
Virginia's Speech-Language Pathology Workforce: 2018

Healthcare Workforce Data Center

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More than 3,600 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: | 4,457 |
| Virginia's Workforce: | 3,850 |
| FTEs: | 2,867 |

Background

| | |
|---------------------|-----|
| Rural Childhood: | 29% |
| HS Degree in VA: | 43% |
| Prof. Degree in VA: | 44% |

Current Employment

| | |
|-----------------------|-----|
| Employed in Prof.: | 94% |
| Hold 1 Full-Time Job: | 58% |
| Satisfied?: | 95% |

Survey Response Rate

| | |
|-------------------------|-----|
| All Licensees: | 82% |
| Renewing Practitioners: | 92% |

Education

| | |
|------------|-----|
| Masters: | 98% |
| Doctorate: | 2% |

Job Turnover

| | |
|------------------------|-----|
| Switched Jobs in 2018: | 7% |
| Employed Over 2 Yrs: | 65% |

Demographics

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

Finances

| | |
|----------------------|-------------|
| Median Inc.: | \$60k-\$70k |
| Health Benefits: | 57% |
| Under 40 w/ Ed Debt: | 55% |

Time Allocation

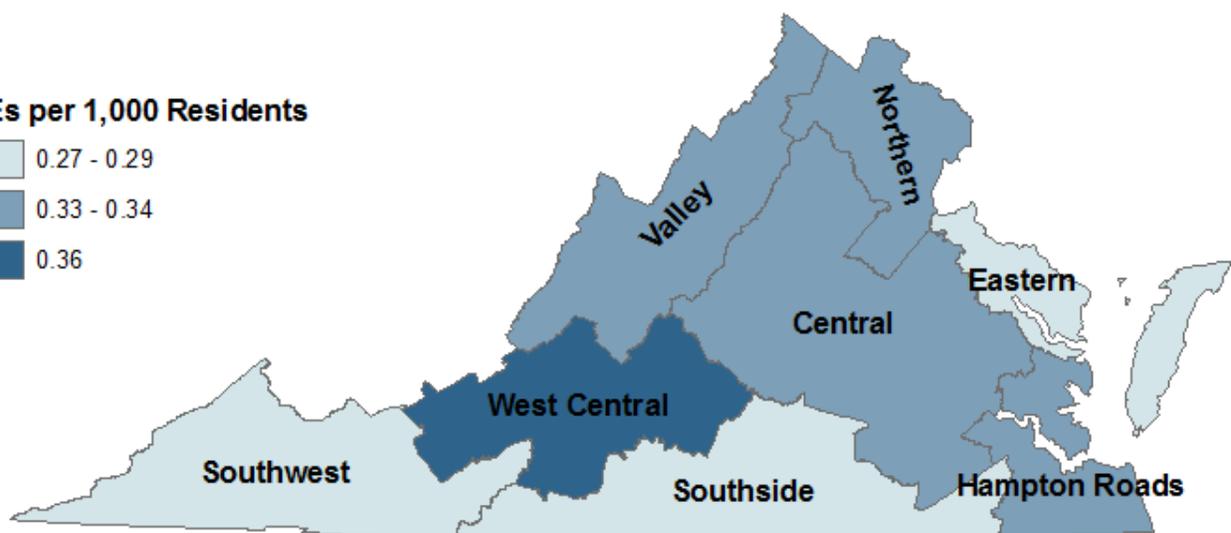
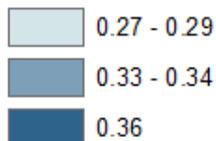
| | |
|-------------------|---------|
| Client Care: | 70%-79% |
| Administration: | 10%-19% |
| Client Care Role: | 77% |

Source: Va. Healthcare Workforce Data Center

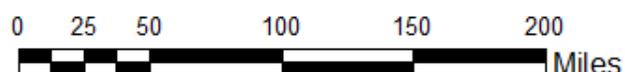
Full Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2017
Source: U.S. Census Bureau, Population Division



More than 3,600 speech-language pathologists (SLPs) voluntarily took part in the 2018 Speech-Language Pathologist Workforce Survey. These survey respondents represent 82% of the 4,457 SLPs who are licensed in the state and 92% of renewing practitioners. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process. In the past, this license renewal process has taken place every December for SLPs. However, this process will change in 2019 so that all future surveys will be administered in June. The next SLP survey will be conducted in June 2020.

The HWDC estimates that 3,850 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 2018, Virginia's SLP workforce provided 2,867 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours a year.

Nearly all SLPs are female, and the median age of Virginia's SLP workforce is 40. 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 makes Virginia's SLP workforce less diverse than the state's overall population, which has a diversity index of 56%. Nearly 30% of all SLPs grew up in a rural area, and 22% of these professionals currently work in non-metro areas of the state. In total, 9% of all SLPs work in non-metro areas of Virginia.

More than nine out of every ten SLPs are currently employed in the profession. In addition, only 1% of SLPs have been involuntarily unemployed over the past year, while 2% of SLPs have been underemployed. Nearly 60% of SLPs have one full-time job, and 42% work between 40 and 49 hours per week. Nearly 40% of SLPs work in schools, and another 9% work at group private practices. The median annual income of Virginia's SLP workforce is between \$60,000 and \$70,000. In addition, three-quarters of Virginia's SLPs receive at least one employer-sponsored benefit, including 57% who have access to health insurance. Over the next two years, 12% of Virginia's SLP workforce expect to pursue additional educational opportunities, and 9% expect to increase their patient care hours.

Summary of Trends

Since 2014, the number of licensed SLPs has increased by 17% (4,457 vs. 3,821). In addition, the percentage of licensees who have responded to the SLP survey has also increased considerably (82% vs. 74%). At the same time, the size of Virginia's SLP workforce has increased by 16% (3,850 vs. 3,306), and the number of FTEs provided by this workforce has increased by 18% (2,867 vs. 2,434).

Over the past five years, fewer SLPs have reported education debt (38% vs. 41%). This is also the case among SLPs who are under the age of 40 (55% vs. 64%). However, the median debt burden among those SLPs with educational debt has increased (\$40,000-\$50,000 vs. \$30,000-\$40,000). SLPs are less likely to have at least one self-designated specialty (63% vs. 69%) or one credential (81% vs. 89%) relative to 2014.

The median annual income of Virginia's SLPs has increased since 2014 (\$60,000-\$70,000 vs. \$50,000-\$60,000). This income is more likely to be received in the form of a salary or commission (55% vs. 51%) and less likely to be received as an hourly wage (34% vs. 37%). In addition, more SLPs receive at least one employer-sponsored benefit (75% vs. 72%). This includes those who have access to health insurance (57% vs. 54%) or a retirement plan (61% vs. 54%).

SLPs are more likely to remain at their primary work location for at least two years (65% vs. 59%). In addition, more SLPs are working in Northern Virginia (36% vs. 32%) while relatively fewer SLPs are employed in Central Virginia (20% vs. 21%). At the same time, fewer SLPs are employed in the for-profit sector (39% vs. 43%). Instead, more SLPs are now working in the non-profit sector (22% vs. 20%). With respect to establishment types, SLPs are more likely to work in schools providing care to clients (39% vs. 35%) but less likely to work in skilled nursing facilities (8% vs. 13%). As for future plans, fewer SLPs expect to pursue additional educational opportunities (12% vs. 16%) or to increase their patient care hours (9% vs. 13%).

A Closer Look:

| Licensee Counts | | |
|-------------------------------|--------------|-------------|
| License Status | # | % |
| Renewing Practitioners | 3,907 | 88% |
| New Licensees | 225 | 5% |
| Non-Renewals | 325 | 7% |
| All Licensees | 4,457 | 100% |

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. More than 90% of renewing SLPs submitted a survey. These represent 82% of SLPs who held a license at some point in 2018.

Definitions

- 1. The Survey Period:** The survey was conducted in December 2018.
- 2. Target Population:** All SLPs who held a Virginia license at some point in 2018.
- 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 2018.

| Statistic | Response Rates | | |
|------------------------|-----------------|--------------|---------------|
| | Non Respondents | Respondents | Response Rate |
| By Age | | | |
| Under 30 | 265 | 433 | 62% |
| 30 to 34 | 134 | 616 | 82% |
| 35 to 39 | 91 | 549 | 86% |
| 40 to 44 | 67 | 518 | 89% |
| 45 to 49 | 51 | 487 | 91% |
| 50 to 54 | 42 | 319 | 88% |
| 55 to 59 | 36 | 287 | 89% |
| 60 and Over | 97 | 465 | 83% |
| Total | 783 | 3,674 | 82% |
| New Licenses | | | |
| Issued in 2018 | 153 | 72 | 32% |
| Metro Status | | | |
| Non-Metro | 37 | 291 | 89% |
| Metro | 511 | 2,788 | 85% |
| Not in Virginia | 235 | 595 | 72% |

Source: Va. Healthcare Workforce Data Center

| Response Rates | |
|-------------------------------------|-------|
| Completed Surveys | 3,674 |
| Response Rate, All Licensees | 82% |
| Response Rate, Renewals | 92% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed SLPs

Number: 4,457
 New: 5%
 Not Renewed: 7%

Survey Response Rates

All Licensees: 82%
 Renewing Practitioners: 92%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

2018 SLP Workforce: 3,850
 FTEs: 2,867

Utilization Ratios

Licensees in VA Workforce: 86%
 Licensees per FTE: 1.55
 Workers per FTE: 1.34

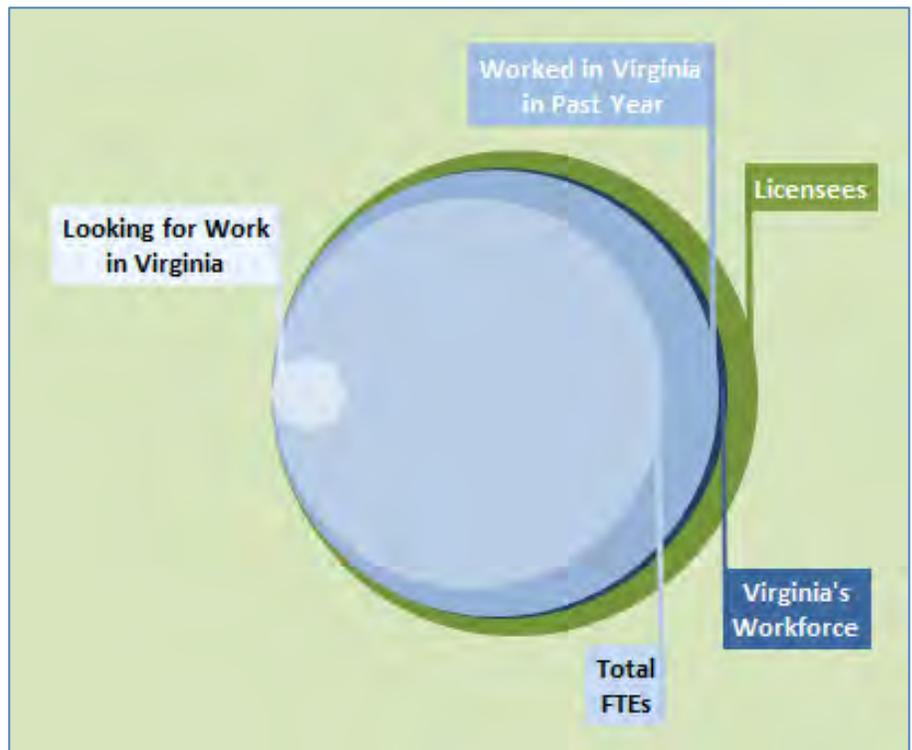
Source: Va. Healthcare Workforce Data Center

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 | 3,750 | 97% |
| Looking for Work in Virginia | 100 | 3% |
| Virginia's Workforce | 3,850 | 100% |
| Total FTEs | 2,867 | |
| Licensees | 4,457 | |

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

A Closer Look:

| Age & Gender | | | | | | |
|--------------|-----------|-----------|--------------|------------|--------------|----------------|
| Age | Male | | Female | | Total | |
| | # | % Male | # | % Female | # | % in Age Group |
| Under 30 | 8 | 1% | 601 | 99% | 608 | 18% |
| 30 to 34 | 17 | 3% | 570 | 97% | 587 | 18% |
| 35 to 39 | 9 | 2% | 475 | 98% | 484 | 14% |
| 40 to 44 | 19 | 4% | 415 | 96% | 434 | 13% |
| 45 to 49 | 7 | 2% | 379 | 98% | 386 | 12% |
| 50 to 54 | 10 | 4% | 261 | 96% | 271 | 8% |
| 55 to 59 | 6 | 3% | 209 | 97% | 216 | 6% |
| 60 and Over | 20 | 6% | 340 | 94% | 360 | 11% |
| Total | 96 | 3% | 3,250 | 97% | 3,347 | 100% |

Source: Va. Healthcare Workforce Data Center

| Race & Ethnicity | | | | | |
|--------------------|-------------|--------------|-------------|---------------|-------------|
| Race/ Ethnicity | Virginia* | SLPs | | SLPs Under 40 | |
| | % | # | % | # | % |
| White | 62% | 2,915 | 87% | 1,461 | 87% |
| Black | 19% | 217 | 6% | 103 | 6% |
| Asian | 6% | 71 | 2% | 40 | 2% |
| Other Race | 0% | 17 | 1% | 9 | 1% |
| Two or More Races | 3% | 45 | 1% | 22 | 1% |
| Hispanic | 9% | 97 | 3% | 50 | 3% |
| Total | 100% | 3,362 | 100% | 1,685 | 100% |

*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, 2017.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age: 40
% Under 40: 50%
% 55+: 17%

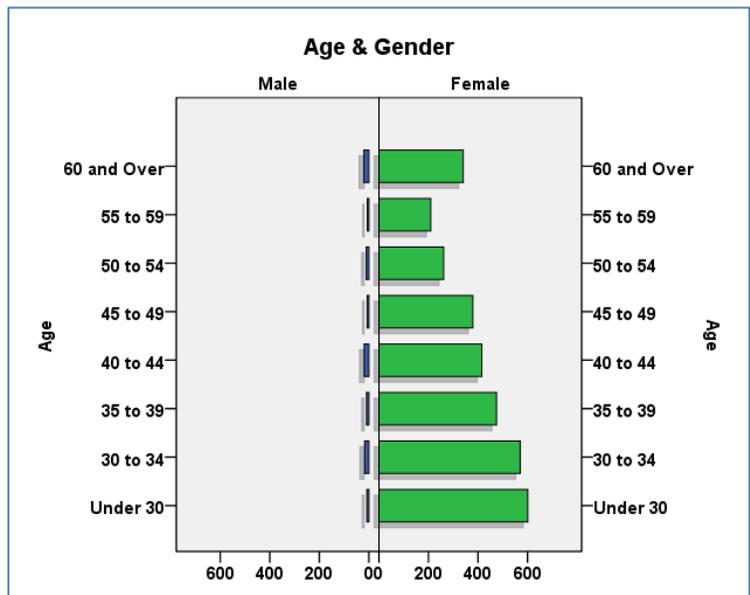
Diversity

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

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%.

One-half 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%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 9%
 Rural Childhood: 29%

Virginia Background

HS in Virginia: 43%
 Prof. Education in VA: 44%
 HS/Prof. Educ. in VA: 54%

Location Choice

% Rural to Non-Metro: 22%
 % Urban/Suburban to Non-Metro: 4%

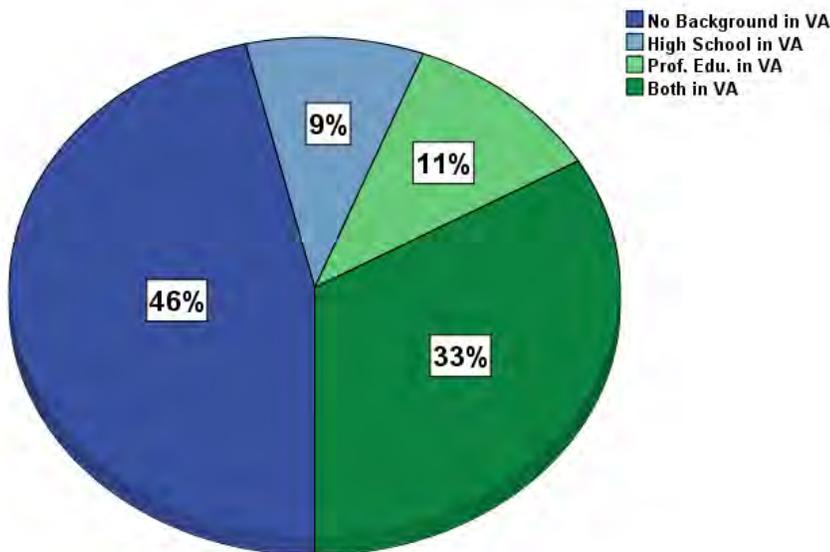
Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Primary Location: USDA Rural Urban Continuum | | Rural Status of Childhood Location | | |
|---|---|---------------------------------------|------------|-----------|
| Code | Description | Rural | Suburban | Urban |
| Metro Counties | | | | |
| 1 | Metro, 1 Million+ | 20% | 70% | 10% |
| 2 | Metro, 250,000 to 1 Million | 46% | 47% | 8% |
| 3 | Metro, 250,000 or Less | 36% | 57% | 7% |
| Non-Metro Counties | | | | |
| 4 | Urban Pop 20,000+, Metro Adjacent | 69% | 29% | 2% |
| 6 | Urban Pop, 2,500-19,999, Metro Adjacent | 65% | 33% | 2% |
| 7 | Urban Pop, 2,500-19,999, Non-Adjacent | 84% | 10% | 6% |
| 8 | Rural, Metro Adjacent | 57% | 39% | 5% |
| 9 | Rural, Non-Adjacent | 57% | 33% | 10% |
| Overall | | 29% | 63% | 9% |

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia



Source: Va. Healthcare Workforce Data Center

Nearly 30% of SLPs grew up in self-described rural areas, and 22% of these professionals currently work in non-metro counties. Overall, 9% of Virginia's SLP workforce currently work in non-metro counties.

Top Ten States for SLP Recruitment

| Rank | All Professionals | | | |
|------|---------------------|-------|---------------------|-------|
| | High School | # | Professional School | # |
| 1 | Virginia | 1,445 | Virginia | 1,468 |
| 2 | Pennsylvania | 255 | Washington, D.C. | 213 |
| 3 | New York | 243 | New York | 188 |
| 4 | New Jersey | 138 | Pennsylvania | 176 |
| 5 | Maryland | 135 | North Carolina | 159 |
| 6 | North Carolina | 120 | Tennessee | 118 |
| 7 | Florida | 91 | Maryland | 105 |
| 8 | West Virginia | 85 | Florida | 93 |
| 9 | Ohio | 75 | Ohio | 80 |
| 10 | Outside U.S./Canada | 65 | West Virginia | 64 |

Source: Va. Healthcare Workforce Data Center

More than 40% of Virginia's SLPs received their high school degree in Virginia, and 44% received their initial professional degree in the state.

| Rank | Licensed in the Past 5 Years | | | |
|------|------------------------------|-----|---------------------|-----|
| | High School | # | Professional School | # |
| 1 | Virginia | 391 | Virginia | 417 |
| 2 | Pennsylvania | 119 | Washington, D.C. | 81 |
| 3 | New York | 75 | New York | 78 |
| 4 | New Jersey | 60 | Pennsylvania | 74 |
| 5 | North Carolina | 56 | North Carolina | 67 |
| 6 | Maryland | 56 | Maryland | 55 |
| 7 | Florida | 30 | Florida | 40 |
| 8 | Ohio | 26 | Tennessee | 36 |
| 9 | Outside U.S./Canada | 22 | Ohio | 23 |
| 10 | Tennessee | 21 | Texas | 21 |

Source: Va. Healthcare Workforce Data Center

Among SLPs licensed in the past five years, 35% received their high school degree in Virginia, and 38% received their initial professional degree in the state.

More than one out of every ten licensed SLPs did not participate in Virginia's workforce in 2018. More than 80% of these professionals worked at some point in the past year, including 79% who currently work as SLPs.

At a Glance:

Not in VA Workforce

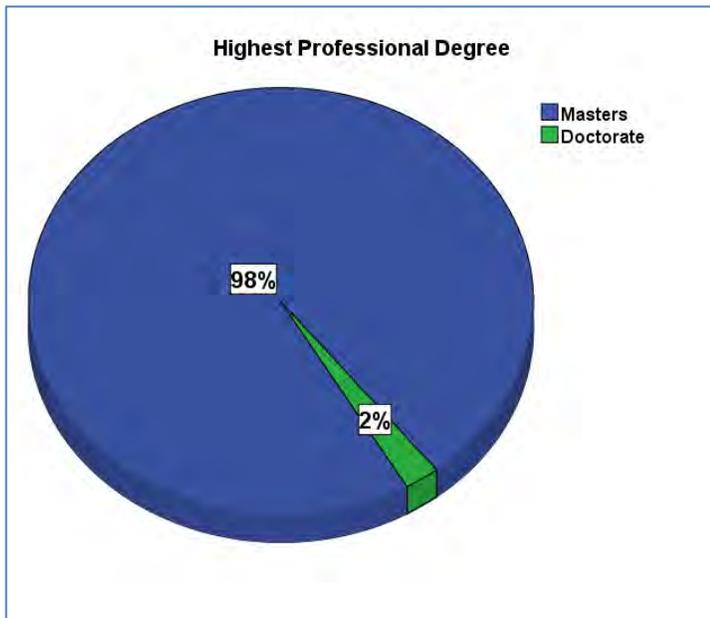
| | |
|---------------------|-----|
| Total: | 612 |
| % of Licensees: | 14% |
| Federal/Military: | 5% |
| VA Border State/DC: | 25% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Highest Professional Degree | | |
|-----------------------------|--------------|-------------|
| Degree | # | % |
| Master's Degree | 3,219 | 98% |
| Doctorate - SLP | 51 | 2% |
| Other Doctorate | 23 | 1% |
| Total | 3,293 | 100% |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 40% of SLPs currently have education debt, including 55% of those under the age of 40. For those with education debt, the median debt amount is between \$40,000 and \$50,000.

At a Glance:

Education
Masters: 98%
Doctorate: 2%

Educational Debt
Carry Debt: 38%
Under Age 40 w/ Debt: 55%
Median Debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

Nearly all SLPs hold a Master's degree as their highest professional degree.

| Educational Debt | | | | |
|--------------------|--------------|-------------|---------------|-------------|
| Amount Carried | All SLPs | | SLPs Under 40 | |
| | # | % | # | % |
| None | 1,861 | 62% | 678 | 45% |
| Less Than \$10,000 | 128 | 4% | 82 | 5% |
| \$10,000-\$19,999 | 136 | 5% | 88 | 6% |
| \$20,000-\$29,999 | 133 | 4% | 88 | 6% |
| \$30,000-\$39,999 | 136 | 5% | 97 | 6% |
| \$40,000-\$49,999 | 99 | 3% | 73 | 5% |
| \$50,000-\$59,999 | 96 | 3% | 70 | 5% |
| \$60,000-\$69,999 | 78 | 3% | 68 | 4% |
| \$70,000-\$79,999 | 78 | 3% | 64 | 4% |
| \$80,000-\$89,999 | 44 | 1% | 36 | 2% |
| \$90,000-\$99,999 | 67 | 2% | 50 | 3% |
| \$100,000 or More | 158 | 5% | 120 | 8% |
| Total | 3,014 | 100% | 1,514 | 100% |

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties

| | |
|-----------------------|-----|
| Child Language: | 26% |
| Swallowing Disorders: | 26% |
| School/Pediatrics: | 24% |

Top Credentials

| | |
|----------------------|-----|
| CCC-SLP: | 79% |
| VitalStim Certified: | 11% |
| DOE Endorsement: | 2% |

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of Virginia's SLPs hold at least one self-designated specialty.

A Closer Look:

| Self-Designated Specialties | | |
|-----------------------------------|--------------|----------------|
| Specialty | # | % of Workforce |
| Child Language | 997 | 26% |
| Swallowing & Swallowing Disorders | 997 | 26% |
| School/Pediatrics | 905 | 24% |
| Autism | 836 | 22% |
| Child/Infant | 565 | 15% |
| Geriatrics | 540 | 14% |
| Medical | 436 | 11% |
| Brain Injury | 346 | 9% |
| Voice | 243 | 6% |
| Fluency Disorders | 220 | 6% |
| Deaf and Hard of Hearing | 137 | 4% |
| Other | 307 | 8% |
| At Least One Specialty | 2,415 | 63% |

Source: Va. Healthcare Workforce Data Center

| Credentials | | |
|---|--------------|----------------|
| Credential | # | % of Workforce |
| CCC-SLP: Speech-Language Pathology | 3,050 | 79% |
| VitalStim Certified | 432 | 11% |
| DOE Endorsement | 61 | 2% |
| CBIS: Certified Brain Injury Specialist | 31 | 1% |
| CCC-A: Audiology | 11 | 0% |
| CF-SLP: Fellowship | 10 | 0% |
| BRS-S: Swallowing | 7 | 0% |
| BRS-FD: Fluency Disorders | 5 | 0% |
| BRS-CL: Child Language | 2 | 0% |
| Other | 163 | 4% |
| At Least One Credential | 3,115 | 81% |

Source: Va. Healthcare Workforce Data Center

More than four out of every five SLPs hold at least one credential, including 79% who hold a CCC-SLP credential.

At a Glance:

Employment

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

Positions Held

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

Weekly Hours

40 to 49: 42%
 60 or More: 2%
 Less Than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Current Work Status | | |
|---|--------------|-------------|
| Status | # | % |
| Employed, Capacity Unknown | 0 | 0% |
| Employed in a SLP-Related Capacity | 3,137 | 94% |
| Employed, NOT in a SLP-Related Capacity | 64 | 2% |
| Not Working, Reason Unknown | 0 | 0% |
| Involuntarily Unemployed | 1 | < 1% |
| Voluntarily Unemployed | 113 | 3% |
| Retired | 32 | 1% |
| Total | 3,347 | 100% |

Source: Va. Healthcare Workforce Data Center

More than nine out of every ten licensed SLPs are currently employed in the profession. In addition, 58% of SLPs have one full-time job, and 42% of SLPs work between 40 and 49 hours per week.

| Current Positions | | |
|---|--------------|-------------|
| Positions | # | % |
| No Positions | 146 | 4% |
| One Part-Time Position | 588 | 18% |
| Two Part-Time Positions | 176 | 5% |
| One Full-Time Position | 1,903 | 58% |
| One Full-Time Position & One Part-Time Position | 391 | 12% |
| Two Full-Time Positions | 3 | 0% |
| More Than Two Positions | 88 | 3% |
| Total | 3,295 | 100% |

Source: Va. Healthcare Workforce Data Center

| Current Weekly Hours | | |
|----------------------|--------------|-------------|
| Hours | # | % |
| 0 Hours | 146 | 4% |
| 1 to 9 Hours | 128 | 4% |
| 10 to 19 Hours | 204 | 6% |
| 20 to 29 Hours | 288 | 9% |
| 30 to 39 Hours | 851 | 26% |
| 40 to 49 Hours | 1,379 | 42% |
| 50 to 59 Hours | 224 | 7% |
| 60 to 69 Hours | 48 | 1% |
| 70 to 79 Hours | 5 | 0% |
| 80 or More Hours | 4 | 0% |
| Total | 3,277 | 100% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Income | | |
|---------------------|--------------|-------------|
| Annual Income | # | % |
| Volunteer Work Only | 25 | 1% |
| Less than \$20,000 | 144 | 5% |
| \$20,000-\$29,999 | 103 | 4% |
| \$30,000-\$39,999 | 148 | 5% |
| \$40,000-\$49,999 | 290 | 11% |
| \$50,000-\$59,999 | 505 | 18% |
| \$60,000-\$69,999 | 520 | 19% |
| \$70,000-\$79,999 | 408 | 15% |
| \$80,000-\$89,999 | 285 | 10% |
| \$90,000-\$99,999 | 166 | 6% |
| \$100,000-\$109,999 | 89 | 3% |
| \$110,000-\$119,999 | 38 | 1% |
| \$120,000 or More | 30 | 1% |
| Total | 2,751 | 100% |

Source: Va. Healthcare Workforce Data Center

| Job Satisfaction | | |
|-----------------------|--------------|-------------|
| Level | # | % |
| Very Satisfied | 1,905 | 59% |
| Somewhat Satisfied | 1,159 | 36% |
| Somewhat Dissatisfied | 138 | 4% |
| Very Dissatisfied | 24 | 1% |
| Total | 3,227 | 100% |

Source: Va. Healthcare Workforce Data Center

| Employer-Sponsored Benefits | | | |
|-----------------------------|--------------|------------|----------------------------|
| Benefit | # | % | % of Wage/Salary Employees |
| Retirement | 1,910 | 61% | 64% |
| Paid Sick Leave | 1,838 | 59% | 63% |
| Health Insurance | 1,785 | 57% | 60% |
| Paid Vacation | 1,738 | 55% | 60% |
| Dental Insurance | 1,691 | 54% | 58% |
| Group Life Insurance | 1,143 | 36% | 39% |
| Signing/Retention Bonus | 162 | 5% | 5% |
| At Least One Benefit | 2,361 | 75% | 79% |

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Annual Earnings

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

Benefits

Health Insurance: 57%

Retirement: 61%

Satisfaction

Satisfied: 95%

Very Satisfied: 59%

Source: Va. Healthcare Workforce Data Center

The typical SLP earns between \$60,000 and \$70,000 per year. In addition, 75% of SLPs also receive at least one employer-sponsored benefit, including 57% who have access to a health insurance plan.

A Closer Look:

| Underemployment in Past Year | | |
|---|--------------|------------|
| In The Past Year Did You . . . ? | # | % |
| Experience Involuntary Unemployment? | 24 | 1% |
| Experience Voluntary Unemployment? | 214 | 6% |
| Work Part-Time or Temporary Positions, But Would Have Preferred a Full-Time/Permanent Position? | 95 | 2% |
| Work Two or More Positions at the Same Time? | 748 | 19% |
| Switch Employers or Practices? | 264 | 7% |
| Experienced At Least One | 1,142 | 30% |

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia's SLPs were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 3.0%.¹

| Location Tenure | | | | |
|---|--------------|-------------|--------------|-------------|
| Tenure | Primary | | Secondary | |
| | # | % | # | % |
| Not Currently Working At This Location | 59 | 2% | 46 | 6% |
| Less Than 6 Months | 235 | 7% | 137 | 17% |
| 6 Months to 1 Year | 210 | 7% | 114 | 14% |
| 1 to 2 Years | 620 | 20% | 160 | 19% |
| 3 to 5 Years | 794 | 25% | 178 | 22% |
| 6 to 10 Years | 461 | 15% | 106 | 13% |
| More Than 10 Years | 794 | 25% | 86 | 10% |
| Subtotal | 3,173 | 100% | 827 | 100% |
| Did Not Have Location | 113 | | 2,992 | |
| Item Missing | 564 | | 31 | |
| Total | 3,850 | | 3,850 | |

Source: Va. Healthcare Workforce Data Center

More than half of all SLPs receive a salary or commission at their primary work location, and 34% receive an hourly wage.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 2%

Turnover & Tenure

Switched: 7%
New Location: 22%
Over 2 Years: 65%
Over 2 Yrs, 2nd Location: 45%

Employment Type

Salary/Commission: 55%
Hourly Wage: 34%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all SLPs have worked at their primary work location for at least two years.

| Employment Type | | |
|---------------------------------|--------------|-------------|
| Primary Work Site | # | % |
| Salary/Commission | 1,408 | 55% |
| Hourly Wage | 863 | 34% |
| By Contract/Per Diem | 219 | 9% |
| Business/Practice Income | 66 | 3% |
| Unpaid | 7 | 0% |
| Subtotal | 2,563 | 100% |

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate fell from 3.7% in January 2018 to 2.6% in December 2018. The unemployment rate from December 2018 was still preliminary at the time of publication.

At a Glance:

Concentration

| | |
|----------------|-----|
| Top Region: | 36% |
| Top 3 Regions: | 75% |
| Lowest Region: | 1% |

Locations

| | |
|-------------------|-----|
| 2 or More (2018): | 26% |
| 2 or More (Now*): | 24% |

Source: Va. Healthcare Workforce Data Center

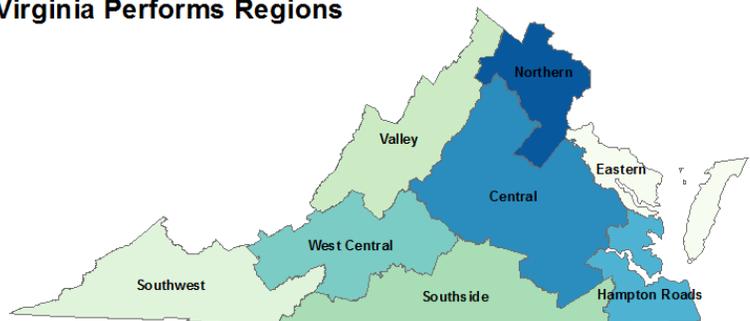
Three out of every four SLPs work in Northern Virginia, Central Virginia, and Hampton Roads.

A Closer Look:

| Regional Distribution of Work Locations | | | | |
|---|------------------|-------------|--------------------|-------------|
| Virginia Performs Region | Primary Location | | Secondary Location | |
| | # | % | # | % |
| Central | 632 | 20% | 161 | 19% |
| Eastern | 44 | 1% | 11 | 1% |
| Hampton Roads | 599 | 19% | 129 | 15% |
| Northern | 1,123 | 36% | 263 | 31% |
| Southside | 101 | 3% | 37 | 4% |
| Southwest | 139 | 4% | 38 | 5% |
| Valley | 199 | 6% | 49 | 6% |
| West Central | 281 | 9% | 73 | 9% |
| Virginia Border State/DC | 19 | 1% | 37 | 4% |
| Other US State | 17 | 1% | 37 | 4% |
| Outside of the US | 3 | 0% | 2 | 0% |
| Total | 3,157 | 100% | 837 | 100% |
| Item Missing | 579 | | 20 | |

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



Nearly one-quarter of SLPs currently have multiple work locations, while 26% of SLPs have had multiple work locations over the past year.

| Locations | Number of Work Locations | | | |
|--------------|--------------------------|-------------|---------------------|-------------|
| | Work Locations in 2018 | | Work Locations Now* | |
| | # | % | # | % |
| 0 | 100 | 3% | 143 | 4% |
| 1 | 2,312 | 71% | 2,332 | 71% |
| 2 | 487 | 15% | 472 | 14% |
| 3 | 264 | 8% | 261 | 8% |
| 4 | 41 | 1% | 21 | 1% |
| 5 | 18 | 1% | 10 | 0% |
| 6 or More | 46 | 1% | 29 | 1% |
| Total | 3,268 | 100% | 3,268 | 100% |

*At the time of survey completion, December 2018.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

| Sector | Location Sector | | | |
|--------------------------------|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| For-Profit | 1,197 | 39% | 558 | 69% |
| Non-Profit | 682 | 22% | 131 | 16% |
| State/Local Government | 1,116 | 37% | 113 | 14% |
| Veterans Administration | 19 | 1% | 0 | 0% |
| U.S. Military | 9 | 0% | 1 | 0% |
| Other Federal Gov't | 11 | 0% | 5 | 1% |
| Total | 3,034 | 100% | 808 | 100% |
| Did Not Have Location | 113 | | 2,992 | |
| Item Missing | 703 | | 50 | |

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

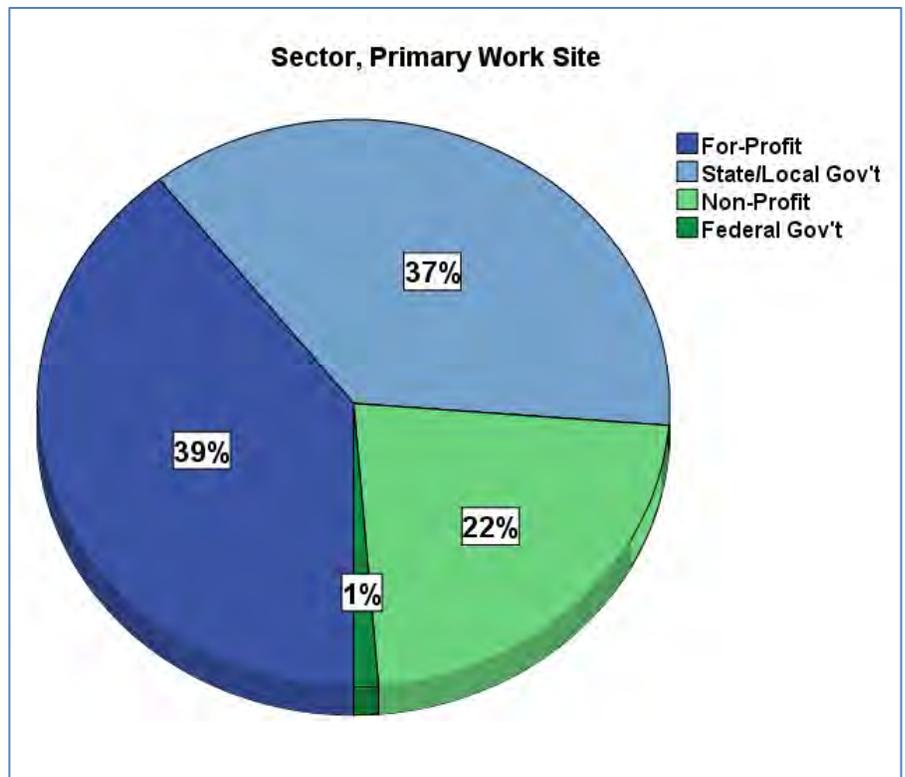
| | |
|-------------|-----|
| For Profit: | 39% |
| Federal: | 1% |

Top Establishments

| | |
|-------------------------------------|-----|
| School (Providing Care To Clients): | 39% |
| Private Practice (Group): | 9% |
| Skilled Nursing Facility: | 8% |

Source: Va. Healthcare Workforce Data Center

Nearly 40% of all SLPs work in the for-profit sector, while another 37% work for a state or local government.



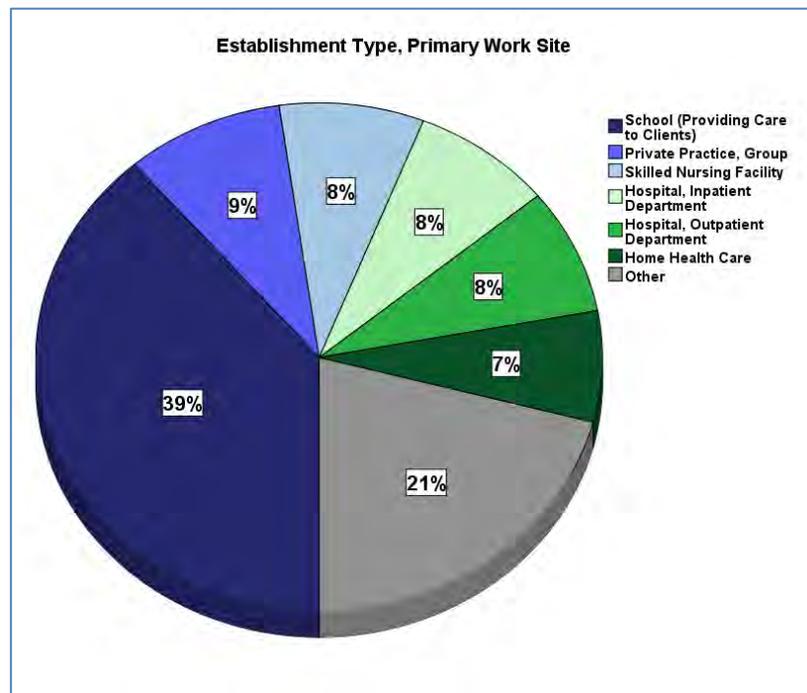
Source: Va. Healthcare Workforce Data Center

| Establishment Type | Location Type | | | |
|---|------------------|-------------|--------------------|-------------|
| | Primary Location | | Secondary Location | |
| | # | % | # | % |
| School (Providing Care to Clients) | 1,136 | 39% | 85 | 11% |
| Private Practice, Group | 265 | 9% | 85 | 11% |
| Skilled Nursing Facility | 243 | 8% | 139 | 18% |
| Hospital, Inpatient Department | 236 | 8% | 114 | 14% |
| Hospital, Outpatient Department | 235 | 8% | 22 | 3% |
| Home Health Care | 206 | 7% | 115 | 15% |
| Private Practice, Solo | 141 | 5% | 58 | 7% |
| Rehabilitation Facility | 141 | 5% | 53 | 7% |
| Academic Institution (Teaching Health Professions Students or Research) | 74 | 3% | 27 | 3% |
| Community-Based Clinic or Health Center | 58 | 2% | 11 | 1% |
| Residential Facility/Group Home | 32 | 1% | 14 | 2% |
| Administrative/Business Organization | 16 | 1% | 7 | 1% |
| Outpatient Surgical Center | 3 | 0% | 1 | 0% |
| Child Day Care | 2 | 0% | 3 | 0% |
| Physician Office | 1 | 0% | 1 | 0% |
| Other | 145 | 5% | 58 | 7% |
| Total | 2,934 | 100% | 793 | 100% |
| Did Not Have Location | 113 | | 2,992 | |

Schools that provide care to clients employ nearly 40% of all SLPs in Virginia. Another 9% of SLPs work at group private practices.

Source: Va. Healthcare Workforce Data Center

Among SLPs who also have a secondary work location, 18% are employed at skilled nursing facilities. Another 15% of SLPs work at home health care establishments.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

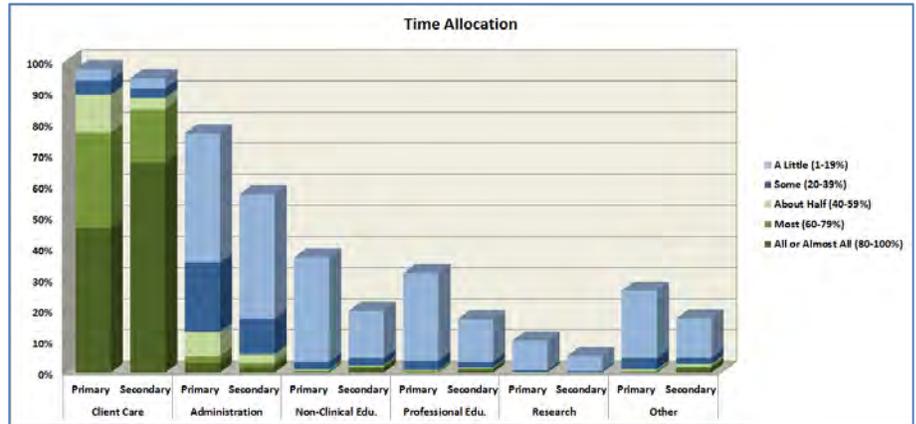
Client Care: 77%
Administration: 5%
Professional Edu.: 1%

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 | |
| | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site | Pri. Site | Sec. Site |
| All or Almost All (80-100%) | 46% | 67% | 3% | 2% | 0% | 2% | 0% | 1% | 0% | 0% | 0% | 2% |
| Most (60-79%) | 31% | 17% | 2% | 1% | 0% | 0% | 1% | 0% | 0% | 0% | 0% | 0% |
| About Half (40-59%) | 12% | 4% | 8% | 3% | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 1% |
| Some (20-39%) | 4% | 3% | 22% | 11% | 2% | 2% | 3% | 2% | 1% | 0% | 4% | 2% |
| A Little (1-19%) | 4% | 3% | 41% | 40% | 34% | 15% | 28% | 14% | 10% | 5% | 22% | 13% |
| None (0%) | 3% | 5% | 23% | 43% | 63% | 80% | 68% | 83% | 90% | 95% | 74% | 83% |

Source: Va. Healthcare Workforce Data Center

A Closer Look:

At a Glance:

Weekly Patient Totals

(Median)

Primary Location: 30-39

Secondary Location: 1-9

Total: 30-39

% with Group Sessions

Primary Location: 48%

Secondary Location: 17%

Source: Va. Healthcare Workforce Data Center

| Weekly Client Totals | | | | | | |
|----------------------|-----------------------|-------------|-------------------------|-------------|--------------------|-------------|
| Number of Clients | Primary Work Location | | Secondary Work Location | | Total ² | |
| | # | % | # | % | # | % |
| None | 159 | 5% | 60 | 7% | 138 | 4% |
| 1-9 | 428 | 14% | 487 | 59% | 308 | 10% |
| 10-19 | 429 | 14% | 107 | 13% | 402 | 13% |
| 20-29 | 425 | 14% | 76 | 9% | 434 | 14% |
| 30-39 | 297 | 10% | 19 | 2% | 355 | 12% |
| 40-49 | 169 | 6% | 13 | 2% | 187 | 6% |
| 50-59 | 280 | 9% | 17 | 2% | 287 | 9% |
| 60-69 | 123 | 4% | 7 | 1% | 142 | 5% |
| 70-79 | 50 | 2% | 5 | 1% | 61 | 2% |
| 80 or More | 708 | 23% | 30 | 4% | 755 | 25% |
| Total | 3,068 | 100% | 821 | 100% | 3,069 | 100% |

Source: Va. Healthcare Workforce Data Center

A typical SLP treats approximately 30 to 39 clients per week across both their primary and secondary work locations.

| Weekly Client Sessions | | | | | | | | |
|------------------------|-----------------------|-------------|----------------|-------------|-------------------------|-------------|----------------|-------------|
| Number of Sessions | Primary Work Location | | | | Secondary Work Location | | | |
| | Individual Sessions | | Group Sessions | | Individual Sessions | | Group Sessions | |
| | # | % | # | % | # | % | # | % |
| None | 168 | 6% | 1,572 | 52% | 64 | 8% | 677 | 83% |
| 1-9 | 1,191 | 39% | 472 | 16% | 571 | 70% | 88 | 11% |
| 10-19 | 738 | 24% | 370 | 12% | 129 | 16% | 29 | 4% |
| 20-29 | 449 | 15% | 325 | 11% | 26 | 3% | 14 | 2% |
| 30-39 | 258 | 8% | 177 | 6% | 11 | 1% | 7 | 1% |
| 40-49 | 126 | 4% | 66 | 2% | 3 | 0% | 0 | 0% |
| 50-59 | 73 | 2% | 30 | 1% | 4 | 0% | 1 | 0% |
| 60-69 | 22 | 1% | 14 | 0% | 0 | 0% | 0 | 0% |
| 70-79 | 11 | 0% | 1 | 0% | 3 | 0% | 0 | 0% |
| 80 or More | 14 | 0% | 4 | 0% | 4 | 0% | 0 | 0% |
| Total | 3,050 | 100% | 3,029 | 100% | 816 | 100% | 817 | 100% |

Source: Va. Healthcare Workforce Data Center

² This column estimates the total number of clients treated per week across both primary and secondary work locations.

A Closer Look:

| Retirement Expectations | | | | |
|----------------------------------|--------------|-------------|-------------|-------------|
| Expected Retirement Age | All | | 50 and Over | |
| | # | % | # | % |
| Under Age 50 | 39 | 1% | - | - |
| 50 to 54 | 127 | 4% | 6 | 1% |
| 55 to 59 | 369 | 13% | 46 | 7% |
| 60 to 64 | 829 | 29% | 184 | 27% |
| 65 to 69 | 1,013 | 36% | 286 | 41% |
| 70 to 74 | 274 | 10% | 100 | 14% |
| 75 to 79 | 59 | 2% | 24 | 3% |
| 80 or Over | 22 | 1% | 6 | 1% |
| I Do Not Intend to Retire | 102 | 4% | 38 | 6% |
| Total | 2,835 | 100% | 690 | 100% |

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: 34%

Under 60: 8%

Time Until Retirement

Within 2 Years: 4%

Within 10 Years: 15%

Half the Workforce: By 2048

Source: Va. Healthcare Workforce Data Center

Nearly half of SLPs expect to retire before the age of 65. Among SLPs who are age 50 and over, 34% still expect to retire by age 65.

Within the next two years, 12% of SLPs expect to pursue additional educational opportunities, and 9% expect to increase their patient care hours.

| Future Plans | | |
|---------------------------------------|-----|-----|
| 2 Year Plans: | # | % |
| Decrease Participation | | |
| Leave Profession | 64 | 2% |
| Leave Virginia | 131 | 3% |
| Decrease Client Care Hours | 246 | 6% |
| Decrease Teaching Hours | 9 | 0% |
| Increase Participation | | |
| Increase Client Care Hours | 334 | 9% |
| Increase Teaching Hours | 111 | 3% |
| Pursue Additional Education | 470 | 12% |
| Return to Virginia's Workforce | 53 | 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 expect to retire in the next two years, while 15% expect to retire in the next ten years. Half of the current workforce expect to retire by 2048.

| Time to Retirement | | | |
|-------------------------------|--------------|-------------|--------------|
| Expect to Retire Within . . . | # | % | Cumulative % |
| 2 Years | 118 | 4% | 4% |
| 5 Years | 64 | 2% | 6% |
| 10 Years | 237 | 8% | 15% |
| 15 Years | 243 | 9% | 23% |
| 20 Years | 297 | 10% | 34% |
| 25 Years | 374 | 13% | 47% |
| 30 Years | 417 | 15% | 62% |
| 35 Years | 397 | 14% | 76% |
| 40 Years | 370 | 13% | 89% |
| 45 Years | 167 | 6% | 95% |
| 50 Years | 39 | 1% | 96% |
| 55 Years | 9 | 0% | 96% |
| In More Than 55 Years | 3 | 0% | 96% |
| Do Not Intend to Retire | 102 | 4% | 100% |
| Total | 2,835 | 100% | |

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2038. Retirement will peak at 15% of the current workforce around 2048 before declining to under 10% of the current workforce again around 2063.

At a Glance:

FTEs

Total: 2,867
 FTEs/1,000 Residents³: 0.341
 Average: 0.77

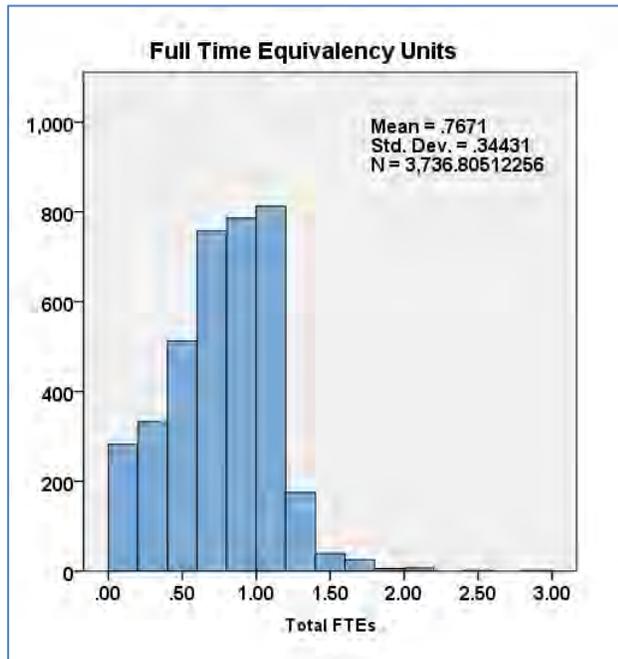
Age & Gender Effect

Age, Partial Eta³: Negligible
 Gender, Partial Eta³: Negligible

Partial Eta³ Explained:
 Partial Eta³ is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

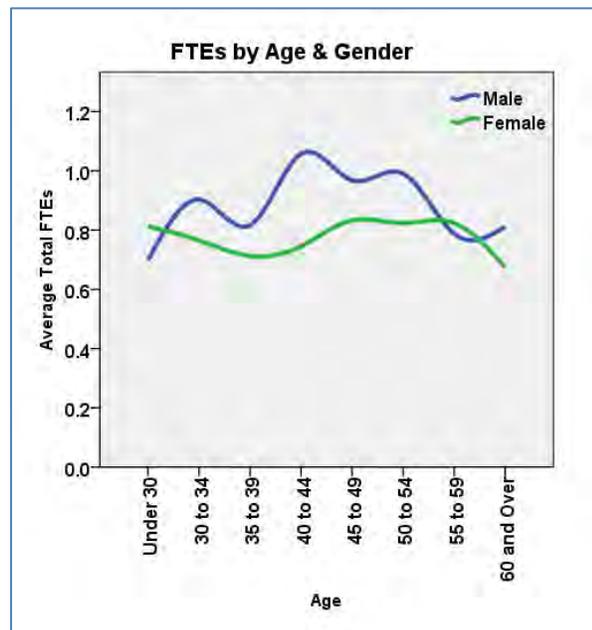


Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.80 FTEs in 2018, 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.⁴

| Full-Time Equivalency Units | | |
|-----------------------------|---------|--------|
| | Average | Median |
| Age | | |
| Under 30 | 0.81 | 0.84 |
| 30 to 34 | 0.74 | 0.81 |
| 35 to 39 | 0.70 | 0.67 |
| 40 to 44 | 0.76 | 0.76 |
| 45 to 49 | 0.86 | 0.93 |
| 50 to 54 | 0.86 | 0.91 |
| 55 to 59 | 0.78 | 0.74 |
| 60 and Over | 0.65 | 0.51 |
| Gender | | |
| Male | 0.89 | 0.96 |
| Female | 0.77 | 0.82 |

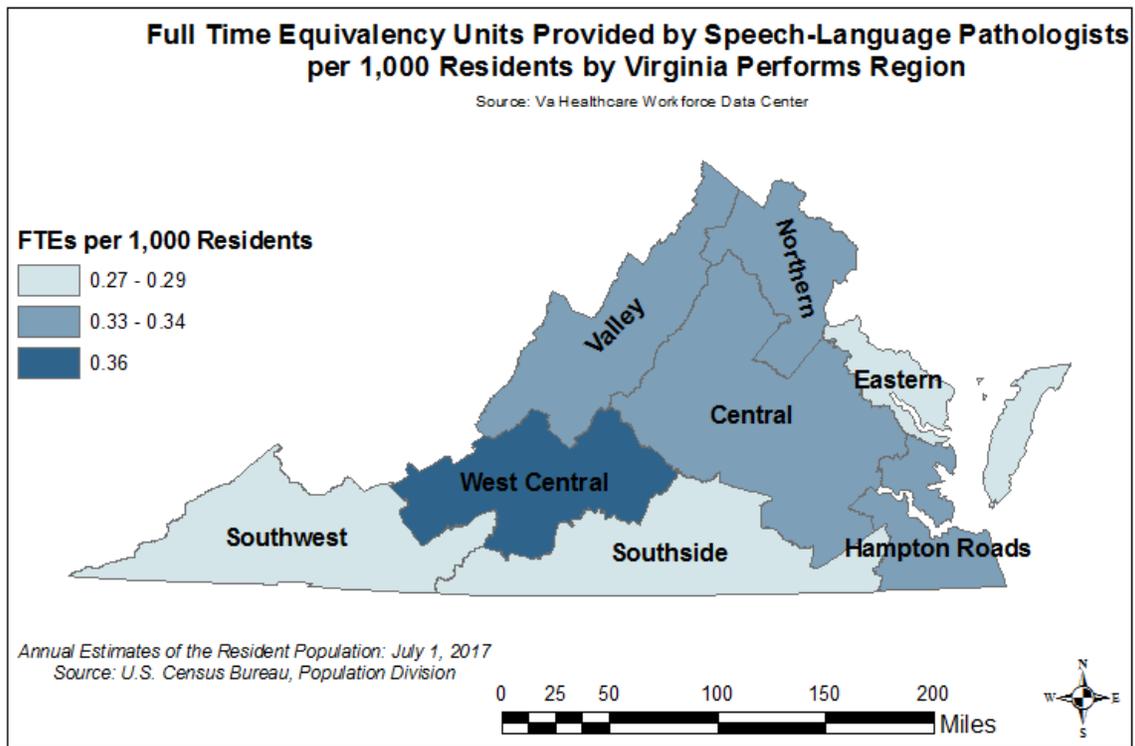
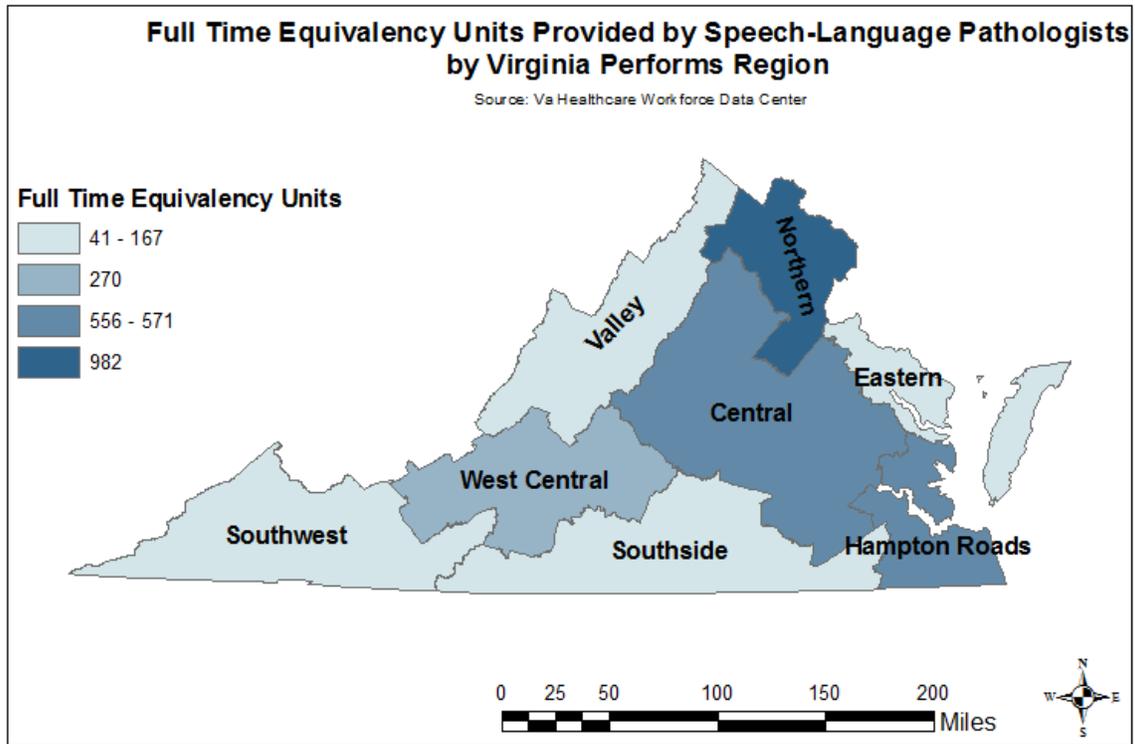
Source: Va. Healthcare Workforce Data Center

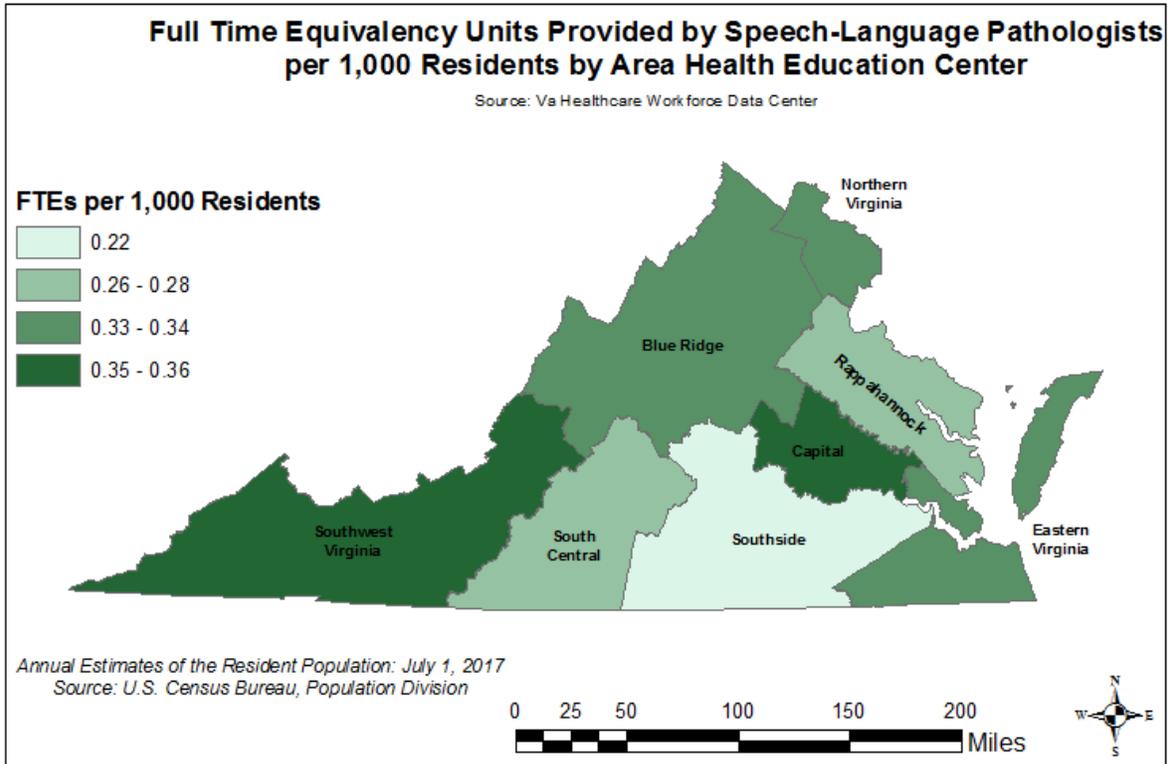
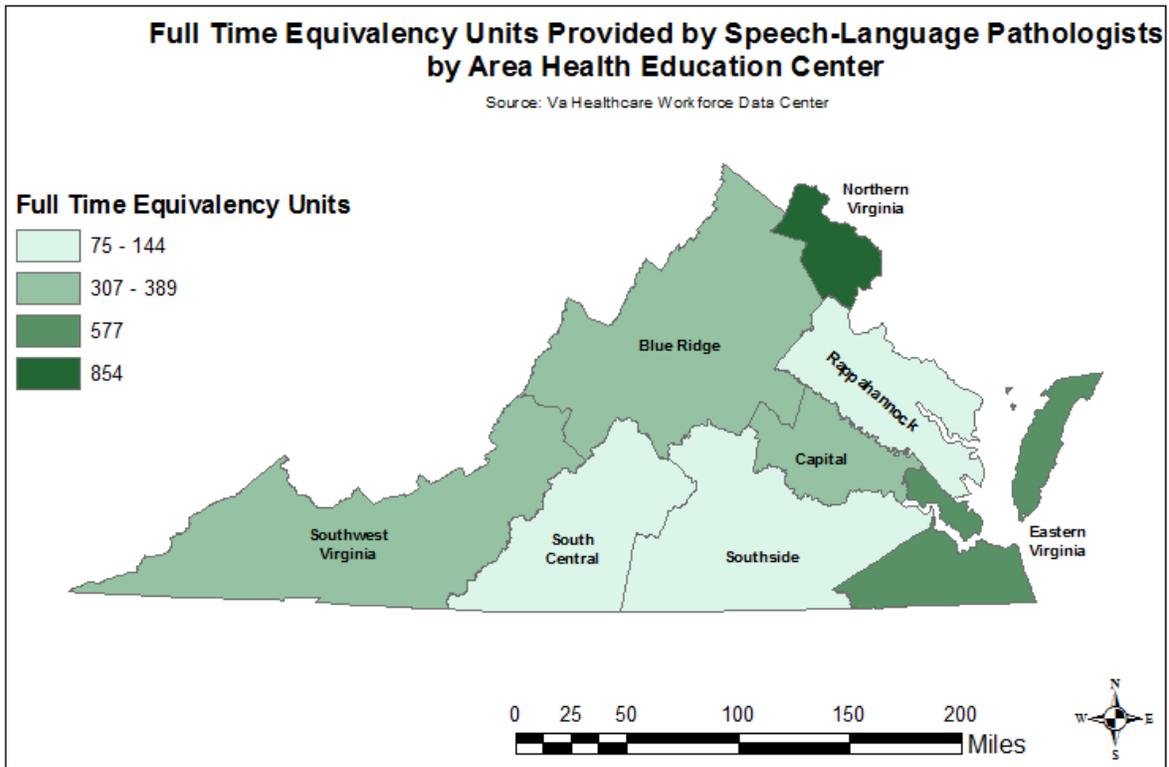


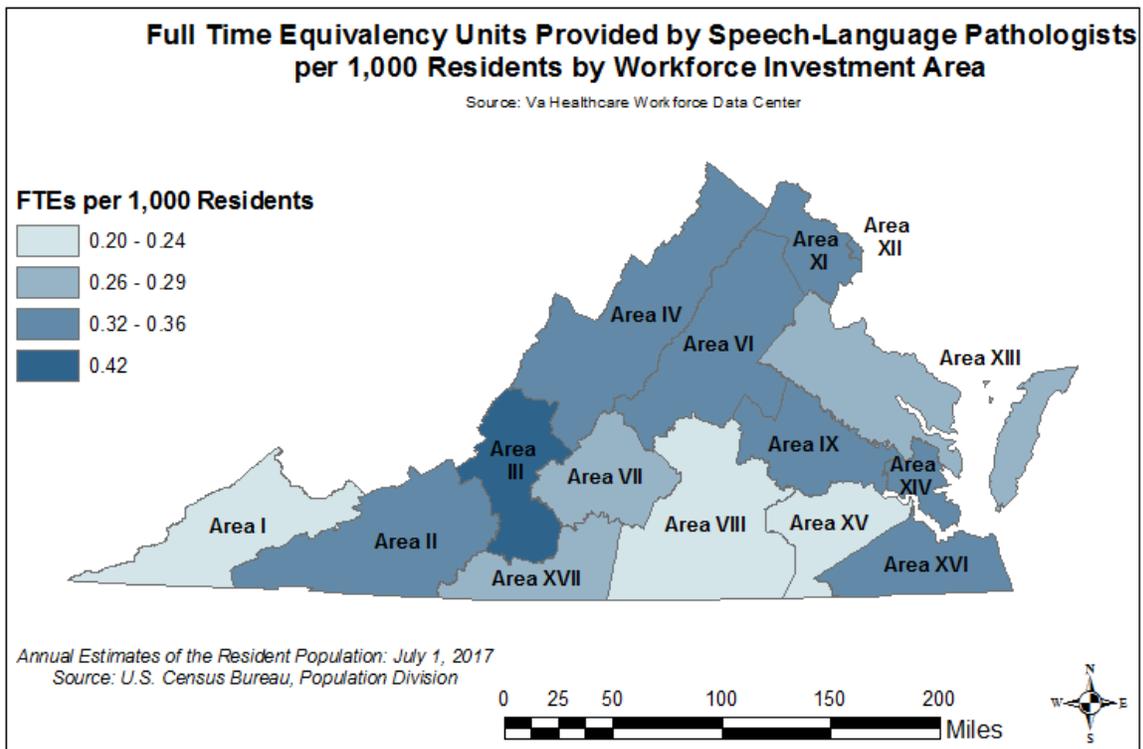
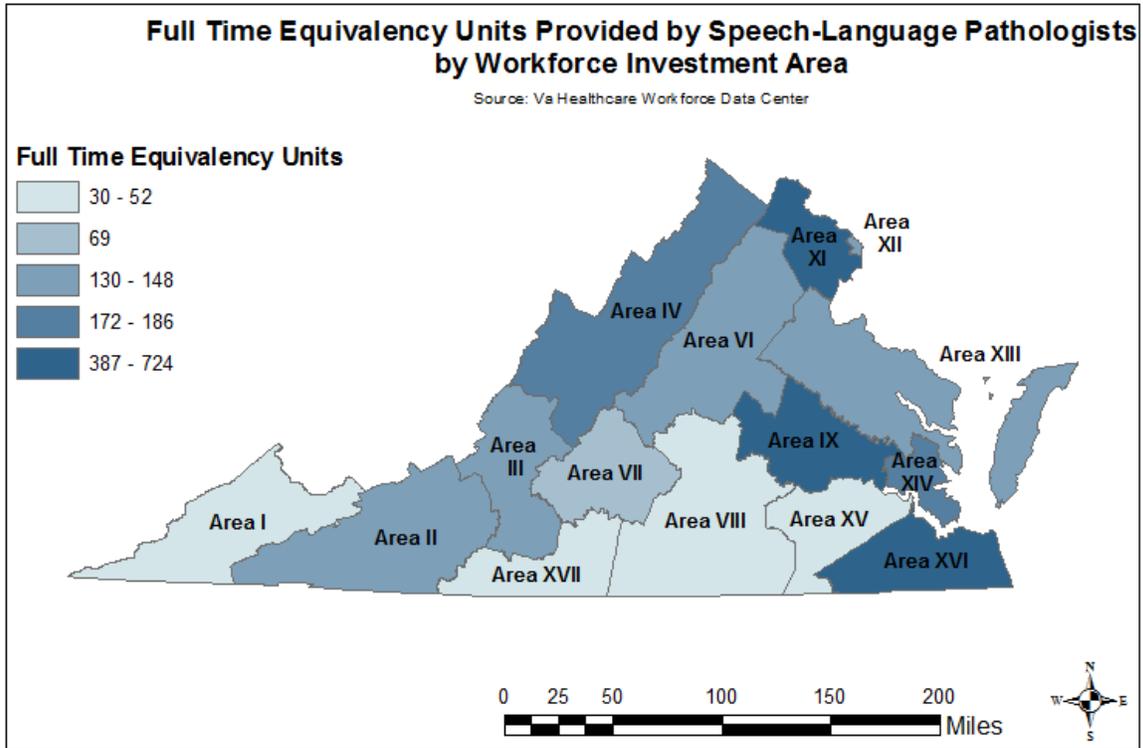
Source: Va. Healthcare Workforce Data Center

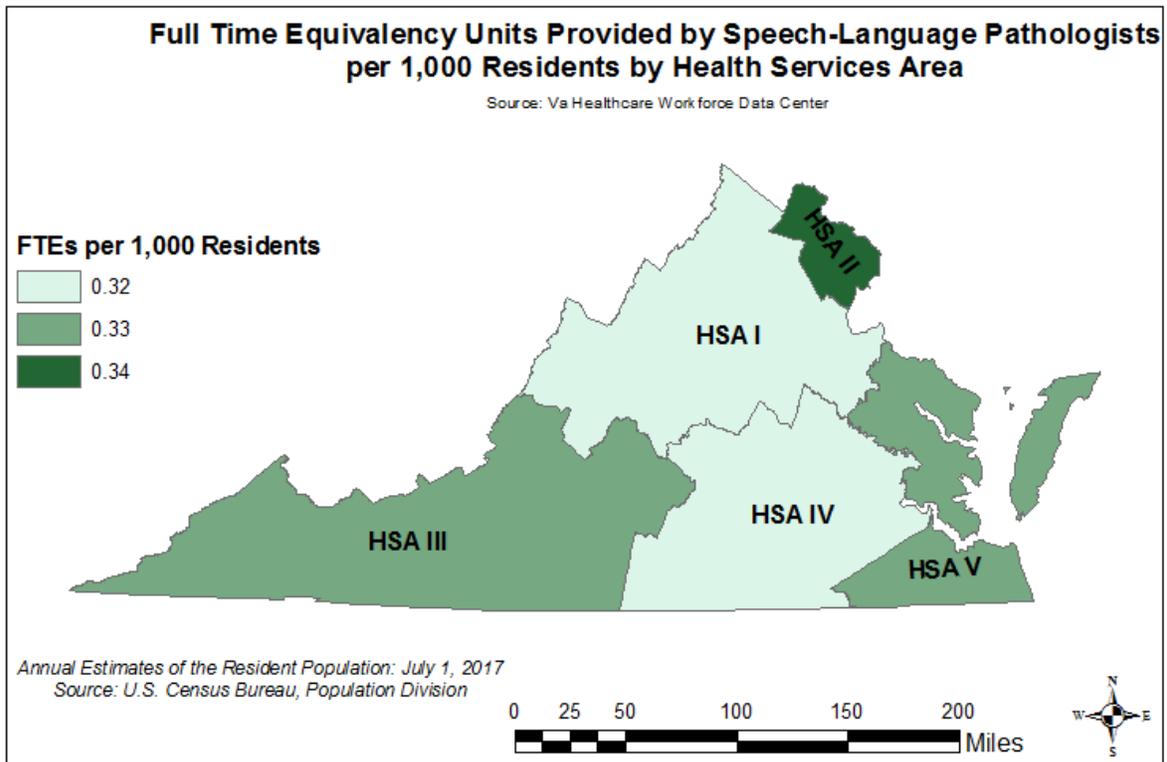
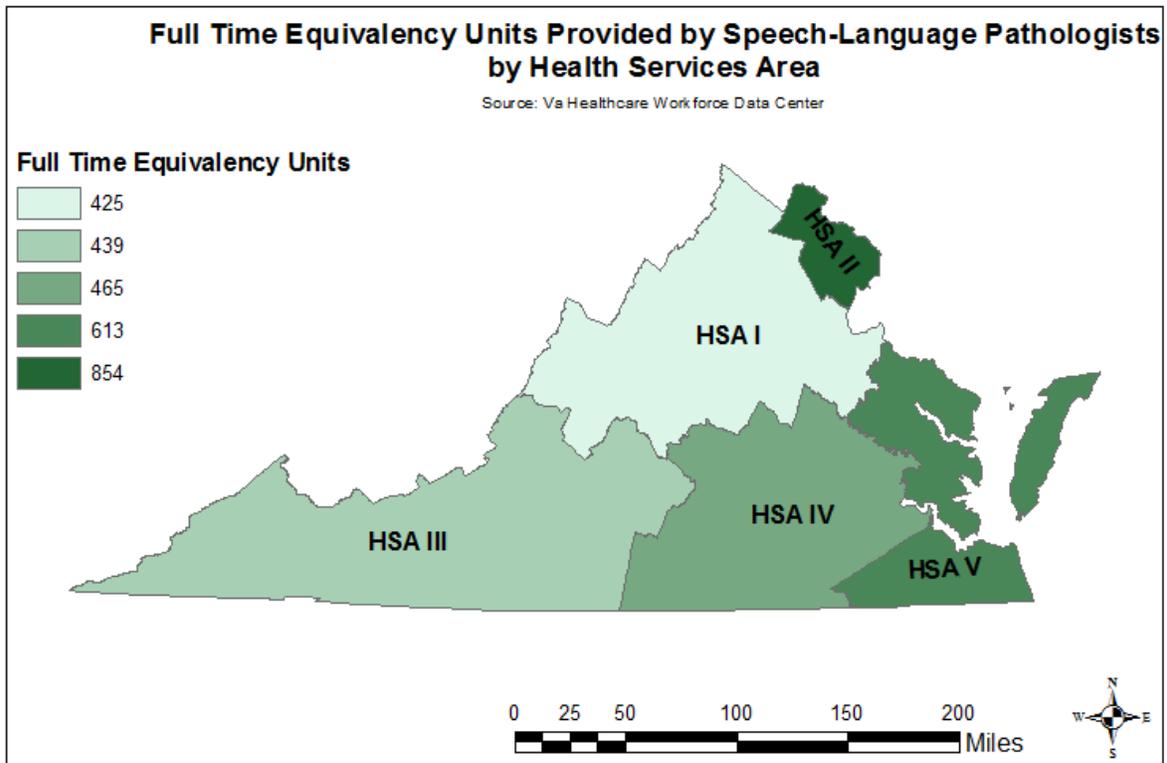
³ Number of residents in 2017 was used as the denominator.

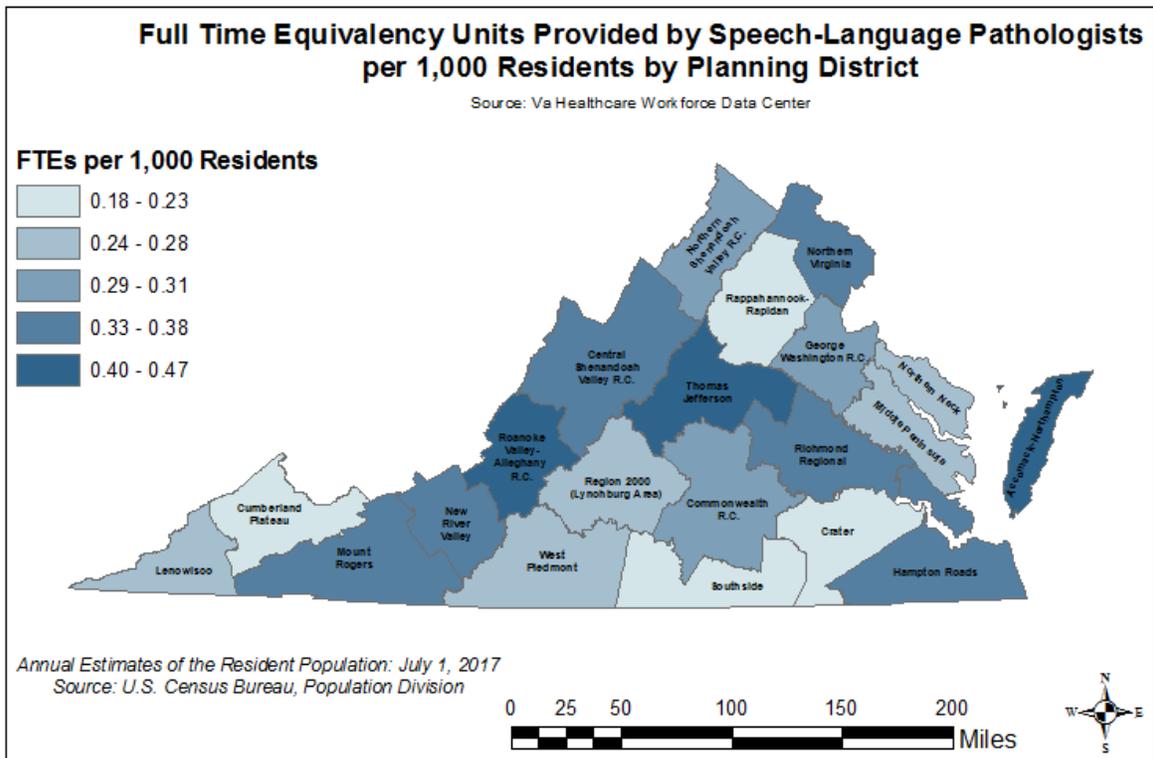
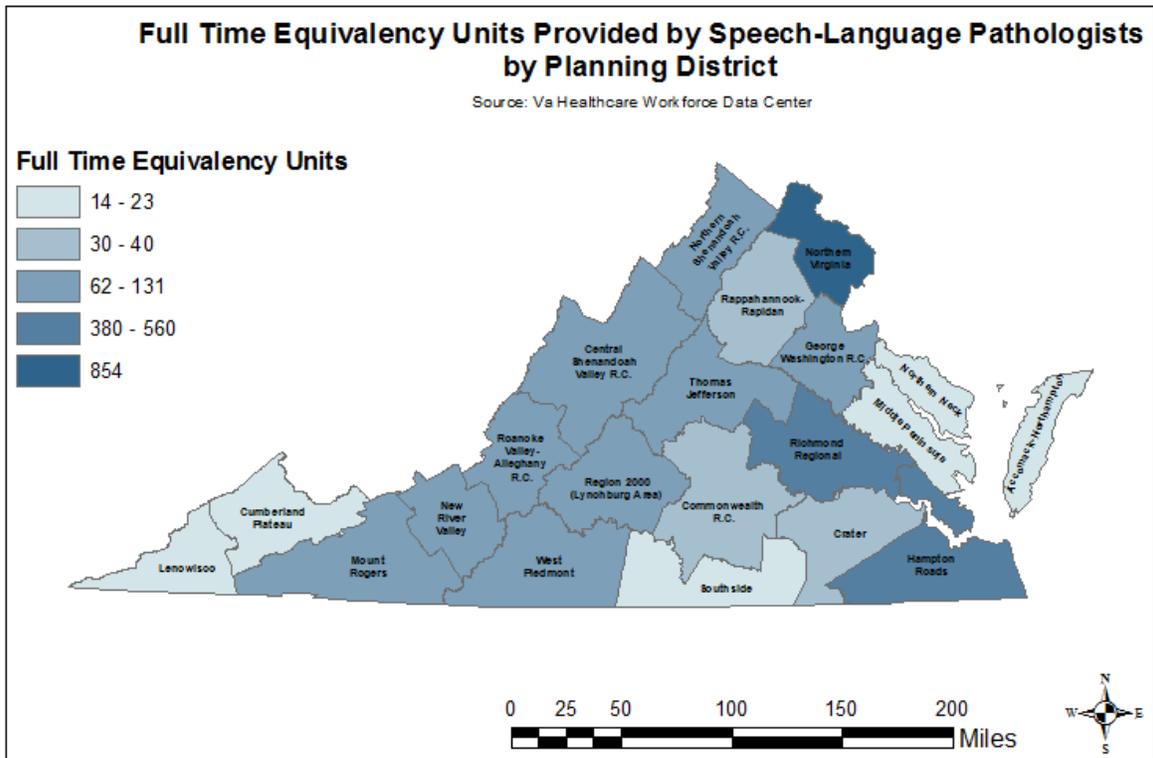
⁴ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

| Rural Status | Location Weight | | | Total Weight | |
|---|-----------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Metro, 1 Million+ | 2,611 | 83.88% | 1.192237 | 1.085759 | 1.584337 |
| Metro, 250,000 to 1 Million | 280 | 89.29% | 1.12 | 1.019973 | 1.488342 |
| Metro, 250,000 or Less | 408 | 85.29% | 1.172414 | 1.067706 | 1.557994 |
| Urban Pop 20,000+, Metro Adj | 49 | 85.71% | 1.166667 | 1.062472 | 1.550357 |
| Urban Pop 20,000+, Non-Adj | 0 | NA | NA | NA | NA |
| Urban Pop, 2,500-19,999, Metro Adj | 134 | 89.55% | 1.116667 | 1.016937 | 1.483913 |
| Urban Pop, 2,500-19,999, Non-Adj | 68 | 95.59% | 1.046154 | 0.952722 | 1.39021 |
| Rural, Metro Adj | 55 | 80.00% | 1.25 | 1.138363 | 1.661096 |
| Rural, Non-Adj | 22 | 90.91% | 1.1 | 1.001759 | 1.461765 |
| Virginia Border State/DC | 432 | 72.69% | 1.375796 | 1.252924 | 1.828264 |
| Other US State | 398 | 70.60% | 1.41637 | 1.289874 | 1.882182 |

Source: Va. Healthcare Workforce Data Center

| Age | Age Weight | | | Total Weight | |
|--------------------|------------|--------|----------|--------------|----------|
| | # | Rate | Weight | Min | Max |
| Under 30 | 698 | 62.03% | 1.612009 | 1.39021 | 1.882182 |
| 30 to 34 | 750 | 82.13% | 1.217532 | 1.05001 | 1.421591 |
| 35 to 39 | 640 | 85.78% | 1.165756 | 1.005357 | 1.361136 |
| 40 to 44 | 585 | 88.55% | 1.129344 | 0.973955 | 1.318621 |
| 45 to 49 | 538 | 90.52% | 1.104723 | 0.952722 | 1.289874 |
| 50 to 54 | 361 | 88.37% | 1.131661 | 0.975954 | 1.321328 |
| 55 to 59 | 323 | 88.85% | 1.125436 | 0.970585 | 1.314058 |
| 60 and Over | 562 | 82.74% | 1.208602 | 1.042308 | 1.411164 |

Source: Va. Healthcare Workforce Data Center

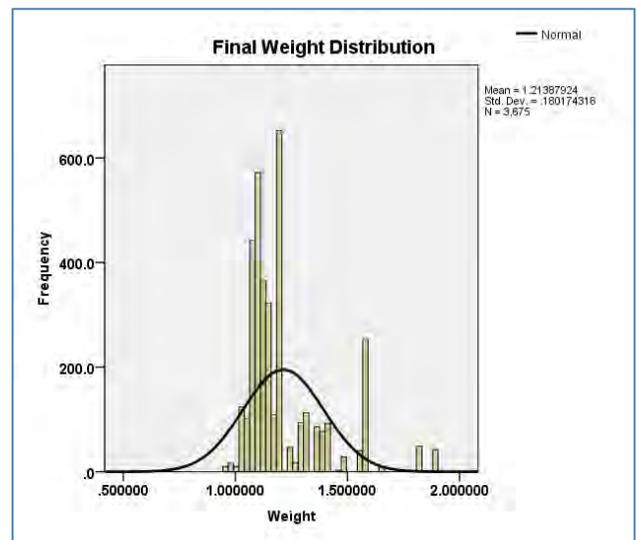
See the Methods section on the HWDC website for details on HWDC Methods:

www.dhp.virginia.gov/hwdc/

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

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

Overall Response Rate: 0.824361



Source: Va. Healthcare Workforce Data Center