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# *Virginia's Speech-Language Pathology Workforce: 2015*

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Healthcare Workforce Data Center

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*3,296 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!***

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## The Speech-Language Pathology Workforce: At a Glance:

### The Workforce

Licensees:	3,999
Virginia's Workforce:	3,441
FTEs:	2,647

### Background

Rural Childhood:	29%
HS Degree in VA:	44%
Prof. Degree in VA:	46%

### Current Employment

Employed in Prof.:	95%
Hold 1 Full-time Job:	59%
Satisfied?:	95%

### Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	90%

### Education

Masters:	98%
Doctorate:	2%

### Job Turnover

Switched Jobs in 2015:	8%
Employed over 2 yrs:	65%

### Demographics

Female:	97%
Diversity Index:	24%
Median Age:	41

### Finances

Median Inc.:	\$50k-\$60k
Health Benefits:	62%
Under 40 w/ Ed debt:	65%

### Primary Roles

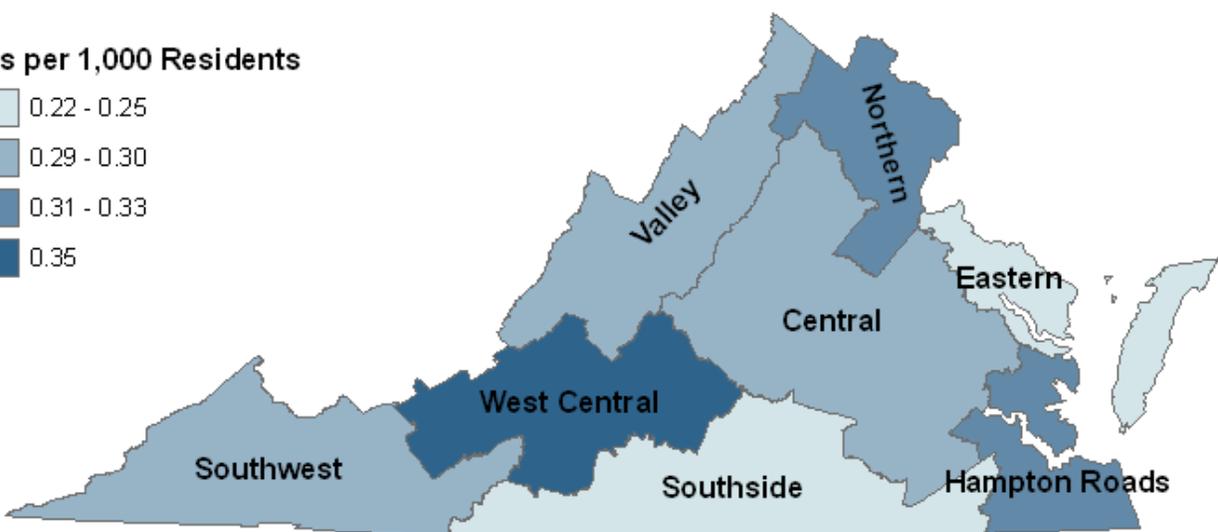
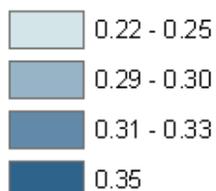
Client Care:	78%
Administration:	5%
Non-Clinical Educ.:	1%

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

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



3,296 speech-language pathologists (SLPs) voluntarily took part in the 2015 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 82% of the 3,999 SLPs who are licensed in the state and 90% of renewing practitioners.

The HWDC estimates that 3,441 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 an audiologist at some point in the future. In 2015, Virginia's SLP workforce provided 2,647 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

Virginia's SLP workforce is overwhelmingly female. 97% of all SLPs are female, including 98% of those SLPs who are under the age of 40. Overall, the median age for Virginia's SLPs is 41. In a random encounter between two SLPs, there is a 24% chance that they would be of different races or ethnicities, a measure known as the diversity index. This percentage increases slightly to 26% for those SLPs who are under the age of 40. Regardless, Virginia's SLP workforce is considerably less diverse than the state's general population, which has a diversity index of 55%.

29% of SLPs grew up in a rural area, but only 21% of these professionals currently work in non-Metro areas of the state. Overall, 10% of Virginia's SLPs currently work in a rural area. 44% of Virginia's SLPs graduated from high school in Virginia, while 46% earned their initial professional degree in the state. In total, 56% of SLPs have some form of educational background in the state.

While nearly all SLPs have a Masters degree as their highest professional degree, 2% of SLPs have gone on to earn a doctoral degree as well. 41% of SLPs currently carry education debt, including 65% of those under the age of 40. The median debt burden for those SLPs with educational debt is between \$40,000 and \$50,000.

95% of all SLPs are currently employed in the profession. 59% of all SLPs hold one full-time position, while 19% hold two or more positions simultaneously. Over the past year, 1% of SLPs have been involuntarily unemployed, while another 3% of SLPs have been underemployed. During the same time period, 8% of Virginia's SLP workforce has switched jobs.

The typical SLP earned between \$50,000 and \$60,000 last year. 81% of SLPs who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 62% who receive health insurance. 95% of all SLPs are satisfied with their current employment situation, including 59% who indicate they are "very satisfied".

More than one-third of Virginia's SLP workforce is employed in Northern Virginia, the most of any region in the state. 40% of SLPs work for either a state or local government, while another 38% works in the for-profit sector. Schools that provide care to clients were the most common working establishment type for Virginia's SLP workforce, but skilled nursing facilities and private group practices also employed a significant number of the state's SLP workforce.

A typical SLP spends approximately three-quarters of her time taking care of patients. In addition, 78% of SLPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. The typical SLP will treat between 30 and 39 patients per week at her primary work location.

46% all SLPs expect to retire by the age of 65. 5% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2040. Over the next two years, just 1% of Virginia's current SLP workforce expects to leave the profession, while 4% expect to leave the state entirely in order to practice elsewhere. Meanwhile, 10% of SLPs plan on increasing patient care activities, and 14% expect to pursue additional educational opportunities.

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	3,426	86%
<b>New Licensees</b>	316	8%
<b>Non-Renewals</b>	257	6%
<b>All Licensees</b>	3,999	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 82% of renewing SLPs submitted a survey. These represent 90% of SLPs who held a license at some point in 2015.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	126	391	76%
<b>30 to 34</b>	122	546	82%
<b>35 to 39</b>	86	509	86%
<b>40 to 44</b>	68	473	87%
<b>45 to 49</b>	61	414	87%
<b>50 to 54</b>	49	270	85%
<b>55 to 59</b>	62	257	81%
<b>60 and Over</b>	129	436	77%
<b>Total</b>	703	3,296	82%
<b>New Licenses</b>			
<b>Issued in 2015</b>	164	152	48%
<b>Metro Status</b>			
<b>Non-Metro</b>	46	244	84%
<b>Metro</b>	487	2,640	84%
<b>Not in Virginia</b>	170	413	71%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed SLPs**

Number:	3,999
New:	8%
Not Renewed:	6%

**Survey Response Rates**

All Licensees:	82%
Renewing Practitioners:	90%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	3,296
<b>Response Rate, all licensees</b>	82%
<b>Response Rate, Renewals</b>	90%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2015.
- 2. Target Population:** All SLPs who held a Virginia license at some point in 2015.
- 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 2015.

## At a Glance:

### Workforce

2015 SLP Workforce: 3,441  
 FTEs: 2,647

### Utilization Ratios

Licensees in VA Workforce: 86%  
 Licensees per FTE: 1.51  
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

## Definitions

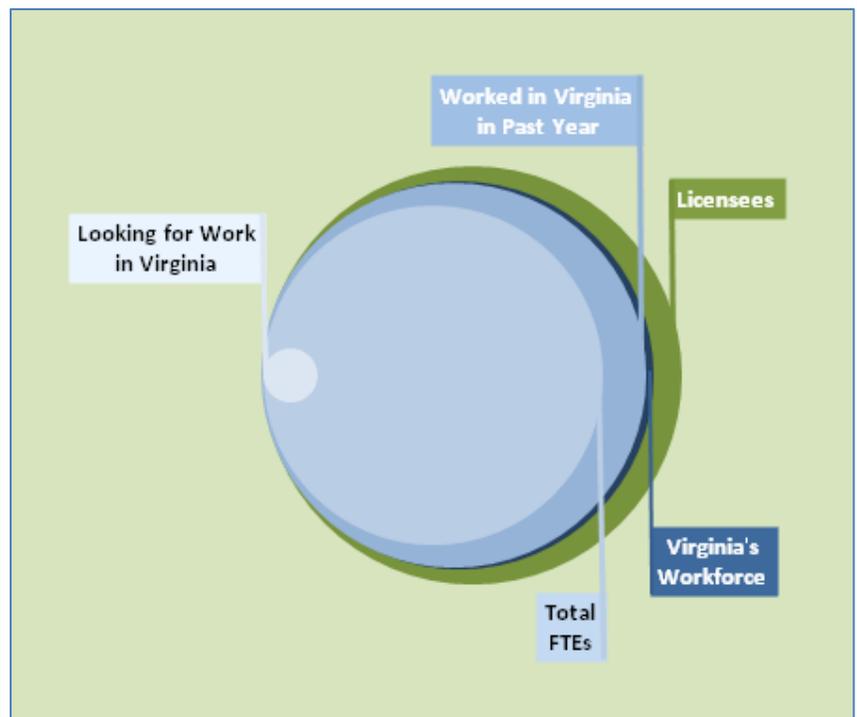
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	3,374	98%
Looking for Work in Virginia	67	2%
Virginia's Workforce	3,441	100%
Total FTEs	2,647	
Licensees	3,999	

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](http://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	8	2%	442	98%	450	14%
30 to 34	8	2%	532	99%	540	17%
35 to 39	14	3%	472	97%	486	15%
40 to 44	15	3%	422	97%	437	14%
45 to 49	5	1%	365	99%	369	12%
50 to 54	10	4%	227	96%	238	8%
55 to 59	9	4%	227	96%	237	8%
60 +	24	6%	374	94%	399	13%
<b>Total</b>	<b>94</b>	<b>3%</b>	<b>3,061</b>	<b>97%</b>	<b>3,155</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	63%	2,733	87%	1,251	86%
Black	19%	192	6%	98	7%
Asian	6%	60	2%	37	3%
Other Race	0%	27	1%	17	1%
Two or more races	2%	43	1%	22	2%
Hispanic	9%	84	3%	38	3%
<b>Total</b>	<b>100%</b>	<b>3,139</b>	<b>100%</b>	<b>1,463</b>	<b>100%</b>

\*Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 41  
 % Under 40: 47%  
 % 55+: 20%

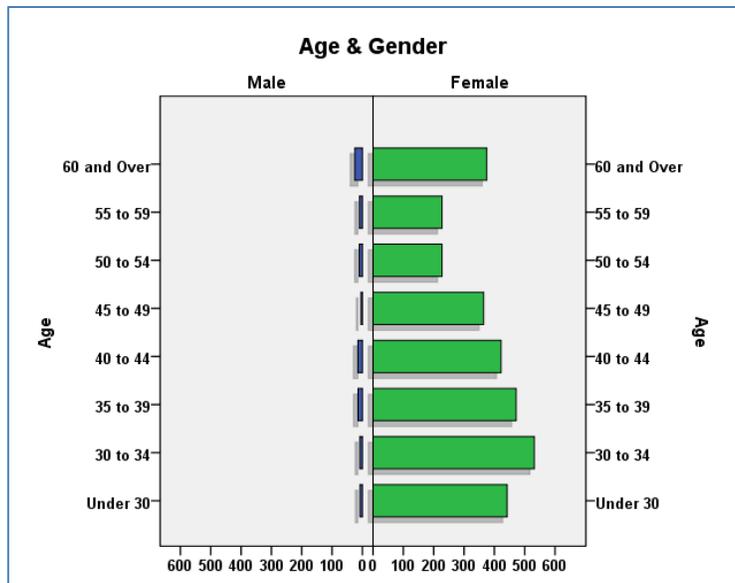
**Diversity**

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 diversity index is at 55%.*

*47% of SLPs are under the age of 40, and 98% of these professionals are female. In addition, the diversity index among SLPs who are under the age of 40 increases slightly to 26%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 9%  
 Rural Childhood: 29%

### Virginia Background

HS in Virginia: 44%  
 Prof. Education in VA: 46%  
 HS/Prof. Educ. in VA: 56%

### Location Choice

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

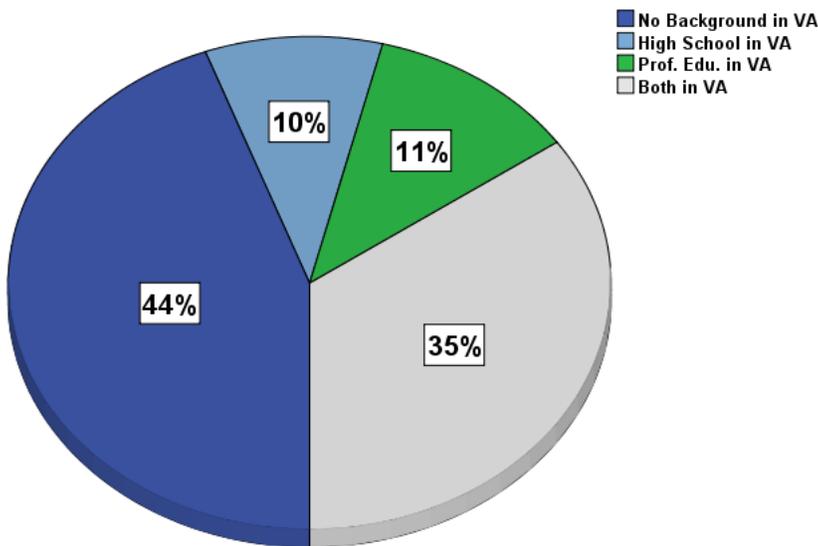
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	22%	68%	10%
2	Metro, 250,000 to 1 million	43%	48%	8%
3	Metro, 250,000 or less	36%	56%	8%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	67%	31%	2%
6	Urban pop, 2,500-19,999, Metro adj	59%	34%	8%
7	Urban pop, 2,500-19,999, nonadj	68%	28%	5%
8	Rural, Metro adj	55%	38%	7%
9	Rural, nonadj	72%	24%	3%
<b>Overall</b>		<b>29%</b>	<b>61%</b>	<b>9%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

29% of SLPs grew up in self-described rural areas, and 21% of these professionals currently work in non-Metro counties. Overall, 10% of Virginia's SLP workforce currently works in non-Metro counties.

## Top Ten States for SLP Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	1,386	Virginia	1,431
2	New York	227	Washington, D.C.	185
3	Pennsylvania	213	New York	169
4	Maryland	120	Pennsylvania	141
5	New Jersey	111	North Carolina	130
6	North Carolina	100	Tennessee	125
7	West Virginia	94	Maryland	95
8	Florida	82	Florida	92
9	Ohio	81	Ohio	67
10	California	57	West Virginia	58

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	444	Virginia	504
2	New York	94	New York	74
3	Pennsylvania	89	Washington, D.C.	67
4	Maryland	43	Pennsylvania	57
5	North Carolina	43	North Carolina	52
6	New Jersey	41	Maryland	44
7	Ohio	40	Florida	40
8	West Virginia	32	Tennessee	37
9	Illinois	27	Massachusetts	24
10	Florida	26	Illinois	22

Source: Va. Healthcare Workforce Data Center

*Among SLPs who have been licensed in the past five years, 39% received their high school degree in Virginia, and 44% received their initial professional degree in the state.*

*14% of licensed SLPs did not participate in Virginia's workforce in 2015. 84% of these professionals worked at some point in the past year, including 77% who currently work as SLPs.*

### At a Glance:

#### Not in VA Workforce

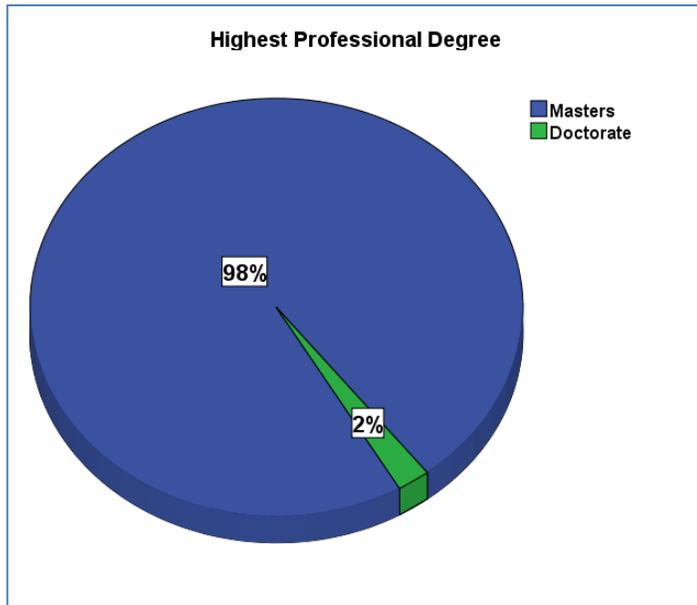
Total:	560
% of Licensees:	14%
Federal/Military:	4%
Va Border State/DC:	27%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
<b>Masters Degree</b>	3,019	98%
<b>Doctorate - SLP</b>	41	1%
<b>Other Doctorate</b>	25	1%
<b>Total</b>	3,085	100%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

41% of SLPs currently have educational debt, including 65% of those under the age of 40. For those with educational debt, the median debt amount is between \$40,000 and \$50,000.

## At a Glance:

**Education**  
 Masters: 98%  
 Doctorate: 2%

**Educational Debt**  
 Carry debt: 41%  
 Under age 40 w/ debt: 65%  
 Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

Most SLPs hold a Masters as their highest professional degree, while 2% have gone on to earn a Doctorate as well.

Educational Debt				
Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
<b>None</b>	1,624	59%	457	35%
<b>Less than \$10,000</b>	150	5%	93	7%
<b>\$10,001-\$20,000</b>	140	5%	97	7%
<b>\$20,001-\$30,000</b>	135	5%	96	7%
<b>\$30,001-\$40,000</b>	135	5%	102	8%
<b>\$40,001-\$50,000</b>	131	5%	100	8%
<b>\$50,001-\$60,000</b>	99	4%	71	5%
<b>\$60,001-\$70,000</b>	67	2%	55	4%
<b>\$70,001-\$80,000</b>	51	2%	44	3%
<b>\$80,001-\$90,000</b>	60	2%	52	4%
<b>\$90,001-\$100,000</b>	51	2%	41	3%
<b>Over \$100,000</b>	122	4%	96	7%
<b>Total</b>	2,766	100%	1,304	100%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Swallowing:	27%
Child Language:	25%
School/Pediatrics:	24%

### Top Credentials

CCC-SLP:	83%
VitalStim Certified:	15%
DOE Endorsement:	3%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Self-Designated Specialties		
Specialty	#	%
<b>Swallowing &amp; Swallowing Disorders</b>	939	27%
<b>Child Language</b>	858	25%
<b>School/Pediatrics</b>	809	24%
<b>Autism</b>	769	22%
<b>Child/Infant</b>	562	16%
<b>Geriatrics</b>	501	15%
<b>Medical</b>	385	11%
<b>Brain Injury</b>	339	10%
<b>Voice</b>	224	7%
<b>Fluency Disorders</b>	213	6%
<b>Deaf and Hard of Hearing</b>	176	5%
<b>Other</b>	262	8%
<b>Have at least 1 Specialty</b>	2,211	64%

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
<b>CCC-SLP: Speech-Language Pathology</b>	2,848	83%
<b>VitalStim Certified</b>	499	15%
<b>DOE Endorsement</b>	117	3%
<b>CBIS - Certified Brain Injury Specialist</b>	23	1%
<b>CF-SLP: Fellowship</b>	43	1%
<b>CCC-A: Audiology</b>	10	0%
<b>BRS-S: Swallowing</b>	6	0%
<b>BRS-FD: Fluency Disorders</b>	2	0%
<b>BRS-CL: Child Language</b>	1	0%
<b>Other</b>	137	4%
<b>Have at least 1 Credential</b>	2943	86%

Source: Va. Healthcare Workforce Data Center

64% of all SLPs have at least one self-designated specialty, and 86% have at least one credential. Swallowing & Swallowing Disorders is the most common self-designated specialization, while CCC-SLP: Speech-Language Pathology is the most common credential.

## At a Glance:

### Employment

Employed in Profession: 95%  
Involuntarily Unemployed: < 1%

### Positions Held

1 Full-time: 59%  
2 or More Positions: 19%

### Weekly Hours:

40 to 49: 45%  
60 or more: 3%  
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	3	0%
Employed in a SLP-related capacity	2,962	95%
Employed, NOT in a SLP-related capacity	58	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	1	0%
Voluntarily unemployed	76	2%
Retired	23	1%
<b>Total</b>	<b>3,123</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

95% of licensed SLPs are currently employed in the profession.  
59% of SLPs have one full-time job, and 45% of SLPs work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	100	3%
One Part-Time Position	583	19%
Two Part-Time Positions	144	5%
One Full-Time Position	1,825	59%
One Full-Time Position & One Part-Time Position	371	12%
Two Full-Time Positions	1	0%
More than Two Positions	69	2%
<b>Total</b>	<b>3,093</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	100	3%
1 to 9 hours	112	4%
10 to 19 hours	169	6%
20 to 29 hours	284	9%
30 to 39 hours	698	23%
40 to 49 hours	1,379	45%
50 to 59 hours	219	7%
60 to 69 hours	57	2%
70 to 79 hours	12	0%
80 or more hours	7	0%
<b>Total</b>	<b>3,037</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	16	1%
<b>\$20,000 or less</b>	141	6%
<b>\$20,001-\$30,000</b>	113	4%
<b>\$30,001-\$40,000</b>	163	6%
<b>\$40,001-\$50,000</b>	353	14%
<b>\$50,001-\$60,000</b>	527	21%
<b>\$60,001-\$70,000</b>	427	17%
<b>\$70,001-\$80,000</b>	340	13%
<b>\$80,001-\$90,000</b>	240	9%
<b>\$90,001-\$100,000</b>	126	5%
<b>\$100,001-\$110,000</b>	49	2%
<b>\$110,001-\$120,000</b>	28	1%
<b>More than \$120,000</b>	30	1%
<b>Total</b>	<b>2,551</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,787	59%
<b>Somewhat Satisfied</b>	1,086	36%
<b>Somewhat Dissatisfied</b>	123	4%
<b>Very Dissatisfied</b>	26	1%
<b>Total</b>	<b>3,022</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Sick Leave</b>	1,730	58%	65%
<b>Retirement</b>	1,681	57%	62%
<b>Health Insurance</b>	1,669	56%	62%
<b>Dental Insurance</b>	1,546	52%	58%
<b>Paid Vacation</b>	1,539	52%	58%
<b>Group Life Insurance</b>	1,058	36%	40%
<b>Signing/Retention Bonus</b>	149	5%	5%
<b>Receive At Least One Benefit</b>	<b>2,186</b>	<b>74%</b>	<b>81%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Hourly Earnings**

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

**Benefits**

Employer Health Ins.: 62%

Employer Retirement: 62%

**Satisfaction**

Satisfied: 95%

Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

*The typical SLP earned between \$50,000 and \$60,000 in 2015. Among SLPs who received either an hourly wage or a salary as compensation at the primary work location, 62% received health insurance and 62% also had access to a retirement plan.*

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	28	1%
Experience Voluntary Unemployment?	157	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	93	3%
Work two or more positions at the same time?	673	20%
Switch employers or practices?	282	8%
Experienced at least 1	1,023	30%

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s SLPs were involuntary unemployed at some point in 2015. For comparison, Virginia’s average monthly unemployment rate was 4.4%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	49	2%	54	7%
Less than 6 Months	240	8%	116	15%
6 Months to 1 Year	186	6%	101	13%
1 to 2 Years	573	19%	144	19%
3 to 5 Years	656	22%	184	24%
6 to 10 Years	555	19%	81	11%
More than 10 Years	706	24%	82	11%
Subtotal	2,965	100%	763	100%
Did not have location	87		2,643	
Item Missing	390		36	
Total	3,441		3,441	

Source: Va. Healthcare Workforce Data Center

*54% of SLPs receive a salary or commission at their primary work location, while 33% receive an hourly wage.*

## At a Glance:

**Unemployment Experience in 2015**  
 Involuntarily Unemployed: 1%  
 Underemployed: 3%

**Stability**  
 Switched: 8%  
 New Location: 22%  
 Over 2 years: 65%  
 Over 2 yrs, 2<sup>nd</sup> location: 45%

**Employment Type**  
 Salary/Commission: 54%  
 Hourly Wage: 33%

Source: Va. Healthcare Workforce Data Center

*65% of SLPs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,328	54%
Hourly Wage	812	33%
By Contract	245	10%
Business/Practice Income	62	3%
Unpaid	10	0%
Subtotal	2,457	100%

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 3.9% in December to 5.1% in January.

## At a Glance:

### Concentration

Top Region:	34%
Top 3 Regions:	74%
Lowest Region:	1%

### Locations

2 or more (2015):	26%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

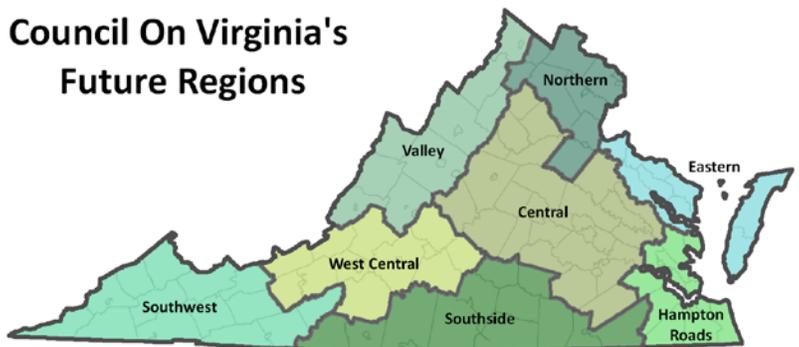
*Nearly three-quarters of all SLPs work in Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	581	20%	135	17%
Eastern	37	1%	15	2%
Hampton Roads	602	20%	129	17%
Northern	1,021	34%	250	32%
Southside	104	4%	32	4%
Southwest	136	5%	36	5%
Valley	176	6%	40	5%
West Central	269	9%	58	7%
Virginia Border State/DC	23	1%	42	5%
Other US State	17	1%	40	5%
Outside of the US	2	0%	4	1%
<b>Total</b>	<b>2,968</b>	<b>100%</b>	<b>781</b>	<b>100%</b>
<b>Item Missing</b>	<b>387</b>		<b>18</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*24% of SLPs currently have multiple work locations, while 26% of SLPs had at least two work locations in the past year.*

Locations	Number of Work Locations			
	Work Locations in 2015		Work Locations Now*	
	#	%	#	%
<b>0</b>	67	2%	98	3%
<b>1</b>	2,161	71%	2,209	73%
<b>2</b>	453	15%	430	14%
<b>3</b>	237	8%	234	8%
<b>4</b>	45	1%	19	1%
<b>5</b>	24	1%	17	1%
<b>6 or More</b>	39	1%	19	1%
<b>Total</b>	<b>3,026</b>	<b>100%</b>	<b>3,026</b>	<b>100%</b>

\*At the time of survey completion, December 2015.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,076	38%	522	69%
<b>Non-Profit</b>	576	20%	112	15%
<b>State/Local Government</b>	1,125	40%	115	15%
<b>Veterans Administration</b>	15	1%	0	0%
<b>U.S. Military</b>	6	0%	0	0%
<b>Other Federal Gov't</b>	13	0%	4	1%
<b>Total</b>	<b>2,811</b>	<b>100%</b>	<b>753</b>	<b>100%</b>
<b>Did not have location</b>	87		2643	
<b>Item Missing</b>	542		47	

Source: Va. Healthcare Workforce Data Center

### At a Glance: (Primary Locations)

**Sector**

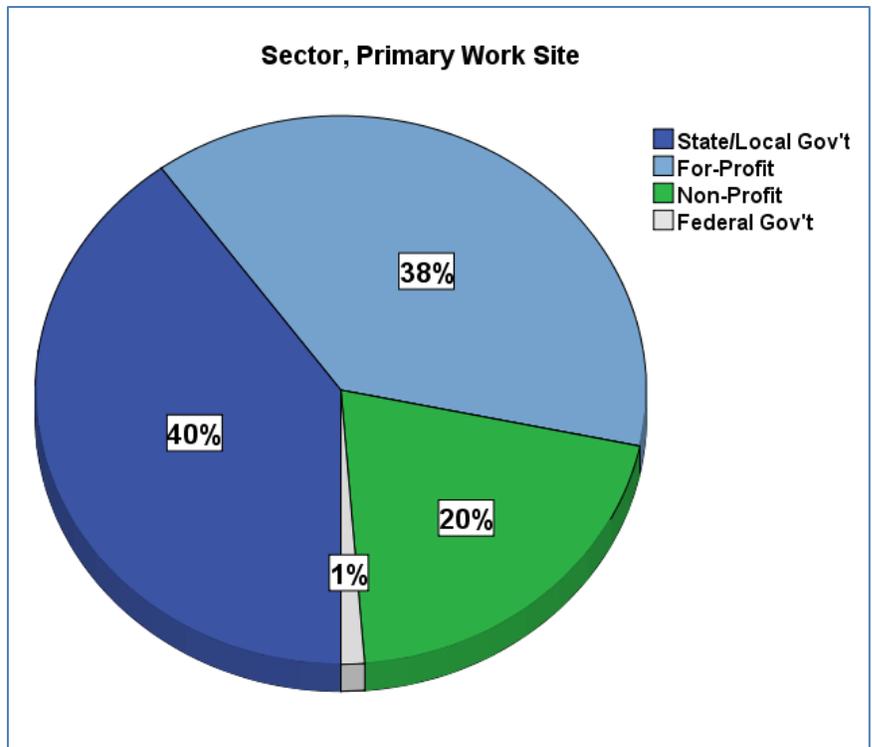
For Profit:	38%
Federal:	1%

**Top Establishments**

School (Providing Care To Clients):	41%
Skilled Nursing Facility:	11%
Private Practice (Group):	8%

Source: Va. Healthcare Workforce Data Center

40% of all SLPs work for a state or local government, while another 38% work in the for-profit sector.

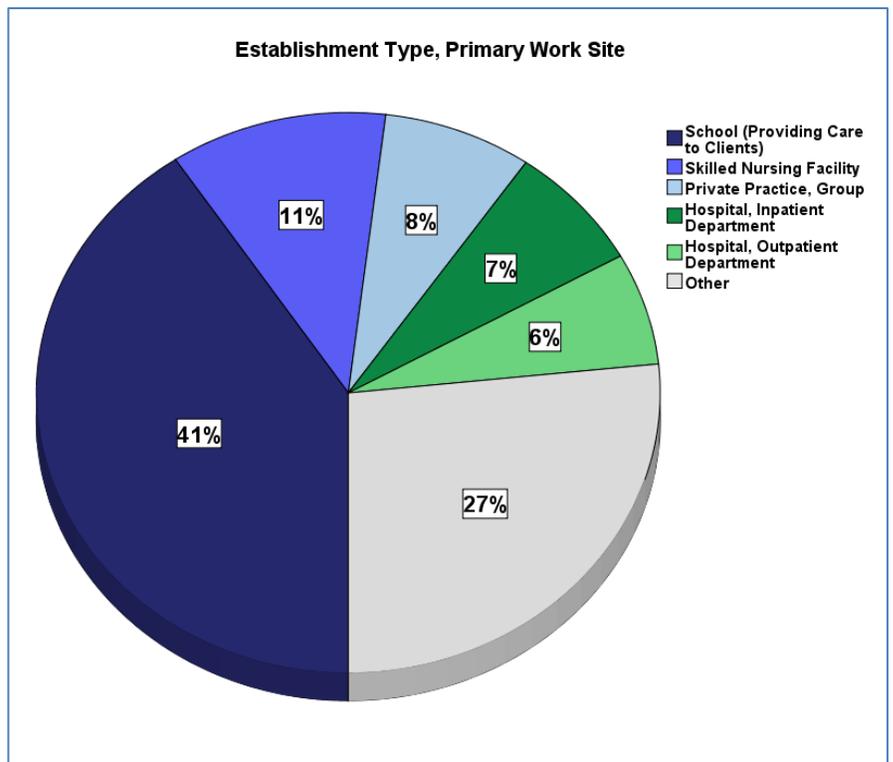


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	1,109	41%	75	10%
Skilled Nursing Facility	307	11%	126	17%
Private Practice, Group	211	8%	87	12%
Hospital, Inpatient Department	197	7%	84	11%
Hospital, Outpatient Department	176	6%	22	3%
Rehabilitation Facility	144	5%	66	9%
Home Health Care	135	5%	93	13%
Private Practice, Solo	133	5%	72	10%
Academic Institution (Teaching Health Professions Students or Research)	78	3%	23	3%
Community-Based Clinic or Health Center	40	1%	17	2%
Residential Facility/Group Home	30	1%	9	1%
Administrative/Business Organization	17	1%	1	0%
Child Day Care	8	0%	1	0%
Physician Office	0	0%	2	0%
Other	142	5%	57	8%
<b>Total</b>	<b>2,727</b>	<b>100%</b>	<b>735</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>87</b>		<b>2643</b>	

*Schools that provide care to clients are the most common establishment type among SLPs with a primary work location, employing 41% of Virginia's SLP workforce.*

Source: Va. Healthcare Workforce Data Center



*Among SLPs who also have a secondary work location, skilled nursing facilities are the most common establishment type, employing 17% of the state's SLP workforce.*

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

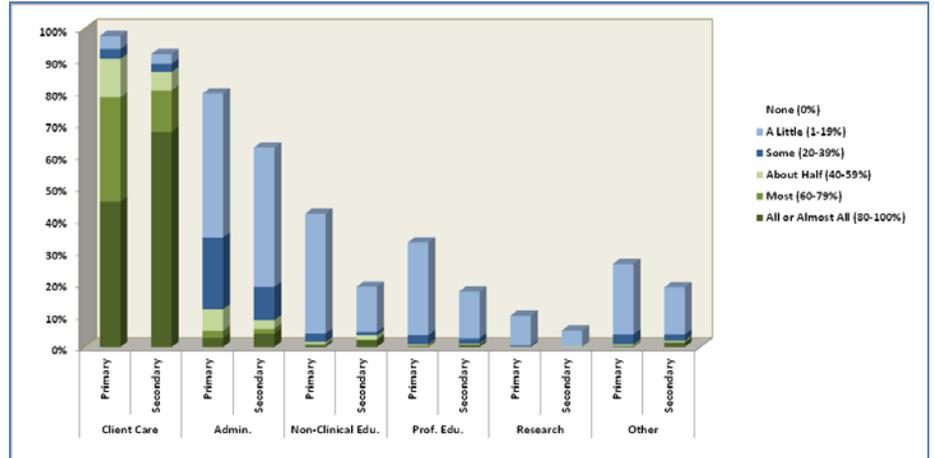
Client Care: 78%  
Administration: 5%  
Non-Clinical Edu.: 1%

### Patient Care SLPs

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

*The typical SLP spends around three-quarters of her time treating patients. In fact, 78% of SLPs fill a client care role, defined as spending 60% or more of their time in that activity.*

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
<b>All or Almost All (80-100%)</b>	46%	67%	3%	4%	0%	2%	0%	1%	0%	0%	0%	1%
<b>Most (60-79%)</b>	33%	13%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	12%	6%	7%	3%	1%	1%	0%	0%	0%	0%	1%	0%
<b>Some (20-39%)</b>	3%	3%	23%	10%	3%	1%	3%	2%	0%	0%	3%	2%
<b>A Little (1-19%)</b>	4%	3%	45%	44%	38%	14%	29%	15%	9%	5%	22%	15%
<b>None (0%)</b>	2%	8%	20%	37%	58%	81%	67%	82%	90%	95%	74%	81%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Weekly Session Totals

(Median)

Primary Location: 30-39

Secondary Location: 1-9

Total 30-39

### % with Group Sessions

Primary Location: 49%

Secondary Location: 18%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total <sup>2</sup>	
	#	%	#	%	#	%
<b>None</b>	130	5%	66	9%	118	4%
<b>1-9</b>	449	16%	439	58%	312	11%
<b>10-19</b>	393	14%	80	11%	401	14%
<b>20-29</b>	323	11%	68	9%	336	12%
<b>30-39</b>	269	9%	28	4%	287	10%
<b>40-49</b>	170	6%	21	3%	206	7%
<b>50-59</b>	237	8%	13	2%	240	8%
<b>60-69</b>	106	4%	8	1%	122	4%
<b>70-79</b>	68	2%	1	0%	73	3%
<b>80 or more</b>	702	25%	33	4%	752	26%
<b>Total</b>	<b>2,847</b>	<b>100%</b>	<b>757</b>	<b>100%</b>	<b>2,847</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*A typical SLP has approximately 30 to 39 client sessions per week across both their primary and secondary work locations. Nearly half of these SLPs conduct group session at their primary work location.*

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
<b>None</b>	151	5%	1,445	51%	77	10%	619	82%
<b>1-9</b>	1,148	41%	411	15%	515	68%	99	13%
<b>10-19</b>	699	25%	342	12%	93	12%	19	3%
<b>20-29</b>	368	13%	309	11%	36	5%	12	2%
<b>30-39</b>	250	9%	176	6%	12	2%	4	1%
<b>40-49</b>	104	4%	89	3%	7	1%	1	0%
<b>50-59</b>	63	2%	29	1%	5	1%	2	0%
<b>60-69</b>	28	1%	11	0%	3	0%	0	0%
<b>70-79</b>	4	0%	2	0%	1	0%	0	0%
<b>80 or more</b>	17	1%	7	0%	9	1%	0	0%
<b>Total</b>	<b>2,832</b>	<b>100%</b>	<b>2,821</b>	<b>100%</b>	<b>757</b>	<b>100%</b>	<b>756</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>2</sup> This column estimates the total number of client sessions across both primary and secondary work locations.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
<b>Under age 50</b>	38	1%	-	-
<b>50 to 54</b>	104	4%	5	1%
<b>55 to 59</b>	300	11%	39	5%
<b>60 to 64</b>	772	29%	211	29%
<b>65 to 69</b>	984	38%	318	44%
<b>70 to 74</b>	265	10%	90	12%
<b>75 to 79</b>	45	2%	18	2%
<b>80 or over</b>	16	1%	3	0%
<b>I do not intend to retire</b>	94	4%	40	6%
<b>Total</b>	<b>2,618</b>	<b>100%</b>	<b>724</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All SLPs**

Under 65: 46%

Under 60: 17%

**SLPs 50 and over**

Under 65: 35%

Under 60: 6%

**Time until Retirement**

Within 2 years: 5%

Within 10 years: 18%

Half the workforce: By 2040

Source: Va. Healthcare Workforce Data Center

*46% of SLPs expect to retire before the age of 65, including 17% who plan on retiring no later than the age of 60. Among SLPs who are age 50 and over, 35% plan on retiring by age 65.*

*Within the next two years, 1% of Virginia's SLPs plan on leaving the profession and 4% expect to leave the state in order to practice elsewhere. Meanwhile, 14% of SLPs plan on pursuing additional education, and 10% also plan to increase their client care hours.*

**Future Plans**

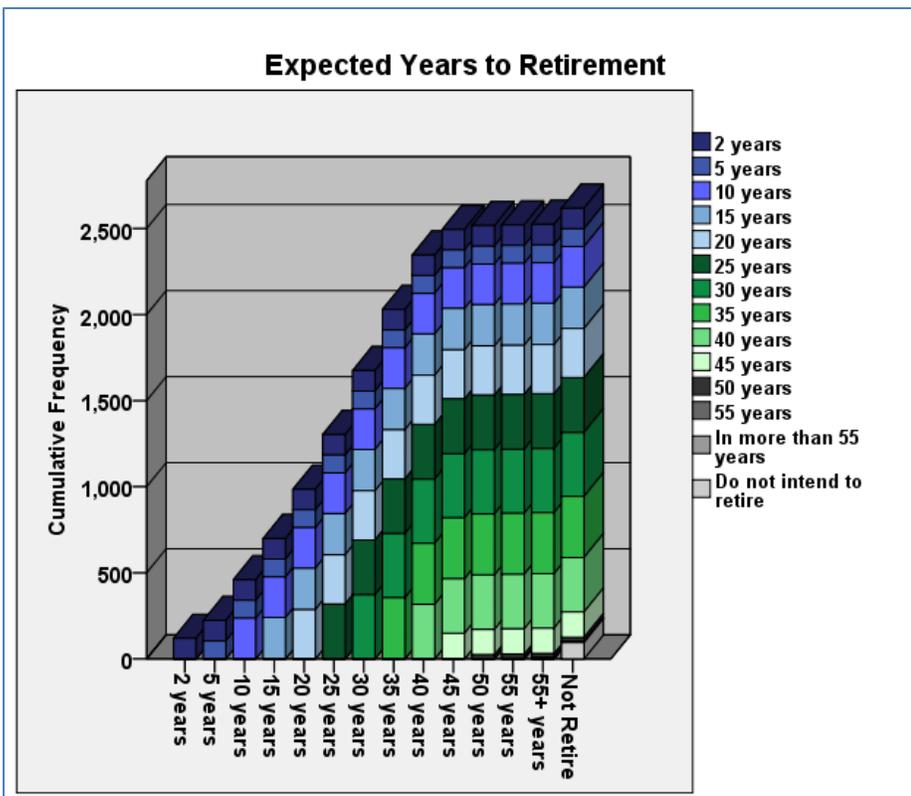
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	50	1%
<b>Leave Virginia</b>	129	4%
<b>Decrease Client Care Hours</b>	186	5%
<b>Decrease Teaching Hours</b>	19	1%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	341	10%
<b>Increase Teaching Hours</b>	112	3%
<b>Pursue Additional Education</b>	486	14%
<b>Return to Virginia's Workforce</b>	39	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for SLPs. Only 5% of SLPs plan on retiring in the next two years, while 18% plan on retiring in the next ten years. Half of the current SLP workforce expects to be retired by 2040.

Time to Retirement			
Expect to retire within...	#	%	Cumulative %
2 years	119	5%	5%
5 years	104	4%	9%
10 years	236	9%	18%
15 years	240	9%	27%
20 years	286	11%	38%
25 years	318	12%	50%
30 years	372	14%	64%
35 years	355	14%	78%
40 years	317	12%	90%
45 years	148	6%	95%
50 years	22	1%	96%
55 years	4	0%	96%
In more than 55 years	4	0%	96%
Do not intend to retire	94	4%	100%
<b>Total</b>	<b>2,618</b>	<b>100%</b>	

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 2035. Retirements will peak at 14% of the current workforce around 2045 before declining to under 10% of the current workforce again around 2060.

## At a Glance:

### FTEs

Total: 2,647  
 FTEs/1,000 Residents: 0.318  
 Average: 0.79

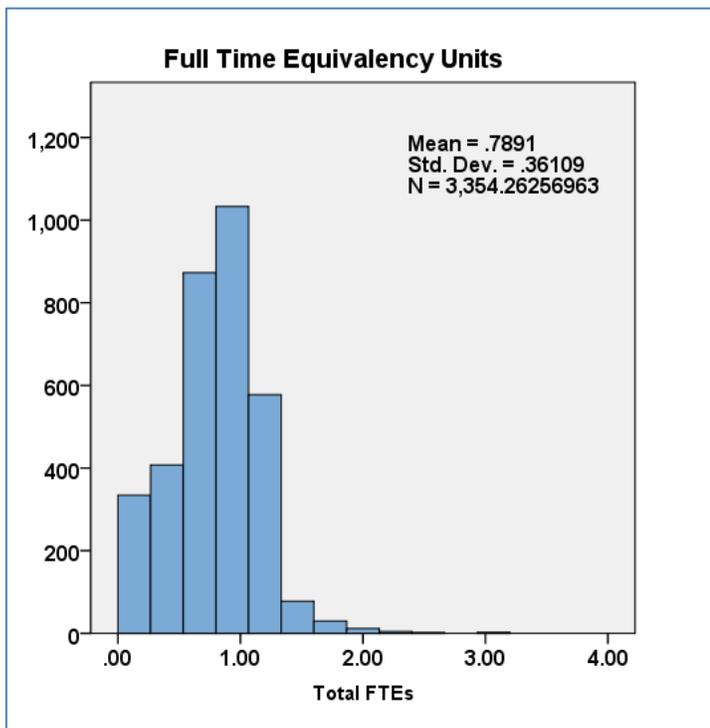
### Age & Gender Effect

Age, Partial  $\eta^2$ : Small  
 Gender, Partial  $\eta^2$ : Negligible

*Partial  $\eta^2$  Explained:*  
 Partial  $\eta^2$  is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

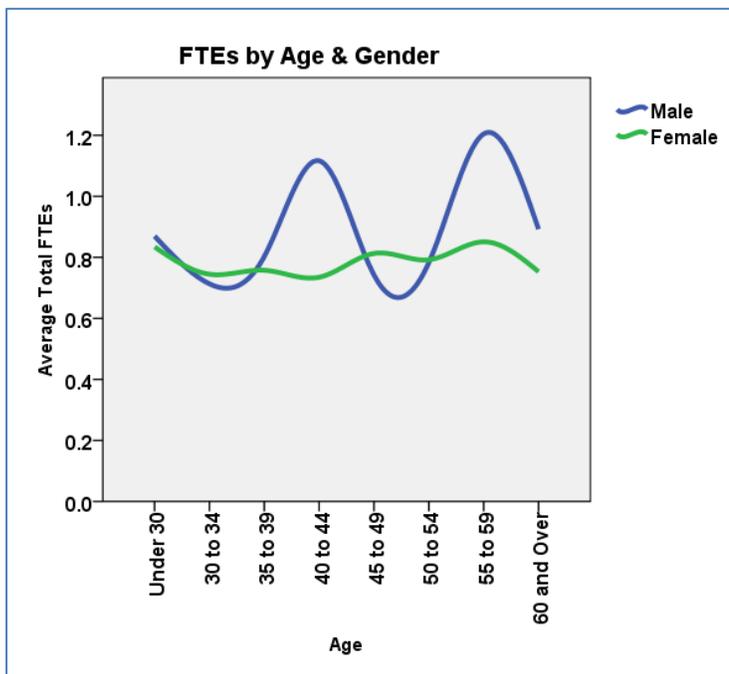


Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.82 FTEs in 2015, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>3</sup>

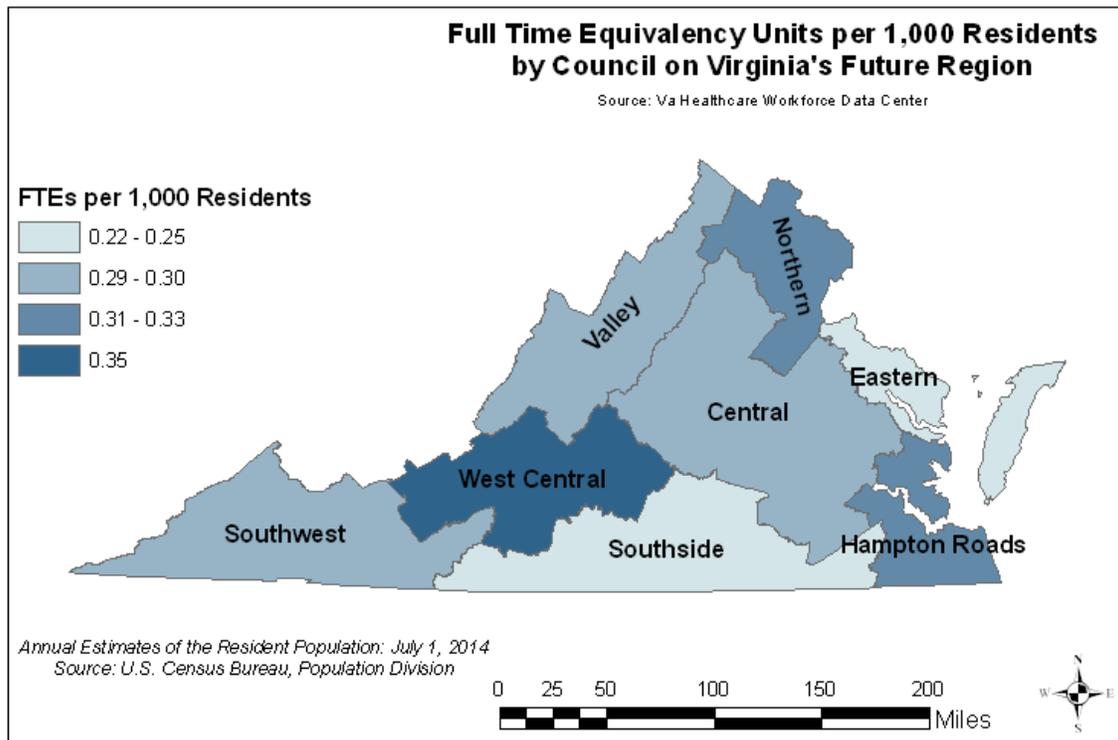
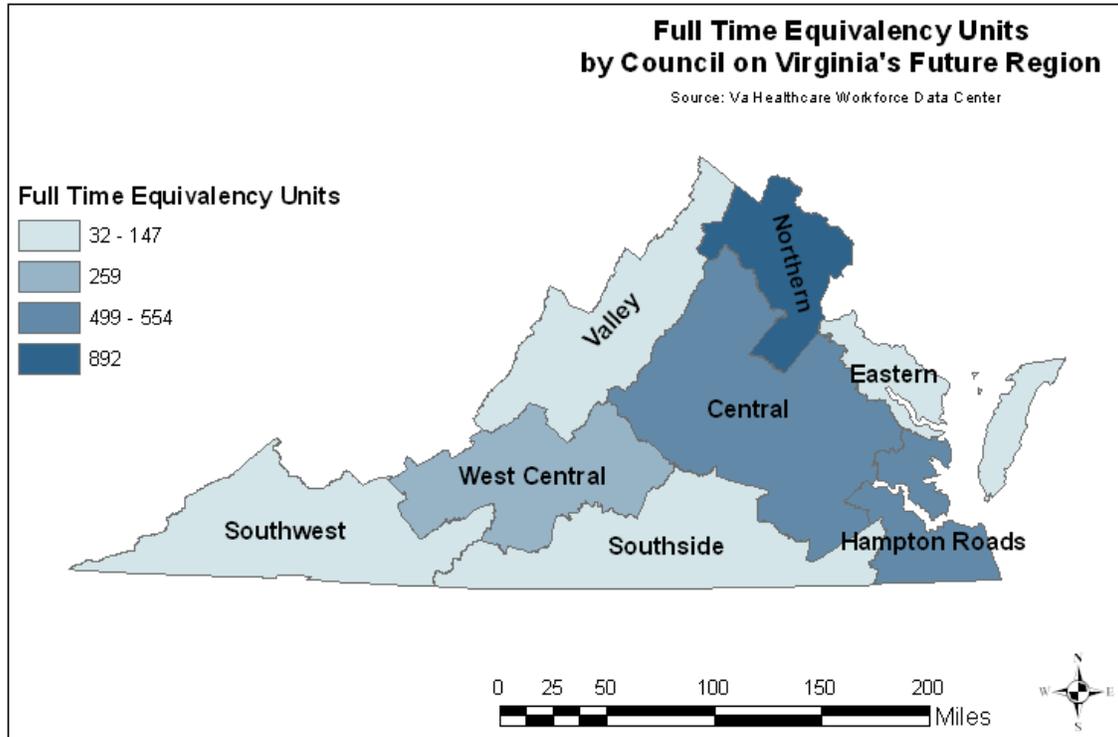
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.84	0.89
30 to 34	0.74	0.76
35 to 39	0.76	0.75
40 to 44	0.74	0.76
45 to 49	0.86	0.86
50 to 54	0.76	0.79
55 to 59	0.85	0.84
60 and Over	0.80	0.86
Gender		
Male	0.91	0.96
Female	0.78	0.83

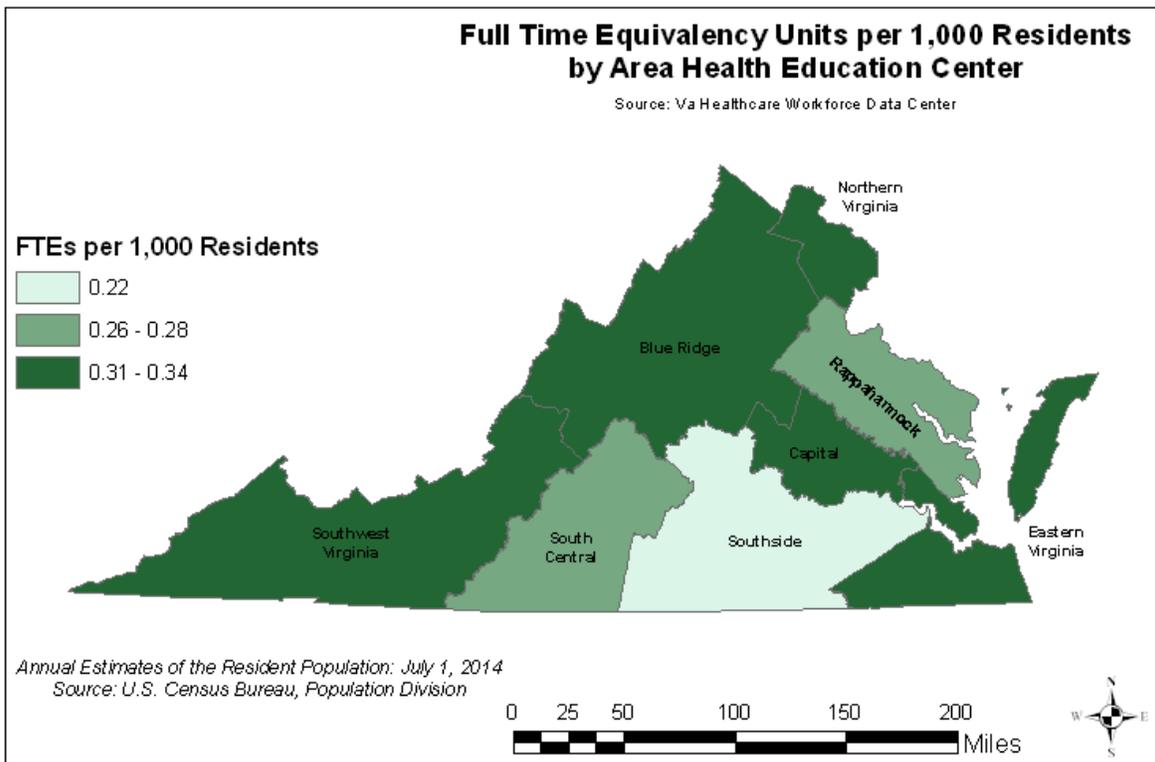
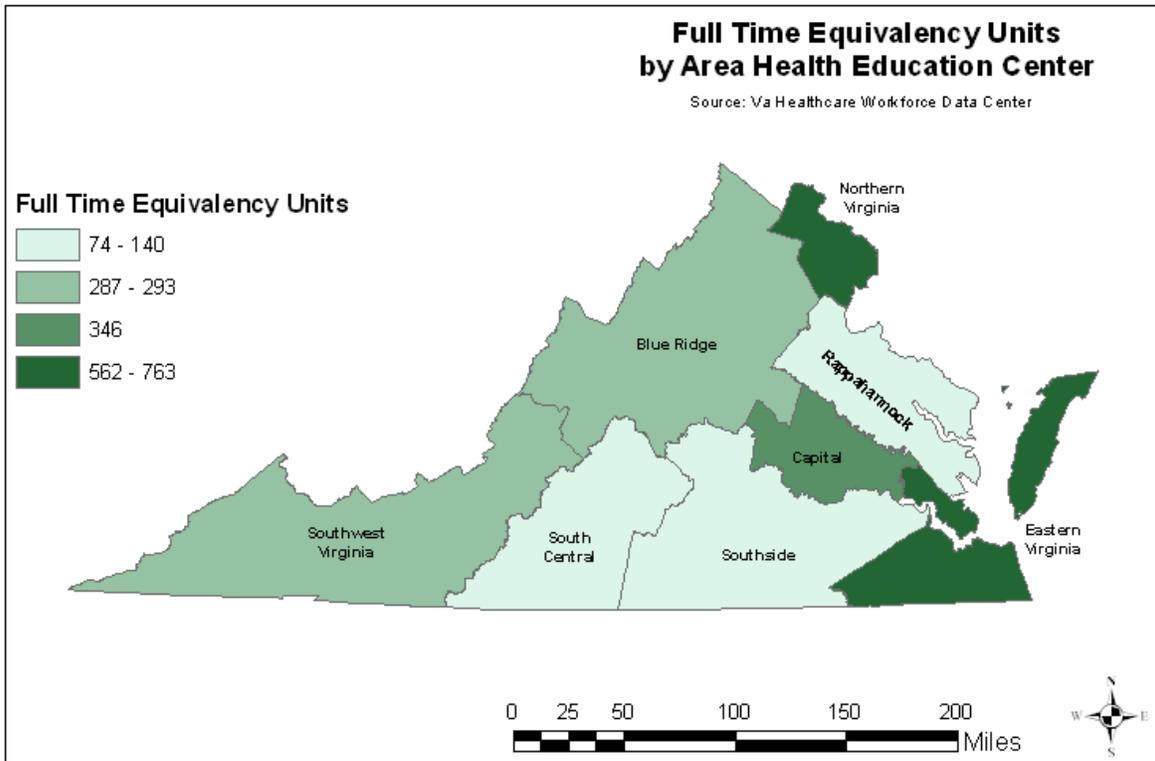
Source: Va. Healthcare Workforce Data Center

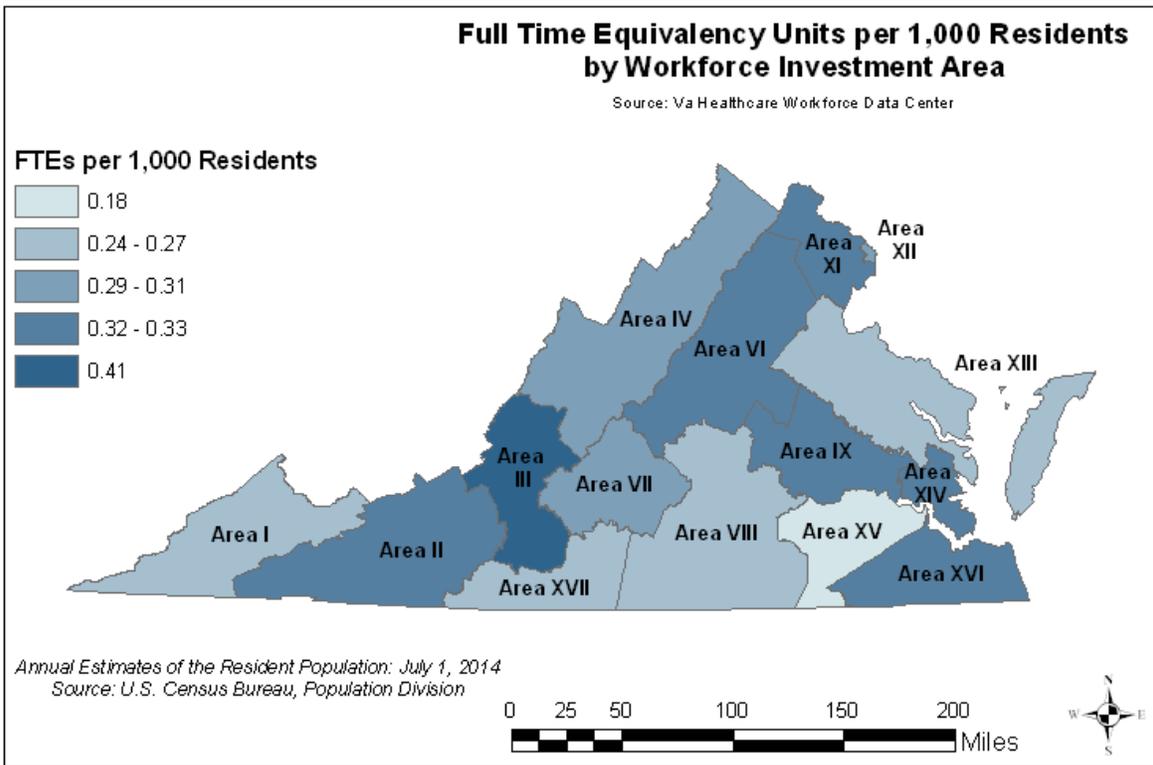
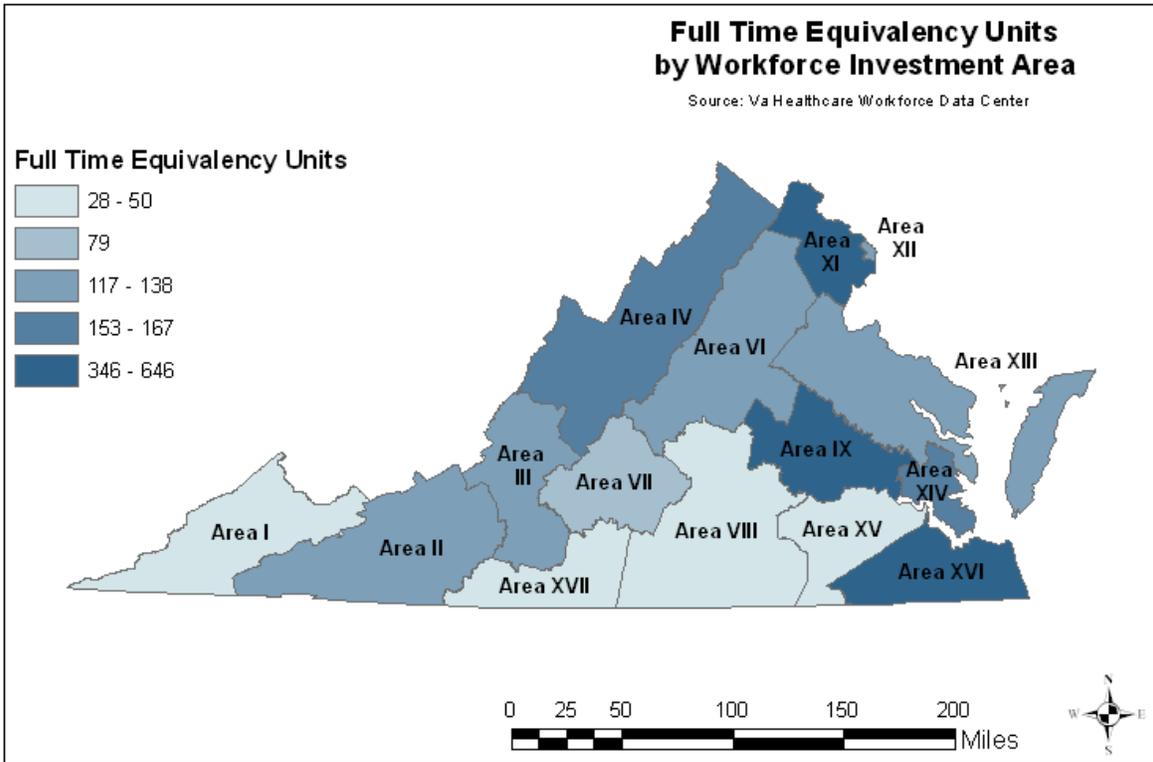


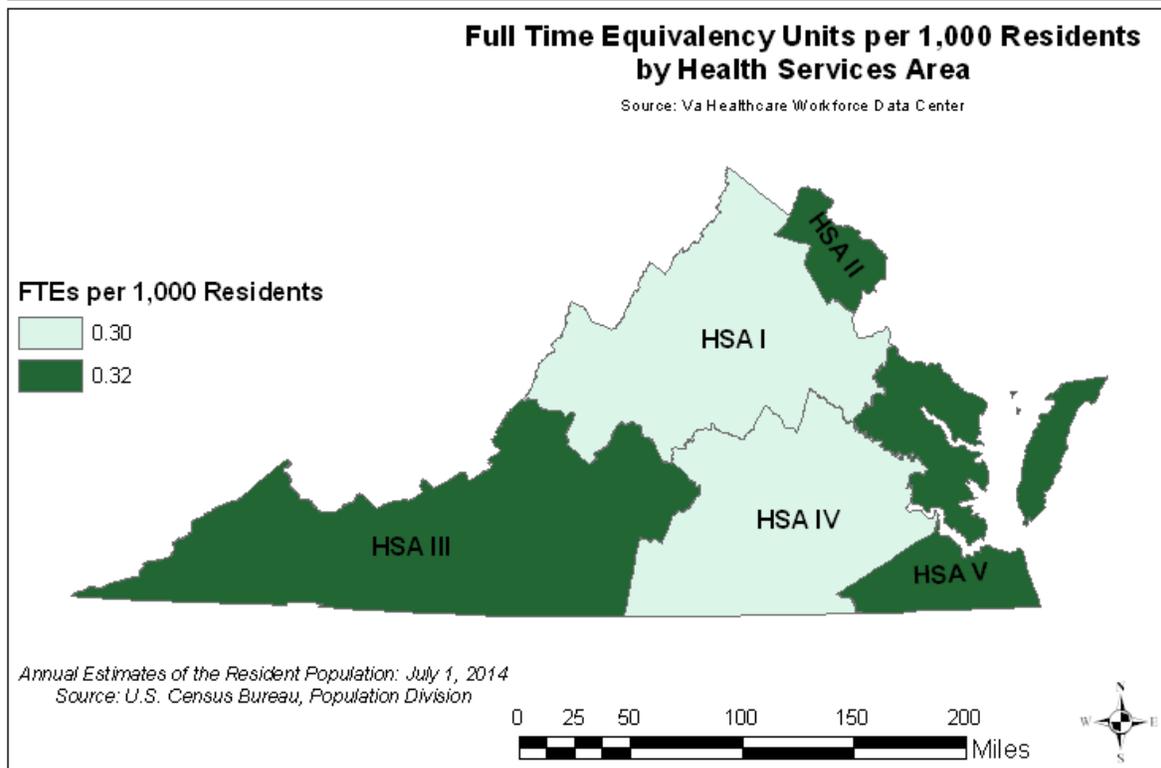
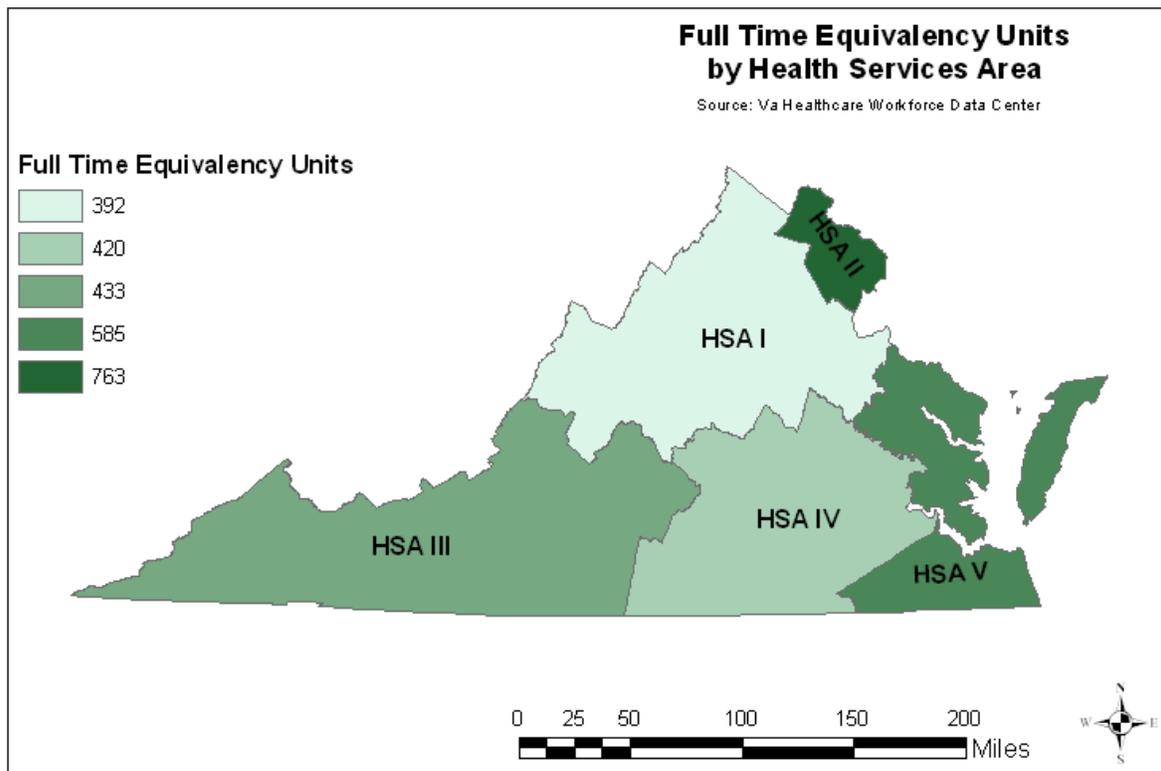
Source: Va. Healthcare Workforce Data Center

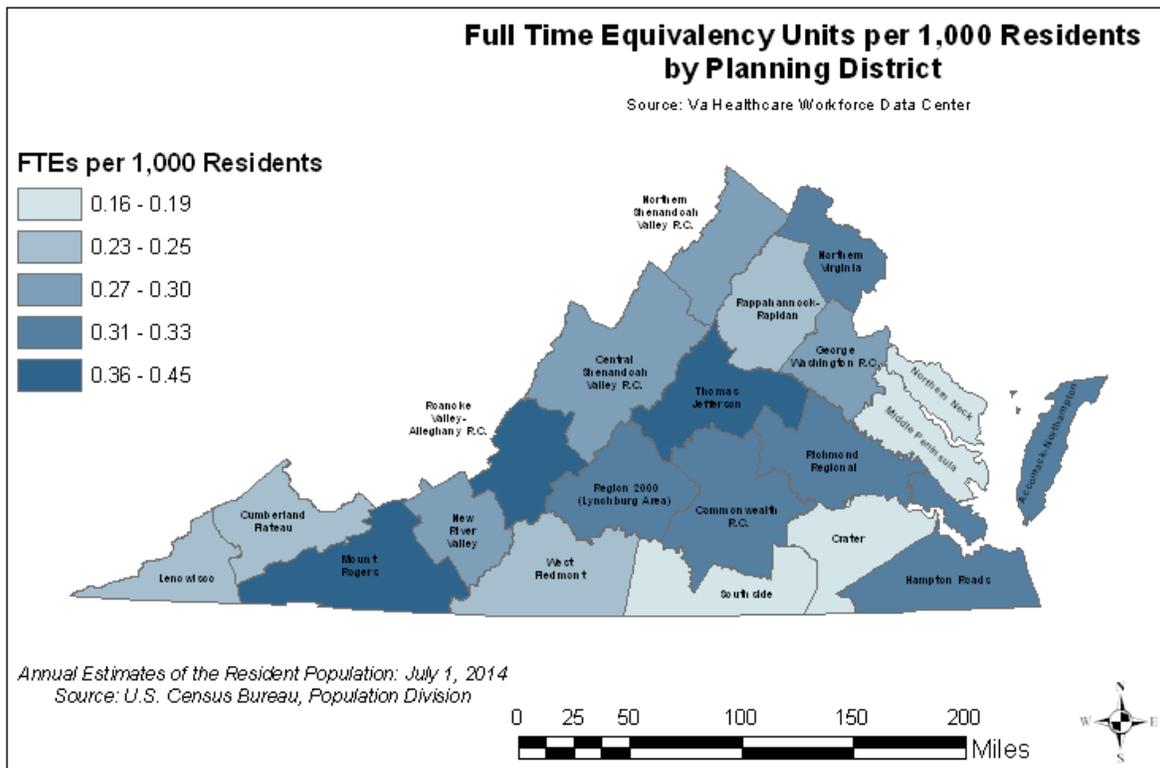
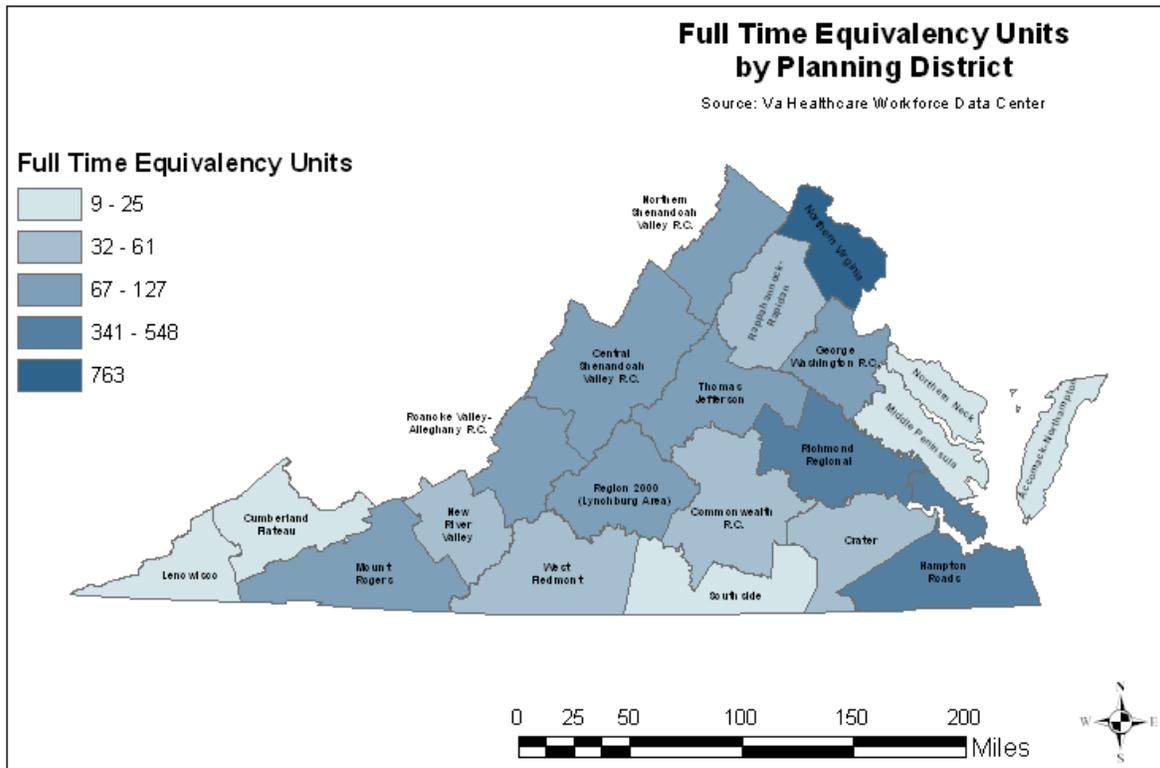
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,451	84.01%	1.190384	1.12223	1.297358
Metro, 250,000 to 1 million	285	89.82%	1.113281	1.049542	1.213326
Metro, 250,000 or less	391	83.12%	1.203077	1.134197	1.311192
Urban pop 20,000+, Metro adj	42	80.95%	1.235294	1.16457	1.346304
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	119	88.24%	1.133333	1.068446	1.23518
Urban pop, 2,500-19,999, nonadj	65	78.46%	1.27451	1.20154	1.389044
Rural, Metro adj	44	84.09%	1.189189	1.121104	1.296056
Rural, nonadj	20	85.00%	1.176471	1.109114	1.282194
Virginia border state/DC	360	76.94%	1.299639	1.225231	1.416431
Other US State	223	60.99%	1.639706	1.545828	1.787058

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	517	75.63%	1.322251	1.213326	1.787058
30 to 34	668	81.74%	1.223443	1.122659	1.653517
35 to 39	595	85.55%	1.168959	1.072662	1.57988
40 to 44	541	87.43%	1.143763	1.049542	1.545828
45 to 49	475	87.16%	1.147343	1.052827	1.550666
50 to 54	319	84.64%	1.181481	1.084153	1.596805
55 to 59	319	80.56%	1.241245	1.138994	1.677577
60 and Over	565	77.17%	1.295872	1.18912	1.751406

See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.824250**

