



ASHA
American
Speech-Language-Hearing
Association

| SLP Health Care Survey Report:
| Workforce Trends
| 2005–2019

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2019 SLP Health Care Survey* to gather information from speech-language pathologists (SLPs) about the workforce, service provision, practice issues, earnings, and other professional topics. Results from this survey are presented in a series of reports, including this report on workforce trends.

Results from the 2005, 2007, 2009, 2011, 2013, 2015, and 2017 *ASHA SLP Health Care 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

Employment Status

- In 2019, 70% of SLPs who were employed worked full time—up somewhat from previous years (62%–67% from 2005 to 2017).
- From 2005 to 2019, SLPs in home health care settings were the most likely, or among the most likely, to work part time.

Number of Work Locations

- In 2019, 60% of SLPs worked for their primary employer in one location in a typical week—up slightly from 57% in 2017.

Number of Employers

- In 2019, SLPs who held the position of clinical service provider worked for a median of one employer in a typical month—the same as in 2017.

Job Market

- In 2019, 33% of SLPs reported that job openings outnumbered job seekers in their type of employment facility and geographic area—about the same as in 2015 (32%) and 2017 (35%).
- From 2005 to 2019, SLPs in home health care settings, outpatient clinics/offices, and skilled nursing facilities were more likely than SLPs in hospitals to report that job openings outnumbered job seekers in their type of facility and geographic area.
- From 2005 to 2019, SLPs from the Pacific states were the most likely, or among the most likely, to report that job openings outnumbered job seekers in their type of facility and geographic area.

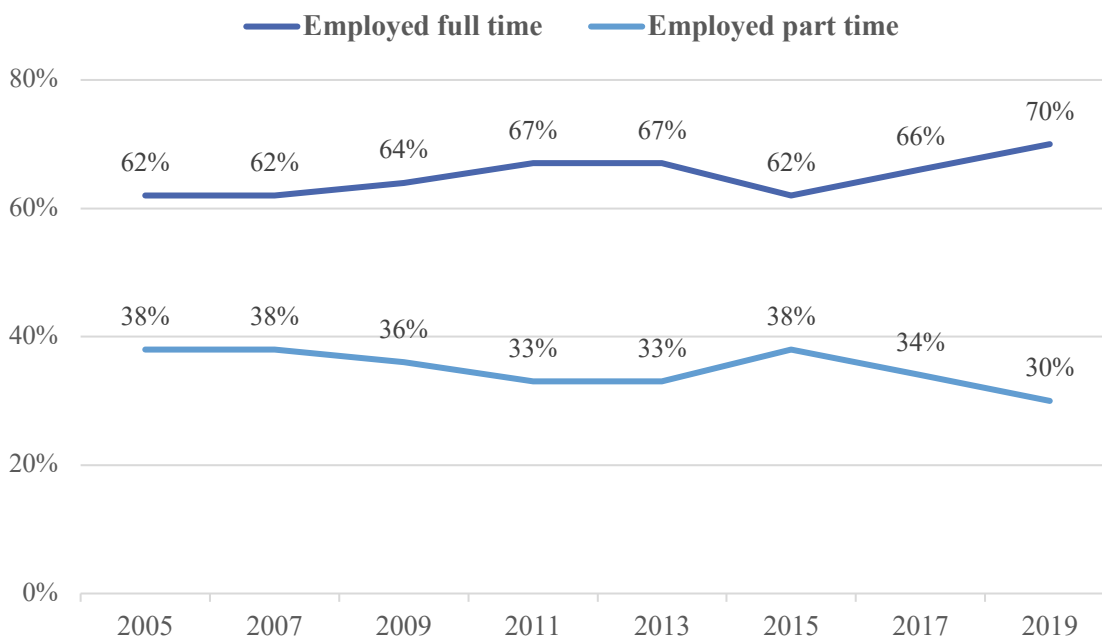
Funded, Unfilled Positions

- In 2019, 27% of survey respondents reported that there were funded, unfilled positions for SLPs at their respective facilities—the same or about the same as in recent past years (20%–27% from 2009 to 2017).

Employment Status

In 2019, 70% of survey respondents who were employed worked full time—up somewhat from previous years (see Figure 1 and Appendix Table 1).

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



Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. $n = 1,969$ (2005); $n = 2,208$ (2007); $n = 1,947$ (2009); $n = 2,364$ (2011); $n = 1,951$ (2013); $n = 1,719$ (2015); $n = 1,896$ (2017); $n = 2,174$ (2019).

Employment Status, by Health Care Setting

In most survey years between 2005 and 2019, SLPs in skilled nursing facilities were more likely than SLPs in other health care settings to work full time (see Appendix Table 1). In 2019, 80% of SLPs in skilled nursing facilities worked full time—up from 75% in 2017.

From 2005 to 2019, SLPs in home health care settings were the most likely, or among the most likely, to work part time. In 2019, nearly half (42%) of SLPs in home health care settings worked part time—the same or about the same as in recent past years (40%–45% from 2009 to 2017).

Number of Work Locations

In 2019, 60% of SLPs worked for their primary employer in one location in a typical week—up slightly from 57% in 2017 (see Appendix Table 2). In 2017 and 2019, SLPs in rehabilitation hospitals were most likely to work for their primary employer in one location in a typical week; SLPs in home health care settings were least likely.

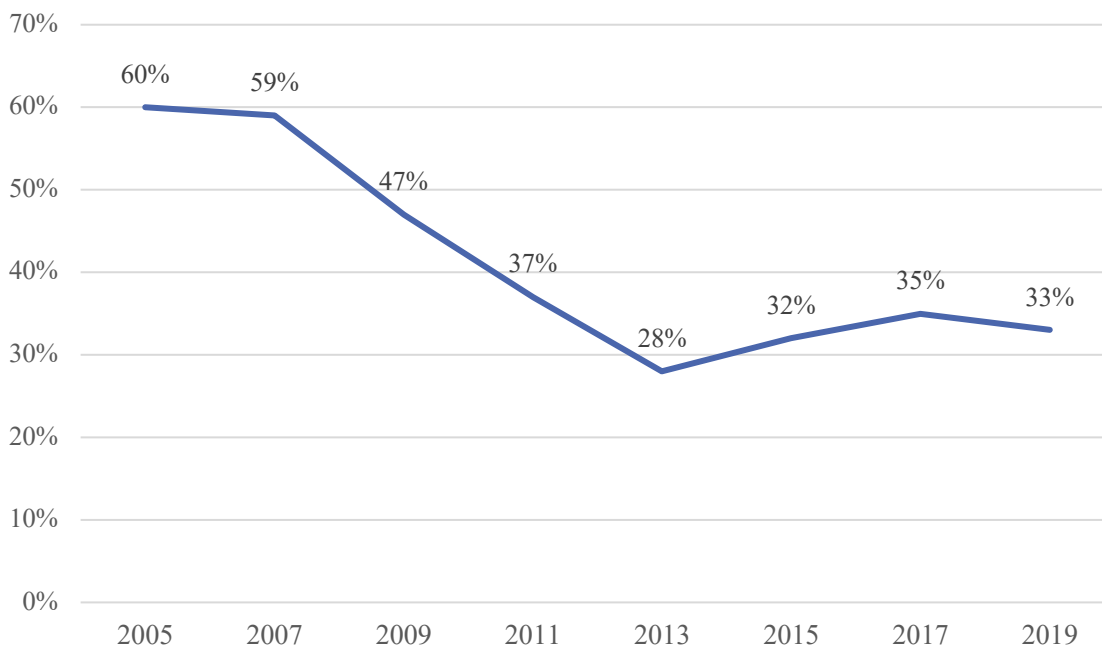
Number of Employers

In 2019, SLPs who held the position of clinical service provider worked for a median of one employer in a typical month—the same as in 2017. (These data are not shown in any figure or table.)

Job Market

In recent years, ASHA has included a question on its major surveys to assess the job market for SLPs and quantify shortages. The question and response categories were patterned after definitions used by the U.S. Bureau of Labor Statistics. In 2019, 33% of SLPs reported that job openings outnumbered job seekers in their type of employment facility and geographic area—about the same as in 2011 to 2017 but down substantially from earlier survey years (see Figure 2 and Appendix Table 3).

Figure 2. *Percentage of ASHA SLP Health Care Survey respondents who indicated that there were more job openings than job seekers in their type of employment facility and geographic region, by year.*



Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. $n = 1,955$ (2005); $n = 2,273$ (2007); $n = 1,864$ (2009); $n = 2,306$ (2011); $n = 1,882$ (2013); $n = 1,664$ (2015); $n = 1,864$ (2017); $n = 2,134$ (2019).

As shown below, numerous variables—including health care setting, geographic region/division, and population density—affect the job market for SLPs.

Job Market, by Health Care Setting

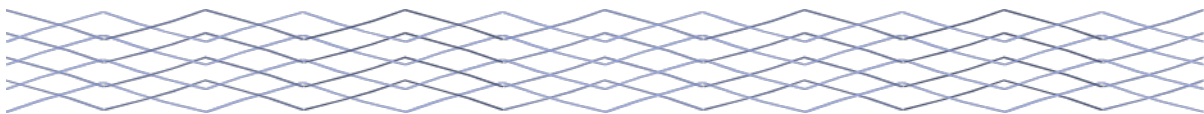
From 2005 to 2019, SLPs in home health care settings, outpatient clinics/offices, and skilled nursing facilities were more likely than SLPs in hospitals to report that job openings outnumbered job seekers in their type of facility and geographic area (see Appendix Table 3).

Job Market, by Geographic Region/Division

From 2005 to 2019, across all health care settings, SLPs from the Pacific states (Alaska, California, Hawaii, Oregon, and Washington) were the most likely, or among the most likely, to report that job openings outnumbered job seekers in their type of facility and geographic area (see Appendix Table 4; see page 22 for a key of geographic regions/divisions and corresponding states). In 2019, 50% of SLPs in the Pacific states reported that job openings outnumbered job seekers in their type of facility and geographic area—up steadily from 32% in 2013, 41% in 2015, and 48% in 2017.

Job Market, by Population Density

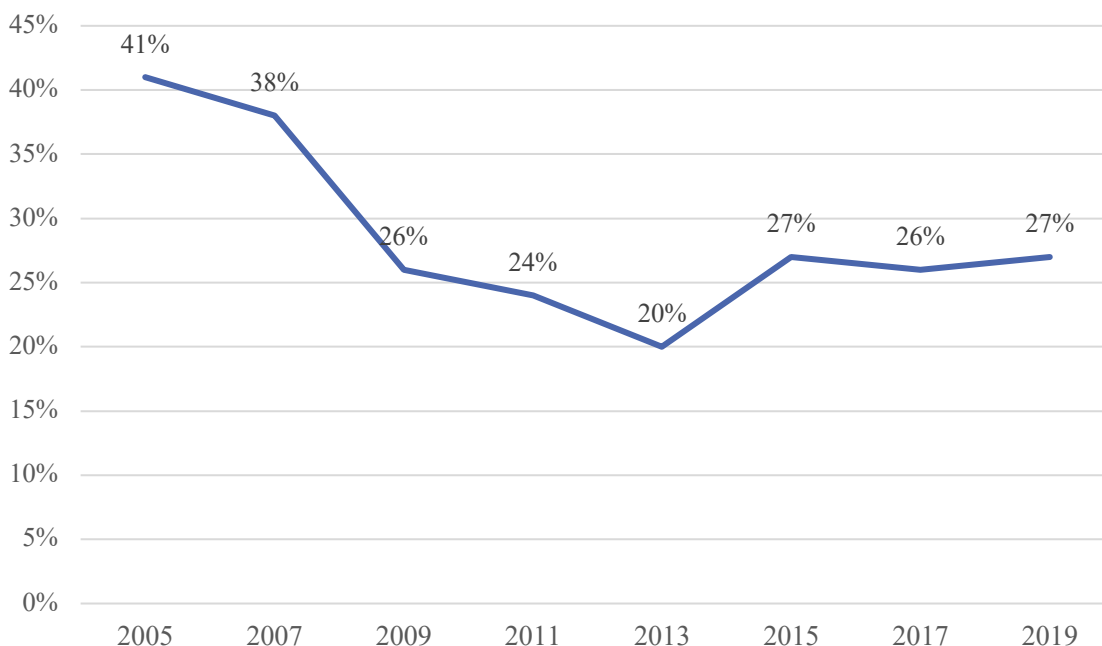
From 2005 to 2019, across all health care settings, SLPs who worked in rural areas were more likely than SLPs who worked in suburban and city/urban areas to report that job openings outnumbered job seekers in their type of facility and geographic area (see Appendix Table 5). In 2019, 50% of SLPs who worked in rural areas reported that job openings outnumbered job seekers in their type of facility and geographic area—up slightly from 49% in 2017.



Funded, Unfilled Positions

In 2019, 27% of survey respondents reported that there were funded, unfilled positions for SLPs at their respective facilities, about the same as in 2009 to 2017 but down substantially from earlier survey years (see Figure 3 and Appendix Table 6).

Figure 3. Percentage of ASHA SLP Health Care Survey respondents who reported that there were funded, unfilled positions for SLPs at their respective facilities, by year.



Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017 and 2019 ASHA SLP Health Care Surveys. $n = 1,949$ (2005); $n = 2,281$ (2007); $n = 1,926$ (2009); $n = 2,327$ (2011); $n = 1,934$ (2013); $n = 1,747$ (2015); $n = 1,921$ (2017); $n = 2,162$ (2019).

Funded, Unfilled Positions, by Health Care Setting

From 2005 to 2019, survey respondents in pediatric hospitals were the most likely, or among the most likely, to report that there were funded, unfilled positions for SLPs at their respective facilities (see Appendix Table 6). In 2019, 30% of respondents in pediatric hospitals reported funded, unfilled positions for SLPs—the same or about the same as in recent past years (30%–37% from 2009 to 2017).

Funded, Unfilled Positions, by Geographic Region/Division

From 2005 to 2019, across all health care settings, survey respondents in the Pacific states were the most likely, or among the most likely, to report that there were funded, unfilled positions for SLPs at their respective facilities (see Appendix Table 7; see page 22 for a key of geographic regions/divisions and corresponding states). In 2019, 34% of respondents in the Pacific states reported funded, unfilled positions for SLPs—the same or about the same as in 2015 (34%) and 2017 (33%).

Survey Methodology

The survey was sent in February 2019 to a random sample of 4,500 ASHA-certified SLPs who were employed in health care facilities in the United States. The sample was stratified by type of facility and by private practice. Of this group, 2,250 SLPs were assigned to a control group to receive the survey cover letter with the full signature of the ASHA chief executive officer (CEO). The 2,250 SLPs assigned to an experimental group were sent a survey cover letter with only the CEO's first name. Both groups also received a survey pre-notification email at the time of the first postal mailing. Second (March) and third (April) postal mailings followed, at approximately 3- or 4-week intervals.

Because facilities with fewer SLPs, such as pediatric hospitals, were oversampled, ASHA used weighting when presenting survey data.

Response Rates

Of the original 4,500 SLPs in the sample, 14 had incorrect postal mail addresses, 39 were employed in other types of facilities, seven were not employed in the profession, two were retired, and four were ineligible for other reasons, which left 4,433 possible respondents. The actual number of respondents was 2,232—a 50.3% response rate. Past *ASHA SLP Health Care Survey* response rates were 54.6% (2005), 63.8% (2007), 54.6% (2009), 62.5% (2011), 53.5% (2013), 46.9% (2015), and 52.1% (2017).

Suggested Citation

American Speech-Language-Hearing Association. (2019). *SLP Health Care Survey report: Workforce trends, 2005–2019*. Retrieved from www.asha.org.

Additional Information

Companion survey reports are available on the ASHA website at www.asha.org/Research/memberdata/Healthcare-Survey/.

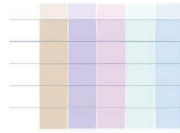
Questions?

For additional information regarding this report, please contact Monica Sampson, director of Health Care Services, at 800-498-2071, ext. 5686 or msampson@asha.org. To learn more about how the Association is working on behalf of ASHA-certified SLPs in health care settings, visit www.asha.org/slp/healthcare.

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 the public. Thank you!

Appendix



Employment Status, by Health Care Setting and Year

Table 1. Which one of the following categories best describes your employment status?

Category	%						
	Overall	General medical/VA/LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2019 (<i>n</i> = 2,174)							
Employed full time	70	69	59	70	77	70	80
Employed part time	30	31	42	31	23	30	20
2017 (<i>n</i> = 1,896)							
Employed full time	66	63	55	67	75	62	75
Employed part time	34	37	45	33	25	39	25
2015 (<i>n</i> = 1,719)							
Employed full time	62	55	60	65	73	61	63
Employed part time	38	45	40	35	27	39	37
2013 (<i>n</i> = 1,951)							
Employed full time	67	65	55	66	73	68	81
Employed part time	33	35	45	34	27	33	19
2011 (<i>n</i> = 2,364)							
Employed full time	67	67	55	65	74	72	75
Employed part time	33	33	45	35	26	28	25
2009 (<i>n</i> = 1,947)							
Employed full time	64	60	59	66	56	64	71
Employed part time	36	41	41	35	44	36	29
2007 (<i>n</i> = 2,208)							
Employed full time	62	61	46	61	70	70	70
Employed part time	38	39	54	39	30	30	30

(Table continues)

Table 1 Continued

Category	%						
	Overall	General medical/V A/ LTAC hospital ^a	Home health agency/client’s home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2005 (n = 1,969)							
Employed full time	62	67	48	58	69	70	66
Employed part time	38	33	52	42	31	30	34

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. Because of rounding, percentages may not total exactly 100%. ^aFrom 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical/long-term acute care (LTAC) hospital*.

Number of Work Locations, by Health Care Setting and Year

Table 2. How many locations do you work in during a typical week for your primary employer? *Do not* include sites on the same campus or multiple employers.

Number of locations	%						
	Overall	General medical/VA/LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2019 (n = 2,170)							
I work in 1 location.	60	79	7	63	74	86	70
I work in 2 locations.	15	17	3	19	19	11	17
I work in 3 locations.	6	3	3	8	5	2	7
I work in 4 locations.	4	1	5	5	1	1	5
I work in multiple locations through home health care or early intervention.	16	0	82	6	0	0	1
2017 (n = 1,878)							
I work in 1 location.	57	77	6	60	78	80	72
I work in 2 locations.	15	17	6	19	17	14	17
I work in 3 locations.	6	5	4	9	3	2	6
I work in 4 locations.	5	1	6	6	1	2	4
I work in multiple locations through home health care or early intervention.	17	1	79	7	1	2	1

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. Because of rounding, percentages may not total exactly 100%.

Job Market, by Health Care Setting and Year

Table 3. Based on your own observations and experiences, rate the current job market for SLPs in your type of employment facility and in your geographic area.

Rating	%						
	Overall	General medical/VA/LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2019 (n = 2,134)							
More job openings than job seekers	33	18	49	38	17	17	31
Job openings and job seekers in balance	36	28	39	37	36	34	38
Fewer job openings than job seekers	32	54	12	26	47	49	31
2017 (n = 1,864)							
More job openings than job seekers	35	21	51	37	15	18	38
Job openings and job seekers in balance	34	30	35	37	42	38	30
Fewer job openings than job seekers	31	49	14	26	42	44	32
2015 (n = 1,664)							
More job openings than job seekers	32	17	48	29	21	18	37
Job openings and job seekers in balance	40	35	35	44	48	40	40
Fewer job openings than job seekers	28	48	16	27	31	42	23

(Table continues)

Table 3 Continued

Rating	%						
	Overall	General medical/VA/ LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2013 (n = 1,882)							
More job openings than job seekers	28	15	39	30	23	13	31
Job openings and job seekers in balance	42	38	41	46	43	36	43
Fewer job openings than job seekers	31	47	20	25	34	51	26
2011 (n = 2,306)							
More job openings than job seekers	37	28	43	37	29	23	44
Job openings and job seekers in balance	40	36	42	39	31	41	42
Fewer job openings than job seekers	23	36	15	24	40	36	14
2009 (n = 1,864)							
More job openings than job seekers	47	34	61	47	31	35	56
Job openings and job seekers in balance	34	36	27	35	40	39	30
Fewer job openings than job seekers	19	30	13	17	29	26	13
2007 (n = 2,273)							
More job openings than job seekers	59	51	63	63	53	51	66
Job openings and job seekers in balance	28	28	32	27	29	28	26
Fewer job openings than job seekers	13	21	5	11	18	22	8

(Table continues)

Table 3 Continued

Rating	%						
	Overall	General medical/VA/LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
			2005				
			(n = 1,955)				
More job openings than job seekers	60	55	65	62	52	54	64
Job openings and job seekers in balance	24	23	23	23	27	28	23
Fewer job openings than job seekers	17	22	12	15	21	19	13

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. Because of rounding, percentages may not total exactly 100%. ^aFrom 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical/long-term acute care (LTAC) hospital*.

Job Market, by Geographic Region/Division and Year

Table 4. Based on your own observations and experiences, rate the current job market for SLPs in your type of employment facility and in your geographic area.

Rating	%								
	Northeast		Midwest		South			West	
	New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
2019 (n = 2,127)									
More job openings than job seekers	41	23	28	27	36	24	28	46	50
Job openings and job seekers in balance	32	39	40	36	37	42	37	27	24
Fewer job openings than job seekers	26	38	33	36	28	35	35	27	26
2017 (n = 1,857)									
More job openings than job seekers	42	25	30	31	38	33	33	47	48
Job openings and job seekers in balance	32	28	33	39	41	34	33	34	27
Fewer job openings than job seekers	26	48	38	30	21	33	34	19	25
2015 (n = 1,662)									
More job openings than job seekers	31	23	26	38	37	13	34	36	41
Job openings and job seekers in balance	35	32	52	37	40	55	38	45	32
Fewer job openings than job seekers	34	45	23	25	23	32	28	19	27
2013 (n = 1,871)									
More job openings than job seekers	36	22	29	23	28	14	32	32	32
Job openings and job seekers in balance	41	34	43	50	43	57	39	41	38
Fewer job openings than job seekers	23	45	28	27	29	30	28	28	30

(Table continues)

Table 4 Continued

Rating	%								
	Northeast		Midwest		South			West	
	New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
2011 (n = 2,305)									
More job openings than job seekers	48	28	37	28	36	30	41	43	45
Job openings and job seekers in balance	38	41	39	47	42	43	38	33	34
Fewer job openings than job seekers	14	31	24	25	21	27	21	24	21
2009 (n = 1,856)									
More job openings than job seekers	52	42	51	43	45	31	51	47	57
Job openings and job seekers in balance	38	33	30	40	35	42	32	38	25
Fewer job openings than job seekers	10	25	19	18	20	27	17	15	17
2007 (n = 2,264)									
More job openings than job seekers	71	54	62	59	56	36	51	67	75
Job openings and job seekers in balance	23	29	28	30	32	40	31	20	15
Fewer job openings than job seekers	7	16	11	12	12	24	18	14	11
2005 (n = 1,946)									
More job openings than job seekers	85	53	66	49	60	52	47	54	73
Job openings and job seekers in balance	12	26	20	34	23	27	29	29	17
Fewer job openings than job seekers	3	21	14	17	17	21	24	18	11

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%.

Job Market, by Population Density and Year

Table 5. Based on your own observations and experiences, rate the current job market for SLPs in your type of employment facility and in your geographic area.

Rating	%			
	Overall	Rural area	Suburban area	City/urban area ^a
2019 (n = 2,097)				
More job openings than job seekers	33	50	33	27
Job openings and job seekers in balance	35	29	39	35
Fewer job openings than job seekers	32	21	29	38
2017 (n = 1,764)				
More job openings than job seekers	35	49	34	30
Job openings and job seekers in balance	34	31	38	31
Fewer job openings than job seekers	31	20	28	39
2015 (n = 1,626)				
More job openings than job seekers	32	36	30	31
Job openings and job seekers in balance	40	40	40	39
Fewer job openings than job seekers	28	24	29	29
2013 (n = 1,848)				
More job openings than job seekers	28	37	27	25
Job openings and job seekers in balance	42	38	42	43
Fewer job openings than job seekers	31	25	31	32

(Table continues)

Table 5 Continued

Rating	%			
	Overall	Rural area	Suburban area	City/urban area ^a
2011 (n = 2,264)				
More job openings than job seekers	37	42	39	32
Job openings and job seekers in balance	40	42	38	41
Fewer job openings than job seekers	24	17	23	28
2009 (n = 1,839)				
More job openings than job seekers	47	52	48	44
Job openings and job seekers in balance	34	34	34	33
Fewer job openings than job seekers	19	14	17	24
2007 (n = 2,228)				
More job openings than job seekers	59	66	59	56
Job openings and job seekers in balance	28	24	30	27
Fewer job openings than job seekers	13	10	11	17
2005 (n = 1,899)				
More job openings than job seekers	60	64	60	58
Job openings and job seekers in balance	24	22	26	22
Fewer job openings than job seekers	17	14	14	21

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. Because of rounding, percentages may not total exactly 100%. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the survey. ^aFrom 2005 to 2011, this item was *metropolitan/urban area*.

Funded, Unfilled Positions, by Health Care Setting and Year

Table 6. Do you currently have funded, unfilled positions for SLPs at your facility?

Response	%						
	Overall	General medical/ VA/LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2019 (<i>n</i> = 2,162)							
Yes	27	30	32	29	30	26	20
No	73	71	68	71	70	74	80
2017 (<i>n</i> = 1,921)							
Yes	26	26	31	24	33	28	22
No	74	74	69	76	67	72	78
2015 (<i>n</i> = 1,747)							
Yes	27	25	33	24	33	30	24
No	74	75	67	76	67	71	76
2013 (<i>n</i> = 1,934)							
Yes	20	20	24	18	37	17	16
No	80	81	76	82	63	83	84
2011 (<i>n</i> = 2,327)							
Yes	24	23	28	20	30	31	21
No	76	77	72	80	71	69	79
2009 (<i>n</i> = 1,926)							
Yes	26	20	36	25	33	27	25
No	74	80	64	76	67	73	75

(Table continues)

Table 6 Continued

Response	%						
	Overall	General medical/ VA/LTAC hospital ^a	Home health agency/client's home	Outpatient clinic/office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2007							
(n = 2,281)							
Yes	38	42	38	34	54	43	34
No	62	58	62	66	46	57	66
2005							
(n = 1,949)							
Yes	41	37	48	40	51	42	37
No	60	63	52	60	49	58	63

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 *ASHA SLP Health Care Surveys*. Because of rounding, percentages may not total exactly 100%. ^aFrom 2005 to 2011, this item was *general medical hospital*. In 2013, it was *general medical/long-term acute care (LTAC) hospital*.

Funded, Unfilled Positions, by Geographic Region/Division and Year

Table 7. Do you currently have funded, unfilled positions for SLPs at your facility?

Response	%									
	Overall	Northeast		Midwest		South		West		
		New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
2019 (n = 2,149)										
Yes	27	39	21	23	25	31	19	25	36	34
No	73	61	79	77	75	69	81	75	64	67
2017 (n = 1,917)										
Yes	26	23	20	24	28	29	22	22	28	33
No	74	77	80	76	72	71	78	78	72	67
2015 (n = 1,728)										
Yes	27	23	17	22	22	25	31	36	36	34
No	74	77	83	79	78	75	69	64	64	67
2013 (n = 1,923)										
Yes	20	20	17	19	15	21	17	24	24	21
No	80	81	84	81	85	79	83	76	76	79
2011 (n = 2,344)										
Yes	24	22	21	19	22	25	15	33	29	27
No	76	78	79	81	78	75	85	67	71	74
2009 (N = 21,939)										
Yes	26	25	24	27	21	25	21	30	37	30
No	74	75	76	73	79	75	79	70	63	70

(Table continues)

Table 7. Continued

Response	%									
	Overall	Northeast		Midwest		South		West		
		New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
2007 (<i>n</i> = 2,272)										
Yes	38	43	33	35	37	42	31	39	41	47
No	62	57	67	65	63	58	69	61	59	53
2005 (<i>n</i> = 1,940)										
Yes	41	49	38	42	35	45	34	30	33	51
No	60	51	63	58	66	55	66	70	68	50

Note. These data are from the 2005, 2007, 2009, 2011, 2013, 2015, 2017, and 2019 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%.

Key of geographic regions/divisions and corresponding states.

Geographic region/division	Corresponding states
Northeast	
New England	CT, ME, MA, NH, RI, VT
Mid-Atlantic	NJ, NY, PA
Midwest	
East North Central	IL, IN, MI, OH, WI
West North Central	IA, KS, MN, MO, NE, ND, SD
South	
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
West	
Mountain	AZ, CO, ID, MT, NV, NM, UT, WY
Pacific	AK, CA, HI, OR, WA