



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 2026. An additional 25,400 SLPs will be needed to fill the demand between 2016 and 2026—an 18% increase in job openings. These and additional data on the job outlook for SLPs are included in the *BLS Occupational Outlook Handbook*.

Speech-language pathologist is among 20 occupations requiring a graduate degree that the BLS estimates will add more new jobs from 2016 to 2026 than other occupations with similar educational requirements. SLP ranks 11th on the list (see [Chart 5](#)).

Short- and long-term [state projections](#) of employment growth for the speech-language pathology profession are available.

- Select “Short-Term Projections (Through 2017)” or “Long-Term Projections (Through 2024).”
- 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 speech-language pathology profession are available.

- National hourly and annual wage estimates are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Data reflect May 2016 conditions.
- See the [National Employment Matrix](#) for SLP employment data by work setting.

[State employment and wage estimates](#) for the speech-language pathology profession 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 2016 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 #20 in their “[Best Health Care Jobs](#)” category and #28 in their “[100 Best Jobs](#)” category for 2017.

Reports From the Center for Health Workforce Studies

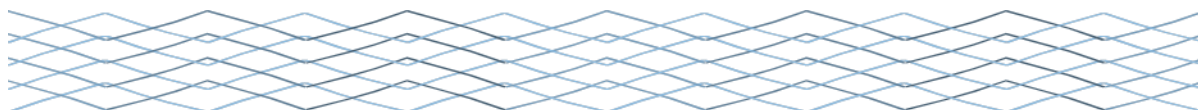
The Center for Health Workforce Studies, a not-for-profit research organization, published *Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2010–2020* in March 2012. The report provides a summary of labor projections to help health care providers, educators, policymakers, and other stakeholders better understand which health care occupations, including speech-language pathology, will be in greatest demand during this 10-year period.

Reports From the U.S. Department of Health and Human Services

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 care workforce, diversity in the health care 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 *39th Annual Report to Congress*, 66,991 full-time equivalent (FTE) SLPs (65,878 “fully certified” and 1,113 “not fully certified”) were employed to provide related services for children and students ages 3 through 21 served under IDEA, Part B, in Fall 2014 (see Exhibit 42 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 in speech-language pathology (CCC-SLP) and/or audiology (CCC-A) are reported. Their employment characteristics and demographics are presented as well. At year-end 2017, 168,604 individuals held the CCC-SLP. This represents a 4% increase from year-end 2016 (162,473). An additional 849 individuals held dual certification (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 2007 and 2017 are presented in Table 1.

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

Year	%				
	School	Hospital	Residential Health Care Facility	Nonresidential Health Care Facility	All Health Care Facilities Combined ^a
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
2016	52.3	12.5	10.7	16.3	39.5
2017	51.8	12.5	10.0	16.7	39.2

Note. These data are from the ASHA membership and affiliation counts, December 31, 2007 to December 31, 2017.

^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 2017, nationwide, there were 51.1 ASHA-certified SLPs for every 100,000 residents, up from 49.6 in 2016. Regional ratios ranged from 44.5 in the West to 66.6 in the Northeast. State-level ratios ranged from 26.2 in Nevada to 82.0 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 the U.S. Bureau of Labor Statistics.

SLPs in the Schools

In 2016, more than half (54%) of school-based clinicians responding to the *ASHA Schools Survey* reported that job openings exceeded job seekers in their type of employment facility and geographic area. Clinicians from the western region of the United States (Mountain and Pacific states) were more likely than clinicians in other regions of the country to report that job openings exceeded job seekers.

These and additional workforce data are presented in the [2016 Schools Survey reports](#).

SLPs in Health Care Settings

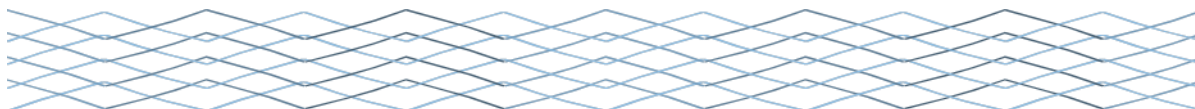
Job Market

In 2017, 35% of SLPs responding to the *ASHA SLP Health Care Survey* reported that job openings exceeded job seekers in their type of employment facility and geographic area; 34% reported that job openings and job seekers were in balance; and 31% reported that job openings were fewer than job seekers. SLPs in home health care settings were more likely than SLPs in other health care settings to report that job openings exceeded job seekers. Across all health care settings, SLPs from the western region of the United States (Mountain and Pacific states) were more likely than SLPs in other regions of the country to report that job openings exceeded job seekers.

Funded, Unfilled Positions

In 2017, 26% of SLPs responding to the *ASHA SLP Health Care Survey* indicated that there were funded, unfilled positions for SLPs at their respective health care facilities. SLPs in pediatric hospitals and home health care settings were more likely than SLPs in other health care settings to report funded, unfilled positions. Across all health care settings, SLPs in the Pacific states were more likely than SLPs in other states to report funded, unfilled positions.

These and additional workforce data are presented in the [2017 SLP Health Care Survey reports](#).



Salary and Wage Data

SLPs in the Schools

ASHA Schools Survey results indicate that in 2016, the median academic year (9- to 10-month) salary of SLPs in the schools was \$62,000 (see Table 2). The median calendar year (11- to 12-month) salary was \$70,154. The median hourly wage was \$49.50.

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

School	(\$)		
	Academic year salary (n = 1,244)	Calendar year salary (n = 131)	Hourly wage (n = 212)
Overall	62,000	70,154	49.50
Special day or residential school	67,781	75,000	n/r
Preschool	59,539	60,348	n/r
Elementary school	60,000	60,000	52.00
Secondary school	70,347	n/r	n/r
Combination of schools	63,586	n/r	45.00

Note. These data are from the 2016 ASHA Schools Survey. n/r = not reported. (To ensure confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.)

SLPs in Health Care Settings

ASHA SLP Health Care Survey results indicate that in 2017, the median annual salary of SLPs in health care settings was \$78,000 (see Table 3). The median hourly wage was \$41.00 for SLPs who worked full time and \$48.00 for SLPs who worked part time. The median home-visit rate was \$65.00.

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

Health care setting	(\$)		
	Annual salary (n = 499)	Hourly wage (employed full time) (n = 554)	Hourly wage (employed part time) (n = 424)
Overall	78,000	41.00	48.00
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital	81,656	39.39	44.37
Home health care agency/client's home	78,000	45.19	48.39
Outpatient clinic/office	73,000	42.91	50.00
Pediatric hospital	73,000	n/r	n/r
Rehabilitation hospital	73,291	40.26	45.00
Skilled nursing facility	90,000	41.00	50.00

Note. These data are from the 2017 ASHA SLP Health Care Survey. n/r = not reported. (To ensure confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.)

Questions?

Please direct questions about this resource list to Gail Brook, research associate, Surveys and Analysis, at gbrook@asha.org or data@asha.org.