

2013  
AMTA Member Survey  
& Workforce Analysis

<sup>a</sup> Descriptive  
Statistical Profile  
of the AMTA Membership





# A DESCRIPTIVE STATISTICAL PROFILE OF THE 2013 AMTA MEMBERSHIP

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## At a Glance:

# Survey Highlights

The average salary reported for all music therapists in 2013 was \$51,899.

It is estimated that nearly one million people received music therapy services in 2012.

Music therapists provided services in an estimated 27,451 facilities in 2012.

New This Year: Salary comparisons by level of education.

The overall average salary increased by \$2,503 over 2012 reports.

The most commonly reported job title was "Music Therapist" by over 53% of survey respondents.

The overall median salary reported in 2013 increased by \$2,000 when compared to 2012 reported data.

Average salaries increased in 20 states when compared to last year's data.

Average salaries increased in six of seven U.S. regions as well as outside the United States.

More than 30% of survey respondents reported receiving some form of reimbursement for music therapy services.

Forty-seven new music therapy jobs were created in 2012.

The annual salary for those with 10 or fewer years' experience was a reported \$43,282.

Average rates for individual music therapy services across the country are a reported \$62 per hour.

Thanks to all those who submitted survey responses to make this profile possible!

# Overview

Welcome to the *2013 AMTA Member Survey and Workforce Analysis*. This document, “*A Descriptive Statistical Profile of the AMTA Membership*,” contains a detailed, descriptive statistical narrative about demographics, employment, salaries, and facts which help to describe the music therapy profession. Information regarding employment has been collected since 1990. Each year, with input from members and music therapists, a set of questions is determined for the annual membership survey. Invitations to participate in this survey are distributed through direct email invitations, newsletter articles and multiple internet notices. Over 9,000 individuals are invited to complete the survey. All AMTA members, as well as non-member music therapists, are invited and encouraged to complete the online survey.

This document is designed to be used by music therapists, administrators, and members of the public who are attempting to advance the mission of AMTA, *to advance public awareness of the benefits of music therapy and increase access to quality music therapy services in a rapidly changing world, and to inform music therapists and decision makers when setting fees and determining salaries, increases and benefits*. Statistical information based on AMTA Member Survey responses provided herein is divided into categories to best serve the varying needs of the music therapy profession across the United States and throughout the broad span of settings in which music therapists work. Data are organized by demographic and salary information. Salary comparisons are shown by area, setting, and clients served. This basic statistical information is provided to show a comprehensive picture of compensation offered for music therapy services across the country as well as the composition of the music therapy profession.

What follows are simple frequency counts, ranges, and averages. Modes and medians have been calculated and included to provide a more comprehensive picture of salaries for full time music therapy services. Whereas the average is an important indicator of reported salaries for music therapists, the mode is also indicative of expected salaries because it is the most frequently occurring value reported. The median listed is the number in the middle of the range of a set of numbers, i.e., half the numbers reported have values that are greater than the median, and half have values that are less. The median can help serve as a measure of location to indicate when there is a skewed distribution. Each of the datums reported work together to form a larger picture of the music therapy profession.

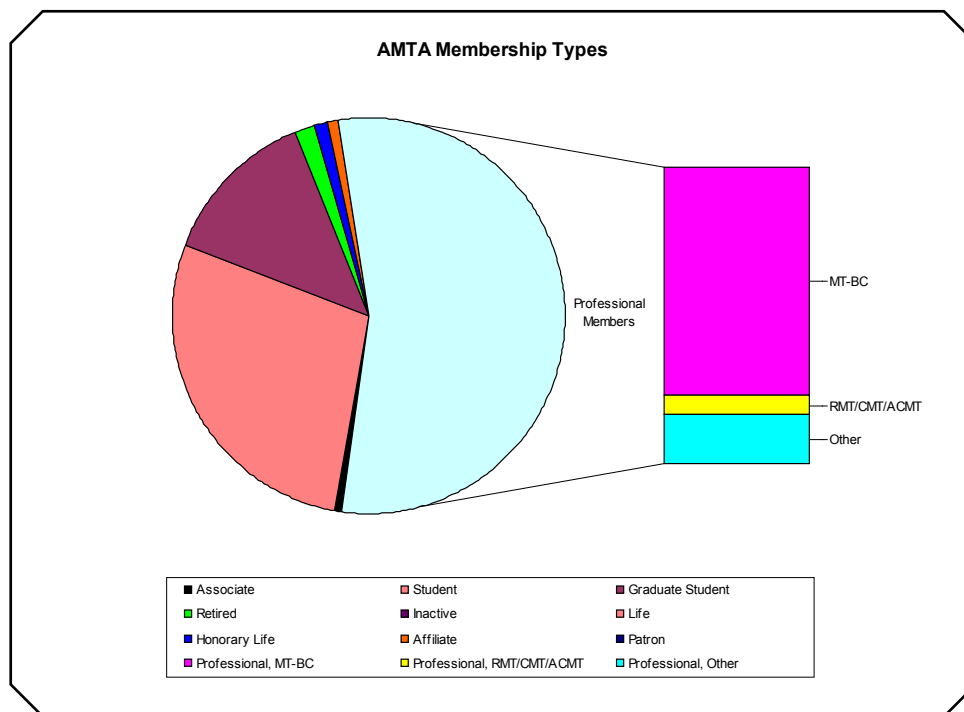
As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include: level of education; experience; geographic location; business costs (e.g., liability insurance, space, equipment, travel, office supplies, etc.); benefits (e.g., health, life, and disability insurance; worker’s compensation; vacation and sick time); and working time involved in assessments, interventions, documentation, billing, meetings, and treatment team communication. It is recommended clinicians consider a combination of several of these factors, rather than any one single category when setting fees to determine a reasonable and customary rate that is agreeable to prospective clients, employers and service providers. AMTA does not establish fees for services. It is recommended that music therapists consult with a business advisor and/or accountant to assist in establishing appropriate professional fees for delivery of music therapy services.

We hope that you will be able to use this information to help you more accurately describe the profession of music therapy and expand access to music therapy services. Establishing secure jobs is but one step along the path of providing quality services to the clients we serve.

# AMTA Membership Categories

The American Music Therapy Association (AMTA) is the professional association and intellectual home for music therapists in the United States. Members of AMTA not only support the mission, to advance public awareness of the benefits of music therapy and to increase access to quality music therapy services in a rapidly changing world, but are also committed to their profession through supporting and volunteering with AMTA programs and initiatives that make music therapy strong. The following chart and graph show the number of members in each membership category as well as the number of members as a percentage of the entire membership as of August 1, 2013.

Type of Membership	Number	% of Membership
Professional, MT-BC.....	1,544	42.1%
Professional, ACMT/CMT/RMT.....	125	3.4%
Professional, Other.....	337	9.2%
Associate.....	21	0.6%
Student.....	1,026	28.0%
Graduate Student.....	482	13.1%
Retired.....	56	1.5%
Inactive.....	3	0.1%
Life.....	2	0.1%
Honorary Life.....	36	1.0%
Affiliate.....	31	0.8%
Patron.....	4	0.1%
<b>Total Members</b>	<b>3,667</b>	

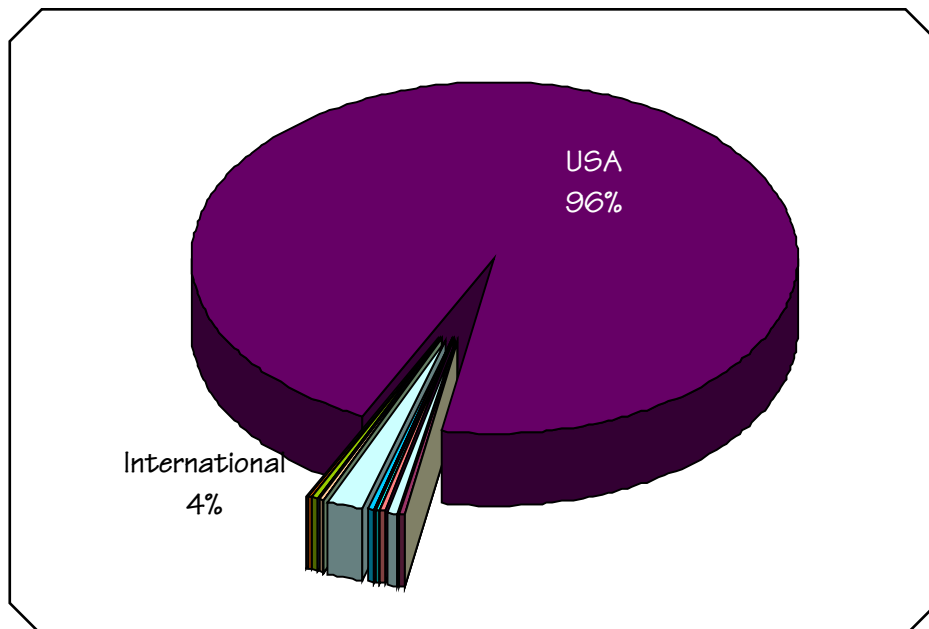


\*as of August 1, 2013. Information gathered from member records.

# Global Reach - AMTA's International Members

AMTA also maintains a wide-reaching, global focus around the world today and works closely with music therapy organizations in many countries. It is exciting to see the number of countries represented by the AMTA membership each year. In 2013, AMTA members live in 32 countries outside the United States and in 6 continents around the globe. International members comprise 4% of the AMTA membership.

Country	# Members	Country	# Members
Argentina .....	2	Mexico .....	3
Australia .....	8	Norway .....	1
Bahrain .....	1	Portugal.....	2
Canada.....	22	Puerto Rico.....	1
Cayman Islands.....	1	Qatar.....	1
China.....	5	Singapore.....	3
Costa Rica .....	1	South Africa .....	1
Ecuador .....	1	South Korea.....	7
Estonia .....	1	Spain .....	4
Germany.....	1	Sweden.....	1
Great Britain.....	1	Switzerland.....	1
Greece.....	2	Taiwan .....	6
Hong Kong.....	2	Trinidad.....	1
India .....	1	United States .....	3,506
Ireland .....	1	Virgin Islands.....	1
Israel.....	6		
Italy.....	2		
Japan .....	70		
		<b>Total AMTA Members*</b>	<b>3,667</b>

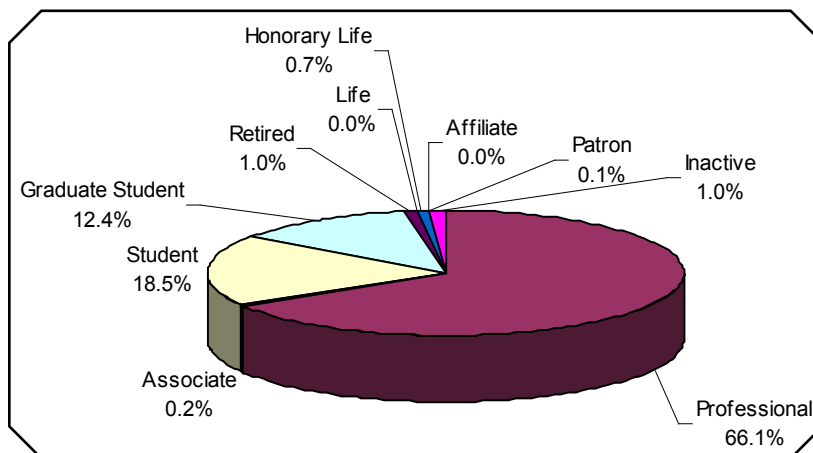


\*as of August 1, 2013. Information gathered from member records.

# Survey Response: Innovation

The AMTA Member Survey was conducted online during the summer of 2013. Over 9,000 potential survey respondents were invited to participate in the online survey through multiple requests via direct email, Facebook, Twitter, Music Therapy ENews and website updates. These invitees included AMTA members, members of the National Music Therapy Registry, former members of the American Music Therapy Association, followers of AMTA's Twitter and Facebook feeds, Music Therapy ENews subscribers, and other music therapists who have provided their information to AMTA in the past. 1,449 responses were received — an approximate 16% response rate for all those who were invited to participate. A 13.3% decrease in responses was noted when compared to the survey which was conducted in 2012.

Of the 1,449 survey responses, 1,412 surveys were returned by those identifying themselves as AMTA members, 97.4% of the survey response. 1,449 surveys returned by AMTA members represents 40% of the total AMTA membership (as of 8/1/13). 2.6% of the survey responses were from people who indicated that they had not yet become 2013 members of AMTA by 8/20/13.



Of all the survey responses, 73.4% came from those who identified themselves as practicing music therapists. 26.6% of survey respondents identified themselves as not currently practicing music therapy, the majority of whom are most likely students, graduate students, or interns.

## Member Responses

Survey respondents were asked to indicate their AMTA member status. Of the 1,449 individuals who responded to the survey by 8/20/13, the member categories they reported holding appear below:

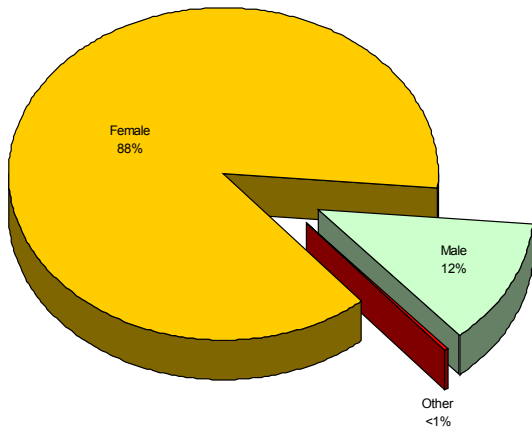
Member Type	Responses
Professional .....	947
Associate.....	3
Student.....	265
Graduate Student.....	177
Retired .....	15
Inactive .....	15
Life.....	0
Honorary Life.....	10
Affiliate.....	0
Patron .....	1
No-response.....	16
<b>Total</b>	<b>1,449</b>



# Gender, Ethnicity and Age of Survey Respondents

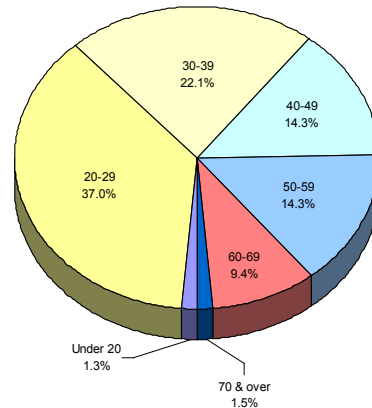
## GENDER

Gender	Number
Female	1,257
Male	174
Other	4
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Total Respondents	1,435



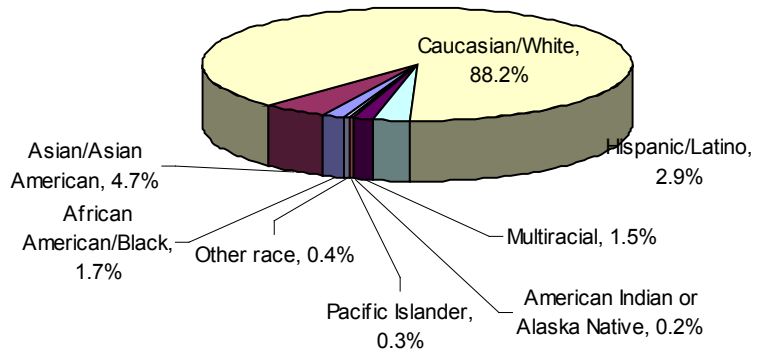
## AGE

Age	Number
Under 20	19
20-29	522
30-39	311
40-49	202
50-59	202
60-69	132
70 & over	21
<hr/>	
Total Respondents	1,409



## ETHNICITY

Ethnicity <sup>1</sup>	Number
African American/Black	25
Asian/Asian American <small>(includes Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, Taiwanese, Other Asian)</small>	72
Caucasian/White	1,260
Hispanic/Latino	41
Multiracial	21
American Indian or Alaska Native	3
Pacific Islander <small>(includes Guamanian, Chamorro, Native Hawaiian, Samoan, Other Pacific Islander)</small>	1
Other	6
<hr/>	
Total Respondents	1,429

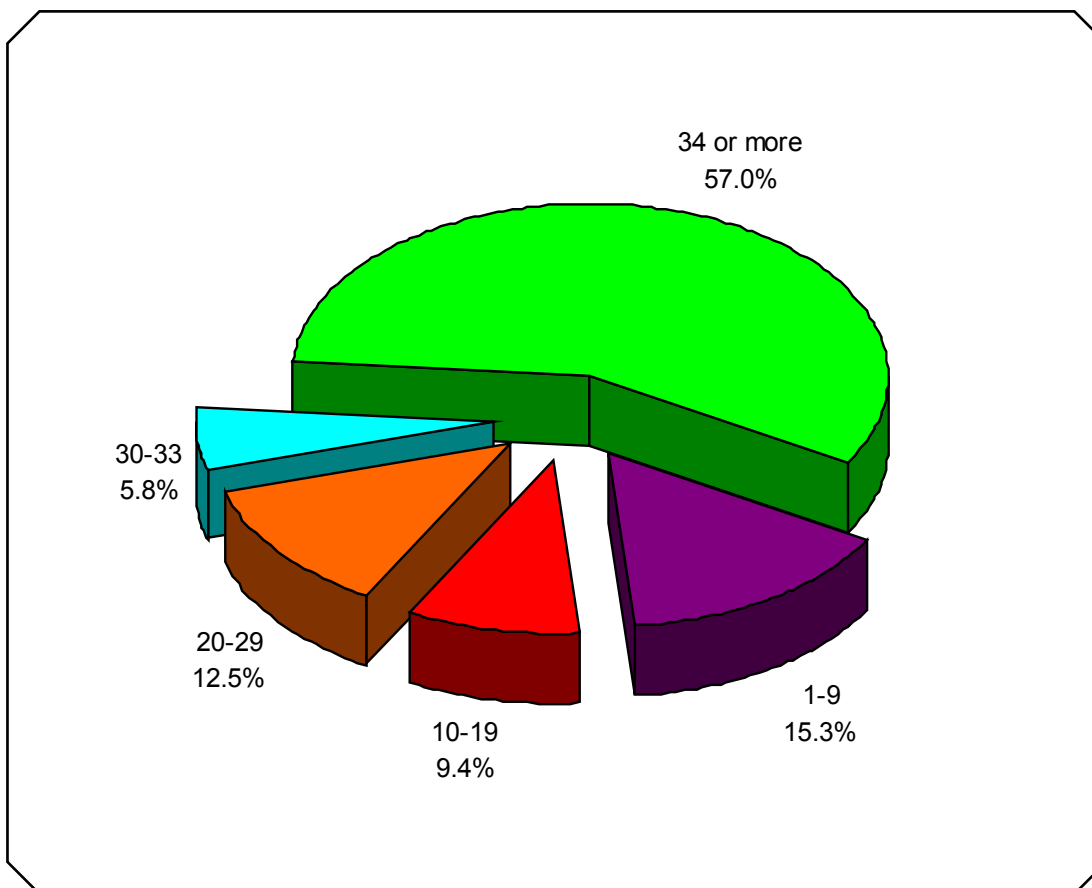


<sup>1</sup>Race categories based on those noted by the US Census Bureau for the 2010 Census.

## Weekly Hours Worked by Survey Respondents

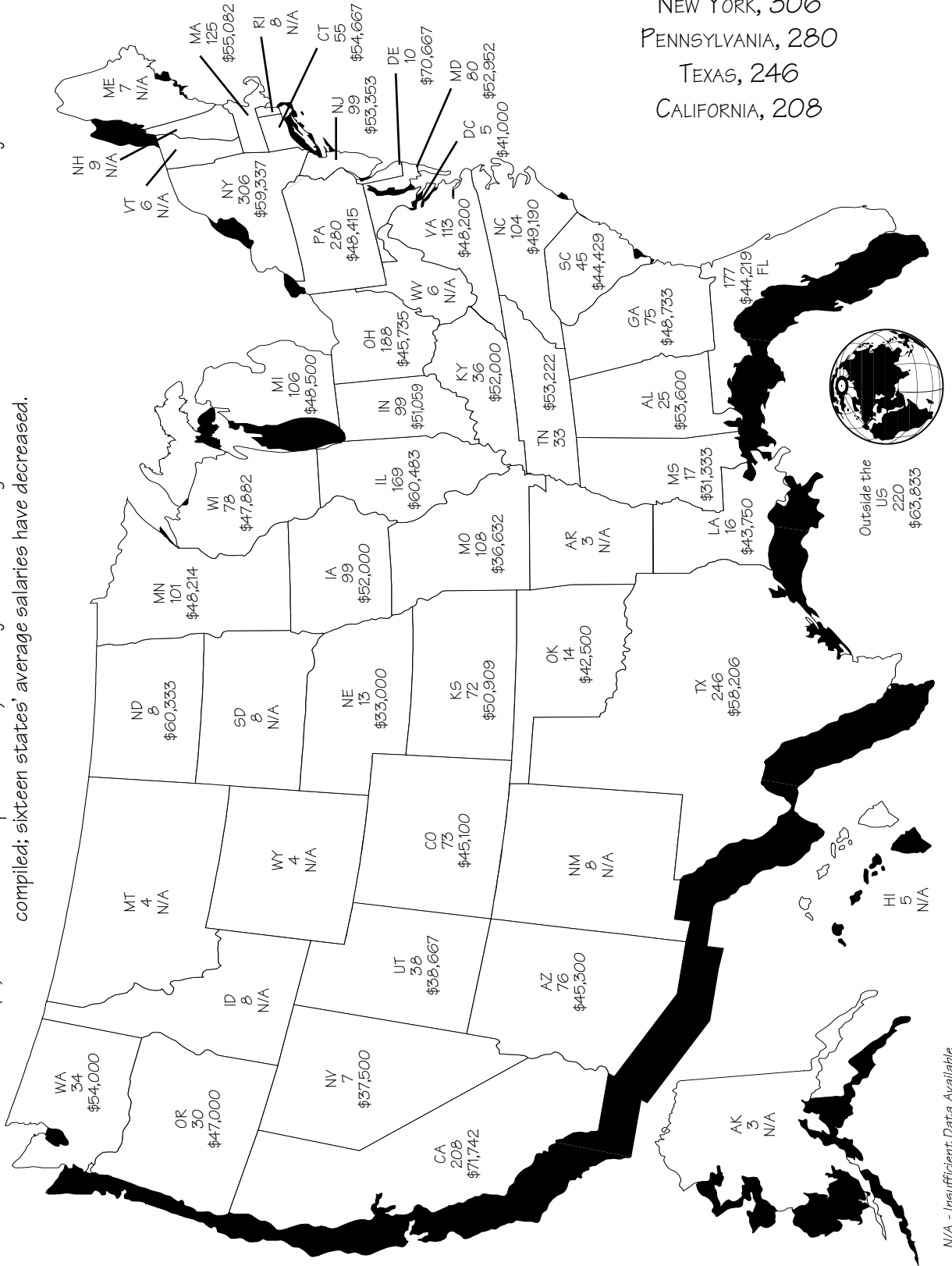
Over half of all survey respondents reported working full time, which is defined as working an average of 34 or more hours each week. It should be noted that respondents to this question included all members of AMTA, both professional, student, retired, etc.

<u>Weekly Hours Worked</u>	<u>Number of Responses</u>	<u>% of Responses</u>
1 - 9 hours per week.....	183.....	15.3%
10 - 19 hours per week .....	112 .....	9.4%
20 - 29 hours per week.....	150.....	12.5%
30 - 33 hours per week.....	69 .....	5.8%
34 or more per week (full time).....	682.....	57.0%
<b>Total Respondents</b>	<b>1,196</b>	



# Membership and Average Salary by State

This map of the United States depicts the number of AMTA members in each state as of August 1, 2013 and the average full time salary reported for each state<sup>2</sup>. The average full-time salary for all survey respondents, both inside and outside the U.S. is \$51,899 (an increase of \$2,503 over 2012 reported data). Twenty states' average salaries have increased since last year's numbers were compiled; sixteen states' average salaries have decreased.

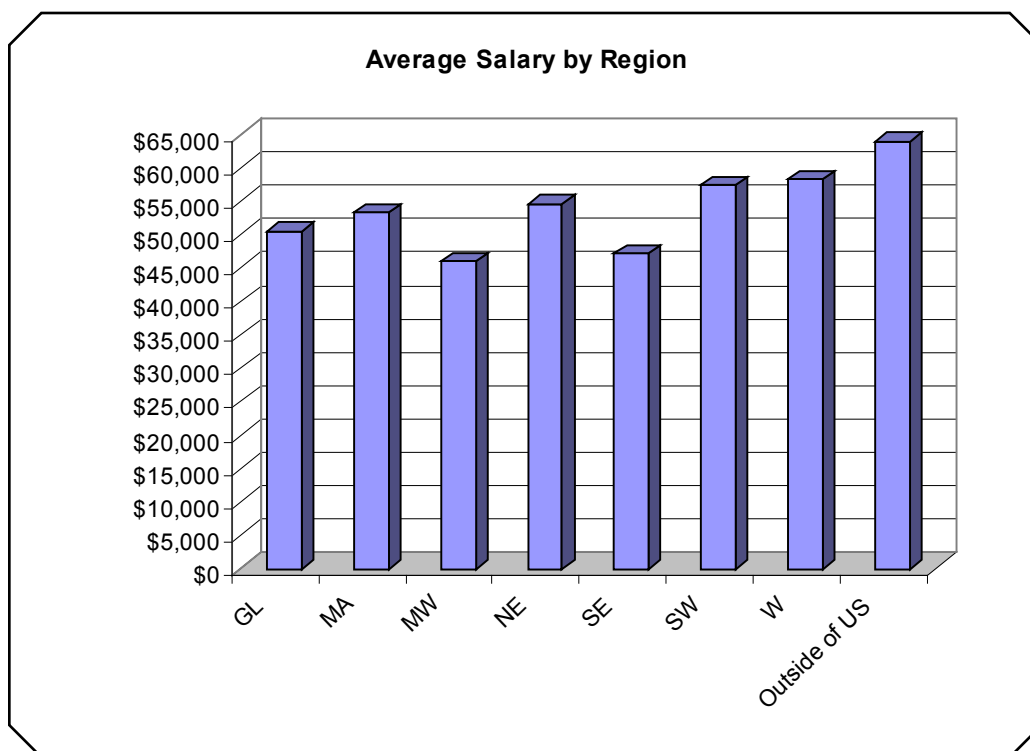


N/A - Insufficient Data Available  
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

# Salary by Region

Region	Number of Respondents	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
Great Lakes	145	\$50,421	\$46,000	\$45,000	\$24,000 - \$200,000
Mid-Atlantic	143	\$53,241	\$49,000	\$40,000	\$25,000 - \$180,000
Midwestern	64	\$45,938	\$42,000	\$35,000	\$20,000 - \$115,000
New England	33	\$54,539	\$55,000	\$60,000	\$32,000 - \$120,000
Southeastern	100	\$47,140	\$42,000	\$40,000	\$20,000 - \$107,000
Southwestern	36	\$57,333	\$53,000	\$53,000	\$32,000 - \$130,000
Western	60	\$58,267	\$50,000	\$72,000	\$20,000 - \$250,000
Outside the US	18	\$63,833	\$62,500	\$30,000	\$20,000 - \$140,000
<b>Overall</b>	<b>599</b>	<b>\$51,899</b>	<b>\$48,000</b>	<b>\$40,000</b>	<b>\$20,000 - \$250,000</b>

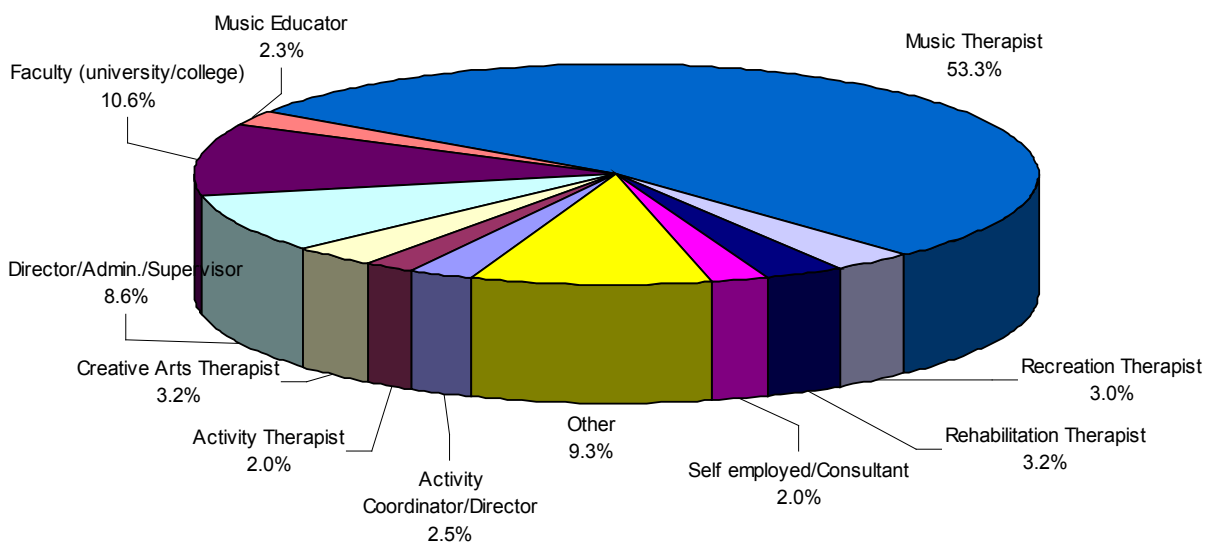
Survey responses from the 2013 Membership Survey show the overall average salary reported was \$51,899, an increase of \$2,503 over salaries reported from the Membership Survey conducted in 2012. In general, music therapists' salaries have continued to increase modestly over the last ten years. The overall median salary reported in 2013 was \$48,000 (↑\$2000 compared to 2012 data); and the most commonly reported salary (mode) in 2013 was \$40,000 (similar to 2012 data). In six of seven regions, average reported salaries increased over 2012 data. Average salaries reported from outside the United States also increased. A graphic representation of mean salaries for each region is shown below.



<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

# Salary by Job Title

Population	Number	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
Activity Coordinator/Director	15	\$41,867	\$42,000	\$35,000	\$28,000 - \$55,000
Activity Therapist	12	\$40,583	\$38,500	\$33,000	\$31,000 - \$54,000
Adjunctive Therapist	2	N/A	N/A	N/A	N/A
Case Manager	1	N/A	N/A	N/A	N/A
Clinical Therapist	5	\$41,600	\$42,000	N/A	\$30,000 - \$52,000
Creative Arts Therapist	19	\$55,711	\$58,000	\$68,000	\$32,000 - \$71,000
Director/Admin/Supervisor	52	\$69,731	\$62,500	\$40,000	\$24,000 - \$200,000
Expressive Arts Therapist	5	\$42,800	\$40,000	N/A	\$35,000 - \$52,000
Faculty	64	\$69,734	\$63,000	\$55,000	\$45,000 - \$140,000
Music Educator	14	\$50,786	\$46,500	\$40,000	\$30,000 - \$95,000
Music Therapist	321	\$45,622	\$43,000	\$45,000	\$20,000 - \$94,000
Other	40	\$45,700	\$43,500	\$40,000	\$20,000 - \$80,000
Recreation Therapist	18	\$59,778	\$70,500	\$72,000	\$31,000 - \$75,000
Rehabilitation Therapist	19	\$59,474	\$69,000	\$72,000	\$30,000 - \$75,000
Self Employed	12	\$56,833	\$42,500	\$35,000	\$35,000 - \$125,000
Special Educator	3	N/A	N/A	N/A	N/A
<b>Total Respondents</b>	<b>602</b>				



The category "Other" included: Activities Assistant, Activity Therapy Assistant, Adoption/Foster Care Caseworker, Assistive Technology Specialist, Chaplain, Complementary Therapies Manager, Autism Spectrum Disorders Consultant, Counselor, Crisis Clinician, Music Psychotherapist, Music Therapy Dept. Manager, Music Therapy Education Lead, Music Therapy Supervisor, Outpatient Psychotherapist, Performing & Creative Arts Music Therapist, Program Assistant, Program Developer, Program Specialist, Psychiatric Rehabilitation Therapist, Psychologist, Recovery Counselor, Registered Therapist, Rehabilitative Teacher, Rehabilitative Services Coordinator, Research Specialist, Service Coordinator, Teacher Assistant, Therapeutic Activities Coordinator, Therapeutic Recreation Assistant, Treatment Consultant, and Treatment Team Leader.

N/A - Insufficient data available

<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

# Salary by Population Served

Population	Number <sup>3</sup>	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
Abused/Sexually Abused	24	\$37,250	\$38,000	\$40,000	\$25,000 - \$44,000
AIDS	10	\$47,000	\$47,000	\$47,000	\$39,000 - \$59,000
Alzheimer's/Dementia	165	\$44,939	\$42,000	\$40,000	\$20,000 - \$110,000
Autism Spectrum Disorders	204	\$48,868	\$44,500	\$40,000	\$20,000 - \$180,000
Behavioral Disorder	159	\$47,503	\$45,000	\$40,000	\$20,000 - \$125,000
Cancer	98	\$49,944	\$47,000	\$40,000	\$20,000 - \$120,000
Chronic Pain	49	\$49,378	\$47,000	\$40,000	\$30,000 - \$82,000
Comatose	17	\$46,059	\$45,000	\$40,000	\$30,000 - \$61,000
Developmentally Disabled	215	\$49,670	\$45,000	\$40,000	\$20,000 - \$180,000
Dual Diagnosed	95	\$49,147	\$45,000	\$40,000	\$20,000 - \$125,000
Early Childhood	103	\$52,660	\$50,000	\$45,000	\$20,000 - \$180,000
Eating Disorders	17	\$44,588	\$40,000	\$40,000	\$30,000 - \$65,000
Elderly Persons	152	\$46,834	\$44,000	\$40,000	\$20,000 - \$125,000
Emotionally Disturbed	119	\$49,525	\$47,000	\$40,000	\$20,000 - \$89,000
Forensic	34	\$52,206	\$50,000	\$72,000	\$30,000 - \$80,000
Head Injured	78	\$47,923	\$46,000	\$40,000	\$20,000 - \$90,000
Hearing Impaired	59	\$47,424	\$45,000	\$45,000	\$30,000 - \$115,000
Learning Disabled	89	\$48,157	\$46,000	\$40,000	\$20,000 - \$94,000
Medical/Surgical	69	\$49,978	\$50,000	\$50,000	\$20,000 - \$94,000
Mental Health	182	\$49,753	\$47,000	\$40,000	\$24,000 - \$125,000
Multiply Disabled	105	\$49,986	\$45,000	\$40,000	\$20,000 - \$125,000
Music Education College Students	12	\$65,750	\$68,500	N/A	\$30,000 - \$120,000
Music Therapy College Students	78	\$65,600	\$63,000	\$65,000	\$24,000 - \$140,000
Neurologically Impaired	118	\$49,852	\$47,000	\$40,000	\$20,000 - \$180,000
Non-Disabled	22	\$51,036	\$43,000	\$32,000	\$20,000 - \$125,000
Other	31	\$54,484	\$50,000	\$50,000	\$20,000 - \$120,000
Parkinson's	69	\$45,652	\$45,000	\$50,000	\$20,000 - \$75,000
Physically Disabled	103	\$48,714	\$45,000	\$40,000	\$20,000 - \$125,000
Post Traumatic Stress Disorder	79	\$51,063	\$50,000	\$40,000	\$25,000 - \$89,000
Rett Syndrome	28	\$56,339	\$55,250	\$65,000	\$20,000 - \$125,000
School Age Population	132	\$50,966	\$47,000	\$40,000	\$20,000 - \$130,000
Speech Impaired	100	\$49,530	\$46,500	\$45,000	\$20,000 - \$125,000
Stroke	94	\$44,713	\$43,000	\$40,000	\$20,000 - \$82,000
Substance Abuse	91	\$51,242	\$49,000	\$40,000	\$24,000 - \$80,000
Terminally Ill	127	\$51,264	\$47,000	\$40,000	\$20,000 - \$200,000
Visually Impaired	75	\$48,880	\$45,000	\$40,000	\$20,000 - \$89,000
<b>Total Respondents</b>	<b>1,184</b>				

**The category "Other" included:** Addiction, Adjudicated Youth, Anxiety/Depression, Bereavement, Blood Disorders, Cerebral Palsy, Child Welfare Involvement, Codependency, Conversion Disorder, Foster Care, Life-Limiting Illnesses, Medically Fragile, Neonatal, Orthopedic Rehabilitation, Other College Students, Palliative Care, Premature Infants, Rural Health, Spinal Cord Injuries, Temporarily Disabled, Traumatic Brain Injury, and Wellness/Personal Growth.

N/A - Insufficient data available

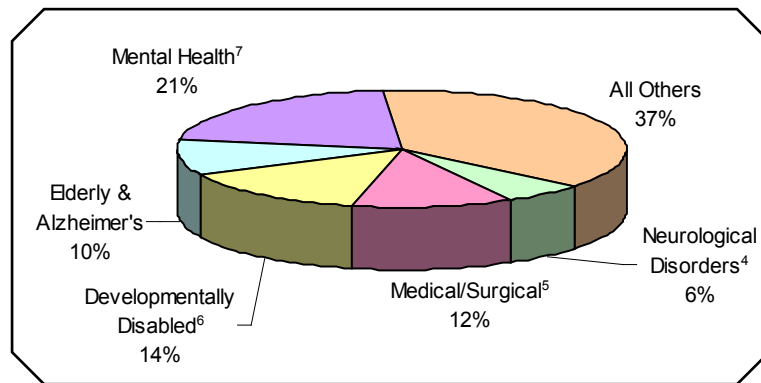
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Populations & Work Settings Served

## POPULATIONS SERVED BY MUSIC THERAPISTS

A graphic representation of the number of survey respondents who reported working with specific populations appears here. The largest category of survey respondents falls under the Mental Health<sup>7</sup> umbrella, which accounts for 21% of the populations reportedly served. The next largest categories are Developmentally Disabled populations<sup>6</sup>, 14%; Medical/Surgical populations<sup>5</sup>, 12%; Elderly & Alzheimer's populations, 10%; and Neurological Disorders<sup>4</sup>, 6%. All other populations account for 37% of the total populations served.



<sup>4</sup>Neurological Disorders includes Parkinson's and Neurologically Impaired.

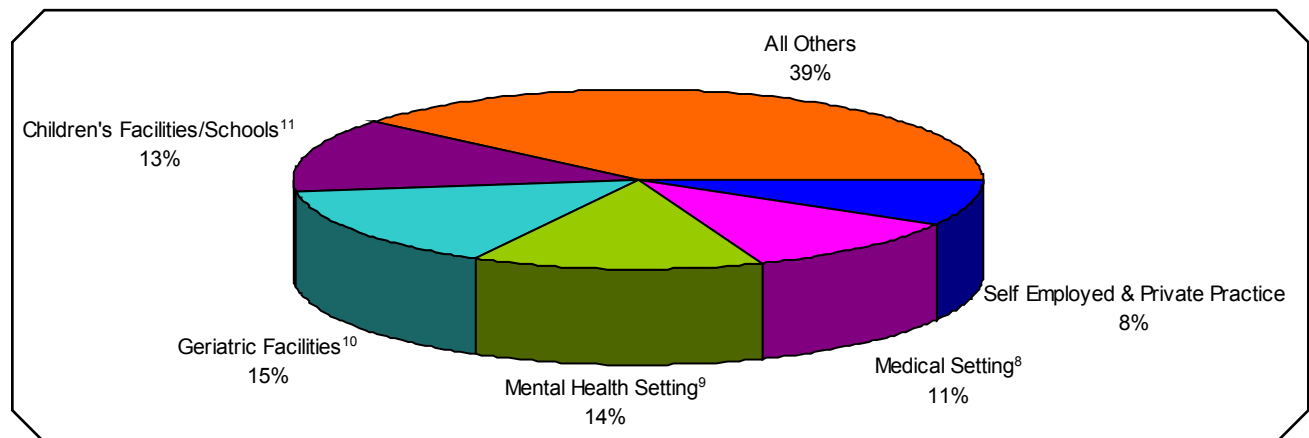
<sup>5</sup>Medical/Surgical includes AIDS, Cancer, Chronic Pain, Comatose, Medical/Surgical, and Terminally Ill.

<sup>6</sup>Developmentally Disabled includes Autism Spectrum, Developmentally Disabled, and Rett Syndrome.

<sup>7</sup>Mental Health includes Behavioral Disorder, Eating Disorders, Emotionally Disturbed, Forensic, Mental Health, Post Traumatic Stress Disorder, and Substance Abuse.

## WORK SETTINGS SERVED BY MUSIC THERAPISTS

A graphic representation of the number of survey respondents who reported working in specific settings appears below. The largest categories of settings reported are Geriatric Facilities<sup>10</sup>, which account for 15% of survey responses, followed by Mental Health Settings<sup>9</sup>, 14%; and Children's Facilities/Schools<sup>11</sup>, 13%. The next largest categories reported are Medical Settings<sup>8</sup>, 11%; and finally, Self Employed & Private Practice, 8%. All other settings account for 39% of the total listed. Please see the next page for salary information organized by work setting.



<sup>8</sup>Medical Setting includes General Hospital, Oncology, Home Health Agency, Outpatient Clinic, Partial Hospitalization, and Children's Hospital or Unit.

<sup>9</sup>Mental Health Setting includes: Child/Adolescent Treatment Center, Community Mental Health Center, Drug/Alcohol Program, Forensic Facility, and Inpatient Psychiatric Unit.

<sup>10</sup>Geriatric Facilities includes: Adult Day Care, Assisted Living, Geriatric Facility - not nursing, Geriatric Psychiatric Unit, and Nursing Home.

<sup>11</sup>Children's Facilities/Schools includes: Children's Day Care/Preschool, Early Intervention Program, and School (K-12).

# Salary by Work Setting Served

Population	Number <sup>3</sup>	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
Adult Day Care	34	\$44,824	\$41,000	\$31,000	\$28,000 - \$70,000
Adult Education	1	N/A	N/A	N/A	N/A
Child/Adolescent Treatment Ctr.	29	\$47,172	\$45,000	\$40,000	\$20,000 - \$84,000
Children's Day Care/Preschool	29	\$52,069	\$52,000	\$55,000	\$20,000 - \$84,000
Children's Hospital or Unit	42	\$47,869	\$46,000	\$50,000	\$30,000 - \$73,000
Community Based Service	50	\$46,400	\$41,000	\$40,000	\$20,000 - \$125,000
Community Mental Health Center	12	\$55,833	\$49,500	\$40,000	\$36,000 - \$125,000
Correctional Facility	7	\$50,714	\$50,000	\$50,000	\$36,000 - \$63,000
Day Care/Treatment Center	22	\$51,045	\$42,500	\$40,000	\$30,000 - \$125,000
Drug/Alcohol Program	16	\$49,500	\$50,000	\$40,000	\$30,000 - \$75,000
Early Intervention Program	23	\$50,304	\$52,000	\$55,000	\$20,000 - \$85,000
Forensic Facility	28	\$54,000	\$54,500	\$72,000	\$30,000 - \$80,000
General Hospital	39	\$49,282	\$46,000	\$38,000	\$20,000 - \$110,000
Geriatric Facility - not nursing	18	\$49,767	\$47,000	\$50,000	\$27,000 - \$110,000
Geriatric Psychiatric Unit	19	\$40,158	\$40,000	\$31,000	\$28,000 - \$72,000
Group Home	23	\$48,957	\$43,000	\$45,000	\$25,000 - \$125,000
Home Health Agency	2	N/A	N/A	N/A	N/A
Hospice/Bereavement Services	88	\$51,330	\$46,500	\$50,000	\$27,000 - \$200,000
Intermediate Care Facility (DD)	19	\$53,421	\$51,000	\$84,000	\$30,000 - \$87,000
Inpatient Psychiatric Unit	65	\$48,538	\$45,000	\$50,000	\$30,000 - \$80,000
Military Base	1	N/A	N/A	N/A	N/A
Music Retailer	2	N/A	N/A	N/A	N/A
Nursing Home/Assisted Living	102	\$43,941	\$40,000	\$35,000	\$24,000 - \$125,000
Oncology	15	\$52,533	\$52,000	\$50,000	\$37,000 - \$71,000
Other	37	\$45,297	\$40,000	\$32,000	\$20,000 - \$94,000
Outpatient Clinic	19	\$46,474	\$40,000	\$40,000	\$30,000 - \$80,000
Partial Hospitalization	9	\$43,000	\$40,000	\$40,000	\$30,000 - \$58,000
Physical Rehabilitation	31	\$45,290	\$42,000	\$38,000	\$30,000 - \$68,000
Private Music Therapy Agency	36	\$40,139	\$36,000	\$50,000	\$20,000 - \$80,000
School (K-12)	105	\$50,981	\$50,000	\$40,000	\$20,000 - \$85,000
Self Employed/Private Practice	62	\$51,629	\$50,000	\$40,000	\$20,000 - \$125,000
State Institution	36	\$54,000	\$51,500	\$70,000	\$30,000 - \$86,000
Support Groups	11	\$48,545	\$45,000	\$40,000	\$30,000 - \$80,000
University/College	71	\$68,687	\$64,000	\$65,000	\$24,000 - \$180,000
Veteran's Affairs	16	\$55,000	\$58,000	\$68,000	\$28,000 - \$68,000
Wellness Program/Center	16	\$46,938	\$42,500	\$40,000	\$24,000 - \$80,000
<b>Total Respondents<sup>3</sup></b>	<b>1,190</b>				

The category "Other" included: Autism Center, Brain Injury Rehab. Center, Child Welfare, Church, Collaborative School, Community College, Community Music School, County Behavioral Health, Domestic Violence Shelter, Habilitation Center, Institute Audiology & Speech therapy, Medicaid Waiver Company, Music Conservatory, Non Profit, Partners in Care, Pediatric Skilled Nursing Facility, Private Health Facility, Private Homes, Private School, Psychiatric Hospital, Residential Treatment Facility, Retirement Community, Skilled Nursing, Social Hospice, Therapeutic Horsemanship Facility, and Vocational Rehabilitation/Job Readiness.

N/A - Insufficient data available

<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.



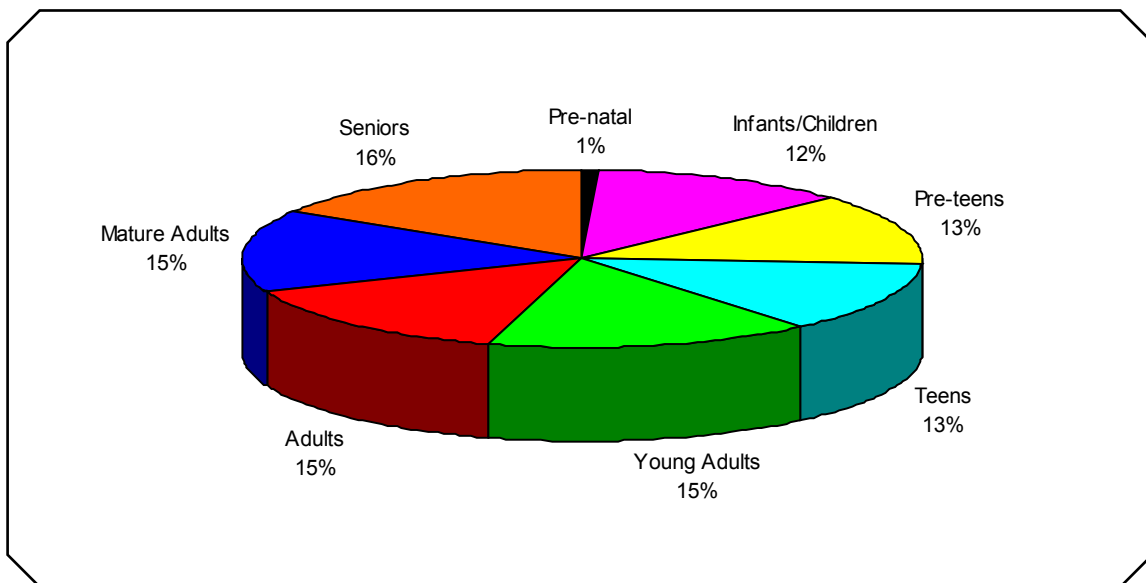
# Salary by Age Range Served

Music therapy is truly a service offered “from the cradle to the grave” and anyone can benefit from music therapy interventions regardless of age or experience. A chart showing the age groups served by survey respondents and salary information reported by those who work with each age group can be found below.

Population	Number <sup>3</sup>	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
Pre-natal	14	\$45,786	\$46,000	\$50,000	\$30,000 - \$73,000
Infants/Children	199	\$50,178	\$46,000	\$45,000	\$20,000 - \$180,000
Pre-teens	211	\$49,386	\$45,000	\$40,000	\$20,000 - \$180,000
Teens	214	\$49,993	\$45,000	\$40,000	\$20,000 - \$180,000
Young Adults	253	\$54,422	\$52,000	\$40,000	\$20,000 - \$180,000
Adults	239	\$51,812	\$48,000	\$45,000	\$20,000 - \$140,000
Mature Adults	243	\$49,864	\$46,000	\$45,000	\$20,000 - \$185,000
Seniors	266	\$46,879	\$43,000	\$40,000	\$20,000 - \$200,000
<b>Total Respondents<sup>3</sup></b>	<b>1,177</b>				

# Age Groups Served

A graphic representation of the number of survey respondents who reported serving specific age groups appears below. Survey responses are fairly evenly distributed throughout most age groups music therapists serve. With the exception of the Pre-natal age group, each category is served by between 12% and 16% of survey respondents. Pre-natal populations are served by 1% of survey respondents. Data gathered confirms that music therapy services are provided to clients throughout all stages of life.

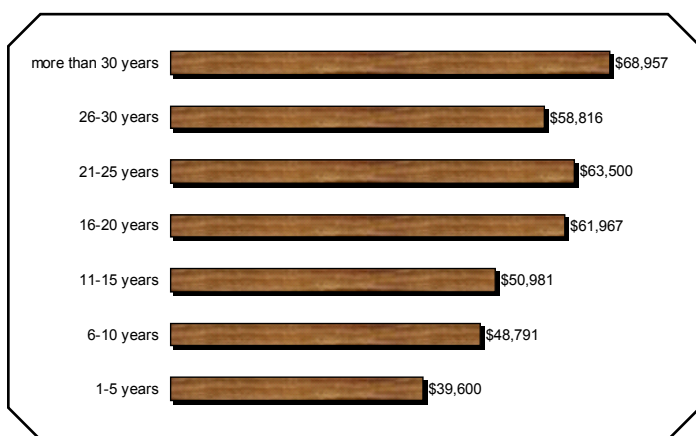


<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Salary by Years in the Profession

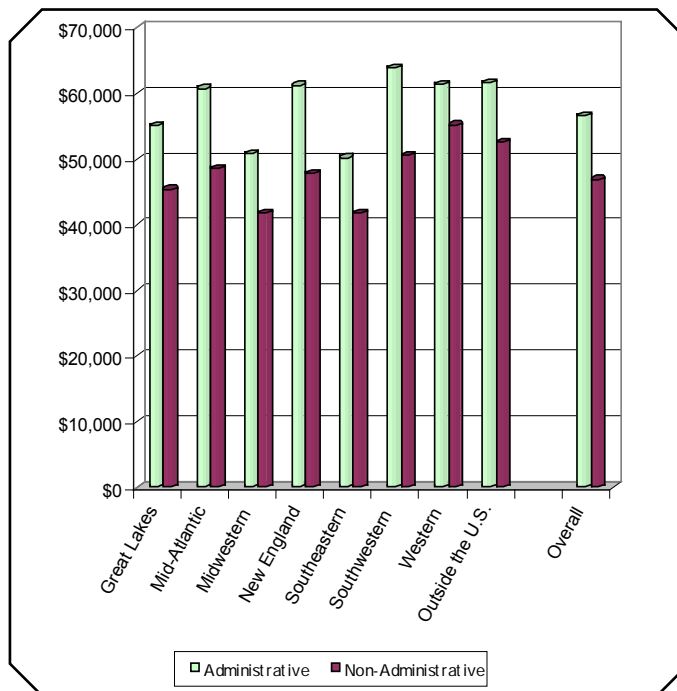
Population	Number	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
1 - 5 years	190	\$39,600	\$38,000	\$40,000	\$20,000 - \$78,000
6 - 10 years	127	\$48,791	\$45,000	\$40,000	\$20,000 - \$120,000
11 - 15 years	64	\$50,981	\$50,000	\$40,000	\$24,000 - \$90,000
16 - 20 years	60	\$61,967	\$55,000	\$50,000	\$20,000 - \$200,000
21 - 25 years	44	\$63,500	\$64,000	\$65,000	\$35,000 - \$125,000
26 - 30 years	38	\$58,816	\$60,000	\$65,000	\$33,000 - \$80,000
more than 30 years	70	\$68,957	\$63,000	\$50,000	\$28,000 - \$140,000
<b>Total Survey Respondents</b>	<b>593</b>				



More than half of all survey respondents in this category have been practicing 10 years or less, reporting an average annual salary of \$43,282 for the first 10 years in the music therapy profession.

# Administrative vs. Non-Administrative Jobs

The adjacent graph displays a regional comparison between average salaries in jobs which require supervision and/or administrative duties and jobs in which administrative duties are not a part of the expected responsibilities. As one might expect, music therapists who work in jobs which are administrative in nature (either in whole or in part), receive higher salaries. From 1,200 respondents who answered this survey question, the overall average administrative salary<sup>2</sup> was \$56,565. This compares to an overall average non-administrative salary<sup>2</sup> of \$46,930.



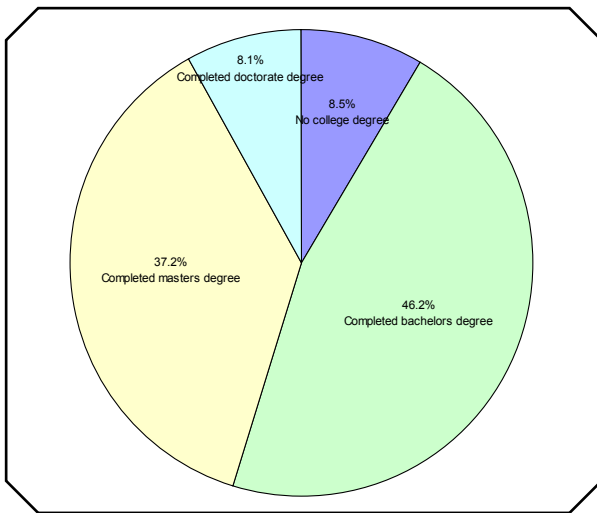
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

# Education and Advanced Degrees

Survey respondents largely comprise people holding a baccalaureate degree (46%). 37% of survey respondents holds a degree at the master's level, while 8% holds a doctoral degree. The majority of those reporting no degree are students and interns. A breakdown of master's and doctoral degrees held by survey respondents can be seen below.

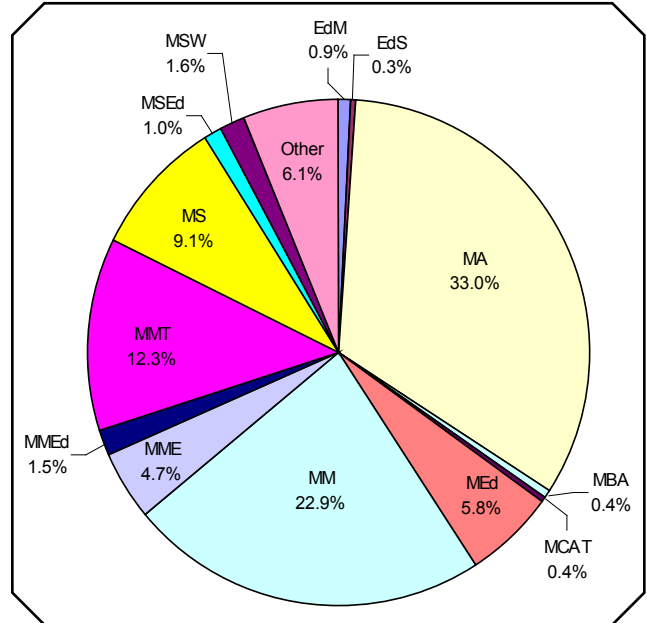
## Level of Education

Education	Responses
No college degree.....	120
Bachelor's degree.....	652
Master's degree.....	525
Doctorate degree.....	115
<b>Total Survey Respondents</b>	<b>1,412</b>



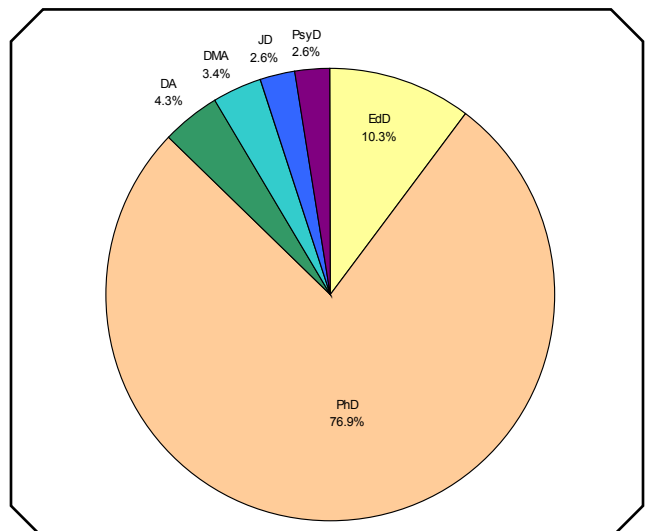
## Breakdown of Masters Degrees

Master's Degree	Responses
EdM.....	6
EdS.....	2
MA.....	226
MBA.....	3
MCAT.....	3
MEd.....	40
MM.....	157
MME.....	32
MMEd.....	10
MMT.....	84
MS.....	62
MSEd.....	7
MSW.....	11
Other.....	34
<b>Total Respondents<sup>3</sup></b>	<b>601</b>



## Breakdown of Doctoral Degrees

Doctoral Degree	Responses
DA.....	5
DMA.....	4
EdD.....	12
JD.....	3
PhD.....	90
PsyD.....	3
<b>Total Respondents<sup>3</sup></b>	<b>118</b>



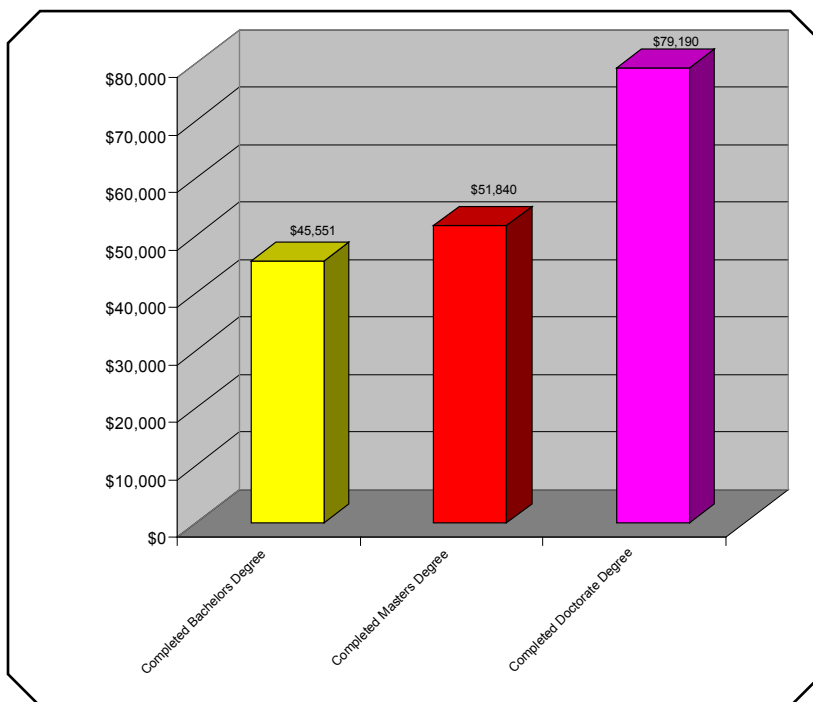
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Salary by Level of Education

Survey respondents who worked full time and indicated a salary on the 2013 member survey were compared for the first time this year by their reported highest level of education. Salaries seem to rise with additional educational degrees. However, it should be noted that many other variables influence salary (e.g., years of experience, setting, and geographic location). Without cross tabulations and other analyses, it is not possible to discover which is the single most significant variable in salary determination.

Highest Level of Education	Number	Average Salary <sup>2</sup>	Median Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
No College Degree	2	N/A	N/A	N/A	N/A
Bachelors Degree	267	\$45,551	\$42,000	\$40,000	\$20,000 - \$250,000
Masters Degree.	267	\$51,840	\$50,000	\$40,000	\$20,000 - \$120,000
Doctorate Degree	63	\$79,190	\$67,000	\$60,000	\$38,000 - \$200,000
<b>Total Respondents</b>	<b>599</b>				

A variety of factors (which include each of the categories reported in this Workforce Analysis) work together to influence salary. As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include, but are not limited to: level of education, experience, geographic location, cost of living, business costs (such as liability insurance, space, equipment, travel, supplies, instruments, etc.), benefits (such as health, life, and disability insurance; worker's compensation; vacation and sick leave), and indirect service working time (such as assessments, interventions, documentation, billing, meetings, and treatment team communication). AMTA does not establish fees for service, but rather suggests music therapists consider the factors that most influence them in their present circumstances and then set fees accordingly. Music therapists may wish to consult business advisors and/or accountants to assist in establishing appropriate professional fees for delivery of music therapy services. It is recommended clinicians consider a combination of several of factors, rather than any one single category when setting fees to determine a reasonable and customary rate that is agreeable to prospective clients, employers and service providers and so that rates reflect the extent and quality of the music therapy services provided.



N/A - Insufficient data available

<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

# Self-Employment Rates

While much of the salary data reported in this Workforce Study applies to full time employment, this page gives an hourly breakdown of fees, which should be helpful for individuals providing music therapy services in private practice, in part time situations, or as a contractual agreement. As discussed on the previous page, multiple factors must be considered when establishing fees for professional music therapy services and these factors should be considered when discussing hourly fees as well. It is recommended clinicians charging hourly rates also consider a combination of factors when setting fees to determine a reasonable and customary rate that is agreeable to both clients and service providers. The full range of cost factors should be considered so that rates reflect the extent and quality of the music therapy services provided.

Average hourly rates reported by those providing individual sessions range from \$55 to \$67 per hour based on the region. Overall, the average rates are fairly closely grouped among all regions across the United States.

The overall average hourly rates reported by those providing group services range from \$59 to \$77 across the United States.

Region	Number	Average Rate/Hr.
Great Lakes	110	\$59.08
Mid-Atlantic	121	\$71.75
Midwestern	43	\$61.81
New England	44	\$72.64
Southeastern	83	\$61.29
Southwestern	43	\$77.19
Western	86	\$73.60
Outside the US	16	\$67.44
<b>Overall</b>	<b>546</b>	<b>\$67.49</b>

In the case of music therapy assessments, some music therapists charge an hourly fee for assessments while others may charge a flat fee for this service. Music therapy assessments may vary in terms of time commitment. Survey respondents charging a single fee for assessments were asked to estimate the number of hours usually invested in an assessment and divide their total fee by that number for an hourly average.

Region	Number	Average Rate/Hr.
Great Lakes	132	\$55.14
Mid-Atlantic	148	\$67.07
Midwestern	49	\$55.20
New England	42	\$64.40
Southeastern	84	\$58.73
Southwestern	59	\$66.88
Western	94	\$66.24
Outside the US	17	\$62.88
<b>Overall</b>	<b>625</b>	<b>\$62.06</b>

The overall average rates reported by those providing assessment services range from \$68 to \$90 across the United States.

Region	Number	Average Rate/Hr.
Great Lakes	116	\$68.22
Mid-Atlantic	121	\$83.27
Midwestern	39	\$70.92
New England	28	\$83.21
Southeastern	71	\$72.73
Southwestern	45	\$89.73
Western	72	\$81.92
Outside the US	13	\$73.00
<b>Overall</b>	<b>505</b>	<b>\$77.50</b>

# Job Report<sup>2</sup> - New Full Time Jobs

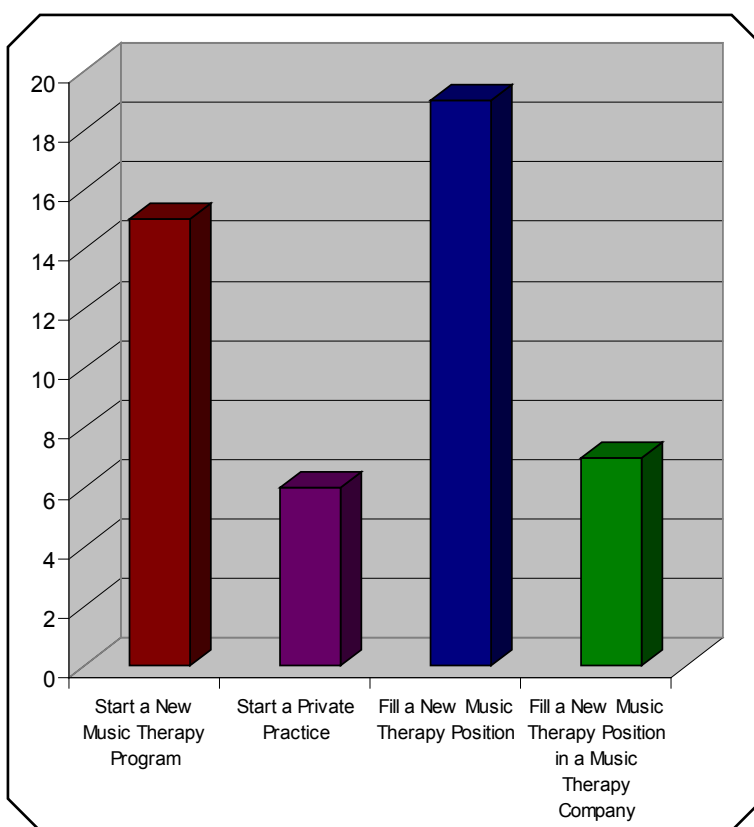
Forty-seven new full time music therapy positions were created in 2012. The list below shows work settings served as reported by each person holding one of these new jobs.

## POSITIONS CREATED IN 2012

Start a New Music Therapy Program<sup>3</sup> ..... 15  
*Adult Day Care, Child/Adolescent Treatment Center, Drug/Alcohol Program, Hospice/Bereavement Services, Military Base, Nursing Home/Assisted Living, Outpatient Clinic, Physical Rehabilitation, Private Music Therapy Agency, Social Hospice, University/College, Wellness Program/Center*

Start a Private Practice<sup>3</sup> ..... 6  
*Geriatric Psychiatric Unit, Intermediate Care Facility (DD), Private Music Therapy Agency, Self Employed/Private Practice*

Fill a New Music Therapy Position<sup>3</sup> ..... 19  
*Adult Day Care, Adult Education, Child/Adolescent Treatment Center, Children's Day Care/Preschool, Community Based Service, Community Mental Health Center, Drug/Alcohol Program, Early Intervention Program, Forensic Facility, General Hospital, Geriatric Psychiatric Unit, Home Health Agency, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Nursing Home/Assisted Living, Other, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice*



Fill a New Music Therapy Position in a Music Therapy Company<sup>3</sup> ..... 7  
*Adult Day Care, Children's Day Care/Preschool, Day Care/Treatment Center, Early Intervention Program, Group Home, Hospice/Bereavement Services, Nursing Home/Assisted Living, Other, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice*

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**Total New Positions Created in 2012.....47**

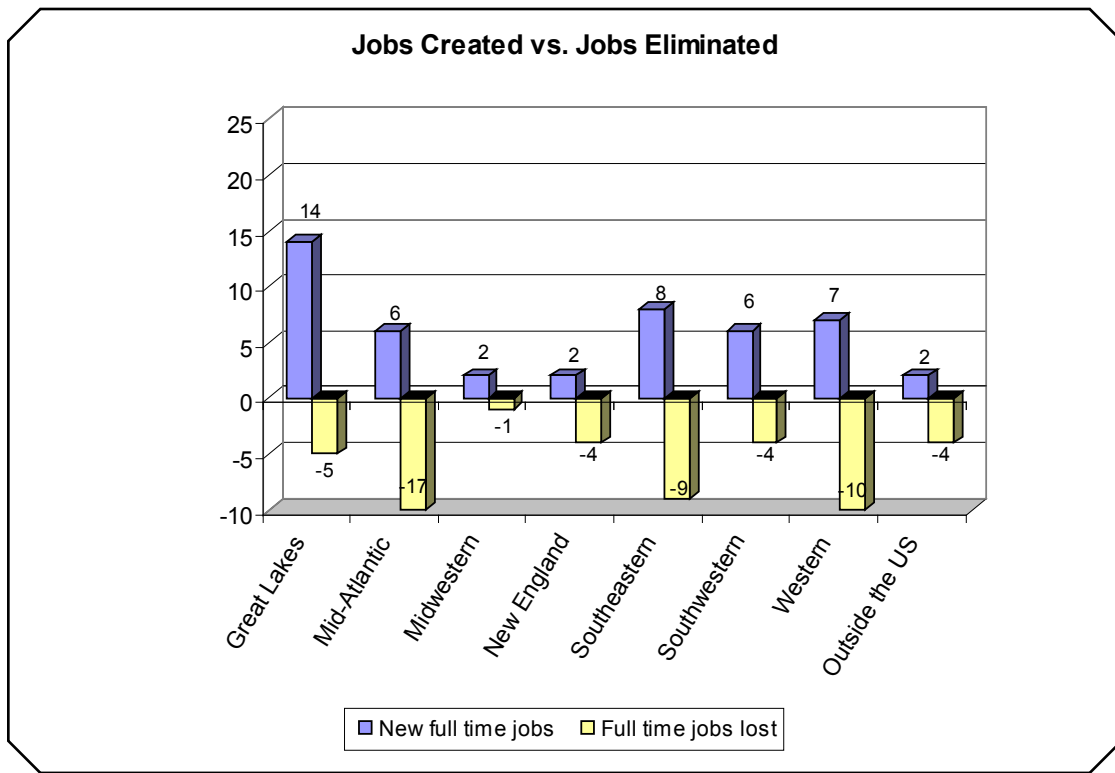
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Job Report<sup>2</sup> - Jobs Changed & Lost

## POSITIONS ELIMINATED IN 2012

Music Therapy Jobs Cutback.....	23
Facility Closed .....	6
Music Therapy Program Closed.....	13
Private Practice Closed.....	2
Other .....	10
<hr/>	
<b>Total Positions Eliminated in 2012.....</b>	<b>54</b>



## POSITIONS RESIGNED

Resigned Position for family reasons.....	3
Resigned Position - changed job.....	1
Resigned Position - moved.....	4
Resigned Position - other .....	8
<hr/>	
<b>Total Positions Resigned .....</b>	<b>16</b>

## CHANGES TO A NEW POSITION

Replace a music therapist.....	37
Fill a Music Educator Position .....	6
Replace a Non-Music Therapist.....	13
Other .....	20
<hr/>	
<b>Total Changes to a New Position .....</b>	<b>76</b>

<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

# Clients Served by Music Therapists

On the 2013 AMTA Member Survey, members were asked to estimate the number of clients for whom they provided music therapy services in the entirety of the year 2012. 1,051 survey respondents reported having seen a total of 194,035 clients last year — an average of 185 clients per service provider. The map below shows the number of clients seen last year in each state and the number of corresponding survey respondents (in parentheses).



Of 1,185 survey respondents who indicated a job title on their survey, 87% reported their job title as one which involves clinical responsibilities (Excluding Case Manager, Director/Admin./Supervisor and Faculty). As of September 16, 2013, a reported 293 music therapists were listed on the National Music Therapy Registry and 5,775 board certified music therapists were reported by the Certification Board for Music Therapists. Extrapolating from the number of qualified music therapists, if 87% of these 6,068 music therapists each saw an average of 185 clients, then it can be inferred that an estimated 976,615 people received music therapy services last year in the United States.



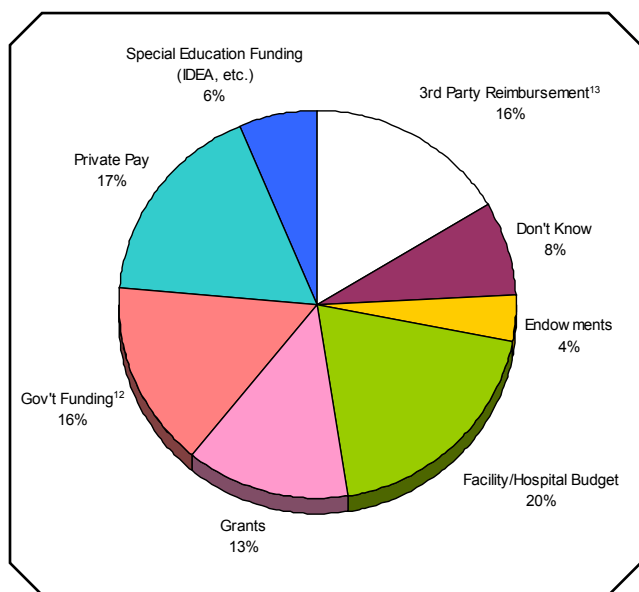
# Facilities Served by Music Therapists

On the 2013 AMTA Member Survey, members were asked to estimate the number of distinct facilities in which they provided music therapy services in the entirety of the year 2012. 1,087 survey respondents reported having provided services in a total of 5,630 facilities last year — an average of 5.2 facilities per service provider. The map below shows the number of facilities served in each state and the number of corresponding survey respondents (in parentheses).



If 87% of the estimated 6,068 music therapists in the United States (as discussed on the previous page) each provided services in an average of 5.2 facilities, it can be inferred that an estimated 27,451 facilities in the United States offered some form of music therapy services to their clients in the year 2012.

# Funding for Music Therapy Services



Approximately 32% of survey responses reported some form of reimbursement for music therapy services either via Government Funding<sup>12</sup> or 3rd Party Reimbursement<sup>13</sup> (see adjacent graph). This number continues to rise as patients, family members, and health care providers become aware of the benefits of music therapy. A breakdown of all funding categories reported appears in the chart below.

As government agencies and insurance companies respond to increased market demand for quality health care services, music therapy interventions are being favored for their ability to meet treatment goals and address quality of life needs. In response to increased recognition of music therapy's unique contributions, AMTA continues to work to facilitate the reimbursement process for clients receiving

music therapy services. AMTA now offers the online E-course, "Music Therapy Reimbursement: Sources and Steps to Success," as well as many member resources to aid music therapists in exploring reimbursement for music therapy services.

Understanding the basics about reimbursement is essential — regardless of a music therapist's employment setting or situation. Whether justifying the cost effectiveness in a Medicare PPS system, establishing eligibility under Medicaid, or documenting medical necessity under private insurance, it is important to explore all possible reimbursement sources within each work environment.

Funding Source	Number of Responses	Percentage of Responses
Budgeted by Facility/Hospital.....	389	19.63%
Don't Know.....	152	7.67%
Endowments.....	76	3.83%
Grants/Donations.....	260	13.12%
Medicaid Waiver.....	115	5.8%
Medicare Reimbursement.....	81	4.09%
Other—3rd party payment.....	51	2.57%
Other Gov't Funds.....	81	4.09%
Private Insurance Plans.....	65	3.28%
Private Pay.....	343	17.31%
IDEA/Special Education Funding.....	126	6.36%
State/County Funding.....	229	11.55%
TRICARE.....	7	0.35%
Workers Compensation.....	7	0.35%
<b>Total Respondents<sup>3</sup></b>	<b>1,100</b>	

<sup>3</sup> Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

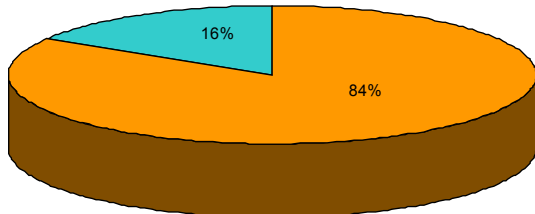
<sup>12</sup> Gov't Funding includes: Other Gov't Funds (less responses appropriate for 3rd Party Reimbursement) and State/County Funding.

<sup>13</sup> 3rd Party Reimbursement includes: TRICARE, Medicaid, Medicare, Private Insurance Plans, Workers Compensation and appropriate responses listed in "Other" categories.

# Employers Financing Music Therapy

## EMPLOYER-FINANCED PROFESSIONAL ACTIVITIES

More than three-quarters of all survey respondents are receiving some form of financial support from their employers for professional activities and continuing education.



■ Employer financed activities ■ No professional activities financed

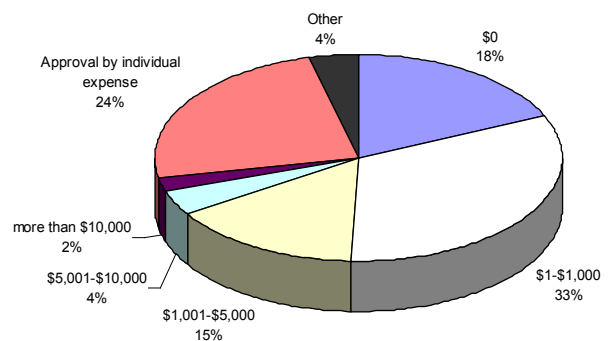
The category "Other" included: Air Travel Discount, Company Affiliated Courses, Conferences after 1 year of employment, Dependant upon Yearly Budget, Educational Resources, Equipment, Grant Funding, Grants, Liability Insurance, Mileage/Transportation, One conference every two years, One conference per year, Portion of Conference Registration, Psychology Seminars, Registration Assistance, Senior Living Conferences, Travel, and Tuition Waiver.

Activity	# of Responses	% of Responses
AMTA Dues.....	150	7.0%
AMTA Annual conference.....	211	9.8%
Approval as needed.....	175	8.2%
Continuing Education.....	214	10.0%
Given a fixed amount per year.....	88	4.1%
Graduate studies.....	51	2.4%
Leave to attend events.....	342	15.9%
Other.....	84	3.9%
Registration/Certification.....	115	5.4%
Related Conferences/Workshops....	182	8.7%
State/Regional Conferences.....	186	8.7%
None.....	349	16.3%
<b>Total Respondents<sup>3</sup></b>	<b>1,020</b>	

## PURCHASING BUDGET FOR MUSIC THERAPY PROGRAMS

Nearly half of all survey respondents reported receiving a purchasing budget for their programs of between \$1 and \$5,000 last year. 82% of music therapists surveyed said they receive monies from their employers for music therapy program budgets while 18% receive no monies for purchasing equipment. In most cases, the respondents from the \$0 category report that they are either self-employed or in private practice.

Budget Size	# of Responses	% of Responses
\$0	179	18.4%
\$1-\$1,000	313	32.2%
\$1,001-\$5,000	148	15.2%
\$5,001-\$10,000	39	4.0%
more than \$10,000	19	2.0%
Approval by individual expense	235	24.2%
Other	39	4.0%
<b>Total Respondents</b>	<b>972</b>	



<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Membership in AMTA in 2014



AMTA is your professional association...your intellectual home. Becoming a member of AMTA supports our mission (to advance public awareness of the benefits of music therapy and to increase access to quality music therapy services in a rapidly changing world) and shows your commitment to our profession by supporting the programs and initiatives that make music therapy strong.

## What You Get: \$235 Professional Membership:

- *Journal of Music Therapy & Music Therapy Perspectives* Subscriptions
- AMTA-pro: Free, Convenient, Online Continuing Education
- Member Area of AMTA Website
- Conference Discount
- Publications & Online E-Courses Discount
- NMTR Maintenance Discount
- Job Center/Job Hotline/Referral List Inclusion/Posting a Job
- Online Directory and Yearly Workforce Study
- Private Practice/Reimbursement/Technical Assistance
- Public Education, Advocacy and Job Creation

## Worth: Over \$3300/year:

- \$566 (print and online access)
- \$600 (≈\$50 per podcast value)
- \$218 (based on average subscription rates)
- \$235
- \$75 (based on ≈value of 5 purchases)
- \$215
- \$350 (based on average subscription rates)
- \$50
- \$50 (per 30 minute phone call)
- \$1000

But the best reason to join AMTA is for a strong national voice for music therapy standing beside you. As a member, you support the music therapy profession and make it possible for our profession to grow.