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# *Virginia's Speech-Language Pathology Workforce: 2016*

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Healthcare Workforce Data Center

March 2017

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*3,201 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

Licenses:	3,997
Virginia's Workforce:	3,449
FTEs:	2,634

## Background

Rural Childhood:	30%
HS Degree in VA:	44%
Prof. Degree in VA:	46%

## Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	59%
Satisfied?:	95%

## Survey Response Rate

All Licenses:	80%
Renewing Practitioners:	87%

## Education

Masters:	98%
Doctorate:	2%

## Job Turnover

Switched Jobs in 2016:	7%
Employed over 2 yrs:	64%

## Demographics

Female:	97%
Diversity Index:	25%
Median Age:	41

## Finances

Median Inc.:	\$60k-\$70k
Health Benefits:	63%
Under 40 w/ Ed debt:	64%

## Primary Roles

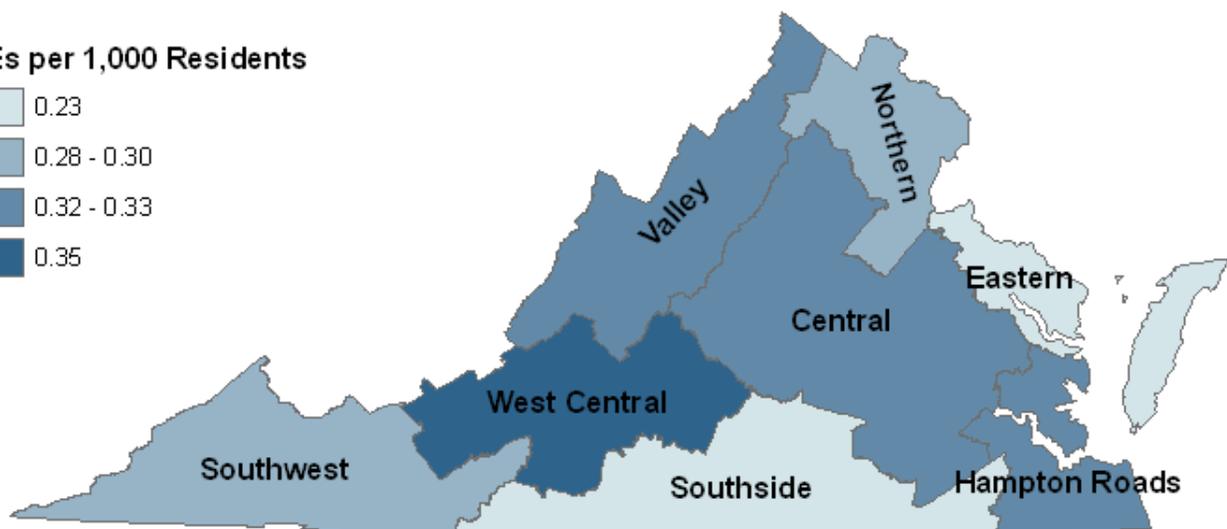
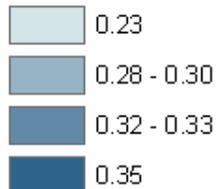
Client Care:	77%
Administration:	6%
Non-Clinical Educ.:	1%

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

### FTEs per 1,000 Residents



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



3,201 speech-language pathologists (SLPs) voluntarily took part in the 2016 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 80% of the 3,997 SLPs who are licensed in the state and 87% of renewing practitioners.

The HWDC estimates that 3,449 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. In 2016, Virginia's SLP workforce provided 2,634 "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).

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 25% chance that they would be of different races or ethnicities, a measure known as the diversity index. This percentage actually falls to 24% for those SLPs who are under the age of 40. Overall, Virginia's SLP workforce is considerably less diverse than the state's general population, which has a diversity index of 55%.

30% of SLPs grew up in a rural area, and 20% of these professionals currently work in non-metro areas of the state. Overall, 9% of Virginia's SLPs currently work in a non-metro area. 44% of Virginia's SLPs graduated from high school in Virginia, while 46% earned their initial professional degree in the state. In total, 55% of SLPs have some form of educational background in the state.

98% of all SLPs have a Master's degree as their highest professional degree. 43% of SLPs currently carry education debt, including 64% of those under the age of 40. The median debt burden for those SLPs with educational debt is between \$40,000 and \$50,000.

94% 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 2% of SLPs have been underemployed. In addition, 7% of Virginia's SLP workforce has switched jobs, while 64% have stayed at their primary work location for at least two years.

The typical SLP earned between \$60,000 and \$70,000 last year. 56% of all SLPs receive a salary at their primary work location, while another 33% earn an hourly wage. Among those SLPs who earn either a salary or an hourly wage at their primary work location, 82% receive at least one employer-sponsored benefit, including 63% who receive health insurance. 95% of all SLPs are satisfied with their current employment situation, including 60% who indicate they are "very satisfied".

75% of Virginia's SLPs work in Northern Virginia, Central Virginia, or Hampton Roads. 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 employ 40% of all SLPs in the state, which makes it the most common working establishment type for Virginia's SLP workforce.

A typical SLP spends approximately three-quarters of her time taking care of patients. In addition, 77% 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.

48% of all SLPs expect to retire by the age of 65. In addition, 4% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2046. Over the next two years, 10% of SLPs plan on increasing patient care activities, and 14% expect to pursue additional educational opportunities.

## Summary of Trends

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Although the number of licensed SLPs in Virginia actually fell slightly from 3,999 in 2015 to 3,997 in 2016, the number has increased by 585 since 2013. Virginia's SLP workforce also increased from 3,015 in 2013 to 3,449 in 2016, although the increased number of workers produced fewer FTEs in the past year. The increase from 3,441 to 3,449 SLP workforce in Virginia between 2015 and 2016 did not result in the anticipated increase in FTEs. Rather, the FTE provided by Virginia's SLP workforce declined from 2,647 in 2015 to 2,634 in 2016. However, both numbers are still higher than the 2,280 FTEs provided in 2013.

The median age of Virginia's SLP workforce has not changed significantly in the past four years. Since a one year drop in median age from 41 to 40 between 2013 and 2014, it has held steady at 41 years subsequently. However, there has been a change in the age distribution of the professionals indicating a younger SLP workforce. In 2013, 47% of all SLPs were under the age of 40, but this percentage increased to 48% in 2016. In addition, the percentage of SLPs who are age 55 or over decreased from 21% to 17% in the same period. The overall SLP workforce also became slightly more diverse as its diversity index increased from 24% to 25%. However, this trend reversed itself among SLPs who are under the age of 40. In 2013, the diversity index among SLPs who were under the age of 40 was 25% in 2013, but this percentage fell to 24% in 2016.

Among all SLPs in Virginia, there was no change in the percentage who received a professional degree from a state institution. However, the percent receiving high school education from the state dropped from 45% in 2013 to 44% in 2014 and has remained at this percentage since then. The percent of SLPs working in rural area also dropped for the first time since 2013 from 10% to 9% in 2016.

The financial situation of the typical SLP in the state improved during the year. Since 2013, the median annual income for a SLP has been between \$50,000 and \$60,000, but this increased to between \$60,000 and \$70,000 in 2016. However, SLPs were slightly less likely to receive an employer-sponsored work benefit in addition to their income. In 2013, 81% of SLPs received an employer-sponsored benefit, but this percentage decreased to 76% in 2016. However, with respect to employer-sponsored retirement plans, 55% had access to one in 2013, but 60% of SLPs had access to one in 2016.

Education debts also cast a cloud on the improving financial landscape of the SLP workforce. Although the percent under age 40 carrying debt remains the same 64% it was in 2013, the percent overall carrying debt increased from 38% to 43% between 2013 and 2016. The debt distribution is also less favorable as the percent carrying \$100,000 or more education debt increased from 3% to 5% in the overall population and from 5% to 9% in the population under age 40 between 2013 and 2016.

There were some changes in the sectors in which SLPs worked in 2016. The percent working for state government and non-profit organizations increased from 36% and 19%, respectively, in 2013 to 40% and 21% in 2016. By contrast, those working for for-profit organization declined from 43% to 38%.

The SLP labor market exhibited more stability during the year. For instance, the percentage of SLPs who were underemployed fell from 4% in 2013 to 2% in 2016. In addition, while 9% of SLPs switched jobs and 26% worked at a new location in 2013, these percentages fell to 7% and 21%, respectively, in 2016. At the same time, however, Virginia's SLPs were more likely to remain at their jobs for the long term. For example, the percentage of SLPs who have remained at their primary work location for at least two years increased from 62% to 64%.

In 2013, 47% of all SLPs expected to retire by the age of 65. In 2016, however, this percentage increased to 48%. At the same time, the percentage of SLPs who expect to retire by the age of 60 stayed at 18%. On the other hand, whereas 5% of all SLPs expected to retire within the next two years in 2013, only 4% expected to do the same in 2016. Meanwhile, the percentage of SLPs who expect to retire within the next ten years fell from 18% to 15% in the same period.



**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	3,500	88%
<b>New Licensees</b>	285	7%
<b>Non-Renewals</b>	212	5%
<b>All Licensees</b>	<b>3,997</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 80% of renewing SLPs submitted a survey. These represent 87% of SLPs who held a license at some point in 2016.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	261	295	53%
<b>30 to 34</b>	121	551	82%
<b>35 to 39</b>	87	528	86%
<b>40 to 44</b>	68	492	88%
<b>45 to 49</b>	47	438	90%
<b>50 to 54</b>	46	299	87%
<b>55 to 59</b>	51	265	84%
<b>60 and Over</b>	115	333	74%
<b>Total</b>	<b>796</b>	<b>3,201</b>	<b>80%</b>
<b>New Licenses</b>			
<b>Issued in 2016</b>	224	61	21%
<b>Metro Status</b>			
<b>Non-Metro</b>	48	228	83%
<b>Metro</b>	544	2,559	83%
<b>Not in Virginia</b>	204	414	67%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed SLPs**

Number:	3,997
New:	7%
Not Renewed:	5%

**Survey Response Rates**

All Licensees:	80%
Renewing Practitioners:	87%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	3,201
<b>Response Rate, all licensees</b>	80%
<b>Response Rate, Renewals</b>	87%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2016.
- 2. Target Population:** All SLPs who held a Virginia license at some point in 2016.
- 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 2016.

## At a Glance:

### Workforce

2016 SLP Workforce: 3,449  
 FTEs: 2,634

### Utilization Ratios

Licensees in VA Workforce: 86%  
 Licensees per FTE: 1.52  
 Workers per FTE: 1.31

Source: Va. Healthcare Workforce Data Center

## Definitions

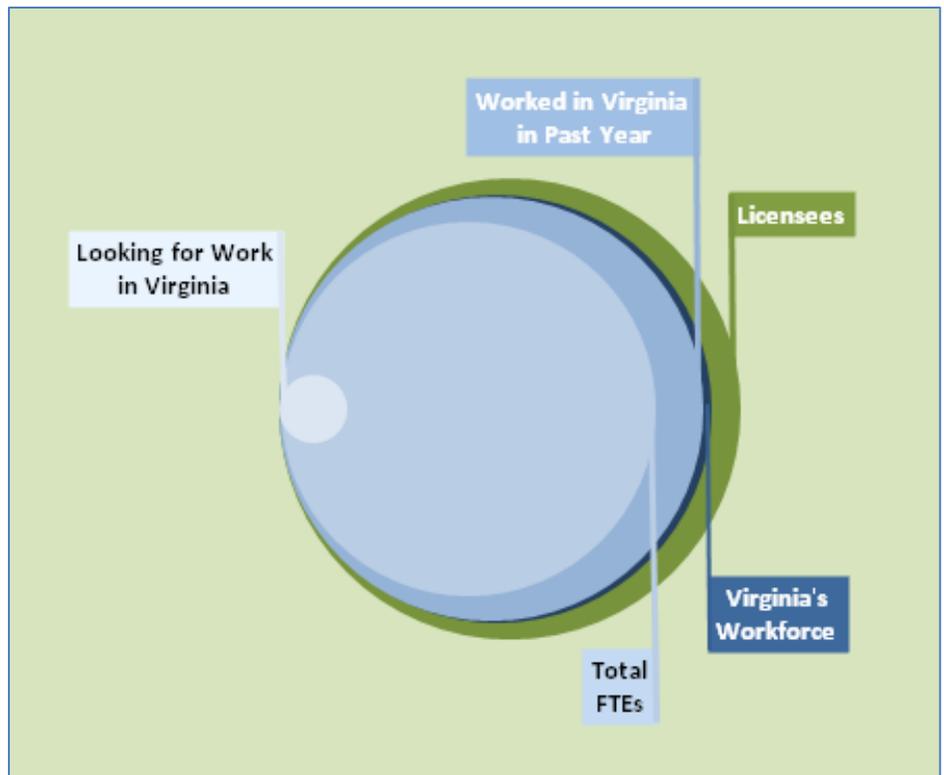
- 1. Virginia’s Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia’s workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	3,364	98%
Looking for Work in Virginia	85	2%
Virginia's Workforce	3,449	100%
Total FTEs	2,634	
Licensees	3,997	

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	9	2%	467	98%	476	15%
30 to 34	6	1%	518	99%	524	17%
35 to 39	10	2%	480	98%	490	16%
40 to 44	15	4%	412	96%	427	14%
45 to 49	5	1%	376	99%	381	12%
50 to 54	12	5%	243	96%	255	8%
55 to 59	13	6%	212	94%	225	7%
60 +	11	4%	302	97%	313	10%
<b>Total</b>	<b>81</b>	<b>3%</b>	<b>3,010</b>	<b>97%</b>	<b>3,091</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	63%	2,669	87%	1,301	87%
Black	19%	202	7%	94	6%
Asian	6%	63	2%	33	2%
Other Race	0%	22	1%	11	1%
Two or more races	2%	38	1%	17	1%
Hispanic	9%	90	3%	37	2%
<b>Total</b>	<b>100%</b>	<b>3,084</b>	<b>100%</b>	<b>1,493</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

*48% 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 is 24%.*

### At a Glance:

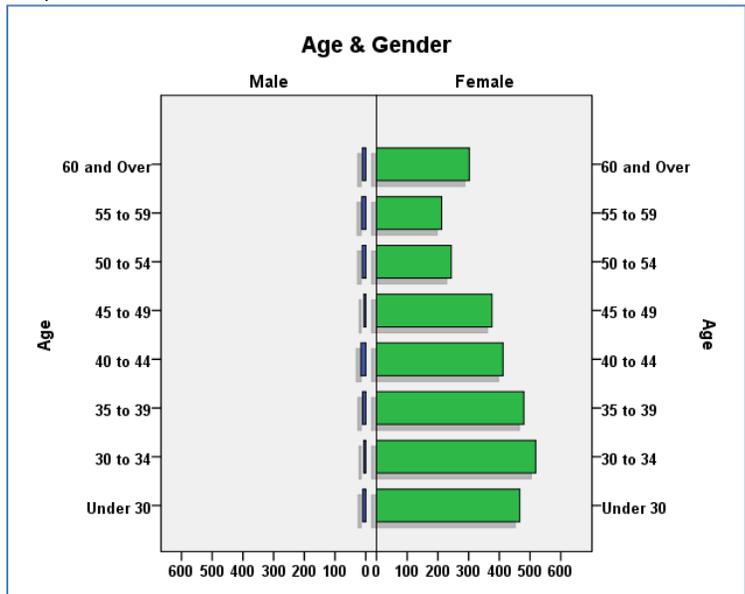
**Gender**  
 % Female: 97%  
 % Under 40 Female: 98%

**Age**  
 Median Age: 41  
 % Under 40: 48%  
 % 55+: 17%

**Diversity**  
 Diversity Index: 25%  
 Under 40 Div. Index: 24%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two SLPs, there is a 25% 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%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 8%  
 Rural Childhood: 30%

### Virginia Background

HS in Virginia: 44%  
 Prof. Education in VA: 46%  
 HS/Prof. Educ. in VA: 55%

### Location Choice

% Rural to Non-Metro: 20%  
 % Urban/Suburban to Non-Metro: 5%

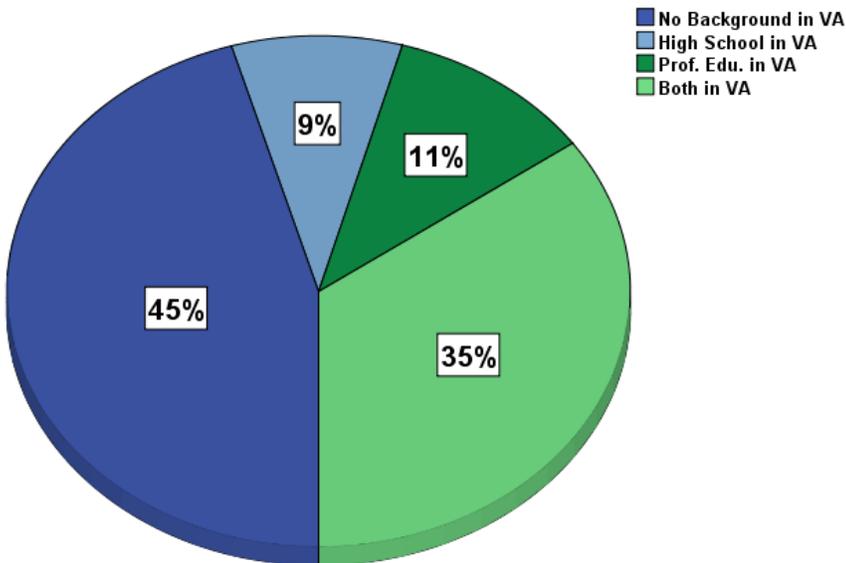
Source: Va. Healthcare Workforce Data Center

## 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+	23%	69%	9%
2	Metro, 250,000 to 1 million	51%	43%	6%
3	Metro, 250,000 or less	36%	57%	8%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	53%	40%	7%
6	Urban pop, 2,500-19,999, Metro adj	63%	31%	5%
7	Urban pop, 2,500-19,999, nonadj	82%	19%	0%
8	Rural, Metro adj	59%	36%	5%
9	Rural, nonadj	65%	35%	0%
<b>Overall</b>		<b>30%</b>	<b>62%</b>	<b>8%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

30% of SLPs grew up in self-described rural areas, and 20% of these professionals currently work in non-metro counties. Overall, 9% 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	1,347	Virginia	1,399
2	New York	223	Washington, D.C.	182
3	Pennsylvania	209	New York	169
4	Maryland	122	Pennsylvania	143
5	New Jersey	111	North Carolina	139
6	North Carolina	99	Tennessee	111
7	West Virginia	97	Maryland	106
8	Florida	90	Florida	86
9	Ohio	67	West Virginia	70
10	Outside U.S./Canada	62	Ohio	69

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.*

*Among SLPs who have been licensed in the past five years, 37% received their high school degree in Virginia, and 40% received their initial professional degree in the state.*

Rank	Licensed in the Past 5 Years			
	High School	#	Professional School	#
1	Virginia	423	Virginia	451
2	Pennsylvania	94	New York	84
3	New York	86	Washington, D.C.	68
4	Maryland	53	Pennsylvania	62
5	North Carolina	47	North Carolina	60
6	New Jersey	47	Maryland	60
7	Florida	36	Florida	37
8	West Virginia	33	Tennessee	32
9	Illinois	28	Massachusetts	25
10	Ohio	27	West Virginia	25

Source: Va. Healthcare Workforce Data Center

*14% of licensed SLPs did not participate in Virginia's workforce in 2016. 88% of these professionals worked at some point in the past year, including 84% who currently work as SLPs.*

### At a Glance:

#### Not in VA Workforce

Total:	550
% of Licensees:	14%
Federal/Military:	5%
Va Border State/DC:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
<b>Masters Degree</b>	2,989	98%
<b>Doctorate - SLP</b>	41	1%
<b>Other Doctorate</b>	18	1%
<b>Total</b>	<b>3,048</b>	<b>100%</b>

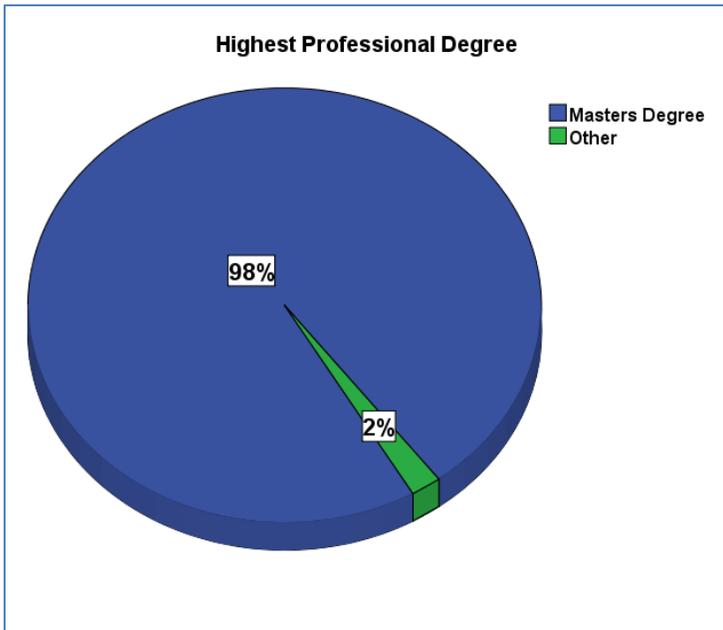
Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Educational Debt**  
Carry debt: 43%  
Under age 40 w/ debt: 64%  
Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

98% of all SLPs hold a Masters as their highest professional degree.

43% of SLPs currently have educational debt, including 64% of those under the age of 40. For those with educational debt, the median debt amount is between \$40,000 and \$50,000.

Educational Debt				
Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
<b>None</b>	1,573	57%	483	36%
<b>Less than \$10,000</b>	145	5%	95	7%
<b>\$10,000-\$19,999</b>	153	6%	100	7%
<b>\$20,000-\$29,999</b>	150	5%	105	8%
<b>\$30,000-\$39,999</b>	136	5%	102	8%
<b>\$40,000-\$49,999</b>	120	4%	81	6%
<b>\$50,000-\$59,999</b>	99	4%	73	5%
<b>\$60,000-\$69,999</b>	69	2%	56	4%
<b>\$70,000-\$79,999</b>	71	3%	57	4%
<b>\$80,000-\$89,999</b>	57	2%	50	4%
<b>\$90,000-\$99,999</b>	43	2%	35	3%
<b>\$100,000 or More</b>	149	5%	117	9%
<b>Total</b>	<b>2,766</b>	<b>100%</b>	<b>1,356</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

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

### Top Credentials

CCC-SLP:	81%
VitalStim Certified:	14%
DOE Endorsement:	2%

Source: Va. Healthcare Workforce Data Center

81% of all SLPs hold a CCC-SLP credential, while 14% are VitalStim certified.

## A Closer Look:

Credentials		
Credential	#	% of Workforce
<b>CCC-SLP: Speech-Language Pathology</b>	2,790	81%
<b>VitalStim Certified</b>	492	14%
<b>DOE Endorsement</b>	77	2%
<b>CBIS - Certified Brain Injury Specialist</b>	21	1%
<b>CF-SLP: Fellowship</b>	15	< 1%
<b>BRS-S: Swallowing</b>	6	< 1%
<b>CCC-A: Audiology</b>	4	< 1%
<b>BRS-CL: Child Language</b>	2	< 1%
<b>BRS-FD: Fluency Disorders</b>	2	< 1%
<b>Other</b>	139	4%
<b>At Least One Credential</b>	<b>2,877</b>	<b>83%</b>

Source: Va. Healthcare Workforce Data Center

## Self-Designated Specialties

Specialty	#	% of Workforce
<b>Swallowing &amp; Swallowing Disorders</b>	948	27%
<b>School/Pediatrics</b>	923	27%
<b>Child Language</b>	922	27%
<b>Autism</b>	778	23%
<b>Child/Infant</b>	557	16%
<b>Geriatrics</b>	539	16%
<b>Medical</b>	421	12%
<b>Brain Injury</b>	363	11%
<b>Voice</b>	238	7%
<b>Fluency Disorders</b>	235	7%
<b>Deaf and Hard of Hearing</b>	156	5%
<b>Other</b>	275	8%
<b>At Least One Specialty</b>	<b>2,241</b>	<b>65%</b>

Source: Va. Healthcare Workforce Data Center

27% of all SLPs have a self-designated specialty in Swallowing & Swallowing Disorders. The same percentage also has specialties in School/Pediatrics and Child Language.

## At a Glance:

### Employment

Employed in Profession: 94%  
Involuntarily Unemployed: < 1%

### Positions Held

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

### Weekly Hours:

40 to 49: 44%  
60 or more: 3%  
Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	< 1%
Employed in a SLP-related capacity	2,887	94%
Employed, NOT in a SLP-related capacity	54	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	< 1%
Voluntarily unemployed	100	3%
Retired	22	1%
<b>Total</b>	<b>3,070</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

94% of licensed SLPs are currently employed in the profession.  
59% of SLPs have one full-time job, and 44% of SLPs work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	127	4%
One Part-Time Position	526	17%
Two Part-Time Positions	145	5%
One Full-Time Position	1,801	59%
One Full-Time Position & One Part-Time Position	354	12%
Two Full-Time Positions	0	0%
More than Two Positions	74	2%
<b>Total</b>	<b>3,027</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	127	4%
1 to 9 hours	116	4%
10 to 19 hours	170	6%
20 to 29 hours	244	8%
30 to 39 hours	736	25%
40 to 49 hours	1,319	44%
50 to 59 hours	211	7%
60 to 69 hours	65	2%
70 to 79 hours	10	0%
80 or more hours	6	< 1%
<b>Total</b>	<b>3,004</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	23	1%
<b>Less than \$20,000</b>	138	6%
<b>\$20,000-\$29,999</b>	97	4%
<b>\$30,000-\$39,999</b>	157	6%
<b>\$40,000-\$49,999</b>	324	13%
<b>\$50,000-\$59,999</b>	493	20%
<b>\$60,000-\$69,999</b>	473	19%
<b>\$70,000-\$79,999</b>	337	13%
<b>\$80,000-\$89,999</b>	251	10%
<b>\$90,000-\$99,999</b>	138	6%
<b>\$100,000-\$109,999</b>	58	2%
<b>\$110,000-\$119,999</b>	17	1%
<b>\$120,000 or More</b>	14	1%
<b>Total</b>	<b>2,521</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,766	60%
<b>Somewhat Satisfied</b>	1,045	35%
<b>Somewhat Dissatisfied</b>	107	4%
<b>Very Dissatisfied</b>	34	1%
<b>Total</b>	<b>2,951</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Sick Leave</b>	1,749	61%	66%
<b>Retirement</b>	1,738	60%	65%
<b>Health Insurance</b>	1,680	58%	63%
<b>Dental Insurance</b>	1,591	55%	60%
<b>Paid Vacation</b>	1,590	55%	61%
<b>Group Life Insurance</b>	1,030	36%	39%
<b>Signing/Retention Bonus</b>	175	6%	7%
<b>Receive At Least One Benefit</b>	<b>2,191</b>	<b>76%</b>	<b>82%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Hourly Earnings**

Median Income: \$60k-\$70k

**Benefits**

Employer Health Ins.: 63%

Employer Retirement: 65%

**Satisfaction**

Satisfied: 95%

Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

*The typical SLP earned between \$60,000 and \$70,000 in 2016. In addition, 82% of wage and salaried SLPs also received at least one employer-sponsored benefit, including 63% who had access to a health insurance plan.*

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	23	1%
Experience Voluntary Unemployment?	209	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	78	2%
Work two or more positions at the same time?	678	20%
Switch employers or practices?	256	7%
<b>Experienced at least one</b>	<b>1,026</b>	<b>30%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s SLPs were involuntary unemployed at some point in 2016. For comparison, Virginia’s average monthly unemployment rate was 4.0%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	54	2%	41	6%
<b>Less than 6 Months</b>	227	8%	107	14%
<b>6 Months to 1 Year</b>	178	6%	91	12%
<b>1 to 2 Years</b>	573	20%	184	25%
<b>3 to 5 Years</b>	722	25%	162	22%
<b>6 to 10 Years</b>	494	17%	85	12%
<b>More than 10 Years</b>	655	23%	68	9%
<b>Subtotal</b>	<b>2,903</b>	<b>100%</b>	<b>739</b>	<b>100%</b>
<b>Did not have location</b>	99		2,682	
<b>Item Missing</b>	447		28	
<b>Total</b>	<b>3,449</b>		<b>3,449</b>	

Source: Va. Healthcare Workforce Data Center

*56% of SLPs receive a salary or commission at their primary work location, while 33% receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 1%  
Underemployed: 2%

**Stability**

Switched: 7%  
New Location: 21%  
Over 2 years: 64%  
Over 2 yrs, 2<sup>nd</sup> location: 43%

**Employment Type**

Salary/Commission: 56%  
Hourly Wage: 33%

Source: Va. Healthcare Workforce Data Center

*64% 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	#	%
<b>Salary/Commission</b>	1,333	56%
<b>Hourly Wage</b>	792	33%
<b>By Contract/Per Diem</b>	207	9%
<b>Business/Practice Income</b>	54	2%
<b>Unpaid</b>	6	< 1%
<b>Subtotal</b>	<b>2,392</b>	<b>100%</b>

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 4.2% in January 2016 to 3.8% in December 2016.

## At a Glance:

### Concentration

Top Region:	34%
Top 3 Regions:	75%
Lowest Region:	1%

### Locations

2 or more (2016):	26%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

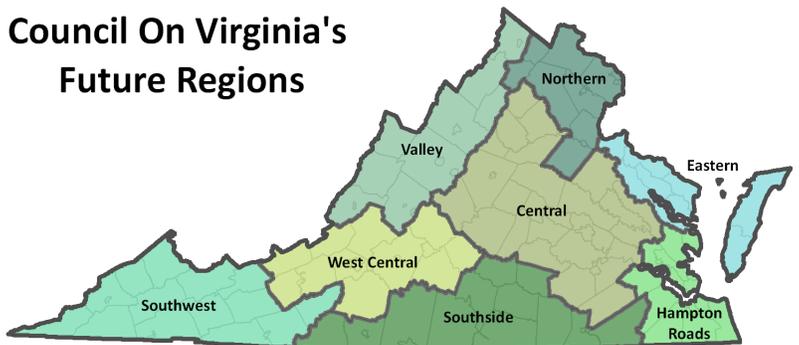
*75% of all SLPs work in Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	603	21%	131	17%
Eastern	35	1%	9	1%
Hampton Roads	586	20%	131	17%
Northern	985	34%	254	34%
Southside	92	3%	24	3%
Southwest	130	4%	34	5%
Valley	167	6%	40	5%
West Central	258	9%	60	8%
Virginia Border State/DC	25	1%	26	3%
Other US State	17	1%	41	5%
Outside of the US	1	0%	0	0%
<b>Total</b>	<b>2,899</b>	<b>100%</b>	<b>750</b>	<b>100%</b>
Item Missing	451		16	

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 2016		Work Locations Now*	
	#	%	#	%
0	85	3%	127	4%
1	2,139	72%	2,158	72%
2	411	14%	398	13%
3	246	8%	251	8%
4	59	2%	25	1%
5	13	0%	7	0%
6 or More	35	1%	22	1%
<b>Total</b>	<b>2,988</b>	<b>100%</b>	<b>2,988</b>	<b>100%</b>

\*At the time of survey completion, December 2016.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,046	38%	498	69%
<b>Non-Profit</b>	587	21%	123	17%
<b>State/Local Government</b>	1,097	40%	101	14%
<b>Veterans Administration</b>	13	0%	0	0%
<b>U.S. Military</b>	5	0%	0	0%
<b>Other Federal Gov't</b>	9	0%	2	0%
<b>Total</b>	<b>2,757</b>	<b>100%</b>	<b>724</b>	<b>100%</b>
<b>Did not have location</b>	99		2682	
<b>Item Missing</b>	593		42	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

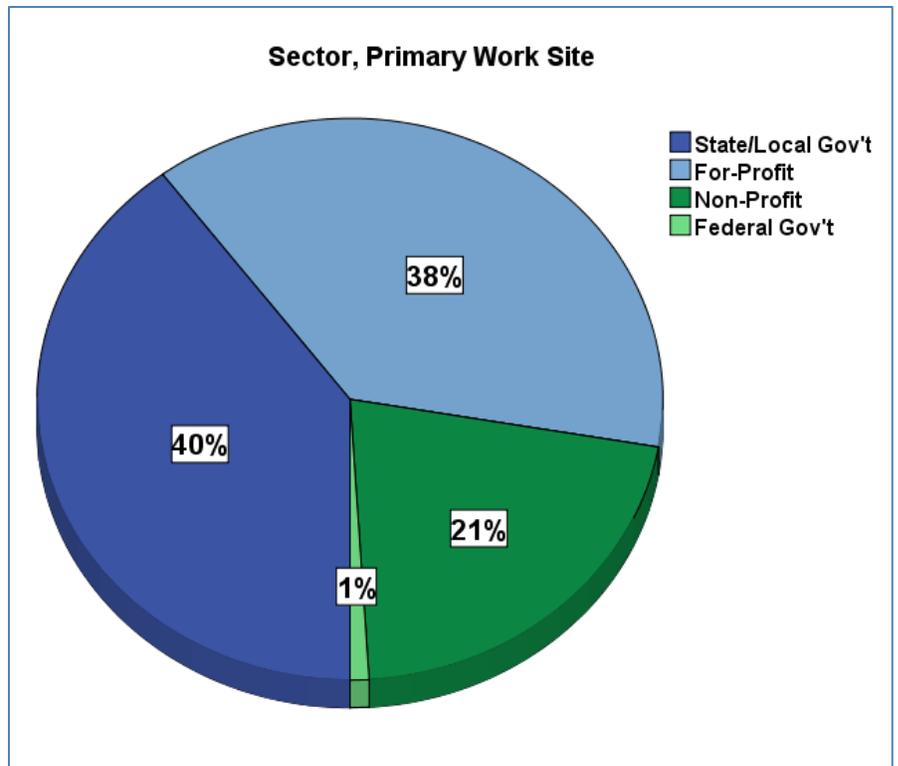
For Profit:	38%
Federal:	1%

**Top Establishments**

School (Providing Care To Clients):	40%
Skilled Nursing Facility:	10%
Private Practice (Group):	9%

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.

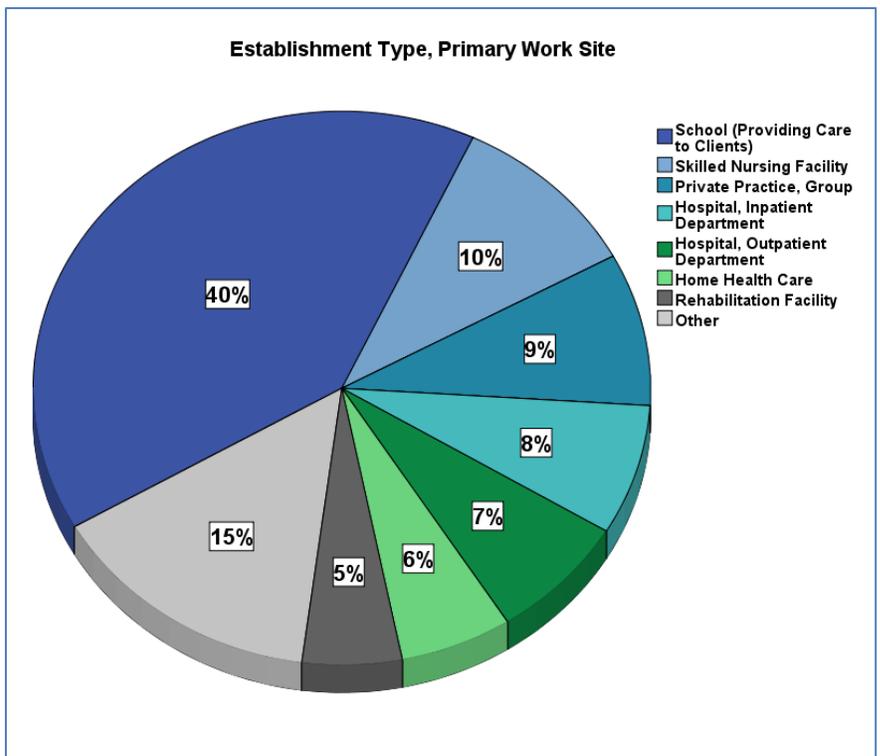


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	1,077	40%	74	11%
Skilled Nursing Facility	270	10%	119	17%
Private Practice, Group	238	9%	84	12%
Hospital, Inpatient Department	204	8%	80	11%
Hospital, Outpatient Department	196	7%	18	3%
Home Health Care	157	6%	102	14%
Rehabilitation Facility	139	5%	43	6%
Private Practice, Solo	102	4%	70	10%
Academic Institution (Teaching Health Professions Students or Research)	69	3%	18	3%
Community-Based Clinic or Health Center	42	2%	6	1%
Residential Facility/Group Home	34	1%	17	2%
Administrative/Business Organization	13	< 1%	4	1%
Child Day Care	2	< 1%	5	1%
Physician Office	0	0%	2	< 1%
Other	128	5%	62	9%
<b>Total</b>	<b>2,671</b>	<b>100%</b>	<b>704</b>	<b>100%</b>
Did Not Have a Location	99		2682	

*Schools that provide care to clients are the most common establishment type among SLPs with a primary work location, employing 40% 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

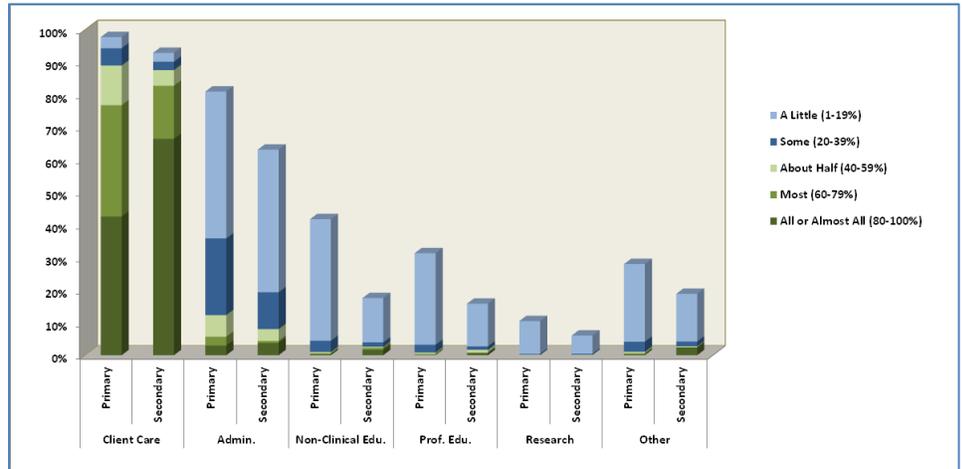
Client Care: 77%  
Administration: 6%  
Non-Clinical Edu.: 1%

### 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, 77% 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>	43%	66%	3%	4%	0%	2%	0%	1%	0%	0%	0%	2%
<b>Most (60-79%)</b>	34%	16%	3%	1%	0%	1%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	12%	5%	7%	4%	0%	0%	0%	1%	0%	0%	1%	0%
<b>Some (20-39%)</b>	5%	3%	24%	11%	3%	1%	2%	1%	0%	0%	3%	2%
<b>A Little (1-19%)</b>	3%	3%	45%	44%	37%	14%	28%	13%	10%	6%	24%	15%
<b>None (0%)</b>	2%	7%	19%	37%	58%	82%	69%	84%	90%	94%	72%	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: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total <sup>2</sup>	
	#	%	#	%	#	%
None	121	4%	52	7%	106	4%
1-9	452	16%	440	60%	334	12%
10-19	336	12%	76	10%	341	12%
20-29	366	13%	64	9%	380	14%
30-39	264	9%	29	4%	275	10%
40-49	151	5%	15	2%	173	6%
50-59	255	9%	14	2%	250	9%
60-69	118	4%	6	1%	129	5%
70-79	42	1%	3	< 1%	63	2%
80-89	208	7%	18	2%	211	8%
90-99	83	3%	3	< 1%	86	3%
100 or More	405	14%	10	1%	452	16%
<b>Total</b>	<b>2,801</b>	<b>100%</b>	<b>730</b>	<b>100%</b>	<b>2,800</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*

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
None	142	5%	1,415	51%	61	8%	588	81%
1-9	1,153	41%	414	15%	523	72%	97	13%
10-19	632	23%	335	12%	94	13%	19	3%
20-29	385	14%	315	11%	26	4%	20	3%
30-39	264	9%	175	6%	7	1%	2	< 1%
40-49	113	4%	81	3%	8	1%	0	0%
50-59	71	3%	28	1%	3	< 1%	1	< 1%
60-69	19	1%	5	< 1%	6	1%	0	0%
70-79	5	< 1%	1	< 1%	0	0%	0	0%
80 or more	10	< 1%	5	< 1%	4	1%	1	< 1%
<b>Total</b>	<b>2,795</b>	<b>100%</b>	<b>2,775</b>	<b>100%</b>	<b>730</b>	<b>100%</b>	<b>728</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>	45	2%	-	-
<b>50 to 54</b>	87	3%	5	1%
<b>55 to 59</b>	352	13%	48	7%
<b>60 to 64</b>	766	29%	166	25%
<b>65 to 69</b>	979	37%	306	47%
<b>70 to 74</b>	231	9%	71	11%
<b>75 to 79</b>	50	2%	19	3%
<b>80 or over</b>	15	1%	4	1%
<b>I do not intend to retire</b>	97	4%	33	5%
<b>Total</b>	<b>2,621</b>	<b>100%</b>	<b>652</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All SLPs**

Under 65: 48%

Under 60: 18%

**SLPs 50 and over**

Under 65: 34%

Under 60: 8%

**Time until Retirement**

Within 2 years: 4%

Within 10 years: 15%

Half the workforce: By 2046

Source: Va. Healthcare Workforce Data Center

*48% of SLPs expect to retire before the age of 65, including 18% who plan on retiring no later than the age of 60. Among SLPs who are age 50 and over, 34% plan on retiring by age 65.*

*Within the next two years, 14% of SLPs plan on pursuing additional education, and 10% also plan to increase their client care hours.*

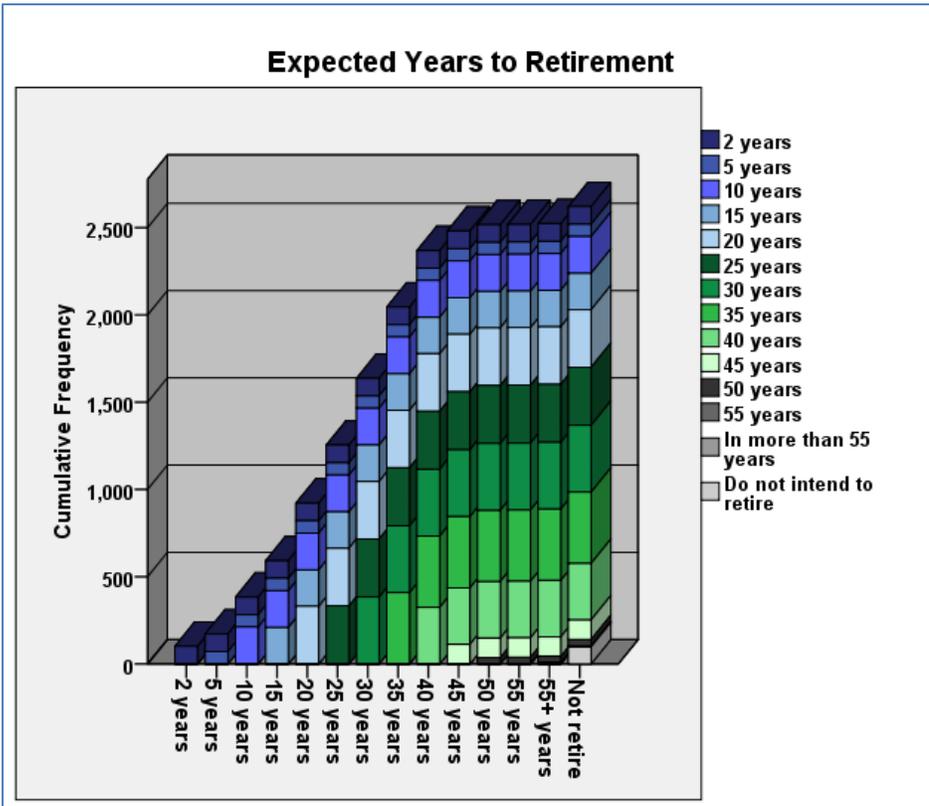
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	53	2%
<b>Leave Virginia</b>	140	4%
<b>Decrease Client Care Hours</b>	165	5%
<b>Decrease Teaching Hours</b>	15	< 1%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	340	10%
<b>Increase Teaching Hours</b>	101	3%
<b>Pursue Additional Education</b>	468	14%
<b>Return to Virginia's Workforce</b>	43	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 15% plan on retiring in the next ten years. Half of the current SLP workforce expects to be retired by 2046.

Time to Retirement			
Expect to retire within...	#	%	Cumulative %
2 years	101	4%	4%
5 years	70	3%	7%
10 years	211	8%	15%
15 years	209	8%	23%
20 years	330	13%	35%
25 years	332	13%	48%
30 years	383	15%	62%
35 years	408	16%	78%
40 years	324	12%	90%
45 years	112	4%	95%
50 years	36	1%	96%
55 years	2	0%	96%
In more than 55 years	5	0%	96%
Do not intend to retire	97	4%	100%
<b>Total</b>	<b>2,621</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 2036. Retirements will peak at 16% of the current workforce around 2051 before declining to under 10% of the current workforce again around 2061.

## At a Glance:

### FTEs

Total: 2,634  
 FTEs/1,000 Residents: 0.316  
 Average: 0.79

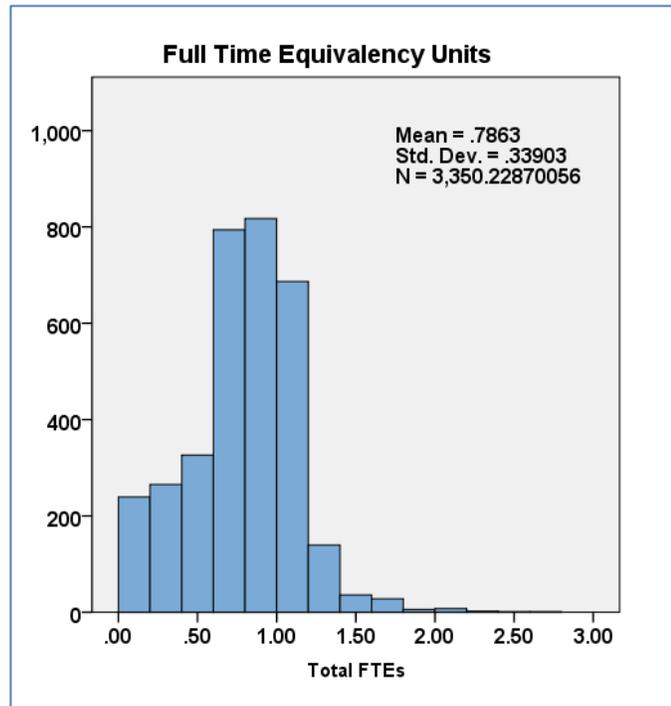
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Negligible  
 Gender, Partial Eta<sup>2</sup>: Negligible

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

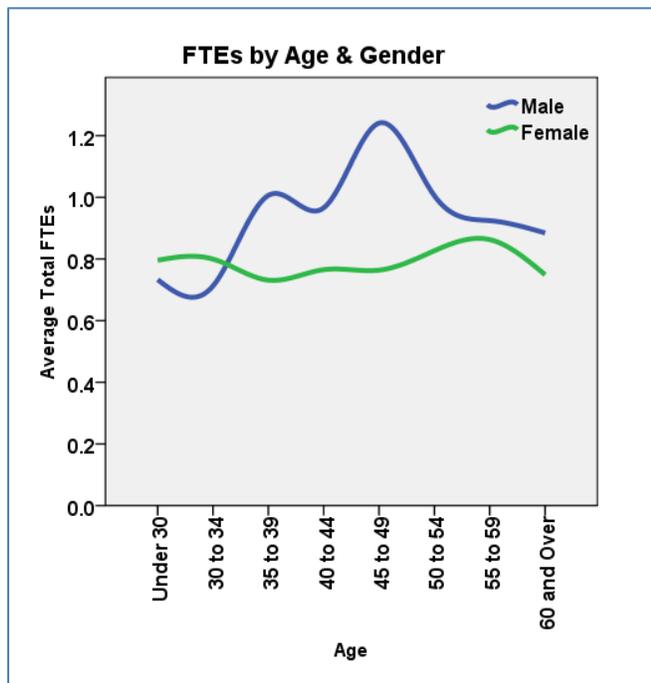


Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.81 FTEs in 2016, or approximately 32 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.<sup>3</sup>

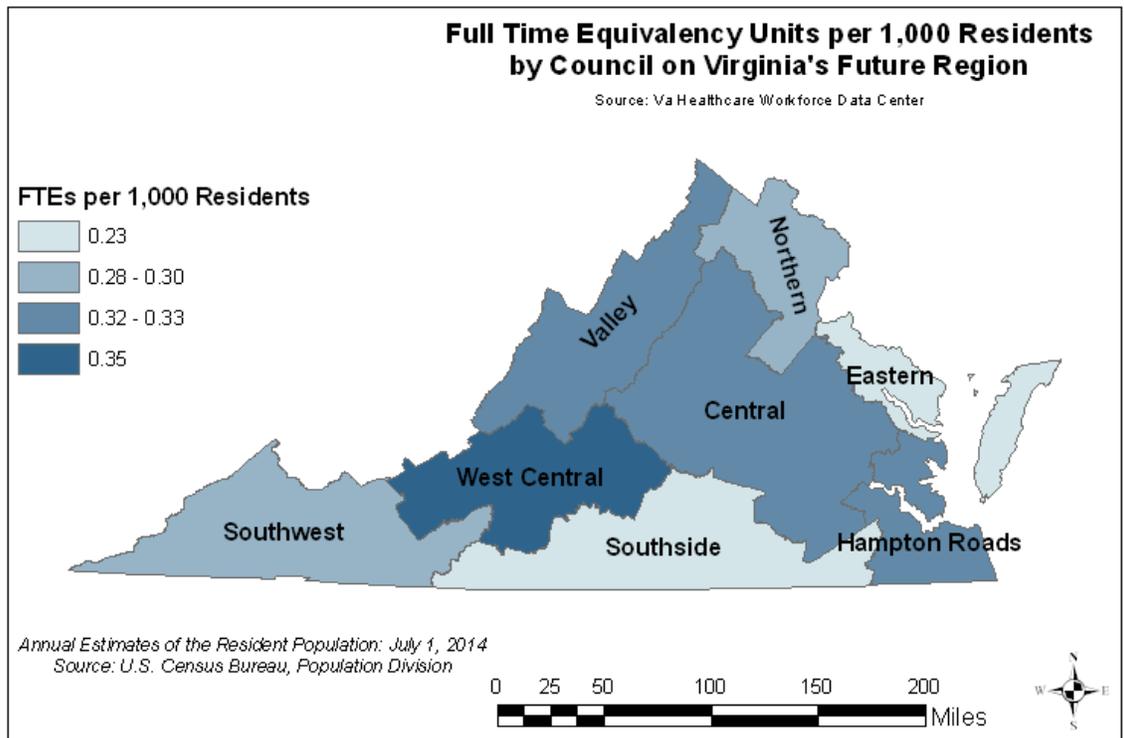
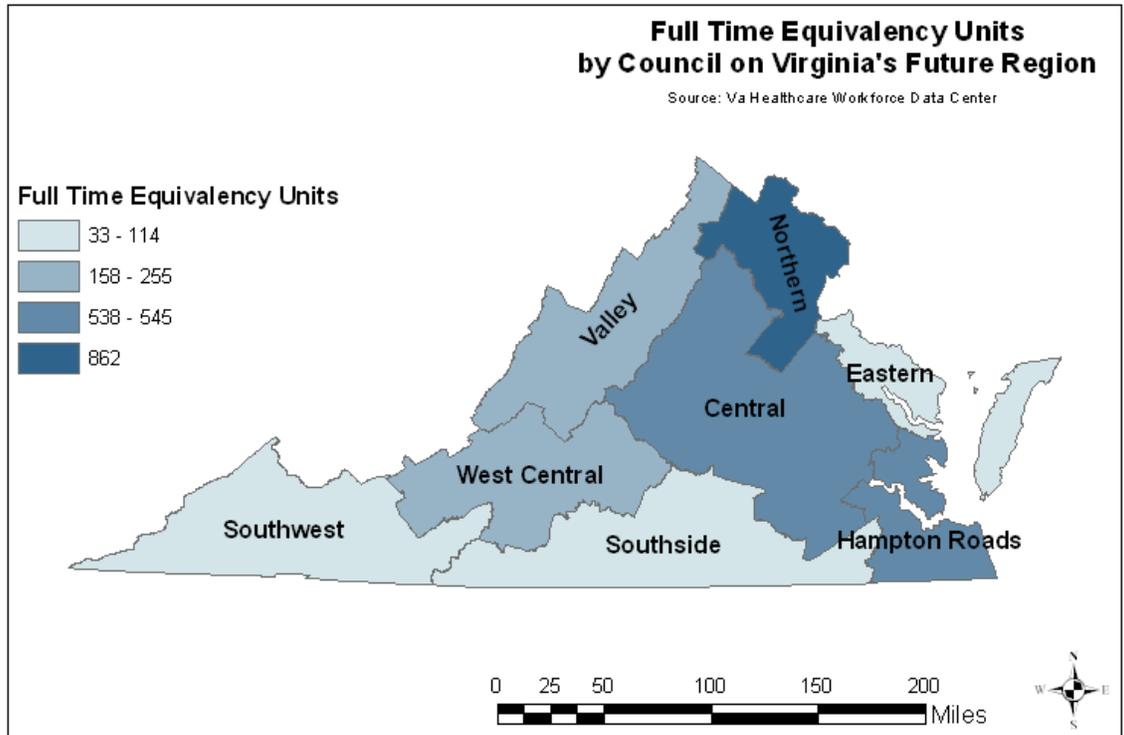
Full-Time Equivalency Units		
	Average	Median
<b>Age</b>		
Under 30	0.79	0.83
30 to 34	0.80	0.84
35 to 39	0.74	0.80
40 to 44	0.77	0.76
45 to 49	0.75	0.76
50 to 54	0.86	0.93
55 to 59	0.88	0.96
60 and Over	0.75	0.74
<b>Gender</b>		
Male	0.93	1.05
Female	0.78	0.83

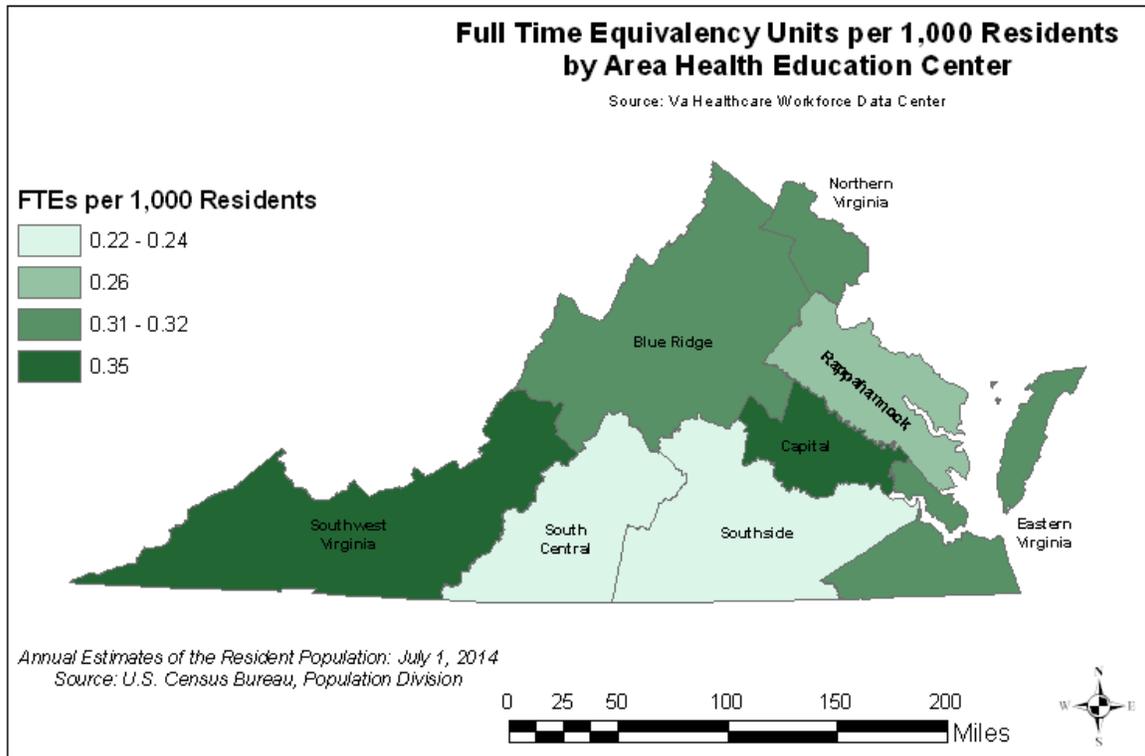
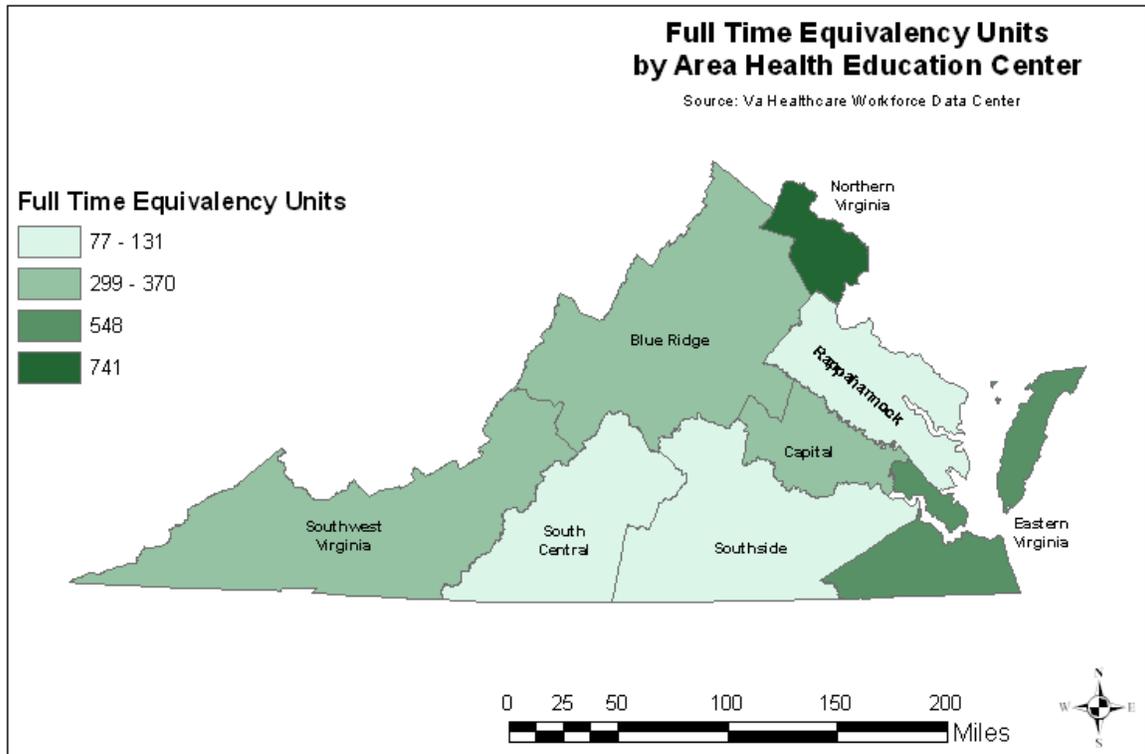
Source: Va. Healthcare Workforce Data Center

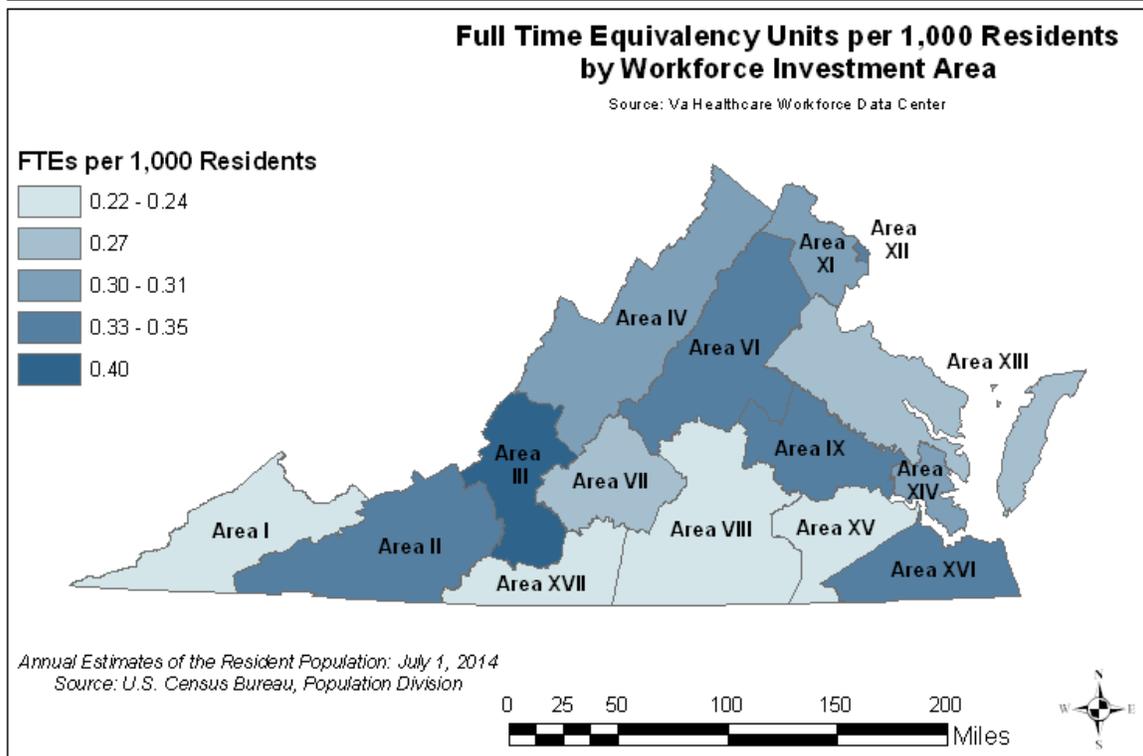
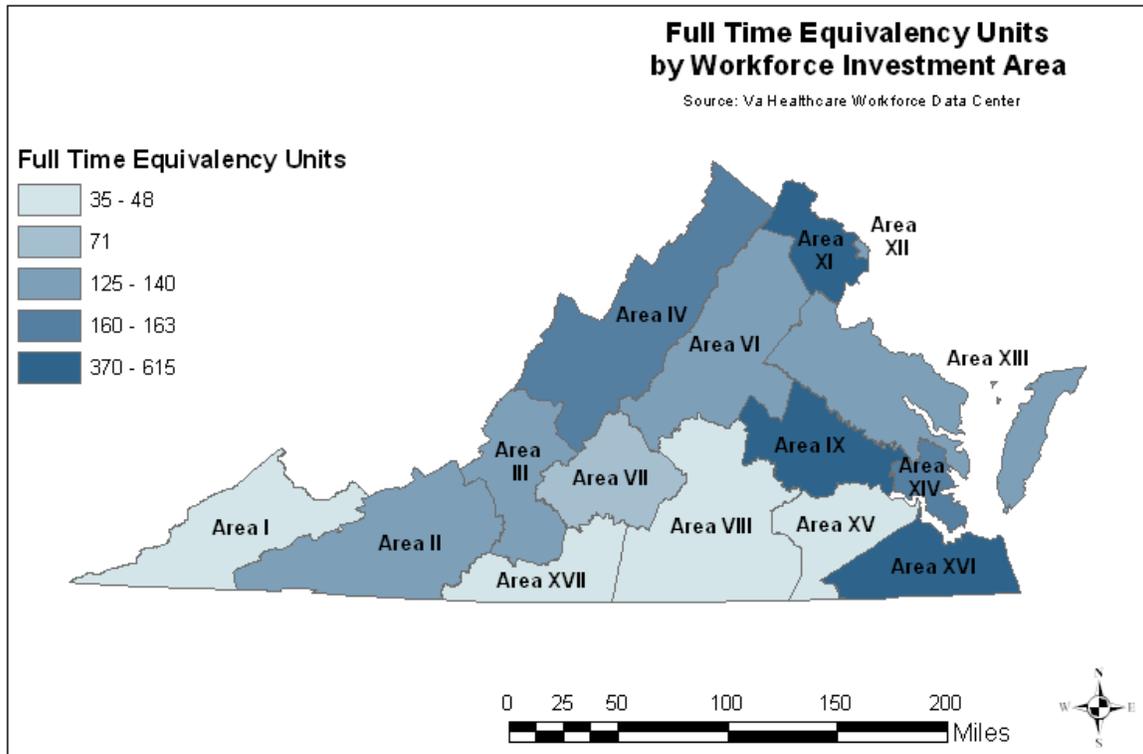


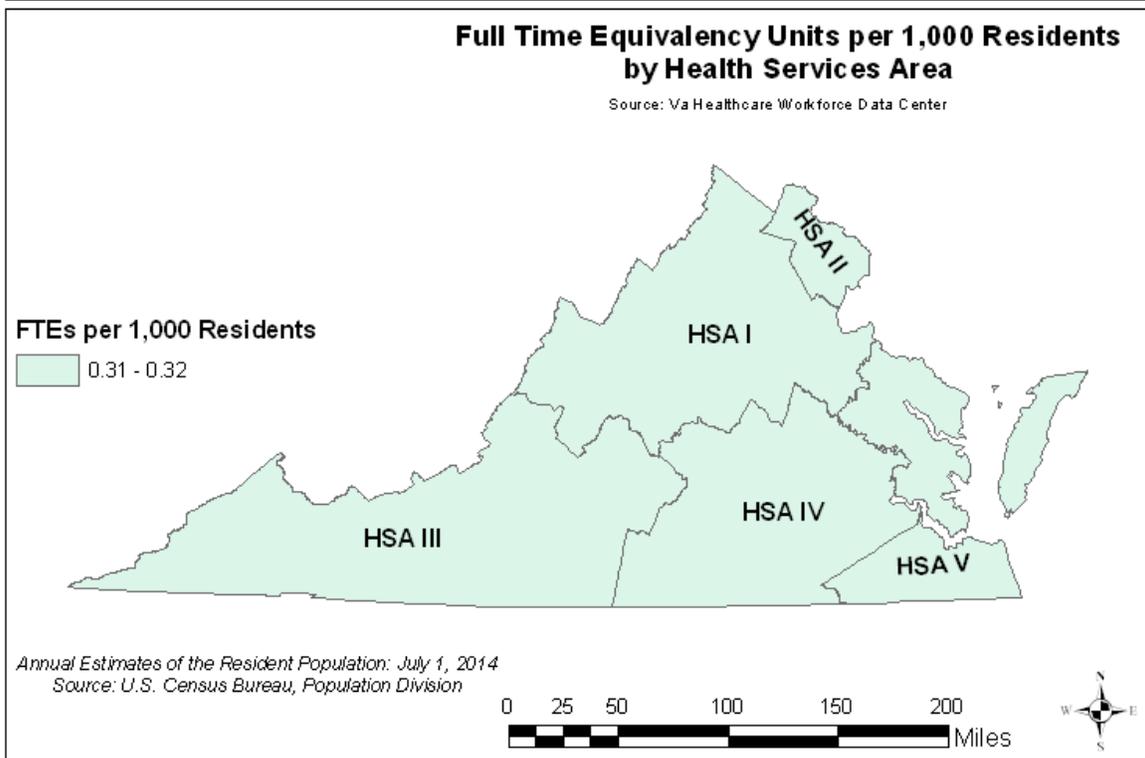
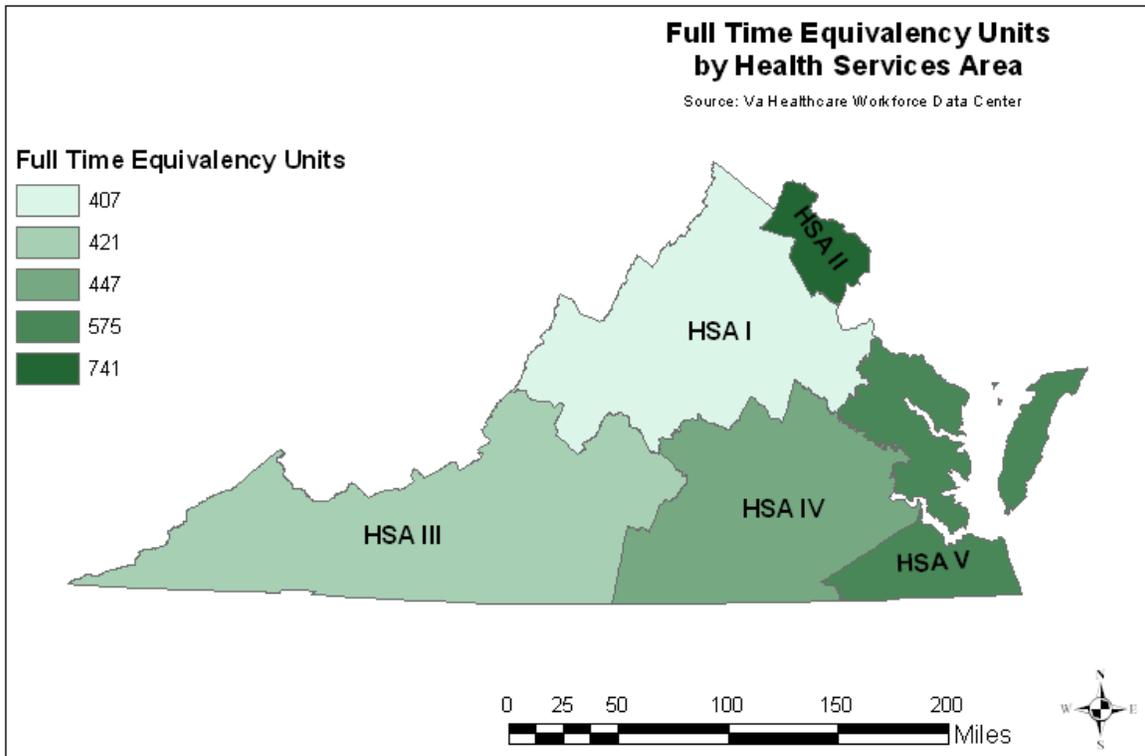
Source: Va. Healthcare Workforce Data Center

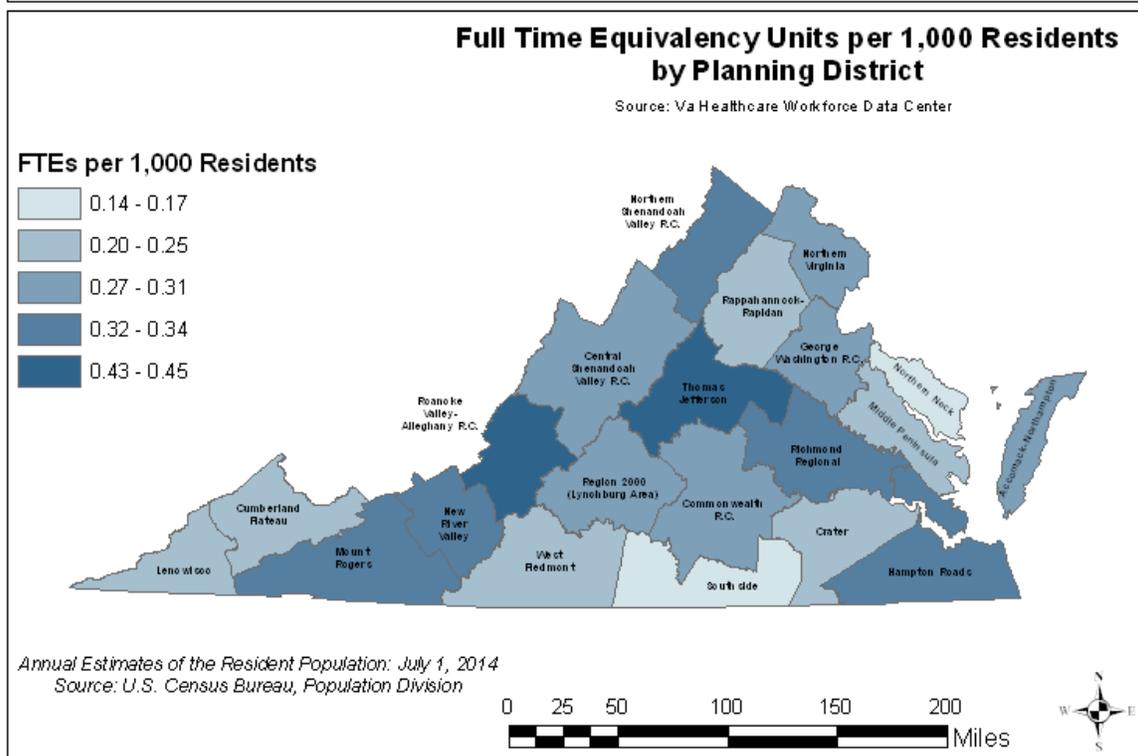
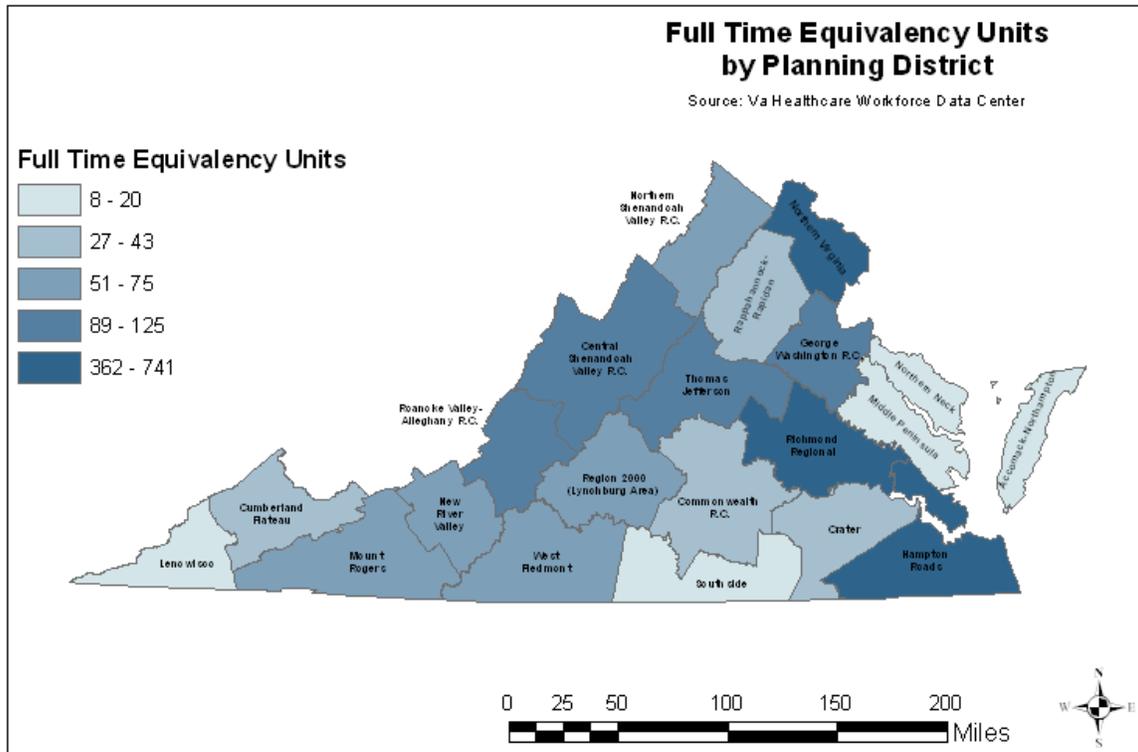
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,434	82.42%	1.21336	1.075991	1.831445
Metro, 250,000 to 1 million	282	86.52%	1.155738	1.024893	1.74447
Metro, 250,000 or less	387	79.84%	1.252427	1.110636	1.890413
Urban pop 20,000+, Metro adj	39	74.36%	1.344828	1.192575	2.029883
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	112	87.50%	1.142857	1.01347	1.725028
Urban pop, 2,500-19,999, nonadj	63	74.60%	1.340426	1.188671	2.023238
Rural, Metro adj	41	85.37%	1.171429	1.038807	1.768154
Rural, nonadj	21	90.48%	1.105263	0.980133	1.668284
Virginia border state/DC	373	70.51%	1.418251	1.257686	2.140708
Other US State	245	61.63%	1.622517	1.438826	2.449026

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	556	53.06%	1.884746	1.668284	2.449026
30 to 34	672	81.99%	1.219601	1.07953	1.584741
35 to 39	615	85.85%	1.164773	1.030999	1.513498
40 to 44	560	87.86%	1.138211	1.007489	1.478984
45 to 49	485	90.31%	1.107306	0.980133	1.438826
50 to 54	345	86.67%	1.153846	1.021328	1.4993
55 to 59	316	83.86%	1.192453	1.0555	1.549465
60 and Over	448	74.33%	1.345345	1.190833	1.748133

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:

Age Weight x Rural Weight x Response Rate = Final Weight.

**Overall Response Rate: 0.800851**

