

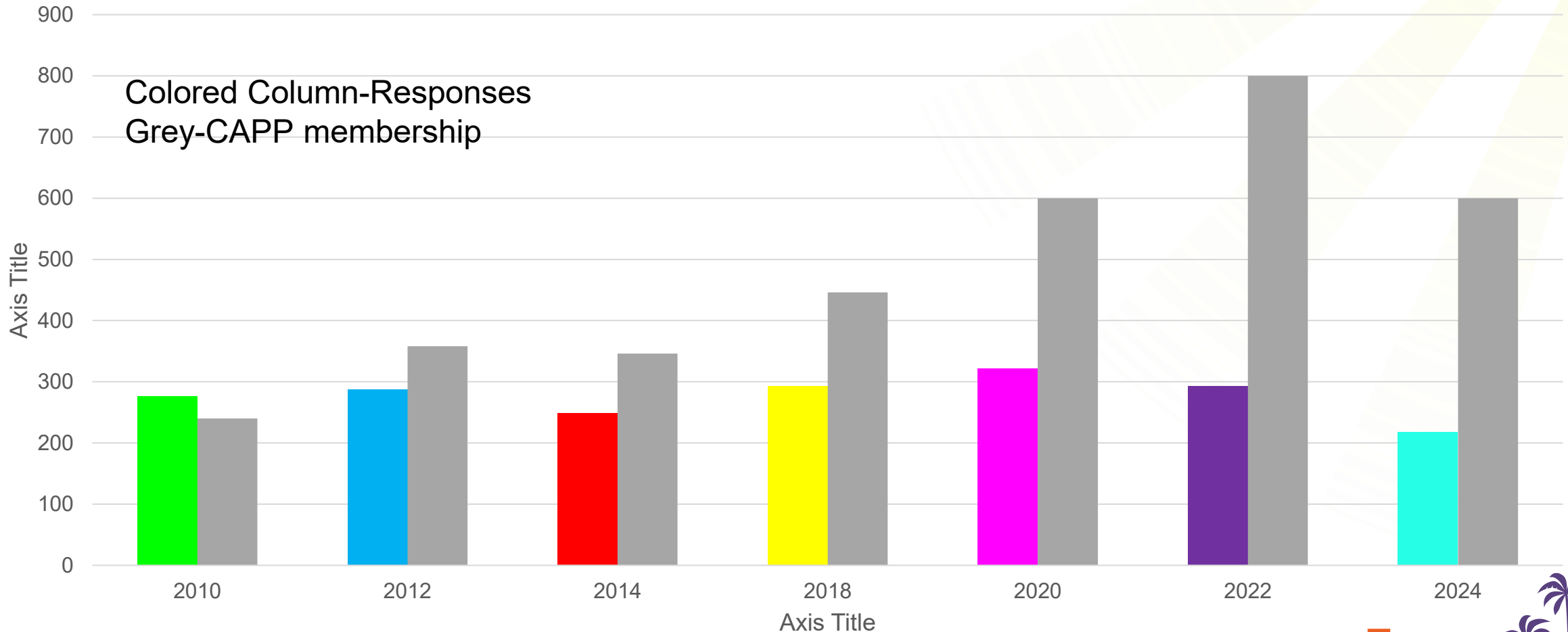
Disclaimers and such...

- The data is only as good as the answers which are not independently confirmed
- There were 218 responses in 2024, lower than 2022 and 2020. This is about 25% of CAPP membership
- Salary was reported in ranges which were converted to the highest reported for statistical analysis. This is the same method used in previous surveys
- Data was reported from 47 states. We are missing data from DE, RI and SD
- CNS data was limited by sample size and thus rolled into NP data. This is the same method used in previous surveys
- Some of the questions had limited answers (IE: hourly rates for APs) and thus are confounded by small sample size analysis
- There was no correlation between degree and salary. We missed adding the PA doctorate questions but many of you filled the degree into the comments
- Thank you to the 218 APPs who did the survey. We know it is a pain but without this data, we are literally flying blind



Law of Diminishing Returns

Participation is Down



Who We Are



- In 2024, we are younger than previous surveys
29% in 30s, 30% in 40s and 18% in 50s
It appears the older among us retired after Covid
- Still predominately female (89%)
- In the 2022 survey, we added diversity. This has been lost in 2024: 83% White, 5% Black, 7% Asian, 5% Hispanic, 2% First World, 1% Hawaiian, 2% more than 1 race
- 70% NPs, 30% PAs
- Predominantly MS degrees (76%)

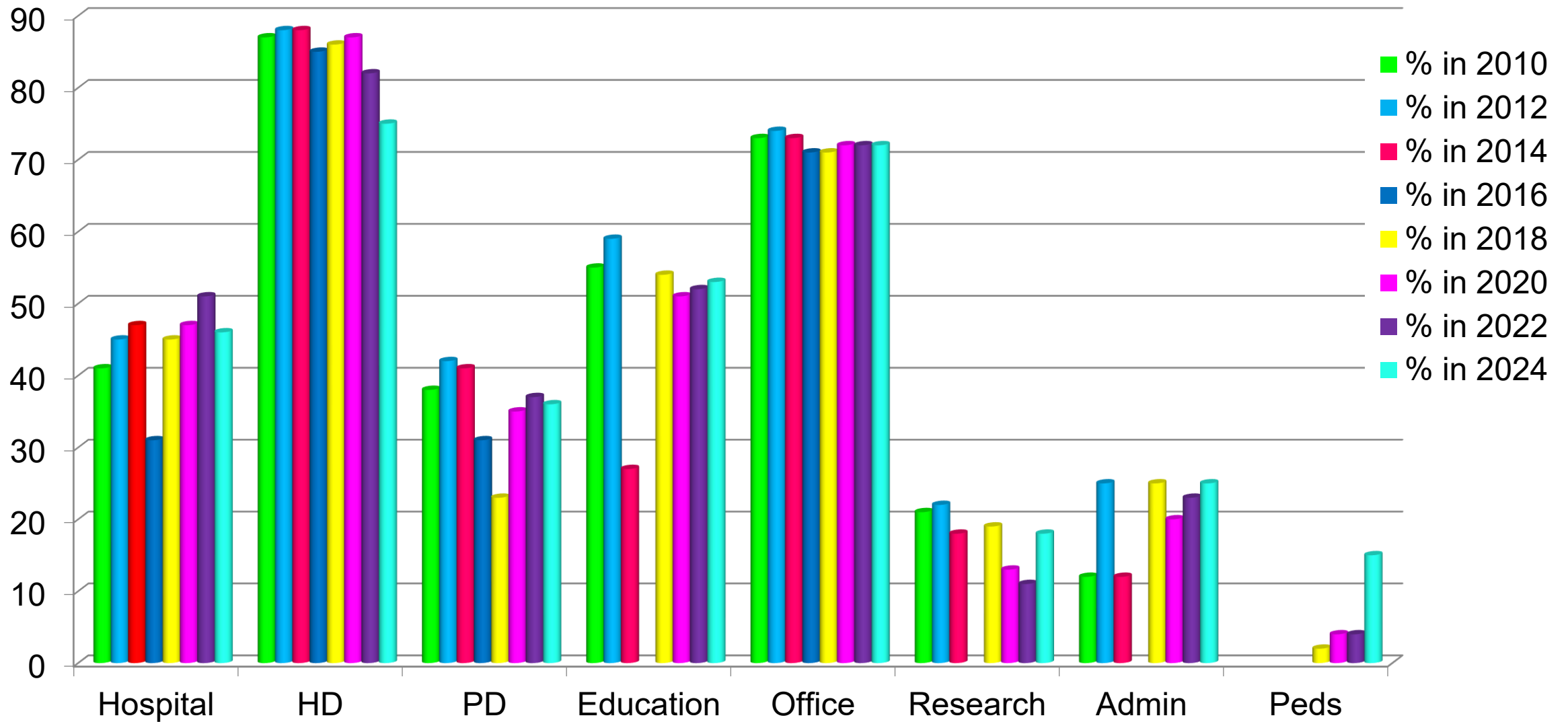


Factoids

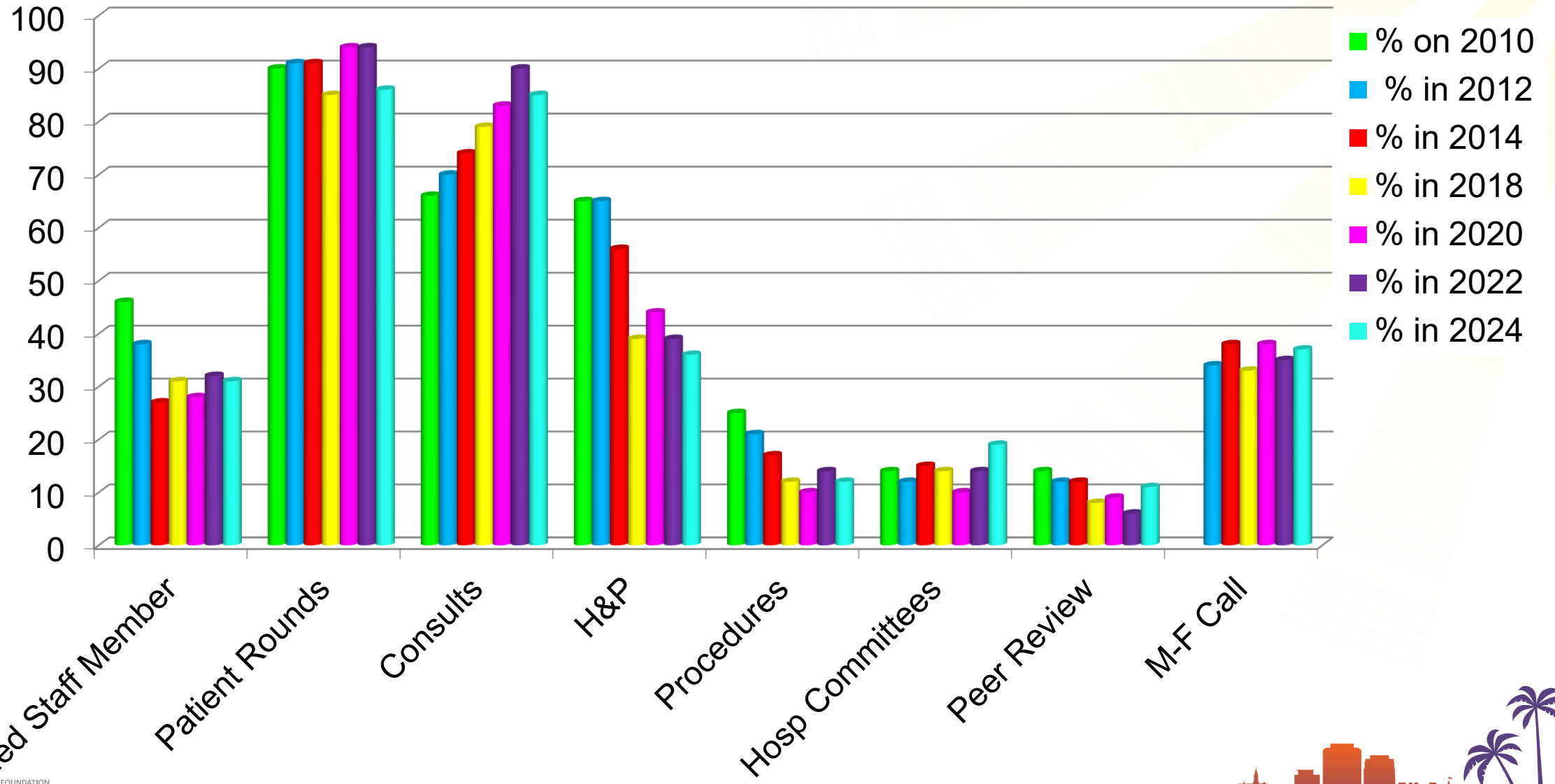
- Hemodialysis units are still the largest setting (75%) but the office is very close behind (72%) followed by education (53%)
- The largest change over the last 2 years was the increase in office work
- Most of those answering the survey have worked in nephrology for <10y; 75% have <5y in nephrology, 65% have 5-10y experience in nephrology
- Contrary to previous surveys, the 'new to nephrology' APP is also a new APP with ¼ having less than 5y experience as an APP
- A new question regarded training when moving to nephrology was added; 31% said no formal training while 83% had an informal mentorship/OTJ training. This matches the increase in education work by the experienced APP
- Another new question asked if you had any nephrology background (believing we go to what we know); 2/3 of your reported NO previous nephrology experience! Surprised us...



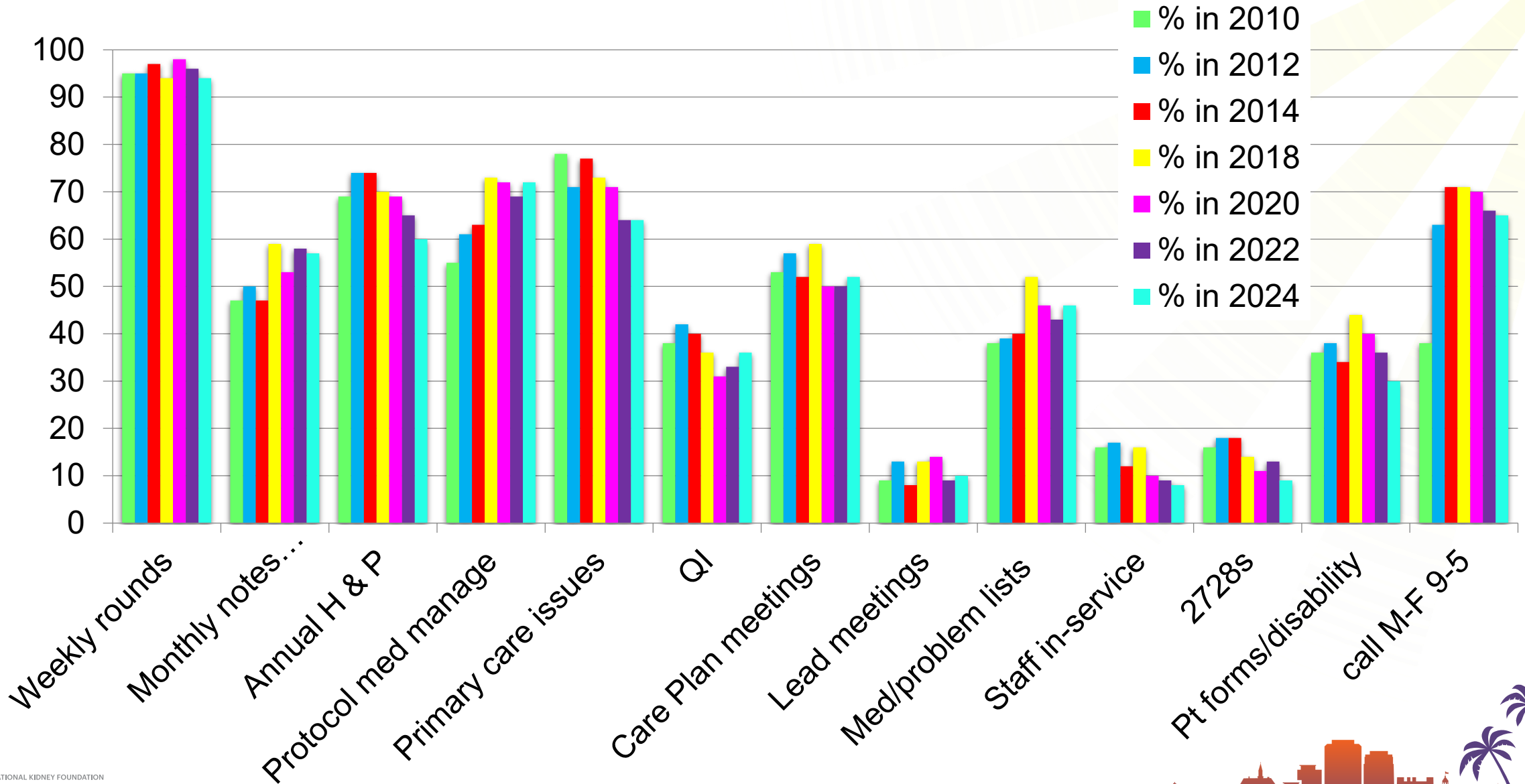
What Do We Do?



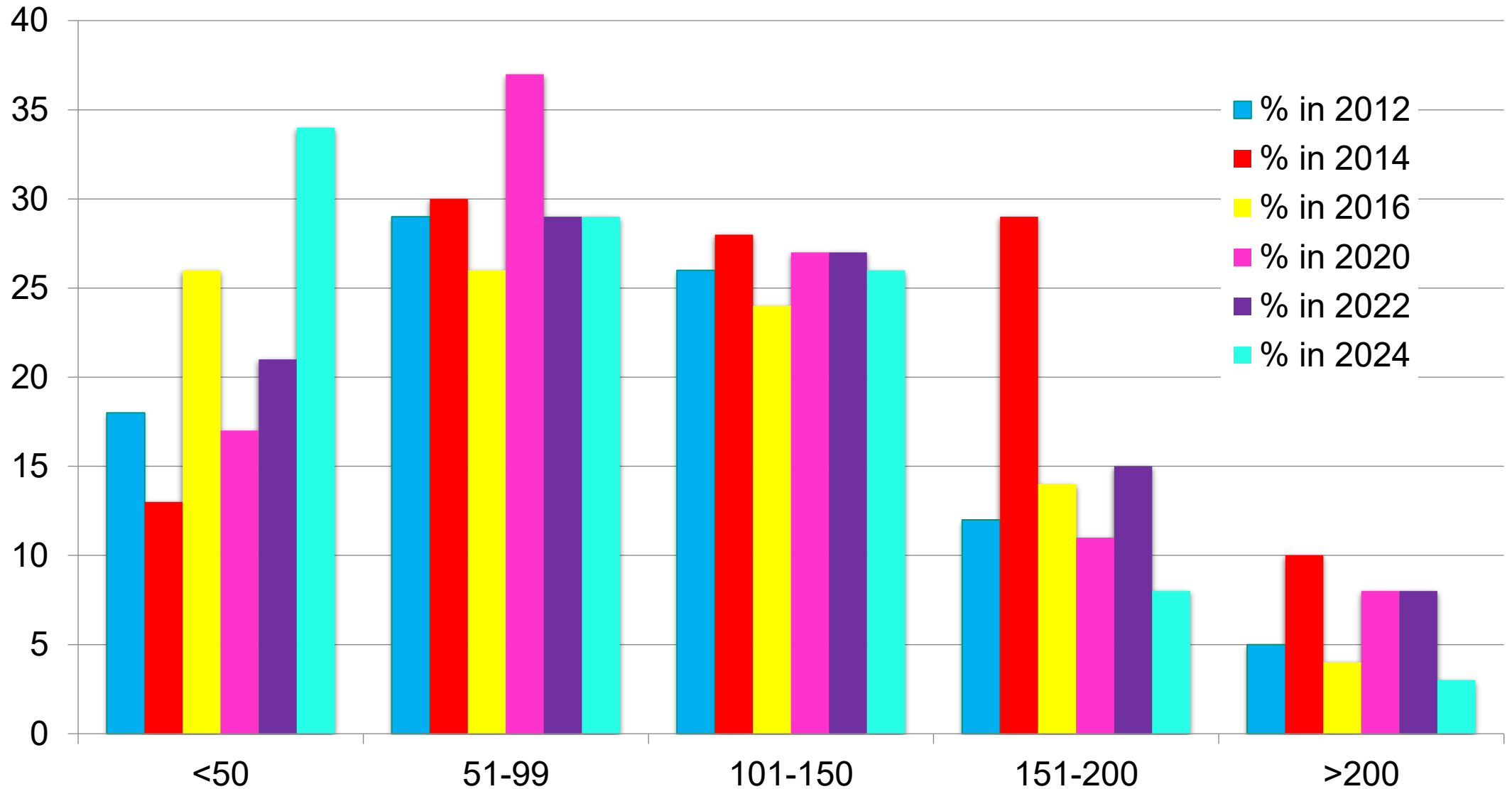
Hospital Duties



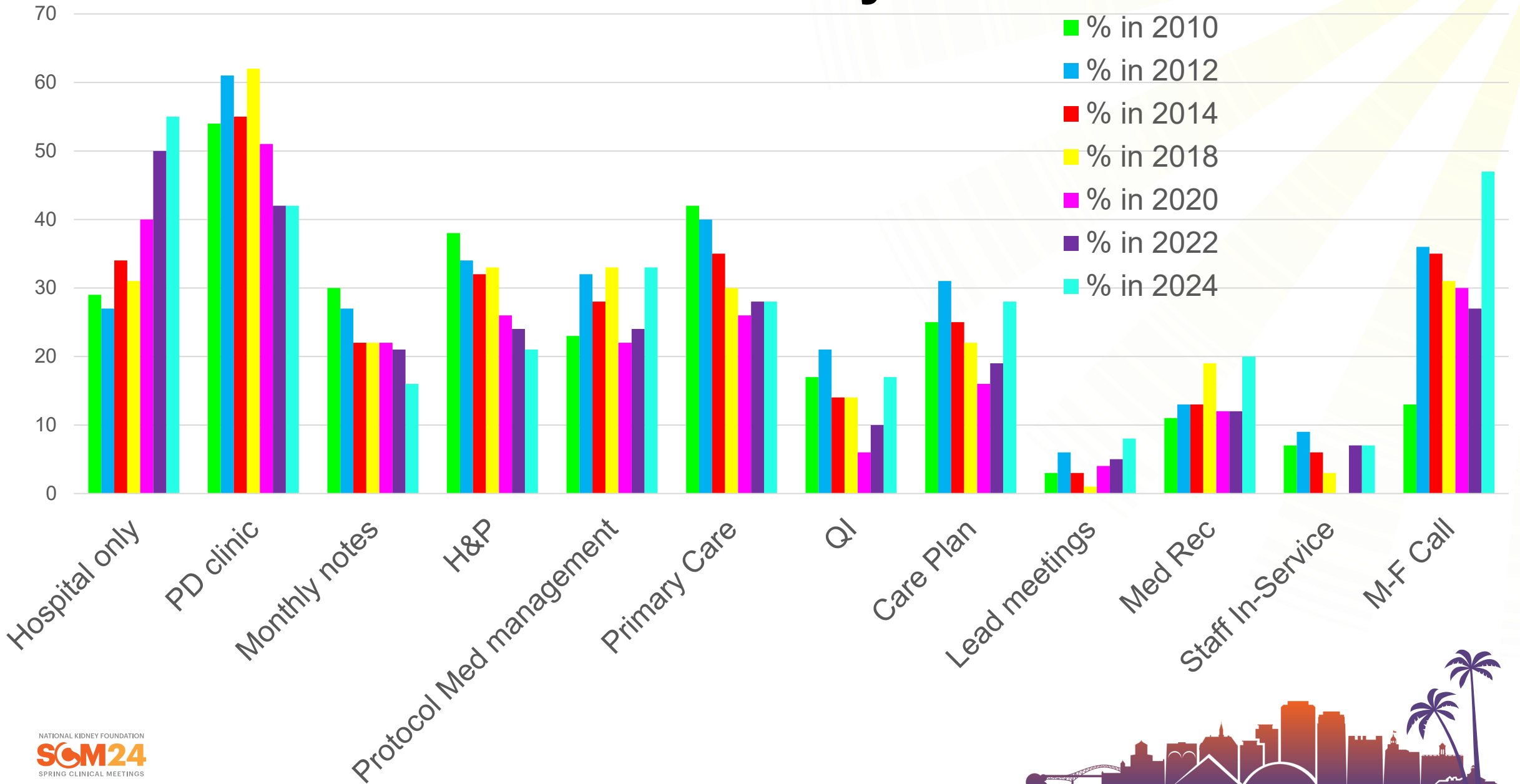
Hemodialysis Center Duties



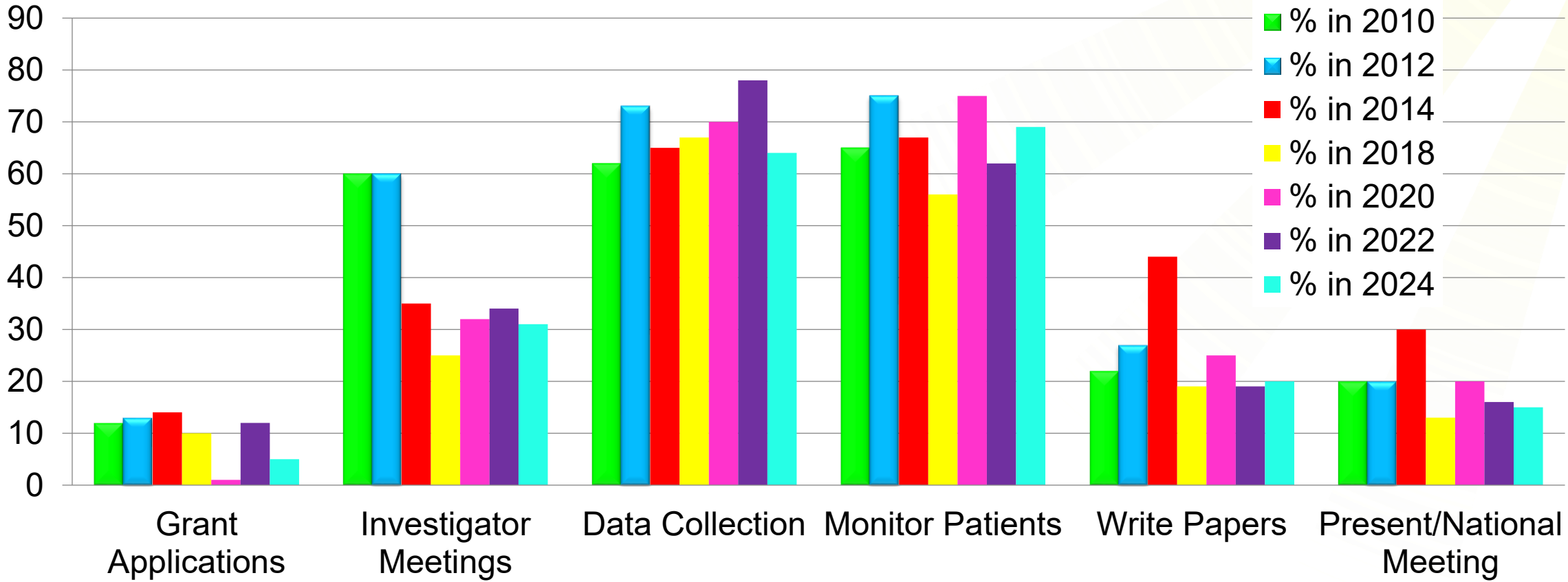
Dialysis Patients/week



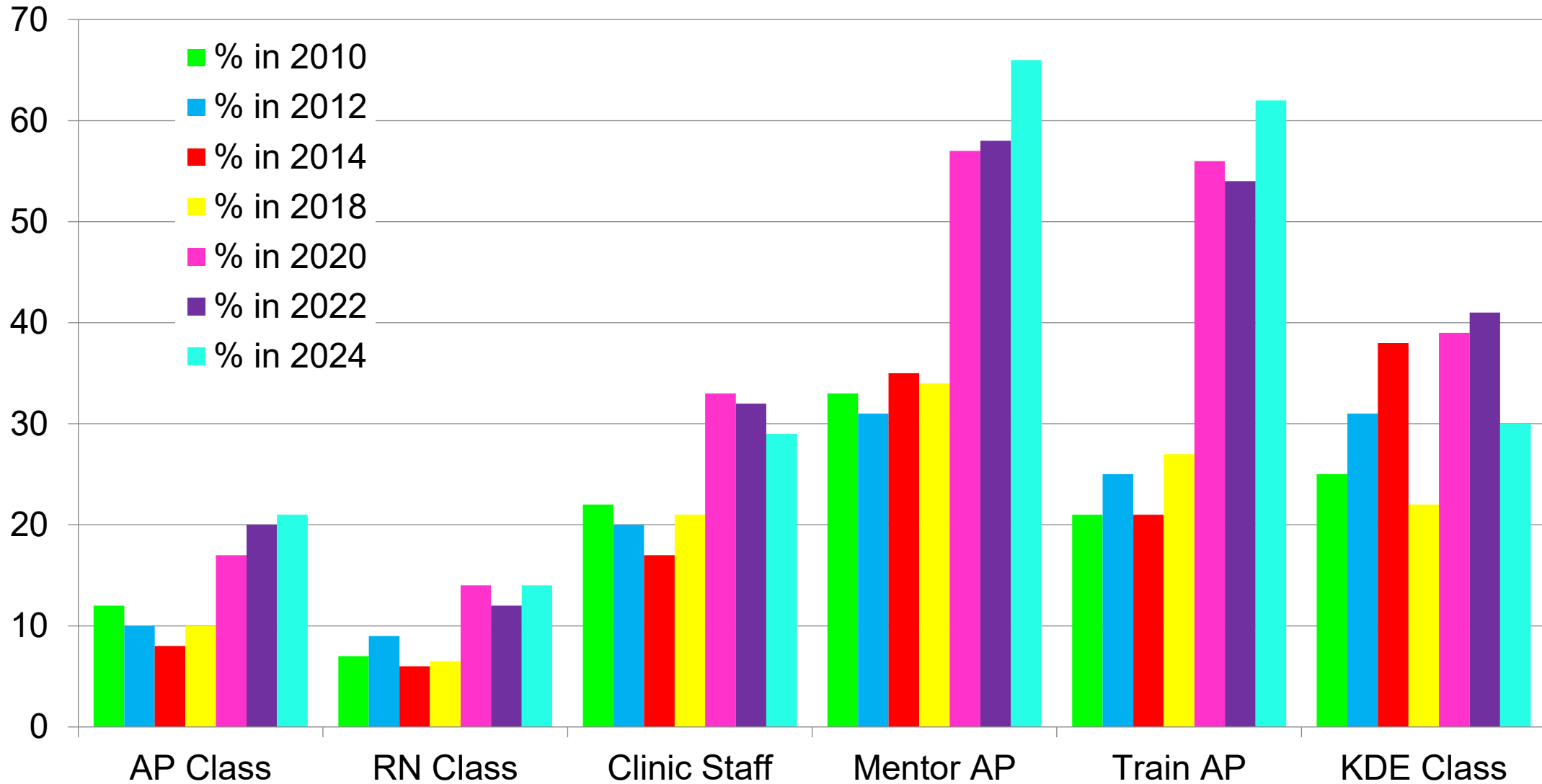
Peritoneal Dialysis Duties



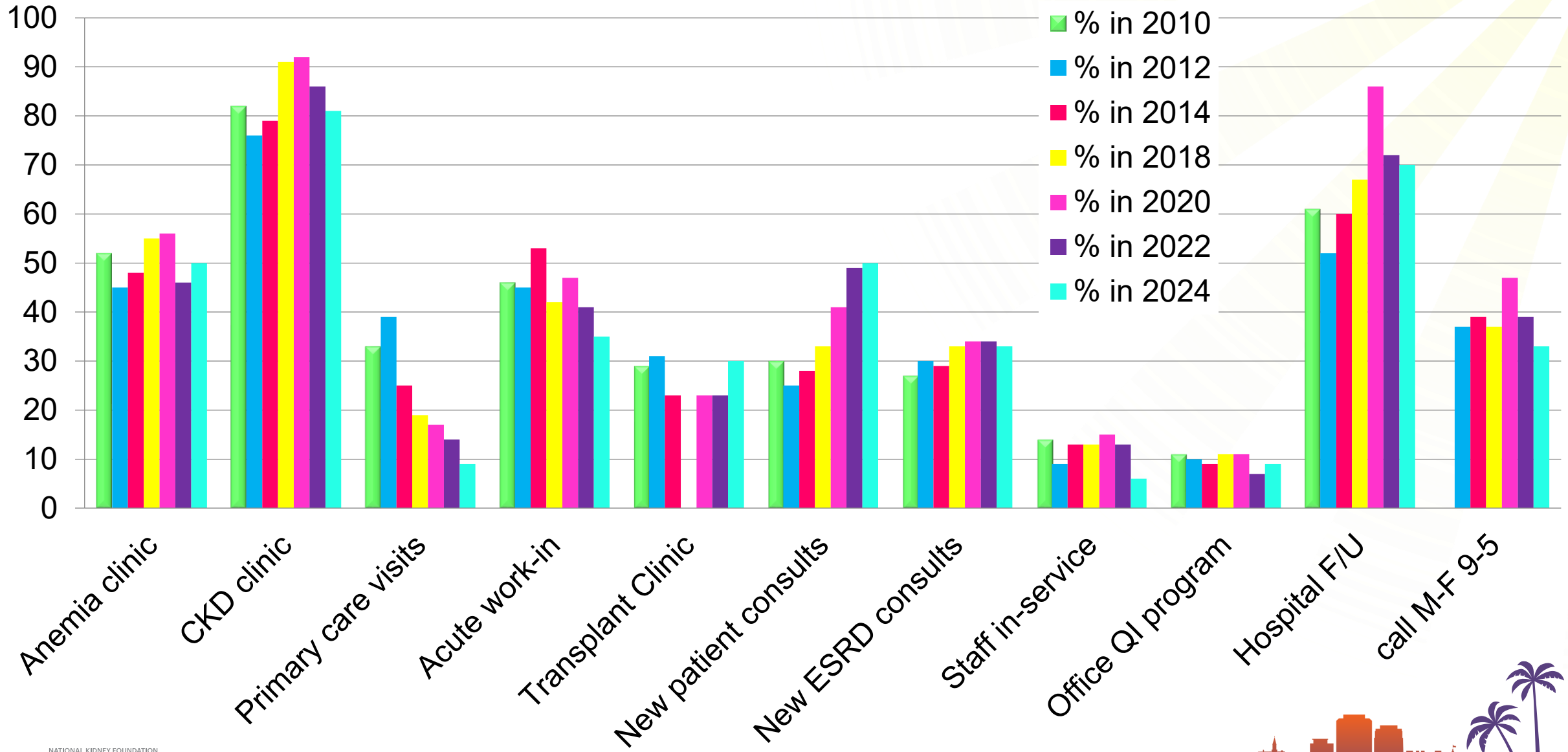
Research Duties



Education Duties



Office Duties



2024 Nationwide Salary Data

**For all APs:
\$128,000**

**For PAs:
\$129,000**

**For NPs:
\$127,000**

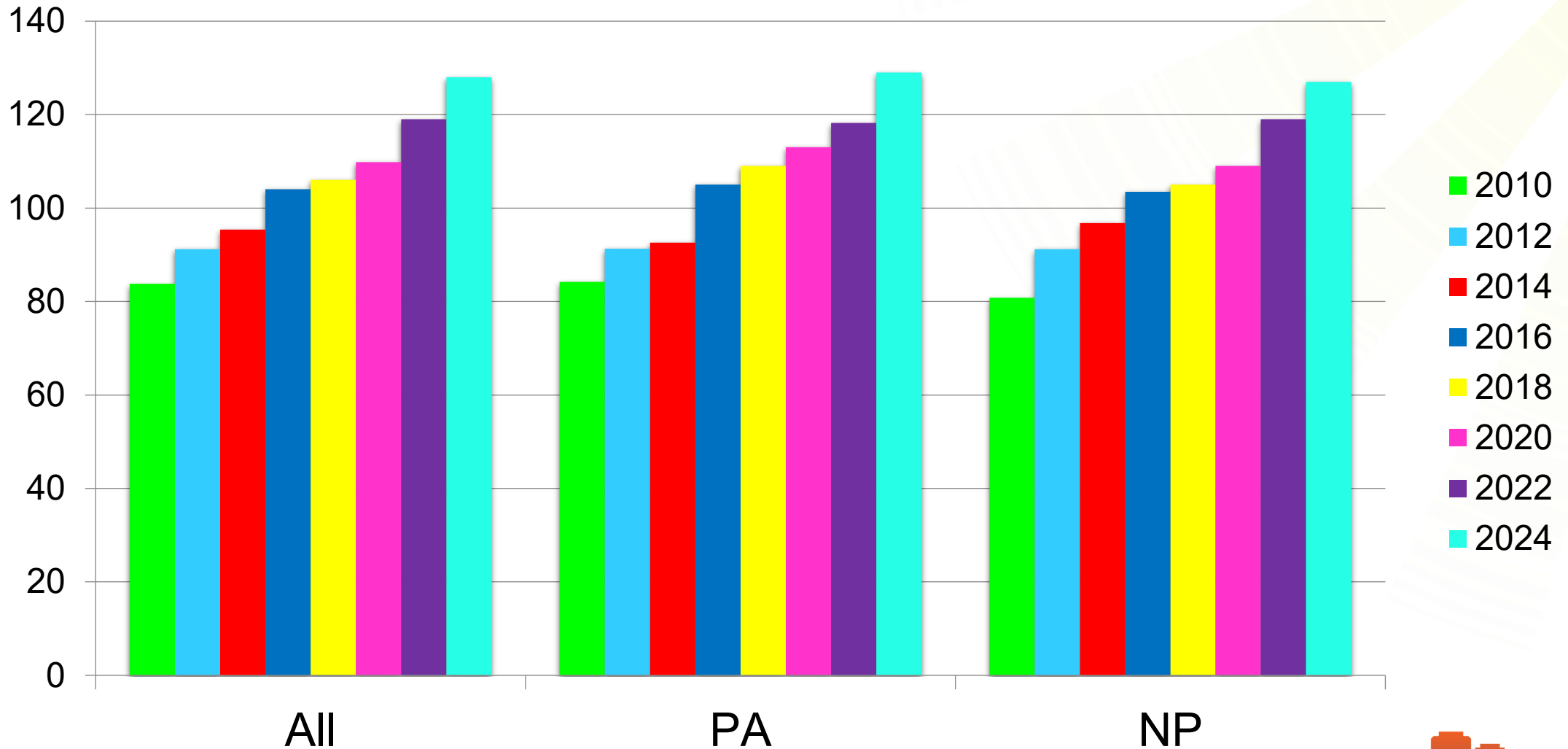
PAAs: 2010 = \$84,200
2012 = \$91,340
2014 = \$92,600
2016 = \$105,000
2018 = \$109,000
2020 = \$113,100
2022 = \$118,200

All: 2010 = \$83,000
2012 = \$91,240
2014 = \$95,410
2016 = \$104,000
2018 = \$109,000
2020 = \$109,800
2022 = \$119,000

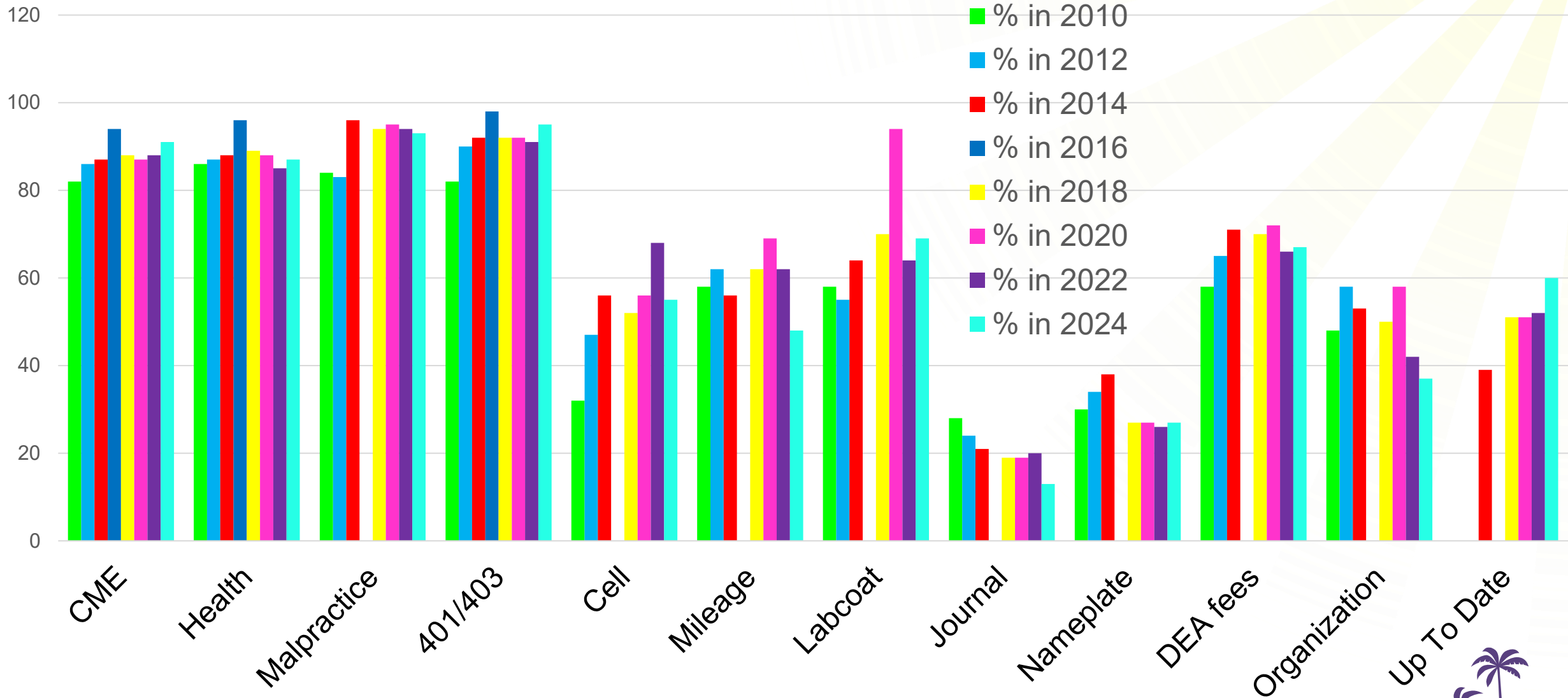
NPs: 2010 = \$80,810
2012 = \$91,170
2014 = \$96,777
2016 = \$103,500
2018 = \$105,000
2020 = \$109,200
2022 = \$119,580



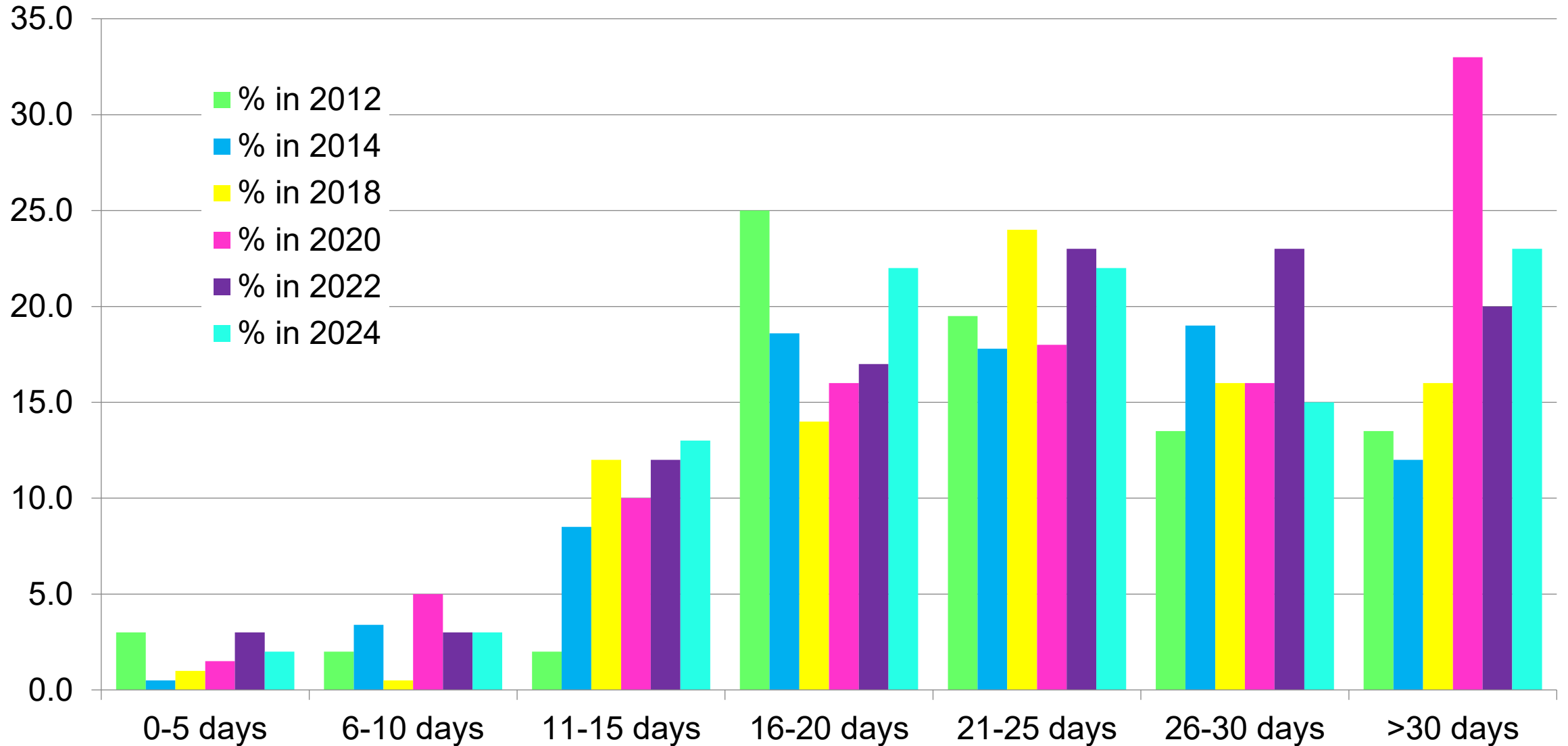
PA/NP Nephrology Salaries



Nephrology AP Benefits



Time Off (PTO in Days)



**Thank You
to everyone who participated
in the CAP 2024 Survey**

**We could not do this
without you**

NATIONAL KIDNEY FOUNDATION

SCM24

SPRING CLINICAL MEETINGS

