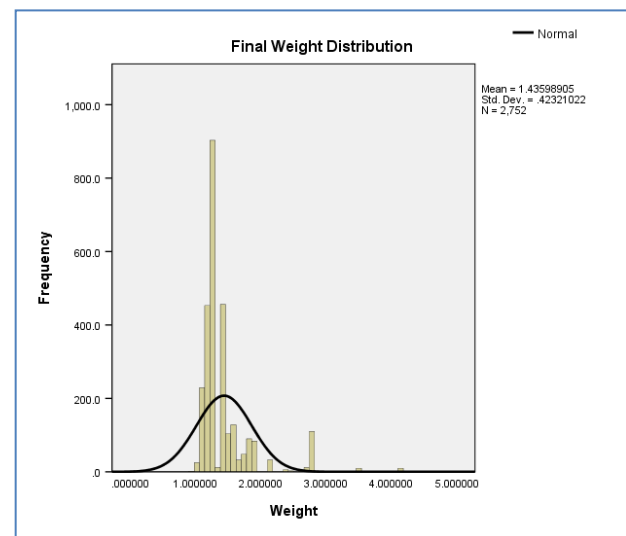
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	453	34.00%	2.941558442	2.406197078	4.125798266
30 to 34	918	64.81%	1.542857143	1.262058335	2.163994852
35 to 39	783	74.84%	1.336177474	1.092994207	1.87410817
40 to 44	589	75.04%	1.332579186	1.090050804	1.869061249
45 to 49	432	80.56%	1.24137931	1.015449235	1.741145284
50 to 54	279	83.51%	1.197424893	0.979494488	1.67949529
55 to 59	207	81.64%	1.224852071	1.001929941	1.717964355
60 and Over	297	75.76%	1.32	1.07976102	1.851417818

Source: Va. Healthcare Workforce Data Center

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: $\text{ageweight} \times \text{ruralweight} \times \text{response rate} = \text{final weight}$.

Overall Response Rate: 0.6953



Source: Va. Healthcare Workforce Data Center