Audiology Survey Report: Workforce Trends, 2016–2025

Jeanette Janota, Surveys and Analysis
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
May 20, 2026

Contents

Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2025 Audiology Survey* to gather information about employment and earnings, service provision, and other professional topics. Results from this survey are presented in a series of reports, including this report on workforce trends.

Findings from the 2016, 2018, 2021, and 2023 *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.

The statistic that is presented is the *median* (i.e., middle or 50^{th} percentile). Median values are presented because they are more stable than means (averages) and are less sensitive to extreme values.

Survey Report Highlights

- In 2025, overall, 36% of audiologists indicated that there were more job openings than job seekers in their type of employment facility and geographic area—down from 44% in 2023 but higher than in 2016, 2018, and 2021.
- Slightly more than one third (34%) of audiologists indicated that job openings and job seekers were in balance—up from 31% in 2023 but still lower than in recent years.
- In 2025, nearly one third (30%) of audiologists indicated that there were fewer job openings than job seekers—up from 25% in 2023 but still lower than in recent years.
- In 2023 (52%) and 2025 (46%), audiologists in nonresidential health care facilities were more likely than audiologists in other facility types to report that there were more job openings than job seekers in their type of facility and geographic area.
- In 2025 (48%), audiologists in colleges/universities were more likely than audiologists in other facility types to report that job openings and job seekers were in balance in their type of facility and geographic area.
- In 2025, 32% of audiologists in the West, 30% in the Midwest, 29% in the Northeast, and 28% in the South said that there were fewer job openings than job seekers.
- In 2025, 47% of audiologists said that they were not experiencing burnout, compared with 43% in 2023.

Job Market

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

In 2025, overall, 36% of the audiologists indicated that there were more job openings than job seekers in their type of employment facility and geographic area—down from 44% in 2023 (see Table 1). Slightly fewer (34%) audiologists indicated that job openings and job seekers were in balance—up from 31% in 2023, but down from 2016, 2018, and 2021. About 30% of the audiologists indicated that job seekers outnumbered job openings—up from 25% in 2023.

Table 1. *Percentage of audiologists who indicated (a) that there were more job openings than job seekers; (b) that job openings and job seekers were in balance; or (c) that there were fewer job openings than job seekers in their type of employment facility and geographic area, by year.*

Response	%				
	2016	**2018**	**2021**	**2023**	**2025**
More job openings than job seekers	21.7	22.0	29.3	44.4	36.2
Job openings and job seekers in balance	37.6	38.7	37.0	30.8	34.3
Fewer job openings than job seekers	40.7	39.3	33.8	24.8	29.5

Note. These data are from the 2016 through 2025 *ASHA Audiology Surveys.* *n* = 1,543 (2016); *n* = 1,712 (2018); *n* = 1,441 (2021); *n* = 1,273 (2023); *n* = 1,278 (2025). Because of rounding, percentages may not total exactly 100%.

Job Market, by Work Setting

From 2016 to 2025:

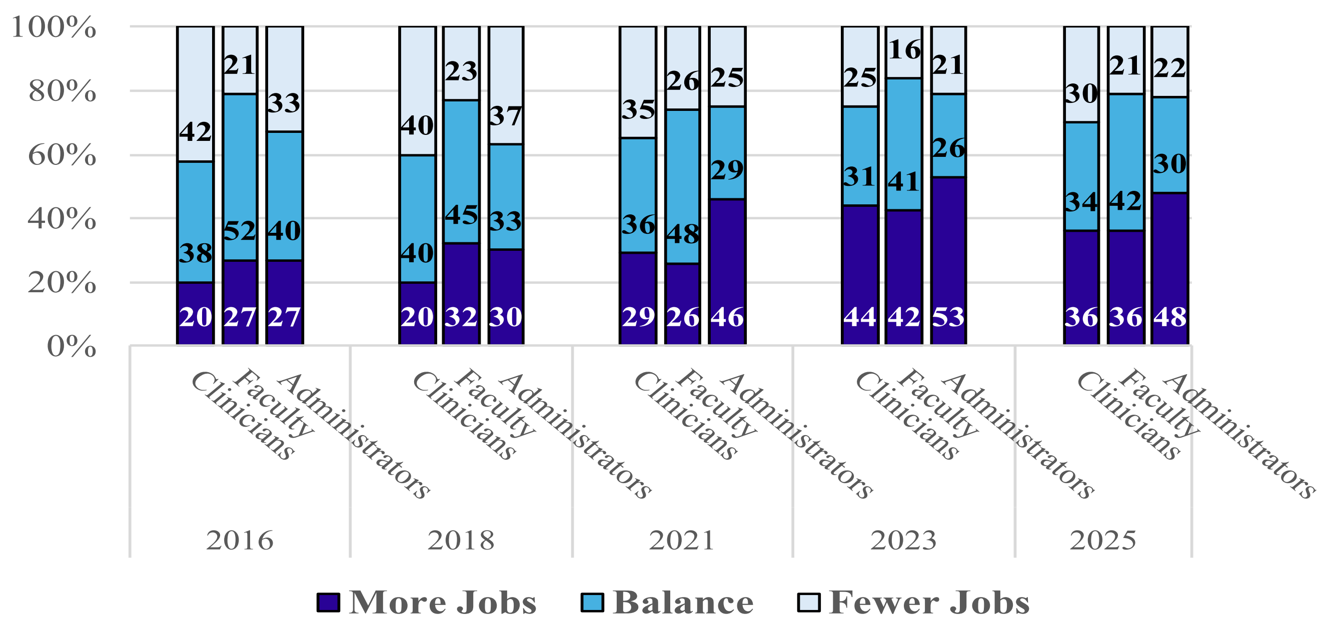
- Audiologists in franchises / retail chains were more likely than those in other types of facilities to indicate that there were *more job openings than job seekers* in their type of employment facility and geographic area from 2016 to 2021. That designation was overtaken by nonresidential health care facility audiologists in 2023 (52%) and 2025 (46%; see Appendix Table 1).
- Between 2016 and 2023, audiologists in colleges/universities were more likely than those in other types of facilities to indicate that *job openings and job seekers were in balance* in their type of employment facility and geographic area. However, in 2025, that designation was overtaken by audiologists in franchises / retail chains—with 48% selecting that option.
- Audiologists in hospitals were more likely than those in other types of facilities to indicate that there were *fewer job openings than job seekers* in their type of employment facility and geographic area from 2016 to 2021. That designation was overtaken by audiologists who were employed in industry in 2023 (35%) and 2025 (42%).

Job Market, by Work Role

We can also provide results about job markets across years by audiologists in three roles (i.e., clinical service providers; college or university faculty / clinical educators; and administrators, supervisors, directors, or owners).

In general, the percentage of audiologists in each of the three work roles who perceived that there were *more job openings than job seekers* increased over the years. Administrators, supervisors, directors, or owners were more likely than either clinical service providers or college or university faculty / clinical educators to state that there were more job openings than job seekers in 2021 (46%), 2023 (53%), and 2025 (48%) [see Figure 1].

Figure 1. *Percentage of audiologists who identified the relationship between job openings and job seekers, by work role and year.*



Note. These data are from the 2016 through 2025 *ASHA Audiology Surveys.* *n* = 1,399 (2016); *n* = 1,488 (2018); *n* = 1,320 (2021); *n* =1,161 (2023); *n* = 1,172 (2025). *Clinicians* refers to clinical service providers. *Faculty* refers to college or university faculty / clinical educators. *Administrators* refers to administrators, supervisors, directors, or owners. Because of rounding, percentages may not total exactly 100%.

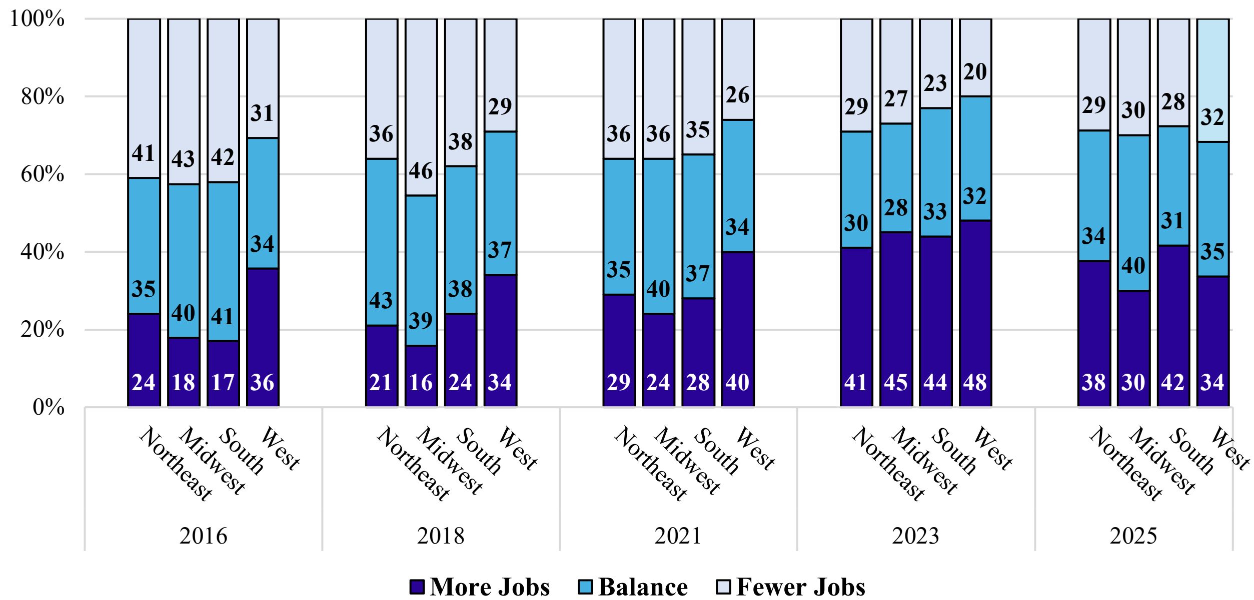
In each year, audiologists who were college or university faculty / clinical educators were more likely than audiologists in other work roles to believe that *job openings and job seekers were in balance* (52% in 2016, 45% in 2018, 48% in 2021, 41% in 2023, and 42% in 2025).

Additionally, in each year, audiologists who were clinical service providers were more likely than audiologists in other work roles to believe that there were *fewer job openings than job seekers* (42% in 2016, 40% in 2018, 35% in 2021, 25% in 2023, and 30% in 2025).

Job Market, by Geographic Region

Figure 2 presents results about perceptions of job markets across years by audiologists in four Census-defined geographic regions.*

Figure 2. *Percentage of audiologists who identified the relationship between job openings and job seekers, by geographic region and year.*



Note. These data are from the 2016 through 2025 *ASHA Audiology Surveys.* *n* = 1,501 (2016); *n* = 1,608 (2018); *n* = 1,441 (2021); *n* =1,274 (2023); *n* = 1,273 (2025). Because of rounding, percentages may not total exactly 100%.

Audiologists in every region were more likely to say that there were *more job openings than job seekers* in 2023 than in any other year (between 41% and 48%). Between 2016 and 2025, the percentage of audiologists who selected this option increased from 24% to 38% in the Northeast, from 18% to 30% in the Midwest, and from 17% to 42% in the South but decreased from 36% to 34% in the West.

The percentage of audiologists who said that *job openings were in balance with job seekers* never reached 40% in the West, where it hovered between 32% and 37%. On the other hand, 40% of the audiologists in the Midwest selected this response each year across 3 years (2016, 2021, and 2025).

The greatest variability among regions for audiologists who identified *fewer job openings than job seekers* was in 2018 (between 29% in the West and 46% in the Midwest), and the smallest variability was in 2025 (between 28% in the South and 32% in the West).

*Northeast: CT, ME, MA, NH, NJ, NY, PA, RI, VT
Midwest: IL, IN, IA, KS, MI, MN, MO, NE, ND, OH, SD, WI
South: AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV
West: AK, AZ, CA, CO, HI, ID, MT, NV, NM, OR, UT, WA, WY

Burnout

In 2023 and 2025, we asked audiologists whether they were experiencing burnout. The one question that was included on both surveys asked if professional burnout was prompting them to consider changing careers or retiring.

In 2023, 43% of audiologists who were employed full- or part time indicated that they were *not* experiencing burnout. This percentage increased by 9% in 2025 to 47%. Responses to all of the other options declined between 2023 and 2025 (see Table 2).

Table 2. *Percentage of audiologists who indicated whether they were experiencing burnout, by year.*

Response	%	
	2023	2025
Not experiencing burnout	42.6	46.5
Considering changing to a different work setting because of burnout	22.5	20.4
Considering leaving the profession because of burnout	17.8	12.6
Considering a career change but not because of burnout	10.8	4.7
Considering retiring because of burnout	9.5	7.5
Considering retiring but not because of burnout	5.5	8.2

Note. These data are from the 2023 and 2025 *ASHA Audiology Surveys.* n = 1,322 (2023); n = 1,285 (2025). Percentages may not total exactly 100% because of rounding. The 2023 total exceeds 100% because audiologists could select multiple responses.

Survey Methodology and Response Rates

ASHA fielded the *2025 Audiology Survey* to all ASHA certified audiologists (CCC-A) and dually certified constituents (CCC-A and CCC-SLP) who had addresses in the United States. Of the dually certified constituents, we included in the results only those who said that they were employed as audiologists. We also marketed the survey to known audiology communities and through social media invitations to provide additional avenues for audiologists to become aware that the survey was in the field. The survey was fielded electronically, via SurveyMonkey, six times between September 23 and November 6, closing on November 10.

We obtained a response rate of 13.8% (1,478 respondents completed surveys directly from emailed invitations and an additional 47 individuals responded on the web from a net sample of 11,044 audiologists).

Past *ASHA Audiology Survey* response rates were 39.5% (2016), 39.7% (2018), 30.7% (2021), and 27.2% (2023).

Suggested Citation

American Speech-Language-Hearing Association. (2026). *Audiology Survey report: Workforce trends, 2016–2025.* www.asha.org

Additional Information

Audiology Survey reports are available at https://www.asha.org/research/memberdata/audiology-survey/. *Schools Survey* reports, which present data for educational audiologists in years prior to 2025, are available at https://www.asha.org/research/memberdata/schools-survey/.

Questions?

For additional information regarding the *2025 Audiology Survey*, please contact ASHA's Audiology Practices unit at audiology@asha.org. To learn more about how the Association is working on behalf of ASHA-certified audiologists, visit ASHA's website at 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.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *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.*

			% 2025 (n = 1,278)			
Response	**All facility types**	**Audiology franchise/ retail chain**	**College/ university**	**Hospital**	**Industry**	**Nonresidential Health Care Facility**
More job openings than job seekers	36.2	34.5	36.0	31.1	33.3	45.7
Job openings and job seekers in balance	34.3	48.3	43.4	37.1	25.0	29.1
Fewer job openings than job seekers	29.5	17.2	20.6	31.8	41.7	25.2

			% 2023 (n = 1,273)			
Response	**All facility types**	**Audiology franchise/ retail chain**	**College/ university**	**Hospital**	**Industry**	**Nonresidential Health Care Facility**
More job openings than job seekers	44.4	48.2	40.9	35.5	39.2	51.8
Job openings and job seekers in balance	30.8	19.6	40.9	37.4	25.3	26.1
Fewer job openings than job seekers	24.8	32.1	18.2	27.1	35.4	22.1

Appendix Table 1. Continued

Response	All facility types	Audiology franchise/ retail chain	College/ university	Hospital	Industry	Nonresidential Health Care Facility
2021 (*n* = 1,441)						
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 (*n* = 1,712)						
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

Appendix Table 1. Continued

			2016 (*n* = 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 through 2025 *ASHA Audiology Surveys.* Because of rounding, percentages may not add to exactly 100%.