Physical Therapist

Boise, ID · 25-mile radius

3.3 / 10 Standard



Physical Therapist in Boise, ID is Standard: 3.3 out of 10.

DO THESE THREE THINGS

1 Post the recommended range
Lead the posting with the recommended offer range on this page.

2 Call these workplaces first
See Who you compete with.

3 Name the site
Add the site and a normal week to the posting.

NPI REGISTRY PROVIDERS	JOBS NEARBY	RECOMMENDED OFFER RANGE	HIRING PACE
824	**~304**	**$100,120 to $104,170**	**~30 days**
within 25 mi	within 25 mi · federal wage survey	published local pay	Idaho · all jobs

Takeaway. Post the recommended offer range on this page before spending on ads.

CONTENTS

The answer	1	Why it's hard	2
Who you compete with	3	Where to find people	4
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Supply and demand

- Statewide Idaho supply is about 114% of projected 2028 demand (HRSA), a surplus.
- 824 professionals with an NPI practicing within 25 mi, against ~304 people employed within 25 miles of the Boise metro area (federal wage survey).
- The full metro estimate is ~400.

LOCATION AND RURALITY

3.0

Ada County is a mid-size metro county.

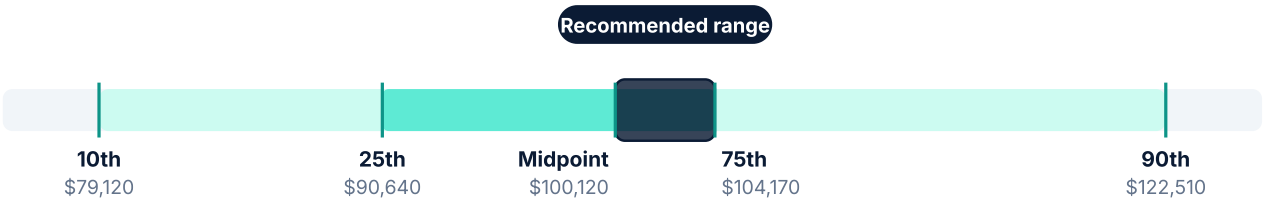
ROLE TYPE

8.5

Preparation level 5 on a 1 to 5 scale for Physical Therapists.

Pay position

Recommended range against published local pay.



LOCAL MIDPOINT

$100,120

half of published local pay is below it

PAY RANGE · RECOMMENDED OFFER RANGE

$100,120 to $104,170

- Standard market, 3.3 out of 10.
- 824 professionals with an NPI within 25 miles, against about 304 jobs.
- Statewide hiring pace is about 30 days.
- The recommended range starts at the 50th percentile of local pay.

The range uses published local pay for this market.

Takeaway. The Hire-Difficulty Index for this role is 3.3 out of 10, rated standard.

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Top places to find this profession

- Inside 25 miles, from the federal NPI registry.
- Ranked by likely headcount for this profession.
- Google ratings are in the client portal.

WORKPLACE AND ADDRESS	PHONE	TYPE	WHY IT RANKS	MILES
Saint Alphonsus Regional Medical Center 1055 N Curtis Rd, Boise, ID	(208) 367-4148	General Acute Care Hospital	largest hospital campus in radius	5.7 mi
ST Lukes Regional Medical Center 520 S Eagle Rd, Meridian, ID	(208) 381-2222	General Acute Care Hospital	hospital campus	14.3 mi
Jade Health Center 901 N Curtis Rd Ste 404, Boise, ID		Clinic/Center, Community Health	independent workplace	5.7 mi
The Pain Center 1673 W. Shoreline Dr., Boise, ID	(208) 342-9800	Clinic/Center, Pain	independent workplace	<1 mi
Peak Physical Therapy P C 7550 W Emerald St # 101, Boise, ID	(208) 375-0666	Physical Therapist	independent workplace	7.6 mi
Therapeutic Associates 390 E Parkcenter Blvd, Boise, ID	(208) 433-9211	Physical Therapist	independent workplace	5.7 mi
Eagle Physical Therapy 457 S Fitness Pl, Eagle, ID	(208) 939-3332	Physical Therapist	independent workplace	14.6 mi
Boise VA Hospital 500 W Fort St, Boise, ID	(208) 422-1338	General Acute Care Hospital	hospital campus	<1 mi
Idaho Sports Medicine Institute 1188 W University Dr, Boise, ID	(208) 336-8250	Clinic/Center, Physical Therapy	independent workplace	5.7 mi
Initiatives Healthcare 1205 N 11th St, Boise, ID	(208) 249-0011	General Acute Care Hospital, Critical Access	hospital campus	<1 mi

626 workplaces are inside 25 miles. The table shows the 10 most likely, ranked by headcount, type, beds, distance. The Workplace Directory has them all. Distance is to the ZIP center.

> **Takeaway.** Call Saint Alphonsus Regional Medical Center and ST Lukes Regional Medical Center first. They are the top two workplaces for this profession inside 25 miles.

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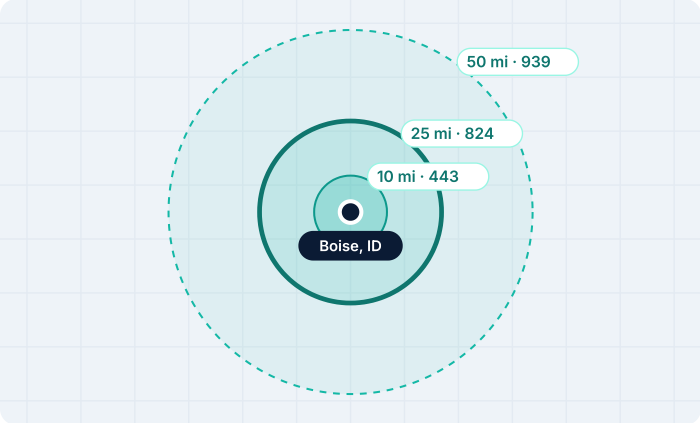
Candidate pool

- Miles are straight-line from Boise, ID, not drive time.
- The outer ring is 25 to 50 miles out. The drive is longer.



Supply by radius: 10, 25, 50 miles

- Professionals with an NPI practicing within 25 mi, counted from the national provider file.
- Straight-line rings from the place point.

RING	NPI PROVIDERS	POPULATION	PER 10K
0 to 10 mi	443	212,971	20.8
10 to 25 mi	381	373,489	10.2
25 to 50 mi	115	233,193	4.9
Total 50 mi	939	819,653	11.5

Colleges and programs

The nearest accredited physical therapy program is at Idaho State University, 194.8 mi away.

> **Takeaway.** Ask the local training programs about graduates and referrals, and widen the ring if applicants run thin.

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READY TO PASTE

Job posting

Physical Therapist, Boise, ID, $100,120 to $104,170 a year.

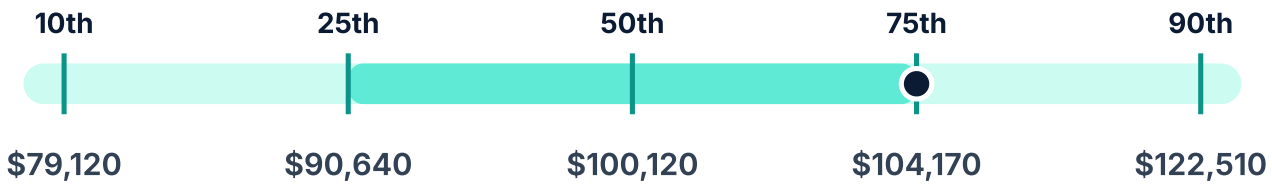
People in this occupation work in physical therapy clinics, hospitals, and rehab centers.

Must-haves: a current state license, a doctoral degree, and extensive training and experience.

To apply, use [apply link or phone].

OFFER BENCHMARK

Where the offer sits



- Recommended base $104,170, 75th percentile.

Pay points from the federal wage survey for this area.

OUTREACH

Outreach scripts

INMAIL

Hiring a Physical Therapist in Boise, ID. I can send the pay range.

TEXT

Boise, ID has a Physical Therapist opening. Reply yes for the pay range.

PHONE

Calling about a Physical Therapist opening in Boise, ID.

HIRING PACE

Time to fill

25 days to fill

Hire difficulty 3.3 / 10

Adjusted from the Idaho all-jobs pace of 30 days.

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LOCAL

Local selling points



- Boise City, ID is 93.4, below the U.S. average.
- Training programs for this role are in this pack.

BEA all-items regional price parity, 2023. United States is 100.

OPEN WEEK

Sign-on and an open week

$1,925 per open week

One week of the published median wage.

INTERVIEW KIT

Questions and scorecard

WORKING WITH THE TEAM

Peer alignment. Tell me about a time when a colleague disagreed with how you were handling a task in the treatment room.

SITUATION The clinic, the shift, and what the disagreement was about.
TASK What the candidate personally owned, apart from the team.
ACTION What they said and did to keep the task moving.
RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

LEARNING AND GROWTH

Own development. Tell me about a time when you received feedback on your own hands-on treatment.

SITUATION The clinic, the shift, and the feedback on the work.
TASK What the candidate personally owned in the moment.
ACTION What they changed and how they checked it later.
RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

PLANNING THE SHIFT

Today and later. Tell me about a time when the list for your caseload had more on it than you could finish.

SITUATION The clinic, the shift, and the list that could not be finished.
TASK What the candidate personally owned and had to decide.
ACTION What they did now and what they told the person waiting.
RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

TREATMENT SAFETY AND ESCALATION

When someone in your care changes. Tell me about a time when someone in your care changed while you were doing the work.

SITUATION The change in the patient, the first sign, and when it showed.
TASK What the candidate personally owned and had to decide.
ACTION What they noticed in the patient, who they brought in, and what they heard.
RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

Stopping a treatment that is not safe. Tell me about a time when you believed the next step in the treatment was not safe.

SITUATION The step in the treatment that was not safe and who pushed on.
TASK What the candidate personally owned and had to decide.
ACTION What they stopped in the treatment and what they asked and heard.
RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

The handoff you will not shorten. Tell me about a time when you gave the handoff when the person in your care was not stable.

SITUATION The unfinished work on the plan of care at handoff.
TASK What the candidate personally owned, apart from the team.
ACTION What they passed on about the plan of care.
RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

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CLINICAL JUDGMENT IN THE VISIT

What you assess before you start. Tell me about a time when you were about to start the visit or procedure.

SITUATION The first look at the plan of care and what did not match.
ACTION What they rechecked on the plan of care and how they reasoned.
TASK What the candidate personally owned, apart from the team.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

Two people who need you now. Tell me about a time when two people needed you at the same time.

SITUATION Two demands on the treatment at once and who each affected.
ACTION What they did first on the treatment and how they ordered the work.
TASK What the candidate personally owned in the moment.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

When the approach is not working. Tell me about a time when the approach was not working for the person in front of you.

SITUATION The usual way of handling the treatment that stopped working.
ACTION What they tried next on the treatment, who they asked, and how they reasoned.
TASK What the candidate personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

CASELOAD AND THROUGHPUT

A caseload that does not fit the day. Tell me about a time when the caseload did not fit the day.

SITUATION More work on the treatment than the day could hold.
ACTION What they asked for on the treatment and how they ordered the work.
TASK What the candidate personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

Throughput that still leaves time to teach. Tell me about a time when the schedule was pushing you to finish.

SITUATION The load in the clinic and what could not be done safely.
ACTION What they asked for on the treatment and what they delayed.
TASK What the candidate personally owned in the moment.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

DOCUMENTATION AND COMPLIANCE

A rule that does not fit the visit. Tell me about a time when a rule and this visit did not fit each other.

SITUATION The rule and the moment in the clinic that did not match.
ACTION What they followed in the treatment, what they raised, and how they reasoned.
TASK What the candidate personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

An error you caught in your own note. Tell me about a time when you caught an error in your own note or your own step before it affected the person.

SITUATION The miss in the treatment and how they found it.
ACTION What they fixed in the treatment, who they told, and what they confirmed.
TASK What the candidate personally owned, apart from the team.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

TRAINING AND RETENTION

A new colleague on the first day. Tell me about a time when a new colleague was with you.

SITUATION The new person learning the treatment beside them.
ACTION What they showed on the treatment and how they checked it.
TASK What the candidate personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

What has kept you in this work. Tell me about a time when you stayed in this work through a hard week.

SITUATION The hard stretch of work in the clinic and why it was hard.
ACTION What they leaned on in the clinic and what they would change.
TASK What the candidate personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

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SCORECARD

Candidate _____ **Date** _____

1-2 vague or hypothetical. 3 specific example with clear action. 4-5 specific example with a measurable result and what they learned.

QUESTION	S	T	A	R	1-5
Peer alignment	☐	☐	☐	☐	
Own development	☐	☐	☐	☐	
Today and later	☐	☐	☐	☐	
When someone in your care changes	☐	☐	☐	☐	
Stopping a treatment that is not safe	☐	☐	☐	☐	
The handoff you will not shorten	☐	☐	☐	☐	
What you assess before you start	☐	☐	☐	☐	
Two people who need you now	☐	☐	☐	☐	
When the approach is not working	☐	☐	☐	☐	
A caseload that does not fit the day	☐	☐	☐	☐	
Throughput that still leaves time to teach	☐	☐	☐	☐	
A rule that does not fit the visit	☐	☐	☐	☐	
An error you caught in your own note	☐	☐	☐	☐	
A new colleague on the first day	☐	☐	☐	☐	
What has kept you in this work	☐	☐	☐	☐	
Total					

Hire · 60 or higher | Maybe · 45 to 59 | Pass · 44 or lower

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BENEFITS THAT WIN THIS ROLE

Benefits that win this role

Ranked for therapy professionals.

1 **Retirement plan** — EXPECTED BASELINE
The top ask for this group; show the match up front.

2 **Paid time off** — EXPECTED BASELINE
Close second; clear accrual rules matter.

3 **Flexible scheduling** — DIFFERENTIATOR
Ranks above health insurance for this group; concrete schedule options stand out.

4 **Health & dental insurance** — EXPECTED BASELINE
Expected in any competitive offer.

5 **HSA / FSA** — DIFFERENTIATOR
Tax-advantaged accounts made the allied health top five.

6 **Continuing education support** — DIFFERENTIATOR
Funded CE helps keep licenses and specialty skills current.

7 **Tuition & license reimbursement** — DIFFERENTIATOR
Offsets credentialing and degree costs.

Sources. Health eCareers, 2026 Job Seeker Report (survey of 550 U.S. healthcare professionals, fielded Nov 2025).

- Expected baseline is the floor candidates look for.
- A differentiator is what sets an offer apart.
- Offer the same benefits to every candidate for the role.

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Impress a candidate in Boise

- Places a visiting recruiter or hiring manager can take a candidate to entertain or impress them.
- Each group starts within 25 miles and widens to 40, 60, 90, then 150 miles until it has enough good options.
- Every line shows its distance.

UPSCALE DINING FOR A SENIOR OR EXECUTIVE HIRE

Chandlers Steakhouse
Upscale

981 W Grove St, Boise, ID · about 6 mi est. drive
Boise's premier prime steak and seafood room in Hotel 43, with live jazz; the local choice to impress.
chandlersboise.com

KIN
Upscale

999 W Main St, Suite P101, Boise, ID · about 6 mi est. drive
Chef-driven five-course prix fixe with private rooms; a memorable, conversation-friendly dinner.
kinboise.com

Barbacoa Grill
Upscale

276 W Bobwhite Ct, Boise, ID · about 6 mi est. drive
Upscale Latin-inspired steak and seafood with tableside service; lively and impressive.

BUSINESS LUNCH OR DINNER WITH AN APPLICANT

Bonefish Grill
Business meal

855 West Broad Street, Boise, ID · 6 mi est. drive
Wood-grilled seafood with a broad menu; comfortable for a dinner interview.
bonefishgrill.com

The Cheesecake Factory
Business meal

330 North Milwaukee Street, Boise, ID · 10 mi est. drive
Huge menu so every candidate finds something; easy for a first meal.
thecheesecakefactory.com

Yard House
Business meal

3693 East Longwing Lane, Meridian, ID · 13 mi est. drive
Large menu and big beer list; casual-upscale for a relaxed team meal.
yardhouse.com

COFFEE FOR A FIRST CHAT

Local coffee house for a casual first chat.

Dawson Taylor Coffee Roasters - Downtown Cafe
Coffee

219 North 8th Street, Boise, ID · 6 mi est. drive
dawsontaylor.com

Neckar Coffee
Coffee

117 South 10th Street, Boise, ID · 6 mi est. drive
neckarcoffee.com

Slow by Slow Coffee
Coffee

405 South 8th Street, Boise, ID · 6 mi est. drive
slowbyslow.com

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EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS

Topgolf
Entertainment

948 South Silverstone Way, Meridian, ID · 14 mi est. drive
Climate-controlled driving-range bays with food and drinks; a low-pressure way to get to know a candidate.
topgolf.com

Western Proper
Bowling

610 West Idaho Street, Boise, ID · 6 mi est. drive
Bowling center; a casual group outing with food and drinks.
westernproper.com

Boise Brewing
Brewery

521 West Broad Street, Boise, ID · 6 mi est. drive
Local brewery or taproom; relaxed for an after-hours meet-up.

PRO AND MINOR-LEAGUE SPORTS

Idaho Steelheads
ECHL · October to April

Idaho Central Arena · 233 S. Capitol Boulevard, Boise, ID · 6 mi est. drive
An ECHL game at Idaho Central Arena. Premium seats or a suite make it a closing-stage outing.
Tickets · idahosteelheads.com/tickets · Premium seating

Athletic Club Boise
USL League One · March to October

Stadium at Expo Idaho · 12 N. Paddock Drive, Garden City, ID · 8 mi est. drive
A USL League One game at Stadium at Expo Idaho. Premium seats or a suite make it a closing-stage outing.
Club site · acboise.com · Premium seating

Boise Hawks
Pioneer League · May to September

Memorial Stadium · 5600 N. Glenwood Street, Boise, ID · 8 mi est. drive
A Pioneer League game at Memorial Stadium.
Tickets · boisehawks.com/tickets/index.html

Before you book.

- Hand-checked rooms and known brands come first: upscale dining, restaurants that take reservations, Topgolf-type outings, and pro and minor-league clubs.
- OpenStreetMap listings fill in local restaurants, coffee, golf, bowling, breweries, and wineries, and the list is not ranked by reviews.
- Barbecue counters, dessert shops, fast food, escape rooms, schools, community centers, and hotels are left off.
- Miles are an estimated drive (straight-line times 1.25; past 150 miles, straight-line distance), so confirm hours before you book.
- Venue locations: © OpenStreetMap contributors, ODbL, https://www.openstreetmap.org/copyright.

Your outing, your responsibility.

- Your organization is responsible for the visit, including contracts, deposits, alcohol service, insurance, guest safety, transportation, and accessibility.
- Offer the same kinds of meetings to every qualified candidate, alongside your usual job posting.
- Do not pick a setting that discourages someone because of age, sex, race, religion, disability, national origin, or any other protected trait.
- A listing is not an endorsement, and this is planning information, not legal advice.

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Driver table

DRIVER	SCORE	EVIDENCE
Supply vs demand	1.5	See Why it's hard.
Pay competitiveness	Not scored	See Why it's hard.
Req history	Not scored	Time open is not in this score.
Location and rurality	3.0	See Why it's hard.
Role type	8.5	See Why it's hard.
Hire-Difficulty Index	**3.3**	Drivers without a published figure are left out.

Data used in this pack

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	Statewide pace of hiring.	2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
Health Resources and Services Administration	State supply and demand projection for this occupation.	2028 projection
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
Centers for Medicare and Medicaid Services	Workplace names near this search.	September 14, 2026
National Center for Education Statistics	Training-program completions and the campus admissions address	2022-23
The ordering organization	Role title, seniority level.	2026-10-23
ReqRadius	Hire-difficulty scoring for this opening.	2026-10-23
U.S. Bureau of Economic Analysis	Metro price parity in the local selling points	2023

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