
Virginia's Physician Assistant Workforce: 2023

Healthcare Workforce Data Center

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More than 4,600 Physician Assistants voluntarily participated in this survey. Without their efforts, the work of the Center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Medicine express our sincerest appreciation for their ongoing cooperation.

Thank You!

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Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Credentials	9
Current Employment Situation	10
Employment Quality.....	11
2023 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Languages.....	16
Medical Services	17
Time Allocation	18
Patient Visits	19
Retirement & Future Plans	20
Full-Time Equivalency Units	22
Maps	23
Virginia Performs Regions	23
Area Health Education Center Regions	24
Workforce Investment Areas	25
Health Services Areas	26
Planning Districts.....	27
Appendix	28
Weights	28

The Physician Assistant Workforce At a Glance:

The Workforce

Licensees	6,692
Virginia's Workforce:	5,174
FTEs:	4,478

Background

Rural Childhood:	28%
HS Degree in VA:	43%
Prof. Degree in VA:	41%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-Time Job:	72%
Satisfied?:	93%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	87%

Education

Masters:	82%
Baccalaureate:	7%

Job Turnover

Switched Jobs:	11%
Employed Over 2 Yrs.:	50%

Demographics

Female:	74%
Diversity Index:	35%
Median Age:	37

Finances

Median Inc.: \$110k-\$120k
Health Benefits: 69%
Under 40 w/ Ed. Debt: 66%

Time Allocation

Patient Care:	90%-99%
Patient Care Role:	89%
Admin. Role:	2%

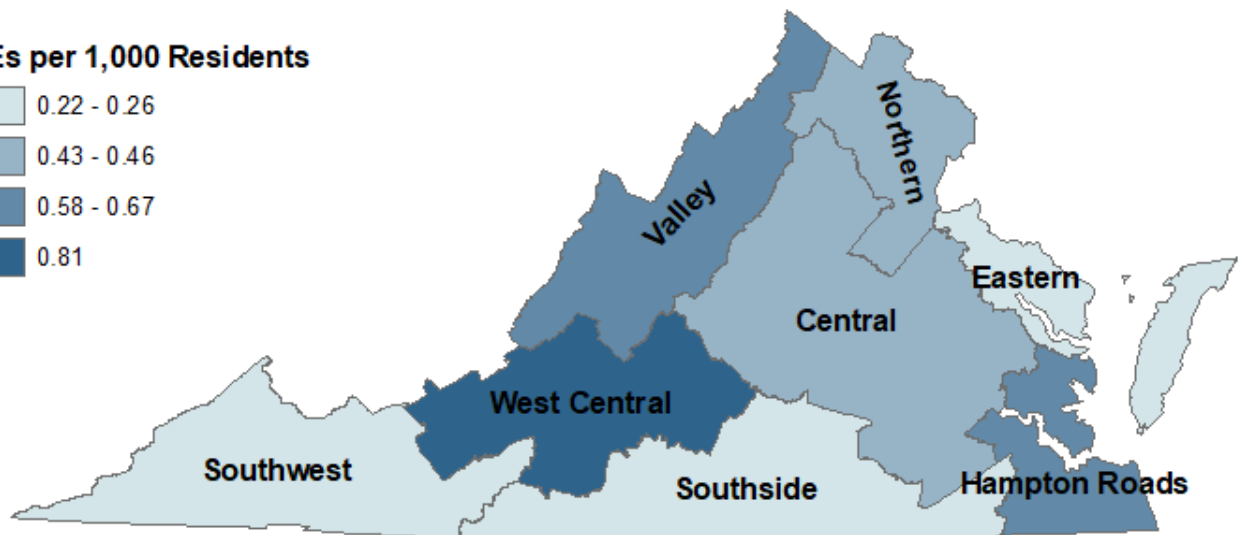
Source: Va. Healthcare Workforce Data Center

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

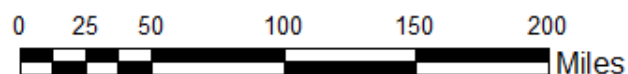
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

0.22 - 0.26
0.43 - 0.46
0.58 - 0.67
0.81



Annual Estimates of the Resident Population: July 1, 2022
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Physician Assistant Workforce survey. In total, 4,667 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 6,692 physician assistants who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 5,174 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 4,478 "full-time equivalency units" in the past year, which the HWDC defines simply as working 2,000 hours per year.

Nearly three-fourths of all physician assistants are female, including 82% of those who are under the age of 40. The median age of this workforce is 37. In a random encounter between two physician assistants, there is a 35% chance that they would be of different races or ethnicities, a measure known as the diversity index. This diversity index falls to 33% for those physician assistants who are under the age of 40. For Virginia's overall population, the comparable diversity index is 60%. More than one-quarter of all physician assistants grew up in a rural area, and 14% of those who grew up in a rural area currently work in a non-metro area of the state. In total, 6% of all physician assistants work in a non-metro area of Virginia.

Among all physician assistants, 96% are currently employed in the profession, 72% hold one full-time position, and 49% work between 40 and 49 hours per week. Nearly 60% of physician assistants work in the for-profit sector, while another 33% work in the non-profit sector. The typical physician assistant earns between \$110,000 and \$120,000 per year, and 74% receive this income in the form of a salary. In addition, 87% of physician assistants receive at least one employer-sponsored benefit, including 69% who have access to health insurance. Among all physician assistants, 93% indicated that they are satisfied with their current work situation, including 56% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2013 physician assistant workforce. The number of licensed physician assistants in the state has increased by 127% (6,692 vs. 2,953). In addition, the size of Virginia's physician assistant workforce has increased by 117% (5,174 vs. 2,382), and the number of FTEs provided by this workforce has increased by 93% (4,478 vs. 2,321). Virginia's renewing physician assistants are more likely to respond to this survey (87% vs. 81%).

Virginia's physician assistants are more likely to be female (74% vs. 69%). At the same time, the diversity index of this workforce has increased (35% vs. 29%). Physician assistants are less likely to have grown up in a rural area (28% vs. 31%), but physician assistants who grew up in a rural area are more likely to work in a non-metro area of Virginia (14% vs. 13%). However, the percentage of all physician assistants who work in a non-metro area of the state has fallen (6% vs. 7%). Physician assistants are more likely to hold a Master's degree (82% vs. 70%) than a baccalaureate degree (7% vs. 17%) as their highest professional degree. Physician assistants are less likely to carry education debt (54% vs. 63%), but the median outstanding balance among those with education debt has increased (\$100k-\$110k vs. \$60k-\$70k).

The median annual income of the physician assistant workforce has increased (\$110k-\$120k vs. \$90k-\$100k), and these professionals are more likely to receive this income in the form of a salary (74% vs. 67%) than as an hourly wage (23% vs. 29%). Physician assistants are relatively more likely to work in the non-profit sector (33% vs. 24%) than in the for-profit sector (58% vs. 63%). In addition, physician assistants are relatively more likely to work in either the inpatient department of a hospital (15% vs. 10%) or a multi-specialty group practice (12% vs. 10%) than in either a single-specialty group practice (29% vs. 33%) or the emergency department of a hospital (9% vs. 16%). The percentage of physician assistants who indicated that they are satisfied at their primary work location has fallen (93% vs. 97%), including those physician assistants who indicated that they are "very satisfied" (56% vs. 70%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	5,339	80%
New Licensees	715	11%
Non-Renewals	638	10%
All Licensees	6,692	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing physician assistants, 87% submitted a survey. These represent 70% of the 6,692 physician assistants who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted throughout 2023 on the birth month of each practitioner.
- 2. Target Population:** All physician assistants who held a Virginia license at some point in 2023.
- 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 2023.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	590	377	39%
30 to 34	531	940	64%
35 to 39	333	969	74%
40 to 44	170	798	82%
45 to 49	122	555	82%
50 to 54	90	429	83%
55 to 59	68	266	80%
60 and Over	121	333	73%
Total	2,025	4,667	70%
New Licenses			
Issued in 2023	715	0	0%
Metro Status			
Non-Metro	86	213	71%
Metro	984	3,088	76%
Not in Virginia	955	1,366	59%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	4,667
Response Rate, All Licensees	70%
Response Rate, Renewals	87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physician Asst.

Number: 6,692
New: 11%
Not Renewed: 10%

Survey Response Rates

All Licensees: 70%
Renewing Practitioners: 87%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

Physician Assistant Workforce: 5,174
FTEs: 4,478

Utilization Ratios

Licensees in VA Workforce: 77%
Licensees per FTE: 1.49
Workers per FTE: 1.16

Source: Va. Healthcare Workforce Data Center

Virginia's Physician Assistant Workforce

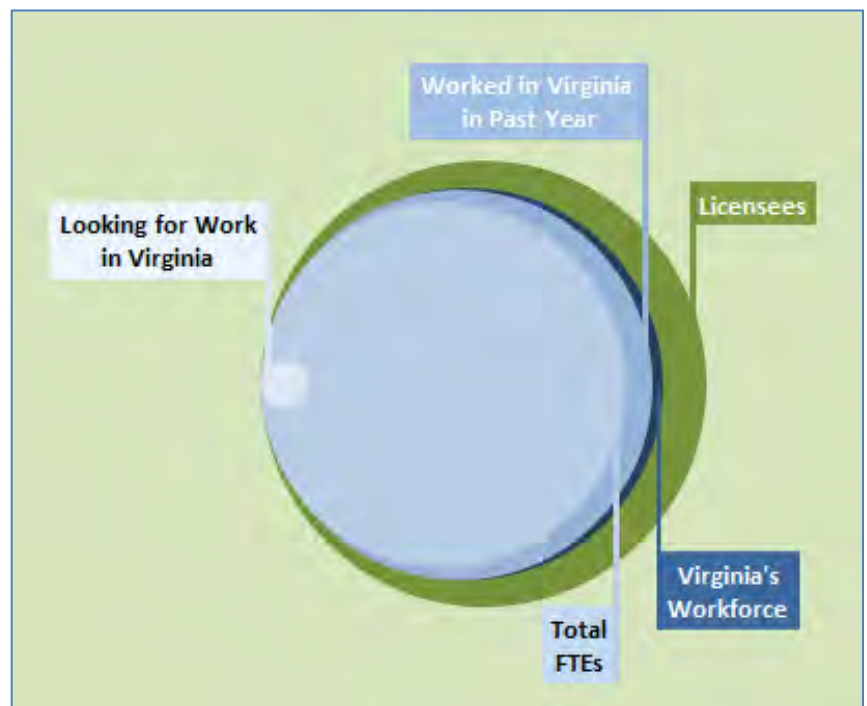
Status	#	%
Worked in Virginia in Past Year	5,095	98%
Looking for Work in Virginia	79	2%
Virginia's Workforce	5,174	100%
Total FTEs	4,478	
Licensees	6,692	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2023 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.



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	142	18%	657	82%	799	17%
30 to 34	177	16%	922	84%	1,099	24%
35 to 39	177	21%	686	80%	863	19%
40 to 44	145	24%	469	76%	614	13%
45 to 49	162	37%	271	63%	433	9%
50 to 54	140	43%	187	57%	328	7%
55 to 59	107	48%	114	52%	221	5%
60 and Over	149	56%	118	44%	267	6%
Total	1,199	26%	3,425	74%	4,625	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Physician Asst.		Physician Asst. Under 40	
	%	#	%	#	%
White	59%	3,694	80%	2,246	81%
Black	18%	258	6%	108	4%
Asian	7%	295	6%	192	7%
Other Race	1%	60	1%	30	1%
Two or More Races	5%	109	2%	68	2%
Hispanic	10%	206	4%	117	4%
Total	100%	4,622	100%	2,761	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, 2022.

Source: Va. Healthcare Workforce Data Center

Among the 60% of physician assistants who are under the age of 40, 82% are female. In addition, the diversity index among physician assistants who are under the age of 40 is 33%.

At a Glance:

Gender

% Female: 74%

% Under 40 Female: 82%

Age

Median Age: 37

% Under 40: 60%

% 55 and Over: 11%

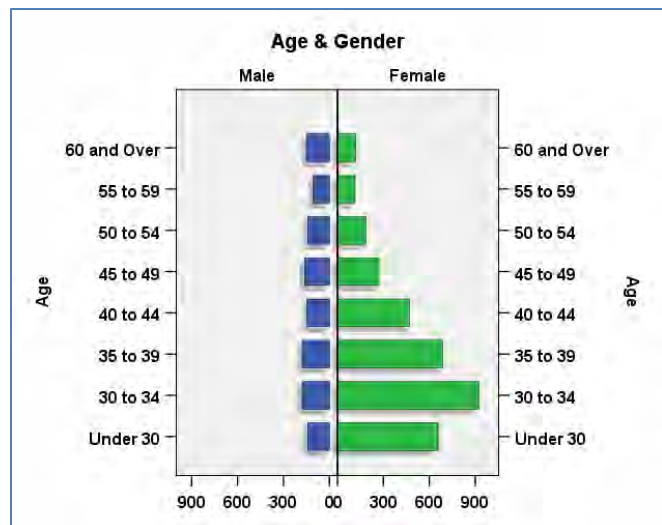
Diversity

Diversity Index: 35%

Under 40 Div. Index: 33%

Source: Va. Healthcare Workforce Data Center

In a random encounter between two physician assistants, there is a 35% 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 diversity index is 60%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
Rural Childhood: 28%

Virginia Background

HS in Virginia: 43%
Prof. Education in VA: 41%
HS/Prof. Edu. in VA: 56%

Location Choice

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

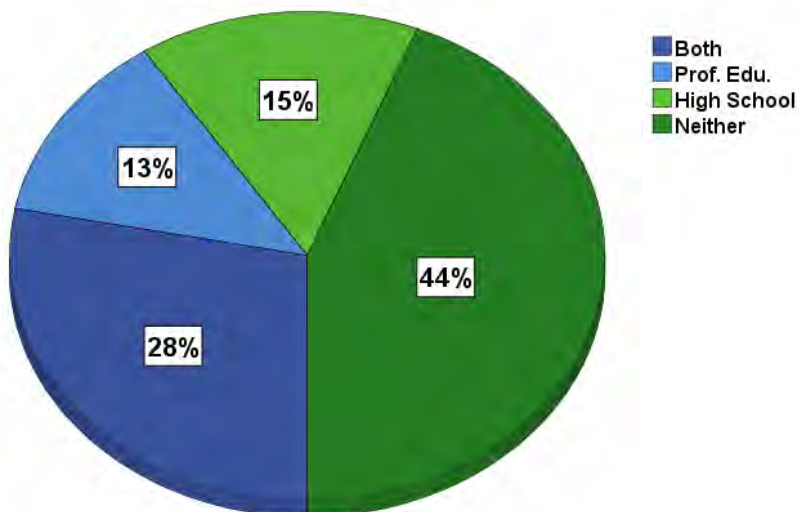
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	20%	70%	10%
2	Metro, 250,000 to 1 Million	41%	53%	6%
3	Metro, 250,000 or Less	42%	52%	7%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	50%	47%	3%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	68%	26%	7%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	88%	12%	0%
8	Rural, Metro Adjacent	61%	33%	6%
9	Rural, Non-Adjacent	35%	65%	0%
Overall		28%	64%	9%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than one-quarter of all physician assistants grew up in a rural area, and 14% of physician assistants who grew up in a rural area work in a non-metro area of Virginia. In total, 6% of all physician assistants work in a non-metro area of the state.

Top Ten States for Physician Assistant Recruitment

Rank	All Physician Assistants			
	High School	#	Professional School	#
1	Virginia	1,995	Virginia	1,852
2	Pennsylvania	392	Pennsylvania	543
3	Maryland	273	Washington, D.C.	328
4	New York	259	North Carolina	238
5	Florida	145	New York	236
6	North Carolina	138	West Virginia	151
7	Outside U.S./Canada	123	Tennessee	130
8	West Virginia	116	Florida	116
9	New Jersey	111	Maryland	97
10	California	88	Georgia	94

Source: Va. Healthcare Workforce Data Center

Among all physician assistants, 43% received their high school degree in Virginia, while 41% received their initial professional degree in the state.

Among physician assistants who have been licensed in the past five years, 40% received their high school degree in Virginia, while 43% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	754	Virginia	792
2	Pennsylvania	149	Pennsylvania	201
3	Maryland	141	New York	102
4	New York	86	North Carolina	93
5	Florida	81	Tennessee	69
6	North Carolina	58	Washington, D.C.	67
7	New Jersey	55	Florida	57
8	Outside U.S./Canada	47	Maryland	42
9	California	37	Georgia	39
10	Ohio	35	Nebraska	30

Source: Va. Healthcare Workforce Data Center

Nearly one-quarter of all licensed physician assistants did not participate in Virginia's workforce in 2023. Among physician assistants who did not participate in the state's workforce, 96% worked at some point in the past year, including 93% who currently work as a physician assistant.

At a Glance:

Not in VA Workforce

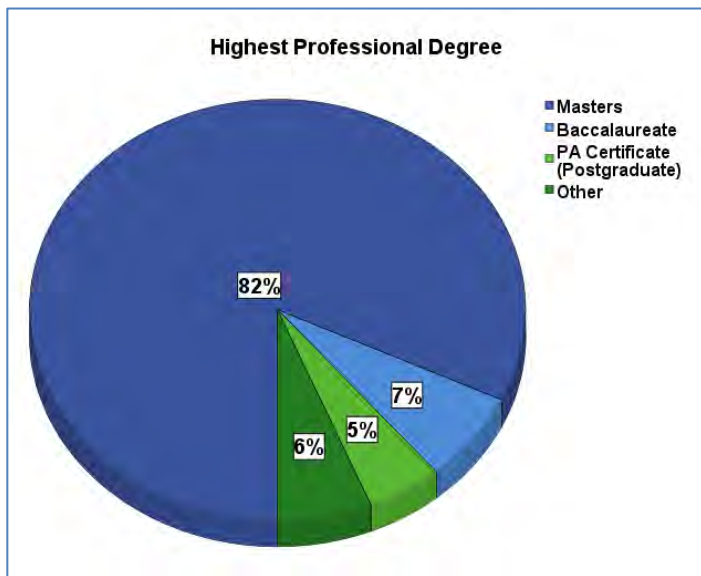
Total:	1,523
% of Licensees:	23%
Federal/Military:	16%
VA Border State/DC:	23%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
PA Certificate (Undergraduate)	59	1%
Associate	15	0%
Baccalaureate	312	7%
PA Certificate (Postgraduate)	221	5%
Master's	3,702	82%
Doctorate	203	4%
Total	4,512	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants carry education debt, including 66% of those physician assistants who are under the age of 40. For those with education debt, the median outstanding balance is between \$100,000 and \$110,000.

At a Glance:

Education

Masters: 82%
Baccalaureate: 7%

Education Debt

Carry Debt: 54%
Under Age 40 w/ Debt: 66%
Median Debt: \$100k-\$110k

Source: Va. Healthcare Workforce Data Center

More than four out of every five physician assistants hold a Master's degree as their highest professional degree.

Education Debt				
Amount Carried	All		Under 40	
	#	%	#	%
None	1,889	46%	841	34%
Less than \$10,000	124	3%	59	2%
\$10,000-\$19,999	125	3%	59	2%
\$20,000-\$29,999	108	3%	51	2%
\$30,000-\$39,999	94	2%	49	2%
\$40,000-\$49,999	130	3%	83	3%
\$50,000-\$59,999	104	3%	71	3%
\$60,000-\$69,999	124	3%	91	4%
\$70,000-\$79,999	86	2%	62	2%
\$80,000-\$89,999	124	3%	97	4%
\$90,000-\$99,999	66	2%	54	2%
\$100,000-\$109,999	144	3%	121	5%
\$110,000 or More	996	24%	846	34%
Total	4,115	100%	2,484	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialties

Family Medicine:	14%
Emergency Medicine:	14%
Orthopedics:	10%

Secondary Specialties

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

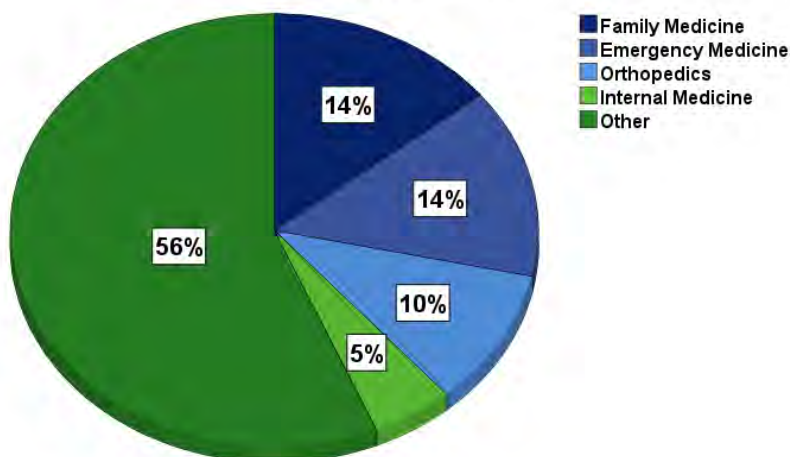
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Specialties				
Specialty	Primary Specialty		Secondary Specialty	
	#	%	#	%
Family Medicine	653	14%	245	7%
Emergency Medicine	649	14%	254	7%
Orthopedics	471	10%	128	4%
Internal Medicine, General	228	5%	107	3%
Hospital Medicine	197	4%	95	3%
Dermatology	189	4%	40	1%
Cardiology	166	4%	49	1%
Psychiatry	127	3%	34	1%
Cardiovascular Surgery	125	3%	44	1%
General Surgery	108	2%	65	2%
Neurosurgery	107	2%	46	1%
Gastroenterology & Hepatology	107	2%	20	1%
Pediatrics, General	78	2%	35	1%
Plastic Surgery	69	2%	25	1%
Other	1,062	23%	660	18%
No Specialty	247	5%	1,802	49%
Total	4,582	100%	3,650	100%

Source: Va. Healthcare Workforce Data Center

Primary Specialization



Source: Va. Healthcare Workforce Data Center

Nearly two out of every five physician assistants hold a primary specialty in family medicine, emergency medicine, or orthopedics.

At a Glance:

Employment

Employed in Profession: 96%

Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 72%

2 or More Positions: 15%

Weekly Hours:

40 to 49: 49%

60 or More: 4%

Less than 30: 9%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in Profession	4,414	96%
Employed, NOT in Profession	35	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	8	< 1%
Voluntarily Unemployed	100	2%
Retired	17	< 1%
Total	4,577	100%

Source: Va. Healthcare Workforce Data Center

Among all physician assistants, 96% are currently employed in the profession, 72% hold one full-time job, and 49% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	125	3%
One Part-Time Position	488	11%
Two Part-Time Positions	108	2%
One Full-Time Position	3,234	72%
One Full-Time Position & One Part-Time Position	485	11%
Two Full-Time Positions	11	<1%
More than Two Positions	65	1%
Total	4,516	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	125	3%
1 to 9 Hours	57	1%
10 to 19 Hours	125	3%
20 to 29 Hours	223	5%
30 to 39 Hours	1,072	24%
40 to 49 Hours	2,218	49%
50 to 59 Hours	498	11%
60 to 69 Hours	113	3%
70 to 79 Hours	30	1%
80 or More Hours	46	1%
Total	4,507	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	7	0%
Less than \$20,000	44	1%
\$20,000-\$29,999	24	1%
\$30,000-\$39,999	31	1%
\$40,000-\$49,999	26	1%
\$50,000-\$59,999	47	1%
\$60,000-\$69,999	74	2%
\$70,000-\$79,999	99	3%
\$80,000-\$89,999	160	5%
\$90,000-\$99,999	193	6%
\$100,000-\$109,999	484	14%
\$110,000-\$119,999	629	18%
\$120,000 or More	1,708	48%
Total	3,527	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Income

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

Benefits

Health Insurance: 69%

Retirement: 73%

Satisfaction

Satisfied: 93%

Very Satisfied: 56%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	2,514	56%
Somewhat Satisfied	1,706	38%
Somewhat Dissatisfied	234	5%
Very Dissatisfied	60	1%
Total	4,515	100%

Source: Va. Healthcare Workforce Data Center

The median annual income for physician assistants is between \$110,000 and \$120,000. In addition, 87% receive at least one employer-sponsored benefit, including 69% who receive health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	3,346	76%	79%
Retirement	3,243	73%	76%
Health Insurance	3,047	69%	72%
Dental Insurance	2,886	65%	68%
Paid Sick Leave	2,177	49%	51%
Group Life Insurance	1,993	45%	47%
Signing/Retention Bonus	819	19%	19%
At Least One Benefit	3,856	87%	91%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	44	1%
Experience Voluntary Unemployment?	253	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	85	2%
Work Two or More Positions at the Same Time?	763	15%
Switch Employers or Practices?	568	11%
Experience at Least One?	1,387	27%

Source: Va. Healthcare Workforce Data Center

Among all physician assistants, 1% were involuntarily unemployed at some point in 2023. For comparison, Virginia's average monthly unemployment rate was 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	121	3%	62	6%
Less than 6 Months	271	6%	136	13%
6 Months to 1 Year	520	12%	133	12%
1 to 2 Years	1,273	29%	295	27%
3 to 5 Years	1,011	23%	231	22%
6 to 10 Years	632	14%	117	11%
More than 10 Years	531	12%	99	9%
Subtotal	4,359	100%	1,073	100%
Did Not Have Location	96		4,058	
Item Missing	719		43	
Total	5,174		5,174	

Source: Va. Healthcare Workforce Data Center

Nearly three out of every four physician assistants receive a salary at their primary work location, while 23% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched: 11%
New Location: 24%
Over 2 Years: 50%
Over 2 Yrs., 2nd Location: 42%

Employment Type

Salary/Commission: 74%
Hourly Wage: 23%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	2,633	74%
Hourly Wage	822	23%
By Contract/Per Diem	61	2%
Business/Practice Income	46	1%
Unpaid	15	0%
Subtotal	3,577	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 2.5% and a high of 3.3%. The unemployment rate from December 2023 was still preliminary at the time of publication.

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	72%
Lowest Region:	1%

Locations

2 or More (Past Year):	25%
2 or More (Now*):	23%

Source: Va. Healthcare Workforce Data Center

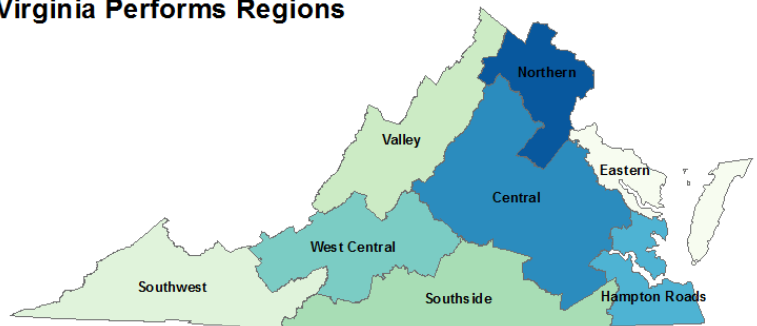
More than 70% of all physician assistants work in Northern Virginia, Hampton Roads, and Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	820	19%	168	15%
Eastern	33	1%	10	1%
Hampton Roads	912	21%	204	19%
Northern	1,427	33%	325	30%
Southside	81	2%	22	2%
Southwest	107	2%	34	3%
Valley	335	8%	62	6%
West Central	576	13%	127	12%
Virginia Border State/D.C.	31	1%	44	4%
Other U.S. State	42	1%	93	9%
Outside of the U.S.	0	0%	2	0%
Total	4,364	100%	1,091	100%
Item Missing	713		25	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

While 23% of all physician assistants currently have multiple work locations, 25% have had multiple work locations in the past year.

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	79	2%	124	3%
1	3,191	73%	3,238	74%
2	512	12%	469	11%
3	395	9%	387	9%
4	81	2%	62	1%
5	56	1%	46	1%
6 or More	68	2%	55	1%
Total	4,381	100%	4,381	100%

*At the time of survey completion, January-December 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	2,440	58%	661	63%
Non-Profit	1,391	33%	322	30%
State/Local Government	144	3%	44	4%
Veterans Administration	98	2%	7	1%
U.S. Military	118	3%	16	2%
Other Federal Government	46	1%	7	1%
Total	4,237	100%	1,057	100%
Did Not Have Location	96		4,058	
Item Missing	841		59	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	58%
Federal:	6%

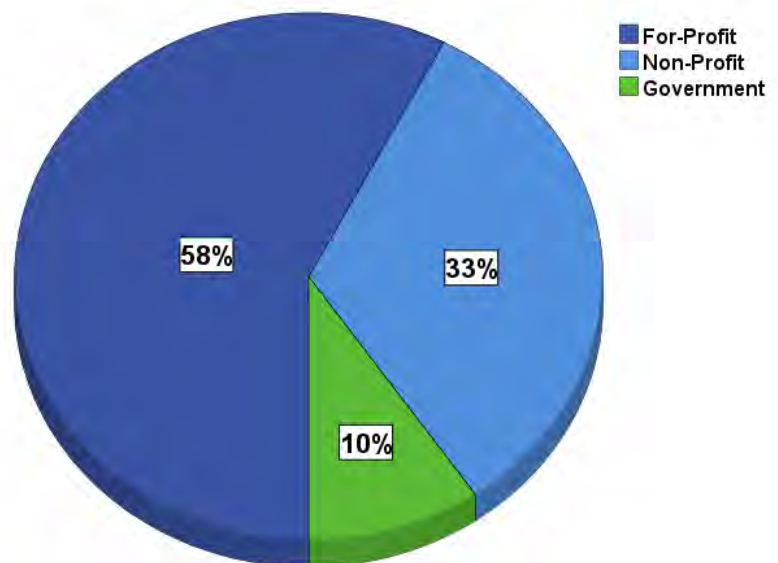
Top Establishments

Group Practice (Single Specialty):	29%
Hospital (Inpatient Dept.):	15%
Group Practice (Multiple Specialties):	12%

Source: Va. Healthcare Workforce Data Center

Among all physician assistants, 58% work in the for-profit sector. Another 33% of physician assistants work in the non-profit sector.

Sector, Primary Work Site



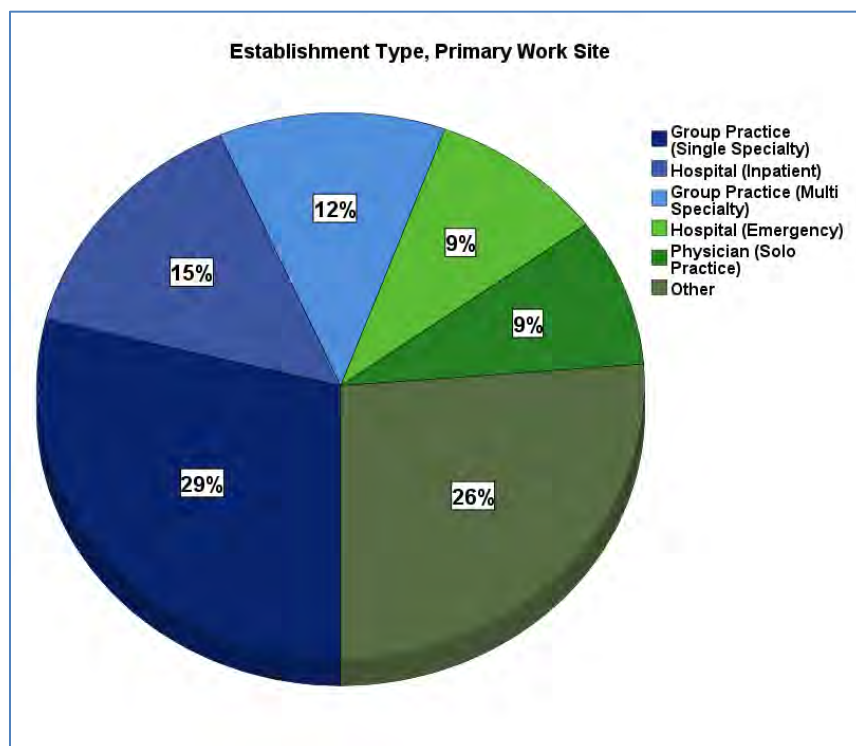
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice (Single Specialty)	1,208	29%	224	22%
Hospital (Inpatient Department)	610	15%	169	16%
Group Practice (Multi Specialty)	505	12%	97	9%
Hospital (Emergency Department)	392	9%	145	14%
Physician (Solo Practice)	367	9%	103	10%
Hospital (Outpatient Department)	286	7%	39	4%
Community Clinic/Outpatient Care Center	206	5%	48	5%
Academic Institution (Teaching or Research)	148	4%	28	3%
Academic Institution (Patient Care Role)	130	3%	28	3%
Independent Contractor	28	1%	28	3%
Nursing Home/Long Term Care Facility	24	1%	5	<1%
Other	274	7%	117	11%
Total	4,178	100%	1,031	100%
Did Not Have Location	96		4,058	

Source: Va. Healthcare Workforce Data Center

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

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



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	27%
Arabic:	15%
Chinese:	15%

Means of Communication

Virtual Translation:	68%
Other Staff Member:	34%
Onsite Translation:	26%

Source: Va. Healthcare Workforce Data Center

More than one-quarter of all physician assistants are employed at a primary work location that offers Spanish language services for patients.

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	1,408	27%
Arabic	761	15%
Chinese	752	15%
French	723	14%
Korean	702	14%
Vietnamese	700	14%
Hindi	663	13%
Persian	573	11%
Tagalog/Filipino	567	11%
Urdu	556	11%
Pashto	497	10%
Amharic, Somali, or Other Afro-Asiatic Languages	486	9%
Others	411	8%
At Least One Language	1,623	31%

Source: Va. Healthcare Workforce Data Center

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Services	1,111	68%
Other Staff Member is Proficient	554	34%
Onsite Translation Service	414	26%
Respondent is Proficient	236	15%
Other	40	2%

Source: Va. Healthcare Workforce Data Center

More than two out of every three physician assistants who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance:

Top Tasks Performed

Managed Care of Patients (Outpatient):	50%
Minor Surgical Procedures:	34%

of Hospitals w/ Privileges

None:	44%
One:	33%
Two or More:	24%

Source: Va. Healthcare Workforce Data Center

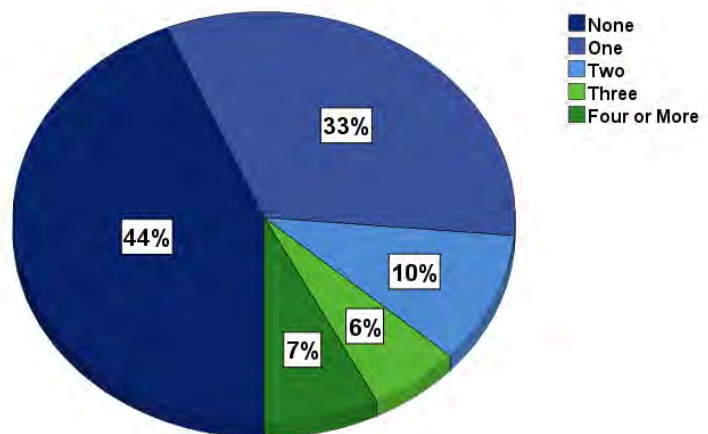
A Closer Look:

Tasks Performed		
Task	#	% of Workforce
Manage Care of Patients, Outpatient	2,563	50%
Minor Surgical Procedures	1,766	34%
Manage Care of Patients, Inpatient	1,366	26%
Supervise/Manage Other Clinical Staff	1,035	20%
First Assist at Surgery	781	15%
Supervise/Manage Other PAs	621	12%
At Least One Task Performed	3,645	70%

Source: Va. Healthcare Workforce Data Center

One-half of all physician assistants manage outpatient care, and 34% participate in minor surgical procedures.

Number of Hospitals with Privileges



Source: Va. Healthcare Workforce Data Center

Among all physician assistants, 56% have hospital privileges with at least one hospital.

Hospital Privileges		
# of Hospitals	#	%
None	1,883	44%
1	1,410	33%
2	445	10%
3	252	6%
4 or More	320	7%
Total	4,310	100%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

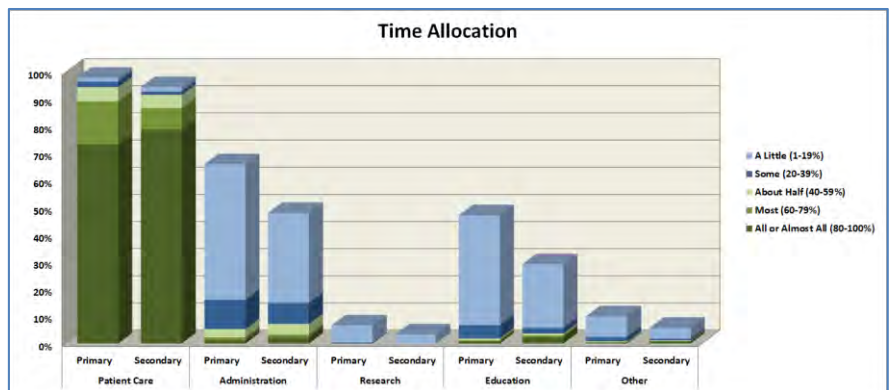
Patient Care: 89%
Administration: 2%
Education: 1%

Patient Care PAs

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Physician assistants typically spend most of their time in patient care activities. Nearly nine out of every ten physician assistants fill a patient care role, defined as spending 60% or more of their time in that activity.

Time Allocation										
Time Spent	Patient Care		Admin.		Research		Education		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	73%	79%	1%	2%	0%	0%	1%	2%	0%	1%
Most (60-79%)	16%	8%	1%	1%	0%	0%	0%	1%	0%	0%
About Half (40-59%)	5%	5%	3%	4%	0%	0%	1%	1%	0%	0%
Some (20-39%)	2%	1%	11%	8%	0%	0%	5%	2%	2%	1%
A Little (1-19%)	1%	2%	50%	33%	6%	3%	40%	24%	8%	4%
None (0%)	2%	5%	34%	52%	93%	97%	53%	71%	90%	94%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Median Weekly Visits

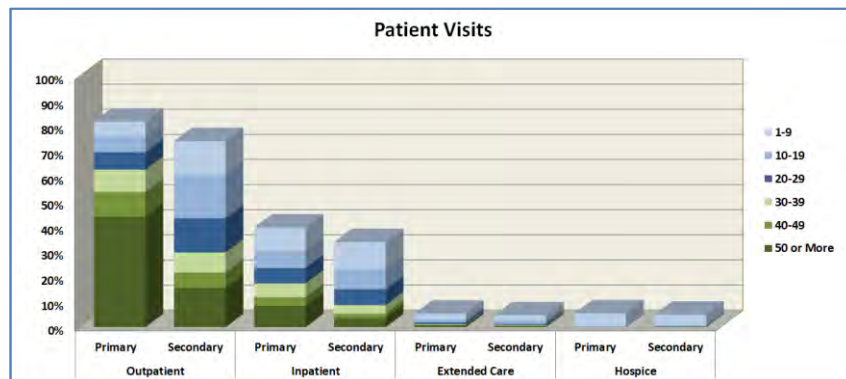
Outpatient:	40-49
Inpatient:	None
Extended Care:	None
Hospice:	None

% With Visits

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Physician assistants typically treat between 40 and 49 patients per week in an outpatient setting. In addition, more than four out of every five physician assistants treat at least one patient per week in an outpatient setting.

Weekly Patient Visits

Visits Per Week	Outpatient		Inpatient		Extended Care		Hospice	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
None	18%	26%	60%	66%	95%	95%	95%	95%
1-9 Visits	6%	13%	9%	11%	2%	2%	5%	4%
10-19 Visits	6%	17%	7%	8%	1%	1%	0%	0%
20-29 Visits	7%	14%	6%	6%	1%	0%	0%	0%
30-39 Visits	9%	8%	5%	4%	0%	0%	0%	0%
40-49 Visits	10%	6%	3%	2%	0%	0%	0%	0%
50 or More Visits	44%	16%	8%	4%	1%	0%	0%	0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	162	4%	-	-
50 to 54	241	6%	4	1%
55 to 59	548	14%	47	7%
60 to 64	1,248	31%	185	26%
65 to 69	1,335	33%	282	40%
70 to 74	286	7%	102	15%
75 to 79	50	1%	17	2%
80 and Over	31	1%	13	2%
I Do Not Intend to Retire	146	4%	51	7%
Total	4,047	100%	701	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Professionals

Under 65: 54%

Under 60: 23%

50 and Over

Under 65: 34%

Under 60: 7%

Time Until Retirement

Within 2 Years: 2%

Within 10 Years: 10%

Half the Workforce: By 2053

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants expect to retire by the age of 65. Among physician assistants who are age 50 and over, 34% expect to retire by the age of 65.

Within the next two years, 9% of all physician assistants expect to pursue additional educational opportunities, and 8% expect to increase patient care hours.

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	78	2%
Leave Virginia	162	3%
Decrease Patient Care Hours	531	10%
Decrease Teaching Hours	29	1%
Increase Participation		
Increase Patient Care Hours	409	8%
Increase Teaching Hours	492	10%
Pursue Additional Education	469	9%
Return to the Workforce	34	1%

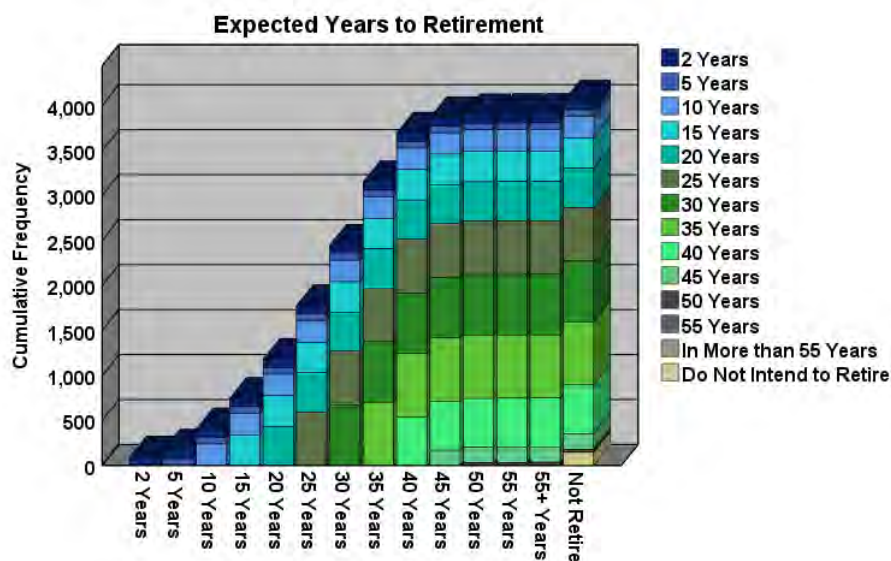
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for physician assistants. While 2% of physician assistants expect to retire in the next two years, 10% expect to retire within the next ten years. Half of the current workforce expect to retire by 2053.

Time to Retirement

Expect to Retire Within. . .	#	%	Cumulative %
2 Years	93	2%	2%
5 Years	74	2%	4%
10 Years	239	6%	10%
15 Years	338	8%	18%
20 Years	436	11%	29%
25 Years	596	15%	44%
30 Years	673	17%	61%
35 Years	703	17%	78%
40 Years	542	13%	91%
45 Years	172	4%	96%
50 Years	31	1%	96%
55 Years	3	0%	96%
In More than 55 Years	1	0%	96%
Do Not Intend to Retire	146	4%	100%
Total	4,047	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 2043. Retirement will peak at 17% of the current workforce around 2058 before declining to under 10% of the current workforce again around 2068.

At a Glance:

FTEs

Total: 4,478
FTEs/1,000 Residents²: 0.516
Average: 0.88

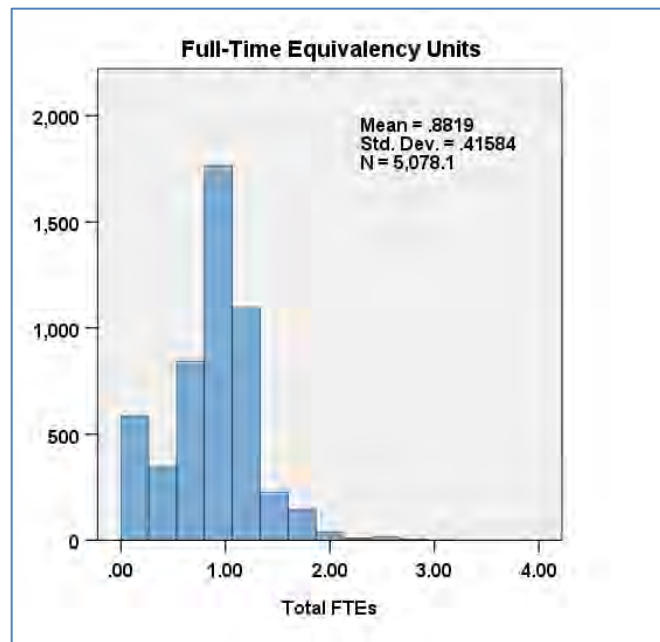
Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:

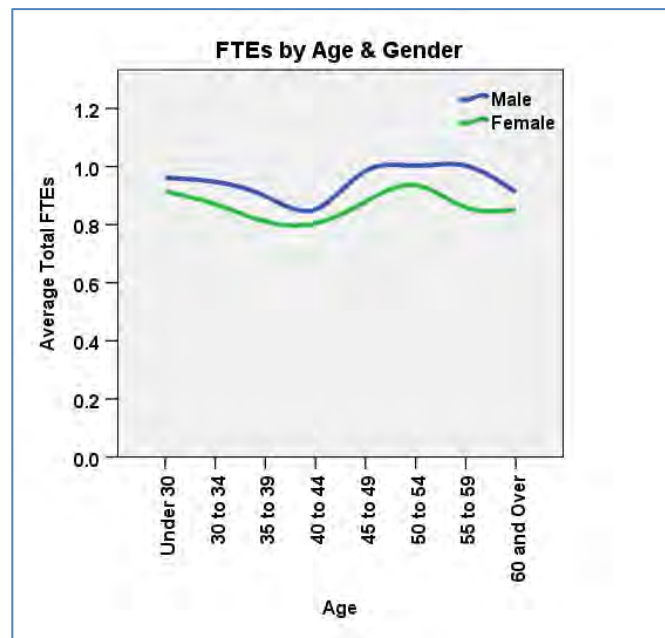


Source: Va. Healthcare Workforce Data Center

The typical physician assistant provided 0.96 FTEs in 2023, or approximately 38 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.³

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.92	0.96
30 to 34	0.87	0.91
35 to 39	0.85	0.96
40 to 44	0.73	0.83
45 to 49	1.02	1.03
50 to 54	0.97	1.05
55 to 59	0.94	1.05
60 and Over	0.90	0.99
Gender		
Male	0.94	1.01
Female	0.86	0.93

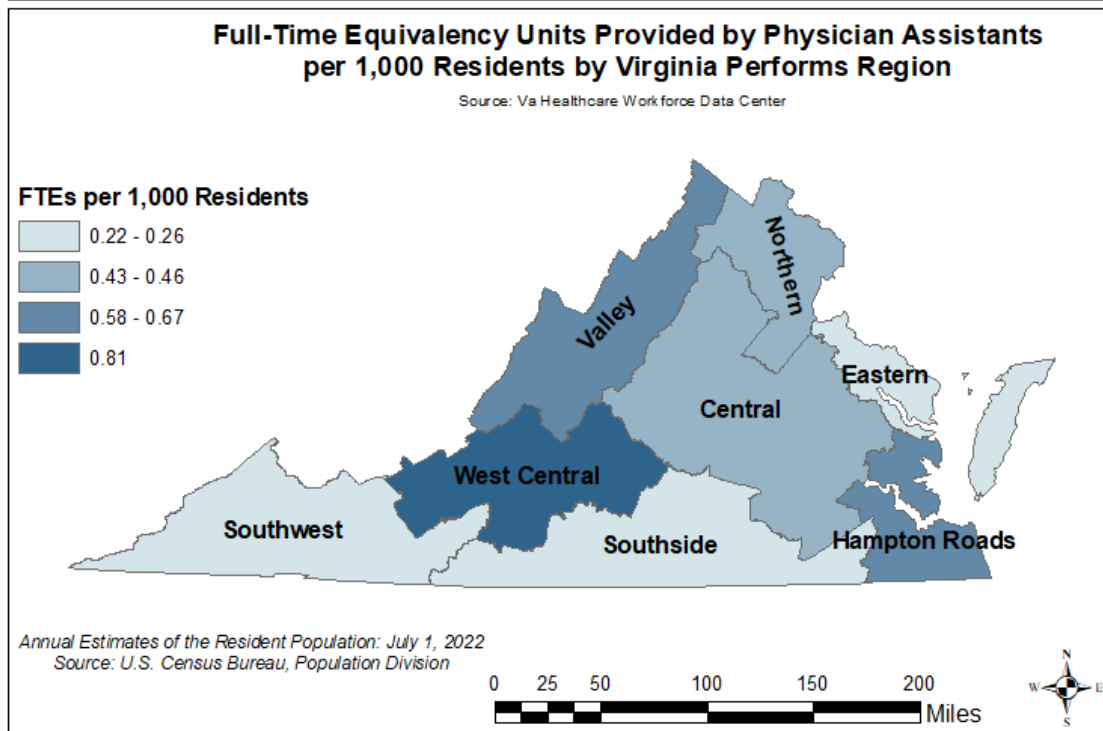
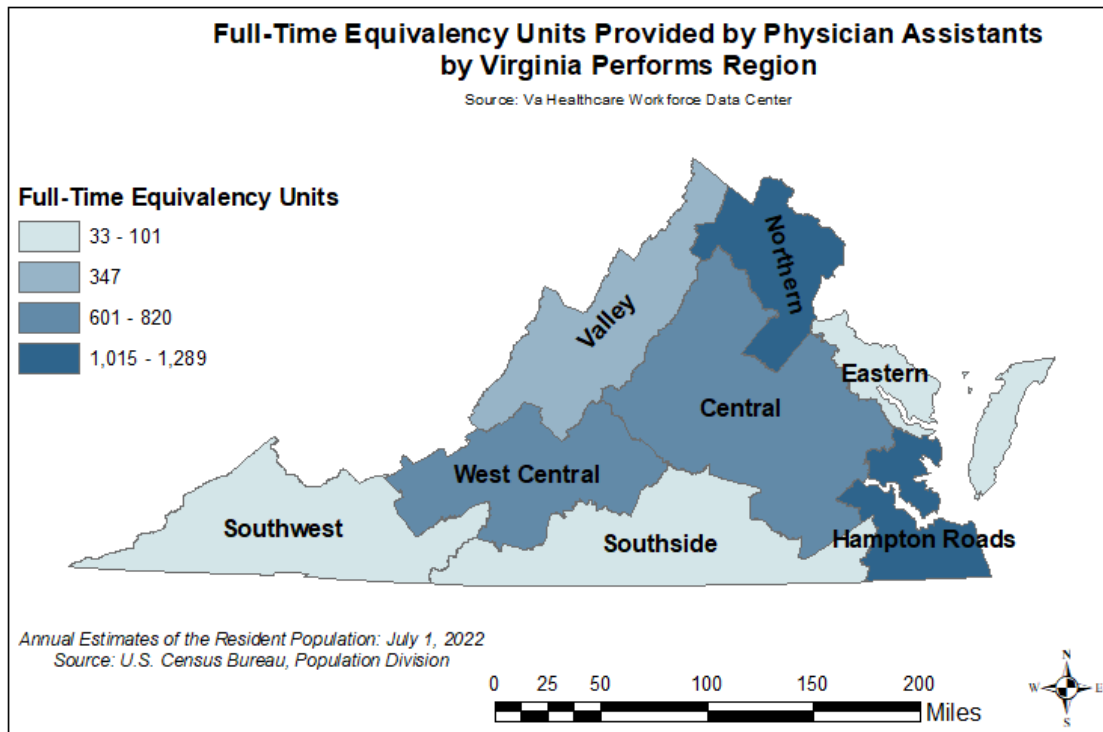
Source: Va. Healthcare Workforce Data Center

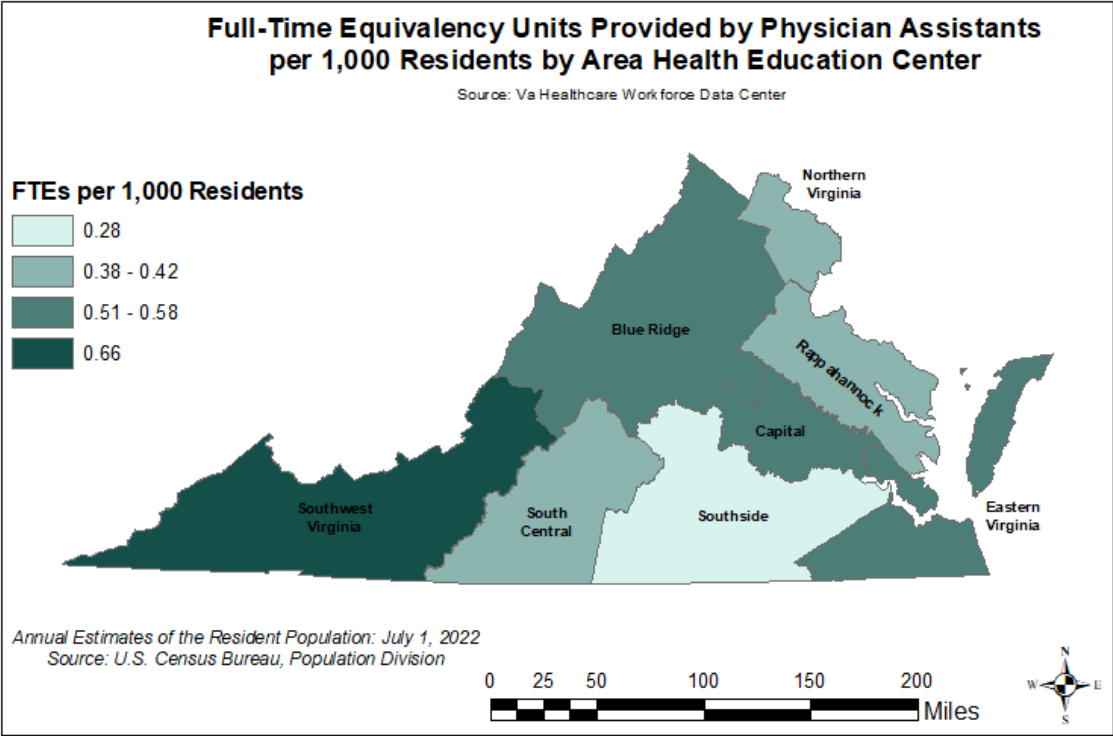
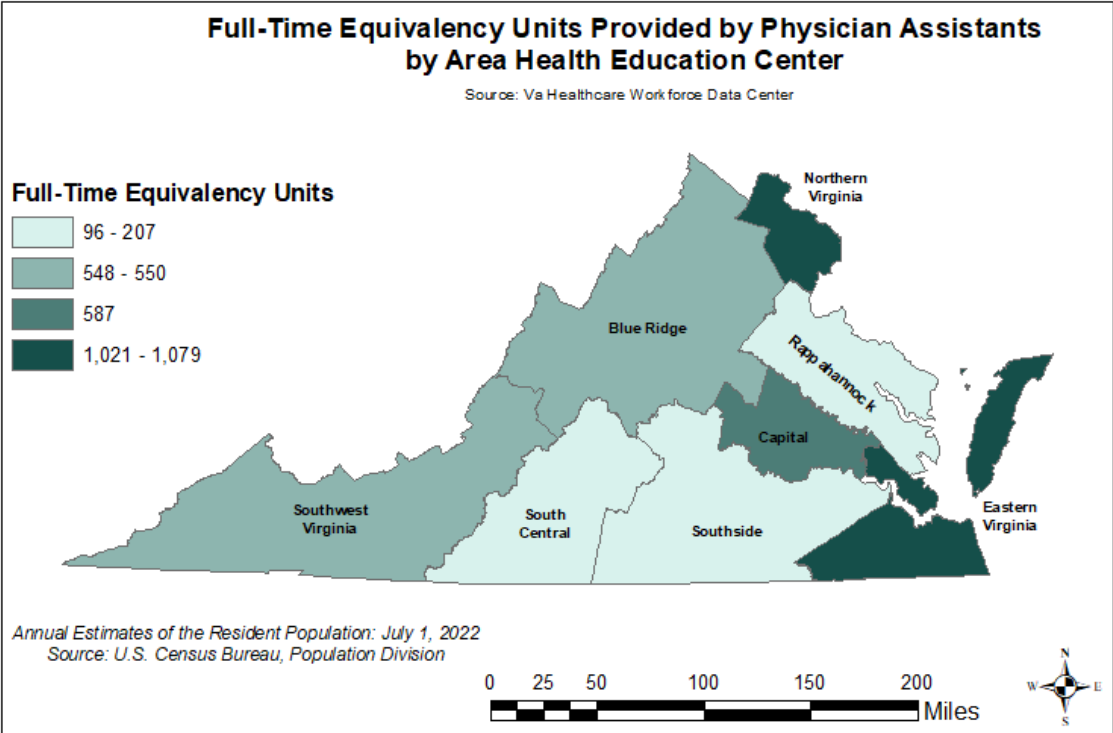


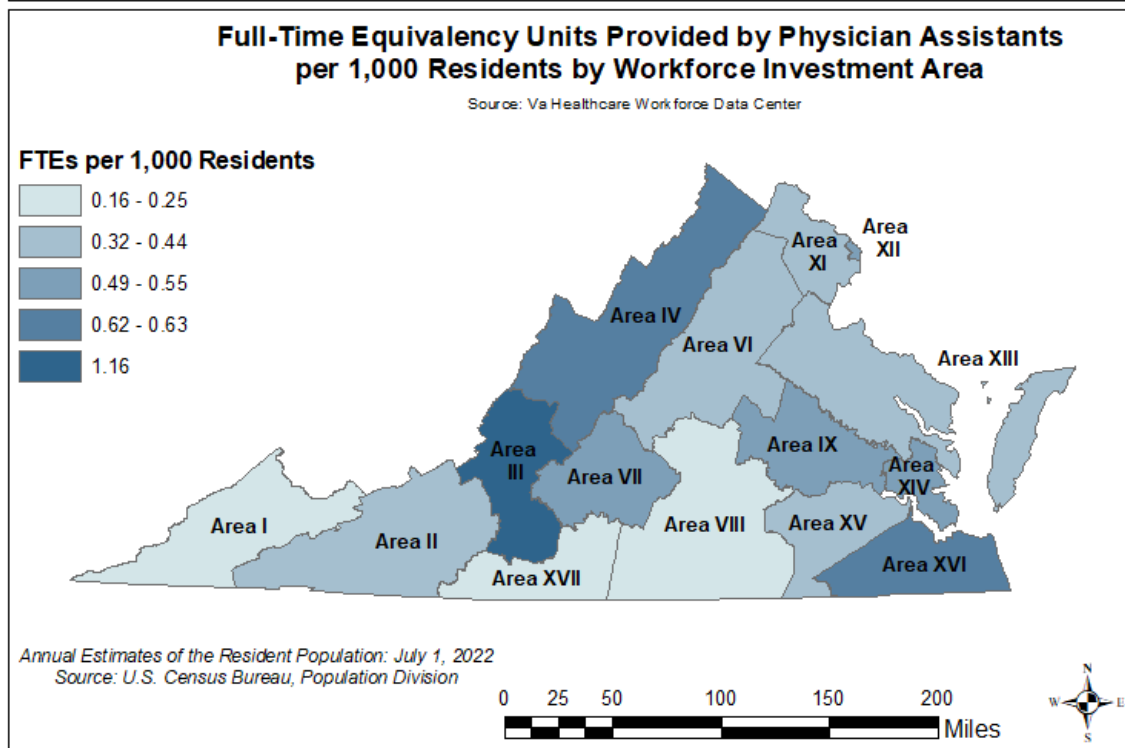
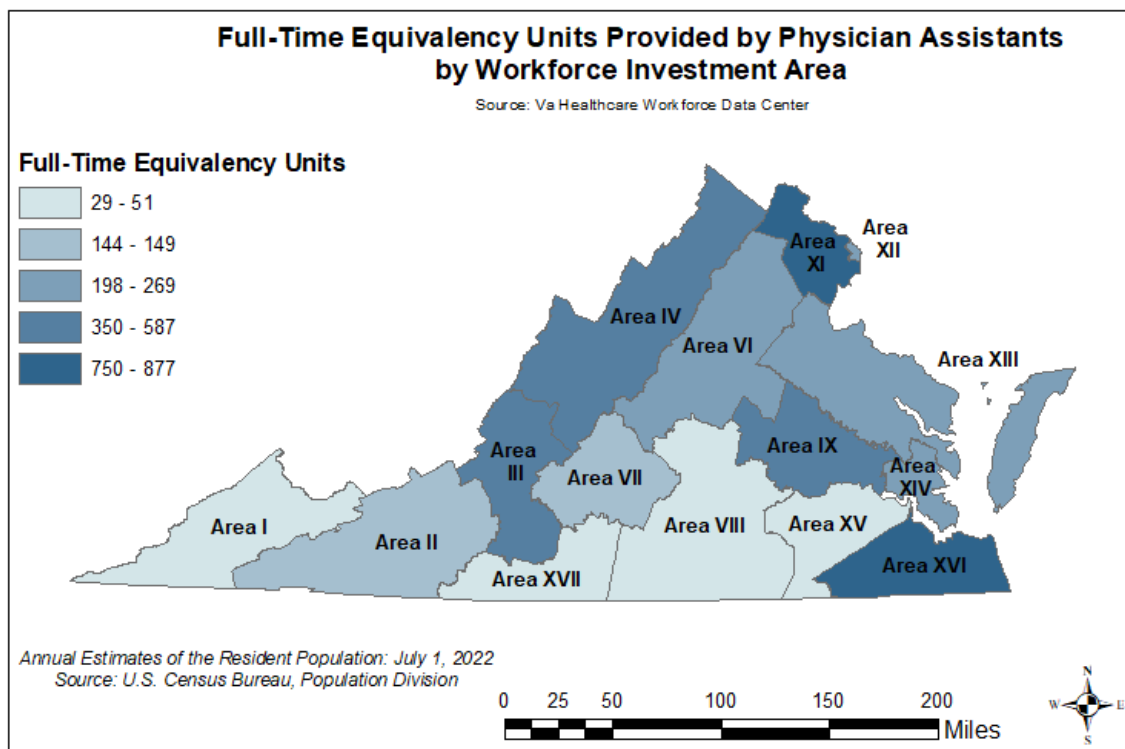
Source: Va. Healthcare Workforce Data Center

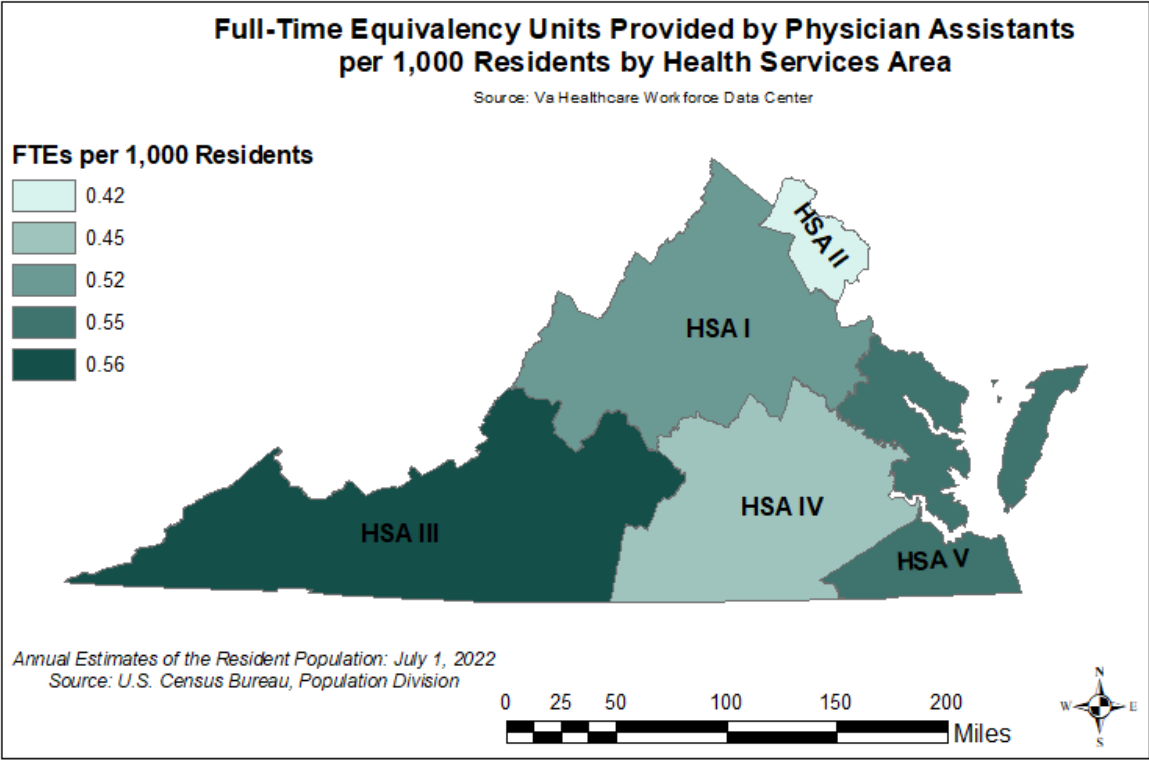
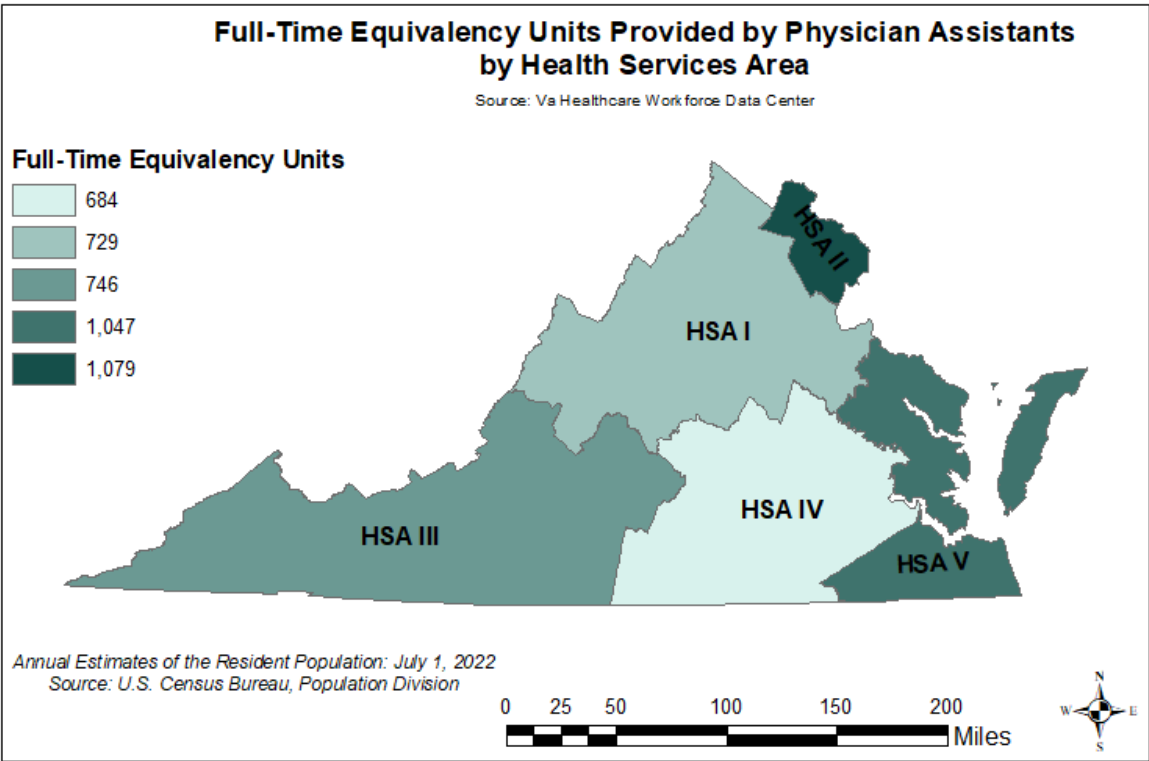
² Number of residents in 2022 was used as the denominator.

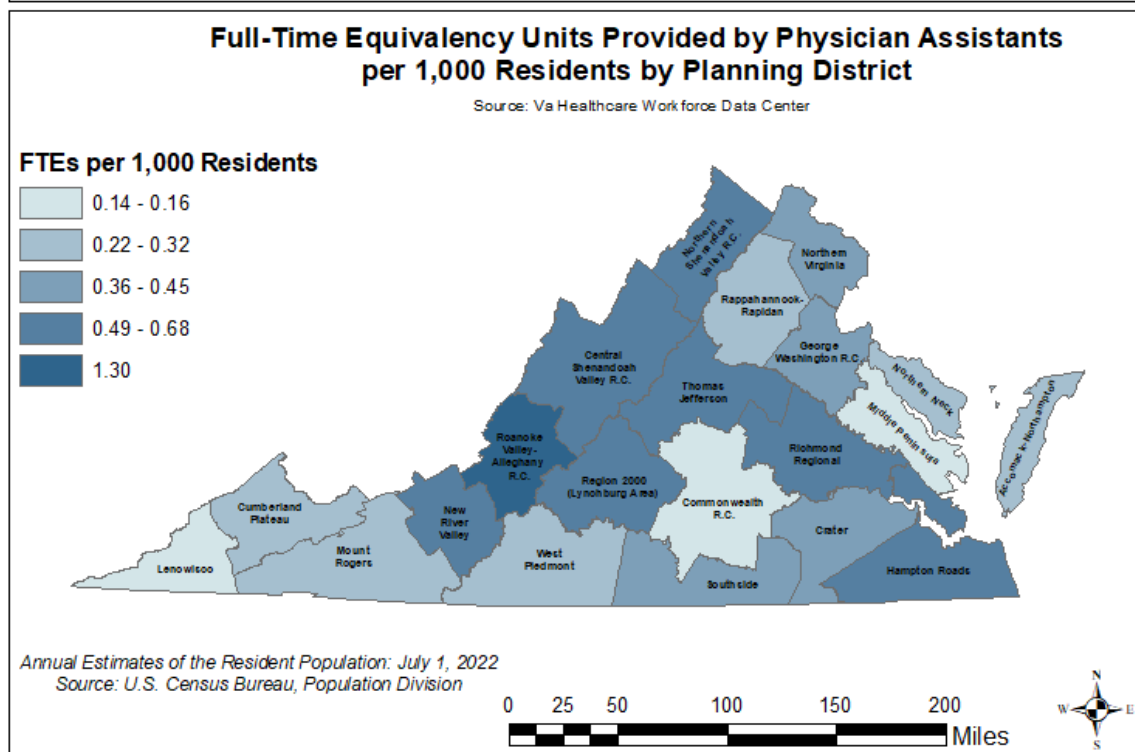
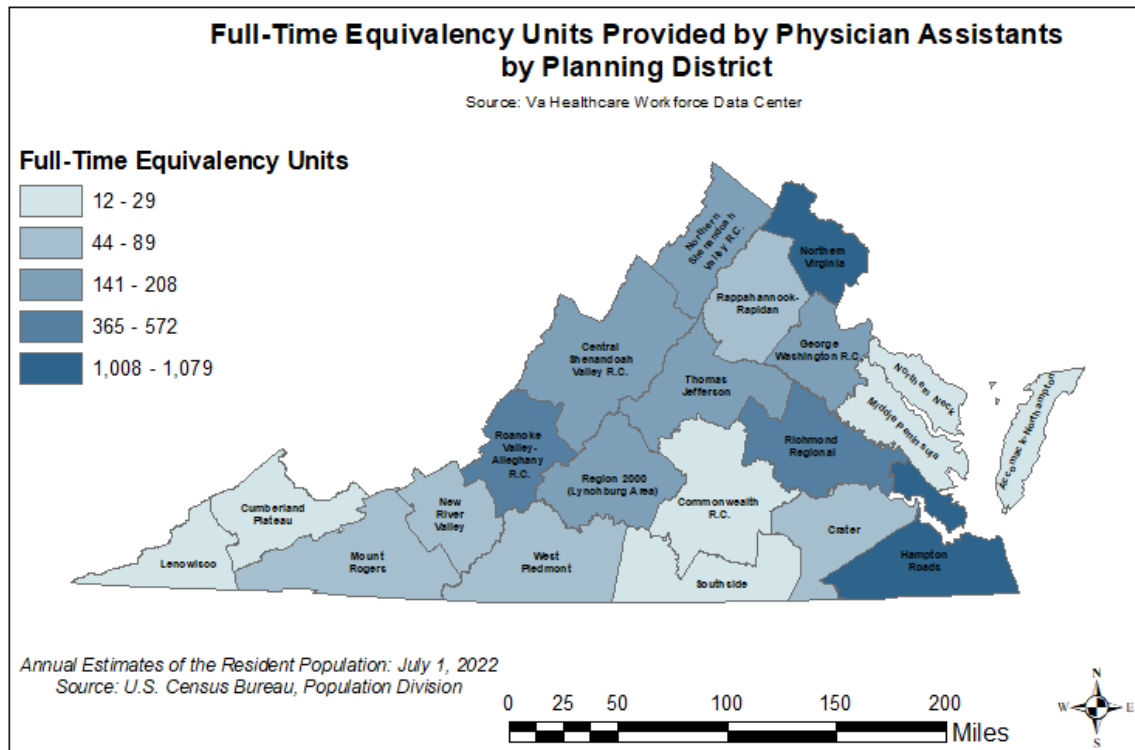
³ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	3,071	75.42%	1.326	1.119	2.372
Metro, 250,000 to 1 Million	529	73.91%	1.353	1.141	2.420
Metro, 250,000 or Less	472	80.72%	1.239	1.045	2.216
Urban, Pop. 20,000+, Metro Adj.	27	70.37%	1.421	1.199	2.542
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	118	70.34%	1.422	1.199	2.543
Urban, Pop. 2,500-19,999, Non-Adj.	63	79.37%	1.260	1.063	2.254
Rural, Metro Adj.	69	66.67%	1.500	1.266	2.683
Rural, Non-Adj.	22	68.18%	1.467	1.237	2.624
Virginia Border State/D.C.	1,058	59.55%	1.679	1.417	3.004
Other U.S. State	1,263	58.27%	1.716	1.448	3.070

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	967	38.99%	2.565	2.216	3.070
30 to 34	1,471	63.90%	1.565	1.352	1.873
35 to 39	1,302	74.42%	1.344	1.161	1.608
40 to 44	968	82.44%	1.213	1.048	1.452
45 to 49	677	81.98%	1.220	1.054	1.460
50 to 54	519	82.66%	1.210	1.045	1.448
55 to 59	334	79.64%	1.256	1.085	1.503
60 and Over	454	73.35%	1.363	1.178	1.632

Source: Va. Healthcare Workforce Data Center

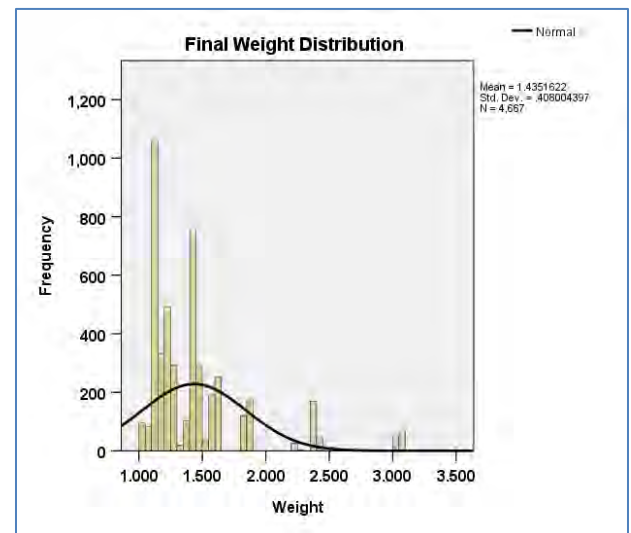
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.697400



Source: Va. Healthcare Workforce Data Center