



Supply and Demand Resource List for Speech-Language Pathologists

Introduction

This resource list presents data on the current 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 are presented.

External Resources

Bureau of Labor Statistics (BLS) Projections

According to the BLS, the national employment rate of SLPs is expected to grow *much faster than average* through the year 2024. An additional 28,900 SLPs will be needed to fill the demand between 2014 and 2024—a 21% increase in job openings. These and additional data on the job outlook for SLPs are included in the *BLS Occupational Outlook Handbook, 2016–17 Edition*.

In occupations that typically require a master's, doctoral, or professional degree for entry, speech-language pathology ranked 13th out of the 20 occupations projected to add the most new jobs between 2012 and 2022. It also ranked 19th out of the 20 occupations projected to have the most job openings between 2012 and 2022. (See the *BLS Occupational Outlook Quarterly*, pages 13–14.)

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

- Select “Long-Term Projections.”
- Select the state in the “Area box,” then “Speech-Language Pathologists” in the “Occupations” box, then “Search.”
- For all state projections, select “All” in the “Area” box.
- Select “Export–CSV” 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 2015 conditions.
- See the [National Employment Matrix](#) for SLP 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 2015 conditions.

U.S. News & World Report Job Rankings

Using data from the BLS and other sources, *U.S. News & World Report* ranked “speech-language pathologist” as the 20th “[best health care job](#)” and 28th in the “[100 best jobs](#)” category for 2017.

The Center for Health Workforce Studies Reports

The Center for Health Workforce Studies, a not-for-profit research organization, published *Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2010–2020* in March 2012. The report provides a summary of labor projections to help health care providers, educators, policymakers, and other 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 U.S. Department of Health and Human Services, Health Resources and Services Administration. *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.

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 *37th Annual Report to Congress*, 65,810 full-time equivalent (FTE) SLPs (64,790 “fully certified” and 1,020 “not fully certified”) were employed to provide related services for children and students ages 3 through 21 served under IDEA, Part B, in fall 2012 (see Exhibit 41 of the report). Note that ED’s definition of *certified* differs from the ASHA definition.



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 and/or audiology are reported. Their employment characteristics and demographics are presented as well. At year-end 2015, 156,254 individuals held the CCC-SLP. This represents a 4% increase from year-end 2014 (150,468). An additional 907 individuals held the CCC-A/SLP.

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
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
2015	52.6	12.4	10.7	16.1	39.3

Note. From ASHA summary membership and affiliation counts, 2004 to 2015.

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

SLP-to-Population Ratios

ASHA publishes [SLP-to-population ratios](#) annually. In 2014, nationwide, there were 46.6 ASHA-certified SLPs for every 100,000 residents, up from 45.0 in 2013. Regional ratios ranged from a low of 40.7 in the West to a high of 61.3 in the Northeast. State-level ratios ranged from a low of 23.5 in Nevada to a high of 74.2 in Arkansas.

Job Market Data

SLPs in Schools

In 2014, 48% of SLPs responding to the ASHA Schools Survey reported that job openings were *more numerous* than job seekers; 28% reported that job openings were *in balance* with job seekers; and 24% reported that job openings were *fewer* than job seekers. 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%).

These and additional data are presented in the [Schools Survey reports](#).

SLPs in Health Care Settings

In 2015, 32% of SLPs responding to the ASHA SLP Health Care Survey reported that job openings were *more numerous* than job seekers; 40% reported that job openings were *in balance* with job seekers; and 28% reported that job openings were *fewer* than job seekers. SLPs in home health settings and skilled nursing facilities were most likely to report that job openings were more numerous than job seekers (48% and 37%, respectively). Across all health care settings, more job openings were reported by SLPs in the Pacific states (41%) than in other states.

In 2015, 27% of SLPs responding to the ASHA SLP Health Care Survey further indicated that there were funded, unfilled positions for SLPs at their respective health care facilities. SLPs in pediatric hospitals and home health settings were most likely to report funded, unfilled positions (33% each). Across all health care settings, SLPs in the West South Central, Mountain, and Pacific states were most likely to report funded, unfilled positions (36%, 36%, and 34%, respectively).

These and additional data are presents in the [SLP Health Care Survey reports](#).



Salary and Hourly Wage Data

SLPs in Schools

According to the ASHA Schools Survey, in 2014, 88% of school-based SLPs were paid an annual salary; the remainder were paid at an hourly rate. 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. These data are from the 2014 ASHA Schools Survey. To ensure confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

SLPs in Health Care Settings

According to the ASHA SLP Health Care Survey, in 2015, 57% of SLPs in health care settings were paid an hourly wage. About one third (30%) were paid an annual salary. A small percentage (13%) were paid on a per-visit basis. The median hourly wage of SLPs in health care settings was \$42.00. The median annual salary was \$75,000 (see Table 3). The median per-visit wage was \$65.00.

Table 3. *Median Annual Salaries and Hourly Wages of SLPs, by Health Care Setting, 2015.*

Health Care Setting	Annual Salary	Hourly Wage (Employed Full Time)	Hourly Wage (Employed Part Time)
Overall	\$75,000	\$40.00	\$47.00
General medical, Veterans Affairs, or long-term acute care hospital	\$90,000	\$40.00	\$45.00
Rehabilitation hospital	\$79,693	\$40.50	\$42.00
Pediatric hospital	\$74,000	<i>n</i> < 25	<i>n</i> < 25
Skilled nursing facility	\$90,000	\$40.00	\$50.00
Home health agency/client's home	\$75,000	\$45.04	\$50.00
Outpatient clinic or office	\$68,000	\$38.71	\$45.00

Note. These data are from the 2015 ASHA SLP Health Care Survey. To ensure confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

Questions?

For additional information, contact Gail Brook, research associate, Surveys and Analysis, at gbrook@asha.org or data@asha.org.