Georgia Physician Assistant Workforce Report

Based on 2019-2020 Licensure Renewal Data

Georgia Board of Health Care Workforce

State of Georgia

Published Spring 2023

Georgia Board of Health Care Workforce
2019-2020 Physician Assistant Workforce Report

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Executive Summary

The 2020 Physician Assistant Workforce report marks the 5th year the Georgia Board of Health Care Workforce (GBHCW) has examined the supply and distribution of Georgia's physician assistants using data from licensure renewals. The physician assistants' data are analyzed by the GBHCW and the resulting information is reported on a biennial basis.

- There are 4,484 physician assistants who are licensed, currently working, and practicing in a Georgia county.
- This renewal cycle includes 248 physician assistants who are newly licensed in the state of Georgia.
- There are 41.9 physician assistants per 100,000 population who are licensed, currently working, and practicing in the state of Georgia.
- The top three (3) practice settings for physician assistants are hospital-clinic (70.0%), single-specialty physician group (11.3%), and solo physician practice (11.0%).
- Whites represent 68.4% of the physician assistant workforce, while Blacks represent 9.5%, Asians 5.4%, and more than one race/other race 0.4%. 16.3% of physician assistants did not indicate their race.
- White women make up the largest gender-race group, at 42.6% of the physician assistant workforce. White men make up the second-largest group, at 25.1%. All other gender-race groups make up the remaining 32.3% of the physician assistant population in Georgia.
- 63.2% of the physician assistants identify as female; 33.1% identify as male, and 3.7% did not indicate their gender.
- Physician assistants working in non-MSA counties are more likely to be female (55.6%) than male (40.7%). 3.7% did not indicate their gender in the survey.
- Approximately 79.9% of the physician assistant workforce is 50 years old or younger.
- There are 42 counties with no physician assistants, representing a population of 537,320 according to the Governor's Office of Planning and Budget's 2020 population estimate (opb.georgia.gov, derived from U.S. Census Bureau data).
- The three (3) counties with the highest rate of physician assistants per 100,000 people are Fulton (107.5), Richmond (99.2), and Thomas (98.3).
- Of counties that have a rate of more than zero (0) physician assistants per 100,000 people, those with the three (3) lowest rates are Franklin (4.3), Chattooga (4.0), and Barrow (1.2).
- Of the entire physician assistant workforce, 70.3% report working full time (40-40+ hours per week); and 29.7% report not working full time (less than 40 hours per week).

Methodology

This analysis was conducted on physician assistant renewals or original applications from the Georgia Composite Medical Board during the years 2019-2020. The survey is not mandatory to renew the license. Some physician assistants answered some, but not all, questions on the survey. The Georgia Board of Health Care Workforce (GBHCW) compiles, validates, and analyzes data from the surveys to prepare a report on physician characteristics, supply, and demand. Analyses were performed using Microsoft Excel.

Data set exclusions: Physician assistants licensed during the years 2019 and 2020 in Georgia who answered they were not "currently working" or did not provide at least one Georgia county as a practice location.

Data set inclusions: Physician assistants licensed during the years 2019 and 2020, whose licenses were active, who answered that they were "currently working," and who reported at least one Georgia county as a practice location.

Count of total physician assistants: One license number corresponds to one physician assistant. The rate of physician assistants per 100,000 population was calculated using the 2020 Census count of county population and the practice county reported by each physician assistant licensure survey.

Physician Assistant Career Outlook

Physician assistants (PAs) partner with supervising physicians to practice medicine. Supervising physicians may delegate medical duties to physician assistants. Physician assistants perform a vital service to rural and underserved areas of Georgia where there is a shortage of practicing physicians. In doing so, physician assistants increase the quality and quantity of medical services in the state. The demand for physician assistants is on the rise and it is considered one of the fastest growing professions in the country.[1]

2021 Nationwide Median Salary: $121,530[2]

2021 Georgia Median Salary: $102,024[1]

Typical Education: Master's Degree including more than 2,000 hours of clinical rotations and pass the Physician Assistant National Certifying Examination (PANCE) to become licensed.[3] Maintain national certification by completing 100 hours of continuing medical education every 2 years and take a recertification exam, Physician Assistant National Recertifying Exam (PANRE) every 10 years. [4]

Number of Jobs, 2021: 139,100 nationally.[2]

Job Outlook, 2021-2031: 28% (much faster than average) [2]

[1] Southeastern Primary Care Consortium, Inc. 2021. "Health Careers in Georgia." *Atlanta Area Health Education Center Health Careers. https://docs.wixstatic.com/ugd/3e5211_b0e9f2fb327e48549826a2da6c2a58c0.pdf*

[2] Bureau of Labor Statistics, U.S. Department of Labor. 2022. "Physician Assistants." *Occupational Outlook Handbook* https://www.bls.gov/ooh/healthcare/physician-assistants.htm

[3] Bureau of Labor Statistics, U.S. Department of Labor. 2022. "Physician Assistants: How to Become One." *Occupational Outlook Handbook.* https://www.bls.gov/ooh/healthcare/physician-assistants.htm#tab-4

[4] AAPA, American Academy of Physician Associates. 2023. "Become a PA" https://www.aapa.org/career-central/become-a-pa/

Table 1: 5-Year Age Distribution

Age Grouping	Count	Percent
25-29	425	9.5%
30-34	1,008	22.5%
35-39	867	19.3%
40-44	651	14.5%
45-49	531	11.8%
50-54	393	8.8%
55-59	260	5.8%
60-64	208	4.6%
65-69	141	3.1%
Total	**4,484**	**100.0%**

- The mean average age of PAs in this renewal cycle is 41.4 years old.
- The lowest value for age is 25, while the highest value is 69.
- 22.3% of the PAs are age 50 or older.

Figure 1: Age Distribution
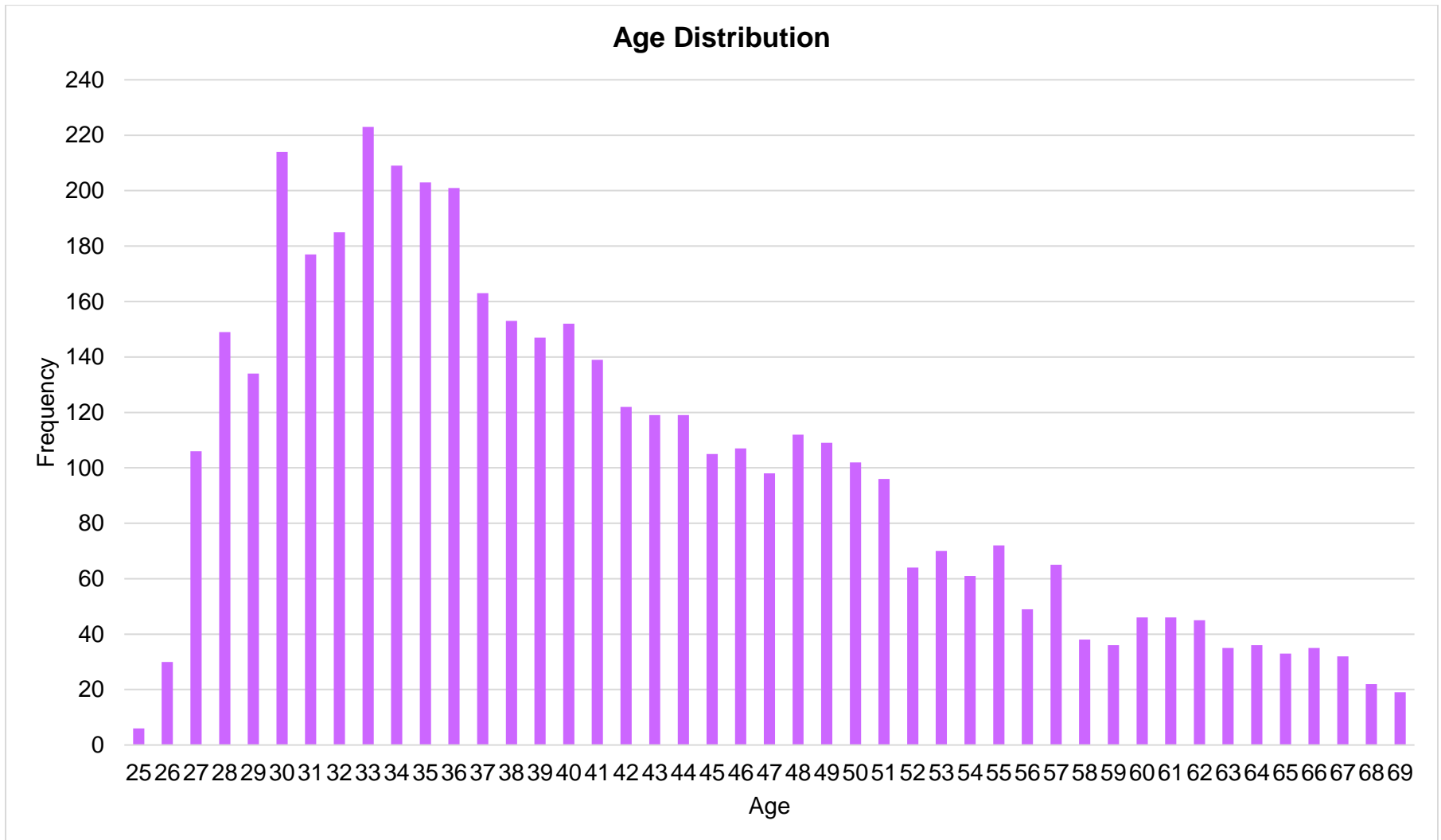
Age Distribution

Figure 2: Race Distribution

Race Distribution

- Asian 5.4%
- More than one Race/Other Race 0.4%
- Black 9.5%
- Unknown 16.3%
- White 68.4%
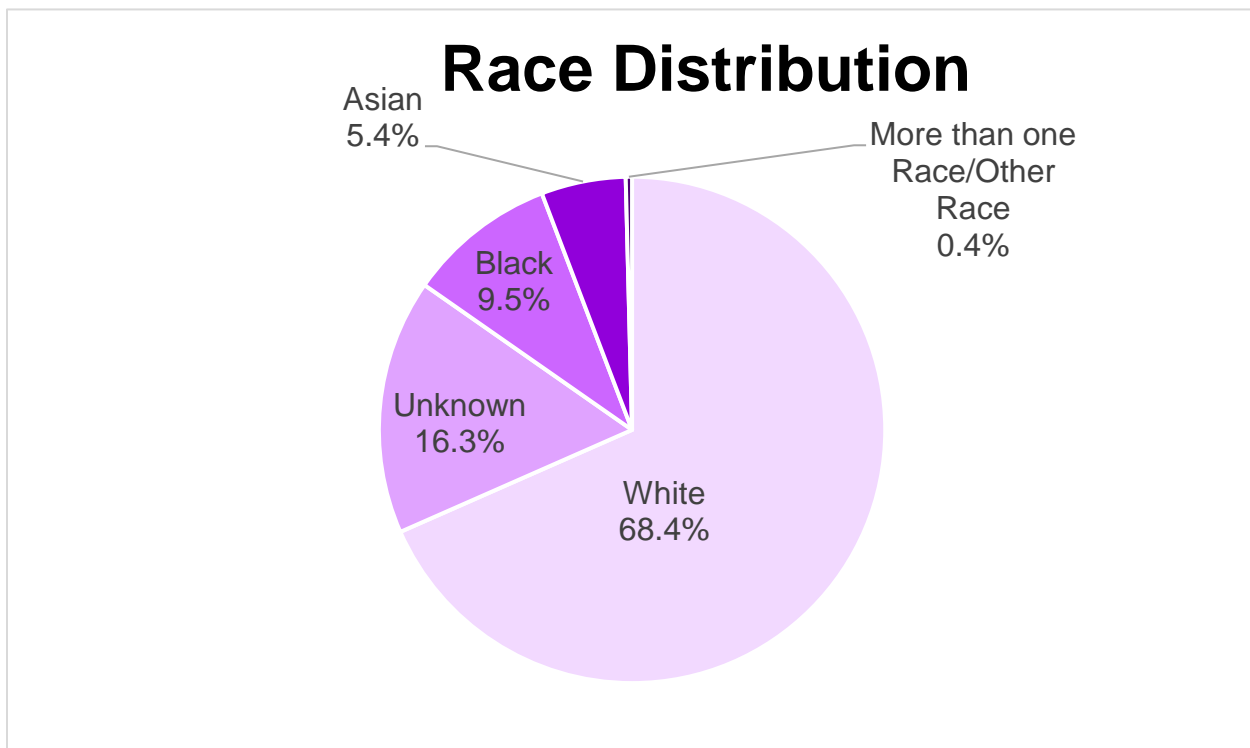
Table 2: Race Distribution

Race	Count	Percent
White	3,069	68.4%
Unknown*	730	16.3%
Black	428	9.5%
Asian	241	5.4%
More than one Race/ Other Race**	16	0.4%
Total	**4,484**	**100.0%**

*The "Unknown" category represents survey responses where the question about race was left unanswered (725) or responded with "Hispanic"(5)

**The "More than one Race/Other Race" category includes those whose responses were "Mixed" (9), "Black/Asian", "Dominican", "Indian", "Iranian-American", "Mexican-American", "Middle Eastern", and "Pacific Islander".

Figure 3: Ethnicity Distribution

Hispanic Ethnicity

Unknown
1.3%

Yes
2.8%

No
95.9%
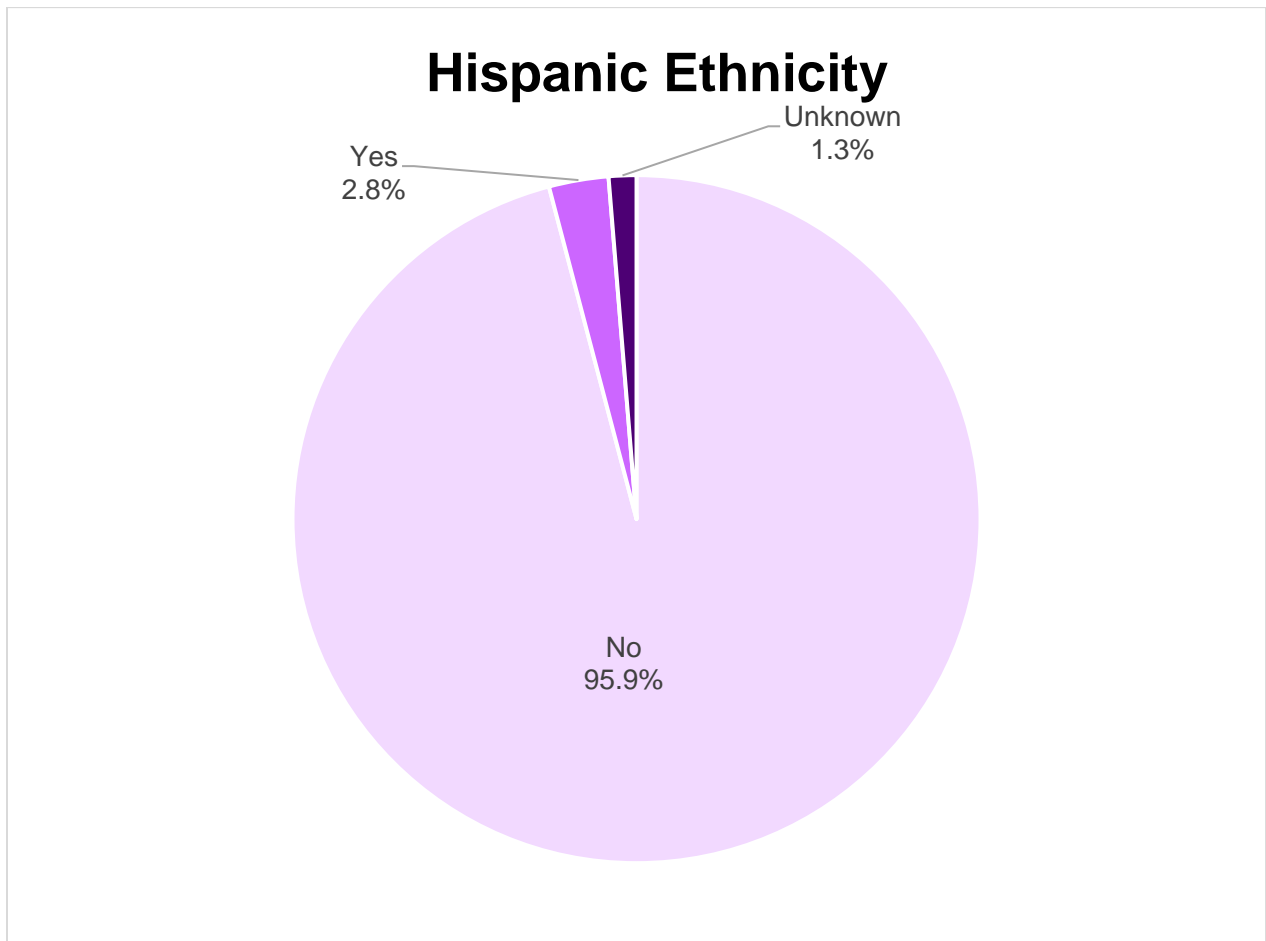
Table 3: Ethnicity Distribution

Hispanic	Count	Percent
No	4,298	95.9%
Yes	126	2.8%
Unknown*	60	1.3%
Total	**4,484**	**100.0%**

*The "Unknown" category represents survey responses where the question about ethnicity was left unanswered
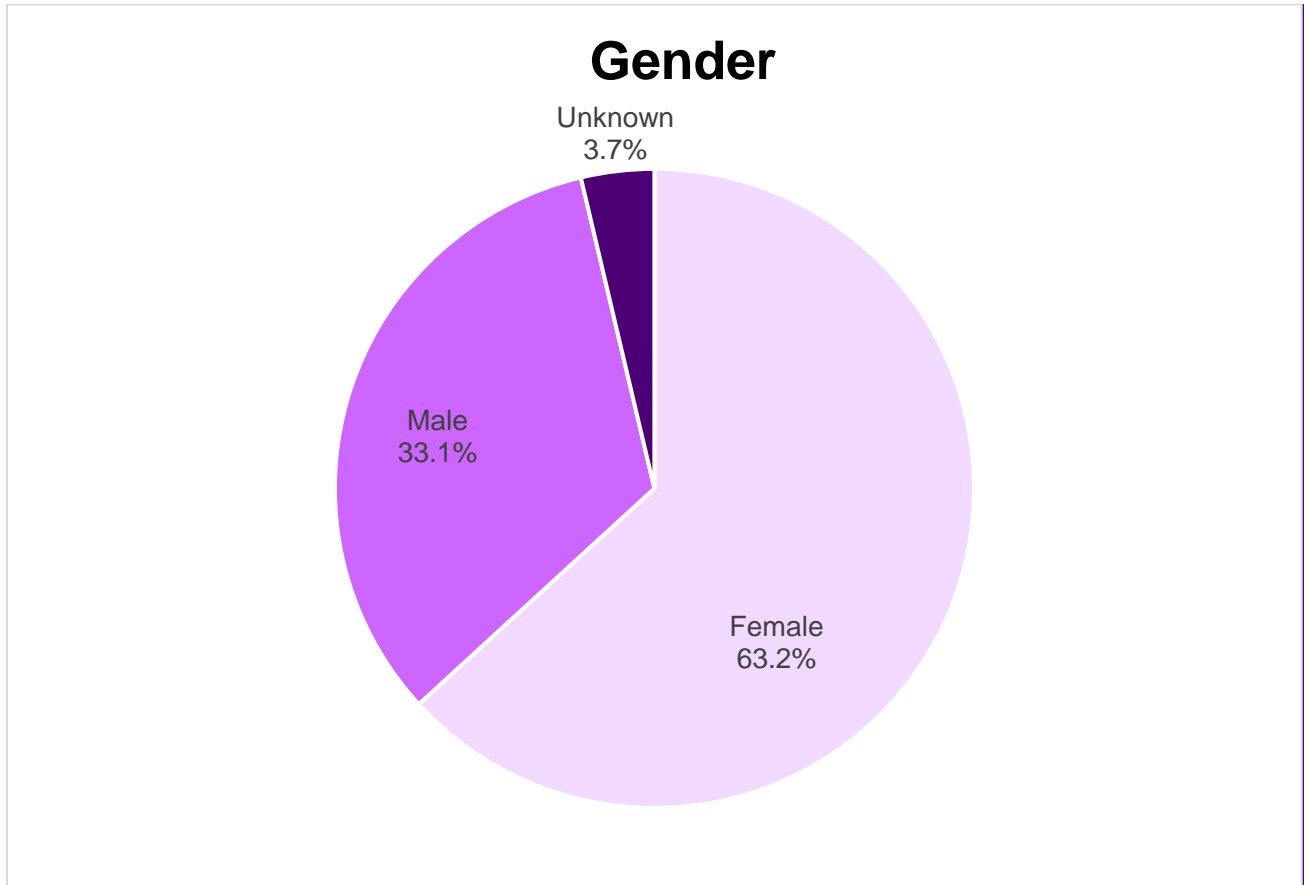
Figure 4: Gender Distribution

Gender

Gender	Count	Percent
Female	2,833	63.2%
Male	1,484	33.1%
Unknown*	167	3.7%
Total	**4,484**	**100.0%**

Table 4: Gender Distribution

*The "Unknown" category represents survey responses where the question about gender was left unanswered.

Figure 5: Distribution by Race and Gender

Race and Gender
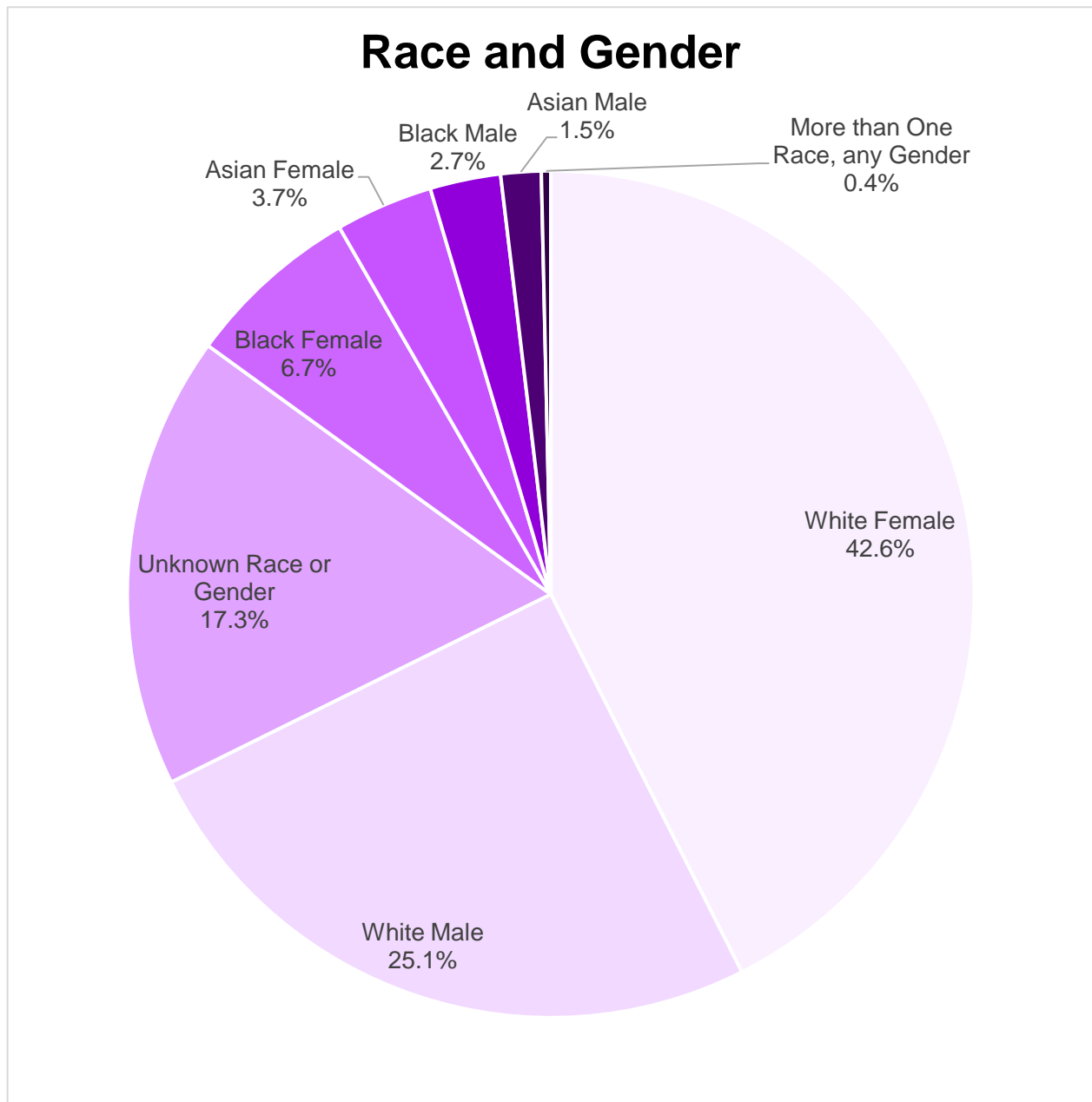
*The "Unknown Race or Gender" category represents survey responses where the question about gender or race was left unanswered (776).

- White female PAs make up 42.6% (1,908) of the total workforce for this renewal cycle.
- White PAs, both male, female, and those without a gender indicated; make up 77.6% of the entire workforce for this renewal cycle.

Table 5: Distribution by Race and Gender

Race x Gender	Count	Percent
Female	**2,833**	**63.2%**
White	1,908	42.6%
Unknown	445	9.9%
Black	300	6.7%
Asian	167	3.7%
More than One Race/Other Race	13	0.3%
Male	**1,484**	**33.1%**
White	1,127	25.1%
Unknown	165	3.7%
Black	121	2.7%
Asian	69	1.5%
More than One Race/Other Race	2	0.0%
Unknown Gender	**167**	**3.7%**
Unknown	120	2.7%
White	34	0.8%
Black	7	0.2%
Asian	5	0.1%
More than One Race/Other Race	1	0.0%
Total	**4,484**	**100.0%**

Figure 6: Distribution by Gender and Ethnicity

Gender and Ethnicity

*The "Unknown" category represents survey responses where the question about gender and ethnicity was left unanswered (5)

- PAs who are female and not Hispanic make up 60.6% (2,716) of the total workforce for this renewal cycle.
- PAs who are not Hispanic—male, female, and those without a gender indicated—make up 95.9% of the entire workforce for this renewal cycle.

Table 6: Distribution by Gender and Ethnicity

Gender x Ethnicity	Count	Percent
Female	**2,833**	**63.2%**
Not Hispanic	2,716	60.6%
Hispanic	78	1.7%
Unknown	39	0.9%
Male	**1,484**	**33.1%**
Not Hispanic	1,421	31.7%
Hispanic	47	1.0%
Unknown	16	0.4%
Unknown Gender	**167**	**3.7%**
Not Hispanic	161	3.6%
Unknown	5	0.1%
Hispanic	1	0.0%
Total	**4,484**	**100.0%**

Table 7: Distribution by Practice Setting

Practice Setting	Count	Percent
Hospital-Clinic	3,137	70.0%
Single-Specialty Physician Group	509	11.4%
Solo Physician Practice	493	11.0%
Other	135	3.0%
Unknown	119	2.7%
Community Health Center	48	1.1%
College or University	31	0.7%
Nursing Home or Long Term Care Facility	12	0.3%
Total	**4,484**	**100.0%**

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Table 8: Georgia Physician Assistants by County

County	PCSA	Total PAs	2020 County Population	Rate per 100,000	Rank
Georgia	-	4,484	10,711,908	41.9	-
Appling	91	1	18,444	5.4	112
Atkinson	88	1	8,286	12.1	78
Bacon	90	0	11,140	0.0	118
Baker	76	0	2,876	0.0	118
Baldwin	47	3	43,799	6.8	107
Banks	10	0	18,035	0.0	118
Barrow	27	1	83,505	1.2	117
Bartow	17	16	108,901	14.7	74
Ben Hill	87	0	17,194	0.0	118
Berrien	85	0	18,160	0.0	118
Bibb	46	101	157,346	64.2	11
Bleckley	63	1	12,583	7.9	97
Brantley	93	0	18,021	0.0	118
Brooks	81	5	16,301	30.7	34
Bryan	52	8	44,738	17.9	66
Bulloch	53	22	81,099	27.1	41
Burke	50	2	24,596	8.1	96
Butts	37	3	25,434	11.8	79
Calhoun	76	2	5,573	35.9	24
Camden	96	7	54,768	12.8	77
Candler	55	1	10,981	9.1	91
Carroll	19	26	119,148	21.8	49
Catoosa	1	11	67,872	16.2	70
Charlton	95	0	12,518	0.0	118
Chatham	52	242	295,291	82.0	5

County	PCSA	Total PAs	2020 County Population	Rate per 100,000	Rank
Chattahoochee	43	0	9,565	0.0	118
Chattooga	18	1	24,965	4.0	116
Cherokee	15	61	266,620	22.9	47
Clarke	27	99	128,671	76.9	8
Clay	76	1	2,848	35.1	25
Clayton	39	39	297,595	13.1	76
Clinch	83	2	6,749	29.6	37
Cobb	21	369	766,149	48.2	17
Coffee	88	13	43,092	30.2	36
Colquitt	78	7	45,898	15.3	72
Columbia	31	48	156,010	30.8	33
Cook	80	1	17,229	5.8	111
Coweta	41	68	146,158	46.5	19
Crawford	46	0	12,130	0.0	118
Crisp	65	4	20,128	19.9	56
Dade	1	0	16,251	0.0	118
Dawson	11	3	26,798	11.2	83
Decatur	73	7	29,367	23.8	45
DeKalb	23	419	764,382	54.8	13
Dodge	62	3	19,925	15.1	73
Dooly	66	1	11,208	8.9	95
Dougherty	76	50	85,790	58.3	12
Douglas	20	17	144,237	11.8	80
Early	71	2	10,854	18.4	64
Echols	82	0	3,697	0.0	118
Effingham	52	16	64,769	24.7	43
Elbert	29	2	19,637	10.2	88
Emanuel	57	5	22,768	22.0	48

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County	PCSA	Total PAs	2020 County Population	Rate per 100,000	Rank
Evans	56	2	10,774	18.6	62
Fannin	4	2	25,319	7.9	98
Fayette	40	65	119,194	54.5	14
Floyd	18	65	98,584	65.9	10
Forsyth	13	80	251,283	31.8	30
Franklin	9	1	23,424	4.3	115
Fulton	22	1,147	1,066,710	107.5	1
Gilmer	3	2	31,353	6.4	109
Glascock	32	0	2,884	0.0	118
Glynn	93	45	84,499	53.3	15
Gordon	16	11	57,544	19.1	60
Grady	74	2	26,236	7.6	99
Greene	34	5	18,915	26.4	42
Gwinnett	25	279	957,062	29.2	39
Habersham	10	9	46,031	19.6	58
Hall	11	151	203,136	74.3	9
Hancock	33	0	8,735	0.0	118
Haralson	19	5	29,919	16.7	67
Harris	43	0	34,668	0.0	118
Hart	28	0	25,828	0.0	118
Heard	42	0	11,412	0.0	118
Henry	38	82	240,712	34.1	27
Houston	67	27	163,633	16.5	69
Irwin	86	0	9,666	0.0	118
Jackson	27	23	75,907	30.3	35
Jasper	36	3	14,588	20.6	53
Jeff Davis	89	1	14,779	6.8	108

| County	PCSA	Total PAs	2020 County Population	Rate per 100,000	Rank
Jefferson	49	5	15,709	31.8	31
Jenkins	54	1	8,674	11.5	82
Johnson	48	1	9,189	10.9	87
Jones	46	2	28,347	7.1	106
Lamar	44	0	18,500	0.0	118
Lanier	84	0	9,877	0.0	118
Laurens	60	25	49,570	50.4	16
Lee	76	3	33,163	9.0	93
Liberty	52	18	65,256	27.6	40
Lincoln	31	0	7,690	0.0	118
Long	92	0	16,168	0.0	118
Lowndes	82	38	118,251	32.1	29
Lumpkin	12	3	33,488	9.0	94
Macon	66	0	12,082	0.0	118
Madison	27	0	30,120	0.0	118
Marion	43	0	7,498	0.0	118
McDuffie	32	4	21,632	18.5	63
McIntosh	93	0	10,975	0.0	118
Meriwether	42	0	20,613	0.0	118
Miller	72	1	6,000	16.7	68
Mitchell	76	4	21,755	18.4	65
Monroe	45	2	27,957	7.2	102
Montgomery	58	1	8,610	11.6	81
Morgan	27	2	20,097	10.0	90
Murray	2	4	39,973	10.0	89
Muscogee	43	97	206,922	46.9	18
Newton	36	22	112,483	19.6	57

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County	PCSA	Total PAs	2020 County Population	Rate per 100,000	Rank
Oconee	27	35	41,799	83.7	4
Oglethorpe	27	0	14,825	0.0	118
Paulding	21	12	168,661	7.1	105
Peach	46	2	27,981	7.1	103
Pickens	14	13	33,216	39.1	22
Pierce	94	0	19,716	0.0	118
Pike	37	1	18,889	5.3	113
Polk	18	0	42,853	0.0	118
Pulaski	64	0	9,855	0.0	118
Putnam	35	2	22,047	9.1	92
Quitman	70	0	2,235	0.0	118
Rabun	7	4	16,883	23.7	46
Randolph	70	2	6,425	31.1	32
Richmond	31	205	206,607	99.2	2
Rockdale	24	32	93,570	34.2	26
Schley	68	0	4,547	0.0	118
Screven	51	3	14,067	21.3	50
Seminole	72	1	9,147	10.9	85
Spalding	37	14	67,306	20.8	52
Stephens	8	2	26,784	7.5	100
Stewart	69	1	5,314	18.8	61
Sumter	68	6	29,616	20.3	54
Talbot	43	0	5,733	0.0	118
Taliaferro	30	0	1,559	0.0	118
Tattnall	56	3	22,842	13.1	75
Taylor	46	0	7,816	0.0	118
Telfair	61	2	12,477	16.0	71

County	PCSA	Total PAs	2020 County Population	Rate per 100,000	Rank
Terrell	76	1	9,185	10.9	86
Thomas	75	45	45,798	98.3	3
Tift	79	32	41,344	77.4	6
Toombs	58	10	27,030	37.0	23
Towns	6	3	12,493	24.0	44
Treutlen	60	0	6,406	0.0	118
Troup	42	14	69,426	20.2	55
Turner	79	1	9,006	11.1	84
Twiggs	46	0	8,022	0.0	118
Union	5	11	24,632	44.7	20
Upson	44	9	27,700	32.5	28
Walker	1	5	67,654	7.4	101
Walton	26	6	96,673	6.2	110
Ware	94	28	36,251	77.2	7
Warren	32	1	5,215	19.2	59
Washington	48	0	19,988	0.0	118
Wayne	92	12	30,144	39.8	21
Webster	69	0	2,348	0.0	118
Wheeler	59	0	7,471	0.0	118
White	11	2	28,003	7.1	104
Whitfield	2	30	102,864	29.2	38
Wilcox	64	0	8,766	0.0	118
Wilkes	30	2	9,565	20.9	51
Wilkinson	46	0	8,877	0.0	118
Worth	77	1	20,784	4.8	114

Map 1: PAs per 100,000 Population, by County
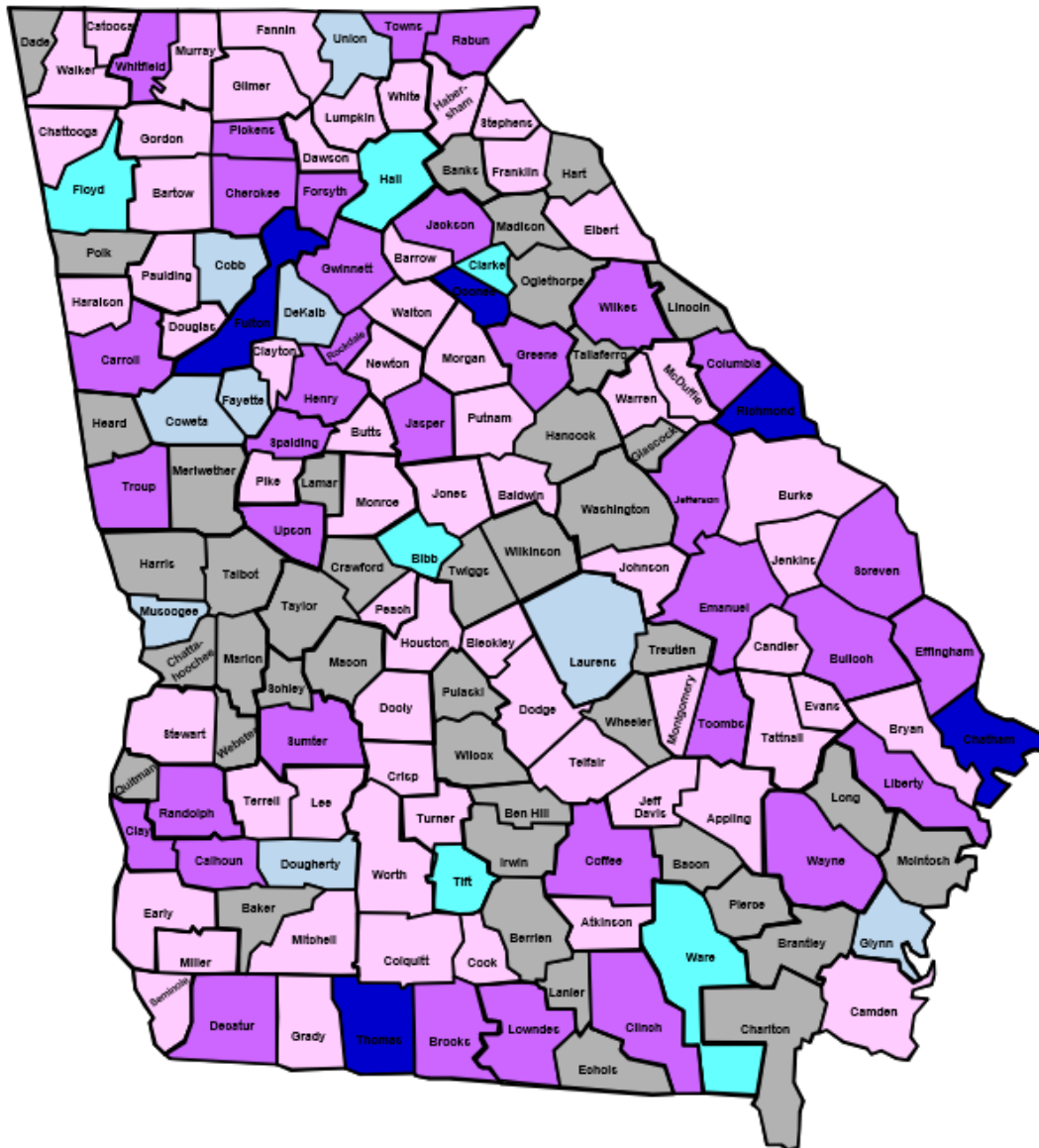
Rate of Physician Assistants per 100,000	Number of Counties
0.0	42
0.1-20.0	62
20.1-40.0	35
40.1-60.0	9
60.1-80.0	6
80.1-110.0	5

- There were 42 counties with no physician assistants. This represents a population of 537,320.
- For the state of Georgia, the average number of physician assistants per 100,000 people is 41.9.

Map 2: PAs per 100,000 Population in Non-MSA Counties
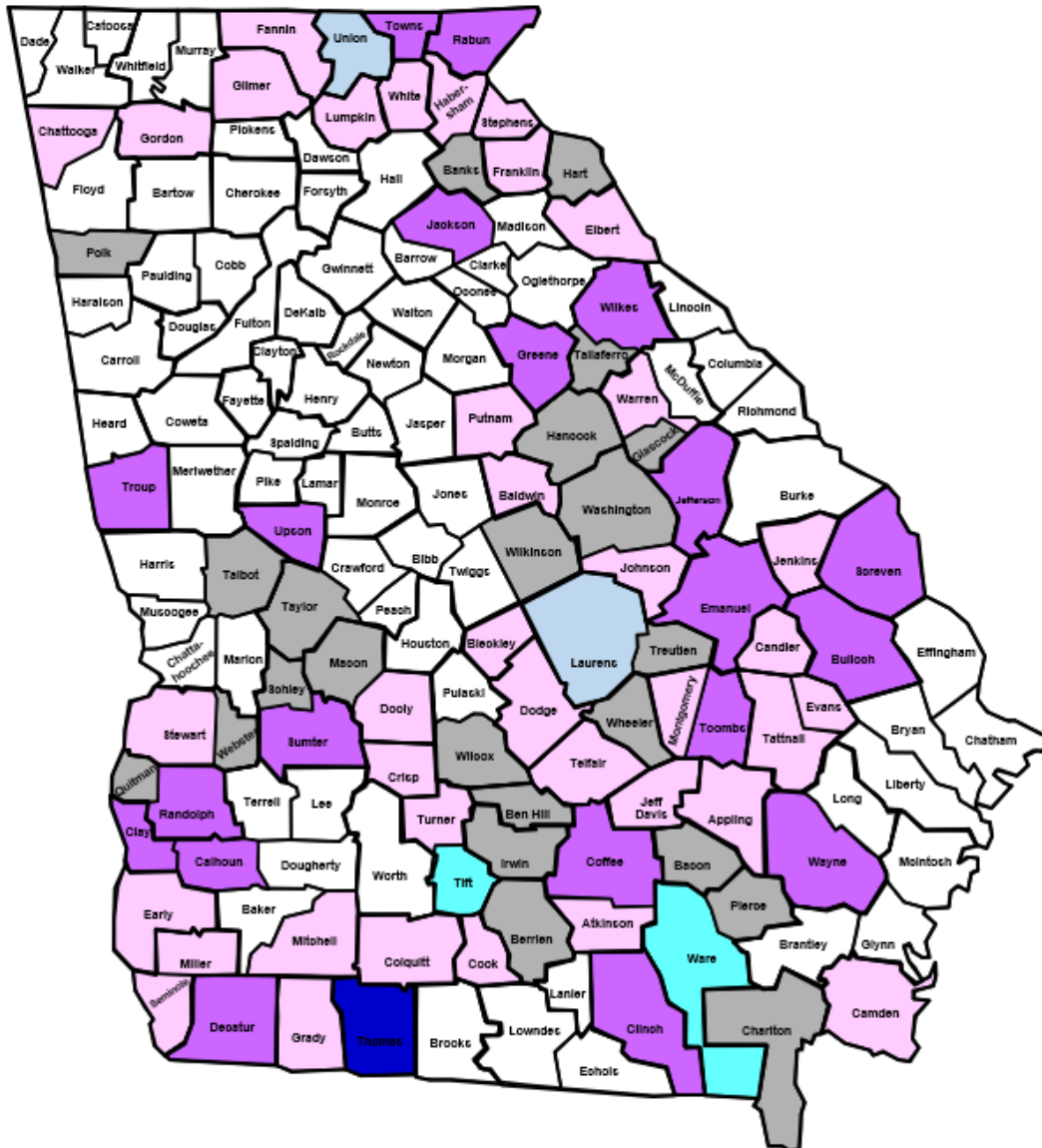
Rate of Physician Assistants per 100,000	Number of Counties
0.0	23
0.1-20.0	37
20.1-40.0	20
40.1-60.0	2
60.1-80.0	2
80.1-110.0	1
MSA	74

- The color is white for MSA counties.
- There were 23 counties in non-MSAs with no physician assistants. This represents a population of 274,557.

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- Terri McFadden-Garden, M.D. - Chair
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The 2019-2020 Physician Assistant Licensure Survey document can be viewed and downloaded on the internet at healthcareworkforce.georgia.gov.

The Georgia Board of Health Care Workforce welcomes comments and suggestions for future editions of this report. Please send comments to leanna.greenwood@dch.ga.gov.