



# American Music Therapy Association



*A Descriptive, Statistical  
Profile of the  
AMTA Membership*

**2014  
AMTA Member Survey  
&  
Workforce Analysis**



# A DESCRIPTIVE STATISTICAL PROFILE OF THE 2014 AMTA MEMBERSHIP

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## At a Glance: Survey Highlights

The average salary reported for all music therapists in was \$50,808.

It is estimated that 1.2 million people received music therapy services in 2013.

Music therapists provided services in an estimated 29,338 facilities in 2013.

New: Salary comparisons by level of education.

The average salary increased in 20 states over 2013 reports.

The most commonly reported job title was "Music Therapist" by over 56% of survey respondents.

Seventy-three new music therapy jobs were created in 2013.

Average rates for individual music therapy services across the country are a reported \$64 per hour.

Average salaries increased in four of seven AMTA regions in the United States.

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

Salaries have increased steadily since 1998.

The annual salary for those with 10 or fewer years' experience was a reported \$43,195.

Average rates for group music therapy services across the country are a reported \$69 per hour.

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

# Overview

Welcome to the *2014 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. 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.

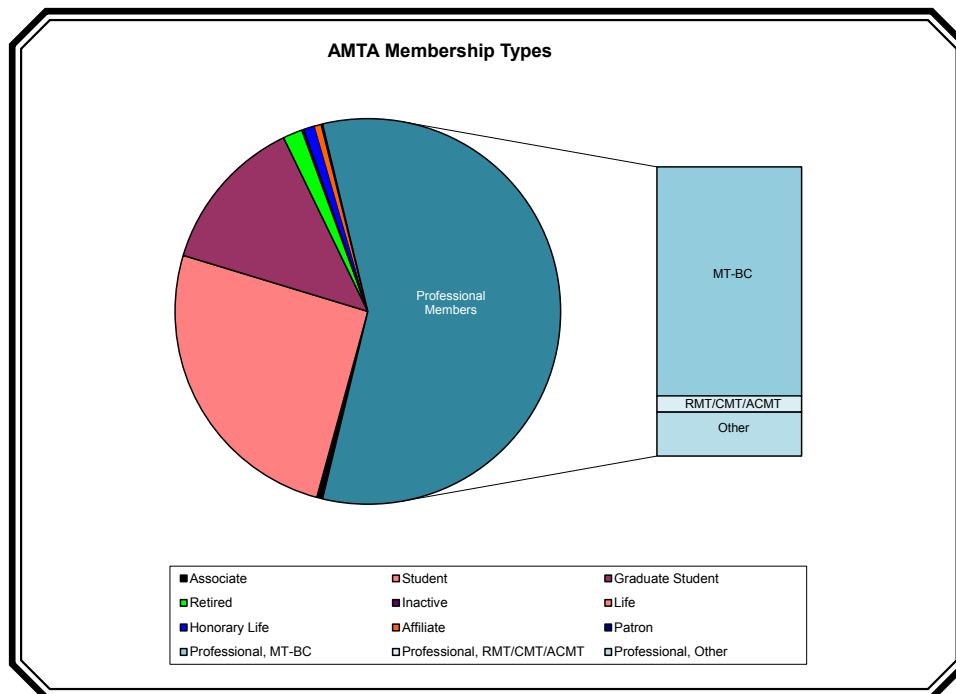
As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include: level of education; experience; geographic location; business costs (e.g., liability insurance, space, equipment, travel, 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 October 1, 2014.

<b>Type of Membership</b>	<b>Number</b>	<b>% of Membership</b>
Professional, MT-BC .....	1,749	45.6%
Professional, ACMT/CMT/RMT .....	125	3.3%
Professional, Other .....	335	8.7%
Associate .....	19	0.5%
Student .....	976	25.4%
Graduate Student .....	504	13.1%
Retired .....	62	1.6%
Inactive .....	4	0.1%
Life .....	2	0.1%
Honorary Life .....	37	1.0%
Affiliate .....	21	0.5%
Patron .....	5	0.1%
<b>Total Members .....</b>	<b>3,839</b>	

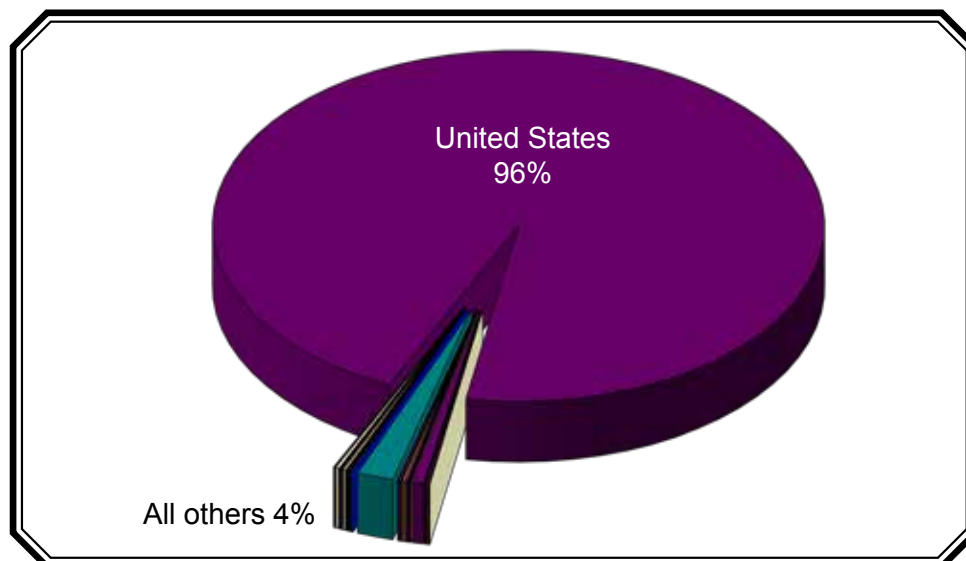


\*as of October 1, 2014. Information gathered from member records.

# 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 2014, AMTA members live in over 30 countries outside the United States and all around the globe. International members comprise 4% of the AMTA membership.

<b>Country</b>	<b># Members</b>	<b>Country</b>	<b># Members</b>
Argentina .....	1	Norway .....	1
Australia.....	4	Portugal .....	1
Austria .....	1	Puerto Rico.....	1
Bahrain .....	1	Qatar.....	1
Canada .....	23	Singapore .....	2
China .....	2	South Korea.....	6
Estonia.....	2	Spain .....	3
Germany.....	1	Sweden.....	1
Greece.....	4	Switzerland .....	2
Hong Kong.....	4	Taiwan .....	7
Ireland.....	2	Thailand.....	1
Israel.....	5	Turkey.....	1
Italy .....	1	United Kingdom.....	2
Japan.....	74	United States .....	3678
Malaysia .....	1	United States Virgin Islands .....	1
Mexico .....	3		
New Zealand .....	2		
		<b>Total AMTA Members*</b>	<b>3,839</b>



\*as of October 1, 2014. Information gathered from member records.

## Survey Response: Innovation

The AMTA Member Survey was conducted online during the summer of 2014. Over 10,000 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 board certified music therapists who have provided contact information to AMTA in the past. 1,685 responses were received — an approximate 17% response rate for all those who were invited to participate. An approximate 16% increase in responses was noted when compared to the survey, which was conducted in 2013.

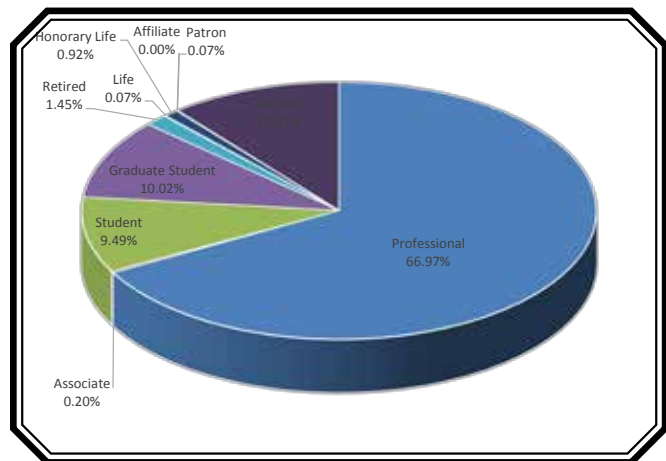
Of those who responded to the survey, 81.9% identified themselves as a practicing music therapist. 18.1% of survey respondents identified themselves as not currently practicing music therapy, the majority of whom are most likely students, graduate students, or interns.

Of survey responses, 1,517 were returned by those identifying themselves as AMTA members, approximately 89% of the survey response. 1,517 surveys returned by AMTA members represents 40% of the total AMTA membership (as of 10/1/14). 2.6% of the survey responses were from people who indicated that they had not yet become 2014 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 164 survey respondents identified themselves as “Inactive” while only 4 Inactive members of AMTA exist in 2014. It should be clarified for future surveys that this is the paid “Inactive Membership” category rather than simply “not a member in the current year.”

Member Type	Responses
Professional .....	1,016
Associate.....	3
Student.....	144
Graduate Student.....	152
Retired.....	22
Inactive.....	164
Life .....	1
Honorary Life.....	14
Affiliate .....	0
Patron.....	1
Total.....	1,517
No-response.....	168

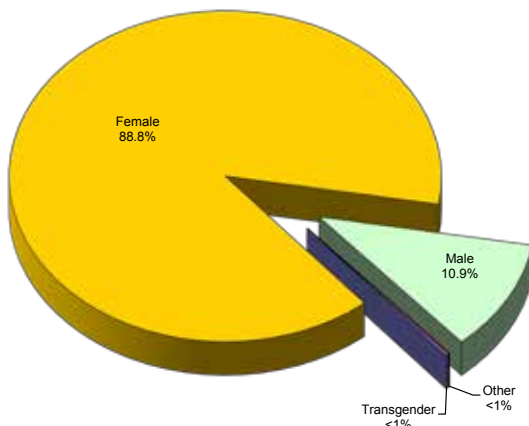




# Gender, Ethnicity and Age of Survey Respondents

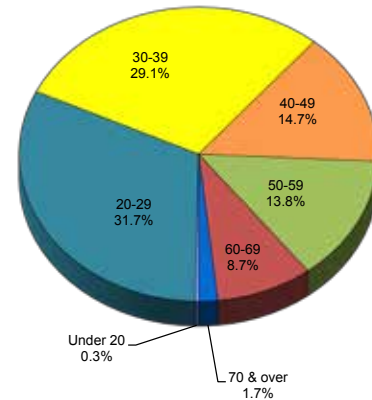
## GENDER

<u>Gender</u>	<u>Number</u>
Female	1,471
Male	180
Transgender	2
Other	3
Total Respondents	1,656



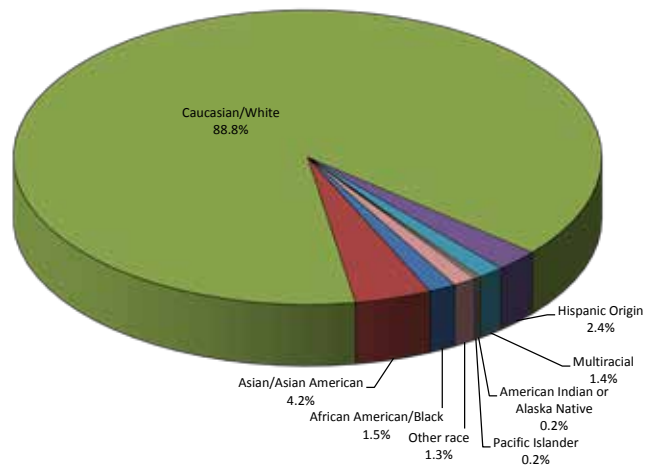
## AGE

<u>Age</u>	<u>Number</u>
Under 20	5
20-29	517
30-39	475
40-49	239
50-59	225
60-69	142
70 & over	28
Total Respondents	1,631



## ETHNICITY

<u>Ethnicity</u> <sup>1</sup>	<u>Number</u>
African American/Black	25
Asian/Asian American (includes Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, Taiwanese, Other Asian)	70
Caucasian/White	1,474
Hispanic/Latino/Spanish	40
Multiracial	24
American Indian/Alaska Native	3
Pacific Islander (includes Guamanian, Chamorro, Native Hawaiian, Samoan, Other Pacific Islander)	3
Other	21
Total Respondents	1,660

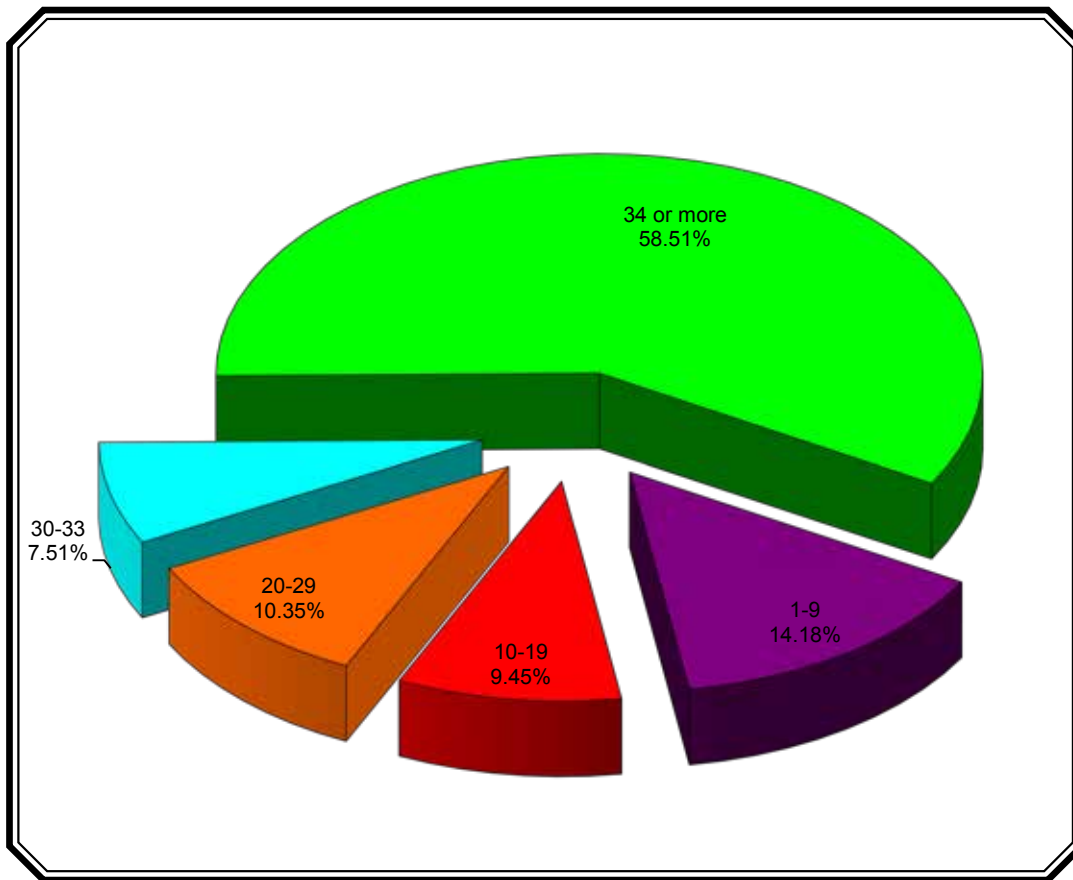


<sup>1</sup>Race categories based on those outlined by the US Census Bureau for the 2010 Census.

# Weekly Hours Worked by Survey Respondents

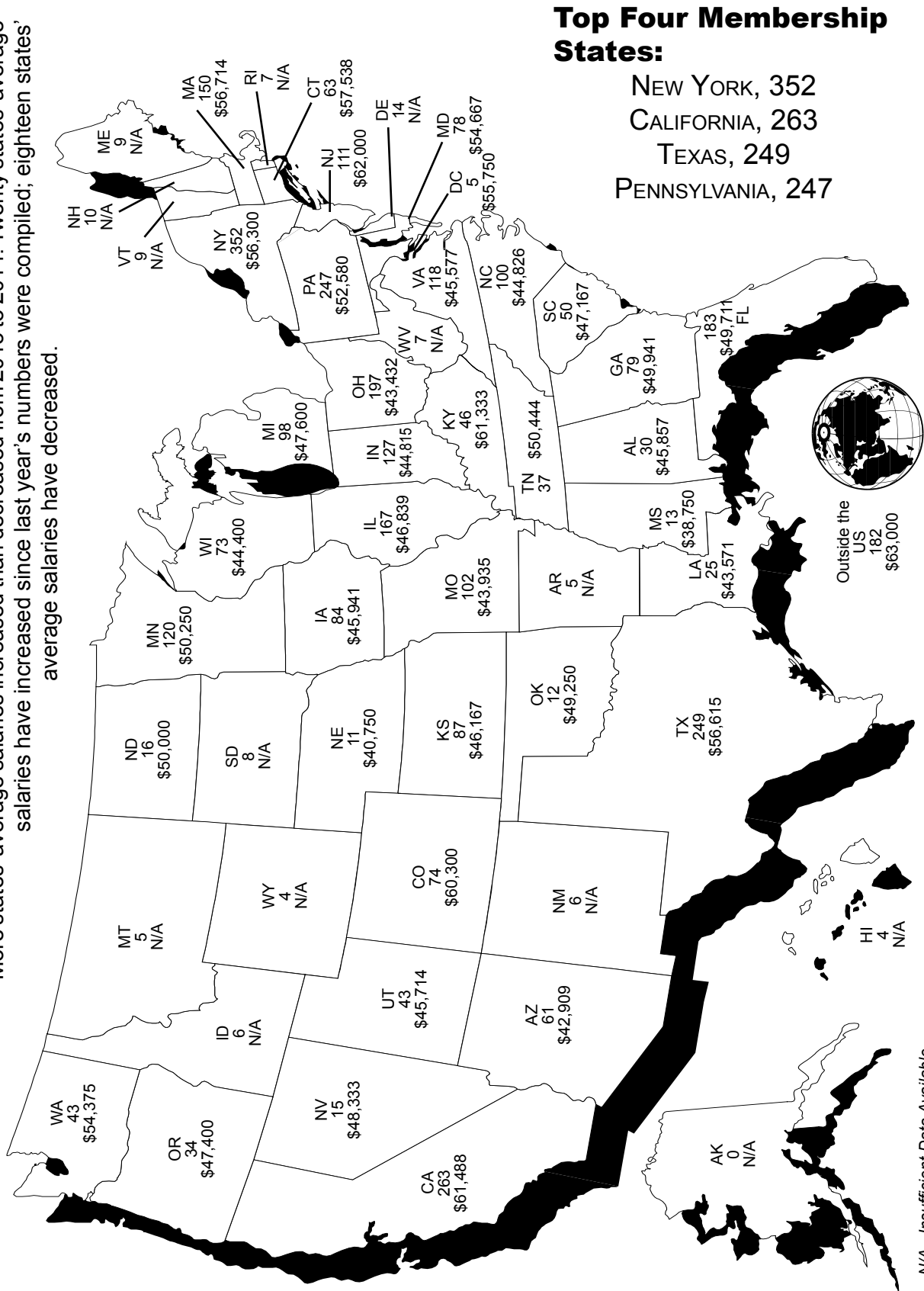
Over half of all survey respondents reported working full time, which is defined as working an average of 34 or more hours each week. It should be noted that respondents to this question included all members of AMTA, both professional, student, retired, etc.

<u>Weekly Hours Worked</u>	<u>Number of Responses</u>	<u>% of Responses</u>
1 - 9 hours per week .....	204 .....	14.18%
10 - 19 hours per week .....	136 .....	9.45%
20 - 29 hours per week .....	149 .....	10.35%
30 - 33 hours per week .....	108 .....	7.51%
34 or more per week (full time) .....	842 .....	58.51%
<b>Total Respondents</b>	<b>1,439</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, 2014 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 \$50,808 (a decrease of \$1,091 over 2013 reported data). More states' average salaries increased than decreased from 2013 to 2014. Twenty states' average salaries have increased since last year's numbers were compiled; eighteen 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.

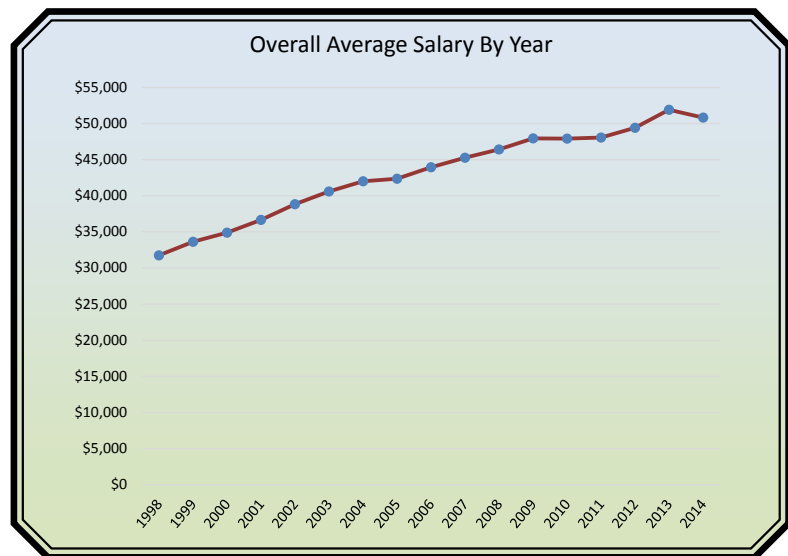
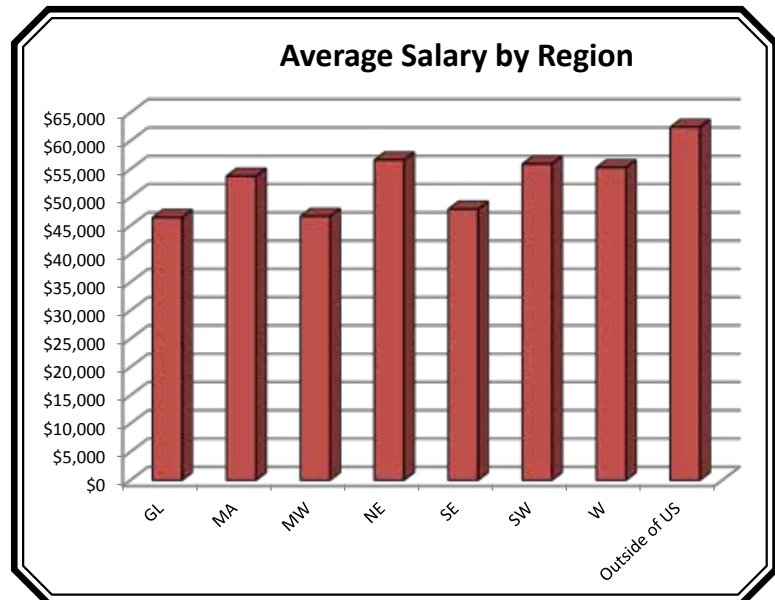
# Salary by Region

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	184	\$46,473	\$43,000	\$30,000	\$20,000 - \$106,000
Mid-Atlantic	173	\$53,787	\$50,000	\$60,000	\$24,000 - \$170,000
Midwestern	84	\$46,702	\$42,500	\$32,000	\$21,000 - \$100,000
New England	43	\$56,651	\$55,000	\$40,000	\$30,000 - \$100,000
Southeastern	120	\$47,950	\$42,000	\$40,000	\$20,000 - \$200,000
Southwestern	55	\$55,936	\$52,000	\$60,000	\$29,000 - \$125,000
Western	74	\$55,297	\$50,000	\$50,000	\$24,000 - \$100,000
Outside the US	9	\$62,444	\$52,000	N/A	\$20,000 - \$140,000
<b>Overall</b>	<b>742</b>	<b>\$50,808</b>	<b>\$46,000</b>	<b>\$40,000</b>	<b>\$20,000 - \$200,000</b>

Survey responses from the 2014 Membership Survey show the overall average salary reported was \$50,808, an decrease of \$1,091 over salaries reported from the Membership Survey conducted in 2013. The overall median salary reported in 2014 was \$46,000 (\$2000 decrease compared to 2012 data); and the most commonly reported salary (mode) was \$40,000 (similar to 2013 data). Decreases in averages could be attributed to a reduction of the highest figures reported, i.e., in 2013, the highest reported figure in Great Lakes Region was \$200,000 and in Western region, \$250,000. In four of seven AMTA regions, average reported salaries increased over 2013 data. A graphic representation of mean salaries for each region is shown below.

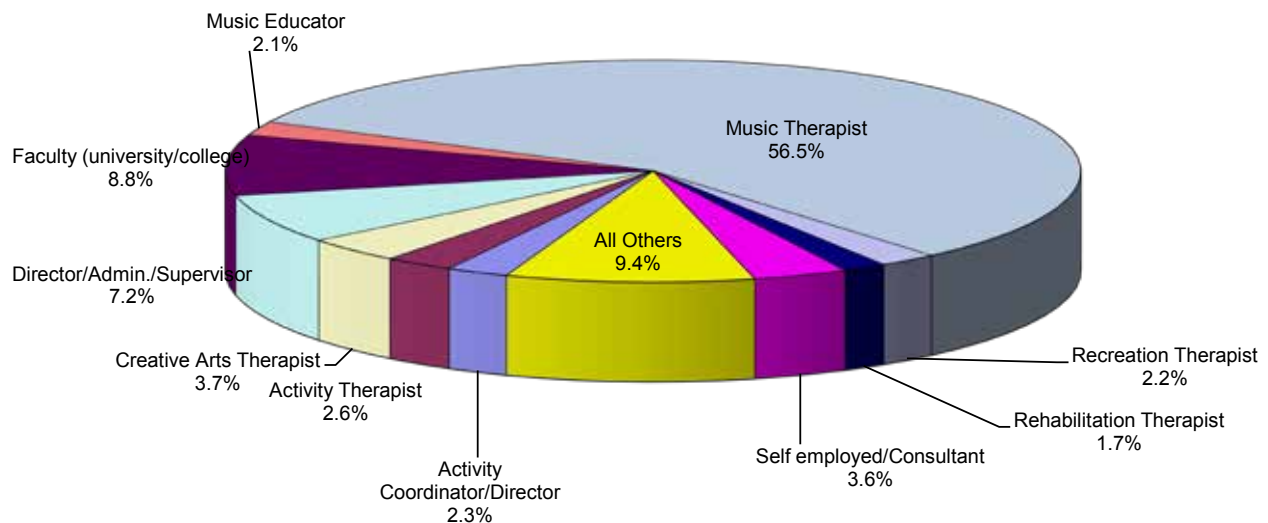
A line graph of overall average salaries reported by survey respondents each year since AMTA's inception can be seen at bottom right. In general, music therapists' salaries have continued to increase over the last 15 years with only small decreases, possibly anomalies due to survey response.

<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	17	\$40,353	\$41,000	\$34,000	\$30,000 - \$55,000
Activity Therapist	19	\$41,526	\$42,000	\$36,000	\$21,000 - \$65,000
Case Manager	2	N/A	N/A	N/A	N/A
Clinical Therapist	9	\$47,000	\$50,000	\$40,000	\$31,000 - \$60,000
Creative Arts Therapist	27	\$56,148	\$60,000	\$60,000	\$36,000 - \$75,000
Director/Admin/Supervisor	52	\$64,346	\$61,000	\$50,000	\$30,000 - \$200,000
Expressive Arts Therapist	3	N/A	N/A	N/A	N/A
Faculty	64	\$70,047	\$65,000	\$56,000	\$36,000 - \$145,000
Music Educator	15	\$53,267	\$45,000	\$40,000	\$30,000 - \$95,000
Music Therapist	410	\$45,704	\$43,000	\$40,000	\$20,000 - \$110,000
Other	49	\$61,612	\$54,000	\$40,000	\$40,000 - \$170,000
Recreation Therapist	16	\$47,250	\$49,000	\$37,000	\$28,000 - \$60,000
Rehabilitation Therapist	12	\$62,667	\$69,000	\$40,000	\$34,000 - \$80,000
Self Employed/Consultant	26	\$52,654	\$50,000	\$30,000	\$20,000 - \$100,000
Special Educator	5	\$49,800	\$46,000	N/A	\$39,000 - \$65,000
<b>Total Respondents</b>	<b>726</b>				



**The category "Other" included:** ABA Therapist, Activity Therapist/Specialist, Adjunctive Therapist, Administrative Consultant, Administrative Coordinator, Administrative Services Coordinator, Assistive Technology Specialist, Author, Behavior Specialist, Bereavement Manager, CEO/Founder, Clinic Coordinator, College Life Coach, Composer, Counselor, Crisis Clinician, Developmental Therapist, Emergency Medical Technician, Enrichment Therapist, Family Based Therapist, Group Counselor/Case Manager, Licensed Kindermusik Educator, Licensed Mental Health Counselor, Life Enrichment Coordinator, Mental Health Administrator, Music and motion facilitator, Music Center Teacher, Music Psychotherapist, Music Specialist, Music Therapy Consultant, Nurse, Occupational Therapist, Personal Health Coordinator, President/CEO, Program Manager/Coordinator, Program Specialist, Psychoanalyst, Psychologist, Psychotherapist, Recovery Specialist, Recreation Therapy Manager, Reminiscence Therapist, Research Specialist/Associate, Social Worker, Special Education Consultant/Specialist, Speech Language Pathologist, Studio Owner, Teacher, Tech Support Analyst, Volunteer

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	89	\$53,674	\$48,000	\$50,000	\$28,000 - \$170,000
AIDS	13	\$55,769	\$50,000	\$48,000	\$33,000 - \$113,000
Alzheimer's/Dementia	211	\$46,687	\$45,000	\$40,000	\$20,000 - \$170,000
Autism Spectrum Disorders	286	\$48,184	\$44,000	\$40,000	\$20,000 - \$125,000
Behavioral Disorder	202	\$48,683	\$45,000	\$40,000	\$20,000 - \$113,000
Cancer	114	\$48,807	\$46,500	\$40,000	\$29,000 - \$90,000
Chronic Pain	73	\$52,247	\$48,000	\$45,000	\$29,000 - \$125,000
Comatose	27	\$52,185	\$48,000	\$40,000	\$20,000 - \$83,000
Developmentally Disabled	309	\$48,672	\$45,000	\$40,000	\$20,000 - \$110,000
Dual Diagnosed	146	\$50,673	\$47,000	\$40,000	\$24,000 - \$125,000
Early Childhood	139	\$51,212	\$48,000	\$40,000	\$24,000 - \$113,000
Eating Disorders	35	\$47,629	\$42,000	\$40,000	\$20,000 - \$125,000
Elderly Persons	197	\$47,142	\$45,000	\$40,000	\$20,000 - \$170,000
Emotionally Disturbed	139	\$49,915	\$45,000	\$40,000	\$20,000 - \$125,000
Forensic	48	\$49,250	\$47,500	\$50,000	\$29,000 - \$80,000
Head Injured	110	\$50,193	\$47,500	\$40,000	\$20,000 - \$102,000
Hearing Impaired	72	\$49,044	\$47,500	\$40,000	\$25,000 - \$102,000
Learning Disabled	129	\$47,535	\$45,000	\$40,000	\$24,000 - \$110,000
Medical/Surgical	103	\$51,485	\$50,000	\$50,000	\$24,000 - \$85,000
Mental Health	229	\$49,371	\$46,000	\$40,000	\$20,000 - \$125,000
Multiply Disabled	152	\$49,163	\$45,000	\$40,000	\$24,000 - \$110,000
Music Education College Students	7	\$66,286	\$63,000	N/A	\$40,000 - \$102,000
Music Therapy College Students	88	\$65,818	\$60,000	\$50,000	\$24,000 - \$170,000
Neurologically Impaired	170	\$50,929	\$49,000	\$40,000	\$20,000 - \$110,000
Non-Disabled	32	\$53,313	\$52,000	\$30,000	\$24,000 - \$113,000
Other	26	\$49,500	\$45,000	\$40,000	\$30,000 - \$100,000
Parkinson's	93	\$47,882	\$46,000	\$40,000	\$24,000 - \$100,000
Physically Disabled	148	\$49,689	\$46,000	\$45,000	\$24,000 - \$110,000
Post Traumatic Stress Disorder	111	\$53,198	\$50,000	\$40,000	\$28,000 - \$170,000
Rett Syndrome	47	\$52,787	\$48,000	\$40,000	\$30,000 - \$100,000
School Age Population	193	\$49,785	\$45,000	\$40,000	\$20,000 - \$125,000
Speech Impaired	146	\$48,531	\$45,000	\$40,000	\$20,000 - \$110,000
Stroke	127	\$48,638	\$46,000	\$40,000	\$20,000 - \$100,000
Substance Abuse	108	\$51,546	\$50,000	\$50,000	\$20,000 - \$100,000
Terminally Ill	158	\$50,582	\$46,000	\$40,000	\$24,000 - \$200,000
Visually Impaired	93	\$49,400	\$46,000	\$40,000	\$24,000 - \$102,000
<b>Total Respondents</b>	<b>1,425</b>				

**The category "Other" included:** ADHD, Bereaved/Grievors, Cerebral Palsy, Child/Adolescent/Adult Psychiatry, Domestic Violence, Family Based Therapy, Labor and Delivery, NICU, Palliative Care, Pediatric Transplant and NICU, Pediatrics - respiratory/asthma, Premature Infants, Respiratory Failure, Sexually Abusive Males, Sickle Cell Disease, Spinal Cord Injury, Trauma, Traumatic Brain Injury.

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.

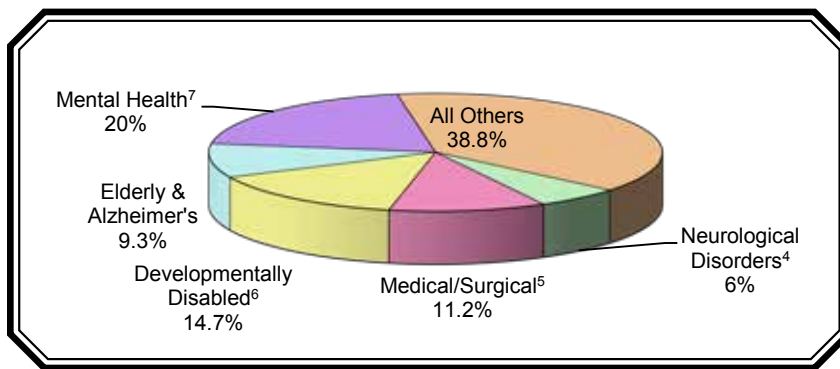
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.



# 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 20% of the populations reportedly served. The next largest categories are Developmentally Disabled populations<sup>6</sup>, 14.7%; Medical/Surgical populations<sup>5</sup>, 11.2%; Elderly & Alzheimer's populations, 9.3%; and Neurological Disorders<sup>4</sup>, 6%. All other populations account for 38.8% of the total populations served.



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

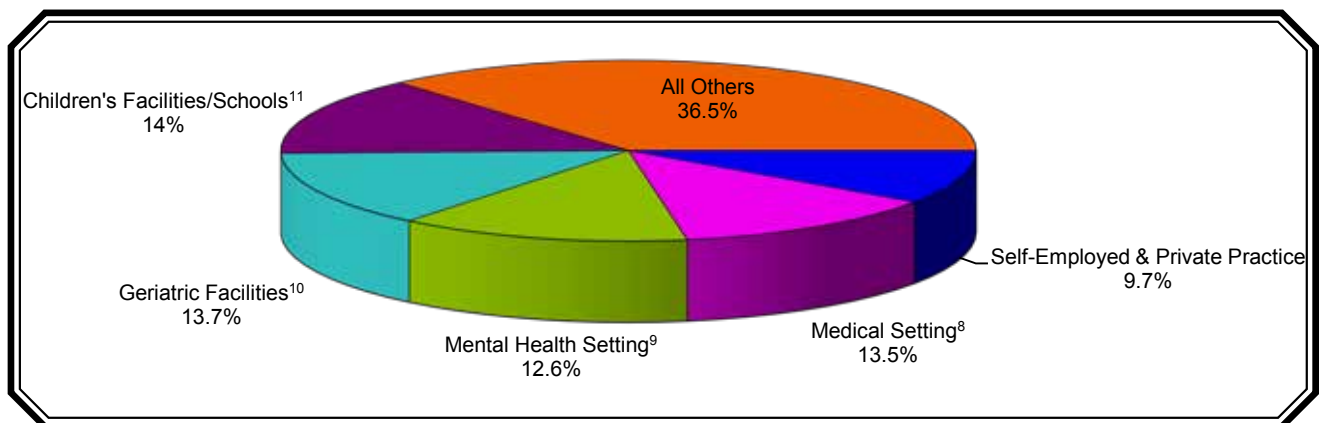
<sup>5</sup>Medical/Surgical includes AIDS, Cancer, Chronic Pain, Comatose, Medical/Surgical, and Terminally Ill.

<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 14% of survey responses; followed by Geriatric Facilities<sup>10</sup>, 13.7%, Medical Settings<sup>8</sup>, 13.5%; Mental Health Settings<sup>9</sup>, 12.6%; and finally, Self Employed & Private Practice, 9.7%. All other settings account for 36.5% 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	46	\$46,457	\$40,500	\$40,000	\$24,000 - \$85,000
Adult Education	4	N/A	N/A	N/A	N/A
Child/Adolescent Treatment Ctr.	31	\$41,839	\$38,000	\$30,000	\$20,000 - \$102,000
Children's Day Care/Preschool	36	\$52,278	\$51,500	\$75,000	\$20,000 - \$102,000
Children's Hospital or Unit	74	\$50,946	\$47,500	\$50,000	\$30,000 - \$102,000
Community Based Service	52	\$47,404	\$44,000	\$40,000	\$24,000 - \$100,000
Community Mental Health Center	11	\$53,727	\$55,000	\$40,000	\$36,000 - \$75,000
Correctional Facility	5	\$52,800	\$52,000	N/A	\$31,000 - \$70,000
Day Care/Treatment Center	22	\$49,964	\$47,500	\$60,000	\$24,000 - \$75,000
Drug/Alcohol Program	26	\$51,692	\$52,500	\$62,000	\$20,000 - \$75,000
Early Intervention Program	36	\$48,722	\$45,000	\$30,000	\$24,000 - \$102,000
Forensic Facility	34	\$53,647	\$49,000	\$40,000	\$29,000 - \$100,000
General Hospital	46	\$50,891	\$50,000	\$60,000	\$24,000 - \$85,000
Geriatric Facility - not nursing	28	\$51,071	\$44,000	\$35,000	\$24,000 - \$170,000
Geriatric Psychiatric Unit	29	\$47,103	\$45,000	\$50,000	\$29,000 - \$85,000
Group Home	40	\$45,100	\$42,500	\$30,000	\$24,000 - \$85,000
Home Health Agency	4	N/A	N/A	N/A	N/A
Hospice/Bereavement Services	109	\$50,422	\$46,000	\$45,000	\$29,000 - \$200,000
Intermediate Care Facility (DD)	25	\$47,240	\$43,000	\$60,000	\$30,000 - \$70,000
Inpatient Psychiatric Unit	96	\$46,510	\$43,000	\$50,000	\$20,000 - \$100,000
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	109	\$45,037	\$43,000	\$45,000	\$20,000 - \$85,000
Oncology	26	\$53,538	\$52,500	\$40,000	\$30,000 - \$85,000
Other	61	\$50,803	\$45,000	\$40,000	\$25,000 - \$100,000
Outpatient Clinic	30	\$46,933	\$46,500	\$30,000	\$27,000 - \$85,000
Partial Hospitalization	16	\$42,500	\$41,000	\$32,000	\$20,000 - \$70,000
Physical Rehabilitation	29	\$48,931	\$49,000	\$50,000	\$20,000 - \$85,000
Private Music Therapy Agency	61	\$44,164	\$40,000	\$30,000	\$20,000 - \$113,000
School (K-12)	146	\$51,366	\$50,000	\$30,000	\$24,000 - \$110,000
Self Employed/Private Practice	89	\$53,124	\$48,000	\$40,000	\$20,000 - \$170,000
State Institution	44	\$53,568	\$51,000	\$50,000	\$30,000 - \$96,000
Support Groups	12	\$54,000	\$53,000	\$75,000	\$30,000 - \$75,000
University/College	71	\$68,592	\$63,000	\$60,000	\$36,000 - \$145,000
Veteran's Affairs	24	\$60,083	\$63,000	\$60,000	\$29,000 - \$75,000
Wellness Program/Center	16	\$54,750	\$51,000	\$75,000	\$25,000 - \$85,000
<b>Total Respondents<sup>3</sup></b>	<b>1,433</b>				

**The category "Other" included:** ABA Clinic, Acute Hospital, Adult Day Training, Autism Center, Behavioral Health, Brain Injury Rehab Center, Camp, Children's Bereavement Center, Continuing Care Retirement Community, Day Habilitation, Domestic Violence Shelter, Family Based, In Home Care, Juvenile Detention, Medical Specialty Care Practice, Memory Care Home, Music Therapy Facility, Inc For Profit, Neonatal Intensive Care, Neurological Rehabilitation Facility, Non-profit Organization, PACE Program, Palliative Care, Pediatric SNF, Private Homes, PRTF, Research Facility, Residential Facility, Skilled Nursing Facility, Specialized Park District, University Clinic

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.



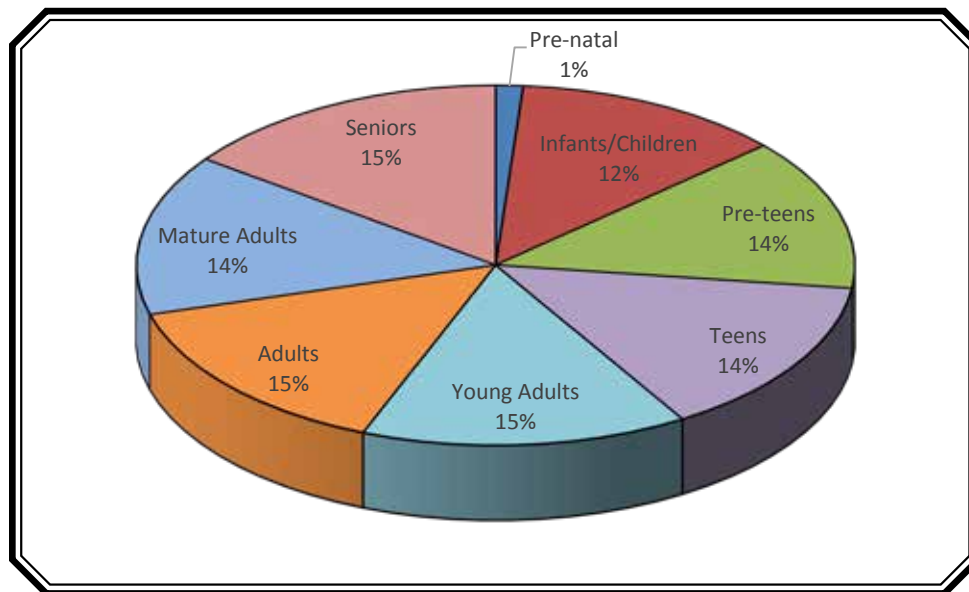
# Salary by Age Range Served

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	27	\$49,704	\$50,000	\$50,000	\$33,000 - \$75,000
Infants/Children	267	\$50,223	\$47,000	\$40,000	\$20,000 - \$113,000
Pre-teens	299	\$49,982	\$45,000	\$40,000	\$20,000 - \$125,000
Teens	312	\$50,034	\$45,000	\$40,000	\$20,000 - \$125,000
Young Adults	322	\$52,238	\$48,000	\$40,000	\$20,000 - \$170,000
Adults	319	\$50,863	\$47,000	\$40,000	\$20,000 - \$170,000
Mature Adults	317	\$48,609	\$45,000	\$40,000	\$20,000 - \$113,000
Seniors	328	\$48,921	\$45,000	\$40,000	\$20,000 - \$200,000
<b>Total Respondents<sup>3</sup></b>	<b>1,407</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 15% 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.

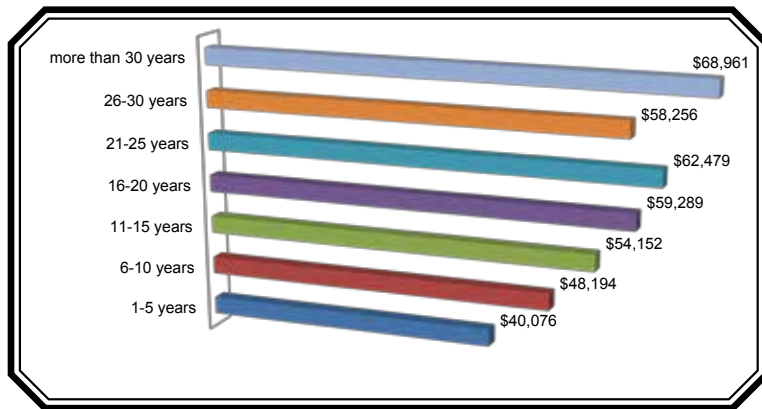


<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<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	250	\$40,076	\$40,000	\$40,000	\$20,000 - \$90,000
6 - 10 years	156	\$48,194	\$46,000	\$40,000	\$20,000 - \$100,000
11 - 15 years	92	\$54,152	\$50,000	\$45,000	\$25,000 - \$125,000
16 - 20 years	71	\$59,289	\$53,000	\$50,000	\$24,000 - \$200,000
21 - 25 years	48	\$62,479	\$62,500	\$53,000	\$28,000 - \$110,000
26 - 30 years	43	\$58,256	\$57,000	\$60,000	\$33,000 - \$110,000
more than 30 years	76	\$68,961	\$65,000	\$60,000	\$30,000 - \$145,000
<b>Total Survey Respondents</b>		<b>736</b>			

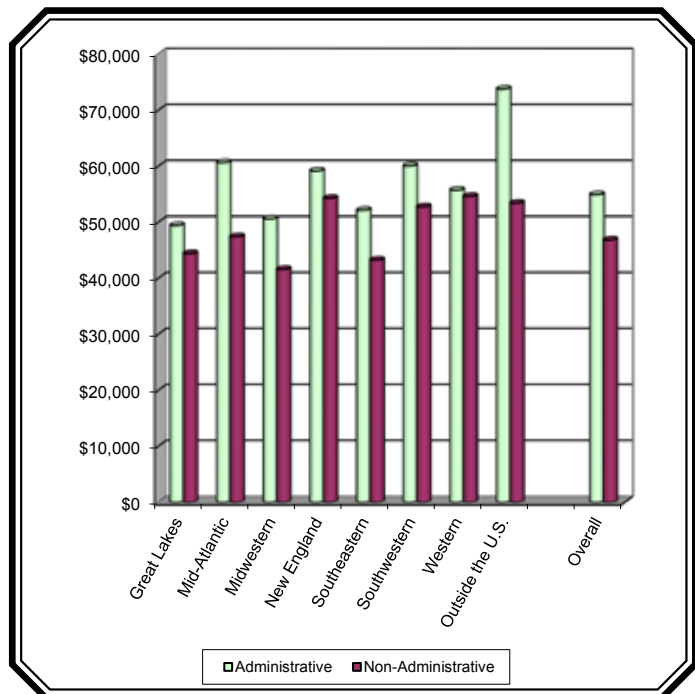


More than half of all survey respondents in this category have been practicing 10 years or less, reporting an average annual salary of \$43,195 for the first 10 years in the music therapy profession.

## 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 733 respondents who answered this survey question, the overall average administrative salary<sup>2</sup> was \$54,899. This compares to an overall average non-administrative salary<sup>2</sup> of \$46,836.

<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.

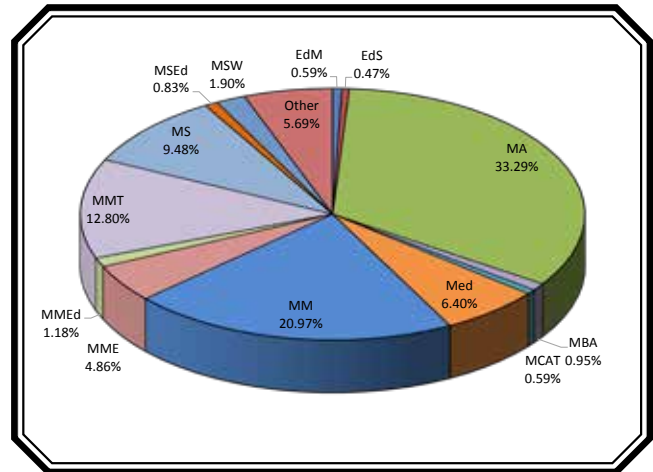
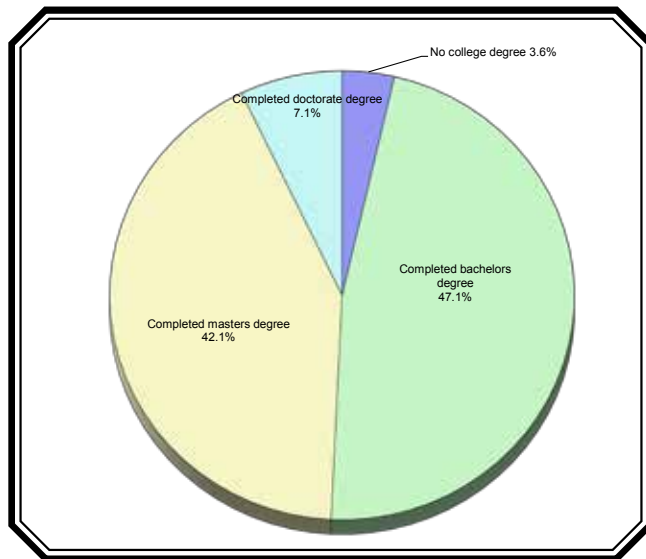


# Education and Advanced Degrees

Survey respondents largely comprise people holding a baccalaureate degree (47%). 42% of survey respondents holds a degree at the master's level, while 7% 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 .....	60
Bachelor's degree .....	780
Master's degree.....	697
Doctorate degree.....	118
<b>Total Survey Respondents</b>	<b>1,655</b>

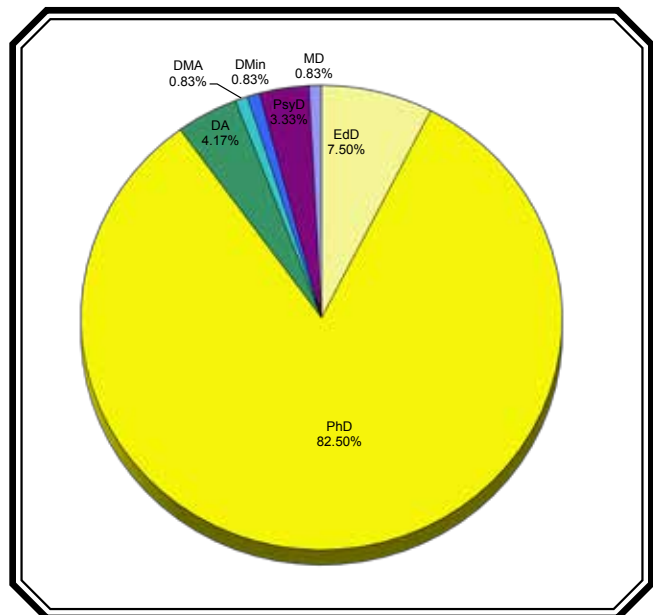


## Breakdown of Doctorate Degrees

Doctoral Degree	Responses
DA.....	5
DMA.....	1
DMin .....	1
EdD.....	9
MD.....	1
PhD.....	99
PsyD .....	4
<b>Total Respondents<sup>3</sup></b>	<b>118</b>

## Breakdown of Masters Degrees

Master's Degree	Responses
EdM .....	5
EdS.....	4
MA .....	281
MBA .....	8
MCAT .....	5
MEd.....	54
MM.....	177
MME .....	41
MMEd.....	10
MMT .....	108
MS.....	80
MSEd.....	7
MSW.....	16
Other .....	48
<b>Total Respondents<sup>3</sup></b>	<b>761</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.

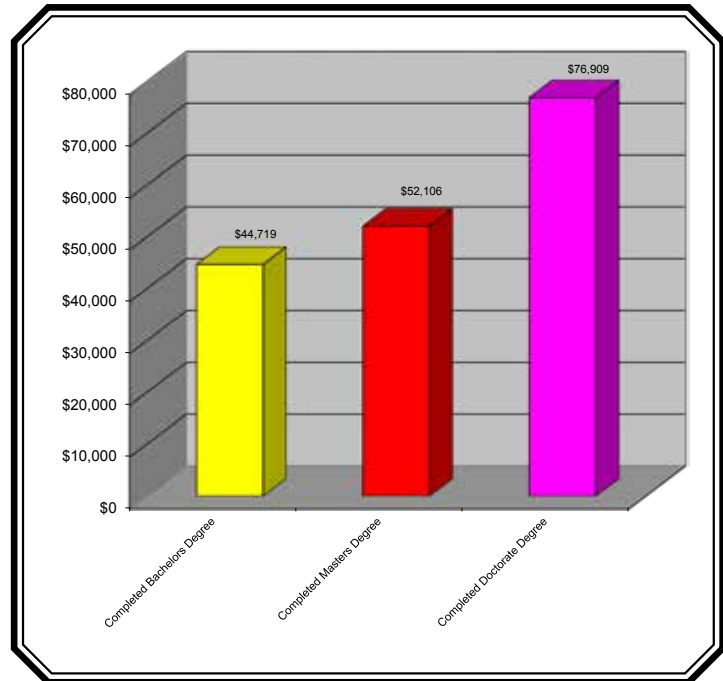
# Salary by Level of Education

Survey respondents who worked full time and indicated a salary on the 2014 member survey were compared 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	1	N/A	N/A	N/A	N/A
Bachelor's Degree	350	\$44,719	\$41,500	\$40,000	\$20,000 - \$100,000
Master's Degree.	324	\$52,106	\$50,000	\$40,000	\$20,000 - \$170,000
Doctorate Degree	66	\$76,909	\$69,500	\$60,000	\$45,000 - \$200,000
<b>Total Respondents</b>	<b>741</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 \$56 to \$69 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 \$60 to \$80 across the United States.

## GROUP SESSION RATES

Region	Number	Average Rate/Hr.
Great Lakes	161	\$60.25
Mid-Atlantic	158	\$68.36
Midwestern	65	\$65.29
New England	49	\$79.73
Southeastern	91	\$68.63
Southwestern	64	\$77.28
Western	105	\$76.41
Outside the US	17	\$73.53
<b>Overall</b>	<b>710</b>	<b>\$69.18</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.

## INDIVIDUAL SESSION RATES

Region	Number	Average Rate/Hr.
Great Lakes	174	\$56.17
Mid-Atlantic	177	\$68.90
Midwestern	78	\$58.77
New England	50	\$69.30
Southeastern	103	\$61.61
Southwestern	83	\$68.12
Western	113	\$67.58
Outside the US	18	\$63.28
<b>Overall</b>	<b>796</b>	<b>\$63.81</b>

The overall average rates reported by those providing assessment services range from \$68 to \$100 across the United States.

## ASSESSMENT RATES

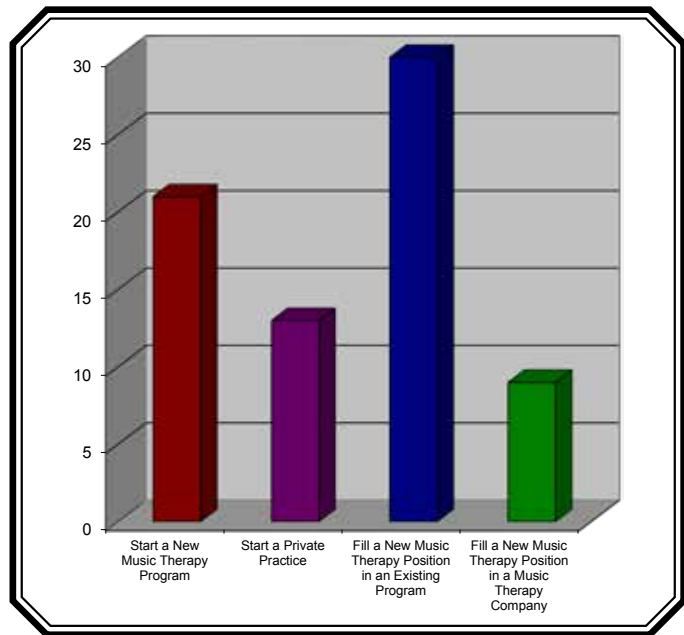
Region	Number	Average Rate/Hr.
Great Lakes	146	\$68.88
Mid-Atlantic	137	\$78.40
Midwestern	61	\$71.95
New England	38	\$95.79
Southeastern	87	\$69.23
Southwestern	68	\$99.75
Western	98	\$84.27
Outside the US	13	\$74.46
<b>Overall</b>	<b>648</b>	<b>\$78.48</b>

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

Seventy-three new full time music therapy positions were created in 2013. The list below shows work settings served as reported by each person holding one of these new jobs.

## POSITIONS CREATED IN 2013

Start a New Music Therapy Program <sup>3</sup> .....	21
<i>Adult Day Care, Child/Adolescent Treatment Center, Children's Day Care/Preschool, Children's Hospital or Unit, Community Based Service, Community Mental Health Center, Day Care/Treatment Center, Drug/Alcohol Program, Early Intervention Program, General Hospital, Geriatric Facility - not nursing, Home Health Agency, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Nursing Home/Assisted Living, Oncology, Outpatient Clinic, Partial Hospitalization, Physical Rehabilitation, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice, University/College</i>	
Start a Private Practice <sup>3</sup> .....	13
<i>Adult Day Care, Child/Adolescent Treatment Center, Children's Day Care/Preschool, Community Based Service, Community Mental Health Center, Early Intervention Program, General Hospital, Geriatric Facility - not nursing, Geriatric Psychiatric Unit, Group Home, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Intermediate Care Facility (DD), Military Base, Nursing Home/Assisted Living, Outpatient Clinic, Partial Hospitalization, Physical Rehabilitation, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice, University/College, Wellness Program/Center</i>	
Fill a New Music Therapy Position in an Existing Program <sup>3</sup> .....	30
<i>Adult Day Care, Child/Adolescent Treatment Center, Children's Day Care/Preschool, Children's Hospital or Unit, Community Based Service, Day Care/Treatment Center, Early Intervention Program, Forensic Facility, General Hospital, Geriatric Facility - not nursing, Geriatric Psychiatric Unit, Group Home, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Intermediate Care Facility (DD), Nursing Home/Assisted Living, Private Music Therapy Agency, School (K-12), State Institution, University/College</i>	
Fill a New Music Therapy Position in a Music Therapy Company <sup>3</sup> .....	9
<i>Adult Day Care, Children's Day Care/Preschool, Children's Hospital or Unit, Community Based Service, Day Care/Treatment Center, Geriatric Facility - not nursing, Geriatric Psychiatric Unit, Group Home, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Military Base, Nursing Home/Assisted Living, Outpatient Psychiatric Unit, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice</i>	



**Total New Positions Created in 2013 ..... 73**

<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.

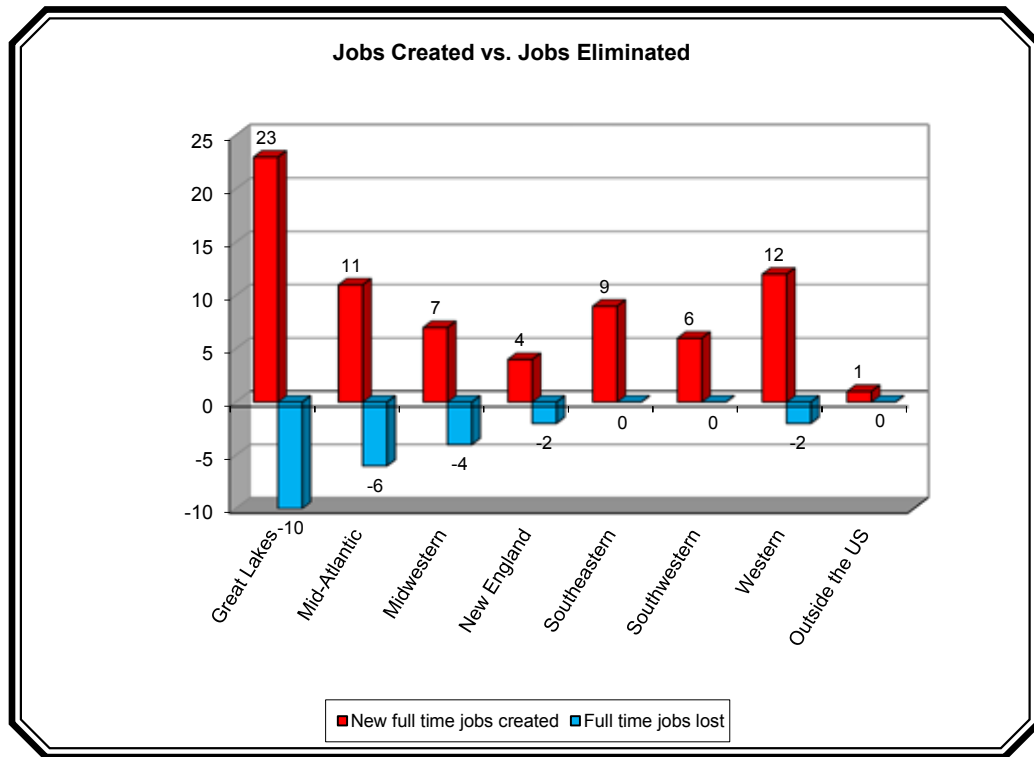
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.



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

## POSITIONS ELIMINATED IN 2013

Music Therapy Jobs Cutback .....	9
Facility Closed .....	5
Music Therapy Program Closed .....	6
Private Practice Closed .....	1
Other.....	3
<b>Total Positions Eliminated in 2013.....</b>	<b>24</b>



## POSITIONS RESIGNED

Resigned Position for family reasons .....	2
Resigned Position - changed job.....	2
Resigned Position - moved.....	5
Resigned Position - other .....	2

**Total Positions Resigned..... 11**

## CHANGES TO A NEW POSITION

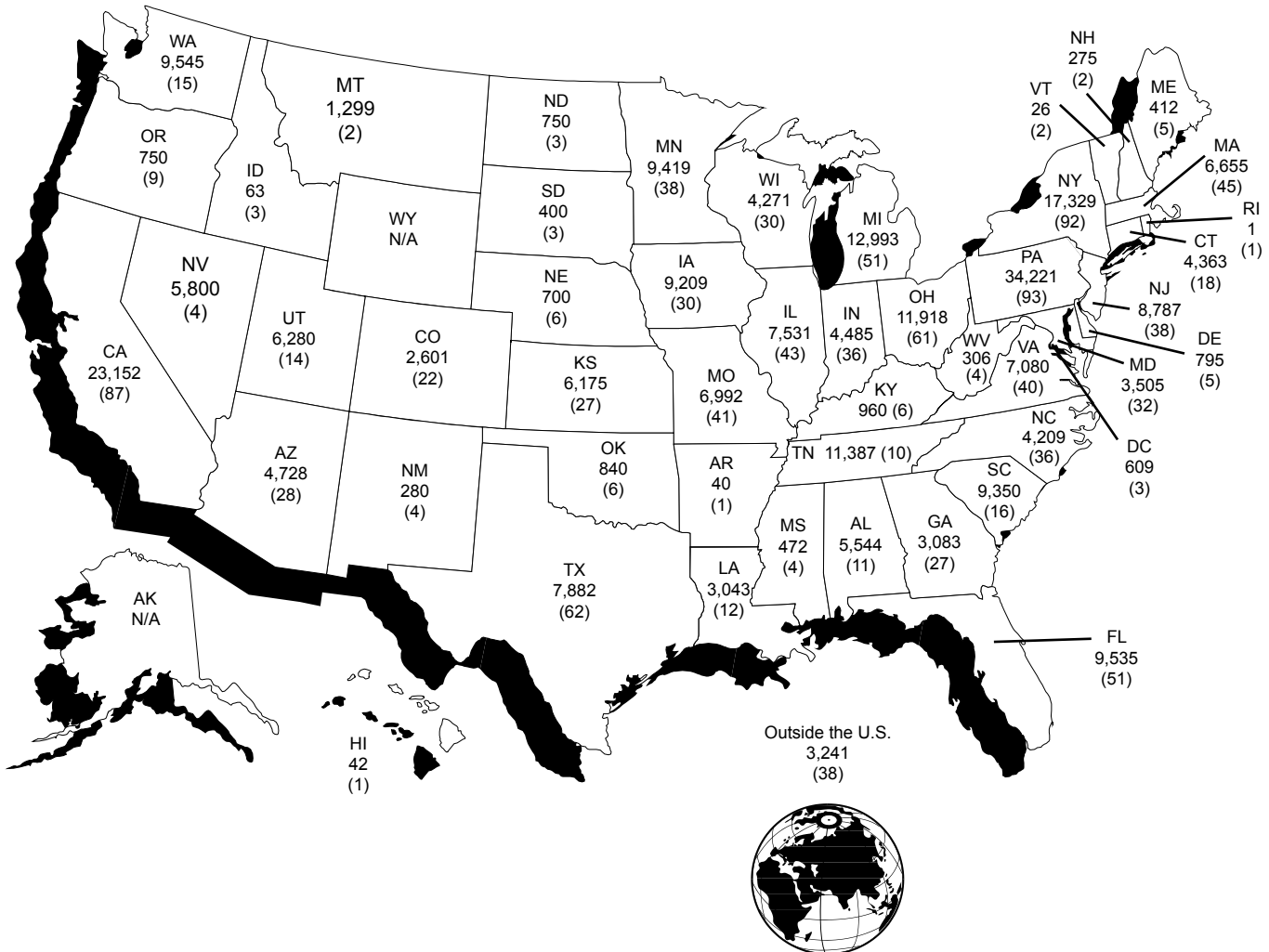
Replace a music therapist .....	50
Fill a Music Educator Position .....	7
Replace a Non-Music Therapist .....	15
Other.....	30

**Total Changes to a New Position ..... 102**

<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 in the entirety of the year 2013. 1,269 survey respondents reported having seen a total of 281,281 clients last year — an average of 221.6 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 1,269 survey respondents who indicated a job title on their survey, 84% reported their job title as one which involves mainly clinical responsibilities (Excluding Case Manager, Director/Admin./Supervisor and Faculty). As of October 2014, a reported 276 music therapists were listed on the National Music Therapy Registry and 6,192 board certified music therapists were reported by the Certification Board for Music Therapists — a total of 6,468 qualified music therapists. Extrapolating from the number of qualified music therapists, if 84% of these 6,468 music therapists each saw an average of 222 clients, then it can be inferred that an estimated 1.2 million people received music therapy services last year in the United States.



# Facilities Served by Music Therapists

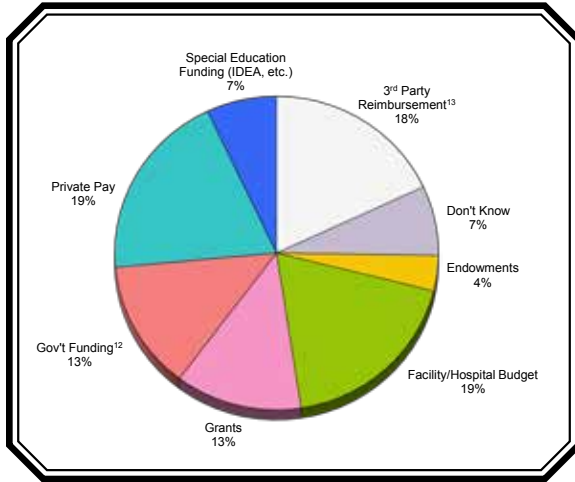
Survey Respondents were asked to estimate the number of distinct facilities in which they provided music therapy services in the entirety of the year 2013. 1,292 survey respondents reported having provided services in a total of 7,004 facilities last year — an average of 5.4 facilities per service provider. The map below shows the number of facilities served in each state and the number of corresponding survey respondents (in parentheses).



If 84% of the estimated 6,468 music therapists in the United States (as discussed on the previous page) each provided services in an average of 5.4 facilities, it can be inferred that an estimated 29,338 facilities in the United States offered some form of music therapy services to their clients in the year 2013.

# 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>
Budgeted by Facility/Hospital .....	461 .....	18.62%
Don't Know .....	177 .....	7.15%
Endowments.....	90 .....	3.63%
Grants/Donations.....	313 .....	12.64%
Medicaid Waiver .....	141 .....	5.69%
Medicare Reimbursement .....	108 .....	4.36%
Other.....	8 .....	.32%
Other—3rd party payment.....	70 .....	2.83%
Other Gov't Funds .....	72 .....	2.91%
Other Gov't Funds (3rd party payment).....	2 .....	.08%
Private Insurance Plans.....	108 .....	4.36%
Private Pay .....	480 .....	19.39%
IDEA/Special Education Funding .....	173 .....	6.99%
State/County Funding.....	256 .....	10.34%
TRICARE.....	10 .....	0.40%
Workers Compensation .....	7 .....	0.28%
<b>Total Respondents<sup>3</sup></b>	<b>1,359</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.

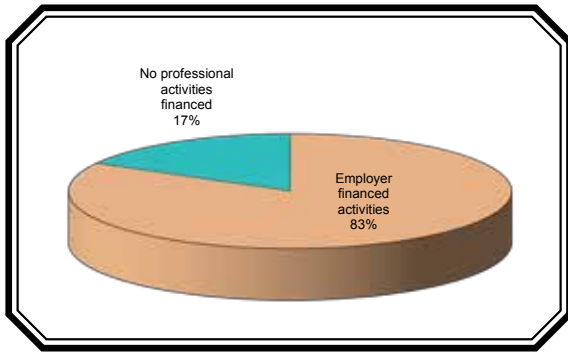
<sup>12</sup>Gov't Funding includes: Other Gov't Funds (less responses appropriate for 3rd Party Reimbursement) and State/County Funding.

<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.



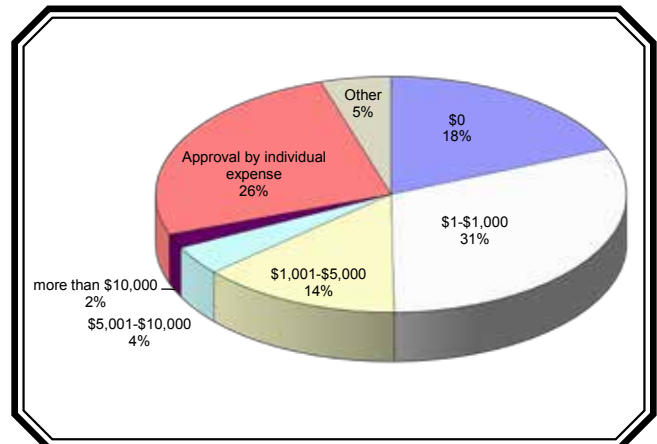
**The category "Other" included:** AMTA Conference Hotel, Clearance Costs, CPR, First Aide, Insurance, Liability Insurance, limited travel reimbursement, Materials and supplies only, Mileage, Required Trainings, State Dues, Student Loan Repayment, Supervision for LCAT, Transportation

Activity	# of Responses	% of Responses
AMTA Dues.....	170	7%
AMTA Annual conference .....	242	9%
Approval as needed.....	211	8%
Continuing Education .....	262	10%
Given a fixed amount per year .....	104	4%
Graduate studies .....	67	3%
Leave to attend events .....	415	16%
Other.....	115	4%
Registration/Certification .....	111	4%
Related Conferences/Workshops.....	230	9%
State/Regional Conferences.....	232	9%
None.....	441	17%
<b>Total Respondents<sup>3</sup></b>	<b>1,251</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. 81% of music therapists surveyed said they receive monies from their employers for music therapy program budgets while 19% 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	220	18%
\$1-\$1,000	367	31%
\$1,001-\$5,000	162	14%
\$5,001-\$10,000	47	4%
more than \$10,000	23	2%
Approval by individual expense	303	26%
Other	57	5%
<b>Total Respondents<sup>3</sup></b>	<b>1,179</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 2015



**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:

- *Journal of Music Therapy & Music Therapy Perspectives*
- 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)
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- \$50 (per 30 minute phone call)
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