
Virginia's Audiologist Workforce: 2023

Healthcare Workforce Data Center

July 2023

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More than 500 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!

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The Audiologist Workforce At a Glance:

The Workforce

Licenses:	619
Virginia's Workforce:	470
FTEs:	420

Background

Rural Childhood:	28%
HS Degree in VA:	37%
Prof. Degree in VA:	30%

Current Employment

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

Survey Response Rate

All Licenses:	82%
Renewing Practitioners:	95%

Education

AuD:	79%
Masters:	15%

Job Turnover

Switched Jobs:	9%
Employed Over 2 Yrs.:	63%

Demographics

Female:	88%
Diversity Index:	18%
Median Age:	45

Finances

Median Income:	\$80k-\$90k
Health Benefits:	63%
Under 40 w/ Ed Debt:	67%

Primary Roles

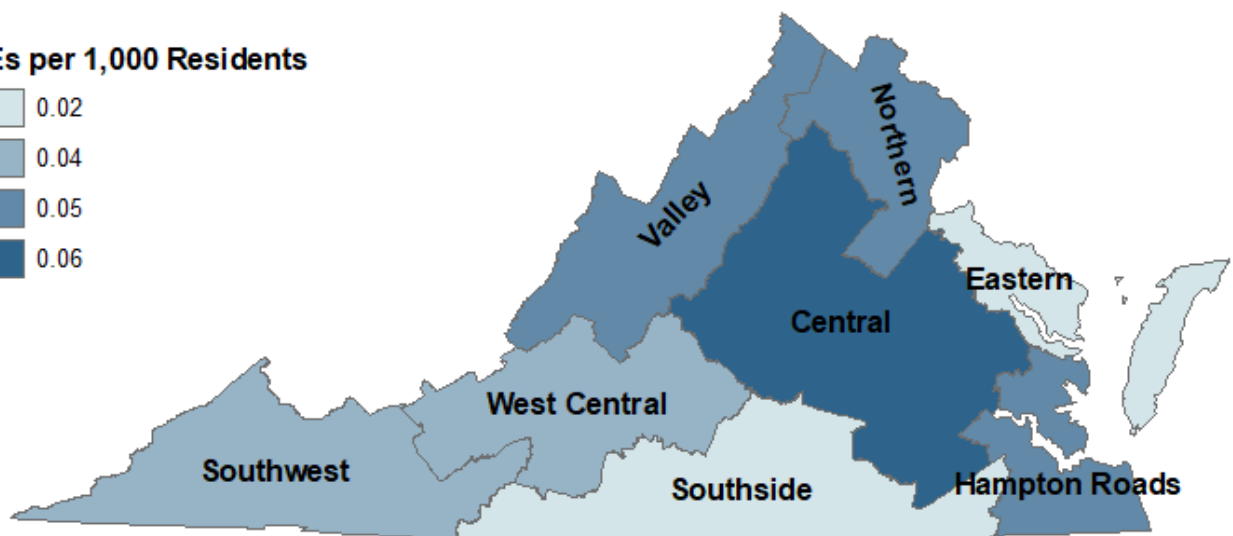
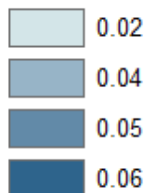
Client Care:	75%
Administration:	4%
Other:	1%

Source: Va. Healthcare Workforce Data Center

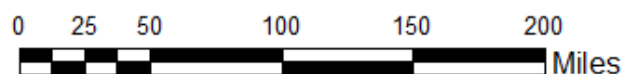
Full-Time Equivalency Units Provided by Audiologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2023 Audiologist Workforce Survey. More than 500 audiologists voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for audiologists. These survey respondents represent 82% of the 619 audiologists licensed in the state and 95% of renewing practitioners.

The HWDC estimates that 470 audiologists participated in Virginia's workforce during the survey period, which is defined as those audiologists who worked at least a portion of the year in the state or who live in the state and intend to work as an audiologist at some point in the future. Over the past year, Virginia's audiologist workforce provided 420 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

Nearly nine out of every ten audiologists are female, and the median age of this workforce is 45. In a random encounter between two audiologists, there is an 18% chance that they would be of different races or ethnicities, a measure known as the diversity index. For audiologists who are under the age of 40, this diversity index increases to 20%. This makes Virginia's audiology workforce considerably less diverse than the state's overall population, which has a comparable diversity index of 58%. Nearly three out of every ten audiologists grew up in a rural area, and 11% of audiologists who grew up in a rural area currently work in a non-metro area of Virginia. In total, 5% of all audiologists work in a non-metro area of the state.

Among all audiologists, 96% are currently employed in the profession, 78% hold one full-time job, and 54% work between 40 and 49 hours per week. Two-thirds of all audiologists are employed in the for-profit sector, while another 17% work in the non-profit sector. The median annual income of Virginia's audiology workforce is between \$80,000 and \$90,000. In addition, 86% of wage and salaried audiologists receive at least one employer sponsored benefit, including 63% who have access to health insurance. More than nine out of every ten audiologists indicated that they are satisfied with their current work situation, including 66% of audiologists who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics for the current year are compared to the 2013 audiologist workforce. The number of licensed audiologists in Virginia has increased by 24% (619 vs. 501). In addition, the size of Virginia's audiology workforce has increased by 16% (470 vs. 406), and the number of FTEs provided by this workforce has increased by 12% (420 vs. 375). Virginia's renewing audiologists are more likely to respond to this survey (95% vs. 74%).

Virginia's audiologists are more likely to be female (88% vs. 85%), but the opposite is true among audiologists who are under the age of 40 (90% vs. 94%). Virginia's overall audiology workforce has become less diverse (18% vs. 19%), although the diversity index among audiologists who are under the age of 40 has increased (20% vs. 18%). Audiologists are slightly more likely to have grown up in a rural area (28% vs. 27%), but audiologists who grew up in a rural area are considerably less likely to work in a non-metro area of Virginia (11% vs. 19%). In total, the percentage of all audiologists who work in a non-metro area of the state has also fallen (5% vs. 8%).

Audiologists are considerably more likely to carry a Doctorate of Audiology (AuD) (79% vs. 59%) instead of a master's degree (15% vs. 31%) as their highest professional degree. Audiologists are more likely to carry education debt (39% vs. 31%), a trend that has also occurred among audiologists who are under the age of 40 (67% vs. 55%). In addition, the median outstanding balance among those audiologists with education debt has increased (\$80k-\$90k vs. \$40k-\$50k). The median annual income of Virginia's audiologists has also increased (\$80k-\$90k vs. \$60k-\$70k), and audiologists are more likely to receive this income as a salary (72% vs. 64%) instead of an hourly wage (14% vs. 19%).

Audiologists are more likely to be employed in the profession (96% vs. 95%), hold one full-time job (78% vs. 74%), and work between 40 and 49 hours per week (54% vs. 52%). Audiologists are relatively more likely to work in the non-profit sector (17% vs. 11%) instead of either the for-profit sector (66% vs. 69%) or a state/local government (8% vs. 14%). Audiologists are less likely to indicate that they are satisfied with their current work situation (94% vs. 96%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	510	82%
New Licensees	55	9%
Non-Renewals	54	9%
All Licensees	619	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Among all renewing audiologists, 95% submitted a survey. These represent 82% of the 619 audiologists who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2023.
- 2. Target Population:** All audiologists who held a Virginia license at some point between July 2022 and June 2023.
- 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 2023.

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
By Age			
Under 30	30	41	58%
30 to 34	20	76	79%
35 to 39	13	55	81%
40 to 44	9	57	86%
45 to 49	7	74	91%
50 to 54	11	54	83%
55 to 59	7	45	87%
60 and Over	13	107	89%
Total	110	509	82%
New Licenses			
Issued in Past Year	37	18	33%
Metro Status			
Non-Metro	7	26	79%
Metro	56	336	86%
Not in Virginia	47	147	76%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	509
Response Rate, All Licensees	82%
Response Rate, Renewals	95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Audiologists

Number: 619
 New: 9%
 Not Renewed: 9%

Survey Response Rates

All Licensees: 82%
 Renewing Practitioners: 95%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2023 Audiologist Workforce: 470
 FTEs: 420

Utilization Ratios

Licensees in VA Workforce: 76%
 Licensees per FTE: 1.47
 Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

Definitions

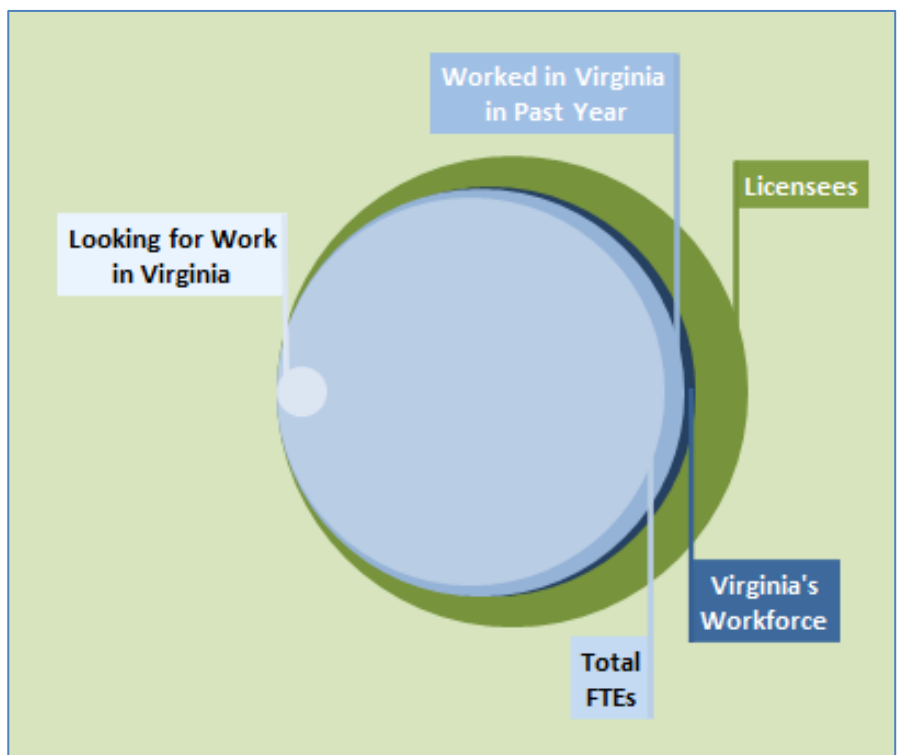
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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.

Audiologist Workforce

Status	#	%
Worked in Virginia in Past Year	464	99%
Looking for Work in Virginia	7	1%
Virginia's Workforce	470	100%
Total FTEs	420	
Licensees	619	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	5	9%	53	91%	58	15%
30 to 34	8	12%	58	88%	66	17%
35 to 39	4	8%	40	92%	43	11%
40 to 44	3	8%	29	92%	32	8%
45 to 49	5	11%	44	89%	49	12%
50 to 54	1	3%	39	97%	40	10%
55 to 59	9	23%	29	78%	38	10%
60 and Over	15	21%	54	79%	69	17%
Total	49	12%	347	88%	395	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Audiologists		Audiologists Under 40	
	%	#	%	#	%
White	60%	359	90%	150	89%
Black	19%	7	2%	1	1%
Asian	7%	15	4%	8	5%
Other Race	0%	4	1%	4	2%
Two or More Races	3%	5	1%	1	1%
Hispanic	10%	8	2%	4	2%
Total	100%	398	100%	168	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 88%
% Under 40 Female: 90%

Age

Median Age: 45
% Under 40: 42%
% 55 and Over: 27%

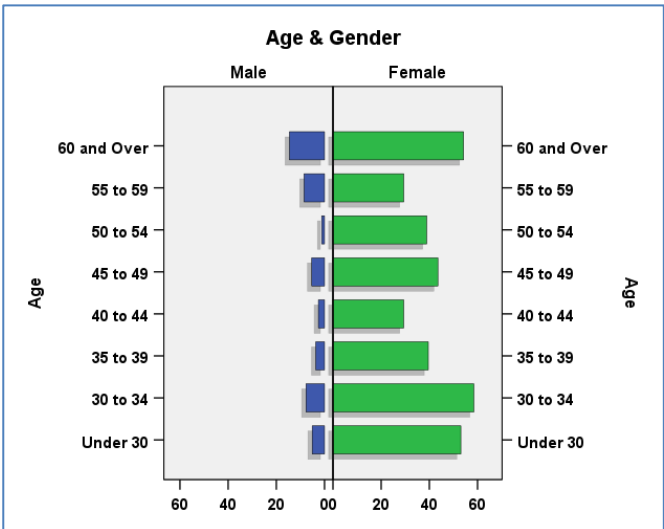
Diversity

Diversity Index: 18%
Under 40 Div. Index: 20%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two audiologists, there is a 18% chance that they would be of different races or ethnicities (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 58%.

Among all audiologists, 42% are under the age of 40, and 90% of audiologists who are under the age of 40 are female. In addition, audiologists who are under the age of 40 have a diversity index of 20%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 8%
 Rural Childhood: 28%

Virginia Background

HS in Virginia: 37%
 Prof. Education in VA: 30%
 HS/Prof. Edu. in VA: 45%

Location Choice

% Rural to Non-Metro: 11%
 % Urban/Suburban to Non-Metro: 3%

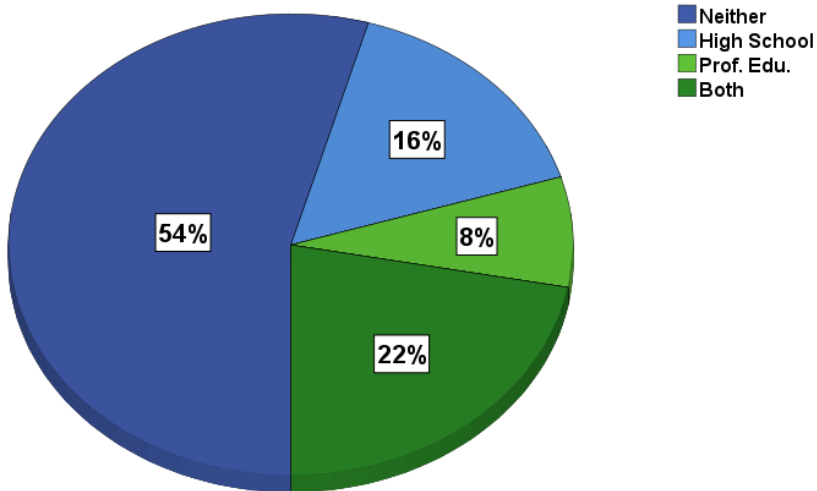
Source: Va. Healthcare Workforce Data Center

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+	22%	70%	8%
2	Metro, 250,000 to 1 Million	41%	59%	0%
3	Metro, 250,000 or Less	40%	50%	10%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	63%	0%	38%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	100%	0%	0%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	43%	57%	0%
8	Rural, Metro Adjacent	0%	100%	0%
9	Rural, Non-Adjacent	67%	33%	0%
Overall		28%	64%	8%

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

More than one-quarter of all audiologists grew up in a self-described rural area, and 11% of audiologists who grew up in a rural area currently work in a non-metro county. In total, 5% of all audiologists currently work in a non-metro county.

Top Ten States for Audiologist Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	148	Virginia	117
2	New York	28	Tennessee	40
3	Maryland	22	Maryland	30
4	Pennsylvania	21	Washington, D.C.	25
5	West Virginia	20	Pennsylvania	20
6	Ohio	15	West Virginia	18
7	New Jersey	14	Ohio	17
8	Michigan	13	New York	17
9	Illinois	12	North Carolina	12
10	Florida	11	Illinois	11

Source: Va. Healthcare Workforce Data Center

Among all audiologists, 37% received their high school degree in Virginia, and 30% received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	39	Maryland	17
2	Pennsylvania	11	Virginia	17
3	New York	10	Tennessee	15
4	New Jersey	7	Pennsylvania	8
5	Maryland	6	Illinois	6
6	Wisconsin	6	New York	6
7	Florida	6	Washington, D.C.	6
8	Illinois	5	Ohio	5
9	Tennessee	4	North Carolina	4
10	North Carolina	4	Michigan	3

Source: Va. Healthcare Workforce Data Center

Among audiologists who obtained their license in the past five years, 33% received their high school degree in Virginia, and 15% received their initial professional degree in the state.

Nearly one-fourth of licensed audiologists did not participate in Virginia's workforce in the past year. More than nine out of every ten of these audiologists worked at some point in the past year, including 85% who are currently employed as audiologists.

At a Glance:

Not in VA Workforce

Total:	149
% of Licensees:	24%
Federal/Military:	19%
Va. Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	61	15%
AuD	313	79%
PhD	20	5%
Other Doctorate Degree	3	1%
Total	397	100%

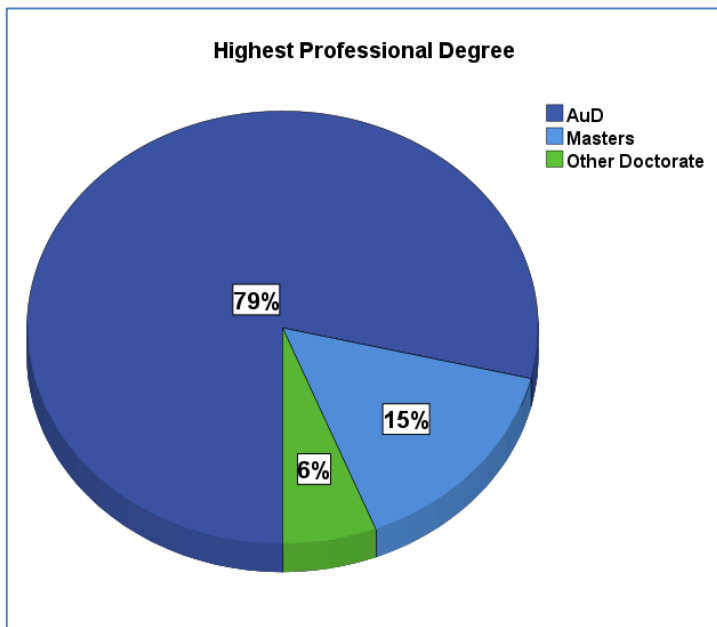
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Doctor of Audiology (AuD): 79%
 Master's Degree: 15%

Education Debt
 Carry Debt: 39%
 Under Age 40 w/ Debt: 67%
 Median Debt: \$80k-\$90k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly four out of every five audiology hold a Doctorate of Audiology (AuD) as their highest professional degree.

Amount Carried	All Audiologists		Audiologists Under 40	
	#	%	#	%
None	211	61%	49	33%
Less than \$10,000	12	3%	8	5%
\$10,000-\$19,999	11	3%	5	3%
\$20,000-\$29,999	7	2%	6	4%
\$30,000-\$39,999	7	2%	4	3%
\$40,000-\$49,999	10	3%	6	4%
\$50,000-\$59,999	8	2%	7	5%
\$60,000-\$69,999	5	1%	2	1%
\$70,000-\$79,999	7	2%	7	5%
\$80,000-\$89,999	4	1%	3	2%
\$90,000-\$99,999	5	1%	4	3%
\$100,000 or More	58	17%	48	32%
Total	345	100%	149	100%

Source: Va. Healthcare Workforce Data Center

Nearly two out of every five audiology currently have education debt, including 67% of those who are under the age of 40. For those with education debt, the median outstanding balance on their loans is between \$80,000 and \$90,000.

At a Glance:

Top Specialties

Hearing Aids/Devices:	58%
Geriatrics:	28%
Pediatrics:	27%

Top Credentials

CCC-A Audiology:	68%
Hearing Aid Disp. License:	50%
F-AAA Fellow:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	% of Workforce
Hearing Aids/Devices	273	58%
Geriatrics	133	28%
Pediatrics	127	27%
Vestibular	86	18%
Occupational Hearing Conservation	55	12%
Cochlear Implants	54	11%
Educational	42	9%
Intraoperative Monitoring	8	2%
Other	49	10%
At Least One Specialty	336	71%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
CCC-A: Audiology	318	68%
Hearing Aid Dispenser License	235	50%
F-AAA Fellow	129	27%
ABA Certification	20	4%
CCC-SLP: Speech-Language Pathology	8	2%
PASC: Pediatric Audiology	6	1%
Other	6	1%
At Least One Credential	381	81%

Source: Va. Healthcare Workforce Data Center

Among all audiologists, 71% have at least one self-designated specialty, and 81% have at least one credential.

At a Glance:

Employment

Employed in Profession: 96%
Involuntarily Unemployed: < 1%

Positions Held

1 Full-Time: 78%
2 or More Positions: 6%

Weekly Hours:

40 to 49: 54%
60 or More: 3%
Less Than 30: 8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an Audiologist-Related Capacity	383	96%
Employed, NOT in an Audiologist-Related Capacity	3	1%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1	< 1%
Voluntarily Unemployed	9	2%
Retired	2	1%
Total	399	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	12	3%
One Part-Time Position	49	12%
Two Part-Time Positions	6	2%
One Full-Time Position	309	78%
One Full-Time Position & One Part-Time Position	18	5%
Two Full-Time Positions	0	0%
More than Two Positions	0	0%
Total	394	100%

Source: Va. Healthcare Workforce Data Center

Among all audiologists, 96% are currently employed in the profession, 78% have one full-time job, and 54% 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	10	3%
20 to 29 Hours	19	5%
30 to 39 Hours	93	24%
40 to 49 Hours	212	54%
50 to 59 Hours	28	7%
60 to 69 Hours	10	3%
70 to 79 Hours	1	0%
80 or More Hours	0	0%
Total	389	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	#	%
Volunteer Work Only	1	0%
Less Than \$20,000	11	4%
\$20,000-\$29,999	1	0%
\$30,000-\$39,999	6	2%
\$40,000-\$49,999	7	2%
\$50,000-\$59,999	14	4%
\$60,000-\$69,999	17	5%
\$70,000-\$79,999	59	18%
\$80,000-\$89,999	59	18%
\$90,000-\$99,999	42	13%
\$100,000-\$109,999	53	16%
\$110,000-\$119,999	11	3%
\$120,000 or More	42	13%
Total	323	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Earnings

Median Income: \$80k-\$90k

Benefits

(Salary/Wage Employees Only)

Health Insurance: 63%

Retirement: 71%

Satisfaction

Satisfied: 94%

Very Satisfied: 66%

Source: Va. Healthcare Workforce Data Center

The typical audiologist earns between \$80,000 and \$90,000 per year. In addition, 86% of wage and salaried audiologists receive at least one employer-sponsored benefit, including 63% who have access to health insurance.

Job Satisfaction		
Level	#	%
Very Satisfied	255	66%
Somewhat Satisfied	107	28%
Somewhat Dissatisfied	21	5%
Very Dissatisfied	4	1%
Total	386	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	280	73%	82%
Retirement	248	65%	71%
Paid Sick Leave	230	60%	67%
Health Insurance	216	56%	63%
Dental Insurance	189	49%	56%
Group Life Insurance	124	32%	40%
Signing/Retention Bonus	28	7%	8%
At Least One Benefit	301	79%	86%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Experience Involuntary Unemployment?	2	< 1%
Experience Voluntary Unemployment?	18	4%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	5	1%
Work Two or More Positions at the Same Time?	26	6%
Switch Employers or Practices?	40	9%
Experience At Least One?	77	16%

Source: Va. Healthcare Workforce Data Center

Less than 1% of Virginia’s audiologists experienced involuntary unemployment at some point over the past year. For comparison, Virginia’s average monthly unemployment rate was 2.9%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	7	2%	4	5%
Less than 6 Months	20	5%	7	9%
6 Months to 1 Year	47	12%	5	6%
1 to 2 Years	68	18%	22	27%
3 to 5 Years	70	18%	8	10%
6 to 10 Years	71	18%	14	17%
More than 10 Years	101	26%	20	25%
Subtotal	384	100%	81	100%
Did Not Have Location	7		386	
Item Missing	80		3	
Total	470		470	

Source: Va. Healthcare Workforce Data Center

More than seven out of every ten audiologists receive a salary or commission at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: < 1%
Underemployed: 1%

Turnover & Tenure

Switched: 9%
New Location: 21%
Over 2 Years: 63%
Over 2 Yrs., 2nd Location: 52%

Employment Type

Salary/Commission: 72%
Hourly Wage: 14%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	199	72%
Hourly Wage	39	14%
By Contract/Per Diem	10	4%
Business/Practice Income	27	10%
Unpaid	0	0%
Subtotal	275	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.5% and a high of 3.3%. At the time of publication, the unemployment rate for May 2023 was still preliminary, and the unemployment rate for June 2023 had not yet been released.

At a Glance:

Concentration

Top Region:	34%
Top 3 Regions:	76%
Lowest Region:	1%

Locations

2 or More (Past Year):	21%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

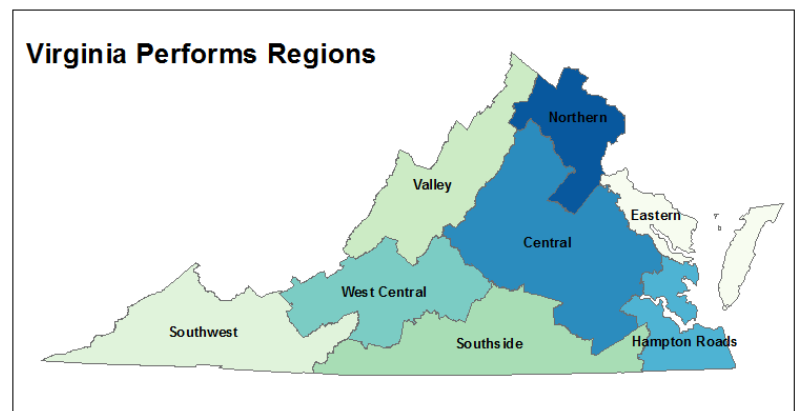
More than three out of every four audiologists in the state work in Northern Virginia, Central Virginia, or Hampton Roads.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	91	24%	14	17%
Eastern	4	1%	0	0%
Hampton Roads	72	19%	16	19%
Northern	129	34%	27	33%
Southside	9	2%	0	0%
Southwest	15	4%	2	2%
Valley	29	8%	6	7%
West Central	27	7%	6	7%
Virginia Border State/D.C.	6	2%	4	5%
Other U.S. State	3	1%	7	8%
Outside of the U.S.	0	0%	1	1%
Total	385	100%	83	100%
Item Missing	80		2	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

Among all audiologists, 19% currently have multiple work locations, while 21% have had multiple work location over the past year.

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	7	2%	12	3%
1	300	77%	303	78%
2	62	16%	54	14%
3	17	4%	15	4%
4	2	1%	2	1%
5	2	1%	2	1%
6 or More	1	0%	1	0%
Total	391	100%	389	100%

*At the time of survey completion, June 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	232	66%	59	77%
Non-Profit	59	17%	14	18%
State/Local Government	29	8%	1	1%
Veterans Administration	21	6%	1	1%
U.S. Military	9	3%	2	3%
Other Federal Gov't	2	1%	0	0%
Total	352	100%	77	100%
Did Not Have Location	7		386	
Item Missing	110		8	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	66%
Federal:	9%

Top Establishments

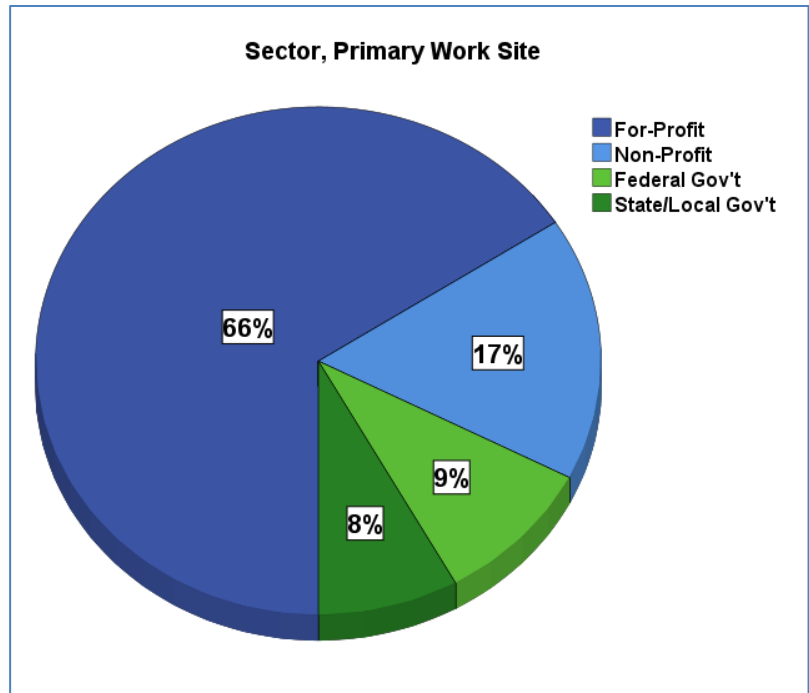
Private Practice (Group):	24%
Physician Office:	20%
Hospital (Outpatient):	18%

Payment Method

Cash/Self-Pay:	61%
Private Insurance:	60%

Source: Va. Healthcare Workforce Data Center

More than four out of every five audiologists work in the private sector, including 66% who work at for-profit establishments. Another 9% of Virginia's audiologists work for the federal government.



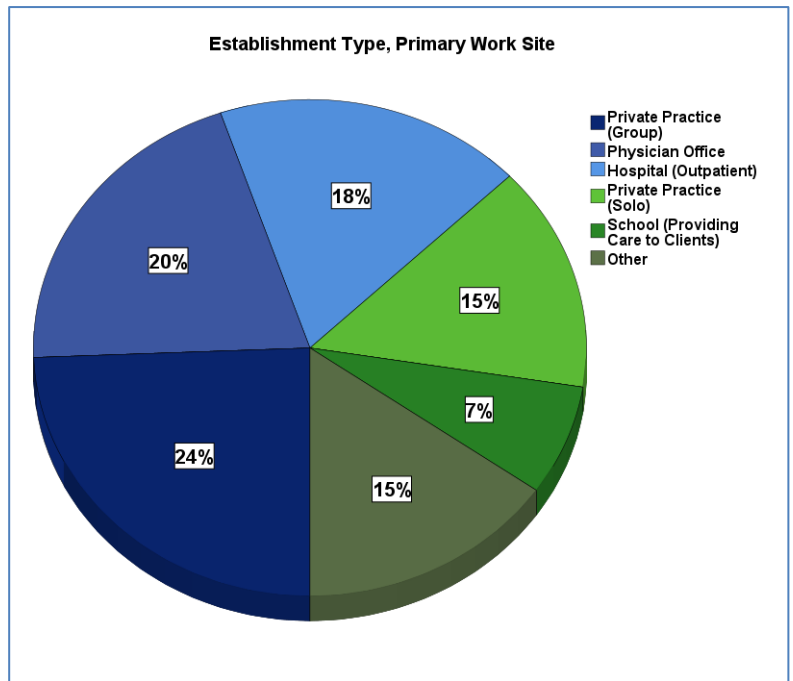
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice (Group)	86	24%	24	33%
Physician Office	72	20%	15	21%
Hospital (Outpatient)	64	18%	14	19%
Private Practice (Solo)	52	15%	9	12%
School (Providing Care to Clients)	25	7%	1	1%
Community-Based Clinic or Health Center	13	4%	1	1%
Academic Institution (Teaching Health Professions Students or Research)	8	2%	4	5%
Hospital (Inpatient)	4	1%	0	0%
Administrative/Business Organization	3	1%	0	0%
Outpatient Surgical Center	1	0%	1	1%
Residential Facility/Group Home	1	0%	0	0%
Rehabilitation Facility	0	0%	1	1%
Other	23	7%	3	4%
Total	352	100%	73	100%
Did Not Have a Location	7		386	

Nearly two out of every three audiologists work at group private practices, physicians' offices, or the outpatient department of hospitals.

Source: Va. Healthcare Workforce Data Center

Among those audiologists who also have a secondary work location, nearly three-fourths work in group private practices, physicians' offices, or the outpatient department of hospitals. Cash or self-pay is the most commonly accepted form of payment among Virginia's audiologists.



Source: Va. Healthcare Workforce Data Center

Accepted Forms of Payment		
Payment Type	#	% of Workforce
Cash or Self-Pay	286	61%
Private Insurance	280	60%
Medicare	254	54%
Medicaid	192	41%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Languages Offered

Spanish:	27%
Korean:	14%
Arabic:	13%

Means of Communication

Virtual Translation:	49%
Other Staff Member:	39%
Onsite Translation:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	125	27%
Korean	65	14%
Arabic	61	13%
French	59	13%
Persian	57	12%
Hindi	56	12%
Chinese	54	11%
Tagalog/Filipino	54	11%
Urdu	53	11%
Vietnamese	53	11%
Pashto	50	11%
Amharic, Somali, or Other Afro-Asiatic Languages	46	10%
Others	45	10%
At Least One Language	142	30%

Source: Va. Healthcare Workforce Data Center

Among all audiologists, 27% are employed at a primary work location that offers Spanish language services for patients.

Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Service	69	49%
Other Staff Member is Proficient	56	39%
Onsite Translation Service	46	32%
Respondent is Proficient	28	20%
Other	9	6%

Source: Va. Healthcare Workforce Data Center

Nearly half of all audiologists who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 70%-79%
Administration: 10%-19%

Roles

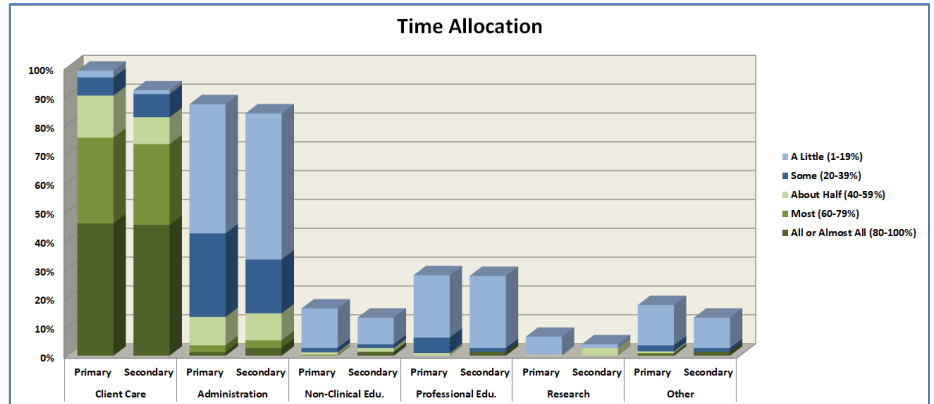
Client Care: 75%
Administration: 4%

Client Care Audiologists

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

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Audiologists spend approximately three-quarters of their time in client care activities. In fact, 75% 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%)	46%	45%	1%	3%	0%	1%	0%	1%	0%	0%	1%	1%
Most (60-79%)	30%	28%	2%	3%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	15%	9%	10%	9%	1%	1%	1%	0%	0%	3%	1%	0%
Some (20-39%)	6%	8%	29%	18%	1%	1%	5%	1%	0%	0%	2%	1%
A Little (1-19%)	2%	1%	45%	50%	14%	9%	22%	25%	6%	1%	14%	11%
None (0%)	1%	8%	13%	16%	83%	87%	72%	72%	93%	96%	82%	87%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Weekly Patient Totals

(Median)

Primary Location: 30-39
 Secondary Location: 10-19
 Total: 30-39

% with Group Sessions

Primary Location: 7%
 Secondary Location: 1%

Source: Va. Healthcare Workforce Data Center

Weekly Patients Totals						
Number of Patients	Primary Work Location		Secondary Work Location		Total ²	
	#	%	#	%	#	%
None	15	4%	13	16%	14	4%
1-9	35	10%	15	19%	30	8%
10-19	35	10%	22	28%	30	8%
20-29	58	17%	10	13%	49	14%
30-39	78	22%	8	10%	71	20%
40-49	53	15%	4	5%	57	16%
50-59	41	12%	2	3%	40	11%
60-69	19	5%	2	3%	26	7%
70-79	4	1%	2	3%	11	3%
80 or More	13	4%	2	3%	26	7%
Total	351	100%	80	100%	354	100%

Source: Va. Healthcare Workforce Data Center

Audiologists typically treat between 30 and 39 patients per week at their primary work location. In addition, audiologists who also have a secondary work location treat an additional 10 to 19 patients per week.

Weekly Patient Sessions								
Number of Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	13	4%	325	93%	11	14%	76	97%
1-9	39	11%	19	5%	15	19%	0	0%
10-19	40	11%	0	0%	22	28%	0	0%
20-29	59	17%	0	0%	10	13%	0	0%
30-39	78	22%	1	0%	8	10%	1	1%
40-49	54	15%	3	1%	4	5%	0	0%
50-59	39	11%	0	0%	2	3%	0	0%
60-69	15	4%	0	0%	2	3%	0	0%
70-79	3	1%	0	0%	2	3%	0	0%
80 or More	10	3%	0	0%	2	3%	0	0%
Total	350	100%	348	100%	78	100%	78	100%

Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		50 and Over	
	#	%	#	%
Under Age 50	5	2%	-	-
50 to 54	9	3%	1	1%
55 to 59	31	9%	4	3%
60 to 64	106	32%	37	32%
65 to 69	113	34%	42	36%
70 to 74	40	12%	19	16%
75 to 79	8	2%	4	3%
80 or Over	1	0%	1	1%
I Do Not Intend to Retire	17	5%	8	7%
Total	330	100%	116	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Audiologists

Under 65: 46%
Under 60: 14%

Audiologists 50 and Over

Under 65: 36%
Under 60: 4%

Time Until Retirement

Within 2 Years: 5%
Within 10 Years: 22%
Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

Nearly half of all audiologists expect to retire by the age of 65. Among those audiologists who are age 50 or over, 36% expect to retire by the age of 65.

Within the next two years, 4% of audiologists expect to increase their client care hours. In addition, 3% of audiologists also expect to pursue additional educational opportunities.

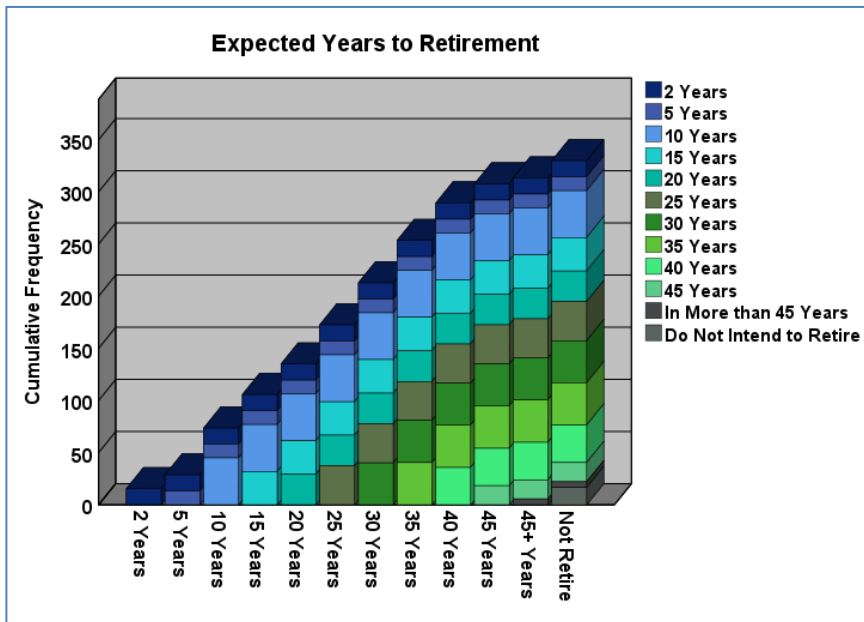
Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	14	3%
Leave Virginia	11	2%
Decrease Client Care Hours	21	4%
Decrease Teaching Hours	2	0%
Increase Participation		
Increase Client Care Hours	17	4%
Increase Teaching Hours	9	2%
Pursue Additional Education	14	3%
Return to Virginia's Workforce	2	0%

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 22% plan to retire in the next ten years. Half of the current audiology workforce expect to retire by 2048.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	16	5%	5%
5 Years	13	4%	9%
10 Years	45	14%	22%
15 Years	32	10%	32%
20 Years	29	9%	41%
25 Years	37	11%	52%
30 Years	40	12%	64%
35 Years	41	12%	77%
40 Years	36	11%	88%
45 Years	18	5%	93%
50 Years	6	2%	95%
55 Years	0	0%	95%
In More than 55 Years	0	0%	95%
Do Not Intend to Retire	17	5%	100%
Total	330	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 2033. Retirement will peak at 14% of the current workforce around the same time before declining to under 10% of the current workforce again around 2068.

At a Glance:

FTEs

Total: 420
 FTEs/1,000 Residents³: 0.049
 Average: 0.91

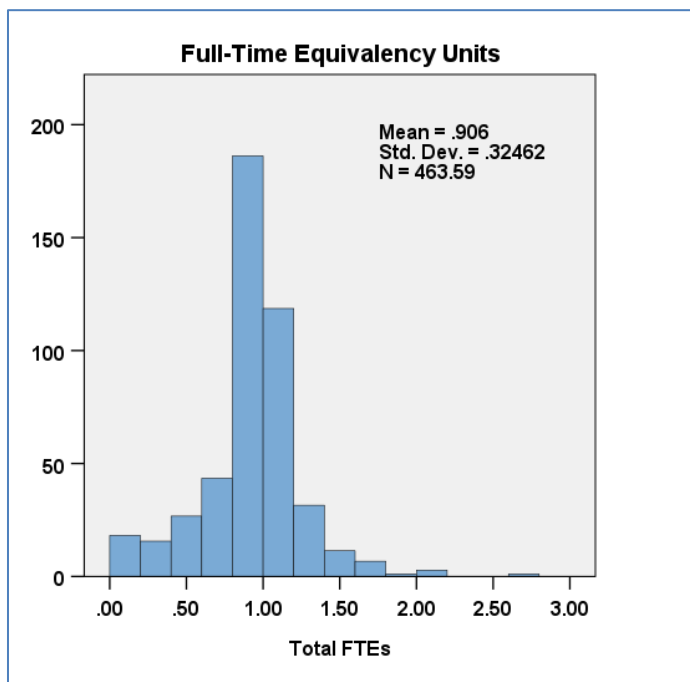
Age & Gender Effect

Age, *Partial Eta*²: Small
 Gender, *Partial Eta*²: Small

*Partial Eta*² Explained:
*Partial Eta*² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

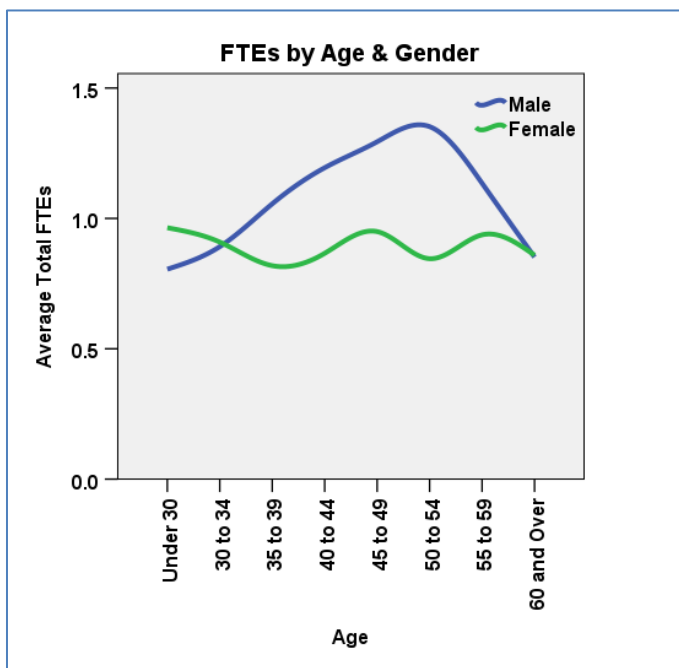


Source: Va. Healthcare Workforce Data Center

The typical audiologist provided 0.91 FTEs in the past year, or about 36 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists⁴.

Full-Time Equivalency Units		
Age	Average	Median
Under 30	0.95	0.96
30 to 34	0.90	0.92
35 to 39	0.84	0.89
40 to 44	0.89	0.96
45 to 49	0.95	0.91
50 to 54	0.93	0.99
55 to 59	0.99	0.95
60 and Over	0.85	0.81
Gender		
Male	0.99	0.96
Female	0.90	0.95

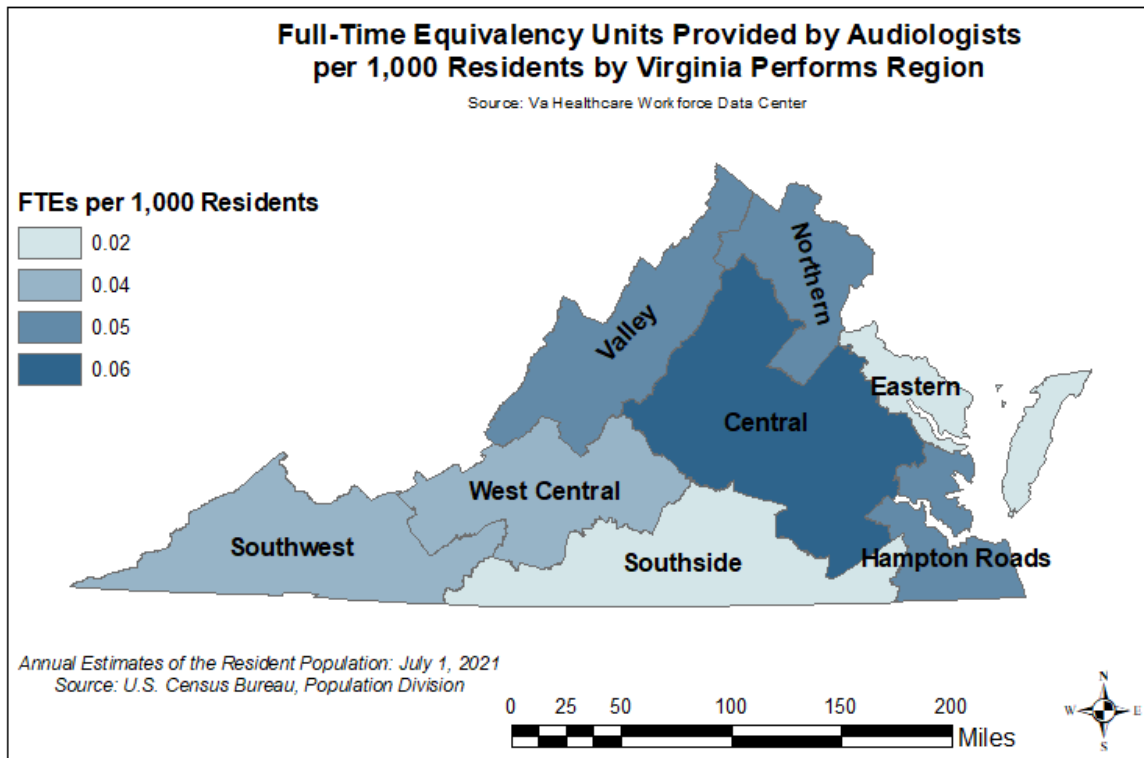
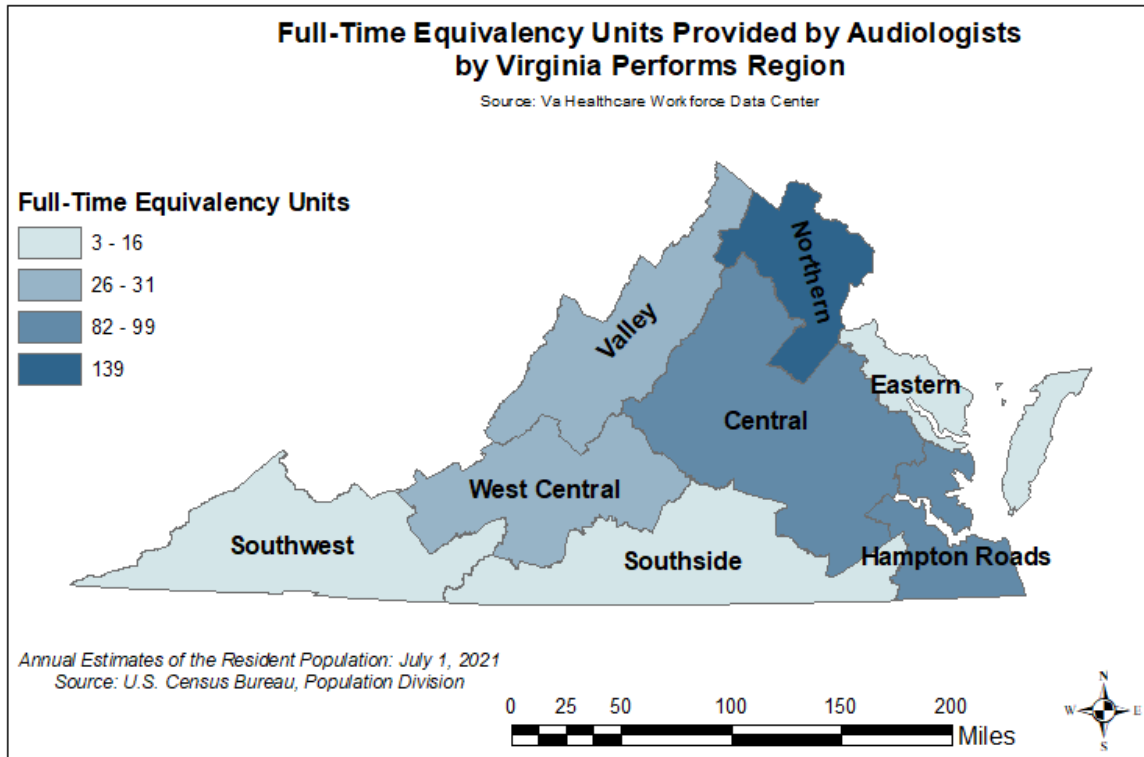
Source: Va. Healthcare Workforce Data Center

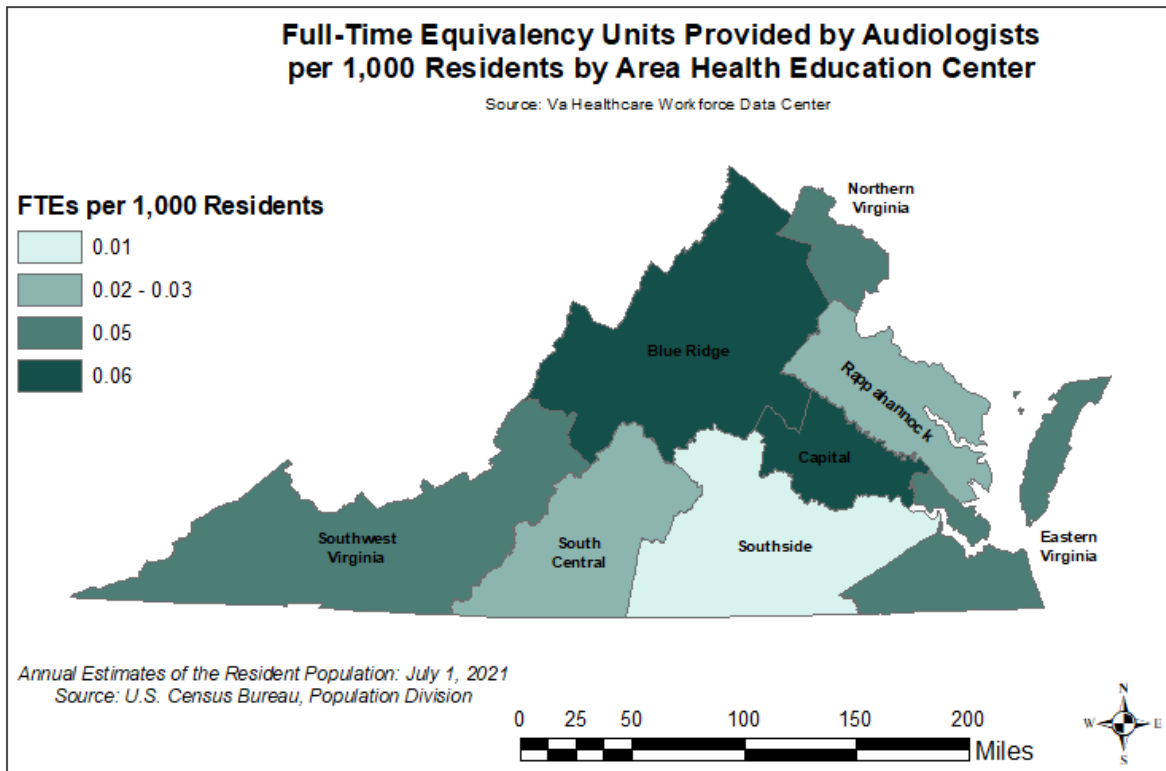
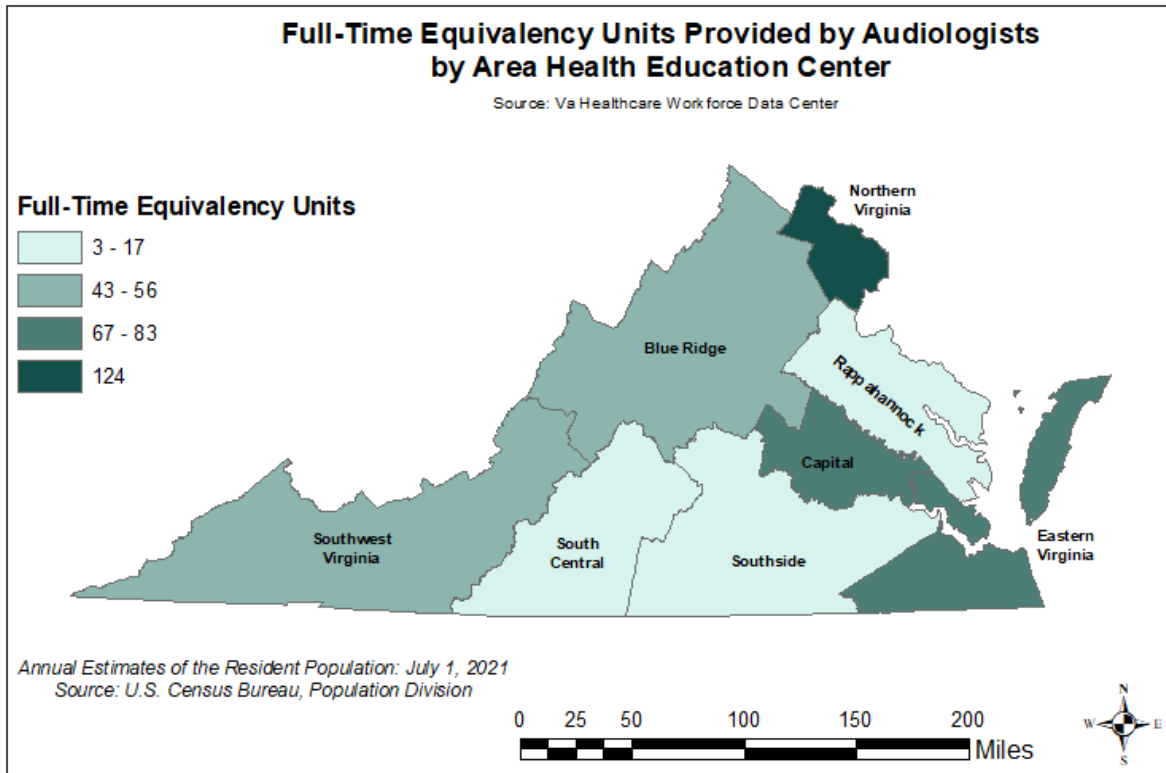


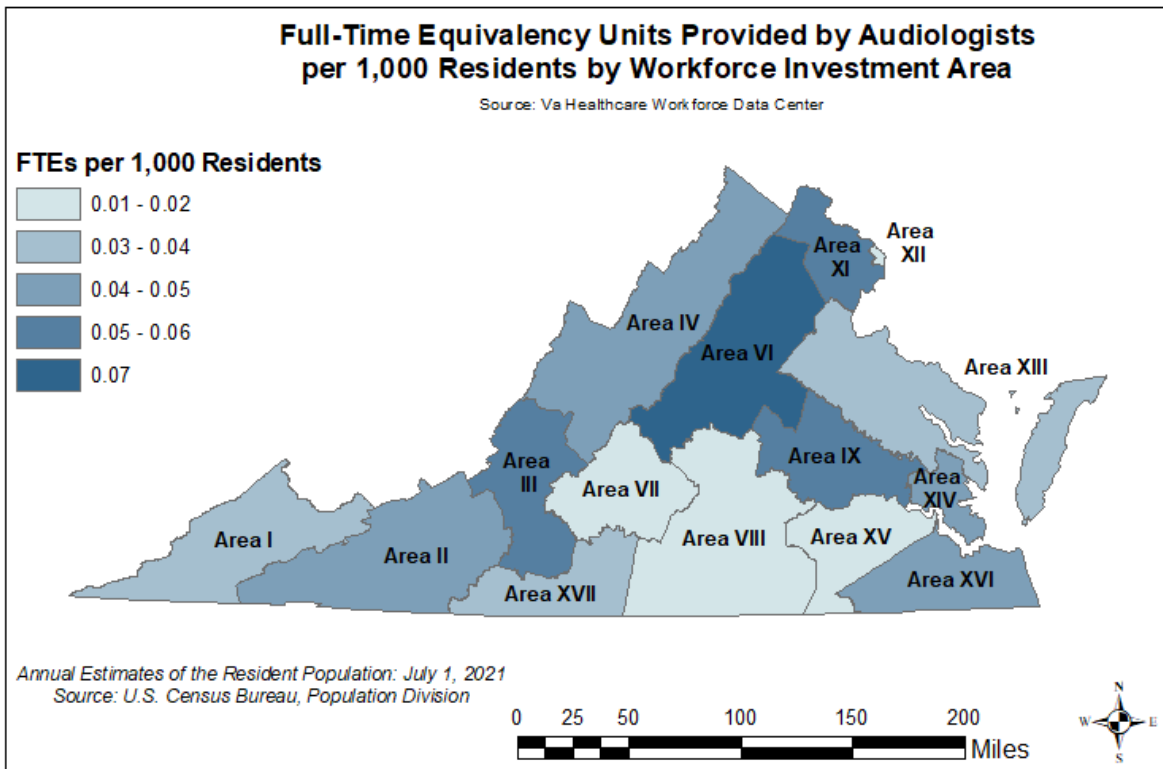
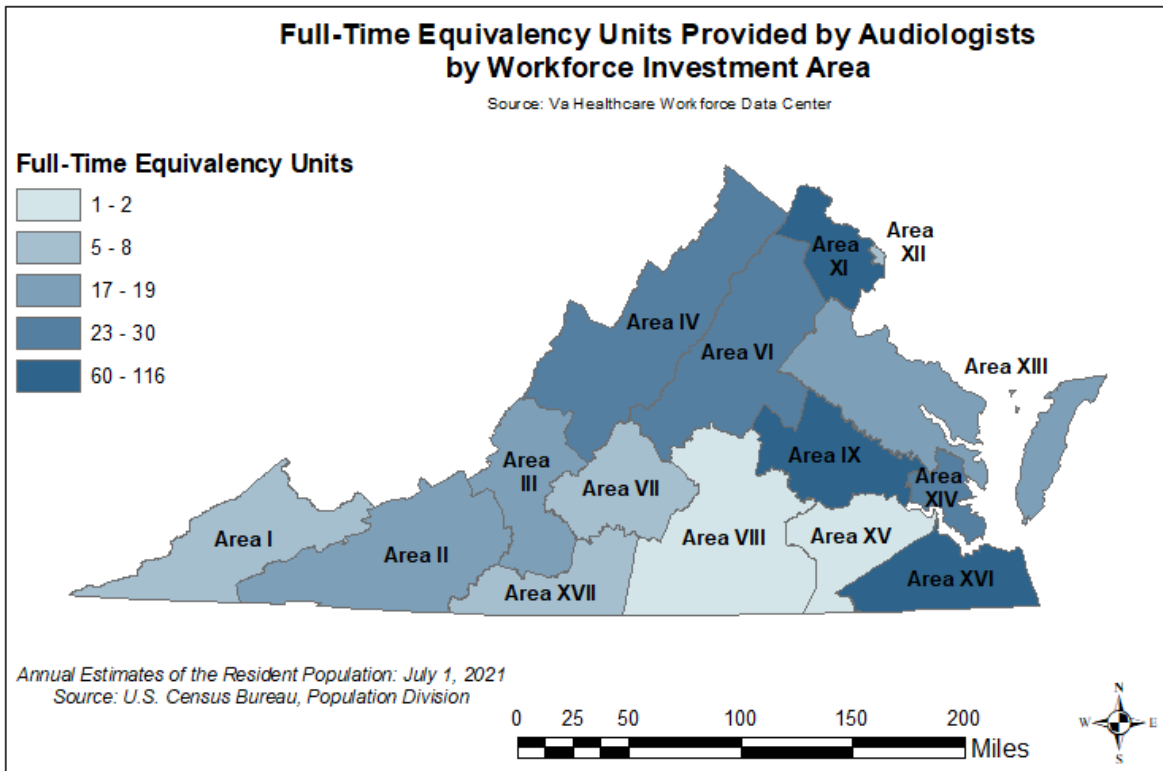
Source: Va. Healthcare Workforce Data Center

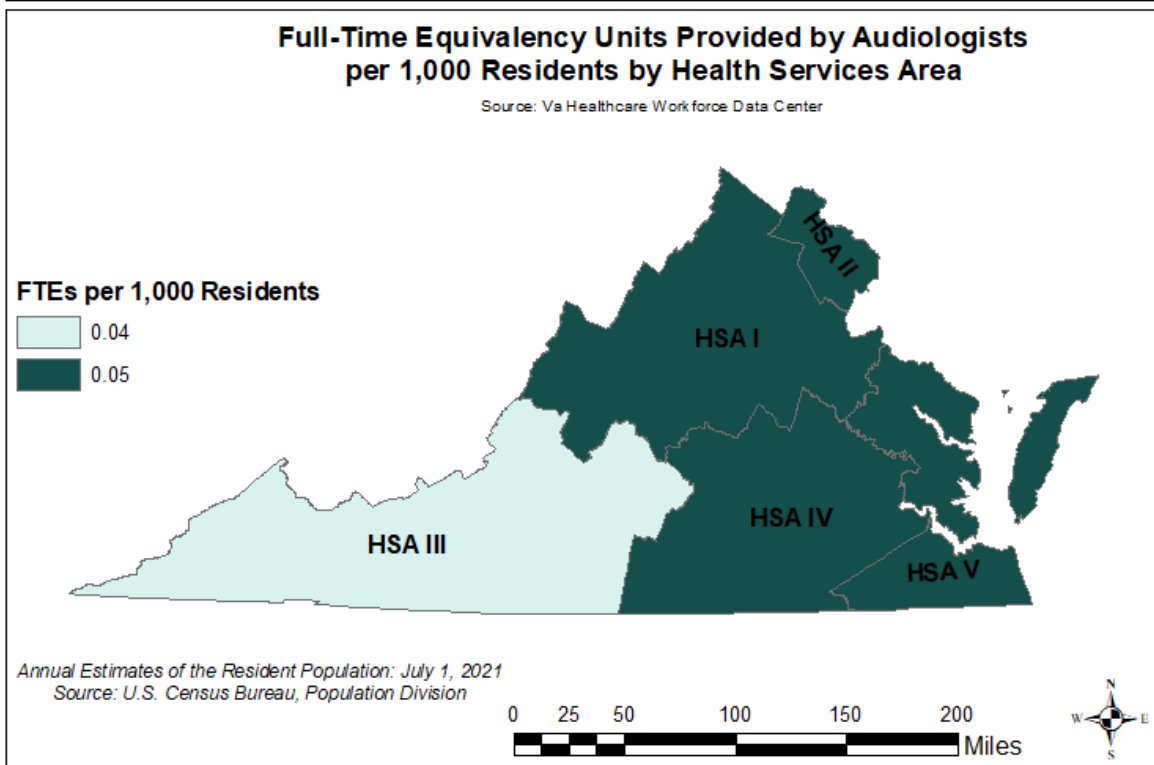
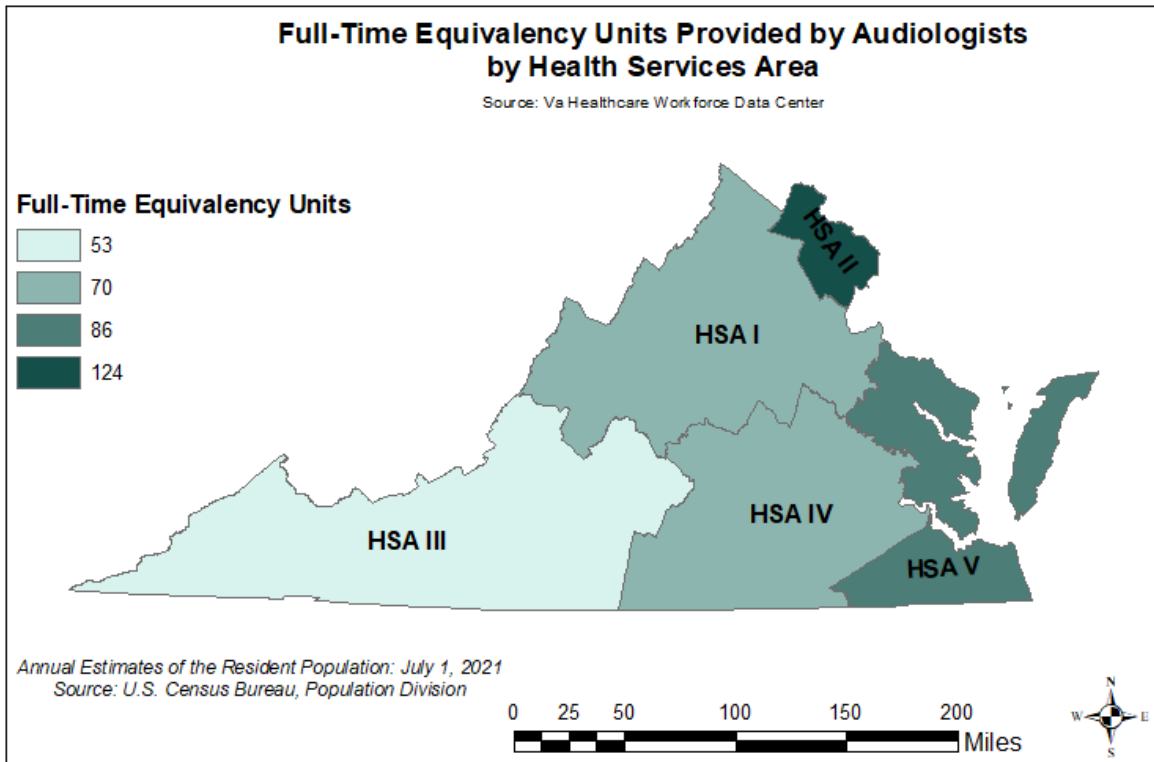
³ Number of residents in 2021 was used as the denominator.

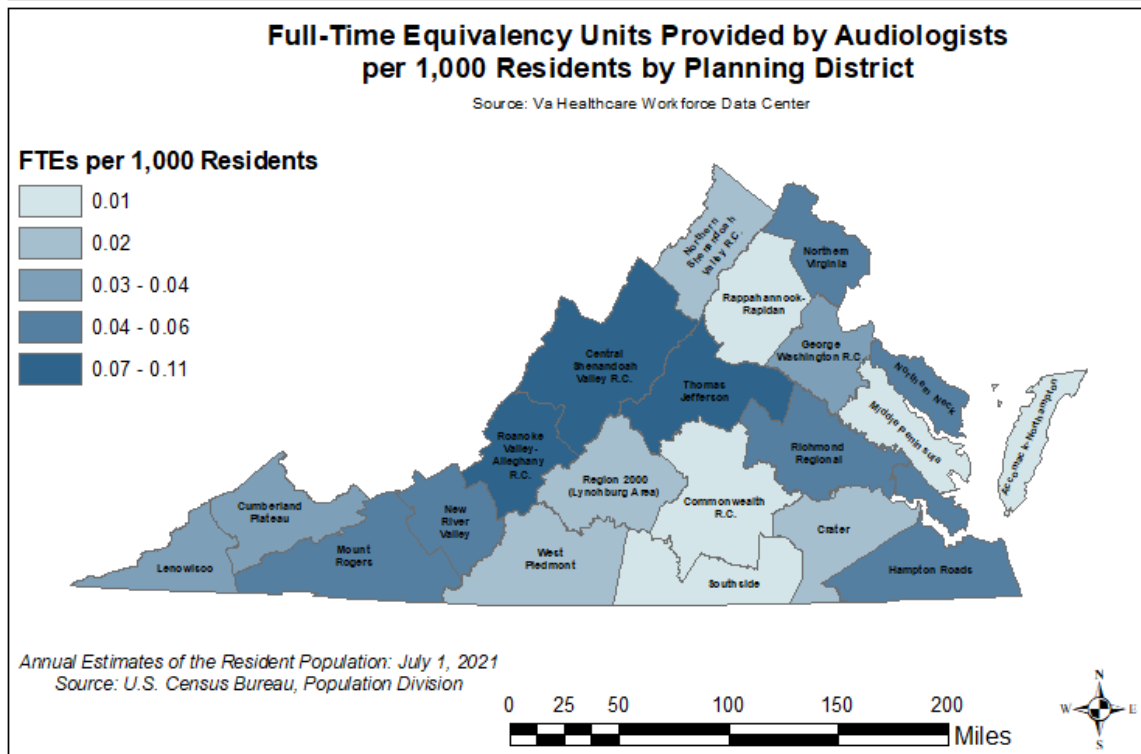
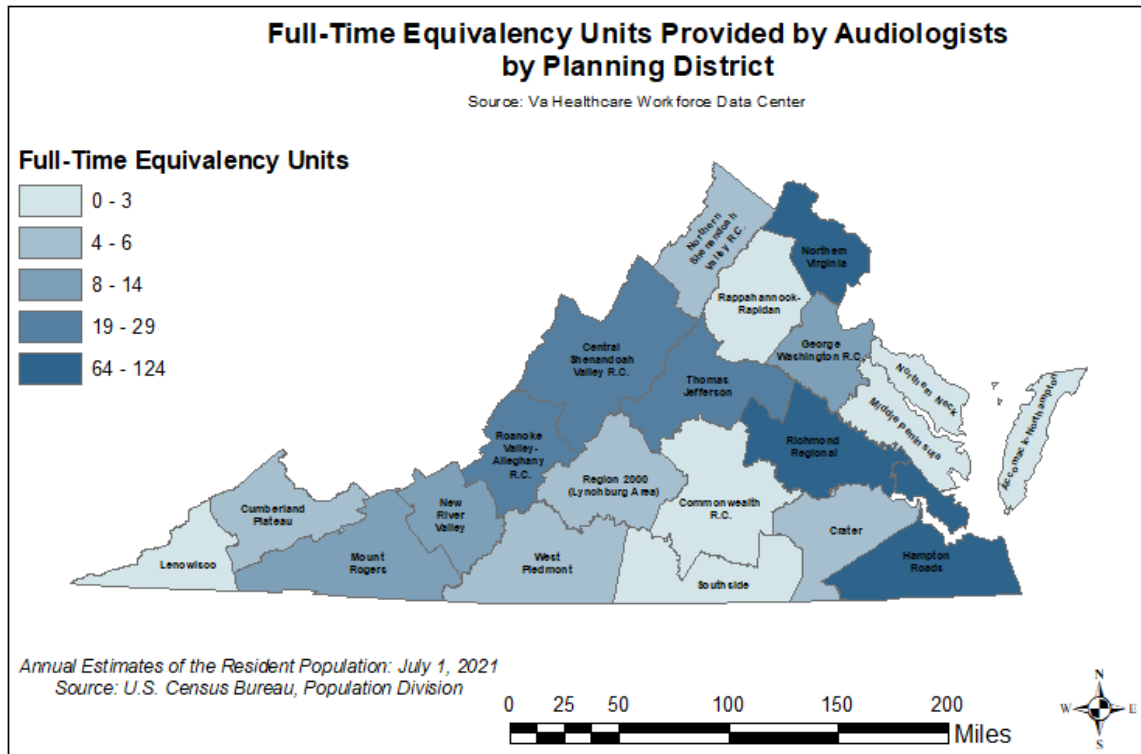
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	297	86.20%	1.160	1.044	1.652
Metro, 250,000 to 1 Million	34	85.29%	1.172	1.055	1.669
Metro, 250,000 or Less	61	83.61%	1.196	1.077	1.703
Urban, Pop. 20,000+, Metro Adj.	8	37.50%	2.667	2.534	2.539
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	10	80.00%	1.250	1.125	1.298
Urban, Pop. 2,500-19,999, Non-Adj.	7	100.00%	1.000	0.900	0.922
Rural, Metro Adj.	4	100.00%	1.000	0.900	0.952
Rural, Non-Adj.	4	100.00%	1.000	0.900	1.039
Virginia Border State/D.C.	109	78.90%	1.267	1.141	1.805
Other U.S. State	85	71.76%	1.393	1.254	1.984

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	71	57.75%	1.732	1.652	1.984
30 to 34	96	79.17%	1.263	1.039	1.447
35 to 39	68	80.88%	1.236	1.017	1.417
40 to 44	66	86.36%	1.158	0.952	2.539
45 to 49	81	91.36%	1.095	0.900	1.254
50 to 54	65	83.08%	1.204	1.148	1.379
55 to 59	52	86.54%	1.156	1.102	2.534
60 and Over	120	89.17%	1.121	0.922	1.285

Source: Va. Healthcare Workforce Data Center

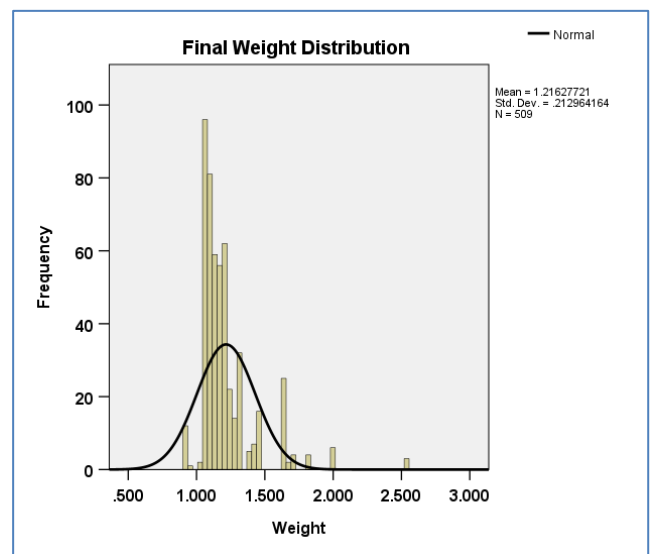
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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: 0.822294



Source: Va. Healthcare Workforce Data Center