
Virginia's Physician Assistant Workforce: 2021

Healthcare Workforce Data Center

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Nearly 4,000 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 their ongoing cooperation.

Thank You!

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The Physician Assistant Workforce At a Glance:

The Workforce

Licensees	5,549
Virginia's Workforce:	4,398
FTEs:	3,963

Background

Rural Childhood:	29%
HS Degree in VA:	43%
Prof. Degree in VA:	40%

Current Employment

Employed in Prof.:	95%
Hold 1 Full-Time Job:	73%
Satisfied?:	94%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	87%

Education

Masters:	83%
Baccalaureate:	8%

Job Turnover

Switched Jobs:	8%
Employed Over 2 Yrs.:	53%

Demographics

Female:	75%
Diversity Index:	33%
Median Age:	37

Finances

Median Inc.:	\$110k-\$120k
Health Benefits:	70%
Under 40 w/ Ed. Debt:	67%

Time Allocation

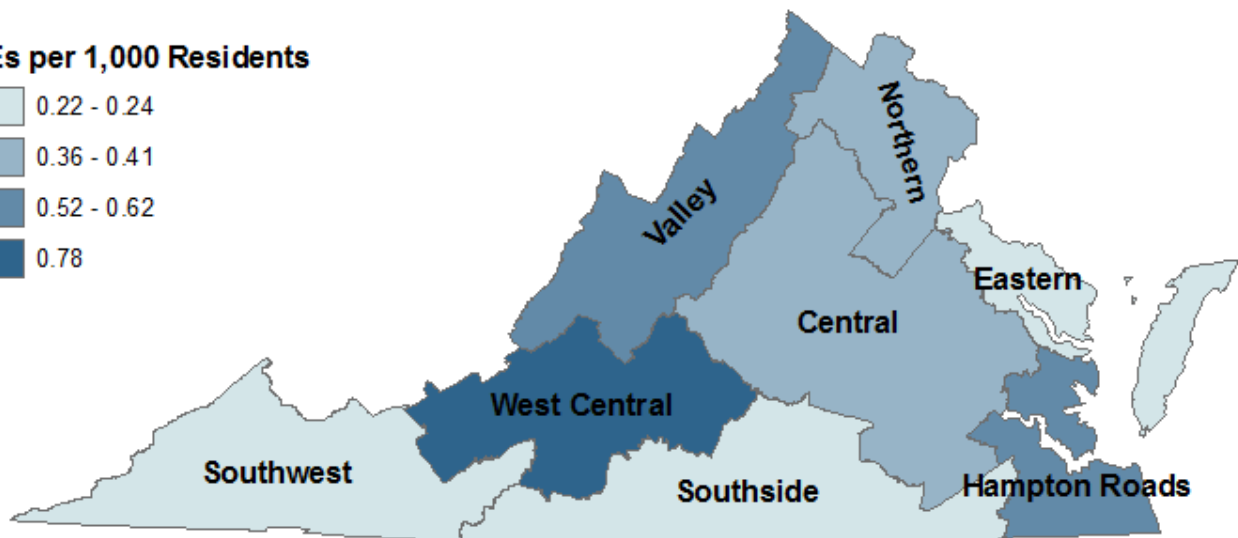
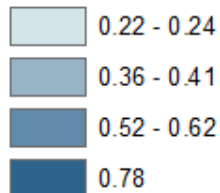
Patient Care:	90%-99%
Patient Care Role:	90%
Admin. Role:	2%

Source: Va. Healthcare Workforce Data Center

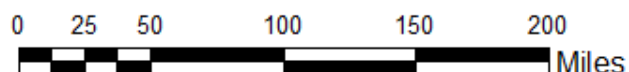
Full-Time Equivalency Units Provided by Physician Assistants per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2020
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2021 Physician Assistant Workforce survey. Nearly 4,000 physician assistants voluntarily took part in this 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 each physician assistant on odd-numbered years. These survey respondents represent 70% of the 5,549 physician assistants who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 4,398 physician assistants participated in Virginia's workforce during the survey period, which is defined as those professionals 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 assistants provided 3,963 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

Three-fourths of all physician assistants are female, including 83% of those who are under the age of 40. In a random encounter between two physician assistants, there is a 33% chance that they would be of different races or ethnicities, a measure known as the diversity index. For physician assistants who are under the age of 40, this diversity index falls to 29%. Both of these values are well below the comparable diversity index of 60% for Virginia's population as a whole. Nearly 30% of all physician assistants grew up in a rural area, and 14% of these professionals currently work in a non-metro area of the state. In total, 6% of all physician assistants work in a non-metro area of Virginia.

Among all physician assistants, 95% are currently employed in the profession, 73% hold one full-time job, and 50% work between 40 and 49 hours per week. Nine out of every ten physician assistants are employed in the private sector, including 58% who work at a for-profit enterprise. The typical physician assistant earns between \$110,000 and \$120,000 per year. In addition, 88% of physician assistants receive at least one employer-sponsored benefit, including 70% who have access to health insurance. More than 90% of physician assistants indicated that they are satisfied with their current work situation, including 58% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2015 physician assistant workforce. The number of licensed physician assistants in the state has increased by 57% (5,549 vs. 3,530). In addition, the size of Virginia's physician assistant workforce has also increased by 57% (4,398 vs. 2,801), and the number of FTEs provided by this workforce has increased by 44% (3,963 vs. 2,753). Virginia's renewing physician assistants are also more likely to respond to this survey (87% vs. 82%).

Virginia's physician assistants are more likely to be female (75% vs. 71%). In addition, the diversity index of this workforce has increased (33% vs. 31%) during a time in which Virginia's overall population has also become more diverse (60% vs. 55%). Physician assistants are less likely to have grown up in a rural area (29% vs. 31%), and this group of professionals is less likely to work in a non-metro area of Virginia (14% vs. 15%). In total, the percentage of all physician assistants who work in a non-metro area of the state has fallen (6% vs. 8%). Physician assistants are more likely to hold a Master's degree (83% vs. 76%) instead of a baccalaureate degree (8% vs. 13%) as their highest professional degree. Physician assistants are less likely to carry education debt (56% vs. 64%), but the median debt amount among those physician assistants with education debt has increased (\$90k-\$100k vs. \$60k-\$70k).

The median annual income of the physician assistant workforce has increased (\$110k-\$120k vs. \$90k-\$100k), and these professionals are more likely to receive this income in the form of a salary (75% vs. 69%) instead of an hourly wage (22% vs. 30%). In addition, physician assistants are more likely to receive at least one employer-sponsored benefit (88% vs. 86%). Physician assistants are relatively more likely to work in the non-profit sector (32% vs. 28%) instead of the for-profit sector (58% vs. 61%). At the same time, the annual rates of involuntary unemployment (4% vs. 1%) and underemployment (3% vs. 1%) have both increased. The percentage of physician assistants who indicated that they are satisfied at their primary work location has fallen (94% vs. 97%), and this decline is even larger among those physician assistants who indicated that they are "very satisfied" (58% vs. 69%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	4,452	80%
New Licensees	651	12%
Non-Renewals	446	8%
All Licensees	5,549	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly nine out of every ten renewing physician assistants submitted a survey. These represent 70% of all physician assistants who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2021 on the birth month of each practitioner.
- 2. Target Population:** All physician assistants who held a Virginia license at some point in 2021.
- 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 2021.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	538	336	38%
30 to 34	416	803	66%
35 to 39	259	805	76%
40 to 44	156	635	80%
45 to 49	102	425	81%
50 to 54	82	354	81%
55 to 59	37	227	86%
60 and Over	86	288	77%
Total	1,676	3,873	70%
New Licenses			
Issued in 2021	651	0	0%
Metro Status			
Non-Metro	56	195	78%
Metro	819	2,738	77%
Not in Virginia	801	940	54%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,873
Response Rate, All Licensees	70%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physician Asst.

Number: 5,549
 New: 12%
 Not Renewed: 8%

Survey Response Rates

All Licensees: 70%
 Renewing Practitioners: 87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2021 Workforce: 4,398
 FTEs: 3,963

Utilization Ratios

Licensees in VA Workforce: 79%
 Licensees per FTE: 1.40
 Workers per FTE: 1.11

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 2021 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.

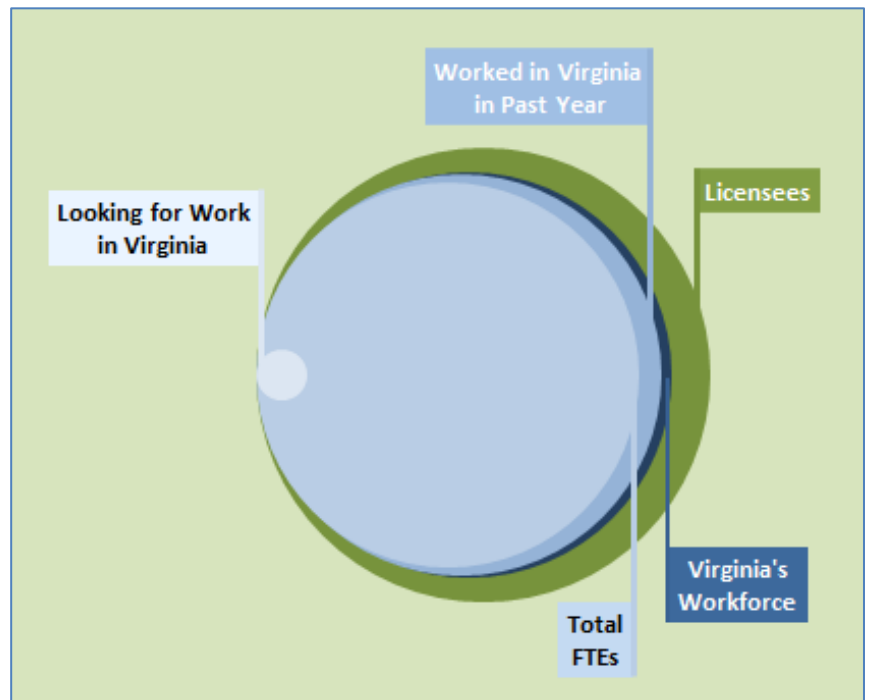
Virginia's Physician Assistant Workforce

Status	#	%
Worked in Virginia in Past Year	4,327	98%
Looking for Work in Virginia	71	2%
Virginia's Workforce	4,398	100%
Total FTEs	3,963	
Licensees	5,549	

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 the HWDC's methodology, visit:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	96	13%	651	87%	746	19%
30 to 34	135	15%	780	85%	915	23%
35 to 39	171	23%	575	77%	746	19%
40 to 44	141	27%	378	73%	519	13%
45 to 49	124	36%	224	64%	348	9%
50 to 54	119	45%	148	55%	268	7%
55 to 59	71	42%	99	58%	170	4%
60 and Over	144	60%	94	40%	238	6%
Total	1,001	25%	2,949	75%	3,950	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Physician Asst.		Physician Asst. Under 40	
	%	#	%	#	%
White	59%	3,198	81%	2,008	84%
Black	18%	198	5%	74	3%
Asian	7%	239	6%	160	7%
Other Race	1%	53	1%	23	1%
Two or More Races	5%	87	2%	47	2%
Hispanic	11%	160	4%	90	4%
Total	100%	3,935	100%	2,402	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2020.

Source: Va. Healthcare Workforce Data Center

Among the 61% of physician assistants who are under the age of 40, 83% are female. In addition, the diversity index among physician assistants who are under the age of 40 is 29%.

At a Glance:

Gender

% Female: 75%
% Under 40 Female: 83%

Age

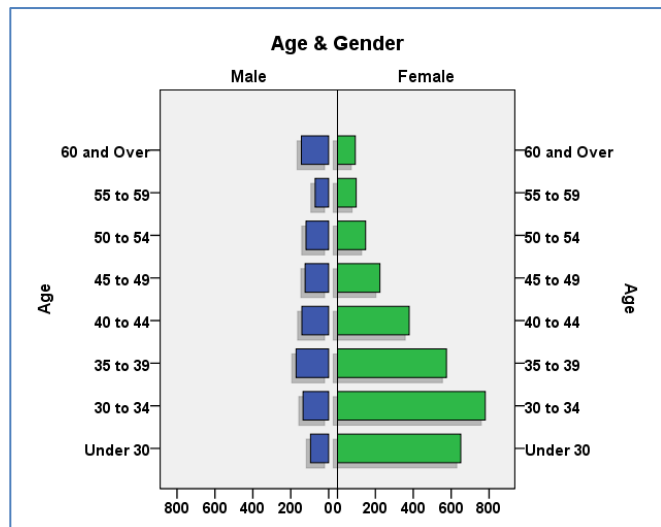
Median Age: 37
% Under 40: 61%
% 55 and Over: 10%

Diversity

Diversity Index: 33%
Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two physician assistants, there is a 33% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
 Rural Childhood: 29%

Virginia Background

HS in Virginia: 43%
 Prof. Education in VA: 40%
 HS/Prof. Edu. in VA: 56%

Location Choice

% Rural to Non-Metro: 14%
 % Urban/Suburban to Non-Metro: 3%

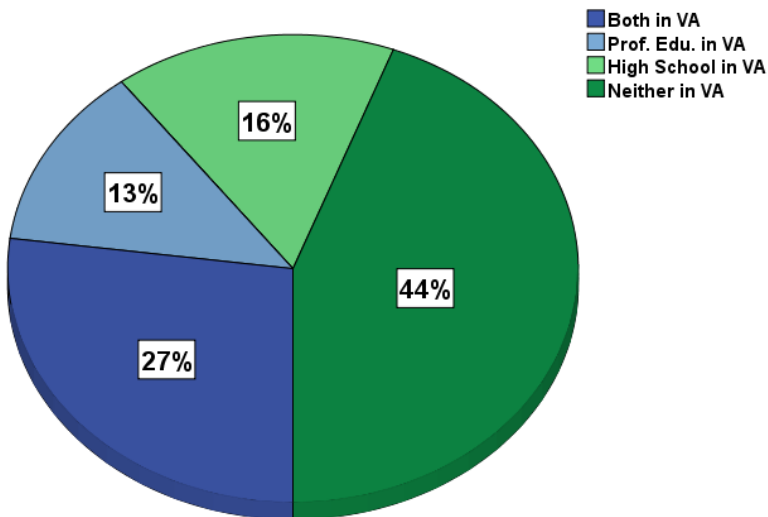
Source: Va. Healthcare Workforce Data Center

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+	20%	70%	10%
2	Metro, 250,000 to 1 Million	45%	48%	8%
3	Metro, 250,000 or Less	42%	52%	6%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	49%	49%	3%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	63%	33%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	84%	13%	3%
8	Rural, Metro Adjacent	67%	29%	4%
9	Rural, Non-Adjacent	27%	67%	7%
Overall		29%	62%	9%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly 30% of all physician assistants grew up in a rural area, and 14% of these professionals work in a non-metro area of Virginia. In total, 6% of all physician assistants work in a non-metro area of the state.

Top Ten States for Physician Assistant Recruitment

Rank	All Physician Assistants			
	High School	#	Professional School	#
1	Virginia	1,692	Virginia	1,540
2	Pennsylvania	355	Pennsylvania	472
3	New York	232	Washington, D.C.	301
4	Maryland	216	North Carolina	207
5	North Carolina	117	New York	195
6	West Virginia	105	West Virginia	157
7	Florida	102	Florida	101
8	Outside U.S./Canada	97	Tennessee	95
9	New Jersey	90	Nebraska	95
10	California	76	Maryland	84

Source: Va. Healthcare Workforce Data Center

More than 40% of all physician assistants received their high school degree in Virginia, while 40% earned their initial professional degree in the state.

Among physician assistants who have been licensed in the past five years, 41% received their high school degree in Virginia, while 44% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	683	Virginia	730
2	Pennsylvania	147	Pennsylvania	165
3	Maryland	100	North Carolina	94
4	New York	84	New York	75
5	North Carolina	56	Washington, D.C.	64
6	Florida	49	Tennessee	52
7	California	40	Florida	48
8	New Jersey	37	Maryland	42
9	Outside U.S./Canada	36	Nebraska	42
10	Ohio	36	West Virginia	39

Source: Va. Healthcare Workforce Data Center

More than 20% of licensed physician assistants did not participate in Virginia's workforce in 2021. More than 90% of these professionals worked at some point in the past year, including 88% who currently work as a physician assistant.

At a Glance:

Not in VA Workforce

Total:	1,158
% of Licensees:	21%
Federal/Military:	17%
VA Border State/DC:	28%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
PA Certificate (Undergraduate)	60	2%
Associate	14	0%
Baccalaureate	323	8%
PA Certificate (Postgraduate)	147	4%
Master's	3,185	83%
Doctorate	121	3%
Total	3,850	100%

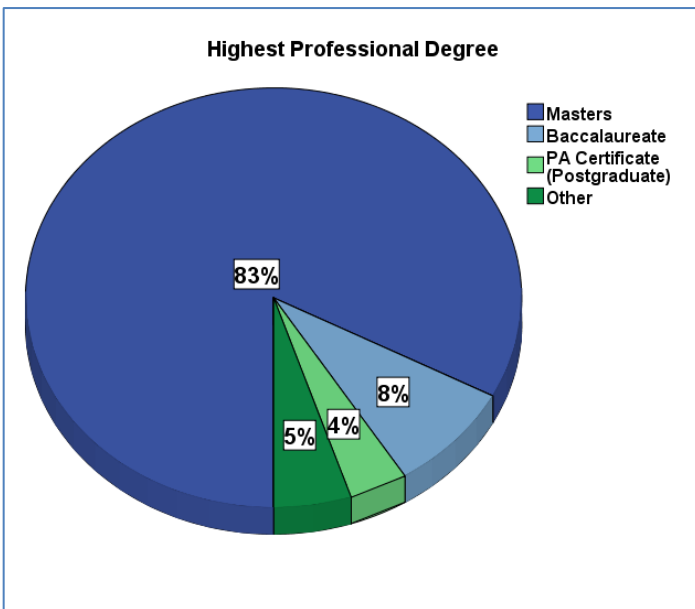
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Masters: 83%
 Baccalaureate: 8%

Education Debt
 Carry Debt: 56%
 Under Age 40 w/ Debt: 67%
 Median Debt: \$90k-\$100k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than 80% of all physician assistants hold a Master's degree as their highest professional degree.

More than half of all physician assistants carry education debt, including 67% of those physician assistants who are under the age of 40. For those with education debt, the median amount is between \$90,000 and \$100,000.

Education Debt				
Amount Carried	All		Under 40	
	#	%	#	%
None	1,579	44%	728	34%
Less than \$10,000	93	3%	43	2%
\$10,000-\$19,999	107	3%	49	2%
\$20,000-\$29,999	133	4%	84	4%
\$30,000-\$39,999	129	4%	83	4%
\$40,000-\$49,999	122	3%	66	3%
\$50,000-\$59,999	109	3%	68	3%
\$60,000-\$69,999	98	3%	74	3%
\$70,000-\$79,999	79	2%	57	3%
\$80,000-\$89,999	84	2%	66	3%
\$90,000-\$99,999	95	3%	68	3%
\$100,000-\$109,999	166	5%	138	6%
\$110,000 and More	761	21%	646	30%
Total	3,555	100%	2,167	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialties

Emergency Medicine:	15%
Family Medicine:	15%
Orthopedics:	11%

Secondary Specialties

Emergency Medicine:	7%
Family Medicine:	7%
Internal Medicine:	4%

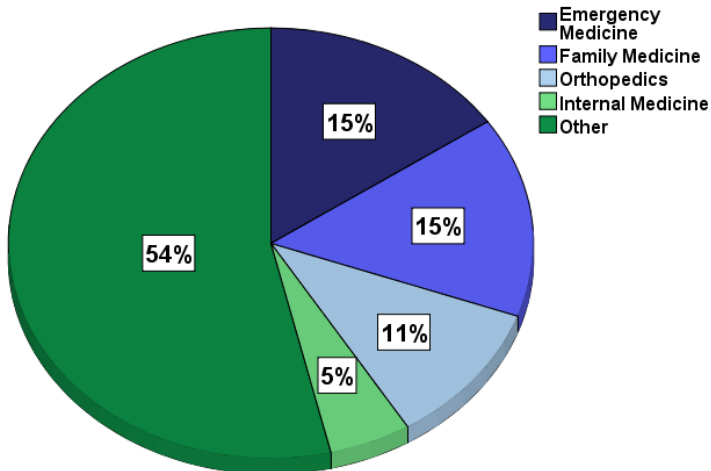
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specialty	Specialties			
	Primary Specialty		Secondary Specialty	
	#	%	#	%
Emergency Medicine	605	15%	230	7%
Family Medicine	591	15%	211	7%
Orthopedics	422	11%	97	3%
Internal Medicine, General	198	5%	122	4%
Hospital Medicine	155	4%	74	2%
Dermatology	149	4%	29	1%
Cardiovascular Surgery	117	3%	37	1%
Cardiology	114	3%	32	1%
Psychiatry	98	2%	34	1%
General Surgery	89	2%	47	2%
Neurosurgery	84	2%	34	1%
Gastroenterology & Hepatology	82	2%	19	1%
Pediatrics, General	76	2%	35	1%
All Other Specialties	891	23%	539	17%
No Specialty	249	6%	1,545	50%
Total	3,922	100%	3,086	100%

Source: Va. Healthcare Workforce Data Center

Primary Specialization



Source: Va. Healthcare Workforce Data Center

More than 40% of all physician assistants hold a primary specialty in emergency medicine, family medicine, or orthopedics.

At a Glance:

Employment

Employed in Profession: 95%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 73%
 2 or More Positions: 14%

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	3	< 1%
Employed in Profession	3,739	95%
Employed, NOT in Profession	45	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	10	< 1%
Voluntarily Unemployed	101	3%
Retired	22	1%
Total	3,919	100%

Source: Va. Healthcare Workforce Data Center

More than nine out of every ten physician assistants are currently employed in the profession, 73% hold one full-time job, and 50% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	133	3%
One Part-Time Position	363	9%
Two Part-Time Positions	73	2%
One Full-Time Position	2,816	73%
One Full-Time Position & One Part-Time Position	403	10%
Two Full-Time Positions	9	0%
More than Two Positions	49	1%
Total	3,846	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	133	3%
1 to 9 Hours	34	1%
10 to 19 Hours	93	2%
20 to 29 Hours	194	5%
30 to 39 Hours	836	22%
40 to 49 Hours	1,907	50%
50 to 59 Hours	459	12%
60 to 69 Hours	132	3%
70 to 79 Hours	31	1%
80 or More Hours	33	1%
Total	3,852	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	18	1%
Less than \$20,000	31	1%
\$20,000-\$29,999	20	1%
\$30,000-\$39,999	27	1%
\$40,000-\$49,999	23	1%
\$50,000-\$59,999	45	1%
\$60,000-\$69,999	75	2%
\$70,000-\$79,999	87	3%
\$80,000-\$89,999	160	5%
\$90,000-\$99,999	354	11%
\$100,000-\$109,999	623	20%
\$110,000-\$119,999	470	15%
\$120,000 or More	1,160	38%
Total	3,093	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

Median Income: \$110k-\$120k

Benefits

Health Insurance: 70%

Retirement: 73%

Satisfaction

Satisfied: 94%

Very Satisfied: 58%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,214	58%
Somewhat Satisfied	1,384	36%
Somewhat Dissatisfied	192	5%
Very Dissatisfied	42	1%
Total	3,833	100%

Source: Va. Healthcare Workforce Data Center

The median annual income for physician assistants is between \$110,000 and \$120,000. In addition, 88% receive at least one employer-sponsored benefit, including 70% who receive health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,918	78%	81%
Retirement	2,737	73%	76%
Health Insurance	2,627	70%	73%
Dental Insurance	2,417	65%	67%
Paid Sick Leave	1,986	53%	55%
Group Life Insurance	1,748	47%	49%
Signing/Retention Bonus	607	16%	17%
At Least One Benefit	3,300	88%	91%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	171	4%
Experience Voluntary Unemployment?	221	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	148	3%
Work Two or More Positions at the Same Time?	643	15%
Switch Employers or Practices?	371	8%
Experience at Least One?	1,246	28%

Source: Va. Healthcare Workforce Data Center

Among all physician assistants, 4% were involuntarily unemployed at some point in 2021. For comparison, Virginia's average monthly unemployment rate was also 4.0%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	122	3%	60	6%
Less than 6 Months	220	6%	85	9%
6 Months to 1 Year	334	9%	123	13%
1 to 2 Years	1,077	29%	240	25%
3 to 5 Years	957	26%	226	24%
6 to 10 Years	566	15%	119	13%
More than 10 Years	456	12%	89	9%
Subtotal	3,731	100%	942	100%
Did Not Have Location	84		3,420	
Item Missing	584		36	
Total	4,398		4,398	

Source: Va. Healthcare Workforce Data Center

Three-fourths of all physician assistants receive a salary or work on commission at their primary work location, while 22% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 4%
Underemployed: 3%

Turnover & Tenure

Switched: 8%
New Location: 20%
Over 2 Years: 53%
Over 2 Yrs., 2nd Location: 46%

Employment Type

Salary/Commission: 75%
Hourly Wage: 22%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	2,389	75%
Hourly Wage	701	22%
By Contract/Per Diem	52	2%
Business/Practice Income	40	1%
Unpaid	10	0%
Subtotal	3,193	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.7% and a high of 5.7%. The unemployment rate from December 2021 was still preliminary at the time of publication.

At a Glance:

Concentration

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

Locations

2 or More (Past Year):	26%
2 or More (Now*):	24%

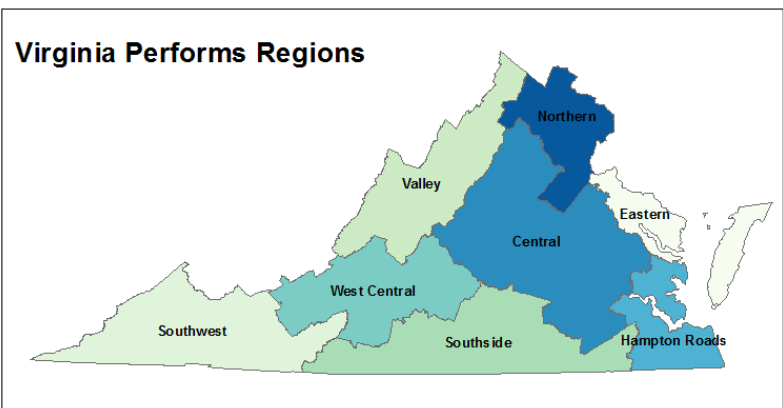
Source: Va. Healthcare Workforce Data Center

More than 70% of all physician assistants work in Northern Virginia, Hampton Roads and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	705	19%	148	16%
Eastern	33	1%	5	1%
Hampton Roads	789	21%	193	20%
Northern	1,141	31%	263	28%
Southside	73	2%	32	3%
Southwest	103	3%	35	4%
Valley	296	8%	57	6%
West Central	508	14%	99	10%
Virginia Border State/D.C.	40	1%	37	4%
Other U.S. State	33	1%	81	8%
Outside of the U.S.	0	0%	3	0%
Total	3,721	100%	953	100%
Item Missing	593		26	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	71	2%	129	3%
1	2,708	72%	2,725	73%
2	454	12%	420	11%
3	350	9%	347	9%
4	64	2%	48	1%
5	38	1%	42	1%
6 or More	68	2%	41	1%
Total	3,753	100%	3,753	100%

*At the time of survey completion, January-December 2021.

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all physician assistants currently have multiple work locations, while 26% have had multiple work locations in the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,071	58%	529	58%
Non-Profit	1,124	32%	291	32%
State/Local Government	120	3%	44	5%
Veterans Administration	85	2%	4	0%
U.S. Military	129	4%	34	4%
Other Federal Government	28	1%	11	1%
Total	3,557	100%	913	100%
Did Not Have Location	84		3,420	
Item Missing	758		65	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

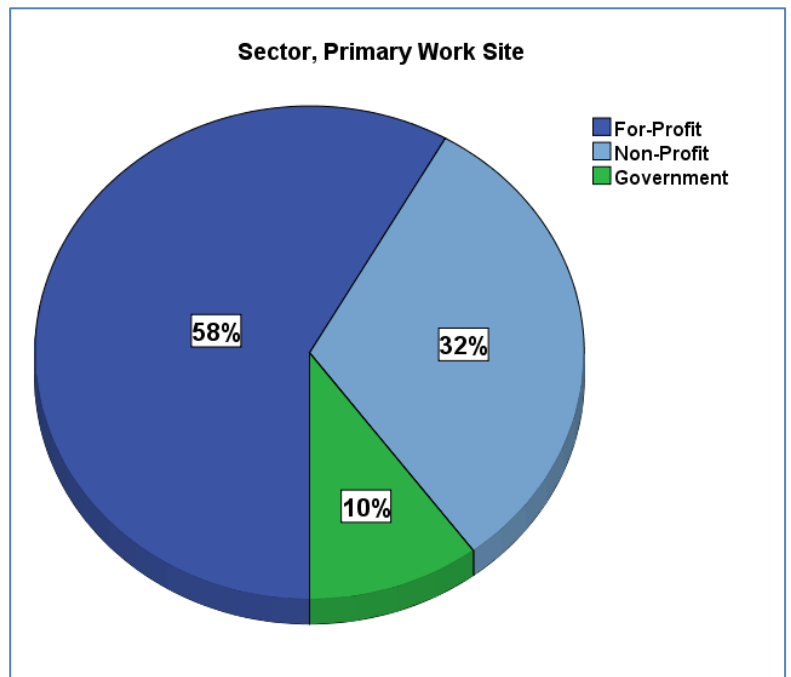
For-Profit:	58%
Federal:	7%

Top Establishments

Group Practice (Single Specialty):	29%
Hospital (Inpatient Dept.):	13%
Group Practice (Multiple Specialties):	12%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten physician assistants work in the private sector, including 58% who work in the for-profit sector. Another 3% work for a state or local government.



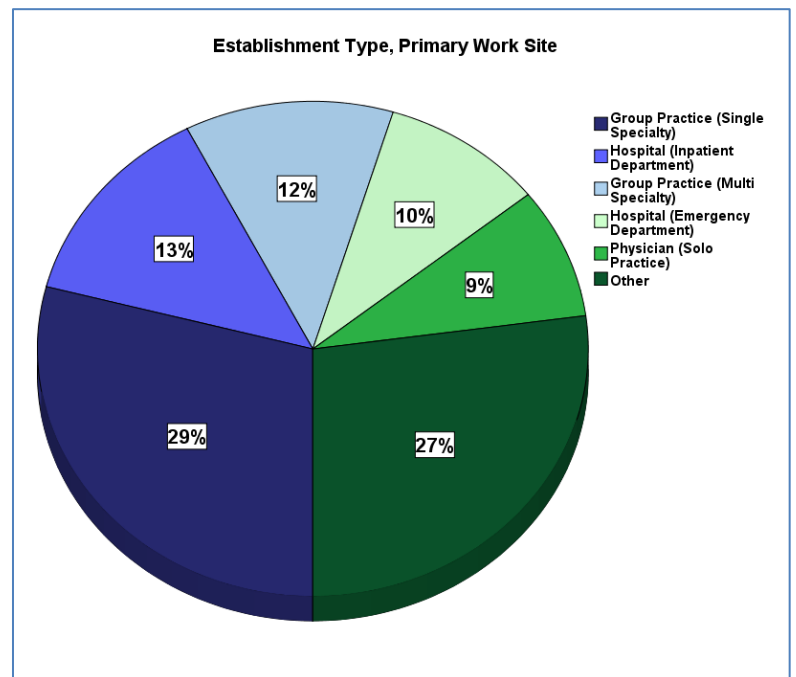
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice (Single Specialty)	999	29%	187	21%
Hospital (Inpatient Department)	460	13%	128	14%
Group Practice (Multi Specialty)	422	12%	93	10%
Hospital (Emergency Department)	329	10%	140	16%
Physician (Solo Practice)	294	9%	71	8%
Hospital (Outpatient Department)	217	6%	45	5%
Community Clinic/Outpatient Care Center	187	5%	57	6%
Academic Institution (Patient Care Role)	109	3%	8	1%
Academic Institution (Teaching or Research)	107	3%	23	3%
Nursing Home/Long Term Care Facility	33	1%	4	0%
Other	281	8%	140	16%
Total	3,438	100%	896	100%
Did Not Have Location	84		3,420	

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants work in either a group practice (single or multiple specialties) or the inpatient department of a hospital.

For physician assistants who also have a secondary work location, more than half work in either a group practice (single specialty) or a hospital (emergency or inpatient department).



Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Tasks Performed

Managed Care of Patients (Outpatient):	51%
Minor Surgical Procedures:	37%

of Hospitals w/ Privileges

None:	44%
One:	34%
Two or More:	22%

Source: Va. Healthcare Workforce Data Center

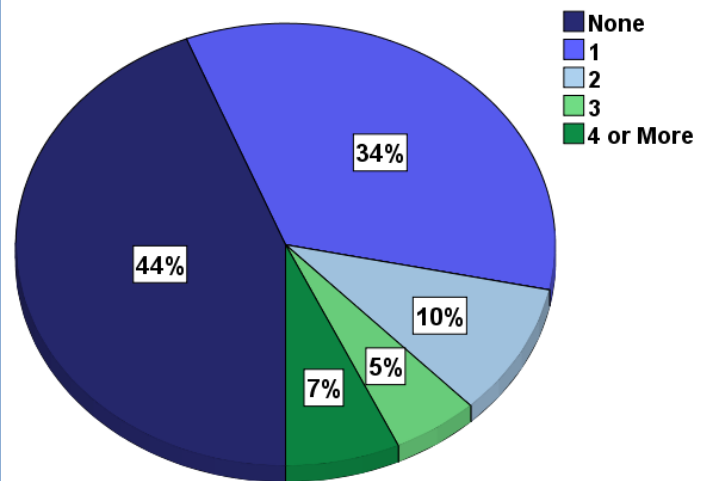
A Closer Look:

Tasks Performed		
Task	#	% of Workforce
Manage Care of Patients (Outpatient)	2,225	51%
Minor Surgical Procedures	1,649	37%
Manage Care of Patients (Inpatient)	1,190	27%
Supervise/Manage Other Clinical Staff	833	19%
First Assist at Surgery	709	16%
Supervise/Manage Other PAs	506	12%
At Least One Task Performed	3,141	71%

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants manage outpatient care, and 37% participate in minor surgical procedures.

Hospital Privileges



Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants have hospital privileges with at least one hospital.

Hospital Privileges		
# of Hospitals	#	%
None	1,616	44%
1	1,259	34%
2	356	10%
3	190	5%
4 or More	253	7%
Total	3,673	100%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

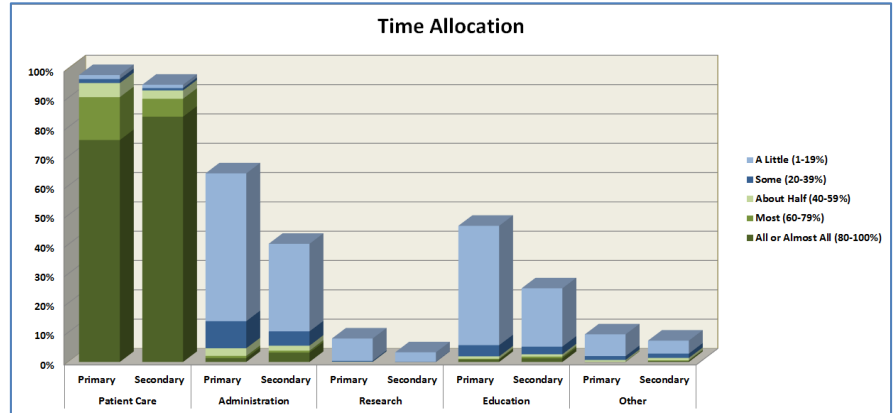
Patient Care: 90%
Administration: 2%
Education: 1%

Patient Care PAs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Physician assistants typically spend most of their time in patient care activities. Nine out of every ten 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	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	76%	84%	1%	3%	0%	0%	1%	1%	0%	0%
Most (60-79%)	15%	6%	1%	1%	0%	0%	0%	1%	0%	0%
About Half (40-59%)	5%	3%	3%	2%	0%	0%	1%	1%	1%	1%
Some (20-39%)	1%	1%	9%	5%	0%	0%	4%	3%	1%	1%
A Little (1-19%)	1%	1%	50%	30%	8%	3%	41%	20%	7%	4%
None (0%)	2%	5%	36%	60%	92%	97%	54%	75%	91%	93%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Median Weekly Visits

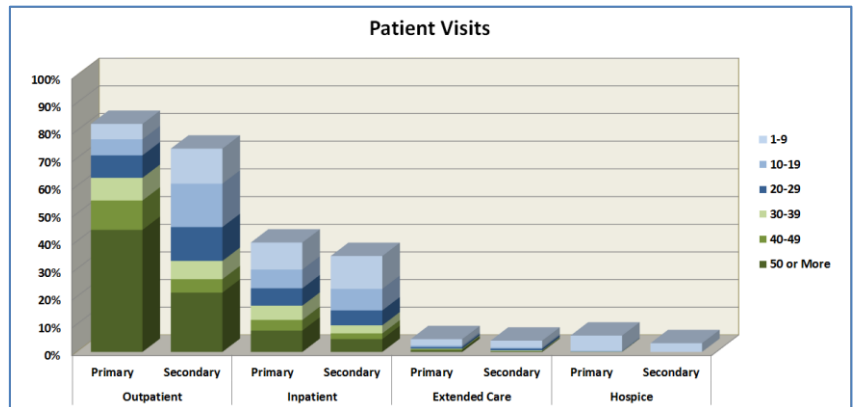
Outpatient: 40-49
 Inpatient: None
 Extended Care: None
 Hospice: None

% With Visits

Outpatient: 82%
 Inpatient: 40%
 Extended Care: 5%
 Hospice: 6%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Physician assistants typically treat between 40 and 49 patients per week in an outpatient setting. In addition, more than 80% of all physician assistants treat at least one patient per week in an outpatient setting.

Weekly Patient Visits								
Visits Per Week	Outpatient		Inpatient		Extended Care		Hospice	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
None	18%	27%	60%	65%	95%	96%	94%	97%
1-9 Visits	6%	13%	10%	12%	2%	2%	5%	3%
10-19 Visits	6%	16%	7%	8%	1%	0%	0%	0%
20-29 Visits	8%	12%	6%	5%	1%	1%	0%	0%
30-39 Visits	8%	7%	5%	3%	0%	0%	0%	0%
40-49 Visits	11%	5%	4%	2%	0%	0%	0%	0%
50 or More Visits	44%	21%	8%	5%	1%	0%	0%	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	105	3%	-	-
50 to 54	192	6%	1	0%
55 to 59	447	13%	37	6%
60 to 64	1,055	31%	155	26%
65 to 69	1,193	35%	244	41%
70 to 74	269	8%	94	16%
75 to 79	48	1%	19	3%
80 and Over	15	0%	5	1%
I Do Not Intend to Retire	131	4%	44	7%
Total	3,456	100%	599	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Professionals

Under 65: 52%
Under 60: 22%

50 and Over

Under 65: 32%
Under 60: 6%

Time Until Retirement

Within 2 Years: 2%
Within 10 Years: 9%
Half the Workforce: By 2051

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants expect to retire by the age of 65. Among physician assistants who are age 50 and over, 32% expect to retire by the age of 65.

Within the next two years, 11% of all physician assistants expect to increase their teaching hours, and 10% expect to pursue additional educational opportunities.

Future Plans

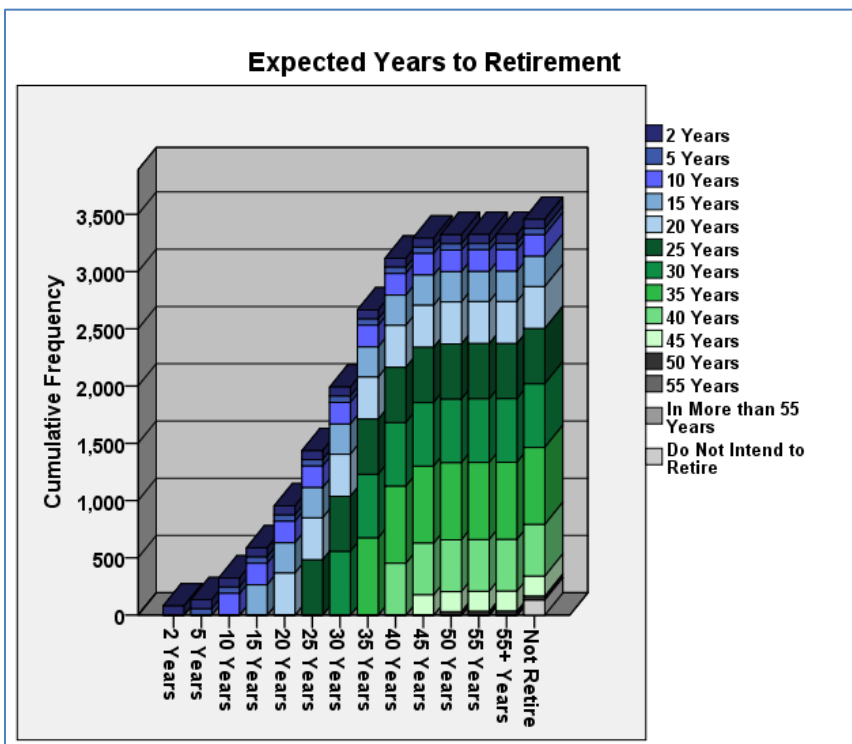
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	50	1%
Leave Virginia	181	4%
Decrease Patient Care Hours	393	9%
Decrease Teaching Hours	18	0%
Increase Participation		
Increase Patient Care Hours	394	9%
Increase Teaching Hours	464	11%
Pursue Additional Education	420	10%
Return to the Workforce	38	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for physician assistants. Only 2% of physician assistants expect to retire in the next two years, while 9% expect to retire within the next ten years. Half of the current workforce expect to retire by 2051.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	79	2%	2%
5 Years	55	2%	4%
10 Years	189	5%	9%
15 Years	264	8%	17%
20 Years	367	11%	28%
25 Years	482	14%	42%
30 Years	555	16%	58%
35 Years	674	20%	77%
40 Years	452	13%	90%
45 Years	176	5%	95%
50 Years	29	1%	96%
55 Years	2	0%	96%
In More than 55 Years	1	0%	96%
Do Not Intend to Retire	131	4%	100%
Total	3,456	100%	

Source: Va. Healthcare Workforce Data Center



Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2041. Retirement will peak at 20% of the current workforce around 2056 before declining to under 10% of the current workforce again around 2066.

Source: Va. Healthcare Workforce Data Center

At a Glance:

FTEs

Total: 3,963
 FTEs/1,000 Residents²: 0.459
 Average: 0.92

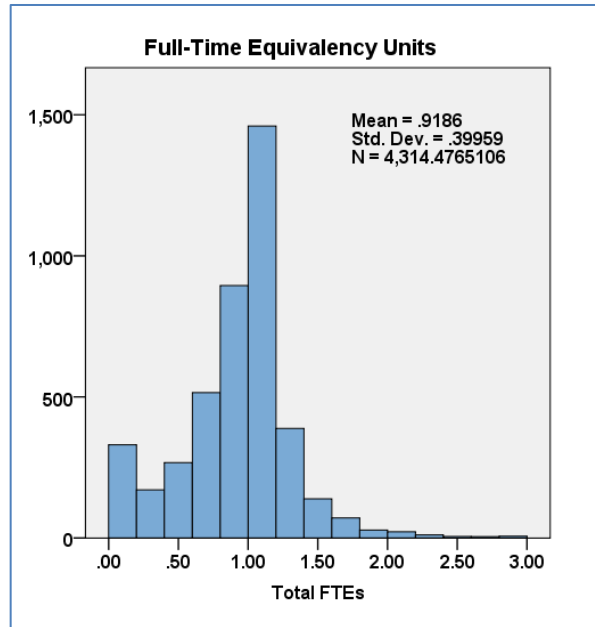
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Small

*Partial Eta*² Explained:
*Partial Eta*² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

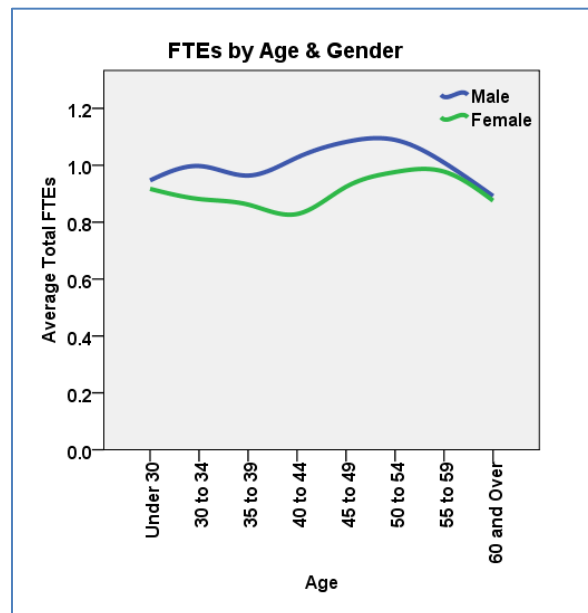


Source: Va. Healthcare Workforce Data Center

The typical physician assistant provided 0.99 FTEs in 2021, or approximately 40 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.90	0.98
30 to 34	0.92	1.03
35 to 39	0.87	0.90
40 to 44	0.91	1.01
45 to 49	0.98	0.97
50 to 54	1.03	1.05
55 to 59	0.99	1.03
60 and Over	0.89	0.93
Gender		
Male	1.00	1.05
Female	0.89	0.96

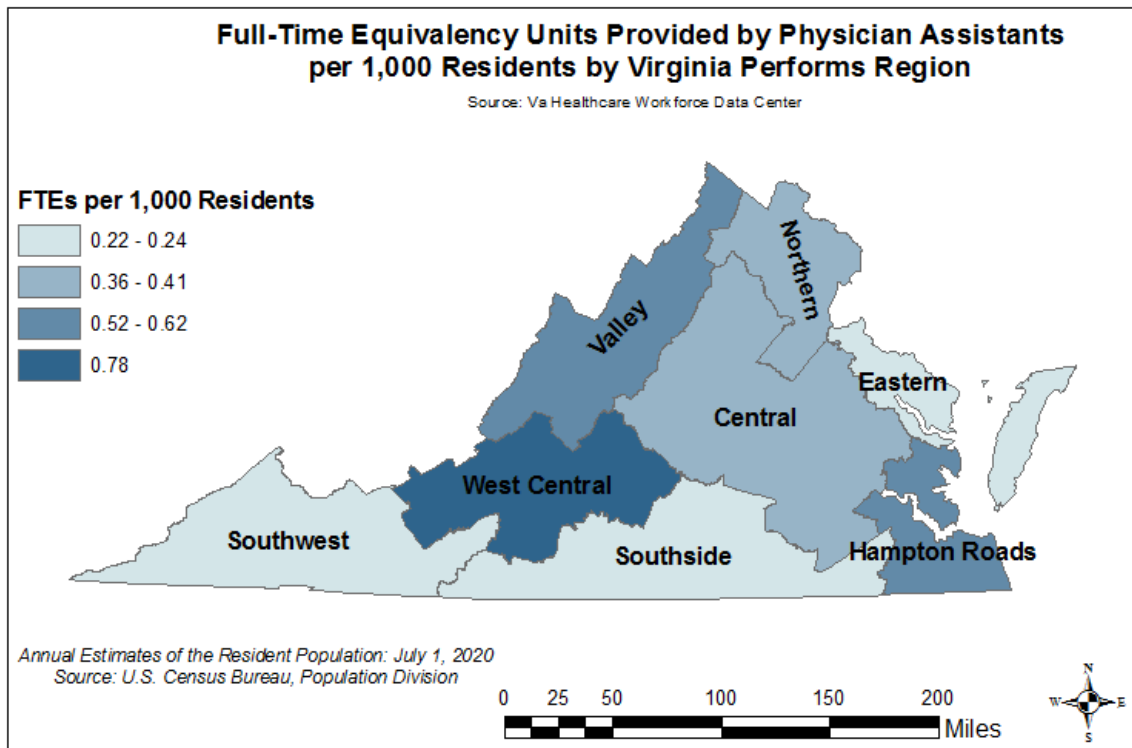
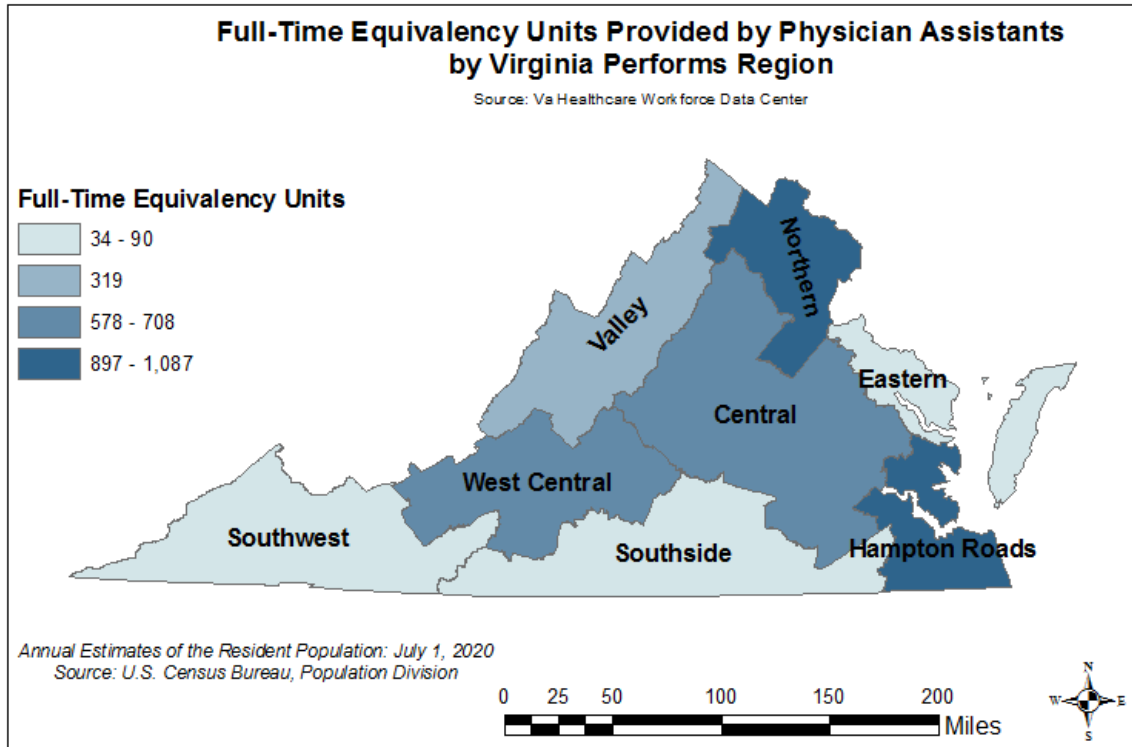
Source: Va. Healthcare Workforce Data Center

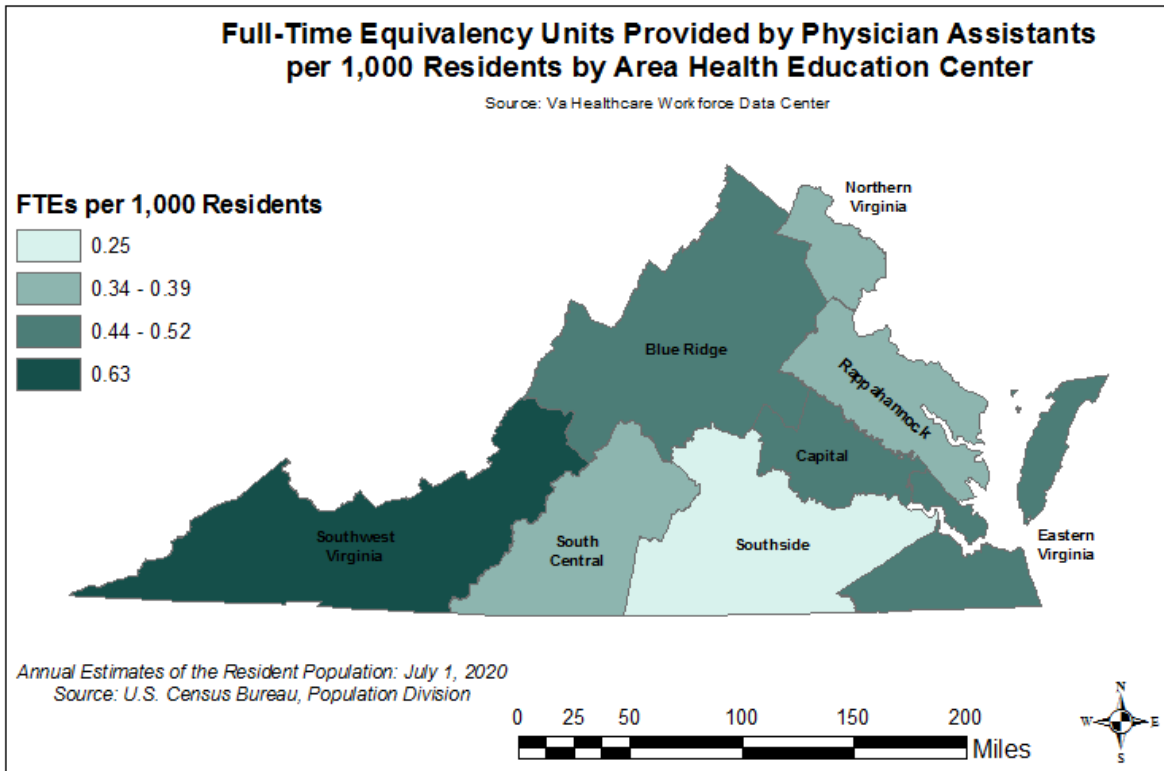
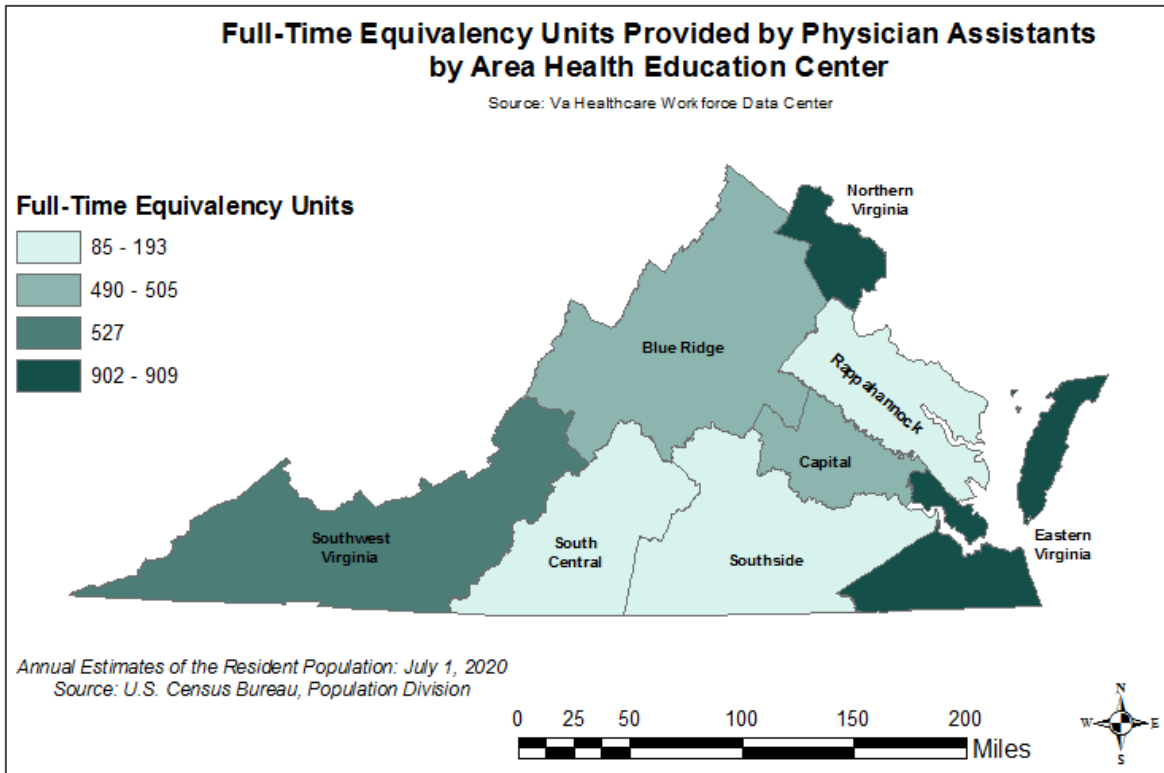


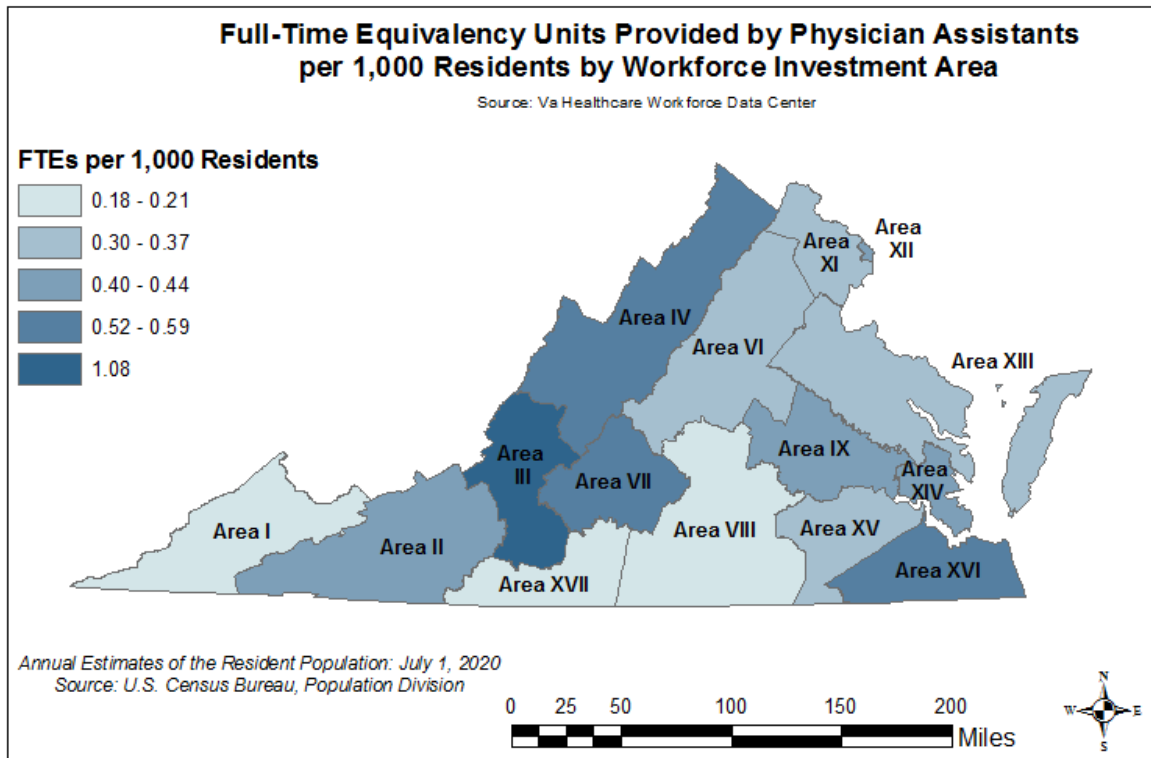
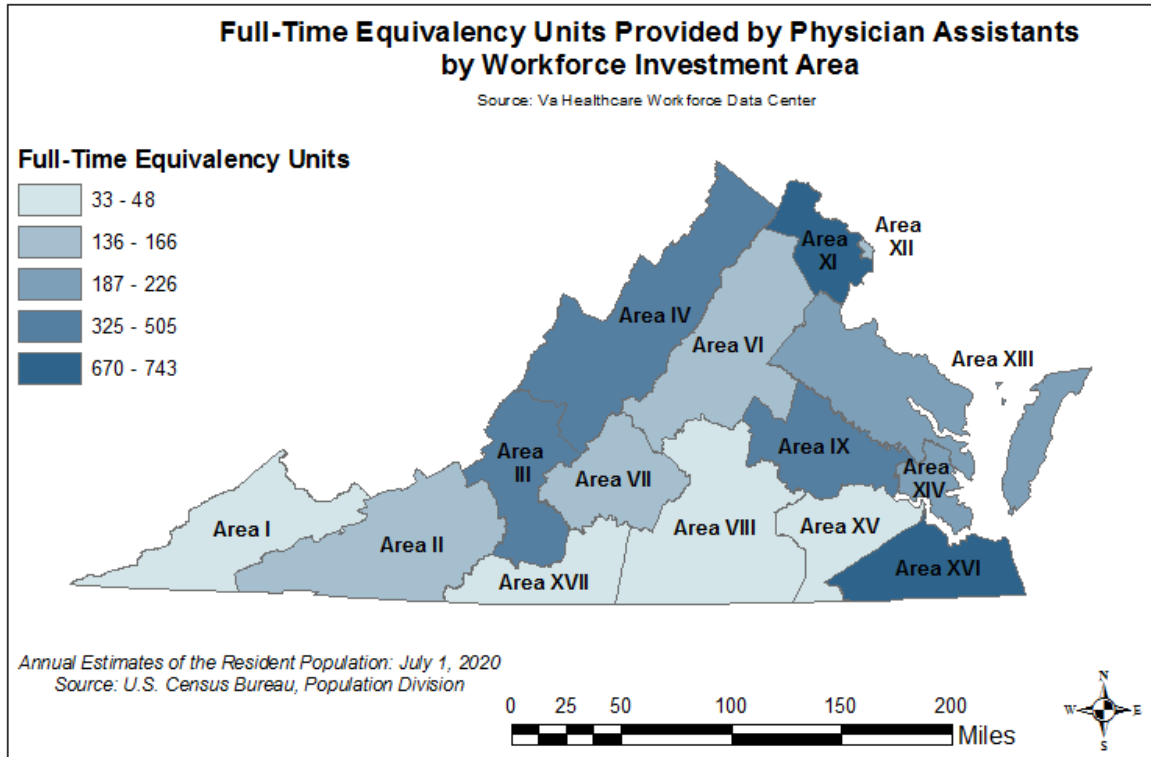
Source: Va. Healthcare Workforce Data Center

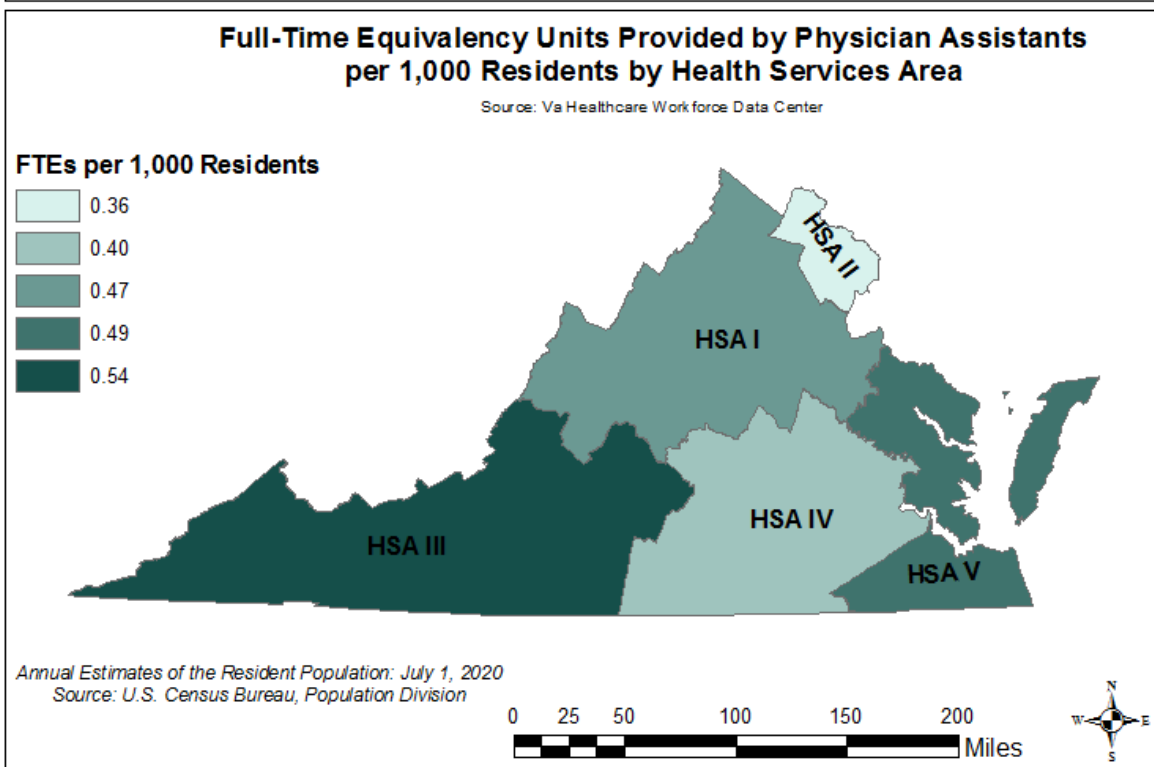
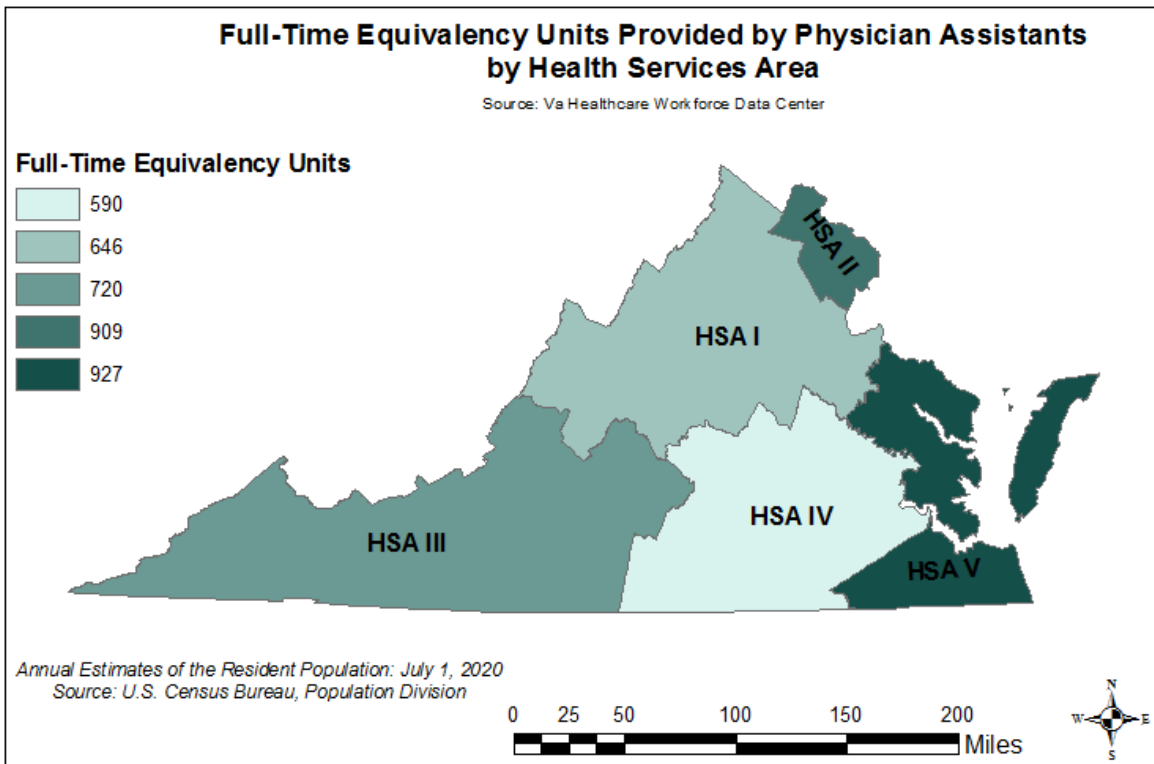
² Number of residents in 2020 was used as the denominator.

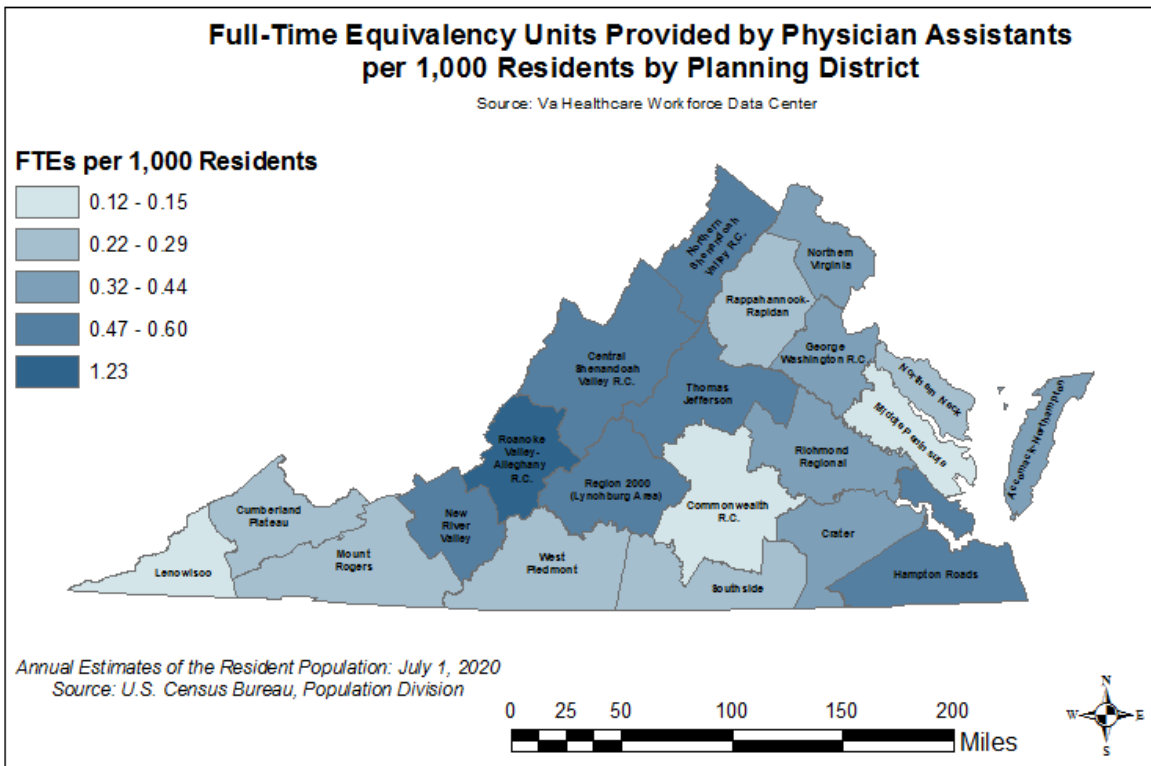
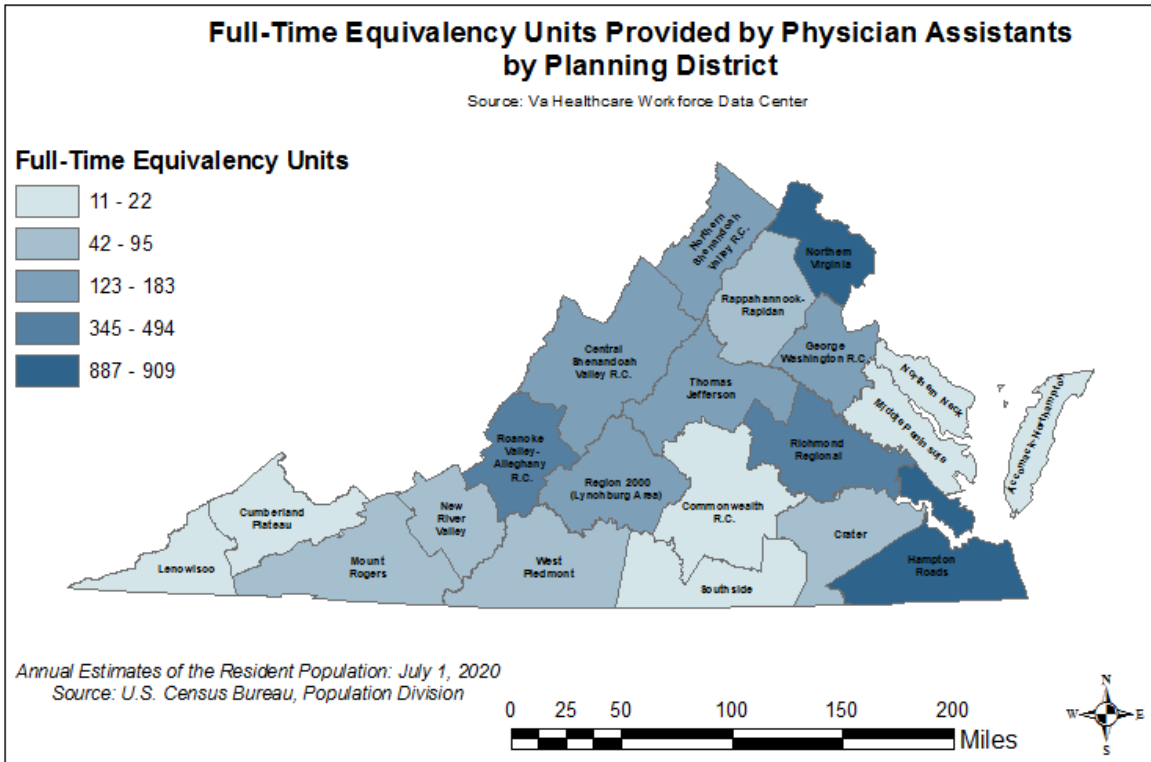
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,669	76.70%	1.304	1.058	2.367
Metro, 250,000 to 1 Million	465	76.56%	1.306	1.060	2.371
Metro, 250,000 or Less	423	79.20%	1.263	1.025	2.292
Urban, Pop. 20,000+, Metro Adj.	29	72.41%	1.381	1.121	2.507
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	92	78.26%	1.278	1.037	2.320
Urban, Pop. 2,500-19,999, Non-Adj.	55	83.64%	1.196	0.971	2.171
Rural, Metro Adj.	57	75.44%	1.326	1.076	2.407
Rural, Non-Adj.	18	72.22%	1.385	1.124	2.514
Virginia Border State/D.C.	813	54.49%	1.835	1.490	3.332
Other U.S. State	928	53.56%	1.867	1.516	3.390

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	874	38.44%	2.601	2.171	3.390
30 to 34	1,219	65.87%	1.518	1.267	1.978
35 to 39	1,064	75.66%	1.322	1.103	1.723
40 to 44	791	80.28%	1.246	1.040	1.623
45 to 49	527	80.65%	1.240	1.035	1.616
50 to 54	436	81.19%	1.232	1.028	1.605
55 to 59	264	85.98%	1.163	0.971	1.516
60 and Over	374	77.01%	1.299	1.084	1.692

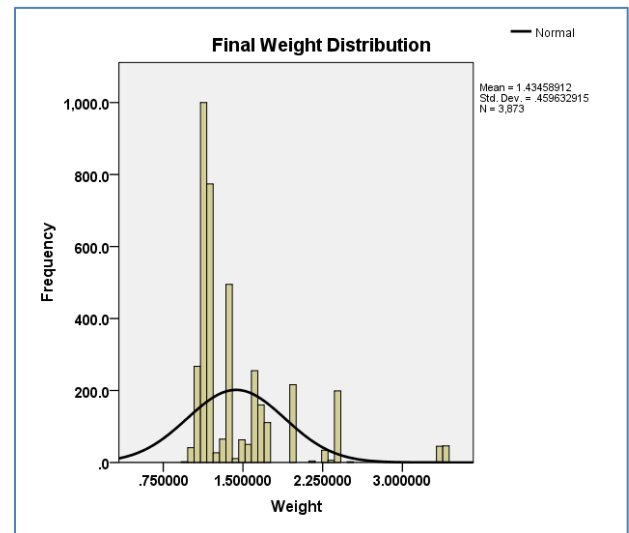
Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC methods:
<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

Overall Response Rate: 0.697964



Source: Va. Healthcare Workforce Data Center