Virginia's Speech-Language Pathology Workforce: 2023

Healthcare Workforce Data Center

July 2023

More than 4,400 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!

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The Board of Audiology & Speech-Language Pathology

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Background
Rural Childhood:	29%
HS Degree in VA:	46%
Prof. Degree in VA:	47%

Education
Masters:	98%
Doctorate:	2%

Finances
Median Income:	$60k-$70k
Health Insurance:	62%
Under 40 w/ Ed. Debt:	57%

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

Job Turnover
Switched Jobs:	7%
Employed Over 2 Yrs.:	62%

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

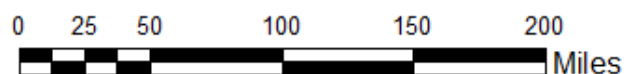*Source: Va. Healthcare Workforce Data Center*

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
- 0.30 - 0.32
- 0.33 - 0.35
- 0.38 - 0.40
- 0.42
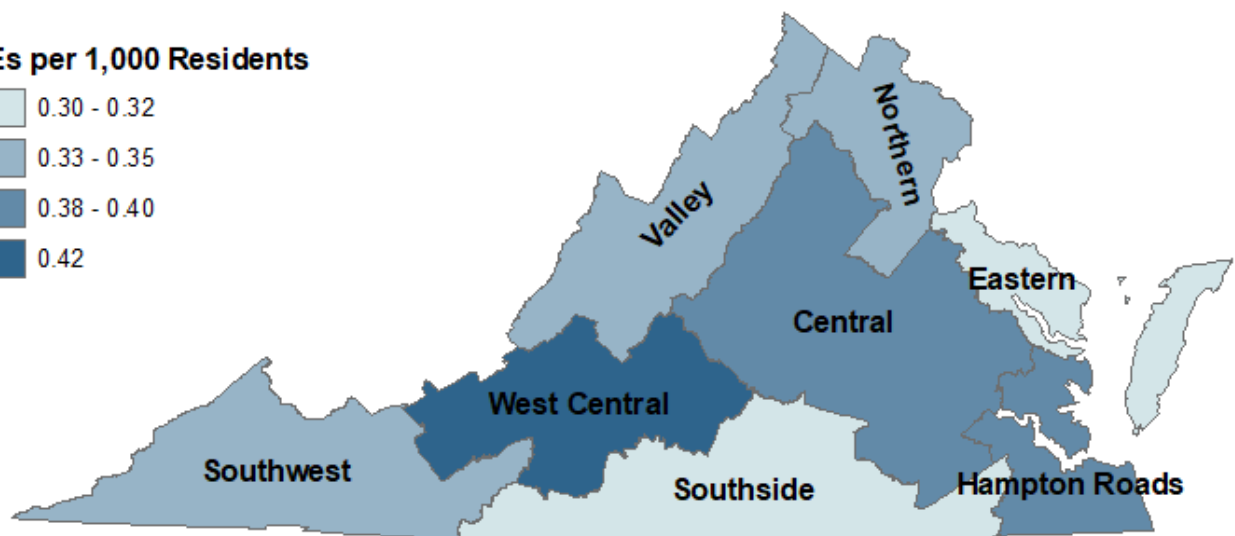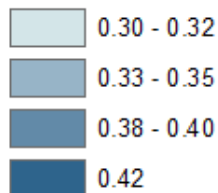
Annual Estimates of the Resident Population: July 1, 2021
Source: U.S. Census Bureau, Population Division

Results in Brief

This report contains the results of the 2023 Speech-Language Pathology (SLP) Workforce Survey. More than 4,400 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 5,173 SLPs who are licensed in the state and 98% of renewing practitioners.

The HWDC estimates that 4,326 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 3,299 "full-time equivalency units," which the HWDC defines simply as working 2,000 hours per year.

The vast majority of SLPs are female, who constitute 97% of the SLP workforce. 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. This is well below the comparable diversity index of 58% for Virginia's population as a whole. 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, 10% of all SLPs work in a non-metro area 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. More than three out of every five SLPs work in the private sector, including 41% who work at a for-profit organization, while another 38% of SLPs work for a state or local government. The median annual income of Virginia's SLP workforce is between $60,000 and $70,000. In addition, 80% 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 51% who indicated that they are "very satisfied."

Summary of Trends

In this section, all statistics are compared to the 2013 SLP workforce. The number of licensed SLPs in Virginia has increased by 49% (5,173 vs. 3,468). In addition, the size of Virginia's SLP workforce has increased by 45% (4,326 vs. 2,993), and the number of FTEs provided by this workforce has increased by 40% (3,299 vs. 2,358). Virginia's renewing SLPs are more likely to respond to this survey (98% vs. 85%).

Virginia's SLP workforce has become more diverse (28% vs. 24%), following a similar trend as the state's overall population (58% vs. 54%). SLPs are less likely to have grown up in a rural area (29% vs. 31%), but 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%). The percentage of all SLPs who carry education debt has fallen (39% vs. 40%). Among SLPs who are under the age of 40, the percentage holding education debt has fallen even further (57% vs. 66%). However, the median outstanding balance among those SLPs with education debt has increased ($50k-$60k vs. $30k-$40k).

SLPs are more likely to hold one-full time job (59% vs. 55%) instead of two or more positions simultaneously (19% vs. 21%). SLP employment has shifted away from the for-profit sector (41% vs. 45%) in favor of state and local governments (38% vs. 34%). With respect to establishment types, schools that provide care to clients are employing a greater share of Virginia's SLP workforce (40% vs. 33%), and this shift has mainly come at the expense of employment in skilled nursing facilities (7% vs. 15%). The typical SLP has seen their median patient workload increase at their primary work location (30-39 vs. 20-29). In addition, the percentage of SLPs who hold group sessions at their primary work location has increased as well (49% vs. 42%).

The median annual income of Virginia's SLP workforce has increased ($60k-$70k vs. $50k-$60k), and SLPs are more likely to receive this income in the form of a salary (53% vs. 46%) instead of an hourly wage (34% vs. 40%). The percentage of SLPs who indicated that they are satisfied with their current employment situation has fallen (93% vs. 95%). This decline is even greater among those SLPs who indicated that they were "very satisfied" with their current employment situation (51% vs. 60%).

A Closer Look:

Licensee Counts		
License Status	**#**	**%**
Renewing Practitioners	4,334	84%
New Licensees	444	9%
Non-Renewals	395	8%
All Licensees	**5,173**	**100%**

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 the 5,173 SLPs who held a license at some point in the past year.

Definitions
1. **The Survey Period:** The survey was conducted in June 2023.
2. **Target Population:** All SLPs who held a Virginia license at some point between July 2022 and June 2023.
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	168	499	75%
30 to 34	133	755	85%
35 to 39	107	698	87%
40 to 44	76	576	88%
45 to 49	59	551	90%
50 to 54	40	512	93%
55 to 59	43	306	88%
60 and Over	100	550	85%
Total	**726**	**4,447**	**86%**
New Licenses			
Issued in Past Year	264	180	41%
Metro Status			
Non-Metro	39	324	89%
Metro	361	3,190	90%
Not in Virginia	326	933	74%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	4,447
Response Rate, All Licensees	86%
Response Rate, Renewals	98%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed SLPs
Number: 5,173
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:	4,326
FTEs:	3,299

Utilization Ratios

Licensees in VA Workforce:	84%
Licensees per FTE:	1.57
Workers per FTE:	1.31

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	4,231	98%
Looking for Work in Virginia	96	2%
Virginia's Workforce	**4,326**	**100%**
Total FTEs	**3,299**	
Licensees	**5,173**	

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/
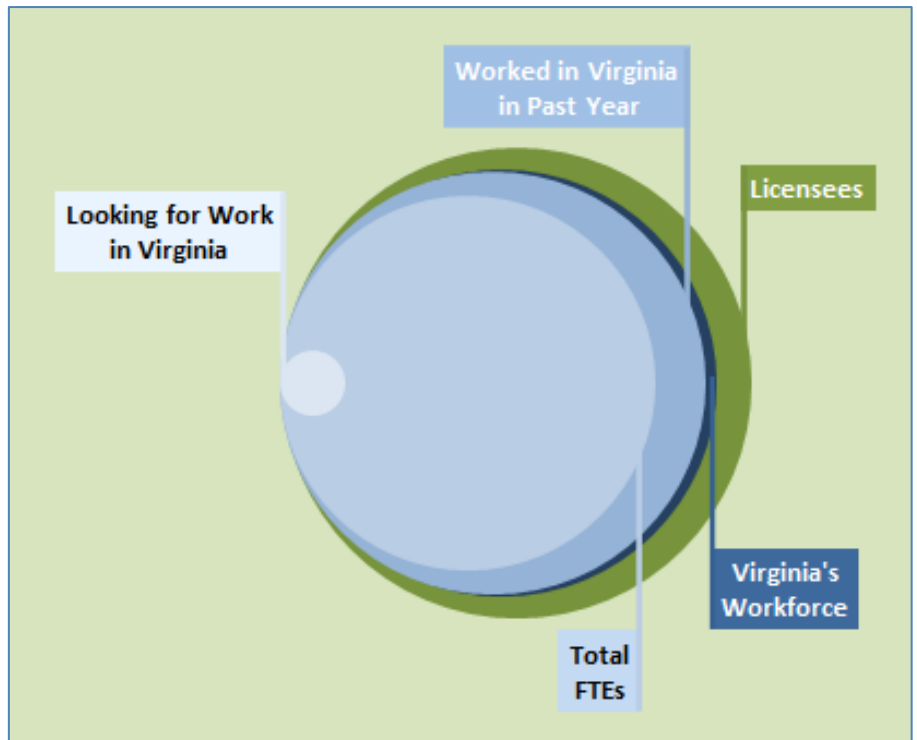
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
	Male		Female		Total	
Age	#	% Male	#	% Female	#	% in Age Group
Under 30	6	1%	544	99%	550	15%
30 to 34	23	4%	638	97%	661	18%
35 to 39	13	2%	568	98%	580	16%
40 to 44	8	2%	426	98%	434	12%
45 to 49	13	3%	404	97%	417	11%
50 to 54	5	1%	383	99%	388	11%
55 to 59	8	3%	247	97%	255	7%
60 and Over	19	5%	367	95%	385	10%
Total	95	3%	3,576	97%	3,671	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	SLPs		SLPs Under 40	
	%	#	%	#	%
White	60%	3,105	85%	1,512	84%
Black	19%	242	7%	110	6%
Asian	7%	92	3%	51	3%
Other Race	0%	27	1%	10	1%
Two or More Races	3%	71	2%	40	2%
Hispanic	10%	129	4%	67	4%
Total	100%	3,666	100%	1,790	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, 2021.

Source: Va. Healthcare Workforce Data Center

At a Glance:

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

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

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

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 58%.

Nearly one-half of SLPs are under the age of 40, and 98% 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 28%.

Age & Gender
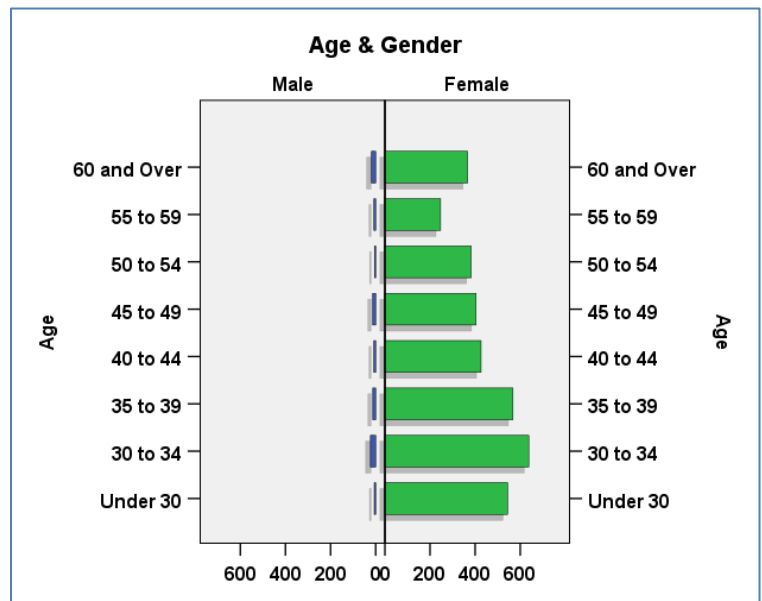
Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood
Urban Childhood:	7%
Rural Childhood:	29%

Virginia Background
HS in Virginia:	46%
Prof. Education in VA:	47%
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
Metro Counties				
1	Metro, 1 Million+	20%	72%	8%
2	Metro, 250,000 to 1 Million	48%	48%	5%
3	Metro, 250,000 or Less	37%	58%	6%
Non-Metro Counties				
4	Urban, Pop. 20,000+, Metro Adjacent	62%	33%	5%
6	Urban, Pop. 2,500-19,999, Metro Adjacent	66%	31%	3%
7	Urban, Pop. 2,500-19,999, Non-Adjacent	77%	19%	4%
8	Rural, Metro Adjacent	67%	33%	0%
9	Rural, Non-Adjacent	60%	40%	0%
	Overall	**29%**	**64%**	**7%**

Source: Va. Healthcare Workforce Data Center

Educational Background in Virginia

- Both — 36%
- Prof. Edu. — 11%
- High School — 9%
- Neither — 44%

Source: Va. Healthcare Workforce Data Center
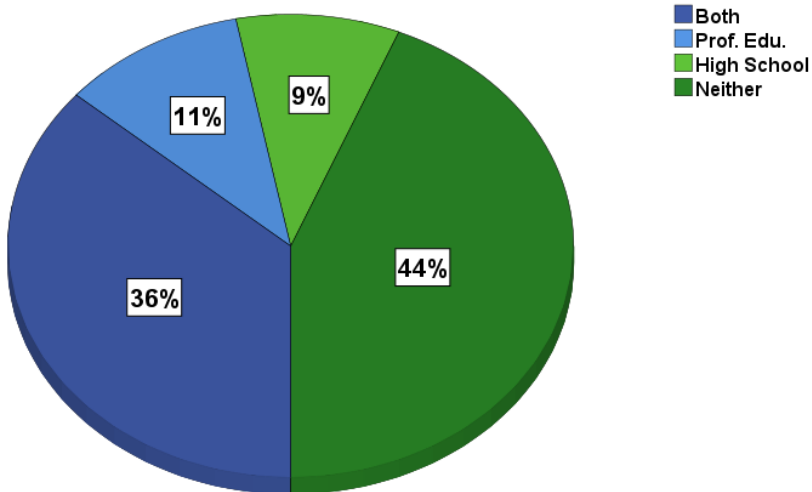
Nearly three out of every ten SLPs grew up in a self-described rural area, and 22% of SLPs who grew up in a rural area currently work in a non-metro county. In total, 10% of all SLPs currently work in a non-metro county.

Top Ten States for Speech-Language Pathologist Recruitment

Rank	All Speech-Language Pathologists			
	High School	**#**	**Professional School**	**#**
1	Virginia	1,660	Virginia	1,696
2	Pennsylvania	264	New York	226
3	New York	260	Washington, D.C.	215
4	Maryland	153	Pennsylvania	179
5	New Jersey	153	North Carolina	154
6	North Carolina	114	Tennessee	128
7	Florida	98	Florida	115
8	West Virginia	75	Maryland	109
9	Ohio	70	Ohio	73
10	Illinois	67	Massachusetts	66

Source: Va. Healthcare Workforce Data Center

Among all SLPs, 46% received their high school degree in Virginia, and 47% received their initial professional degree in the state.

Among SLPs licensed in the past five years, 39% received their high school degree in Virginia, and 39% also received their initial professional degree in the state.

Rank	Licensed in the Past Five Years			
	High School	**#**	**Professional School**	**#**
1	Virginia	425	Virginia	431
2	Pennsylvania	107	New York	83
3	New York	71	Washington, D.C.	76
4	New Jersey	61	Pennsylvania	66
5	Maryland	42	North Carolina	46
6	Florida	38	Florida	42
7	North Carolina	37	Maryland	36
8	Illinois	30	Tennessee	28
9	Ohio	27	Texas	27
10	California	26	Massachusetts	26

Source: Va. Healthcare Workforce Data Center

Among all licensed SLPs, 16% did not participate in Virginia's workforce in the past year. Nearly nine out of every ten 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:	848
% of Licensees:	16%
Federal/Military:	2%
VA Border State/DC:	30%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Highest Professional Degree		
Degree	**#**	**%**
Master's Degree	3,502	98%
Doctorate - SLP	52	1%
Other Doctorate	24	1%
Total	**3,577**	**100%**

Source: Va. Healthcare Workforce Data Center
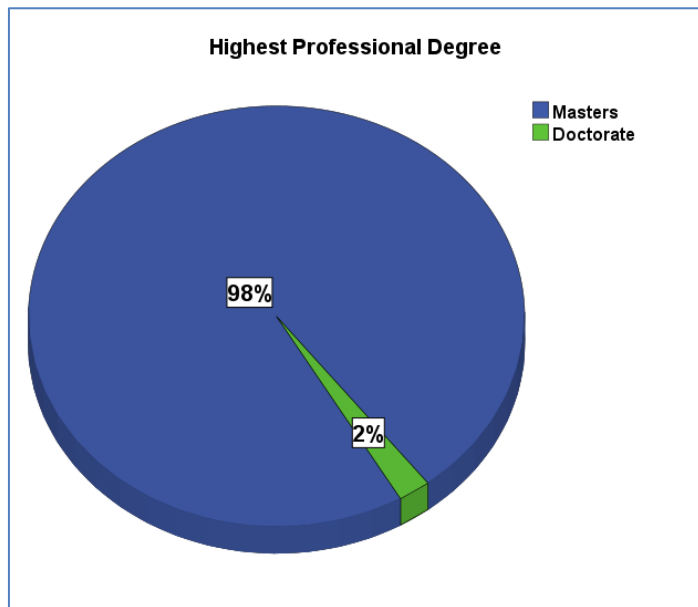
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
Masters: 98%
Doctorate: 2%

Education Debt
Carry Debt: 39%
Under Age 40 w/ Debt: 57%
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 57% of those SLPs who are under the age of 40. For those SLPs with education debt, the median outstanding balance is between $50,000 and $60,000.

Education Debt				
Amount Carried	**All SLPs**		**SLPs Under 40**	
	#	**%**	**#**	**%**
None	1,925	61%	657	43%
Less than $10,000	140	4%	78	5%
$10,000-$19,999	113	4%	67	4%
$20,000-$29,999	124	4%	81	5%
$30,000-$39,999	92	3%	64	4%
$40,000-$49,999	99	3%	68	4%
$50,000-$59,999	100	3%	71	5%
$60,000-$69,999	76	2%	68	4%
$70,000-$79,999	102	3%	83	5%
$80,000-$89,999	83	3%	66	4%
$90,000-$99,999	65	2%	53	3%
$100,000 or More	233	7%	178	12%
Total	**3,154**	**100%**	**1,534**	**100%**

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Specialties
Child Language:	27%
School/Pediatrics:	27%
Swallowing Disorders:	23%

Top Credentials
CCC-SLP:	74%
VitalStim Certified:	8%
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
Child Language	1,162	27%
School/Pediatrics	1,161	27%
Swallowing & Swallowing Disorders	1,011	23%
Autism	988	23%
Child/Infant	716	17%
Geriatrics	599	14%
Medical	565	13%
Brain Injury	414	10%
Fluency Disorders	326	8%
Voice	278	6%
Deaf and Hard of Hearing	169	4%
Other	356	8%
At Least One Specialization	**2,642**	**61%**

Source: Va. Healthcare Workforce Data Center

Credentials		
Credential	#	% of Workforce
CCC-SLP: Speech-Language Pathology	3,219	74%
VitalStim Certified	334	8%
DOE Endorsement	47	1%
CBIS: Certified Brain Injury Specialist	44	1%
CF-SLP: Fellowship	14	0%
BRS-S: Swallowing	8	0%
CCC-A: Audiology	7	0%
BRS-CL: Child Language	7	0%
BRS-FD: Fluency Disorders	5	0%
Other	162	4%
At Least One Credential	**3,294**	**76%**

Source: Va. Healthcare Workforce Data Center

More than three out of every four SLPs hold at least one credential, including 74% 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: 19%

Weekly Hours
40 to 49:   44%
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	3,374	93%
Employed, NOT in a SLP-Related Capacity	110	3%
Not Working, Reason Unknown	0	0%
Involuntarily Unemployed	3	< 1%
Voluntarily Unemployed	107	3%
Retired	30	1%
Total	**3,627**	**100%**

Source: Va. Healthcare Workforce Data Center

Among all SLPs, 93% 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	140	4%
One Part-Time Position	621	17%
Two Part-Time Positions	191	5%
One Full-Time Position	2,132	59%
One Full-Time Position & One Part-Time Position	408	11%
Two Full-Time Positions	7	0%
More than Two Positions	85	2%
Total	**3,584**	**100%**

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	**#**	**%**
0 Hours	140	4%
1 to 9 Hours	114	3%
10 to 19 Hours	216	6%
20 to 29 Hours	334	9%
30 to 39 Hours	879	25%
40 to 49 Hours	1,538	44%
50 to 59 Hours	231	7%
60 to 69 Hours	55	2%
70 to 79 Hours	18	1%
80 or More Hours	7	0%
Total	**3,532**	**100%**

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Annual Income		
Income Level	**#**	**%**
Volunteer Work Only	27	1%
Less than $20,000	153	5%
$20,000-$29,999	101	3%
$30,000-$39,999	116	4%
$40,000-$49,999	195	7%
$50,000-$59,999	391	13%
$60,000-$69,999	565	19%
$70,000-$79,999	487	17%
$80,000-$89,999	368	13%
$90,000-$99,999	242	8%
$100,000-$109,999	161	6%
$110,000-$119,999	63	2%
$120,000 or More	83	3%
Total	**2,953**	**100%**

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: 51%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	**#**	**%**
Very Satisfied	1,785	51%
Somewhat Satisfied	1,479	42%
Somewhat Dissatisfied	188	5%
Very Dissatisfied	51	2%
Total	**3,503**	**100%**

Source: Va. Healthcare Workforce Data Center

The typical SLP earns between $60,000 and $70,000 per year. In addition, 80% 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	2,053	61%	68%
Health Insurance	1,903	56%	62%
Paid Sick Leave	1,838	54%	60%
Paid Vacation	1,815	54%	60%
Dental Insurance	1,804	53%	59%
Group Life Insurance	1,116	33%	38%
Signing/Retention Bonus	240	7%	9%
At Least One Benefit	**2,454**	**73%**	**80%**

*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?	14	< 1%
Experience Voluntary Unemployment?	210	5%
Work Part-Time or Temporary Positions, but Would Have Preferred a Full-Time/Permanent Position?	97	2%
Work Two or More Positions at the Same Time?	793	18%
Switch Employers or Practices?	305	7%
Experience at Least One?	1,174	27%

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 2.9%.[1]

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at This Location	59	2%	53	7%
Less than 6 Months	158	5%	107	15%
6 Months to 1 Year	395	12%	129	18%
1 to 2 Years	678	20%	145	20%
3 to 5 Years	775	23%	141	19%
6 to 10 Years	557	16%	76	10%
More than 10 Years	780	23%	79	11%
Subtotal	3,401	100%	729	100%
Did Not Have Location	123		3,574	
Item Missing	801		23	
Total	4,326		4,326	

Source: Va. Healthcare Workforce Data Center

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

At a Glance:

Unemployment Experience
Involuntarily Unemployed: < 1%
Underemployed: 2%

Turnover & Tenure
Switched: 7%
New Location: 23%
Over 2 Years: 62%
Over 2 Yrs., 2nd Location: 41%

Employment Type
Salary/Commission: 53%
Hourly Wage: 34%

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	1,185	53%
Hourly Wage	773	34%
By Contract/Per Diem	199	9%
Business/Practice Income	79	4%
Unpaid	11	0%
Subtotal	2,247	100%

Source: Va. Healthcare Workforce Data Center

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[1] 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 3.3%. At the time of publication, the unemployment rate for May 2023 was still preliminary, and the unemployment rate for June 2023 had not yet been released.

At a Glance:

Concentration
Top Region:	33%
Top 3 Regions:	74%
Lowest Region:	2%

Locations
2 or More (Past Year):	22%
2 or More (Now*):	19%

Source: Va. Healthcare Workforce Data Center

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

A Closer Look:

Regional Distribution of Work Locations				
Virginia Performs Region	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
Central	740	22%	142	19%
Eastern	53	2%	7	1%
Hampton Roads	652	19%	121	16%
Northern	1,140	33%	232	31%
Southside	116	3%	21	3%
Southwest	146	4%	36	5%
Valley	178	5%	29	4%
West Central	316	9%	54	7%
Virginia Border State/D.C.	24	1%	36	5%
Other U.S. State	35	1%	61	8%
Outside of the U.S.	3	0%	2	0%
Total	3,403	100%	741	100%
Item Missing	800		9	

Source: Va. Healthcare Workforce Data Center

Virginia Performs Regions
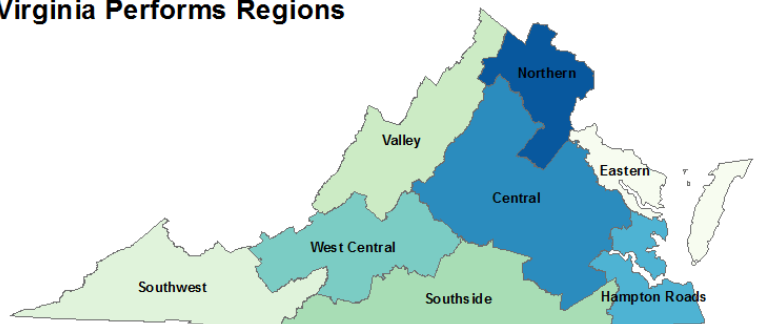
Source: Va. Healthcare Workforce Data Center

Among all SLPs, 19% currently have multiple work locations, while 22% have had multiple work locations over the past year.

Number of Work Locations				
Locations	**Work Locations in Past Year**		**Work Locations Now***	
	#	**%**	**#**	**%**
0	96	3%	140	4%
1	2,646	76%	2,676	77%
2	524	15%	480	14%
3	171	5%	164	5%
4	25	1%	14	0%
5	8	0%	2	0%
6 or More	23	1%	16	0%
Total	3,493	100%	3,492	100%

*At the time of survey completion, June 2023.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Location Sector				
Sector	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,310	41%	516	73%
Non-Profit	665	21%	108	15%
State/Local Government	1,210	38%	74	10%
Veterans Administration	14	0%	0	0%
U.S. Military	9	0%	0	0%
Other Federal Gov't	13	0%	8	1%
Total	3,221	100%	706	100%
Did Not Have Location	123		3,574	
Item Missing	981		45	

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: 11%
Hospital, Inpatient: 8%

Payment Method
Cash/Self-Pay: 30%
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. Another 38% of SLPs work in a state or local government.

Sector, Primary Work Site

- For-Profit
- State/Local Gov't
- Non-Profit
- Federal Gov't

38%
41%
21%
1%
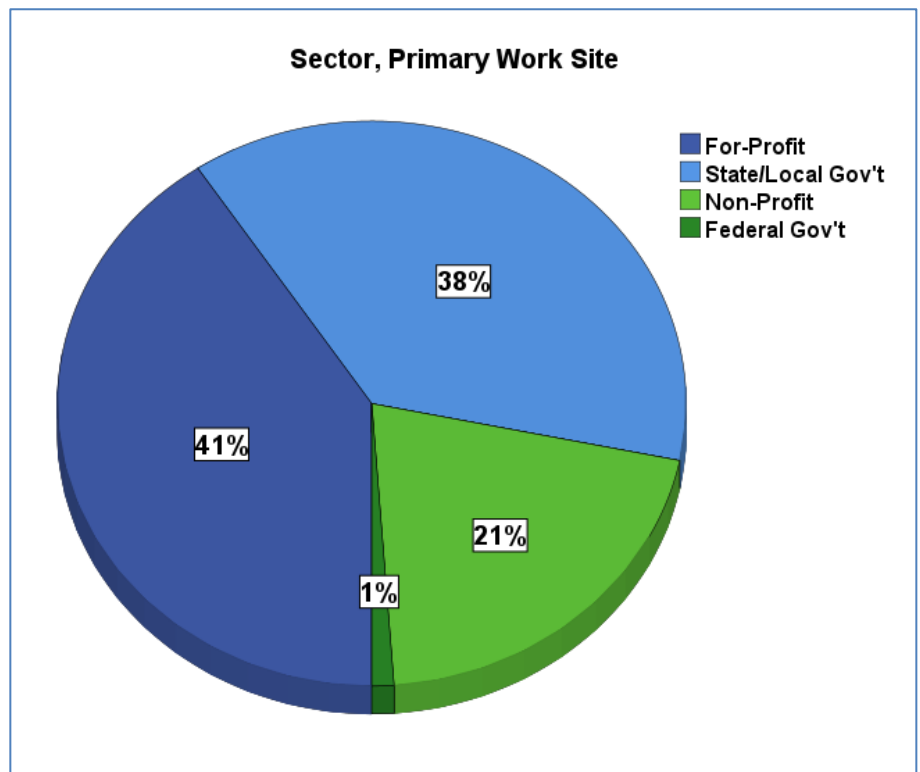
Source: Va. Healthcare Workforce Data Center

Location Type				
Establishment Type	**Primary Location**		**Secondary Location**	
	#	**%**	**#**	**%**
School (Providing Care to Clients)	1,266	40%	65	10%
Private Practice, Group	355	11%	112	16%
Hospital, Inpatient Department	268	8%	88	13%
Skilled Nursing Facility	216	7%	101	15%
Hospital, Outpatient Department	213	7%	33	5%
Private Practice, Solo	185	6%	79	12%
Home Health Care	179	6%	63	9%
Rehabilitation Facility	112	4%	38	6%
Academic Institution (Teaching Health Professions Students or Research)	74	2%	19	3%
Community-Based Clinic or Health Center	64	2%	18	3%
Residential Facility/Group Home	32	1%	15	2%
Administrative/Business Organization	20	1%	4	1%
Physician Office	7	0%	1	0%
Child Day Care	3	0%	1	0%
Outpatient Surgical Center	3	0%	0	0%
Other	185	6%	44	6%
Total	**3,182**	**100%**	**681**	**100%**
Did Not Have a Location	123		3,574	

Source: Va. Healthcare Workforce Data Center

Schools that provide care to clients employ 40% of all SLPs in Virginia. Another 11% of SLPs work at group private practices.

Three out of every ten 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	1,316	30%
Medicaid	1,194	28%
Private Insurance	1,110	26%
Medicare	780	18%

Source: Va. Healthcare Workforce Data Center

At a Glance:
(Primary Locations)

Languages Offered

Spanish:	20%
Arabic:	9%
Chinese:	8%

Means of Communication

Virtual Translation:	60%
Onsite Translation:	43%
Other Staff Member:	34%

Source: Va. Healthcare Workforce Data Center

Among all SLPs, 20% are employed at a primary work location that offers Spanish language services for patients.

A Closer Look:

Languages Offered		
Language	**#**	**% of Workforce**
Spanish	874	20%
Arabic	368	9%
Chinese	331	8%
French	329	8%
Korean	321	7%
Vietnamese	309	7%
Hindi	301	7%
Tagalog/Filipino	290	7%
Urdu	286	7%
Amharic, Somali, or Other Afro-Asiatic Languages	247	6%
Persian	234	5%
Pashto	221	5%
Others	187	4%
At Least One Language	**965**	**22%**

Source: Va. Healthcare Workforce Data Center

Means of Language Communication		
Provision	**#**	**% of Workforce with Language Services**
Virtual Translation Service	576	60%
Onsite Translation Service	419	43%
Other Staff Member is Proficient	330	34%
Respondent is Proficient	175	18%
Other	26	3%

Source: Va. Healthcare Workforce Data Center

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:

Supervision

% Supervisor: 6%

% Additional Supervision
by Other SLPs: 63%

Supervisee Count

One: 78%

Two: 16%

Three or More: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Supervision of SLP Assistants		
Supervisor?	**#**	**%**
Yes	204	6%
No	3,047	94%
Total	**3,251**	**100%**

Source: Va. Healthcare Workforce Data Center

Among all SLPs, 6% supervise SLP assistants at their primary work location.

Among SLPs who supervise SLP assistants at their primary work location, nearly four out of every five supervise one SLP assistant.

Number of SLP Assistants Supervised		
Count	**#**	**%**
Zero	4	2%
One	148	78%
Two	30	16%
Three	6	3%
Four or More	2	1%
Total	**190**	**100%**

Source: Va. Healthcare Workforce Data Center

Supervision of SLP Assistants by Other SLPs		
Additional Supervision?	**#**	**%**
Yes	124	63%
No	68	34%
Unknown	6	3%
Total	**198**	**100%**

Source: Va. Healthcare Workforce Data Center

Among SLPs who supervise SLP assistants at their primary work location, nearly two out of three supervise SLP assistants who are also supervised by other SLPs.

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.*

At a Glance:
(Primary Locations)

Typical Time Allocation
Client Care: 70%-79%
Administration: 10%-19%

Roles
Client Care: 72%
Administration: 6%
Other: 1%

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

Source: Va. Healthcare Workforce Data Center

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%)	41%	71%	3%	4%	0%	1%	0%	2%	0%	0%	0%	1%
Most (60-79%)	31%	12%	2%	1%	0%	0%	0%	0%	0%	0%	0%	0%
About Half (40-59%)	16%	7%	10%	4%	1%	0%	1%	0%	0%	0%	1%	1%
Some (20-39%)	5%	1%	24%	11%	4%	0%	3%	2%	1%	0%	4%	2%
A Little (1-19%)	4%	3%	38%	40%	30%	14%	26%	12%	9%	6%	20%	11%
None (0%)	3%	6%	22%	40%	65%	85%	70%	85%	91%	94%	74%	85%

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: 40-49

% with Group Sessions
Primary Location: 49%
Secondary Location: 15%

Source: Va. Healthcare Workforce Data Center

Weekly Patient Totals						
Number of Patients	**Primary Work Location**		**Secondary Work Location**		**Total[2]**	
	#	%	#	%	#	%
None	174	5%	51	7%	149	5%
1-9	377	12%	397	56%	299	9%
10-19	396	12%	104	15%	365	11%
20-29	407	12%	58	8%	409	13%
30-39	363	11%	33	5%	360	11%
40-49	251	8%	24	3%	276	8%
50-59	299	9%	19	3%	317	10%
60-69	162	5%	5	1%	184	6%
70-79	75	2%	3	0%	84	3%
80 or More	757	23%	21	3%	818	25%
Total	**3,261**	**100%**	**715**	**100%**	**3,261**	**100%**

Source: Va. Healthcare Workforce Data Center

SLPs typically treat approximately 30 to 39 patients per week at their primary work location. In addition, SLPs who also have a secondary work location treat an additional 1 to 9 patients per week.

Weekly Patient Sessions								
Number of Sessions	**Primary Work Location**				**Secondary Work Location**			
	Individual Sessions		**Group Sessions**		**Individual Sessions**		**Group Sessions**	
	#	%	#	%	#	%	#	%
None	180	6%	1,651	51%	54	8%	597	84%
1-9	1,049	32%	561	17%	456	64%	86	12%
10-19	772	24%	379	12%	115	16%	12	2%
20-29	507	16%	345	11%	29	4%	5	1%
30-39	329	10%	171	5%	26	4%	2	0%
40-49	190	6%	72	2%	14	2%	2	0%
50-59	115	4%	34	1%	7	1%	2	0%
60-69	46	1%	8	0%	2	0%	0	0%
70-79	15	0%	7	0%	3	0%	0	0%
80 or More	29	1%	5	0%	6	1%	0	0%
Total	**3,233**	**100%**	**3,232**	**100%**	**711**	**100%**	**707**	**100%**

Source: Va. Healthcare Workforce Data Center

[2] 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	
	#	%	#	%
Under Age 50	59	2%	-	-
50 to 54	114	4%	4	0%
55 to 59	374	13%	77	9%
60 to 64	922	31%	237	29%
65 to 69	1,061	36%	318	39%
70 to 74	251	8%	93	11%
75 to 79	58	2%	35	4%
80 or Over	19	1%	7	1%
I Do Not Intend to Retire	98	3%	41	5%
Total	2,955	100%	812	100%

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: 39%
Under 60: 10%

Time Until Retirement
Within 2 Years: 5%
Within 10 Years: 17%
Half the Workforce: By 2048

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, 39% expect to retire by the age of 65.

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

Future Plans		
Two-Year Plans:	#	%
Decrease Participation		
Leave Profession	112	3%
Leave Virginia	141	3%
Decrease Client Care Hours	309	7%
Decrease Teaching Hours	21	0%
Increase Participation		
Increase Client Care Hours	340	8%
Increase Teaching Hours	110	3%
Pursue Additional Education	359	8%
Return to the Workforce	45	1%

Source: Va. Healthcare Workforce Data Center

Time to Retirement			
Expect to Retire Within. . .	#	%	Cumulative %
2 Years	152	5%	5%
5 Years	89	3%	8%
10 Years	258	9%	17%
15 Years	275	9%	26%
20 Years	335	11%	38%
25 Years	371	13%	50%
30 Years	402	14%	64%
35 Years	422	14%	78%
40 Years	364	12%	90%
45 Years	151	5%	95%
50 Years	24	1%	96%
55 Years	6	0%	96%
In More than 55 Years	7	0%	97%
Do Not Intend to Retire	98	3%	100%
Total	2,955	100%	

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 2048.
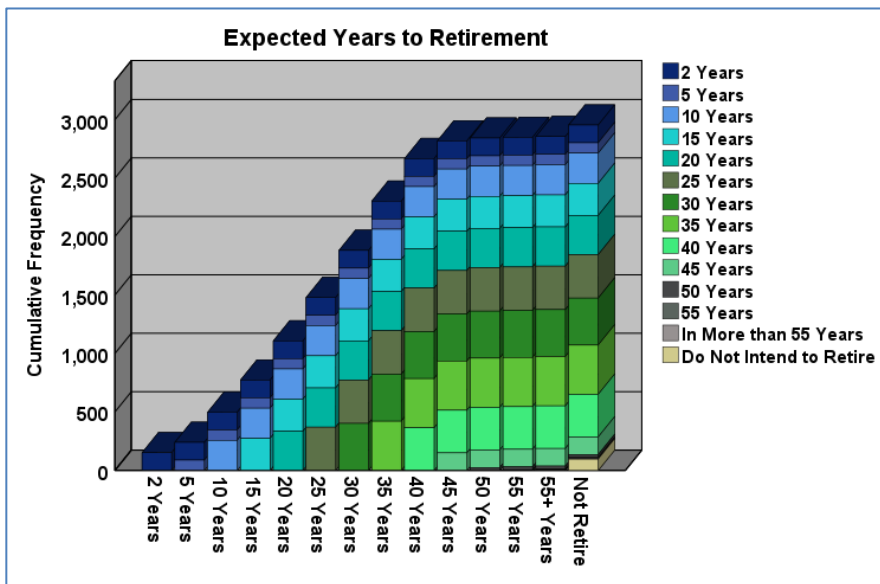
Source: Va. Healthcare Workforce Data Center

Using these estimates, retirement will begin to reach 10% of the current workforce starting in 2043. Retirement will peak at 14% of the current workforce around 2058 before declining to under 10% of the current workforce again around 2068.

At a Glance:

FTEs
Total:	3,299
FTEs/1,000 Residents[3]:	0.382
Average:	0.78

Age & Gender Effect
Age, *Partial Eta^2*:   Negligible
Gender, *Partial Eta^2*:   Negligible

Partial Eta^2 Explained:
Partial Eta^2 is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

A Closer Look:
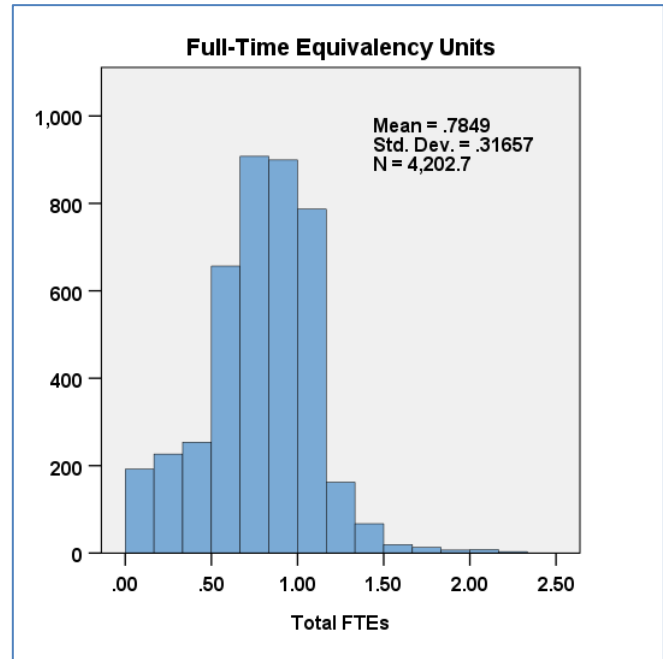
Source: Va. Healthcare Workforce Data Center

The typical SLP provided 0.80 FTEs in the past year, or approximately 32 hours per week for 50 weeks. Although FTEs appear to vary by gender, statistical tests did not verify that a difference exists.[4]

Full-Time Equivalency Units		
	Average	**Median**
Age		
Under 30	0.82	0.83
30 to 34	0.75	0.78
35 to 39	0.75	0.76
40 to 44	0.76	0.76
45 to 49	0.86	0.95
50 to 54	0.87	0.95
55 to 59	0.85	0.95
60 and Over	0.68	0.59
Gender		
Male	0.92	0.97
Female	0.79	0.83

Source: Va. Healthcare Workforce Data Center
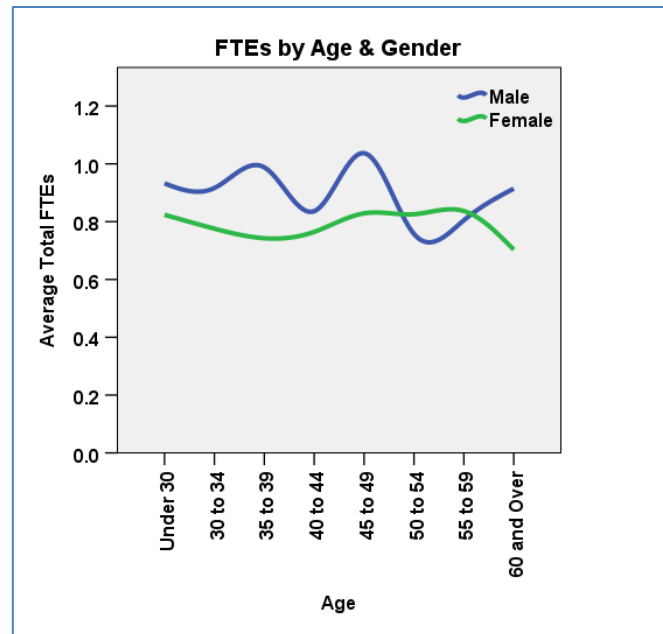
Source: Va. Healthcare Workforce Data Center

[3] Number of residents in 2021 was used as the denominator.
[4] Due to assumption violations in Mixed between-within ANOVA (Levene's Test was significant).

Maps

Virginia Performs Regions

Full-Time Equivalency Units Provided by Speech-Language Pathologists by Virginia Performs Region

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 46 - 169
- 313
- 656 - 696
- 1,050

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

0 25 50 100 150 200
Miles

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
- 0.30 - 0.32
- 0.33 - 0.35
- 0.38 - 0.40
- 0.42

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

0 25 50 100 150 200
Miles

Full-Time Equivalency Units Provided by Speech-Language Pathologists by Area Health Education Center

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units
- 87 - 150
- 352 - 482
- 664
- 927

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

Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Area Health Education Center

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents
- 0.25 - 0.27
- 0.30
- 0.35 - 0.38
- 0.42 - 0.44

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

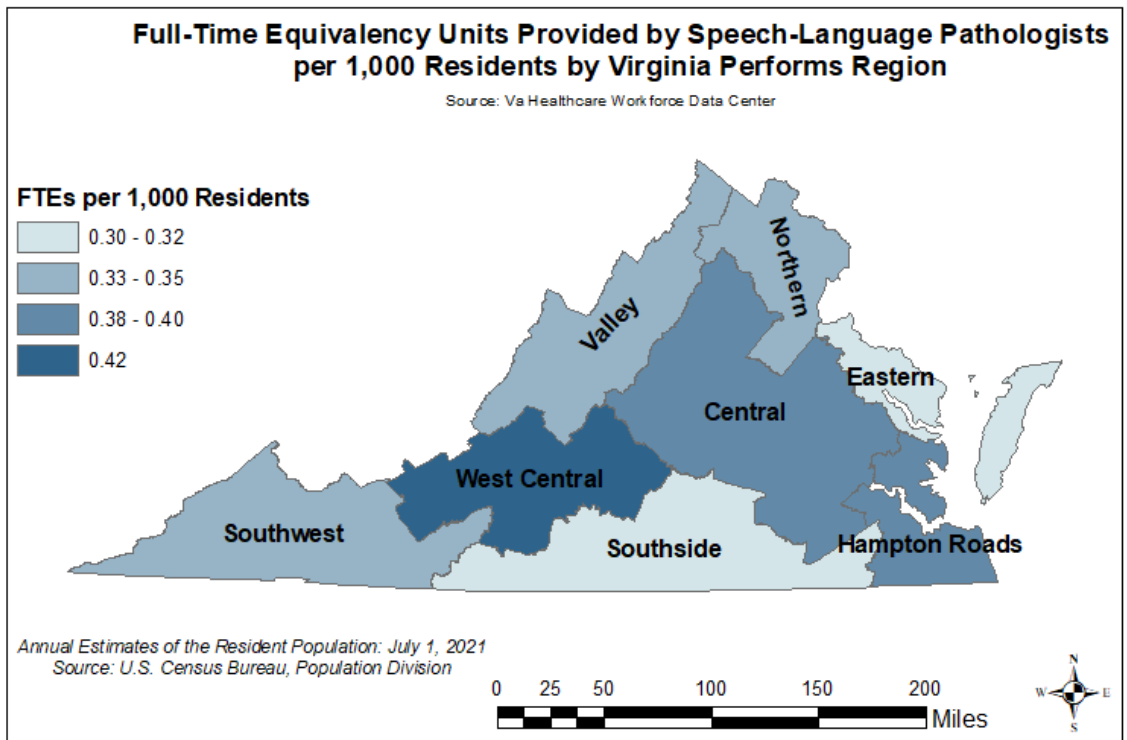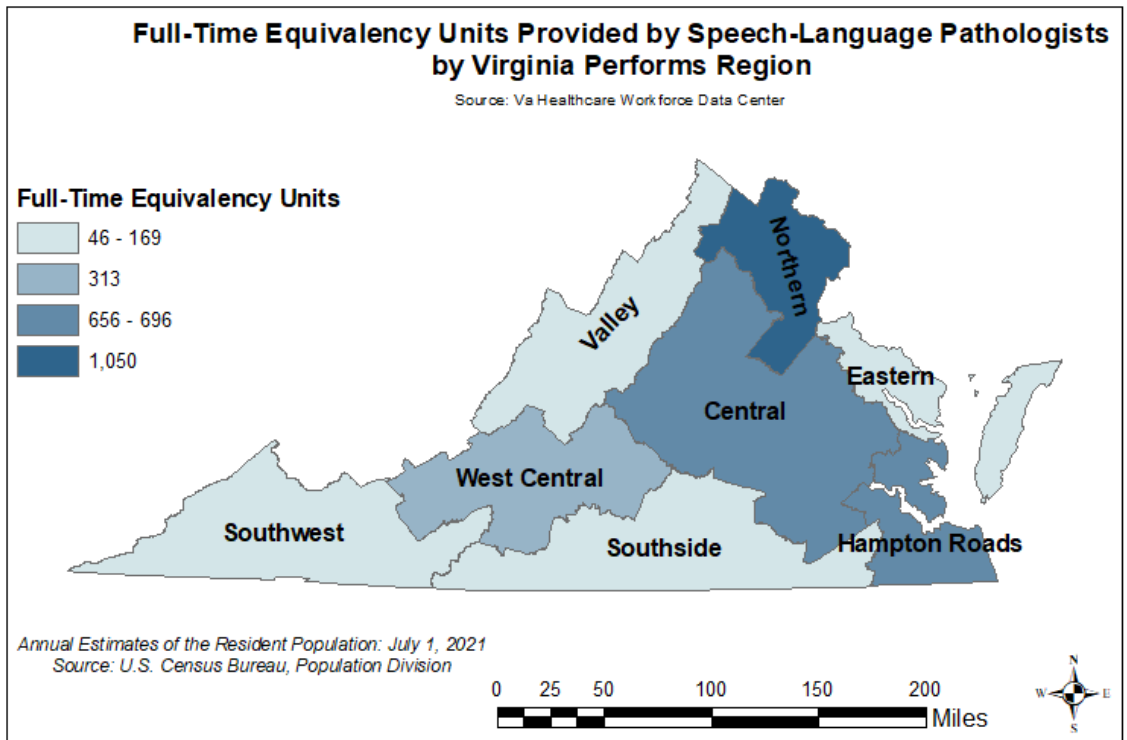## Full-Time Equivalency Units Provided by Speech-Language Pathologists by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

	37 - 55
	61 - 76
	148 - 162
	171 - 187
	470 - 779

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

0   25   50   100   150   200
Miles

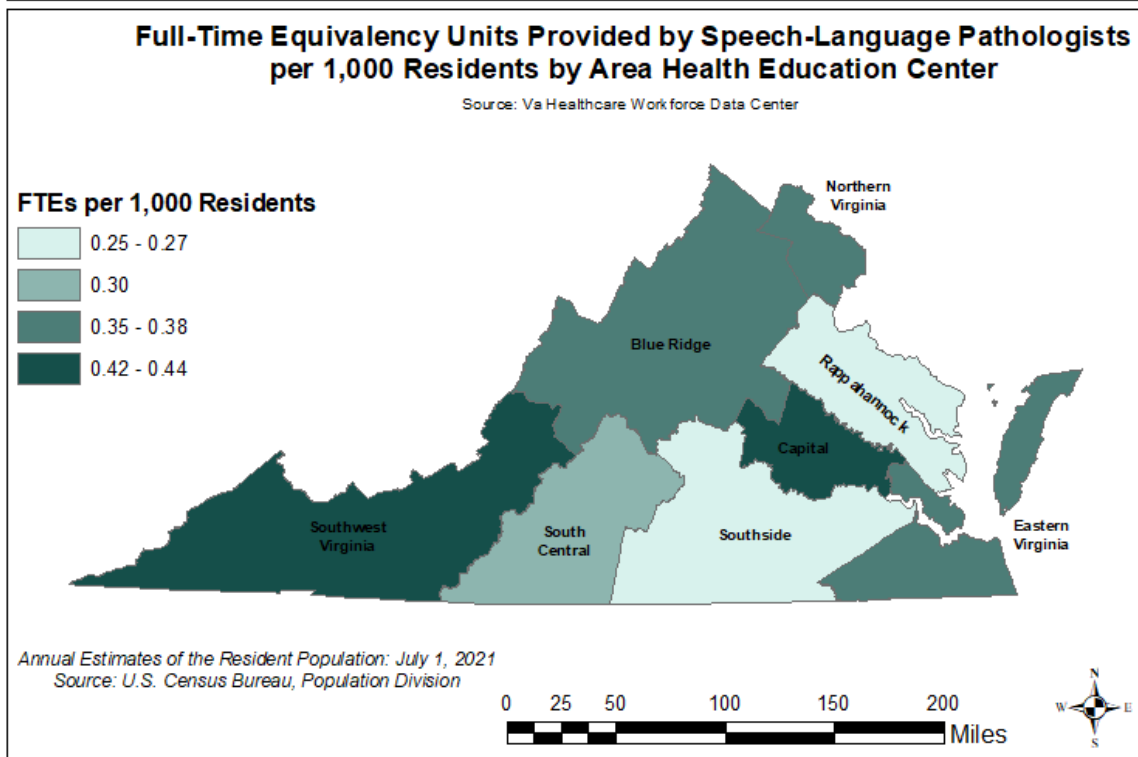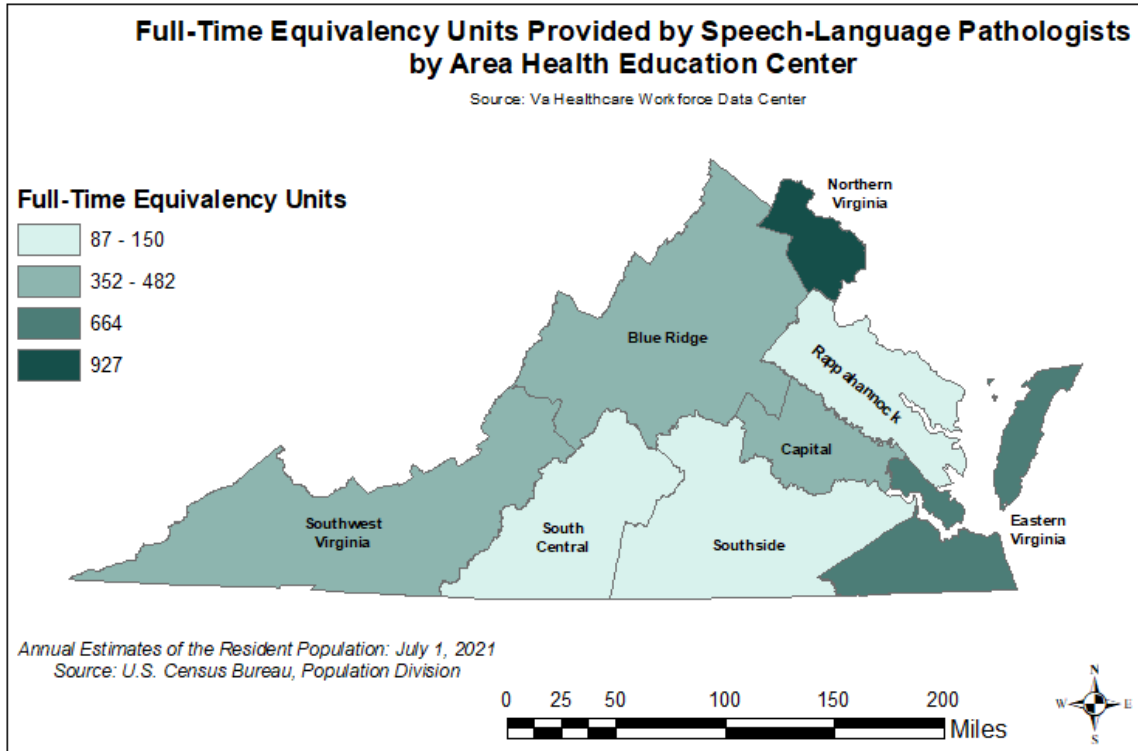## Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Workforce Investment Area

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

	0.23
	0.28 - 0.31
	0.33 - 0.36
	0.38 - 0.43
	0.48

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

0   25   50   100   150   200
Miles

25

Full-Time Equivalency Units Provided by Speech-Language Pathologists by Health Services Area
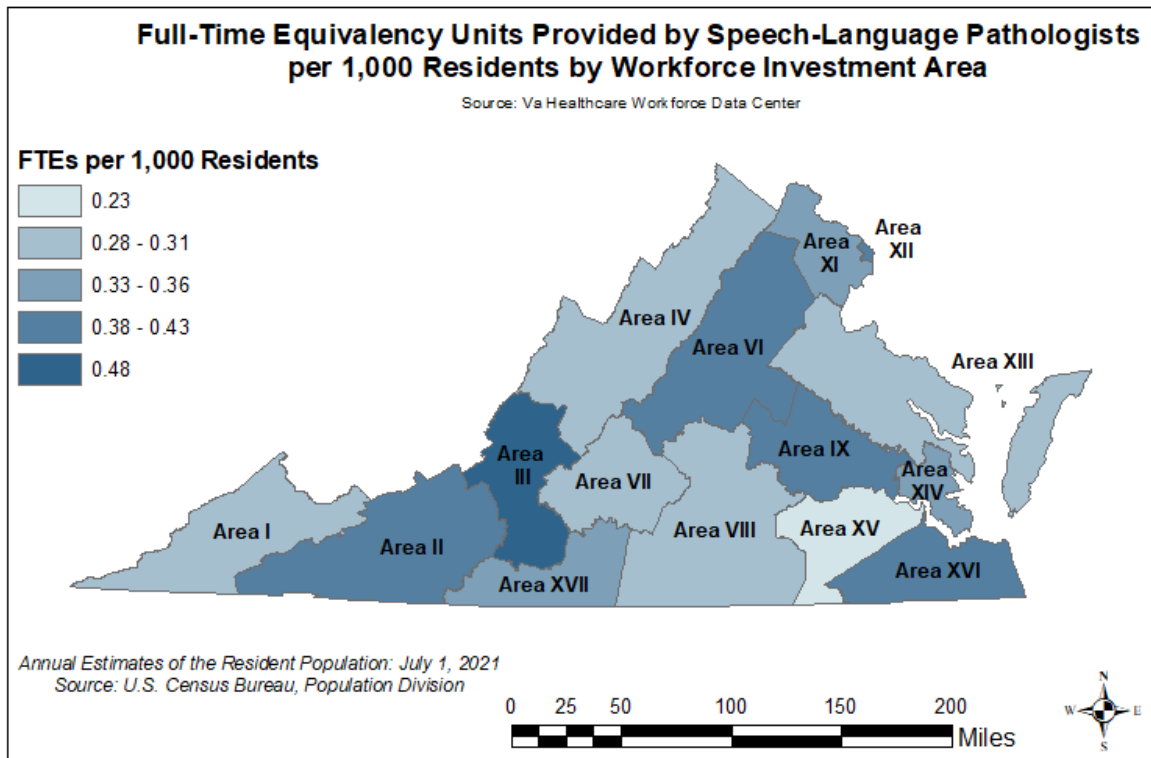
Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 458
- 511
- 569
- 701
- 927

HSA II

HSA I

HSA III

HSA IV

HSA V

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

0 25 50 100 150 200
Miles

Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Health Services Area
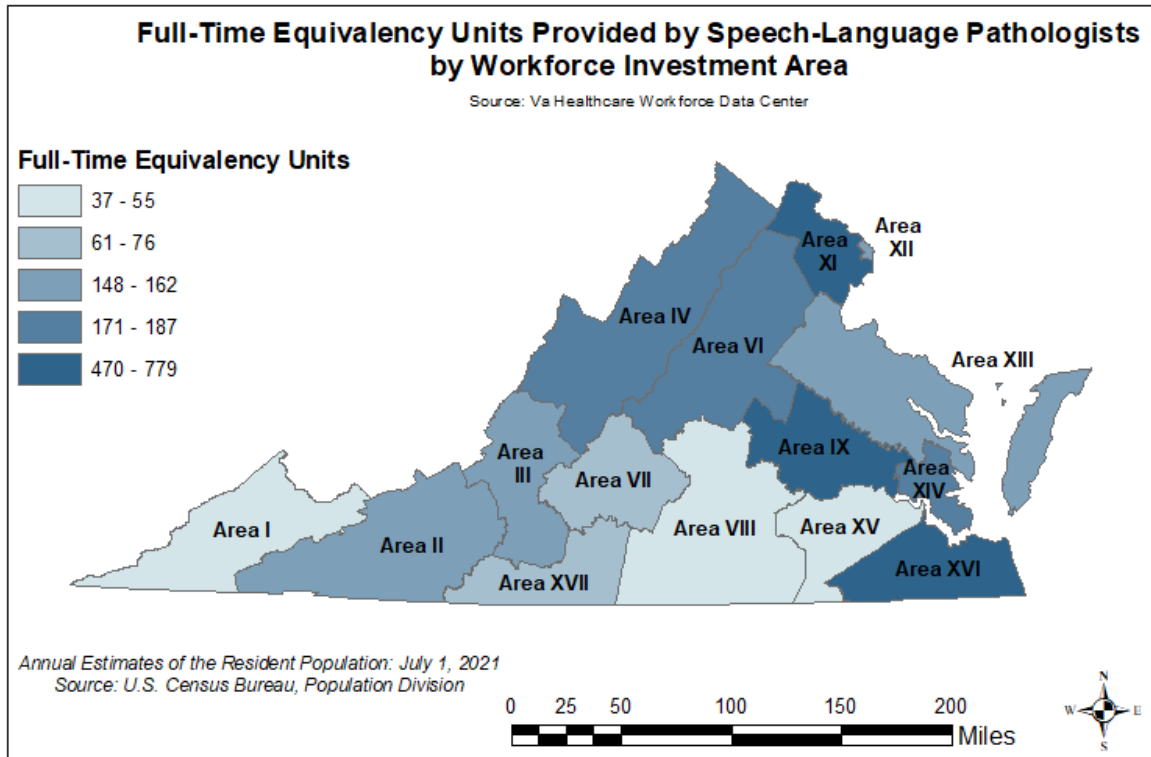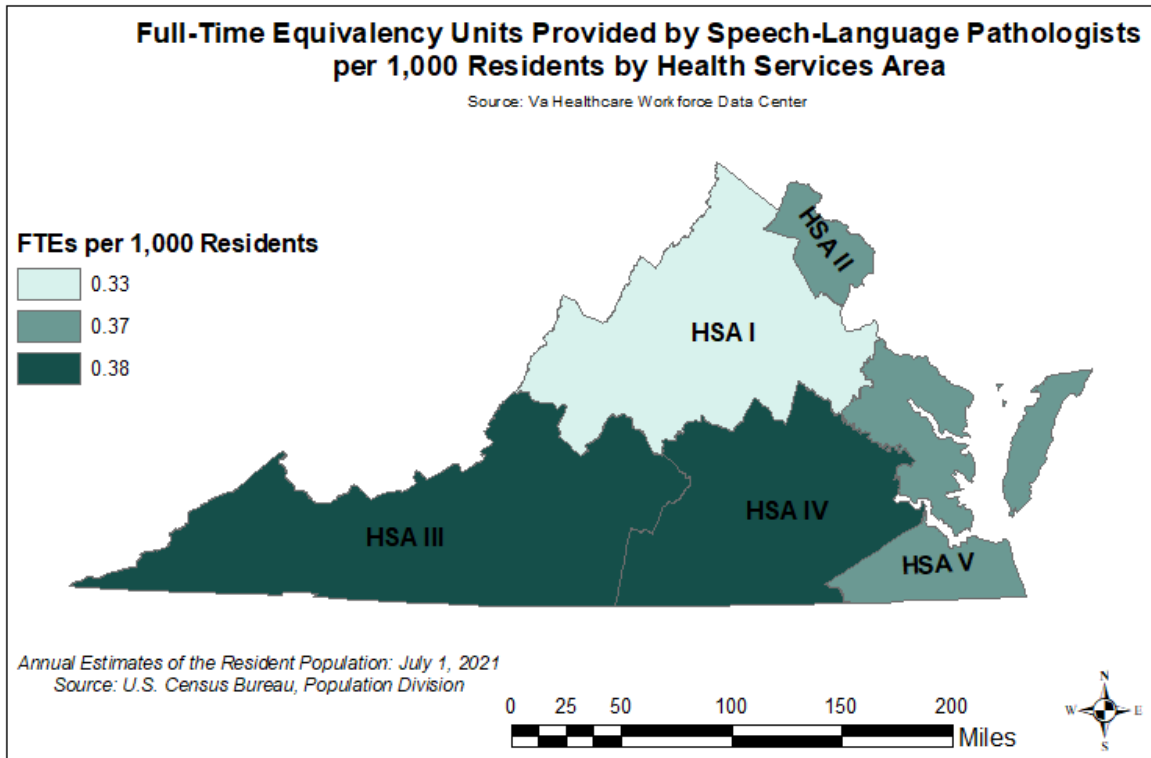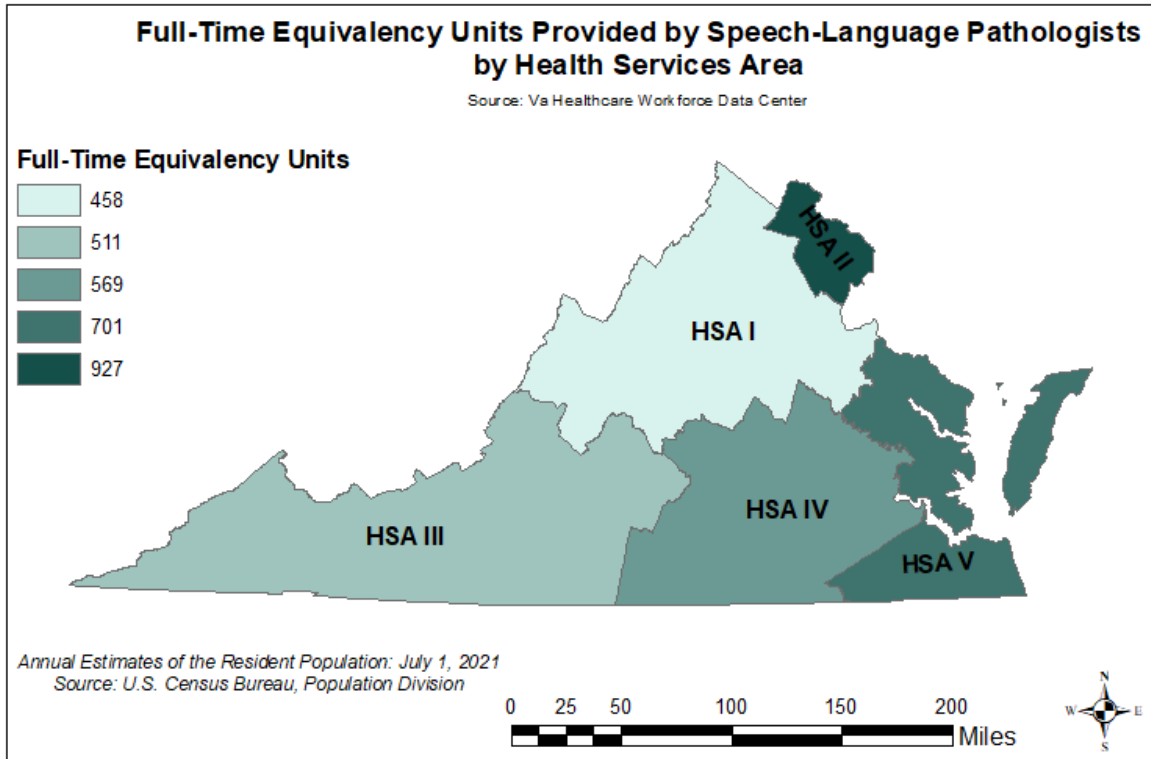
Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.33
- 0.37
- 0.38

HSA II

HSA I

HSA III

HSA IV

HSA V

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

0 25 50 100 150 200
Miles

26

Full-Time Equivalency Units Provided by Speech-Language Pathologists by Planning District

Source: Va Healthcare Workforce Data Center

Full-Time Equivalency Units

- 13 - 29
- 43 - 44
- 71 - 106
- 137 - 150
- 476 - 927

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

0   25   50   100   150   200
Miles

Full-Time Equivalency Units Provided by Speech-Language Pathologists per 1,000 Residents by Planning District

Source: Va Healthcare Workforce Data Center

FTEs per 1,000 Residents

- 0.24 - 0.26
- 0.27 - 0.29
- 0.31 - 0.34
- 0.37 - 0.42
- 0.47 - 0.53

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

0   25   50   100   150   200
Miles

Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Metro, 1 Million+	2,796	89.70%	1.115	1.033	1.281
Metro, 250,000 to 1 Million	312	91.67%	1.091	1.011	1.254
Metro, 250,000 or Less	443	89.39%	1.119	1.037	1.285
Urban, Pop. 20,000+, Metro Adj.	47	95.74%	1.044	0.968	1.200
Urban, Pop. 20,000+, Non-Adj.	0	NA	NA	NA	NA
Urban, Pop. 2,500-19,999, Metro Adj.	141	91.49%	1.093	1.013	1.256
Urban, Pop. 2,500-19,999, Non-Adj.	80	87.50%	1.143	1.059	1.313
Rural, Metro Adj.	71	84.51%	1.183	1.097	1.360
Rural, Non-Adj.	24	83.33%	1.200	1.112	1.379
Virginia Border State/D.C.	590	74.24%	1.347	1.248	1.548
Other U.S. State	669	73.99%	1.352	1.253	1.553

Source: Va. Healthcare Workforce Data Center

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min.	Max.
Under 30	667	74.81%	1.337	1.200	1.553
30 to 34	888	85.02%	1.176	1.056	1.367
35 to 39	805	86.71%	1.153	1.036	1.340
40 to 44	652	88.34%	1.132	1.016	1.315
45 to 49	610	90.33%	1.107	0.994	1.286
50 to 54	552	92.75%	1.078	0.968	1.253
55 to 59	349	87.68%	1.141	1.024	1.325
60 and Over	650	84.62%	1.182	1.061	1.373

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: 0.859656

Source: Va. Healthcare Workforce Data Center