



PHYSICIANS ASSISTANT

Scot Burroughs DMSc, MPAS, PA-C

1 CURRENT ONBOARD

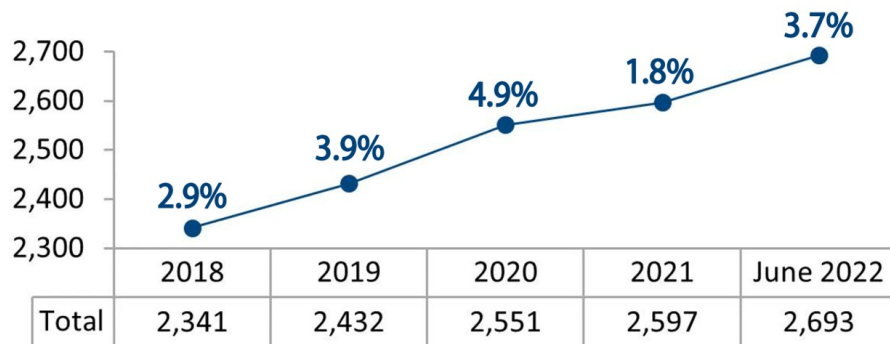
2,693

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



New Hire
Retention Rates
in 0603 Series

Physician
2-Year 5-Year
75.0% 64.0%

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



Why is There a Shortage?

Primary Cause: Retention

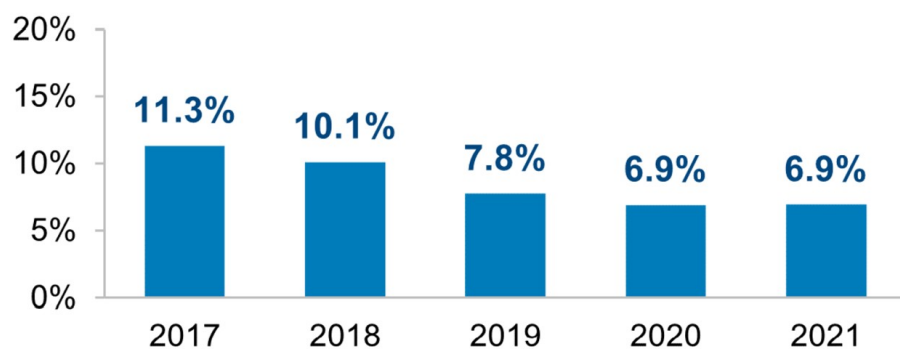
Primary Driver: Competition from
other Health care Systems/Employers,
High Staff Turnover



Workforce Needed to Maintain & Grow

VHA anticipates needing to hire approximately **300**
PA's a year to maintain and grow the workforce.

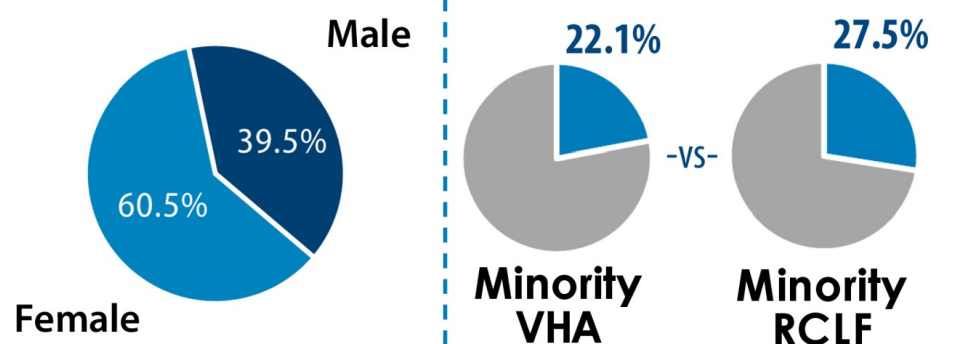
Turnover Rate 2017–2021



The average 5-year loss rate is **8.6%**

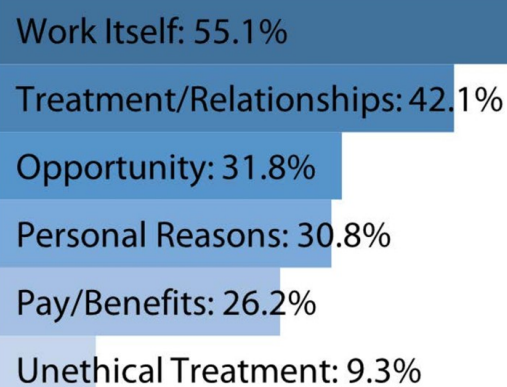
3 DEMOGRAPHICS

| Average Age | Veteran | Non-Targeted Disability | Targeted Disability |
|-------------|--------------|-------------------------|---------------------|
| 48 | 22.4% | 6.1% | 0.8% |



4 EXIT SURVEY

FY 2020–21 Reasons for Leaving Themes



5 ALL EMPLOYEE SURVEY

Reasonable
Workload



3.7

on a scale of 1-5

VS

3.7 Rating
for VHA

Overall
Satisfaction



4.0

on a scale of 1-5

VS

3.9 Rating
for VHA

Best Places
to Work



71.0

on a scale of 1-100

VS

70.0 Rating
for VHA