



AMERICAN  
SPEECH-LANGUAGE-  
HEARING  
ASSOCIATION

Schools Survey Report:  
SLP Workforce and Work Conditions Trends  
2004-2024

Jeanette Janota, Surveys and Analysis  
American Speech-Language-Hearing Association  
2200 Research Boulevard  
Rockville, MD 20850-3289  
September 16, 2024

# Contents

- Introduction.....2
- Survey Report Highlights .....2
- Employment Status .....3
  - Full Time or Part Time .....3
  - Salaried Employee, Contractor, or Self Employed.....4
- Union Representation .....4
- Job Market .....5
  - Job Market by Geographic Region.....5
- Greatest Professional Challenges .....6
- Survey Methodology .....7
- Response Rates .....7
- Suggested Citation .....7
- Additional Information .....7
- Questions?.....7
- Acknowledgment.....7
- Appendix.....8
  - Key of Geographic Regions/Divisions and Corresponding States .....9
  - Appendix Table 1 .....10
- Figures:
  - Figure 1 .....3
  - Figure 2 .....5
- Tables:
  - Table 1 .....4
  - Table 2 .....4

## Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2024 Schools Survey* to gather information about professional issues related to school-based services. Results from this survey are presented in a series of reports, including this report on speech-language pathologist (SLP) workforce and work conditions trends.

Findings from the 2004, 2006, 2008, 2010, 2012, 2014, 2016, 2018, 2020, and 2022 *ASHA Schools Surveys* are included in this report for comparative purposes. Questions differ among surveys, so data on all topics are not available for all survey years.

## Survey Report Highlights

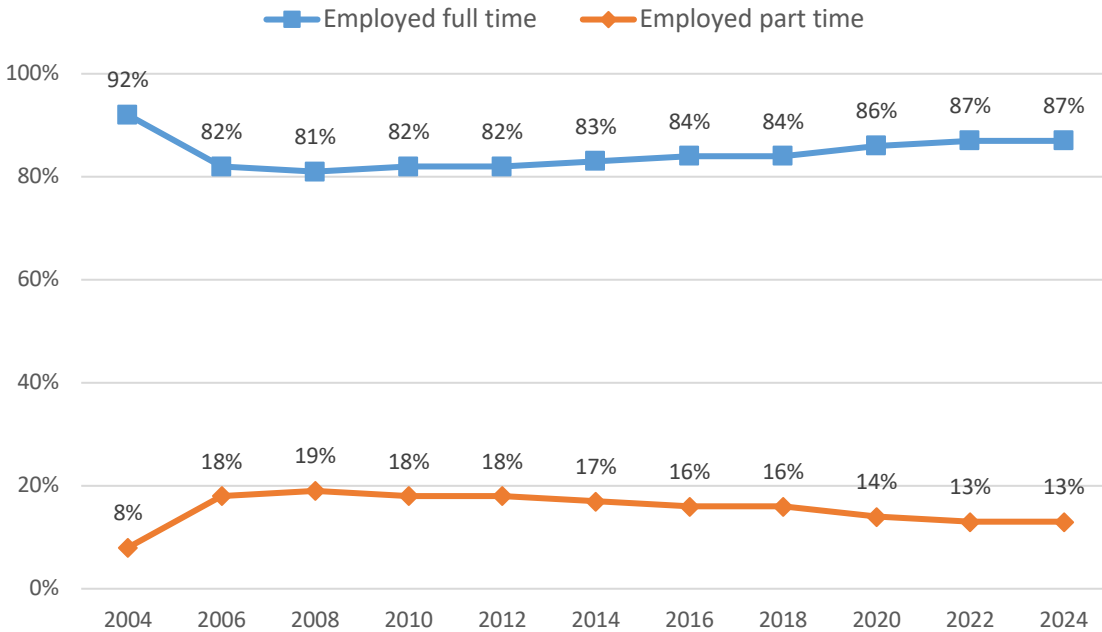
- In 2024, 87% of survey respondents who were employed as SLPs worked full time—the same or about the same as in past years (81%–92% from 2004 to 2022).
- In 2024, 86% of survey respondents who were employed full or part time as SLPs were salaried employees—the same or about the same as in recent years (87%–89% from 2012 to 2022). Most of the remainder were contractors.
- In 2024, 63% of SLPs reported that union representation was available to them in their district—almost the same percentage as in 2022 (64%).
- In 2024, overall, 79% of SLPs reported that job openings for clinicians exceeded job seekers in their type of school and geographic area—a higher percentage than any reported in recent years.
- From 2004 to 2024, SLPs from the western region of the United States were more likely than SLPs from other regions to report that job openings for clinicians exceeded job seekers.
- In 2024, 76% of SLPs reported that *large amount of paperwork* was their greatest professional challenge. The percentage of SLPs selecting this particular answer was lower than in any previous year—but, in 2024, a higher percentage of SLPs chose *this* challenge than any of the other challenges.
- In 2024, 66% of SLPs reported that *high workload/caseload size* was one of their greatest professional challenges, compared with 55%–71% from 2004 to 2022.
- In 2020, 2022, and 2024, more than half of SLPs identified *volume of meetings* as one of their greatest challenges.

## Employment Status

### Full Time or Part Time

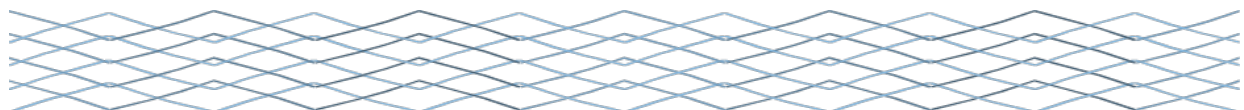
In 2024, 87% of *ASHA Schools Survey* respondents who were employed as SLPs worked full time. They reported the highest rate of full-time employment in 2004 (92%), followed by a decline to 82% in 2006 and a gradual increase since that time (see Figure 1).

**Figure 1.** *Employment status of ASHA Schools Survey SLP respondents, by year.*



*Note.* These data are from the 2004–2024 biennial *ASHA Schools Surveys*. *Employed full- and part time* were not defined in the surveys.

*n* = 2,602 (2004); *n* = 2,427 (2006); *n* = 2,420 (2008); *n* = 2,418 (2010); *n* = 2,420 (2012); *n* = 1,862 (2014); *n* = 1,806 (2016); *n* = 2,109 (2018); *n* = 1,720 (2020); *n* = 2,955 (2022), *n* = 3,731 (2024).



## Salaried Employee, Contractor, or Self Employed

In 2024, 86% of *ASHA Schools Survey* respondents who were employed full or part time as SLPs were salaried employees—the same or about the same as in recent years (89% in 2012; 88% in 2020; and 87% in 2014, 2016, and 2018). The remainder were mostly contractors (see Table 1).

**Table 1.** *Percentage of ASHA Schools Survey SLP respondents who are salaried employees, contractors, or self employed, by year.*

Designation	%						
	2012 (n = 2,403)	2014 (n = 1,666)	2016 (n = 1,798)	2018 (n = 2,099)	2020 (n = 1,701)	2022 (n = 2,932)	2024 (n = 3,710)
Salaried	89	87	87	87	88	86	86
Contractor	11	13	13	13	11	12	12
Self employed	—	—	—	—	1	2	1

*Note.* These data are from the 2012–2024 biennial *ASHA Schools Surveys*. Dash indicates that the item was not included in the survey.

## Union Representation

In 2024, 63% of the SLPs said that union representation was available to them in their district—almost the same percentage as in the 2022 survey (64%; see Table 2). The type of facility where SLPs worked had an effect on their responses in both 2022 and 2024 ( $p = .000$ ).

**Table 2.** *Percentage of ASHA Schools Survey SLP respondents with union representation available, by type of facility.*

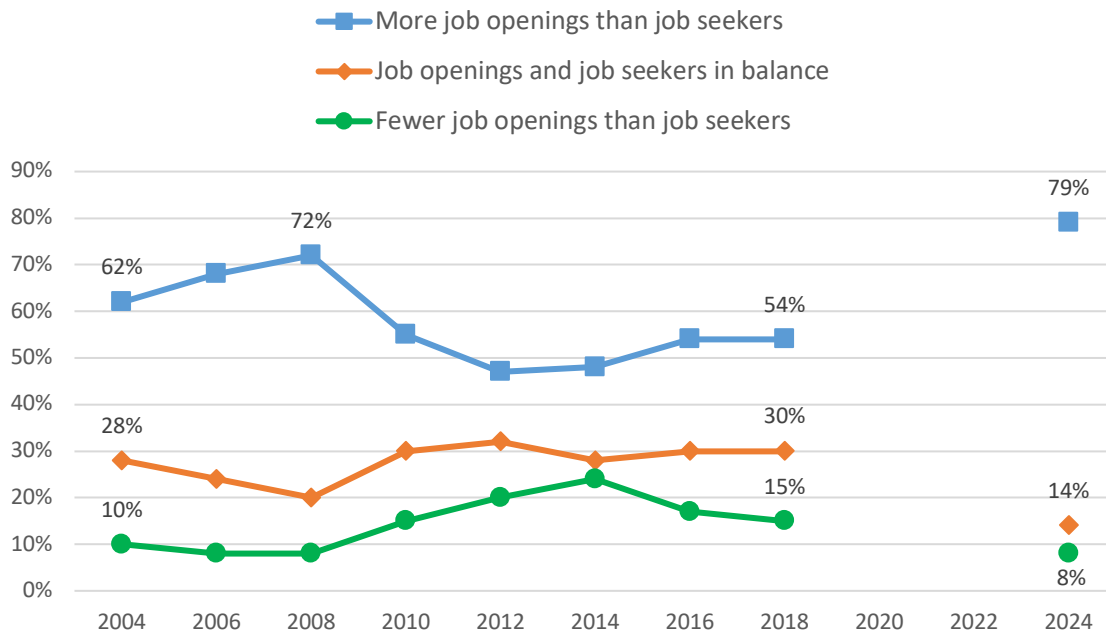
Facility	%	
	2022 (n = 2,859)	2024 (n = 3,359)
Special day/residential	43	44
Preschool	63	64
Elementary	65	65
Secondary	73	74
Student’s home	—	59
Administrative office	48	56
Telepractice office	—	5
Combination from the above list	56	55
Total	64	63

*Note.* These data are from the 2022 and 2024 *ASHA Schools Surveys*. Dash indicates that the item was not included in the survey. The question in 2024 included an “I don’t know” option.

## Job Market

In 2024, overall, a large majority (79%) of SLPs reported that the number of job openings for clinicians exceeded the number of job seekers in their type of school and geographic area. We had not asked this question since 2018, when 54% gave this response. Prior to 2024, the highest percentage reporting that job openings exceeded seekers was in 2008 (72%; see Figure 2).

**Figure 2.** Assessment of the job market for school-based SLP clinical service providers, by year.



*Note.* These data are from the 2004, 2006, 2008, 2010, 2012, 2014, 2016, 2018, and 2024 *ASHA Schools Surveys*.  $n = 2,658$  (2004);  $n = 2,538$  (2006);  $n = 2,525$  (2008);  $n = 2,458$  (2010);  $n = 2,508$  (2012);  $n = 1,684$  (2014);  $n = 1,847$  (2016);  $n = 2,110$  (2018);  $n = 3,081$  (2024).

## Job Market by Geographic Region

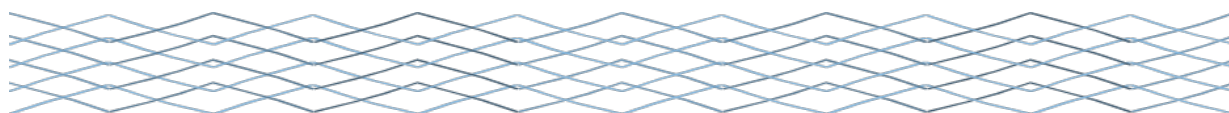
From 2004 to 2024, SLPs from the western region of the United States were more likely than SLPs from other regions to report that the number of job openings for clinicians exceeded the number of job seekers. In 2024, 88% of SLPs in the West chose that option, compared with 80% in 2018. (These data are not shown in any figure or table.) See the Appendix for a key of geographic regions/divisions and corresponding states.

## Greatest Professional Challenges

We have been asking SLPs to identify the greatest challenges that they face as a school-based SLPs for at least 20 years. The list of available options from which they may select varies from year to year (see Appendix Table 1).

In 2024:

- Most (76%) of the SLPs reported that *large amount of paperwork* was their greatest professional challenge—the smallest percentage since we asked the question in 2004. It was, however—as in every survey between 2004–2024—the most frequently selected challenge out of all the possible options.
- Two-thirds (66%) of the SLPs selected *high workload/caseload size* as their second highest ranking challenge. This challenge was in second place in every year between 2004 and 2024 (55%–71%).
- More than half (53%) of the SLPs selected *out-of-pocket professional expenses* as a challenge. This was the first time—since 2010, when the option was added—that more than 39% of respondents selected this option.
- Fewer than half (45%) of the SLPs identified *limited time for collaboration* as a challenge. This was the first time—since 2014, when the option was added—that fewer than half of the SLPs identified this option as a challenge.
- More than half (55%) of the SLPs selected *volume of meetings* as a challenge—slightly higher than 51% in 2022 and 54% in 2020, when the challenge was first included among the options.
- The percentage of SLPs who selected personnel shortage as a challenge nearly doubled between 2016 and 2024 (from 22% in 2016 to 42% in 2024).
- Fewer than 50% of the SLPs selected any of the other options that we included in 2024 (options that also were included in previous year



## Survey Methodology

The survey was fielded on January 25, 2024 to a random sample of 15,000 ASHA-certified SLPs and to all 809 ASHA-certified audiologists employed in school settings in the United States. Half of each group received a postal survey; half, an electronic survey. The sample was stratified by state. Small groups, such as SLPs in Wyoming, were oversampled. Everyone received a survey notification email on February 15. Second and third fieldings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

## Response Rates

Of the combined 15,000 SLPs in the sample, 1 was deceased, 28 were retired, 18 were employed in other types of facilities, 97 were not employed in the field, 121 had incorrect addresses, 82 opted out of Survey Monkey, and 25 were removed for other reasons, leaving 14,628 possible respondents. The actual number of respondents was 3,749, resulting in a 25.6% response rate.

Past *ASHA Schools Survey* response rates among SLPs were as follows:

- 2004: 69.7%
- 2006: 64.9%
- 2008: 64.0%
- 2010: 65.5%
- 2012: 64.7%
- 2014: 47.0%
- 2016: 47.9%
- 2018: 48.8%
- 2020: 40.1%
- 2022: 37.9%
- 2024: 25.6%

## Suggested Citation

American Speech-Language-Hearing Association. (2024). *Schools survey report: SLP workforce and work conditions trends, 2004–2024*. Available from [www.asha.org](http://www.asha.org).

## Additional Information

Companion reports are available on the ASHA website at [www.asha.org/research/memberdata/schools-survey/](http://www.asha.org/research/memberdata/schools-survey/).

## Questions?

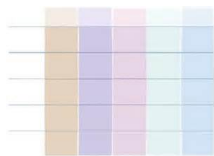
For additional information regarding this report or school services generally, please send a message to [schools@asha.org](mailto:schools@asha.org) or call ASHA's Action Center (800-498-2071) and ask to be connected to a School Services staff member.

## Acknowledgment

Without the generous cooperation of the members who participate in our surveys, ASHA could not fulfill its mission to provide vital information about the professions and discipline to the Association membership and public. Thank you!



# Appendix



*Key of geographic regions/divisions and corresponding states.*

<b>Geographic region/division</b>	<b>Corresponding states</b>
<b>Northeast</b>	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
<b>Midwest</b>	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
<b>South</b>	
South Atlantic	DE, DC, FL, GA, MD, NC, SC, VA, WV
East South Central	AL, KY, MS, TN
West South Central	AR, LA, OK, TX
<b>West</b>	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA

**Appendix Table 1. Greatest professional challenges of school-based SLPs, by year.**

Professional challenge	%										
	2004 (n = 2,602)	2006 (n = 2,561)	2008 (n = 2,556)	2010 (n = 2,492)	2012 (n = 2,538)	2014 (n = 1,786)	2016 (n = 1,894)	2018 (n = 2,170)	2020 (n = 1,497)	2022 (n = 2,618)	2024 (n = 3,273)
Budget constraints	—	—	—	—	—	—	44	47	32	27	36
High workload/ caseload size	61	58	56	60	61	55	70	71	57	58	66
Inadequate work space and facilities	34	29	28	25	25	21	30	33	30	30	35
Incorporating optimal service delivery models	—	—	—	—	—	36	42	44	41	38	41
Large amount of paperwork	82	80	80	81	81	80	83	79	82	79	76
Limited family/ caregiver involvement and support*	32	25	24	27	28	28	28	31	43	35	34
Limited support from the administration	23	21	22	21	21	21	26	23	24	24	30
Limited time for collaboration	—	—	—	—	—	51	50	54	50	50	45
Limited understanding of my role by others	40	34	34	37	38	38	40	38	41	38	44
Low salary	37	32	33	27	31	29	36	36	30	35	45
Out-of-pocket professional expenses	—	—	—	34	39	30	35	35	36	37	53
Personnel shortage	—	—	—	—	—	—	22	23	24	31	42
Volume of meetings	—	—	—	—	—	—	—	—	54	51	55

Note. These data are from the 2004–2024 biennial *ASHA Schools Surveys*. Dash indicates that the item was not included in the survey. \*From 2004–2018 this item was *Limited parental involvement and support*.