

**Stride Allied Health Employer Survey
Topline Report**

July 2021
N = 524 U.S. allied health employers

Based on your current experience, how challenging is it to fill open allied health positions within your organization?

<i>Response</i>	<i>Percentage</i>	<i>Count</i>
Very challenging	27.86%	146
Somewhat challenging	58.02%	304
Not very challenging	12.02%	63
Not at all challenging	2.10%	11

Is it more challenging or less challenging to fill positions in allied health now than before the pandemic?

It is more challenging to fill these positions than it was before the pandemic	75.00%	393
It is less challenging to fill these positions than it was before the pandemic	7.63%	40
Neither - the challenge in filling these positions hasn't changed due to the pandemic	17.37%	91

On average, has the number of allied health applicants increased or decreased as a result of the pandemic?

Increased	14.50%	76
Decreased	65.08%	341
No change	20.42%	107

In 2021, approximately how many **days** does it take your organization to fill an allied health position (the time posting a job to a new hire starting the job)?

	<i>Average</i>
<i>Open ended response</i>	41.52

On average, has it taken your organization more time or less time to fill an allied health position as a result of the pandemic?

More time to fill positions due to the pandemic	74.43%	390
Less time to fill positions due to the pandemic	5.34%	28
No change in how long it's taken the organization to fill positions	20.23%	106

Over the next 12 months, will your organization's number of open allied health positions increase, decrease, or remain the same?

Increase in open allied health positions	50.95%	267
Decrease in open allied health positions	7.63%	40
Remain the same	41.41%	217

How have salaries for new allied health positions changed since the pandemic began?

Salaries have increased	41.03%	215
Salaries have decreased	5.34%	28
Salaries have remained the same	53.63%	281

If "INCREASED" from Q9: On average, approximately how much have allied health salaries increased?

Less than 5%	27.44%	59
5%-10%	53.95%	116
More than 10%	18.60%	40

When screening job candidates for allied health positions, which of the following attributes are most important to your organization? (Please rank from most important at the top to least important at the bottom)

	#1	#2	#3	#4	#5
Prior industry-relevant work experience (including internships, apprenticeships, military service, part-time or full-time work)	32.25%	31.49%	17.18%	12.21%	6.87%
A relevant four-year degree	18.70%	10.31%	14.31%	20.61%	36.07%
A relevant two-year degree	6.30%	9.35%	15.65%	36.83%	31.87%
Industry recognized certifications (certified nursing assistant (CNA), medical assistant, phlebotomist technician, etc.)	28.24%	27.67%	23.66%	12.79%	7.63%
Soft skills/professional skills (leadership, communication, teamwork, etc.)	14.50%	21.18%	29.20%	17.56%	17.56%

Over the next two years, how important do you believe credentials will be in the decision-making process for hiring new allied health candidates?

Very important	56.87%	298
Somewhat important	39.89%	209
Not very important	2.67%	14
Not at all important	0.57%	3

DEMOGRAPHIC 1 – Which of the following best describes your title?

Response	Percentage	Count
Manager or Sr. Manager	56.49%	296
Director	19.66%	103
Vice President	1.53%	8
Sr. Vice President	0.38%	2
Owner, President, or C-Suite Executive (CEO, COO, etc.)	15.08%	79
HR Business Partner / HR Manager	6.11%	32
Recruiter or Sr. Recruiter	0.76%	4

DEMOGRAPHIC 2 – Approximately how many total employees does your organization have?

1-100	32.82%	172
101-199	29.39%	154
1000+	37.79%	198

DEMOGRAPHIC 3 – In your current role, are you responsible for hiring or are you involved in the decision-making process when hiring new employees?

Yes	100%	524
No	0%	0

Methodology: Interviews for this research were conducted online between July 27 – August 7, 2021 from a national sample of 524 U.S. professionals who take part in hiring allied health employees at their organization. Respondents were surveyed using an online research panel method across a combination of computer, mobile and tablet devices. Survey questions were administered in English.