



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 2028. An additional 41,900 SLPs will be needed to fill the demand between 2018 and 2028—a 27% 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](#)).

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

- Select “Long-term Projections (2016–2026)” or “Short-term Projections (2019–2021).”
- 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](#) 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.
- Industry and geographic profiles are presented.
- Data reflect May 2019 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 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 2019 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 #6 in their “[Best Health Care Jobs](#)” category and #8 in their “[100 Best Jobs](#)” category for 2020.

Reports From the Center for Health Workforce Studies

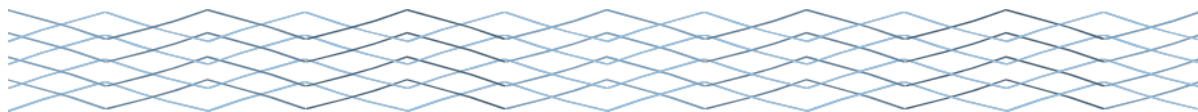
The Center for Health Workforce Studies, a not-for-profit research organization, published *Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2010–2020* in March 2012. The report provides a summary of labor projections to help health care providers, 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 September 2018) and the companion document, *The United States Health Workforce: State Profiles* (published in August 2018) 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 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 disseminated through the *Annual Reports to Congress on the Implementation of the Individuals with Disabilities Education Act (IDEA)*. According to the *41st Annual Report to Congress*, 70,337 full-time equivalent (FTE) SLPs (68,335 “fully certified”) were employed to provide related services for children and students ages 3–21 served under IDEA, Part B, in Fall 2016 (see Exhibit 45 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 2019, 181,628 individuals held the CCC-SLP—up from 175,025 in 2018 (a 3.8% increase). An additional 785 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 2019 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

Note. These data are from the ASHA membership and affiliation counts, December 31, 2007, to December 31, 2019.

^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 2019, nationwide, there were 54.7 ASHA-certified SLPs for every 100,000 residents—up steadily from 39.7 in 2009. Regional ratios ranged from 70.9 in the Northeast to 47.6 in the West. State-level ratios ranged from 87.0 in New York to 28.1 in Nevada.

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 BLS.

SLPs in the Schools

In 2018, more than half (54%) of school-based SLPs responding to the *ASHA Schools Survey* 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

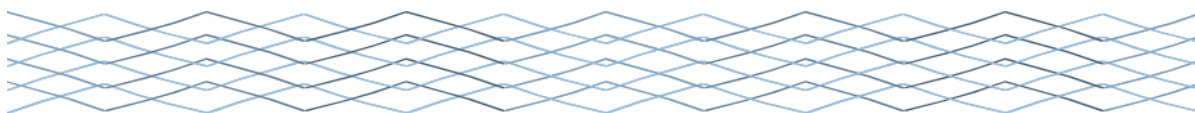
Job Market

In 2019, 33% of *ASHA SLP Health Care Survey* respondents reported that job openings exceeded job seekers in their type of employment facility and geographic area; 36% reported that job openings and job seekers were in balance; and 32% 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 from other regions to report that job openings exceeded job seekers.

Funded, Unfilled Positions

In 2019, 27% of *ASHA SLP Health Care Survey* respondents indicated that there were funded, unfilled positions for SLPs at their respective facilities. SLPs in 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 New England states were more likely than SLPs in other states to report funded, unfilled positions.

These and additional workforce data are presented in the *2019 ASHA SLP Health Care Survey reports*.



Salary and Wage Data

SLPs in the Schools

ASHA Schools Survey results indicate that in 2018, the median academic year (9- to 10-month) salary of SLPs in the schools was \$63,338 (see Table 2). The median calendar year (11- to 12-month) salary was \$72,000. The median hourly wage was \$51.00.

Table 2. Median academic and calendar year salaries and hourly wages of SLPs, by school setting, 2018.

School setting	(\$)		
	Academic year salary (n = 1,411)	Calendar year salary (n = 160)	Hourly wage (n = 275)
Overall	63,338	72,000	51.00
Special day or residential school	66,201	71,000	n/r
Preschool	62,000	67,569	56.28
Elementary school	62,715	80,000	50.00
Secondary school	68,000	n/r	50.00
Combination of schools	64,495	n/r	52.65

Note. These data are from the 2018 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 2019, the median annual salary of SLPs in health care settings was \$78,000 (see Table 3). The median hourly wage was \$44.00. The median home-visit rate was \$62.00.

Table 3. Median annual salaries and hourly wages of SLPs, by health care setting, 2019.

Health care setting	(\$)		
	Annual salary (n = 630)	Hourly wage (employed full time) (n = 695)	Hourly wage (employed part time) (n = 429)
Overall	78,000	42.00	50.00
General medical, Veterans Affairs (VA), or long-term acute care (LTAC) hospital	85,798	42.00	45.25
Home health care agency/ client's home	76,000	50.00	60.00
Outpatient clinic/office	73,500	42.00	49.50
Pediatric hospital	78,000	n/r	n/r
Rehabilitation hospital	79,000	42.00	45.00
Skilled nursing facility	95,000	41.00	50.00

Note. These data are from the 2019 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.)

Suggested Citation

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Questions?

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