



SLP Health Care Survey Report

Workforce Trends

2005–2025

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September 4, 2025

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Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the *2025 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, 2017, 2019, 2021, and 2023 *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 2025, overall, 70% of SLPs who were employed worked full time—up gradually from 69% in 2023.
- From 2005 to 2025, SLPs in home health care settings were the most likely, or among the most likely, to work part time.

Job Openings

- In 2025, 56% of SLPs reported that job openings outnumbered job seekers in their type of employment facility and geographic area—about the same as in 2023 (57%) but far higher than recent past years (28%–36% from 2013 to 2021).
- From 2007 to 2025, 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.

Funded, Unfilled Positions

- In 2025, 45% of survey respondents reported that there were funded, unfilled positions for SLPs at their respective facilities—down from 47% in 2023 but up from 20%–32% from 2013 to 2021.
- From 2005 to 2023, 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.

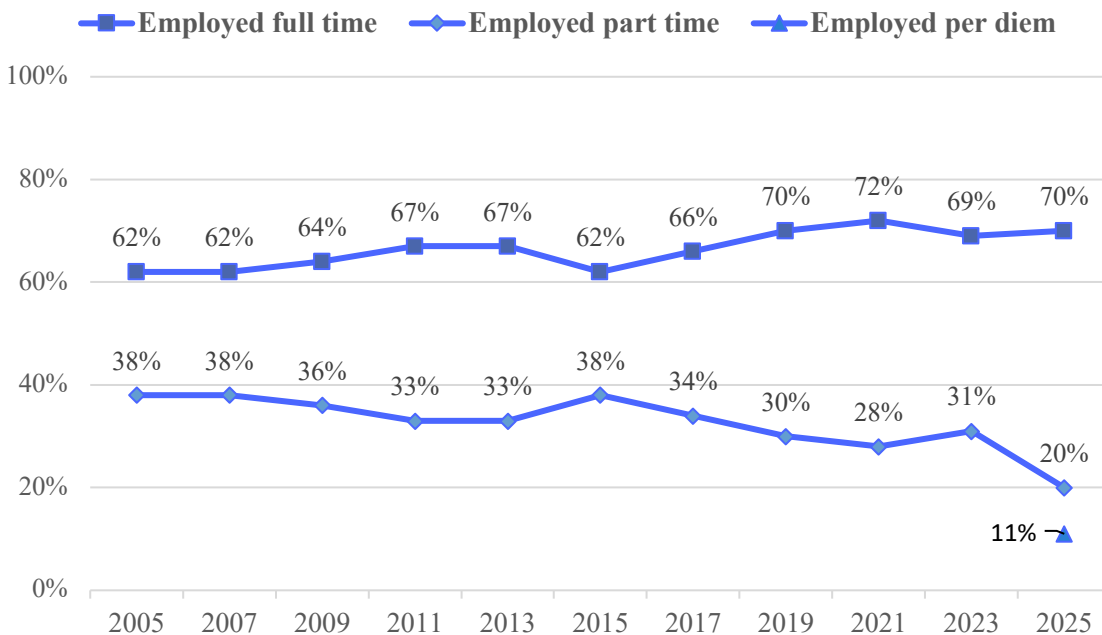
Pressure From Employers or Supervisors

- In 2025, 67% of survey respondents said they had not felt pressured by an employer or supervisor to engage in clinically inappropriate activities—down slightly from 69% in 2023.
- The percentage of survey respondents who said that they had been pressured to provide inappropriate frequency or intensity of services declined steadily from 20% in 2015 to a near low of 11% in 2025.

Employment Status

In 2025, 70% of survey respondents who were employed worked full time—up gradually from 62% in 2005 but down slightly from 72% in 2021 (see Figure 1 and Appendix Table 1).

Figure 1. *Percentage of ASHA SLP Health Care Survey respondents who worked full time, part time, or per diem, by year.*



Note. These data are from the 2005 through 2025 ASHA SLP Health Care Surveys. *Per diem* was added in 2025. $n = 1,969$ (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); $n = 1,671$ (2021); $n = 1,672$ (2023); $n = 2,686$ (2025).

Employment Status, by Health Care Setting

In most survey years between 2005 and 2025, SLPs in skilled nursing facilities were more likely than SLPs in other health care settings to work full time (see Appendix Table 1). In 2025, 73% of SLPs in skilled nursing facilities worked full time—down from 76% in 2023 and 83% in 2021.

In most survey years between 2005 and 2025, SLPs in home health care settings were more likely than SLPs in other health care settings to work part time. In 2025, 28% of SLPs in home health care settings worked part time—down from 36% in 2023. However, “per diem” was added as a response option in 2025 and likely diluted responses of “part time.” Overall, 11% of the SLPs selected the new option, including 14% of those in home health care settings.

Employment Status by Population Density and Year

Overall, between 2017 and 2025, at least 67% of SLPs worked full time. During most of those years, SLPs in rural and city/urban areas were more likely than SLPs in suburban areas to work full time (see Table 1).

Table 1. *Percentage of SLP Health Care Survey respondents who were employed full time, part time, or per diem, by population density and year.*

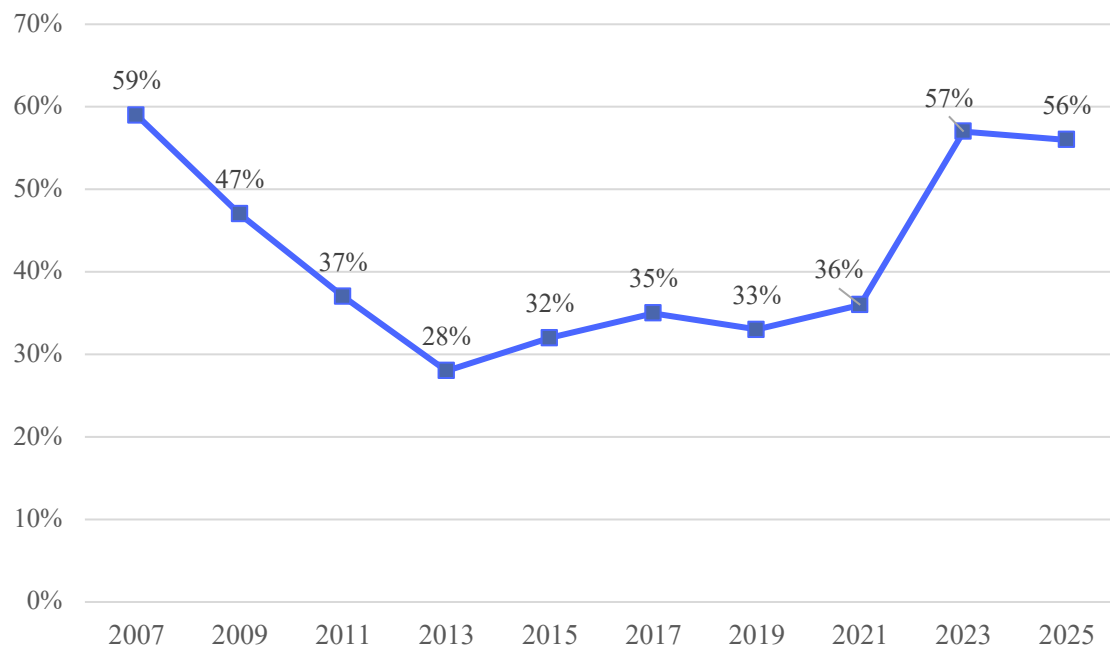
Category	%			
	Overall	Rural area	Suburban area	City/urban area
2025 (n = 2,686)				
Employed full time	70	70	66	72
Employed part time	20	20	22	19
Employed per diem ^a	11	11	12	9
2023 (n = 1,640)				
Employed full time	69	67	67	72
Employed part time	31	33	33	28
2021 (n = 1,493)				
Employed full time	73	74	68	77
Employed part time	27	26	32	23
2019 (n = 2,135)				
Employed full time	70	70	66	74
Employed part time	30	30	34	26
2017 (n = 1,798)				
Employed full time	67	72	60	70
Employed part time	33	28	40	30

Note. These data are from the 2017 through 2025 ASHA SLP Health Care Surveys. Definitions of *rural*, *suburban*, and *city/urban* were not provided in the surveys. ^a*Per diem* was added in 2025.

Job Openings

For many years, ASHA has included a question on its major surveys to assess the job market for SLPs and quantify shortages and surpluses. The question and response categories were patterned after definitions used by the U.S. Bureau of Labor Statistics. In 2025, 56% of SLPs reported that job openings outnumbered job seekers in their type of employment facility and geographic area—nearly the same as in 2023 (see Figure 2 and Appendix Table 2).

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 area, by year.*



Note. These data are from the 2007 through 2025 ASHA SLP Health Care Surveys.

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); *n* = 1,469 (2021); *n* = 1,445 (2023); *n* = 2,659 (2025).

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

Job Openings, by Health Care Setting

From 2005 to 2025, SLPs in home health care settings, outpatient clinics or 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 2).

Job Openings, by Geographic Region/Division

In 2023 and 2025, across all health care settings, SLPs from the New England states (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont) 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 3; see page 10 for a key of geographic regions/divisions and corresponding states/District of Columbia). In 2025, 62% of SLPs in the New England states reported that job openings outnumbered job seekers in their type of facility and geographic area—down from 69% in 2023 but up steadily from 52% in 2009, 48% in 2011, 36% in 2013, 31% in 2015, 42% in 2017, 41% in 2019, and 40% in 2021.

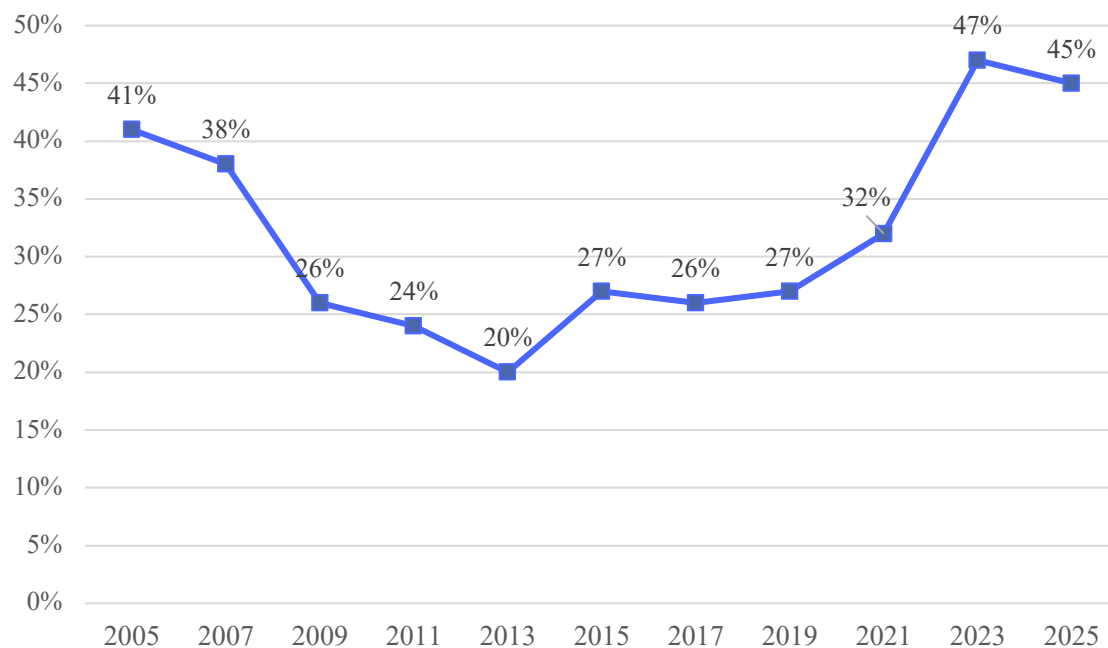
Job Openings, by Population Density

From 2007 to 2025, regardless of health care setting, 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 4). In 2025, 67% of SLPs who worked in rural areas reported that job openings outnumbered job seekers in their type of facility and geographic area—nearly identical to 66% in 2023 and 2007, although the percentages between those years ranged from 36% to 52%.

Funded, Unfilled Positions

In 2025, 45% of survey respondents reported that there were funded, unfilled positions for SLPs at their respective facilities—up from a low of 20% in 2013 (see Figure 3 and Appendix Table 5).

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 through 2025 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); $n = 1,491$ (2021); $n = 1,665$ (2023); $n = 2,668$ (2025).

In 2025, health care setting had an effect on the job market for SLPs, but neither geographic region/division nor population density did.

Funded, Unfilled Positions, by Health Care Setting

From 2005 through 2025, 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 5). In 2025, 57% of respondents in pediatric hospitals reported funded, unfilled positions for SLPs—down from 62% in 2023 but up from 44% in 2021.

Pressure From Employers or Supervisors

In 2025, overall, 67% of SLPs reported that they had not felt pressured by an employer or supervisor to engage in clinically inappropriate activities in the last 12 months^a—down from 69% in 2023 (see Table 2 and Appendix Table 6).

When asked to indicate the activities that they had felt pressured to engage in, the percentage of SLPs who were asked to *discharge inappropriately* decreased from 19% in 2015 to 9% in 2025, and the percentage who were asked to *provide inappropriate frequency or intensity of services* declined from 20% to 11% in those years.

Table 2. *Percentage of SLPs who felt pressured by an employer or supervisor to engage in clinically inappropriate activities in the last 12 months^a, by year.*

Activity	%					
	2015 (n = 1,555)	2017 (n = 1,643)	2019 (n = 2,174)	2021 (n = 1,671)	2023 (n = 1,672)	2025 (n = 2,686)
Alter documentation for reimbursement	8	6	4	3	5	5
Discharge inappropriately (e.g., early or delayed)	19	15	14	10	10	9
Provide evaluation and treatment that are not clinically appropriate	16	11	12	10	10	10
Provide group therapy when individual therapy was appropriate	—	—	—	7	9	8
Provide inappropriate frequency or intensity of services	20	16	14	11	10	11
Provide services for which you had inadequate training and/or experience	8	7	8	7	9	10
Did not feel pressured	62	69	68	58	69	67

Note. These data are from the 2015 through 2025 ASHA SLP Health Care Surveys. In 2015 and 2017, analyses were limited to SLPs who were employed full or part time primarily as clinicians. In 2019 through 2025, analyses were limited to SLPs who were employed full or part time. Dash indicates that the item was not included in the survey. ^aIn 2025, wording was *Since January 2024* (rather than *In the last 12 months*).

Survey Methodology

The survey was sent via mixed mode to a random sample of ASHA-certified SLPs who were employed in health care facilities in the United States, according to the ASHA membership database. We mailed surveys on February 27, March 27, and April 24, 2025, to 5,000 sample members and sent emails on those dates as well as on May 8 to 10,000 additional sample members via SurveyMonkey. The sample was stratified by type of facility. An email “be-on-the-lookout” message was sent to both samples on February 14. Additionally, we sent a postcard reminder to 5,000 nonrespondents to the SurveyMonkey version on March 13 and another postcard on April 10 to 2,500 individuals within that group who still had not responded.

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

Response Rates

Of the original 15,000 SLPs in the sample, 7 had retired, 181 had unusable addresses, 43 were not currently employed in health care facilities, and 273 were ineligible for other reasons—which left 14,496 possible respondents. The actual number of respondents was 2,693—an 18.6% 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), 52.1% (2017), 50.3% (2019), 17.5% (2021), and 34.5% (2023). The 2005–2019 and 2023 *ASHA SLP Health Care Surveys* were sent via postal mail, the 2021 *ASHA SLP Health Care Survey* was sent via email, and the 2025 *ASHA SLP Health Care Survey* was sent via both postal mail and email.

Suggested Citation

American Speech-Language-Hearing Association. (2025). *SLP Health Care Survey report: Workforce trends, 2005–2025*. 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 Brooke Hatfield, senior director, Health Care Services, at 800-498-2071, ext. 5692, or bhatfield@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/.

Appendix



Key of geographic regions/divisions and corresponding states/District of Columbia.

Geographic region/division	Corresponding states/District of Columbia
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

Employment Status, by Health Care Setting and Year

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

Category	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2025 (n = 2,686)							
Employed full time	70	64	58	74	79	71	73
Employed part time	20	18	28	23	16	11	10
Employed per diem ^b	11	18	14	3	6	18	17
2023 (n = 1,672)							
Employed full time	69	58	64	72	74	67	76
Employed part time	31	42	36	28	26	33	24
2021 (n = 1,671)							
Employed full time	72	71	61	73	80	70	83
Employed part time	28	29	39	27	21	30	17
2019 (n = 2,174)							
Employed full time	70	69	59	70	77	70	80
Employed part time	30	31	42	31	23	30	20
2017 (n = 1,896)							
Employed full time	66	63	55	67	75	62	75
Employed part time	34	37	45	33	25	39	25
2015 (n = 1,719)							
Employed full time	62	55	60	65	73	61	63
Employed part time	38	45	40	35	27	39	37

(Table continues)

Appendix Table 1. Continued

Category	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2013 (n = 1,951)							
Employed full time	67	65	55	66	73	68	81
Employed part time	33	35	45	34	27	33	19
2011 (n = 2,364)							
Employed full time	67	67	55	65	74	72	75
Employed part time	33	33	45	35	26	28	25
2009 (n = 1,947)							
Employed full time	64	60	59	66	56	64	71
Employed part time	36	41	41	35	44	36	29
2007 (n = 2,208)							
Employed full time	62	61	46	61	70	70	70
Employed part time	38	39	54	39	30	30	30
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 through 2025 *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*. From 2015 to 2019, it was *general medical/Veterans Affairs (VA)/LTAC hospital*. ^b*Per diem* was added in 2025.

Job Market, by Health Care Setting and Year

Appendix Table 2. 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	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2025 (n = 2,659)							
More job openings than job seekers	56	40	69	57	42	42	61
Job openings and job seekers in balance	24	26	21	24	28	29	24
Fewer job openings than job seekers	20	34	11	19	30	29	15
2023 (n = 1,632)							
More job openings than job seekers	57	42	68	57	54	45	60
Job openings and job seekers in balance	26	27	23	29	29	24	26
Fewer job openings than job seekers	17	31	9	14	17	32	15
2021 (n = 1,469)							
More job openings than job seekers	36	20	49	41	21	23	37
Job openings and job seekers in balance	29	25	30	32	29	25	28
Fewer job openings than job seekers	36	56	21	28	50	52	35
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

(Table continues)

Appendix Table 2. Continued

Rating	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
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
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

(Table continues)

Appendix Table 2. Continued

Rating	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
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

Note. These data are from the 2007, through 2025 *ASHA SLP Health Care Surveys*. Because of rounding, percentages may not total exactly 100%. ^aFrom 2007 to 2011, this item was *general medical hospital*. In 2013, it was *general medical/long-term acute care (LTAC) hospital*. From 2015 to 2019, it was *general medical/Veterans Affairs (VA)/LTAC hospital*.

Job Market, by Geographic Region/Division and Year

Appendix 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	Facility type (%)							
	Northeast		Midwest		South		West	
	New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain Pacific
2025 (n = 2,660)								
More job openings than job seekers	62	42	51	56	63	53	54	60
Job openings and job seekers in balance	22	23	28	29	21	28	29	18
Fewer job openings than job seekers	16	35	22	15	17	20	18	22
2023 (n = 1,630)								
More job openings than job seekers	69	47	52	58	62	50	57	61
Job openings and job seekers in balance	20	23	30	33	25	30	26	25
Fewer job openings than job seekers	12	30	19	9	13	20	18	14
2021 (n = 1,450)								
More job openings than job seekers	40	24	32	37	37	15	28	39
Job openings and job seekers in balance	28	29	23	36	35	28	31	25
Fewer job openings than job seekers	32	47	46	27	28	57	41	36
2019 (n = 2,127)								
More job openings than job seekers	41	23	28	27	36	24	28	46
Job openings and job seekers in balance	32	39	40	36	37	42	37	27
Fewer job openings than job seekers	26	38	33	36	28	35	35	27

(Table continues)

Appendix Table 3. Continued

Rating	Facility type (%)							
	Northeast		Midwest		South		West	
	New England	Mid-Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain Pacific
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)

Appendix Table 3. Continued

Rating	Facility type (%)							
	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
Job openings and job seekers in balance	38	41	39	47	42	43	38	34
Fewer job openings than job seekers	14	31	24	25	21	27	21	21
2009 (n = 1,856)								
More job openings than job seekers	52	42	51	43	45	31	51	47
Job openings and job seekers in balance	38	33	30	40	35	42	32	25
Fewer job openings than job seekers	10	25	19	18	20	27	17	17
2007 (n = 2,264)								
More job openings than job seekers	71	54	62	59	56	36	51	67
Job openings and job seekers in balance	23	29	28	30	32	40	31	20
Fewer job openings than job seekers	7	16	11	12	12	24	18	14
2005 (n = 1,946)								
More job openings than job seekers	85	53	66	49	60	52	47	54
Job openings and job seekers in balance	12	26	20	34	23	27	29	29
Fewer job openings than job seekers	3	21	14	17	17	21	24	18

Note. These data are from the 2005 through 2025 ASHA SLP Health Care Surveys. Because of rounding, percentages may not total exactly 100%.

Job Market, by Population Density and Year

Appendix 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	Facility type (%)			
	Overall	Rural area	Suburban area	City/urban area ^a
2025 (n = 2,659)				
More job openings than job seekers	56	67	56	51
Job openings and job seekers in balance	24	18	25	25
Fewer job openings than job seekers	20	15	19	24
2023 (n = 1,632)				
More job openings than job seekers	57	66	59	51
Job openings and job seekers in balance	26	25	25	29
Fewer job openings than job seekers	17	9	16	20
2021 (n = 1,469)				
More job openings than job seekers	36	47	38	28
Job openings and job seekers in balance	29	25	30	30
Fewer job openings than job seekers	36	28	33	42
2019 (n = 2,134)				
More job openings than job seekers	33	50	33	27
Job openings and job seekers in balance	36	29	39	35
Fewer job openings than job seekers	32	21	29	38
2017 (n = 1,864)				
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

(Table continues)

Appendix Table 4. Continued

Rating	Facility type (%)			
	Overall	Rural area	Suburban area	City/urban area ^a
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
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

Note. These data are from the 2007 through 2025 *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 surveys. ^aFrom 2007 to 2011, this item was *metropolitan/urban area*.

Funded, Unfilled Positions, by Health Care Setting and Year

Appendix Table 5. *Do you currently have funded, unfilled positions for SLPs at your facility?*

Response	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2025 (n = 2,668)							
Yes	45	47	44	46	57	48	36
No	55	53	56	55	43	52	64
2023 (n = 1,660)							
Yes	47	46	47	49	62	49	37
No	53	54	53	51	38	51	63
2021 (n = 1,491)							
Yes	32	32	39	34	44	31	22
No	68	68	61	66	56	69	78
2019 (n = 2,162)							
Yes	27	30	32	29	30	26	20
No	73	71	68	71	70	74	80
2017 (n = 1,921)							
Yes	26	26	31	24	33	28	22
No	74	74	69	76	67	72	78
2015 (n = 1,747)							
Yes	27	25	33	24	33	30	24
No	74	75	67	76	67	71	76

(Table continues)

Table 5. Continued

Response	Facility type (%)						
	Overall	General medical, VA, military, LTAC, or university hospital ^a	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2013 (n = 1,934)							
Yes	20	20	24	18	37	17	16
No	80	81	76	82	63	83	84
2011 (n = 2,327)							
Yes	24	23	28	20	30	31	21
No	76	77	72	80	71	69	79
2009 (n = 1,926)							
Yes	26	20	36	25	33	27	25
No	74	80	64	76	67	73	75
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 through 2025 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*. From 2015 to 2019, it was *general medical/Veterans Affairs (VA)/LTAC hospital*.

Pressure From Employers or Supervisors, by Health Care Setting and Year

Appendix Table 6. *Percentage of SLPs who felt pressured by an employer or supervisor to engage in clinically inappropriate activities in the last 12 months^a, by health care setting and year.*

Activity	%						
	Overall	General medical, VA, military, LTAC, or university hospital ^b	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2025 (n = 2,686)							
Alter documentation for reimbursement	5	3	3	5	3	4	10
Discharge inappropriately (e.g., early or delayed)	9	5	8	5	9	12	26
Provide evaluation and treatment that are not clinically appropriate	10	11	6	5	10	13	23
Provide group therapy when individual therapy was appropriate	8	2	3	2	2	15	30
Provide inappropriate frequency or intensity of services	11	11	9	7	12	16	22
Provide services for which you had inadequate training and/or experience	10	9	8	14	13	7	6
Did not feel pressured	67	71	76	73	68	57	44

(Table continues)

Appendix Table 6. Continued

Activity	%						
	Overall	General medical, VA, military, LTAC, or university hospital ^b	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2023 (n = 1,672)							
Alter documentation for reimbursement	5	3	3	3	2	2	11
Discharge inappropriately (e.g., early or delayed)	10	7	9	5	6	10	28
Provide evaluation and treatment that are not clinically appropriate	10	9	4	4	2	13	25
Provide group therapy when individual therapy was appropriate	9	2	2	4	2	9	32
Provide inappropriate frequency or intensity of services	10	8	7	7	12	12	21
Provide services for which you had inadequate training and/or experience	9	6	6	11	8	6	8
Did not feel pressured	69	75	77	75	78	69	46

(Table continues)

Appendix Table 6. Continued

Activity	%						
	Overall	General medical, VA, military, LTAC, or university hospital ^b	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2021 (n = 1,671)							
Alter documentation for reimbursement	3	2	5	3	0	2	4
Discharge inappropriately (e.g., early or delayed)	10	4	11	5	5	11	22
Provide evaluation and treatment that are not clinically appropriate	10	7	7	5	5	16	21
Provide group therapy when individual therapy was appropriate	7	1	3	2	2	13	19
Provide inappropriate frequency or intensity of services	11	8	11	7	3	18	19
Provide services for which you had inadequate training and/or experience	7	7	6	10	5	5	4
Did not feel pressured	58	70	57	60	70	56	43

(Table continues)

Appendix Table 6. Continued

Activity	%						
	Overall	General medical, VA, military, LTAC, or university hospital ^b	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2019 (n = 2,174)							
Alter documentation for reimbursement	4	2	4	5	1	2	6
Discharge inappropriately (e.g., early or delayed)	14	7	12	6	8	15	35
Provide evaluation and treatment that are not clinically appropriate	12	12	6	6	8	16	25
Provide group therapy when individual therapy was appropriate	—	—	—	—	—	—	—
Provide inappropriate frequency or intensity of services	14	17	11	8	14	12	23
Provide services for which you had inadequate training and/or experience	8	8	7	11	8	6	6
Did not feel pressured	68	72	75	76	80	68	49

(Table continues)

Appendix Table 6. Continued

Activity	%						
	Overall	General medical, VA, military, LTAC, or university hospital ^b	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2017 (n = 1,643)							
Alter documentation for reimbursement	6	7	4	4	2	4	10
Discharge inappropriately (e.g., early or delayed)	15	6	8	6	7	15	37
Provide evaluation and treatment that are not clinically appropriate	11	14	6	4	4	12	23
Provide group therapy when individual therapy was appropriate	—	—	—	—	—	—	—
Provide inappropriate frequency or intensity of services	16	15	10	7	12	17	32
Provide services for which you had inadequate training and/or experience	7	6	10	8	7	6	6
Did not feel pressured	69	75	76	79	77	70	47

(Table continues)

Appendix Table 6. Continued

Activity	%						
	Overall	General medical, VA, military, LTAC, or university hospital ^b	Home health agency or client's home	Outpatient clinic or office	Pediatric hospital	Rehabilitation hospital	Skilled nursing facility
2015 (<i>n</i> = 1,555)							
Alter documentation for reimbursement	8	4	5	6	3	11	15
Discharge inappropriately (e.g., early or delayed)	19	13	12	11	9	16	43
Provide evaluation and treatment that are not clinically appropriate	16	17	7	5	7	26	37
Provide group therapy when individual therapy was appropriate	—	—	—	—	—	—	—
Provide inappropriate frequency or intensity of services	20	19	11	10	6	24	41
Provide services for which you had inadequate training and/or experience	8	11	10	10	6	5	5
Did not feel pressured	62	67	70	72	81	53	40

Note. These data are from the 2015 through 2025 *ASHA SLP Health Care Surveys*. In 2015 and 2017, analyses were limited to SLPs who were employed full or part time primarily as clinicians. From 2019 through 2025, analyses were limited to SLPs who were employed full or part time. ^aIn 2025, the wording was *Since January 2024*. ^bFrom 2015 to 2019, this item was *general medical/VA/LTAC hospital*. Dash indicates that the item was not included in the survey.