



ASHA
American
Speech-Language-Hearing
Association

Audiology Survey Report: Workforce Trends, 2016–2021

Gail P. Brook, Surveys and Analysis
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2021 Audiology Survey* to gather information from audiologists about the workforce, earnings, service provision, practice issues, and other professional topics. Results from this survey are presented in a series of reports, including this report on workforce trends.

Results from the 2016 and 2018 *ASHA Audiology Surveys* are included in this report for comparative purposes. Questions and response options differ among surveys; therefore, data on all topics are not available for all survey years. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25 survey respondents.

Survey Report Highlights

Job Market

- In 2021, overall, 29% of audiologists indicated that job openings outnumbered job seekers in their type of employment facility and geographic area—up from 22% in 2016 and 2018. More than a third (37%) of audiologists indicated that job openings and job seekers were in balance—about the same as in recent past years (38%–39% from 2016 to 2018). About 34% of audiologists indicated that job seekers outnumbered job openings—down from 41% in 2016 and 39% in 2018.
- From 2016 to 2021, audiologists in audiology franchises/retail chains were most likely to report that job openings outnumbered job seekers in their type of facility and geographic area.
- From 2016 to 2021, audiologists in colleges/universities were most likely to report that job openings and job seekers were in balance in their type of facility and geographic area.
- From 2016 to 2021, audiologists in hospitals were most likely to report that job seekers outnumbered job openings in their type of facility and geographic area.

Alternative Payment Models

- In 2021, overall, 55% of audiologists indicated that they had never heard of the concept of alternative payment models—up from 40% in 2018.

Views on ASHA

- In 2021, 88% of audiologists agreed or strongly agreed with the statement *ASHA is an organization I trust*—up slightly from 84% in 2018.
- In 2021, 64%–65% of audiologists agreed or strongly agreed with these three statements: *at ASHA, I feel I belong*; *ASHA values me*; and *I recommend ASHA as a resource to colleagues*—up slightly from 60%–61% in 2018.

Job Market

In recent years, ASHA has included a question on the *Audiology Survey* to assess the job market for audiologists and quantify shortages and surpluses. The question response categories were patterned after definitions used by the U.S. Bureau of Labor Statistics (BLS).

In 2021, overall, 29% of audiologists indicated that job openings outnumbered job seekers in their type of employment facility and geographic area—up from 22% in 2016 and 2018 (see Table 1). More than a third (37%) of audiologists indicated that job openings and job seekers were in balance—about the same as in recent past years (38%–39% from 2016 to 2018). About 34% of audiologists indicated that job seekers outnumbered job openings—down from 41% in 2016 and 39% in 2018.

Table 1. *Percentage of Audiology Survey respondents who indicated that there were more job openings than job seekers; that job openings and job seekers were in balance; or that there were fewer job openings than job seekers in their type of employment facility and geographic area, by year.*

Response	%		
	2016 (n = 1,543)	2018 (n = 1,712)	2021 (n = 1,441)
More job openings than job seekers	21.7	22.0	29.3
Job openings and job seekers in balance	37.6	38.7	37.0
Fewer job openings than job seekers	40.7	39.3	33.8

Note. These data are from the 2016, 2018, and 2021 ASHA Audiology Surveys. Because of rounding, percentages may not add to exactly 100%.

Job Market by Work Setting

From 2016 to 2021:

- Audiologists in audiology franchises/retail chains were most likely to indicate that job openings outnumbered job seekers in their type of employment facility and geographic area. In 2021, 40% of audiologists in franchises/retail chains indicated that job openings outnumbered job seekers—about the same as in recent past years (32%–41% from 2016 to 2018; see Appendix Table 1).
- Audiologists in colleges/universities were most likely to indicate that job openings and job seekers were in balance in their type of employment facility and geographic area. In 2021, 50% of audiologists in colleges/universities indicated that job openings and job seekers were in balance—about the same as in recent past years (47%–51% from 2016 to 2018).
- Audiologists in hospitals were most likely to indicate that job seekers outnumbered job openings in their type of employment facility and geographic area. In 2021, 40% of audiologists in hospitals indicated that job seekers outnumbered job openings—down from 50% in 2016 and 48% in 2018.

Alternative Payment Models

In 2021, overall, more than half (55%) of audiologists indicated that they had never heard of the concept of alternative payment models—up from 40% in 2018 (see Table 2). Responses varied by employment facility.

Table 2. *Percentage of Audiology Survey respondents who had never heard of the concept of alternative payment models, had only heard about it, knew a little about it, or knew a lot about it, by facility type and year.*

%						
2021 (n = 1,475)						
Response	All facility types	Audiology franchise/retail chain	College/university	Hospital	Industry	Nonresidential Health Care Facility
Have never heard of it.	55.2	57.7	42.1	58.0	60.3	54.1
Have only heard of it.	20.3	23.1	27.0	20.7	11.8	19.9
Know a little about it.	22.2	19.2	27.8	20.3	26.5	22.8
Know a lot about it.	2.2	0.0	3.2	1.0	1.5	3.2
2018 (n = 1,621)						
Have never heard of it.	39.5	42.4	30.3	43.6	40.8	39.1
Have only heard of it.	27.0	25.8	31.0	31.9	28.9	23.9
Know a little about it.	29.7	24.2	32.4	21.3	27.6	33.6
Know a lot about it.	3.8	7.6	6.3	3.1	2.6	3.4

Note. These data are from the 2018 and 2021 ASHA Audiology Surveys. Because of rounding, percentages may not add to exactly 100%.

Views on ASHA

In 2021, most (88%) audiologists agreed or strongly agreed with the statement *ASHA is an organization I trust*—up slightly from 84% in 2018 (see Table 3). Nearly two-thirds (64%–65%) of audiologists agreed or strongly agreed with these three statements: *at ASHA, I feel I belong*; *ASHA values me*; and *I recommend ASHA as a resource to colleagues*—up slightly from 60%–61% in 2018.

Table 3. Percentage of Audiology Survey respondents who strongly disagreed, disagreed, agreed, or strongly agreed with statements about ASHA, by year.

Response	%	
	2018 (n ≥ 1,655)	2021 (n ≥ 1,446)
At ASHA, I feel I belong.		
Strongly disagree	9.6	6.3
Disagree	30.5	30.2
Agree	52.0	56.2
Strongly agree	7.9	7.3
ASHA is an organization I trust.		
Strongly disagree	2.8	1.6
Disagree	12.8	10.5
Agree	63.0	65.1
Strongly agree	21.4	22.9
ASHA values me.		
Strongly disagree	7.5	5.1
Disagree	31.2	30.4
Agree	52.1	54.8
Strongly agree	9.2	9.7
I recommend ASHA as a resource to colleagues.		
Strongly disagree	8.4	6.3
Disagree	30.4	29.2
Agree	48.4	50.3
Strongly agree	12.7	14.2

Note. These data are from the 2018 and 2021 ASHA Audiology Surveys. Because of rounding, percentages may not add to exactly 100%.

Survey Methodology and Response Rates

A stratified random sample was used to select 5,000 ASHA-certified audiologists who were employed in the United States for the 2021 survey. The sample was stratified by type of facility and by private practice.

The survey was mailed in October 2021. Second and third mailings followed, at approximately 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 5,000 audiologists in the sample, 43 had incorrect mailing addresses, 27 were retired, and 90 were not currently employed in the profession, which left 4,840 possible respondents. The actual number of respondents was 1,487—a 30.7% response rate.

Because facilities with fewer audiologists were oversampled and those with many audiologists were undersampled, ASHA used weighting when presenting survey data.

Past *ASHA Audiology Survey* response rates were 39.5% (2016) and 39.7% (2018).

Suggested Citation

American Speech-Language-Hearing Association. (2022). *Audiology Survey report: Workforce trends, 2016–2021*. www.asha.org

Additional Information

Audiology Survey reports are available at <https://www.asha.org/research/memberdata/audiology-survey/>. Information on the audiology workforce is available from BLS at <https://www.bls.gov/ooh/healthcare/audiologists.htm>. Information on alternative payment models is available at <https://www.asha.org/advocacy/alternative-payment-models/>.

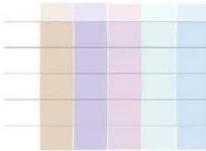
Questions?

For additional information regarding this report, please contact ASHA's Audiology Professional Practices unit at audiology@asha.org. To learn more about how the Association is working on behalf of audiologists, visit www.asha.org/aud.

Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and the public. Thank you!

Appendix



Appendix Table 1. Percentage of Audiology Survey respondents who indicated that there were more job openings than job seekers; that job openings and job seekers were in balance; or that there were fewer job openings than job seekers in their type of employment facility and geographic area, by facility type and year.

	%					
	2021					
	<i>(n = 1,441)</i>					
Response	All facility types	Audiology franchise/ retail chain	College/ university	Hospital	Industry	Nonresidential Health Care Facility
More job openings than job seekers	29.3	40.0	26.0	21.4	29.9	35.2
Job openings and job seekers in balance	37.0	32.0	49.6	38.9	37.3	33.3
Fewer job openings than job seekers	33.8	28.0	24.4	39.7	32.8	31.5
	2018					
	<i>(n = 1,712)</i>					
More job openings than job seekers	22.0	31.9	27.9	12.3	26.3	25.3
Job openings and job seekers in balance	38.7	31.9	47.1	39.3	35.5	39.9
Fewer job openings than job seekers	39.3	36.2	25.0	48.4	38.2	34.8

(Table continues)

Appendix Table 1. Continued

	%					
	2016 (<i>n</i> = 1,543)					
Response	All facility types	Audiology franchise/ retail chain	College/ university	Hospital	Industry	Nonresidential Health Care Facility
More job openings than job seekers	21.7	41.0	28.7	10.7	28.4	24.3
Job openings and job seekers in balance	37.6	26.5	50.8	39.8	32.8	37.3
Fewer job openings than job seekers	40.7	32.5	20.5	49.5	38.8	38.4

Note. These data are from the 2016, 2018, and 2021 ASHA Audiology Surveys. Because of rounding, percentages may not add to exactly 100%.