



Supply and Demand Resource List for Speech-Language Pathologists

January 2015

Introduction

This report presents data on the present and future status of the supply of and demand for speech-language pathologists (SLPs) in the United States. Data from the American Speech-Language-Hearing Association (ASHA) and external sources, such as the U.S. Bureau of Labor Statistics (BLS), are presented.

External Resources

BLS Projections

According to BLS, the national employment rate of SLPs is expected to grow *faster than average* through the year 2022. An additional 26,000 SLPs will be needed to fill the demand between 2012 and 2022—a 19% increase in job openings. These and additional data on the job outlook for SLPs are included in the [*BLS Occupational Outlook Handbook, 2014–15 Edition*](#).

In occupational employment projections for 2012 to 2022, speech-language pathology ranked 13th out of the 20 large-growth occupations that typically require a master’s, doctoral, or professional degree for entry. See the [*BLS Occupational Outlook Quarterly, Winter 2013–14 special issue*](#), page 13.

[State projections](#) of employment growth for the profession of speech-language pathology are available.

- Select “Long-Term Projections.”
- Select the state, then “Speech-Language Pathologists,” then “Search.”
- For all state projections, select “All” rather than the state.
- Use the “Export–CVS” button at the bottom of the grid to export data in a spreadsheet format.

[National employment and wage estimates and industry and geographic profiles](#) for the profession of speech-language pathology are available.

- National hourly and annual wage estimates are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Data reflect May 2013 conditions.
- See the [national employment matrix](#) for 2012 and projected 2022 employment data by work setting.

[State employment and wage estimates](#) for the profession of speech-language pathology are available.

- Select the state from the map or alphabetical list.
- Scroll down to Occupation Group Code 29-0000 and select “Healthcare Practitioners and Technical Occupations.”
- See Occupation Code 29-1127 (“Speech-Language Pathologists”).
- Data reflect May 2013 conditions.

CareerCast.com Job Ratings

Using data primarily from BLS and other government agencies, CareerCast.com, a career guidance website, ranked “speech-language pathologist” as the “10th best job” of 2014. See the [full article](#).

U.S. News & World Report Job Rankings

The news magazine selected “speech-language pathologist” as one of the “100 Best Jobs of 2014.” See the [full article](#).

American Association for Employment in Education Data

The 2008 research report *Educator Supply and Demand in the United States*, published by the American Association for Employment in Education, presents job market data on 62 education fields, including speech pathology. The report indicates that speech pathology is one of 14 fields with a “considerable shortage.” These data are an indicator that the job market for school-based SLPs will be strong in future years.

U.S. Department of Education Data

Public school employment data are collected by the U.S. Department of Education (ED) and disseminated through the *Annual Reports to Congress on the Implementation of the Individuals with Disabilities Education Act (IDEA)*. According to the *35th Annual Report to Congress*, 61,194 full-time equivalent (FTE), “fully certified” and 1,230 “not fully certified” SLPs were employed to provide related services for children and students ages 3 through 21 served under IDEA, Part B, in the 50 states and the District of Columbia, Bureau of Indian Education schools, Puerto Rico, and the outlying areas in fall 2010 (see Exhibit 41 of the report). Note that ED’s definition of *certified* differs from the ASHA definition.

The Center for Health Workforce Studies Reports

The Center for Health Workforce Studies, a not-for-profit research organization, published the report *Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2010–2020* in March 2012. It provides information about projected trends to help stakeholders better understand which health occupations, including speech-language pathology, will be in greatest demand during this 10-year period.

U.S. Department of Health and Human Services Reports

Information on the overall health care workforce is available from the National Center for Health Workforce Analysis, which operates under the Health Resources and Services Administration, U.S. Department of Health and Human Services. *The United States Health Workforce Chartbook* (published in November 2013) and the companion document *The United States Health Workforce: State Profiles* (published in August 2014) are presented, as are reports on the impact of the aging population on the health workforce, diversity in the health professions, and other relevant topics. See [Part IV: Behavioral and Allied Health](#) of the Chartbook for data on the supply of speech-language pathologists. See the State Profiles for comparative data by state.

ASHA Resources

Student Enrollment and Graduation Data

ASHA conducts the annual Communication Sciences and Disorders (CSD) Education Survey to collect information on applications, admissions, enrollment, graduation, and first employment, as well as other data about undergraduate through research doctoral (PhD) education, to inform the pipeline of the discipline. The information is presented in the [CSD Education Survey data reports](#).

Membership and Affiliation Data

ASHA publishes [membership and affiliation counts](#) annually. Data on the number of individuals who hold the ASHA Certificate of Clinical Competence (CCC) in speech-language pathology are reported. Their employment characteristics and demographics are presented as well. At year-end 2014, 150,468 individuals held the CCC-SLP. This represents a 4% increase from year-end 2013 (144,252). The number of CCC-SLP holders increased by 48% from 2004 (101,812) to 2014 (150,468).

Trends in the percentage of SLPs who reported their primary employment facility as a school versus a health care facility between 2004 and 2014 are presented in Table 1.

Table 1. *Percentage of ASHA-certified SLPs in schools and health care facilities by year*

Year	Percentage (%)				
	School	Hospital	Residential Health Care Facility	Nonresidential Health Care Facility	All Health Care Facilities Combined ^a
2004	55.5	14.4	7.7	13.3	35.4
2005	55.4	14.1	7.8	13.6	35.5
2006	55.5	13.6	7.9	13.7	35.3
2007	55.4	13.7	7.9	13.8	35.3
2008	55.2	13.8	7.9	13.9	35.6
2009	54.7	13.0	9.2	14.7	37.0
2010	54.0	12.5	9.7	15.5	37.7
2011	54.0	12.5	9.8	15.6	37.9
2012	53.9	12.6	9.9	15.6	38.1
2013	53.0	12.6	10.4	15.8	38.8
2014	52.8	12.4	10.7	16.0	39.1

Note. From ASHA summary membership and affiliation counts, 2004 to 2014.

^aIndividual health care facility percentages may not total to the combined percentage because of rounding.

ASHA-Certified-Personnel-to-Population Ratios

[ASHA-certified-personnel-to-population ratios](#) are published annually. In 2013, nationwide, the number of ASHA-certified SLPs for every 100,000 residents was 45.0, up steadily from 38.3 in 2008, 39.7 in 2009, 41.4 in 2010, 42.3 in 2011, and 43.5 in 2012. Regional ratios ranged from 39.3 in the West to 59.7 in the Northeast. State-level ratios ranged from 22.3 in Nevada to 71.8 in Arkansas.

Job Market Data

In recent years, ASHA has included a question on its major surveys to assess the job market for SLPs and quantify shortages. The question and response categories were patterned after definitions used by BLS. The question reads as follows:

Based on your own observations and experiences, how would you rate the current job market for SLPs in your type of employment facility and in your geographic area?

1. Job openings are more numerous than job seekers.
2. Job openings are in balance with job seekers.
3. Job openings are fewer than job seekers.

SLPs in Schools

Nearly half (48%) of school-based SLPs responding to a 2014 survey reported that job openings were more numerous than job seekers. This is a slight increase from 2012, when 47% of school-based SLPs reported that job openings exceeded job seekers. In 2014, across all school settings, more job openings were reported by SLPs in the Mountain and Pacific states (62% and 74%, respectively) than in other states. More openings were also reported by SLPs in rural areas (54%) and city/urban areas (54%) compared with those in suburban areas (45%).

SLPs in Health Care Settings

More than one quarter (28%) of SLPs in health care settings responding to a 2013 survey reported that job openings were more numerous than job seekers. This is a decline from 2011, when 37% of SLPs in health care settings reported that job openings exceeded job seekers. In 2013, SLPs in home health settings were most likely to report that job openings were more numerous than job seekers (39%). Across all health care settings, more job openings were reported by SLPs in the New England states (36%) than in other states. More openings were also reported by SLPs in rural areas (37%) compared with those in suburban and metropolitan/urban areas (27% and 25%, respectively).

In 2013, 20% of survey respondents further indicated that there were funded, unfilled positions for SLPs at their respective health care facilities. This is a decline from 2011, when 24% of respondents indicated that there were funded, unfilled positions. In 2013, SLPs in pediatric hospitals were most likely to report funded, unfilled positions (37%), followed by those in home health settings (24%).



Salary and Wage Data

SLPs in Schools

Data from the [2014 Schools Survey](#) show that, in 2014, 88% of school-based SLPs were paid an annual salary; the remainder were paid at an hourly rate. The majority (92%) worked 9 or 10 months per year; the remainder worked 11 or 12 months per year. In 2014, the median academic year salary of SLPs in schools was \$61,000 (see Table 2). The median calendar year salary was \$72,107. The median hourly wage was \$53.76.

Table 2. Median academic and calendar year salaries and hourly wages of SLPs by school, 2014

School	Academic Year Salary	Calendar Year Salary	Hourly Wage
Overall	\$61,000	\$72,107	\$53.76
Special day or residential school	\$71,339	<i>n</i> < 25	<i>n</i> < 25
Preschool	\$60,000	<i>n</i> < 25	\$48.00
Elementary school	\$60,000	\$71,000	\$55.00
Secondary school	\$67,000	<i>n</i> < 25	\$48.61
Combination of schools	\$60,000	<i>n</i> < 25	<i>n</i> < 25

Note. From 2014 ASHA Schools Survey. ASHA does not report salaries or wages for groups of fewer than 25.

SLPs in Health Care Settings

Data from the [2013 SLP Health Care Survey](#) show that, in 2013, 56% of SLPs in health care settings were paid an hourly wage. About one third (33%) were paid an annual salary. A small percentage (12%) were paid per home health visit. In 2013, the overall median hourly wage of SLPs in health care settings was \$41.00. The median annual salary was \$75,000 (see Table 3). The median home health visit wage was \$65.00.

Table 3. Median annual salaries and hourly wages of SLPs by health care setting, 2013

Health Care Setting	Annual Salary	Hourly Wage (30 or Fewer Hours per Week)	Hourly Wage (More Than 30 Hours per Week)
Overall	\$75,000	\$46.00	\$38.25
General medical or long-term acute care hospital	\$77,133	\$41.60	\$36.96
Rehabilitation hospital	\$73,995	\$38.67	\$35.13
Pediatric hospital	\$70,000	<i>n</i> < 25	<i>n</i> < 25
Skilled nursing facility	\$90,000	\$45.00	\$40.00
Home health agency/client's home	\$73,000	\$71.64	<i>n</i> < 25
Outpatient clinic or office	\$70,000	\$50.00	\$35.63

Note. From 2013 ASHA SLP Health Care Survey. ASHA does not report salaries or wages for groups of fewer than 25.

Questions?

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