



Advanced Practice Provider Compensation and Workforce Insights

By the Numbers: APP Compensation Growth & Trends

Survey Participant Snapshot

The advanced practice provider (APP) workforce is expanding. With more leaders, expanded work RVU data, and strong plans for continued growth, the landscape for APP practice is evolving quickly –and market interest is surging right alongside it.



788
Organizations



155,400+
Individual APPs



6,700+
APP Leaders



42,800+ APPs
Work relative value unit (wRVU) data



Average Organization Profile

\$1.7 billion

Annual
Net Revenue

6,233

FTE
Employees

636

Employed
Physicians

283

Employed
APPs

Clinical Workforce Trends

71%

Plan to increase APP compensation
within the next 12 months

61%

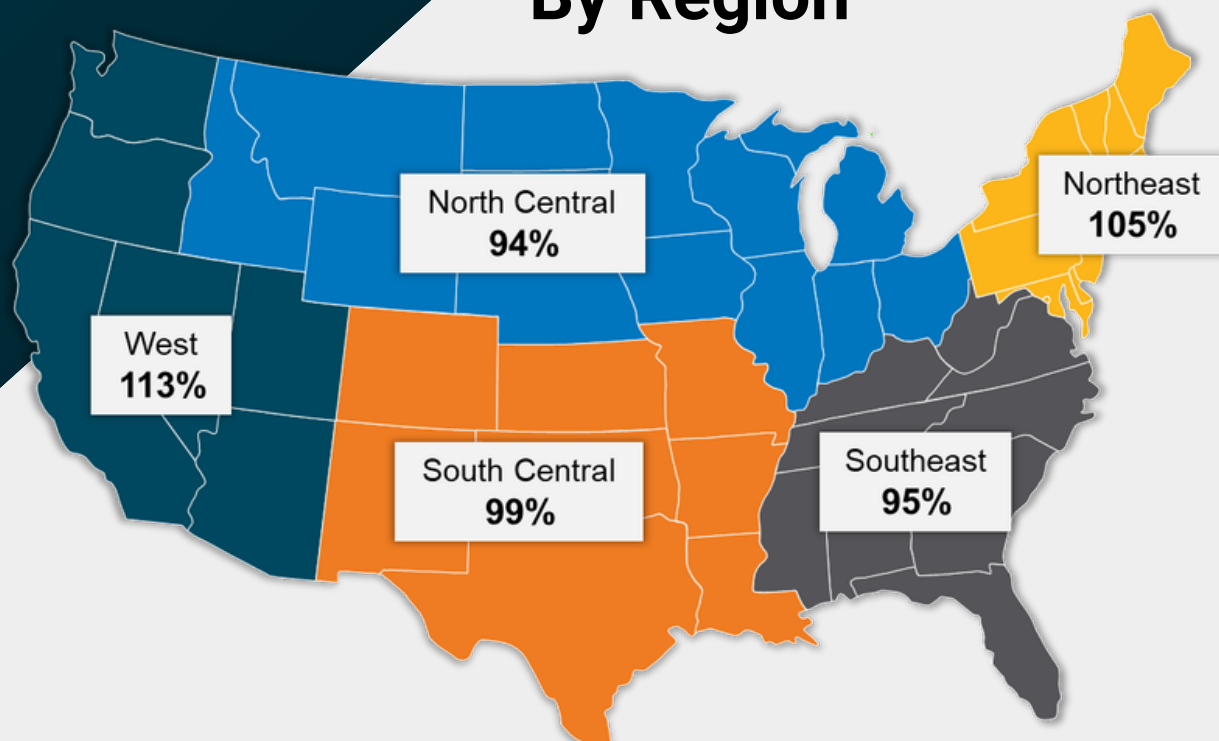
Plan to increase the size of their APP
workforce in the next 12 months

Variations in APP Compensation

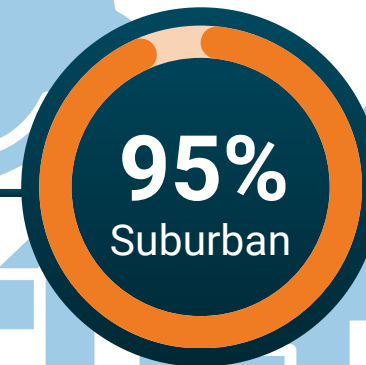
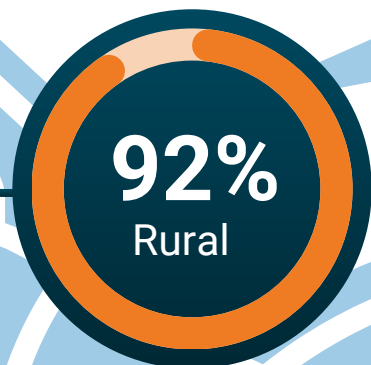
Total Cash Compensation (Excluding Premium) Compared to National Median

APP compensation differentials are greatest in the West and Northeast, largely reflecting high cost-of-living markets such as the Bay Area, Seattle, Boston, and New York

By Region



By Locale

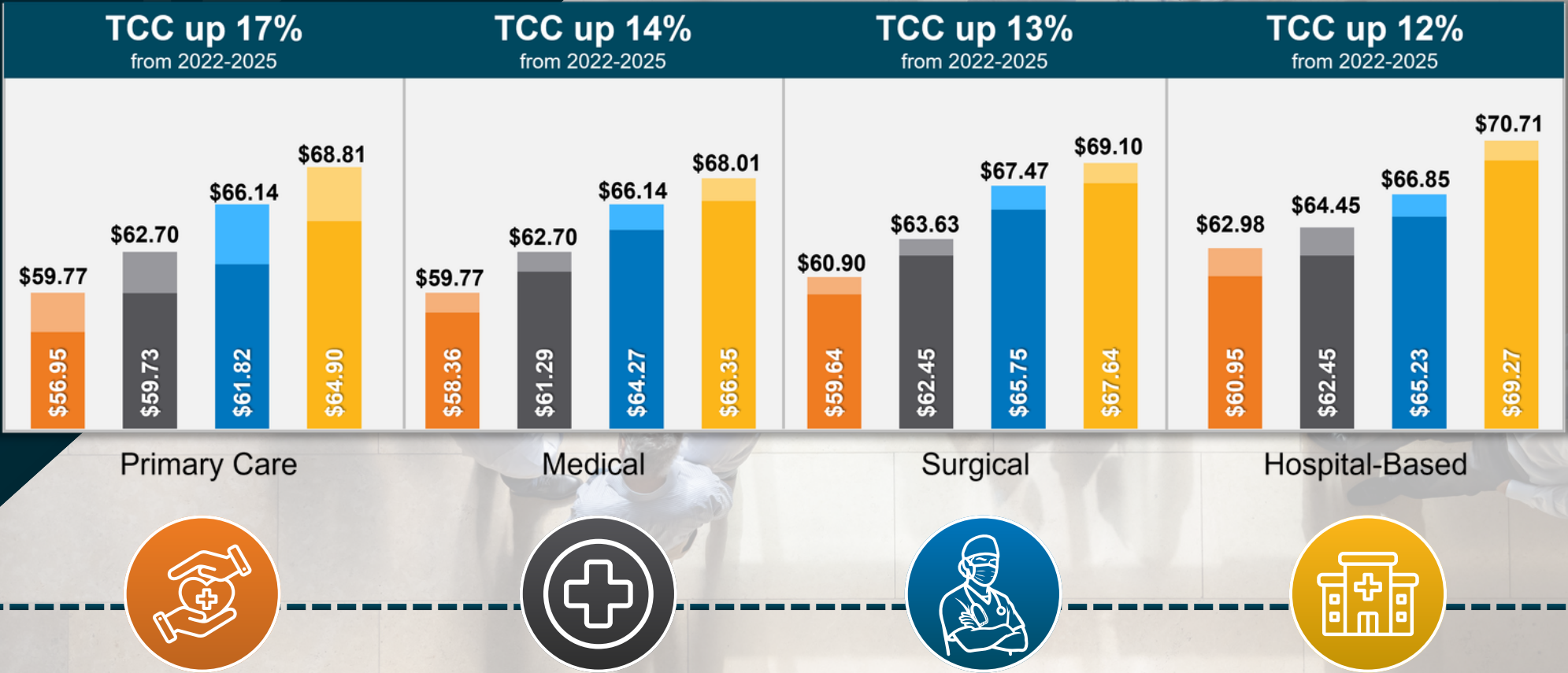


Base and Total Cash Compensation (TCC) Hourly Pay

APP compensation growth shows signs of stabilizing after years of steep increases.



Median NP/PA Combined Compensation – Hourly Rates



2022 Base Hourly Rate 2023 Base Hourly Rate 2024 Base Hourly Rate 2025 Base Hourly Rate
2022 TCC* Hourly Rate 2023 TCC* Hourly Rate 2024 TCC* Hourly Rate 2025 TCC* Hourly Rate

* Total Cash Compensation (TCC) Hourly Rate calculated using 2,080 annual hours excluding premium.

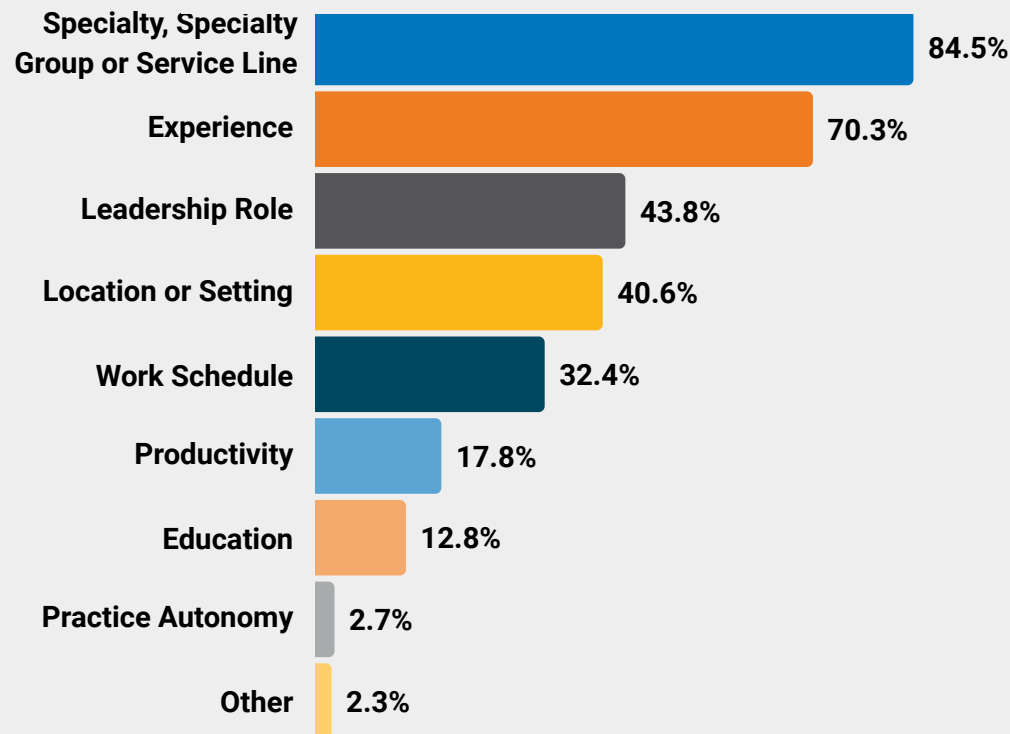
APP Compensation Models

Variables to Consider

Organizations weigh multiple factors in APP compensation models, with location and schedule becoming more common considerations.



Factors That Currently Inform APP Base Salary



Median Number of Salary Grades, Ranges, or Tiers Used for Non-Leadership NPs and PAs:

4

Median Years to Midpoint:

6

Median Years to Maximum:

15

33%

utilize **RN experience credit** to determine APRN compensation

51%

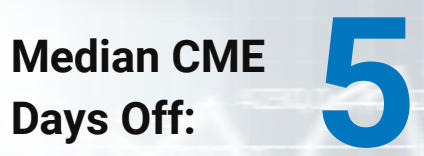
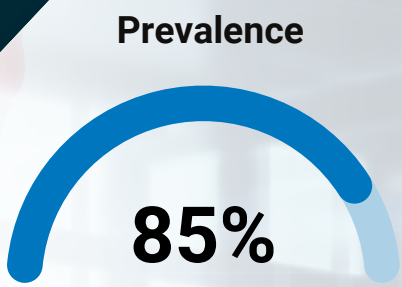
of those who use RN experience have a **similar policy for PAs** with previous non-APP health care experience

80%

Use same pay practices design for **both first assist and non-first assist** NPs and PAs within surgical specialties

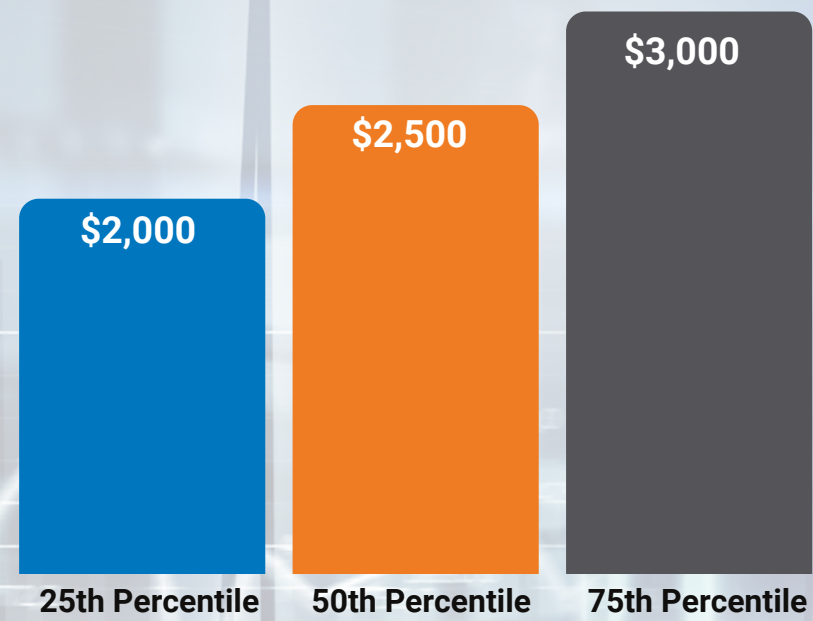
Additional APP Benefits

Organizations are boosting support for APPs with generous CME allowances, student loan forgiveness programs, and reimbursement for licensure and professional fees. This makes benefits a powerful tool for recruitment and retention.



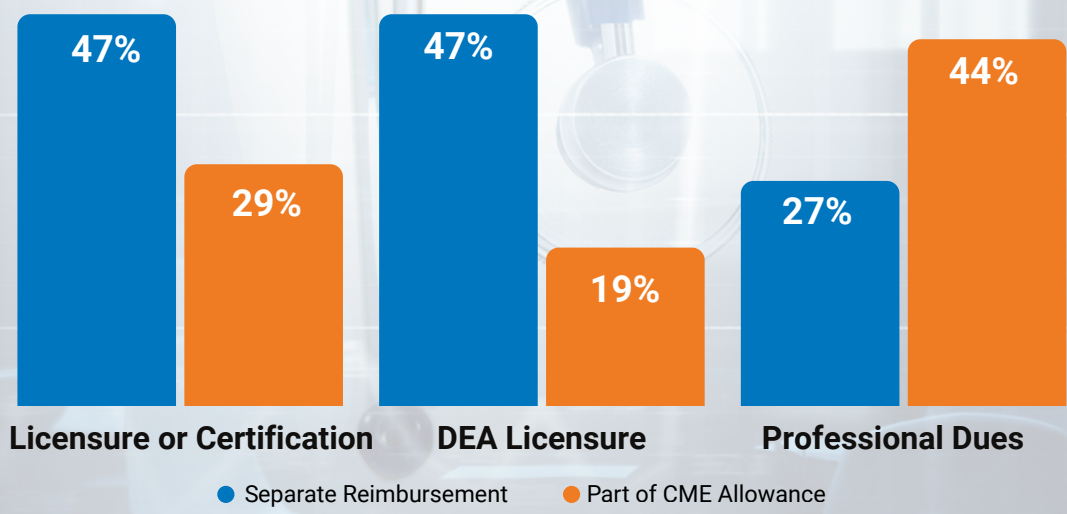
CME Expense Allowance

Average Allowance Range

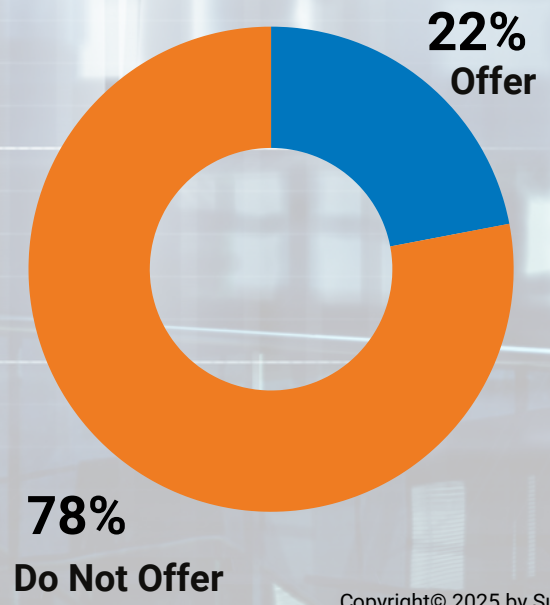


Additional Reimbursement

Regulatory and Professional Fees



Student Loan Repayment



Key Takeaways

APPs continue to play an important role in achieving greater patient access, lowering the cost of care and addressing the growing physician shortage.



01

Pay compression across **all specialties** is increasing, prompting organizations to be deliberate in how they **differentiate pay** including **both pay levels and structures**.



02

CRNAs continue to be **in strong demand**, and organizations are **leveraging multiple compensation levers** to attract and retain them.



03

Incentives for APPs have now surpassed **55%** of organizations and continue to expand as APPs take on more provider-like responsibilities.



04

Over the past five years, **compensation for APP leaders** has become more **structured**. Executive and director-level APPs are placed in separate pay ranges, while clinical- and manager-level leaders are paid premiums tied to their clinical responsibilities.

The Advanced Practice Provider Compensation and Productivity Survey provides the data to systematically track and benchmark market changes, which in turn helps organizations in managing strategic and financial planning for continued growth and success.



Learn more about our
**Advanced Practice Provider
Compensation and
Productivity Survey**