



2014 Statistical Profile of Recently Certified Physician Assistants

*An Annual Report of the
National Commission on
Certification of Physician Assistants*

Message from the President/CEO

Dear colleagues,

It is an exciting time to enter the PA profession. From my vantage point, it appears that our profession has gained a new, stronger foothold in the consciousness of those who lead, regulate, and serve in the U.S. healthcare system. Just as exciting, the visibility of and acceptance of certified PAs as providers of high quality health care among patients also seems to be on the rise. Month after month now, we can read about the profession's growth and its impact everywhere from *Forbes* and *Medical Economics* to *Modern Healthcare* and *HealthLeaders* to state and local newspapers around the country.

We are getting that attention because our profession is key to the present and future of healthcare.

The recently certified PAs whose story is told through this report are the leaders of tomorrow.

On behalf of all of us at NCCPA, I would like to thank them for taking the time to complete the professional profile from which we have developed this report and to wish them all the best in their journey as certified PAs.

Sincerely,

A handwritten signature in black ink that reads "Dawn Morton-Rias". The signature is fluid and cursive, with the first name "Dawn" being the most prominent.

Dawn Morton-Rias, EdD, PA-C
NCCPA President/CEO

September 2015

About the Data and Collection Methodology

Introduction

Since certifying the first physician assistants (PAs) in 1975, NCCPA has collected data on the PA profession as PAs completed various processes related to obtaining initial certification and then maintaining certification by earning and logging continuing medical education credits and passing recertification examinations. In May 2012, NCCPA's data gathering efforts were significantly enhanced with the launch of the PA Professional Profile. This data gathering instrument is presented to PAs through a secure portal within NCCPA's website. The Profile was launched with two modules: "About Me" and "My Practice."

In December 2012, NCCPA added a "Recently Certified" module delivered online to PAs who have been certified (for the first time) for less than six months. This report highlights the data collected from this module.

Data Editing and Analysis

Data reflected in this report includes responses from PAs who were certified for the first time in 2014. The participants included in this report answered at least a portion of the survey between January 1, 2014 and December 31, 2014. In addition, some data was obtained from other NCCPA data collection strategies (as noted within the report). As of December 31, 2014, there were 4,793 recently certified PAs who provided responses out of the 7,434 recently certified PAs with access to the module (64.5% response rate).

The data provided in this report has been aggregated from the individual responses provided by PAs through the PA Professional Profile or other NCCPA data gathering efforts. Responses were examined for consistency and potential errors. In cases of obvious error or inconclusive data, the responses were not included in the analysis. The number of responses to individual items varies due to differing response rates or due to the data being removed for reasons previously noted. Analyses of the data consist primarily of descriptive statistics.

About NCCPA

NCCPA is the only certifying organization for physician assistants in the United States. Established as a not-for-profit organization in 1974, NCCPA is dedicated to assuring the public that certified PAs meet established standards of clinical knowledge and cognitive skills upon entry into practice and throughout their careers. All U.S. states, the District of Columbia and the U.S. territories have decided to rely on NCCPA certification as one of the criteria for licensure or regulation of PAs. More than 125,000 PAs have been certified by NCCPA since 1975, and approximately 102,000 were certified at the end of 2014.

For more information about NCCPA, visit our website: <http://www.nccpa.net>.

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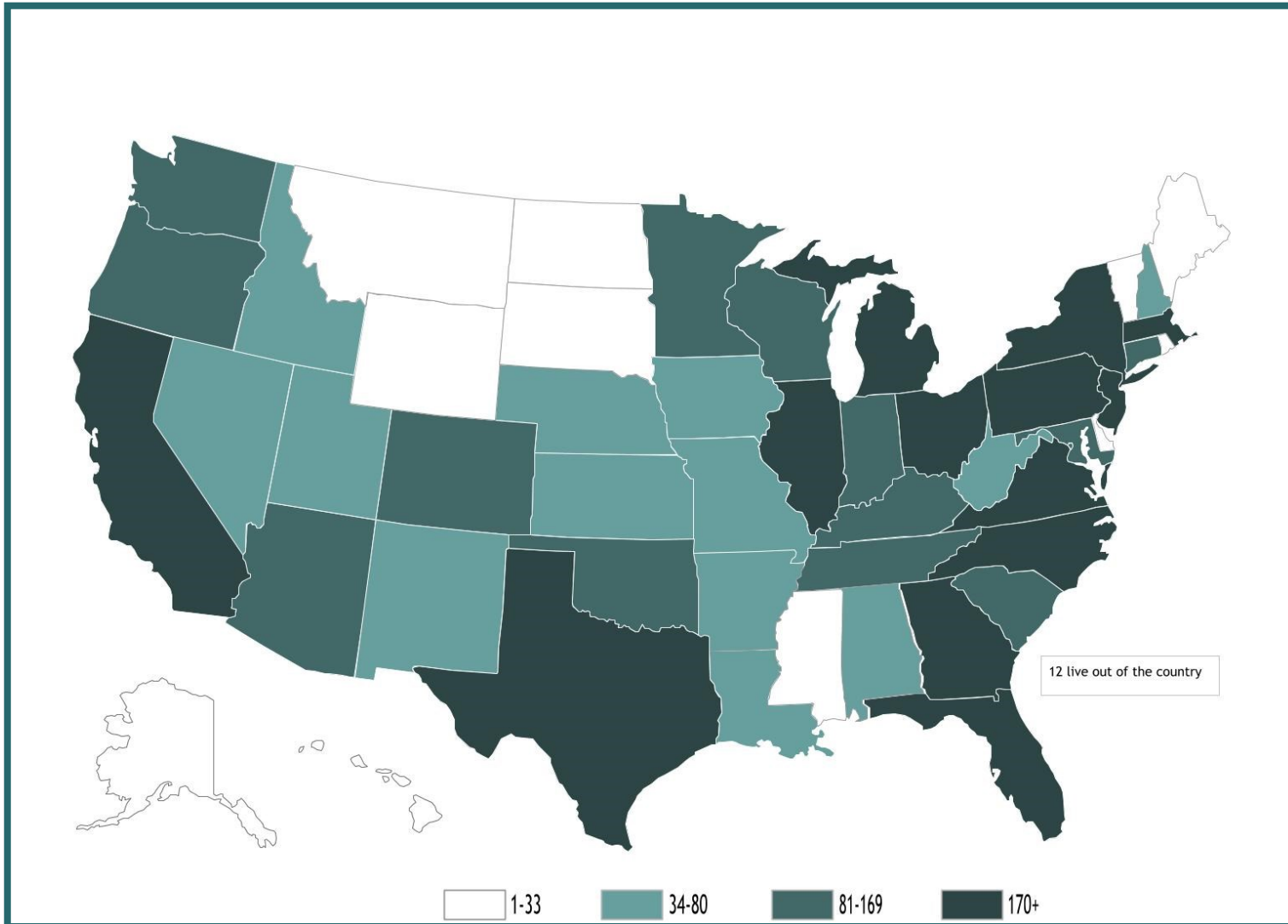
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Distribution of Recently Certified PAs

Number of recently certified PAs by state (divided by quartiles); Number, percentage of recently certified PAs by state

Figure 1: Distribution of Recently Certified PAs by State (Divided by Quartiles)



Noteworthy:

There were 7,434 recently certified PAs that had access to the PA Professional Profile in 2014. The map illustrates the distribution of those PAs.

Note: Figure 1 highlights the states with the greatest numbers of recently certified PAs based on state of residence as reported to NCCPA.

The Accreditation Review Commission on Education for the Physician Assistant (ARC-PA) expects that the number of PA educational programs will grow from 196 (May 2015) to 273 by 2020, which would have an impact on the number of PAs seeking NCCPA certification.

Table 1: Recently Certified PAs by State (Number, Percent of Total, and Rank)

State	Number	Percent of Total (Rank)
Alabama	59	0.4 % (33)
Alaska	32	0.4% (41)
Arizona	164	2.2% (15)
Arkansas	47	0.6% (38)
California	514	6.9% (4)
Colorado	146	2.0% (18)
Connecticut	128	1.7 % (20)
Delaware	19	0.3% (47)
D.C.	18	0.2% (48)
Florida	456	6.1% (5)
Georgia	215	2.9% (10)
Hawaii	17	0.2% (51)
Idaho	58	0.8% (35)
Illinois	230	3.1% (8)

State	Number	Percent of Total (Rank)
Indiana	96	1.3% (22)
Iowa	63	0.8% (31)
Kansas	60	0.8% (32)
Kentucky	92	1.2% (23)
Louisiana	80	1.1% (27)
Maine	32	0.4% (42)
Maryland	147	2.0% (17)
Massachusetts	216	2.9% (9)
Michigan	308	4.1% (6)
Minnesota	132	1.8% (19)
Mississippi	30	0.4% (43)
Missouri	76	1.0% (28)
Montana	22	0.3% (44)
Nebraska	72	1.0% (29)

Noteworthy:

Recently certified PAs were represented in all 50 states and Washington, D.C.

The states with the greatest number of recently certified PAs include: New York, Pennsylvania, Texas, California and Florida. These five states are also the top five most populous for all certified PAs.

Table 1: Recently Certified PAs by State (Number, Percent, Rate and Rank), *continued*

State	Number	Percent of Total (Rank)
Nevada	50	0.7% (36)
New Hampshire	48	0.6% (37)
New Jersey	181	2.4% (13)
New Mexico	42	0.6% (39)
New York	780	10.5% (1)
North Carolina	299	4.0% (7)
North Dakota	21	0.3% (45)
Ohio	211	2.8% (11)
Oklahoma	91	1.2% (24)
Oregon	91	1.2% (25)
Pennsylvania	613	8.3% (2)
Rhode Island	20	0.3% (46)
South Carolina	83	1.1% (26)
South Dakota	33	0.4% (40)

State	Number	Percent of Total (Rank)
Tennessee	169	2.3% (14)
Texas	529	7.1% (3)
Utah	71	1.0% (30)
Vermont	18	0.2% (49)
Virginia	196	2.6% (12)
Washington	115	1.5% (21)
West Virginia	59	0.8% (34)
Wisconsin	155	2.1% (16)
Wyoming	18	0.2% (50)
TOTAL	7,422	100.0%

Note: PAs that reported an address in the U.S. Additionally, 12 recently certified PAs were living abroad.

Gender and Age of Recently Certified Physician Assistants

Distribution of recently certified PAs by age and gender; Number by gender; Number by age group

Noteworthy:

The median age of recently certified PAs was 27 in 2014.

Figure 2: Distribution of Recently Certified PAs by Age and Gender

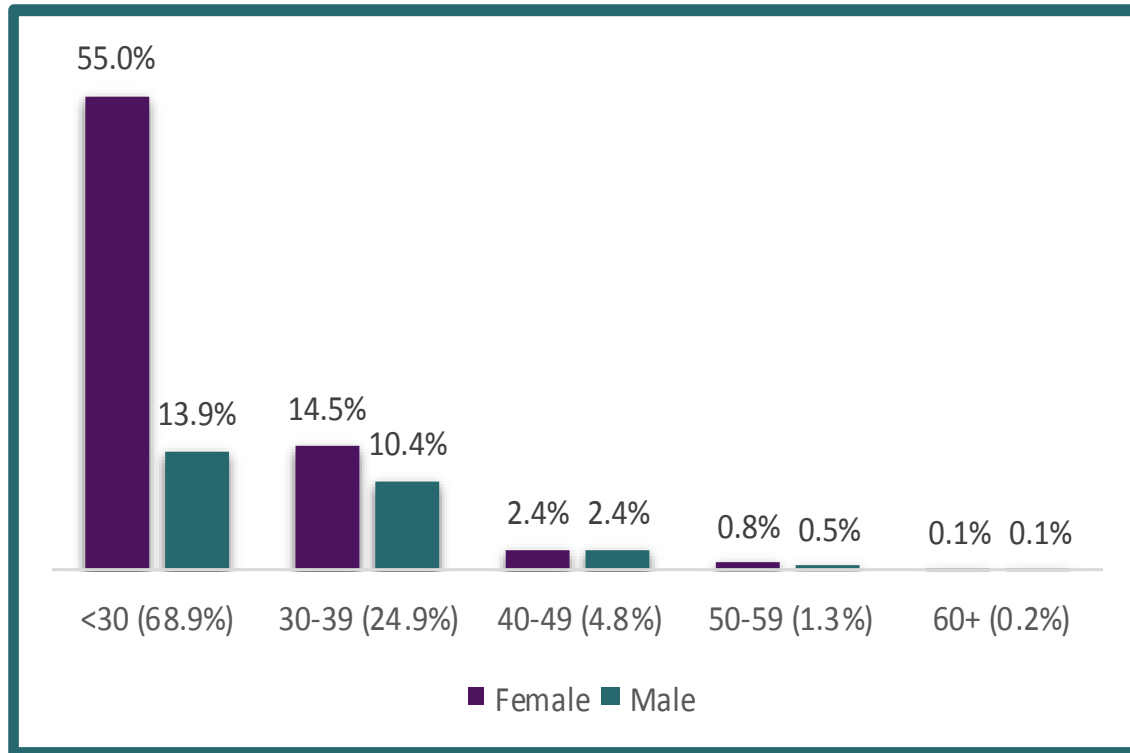


Table 2: Number of Recently Certified PAs by Gender

Gender	Number	Percent
Male	2,033	27.3%
Female	5,401	72.7%
Total	7,434	100.0%

Table 3: Number of Recently Certified PAs by Age

Age Group	Number	Percent
<30	5,121	68.9%
30-39	1,856	25.0%
40-49	353	4.7%
50-59	92	1.2%
60+	12	0.2%
TOTAL	7,434	100.0%

Race and Ethnicity of Recently Certified PAs

Number of recently certified PAs by race; Number by ethnicity

Table 4: Number and Percent of Recently Certified PAs by Race

Race	Number	Percent
White	4,649	86.3%
Black/African American	170	3.2%
Asian	411	7.6%
Native Hawaiian/Pacific Islander	10	0.2%
American Indian or Alaskan Native	12	0.2%
Other	138	2.5%
Total Responses	5,390	100%

Note: Respondents were able to choose multiple races, and 138 chose more than one race. 263 respondents indicated they preferred not to answer the question.

Table 5: Number and Percent of Recently Certified PAs by Ethnicity

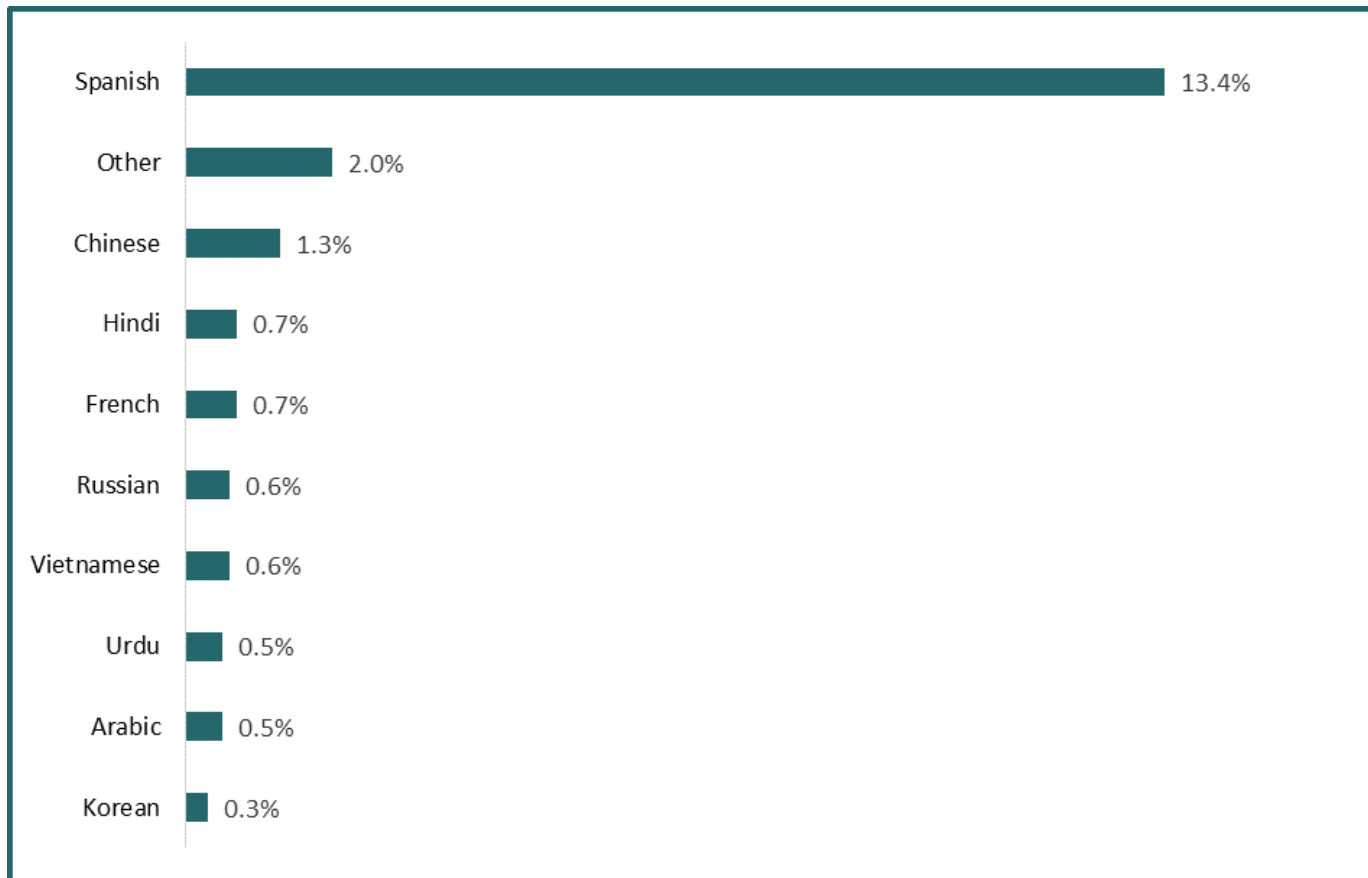
Hispanic, Latino/a, or Spanish Ethnicity	Number	Percent
Mexican, Mexican American, Chicano/a	159	2.8%
Puerto Rican	42	0.8%
Cuban	38	0.7%
Other Hispanic, Latino/a, or of Spanish origin	165	2.9%
Total Responses	404	7.2%

Note: Respondents were able to choose multiple ethnicities. 17 respondents chose more than one ethnicity. 92.8% (5,223) of the recently certified PAs indicated they were not Hispanic, Latino/a, or of Spanish origin. 191 respondents indicated they preferred not to answer the question.

Languages Other than English Spoken with Patients

Top ten languages other than English spoken with patients

Figure 3: Percent of Recently Certified PAs who Communicate with Patients in Other Languages



Note: The percentage of recently certified PAs who communicate with patients in languages other than English by the top ten most frequently identified languages.

Noteworthy:

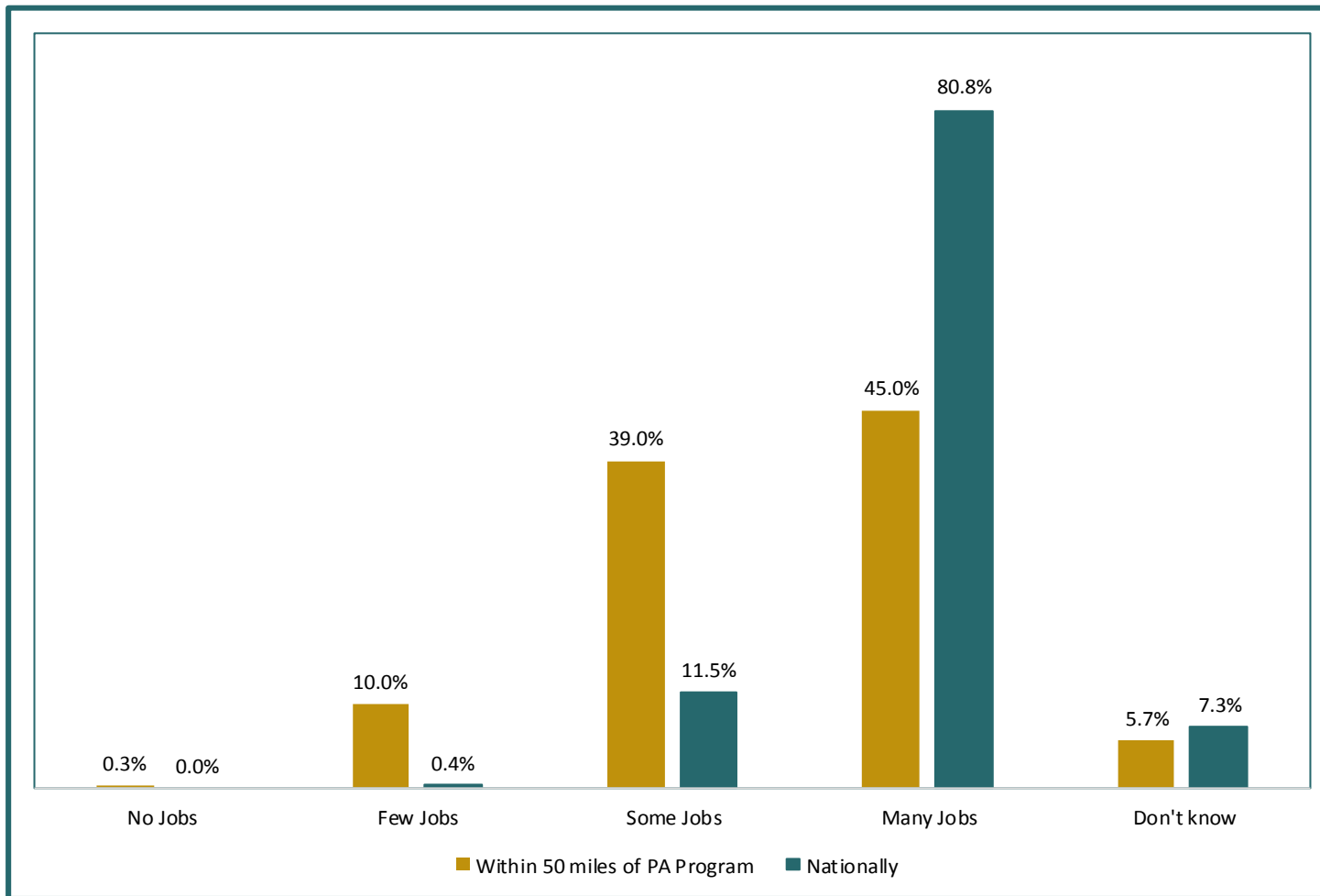
18.2% of recently certified PAs indicated they could communicate with patients in a language other than English. Additionally 2.9% could speak more than one language, other than English.

However, recently certified PAs were less likely than all certified PAs to speak a language other than English (18.2% and 22.4% respectively).

Assessment of Opportunities

Assessment of opportunities within 50 miles of PA program;
Assessment of opportunities nationally

Figure 4: Assessment of Job Opportunities



Noteworthy:

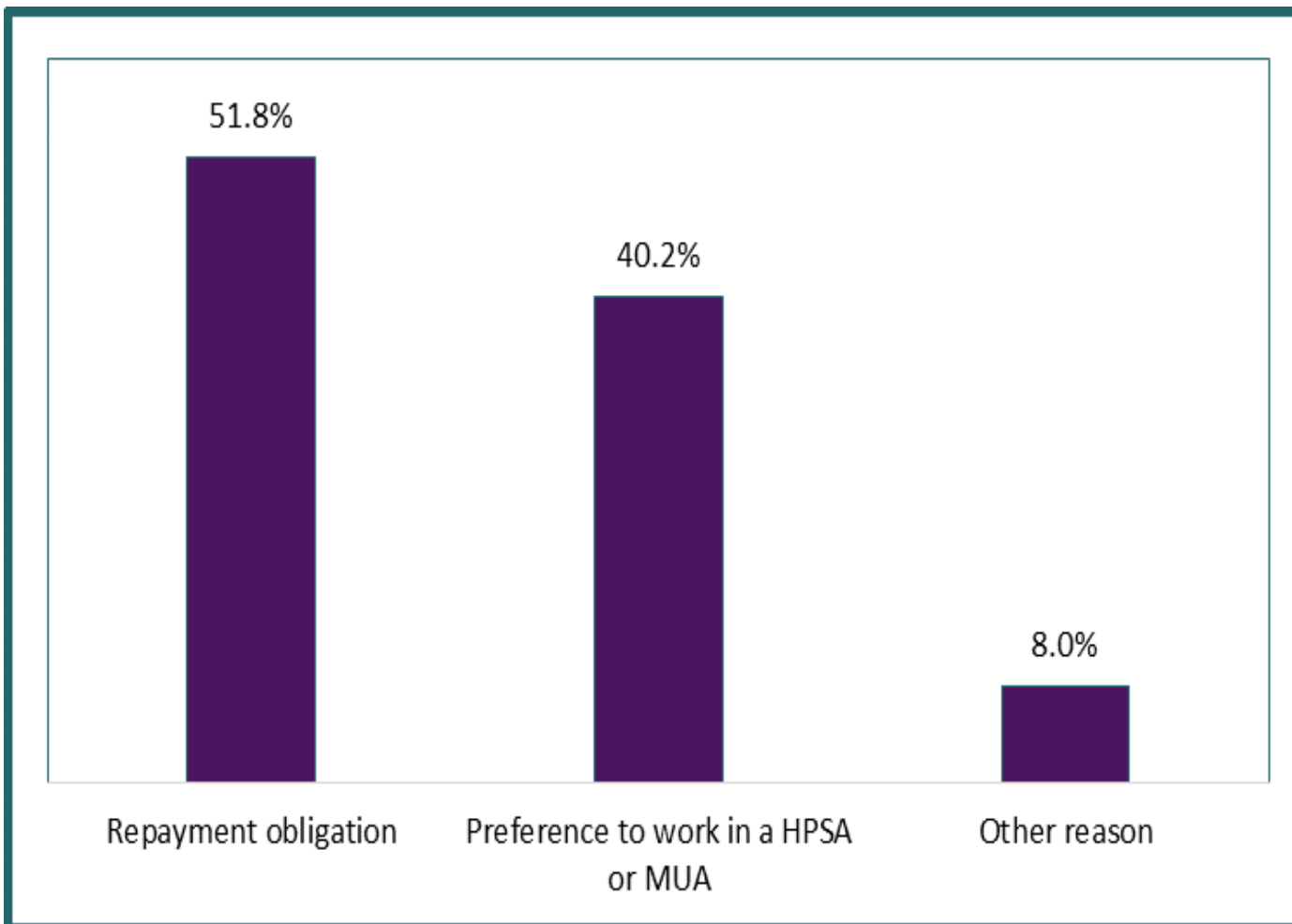
Forbes magazine ranked physician assistant as number one in “The 10 Most Promising Jobs Of 2015” (January, 2015).

Glassdoor, a jobs website, said “the earning potential for PAs, the bright career outlook and the number of job listings right now combine to make it the No. 1 job on the new list of the ‘best’ jobs in America for 2015.”

Obligation that Requires a Position in a HPSA or MUA

Factors motivating PAs to accept a PA position in a HPSA (Health Professional Shortage Area) or MUA (Medically Underserved Area)

Figure 5: Motivation to Accept Position in HPSA or MUA



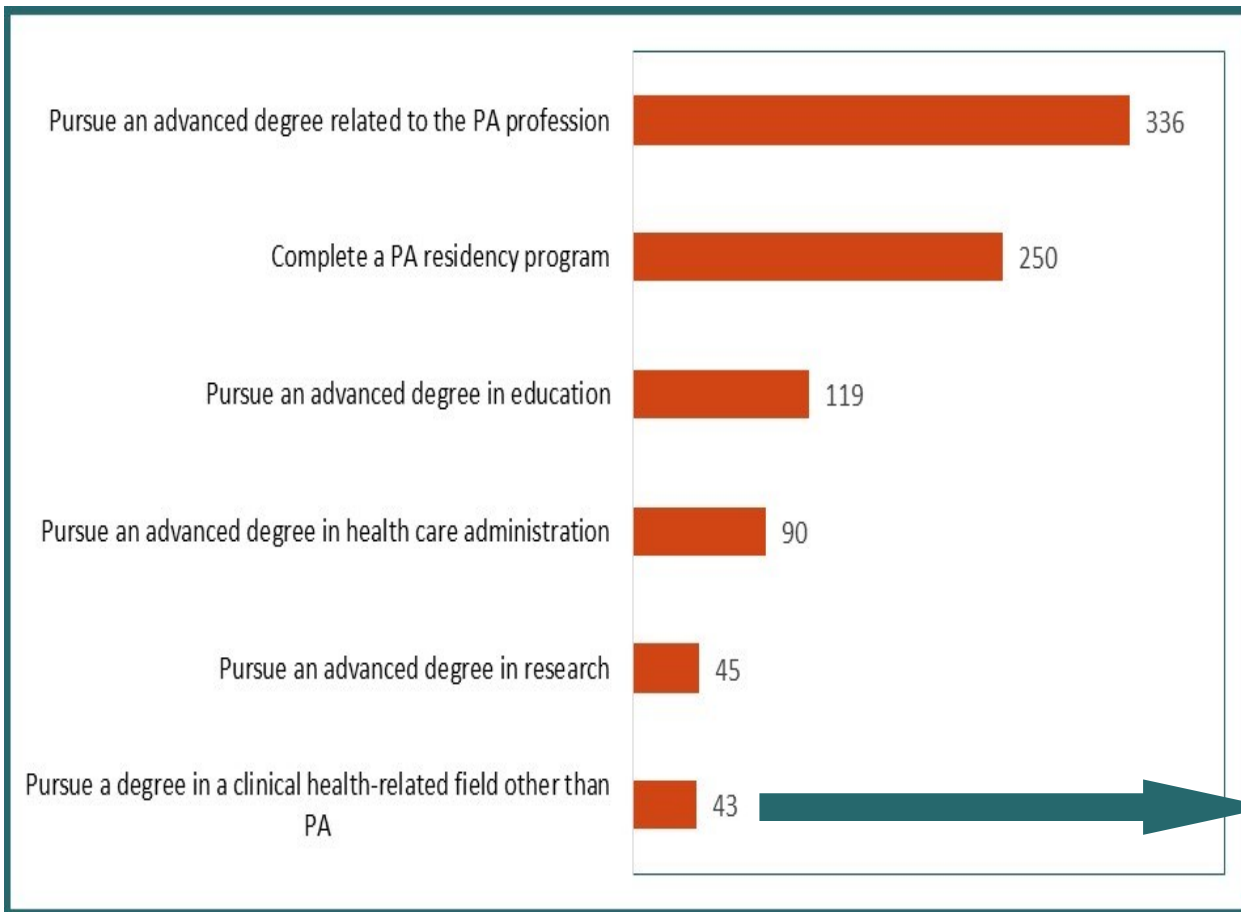
Noteworthy:

Overall, 112 (2.3%) of the recently certified graduates indicated they are a National Health Service Corps Scholar or a state or federal loan repayment program participant which required practicing in a federally designated HPSA or MUA.

Plans to Seek Additional Education or Clinical Training

Number and percent of recently certified PAs that plan to seek additional education or clinical training within the next three years; Reasons they are seeking additional education or clinical training; Degree pursuing if seeking for a new degree

Figure 6: Reasons PAs Are Seeking Additional Education or Clinical Training



Noteworthy:

806 (16.8%) of recently certified PAs indicated they plan to seek additional education or clinical training within the next three years (this does not include on-the-job training or required CME).

Table 6: Degree Pursued if Changing Health Fields

Degree in Clinical Health-Related Field	Number
Public Health	22
MD or DO	13
Other	10

Recently Certified Physician Assistants who Accepted a Clinical Position

Job Search in a Clinical PA Position

Acceptance of a job; Number of offers received

Figure 7: Recently Certified PAs Job Search and Status

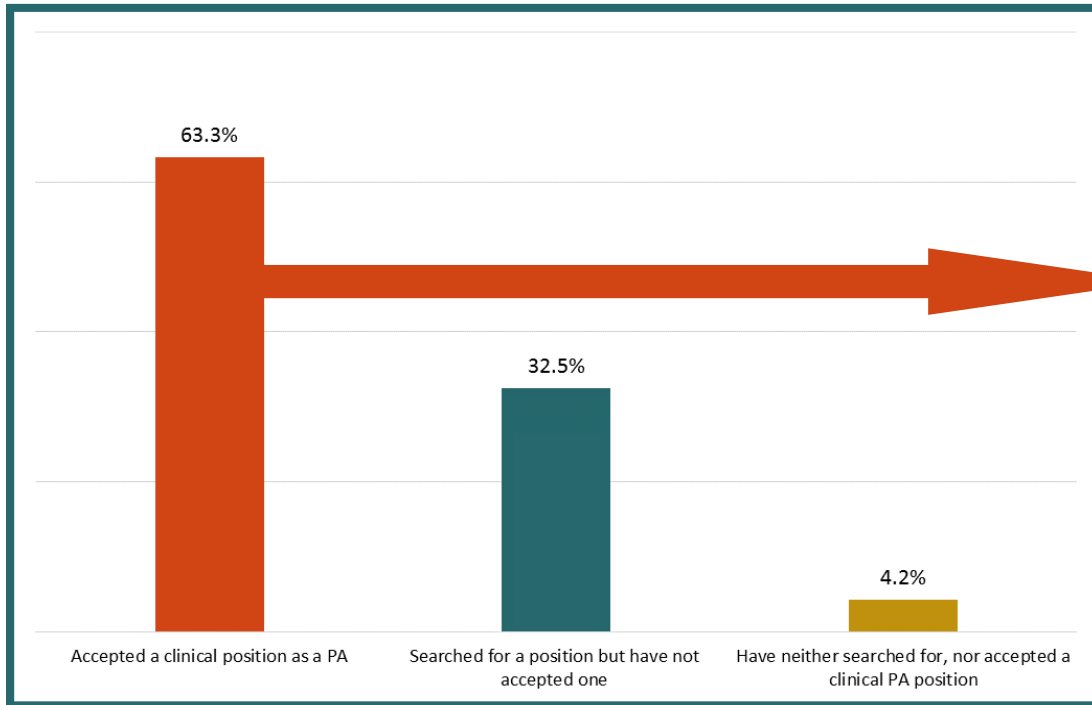


Figure 8: Number of Job Offers For Recently Certified PAs for Those who Accepted a Clinical Position as a PA

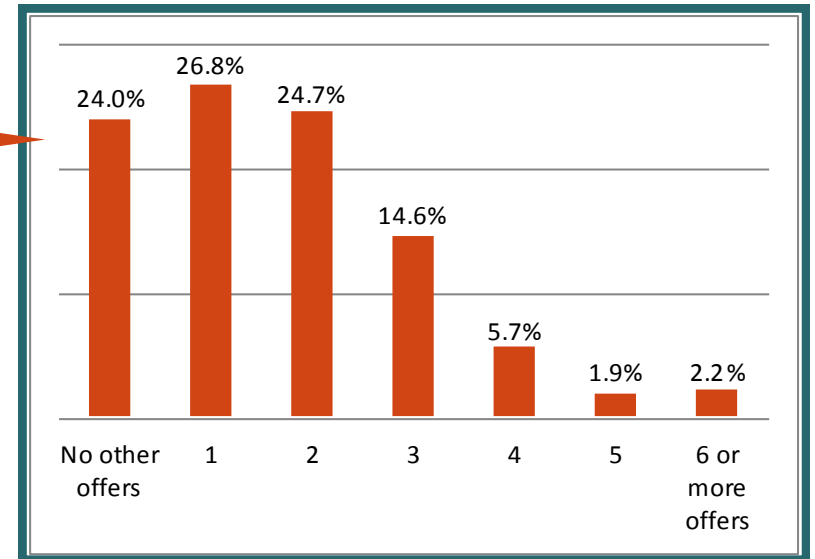


Table 7: Recently Certified PAs' Job Search and Status

Clinical Position Search	Number
Yes, accepted a clinical position as a PA	3,033
Yes, searched for a position but have not yet accepted one	1,557
No, have neither searched for nor accepted a clinical PA position	203
TOTAL	4,793

Challenges Faced by Physician Assistants who Have Searched for and Accepted a PA Position

Challenges faced in searching for a position

Table 8: Challenges Faced by Physician Assistants who Have Searched for and Accepted a PA Position

Challenges	Number
Lack of clinical PA opportunities for recent graduates	984
Lack of clinical PA opportunities in geographic area	472
Lack of clinical PA opportunities in preferred specialty	371
Abundance of PA graduates competing for same position	336
Lack of clinical PA opportunities in practice setting preferred	283
Inadequate salary and/or compensation offered	273
Lack of positions that meet obligations for employment (i.e. NHSC)	119
Other challenge	118
Lack of clinical PA employment opportunities	115
Lack of opportunities for spouse/partner	64

Noteworthy:

“Lack of clinical PA opportunities for recent graduates” and “lack of clinical PA opportunities in geographical area” were the top two challenges cited for both recently certified PAs with a position and without a position.

Almost half (46.7%) of PAs who have accepted a position, indicated that they did not face any challenges when searching for a job.

Selection of Clinical Position Location

Geographical location; Training site

Table 9: Location of Position Accepted

Geographical Location	Number
Area where grew up	1,081
Area where PA program located	896
Area lived in prior to attending PA program	799
Area where want to live	572
Rural area	461
Other area	358
Urban medically underserved area	191

Note: Respondents were able to choose multiple locations.

Table 10: Position Accepted at a Training Site of Clinical Rotation

Position at Training Site of Clinical Rotation	Number	Percent
Yes	1,130	37.3%
No	1,903	62.7%
TOTAL	3,033	100%

Hours Working Per Week and Time Spent in Work Activities

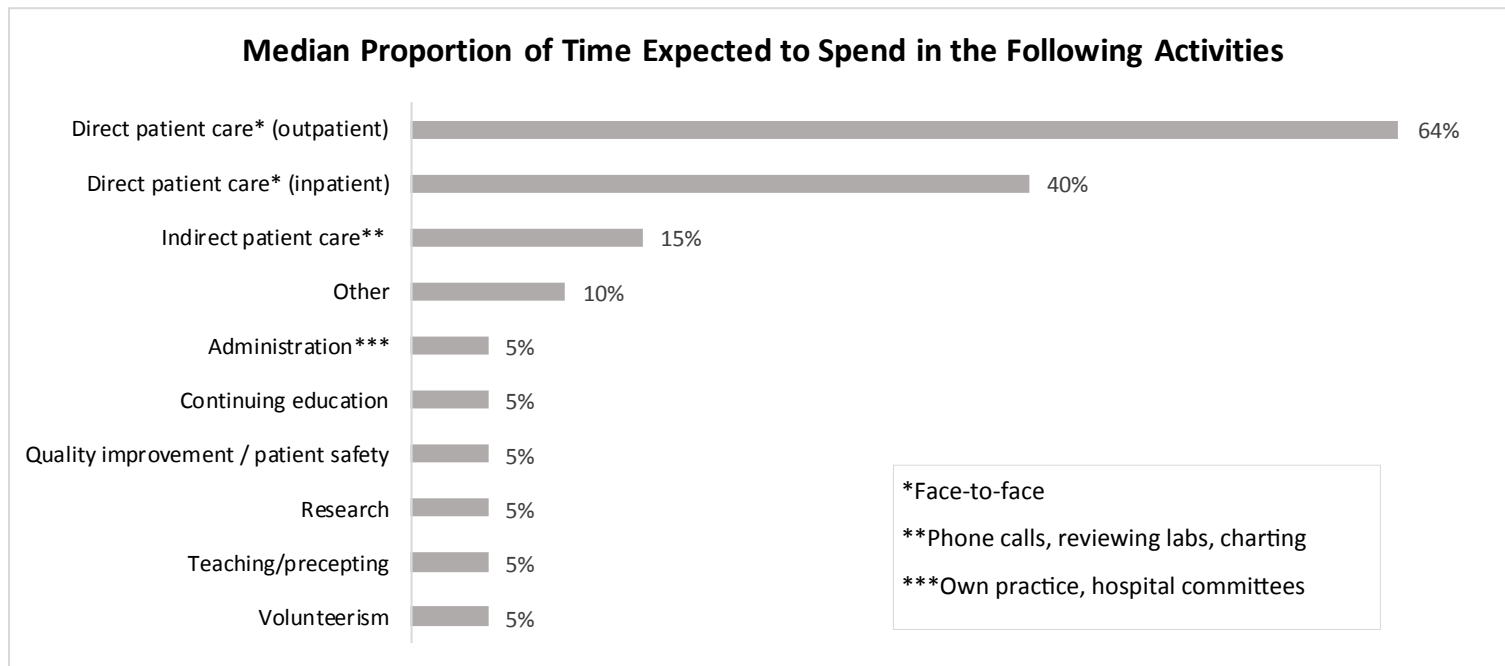
Number of working hours per week; Proportion of time spent in different work activities

Table 11: Number of Hours Expected to Work Per Week

Expected hours work per week	Number	Percent
1— 10 hours	7	0.2%
10—20 hours	26	0.9%
21—30 hours	51	1.7%
31—40 hours	1,276	42.1%
41—50 hours	1,379	45.5%
More than 50 hours	294	9.7%

Note: Over half (55.2%) of recently certified PAs who have accepted a clinical position expect to work more than 40 hours per week.

Figure 9: Median Proportion of Time Expected to Spend in Activities



Practice Setting of Recently Certified Physician Assistants

Number and percent by practice setting of recently certified PAs who have accepted a position

Table 12: Number and Percent of Recently Certified PAs by Practice Setting

Practice Setting	Number	Percent
Hospital	1,181	47.8%
Office-based private practice	836	33.8%
Community health center	103	4.2%
United States military (federal government)	92	3.7%
Other	77	3.1%
Rural health clinic	52	2.1%
Public or community health clinic (non-federally qualified)	48	1.9%
School-based or college-based health center or school clinic	13	0.5%
Ambulatory surgical center	11	0.4%
Extended care facility/Nursing home	7	0.3%
Behavioral/mental health facility	5	0.2%
Occupational health setting	4	0.2%
Rehabilitation facility	4	0.2%
Indian health service (federal government)	4	0.2%
Veterans Administration (federal government)	3	0.1%
Home health care agency	2	0.1%
Public health service (federal government)	2	0.1%
Bureau of Prisons (federal government)	2	0.1%
Free clinic	1	<0.1%
Unsure/Don't know	24	1.0%
TOTAL	2,471	100.0%

Noteworthy:

47.8% of recently certified PAs that have accepted a position work in a hospital setting. Overall, 37.3% of PAs work in a hospital setting.¹

¹ National Commission on certification of Physician Assistants, Inc. (2015, March). *2014 Statistical Profile of Certified Physician Assistants: An Annual Report of the National Commission of Physician Assistants.*

Note: The 2014 Profile allowed users to select multiple principal practice settings. Responses from PAs who chose more than one practice area were not included in this table.

Practice Area of Recently Certified PAs

Number and percent by principal area of practice of recently certified PAs who have accepted a position

Table 13: Number and Percent of Recently Certified PAs by Principal Clinical Area

Area of Practice	Number	Percent
Anesthesiology	2	0.1%
Critical Care Medicine	50	2.1%
Dermatology	85	3.5%
Emergency Medicine	440	18.1%
Family Medicine / General Practice	496	20.4%
Gynecology	2	0.1%
Hospital Medicine	85	3.5%
Internal Medicine– General Practice	137	5.6%
Internal Medicine– Subspecialty	143	5.9%
Neurology	20	0.8%
Obstetrics and Gynecology	27	1.1%
Occupational Medicine	11	0.5%
Ophthalmology	2	0.1%
Otolaryngology	20	0.8%

Area of Practice	Number	Percent
Pediatrics	39	1.6%
Pediatrics– Subspecialties	24	1.0%
Physical Medicine / Rehabilitation	24	1.0%
Preventive Medicine / Public Health	2	0.1%
Psychiatry	24	1.0%
Radiation Oncology	1	<0.1%
Radiology	6	0.2%
Surgery– General	67	2.8%
Surgery– Subspecialties	512	21.0%
Urology	29	1.2%
Other	188	7.7%
TOTAL	2,436	100.0%

Note: The 2014 Profile allowed users to select multiple principal practice areas. Responses from PAs who chose more than one practice area were not included in this table.

Noteworthy:

27.6% of recently certified PAs with a clinical position work in primary care: family medicine/general practice, general internal medicine, and general pediatrics. This is a slight decrease from the previous year.

Overall, 26.6% of certified PAs work in primary care.

Salary and Educational Debt

Salary and educational debt of recently certified PAs who have accepted a position.

Table 14: Number and Percent by Educational Debt

Debt Range	Number	Percent
None	277	9.1%
Less than \$25,000	114	3.8%
\$25,000—\$49,999	202	6.7%
\$50,000—\$74,999	342	11.3%
\$75,000—\$99,999	420	13.8%
\$100,000—\$124,999	472	15.6%
\$125,000—\$149,999	403	13.3%
\$150,000—\$174,999	345	11.4%
\$175,000—\$199,999	184	6.1%
\$200,000—\$224,999	108	3.5%
\$225,000 or more	89	2.9%
Prefer not to answer	77	2.5%
TOTAL	3,033	100.0%

Table 15: Number and Percent by Salary Range

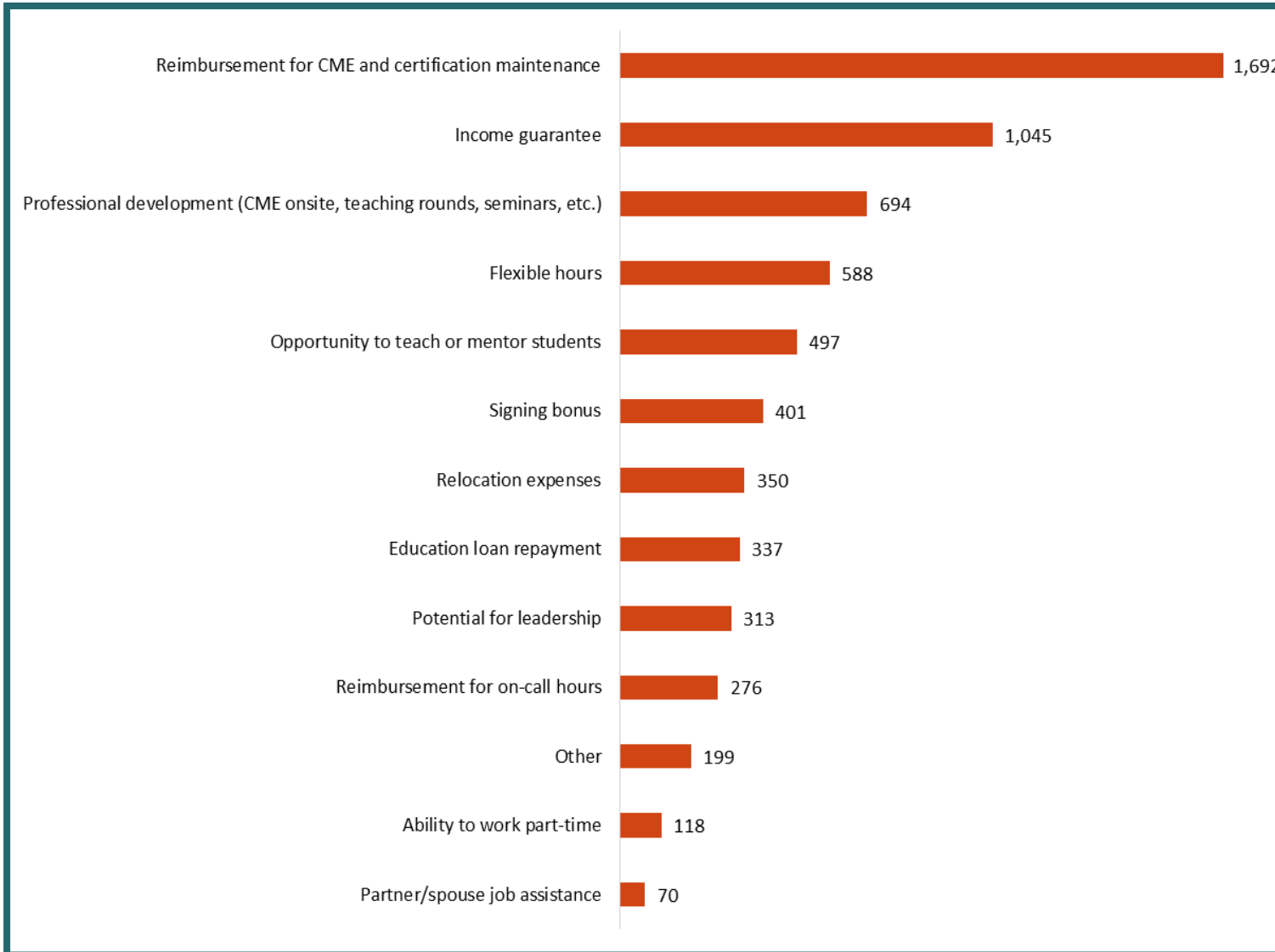
Starting Salary Range	Number	Percent
Less than or equal to \$40,000	7	0.2%
\$40,001—\$50,000	34	1.1%
\$50,001—\$60,000	64	2.1%
\$60,001—\$70,000	131	4.3%
\$70,001—\$80,000	579	19.1%
\$80,001—\$90,000	1,131	37.3%
\$90,001—\$100,000	614	20.2%
\$100,001—\$110,000	218	7.2%
\$110,001—\$120,000	76	2.5%
\$120,001—\$130,000	44	1.5%
\$130,001—\$140,000	9	0.3%
\$140,001 or more	12	0.4%
Prefer not to answer	114	3.8%
TOTAL	3,033	100.0%

Noteworthy:

19.3% of recently certified PAs indicated that educational debt influenced their decision to seek a primary care or non-primary care position.

Employment Incentives

Figure 10: Incentives Offered to Recently Certified PAs



Noteworthy:

64.7% of the recently certified PAs who accepted a position indicated they were offered employment incentives.

When asked to rank order the top three incentives that most influenced their decision to accept the position they were in, the incentives that ranked in the top three were:

1. Income guarantee
2. Reimbursement for CME and certification maintenance
3. Flexible hours

Note: Respondents were able to choose more than one incentive.

Recently Certified Physician Assistants who Have Not Accepted a Clinical Position

Challenges Faced by PAs that Have Searched for a Job but Have Not Accepted One

Challenges faced in searching for a position; Reasons PAs have not searched for or accepted a position

Table 16: Challenges faced by Recently Certified PAs who have Not Accepted a Position or are Currently Searching for a Position

Challenges	Number
Lack of clinical PA opportunities for recent graduates	828
Lack of clinical PA opportunities in geographic area	426
Lack of clinical PA opportunities in preferred specialty	325
Lack of clinical PA opportunities in preferred practice setting	269
Abundance of PA graduates competing for same position	265
Inadequate salary and/or compensation offered	136
Lack of clinical PA employment opportunities	101
Other challenge	62
Lack of positions that meet obligations for employment (i.e. NHSC)	54
Lack of opportunities for spouse/partner	30

Noteworthy:

64.5% of recently certified PAs who have not searched for nor accepted a position stated that they decided to take time off before they began their career (an increase from 2013), 1.0% said they decided to work in a non-PA position, and 34.4% cited other reasons.

20.7% who have searched for but have not accepted a position indicated they have not experienced challenges when searching for a job.

Lack of clinical PA opportunities for recent graduates and lack of clinical PA opportunities in geographic area were the top two challenges in 2013 and 2014, cited for both PAs who have searched and accepted a PA position and those who have searched for but have not yet accepted a position.

Reasons Recently Certified PAs Did Not Accept a Position Offered

Table 17: Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	Number
Not in preferred area of practice	236
Insufficient compensation	148
Did not feel it was a good personal match with potential supervisor	104
Other reason	90
Insufficient benefits	87
Would not allow physician assistant to sufficiently utilize the competencies gained from education	58
Wanted PA to assume too much responsibility for their level of experience	53
Insufficient supervision onsite	50
Insufficient learning for continued professional growth	46
Too much on-call time	33

Noteworthy:

31.7% of recently certified PAs that have searched for, but not yet accepted, a position indicated they have turned down at least one offer.

Selection of Preferred Clinical Position Location

Geographic location preferred by recently certified PAs who have not yet accepted a position

Table 18: Location of Position Preferred by Physician Assistants who Have Not Accepted a Position

Geographic Location	Number
Area where grew up	692
Area lived in prior to attending PA program	567
Area where want to live	523
Area where PA program is located	466
Urban medically underserved area	232
Rural area	196
Other area	143

Noteworthy:

Recently certified PAs are choosing to work or prefer to work in the area in which they grew up. For PAs who have accepted a job, the second highest preference for geographic location was where the PA program was located.

13.2% indicated they prefer an urban medically underserved area, and 11.1% prefer a rural area.

Hours Preferred to Work Per Week and Preferred Time Spent in Work Activities

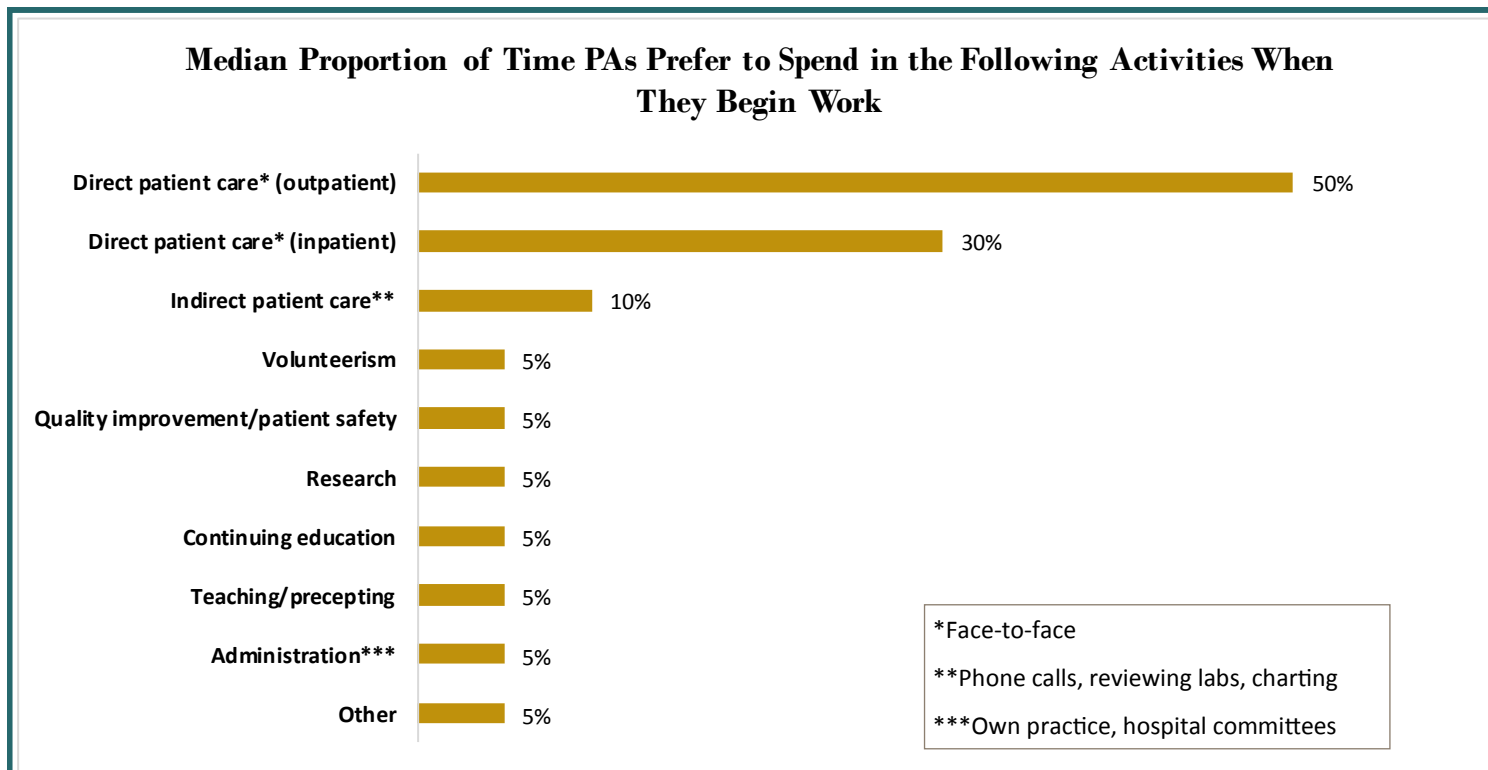
Number of preferred working hours per week; Preferred proportion of time spent in different work activities

Table 19: Preferred Number of Hours to Work per Week When PA Does Accept a Position

Preferred work hours per week	Number	Percent
Less than 10 hours	11	0.6%
10—20 hours	13	0.7%
21—30 hours	28	1.6%
31—40 hours	990	56.3%
41—50 hours	670	38.1%
More than 50 hours	47	2.7%

Note: 40.8% of recently certified PAs who have not accepted a clinical position prefer to work more than 40 hours per week (slightly less than in 2013 where 44.9% preferred work more than 40 hours per week). Of those who have accepted a position, 55.2% report they expect to work more than 40 hours per week.

Figure 11: Preferred Proportion of Time Spent in Activities



Practice Setting Preferred by Recently Certified PAs who Have Not Accepted a Position

Table 20: Number and Percent of Physician Assistants by Preferred Practice Setting

Practice Setting	Number	Percent
Hospital	529	40.2%
Office-based private practice	494	37.6%
Community health center	55	4.2%
Rural health clinic	30	2.3%
Ambulatory surgical center	29	2.2%
Other	14	1.1%
Behavioral/mental health facility	10	0.8%
Veterans Administration (Federal government)	9	0.7%
Public or community health clinic (non-federally qualified)	8	0.6%
United States Military (Federal government)	7	0.5%
Occupational health setting	4	0.3%
School-based or college-based health center or school clinic	4	0.3%
Home health care agency	1	0.1%
Indian health service (Federal government)	1	0.1%
No preference	120	9.1%
TOTAL	1,315	100.0%

Noteworthy:

40.2% of recently certified PAs that have not accepted a position indicated they would prefer to work in a hospital setting, and 47.8% who have accepted a position work in a hospital setting.

Note: The 2014 Profile allowed users to select multiple practice settings. Responses from PAs who chose more than one practice setting were not included in this table.

Practice Area Preferred by Recently Certified PAs who Have Not Accepted a Position

Table 21: Number and Percent of PAs by Preferred Practice Area

Preferred Area of Practice	Number	Percent
Adolescent Medicine	5	0.4%
Anesthesiology	0	0.0%
Critical Care Medicine	14	1.1%
Dermatology	75	6.0%
Emergency Medicine	226	18.1%
Family Medicine / General Practice	288	23.0%
Gynecology	2	0.2%
Hospital Medicine	44	3.5%
Internal Medicine– General Practice	79	6.3%
Internal Medicine– Subspecialty	38	3.0%
Neurology	7	0.6%
Obstetrics and Gynecology	35	2.8%
Occupational Medicine	1	<0.1%
Ophthalmology	0	0.0%
Otolaryngology	5	0.4%

Preferred Area of Practice	Number	Percent
Pathology	1	<0.1%
Pediatrics	45	3.6%
Pediatrics– Subspecialties	21	1.7%
Physical Medicine / Rehabilitation	6	0.5%
Preventive Medicine / Public Health	1	<0.1%
Psychiatry	17	1.4%
Radiation Oncology	2	0.2%
Radiology	0	0.0%
Surgery– General	37	3.0%
Surgery– Subspecialties	164	13.1%
Urology	1	<0.1%
Other	39	3.1%
No Preference	99	7.9%
TOTAL	1,252	100.0%

Note: The 2014 Profile allowed users to select multiple practice areas. Responses from PAs who chose more than one practice area were not included in this table.

Noteworthy:

32.9% of recently certified PAs who have not accepted a position prefer to work in primary care: family medicine/general practice, general internal medicine, and general pediatrics. This is a slight increase from 2013 (31.5%).

Family medicine/general practice is the preferred specialty of recently certified PAs who have not taken a position (23.0%), followed by emergency medicine (18.1%). This is consistent with what the PAs who have accepted a position indicated.

Salary Desired by PAs and Educational Debt

Salary desired by recently certified PAs who have not accepted a position;
educational debt of PAs who have not accepted a position

Table 22: Number and Percent by Educational Debt

Debt Range	Number	Percent
None	153	8.7%
Less than \$25,000	91	5.2%
\$25,000—\$49,999	98	5.6%
\$50,000—\$74,999	196	11.1%
\$75,000—\$99,999	233	13.2%
\$100,000—\$124,999	263	14.9%
\$125,000—\$149,999	250	14.2%
\$150,000—\$174,999	195	11.1%
\$175,000—\$199,999	119	6.8%
\$200,000—\$224,999	51	2.9%
\$225,000 or more	41	2.3%
Prefer not to answer	70	4.0%
TOTAL	1,760	100.0%

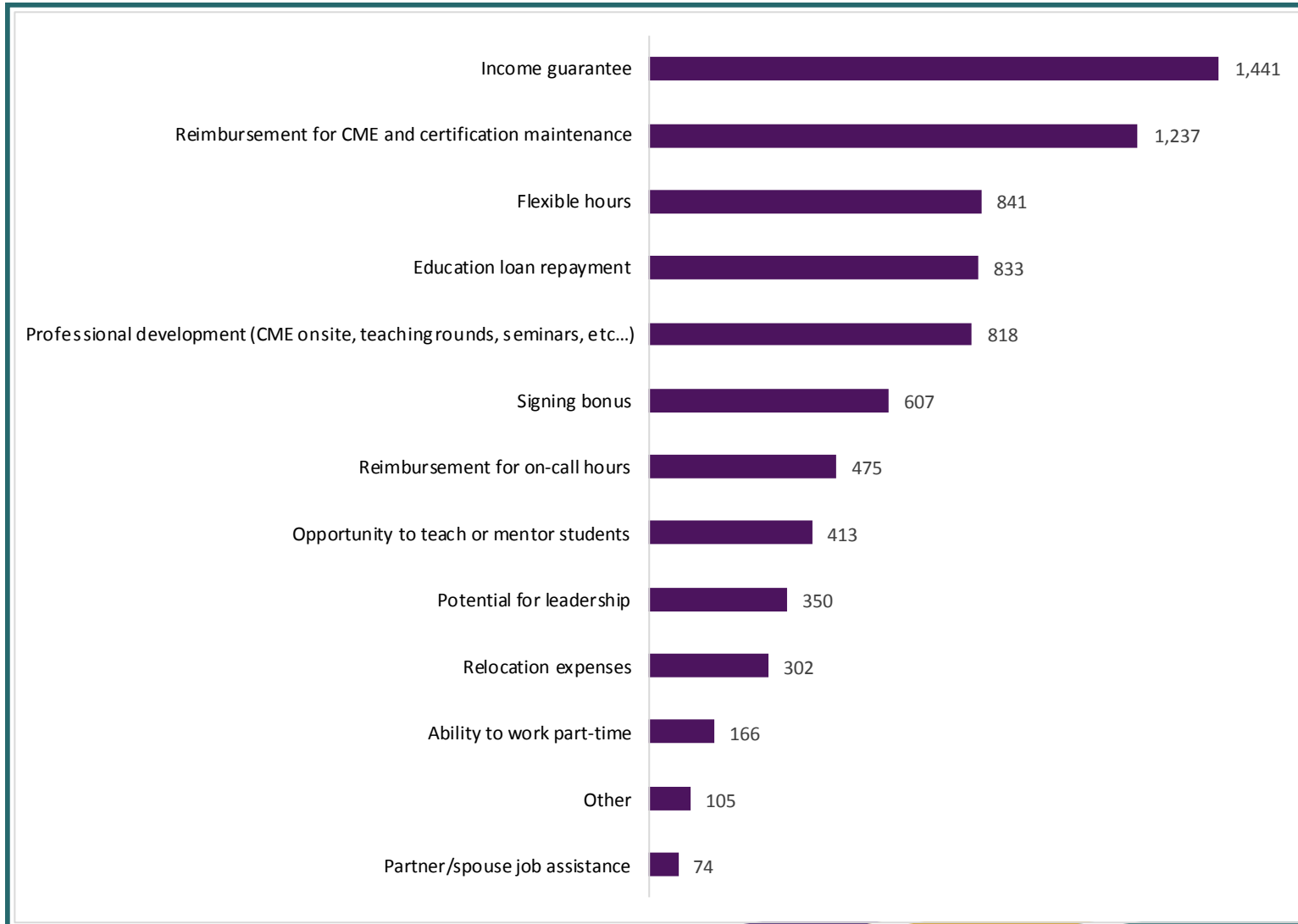
Table 23: Number and Percent by Desired Salary

Starting Salary Range	Number	Percent
Less than or equal to \$40,000	0	0.0%
\$40,001—\$50,000	0	0.0%
\$50,001—\$60,000	15	0.9%
\$60,001—\$70,000	76	4.3%
\$70,001—\$80,000	476	27.1%
\$80,001—\$90,000	803	45.7%
\$90,001—\$100,000	261	14.8%
\$100,001—\$110,000	51	2.9%
\$110,000—\$120,000	12	0.7%
\$120,001 or more	6	0.3%
Prefer not to answer	59	3.3%
TOTAL	1,759	100.0%

Noteworthy:
24.6% of recently certified PAs who have not accepted a position indicated that educational debt influenced their decision to seek a primary care or non-primary care position. Of the PAs who have accepted a position, 19.3% said their level of educational debt influenced their choice.

Employment Incentives Desired by Recently Certified PAs that Have Not Accepted a Position

Figure 12: Incentives Desired



Noteworthy:

When asked to rank order the top three incentives they are looking for in their first clinical PA position, the top three were:

1. Income guarantee
2. Education loan repayment
3. Flexible hours

This differs from Figure 12 because some incentives were chosen but not ranked in the top three. Respondents were able to choose multiple incentives.

Future Data on Certified PAs

NCCPA pursues a research agenda that focuses on its core activities and the ongoing evaluation and improvement of its exams and certification program. NCCPA is also committed to collaborating with external researchers to share data in appropriate and ethical ways to further advance the health and safety of the public or otherwise conduct useful research related to PAs. To facilitate research collaborations, last November, NCCPA developed *Policies for the Review of Requests for Data and External Research Collaboration* and guidelines that describe the process external researchers will need to follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's web site at <http://www.nccpa.net/Research>.

This *Statistical Profile of Recently Certified Physician Assistants* will be updated and published annually. In addition, there are supplementary reports that are currently available or scheduled for release later this year. Those reports include:

- Statistical Profile of Certified Physician Assistants by State (scheduled for release in 2015)
- Statistical Profile of Certified Physician Assistants by Specialty (scheduled for release in 2015)

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This study is exempt from IRB review pursuant to the terms of the U.S. Department of Health and Human Service's Policy for Protection of Human Research Subjects at 45 C.F.R. §46.101(b).

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