

Labor Market Assessment: Speech Language Pathology Assistant (TOP 1220.00 Speech-Language Pathology and Audiology) (CIP 51.0816 Audiology/Audiologist and Speech-Language Pathology/Pathologist)



Inland Empire/Desert Center of Excellence, July, 2026

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Summary

Program LMI Endorsement	All LMI Criteria Met	Some LMI Criteria Met (Proceed with Caution)	LMI Criteria NOT Met
	✓	☐	☐

Program LMI Endorsement Criteria		
Supply Gap	Yes ✓	No ☐
	<i>Comments:</i> There are 239 annual job openings projected throughout the Inland Empire/Desert region, which is more than the 0 annual average awards conferred by educational institutions over the last 3 years . Supply data includes both community college awards (0) and non-community college awards (0).	
Living Wage	Yes ✓	No ☐
	<i>Comments:</i> The entry-level hourly wages are above the IE/D living wage of 20.42¹.	
Education	Yes ✓	No ☐
	<i>Comments:</i> This occupation typically requires less than some college or a postsecondary degree or an associate degree as their typical entry-level education level. However, more than 33% of all workers in the field (42%) have completed some college or an associate degree as their highest level of education . See Exhibit 9 for more details.	

The Inland Empire/ Desert (IE/D) Center of Excellence for Labor Market Research (IE/D COE) reviewed the following occupation to prepare this report:

- Middle-Skill (typically require training/education above a HS diploma but less than a bachelor's degree)
 - Healthcare Support Workers, All Other (31-9099)
 - Speech-Language Pathology Assistants (31-9099.01)

Summary of findings

Demand

- The number of speech-language pathology assistant jobs is projected to increase by 7% through 2029, with 239 annual job openings (new and replacement jobs).
- The entry-level hourly earnings for this occupation is above the living wage at the 25th percentile hourly wage at \$21.67 in the IE/D.
- There were 195 online job postings from 53 employers over the past 12 months, with the highest postings for speech-language pathologists and speech-language pathologist assistants.
- Most job postings for target occupation require either an associate degree (45%) or a bachelor's degree (40%), followed by a high school diploma or equivalent (13%), and above a bachelor's degree (2%).

Supply

- Community college and non-community college postsecondary institutions have not issued awards over the last three academic years in programs related to speech-language pathology assistants.
- California community college students who exited these programs in the 2023-2024 academic year earned a median annual wage of \$48,670 (\$23.40 per hour).
- 46% of students who exited related programs in California in 2023-2024 reported that they are now earning a living wage.

¹ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024.

Introduction

California Community College Speech-Language Pathology and Audiology (TOP 1220.00) programs prepare students for employment by teaching the principles and procedures used to assist in the diagnosis, treatment, and prevention of hearing (Taxonomy of Programs, 2023). The knowledge, skills, and abilities trained by speech-language pathology and audiology programs lead to employment as speech-language pathology assistants.

Special Note: The purpose of this report is to assess labor market demand in the Inland Empire-Desert region for workers with skills and training related to speech-language pathology assistants. Speech-language pathology assistants (31-9099.01) is an emerging occupation within the O*NET framework and shares the broader occupation code, healthcare support workers, all other (31-9099), with another emerging occupation, endoscopy technicians (31-9099.02). Traditional labor market data sources do not provide employment estimates for emerging occupation codes. As a result, healthcare support workers, all other (31-9099) provides the closest available approximation of demand for speech-language pathology assistants. However, using the broader occupation without adjustment would overstate demand because it includes workers and job openings associated with multiple emerging occupations.

Job posting data can provide additional insight into real-time employer demand for emerging occupations. To develop more representative occupational demand estimates for speech-language pathology assistants, this report uses the following methodology:

- Regional job posting data for healthcare support workers, all other (31-9099), was collected for the past 12 months, unfiltered, with **235** total unique job postings.
- Regional job posting data for speech-language pathology assistants (31-9099.01) was collected for the past 12 months, unfiltered, with **195** total unique job postings.
- Of the 235 total postings associated with healthcare support workers, all other, 195 postings (83%) were identified as speech-language pathology assistant positions.
- This report applies this **83%** ratio to occupational demand estimates for healthcare support workers, all other (31-9099), to approximate demand for speech-language pathology assistants.
- Analyses based on job posting data are generated using the filtered dataset of 195 unique postings associated with speech-language pathology assistants.

Job Demand

In 2024, there were 1,998 healthcare support workers, all other jobs in the IE/D region. Regional employment for this occupation is projected to increase by 7% through 2029, with 288 job openings projected annually. Exhibit 1a displays the job count, five-year projected job growth, and job openings in the region.

Exhibit 1a. Five-year projections for healthcare support workers, all other, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Healthcare Support Workers, All Other	31-9099	1,998	2,141	7%	1,439	288
Total		1,998	2,141	7%	1,439	288

SOURCE: LIGHTCAST 2026.2

However, when the 83% adjustment is made, the above figures are revised downwards. Now, in 2024, there were 1,658 speech-language pathology assistants in the IE/D region. Regional employment for this occupation is projected to increase by 7% through 2029, with 239 job openings projected annually. Exhibit 1b displays the adjusted job count, five-year projected job growth, and job openings in the region.

Exhibit 1b. Adjusted five-year projections for speech-language pathology assistants, IE/D Region, 2024-2029

Occupation	SOC	2024 Jobs	2029 Jobs	2024 - 2029 % Change	5-Yr Openings (New + Replacement Jobs)	Annual Openings (New + Replacement Jobs)
Speech-Language Pathology Assistants	31-9099.01	1,658	1,777	7%	1,194	239
Total		1,658	1,777	7%	1,194	239

SOURCE: LIGHTCAST 2026.2

Job Postings

The following analysis uses online job posting data for speech-language pathology assistants.

Important note: The data produced in this section were generated by leveraging online job posting data sourced from Lightcast, which is the labor market analytics software tool COEs use to produce these briefs. The job posting data is collected from scraping online job boards such as LinkedIn, Indeed, Glassdoor and many others. The process Lightcast uses to assemble this data does have some limitations due to methods that recruitment professionals sometimes use (e.g., posting one job to fill multiple positions). For example, the number of jobs posted is not necessarily the same as the number of job vacancies.² While not perfect, Lightcast leverages machine learning and other AI technologies to enrich, de-duplicate, and aggregate this information into a meaningful dataset.

Exhibit 2 displays the number of job ads posted for speech-language pathology assistants over the last 12 months and the median posting duration. Over the previous 12 months, there were 195 unique job postings for speech-language pathology assistants in the region from 53 employers.

Exhibit 2. Job ads and posting duration, IE/D Region, July 2025 – June 2026

Occupation (O*NET)	Job Ads	Median Posting Duration
Speech-Language Pathology Assistants	195	23 days
Total	195	

SOURCE: LIGHTCAST 2026.2

Earnings

Exhibit 3 displays the hourly earnings for the occupation related to speech-language pathology assistants compared to both the UW Self-Sufficiency Standard for the IE/D of \$20.42³ and the MIT IE/D living wage of \$28.84.⁴

Exhibit 3. Projected hourly earnings by percentile, IE/D Region, 2024



Description	Pct. 10 Hourly Earnings	Pct. 25 Hourly Earnings	Median Hourly Earnings	Pct. 75 Hourly Earnings	Pct. 90 Hourly Earnings
Speech-Language Pathology Assistants	\$18.55	\$21.67	\$25.66	\$30.35	\$35.41

SOURCE: LIGHTCAST 2026.2

The projected entry-level earnings (that is, the earnings of the lowest-paid 25% of employees in the IE/D) for speech-language pathology assistants were above the UW Self-Sufficiency Standard for the IE/D (see Exhibit 3). However, these earnings were below the MIT living wage for an adult with no children (\$28.84) in projected entry-level earnings (see Exhibit 3).

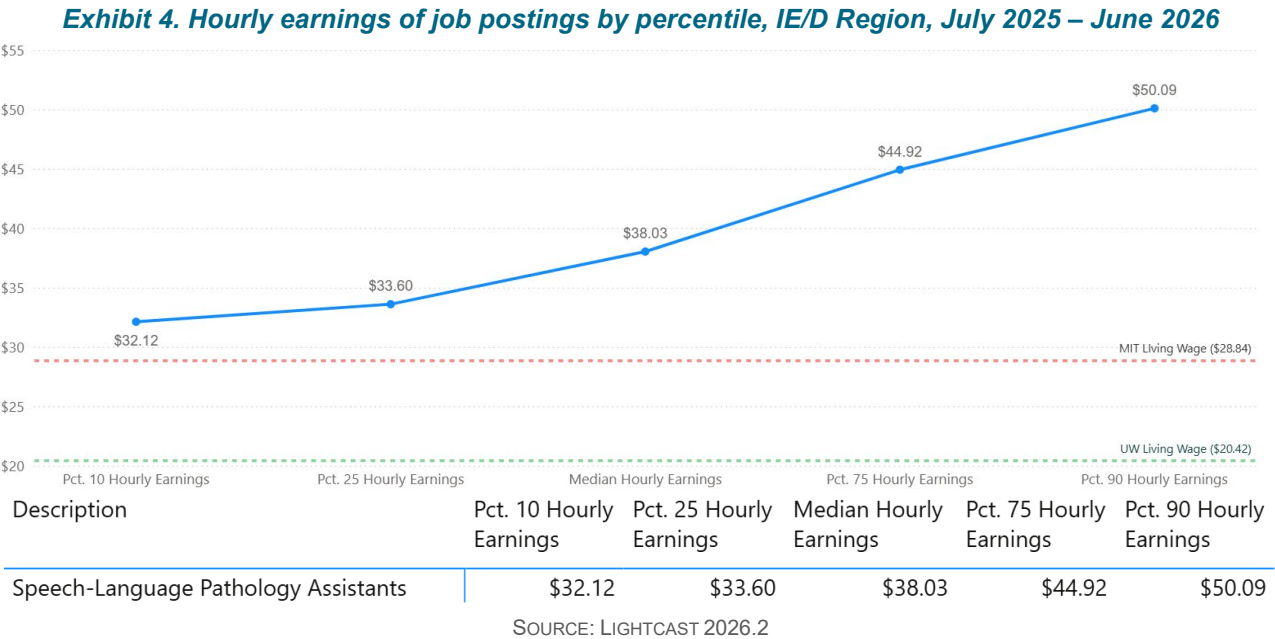
² "Job Posting Analytics (JPA) Methodology." Lightcast Knowledge Base, <https://kb.lightcast.io/en/articles/6957446-job-posting-analytics-jpa-methodology>

³ The [UW self-sufficiency standard](#) is currently used by the CO and other COEs, the self-sufficiency standard was last updated by UW in 2024. To provide an alternative perspective, the COE will provide an alternative living wage calculation from MIT in the analysis below as an additional reference point. MIT estimates, the living wage for an adult with no kids living in 2024 is \$28.84 in Riverside County and \$27.60 in San Bernadino County.

⁴ *ibid.*

Advertised Salary from Online Job Ads

Exhibit 4 displays the regional online advertised salaries for the occupation related to speech-language pathology assistants over the last 12 months. The salary information from online job ad data suggests employers advertise entry-level hourly wages of \$33.60 (estimated to be equal to an annual salary of \$69,888).



Online Job Advertisements: top job titles, skills, education & work experience.

Exhibit 5 displays the job titles most frequently used in job postings for the occupation related to speech-language pathology assistants over the last 12 months. Assessing the top advertised job titles may provide insight into the types of positions sought by employers.

Exhibit 5. Job titles most frequently used in job ads, IE/D Region, July 2025 – June 2026

Job Title	Unique Postings
Speech Language Pathologists	96
Speech Language Pathologist Assistants	52
School Speech Language Pathologist Assistants	21
Pediatric Speech Language Pathologists	5
Speech Therapy Assistants	4
Bilingual Speech Language Pathologists	3

SOURCE: LIGHTCAST 2026.2

Exhibit 6 displays the employers posting the most job ads for this occupation during the last 12 months. Showing employer names can provide insight into where students may find employment after completing a program and may inform job development and other employer engagement targets for faculty and staff involved in related programs. Whole Child Therapy and Speech Improvement Center had the highest unique job posts for this occupation in the last 12 months. Posting intensity is the ratio of total job posts to unique job posts, which are de-duplicated. A higher posting intensity can represent the level of effort and activity the organization is putting into hiring for that position. The following report comes directly from Lightcast’s Job Posting Analytics dashboard.

**Exhibit 6. Employers posting the most job ads,
IE/D Region, July 2025 – June 2026**

Company	Total/Unique (Jul 2025 - Jun 2026)	Posting Intensity	Median Posting Duration
Whole Child Therapy	24 / 10	2 : 1	25 days
Speech Improvement Center	120 / 10	12 : 1	18 days
Wings Speech And Language Center	13 / 8	2 : 1	37 days
Edjoin.Org	8 / 8	1 : 1	22 days
Five Oaks Speech Therapy Services	17 / 5	3 : 1	29 days
Ensemble Therapy	7 / 4	2 : 1	17 days
All Care Therapies Of Georgetown	4 / 4	1 : 1	n/a
Bilingual Therapies	13 / 4	3 : 1	19 days
Leaps And Bounds Pediatric Therapy	22 / 3	7 : 1	35 days
Speechcom	3 / 3	1 : 1	12 days

SOURCE: LIGHTCAST 2026.2

Exhibit 7 displays the top common, specialized, and computer skills included in job postings over the last 12 months. Today's demand is an important indicator of which skills employers are looking for in the current market. Analyzing skills from a historical perspective, as well as projecting future employer needs, may provide insight into how job-posting skills demand compares to the market as a whole. Rapidly growing skills are those that are increasing in demand faster than the market as a whole.⁵

**Exhibit 7. Top 10 in-demand skills from employer job ads,
IE/D Region, July 2025 – June 2026**

Specialized skills	Total Postings	Skill Growth Relative to Market	Common skills	Total Postings	Skill Growth Relative to Market
Speech-Language Pathology	179	Stable	Communication	96	Stable
Treatment Planning	73	Growing	Interpersonal Communications	27	Growing
Pediatrics	72	Growing	Multilingualism	23	Growing
Speech Therapy	67	Growing	Spanish Language	20	Stable
Pathology	44	Growing	Organizational Skills	16	Growing
Working With Children	32	Growing	Confidentiality	10	Stable
Home Health Care	16	Growing	Mentorship	10	Growing
Speech Disorders	16	Growing	English Language	7	Growing
Clinical Experience	15	Growing	Enthusiasm	7	Rapidly Growing
Special Education	15	Rapidly Growing	Record Keeping	7	Growing

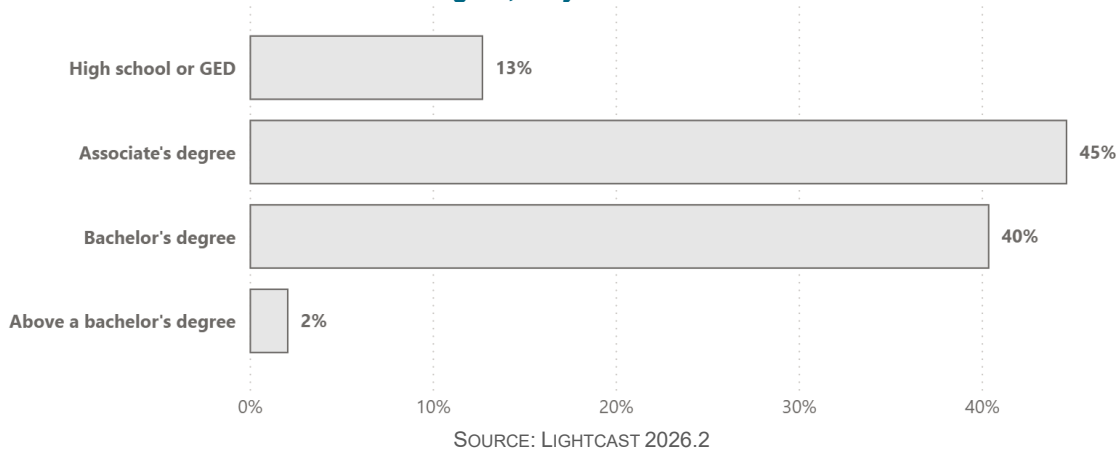
Computer Skills	Total Postings	Skill Growth Relative to Market
Microsoft Excel	3	Growing
Google Workspace	2	Rapidly Growing
Microsoft Office	2	Growing
Microsoft Outlook	2	Rapidly Growing
Microsoft PowerPoint	1	Rapidly Growing
Microsoft Word	1	Stable
Proprietary Software	1	Growing
Student Information Systems	1	Growing

SOURCE: LIGHTCAST 2026.2

Exhibit 8 includes the minimum educational requirements from job postings for this occupation with an associate degree (45%), greater than a bachelor's degree (40%), or a high school diploma or equivalent (13%), or above a bachelor's degree (2%).

⁵ "What are Lightcast Skill Projects", Lightcast Knowledge base, <https://kb.lightcast.io/en/articles/8496296-what-are-lightcast-skill-projections>

Exhibit 8 Minimum educational requirements in job postings for this occupation, IE/D Region, July 2025 – June 2026



For the assessed occupation, the Bureau of Labor Statistics (BLS) education attainment data in Exhibit 9 for current professionals in the occupation of interest indicates that 42% of workers have completed some college or an associate degree as their highest level of education.

Exhibit 9 National-level Education Attainment for the Occupation

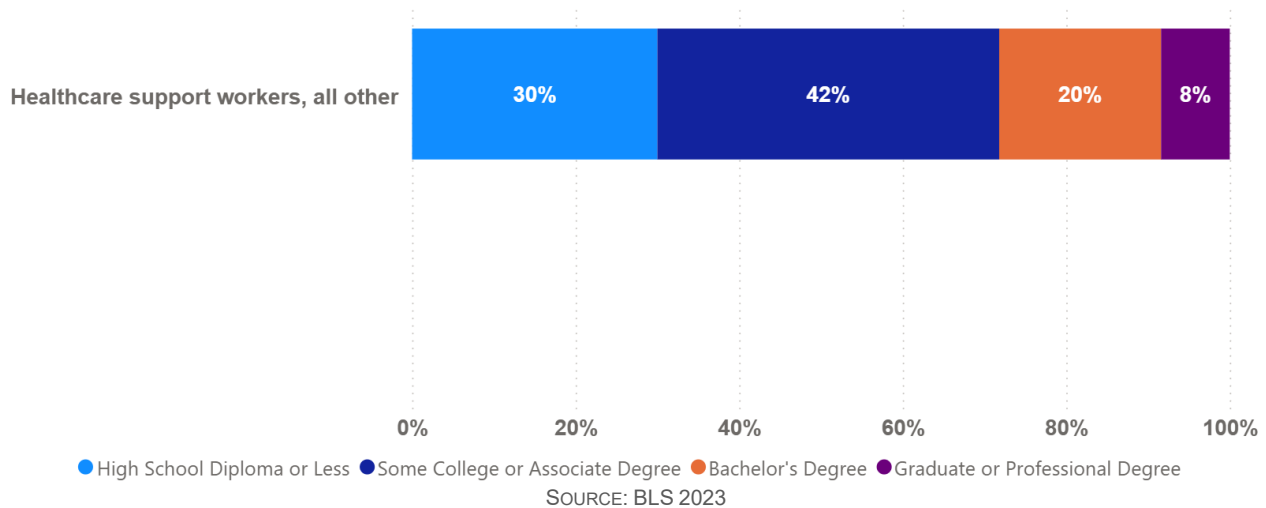
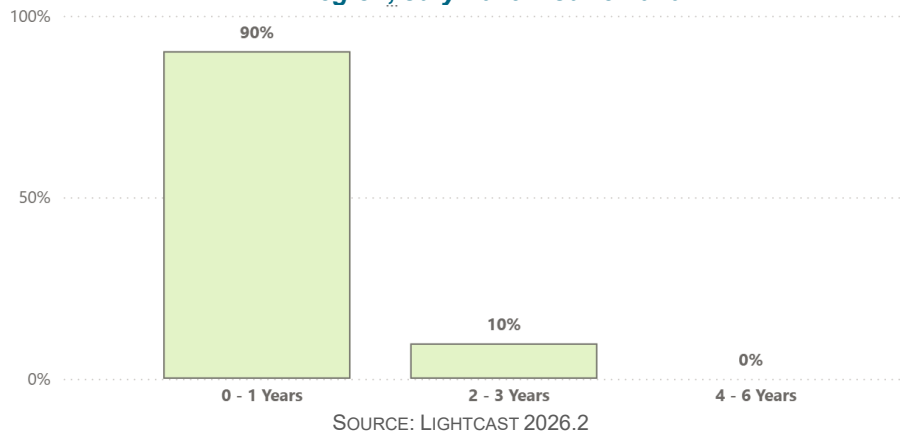


Exhibit 10 displays the work experience typically required from employer job ads for this occupation. The majority (90%) of employers listing minimum experience requirements sought candidates with a year or less of previous work experience.

Exhibit 10 Work experience requirements, IE/D Region, July 2025 – June 2026



Student Completions and Program Outcomes

No student completions for the Speech-Language Pathology and Audiology (TOP 1220.00) programs were found over the last three academic years (2022-2025). Based on the lack of data, it appears that in the previous three academic years, 0 regional community colleges issued an average of 0 awards in relevant programs.

Non-Community College Supply

Non-community college postsecondary institutions in the region have not issued awards in Audiology/Audiologist and Speech-Language Pathology/Pathologist (CIP 51.0816) programs over the last three academic years (2021-2024).

Strong Workforce Program Outcomes

California SWP program outcome data may provide useful insight into the likelihood of success for the proposed program. Community college student outcome information based on the selected TOP code and region is provided in Exhibit 11. Strong workforce program outcomes are not available for speech-language pathology and audiology programs in the Inland Empire/Desert Region. Program outcome data is not available for regional speech-language pathology and audiology programs.

Exhibit 11 Speech-Language Pathology and Audiology strong workforce program outcomes, IE/D & California, AY 2023-2024

Program Metric Title	Inland Empire	Statewide
Students	-	1,105
Earned 9+ Career Education Units	-	46%
Earned an Award: Degree or Cert or Attained Appren. Journey Level Status	-	18%
Transferred to a Four-Year Institution: Four-Year Postsecondary Institution	-	8%
Median Annual Earnings	-	\$48,670
Median Change in Earnings	-	43%
Attained Living Wage	-	46%

SOURCE: DATAVISTA

Appendix: Methodology

Community college student outcome information is from DataVista and based on the selected TOP code and region. These metrics are based on records submitted to the California Community Colleges Chancellor's Office Management Information Systems (MIS) by community colleges, which come from self-reported student information from CCC Apply and the National Student Clearinghouse. Employment and earnings metrics are sourced from California's Employment Development Department's Unemployment Insurance database. When available, outcomes for completers are reported to demonstrate the impact that earning a degree or certificate can have on employment and earnings. For more information on the types of students included for each metric, please see the web link for DataVista's Strong Workforce Program Metrics Data Element Dictionary in the Resources section (DataVista, 2025).

Appendix: References

Type of Data	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment. https://lightcast.io/
Living Wage (UW)	Center for Women's Welfare, University of Washington. (2024). The self-sufficiency standard for California 2024. http://www.selfsufficiencystandard.org/California. The COE refers to the Self-Sufficiency Wage as a "living wage." This calculation measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. The living wage for one adult in San Bernardino County is \$20.07 per hour (\$57,408 annually). The living wage for one adult in Riverside County is \$20.76 per hour (\$43,854 annually). The average of the two, \$20.42 per hour (\$42,474 annually), is used to represent the Inland Empire/Desert living wage.
Living Wage (MIT)	<i>Living wage data sourced from the Living Wage Institute via https://livingwage.mit.edu/counties/06065; https://livingwage.mit.edu/counties/06071, Accessed on June 6, 2026.</i> The living wage is derived from MITs Living Wage Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://livingwage.mit.edu/pages/methodology. The living wage for one adult in San Bernardino County is \$27.60 per hour (\$52,353.60 annually). The living wage for one adult in Riverside County is \$28.84 per hour (\$59,987 annually). The higher of the two, \$28.84 per hour (\$59,987 annually), is used to represent the Inland Empire/Desert living wage.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more

Type of Data	Source
	information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista aims to provide up-to-date and useful information on students within the California Community Colleges and its Adult Education partners. DataVista is a modernization of the supporting architecture and visualization of metrics previously available on the LaunchBoard. DataVista is a collaboration between the California Community Colleges Chancellor's Office and WestEd, see: https://datavista.cccco.edu/data_views/swp_report