PHYSICIANS ASSISTANT
Scot Burroughs DMSc, MPAS, PA-C

1 CURRENT ONBOARD
2,693
Onboard Employees as of June 2022
3.4%
Average Growth Rate over the last 5 years

5-Year Onboard Growth

2 TURNOVER
6.9% in FY 2021
with a vacancy rate of 16.6% in June 2022

Why is There a Shortage?
Primary Cause: Retention
Primary Driver: Competition from other health care Systems/Employers, High Staff Turnover

VHA Overall
2-Year 5-Year
77.0% 62.5%

Physician
2-Year 5-Year
75.0% 64.0%

New Hire Retention Rates in 0603 Series

2,341 2,432 2,551 2,597 2,693
Total

3 DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Average Age</th>
<th>Veteran</th>
<th>Non-Targeted Disability</th>
<th>Targeted Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td>48</td>
<td>22.4%</td>
<td>6.1%</td>
<td>0.8%</td>
</tr>
</tbody>
</table>

Male
22.1%
Female
39.5%
Minority VHA
60.5%
Minority RCLF

4 EXIT SURVEY
FY 2020–21 Reasons for Leaving Themes

Work Itself: 55.1%
Treatment/Relationships: 42.1%
Opportunity: 31.8%
Personal Reasons: 30.8%
Pay/Benefits: 26.2%
Unethical Treatment: 9.3%

5 ALL EMPLOYEE SURVEY

Reasonable Workload
3.7 on a scale of 1-5
3.7 Rating for VHA

Overall Satisfaction
4.0 on a scale of 1-5
3.9 Rating for VHA

Best Places to Work
71.0 on a scale of 1-100
70.0 Rating for VHA