



Speech/Language Pathology and Audiology (TOP 1220.00)

June 2023

Prepared by the South Central Coast Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Speech Pathology. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, **the number of jobs related to Speech Pathology are expected to increase** for Clinical Laboratory Technologists and Technicians, Special Education Teachers, Kindergarten and Elementary School, Speech-Language Pathologists, Special Education Teachers, Preschool, and Audiologists.
- Speech Pathology is anticipated to experience a **low risk of automation** for all five related occupations.
- In 2021 there were 216 regional completions in programs related to the occupations identified as aligned with Speech Pathology and 358 openings, indicating an **undersupply**.
- Typical entry-level education ranges from a **Bachelor's degree** for Clinical Laboratory Technologists and Technicians, Special Education Teachers, Kindergarten and Elementary School, and Special Education Teachers, Preschool, to a **Master's degree** for Speech-Language Pathologists, and a **Doctoral or professional degree** for Audiologists.
- Completers of Speech Pathology programs from the 2019-2020 academic year in the state of California had a **median annual wage upon completion of \$30,668**.
- 72% of students are **employed within a year** after completing a program.
- 43% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +8% **change in earnings after exiting**.
- 80% of students were **part-time**, 7% **skill builders**, 47% **first-generation**, and 87% **economically disadvantaged**.

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There are five occupations in the standard occupational classification (SOC) system that were identified as related to Speech Pathology for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, Description, and Sample Job Titles

SOC Code	Title	Description	Sample of Reported Job Titles
29-2018	Clinical Laboratory Technologists and Technicians	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.	Clinical Laboratory Scientist (CLS), Clinical Laboratory Technologist, Histologist Technologist, Medical Laboratory Technologist (Medical Lab Tech), Medical Technologist (MT), Microbiology Technologist
25-2052	Special Education Teachers, Kindergarten and Elementary School	Teach academic, social, and life skills to kindergarten and elementary school students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.	Emotional Disabilities Teacher, Hearing Impaired Itinerant Teacher (HI Itinerant Teacher), Learning Support Teacher, Resource Program Teacher, Special Education Inclusion Teacher, Special Education Resource Teacher
29-1127	Speech-Language Pathologists	Assess and treat persons with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.	Bilingual Speech-Language Pathologist (Bilingual SLP), Pediatric Speech-Language Pathologist (Pediatric SLP), Speech and Language Clinician, Speech and Language Specialist, Speech and Language Teacher, Speech and Language Therapist, Speech Clinician, Speech Pathologist, Speech Therapist, Speech-Language Pathologist (SLP)
25-2051	Special Education Teachers, Preschool	Teach academic, social, and life skills to preschool-aged students with learning, emotional, or physical disabilities. Includes teachers who specialize and work with students who are blind or have visual impairments; students who are deaf or have hearing impairments; and students with intellectual disabilities.	Early Childhood Special Education Teacher (ECSE Teacher), Early Intervention Teacher, Exceptional Student Education Teacher (ESE Teacher), Handicapped Teacher, Preschool Special Education Teacher, Resource Teacher, Severe/Profound Mental Handicaps Special Education Teacher, Special Education Resource Teacher, Special Education Teacher, Teacher

SOC Code	Title	Description	Sample of Reported Job Titles
29-1181	Audiologists	Assess and treat persons with hearing and related disorders. May fit hearing aids and provide auditory training. May perform research related to hearing problems.	Audiologist, Audiology Doctor (AUD), Certificate of Clinical Competence in Audiology Licensed Audiologist (CCC-A Licensed Audiologist), Clinical Audiologist, Dispensing Audiologist, Educational Audiologist, Forensic Audiologist, Industrial Audiologist, Pediatric Audiologist, Staff Audiologist

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Speech Pathology are expected to increase for Clinical Laboratory Technologists and Technicians, Special Education Teachers, Kindergarten and Elementary School, Speech-Language Pathologists, Special Education Teachers, Preschool, and Audiologists.

Exhibit 2 – Five-Year Projections for Speech Pathology in the South Central Coast Region

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change
29-2018	Clinical Laboratory Technologists and Technicians	1,245	1,381	136	11%
25-2052	Special Education Teachers, Kindergarten and Elementary School	942	997	54	6%
29-1127	Speech-Language Pathologists	848	998	150	18%
25-2051	Special Education Teachers, Preschool	92	106	14	15%
29-1181	Audiologists	72	81	9	12%

Source: Economic Modeling Specialists International (EMSI)

Earnings

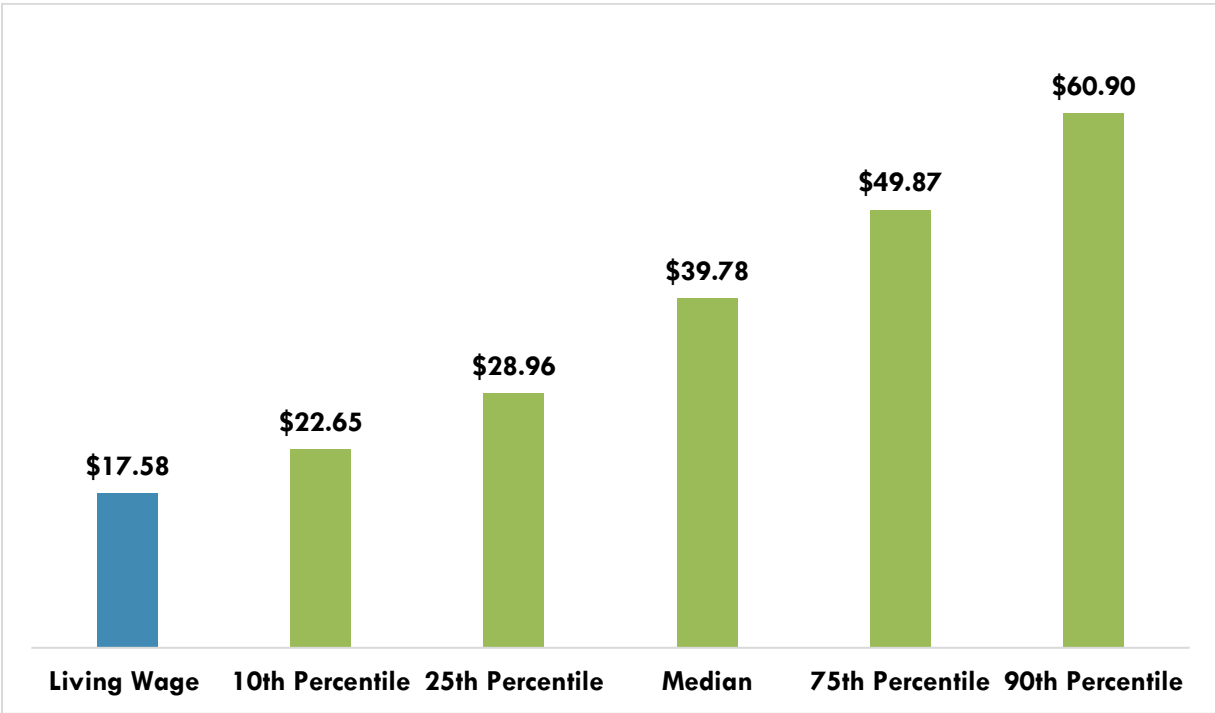
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Speech Pathology in the South Central Coast Region

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
29-2018	Clinical Laboratory Technologists and Technicians	\$21.47	\$29.01	\$39.52
25-2052	Special Education Teachers, Kindergarten and Elementary School	\$24.93	\$38.57	\$49.14
29-1127	Speech-Language Pathologists	\$37.40	\$48.24	\$60.14
25-2051	Special Education Teachers, Preschool	\$22.28	\$35.96	\$44.65
29-1181	Audiologists	\$38.74	\$47.10	\$55.89

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Speech Pathology in the South Central Coast Region



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is looking for speech/language pathology and audiology workers, and what they are looking for in potential candidates. To identify job postings related to Speech Pathology the following standard occupational classifications were used:

29-2018	Clinical Laboratory Technologists and Technicians
25-2052	Special Education Teachers, Kindergarten and Elementary School
29-1127	Speech-Language Pathologists
25-2051	Special Education Teachers, Preschool
29-1181	Audiologists

Top Occupations

In 2022, there were 3,787 employer postings for the occupations related to Speech Pathology.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2022
29-1127	Speech-Language Pathologists	1,986
29-2018	Clinical Laboratory Technologists and Technicians	1,517
25-2051	Special Education Teachers, Preschool	176
29-1181	Audiologists	66
25-2052	Special Education Teachers, Kindergarten and Elementary School	42

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

SOC Code	Occupation	Risk of Automation
29-1127	Speech-Language Pathologists	Low
29-2018	Clinical Laboratory Technologists and Technicians	Low
25-2051	Special Education Teachers, Preschool	Low
29-1181	Audiologists	Low
25-2052	Special Education Teachers, Kindergarten and Elementary School	Low

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Speech Pathology are listed in Exhibit 5. Speech Language Pathologists is mentioned as the job title in 32% of all relevant job postings (988 postings).

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2022
Speech Language Pathologists	998
School Speech Language Pathologists	276
Laboratory Assistants	169
Laboratory Technicians	148
Speech Therapists	94

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Speech Pathology field. The top employer posting job ads was Healthcare Employment Network. The top worksite cities for these occupations were Santa Clarita, Thousand Oaks, Oxnard, Santa Barbara, and San Luis Obispo.

Exhibit 6 – Top Employers (n= 2,152)

Employer	Job Postings, Full Year 2022
Healthcare Employment Network	172
ATX Learning	118
TherapyTravelers	113
Stepping Stones	95
CommonSpirit Health	69

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Speech Pathology. Speech-Language Pathology is the most sought-after specialized skill for employers, followed by Medical Laboratory and Treatment Planning. Communications, Detail Oriented, and Teaching were the most requested baseline skills. Software Systems, Microsoft Excel, and Microsoft Office were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 9,890)

Skills	Job Postings, Full Year 2022
Speech-Language Pathology	1,790
Medical Laboratory	421
Treatment Planning	371
Pediatrics	369
Laboratory Equipment	324
Individualized Education Programs (IEP)	303
Biology	260
Rehabilitation	258
Speech Therapy	247
Swallowing Disorders	236
Special Education	226
Communication Disorders	213
Pathology	202
Disabilities	195
Chemistry	182

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 7,823)

Skills	Job Postings, Full Year 2022
Communications	996
Detail Oriented	348
Teaching	334
Management	302
Customer Service	280
Clerical Works	270
Computer Literacy	252
Writing	246
Quality Control	232
Research	229

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 793)

Skills	Job Postings, Full Year 2022
Software Systems	117
Microsoft Excel	115
Microsoft Office	84
Microsoft PowerPoint	44
eClinicalWorks (ECW)	44
Laboratory Information Management Systems	43
Microsoft Outlook	40
Zoom (Video Conferencing Tool)	31
Microsoft Word	31
Spreadsheets	21

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Speech Pathology postings in the South Central Coast region. Note: 27% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries Employing the Most in the Speech Pathology Field, 2022

Industry	Occupation Group Jobs in Industry	% of Occupation Group in Industry
Administrative and Support and Waste Management and Remediation Services	1,105	40%
Health Care and Social Assistance	945	34%
Educational Services	236	9%
Professional, Scientific, and Technical Services	158	6%
Manufacturing	78	3%

Source: Labor Insight/Jobs (Burning Glass)

Certifications

Exhibit 9 lists the most in-demand certifications in the Speech Pathology field. The top requested certification in job postings was Speech-Language Pathology License.

Exhibit 9 – Certifications (n= 3,035)

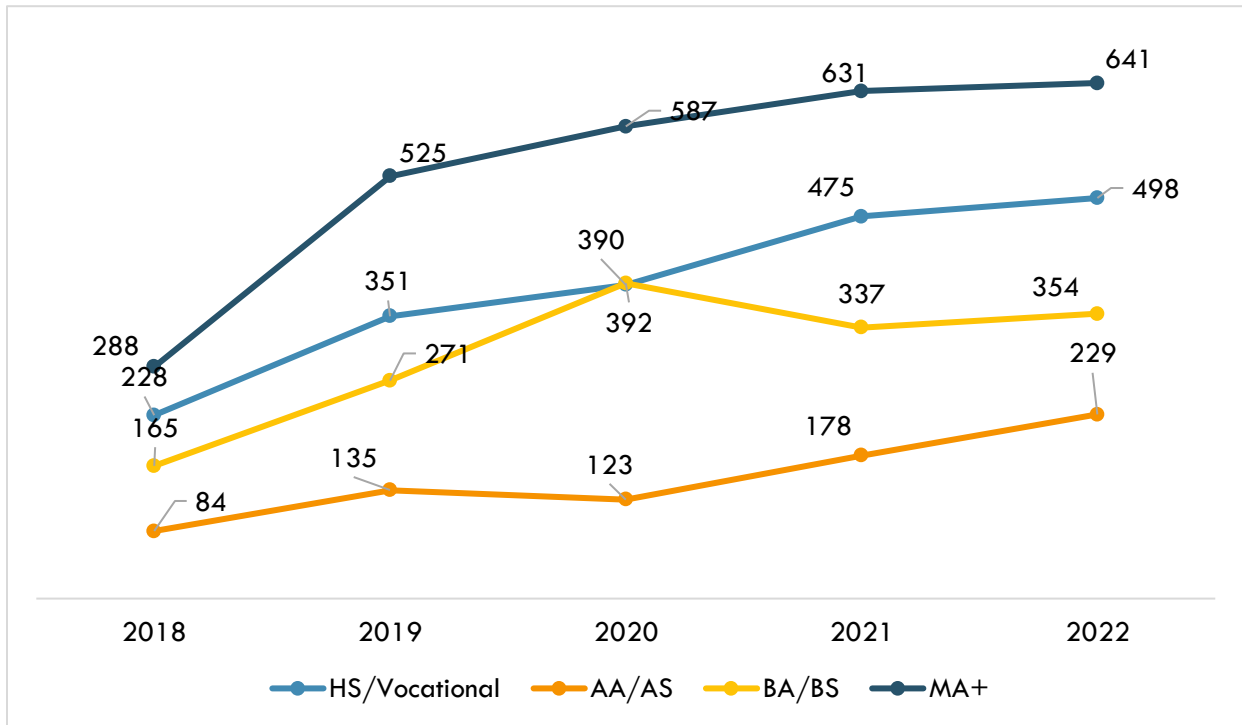
Certifications	Job Postings, Full Year 2022
Speech-Language Pathology License	569
Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)	496
Basic Life Support (BLS) Certification	254
Cardiopulmonary Resuscitation (CPR) Certification	222
Valid Driver's License	209

Source: Labor Insight/Jobs (Burning Glass)

Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements over the last five years for the selected occupations aligned with Speech Pathology, according to the minimum advertised education. In 2022, there were 1,722 total job ads posted with a minimum advertised education.

Exhibit 10 – Educational Demand, Minimum Advertised



Source: Labor Insight / Jobs (Burning Glass)

Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for the selected occupations aligned with Speech Pathology have frequently sought candidates with a graduate degree.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

Minimum Education Requirement	2018	2019	2020	2021	2022
HS Diploma / Vocational Training	30%	27%	26%	29%	29%
Associate's Degree	11%	11%	8%	11%	13%
Bachelor's Degree	22%	21%	26%	21%	21%
Graduate Degree	38%	41%	39%	39%	37%

Source: Labor Insight/ Jobs (Burning Glass)

Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 12 – Education and Training Requirements

SOC	Occupation	Typical entry-level education	Typical on-the-job training
29-2018	Clinical Laboratory Technologists and Technicians	Bachelor's degree	None
25-2052	Special Education Teachers, Kindergarten and Elementary School	Bachelor's degree	None
29-1127	Speech-Language Pathologists	Master's degree	Internship/residency
25-2051	Special Education Teachers, Preschool	Bachelor's degree	None
29-1181	Audiologists	Doctoral or professional degree	None

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 216 regional completions (2021) and 358 regional openings (2021) in the South Central Coast region aligned with programs related to the occupations in this report.

Exhibit 13 – Completions and Openings

16 Regional Institutions had Related Programs (2021)	216 Regional Completions (2021)	358 Annual Openings (2021)
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Source: Economic Modeling Specialists International (EMSI)

Related Programs

CIP Code	Program	Completions (2021)
13.1015	Education/Teaching of Individuals in Early Childhood Special Education Programs	115
16.1603	Sign Language Interpretation and Translation	39
16.1601	American Sign Language (ASL)	37
13.1001	Special Education and Teaching, General	15
51.1004	Clinical/Medical Laboratory Technician	8
13.1003	Education/Teaching of Individuals with Hearing Impairments Including Deafness	2
13.1007	Education/Teaching of Individuals with Multiple Disabilities	0
51.0299	Communication Disorders Sciences and Services, Other	0

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Speech Pathology in the South Central Coast region.

Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2021

CCC Programs	Completers
Moorpark College	75
Antelope Valley College	57
Cuesta College	25
College of the Canyons	23
Oxnard College	9
Santa Barbara City College	7
Allan Hancock College	3
Ventura College	0
Non-CCC Programs	Completers
California Polytechnic State University-San Luis Obispo	9
California Lutheran University	8
Conejo Valley Adult Education	0
University of California-Santa Barbara	0
Simi Valley Adult School and Career Institute	0
University of Antelope Valley	0

Source: Economic Modeling Specialists International (EMSI)

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the statewide Speech/Language Pathology and Audiology Programs (TOP: 1220.00) for the 2019-2020 academic year.

- Completers of Speech Pathology programs from the 2019-2020 academic year in the state of California had a **median annual wage upon completion of \$30,668**.
- 72% of students are **employed within a year** after completing a program.
- 43% of students **attained a living wage** within a year of completion.
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Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Speech Pathology. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions. All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.