
Virginia's Speech-Language Pathology Workforce: 2020

Healthcare Workforce Data Center

July 2020

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Nearly 4,000 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:	4,718
Virginia's Workforce:	3,996
FTEs:	3,106

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:	60%
Satisfied?:	94%

Survey Response Rate

All Licensees:	84%
Renewing Practitioners:	97%

Education

Master's:	98%
Doctorate:	2%

Job Turnover

Switched Jobs:	6%
Employed Over 2 Yrs.:	66%

Demographics

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

Finances

Median Inc.:	\$60k-\$70k
Health Insurance:	58%
Under 40 w/ Ed. Debt:	54%

Time Allocation

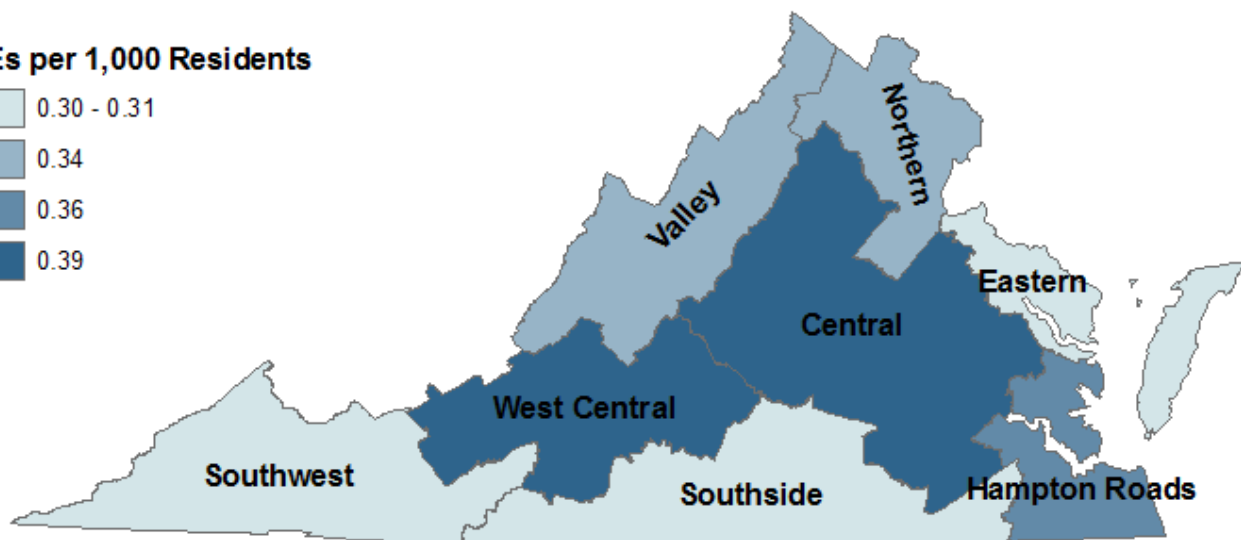
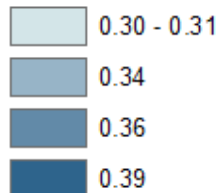
Client Care:	70%-79%
Administration:	10%-19%
Client Care Role:	74%

Source: Va. Healthcare Workforce Data Center

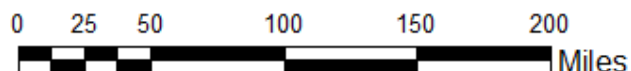
Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2019
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2020 Speech-Language Pathology (SLP) Workforce Survey. Nearly 4,000 SLPs voluntarily participated in this survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which now takes place every June for SLPs.¹ These survey respondents represent 84% of the 4,718 SLPs who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 3,996 SLPs participated in Virginia's workforce during the survey period, which is defined as those SLPs 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. Over the past year, Virginia's SLP workforce provided 3,106 "full-time equivalency units", which the HWDC defines simply as working 2,000 hours per year.

Nearly all SLPs are female, and the median age of the SLP workforce is 41. In a random encounter between two SLPs, there is a 25% chance that they would be of different races or ethnicities, a measure known as the diversity index. This makes Virginia's SLP workforce less diverse than the state's overall population, which has a diversity index of 57%. Nearly 30% of all SLPs grew up in a rural area, and 21% of these professionals currently work in non-metro areas of Virginia. Overall, 9% of all SLPs work in non-metro areas of the state.

More than 90% of all SLPs are currently employed in the profession, 60% hold one full-time job, and 41% work between 40 and 49 hours per week. On the other hand, 6% of SLPs have experienced involuntary unemployment at some point over the past year, while 4% of SLPs have experienced underemployment. Three out of every five SLPs work in the private sector, including 39% who work in the for-profit sector. The median annual income of Virginia's SLP workforce is between \$60,000 and \$70,000. In addition, 76% of Virginia's SLPs receive at least one employer-sponsored benefit, including 58% who have access to health insurance. More than 90% of all SLPs are satisfied with their current work situation, including 56% who indicate that they are "very satisfied".

Summary of Trends

In this section, all statistics for this year are compared to the 2015 SLP workforce. The number of licensed SLPs in Virginia has increased by 18% (4,718 vs. 3,999). In addition, the size of Virginia's SLP workforce has increased by 16% (3,996 vs. 3,441), and the number of FTEs provided by this workforce has increased by 17% (3,106 vs. 2,647). Virginia's renewing SLPs are more likely to respond to this survey (97% vs. 90%).

Although there has been no change in either the percentage of SLPs who are female (97%) or the median age of SLPs (41), the SLP workforce has become slightly more diverse (25% vs. 24%) at a time when the state's overall population is also becoming more diverse (57% vs. 55%). Virginia's SLPs are slightly less likely to have grown up in a rural area (28% vs. 29%), but this group of professionals is no less likely to work in non-metro areas of the state (21%). In total, the percentage of all SLPs who work in non-metro areas of Virginia has fallen slightly (9% vs. 10%).

Virginia's SLPs are less likely to be employed in the profession (93% vs. 95%) and less likely to work between 40 and 49 hours per week (41% vs. 45%). In addition, the rate of involuntary unemployment in the 12-month period before the survey, which had been holding steady at 1% since 2015, increased dramatically to 6%; current involuntary unemployment, however, is 1%. Meanwhile, the percentage of SLPs who have switched employers has fallen (6% vs. 8%); SLPs are slightly more likely to be employed at their primary work location for more than two years (66% vs. 65%).

The median annual income of Virginia's SLPs has increased (\$60k-\$70k vs. \$50k-\$60k), and SLPs are more likely to receive this income in the form of a salary (57% vs. 54%). In addition, SLPs are more likely to receive at least one employer-sponsored benefit (76% vs. 74%), including those SLPs who have access to health insurance (58% vs. 56%). Regardless, SLPs are slightly less likely to indicate that they are satisfied with their current work situation (94% vs. 95%), and this decline is greater among those SLPs who indicate that they are "very satisfied" (56% vs. 59%).

¹ In prior surveys, the license renewal process for SLPs took place in December.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	3,894	83%
New Licensees	380	8%
Non-Renewals	444	9%
All Licensees	4,718	100%

Source: Va. Healthcare Workforce Data Center

HWDC surveys tend to achieve very high response rates. Nearly all renewing SLPs submitted a survey. These represent 84% of all SLPs who held a license at some point in the past year.

Definitions

- 1. The Survey Period:** The survey was conducted in June 2020.
- 2. Target Population:** All SLPs who held a Virginia license at some point between July 2019 and June 2020.
- 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 the past year.

Response Rates			
Statistic	Non Respondents	Respondents	Response Rate
By Age			
Under 30	160	429	73%
30 to 34	135	695	84%
35 to 39	101	591	85%
40 to 44	77	526	87%
45 to 49	55	524	91%
50 to 54	41	400	91%
55 to 59	40	281	88%
60 and Over	136	527	80%
Total	745	3,973	84%
New Licenses			
Issued in Past Year	206	174	46%
Metro Status			
Non-Metro	43	291	87%
Metro	450	2,953	87%
Not in Virginia	252	729	74%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	3,973
Response Rate, All Licensees	84%
Response Rate, Renewals	97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed SLPs

Number: 4,718
 New: 8%
 Not Renewed: 9%

Survey Response Rates

All Licensees: 84%
 Renewing Practitioners: 97%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Workforce

SLP Workforce: 3,996
 FTEs: 3,106

Utilization Ratios

Licensees in VA Workforce: 85%
 Licensees per FTE: 1.52
 Workers per FTE: 1.29

Source: Va. Healthcare Workforce Data Center

Definitions

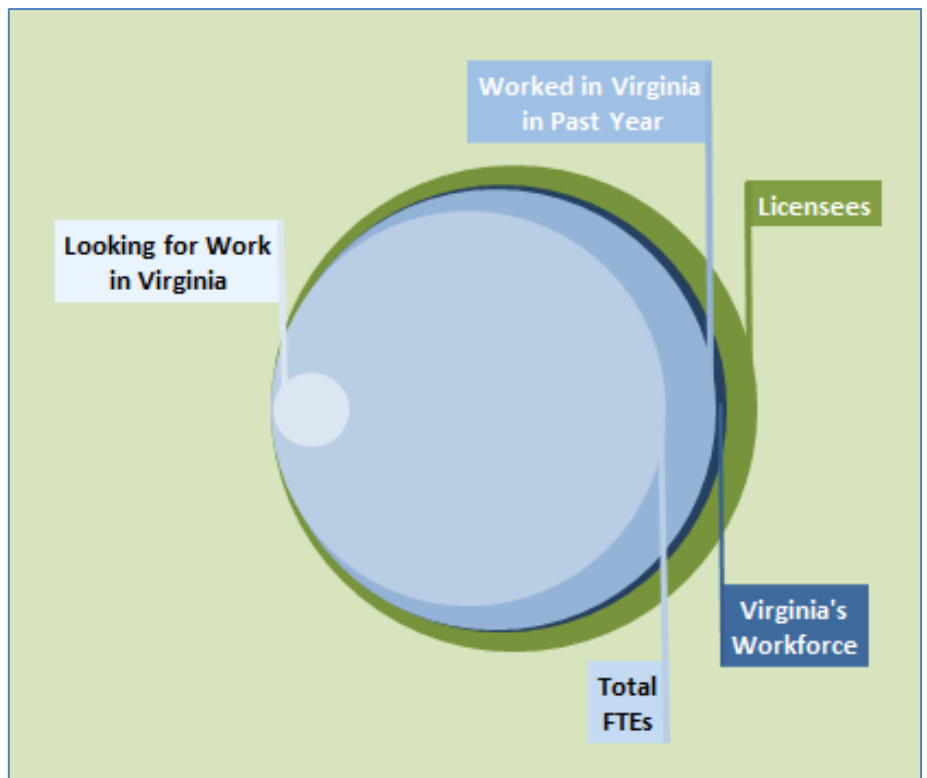
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	3,883	97%
Looking for Work in Virginia	113	3%
Virginia's Workforce	3,996	100%
Total FTEs	3,106	
Licensees	4,718	

Source: Va. Healthcare Workforce Data Center

Weighting is used to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on the HWDC's methodology, visit: <https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	10	2%	505	98%	514	14%
30 to 34	17	3%	630	97%	647	18%
35 to 39	12	2%	512	98%	523	15%
40 to 44	9	2%	447	98%	456	13%
45 to 49	13	3%	408	97%	422	12%
50 to 54	6	2%	325	98%	331	9%
55 to 59	8	3%	225	97%	233	7%
60 and Over	26	6%	399	94%	425	12%
Total	100	3%	3,451	97%	3,552	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	61%	3,070	86%	1,452	86%
Black	19%	214	6%	91	5%
Hispanic	10%	121	3%	70	4%
Asian	7%	79	2%	41	2%
Two or More Races	3%	55	2%	26	2%
Other Race	0%	27	1%	10	1%
Total	100%	3,566	100%	1,690	100%

*Population data in this chart is from the U.S. Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2019.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

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

Age

Median Age: 41
% Under 40: 47%
% 55 and Over: 19%

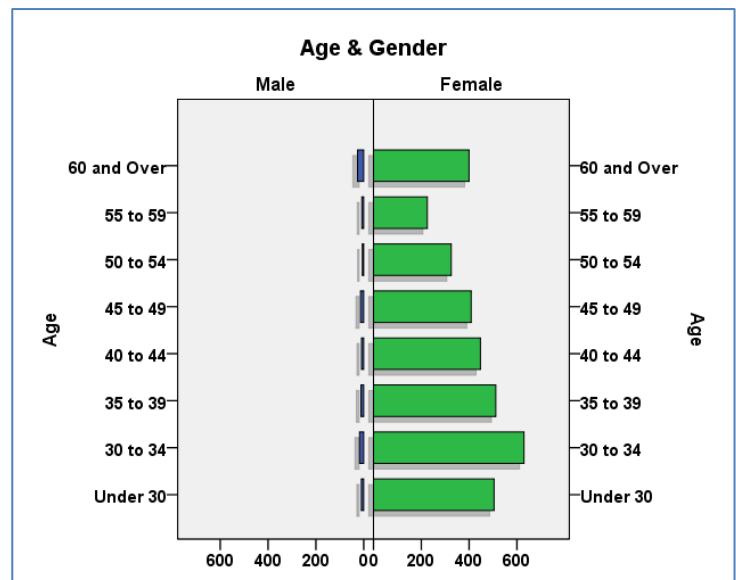
Diversity

Diversity Index: 25%
Under 40 Div. Index: 26%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two SLPs, there is a 25% chance that they would be of different races or ethnicities (a measure known as the diversity index). For Virginia's population as a whole, the comparable index is 57%.

Nearly one-half of SLPs are under the age of 40, and 98% of these professionals are female. In addition, the diversity index among this group of professionals is 26%.



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. Edu. in VA: 55%

Location Choice

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

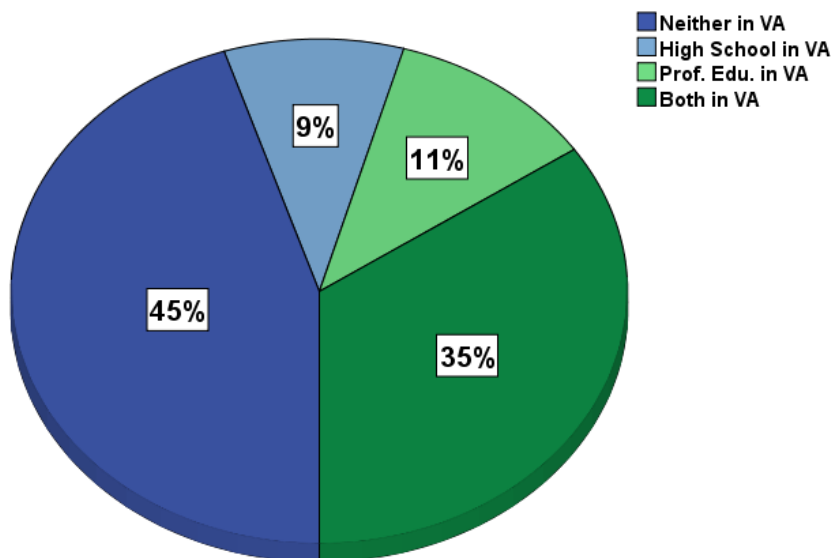
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 Million+	20%	70%	10%
2	Metro, 250,000 to 1 Million	45%	48%	7%
3	Metro, 250,000 or Less	37%	57%	6%
Non-Metro Counties				
4	Urban Pop., 20,000+, Metro Adjacent	54%	39%	8%
6	Urban Pop., 2,500-19,999, Metro Adjacent	63%	30%	7%
7	Urban Pop., 2,500-19,999, Non-Adjacent	86%	13%	1%
8	Rural, Metro Adjacent	58%	37%	5%
9	Rural, Non-Adjacent	52%	44%	4%
Overall		28%	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 21% 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	1,555	Virginia	1,607
2	Pennsylvania	279	Washington, D.C.	202
3	New York	234	New York	188
4	Maryland	154	Pennsylvania	177
5	New Jersey	129	North Carolina	155
6	North Carolina	119	Tennessee	139
7	Florida	101	Maryland	117
8	West Virginia	85	Florida	108
9	Ohio	76	Ohio	80
10	Outside U.S./Canada	67	West Virginia	61

Source: Va. Healthcare Workforce Data Center

More than 40% of Virginia's SLPs received their high school degree in Virginia, and 46% obtained their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	366	Virginia	377
2	Pennsylvania	111	Pennsylvania	65
3	Maryland	56	New York	57
4	New York	55	Washington, D.C.	56
5	New Jersey	45	North Carolina	55
6	North Carolina	44	Maryland	46
7	Florida	32	Tennessee	41
8	Illinois	25	Florida	38
9	Tennessee	21	Texas	25
10	Texas	20	Ohio	23

Source: Va. Healthcare Workforce Data Center

Among SLPs licensed in the past five years, 36% received their high school degree in Virginia, and 37% obtained their initial professional degree in the state.

Among all licensed SLPs, 15% did not participate in Virginia's workforce in the past year. More than 80% of these professionals worked at some point in the past year, including 75% who currently work as SLPs.

At a Glance:

Not in VA Workforce

Total:	723
% of Licensees:	15%
Federal/Military:	4%
VA Border State/D.C.:	29%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	3,441	98%
Doctorate - SLP	48	1%
Other Doctorate	27	1%
Total	3,516	100%

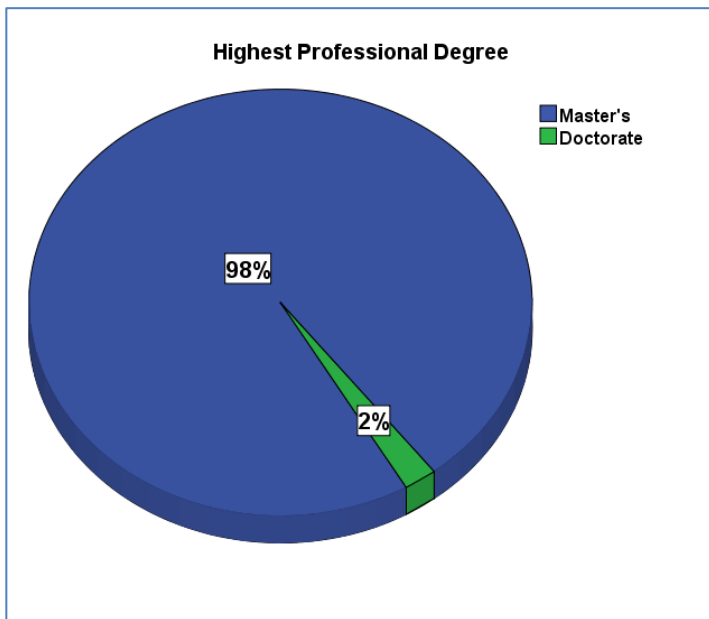
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Master's: 98%
 Doctorate: 2%

Education Debt
 Carry Debt: 38%
 Under Age 40 w/ Debt: 54%
 Median Debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

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

Education Debt				
Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
None	1,971	62%	692	46%
Less than \$10,000	165	5%	90	6%
\$10,000-\$19,999	121	4%	74	5%
\$20,000-\$29,999	157	5%	93	6%
\$30,000-\$39,999	113	4%	69	5%
\$40,000-\$49,999	96	3%	74	5%
\$50,000-\$59,999	79	2%	62	4%
\$60,000-\$69,999	80	3%	59	4%
\$70,000-\$79,999	72	2%	58	4%
\$80,000-\$89,999	60	2%	51	3%
\$90,000-\$99,999	59	2%	35	2%
\$100,000 or More	186	6%	136	9%
Total	3,161	100%	1,494	100%

Source: Va. Healthcare Workforce Data Center

Nearly 40% of SLPs carry education debt, including 54% of those SLPs who are under the age of 40. For those SLPs with education debt, the median debt amount is between \$40,000 and \$50,000.

At a Glance:

Top Specialties

Child Language:	26%
Swallowing Disorders:	26%
School/Pediatrics:	26%

Top Credentials

CCC-SLP:	81%
VitalStim Certified:	11%
DOE Endorsement:	1%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Self-Designated Specialties

Specialty	#	% of Workforce
Child Language	1,045	26%
Swallowing & Swallowing Disorders	1,041	26%
School/Pediatrics	1,023	26%
Autism	887	22%
Child/Infant	613	15%
Geriatrics	574	14%
Medical	509	13%
Brain Injury	386	10%
Voice	270	7%
Fluency Disorders	257	6%
Deaf and Hard of Hearing	168	4%
Other	321	8%
At Least One Specialty	2,534	63%

Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of Virginia's SLPs hold at least one self-designated specialty, including 26% who have a specialization in child language.

Credentials

Credential	#	% of Workforce
CCC-SLP: Speech-Language Pathology	3,234	81%
VitalStim Certified	441	11%
DOE Endorsement	51	1%
CBIS: Certified Brain Injury Specialist	46	1%
CCC-A: Audiology	13	0%
CF-SLP: Fellowship	13	0%
BRS-S: Swallowing	7	0%
BRS-CL: Child Language	4	0%
BRS-FD: Fluency Disorders	4	0%
Other	169	4%
At Least One Credential	3,298	83%

Source: Va. Healthcare Workforce Data Center

More than four out of every five SLPs hold at least one credential, including 81% who hold a CCC-SLP credential.

At a Glance:

Employment

Employed in Profession: 93%
Involuntarily Unemployed: 1%

Positions Held

1 Full-Time: 60%
2 or More Positions: 17%

Weekly Hours

40 to 49: 41%
60 or More: 2%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	2	< 1%
Employed in a SLP-Related Capacity	3,281	93%
Employed, NOT in a SLP-Related Capacity	61	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	18	1%
Voluntarily Unemployed	124	4%
Retired	49	1%
Total	3,535	100%

Source: Va. Healthcare Workforce Data Center

More than 90% of licensed SLPs are currently employed in the profession, 60% have one full-time job, and 41% work between 40 and 49 hours per week.

Current Positions		
Positions	#	%
No Positions	191	5%
One Part-Time Position	614	18%
Two Part-Time Positions	155	4%
One Full-Time Position	2,080	60%
One Full-Time Position & One Part-Time Position	378	11%
Two Full-Time Positions	3	0%
More than Two Positions	70	2%
Total	3,491	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	191	6%
1 to 9 Hours	141	4%
10 to 19 Hours	222	6%
20 to 29 Hours	304	9%
30 to 39 Hours	866	25%
40 to 49 Hours	1,422	41%
50 to 59 Hours	224	7%
60 to 69 Hours	47	1%
70 to 79 Hours	15	0%
80 or More Hours	7	0%
Total	3,439	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	23	1%
Less than \$20,000	155	5%
\$20,000-\$29,999	109	4%
\$30,000-\$39,999	155	5%
\$40,000-\$49,999	289	10%
\$50,000-\$59,999	527	18%
\$60,000-\$69,999	509	18%
\$70,000-\$79,999	445	16%
\$80,000-\$89,999	319	11%
\$90,000-\$99,999	190	7%
\$100,000-\$109,999	86	3%
\$110,000-\$119,999	34	1%
\$120,000 or More	35	1%
Total	2,876	100%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,910	56%
Somewhat Satisfied	1,271	37%
Somewhat Dissatisfied	175	5%
Very Dissatisfied	41	1%
Total	3,397	100%

Source: Va. Healthcare Workforce Data Center

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,997	61%	66%
Paid Sick Leave	1,938	59%	64%
Health Insurance	1,915	58%	63%
Paid Vacation	1,863	57%	62%
Dental Insurance	1,803	55%	60%
Group Life Insurance	1,131	34%	38%
Signing/Retention Bonus	174	5%	6%
At Least One Benefit	2,503	76%	81%

*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: 58%

Retirement: 61%

Satisfaction

Satisfied: 94%

Very Satisfied: 56%

Source: Va. Healthcare Workforce Data Center

The typical SLP earns between \$60,000 and \$70,000 per year. In addition, 76% of SLPs also receive at least one employer-sponsored benefit, including 58% who have access to a health insurance plan.

A Closer Look:

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	695	17%
Experienced Involuntary Unemployment?	251	6%
Switch Employers or Practices?	227	6%
Experience Voluntary Unemployment?	206	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	156	4%
Experienced at Least One	1,233	31%

Source: Va. Healthcare Workforce Data Center

Among all SLPs in Virginia, 6% were involuntarily unemployed at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 4.4%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working At This Location	96	3%	55	8%
Less than 6 Months	112	3%	75	10%
6 Months to 1 Year	329	10%	101	14%
1 to 2 Years	585	18%	170	23%
3 to 5 Years	840	25%	157	22%
6 to 10 Years	530	16%	78	11%
More than 10 Years	835	25%	94	13%
Subtotal	3,326	100%	730	100%
Did Not Have Location	133		3,231	
Item Missing	538		35	
Total	3,996		3,996	

Source: Va. Healthcare Workforce Data Center

Nearly 60% of all SLPs receive a salary or commission at their primary work location, while 32% receive an hourly wage.

At a Glance:

Unemployment Experience
 Involuntarily Unemployed: 6%
 Underemployed: 4%

Turnover & Tenure
 Switched: 6%
 New Location: 19%
 Over 2 Years: 66%
 Over 2 Yrs., 2nd Location: 45%

Employment Type
 Salary/Commission: 57%
 Hourly Wage: 32%

Source: Va. Healthcare Workforce Data Center

Approximately two-thirds of all SLPs have worked at their primary work location for more than two years.

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,465	57%
Hourly Wage	823	32%
By Contract/Per Diem	236	9%
Business/Practice Income	67	3%
Unpaid	0	0%
Subtotal	2,590	100%

Source: Va. Healthcare Workforce Data Center

² As reported by the U.S. Bureau of Labor Statistics. Over the past year, the non-seasonally adjusted monthly unemployment rate fluctuated between a low of 2.4% and a high of 10.8%. At the time of publication, the unemployment rate for June 2020 was still preliminary.

At a Glance:

Concentration

Top Region:	33%
Top 3 Regions:	75%
Lowest Region:	2%

Locations

2 or More (Past Year):	22%
2 or More (Now*):	20%

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	
	#	%	#	%
Northern	1,101	33%	244	32%
Central	718	22%	147	20%
Hampton Roads	653	20%	121	16%
West Central	300	9%	56	7%
Valley	183	6%	30	4%
Southwest	140	4%	41	5%
Southside	112	3%	38	5%
Eastern	51	2%	11	1%
Virginia Border State/D.C.	35	1%	29	4%
Other U.S. State	20	1%	32	4%
Outside of the U.S.	0	0%	2	0%
Total	3,313	100%	751	100%
Item Missing	550		14	

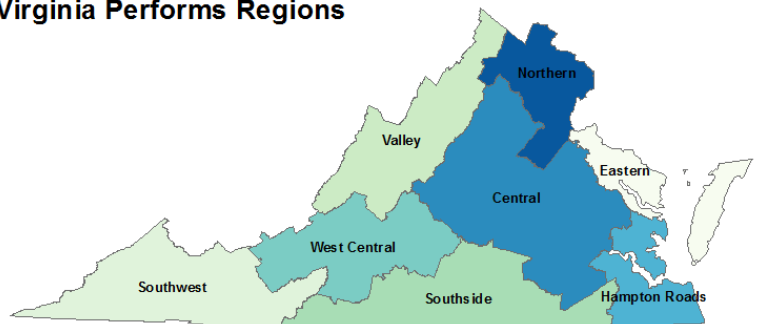
Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	113	3%	190	6%
1	2,559	75%	2,569	75%
2	452	13%	419	12%
3	220	6%	213	6%
4	28	1%	13	0%
5	15	0%	7	0%
6 or More	45	1%	21	1%
Total	3,432	100%	3,432	100%

*At the time of survey completion, June 2020.

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions



One out of every five SLPs currently have multiple work locations, while 22% of SLPs have had multiple work locations over the past year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,227	39%	519	73%
Non-Profit	652	21%	106	15%
State/Local Government	1,223	39%	80	11%
Veterans Administration	10	0%	0	0%
U.S. Military	11	0%	1	0%
Other Federal Gov't	12	0%	5	1%
Total	3,135	100%	711	100%
Did Not Have Location	133		3,231	
Item Missing	728		52	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

For-Profit:	39%
Federal:	1%

Top Establishments

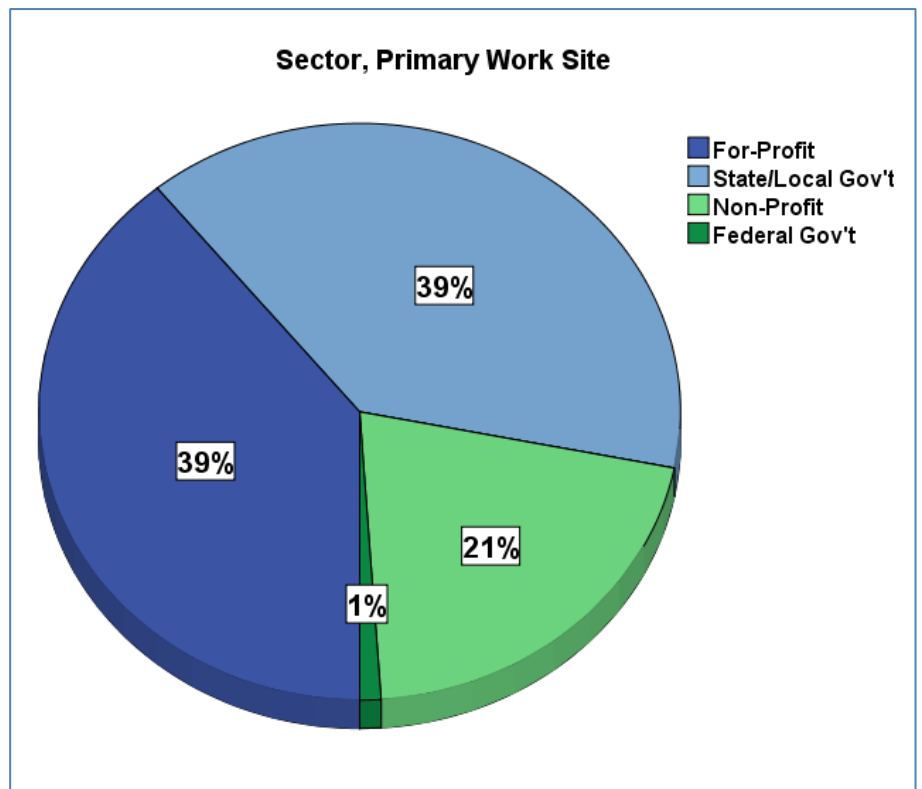
School (Providing Care To Clients):	40%
Private Practice (Group):	10%
Skilled Nursing Facility:	9%

Payment Method

Cash/Self-Pay:	28%
Medicaid:	27%

Source: Va. Healthcare Workforce Data Center

Three out of every five SLPs work in the private sector, including 39% who work in the for-profit sector.



Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
School (Providing Care to Clients)	1,222	40%	54	8%
Private Practice, Group	296	10%	100	14%
Skilled Nursing Facility	264	9%	106	15%
Hospital, Inpatient Department	256	8%	89	13%
Hospital, Outpatient Department	206	7%	20	3%
Home Health Care	202	7%	92	13%
Private Practice, Solo	119	4%	84	12%
Rehabilitation Facility	118	4%	51	7%
Academic Institution (Teaching Health Professions Students or Research)	99	3%	17	2%
Community-Based Clinic or Health Center	54	2%	11	2%
Residential Facility/Group Home	27	1%	13	2%
Administrative/Business Organization	10	0%	3	0%
Child Day Care	6	0%	3	0%
Outpatient Surgical Center	6	0%	1	0%
Physician Office	3	0%	2	0%
Other	153	5%	49	7%
Total	3,041	100%	695	100%
Did Not Have a Location	133		3,231	

Source: Va. Healthcare Workforce Data Center

Schools that provide care to clients employ 40% of all SLPs in Virginia. Another 10% of SLPs work at group private practices.

More than one-quarter of SLPs work at an establishment that accepts cash/self-pay as a form of payment for services rendered. This makes cash/self-pay the most commonly accepted form of payment among Virginia's SLP workforce.

Accepted Forms of Payment		
Payment	#	% of Workforce
Cash/Self-Pay	1,110	28%
Medicaid	1,071	27%
Private Insurance	1,039	26%
Medicare	757	19%

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

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

Roles

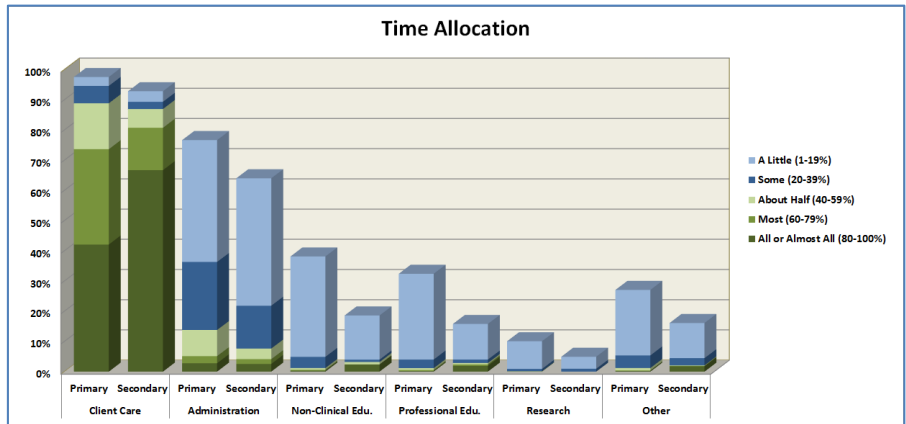
Client Care: 74%
Administration: 5%
Non-Clinical Edu.: 1%
Professional Edu.: 1%

Patient Care SLPs

Median Admin. Time: 1%-9%
Avg. Admin. Time: 10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:



Source: Va. Healthcare Workforce Data Center

In general, SLPs spend approximately three-quarters of their time treating patients. In fact, nearly three-quarters 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%)	42%	67%	3%	3%	0%	2%	0%	2%	0%	0%	0%	2%
Most (60-79%)	32%	14%	2%	2%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	15%	6%	9%	4%	1%	1%	1%	0%	0%	0%	1%	0%
Some (20-39%)	6%	2%	23%	14%	4%	1%	3%	1%	1%	1%	4%	2%
A Little (1-19%)	3%	4%	40%	42%	33%	15%	28%	12%	9%	4%	22%	12%
None (0%)	2%	7%	23%	36%	62%	82%	68%	84%	90%	95%	73%	84%

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: 50%

Secondary Location: 16%

Source: Va. Healthcare Workforce Data Center

Weekly Client Totals						
Number of Clients	Primary Work Location		Secondary Work Location		Total ³	
	#	%	#	%	#	%
None	135	4%	53	7%	120	4%
1-9	424	13%	417	58%	325	10%
10-19	403	13%	99	14%	408	13%
20-29	415	13%	66	9%	419	13%
30-39	344	11%	29	4%	344	11%
40-49	185	6%	14	2%	210	7%
50-59	274	9%	20	3%	276	9%
60-69	143	5%	5	1%	167	5%
70-79	64	2%	4	1%	83	3%
80 or More	781	25%	10	1%	818	26%
Total	3,168	100%	717	100%	3,170	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	153	5%	1,553	50%	61	9%	602	84%
1-9	1,184	38%	525	17%	475	66%	87	12%
10-19	753	24%	385	12%	115	16%	17	2%
20-29	462	15%	363	12%	36	5%	9	1%
30-39	291	9%	176	6%	21	3%	0	0%
40-49	160	5%	74	2%	1	0%	0	0%
50-59	78	2%	43	1%	3	0%	0	0%
60-69	37	1%	7	0%	1	0%	0	0%
70-79	9	0%	0	0%	0	0%	0	0%
80 or More	20	1%	10	0%	2	0%	0	0%
Total	3,148	100%	3,136	100%	715	100%	715	100%

Source: Va. Healthcare Workforce Data Center

³ 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	46	2%	-	-
50 to 54	116	4%	9	1%
55 to 59	355	12%	58	7%
60 to 64	906	30%	201	24%
65 to 69	1,125	38%	375	45%
70 to 74	276	9%	108	13%
75 to 79	60	2%	34	4%
80 or Over	15	1%	8	1%
I Do Not Intend to Retire	97	3%	43	5%
Total	2,996	100%	836	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All SLPs

Under 65: 47%

Under 60: 17%

SLPs 50 and Over

Under 65: 32%

Under 60: 8%

Time Until Retirement

Within 2 Years: 5%

Within 10 Years: 16%

Half the Workforce: By 2045

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, nearly one-third expect to retire by the age of 65.

Within the next two years, 10% of SLPs expect to pursue additional educational opportunities, and 10% also expect to increase their client care hours.

Future Plans

Two-Year Plans:	#	%
Decrease Participation		
Decrease Client Care Hours	222	6%
Leave Virginia	152	4%
Leave Profession	78	2%
Decrease Teaching Hours	26	1%
Increase Participation		
Pursue Additional Education	415	10%
Increase Client Care Hours	380	10%
Increase Teaching Hours	159	4%
Return to Virginia's Workforce	47	1%

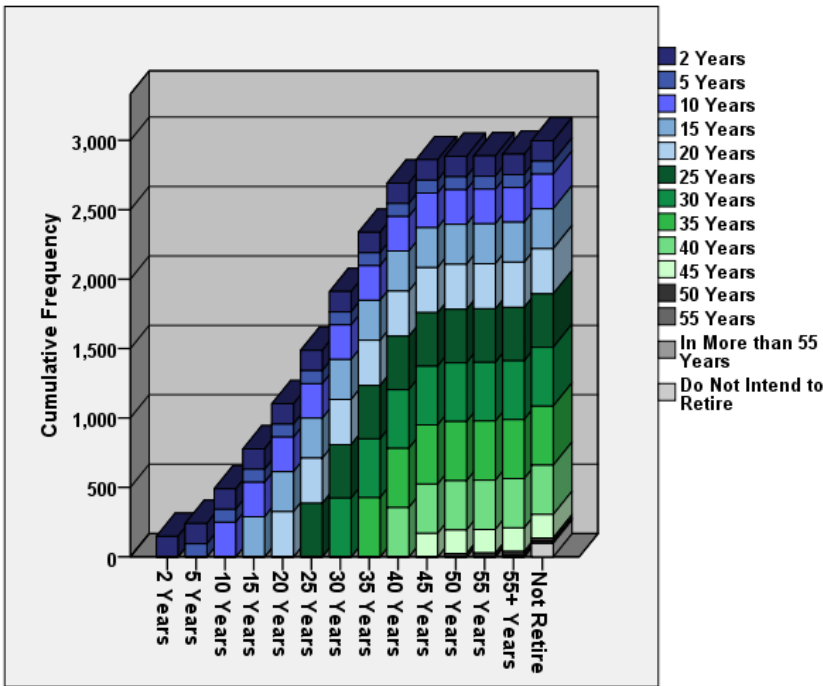
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for SLPs. Only 5% of SLPs expect to retire in the next two years, while 16% expect to retire in the next ten years. Half of the current workforce expect to retire by 2045.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	147	5%	5%
5 Years	93	3%	8%
10 Years	249	8%	16%
15 Years	288	10%	26%
20 Years	325	11%	37%
25 Years	385	13%	50%
30 Years	423	14%	64%
35 Years	426	14%	78%
40 Years	355	12%	90%
45 Years	169	6%	95%
50 Years	24	1%	96%
55 Years	4	0%	96%
In More than 55 Years	11	0%	97%
Do Not Intend to Retire	97	3%	100%
Total	2,996	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2035. Retirement will peak at 14% of the current workforce around 2055 before declining to under 10% of the current workforce again around 2065.

At a Glance:

FTEs

Total: 3,106
 FTEs/1,000 Residents⁴: 0.364
 Average: 0.80

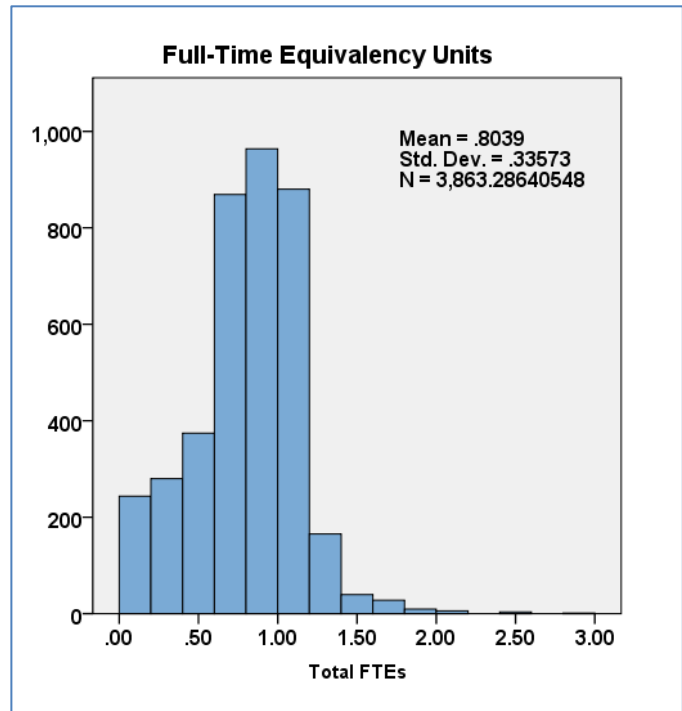
Age & Gender Effect

Age, Partial Eta²: Negligible
 Gender, Partial Eta²: Small

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:



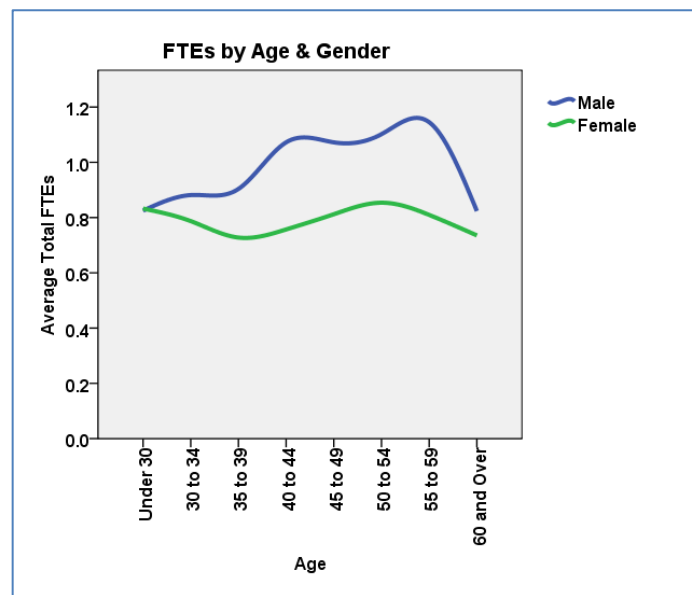
Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.83 FTEs in 2020, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.⁵

Full-Time Equivalency Units

	Average	Median
Age		
Under 30	0.83	0.87
30 to 34	0.80	0.84
35 to 39	0.74	0.78
40 to 44	0.75	0.74
45 to 49	0.87	0.93
50 to 54	0.89	0.94
55 to 59	0.82	0.78
60 and Over	0.78	0.90
Gender		
Male	0.94	0.94
Female	0.79	0.83

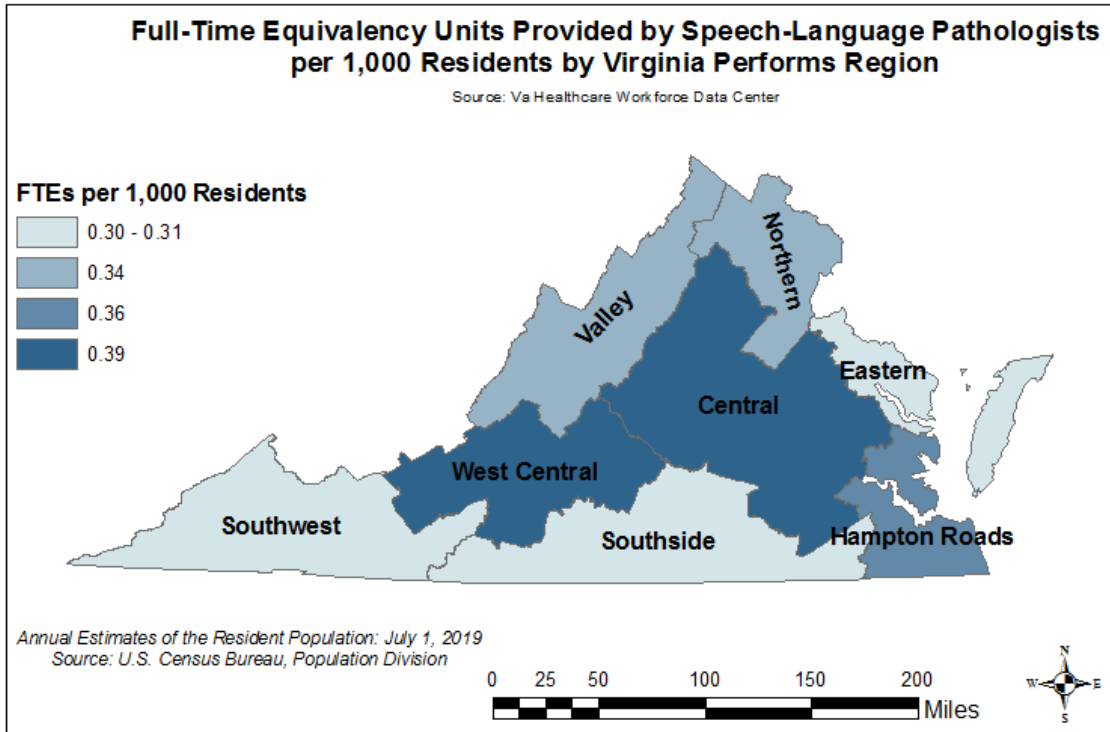
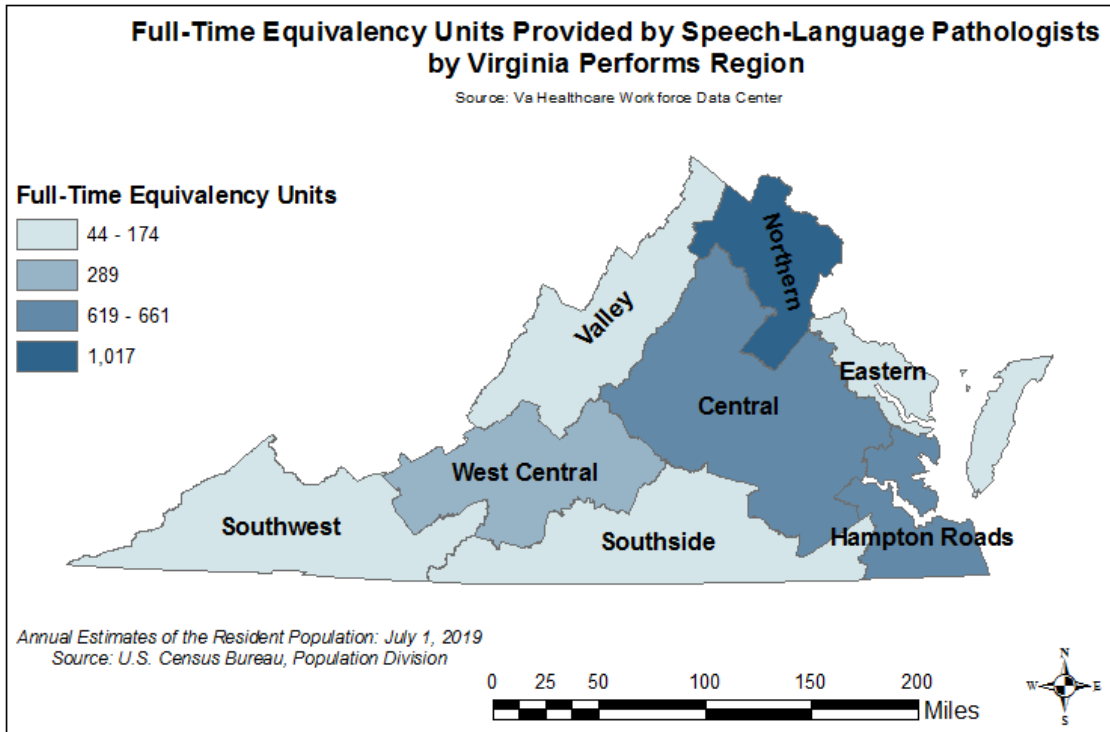
Source: Va. Healthcare Workforce Data Center

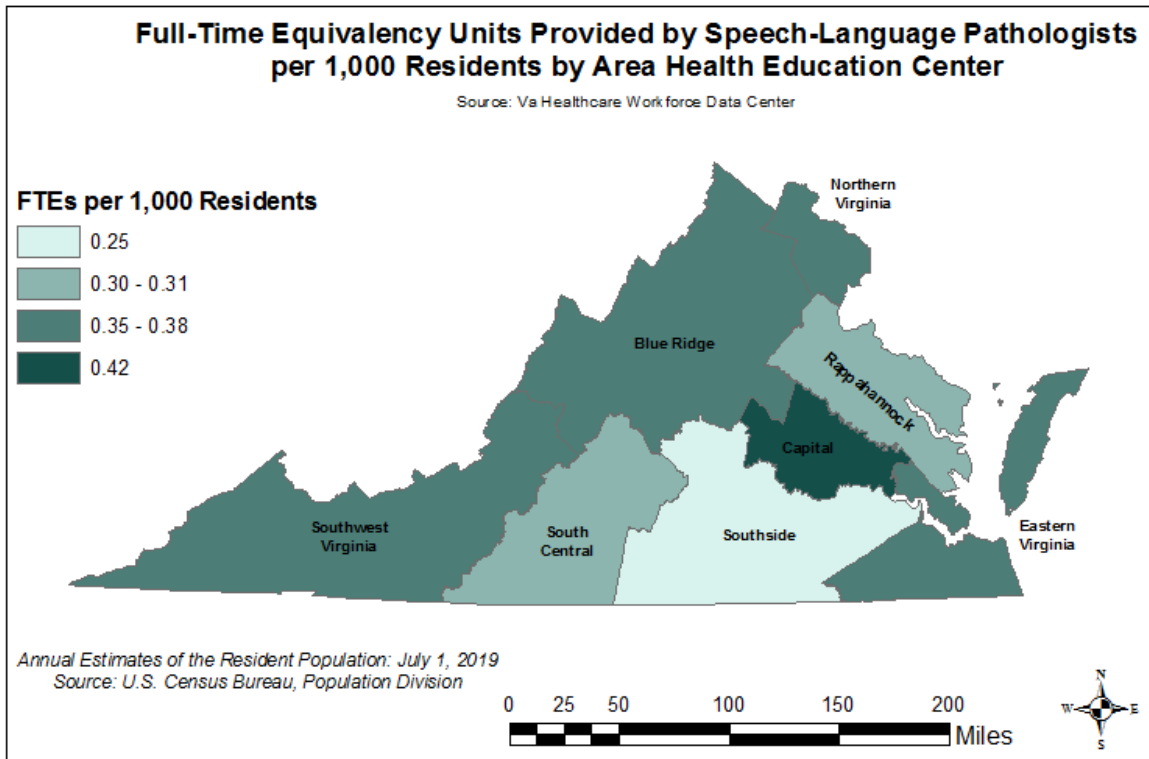
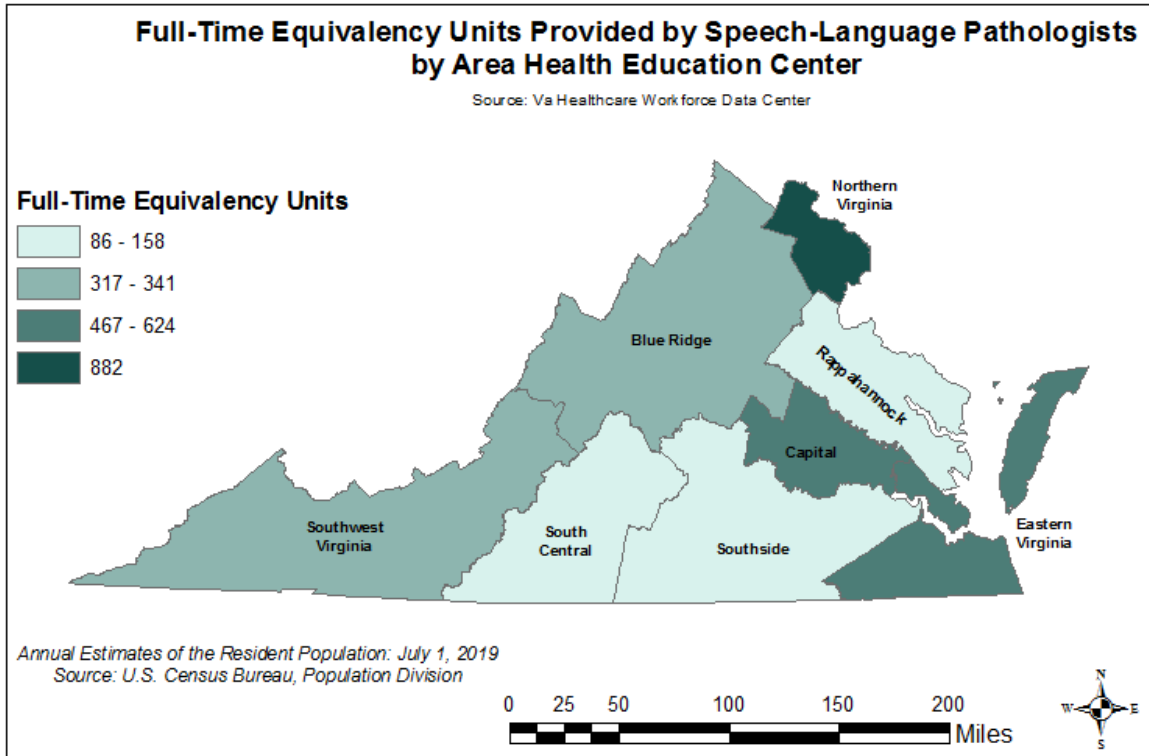


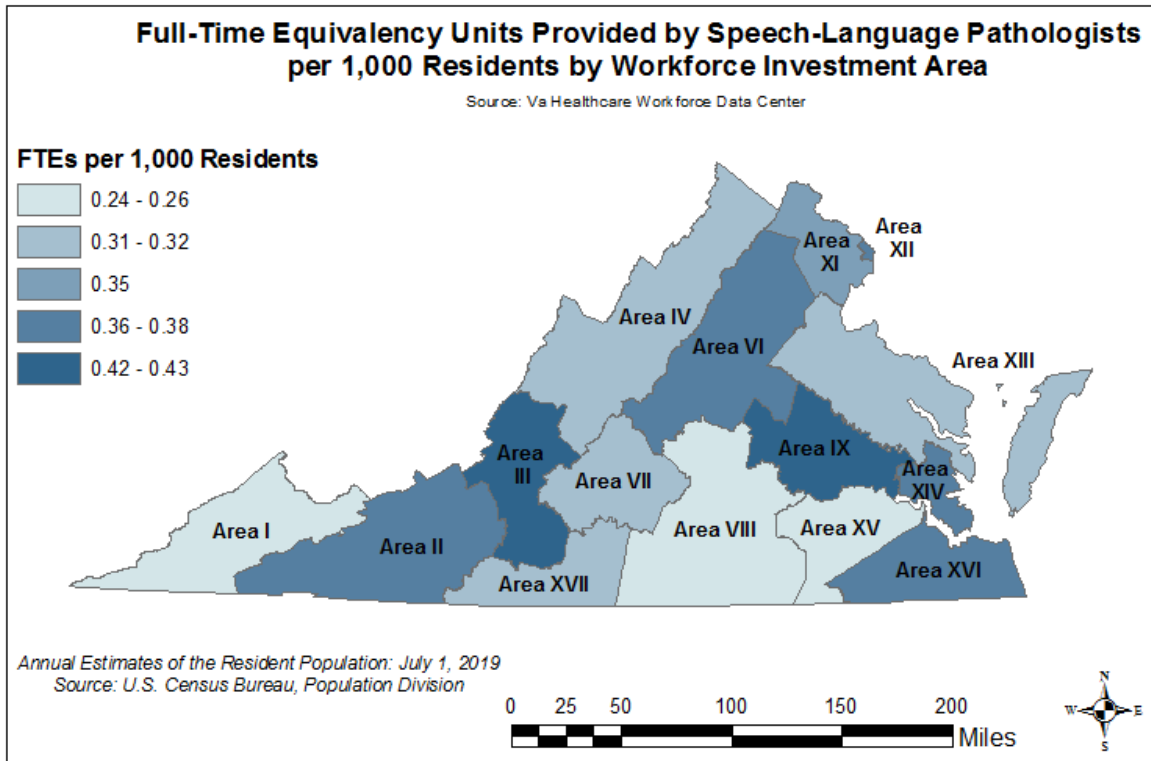
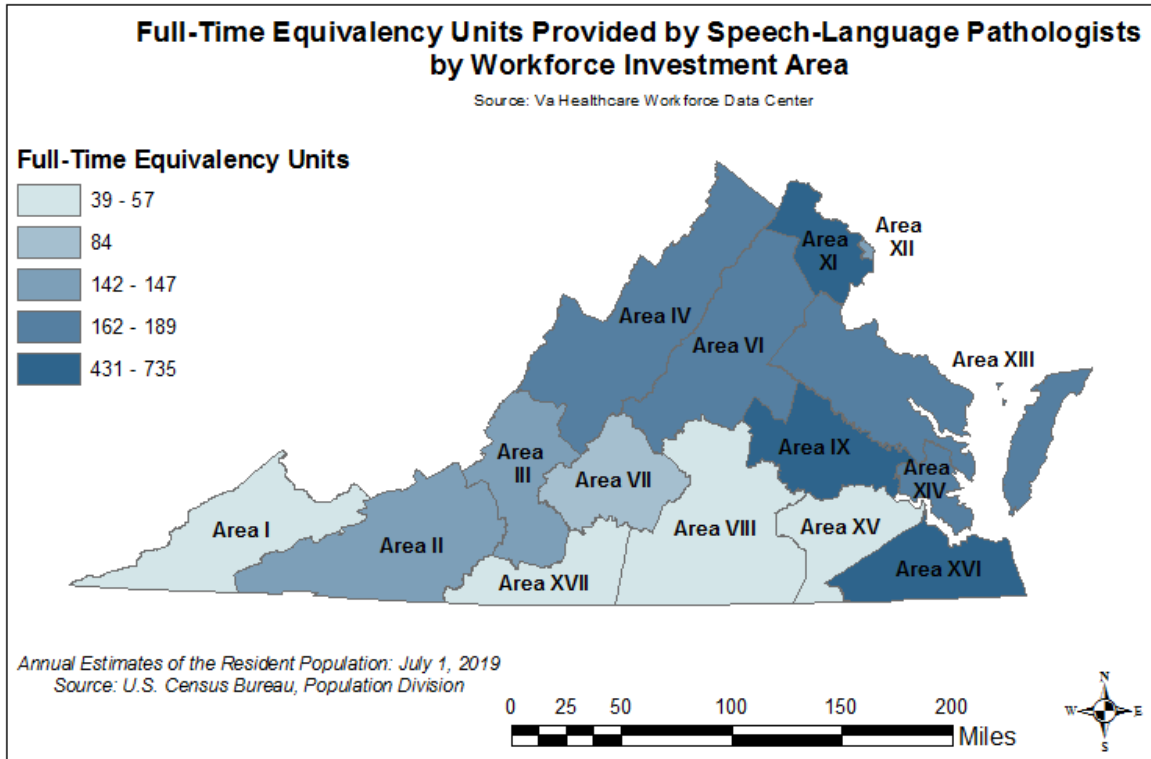
Source: Va. Healthcare Workforce Data Center

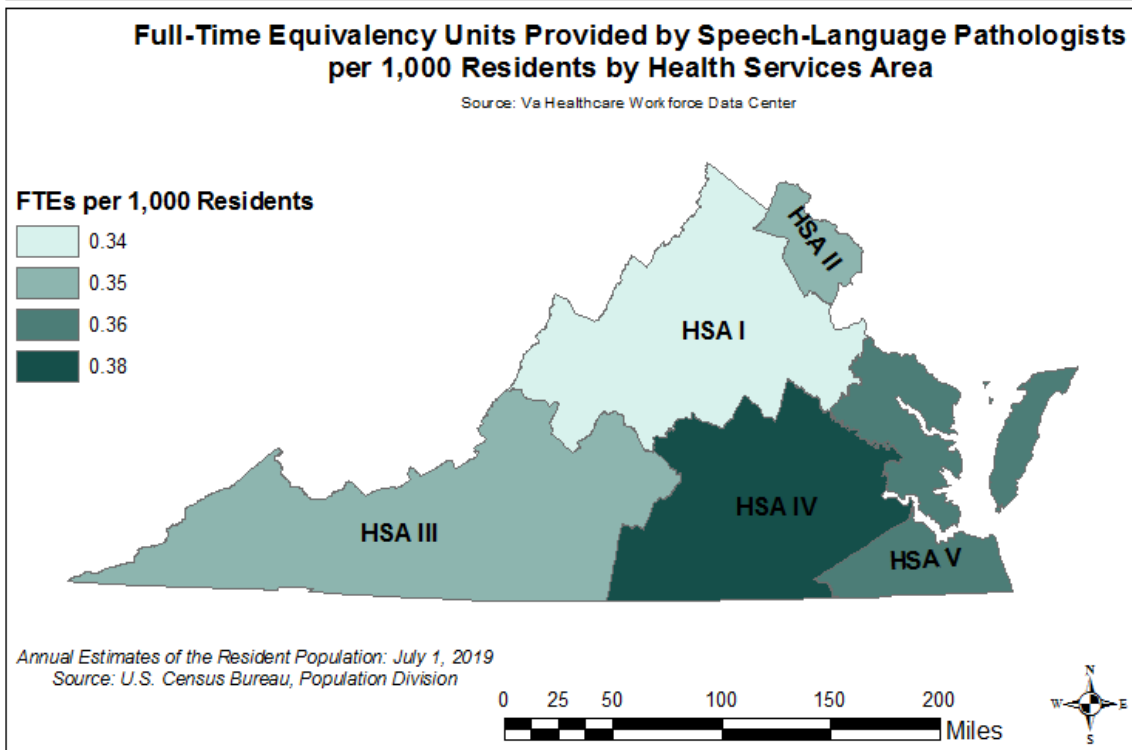
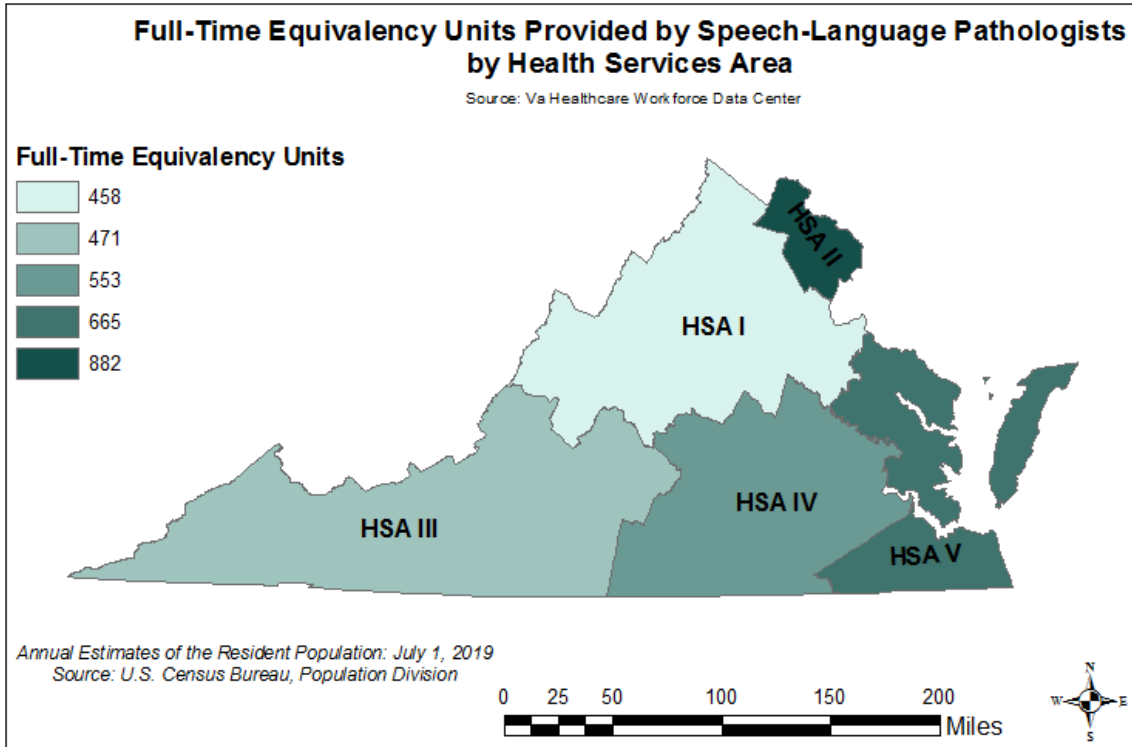
⁴ Number of residents in 2019 was used as the denominator.

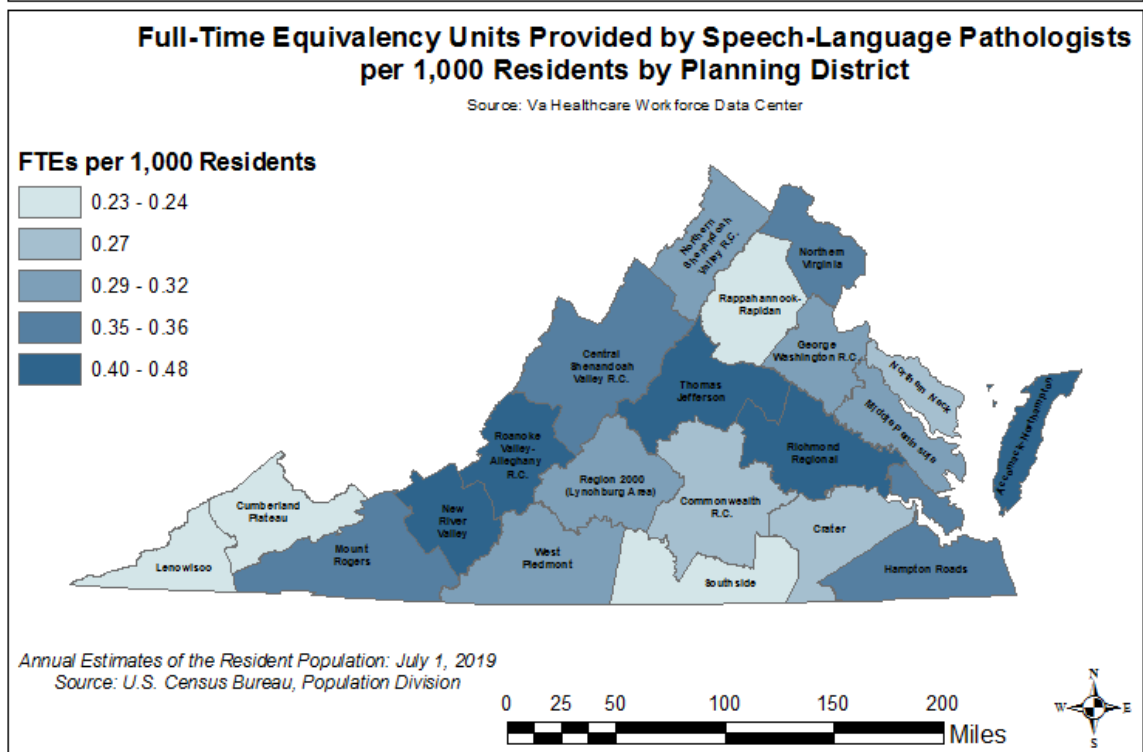
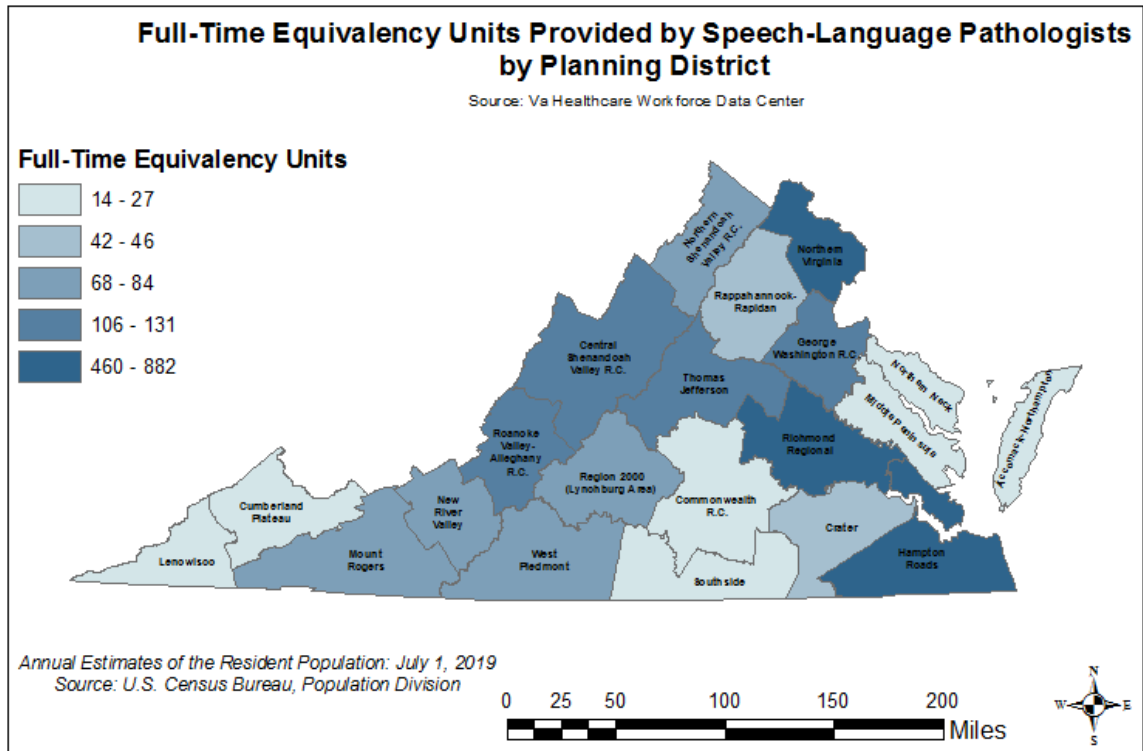
⁵ Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,696	86.57%	1.155	1.072	1.335
Metro, 250,000 to 1 Million	287	92.33%	1.083	1.005	1.252
Metro, 250,000 or Less	420	84.29%	1.186	1.102	1.372
Urban Pop., 20,000+, Metro Adj.	50	88.00%	1.136	1.055	1.314
Urban Pop., 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban Pop., 2,500-19,999, Metro Adj.	138	85.51%	1.169	1.086	1.352
Urban Pop., 2,500-19,999, Non-Adj.	70	87.14%	1.148	1.065	1.327
Rural, Metro Adj.	55	87.27%	1.146	1.064	1.325
Rural, Non-Adj.	21	95.24%	1.050	0.975	1.214
Virginia Border State/D.C.	472	73.52%	1.360	1.263	1.573
Other U.S. State	509	75.05%	1.332	1.237	1.541

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	589	72.84%	1.373	1.214	1.573
30 to 34	830	83.73%	1.194	1.056	1.368
35 to 39	692	85.40%	1.171	1.035	1.341
40 to 44	603	87.23%	1.146	1.014	1.313
45 to 49	579	90.50%	1.105	0.977	1.266
50 to 54	441	90.70%	1.103	0.975	1.263
55 to 59	321	87.54%	1.142	1.010	1.308
60 and Over	663	79.49%	1.258	1.112	1.441

Source: Va. Healthcare Workforce Data Center

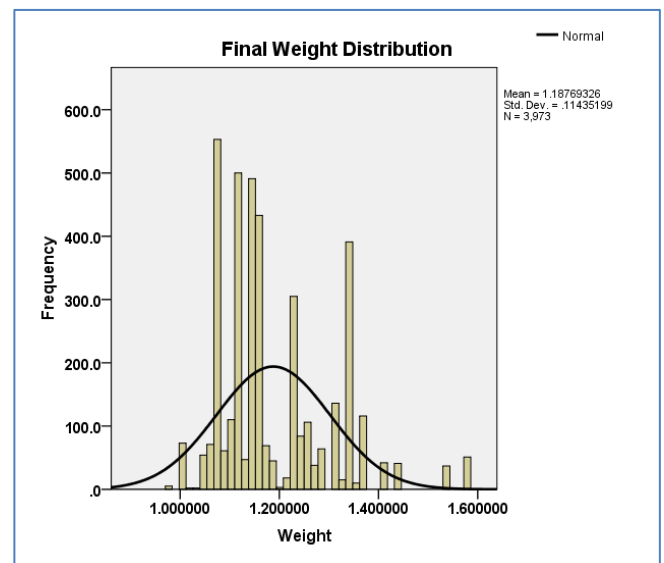
See the Methods section on the HWDC website for details on HWDC methods:

<https://www.dhp.virginia.gov/PublicResources/HealthcareWorkforceDataCenter/>

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: 0.842094



Source: Va. Healthcare Workforce Data Center