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# *Virginia's Speech-Language Pathology Workforce: 2014*

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Healthcare Workforce Data Center

May 2015

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*More than 2,800 Speech-Language Pathologists voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Audiology & Speech-Language Pathology express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

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

## The Workforce

Licensees:	3,821
Virginia's Workforce:	3,306
FTEs:	2,434

## Background

Rural Childhood:	30%
HS Degree in VA:	44%
Prof. Degree in VA:	47%

## Current Employment

Employed in Prof.:	94%
Hold 1 Full-time Job:	57%
Satisfied?:	95%

## Survey Response Rate

All Licensees:	74%
Renewing Practitioners:	86%

## Education

Masters:	98%
Doctorate:	2%

## Job Turnover

Switched Jobs in 2014:	8%
Employed over 2 yrs:	59%

## Demographics

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

## Finances

Median Inc.:	\$50k-\$60k
Health Benefits:	59%
Under 40 w/ Ed debt:	64%

## Primary Roles

Client Care:	78%
Administration:	6%
Non-Clinical Educ.:	1%





Source: Va. Healthcare Workforce Data Center

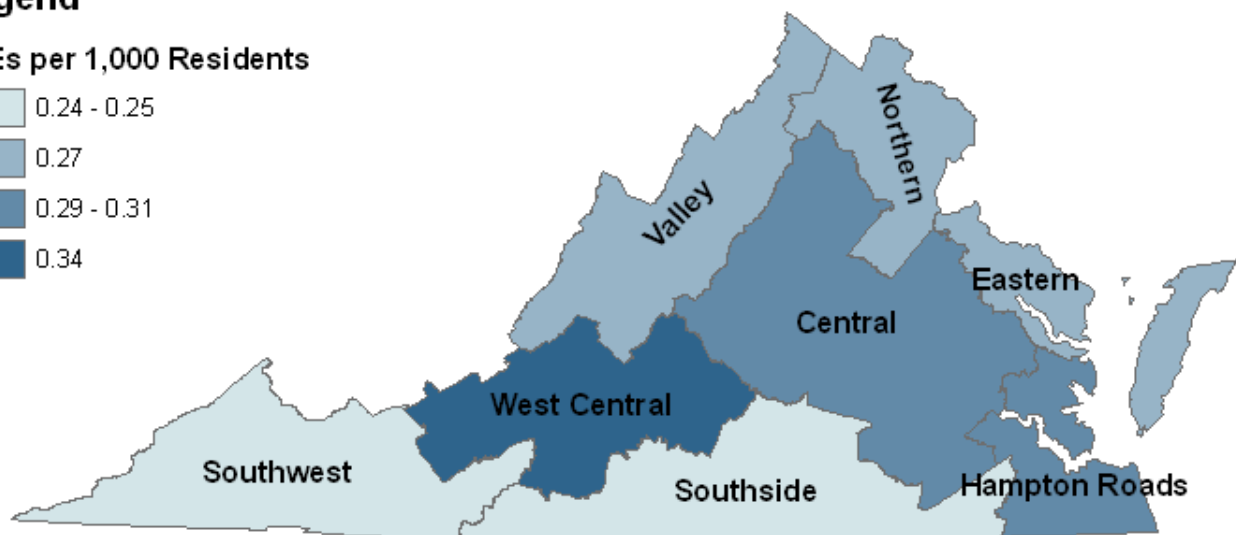
## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### Legend

#### FTEs per 1,000 Residents

	0.24 - 0.25
	0.27
	0.29 - 0.31
	0.34



July 2013 Population Estimates  
from the University of Virginia's  
Weldon Cooper Center for Public Service



2,831 speech-language pathologists (SLPs) voluntarily took part in the 2014 Speech-Language Pathologist Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for SLPs. These survey respondents represent 74% of the 3,821 SLPs who are licensed in the state and 86% of renewing practitioners.

The HWDC estimates that 3,306 SLPs participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as an audiologist at some point in the future. During 2014, Virginia's SLP workforce provided 2,434 "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 SLPs are women, and the median age among all SLPs 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 considerably less diverse than the state's overall population, where there is a 54% chance that two randomly chosen people would be of different races or ethnicities.

30% of SLPs grew up in a rural area, but only 22% of these professionals currently work in non-Metro areas of the state. Meanwhile, 44% of Virginia's SLPs graduated from high school in Virginia, and 47% of SLPs earned their initial professional degree in the state. In total, 55% of Virginia's SLP workforce has some educational background in the state.

Nearly all SLPs have a Masters degree as their highest professional degree. 41% of SLPs currently carry education debt, including nearly two-thirds of those under the age of 40. The median debt burden for those SLPs with educational debt is between \$30,000 and \$40,000.

94% of SLPs are currently employed in the profession, and involuntary unemployment is virtually nonexistent at the moment. 57% of all SLPs hold one full-time position, while 20% hold two or more positions simultaneously. 43% of all SLPs work between 40 and 49 hours per week, while 21% of SLPs work less than 30 hours per week. Over the past year, only 1% of SLPs have been involuntarily unemployed, while another 3% of SLPs have been underemployed. In total, 8% of Virginia's SLP workforce has switched jobs during the past 12 months.

The typical SLP earned between \$50,000 and \$60,000 last year. In addition, 78% of SLPs who are compensated with either an hourly wage or salary at their primary work location also receive at least one employer-sponsored benefit, including 59% who receive health insurance. 95% of all SLPs are satisfied with their current employment situation, including 60% who indicate they are "very satisfied".

Nearly one-quarter of all SLPs currently have multiple work locations. Meanwhile, approximately two-thirds of all SLPs work in the private sector, including 43% who work at a for-profit organization. Schools that provide care to clients were the most common working establishment type for Virginia's SLP workforce, employing more than one-third of all professionals. Skilled nursing facilities and group private practices were also common employers of Virginia's SLP workforce.

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

Close to half of all SLPs expect to retire by the age of 65. Just 5% of the current workforce expects to retire in the next two years, while half of the current workforce expects to retire by 2044. Over the next two years, only 2% of Virginia's current SLP workforce expects to leave the profession, while 4% expect to leave the state entirely. Meanwhile, 13% of SLPs plan on increasing patient care activities over the next two years, and 16% expect to pursue additional educational opportunities.

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	3,116	82%
<b>New Licensees</b>	434	11%
<b>Non-Renewals</b>	271	7%
<b>All Licensees</b>	3,821	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 86% of renewing SLPs submitted a survey. These represent 74% of SLPs who held a license at some point in 2014.*

Response Rates			
Statistic	Non Respondents	Respondent	Response Rate
<b>By Age</b>			
<b>Under 30</b>	211	383	65%
<b>30 to 34</b>	149	490	77%
<b>35 to 39</b>	113	436	79%
<b>40 to 44</b>	117	422	78%
<b>45 to 49</b>	80	313	80%
<b>50 to 54</b>	72	224	76%
<b>55 to 59</b>	82	229	74%
<b>60 and Over</b>	166	334	67%
<b>Total</b>	990	2,831	74%
<b>New Licenses</b>			
<b>Issued in 2014</b>	291	143	33%
<b>Metro Status</b>			
<b>Non-Metro</b>	67	210	76%
<b>Metro</b>	664	2,280	77%
<b>Not in Virginia</b>	254	328	56%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed SLPs**

Number:	3,821
New:	11%
Not Renewed:	7%

**Survey Response Rates**

All Licensees:	74%
Renewing Practitioners:	86%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	2,831
<b>Response Rate, all licensees</b>	74%
<b>Response Rate, Renewals</b>	86%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2014.
- 2. Target Population:** All SLPs who held a Virginia license at some point in 2014.
- 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 2014.

## At a Glance:

### Workforce

2014 SLP Workforce: 3,306  
 FTEs: 2,434

### Utilization Ratios

Licensees in VA Workforce: 87%  
 Licensees per FTE: 1.57  
 Workers per FTE: 1.36

Source: Va. Healthcare Workforce Data Center

## Definitions

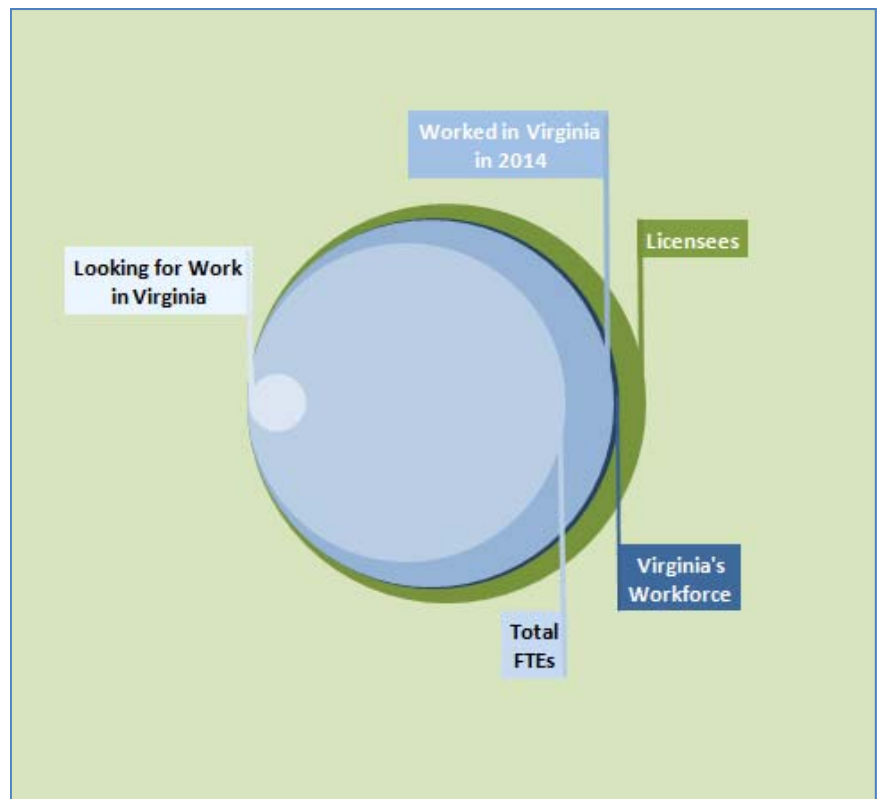
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	3,227	98%
Looking for Work in Virginia	78	2%
Virginia's Workforce	3,306	100%
Total FTEs	2,434	
Licensees	3,821	

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	5	1%	527	99%	532	17%
30 to 34	12	2%	507	98%	520	17%
35 to 39	12	3%	427	97%	439	14%
40 to 44	12	3%	424	97%	436	14%
45 to 49	6	2%	296	98%	302	10%
50 to 54	10	4%	234	96%	244	8%
55 to 59	12	5%	219	95%	231	8%
60 +	22	6%	346	94%	368	12%
<b>Total</b>	<b>92</b>	<b>3%</b>	<b>2,980</b>	<b>97%</b>	<b>3,072</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	64%	2,687	87%	1,270	85%
Black	19%	206	7%	108	7%
Asian	6%	67	2%	39	3%
Other Race	0%	17	1%	10	1%
Two or more races	2%	36	1%	23	2%
Hispanic	8%	82	3%	47	3%
<b>Total</b>	<b>100%</b>	<b>3,095</b>	<b>100%</b>	<b>1,497</b>	<b>100%</b>

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

Source: Va. Healthcare Workforce Data Center

Nearly half of SLPs are under the age of 40, and 98% of these professionals are female. In addition, SLPs who are under the age of 40 are slightly more diverse than the overall SLP workforce.

**At a Glance:**

**Gender**

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

**Age**

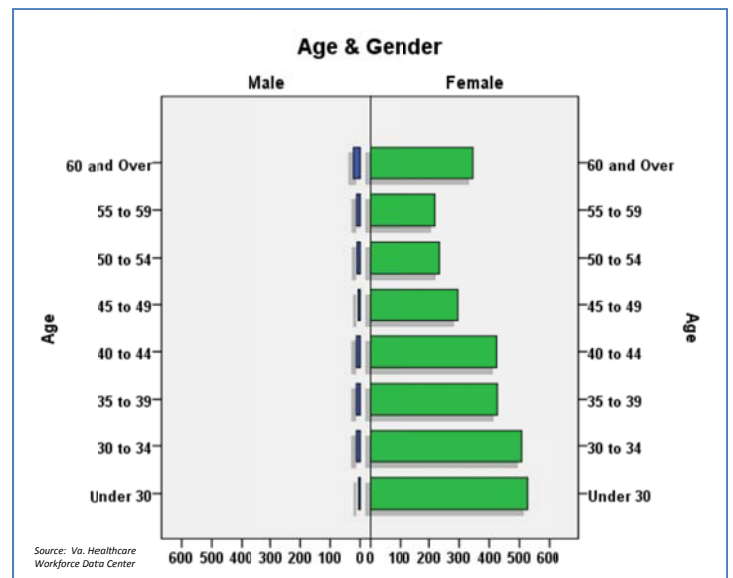
Median Age: 40  
% Under 40: 49%  
% 55+: 19%

**Diversity**

Diversity Index: 24%  
Under 40 Div. Index: 27%

Source: Va. Healthcare Workforce Data Center

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



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 10%  
 Rural Childhood: 30%

### Virginia Background

HS in Virginia: 44%  
 Prof. Education in VA: 47%  
 HS/Prof. Educ. in VA: 55%

### Location Choice

% Rural to Non-Metro: 22%  
 % Urban/Suburban to Non-Metro: 5%

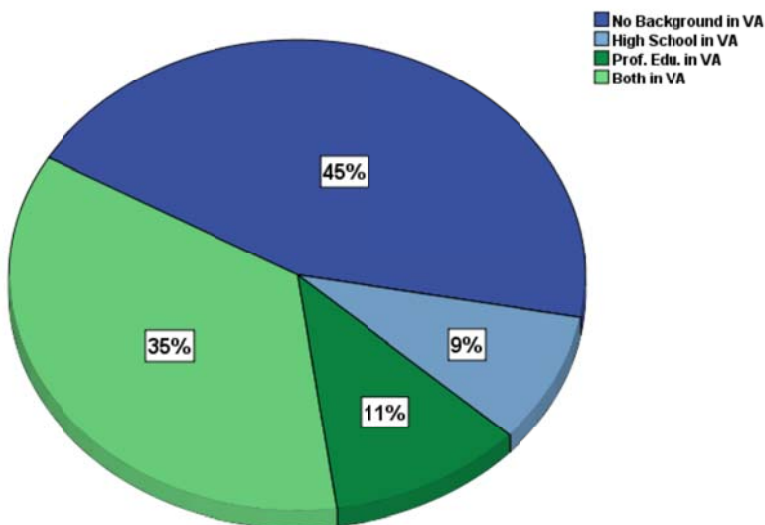
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	22%	67%	11%
2	Metro, 250,000 to 1 million	42%	51%	7%
3	Metro, 250,000 or less	36%	56%	8%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	59%	40%	2%
6	Urban pop, 2,500-19,999, Metro adj	67%	27%	6%
7	Urban pop, 2,500-19,999, nonadj	76%	14%	11%
8	Rural, Metro adj	53%	43%	4%
9	Rural, nonadj	49%	49%	3%
<b>Overall</b>		<b>30%</b>	<b>61%</b>	<b>10%</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 22% of these professionals currently work in non-Metro counties. Overall, just 10% of Virginia's SLP workforce currently works in non-Metro counties.

## Top Ten States for SLP Recruitment

Rank	All Professionals			
	High School	#	Professional School	#
1	Virginia	1,388	Virginia	1,424
2	New York	235	Washington, D.C.	182
3	Pennsylvania	185	New York	156
4	New Jersey	113	North Carolina	131
5	Maryland	107	Pennsylvania	129
6	West Virginia	100	Tennessee	127
7	North Carolina	99	Florida	87
8	Florida	92	Maryland	84
9	Ohio	73	Ohio	80
10	Outside of U.S./Canada	60	West Virginia	61

Source: Va. Healthcare Workforce Data Center

*44% of Virginia's SLPs received their high school degree in Virginia, and 47% received their initial professional degree in the state.*

*Among SLPs who have been licensed in the past five years, 40% 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	470	Virginia	507
2	New York	95	New York	69
3	Pennsylvania	67	Washington, D.C.	68
4	North Carolina	53	North Carolina	59
5	Florida	40	Florida	49
6	Maryland	35	Pennsylvania	48
7	New Jersey	35	Maryland	38
8	Ohio	34	Tennessee	33
9	West Virginia	31	Texas	23
10	Illinois	30	Illinois	22

Source: Va. Healthcare Workforce Data Center

*14% of licensed SLPs did not participate in Virginia's workforce in 2014. 87% of these SLPs worked at some point in the past year, including 81% who currently work as SLPs.*

### At a Glance:

#### Not in VA Workforce

Total:	516
% of Licensees:	14%
Federal/Military:	4%
Va Border State/DC:	31%

**A Closer Look:**

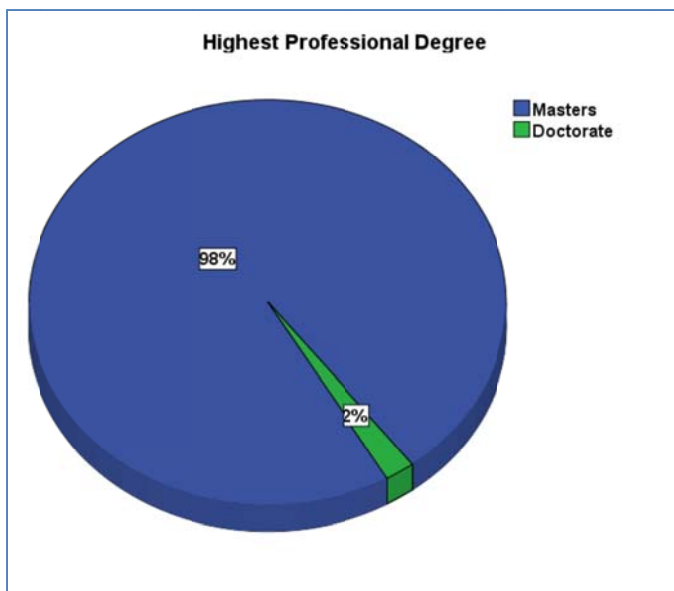
Highest Professional Degree		
Degree	#	%
<b>Masters Degree</b>	3,003	98%
<b>Doctorate - SLP</b>	41	1%
<b>Other Doctorate</b>	20	1%
<b>Total</b>	<b>3,065</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Educational Debt**  
Carry debt: 41%  
Under age 40 w/ debt: 64%  
Median debt: \$30k-\$40k



Source: Va. Healthcare Workforce Data Center

*98% of SLPs hold a Masters degree as their highest professional degree, while all remaining professionals have earned a Doctorate.*

*41% of SLPs currently have educational debt, including 64% of those under the age of 40. For those with educational debt, the median debt load is between \$30,000 and \$40,000.*

Amount Carried	Educational Debt			
	All SLPs		SLPs Under 40	
	#	%	#	%
<b>None</b>	1,642	59%	485	36%
<b>Less than \$10,000</b>	128	5%	87	6%
<b>\$10,001-\$20,000</b>	157	6%	104	8%
<b>\$20,001-\$30,000</b>	155	6%	115	8%
<b>\$30,001-\$40,000</b>	143	5%	114	8%
<b>\$40,001-\$50,000</b>	132	5%	106	8%
<b>\$50,001-\$60,000</b>	96	3%	74	5%
<b>\$60,001-\$70,000</b>	74	3%	58	4%
<b>\$70,001-\$80,000</b>	56	2%	47	3%
<b>\$80,001-\$90,000</b>	46	2%	43	3%
<b>\$90,001-\$100,000</b>	55	2%	46	3%
<b>Over \$100,000</b>	96	3%	75	6%
<b>Total</b>	<b>2,780</b>	<b>100%</b>	<b>1,356</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Swallowing:	32%
Child Language:	28%
School/Pediatrics:	25%

### Top Credentials

CCC-SLP:	83%
VitalStim Certified:	16%
DOE Endorsement:	6%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Self-Designated Specialties		
Specialty	#	%
<b>Swallowing &amp; Swallowing Disorders</b>	1,042	32%
<b>Child Language</b>	915	28%
<b>School/Pediatrics</b>	824	25%
<b>Autism</b>	793	24%
<b>Geriatrics</b>	613	19%
<b>Child/Infant</b>	589	18%
<b>Medical</b>	433	13%
<b>Brain Injury</b>	431	13%
<b>Voice</b>	269	8%
<b>Fluency Disorders</b>	259	8%
<b>Deaf and Hard of Hearing</b>	196	6%
<b>Other</b>	306	9%
<b>Have at least 1 Specialty</b>	<b>2,295</b>	<b>69%</b>

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	%
<b>Speech-Language Pathology</b>	2,749	83%
<b>VitalStim Certified</b>	514	16%
<b>DOE Endorsement</b>	194	6%
<b>Fellowship</b>	135	4%
<b>Certified Brain Injury Specialist</b>	20	1%
<b>Audiology</b>	11	0%
<b>Swallowing</b>	8	0%
<b>Fluency Disorders</b>	4	0%
<b>Child Language</b>	0	0%
<b>Other</b>	125	4%
<b>Have at least 1 Credential</b>	<b>2928</b>	<b>89%</b>

Source: Va. Healthcare Workforce Data Center

*More than two-thirds of all SLPs have at least one self-designated specialty, and nearly 90% have at least one credential.*

*Swallowing & Swallowing Disorders is the most common self-designated specialization, while CCC-SLP: Speech-Language Pathology is the most common credential.*

## At a Glance:

### Employment

Employed in Profession: 94%  
Involuntarily Unemployed: 0%

### Positions Held

1 Full-time: 57%  
2 or More Positions: 20%

### Weekly Hours:

40 to 49: 43%  
60 or more: 2%  
Less than 30: 21%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	2	0%
Employed in a SLP-related capacity	2,917	94%
Employed, NOT in a SLP-related capacity	53	2%
Not working, reason unknown	0	0%
Involuntarily unemployed	5	0%
Voluntarily unemployed	98	3%
Retired	31	1%
<b>Total</b>	<b>3,107</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*94% of licensed SLPs are currently employed in the profession, and involuntary unemployment is nearly nonexistent. 57% of SLPs have one full-time job, while 20% of SLPs have multiple positions. 43% of SLPs work between 40 and 49 hours per week, while just 2% of SLPs work at least 60 hours per week.*

Current Positions		
Positions	#	%
No Positions	134	4%
One Part-Time Position	583	19%
Two Part-Time Positions	168	5%
One Full-Time Position	1,742	57%
One Full-Time Position & One Part-Time Position	345	11%
Two Full-Time Positions	1	0%
More than Two Positions	97	3%
<b>Total</b>	<b>3,070</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	134	4%
1 to 9 hours	128	4%
10 to 19 hours	183	6%
20 to 29 hours	333	11%
30 to 39 hours	675	22%
40 to 49 hours	1,315	43%
50 to 59 hours	216	7%
60 to 69 hours	48	2%
70 to 79 hours	10	0%
80 or more hours	5	0%
<b>Total</b>	<b>3,047</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Hourly Wage	#	%
<b>Volunteer Work Only</b>	16	1%
<b>\$20,000 or less</b>	175	7%
<b>\$20,001-\$30,000</b>	127	5%
<b>\$30,001-\$40,000</b>	197	8%
<b>\$40,001-\$50,000</b>	403	16%
<b>\$50,001-\$60,000</b>	477	19%
<b>\$60,001-\$70,000</b>	439	17%
<b>\$70,001-\$80,000</b>	307	12%
<b>\$80,001-\$90,000</b>	222	9%
<b>\$90,001-\$100,000</b>	117	5%
<b>\$100,001-\$110,000</b>	41	2%
<b>\$110,001-\$120,000</b>	19	1%
<b>\$120,000 and over</b>	30	1%
<b>Total</b>	<b>2,570</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	1,789	60%
<b>Somewhat Satisfied</b>	1,022	35%
<b>Somewhat Dissatisfied</b>	121	4%
<b>Very Dissatisfied</b>	30	1%
<b>Total</b>	<b>2,963</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Sick Leave</b>	1,662	57%	63%
<b>Health Insurance</b>	1,576	54%	59%
<b>Retirement</b>	1,567	54%	59%
<b>Paid Vacation</b>	1,522	52%	58%
<b>Dental Insurance</b>	1,487	51%	56%
<b>Group Life Insurance</b>	973	33%	38%
<b>Signing/Retention Bonus</b>	173	6%	6%
<b>Receive At Least One Benefit</b>	<b>2,104</b>	<b>72%</b>	<b>78%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Hourly Earnings**

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

**Benefits**

Employer Health Ins.: 59%

Employer Retirement: 59%

**Satisfaction**

Satisfied: 95%

Very Satisfied: 60%

Source: Va. Healthcare Workforce Data Center

*The typical SLP earned between \$50,000 and \$60,000 in 2014. Among SLPs who received either an hourly wage or a salary as compensation at the primary work location, 59% received health insurance and 59% also had access to a retirement plan.*

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	21	1%
Experience Voluntary Unemployment?	173	5%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	95	3%
Work two or more positions at the same time?	711	22%
Switch employers or practices?	267	8%
<b>Experienced at least 1</b>	<b>1,066</b>	<b>32%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s SLPs were involuntary unemployed at some point in 2014. For comparison, Virginia’s average monthly unemployment rate was 5.1%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	80	3%	57	7%
<b>Less than 6 Months</b>	285	10%	101	13%
<b>6 Months to 1 Year</b>	226	8%	112	14%
<b>1 to 2 Years</b>	615	21%	178	23%
<b>3 to 5 Years</b>	633	21%	157	20%
<b>6 to 10 Years</b>	486	16%	88	11%
<b>More than 10 Years</b>	621	21%	83	11%
<b>Subtotal</b>	<b>2,946</b>	<b>100%</b>	<b>777</b>	<b>100%</b>
<b>Did not have location</b>	85		2,487	
<b>Item Missing</b>	275		41	
<b>Total</b>	<b>3,306</b>		<b>3,306</b>	

Source: Va. Healthcare Workforce Data Center

*51% of SLPs receive a salary or commission at their primary work location, while 37% receive an hourly wage.*

## At a Glance:

**Unemployment Experience in 2014**  
 Involuntarily Unemployed: 1%  
 Underemployed: 3%

**Stability**  
 Switched: 8%  
 New Location: 25%  
 Over 2 years: 59%  
 Over 2 yrs, 2<sup>nd</sup> location: 42%

**Employment Type**  
 Salary/Commission: 51%  
 Hourly Wage: 37%

Source: Va. Healthcare Workforce Data Center

*59% 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>	1,256	51%
<b>Hourly Wage</b>	902	37%
<b>By Contract</b>	241	10%
<b>Business/Practice Income</b>	63	3%
<b>Unpaid</b>	9	0%
<b>Subtotal</b>	<b>2,471</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 5.7% in August to 4.5% in November and December. At the time of publication, December’s unemployment rate was still preliminary.



## At a Glance:

### Concentration

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

### Locations

2 or more (2014):	27%
2 or more (Now*):	24%

Source: Va. Healthcare Workforce Data Center

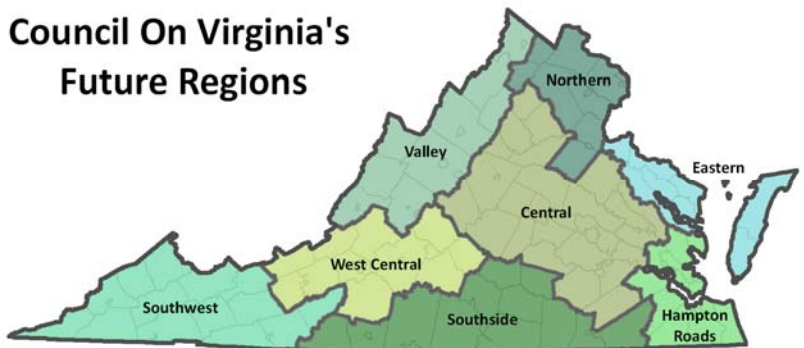
Nearly three-quarters of all SLPs work in one of three regions of the state: Northern Virginia, Central Virginia, and Hampton Roads.

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	628	21%	163	20%
Eastern	42	1%	11	1%
Hampton Roads	585	20%	137	17%
Northern	946	32%	225	28%
Southside	107	4%	32	4%
Southwest	131	4%	43	5%
Valley	168	6%	54	7%
West Central	285	10%	60	7%
Virginia Border State/DC	33	1%	28	3%
Other US State	29	1%	46	6%
Outside of the US	0	0%	3	0%
<b>Total</b>	<b>2,954</b>	<b>100%</b>	<b>802</b>	<b>100%</b>
<b>Item Missing</b>	267		17	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



24% of SLPs currently have multiple work locations, while 27% of SLPs have had at least two work locations over the past year.

Locations	Number of Work Locations			
	Work Locations in 2014		Work Locations Now*	
	#	%	#	%
0	78	3%	134	4%
1	2,122	70%	2,148	71%
2	404	13%	396	13%
3	281	9%	259	9%
4	48	2%	36	1%
5	30	1%	14	0%
6 or More	50	2%	25	1%
<b>Total</b>	<b>3,013</b>	<b>100%</b>	<b>3,012</b>	<b>100%</b>

\*At the time of survey completion, December 2014.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,210	43%	511	66%
<b>Non-Profit</b>	561	20%	124	16%
<b>State/Local Government</b>	1,012	36%	134	17%
<b>Veterans Administration</b>	9	0%	0	0%
<b>U.S. Military</b>	4	0%	1	0%
<b>Other Federal Gov't</b>	17	1%	3	0%
<b>Total</b>	<b>2,813</b>	<b>100%</b>	<b>773</b>	<b>100%</b>
<b>Did not have location</b>	85		2487	
<b>Item Missing</b>	408		46	

## At a Glance: (Primary Locations)

**Sector**

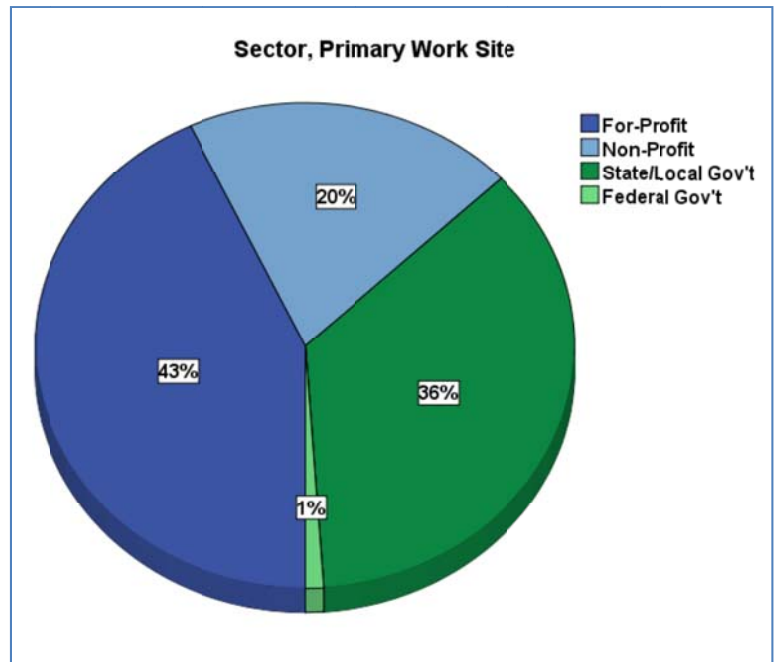
For Profit:	43%
Federal:	1%

**Top Establishments**

School (Providing Care To Clients):	35%
Skilled Nursing Facility:	13%
Private Practice (Group):	9%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of all SLPs work in the private sector, including 43% who work at for-profit organizations. Most SLPs who are not employed in the private sector work for either state or local governments.

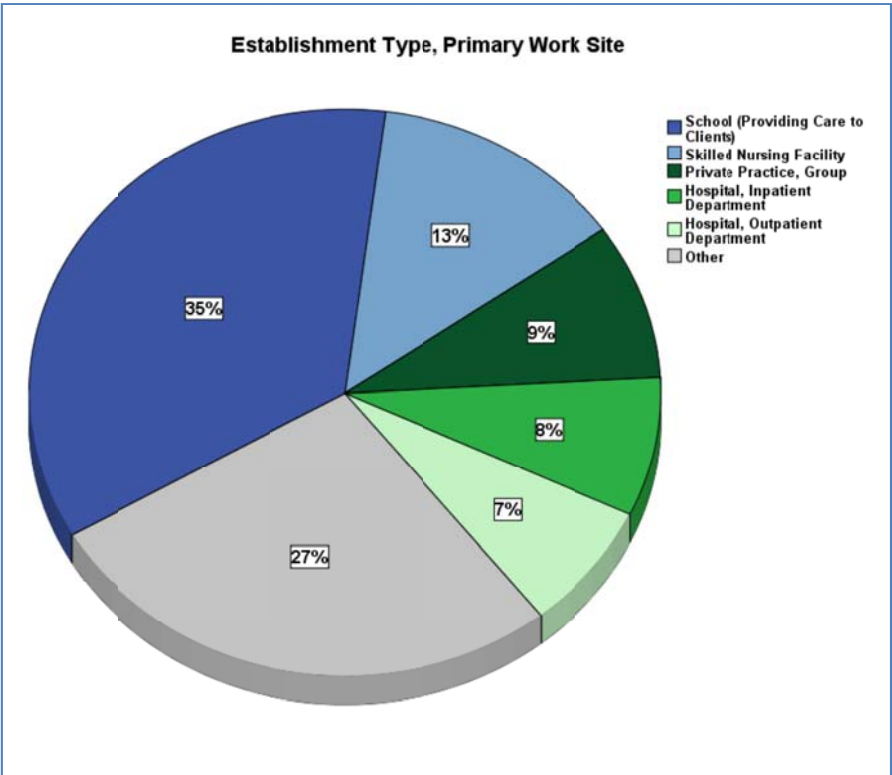


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	971	35%	93	12%
Skilled Nursing Facility	364	13%	143	19%
Private Practice, Group	243	9%	66	9%
Hospital, Inpatient Department	217	8%	89	12%
Hospital, Outpatient Department	201	7%	22	3%
Rehabilitation Facility	157	6%	52	7%
Home Health Care	142	5%	90	12%
Private Practice, Solo	133	5%	75	10%
Academic Institution (Teaching/Research)	67	2%	30	4%
Community-Based Clinic or Health Center	46	2%	15	2%
Residential Facility/Group Home	33	1%	13	2%
Administrative/Business Organization	19	1%	4	1%
Child Day Care	7	0%	7	1%
Physician Office	4	0%	4	1%
Other	142	5%	62	8%
<b>Total</b>	<b>2,746</b>	<b>100%</b>	<b>765</b>	<b>100%</b>
Did Not Have a Location	85		2487	

*Schools that provide care to clients are the most common establishment type among SLPs with a primary work location. Skilled nursing facilities and group private practices are also common primary establishment types.*

*Skilled nursing facilities are the most common establishment type among SLPs who also had a secondary work location. Schools that provide client care, home health care organizations, and the inpatient departments of hospitals are also common secondary employers of SLPs.*



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

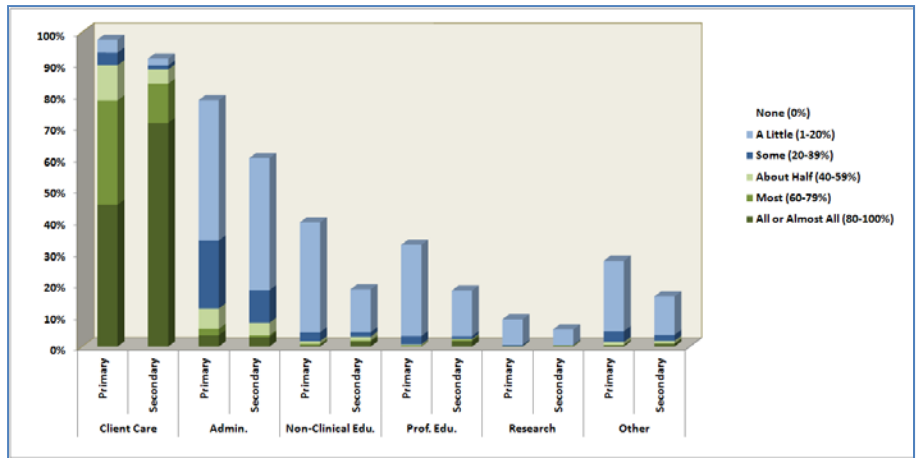
Client Care: 78%  
Administration: 6%  
Non-Clinical Edu.: 1%

### 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

*Most SLPs spend a majority of their time taking care of patients. In fact, 78% of SLPs fill a client care role, defined as spending 60% or more of their time in that activity. When not taking care of patients, most SLPs spend their remaining time performing administrative duties.*

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>	45%	71%	4%	3%	0%	2%	0%	2%	0%	0%	0%	1%
<b>Most (60-79%)</b>	33%	12%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	11%	5%	6%	4%	1%	1%	0%	0%	0%	0%	1%	1%
<b>Some (20-39%)</b>	4%	1%	22%	10%	3%	1%	3%	1%	0%	0%	3%	2%
<b>A Little (1-20%)</b>	4%	2%	45%	42%	35%	14%	29%	15%	8%	5%	22%	12%
<b>None (0%)</b>	2%	8%	22%	40%	60%	82%	68%	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: 44%

Secondary Location: 21%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Client Sessions / Week	Primary Work Location		Secondary Work Location		Total <sup>2</sup>	
	#	%	#	%	#	%
<b>None</b>	120	4%	58	8%	98	4%
<b>1-9</b>	489	18%	426	57%	359	13%
<b>10-19</b>	428	16%	97	13%	414	15%
<b>20-29</b>	317	12%	73	10%	340	13%
<b>30-39</b>	258	9%	20	3%	302	11%
<b>40-49</b>	159	6%	20	3%	173	6%
<b>50-59</b>	228	8%	17	2%	241	9%
<b>60-69</b>	109	4%	11	1%	125	5%
<b>70-79</b>	38	1%	2	0%	46	2%
<b>80 or more</b>	571	21%	24	3%	618	23%
<b>Total</b>	<b>2,717</b>	<b>100%</b>	<b>748</b>	<b>100%</b>	<b>2,716</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*In total, a typical SLP has approximately 30 to 40 client sessions per week across both primary and secondary work locations. A majority of these SLPs only work with patients on an individual basis, although 44% of SLPs do conduct group session at their primary work location.*

# of Weekly Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
<b>None</b>	138	5%	1,565	56%	74	10%	610	79%
<b>1-9</b>	1,155	41%	437	16%	526	68%	113	15%
<b>10-19</b>	695	25%	296	11%	124	16%	30	4%
<b>20-29</b>	359	13%	255	9%	25	3%	3	0%
<b>30-39</b>	254	9%	130	5%	10	1%	8	1%
<b>40-49</b>	125	4%	78	3%	5	1%	3	0%
<b>50-59</b>	57	2%	32	1%	2	0%	0	0%
<b>60-69</b>	16	1%	7	0%	3	0%	1	0%
<b>70-79</b>	2	0%	1	0%	0	0%	0	0%
<b>80 or more</b>	11	0%	4	0%	4	1%	2	0%
<b>Total</b>	<b>2,813</b>	<b>100%</b>	<b>2,804</b>	<b>100%</b>	<b>774</b>	<b>100%</b>	<b>770</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 for each SLP.

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
<b>Under age 50</b>	35	1%	-	-
<b>50 to 54</b>	96	4%	8	1%
<b>55 to 59</b>	321	12%	41	6%
<b>60 to 64</b>	756	29%	204	29%
<b>65 to 69</b>	988	37%	274	38%
<b>70 to 74</b>	261	10%	100	14%
<b>75 to 79</b>	68	3%	24	3%
<b>80 or over</b>	14	1%	4	1%
<b>I do not intend to retire</b>	107	4%	57	8%
<b>Total</b>	<b>2,646</b>	<b>100%</b>	<b>712</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All SLPs**

Under 65: 46%

Under 60: 17%

**SLPs 50 and over**

Under 65: 36%

Under 60: 7%

**Time until Retirement**

Within 2 years: 5%

Within 10 years: 16%

Half the workforce: by 2044

Source: Va. Healthcare Workforce Data Center

46% of SLPs expect to retire before the age of 65, while 17% plan on working until at least age 70. Among SLPs who are age 50 and over, only 36% plan on retiring by age 65, while 26% expect to work until at least age 70.

Within the next two years, 2% of Virginia's SLPs plan on leaving the profession and 4% expect to leave the state. Meanwhile, 16% of SLPs plan on pursuing additional educational opportunities, and 13% also plan to increase client care hours.

**Future Plans**

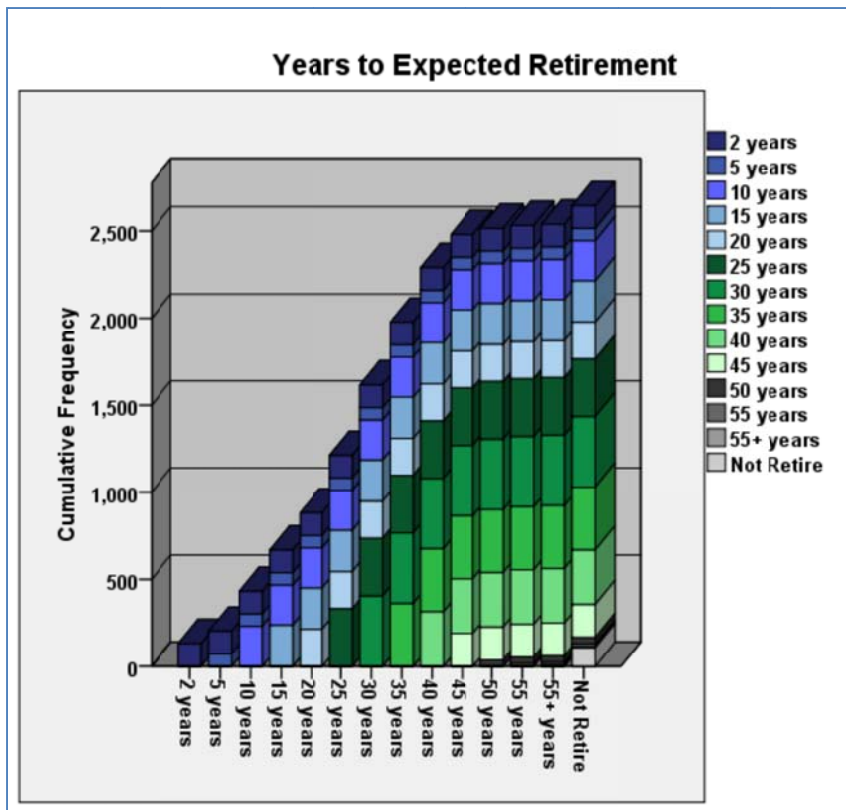
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	56	2%
<b>Leave Virginia</b>	145	4%
<b>Decrease Client Care Hours</b>	188	6%
<b>Decrease Teaching Hours</b>	18	1%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	414	13%
<b>Increase Teaching Hours</b>	132	4%
<b>Pursue Additional Education</b>	527	16%
<b>Return to Virginia's Workforce</b>	39	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for SLPs. Only 5% of SLPs plan on retiring in the next two years, while 16% plan on retiring in the next ten years. Half of the current SLP workforce expects to be retired by 2044.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
<b>2 years</b>	131	5%	5%
<b>5 years</b>	71	3%	8%
<b>10 years</b>	230	9%	16%
<b>15 years</b>	237	9%	25%
<b>20 years</b>	213	8%	33%
<b>25 years</b>	331	13%	46%
<b>30 years</b>	404	15%	61%
<b>35 years</b>	361	14%	75%
<b>40 years</b>	313	12%	87%
<b>45 years</b>	189	7%	94%
<b>50 years</b>	36	1%	95%
<b>55 years</b>	16	1%	96%
<b>In more than 55 years</b>	7	0%	96%
<b>Do not intend to retire</b>	107	4%	100%
<b>Total</b>	<b>2,646</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 2039. Retirements will peak at 15% of the current workforce around 2044 before declining to under 10% of the current workforce again around 2059.

## At a Glance:

### FTEs

Total: 2,434  
 FTEs/1,000 Residents: 0.295  
 Average: 0.76

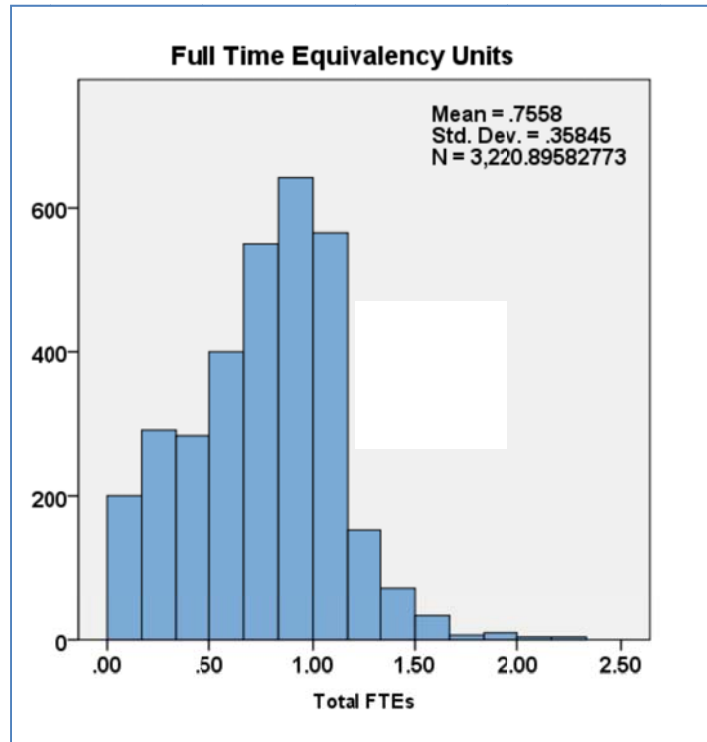
### Age & Gender Effect

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:

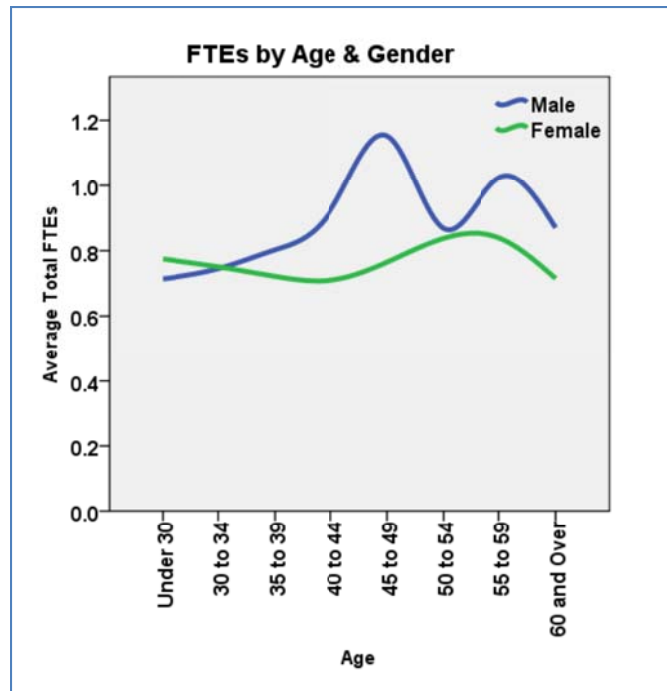


Source: Va. Healthcare Workforce Data Center

*The average SLP provided 0.76 FTEs in 2014, or approximately 29 hours per week for 52 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>		
<b>Under 30</b>	0.78	0.84
<b>30 to 34</b>	0.74	0.82
<b>35 to 39</b>	0.73	0.82
<b>40 to 44</b>	0.71	0.74
<b>45 to 49</b>	0.77	0.77
<b>50 to 54</b>	0.84	0.81
<b>55 to 59</b>	0.84	0.81
<b>60 and Over</b>	0.71	0.70
<b>Gender</b>		
<b>Male</b>	0.88	0.96
<b>Female</b>	0.76	0.81

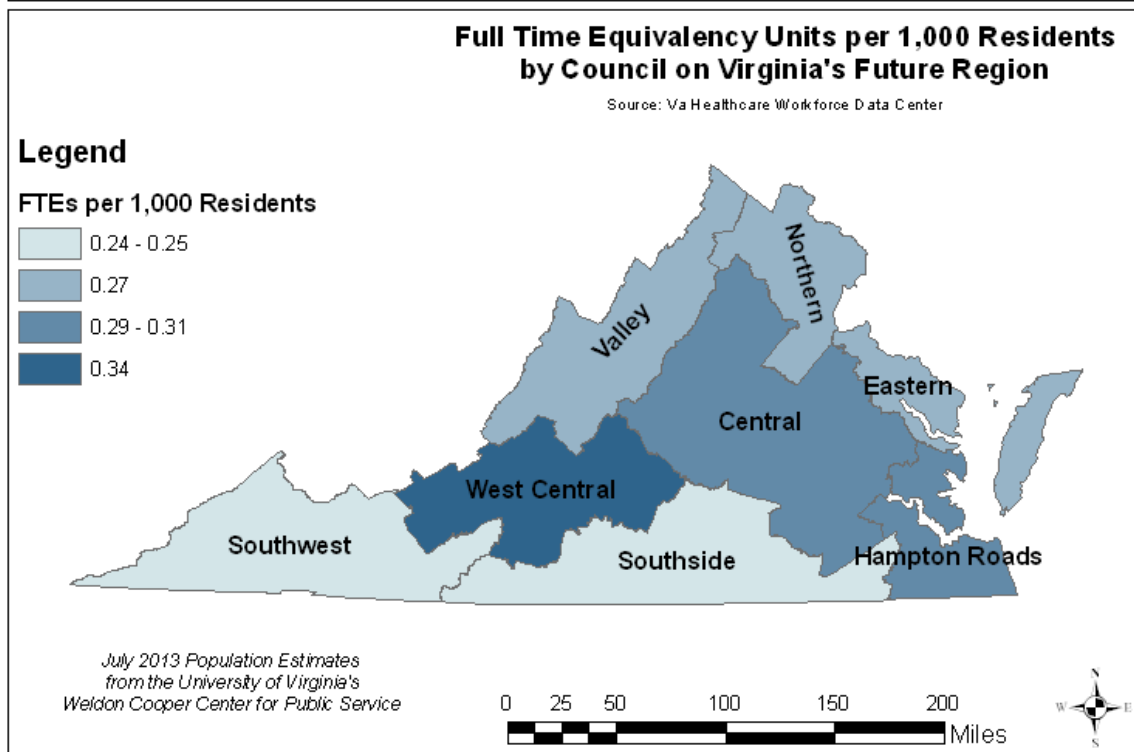
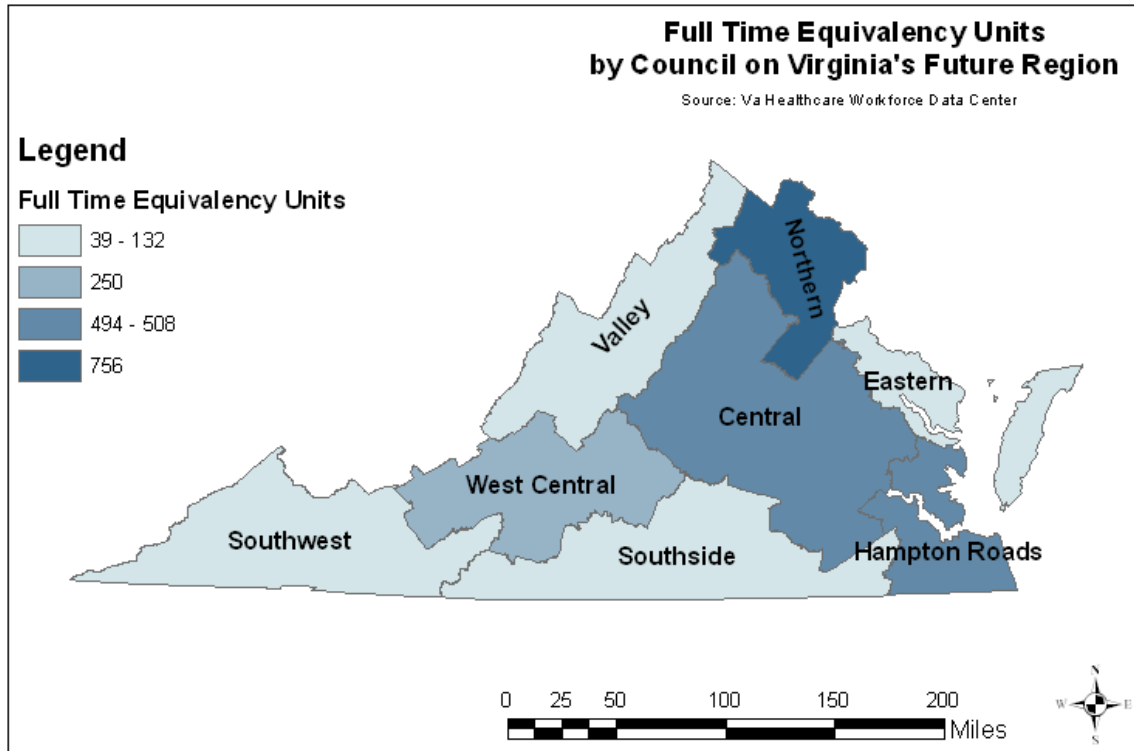
Source: Va. Healthcare Workforce Data Center

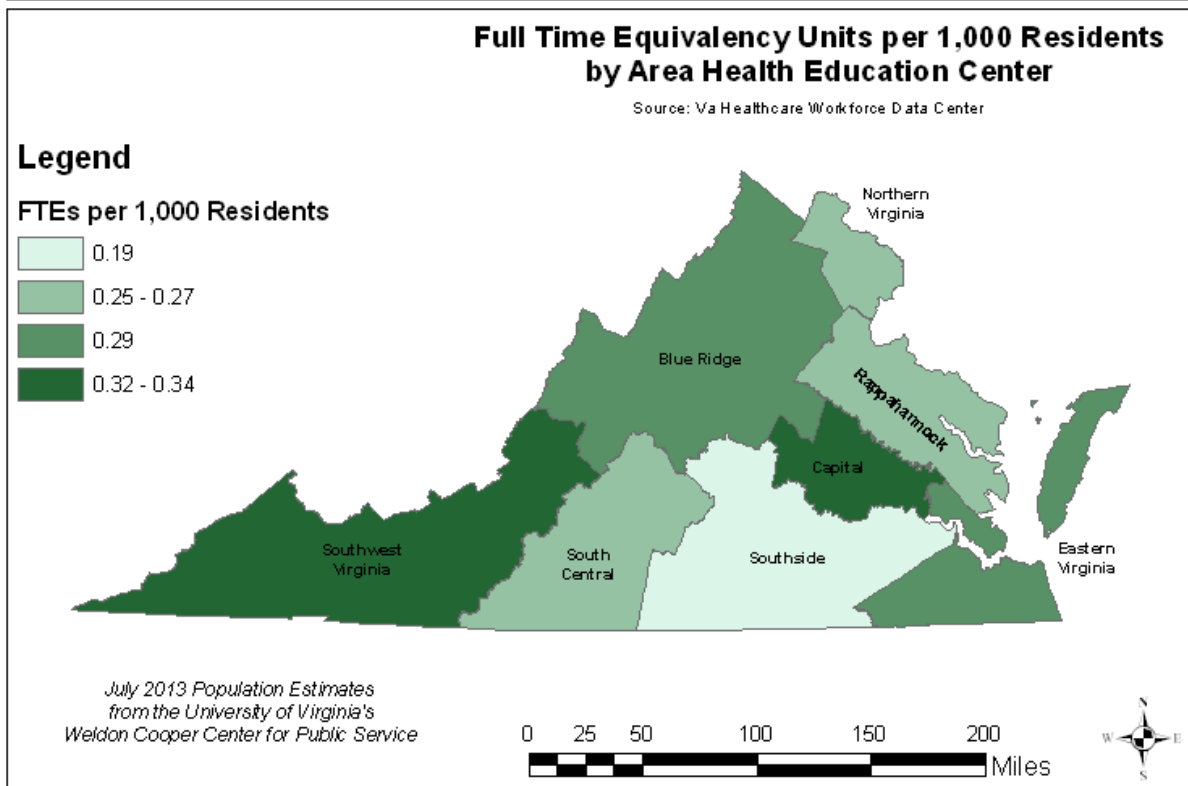
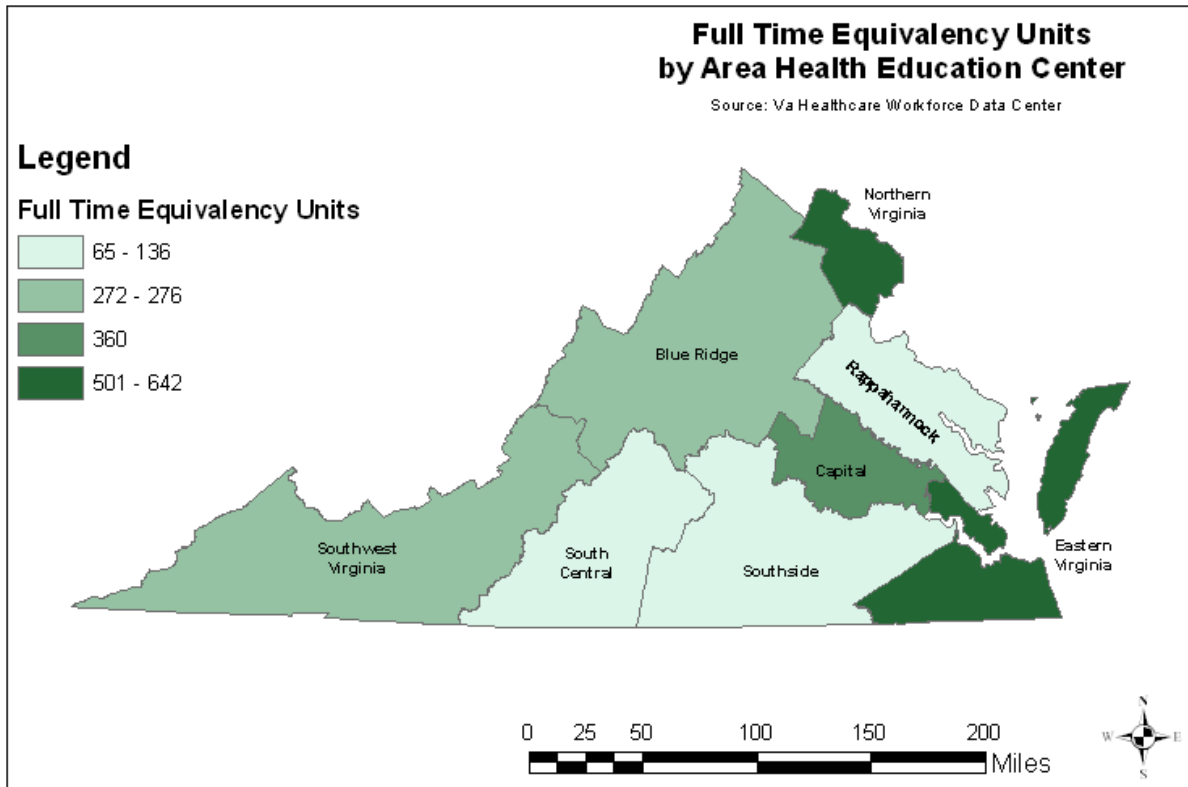


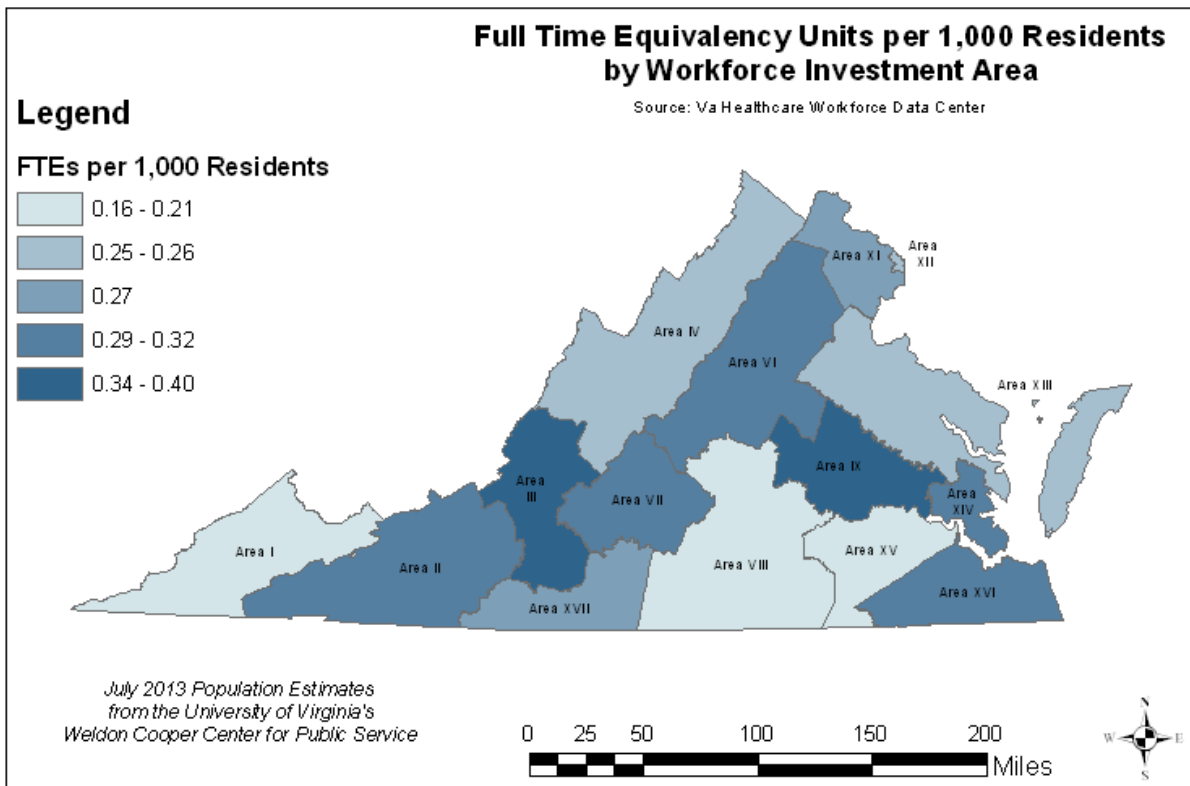
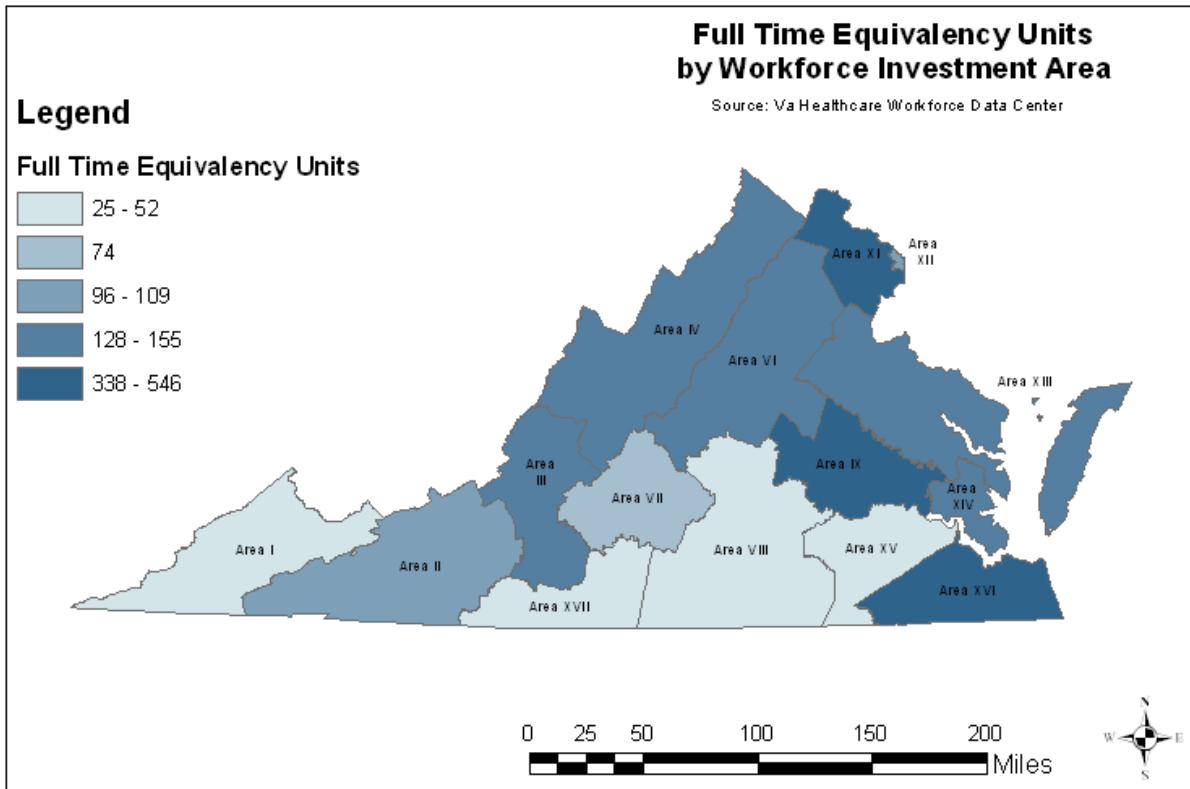
Source: Va. Healthcare Workforce Data Center

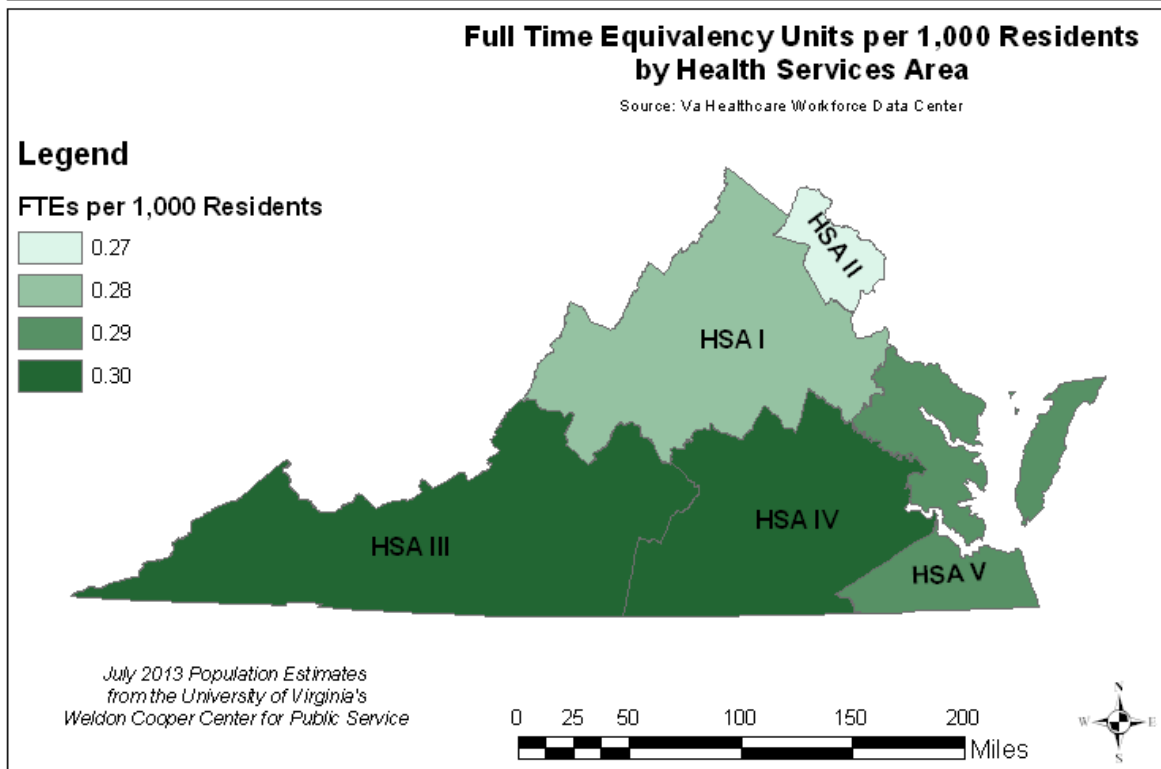
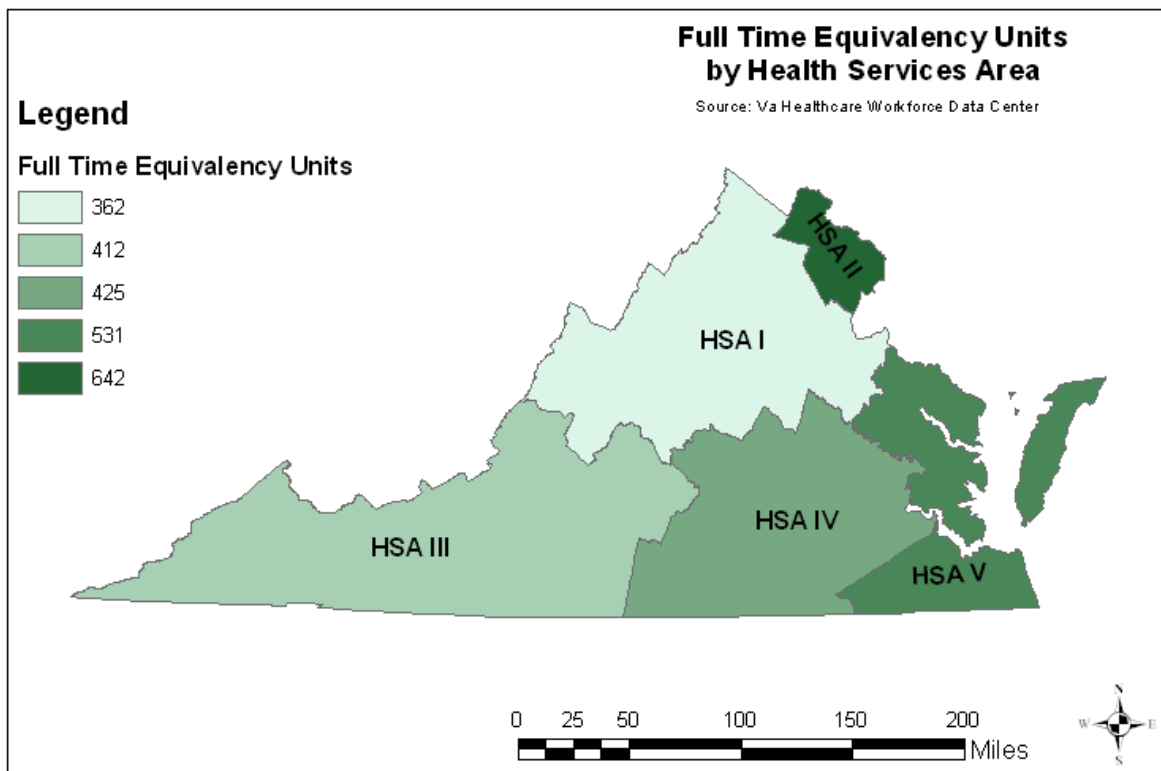
<sup>3</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

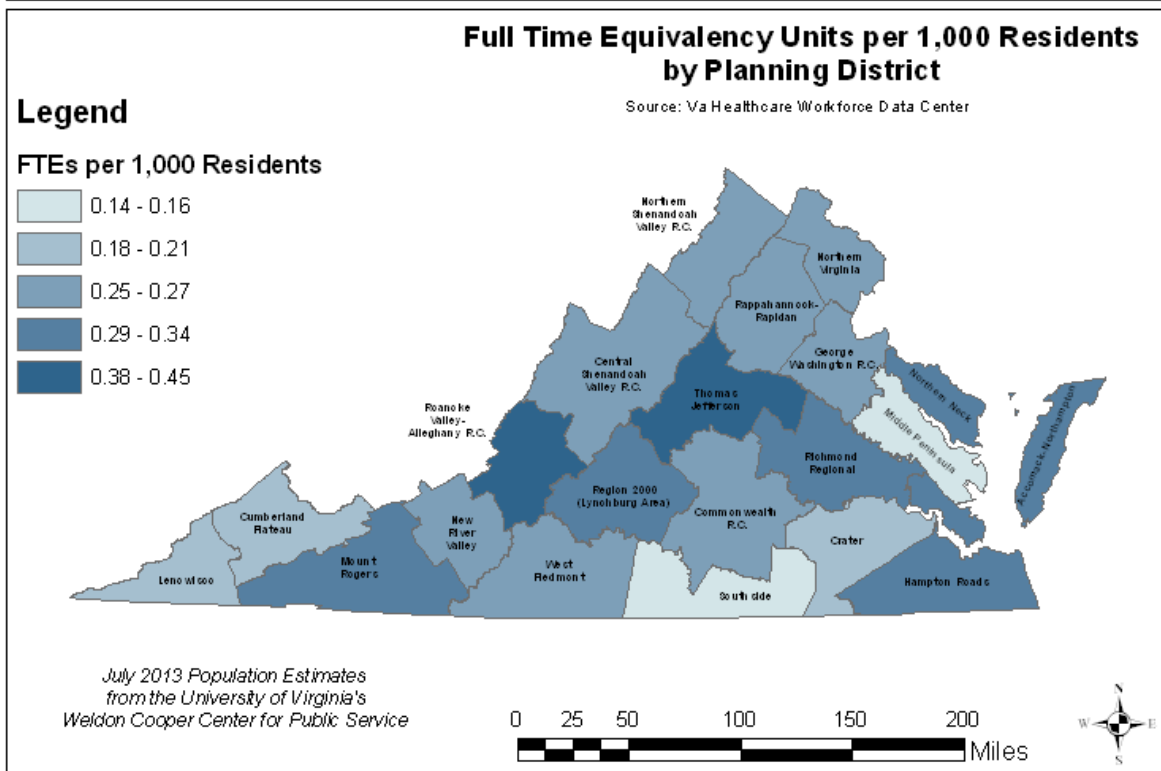
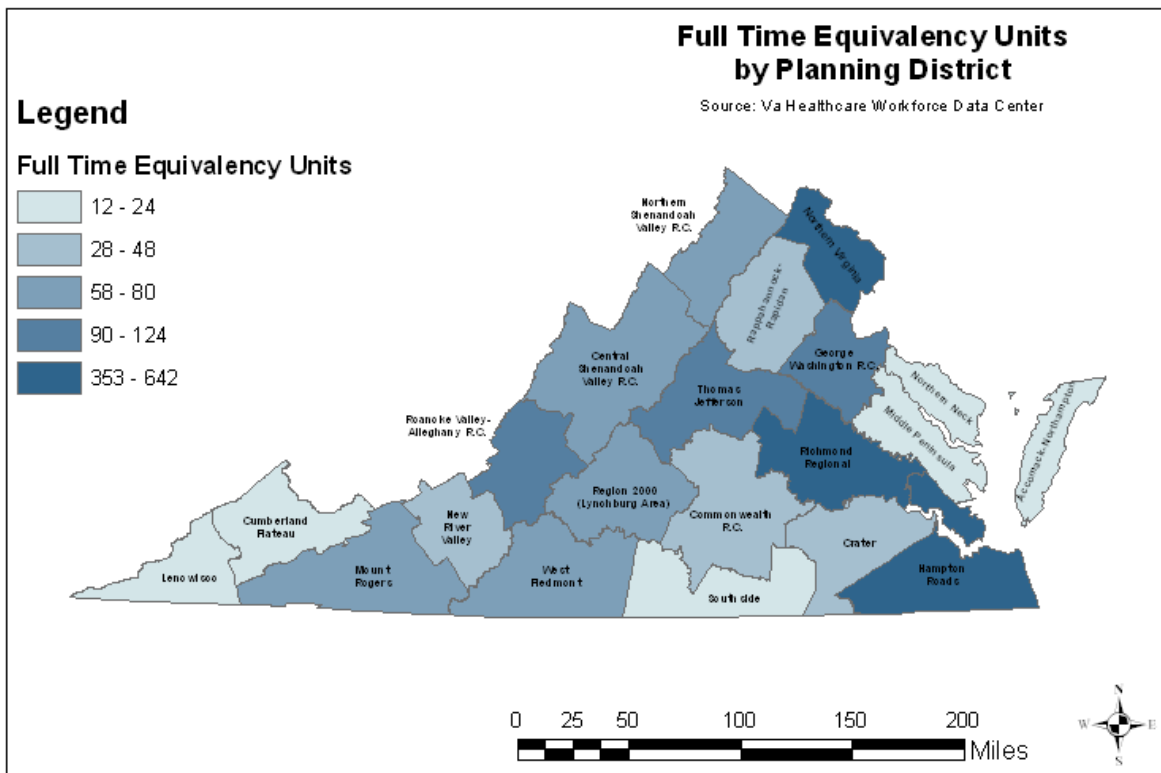












## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,301	77.40%	1.291971	1.201887	1.484579
Metro, 250,000 to 1 million	275	77.82%	1.285047	1.195446	1.476622
Metro, 250,000 or less	368	77.45%	1.291228	1.201196	1.483725
Urban pop 20,000+, Metro adj	43	76.74%	1.30303	1.212176	1.497287
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	111	77.48%	1.290698	1.200703	1.483116
Urban pop, 2,500-19,999, nonadj	62	75.81%	1.319149	1.22717	1.515808
Rural, Metro adj	41	70.73%	1.413793	1.315215	1.624562
Rural, nonadj	20	75.00%	1.333333	1.240366	1.532108
Virginia border state/DC	361	63.99%	1.562771	1.453805	1.795749
Other US State	221	43.89%	2.278351	2.119491	2.618008

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	594	64.48%	1.550914	1.476622	2.618008
30 to 34	639	76.68%	1.304082	1.241614	2.201345
35 to 39	549	79.42%	1.259174	1.198858	2.12554
40 to 44	539	78.29%	1.277251	1.216069	2.156054
45 to 49	393	79.64%	1.255591	1.195446	2.119491
50 to 54	296	75.68%	1.321429	1.25813	2.230628
55 to 59	311	73.63%	1.358079	1.293024	2.292494
60 and Over	500	66.80%	1.497006	1.425297	2.52701

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

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

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

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

**Overall Response Rate: 0.740906**

