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# *Virginia's Speech-Language Pathology Workforce: 2017*

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Healthcare Workforce Data Center

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*3,538 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:	4,398
Virginia's Workforce:	3,807
FTEs:	2,821

### Background

Rural Childhood:	28%
HS Degree in VA:	44%
Prof. Degree in VA:	46%

### Current Employment

Employed in Prof.:	93%
Hold 1 Full-time Job:	58%
Satisfied?:	96%

### Survey Response Rate

All Licensees:	80%
Renewing Practitioners:	89%

### Education

Masters:	98%
Doctorate:	2%

### Job Turnover

Switched Jobs in 2017:	7%
Employed over 2 yrs:	64%

### Demographics

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

### Finances

Median Inc.:	\$60k-\$70k
Health Benefits:	58%
Under 40 w/ Ed debt:	59%

### Time Allocation

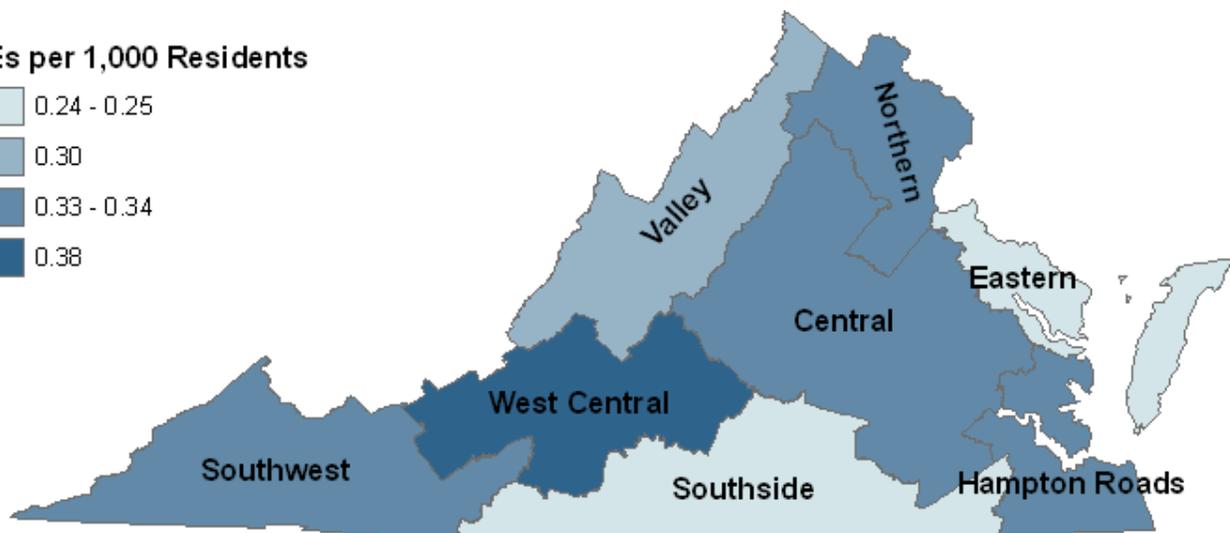
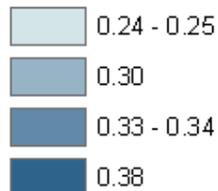
Client Care:	70%-79%
Administration:	10%-19%
Client Care Role:	76%

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, 2015  
Source: U.S. Census Bureau, Population Division



3,538 speech-language pathologists (SLPs) voluntarily took part in the 2017 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 4,398 SLPs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 3,807 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 2017, Virginia's SLP workforce provided 2,821 "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 40 years. 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 actually increases slightly to 25% for those SLPs who are under the age of 40. However, Virginia's SLP workforce is still considerably less diverse than the statewide population, which currently has a diversity index of 56%.

28% of SLPs grew up in a rural area, and 21% 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 of the state. 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. In addition, 28% of all SLPs in the state have a specialization in swallowing and swallowing disorders, while another 27% specialize in child language. 40% of SLPs currently carry education debt, including 59% of those under the age of 40. The median debt burden for those SLPs with educational debt is between \$40,000 and \$50,000.

93% of all SLPs are currently employed in the profession. 58% of all SLPs hold one full-time position, while 20% hold two or more positions simultaneously. Over the past year, 1% of SLPs have been involuntarily unemployed, while another 3% of Virginia's SLP workforce has been underemployed. In addition, 7% of Virginia's SLP workforce has switched jobs. On the other hand, 64% have stayed at their primary work location for at least two years.

The typical SLP earned between \$60,000 and \$70,000 in 2017. 56% of all SLPs receive this income in the form of 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, 80% receive at least one employer-sponsored benefit, including 62% who receive health insurance and 65% who have access to a retirement plan. 96% of all SLPs are satisfied with their current employment situation, including 60% who indicate they are "very satisfied".

35% of Virginia's SLPs work in Northern Virginia, while another 20% work in Central Virginia. 39% of Virginia's SLP workforce is employed in either a state or local government. The same percentage is also employed in the for-profit sector. Meanwhile, schools that provide care to clients are by far the most common establishment type among Virginia's SLP workforce. In 2017, 40% of all SLPs were employed there.

A typical SLP spends approximately three-quarters of her time taking care of patients. In addition, the typical SLP spends between 10% and 20% of her time on administrative tasks. 76% of SLPs serve a patient care role, meaning that at least 60% of their time is spent in patient care activities. Another 6% of SLPs serve an administrative role. The typical SLP will treat between 30 and 39 patients per week at her primary work location, and 48% have group sessions.

48% of 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 2047. Over the next two years, 12% of SLPs plan on pursuing additional education opportunities, and 10% plan on increasing patient care activities.

## Summary of Trends

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Over the past five years, the number of licensed SLPs in the state has increased considerably. In 2012, there were 3,412 licensed SLPs in Virginia. Five years later, the number of licensed SLPs increased to 4,398. At the same time, Virginia's SLPs were more likely to participate in Virginia's SLP workforce survey. 73% of all licensees took part in the 2012 survey, but this percentage increased to 80% for the 2017 survey.

There has also been considerable growth in the size of Virginia's SLP workforce. Since 2012, the size of Virginia's SLP workforce has increased from 3,015 to 3,807. In addition, these SLPs have been providing more FTEs throughout the state. In 2012, Virginia's SLP workforce furnished a total of 2,280 FTEs. However, the 2017 SLP workforce supplied 2,821 FTEs.

Although the size of Virginia's SLP workforce has grown over the past five years, the background of these SLPs has not changed much. The percentage of SLPs who grew up in an urban area fell from 11% in 2012 to 9% in 2017, but there was no change over the same time period in the percentage of SLPs who grew in a rural area, which has remained at 28%. In addition, these SLPs who grew up in a rural area were no more likely to work in a non-metro area of the state. 21% of all SLPs who grew up in a rural area worked in a non-metro area of Virginia in 2012, and this percentage remained the same in 2017.

Virginia's SLP workforce has seen its median annual income increase over the past five years. In 2012, the typical SLP earned between \$50,000 and \$60,000 per year. But in 2017, the median annual income of Virginia's SLP workforce increased to between \$60,000 and \$70,000. On the other hand, these SLPs were less likely to receive additional employer-sponsored benefits. Although 81% of all SLPs received at least one employer-sponsored benefit in 2012, only 75% received at least one such benefit in 2017. In addition, the percentage of SLPs who carry educational debt has increased from 38% to 40%, and the median debt burden among these SLPs has increased. In 2012, the typical SLP with education debt held between \$30,000 and \$40,000 of such debt. In 2017, this debt burden increased to between \$40,000 and \$50,000.

Meanwhile, the labor market for Virginia's SLPs has improved since 2012. Five years ago, 2% of Virginia's SLP workforce was involuntarily unemployed, and 4% were underemployed. However, in 2017, just 1% of Virginia's SLPs were involuntarily unemployed, while 3% were underemployed. At the same time, the percentage of SLPs who have worked at their primary work location for over two years has increased from 62% in 2012 to 64% in 2017. In addition, the percentage of SLPs who are holding one full-time job has increased from 55% to 58%. Finally, Virginia's SLPs were considerably more likely to receive their income as a salary as opposed to an hourly wage. 49% of all SLPs received a salary in 2012, but this percentage increased to 56% in 2017. On the other hand, the percentage of SLPs who received their income as an hourly wage has decreased from 41% to 33%.

There have also been some signs of concentration with respect to the work location distribution of Virginia's SLP workforce. 31% of all SLPs worked in Northern Virginia in 2012, thereby making it the largest region in terms of SLP employment. In 2017, this percentage increased to 35%. In addition, the top three regions of the state in terms of SLP employment, Northern Virginia, Central Virginia, and Hampton Roads, increased their SLP employment share from 72% in 2012 to 74% in 2017.

There were also significant changes in the work sectors and establishment types of Virginia's SLP workforce. 43% of all SLPs worked in the for-profit sector in 2012, but only 39% did so in 2017. Instead, Virginia's SLPs were more likely to work in state/local governments and the non-profit sector. The percentage of SLPs who worked in state and local governments has increased from 36% in 2012 to 39% in 2017, while those who worked in the non-profit sector has increased from 19% to 21%. Meanwhile, schools who provide care to clients have remained the most common establishment type among Virginia's SLPs, and the percentage who are employed there has increased from 34% in 2012 to 40% in 2017. At the same time, the percentage of SLPs who are employed at skilled nursing facilities, the second most common establishment type among Virginia's SLPs, has decreased from 15% to 10%.

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	3,777	86%
<b>New Licensees</b>	313	7%
<b>Non-Renewals</b>	308	7%
<b>All Licensees</b>	<b>4,398</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 89% of SLPs who held a license at some point in 2017.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	348	423	55%
<b>30 to 34</b>	116	588	84%
<b>35 to 39</b>	86	529	86%
<b>40 to 44</b>	71	506	88%
<b>45 to 49</b>	44	451	91%
<b>50 to 54</b>	42	311	88%
<b>55 to 59</b>	45	281	86%
<b>60 and Over</b>	108	449	81%
<b>Total</b>	<b>860</b>	<b>3,538</b>	<b>80%</b>
<b>New Licenses</b>			
<b>Issued in 2017</b>	242	71	23%
<b>Metro Status</b>			
<b>Non-Metro</b>	43	263	86%
<b>Metro</b>	585	2,804	83%
<b>Not in Virginia</b>	232	471	67%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed SLPs**

Number:	4,398
New:	7%
Not Renewed:	7%

**Survey Response Rates**

All Licensees:	80%
Renewing Practitioners:	89%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	3,538
<b>Response Rate, all licensees</b>	80%
<b>Response Rate, Renewals</b>	89%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2017.
- 2. Target Population:** All SLPs who held a Virginia license at some point in 2017.
- 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 2017.

## At a Glance:

### Workforce

2017 SLP Workforce: 3,807  
 FTEs: 2,821

### Utilization Ratios

Licensees in VA Workforce: 87%  
 Licensees per FTE: 1.56  
 Workers per FTE: 1.35

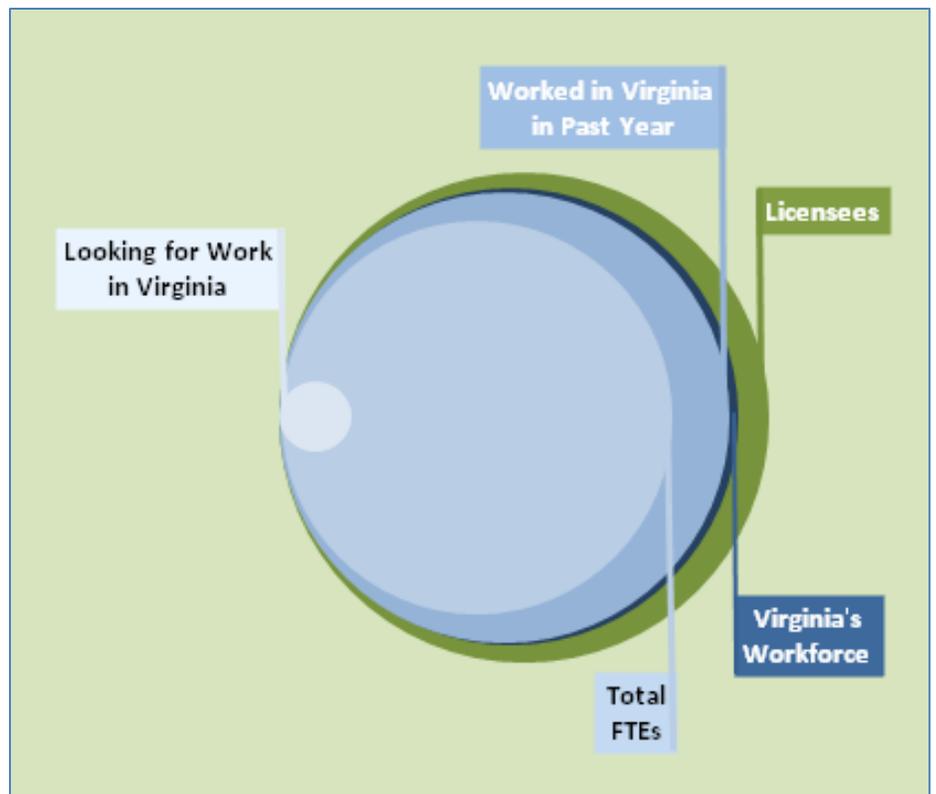
Source: Va. Healthcare Workforce Data Center

## 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	3,715	98%
Looking for Work in Virginia	92	2%
Virginia's Workforce	3,807	100%
Total FTEs	2,821	
Licensees	4,398	

Source: Va. Healthcare Workforce Data Center



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)

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	16	2%	645	98%	661	19%
30 to 34	12	2%	557	98%	569	17%
35 to 39	11	2%	480	98%	491	14%
40 to 44	15	3%	416	97%	430	13%
45 to 49	4	1%	375	99%	379	11%
50 to 54	9	3%	257	97%	266	8%
55 to 59	9	4%	231	96%	239	7%
60 +	22	6%	363	94%	385	11%
<b>Total</b>	<b>97</b>	<b>3%</b>	<b>3,323</b>	<b>97%</b>	<b>3,420</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	63%	2,965	87%	1,480	86%
Black	19%	220	6%	106	6%
Asian	6%	67	2%	42	2%
Other Race	0%	18	1%	11	1%
Two or more races	3%	46	1%	21	1%
Hispanic	9%	105	3%	52	3%
<b>Total</b>	<b>100%</b>	<b>3,421</b>	<b>100%</b>	<b>1,712</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, 2015.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 40  
% Under 40: 50%  
% 55+: 18%

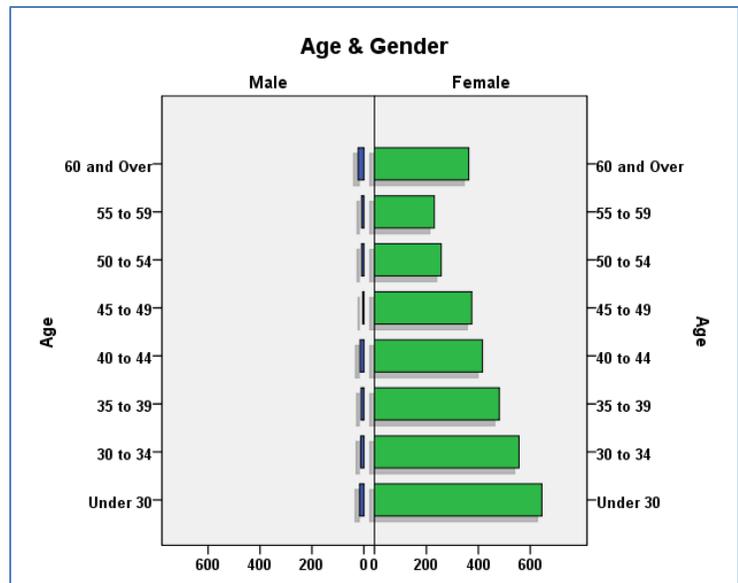
**Diversity**

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

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 56%.*

*50% 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 25%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 9%  
 Rural Childhood: 28%

### Virginia Background

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

### Location Choice

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

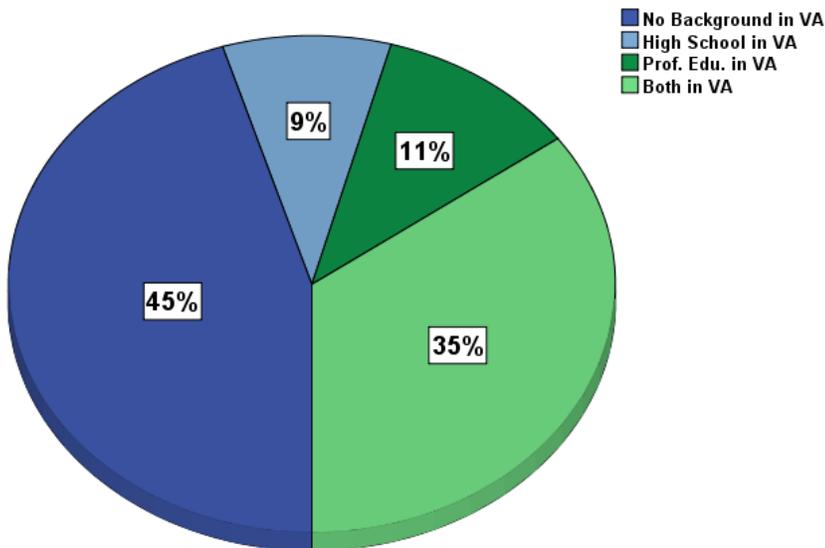
Source: Va. Healthcare Workforce Data Center

## 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+	21%	70%	10%
2	Metro, 250,000 to 1 million	44%	48%	8%
3	Metro, 250,000 or less	34%	59%	7%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	54%	42%	4%
6	Urban pop, 2,500-19,999, Metro adj	60%	33%	7%
7	Urban pop, 2,500-19,999, nonadj	79%	15%	7%
8	Rural, Metro adj	61%	38%	2%
9	Rural, nonadj	64%	29%	7%
<b>Overall</b>		<b>28%</b>	<b>63%</b>	<b>9%</b>

Source: Va. Healthcare Workforce Data Center

## Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

*28% of SLPs grew up in self-described rural areas, and 21% 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	1,497	Virginia	1,550
2	New York	239	Washington, D.C.	197
3	Pennsylvania	237	New York	179
4	Maryland	145	Pennsylvania	166
5	New Jersey	127	North Carolina	153
6	North Carolina	109	Tennessee	138
7	Florida	95	Maryland	109
8	West Virginia	90	Florida	104
9	Ohio	81	Ohio	79
10	Outside U.S./Canada	65	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.*

*Among SLPs who have been licensed in the past five years, 36% 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	427	Virginia	475
2	Pennsylvania	114	New York	75
3	New York	75	Pennsylvania	73
4	Maryland	60	North Carolina	67
5	New Jersey	53	Washington, D.C.	64
6	North Carolina	52	Maryland	57
7	Florida	36	Tennessee	43
8	Ohio	30	Florida	41
9	West Virginia	24	Ohio	24
10	Illinois	23	Massachusetts	22

Source: Va. Healthcare Workforce Data Center

*14% of licensed SLPs did not participate in Virginia's workforce in 2017. 85% 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

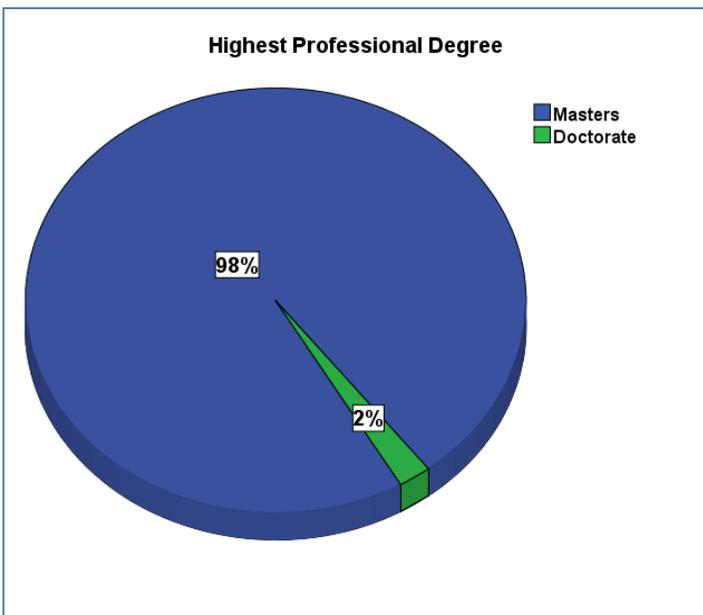
Total:	594
% of Licensees:	14%
Federal/Military:	6%
Va Border State/DC:	26%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
<b>Masters Degree</b>	3,306	98%
<b>Doctorate - SLP</b>	56	2%
<b>Other Doctorate</b>	16	< 1%
<b>Total</b>	<b>3,378</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

40% of SLPs currently have educational debt, including 59% 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: 40%  
Under age 40 w/ debt: 59%  
Median debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

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

Educational Debt				
Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
<b>None</b>	1,813	60%	624	41%
<b>Less than \$10,000</b>	141	5%	92	6%
<b>\$10,000-\$19,999</b>	150	5%	105	7%
<b>\$20,000-\$29,999</b>	152	5%	106	7%
<b>\$30,000-\$39,999</b>	143	5%	109	7%
<b>\$40,000-\$49,999</b>	115	4%	84	5%
<b>\$50,000-\$59,999</b>	94	3%	71	5%
<b>\$60,000-\$69,999</b>	85	3%	69	5%
<b>\$70,000-\$79,999</b>	81	3%	64	4%
<b>\$80,000-\$89,999</b>	58	2%	47	3%
<b>\$90,000-\$99,999</b>	56	2%	47	3%
<b>\$100,000 or More</b>	147	5%	117	8%
<b>Total</b>	<b>3,035</b>	<b>100%</b>	<b>1,533</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Swallowing:	28%
Child Language:	27%
School/Pediatrics:	25%

### Top Credentials

CCC-SLP:	81%
VitalStim Certified:	13%
DOE Endorsement:	1%

Source: Va. Healthcare Workforce Data Center

81% of all SLPs hold a CCC-SLP credential, while 13% are VitalStim certified.

## A Closer Look:

Credentials		
Credential	#	% of Workforce
<b>CCC-SLP: Speech-Language Pathology</b>	3,091	81%
<b>VitalStim Certified</b>	494	13%
<b>DOE Endorsement</b>	54	1%
<b>CBIS - Certified Brain Injury Specialist</b>	27	1%
<b>CF-SLP: Fellowship</b>	19	< 1%
<b>CCC-A: Audiology</b>	8	< 1%
<b>BRS-S: Swallowing</b>	5	< 1%
<b>BRS-FD: Fluency Disorders</b>	3	< 1%
<b>BRS-CL: Child Language</b>	2	< 1%
<b>Other</b>	152	4%
<b>At Least One Credential</b>	<b>3,163</b>	<b>83%</b>

Source: Va. Healthcare Workforce Data Center

## Self-Designated Specialties

Specialty	#	% of Workforce
<b>Swallowing &amp; Swallowing Disorders</b>	1,052	28%
<b>Child Language</b>	1,030	27%
<b>School/Pediatrics</b>	945	25%
<b>Autism</b>	869	23%
<b>Child/Infant</b>	601	16%
<b>Geriatrics</b>	524	14%
<b>Medical</b>	453	12%
<b>Brain Injury</b>	376	10%
<b>Voice</b>	279	7%
<b>Fluency Disorders</b>	257	7%
<b>Deaf and Hard of Hearing</b>	162	4%
<b>Other</b>	295	8%
<b>At Least One Specialty</b>	<b>2,473</b>	<b>65%</b>

Source: Va. Healthcare Workforce Data Center

28% of all SLPs have a self-designated specialty in Swallowing & Swallowing Disorders. Meanwhile, 27% have a specialty in Child Language, and 25% have a specialty in School/Pediatrics.

## At a Glance:

### Employment

Employed in Profession: 93%  
 Involuntarily Unemployed: < 1%

### Positions Held

1 Full-time: 58%  
 2 or More Positions: 20%

### Weekly Hours:

40 to 49: 43%  
 60 or more: 2%  
 Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	5	< 1%
Employed in a SLP-related capacity	3,181	93%
Employed, NOT in a SLP-related capacity	68	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	3	< 1%
Voluntarily unemployed	105	3%
Retired	45	1%
<b>Total</b>	<b>3,406</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

93% of licensed SLPs are currently employed in the profession.  
 58% of SLPs have one full-time job, and 43% of SLPs work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	153	5%
One Part-Time Position	595	18%
Two Part-Time Positions	170	5%
One Full-Time Position	1,944	58%
One Full-Time Position & One Part-Time Position	434	13%
Two Full-Time Positions	2	< 1%
More than Two Positions	74	2%
<b>Total</b>	<b>3,372</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	153	5%
1 to 9 hours	130	4%
10 to 19 hours	210	6%
20 to 29 hours	296	9%
30 to 39 hours	821	25%
40 to 49 hours	1,441	43%
50 to 59 hours	215	6%
60 to 69 hours	51	2%
70 to 79 hours	12	< 1%
80 or more hours	5	< 1%
<b>Total</b>	<b>3,334</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	24	1%
<b>Less than \$20,000</b>	146	5%
<b>\$20,000-\$29,999</b>	118	4%
<b>\$30,000-\$39,999</b>	164	6%
<b>\$40,000-\$49,999</b>	325	12%
<b>\$50,000-\$59,999</b>	518	19%
<b>\$60,000-\$69,999</b>	536	19%
<b>\$70,000-\$79,999</b>	357	13%
<b>\$80,000-\$89,999</b>	282	10%
<b>\$90,000-\$99,999</b>	165	6%
<b>\$100,000-\$109,999</b>	82	3%
<b>\$110,000-\$119,999</b>	40	1%
<b>\$120,000 or More</b>	28	1%
<b>Total</b>	<b>2,786</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,945	60%
<b>Somewhat Satisfied</b>	1,171	36%
<b>Somewhat Dissatisfied</b>	111	3%
<b>Very Dissatisfied</b>	32	1%
<b>Total</b>	<b>3,258</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Retirement</b>	1,909	60%	65%
<b>Paid Sick Leave</b>	1,866	59%	64%
<b>Health Insurance</b>	1,832	58%	62%
<b>Dental Insurance</b>	1,727	54%	59%
<b>Paid Vacation</b>	1,716	54%	59%
<b>Group Life Insurance</b>	1,166	37%	40%
<b>Signing/Retention Bonus</b>	159	5%	5%
<b>Receive At Least One Benefit</b>	<b>2,381</b>	<b>75%</b>	<b>80%</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.: 58%

Employer Retirement: 60%

**Satisfaction**

Satisfied: 96%

Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

*The typical SLP earned between \$60,000 and \$70,000 in 2017. In addition, 80% of wage and salaried SLPs also received at least one employer-sponsored benefit, including 62% who had access to a health insurance plan.*

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	33	1%
Experience Voluntary Unemployment?	227	6%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	100	3%
Work two or more positions at the same time?	795	21%
Switch employers or practices?	282	7%
<b>Experienced at least one</b>	<b>1,182</b>	<b>31%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s SLPs were involuntarily unemployed at some point in 2017. For comparison, Virginia’s average monthly unemployment rate was 3.8%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	85	3%	64	7%
<b>Less than 6 Months</b>	310	10%	140	16%
<b>6 Months to 1 Year</b>	172	5%	109	12%
<b>1 to 2 Years</b>	598	19%	214	24%
<b>3 to 5 Years</b>	754	23%	183	20%
<b>6 to 10 Years</b>	528	16%	101	11%
<b>More than 10 Years</b>	763	24%	84	9%
<b>Subtotal</b>	<b>3,210</b>	<b>100%</b>	<b>895</b>	<b>100%</b>
<b>Did not have location</b>	111		2,886	
<b>Item Missing</b>	485		26	
<b>Total</b>	<b>3,807</b>		<b>3,807</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: 3%

**Stability**

Switched: 7%  
New Location: 23%  
Over 2 years: 64%  
Over 2 yrs, 2<sup>nd</sup> location: 41%

**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>	1,447	56%
<b>Hourly Wage</b>	855	33%
<b>By Contract/Per Diem</b>	235	9%
<b>Business/Practice Income</b>	59	2%
<b>Unpaid</b>	4	< 1%
<b>Subtotal</b>	<b>2,600</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 to 3.4% in December. At the time of publication, results from December were still preliminary.

## At a Glance:

### Concentration

Top Region:	35%
Top 3 Regions:	74%
Lowest Region:	1%

### Locations

2 or more (2017):	28%
2 or more (Now*):	25%

Source: Va. Healthcare Workforce Data Center

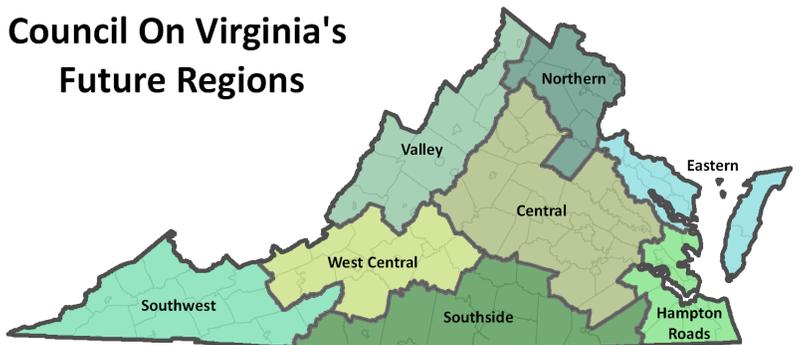
*74% of all SLPs work in Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region <sup>2</sup>	Primary Location		Secondary Location	
	#	%	#	%
Central	643	20%	168	19%
Eastern	47	1%	11	1%
Hampton Roads	621	19%	161	18%
Northern	1,117	35%	286	32%
Southside	103	3%	35	4%
Southwest	141	4%	44	5%
Valley	181	6%	33	4%
West Central	298	9%	85	9%
Virginia Border State/DC	38	1%	26	3%
Other US State	27	1%	51	6%
Outside of the US	0	0%	1	< 1%
<b>Total</b>	<b>3,216</b>	<b>100%</b>	<b>901</b>	<b>100%</b>
<b>Item Missing</b>	<b>480</b>		<b>20</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*25% of SLPs currently have multiple work locations, while 28% of SLPs had at least two work locations in the past year.*

Locations	Number of Work Locations			
	Work Locations in 2017		Work Locations Now*	
	#	%	#	%
<b>0</b>	92	3%	153	5%
<b>1</b>	2,286	69%	2,311	70%
<b>2</b>	497	15%	476	14%
<b>3</b>	285	9%	283	9%
<b>4</b>	58	2%	40	1%
<b>5</b>	23	1%	7	< 1%
<b>6 or More</b>	53	2%	24	1%
<b>Total</b>	<b>3,294</b>	<b>100%</b>	<b>3,294</b>	<b>100%</b>

\*At the time of survey completion, December 2017.

Source: Va. Healthcare Workforce Data Center

<sup>2</sup> These are now referred to as VA Perform's regions: <http://vaperforms.virginia.gov/Regions/regionalScorecards.php>.

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,189	39%	546	63%
<b>Non-Profit</b>	643	21%	163	19%
<b>State/Local Government</b>	1,192	39%	155	18%
<b>Veterans Administration</b>	15	< 1%	0	0%
<b>U.S. Military</b>	10	< 1%	0	0%
<b>Other Federal Gov't</b>	12	< 1%	3	< 1%
<b>Total</b>	<b>3,061</b>	<b>100%</b>	<b>867</b>	<b>100%</b>
<b>Did not have location</b>	111		2,886	
<b>Item Missing</b>	635		54	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

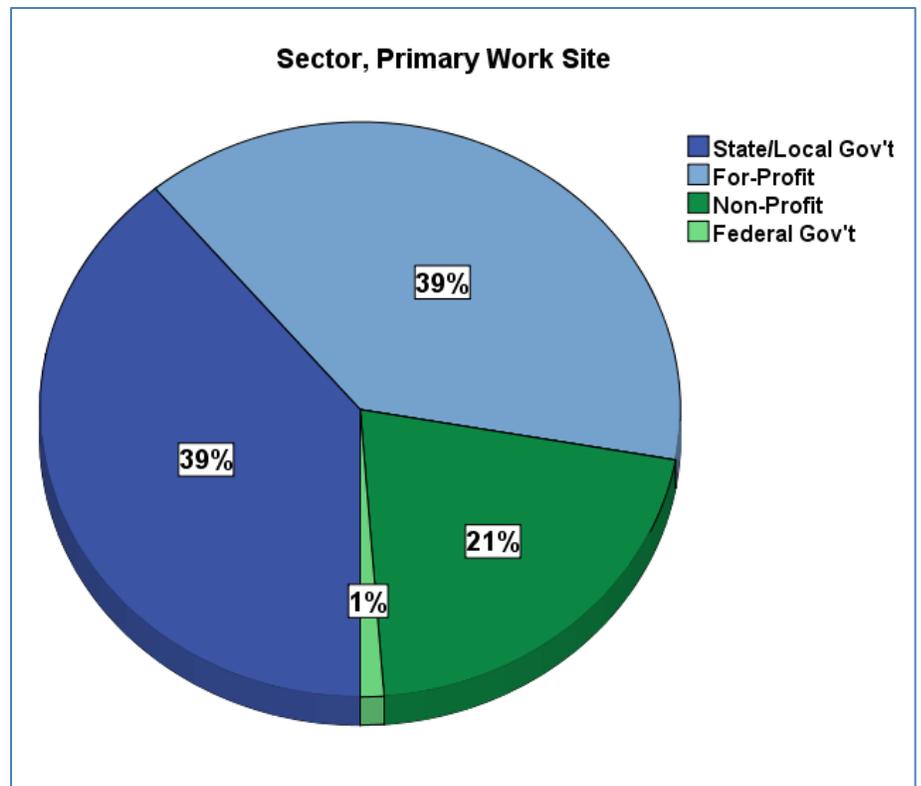
For Profit:	39%
Federal:	1%

**Top Establishments**

School (Providing Care To Clients):	40%
Skilled Nursing Facility:	10%
Private Practice (Group):	8%

Source: Va. Healthcare Workforce Data Center

39% of all SLPs work for a state or local government. The same percentage also works in the for-profit sector.

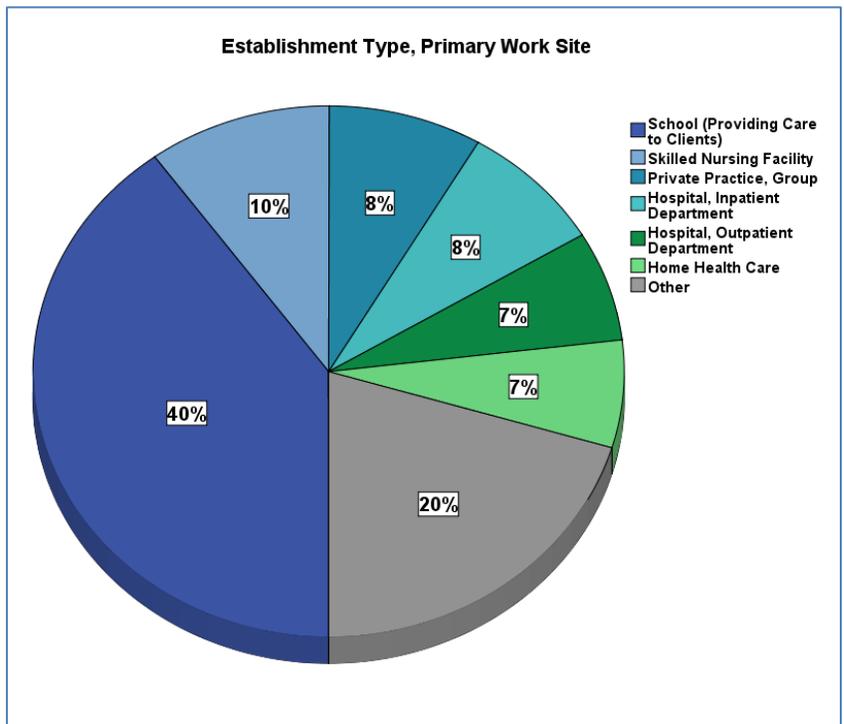


Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	1,182	40%	104	12%
Skilled Nursing Facility	297	10%	131	16%
Private Practice, Group	248	8%	85	10%
Hospital, Inpatient Department	235	8%	113	13%
Hospital, Outpatient Department	198	7%	28	3%
Home Health Care	193	7%	118	14%
Private Practice, Solo	129	4%	66	8%
Rehabilitation Facility	129	4%	66	8%
Academic Institution (Teaching Health Professions Students or Research)	94	3%	30	4%
Community-Based Clinic or Health Center	59	2%	9	1%
Residential Facility/Group Home	23	1%	23	3%
Administrative/Business Organization	15	1%	11	1%
Child Day Care	12	< 1%	3	< 1%
Outpatient Surgical Center	2	< 1%	0	0%
Physician Office	1	< 1%	0	0%
Other	138	5%	52	6%
<b>Total</b>	<b>2,955</b>	<b>100%</b>	<b>839</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>111</b>		<b>2,886</b>	

*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 16% 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

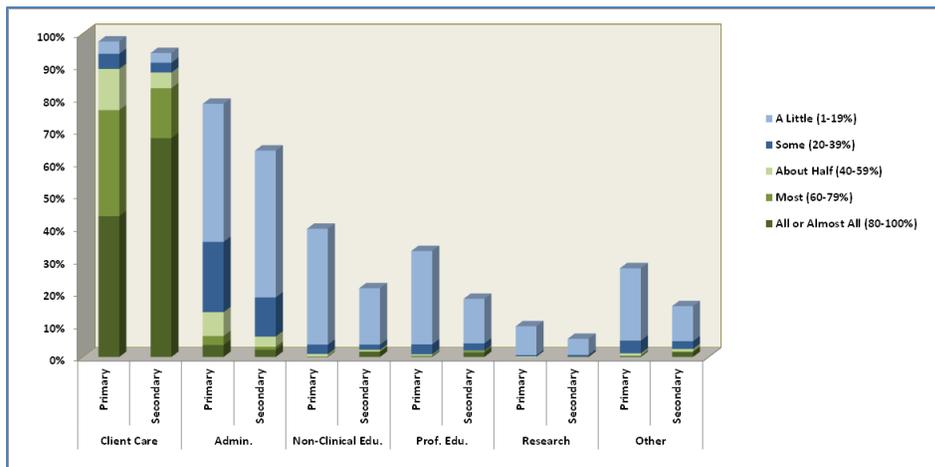
Client Care: 76%  
Administration: 6%

### 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, 76% 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>	44%	68%	4%	2%	0%	2%	0%	1%	0%	0%	0%	1%
<b>Most (60-79%)</b>	<b>33%</b>	<b>15%</b>	<b>3%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>About Half (40-59%)</b>	13%	5%	7%	3%	1%	1%	0%	0%	0%	0%	1%	1%
<b>Some (20-39%)</b>	5%	3%	22%	12%	3%	2%	3%	2%	0%	1%	4%	2%
<b>A Little (1-19%)</b>	4%	3%	43%	45%	36%	17%	29%	14%	9%	5%	22%	11%
<b>None (0%)</b>	2%	6%	22%	36%	60%	79%	67%	82%	91%	94%	73%	84%

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: 48%

Secondary Location: 19%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total <sup>3</sup>	
	#	%	#	%	#	%
None	142	5%	81	9%	118	4%
1-9	469	15%	510	58%	339	11%
10-19	437	14%	85	10%	415	13%
20-29	391	13%	76	9%	405	13%
30-39	293	9%	33	4%	335	11%
40-49	169	5%	20	2%	190	6%
50-59	259	8%	28	3%	265	9%
60-69	129	4%	10	1%	134	4%
70-79	42	1%	1	< 1%	69	2%
80-89	238	8%	12	1%	227	7%
90-99	80	3%	5	1%	82	3%
100 or More	454	15%	22	2%	525	17%
<b>Total</b>	<b>3,103</b>	<b>100%</b>	<b>883</b>	<b>100%</b>	<b>3,104</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	161	5%	1,592	52%	86	10%	708	81%
1-9	1,255	41%	428	14%	607	69%	112	13%
10-19	734	24%	375	12%	114	13%	29	3%
20-29	435	14%	362	12%	29	3%	9	1%
30-39	285	9%	189	6%	20	2%	8	1%
40-49	104	3%	57	2%	3	< 1%	6	1%
50-59	69	2%	43	1%	5	1%	0	0%
60-69	24	1%	8	< 1%	4	< 1%	0	0%
70-79	2	< 1%	3	< 1%	1	< 1%	1	< 1%
80 or more	22	1%	4	< 1%	9	1%	0	0%
<b>Total</b>	<b>3,091</b>	<b>100%</b>	<b>3,061</b>	<b>100%</b>	<b>878</b>	<b>100%</b>	<b>873</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>3</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>	46	2%	-	-
<b>50 to 54</b>	113	4%	4	1%
<b>55 to 59</b>	369	13%	55	8%
<b>60 to 64</b>	823	29%	196	27%
<b>65 to 69</b>	1,022	36%	308	42%
<b>70 to 74</b>	276	10%	99	14%
<b>75 to 79</b>	48	2%	22	3%
<b>80 or over</b>	27	1%	8	1%
<b>I do not intend to retire</b>	102	4%	40	5%
<b>Total</b>	<b>2,827</b>	<b>100%</b>	<b>732</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All SLPs**

Under 65: 48%

Under 60: 19%

**SLPs 50 and over**

Under 65: 35%

Under 60: 8%

**Time until Retirement**

Within 2 years: 5%

Within 10 years: 15%

Half the workforce: By 2047

Source: Va. Healthcare Workforce Data Center

*48% of SLPs expect to retire before the age of 65, including 19% 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, 12% of SLPs plan on pursuing additional education, and 10% also plan to increase their client care hours.*

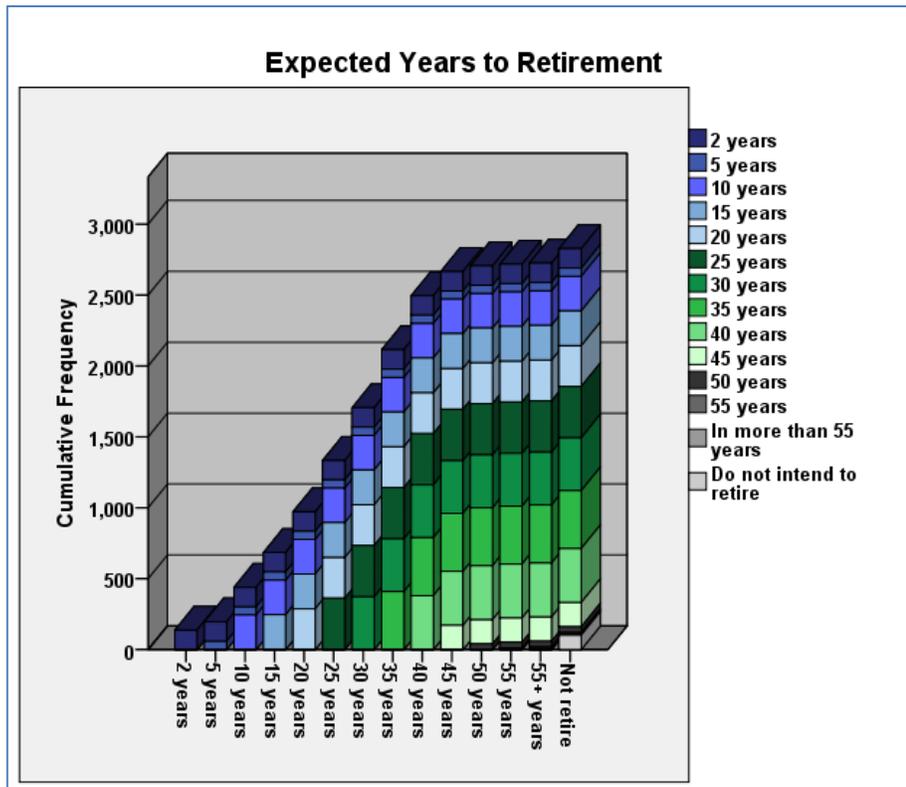
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	69	2%
<b>Leave Virginia</b>	171	4%
<b>Decrease Client Care Hours</b>	222	6%
<b>Decrease Teaching Hours</b>	32	1%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	371	10%
<b>Increase Teaching Hours</b>	112	3%
<b>Pursue Additional Education</b>	451	12%
<b>Return to Virginia's Workforce</b>	35	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 15% plan on retiring in the next ten years. Half of the current SLP workforce expect to be retired by 2047.

Time to Retirement			
Expect to retire within...	#	%	Cumulative %
2 years	137	5%	5%
5 years	58	2%	7%
10 years	243	9%	15%
15 years	246	9%	24%
20 years	287	10%	34%
25 years	362	13%	47%
30 years	372	13%	60%
35 years	409	14%	75%
40 years	381	13%	88%
45 years	171	6%	94%
50 years	40	1%	96%
55 years	12	< 1%	96%
In more than 55 years	8	< 1%	96%
Do not intend to retire	102	4%	100%
<b>Total</b>	<b>2,827</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 2037. Retirements will peak at 14% of the current workforce around 2052 before declining to under 10% of the current workforce again around 2062.

## At a Glance:

### FTEs

Total: 2,821  
 FTEs/1,000 Residents: 0.336  
 Average: 0.76

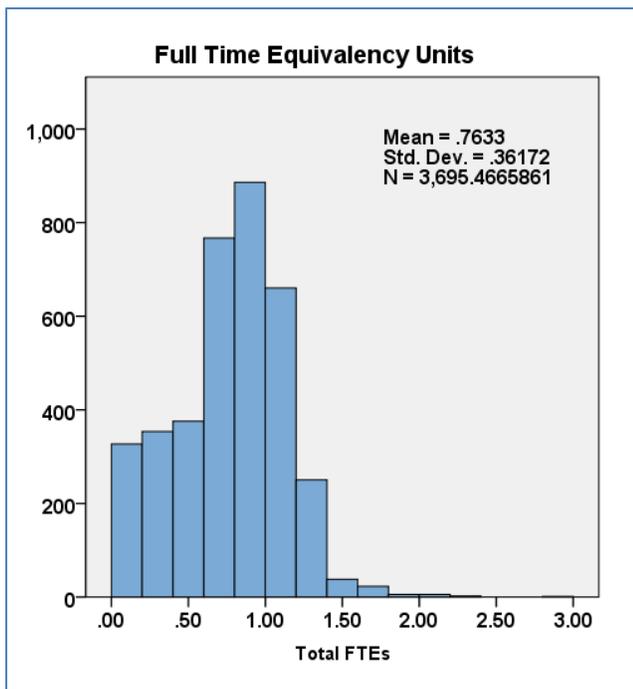
### Age & Gender Effect

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:

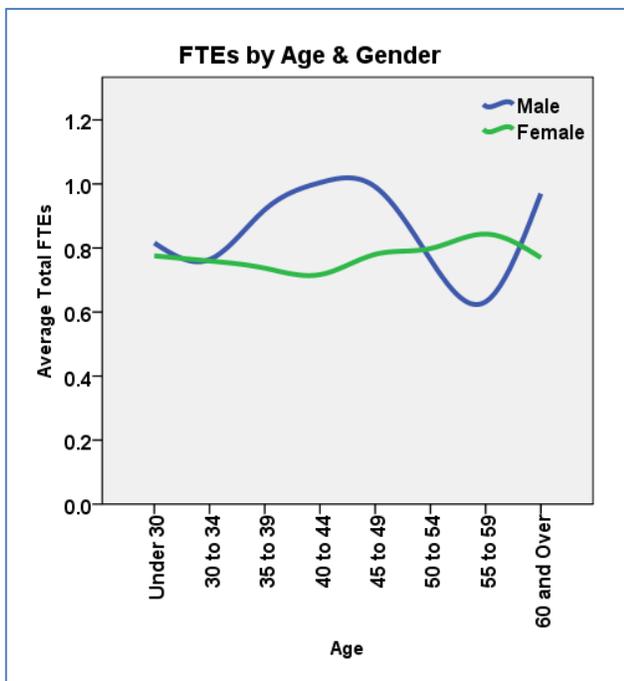


Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.80 FTEs in 2017, 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>4</sup>

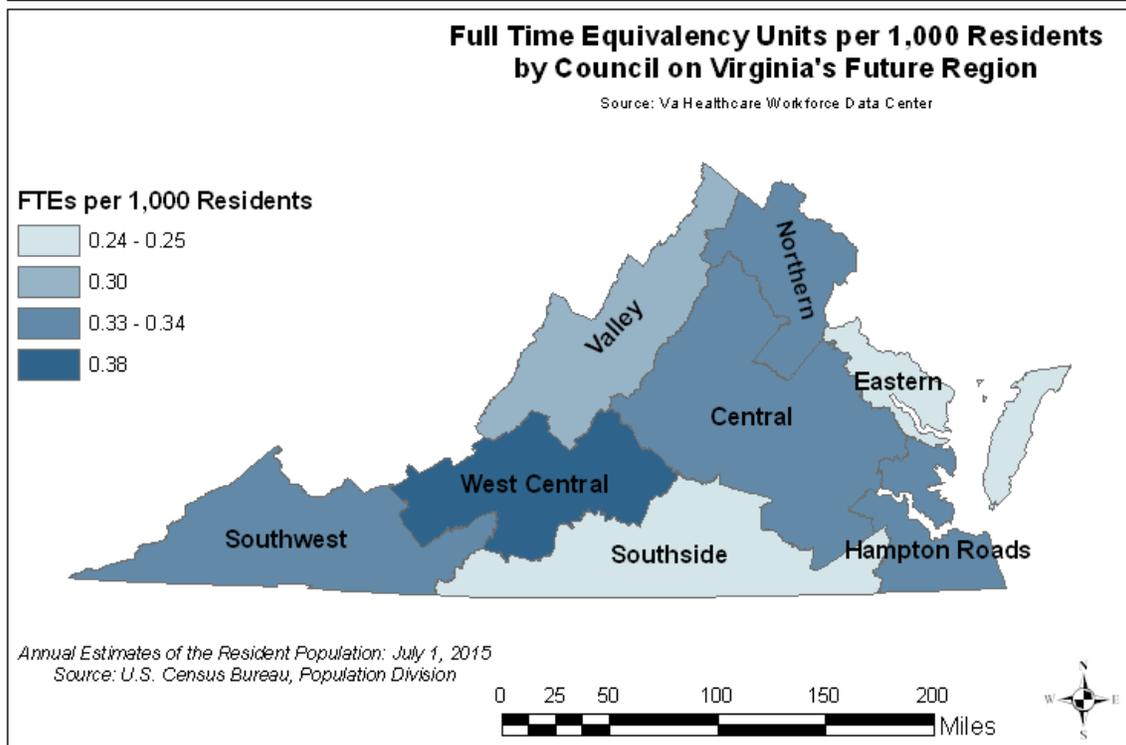
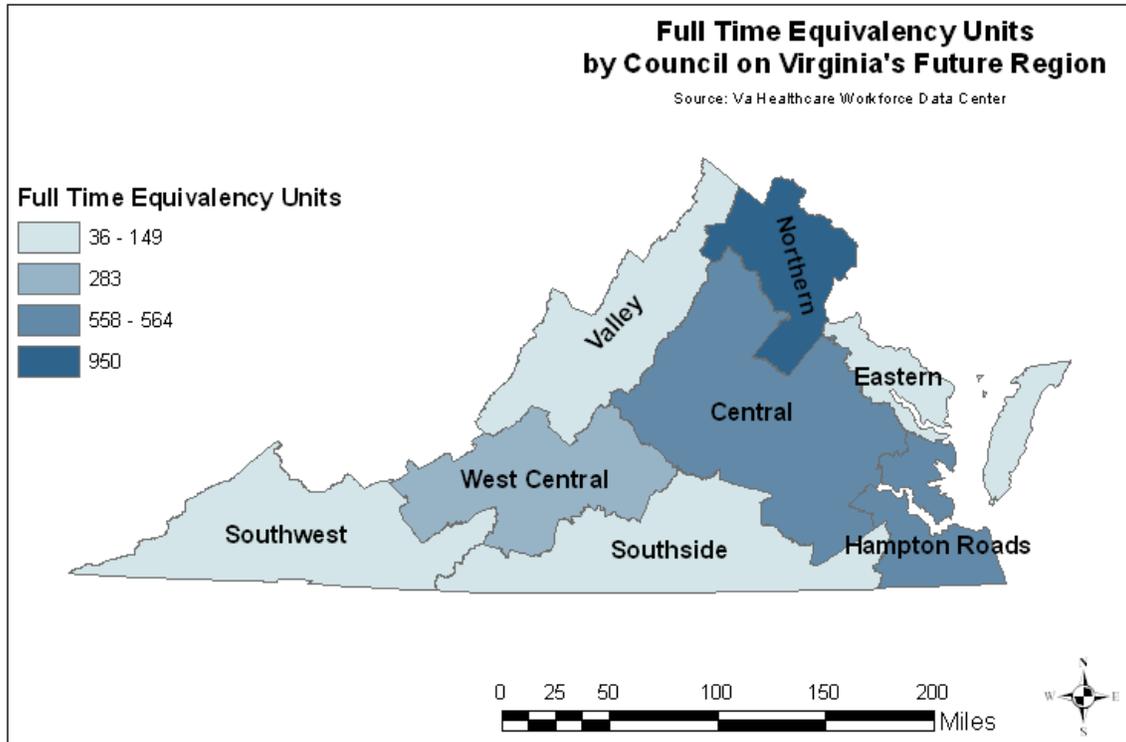
Full-Time Equivalency Units		
	Average	Median
<b>Age</b>		
Under 30	0.77	0.80
30 to 34	0.76	0.80
35 to 39	0.75	0.83
40 to 44	0.65	0.74
45 to 49	0.78	0.74
50 to 54	0.73	0.80
55 to 59	0.83	0.80
60 and Over	0.86	0.84
<b>Gender</b>		
Male	0.87	0.95
Female	0.77	0.80

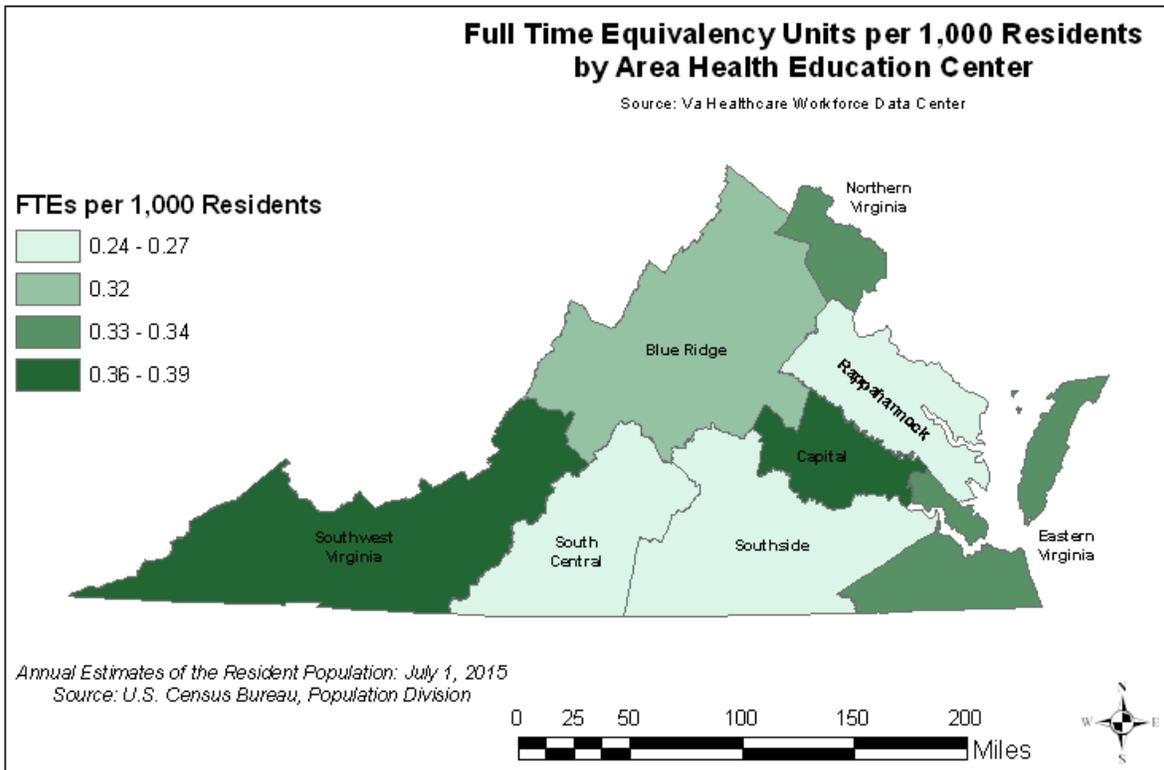
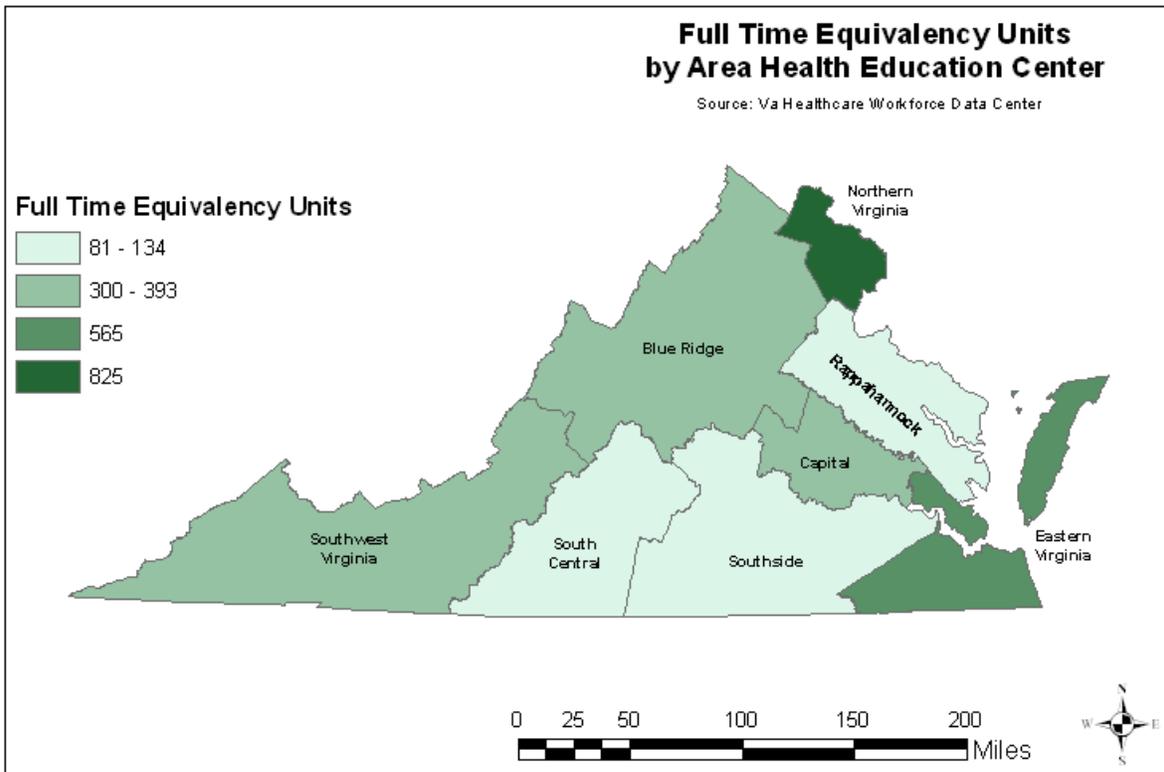
Source: Va. Healthcare Workforce Data Center

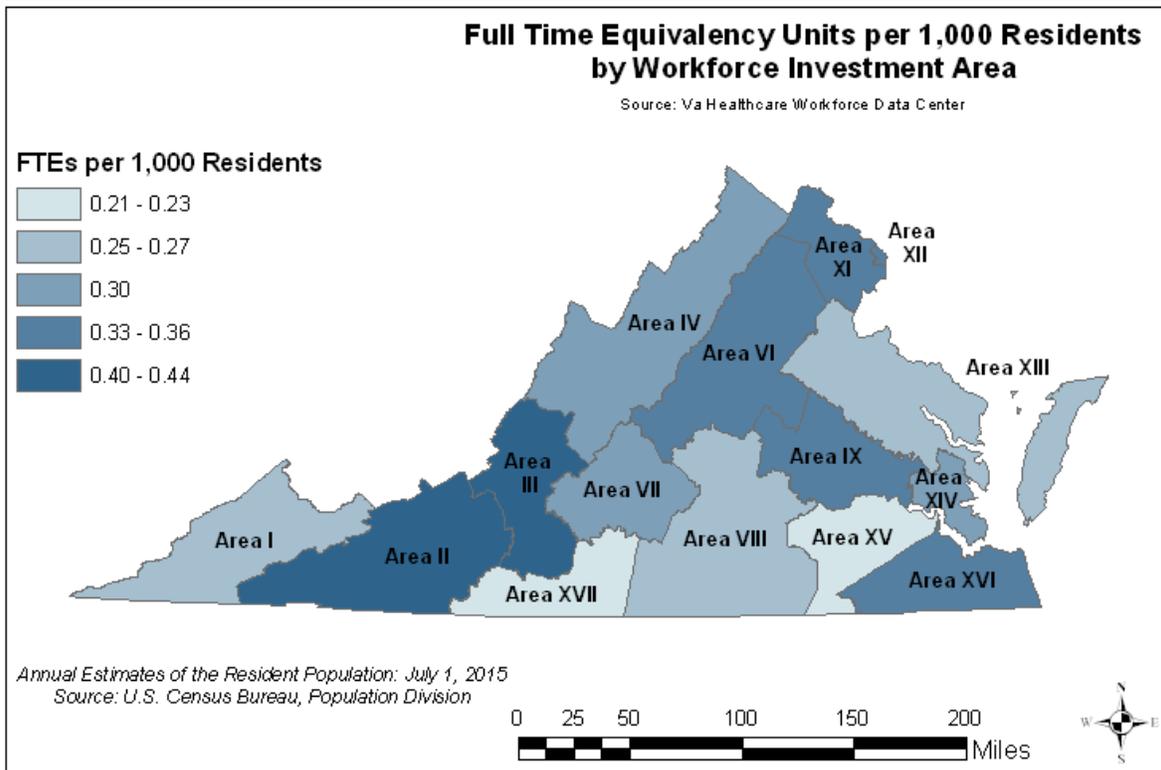
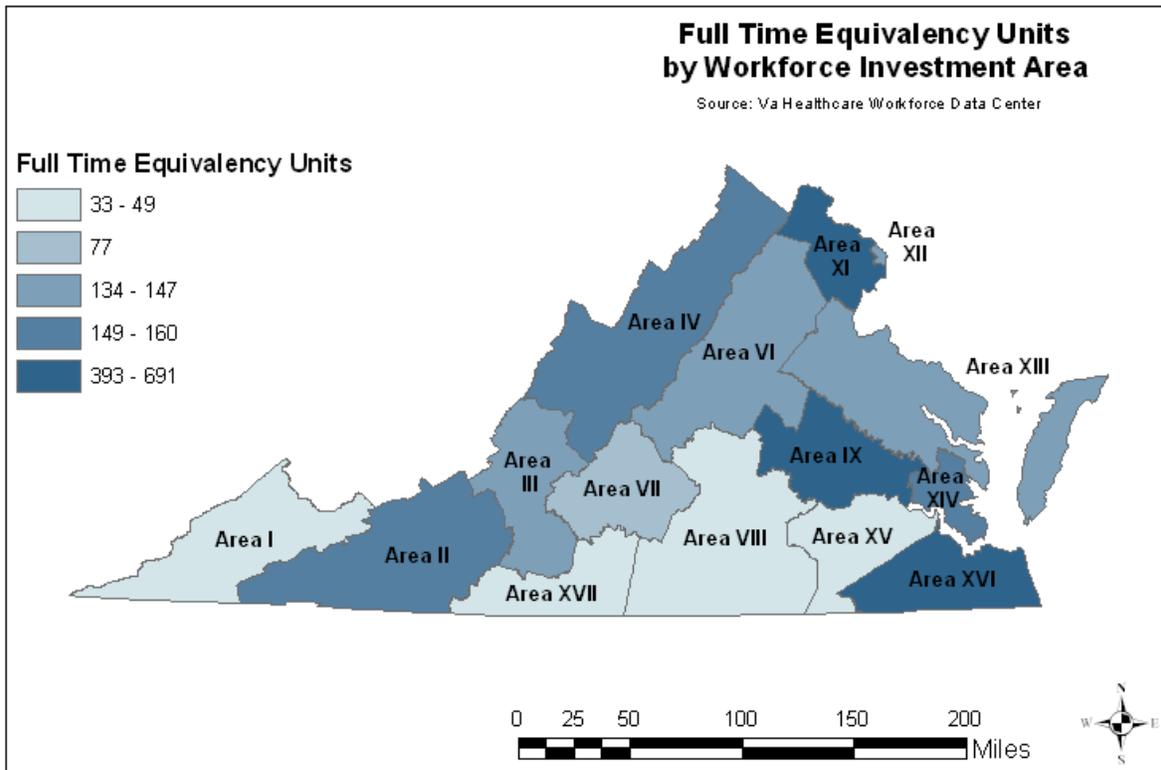


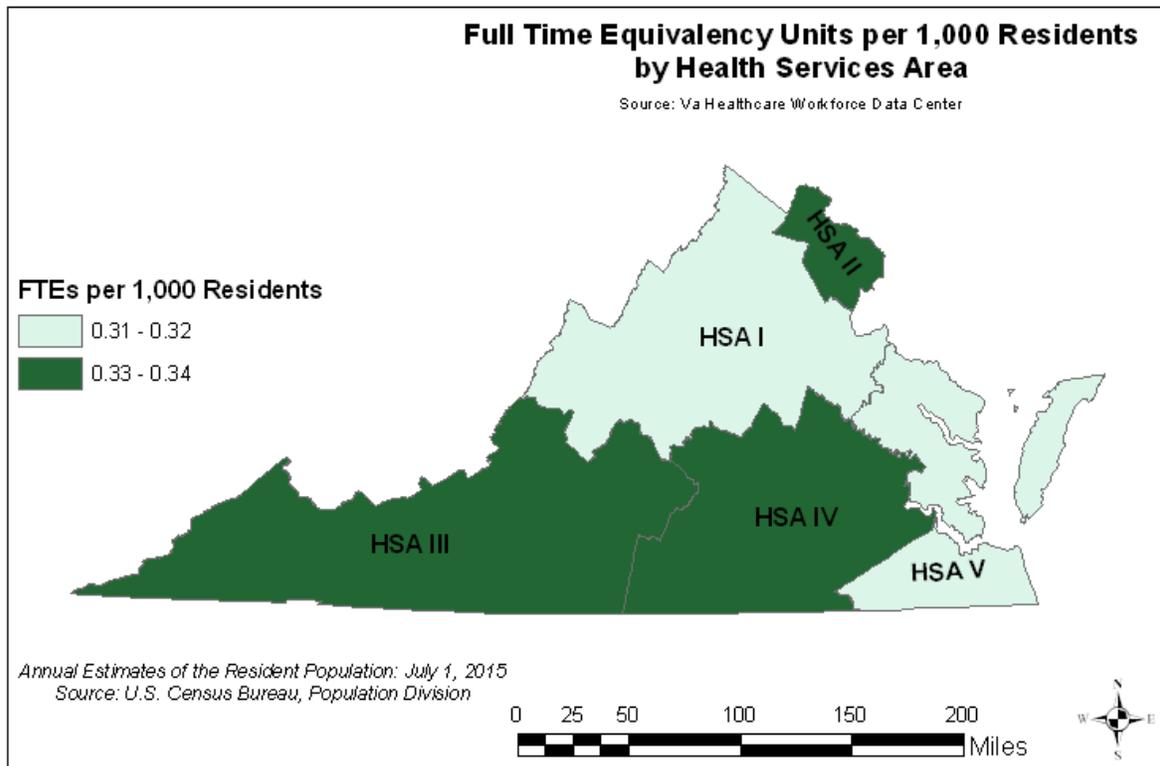
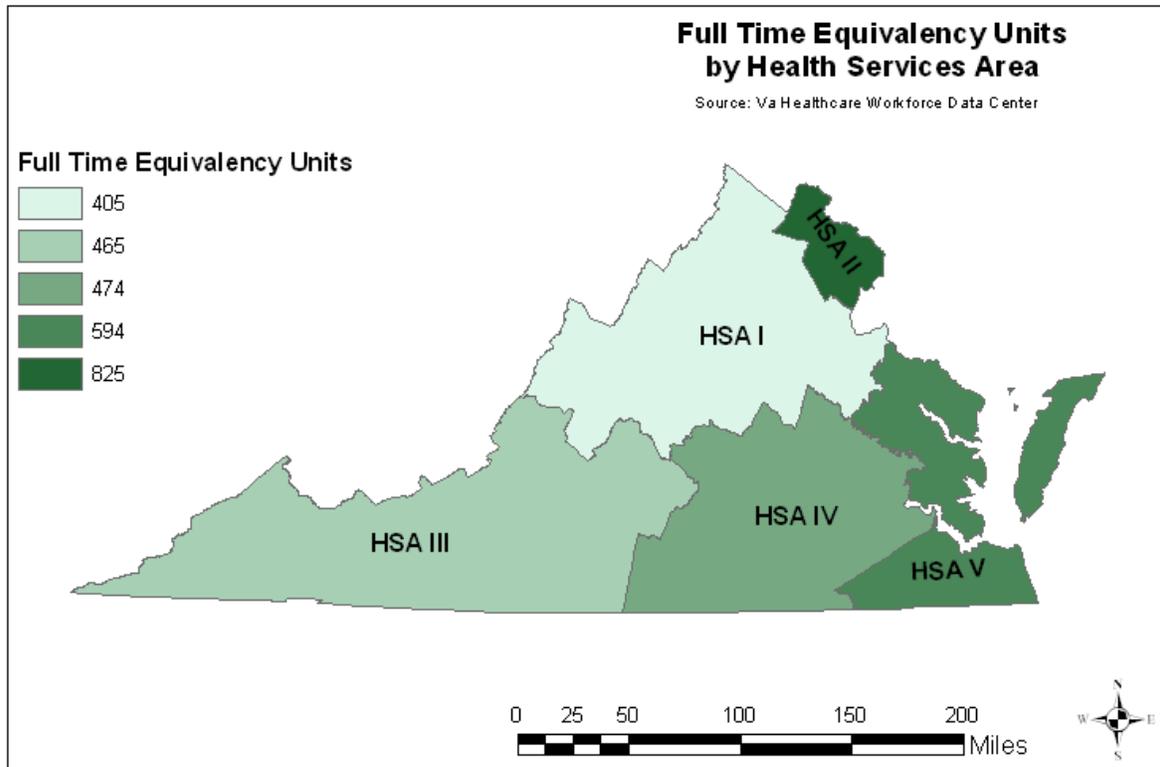
Source: Va. Healthcare Workforce Data Center

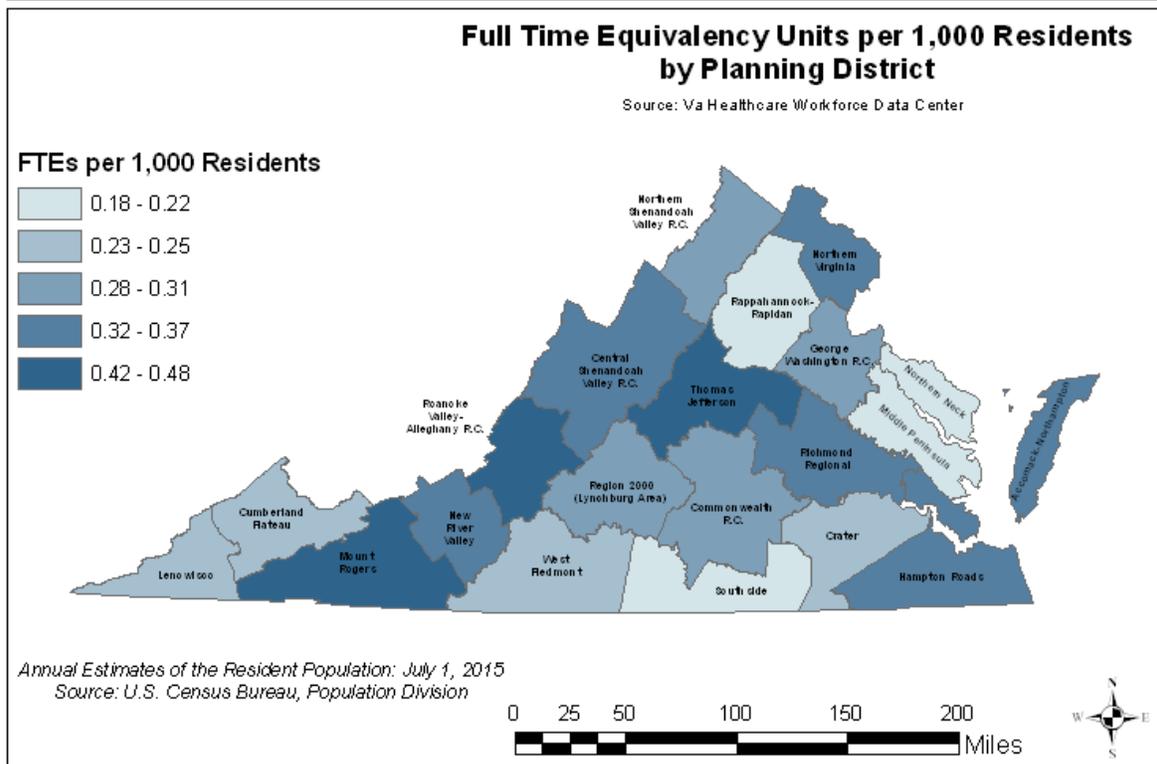
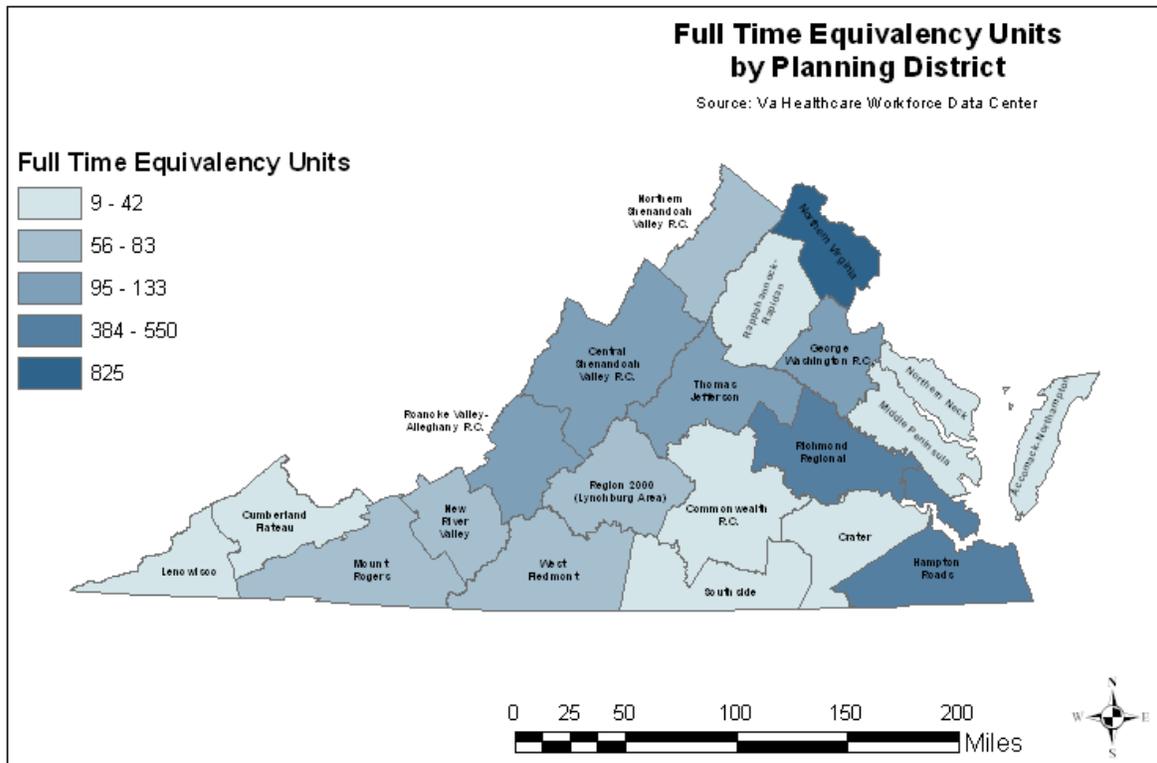
<sup>4</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,660	82.67%	1.209641	1.06804	1.773671
Metro, 250,000 to 1 million	307	86.97%	1.149813	1.015216	1.685946
Metro, 250,000 or less	422	80.09%	1.248521	1.102369	1.83068
Urban pop 20,000+, Metro adj	47	80.85%	1.236842	1.092058	1.813556
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	116	91.38%	1.09434	0.966236	1.604607
Urban pop, 2,500-19,999, nonadj	70	80.00%	1.25	1.103675	1.832849
Rural, Metro adj	51	84.31%	1.186047	1.047208	1.739075
Rural, nonadj	22	90.91%	1.1	0.971234	1.612907
Virginia border state/DC	417	69.78%	1.43299	1.265244	2.101163
Other US State	286	62.94%	1.588889	1.402894	2.329754

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	771	54.86%	1.822695	1.604607	2.329754
30 to 34	704	83.52%	1.197279	1.054023	1.530352
35 to 39	615	86.02%	1.162571	1.023468	1.485989
40 to 44	577	87.69%	1.140316	1.003876	1.457543
45 to 49	495	91.11%	1.097561	0.966236	1.402894
50 to 54	353	88.10%	1.135048	0.999238	1.45081
55 to 59	326	86.20%	1.160142	1.02133	1.482885
60 and Over	557	80.61%	1.240535	1.092103	1.585641

Source: Va. Healthcare Workforce Data Center

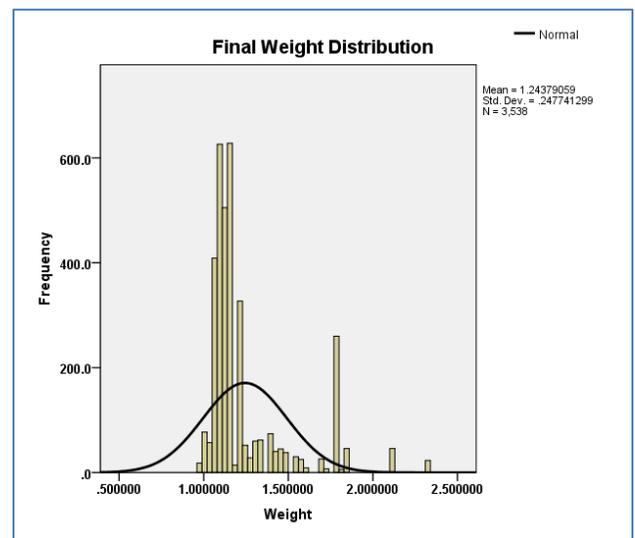
See the Methods section on the HWDC website for details on HWDC Methods:

[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: 0.804457**



Source: Va. Healthcare Workforce Data Center