
Virginia's Speech-Language Pathology Workforce: 2013

Healthcare Workforce Data Center

July 2014

Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

More than 2,500 Speech-Language Pathologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology & Speech-Language Pathology express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Jaime H. Hoyle, J.D.
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Justin Crow, MPA
Research Analyst

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

The Board of Audiology & Speech-Language Pathology

Chair

A. Tucker Gleason, Ph.D., CCC-A
Jeffersonton

Vice-Chair

Laura Purcell Verdun, MA, CCC-SLP
Oak Hill

Members

Lillian Beasley Beahm, Au.D., CCC-A
Roanoke

George T. Hashisaki, MD
Charlottesville

Wanda L. Pritekel, MA, CCC-SLP
Warrenton

Ronald Spencer, RN
Midlothian

Harold Sayles, Ph.D.
Henrico

Contents

Results in Brief.....	2
Survey Response Rates.....	3
The Workforce.....	4
Demographics.....	5
Background	6
Education	8
Specializations & Credentials.....	9
Current Employment Situation	10
Employment Quality.....	11
2013 Labor Market	12
Work Site Distribution	13
Establishment Type	14
Time Allocation	16
Patient Workload	17
Retirement & Future Plans	18
Full-Time Equivalency Units.....	20
Maps	21
Council on Virginia’s Future Regions	21
Area Health Education Center Regions	22
Workforce Investment Areas	23
Health Services Areas	24
Planning Districts.....	25
Appendix	26
Weights	26

The Speech-Language Pathology Workforce: At a Glance:

The Workforce

Licensees:	3,468
Virginia's Workforce:	2,993
FTEs:	2,358

Background

Rural Childhood:	31%
HS Degree in VA:	44%
Prof. Degree in VA:	46%

Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	55%
Satisfied?:	95%

Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	85%

Education

Masters:	98%
Doctorate - SLP:	2%

Job Turnover

Switched Jobs in 2013:	8%
Employed over 2 yrs:	61%

Demographics

Female:	97%
Diversity Index:	24%
Median Age:	40

Finances

Median Inc.:	\$50k-\$60k
Health Benefits:	54%
Under 40 w/ Ed debt:	66%

Primary Roles

Client Care:	77%
Administration:	6%
Non-Clinical Educ.:	1%

Source: Va. Healthcare Workforce Data Center

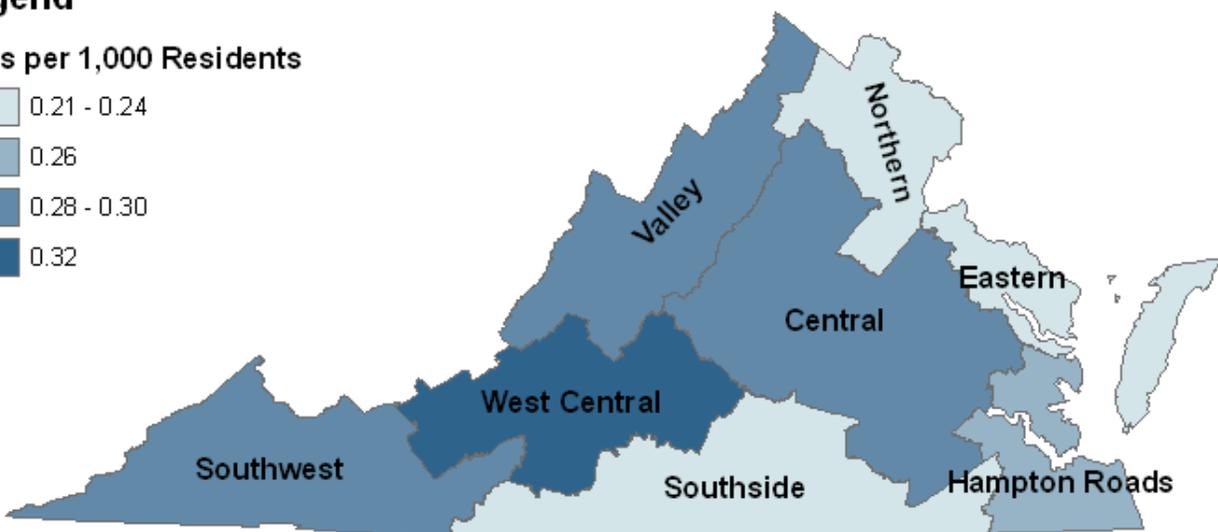
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

0.21 - 0.24
0.26
0.28 - 0.30
0.32



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



2,553 speech-language pathologists (SLPs) voluntarily took part in the 2013 Speech-Language Pathologist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for SLPs. These survey respondents represent 74% of the 3,468 SLPs who are licensed in the state and 85% of renewing practitioners.

The HWDC estimates that 2,993 SLPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a SLP at some point in the future. Virginia's SLP workforce provided 2,358 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

97% of SLPs are female, and the median age of all SLPs is 40. In a random encounter between two SLPs, there is an approximately one-in-four chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. Meanwhile, the diversity index for those SLPs who are under the age of 40 is slightly higher at 26%.

Nearly one-third of SLPs grew up in a rural area, and 21% of these professionals currently work in non-Metro areas of the state. Meanwhile, 44% of Virginia's SLPs graduated from high school in Virginia, and 46% received their initial professional degree in the state. In total, more than half of Virginia's SLP workforce has some educational background in the state.

98% of SLPs hold a Masters degree as their highest professional degree, while the remaining 2% hold a Doctorate. Two-thirds of SLPs who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$30,000 and \$40,000.

94% of SLPs are currently employed in the profession, and less than 1% of SLPs are involuntarily unemployed. 55% of SLPs hold one full-time position, while another 21% hold two or more position. 61% of SLPs have been at their primary work location for at least two years, and just 8% have switched jobs at some point in the past year.

The median annual income for SLPs is between \$50,000 and \$60,000, while one-quarter earn more than \$80,000 per year. In addition, nearly three-quarters of Virginia's SLP workforce receive at least one employer-sponsored benefit, including 54% who receive employer-sponsored health insurance. 95% of SLPs indicate they are satisfied with their current employment situation, including 60% who indicate they are "very satisfied".

Nearly one-third of SLPs work in Northern Virginia, while another 22% work in Central Virginia. Approximately two-thirds of SLPs work in the private sector, including 45% who work at a for-profit company. One-third of SLPs work at a school that provides care to clients, while another 15% works at a skilled nursing facility.

A typical SLP spends between 70% and 80% of their time in client care activities, with most of the remaining time spent on administrative duties. 77% of SLPs serve a client care role, meaning that at least 60% of their time is spent in client care activities, while just 6% serve an administrative role.

44% of SLPs expect to retire by the age of 65. 17% of the workforce expects to retire in the next decade, while half the current workforce expects to retire by 2043. Over the next two years, 5% of SLPs plan on leaving either the state or the profession. Meanwhile, 18% of SLPs expect to pursue additional educational opportunities in the next two years, and 14% plan on increasing client care activities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	2,875	83%
New Licensees	357	10%
Non-Renewals	236	7%
All Licensees	3,468	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 85% of renewing SLPs submitted a survey. These represent 74% of SLPs who held a license at some point in 2013.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	179	350	66%
30 to 34	149	441	75%
35 to 39	112	403	78%
40 to 44	101	403	80%
45 to 49	78	254	77%
50 to 54	74	221	75%
55 to 59	62	202	77%
60 and Over	160	279	64%
Total	915	2,553	74%
New Licenses			
Issued in 2013	234	123	34%
Metro Status			
Non-Metro	60	185	76%
Metro	610	2,061	77%
Not in Virginia	245	302	55%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed SLPs

Number:	3,468
New:	10%
Not Renewed:	7%

Survey Response Rates

All Licensees:	74%
Renewing Practitioners:	85%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	2,553
Response Rate, all licensees	74%
Response Rate, Renewals	85%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2013.
- 2. Target Population:** All SLPs who held a Virginia license at some point in 2013.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some SLPs newly licensed in 2013.

At a Glance:

Workforce

2013 SLP Workforce: 2,993
 FTEs: 2,358

Utilization Ratios

Licensees in VA Workforce: 86%
 Licensees per FTE: 1.47
 Workers per FTE: 1.27

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2013 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's SLP Workforce		
Status	#	%
Worked in Virginia in Past Year	2,911	97%
Looking for Work in Virginia	82	3%
Virginia's Workforce	2,993	100%
Total FTEs	2,358	
Licensees	3,468	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	3	1%	467	99%	470	16%
30 to 34	10	2%	480	98%	490	17%
35 to 39	15	3%	430	97%	445	15%
40 to 44	7	2%	412	98%	420	14%
45 to 49	9	3%	269	97%	279	10%
50 to 54	11	5%	236	95%	248	8%
55 to 59	5	2%	217	98%	222	8%
60 +	28	8%	331	92%	359	12%
Total	89	3%	2,844	97%	2,933	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	64%	2,546	87%	1,194	85%
Black	19%	194	7%	102	7%
Asian	6%	56	2%	35	3%
Other Race	0%	22	1%	15	1%
Two or more races	2%	38	1%	14	1%
Hispanic	8%	78	3%	37	3%
Total	100%	2,934	100%	1,397	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 97%
% Under 40 Female: 98%

Age

Median Age: 40
% Under 40: 48%
% 55+: 20%

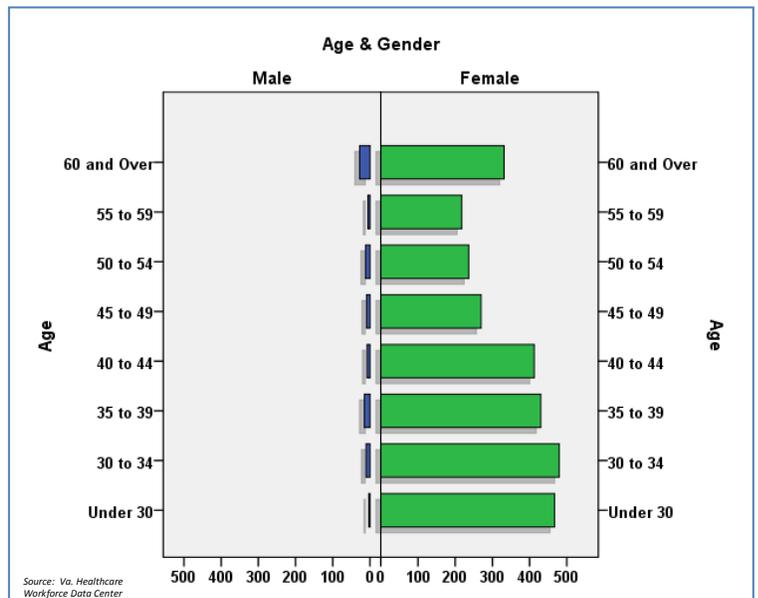
Diversity

Diversity Index: 24%
Under 40 Div. Index: 26%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two SLPs, there is a 24% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 54%.

97% of all SLPs are women, including 98% of SLPs under the age of 40. The median age of SLPs is 40.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 10%
Rural Childhood: 31%

Virginia Background

HS in Virginia: 44%
Prof. Education in VA: 46%
HS/Prof. Educ. in VA: 53%

Location Choice

% Rural to Non-Metro: 21%
% Urban/Suburban to Non-Metro: 5%

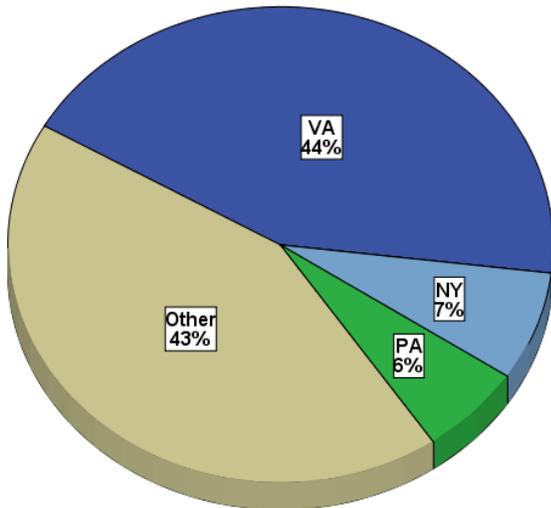
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	23%	66%	11%
2	Metro, 250,000 to 1 million	44%	46%	10%
3	Metro, 250,000 or less	33%	56%	11%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	55%	38%	8%
6	Urban pop, 2,500-19,999, Metro adj	63%	30%	7%
7	Urban pop, 2,500-19,999, nonadj	75%	16%	10%
8	Rural, Metro adj	64%	33%	2%
9	Rural, nonadj	65%	35%	0%
Overall		31%	59%	100%

Source: Va. Healthcare Workforce Data Center

High School Location

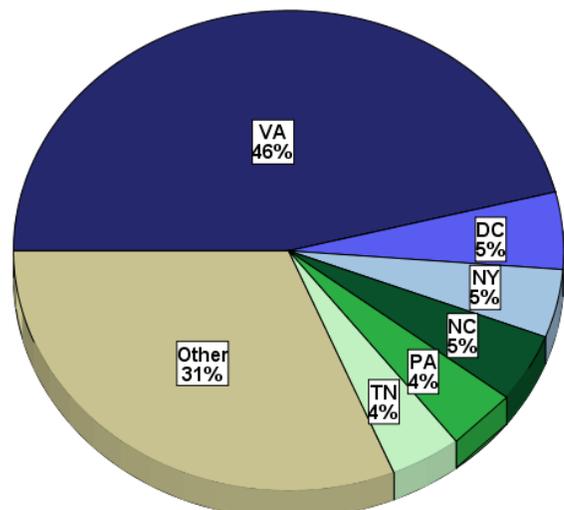


Source: Va. Healthcare Workforce Data Center

More than half of all SLPs have a background (i.e., a high school or professional degree) in the state.

31% of SLPs grew up in self-described rural areas, but just 10% of all SLPs currently work in non-Metro counties.

Location, Initial Professional Degree



Source: Va. Healthcare Workforce Data Center

Top Ten States for SLP Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	1,283	Virginia	1,339
2	New York	219	Washington, D.C.	151
3	Pennsylvania	183	North Carolina	134
4	New Jersey	117	New York	133
5	Maryland	96	Tennessee	121
6	North Carolina	96	Pennsylvania	120
7	Florida	87	Maryland	89
8	West Virginia	86	Florida	83
9	Ohio	70	Ohio	73
10	Outside of U.S.	67	West Virginia	50

Source: Va. Healthcare Workforce Data Center

44% of Virginia's SLPs received their high school degree in Virginia, and 46% received their initial professional degree in the state.

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	420	Virginia	449
2	New York	78	North Carolina	57
3	Pennsylvania	58	Washington, D.C.	56
4	New Jersey	40	New York	50
5	North Carolina	39	Maryland	43
6	Ohio	37	Florida	41
7	Maryland	37	Pennsylvania	38
8	Florida	35	Tennessee	35
9	West Virginia	28	Ohio	25
10	Outside of U.S.	23	California	21

Source: Va. Healthcare Workforce Data Center

Among SLPs who have been licensed in the past five years, 40% received their high school degree in Virginia, and 43% received their initial professional degree in the state.

14% of licensed SLPs did not participate in Virginia's workforce in 2013. 90% of these SLPs worked at some point in the past year, and 85% currently work as SLPs.

At a Glance:

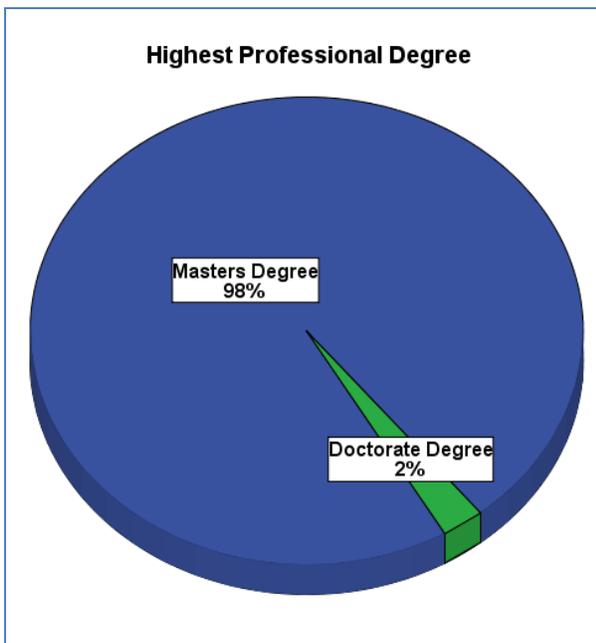
Not in VA Workforce

Total:	477
% of Licensees:	14%
Federal/Military:	8%
Va Border State/DC:	30%

A Closer Look:

Highest Professional Degree		
Degree	#	%
Masters Degree	2,837	98%
Doctorate - SLP	50	2%
Other Doctorate	23	1%
Total	2,909	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of SLPs currently have educational debt, including two-thirds of those under the age of 40. For those with educational debt, the median amount is between \$30,000 and \$40,000.

At a Glance:

Education
 Masters: 98%
 Doctorate - SLP: 2%

Educational Debt
 Carry debt: 40%
 Under age 40 w/ debt: 66%
 Median debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center

98% of SLPs hold a Masters degree as their highest professional degree, while approximately 2% have earned a Doctorate.

Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
None	1,539	60%	430	34%
Less than \$10,000	137	5%	87	7%
\$10,001-\$20,000	161	6%	120	10%
\$20,001-\$30,000	133	5%	110	9%
\$30,001-\$40,000	115	4%	97	8%
\$40,001-\$50,000	118	5%	98	8%
\$50,001-\$60,000	108	4%	91	7%
\$60,001-\$70,000	67	3%	58	5%
\$70,001-\$80,000	52	2%	41	3%
\$80,001-\$90,000	34	1%	27	2%
\$90,001-\$100,000	36	1%	32	3%
Over \$100,000	76	3%	64	5%
Total	2,575	100%	1,256	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

Swallowing:	34%
Child Language:	30%
School/Pediatrics:	26%

Top Credentials

CCC-SLP:	89%
VitalStim Certified:	16%
DOE Endorsement:	8%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties		
Specialty	#	%
Swallowing & Swallowing Disorders	1,028	34%
Child Language	894	30%
School/Pediatrics	785	26%
Autism	745	25%
Geriatrics	603	20%
Child/Infant	555	19%
Medical	408	14%
Brain Injury	398	13%
Fluency Disorders	240	8%
Voice	227	8%
Deaf and Hard of Hearing	172	6%
Other	265	9%
Have at least 1 Specialty	2,224	74%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
CCC-SLP: Speech-Language Pathology	2,676	89%
VitalStim Certified	491	16%
DOE Endorsement	226	8%
CF-SLP Fellowship	74	2%
CBIS: Certified Brain Injury Specialist	24	1%
CCC-A: Audiology	14	0%
BRS-S: Swallowing	10	0%
BRS-FD: Fluency Disorders	6	0%
BRS-CL: Child Language	4	0%
Other	112	4%
Have at least 1 Credential	2,784	93%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of all SLPs have at least one self-designated specialty, and 93% have at least one credential. Swallowing & Swallowing Disorders is the most common self-designated specialization, while CCC-SLP is the most common credential.

At a Glance:

Employment

Employed in Profession: 94%
Involuntarily Unemployed: 0%

Positions Held

1 Full-time: 55%
2 or More Positions: 21%

Weekly Hours:

40 to 49: 43%
60 or more: 3%
Less than 30: 21%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	3	0%
Employed in a SLP-related capacity	2,752	94%
Employed, NOT in a SLP-related capacity	62	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	4	0%
Voluntarily unemployed	98	3%
Retired	13	1%
Total	2,933	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	115	4%
One Part-Time Position	564	19%
Two Part-Time Positions	183	6%
One Full-Time Position	1,599	55%
One Full-Time Position & One Part-Time Position	364	13%
Two Full-Time Positions	5	0%
More than Two Positions	70	2%
Total	2,900	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	115	4%
1 to 9 hours	141	5%
10 to 19 hours	170	6%
20 to 29 hours	282	10%
30 to 39 hours	620	22%
40 to 49 hours	1,246	43%
50 to 59 hours	221	8%
60 to 69 hours	67	2%
70 to 79 hours	9	0%
80 or more hours	5	0%
Total	2,876	100%

Source: Va. Healthcare Workforce Data Center

94% of licensed SLPs are employed in the profession, and less than 1% are involuntary unemployed. 55% of SLPs have full-time work, while more than one-in-five have two or more positions. 43% of SLPs work between 40 and 49 hours per week, while just 3% of SLPs work at least 60 hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	19	1%
\$20,000 or less	168	7%
\$20,001-\$30,000	112	5%
\$30,001-\$40,000	181	8%
\$40,001-\$50,000	303	13%
\$50,001-\$60,000	482	20%
\$60,001-\$70,000	386	16%
\$70,001-\$80,000	309	13%
\$80,001-\$90,000	230	10%
\$90,001-\$100,000	90	4%
\$100,001-\$110,000	44	2%
\$110,001-\$120,000	14	1%
\$120,000 and over	32	1%
Total	2,369	100%

Employer-Sponsored Benefits		
Benefit	#	%
Paid Sick Leave	1,577	57%
Paid Vacation	1,503	55%
Health Insurance	1,498	54%
Dental Insurance	1,412	51%
Retirement	1,405	51%
Group Life Insurance	960	35%
Signing/Retention Bonus	205	7%
Receive at least one benefit*	2,002	73%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

95% of SLPs are currently satisfied with their jobs, including 60% who are very satisfied.

At a Glance:

Hourly Earnings

Median Income: \$50k-\$60k

Middle 50%: \$40k-\$80k

Benefits

Employer Health Insurance: 54%

Employer Retirement: 51%

Satisfaction

Satisfied: 95%

Very Satisfied: 60%

The median annual income for SLPs is between \$50,000 and \$60,000, while one-quarter earn more than \$80,000 per year. Nearly three-quarters of SLPs receive at least one employer-sponsored benefit, including 54% who receive health insurance.

Job Satisfaction

Level	#	%
Very Satisfied	1,705	60%
Somewhat Satisfied	982	35%
Somewhat Dissatisfied	116	4%
Very Dissatisfied	21	1%
Total	2,824	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	47	2%
Experience Voluntary Unemployment?	164	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	96	3%
Work two or more positions at the same time?	725	24%
Switch employers or practices?	253	8%
Experienced at least 1	1,056	35%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia's SLPs were involuntary unemployed at some point in 2013. For comparison, Virginia's average monthly unemployment rate was 5.5%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	51	2%	58	7%
Less than 6 Months	253	9%	139	17%
6 Months to 1 Year	224	8%	93	12%
1 to 2 Years	559	20%	175	22%
3 to 5 Years	587	21%	162	20%
6 to 10 Years	499	18%	80	10%
More than 10 Years	593	21%	88	11%
Subtotal	2,766	100%	796	100%
Did not have location	98		2,153	
Item Missing	130		44	
Total	2,993		2,993	

Source: Va. Healthcare Workforce Data Center

46% of SLPs receive a salary or commission at their primary work location, while 40% receive an hourly wage.

At a Glance:

Unemployment Experience 2013

Involuntarily Unemployed: 2%
Underemployed: 3%

Stability

Switched: 8%
New Location: 26%
Over 2 years: 61%
Over 2 yrs, 2nd location: 41%

Employment Type

Salary/Commission: 46%
Hourly Wage: 40%

Source: Va. Healthcare Workforce Data Center

61% of SLPs have worked at their primary work location for at least 2 years.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,059	46%
Hourly Wage	931	40%
By Contract	227	10%
Business/ Practice Income	71	3%
Unpaid	10	0%
Subtotal	2,299	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics for 2013. The not seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

Top Region:	32%
Top 3 Regions:	73%
Lowest Region:	1%

Locations

2 or more (2013):	28%
2 or more (Now*):	26%

Source: Va. Healthcare Workforce Data Center

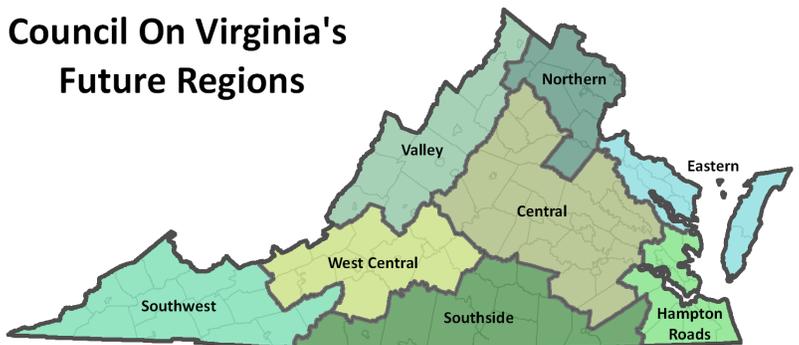
Nearly one-third of SLPs work in Northern Virginia, while another 22% work in Central Virginia. Meanwhile, Eastern Virginia has the lowest concentration of SLPs in the state.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	614	22%	137	17%
Eastern	41	1%	15	2%
Hampton Roads	535	19%	133	16%
Northern	878	32%	243	30%
Southside	85	3%	36	4%
Southwest	140	5%	46	6%
Valley	167	6%	45	6%
West Central	272	10%	80	10%
Virginia Border State/DC	20	1%	27	3%
Other US State	20	1%	54	7%
Outside of the US	0	0%	2	0%
Total	2,772	100%	818	100%
Item Missing	125		22	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



69% of SLPs had just one work location in 2013, while another 28% had at least two work locations during the year.

Locations	Number of Work Locations			
	Work Locations in 2013		Work Locations Now*	
	#	%	#	%
0	98	3%	114	4%
1	2,056	69%	1,972	69%
2	406	14%	402	14%
3	297	10%	279	10%
4	55	2%	30	1%
5	27	1%	12	0%
6 or More	54	2%	29	1%
Total	2,993	100%	2,838	100%

*At the time of survey completion, December 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,197	45%	549	70%
Non-Profit	523	20%	107	14%
State/Local Government	896	34%	122	16%
Veterans Administration	13	0%	0	0%
U.S. Military	8	0%	1	0%
Other Federal Gov't	10	0%	3	0%
Total	2,647	100%	782	100%
Did not have location	98		2,153	
Item Missing	249		57	

At a Glance: (Primary Locations)

Sector

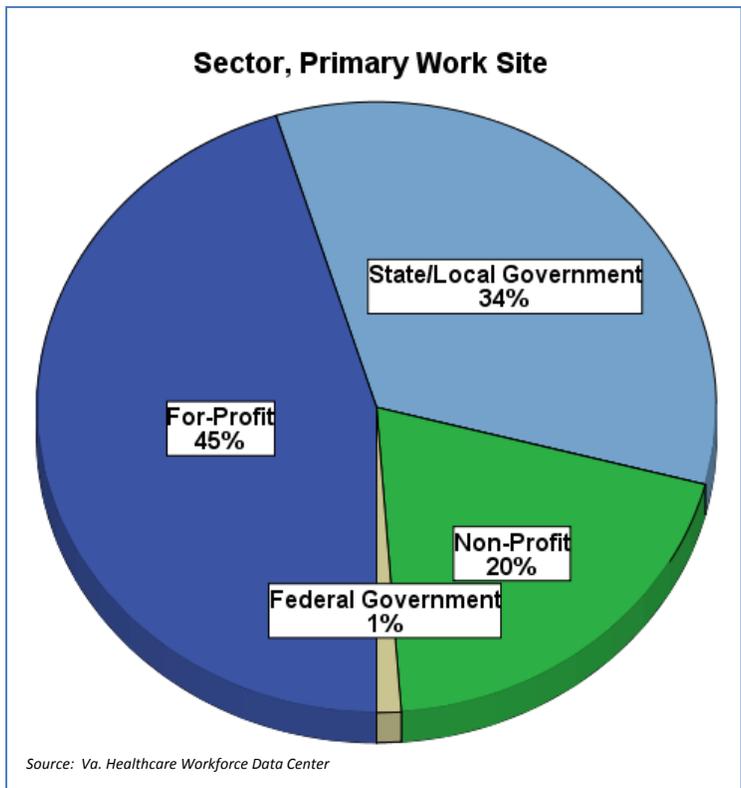
For Profit:	45%
Federal:	1%

Top Establishments

School (Providing Care To Clients):	33%
Skilled Nursing Facility:	15%
Private Practice (Group):	10%

Source: Va. Healthcare Workforce Data Center

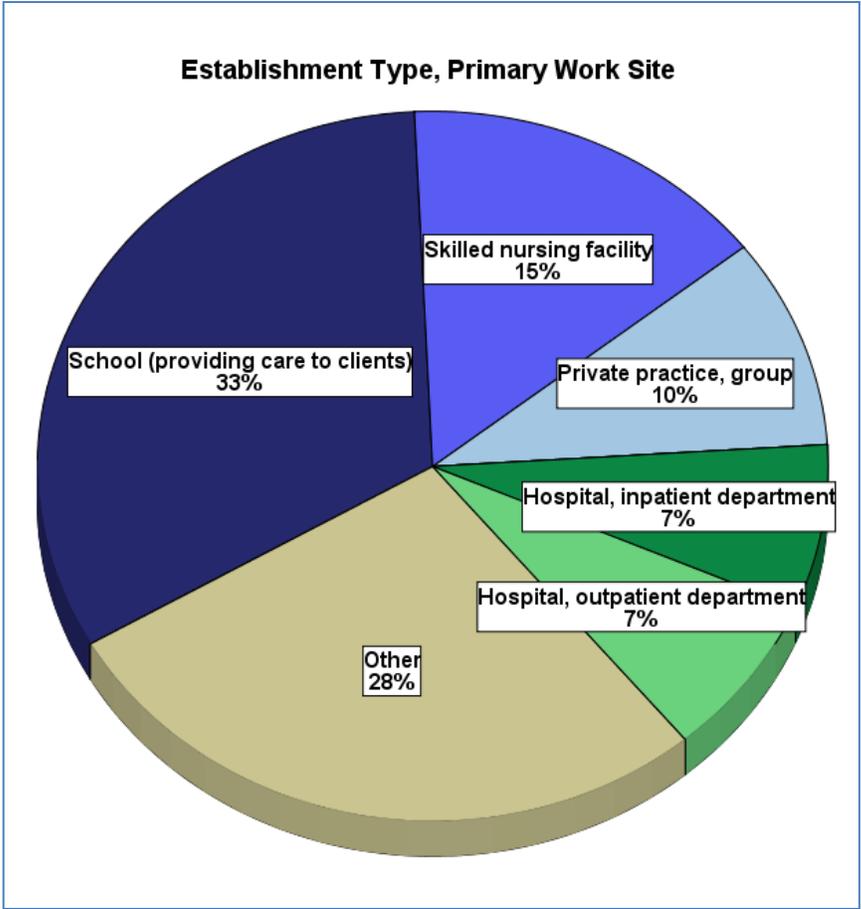
45% of SLPs work at a for-profit company, while another 34% work in state or local government. Another 20% of SLPs work in the non-profit sector.



Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	836	33%	78	10%
Skilled Nursing Facility	389	15%	146	19%
Private Practice (Group)	246	10%	89	12%
Hospital (Inpatient)	192	7%	88	12%
Hospital (Outpatient)	192	7%	20	3%
Rehabilitation Center	153	6%	57	7%
Home Health Care	123	5%	97	13%
Private Practice (Solo)	115	4%	63	8%
Academic Institution (Teaching Health Care Professions Students)	60	2%	22	3%
Community-Based Clinic/Health Center	50	2%	14	2%
Residential Facility/Group Home	41	2%	20	3%
Other	167	7%	70	9%
Total	2,564	100%	764	100%
Does not have location	98		2,153	

Source: Va. Healthcare Workforce Data Center

One-third of SLPs work in a school providing care to clients, while another 15% work in a skilled nursing facility. Meanwhile, nearly 30% of SLPs work in either a private practice or a hospital.



For secondary work locations, nearly 20% of SLPs work in a skilled nursing facility. Another 20% work in private practice, while approximately 15% work at a hospital.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Client Care: 70%-79%
Administration: 10%-19%

Roles

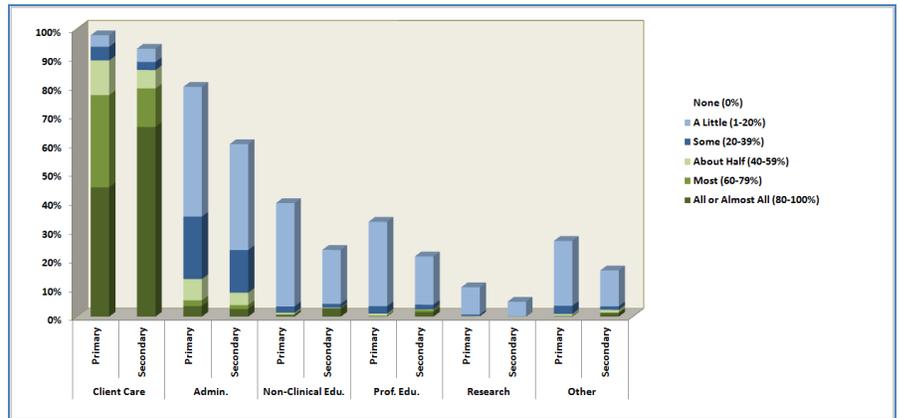
Client Care: 77%
Administration: 6%
Non-Clinical Educ.: 1%

Administration Time

Median Admin Time: 1%-9%
Ave. Admin Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

A typical SLP spends most of her time in client care activities, with most of the remaining time spent handling administrative tasks. 77% of SLPs fill a client care role, defined as spending 60% or more of their time in that activity. Another 6% of SLPs fill an administrative role, while 1% fill a non-clinical classroom education role.

Time Allocation												
Time Spent	Client Care		Admin.		Non-Clinical Education		Professional Education		Research		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	45%	66%	4%	3%	1%	3%	0%	2%	0%	0%	0%	1%
Most (60-79%)	32%	13%	2%	1%	0%	0%	0%	1%	0%	0%	0%	0%
About Half (40-59%)	12%	6%	7%	4%	1%	0%	1%	0%	0%	0%	1%	1%
Some (20-39%)	5%	3%	22%	15%	2%	1%	3%	2%	1%	0%	3%	1%
A Little (1-20%)	4%	5%	45%	37%	36%	19%	29%	17%	9%	5%	23%	12%
None (0%)	2%	7%	20%	40%	61%	77%	67%	79%	90%	95%	74%	84%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Weekly Patient Totals

(Median)

Primary Location: 20-29

Secondary Location: 1-9

Total 30-39

% with Group Sessions

Primary Location: 42%

Secondary Location: 18%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Clients / Week	Primary Work Location		Secondary Work Location		Total	
	#	%	#	%	#	%
None	119	4%	80	10%	107	4%
1-9	531	20%	446	56%	387	15%
10-19	405	15%	105	13%	383	14%
20-29	322	12%	65	8%	375	14%
30-39	258	10%	35	4%	277	10%
40-49	174	7%	13	2%	200	8%
50-59	221	8%	10	1%	223	8%
60-69	72	3%	7	1%	98	4%
70-79	39	1%	6	1%	50	2%
80 or more	507	19%	28	4%	554	21%
Total	2,648	100%	795	100%	2,654	100%

Source: Va. Healthcare Workforce Data Center

A typical SLP has between 20 and 29 individual patient sessions per week at their primary work location. In addition, 42% of SLPs participate in group patient sessions at their primary work location. Combined, the typical SLP sees between 30 and 39 patients per week across both primary and secondary work locations.

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	130	5%	1,520	58%	88	11%	649	82%
1-9	1,103	42%	419	16%	518	66%	99	13%
10-19	607	23%	266	10%	128	16%	23	3%
20-29	331	13%	200	8%	34	4%	11	1%
30-39	240	9%	125	5%	9	1%	6	1%
40-49	125	5%	64	2%	4	1%	0	0%
50-59	66	3%	29	1%	3	0%	0	0%
60-69	10	0%	6	0%	1	0%	0	0%
70-79	9	0%	1	0%	2	0%	0	0%
80 or more	11	0%	0	0%	2	0%	2	0%
Total	2,632	100%	2,629	100%	789	100%	790	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	46	2%	-	-
50 to 54	74	3%	6%	1%
55 to 59	291	12%	42	6%
60 to 64	687	28%	177	26%
65 to 69	922	37%	289	42%
70 to 74	267	11%	100	15%
75 to 79	53	2%	25	4%
80 or over	15	1%	7	1%
I do not intend to retire	113	5%	39	6%
Total	2,468	100%	685	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All SLPs

Under 65: 44%

Under 60: 17%

SLPs 50 and over

Under 65: 33%

Under 60: 7%

Time until Retirement

Within 2 years: 4%

Within 10 years: 17%

Half the workforce: by 2043

Source: Va. Healthcare Workforce Data Center

Approximately two-thirds of all SLPs expect to retire at some point in their 60s, while nearly 20% expect to work until at least age 70. Among SLPs who are over the age of 50, more than two-thirds still expect to retire in their 60s. Meanwhile, one-quarter of SLPs over the age of 50 expect to work through at least age 70, including 6% who do not intend on retiring at all.

Within the next two years approximately 5% of SLPs expect to leave either the profession or Virginia. Meanwhile, 18% of SLPs plan on pursuing additional educational opportunities, and 14% also plan to increase client care hours.

Future Plans

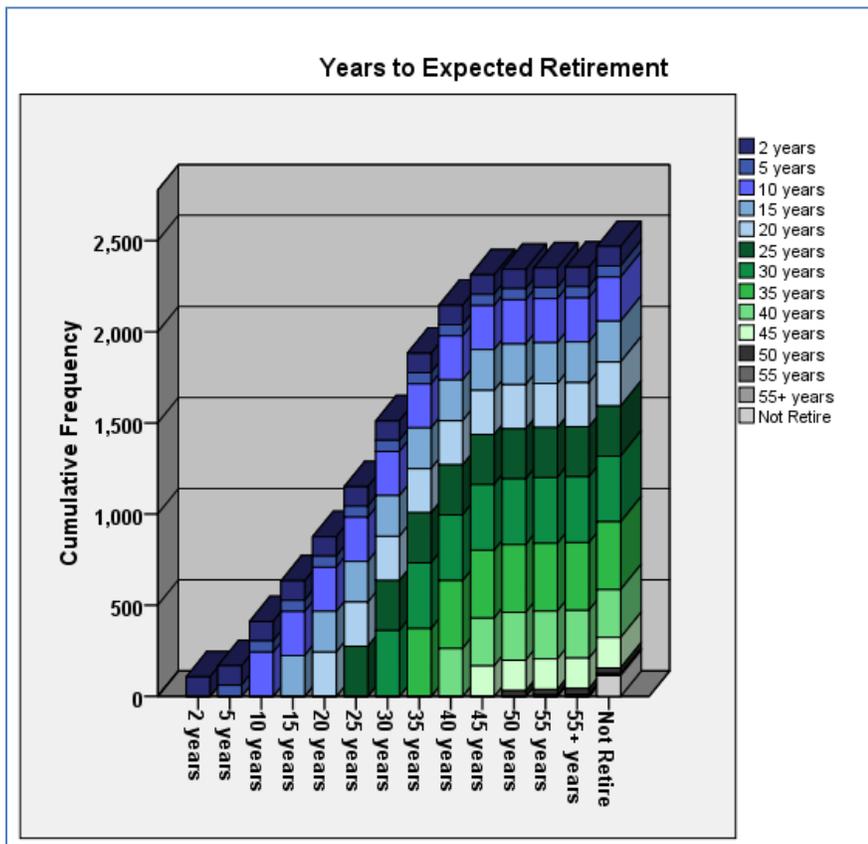
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	48	2%
Leave Virginia	100	3%
Decrease Client Care Hours	193	6%
Decrease Teaching Hours	17	1%
Increase Participation		
Increase Client Care Hours	427	14%
Increase Teaching Hours	117	4%
Pursue Additional Education	534	18%
Return to Virginia's Workforce	41	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for SLPs. Only 4% of SLPs plan on retiring in the next two years, while 17% plan on retiring in the next ten years. Half of the current SLP workforce expects to be retired by 2043.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	106	4%	4%
5 years	61	2%	7%
10 years	242	10%	17%
15 years	223	9%	26%
20 years	243	10%	35%
25 years	274	11%	47%
30 years	361	15%	61%
35 years	372	15%	76%
40 years	263	11%	87%
45 years	167	7%	94%
50 years	31	1%	95%
55 years	7	0%	95%
In more than 55 years	4	0%	95%
Do not intend to retire	113	5%	100%
Total	2,468	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2023. Peak retirement years will take place around 2043-2048, when 15% of the current workforce expects to retire every five years. After 2023, retirements will not permanently fall below 10% of the current workforce during a five-year time interval until 2058.

At a Glance:

FTEs

Total: 2,358
Average: 0.81

Age & Gender Effect

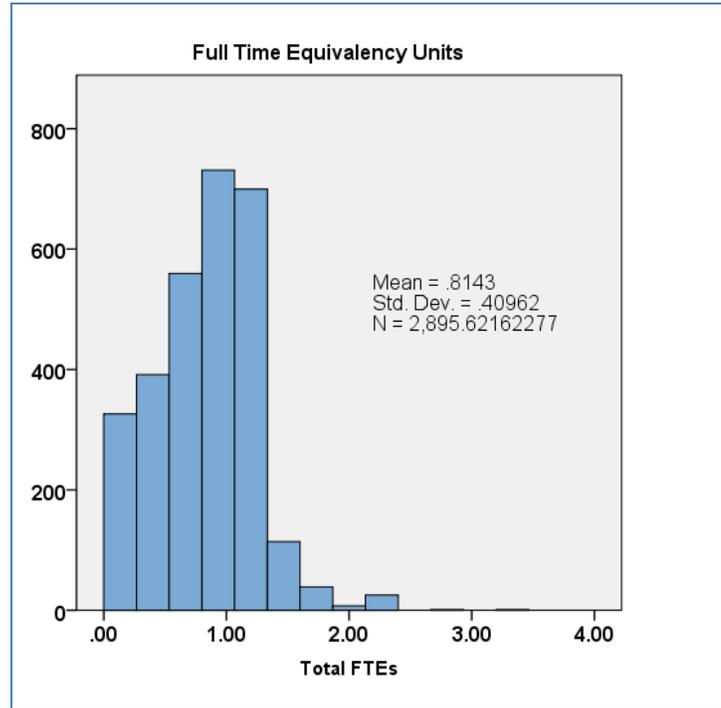
Age, Partial Eta²: 0.004
Gender, Partial Eta²: 0.002

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

.01=Small Effect
.06=Medium Effect
.138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

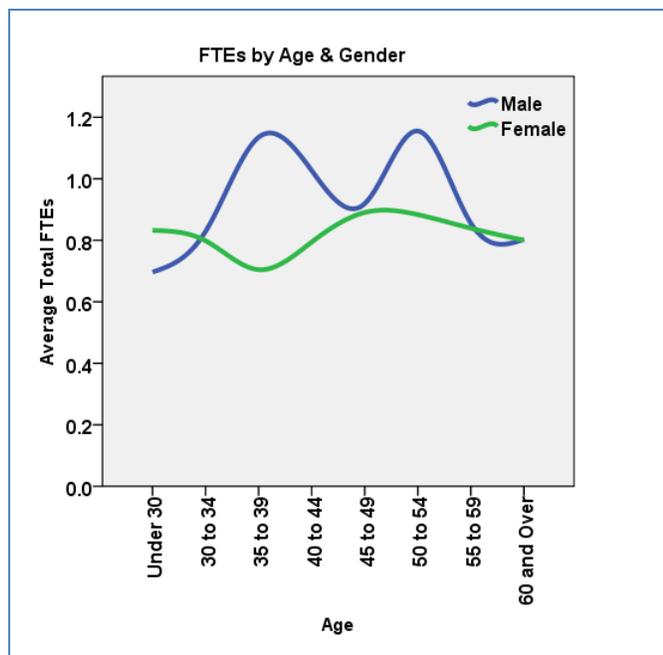


Source: Va. Healthcare Workforce Data Center

The average SLP provided 0.81 FTEs in 2013, or about 31 hours per week for 52 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.²

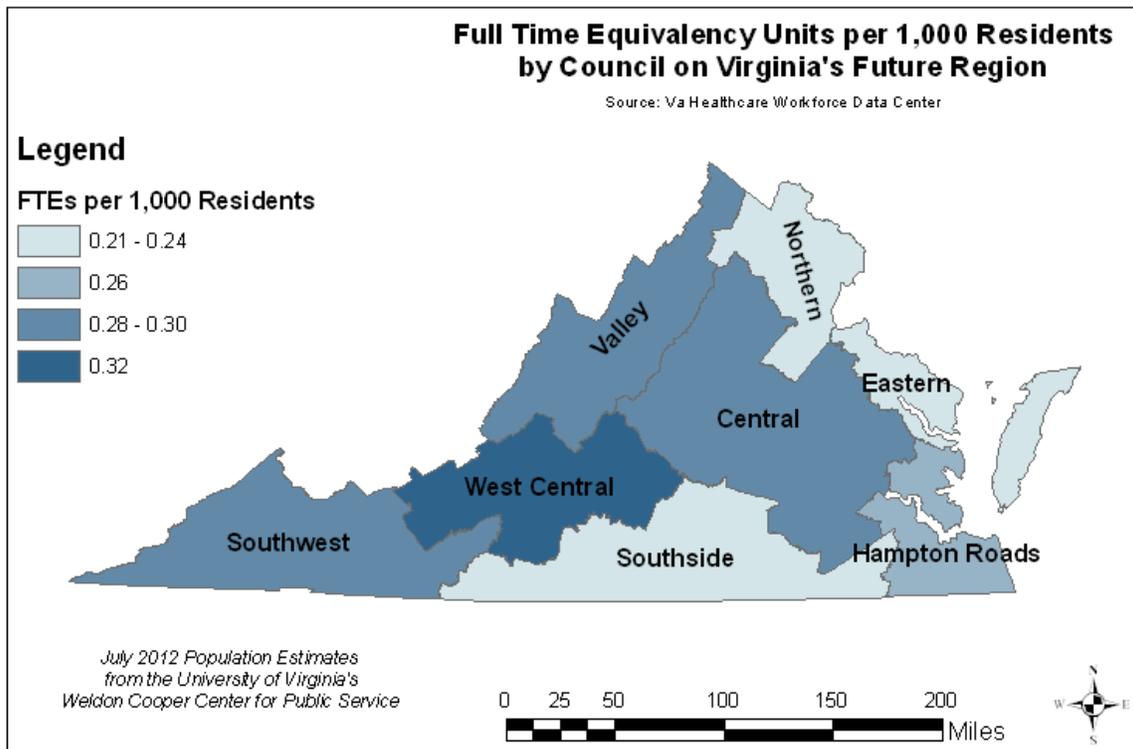
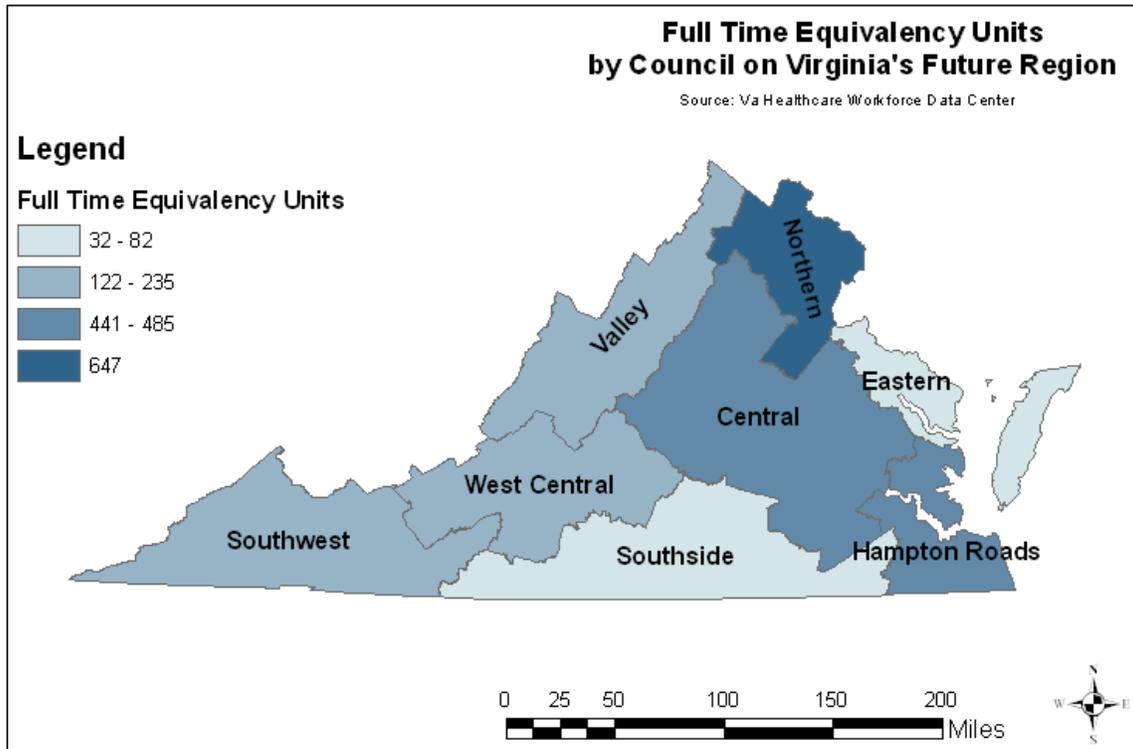
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.84	0.90
30 to 34	0.80	0.88
35 to 39	0.72	0.72
40 to 44	0.80	0.83
45 to 49	0.89	0.89
50 to 54	0.89	0.91
55 to 59	0.84	0.90
60 and Over	0.80	0.86
Gender		
Male	0.93	1.04
Female	0.81	0.86

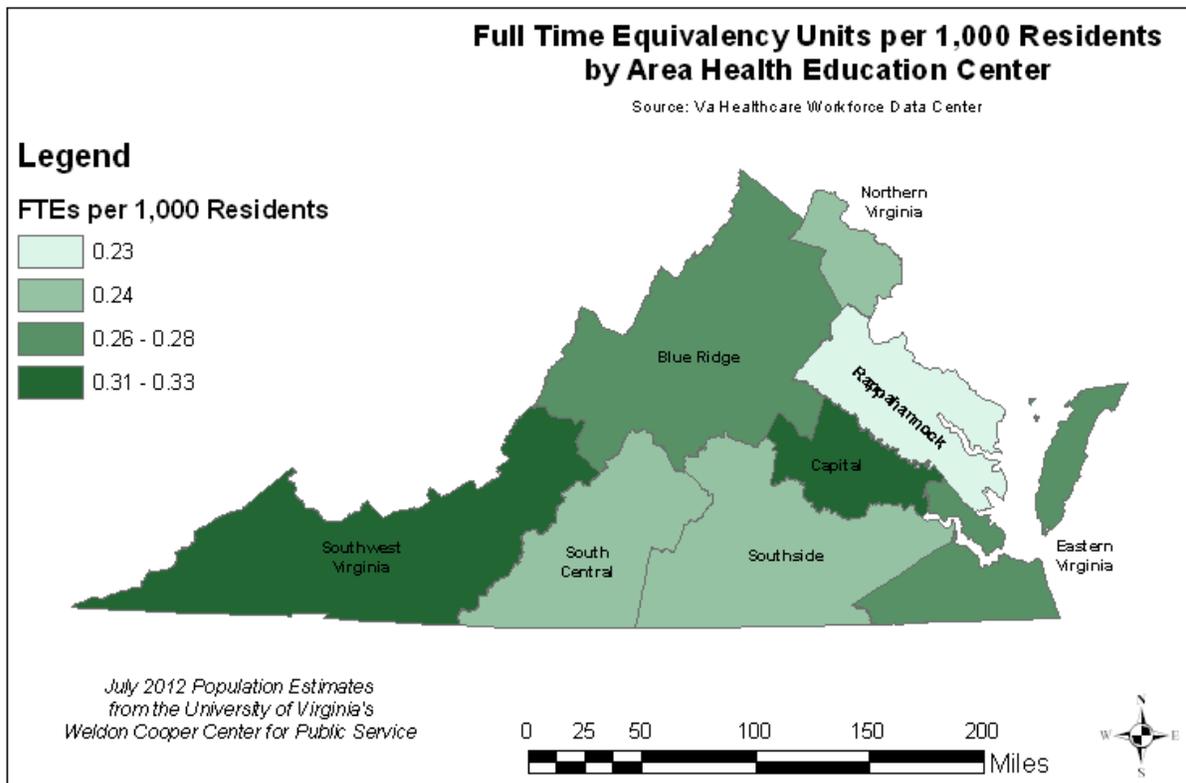
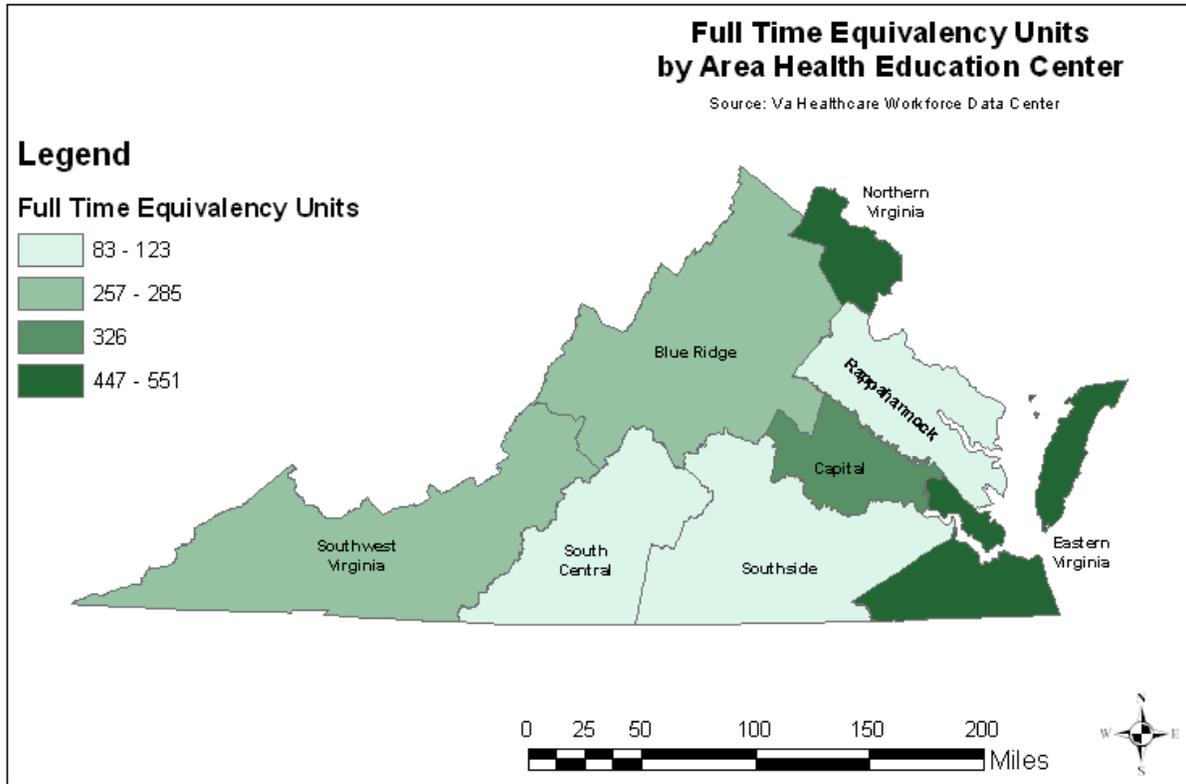
Source: Va. Healthcare Workforce Data Center

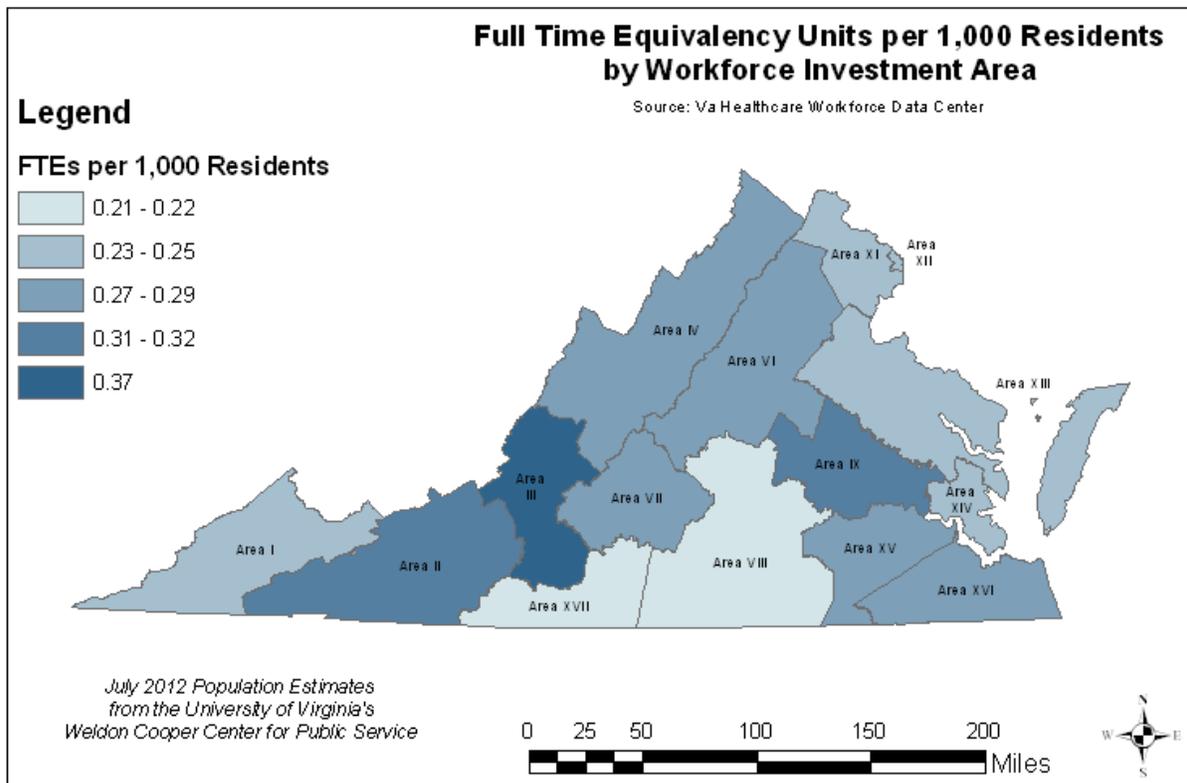
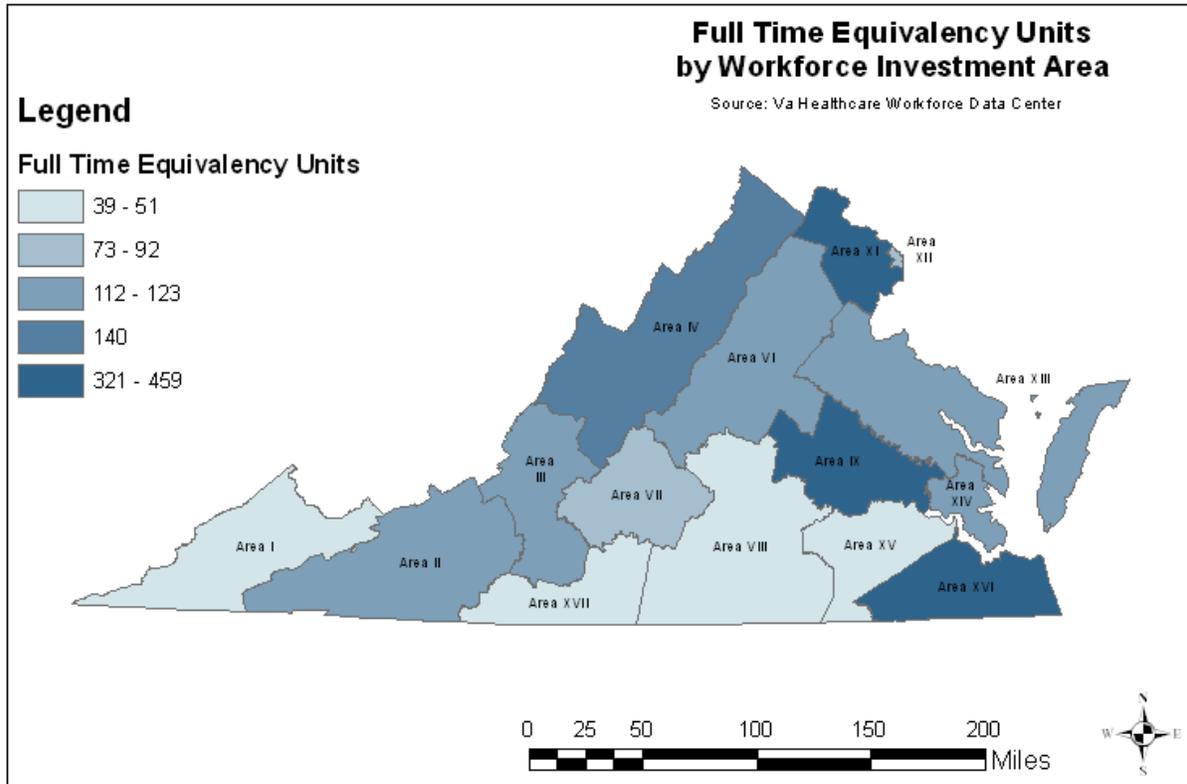


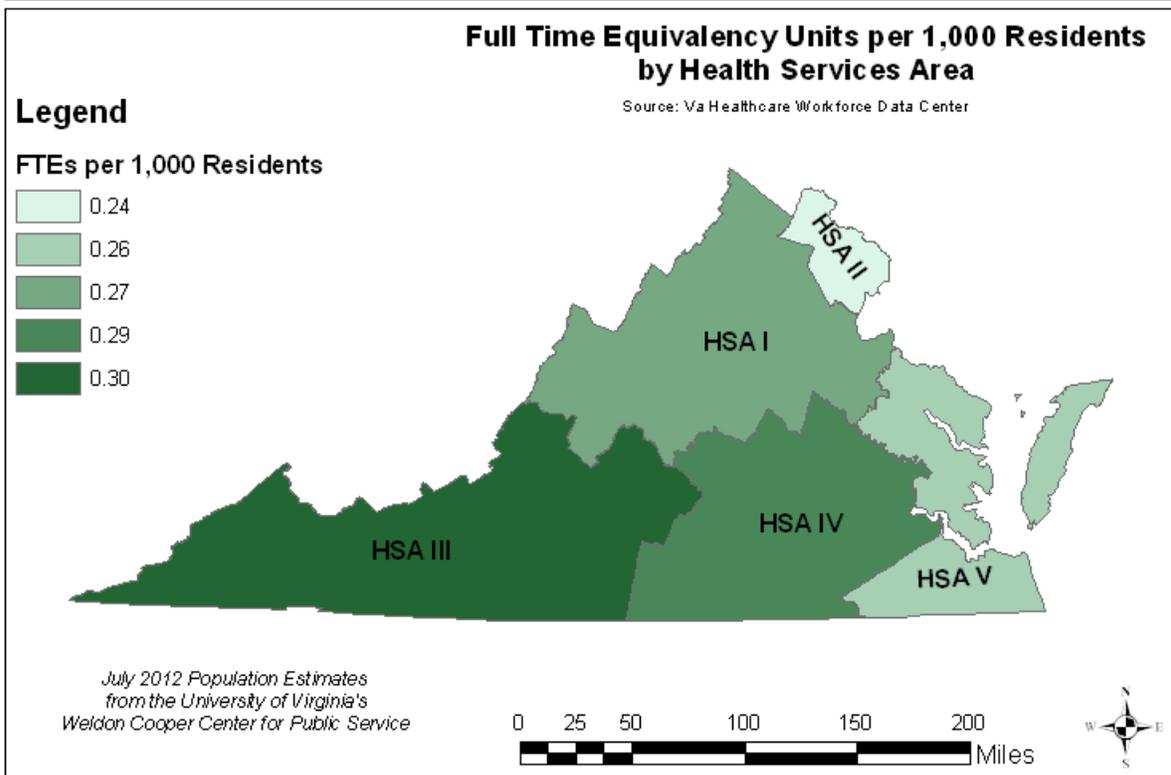
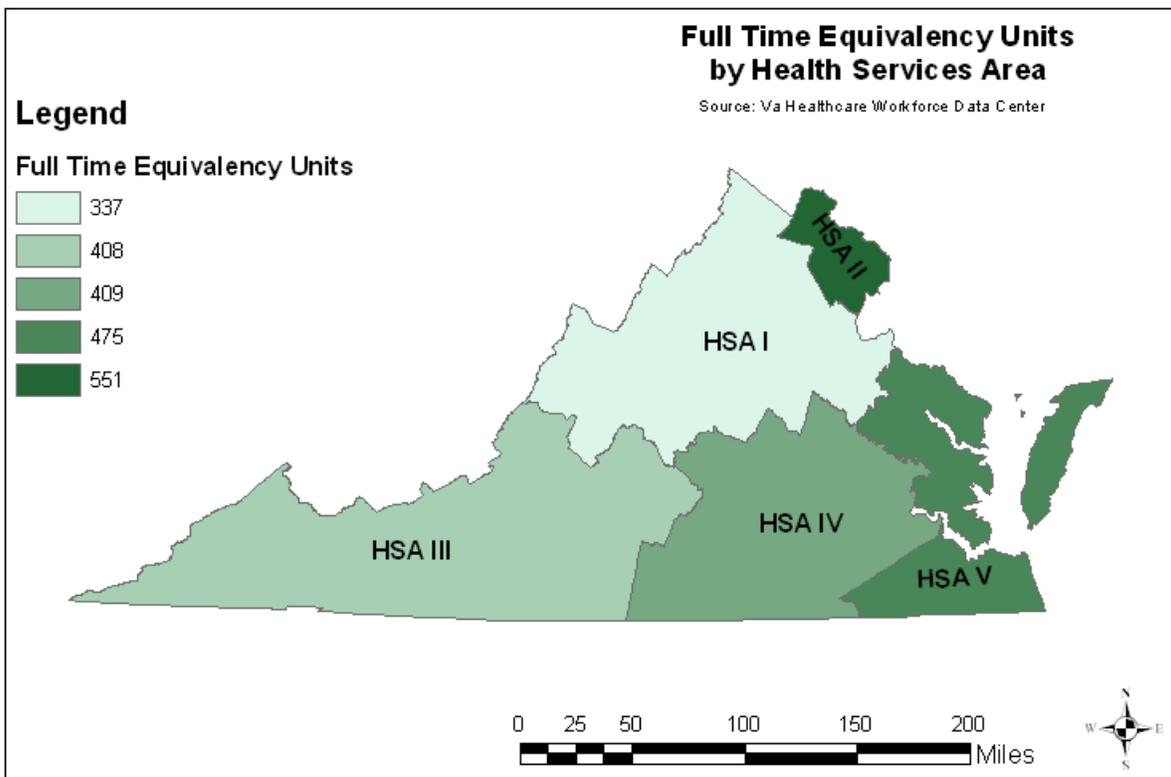
Source: Va. Healthcare Workforce Data Center

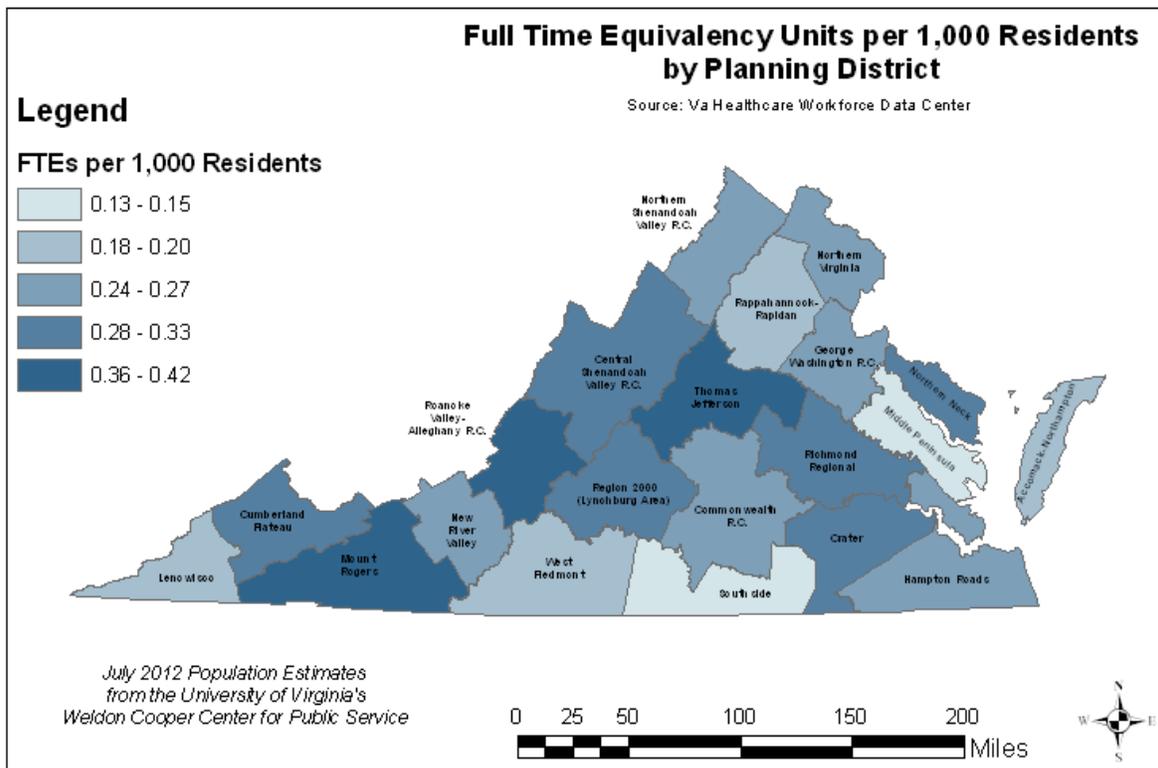
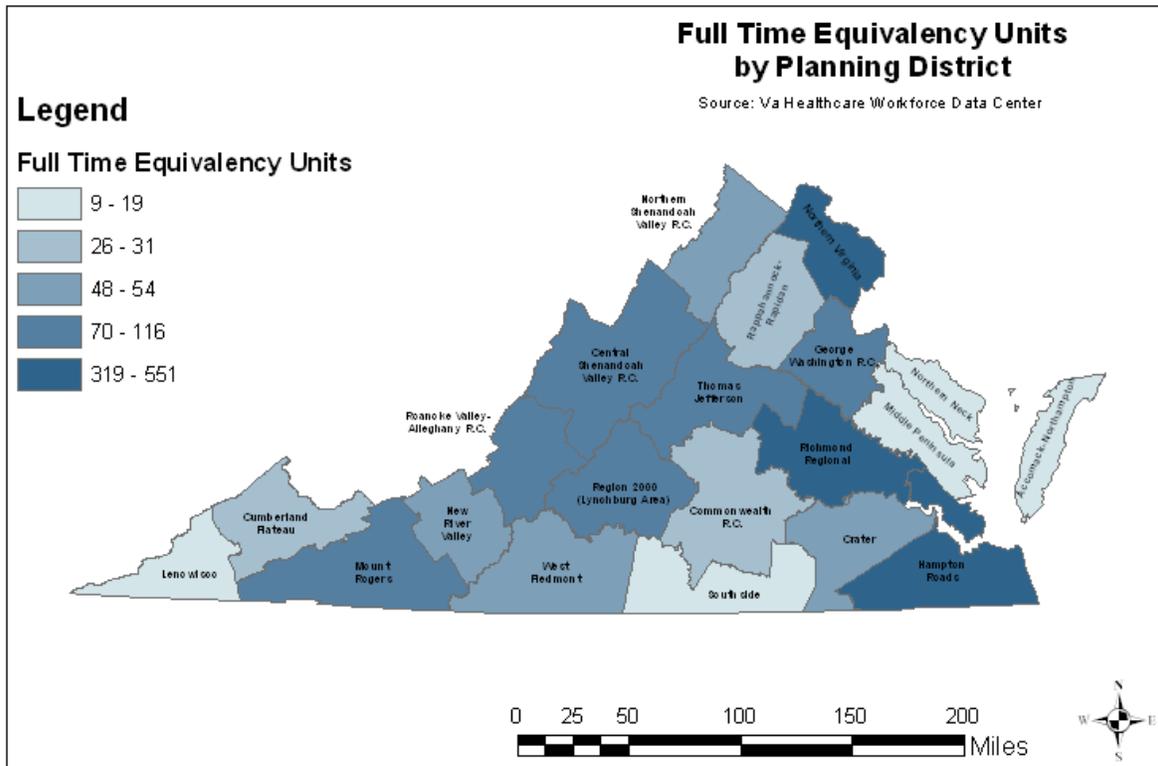
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,070	77.63%	1.288114	1.18591	1.492061
Metro, 250,000 to 1 million	260	77.69%	1.287129	1.185002	1.490919
Metro, 250,000 or less	341	73.90%	1.353175	1.245808	1.567422
Urban pop 20,000+, Metro adj	37	64.86%	1.541667	1.419344	1.785758
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	100	82.00%	1.219512	1.122751	1.412597
Urban pop, 2,500-19,999, nonadj	56	75.00%	1.333333	1.227541	1.544439
Rural, Metro adj	32	71.88%	1.391304	1.280912	1.611589
Rural, nonadj	20	70.00%	1.428571	1.315222	1.654756
Virginia border state/DC	321	61.37%	1.629442	1.500155	1.88743
Other US State	226	46.46%	2.152381	1.981602	2.493166

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	529	66.16%	1.511429	1.356893	2.394851
30 to 34	590	74.75%	1.337868	1.201078	2.119846
35 to 39	515	78.25%	1.277916	1.147255	2.024851
40 to 44	504	79.96%	1.25062	1.122751	1.981602
45 to 49	332	76.51%	1.307087	1.173444	2.071072
50 to 54	295	74.92%	1.334842	1.198361	2.11505
55 to 59	264	76.52%	1.306931	1.173304	2.070825
60 and Over	439	63.55%	1.573477	1.412597	2.493166

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}$.

Overall Response Rate: 0.736159

