



Supply and Demand Resource List for School-Based Speech-Language Pathologists

January 2009

Introduction

This report presents data on national and state-level demand projections for the profession of speech-language pathology. Relevant data from external sources and recent ASHA-sponsored surveys are presented.

National and State-Level Demand Estimates Across All Types of Employment Facilities

The **U.S. Bureau of Labor Statistics (BLS)** monitors the supply and demand for more than 800 occupations. According to the BLS, the national employment rate of speech-language pathologists is expected to demonstrate *average growth* (i.e., reflecting an increase of 7% to 13%) through the year 2016 (www.bls.gov/oco/ocos099.htm#outlook). In occupational projection estimates for 2004 to 2014, speech-language pathology ranked 17th out of the 20 large-growth occupations that usually require a master's, doctoral, or first-professional degree (www.bls.gov/opub/ooq/2005/winter/art02.pdf, page 20).

According to the BLS, 12,000 additional speech-language pathologists will be needed to fill the demand between 2006 and 2016—an 11% increase in job openings. Openings are due to growth and net replacements (www.bls.gov/oco/ocos099.htm#outlook).

The BLS *Occupational Outlook Handbook (OOH)*, 2008–09 Edition, is available on the BLS Web site at www.bls.gov/oco/home.htm.

- Use the *OOH* Index to locate data for the speech-language pathology profession.

BLS state occupational projections for 2006–2016 are available on the Projections Central Web site at www.projectionscentral.com/.

- Click on “2006–2016 Long Term Projections.”
- Scroll down to “Speech-Language Pathologists.”
- Scroll down and select the state(s) for which you are interested.
- Click on “View Projections.”

National, state-level, and metropolitan occupational employment and wage data for the profession of speech-language pathology are available on the BLS Web site at www.bls.gov/oes/current/oes291127.htm.

- Wage data are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Data reflect May 2007.

BLS wages by area and occupation are available on the BLS Web site at www.bls.gov/bls/blswage.htm.

- Click on “By State” under the State Wage Data heading.
- Click on the state(s) for which you are interested.
- Scroll down to occupation code 29-1127 and click on “Speech-Language Pathologists.”
- Wage data are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Data reflect May 2007.

Vacancies in School Facilities

Data on vacancies for speech-language pathologists in school facilities are available in **the U.S. Department of Education’s (ED) *Twenty-Seventh Annual Report to Congress on the Implementation of the Individuals with Disabilities Education Act***, published in September 2007.

Data Table 3-3 (in Volume II, page 227 of the PDF version) contains national and state-level data on the number of “fully certified” and “not fully certified” speech-language pathologists and vacant funded positions (in full-time equivalency) to provide special education and related services to individuals age 3 through 21, by personnel type, certification status, and state (as of Fall 2002). According to the report, there were 40,298 fully certified and 1,678 not fully certified speech-language pathologists employed in the 50 states and the District of Columbia. Note that states use their own definition of “qualified,” which typically equates to state license and not necessarily to ASHA certification. Therefore, not all individuals counted as “fully certified” would meet requirements for ASHA certification, the only standards-based criteria for being qualified to enter the practice of speech-language pathology. The report is available on the ED Web site at www.ed.gov/about/reports/annual/osep/2005/parts-b-c/index.html.

The U.S. Office of Special Education Programs conducted a **Study of Personnel Needs in Special Education (SPeNSE)** in 2000. The study was designed to address concerns about nationwide shortages in the number of personnel serving students with disabilities and the need for improvement in the qualifications of those employed in these capacities.

As part of this study, school administrators from a nationally representative sample of districts, intermediate education agencies, and state schools for students with vision and hearing impairments were asked several questions regarding personnel recruitment. Respondents reported 11,148 job openings for speech-language pathologists in school settings for the 1999–2000 academic year. Job openings were defined as positions for which personnel were actively recruited. Most of these job openings occurred in suburban areas (6,107), followed by urban and rural areas (2,610 and 2,496, respectively). School administrators were asked the extent to which specific factors created barriers to hiring qualified speech-language pathologists. From the respondents’ perspective, the greatest barrier to recruiting speech-language pathologists was “shortage of qualified applicants”; 59% of respondents reported this factor as having the greatest impact on shortages. This percentage was highest in the Western geographic division of the United States (82%), Mountain Plains division (78%), and Southeast division (64%). More information on SPeNSE is available on the University of Florida Web site at www.spense.org.

The 2006 “Educator Supply and Demand” research report by the **American Association for Employment in Education (AAEE)** presents job market data on 64 teaching, administrative, and support fields including speech-language pathology. According to the report, respondents indicate “some shortage” of speech-language pathologists in school settings (see Table 1, page 7). The report also includes regional highlights and data trends, and may be accessed on the AAEE Web site at www.aeee.org/, under the “Research/Grants” label.

Enrollments and Graduations in Communication Sciences and Disorders Programs

The **Council of Academic Programs in Communication Sciences and Disorders (CAPCSD)** periodically conducts a demographic survey of undergraduate and graduate programs in communication sciences and disorders. According to the most recent CAPCSD demographic survey (2000–01), the number of master’s programs in speech-language pathology increased from 223 programs in 1994–95 to 233 programs in 1996–97, to 242 programs in 1998–99, and to 244 programs in 2000–01.

The percentage of master’s student applicants who were admitted to graduate programs increased between 1996–97 and 2000–01 from 26.8% to 43.0%, while the percentage who were admitted and enrolled decreased during the same period (from 64.5% to 56.1%; see Table 1 below).

Table 1. Number of Master’s Students Who Applied, Who Were Admitted, and Who Enrolled in Graduate Programs, 1994–95 to 2000–01.

Academic Year ^a	Applied/Enrolled			Applied/Admitted			Admitted/Enrolled		
	# Applied	# Enrolled	% Enrolled	# Applied	# Admitted	% Admitted	# Admitted	# Enrolled	% Enrolled
1994–95	21,631	4,478	20.7%	21,631	6,498	30.0%	6,498	4,478	68.9%
1996–97	26,912	4,660	17.3%	26,912	7,225	26.8%	7,225	4,660	64.5%
1998–99	26,296	5,127	19.5%	26,296	8,000	30.4%	8,000	5,127	64.1%
2000–01	15,464	3,733	24.1%	15,464	6,650	43.0%	6,650	3,733	56.1%

Note. Data reflect all master’s-level students in communication sciences and disorders programs combined; separate data for speech-language pathology, audiology, and speech and hearing science programs are not available. From Council of Academic Programs in Communication Sciences and Disorders, 1994–95, 1996–97, 1998–99, and 2000–01 Surveys of Undergraduate and Graduate Programs.

^aFor 1994–95, 77% of programs reported; for 1996–97, 76% of programs reported; for 1998–99, 73% of programs reported; for 2000–01, 56% of programs reported.

According to the 2000–01 survey, there was a slight decrease (4%) in the number of enrollments between 1998–99 and 2000–01. The number of speech-language pathology master’s-level students was at an all-time high in 1998–99 (12,075) but decreased to 11,616 students in the 2000–01 academic year. Small decreases were noted in the number of master’s degrees awarded in speech-language pathology between 1997–98 and 1999–2000 (5,819 to 5,692, respectively). The number of master’s degrees awarded in 1999–2000 (5,692) reflects a 61% increase over the number of degrees granted a decade previously (3,528). The survey report is available on the CAPCSD Web site at www.capcsd.org/survey/2002/2000-01DemographicsSurvey.pdf.

ASHA Resources on Speech-Language Pathologist Supply and Demand and Wages

ASHA publishes **annual demographic reports** on the number of individuals who hold the ASHA Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP). At year-end 2007, more than 113,000 individuals held the CCC-SLP. This represents a 3% increase from 2006. The number of CCC-SLP holders increased by 50% from 1997 to 2007, from 75,900 to 113,972. The reports are available on the ASHA Web site at www.asha.org/about/membership-certification/member-counts.htm.

The demographic reports present data on employment status, primary employment facility and function, private practice status, age, race, ethnicity, and gender. Of particular interest are the trends noted in the percentage of speech-language pathologists who reported their primary employment facility as a school setting versus a health care setting between 1998 and 2007. These data are presented in Table 2 below.

Table 2. Percentage of ASHA-Certified Speech-Language Pathologists in School and Health Care Facilities, 1998–2007.

Year	School	Health Care			
		Hospital	Residential Health Care Facility	Nonresidential Health Care Facility	All Health Care Facilities Combined ^a
1998	52.6%	15.6%	11.7%	11.7%	39.1%
1999	53.7%	15.7%	10.1%	12.1%	38.0%
2000	54.6%	15.5%	8.9%	12.6%	37.0%
2001	54.7%	15.5%	8.8%	12.6%	36.8%
2002	55.7%	14.6%	8.1%	12.9%	35.6%
2003	55.9%	14.4%	7.8%	13.0%	35.2%
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%

Note. Data are from ASHA year-end counts.
^aIndividual health care facility percentages may not total to the exact combined percentage because of rounding.

A report on **personnel-to-population ratios** by state also is available on the ASHA Web site at www.asha.org/members/research/reports/personnel.htm.

The **2008 ASHA Schools Survey** reported that 72% of school-based speech-language pathologists indicated that job openings were more numerous than job seekers. Speech-language pathologists in metropolitan/urban areas were more likely to indicate school-based job openings without applicants (74%) compared to professionals in suburban and rural areas (71% and 69%, respectively). The lack of speech-language pathologists was most prevalent in the Pacific and Mountain states (88% and 88%, respectively). The greatest impact of this shortage on the delivery of speech-language pathology services was increased caseload/workload. These data are presented in the *2008 ASHA Schools Survey Workforce Report*. The report is available on the ASHA Web site at www.asha.org/NR/rdonlyres/A700FE99-C454-44EF-9598-84B195E8D87F/0/SchoolsSurveyWorkforce.pdf.

The *2008 ASHA Schools Survey Salary Report* provides information on the median salaries of ASHA-certified speech-language pathologists by facility and function, years of experience, geographic region, and other variables. This report is available on the ASHA Web site at www.asha.org/NR/rdonlyres/C1EE7590-AC83-4BA2-BCA9-42607EE62DBD/0/Schools08Salaries.pdf.

The median annual salary for an ASHA-certified, school-based speech-language pathologist was \$65,000 in 2008 (on a calendar-year basis; see Table 3 below).

Table 3. Median Annual and Hourly Salaries for ASHA-Certified, School-Based Speech-Language Pathologists.

Salary Basis	2000	2001	2002	2003	2004	2006	2008
Basic Median Annual Salaries							
Academic-year (9–10 month) basis	\$41,000	\$42,500	\$42,600	\$45,000	\$50,000	\$52,131	\$58,000
Calendar-year (11–12 month) basis	\$39,000	\$42,000	\$55,000	\$51,000	\$54,000	\$57,000	\$65,000
Basic Median Hourly Salaries							
25 or fewer hours	\$40.00	\$40.00	\$41.50	\$50.00	\$50.00	\$45.13	*
26 or more hours	\$28.50	\$29.50	\$35.50	\$40.00	\$40.33	\$40.00	*

Note. From 2000, 2001, 2002, and 2003 ASHA Omnibus Surveys and 2004, 2006, and 2008 ASHA Schools Surveys.

*Item not included in survey analysis.

For additional information about the materials presented in this resource list, please contact:

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