



*Music  
Therapy:  
"a Continuum  
of  
Growth"*

**2015 AMTA  
Member Survey and  
Workforce Analysis**

A Descriptive Statistical  
Profile of the AMTA  
Membership





# A DESCRIPTIVE STATISTICAL PROFILE OF THE 2015 AMTA MEMBERSHIP

## Contents

Highlights.....	4
Overview.....	5
Membership Categories .....	6
International Members.....	7
Survey Response .....	8
Gender, Ethnicity and Age .....	9
Weekly Hours Worked.....	10
Membership and Average Salary by State ..	11
Salary by Region .....	12
Salary by Job Title .....	13
Salary by Population Served .....	14
Populations and Work Settings Served .....	15
Salary by Work Setting Served.....	16
Salary by Age Range Served .....	17
Age Groups Served.....	17
Salary by Years in the Profession.....	18
Administrative vs. Non-Administrative Jobs	18
Education and Advanced Degrees .....	19
Salary by Education Level .....	20
Self-Employment Rates.....	21
Music Therapy Businesses.....	22
Employer Financed Professional Activities.	23
Purchasing Budget .....	23
Jobs Created, Changed and Lost.....	25
Clients Served .....	26
Facilities Served .....	27
Funding for Music Therapy Services .....	28

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## At a Glance: Survey Highlights

Average salary reported for music therapists in 2014 was \$53,735 (an increase of \$3,000 from previous year).

An estimated 1.5 million people received music therapy services in 2014.

Music therapists provided services in an estimated 33,330 facilities in 2014.

New: 26% of survey respondents are music therapy business owners.

The average salary increased in 24 states over 2014 reports.

Most commonly reported job title was "Music Therapist," by 59% of survey respondents.

Ninety new music therapy jobs were created in 2014 as reported on the 2015 survey (an increase from 73 created in 2013).

Average rates for individual music therapy services across the country are a reported \$65 per hour.

Average salaries increased in six of seven AMTA regions in the United States and also outside the U.S.

29% of survey respondents reported receiving some form of reimbursement for music therapy services.

Salaries have increased steadily since 1998.

Annual salary for those with 10 or fewer years' experience was a reported \$45,069.

Average rates for group music therapy services across the country are a reported \$73 per hour.

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

# Overview

Welcome to the *2015 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 other 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. All music therapists, both members and non-members alike, are invited and encouraged to complete the survey.

This document is designed to be used by music therapists, administrators, and members of the public who are attempting to promote 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.

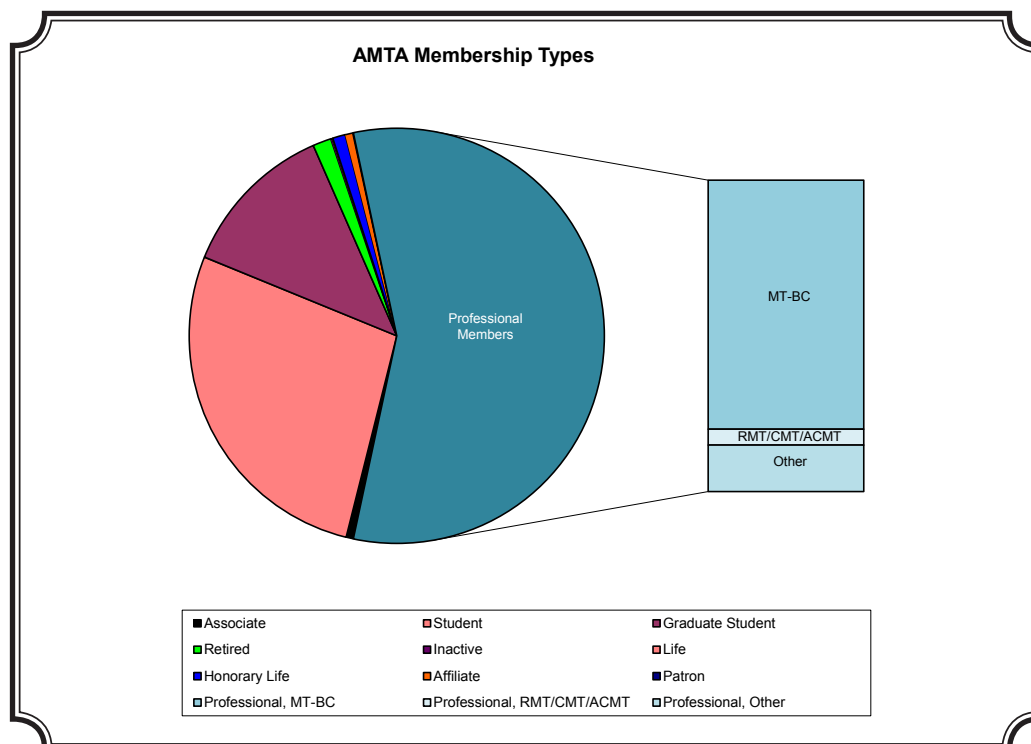
As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include: level of education; experience; geographic location; business costs (e.g., liability insurance, space, equipment, travel, 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 that 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 and around the world. 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 October 1, 2015.

<u>Type of Membership</u>	<u>Number</u>	<u>% of Membership</u>
Professional, MT-BC .....	1,742 .....	45.4%
Professional, ACMT/CMT/RMT .....	111 .....	2.9%
Professional, Other .....	325 .....	8.5%
Associate .....	22 .....	0.6%
Student .....	1047 .....	27.3%
Graduate Student .....	470 .....	12.2%
Retired .....	55 .....	1.4%
Inactive .....	4 .....	0.1%
Life .....	2 .....	<0.1%
Honorary Life .....	38 .....	1.0%
Affiliate .....	23 .....	0.6%
Patron .....	2 .....	<0.1%
<b>Total Members .....</b>	<b>3,841</b>	

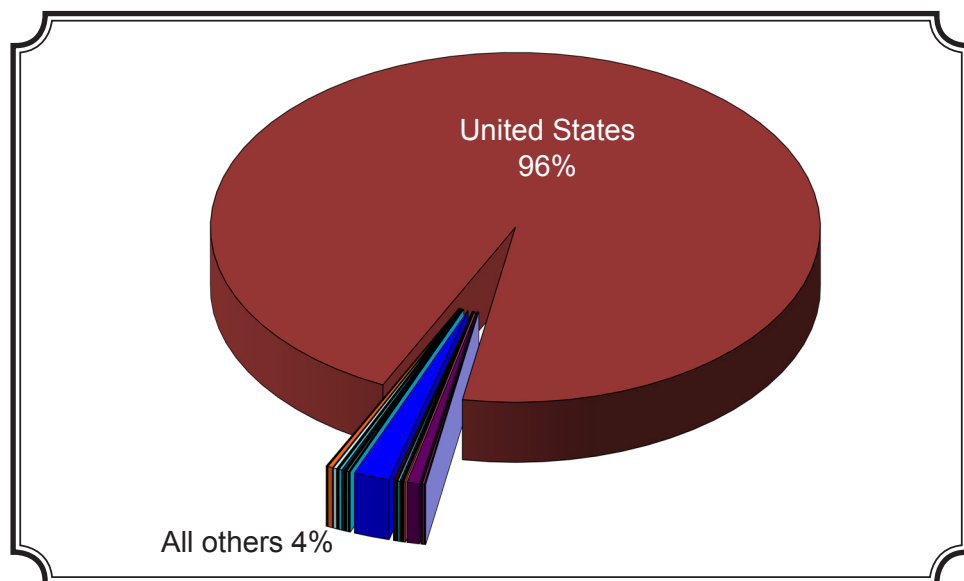


\*as of October 1, 2015. Information gathered from member records.

# 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 2015, AMTA members live in over 30 countries outside the United States and all around the globe. International members comprise 4% of the AMTA membership.

<u>Country</u>	<u># Members</u>	
Argentina .....	2	Malaysia .....
Australia.....	4	Mexico .....
Austria .....	1	New Zealand .....
Bahrain .....	1	Norway .....
Canada.....	25	Portugal .....
China .....	3	Puerto Rico.....
Egypt .....	1	Qatar.....
Estonia.....	1	Singapore .....
Germany.....	1	South Korea.....
Great Britain .....	1	Spain .....
Greece.....	2	Sweden.....
Hong Kong.....	4	Taiwan .....
Ireland.....	2	Thailand.....
Israel.....	4	Turkey.....
Italy .....	1	United Kingdom.....
Japan.....	73	United States .....
Macau.....	1	
		<b>Total AMTA Members*</b>
		<b>3,841</b>



\*as of October 1, 2015. Information gathered from member records.

# Survey Response

The AMTA Member Survey was conducted online during the summer and fall of 2015. Over 10,000 potential survey respondents were invited to participate in the online survey through multiple requests via direct email, and public invitations through 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 board certified music therapists who have provided contact information to AMTA in the past. 1,562 anonymous responses were received — an approximate 16% response rate for all those who were invited to participate.

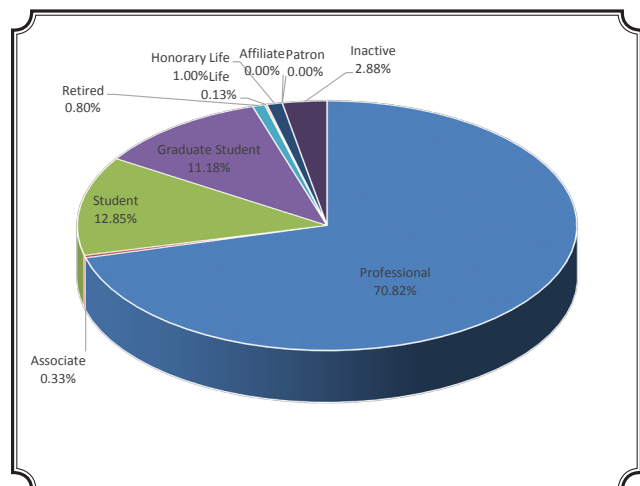
Of those who responded to the survey, 81.3% identified themselves as a practicing music therapist. 18.7% of survey respondents identified themselves as “not currently practicing music therapy,” the majority of whom are most likely students, graduate students, interns or those who have retired.

Of survey responses, 1,431 were returned by those identifying themselves as AMTA members, approximately 92% of the survey response. These 1,431 surveys returned by AMTA members represents 37% of the total AMTA membership (as of 10/1/15). Approximately 8% of the survey responses were from people who indicated that they had not yet become 2015 members of AMTA.

# Member Responses

Survey respondents were asked to indicate their AMTA member status. Member categories they reported holding appear below. It is noted that 43 survey respondents identified themselves as “inactive” while only 4 Inactive Members of AMTA exist in 2015. Because survey response is anonymous, it is not possible to determine which of these respondents are actually paid Inactive Members of AMTA, rather than simply not members in the current year.

Member Type	Responses
Professional .....	1,058
Associate.....	5
Student.....	192
Graduate Student.....	167
Retired.....	12
Inactive.....	43
Life .....	2
Honorary Life.....	15
Affiliate .....	0
Patron.....	0
<b>Total.....</b>	<b>1,494</b>
No response.....	68

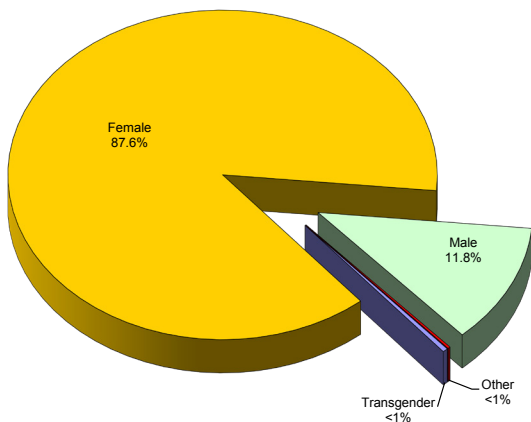




# Gender, Ethnicity and Age of Survey Respondents

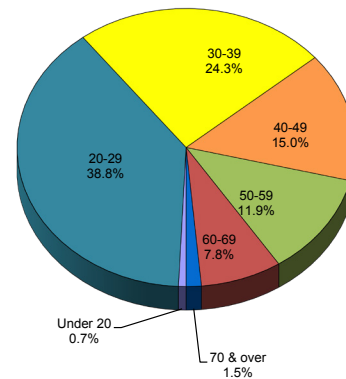
## GENDER

Gender	Number
Female	1,334
Male	179
Transgender	3
Other	6
<b>Total Respondents</b>	<b>1,522</b>



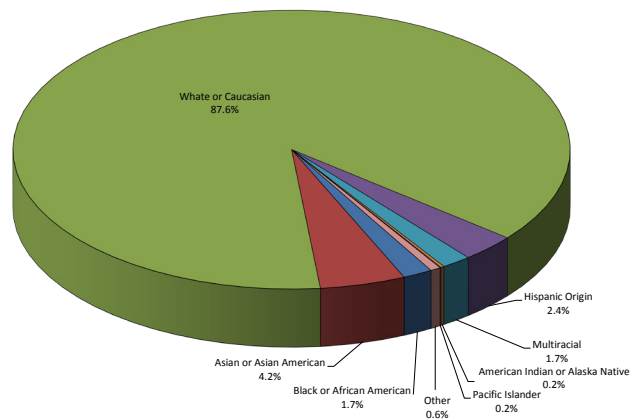
## AGE

Age	Number
Under 20	11
20-29	589
30-39	368
40-49	228
50-59	181
60-69	118
70 & over	22
<b>Total Respondents</b>	<b>1,517</b>



## ETHNICITY

Ethnicity <sup>1</sup>	Number
Black or African American	26
Asian/Asian American (includes Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, Taiwanese, Other Asian)	75
Caucasian/White	1,323
Hispanic/Latino/Spanish	48
Multiracial	26
American Indian/Alaska Native	3
Pacific Islander (includes Guamanian, Chamorro, Native Hawaiian, Samoan, Other Pacific Islander)	1
Other	9
<b>Total Respondents</b>	<b>1,511</b>

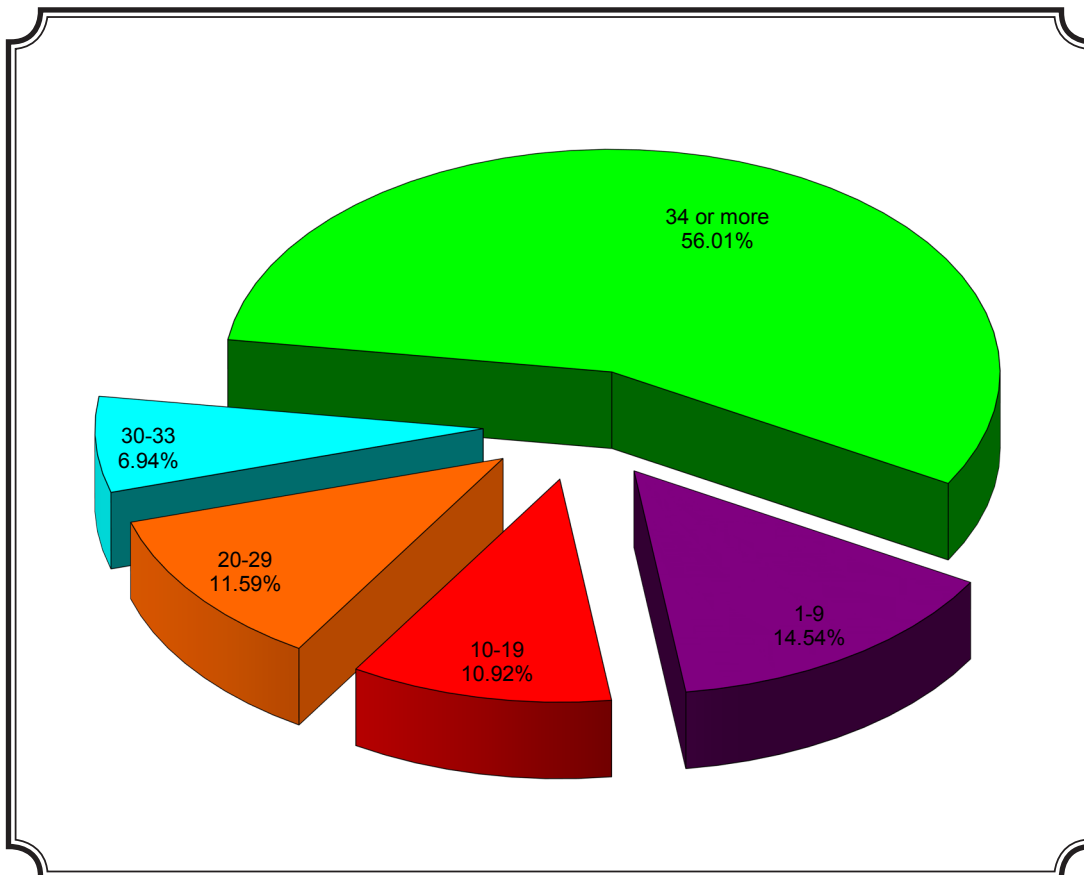


<sup>1</sup>Race categories based on those outlined by the US Census Bureau for the 2010 Census.

# Weekly Hours Worked by Survey Respondents

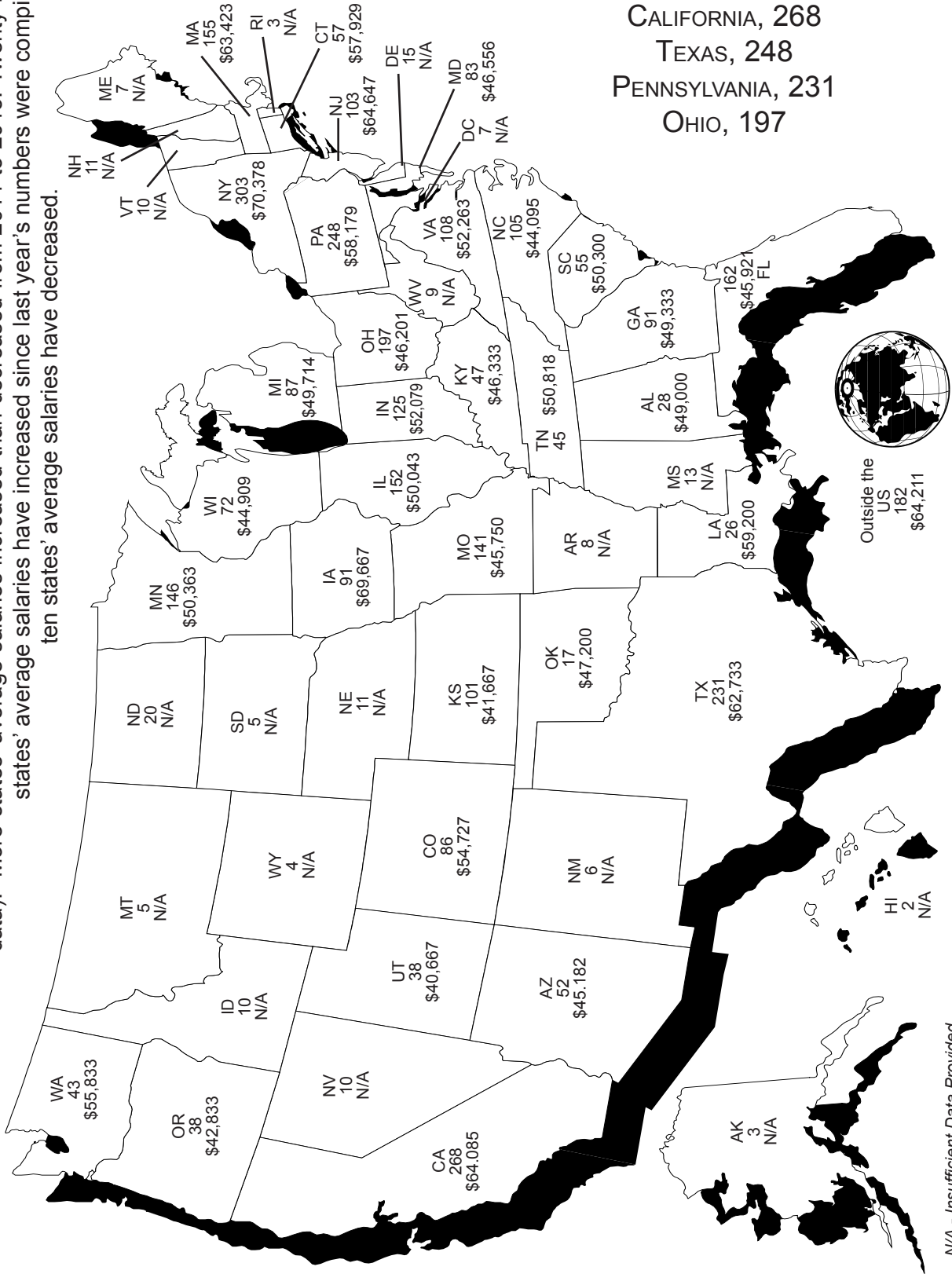
Over half of all survey respondents reported working full time, which is defined as working an average of 34 or more hours each week. It should be noted that respondents to this question included all members of AMTA, both professional, student, retired, etc.

<u>Weekly Hours Worked</u>	<u>Number of Responses</u>	<u>% of Responses</u>
1 - 9 hours per week .....	197 .....	14.54%
10 - 19 hours per week .....	148 .....	10.92%
20 - 29 hours per week .....	157 .....	11.59%
30 - 33 hours per week .....	94 .....	6.94%
34 or more per week (full time) .....	759 .....	56.01%
<b>Total Respondents</b>	<b>1,355</b>	



# Membership and Average Salary by State

This map of the United States depicts the number of AMTA members in each state as of October 1, 2015 and the average full time salary reported on the AMTA survey for each state<sup>2</sup>. The average full-time salary for all survey respondents, both inside and outside the U.S., is \$53,735 (an increase of \$2,927 over 2014 reported data). More states' average salaries increased than decreased from 2014 to 2015. Twenty-four states' average salaries have increased since last year's numbers were compiled; ten states' average salaries have decreased.

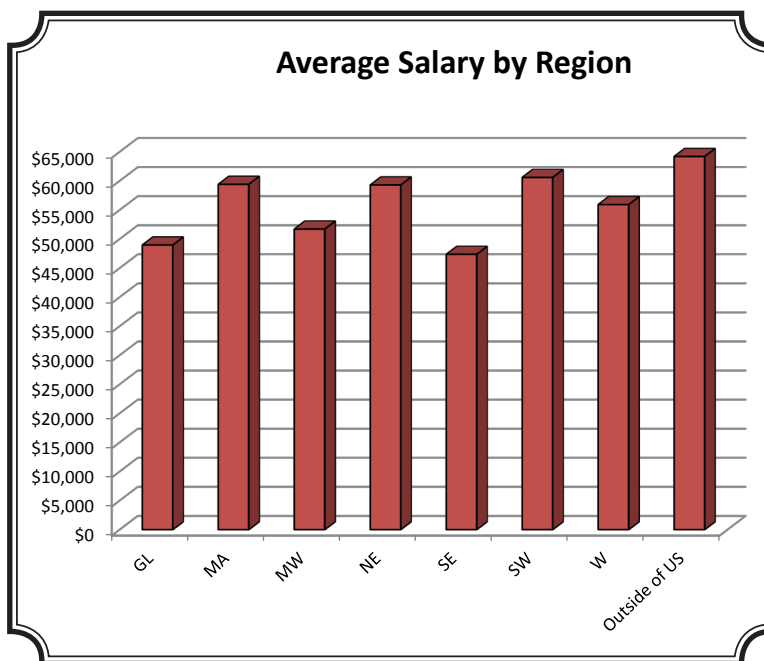


N/A - Insufficient Data Provided  
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

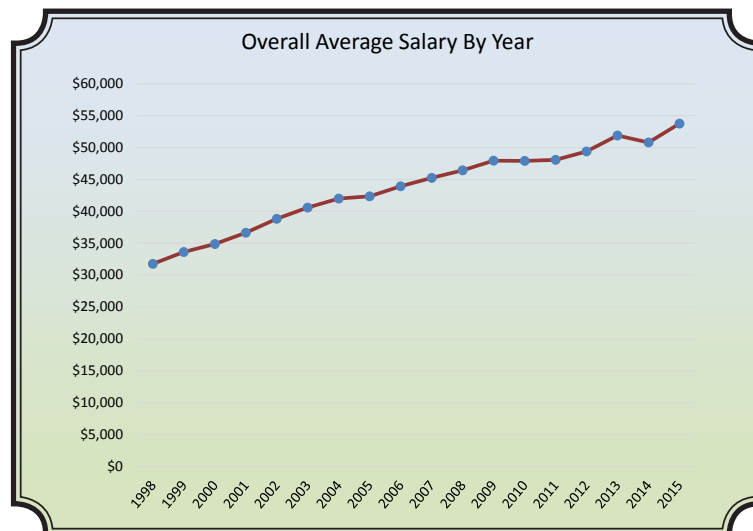
# Salary by Region

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	173	\$48,981	\$45,000	\$40,000	\$20,000 - \$160,000
Mid-Atlantic	137	\$59,423	\$50,000	\$40,000	\$12,000 - \$375,000
Midwestern	78	\$51,718	\$42,000	\$40,000	\$14,000 - \$375,000
New England	31	\$59,306	\$60,000	\$60,000	\$10,000 - \$110,000
Southeastern	113	\$47,372	\$44,000	\$50,000	\$23,000 - \$100,000
Southwestern	54	\$60,611	\$52,000	\$40,000	\$30,000 - \$420,000
Western	80	\$55,938	\$55,000	\$60,000	\$12,000 - \$103,000
Outside the US	19	\$64,211	\$57,000	\$50,000	\$20,000 - \$145,000
<b>Overall</b>	<b>685</b>	<b>\$53,735</b>	<b>\$48,000</b>	<b>\$40,000</b>	<b>\$10,000 - \$420,000</b>

Survey responses from the 2015 Membership Survey show the overall average salary reported was \$53,735, an increase of \$2,927 over salaries reported from the Membership Survey conducted in 2014. The overall median salary reported in 2015 was \$48,000 (\$2000 increase compared to 2014 data); and the most commonly reported salary (mode) was \$40,000 (similar to 2014 data). In six of seven AMTA regions, average reported salaries increased over 2014 data. Salaries reported from Outside the U.S. increased as well. A graphic representation of mean salaries for each region is shown to the right.



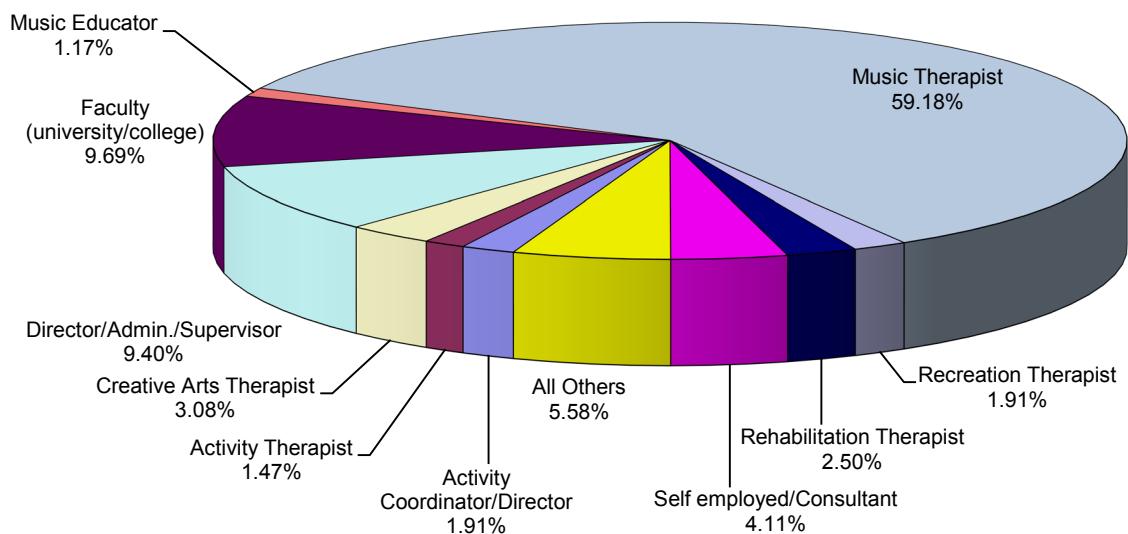
A line graph of overall average salaries reported by survey respondents each year can be seen at bottom right. One can see only small decreases over the past 15 years (which may possibly be anomalies due to survey response rate), but in general, overall reported music therapists' salaries have shown a steady increase since AMTA's inception. From \$31,755 in 1998 to \$53,735 in 2015.



<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	13	\$41,385	\$42,000	\$42,000	\$23,000 - \$77,000
Activity Therapist	10	\$40,700	\$43,000	\$43,000	\$25,000 - \$55,000
Adjunctive Therapist	2	N/A	N/A	N/A	N/A
Clinical Therapist	7	\$51,714	\$55,000	\$40,000	\$40,000 - \$60,000
Creative Arts Therapist	21	\$53,190	\$54,000	\$39,000	\$34,000 - \$78,000
Director/Admin/Supervisor	64	\$62,469	\$60,000	\$40,000	\$12,000 - \$170,000
Expressive Arts Therapist	2	N/A	N/A	N/A	N/A
Faculty	66	\$76,281	\$67,500	\$70,000	\$40,000 - \$180,000
Music Educator	8	\$53,500	\$52,500	N/A	\$31,000 - \$93,000
Music Therapist	403	\$49,540	\$44,000	\$40,000	\$10,000 - \$420,000
Other	24	\$42,292	\$40,000	\$40,000	\$20,000 - \$80,000
Recreation Therapist	13	\$37,154	\$35,000	N/A	\$20,000 - \$55,000
Rehabilitation Therapist	17	\$65,000	\$70,000	\$60,000	\$34,000 - \$82,000
Self Employed/Consultant	28	\$61,500	\$55,000	\$30,000	\$20,000 - \$144,000
Special Educator	3	N/A	N/A	N/A	N/A
<b>Total Respondents</b>	<b>681</b>				



**The category “Other” included:** Art Integration Specialist, Behavioral Health Therapist, Bereavement Counselor, Caregiver, Chaplain, Community Coordinator, Counselor, Expressive Therapist, Family Based Therapist, Juvenile Justice Specialist, Learning and Development Specialist, Memory Care Specialist, Music Facilitator, Program Assistant, Program Developer, Psychotherapist, Registered Therapist, Teacher Aide

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

<u>Population</u>	<u>Number<sup>3</sup></u>	<u>Average Salary<sup>2</sup></u>	<u>Median Salary<sup>2</sup></u>	<u>Salary Mode<sup>2</sup></u>	<u>Salary Range<sup>2</sup></u>
Abused/Sexually Abused	65	\$55,954	\$50,000	\$40,000	\$24,000 - \$140,000
AIDS	7	\$63,000	\$67,000	N/A	\$40,000 - \$80,000
Alzheimer's/Dementia	211	\$49,393	\$45,000	\$40,000	\$12,000 - \$375,000
Autism Spectrum Disorders	274	\$54,123	\$46,000	\$40,000	\$10,000 - \$420,000
Behavioral Disorder	197	\$53,674	\$46,000	\$40,000	\$10,000 - \$420,000
Cancer	135	\$51,333	\$49,000	\$45,000	\$10,000 - \$103,000
Chronic Pain	79	\$53,696	\$51,000	\$60,000	\$10,000 - \$144,000
Comatose	28	\$51,679	\$49,000	\$45,000	\$25,000 - \$100,000
Developmentally Disabled	282	\$53,229	\$45,000	\$40,000	\$10,000 - \$420,000
Dual Diagnosed	145	\$53,122	\$45,000	\$40,000	\$10,000 - \$375,000
Early Childhood	138	\$52,107	\$49,000	\$45,000	\$10,000 - \$144,000
Eating Disorders	31	\$50,645	\$55,000	\$55,000	\$29,000 - \$80,000
Elderly Persons	201	\$49,910	\$45,000	\$40,000	\$12,000 - \$375,000
Emotionally Disturbed	120	\$56,717	\$50,000	\$40,000	\$20,000 - \$420,000
Forensic	40	\$51,600	\$48,000	\$40,000	\$30,000 - \$82,000
Head Injured	94	\$58,043	\$49,000	\$45,000	\$20,000 - \$420,000
Hearing Impaired	62	\$53,548	\$45,500	\$45,000	\$10,000 - \$144,000
Learning Disabled	126	\$56,127	\$45,000	\$40,000	\$10,000 - \$420,000
Medical/Surgical	111	\$54,784	\$52,000	\$45,000	\$24,000 - \$144,000
Mental Health	202	\$52,332	\$50,000	\$40,000	\$12,000 - \$170,000
Multiply Disabled	134	\$53,978	\$48,000	\$40,000	\$10,000 - \$170,000
Music Education College Students	7	\$78,714	\$80,000	100,000	\$55,000 - \$100,000
Music Therapy College Students	83	\$72,193	\$63,000	\$50,000	\$35,000 - \$375,000
Neurologically Impaired	176	\$56,375	\$50,000	\$40,000	\$12,000 - \$420,000
Non-Disabled	23	\$60,087	\$55,000	\$50,000	\$30,000 - \$120,000
Other	19	\$55,632	\$49,000	\$45,000	\$29,000 - \$100,000
Parkinson's	97	\$53,567	\$44,000	\$60,000	\$12,000 - \$375,000
Physically Disabled	151	\$56,832	\$47,000	\$45,000	\$10,000 - \$420,000
Post Traumatic Stress Disorder	96	\$54,615	\$50,000	\$40,000	\$29,000 - \$170,000
Rett Syndrome	41	\$57,220	\$50,000	\$40,000	\$23,000 - \$144,000
School Age Population	158	\$55,063	\$50,000	\$40,000	\$10,000 - \$420,000
Speech Impaired	136	\$53,353	\$48,000	\$40,000	\$10,000 - \$170,000
Stroke	124	\$51,032	\$45,000	\$40,000	\$20,000 - \$170,000
Substance Abuse	103	\$51,175	\$49,000	\$45,000	\$24,000 - \$120,000
Terminally Ill	159	\$53,208	\$49,000	\$45,000	\$24,000 - \$375,000
Visually Impaired	68	\$60,206	\$50,000	\$50,000	\$25,000 - \$420,000
<b>Total Respondents</b>	<b>1,328</b>				

**The category "Other" included:** Auditory Processing Disorder, Bereavement, Dravet Syndrome, Angelman's Syndrome, Hospice and Palliative Care, Neonatal/NICU Patients, Pediatrics, RCDP, Spinal Cord Injury, Trauma

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.

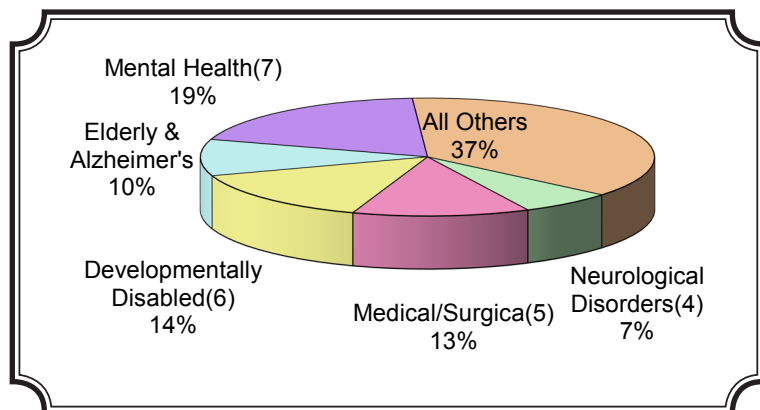
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# 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 19% of the populations reportedly served. The next largest categories are Developmentally Disabled populations<sup>6</sup>, 14%; Medical/Surgical populations<sup>5</sup>, 13%; Elderly & Alzheimer's populations, 10%; and Neurological Disorders<sup>4</sup>, 7%.

All other populations account for 37% of the total populations served.



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

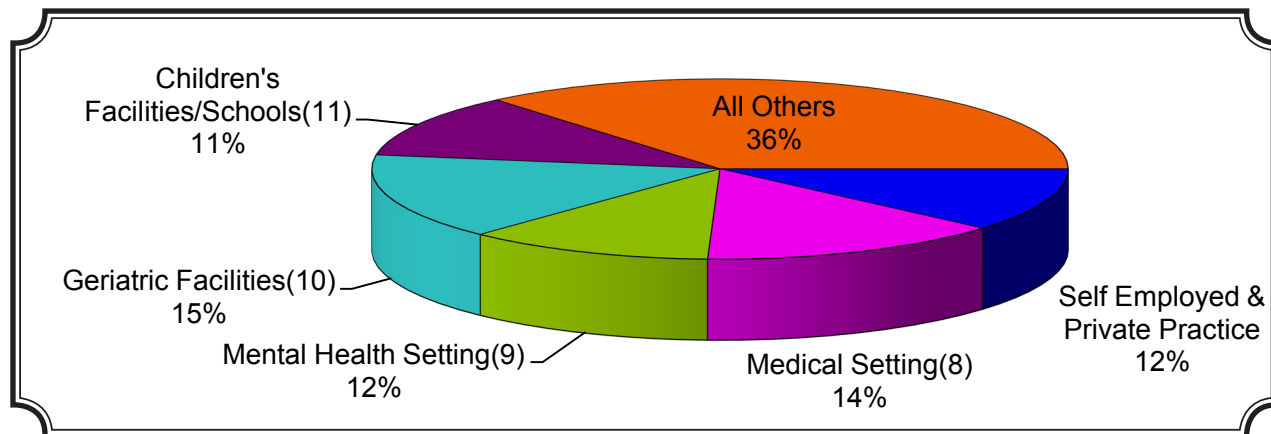
<sup>5</sup>Medical/Surgical includes AIDS, Cancer, Chronic Pain, Comatose, Medical/Surgical, and Terminally Ill.

<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 Children's Facilities/Schools<sup>11</sup>, which account for 11% of survey responses; followed by Geriatric Facilities<sup>10</sup>, 15%, Medical Settings<sup>8</sup>, 14%; Mental Health Settings<sup>9</sup>, 12%; and finally, Self Employed & Private Practice, 12%. All other settings account for 36% 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	57	\$60,737	\$45,000	\$45,000	\$24,000 - \$375,000
Adult Education	4	N/A	N/A	N/A	N/A
Child/Adolescent Treatment Ctr.	31	\$49,871	\$40,000	\$40,000	\$20,000 - \$100,000
Children's Day Care/Preschool	32	\$52,991	\$46,500	\$45,000	\$10,000 - \$123,000
Children's Hospital or Unit	74	\$52,041	\$47,000	\$45,000	\$10,000 - \$100,000
Community Based Service	57	\$52,123	\$45,000	\$40,000	\$10,000 - \$160,000
Community Mental Health Center	14	\$56,214	\$57,500	\$39,000	\$30,000 - \$100,000
Correctional Facility	8	\$57,375	\$61,500	N/A	\$36,000 - \$82,000
Day Care/Treatment Center	22	\$45,864	\$40,000	\$40,000	\$31,000 - \$84,000
Drug/Alcohol Program	22	\$55,591	\$53,500	\$40,000	\$24,000 - \$123,000
Early Intervention Program	31	\$46,377	\$43,000	\$35,000	\$12,000 - \$84,000
Forensic Facility	23	\$54,522	\$53,000	\$40,000	\$30,000 - \$82,000
General Hospital	62	\$52,403	\$50,000	\$52,000	\$10,000 - \$100,000
Geriatric Facility - not nursing	35	\$49,114	\$45,000	\$45,000	\$23,000 - \$123,000
Geriatric Psychiatric Unit	24	\$48,167	\$45,500	\$55,000	\$24,000 - \$100,000
Group Home	40	\$60,900	\$44,000	\$40,000	\$24,000 - \$375,000
Home Health Agency	9	\$59,667	\$50,000	N/A	\$31,000 - \$170,000
Hospice/Bereavement Services	113	\$52,389	\$49,000	\$40,000	\$24,000 - \$375,000
Intermediate Care Facility (DD)	15	\$52,933	\$42,000	\$34,000	\$34,000 - \$123,000
Inpatient Psychiatric Unit	81	\$48,000	\$45,000	\$40,000	\$24,000 - \$100,000
Military Base	2	N/A	N/A	N/A	N/A
Nursing Home/Assisted Living	128	\$49,258	\$42,500	\$40,000	\$20,000 - \$375,000
Oncology	33	\$56,848	\$55,000	\$40,000	\$29,000 - \$103,000
Other	56	\$55,607	\$54,000	\$60,000	\$25,000 - \$140,000
Outpatient Clinic	31	\$53,732	\$48,000	\$40,000	\$26,000 - \$170,000
Partial Hospitalization	15	\$49,933	\$50,000	\$30,000	\$30,000 - \$75,000
Physical Rehabilitation	28	\$57,500	\$52,000	\$40,000	\$24,000 - \$170,000
Private Music Therapy Agency	85	\$48,765	\$45,000	\$45,000	\$10,000 - \$144,000
School (K-12)	118	\$54,466	\$49,500	\$55,000	\$10,000 - \$420,000
Self Employed/Private Practice	96	\$54,958	\$49,500	\$40,000	\$12,000 - \$144,000
State Institution	32	\$53,156	\$48,000	\$80,000	\$24,000 - \$85,000
Support Groups	11	\$65,091	\$60,000	\$100,000	\$33,000 - \$100,000
University/College	76	\$72,461	\$65,000	\$50,000	\$33,000 - \$180,000
Veteran's Affairs	17	\$73,176	\$62,000	\$50,000	\$42,000 - \$170,000
Wellness Program/Center	17	\$76,059	\$58,000	\$50,000	\$30,000 - \$375,000
<b>Total Respondents<sup>3</sup></b>	<b>1,338</b>				

**The category "Other" included:** Alzheimer's Association, Campus Clinic, Center for Therapeutic Horsemanship, Church, Community Music School, County Government, Day Habilitation Center (IDD), Dementia Unit, Domestic Violence Shelter, Feeding Clinic, Juvenile Detention Center, Mental Health Rehabilitation Center, Neurologic Rehabilitation Center, NICU, Non-Profit Agency, Pain Rehabilitation Clinic, Pediatric Prescribed Extended Care (PPEC), Pediatric Skilled Nursing, Private/Charter School, Residential Facility/Private Hospital, Retirement Community, Senior living facility, Skilled Nursing Facility, Special Residential Hospital (DD), State Psychiatric Hospital, University Music Therapy Clinic, Vocational Center for Adults with Disabilities, Womens Shelter

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.



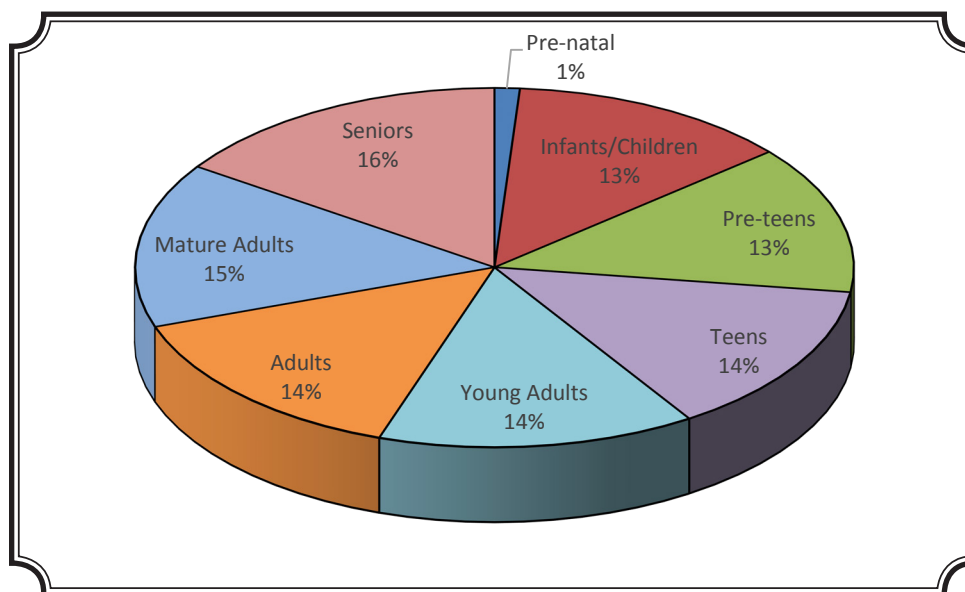
# Salary by Age Range Served

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	24	\$52,875	\$45,000	\$52,000	\$35,000 - \$100,000
Infants/Children	270	\$50,799	\$45,500	\$40,000	\$10,000 - \$160,000
Pre-teens	283	\$52,815	\$45,000	\$40,000	\$10,000 - \$420,000
Teens	290	\$51,099	\$45,000	\$40,000	\$10,000 - \$160,000
Young Adults	303	\$54,682	\$49,000	\$40,000	\$10,000 - \$375,000
Adults	306	\$54,387	\$47,000	\$40,000	\$20,000 - \$375,000
Mature Adults	315	\$53,219	\$46,000	\$40,000	\$23,000 - \$375,000
Seniors	329	\$50,924	\$45,000	\$40,000	\$12,000 - \$375,000
<b>Total Respondents<sup>3</sup></b>	<b>1,317</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.



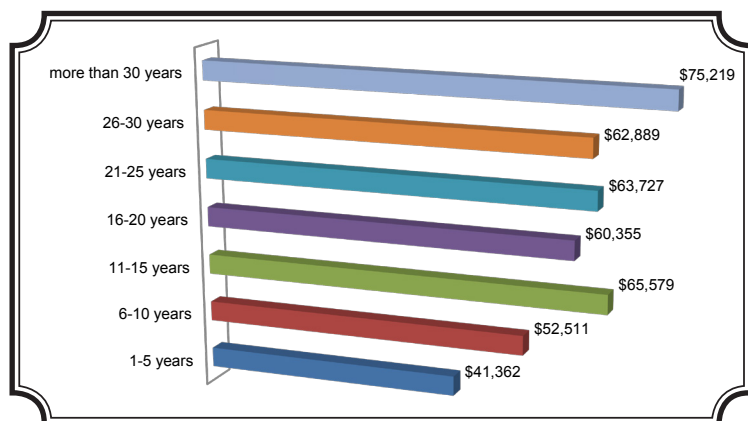
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<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

AVERAGE	MEDIAN	SALARY		SALARY	
Population	Number	Salary <sup>2</sup>	Salary <sup>2</sup>	Mode <sup>2</sup>	Range <sup>2</sup>
1 - 5 years	267	\$41,362	\$40,000	\$40,000	\$10,000 - \$105,000
6 - 10 years	133	\$52,511	\$45,000	\$40,000	\$12,000 - \$375,000
11 - 15 years	70	\$65,579	\$56,000	\$60,000	\$20,000 - \$420,000
16 - 20 years	62	\$60,355	\$55,500	\$50,000	\$24,000 - \$180,000
21 - 25 years	44	\$63,727	\$60,500	\$40,000	\$32,000 - \$145,000
26 - 30 years	45	\$62,889	\$61,000	\$65,000	\$30,000 - \$120,000
more than 30 years	64	\$75,219	\$70,000	\$60,000	\$30,000 - \$170,000

**Total Survey Respondents 685**

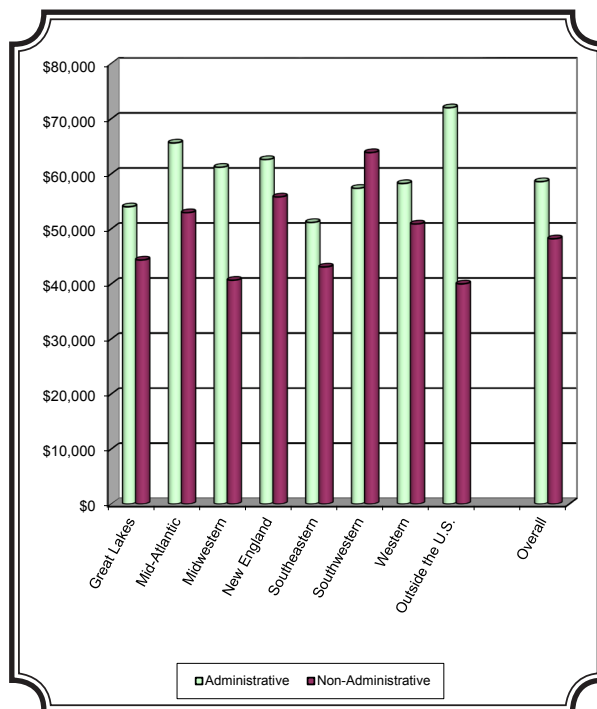


More than half of all survey respondents in this category have been practicing 10 years or less. Those who have been practicing music therapy for 1-10 years reported an average annual salary of \$45,069.

# Administrative vs. Non-Administrative Jobs

The adjacent graph displays a regional comparison between average salaries in jobs that 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 that are administrative in nature (either in whole or in part), receive higher salaries. From 683 respondents who answered this survey question, the overall average administrative salary<sup>2</sup> was \$58,575. This compares to an overall average non-administrative salary<sup>2</sup> of \$48,191.

<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.

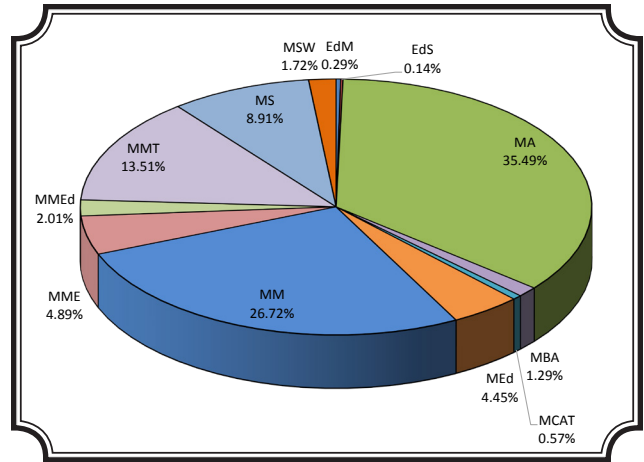
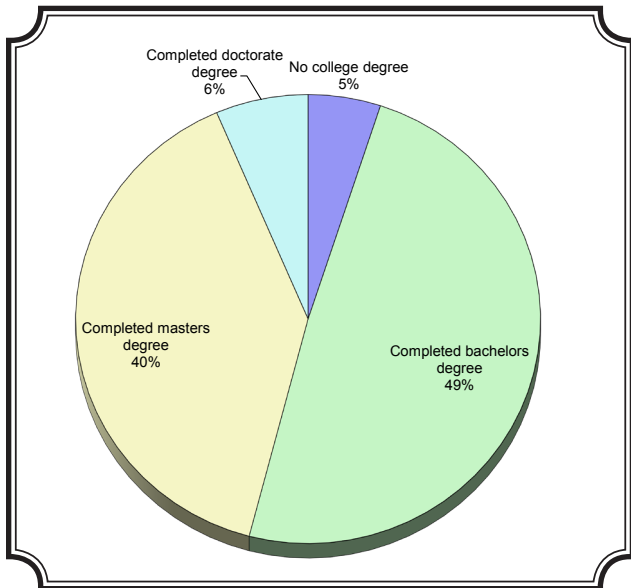


# Education and Advanced Degrees

Survey respondents largely comprise people holding a baccalaureate degree (47%). 40% of survey respondents holds a degree at the master's level, while 6% 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.

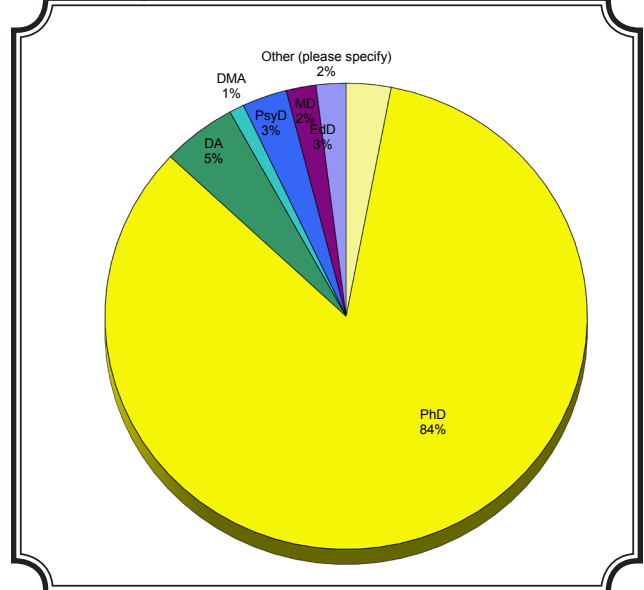
## Level of Education

Education	Responses
No college degree .....	76
Bachelor's degree .....	739
Master's degree.....	595
Doctorate degree.....	97
<b>Total Survey Respondents</b>	<b>1,507</b>



## Breakdown of Doctorate Degrees

Doctoral Degree	Responses
DA.....	5
DMA.....	1
EdD.....	3
MD.....	2
PhD.....	84
PsyD.....	3
Other.....	2
<b>Total Respondents<sup>3</sup></b>	<b>99</b>



## Breakdown of Master's Degrees

Master's Degree	Responses
EdM.....	2
EdS.....	1
MA.....	247
MBA.....	9
MCAT.....	4
MEd.....	31
MM.....	186
MME.....	34
MEd.....	14
MMT.....	94
MS.....	62
MSW.....	12
MSN.....	1
Other.....	50
<b>Total Respondents<sup>3</sup></b>	<b>666</b>

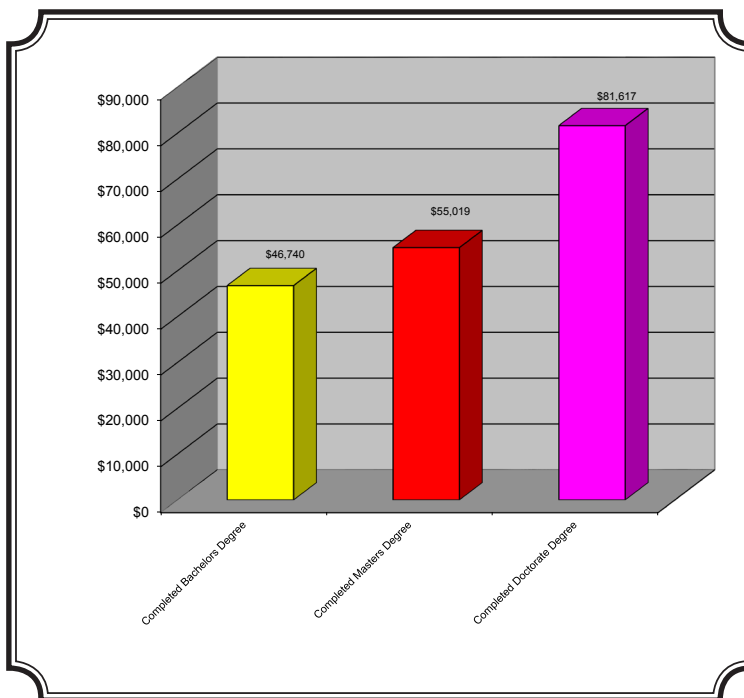
<sup>3</sup> Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Salary by Level of Education

Survey respondents who worked full time and indicated a salary on the 2015 member survey were compared by their reported highest level of education. In general, average reported salaries seem to rise with additional educational degrees. In this year's data set, the highest salary was reported at the lowest educational level. However, it should be noted that many other variables influence salary (e.g., years of experience, setting, and geographic location). It is difficult to determine 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	0	N/A	N/A	N/A	N/A
Bachelor's Degree	311	\$46,740	\$42,000	\$40,000	\$10,000 - \$420,000
Master's Degree.	308	\$55,019	\$50,000	\$40,000	\$12,000 - \$375,000
Doctorate Degree	64	\$81,617	\$70,000	\$100,000	\$45,000 - \$180,000
<b>Total Respondents</b>	<b>683</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; rather, AMTA 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 that clinicians consider a combination of several factors, rather than any one single category when setting fees, in order to determine a reasonable and customary rate that is agreeable to prospective clients, employers and service providers; so 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 that 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.

The range of average hourly rates reported by those providing individual sessions can be seen to the right. Overall, the average rates are fairly closely grouped among all regions across the United States. These responses include therapists working full time as well as those working part time.

The range of overall average hourly rates reported by those providing group services across the United States can be seen below.

<u>Region</u>	<u>Number Respondants</u>	<u>Average Rate/Hr.</u>
Great Lakes	136	\$64.13
Mid-Atlantic	130	\$74.19
Midwestern	71	\$64.00
New England	39	\$82.95
Southeastern	98	\$72.02
Southwestern	57	\$76.26
Western	104	\$81.62
Outside the US	31	\$79.55
<b>Overall</b>	<b>666</b>	<b>\$72.83</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.

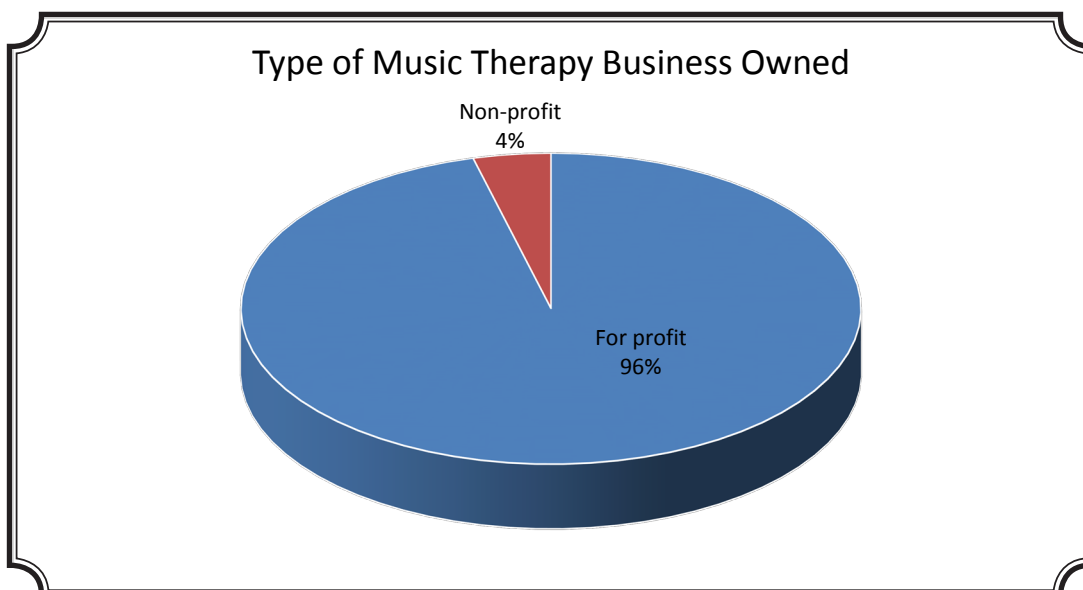
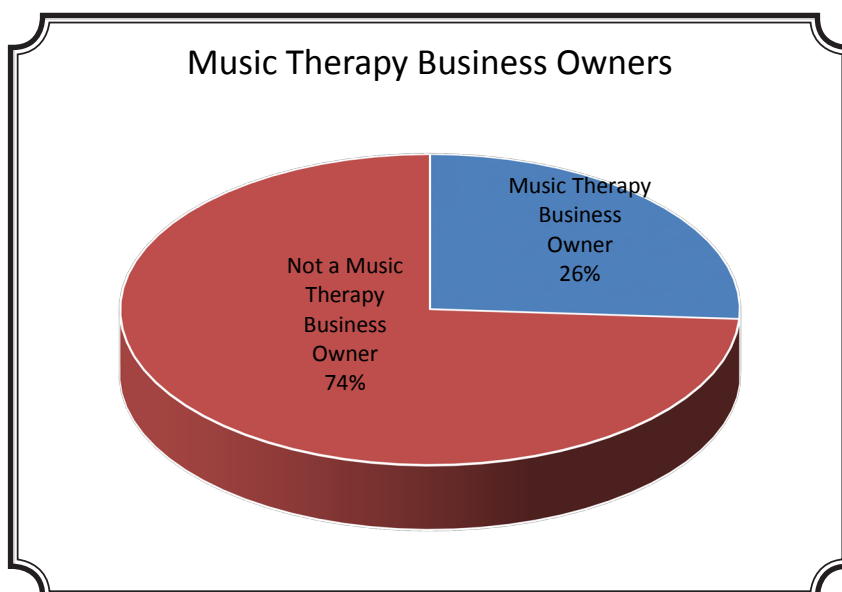
<u>Region</u>	<u>Number Respondants</u>	<u>Average Rate/Hr.</u>
Great Lakes	167	\$57.14
Mid-Atlantic	156	\$71.04
Midwestern	78	\$56.67
New England	44	\$72.05
Southeastern	104	\$64.43
Southwestern	67	\$70.52
Western	111	\$69.52
Outside the US	35	\$58.43
<b>Overall</b>	<b>762</b>	<b>\$64.83</b>

The range of overall average rates reported by those providing assessment services (as reported both by those working full time and those working part time) across the United States can be seen below.

<u>Region</u>	<u>Number Respondants</u>	<u>Average Rate/Hr.</u>
Great Lakes	130	\$71.18
Mid-Atlantic	116	\$93.52
Midwestern	57	\$68.37
New England	32	\$83.22
Southeastern	90	\$78.70
Southwestern	56	\$97.54
Western	92	\$90.59
Outside the US	25	\$72.92
<b>Overall</b>	<b>598</b>	<b>\$82.55</b>

# Music Therapy Business Owners

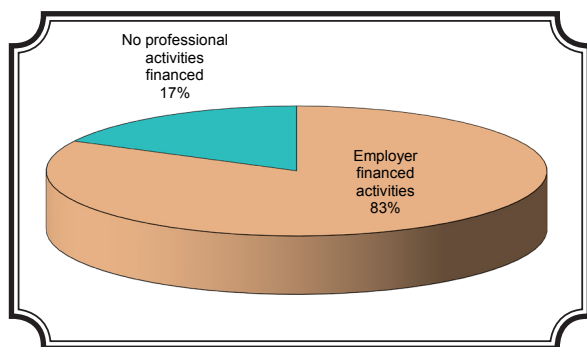
A new and emerging area of focus for educational activities at AMTA conferences is in the area of private practice and music therapy business ownership. Entrepreneurial skills are becoming a growing area of necessity for new music therapists as their practice expands to differing types of facilities and spans many age groups, populations and settings. Recently, many new resources and networking opportunities have been made available to support those in private practice and those who own a music therapy business or employ others. In the 2015 member survey, survey respondents were asked for the first time to report whether they were the owner of a music therapy business and what type of business that might be. Approximately 26% of 1,423 survey respondents reported being the owner of a music therapy business. Most of these businesses were reported as “for-profit” businesses. A reported average number 1.44 employees was found in these businesses.



# 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.



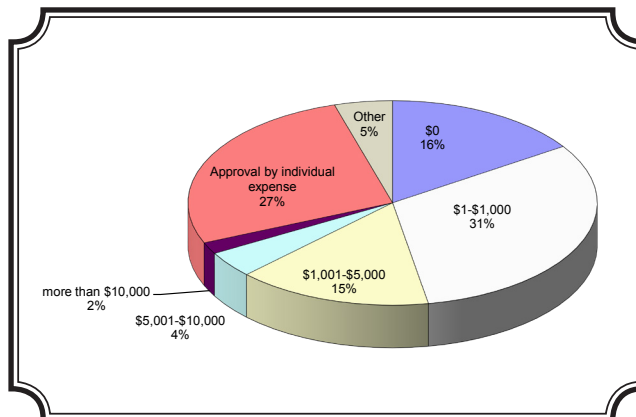
**The category “Other” included:** Competitive reimbursement application process, Conference expenses when presenting, Given fixed amount over several years, Given set # conferences per year, Liability Insurance, Loan for conference expenses, Materials, Mileage, Online courses, Percentage/partial expenses provided, Self-employed, State dues/licensure, Travel, Wellness Stipend

Activity	# of Responses	% of Responses
AMTA Dues.....	180	7%
AMTA Annual conference .....	241	10%
Approval as needed.....	210	9%
Continuing Education .....	279	11%
Given a fixed amount per year .....	107	4%
Graduate studies .....	65	3%
Leave to attend events .....	347	14%
Other.....	21	1%
Registration/Certification .....	137	6%
Related Conferences/Workshops.....	217	9%
State/Regional Conferences.....	214	9%
None .....	426	17%
<b>Total Respondents<sup>3</sup></b>	<b>1,150</b>	

## PURCHASING BUDGET FOR MUSIC THERAPY PROGRAMS

Over half of all survey respondents reported receiving a purchasing budget for their programs of between \$1 and \$5,000 last year. 84% of music therapists surveyed said they receive monies from their employers for music therapy program budgets while 16% receive no monies for purchasing equipment. Many respondents from the \$0 category report that they are either self-employed or in private practice.

Budget Size	# of Responses	% of Responses
\$0	171	16%
\$1-\$1,000	343	31%
\$1,001-\$5,000	168	15%
\$5,001-\$10,000	45	4%
more than \$10,000	20	2%
Approval by individual expense	292	27%
Other	50	5%
<b>Total Respondents<sup>3</sup></b>	<b>1,090</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.

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

Seventy-three new full time music therapy positions were created in 2014. The list below shows work settings served as reported by each person holding one of these new jobs.

## POSITIONS CREATED IN 2014

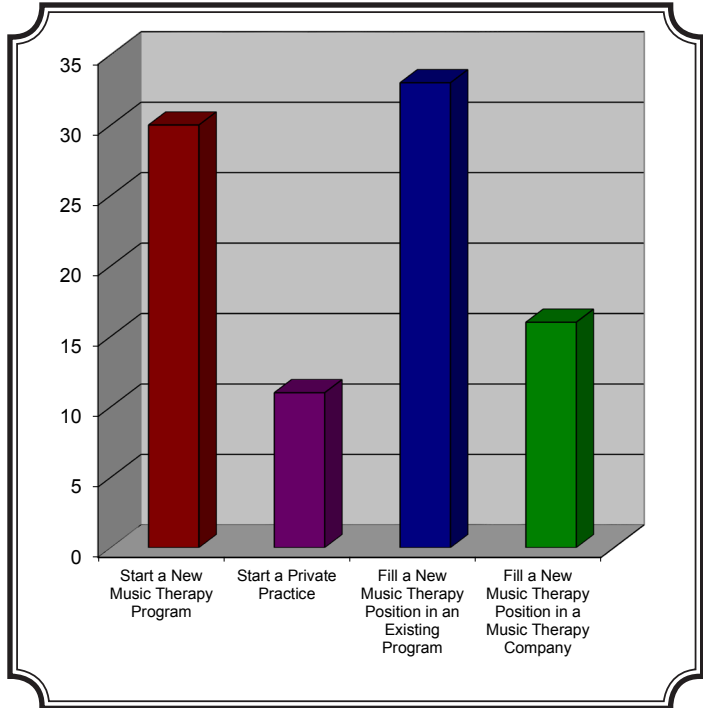
Start a New Music Therapy Program<sup>3</sup> ..... 30  
*Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Cancer, Chronic Pain, Developmentally Disabled, Dual Diagnosed, Early Childhood, Eating Disorders, Elderly Persons, Emotionally Disturbed, Head Injured, Hearing Impaired, Learning Disabled, Medical/Surgical, Mental Health, Multiply Disabled, Music Therapy College Students, Neurologically Impaired, Parkinson's, Physically Disabled, Post Traumatic Stress Disorder, School Age Population, Speech Impaired, Stroke, Substance Abuse, Terminally Ill, Traumatic Brain Injury, Visually Impaired*

Start a Private Practice<sup>3</sup> ..... 11  
*Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Cancer, Developmentally Disabled, Early Childhood, Elderly Persons, Emotionally Disturbed, Hearing Impaired, Learning Disabled, Mental Health, Multiply Disabled, Music Therapy College Students, Neurologically Impaired, Non-Disabled, Parkinson's, Physically Disabled, School Age Population, Speech Impaired, Stroke, Terminally Ill, Visually Impaired*

Fill a New Music Therapy Position in an Existing Program<sup>3</sup> ..... 33  
*Abused/Sexually Abused, Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Cancer, Chronic Pain, Comatose, Developmentally Disabled, Dual Diagnosed, Early Childhood, Elderly Persons, Emotionally Disturbed, Forensic, Head Injured, Hearing Impaired, Learning Disabled, Medical/Surgical, Mental Health, Multiply Disabled, Music Therapy College Students, Neurologically Impaired, Parkinson's, Physically Disabled, Post Traumatic Stress Disorder, School Age Population, Speech Impaired, Stroke, Substance Abuse, Terminally Ill, Visually Impaired*

Fill a New Music Therapy Position in a Music Therapy Company<sup>3</sup> ..... 16

*Abused/Sexually Abused, Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Cancer, Developmentally Disabled, Dual Diagnosed, Early Childhood, Eating Disorders, Elderly Persons, Emotionally Disturbed, Head Injured, Hearing Impaired, Learning Disabled, Medical/Surgical, Mental Health, Multiply Disabled, Neurologically Impaired, Non-Disabled, Parkinson's, Physically Disabled, Post Traumatic Stress Disorder, School Age Population, Speech Impaired, Stroke, Substance Abuse, Terminally Ill, Visually Impaired*



**Total New Positions Created in 2014 ..... 90**

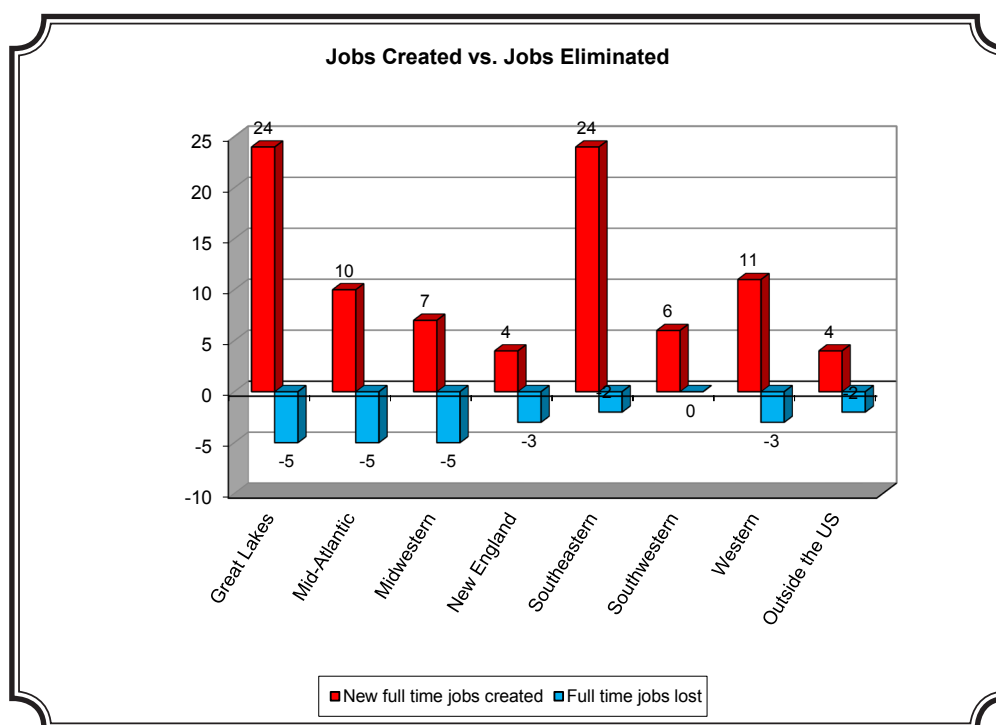
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.  
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.



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

## POSITIONS ELIMINATED IN 2014

Music Therapy Jobs Cutback .....	4
Facility Closed .....	2
Music Therapy Program Closed .....	2
Private Practice Closed .....	0
Other.....	4
<b>Total Positions Eliminated in 2014.....</b>	<b>12</b>



### POSITIONS RESIGNED

Resigned Position for family reasons .....	1
Resigned Position - changed job.....	7
Resigned Position - moved.....	2
Resigned Position - other .....	3

**Total Positions Resigned..... 13**

### CHANGES TO A NEW POSITION

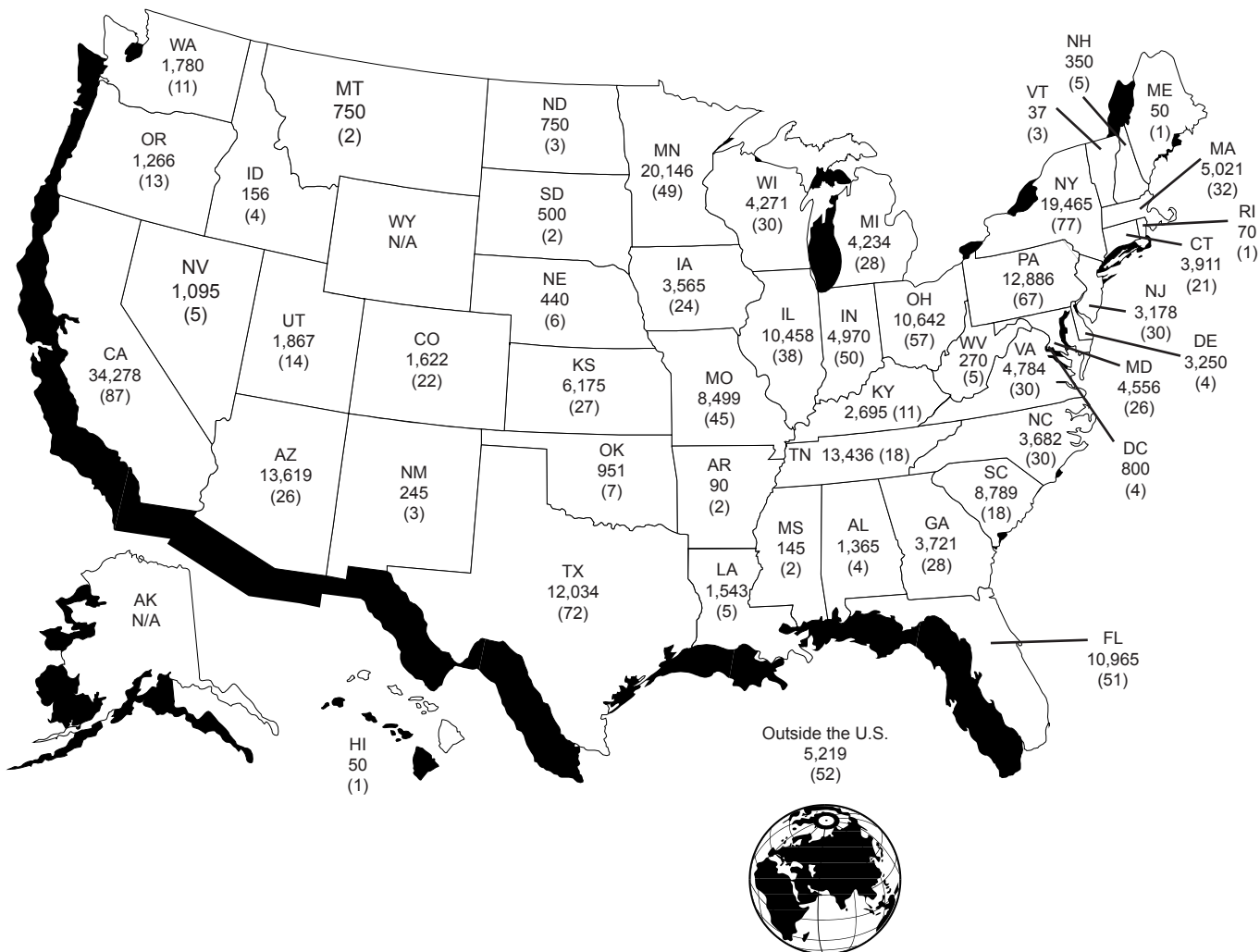
Replace a music therapist .....	76
Fill a Music Educator Position .....	3
Replace a Non-Music Therapist .....	26
Other.....	34

**Total Changes to a New Position ..... 139**

<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

Survey respondents were asked to estimate the number of clients for whom they provided music therapy services for the entire year of 2014. 1,156 survey respondents reported having seen a total of 258,925 clients last year — an average of 224 clients per service provider. The map below shows the number of clients reported seen last year in each state and the number of corresponding survey respondents for that state (in parentheses).



Of survey respondents who indicated a job title on their survey, 81% reported their job title as one which involves mainly clinical responsibilities (Excluding Case Manager, Director/Admin./ Supervisor and Faculty). As of October 2015, a reported 261 music therapists were listed on the National Music Therapy Registry and 6,597 board certified music therapists were reported by the Certification Board for Music Therapists — a total of 6,858 qualified music therapists. Extrapolating from the number of qualified music therapists, if 81% of these 6,858 music therapists each saw an average of 224 clients, then it can be inferred that an estimated 1.5 million people received music therapy services last year in the United States.

# Facilities Served by Music Therapists

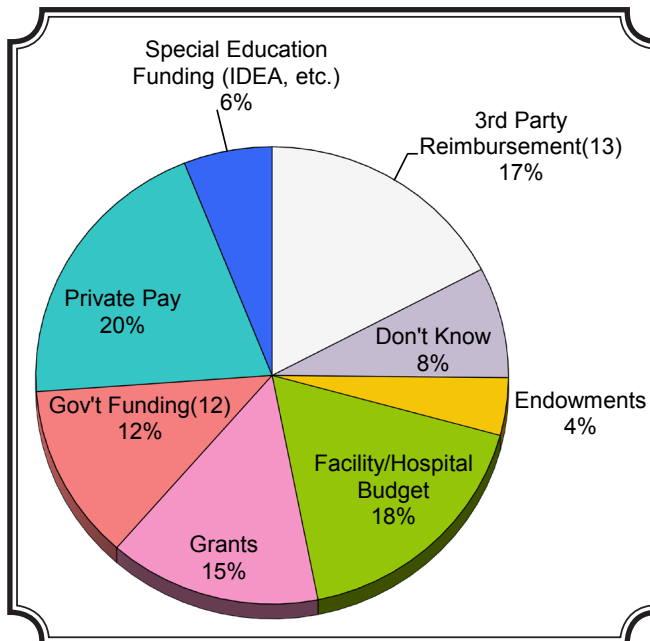
Survey respondents were asked to estimate the number of distinct facilities in which they provided music therapy services for the entire year of 2014. 1,203 survey respondents reported having provided services in a total of 7,167 facilities last year — an average of 6 facilities per service provider. The map below shows the number of facilities served in each state and the number of corresponding survey respondents (in parentheses).



If 81% of the estimated 6,858 music therapists in the United States (as discussed on the previous page) each provided services in an average of 6 facilities, it can be inferred that an estimated 33,330 facilities in the United States offered some form of music therapy services to their clients in the year 2014.

# Funding for Music Therapy Services

Approximately 29% 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). 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.

<b>Funding Source</b>	<b>Number of Responses</b>	<b>Percentage of Responses</b>
Financed by Facility/Hospital Budget .....	417	17.46%
Don't Know .....	185	7.75%
Endowments.....	96	4.02%
Grants/Donations.....	343	14.36%
Medicaid Waiver .....	141	5.90%
Medicare Reimbursement .....	89	3.73%
Other.....	27	1.13%
Other - 3rd party payment .....	82	3.43%
Other Gov't Funds .....	76	3.18%
Other Gov't Funds (3rd party payment).....	2	0.08%
Private Insurance Plans.....	80	3.35%
Private Pay .....	474	19.85%
IDEA/Special Education .....	143	5.99%
State/County Funding.....	218	9.13%
Tricare .....	7	0.29%
Workers Compensation .....	8	0.34%
<b>Total Respondents<sup>3</sup></b>	<b>2,388</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.

# Membership in AMTA in 2016



**A**MTA 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: \$250 Professional Membership:

## Value: Over \$3300/year:

- *Journal of Music Therapy & Music Therapy Perspectives* Subscriptions
- AMTA-pro: Free, Convenient, Online Continuing Education
- Member Area of AMTA Website
- National (& Regional) Conference Discounts
- 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

- \$566 (print and online access)
- \$600 (~\$50 per podcast value)
- \$218 (based on average subscription rates)
- \$250<sup>+</sup> (in the year in which you are a member)
- \$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.