

# 2016 AMTA Member Survey and Workforce Analysis



*A Descriptive,  
Statistical Profile of the  
AMTA Membership and  
Music Therapy Community*

American Music Therapy Association



# A DESCRIPTIVE, STATISTICAL PROFILE OF THE 2016 AMTA MEMBERSHIP & MUSIC THERAPY COMMUNITY

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## At a Glance: Survey Highlights

Average salary reported for music therapists in 2015 was \$50,797.

An estimated 1.4 million people received music therapy services in 2015.

Music therapists provided services in an estimated 42,154 facilities in 2015.

26% of survey respondents are owners of a music therapy business.

The average salary increased in 14 states over 2015 reports.

Most commonly reported job title was "Music Therapist," by 62% of survey respondents.

74 new full time music therapy jobs were created in 2015 as reported on the 2016 survey (with only 5 jobs reported eliminated).

Average rates for individual music therapy services across the country are a reported \$67 per hour.

Salaries for those holding a Bachelor's degree only range from \$23,000 - \$125,000.

30% of survey respondents reported receiving some form of reimbursement for music therapy services (3rd party reimbursement or government funding). Reimbursement for music therapy services is steadily growing.

Annual salary for those with 10 or fewer years' experience was a reported \$43,872.

Average reported rates for group music therapy services across the country are \$75 per hour.

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

# Overview

Welcome to the *2016 AMTA Member Survey and Workforce Analysis*. This document, “*A Descriptive Statistical Profile of the AMTA Membership and Music Therapy Community*,” 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.** See “Survey Response” on page 8 for more information.

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 working toward increasing access to music therapy services, 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.

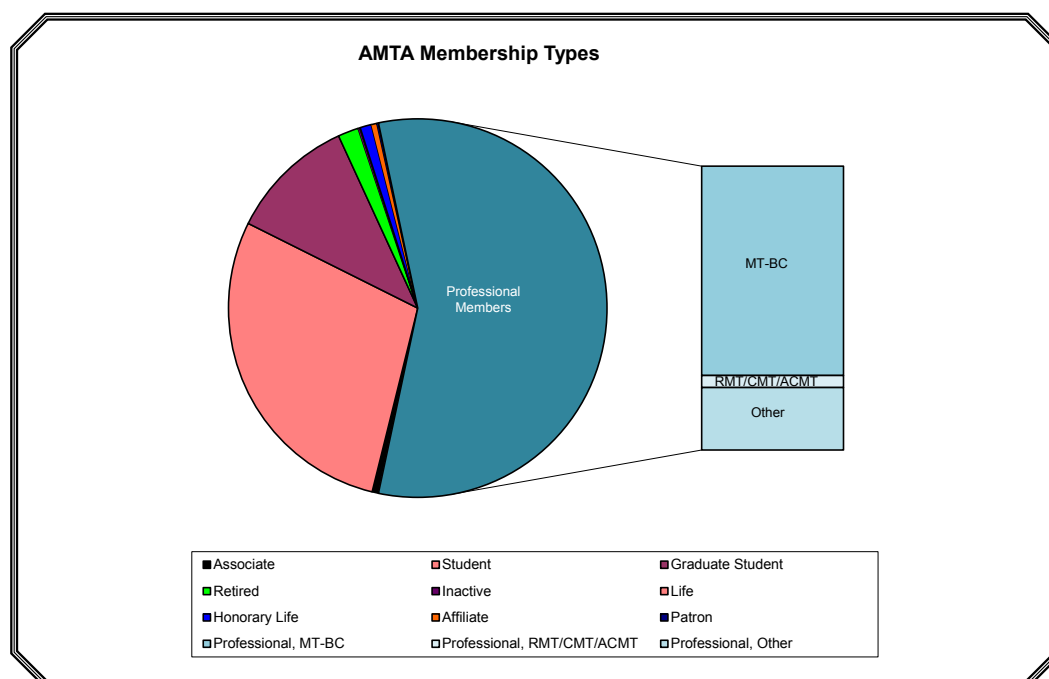
We hope that you will be able to use this information to help you more accurately describe the profession of music therapy and expand access to music therapy services. Establishing secure jobs is but one step along the path of providing quality services to the clients we serve.



# 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, 2016. Note that later in 2016, it was announced that membership exceeded 4,100, however for comparison purposes with previous years' surveys, numbers as of October 1 are used here.

Type of Membership	Number	% of Membership
Professional, MT-BC .....	1,654	41.8%
Professional, ACMT/CMT/RMT .....	95	2.4%
Professional, Other .....	494	12.5%
Associate .....	21	0.5%
Student .....	1,128	28.5%
Graduate Student .....	426	10.8%
Retired .....	69	1.7%
Inactive .....	6	0.2%
Life .....	2	<0.1%
Honorary Life .....	38	1.0%
Affiliate .....	19	0.5%
Patron .....	5	<0.1%
<b>Total Members .....</b>	<b>3,957</b>	

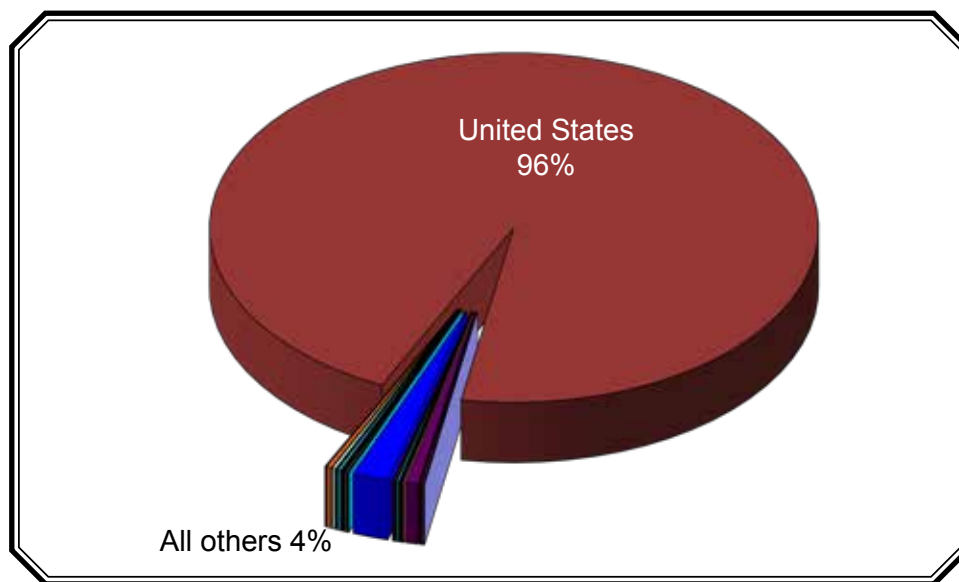


\*as of October 1, 2016. Information gathered from member records.

# 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 as well as with the World Federation of Music Therapy. It is exciting to see the number of countries represented by the AMTA membership each year. In 2016, AMTA members live in over two dozen 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 .....	3	New Zealand .....	2
Australia.....	5	Norway .....	1
Bahrain .....	1	Poland .....	1
Canada.....	25	Portugal .....	1
China .....	4	Puerto Rico.....	1
Estonia.....	1	Singapore .....	2
Germany.....	1	South Korea.....	3
Greece.....	2	Spain .....	2
Hong Kong.....	4	Sweden.....	1
Israel.....	4	Taiwan .....	10
Italy .....	1	Thailand.....	2
Japan.....	67	United States .....	3,810
Mexico .....	1		
Netherlands .....	2		
		<b>Total AMTA Members*</b>	<b>3,957</b>



\*as of October 1, 2016. Information gathered from member records.

# Survey Response

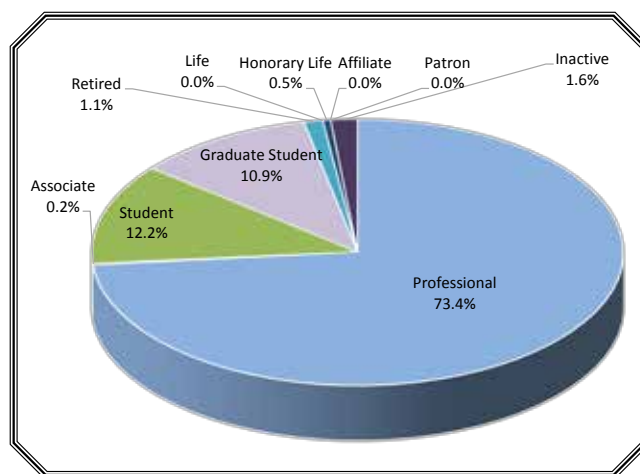
The AMTA Member Survey was conducted online during the summer/fall of 2016. The pool of potential respondents is estimated to number over 10,000. This volunteer, online survey made use of a convenience sample. Invitees included AMTA members, members of the National Music Therapy Registry, former members of the American Music Therapy Association, non-member music therapists, followers of AMTA's Twitter and Facebook feeds, *Music Therapy ENews* subscribers, and those who follow social media feeds where the invitation was shared.\* 1,169 anonymous responses were received. Since the actual number (denominator) of those who viewed the survey invitation is unknown, the response rate is an estimation. The estimated response rate ranges from 12%, for the known number of invitees in AMTA's database, to 16%, for the known number of qualified music therapists in the U.S. (see page 26) Survey response on average over the past five years, has been higher ( $\mu = 1,611$ ). This year's response is about 38% less than last year, despite the fact that this year's survey invitation was publicized more and the survey was available longer. The decrease in response for this year's survey may have impacted data reported herein. Of those who responded to the survey, 83.1% identified themselves as a practicing music therapist. 16.9% of survey respondents identified themselves as "not currently practicing music therapy," this includes students, graduate students, interns, retirees, or those who are qualified to practice but are not currently doing so.

1,047 respondents identified themselves as AMTA members, approximately 90% of the survey response. 122 respondents indicated they were not members of AMTA at the time they took the survey. These 1,047 surveys returned by AMTA members represents 26% of the total AMTA membership (as of 10/1/16). The 769 Professional member responses (noted below) represent 34% of the total AMTA Professional membership as of October 1, 2016. Approximately 10% of the survey responses were from people who indicated that they had not yet become 2016 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 17 survey respondents identified themselves as "Inactive" members while only 6 Inactive Members of AMTA exist in 2016, despite the fact that the question was clarified on the survey by identifying "Inactive" as "meaning: paid 'Inactive' Member in the current year." 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 or whether other member type responses are also inaccurate.

Member Type	Responses
Professional .....	769
Associate.....	2
Student.....	128
Graduate Student.....	114
Retired.....	12
Inactive.....	17
Life .....	0
Honorary Life.....	5
Affiliate .....	0
Patron.....	0
Total Member Responses .....	1,047



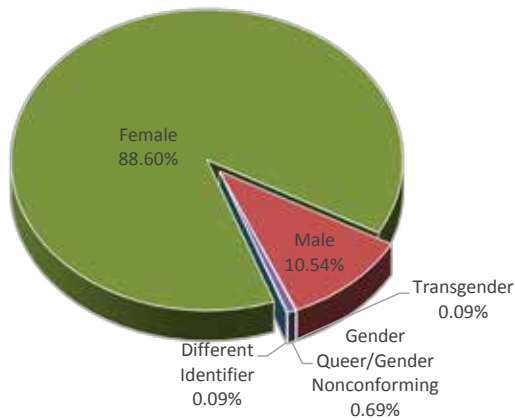
\*Participants were solicited using multiple requests via: direct email; AMTA's website; AMTA's member newsletter; public invitations through Facebook, Twitter, and Music Therapy ENews; requests to share the invitation on other groups' social media pages; and for the first time, paid, targeted Facebook ads were also used.



# Gender, Ethnicity and Age of Survey Respondents

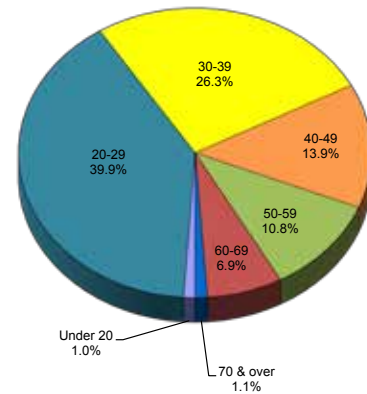
## GENDER

Gender	Number
Female	1,026
Male	122
Transgender	1
Gender Queer/Gender Nonconforming	8
Different Identifier	1
<b>Total Respondents</b>	<b>1,158</b>



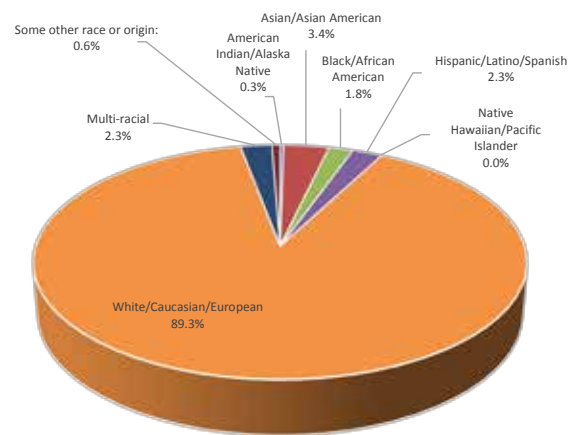
## AGE

Age	Number
Under 20	12
20-29	462
30-39	305
40-49	161
50-59	125
60-69	80
70 & over	13
<b>Total Respondents</b>	<b>1,158</b>



## ETHNICITY

Ethnicity <sup>1</sup>	Number
American Indian/Alaska Native	3
Asian/Asian American	39
Black/African American	21
Hispanic/Latin/Spanish origin	26
Native Hawaiian/Pacific Islander	0
White/Caucasian/European	1,030
Multi-racial	27
Some other race or origin	7
<b>Total Respondents</b>	<b>1,153</b>

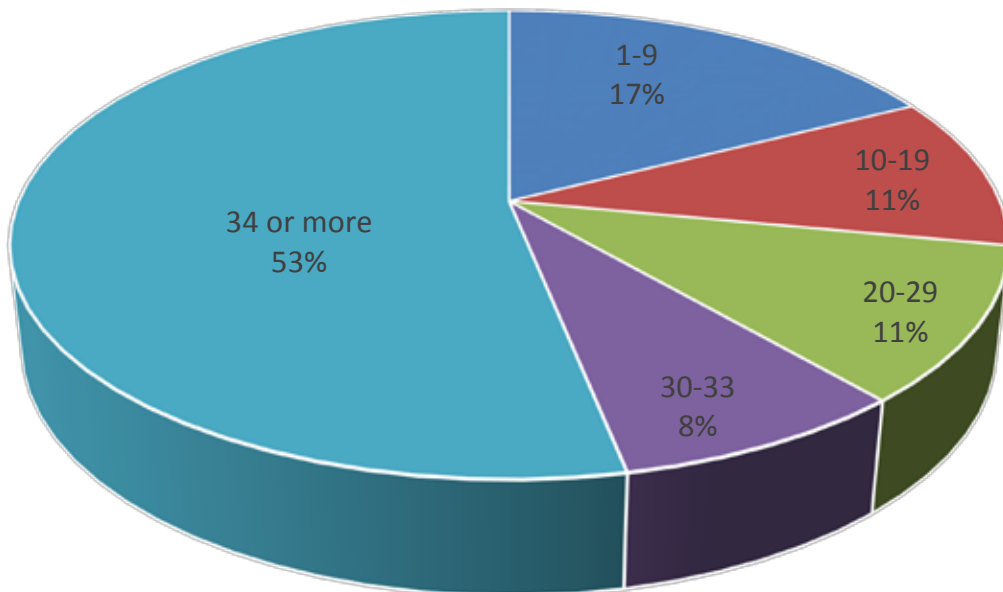


<sup>1</sup>Race categories based on those outlined by the US Census Bureau for the 2010 Census and projected changes to future Census projects.

# Weekly Hours Worked by Survey Respondents

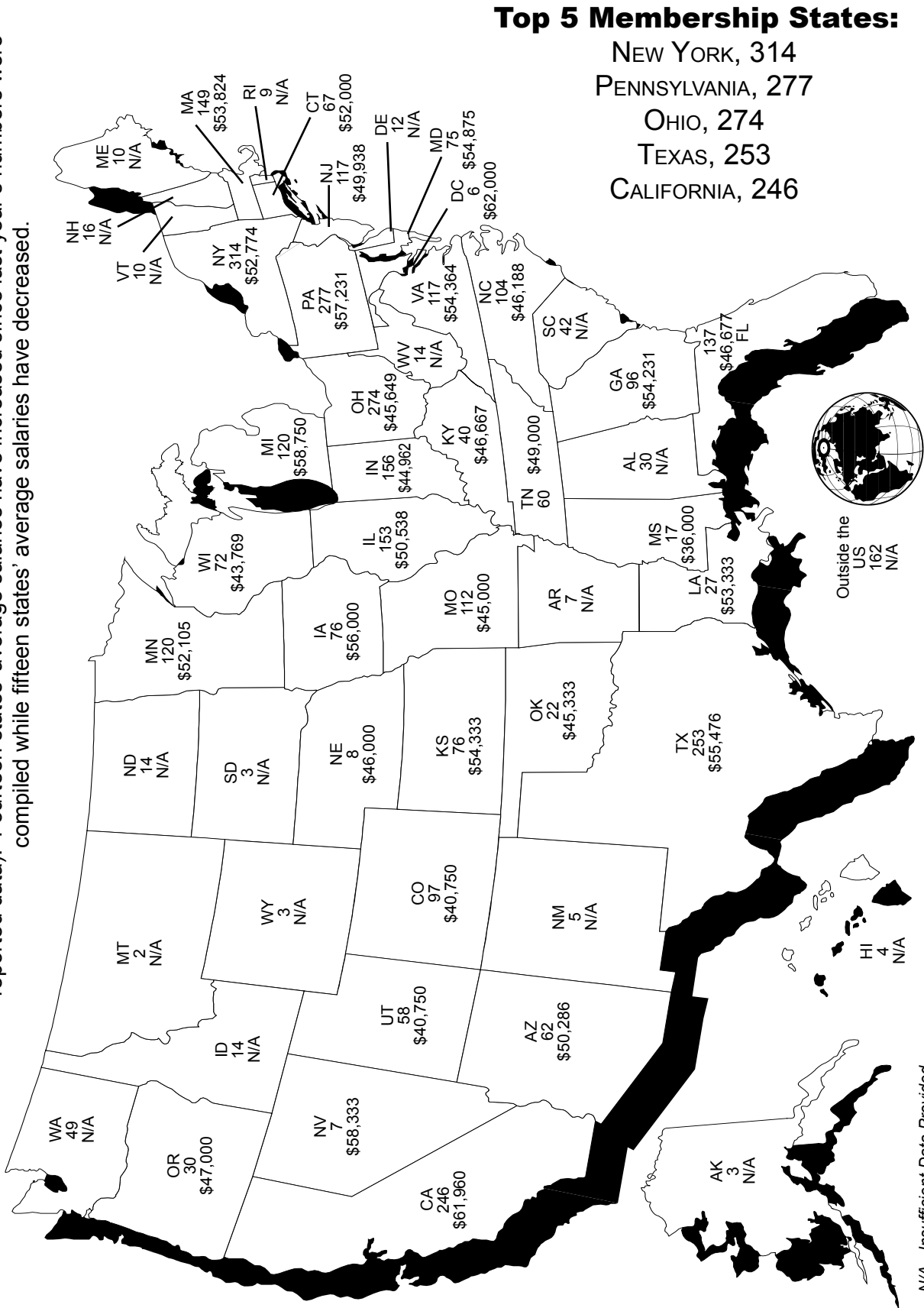
Over half of all survey respondents reported working full time, which is defined as working an average of 34 or more hours each week. It should be noted that respondents to this question included professionals, students, retirees, etc.

<u>Weekly Hours Worked</u>	<u>Number of Responses</u>
1 - 9 hours per week	169
10 - 19 hours per week	102
20 - 29 hours per week	103
30 - 33 hours per week	79
34 or more per week (full time)	514
<b>Total Respondents</b>	<b>967</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, 2016 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 United States, is \$50,797 (a decrease of \$2,938 over 2015 reported data). Fourteen states' average salaries have increased since last year's numbers were compiled while fifteen states' average salaries have decreased.



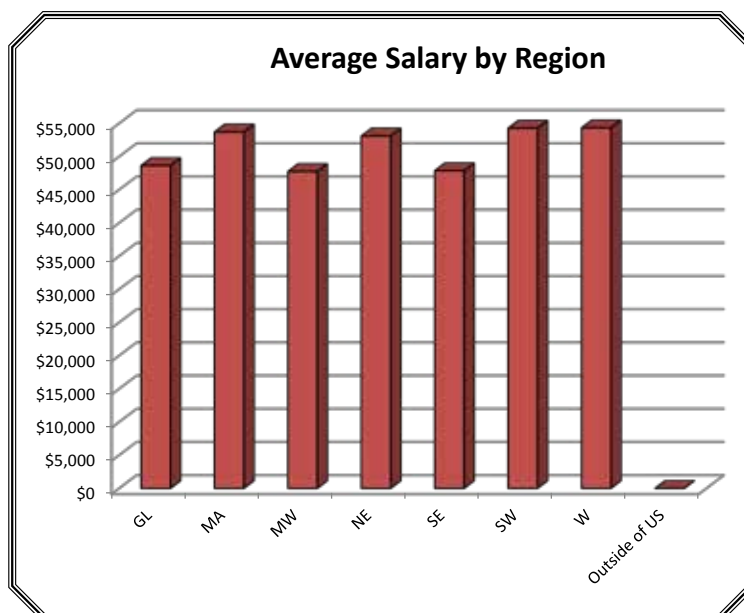
N/A - Insufficient Data Provided

<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.

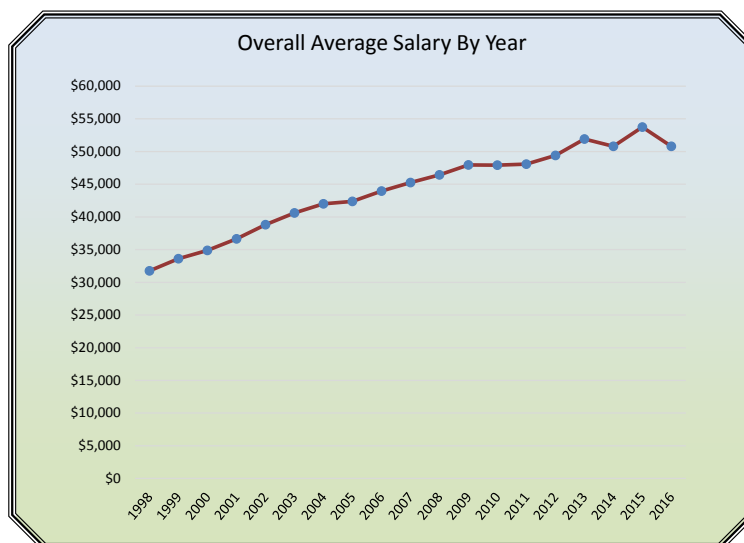
# Salary by Region

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	137	\$48,650	\$44,000	\$40,000	\$23,000 - \$131,000
Mid-Atlantic	101	\$53,713	\$50,000	\$47,000	\$25,000 - \$125,000
Midwestern	45	\$47,756	\$42,000	\$40,000	\$25,000 - \$130,000
New England	28	\$53,107	\$51,000	\$45,000	\$25,000 - \$83,000
Southeastern	80	\$47,875	\$45,500	\$40,000	\$25,000 - \$110,000
Southwestern	28	\$54,286	\$50,500	\$40,000	\$30,000 - \$89,000
Western	48	\$54,333	\$52,000	\$50,000	\$25,000 - \$220,000
Outside the U.S.	2	N/A	N/A	N/A	N/A
<b>Overall</b>	<b>469</b>	<b>\$50,797</b>	<b>\$47,000</b>	<b>\$40,000</b>	<b>\$23,000 - \$220,000</b>

Survey responses from the 2016 Survey show the overall average salary reported was \$50,797, a decrease of \$2,938 over salaries reported from the Survey conducted in 2015. The overall median salary reported in 2016 was \$47,000; and the most commonly reported salary (mode) was \$40,000. In six of seven AMTA regions, average reported salaries decreased over 2015 data. Salaries reported from “Outside the U.S.” were not reportable due to the limited number of survey respondents who indicated they lived outside the United States and answered relevant salary questions. A graphic representation of mean salaries for each region is shown to the right.



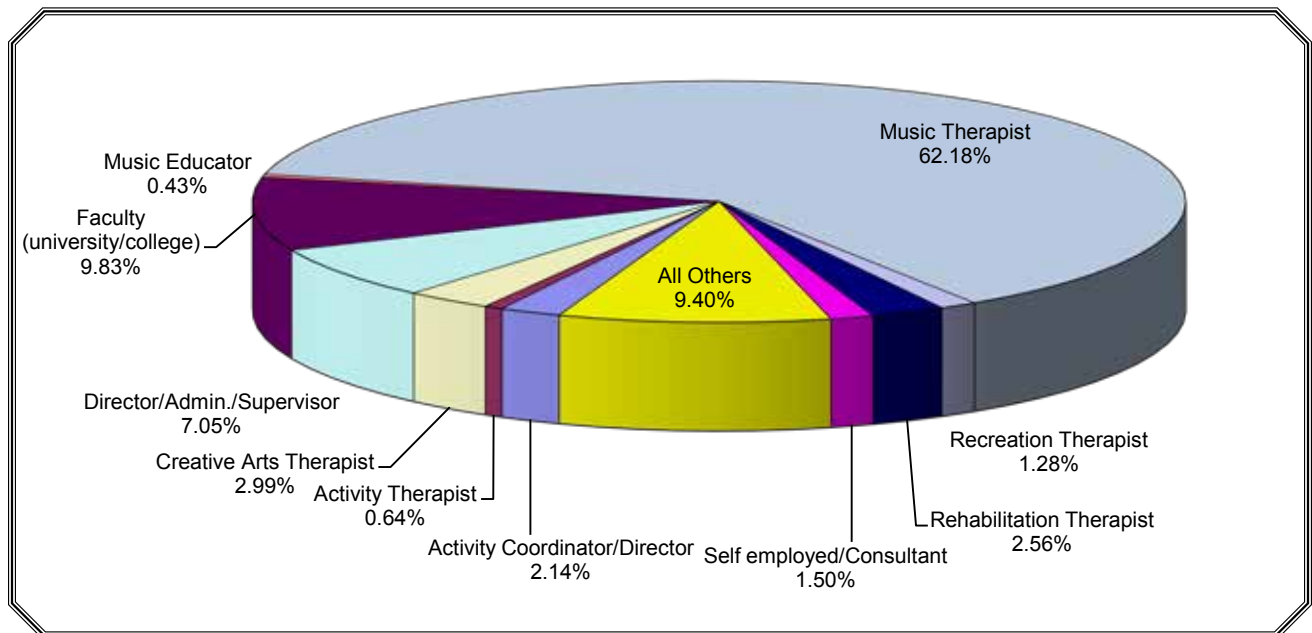
A line graph of overall average salaries reported by survey respondents each year since the inception of AMTA can be seen at bottom right. One can see only small decreases over the past 18 years (which may be anomalies due to survey data and response rate), but in general, overall reported music therapists' salaries have shown a steady increase since AMTA's inception. From \$31,755 in 1998 to \$50,797 in 2016.



<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	10	\$44,200	\$42,000	\$30,000	\$30,000 - \$60,000
Activity Therapist	3	\$48,000	\$45,000	N/A	\$35,000 - \$64,000
Clinical Therapist	5	\$52,800	\$45,000	\$45,000	\$39,000 - \$80,000
Creative Arts Therapist	14	\$50,643	\$51,000	\$42,000	\$37,000 - \$70,000
Director/Admin./Supervisor	33	\$61,000	\$60,000	\$60,000	\$35,000 - \$106,000
Expressive Arts Therapist	2	N/A	N/A	N/A	N/A
Faculty	46	\$70,457	\$68,000	\$65,000	\$41,000 - \$131,000
Music Educator	2	N/A	N/A	N/A	N/A
Music Therapist	291	\$46,649	\$44,000	\$40,000	\$23,000 - \$125,000
Other	37	\$49,405	\$50,000	\$40,000	\$25,000 - \$100,000
Recreation Therapist	6	\$42,500	\$41,500	\$41,000	\$28,000 - \$60,000
Rehabilitation Therapist	12	\$52,750	\$47,500	\$45,000	\$30,000 - \$79,000
Self Employed/Consultant	7	\$73,571	\$50,000	N/A	\$28,000 - \$220,000
<b>Total Respondents</b>	<b>468</b>				



**The category "Other" included:** Adjunctive Therapist, Associate Teacher Counselor, Associate Team Director, Bereavement Counselor, Chaplain, Clinical Supervisor, Creative Arts Therapist (Music), Experiential Therapist, Founder/CEO, Juvenile Justice Specialist, Managing Director, Music Specialist, Music Therapy Clinical Coordinator, Music Therapy Coordinator/Manager/Lead, Program Coordinator, Recreation Manager, Registered Therapist, Senior Recreation Therapist, Supervising Counselor, Therapeutic Activities Specialist

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	58	\$50,569	\$49,000	\$45,000	\$30,000 - \$89,000
AIDS	7	\$46,429	\$48,000	\$48,000	\$25,000 - \$65,000
Alzheimer's/Dementia	140	\$48,214	\$44,500	\$60,000	\$23,000 - \$220,000
Autism Spectrum Disorders	173	\$48,601	\$45,000	\$45,000	\$23,000 - \$220,000
Behavioral Disorder	146	\$47,904	\$45,000	\$45,000	\$25,000 - \$125,000
Bereavement/Grief	79	\$49,823	\$50,000	\$50,000	\$25,000 - \$100,000
Cancer	91	\$51,352	\$48,000	\$50,000	\$25,000 - \$106,000
Chronic Pain	66	\$50,379	\$47,500	\$40,000	\$25,000 - \$125,000
Comatose	23	\$48,304	\$48,000	\$48,000	\$25,000 - \$83,000
Intellect./Develop. Disabled (IDD)	165	\$47,927	\$45,000	\$45,000	\$23,000 - \$125,000
Dual Diagnosed	97	\$45,907	\$45,000	\$30,000	\$25,000 - \$80,000
Early Childhood	94	\$48,011	\$45,000	\$45,000	\$23,000 - \$125,000
Eating Disorders	19	\$51,158	\$47,000	\$42,000	\$30,000 - \$83,000
Elderly Persons	107	\$48,121	\$44,000	\$60,000	\$23,000 - \$125,000
Emotionally Disturbed	91	\$51,088	\$48,000	\$45,000	\$25,000 - \$125,000
Forensic	29	\$49,690	\$49,000	\$36,000	\$30,000 - \$72,000
Head Injured	78	\$50,872	\$48,000	\$40,000	\$25,000 - \$125,000
Hearing Impaired	44	\$51,659	\$45,500	\$45,000	\$25,000 - \$130,000
Hospice/Palliative Care	136	\$49,765	\$47,500	\$50,000	\$25,000 - \$106,000
Learning Disabled	85	\$47,271	\$45,000	\$30,000	\$23,000 - \$125,000
Medical/Surgical	79	\$54,329	\$49,000	\$40,000	\$25,000 - \$220,000
Mental Health	144	\$49,750	\$47,500	\$40,000	\$25,000 - \$100,000
Multiply Disabled	85	\$47,482	\$45,000	\$32,000	\$23,000 - \$94,000
Music Education College Students	3	N/A	N/A	N/A	N/A
Music Therapy College Students	63	\$62,063	\$60,000	\$60,000	\$25,000 - \$131,000
Neurologically Impaired	113	\$50,770	\$48,000	\$48,000	\$25,000 - \$106,000
Non-Disabled	20	\$47,900	\$44,000	\$30,000	\$25,000 - \$78,000
Other	19	\$52,105	\$52,000	\$52,000	\$27,000 - \$83,000
Parkinson's	56	\$47,214	\$44,500	\$38,000	\$25,000 - \$100,000
Physically Disabled	73	\$50,575	\$45,000	\$40,000	\$25,000 - \$125,000
Post Traumatic Stress Disorder	75	\$51,987	\$49,000	\$42,000	\$25,000 - \$125,000
Rett Syndrome	11	\$58,727	\$56,000	N/A	\$32,000 - \$125,000
School Age Population	107	\$49,243	\$46,000	\$33,000	\$25,000 - \$125,000
Speech Impaired	84	\$47,869	\$45,000	\$45,000	\$25,000 - \$125,000
Stroke	79	\$51,038	\$46,000	\$40,000	\$25,000 - \$125,000
Substance Abuse	68	\$51,015	\$50,000	\$42,000	\$25,000 - \$83,000
Terminally Ill	97	\$50,155	\$50,000	\$50,000	\$25,000 - \$105,000
Visually Impaired	50	\$47,280	\$45,000	\$38,000	\$25,000 - \$83,000
<b>Total Respondents<sup>3</sup></b>	<b>469</b>				

**The category "Other" included:** At-Risk. Domestic Violence/Trauma. English as a Second Language Students, Fetal Alcohol Syndrome, High Risk Families, Huntington's Disease, Medically Fragile, Premature and Hospitalized Infants, Psychiatric Unit, Refugees, Self Care for Clinicians, Sex Offenders, Spinal Cord Injuries and Diseases of the Central Nervous System, Supervision, Trauma, Typically Developing Children

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

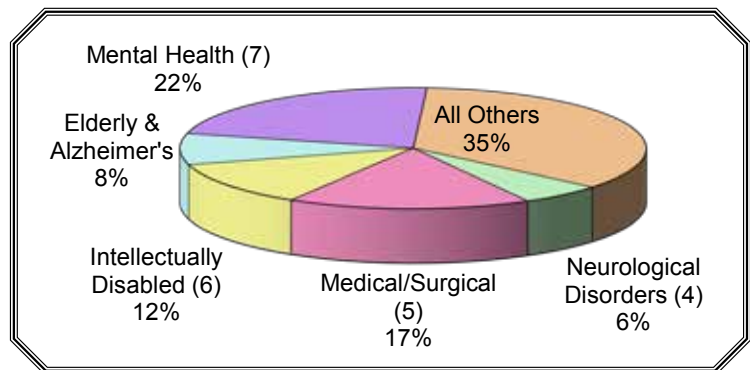
A graphic representation of the number of survey respondents who reported working with specific populations appears here. The largest category of survey respondents falls under the Mental Health<sup>7</sup> umbrella, which accounts for 22% of the populations reportedly served. The next largest categories are Medical/Surgical populations<sup>5</sup>, 17%; Developmentally Disabled populations<sup>6</sup>, 12%; Elderly & Alzheimer's populations, 8%; and Neurological Disorders<sup>4</sup>, 8%. All other populations account for 35% 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, Hospice/Palliative Care, Medical/Surgical, and Terminally Ill.

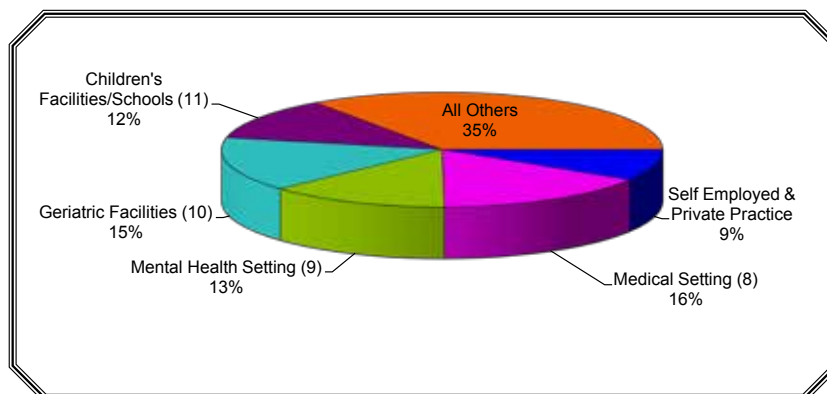
<sup>6</sup>Intellectually Disabled includes Autism Spectrum, Intellectually/Developmentally Disabled (IDD), and Rett Syndrome.

<sup>7</sup>Mental Health includes Behavioral Disorder, Bereavement/Grief, 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 Medical Settings<sup>8</sup>, which account for 16% of survey responses; followed by Geriatric Facilities<sup>10</sup>; 15%, Mental Health Settings<sup>9</sup>, 13%; Children's Facilities/Schools<sup>11</sup>, 12%; and finally, Self Employed & Private Practice, 9%. All other settings account for 35% 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 Services/ Day Care	44	\$42,659	\$38,000	\$32,000	\$30,000 - \$125,000
Adult Education	2	N/A	N/A	N/A	N/A
Child/Adolescent Treatment Ctr.	22	\$46,273	\$44,500	\$40,000	\$32,000 - \$94,000
Children's Day Care/Preschool	22	\$45,091	\$43,000	\$30,000	\$25,000 - \$82,000
Children's Hospital or Unit	55	\$50,527	\$47,000	\$40,000	\$25,000 - \$105,000
Community Based Service	42	\$43,286	\$39,500	\$30,000	\$25,000 - \$75,000
Community Mental Health Center	11	\$53,182	\$50,000	\$50,000	\$32,000 - \$80,000
Correctional Facility	4	\$47,000	\$46,000	N/A	\$36,000 - \$60,000
Day Care/Treatment Center	4	\$38,250	\$37,000	N/A	\$33,000 - \$46,000
Drug/Alcohol Program	15	\$51,000	\$52,000	\$35,000	\$35,000 - \$70,000
Early Intervention Program	21	\$48,048	\$50,000	\$60,000	\$28,000 - \$68,000
Forensic Facility	15	\$57,867	\$56,000	\$45,000	\$30,000 - \$84,000
General Hospital	38	\$55,526	\$48,000	\$42,000	\$25,000 - \$220,000
Geriatric Facility - not nursing	17	\$45,471	\$44,000	\$60,000	\$30,000 - \$60,000
Geriatric Psychiatric Unit	14	\$44,571	\$45,500	\$34,000	\$25,000 - \$57,000
Group Home	19	\$38,737	\$38,000	\$33,000	\$27,000 - \$56,000
Home Health Agency	2	N/A	N/A	N/A	N/A
Hospice/Bereavement Services	84	\$50,238	\$49,500	\$50,000	\$28,000 - \$105,000
Intermediate Care Facility (DD)	8	\$48,375	\$39,500	\$38,000	\$35,000 - \$73,000
Inpatient Psychiatric Unit	60	\$50,250	\$50,000	\$42,000	\$25,000 - \$72,000
Music Retailer	1	N/A	N/A	N/A	N/A
Nursing Home/Assisted Living	73	\$45,616	\$40,000	\$33,000	\$23,000 - \$220,000
Oncology	26	\$49,192	\$46,500	\$42,000	\$30,000 - \$106,000
Other	18	\$50,500	\$47,000	\$40,000	\$23,000 - \$83,000
Outpatient Clinic	23	\$53,739	\$48,000	\$42,000	\$25,000 - \$125,000
Partial Hospitalization	11	\$42,455	\$43,000	\$35,000	\$25,000 - \$65,000
Physical Rehabilitation	23	\$52,478	\$45,000	\$40,000	\$25,000 - \$105,000
Private Music Therapy Agency	42	\$47,929	\$40,000	\$30,000	\$25,000 - \$220,000
School (K-12)	73	\$51,301	\$46,000	\$46,000	\$25,000 - \$125,000
Self Employed/Private Practice	44	\$54,227	\$50,000	\$60,000	\$25,000 - \$125,000
State Institution	21	\$48,952	\$45,000	\$55,000	\$30,000 - \$79,000
Support Groups	5	\$62,400	\$60,000	N/A	\$31,000 - \$100,000
University/College	52	\$66,462	\$65,000	\$50,000	\$25,000 - \$131,000
Veteran's Affairs	8	\$61,750	\$56,500	N/A	\$52,000 - \$78,000
Wellness Program/Center	9	\$53,000	\$55,000	\$52,000	\$35,000 - \$70,000
<b>Total Respondents<sup>3</sup></b>	<b>469</b>				

**The category "Other" included:** Acute Care/Hospital, Alternative Middle/High Collaborative, Arts Center, Behavioral Health Hospital, Behavioral/Mental Health Inpatient Hospital, Child Welfare Agency, Children's Mental Health Day Treatment, Client Homes, Community Music School, Homeless Shelter, Intergenerational Daycare, Intermediate School District - Center Based Special Ed., LTAC Rehabilitation Hospital, Neurologic Rehabilitation Hospital, NICU

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.

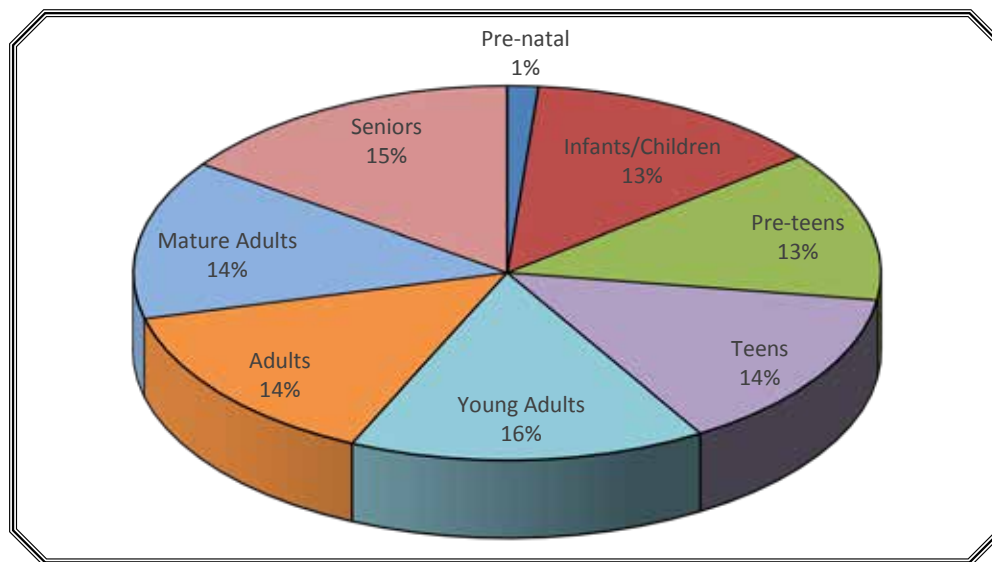
# Salary by Age Range Served

Music therapy is truly a service offered throughout the lifespan and anyone can benefit from music therapy services 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	19	\$47,684	\$50,000	\$30,000	\$30,000 - \$69,000
Infants/Children	184	\$49,033	\$45,500	\$40,000	\$23,000 - \$125,000
Pre-teens	185	\$49,551	\$46,000	\$40,000	\$23,000 - \$125,000
Teens	199	\$48,789	\$46,000	\$45,000	\$23,000 - \$105,000
Young Adults	219	\$52,973	\$49,000	\$42,000	\$23,000 - \$220,000
Adults	202	\$51,450	\$48,000	\$42,000	\$25,000 - \$220,000
Mature Adults	196	\$50,597	\$48,000	\$42,000	\$25,000 - \$220,000
Seniors	215	\$49,953	\$47,000	\$40,000	\$23,000 - \$220,000
<b>Total Respondents<sup>3</sup></b>	<b>466</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 of the age groups music therapists serve. With the exception of the Pre-natal age group, each category is served by between 13% 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.

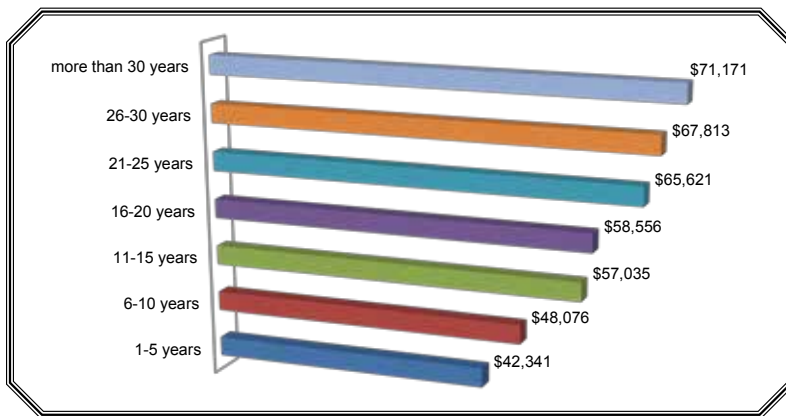


<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<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

Years in Profession	Number of Respondents	Average Salary <sup>2</sup>	Average Salary <sup>2</sup>	Salary Mode <sup>2</sup>	Salary Range <sup>2</sup>
1 - 5 years	217	\$42,341	\$42,000	\$40,000	\$23,000 - \$72,000
6 - 10 years	79	\$48,076	\$48,000	\$56,000	\$25,000 - \$74,000
11 - 15 years	57	\$57,035	\$51,000	\$45,000	\$28,000 - \$220,000
16 - 20 years	36	\$58,556	\$58,000	\$60,000	\$35,000 - \$125,000
21 - 25 years	29	\$65,621	\$61,000	\$56,000	\$25,000 - \$131,000
26 - 30 years	16	\$67,813	\$64,500	\$40,000	\$30,000 - \$125,000
more than 30 years	35	\$71,171	\$69,000	\$60,000	\$30,000 - \$130,000
<b>Total Survey Respondents</b>	<b>469</b>				

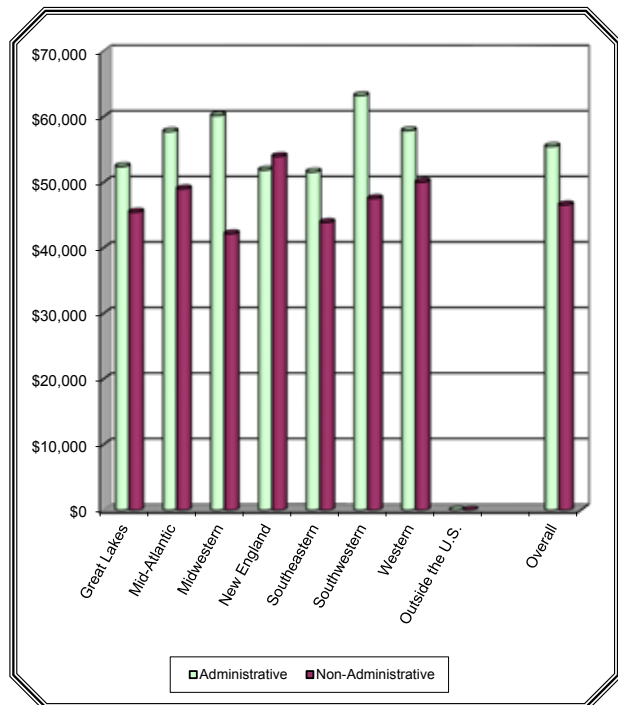


Over half of all survey respondents in this category have been practicing 10 years or less. Those who have been practicing music therapy for 1-10 years reported an average annual salary of \$43,872.

# 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. Figures from "Outside the U.S." are not reported this year due to the limited number of survey respondents who answered relevant survey questions. From 468 respondents who answered this survey question, the overall average administrative salary<sup>2</sup> was \$55,491. This compares to an overall average non-administrative salary<sup>2</sup> of \$46,606.

<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.



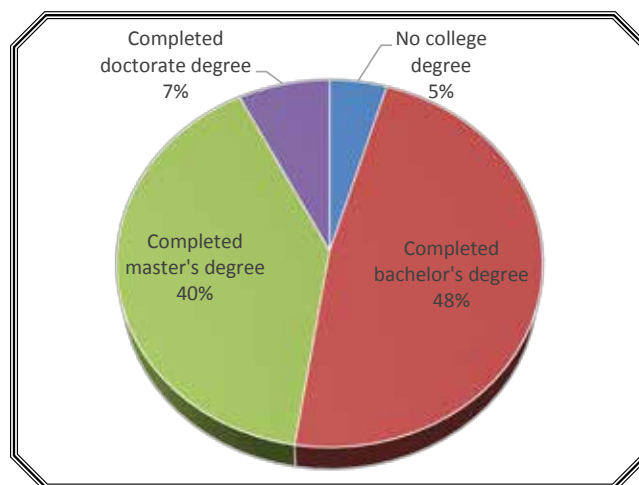


# Education and Advanced Degrees

Survey respondents are largely evenly divided between an undergraduate degree (48%) and graduate degrees (47%). 40% of survey respondents hold a degree at the master's level, while 7% of respondents hold 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.

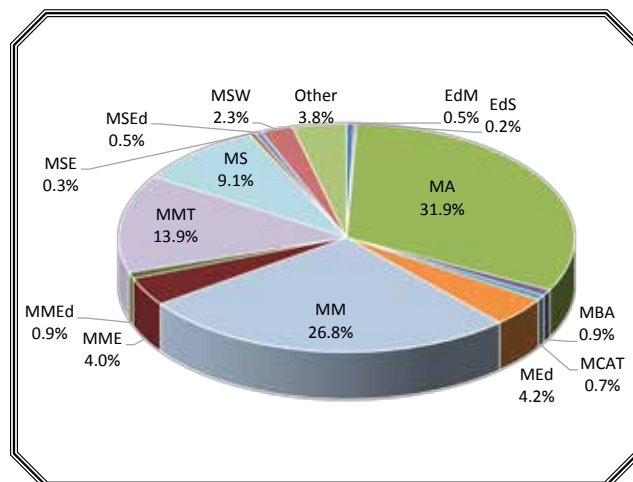
## Level of Education

Education	Responses
No college degree .....	53
Bachelor's degree .....	547
Master's degree.....	459
Doctorate degree.....	85
<b>Total Respondents</b>	<b>1,144</b>



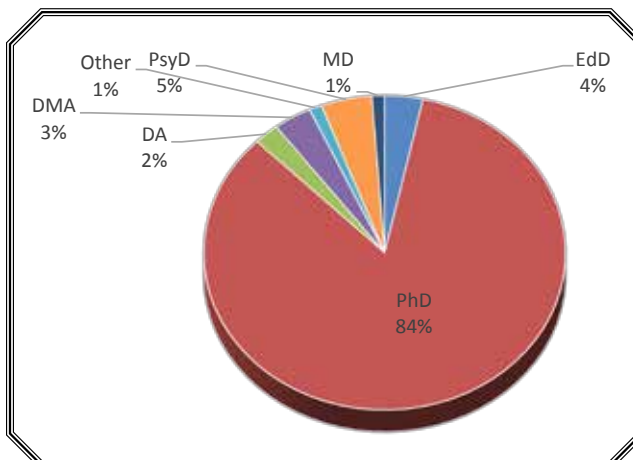
## Breakdown of Masters Degrees

Master's Degree	Responses
EdM .....	3
EdS .....	1
MA .....	183
MBA .....	5
MCAT .....	4
MEd .....	24
MM .....	154
MME .....	23
MMEd .....	5
MMT .....	80
MS .....	52
MSE .....	2
MSEd .....	3
MSW .....	13
Other.....	22
<b>Total Respondents<sup>3</sup></b>	<b>522</b>



## Breakdown of Doctorate Degrees

Doctoral Degree	Responses
DA .....	2
DMA .....	3
EdD .....	3
MD .....	1
PhD .....	74
PsyD .....	4
Other.....	1
<b>Total Respondents<sup>3</sup></b>	<b>88</b>



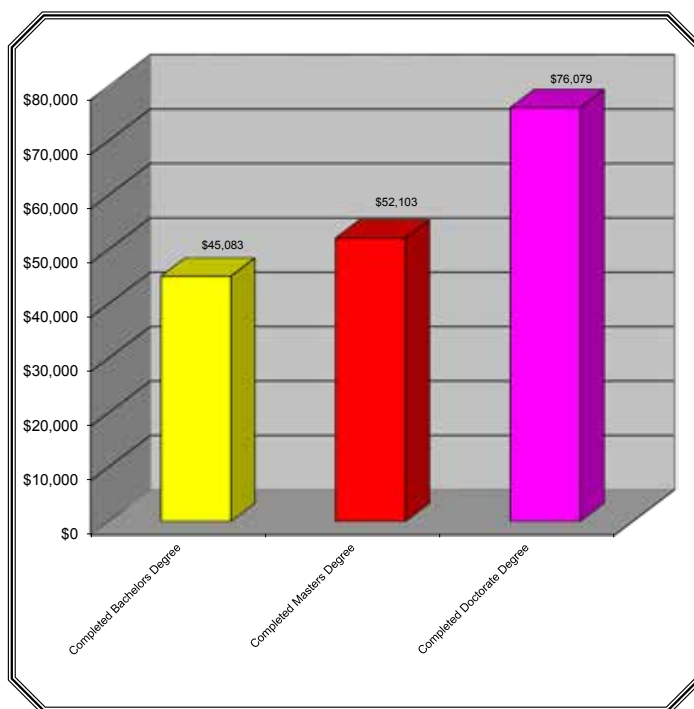
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

# Salary by Level of Education

Survey respondents who worked full time and indicated a salary on the 2016 member survey were compared by their reported highest level of education. In general, average reported 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). It is difficult to determine which is the single most significant variable in salary determination. In this year's data set, the highest salary was reported at the middle educational level.

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	217	\$45,083	\$42,000	\$40,000	\$23,000 - \$125,000
Master's Degree	214	\$52,103	\$49,500	\$42,000	\$25,000 - \$220,000
Doctoral Degree	38	\$76,079	\$71,000	\$65,000	\$49,000 - \$131,000
<b>Total Respondents</b>	<b>469</b>				

A variety of factors (which include each of the categories reported in this Workforce Analysis as well as other factors) 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. Data from those who report working any number of hours per week as well as those who report working 34 hours a week or more are included below. 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 those working part time as well as full time.

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

## GROUP SESSION RATES

Region	Number Respondents	Average Rate/Hr.
Great Lakes	106	\$65.12
Mid-Atlantic	96	\$80.55
Midwestern	50	\$71.62
New England	42	\$85.36
Southeastern	52	\$72.77
Southwestern	34	\$74.97
Western	78	\$81.51
Outside the US	13	\$78.00
<b>Overall</b>	<b>471</b>	<b>\$75.39</b>

In the case of music therapy assessments, music therapists may charge an hourly fee for assessments while 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 Respondents	Average Rate/Hr.
Great Lakes	125	\$57.46
Mid-Atlantic	114	\$74.88
Midwestern	60	\$63.32
New England	46	\$72.67
Southeastern	65	\$64.17
Southwestern	42	\$66.05
Western	81	\$72.58
Outside the US	16	\$75.56
<b>Overall</b>	<b>549</b>	<b>\$67.20</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.

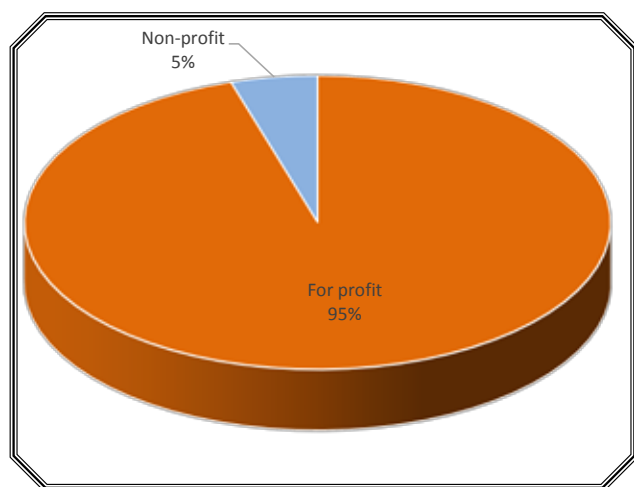
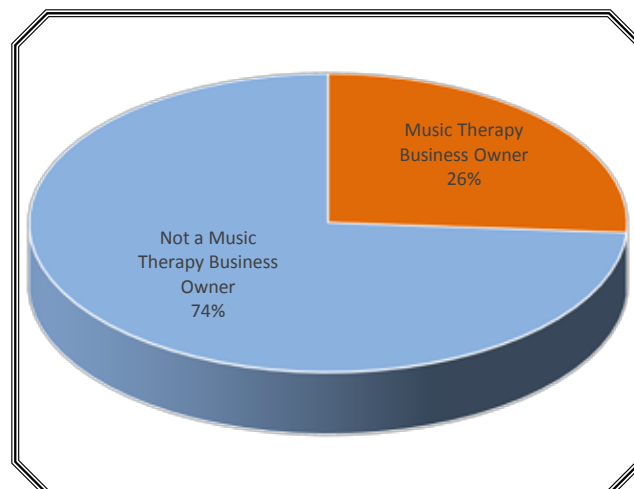
## ASSESSMENT RATES

Region	Number Respondents	Average Rate/Hr.
Great Lakes	104	\$69.43
Mid-Atlantic	84	\$92.40
Midwestern	48	\$81.77
New England	36	\$89.39
Southeastern	51	\$87.04
Southwestern	34	\$82.88
Western	66	\$86.11
Outside the US	14	\$78.71
<b>Overall</b>	<b>437</b>	<b>\$82.76</b>

# Music Therapy Businesses

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. On the 2016 member survey, survey respondents were asked to report whether they were the owner of a music therapy business and what type of business that might be. Approximately 26% of 1,070 survey respondents reported being the owner of a music therapy business. 95% of these business were reported as “for-profit” businesses. An average number 1.33 employees was reported by these businesses owners.

<b>MT Business Owner Response</b>	<b># of Responses</b>
Music Therapy Business Owner	279
Not a Music Therapy Business Owner	791
<b>Total Respondents</b>	<b>1,070</b>

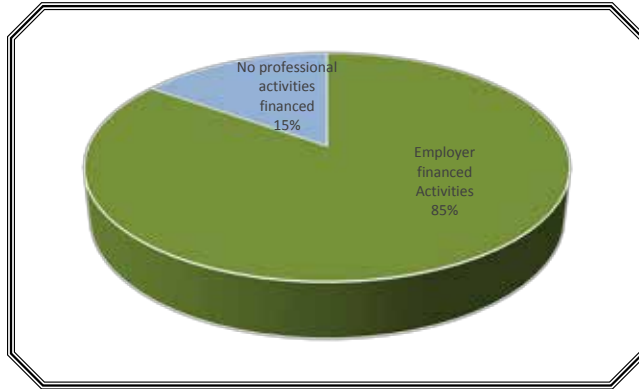


<b>Business Type</b>	<b># of Responses</b>
For profit	239
Non-profit	12
<b>Total Respondents</b>	<b>251</b>

# Employers Financing Music Therapy

## EMPLOYER-FINANCED PROFESSIONAL ACTIVITIES

More than three-quarters (85%) of all survey respondents are receiving some form of financial support from their employers for professional activities and continuing education.



**The category “Other” included:** Business license, CBMT Maintenance Fee, Conference fees when presenting, In-staff Training, Liability Insurance, Professional Insurance, Regional conference if in state, Self Employed, State association dues, Travel and Lodging, Varies

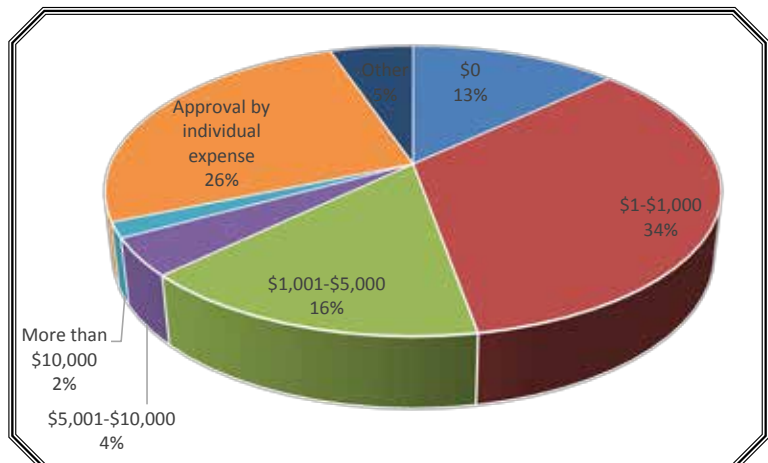
Activity	# of Responses	% of Responses
AMTA Dues.....	138	7.3%
AMTA Annual conference .....	197	10.4%
Approval as needed.....	152	8.1%
Continuing Education .....	207	11.0%
Given a fixed amount per year .....	98	5.2%
Graduate studies .....	64	3.4%
Leave to attend events .....	269	14.2%
Registration/Certification .....	90	4.8%
Related Conferences/Workshops.....	169	9.0%
State/Regional Conferences.....	159	8.4%
Other.....	58	3.1%
None.....	287	15.2%

**Total Respondents<sup>3</sup>** 861

## 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. 87% of music therapists surveyed said they receive monies from their employers for music therapy program budgets while 13% 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
\$0	105
\$1-\$1,000	277
\$1,001-\$5,000	126
\$5,001-\$10,000	34
more than \$10,000	14
Approval by individual expense	211
Other	42
<b>Total Respondents<sup>3</sup></b>	<b>809</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.



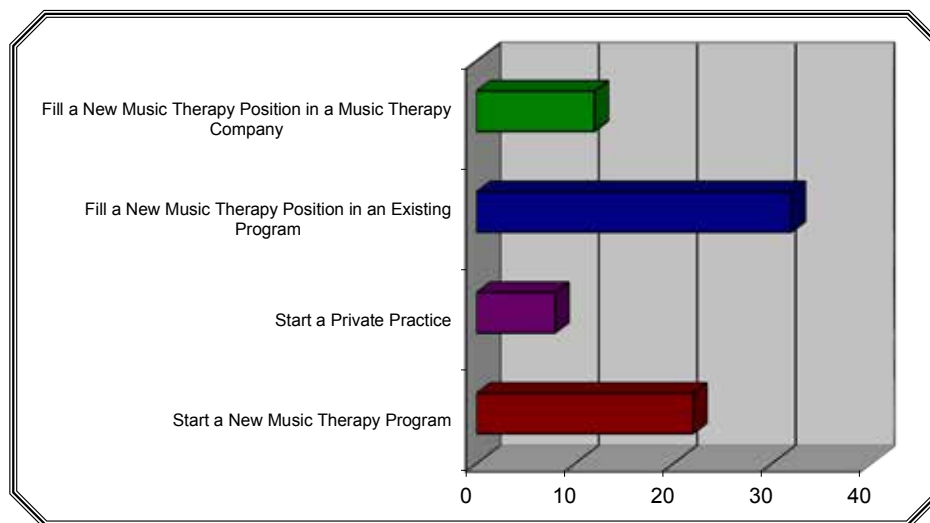
# Job Report<sup>2</sup> - New Full Time Jobs

Seventy-four new full time music therapy positions created in 2015 were reported by respondents. The list below shows work settings served as reported by each person holding one of these new jobs.

## POSITIONS CREATED IN 2015

Start a New Music Therapy Program <sup>3</sup> .....	22
<i>Adult Day Services/Adult Day Care, Child/Adolescent Treatment Center, Children's Hospital or Unit, Community Mental Health Center, Drug/Alcohol Program, Early Intervention Program, Forensic Facility, General Hospital, Geriatric Facility - not nursing, Geriatric Psychiatric Unit, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Nursing Home/Assisted Living, Oncology, Outpatient Clinic, Private Music Therapy Agency, Self Employed/Private Practice, University/College</i>	
Start a Private Practice <sup>3</sup> .....	8
<i>Children's Day Care/Preschool, Community Based Service, General Hospital, Geriatric Facility - not nursing, Nursing Home/Assisted Living, Partial Hospitalization, Physical Rehabilitation, Private Music Therapy Agency, Self Employed/Private Practice, Wellness Program/Center</i>	
Fill a New Music Therapy Position in an Existing Program <sup>3</sup> .....	32
<i>Adult Day Services/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 Psychiatric Unit, Home Health Agency, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Intermediate Care Facility (DD), Nursing Home/Assisted Living, Oncology, Outpatient Clinic, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice, University/College, Veterans Affairs, Wellness Program/Center</i>	
Fill a New Music Therapy Position in a Music Therapy Company <sup>3</sup> .....	12
<i>Adult Day Services/Adult Day Care, Community Based Service, Early Intervention Program, Group Home, Hospice/Bereavement Services, Nursing Home/Assisted Living, Private Music Therapy Agency, School (K-12), Self Employed/Private Practice, State Institution</i>	

**Total New Positions Created in 2015 .....** 74



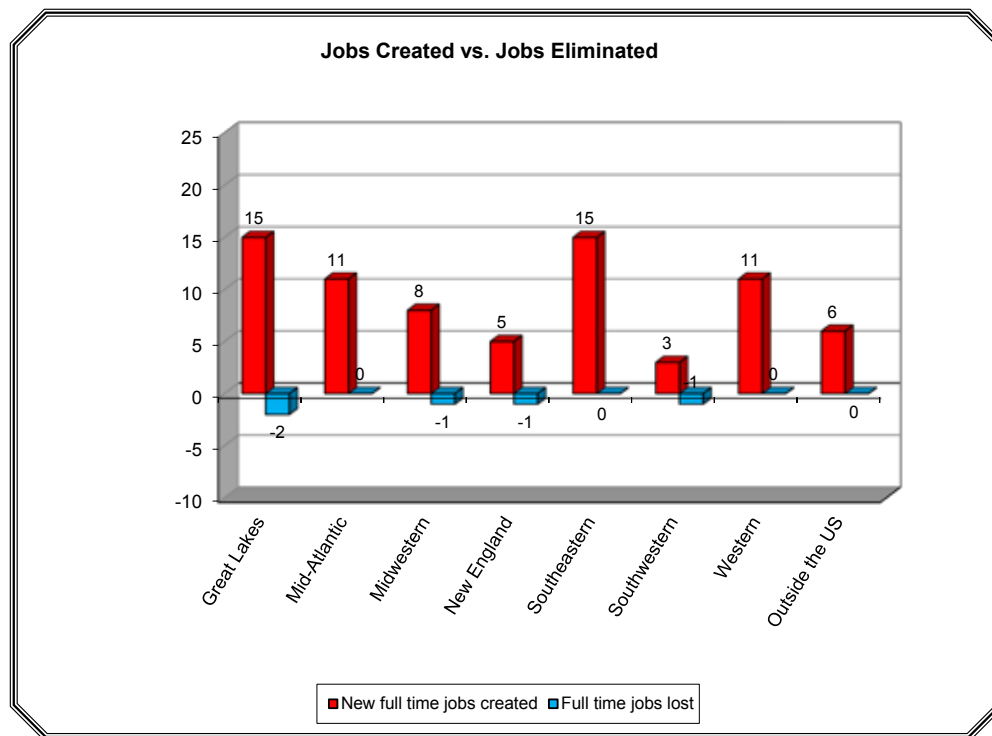
<sup>2</sup>For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

<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 2015

Music Therapy Jobs Cutback .....	3
Facility Closed .....	0
Music Therapy Program Closed .....	2
Private Practice Closed .....	0
Other.....	0
<b>Total Positions Eliminated in 2015.....</b>	<b>5</b>



## POSITIONS RESIGNED

Resigned Position for family reasons .....	0
Resigned Position - changed job.....	3
Resigned Position - moved.....	0
Resigned Position - other .....	5

**Total Positions Resigned..... 8**

## CHANGES TO A NEW POSITION

Replace a music therapist .....	53
Fill a Music Educator Position .....	3
Replace a Non-Music Therapist .....	25
Other.....	6

**Total Changes to a New Position..... 87**

<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.

Map of the United States showing the number of people in each state and the number of people in each state who are 65 years of age or older. The map includes Alaska, Hawaii, and the District of Columbia. A globe icon is located in the bottom right corner.

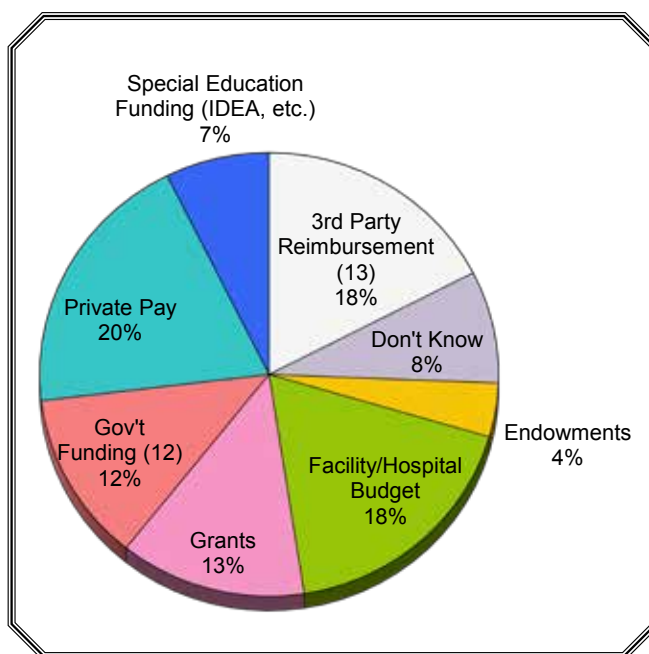
State	Total Population	Population 65+
WA	1,072	(5)
OR	882	(10)
ID	400	(2)
MT	160	(2)
ND	900	(2)
SD	275	(2)
WY	80	(1)
NE	679	(5)
KS	1,909	(17)
OK	1,465	(6)
TX	5,176	(45)
LA	2,634	(7)
MS	615	(4)
AL	886	(6)
GA	3,903	(23)
FL	14,196	(36)
SC	1,378	(10)
NC	3,839	(23)
MD	1,324	(11)
DE	1	(1)
NJ	6,239	(25)
CT	4,040	(23)
RI	168	(3)
MA	5,550	(26)
ME	212	(2)
NH	165	(4)
VT	37	(3)
NY	7,937	(58)
PA	13,768	(54)
OH	12,406	(55)
IN	3,956	(36)
MI	3,809	(28)
WI	7,657	(21)
IL	6,551	(39)
IA	2,429	(24)
MN	5,573	(27)
MO	3,427	(25)
AR	N/A	
TN	17,835	(8)
KY	545	(7)
WV	230	(3)
VA	5,456	(25)
DC	600	(3)
Outside the U.S.	2,660	(19)
AK	200	(1)
HI	32	(2)

26 ✱ Profile of the 2016 AMTA Membership



# Funding for Music Therapy Services

Approximately 30% 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.

Funding Source	Number of Responses	Percentage of Responses
Financed by Facility/Hospital Budget .....	312	18.00%
Don't Know .....	142	8.19%
Endowments.....	68	3.92%
Grants/Donations.....	228	13.16%
Medicaid Waiver .....	108	6.23%
Medicare Reimbursement .....	56	3.23%
Other.....	0	0.00%
Other - 3rd party payment .....	56	3.23%
Other Gov't Funds .....	61	3.52%
Other Gov't Funds (3rd party payment).....	1	0.06%
Private Insurance Plans.....	69	3.98%
Private Pay .....	339	19.56%
IDEA/Special Education .....	127	7.33%
State/County Funding.....	154	8.89%
Tricare .....	5	0.29%
Workers Compensation .....	7	0.40%
<b>Total Respondents<sup>3</sup></b>	<b>932</b>	

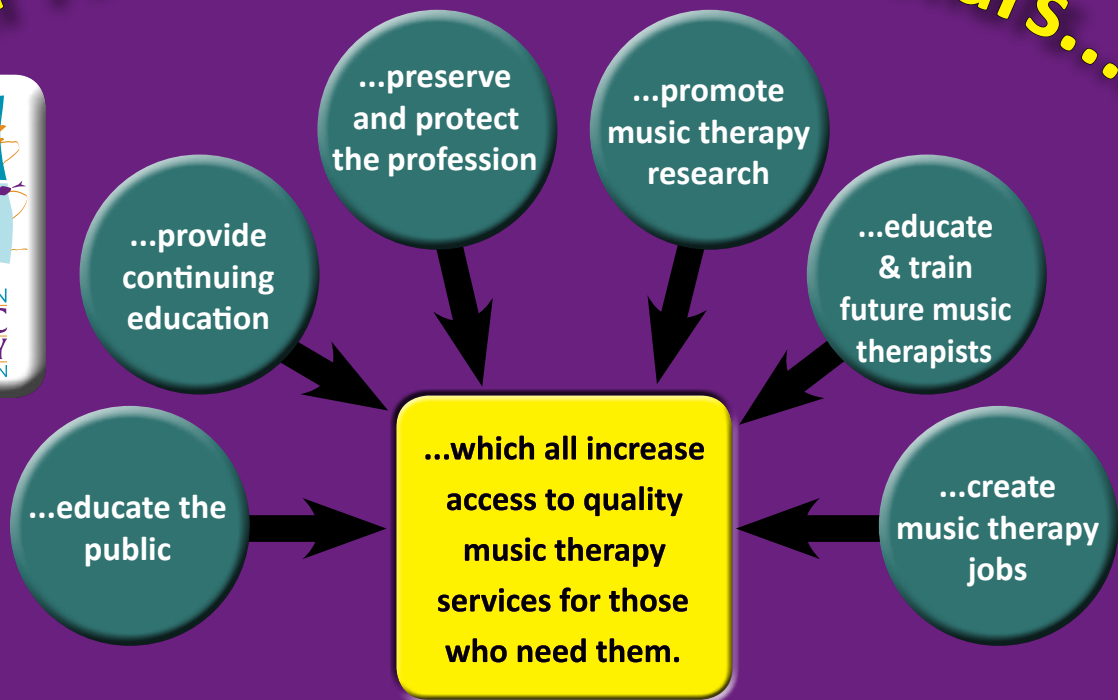
<sup>3</sup>Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

<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.



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