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# *Virginia's Speech-Language Pathology Workforce: 2022*

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Healthcare Workforce Data Center

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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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*More than 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 their ongoing cooperation.*

***Thank You!***

***Virginia Department of Health Professions***

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

*Healthcare Workforce Data Center Staff:*

Yetty Shobo, PhD  
*Director*

Rajana Siva, MBA  
*Data Analyst*

Christopher Coyle  
*Research Assistant*

Jacquelyne Assi Abe  
*Intern*

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Leslie L. Knachel

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# The Speech-Language Pathology Workforce At a Glance:

## The Workforce

Licensees:	4,956
Virginia's Workforce:	4,152
FTEs:	3,185

## Background

Rural Childhood:	28%
HS Degree in VA:	45%
Prof. Degree in VA:	46%

## Current Employment

Employed in Prof.:	93%
Hold 1 Full-Time Job:	60%
Satisfied?:	93%

## Survey Response Rate

All Licensees:	86%
Renewing Practitioners:	98%

## Education

Masters:	98%
Doctorate:	2%

## Job Turnover

Switched Jobs:	7%
Employed Over 2 Yrs.:	63%

## Demographics

Female:	97%
Diversity Index:	29%
Median Age:	41

## Finances

Median Income:	\$60k-\$70k
Health Insurance:	62%
Under 40 w/ Ed. Debt:	56%

## Time Allocation

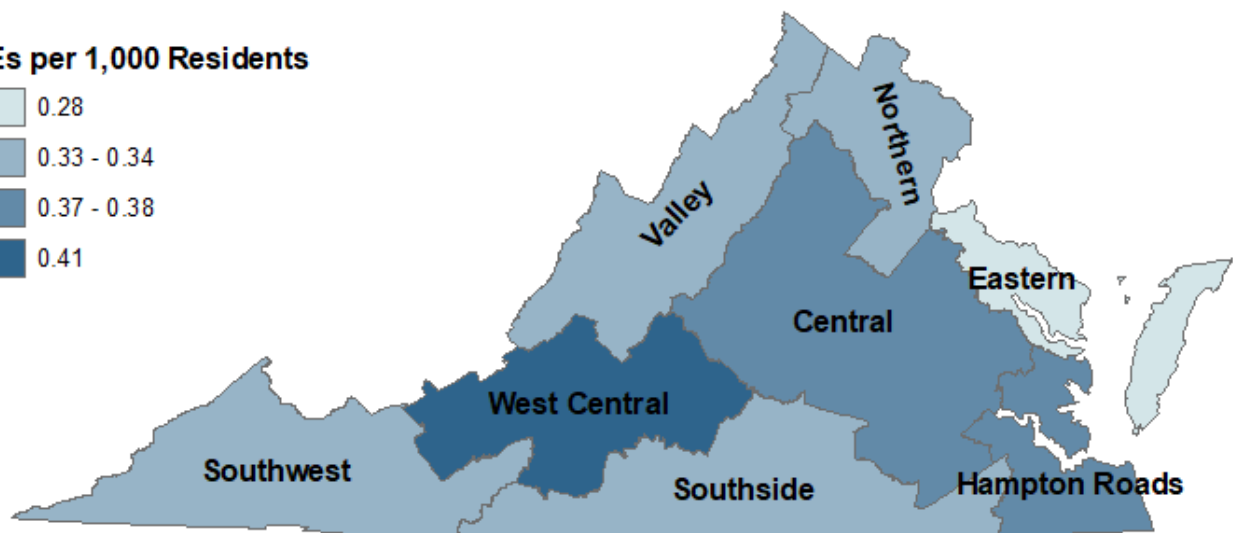
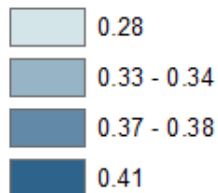
Client Care:	70%-79%
Administration:	10%-19%
Client Care Role:	72%

Source: Va. Healthcare Workforce Data Center

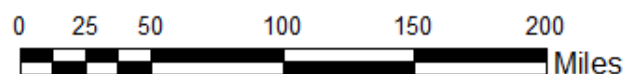
## Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2021  
Source: U.S. Census Bureau, Population Division



This report contains the results of the 2022 Speech-Language Pathology (SLP) Workforce Survey. More than 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 86% of the 4,956 SLPs who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 4,152 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 3,185 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The vast majority of all SLPs are female, and the median age of the SLP workforce is 41. In a random encounter between two SLPs, there is a 29% 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 population as a whole, which has a diversity index of 58%. Nearly 30% of all SLPs grew up in a rural area, and 22% of SLPs who grew up in a rural area currently work in a non-metro area of Virginia. In total, 9% of all SLPs work in a non-metro area of the state.

Among all SLPs, 93% are currently employed in the profession, 60% hold one full-time job, and 43% work between 40 and 49 hours per week. More than three out of every five SLPs work in the private sector, including 41% who work at a for-profit organization. With respect to establishment types, 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, 81% of wage and salaried SLPs receive at least one employer-sponsored benefit, including 62% who have access to health insurance. More than nine out of every ten SLPs are satisfied with their current work situation, including 50% who indicated that they are "very satisfied."

## Summary of Trends

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In this section, all statistics are compared to the 2017 SLP workforce. The number of licensed SLPs in Virginia has increased by 13% (4,956 vs. 4,398). In addition, the size of Virginia's SLP workforce has increased by 9% (4,152 vs. 3,807), and the number of FTEs provided by this workforce has increased by 13% (3,185 vs. 2,821). Virginia's renewing SLPs are more likely to respond to this survey (98% vs. 89%).

The diversity index of Virginia's SLP workforce has increased (29% vs. 24%), and this trend has also occurred among those SLPs who are under the age of 40 (29% vs. 25%). There has been no change in the percentage of all SLPs who grew up in a rural area (28%). However, SLPs who grew up in a rural area are slightly more likely to work in a non-metro area of the state (22% vs. 21%). Overall, there has been no change in the percentage of SLPs who work in a non-metro area of Virginia (9%).

SLPs are slightly less likely to carry education debt (39% vs. 40%), and this is also true among those SLPs who are under the age of 40 (56% vs. 59%). Among those SLPs with education debt, the median debt amount has increased (\$50k-\$60k vs. \$40k-\$50k). There has been no change in the median annual income of Virginia's SLP workforce (\$60k-\$70k). However, SLPs who receive either an hourly wage or a salary at their primary work location are slightly more likely to receive at least one employer-sponsored benefit (81% vs. 80%).

SLPs have become more likely to hold one full time job (60% vs. 58%) instead of two or more positions simultaneously (18% vs. 20%). Since 2021, the one-year rates of underemployment (1% vs. 3%) and involuntary unemployment (< 1% vs. 5%) have both fallen considerably. Virginia's SLPs are more likely to work in the for-profit sector (41% vs. 39%) instead of a state or local government (37% vs. 39%). As for establishment types, SLPs are more likely to work in a group private practice (10% vs. 8%) instead of a skilled nursing facility (7% vs. 10%). SLPs are less likely to indicate that they are satisfied with their current work situation (93% vs. 96%). This decline is even greater among those SLPs who indicated that they are "very satisfied" (50% vs. 60%).

**A Closer Look:**

Licensee Counts		
License Status	#	%
Renewing Practitioners	4,120	83%
New Licensees	456	9%
Non-Renewals	380	8%
<b>All Licensees</b>	<b>4,956</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. Among all renewing SLPs, 98% submitted a survey. These represent 86% 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 2022.
- 2. Target Population:** All SLPs who held a Virginia license at some point between July 2021 and June 2022.
- 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	155	487	76%
30 to 34	135	710	84%
35 to 39	83	674	89%
40 to 44	75	564	88%
45 to 49	55	538	91%
50 to 54	42	459	92%
55 to 59	33	311	90%
60 and Over	105	530	84%
<b>Total</b>	<b>683</b>	<b>4,273</b>	<b>86%</b>
<b>New Licenses</b>			
Issued in Past Year	237	219	48%
<b>Metro Status</b>			
Non-Metro	35	312	90%
Metro	343	3,109	90%
Not in Virginia	305	852	74%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	<b>4,273</b>
Response Rate, All Licensees	<b>86%</b>
Response Rate, Renewals	<b>98%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed SLPs**

Number: 4,956  
 New: 9%  
 Not Renewed: 8%

**Survey Response Rates**

All Licensees: 86%  
 Renewing Practitioners: 98%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Workforce

SLP Workforce: 4,152  
 FTEs: 3,185

### Utilization Ratios

Licensees in VA Workforce: 84%  
 Licensees per FTE: 1.56  
 Workers per FTE: 1.30

Source: Va. Healthcare Workforce Data Center

## Definitions

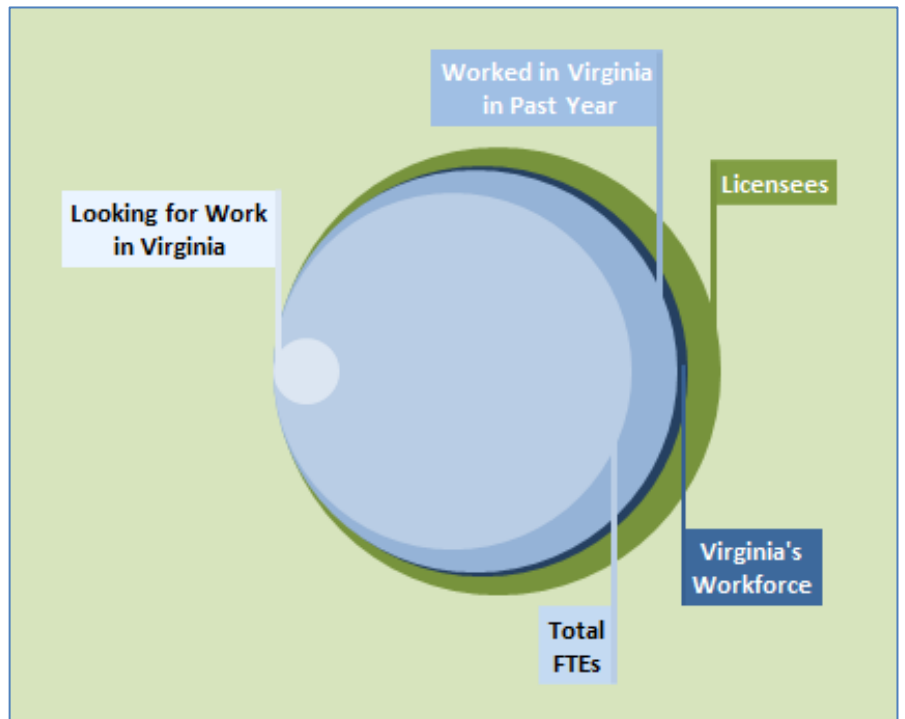
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full-Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline 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	4,042	97%
Looking for Work in Virginia	110	3%
Virginia's Workforce	4,152	100%
Total FTEs	3,185	
Licensees	4,956	

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	9	2%	540	98%	549	15%
30 to 34	21	3%	628	97%	650	18%
35 to 39	15	3%	526	97%	541	15%
40 to 44	4	1%	443	99%	447	13%
45 to 49	15	4%	387	96%	403	11%
50 to 54	7	2%	345	98%	352	10%
55 to 59	8	3%	225	97%	233	7%
60 and Over	24	6%	366	94%	390	11%
<b>Total</b>	<b>103</b>	<b>3%</b>	<b>3,461</b>	<b>97%</b>	<b>3,564</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	60%	3,016	84%	1,458	84%
Black	19%	242	7%	110	6%
Asian	7%	93	3%	50	3%
Other Race	0%	23	1%	7	0%
Two or More Races	3%	68	2%	37	2%
Hispanic	10%	143	4%	82	5%
<b>Total</b>	<b>100%</b>	<b>3,585</b>	<b>100%</b>	<b>1,744</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, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

**Gender**

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

**Age**

Median Age: 41  
% Under 40: 49%  
% 55 and Over: 17%

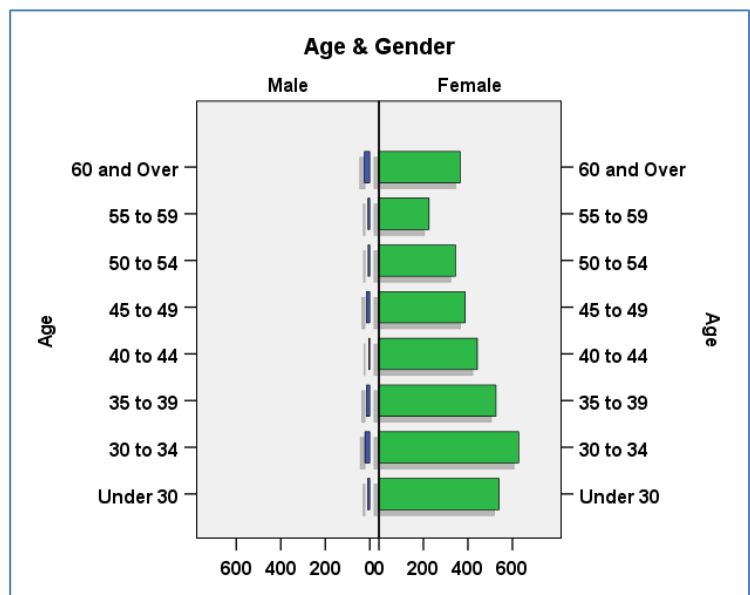
**Diversity**

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

Source: Va. Healthcare Workforce Data Center

*In a chance encounter between two SLPs, there is a 29% 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 58%.*

*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: 45%  
 Prof. Education in VA: 46%  
 HS/Prof. Edu. in VA: 56%

### Location Choice

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

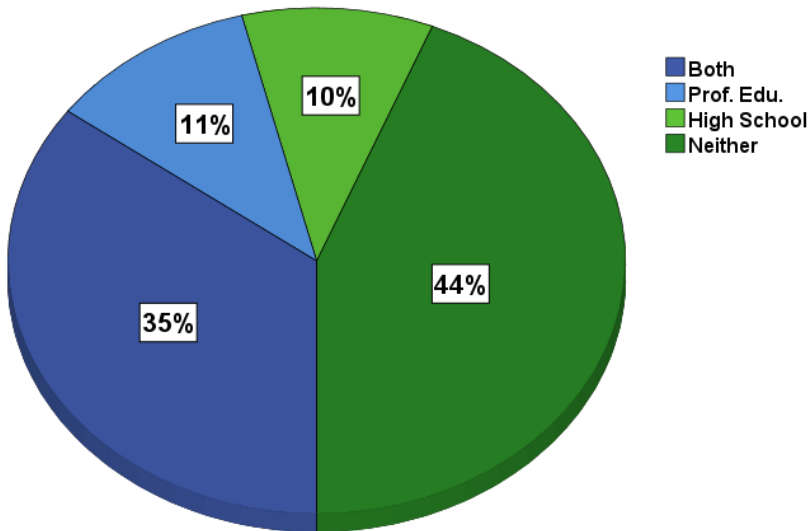
Source: Va. Healthcare Workforce Data Center

## 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%	72%	9%
2	Metro, 250,000 to 1 Million	46%	48%	6%
3	Metro, 250,000 or Less	37%	58%	5%
<b>Non-Metro Counties</b>				
4	Urban, Pop. 20,000+, Metro Adjacent	62%	29%	9%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	63%	36%	1%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	81%	14%	4%
8	Rural, Metro Adjacent	70%	28%	2%
9	Rural, Non-Adjacent	57%	40%	3%
<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 a self-described rural area, and 22% of SLPs who grew up in rural areas currently work in a non-metro county. Overall, 9% of Virginia's SLP workforce currently work in a non-metro county.

## Top Ten States for Speech-Language Pathologist Recruitment

Rank	All Speech-Language Pathologists			
	High School	#	Professional School	#
1	Virginia	1,602	Virginia	1,628
2	Pennsylvania	254	Washington, D.C.	220
3	New York	245	New York	204
4	Maryland	154	Pennsylvania	171
5	New Jersey	130	North Carolina	163
6	North Carolina	123	Tennessee	122
7	Florida	99	Maryland	112
8	West Virginia	77	Florida	107
9	Ohio	70	Ohio	77
10	California	62	West Virginia	66

Source: Va. Healthcare Workforce Data Center

*Among all SLPs, 45% received their high school degree in Virginia, and 46% received their initial professional degree in the state.*

Rank	Licensed in the Past Five Years			
	High School	#	Professional School	#
1	Virginia	365	Virginia	361
2	Pennsylvania	104	New York	69
3	New York	66	Washington, D.C.	69
4	Maryland	43	Pennsylvania	62
5	New Jersey	39	North Carolina	43
6	North Carolina	35	Maryland	42
7	Florida	33	Florida	38
8	Illinois	27	Tennessee	28
9	Texas	24	Texas	28
10	Ohio	23	Ohio	21

Source: Va. Healthcare Workforce Data Center

*Among SLPs licensed in the past five years, 36% received their high school degree in Virginia, and 36% also 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 four out of every five of these professionals worked at some point in the past year, including 78% who currently work as SLPs.*

### At a Glance:

#### Not in VA Workforce

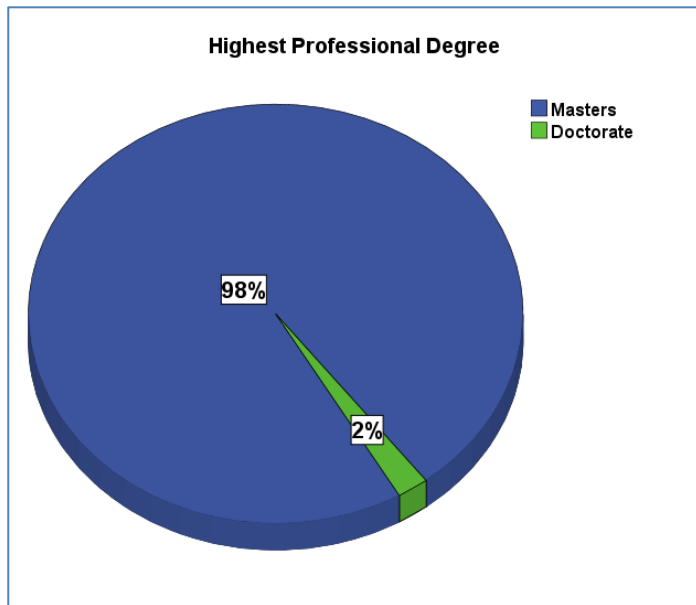
Total:	805
% of Licensees:	16%
Federal/Military:	3%
VA Border State/DC:	31%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	#	%
Master's Degree	3,426	98%
Doctorate - SLP	42	1%
Other Doctorate	30	1%
<b>Total</b>	<b>3,498</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

## At a Glance:

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

**Education Debt**  
Carry Debt: 39%  
Under Age 40 w/ Debt: 56%  
Median Debt: \$50k-\$60k

Source: Va. Healthcare Workforce Data Center

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

Nearly 40% of all SLPs carry education debt, including 56% of those SLPs who are under the age of 40. For those SLPs with education debt, the median debt amount is between \$50,000 and \$60,000.

Education Debt				
Amount Carried	All SLPs		SLPs Under 40	
	#	%	#	%
None	1,852	61%	660	44%
Less than \$10,000	150	5%	85	6%
\$10,000-\$19,999	108	4%	63	4%
\$20,000-\$29,999	129	4%	72	5%
\$30,000-\$39,999	90	3%	62	4%
\$40,000-\$49,999	80	3%	56	4%
\$50,000-\$59,999	105	3%	84	6%
\$60,000-\$69,999	69	2%	53	4%
\$70,000-\$79,999	78	3%	69	5%
\$80,000-\$89,999	70	2%	56	4%
\$90,000-\$99,999	70	2%	49	3%
\$100,000 or More	243	8%	185	12%
<b>Total</b>	<b>3,044</b>	<b>100%</b>	<b>1,493</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Specialties

Child Language:	27%
School/Pediatrics:	26%
Swallowing Disorders:	23%

### Top Credentials

CCC-SLP:	78%
VitalStim Certified:	9%
DOE Endorsement:	1%

Source: Va. Healthcare Workforce Data Center

*More than three out of every five SLPs hold at least one self-designated specialty, including 27% who have a specialization in child language.*

## A Closer Look:

Self-Designated Specialties		
Specialty	#	% of Workforce
<b>Child Language</b>	1,112	27%
<b>School/Pediatrics</b>	1,099	26%
<b>Swallowing &amp; Swallowing Disorders</b>	958	23%
<b>Autism</b>	923	22%
<b>Child/Infant</b>	684	16%
<b>Geriatrics</b>	554	13%
<b>Medical</b>	501	12%
<b>Brain Injury</b>	383	9%
<b>Fluency Disorders</b>	294	7%
<b>Voice</b>	263	6%
<b>Deaf and Hard of Hearing</b>	153	4%
<b>Other</b>	324	8%
<b>At Least One Specialty</b>	<b>2,535</b>	<b>61%</b>

Source: Va. Healthcare Workforce Data Center

## Credentials

Credential	#	% of Workforce
<b>CCC-SLP: Speech-Language Pathology</b>	3,218	78%
<b>VitalStim Certified</b>	357	9%
<b>DOE Endorsement</b>	41	1%
<b>CBIS - Certified Brain Injury Specialist</b>	38	1%
<b>CF-SLP: Fellowship</b>	20	0%
<b>CCC-A: Audiology</b>	10	0%
<b>BRS-S: Swallowing</b>	7	0%
<b>BRS-CL: Child Language</b>	6	0%
<b>BRS-FD: Fluency Disorders</b>	3	0%
<b>Other</b>	167	4%
<b>At Least One Credential</b>	<b>3,284</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: 60%  
 2 or More Positions: 18%

### Weekly Hours

40 to 49: 43%  
 60 or More: 2%  
 Less than 30: 18%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, Capacity Unknown	3	< 1%
Employed in a SLP-Related Capacity	3,290	93%
Employed, NOT in a SLP-Related Capacity	83	2%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	1	< 1%
Voluntarily Unemployed	115	3%
Retired	45	1%
<b>Total</b>	<b>3,538</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*Among all SLPs, 93% are currently employed in the profession, 60% have one full-time job, and 43% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	161	5%
One Part-Time Position	590	17%
Two Part-Time Positions	158	5%
One Full-Time Position	2,112	60%
One Full-Time Position & One Part-Time Position	392	11%
Two Full-Time Positions	8	0%
More than Two Positions	75	2%
<b>Total</b>	<b>3,496</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 Hours	161	5%
1 to 9 Hours	111	3%
10 to 19 Hours	207	6%
20 to 29 Hours	309	9%
30 to 39 Hours	869	25%
40 to 49 Hours	1,465	43%
50 to 59 Hours	239	7%
60 to 69 Hours	60	2%
70 to 79 Hours	14	0%
80 or More Hours	7	0%
<b>Total</b>	<b>3,442</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Annual Income		
Income Level	#	%
Volunteer Work Only	30	1%
Less than \$20,000	156	6%
\$20,000-\$29,999	73	3%
\$30,000-\$39,999	120	4%
\$40,000-\$49,999	220	8%
\$50,000-\$59,999	455	16%
\$60,000-\$69,999	500	18%
\$70,000-\$79,999	452	16%
\$80,000-\$89,999	320	12%
\$90,000-\$99,999	214	8%
\$100,000-\$109,999	125	5%
\$110,000-\$119,999	62	2%
\$120,000 or More	57	2%
<b>Total</b>	<b>2,784</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
Very Satisfied	1,723	50%
Somewhat Satisfied	1,448	42%
Somewhat Dissatisfied	209	6%
Very Dissatisfied	37	1%
<b>Total</b>	<b>3,417</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Annual Earnings**

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

**Benefits**

Health Insurance: 62%

Retirement: 68%

**Satisfaction**

Satisfied: 93%

Very Satisfied: 50%

Source: Va. Healthcare Workforce Data Center

*The typical SLP earns between \$60,000 and \$70,000 per year. In addition, 81% of wage and salaried SLPs receive at least one employer-sponsored benefit, including 62% who have access to a health insurance plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
Retirement	2,005	61%	68%
Health Insurance	1,873	57%	62%
Paid Sick Leave	1,816	55%	61%
Paid Vacation	1,788	54%	61%
Dental Insurance	1,786	54%	59%
Group Life Insurance	1,132	34%	38%
Signing/Retention Bonus	216	7%	7%
<b>At Least One Benefit</b>	<b>2,429</b>	<b>74%</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 . . . ?	#	%
Experience Involuntary Unemployment?	16	< 1%
Experience Voluntary Unemployment?	222	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	61	1%
Work Two or More Positions at the Same Time?	719	17%
Switch Employers or Practices?	284	7%
<b>Experience at Least One?</b>	<b>1,111</b>	<b>27%</b>

Source: Va. Healthcare Workforce Data Center

*Among all SLPs in Virginia, less than 1% experienced involuntary unemployment at some point in the past year. For comparison, Virginia's average monthly unemployment rate was 3.1%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	65	2%	44	6%
Less than 6 Months	138	4%	113	17%
6 Months to 1 Year	423	13%	102	15%
1 to 2 Years	595	18%	141	21%
3 to 5 Years	795	24%	140	21%
6 to 10 Years	538	16%	58	9%
More than 10 Years	755	23%	82	12%
<b>Subtotal</b>	<b>3,310</b>	<b>100%</b>	<b>679</b>	<b>100%</b>
Did Not Have Location	133		3,445	
Item Missing	709		28	
<b>Total</b>	<b>4,152</b>		<b>4,152</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: < 1%  
Underemployed: 1%

**Turnover & Tenure**

Switched: 7%  
New Location: 23%  
Over 2 Years: 63%  
Over 2 Yrs., 2<sup>nd</sup> Location: 41%

**Employment Type**

Salary/Commission: 54%  
Hourly Wage: 33%

Source: Va. Healthcare Workforce Data Center

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

Employment Type		
Primary Work Site	#	%
Salary/Commission	1,287	54%
Hourly Wage	790	33%
By Contract/Per Diem	214	9%
Business/Practice Income	77	3%
Unpaid	7	0%
<b>Subtotal</b>	<b>2,374</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 2.5% and a high of 4.2%. At the time of publication, the unemployment rate for June 2022 was still preliminary.



## At a Glance:

### Concentration

Top Region:	33%
Top 3 Regions:	74%
Lowest Region:	1%

### Locations

2 or More (Past Year):	21%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

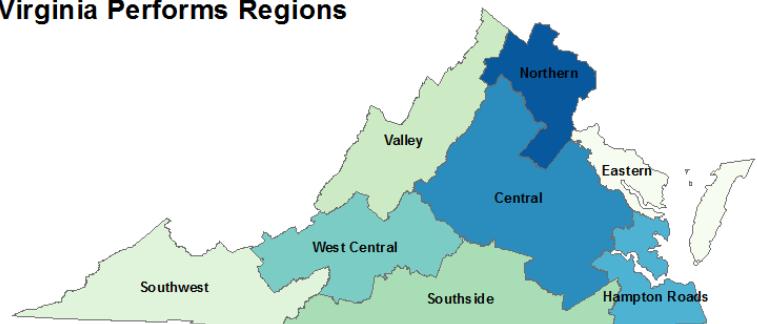
*Nearly three out of every four SLPs work in Northern Virginia, Central Virginia, and Hampton Roads.*

## A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	Primary Location		Secondary Location	
	#	%	#	%
Central	712	21%	143	21%
Eastern	49	1%	7	1%
Hampton Roads	653	20%	105	15%
Northern	1,101	33%	220	32%
Southside	126	4%	25	4%
Southwest	138	4%	25	4%
Valley	185	6%	37	5%
West Central	306	9%	50	7%
Virginia Border State/D.C.	28	1%	32	5%
Other U.S. State	20	1%	49	7%
Outside of the U.S.	1	0%	0	0%
<b>Total</b>	<b>3,319</b>	<b>100%</b>	<b>693</b>	<b>100%</b>
Item Missing	701		13	

Source: Va. Healthcare Workforce Data Center

### Virginia Performs Regions



Source: Va. Healthcare Workforce Data Center

*Among all SLPs, 19% currently have multiple work locations, while 21% have had multiple work locations over the past year.*

Number of Work Locations				
Locations	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
0	109	3%	161	5%
1	2,600	76%	2,612	76%
2	466	14%	440	13%
3	178	5%	162	5%
4	31	1%	24	1%
5	7	0%	3	0%
6 or More	23	1%	13	0%
<b>Total</b>	<b>3,414</b>	<b>100%</b>	<b>3,415</b>	<b>100%</b>

\*At the time of survey completion, June 2022.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	1,259	41%	470	72%
<b>Non-Profit</b>	643	21%	110	17%
<b>State/Local Government</b>	1,156	37%	72	11%
<b>Veterans Administration</b>	16	1%	1	0%
<b>U.S. Military</b>	10	0%	0	0%
<b>Other Federal Gov't</b>	11	0%	3	0%
<b>Total</b>	<b>3,095</b>	<b>100%</b>	<b>656</b>	<b>100%</b>
<b>Did Not Have Location</b>	133		3,445	
<b>Item Missing</b>	923		51	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

For-Profit:	41%
Federal:	1%

**Top Establishments**

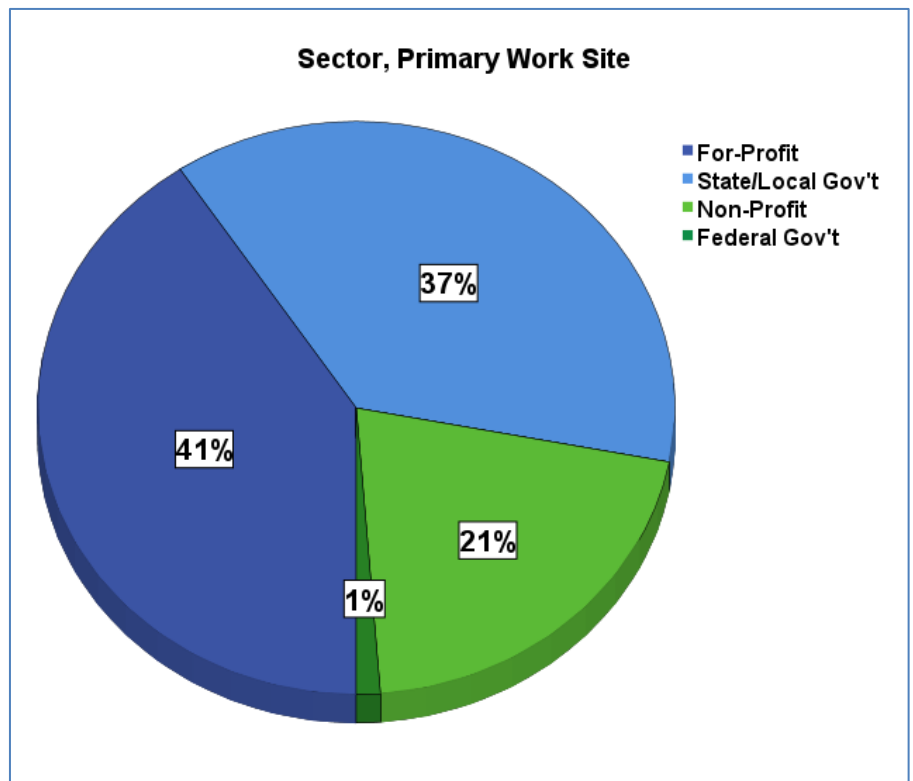
School (Providing Care To Clients):	40%
Private Practice, Group:	10%
Hospital, Inpatient:	8%

**Payment Method**

Cash/Self-Pay:	29%
Medicaid:	28%

Source: Va. Healthcare Workforce Data Center

More than 60% of all SLPs work in the private sector, including 41% 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)	1,229	40%	57	9%
Private Practice, Group	319	10%	95	15%
Hospital, Inpatient Department	261	8%	97	15%
Skilled Nursing Facility	230	7%	104	16%
Hospital, Outpatient Department	214	7%	19	3%
Private Practice, Solo	178	6%	77	12%
Home Health Care	172	6%	57	9%
Rehabilitation Facility	119	4%	31	5%
Academic Institution (Teaching Health Professions Students or Research)	71	2%	17	3%
Community-Based Clinic or Health Center	61	2%	11	2%
Residential Facility/Group Home	31	1%	10	2%
Administrative/Business Organization	17	1%	5	1%
Outpatient Surgical Center	7	0%	0	0%
Physician Office	4	0%	0	0%
Child Day Care	2	0%	2	0%
Other	161	5%	51	8%
<b>Total</b>	<b>3,076</b>	<b>100%</b>	<b>633</b>	<b>100%</b>
<b>Did Not Have a Location</b>	133		3,445	

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.*

*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	1,199	29%
Medicaid	1,173	28%
Private Insurance	1,049	25%
Medicare	739	18%

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Languages Offered

Spanish:	19%
Arabic:	8%
Chinese:	7%

### Means of Communication

Virtual Translation:	57%
Onsite Translation:	40%
Other Staff Member:	30%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Languages Offered		
Language	#	% of Workforce
Spanish	788	19%
Arabic	314	8%
Chinese	292	7%
French	282	7%
Korean	276	7%
Tagalog/Filipino	267	6%
Vietnamese	264	6%
Hindi	252	6%
Urdu	249	6%
Amharic, Somali, or Other Afro-Asiatic Languages	228	5%
Persian	224	5%
Pashto	208	5%
Other Languages	152	4%
<b>At Least One Language</b>	<b>864</b>	<b>21%</b>

Source: Va. Healthcare Workforce Data Center

*Among all SLPs, 19% are employed at a primary work location that offers Spanish language services for patients.*

## Means of Language Communication

Provision	#	% of Workforce with Language Services
Virtual Translation Service	493	57%
Onsite Translation Service	348	40%
Other Staff Member is Proficient	262	30%
Respondent is Proficient	187	22%
Other	29	3%

Source: Va. Healthcare Workforce Data Center

*Nearly three out of every five SLPs who are employed at a primary work location that offers language services for patients provide it by means of a virtual translation service.*

## At a Glance: (Primary Locations)

### Typical Time Allocation

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

### Roles

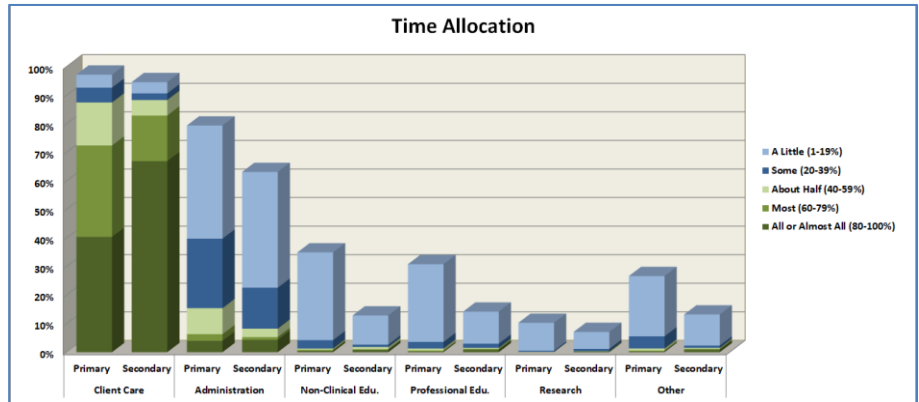
Client Care: 72%  
Administration: 6%  
Non-Clinical Edu.: 1%

### 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, 72% 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>	40%	67%	4%	4%	0%	1%	0%	1%	0%	0%	0%	1%
<b>Most (60-79%)</b>	32%	16%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%
<b>About Half (40-59%)</b>	15%	5%	9%	3%	0%	1%	1%	0%	0%	0%	1%	0%
<b>Some (20-39%)</b>	5%	2%	24%	14%	3%	1%	2%	1%	0%	1%	4%	1%
<b>A Little (1-19%)</b>	5%	4%	40%	41%	31%	10%	27%	11%	10%	6%	21%	11%
<b>None (0%)</b>	3%	5%	21%	37%	65%	87%	69%	86%	90%	93%	73%	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: 49%

Secondary Location: 14%

Source: Va. Healthcare Workforce Data Center

Weekly Patient Totals						
Number of Patients	Primary Work Location		Secondary Work Location		Total <sup>2</sup>	
	#	%	#	%	#	%
<b>None</b>	161	5%	52	8%	137	4%
<b>1-9</b>	399	13%	392	59%	323	10%
<b>10-19</b>	386	12%	93	14%	363	12%
<b>20-29</b>	397	13%	46	7%	407	13%
<b>30-39</b>	355	11%	32	5%	358	11%
<b>40-49</b>	218	7%	17	3%	245	8%
<b>50-59</b>	303	10%	15	2%	316	10%
<b>60-69</b>	138	4%	3	0%	156	5%
<b>70-79</b>	87	3%	1	0%	91	3%
<b>80 or More</b>	706	22%	15	2%	754	24%
<b>Total</b>	<b>3,150</b>	<b>100%</b>	<b>666</b>	<b>100%</b>	<b>3,150</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*SLPs typically treat approximately 30 to 39 clients per week across both their primary and secondary work locations.*

Weekly Patient Sessions								
Number of Sessions	Primary Work Location				Secondary Work Location			
	Individual Sessions		Group Sessions		Individual Sessions		Group Sessions	
	#	%	#	%	#	%	#	%
<b>None</b>	167	5%	1,600	51%	54	8%	571	86%
<b>1-9</b>	1,032	33%	532	17%	441	66%	69	10%
<b>10-19</b>	765	24%	387	12%	109	16%	14	2%
<b>20-29</b>	485	16%	359	11%	29	4%	5	1%
<b>30-39</b>	331	11%	134	4%	20	3%	2	0%
<b>40-49</b>	176	6%	67	2%	3	0%	1	0%
<b>50-59</b>	103	3%	31	1%	4	1%	0	0%
<b>60-69</b>	39	1%	10	0%	1	0%	0	0%
<b>70-79</b>	11	0%	0	0%	1	0%	0	0%
<b>80 or More</b>	19	1%	3	0%	3	0%	0	0%
<b>Total</b>	<b>3,127</b>	<b>100%</b>	<b>3,122</b>	<b>100%</b>	<b>665</b>	<b>100%</b>	<b>663</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>2</sup> This column estimates the total number of patients 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>	50	2%	-	-
<b>50 to 54</b>	136	5%	5	1%
<b>55 to 59</b>	381	13%	76	10%
<b>60 to 64</b>	878	30%	210	27%
<b>65 to 69</b>	1,034	36%	316	40%
<b>70 to 74</b>	254	9%	98	12%
<b>75 to 79</b>	59	2%	34	4%
<b>80 or Over</b>	19	1%	8	1%
<b>I Do Not Intend to Retire</b>	98	3%	38	5%
<b>Total</b>	<b>2,909</b>	<b>100%</b>	<b>785</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All SLPs**

Under 65: 50%

Under 60: 19%

**SLPs 50 and Over**

Under 65: 37%

Under 60: 10%

**Time Until Retirement**

Within 2 Years: 4%

Within 10 Years: 16%

Half the Workforce: By 2052

Source: Va. Healthcare Workforce Data Center

*One-half of all SLPs expect to retire before the age of 65. Among SLPs who are age 50 and over, 37% expect to retire by the age of 65.*

*Within the next two years, 9% of SLPs expect to pursue additional educational opportunities, and 8% also expect to increase their client care hours.*

**Future Plans**

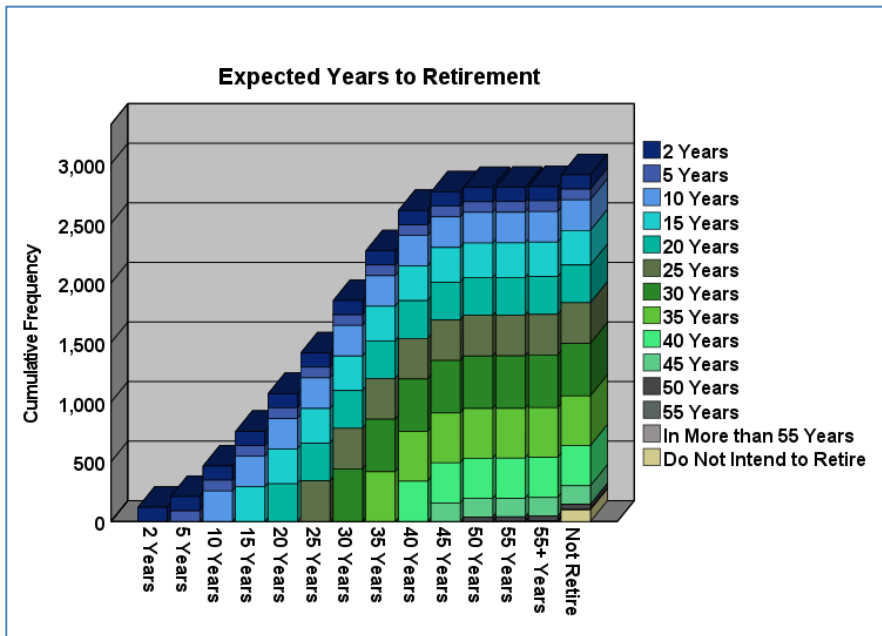
Two-Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	95	2%
<b>Leave Virginia</b>	140	3%
<b>Decrease Patient Care Hours</b>	300	7%
<b>Decrease Teaching Hours</b>	28	1%
<b>Increase Participation</b>		
<b>Increase Client Care Hours</b>	320	8%
<b>Increase Teaching Hours</b>	148	4%
<b>Pursue Additional Education</b>	393	9%
<b>Return to the Workforce</b>	50	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for SLPs. Only 4% of SLPs expect to retire in the next two years, while 16% expect to retire in the next ten years. Half of the current workforce expect to retire by 2052.

Time to Retirement			
Expect to Retire Within . . .	#	%	Cumulative %
2 Years	119	4%	4%
5 Years	90	3%	7%
10 Years	257	9%	16%
15 Years	291	10%	26%
20 Years	317	11%	37%
25 Years	341	12%	49%
30 Years	441	15%	64%
35 Years	417	14%	78%
40 Years	338	12%	90%
45 Years	155	5%	95%
50 Years	38	1%	96%
55 Years	1	0%	96%
In More than 55 Years	7	0%	97%
Do Not Intend to Retire	98	3%	100%
<b>Total</b>	<b>2,909</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 2037. Retirement will peak at 15% of the current workforce around 2052 before declining to under 10% of the current workforce again around 2067.



## At a Glance:

### FTEs

Total: 3,185  
 FTEs/1,000 Residents<sup>3</sup>: 0.369  
 Average: 0.79

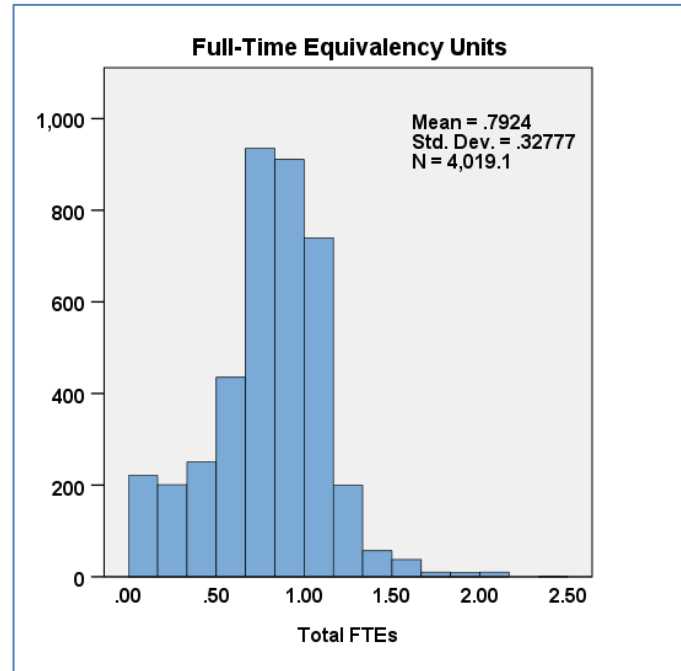
### Age & Gender Effect

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

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

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

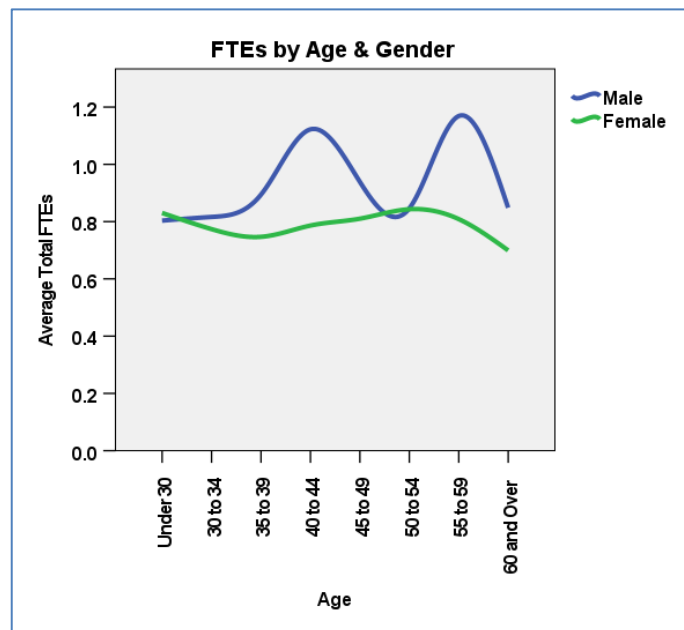


Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.83 FTEs in the past year, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.<sup>4</sup>

Full-Time Equivalency Units		
	Average	Median
<b>Age</b>		
Under 30	0.83	0.87
30 to 34	0.78	0.80
35 to 39	0.75	0.76
40 to 44	0.80	0.86
45 to 49	0.82	0.85
50 to 54	0.89	0.96
55 to 59	0.81	0.77
60 and Over	0.67	0.59
<b>Gender</b>		
Male	0.89	0.93
Female	0.79	0.83

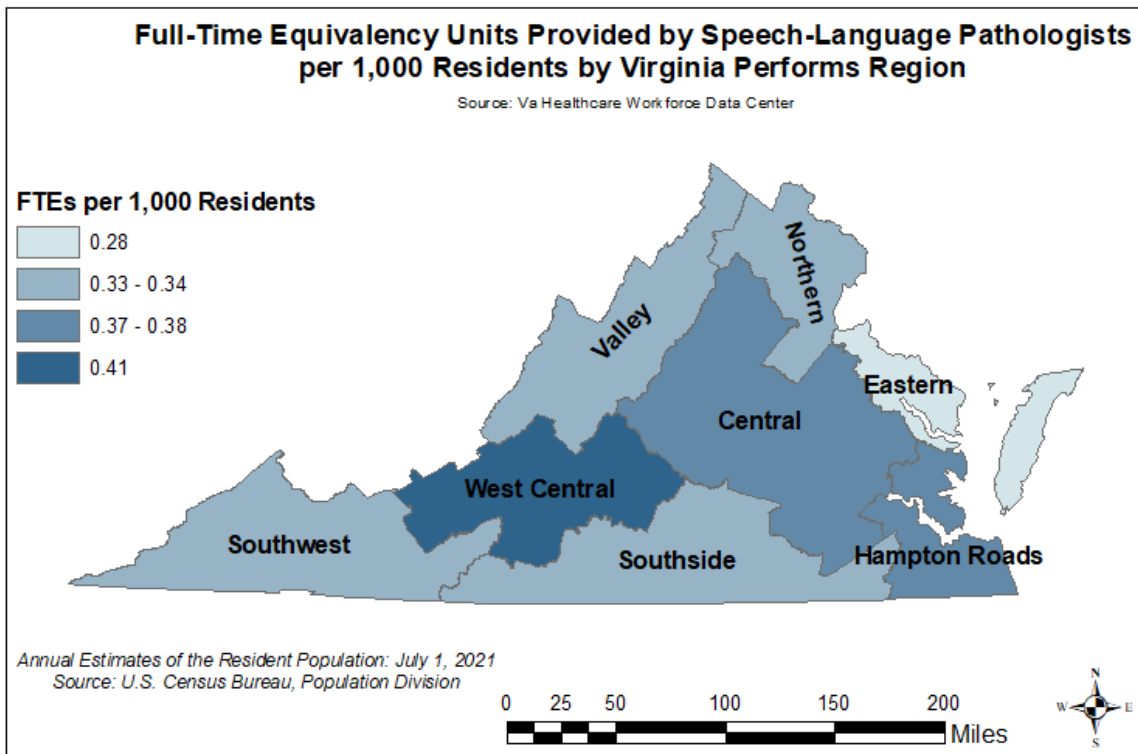
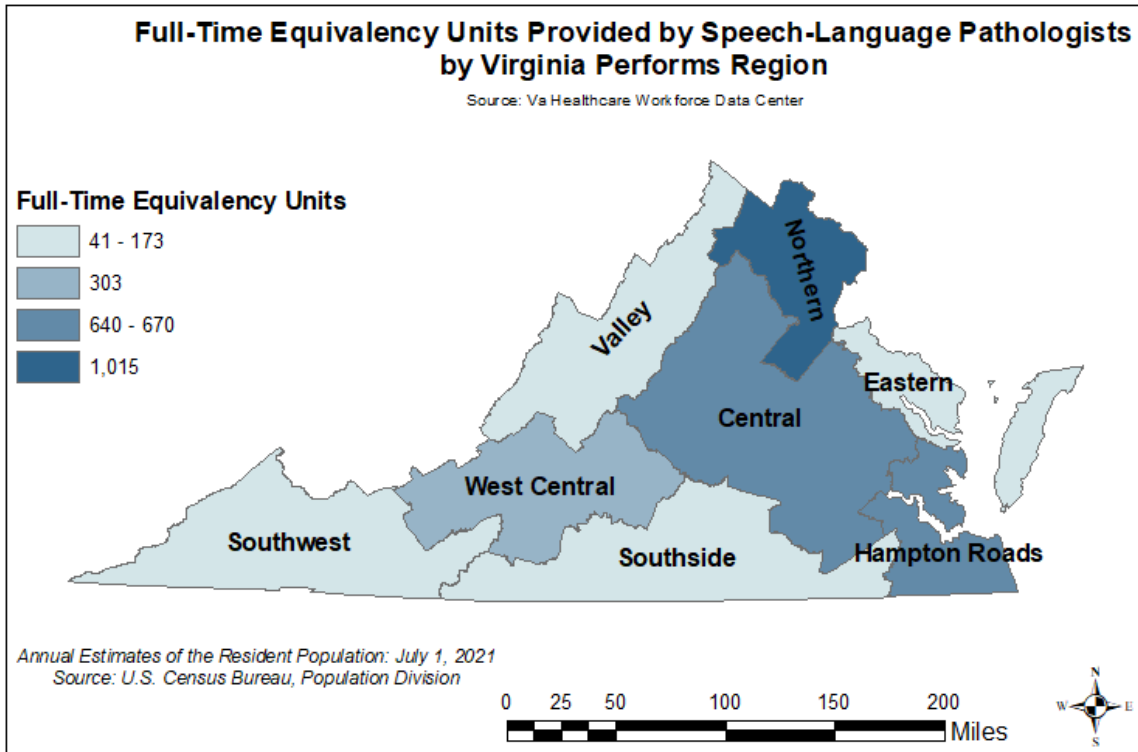
Source: Va. Healthcare Workforce Data Center

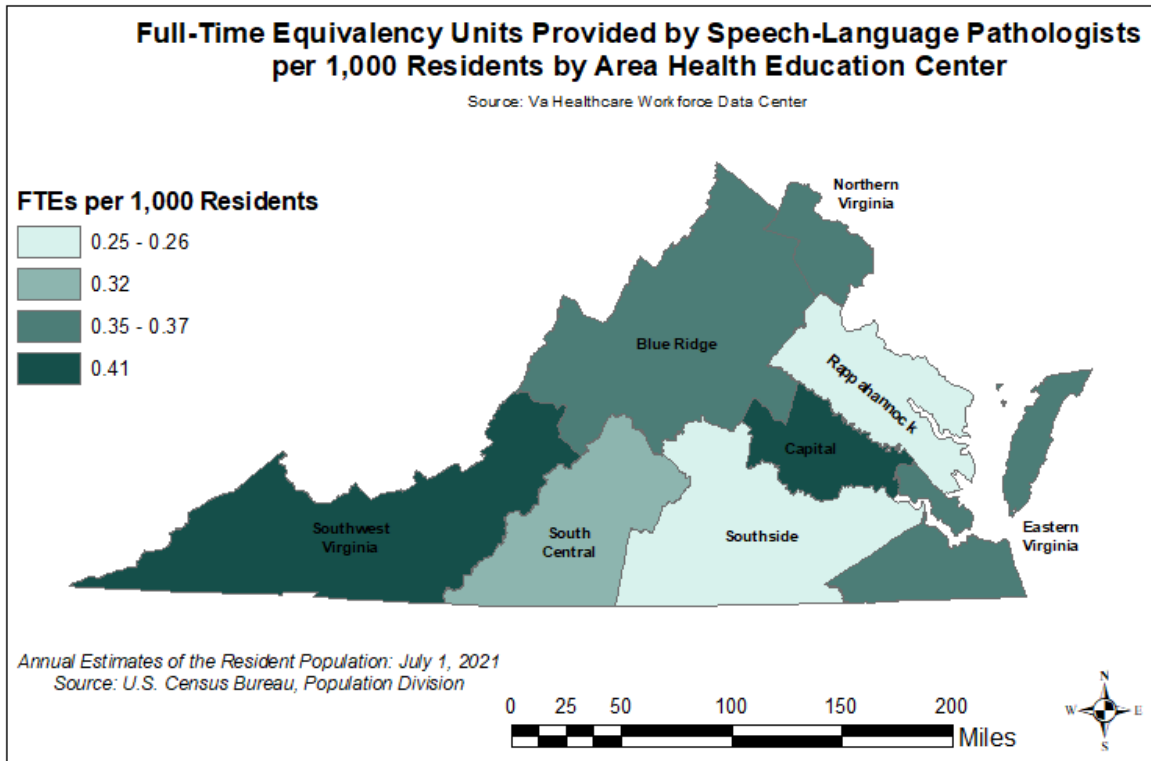
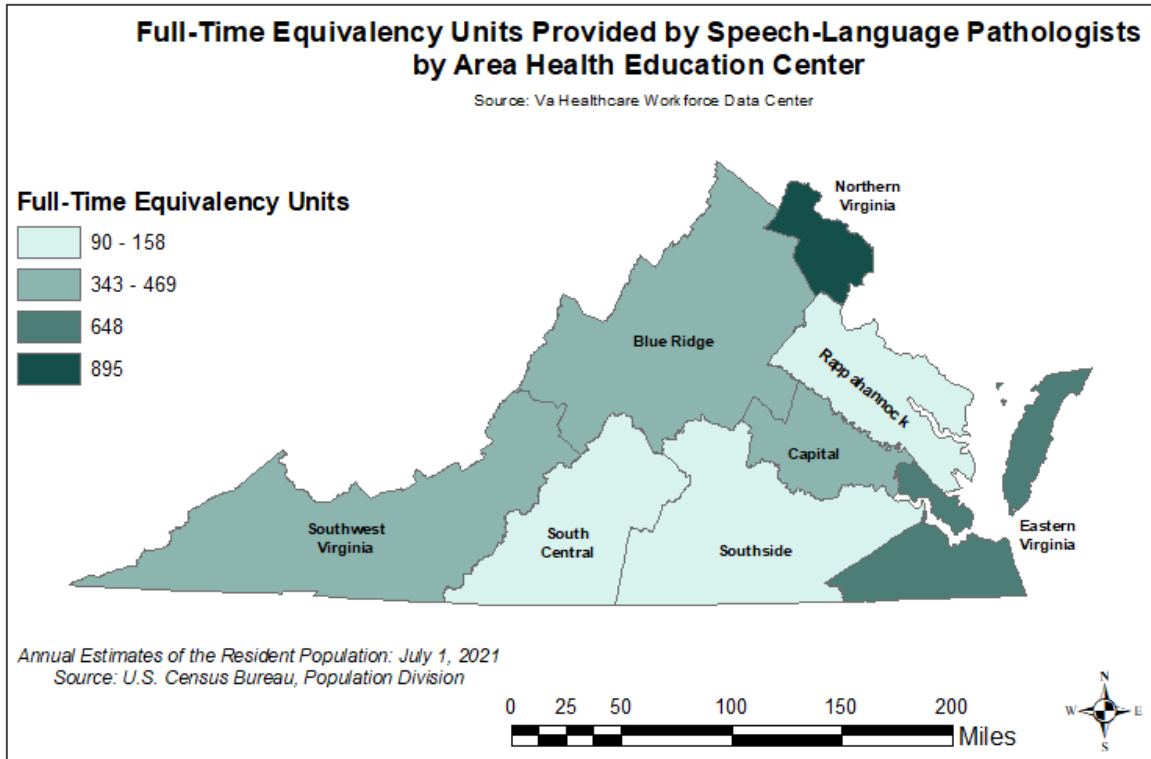


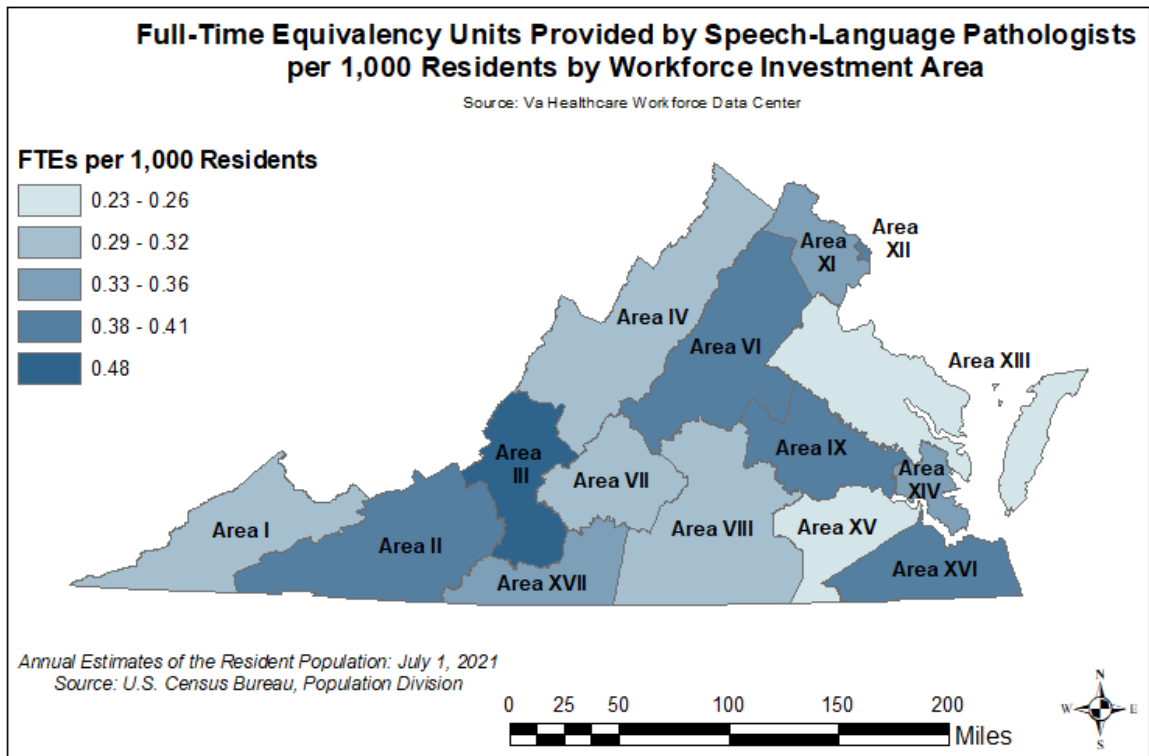
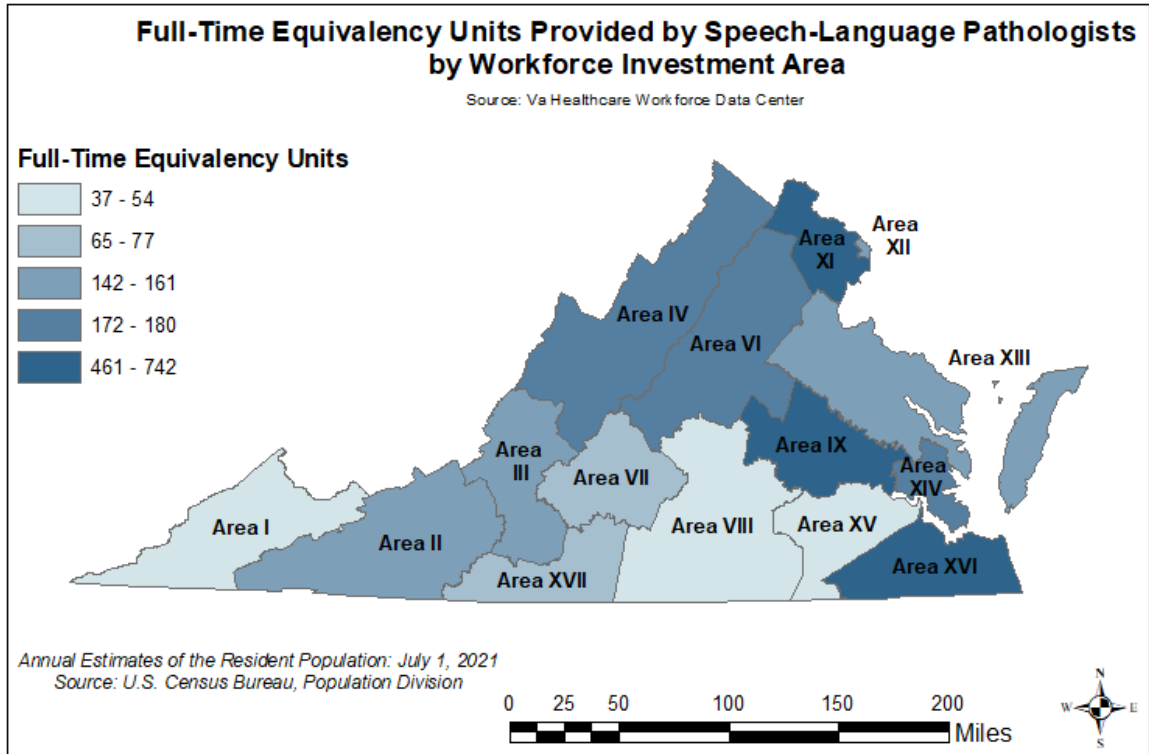
Source: Va. Healthcare Workforce Data Center

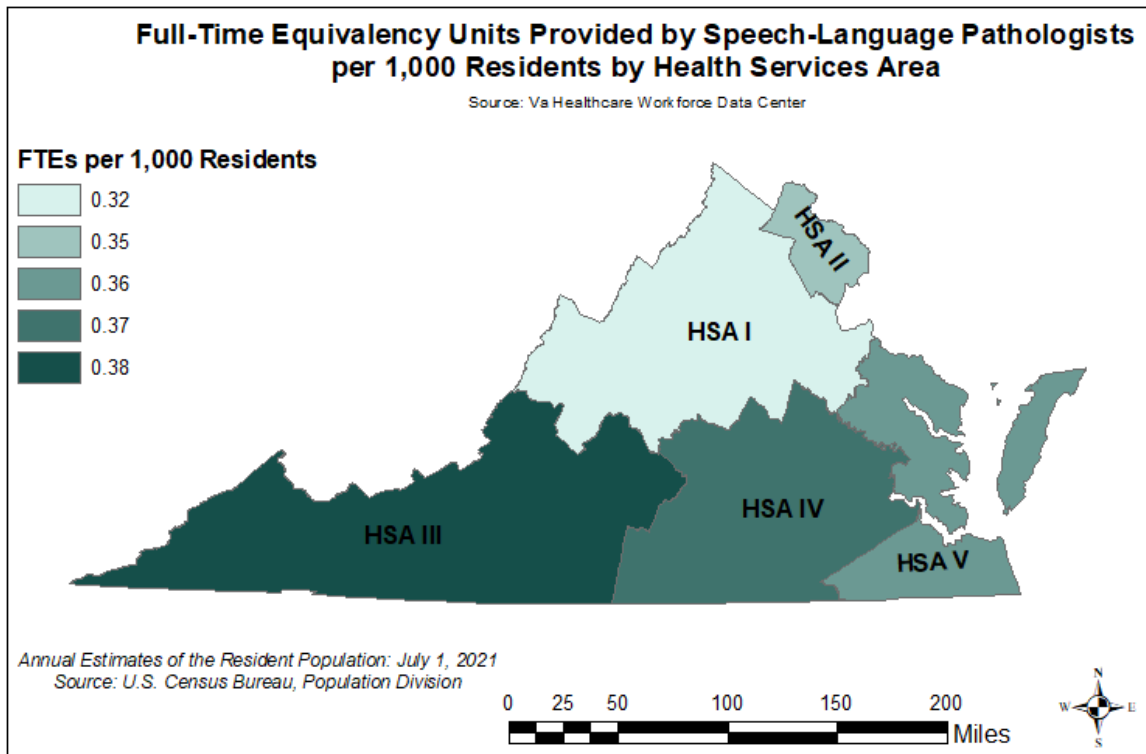
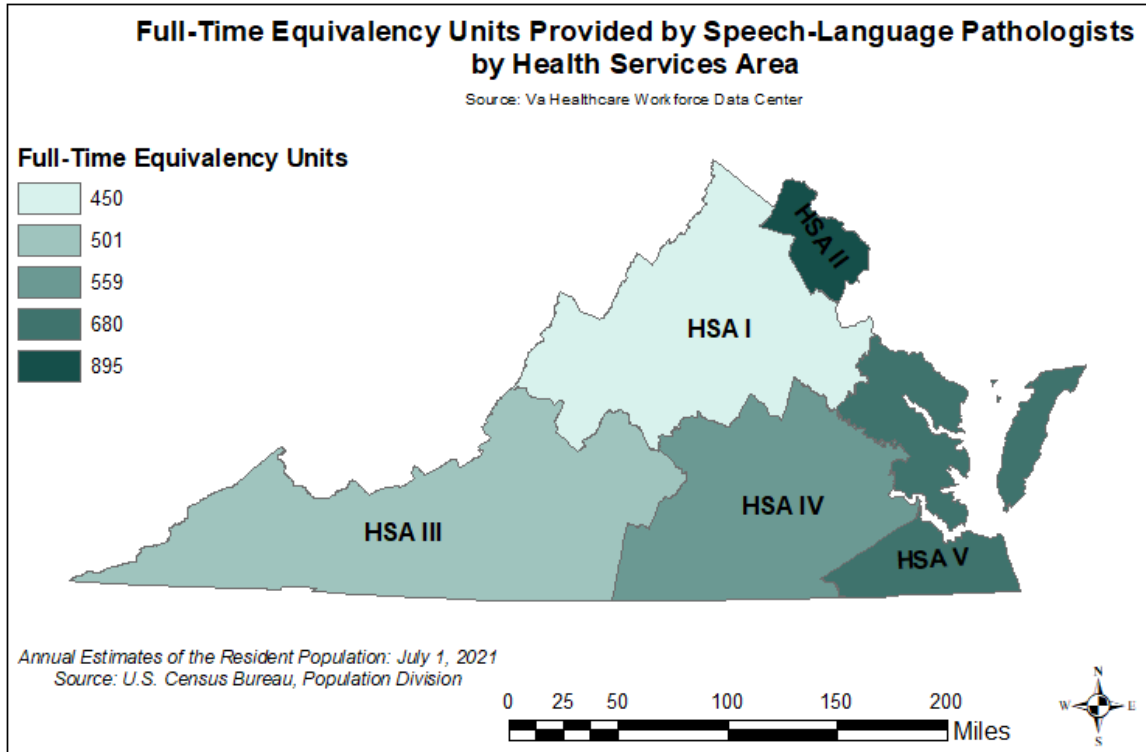
<sup>3</sup> Number of residents in 2021 was used as the denominator.

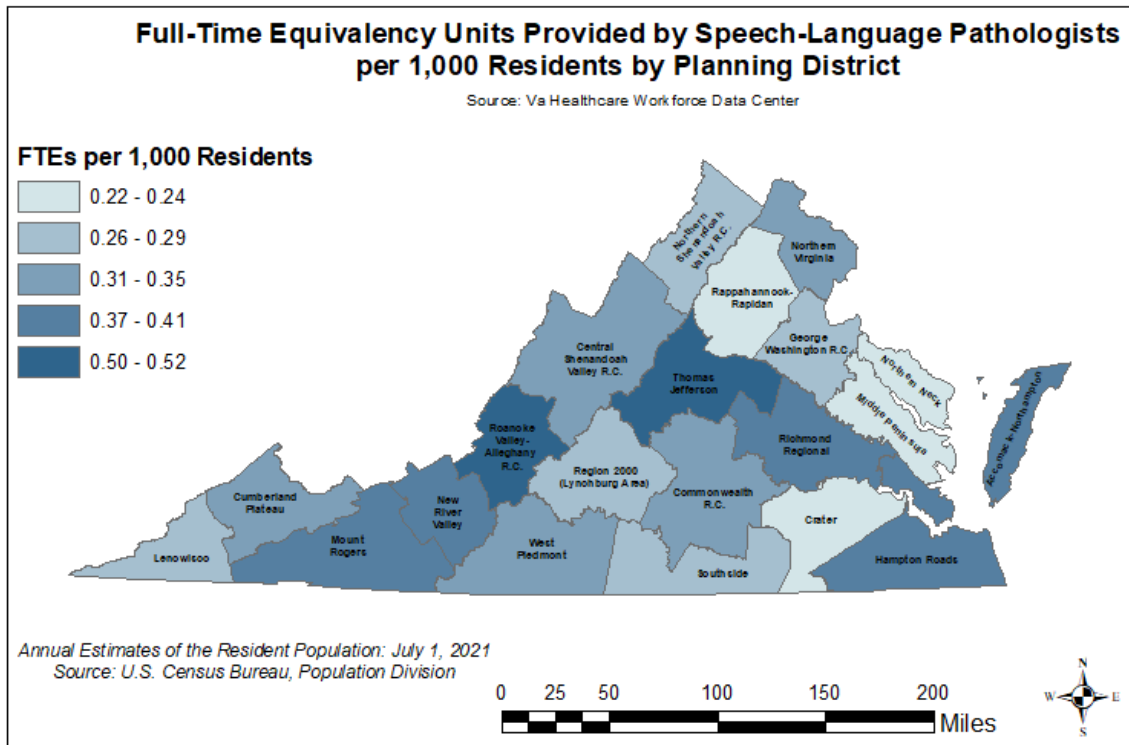
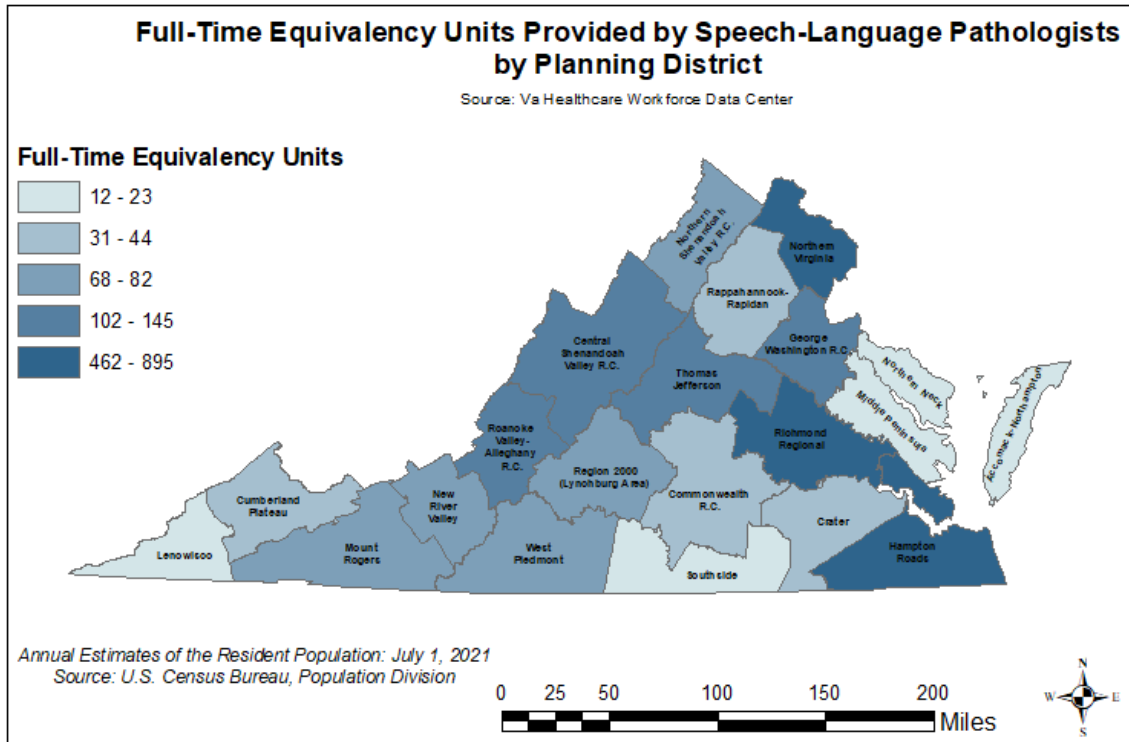
<sup>4</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Metro, 1 Million+</b>	2,719	90.03%	1.111	1.045	1.262
<b>Metro, 250,000 to 1 Million</b>	303	91.09%	1.098	1.033	1.248
<b>Metro, 250,000 or Less</b>	430	89.53%	1.117	1.051	1.269
<b>Urban, Pop. 20,000+, Metro Adj.</b>	47	91.49%	1.093	1.029	1.242
<b>Urban, Pop. 20,000+, Non-Adj.</b>	0	NA	NA	NA	NA
<b>Urban, Pop. 2,500-19,999, Metro Adj.</b>	140	90.00%	1.111	1.046	1.263
<b>Urban, Pop. 2,500-19,999, Non-Adj.</b>	76	90.79%	1.101	1.037	1.252
<b>Rural, Metro Adj.</b>	62	90.32%	1.107	1.042	1.258
<b>Rural, Non-Adj.</b>	22	81.82%	1.222	1.150	1.389
<b>Virginia Border State/D.C.</b>	552	73.37%	1.363	1.283	1.549
<b>Other U.S. State</b>	605	73.88%	1.353	1.274	1.538

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
<b>Under 30</b>	642	75.86%	1.318	1.242	1.549
<b>30 to 34</b>	845	84.02%	1.190	1.122	1.399
<b>35 to 39</b>	757	89.04%	1.123	1.058	1.320
<b>40 to 44</b>	639	88.26%	1.133	1.068	1.331
<b>45 to 49</b>	593	90.73%	1.102	1.039	1.295
<b>50 to 54</b>	501	91.62%	1.092	1.029	1.283
<b>55 to 59</b>	344	90.41%	1.106	1.042	1.300
<b>60 and Over</b>	635	83.46%	1.198	1.129	1.408

Source: Va. Healthcare Workforce Data Center

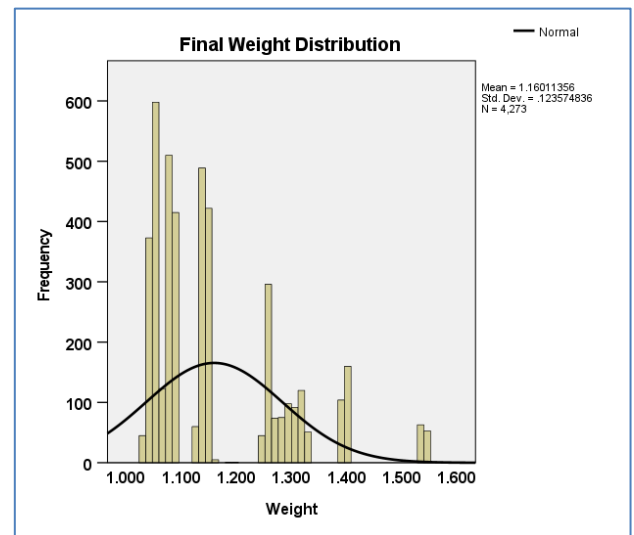
See the Methods section on the HWDC website for details on HWDC methods:

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

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

Age Weight x Rural Weight x Response Rate =  
Final Weight.

**Overall Response Rate: 0.862187**



Source: Va. Healthcare Workforce Data Center