
Virginia's Physician Assistant Workforce: 2010-2011

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
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Healthcare Workforce Data Center

Overview

The Virginia Department of Health Profession's Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia's licensed healthcare practitioners. The 2007 report of the Governor's Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the "Current Collection" in the HWDC Survey Timetable below. Beginning in winter 2012, HWDC began development of audiology & speech language pathology surveys and long term care administrator surveys which are poised for rollout later this fiscal year.

HWDC Survey Timetable

In Current Collection:

Medical Doctors
Doctors of Osteopathy
Registered Nurses and
Licensed Practical Nurses
Certified Nurse Aides
Physician Assistants
Nurse Practitioners
Licensed Professional Counselors
Clinical Psychologists
Licensed Clinical Social Workers
Pharmacists
Pharmacy Technicians
Dentists
Dental Hygienists

Projected 2012 Rollout:

Speech-Language Pathologists
Audiologists
Long-Term Care Administrators
Physical Therapists
Physical Therapy Assistants

Proposed:

Occupational Therapists
Occupational Therapy Assistants

Methodology

The Physician Assistant Workforce Survey is administered to Physician Assistants through the Department of Health Professions' online renewal process. Physician assistants renew their license on their birthday in every odd year. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey. Additionally, paper renewals were available. The survey was not offered to students or new applicants. This survey was conducted for those renewing from May 1st, 2010 to April 30, 2012. The survey text is available in Appendix B.

Response Rates

The survey's population is all persons holding physician assistant licenses in Virginia during the renewal cycle. From this population, we are particularly interested in those who worked or were available to work in Virginia: Virginia's Physician Assistant Workforce. Our sample is a convenience sample of licensed professionals who renewed their licenses and chose to renew online. This method, along with the voluntary efforts of practitioners, results in good overall response rates (see below).

The methodology excludes some, but not all, physician assistants first licensed in the Commonwealth during the renewal cycle. Since the renewal cycle is two years long and ongoing, most newly licensed physician assistants had an opportunity to renew. The number of new licensees in the table below reflects those who did NOT have an opportunity to renew within the renewal cycle.

Statistic	Physician Assistants
Renewing Licensees	1,979
Non-renewals	26
New Licensees	274
Total Licensees	2,279
Completed Surveys	1,683
Response Rate, All Licensees	74%
Response Rate, Renewing Practitioners	85%

Our methodology also excludes physician assistants who were scheduled to renew but did not renew their licenses during the renewal period. These physician assistants left the profession, left the Commonwealth, or renewed late. These physician assistants may have different patterns of employment than our respondents. The methodology also excludes physician assistants who choose to renew using paper renewals. These physician assistants may be older, less technologically savvy or lack access to high speed internet (e.g., rural practitioners).

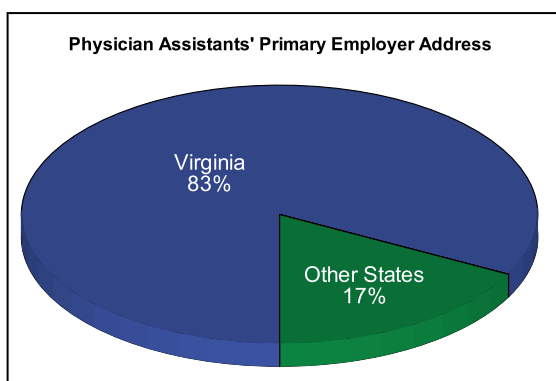
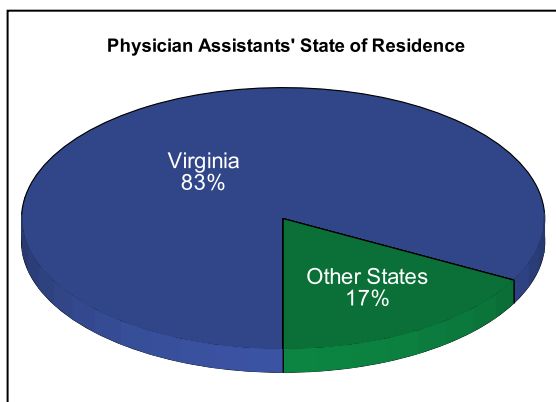
Weighted Estimates

Using administrative data in our licensee files, we are able to determine response rates based on age in five year categories and on the rural status of the licensee's address of record with the department. We do find statistically significant differences in response rates by these variables, with each having a moderate effect on response rates.¹ To account for differences in response rates by these key characteristics this report uses weighted estimates. The HWDC assigns a weight to each response based on the overall response rate of physician assistants based on two characteristics:

- 1) The age of the respondent, in five year categories, and
- 2) The rural status of the respondent's mailing address.

For the latter, the HWDC uses a measure of rurality developed by the US Department of Agriculture known as the Rural-Urban Continuum Code. More information on these codes is available on the USDA website here: <http://www.ers.usda.gov/Briefing/Rurality/RuralUrbCon/>. Response rates may vary on other important characteristics such as race/ethnicity, gender, specialty or worksite characteristics. However, the HWDC does not have population level data on these characteristics to generate response rates and weights. For more information on weights, see Appendix A. Due to the rounding of weighted data in HWDC's statistical software, weighting may result in some minor anomalies in tables and other presented data (e.g., data may not add to totals in tables).

Virginia's Licensed Physician Assistants



Not all of Virginia's licensed physician assistants live or work in the state. Out-of-state practitioners maintain licenses in-state for a variety of reasons. Those serving in the military or working for the federal government must maintain a license, but they may do so in any state. Retired physician assistants may maintain their licenses for prestige or occasional practice. Licensed physician assistants may consult or occasionally travel to Virginia to care for their patients, particularly those practicing in Virginia's border jurisdictions.

Overall, 83 percent of all physician assistants with a Virginia license reside within the Commonwealth. In addition, 83 percent of respondents who listed a primary employer indicated that this location is in Virginia.

¹ For the five-year categorical age variable, the relevant statistic was the following: $\chi^2 (11, N = 2,276) = 177.295, p = .000$. Cramer's V score was .279, indicating a moderate effect for age on response rates. For the rural status variable, the relevant statistic was the following: $\chi^2 (8, N = 2,103) = 22.102, p = .005$. Cramer's V score was .103, indicating a small effect for rurality on response rates. It should be noted that the chi-squared test on age violated the minimum expected cell frequency assumption, which was five percent below the minimum 80 percent value. This was due to the small sample size for respondents age 70 and over.

Virginia's Physician Assistant Workforce

Virginia's physician assistant workforce consists of respondents who reported working and who identified at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, state of residence or mailing address was used as a proxy to determine participation in Virginia's workforce. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to the workforce at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military.

Using these criteria and weighted responses, the HWDC estimates that 1,891 physician assistants participated in Virginia's workforce. Approximately 83 percent of physician assistants who held a license in Virginia during this period participated in Virginia's physician assistant workforce.

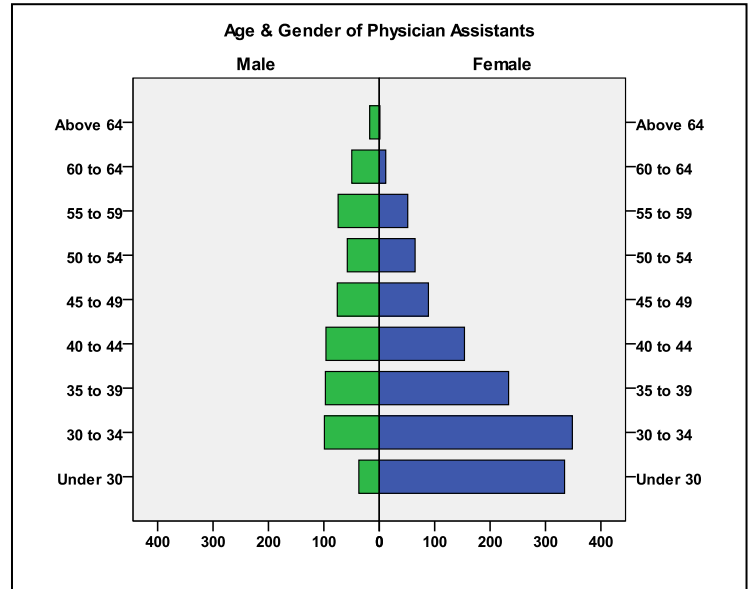
Statistic	Physician Assistants
Working in Virginia	1,825
Not working, plans to return to work, resides in Virginia	66
<i>Virginia's Physician Assistant Workforce</i>	<i>1,891</i>
Licensees	2,279
Proportion of Licensees in Virginia's Physician Assistant Workforce	83%

Virginia's Physician Assistant Workforce

Demographics

Age & Gender

Overall, two-thirds of physician assistants were female. The median age for all physician assistants was 37 years. However, significant differences existed between men and women. The median age of all male physician assistants was 43 years, while the median age of all female physician assistants was 34 years. In addition, whereas male physician assistants were evenly distributed across the age spectrum, female physician assistants were more likely to be under 40 years of age. More than 70 percent of all female physician assistants were under the age of 40, but nearly 55 percent of male physician assistants were above this age.



License Transaction Rate by Age (Unweighted, All Physician Assistants)

For physician assistants under the age of 30, new licensees made up 35 percent of all licensees, which was considerably higher than the overall average of 12 percent. For no other age group were new licenses more than 9 percent of all issued licenses. For all groups above the age of 33, more than 90 percent of all issued licenses were renewals. Across all age groups, the number of expired licenses was negligible. The overall average was one percent, and no age group had an expiration rate of more than two percent, even among those approaching retirement age. Additionally, even though overall numbers were small, no one over age 60 allowed his or her license to expire, while there were several new licensees in this age group.

Age	Physician Assistants		
	Renewed	Allowed to expire	New Licenses
	%	%	%
Under 30	65%	0%	35%
30 to 35	89%	2%	9%
35 to 39	91%	1%	8%
40 to 44	93%	1%	6%
45 to 49	95%	2%	3%
50 to 54	95%	1%	4%
55 to 59	94%	1%	5%
60 to 64	93%	0%	7%
Above 65	92%	0%	8%
Total	87%	1%	12%

Diversity

Among all physician assistants, more than four-fifths were non-Hispanic white, which makes them overrepresented with respect to the approximately two-thirds of Virginians who are non-Hispanic white. No other racial/ethnic category accounted for more than 10 percent of all physician assistants, and all were underrepresented with respect to their overall numbers in the Virginia population. With respect to physician assistants under the age of 30, the distribution of all race/ethnicities was similar to the distribution seen in the overall population of physician assistants.

Race/ Ethnicity	Est. 2011 Virginia Population		Physician Assistants		All PAs under 30	
		%	Weighted Estimate	%	Weighted Estimate	%
Hispanic of any race	660,730	8%	59	3%	10	3%
White, non-Hispanic	5,222,122	64%	1,555	83%	314	84%
Black, non-Hispanic	1,548,069	19%	126	7%	26	7%
American Indian or Alaskan Native	21,474	0%	2	0%	0	0%
Asian or Pacific Islander	463,913	6%	100	5%	20	5%
Other Race²	-	-	28	1%	4	1%
Two or more races	180,296	2%	0	0%	0%	0%

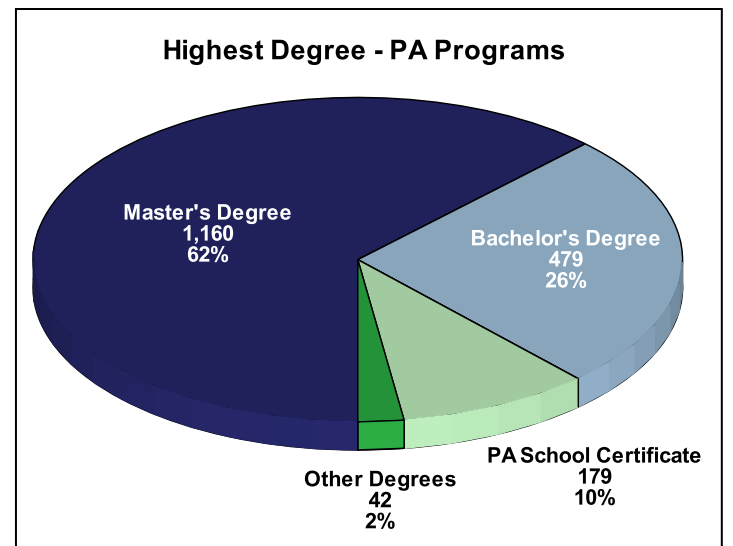
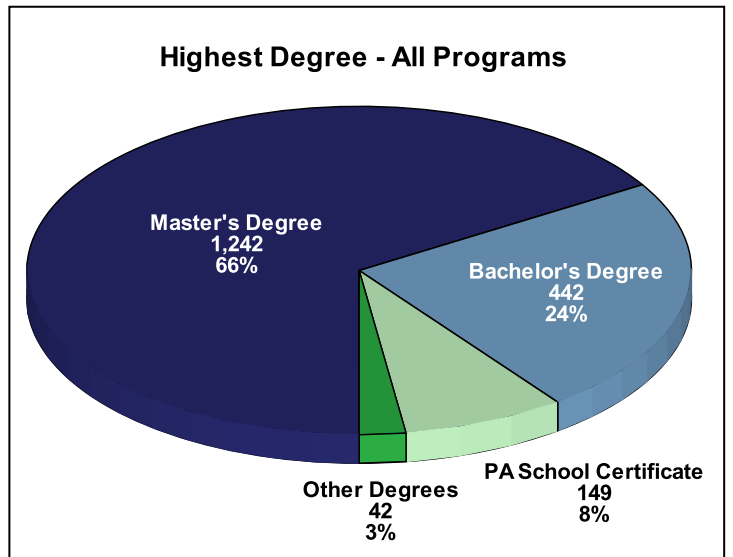
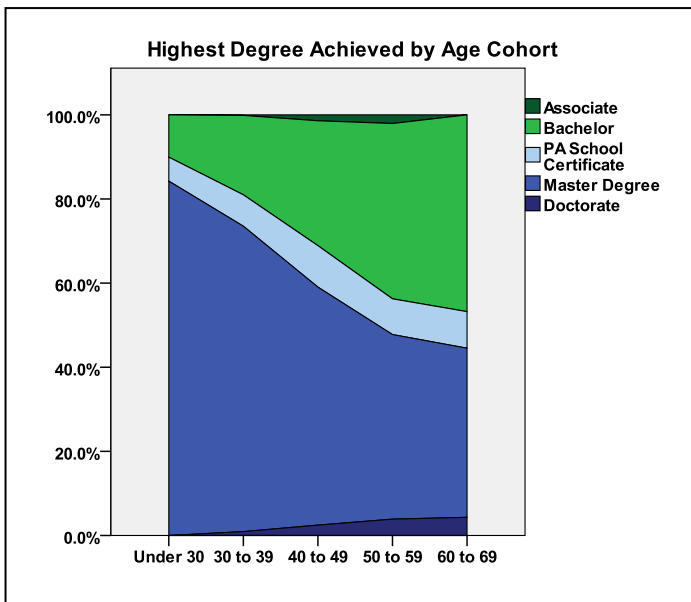
² The U.S. Census Bureau no longer provides an estimate for people included in the “Other Race” category in 2011. Instead, people who select this category are reallocated into another racial group.

Education

Highest Degree Achieved

The highest degree obtained by physician assistants was consistent across both physician assistant programs and all educational institutions. A majority of all physician assistants received a master's degree, while most of the remainder received either a bachelor's degree or a physician assistant certificate. Very few physician assistants reported having either an associate's degree or a doctorate as their highest degree.

Approximately 80 percent of physician assistants under the age of 30 held a master's degree, but the percentage of physician assistants with master's degrees tailed off slowly among other age cohorts. Instead, nearly half of all physician assistants between the age of 60 and 69 held a bachelor's degree as their highest collegiate credential. In addition, physician assistants in this age cohort were more likely to hold doctorate degrees. Meanwhile, the percentage of physician assistants with a physician assistant certificate did not vary widely among age cohorts.



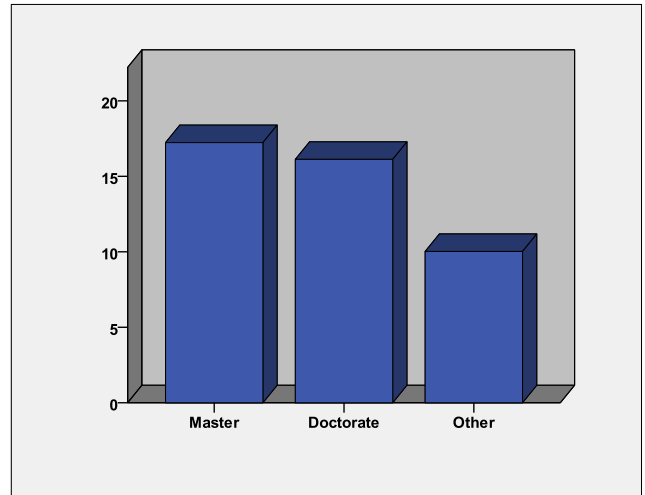
Current Education

Currently Seeking Degree?	Physician Assistants	
	Number	%
No	1,815	97%
Yes	53	3%
Total	1,868	100%

Only three percent of all physician assistants are currently enrolled in an institution of higher learning in order to obtain a more advanced degree. These respondents attended 21

different educational institutions, but only three schools – Nova Southeastern University (10), the University of Nebraska (9) and A.T. Still University (3) – were currently being attended by more than one physician assistant. All three of the above schools offer online/distance education opportunities.

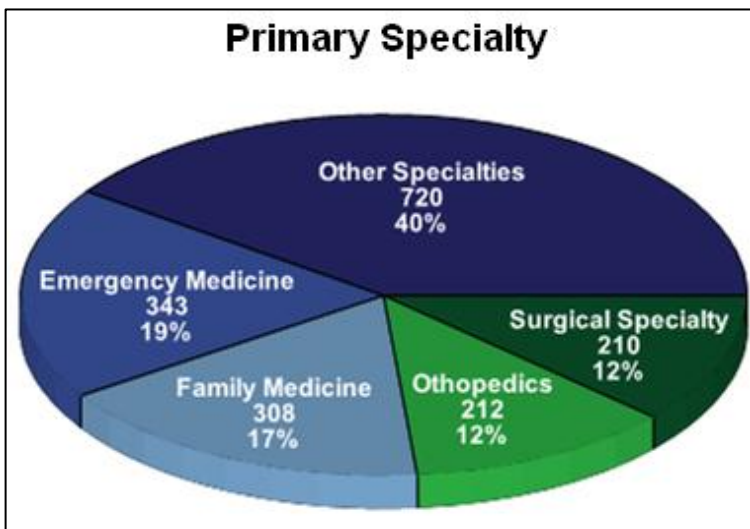
Degree Being Pursued



Employment

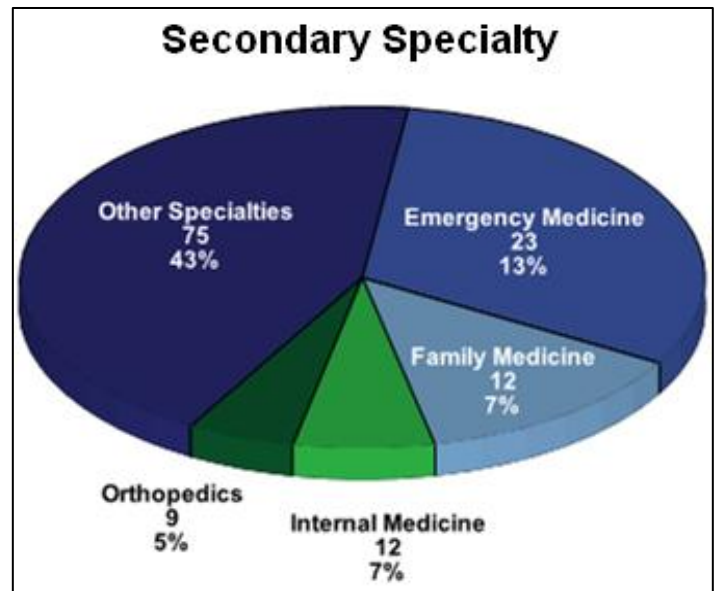
Employer Specialty

Physician assistants focused on five main specialties at their primary employer: emergency medicine (19%), family medicine (17%), orthopedics (12%), surgical specialty (12%) and internal medicine (9%). In addition, “Other” was the primary specialty of 17 percent of physician assistants. Within this category, there were more than 20 physician assistants in four categories: dermatology (59), urgent care (35), pain management (25) and pulmonary/critical care (24). Fifty-five percent of physician assistants performed invasive procedures at their primary employer.



Specialty	Primary		Secondary	
	Number	%	Number	%
Emergency Medicine	343	19%	55	32%
Family Medicine	308	17%	23	13%
Other	299	17%	51	29%
Orthopedics	212	12%	9	5%
Surgical Specialty	210	12%	6	3%
Internal Medicine	158	9%	12	7%
Cardiology	45	3%	5	3%
Gastroenterology	41	2%	0	0%
OB/GYN	22	1%	1	1%
Radiology	23	1%	0	0%
Pediatrics	21	1%	1	1%
Psychiatry	20	1%	4	2%
General Surgery	18	1%	0	0%
Urology	18	1%	0	0%
Geriatric Medicine	14	1%	0	0%
Oncology	14	1%	0	0%
Pediatric Specialty	13	1%	0	0%
Neurology	7	0%	1	1%
Industrial Medicine	5	0%	1	1%
Correctional Medicine	2	0%	5	3%
Total	1793	100%	174	100%

Overall, 174 physician assistants also had a specialty at their secondary employer. Of those, emergency medicine (32%) was the most popular specialty. In addition, family medicine was the specialty of 13 percent of physician assistants. 29 percent of physician assistants did not have a specialty on the survey list. Within this category, 43% specialized in urgent or critical care. Forty-five percent of physician assistants performed invasive procedures at their secondary employer.

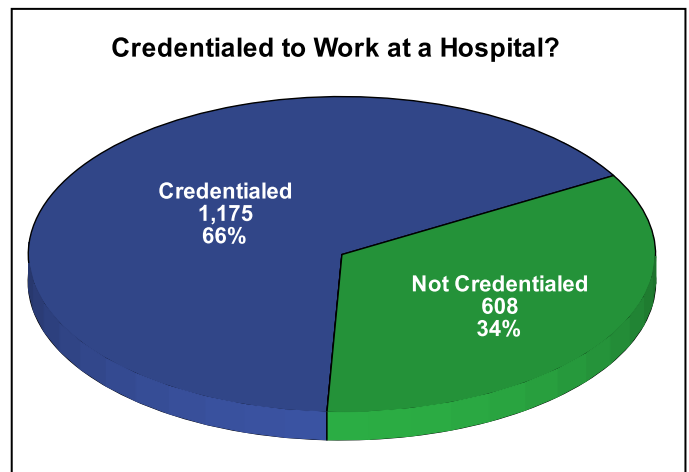


Hospital Credentials

Number	Primary		Secondary	
	Number	%	Number	%
Zero	320	23%	81	51%
One	744	54%	64	41%
Two	174	13%	9	6%
Three	66	5%	2	1%
Four	24	2%	1	1%
Five	16	1%	1	1%
Six	7	1%	0	0%
Seven	22	2%	0	0%
Eight	1	0%	0	0%
Nine	1	0%	0	0%
Total	1,375	100%	158	100%

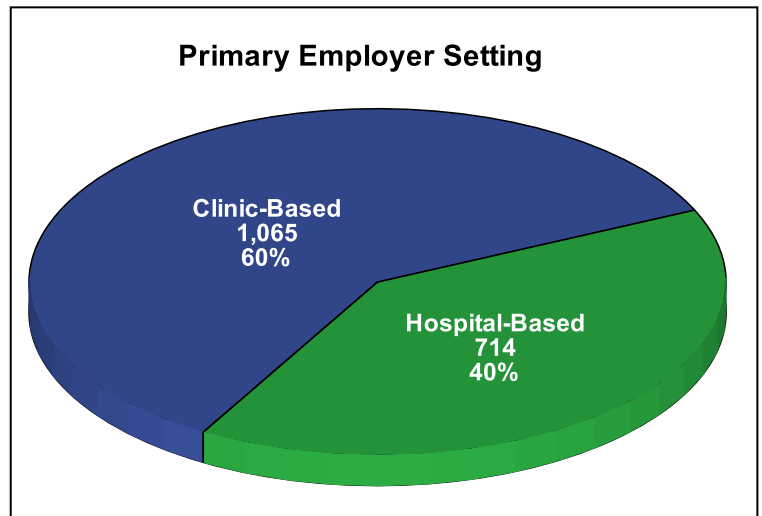
Approximately two-thirds of physician assistants were credentialed to work in a hospital. The majority of physician assistants saw patients at just one hospital, while nearly 20 percent saw patients at either two or three hospitals. Less than 10 percent of all physician assistants saw patients at four or more hospitals.

For physician assistants with secondary employers, a majority did not see patients in a hospital setting. Among those who did see patients in a hospital, the vast majority saw them at just one hospital.



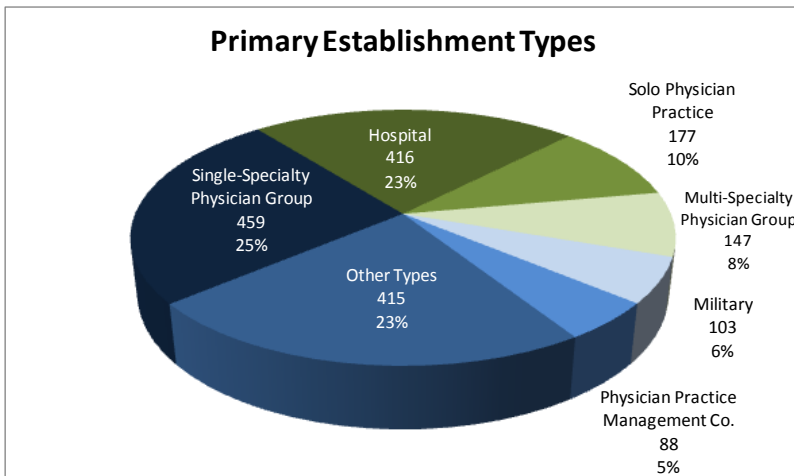
Primary Employer

Sixty percent of all physician assistants worked in a clinic-based setting with their primary employer; the remainder worked with a hospital-based primary employer.



Primary Establishment Type

Physician assistants worked primarily in two main establishment types: single-specialty physician groups (24%) and hospitals (22%). No other establishment type was cited by more than ten percent of physician assistants, but multi-specialty physician groups (9%), the military (5%) and physician practice management companies (5%) were each cited by at least five percent of all physician assistants.



Primary Establishment Types	Physician Assistants	
	Number	%
Single-Specialty Physician Group	459	25%
Hospital	416	23%
Solo Physician Practice	177	11%
Multi-Specialty Physician Group	147	8%
Military	103	6%
Physician Practice Management Co.	88	5%
Urgent Care Center	70	4%
Other	60	3%
Community Health Center	59	3%
Academics – University	47	3%
Veterans Administration	39	2%
University Hospital	33	2%
Integrated Health Delivery System	30	2%
Self-Employed/Independent Contractor	19	1%
Academics	14	1%
Medical Staffing Agency	14	1%
HMO	13	1%
Nursing Home/LOC Facility	8	0%
Corrections System	7	0%
Hospice	1	0%
Urgent Surgical Center	1	0%
Total	1,805	100%

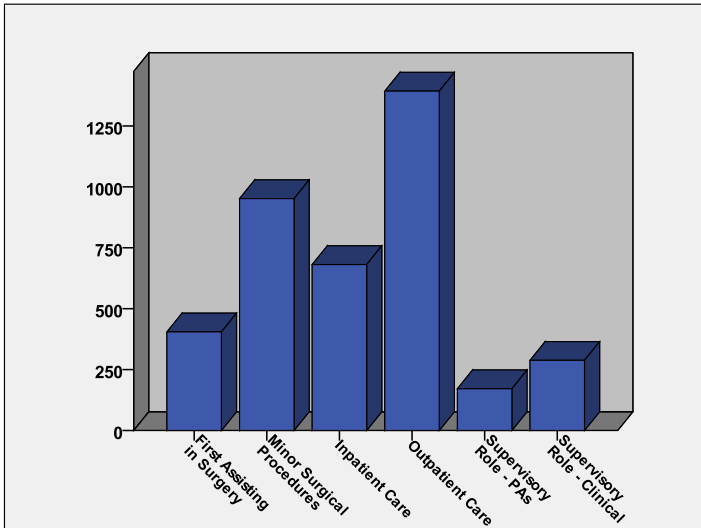
Primary Functions Performed

Nearly three-quarters of all physician assistants managed patient care in an outpatient setting, which was the most common primary function performed. Additionally, nearly half assisted in minor surgical procedures. Physician assistants were not as involved in managerial or supervisory roles: only 15 percent of physician assistants had managerial responsibility over clinical staff, and fewer than 10 percent had any responsibility over fellow physician assistants. Note that respondents could select multiple functions from the list.

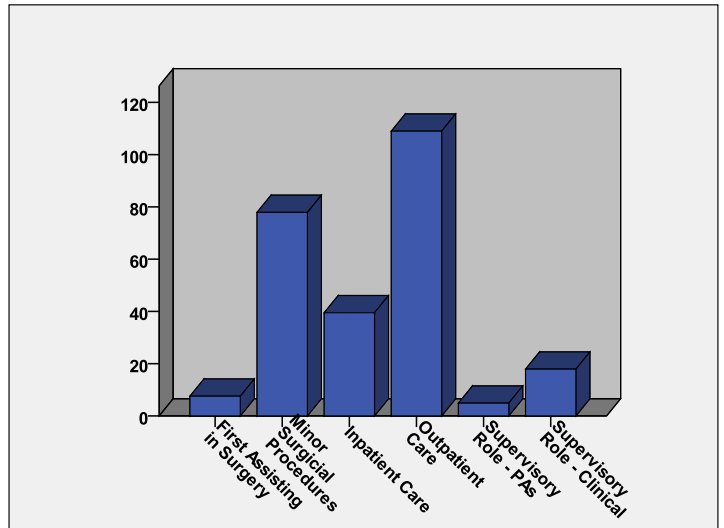
This distribution was roughly similar for physician assistants who had a secondary employer. Three-fifths of all physician assistants with secondary employers managed patient care in an outpatient setting, while more than two-fifths assisted in minor surgical procedures. However, physician assistants with secondary employers were relatively less likely to first assist in surgery or manage patient care in an inpatient setting. In addition, relatively few physician assistants were involved in a managerial or supervisory role.

Functions	Primary		Secondary	
	Number	%	Number	%
Surgery				
First Assisting	405	21%	8	4%
Minor Procedures	952	49%	78	43%
Patient Care Management				
Inpatient	681	35%	39	22%
Outpatient	1,393	72%	109	60%
Managerial/Supervisory Role				
Responsibility of PAs	171	9%	5	3%
Responsibility of Clinical Staff	288	15%	18	10%

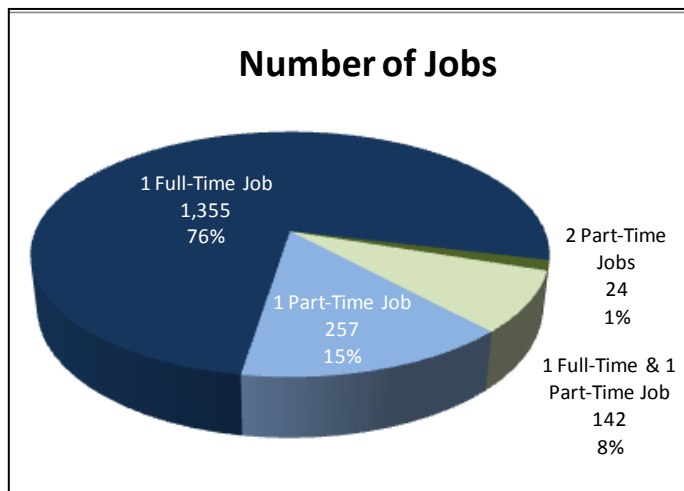
Primary Functions Performed - Primary Employer



Primary Functions Performed - Secondary Employer



Hours Worked



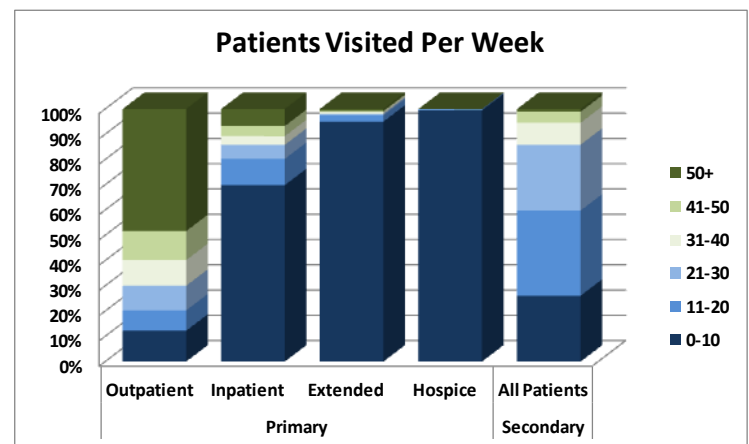
More than three-fourths of all employed physician assistants had one full-time job. Only nine percent of physician assistants held two jobs; all physician assistants who had two jobs worked in a part-time capacity in that second position.

Number of Jobs	Physician Assistants	
	Number	%
One Part-Time Job	257	14%
One Full-Time Job	1,355	76%
Two Part-Time Jobs	24	1%
One Full-Time Job and One Part-Time Job	142	8%
Total	1,778	100%

Employer Workload

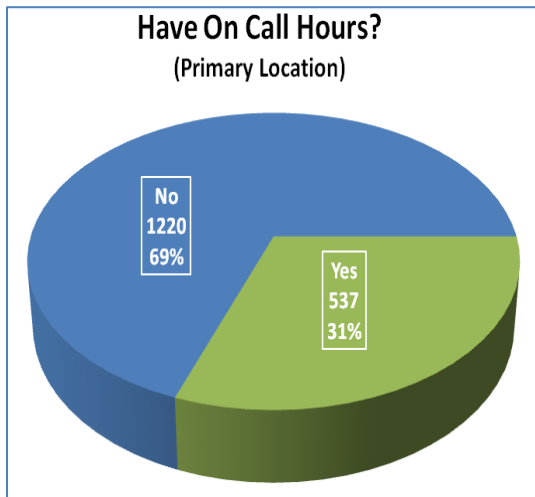
A majority of physician assistants had less than ten inpatient, extended and hospice visits per week. Nearly half had more than 50 outpatient visits per week, and 80 percent had at least 20 outpatient visits per week. Only 20 percent of physician assistants had 20 inpatient visits, and only a negligible percentage of physician assistants had at least 20 extended or hospice visits per week.

For secondary employers, all patients were aggregated together into one overall statistic. In total, 60 percent of all physician assistants who had a secondary employer had less than 20 patient visits per week, and more than three-quarters had less than 30 such visits per week.



Patients Visited Per Week	Primary								Secondary	
	Outpatient		Inpatient		Extended		Hospice		All Patients	
	Number	%	Number	%	Number	%	Number	%	Number	%
0-10	213	12%	1,117	70%	1,444	95%	1,493	100%	24	26%
11-20	140	8%	166	10%	38	3%	5	0%	31	34%
21-30	170	10%	89	6%	9	1%	1	0%	24	26%
31-40	177	10%	55	3%	11	1%	0	0%	8	9%
41-50	200	11%	64	4%	6	0%	0	0%	4	4%
50+	842	48%	108	7%	12	1%	1	0%	1	1%
Total	1,742	100%	1,599	100%	1,520	100%	1,500	100%	92	100%
Estimated Median	48.70	-	7.16	-	5.26	-	5.02	-	17.39	-

Extended Hours for Primary Employer



Only 31 percent of all physician assistants were on call with their primary employer. Among those who were on call, nearly half were on call for hours totaling at most 2 days per month. Only 14 percent were on call for a week or more per month. Only 14 physician assistants were on call with a secondary employer, the majority of whom were on call for at most three days per month.

On-Call Hours Per Month	Primary		Secondary	
	Number	%	Number	%
1 - 24	110	26%	4	29%
25 - 48	95	22%	3	21%
49 - 72	50	12%	3	21%
73 - 96	25	6%	0	0%
97 - 120	44	10%	0	0%
121 - 144	11	3%	0	0%
145 - 168	30	7%	1	7%
169+	59	14%	3	21%
Total	424	100%	14	100%

Employment Hours Breakdown (All Employers)

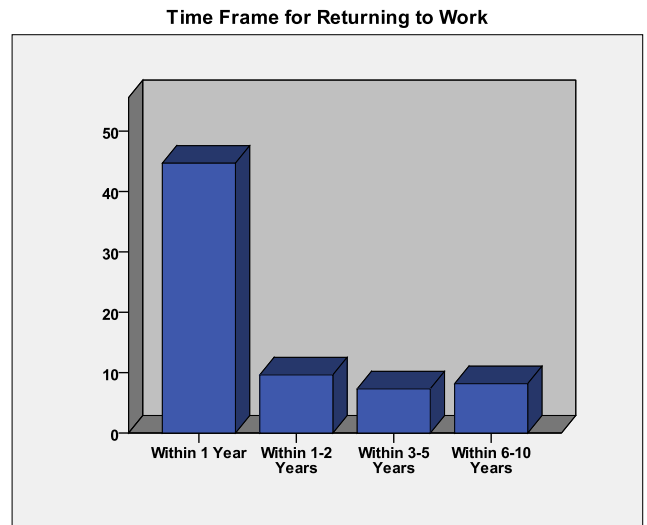
Three-quarters of physician assistants spent more than 30 hours per week on patient care, while an overwhelming majority of physician assistants spent less than five hours per week in all other activities. Among activities other than patient care, more than ten percent of physician assistants spent at least five hours a week in education, administration and precepting activities. Fewer than 10 percent of physician assistants spent more than five hours per week in quality assurance, research and volunteer activities.

Number of Hours Per Week	Patient Care		Education		Admin.		Precepting		Quality Assurance		Research		Volunteer		Other	
	Num.	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.	%	Num.	%
1-5	27	2%	1,141	89%	1,029	77%	940	80%	1,051	92%	975	96%	934	98%	598	95%
6-10	41	3%	79	6%	199	15%	129	11%	68	6%	28	3%	11	1%	17	3%
11-15	23	1%	13	1%	64	5%	30	3%	13	1%	6	1%	2	0%	7	1%
16-20	59	4%	1	0%	23	2%	31	3%	4	0%	0	0%	1	0%	5	1%
21-25	83	5%	2	0%	4	0%	8	1%	3	0%	4	0%	1	0%	0	0%
26-30	168	10%	7	1%	8	1%	10	1%	2	0%	0	0%	0	0%	1	0%
30+	1,218	75%	45	3%	9	1%	21	2%	5	0%	3	0%	0	0%	3	0%
Total	1,619	100%	1,288	100%	1,336	100%	1,169	100%	1,146	100%	1,016	100%	949	100%	631	100%

Returning to Work

Timeline for Return	Physician Assistants	
	Number	%
Within 1 Year	45	64%
Within 1-2 Years	10	14%
Within 3-5 Years	7	10%
Within 6-10 Years	8	11%
Total	70	100%

In total, 70 unemployed physician assistants indicated their desire to return to Virginia's workforce at some point in the future. Of those, nearly two-thirds planned to return within the next year and 78 percent within the next two years.

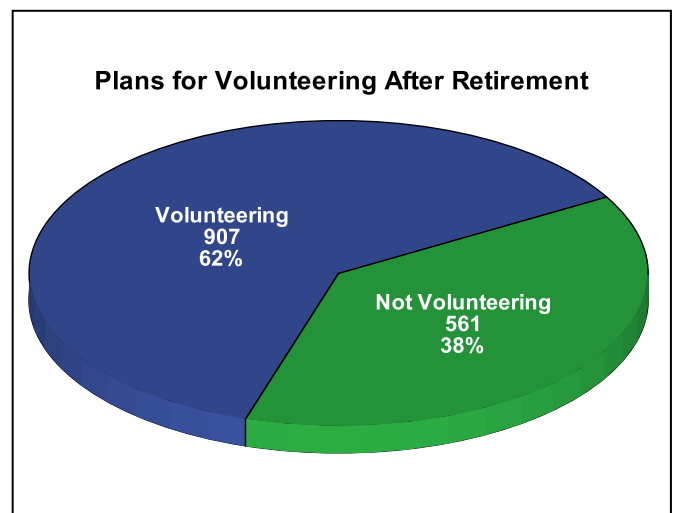
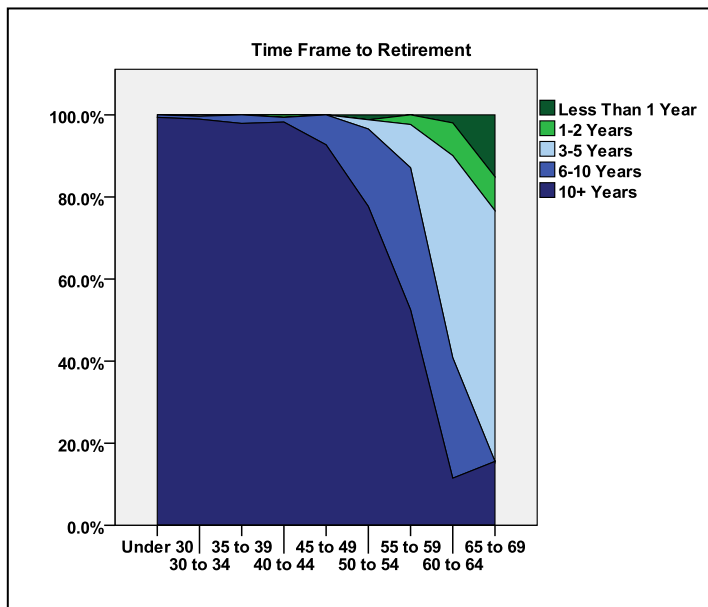


Retirement

Ninety percent of all physician assistants were planning on staying in the profession for at least the next ten years, while only four percent planned on retiring within the next five years. Once they reach retirement, more than 60 percent plan on volunteering in some capacity related to their former jobs.

Almost all physician assistants under the age of 45 plan on remaining in the workforce for at least the next decade. It is not until physician assistants reach their 50s when they contemplate retiring within the next decade. Even for physician assistants in their 60s, a majority plan on remaining in the workforce for at least the next three years. In addition, less than 20 percent of physician assistants who are between the ages of 65 and 69 plan on retiring within the next year.

Timeline for Retirement	Physician Assistants	
	Number	%
Less Than One Year	5	0%
1-2 Years	10	1%
3-5 Years	53	3%
6-10 Years	99	6%
10+ Years	1,473	90%
Total	1,640	100%



Full Time Equivalency Units

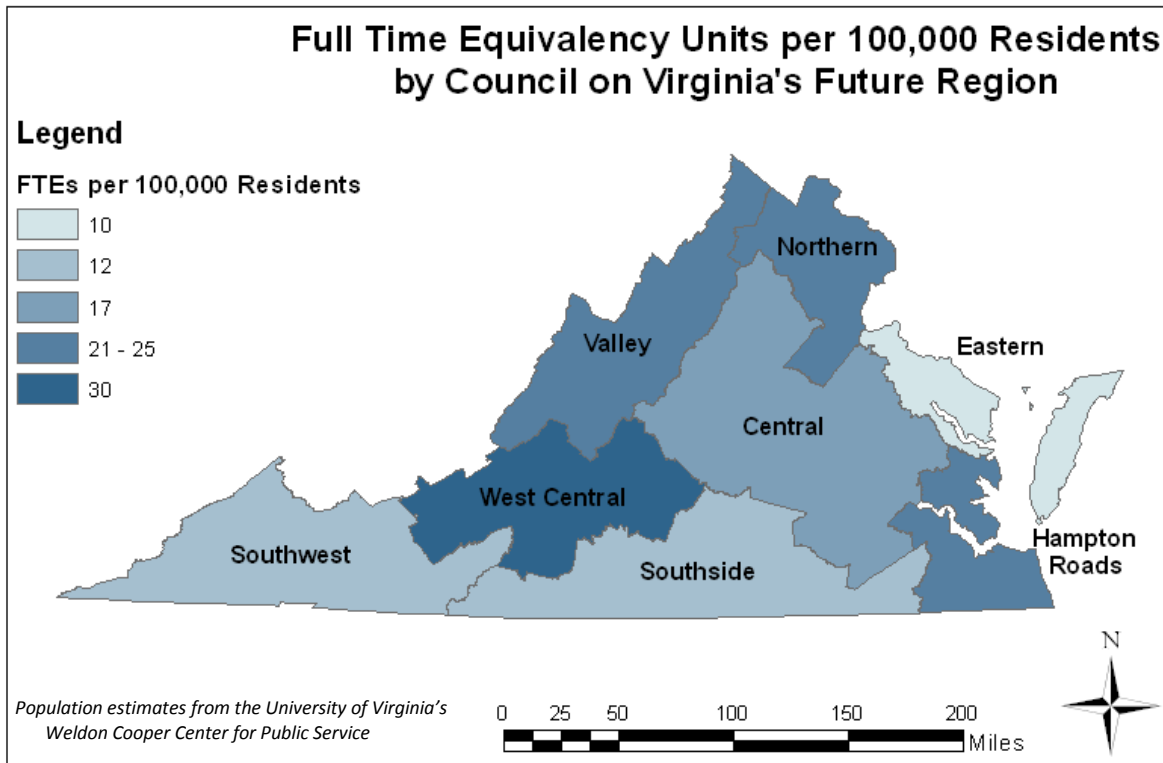
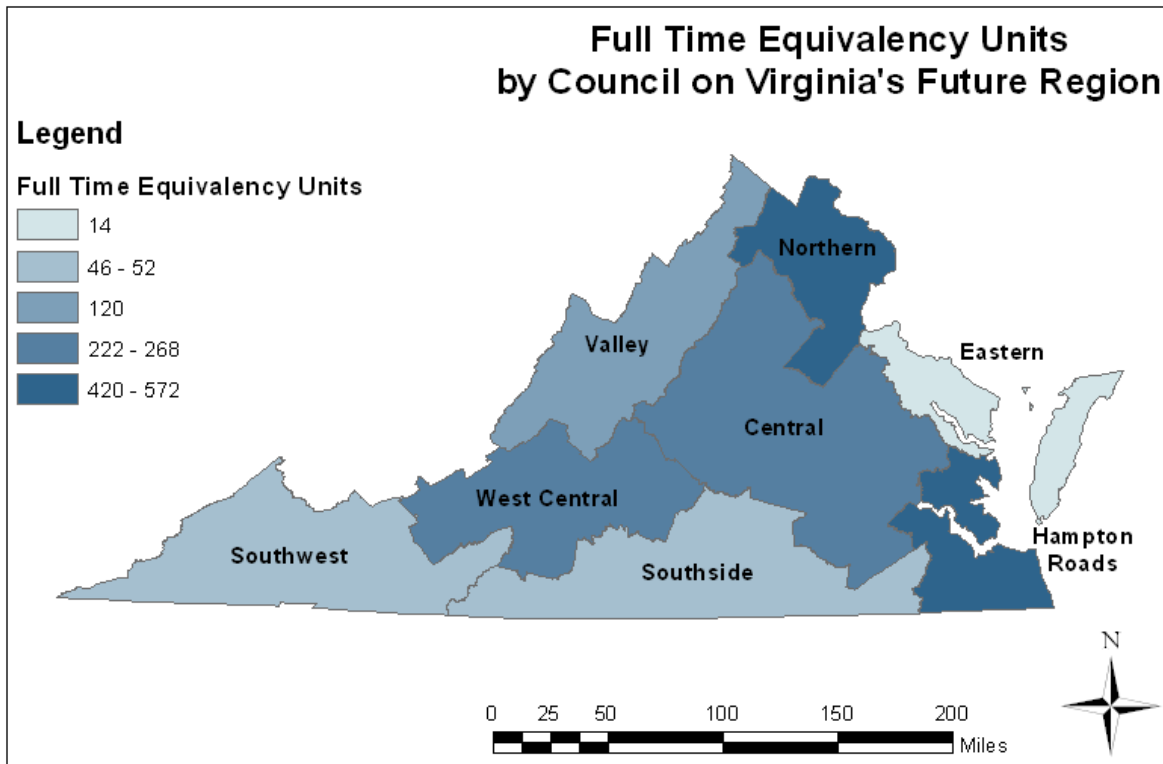
Economists and human resources professionals often refer to Full Time Equivalency units (or FTEs) when discussing labor market participation. Conceptually, an FTE represents one full time worker or one full time position. One FTE may be provided by two part-time workers or one full time worker. Alternatively, one worker with one full time job and one part time job may provide 1.5 FTEs. FTEs provide an easy way to compare labor or job supply while accounting for differing levels of work supplied by individuals.

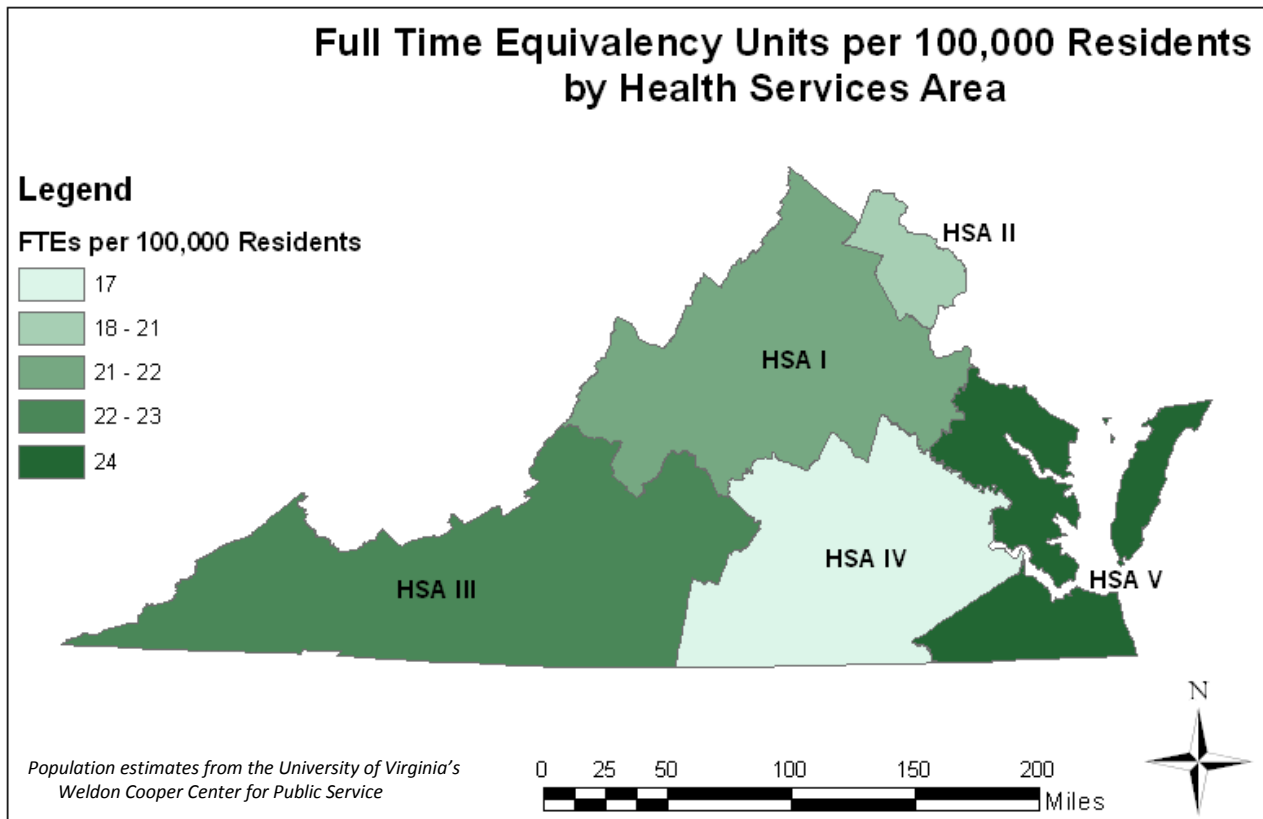
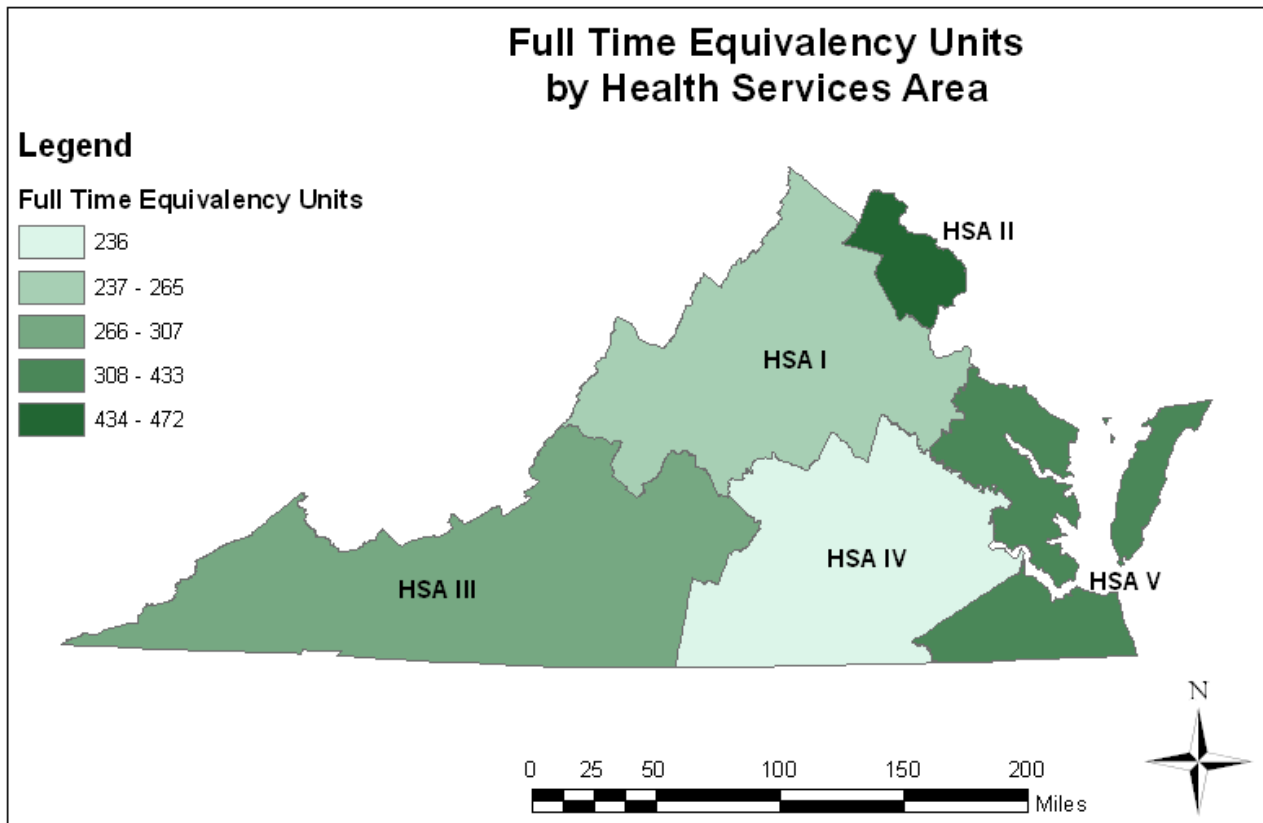
FTEs are defined using a variety of methods. Human resources professionals (and employees) often think in terms of positions or jobs, with one full time position equivalent to one FTE and one part time position equivalent to 0.5 FTEs. Economists (and payroll professionals), however, often need more precise measures of hours worked. Economists often use hours worked. Using FTEs, however, provides a human scale for examining data and provides for easy benchmarking across data sources.

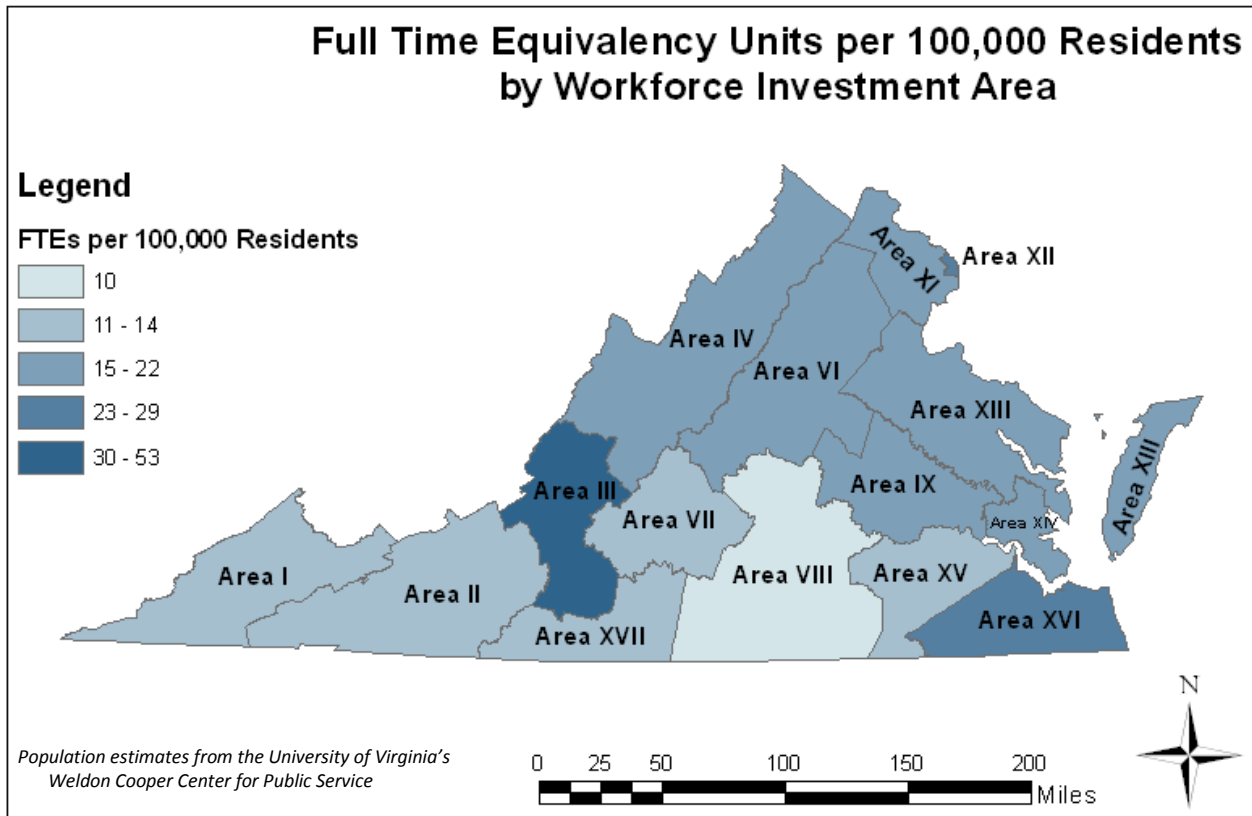
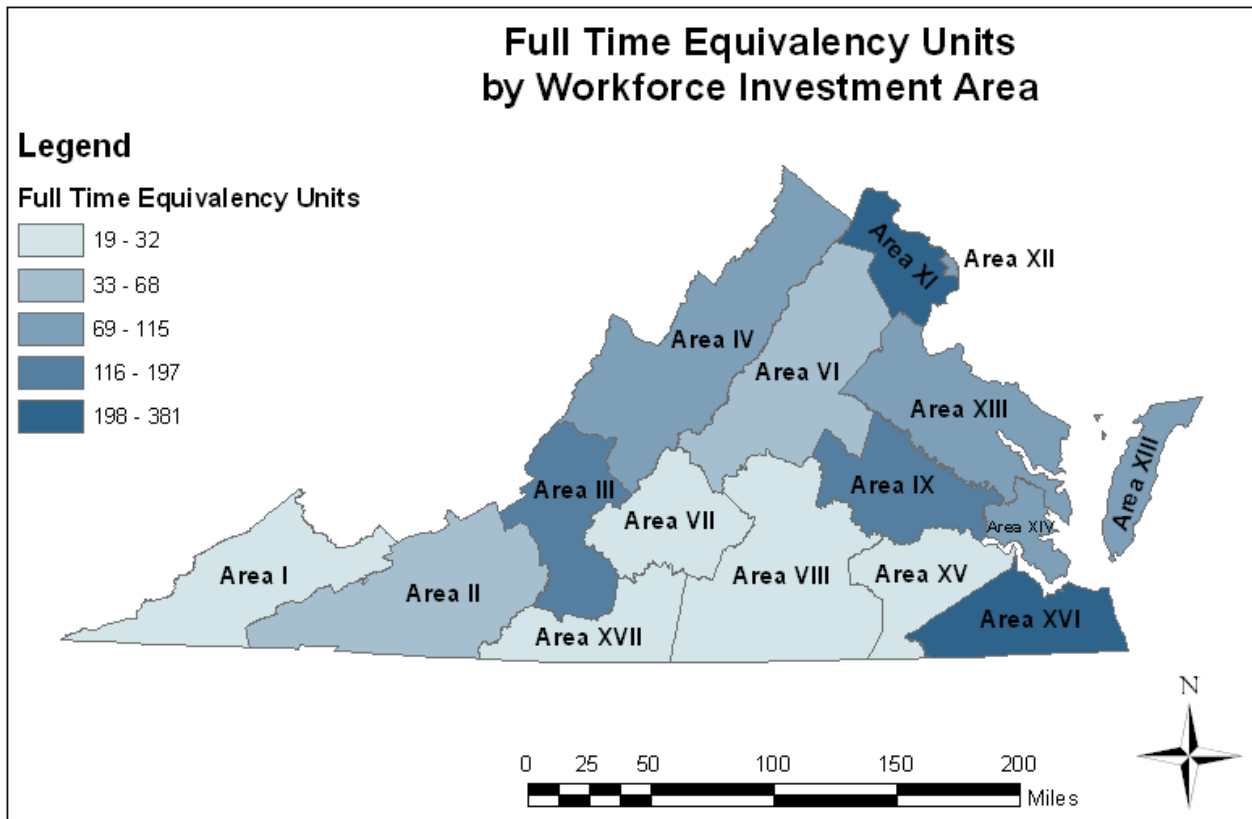
Age	Total FTEs	
	Mean	Sum
Under 30	.99	374
30 to 34	.93	421
35 to 39	.86	296
40 to 44	.89	224
45 to 49	.95	160
50 to 54	.93	117
55 to 59	.87	111
60 to 64	.85	56
65 and over	.81	15
Total	.92	1775

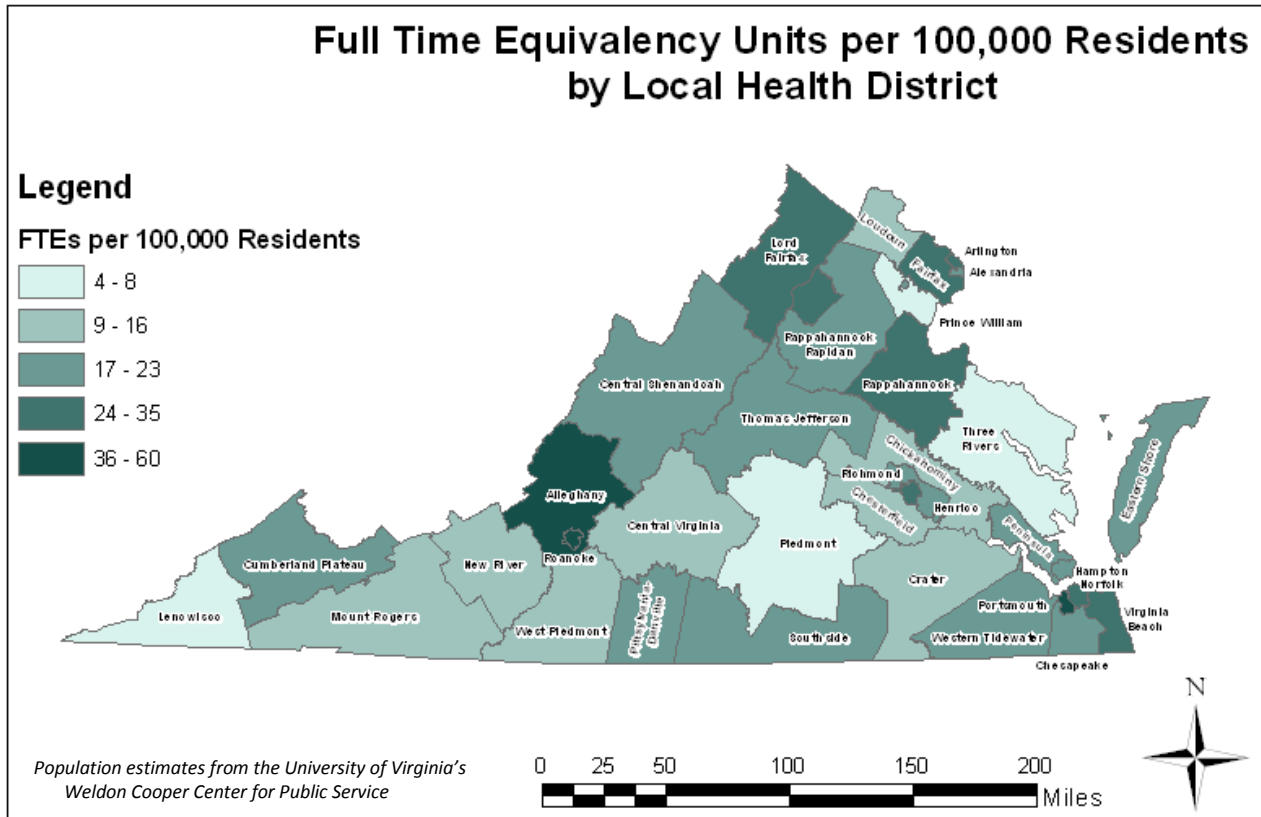
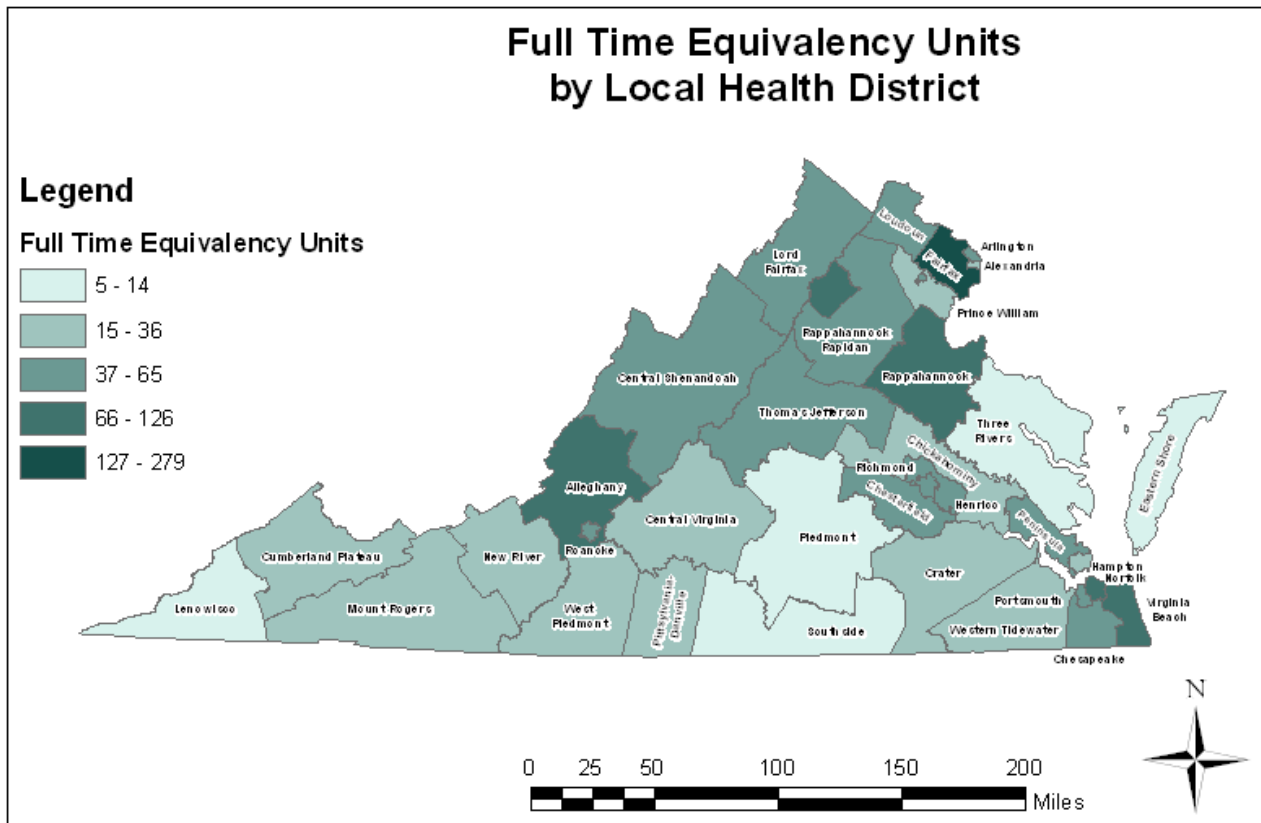
When using FTEs, readers are cautioned to look closely at how FTEs are defined. Does FTE refer to positions, or is it derived from hours worked (or some other measure of services provided, such as patients seen)? How many hours equates to one FTE? Unless defined equivalently, direct comparisons of FTEs require caution. In many cases, direct comparisons are not appropriate. For this iteration of the physician assistant survey, the HWDC estimated FTEs by examining each physician assistant's reported work hours at his or her primary, secondary and tertiary work locations. Physician assistants reporting part time work were assigned 0.5 FTEs for the location, while those reporting full time work were assigned 1.0 FTEs. If the PA reported having a work location but did not report work hours, he or she was assigned 1.0 FTEs for the primary location and 0.5 FTEs for any additional locations. This affected an estimated 47 PAs. FTEs were then summed. More recent HWDC surveys, including the new physician assistant survey, take a closer look at the actual number of hours worked by physician assistants across all work locations, and uses these figures to calculate FTEs.

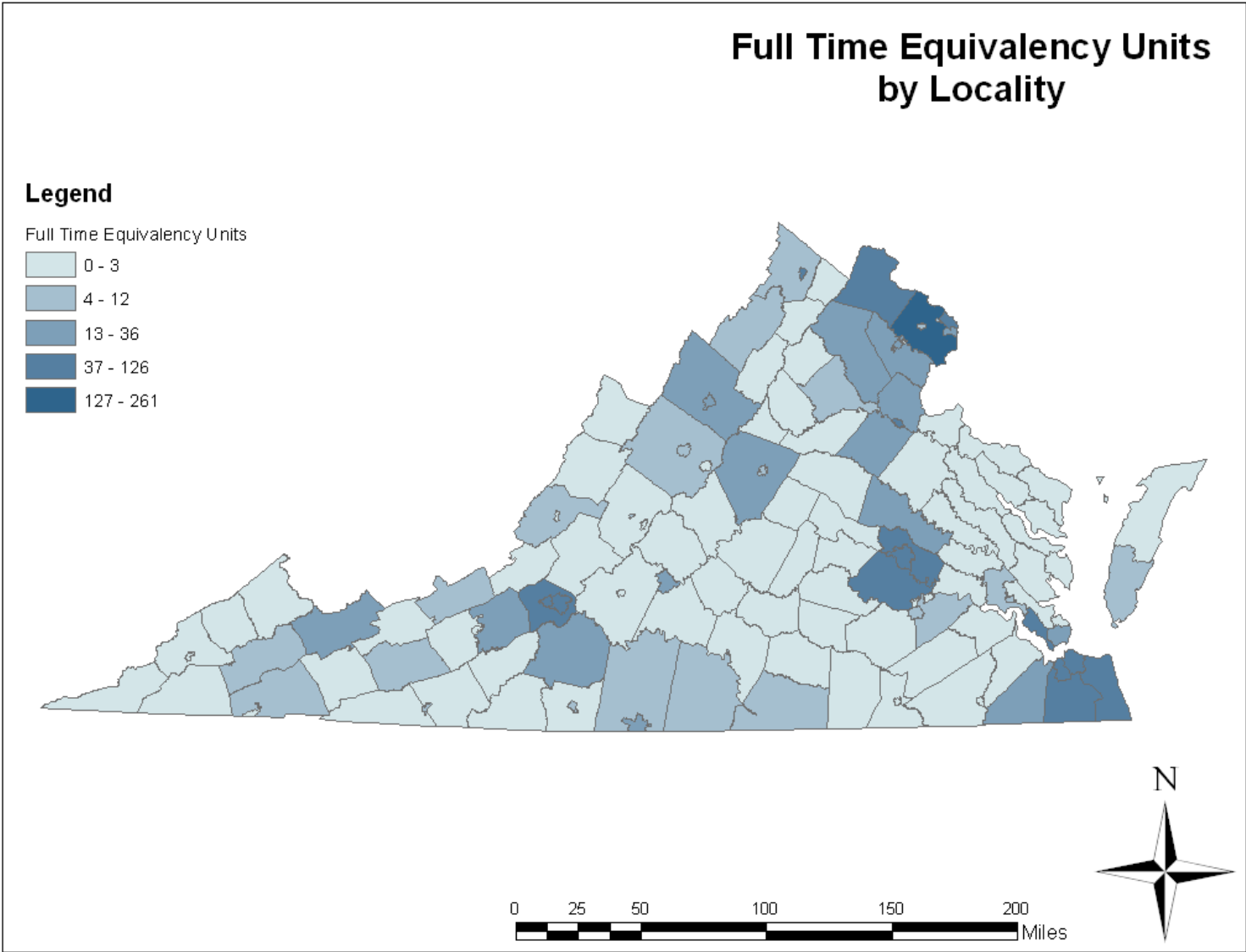
FTEs by age, along with the FTE per individual in the age group, are reported in the table above. All told, the 1,825 Virginia physician assistants who worked during the survey period provided approximately 1,775 FTEs at their primary, secondary and tertiary locations, or about 0.92 FTEs per physician assistant. FTEs and FTEs per 100,000 residents are displayed geographically in the following maps. Since this iteration of the physician assistant survey only collected data on the location of the primary employer, all FTEs are assigned to this location. If the primary employer's location was missing, we used the physician assistant's mailing address as a proxy.







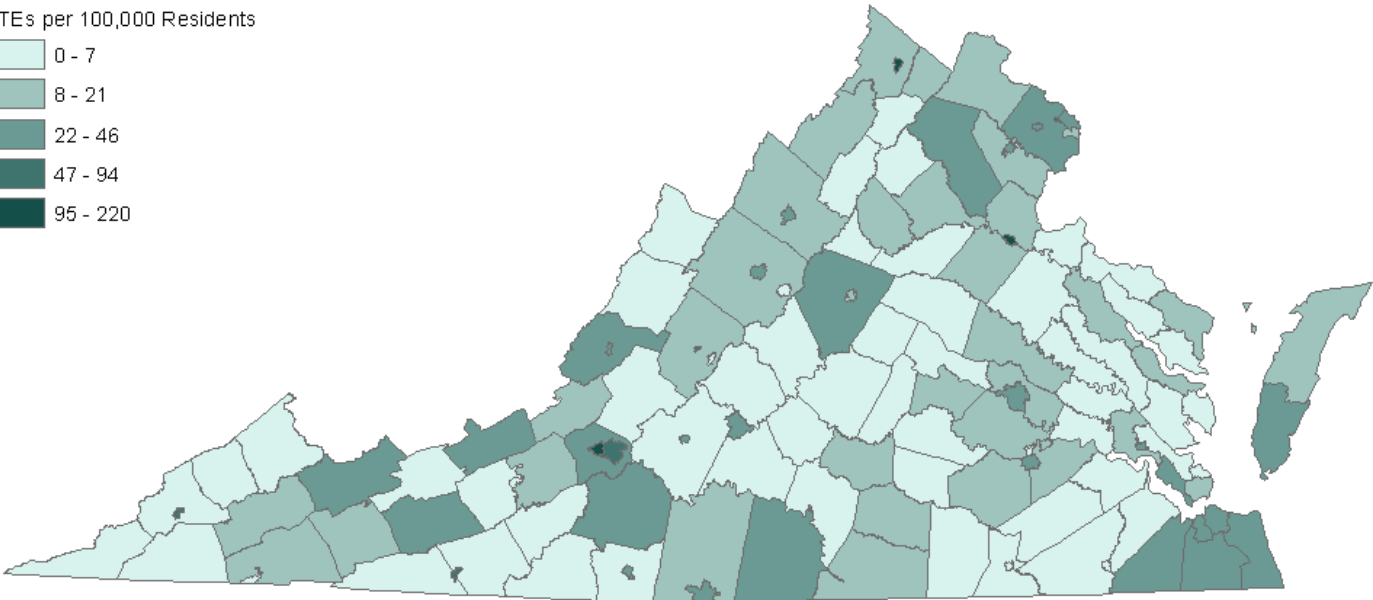




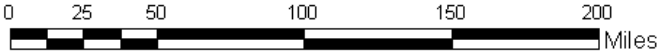
Full Time Equivalency Units per 100,000 Residents by Locality

Legend

- FTEs per 100,000 Residents
- 0 - 7
 - 8 - 21
 - 22 - 46
 - 47 - 94
 - 95 - 220



Population estimates from the University of Virginia's
Weldon Cooper Center for Public Service



Appendices

Appendix A: Weights

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

Age	Response Rate	Weight
Under 30	.494118	2.023810
30 to 34	.762089	1.312183
35 to 39	.784461	1.274760
40 to 44	.796721	1.255144
45 to 49	.857143	1.166667
50 to 54	.805031	1.242188
55 to 59	.796053	1.256198
60 to 64	.851351	1.174603
65 to 69	.909091	1.100000
70 to 74	.500000	2.000000
75 to 79	1.000000	1.000000
80 and over	0.000000	0.000000

Rural Status	Response Rate	Weight
Metro, 1 million+	.748659	1.335722
Metro, 250,000 to 1 million	.867188	1.153153
Metro, 250,000 or less	.704614	1.419162
Urban pop 20,000+, Metro adj	.807692	1.238095
Urban pop 20,000+, nonadj	0.000000	0.000000
Urban pop, 2,500-19,999, Metro adj	.803030	1.245283
Urban pop, 2,500-19,999, nonadj	.652174	1.533333
Rural, Metro adj	.684211	1.461538
Rural, nonadj	.812500	1.230769
VA Border State/D.C.	.678445	1.473958
Other U.S. state	.687500	1.454545

Appendix B: The Physician Assistant Survey

1	In which state do you currently reside?	drop down
1.a.	If Virginia, what brought you to Virginia?	dropdown
		Virginia native
		Relocated to Virginia
		Military
		Residency
2	Ethnicity/Race	drop down
		White
		Black, African American, or Negro
		American Indian or Alaska Native
		Hispanic, Latino or Spanish Origin
		Asian Indian
		Chinese
		Filipino
		Japanese
		Korean
		Vietnamese
		Other Asian
		Native Hawaiian
		Guamanian or Chamorro
		Samoan
		Other Pacific Islander
		Some Other Race
3	Gender	Male
		Female
	EDUCATION	
4	Highest Degree Currently Held	drop down
		Certificate from a PA School
		Associate's degree
		Baccalaureate degree
		Master's degree
		Doctorate
5	Highest degree received from PA program	drop down
		Certificate from a PA School
		Associate's degree
		Baccalaureate degree
		Master's degree
		Doctorate
6	What year did you graduate from the PA program?	fill in blank

7	Are you currently enrolled in an education program leading to an advanced degree?	yes or no
7.a.	If yes, please list the degree your are seeking.	fill in blank
7.b.	If yes, what school are you attending?	fill in blank
WORK STATUS		
8	If you are currently NOT working as a PA, please skip to question number 36.	
9	What is your primary practice specialty?	drop down
		Cardiology
		Correctional Medicine
		Emergency medicine
		Family Medicine
		Gastroenterology
		General surgery
		Geriatric medicine
		Industrial medicine
		Internal medicine
		Neurology
		OB/GYN
		Oncology
		Orthopedics
		Pediatrics
		Psychiatry
		Radiology
		Urology
		Pediatric Specialty
		Surgical Specialty
		Other
9.a.	Other: please list	fill in blank
9.b.	Do you perform invasive procedures in your specialty?	yes or no
10	Are you credentialed to work at a hospital?	yes or no
10.a.	If yes, please list the hospital.	fill in blank
11	Primary Employer	hospital based
		clinic based
12	In how many hospitals do you see patients for your primary employer?	fill in blank

13	Which one of the following types of organizations best describes the setting for your primary employer?	drop down
		Academics
		Academics-University
		Community Health Center/Clinic
		Corrections system
		Freestanding urgent care center
		Freestanding urgent surgical center
		HMO
		Home Health Agency
		Hospice
		Hospital
		Integrated Health Delivery System
		Medical Staffing Agency
		Military
		Multi Specialty Physician Group
		Nursing Home or LOC Facility
		Physician Practice Management Company
		Self Employed or an Independent Contractor
		Single Specialty Physician Group Practice
		Solo Physician Practice
		University Hospital
		VA (Veterans Administration)
		Other
13.a.	If other, please specify.	fill in blank
14	Please identify the functions you perform while working at your primary practice location.	check all that apply
		First Assisting at Surgery
		Minor Surgical Procedures
		Manage the Care of Patients in an Inpatient Setting
		Manage the Care of Patients in an Outpatient Setting
		Supervisory/Managerial Responsibilities for Other PA
		Supervisory/Managerial Responsibilities for Clinical Staff
15	What is your primary practice employers location?	street address, state, zip
16	On average, how many hours do you work at this primary practice employers location per week?	
		Full time: 32 hrs or more /week
		Part time: less than 32 hrs/ week
17	Please indicate the number of visits/encounters that you handle in a typical week at this primary practice employer location.	
17.a.	Out-patient visits	drop down
		0-10 visits/encounters

		11-20 visits/encounters
		21-30 visits/encounters
		31-40 visits/encounters
		41-50 visits/encounters
		51+ visits/encounters
17.b.	In-patient visits	drop down
		0-10 visits/encounters
		11-20 visits/encounters
		21-30 visits/encounters
		31-40 visits/encounters
		40+ visits/encounters
		51+ visits/encounters
17.c.	Extended Care	drop down
		0-10 visits/encounters
		11-20 visits/encounters
		21-30 visits/encounters
		31-40 visits/encounters
		40+ visits/encounters
		51+ visits/encounters
17.d.	Hospice	drop down
		0-10 visits/encounters
		11-20 visits/encounters
		21-30 visits/encounters
		31-40 visits/encounters
		40+ visits/encounters
		51+ visits/encounters
18	Are you on call for your primary practice employer?	yes or no
18.a.	If yes, how many hours per month?	fill in blank
19	What is the approximate percent of your patients at this primary practice employer on Medicaid?	drop down
		1-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
20	What is the approximate percent of your patients at this primary practice employer on Medicare?	drop down
		1-10%

		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
21	What is the approximate percent of your patients at this primary practice employer on private insurance?	drop down
		1-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
22	What percent of patients at this primary practice setting are self pay.	drop down
		1-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
23	If you do NOT have a secondary practice employer, please skip to number 35.	
24	Who is your second practice employer?	fill in blank
25	At your secondary practice employer what is your specialty?	
		Cardiology
		Correctional Medicine
		Emergency medicine
		Family Medicine
		Gastroenterology
		General surgery
		Geriatric medicine

		Industrial medicine
		Internal medicine
		Neurology
		OB/GYN
		Orthopedics
		Pediatrics
		Psychiatry
		Radiology
		Urology
		Pediatric Specialty
		Surgical Specialty
		Other
25.a.	Other: please list	fill in blank
25.b.	Do you perform invasive procedures in your specialty at this secondary practice location?	yes or no
26	At your secondary practice employer, on average, how many hours do you work per week?	
		Full time: 32 hrs or more /week
		Part time: less than 32 hrs/ week
27	At your secondary practice employer, how many patient care hours do you work per week?	fill in blank
28	At your secondary practice employer, how many hours each week do you see patients in your specialty area?	fill in blank
28.a.	At your secondary practice employer, indicate the number of visits/encounters that you handle in a typical week.	fill in blank
29	At your secondary practice employer, are you on call?	yes or no
29.a.	If yes, how many hours per month?	fill in blank
30	At your secondary practice employer, in how many hospitals do you see patients?	fill in blank
31	Please identify the functions you perform while working at your secondary practice location.	check all that apply
		First Assisting at Surgery
		Minor Surgical Procedures
		Manage the Care of Patients in an Inpatient Setting
		Manage the Care of Patients in an Outpatient Setting
		Supervisory/Managerial Responsibilities for Other PA
		Supervisory/Managerial Responsibilities for Clinical Staff

32	Do you have a third practice employer?	yes or no
33	If you do NOT have a third practice employer, please skip to number 35.	
34	What is the average number of hours you work per week at your third practice setting?	fill in blank
35	Please indicate the typical number of hours per week you spend in each of the following activities for all practice locations combined.	
35.a.	Patient Care	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.b.	Academia	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.c.	Administrative	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.d.	Precepting	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.e.	Quality Assurance	drop down
		1-5 hours per week

		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.f.	Research	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.g.	Volunteer	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
35.h.	Other	drop down
		1-5 hours per week
		6-10 hours per week
		11-15 hours per week
		16-20 hours per week
		21-25 hours per week
		26-30 hours per week
		30 plus hours per week
36	If you are NOT practicing now, do you plan to return to PA work?	
		No
		Yes
36.a.	If yes, what is the timeframe you anticipate returning to PA work?	
		Within one year
		Within 1-2 years
		Within 3-5 years
		Within 6-10 years
		More than 10 years from now
37	When do you plan to retire?	
		In less than one year

		In the next 1-2 years
		In the next 3-5 years
		In the next 6-10 years
		More than 10 years from now
38	After retirement, do you plan to volunteer in some area of healthcare?	yes or no
38.a.	If yes, which area of healthcare?	fill in blank

Appendix C: The 2012 Physician Assistant Workforce Survey

While striving to maintain continuity, the HWDC continuously improves its surveys based on results of previous surveys. The HWDC has adopted a standard survey template to serve as the basis of all of its workforce surveys. The 2012 Pharmacy Survey incorporates standard survey template and includes elements specific to the Pharmacist survey. Please note that the survey appears online through our licensing renewal system. The final appearance of the survey for practitioners is dictated by this system. The HWDC may additional changes before implementing the 2012 survey.

Physician Assistant Survey		
Instructions:		
The following survey will assist policymakers at the state, federal and local levels assess the adequacy of the current <i>your profession</i> workforce and project future workforce trends in relation to Virginia's changing population and health needs. It will help us advance the practice of <i>your profession</i> and to improve the health of all Virginians. By law, information collected as part of this survey is confidential. License numbers and other individually identifying information are removed from Healthcare Workforce Data Center data sets. The Healthcare Workforce Data Center only releases information in the aggregate or to qualified research organizations who meet our strict confidentiality standards. Participation in this survey is voluntary.		
The survey questions are designed to allow comparisons across professions, and among state and federal data collection efforts. Some of the questions, particularly the demographic questions, match Federal data collection standards.		
Education and Background		
1)	Year of Birth:	<i>Dropdown: 1996 to 1920 (reverse order)</i>
2)	Sex:	<i>Dropdown: Male/Female</i>
	Please select the items that best describe your race/ethnicity. Please answer both question 3a about Hispanic origin and 3b about race/ethnicity.	
3a)	Select one:	<i>Check one</i>
		Hispanic, Latino or Spanish Origin
		Not Hispanic, Latino or Spanish Origin
3b)	Select all that apply:	<i>Check all that apply</i>
		White
		Black or African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Some other race
3c)	If some other race, please specify:	<i>Fill in the blank</i>
4)	Where did you graduate from high school (Secondary School)?	<i>Dropdown</i>
		Outside of the US or Canada
		Canada
		57 US States and Territories

5)	Was your childhood spent mostly in rural, urban or suburban areas?	<i>Dropdown: urban, rural, suburban</i>
6)	Where did you obtain your undergraduate (Bachelor's or Associate) degree?	<i>Dropdown</i>
		Did not obtain an undergraduate degree
		Outside of the US or Canada
		Canada
		57 US States and Territories
7)	Where did you obtain the degree that initially qualified you to practice as a physician assistant?	<i>Dropdown</i>
		Outside of the US or Canada
		Canada
		57 US States and Territories
8)	Please indicate the highest level of Physician Assistant education you have completed as of today:	<i>Dropdown</i>
		PA Certificate, undergraduate
		Associate degree
		Baccalaureate degree
		PA Certificate, post-graduate
		Master's degree
		Doctorate
9)	Do you hold an active license to practice <i>your profession</i> in any other jurisdiction?	<i>Check all that apply</i>
		District of Columbia
		Kentucky
		Maryland
		North Carolina
		Tennessee
		West Virginia
		One or more other US states
10)	Please select the choice that best describes any primary area of specialization, training or experience you may have:	<i>Dropdown</i>
		No Specialty
		Addiction Medicine
		Allergy & Immunology
		Anesthesiology
		Cardiology
		Cardiovascular Surgery
		Dermatology
		Emergency Medicine
		Endocrinology
		Family Medicine
		Gastroenterology & Hepatology

		General Surgery
		Geriatrics, General
		Hospital Medicine
		Internal Medicine, General
		Neonatal Intensive Care
		Nephrology
		Neurosurgery
		OB/GYN
		Occupational Medicine
		Oncology
		Orthopedics
		Otolaryngology
		Pediatrics, General
		Pediatric Intensive Care
		Pediatric Orthopedics
		Plastic Surgery
		Psychiatry
		Radiology
		Rheumatology
		Urology
		Other
10b)	If you selected "other specialty area", please provide a brief description:	<i>Open-ended</i>
11)	Please select the choice that best describes any primary area of specialization, training or experience you may have:	<i>Dropdown</i>
		No Secondary Specialty
		Addiction Medicine
		Allergy & Immunology
		Anesthesiology
		Cardiology
		Cardiovascular Surgery
		Dermatology
		Emergency Medicine
		Endocrinology
		Family Medicine
		Gastroenterology & Hepatology
		General Surgery
		Geriatrics, General
		Hospital Medicine
		Internal Medicine, General
		Neonatal Intensive Care
		Nephrology
		Neurosurgery
		OB/GYN
		Occupational Medicine
		Oncology
		Orthopedics

		Otolaryngology
		Pediatrics, General
		Pediatric Intensive Care
		Pediatric Orthopedics
		Plastic Surgery
		Psychiatry
		Radiology
		Rheumatology
		Urology
		Other
11b)	If you selected "other specialty area", please provide a brief description:	<i>Open-ended</i>
Current Employment Status		
12	Which choice best describes your <i>current</i> employment or work situation?	<i>Dropdown</i>
		I am currently employed in a <i>my profession</i> related capacity.
		I am currently employed, but not in a <i>my profession</i> related capacity.
		I am retired.
		I am currently voluntarily unemployed (including for medical reasons).
		I am currently involuntarily unemployed.
13)	Overall, and taking into account all positions you fill, how satisfied are you with your <i>current</i> employment or work situation?	<i>Dropdown</i>
		Very satisfied
		Somewhat satisfied
		Somewhat dissatisfied
		Very dissatisfied
14)	How many positions do you <i>currently</i> hold?	<i>Dropdown</i>
	<i>Note: There is no legal standard for part-time work, and each employer defines part-time work differently. Part-time work generally refers to workweeks of 35-hours per week or less. Per diem, temporary, contract, self-employed and seasonal workers, and workers subject to annual limits on hours should consider average hours spent working over the term of employment.</i>	
		One part-time position
		One full-time position
		Two part-time positions
		One full-time position & one part-time position

		Two full-time positions
		More than two positions
15)	Considering all positions you <i>currently</i> fill, how long is your average workweek?	<i>Dropdown</i>
		I am not currently working
		1 to 9 hours
		10 to 19 hours
		20 to 29 hours
		30 to 39 hours
		40 to 49 hours
		50 to 59 hours
		60 to 69 hours
		70 to 79 hours
		80 or more hours
16)	Do you currently have privileges in any Virginia hospitals? If so, how many?	<i>Dropdown: None & 1 thru 10</i>
Unless otherwise noted, the rest of the questions draws on your experiences over the past 12 months. If you did not work in the past 12 months in a capacity that drew on your profession background, please skip to question 41.		
Primary Work Location		
Question 17 through Question 23 refer to your primary place of employment, work or practice, including volunteer work, over the past 12 months. This is the location where you spend the most work hours during an average workweek, or where you spent the most weeks working in the past 12 months. You do not need to currently work at this location. These questions describe a particular work location, not an employer. Temporary or traveling workers who spend or spent a significant amount of time at a particular location should use that location as his or her primary work location. Persons who consistently work in multiple locations (e.g. temporary workers, home health, locum tenens, multi-facility rounds) should choose the location where they spent the most time or where they are based. When answering these questions, please consider the entire 12 month period.		
17)	Please select the location of your primary place of employment, work, volunteer work or practice:	<i>Dropdown:</i>
		Outside of US
		Virginia Border State/DC
		Other US State
		List of Virginia's Cities and Counties
18)	How long have you worked at this particular location?	<i>Dropdown</i>
		I do not currently work at this location
		Less than 6 months
		6 months to 1 year
		1 to 2 years
		3 to 5 years
		6 to 10 years
		More than 10 years

19a)	Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc):	<i>Dropdown: 1 week - 52 weeks</i>
19b)	How many hours do you (or did you) work in an average workweek at this location?	<i>Dropdown</i>
		1 to 9 hours
		10 to 19 hours
		20 to 29 hours
		30 to 39 hours
		40 to 49 hours
		50 to 59 hours
		60 to 69 hours
		70 to 79 hours
		80 or more hours
20)	In the average workweek at this location, roughly what percentage of your working hours were spent in the following roles: (Answers should roughly equate to 100%).	<i>Dropdown: (for each sub-question)</i>
20a)	Administration or business-related matters	None
20c)	Direct patient care, including patient education and coordination of care	1% to 9%
20d)	Education of health professions students (including acting as preceptor)	10% to 19%
20e)	Formal research	20% to 29%
20f)	Other	30% to 39%
		50% to 59 %
		60% to 69%
		70% to 79%
		80% to 89%
		90% to 99%
		100%
21)	Please indicate the number of visits/encounters that you handle in a typical week at this primary practice employer location.	<i>Dropdown: (for each sub-question)</i>
21a)	Outpatient visits	None
21b)	Inpatient visits	1-9 visits/encounters
21c)	Extended care	10-19 visits/encounters
21d)	Hospice	20-29 visits/encounters
		30-39 visits/encounters
		40-49 visits/encounters
		50 or more visits/encounters
22a)	Please select the choice that best describes this location's organizational sector:	<i>Dropdown</i>
		For-profit (e.g. private practice, corporate)

		Non-profit (including religious affiliated)
		State/local-government
		US military
		Veteran's Administration
		Other federal government
22b)	Please select the choice that best describes this practice setting:	<i>Dropdown:</i>
		Physician solo practice
		Group practice, single specialty
		Group practice, multi specialty
		Academic institution (teaching or research)
		Academic institution (patient care role)
		Community clinic/Outpatient care center
		Home health agency
		Hospice
		Hospital-outpatient department
		Hospital-emergency department
		Hospital-inpatient department
		Independent contractor
		Insurance
		Medical staffing agency
		Mental health facility
		Nursing home/long term care facility
		Outpatient surgical center
		Other
22c)	If you selected "other practice setting" please provide a brief description:	<i>Open-ended</i>
23)	Please indicate how you are (were) personally compensated for activities at this location:	<i>Dropdown</i>
		Salary/Commission
		Hourly wage
		By contract
		Business/Practice income
		Volunteer, unreimbursed
If you only had one practice location in the past 12 months, please skip to question 34. If you had additional practice locations, please continue.		
Secondary Work Location		

Question 24 through Question 31 refer to your secondary place of work or practice, including volunteer work, over the past 12 months. This is the location where you spend the second most work hours during an average workweek, or where you spent the second most weeks working in the past 12 months. You do not need to currently work at this location. These questions describe a particular work location, not an employer. Temporary or traveling workers who spend or spent a significant amount of time at a secondary location should use that location as his or her secondary work location. Persons who consistently worked in multiple locations (e.g. temporary workers, home health, locum tenens, multi-facility rounds) in addition to a primary location should choose the secondary location where they spent the most time or where they are based. When answering these questions, please consider the entire 12 month period.

24	Is this location with the same employer or practice as your primary location, or a different employer/practice?	<i>Dropdown</i>
		Same employer or practice
		Different employer or practice
25)	Please select the location of your primary place of employment, work, volunteer work or practice:	<i>Dropdown:</i>
		Outside of US
		Virginia Border State/DC
		Other US State
		List of Virginia's Cities and Counties
26)	How long have you worked at this particular location?	<i>Dropdown</i>
		I do not currently work at this location
		Less than 6 months
		6 months to 1 year
		1 to 2 years
		3 to 5 years
		6 to 10 years
		More than 10 years
27a)	Approximate number of weeks at which at least some time was spent at this work location within the past twelve months (exclude vacation, medical leave, etc):	<i>Dropdown: 1 week - 52 weeks</i>
27b)	How many hours do you (or did you) work in an average workweek at this location?	<i>Dropdown</i>
		1 to 9 hours
		10 to 19 hours
		20 to 29 hours
		30 to 39 hours
		40 to 49 hours
		50 to 59 hours
		60 to 69 hours
		70 to 79 hours
		80 or more hours
28)	In the average workweek at this location, roughly what percentage of your working	<i>Dropdown: (for each sub-question)</i>

	hours were spent in the following roles: (Answers should roughly equate to 100%).	
28a)	Administration or business-related matters	None
28c)	Direct patient care, including patient education and coordination of care	1% to 9%
28d)	Education of health professions students (including acting as preceptor)	10% to 19%
28e)	Formal research	20% to 29%
28f)	Other	30% to 39%
		50% to 59 %
		60% to 69%
		70% to 79%
		80% to 89%
		90% to 99%
		100%
29)	Please indicate the number of visits/encounters that you handle in a typical week at this primary practice employer location.	<i>Dropdown: (for each sub-question)</i>
29a)	Outpatient visits	None
29b)	Inpatient visits	1-9 visits/encounters
29c)	Extended care	10-19 visits/encounters
29d)	Hospice	20-29 visits/encounters
		30-39 visits/encounters
		40-49 visits/encounters
		50 or more visits/encounters
30a)	Please select the choice that best describes this location's organizational sector:	<i>Dropdown</i>
		For-profit (e.g. private practice, corporate)
		Non-profit (including religious affiliated)
		State/local-government
		US military
		Veteran's Administration
		Other federal government
30b)	Please select the choice that best describes this practice setting:	<i>Dropdown:</i>
		Physician solo practice
		Group practice, single specialty
		Group practice, multi specialty
		Academic institution (teaching or research)
		Academic institution (patient care role)
		Community clinic/Outpatient care center
		Home health agency
		Hospice
		Hospital-outpatient department

		Hospital-emergency department
		Hospital-inpatient department
		Independent contractor
		Insurance
		Medical staffing agency
		Mental health facility
		Nursing home/long term care facility
		Outpatient surgical center
		Other
30c)	If you selected "other practice setting" please provide a brief description:	<i>Open-ended</i>
31)	Please indicate how you are (were) personally compensated for activities at this location:	<i>Dropdown</i>
		Salary/Commission
		Hourly wage
		By contract
		Business/Practice income
		Volunteer, unreimbursed
If you had only two locations in the past 12 months, please skip to question 34. If you had additional practice locations, please continue.		
32)	How many total work locations have you had <i>over the past 12 months</i> ?	<i>Dropdown</i>
		3
		4
		5
		6 or more
33)	How many work locations do you have <i>currently</i> ?	<i>Dropdown</i>
		3
		4
		5
		6 or more
Employment Information		
<i>The Healthcare Workforce Data Center collects compensation information to assess the balance of supply and demand in the state and in localities, and to assist students in planning health careers and choosing specialties. Information from these questions will only be presented in the aggregate. The confidentiality of information for these and all questions is protected by law. All questions are voluntary.</i>		
34)	Within the past 12 months, have you experienced any of the following:	<i>Check all that apply</i>
		Voluntary unemployment (including for medical reasons)?
		Involuntary unemployment (including for medical reasons)?

		Switched employers/practices?
		Worked part-time or temporary positions, but would have preferred a full-time or permanent position?
		Worked two or more positions at the same time?
35)	Do you perform any of the following tasks in your work as a physician assistant?	<i>Check all that apply</i>
		First assist at surgery
		Minor surgical procedures
		Supervise/Manage other PAs
		Supervise/Manage other clinical staff
		Manage care of patients, inpatient
		Manage care of patients, outpatient
36)	What is your estimated annual net income from <i>your profession</i> related activities?	<i>Dropdown:</i>
		Volunteer work only
		Less than \$20,000
		\$20,000-\$29,999
		\$30,000-\$39,999
		\$40,000-\$49,999
		\$50,000-\$59,999
		\$60,000-\$69,999
		\$70,000-\$79,999
		\$80,000-\$89,999
		\$90,000-\$99,999
		\$100,000-\$109,999
		\$110,000-\$119,999
		\$120,000 or more
37)	Do you receive any of the following benefits from any <i>current</i> employer?	<i>Check all that apply:</i>
		Paid Leave
		Health Insurance
		Dental Insurance
		Retirement (401k, Pension, etc.)
		Group Life Insurance
		Signing/retention bonus
38)	What is your estimated current educational debt?	<i>Dropdown:</i>
		None
		Less than \$10,000
		\$10,000-\$19,999
		\$20,000-\$29,999
		\$30,000-\$39,999
		\$40,000-\$49,999
		\$50,000-\$59,999
		\$60,000-\$69,999

		\$70,000-\$79,999
		\$80,000-\$89,999
		\$90,000-\$99,999
		\$100,000-\$109,999
		\$110,000-\$119,999
		\$120,000 or more
39)	At what age do you plan to retire from <i>your profession</i> ?	<i>Dropdown</i>
		Under age 50
		50 to 54
		55 to 59
		60 to 64
		65 to 69
		70 to 74
		75 to 79
		80 or over
		I do not intend to retire
40)	Within the next two years do you plan to do any of the following:	<i>Check all that apply</i>
		Retire
		Cease working in <i>your profession</i>
		Continue working in <i>your profession</i> , but cease working in Virginia
		Increase patient care hours
		Decrease patient care hours
		Increase time spent teaching <i>your profession</i>
		Decrease time spent teaching <i>your profession</i>
		Pursue additional <i>your profession</i> education
End of Questionnaire for active practitioners-Thank you!		
41)	If you did not practice, teach or otherwise work in <i>your profession</i> within the past twelve months, did/are you. . .?	<i>Check all that apply:</i>
		I am retired.
		Work occasionally for charity/consultation/special patients?
		Pursue <i>your profession</i> education or certifications?
		Pursue education not related to <i>your profession</i> ?
		Work in another profession or field?
		Experience temporary voluntary unemployment (including for medical reasons)?
		Experience temporary involuntary unemployment?

42)	Do you provide any volunteer, mentoring or other services within <i>your profession</i> in Virginia? If so, approximately how many hours in the past year?	<i>Dropdown:</i>
		None
		1-25 hours
		26-50 hours
		51-75 hours
		76-100 hours
		Over 100 hours
43)	Do you expect to begin working in <i>your profession</i> in Virginia? If so, when?	<i>Dropdown:</i>
		Not currently planning to practice/work in Virginia
		Plan to practice/work in a volunteer capacity
		Yes, within the next year
		Yes, within 1-2 years
		Yes, within 3-5 years
		Yes, in more than 5 years
		Yes, do not know when
End of Questionnaire-Thank you!		

