
Virginia's Audiologist Workforce: 2021

Healthcare Workforce Data Center

July 2021

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, VA 23233
804-597-4213, 804-527-4466 (fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Get a copy of this report from:

<http://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/ProfessionReports/>

More than 470 Audiologists voluntarily participated in this survey. Without their efforts, the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology & Speech-Language Pathology express our sincerest appreciation for their ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, DC
Director

Barbara Allison-Bryan, MD
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Elizabeth Carter, PhD
Director

Yetty Shobo, PhD
Deputy Director

Rajana Siva, MBA
Research Analyst

Christopher Coyle, BA
Research Assistant

The Board of Audiology & Speech-Language Pathology

Chair

Melissa A. McNichol, AuD, CCC-A
Charlottesville

Vice-Chair

Angela W. Moss, MA, CCC-SLP
Henrico

Members

Corliss V. Booker, PhD, APRN, FNP-BC
Chester

Alison Ruth King, PhD, CCC-SLP
Amelia

Kyttra L. Burge
Manassas

Erin G. Piker, AuD, PhD, CCC-A
Harrisonburg

Bradley W. Kesser, MD
Charlottesville

Executive Director

Leslie L. Knachel

Contents

Results in Brief.....	2
Summary of Trends	2
Survey Response Rates	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Specializations & Credentials.....	9
Current Employment Situation	10
Employment Quality.....	11
2021 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Patient Workload	17
Retirement & Future Plans	18
Full-Time Equivalency Units.....	20
Maps	21
Virginia Performs Regions	21
Area Health Education Center Regions	22
Workforce Investment Areas	23
Health Services Areas	24
Planning Districts.....	25
Appendix	26
Weights	26

The Audiologist Workforce: At a Glance:

The Workforce

Licensees:	599
Virginia's Workforce:	446
FTEs:	394

Background

Rural Childhood:	22%
HS Degree in VA:	39%
Prof. Degree in VA:	30%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	78%
Satisfied?:	96%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	89%

Education

AuD:	74%
Masters:	17%

Job Turnover

Switched Jobs in 2021:	4%
Employed Over 2 Yrs:	69%

Demographics

Female:	86%
Diversity Index:	19%
Median Age:	45

Finances

Median Income:	\$80k-\$90k
Health Benefits:	57%
Under 40 w/ Ed Debt:	65%

Primary Roles

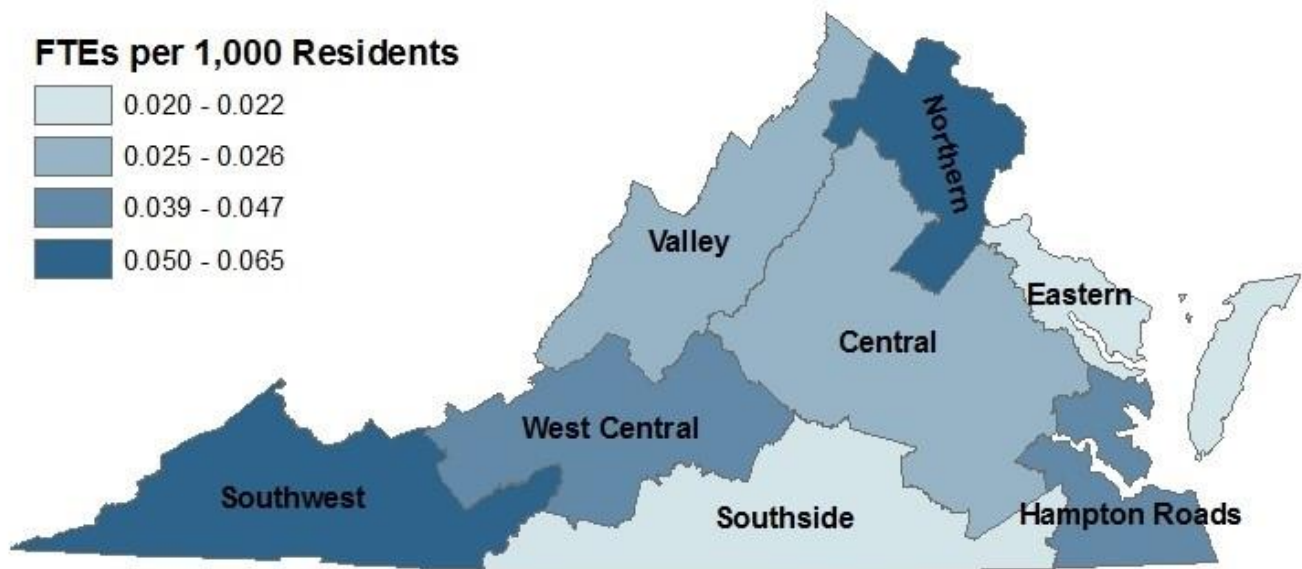
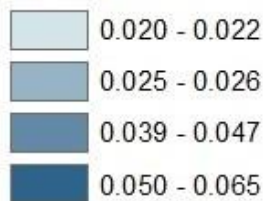
Patient Care:	79%
Administration:	5%
Non-Clinical Edu.:	0%

Source: Va. Healthcare Workforce Data Center

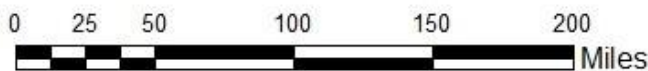
Full Time Equivalency Units Provided by Audiologists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



More than 470 audiologists voluntarily took part in the 2021 Audiologist Workforce Survey. These survey respondents represent 79% of the 599 audiologists who are licensed in the state and 89% of renewing practitioners. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process. Previously, this license renewal process took place every December but, starting in 2020, it occurs every June for audiologists.

The HWDC estimates that 446 audiologists participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an audiologist at some point in the future. In 2021, Virginia's audiologist workforce provided 394 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours a year.

Over 85% of Virginia's audiology workforce is female, including 89% of audiologists who are under the age of 40. In total, nearly 40% of all audiologists are under the age of 40. Meanwhile, the diversity index of Virginia's audiologist workforce is only 19%, which is well below the 57% diversity index for Virginia's population as a whole. Nearly one-quarter of all audiologists grew up in a rural area, and 11% of audiologist who grew up in rural areas currently work in non-metro areas of Virginia. In total, 6% of Virginia's audiologists currently work in non-metro areas of the state.

More than 90% of all audiologists are currently employed in the profession. In addition, more than three out of every four audiologists hold one full-time job, and 60% work between 40 and 49 hours per week. The typical audiologist earns between \$80,000 and \$90,000 per year. In addition, 82% of audiologists receive at least one employer-sponsored benefit, including 57% who have access to health insurance. Nearly 70% of all audiologists work in the for-profit sector, and a quarter are employed at group private practices, the most of any establishment type in the state. The typical audiologist in the Virginia workforce treats between 30 and 39 patients per week at their primary work location.

Summary of Trends

The coronavirus pandemic is likely responsible for some startling and disconcerting trends for audiologists in 2021. In past surveys, between 1% and 2% of audiologists reported involuntary unemployment in the one-year period before the survey. However, in 2021, 10% of audiologists reported they were involuntary unemployed in the one-year period before the survey, beating the 2020 record of 7%. Another shocking result in 2021 is that the percent of the audiologist workforce who have been employed at their primary workplace for over 2 years declined from 77% in 2020 to 69% in 2021. Job satisfaction also declined from 98% to 96%, with those reporting they were very satisfied with their current employment declining from 74% in 2020 to 67% in 2021.

Additionally, Virginia's audiologists are more likely to have earned an AuD as their highest professional degree in 2021 compared to 2013 (74% vs. 59%), but they are also more likely to carry education debt (35% vs. 29%). The increase for audiologists under age 40 years was even more drastic, with 65% reporting carrying educational debt in 2021 compared to 55% in 2013 and 2020. The median debt among these professionals has increased considerably since 2013 (\$70,000-\$80,000 vs. \$40,000-\$50,000). The median income has also increased; the median income is now \$80,000-\$90,000 compared to \$60,000-\$70,000 in 2013.

More subtle changes were recorded for some other measures. For instance, the total number of Virginia's licensed audiologists has increased by 20% since 2013, from 501 to 599. Virginia's audiologist workforce also increased from 406 to 446 and the number of FTEs provided by this workforce has increased by 5% to 394. The diversity index of the workforce also increased between 2018 and 2021 but, at 19%, it is the same as the index in 2013 but lower than the index of 22% in 2014. The median age of the audiologist workforce declined to 45 in 2021 after remaining at 46 years the previous five years. Further, the percent of the audiologist workforce under age 40 increased from 35% to 39% and the percent above age 55 remained at 29% in this period. By contrast, the percent of Virginia's audiologists who are female declined to a six-year low of 86% in 2021.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	503	84%
New Licensees	33	6%
Non-Renewals	63	11%
All Licensees	599	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly 90% of renewing audiologists submitted a survey. These represent 79% of audiologists who held a license at some point in 2021.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2021.
- 2. Target Population:** All audiologists who held a Virginia license at some point between July 2020 and June 2021.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some audiologists newly licensed in 2021.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	27	34	56%
30 to 34	27	54	67%
35 to 39	16	63	80%
40 to 44	9	70	89%
45 to 49	11	60	85%
50 to 54	11	42	79%
55 to 59	2	55	97%
60 and Over	21	97	82%
Total	124	475	79%
New Licenses			
Issued in 2021	33	0	0%
Metro Status			
Non-Metro	27	34	56%
Metro	27	54	67%
Not in Virginia	16	63	80%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	475
Response Rate, All Licensees	79%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Audiologists

Number: 599
 New: 6%
 Not Renewed: 11%

Survey Response Rates

All Licensees: 79%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2021 Audiologist Workforce: 446
 FTEs: 394

Utilization Ratios

Licensees in VA Workforce: 74%
 Licensees per FTE: 1.52
 Workers per FTE: 1.13

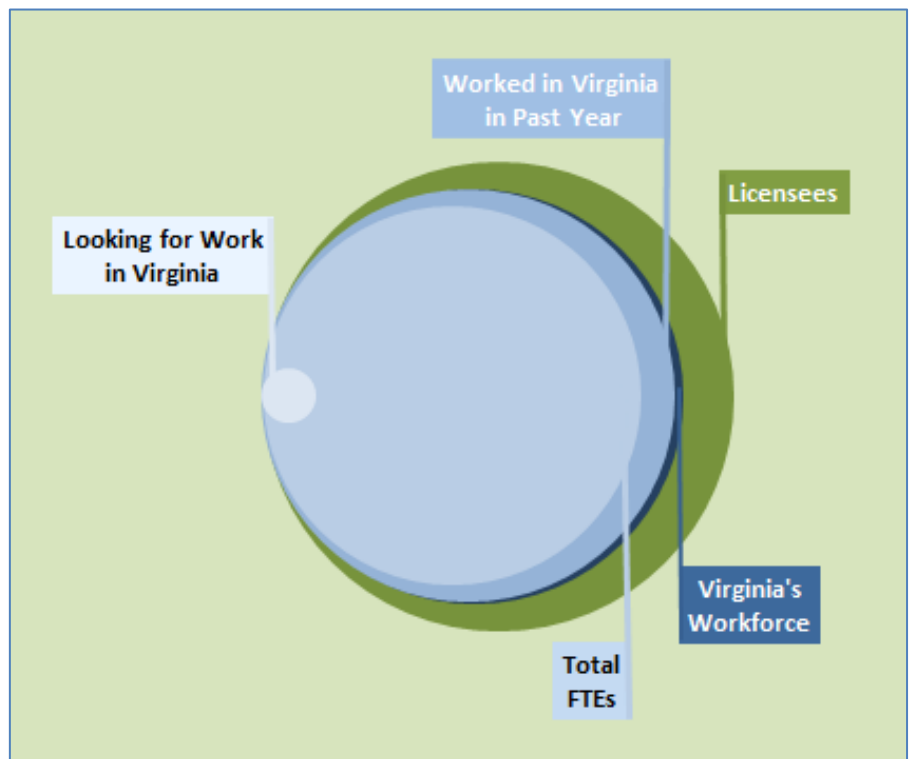
Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia’s Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia’s workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Audiologist Workforce		
Status	#	%
Worked in Virginia in Past Year	436	98%
Looking for Work in Virginia	10	2%
Virginia's Workforce	446	100%
Total FTEs	394	
Licensees	599	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC’s methodology visit:

www.dhp.virginia.gov/hwdc

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	7	13%	47	87%	54	15%
30 to 34	6	10%	49	90%	54	15%
35 to 39	4	13%	28	87%	32	9%
40 to 44	3	9%	37	92%	40	11%
45 to 49	7	18%	33	82%	40	11%
50 to 54	4	11%	31	89%	35	10%
55 to 59	8	21%	29	79%	36	10%
60 +	13	18%	58	82%	71	20%
Total	52	14%	311	86%	363	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Audiologists		Audiologists Under 40	
	%	#	%	#	%
White	61%	322	90%	124	88%
Black	19%	12	3%	3	2%
Asian	7%	10	3%	6	4%
Other Race	0%	2	1%	2	1%
Two or More Races	3%	4	1%	2	1%
Hispanic	10%	8	2%	4	3%
Total	100%	358	100%	141	100%

*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

Nearly 40% of all audiologists are under the age of 40, and 89% of these professionals are female. In addition, audiologists who are under the age of 40 have a diversity index of 22%.

At a Glance:

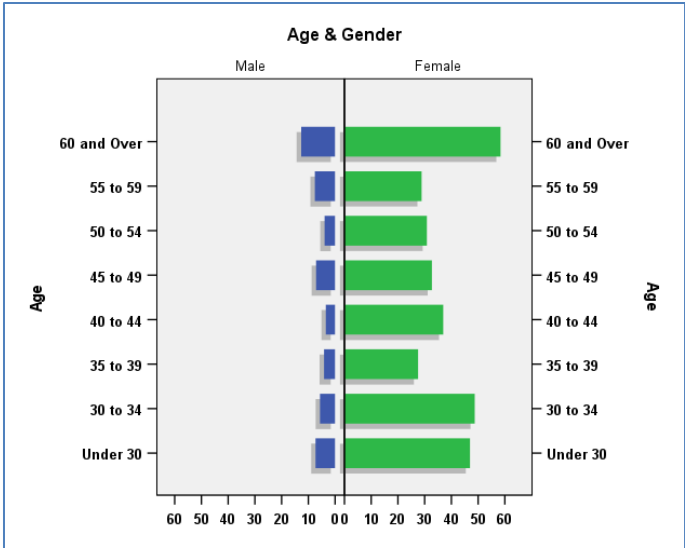
Gender
 % Female: 86%
 % Under 40 Female: 89%

Age
 Median Age: 45
 % Under 40: 39%
 % 55+: 29%

Diversity
 Diversity Index: 19%
 Under 40 Div. Index: 22%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two audiologists, there is a 19% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 57%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 5%
Rural Childhood: 22%

Virginia Background

HS in Virginia: 39%
Prof. Education in VA: 30%
HS/Prof. Edu. in VA: 46%

Location Choice

% Rural to Non-Metro: 11%
% Urban/Suburban to Non-Metro: 4%

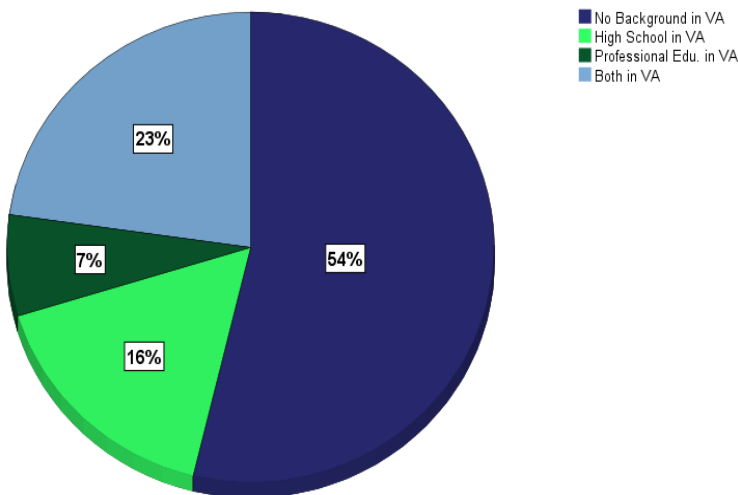
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	18%	78%	4%
2	Metro, 250,000 to 1 Million	16%	76%	8%
3	Metro, 250,000 or Less	41%	57%	2%
Non-Metro Counties				
4	Urban Pop 20,000+, Metro Adjacent	50%	25%	25%
6	Urban Pop, 2,500-19,999, Metro Adjacent	50%	0%	50%
7	Urban Pop, 2,500-19,999, Non-Adjacent	40%	60%	0%
8	Rural, Metro Adjacent	0%	0%	100%
9	Rural, Non-Adjacent	50%	50%	0%
Overall		22%	73%	5%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly one out of every four audiologists grew up in self-described rural areas, and 11% of these professionals currently work in non-metro counties. Overall, 6% of all audiologists currently work in non-metro counties.

Top Ten States for Audiologist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	141	Virginia	104
2	New York	23	Tennessee	32
3	Maryland	23	Washington, D.C.	24
4	New Jersey	18	Maryland	21
5	Ohio	14	New York	21
6	Pennsylvania	14	West Virginia	17
7	Michigan	10	Pennsylvania	16
8	Outside U.S./Canada	10	North Carolina	15
9	West Virginia	10	Ohio	12
10	Illinois	9	Illinois	8

More than one-third of all audiologists received their high school degree in Virginia, and 30% received their initial professional degree in the state.

Source: Va. Healthcare Workforce Data Center

Among audiologists who received their license in the past five years, 32% received their high school degree in Virginia, while 16% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	46	Virginia	23
2	New Jersey	14	Tennessee	17
3	Maryland	10	Maryland	12
4	New York	9	Pennsylvania	11
5	Pennsylvania	6	New York	10
6	Illinois	6	Indiana	7
7	Ohio	5	Ohio	6
8	North Carolina	5	North Carolina	6
9	Indiana	4	New Jersey	6
10	Tennessee	3	Washington, D.C.	6

Source: Va. Healthcare Workforce Data Center

About a quarter of licensed audiologists did not participate in Virginia's workforce in 2021. Over 90% of these audiologists worked at some point in the past year, and 84% are currently employed as audiologists.

At a Glance:

Not in VA Workforce

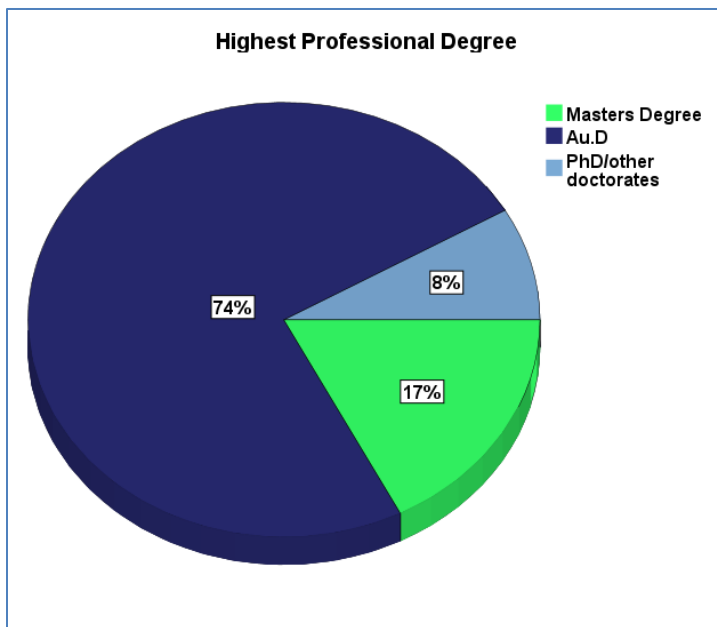
Total:	153
% of Licensees:	26%
Federal/Military:	16%
Va Border State/DC:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	61	17%
AuD	261	74%
PhD	26	7%
Other Doctorate Degree	4	1%
Total	352	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than a third of audiologists currently have education debt, including 65% of those who are under the age of 40. For those with education debt, the median outstanding balance on their loans is between \$70,000 and \$80,000.

At a Glance:

Education
 Doctor of Audiology: 74%
 Master's Degree: 17%

Educational Debt
 Carry Debt: 36%
 Under Age 40 w/ Debt: 65%
 Median Debt: \$70k-\$80k

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all audiologists hold a Doctorate of Audiology (AuD) as their highest professional degree.

Educational Debt				
Amount Carried	All Audiologists		Audiologists Under 40	
	#	%	#	%
None	208	65%	43	35%
Less Than \$10,000	10	3%	2	2%
\$10,000-\$19,999	11	3%	8	7%
\$20,000-\$29,999	3	1%	1	1%
\$30,000-\$39,999	6	2%	3	2%
\$40,000-\$49,999	5	2%	3	2%
\$50,000-\$59,999	4	1%	3	2%
\$60,000-\$69,999	12	4%	9	7%
\$70,000-\$79,999	7	2%	5	4%
\$80,000-\$89,999	9	3%	8	7%
\$90,000-\$99,999	3	1%	3	2%
\$100,000 or More	45	13%	34	28%
Total	323	100%	122	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Hearing Aids/Devices:	54%
Geriatrics:	26%
Pediatrics:	24%

Top Credentials

CCC-A Audiology:	66%
Hearing Aid Disp. License:	52%
F-AAA Fellow:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	% of Workforce
Hearing Aids/Devices	241	54%
Geriatrics	118	26%
Pediatrics	109	24%
Vestibular	70	16%
Cochlear Implants	52	12%
Educational	43	10%
Occupational Hearing Conservation	36	8%
Intraoperative Monitoring	7	2%
Other	31	7%
At Least One Specialty	300	67%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
CCC-A: Audiology	295	66%
Hearing Aid Dispenser License	230	52%
F-AAA Fellow	119	27%
ABA Certification	21	5%
CCC-SLP: Speech-Language Pathology	7	2%
PASC: Pediatric Audiology	5	1%
Other	6	1%
At Least One Credential	353	79%

Source: Va. Healthcare Workforce Data Center

Two-thirds of all audiologists have at least one self-designated specialty, while 79% have at least one credential.

At a Glance:

Employment

Employed in Profession: 94%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 78%
2 or More Positions: 7%

Weekly Hours:

40 to 49: 60%
60 or More: 3%
Less Than 30: 10%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	4	1%
Employed in an Audiologist-Related Capacity	337	94%
Employed, NOT in an Audiologist-Related Capacity	6	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	1%
Voluntarily Unemployed	8	2%
Retired	1	0%
Total	359	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	12	3%
One Part-Time Position	41	11%
Two Part-Time Positions	8	2%
One Full-Time Position	278	78%
One Full-Time Position & One Part-Time Position	17	5%
Two Full-Time Positions	0	0%
More Than Two Positions	1	0%
Total	357	100%

Source: Va. Healthcare Workforce Data Center

More than nine out of every ten audiologists are currently employed in the profession. More than three-quarters have one full-time job, and 60% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	12	3%
1 to 9 Hours	4	1%
10 to 19 Hours	11	3%
20 to 29 Hours	18	5%
30 to 39 Hours	63	18%
40 to 49 Hours	208	60%
50 to 59 Hours	22	6%
60 to 69 Hours	6	2%
70 to 79 Hours	1	0%
80 or More Hours	2	1%
Total	347	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	3	1%
Less Than \$20,000	10	4%
\$20,000-\$29,999	4	2%
\$30,000-\$39,999	7	3%
\$40,000-\$49,999	3	1%
\$50,000-\$59,999	21	7%
\$60,000-\$69,999	36	12%
\$70,000-\$79,999	58	20%
\$80,000-\$89,999	55	19%
\$90,000-\$99,999	31	11%
\$100,000-\$109,999	25	9%
\$110,000-\$119,999	7	2%
\$120,000 or More	29	10%
Total	289	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	232	67%
Somewhat Satisfied	100	29%
Somewhat Dissatisfied	12	3%
Very Dissatisfied	3	1%
Total	347	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Earnings

Median Income: \$80k-90k

Benefits

Health Insurance: 57%

Retirement: 67%

Satisfaction

Satisfied: 96%

Very Satisfied: 67%

Source: Va. Healthcare Workforce Data Center

The typical audiologist earns between \$80,000 and \$90,000 per year. In addition, 82% receive at least one employer-sponsored benefit, including 57% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	245	73%	81%
Retirement	226	67%	73%
Paid Sick Leave	208	62%	69%
Health Insurance	192	57%	62%
Dental Insurance	154	46%	53%
Group Life Insurance	105	31%	38%
Signing/Retention Bonus	20	6%	7%
At Least One Benefit	275	82%	87%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In The Past Year Did You . . . ?	#	%
Experience Involuntary Unemployment?	44	10%
Experience Voluntary Unemployment?	25	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	13	3%
Work Two or More Positions at the Same Time?	29	7%
Switch Employers or Practices?	20	4%
Experienced At Least One	96	22%

Source: Va. Healthcare Workforce Data Center

Involuntary unemployment among Virginia’s audiologists was 10% over the past year. For comparison, Virginia’s average monthly unemployment rate was 5.6%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	3	1%	3	4%
Less Than 6 Months	9	3%	3	4%
6 Months to 1 Year	40	12%	10	14%
1 to 2 Years	51	15%	8	11%
3 to 5 Years	62	18%	18	25%
6 to 10 Years	59	17%	13	18%
More Than 10 Years	114	34%	17	24%
Subtotal	339	100%	71	100%
Did Not Have Location	13		369	
Item Missing	94		6	
Total	446		446	

Source: Va. Healthcare Workforce Data Center

Two-thirds of audiologists receive a salary or commission at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 10%
Underemployed: 3%

Turnover & Tenure

Switched: 4%
New Location: 18%
Over 2 Years: 69%
Over 2 Yrs, 2nd Location: 68%

Employment Type

Salary/Commission: 67%
Hourly Wage: 18%

Source: Va. Healthcare Workforce Data Center

More than two-thirds of audiologists have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	178	67%
Hourly Wage	48	18%
Business/Practice Income	8	3%
By Contract/Per Diem	32	12%
Unpaid	0	0%
Subtotal	266	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 3.9% and a high of 8.1%. At the time of publication, the unemployment rate for June 2021 was still preliminary.

At a Glance:

Concentration

Top Region:	36%
Top 3 Regions:	76%
Lowest Region:	1%

Locations

2 or More (2020):	22%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

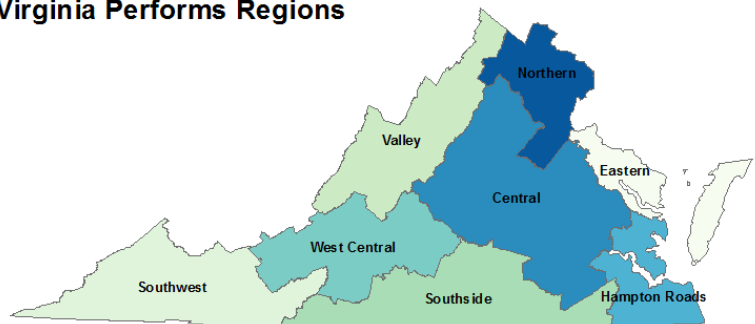
More than one-third of audiologists work in Northern Virginia, the most of any region in the state. Along with Central Virginia and Hampton Roads, these three regions account for 76% of all audiologists in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	61	18%	14	20%
Eastern	3	1%	0	0%
Hampton Roads	72	21%	18	26%
Northern	120	36%	23	33%
Southside	10	3%	2	3%
Southwest	14	4%	5	7%
Valley	24	7%	3	4%
West Central	24	7%	1	1%
Virginia Border State/D.C.	3	1%	4	6%
Other US State	4	1%	0	0%
Outside of the US	0	0%	0	0%
Total	335	100%	70	100%
Item Missing	98		7	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Nearly one out of every five audiologists currently have multiple work locations, while 22% have had multiple work location over the past year.

Locations	Number of Work Locations			
	Work Locations in 2021		Work Locations Now*	
	#	%	#	%
0	10	3%	12	4%
1	261	75%	268	77%
2	59	17%	50	14%
3	10	3%	11	3%
4	2	1%	1	0%
5	4	1%	4	1%
6 or More	1	0%	1	0%
Total	348	100%	347	100%

*At the time of survey completion, June 2021.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	219	69%	48	74%
Non-Profit	45	14%	9	14%
State/Local Government	28	9%	2	3%
Veterans Administration	15	5%	6	9%
U.S. Military	10	3%	0	0%
Other Federal Gov't	1	0%	0	0%
Total	318	100%	65	100%
Did Not Have Location	13		369	
Item Missing	113		12	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	69%
Federal:	8%

Top Establishments

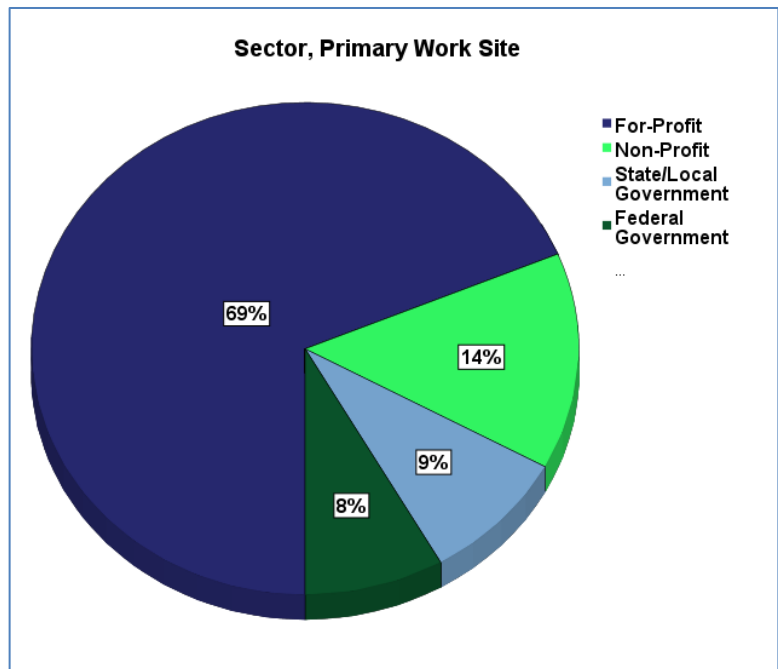
Private Practice (Group):	26%
Physician Office:	19%
Hospital (Outpatient):	16%

Payment Method

Cash/Self-Pay:	57%
Private Insurance:	55%

Source: Va. Healthcare Workforce Data Center

More than 80% of audiologists work in the private sector, including 69% who work at for-profit establishments. Another 8% of Virginia's audiologists work for the federal government.



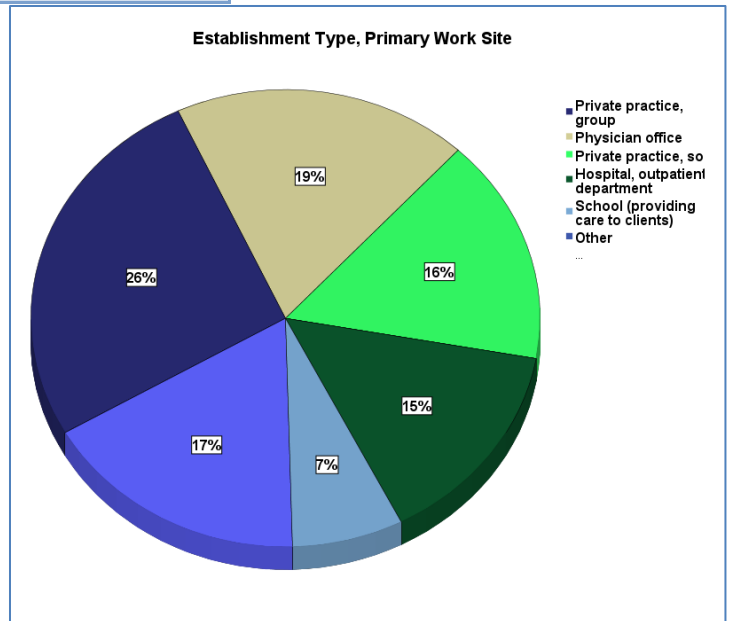
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	83	26%	23	35%
Physician Office	59	19%	10	15%
Private Practice, Solo	50	16%	13	20%
Hospital, Outpatient Department	46	15%	7	11%
School (Providing Care to Clients)	22	7%	0	0%
Community-Based Clinic or Health Center	13	4%	3	5%
Academic Institution (Teaching Health Professions Students or Research)	10	3%	3	5%
Hospital, Inpatient Department	6	2%	0	0%
Residential facility/group home	1	0%	1	2%
Administrative/Business Organization	1	0%	0	0%
Rehabilitation Facility	1	0%	0	0%
Outpatient surgical center	1	0%	0	0%
Other	18	6%	8	9%
Total	318	100%	89	100%
Did Not Have Location	11		337	

About one-quarter of all audiologists work at group private practices, the most of any establishment type in the state. Another 19% work at physicians' offices.

Source: Va. Healthcare Workforce Data Center

Among those audiologists who also have a secondary work location, 35% work at group private practices and 20% work at solo private practices. Cash or self-pay is the most commonly accepted form of payment among Virginia's audiologists.



Source: Va. Healthcare Workforce Data Center

Client Payment Type		
Payment Type	#	%
Cash or Self-Pay	253	57%
Private Insurance	244	55%
Medicare	224	50%
Medicaid	163	37%
At least one	270	61%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 80%-89%
Administration: 10%-19%

Roles

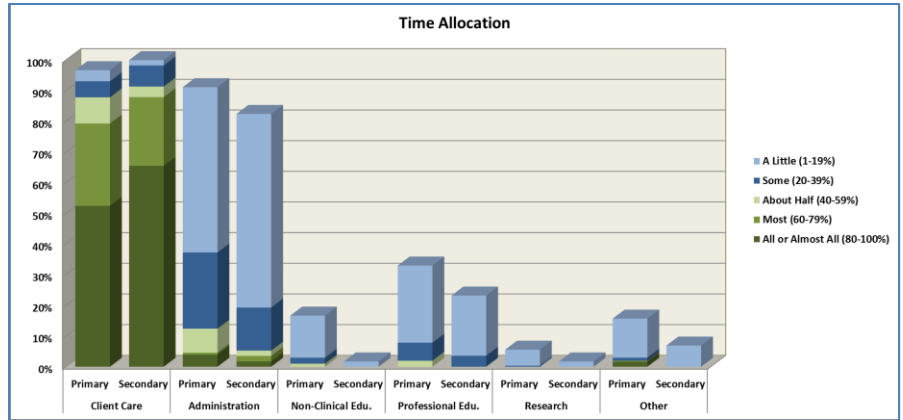
Patient Care: 79%
Administration: 5%

Patient Care Audiologists

Median Admin Time: 10%-19%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical audiologist spends most of the time in client care activities. In fact, 79% of audiologists fill a client care role, defined as spending at least 60% of their time in that activity.

Time Allocation

Time Spent	Client Care		Admin.		Non-Clinical Education		Professional Education		Research		Other	
	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site	Pri. Site	Sec. Site
All or Almost All (80-100%)	52%	66%	4%	2%	0%	0%	0%	0%	0%	0%	2%	0%
Most (60-79%)	27%	22%	1%	2%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	8%	3%	8%	2%	1%	0%	2%	0%	0%	0%	0%	0%
Some (20-39%)	5%	7%	25%	14%	2%	0%	6%	3%	0%	0%	1%	0%
A Little (1-19%)	4%	2%	54%	62%	14%	2%	25%	19%	5%	2%	13%	7%
None (0%)	3%	0%	9%	17%	83%	98%	67%	74%	94%	98%	84%	93%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Weekly Patient Totals

(Median)

Primary Location: 30-39

Secondary Location: 1-9

Total: 30-39

% with Group Sessions

Primary Location: 6%

Secondary Location: 2%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Weekly Client Totals						
Number of Clients	Primary Work Location		Secondary Work Location		Total ²	
	#	%	#	%	#	%
None	15	5%	4	6%	14	4%
1-9	33	10%	23	35%	26	8%
10-19	39	12%	21	32%	39	12%
20-29	66	20%	8	12%	48	15%
30-39	67	21%	4	6%	73	22%
40-49	1	0%	0	0%	53	16%
50-59	51	16%	0	0%	36	11%
60-69	35	11%	3	5%	19	6%
70-79	5	2%	0	0%	8	2%
80 or More	11	3%	3	5%	13	4%
Total	323	100%	66	100%	329	0%

Source: Va. Healthcare Workforce Data Center

The typical audiologist treats between 30 and 39 clients per week at the primary work location. In addition, audiologists who also have a secondary work location treat an additional 1 to 9 patients per week.

Weekly Client Sessions								
Number of Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	14	4%	300	94%	4	6%	64	98%
1-9	36	11%	15	5%	23	35%	0	0%
10-19	41	13%	2	1%	21	32%	0	0%
20-29	65	20%	0	0%	8	12%	0	0%
30-39	71	22%	0	0%	4	6%	0	0%
40-49	48	15%	0	0%	0	0%	0	0%
50-59	21	7%	1	0%	1	2%	1	2%
60-69	16	5%	0	0%	3	5%	0	0%
70-79	4	1%	0	0%	0	0%	0	0%
80 or More	5	2%	1	0%	2	3%	0	0%
Total	322	100%	319	100%	65	100%	65	100%

Source: Va. Healthcare Workforce Data Center

² This column estimates the total number of clients treated per week across both primary and secondary work locations.

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under Age 50	4	1%	-	-
50 to 54	6	2%	0	0%
55 to 59	31	10%	4	3%
60 to 64	80	26%	23	19%
65 to 69	117	38%	52	43%
70 to 74	36	12%	20	17%
75 to 79	13	4%	7	6%
80 or Over	4	1%	0	0%
I Do Not Intend to Retire	21	7%	14	12%
Total	311	100%	120	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Audiologists

Under 65: 39%

Under 60: 13%

Audiologists 50 and Over

Under 65: 23%

Under 60: 3%

Time until Retirement

Within 2 Years: 5%

Within 10 Years: 21%

Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

Nearly 40% of all audiologists expect to retire by the age of 65. Among those audiologists who are age 50 or over, 23% expect to retire by the age of 65.

Within the next two years, 10% of audiologists expect to increase their client care hours. In addition, 5% of audiologists also expect to pursue additional educational opportunities.

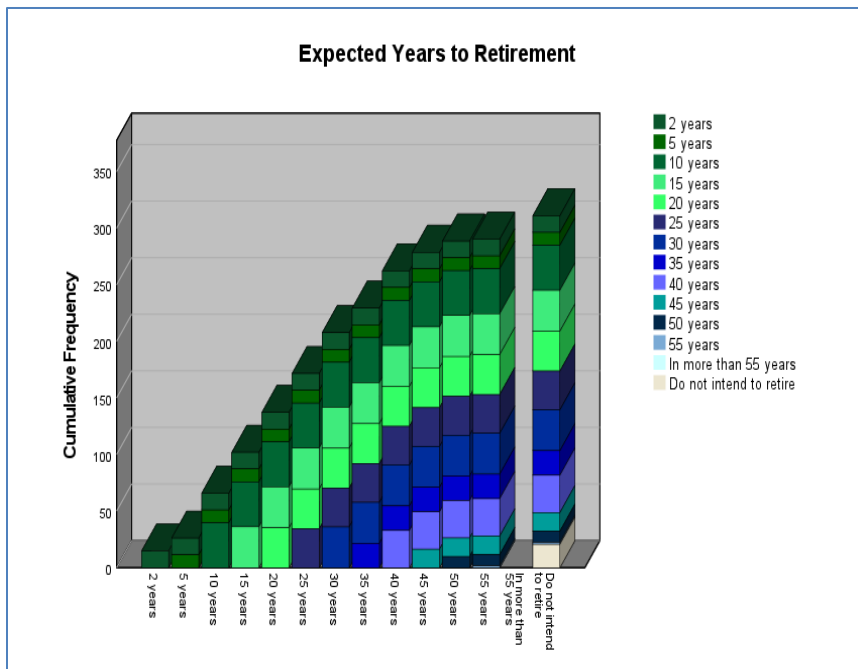
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	6	1%
Leave Virginia	21	5%
Decrease Client Care Hours	21	5%
Decrease Teaching Hours	1	0%
Increase Participation		
Increase Client Care Hours	43	10%
Increase Teaching Hours	21	5%
Pursue Additional Education	24	5%
Return to Virginia's Workforce	4	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for audiologists. Only 5% of audiologists expect to retire in the next two years, while 21% plan to retire in the next ten years. Half of the current audiology workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	15	5%	5%
5 Years	11	4%	8%
10 Years	40	13%	21%
15 Years	36	12%	33%
20 Years	35	11%	44%
25 Years	34	11%	55%
30 Years	36	12%	67%
35 Years	22	7%	74%
40 Years	33	11%	84%
45 Years	16	5%	89%
50 Years	10	3%	93%
55 Years	2	1%	93%
In More Than 55 Years	0	0%	93%
Do Not Intend to Retire	21	7%	100%
Total	311	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce every five years starting in 2031. Retirement will peak at 13% of the current workforce around the same time before declining to under 10% of the current workforce again around 2056.

At a Glance:

FTEs

Total: 394
 FTEs/1,000 Residents³: 0.0462
 Average: 0.91

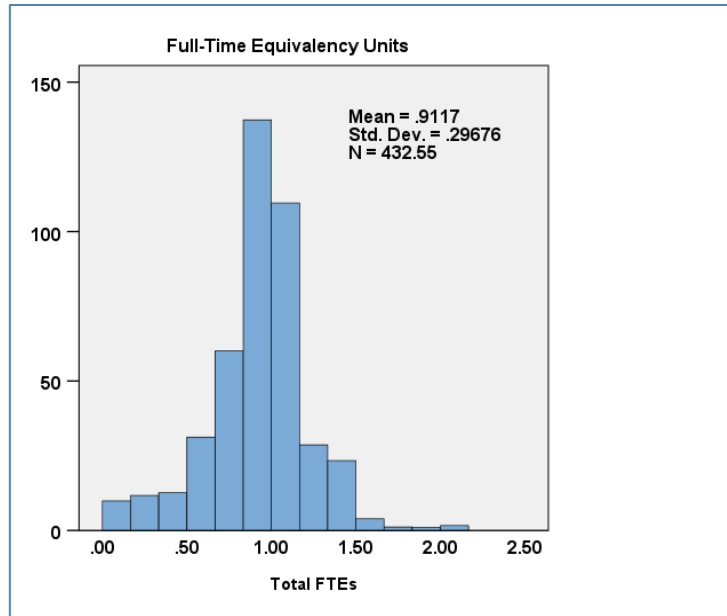
Age & Gender Effect

Age, Partial Eta²: Small
 Gender, Partial Eta²: Negligible

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

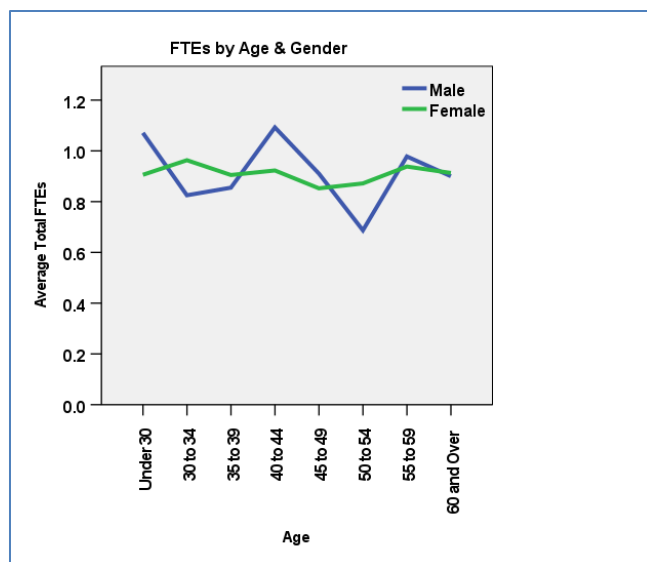


Source: Va. Healthcare Workforce Data Center

The typical audiologist provided 0.92 FTEs in 2021, or about 37 hours per week for 50 weeks. Statistical tests did not indicate that FTEs vary by age or gender⁴.

Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.93	0.92
30 to 34	0.94	0.93
35 to 39	0.89	0.85
40 to 44	0.93	0.92
45 to 49	0.96	1.05
50 to 54	0.85	0.83
55 to 59	0.88	0.90
60 and Over	0.90	0.85
Gender		
Male	0.92	1.05
Female	0.91	0.95

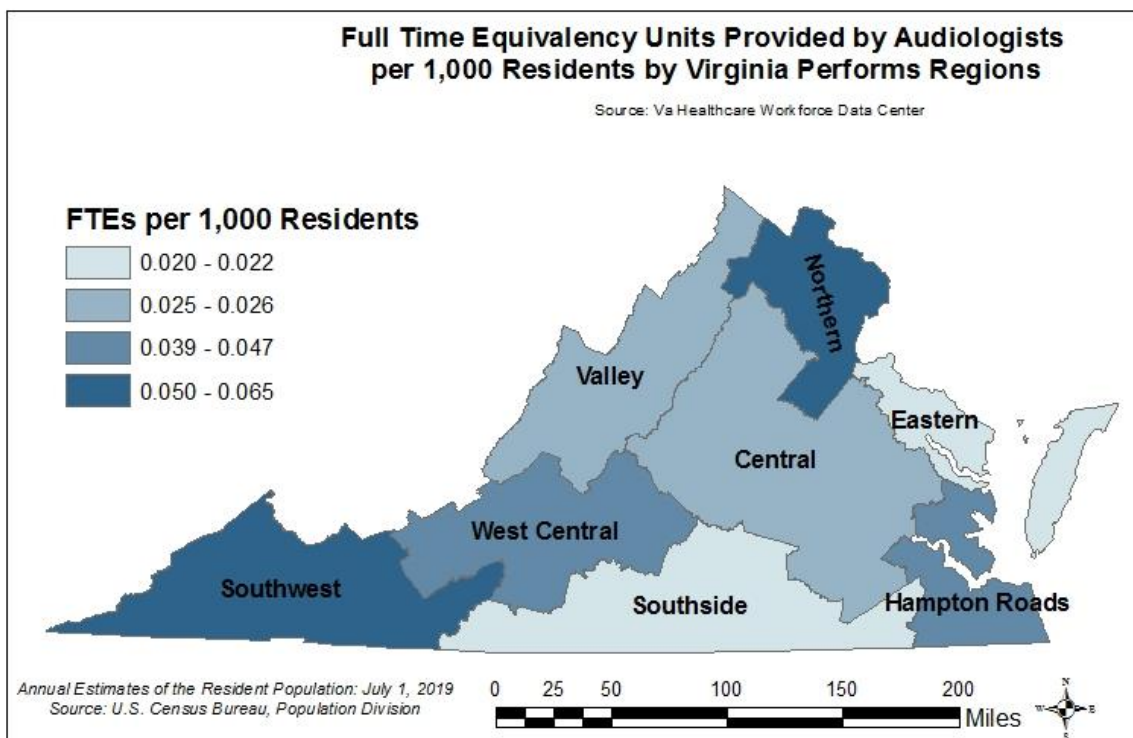
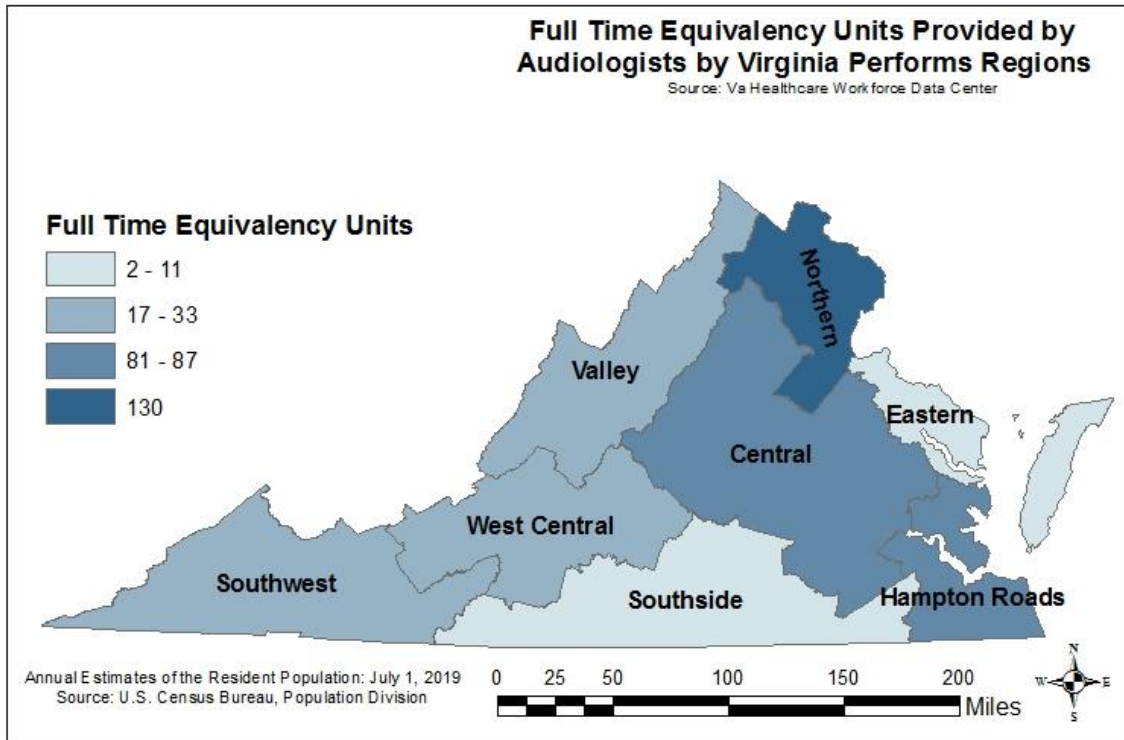
Source: Va. Healthcare Workforce Data Center

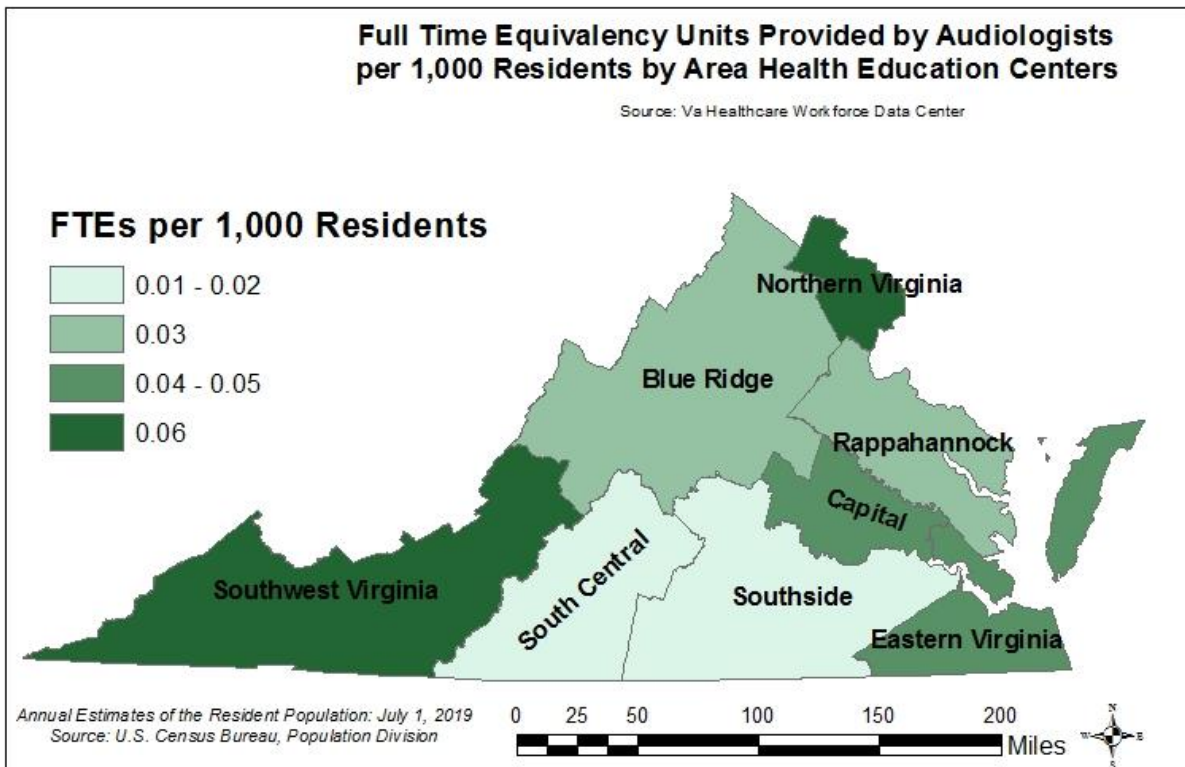
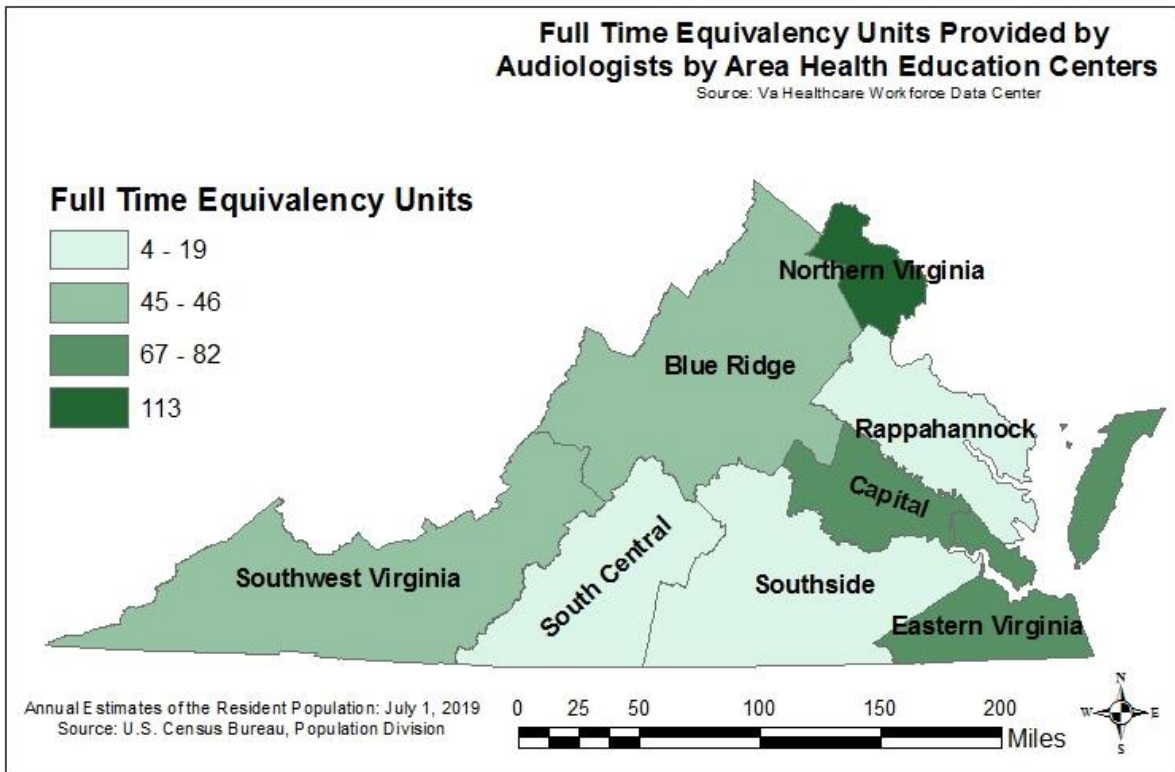


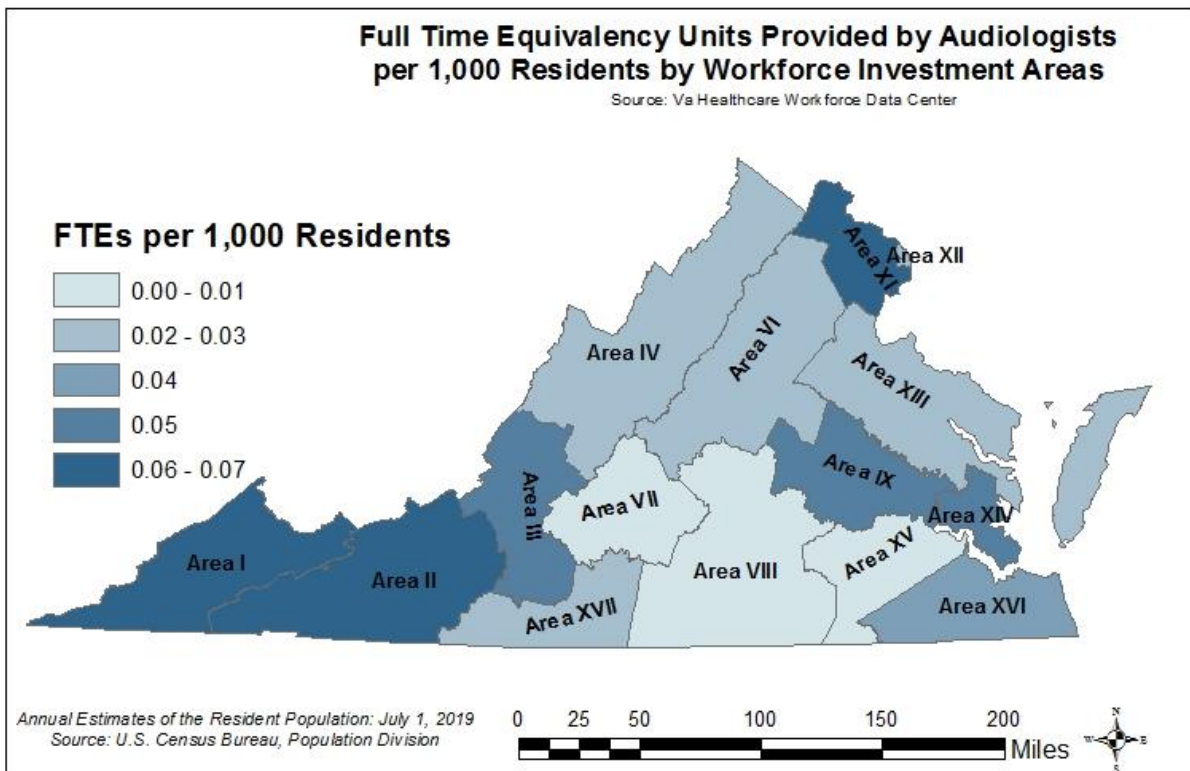
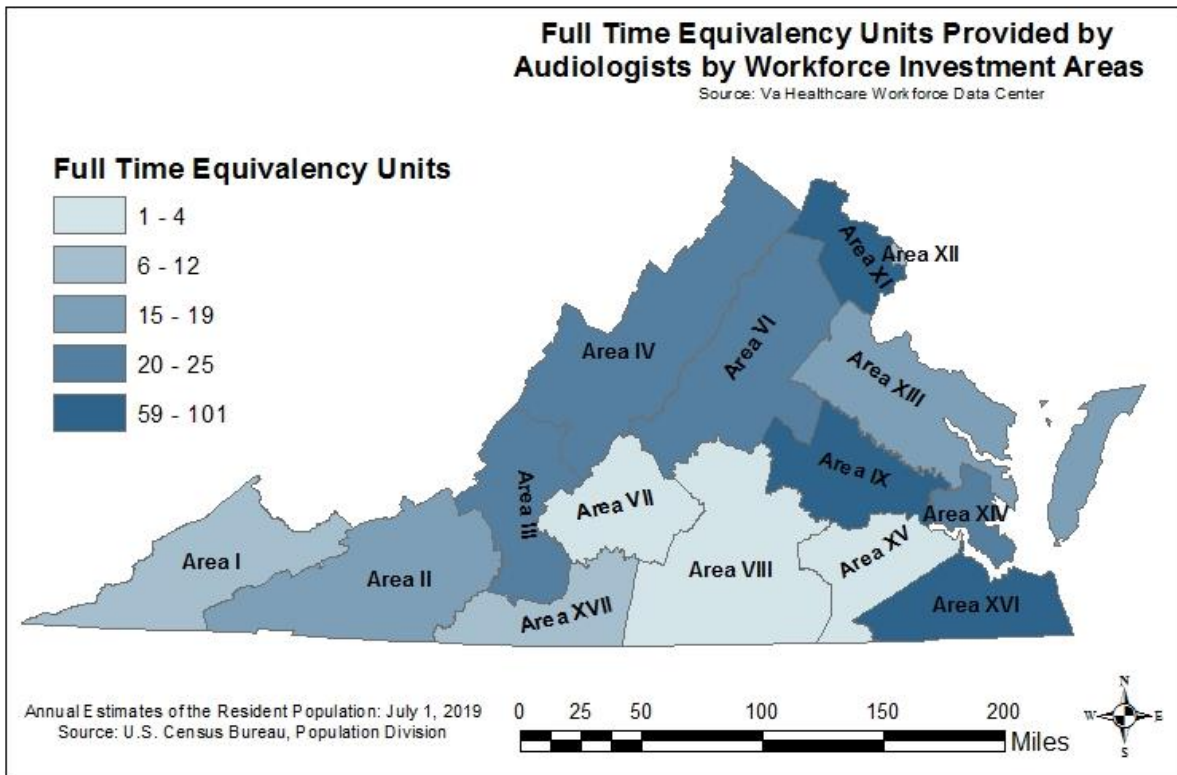
Source: Va. Healthcare Workforce Data Center

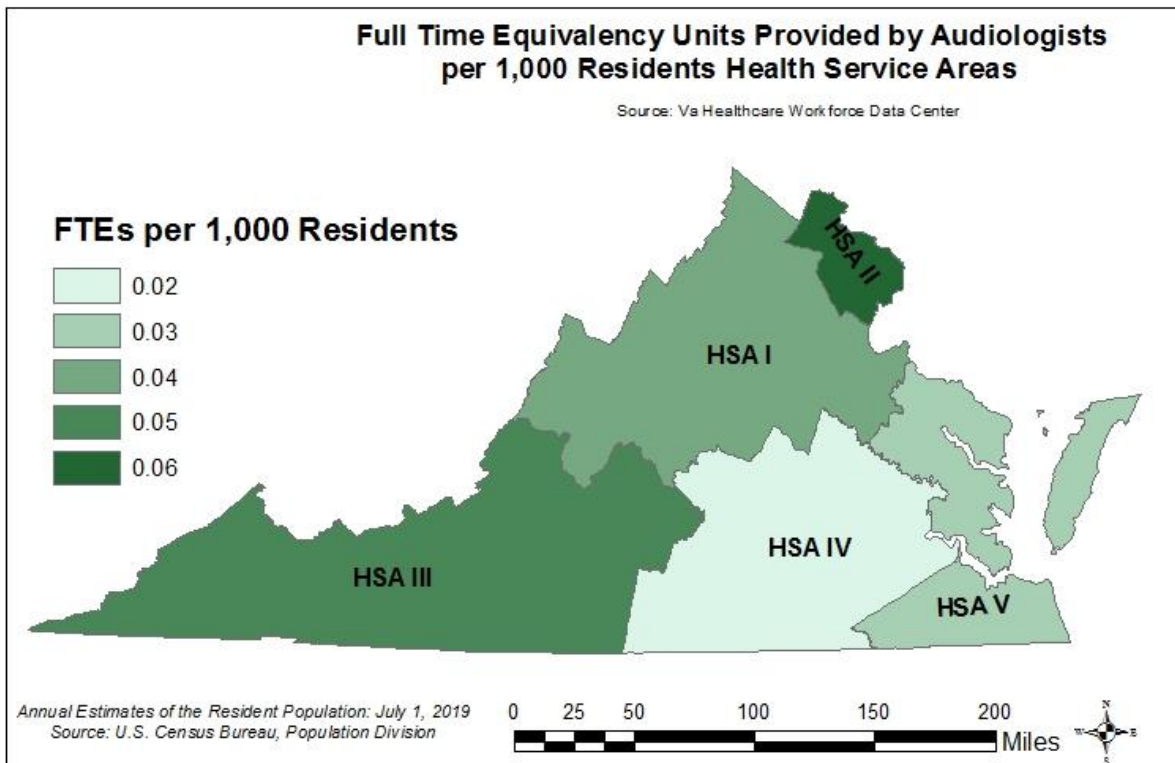
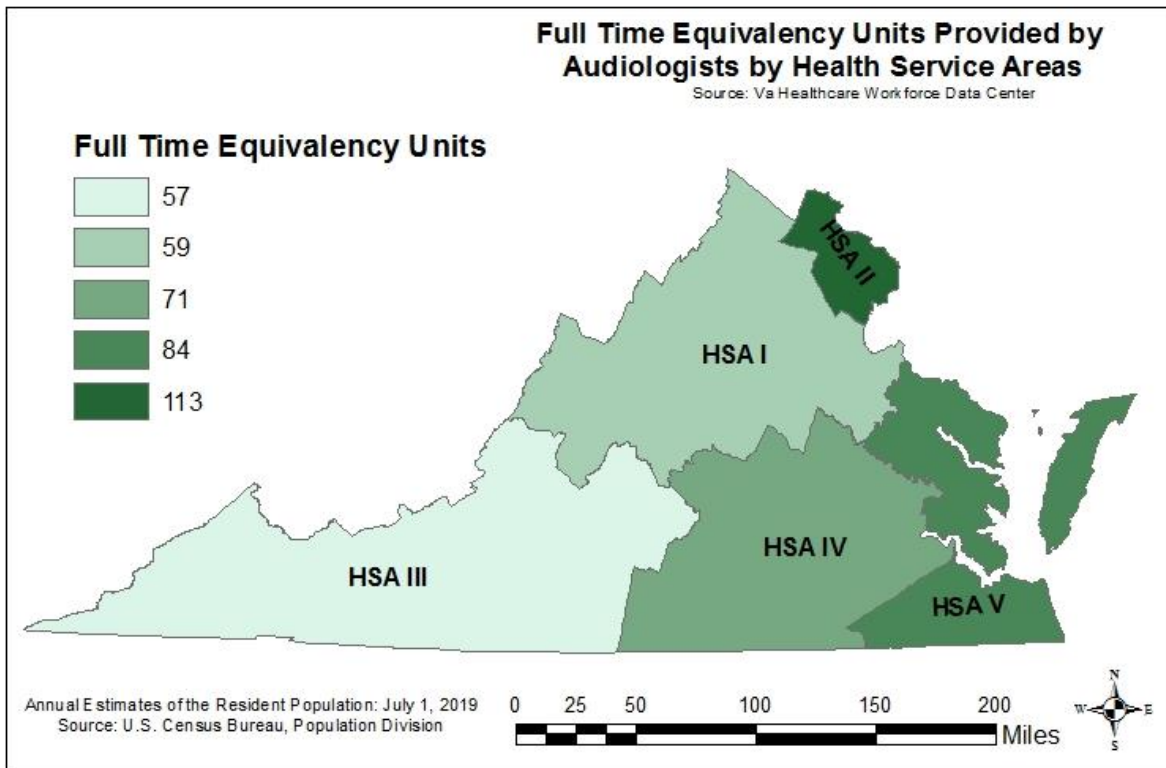
³ Number of residents in 2019 was used as the denominator.

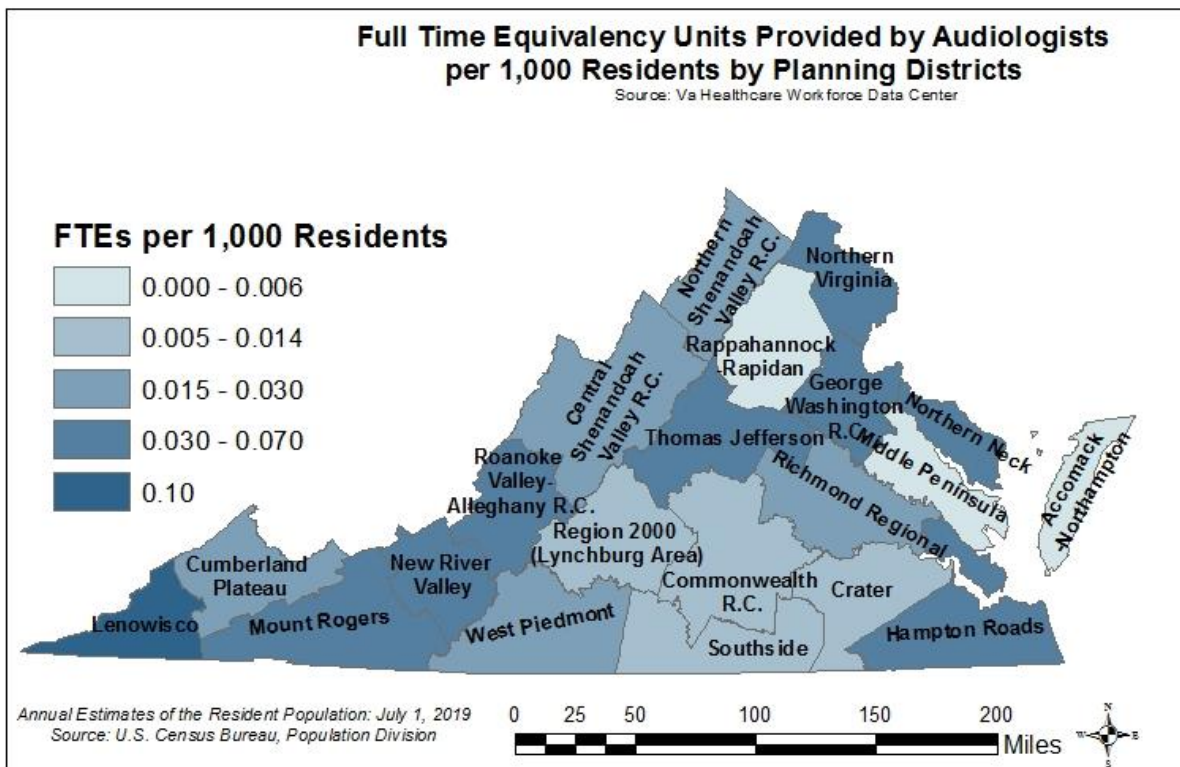
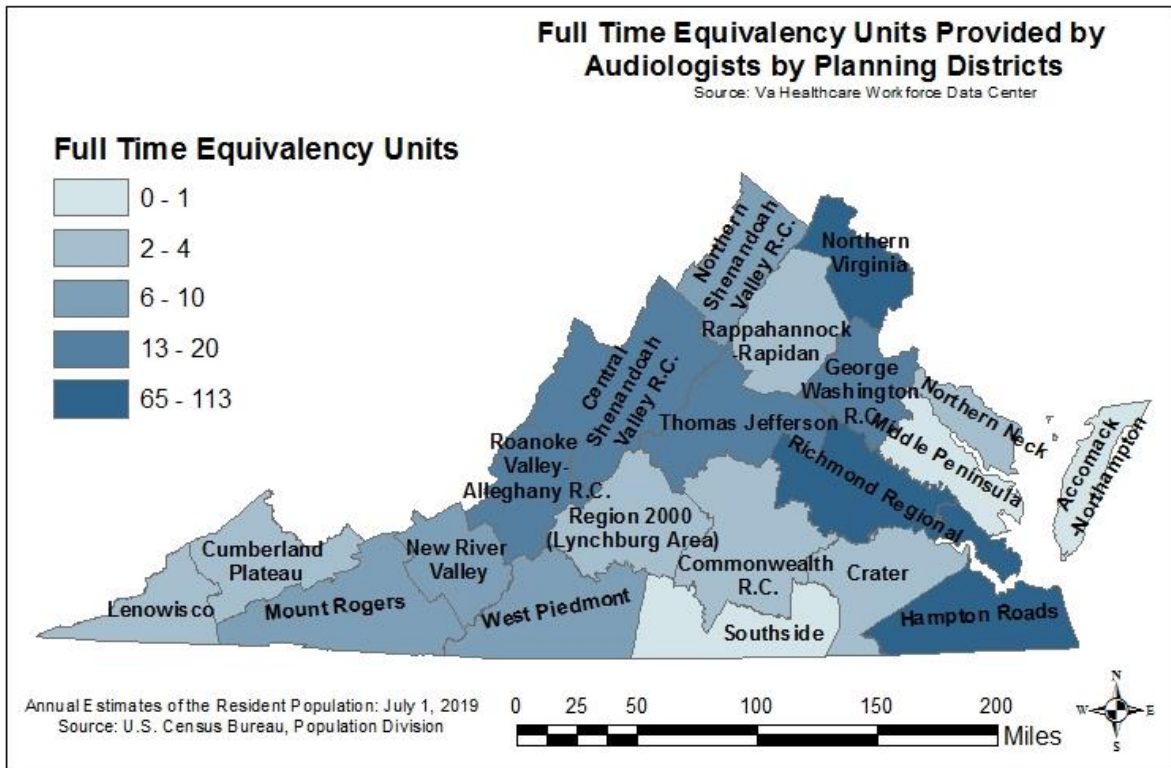
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	280	85.71%	1.1667	0.9588	1.6598
Metro, 250,000 to 1 Million	32	78.13%	1.2800	1.0519	1.8211
Metro, 250,000 or Less	59	88.14%	1.1346	0.9325	1.6142
Urban Pop 20,000+, Metro Adj	9	44.44%	2.2500	1.8491	2.2374
Urban Pop 20,000+, Non-Adj	0	NA	NA	NA	NA
Urban Pop, 2,500-19,999, Metro Adj	10	100.00%	1.0000	0.8218	1.4227
Urban Pop, 2,500-19,999, Non-Adj	7	100.00%	1.0000	0.8218	0.9647
Rural, Metro Adj	5	60.00%	1.6667	1.4916	1.5639
Rural, Non-Adj	4	75.00%	1.3333	1.2512	1.8970
Virginia Border State/DC	119	67.23%	1.4875	1.2225	2.1163
Other US State	74	68.92%	1.4510	1.1925	2.0643

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	61	55.74%	1.794118	1.422714	2.116288
30 to 34	81	66.67%	1.500000	1.349605	1.769355
35 to 39	79	79.75%	1.253968	0.994382	2.23736
40 to 44	79	88.61%	1.128571	0.894944	2.013624
45 to 49	71	84.51%	1.183333	0.93837	1.563949
50 to 54	53	79.25%	1.261905	1.135382	1.488505
55 to 59	57	96.49%	1.036364	0.821824	1.849105
60 and Over	118	82.20%	1.216495	0.964666	1.434941

Source: Va. Healthcare Workforce Data Center

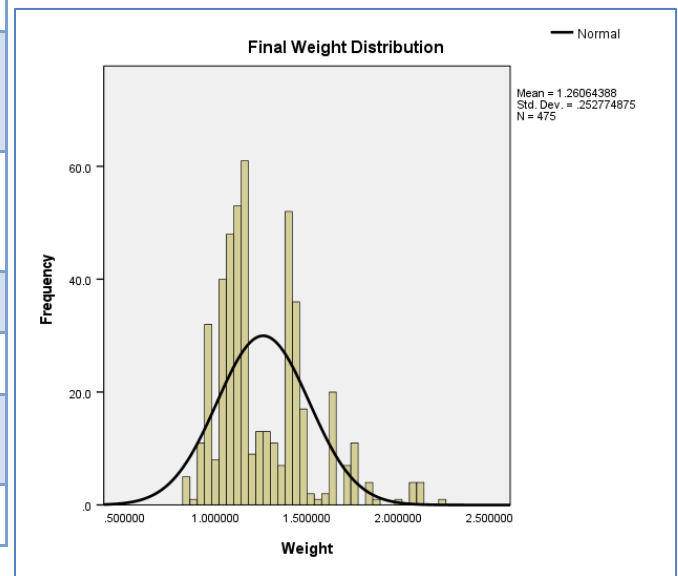
See the Methods section on the HWDC website for details on HWDC Methods:

http://www.dhp.virginia.gov/media/dhpweb/docs/hwdc/Methodology_Glossary.pdf

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight}$$

Overall Response Rate: 0.7930



Source: Va. Healthcare Workforce Data Center