

AAPA 2025 Salary Report: KEY FACTS & FIGURES

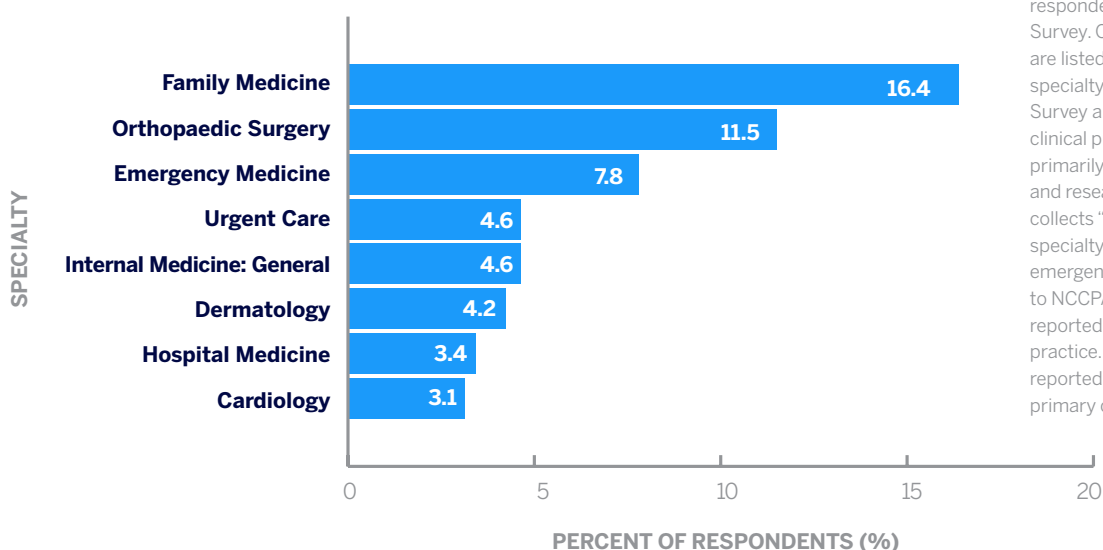


Physician associates (PAs) are highly trained medical professionals who play a vital role in the U.S. healthcare system, practicing across all specialties and settings. The AAPA 2025 Salary Report provides valuable insights into the profession, offering a detailed look at PA salaries, work environments, and emerging trends.

Distribution of PAs by Specialty

PAs practice in a wide range of specialties, allowing them to contribute to nearly every aspect of healthcare. The following chart illustrates the top eight specialties PAs reported practicing in during 2024.

Distribution of PAs by Specialty



Note: The data reflect all PAs who responded to the 2025 AAPA Salary Survey. Only the top eight specialties are listed, excluding "no medical specialty." The 2025 AAPA Salary Survey allowed PAs who are not in clinical practice (such as PAs who are primarily educators, administrators, and researchers) to respond. AAPA collects "urgent care" as separate specialty from family medicine and emergency medicine in contrast to NCCPA, and it's the fourth most-reported specialty in which PAs practice. PAs in urgent care are not reported by AAPA as specializing in primary care.

Other Key Findings

About half of all PAs (49%) used telemedicine in their clinical work within the last year.

PAs who work in hospitals reported median compensation of **\$140,000**, up from **\$131,610** in 2023.

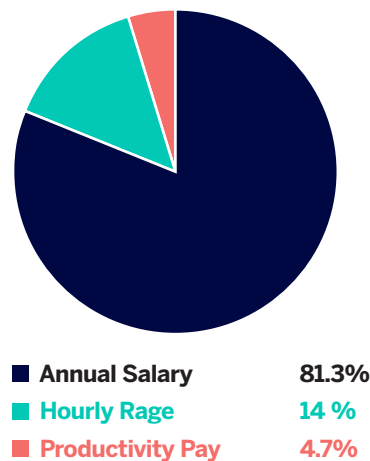
Approximately three in five (59%) PAs were under 40 years of age.

PAs in nonmetro areas are more likely to specialize in primary care (43%) than in metro areas (20%).

PA Compensation

PA compensation has seen a notable increase, rising by 5.5% from 2023. This growth reflects the continued demand for PAs and the evolving landscape of healthcare employment. The following chart provides a detailed look at PA salaries across different compensation structures and by specialty.

Distribution of PAs by Mode of Compensation

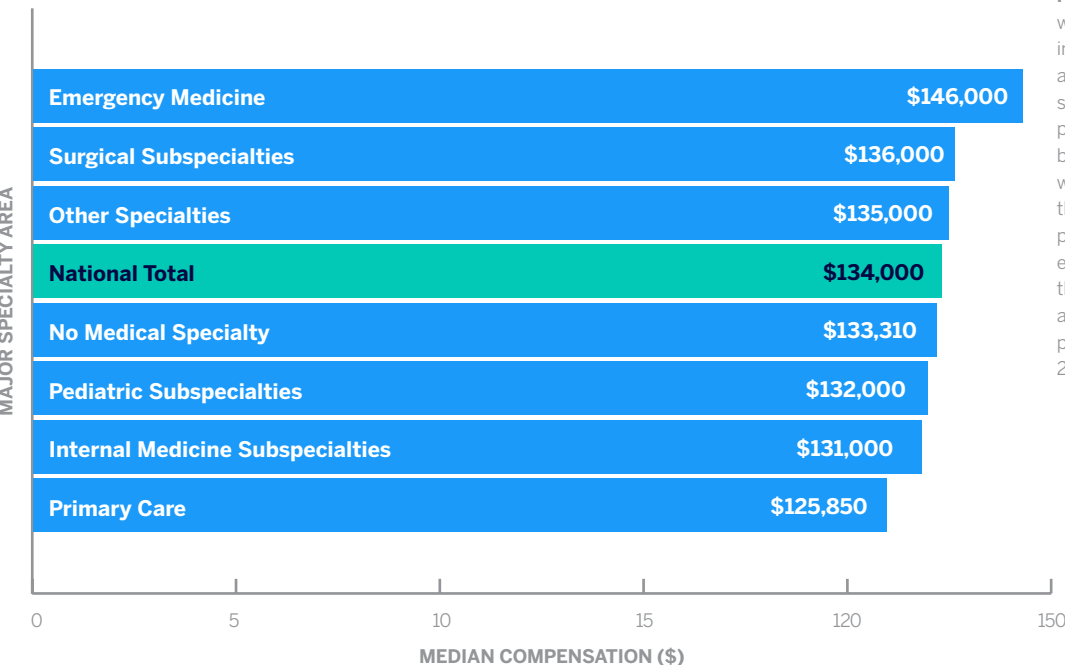


Note: The data reflect PAs who worked 32 hours or more per week in 2024.

2024 Median PA Compensation

Base Salary:	\$130,000
Hourly Wage:	\$75,000
Productivity Pay:	\$175,000
Profession-wide Compensation:	\$134,000
Annual Bonus:	\$7,500

Median Compensation From Primary Employer by Major Specialty Area



Note: The data reflect PAs who worked 32 hours or more per week in 2024. "Compensation" includes all compensation types: base salary, annualized hourly wage, and productivity pay. Percentages inside bars indicate the percentage of PAs who report that employer type as their primary employer type. The percentages and median years of experience may slightly differ from the profession-wide percentage as they reflect full-time PAs who provided their compensation in the 2025 AAPA Salary Survey.

For more information on the 2025 AAPA Salary Report, please contact media@aapa.org.