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# *Virginia's Speech-Language Pathology Workforce: 2021*

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Healthcare Workforce Data Center

August 2021

Virginia Department of Health Professions  
Healthcare Workforce Data Center  
Perimeter Center  
9960 Mayland Drive, Suite 300  
Henrico, VA 23233  
804-597-4213, 804-527-4434 (fax)  
E-mail: [HWDC@dhp.virginia.gov](mailto:HWDC@dhp.virginia.gov)

Follow us on Tumblr: [www.vahwdc.tumblr.com](http://www.vahwdc.tumblr.com)

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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!***

***Virginia Department of Health Professions***

**David E. Brown, DC**  
*Director*

**Barbara Allison-Bryan, MD**  
*Chief Deputy Director*

*Healthcare Workforce Data Center Staff:*

Elizabeth Carter, PhD  
*Director*

Yetty Shobo, PhD  
*Deputy Director*

Rajana Siva, MBA  
*Data Analyst*

Christopher Coyle  
*Research Assistant*

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# The Speech-Language Pathology Workforce At a Glance:

## The Workforce

Licensees:	4,820
Virginia's Workforce:	4,054
FTEs:	2,967

## Background

Rural Childhood:	28%
HS Degree in VA:	44%
Prof. Degree in VA:	47%

## Current Employment

Employed in Prof.:	93%
Hold 1 Full-Time Job:	59%
Satisfied?:	93%

## Survey Response Rate

All Licensees:	82%
Renewing Practitioners:	99%

## Education

Masters:	98%
Doctorate:	2%

## Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	66%

## Demographics

Female:	97%
Diversity Index:	28%
Median Age:	41

## Finances

Median Income:	\$60k-\$70k
Health Insurance:	57%
Under 40 w/ Ed. Debt:	52%

## Time Allocation

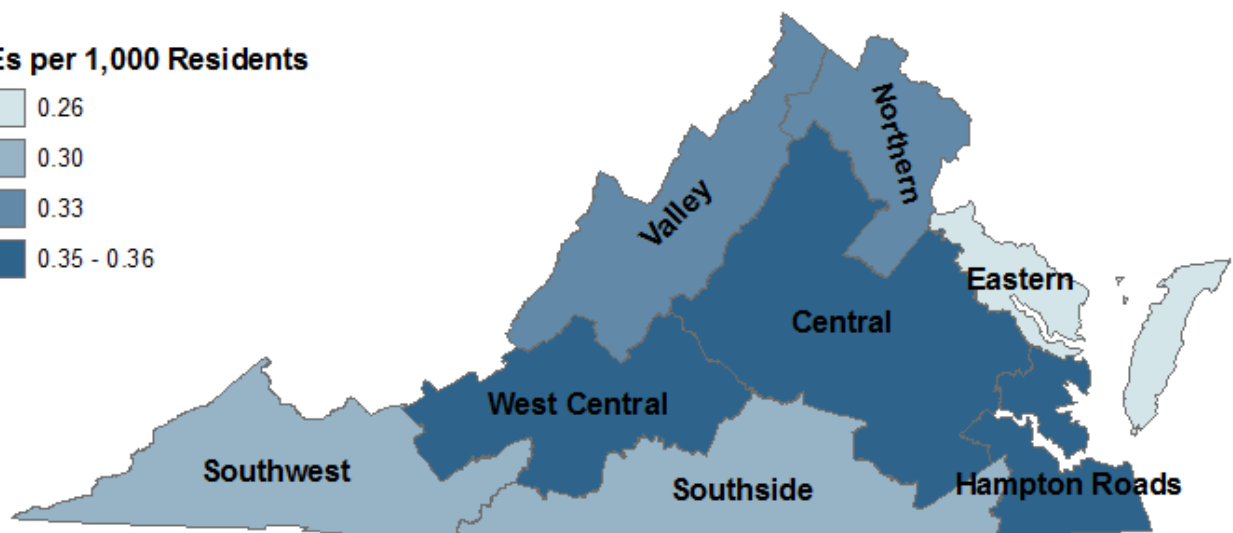
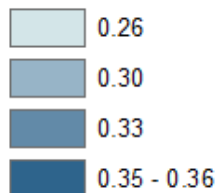
Client Care:	70%-79%
Administration:	10%-19%
Client Care Role:	74%

Source: Va. Healthcare Workforce Data Center

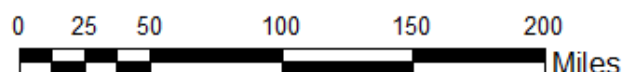
## Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Virginia Performs Region

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 2021 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 takes place every June for SLPs. These survey respondents represent 82% of the 4,820 SLPs who are licensed in the state and 99% of renewing practitioners.

The HWDC estimates that 4,054 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 2,967 "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 28% chance that they would be of different races or ethnicities, a measure known as the diversity index. For SLPs who are under the age of 40, the diversity index increases slightly to 29%. Both of these values are below the comparable diversity index of 57% for Virginia's population as a whole. More than one-quarter of all SLPs grew up in rural areas, and 22% of SLP who grew up in rural areas currently work in non-metro areas of Virginia. In total, 9% of all SLPs work in non-metro areas of the state.

Among all SLPs, 93% are currently employed in the profession, 59% hold one full-time job, and 44% work between 40 and 49 hours per week. Meanwhile, 5% of SLPs have experienced involuntary unemployment at some point in the past year, and 3% of SLPs have experienced underemployment during the same time period. More than 40% of all SLPs work at schools that provide care to clients, while another 10% work at group private practices. The median annual income of Virginia's SLP workforce is between \$60,000 and \$70,000. In addition, 75% of SLPs receive at least one employer-sponsored benefit, including 57% who have access to health insurance. More than 90% of all SLPs are satisfied with their current work situation, including 54% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics are compared to the 2016 SLP workforce. The coronavirus pandemic probably drove some of the most noteworthy trends observed. Notably, the percentage of SLPs who experienced involuntary unemployment at some point in the past year has increased (5% vs. 1%), and the rate of underemployment has also increased (3% vs. 2%). In addition, Virginia's SLPs are slightly less likely to be employed in the profession (93% vs. 94%).

There are other changes that are unconnected to the pandemic. The number of licensed SLPs in Virginia has increased by 21% (4,820 vs. 3,997). The size of Virginia's SLP workforce also has increased by 18% (4,054 vs. 3,449), and the number of FTEs provided by this workforce has increased by 13% (2,967 vs. 2,634). Virginia's renewing SLPs are more likely to respond to this survey (99% vs. 87%). The SLP workforce has become more diverse (28% vs. 25%), and this is also the case among those SLPs who are under the age of 40 (29% vs. 24%). Virginia's SLPs are less likely to have grown up in rural areas (28% vs. 30%). However, SLPs who grew up in rural areas are more likely to work in non-metro areas of the state (22% vs. 20%).

There has been no change in the percentage of SLPs who are female (97%), and in the median age (41). There has also been no change in the median debt amount among those SLPs with education debt (\$40k-\$50k) and there has been no change in the median annual income of Virginia's SLP workforce (\$60k-\$70k). However, SLPs are less likely to carry education debt (37% vs. 43%), and this is also true among those SLPs who are under the age of 40 (52% vs. 64%). They are also slightly less likely to receive at least one employer-sponsored benefit (75% vs. 76%), including those SLPs who have access to health insurance (57% vs. 58%).

Meanwhile, SLPs are more likely to have been employed at their primary work location for more than two years (66% vs. 64%). SLPs are more likely to work in the private sector (60% vs. 59%) rather than in state or local governments (38% vs. 40%). SLPs are less likely to indicate that they are satisfied with their current work situation (93% vs. 95%).

**A Closer Look:**

Licensee Counts		
License Status	#	%
Renewing Practitioners	3,853	80%
New Licensees	422	9%
Non-Renewals	545	11%
<b>All Licensees</b>	<b>4,820</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Nearly all renewing SLPs submitted a survey. These represent 82% 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 2021.
- 2. Target Population:** All SLPs who held a Virginia license at some point between July 2020 and June 2021.
- 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
<b>By Age</b>			
Under 30	167	438	72%
30 to 34	143	697	83%
35 to 39	118	594	83%
40 to 44	84	542	87%
45 to 49	78	489	86%
50 to 54	69	428	86%
55 to 59	39	282	88%
60 and Over	151	501	77%
<b>Total</b>	<b>849</b>	<b>3,971</b>	<b>82%</b>
<b>New Licenses</b>			
Issued in Past Year	257	165	39%
<b>Metro Status</b>			
Non-Metro	42	290	87%
Metro	456	2,959	87%
Not in Virginia	351	722	67%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	<b>3,971</b>
Response Rate, All Licensees	<b>82%</b>
Response Rate, Renewals	<b>99%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed SLPs**

Number: 4,820  
 New: 9%  
 Not Renewed: 11%

**Survey Response Rates**

All Licensees: 82%  
 Renewing Practitioners: 99%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

SLP Workforce: 4,054  
 FTEs: 2,967

### Utilization Ratios

Licensees in VA Workforce: 84%  
 Licensees per FTE: 1.62  
 Workers per FTE: 1.37

Source: Va. Healthcare Workforce Data Center

## Definitions

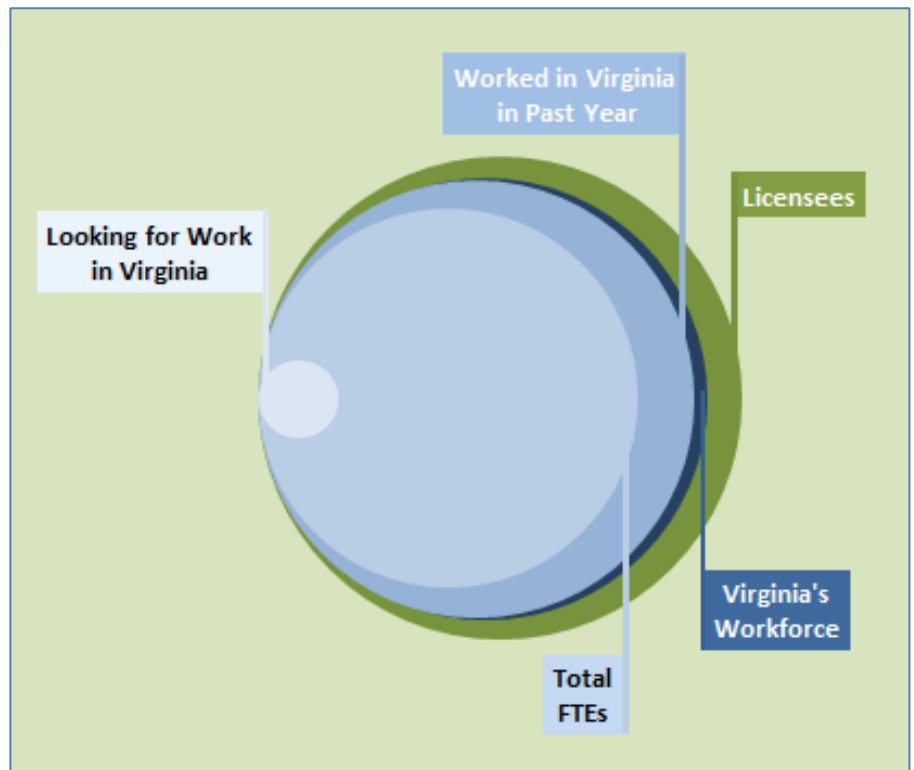
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	3,928	97%
Looking for Work in Virginia	127	3%
Virginia's Workforce	4,054	100%
Total FTEs	2,967	
Licensees	4,820	

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	7	1%	519	99%	526	15%
30 to 34	24	4%	625	96%	649	19%
35 to 39	15	3%	497	97%	512	15%
40 to 44	9	2%	421	98%	431	12%
45 to 49	13	3%	378	97%	392	11%
50 to 54	6	2%	346	98%	352	10%
55 to 59	6	3%	214	97%	220	6%
60 and Over	22	5%	390	95%	412	12%
<b>Total</b>	<b>103</b>	<b>3%</b>	<b>3,390</b>	<b>97%</b>	<b>3,493</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	61%	2,971	85%	1,423	84%
Black	19%	236	7%	105	6%
Hispanic	10%	138	4%	82	5%
Asian	7%	85	2%	41	2%
Two or More Races	3%	59	2%	33	2%
Other Race	0%	25	1%	8	0%
<b>Total</b>	<b>100%</b>	<b>3,514</b>	<b>100%</b>	<b>1,692</b>	<b>100%</b>

\*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: 97%

**Age**

Median Age: 41  
% Under 40: 48%  
% 55 and Over: 18%

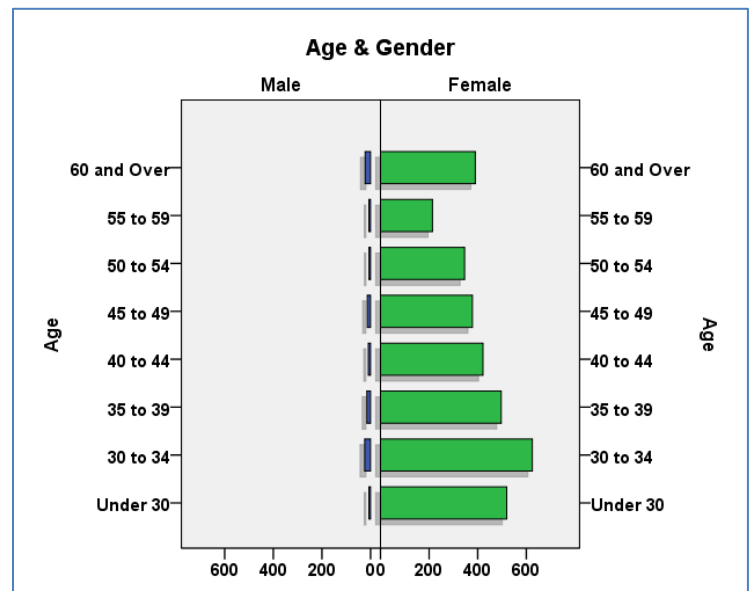
**Diversity**

Diversity Index: 28%  
Under 40 Div. Index: 29%

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two SLPs, there is a 28% 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 diversity index is 57%.*

*Nearly one-half of SLPs are under the age of 40, and 97% of SLPs who are under the age of 40 are female. In addition, the diversity index among SLPs who are under the age of 40 is 29%.*



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 8%  
 Rural Childhood: 28%

### Virginia Background

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

### Location Choice

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

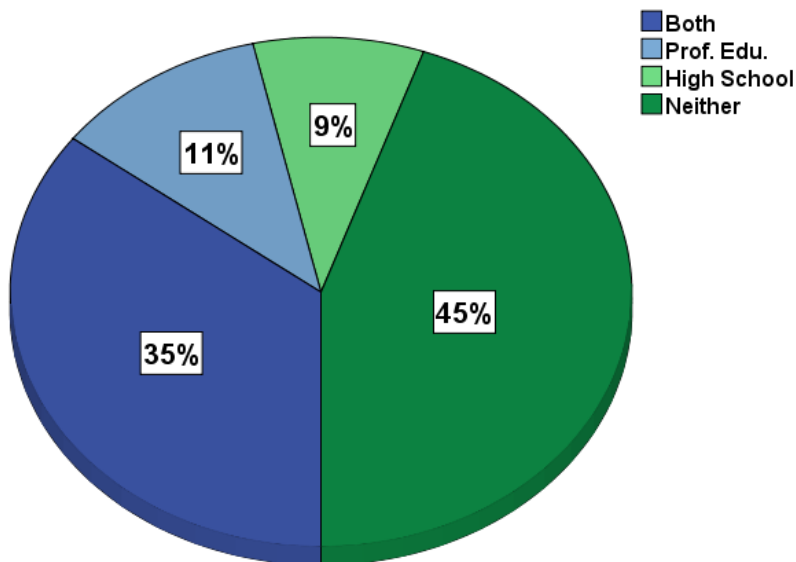
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 Million+	20%	71%	9%
2	Metro, 250,000 to 1 Million	46%	48%	6%
3	Metro, 250,000 or Less	36%	57%	8%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	62%	35%	4%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	61%	35%	4%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	93%	5%	3%
8	Rural, Metro Adjacent	63%	37%	0%
9	Rural, Non-Adjacent	47%	53%	0%
<b>Overall</b>		<b>28%</b>	<b>64%</b>	<b>8%</b>

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 SLP who grew up in rural areas currently work in non-metro counties. Overall, 9% of Virginia's SLP workforce currently work in non-metro counties.

## Top Ten States for Speech-Language Pathologist Recruitment

Rank	All Speech-Language Pathologists			
	High School	#	Professional School	#
1	Virginia	1,547	Virginia	1,613
2	Pennsylvania	254	Washington, D.C.	202
3	New York	246	New York	193
4	Maryland	156	Pennsylvania	164
5	New Jersey	136	North Carolina	152
6	North Carolina	119	Tennessee	127
7	Florida	96	Maryland	117
8	West Virginia	82	Florida	106
9	Ohio	69	Ohio	72
10	California	66	West Virginia	61

Source: Va. Healthcare Workforce Data Center

*More than 40% of Virginia's SLPs received their high school degree in Virginia, and 47% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	345	Virginia	363
2	Pennsylvania	104	Pennsylvania	65
3	New York	71	New York	62
4	New Jersey	52	Washington, D.C.	57
5	Maryland	52	North Carolina	51
6	North Carolina	42	Florida	43
7	Florida	38	Maryland	43
8	Tennessee	25	Tennessee	35
9	Illinois	22	Massachusetts	21
10	California	21	Ohio	20

Source: Va. Healthcare Workforce Data Center

*Among SLPs licensed in the past five years, 35% received their high school degree in Virginia, and 37% received their initial professional degree in the state.*

*Among all licensed SLPs, 16% 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 79% who currently work as SLPs.*

### At a Glance:

#### Not in VA Workforce

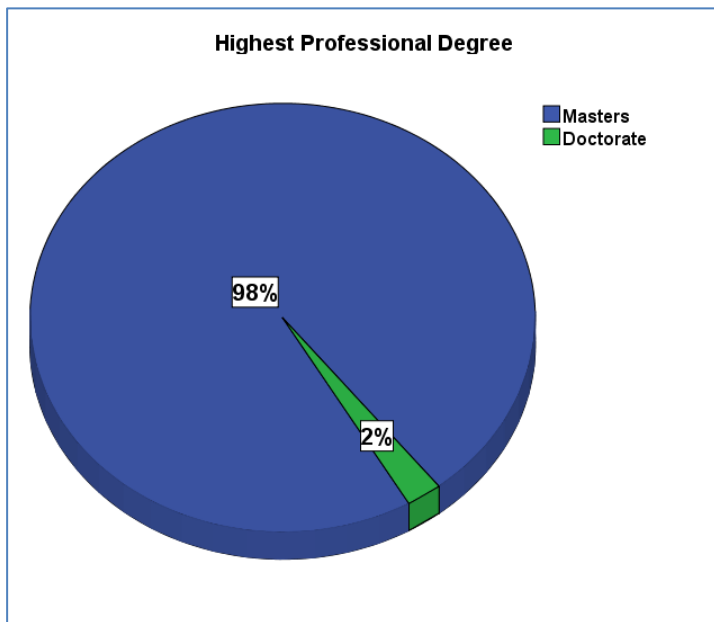
Total:	766
% of Licensees:	16%
Federal/Military:	5%
VA Border State/D.C.:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	3,367	98%
Doctorate - SLP	54	2%
Other Doctorate	25	1%
<b>Total</b>	<b>3,446</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than one-third of all SLPs carry education debt, including 52% 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:

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

**Education Debt**  
Carry Debt: 37%  
Under Age 40 w/ Debt: 52%  
Median Debt: \$40k-\$50k

Source: Va. Healthcare Workforce Data Center

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

Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
None	1,918	63%	713	48%
Less than \$10,000	148	5%	80	5%
\$10,000-\$19,999	123	4%	68	5%
\$20,000-\$29,999	134	4%	81	5%
\$30,000-\$39,999	98	3%	68	5%
\$40,000-\$49,999	77	3%	51	3%
\$50,000-\$59,999	74	2%	50	3%
\$60,000-\$69,999	71	2%	63	4%
\$70,000-\$79,999	74	2%	59	4%
\$80,000-\$89,999	67	2%	51	3%
\$90,000-\$99,999	53	2%	34	2%
\$100,000 or More	215	7%	158	11%
<b>Total</b>	<b>3,051</b>	<b>100%</b>	<b>1,475</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

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

### Top Credentials

CCC-SLP:	78%
VitalStim Certified:	10%
CBIS:	1%

Source: Va. Healthcare Workforce Data Center

*More than three out of every five SLPs hold at least one self-designated specialty, including 26% who have a specialization in child language.*

## A Closer Look:

### Self-Designated Specialties

Specialty	#	% of Workforce
Child Language	1,058	26%
School/Pediatrics	1,053	26%
Swallowing & Swallowing Disorders	965	24%
Autism	863	21%
Child/Infant	616	15%
Geriatrics	531	13%
Medical	513	13%
Brain Injury	379	9%
Fluency Disorders	290	7%
Voice	258	6%
Deaf and Hard of Hearing	149	4%
Other	334	8%
<b>Total</b>	<b>2,460</b>	<b>61%</b>

Source: Va. Healthcare Workforce Data Center

### Credentials

Credential	#	% of Workforce
CCC-SLP: Speech-Language Pathology	3,145	78%
VitalStim Certified	391	10%
CBIS: Certified Brain Injury Specialist	42	1%
DOE Endorsement	39	1%
CCC-A: Audiology	9	0%
CF-SLP: Fellowship	7	0%
BRS-S: Swallowing	7	0%
BRS-CL: Child Language	3	0%
BRS-FD: Fluency Disorders	2	0%
Other	157	4%
<b>Total</b>	<b>3,189</b>	<b>79%</b>

Source: Va. Healthcare Workforce Data Center

*Nearly 80% of SLPs hold at least one credential, including 78% who hold a CCC-SLP credential.*

## At a Glance:

### Employment

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

### Positions Held

1 Full-Time: 59%  
 2 or More Positions: 18%

### Weekly Hours

40 to 49: 44%  
 60 or More: 2%  
 Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	2	< 1%
Employed in a SLP-Related Capacity	3,243	93%
Employed, NOT in a SLP-Related Capacity	58	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	9	< 1%
Voluntarily Unemployed	126	4%
Retired	42	1%
<b>Total</b>	<b>3,480</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*More than 90% of SLPs are currently employed in the profession, 59% have one full-time job, and 44% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	177	5%
One Part-Time Position	609	18%
Two Part-Time Positions	146	4%
One Full-Time Position	2,034	59%
One Full-Time Position & One Part-Time Position	396	12%
Two Full-Time Positions	6	0%
More than Two Positions	60	2%
<b>Total</b>	<b>3,428</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	177	5%
1 to 9 Hours	126	4%
10 to 19 Hours	177	5%
20 to 29 Hours	297	9%
30 to 39 Hours	798	24%
40 to 49 Hours	1,480	44%
50 to 59 Hours	242	7%
60 to 69 Hours	57	2%
70 to 79 Hours	17	1%
80 or More Hours	6	0%
<b>Total</b>	<b>3,377</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	21	1%
Less than \$20,000	154	6%
\$20,000-\$29,999	83	3%
\$30,000-\$39,999	121	4%
\$40,000-\$49,999	246	9%
\$50,000-\$59,999	509	18%
\$60,000-\$69,999	540	19%
\$70,000-\$79,999	436	16%
\$80,000-\$89,999	301	11%
\$90,000-\$99,999	183	7%
\$100,000-\$109,999	101	4%
\$110,000-\$119,999	43	2%
\$120,000 or More	40	1%
<b>Total</b>	<b>2,780</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,816	54%
Somewhat Satisfied	1,315	39%
Somewhat Dissatisfied	175	5%
Very Dissatisfied	46	1%
<b>Total</b>	<b>3,353</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Annual Earnings**

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

**Benefits**

Health Insurance: 57%

Retirement: 62%

**Satisfaction**

Satisfied: 93%

Very Satisfied: 54%

Source: Va. Healthcare Workforce Data Center

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

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	1,999	62%	66%
Paid Sick Leave	1,860	57%	63%
Health Insurance	1,859	57%	62%
Paid Vacation	1,777	55%	61%
Dental Insurance	1,776	55%	59%
Group Life Insurance	1,127	35%	38%
Signing/Retention Bonus	158	5%	6%
<b>At Least One Benefit</b>	<b>2,433</b>	<b>75%</b>	<b>81%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Employment Instability in the Past Year		
In The Past Year, Did You . . . ?	#	%
Work Two or More Positions at the Same Time?	689	17%
Switch Employers or Practices?	283	7%
Experienced Voluntary Unemployment?	213	5%
Experience Involuntary Unemployment?	193	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	128	3%
<b>Experienced at Least One</b>	<b>1,200</b>	<b>30%</b>

Source: Va. Healthcare Workforce Data Center

*Among all SLPs in Virginia, 5% experienced involuntary unemployment at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 5.6%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working At This Location	58	2%	33	5%
Less than 6 Months	155	5%	100	14%
6 Months to 1 Year	323	10%	88	13%
1 to 2 Years	552	17%	148	21%
3 to 5 Years	812	25%	166	24%
6 to 10 Years	531	16%	77	11%
More than 10 Years	799	25%	86	12%
<b>Subtotal</b>	<b>3,228</b>	<b>100%</b>	<b>698</b>	<b>100%</b>
Did Not Have Location	144		3,331	
Item Missing	682		26	
<b>Total</b>	<b>4,054</b>		<b>4,054</b>	

Source: Va. Healthcare Workforce Data Center

*More than half of all SLPs receive a salary or commission at their primary work location, while one-third of SLPs receive an hourly wage.*

**At a Glance:**

**Unemployment Experience**

Involuntarily Unemployed: 5%  
Underemployed: 3%

**Turnover & Tenure**

Switched: 7%  
New Location: 21%  
Over 2 Years: 66%  
Over 2 Yrs., 2<sup>nd</sup> Location: 47%

**Employment Type**

Salary/Commission: 56%  
Hourly Wage: 33%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,385	56%
Hourly Wage	813	33%
By Contract/Per Diem	206	8%
Business/Practice Income	65	3%
Unpaid	4	0%
<b>Subtotal</b>	<b>2,472</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> 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 3.9% and a high of 8.1%. At the time of publication, the unemployment rate for June 2021 was still preliminary.



## At a Glance:

### Concentration

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

### Locations

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

Source: Va. Healthcare Workforce Data Center

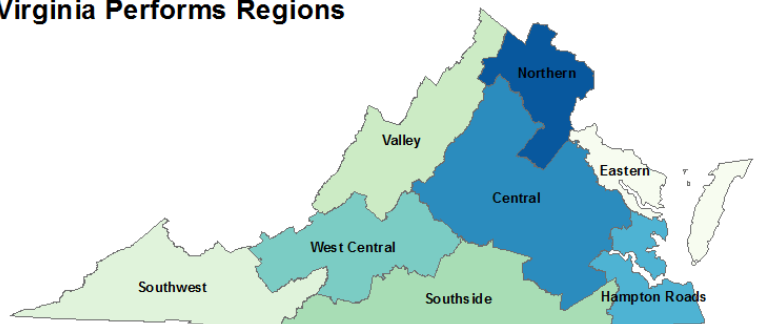
*Three-fourths of all SLPs work in Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
<b>Northern</b>	1,088	34%	237	34%
<b>Central</b>	701	22%	134	19%
<b>Hampton Roads</b>	616	19%	96	14%
<b>West Central</b>	282	9%	45	6%
<b>Valley</b>	177	5%	38	5%
<b>Southwest</b>	139	4%	32	5%
<b>Southside</b>	120	4%	27	4%
<b>Eastern</b>	42	1%	8	1%
<b>Virginia Border State/D.C.</b>	28	1%	30	4%
<b>Other U.S. State</b>	27	1%	48	7%
<b>Outside of the U.S.</b>	0	0%	4	1%
<b>Total</b>	<b>3,220</b>	<b>100%</b>	<b>699</b>	<b>100%</b>
<b>Item Missing</b>	690		24	

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.*

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
<b>0</b>	127	4%	176	5%
<b>1</b>	2,503	75%	2,506	75%
<b>2</b>	476	14%	461	14%
<b>3</b>	176	5%	164	5%
<b>4</b>	24	1%	14	0%
<b>5</b>	13	0%	14	0%
<b>6 or More</b>	33	1%	18	1%
<b>Total</b>	<b>3,352</b>	<b>100%</b>	<b>3,353</b>	<b>100%</b>

\*At the time of survey completion, June 2021.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,180	39%	493	73%
<b>Non-Profit</b>	661	22%	105	16%
<b>State/Local Government</b>	1,169	38%	71	11%
<b>Veterans Administration</b>	15	0%	0	0%
<b>U.S. Military</b>	9	0%	0	0%
<b>Other Federal Gov't</b>	13	0%	2	0%
<b>Total</b>	<b>3,047</b>	<b>100%</b>	<b>671</b>	<b>100%</b>
<b>Did Not Have Location</b>	144		3,331	
<b>Item Missing</b>	862		51	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

For-Profit:	39%
Federal:	1%

**Top Establishments**

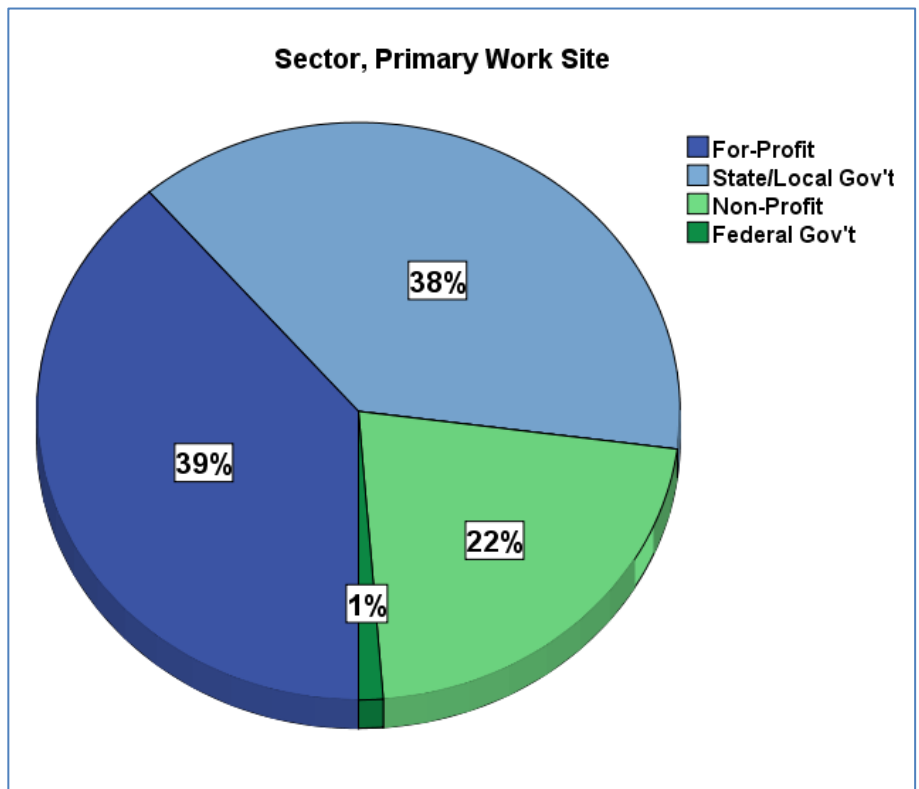
School (Providing Care To Clients):	41%
Private Practice (Group):	10%
Hospital (Inpatient):	9%

**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)	1,218	41%	57	9%
Private Practice, Group	306	10%	108	16%
Hospital, Inpatient Department	263	9%	109	16%
Skilled Nursing Facility	223	8%	87	13%
Hospital, Outpatient Department	190	6%	16	2%
Home Health Care	174	6%	73	11%
Private Practice, Solo	158	5%	84	13%
Rehabilitation Facility	111	4%	31	5%
Academic Institution (Teaching Health Professions Students or Research)	80	3%	17	3%
Community-Based Clinic or Health Center	57	2%	18	3%
Residential Facility/Group Home	29	1%	12	2%
Administrative/Business Organization	9	0%	4	1%
Physician Office	1	0%	3	0%
Child Day Care	1	0%	1	0%
Outpatient Surgical Center	1	0%	0	0%
Other	143	5%	48	7%
<b>Total</b>	<b>2,964</b>	<b>100%</b>	<b>668</b>	<b>100%</b>
<b>Did Not Have a Location</b>	<b>144</b>		<b>3,331</b>	

Source: Va. Healthcare Workforce Data Center

*Schools that provide care to clients employ 41% of all SLPs in Virginia. Another 10% of SLPs work at group private practices.*

*Nearly 30% of SLPs work at establishments that accept 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	1,135	28%
Medicaid	1,080	27%
Private Insurance	1,053	26%
Medicare	750	19%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

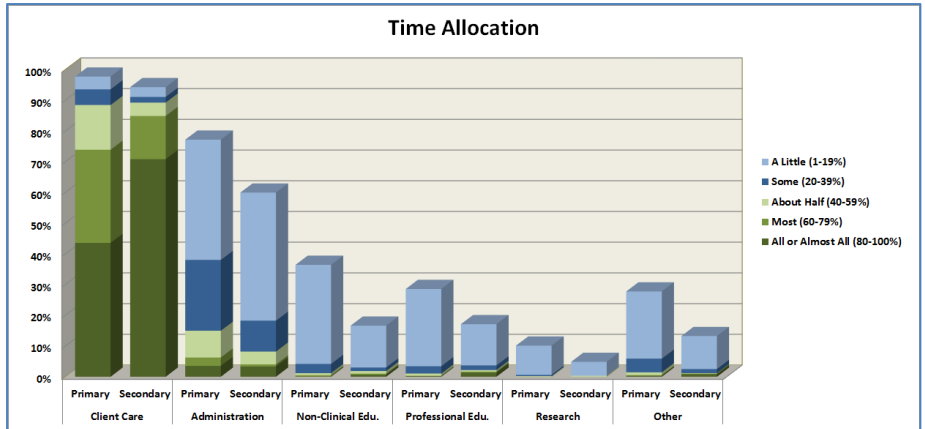
Client Care: 74%  
Administration: 6%  
Non-Clinical Edu.: 1%

### 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, 74% 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
<b>All or Almost All (80-100%)</b>	44%	71%	4%	3%	0%	1%	0%	1%	0%	0%	0%	1%
<b>Most (60-79%)</b>	30%	14%	3%	1%	0%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	15%	4%	9%	4%	1%	1%	1%	1%	0%	0%	1%	0%
<b>Some (20-39%)</b>	5%	2%	23%	10%	3%	1%	2%	2%	0%	0%	4%	1%
<b>A Little (1-19%)</b>	4%	3%	39%	42%	32%	14%	25%	13%	10%	5%	22%	11%
<b>None (0%)</b>	2%	6%	23%	40%	64%	83%	71%	83%	90%	95%	72%	87%

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: 47%

Secondary Location: 13%

Source: Va. Healthcare Workforce Data Center

Weekly Client Totals						
Number of Clients	Primary Work Location		Secondary Work Location		Total <sup>2</sup>	
	#	%	#	%	#	%
<b>None</b>	137	4%	50	7%	118	4%
<b>1-9</b>	392	13%	402	59%	308	10%
<b>10-19</b>	404	13%	103	15%	379	12%
<b>20-29</b>	403	13%	58	8%	412	13%
<b>30-39</b>	353	11%	27	4%	381	12%
<b>40-49</b>	256	8%	17	2%	255	8%
<b>50-59</b>	294	10%	13	2%	325	11%
<b>60-69</b>	179	6%	6	1%	189	6%
<b>70-79</b>	102	3%	0	0%	107	3%
<b>80 or More</b>	555	18%	11	2%	606	20%
<b>Total</b>	<b>3,075</b>	<b>100%</b>	<b>687</b>	<b>100%</b>	<b>3,080</b>	<b>100%</b>

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	
	#	%	#	%	#	%	#	%
<b>None</b>	136	4%	1,622	53%	49	7%	593	87%
<b>1-9</b>	865	28%	581	19%	448	66%	74	11%
<b>10-19</b>	785	26%	385	13%	122	18%	9	1%
<b>20-29</b>	550	18%	267	9%	33	5%	2	0%
<b>30-39</b>	352	12%	118	4%	10	1%	1	0%
<b>40-49</b>	186	6%	37	1%	10	1%	1	0%
<b>50-59</b>	102	3%	28	1%	4	1%	1	0%
<b>60-69</b>	46	2%	1	0%	1	0%	0	0%
<b>70-79</b>	17	1%	3	0%	0	0%	0	0%
<b>80 or More</b>	17	1%	2	0%	6	1%	0	0%
<b>Total</b>	<b>3,055</b>	<b>100%</b>	<b>3,045</b>	<b>100%</b>	<b>683</b>	<b>100%</b>	<b>682</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>2</sup> 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	
	#	%	#	%
<b>Under Age 50</b>	60	2%	-	-
<b>50 to 54</b>	149	5%	11	1%
<b>55 to 59</b>	366	13%	62	8%
<b>60 to 64</b>	899	31%	227	28%
<b>65 to 69</b>	1,021	35%	331	41%
<b>70 to 74</b>	244	8%	101	13%
<b>75 to 79</b>	72	2%	40	5%
<b>80 or Over</b>	10	0%	3	0%
<b>I Do Not Intend to Retire</b>	93	3%	32	4%
<b>Total</b>	<b>2,914</b>	<b>100%</b>	<b>807</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All SLPs**

Under 65: 51%

Under 60: 20%

**SLPs 50 and Over**

Under 65: 37%

Under 60: 9%

**Time Until Retirement**

Within 2 Years: 5%

Within 10 Years: 17%

Half the Workforce: By 2046

Source: Va. Healthcare Workforce Data Center

*More than half of all SLPs expect to retire before the age of 65. Among SLPs who are age 50 and over, more than one-third expect to retire by the age of 65.*

*Within the next two years, 11% of SLPs expect to pursue additional educational opportunities, and 9% also expect to increase their client care hours.*

**Future Plans**

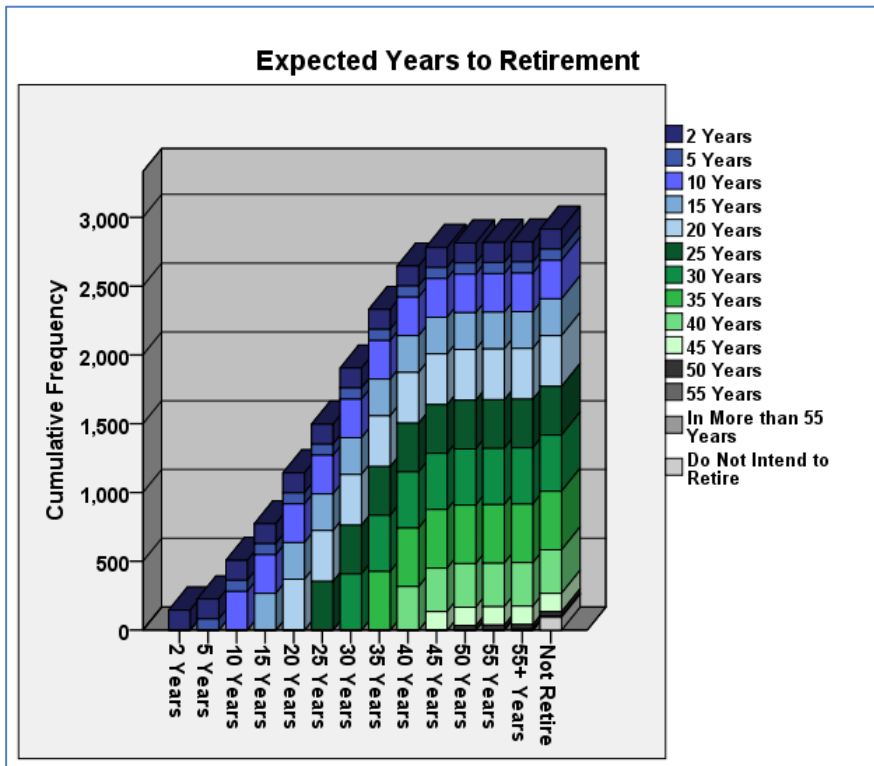
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Decrease Client Care Hours</b>	254	6%
<b>Leave Virginia</b>	140	3%
<b>Leave Profession</b>	69	2%
<b>Decrease Teaching Hours</b>	16	0%
<b>Increase Participation</b>		
<b>Pursue Additional Education</b>	435	11%
<b>Increase Client Care Hours</b>	359	9%
<b>Increase Teaching Hours</b>	135	3%
<b>Return to Virginia's Workforce</b>	65	2%

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 17% expect to retire in the next ten years. Half of the current workforce expect to retire by 2046.

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	145	5%	5%
5 Years	81	3%	8%
10 Years	281	10%	17%
15 Years	267	9%	27%
20 Years	369	13%	39%
25 Years	354	12%	51%
30 Years	408	14%	65%
35 Years	426	15%	80%
40 Years	316	11%	91%
45 Years	135	5%	95%
50 Years	32	1%	97%
55 Years	4	0%	97%
In More than 55 Years	4	0%	97%
Do Not Intend to Retire	93	3%	100%
<b>Total</b>	<b>2,914</b>	<b>100%</b>	

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 2031. Retirement will peak at 15% of the current workforce around 2056 before declining to under 10% of the current workforce again around 2066.

## At a Glance:

### FTEs

Total: 2,967  
 FTEs/1,000 Residents<sup>3</sup>: 0.348  
 Average: 0.76

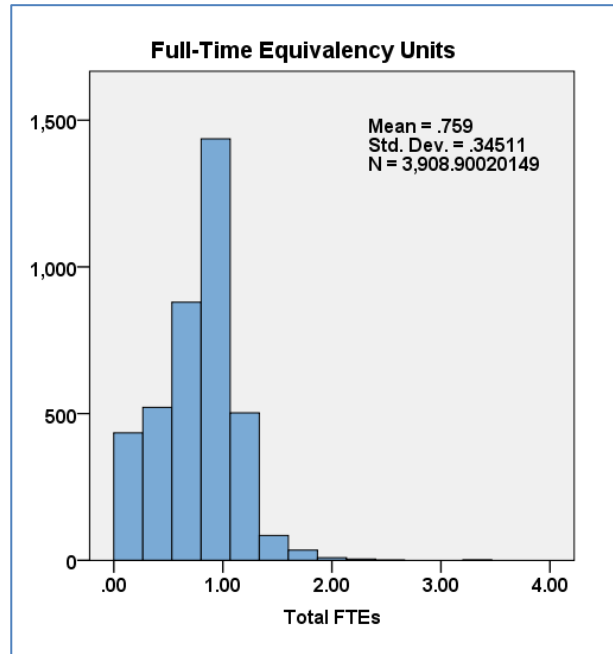
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

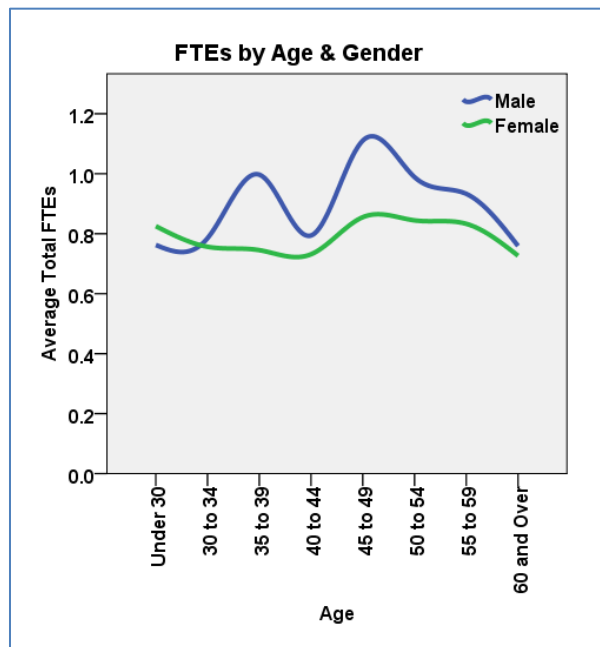


Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.81 FTEs in 2021, or approximately 32 hours per week for 50 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.<sup>4</sup>

Full-Time Equivalency Units		
	Average	Median
<b>Age</b>		
Under 30	0.82	0.84
30 to 34	0.74	0.76
35 to 39	0.76	0.82
40 to 44	0.68	0.69
45 to 49	0.86	0.81
50 to 54	0.84	0.82
55 to 59	0.77	0.82
60 and Over	0.62	0.58
<b>Gender</b>		
Male	0.87	0.96
Female	0.78	0.82

Source: Va. Healthcare Workforce Data Center

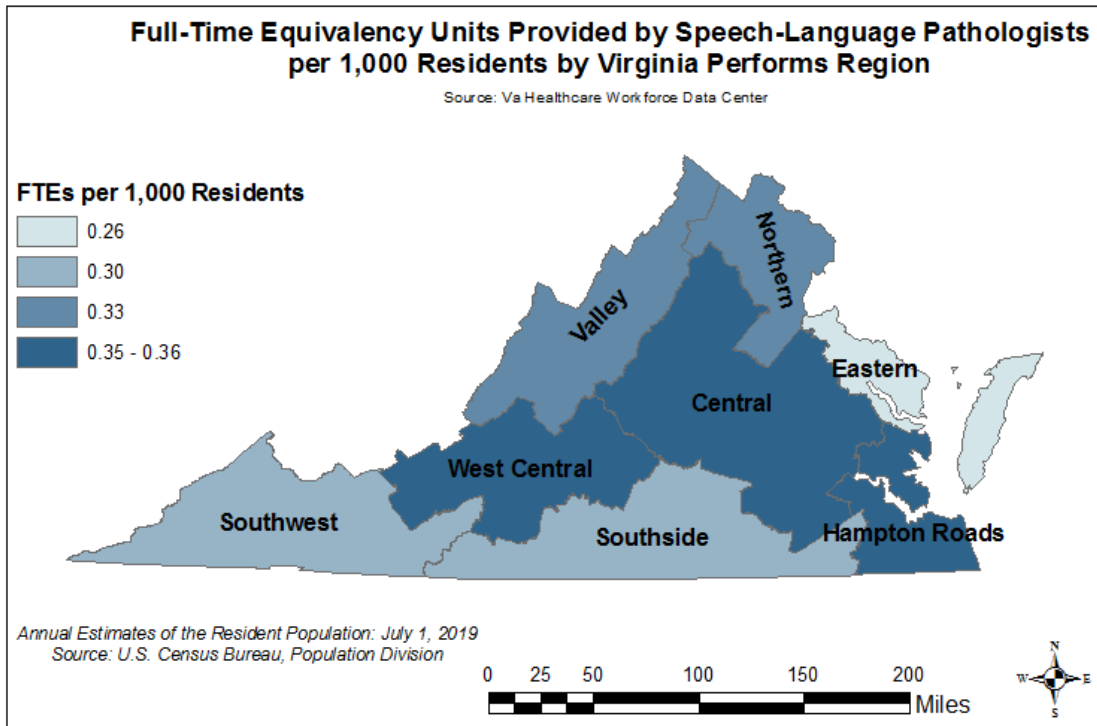
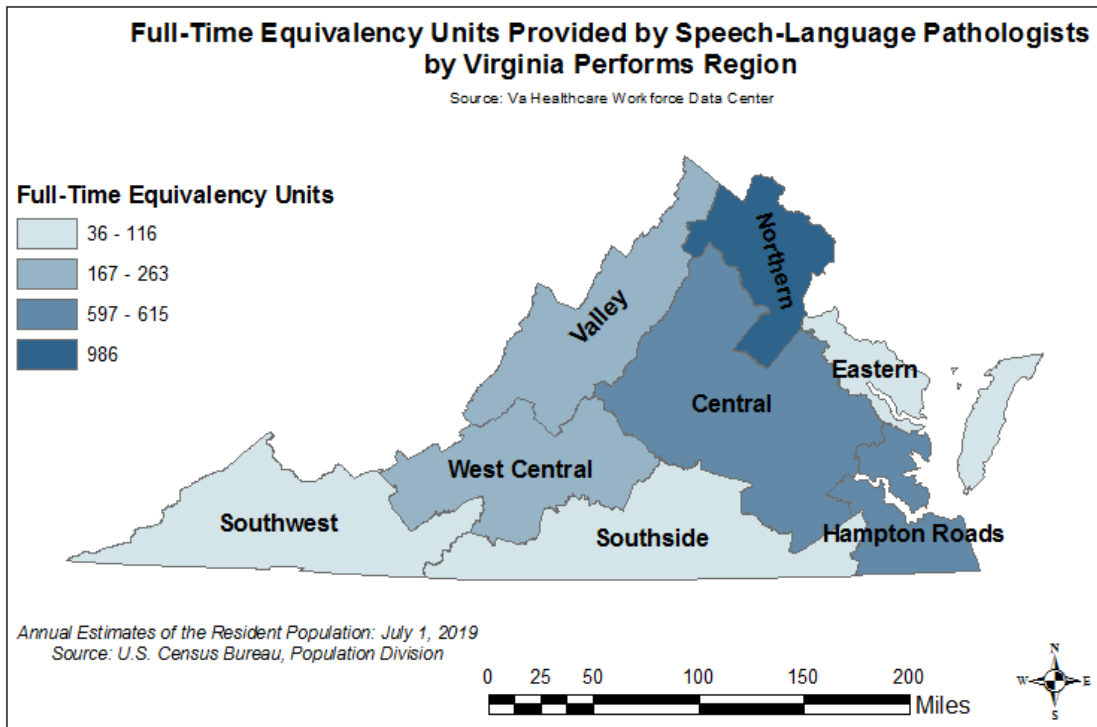


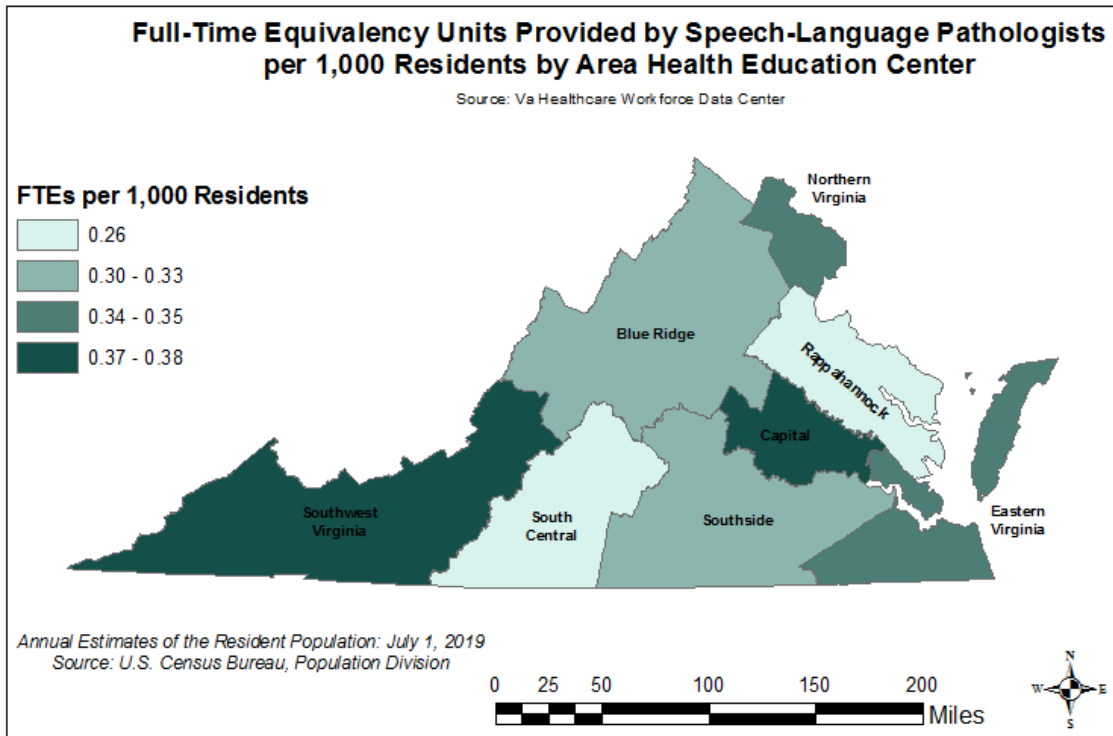
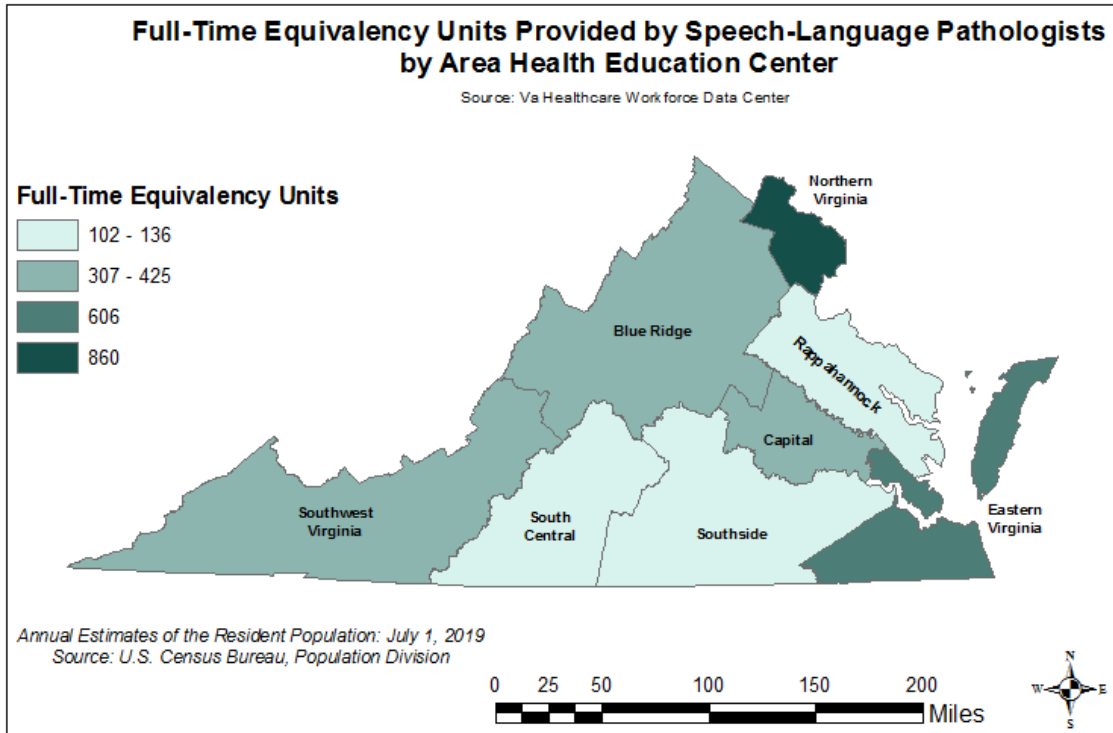
Source: Va. Healthcare Workforce Data Center

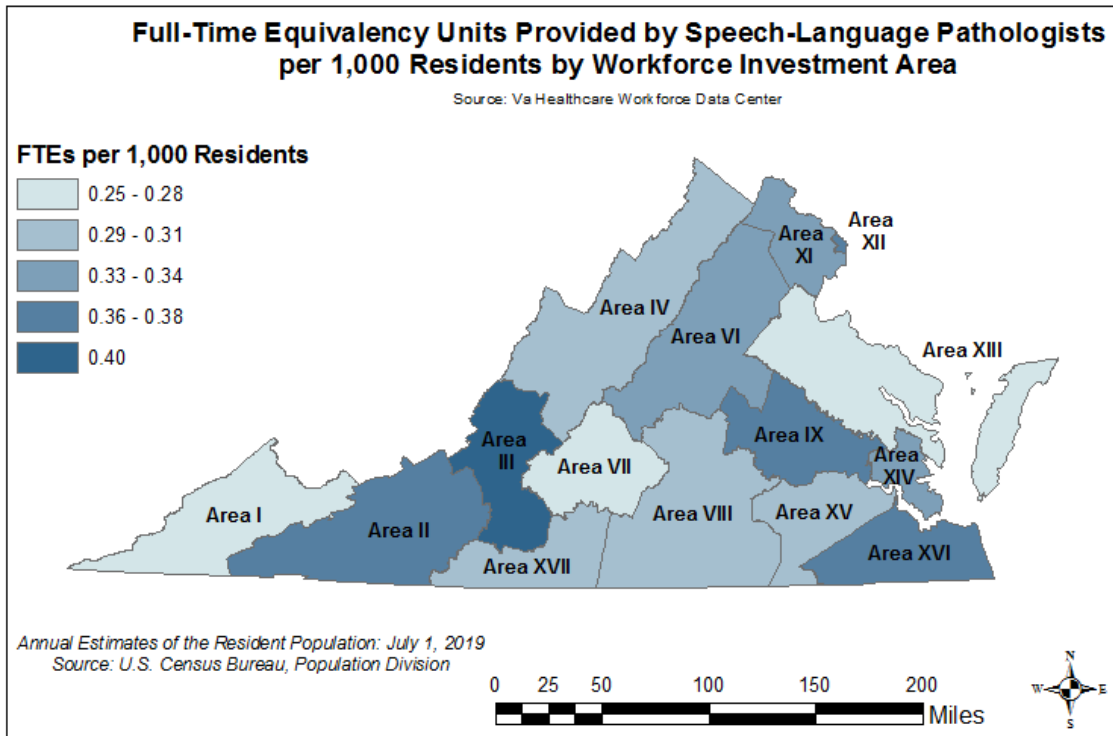
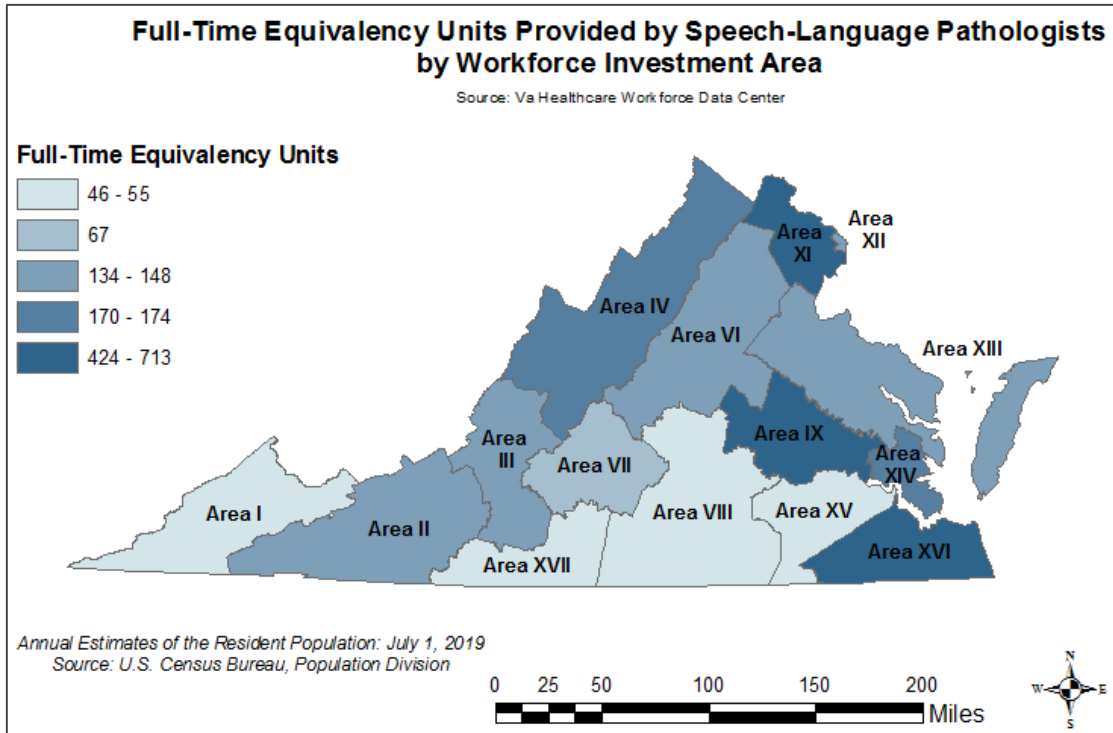
<sup>3</sup> Number of residents in 2019 was used as the denominator.

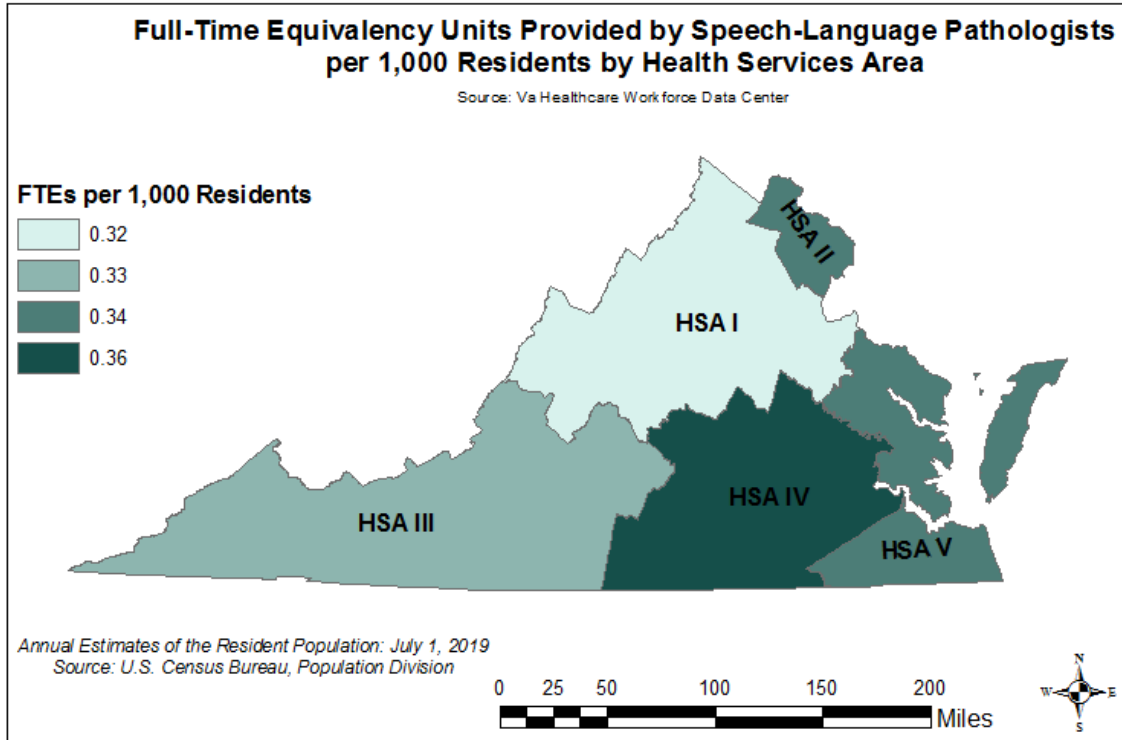
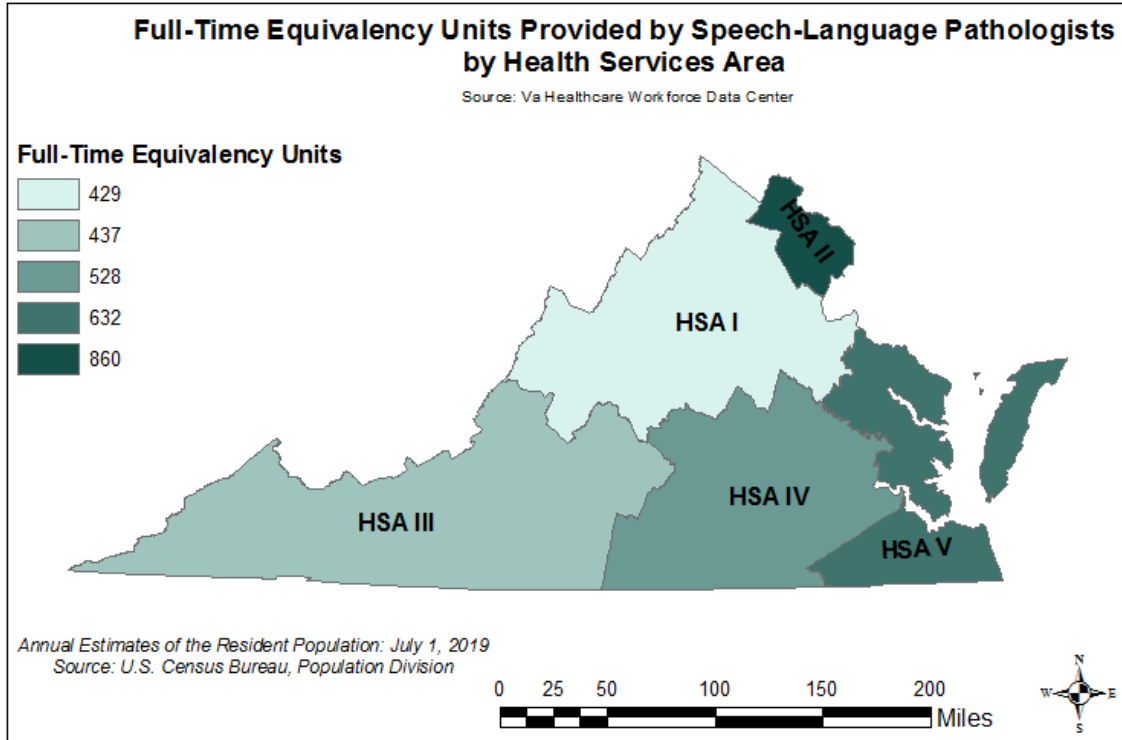
<sup>4</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

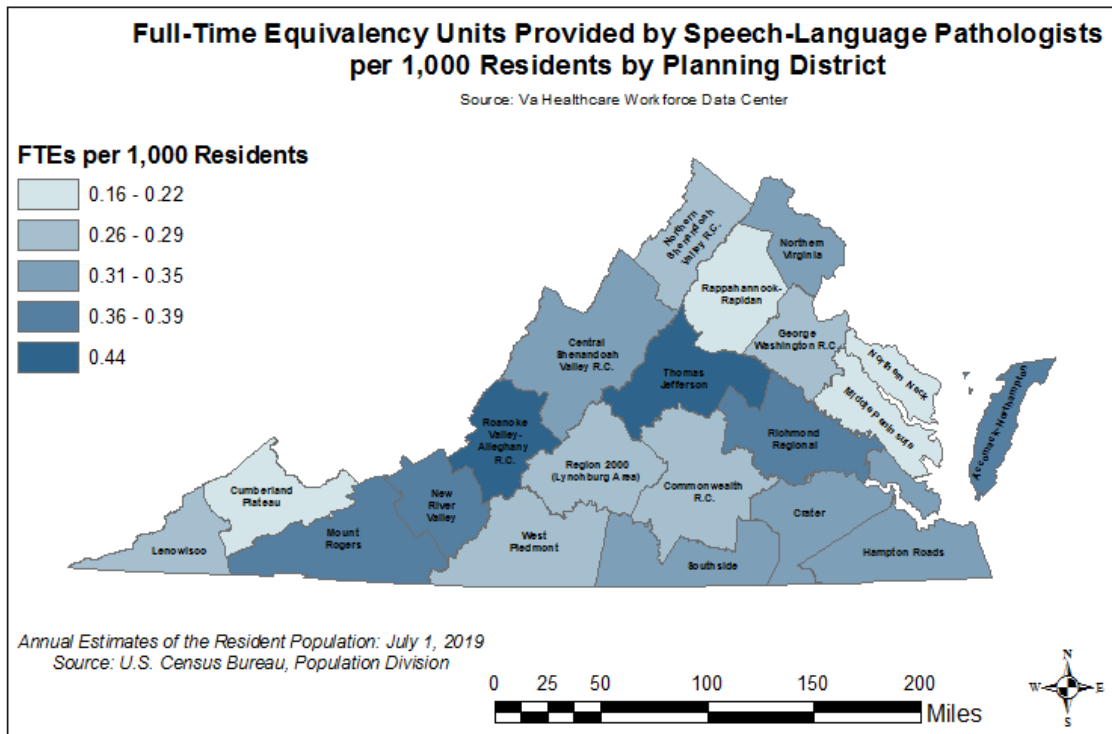
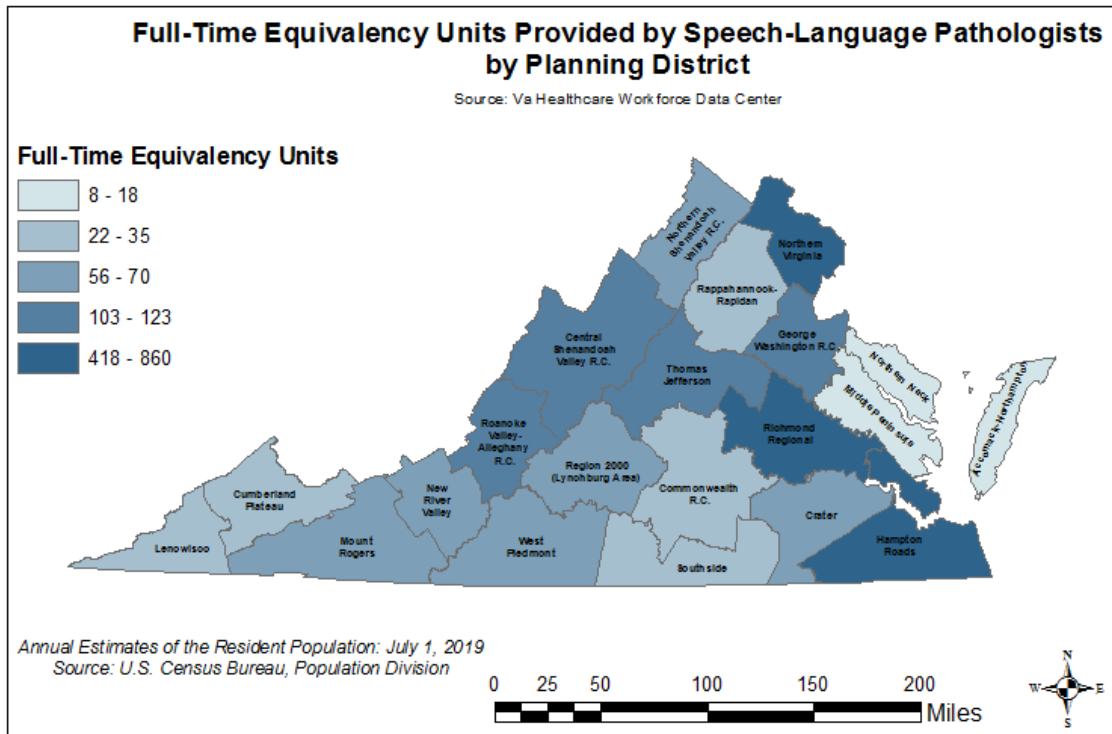












## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2,701	86.26%	1.159	1.087	1.319
<b>Metro, 250,000 to 1 Million</b>	292	89.04%	1.123	1.053	1.278
<b>Metro, 250,000 or Less</b>	422	87.44%	1.144	1.072	1.301
<b>Urban, Pop. 20,000+, Metro Adj.</b>	45	86.67%	1.154	1.082	1.313
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	135	89.63%	1.116	1.046	1.270
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	73	86.30%	1.159	1.087	1.319
<b>Rural, Metro Adj.</b>	58	86.21%	1.160	1.088	1.320
<b>Rural, Non-Adj.</b>	21	80.95%	1.235	1.158	1.406
<b>Virginia Border State/D.C.</b>	533	62.48%	1.601	1.501	1.821
<b>Other U.S. State</b>	540	72.04%	1.388	1.302	1.580

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	605	72.40%	1.381	1.270	1.821
<b>30 to 34</b>	840	82.98%	1.205	1.108	1.589
<b>35 to 39</b>	712	83.43%	1.199	1.102	1.581
<b>40 to 44</b>	626	86.58%	1.155	1.062	1.523
<b>45 to 49</b>	567	86.24%	1.160	1.066	1.529
<b>50 to 54</b>	497	86.12%	1.161	1.067	1.531
<b>55 to 59</b>	321	87.85%	1.138	1.046	1.501
<b>60 and Over</b>	652	76.84%	1.301	1.196	1.716

Source: Va. Healthcare Workforce Data Center

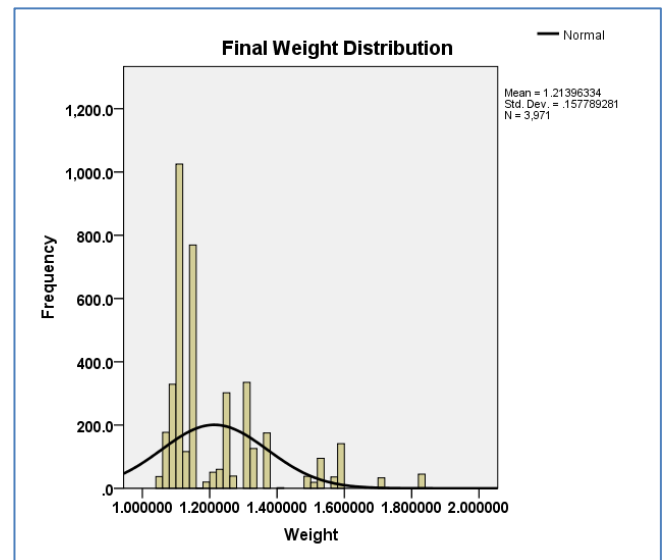
See the Methods section on the HWDC website for details on HWDC methods:

<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: 0.823859**



Source: Va. Healthcare Workforce Data Center