
Virginia's Physician Assistant Workforce: 2019

Healthcare Workforce Data Center

February 2020

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More than 3,000 Physician Assistants voluntarily participated in this survey. Without their efforts, the work of the Center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Physician Assistant Workforce: At a Glance:

The Workforce

Licensees	4,605
Virginia's Workforce:	3,777
FTEs:	3,472

Background

Rural Childhood:	31%
HS Degree in VA:	42%
Prof. Degree in VA:	37%

Current Employment

Employed in Prof.:	97%
Hold 1 Full-Time Job:	73%
Satisfied?:	96%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	88%

Education

Master's:	81%
Baccalaureate:	9%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	53%

Demographics

Female:	74%
Diversity Index:	29%
Median Age:	37

Finances

Median Inc.: \$100k-\$110k	
Health Benefits:	73%
Under 40 w/ Ed. Debt:	67%

Time Allocation

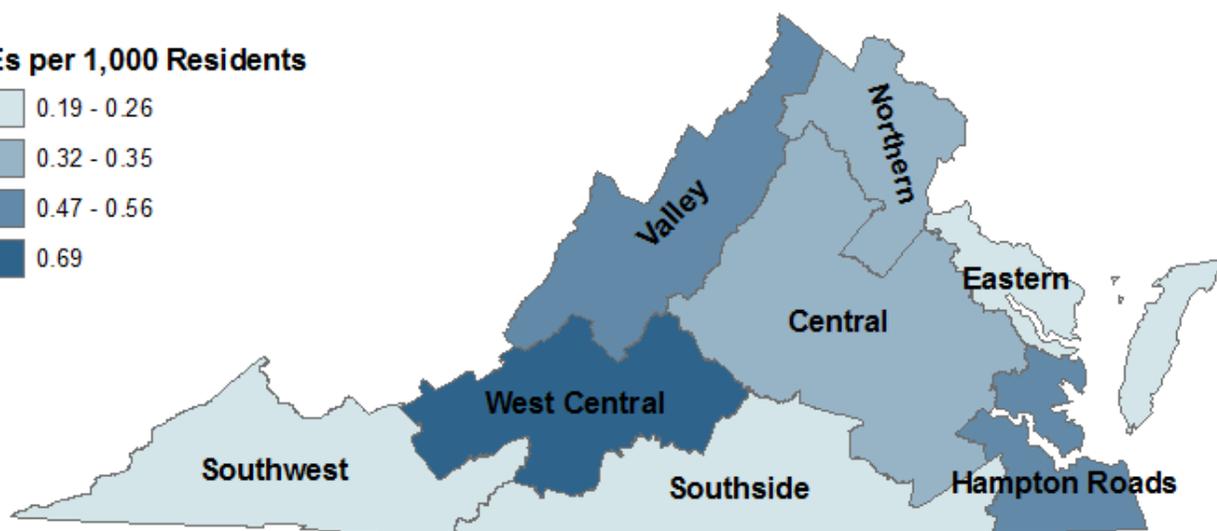
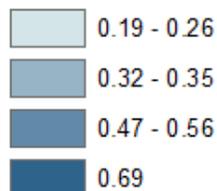
Patient Care:	70%-79%
Patient Care Role:	91%
Admin. Role:	2%

Source: Va. Healthcare Workforce Data Center

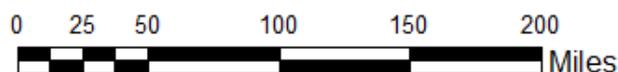
Full-Time Equivalency Units Provided by Physician Assistants per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2018
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2019 Physician Assistant Workforce Survey. More than 3,000 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 4,605 physician assistants who are licensed in the state and 88% of renewing practitioners.

The HWDC estimates that 3,777 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 3,472 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

Nearly three-quarters 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 29% chance that they would be of different races or ethnicities, a measure known as the diversity index. This is well below the diversity index of 57% for Virginia's population as a whole. Nearly one-third of all physician assistants grew up in rural areas, and 13% of these professionals currently work in non-metro areas of the state. In total, 6% of all physician assistants work in non-metro areas of Virginia.

Nearly all physician assistants are currently employed in the profession, 73% hold one full-time job, and 50% work between 40 and 49 hours per week. Nearly 30% of professionals work in a single specialty group practice. In addition, another 24% work in either the inpatient or emergency department of a hospital. The typical physician assistant earns between \$100,000 and \$110,000 per year. In addition, 89% of physician assistants receive at least one employer-sponsored benefit, including 73% who have access to health insurance. Nearly all physician assistants indicate that they are satisfied with their current work situation, including 65% who indicate that they are "very satisfied".

Summary of Trends

In this section, the physician assistant workforce statistics for the current year are compared to those of 2015. The number of licensed physician assistants in the state has increased by 30% (4,605 vs. 3,530). In addition, the size of Virginia's physician assistant workforce has increased by an even larger 35% (3,777 vs. 2,801), and the number of FTEs provided by this workforce has increased by 26% (3,472 vs. 2,753). Virginia's licensed physician assistants are also more likely to respond to this survey (70% vs. 65%).

Virginia's physician assistants are more likely to be female (74% vs. 71%). However, the diversity index of this workforce has fallen (29% vs. 31%). This decline in the diversity index is even larger among those who are under the age of 40 (24% vs. 28%). There has also been a decline in the percentage of physician assistants who work in non-metro areas of the state (6% vs. 8%). Meanwhile, physician assistants are more likely to hold a master's degree (81% vs. 76%) as their highest professional degree. Although physician assistants are less likely to carry education debt (57% vs. 64%), the median debt amount among those professionals with education debt has increased (\$80k-\$90k vs. \$60k-\$70k).

Physician assistants are relatively more likely to work in the non-profit sector (31% vs. 28%) than in the for-profit sector (59% vs. 61%). At their primary work location, the typical physician assistant spends relatively less time in patient care activities (70%-79% vs. 90%-99%) and more time in administrative tasks (10%-19% vs. 1%-9%). This can also be observed in a decline in the median number of weekly patient visits (40-49 vs. 50+). The percentage of physician assistants without any hospital privileges has increased as well (42% vs. 39%).

Virginia's physician assistants are more likely to receive their income as a salary or commission (72% vs. 69%) in lieu of an hourly wage (25% vs. 30%). The median annual income of this workforce has increased (\$100k-\$110k vs. \$90k-\$100k), and these professionals are more likely to receive at least one employer-sponsored benefit (89% vs. 86%). The percentage of physician assistants who indicate that they are satisfied at their primary work location has fallen (96% vs. 97%), and this decline is even larger among those who indicate that they are "very satisfied" (65% vs. 69%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	3,677	80%
New Licensees	492	11%
Non-Renewals	436	9%
All Licensees	4,605	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly 90% of renewing physician assistants submitted a survey. These represent 70% of the physician assistants who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2019 on the birth month of each practitioner.
- 2. Target Population:** All physician assistants who held a Virginia license at some point in 2019.
- 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 2019.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	423	296	41%
30 to 34	346	686	67%
35 to 39	220	670	75%
40 to 44	142	488	78%
45 to 49	86	383	82%
50 to 54	50	269	84%
55 to 59	38	208	85%
60 and Over	72	228	76%
Total	1,377	3,228	70%
New Licenses			
Issued in 2019	492	0	0%
Metro Status			
Non-Metro	57	179	76%
Metro	769	2,362	75%
Not in Virginia	551	687	55%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,228
Response Rate, All Licensees	70%
Response Rate, Renewals	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physician Asst.

Number:	4,605
New:	11%
Not Renewed:	9%

Survey Response Rates

All Licensees:	70%
Renewing Practitioners:	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2019 Workforce: 3,777
 FTEs: 3,472

Utilization Ratios

Licensees in VA Workforce: 82%
 Licensees per FTE: 1.33
 Workers per FTE: 1.09

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 2019 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

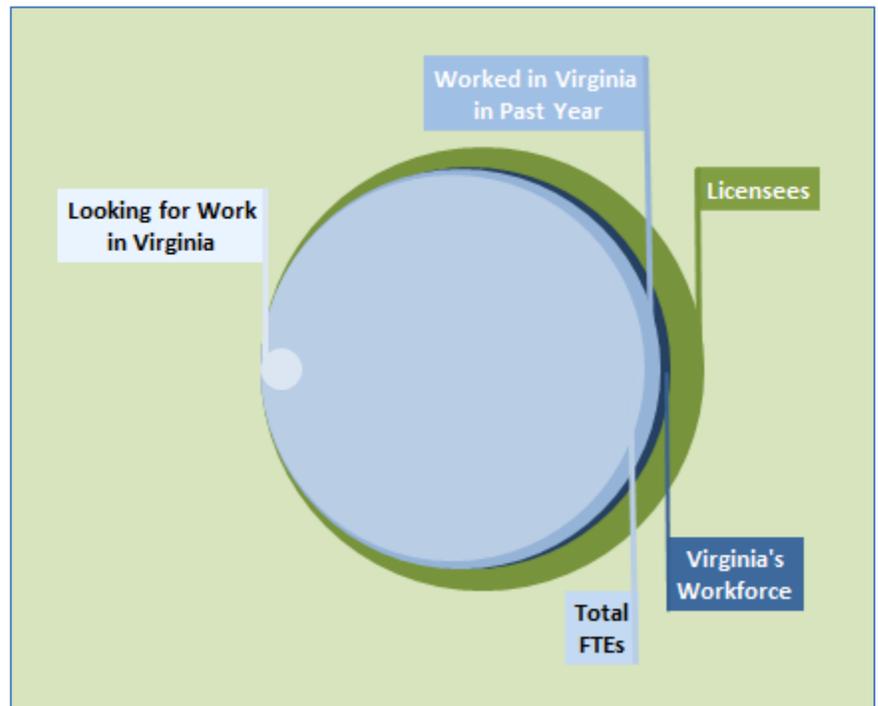
Virginia's Physician Assistant Workforce

Status	#	%
Worked in Virginia in Past Year	3,735	99%
Looking for Work in Virginia	42	1%
Virginia's Workforce	3,777	100%
Total FTEs	3,472	
Licensees	4,605	

Source: Va. Healthcare Workforce Data Center

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

<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	77	12%	575	88%	652	19%
30 to 34	132	17%	660	83%	792	23%
35 to 39	139	22%	489	78%	629	18%
40 to 44	132	30%	312	70%	444	13%
45 to 49	129	41%	189	59%	318	9%
50 to 54	92	44%	119	57%	211	6%
55 to 59	81	50%	80	50%	161	5%
60 and Over	122	63%	73	38%	194	6%
Total	903	27%	2,498	74%	3,402	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	Physician Asst.		Physician Asst. Under 40	
	%	#	%	#	%
White	61%	2,830	84%	1,784	87%
Black	19%	153	5%	65	3%
Asian	7%	147	4%	85	4%
Other Race	0%	29	1%	7	0%
Two or More Races	3%	76	2%	43	2%
Hispanic	10%	129	4%	69	3%
Total	100%	3,364	100%	2,053	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, 2018.

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 these professionals is 24%.

At a Glance:

Gender

% Female: 74%
% Under 40 Female: 83%

Age

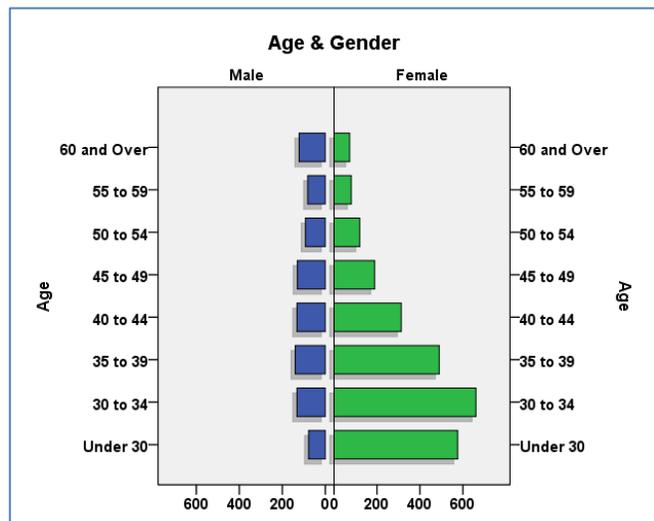
Median Age: 37
% Under 40: 61%
% 55 and Over: 10%

Diversity

Diversity Index: 29%
Under 40 Div. Index: 24%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two physician assistants, there is a 29% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable number is 57%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
 Rural Childhood: 31%

Virginia Background

HS in Virginia: 42%
 Prof. Education in VA: 37%
 HS/Prof. Edu. in VA: 53%

Location Choice

% Rural to Non-Metro: 13%
 % Urban/Suburban to Non-Metro: 3%

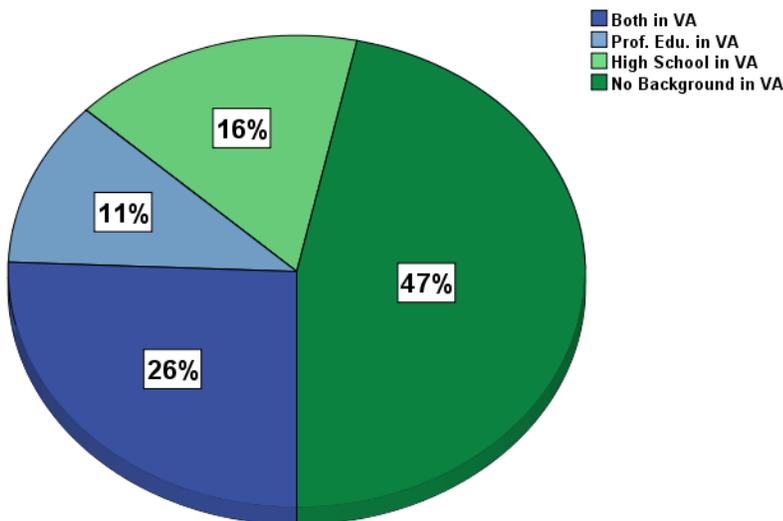
Source: Va. Healthcare Workforce Data Center

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+	22%	68%	11%
2	Metro, 250,000 to 1 Million	48%	45%	8%
3	Metro, 250,000 or Less	43%	51%	6%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	30%	53%	17%
6	Urban Pop., 2,500-19,999, Metro Adjacent	68%	25%	7%
7	Urban Pop., 2,500-19,999, Non-Adjacent	92%	4%	4%
8	Rural, Metro Adjacent	53%	34%	13%
9	Rural, Non-Adjacent	40%	60%	0%
Overall		31%	60%	9%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one-third of all physician assistants grew up in a rural area, and 13% of these professionals work in non-metro areas of Virginia. Overall, 6% of all physician assistants work in non-metro areas of the state.

Top Ten States for Physician Assistant Recruitment

Rank	All Physician Assistants			
	High School	#	Professional School	#
1	Virginia	1,410	Virginia	1,221
2	Pennsylvania	344	Pennsylvania	435
3	New York	207	Washington, D.C.	287
4	Maryland	140	North Carolina	190
5	North Carolina	126	New York	175
6	West Virginia	118	West Virginia	163
7	Outside U.S./Canada	89	Tennessee	92
8	Florida	87	Florida	86
9	New Jersey	77	Georgia	80
10	Michigan	70	Nebraska	63

Source: Va. Healthcare Workforce Data Center

More than 40% of all physician assistants received their high school degree in Virginia, while 37% earned their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	549	Virginia	516
2	Pennsylvania	154	Pennsylvania	189
3	New York	86	North Carolina	93
4	North Carolina	66	New York	75
5	Maryland	49	Washington, D.C.	71
6	West Virginia	39	Tennessee	58
7	New Jersey	37	West Virginia	54
8	Michigan	36	Florida	40
9	Florida	34	Georgia	33
10	Ohio	33	Texas	21

Source: Va. Healthcare Workforce Data Center

Among physician assistants who were licensed in the past five years, 39% received their high school degree in Virginia, while 37% received their initial professional degree in the state.

Nearly 20% of licensed physician assistants did not participate in Virginia's workforce in 2019. Nearly all of these professionals worked at some point in the past year, including 90% who currently work as a physician assistant.

At a Glance:

Not in VA Workforce

Total:	832
% of Licensees:	18%
Federal/Military:	19%
Va. Border State/D.C.:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
PA Certificate (Undergraduate)	58	2%
Associate	21	1%
Baccalaureate	297	9%
PA Certificate (Postgraduate)	165	5%
Master's	2,648	81%
Doctorate	64	2%
Total	3,253	100%

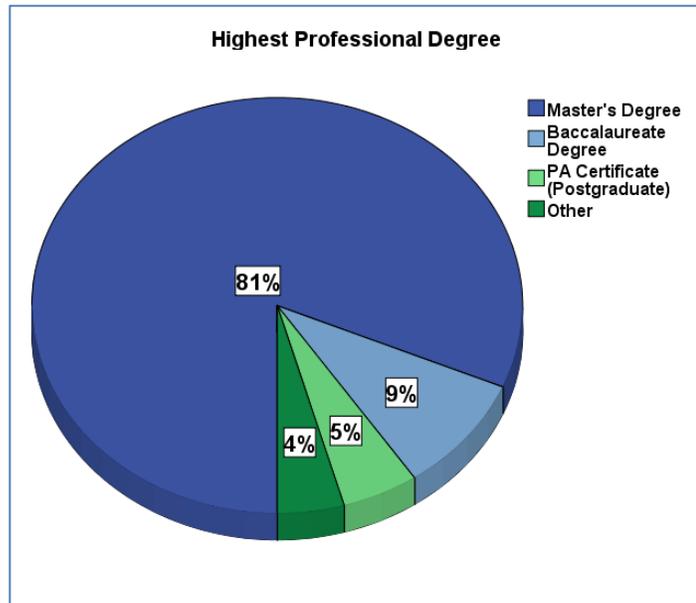
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Master's Degree: 81%
 Baccalaureate Degree: 9%

Education Debt
 Carry Debt: 57%
 Under Age 40 w/ Debt: 67%
 Median Debt: \$80k-\$90k

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.

Education Debt				
Amount Carried	All		Under 40	
	#	%	#	%
None	1,293	43%	601	33%
Less than \$10,000	123	4%	57	3%
\$10,000-\$19,999	93	3%	50	3%
\$20,000-\$29,999	106	3%	59	3%
\$30,000-\$39,999	125	4%	68	4%
\$40,000-\$49,999	111	4%	68	4%
\$50,000-\$59,999	120	4%	76	4%
\$60,000-\$69,999	89	3%	66	4%
\$70,000-\$79,999	78	3%	57	3%
\$80,000-\$89,999	99	3%	72	4%
\$90,000-\$99,999	79	3%	57	3%
\$100,000-\$109,999	129	4%	105	6%
\$110,000 and More	597	20%	505	27%
Total	3,042	100%	1,840	100%

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all physician assistants carry education debt, including 67% of those under the age of 40. For those with education debt, the median amount is between \$80,000 and \$90,000.

At a Glance:

Primary Specialties

Emergency Medicine:	16%
Family Medicine:	15%
Orthopedics:	12%

Secondary Specialties

Emergency Medicine:	8%
Family Medicine:	7%
Orthopedics:	4%

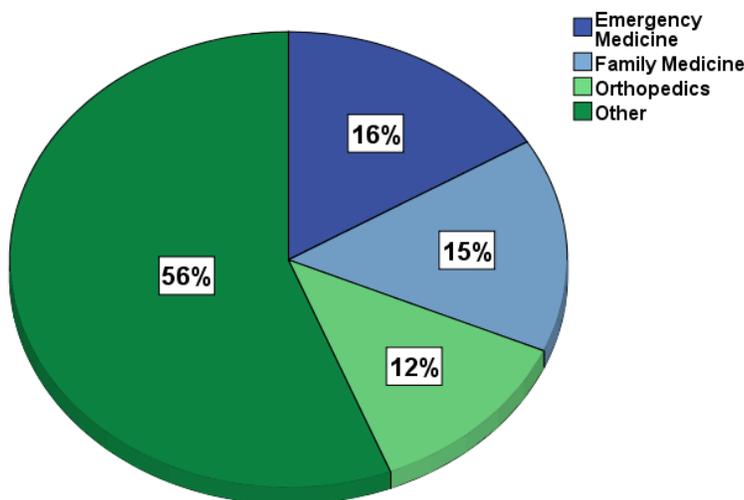
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specialty	Specialties			
	Primary Specialty		Secondary Specialty	
	#	%	#	%
Emergency Medicine	543	16%	224	8%
Family Medicine	505	15%	176	7%
Orthopedics	415	12%	94	4%
Internal Medicine, General	157	5%	92	3%
Dermatology	138	4%	29	1%
Cardiology	117	4%	42	2%
Hospital Medicine	113	3%	59	2%
Cardiovascular Surgery	111	3%	34	1%
General Surgery	82	2%	50	2%
Neurosurgery	78	2%	28	1%
Psychiatry	75	2%	10	0%
Gastroenterology & Hepatology	73	2%	20	1%
All Other Specialties	729	22%	518	19%
No Specialty	184	6%	1,291	48%
Total	3,322	100%	2,667	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: 97%
 Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 73%
 2 or More Positions: 15%

Weekly Hours:

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in Profession	3,233	97%
Employed, NOT in Profession	19	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	7	< 1%
Voluntarily Unemployed	68	2%
Retired	11	0%
Total	3,338	100%

Source: Va. Healthcare Workforce Data Center

Nearly all physician assistants are currently employed in the profession, and less than 1% are involuntarily unemployed. In addition, nearly three-quarters of all physician assistants hold one full-time job, and one-half work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	86	3%
One Part-Time Position	312	9%
Two Part-Time Positions	52	2%
One Full-Time Position	2,406	73%
One Full-Time Position & One Part-Time Position	389	12%
Two Full-Time Positions	5	0%
More than Two Positions	41	1%
Total	3,291	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	86	3%
1 to 9 Hours	28	1%
10 to 19 Hours	76	2%
20 to 29 Hours	169	5%
30 to 39 Hours	647	20%
40 to 49 Hours	1,650	50%
50 to 59 Hours	463	14%
60 to 69 Hours	123	4%
70 to 79 Hours	21	1%
80 or More Hours	30	1%
Total	3,293	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	12	1%
Less than \$20,000	13	1%
\$20,000-\$29,999	21	1%
\$30,000-\$39,999	22	1%
\$40,000-\$49,999	28	1%
\$50,000-\$59,999	42	2%
\$60,000-\$69,999	76	3%
\$70,000-\$79,999	74	3%
\$80,000-\$89,999	206	8%
\$90,000-\$99,999	403	15%
\$100,000-\$109,999	514	19%
\$110,000-\$119,999	388	14%
\$120,000 or More	911	34%
Total	2,713	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income
 Median Income: \$100k-\$110k

Benefits
 Health Insurance: 73%
 Retirement: 75%

Satisfaction
 Satisfied: 96%
 Very Satisfied: 65%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,114	65%
Somewhat Satisfied	1,003	31%
Somewhat Dissatisfied	123	4%
Very Dissatisfied	20	1%
Total	3,260	100%

Source: Va. Healthcare Workforce Data Center

The median annual income for physician assistants is between \$100,000 and \$110,000. In addition, 89% receive at least one employer-sponsored benefit, including 73% who receive health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	2,579	80%	83%
Retirement	2,413	75%	77%
Health Insurance	2,358	73%	76%
Dental Insurance	2,162	67%	69%
Paid Sick Leave	1,741	54%	56%
Group Life Insurance	1,615	50%	52%
Signing/Retention Bonus	581	18%	19%
At Least One Benefit	2,873	89%	92%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	563	15%
Switch Employers or Practices?	354	9%
Experience Voluntary Unemployment?	169	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	62	2%
Experience Involuntary Unemployment?	31	1%
Experienced At Least One	994	26%

Source: Va. Healthcare Workforce Data Center

Only 1% of physician assistants were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 2.8%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	68	2%	57	6%
Less than 6 Months	153	5%	84	9%
6 Months to 1 Year	344	11%	107	12%
1 to 2 Years	943	29%	217	24%
3 to 5 Years	830	26%	246	28%
6 to 10 Years	464	14%	101	11%
More than 10 Years	419	13%	79	9%
Subtotal	3,221	100%	891	100%
Did Not Have Location	49		2,864	
Item Missing	508		23	
Total	3,777		3,777	

Source: Va. Healthcare Workforce Data Center

More than 70% of physician assistants receive a salary or work on commission at their primary work location, while 25% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched: 9%
New Location: 21%
Over 2 Years: 53%
Over 2 Yrs., 2nd Location: 48%

Employment Type

Salary/Commission: 72%
Hourly Wage: 25%

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	1,978	72%
Hourly Wage	698	25%
Business/Practice Income	37	1%
By Contract/Per Diem	31	1%
Unpaid	12	0%
Subtotal	2,756	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 2.4% and a high of 3.2%. The unemployment rate from December 2019 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	69%
Lowest Region:	1%

Locations

2 or More (Past Year):	28%
2 or More (Now*):	26%

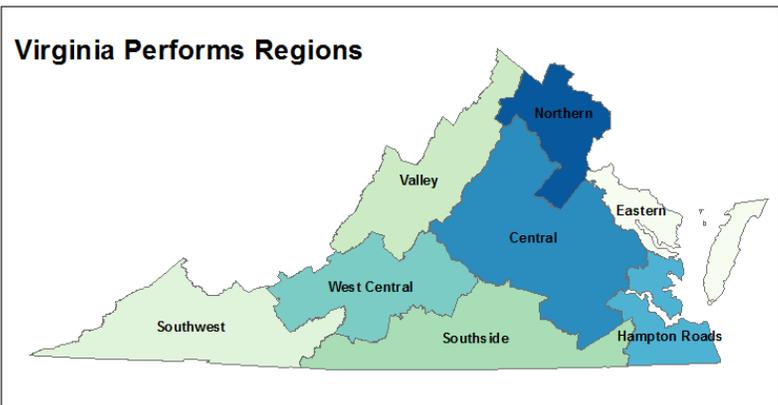
Source: Va. Healthcare Workforce Data Center

Nearly 70% of 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	
	#	%	#	%
Northern	944	29%	216	24%
Hampton Roads	706	22%	198	22%
Central	564	18%	128	14%
West Central	485	15%	112	12%
Valley	265	8%	70	8%
Southwest	82	3%	32	4%
Southside	62	2%	28	3%
Eastern	34	1%	12	1%
Virginia Border State/D.C.	31	1%	36	4%
Other U.S. State	39	1%	64	7%
Outside of the U.S.	3	0%	2	0%
Total	3,215	100%	898	100%
Item Missing	514		15	

Source: Va. Healthcare Workforce Data Center



More than one-quarter of all physician assistants currently have multiple work locations, while nearly 30% have had multiple work locations in the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	42	1%	82	3%
1	2,293	71%	2,317	71%
2	425	13%	415	13%
3	344	11%	320	10%
4	58	2%	52	2%
5	41	1%	31	1%
6 or More	42	1%	29	1%
Total	3,245	100%	3,245	100%

*At the time of survey completion, January-December 2019.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,818	59%	548	63%
Non-Profit	950	31%	258	30%
State/Local Government	105	3%	21	2%
Veterans Administration	65	2%	7	1%
U.S. Military	93	3%	33	4%
Other Federal Gov't	36	1%	7	1%
Total	3,067	100%	874	100%
Did Not Have Location	49		2,864	
Item Missing	663		40	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

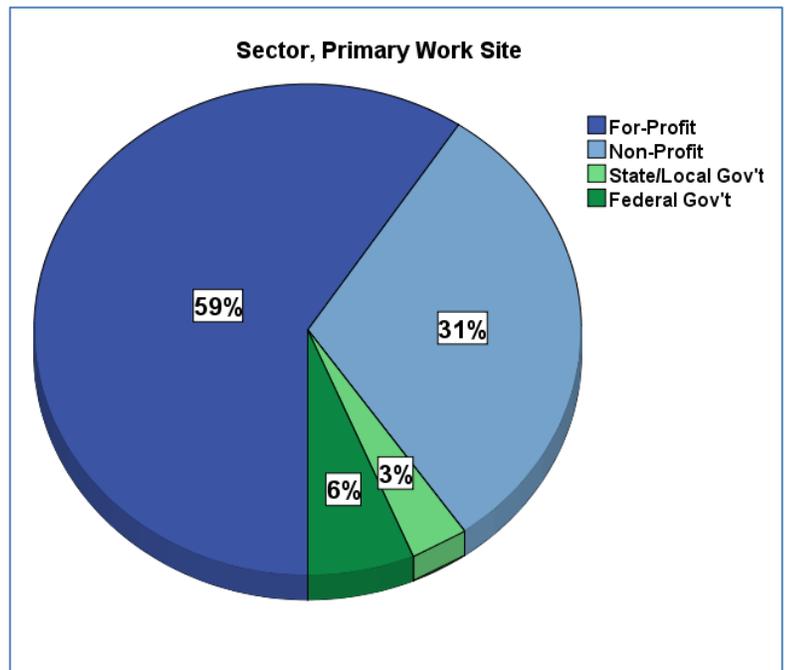
For-Profit:	59%
Federal:	6%

Top Establishments

Group Practice: (Single Specialty)	29%
Hospital: (Inpatient Dept.)	12%
Hospital: (Emergency)	12%

Source: Va. Healthcare Workforce Data Center

Nine out of every ten physician assistants work in the private sector, including 59% who work in the for-profit sector. Another 3% work for a state or local government.



Source: Va. Healthcare Workforce Data Center

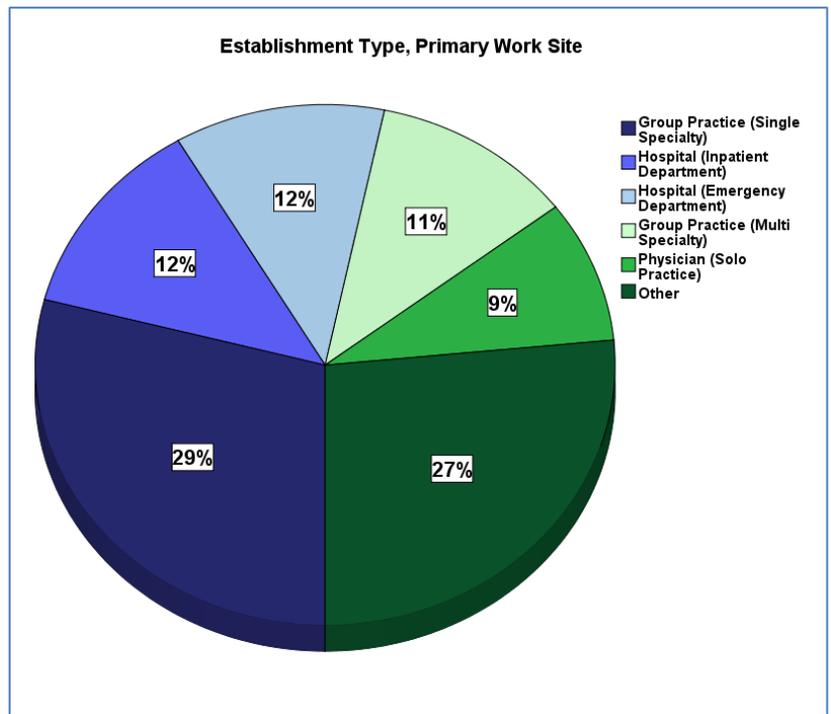
Top Ten Location Types

Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice (Single Specialty)	870	29%	183	21%
Hospital (Inpatient Department)	374	12%	109	13%
Hospital (Emergency Department)	352	12%	149	17%
Group Practice (Multi Specialty)	340	11%	72	8%
Physician (Solo Practice)	265	9%	87	10%
Hospital (Outpatient Department)	193	6%	46	5%
Community Clinic/Outpatient Care Center	139	5%	52	6%
Academic Institution (Teaching or Research)	100	3%	21	2%
Academic institution (Patient Care Role)	93	3%	8	1%
Nursing Home/Long-Term Care Facility	21	1%	11	1%
Independent Contractor	19	1%	20	2%
Other	229	8%	99	12%
Total	2,995	100%	857	100%
Did Not Have Location	49		2,864	

Nearly 30% of physician assistants work in a single specialty group practice, while nearly one-quarter of physician assistants work in either the inpatient or emergency department of a hospital.

Source: Va. Healthcare Workforce Data Center

For physician assistants who also have a secondary work location, 21% are employed at a single specialty group practice, while 17% work at the emergency department of a hospital.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Tasks Performed

Managed Care of Patients (Outpatient):	51%
Minor Surgical Procedures:	40%

of Hospitals w/ Privileges

None:	42%
One:	33%
Two or More:	25%

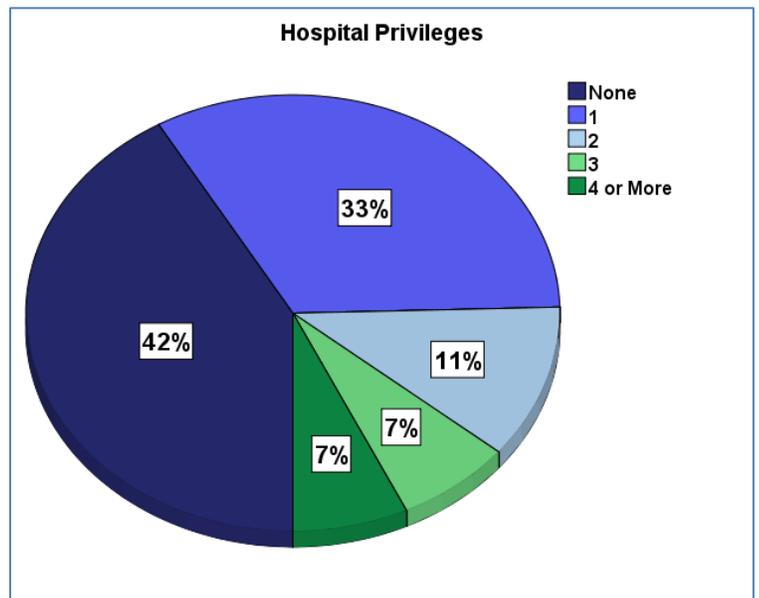
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Tasks Performed		
Task	#	% of Workforce
Manage Care of Patients (Outpatient)	1,935	51%
Minor Surgical Procedures	1,505	40%
Manage Care of Patients (Inpatient)	1,045	28%
Supervise/Manage Other Clinical Staff	745	20%
First Assist at Surgery	673	18%
Supervise/Manage Other PAs	409	11%
At Least One Task Performed	2,747	73%

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants manage outpatient care, and 40% participate in minor surgical procedures.



Source: Va. Healthcare Workforce Data Center

Hospital Privileges		
# of Hospitals	#	%
None	1,304	42%
1	1,032	33%
2	358	11%
3	220	7%
4 or More	219	7%
Total	3,135	100%

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all physician assistants have hospital privileges with at least one hospital.

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care: 70%-79%
Administration: 10%-19%
Education: 1%-9%

Roles

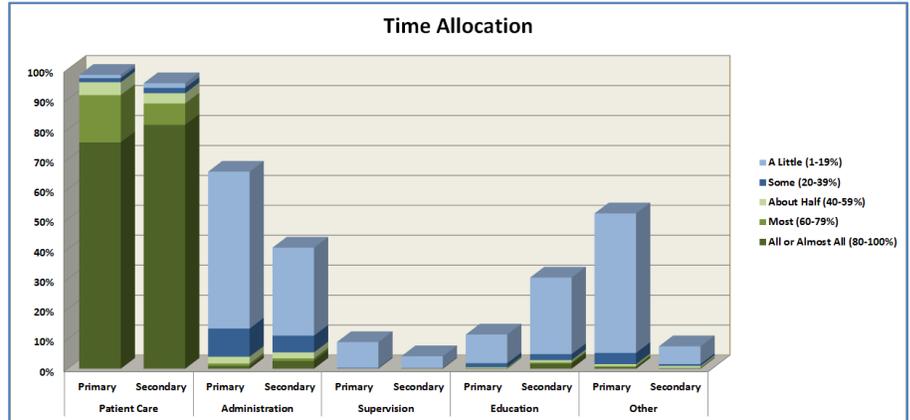
Patient Care: 91%
Administration: 2%

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

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

Time Allocation										
Time Spent	Patient Care		Admin.		Research		Education		Other	
	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%	82%	1%	3%	0%	0%	0%	2%	0%	0%
Most (60-79%)	16%	7%	1%	1%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	4%	3%	2%	2%	0%	0%	0%	1%	1%	1%
Some (20-39%)	1%	2%	9%	6%	0%	0%	1%	2%	4%	1%
A Little (1-19%)	1%	2%	52%	29%	9%	4%	10%	26%	47%	6%
None (0%)	2%	5%	34%	60%	91%	96%	89%	70%	48%	93%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Median Weekly Visits

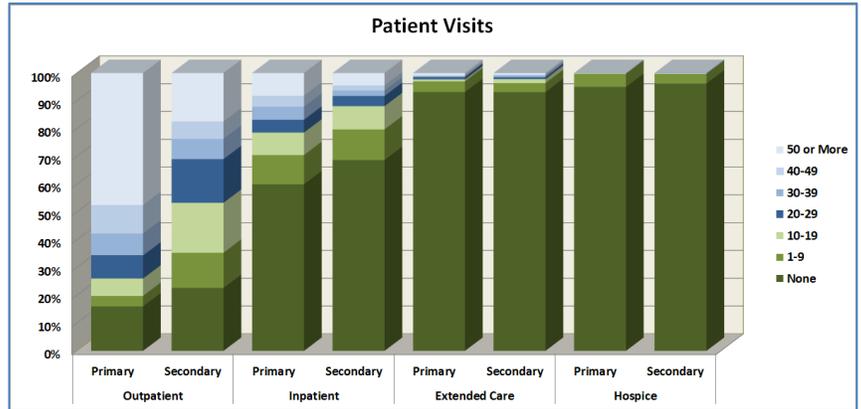
Outpatient: 40-49
 Inpatient: None
 Extended Care: None
 Hospice: None

% With Visits

Outpatient: 84%
 Inpatient: 40%
 Extended Care: 7%
 Hospice: 5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical physician assistant treats 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	16%	23%	60%	69%	93%	93%	95%	96%
1-9 Visits	4%	13%	11%	11%	4%	3%	5%	3%
10-19 Visits	6%	18%	8%	8%	1%	1%	0%	0%
20-29 Visits	8%	16%	5%	4%	1%	1%	0%	0%
30-39 Visits	8%	7%	5%	2%	0%	1%	0%	0%
40-49 Visits	10%	6%	4%	2%	0%	0%	0%	0%
50 or More Visits	48%	17%	8%	4%	1%	1%	0%	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	93	3%	-	-
50 to 54	129	4%	1	0%
55 to 59	312	11%	25	5%
60 to 64	893	30%	106	21%
65 to 69	1,038	35%	213	42%
70 to 74	270	9%	94	18%
75 to 79	49	2%	15	3%
80 and Over	25	1%	3	1%
I Do Not Intend to Retire	138	5%	52	10%
Total	2,949	100%	509	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Professionals

Under 65: 48%
Under 60: 18%

50 and Over

Under 65: 26%
Under 60: 5%

Time Until Retirement

Within 2 Years: 2%
Within 10 Years: 9%
Half the Workforce: By 2049

Source: Va. Healthcare Workforce Data Center

Nearly half of all physician assistants expect to retire by the age of 65. Among physician assistants who are age 50 and over, 26% expect to retire by the age of 65.

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

Future Plans

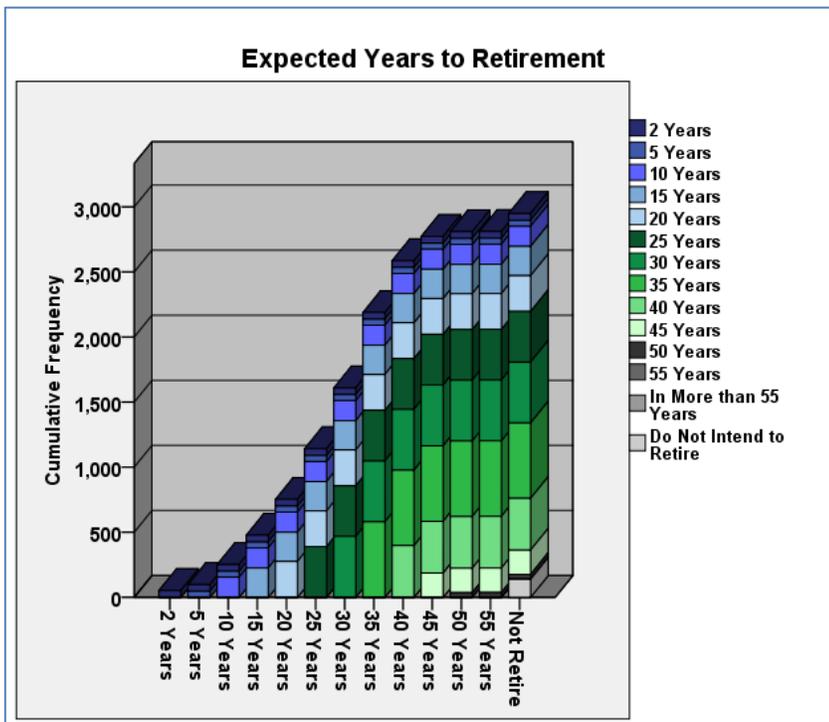
Two-Year Plans:	#	%
Decrease Participation		
Decrease Patient Care Hours	282	7%
Leave Virginia	146	4%
Leave Profession	43	1%
Decrease Teaching Hours	6	0%
Increase Participation		
Pursue Additional Education	428	11%
Increase Teaching Hours	402	11%
Increase Patient Care Hours	280	7%
Return to Virginia's Workforce	26	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 2049.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	52	2%	2%
5 Years	46	2%	3%
10 Years	154	5%	9%
15 Years	225	8%	16%
20 Years	275	9%	26%
25 Years	389	13%	39%
30 Years	468	16%	55%
35 Years	580	20%	74%
40 Years	398	13%	88%
45 Years	186	6%	94%
50 Years	37	1%	95%
55 Years	1	0%	95%
In More than 55 Years	0	0%	95%
Do Not Intend to Retire	138	5%	100%
Total	2,949	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2044. Retirement will peak at 20% of the current workforce around 2054 before declining to under 10% of the current workforce again around 2064.

At a Glance:

FTEs

Total: 3,472
 FTEs/1,000 Residents²: 0.408
 Average: 0.93

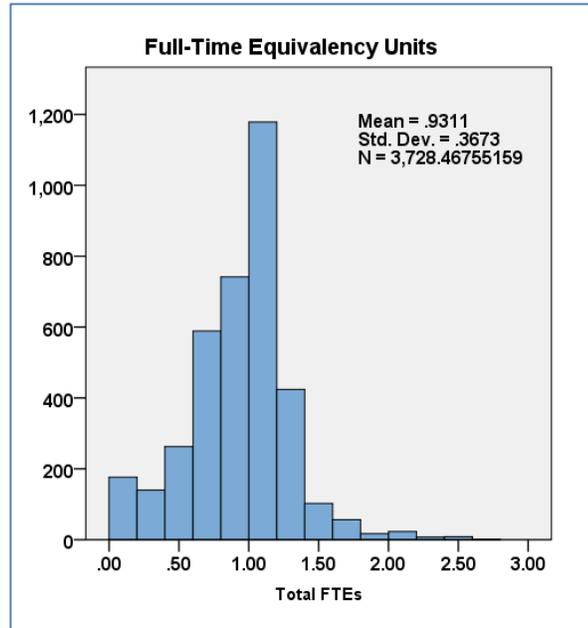
Age & Gender Effect

Age, Partial Eta³: Small
 Gender, Partial Eta³: Small

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

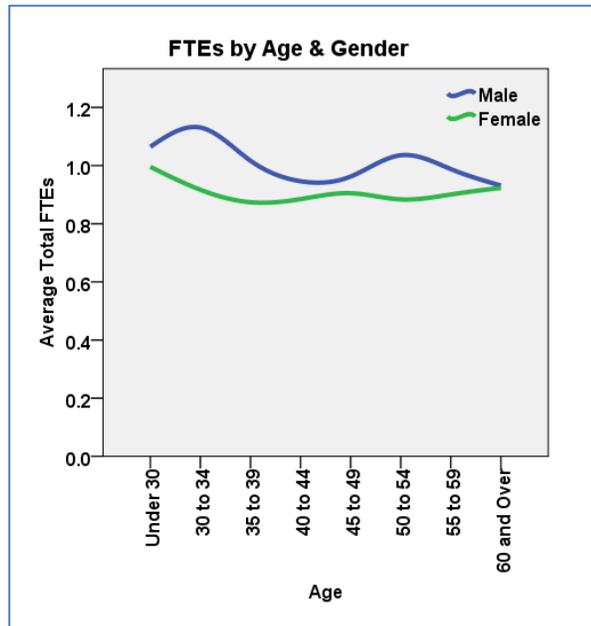


Source: Va. Healthcare Workforce Data Center

The typical physician assistant provided 0.99 FTEs in 2019, or about 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	1.00	1.05
30 to 34	0.96	1.04
35 to 39	0.87	0.88
40 to 44	0.89	0.90
45 to 49	0.89	0.92
50 to 54	0.95	0.99
55 to 59	0.88	0.96
60 and Over	0.97	1.05
Gender		
Male	1.01	1.06
Female	0.92	0.97

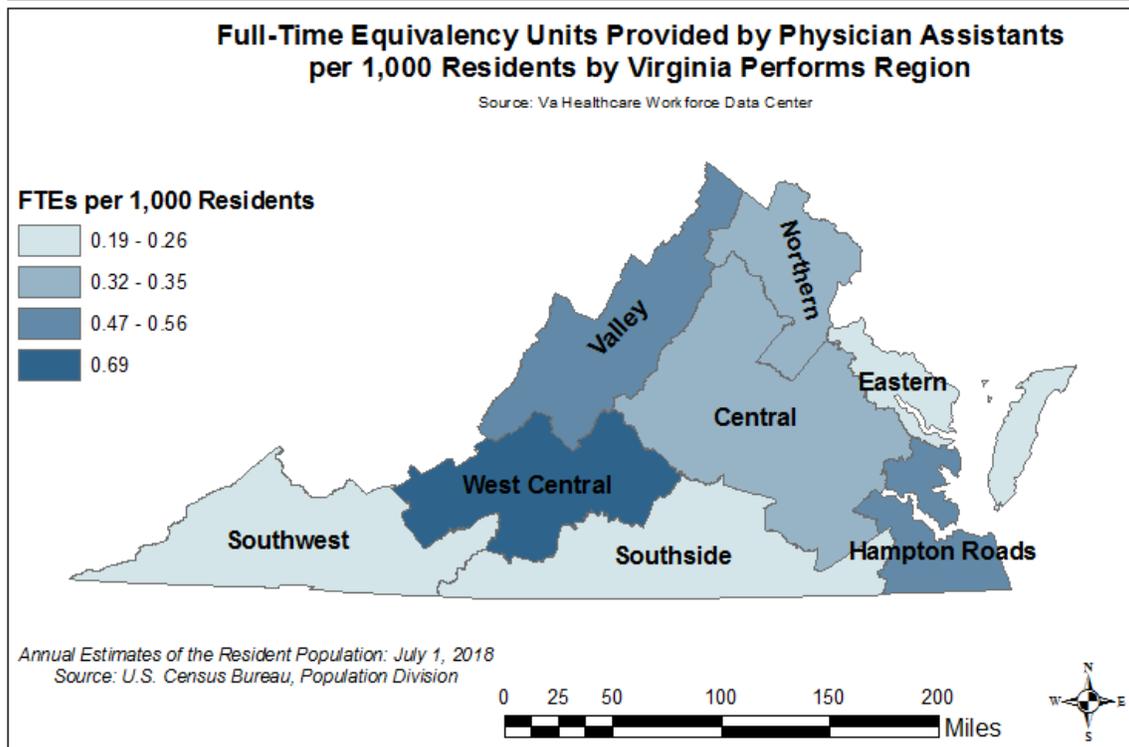
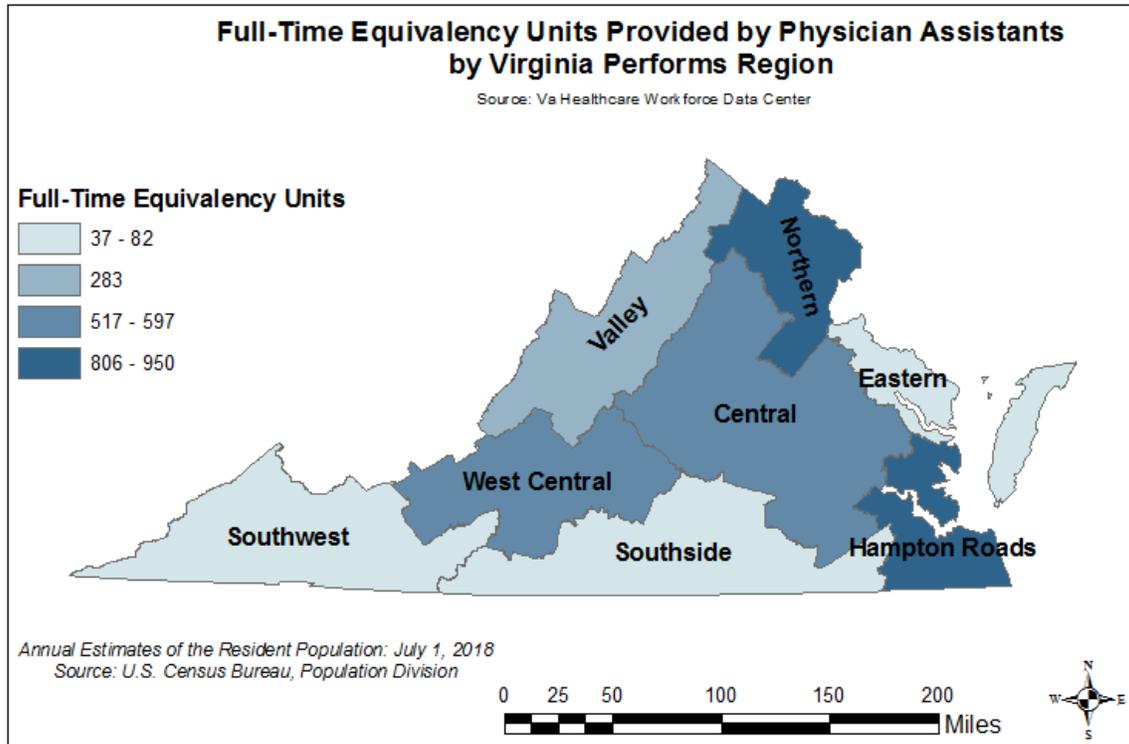
Source: Va. Healthcare Workforce Data Center

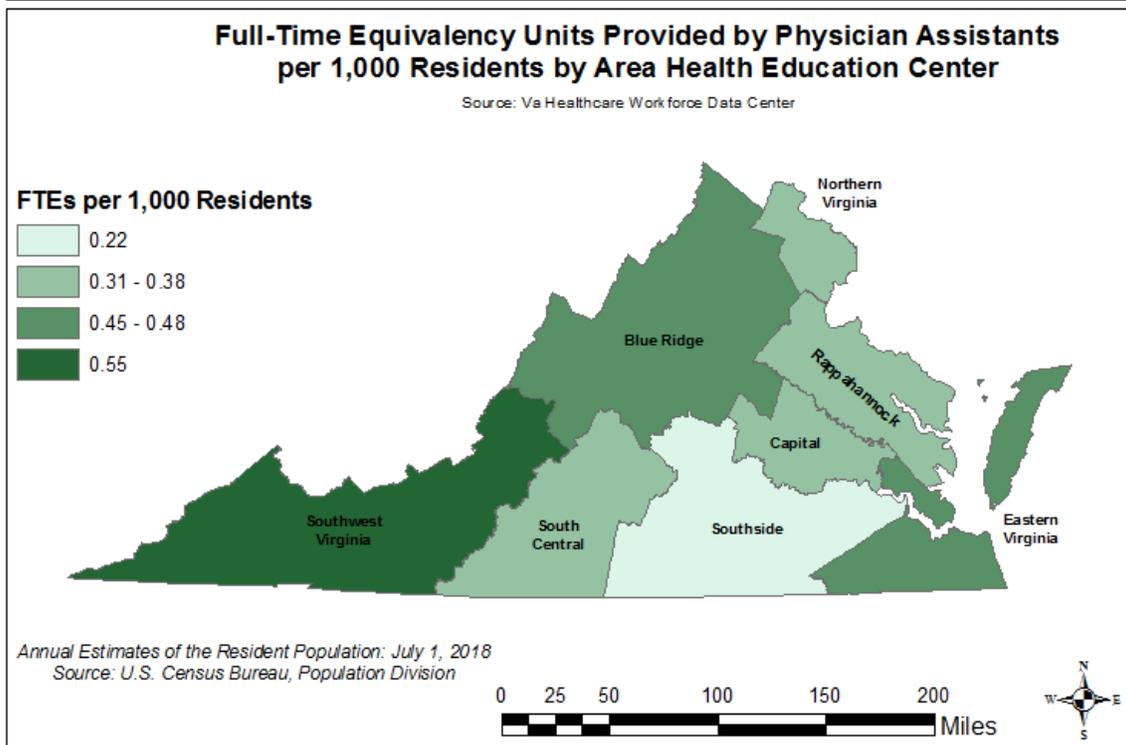
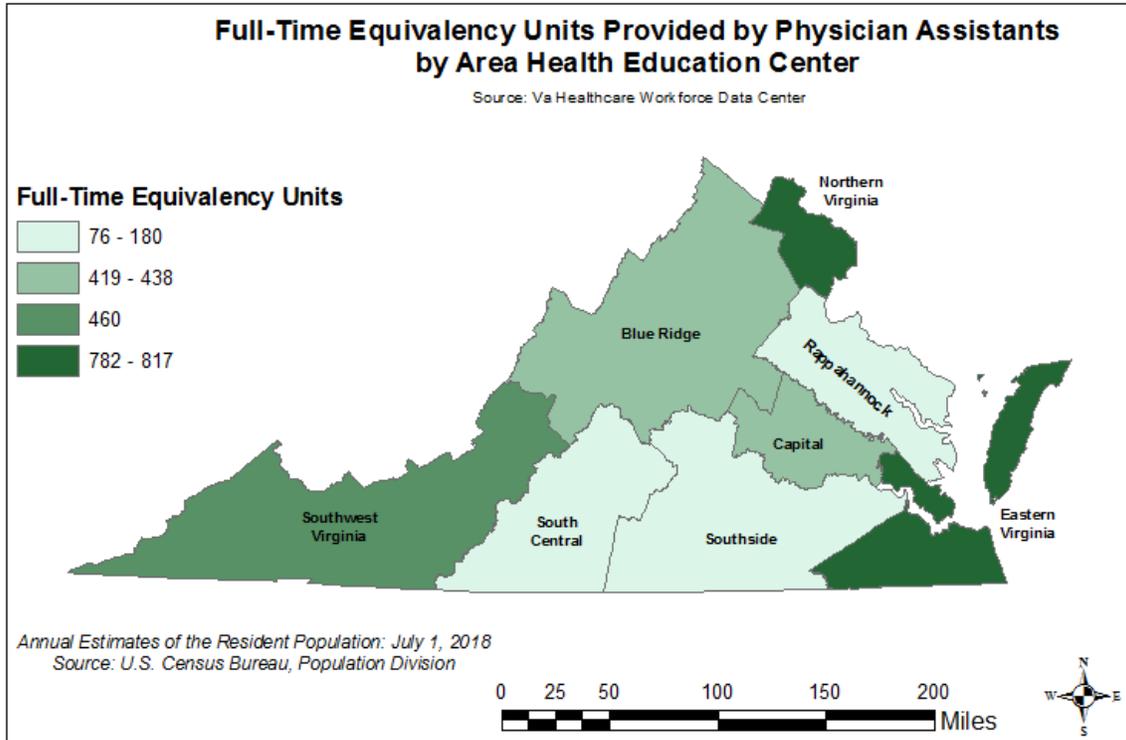


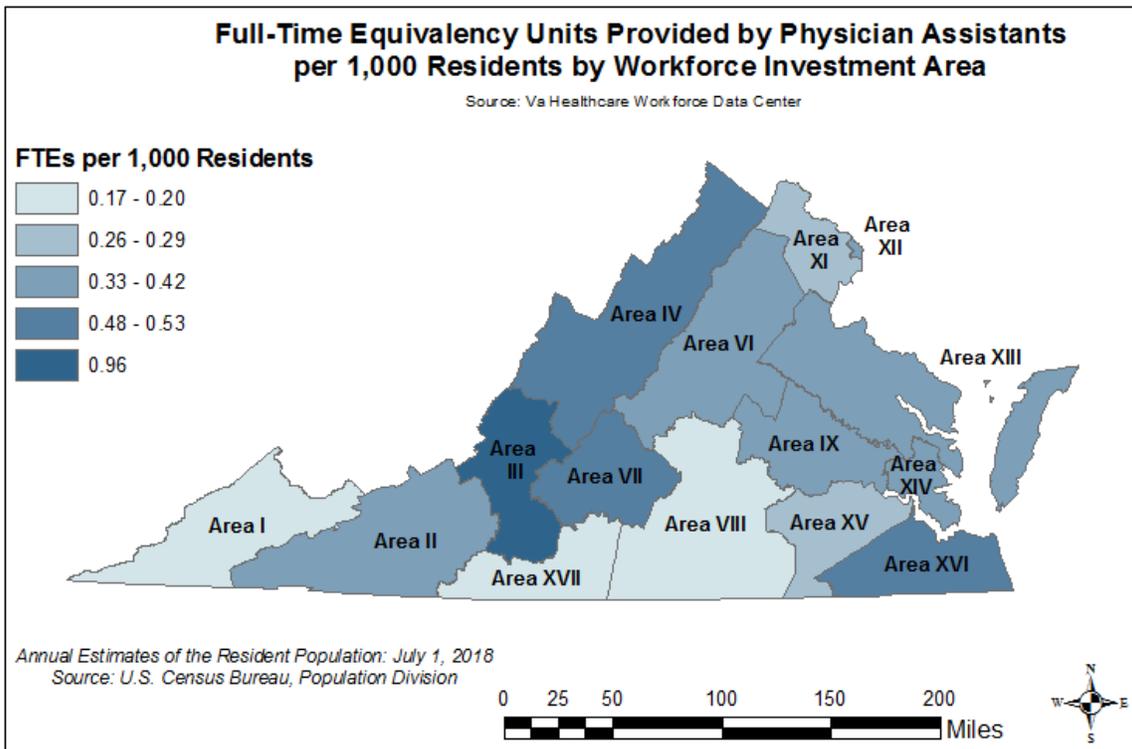
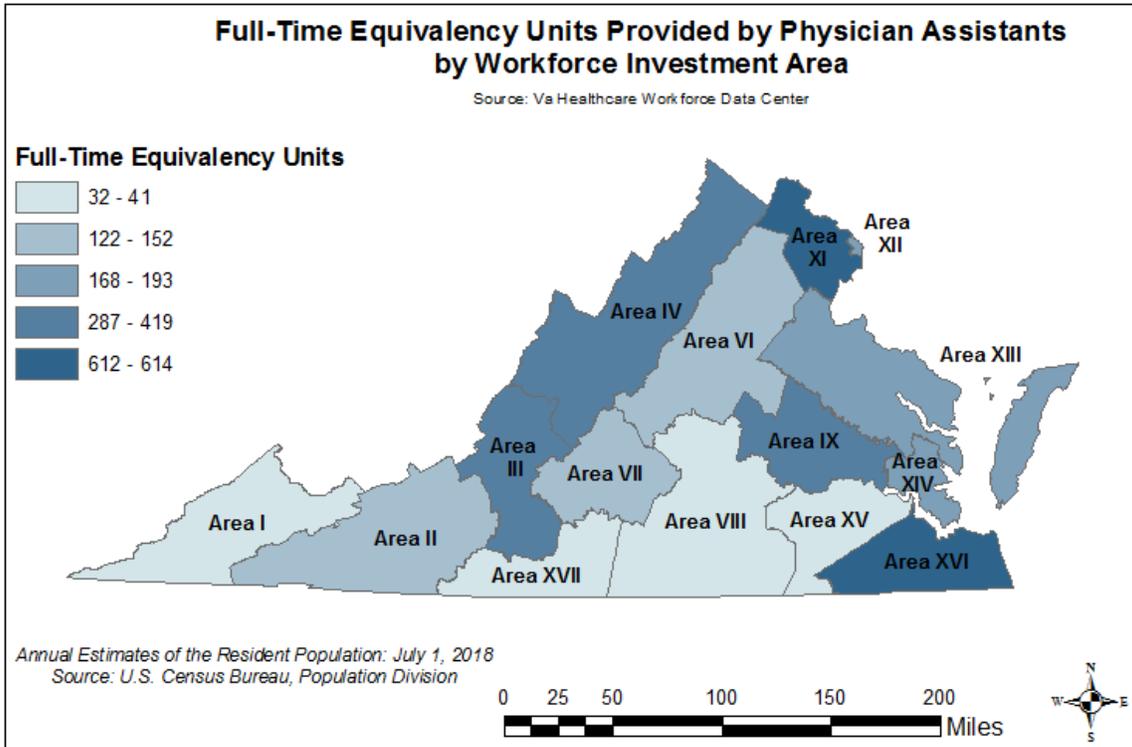
Source: Va. Healthcare Workforce Data Center

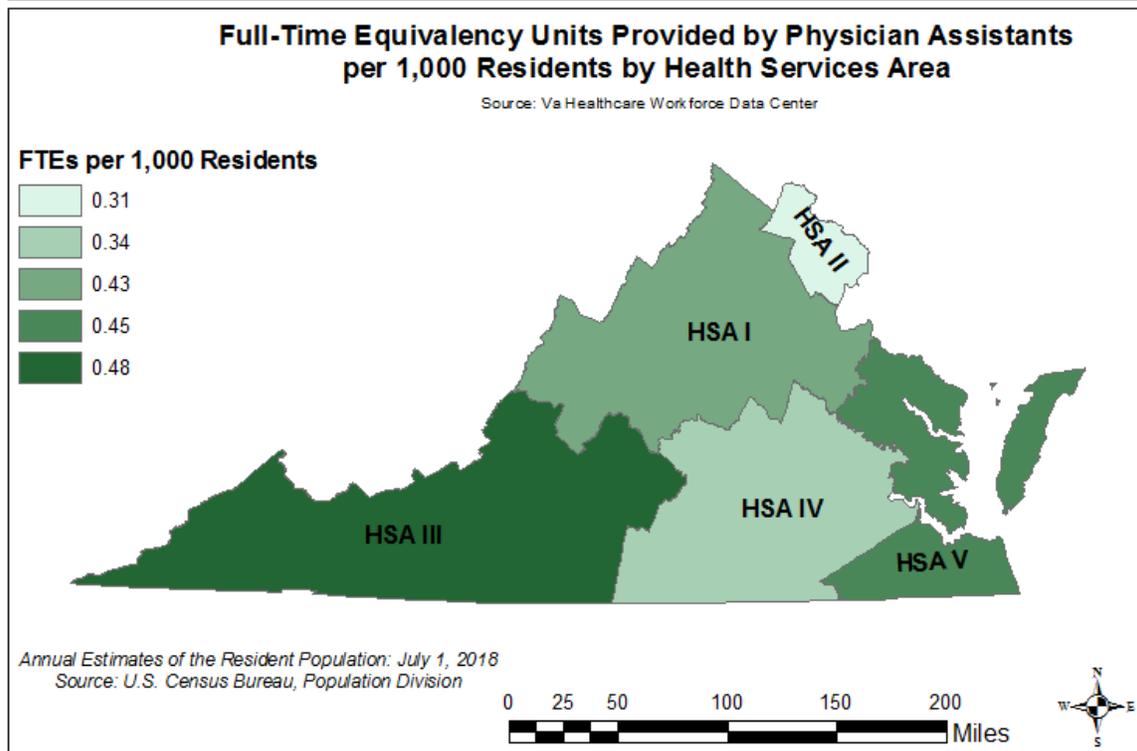
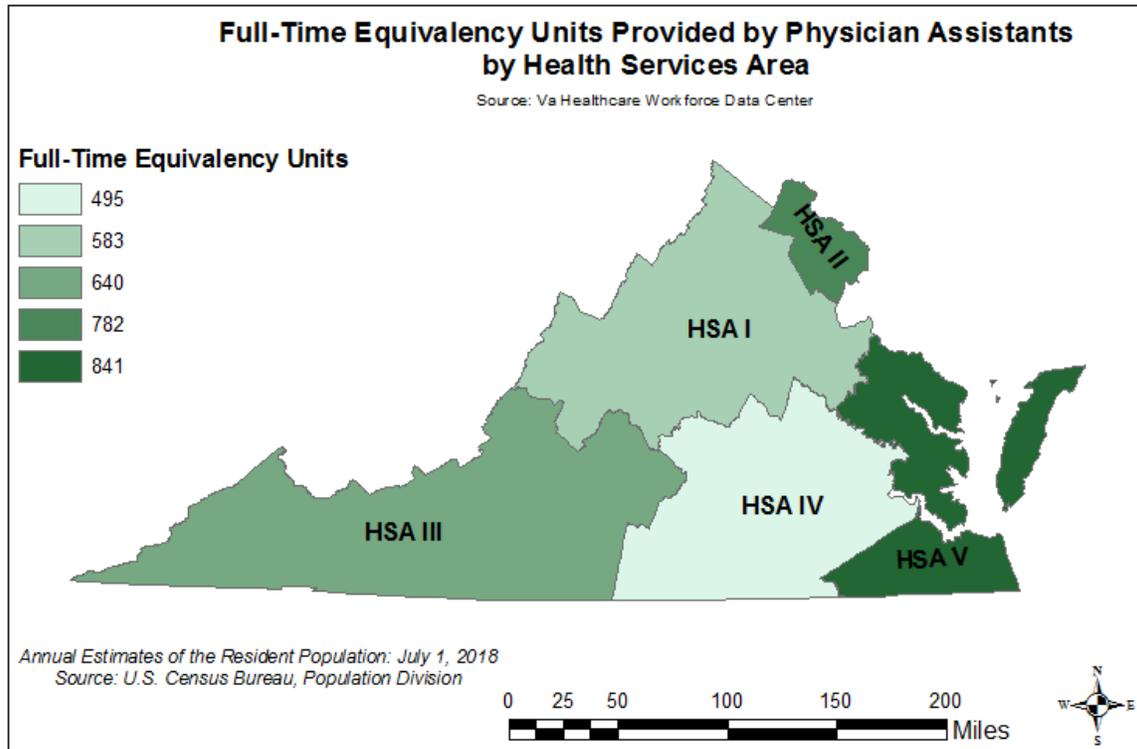
² Number of residents in 2018 was used as the denominator.

³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test and Interaction effect are significant).









Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,355	75.63%	1.322291	1.096232	2.25148
Metro, 250,000 to 1 Million	418	75.12%	1.33121	1.103627	2.266667
Metro, 250,000 or Less	358	74.58%	1.340824	1.111597	2.283036
Urban Pop., 20,000+, Metro Adj.	26	76.92%	1.3	1.080651	1.370891
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	88	77.27%	1.294118	1.072876	2.203509
Urban Pop., 2,500-19,999, Non-Adj.	51	80.39%	1.243902	1.031245	2.118007
Rural, Metro Adj.	55	69.09%	1.447368	1.199927	2.464451
Rural, Non-Adj.	16	75.00%	1.333333	1.10836	2.270282
Virginia Border State/D.C.	585	55.90%	1.788991	1.483146	3.046135
Other U.S. State	653	55.13%	1.813889	1.503787	3.088529

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	719	41.17%	2.429054	2.118007	3.088529
30 to 34	1,032	66.47%	1.504373	1.311734	1.912803
35 to 39	890	75.28%	1.328358	1.158258	1.689
40 to 44	630	77.46%	1.290984	1.12567	1.641479
45 to 49	469	81.66%	1.224543	1.067737	1.557
50 to 54	319	84.33%	1.185874	1.034019	1.507832
55 to 59	246	84.55%	1.182692	1.031245	1.503787
60 and Over	300	76.00%	1.315789	1.147299	1.673019

Source: Va. Healthcare Workforce Data Center

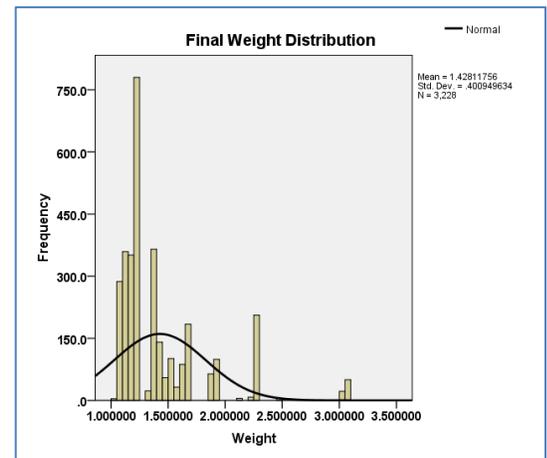
See the Methods section on the HWDC website for details on HWDC Methods:

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

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

Age Weight x Rural Weight x Response Rate = Final Weight.

Overall Response Rate: 0.700977



Source: Va. Healthcare Workforce Data Center