



Supply and Demand Resource List for Health Care-Based Speech-Language Pathologists

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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 7% to 13%) through the year 2016 (www.bls.gov/oco/ocos099.htm#outlook). 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 (www.bls.gov/opub/ooq/2005/winter/art02.pdf, page 20).

According to the BLS, 12,000 additional speech-language pathologists will be needed to fill the demand between 2006 and 2016—an 11% increase in job openings. Openings are due to growth and net replacements (www.bls.gov/oco/ocos099.htm#outlook).

The BLS *Occupational Outlook Handbook (OOH)*, 2008–09 Edition, is available on the BLS Web site at www.bls.gov/oco/home.htm.

- Use the *OOH* Index to locate data for the speech-language pathology profession.

BLS state occupational projections for 2006–2016 are available on the Projections Central Web site at www.projectionscentral.com/.

- Click on “2006–2016 Long Term Projections.”
- Scroll down to “Speech-Language Pathologists.”
- Scroll down and select the state(s) for which you are interested.
- Click on “View Projections.”

National, state-level, and metropolitan occupational employment and wage data for the profession of speech-language pathology are available on the BLS Web site at www.bls.gov/oes/current/oes291127.htm.

- Wage data are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Data reflect May 2007.

BLS wages by area and occupation are available on the BLS Web site at 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.
- Scroll down to occupation code 29-1127 and click on “Speech-Language Pathologists.”
- Wage data are presented at the 10th, 25th, 50th (median), 75th, and 90th percentiles.
- Data reflect May 2007.

General Health Care Workforce Information

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 (DHHS). State health workforce profiles (published in 2004 and 2000) are presented, as are reports on the aging population, diversity in the health professions, and other topics. These reports are available on the DHHS Web site at www.bhpr.hrsa.gov/healthworkforce, under the “All Reports” link.

The **Center for Health Workforce Studies** (CHWS), a not-for-profit research organization, released a report in May 2008 summarizing labor projections for the period 2006 through 2016 for health care settings and occupations (including speech-language pathologist). The report, “Health Care Employment Projections: An Analysis of Bureau of Labor Statistics Occupational Projections, 2006–2016,” is available on the CHWS Web site at <http://chws.albany.edu/index.php?id=11,0,0,1,0,0>.

In collaboration with the North Carolina Health Professions Data System, **The North Carolina Hospital Association** (NCHA) released a report in July 2008 titled “North Carolina Hospital Workforce Trend Analysis, 2004-2006.” The report indicates that for some hospital professions, including speech-language pathology, North Carolina hospitals have used contract and supplemental staff more than for other professions, indicating relatively tight labor market conditions for these professions. Additionally, for varied reasons, some hospital professions, including speech-language pathology, have experienced comparatively high turnover rates. The report is available on NCHA’s Web site at www.ncha.org/docs/workforcereport08.pdf.

Enrollments and Graduations in Communication Sciences and Disorders Programs

The **Council of Academic Programs in Communication Sciences and Disorders (CAPCSD)** periodically conducts a 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 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.

The percentage of master’s student applicants who were admitted to graduate programs increased between 1996–97 and 2000–01 from 26.8% to 43.0%, while the percentage who were admitted and enrolled decreased during the same period (from 64.5% to 56.1%; see Table 1 below).

Table 1. Number of Master’s Students Who Applied, Who Were Admitted, and Who Enrolled in Graduate Programs, 1994-95 to 2000-01.

Academic Year ^a	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%

Note. Data 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. From Council of Academic Programs in Communication Sciences and Disorders, 1994–95, 1996–97, 1998–99, and 2000–01 Surveys of Undergraduate and Graduate Programs.

^aFor 1994–95, 77% of programs reported; for 1996–97, 76% of programs reported; for 1998–99, 73% of programs reported; for 2000–01, 56% of programs reported.

According to the 2000–01 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 1999–2000 (5,819 to 5,692, respectively). The number of master’s degrees awarded in 1999–2000 (5,692) reflects a 61% increase over the number of degrees granted a decade previously (3,528). The survey report is available on the CAPCSD Web site at www.capcsd.org/survey/2002/2000-01DemographicsSurvey.pdf.

ASHA Resources on Speech-Language Pathologist Supply and Demand and Wages

ASHA 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 2007, more than 113,000 individuals held the CCC-SLP. This represents a 3% increase from 2006. The number of CCC-SLP holders increased by 50% from 1997 to 2007, from 75,900 to 113,972. The reports are available on the ASHA Web site at www.asha.org/about/membership-certification/member-counts.htm.

The demographic reports present data on employment status, primary employment facility and 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 2007. These data are presented in Table 2 below.

Table 2. Percentage of ASHA-Certified Speech-Language Pathologists in School and Health Care Facilities, 1998–2007.

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%
2006	55.5%	13.6%	7.9%	13.7%	35.3%
2007	55.4%	13.7%	7.9%	13.8%	35.3%

Note. Data are from ASHA year-end counts.
^aIndividual health care facility percentages may not total to the exact combined percentage because of rounding.

A report on **personnel-to-population ratios** by state also is available on the ASHA Web site at www.asha.org/members/research/reports/personnel.htm.

The **2007 ASHA Speech-Language Pathology Health Care Survey** reported that, overall, 59% of speech-language pathologists in health care settings indicated that job openings were more numerous than job seekers. The response ranged from 51% for those in general medical and rehabilitation hospitals to 66% for those in skilled nursing facilities. In addition, 38% indicated that their facility currently had funded, unfilled positions for speech-language pathologists. The most unfilled positions were found in pediatric hospitals, where 54% of respondents indicated one or more speech-language pathology positions were unfilled. Job openings were more numerous in rural areas (66%) than in metropolitan/urban and suburban areas (56% and 59%, respectively). These data are presented in the *2007 ASHA Speech-Language Pathology Health Care Survey Workforce/Work Conditions Report*. The report is available on the ASHA Web site at www.asha.org/NR/rdonlyres/F43B82C4-388D-4C5A-86AE-54EE6980E7FB/0/HC07WorkforceRprt.pdf.

The *2007 ASHA Speech-Language Pathology Health Care Survey Annual and Hourly Salary Reports* provide information on the median salaries of ASHA-certified speech-language pathologists by facility and function, highest level of academic degree, geographic region, and other variables. These and other survey reports are available on the ASHA Web site at: www.asha.org/about/membership-certification/member-data/HealthcareSurvey07.htm

The highest current median annual salary reported in the 2007 health care survey was \$75,000 for speech-language pathologists in a residential health care setting (see Table 3).

Table 3. Median Annual and Hourly Salaries for ASHA-Certified, Health Care-Based Speech-Language Pathologists.

Facility Salary Basis	2001	2002	2003	2005	2007
<i>Hospital</i>					
Basic Median Annual Salaries					
	\$48,680	\$50,250	\$52,000	\$60,000	\$62,086
Basic Median Hourly Salaries					
25 or fewer hours	\$25.00	\$27.29	\$30.00	\$30.00	\$35.00
26 or more hours	\$25.00	\$24.00	\$25.91	\$29.50	\$32.00
<i>Residential Health Care</i>					
Basic Median Annual Salaries					
	\$52,900	\$55,000	\$62,000	\$68,200	\$75,000
Basic Median Hourly Salaries					
25 or fewer hours	\$26.01	\$35.00	\$37.50	\$35.00	\$40.50
26 or more hours	\$25.50	\$26.62	\$28.00	\$32.00	\$33.92
<i>Nonresidential Health Care</i>					
Basic Median Annual Salaries					
	\$42,852	\$47,000	\$50,000	\$56,000	\$61,000
Basic Median Hourly Salaries					
25 or fewer hours	\$49.00	\$45.00	\$50.00	\$50.00	\$52.75
26 or more hours	\$28.00	\$28.50	\$38.50	\$33.80	\$40.00

Note. From 2001, 2002, and 2003 ASHA Omnibus Surveys and 2005 and 2007 ASHA SLP Health Care Surveys.

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

American Speech-Language-Hearing Association
Gail Brook ♦ Surveys and Information Team
800-498-2071, ext. 8737 ♦ gbrook@asha.org