



ASHA
American
Speech-Language-Hearing
Association

SLP Health Care Survey Report: Hourly and Home-Visit Rate Trends 2005–2019

Gail P. Brook, Surveys and Analysis
American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850-3289
September 20, 2019

Contents

Introduction.....	2
Survey Report Highlights.....	2
Pay Basis.....	3
By Health Care Setting.....	3
Employment Status.....	3
Hourly Wages.....	3
By Employment Status.....	4
By Health Care Setting.....	4
By Work Role.....	5
By Years of Experience.....	7
By Geographic Region.....	8
By Type of Area.....	9
Home-Visit Rates.....	10
By Geographic Region.....	10
By Type of Area.....	10
Unpaid Student Loan Debt.....	11
By Age.....	11
Survey Methodology.....	12
Response Rates.....	12
Suggested Citation.....	12
Additional Information.....	12
Questions?.....	12
Acknowledgment.....	12
Appendix.....	13
Data Tables.....	14
Key of Geographic Regions/Divisions and Corresponding States.....	18

Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2019 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about earnings, service provision, practice issues, the workforce, and other professional topics. Results from this survey are presented in a series of reports, including this report on hourly and home-visit rate trends.

Results from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 *ASHA SLP Health Care Surveys* are included in this report for comparative purposes. Questions and response options differ among surveys; therefore, data on all topics are not available for all survey years.

The hourly and home-visit rates presented in this report are gross rates (rates prior to deductions). The statistic that is presented is the median (i.e., middle or 50th percentile). Median rates are presented because they are more stable than means (i.e., averages) and are less sensitive to extreme values. To preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25.

Survey Report Highlights

Hourly Wages

In 2019:

- 54% of SLPs in health care settings were paid an hourly wage in their main jobs—down slightly from recent past years (55%–57% from 2009 to 2017).
- SLPs in health care settings reported an overall median hourly wage of \$44.00—up from \$43.07 in 2017 (a 2% increase).

Home-Visit Rates

In 2019:

- 12% of SLPs were paid a home-visit rate in their main jobs—the same, or about the same, as in recent past years (9%–13% from 2009 to 2017).
- SLPs reported an overall median home-visit rate of \$62.00—down somewhat from recent past years (\$65.00 from 2013 to 2017).

Unpaid Student Loan Debt

In 2019:

- Of the SLPs who were paid an hourly wage and had unpaid student loan debt, the median amount owed was \$38,000—up from \$30,000 in 2017.
- Of the SLPs who were paid a home-visit rate and had unpaid student loan debt, the median amount owed was \$40,000—up from \$29,003 in 2017.

Pay Basis

In 2019, overall, 54% of SLPs in health care settings were paid an hourly wage in their main jobs—down slightly from recent past years (55%–57% from 2009 to 2017; see Appendix Table 1). The remainder were paid an annual salary (34%) or per home visit (12%).

Pay Basis by Health Care Setting

From 2009 to 2019:

- SLPs in pediatric hospitals were more likely than SLPs in other health care settings to be paid an annual salary. In 2019, 51% of SLPs in pediatric hospitals were paid an annual salary—down somewhat from recent past years (52%–71% from 2009 to 2017).
- SLPs in skilled nursing facilities were more likely than SLPs in other health care settings to be paid an hourly wage. In 2019, 85% of SLPs in skilled nursing facilities were paid an hourly wage—up slightly from recent past years (79%–83% from 2009 to 2017).
- SLPs in home health care settings were more likely than SLPs in other settings to be paid per home visit. In 2019, 52% of SLPs in home health care settings were paid per home visit—about the same as in recent past years (47%–56% from 2009 to 2017).

Employment Status

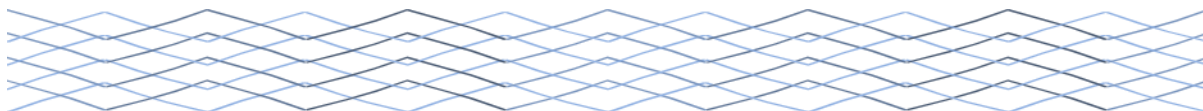
In 2019:

- Overall, 62% of SLPs in health care settings who were paid an hourly wage in their main jobs worked full time—up from recent past years (50%–59% from 2009 to 2017; see Appendix Table 2).
- Overall, 50% of SLPs who were paid per home visit in their main jobs worked full time—the same, or about the same, as in recent past years (47%–59% from 2009 to 2017; see Appendix Table 3).

Hourly Wages

In 2019, SLPs in health care settings reported an overall median hourly wage of \$44.00—up steadily from \$42.00 in 2015 and \$43.07 in 2017 (a 2% increase from 2017). (These data are not shown in any figure or table.) The *median hourly wage* is the wage at which half of the SLPs earned more than that amount and half earned less.

As shown in the remainder of the report, numerous variables—including employment status, work setting and role, years of experience in the profession, geographic region, and the type of area in which one works—affect earnings.



Hourly Wages by Employment Status

In 2019, SLPs in health care settings who worked full time reported an overall median hourly wage of \$42.00—up from \$41.00 in 2017 (a 2% increase; see Table 1). SLPs who worked part time reported an overall median hourly wage of \$50.00—up from \$48.00 in 2017 (a 4% increase; see Table 2).

Hourly Wages by Health Care Setting

From 2015 to 2019, SLPs who were employed full time in home health care settings reported a higher median hourly wage than SLPs in other settings. In 2019, they reported an hourly wage of \$50.00—up from \$45.19 in 2017 (an 11% increase).

Table 1. Median hourly wages of SLPs employed full time, by health care setting and year.

Health care setting	\$		
	2015 (n = 478)	2017 (n = 554)	2019 (n = 695)
Overall	40.00	41.00	42.00
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital	40.00	39.39	42.00
Home health care agency/client's home	45.04	45.19	50.00
Outpatient clinic/office	38.71	42.91	42.00
Pediatric hospital	n/r	n/r	n/r
Rehabilitation hospital	40.50	40.26	42.00
Skilled nursing facility	40.00	41.00	41.00

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

From 2015 to 2019, SLPs employed part time in home health care settings reported the highest, or among the highest, median hourly wages. In 2019, they reported an hourly wage of \$60.00—up from \$50.00 in 2015 and \$48.39 in 2017 (a 24% increase from 2017).

Table 2. Median hourly wages of SLPs employed part time, by health care setting and year.

Health care setting	\$		
	2015 (n = 470)	2017 (n = 424)	2019 (n = 429)
Overall	47.00	48.00	50.00
General medical, VA, or LTAC hospital	45.00	44.37	45.25
Home health care agency/client's home	50.00	48.39	60.00
Outpatient clinic/office	45.00	50.00	49.50
Pediatric hospital	n/r	n/r	n/r
Rehabilitation hospital	42.00	45.00	45.00
Skilled nursing facility	50.00	50.00	50.00

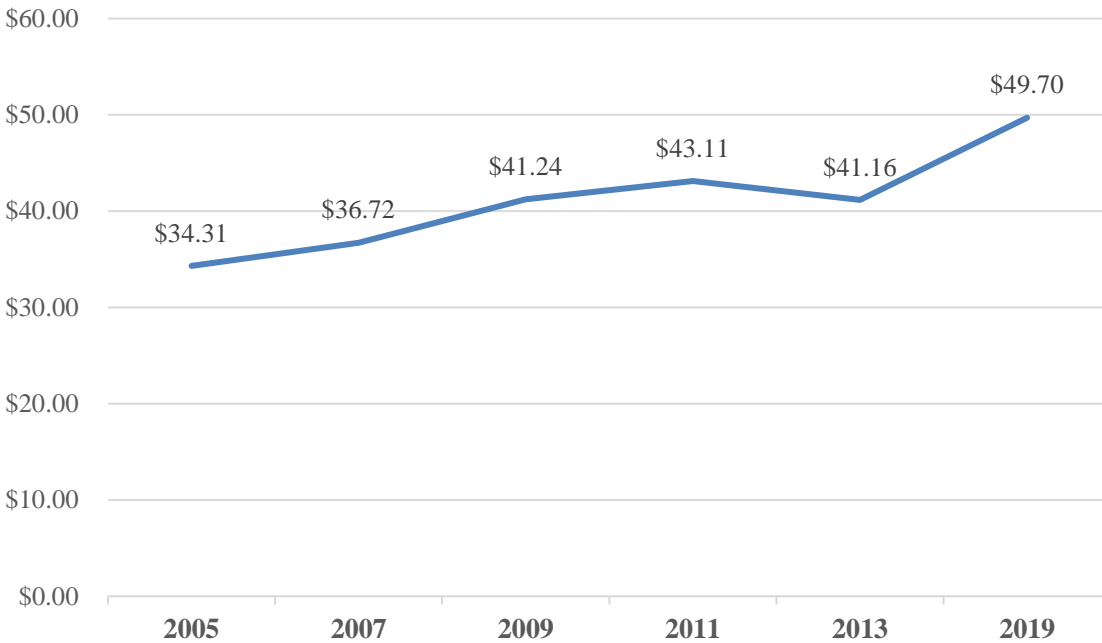
Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Hourly Wages by Work Role

Administrators and Supervisors

In 2019, SLPs who were employed as administrators or supervisors reported an overall median hourly wage of \$49.70—up from \$41.16 in 2013 (a 21% increase; see Figure 1).

Figure 1. Overall median hourly wages of SLP administrators/supervisors, by year.



Note. These data are from the 2005, 2007, 2009, 2011, 2013, and 2019 ASHA SLP Health Care Surveys. Hourly wages are not available for 2015 and 2017. $n = 39$ (2005); $n = 40$ (2007); $n = 33$ (2009); $n = 39$ (2011); $n = 29$ (2013); $n = 31$ (2019).

Clinicians

In 2019, SLPs who were employed full time as clinicians reported an overall median hourly wage of \$41.00—up from \$40.20 in 2017 (a 2% increase; see Table 3).

Table 3. Median hourly wages of SLP clinicians employed full time, by health care setting and year.

Health care setting	\$		
	2015 (n = 453)	2017 (n = 530)	2019 (n = 657)
Overall	40.00	40.20	41.00
General medical, VA, or LTAC hospital	40.00	39.00	42.00
Home health care agency/client's home	42.90	45.00	47.00
Outpatient clinic/office	38.08	40.52	42.00
Pediatric hospital	n/r	n/r	n/r
Rehabilitation hospital	40.50	40.00	42.00
Skilled nursing facility	40.00	41.00	40.33

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

In 2019, SLPs who were employed part time reported an overall median hourly wage of \$49.50—up from \$47.50 in 2017 (a 4% increase; see Table 4).

Table 4. Median hourly wages of SLP clinicians employed part time, by health care setting and year.

Health care setting	\$		
	2015 (n = 457)	2017 (n = 408)	2019 (n = 420)
Overall	47.00	47.50	49.50
General medical, VA, or LTAC hospital	45.00	44.37	45.25
Home health care agency/client's home	50.00	48.39	60.00
Outpatient clinic/office	45.00	50.00	49.00
Pediatric hospital	n/r	n/r	n/r
Rehabilitation hospital	42.00	45.00	45.00
Skilled nursing facility	50.00	50.00	50.00

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Hourly Wages by Years of Experience

From 2015 to 2019, the median hourly wage of SLPs tended to increase with their years of experience in the profession (see Table 5).

Table 5. Median hourly wages of SLPs employed full or part time in health care settings, by years of experience in the profession and year.

Years of experience	\$		
	2015 (n = 829)	2017 (n = 886)	2019 (n = 1,047)
	Employed full time		
1–3	35.94	37.75	36.00
4–6	36.82	36.73	37.50
7–9	38.00	38.78	40.00
10–12	40.50	42.98	42.00
13–15	41.40	42.37	44.74
16–18	n/r	42.00	44.00
19–21	n/r	43.25	47.00
22–24	41.00	44.03	n/r
25–27	n/r	43.28	46.00
28–30	n/r	44.99	44.50
31 or more	48.00	45.00	45.00
	Employed part time		
1–3	n/r	n/r	n/r
4–6	43.15	45.50	45.00
7–9	44.34	48.00	45.00
10–12	42.00	45.25	45.25
13–15	48.72	48.00	50.00
16–18	50.00	47.50	49.00
19–21	44.75	48.00	55.00
22–24	n/r	n/r	48.00
25–27	50.00	n/r	n/r
28–30	45.00	n/r	n/r
31 or more	50.00	50.00	52.00

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. n/r = not reported (to preserve confidentiality and provide more certain results, we have not reported data for groups of fewer than 25).

Hourly Wages by Geographic Region

From 2015 to 2019, SLPs employed full time in the West reported a higher median hourly wage than SLPs in the Northeast, Midwest, and South. In 2019, they reported an hourly wage of \$46.00—up from \$45.00 in 2017 (a 2% increase; see Table 6).

Table 6. Median hourly wages of SLPs employed full time in health care settings, by geographic region and year.

Geographic region	\$		
	2015 (n = 475)	2017 (n = 553)	2019 (n = 693)
Northeast	40.00	43.86	43.00
Midwest	38.00	38.98	38.12
South	39.00	41.00	42.00
West	43.00	45.00	46.00

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys.

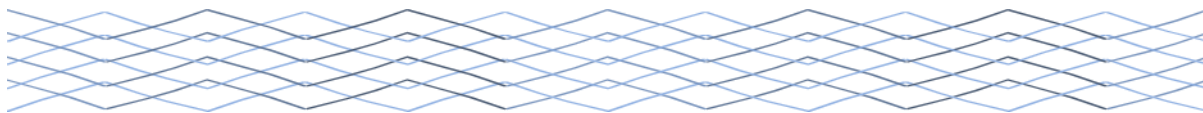
From 2015 to 2019, SLPs employed part time in the Northeast reported the highest, or among the highest, median hourly wages. In 2019, they reported an hourly wage of \$55.00—up from \$50.05 in 2017 (a 10% increase; see Table 7).

Table 7. Median hourly wages of SLPs employed part time in health care settings, by geographic region and year.

Geographic region	\$		
	2015 (n = 470)	2017 (n = 423)	2019 (n = 427)
Northeast	47.00	50.05	55.00
Midwest	43.80	45.78	45.00
South	47.00	45.08	47.00
West	51.95	50.00	50.00

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys.

See page 18 for a key of geographic regions/divisions and corresponding states.



Hourly Wages by Type of Area

From 2015 to 2019, SLPs employed full time in city/urban areas reported the highest, or among the highest, median hourly wages. In 2019, they reported an hourly wage of \$42.00—up from \$41.20 in 2017 (a 2% increase; see Table 8).

Table 8. Median hourly wages of SLPs employed full time in health care settings, by type of area and year.

Type of area	\$		
	2015 (n = 471)	2017 (n = 536)	2019 (n = 686)
Rural	38.40	40.00	42.00
Suburban	40.00	41.00	41.00
City/urban	40.00	41.20	42.00

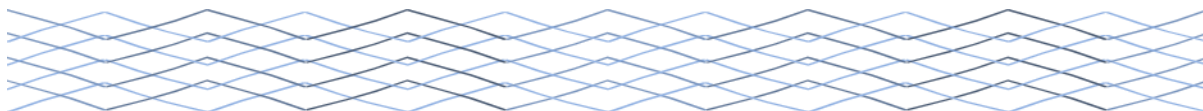
Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys.

From 2015 to 2019, SLPs employed part time in rural areas reported the highest median hourly wages in two of the three survey years. In 2019, they reported an hourly wage of \$50.00—the same as in 2015 but up from \$45.06 2017 (see Table 9).

Table 9. Median hourly wages of SLPs employed part time in health care settings, by type of area and year.

Type of area	\$		
	2015 (n = 459)	2017 (n = 411)	2019 (n = 423)
Rural	50.00	45.06	50.00
Suburban	46.42	47.52	49.00
City/urban	45.00	48.21	48.00

Note. These data are from the 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys.



Home-Visit Rates

In 2019, SLPs reported an overall median home-visit rate of \$62.00—down somewhat from recent past years (\$65.00 from 2013 to 2017; see Table 10).

Home-Visit Rates by Geographic Region

From 2009 to 2019, SLPs who worked in the West typically reported a higher median home-visit rate than SLPs who worked in the Northeast, Midwest, or South. In 2019, they reported a rate of \$76.31—down from \$80.00 in 2017 (a 5% decline).

Table 10. Median home-visit rates of SLPs, by geographic region and year.

Geographic region	\$					
	2009 (n = 174)	2011 (n = 265)	2013 (n = 224)	2015 (n = 205)	2017 (n = 209)	2019 (n = 240)
Overall	65.00	60.00	65.00	65.00	65.00	62.00
Northeast	65.00	60.00	65.00	60.00	63.98	60.00
Midwest	65.00	66.17	70.00	70.00	66.38	65.95
South	65.00	60.00	65.00	62.00	65.00	58.56
West	74.43	64.16	74.29	76.10	80.00	76.31

Note. These data are from the 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys.

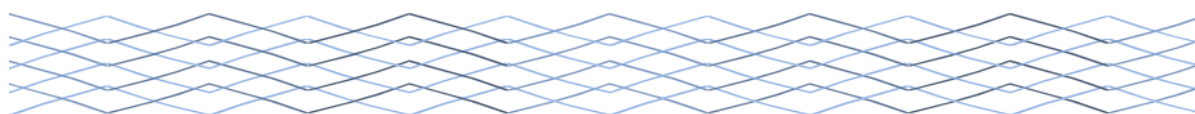
Home-Visit Rates by Type of Area

From 2009 to 2019, SLPs in city/urban areas reported the highest, or among the highest, median home-visit rates. In 2019, they reported a rate of \$62.00—down from recent past years (\$65.00–\$70.61 from 2013 to 2017; see Table 11).

Table 11. Median home-visit rates of SLPs, by type of area and year.

Type of area	\$					
	2009 (n = 169)	2011 (n = 255)	2013 (n = 223)	2015 (n = 197)	2017 (n = 194)	2019 (n = 229)
Rural	63.50	60.00	70.86	65.00	65.00	62.37
Suburban	65.00	61.00	65.00	60.00	65.00	60.49
City/urban ^a	67.88	60.00	65.00	70.61	65.56	62.00

Note. These data are from the 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Definitions of rural, suburban, and city/urban were not provided in the surveys. ^aFrom 2009 to 2011, this item was metropolitan/urban area.



Unpaid Student Loan Debt

In 2019:

- About 31% of SLPs in health care settings who were paid an hourly wage reported having unpaid student loan debt—up slightly from 28% in 2017. The median amount owed was \$38,000—up from \$30,000 in 2017.
- About 34% of SLPs in health care settings who were paid per home visit reported having unpaid student loan debt, up from 20% in 2017. The median amount owed was \$40,000—up from \$29,003 in 2017. (These data are not shown in any figure or table.)

Unpaid Student Loan Debt by Age

In 2017 and 2019, the median amount of student loan debt owed by SLPs who were paid an hourly wage varied by age (see Table 12).

Table 12. Median amount of student loan debt owed by SLPs in health care settings who were paid an hourly wage, by age and year.

Age	\$	
	2017 (n = 284)	2019 (n = 347)
30 or younger	33,862	50,000
31–35 years	30,000	34,000
36–40 years	28,678	35,000
41–45 years	23,774	32,000
46 years or older	30,070	32,000

Note. These data are from the 2017 and 2019 ASHA SLP Health Care Surveys.

Sufficient data are not available to allow for the reporting of unpaid student loan debt by age for SLPs who were paid per home visit.

Survey Methodology

The survey was sent in February 2019 to a random sample of 4,500 ASHA-certified SLPs who were employed in health care facilities in the United States. The sample was stratified by type of facility and by private practice. Of this group, 2,250 SLPs were assigned to a control group to receive the survey cover letter with the full signature of the ASHA chief executive officer (CEO). The 2,250 SLPs who were assigned to an experimental group were sent a survey cover letter with only the CEO's first name. Both groups also received a survey pre-notification email at the time of the first postal mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals.

Because facilities with fewer SLPs, such as pediatric hospitals, were oversampled, ASHA used weighting when presenting survey data.

Response Rates

Of the original 4,500 SLPs in the sample, 14 had incorrect postal mail addresses, 39 were employed in other types of facilities, seven were not employed in the profession, two were retired, and four were ineligible for other reasons, which left 4,433 possible respondents. The actual number of respondents was 2,232—a 50.3% response rate. Past *ASHA SLP Health Care Survey* response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), 62.5% (2011), 53.5% (2013), 46.9% (2015), and 52.1% (2017).

Suggested Citation

American Speech-Language-Hearing Association. (2019). *SLP Health Care Survey report: Hourly and home-visit rate trends, 2005–2019*. Retrieved from www.asha.org.

Additional Information

Companion survey reports are available on the ASHA website at www.asha.org/Research/memberdata/HealthcareSurvey/.

Questions?

For additional information regarding this report, please contact Monica Sampson, director of Health Care Services, at 800-498-2071, ext. 5686 or msampson@asha.org. To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit www.asha.org/slp/healthcare.

Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and the public. Thank you!

Appendix



Pay Basis by Health Care Setting

Table 1. Percentage of SLPs in health care settings who were paid primarily an annual salary, per hour, or per home visit in their main jobs, by health care setting and year.

Pay basis	%						
	Overall	General medical/ VA/LTAC hospital ^a	Home health care agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2019 (<i>n</i> = 2,150)							
Annual salary	34	39	25	45	51	49	15
Per hour	54	61	23	48	49	51	85
Per home visit	12	< 1	52	8	0	0	< 1
2017 (<i>n</i> = 1,880)							
Annual salary	34	37	27	40	71	47	19
Per hour	55	63	24	53	30	53	81
Per home visit	12	0	50	7	0	0	0
2015 (<i>n</i> = 1,698)							
Annual salary	30	31	20	41	67	36	16
Per hour	57	69	24	54	32	64	83
Per home visit	13	0	56	5	1	0	1
2013 (<i>n</i> = 1,939)							
Annual salary	33	34	22	46	63	44	19
Per hour	56	66	22	51	37	56	81
Per home visit	12	< 1	56	3	0	0	0
2011 (<i>n</i> = 2,347)							
Annual salary	33	39	21	43	67	49	21
Per hour	55	61	26	52	33	51	79
Per home visit	11	< 1	53	5	0	0	< 1

(Table continues)

Table 1. Continued

Pay basis	%						
	Overall	General medical/ VA/LTAC hospital ^a	Home health care agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
	2009 (n = 1,916)						
Annual salary	35	35	25	44	52	49	19
Per hour	56	64	28	51	48	51	80
Per home visit	9	1	47	5	0	0	< 1

Note. These data are from the 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. ^aFrom 2009 to 2011, this item was *general medical hospital*. In 2013, it was *general medical/long-term acute care (LTAC) hospital*.

Employment Status of Hourly SLPs

Table 2. Percentage of SLPs in health care settings who were paid primarily *per hour*, by employment status and year.

Employment status	%					
	2009 (n = 1,081)	2011 (n = 1,291)	2013 (n = 1,078)	2015 (n = 974)	2017 (n = 1,032)	2019 (n = 1,165)
Employed full time	52	56	59	50	56	62
Employed part time ^a	48	44	41	50	44	38

Note. These data are from the 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. ^aEmployed part time was not defined in the surveys.

Employment Status of SLPs Who Were Paid Per Home Visit

Table 3. Percentage of SLPs in health care settings who were paid primarily *per home visit*, by employment status and year.

Employment status	%					
	2009 (n = 171)	2011 (n = 261)	2013 (n = 227)	2015 (n = 216)	2017 (n = 215)	2019 (n = 248)
Employed full time	59	49	47	51	50	50
Employed part time ^a	42	51	53	49	51	50

Note. These data are from the 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%. ^a*Employed part time* was not defined in the surveys.

Key of Geographic Regions/Divisions and Corresponding States

Key of geographic regions/divisions and corresponding states.

Geographic region/division	Corresponding states
Northeast	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA