
Virginia's Audiologist Workforce: 2020

Healthcare Workforce Data Center

July 2020

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More than 450 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 your ongoing cooperation.

Thank You!

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The Audiologist Workforce: At a Glance:

The Workforce

Licensees:	586
Virginia's Workforce:	429
FTEs:	407

Background

Rural Childhood:	23%
HS Degree in VA:	37%
Prof. Degree in VA:	33%

Current Employment

Employed in Prof.:	96%
Hold 1 Full-time Job:	78%
Satisfied?:	98%

Survey Response Rate

All Licensees:	78%
Renewing Practitioners:	89%

Education

AuD:	73%
Masters:	20%

Job Turnover

Switched Jobs in 2020:	5%
Employed Over 2 Yrs:	77%

Demographics

Female:	87%
Diversity Index:	18%
Median Age:	46

Finances

Median Income:	\$80k-\$90k
Health Benefits:	58%
Under 40 w/ Ed Debt:	55%

Primary Roles

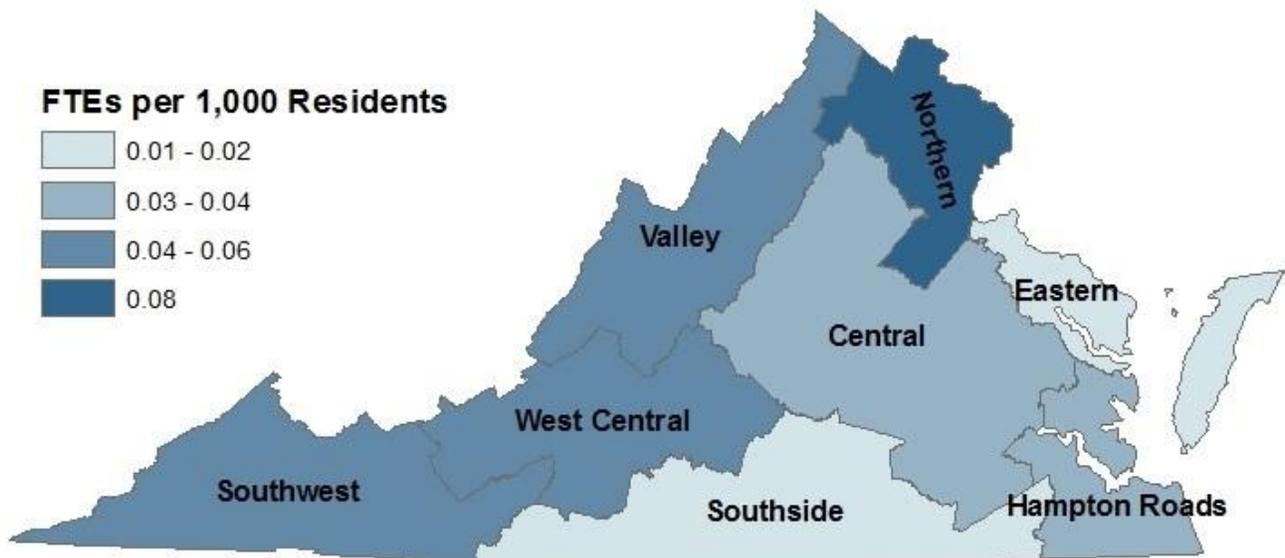
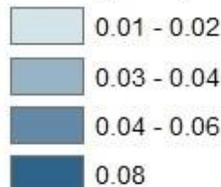
Patient Care:	76%
Administration:	3%
Non-Clinical Edu.:	1%

Source: Va. Healthcare Workforce Data Center

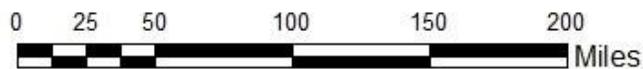
Full Time Equivalency Units Provided by Audiologists per 1,000 Residents by Virginia Performs Regions

Source: Va Healthcare Work force 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 450 audiologists voluntarily took part in the 2020 Audiologist Workforce Survey. These survey respondents represent 78% of the 586 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 will occur every June for audiologists.

The HWDC estimates that 429 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 2020, Virginia's audiologist workforce provided 407 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year.

Nearly 90% of Virginia's audiology workforce is female, including 90% of those audiologists who are under the age of 40. In total, more than one-third of all audiologists are under the age of 40. Meanwhile, the diversity index of Virginia's audiologist workforce is only 18%, 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 12% of these professionals 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 57% work between 40 and 49 hours per week. The typical audiologist earns between \$80,000 and \$90,000 per year. In addition, 85% of audiologists receive at least one employer-sponsored benefit, including 58% who have access to health insurance. Two-thirds of all audiologists work in the for-profit sector, and nearly one-quarter are employed at group private practices, the most of any establishment type in the state. At their primary work location, the typical audiologist treats between 30 and 39 patients per week.

Summary of Trends

Since 2014, the total number of Virginia's licensed audiologists has increased by 14%, from 516 to 586. Virginia's audiologist workforce also increased from 417 to 429 and the number of FTEs provided by this workforce has increased by 12% to 407. The diversity index of this workforce also increased between 2018 and 2020 but, at 18%, it is still lower than its index of 22% in 2014.

Although the median age of the audiologist workforce has remained at 46 in the past five years, the percent under the age of 40 increased from 35% to 37% in the same period. The percent above age 55 also increased from 29% to 31% in the same period. By contrast, the percent of Virginia's audiologists who are female decreased to a five-year low of 87%. The survey response rate among Virginia's licensed audiologists also declined to a four-year low of 89%.

One of the most startling and disconcerting trend for audiologists is the percent involuntarily unemployed. In past surveys, between 1% and 2% of audiologists reported involuntary unemployment in the one-year period before the survey. However, in 2020, 7% of audiologists reported they were involuntary unemployed in the one-year period before the survey.

Virginia's audiologists are more likely to have earned an AuD as their highest professional degree (73% vs. 63%), but they are also more likely to carry education debt (31% vs. 29%). The median debt among these professionals has increased considerably since 2014 (\$70,000-\$80,000 vs. \$30,000-\$40,000). The median income has also increased significantly; the median income is now \$80,000-\$90,000 compared to \$60,000-\$70,000 in 2014.

Audiologists are more likely to hold one full-time job (78% vs. 72%), and they are also more likely to work between 40 and 49 hours per week (57% vs. 52%). Audiologists are more likely to receive at least one employer-sponsored benefit (85% vs. 74%). Audiologists are slightly less likely to work in the for-profit sector (66% vs. 69%) but more likely to work in the non-profit sector (16% vs. 10%).

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	494	84%
New Licensees	22	4%
Non-Renewals	70	12%
All Licensees	586	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 78% of audiologists who held a license at some point in 2020.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	24	37	61%
30 to 34	25	46	65%
35 to 39	11	59	84%
40 to 44	14	69	83%
45 to 49	9	57	86%
50 to 54	14	37	73%
55 to 59	7	60	90%
60 and Over	23	94	80%
Total	127	459	78%
New Licenses			
Issued in 2020	22	0	0%
Metro Status			
Non-Metro	11	26	70%
Metro	65	304	82%
Not in Virginia	51	129	72%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2020.
- 2. Target Population:** All audiologists who held a Virginia license at some point between July 2019 and June 2020.
- 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 2020.

Response Rates	
Completed Surveys	459
Response Rate, All Licensees	78%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Audiologists

Number: 586
 New: 4%
 Not Renewed: 12%

Survey Response Rates

All Licensees: 78%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2020 Audiologist Workforce: 429
 FTEs: 407

Utilization Ratios

Licensees in VA Workforce: 73%
 Licensees per FTE: 1.44
 Workers per FTE: 1.05

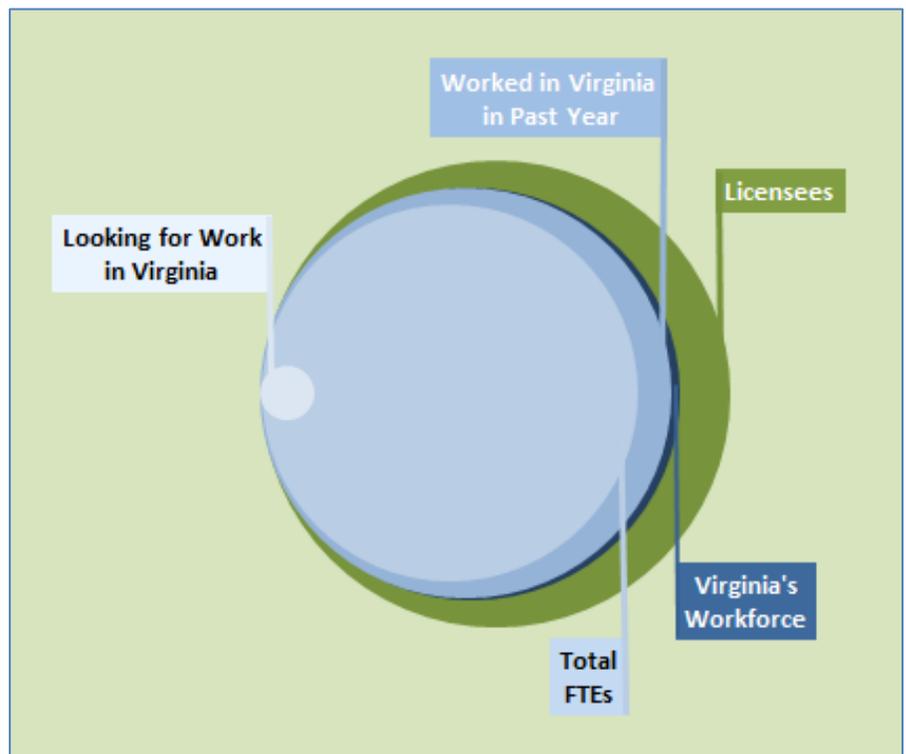
Source: Va. Healthcare Workforce Data Center

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	420	98%
Looking for Work in Virginia	9	2%
Virginia's Workforce	429	100%
Total FTEs	407	
Licensees	586	

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	5	12%	37	88%	42	11%
30 to 34	6	12%	48	89%	54	15%
35 to 39	2	6%	37	94%	39	11%
40 to 44	5	11%	38	89%	43	12%
45 to 49	4	9%	35	91%	39	11%
50 to 54	3	8%	35	92%	38	10%
55 to 59	11	22%	40	78%	51	14%
60 +	12	19%	52	81%	63	17%
Total	48	13%	321	87%	369	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Audiologists		Audiologists Under 40	
	%	#	%	#	%
White	61%	336	90%	122	90%
Black	19%	10	3%	1	1%
Asian	7%	10	3%	5	4%
Other Race	0%	3	1%	1	1%
Two or More Races	3%	5	1%	2	1%
Hispanic	10%	8	2%	4	3%
Total	100%	372	100%	135	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

More than one-third of all audiologists are under the age of 40, and 90% of these professionals are female. In addition, audiologists who are under the age of 40 have a diversity index of 18%.

At a Glance:

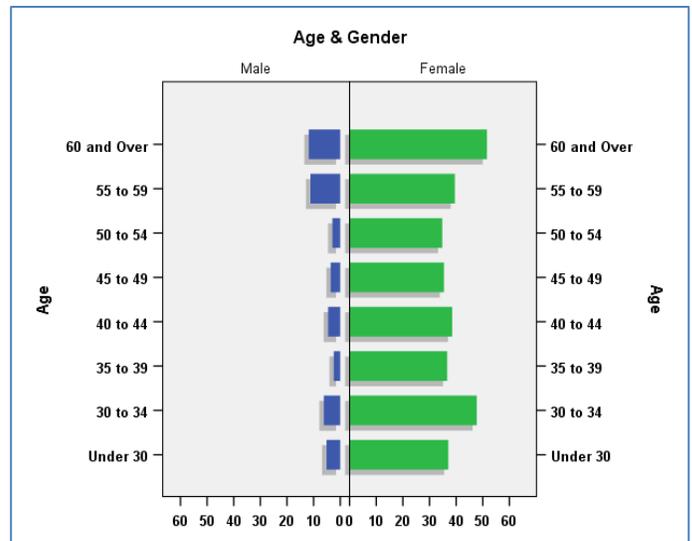
Gender
 % Female: 87%
 % Under 40 Female: 90%

Age
 Median Age: 46
 % Under 40: 37%
 % 55+: 31%

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

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two audiologists, there is an 18% 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: 9%
 Rural Childhood: 23%

Virginia Background

HS in Virginia: 37%
 Prof. Education in VA: 33%
 HS/Prof. Edu. in VA: 45%

Location Choice

% Rural to Non-Metro: 12%
 % Urban/Suburban to Non-Metro: 4%

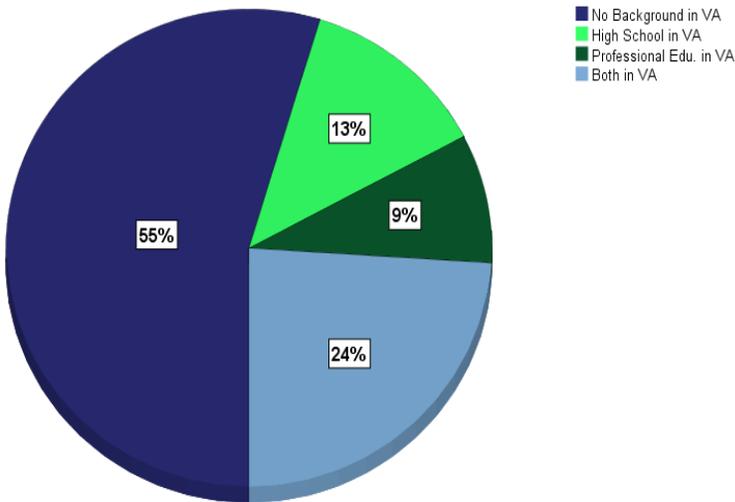
Source: Va. Healthcare Workforce Data Center

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+	20%	73%	7%
2	Metro, 250,000 to 1 Million	15%	81%	4%
3	Metro, 250,000 or Less	28%	61%	11%
Non-Metro Counties				
4	Urban Pop 20,000+, Metro Adjacent	33%	0%	67%
6	Urban Pop, 2,500-19,999, Metro Adjacent	50%	0%	50%
7	Urban Pop, 2,500-19,999, Non-Adjacent	57%	29%	14%
8	Rural, Metro Adjacent	0%	0%	0%
9	Rural, Non-Adjacent	50%	50%	0%
Overall		23%	69%	9%

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 12% 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	136	Virginia	119
2	Maryland	25	Tennessee	32
3	New York	23	Washington, D.C.	20
4	Pennsylvania	17	West Virginia	19
5	West Virginia	17	Ohio	16
6	Ohio	16	Pennsylvania	15
7	Outside U.S./Canada	15	North Carolina	14
8	Michigan	13	Maryland	14
9	New Jersey	13	New York	13
10	Illinois	10	Michigan	11

More than one-third of all audiologists received their high school degree in Virginia, and 33% 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, 29% received their high school degree in Virginia, while 19% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	32	Virginia	21
2	New Jersey	10	Tennessee	15
3	Ohio	8	Pennsylvania	11
4	Maryland	8	Ohio	6
5	Pennsylvania	8	Texas	5
6	New York	5	Florida	5
7	Illinois	4	New Jersey	5
8	Mississippi	3	Indiana	5
9	Florida	3	Washington, D.C.	4
10	North Carolina	3	Alabama	3

Source: Va. Healthcare Workforce Data Center

More than a quarter of licensed audiologists did not participate in Virginia's workforce in 2020. Nearly 90% of these audiologists worked at some point in the past year, and 78% are currently employed as audiologists.

At a Glance:

Not in VA Workforce

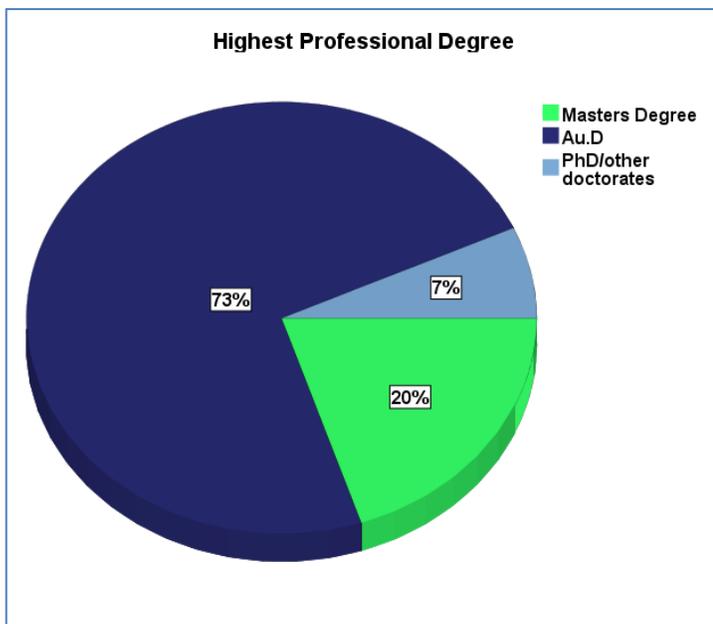
Total:	157
% of Licensees:	27%
Federal/Military:	13%
Va Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	73	20%
AuD	267	73%
PhD	24	7%
Other Doctorate Degree	1	0%
Total	365	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than 30% of audiologists currently have education debt, including 55% 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: 73%
 Master's Degree: 20%

Educational Debt
 Carry Debt: 31%
 Under Age 40 w/ Debt: 55%
 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	233	69%	55	45%
Less Than \$10,000	7	2%	0	0%
\$10,000-\$19,999	10	3%	3	2%
\$20,000-\$29,999	1	0%	0	0%
\$30,000-\$39,999	10	3%	9	7%
\$40,000-\$49,999	9	3%	4	3%
\$50,000-\$59,999	7	2%	4	3%
\$60,000-\$69,999	4	1%	2	2%
\$70,000-\$79,999	7	2%	4	3%
\$80,000-\$89,999	5	1%	5	4%
\$90,000-\$99,999	3	1%	3	2%
\$100,000 or More	43	13%	34	28%
Total	339	100%	123	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Hearing Aids/Devices:	59%
Geriatrics:	26%
Pediatrics:	25%

Top Credentials

CCC-A Audiology:	70%
Hearing Aid Disp. License:	57%
F-AAA Fellow:	32%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	% of Workforce
Hearing Aids/Devices	252	59%
Geriatrics	111	26%
Pediatrics	109	25%
Vestibular	84	20%
Cochlear Implants	54	13%
Educational	47	11%
Occupational Hearing Conservation	35	8%
Intraoperative Monitoring	9	2%
Other	32	7%
At Least One Specialty	306	71%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
CCC-A: Audiology	302	70%
Hearing Aid Dispenser License	246	57%
F-AAA Fellow	137	32%
ABA Certification	16	4%
CCC-SLP: Speech-Language Pathology	7	2%
PASC: Pediatric Audiology	4	1%
Other	9	2%
At Least One Credential	361	84%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all audiologists have at least one self-designated specialty, while 84% 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: 5%

Weekly Hours:

40 to 49: 57%
60 or More: 2%
Less Than 30: 11%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	0	0%
Employed in an Audiologist-Related Capacity	353	96%
Employed, NOT in an Audiologist-Related Capacity	6	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	2	1%
Voluntarily Unemployed	7	2%
Retired	1	0%
Total	370	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	10	3%
One Part-Time Position	49	13%
Two Part-Time Positions	7	2%
One Full-Time Position	287	78%
One Full-Time Position & One Part-Time Position	13	4%
Two Full-Time Positions	0	0%
More Than Two Positions	0	0%
Total	366	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 57% work between 40 and 49 hours per week.

Current Weekly Hours		
Hours	#	%
0 Hours	10	3%
1 to 9 Hours	2	1%
10 to 19 Hours	14	4%
20 to 29 Hours	24	7%
30 to 39 Hours	71	19%
40 to 49 Hours	207	57%
50 to 59 Hours	32	9%
60 to 69 Hours	4	1%
70 to 79 Hours	1	0%
80 or More Hours	1	0%
Total	366	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	1	0%
Less Than \$20,000	9	3%
\$20,000-\$29,999	6	2%
\$30,000-\$39,999	7	2%
\$40,000-\$49,999	5	2%
\$50,000-\$59,999	22	8%
\$60,000-\$69,999	34	11%
\$70,000-\$79,999	56	19%
\$80,000-\$89,999	62	21%
\$90,000-\$99,999	31	11%
\$100,000-\$109,999	19	6%
\$110,000-\$119,999	12	4%
\$120,000 or More	30	10%
Total	295	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	264	74%
Somewhat Satisfied	85	24%
Somewhat Dissatisfied	6	2%
Very Dissatisfied	2	1%
Total	357	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Earnings

Median Income: \$80k-90k

Benefits

Health Insurance: 58%

Retirement: 69%

Satisfaction

Satisfied: 98%

Very Satisfied: 74%

Source: Va. Healthcare Workforce Data Center

The typical audiologist earns between \$80,000 and \$90,000 per year. In addition, 85% receive at least one employer-sponsored benefit, including 58% who have access to health insurance.

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Paid Vacation	282	80%	86%
Retirement	242	69%	71%
Paid Sick Leave	238	67%	72%
Health Insurance	206	58%	64%
Dental Insurance	176	50%	56%
Group Life Insurance	132	37%	43%
Signing/Retention Bonus	18	5%	7%
At Least One Benefit	299	85%	89%

*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?	32	7%
Experience Voluntary Unemployment?	26	6%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	12	3%
Work Two or More Positions at the Same Time?	26	6%
Switch Employers or Practices?	22	5%
Experienced At Least One	95	22%

Source: Va. Healthcare Workforce Data Center

Involuntary unemployment among Virginia’s audiologists was 7% over the past year. For comparison, Virginia’s average monthly unemployment rate was 4.4%.¹

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	5	1%	7	8%
Less Than 6 Months	4	1%	4	4%
6 Months to 1 Year	29	8%	6	7%
1 to 2 Years	43	12%	15	17%
3 to 5 Years	85	24%	13	14%
6 to 10 Years	61	17%	26	29%
More Than 10 Years	123	35%	19	21%
Subtotal	351	100%	90	100%
Did Not Have Location	11		337	
Item Missing	67		2	
Total	429		429	

Source: Va. Healthcare Workforce Data Center

More than 70% of audiologists receive a salary or commission at their primary work location.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 7%
Underemployed: 3%

Turnover & Tenure

Switched: 5%
New Location: 12%
Over 2 Years: 77%
Over 2 Yrs, 2nd Location: 64%

Employment Type

Salary/Commission: 71%
Hourly Wage: 14%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	196	71%
Hourly Wage	39	14%
Business/Practice Income	36	13%
By Contract/Per Diem	5	2%
Unpaid	0	0%
Subtotal	276	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 2.4% and a high of 10.8%. At the time of publication, the unemployment rate for June 2020 was still preliminary.

At a Glance:

Concentration

Top Region:	36%
Top 3 Regions:	75%
Lowest Region:	1%

Locations

2 or More (2020):	25%
2 or More (Now*):	23%

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 75% of all audiologists in the state.

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	70	20%	8	9%
Eastern	2	1%	0	0%
Hampton Roads	68	20%	25	28%
Northern	124	36%	29	33%
Southside	11	3%	7	8%
Southwest	13	4%	3	3%
Valley	21	6%	6	7%
West Central	32	9%	1	1%
Virginia Border State/D.C.	4	1%	8	9%
Other US State	3	1%	2	2%
Outside of the US	0	0%	0	0%
Total	348	100%	89	100%
Item Missing	70		1	

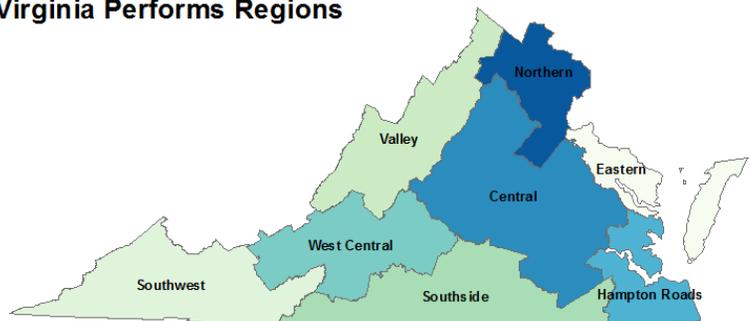
Source: Va. Healthcare Workforce Data Center

Locations	Number of Work Locations			
	Work Locations in 2020		Work Locations Now*	
	#	%	#	%
0	8	2%	11	3%
1	259	72%	264	74%
2	54	15%	49	14%
3	30	8%	30	8%
4	5	1%	5	1%
5	0	0%	0	0%
6 or More	1	0%	0	0%
Total	358	100%	358	100%

*At the time of survey completion, June 2020.

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



One out of every five audiologists currently have multiple work locations, while 25% have had multiple work location over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	217	66%	68	76%
Non-Profit	52	16%	15	17%
State/Local Government	33	10%	4	4%
Veterans Administration	13	4%	2	2%
U.S. Military	12	4%	1	1%
Other Federal Gov't	2	1%	0	0%
Total	329	100%	90	100%
Did Not Have Location	11		337	
Item Missing	88		2	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For Profit:	66%
Federal:	8%

Top Establishments

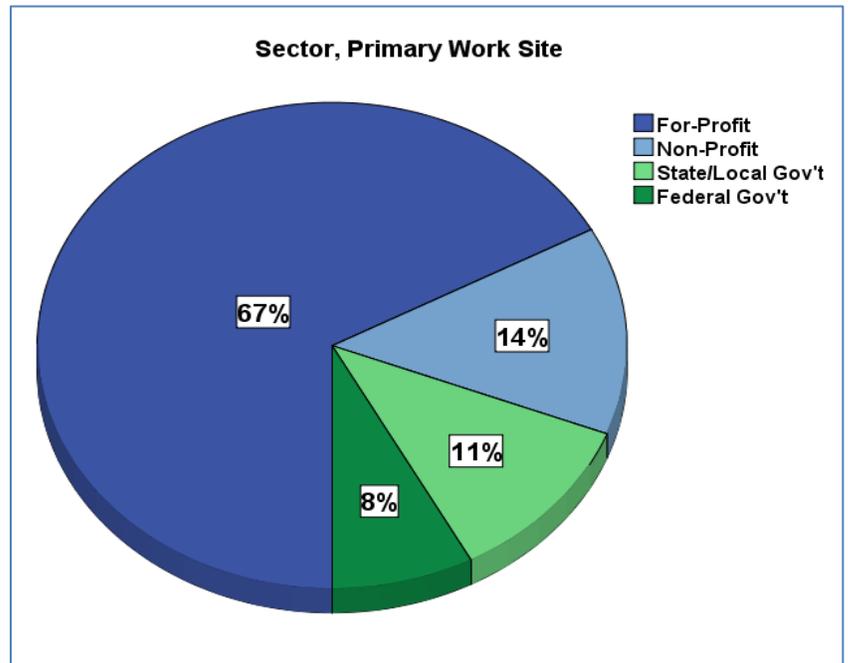
Private Practice (Group):	23%
Physician Office:	22%
Hospital (Outpatient):	20%

Payment Method

Cash/Self-Pay:	64%
Private Insurance:	62%

Source: Va. Healthcare Workforce Data Center

More than 80% of audiologists work in the private sector, including 66% who work at for-profit establishments. Another 8% of Virginia's audiologists work for the federal government.



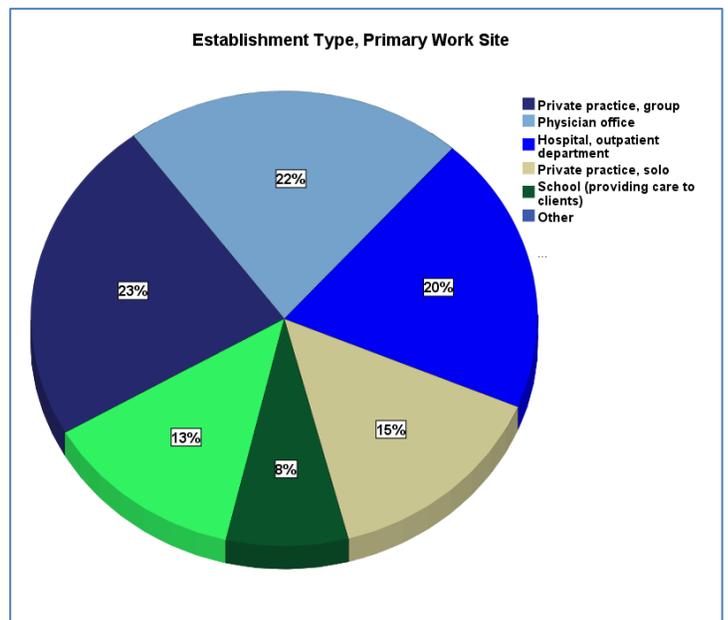
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Private Practice, Group	74	23%	25	28%
Physician Office	69	22%	18	20%
Hospital, Outpatient Department	63	20%	13	15%
Private Practice, Solo	46	14%	19	21%
School (Providing Care to Clients)	25	8%	1	1%
Academic Institution (Teaching Health Professions Students or Research)	10	3%	3	3%
Community-Based Clinic or Health Center	5	2%	2	2%
Administrative/Business Organization	4	1%	0	0%
Hospital, Inpatient Department	3	1%	0	0%
Rehabilitation Facility	1	0%	0	0%
Other	18	6%	8	9%
Total	318	100%	89	100%
Did Not Have Location	11		337	

Nearly one-quarter of all audiologists work at group private practices, the most of any establishment type in the state. Another 22% work at physicians' offices.

Source: Va. Healthcare Workforce Data Center

Among those audiologists who also have a secondary work location, 28% work at group private practices and 20% work at physicians' offices. 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	275	64%
Private Insurance	268	62%
Medicare	241	56%
Medicaid	197	46%
At least one	295	69%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

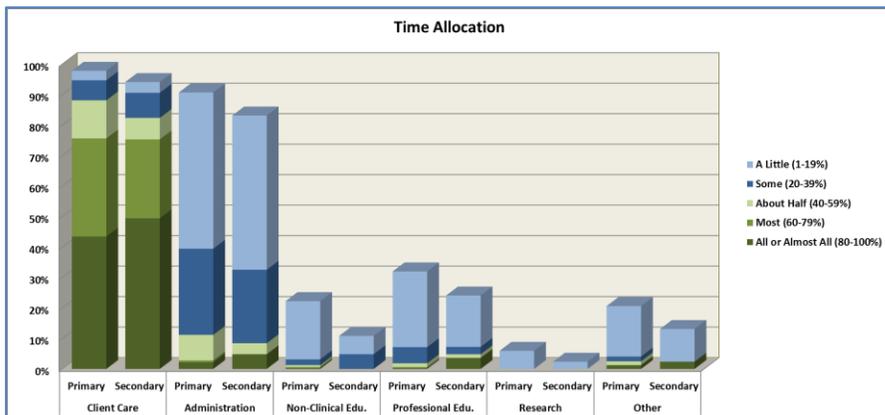
Patient Care: 76%
Administration: 3%
Non-Clinical Edu.: 1%

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 her time in client care activities. In fact, 76% 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%)	43%	51%	2%	5%	0%	0%	0%	4%	0%	0%	1%	2%
Most (60-79%)	32%	27%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	13%	7%	8%	4%	1%	0%	1%	1%	0%	0%	1%	0%
Some (20-39%)	7%	8%	28%	24%	2%	5%	5%	2%	0%	0%	2%	0%
A Little (1-19%)	3%	4%	52%	51%	19%	6%	25%	17%	6%	2%	17%	11%
None (0%)	2%	6%	9%	17%	78%	89%	68%	76%	94%	99%	79%	88%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Weekly Patient Totals

(Median)

Primary Location: 50-59

Secondary Location: 1-9

Total: 30-39

% with Group Sessions

Primary Location: 8%

Secondary Location: 0%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Weekly Client Totals						
Number of Clients	Primary Work Location		Secondary Work Location		Total ²	
	#	%	#	%	#	%
None	18	3%	26	34%	1	0%
1-9	27	4%	27	35%	89	21%
10-19	44	7%	10	13%	39	9%
20-29	71	11%	5	6%	37	9%
30-39	70	11%	9	12%	59	14%
40-49	46	7%	0	0%	59	14%
50-59	27	4%	0	0%	50	12%
60-69	18	3%	0	0%	39	9%
70-79	6	1%	0	0%	16	4%
80 or More	335	50%	0	0%	25	7%
Total	662	100%	77	100%	414	100%

Source: Va. Healthcare Workforce Data Center

The typical audiologist treats between 30 and 39 clients per week at her 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	16	5%	303	92%	9	10%	87	100%
1-9	36	11%	23	7%	26	29%	0	0%
10-19	50	15%	1	0%	27	30%	0	0%
20-29	65	20%	0	0%	10	11%	0	0%
30-39	72	22%	1	0%	5	6%	0	0%
40-49	46	14%	0	0%	5	6%	0	0%
50-59	27	8%	0	0%	4	4%	0	0%
60-69	12	4%	0	0%	0	0%	0	0%
70-79	4	1%	0	0%	1	1%	0	0%
80 or More	2	1%	0	0%	1	1%	0	0%
Total	330	100%	329	100%	89	100%	87	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	6	2%	-	-
50 to 54	8	3%	1	1%
55 to 59	20	6%	4	3%
60 to 64	70	22%	21	16%
65 to 69	134	43%	61	47%
70 to 74	50	16%	30	23%
75 to 79	8	3%	5	4%
80 or Over	1	0%	0	0%
I Do Not Intend to Retire	17	5%	9	7%
Total	315	100%	131	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Audiologists

Under 65: 33%

Under 60: 11%

Audiologists 50 and Over

Under 65: 20%

Under 60: 4%

Time until Retirement

Within 2 Years: 4%

Within 10 Years: 19%

Half the Workforce: By 2045

Source: Va. Healthcare Workforce Data Center

One-third of all audiologists expect to retire by the age of 65. Among those audiologists who are age 50 or over, 20% expect to retire by the age of 65.

Within the next two years, 11% of audiologists expect to increase their client care hours. In addition, 7% of audiologists also expect to pursue additional educational opportunities.

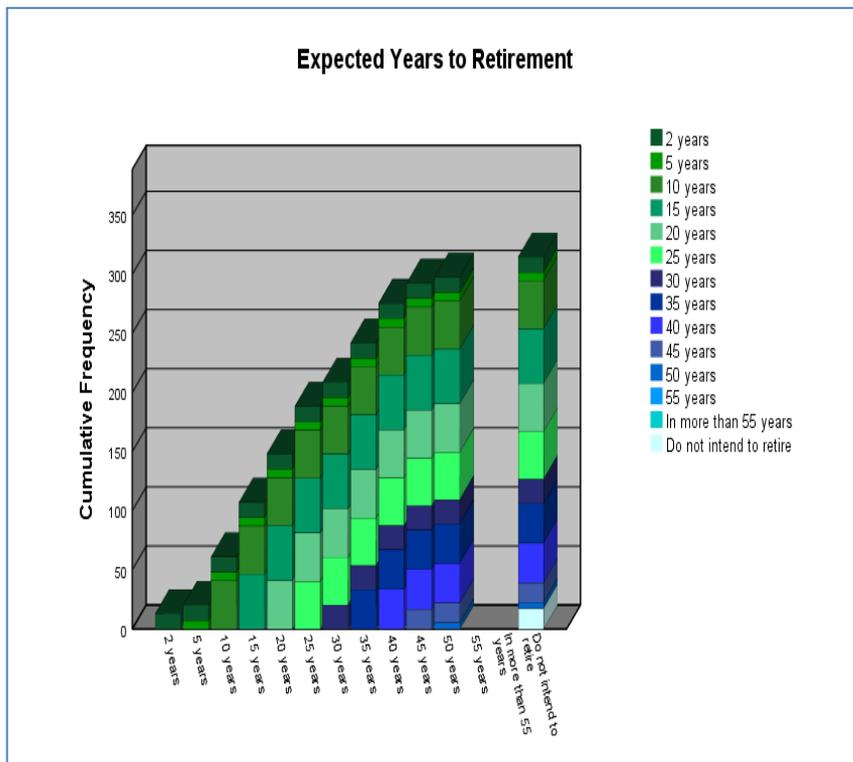
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	5	1%
Leave Virginia	17	4%
Decrease Client Care Hours	14	3%
Decrease Teaching Hours	2	0%
Increase Participation		
Increase Client Care Hours	48	11%
Increase Teaching Hours	19	4%
Pursue Additional Education	29	7%
Return to Virginia's Workforce	5	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for audiologists. Only 4% of audiologists expect to retire in the next two years, while 19% plan to retire in the next ten years. Half of the current audiology workforce expect to retire by 2045.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	13	4%	4%
5 Years	7	2%	6%
10 Years	41	13%	19%
15 Years	46	15%	34%
20 Years	41	13%	47%
25 Years	40	13%	60%
30 Years	20	6%	66%
35 Years	33	10%	77%
40 Years	34	11%	87%
45 Years	17	5%	93%
50 Years	5	2%	94%
55 Years	0	0%	94%
In More Than 55 Years	0	0%	94%
Do Not Intend to Retire	17	5%	100%
Total	315	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 2030. Retirement will peak at 15% of the current workforce around 2035 before declining to under 10% of the current workforce again around 2055.

At a Glance:

FTEs

Total: 407
 FTEs/1,000 Residents³: 0.047
 Average: 0.97

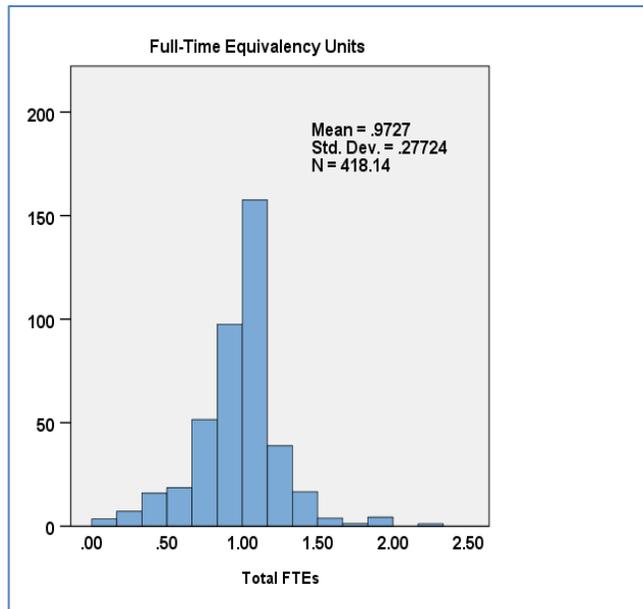
Age & Gender Effect

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:

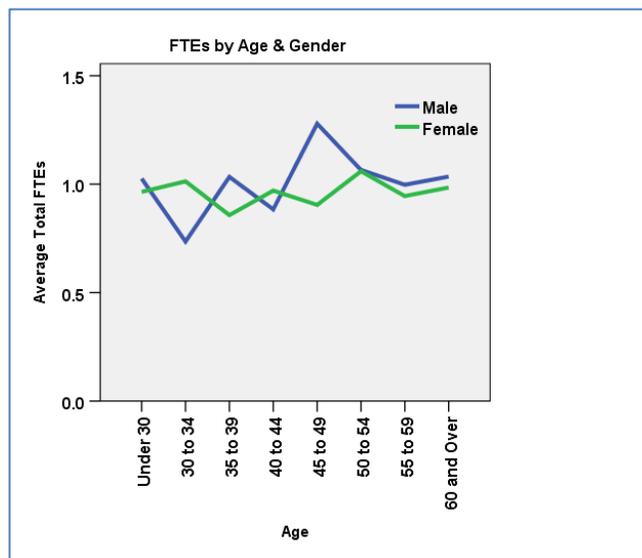


Source: Va. Healthcare Workforce Data Center

The typical audiologist provided 0.97 FTEs in 2020, or about 39 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	0.97	0.95
30 to 34	0.98	0.98
35 to 39	0.87	0.87
40 to 44	1.00	1.09
45 to 49	0.93	0.91
50 to 54	1.04	1.01
55 to 59	0.95	0.94
60 and Over	1.01	1.05
Gender		
Male	1.00	1.06
Female	0.97	1.01

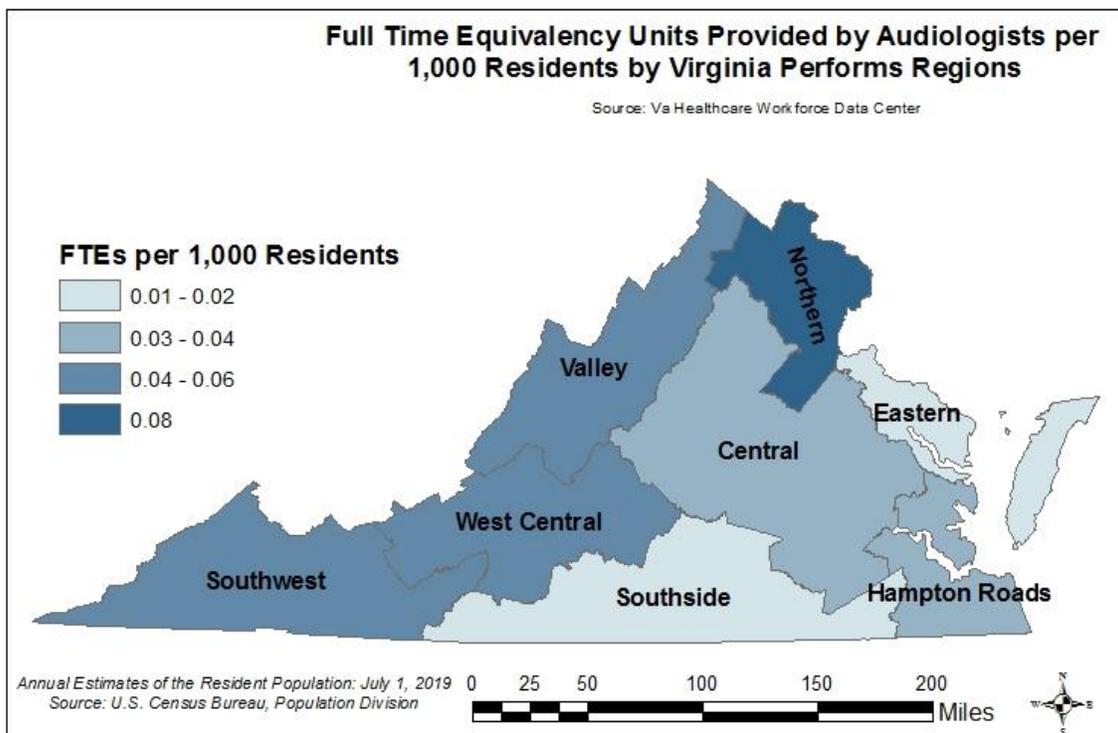
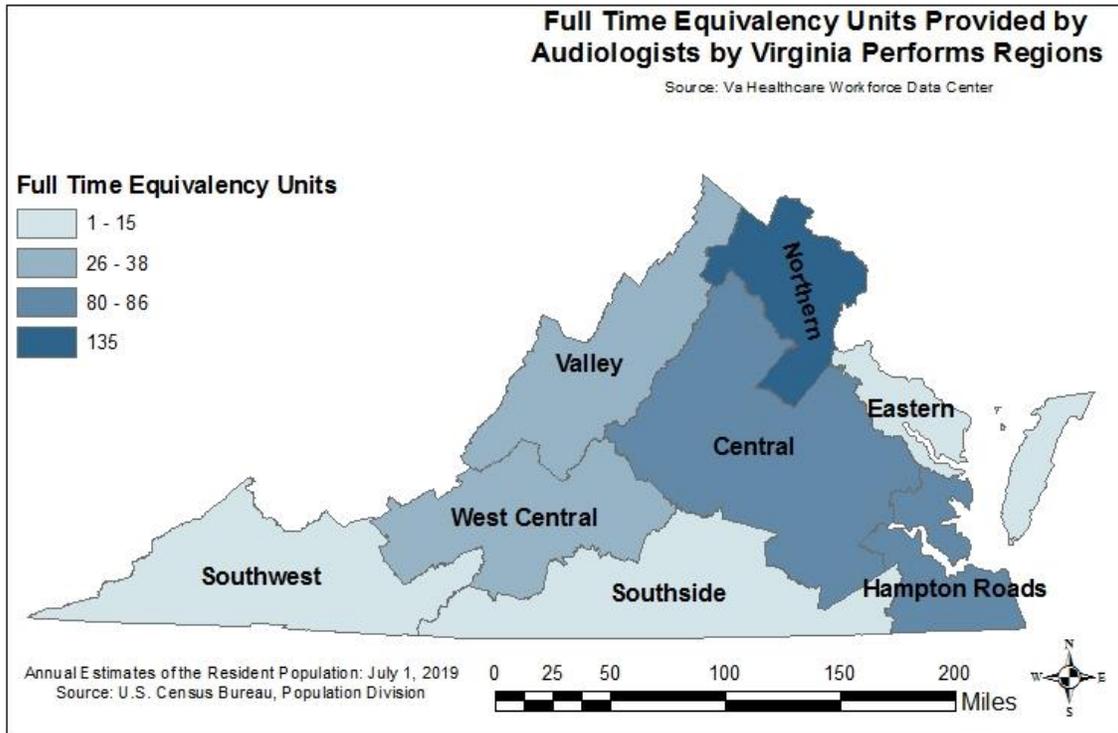
Source: Va. Healthcare Workforce Data Center

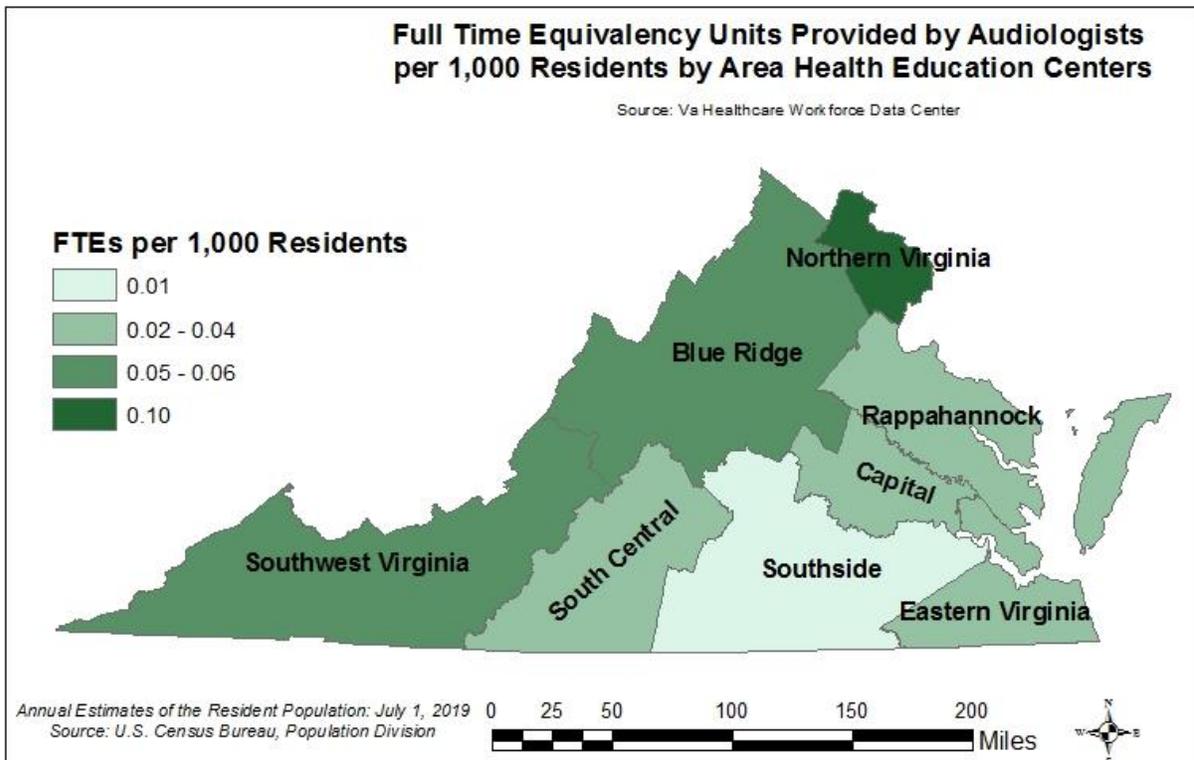
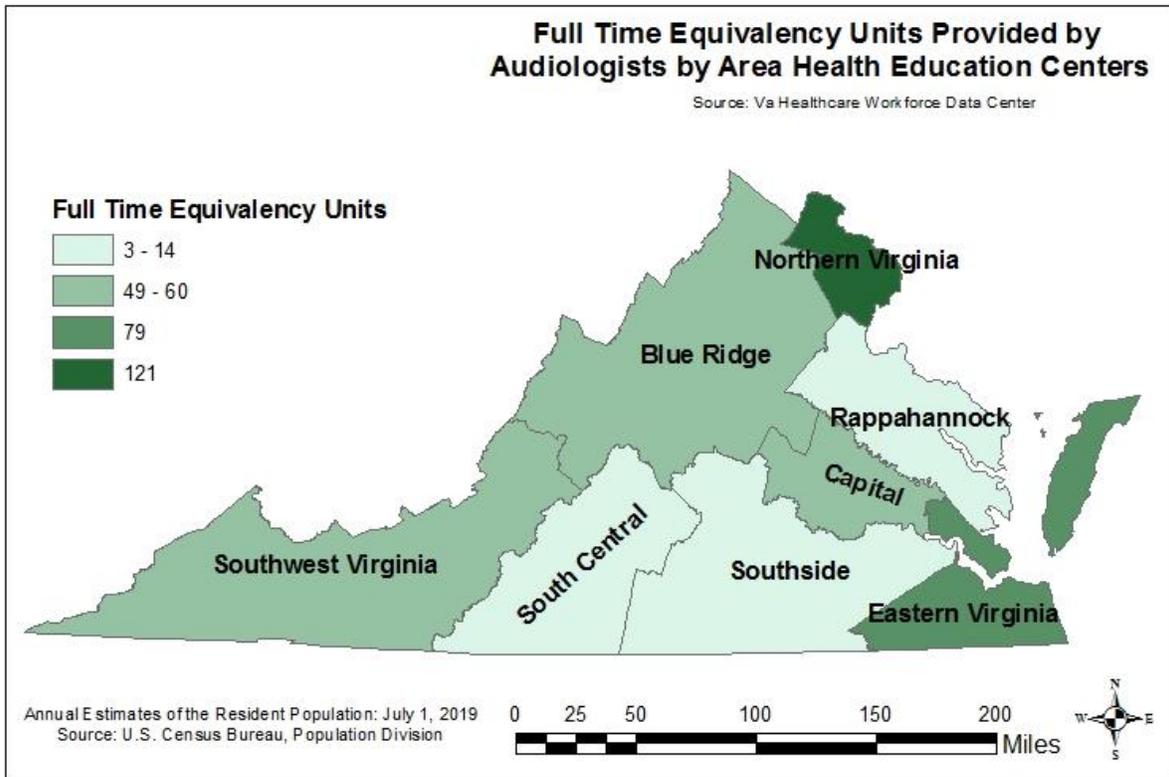


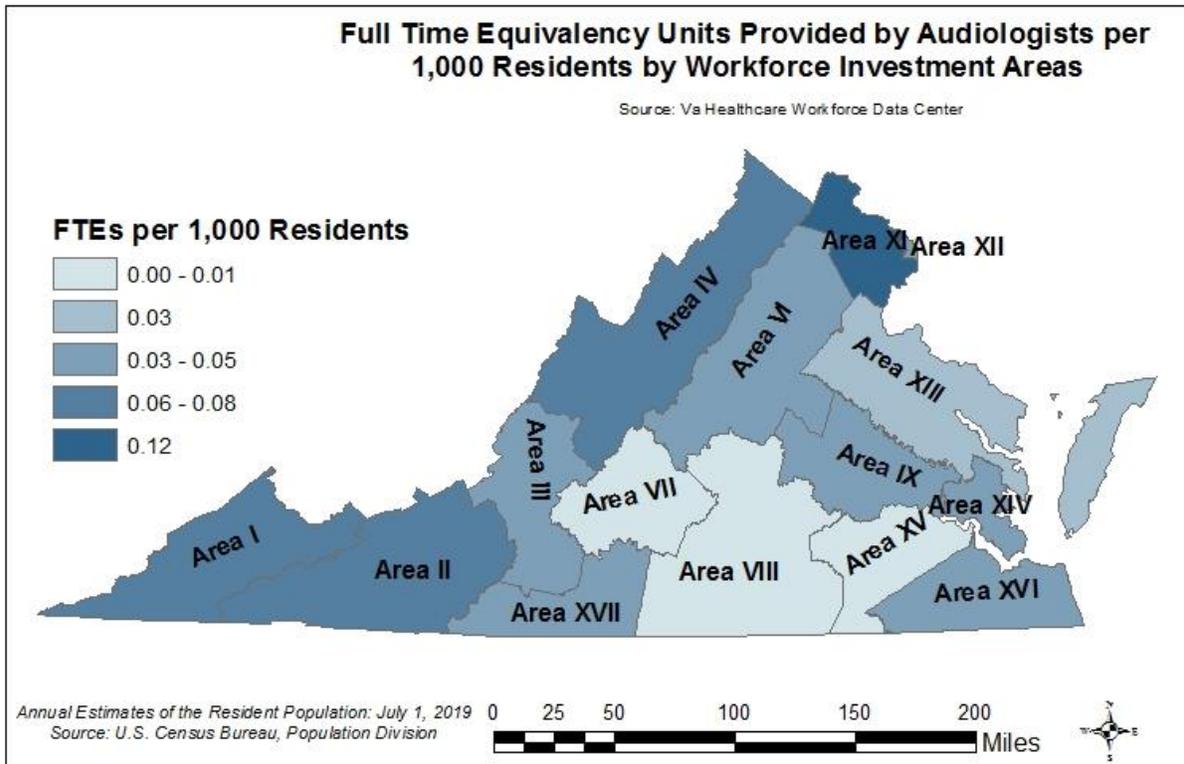
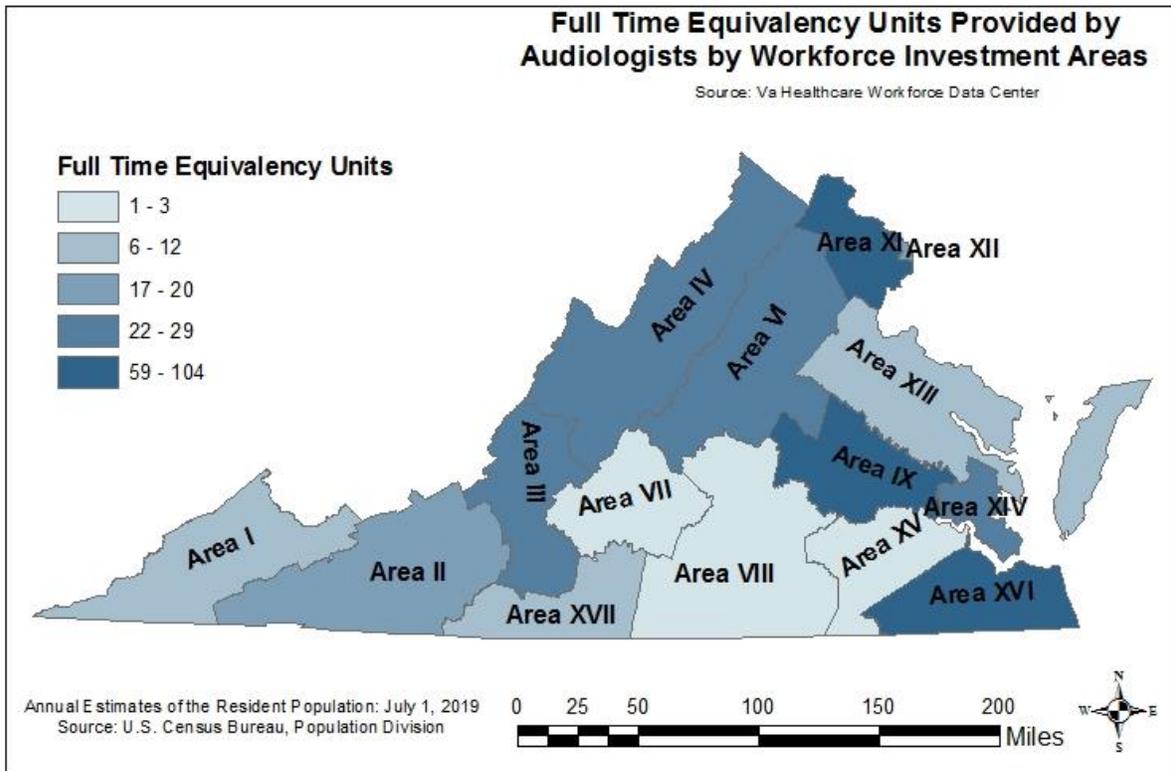
Source: Va. Healthcare Workforce Data Center

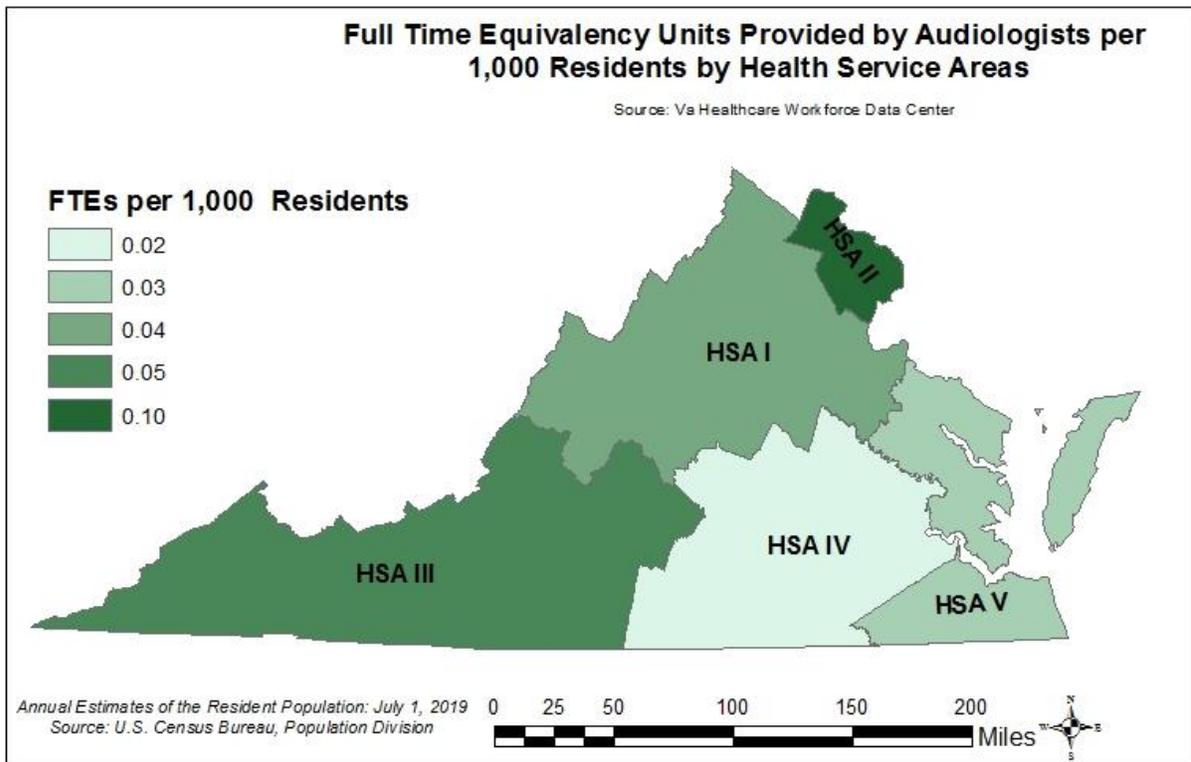
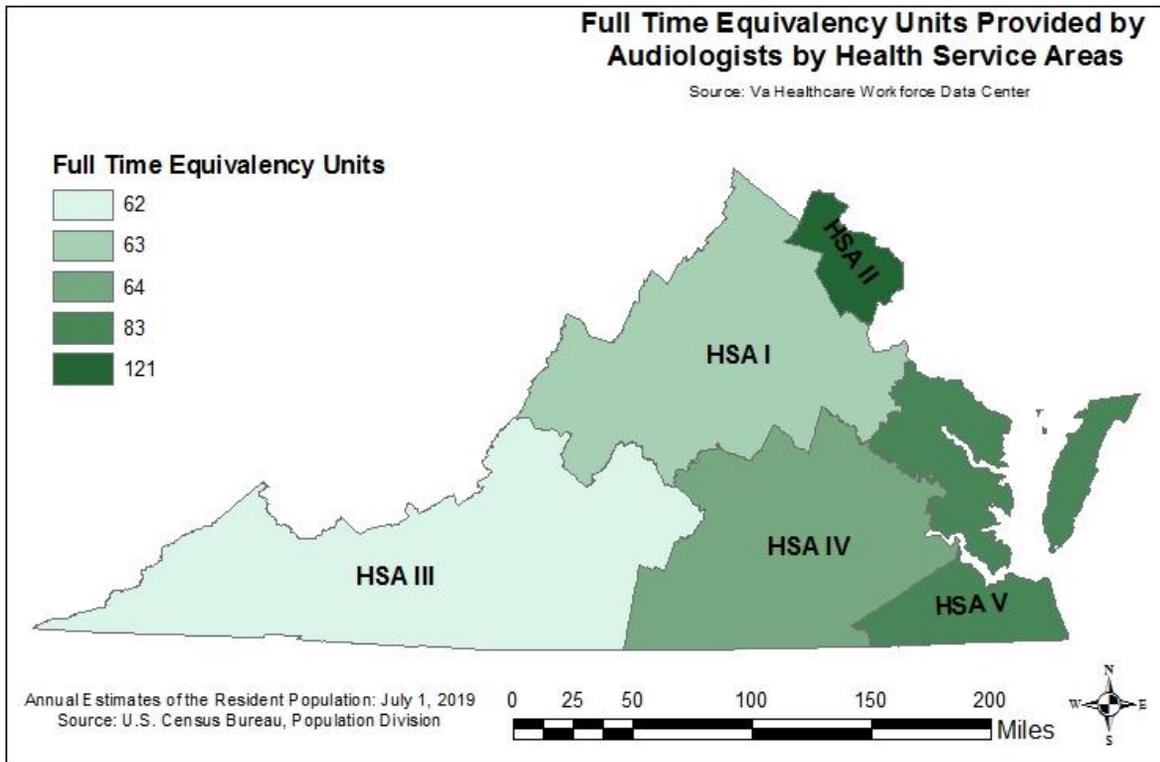
³ Number of residents in 2019 was used as the denominator.

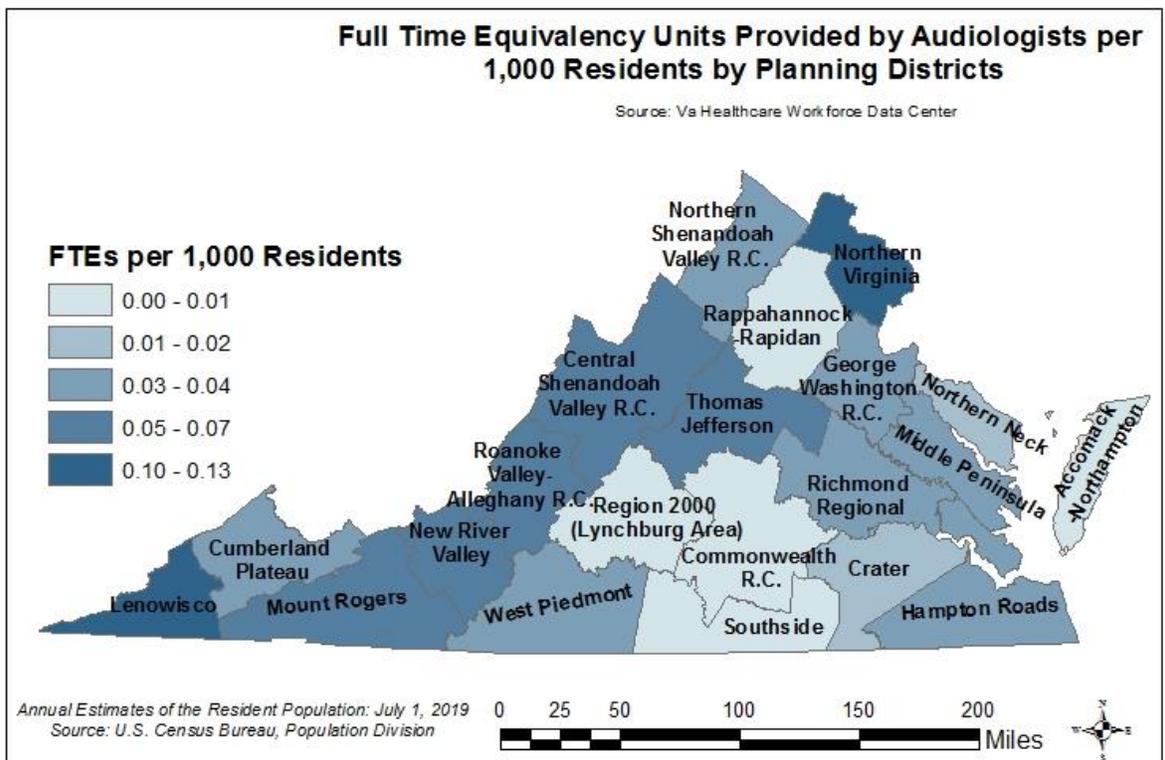
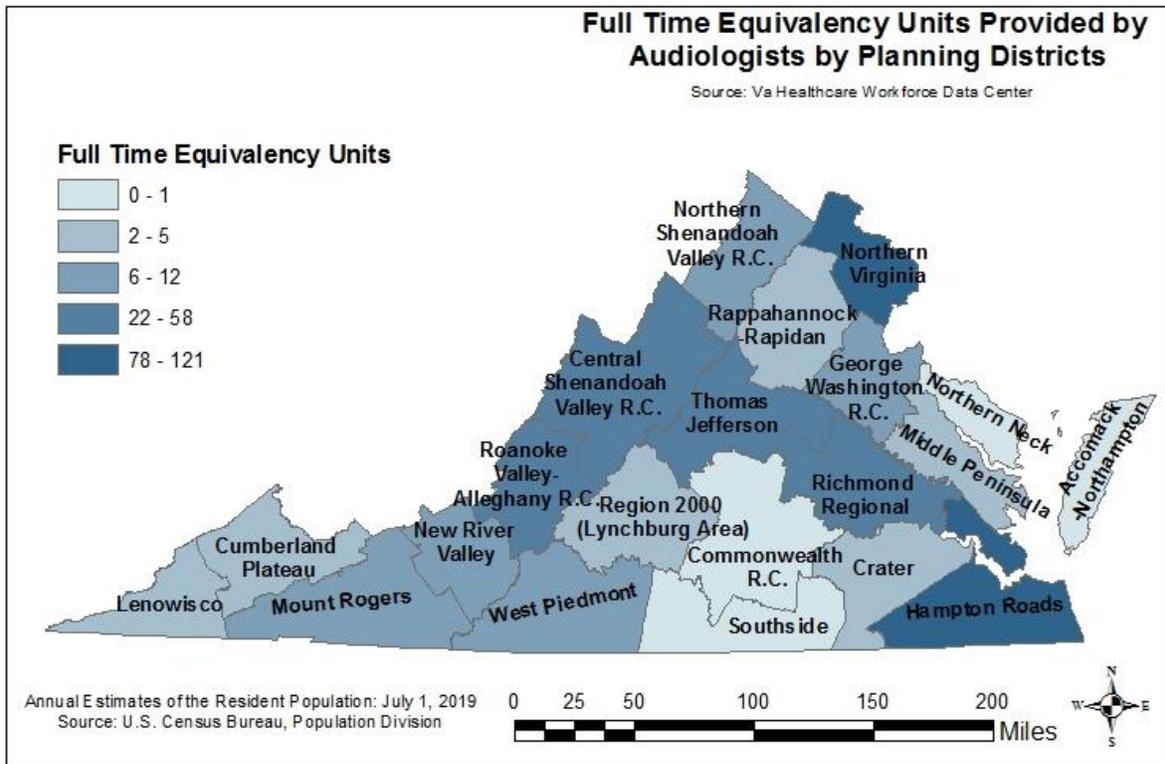
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 Million+	279	82.44%	1.2130	1.0610	1.5665
Metro, 250,000 to 1 Million	31	74.19%	1.3478	1.1789	1.7405
Metro, 250,000 or Less	59	86.44%	1.1569	1.0119	1.4939
Urban Pop 20,000+, Metro Adj	9	33.33%	3.0000	2.6240	3.2390
Urban Pop 20,000+, Non-Adj	0	NA	NA	NA	NA
Urban Pop, 2,500-19,999, Metro Adj	12	66.67%	1.5000	1.3120	1.8135
Urban Pop, 2,500-19,999, Non-Adj	8	87.50%	1.1429	0.9996	1.1142
Rural, Metro Adj	5	100.00%	1.0000	0.9293	0.9749
Rural, Non-Adj	3	100.00%	1.0000	0.9070	1.2913
Virginia Border State/DC	116	71.55%	1.3976	1.2224	1.8048
Other US State	64	71.88%	1.3913	1.2169	1.7967

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	61	60.66%	1.648649	1.291348	1.804775
30 to 34	71	64.79%	1.543478	1.398613	1.813455
35 to 39	70	84.29%	1.186441	0.929311	2.787933
40 to 44	83	83.13%	1.202899	0.942202	1.316813
45 to 49	66	86.36%	1.157895	0.906952	1.360428
50 to 54	51	72.55%	1.378378	1.249008	3.238954
55 to 59	67	89.55%	1.116667	0.99961	2.623976
60 and Over	117	80.34%	1.244681	0.974929	1.462394

Source: Va. Healthcare Workforce Data Center

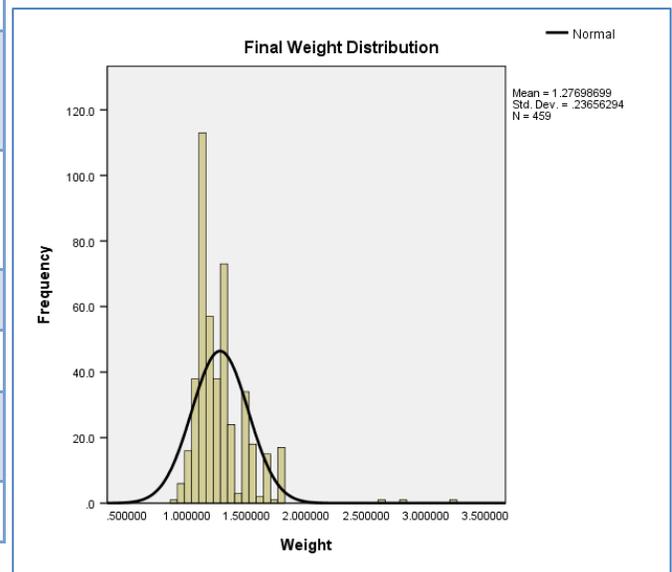
See the Methods section on the HWDC website for details on HWDC Methods:

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: 0.7833



Source: Va. Healthcare Workforce Data Center