
Virginia's Physician Assistant Workforce: 2015

Healthcare Workforce Data Center

April 2016

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

2,306 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!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Lisa R. Hahn, MPA
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Yetty Shobo, Ph.D.
Deputy Director

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Physician Assistant Advisory Board

Chair

Thomas Parish, PA-C
Virginia Beach

Vice-Chair

Portia Tomlinson, PA-C
Roanoke

Members

Rachel A. Carlson, MSDS, PA-C
Winchester

Eileen Davis, RN
Henrico

James Potter, MD
Wise

Contents

Results in Brief	2
Survey Response Rates	3
The Workforce	4
Demographics	5
Background	6
Education	8
Credentials	9
Current Employment Situation	10
Employment Quality	11
2015 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	17
Patient Visits	18
Retirement & Future Plans	19
Full-Time Equivalency Units	21
Maps	22
Council on Virginia’s Future Regions	22
Area Health Education Center Regions	23
Workforce Investment Areas	24
Health Services Areas	25
Planning Districts	26
Appendix	27
Weights	27

The Physician Assistant Workforce: At a Glance:

The Workforce

Licensees	3,530
Virginia's Workforce:	2,801
FTEs:	2,753

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:	72%
Satisfied?:	97%

Survey Response Rate

All Licensees:	65%
Renewing Practitioners:	82%

Education

Masters:	76%
Baccalaureate:	13%

Job Turnover

Switched Jobs in 2015:	19%
Employed over 2 yrs:	54%

Demographics

Female:	71%
Diversity Index:	31%
Median Age:	37

Finances

Median Inc.:	\$90k-\$100k
Health Benefits:	70%
Under 40 w/ Ed debt:	80%

Primary Roles

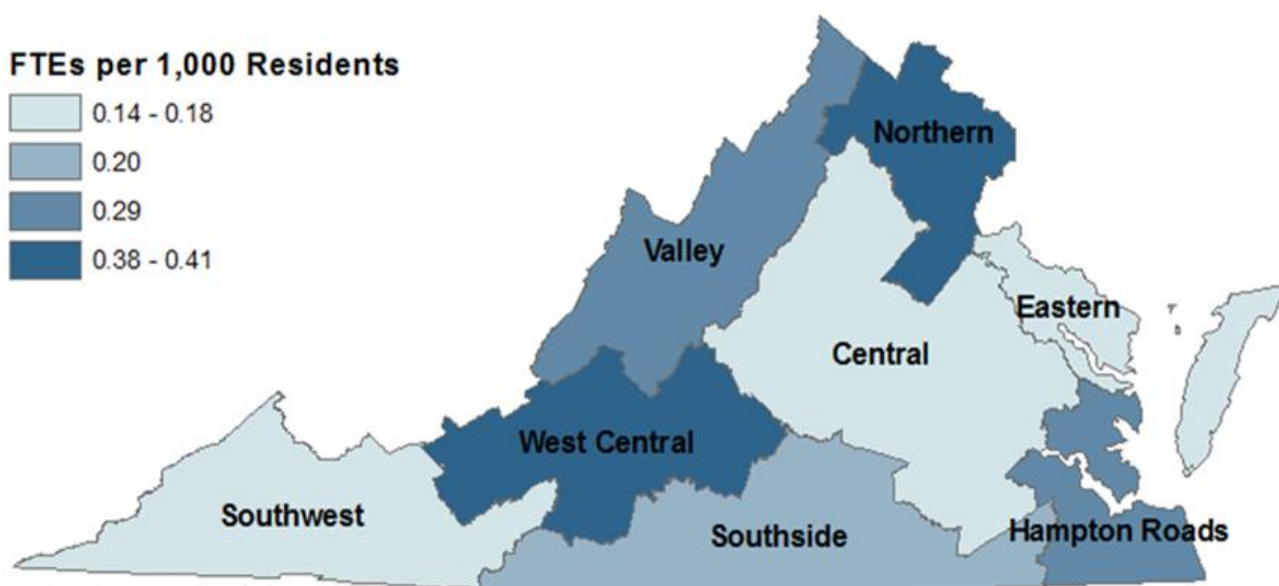
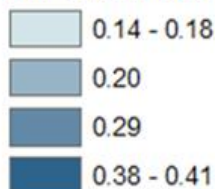
Patient Care:	92%
Administration:	1%
Education:	2%

Source: Va. Healthcare Workforce Data Center

Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014 0 25 50 100 150 200
Source: U.S. Census Bureau, Population Division



Nearly 2,306 physician assistants voluntarily took part in the 2015 Physician Assistant Workforce 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 a physician assistant on every odd-numbered year. These survey respondents represent 65% of the 3,530 physician assistants who are licensed in the state and 82% of renewing practitioners.

The HWDC estimates that 2,801 physician assistants participated in Virginia's workforce during the survey period, which is defined as those 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 assistant workforce provided 2,753 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

71% of physician assistants are female. The median age of all physician assistants is 37. In a random encounter between two physician assistants, there is a 31% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 55%. Meanwhile, for physician assistants who are under the age of 40, the diversity index decreases to 28%.

Nearly one-third of physician assistants grew up in a rural area, and 15% of these professionals currently work in non-Metro areas of the state. Meanwhile, 42% of Virginia's physician assistants graduated from high school in Virginia, while 37% received their initial professional degree in the state. In total, nearly half of Virginia's physician assistant workforce has some educational background in the state.

76% of physician assistants have a master's degree as their highest professional degree, while 13% hold a baccalaureate degree. 80% of physician assistants who are under the age of 40 currently have educational debt. The median debt burden for those with educational debt is between \$60,000 and \$70,000.

97% of physician assistants were employed in the profession at the time of the survey. 72% hold one full-time position, while another 10% hold one part-time position. Less than 1% of physician assistants are involuntarily unemployed, while more than half have been at their primary work location for at least two years.

The median annual income for physician assistants is between \$90,000 and \$100,000, while close to a third earn more than \$110,000 per year. In addition to monetary compensation, nearly 90% receive at least one employer-sponsored benefit, including 70% who receive employer-sponsored health insurance. 97% of physician assistants indicate they are satisfied with their current employment situation, including 69% who indicate they are "very satisfied".

71% of all physician assistants work in Northern Virginia, Hampton Roads or Central Virginia. 61% of physician assistants work in for-profit establishments, while 28% work in the non-profit sector. With respect to establishment type, one-third of physician assistants work in a single-specialty group practice, while 14% work in the emergency department of hospitals.

Physician assistants spend nearly all of their time in patient care activities, with most of the remaining time spent on administrative tasks and educational activities. More than nine out of ten physician assistants serve a patient care role, meaning that at least 60% of their time is spent in patient care activities.

47% of physician assistants expect to retire by the age of 65. Only 10% of the current workforce expects to retire in the next decade, while half the current workforce expects to retire by 2045. Over the next two years, only 5% of the current workforce plans on leaving either the state or the profession. Meanwhile, 10% expect to pursue additional educational opportunities, while 11% plan on spending more time in patient care activities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	2,814	80%
New Licensees	349	10%
Non-Renewals	367	10%
All Licensees	3,530	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 82% of renewing physician assistants submitted a survey. These represent nearly two-thirds of physician assistants who held a license at some point in 2015.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	302	153	34%
30 to 34	340	504	60%
35 to 39	201	493	71%
40 to 44	106	361	77%
45 to 49	107	272	72%
50 to 54	54	190	78%
55 to 59	55	138	72%
60 and Over	59	195	77%
Total	1,224	2,306	65%
New Licenses			
Issued in 2015	349	0	0%
Metro Status			
Non-Metro	32	123	79%
Metro	750	1,766	70%
Not in Virginia	442	416	48%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Physician Asst.

Number:	3,530
New:	10%
Not Renewed:	10%

Survey Response Rates

All Licensees:	65%
Renewing Practitioners:	82%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,306
Response Rate, all licensees	65%
Response Rate, Renewals	82%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2015.
- 2. Target Population:** All physician assistants who held a Virginia license at some point in 2015.
- 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 2015.

At a Glance:

Workforce

2015 Workforce: 2,801
 FTEs: 2,753

Utilization Ratios

Licensees in VA Workforce: 79%
 Licensees per FTE: 1.28
 Workers per FTE: 1.02

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 2015 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.

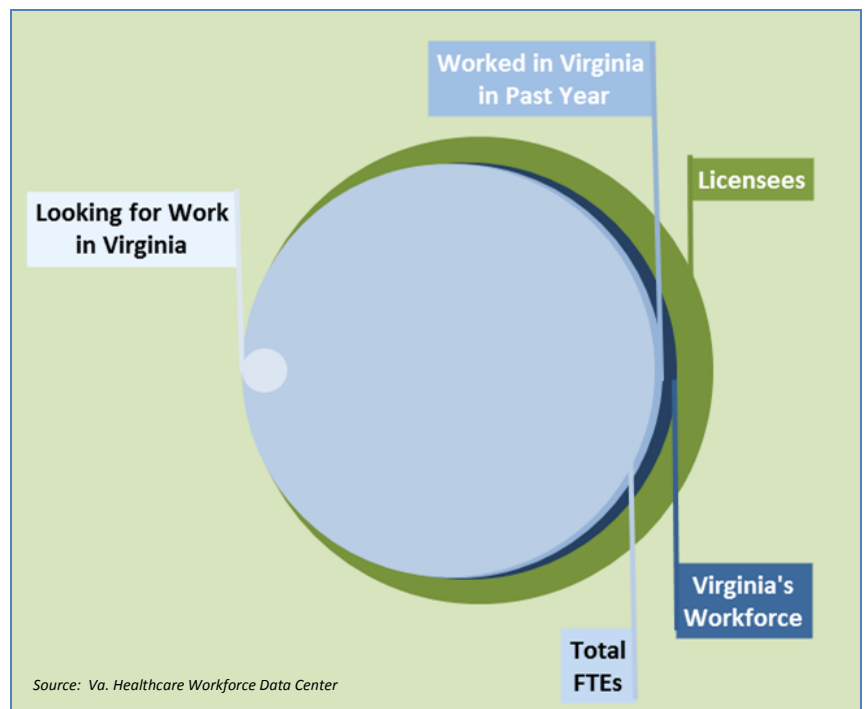
Virginia's Physician Assistant Workforce

Status	#	%
Worked in Virginia in Past Year	2,769	99%
Looking for Work in Virginia	32	1%
Virginia's Workforce	2,801	100%
Total FTEs	2,753	
Licensees	3,530	

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:

www.dhp.virginia.gov/hwdc



A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	39	10%	349	90%	388	15%
30 to 34	118	18%	525	82%	643	25%
35 to 39	123	24%	384	76%	507	20%
40 to 44	120	37%	203	63%	323	13%
45 to 49	111	43%	149	57%	260	10%
50 to 54	65	41%	94	59%	158	6%
55 to 59	61	49%	65	52%	126	5%
60 +	105	65%	56	35%	162	6%
Total	742	29%	1,825	71%	2,567	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender
 % Female: 71%
 % Under 40 Female: 82%

Age
 Median Age: 37
 % Under 40: 60%
 % 55+: 11%

Diversity
 Diversity Index: 31%
 Under 40 Div. Index: 28%

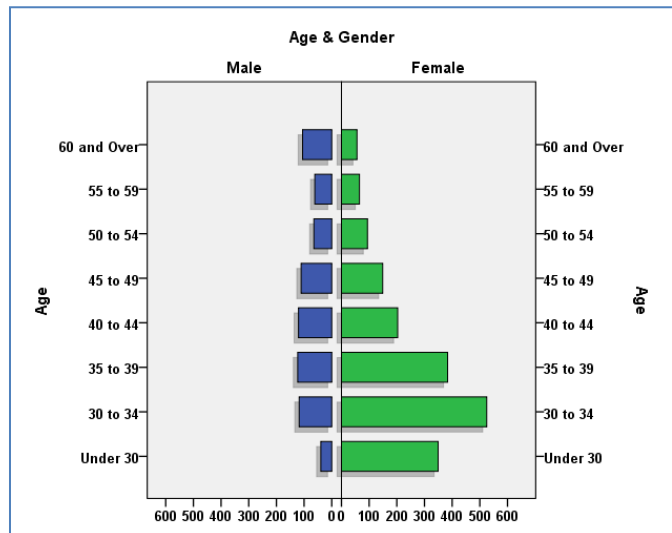
Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Physician Assistants		Physician Asst. Under 40	
	%	#	%	#	%
White	63%	2,138	83%	1,298	85%
Black	19%	134	5%	57	4%
Asian	6%	118	5%	74	5%
Other Race	0%	39	2%	18	1%
Two or more races	2%	59	2%	34	2%
Hispanic	9%	94	4%	52	3%
Total	100%	2,582	100%	1,533	100%

* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014
 Source: Va. Healthcare Workforce Data Center

In a chance encounter between two physician assistants, there is a 31% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 55%.

71% of all physician assistants are women, including four out of five of those under the age of 40. The median age of physician assistants is 37. Meanwhile, 60% of physician assistants are under the age of 40, while 11% are over the age of 55.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 10%
 Rural Childhood: 31%

Virginia Background

HS in Virginia: 42%
 Prof. Education in VA: 37%
 HS/Prof. Educ. in VA: 48%

Location Choice

% Rural to Non-Metro: 15%
 % Urban/Suburban to Non-Metro: 4%

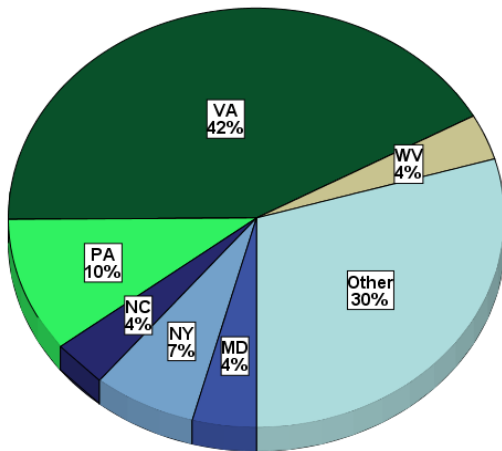
Source: Va. Healthcare Workforce Data Center

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%	66%	11%
2	Metro, 250,000 to 1 million	48%	42%	10%
3	Metro, 250,000 or less	45%	48%	7%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	43%	51%	5%
6	Urban pop, 2,500-19,999, Metro adj	61%	34%	6%
7	Urban pop, 2,500-19,999, nonadj	78%	17%	4%
8	Rural, Metro adj	63%	26%	11%
9	Rural, nonadj	60%	40%	0%
Overall		31%	59%	10%

Source: Va. Healthcare Workforce Data Center

High School Location

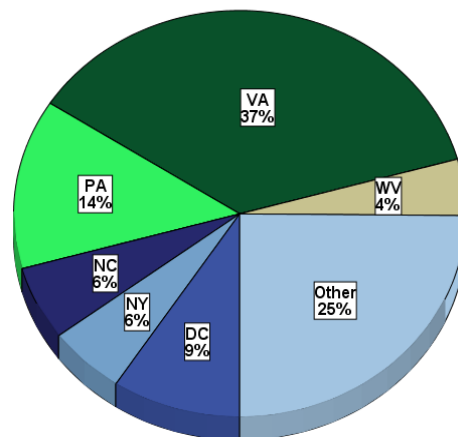


Source: Va. Healthcare Workforce Data Center

Nearly half of Virginia's physician assistants have a background (i.e., a high school or professional degree) in the state.

31% of physician assistants grew up in self-described rural areas, while 8% of the current physician assistant workforce works in non-Metro counties.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Top Ten States for Physician Assistant Recruitment

Rank	All Physician Assistants			
	High School	#	Professional School	#
1	Virginia	1,075	Virginia	924
2	Pennsylvania	266	Pennsylvania	342
3	New York	172	Washington, D.C.	234
4	Maryland	107	North Carolina	149
5	North Carolina	92	New York	140
6	West Virginia	90	West Virginia	113
7	Florida	76	Florida	76
8	Outside of U.S.	67	Georgia	61
9	New Jersey	58	Nebraska	58
10	Ohio	52	Maryland	57

Source: Va. Healthcare Workforce Data Center

42% of all physician assistants received their high school degree in Virginia, while 37% earned 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 38% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	436	Virginia	416
2	Pennsylvania	119	Pennsylvania	159
3	New York	61	Washington, D.C.	64
4	North Carolina	53	North Carolina	60
5	Florida	42	New York	56
6	West Virginia	42	West Virginia	53
7	Maryland	36	Florida	43
8	Ohio	28	Georgia	29
9	New Jersey	27	Tennessee	28
10	Outside of U.S.	23	Nebraska	27

Source: Va. Healthcare Workforce Data Center

20% of licensed physician assistants did not participate in Virginia's workforce in 2015. 95% worked at some point in the past year, and 90% currently work in the profession. 24% are in the federal service, including 12% who are in the military.

At a Glance:

Not in VA Workforce

Total:	721
% of Licensees:	20%
Federal/Military:	24%
Va Border State/DC:	21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
P.A. Certificate (Undergraduate)	81	3%
Associate	23	1%
Baccalaureate	339	13%
P.A. Certificate (Postgraduate)	143	6%
Masters	1,906	76%
Doctorate	21	1%
Total	2,512	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Masters Degree: 76%
 Baccalaureate Degree: 13%

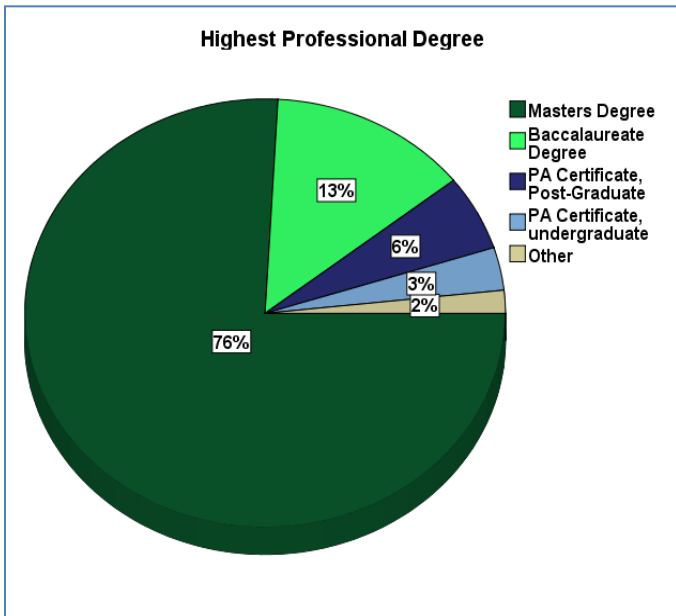
Educational Debt
 Carry debt: 64%
 Under age 40 w/ debt: 80%
 Median debt: \$60k-\$70k

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all physician assistants currently carry educational debt, including 80% of those under age 40. For those who do have educational debt, the median amount is between \$60,000 and \$70,000.

Amount Carried	All		Under 40	
	#	%	#	%
None	832	36%	272	20%
Less than \$10,000	88	4%	53	4%
\$10,000-\$19,999	84	4%	49	4%
\$20,000-\$29,999	114	5%	70	5%
\$30,000-\$39,999	126	5%	83	6%
\$40,000-\$49,999	129	6%	88	6%
\$50,000-\$59,999	123	5%	84	6%
\$60,000-\$69,999	105	5%	84	6%
\$70,000-\$79,999	90	4%	75	5%
\$80,000-\$89,999	103	4%	87	6%
\$90,000-\$99,999	79	3%	62	4%
\$100,000-\$109,999	95	4%	77	6%
\$110,000 and more	354	15%	296	21%
Total	2,323	100%	1,381	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance:

Primary Specialties

Emergency Medicine: 19%
 Family Medicine: 17%
 Orthopedics: 12%

Secondary Specialties

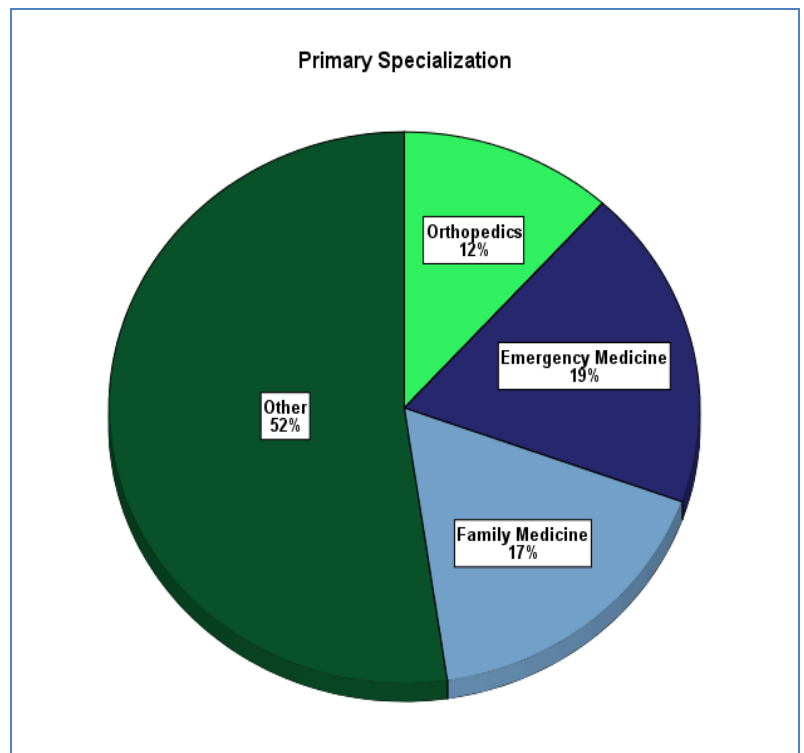
Emergency Medicine: 9%
 Family Medicine: 8%
 Internal Medicine: 4%

Source: Va. Healthcare Workforce Data Center

Specialties				
Specialty	Primary Specialty		Secondary Specialty	
	#	%	#	%
Emergency Medicine	478	19%	181	9%
Family Medicine	435	17%	167	8%
Orthopedics	297	12%	70	3%
Internal Medicine	144	6%	84	4%
Dermatology	110	4%	26	1%
Cardiovascular Surgery	96	4%	31	2%
Hospital Medicine	76	3%	47	2%
Cardiology	75	3%	36	2%
General Surgery	57	2%	42	2%
Neurosurgery	57	2%	28	1%
All Other Specialties	538	21%	416	21%
No Specialty	173	7%	902	44%
Total	2,537	100%	2,030	100%

Source: Va. Healthcare Workforce Data Center

Nearly half of all physician assistants have a primary specialty in one of three areas: Emergency Medicine, Family Medicine and Orthopedics.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Employment

Employed in Profession: 97%
 Involuntarily Unemployed: <1%

Positions Held

1 Full-time: 72%
 2 or More Positions: 16%

Weekly Hours:

40 to 49: 48%
 60 or more: 6%
 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	2,468	97%
Employed, NOT in profession	15	1%
Not working, reason unknown	0	0%
Involuntarily unemployed	8	0%
Voluntarily unemployed	41	2%
Retired	5	0%
Total	2,536	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	53	2%
One Part-Time Position	266	10%
Two Part-Time Positions	47	2%
One Full-Time Position	1,814	72%
One Full-Time Position & One Part-Time Position	316	12%
Two Full-Time Positions	10	0%
More than Two Positions	27	1%
Total	2,532	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	53	2%
1 to 9 hours	20	1%
10 to 19 hours	58	2%
20 to 29 hours	134	5%
30 to 39 hours	473	19%
40 to 49 hours	1,205	48%
50 to 59 hours	423	17%
60 to 69 hours	94	4%
70 to 79 hours	36	1%
80 or more hours	20	1%
Total	2,514	100%

Source: Va. Healthcare Workforce Data Center

97% of licensed physician assistants are employed in the profession, and less than 1% are involuntarily unemployed. 72% of physician assistants have one full-time job, while 16% have two or more positions. 48% of physician assistants work between 40 and 49 hours per week. Only 6% of physician assistants work at least 60 hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	9	0%
\$20,000 or less	16	1%
\$20,000-\$29,999	16	1%
\$30,000-\$39,999	28	1%
\$40,000-\$49,999	45	2%
\$50,000-\$59,999	46	2%
\$60,000-\$69,999	71	3%
\$70,000-\$79,999	150	7%
\$80,000-\$89,999	331	16%
\$90,000-\$99,999	404	19%
\$100,000-\$109,999	325	16%
\$110,000-\$119,999	228	11%
\$120,000 or more	423	20%
Total	2,091	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits		
Benefit	#	%
Health Insurance	1,728	70%
Retirement	1,748	71%
Dental Insurance	1,489	60%
Paid Sick Leave	1,410	57%
Group Life Insurance	1,173	48%
Signing/Retention Bonus	418	17%
Receive at least one benefit*	2,135	86%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

97% of physician assistants are satisfied with their jobs, including nearly seven out of ten who are very satisfied.

At a Glance:

Hourly Earnings
 Median Income: \$90k-\$100k
 Middle 50%: \$80k-\$120k

Benefits
 Employer Health Insurance: 70%
 Employer Retirement: 71%

Satisfaction
 Satisfied: 97%
 Very Satisfied: 69%

Source: Va. Healthcare Workforce Data Center

The median annual income for physician assistants is between \$90,000 and \$100,000. 86% of physician assistants receive at least one employer-sponsored benefit, including 70% who receive health insurance.

Job Satisfaction		
Level	#	%
Very Satisfied	1,730	69%
Somewhat Satisfied	704	28%
Somewhat Dissatisfied	67	3%
Very Dissatisfied	20	1%
Total	2,522	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	25	1%
Experience Voluntary Unemployment?	132	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	40	1%
Work two or more positions at the same time?	468	17%
Switch employers or practices?	266	9%
Experienced at least 1	757	27%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s physician assistants were involuntarily unemployed at some point in 2015. For comparison, Virginia’s average monthly unemployment rate was 4.4%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	32	1%	36	5%
Less than 6 Months	138	6%	90	13%
6 Months to 1 Year	237	10%	69	10%
1 to 2 Years	712	29%	180	25%
3 to 5 Years	680	28%	172	24%
6 to 10 Years	386	16%	101	14%
More than 10 Years	271	11%	58	8%
Subtotal	2,457	100%	706	100%
Did not have location	37		2,072	
Item Missing	308		23	
Total	2,801		2,801	

Source: Va. Healthcare Workforce Data Center

Over two-thirds of physician assistants received a salary at their primary work location, while 30% received an hourly wage.

At a Glance:

Unemployment Experience 2015

Involuntarily Unemployed: 1%
Underemployed: 1%

Stability

Switched: 9%
New Location: 22%
Over 2 years: 54%
Over 2 yrs, 2nd location: 47%

Employment Type

Salary/Commission: 69%
Hourly Wage: 30%

Source: Va. Healthcare Workforce Data Center

More than half of physician assistants have worked at their primary location for more than 2 years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,449	69%
Hourly Wage	633	30%
By Contract	0	0%
Business/ Practice Income	0	0%
Unpaid	12	1%
Subtotal	2,094	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 5.1% in January to 3.9% in December 2015.

At a Glance:

Concentration

Top Region:	29%
Top 3 Regions:	71%
Lowest Region:	1%

Locations

2 or more (2015):	26%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

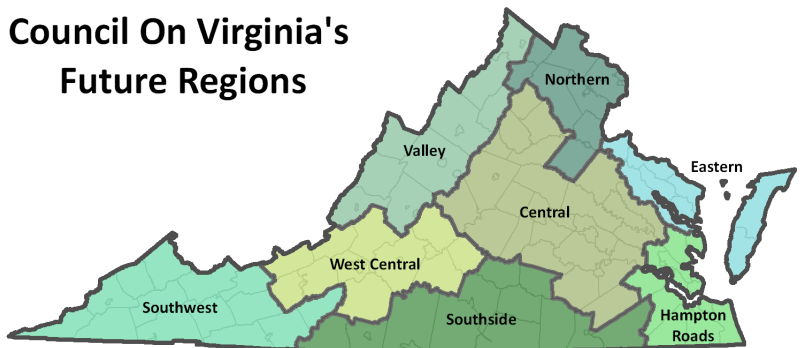
71% of physician assistants work in one of three regions: Northern Virginia, Hampton Roads or Central Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	395	16%	110	15%
Eastern	22	1%	4	1%
Hampton Roads	631	26%	165	23%
Northern	711	29%	190	26%
Southside	79	3%	28	4%
Southwest	77	3%	21	3%
Valley	175	7%	33	5%
West Central	324	13%	91	13%
Virginia Border State/DC	40	2%	26	4%
Other US State	6	0%	56	8%
Outside of the US	1	0%	0	0%
Total	2,461	100%	724	100%
Item Missing	304		6	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



73% of physician assistants had just one work location in 2015, while another 26% had two or more work locations during the year.

Locations	Number of Work Locations			
	Work Locations in 2015		Work Locations Now*	
	#	%	#	%
0	35	1%	48	2%
1	2,038	73%	1,758	71%
2	330	12%	330	13%
3	289	10%	263	11%
4	60	2%	43	2%
5	14	1%	12	1%
6 or More	35	1%	34	1%
Total	2,801	100%	2,488	100%

*At the time of survey completion, December 2015.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,458	61%	474	69%
Non-Profit	665	28%	161	23%
State/Local Government	81	3%	12	2%
Veterans Administration	56	2%	7	1%
U.S. Military	98	4%	33	5%
Other Federal Gov't	19	1%	3	0%
Total	2,377	100%	689	100%
Did not have location	37		2,072	
Item Missing	388		40	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

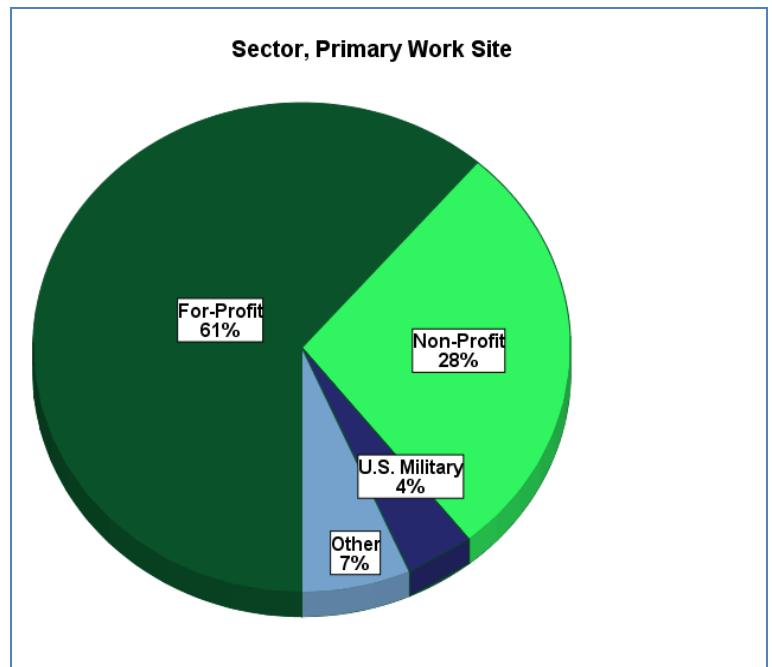
For Profit:	61%
Federal:	7%

Top Establishments

Group Practice: (Single Specialty)	33%
Hospital: (Emergency Dept.)	14%
Physician – Solo Practice:	10%

Source: Va. Healthcare Workforce Data Center

61% of physician assistants work in for-profit establishments, while another 28% work at non-profit institutions. Meanwhile, nearly 10% of physician assistants work for the federal government.

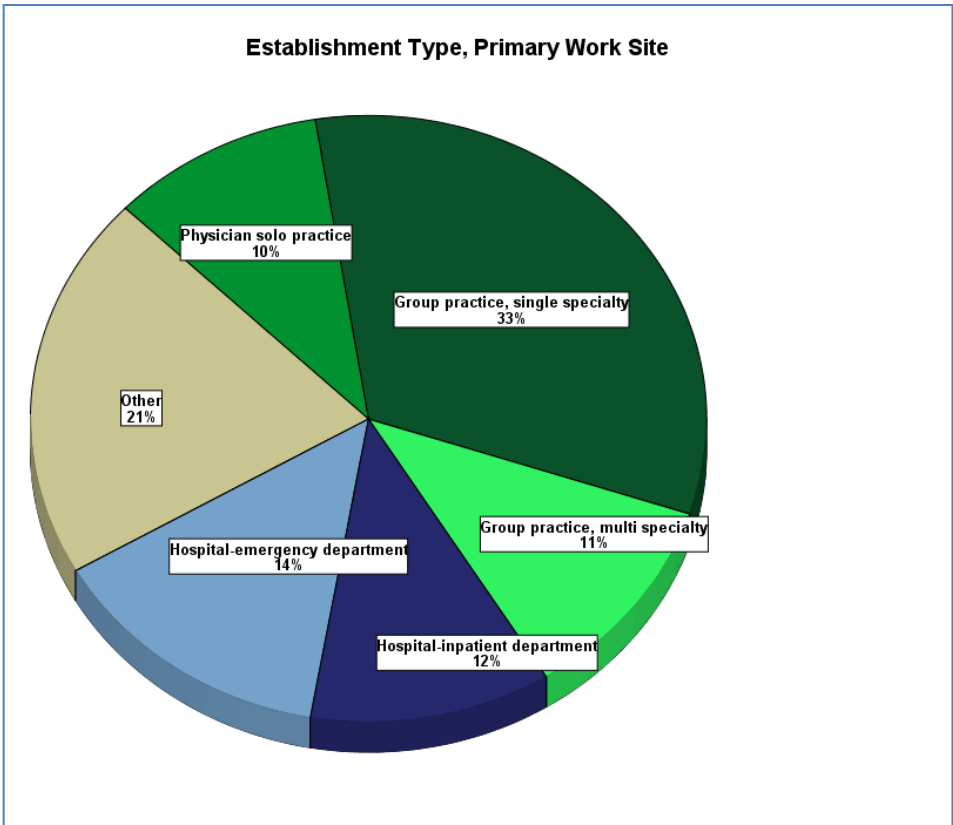


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Group Practice (Single Specialty)	759	33%	170	25%
Hospital (Emergency Dept.)	324	14%	137	20%
Hospital (Inpatient Dept.)	270	12%	89	13%
Group Practice (Multi-Specialty)	259	11%	60	9%
Physician (Solo Practice)	239	10%	63	9%
Hospital (Outpatient Dept.)	122	5%	16	2%
Academic Institution (Teaching/Research)	74	3%	18	3%
Academic Institution (Patient Care)	69	3%	10	1%
Community Clinic/Outpatient Care Center	66	3%	24	4%
Nursing home/Long Term Care Facility	15	1%	8	1%
All Other Types	133	6%	87	13%
Total	2,330	100%	682	100%
Does not have location	37		2,072	

Source: Va. Healthcare Workforce Data Center

44% of physician assistants work in a group practice, including one-third who work in a group practice with a single specialty. Meanwhile, nearly a third of physician assistants work in a hospital, including 14% who work in an emergency department.



For those physician assistants with a secondary work location, 25% work in a group practice with a single specialty, while 20% work in the emergency department of a hospital.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Tasks Performed

Managed Care of Patients (Outpatient):	73%
Minor Surgical Procedures:	60%

of Hospitals w/ Privileges

None:	39%
One:	35%
More than One:	26%

Source: Va. Healthcare Workforce Data Center

More than one-third of physician assistants have hospital privileges at one hospital. In addition, just over one-quarter of physician assistants have privileges at multiple hospitals.

Hospital Privileges		
# of Hospitals	#	%
None	919	39%
1	814	35%
2	279	12%
3	147	6%
4	79	3%
5 or More	97	4%
Total	2,335	100%

Source: Va. Healthcare Workforce Data Center

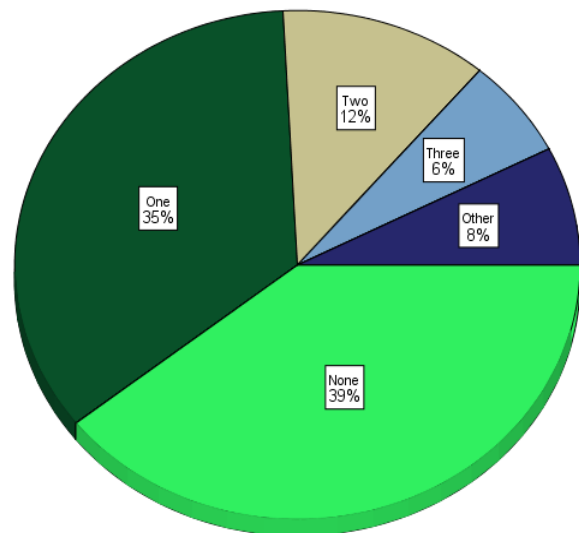
Tasks Performed

Task	#	%
Managed Care of Patients (Outpatient)	1,548	73%
Minor Surgical Procedures	1,270	60%
Manage Care of Patients (Inpatient)	792	37%
Supervise/Manage Other Clinical Staff	637	30%
First Assist at Surgery	494	23%
Supervise/Manage Other PAs	315	15%
At Least One Task Performed	2,127	100%

Source: Va. Healthcare Workforce Data Center

More than half of all physician assistants managed outpatient care and participated in minor surgical procedures at their place of work.

Number of Hospital Privileges Reported



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

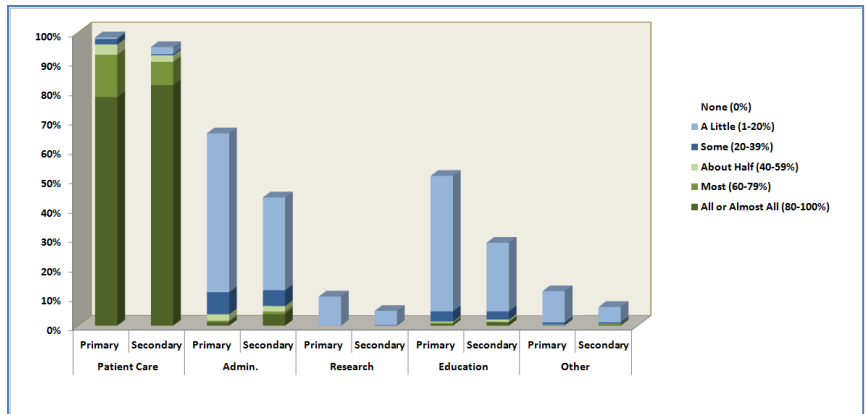
Patient Care: 92%
Administration: 1%
Education: 2%
Research: 0%

Administration Time

Median Admin Time: 1%-9%
Ave. 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	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	78%	84%	1%	3%	0%	0%	1%	2%	0%	0%
Most (60-79%)	15%	7%	1%	1%	0%	0%	1%	0%	0%	0%
About Half (40-59%)	3%	1%	2%	2%	0%	0%	0%	1%	0%	0%
Some (20-39%)	2%	1%	9%	3%	0%	0%	3%	1%	1%	1%
A Little (1-20%)	1%	1%	57%	36%	10%	5%	47%	27%	8%	6%
None (0%)	2%	5%	31%	55%	90%	95%	49%	69%	90%	93%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Median Weekly Visits

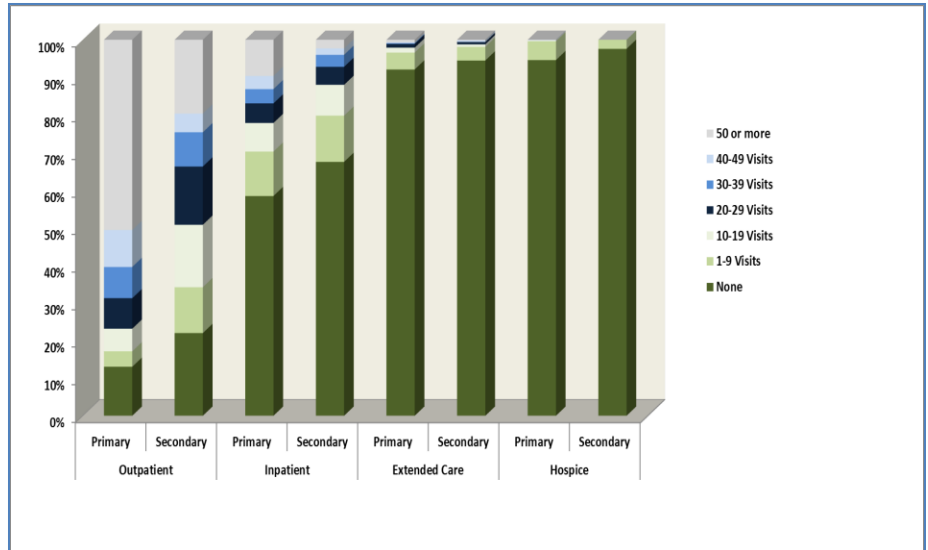
Outpatient:	50+
Inpatient:	None
Extended Care:	None
Hospice:	None

% With Visits

Outpatient:	87%
Inpatient:	42%
Extended Care:	8%
Hospice:	5%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Visits Per Week	Weekly Patient Visits							
	Outpatient		Inpatient		Extended Care		Hospice	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
None	13%	22%	58%	68%	92%	94%	95%	98%
1-9 Visits	4%	12%	12%	12%	5%	4%	5%	2%
10-19 Visits	6%	17%	8%	8%	1%	1%	0%	0%
20-29 Visits	8%	16%	5%	5%	1%	1%	0%	0%
30-39 Visits	8%	9%	4%	3%	0%	0%	0%	0%
40-49 Visits	10%	5%	4%	2%	0%	0%	0%	0%
50 or More Visits	51%	20%	10%	2%	1%	0%	0%	0%

Source: Va. Healthcare Workforce Data Center

A typical physician assistant spends most of their patient care time in an outpatient setting. More than 60% of physician assistants had at least 40 outpatient visits per week, while a majority of professionals did not have any inpatient, extended care or hospice visits in a given week.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	39	2%	-	-
50 to 54	92	4%	3	1%
55 to 59	285	13%	19	5%
60 to 64	628	28%	89	22%
65 to 69	799	36%	165	41%
70 to 74	217	10%	72	18%
75 to 79	38	2%	12	3%
80 or over	15	1%	5	1%
I do not intend to retire	111	5%	35	9%
Total	2,224	100%	400	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Professionals

Under 65: 47%

Under 60: 19%

50 and over

Under 65: 28%

Under 60: 6%

Time until Retirement

Within 2 years: 2%

Within 10 years: 10%

Half the workforce: By 2045

Source: Va. Healthcare Workforce Data Center

47% of physician assistants expect to retire by the age of 65. Meanwhile, 18% expect to work until at least age 70, including 5% who do not intend to retire at all. Among those physician assistants who are age 50 and over, more than one-quarter still plan on retiring by 65, while approximately 31% expect to work until at least age 70.

Within the next two years approximately 5% of physician assistants expect to leave either the profession or Virginia. Meanwhile, 10% of physician assistants plan on pursuing additional educational opportunities, and 10% plan on increasing teaching hours.

Future Plans

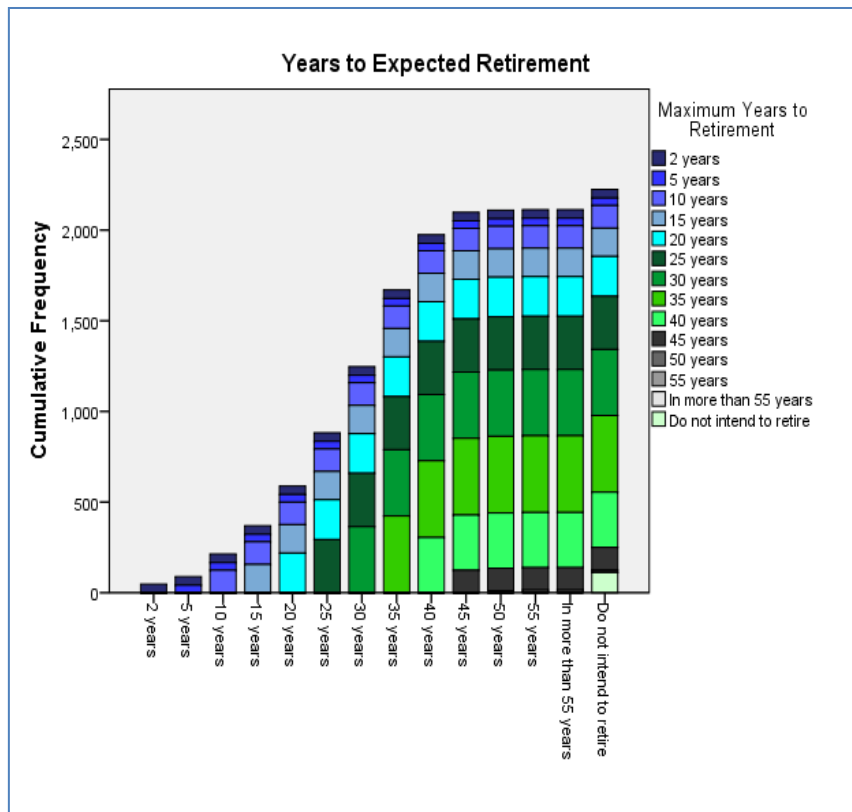
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	30	1%
Leave Virginia	120	4%
Decrease Patient Care Hours	207	7%
Decrease Teaching Hours	11	0%
Increase Participation		
Increase Patient Care Hours	299	11%
Increase Teaching Hours	278	10%
Pursue Additional Education	284	10%
Return to Virginia's Workforce	17	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement. Only 2% of physician assistants plan on retiring in the next two years, while 10% plan on retiring in the next ten years. Half of the current physician assistant workforce expects to be retired by 2045.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	47	2%	2%
5 years	42	2%	4%
10 years	124	6%	10%
15 years	156	7%	17%
20 years	219	10%	26%
25 years	293	13%	40%
30 years	365	16%	56%
35 years	423	19%	75%
40 years	305	14%	89%
45 years	124	6%	94%
50 years	11	0%	95%
55 years	3	0%	95%
In more than 55 years	0	0%	95%
Do not intend to retire	111	5%	100%
Total	2,224	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2035. Peak retirement years will take place around 2050, when 19% of the current workforce expects to retire every five years. After 2035, retirements will not permanently fall below 10% of the current workforce during a five-year time interval until 2060.

At a Glance:

FTEs

Total: 2,753
Average: 1.00

Age & Gender Effect

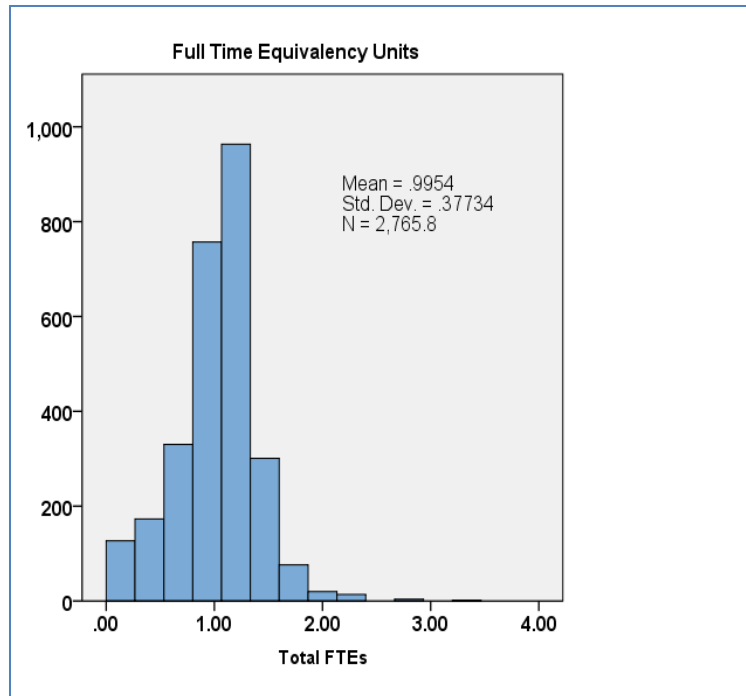
Age, Partial Eta²: 0.015
Gender, Partial Eta²: 0.014

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

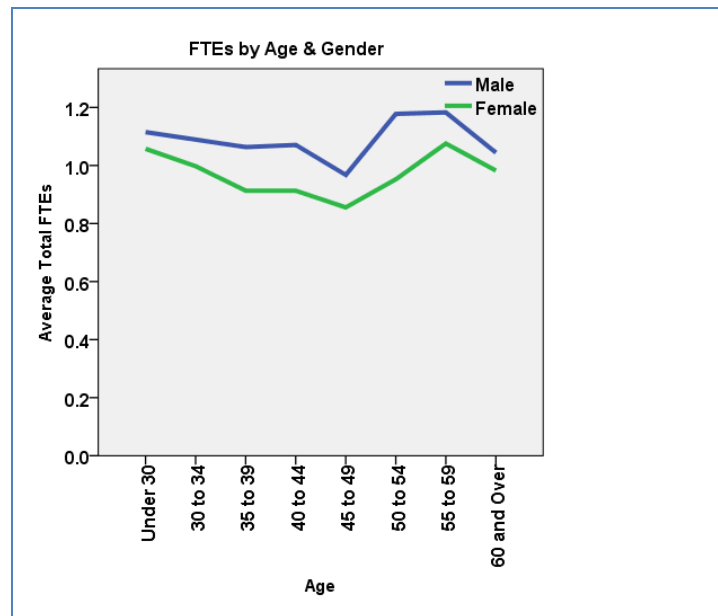


Source: Va. Healthcare Workforce Data Center

The average physician assistant provided 1.00 FTEs in 2015, or about 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

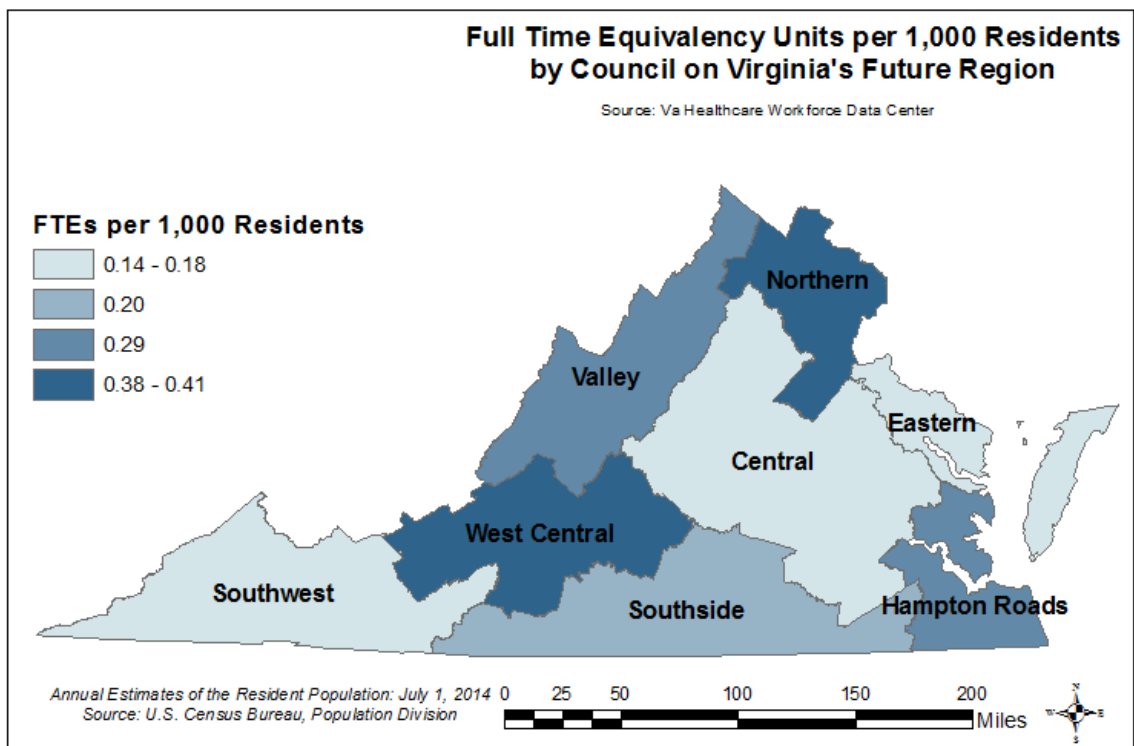
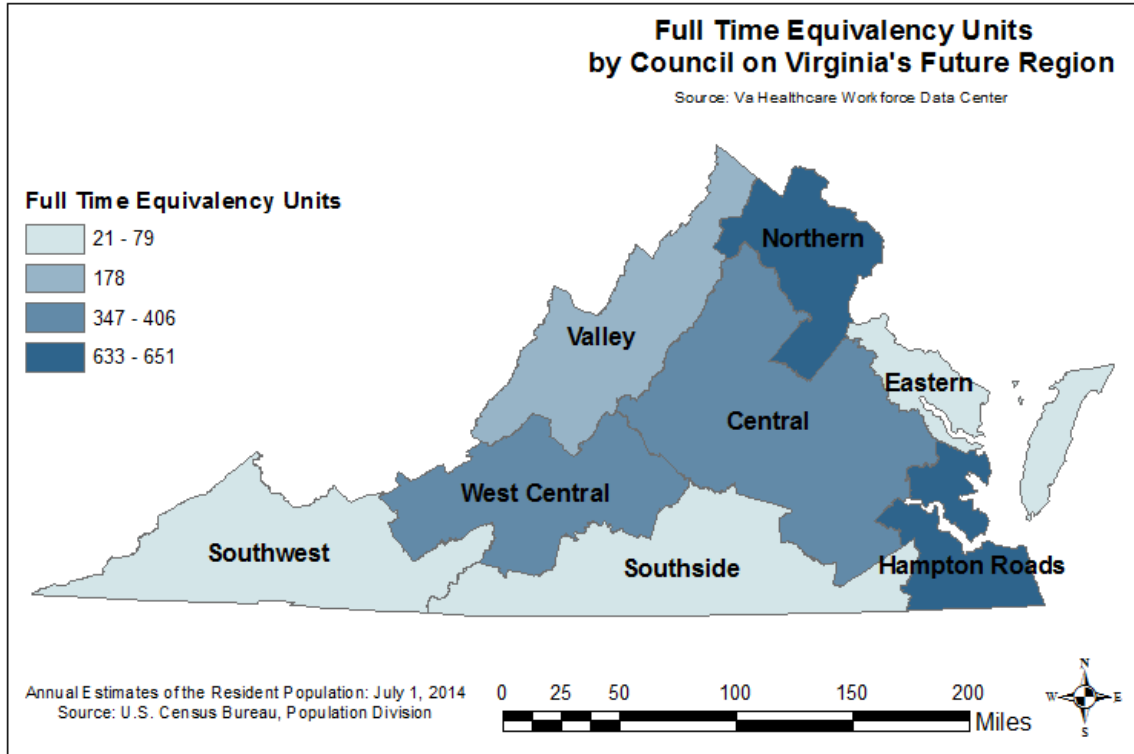
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	1.07	1.13
30 to 34	1.01	1.06
35 to 39	0.94	0.91
40 to 44	0.99	1.10
45 to 49	0.89	0.90
50 to 54	1.03	1.08
55 to 59	1.10	1.08
60 and Over	1.01	1.08
Gender		
Male	1.07	1.13
Female	0.97	1.04

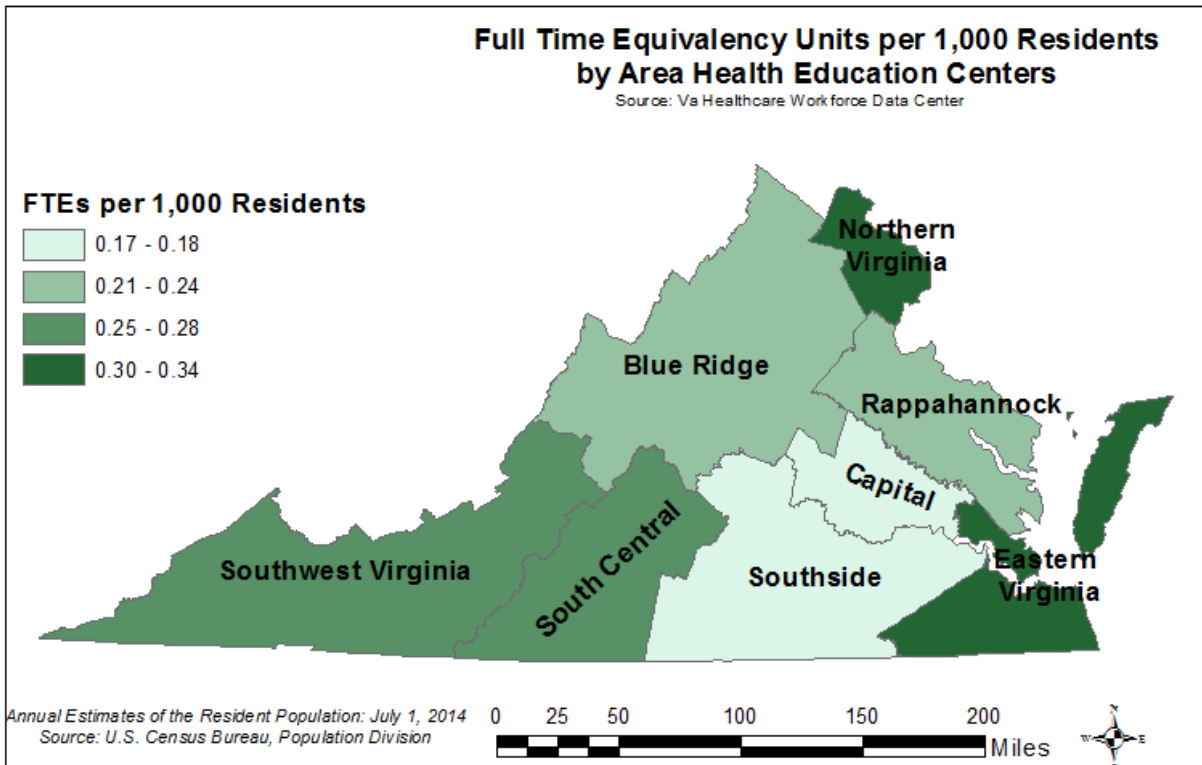
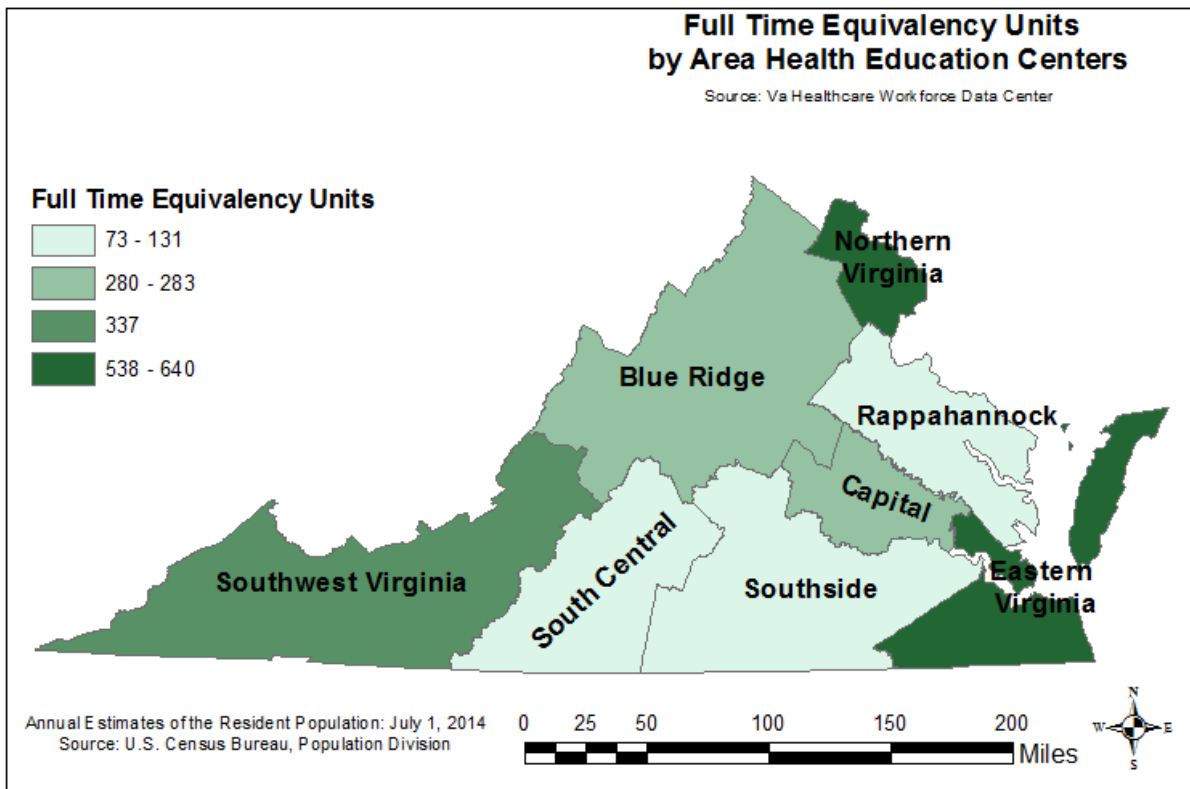
Source: Va. Healthcare Workforce Data Center

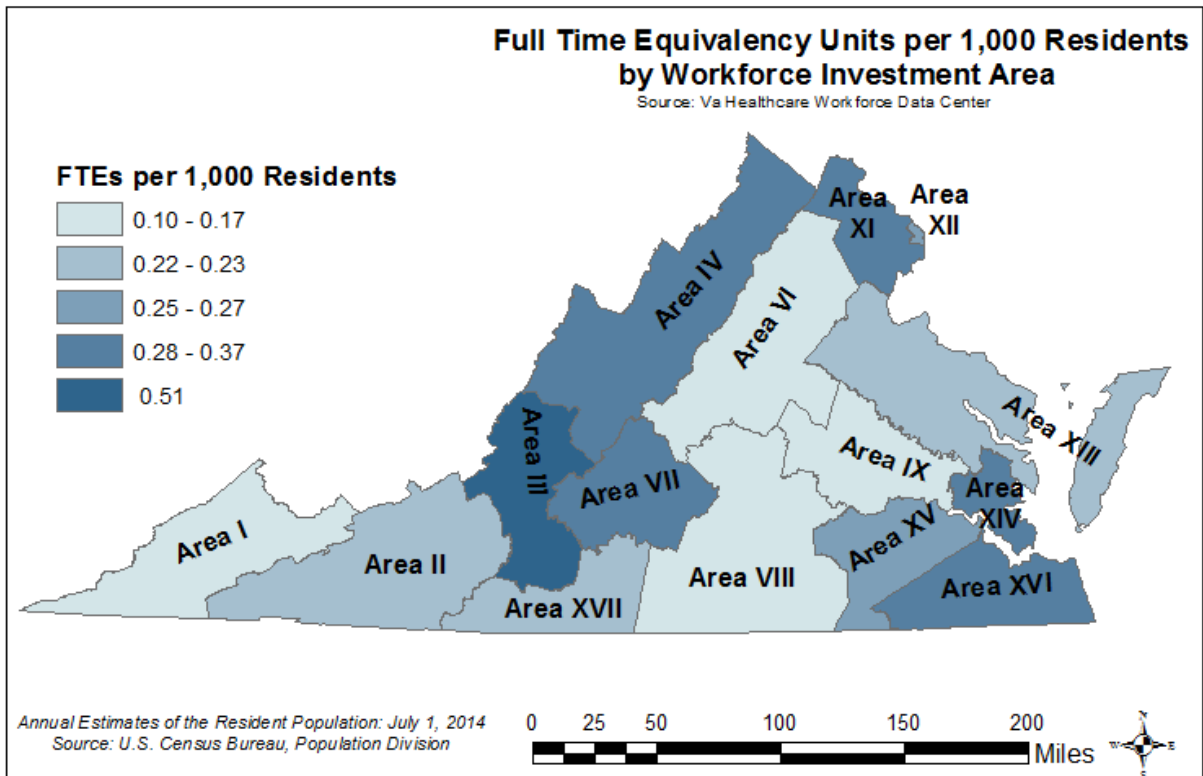
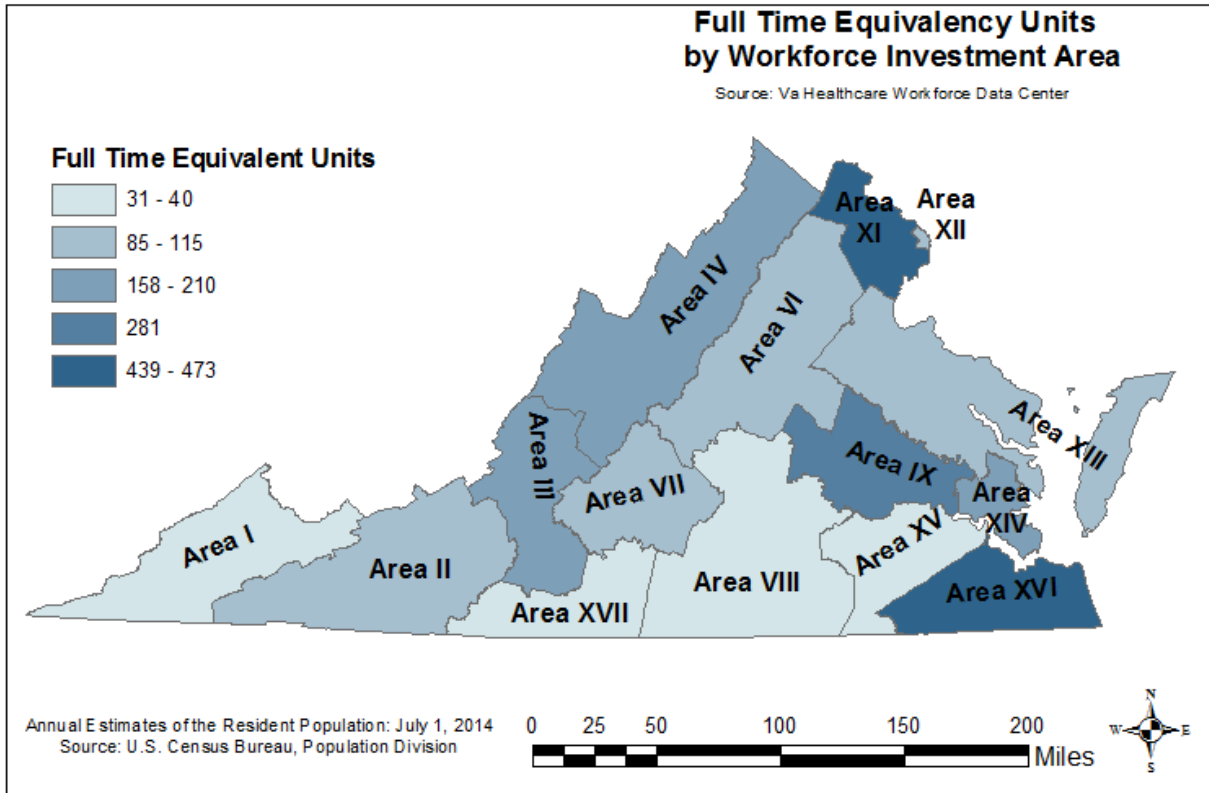


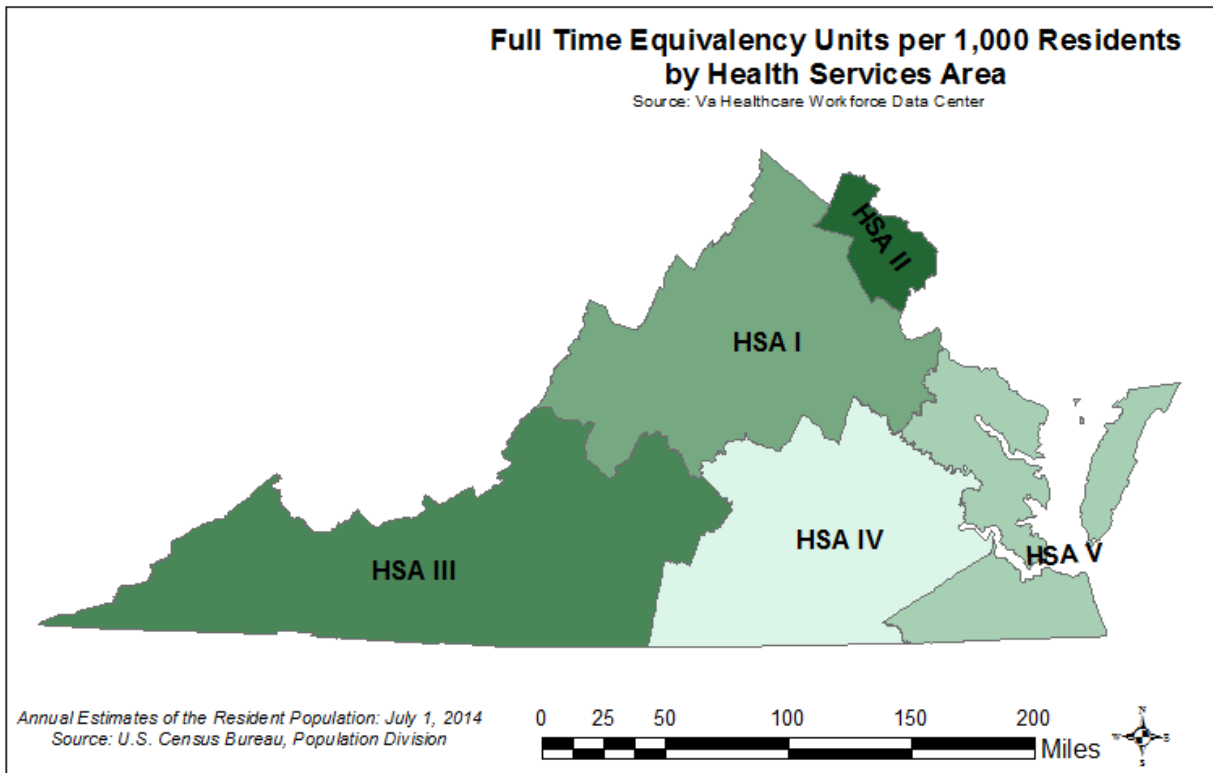
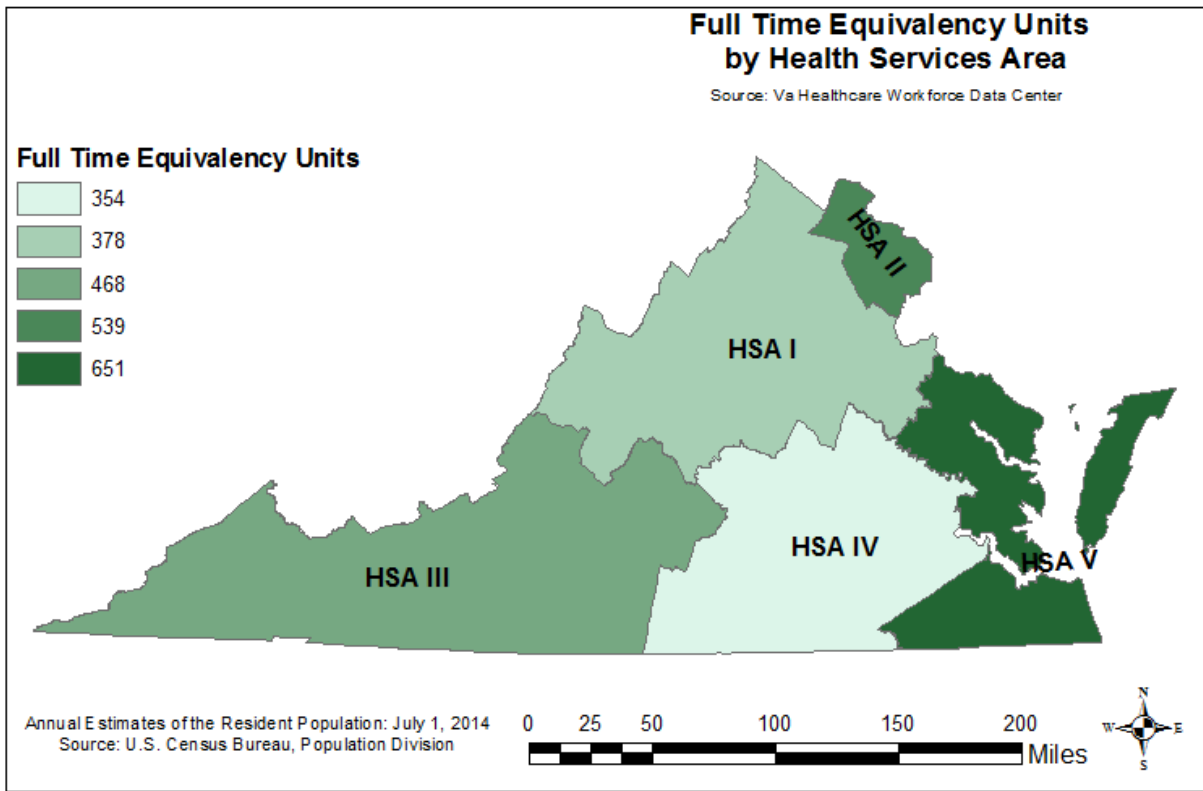
Source: Va. Healthcare Workforce Data Center

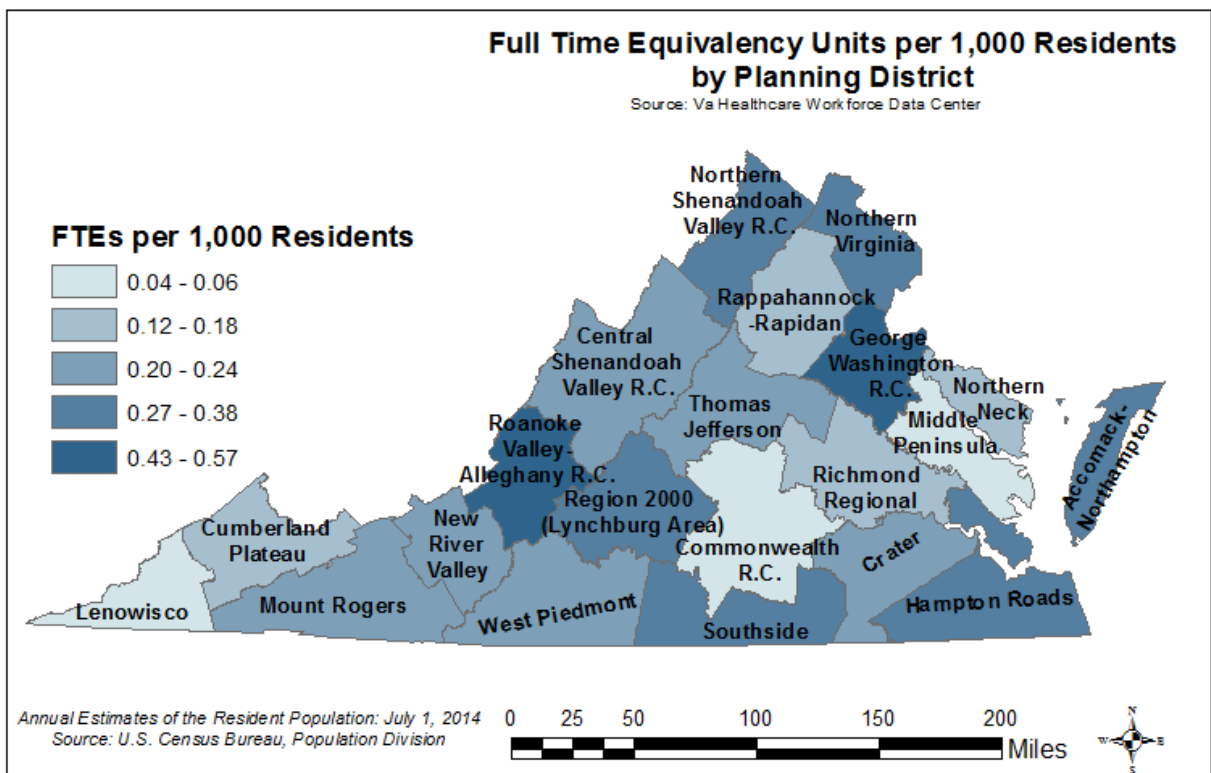
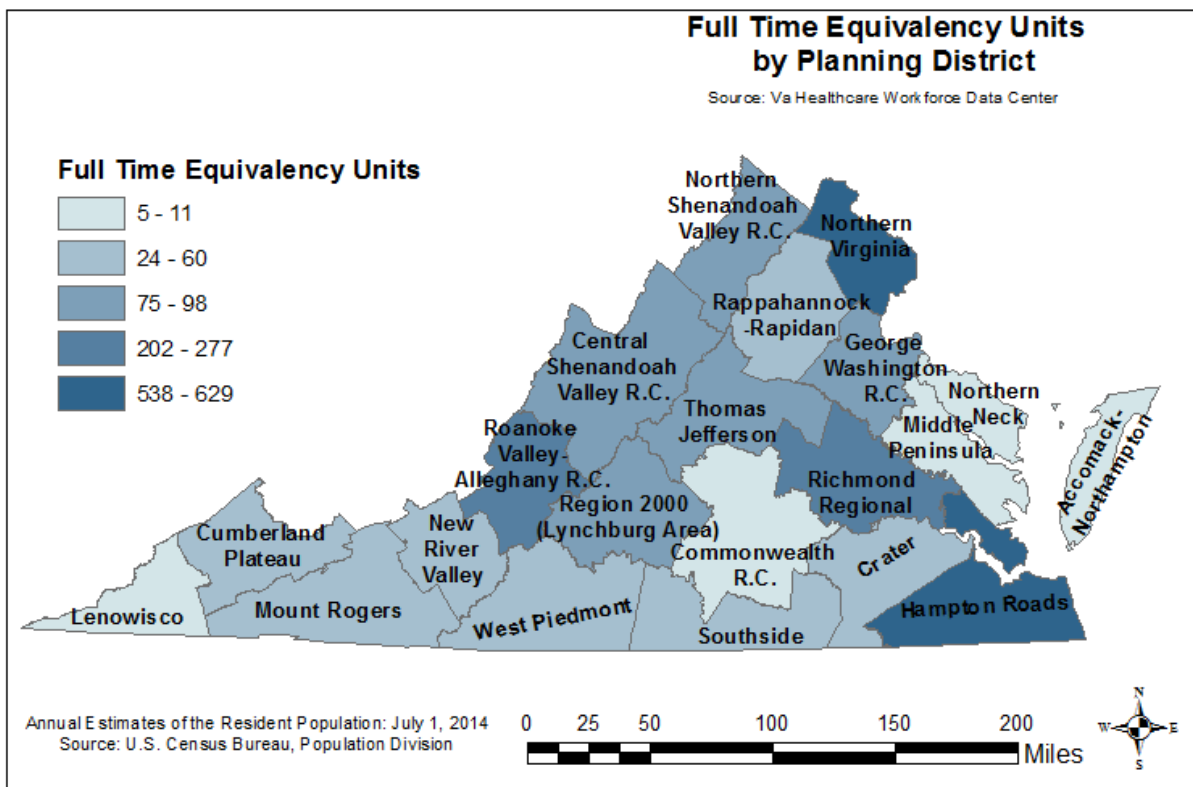
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	1922	69.56%	1.437547	1.205987	2.792714
Metro, 250,000 to 1 million	318	72.64%	1.376623	1.154878	2.674359
Metro, 250,000 or less	276	71.74%	1.393939	1.169404	2.707999
Urban pop 20,000+, Metro adj	28	75.00%	1.333333	1.118561	2.59026
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	55	85.45%	1.170213	0.981716	2.273366
Urban pop, 2,500-19,999, nonadj	42	66.67%	1.5	1.258381	2.914042
Rural, Metro adj	21	85.71%	1.166667	0.978741	2.266477
Rural, nonadj	9	100.00%	1	0.838921	0.919596
Virginia border state/DC	463	51.62%	1.937238	1.625189	3.763463
Other US State	395	44.81%	2.231638	1.872167	4.335392

Source: Va. Healthcare Workforce Data Center

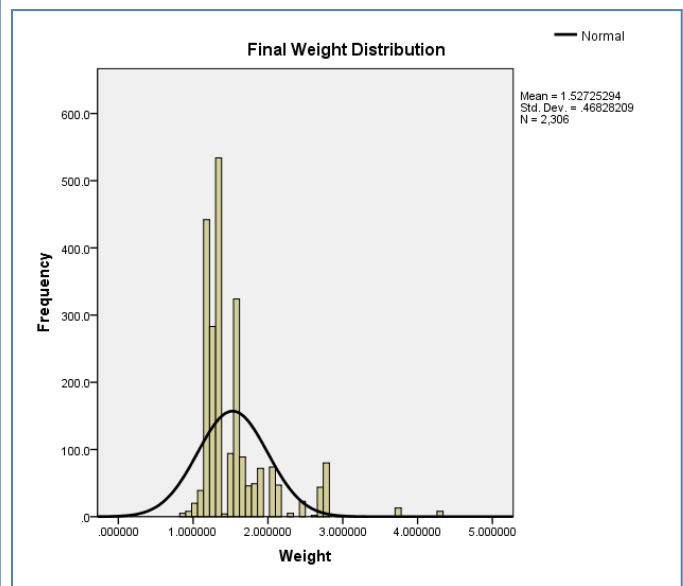
Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	455	33.63%	2.973856	2.266477	4.335392
30 to 34	844	59.72%	1.674603	1.276272	2.441295
35 to 39	694	71.04%	1.407708	0.919596	2.052206
40 to 44	467	77.30%	1.293629	0.845073	1.885898
45 to 49	379	71.77%	1.393382	0.910238	2.031322
50 to 54	244	77.87%	1.284211	0.838921	1.872167
55 to 59	193	71.50%	1.398551	0.913614	2.038856
60 and Over	254	76.77%	1.302564	0.85091	1.898924

Source: Va. Healthcare Workforce Data Center

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

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

Overall Response Rate: 0.6532578



Source: Va. Healthcare Workforce Data Center