



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

The speech-language pathology profession is projected to grow 29% over the 2020–2030 decade—much faster than the average (8%) for all occupations, according to BLS. This growth translates to 45,400 new SLP jobs over the course of 10 years. Many of the openings are expected to result from the need to replace SLPs who transfer to different occupations or exit the labor force, such as those who step down to retire. See the BLS [Occupational Outlook Handbook](#) for more information.

Speech-language pathologist is among 20 occupations requiring a graduate degree that 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 the BLS [Career Outlook](#), Chart 5, for more information.

Employment projections for the speech-language pathology profession vary by state. Visit [Projections Central](#), sponsored by the U.S. Department of Labor, for more information.

- Select “Long-Term Projections (2018–2028)” or “Short-Term Projections (2021–2023).”
- Under “Search and Filter,” enter one or more states, then “Speech-Language Pathologists,” then “Apply.” For all state projections, enter “All Areas.”

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

- Hourly and annual wage estimates are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Industry and geographic profiles for the speech-language pathology profession are presented.
- Data reflect May 2021 conditions.
- See the [National Employment Matrix](#) for SLP employment data by industry.

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

- Select a 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 2021 conditions.

U.S. News & World Report Job Rankings

Drawing on data from BLS and other sources, *U.S. News & World Report* ranked “speech-language pathologist” as #3 in their “[Best Health Care Jobs](#)” category and #10 in their “[100 Best Jobs](#)” category for 2022. The rankings consider important aspects of a job, including growth potential and median salary.

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

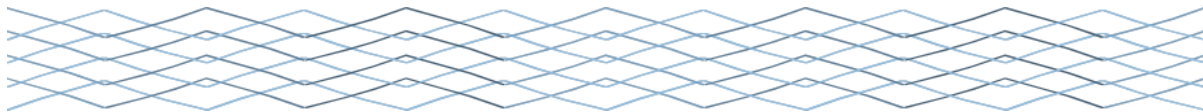
Information on the overall health care workforce is available from the National Center for Health Workforce Analysis, which operates under the U.S. Department of Health and Human Services, Health Resources and Services Administration. [The United States Health Workforce Chartbook](#) (published in 2018) and the companion document, [The United States Health Workforce: State Profiles](#) (also published in 2018) are presented, as are reports on 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 SLPs. 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 are disseminated through the *Annual Reports to Congress on the Implementation of the Individuals With Disabilities Education Act (IDEA)*. According to the 2021 [43rd Annual Report to Congress](#), 73,904 full-time equivalent (FTE) SLPs (72,532 “fully certified”) were employed to provide related services for children and students ages 3–21 served under IDEA, Part B, in Fall 2018 (see Exhibit 45 of the report). Note that ED’s definition of *certified* differs from ASHA’s definition.

Resources From the National Coalition on Personnel Shortages in Special Education and Related Services (NCPSSERS)

[NCPSSERS](#) offers resources to help practitioners, researchers, and policymakers better understand and address critical shortages of special education teachers and specialized instructional support personnel in schools, including SLPs.



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's [Member and Affiliate Profile report](#) presents data on the number of individuals who hold the ASHA Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP). Employment and demographic data are presented, as well. At year-end 2021, 193,799 individuals held the CCC-SLP—up from 188,143 in 2020 (a 3.0% increase). An additional 707 individuals held certification in both audiology and speech-language pathology—down from 758 at year-end 2020 (a 6.7% decline).

Trends in the percentage of SLPs who reported their primary employment facility as a school versus a health care facility between 2007 and 2021 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
2018	51.4	12.5	9.7	17.1	39.3
2019	51.3	12.4	9.8	17.3	39.5
2020	51.0	12.3	9.9	17.7	39.9
2021	50.9	12.2	8.6	18.6	39.4

Note. These data are from ASHA's *Member and Affiliate Profile* reports, December 31, 2007, to December 31, 2021. ^aIndividual health care facility percentages may not total to the combined percentage because of rounding.

SLP-to-Population Ratios

The annual [ASHA-Certified Audiologist- and Speech-Language Pathologist-to-Population Ratios report](#) indicates that in 2020, nationwide, there were 56.4 ASHA-certified SLPs for every 100,000 residents—up steadily from 41.4 in 2010. Regional ratios ranged from 43.3 in the West to 77.8 in the Northeast. State-level ratios ranged from 28.6 in Nevada to 89.8 in New York.

Job Market Data

In recent years, ASHA has included a question on its major surveys to assess the job market for SLPs and to quantify shortages and surpluses.

SLPs in the Schools

In 2018, more than half (54%) of *ASHA Schools Survey* respondents reported that job openings for clinicians exceeded job seekers in their type of employment facility and geographic area. SLPs from the western region of the United States (Mountain and Pacific states) were more likely than SLPs from other regions to report that job openings for clinicians exceeded job seekers.

These and additional workforce data are presented in the [2018 ASHA Schools Survey reports](#).

SLPs in Health Care Settings

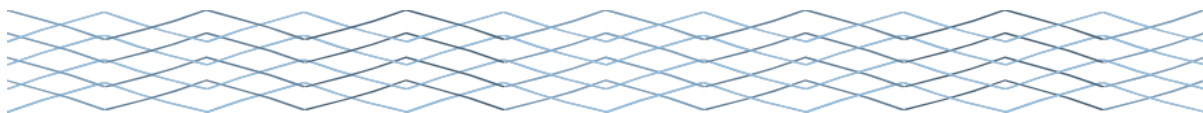
Job Market

In 2021, 36% of *ASHA SLP Health Care Survey* respondents reported that job openings for SLPs exceeded job seekers in their type of employment facility and geographic area; 29% reported that job openings and job seekers were in balance; and 36% 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 Pacific states (Alaska, California, Hawaii, Oregon, and Washington) were the most likely to report that job openings exceeded job seekers in their type of facility and geographic area.

Funded, Unfilled Positions

In 2021, 32% of *ASHA SLP Health Care Survey* respondents indicated that there were funded, unfilled positions for SLPs at their respective facilities. SLPs in pediatric hospitals 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 [2021 ASHA SLP Health Care Survey reports](#).



Annual Salary and Hourly Wage Data

SLPs in the Schools

[ASHA Schools Survey](#) results indicate that in 2020, the median academic year (9- to 10-month) salary of SLPs in the schools was \$66,000 (see Table 2). The median calendar year (11- to 12-month) salary was \$80,000. The median hourly wage was \$54.00. About 27% of *Schools Survey* SLP respondents reported receiving a salary supplement for having their ASHA CCCs.

Table 2. Median academic and calendar year salaries and hourly wages of SLPs, by school setting, 2020.

School setting	\$		
	Academic year salary (n = 1,193)	Calendar year salary (n = 130)	Hourly wage (n = 215)
Overall	66,000	80,000	54.00
Special day or residential school	n/r	n/r	n/r
Preschool	67,500	75,000	59.00
Elementary school	65,000	89,000	54.00
Secondary school	75,000	n/r	n/r
Combination of schools	65,458	n/r	55.00

Note. These data are from the 2020 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 survey respondents.)

SLPs in Health Care Settings

[ASHA SLP Health Care Survey](#) results indicate that in 2021, the median annual salary of SLPs in health care settings was \$80,000 (see Table 3). The median hourly wage of SLPs employed full-time was \$42.00; for those employed part-time, it was \$48.00. The median home-visit rate was \$65.00.

Table 3. Median annual salaries and hourly wages of SLPs, by health care setting, 2021.

Health care setting	\$		
	Annual salary (n = 482)	Hourly wage (employed full time) (n = 517)	Hourly wage (employed part time) (n = 297)
Overall	80,000	42.00	48.00
General medical, VA, LTAC, or university hospital	88,000	42.00	48.00
Home health care agency or client's home	78,000	47.44	51.00
Outpatient clinic/office	77,000	45.00	48.50
Pediatric hospital	90,000	n/r	n/r
Rehabilitation hospital	79,040	40.28	46.50
Skilled nursing facility	91,000	41.00	46.45

Note. These data are from the 2021 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 survey respondents.)

Suggested Citation

American Speech-Language-Hearing Association. (2022). *Supply and demand resource list for speech-language pathologists*. www.asha.org

Questions?

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