

2024

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# State of the Rehab Professions

Salary Guide and  
Career Insights for

PTs, PTAs, OTs, COTAs,  
LMTs/MTs, SLPs and  
Athletic Trainers





## Executive Summary

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Welcome to the 2024 State of the Profession and Salary Guide.

For the last several months, our team has been hard at work collecting data and professional insights from therapists and rehabilitation professionals around the nation. Our goal: To better understand the needs, challenges, and opportunities facing our fellow healthcare professionals.

Over 1,800 therapy professionals responded to our survey. In this guide, you'll find their answers to questions regarding salaries, certifications, and work setting as well as their perspectives on the current state of the rehabilitation professions in the United States.

It's our hope that you can use this data to further your understanding of the profession you love and empower you with the knowledge you need to take the next steps in your therapy career.

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# Athletic Trainers

Athletic trainers specialize in the prevention and treatment of musculoskeletal injuries, improving strength and flexibility, and creating training programs that keep people healthy and safe.

Athletic trainers are becoming more in demand as healthcare organizations and the general population begin to recognize the benefits of athletic training. In addition, as high school, college, and professional sports programs grow and become increasingly competitive, the need for athletic trainers increases. People who are passionate about wellness, athletics, and helping others are often drawn to the profession.



## Key Findings

- In our survey of athletic trainers, we received **215** total responses.
- Of the respondents, **70.5%** were currently employed as athletic trainers, and **43.3%** had been in the profession for over 20 years. This wealth of experience helped us get a good picture of what is happening within the athletic training profession.
- At the time of the survey, most athletic trainers (**62%**) were currently employed in schools. The remaining either worked in an outpatient setting (**21.8%**) or in a private practice (**10.9%**). **11.9%** of the respondents were retired athletic trainers.







## Demographics

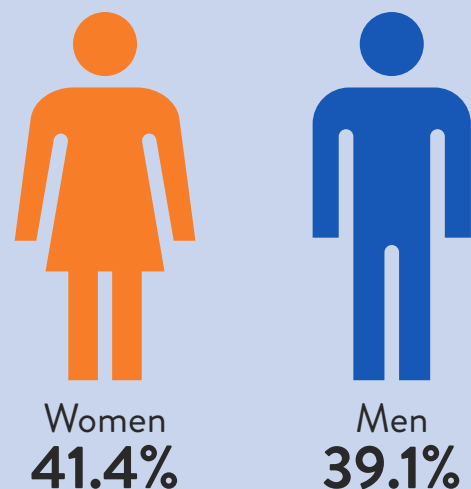
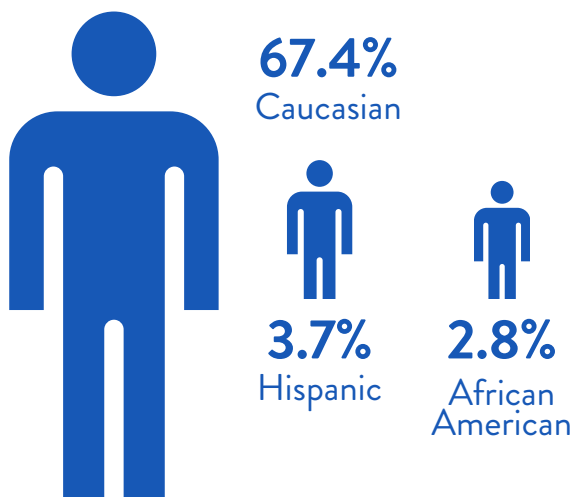
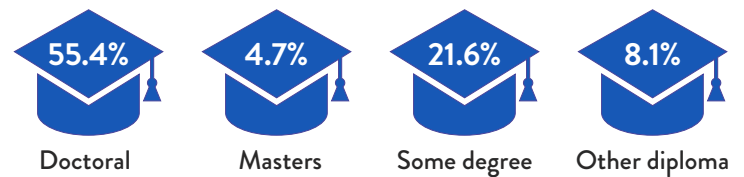
The ATs included in our survey come from a variety of backgrounds, ethnicities, ages, specialties, and years of experience.

Most respondents in the survey are White/Caucasian (**67.4%**). Only **3.7%** of respondents are Hispanic, and even fewer (**2.8%**) are African American. The distribution of different genders was more evenly distributed, with close to half of them being men (**39.1%**) and half being women (**41.4%**). **18.1%** did not disclose their gender information.

Survey responses were evenly distributed among different age groups. The youngest respondent was 25 years old and the oldest was 64.

The National Athletic Trainers Association requires athletic trainers to earn either a bachelor’s or master’s degree from an accredited athletic training program before candidates can test to earn their certification. As of 2022, 48 states and the District of Columbia require ATs to hold the [Board of Certification](#) credential of “Athletic Trainer, Certified” (ATC).

In our survey, most respondents (**55.4%**) had a master’s degree, and **4.7%** had continued on to earn a doctoral degree. **21.6%** had some other degree and only **8.1%** had a diploma.



## Methodology

This report includes sub-group analysis by license type, specialty, work setting, gender, ethnicity, level of education, and age. Subgroup differences are listed when there is a statistically significant difference. Results in this report are based on data collected from 215 responses to the survey.

## Employment Profile

The [Bureau of Labor Statistics](#) (BLS) reports the job outlook for athletic trainers is expected to increase by **14%** between 2022 and 2032, making it one of the fastest-growing fields in the United States. According to a [2020 report](#) by the Board of Certification for the Athletic Trainer (BOC), there are currently 56,906 certified athletic trainers in the United States.

As with many other healthcare careers, staffing issues are common among athletic trainers. Our survey results indicated that **45.93%** of athletic trainers do not feel that their workplace is efficiently staffed, meaning they cannot give each of their patients the time or attention required to effectively treat their conditions.

## 215 Respondents

Research published by the [University of Wisconsin](#) shows that athletic trainers are not able to spend enough time with their patients. On average, an athletic trainer spends 33.3 minutes evaluating a new patient, and only 16 minutes with a postoperative patient.

While most ATs would agree that 16 minutes is a short time to work with a patient, the work they do still benefits the patient and has a positive impact on the entire healthcare organization. In fact, orthopedic clinics that hire athletic trainers are able to see **10-20%** more patients in a day than those that employ only physicians, nurses, and medical assistants.



On average, an athletic trainer spends 33.3 minutes evaluating a new patient, and only 16 minutes with a postoperative patient.



## Work Satisfaction

Although staffing is an issue for many athletic trainers, most of them report feeling valued in their workplace. **66.67%** of ATs in our survey either strongly agree or somewhat agree that they feel valued in their workplace, and their job satisfaction rates are generally positive.

Both experience and work setting make a big difference in job satisfaction experienced by athletic trainers. ATs working in schools report having the highest job satisfaction, with **73%** reporting feeling “somewhat satisfied” or “extremely satisfied” with their jobs.

Private practice workers have the lowest rates of satisfaction, but over **50%** still report feeling at least somewhat satisfied in their careers.

Athletic trainers with more than 30 years of experience are the most likely to be satisfied by their role, of those with 30-39 years of experience, **27%** report feeling “somewhat satisfied” and **55%** report feeling “extremely satisfied”.

While work satisfaction among ATs is relatively good, many still worry about the state of the profession in athletic training. **80%** of survey respondents stated that they felt somewhat concerned or extremely concerned about the state of the profession, and only **3%** stated that they were not concerned.

### School Trainers



**73%**  
Extremely  
satisfied

### Private Practice Trainers



**50%**  
Somewhat  
satisfied

### 30-39 years experience



**27%**  
Somewhat  
satisfied

### 30-39 years experience



**55%**  
Extremely  
satisfied

Athletic trainers who participated in our survey had various reasons for worrying about their profession. Some of the most common complaints included long working hours, low pay, and having too many responsibilities. One AT stated, “In general, we are overworked, have a high-risk job, and are underpaid for that”. In addition to concerns about the profession as a whole, many athletic trainers experience burnout. 56% of survey respondents stated that they had experienced burnout in the last 12-18 months. Employees in private practice experienced the lowest rates of burnout, and in-patient providers experienced the highest rates of burnout.

As one might expect, long hours are closely related to higher rates of fatigue and burnout among athletic trainers. Only **20%** of those working less than 10 hours per week reported feeling burnt out, while **54%** of those working 40-49 hours per week reported feeling burnt out. Three-quarters of our survey respondents reported working full-time or between 40-49 hours per week.

**54%** Of trainers working 40-49 hours felt burned out.

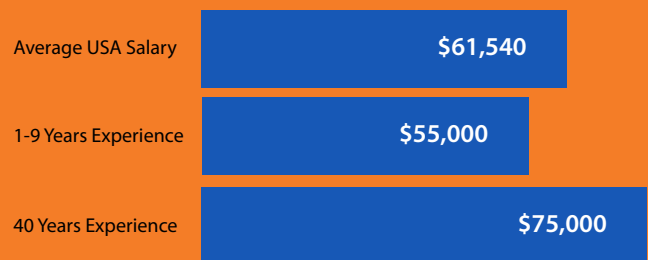


## Salary Guide

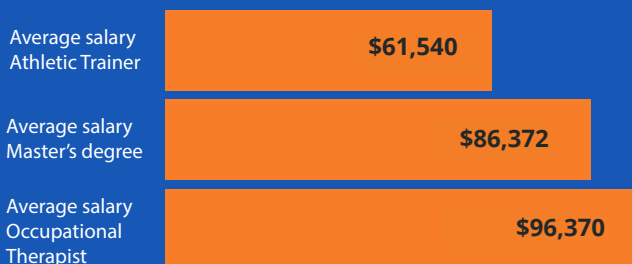
According to the BLS, the [average salary](#) for an athletic trainer in the U.S. is \$61,540. Those with 1-9 years of experience report earning around \$55,000 per year, and those with more than 40 years of experience report earning \$75,000 per year. Approximately **60%** of ATs in our survey reported receiving a salary raise in the year prior to the survey.

Between **15%** and **23%** of survey respondents reported feeling “extremely dissatisfied” with their annual salary. According to the BLS, their dissatisfaction is justified. The average salary of someone with a master’s degree in the United States is \$1,661 per week, or \$86,372 per year—nearly \$20,000 more than the average salary of an athletic trainer.

15%–23%  
felt extremely  
dissatisfied  
with their  
annual salary.



## Comparable career salaries with similar education



Since most ATs have earned a Master’s degree, it is clear that wages should increase to match their education and skill set.

Those in [comparable careers](#) with similar education requirements typically earn more than athletic trainers. For example, the average salary for an occupational therapist in the United States is \$96,370.

Fortunately, salaries for athletic trainers have been steadily increasing over the last few years. [Between 2008 and 2021](#), the average salary for an athletic trainer rose by just over **8%**.

# Massage Therapists

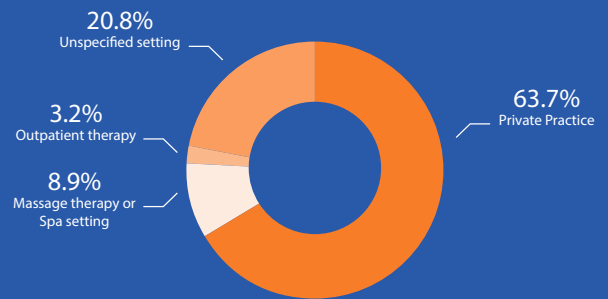
Massage therapists use their skills to help their clients recover from injury, deal with stress, and improve athletic performance. They can work in hospitals, medical spas, chiropractic or physical therapy offices, with sports teams, or as independent workers. They must have excellent communication skills in order to give their clients a safe and comfortable experience.



## Key Findings

- 176 Licensed Massage Therapists responded to our survey.
- Of these, **73.4%** were currently employed as LMTs and **90.6%** had an active license.
- The experience of respondents varied, with **14.5%** in the profession for 1-9 years, **37.9%** in the profession for 10-19 years, 37.9% in the profession for 20-29 years, and **8.9%** in the profession for 30-39 years.

## Where Massage Therapists Worked



76.4% of all massage therapists are women.



## Demographics

The LMTs included in our survey come from a variety of backgrounds, ethnicities, ages, education, specialties, and years of experience.

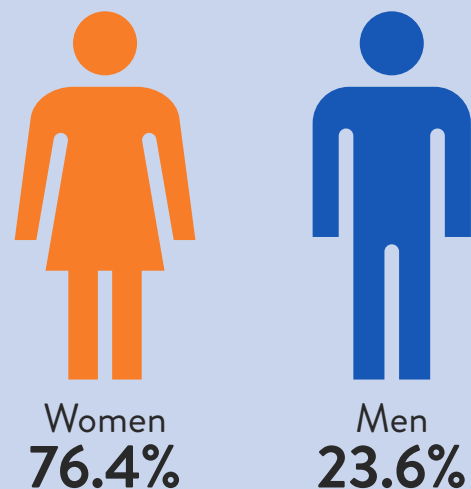
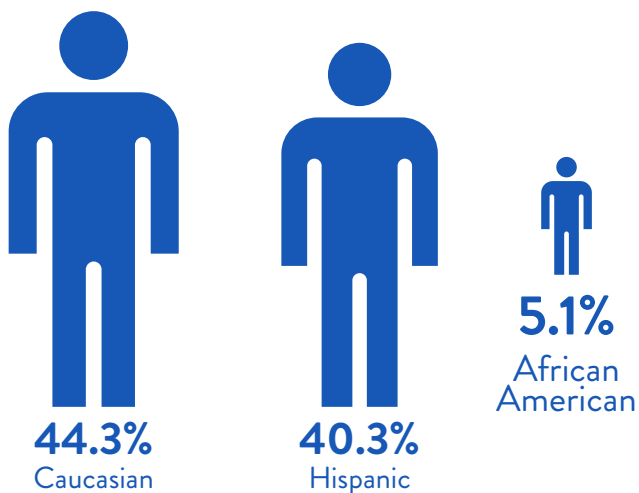
Survey respondents were licensed massage therapists, meaning they had to complete some kind of education, training, and examination. In most states, massage therapists are required to complete a specific number of training hours and earn a license to practice. With the exception of Wyoming, Minnesota, California, Kansas, and Vermont, practicing as a massage therapist without a license is a crime.

**48%** of respondents were women and only **10%**

said they were men, although **37%** preferred not to disclose their gender. Slightly more men seem to have responded than the [national average](#), where **76.4%** of all massage therapists are women, and **23.6%** are men.

Respondents varied in age, **14.7%** are 35-44 years old, **24.4%** are 45-54 years old, **11.4%** (20) are 55-64 years old, and **7.4%** are 65-74 years old.

Most therapists who responded to the survey are White/Caucasian (**44.3%**), followed by Hispanic (**40.3%**). Of the remaining, **5.1%** were Black or African American and the last **2.8%** were other ethnicities.





## Methodology

This report includes sub-group analysis by license type, specialty, work setting, gender, ethnicity, level of education, and age. Subgroup differences are listed when there is a statistically significant difference. Results in this report are based on data collected from 176 responses to the survey.

## Employment Profile

The field of massage therapy is expected to grow by **18%** between 2023 and 2033, making it one of the fastest-growing fields in the United States. This amounts to about 22,000 job openings per year over the next decade. Massage therapy is quickly gaining popularity among patients suffering from chronic pain conditions and is often used in conjunction with other therapies. Most licensed massage therapists in our survey expressed satisfaction with their current role and employer. The newest massage therapists, those with between 1 and 9 years of experience, were the least satisfied with both their jobs

## 176 Respondents

and employers. Of this group, **46%** were either somewhat satisfied or extremely satisfied with their current role, and **55%** were extremely satisfied with their employer. Only **14%** of survey respondents would not recommend that new graduates join the profession.

These relatively high satisfaction rates are likely related to such a high percentage (**77.91%**), reporting feeling valued in their workplace. In addition to feeling valued, most massage therapists report that their workplace is adequately staffed.

The field of massage therapy is expected to grow by 18% between 2023 and 2033.



## Employment Profile Continued

While most massage therapists reported feeling satisfied with their role and employer, **20%** reported feeling less satisfied with their profession on the day of the survey than they had felt when they first started their career.

Despite high rates of reported job satisfaction, **49%** of surveyed massage therapists still reported experiencing burnout. Burnout among massage therapists in our survey seemed unrelated to working hours, with similar feelings of burnout reported among part-time, full-time, and overtime therapists. For massage therapists with less than 10 years of experience, **73%** reported experiencing burnout. Employees in schools, home health, and in-patient facilities reported the highest rates of burnout. Those working in outpatient and private practice reported the lowest rates of burnout.

Massage therapists who reported concerns

stated that companies often take advantage of new graduates, offering them low pay and overwhelming them with full schedules. As massage therapists gain more experience and build up a clientele, they have more power to choose their schedule and require higher pay rates.

Another concern among massage therapists was a lack of respect for the profession. Our survey respondents stated that they experienced problems with clients “being mistaken for sex workers” and “creepers thinking we are for sale”.

One massage therapist offered a solution for the lack of professional respect, stating that there was “a need for greater nationwide minimum training requirements, which may help to increase the professional standards and overall regard for the profession”.



Of therapists with less than 10 years of experience, **73%** reported feeling burnout.

## Salary Guide

According to the [BLS](#), the average salary for a full-time massage therapist in the United States is **\$55,310** per year, which is just below the [national average salary](#) in the United States. The highest-paying states for massage therapists are Vermont, Alaska, Washington, Oregon, and New Hampshire.

About half of the licensed massage therapists across all experience levels stated that they were either extremely satisfied or somewhat satisfied with their salary. Salary satisfaction was lowest among those with 10-19 years of experience, with **43%** reporting feeling either somewhat dissatisfied or extremely dissatisfied with their pay.

Unfortunately, the majority of massage therapists report no salary increases in the 12 months before responding to the survey. **78%** of respondents with 10-19 years of experience had not received a salary increase within a year of the survey. This may be related to employers expecting therapists to be tipped more generously as their skills improve and they build a more loyal clientele.

Salary satisfaction was lowest among those with 10-19 years of experience.

The average salary for a full-time massage therapist in the United States is \$55,310.





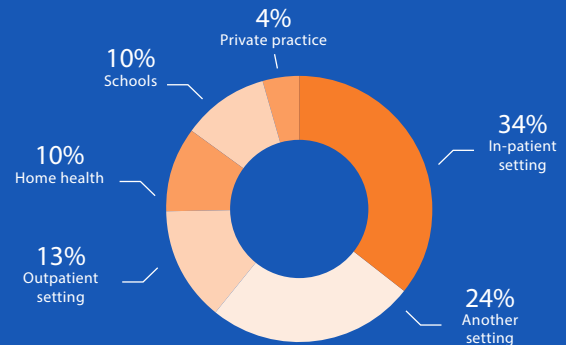
# Occupational Therapists



## Key Findings

**519** occupational therapists responded to our survey. Most, **89.4%** were currently employed as occupational therapists and **93.8%** had an active license. Of the survey respondents, **34%** work in an in-patient setting, **24%** work in another setting, **13%** work in an outpatient setting, **10%** work in home health, **10%** work in schools, and **4%** work in private practice.

## Where Occupational Therapists Worked



Occupational therapists help patients gain independence by practicing self-care skills. They often work with patients who need to regain their strength after surgery or major illness.

Occupational therapists often work closely with physical therapists to ensure that patients are able to care for themselves and move around their homes safely. They may recommend and teach patients how to use [assistive devices](#) such as walkers or gross motor tools. as walkers or gross motor tools.





## Demographics

The OTs included in our survey come from a variety of backgrounds, ethnicities, ages, specialties, and years of experience.

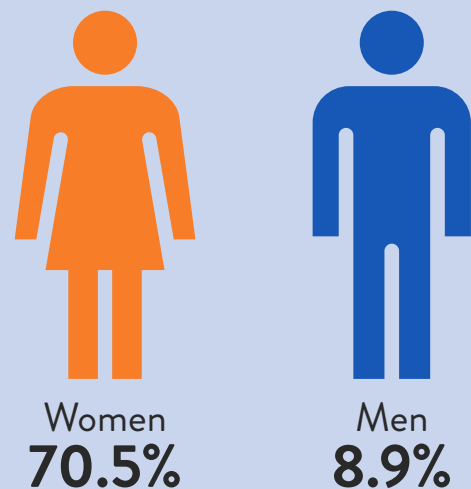
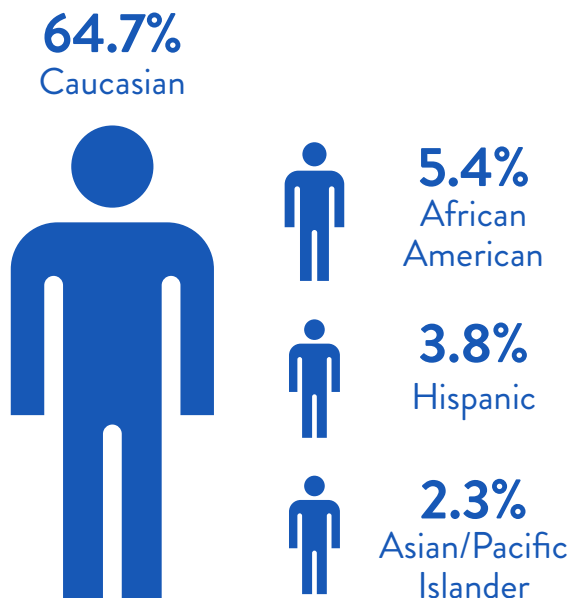
Most survey respondents (**70.5%**) are women. Only **8.9%** are men, and **19.5%** preferred not to disclose information about their gender.

Occupational therapists were between the ages of 25 and 74 years old, **12.5%** (65) are 25-34 years old, **17.9%** (93) are 35-44 years old, **26.4%** (137) are 45-54 years old, **15.6%** (81) are 55-64 years old, **7.1%** (37) are 65-74 years old.

Most occupational therapists in the survey (**64.7%**) are White/Caucasian, while **5.4%** are Black or African American, **3.8%** are Hispanic, and **2.3%** are Asian/Pacific Islander.

According to the [American Occupational Therapy Association](#), all occupational therapists must earn a degree, pass a licensure exam, and register with their state.

**While the requirements of each state vary, all occupational therapists must complete at least a master's degree in occupational therapy.**





## Methodology

This report includes sub-group analysis by license type, specialty, work setting, gender, ethnicity, level of education, and age. Subgroup differences are listed when there is a statistically significant difference. Results in this report are based on data collected from 219 responses to the survey.

## Employment Profile

Overall, most occupational therapists report feeling at least somewhat satisfied with their role across all levels of experience and work settings. **75%** of therapists with 30-39 years of experience report feeling satisfied with their role. The highest levels of dissatisfaction were reported among occupational therapists with more than 40 years of experience. Of this group, **12%** reported feeling extremely dissatisfied, and **18%** reported feeling somewhat dissatisfied.

Satisfaction with the occupational therapy role may be related to feeling valued in the workplace. **57.71%** of our survey respondents reported feeling valued in their workplace. Dissatisfaction seems to be related to poor staffing, with **50%** of occupational therapists reporting feeling understaffed at work.

## 219 Respondents

Burnout among occupational therapists is alarmingly high, especially among those working in home health. While **66%** of occupational therapists in our survey reported feeling burnt out in the last 12-18 months, the percentage climbed to **77%** for those working in home health. Even among those working less than forty hours per week, more than half report feeling burnt out.

Burnout may be among the reasons that **31%** of respondents would not recommend new graduates join the occupational therapy profession.

[Research shows](#) that occupational therapists experience less burnout when they are given autonomy and are able to be creative and solve problems at work. When occupational therapists are given more time with each patient, they tend to feel less burnout and more job satisfaction.

50% of our survey respondents feel their workplace is not efficiently staffed.





## Employment Profile Continued

Low reimbursement rates and difficulties with [billing and coding](#) were some of the most common complaints of occupational therapists. Billing and coding, especially for CMS, often changes and it can be a challenge to keep up with the most recent information. Failure to bill correctly can result in major problems for the patient, the therapist, and the company they represent.

Other specific problems pointed out by our survey respondents included high caseloads, low pay, too many educational requirements, and lack of resources to complete required work. **48%** of occupational therapists reported feeling somewhat concerned about the state of the profession, and **25%** reported feeling extremely concerned. Only **2%** reported feeling extremely unconcerned.



## Salary Guide

Our occupational therapy survey respondents reported earning between \$60,000 and \$84,000 per year. About half of our respondents across all experience levels reported receiving a pay raise in the last 12 months.

The [BLS reports](#) that the average salary for an occupational therapist in the United States is \$96,370 per year. The BLS also reports that occupational therapists working in home health are typically paid the most, while those working in schools are paid the least.

Half of all respondents reported a pay raise in the last 12 months.

### OT salary satisfaction rates vary



### 2023 median annual wage with a master's degree



Occupational therapist



Diagnosing and treating physician

Average salary for an occupational therapist in the United States is \$96,370 per year.

Salary satisfaction rates vary among occupational therapists. Of those with less than 1 year of experience, **67%** report feeling somewhat satisfied with their salary. For those with more than 40 years of experience, **17%** report feeling somewhat satisfied with their salary and **33%** report feeling extremely satisfied with their salary.

The pay for occupational therapists is comparable to other healthcare careers requiring a master's degree. In 2023, the median annual wage for a master's-prepared diagnosing and treating physician was \$98,760, just \$2,400 more than the average pay for an occupational therapist.



# Physical Therapists



Physical therapy is a growing profession, with job opportunities expected to [increase 15%](#) between 2023 and 2033. As of 2023, there were 246,800 physical therapists working in the United States. Physical therapists may work in a variety of settings, from hospitals to athletic departments.

## Key Findings

- Our survey had a total of **746** respondents, with **89.5%** currently employed as physical therapists. **23%** of respondents work in an outpatient setting, **22%** work in an inpatient setting, 16% work in home health, **7.9%** work in private practice, **4.2%** work in schools, and **24.3%** report working in some other setting.
- While **10.5%** of respondents are not currently employed as physical therapists, **14.1%** (91) have been in the profession for 1-9 years, **24.7%** (160) have been in the profession for 10-19 years, **34%** (220) have been in the profession for 20-29 years, **20.7%** (134) have been in the profession for 30-39 years, **6.5%** (42) have been in the profession for more than 40 years.
- All licensed respondents are graduates of a physical therapy program. Physical therapists must have a doctorate degree in physical therapy. According to a report published in [Forbes magazine](#), most physical therapists spend 6 or 7 years in school working toward their physical therapy degree.





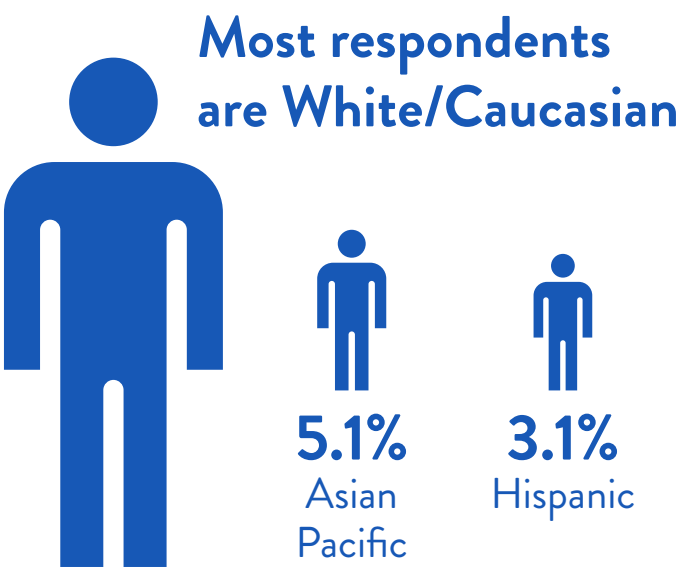


## Demographics

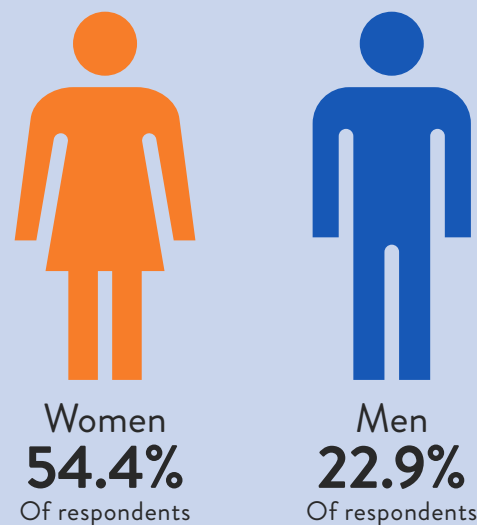
The PTs included in our survey come from a variety of backgrounds, ethnicities, ages, specialties, and years of experience.

Of all survey respondents, **54.4%** report being women and **22.9%** report being men. **21.2%** prefer not to disclose their gender. Most respondents are White/Caucasian, while a small percentage (**5.1%**) are Asian/Pacific Islander and (**3.1%**) Hispanic.

Respondents were between 35 and 74 years old at the time of the survey.



Respondents were between 35 and 74 years old at the time of the survey.



## Methodology

This report includes sub-group analysis by license type, specialty, work setting, gender, ethnicity, level of education, and age. Subgroup differences are listed when there is a statistically significant difference. Results in this report are based on data collected from 746 responses to the survey.

## Employment Profile

According to the [Journal of Physical Therapy Education](#), physical therapy ranks in the top **20%** of jobs in the United States for work satisfaction. This was reflected in our survey results, where at least 63% of respondents reported feeling at least somewhat satisfied in their current role.

Physical therapists working in home health reported feeling the most job satisfaction, with **51%** feeling somewhat satisfied in their role, and **26%** feeling extremely satisfied. When measured by experience, those with more than 40 years in the field reported the most job satisfaction, with **17%** reporting feeling somewhat satisfied with their role, and an impressive **49%** reporting feeling extremely satisfied.

While still high, the lowest satisfaction rates were reported by physical therapists working in the inpatient setting. **22%** of these physical therapists reported feeling extremely satisfied in their role, and **41%** reported feeling somewhat satisfied. Despite high job satisfaction rates, most physical therapists report feeling concerned about the state of the profession. Of our respondents, **79%** reported feeling either somewhat or extremely concerned about the current state of the profession.

Most of the concerns had to do with educational systems and healthcare organizations focusing

## 746 Respondents

too much on things like reimbursement rates and politics and too little on patient care. One survey respondent stated, “Every doctorate seems to mostly orient towards research or teaching and much less to patient care”. Another complained that the profession as a whole had “too much emphasis on sports med/rehabbing athletes [and a] lack of emphasis on helping those with chronic conditions”.

In addition, Medicare has recently begun making [cuts to reimbursement rates](#) for physical therapy services. This forces healthcare organizations to increase patient loads for physical therapists, delay pay raises, or even eliminate physical therapy services for some patients.

These problems contribute to burnout among physical therapists across all levels of experience and work settings. Overall, **70.3%** of our survey respondents reported experiencing burnout in the last 12-18 months. The highest levels of burnout were reported in physical therapists with less than 9 years of experience (**79%**) and those working in home health (**77%**).

Poor staffing is one of the most common causes of burnout among healthcare professionals. Physical therapy seems to follow this trend, with **48%** stating that their workplace is not efficiently staffed.



## Salary Guide

Our survey respondents reported earning between \$60,000 and \$87,000 at the time of the survey. At that time, just under **50%** reported receiving a pay raise within the last year.

[According to the BLS](#), physical therapists in the United States earn \$99,710 per year, or \$47.94 per hour, on average. Those working in home health typically earn the most, while those working in outpatient offices earn the least.

Physical therapists often earn more than those in other types of therapy, but their education requirements are higher. In our survey, as many as **46%** report feeling dissatisfied with their current salary. Decreasing reimbursement rates can compound this problem of relatively low pay compared to the educational and licensing requirements.

Physical therapists in the U.S. earn \$99,710 per year according to the BLS.

Respondents reported earning \$60,000 to \$87,000 annually.

While physical therapists do earn a decent living, many struggle to pay off student loans. Unfortunately, the high cost of a Doctorate in Physical Therapy programs is a huge barrier for many who would love to become physical therapists. Students in the United States can spend [up to \\$217,000](#) to complete their physical therapy program.

To help with the high cost of physical therapists' schooling, legislatures have introduced the [Physical Therapist Workforce and Patient Access Act](#).

"This bill would allow PTs to participate in the National Health Service Corps Loan Repayment Program, an initiative that repays up to \$50,000 in outstanding student loans to certain health care professionals who agree to work for at least two years in a designated Health Professional Shortage Area."



# Speech-Language Pathologists



## Key Findings

- Our survey of speech-language pathologists is made up of 154 total responses, of which, **91.5%** are currently employed as SLPs. Most speech-language pathologists (**23.7%**) work in an inpatient setting. Others work in schools (**15.1%**), outpatient settings (**10.1%**), home health (**9.4%**), and private practice (**9.4%**).
- Survey results come from SLPs with varied levels of experience. **17.1%** (24) have been in the profession for 1-9 years, **22.1%** (31) have been in the profession for 10-19 years, **29.3%** (41) have been in the profession for 20-29 years, **22.9%** (32) have been in the profession for 30-39 years, and **8.6%** (12) have been in the profession for more than 40 years.

[Speech-language pathologists](#) work with patients of all ages to improve their communication skills as well as chewing and swallowing techniques. They may work with infants who have a weak swallow, children struggling with a stutter, adults with apraxia, or people rehabilitating from head and facial injuries.





## Demographics

The SLPs included in our survey come from a variety of backgrounds, ethnicities, ages, specialties, and years of experience.

Of the respondents, **72.7%** were women and only **6.5%** reported being men. **18.2%** did not specify their gender. Respondents were between 25 and 74 years old at the time of the survey.

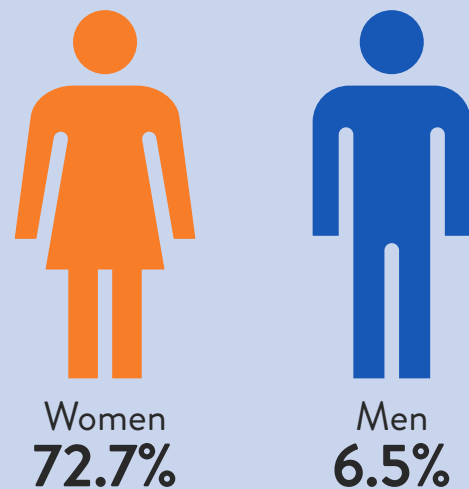
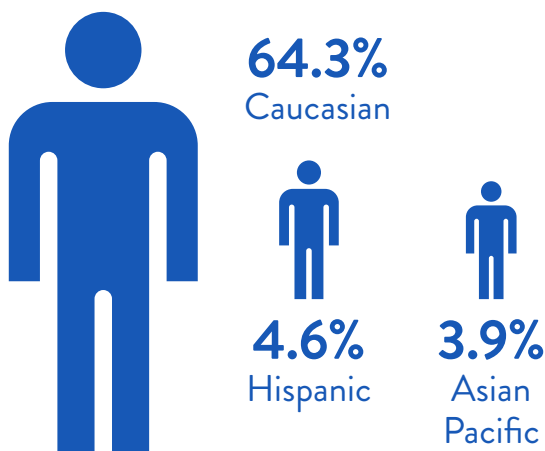
Most respondents (**64.3%**) are White/Caucasian. **4.6%** are Hispanic and **3.9%** are Asian/Pacific.

Speech-language pathologists must complete, at a minimum, [a masters-level speech-language pathology program](#). Many organizations prefer to hire doctorate-prepared SLPs.

## Methodology

This report includes sub-group analysis by license type, specialty, work setting, gender, ethnicity, level of education, and age. Sub-group differences are listed when there is a statistically significant difference. Results in this report are based on data collected from 154 responses to the survey.

SLPs must complete a masters-level speech-language pathology program.





## Employment Profile

75% of speech-language pathologists in our survey are either somewhat concerned or extremely concerned about the state of their profession. The most common concerns include artificial intelligence taking over the jobs of SLPs, and a lack of support from the speech-language pathology credentialing agency, the [American Speech Language Hearing Association](#).

While SLPs express concern about [artificial intelligence](#), with one stating that “we’ll love the human side to our profession and begin relying on technology too much to conduct therapy for us”, others argue that AI could help solve staffing problems within the profession and help overwhelmed SLPs complete their documentation. As one therapist put it “paperwork involved made the job overwhelming. Less paperwork would allow more time spent with students”.

**57%** of our survey respondents state that they do not feel that their workplace has adequate staffing. AI may help alleviate some of these problems.

Burnout is a big problem among SLPs, with **66.4%** reporting that they had experienced burnout within the last 12-18 months. Therapists working in schools report the highest levels of burnout (**71%**), while those in private practice report the lowest levels of burnout (**45%**). Speech-language pathologists who work over 40 hours a week are much more likely to experience burnout.

In addition to problems with staffing and concerns regarding artificial intelligence, many SLPs report feeling unsupported by the

American Speech Language Hearing Association. Complaints include feeling that “ASHA does not fight for their SLP”, “ASHA costs”, and “ASHA makes too many political statements”.

Unfortunately, **54%** of our survey respondents agree with the statement “I am less satisfied today with my profession than I was when I first started my career”. However, **48%** of speech-language pathologists agreed that they would recommend new graduates join the profession.

Despite many challenges, most survey respondents report being at least somewhat satisfied in their current role. In fact, **75%** of respondents working in private practice reported feeling “extremely satisfied” with their jobs. In the least satisfied group, those working in home health, **23%** reported feeling extremely unsatisfied.

One way that employers may be able to improve work satisfaction for SLPs is to give them more recognition and help the rest of the healthcare team understand the importance of the SLP. Nearly **30%** of respondents state that they do not feel valued in their workplace. While some therapists seem to feel undervalued and worry that artificial intelligence will take over their jobs, speech language pathologists have a fantastic job outlook.

[According to the BLS](#), job opportunities for speech-language pathologists are expected to increase by **19%** between 2023 and 2032, with over 33,000 jobs predicted to open up in the next ten years.



## Salary Guide

Our survey respondents reported earning between \$75,000 per year and \$90,000 per year. Those with 1-9 years of experience were much more likely to have received a pay increase in the last year than those with 20 years or more. **68%** of SLPs with 1-9 years of experience reported pay increases, while only **33%** of those with more than 40 years had been given a pay raise within the last few months.

Opinions varied greatly on current salary satisfaction. Those with 20-29 years of experience had the most negative feelings about their pay, with **29%** reporting feeling extremely dissatisfied and **22%** reporting feeling somewhat dissatisfied with their salary. Those with 30-39 years of experience had the most positive feelings about their pay, with **48%** reporting feeling somewhat satisfied and **10%** feeling extremely satisfied.

[Data from the BLS](#) shows that speech language pathologists earn an average of \$89,290 per year, or \$42.93 per hour. Those working in nursing facilities earned the most money, while those working in education tended to earn the least. The BLS does mention that schools may pay less per year due to their 2-month summer break.

Our survey respondents earned \$75,000 to \$90,000 annually.



## Opinions varied greatly on current salary satisfaction

20-29 years experience



29%

20-29 years experience



22%

30-39 years experience



48%

30-39 years experience



10%



## About HomeCEU

In 2005, HomeCEUconnection.com was created by physical therapists with the vision to provide convenient and cost-effective online continuing education opportunities for healthcare professionals. Today, HomeCEU serves over 100,000 professionals in the fields of physical therapy, occupational therapy, massage therapy, athletic training, and speech-language pathology.

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