A Glimpse into the Aging PA Workforce

A Report from the AAPA PA Practice Survey

January 18, 2019

Contents

Methodology

Data were collected at AAPA 2018 in a survey available to all participants. A subsequent survey was sent in June 2018 to 3,000 PA students and 6,000 PAs. A total of 1,471 PAs responded to the survey. The overall margin of error is +/- 2.54% at the 95% confidence level. Response rates and margins of error vary by section and breakout.

Data contained within this report represent PAs. In the section of this report entitled Retirement, PAs who are retired were included.

Measures

Only data based on 5 or more respondents are included.

On the tables that follow:
"Median" is the 50th percentile; i.e., 50 percent of responses are above the median and 50 percent are below the median.
 "N" refers to the number of respondents and is generally the first column in the data tables.
"%" refers to the percent of respondents who provided a given response.

Notes about the Data

The results of this survey are not intended for public release without prior approval from AAPA Research.

Executive Summary

More than one in every seven PAs in the United States are age 55 or older and approaching retirement, with a majority of PAs predicting they will retire by age 65. As more PAs approach retirement, it is important to understand the similarities and differences between older PAs approaching retirement (55 or older) and younger PAs (under 55). Knowledge of potential skills gaps as well as where healthcare worker shortages may arise will allow heatlh services researchers better understand the future of the profession.

PAs are retiring earlier than expected. The median age of actual retirement was 61; comparatively, the median age of expected retirement was 65 (Table 1).

Where PAs Are Working
Overall, the most frequently practiced specialty area was primary care (27%), with younger PAs in the surgical specialties (Table 6). PAs under 55 were also more frequently found working in a hospital than older PAs (37% vs 29%) (Table 7), which should not be surprising as they were also more likely to be in surgery. In general, the majority of PAs either had zero or one hospital where they had privileges (70%). PAs approaching retirement more frequently reported not having privileges at any hospitals (41% vs 30%) (Table 11). Older PAs more frequently indicated that they had full voting privileges, rights, and representation on the medical executive committee than younger PAs (7% vs 27%) (Table 12).

PAs Approaching Retirement
Less Commonly
Found in Surgical Subspecialties

27%	18%
Under 55	Over 55

As more PAs retire, younger PAs will need to fill leadership roles.

Leadership
Over, just over half of all PAs (52%) are in a formal or informal leadership role; 64% of PAs nearing retirement are inleadership roles. As long as there are opportunities for PAs to take on leadership roles, younger PAs seem ready to rise to the challenge. Currently, 49% of younger PAs are in leadership, and 48% of those not in leadership are interested. (Table 24). The most often cited reason for lack of interest in both age groups was a desire to maintain work-life balance. This was particularly true for those under 55 (74% vs 46%) (Table 25). Mentoring and education may show those PAs concerned about work-life balance that taking on more leadership may not erode their existing work-life balance and may bring unforeseen benefits.

Utilization
As a whole, most PAs feel that they are being utilized at the top of their education and experience (71%); however, those approaching retirement are more likely to feel this way than those under 55 (79% vs 69%) (Table 20). Although the majority of PAs had their own patient schedule (51%), those approaching retirement less frequently reported having a shared patient schedule with a physician than PAs under 55 (10% vs 20%) (Table 13). Similarly, those under 55 more frequently indicated their collaborating

20% of PAs under 55
10% of PAs over 55

Share a patient schedule with a physician

physician sees most of their patients (18% vs 12%) whereas those over 55 more frequently indicated their collaborating physician only sees their patients when asked (60% vs 50%) (Table 17). Reasons for this may be related to the specialties different PAs practice, their experience bringing greater practice autonomy and utilization, and where the PAs has chosen to practice.
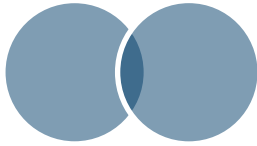
There were no differences across age groups in the median number of patients seen per day or per week. The overall median patients seen per day was 15 and per week was 60 (Table 14). Additionally, there were no differences in capacity to see patients, with 65% at full capacity or overextended (Table 15). Fortunately, most PAs indicated that they received support (5%), most frequently from medical assistants, registered nurses, and registration clerks (Table 19).

Regardless of age group, PAs are at full capacity or overextended.

Confidence in Retirement

PAs approaching retirement were significantly more confident in when they would retire than those under 55 (30% vs 20% extremely confident) (Table 2). Similarly, those approaching retirement were more confident in their preparation for retirement than those under 55 (36% vs 21% extremely confident) (Table 4). The Employee Benefit Research Institute (EBRI) found that 64% of workers were somewhat or very confident in their financial outlook for retirement.[1] Despite PAs appearing less confident, it may be that the average worker is *over*confident, as the EBRI research director Jack VanDerhei, pointed out.

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[1] Harris D. Retirement confidence is up, but there's a catch. Forbes website. https://www.forbes.com/sites/nextavenue/2018/04/24/retirement-confidence-is-up-but-theres-a-catch/#12ecf275307d. Accessed January 14, 2019.

Data Tables

Retirement Intentions

Table 1. Age PA Plans to Retire: Summary Statistics

Retirement Age	N	10th Percentile	25th Percentile	Median 50th Percentile	75th Percentile	90th Percentile
Age retired	6	56	58	61	65	65
Age plan to retire	1,113	60	62	65	67	70

Questions: "At what age did you retire? and "At what age do you plan to retire?"

Table 2. Confidence in Retirement Age

	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
Confidence	N	%	N	%	N	%	p
1 – Not at all confident	57	5.2	44	5.0	13	5.9	
2	89	8.1	77	8.8	12	5.5	
3	339	31.0	287	32.8	52	23.7	**
4	369	33.7	293	33.5	76	34.7	
5 - Extremely confident	240	21.9	174	19.9	66	30.1	**
Total	1,094	100.0	875	100.0	219	100.0	

Question: "How confident are you that you will retire at [piped response]?"

Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:

* p<.05 level ** p<.01 level.

Table 3. Confidence in Retirement Age: Summary Statistics

Confidence	Current Age									Difference in age groups
	Total			Under 55			55 or Older			*p*
	N	Mean	Median	N	Mean	Median	N	Mean	Median	Mean
Confidence in ability to retire	1,094	3.6	4.0	875	3.5**	4.0	219	3.8	4.0	**

Question: "How confident are you that you will retire at [piped response]?"
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Figure 1. Confidence in Retirement Age

Figure 1. Confidence in Retirement Age
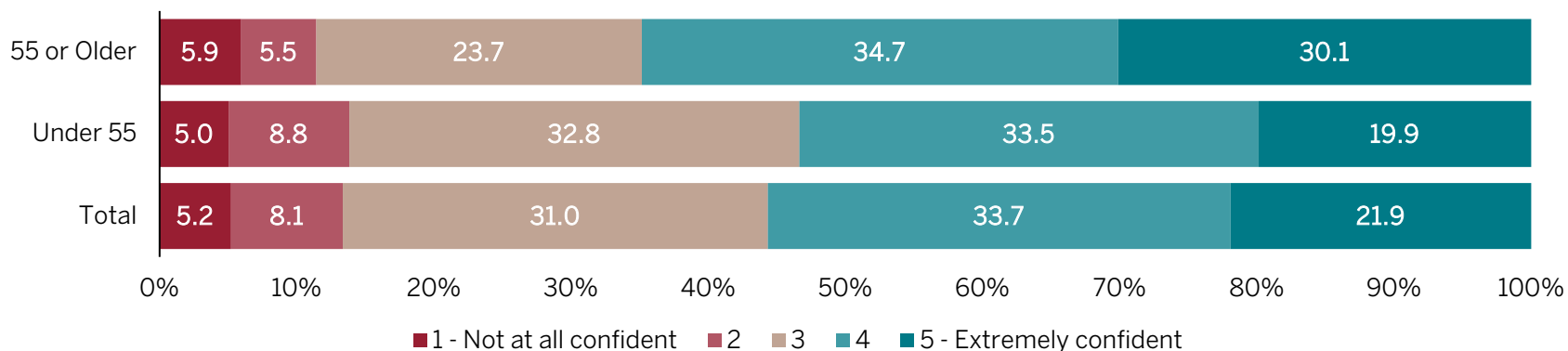
Table 4. PAs Confidence in Retirement Preparation

Confidence	Current Age						Difference in age groups
	Total		Under 55		55 or Older		*p*
	N	%	N	%	N	%	
1 - Not at all confident	63	5.8	52	5.9	11	5.0	
2	103	9.4	82	9.4	21	9.5	
3	301	27.5	255	29.2	46	20.9	*
4	362	33.1	298	34.1	64	29.1	
5 - Extremely confident	265	24.2	187	21.4	78	35.5	**
Total	1,094	100.0	874	100.0	220	100.0	

Question: "How confident are you that you will be prepared to retire at [piped response]?"
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 5. PAs Confidence in Retirement Preparation: Summary Statistics

Confidence	Current Age									Difference in age groups
	Total			Under 55			55 or Older			*p*
	N	Mean	Median	N	Mean	Median	N	Mean	Median	Mean
How confident are you that you will be adequately prepared to retire at ideal age?	1,094	3.6	4.0	874	3.6	4.0	220	3.8	4.0	**

Question: "How confident are you that you will be prepared to retire at [piped response]?"
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Figure 2. Confidence Prepared for Intended Retirement Age

Group	1 - Not at all confident	2	3	4	5 - Extremely confident
55 or Older	5.0	9.5	20.9	29.1	35.5
Under 55	5.9	9.4	29.2	34.1	21.4
Total	5.8	9.4	27.5	33.1	24.2

■ 1 - Not at all confident ■ 2 ■ 3 ■ 4 ■ 5 - Extremely confident

Clinical Practice

Table 6. Primary Specialty

Specialty	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Primary care	307	27.3	240	26.3	67	31.3	
Internal medicine subspecialties	132	11.7	109	12.0	23	10.7	
Pediatric subspecialties	18	1.6	16	1.8	<5	--	
Surgical subspecialties	286	25.4	248	27.2	38	17.8	**
Emergency medicine	91	8.1	70	7.7	21	9.8	
All other specialties	288	25.6	227	24.9	61	28.5	
No medical specialty	<5	--	<5	--	<5	--	
Total	1,126	100	912	100	212	100	

Question: "Please indicate your primary specialty as a PA. Your primary specialty is the specialty you practice most as a PA."

-- Data cells with fewer than 5 respondents are left blank.

Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:

* $p<.05$ level ** $p<.01$ level.

Table 7. Primary Employer

Primary Employer	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Self-employed or an independent contractor	24	2.1	8	0.9	16	7.0	**
Hospital (including academic medical center)	410	35.0	343	36.5	67	29.3	*
Physician practice: Multispecialty group	158	13.5	134	14.2	24	10.5	
Physician practice: Single specialty group	233	19.9	192	20.4	41	17.9	
Physician practice: Solo practice	53	4.5	42	4.5	11	4.8	
Government	50	4.3	35	3.7	15	6.6	
Federally Qualified Health Center	49	4.2	45	4.8	<5	--	*
Certified Rural Health Clinic	17	1.5	11	1.2	6	2.6	
Community Health Clinic	9	0.8	7	0.7	<5	--	
HMO	14	1.2	13	1.4	<5	--	
College or university	72	6.2	51	5.4	21	9.2	*
Hospice	<5	--	<5	--	<5	--	
Medical staffing agency	8	0.7	<5	--	5	2.2	**
Pharmaceutical industry	<5	--	<5	--	<5	--	
Consulting firm	<5	--	<5	--	<5	--	
Research Organization	<5	--	<5	--	<5	--	
Medical device manufacturer	<5	--	<5	--	<5	--	
Convenient care (including retail clinics)	13	1.1	11	1.2	<5	--	
Other healthcare related corporation	20	1.7	17	1.8	<5	--	
Non-healthcare related corporation	<5	--	<5	--	<5	--	
Other	31	2.6	24	2.6	7	3.1	
I prefer not to answer	5	0.4	<5	--	<5	--	*
Total	1,170	100.0	941	100.0	229	100.0	

Question: "Please indicate your primary employer type."
-- Data cells with fewer than 5 respondents are left blank.
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
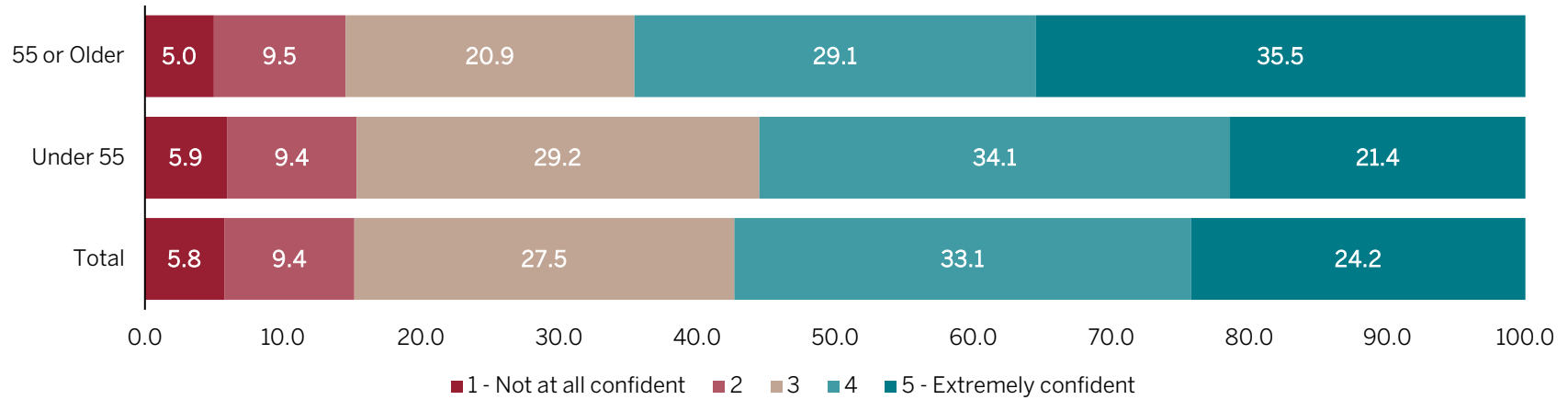* p<.05 level ** p<.01 level.

Table 8. Primary Work Setting

Primary Work Setting	Total N	Total %	Under 55 N	Under 55 %	55 or Older N	55 or Older %	Difference in age groups p
Outpatient clinic or physician office	603	51.5	496	52.7	107	46.7	
Hospital	368	31.5	307	32.6	61	26.6	
Urgent care center	62	5.3	48	5.1	14	6.1	
Convenient care clinic (retail)	5	0.4	5	0.5	<5	--	
School/college/university health clinic	33	2.8	23	2.4	10	4.4	
Ambulatory surgical center	5	0.4	<5	--	<5	--	
Rehabilitation facility	7	0.6	5	0.5	<5	--	
Extended care facility/nursing home	8	0.7	<5	--	<5	--	*
Occupational medicine/work site	9	0.8	5	0.5	<5	--	
Correctional facility	<5	--	<5	--	<5	--	*
Home health care agency	<5	--	<5	--	<5	--	
Telehealth	<5	--	<5	--	<5	--	
Community health center	<5	--	<5	--	<5	--	
Rural health clinic	<5	--	<5	--	<5	--	
Behavioral/mental health facility	<5	--	<5	--	<5	--	
Hospice	<5	--	<5	--	<5	--	
Other	58	5.0	40	4.3	18	7.9	*
I prefer not to answer	9	0.8	<5	*	6	2.6	**
Total	1,170	100	941	100	229	100	

Question: "Please indicate your primary setting in which you practice as a PA for your employer."
-- Data cells with fewer than 5 respondents are left blank.
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 9. Hospital Type

Hospital Type	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Academic medical center	187	45.8	157	46.0	30	44.8	
Community hospital: Nongovernment non-profit	166	40.7	140	41.1	26	38.8	
Community hospital: Investor-owned for-profit	14	3.4	13	3.8	<5	--	
Community hospital: State or local government	14	3.4	8	2.3	6	9.0	*
Federal hospital (VA)	<5	--	<5	--	<5	--	
Federal hospital (non-VA)	<5	--	<5	--	<5	--	
Psychiatric hospital	5	1.2	<5	--	<5	--	
Critical access hospital	10	2.5	7	2.1	<5	--	
Rehabilitation hospital	<5	--	<5	--	<5	--	
Other	<5	--	<5	--	<5	--	
Total	408	100.0	341	100.0	67	100.0	

Question: "You indicated that your primary employer is a hospital. Please indicate the type of hospital you work for."
-- Data cells with fewer than 5 respondents are left blank.
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 10. Hospital Department

Hospital Department	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Emergency department	84	22.8	68	22.1	16	26.2	
Inpatient unit (not ICU/CCU)	133	36.1	117	38.1	16	26.2	
Intensive care/critical care unit	44	12.0	35	11.4	9	14.8	
Operating room	69	18.8	60	19.5	9	14.8	
Outpatient unit	23	6.3	19	6.2	<5	--	
Critical access hospital	<5	--	<5	--	<5	--	
Other unit not specified	14	3.8	8	2.6	6	9.8	**
Total	368	100.0	307	100.0	61	100.0	

Question: "Which unit of the hospital do you spend the most time working within?"
-- Data cells with fewer than 5 respondents are left blank.
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 11. Number of Hospitals Where PAs Have Privileges

Number of Hospitals	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
0	352	32.4	266	30.3	86	41.3	**
1	405	37.3	337	38.4	68	32.7	
2	166	15.3	144	16.4	22	10.6	*
3	78	7.2	63	7.2	15	7.2	
4	36	3.3	32	3.6	<5	--	
5 or more	48	4.4	35	4.0	13	6.3	
Total	1,085	100	877	100	204	100	

Question: "How many hospitals do you have privileges at?" Note: this question was only shown to PAs who are clinically practicing."
-- Data cells with fewer than 5 respondents are left blank.

Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Figure 3. Number of Hospitals Where PAs Have Privileges
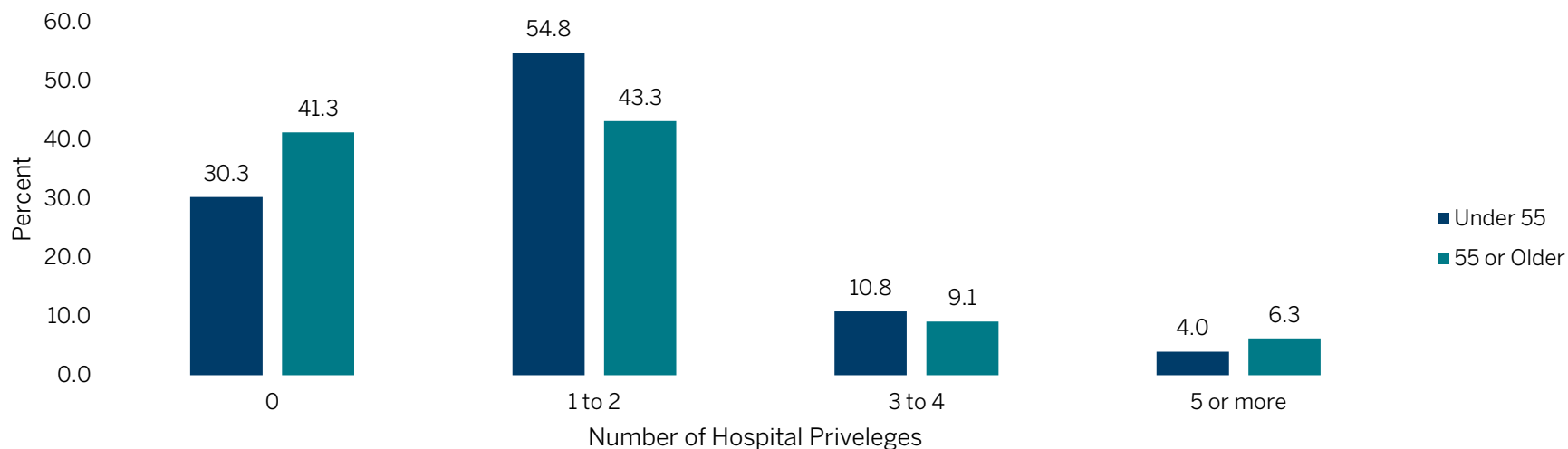
Table 12. Are You a Full Member of the Medical Staff with Full Voting Privileges, Rights, and Representation on the Medical Executive Committee?

Full Member of the Medical Staff	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Yes	<5	--	<5	--	<5	--	
No	231	23.5	220	27.1	11	6.5	*
I do not know	496	50.6	382	47.0	114	67.9	*
I prefer not to answer	250	25.5	208	25.6	42	25.0	
Total	981	100	813	100.1	168	100	

Question: "Are you a full member of the medical staff with full voting privileges, rights, and representation on the medical executive committee?"
-- Data cells with fewer than 5 respondents are left blank.

Note: Those who responded "Not Applicable" were not included in the table above.
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 13. Patient Schedules of PAs

Patient Schedule	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Own patient schedule	552	51.1	444	50.7	108	52.9	
Shared patient schedule with a physician	193	17.9	173	19.7	20	9.8	**
Shared patient schedule with another NP, APRN, or PA	83	7.7	66	7.5	17	8.3	
Do not have a patient schedule	252	23.3	193	22.0	59	28.9	*
Total	1,080	100.0	876	100.0	204	100.0	

Question: "Which of these statements best describes your schedule or panel of patients?"
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 14. Patients Seen Per Day and Week

Patients Seen	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	Median	N	Median	N	Median	*p*
Patients per day at primary employer	1,086	15.0	883	15.0	203	17.0	
Patients per week at primary employer	1,074	60.0	872	60.0	202	60.0	

Question: In the past 6 months, how many patients did you typically see in a DAY/WEEK?
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 15. Current Capacity to See Patients

Capacity to See Patients	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	*p*
Overextended and overworked	176	17.2	142	17.0	34	18.0	
At full capacity	488	47.6	399	47.7	89	47.1	
Time to see more patients	317	30.9	259	31.0	58	30.7	
I prefer not to answer	44	4.3	36	4.3	8	4.2	
Total	1,025	100.0	836	100.0	189	100.0	

Question: "Describe your current capacity to see patients."
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 16. Types of Patients Seen

Type of Patients	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
New patients	931	87.8	762	88.4	169	85.4	
Established patients: Follow-up	893	84.2	734	85.2	159	80.3	
Established patients: New problems	885	83.5	726	84.2	159	80.3	
Routine annual physicals	438	41.3	350	40.6	88	44.4	
Urgent Visits	841	79.3	681	79.0	160	80.8	
Consultations	597	56.3	492	57.1	105	53.0	
Post-op global visits	412	38.9	354	41.1	58	29.3	**
Pre-op H+Ps	525	49.5	427	49.5	98	49.5	
IME (Independent Medical Exam)	133	12.5	103	11.9	30	15.2	
Procedures	756	71.3	628	72.9	128	64.6	*
Other	190	17.9	167	19.4	23	11.6	*

Question: "Which types of patients do you see in your practice?"
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 17. How Often the Collaborating Physician Sees Patients of PA

Frequency	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
All patients	117	10.9	100	11.4	17	8.5	
Most patients (50% or more)	182	16.9	158	18.1	24	11.9	*
Not unless asked	557	51.8	437	49.9	120	59.7	*
Total	1,076	100.0	875	100.0	201	100.0	

Question: "How often does your collaborating physician see your patients?"
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 18. Percent PA is Billing Under "Incident To"

Percent	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
0% to 25%	588	59.2	471	58.8	117	60.9	
26% to 50%	107	10.8	89	11.1	18	9.4	
51% to 75%	101	10.2	83	10.4	18	9.4	
76% to 100%	197	19.8	158	19.7	39	20.3	
Total	993	100.0	801	100.0	192	100.0	

Question: "What percent are you billing under incident to?"
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 19. Support Staff Provided to PAs, NPs, and APRNs

Support Staff	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
No support is provided	49	4.5	37	4.2	12	5.9	
Medical assistants	782	72.5	647	73.8	135	66.8	*
Registration clerks	530	49.1	425	48.5	105	52.0	
Registered nurses	616	57.1	507	57.8	109	54.0	
Licensed practical nurses	399	37.0	334	38.1	65	32.2	
Scribes	85	7.9	65	7.4	20	9.9	
Techs	351	32.5	279	31.8	72	35.6	
Pharmacists	306	28.4	252	28.7	54	26.7	
Administrative assistants	370	34.3	314	35.8	56	27.7	*
Other	88	8.2	64	7.3	24	11.9	*

Question: "Which staff provide support to NPs/APRNs and/or PAs in your practice? Check all that apply."
Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 20. PA Perception of Employer Utilization of Skills

Utilization	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Minimal utilization (0% to 25% of top of education and experience)	14	1.3	10	1.2	<5	--	
Moderate utilization (26% to 50% of top of education and experience)	48	4.5	40	4.6	8	4.0	
Partial utilization (51% to 75% of top of education and experience)	250	23.4	220	25.3	30	15.0	**
Maximum utilization (76% to 100% of top of education and experience)	757	70.8	599	68.9	158	79.0	**
Total	1,069	100.0	869	100.0	200	100.0	

Question: "What best describes how your employer utilizes you most of the time?"
-- Data cells with fewer than 5 respondents are left blank.

Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 21. Tasks Performed on a Regular and Ongoing Basis

Regular and Ongoing Tasks	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Admissions	376	35.6	315	36.6	61	31.1	
Discharges	380	36.0	330	38.3	50	25.5	**
Write transfer orders	312	29.5	254	29.5	58	29.6	
Obtain history and physical	913	86.4	753	87.5	160	81.6	*
Order and interpret diagnostic testing and therapeutic modalities	966	91.4	792	92.0	174	88.8	
Patient referrals	924	87.4	754	87.6	170	86.7	
Order blood and blood products	638	60.4	527	61.2	111	56.6	
Prescribe non-schedule medications (inpatient or outpatient setting)	952	90.1	782	90.8	170	86.7	
Prescribe schedule (II-V) medications (inpatient or outpatient setting)	841	79.6	689	80.0	152	77.6	
Order conscious sedation	123	11.6	96	11.1	27	13.8	
Minor surgical procedures	603	57.0	481	55.9	122	62.2	
Inpatient Follow-up	346	32.7	300	34.8	46	23.5	**
Inpatient: Consultations	304	28.8	262	30.4	42	21.4	*
Outpatient: New patient encounters	712	67.4	576	66.9	136	69.4	
Outpatient: Established patient encounters	754	71.3	621	72.1	133	67.9	
Outpatient: Post-op patient encounters	430	40.7	363	42.2	67	34.2	*
Assist in operating room	244	23.1	211	24.5	33	16.8	*
None of the above	15	1.4	10	1.2	5	2.6	

Question: "Which of the following tasks do you perform on a regular and ongoing basis in your practice? Check all that apply."
Note: this question was only shown to PAs who are clinically practicing.

Note: When p is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 22. Indirect Patient-Related Activities Performed on a Regular and Ongoing Basis

Indirect Patient-Related Activities	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	*p*
Follow up to patient phone calls	800	76.1	664	77.8	136	69.0	**
Follow up to patient lab values	853	81.2	700	82.0	153	77.7	
Order prescription refills	728	69.3	597	69.9	131	66.5	
Coordination of services (home care, DME, etc)	584	55.6	484	56.7	100	50.8	
Complete prior authorizations	354	33.7	293	34.3	61	31.0	
Complete forms (FMLA, worker's compensation, etc)	584	55.6	485	56.8	99	50.3	
None of the above	79	7.5	57	6.7	22	11.2	*
Other	29	2.8	20	2.3	9	4.6	

Question: "Which of the following services do you provide on a regular basis at your primary employer? Check all that apply."
Note: this question was only shown to PAs who are clinically practicing.

Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:
* p<.05 level ** p<.01 level.

Table 23. Clinical Tasks Performed

Clinical Tasks	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	*p*
Childhood immunizations	930	24.2	763	24.4	167	23.4	
Adolescent immunizations	932	27.9	766	27.7	166	28.9	
Adult immunizations	937	46.1	768	44.9	169	51.5	
Vaccination of persons with high-risk or medical conditions (e g , pregnant women, immunocompromised patients)	926	37.7	763	38.0	163	36.2	
Obesity counseling	974	59.0	799	60.1	175	54.3	
Oral health evaluation	925	26.9	761	24.4	164	38.4	**
Manage patients with cardiovascular disease	961	60.6	785	60.1	176	62.5	
Discuss goals of care or quality of life with chronically ill or terminal patients	954	55.0	780	54.4	174	58.0	
Make home visits	904	4.4	743	3.8	161	7.5	*
Preventative health	966	63.0	792	63.6	174	60.3	

Table 23 (contd). Clinical Tasks Performed

Clinical Tasks	Current Age						Difference in age groups
	Total		Under 55		55 or Older		
	N	%	N	%	N	%	p
Hospital rounds	922	41.1	758	43.1	164	31.7	**
Hospice and palliative care	905	16.7	743	16.4	162	17.9	
Diagnosis, treatment, and management of chronic illnesses	991	81.7	807	82.4	184	78.8	
Conduct physical examinations and obtain medical histories	1,016	95.7	827	96.6	189	91.5	**
Order, perform, and interpret lab tests, X-rays, EKGs, and other diagnostic studies	1,022	96.7	831	97.4	191	93.7	*
Prescribe medications for acute and chronic illnesses	1,022	94.1	832	94.7	190	91.6	
Provide preventive care, including screening and immunizations	966	60.4	789	60.2	177	61.0	
Perform procedures	1,000	82.4	816	83.0	184	79.9	
Counsel and educate patients and families	1,016	95.4	829	96.4	187	90.9	**
Provide care coordination	974	80.2	795	81.4	179	74.9	*
Make referrals	1,008	91.3	823	91.6	185	89.7	
Screen for general mental health and well-being	972	61.5	792	60.6	180	65.6	
Screen for mood disorders other than anxiety and depression	957	43.5	781	41.6	176	51.7	*
Screen for eating disorders	932	30.7	763	28.7	169	39.6	**
Screen for post-traumatic stress disorder (PTSD)	933	29.8	764	28.5	169	35.5	
Screen for severe mental illness	931	36.8	766	36.0	165	40.6	

Question: "Which of the following services do you provide on a regular basis at your primary employer? Check all that apply."

Note: this question was only shown to PAs who are clinically practicing.

Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the:

* p<.05 level ** p<.01 level.

Leadership

Table 24. Involvement and Interest in Leadership (Nested)

Leadership Role		Total		Under 55		55 or Older		Difference in age groups
		N	%	N	%	N	%	p
Yes, I am in a formal leadership role		288	24.3	213	22.4	75	32.3	**
Yes, I am in an informal leadership role		331	28.0	257	27.0	74	31.9	
No	No but Interested	246	43.7	230	47.9	16	19.3	**
	No and Not Interested	317	56.3	250	52.1	67	80.7	**
	No: Total	564	47.7	481	50.6	83	35.8	**
Total		1,183	100.0	951	100.0	232	100.0	

Question: Are you in a leadership role, either formally or informally?
Question: Are you interested in a leadership role as a PA? (Only asked to those not in a leadership role)
Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the: * p<.05 level ** p<.01 level.

Table 25. Reason there is No Interest in Leadership

Reason There is No Interest	Total		Under 55		55 or Older		Difference in age groups
	N	%	N	%	N	%	p
I want to maintain a work-life balance	214	67.7	183	73.5	31	46.3	**
A leadership role may limit my clinical opportunities	7	2.2	7	2.8	<5	--	
The specialty/setting/location I chose means that opportunities for leadership are limited	27	8.5	16	6.4	11	16.4	**
I do not want the extra responsibility	45	14.2	33	13.3	12	17.9	
Other	23	7.3	10	4.0	13	19.4	**
Total	316	100.0	249	100.0	67	100.0	

Question: "What is the primary reason you are not interested in a leadership role?"
-- Data cells with fewer than 5 respondents are left blank.

Note: When *p* is blank, there are no differences between age groups; *indicates a significant difference was found between age groups at the: * p<.05 level ** p<.01 level.

Demographic Information

Table 26. Gender

Gender	N	%
Female	853	69.3
Male	369	30.0
I prefer not to answer	8	0.7
Total	1,230	100.0

Question: "What is your gender?"

Table 27. Race

Race	N	%
American Indian or Alaskan Native	10	0.8
Asian	52	4.2
Black/African American	49	4.0
Native Hawaiian or other Pacific Islander	6	0.5
White	1,010	82.1
Other	29	2.4
Two or more races	30	2.4
I prefer not to answer	44	3.6
Total	1,230	100.0

Question: "Which of the following best describes you?"

Table 28. Ethnicity

Hispanic/Latino	N	Percent (%)
Yes	93	7.6
No	1,101	89.5
I prefer not to answer	36	2.9
Total	1,230	100.0

Question: "Are you of Hispanic/Latino origin?"

Table 29. Age of Respondents

Age	N	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
Age	1,207	29.0	33.0	40.0	52.0	61.0

Question: "What year were you born?"
Note: Age was calculated by subtracting the respondents birth year from 2018 (the year of the survey).

Table 30. Primary Role

Role	N	%
Clinician	1,070	87.0
Educator	99	8.0
Administrator/manager	32	2.6
Researcher	<5	--
Student	<5	--
Volunteer	<5	--
Not currently working	13	1.1
Retired	6	0.5
Other	6	0.5
I prefer not to answer	<5	*
Total	1,230	100.0

Question: "What is your primary role as a PA?"
-- Data cells with fewer than 5 respondents are left blank.

Table 31. Clinically Practicing At Least Part Time

Clinically Practicing	N	%
Yes	1,125	94.9
No	61	5.1
Total	1,186	100.0

Question: "Are you clinically practicing at least some of the time?"

Table 32. State

State	N	%
Alabama	9	0.7
Alaska	<5	--
Arizona	29	2.4
Arkansas	8	0.7
California	70	5.7
Colorado	29	2.4
Connecticut	18	1.5
Delaware	6	0.5
District of Columbia	8	0.7
Florida	55	4.5
Georgia	34	2.8
Hawaii	<5	-
Idaho	7	0.6
Illinois	27	2.2
Indiana	16	1.3
Iowa	11	0.9
Kansas	7	0.6
Kentucky	15	1.2
Louisiana	21	1.7
Maine	11	0.9
Maryland	36	2.9
Massachusetts	31	2.5
Michigan	39	3.2
Minnesota	28	2.3
Mississippi	8	0.7
Missouri	14	1.1
Montana	9	0.7
Nebraska	8	0.7
Nevada	8	0.7
New Hampshire	9	0.7
New Jersey	13	1.1
New Mexico	11	0.9
New York	106	8.6
North Carolina	69	5.6
North Dakota	<5	--
Ohio	35	2.9

Table 32 (contd) State

State	N	%
Oklahoma	15	1.2
Oregon	25	2.0
Pennsylvania	71	5.8
Rhode Island	6	0.5
South Carolina	15	1.2
South Dakota	6	0.5
Tennessee	20	1.6
Texas	95	7.7
Utah	16	1.3
Vermont	6	0.5
Virginia	34	2.8
Washington	43	3.5
West Virginia	6	0.5
Wisconsin	35	2.9
Wyoming	5	0.4
I prefer not to answer	20	1.6
Total	1,227	100.0

Question: "In what state do you practice or reside?"
-- Data cells with fewer than 5 respondents are left blank.

Table 33. Marital Status

Marital Status	N	%
Married	777	67.4
In a relationship	110	9.5
Single	186	16.1
Separated	5	0.4
Divorced	47	4.1
Widowed	7	0.6
I prefer not to answer	21	1.8
Total	1,153	100.0

Question: "What is your marital status?"

Table 34. Dependents

Have Dependents Number of Dependents		N	%
	1	155	28.1
	2	255	46.2
	3	94	17.0
Yes	4	31	5.6
	5	12	2.2
	More than 5	5	0.9
	Yes: Total	562	48.0
No		610	52.0
Total		1,172	100.0

Question: "Do you have any dependents?"
Question: "How many dependents do you have?"

Table 35. Highest Degree

Degree	N	%
Associates	19	1.6
Bachelors	178	14.6
Masters	982	80.8
Doctorate or professional (PhD, JD, MD, etc)	37	3.0
Total	1,216	100.0

Question: "What is your highest level of degree completed?"