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Speech-Language Pathology
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Professionals

SLP HEALTH CARE 2019 SURVEY

Hourly and Per Home-Visit Wage Report

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Executive Summary

The American Speech-Language-Hearing Association (ASHA) conducted a survey of speech-language pathologists (SLPs) in the spring of 2019. We designed the survey to provide information about health care-based service delivery and to update and expand information gathered during previous SLP Health Care Surveys. We presented the results in a series of reports.

This report addresses only questions on the survey pertaining to hourly and per home-visit wages. We drew data from six types of health care facilities: general medical, Veterans Affairs (VA), and long-term acute care (LTAC) hospitals; home health agencies or clients' homes; outpatient clinics or offices; pediatric hospitals; rehabilitation (rehab) hospitals; and skilled nursing facilities (SNFs).

Highlights

❖ *Hourly*

- ◆ 54% of SLPs received an hourly wage.
- ◆ 62% of hourly wage earners worked full time.
- ◆ Median hourly wages were as follows:
 - \$50.00 for SLPs who worked part time
 - \$42.00 for SLPs who worked full time
- ◆ Highest hourly wages were as follows:
 - ◆ \$60.00 for SLPs who worked part time in home health agencies or clients' homes
 - ◆ \$50.00 for SLPs who worked full time in home health agencies or clients' homes
- ◆ For SLPs who worked full time, highest median hourly wages were in the West (\$46.00).

❖ *Per Home Visit*

- ◆ 12% of SLPs received a per home-visit wage.
- ◆ The median per home-visit wage was \$62.00.
- ◆ The median per home-visit wage was highest in the West (\$76.31).

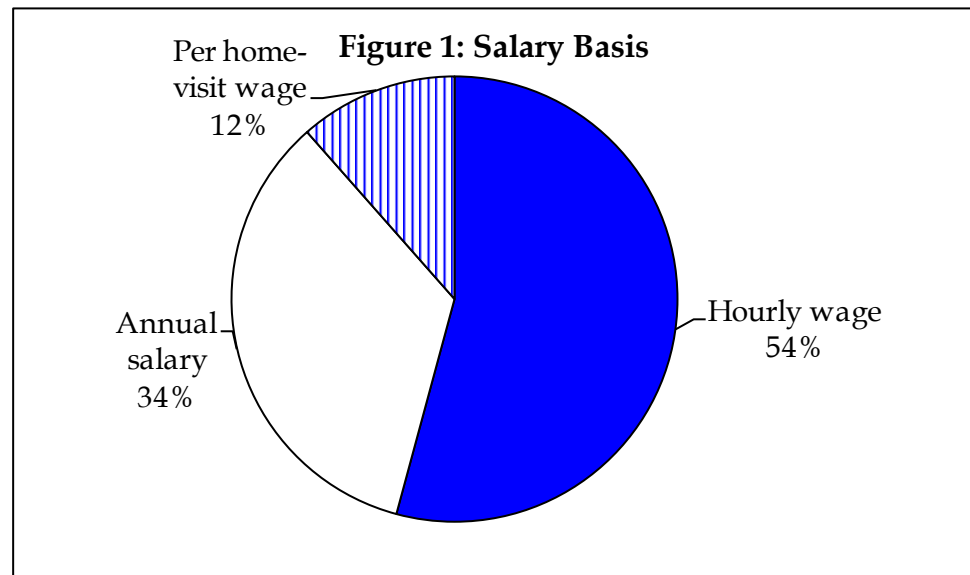
Salaries

The SLPs who responded to the survey varied by salary basis (annual/hourly/per visit) and status (full time/part time). In addition, differences in function, facility, region of the country, and other similar characteristics had an impact on their wages.



Salary Basis

Of the SLPs who were employed full- or part time, 54% reported that they worked for an hourly wage, 34% received an annual salary, and 12% received a per home-visit wage (see Figure 1 and Appendix, Table 1).

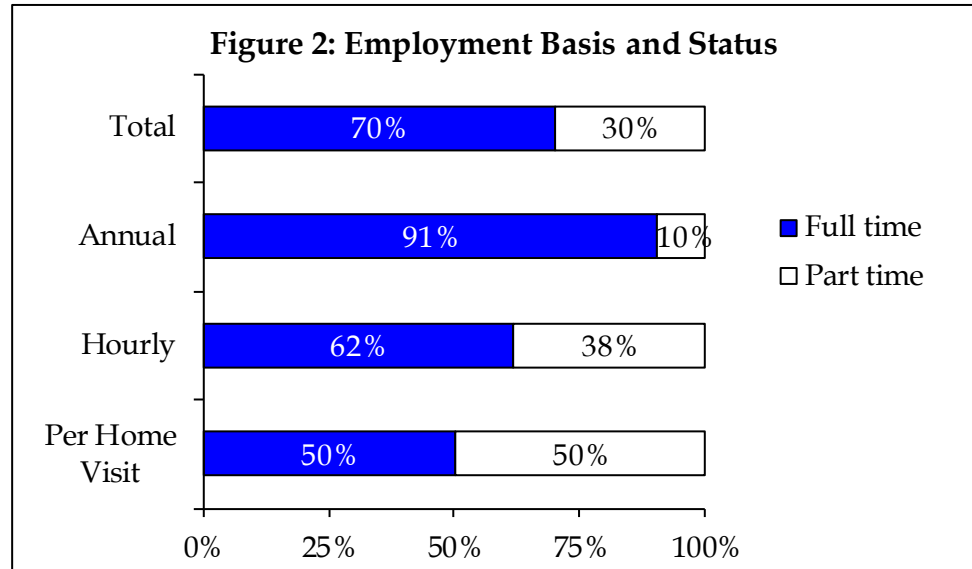


Note. n = 2,150.

SLPs in home health agencies or clients' homes (52%) were more likely to receive a per home-visit wage than an annual salary or hourly wage. However, SLPs in the following types of facilities were more likely to receive an hourly wage: outpatient clinics and offices (48%); rehab hospitals (51%); general medical, VA, and LTAC hospitals (61%); and SNFs (85%). SLPs in pediatric hospitals (51%) were more likely to receive an annual salary (see Appendix, Table 1).

Employment Status

Among all survey respondents, 70% worked full time, but this varied by the type of pay SLPs received: 91% of those who received an annual salary, 62% of those who received an hourly wage, and 50% of those who received a per home-visit wage worked full time (see Figure 2).



Note. n = 2,174.

Number of Employers

The remainder of this report presents data that describe the hourly wage earners and the SLPs who receive a per home-visit wage.

SLPs who received an hourly wage worked for an average (mean) of 1.4 employers (median = 1.0; n = 1,017). Those who received a per home-visit wage worked for an average of 1.7 employers (median = 1.0; n = 200).

Off-the-Clock Work

Almost half of the SLPs who received a per home-visit wage performed off-the-clock work daily compared with nearly half of the SLPs who received an hourly wage and never performed off-the-clock work (see Table 1).

Frequency	Per Hour	Per Visit
Yes – typically daily	18%	48%
Yes – typically a few times a week	20%	23%
Yes – typically a few times a month	18%	9%
No – never	45%	21%
n	1,099	234

Hourly Wage

We divided most of the data for hourly wage earners into nearly equal halves by whether respondents worked full time or part time.

We traditionally present salaries and wages in ASHA reports as a function of various demographic characteristics, such as facilities, years of experience, and region of the country. A minimum of 25 individuals in a category must have answered relevant questions in order for us to present the data.

Overall Average Wage

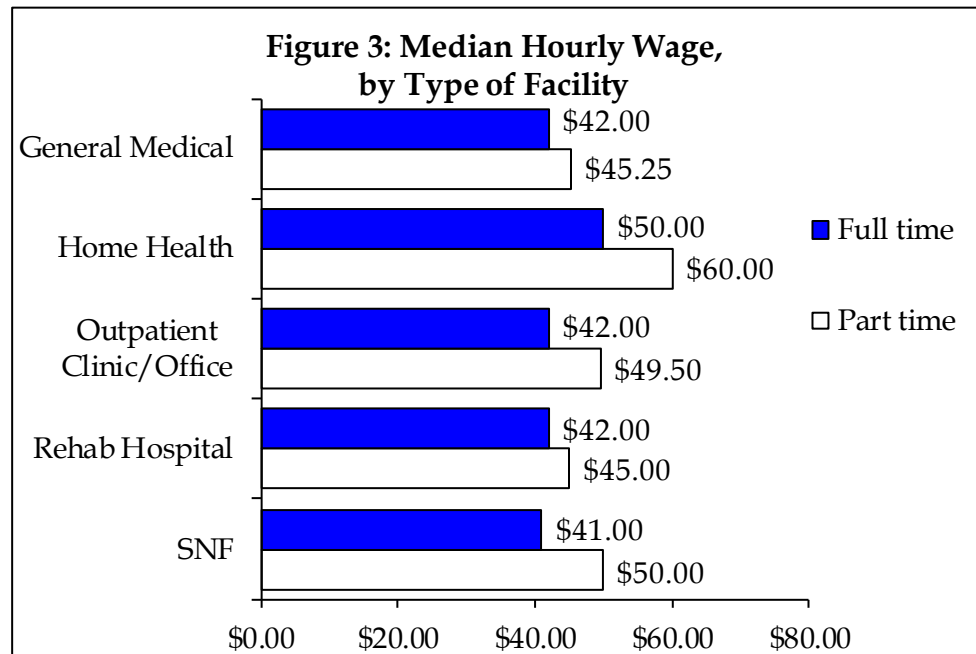
The overall median hourly wage was \$50.00 for SLPs who worked part time and \$42.00 for those who worked full time (see Appendix, Table 2).

Highest Degree

Nearly all (98%) of the hourly wage earners held a master’s as the highest degree. We cannot report the median hourly wage for doctorate holders because there were only 22 of them. The median was \$43.90 for the SLPs who held a master’s degree ($n = 1,117$).

Facility

Median wages for SLPs working part time ranged from \$45.00 for SLPs working in rehab hospitals to \$60.00 for SLPs working in home health agencies or clients’ homes. The range of median wages for SLPs working full time was between \$41.00 in SNFs and \$50.00 in home health agencies or clients’ homes. Too few SLPs in pediatric hospitals reported hourly wages for their data to be included (see Figure 3 and Appendix, Table 2).



Note. $n = 1,070$.

Number of Locations

Part-time SLPs earned more than full-time SLPs, regardless of the number of locations where they worked (see Table 2).

Table 2: Median Hourly Wage, by Number of Locations

Number of Locations	Full time	Part time
1 location	\$41.00	\$48.00
2 locations	\$40.00	\$48.00
3 locations	\$44.00	\$50.00
4 locations	\$40.11	<i>n</i> < 25
Multiple locations, through home health or EI	\$45.44	\$59.29
<i>n</i>	695	414

Note. EI = early intervention.

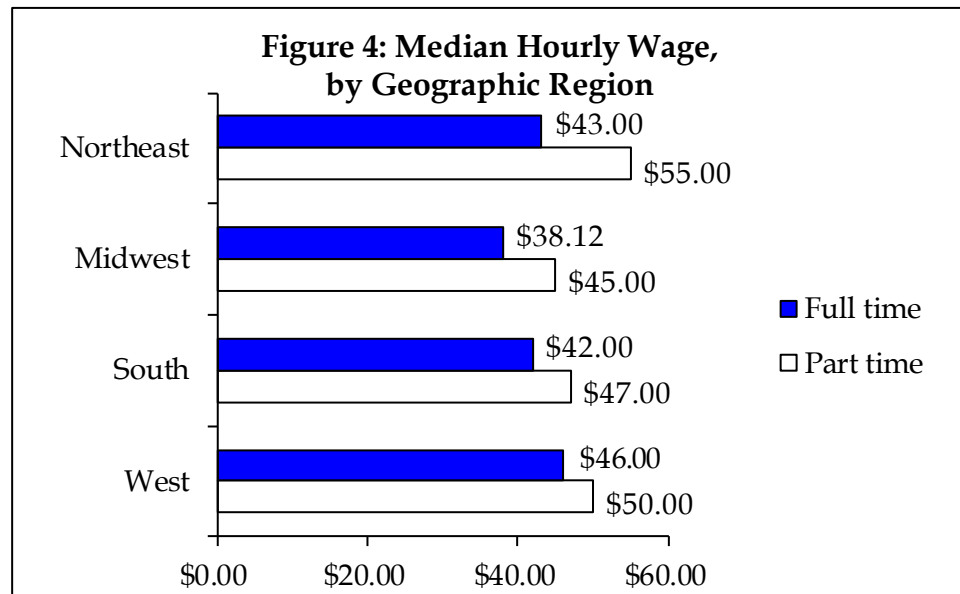
Function

The median wage was \$49.50 for clinical service providers who worked part time and \$41.00 for those who worked full time (see Appendix 3).

The median wage was \$48.45 for administrators or supervisors who worked full time (*n* = 28). Too few (*n* = 3) worked part time to be able to report their data.

Geographic Region

Median hourly wages were lowest in the Midwest for SLPs working part time (\$45.00) and full time (\$38.12). Highest hourly wages were in the West for SLPs working full time (\$46.00) and in the Northeast for those working part time (\$55.00; see Figure 4 and Appendix, Table 4).



Note. *n* = 1,120.

Population Density

For part-time SLPs, median wages were slightly higher in rural areas than in other areas:

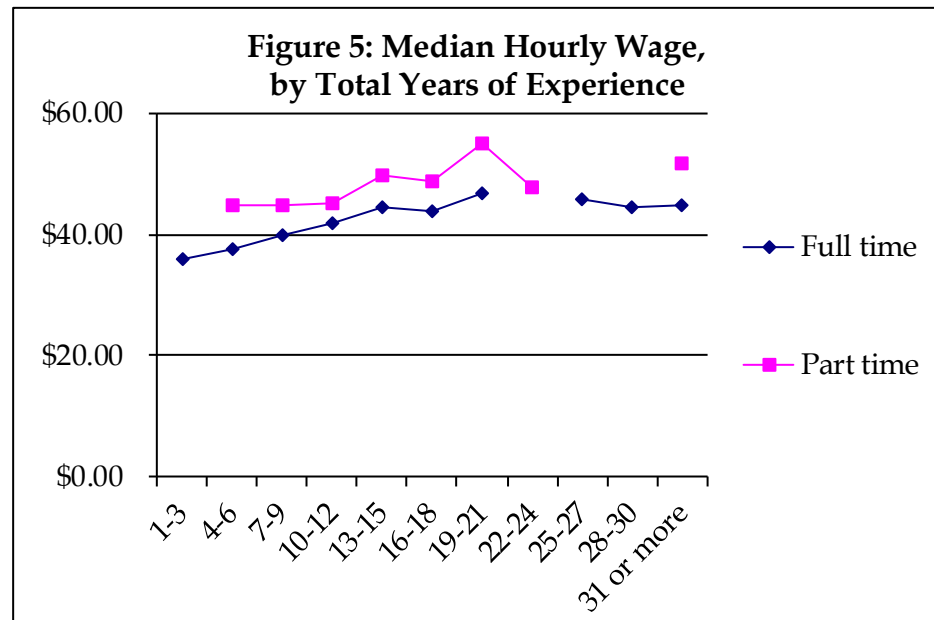
- \$48.00 in city/urban areas
- \$49.00 in suburban areas
- \$50.00 in rural areas

For full-time SLPs, median hourly wages showed little variability:

- \$42.00 in city/urban areas
- \$41.00 in suburban areas
- \$42.00 in rural areas

Years of Experience

Median hourly wages were higher at each level of experience for part-time SLPs than they were for full-time SLPs. The difference in median wages between full- and part-time SLPs was narrowest for those with 10–12 years of experience (\$3.25; see Figure 5).



Note. *n* = 1,047.

Sex

Overall, median wages for males were \$1.00 per hour more than for females (\$45.00 vs. \$44.00, respectively). Median wages for full-time SLPs were \$45.00 for males (*n* = 31) and \$41.82 for females (*n* = 661). Too few males (*n* = 9) were employed part time for their hourly wage to be reported, but females who worked part time received a median wage of \$49.50 per hour.

Per Home-Visit Wage

Twelve percent of participants in this survey were paid on a per home-visit basis (see Figure 1).

Overall Average Wage

Their overall median per home-visit wage was \$62.00 ($n = 240$).

Facility

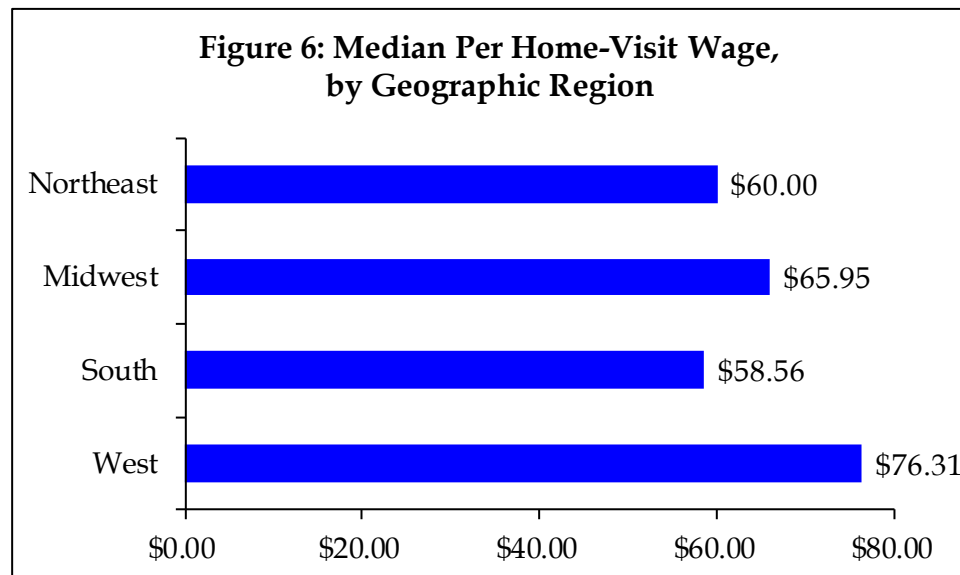
Only two types of facilities had sufficient numbers of respondents to allow reporting of per home-visit wages. The median per home-visit wage was \$65.00 ($n = 184$) in home health agencies or clients' homes and \$50.00 in outpatient clinics or offices ($n = 51$).

Function

The only function reported by a sufficient number of respondents was clinical service provider. Their median per home-visit wage was \$62.00 ($n = 232$).

Geographic Region

The median per home-visit wage was highest in the West (\$76.31; see Figure 6).



Note. $n = 238$.

Population Density

Population density had very little effect on median per home-visit wages:

- \$62.00 in city/urban areas
- \$60.49 in suburban areas
- \$62.37 in rural areas

Too few respondents provided per home-visit wages for some predictors (i.e., years of experience, doctoral degree holders, and males), so results cannot be presented for them.

Student Debt

For the SLPs who reported having current student debt, the median debt was \$38,000 for those paid primarily per hour ($n = 350$) and \$40,000 for those paid primarily per home visit ($n = 88$).

Survey Notes and Methodology

We have fielded the *ASHA SLP Health Care Survey* in odd-numbered years since 2005 to gather information of interest to the profession. Members, volunteer leaders, and staff rely on data from the survey to better understand the priorities and needs of SLPs.

ASHA fielded this survey in February 2019 to a random sample of 4,500 ASHA-certified SLPs who were employed in health care settings in the United States. We randomly assigned half of each group to a control group to receive cover letters with the chief executive officer's full signature and half to a group to receive letters signed with only her first name. Everyone also received an electronic "be-on-the-lookout-for" message sent 2 days before the mailing of the first letter. Second (March) and third (April) mailings followed, at approximately 3- or 4-week intervals.

The sample was a random sample, stratified by type of facility and by private practice. We oversampled small groups, such as pediatric hospitals. We use weighting when presenting data to reflect the actual distribution of SLPs in each type of facility within ASHA.

Response Rate

Of the original 4,500 SLPs in the sample, 1 was deceased, 2 were retired, 14 had incorrect postal addresses, 39 were employed in other types of facilities, 7 were not employed in the profession, and 4 were ineligible for other reasons, leaving 4,433 possible respondents. The actual number of respondents was 2,232, resulting in a **50.3%** response rate. The results presented in this report are based on responses from those 2,232 individuals.

Suggested Citation

American Speech-Language-Hearing Association. (2019). *ASHA 2019 SLP Health Care Survey: Hourly and per home-visit wage report*. Retrieved from www.asha.org.

Survey Reports

We present results from the *ASHA 2019 SLP Health Care Survey* in a series of reports:

- Survey Summary
- Workforce
- Practice Issues
- Caseload Characteristics
- Annual Salaries
- Hourly and Per Home-Visit Wages
- Survey Methodology, Respondent Demographics, and Glossary

Resources

You may find salary data in other sources, such as state associations and state departments of labor. Suggested websites include the following:

www.bls.gov/ooh/healthcare/speech-language-pathologists.htm

www.bls.gov/bls/blswage.htm

www.bls.gov/oes/current/oes291127.htm

Additional Information

For additional information regarding the *ASHA 2019 SLP Health Care Survey*, please contact Monica Sampson, director, Health Care Services in Speech-Language Pathology, ext. 5686, msampson@asha.org; or Rebecca Politis, associate director, Health Care Services in SLP, ext. 5679, rpolitis@asha.org.

Thank You

ASHA would like to thank the SLPs who completed the *ASHA 2019 SLP Health Care Survey*. Reports like this one are possible only because people like *you* participate.

Is this information valuable to you? If so, please accept invitations to participate in other ASHA-sponsored surveys and focus groups. You are the experts, and we rely on you to provide data to share with your fellow members. ASHA surveys benefit *you*.

Appendix: Data Tables

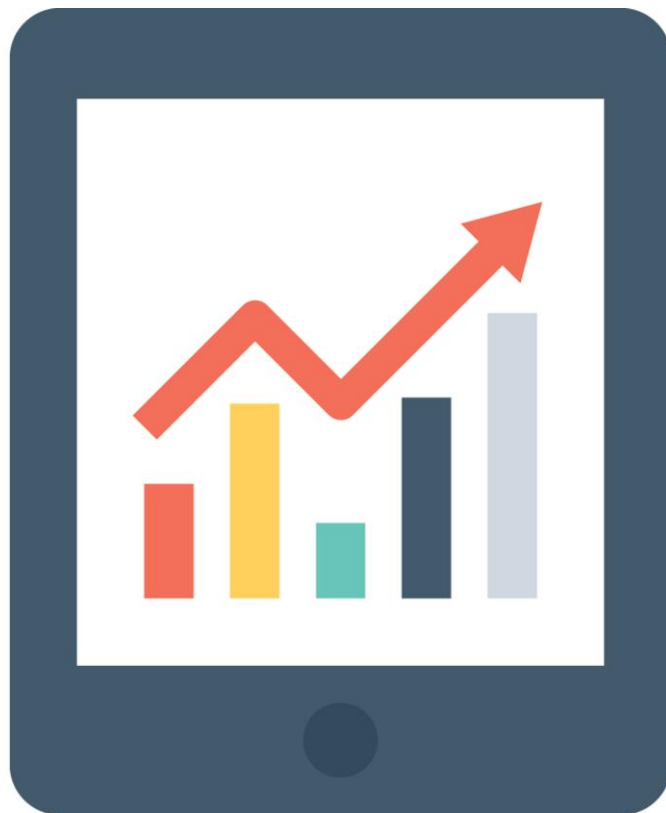


Table 1: Salary Basis

12. How are you paid in your main job? (Percentages)							
Analyses limited to respondents who met the following criteria:							
❖ CCC-SLP							
❖ Employed full time or part time							
Basis	Facility Type						
	All Facility Types (n = 2,150)	General Medical/VA/LTAC Hospital (n = 329)	Home Health/Client's Home (n = 361)	Outpatient Clinic/Office (n = 697)	Pediatric Hospital (n = 72)	Rehab Hospital (n = 180)	Skilled Nursing Facility (n = 479)
Primarily annual salary	34.3	38.9	24.7	44.6	51.4	49.4	15.0
Primarily per hour (SKIP to Q. 14.)	54.2	60.8	23.0	47.5	48.6	50.6	84.8
Primarily per home visit (SKIP to Q. 16.)	11.5	0.3	52.4	7.9	0.0	0.0	0.2
	Statistical significance: $\chi^2(10) = 903.9, p = .000$, Cramer's V = .462 <u>Conclusion:</u> There is adequate evidence from the data to say that the responses vary by facility type.						

Table 2: Hourly Wage, by Type of Facility

14. If you are paid on an hourly basis, what is the hourly rate you receive at your main job? Analyses limited to respondents who met the following criteria: ❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1							
Hourly rate	Facility Type						
	All Facility Types	General Medical/VA/LTAC Hospital	Home Health/Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Employed Full Time							
	<i>n</i> = 695	<i>n</i> = 108	<i>n</i> = 40	<i>n</i> = 173	<i>n</i> = 21	<i>n</i> = 41	<i>n</i> = 300
25th percentile	\$37.00	\$36.21	\$42.50	\$36.00	<i>(n</i> < 25)	\$37.00	\$37.00
50th percentile (Median)	\$42.00	\$42.00	\$50.00	\$42.00		\$42.00	\$41.00
75th percentile	\$48.00	\$48.00	\$66.00	\$54.00		\$52.00	\$44.00
Mean	\$45.68	\$43.20	\$56.58	\$52.73		\$44.62	\$41.40
Standard deviation	\$19.47	\$10.01	\$24.54	\$31.94		\$10.96	\$6.26
Mode	\$40.00	\$50.00	\$50.00	\$50.00		\$52.00	\$40.00
		Statistical significance: $F(5, 677) = 12.0, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.					
(Question 14 continues on next page.)							

Table 2 (Continued): Hourly Wage, by Type of Facility

14. (cont'd) If you are paid on an hourly basis, what is the hourly rate you receive at your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1 							
Hourly rate	Facility Type						
	All Facility Types	General Medical/VA/LTAC Hospital	Home Health/Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Employed Part Time							
	<i>n</i> = 429	<i>n</i> = 81	<i>n</i> = 39	<i>n</i> = 146	<i>n</i> = 13	<i>n</i> = 47	<i>n</i> = 95
25th percentile	\$42.00	\$40.10	\$50.00	\$41.00	<i>(n</i> < 25)	\$42.00	\$45.00
50th percentile (Median)	\$50.00	\$45.25	\$60.00	\$49.50		\$45.00	\$50.00
75th percentile	\$55.00	\$50.00	\$70.00	\$60.00		\$50.00	\$53.72
Mean	\$53.83	\$46.94	\$68.76	\$57.48		\$46.90	\$50.35
Standard deviation	\$24.23	\$8.92	\$35.43	\$30.14		\$8.14	\$8.39
Mode	\$50.00	\$50.00	\$60.00	\$50.00		\$45.00	\$50.00
	Statistical significance: $F(5, 415) = 8.4, p = .000$ <u>Conclusion:</u> There is adequate evidence from the data to say that the means vary by facility type.						

Table 3: Hourly Wage for Clinical Service Providers

14. If you are paid on an hourly basis, what is the hourly rate you receive at your main job? Analyses limited to respondents who met the following criteria:							
<ul style="list-style-type: none"> ❖ CCC-SLP ❖ Paid primarily per hour ❖ Hourly wage of at least \$1 							
Hourly rate	Facility Type						
	All Facility Types	General Medical/VA/LTAC Hospital	Home Health/Client's Home	Outpatient Clinic/Office	Pediatric Hospital	Rehab Hospital	Skilled Nursing Facility
Employed Full Time							
	<i>n</i> = 657	<i>n</i> = 104	<i>n</i> = 37	<i>n</i> = 160	<i>n</i> = 20	<i>n</i> = 39	<i>n</i> = 286
25th percentile	\$36.63	\$35.00	\$40.00	\$34.80	<i>n</i> < 25	\$37.00	\$37.00
50th percentile (Median)	\$41.00	\$42.00	\$47.00	\$42.00		\$42.00	\$40.33
75th percentile	\$47.00	\$48.00	\$66.00	\$51.25		\$52.00	\$44.00
Employed Part Time							
	<i>n</i> = 420	<i>n</i> = 80	<i>n</i> = 39	<i>n</i> = 140	<i>n</i> = 13	<i>n</i> = 47	<i>n</i> = 94
25th percentile	\$42.00	\$40.10	\$50.00	\$41.00	<i>n</i> < 25	\$42.00	\$45.00
50th percentile (Median)	\$49.50	\$45.25	\$60.00	\$49.00		\$45.00	\$50.00
75th percentile	\$55.00	\$50.00	\$70.00	\$60.00		\$50.00	\$53.00

Table 4: Median Hourly Wage, by Region of the Country

14. If you are paid on an hourly basis, what is the hourly rate you receive at your main job? Analyses limited to respondents who met the following criteria:															
❖ CCC-SLP															
❖ Paid primarily per hour															
❖ Hourly wage of at least \$1															
Region	Facility Type														
	All Facility Types		General Medical/VA/LTAC Hospital		Home Health/Client's Home		Outpatient Clinic/Office		Pediatric Hospital		Rehab Hospital		Skilled Nursing Facility		
	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	
Employed Full Time															
Northeast	90	\$43.00	10	(<i>n</i> < 25)	9	(n < 25)	20	(<i>n</i> < 25)	2	(n < 25)	5	(n < 25)	43	\$41.00	
Midwest	196	\$38.12	25	\$35.77	12		49	\$37.00	4		8		95	\$38.50	
South	268	\$42.00	40	\$42.00	6		61	\$44.76	12		10		135	\$41.00	
West	139	\$46.00	33	\$46.00	13		44	\$44.00	3		18		26	\$45.00	
Employed Part Time															
	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage	<i>n</i>	Wage		Wage	
Northeast	78	\$55.00	10	(n < 25)	11	(n < 25)	25	\$70.00	2	(n < 25)	9	(n < 25)	18	(<i>n</i> < 25)	
Midwest	110	\$45.00	19		8		37	\$45.00	3		14		29	\$47.00	
South	150	\$47.00	28		\$45.00		6	52	\$47.00		6		17	37	\$50.00
West	89	\$50.00	23		(<i>n</i> < 25)		14	31	\$45.00		2		7	9	(<i>n</i> < 25)

Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
 Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
 South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia
 West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming