

Supply and Demand for Speech-Language Pathologists Resource List September 2006

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American Speech-Language-Hearing Association

Introduction

This report presents data on national- and state-level demand projections for the profession of speech-language pathology. Relevant data from external sources and recent ASHA-sponsored surveys are presented.

National- and State-Level Demand Estimates (Across All Types of Employment Facilities)

The **U.S. Bureau of Labor Statistics (BLS)** monitors the supply and demand for more than 800 occupations. According to the BLS, the national employment rate of speech-language pathologists is expected to demonstrate *average growth* (i.e., reflecting an increase of 9 to 17 percent) through the year 2014. In occupational projection estimates for 2004 to 2014, speech-language pathology ranked 17th out of the 20 large-growth occupations that usually require a master's, doctoral, or first-professional degree (<http://www.bls.gov/opub/ooq/2005/winter/art02.pdf>).

According to the BLS, more than 14,000 additional speech-language pathologists will be needed to fill the demand between 2004 and 2014—a 15% increase in job openings. A total of 13,900 job openings for speech-language pathologists is projected between 2004 and 2014 due to growth and net replacements (<http://www.bls.gov/opub/ooq/2006/spring/table.pdf>).

The 2006-2007 *Occupational Outlook Handbook* (OOH) national job outlook, 2004-2014, is available at: <http://www.bls.gov/oco/home.htm>

- Use the OOH Search/A-Z Index in the top right-hand corner to locate data for the speech-language pathology profession.

BLS state occupational projections for 2002-2012 are available at:

<http://www.projectionscentral.com/>

- Click on "2002-2012 Projections"
- Scroll down to "Speech-language pathologists"
- Scroll down and select the state(s) for which you are interested
- Click on "View Projections"

Note that 2004-2014 data are not available.

National, state-level, and metropolitan occupational employment and wage data for the profession of speech-language pathology are available at:

<http://www.bls.gov/oes/current/oes291127.htm>

- Wage data are presented at the 10th, 25th, 50th, 75th, and 90th percentiles.
- Data reflect May 2005.

BLS wages by area and occupation are available at:

<http://www.bls.gov/bls/blswage.htm>

- Click on "By State" under the State Wage Data heading
- Click on the state(s) for which you are interested
- Click on "Healthcare Practitioner and Technical Occupations" to locate Speech-Language Pathologists
- Scroll down and click on the State Occupational Code (SOC) Number 29-1127
- Wage data are presented at the 10th, 25th, 50th, 75th, and 90th percentiles.
- Data reflect May 2005.

General Healthcare Workforce Information

Information on the overall healthcare workforce is available from the **National Center for Health Workforce Analysis**, which operates under the U.S. Department of Health and Human Services. State health workforce profiles are presented, as are reports on the aging population, diversity in the health professions, and other topics. These reports are available at:

<http://bhpr.hrsa.gov/healthworkforce>

School Facilities

The **2006 ASHA Schools Survey** reported that 68% of school-based speech-language pathologists indicated that job openings were more numerous than job seekers. Speech-language pathologists in metropolitan/ urban areas were more likely to indicate school-based job openings without applicants (73%) compared to professionals in suburban (67%) and rural (63%) areas. The lack of speech-language pathologists was most prevalent in the Pacific (90%) and Mountain (86%) states. The greatest impact of this shortage on the delivery of speech-language pathology services was decreased quality of service and decreased opportunities for individual services.

Reports from the 2006 ASHA Schools Survey are available at:

http://www.asha.org/members/slp/schools/resources/schools_resources_data.htm

(Please note that these reports are available in the 'For ASHA Members Only' section.)

Additional data on vacancies for speech-language pathologists in school facilities are available in the **Twenty-Sixth Annual Report to Congress on the Implementation of the Individuals with Disabilities Education Act**, published in April, 2006.

Table 3-3 (in Volume II, Data Tables 3, page 316 in the PDF version) contains national and state-level data on the number of "fully certified" and "not fully certified" speech pathologists and vacant funded positions (in full-time equivalency (FTE)) to provide special education and related services for children and youth with disabilities, ages 3-21, by personnel category, in Fall 2001. According to the report, there were 36,584 fully certified and 1,456 not fully certified speech-language pathologists employed in the 50 states and the District of Columbia. Note that states use their own definition of "qualified," which typically equates to state license and not necessarily to ASHA certification. Therefore, not all individuals counted as "fully certified" would meet requirements for ASHA certification, the only standards-based criteria for being qualified to enter the practice of speech-language pathology. The report is available at:

<http://www.ed.gov/about/reports/annual/osep/2004> .

The U.S. Office of Special Education Programs conducted a **Study of Personnel Needs in Special Education (SPeNSE)** in 2000. The study was designed to address concerns about nationwide shortages in the number of personnel serving students with disabilities and the need for improvement in the qualifications of those employed in these capacities.

As part of this study, school administrators from a nationally representative sample of districts, intermediate education agencies, and state schools for students with vision and hearing impairments were asked several questions regarding personnel recruitment. Respondents reported 11,148 job openings for speech-language pathologists in school settings for the 1999-2000 academic year. Job openings were defined as positions for which personnel were actively recruited. Most of these job openings occurred in suburban areas (6,107), followed by urban (2,610) and rural (2,496) areas. School administrators were asked the extent to which specific factors created barriers to hiring qualified speech-language pathologists. From the respondents' perspective, the greatest barrier to recruiting speech-language pathologists was "shortage of qualified applicants;" 59% of respondents reported this factor as having the greatest impact on shortages. This percentage was highest in the Western geographic division of the U.S. (82%), Mountain Plains division (78%), and Southeast division (64%). More information on SPeNSE is available at www.spense.org.

Median salaries for ASHA-certified, school-based speech-language pathologists for 2000 to 2006 are presented in Table 1.

Table 1. Median annual and hourly salaries for ASHA-certified, school-based speech-language pathologists

Salary Basis	2000	2001	2002	2003	2004	2006
Basic Median Annual Salaries						
Academic (9-10 month) year basis	\$41,000	\$42,500	\$42,600	\$45,000	\$50,000	\$52,131
Calendar (11-12 month) year basis	\$39,000	\$42,000	\$55,000	\$51,000	\$54,000	\$57,000
Basic Median Hourly Salaries						
25 or fewer hours	\$40.00	\$40.00	\$41.50	\$50.00	\$50.00	\$45.13
26 or more hours	\$28.50	\$29.50	\$35.50	\$40.00	\$40.33	\$40.00

The 2006 Schools Survey—Salary Report is available at:
http://www.asha.org/members/slp/schools/resources/schools_resources_data.htm
 (Please note that this report is available in the 'For ASHA Members Only' section.)

Health Care Facilities

The **2005 ASHA Speech-Language Pathology Health Care Survey** reported that, overall, 60% of speech-language pathologists in health care settings reported that job openings were more numerous than job seekers. The response ranged from 52% for those in pediatric hospitals to 65% for those in home/health/client's home. In addition, 41% indicated that their facility currently had funded unfilled positions for speech-language pathologists. The largest percentages of unfilled positions were found in pediatric hospitals and home health/client's home settings, where 51% and 48% of respondents, respectively, indicated one or more speech-language pathology positions were unfilled. Job openings were more numerous in rural areas (64%) than

in metropolitan/urban and suburban areas (58% and 60%, respectively). Reports from the 2005 ASHA Speech-Language Pathology Health Care Survey are available at:

http://www.asha.org/members/slp/healthcare/healthcare_survey.htm

(Please note that these reports are available in the 'For ASHA Members Only' section.)

Based on the **2003** ASHA Speech-Language Pathology Health Care Survey, the majority of respondents from all practice settings reported having difficulty hiring qualified speech-language pathologists. This ranged from a low of 63% for respondents from general hospitals to a high of 79% from respondents from skilled nursing facilities. The most frequently cited reasons for difficulty in hiring were: a lack of qualified speech-language pathologists, non-competitive salary and benefits, undesirable working conditions, and undesirable geographic location. Respondents from skilled nursing facilities appeared to have the greatest difficulty hiring qualified speech-language pathologists. Write-in comments confirmed the reasons cited above and added concerns such as: location was not close to a university, inefficient recruiting, and unavailability of bilingual speech-language pathologists. Overall, the majority of respondents reported that recruiting was conducted using local advertising and networking with professional contacts. A majority of respondents from pediatric hospitals reported they also use national advertising, while skilled nursing facilities were the largest users of professional recruiters.

Median salaries for ASHA-certified speech-language pathologists in hospital, residential health care, and nonresidential health care facilities for 2000 to 2005 are presented in Table 2.

Table 2. Median annual and hourly salaries for ASHA-certified, health care-based speech-language pathologists

Facility Salary Basis	2000	2001	2002	2003	2005
<i>Hospital</i>					
Basic Median Annual Salaries					
Calendar (11-12 month) year basis	\$45,000	\$48,680	\$50,250	\$52,000	\$60,000
Basic Median Hourly Salaries					
25 or fewer hours	\$25.75	\$25.00	\$27.29	\$30.00	\$30.00
26 or more hours	\$23.27	\$25.00	\$24.00	\$25.91	\$29.50
<i>Residential Health Care</i>					
Basic Median Annual Salaries					
Calendar (11-12 month) year basis	\$50,000	\$52,900	\$55,000	\$62,000	\$68,200
Basic Median Hourly Salaries					
25 or fewer hours	\$25.00	\$26.01	\$35.00	\$37.50	\$35.00
26 or more hours	\$25.20	\$25.50	\$26.62	\$28.00	\$32.00
<i>Nonresidential Health Care</i>					
Basic Median Annual Salaries					
Calendar (11-12 month) year basis	\$43,000	\$42,852	\$47,000	\$50,000	\$56,000
Basic Median Hourly Salaries					
25 or fewer hours	\$45.00	\$49.00	\$45.00	\$50.00	\$50.00
26 or more hours	\$27.00	\$28.00	\$28.50	\$38.50	\$33.80

Enrollments and Graduations in Communication Sciences and Disorders Programs

The **Council of Academic Programs in Communication Sciences and Disorders (CAPCSD)** conducts a regular (i.e., annual from 1982-83 through 1986-87, biannual thereafter) demographic survey of undergraduate and graduate programs in communication sciences and disorders. According to the most recent CAPCSD demographic survey (2000-01), the number of master's programs in speech-language pathology has increased from 223 programs in 1994-95, to 233 programs in 1996-97, to 242 programs in 1998-99, and to 244 programs in 2000-01.

Table 3 presents data on the number of master's students who applied, were admitted, and who enrolled in graduate programs from 1994-95 to 2000-01. Note that separate data for speech-language pathology, audiology, and speech and hearing science programs are not available.

Table 3. Number of Master's Students^a Who Applied, Were Admitted, and Who Enrolled in Graduate Programs, 1994-95 to 2000-01

Academic Year ^b	Applied/Enrolled			Applied/Admitted			Admitted/Enrolled		
	# Applied	# Enrolled	% Enrolled	# Applied	# Admitted	% Admitted	# Admitted	# Enrolled	% Enrolled
1994-95	21,631	4,478	20.7%	21,631	6,498	30.0%	6,498	4,478	68.9%
1996-97	26,912	4,660	17.3%	26,912	7,225	26.8%	7,225	4,660	64.5%
1998-99	26,296	5,127	19.5%	26,296	8,000	30.4%	8,000	5,127	64.1%
2000-01	15,464	3,733	24.1%	15,464	6,650	43.0%	6,650	3,733	56.1%

^aData reflect all master's-level students in communication sciences and disorders programs combined; separate data for speech-language pathology, audiology, and speech and hearing science programs are not available.
^b1994-95—77% of programs reporting; 1996-97—76% of programs reporting; 1998-99—73% of programs reporting; 2000-01—56% of programs reporting.
Source: Council of Academic Programs in Communication Sciences and Disorders, 1994-95, 1996-97, 1998-99, and 2000-01 Surveys of Undergraduate and Graduate Programs.

As noted in Table 3, the percent of master's student applicants who were admitted has increased between 1996-97 and 2000-01 from 26.8% to 43.0%, while the percent who were admitted and enrolled decreased during the same period (from 64.5% to 56.1%).

According to the survey, there was a slight decrease (4%) in the number of enrollments between 1998-99 and 2000-01. The number of speech-language pathology master's-level students was at an all-time high in 1998-99 (12,075), but decreased to 11,616 students in the 2000-01 academic year. Small decreases were noted in the number of master's degrees awarded in speech-language pathology between 1997-98 and 1999-00 (5,819 to 5,692, respectively). The number of master's degrees awarded in 1999-00 (5,692) reflects a 61% increase over the number of degrees granted a decade ago (3,528). The survey report is available at:

<http://www.capcsd.org/survey/2002/2000-01DemographicsSurvey.pdf>

Additional Association Resources and Efforts to Monitor Supply and Demand

The Association publishes **annual demographic reports** on the number of individuals who hold the ASHA Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP). At year-end 2005, more than 106,000 individuals held the CCC-SLP. This represents a 4% increase from 2004. The number of CCC-SLP holders has increased by 58% over the last decade, from 67,201 in 1995 to 106,105 in 2005. The most current report (i.e., year-end 2005) is available at: <http://www.asha.org/about/membership-certification/member-counts.htm>

The demographic reports present data on employment status, primary employment facility, primary employment function, private practice status, age, race, ethnicity, and gender. Of particular interest are the trends noted in the percentage of speech-language pathologists who reported their primary employment facility as a school setting versus a health care setting between 1998 and 2005. These data are presented in Table 4.

Table 4. Number of ASHA Certified Speech-Language Pathologists, 1998-2005

Year	School	Health Care			
		Hospital	Residential Health Care Facility	Nonresidential Health Care Facility	All Health Care Facilities Combined ^a
1998	52.6%	15.6%	11.7%	11.7%	39.1%
1999	53.7%	15.7%	10.1%	12.1%	38.0%
2000	54.6%	15.5%	8.9%	12.6%	37.0%
2001	54.7%	15.5%	8.8%	12.6%	36.8%
2002	55.7%	14.6%	8.1%	12.9%	35.6%
2003	55.9%	14.4%	7.8%	13.0%	35.2%
2004	55.5%	14.4%	7.7%	13.3%	35.4%
2005	55.4%	14.1%	7.8%	13.6%	35.5%

^aIndividual health care facility percentages may not total to the exact combined percentage because of rounding.
Source: ASHA Year-End Counts.

A report on **Personnel-to-Population Ratios** by state also is available on the ASHA web site at: <http://asha.org/members/research/reports/personnel.htm>.
(Please note that this report is available in the 'For ASHA Members Only' section.)

For additional information about the materials presented in this resource list, please contact:

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