

NCCPA
Certification. Excellence.®

2024 Statistical Profile of Recently Board Certified PAs

ANNUAL REPORT

National Commission on Certification of PAs

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Cover image: Ted Parker, MCHS, PA-C, practices Family Medicine in Seattle, Washington, at the UW Family Medicine Residency center. He serves as an acute access provider, contributing to continuity of care between patients and the clinic through collaborative, team-based follow-up. He is a didactic faculty member for the MEDEX NEW PA program and serves as a clinical preceptor. Parker also served as a PA Ambassador for NCCPA.

Message from the President and CEO



Dear Colleagues:

On behalf of the NCCPA, I am pleased to share the 2024 Statistical Profile of Recently Board Certified PAs. This report provides a detailed look into the newest members of our profession, highlighting a narrative of growth, confidence, and opportunity. It underscores how the PA profession is not only expanding but is also directly meeting the nation's evolving healthcare needs.

In 2024, a record 12,400 PAs earned their board certification for the first time, a nearly 25% increase from 2020. This growth demonstrates that the PA profession remains a desirable and vital career path. Even more important, the newly board certified PAs are entering the workforce exceptionally well prepared. Over 94% reported feeling prepared to begin their careers, a testament to the high-quality, rigorous education that is the hallmark of PA educational programs nationwide.

The findings in this report also show that new PAs are entering a robust job market that recognizes their value. Over 70% of new PAs reported that many jobs were available nationally, a sharp rise from 48.3% in the 2020 cohort. This demand is reflected in their job search experience: among those who had already secured a position, more than three-quarters (77.7%) had received multiple offers, with an average of 2.6 months spent finding a position. Employers are actively seeking PA talent, underscoring the critical role PAs play in collaborative team-based care.

In addition to broader workforce trends, the report highlights how PAs are helping to close care gaps in rural and urban medically underserved areas. Among newly certified PAs who accepted positions in rural settings, nearly one-third (32.1%) had themselves grown up in rural communities. Similarly, 26.2% of those who chose roles in urban medically underserved areas grew up in those same environments. These findings underscore the importance of a community-connected pipeline, one that draws on personal experience to strengthen care where it is needed most.

This report also highlights the vital role PAs play within PA programs in shaping the next generation of PAs. The most frequent positions held are adjunct faculty (37.3%), didactic faculty (26.1%), and clinical faculty (17.4%). Notably, a significant majority (80.8%) continue to practice clinically, bridging education with real-world experience. Furthermore, 87.2% report being satisfied in their roles, an encouraging indicator of the strength and stability of our educational pipeline.

We are deeply grateful to the PAs in the 2024 cohort and those in PA programs who contributed data to the PA Professional Profile. Your participation makes this essential work possible. We trust this report will provide valuable insights and serve as a critical resource. To the newly board certified PAs, we wish you all the best as you embark on an exciting and fulfilling career.

Sincerely,

Dawn Morton-Rias, Ed.D., PA-C, ICE-CCP, FACHE
President and CEO

About the Data Collection and Methodology

Introduction

Since board certifying the first physician assistants/associates (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 one year or less. This report highlights the data collected from this module.

Data Analysis

Data reflected in this report includes aggregated responses from PAs who were board certified for the first time in 2024. The participants included in this report answered at least a portion of the Recently Certified module between January 1, 2024 and December 31, 2024. In addition, some data were obtained from other NCCPA data collection strategies, as noted within the report. As of December 31, 2024, there were 8,601 recently board certified PAs who provided at least one response to the profile out of the 12,400 recently certified PAs with access to the PA Professional Profile (69.4% response rate). Data for age, gender and distribution include all 12,400 recently certified PAs. All other data elements included were derived from the responses of the recently board certified PAs. In 2024, response rates varied by quarter: 1st: 76.3%, 2nd: 71.4%, 3rd: 66.2%, and 4th: 63.4%.

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. Percent change calculations reflect proportional changes from 2020-2024 throughout the report unless otherwise noted.

About NCCPA

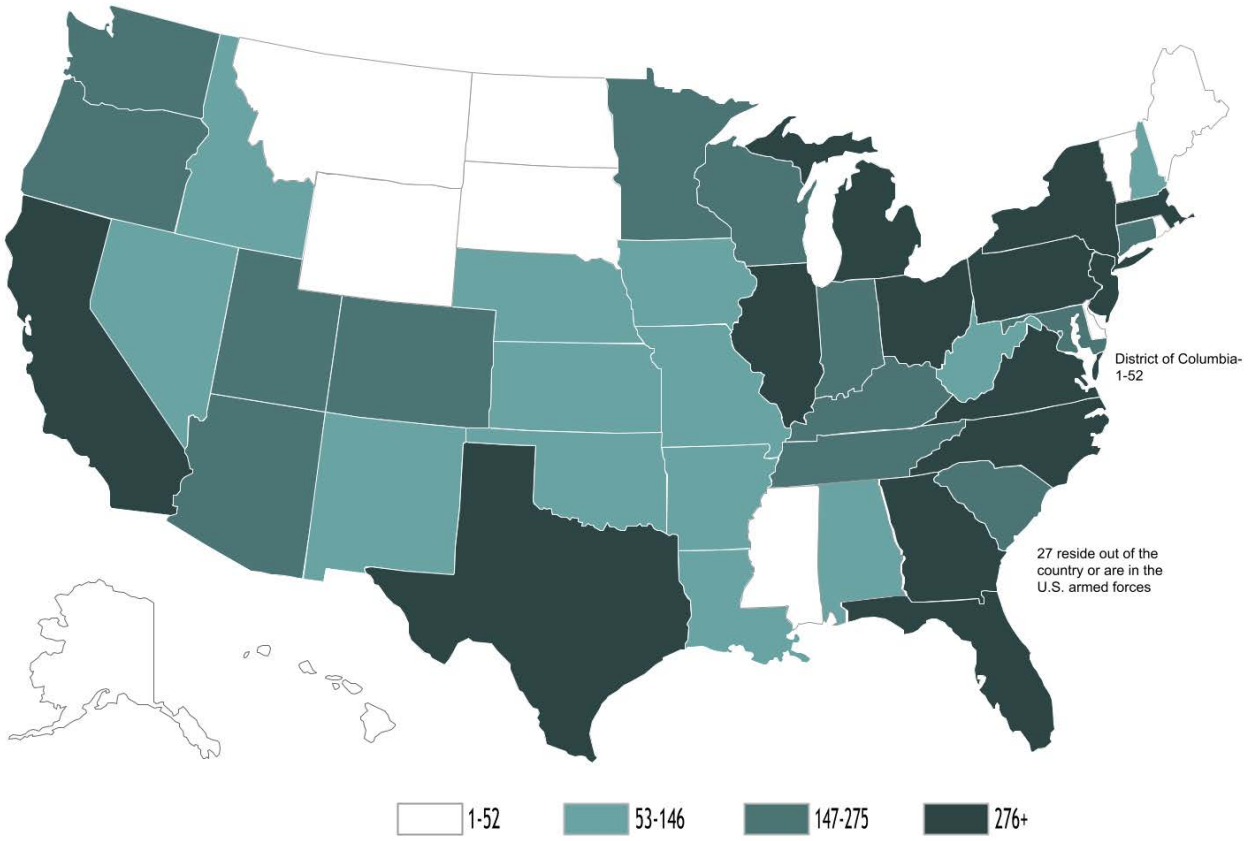
NCCPA is the only certifying organization for PAs in the U.S. Established as a not-for- profit organization in 1974, NCCPA is dedicated to providing board certification programs that reflect standards for clinical knowledge, clinical reasoning and other medical skills and professional behaviors required upon entry into practice and throughout the careers of PAs. 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 219,000 PAs have been board certified since 1975.

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

Geographic Distribution and Demographics

Distribution of Recently Certified PAs

Distribution of Recently Certified PAs by State (Divided by Quartiles)



Note: The map above highlights the states with the greatest number of recently board 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 318 (August 2025) to 360 by 2029, which would have an impact on the number of PAs seeking NCCPA board certification. *Accreditation Review Commission on Education for the Physician Assistant, Inc.*

There were 12,400 recently certified PAs who had access to the PA Professional Profile in 2024. The map illustrates the distribution of those PAs.

Distribution of Recently Certified PAs

State	2024 Number	2024 Percent (Rank)	2020 Number	2020 Percent (Rank)	Percent Change* 2020-2024
Alabama	121	1.0% (30)	97	1.0% (30)	24.7%
Alaska	17	0.1% (49)	28	0.3% (46)	-39.3%
Arizona	228	1.8% (19)	213	2.1% (14)	7.0%
Arkansas	54	0.4% (38)	50	0.5% (39)	8.0%
California	1,049	8.5% (2)	769	7.8% (3)	36.4%
Colorado	248	2.0% (16)	187	1.9% (18)	32.6%
Connecticut	223	1.8% (20)	200	2.0% (17)	11.5%
Delaware	33	0.3% (45)	34	0.3% (45)	-2.9%
District of Columbia	19	0.2% (48)	21	0.2% (47)	-9.5%
Florida	847	6.8% (3)	678	6.8% (4)	24.9%
Georgia	371	3.0% (12)	264	2.7% (12)	40.5%
Hawaii	37	0.3% (44)	16	0.2% (49)	131.3%
Idaho	79	0.6% (35)	78	0.8% (33)	1.3%
Illinois	383	3.1% (11)	338	3.4% (9)	13.3%
Indiana	248	2.0% (16)	169	1.7% (21)	46.7%
Iowa	88	0.7% (33)	78	0.8% (33)	12.8%
Kansas	96	0.8% (31)	62	0.6% (36)	54.8%
Kentucky	155	1.3% (25)	116	1.2% (24)	33.6%
Louisiana	141	1.1% (29)	94	0.9% (31)	50.0%
Maine	52	0.4% (40)	45	0.5% (40)	15.6%
Maryland	195	1.6% (22)	181	1.8% (19)	7.7%
Massachusetts	421	3.4% (9)	347	3.5% (8)	21.3%
Michigan	504	4.1% (7)	388	3.9% (7)	29.9%
Minnesota	274	2.2% (15)	176	1.8% (20)	55.7%
Mississippi	41	0.3% (43)	40	0.4% (42)	2.5%
Missouri	146	1.2% (27)	110	1.1% (26)	32.7%
Montana	47	0.4% (41)	40	0.4% (42)	17.5%
Nebraska	96	0.8% (31)	100	1.0% (28)	-4.0%
Nevada	88	0.7% (33)	83	0.8% (32)	6.0%
New Hampshire	56	0.5% (37)	63	0.6% (35)	-11.1%
New Jersey	421	3.4% (9)	313	3.2% (11)	34.5%
New Mexico	54	0.4% (38)	41	0.4% (41)	31.7%
New York	1,145	9.3% (1)	958	9.7% (1)	19.5%
North Carolina	583	4.7% (6)	466	4.7% (6)	25.1%
North Dakota	26	0.2% (47)	18	0.2% (48)	44.4%

Distribution of Recently Certified PAs (cont.)

GEOGRAPHIC DISTRIBUTION

State	2024 Number	2024 Percent (Rank)	2020 Number	2020 Percent (Rank)	Percent Change* 2020-2024
Ohio	449	3.6% (8)	327	3.3% (10)	37.3%
Oklahoma	142	1.1% (28)	101	1.0% (27)	40.6%
Oregon	154	1.2% (26)	100	1.0% (28)	54.0%
Pennsylvania	811	6.6% (4)	772	7.8% (2)	5.1%
Rhode Island	45	0.4% (42)	54	0.5% (37)	-16.7%
South Carolina	208	1.7% (21)	153	1.5% (22)	35.9%
South Dakota	32	0.3% (46)	36	0.4% (44)	-11.1%
Tennessee	275	2.2% (14)	201	2.0% (15)	36.8%
Texas	619	5.0% (5)	513	5.2% (5)	20.7%
Utah	172	1.4% (23)	114	1.1% (25)	50.9%
Vermont	12	0.1% (51)	16	0.2% (49)	-25.0%
Virginia	369	3.0% (13)	252	2.5% (13)	46.4%
Washington	170	1.4% (24)	136	1.4% (23)	25.0%
West Virginia	76	0.6% (36)	54	0.5% (37)	40.7%
Wisconsin	237	1.9% (18)	201	2.0% (15)	17.9%
Wyoming	16	0.1% (50)	15	0.2% (51)	6.7%
TOTAL	12,373	100.0%	9,906	100.0%	24.9%

Note: PAs who reported an address in the U.S. Additionally, 27 recently certified PAs had addresses classified as out of the country or military.

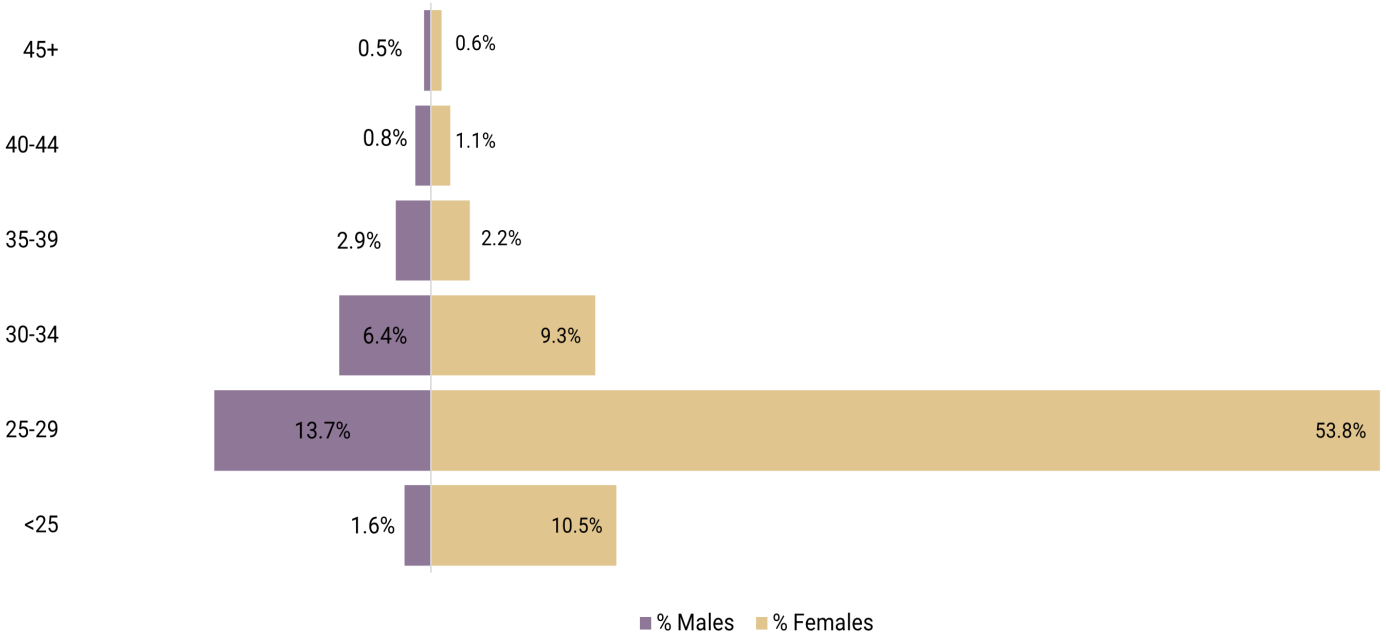
*Percent change reflects count change in number of recently certified PAs in each state from 2020 to 2024.

Recently certified PAs were represented in all 50 states and the District of Columbia.

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

All Recently Certified PAs: Gender and Age

Distribution of Recently Certified PAs by Gender and Age



Recently Certified PAs by Gender

Gender	2024 Percent	Percent Change* 2020-2024
Male	22.2%	-3.6%
Female	76.9%	2.7%
Non-binary	<0.1%	NA
Prefer not to answer	0.9%	NA

*Percent change reflects proportional change from 2020 to 2024.

NA – Gender identity choice first included in 2021.

Recently Certified PAs by Age

Age group	2024 Percent	Percent Change* 2020-2024
<25	12.0%	-0.7%
25-29	66.2%	4.0%
30-34	14.6%	-1.9%
35-39	4.2%	-1.0%
40-44	2.0%	0.0%
45+	1.0%	-0.5%

*Percent change reflects proportional change from 2020 to 2024.

Median age of recently certified PAs

2024: 27 years

2020: 28 years

Median age of all PAs is 38.

Race and Ethnicity of Recently Certified PAs

Recently Certified PAs by Race

Race	2024 Percent	Percent Change* 2020-2024
White	72.4%	-5.1%
Asian	11.6%	1.7%
Multi-race	4.6%	1.0%
Black/African American	4.8%	1.7%
American Indian or Alaskan Native	0.4%	0.1%
Native Hawaiian/Pacific Islander	0.2%	0.0%
Other	2.3%	0.2%
Prefer not to answer	3.7%	0.5%

*Percent change reflects proportional change from 2020 to 2024.

Ethnicity: Percent Who Indicated They are of Hispanic/Latino/Latina/Spanish Origin

2024	11.2%
2020	8.9%

The percentage of recently certified PAs of Hispanic, Latino/a/x, or Spanish origin has steadily increased since NCCPA started gathering this data in 2012.

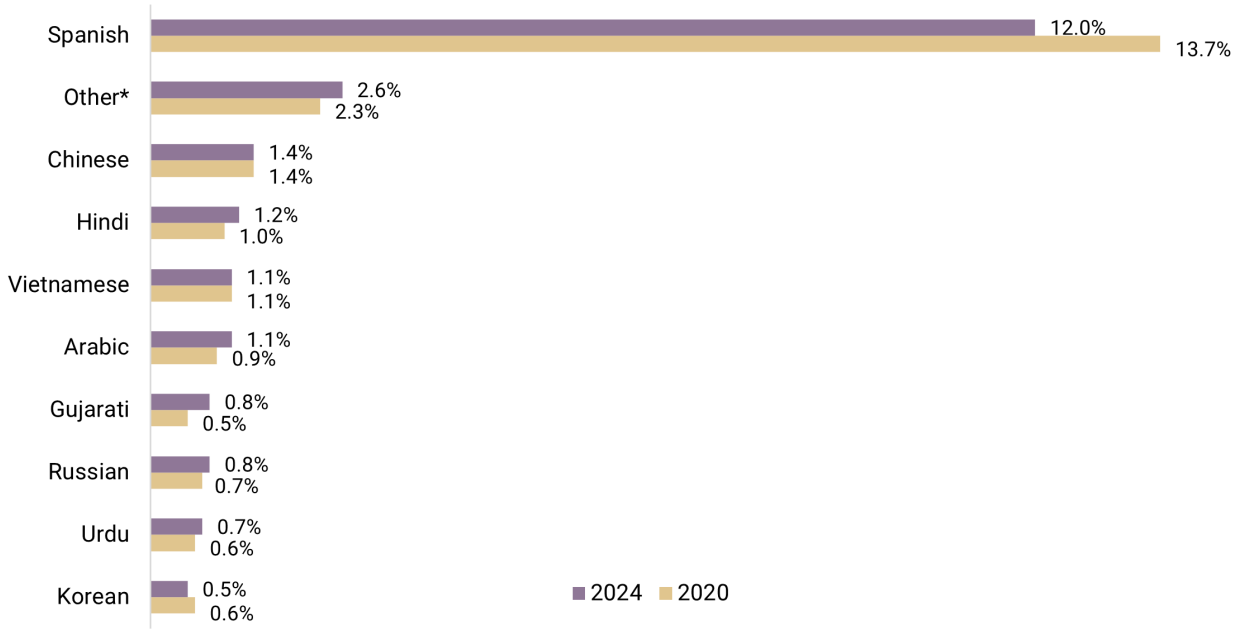
Top Languages Spoken

LANGUAGES OTHER THAN ENGLISH SPOKEN WITH PATIENTS

Percent of Recently Certified PAs Who Can Communicate with Patients in a Language Other Than English

2024	21.0%
2020	21.4%

Top 10 Languages Other Than English That Recently Certified PAs Use to Communicate with Patients



*Most common "other" languages noted: Punjabi, American Sign Language, Hebrew, Malayalam, Ukrainian, Bengali, Malayalam, and Romanian.

Percent Who Indicated They Can Speak Two or More Languages in Addition to English

2024	2.3%
2020	3.9%

Characteristics of Recently Certified PAs

Feel Prepared to Start PA Career

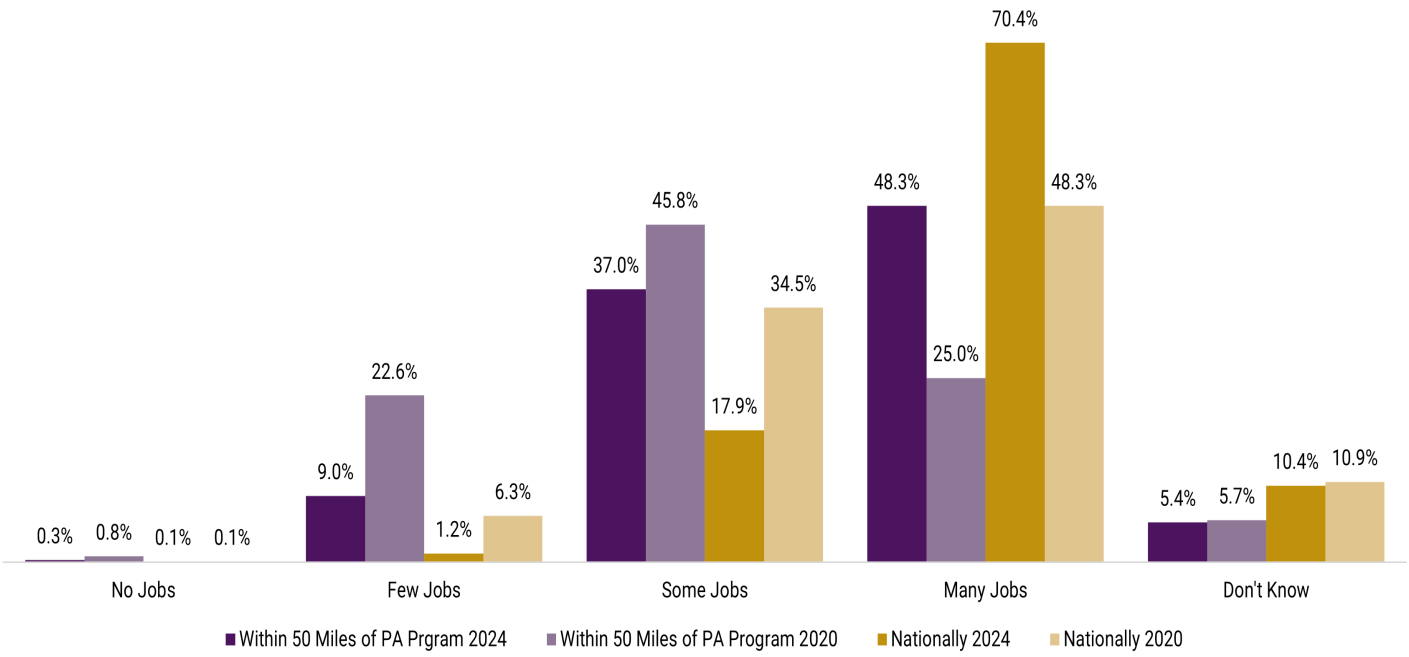
Recently certified PAs were asked how prepared they feel to start their PA career after graduating from their PA program.

How Prepared PAs Are to Start Their Career

Preparedness	2024 Percent
Very prepared	40.6%
Somewhat prepared	53.6%
Neither prepared nor unprepared	3.5%
Somewhat unprepared	1.9%
Very unprepared	0.4%

Assessment of Opportunities

Assessment of Job Opportunities



U.S. News and World Report ranked PA #3 in their "100 Best Jobs" and #2 "Best Health Care Jobs" of 2025 listing (January 14, 2024).

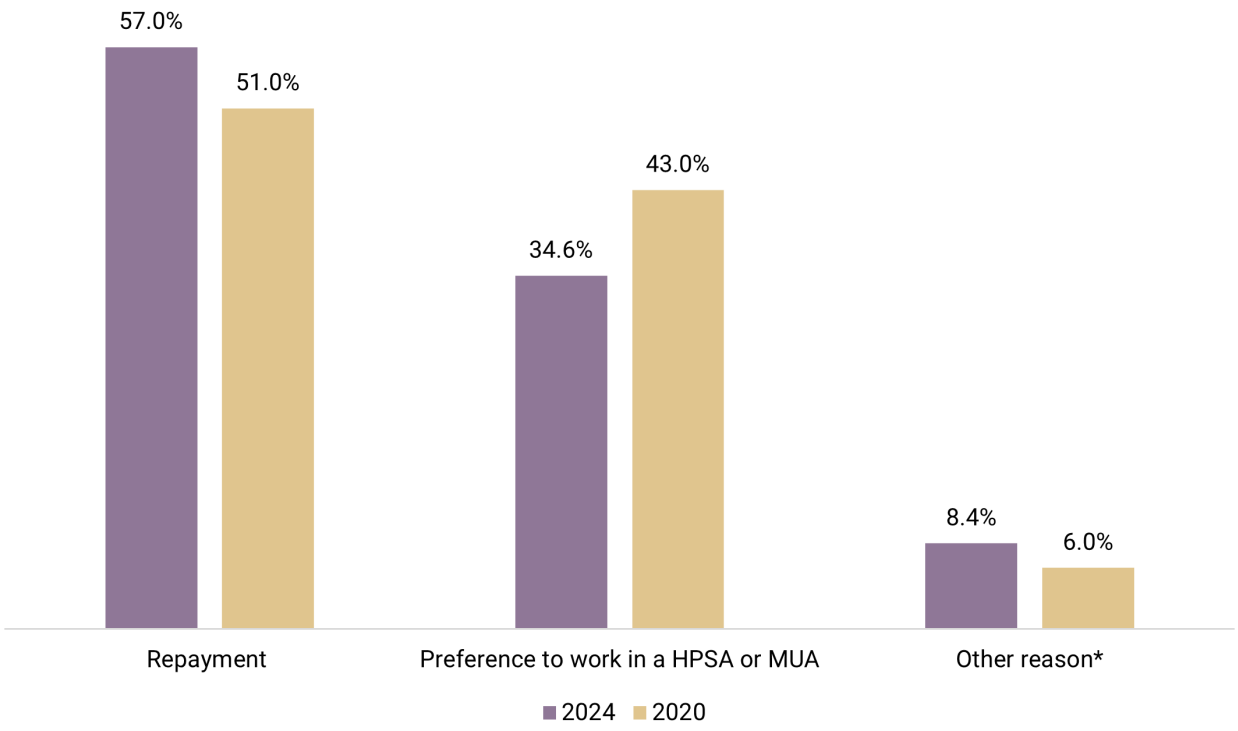
The U.S. Bureau of Labor Statistics projects the PA profession will grow 28% from 2022-2033 (much faster than the average for all occupations)[1]. The average growth for all occupations during the same time period is 4%.

[1]Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, Physician Assistants*, at https://www.bls.gov/ooh/healthcare/physician-assistants.htm (visited August 12, 2025).

Obligation that Requires a Position in a HPSA or MUA

In 2024, **5.6%** (vs. 1.8% in 2020) of recently certified PAs indicated they are a National Health Service Corps Scholar or a state or federal loan repayment program participant, which requires practicing in a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA).

Motivation To Accept a Position in a Health Professional Shortage Area (HPSA) or Medically Underserved Area (MUA) for Recently Certified PAs Who Participated in a Loan Repayment Program

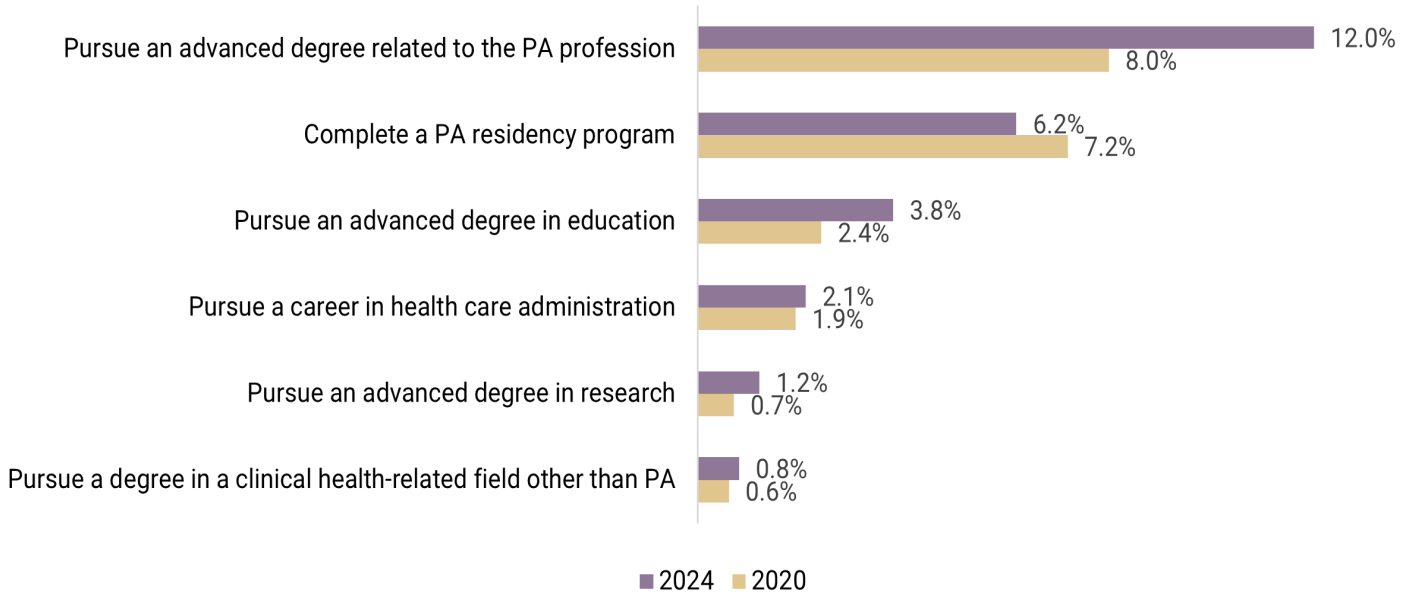


*"Other" reasons cited include: geographic location, fellowship opportunity, job satisfaction, military assignment, and helping the underserved.

Plans to Seek Additional Education or Clinical Training

23.9% 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).

Reasons PAs Are Seeking Additional Education or Clinical Training



Note: Recently certified PAs could select more than one reason.

Degree Planning to Pursue if Changing Health Fields

Degree	2024 Percent	Percent Change* 2020-2024
Public Health	0.3%	-0.1%
MD or DO	0.2%	0.0%

*Percent change reflects proportional change from 2020 to 2024.

Educational Debt*

Debt Range	2024 Percent	Percent Change** 2020-2024
None	12.4%	1.0%
Less than $25,000	3.0%	-0.2%
$25,000 - $49,999	3.7%	-0.1%
$50,000 - $74,999	6.4%	-0.4%
$75,000 - $99,999	8.1%	-2.0%
$100,000 - $124,999	11.3%	-0.6%
$125,000 - $149,999	11.1%	-2.6%
$150,000 - $174,999	11.7%	-3.0%
$175,000 - $199,999	11.7%	-1.2%
$200,000 - $224,999	11.1%	-3.5%
$225,000 or more	9.5%	3.2%
TOTAL	**100.0%**	**NA**

*Educational debt upon completion of all training (undergraduate and graduate school combined).
**Percent change reflects proportional change from 2020 to 2024.

Note: In 2024, 265 recently certified PAs chose "Prefer not to answer."

In 2024, 23.4% of recently certified PAs who accepted a position indicated that educational debt influenced their decision to seek a primary care or non-primary care position. In 2020, 13.3% indicated "educational debt influenced their choice." In 2024, of the PAs who had not accepted a position, 36.0% indicated their level of educational debt will influence their choice (20.4% for 2020).

Educational Debt

Debt Range	2024	2020
Median	$137,500	$137,500
Mean	$129,179	$126,371

Practice Environment

Recently certified PAs were asked what attributes of their future practice environment were important to them.

Important Attributes of Practice Environment

Attribute of Practice Environment	2024 Percent who Ranked it as Most Important*	Percent Change** 2020-2024
Ability to practice in a collaborative environment where interprofessional engagement is emphasized	41.1%	-6.0%
Ability to focus practice in area of interest	28.7%	-2.1%
Ability to practice in a setting of choice (i.e., hospital, private office)	19.6%	-6.7%
Ability to practice in a geographic region of choice (i.e., rural, urban)	19.3%	-8.5%

Note: 46 recently certified PAs chose "other" in 2024. PAs who chose "other" mentioned: ability to see fewer patients, practice autonomously, and teaching.

* Percentages represent the proportion of PAs who identified each practice environment attribute as important and also ranked it as the most important . For example, among PAs who considered the ability to practice in a collaborative environment where interprofessional engagement is emphasized as important, 41.1%, also ranked it as most important.

**Percent change reflects proportional change from 2020 to 2024.

Recently certified PAs were asked what attributes of personal/professional life balance were important to them.

Work-Life Balance

Work-Life Balance Attribute	2024 Percent who Ranked it as Most Important*	Percent Change** 2020-2024
Ability to maintain reasonable work hours	52.4%	-15.9%
Ability to work flexible hours	14.4%	-2.4%
Ability to take time off from my job	13.7%	-1.7%
Ability to limit after hours responsibilities	18.1%	-0.2%
Ability to pursue additional education	7.0%	-5.3%

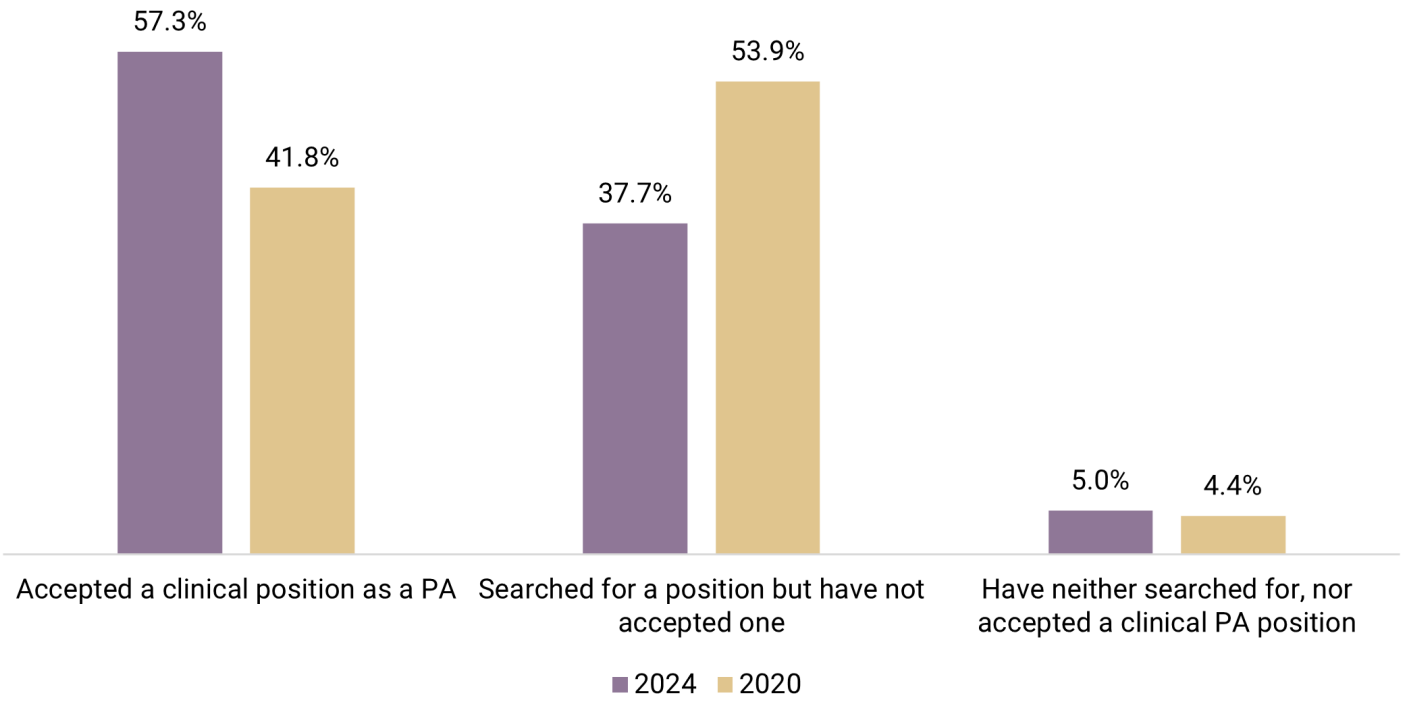
Note: Recently certified PAs ranked the ability to maintain reasonable work hours as the most important attribute of their future practice environment in 2020 and 2024.

* Percentages represent the proportion of PAs who identified each work life balance attribute as important and also ranked it as the most important. For example, among PAs who indicated ability to maintain reasonable work hours as important, 52.4%, also ranked it as most important.

**Percent change reflects proportional change from 2020 to 2024.

Job Search for Clinical Position

Recently Certified PAs Job Search and Status



Recently Certified PAs Job Search and Status

Job Status	2024 Percent	Percent Change* 2020-2024
Yes, accepted a clinical position as a PA	57.3%	15.5%
Yes, searched for a position but have not yet accepted one	37.7%	-16.2%
No, have neither searched for nor accepted a clinical PA position	5.0%	0.6%

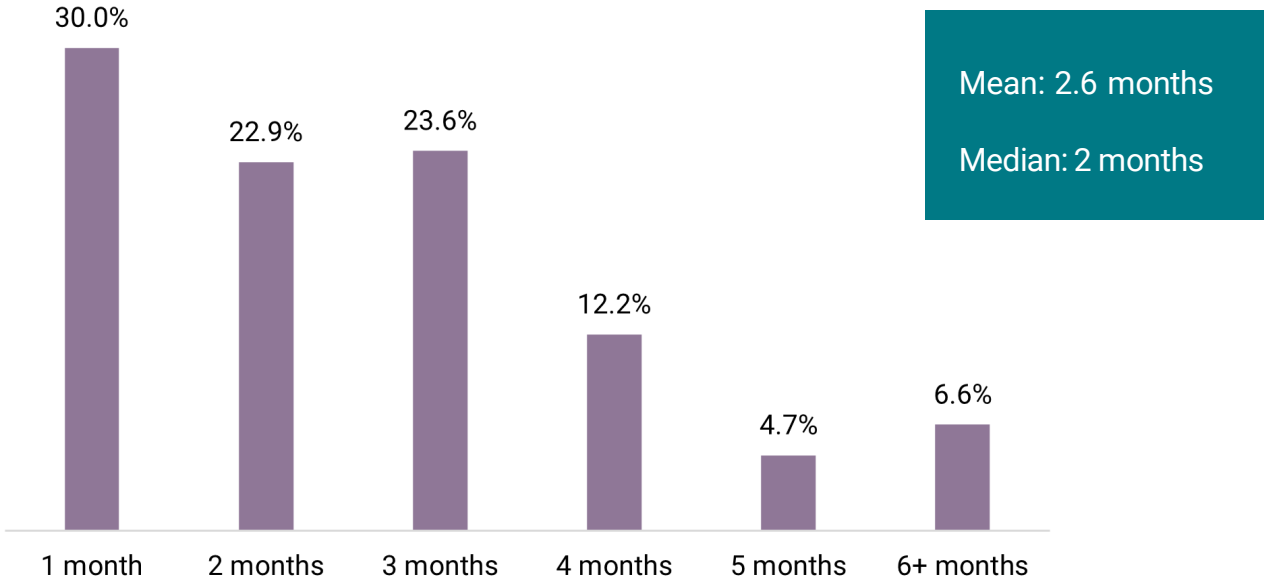
*Percent change reflects proportional change from 2020 to 2024.

Recently Certified PAs Who Accepted a Clinical Position

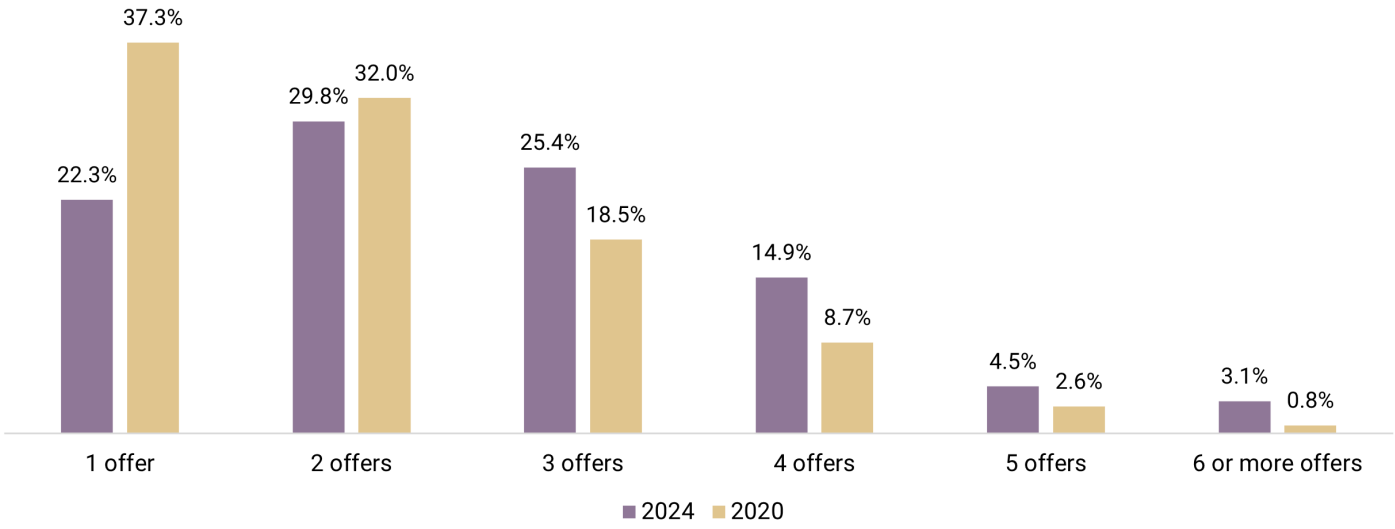
Amount of Time to Find a Job and Job Offers

RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

Number of Months for Recently Certified PAs to Find and Accept a Clinical PA Position



Number of Job Offers Received by Recently Certified PAs Who Accepted a Clinical Position



77.7% of recently certified PAs had two or more job offers in 2024 (62.7% in 2020).

Challenges Faced When Searching for a Clinical Position

In 2024, **27.5%** of recently certified PAs who accepted a position indicated they faced challenges when searching for a job, compared to **40.6%** in 2020. The following table presents the challenges that recently certified PAs, who accepted a position, reported experiencing.

Challenges Faced by Recently Certified PAs Who Have Searched for and Accepted a Clinical PA Position

Challenges	2024 Percent	Percent Change* 2020-2024
Lack of clinical PA opportunities for recent graduates	21.8%	-13.9%
Lack of clinical PA opportunities in preferred specialty	10.4%	-2.1%
Lack of clinical PA opportunities in geographic area preferred	9.0%	-3.7%
Lack of clinical PA opportunities in practice setting preferred	7.1%	-2.6%
Abundance of PA graduates competing for same position	6.8%	-6.7%
Inadequate salary and/or compensation	6.5%	1.1%
Lack of clinical PA employment opportunities	4.2%	-11.7%
Lack of positions that meet obligations for employment (i.e., NHSC)	1.8%	0.8%
Lack of opportunities for spouse/partner	0.6%	-0.4%

Note: Recently certified PAs could choose more than one challenge.
*Percent change reflects proportional change from 2020 to 2024.

"Lack of clinical PA opportunities for recent graduates" and "Lack of clinical PA opportunities in preferred specialty" were the top two challenges cited by recently certified PAs regardless of employment status in 2024.

Selection of Clinical Position Location

Location of Position Accepted by Recently Certified PAs

Geographical Location	2024 Percent	Percent Change* 2020-2024
Area where grew up	37.6%	-0.8%
Area where PA program located	33.0%	0.6%
Area lived in prior to attending PA program	26.3%	0.6%
Area where want to live	22.5%	0.5%
Rural area	13.7%	0.6%
Urban medically underserved area	9.7%	0.7%
Other area	7.3%	-3.1%

Note: PAs could choose more than one location.

*Percent change reflects proportional change from 2020 to 2024.

The most common "other area" responses include active military location, where spouse/ significant other is working, area where they completed clinical rotation(s), and moving for PA postgrad program.

Of the recently certified PAs who accepted a position in a rural area, 32.1% grew up in a rural area.

Of the recently certified PAs who accepted a position in an urban medically underserved area, 26.2% grew up in an urban medically underserved area.

Position Accepted at a Training Site of Clinical Rotation by Recently Certified PAs

Position at Training Site of Clinical Rotation	2024 Percent	Percent Change 2020-2024
Yes	35.2%	-2.4%
No	64.8%	2.4%

Hours Worked Per Week and Time Spent in Work Activities

Hours Expected to Work Per Week by Recently Certified PAs

Hours	2024 Percent	Percent Change* 2020-2024
1-10 hours	0.3%	0.0%
11-20 hours	0.4%	-0.6%
21-30 hours	1.3%	-0.8%
31-40 hours	67.8%	14.1%
41-50 hours	26.2%	-10.2%
More than 50 hours	4.0%	-2.7%

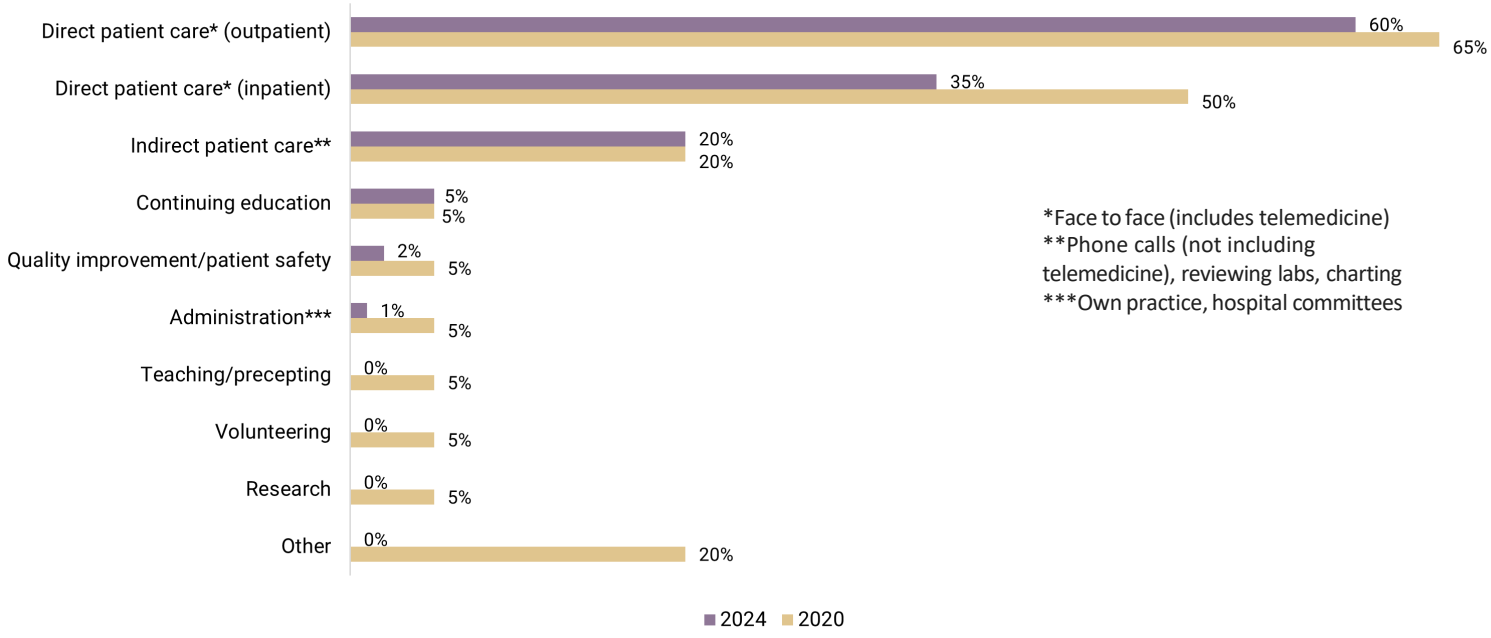
Note: 30.2% of recently certified PAs who have accepted a clinical position expect to work more than 40 hours per week. That has decreased since 2020, when 43.1% expected to work more than 40 hours.

*Percent change reflects proportional change from 2020 to 2024.

Average Hours Expected to Work Per Week

Years	Hours
2024	39.4
2020	41.4

Median Proportion of Time Recently Certified PAs Expect to Spend in Activities



Practice Settings

RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

Practice Setting of Recently Certified PAs

Practice Setting	2024 Percent	Percent Change* 2020-2024
Hospital	50.6%	5.4%
Office-based private practice	29.3%	-4.5%
Community health center	4.6%	2.2%
Urgent care	4.3%	-1.5%
Rural health clinic	2.5%	0.7%
U.S. Military (federal government)	1.9%	-1.5%
Other	1.6%	0.0%
Ambulatory surgical center	1.0%	0.2%
Public or community health clinic (non-federally qualified)	0.6%	0.1%
Behavioral/mental health facility	0.5%	-0.3%
Veterans Affairs (federal government)	0.4%	-0.5%
Extended care facility/Nursing home	0.3%	-0.2%
Public Health Service (federal government)	0.3%	0.0%
Department of Defense (federal government)	0.3%	0.0%
Indian Health Service (federal government)	0.2%	0.0%
School-based or college-based health center or school clinic	0.2%	0.0%
Bureau of Prisons (federal government)	0.1%	0.0%
Home health care agency	0.1%	0.0%
Free clinic	0.1%	0.0%
Department of State (federal government)	0.1%	0.0%
Rehabilitation facility	0.1%	-0.2%
Occupational health setting	<0.1%	-0.2%
Retail clinic	<0.1%	<-0.1%
Locum tenens	<0.1%	NA
Hospice	0.0%	-0.1%
Unsure/Don't know	0.9%	0.3%
TOTAL	100.0%	--

NA: Practice setting first appeared on the Profile in 2023.

*Percent change reflects proportional change from 2020 to 2024.

50.6% of recently certified PAs who have accepted a position work in a hospital setting. Overall, 42.3% of all certified PAs work in a hospital setting.[1]

[1]National Commission on Certification of Physician Assistants, Inc. (2025, April). 2024 Statistical Profile of Board Certified PAs: An Annual Report of the National Commission on the Certification of Physician Assistants.

Practice Areas

Principal Clinical Practice Area of Recently Certified PAs

Area of Practice*	2024 Percent	Percent Change** 2020-2024
Addiction medicine	0.2%	-0.1%
Adolescent medicine	<0.1%	0.0%
Anesthesiology	0.0%	0.0%
Critical care medicine	4.2%	-0.2%
Dermatology	3.9%	1.3%
Emergency medicine	16.5%	3.6%
Family medicine/general practice	19.0%	0.2%
Gynecology	0.2%	-0.1%
Hospice and palliative medicine	0.1%	-0.2%
Hospital medicine	4.5%	-0.7%
Internal medicine – general practice	2.9%	-0.8%
Internal medicine – subspecialties	8.2%	0.5%
Neurology	1.4%	-0.2%
Obstetrics and gynecology	2.1%	0.5%
Occupational medicine	0.1%	-0.4%
Ophthalmology	0.3%	0.0%
Otolaryngology	1.0%	0.1%
Pain medicine	0.5%	-0.2%
Pathology	0.0%	0.0%
Pediatrics – general practice	1.9%	0.0%
Pediatrics – subspecialties	2.5%	1.0%
Physical medicine/rehabilitation	0.2%	-0.2%
Preventive medicine/public health	0.1%	0.0%
Psychiatry	1.6%	-1.3%
Radiation oncology	<0.1%	0.0%
Radiology	0.1%	-0.3%
Radiology – interventional	0.7%	NA
Surgery – general	3.2%	-0.8%
Surgery – subspecialties	16.6%	-1.5%
Urology	1.2%	0.3%
Other	6.8%	-1.1%
TOTAL	100.0%	NA

NA: Practice area first appeared on the Profile in 2024.

**Percent change reflects proportional change from 2020 to 2024.

In 2024, 23.8% of recently certified PAs were working in a primary care specialty (family medicine/general practice, general internal medicine, or general pediatrics). In 2020, 24.4% were working in a primary care specialty.

Overall, 22.0% of the PA workforce is practicing in primary care.

Salary Range of Recently Certified PAs

Starting Salary Range	2024 Percent	Percent Change* 2020-2024
Less than or equal to $40,000	<0.1%	-0.4%
$40,001 - $50,000	<0.1%	-0.9%
$50,001 - $60,000	0.4%	-2.3%
$60,001 - $70,000	1.5%	-0.8%
$70,001 - $80,000	2.7%	-1.5%
$80,001 - $90,000	3.6%	-12.0%
$90,001 - $100,000	11.6%	-17.0%
$100,001 - $110,000	22.7%	-1.3%
$110,001 - $120,000	21.6%	9.8%
$120,001 - $130,000	18.0%	12.0%
$130,001 - $140,000	8.5%	6.5%
More than $140,000	9.3%	7.8%
TOTAL	**100.0%**	--

Note: "Prefer not to answer" was chosen by 96 recently certified PAs in 2024. In 2020, 80 chose this response.
*Percent change reflects proportional change from 2020 to 2024.

Annual Salary

Salary	2024	2020
Median	$115,000	$95,000
Mean	$114,231	$98,412

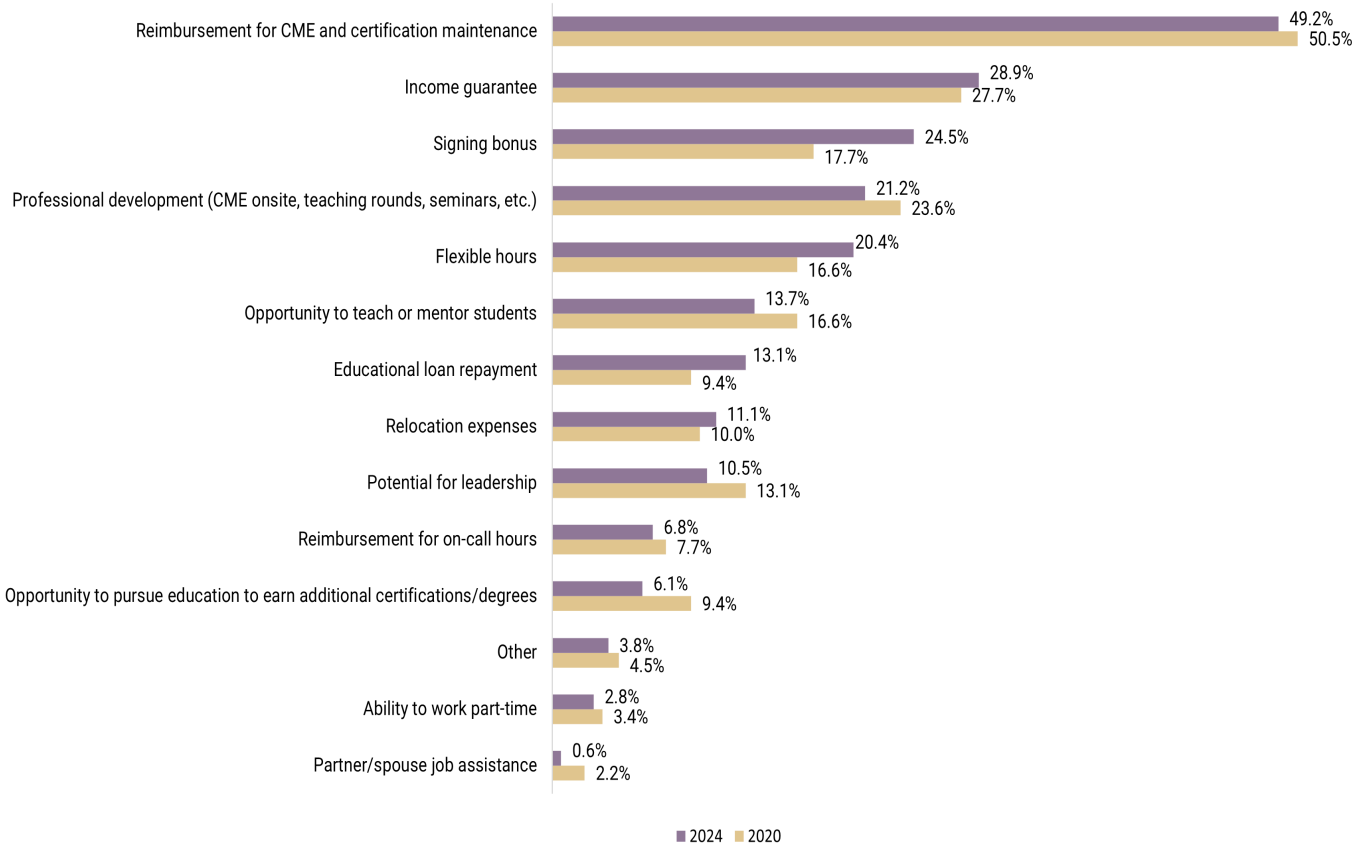
The highest mean salaries for recently certified PAs were in surgical subspecialties, pediatric subspecialties, internal medicine subspecialties, and radiology-interventional.

Employment Incentives

RECENTLY CERTIFIED PAs WHO ACCEPTED A CLINICAL POSITION

68.1% of recently certified PAs who accepted a position indicated they were offered employment incentives in 2024. In 2020, **59.8%** were offered incentives.

Employment Incentives Offered to Recently Certified PAs



Respondents were able to choose more than one incentive.

"Other" incentives include annual bonuses, board certification bonus, 401K, ability to work in different units, insurance, phone bill coverage, productivity bonus, and union pension benefits.

For both 2024 and 2020, when asked to rank order the top incentives that had most influenced their decisions to accept their position, the incentives most frequently selected:

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

This differs from the graph above due to some incentives that were chosen, but not ranked in the top three.

Recently Certified PAs Who Searched for but Have Not Accepted a Clinical Position or Who Have Not Searched Yet

Challenges

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION

48.9% of recently certified PAs who have searched for but not accepted a position indicated experiencing challenges. In 2020, **73.1%** indicated experiencing challenges. The following table presents the challenges that PAs reported experiencing.

Challenges Faced by Recently Certified PAs Who Have Not Accepted a Position and Are Currently Searching for a Position

Challenges	2024 Percent	Percent Change* 2020-2024
Lack of clinical PA opportunities for recent graduates	36.8%	-27.7%
Lack of clinical PA opportunities in preferred specialty	19.0%	-4.3%
Lack of clinical PA opportunities in geographic area preferred	15.8%	-11.7%
Lack of clinical PA opportunities in practice setting preferred	14.4%	-6.2%
Abundance of PA graduates competing for same position	12.9%	-11.2%
Inadequate salary and/or compensation	8.8%	4.0%
Lack of clinical PA employment opportunities	5.6%	-23.9%
Lack of positions that meet obligations for employment (i.e., NHSC)	2.9%	1.1%
Lack of opportunities for spouse/partner	0.7%	-0.2%

Note: PAs could choose multiple challenges.

*Percent change reflects proportional change from 2020 to 2024.

51.1% who have searched for but have not accepted a position, indicated they have not experienced challenges when searching for a job.

Reasons recently certified PAs did not search for nor accept a position:

74.9% of recently certified PAs who have not searched for nor accepted a position said they decided to take time off before they began their PA career. **23.8%** cited "other" and listed reasons including military obligation, relocating to different area, and family considerations**.** **1.3%** decided to work in a non-PA position, however they may search for a PA position in the future.

Reasons PAs Did Not Accept a Position Offered

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION

Reasons Recently Certified PAs Did Not Accept a Position

Reasons Cited	2024 Percent	Percent Change* 2020-2024
Not in preferred area of practice	14.2%	8.7%
Insufficient compensation	8.1%	5.2%
Other reason	5.1%	2.6%
Insufficient benefits	4.4%	2.3%
Did not feel like it was a good personal match with potential supervisor	4.0%	1.6%
PA to assume too much responsibility for their level of experience	3.5%	2.4%
Insufficient supervision onsite	3.3%	2.1%
Insufficient learning for continued professional growth	2.4%	1.3%
Would not allow PA to sufficiently utilize the competencies gained from education	2.0%	1.0%
Too much on-call time	1.3%	0.6%

Note: PAs could choose multiple reasons.

*Percent change reflects proportional change from 2020 to 2024.

"Other reasons" include not in a location my family wanted, commute too far, did not want to work in multiple locations, credentialing process too long, unclear job expectations, employer wanted to start too soon.

28.2% of recently certified PAs who have searched for but not yet accepted a position indicated they have turned down at least one offer.

Preferred Clinical Position Location

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Location of Position Preferred by Recently Certified PAs Who Have Not Accepted a Position

Geographical Location	2024 Percent	Percent Change* 2020-2024
Area where grew up	44.6%	-0.6%
Area lived in prior to attending PA program	32.5%	-5.8%
Area where want to live	32.3%	-3.6%
Area where PA program located	29.5%	-6.1%
Urban medically underserved area	13.6%	-1.4%
Rural area	10.5%	-2.7%
Other area	4.8%	-1.4%

Note: PAs were able to choose more than one location.

*Percent change reflects proportional change from 2020 to 2024.

"Other" responses include close to family/spouse, an area near military obligation, an urban area.

"Area where grew up" has been the top location preferred by PAs who have not yet accepted a position since NCCPA began gathering this data in 2013.

Close to one-third (32.5%) indicated they would prefer an area where they lived prior to beginning their PA program.

Preferred Number of Work Hours Per Week

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Hours Expected to Work Per Week by Recently Certified PAs

Preferred Work Hours per Week	2024 Percent	Percent Change* 2020-2024
1-10 hours	0.7%	0.5%
11-20 hours	0.4%	0.1%
21-30 hours	1.7%	0.7%
31-40 hours	81.7%	17.6%
41-50 hours	14.7%	-18.1%
More than 50 hours	0.8%	-0.8%

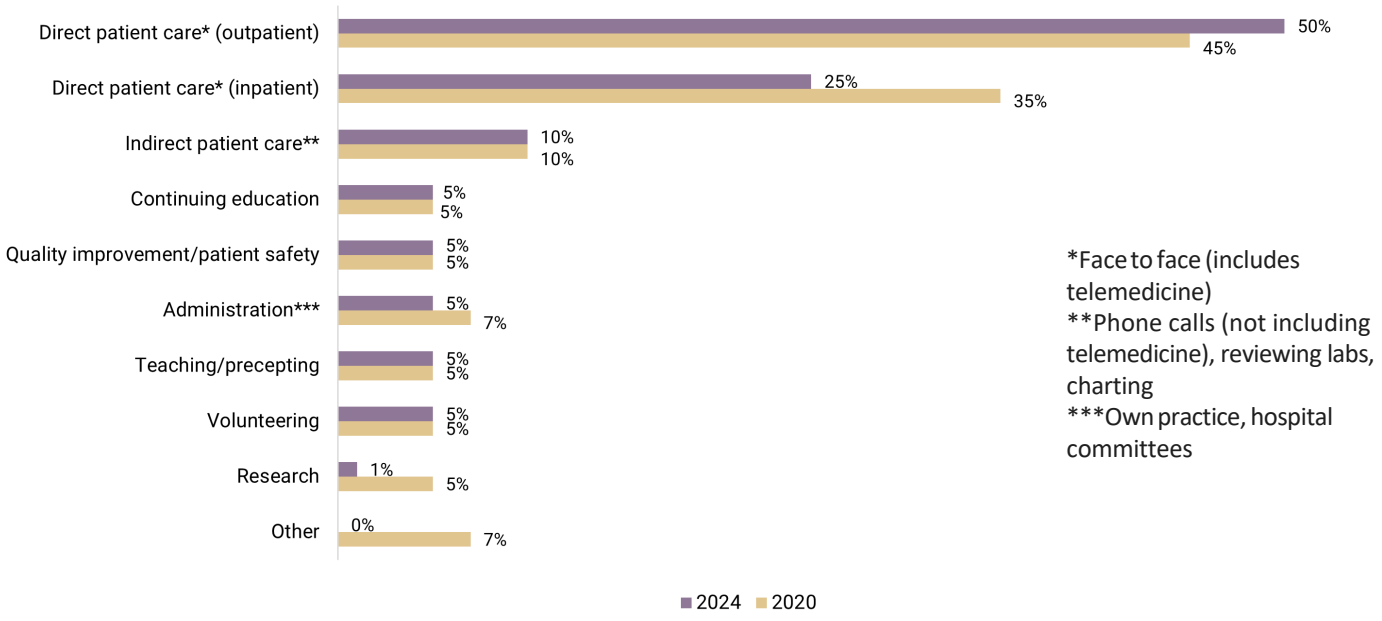
Note: 15.5% of recently certified PAs who have not accepted a position prefer to work more than 40 hours per week when they do have a position. Of those who accepted a position, 30.2% expect to work more than 40 hours per week.

*Percent change reflects proportional change from 2020 to 2024.

Preferred Time Spent in Work Activities

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Median Proportion of Time Recently Certified PAs Prefer to Spend in the Following Activities



Preferred Practice Setting

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Preferred Practice Setting of Recently Certified PAs

Practice Setting	2024 Percent	Percent Change** 2020-2024
Hospital	40.2%	-3.4
Office-based private practice	35.7%	4.7%
Urgent care	2.9%	-0.9%
Community health center	3.4%	1.3%
Ambulatory surgical center	1.9%	-0.4%
Rural health clinic	1.3%	-0.1%
Other	1.1%	0.5%
Veterans Affairs (federal government)	1.0%	-0.2%
Behavioral/mental health facility	0.4%	-0.1%
U.S. Military (federal government)	0.4%	-0.1%
Public or community health clinic (non-federally qualified)	0.3%	-0.3%
Indian health service (federal government)	0.2%	-0.1%
Locum tenens	0.2%	NA
Public Health Service (federal government)	0.2%	0.1%
Bureau of Prisons (federal government)	0.2%	0.2%
Free clinic	0.1%	0.0%
School-based or college-based health center or school clinic	0.1%	0.0%
Department of Defense (federal government)	0.1%	-0.1%
Hospice	0.1%	0.0%
Rehabilitation facility	<0.1%	0.0%
Extended care facility/Nursing home	0.0%	-0.1%
Home health care agency	0.0%	-0.1%
Department of State (federal government)	0.0%	0.0%
Occupational health setting	0.0%	<-0.1%
Retail clinic	0.0%	<-0.1%
Undecided/No preference	10.3%	-1.0%
TOTAL	100.0%	NA

NA: Practice setting first appeared on the Profile in 2023.

**Percent change reflects proportional change from 2020 to 2024.

Hospital setting has been the most preferred setting desired among recently certified PAs who have not yet started a job. 50.6% of recently certified PAs who accepted a position, work in a hospital setting.

Preferred Practice Area

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Preferred Practice Area of Recently Certified PAs

Area of Practice	2024 Percent	Percent Change** 2020-2024
Addiction medicine	0.2%	0.0%
Adolescent medicine	0.2%	0.1%
Anesthesiology	0.0%	-0.1%
Critical care medicine	2.8%	-0.4%
Dermatology	9.2%	4.3%
Emergency medicine	12.9%	-5.4%
Family medicine/general practice	16.6%	-1.1%
Gynecology	0.9%	0.5%
Hospice and palliative medicine	0.4%	0.3%
Hospital medicine	3.0%	-2.0%
Internal medicine – general practice	3.5%	-0.9%
Internal medicine – subspecialties	6.8%	1.1%
Neurology	0.5%	0.1%
Obstetrics and gynecology	3.7%	0.8%
Occupational medicine	0.1%	<0.1%
Ophthalmology	0.1%	<0.1%
Otolaryngology	0.7%	0.3%
Pain medicine	0.1%	-0.1%
Pathology	0.0%	0.0%
Pediatrics – general practice	3.7%	0.4%
Pediatrics – subspecialties	2.3%	-0.1%
Physical medicine/rehabilitation	0.2%	0.1%
Preventive medicine/public health	0.1%	0.0%
Psychiatry	1.7%	0.3%
Radiation oncology	0.1%	<0.1%
Radiology	0.1%	-0.1%
Radiology – interventional	0.7%	NA
Surgery – general	3.6%	-0.8%
Surgery – subspecialties	14.5%	1.0%
Urology	0.2%	0.0%
Other	2.7%	1.0%
No Preference	8.4%	-0.2%
TOTAL	100.0%	NA

23.8% of recently certified PAs who have not accepted nor are seeking a position yet would prefer to work in primary care (family medicine/general practice, general internal medicine, general pediatrics). This is a decrease from 2020, when 25.4% preferred a position in primary care.

Dermatology and internal medicine-subspecialties had the greatest percent increase in recently certified PAs, who prefer working in these specialties when they do accept a position.

NA: Practice is first included on the Profile in 2023.

**Percent change reflects proportional change from 2020 to 2024.

Desired Salary

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Minimum Starting Salary Range Desired by Recently Certified PAs

Starting Salary Range	2024 Percent	Percent Change* 2020-2024
Less than or equal to $40,000	0.0%	<-0.1%
$40,001 - $50,000	0.0%	-0.1%
$50,001 - $60,000	0.1%	-0.1%
$60,001 - $70,000	0.2%	-0.3%
$70,001 - $80,000	0.4%	-3.9%
$80,001 - $90,000	2.7%	-22.0%
$90,001 - $100,000	13.3%	-28.3%
$100,001 - $110,000	34.7%	14.0%
$110,001 - $120,000	22.7%	17.7%
$120,001 - $130,000	15.9%	13.6%
$130,001 - $140,000	6.9%	6.5%
More than $140,000	3.2%	3.0%
TOTAL	**100.0%**	**NA**

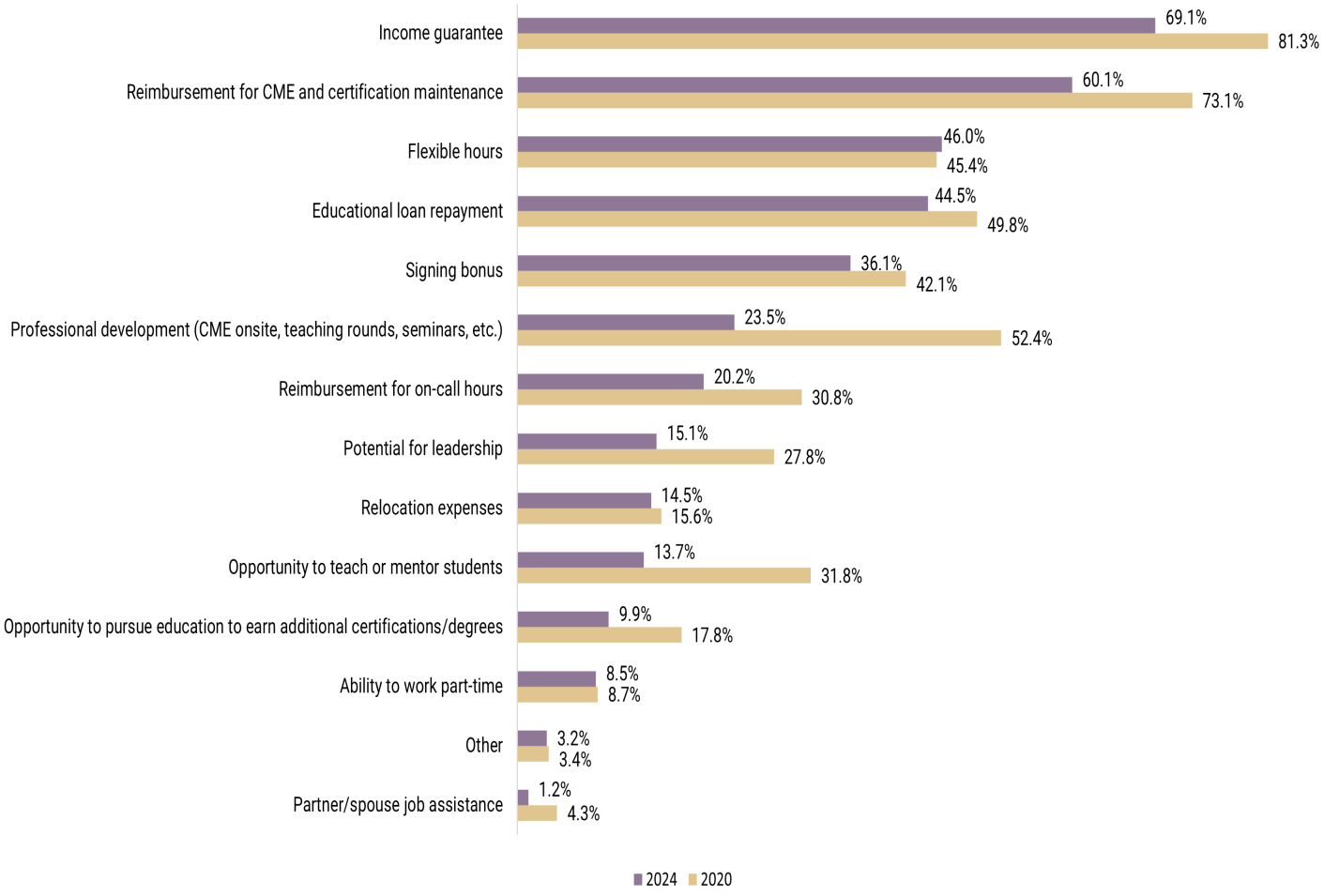
*Percent change reflects proportional change from 2020 to 2024.

83.4% of recently certified PAs who have not accepted or are seeking a position yet indicated that the minimum salary they would accept for their first position would be over $100,000 per year. For recently certified PAs who have accepted a position, 80.1% are earning over $100,000 per year.

Employment Incentives Desired

RECENTLY CERTIFIED PAs WHO HAVE SEARCHED FOR BUT NOT ACCEPTED A POSITION OR NOT YET SEEKING A POSITION

Employment Incentives Desired by Recently Certified PAs



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

"Other" responses include: insurance benefits, malpractice insurance paid by employer, participates in NHSC, no on-call requirement, and on the job training.

When asked to rank the top incentives when looking for their first clinical position, the incentives that recently certified PAs ranked number on most often were:

1. **Income guarantee**
2. **Educational loan repayment**
3. **Flexible hours**

This differs from the graph above due to some incentives that were chosen, but not ranked in the top three.

PAs Employed in a PA Educational Program

PAs Employed in a PA Educational Program and Role

The next several pages pertain to PAs who indicated they are employed in a PA educational program. As of July 2025, there were **318** accredited PA educational programs. Other healthcare professionals are often employed in various roles within PA programs. These data only include PAs who indicated they are employed in a PA program.

Employed in a PA Educational Program

Employed in a PA Program	2024 Percent
Yes	3.8%
No	96.2%

Current Role in a PA Educational Program

Role	2024 Percent
Adjunct faculty	37.3%
Admissions director/chair/coordinator	2.8%
Assistant/associate director/chair	3.3%
Associate or assistant dean	0.4%
Clinical faculty	17.4%
Clinical site coordinator	3.6%
Data specialist	0.5%
Dean	0.5%
Department chair	1.8%
Didactic faculty	26.1%
Director of clinical education/clinical coordinator	5.6%
Director of didactic education/didactic coordinator	4.4%
Guest lecturer	13.4%
Program director	7.1%
Simulation specialist	1.8%
Researcher/research coordinator	1.5%
Other*	10.9%

Note: PAs could select multiple roles.
*Other responses include: academic coordinator, advisory board member/chair, community faculty, and preceptor.

PAs Employed in PA Program and Practicing Clinically

PAs Employed in a PA Program and Practicing Clinically

Clinically Employed	2024 Percent
Yes	80.8%
No	19.2%

Top 10 Practice Areas for PAs Employed in a PA Program and Practicing Clinically

Practice Area	2024 Percent
Emergency medicine	18.9%
Family medicine/general practice	14.9%
Surgical - subspecialties	12.6%
Other	9.8%
Internal medicine - subspecialties	9.6%
Hospital medicine	4.9%
Internal medicine - general	4.1%
Critical care medicine	3.3%
General surgery	3.1%
Psychiatry	3.1%

Current Academic Rank of PAs Employed in a PA Educational Program

Academic Rank	2024 Percent
Assistant professor	26.0%
Associate professor	14.7%
Clinical assistant professor	6.1%
Clinical associate professor	3.1%
Instructor	14.3%
Lecturer	11.5%
Professor	5.5%
Other	11.9%
Not applicable	7.0%
TOTAL	**100.0%**

Hours Working in PA Educational Program

Hours Worked per Week in Educational Position

Hours Worked in Educational Position	2024 Percent
Less than 10	41.5%
10-19	7.2%
20-29	5.4%
30-39	12.8%
40 or more	33.2%

Mean	Median
22.1	20

Years in PA Education

Years in Current PA Program

Number of Years	2024 Percent
Less than 5	60.8%
5-9	23.3%
10-14	8.3%
15-19	4.3%
20-24	1.7%
25-29	0.9%
30 or more	0.7%

Number of Programs Employed in During Career

Number of Programs	2024 Percent
1	71.3%
2-3	25.0%
4-5	2.8%
6 or more	0.9%

Satisfaction with Present PA Educational Position

Satisfaction with Present Job in a PA Educational Program

Satisfaction	2024 Percent
Completely satisfied	23.7%
Mostly satisfied	48.5%
Somewhat satisfied	15.0%
Neither satisfied nor dissatisfied	5.6%
Somewhat dissatisfied	3.2%
Mostly dissatisfied	2.3%
Completely dissatisfied	1.0%

Reason Leaving PA Educational Program Position

7.1% of PAs working in a PA educational program indicated they intend to leave the program in the next 12 months.

Reasons Influencing PAs Planning to Leave Their Principal Educational Program Position

Reason selected as "very important"	2024 Percent
Insufficient wages given the workload and responsibilities involved	38.6%
Feelings of professional burnout	31.0%
Work responsibilities would interfere with my ability to care for my family	21.4%
Plan to retire	21.4%
Would like to pursue a faculty position at another PA program	15.5%
Work is not professionally challenging or satisfying	15.5%
Other	14.9%
Would like to pursue a leadership position in academia outside of PA education	13.5%
Would like to return to full-time clinical practice	12.4%
Relocating to another geographic area	9.9%
Want to pursue a doctorate degree	6.5%
Would like to pursue an administrative leadership position in PA education	8.2%
Desire a position outside of health care	7.9%
Desire a non-clinical health related position	7.9%
Want to pursue additional education	6.2%
Want to pursue other education or degree in a non-health related field	3.1%
My health does not allow me to continue working	1.7%
Want to pursue a master's degree	1.4%
Want to pursue other education or degree in health related field	1.4%

Percent of PAs who work in a PA educational program and indicated they plan to leave their principal educational program position in the next 12 months.

PAs could choose multiple factors.

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 board certified PAs. To facilitate research collaborations, NCCPA has developed Policies for the Review of Requests for Data and External Research Collaboration and guidelines that describe the process external researchers must follow for submitting requests for data and how those requests will be reviewed. The policies and guidelines are provided on NCCPA's website at **https://www.nccpa.net/resources/nccpa-research**.

This *Statistical Profile of Recently Board Certified Physician Assistants* will be updated and published annually. In addition, NCCPA provides other reports that are currently available. Those reports include:

- Statistical Profile of Board Certified PAs
- Statistical Profile of Board Certified PAs by Specialty
- Statistical Profile of Board Certified PAs by State

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Appendix

Type of Clinical Practice Area

PAs who Indicated they Chose Their Practice Area Due to Their Level of Educational Debt

Practice Area of PAs who Accepted a Job	2024 Percent
Primary care	31.3%
Specialty care	60.0%
Other	8.7%

In 2024, 23.4% of recently certified PAs who accepted a position indicated that educational debt influenced their decision to seek a primary care or non-primary care position.

PAs who Indicated they Will Chose Their Practice Area Due to Their Level of Educational Debt

Practice Area of PAs who Have Not Accepted a Job	2024 Percent
Primary care	24.8%
Specialty care	68.6%
Other	6.6%

In 2024, 36.0% of recently certified PAs who had not yet accepted a position indicated that educational debt will influence their decision to seek a primary care or non-primary care position.