



# PHYSICIAN ASSISTANT

Scot Burroughs DMSc, MPAS, PA-C

## 1 CURRENT ONBOARD

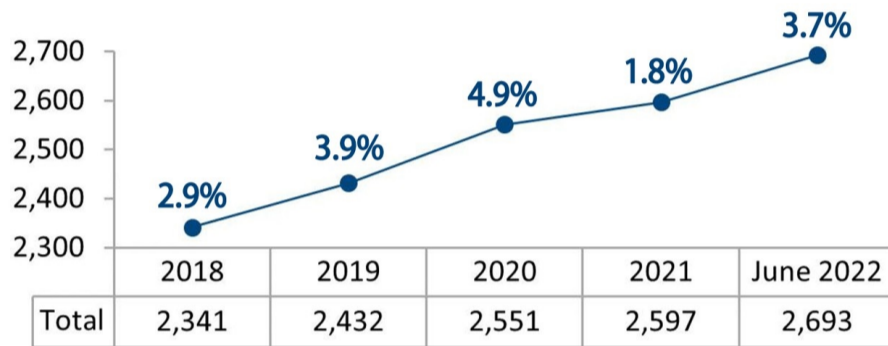
**2,693**

Onboard Employees  
as of June 2022



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

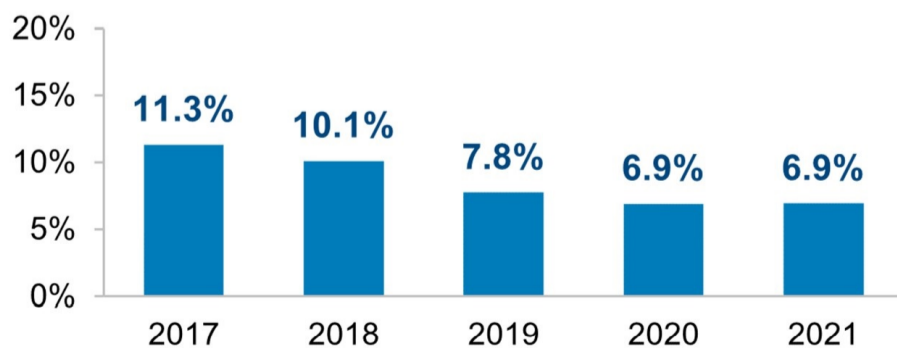
Primary Driver: Competition from  
other Health care Systems/Employers,  
High Staff Turnover



### Workforce Needed to Maintain & Grow

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

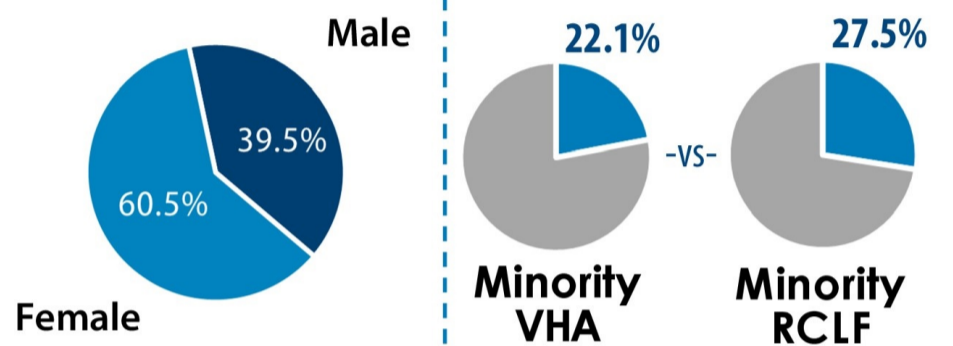
### Turnover Rate 2017–2021



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

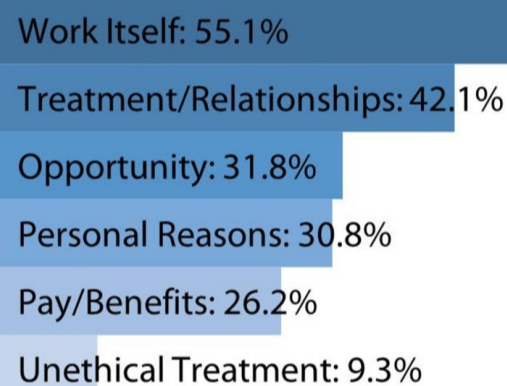
## 3 DEMOGRAPHICS

Average Age	Veteran	Non-Targeted Disability	Targeted Disability
<b>48</b>	<b>22.4%</b>	<b>6.1%</b>	<b>0.8%</b>



## 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