

2018 AMTA Member Survey Et Workforce Analysis



♪ A Descriptive, Statistical Profile of the ♪
♪ 2018 AMTA Membership and ♪
♪ Music Therapy Community ♪



A DESCRIPTIVE, STATISTICAL PROFILE OF THE 2018 AMTA MEMBERSHIP AND MUSIC THERAPY COMMUNITY

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At a Glance: 2018 Survey Highlights

The overall average salary reported by music therapists was \$48,835.

An estimated 2.4+ million people received music therapy services in 2017.

Music therapists provided services in an estimated 85,000+ facilities in 2017.

24% of survey respondents reported being the owner of a music therapy business.

Survey response increased by 25% in 2018.

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

96 new full time music therapy jobs were reported in 2017 with only 15 jobs reported eliminated.

The average rate for individual music therapy sessions across the country is a reported \$69 per hour.

Reported salaries for those holding a Bachelor's degree as their highest level of education range from \$20,000 - \$150,000.

31% of survey respondents reported receiving some form of reimbursement for music therapy services. Reimbursement for music therapy services is steadily growing.

The average annual salary for those with 10 or fewer years' experience was a reported \$49,563.

The average rate for group music therapy sessions across the country is a reported \$78 per hour.

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

Overview

Welcome to the *2018 AMTA Member Survey and Workforce Analysis*. This document, “*A Descriptive Statistical Profile of the AMTA Membership and the Music Therapy Community*,” contains a detailed, descriptive statistical narrative about demographics, employment, salaries, and facts, which help to describe many aspects of the music therapy profession. Information regarding employment has been collected since 1990. Each year, with input from members and other music therapists, a set of questions is determined for the annual membership survey. Invitations to participate in this survey are distributed through direct email invitations, newsletter articles, and multiple internet notices. **All music therapists, both members and non-members alike, are invited and encouraged to complete the survey.**

This document is designed to be used by music therapists, administrators, and members of the public who are attempting to promote the mission of AMTA, *to advance public awareness of the benefits of music therapy and increase access to quality music therapy services in a rapidly changing world*, and to inform music therapists and decision makers working toward increasing access to music therapy services, setting fees, and in determining salaries, increases, and benefits. Statistical information based on 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 information and salary comparisons are shown by multiple categories. 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.

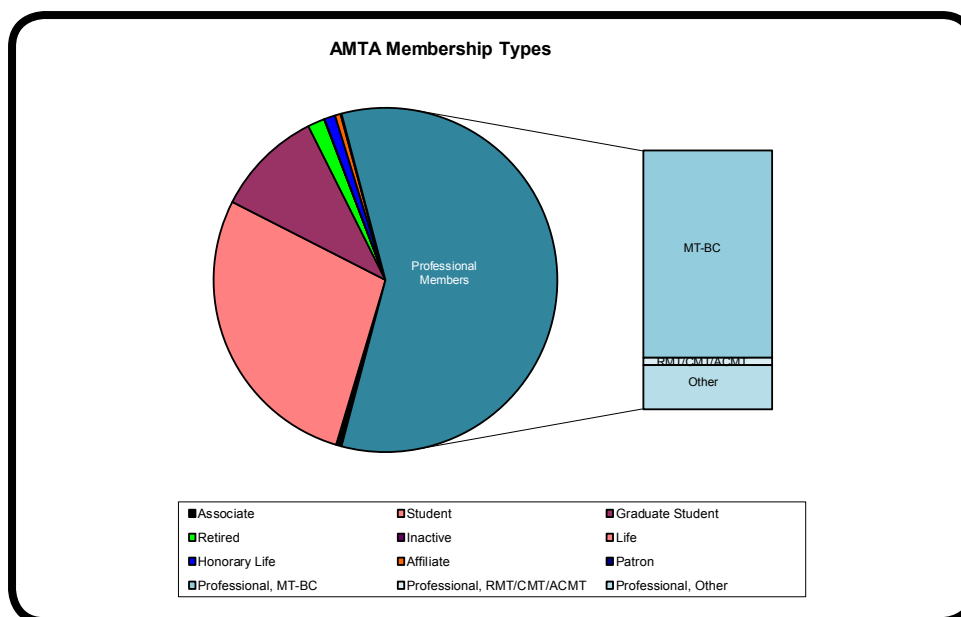
As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include but are not limited to: level of education; experience; geographic location; business costs (e.g., certification, licensure, professional memberships, liability insurance, office 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 November 1, 2018. Note that the membership year runs January through December and member numbers accrue until the end of the calendar year.

Type of Membership	Number	% of Membership
Professional, MT-BC	1,877	46.7%
Professional, ACMT/CMT/RMT	62	1.5%
Professional, Other	401	10.0%
Associate	21	0.5%
Student	1,119	27.8%
Graduate Student	406	10.1%
Retired	64	1.6%
Inactive	1	<0.1%
Life	1	<0.1%
Honorary Life	41	1.0%
Affiliate	21	0.5%
Patron	4	0.1%
Total Members	4,018	

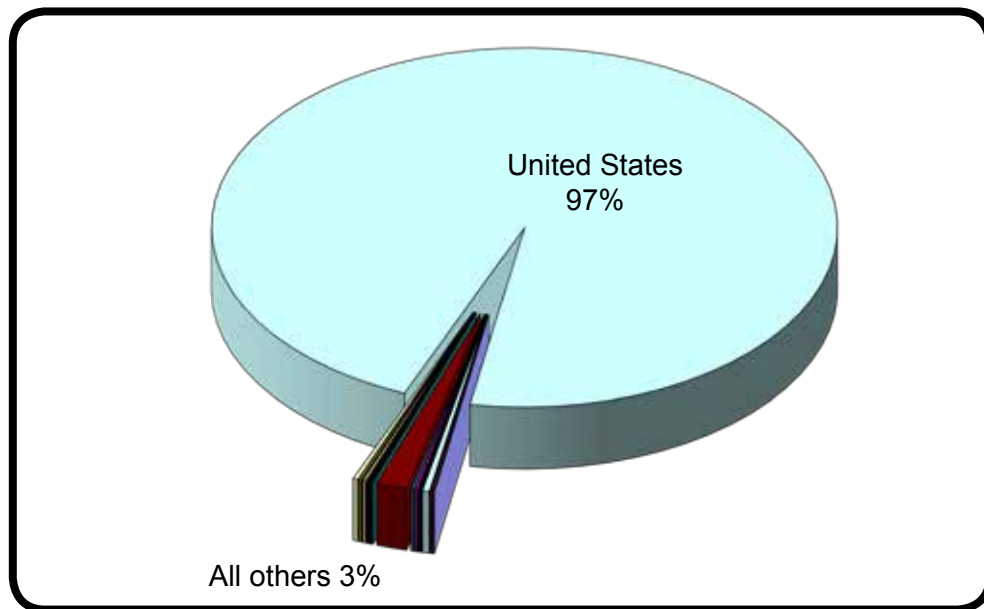


*as of November 1, 2018. Information gathered from member records.

Global Reach - AMTA Members Around the World

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 and attendance at the AMTA Annual Conference each year. AMTA members live in over two dozen countries outside the United States and all around the globe. Members outside the United States comprise 3% of the total AMTA membership.

<u>Country</u>	<u># Members</u>		
Argentina	1	Mexico	1
Australia.....	4	New Zealand	2
Canada	16	Norway	2
China	4	Philippines	2
Costa Rica	1	Puerto Rico.....	4
Estonia.....	2	Singapore	5
France	1	South Korea.....	4
Germany.....	1	Spain	2
Greece.....	1	Sri Lanka	1
Hong Kong.....	4	Sweden.....	1
India.....	1	Taiwan	4
Israel.....	4	Thailand.....	3
Italy	1	Trinidad.....	1
Japan.....	38	Continental United States.....	3,906
Kuwait.....	1		
		Total AMTA Members*	4,018



**as of November 1, 2018. Information gathered from member records.*

Survey Response

The AMTA Member/Music Therapist Survey was conducted online during the summer/fall of 2018. 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, and others. Participants were solicited using multiple requests via: direct email; AMTA's website; AMTA's member newsletter; public invitations through Facebook, Twitter, Instagram, and *Music Therapy ENews*; public invitations were also shared on social media feeds by the Certification Board for Music Therapists, regional and state association groups, as well as individual members' social media feeds.

1,852 anonymous responses were received. Since the actual number (denominator) of those who viewed the survey invitation is unknown, the response rate is an estimation only. The estimated response rate ranges from 19%, for the pool of potential invitees in AMTA's database, to 23%, for the known number of qualified music therapists in the U.S. (see page 26).

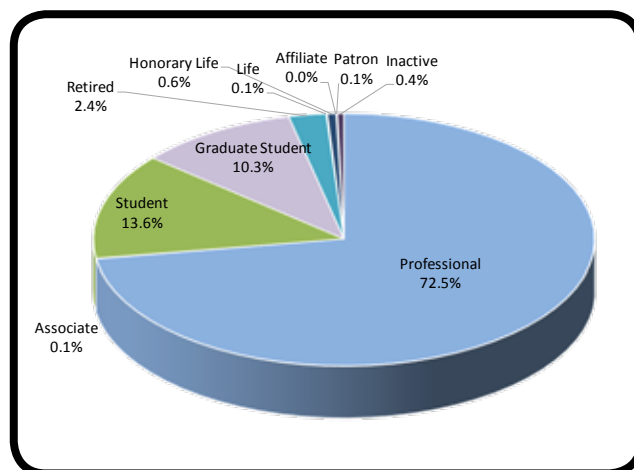
2018 response shows an increase of 25% over 2017 (↑371), which may contribute to changes in comparable data for average salary reports. The survey invitation was publicized in similar ways. Of those who responded to the survey, 88.4% identified themselves as holding a music therapy designation or credential. 11.6% of survey respondents identified themselves as not currently holding a music therapy designation or credential and may include students, graduate students, interns, retirees, or those who are qualified to practice but are not currently doing so.

Member Responses

1,409 respondents identified themselves as AMTA members, approximately 76% of the survey response. These 1,409 surveys returned by AMTA members represents 35% of the total AMTA membership (as of 11/1/18). The 1,021 Professional member responses (noted below) represent 44% of the total AMTA Professional membership as of November 1, 2018. Approximately 22% (416) of survey responses were from those who indicated that they had not yet become 2018 members of AMTA.

Survey respondents were asked to indicate their AMTA member status. Member categories they reported holding appear below. It should be noted that these responses were self-reported and do not necessarily match up with current member numbers in AMTA records. For example, on November 1, 2018, there was only 1 paid Inactive member; however, 6 people reported their membership status as "Inactive."

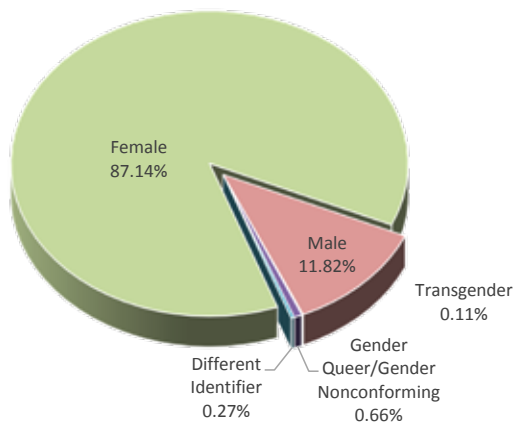
Member Type	Responses
Professional	1,021
Associate.....	1
Student.....	192
Graduate Student.....	145
Retired.....	34
Inactive.....	6
Life	1
Honorary Life.....	8
Affiliate	0
Patron.....	1
Total Member Responses.....	1,409



Gender, Ethnicity and Age of Survey Respondents

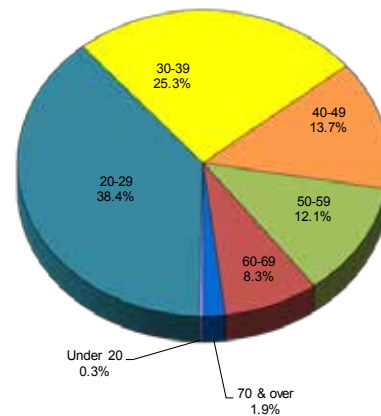
GENDER

Gender	Number
Female	1,593
Male	216
Transgender	2
Gender Queer/Gender Nonconforming	12
Different Identifier	5
Total Respondents	1,828



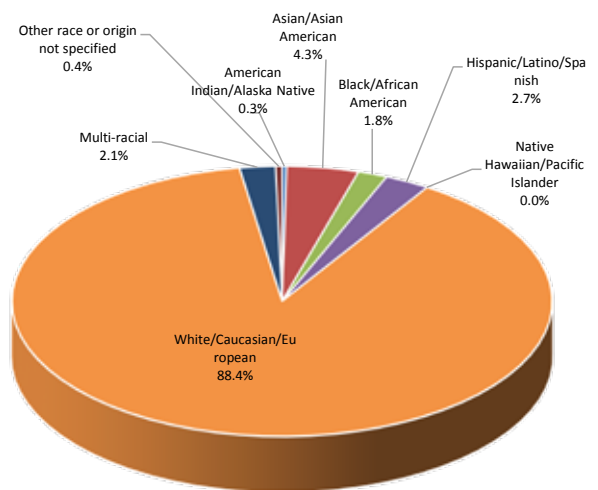
AGE

Age	Number
Under 20	12
20-29	680
30-39	457
40-49	258
50-59	213
60-69	167
70 & over	39
Total Respondents	1,826



ETHNICITY

Ethnicity ¹	Number
American Indian/Alaska Native	5
Asian/Asian American	78
Black/African American	32
Hispanic/Latino/Spanish	49
Native Hawaiian/Pacific Islander	0
White/Caucasian/European	1,608
Multi-racial	39
Other race or origin not specified	7
Total Respondents	1,818

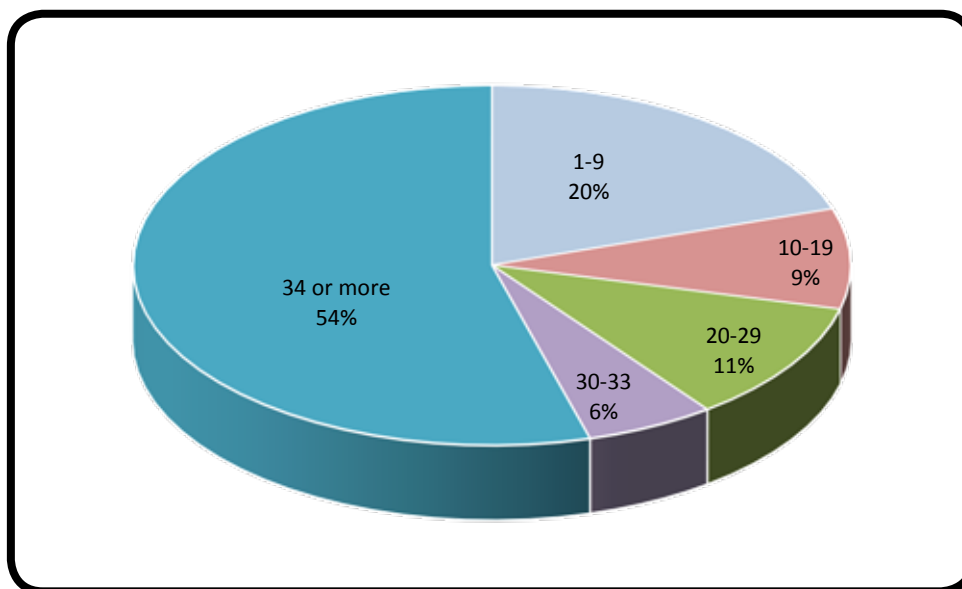


¹Race categories based on those outlined by the US Census Bureau for the 2010 Census and projected changes to future Census projects.

Weekly Hours Worked by Survey Respondents

Survey respondents were asked to estimate how many hours a week they work as a music therapist. 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	294
10 - 19 hours per week	133
20 - 29 hours per week	160
30 - 33 hours per week	86
34 or more per week (full time)	803
Total Respondents	1,476

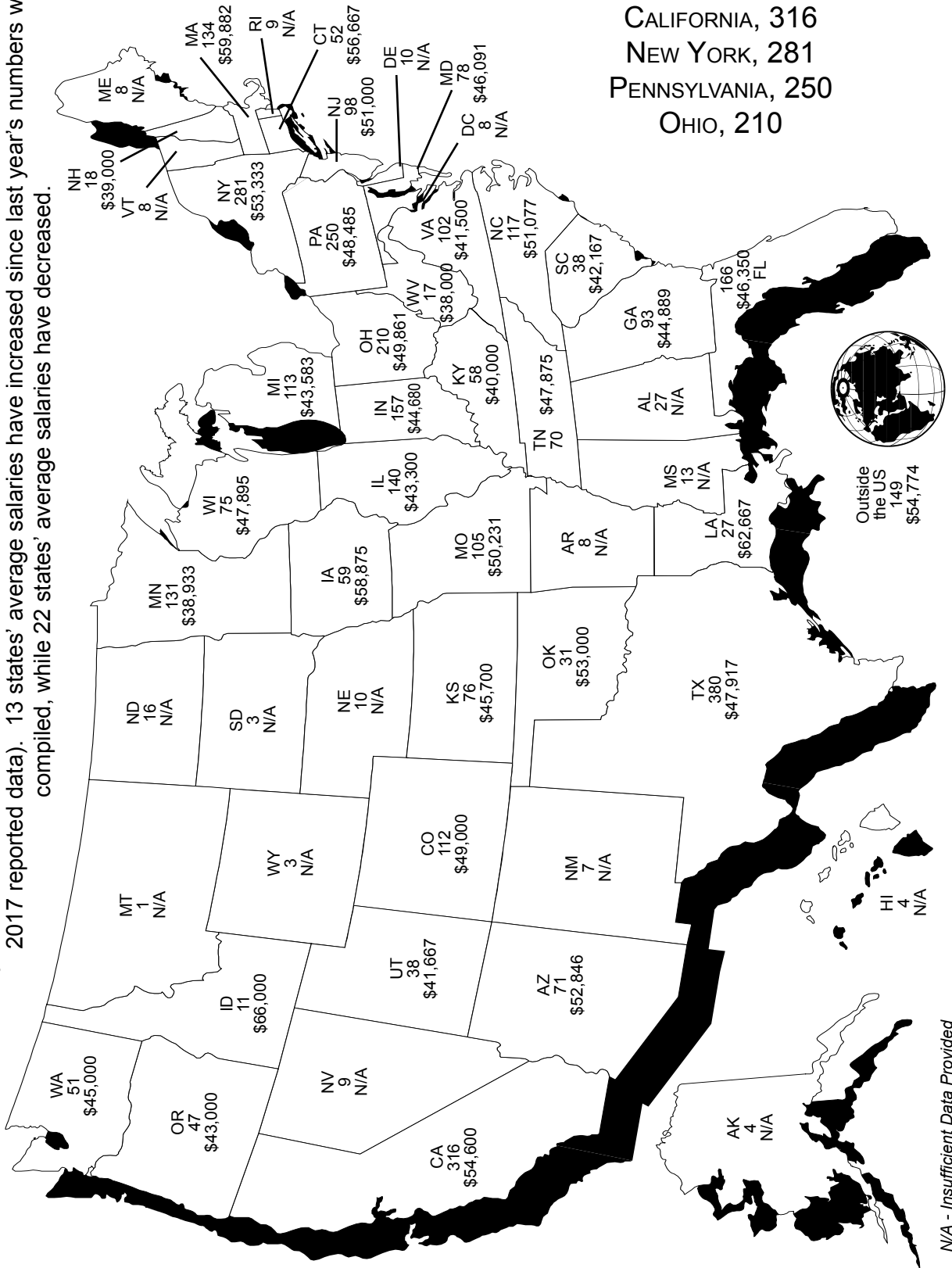


Membership and Average Salary by State

This map of the United States depicts the number of AMTA members in each state as of November 1, 2018 and the average full time salary reported on the AMTA survey for each state². The average full-time salary for all survey respondents, both inside and outside the United States, is \$48,835 (a decrease of \$2,977 over 2017 reported data). 13 states' average salaries have increased since last year's numbers were compiled, while 22 states' average salaries have decreased.

Top 5 Membership States:

TEXAS, 380
CALIFORNIA, 316
NEW YORK, 281
PENNSYLVANIA, 250
OHIO, 210

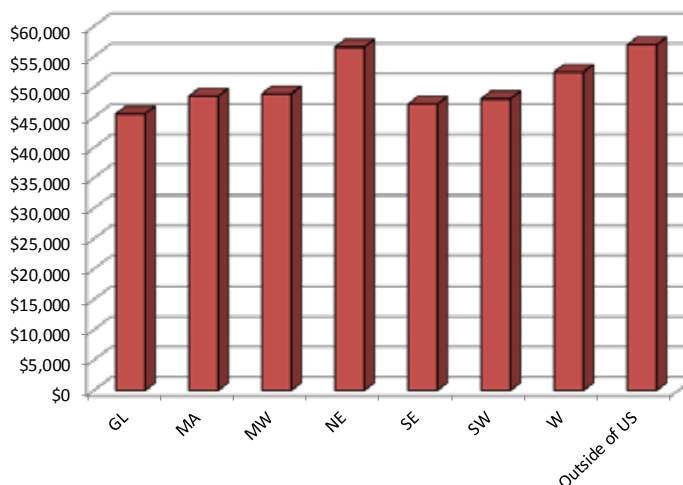


Salary by Region

Region	Number of Respondents	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Great Lakes	137	\$45,577	\$42,000	\$40,000	\$20,000 - \$140,000
Mid-Atlantic	101	\$48,495	\$46,000	\$50,000	\$20,000 - \$150,000
Midwestern	52	\$48,885	\$47,000	\$40,000	\$20,000 - \$137,000
New England	27	\$56,593	\$45,000	\$45,000	\$20,000 - \$220,000
Southeastern	71	\$47,183	\$45,000	\$45,000	\$20,000 - \$100,000
Southwestern	45	\$48,067	\$47,000	\$50,000	\$20,000 - \$90,000
Western	67	\$52,448	\$48,000	\$40,000	\$24,000 - \$100,000
Outside the U.S.	22	\$54,774	\$48,000	\$66,000	\$26,000 - \$115,000
Overall	522	\$48,835	\$45,000	\$50,000	\$20,000 - \$220,000

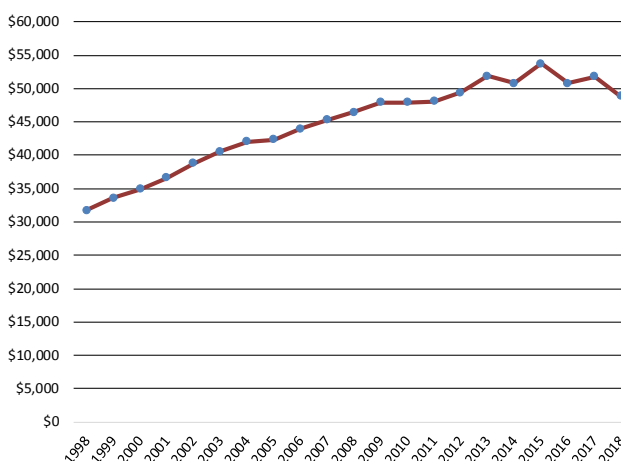
Survey responses from the 2018 survey show the overall average salary reported was \$48,835, a decrease of \$2,977 over salaries reported from the survey conducted in 2017. The overall median salary reported in 2018 was \$45,000 (a decrease of \$3,000 over 2017 reports); and the most commonly reported salary (mode) was \$50,000 (an increase of \$10,000 compared to 2017 reports). A graphic representation of mean salaries for each region is shown to the right.

Average Salary by Region



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 20 years (which may be anomalies due to survey data and response rate), but in general, overall reported music therapists' salaries have shown an increase since AMTA's inception: from \$31,755 in 1998 to \$48,835 in 2018.

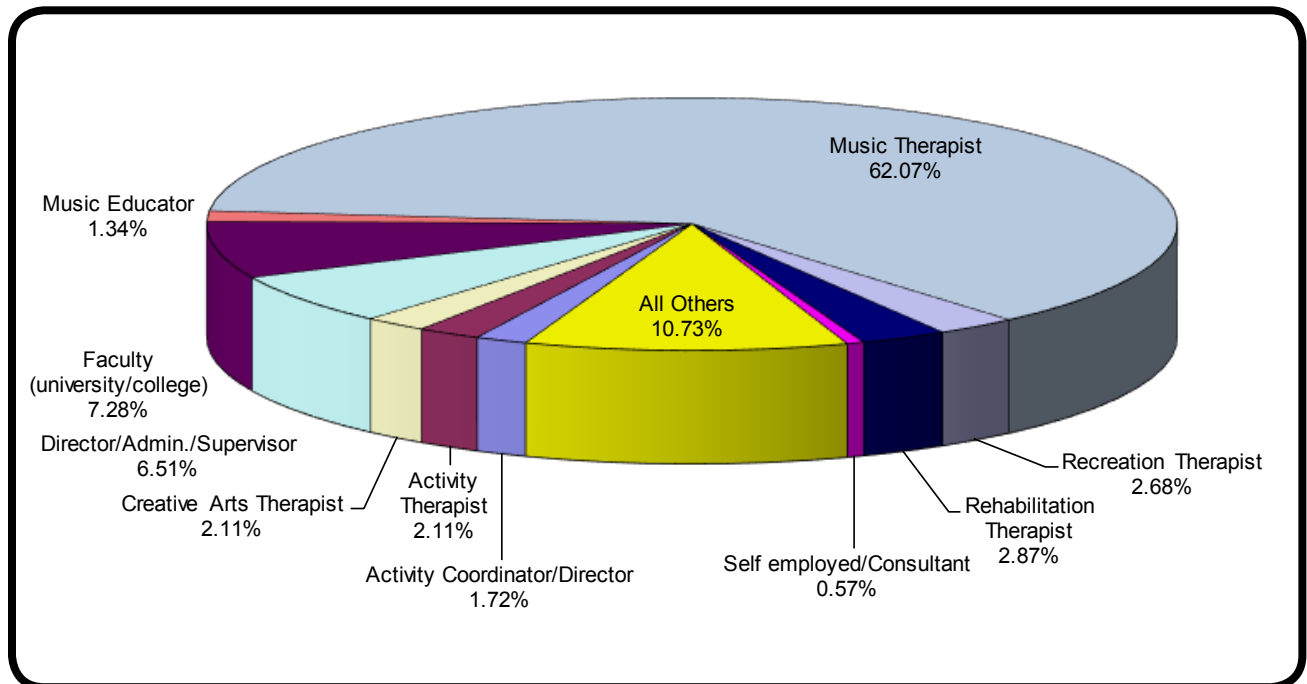
Overall Average Salary By Year



²For 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 ²	Median Salary ²	Salary Mode ²	Salary Range ²
Activity Coordinator/Director	9	\$50,000	\$40,000	N/A	\$20,000 - \$137,000
Activity Therapist	11	\$43,545	\$45,000	\$20,000	\$20,000 - \$72,000
Clinical Therapist	4	\$47,500	\$44,500	N/A	\$36,000 - \$65,000
Creative Arts Therapist	11	\$33,364	\$34,000	\$25,000	\$20,000 - \$50,000
Director/Admin./Supervisor	24	\$49,125	\$45,000	\$45,000	\$20,000 - \$120,000
Expressive Arts Therapist	7	\$46,286	\$45,000	N/A	\$25,000 - \$80,000
Faculty (university/college)	38	\$44,526	\$42,000	\$42,000	\$20,000 - \$75,000
Music Educator	7	\$60,143	\$60,000	N/A	\$32,000 - \$100,000
Music Therapist	324	\$49,920	\$46,000	\$40,000	\$20,000 - \$220,000
Other	31	\$46,161	\$45,000	\$45,000	\$20,000 - \$80,000
Program Director/Coordinator	10	\$46,700	\$45,500	N/A	\$28,000 - \$78,000
Recreation Therapist	14	\$43,786	\$40,500	\$40,000	\$25,000 - \$70,000
Rehabilitation Therapist	15	\$42,467	\$38,000	\$38,000	\$20,000 - \$120,000
Self Employed/Consultant	3	\$62,667	\$52,000	N/A	\$46,000 - \$90,000
Total Respondents	552				



The category "Other" included: Senior Clinical Supervisor, Clinical Director

N/A - Insufficient data available

²For 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 ³	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Abused/Sexually Abused	46	\$47,935	\$46,000	\$45,000	\$24,000 - \$81,000
AIDS	3	\$55,333	\$43,000	N/A	\$28,000 - \$95,000
Alzheimer's/Dementia	122	\$50,664	\$45,000	\$20,000	\$20,000 - \$220,000
Autism Spectrum Disorders	198	\$48,121	\$45,000	\$50,000	\$20,000 - \$150,000
Behavioral Disorder	117	\$51,051	\$45,000	\$40,000	\$20,000 - \$220,000
Bereavement/Grief	52	\$49,904	\$43,000	\$35,000	\$22,000 - \$140,000
Cancer	65	\$52,738	\$48,000	\$40,000	\$20,000 - \$140,000
Chronic Pain	38	\$48,632	\$42,500	\$40,000	\$20,000 - \$118,000
Comatose	5	\$58,400	\$52,000	N/A	\$40,000 - \$95,000
Intellect./Develop. Disabled (IDD)	175	\$47,497	\$45,000	\$30,000	\$20,000 - \$150,000
Dual Diagnosed	74	\$46,730	\$41,500	\$40,000	\$20,000 - \$100,000
Early Childhood	107	\$48,935	\$46,000	\$50,000	\$20,000 - \$150,000
Eating Disorders	18	\$44,944	\$41,000	\$25,000	\$22,000 - \$72,000
Elderly Persons	115	\$49,843	\$45,000	\$20,000	\$20,000 - \$220,000
Emotionally Disturbed	62	\$53,129	\$45,000	\$40,000	\$20,000 - \$150,000
Forensic	14	\$42,929	\$40,500	\$36,000	\$33,000 - \$57,000
Head Injured	48	\$50,521	\$47,500	\$40,000	\$20,000 - \$118,000
Hearing Impaired	39	\$54,974	\$50,000	\$40,000	\$20,000 - \$150,000
Hospice/Palliative Care	103	\$50,204	\$43,000	\$40,000	\$20,000 - \$140,000
Learning Disabled	78	\$46,449	\$42,000	\$30,000	\$20,000 - \$100,000
Medical/Surgical	48	\$49,708	\$43,500	\$30,000	\$22,000 - \$137,000
Mental Health	117	\$48,496	\$45,000	\$45,000	\$20,000 - \$140,000
Multiply Disabled	89	\$49,966	\$47,000	\$50,000	\$20,000 - \$150,000
Music Education College Students	4	\$62,500	\$64,000	N/A	\$42,000 - \$80,000
Music Therapy College Students	45	\$49,222	\$49,000	\$35,000	\$20,000 - \$95,000
Neurologically Impaired	79	\$52,937	\$50,000	\$50,000	\$20,000 - \$150,000
Non-Disabled	13	\$53,923	\$52,000	\$52,000	\$30,000 - \$95,000
Other	19	\$40,947	\$41,000	\$45,000	\$26,000 - \$59,000
Parkinson's	44	\$53,250	\$51,500	\$20,000	\$20,000 - \$118,000
Physically Disabled	90	\$50,689	\$48,000	\$50,000	\$20,000 - \$150,000
Post Traumatic Stress Disorder	61	\$47,131	\$43,000	\$35,000	\$20,000 - \$118,000
Rett Syndrome	18	\$49,667	\$51,500	\$20,000	\$20,000 - \$96,000
School Age Population	107	\$49,467	\$46,000	\$40,000	\$20,000 - \$150,000
Speech Impaired	81	\$50,593	\$47,000	\$40,000	\$20,000 - \$150,000
Stroke	68	\$51,206	\$48,500	\$40,000	\$20,000 - \$118,000
Substance Abuse	51	\$48,902	\$45,000	\$45,000	\$20,000 - \$220,000
Terminally Ill	72	\$50,681	\$42,500	\$40,000	\$20,000 - \$140,000
Visually Impaired	46	\$46,957	\$46,500	\$20,000	\$20,000 - \$96,000
Total Respondents³	522				

The category "Other" included: Antepartum, Children who have undergone trauma, Civil Commitment, College students w/varied diagnoses, Foster Care, Labor and Delivery, Neonatal Intensive Care Patients, Postpartum, Pregnancy, Retired, Self-referring Psychotherapy Clients, Trauma, Tuberculosis, Wellness

N/A - Insufficient data available

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

³Respondents 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

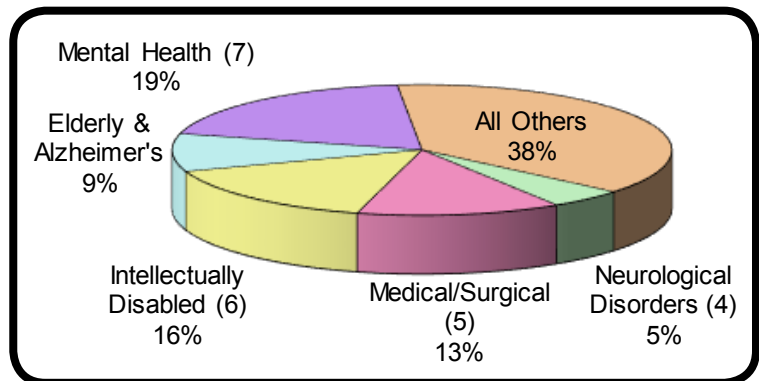
A graphic representation of the number of survey respondents who reported working with specific populations appears here. The largest specified category of survey respondents falls under the Mental Health⁷ umbrella, which accounts for 19% of the populations reportedly served. The next largest categories are Intellectually Disabled populations⁶, 16%; Medical/Surgical populations⁵, 13%; Elderly & Alzheimer's populations, 9%; and Neurological Disorders⁴, 5%. All other populations account for 38% of the total populations served.

⁴Neurological Disorders includes Parkinson's and Neurologically Impaired.

⁵Medical/Surgical includes AIDS, Cancer, Chronic Pain, Comatose, Hospice/Palliative Care, Medical/Surgical, and Terminally Ill.

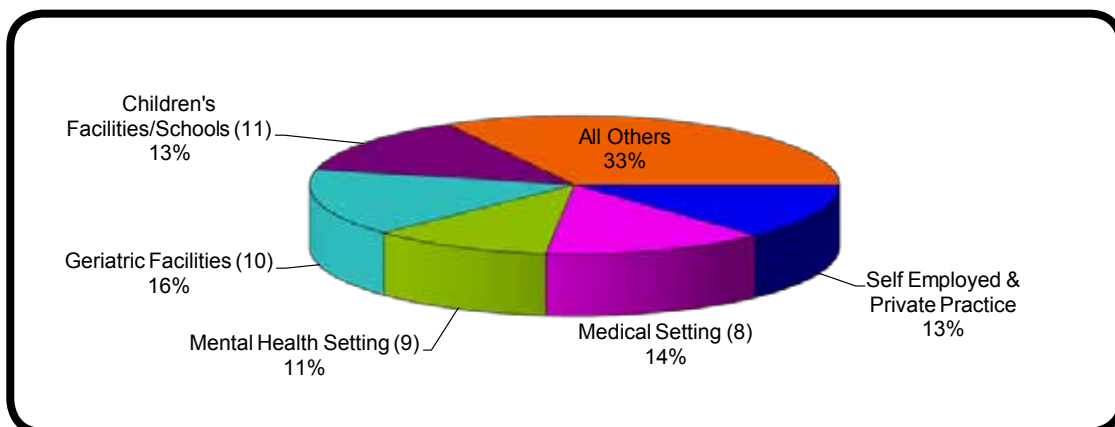
⁶Intellectually Disabled includes Autism Spectrum, Intellectually/Developmentally Disabled (IDD), and Rett Syndrome.

⁷Mental 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 specified categories of settings reported are Geriatric Facilities¹⁰, 16% of survey responses; Medical Settings⁸, 14%; Children's Facilities/Schools¹¹ and Self Employed & Private Practice, 13% each; and Mental Health Settings⁹, 11%. All other settings account for 33% of the total listed. Please see the next page for salary information organized by work setting.



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

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

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

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

Salary by Work Setting Served

Population	Number ³	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Adult Day Services/ Day Care	44	\$48,591	\$44,000	\$50,000	\$20,000 - \$220,000
Adult Education	1	N/A	N/A	N/A	N/A
Child/Adolescent Treatment Ctr.	21	\$42,095	\$40,000	\$35,000	\$24,000 - \$75,000
Children's Day Care/Preschool	32	\$47,969	\$48,500	\$50,000	\$20,000 - \$80,000
Children's Hospital or Unit	39	\$45,308	\$41,000	\$40,000	\$22,000 - \$137,000
Community Based Service	43	\$46,233	\$45,000	\$36,000	\$20,000 - \$115,000
Community Mental Health Center	10	\$43,400	\$41,000	\$38,000	\$24,000 - \$69,000
Correctional Facility	6	\$44,833	\$42,500	\$40,000	\$37,000 - \$57,000
Day Care/Treatment Center	7	\$41,000	\$41,000	\$50,000	\$20,000 - \$55,000
Drug/Alcohol Program	14	\$53,857	\$41,000	\$41,000	\$20,000 - \$220,000
Early Intervention Program	26	\$44,192	\$43,000	\$50,000	\$20,000 - \$70,000
Forensic Facility	7	\$40,571	\$40,000	N/A	\$33,000 - \$50,000
General Hospital	28	\$46,321	\$40,500	\$30,000	\$20,000 - \$95,000
Geriatric Facility - not nursing	19	\$60,368	\$46,000	\$24,000	\$20,000 - \$220,000
Geriatric Psychiatric Unit	11	\$50,182	\$45,000	N/A	\$20,000 - \$86,000
Group Home	16	\$45,500	\$38,500	\$30,000	\$20,000 - \$98,000
Home Health Agency	8	\$41,875	\$39,000	\$40,000	\$20,000 - \$95,000
Hospice/Bereavement Services	68	\$53,779	\$49,000	\$40,000	\$20,000 - \$140,000
Intermediate Care Facility (DD)	6	\$55,667	\$55,000	N/A	\$24,000 - \$95,000
Inpatient Psychiatric Unit	48	\$47,792	\$45,000	\$45,000	\$25,000 - \$82,000
Military Base	1	N/A	N/A	N/A	N/A
Music Retailer	3	\$53,333	\$50,000	\$50,000	\$50,000 - \$60,000
Nursing Home/Assisted Living	78	\$50,679	\$44,500	\$40,000	\$20,000 - \$220,000
Oncology	21	\$47,667	\$47,000	\$30,000	\$20,000 - \$82,000
Other	41	\$47,317	\$45,000	\$30,000	\$20,000 - \$96,000
Outpatient Clinic	22	\$41,909	\$40,500	\$30,000	\$25,000 - \$65,000
Partial Hospitalization	13	\$53,385	\$50,000	\$40,000	\$25,000 - \$95,000
Physical Rehabilitation	13	\$53,538	\$50,000	\$45,000	\$30,000 - \$90,000
Private Music Therapy Agency	55	\$46,655	\$43,000	\$24,000	\$20,000 - \$120,000
School (K-12)	72	\$48,153	\$45,500	\$30,000	\$20,000 - \$150,000
Self Employed/Private Practice	71	\$49,690	\$48,000	\$30,000	\$20,000 - \$140,000
State Institution	10	\$40,700	\$40,500	N/A	\$24,000 - \$56,000
Support Groups	6	\$50,333	\$39,000	\$40,000	\$20,000 - \$140,000
University/College	37	\$46,784	\$48,000	\$35,000	\$20,000 - \$80,000
Veteran's Affairs	5	\$35,600	\$34,000	N/A	\$23,000 - \$56,000
Wellness Program/Center	5	\$43,200	\$44,000	N/A	\$35,000 - \$50,000
Total Respondents³	552				

The category "Other" included: Assisted Living and Memory Care, Children & Adolescent Grief & Bereavement Center, Community Music School, Eating Disorders Treatment Center, In-Home Services, Inpatient Rehabilitation Hospital, Inpatient/outpatient Psychosomatic Clinic for Mental Health, Labor and Delivery Center, Music School, Non-profit, Private School, Residential Hospital, Senior Living CCRC, Speech and Language Camp, University Affiliated Music Therapy Clinic

N/A - Insufficient data available

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

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

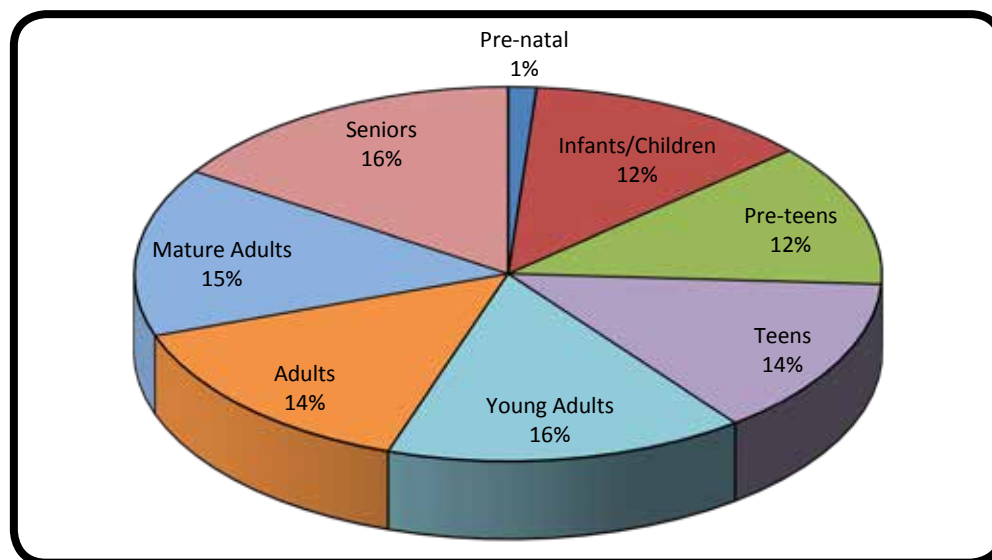
Salary by Age Group Served

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 ³	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Pre-natal	20	\$45,550	\$42,000	\$42,000	\$20,000 - \$75,000
Infants/Children	203	\$49,138	\$47,000	\$45,000	\$20,000 - \$118,000
Pre-teens	203	\$49,906	\$47,000	\$50,000	\$20,000 - \$118,000
Teens	226	\$49,898	\$47,000	\$45,000	\$20,000 - \$118,000
Young Adults	256	\$48,801	\$45,000	\$50,000	\$20,000 - \$120,000
Adults	237	\$48,401	\$45,000	\$50,000	\$20,000 - \$220,000
Mature Adults	240	\$49,433	\$45,000	\$50,000	\$20,000 - \$220,000
Seniors	260	\$49,092	\$45,500	\$50,000	\$20,000 - \$220,000
Total Respondents³	522				

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 12% and 16% of survey respondents. Pre-natal populations are served by 1% of survey respondents. Data gathered confirm that music therapy services are provided to clients throughout all stages of life.



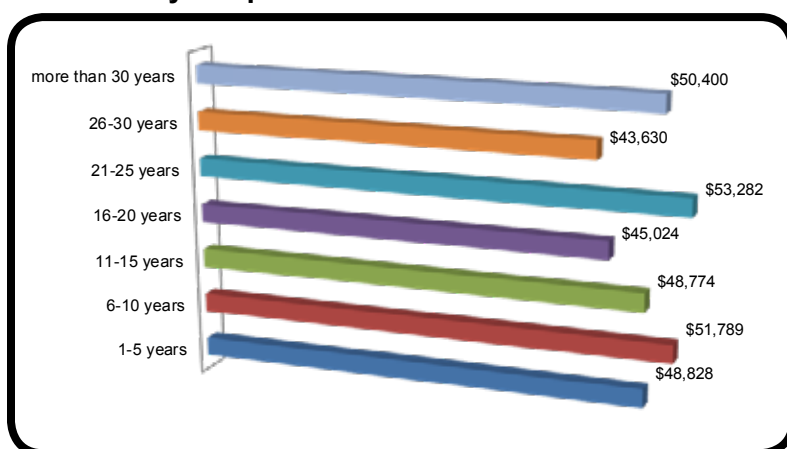
²For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

³Respondents 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 ²	Average Salary ²	Salary Mode ²	Salary Range ²
1 - 5 years	215	\$48,828	\$45,000	\$45,000	\$20,000 - \$120,000
6 - 10 years	71	\$51,789	\$45,000	\$40,000	\$20,000 - \$150,000
11 - 15 years	62	\$48,774	\$48,500	\$60,000	\$20,000 - \$120,000
16 - 20 years	42	\$45,024	\$41,000	\$24,000	\$20,000 - \$96,000
21 - 25 years	39	\$53,282	\$45,000	\$24,000	\$20,000 - \$220,000
26 - 30 years	27	\$43,640	\$42,000	\$50,000	\$20,000 - \$86,000
more than 30 years	45	\$50,400	\$48,000	\$50,000	\$24,000 - \$100,000

Total Survey Respondents 501

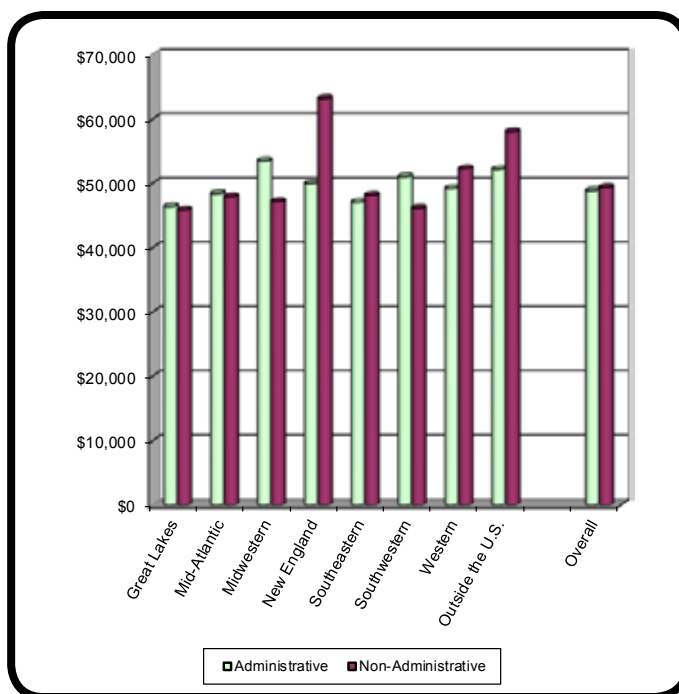


Over half of all survey respondents have been practicing 10 years or less. Those who have been practicing music therapy for 1-10 years reported an average annual salary of \$49,563 with a median and mode of \$45,000.

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. Music therapists who work in jobs that are administrative in nature (either in whole or in part), receive higher salaries in some, but not all, areas. From 434 respondents who answered this survey question, the overall average administrative salary² was \$48,933. This compares to an overall average non-administrative salary² of \$49,421.

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



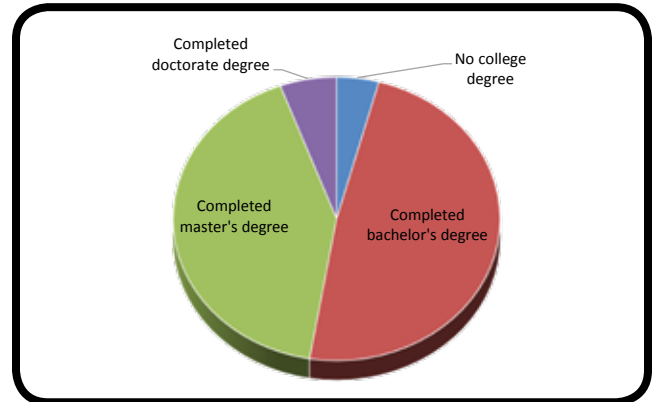
Education and Advanced Degrees

Survey respondents are largely evenly divided between an undergraduate degree (49%) and graduate degrees (48%). 42% of survey respondents hold a degree at the master's level, while 6% of respondents hold a doctoral degree. The majority of those reporting no degree are likely students and interns. A breakdown of master's and doctoral degrees held by survey respondents can be seen below.

Highest Level of Education

Education	%	Responses
No college degree	4.2%	76
Bachelor's degree	48.5%	882
Master's degree	41.8%	760
Doctoral degree	5.6%	102

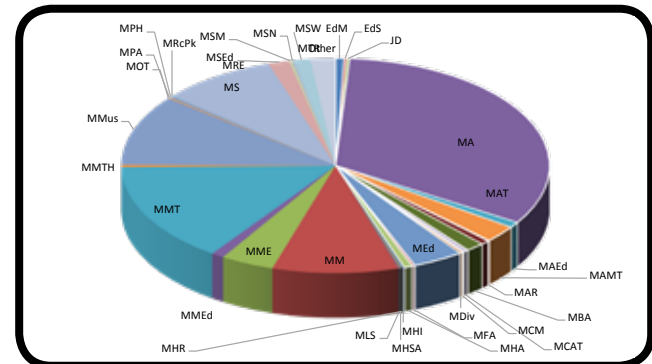
Total Respondents 1,820



Breakdown of Master's Degrees

Master's Degree	%	Responses
EdM	0.64%	6
EdS	0.21%	2
JD	0.21%	2
MA	32.84%	310
MAEd	0.85%	8
MAMT	2.54%	24
MAR	0.11%	1
MAT	0.64%	6
MBA	1.38%	13
MCAT	0.42%	4
MCM	0.11%	1
MDiv	0.21%	2
MEd	3.81%	36
MFA	0.21%	2
MHA	0.64%	6
MHI	0.11%	1
MHR	0.11%	1
MHSA	0.11%	1
MLS	0.11%	1
MM	9.53%	90
MME	4.03%	38
MMEd	0.95%	9
MMT	15.04%	142
MMTH	0.32%	3
MMus	10.59%	100
MOT	0.11%	1
MPA	0.11%	1
MPH	0.21%	2
MRcPk	0.11%	1
MS	8.69%	82
MSEd	1.59%	15
MSM	0.21%	2
MSN	0.11%	1
MSW	1.27%	12
Other	1.91%	18

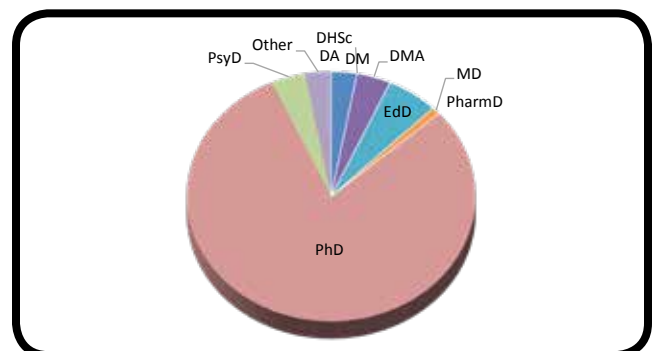
Total Respondents³ 766



Breakdown of Doctoral Degrees

Doctoral Degree	%	Responses
DA	2.88%	3
DMA	3.85%	4
EdD	5.77%	6
MD	0.96%	1
PhD	79.81%	83
PsyD	3.85%	4
Other	2.88%	3

Total Respondents³ 104



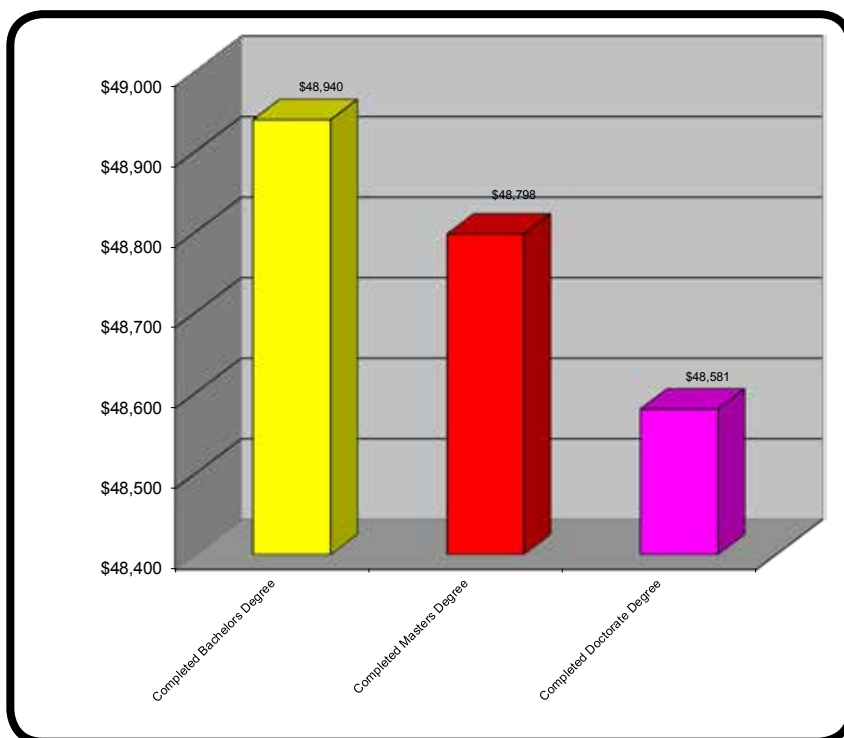
³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents and percentages are approximate.

Salary by Level of Education

Survey respondents who worked full time and indicated a salary on the 2018 member survey were compared by their reported highest level of education. While one might expect average reported salaries to rise with additional educational degrees, they do not necessarily do so in this data set. 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 and upper- and lower-range salaries exist in each education level.

Highest Level of Education	Number	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Bachelor's Degree	266	\$48,940	\$45,000	\$40,000	\$20,000 - \$150,000
Master's Degree	198	\$48,798	\$45,500	\$50,000	\$20,000 - \$220,000
Doctoral Degree	31	\$48,581	\$46,000	\$50,000	\$20,000 - \$115,000
Total Respondents	514				

As with any business endeavor, multiple factors (many of which are reported in this workforce analysis) 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; business costs (e.g., certification, licensure, professional memberships, liability insurance, office 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.

N/A - Insufficient data available

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

Session Rates

While much of the salary data reported in this workforce analysis 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 part time (1-33 hours per week) as well as those who report working full time (34 hours a week or more) are considered 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 depth and breadth 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.

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

GROUP SESSION RATES

<u>Region</u>	<u>Number Respondents</u>	<u>Average Rate/Hr.</u>
Great Lakes	158	\$70.04
Mid-Atlantic	153	\$78.04
Midwestern	63	\$62.57
New England	40	\$87.93
Southeastern	101	\$81.41
Southwestern	66	\$80.17
Western	104	\$88.14
Outside the US	20	\$80.50
Overall	705	\$77.67

In the case of music therapy assessments, music therapists may charge an hourly fee for assessments or a flat fee for the entire service. Music therapy assessments may vary in terms of time commitment which depends on many factors. 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

<u>Region</u>	<u>Number Respondents</u>	<u>Average Rate/Hr.</u>
Great Lakes	197	\$58.22
Mid-Atlantic	178	\$83.31
Midwestern	71	\$55.66
New England	41	\$72.12
Southeastern	107	\$63.31
Southwestern	77	\$69.00
Western	110	\$75.40
Outside the US	21	\$80.71
Overall	802	\$68.93

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

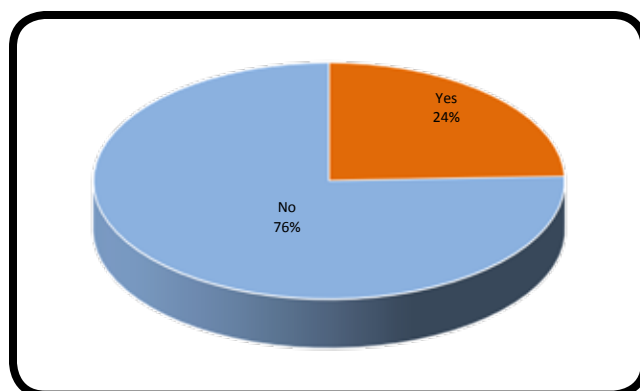
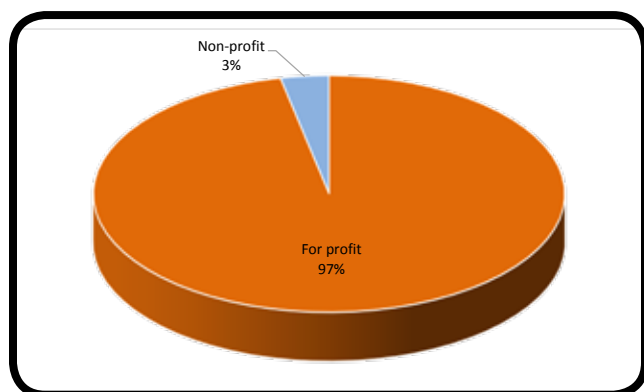
<u>Region</u>	<u>Number Respondents</u>	<u>Average Rate/Hr.</u>
Great Lakes	146	\$69.73
Mid-Atlantic	130	\$102.75
Midwestern	56	\$61.45
New England	31	\$91.39
Southeastern	88	\$75.24
Southwestern	61	\$110.44
Western	90	\$93.71
Outside the US	18	\$75.06
Overall	620	\$85.41

Music Therapy Businesses

An 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 practices expand to differing types of facilities and span 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 2018 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 24% of 1,683 survey respondents reported being the owner of a music therapy business. An average number of 1.02 employees was reported by all business owners; most are sole practitioners. 97% of these business were reported as “for-profit” businesses.

MT Business Owner Response	# of Responses
Music Therapy Business Owner	411
Not a Music Therapy Business Owner	1,272
Total Respondents	1,683



Business Type	# of Responses
For profit	350
Non-profit	12
Total Respondents	362

For business owners who reported working full-time and contributed an annual salary to the survey response, the following was reported.

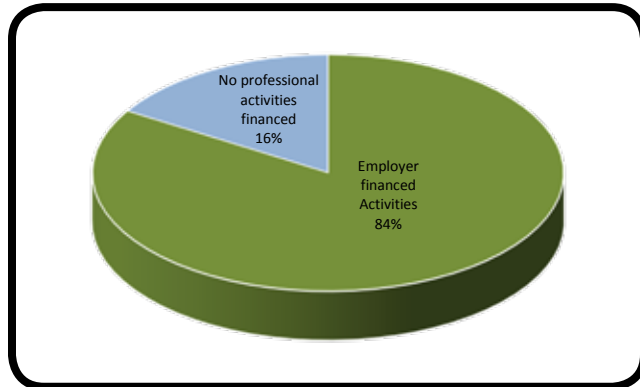
Average Salary ²	\$49,742
Median Salary ²	\$48,000
Salary Mode ²	\$50,000
Range ²	\$20,000 - 140,000
Total Respondents	124

N/A - Insufficient data available

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

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.



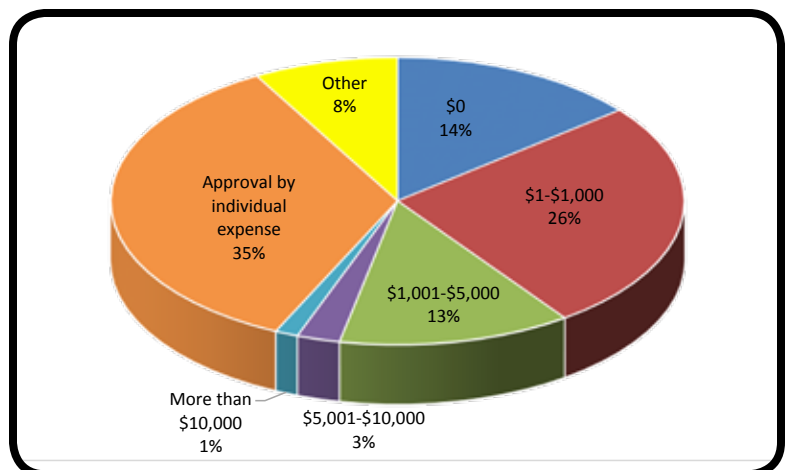
The category “Other” included: Other Association Dues, Background Checks, CPR, Health Insurance, Liability Insurance, Lodging, Private Practice Expenses, Scholarship Opportunities, Self Care, State Association Dues, State Licensure, Supervision, Travel, Violence Prevention Training

Activity	% of Responses	# of Responses
AMTA Dues.....	16.3%	217
AMTA Annual Conference	17.4%	231
Registration/Certification	12.2%	162
Given a Fixed Amount Per Year .	11.6%	154
Continuing Education	26.8%	356
State/Regional Conferences.....	17.5%	232
Related Conferences/Workshops	16.3%	216
Approval as Needed	18.5%	246
Graduate Studies.....	6.9%	92
Leave to Attend Events.....	24.9%	331
Other.....	5.9%	79
None	33.8%	449
Total Respondents³		1,328

Purchasing Budget for Music Therapy Programs

Over half of all survey respondents reported receiving a purchasing budget for their programs of up to \$5,000 last year. 86% of music therapists surveyed said they receive monies from their employers for music therapy program budgets while 14% 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	174
\$1-\$1,000	321
\$1,001-\$5,000	162
\$5,001-\$10,000	30
more than \$10,000	316
Approval by individual expense	430
Other	101
Total Respondents³	1,234



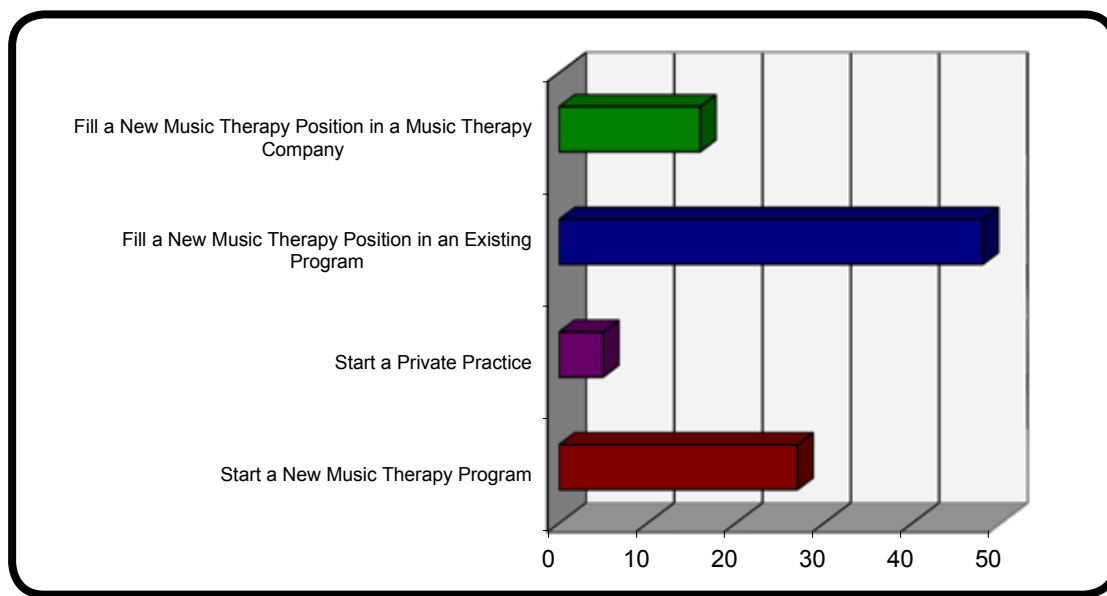
³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents and percentages are approximate.

Job Report² - New Full Time Jobs

Ninety-six new full time music therapy positions created in 2017 were reported by survey respondents. The list below shows populations served as reported by each person holding one of these new jobs. Over six times more positions were created than were eliminated in 2017.

POSITIONS CREATED IN 2017

Start a New Music Therapy Program ³	27
<i>Adult Day Services/Adult Day Care, Child/Adolescent Treatment Center, Children's Day Care/Preschool, Children's Hospital or Unit, Community Based Service Drug/Alcohol Program Early Intervention Program General Hospital Geriatric Facility - not nursing Hospice/Bereavement Services Inpatient Psychiatric Unit NICU Nursing Home/Assisted Living Partial Hospitalization School (K-12) Support Groups</i>	
Start a Private Practice ³	5
<i>Adult Day Services/Adult Day Care Community Based Service Day Care/Treatment Center Geriatric Facility - not nursing Group Home, Nursing Home/Assisted Living Outpatient Clinic Private Music Therapy Agency Self Employed/Private Practice Veterans Affairs</i>	
Fill a New Music Therapy Position in an Existing Program ³	48
<i>Adult Day Services/Adult Day Care Child/Adolescent Treatment Center Children's Day Care/Preschool Children's Hospital or Unit Community Based Service Community Mental Health Center Drug/Alcohol Program Early Intervention Program Forensic Facility, General Hospital Geriatric Facility - not nursing Geriatric Psychiatric Unit Group Home Home Health Agency Hospice/Bereavement Services Inpatient Psychiatric Unit Nursing Home/Assisted Living Oncology Outpatient Clinic Palliative Care Partial Hospitalization Private Music Therapy Agency School (K-12) State Institution Support Groups</i>	
Fill a New Music Therapy Position in a Music Therapy Company ³	16
<i>Adult Day Services/Adult Day Care Child/Adolescent Treatment Center Children's Day Care/Preschool, Children's Hospital or Unit Community Based Service, Community Mental Health Center, Correctional Facility, Day Care/Treatment Center, Early Intervention Program, General Hospital, Geriatric Facility - not nursing, Group Home, Hospice/Bereavement Services, Inpatient Psychiatric Unit, Nursing Home/Assisted Living, Oncology, Outpatient Clinic, Partial Hospitalization, Private Music Therapy Agency, Rehabilitation Hospital, School (K-12), Self Employed/Private Practice, Support Groups, Veterans Affairs, Wellness Program/Center</i>	
Total New Positions Created in 2017	96



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

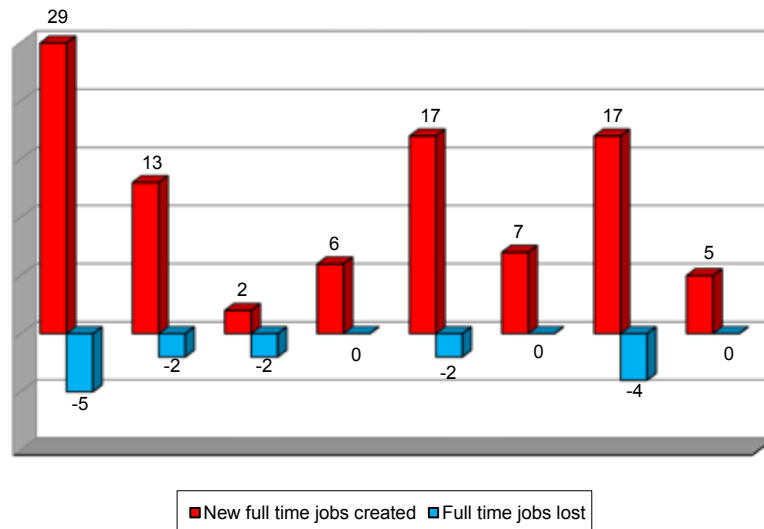
³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

Job Report² - Jobs Changed or Lost

POSITIONS ELIMINATED IN 2017

Music Therapy Jobs Cutback	5
Facility Closed	4
Music Therapy Program Closed	5
Private Practice Closed	0
Other.....	1
Total Positions Eliminated in 2017.....	15

Jobs Created vs. Jobs Eliminated



POSITIONS RESIGNED

Resigned Position for family reasons	2
Resigned Position - changed job.....	4
Resigned Position - moved.....	5
Resigned Position - other	6
Total Positions Resigned.....	17

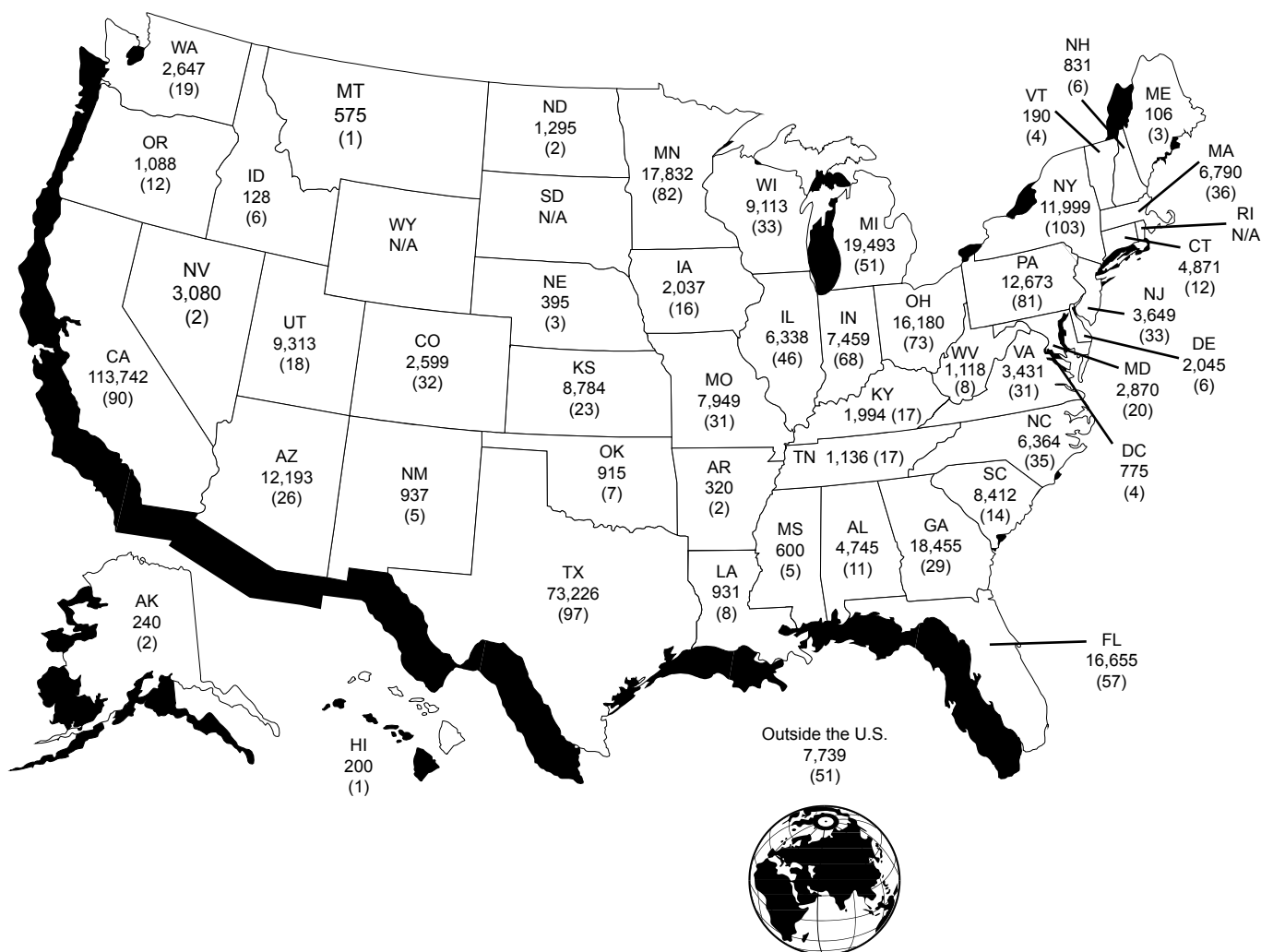
CHANGES TO A NEW POSITION

Replace a music therapist	60
Fill a Music Educator Position	7
Replace a Non-Music Therapist	21
Other.....	41
Total Changes to a New Position	129

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

Clients Served by Music Therapists

Survey respondents were asked to estimate the number of clients for whom they provided music therapy services for the entire year of 2017. 1,338 survey respondents reported having seen a total of 446,457 clients last year — an average of 334 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).



Facilities Served by Music Therapists

Survey respondents were asked to estimate the number of distinct facilities in which they provided music therapy services for the entire year of 2017. 1,388 survey respondents reported having provided services in a total of 17,089 facilities last year — an average of 12 facilities per service provider. The map below shows the number of facilities served in each state and the number of corresponding survey respondents (in parentheses).

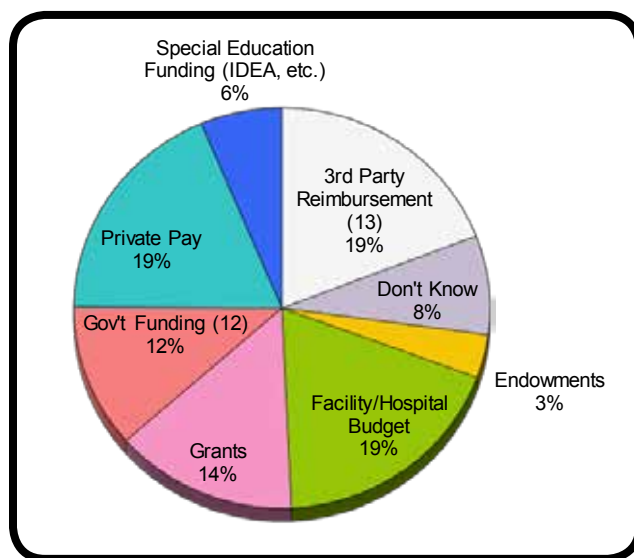


If 87% of the estimated 8,220 music therapists in the United States (as discussed on the previous page) each provided services in an average of 12 facilities, it can be inferred that an estimated 85,824 facilities in the United States offered some form of music therapy services to clients during the 2017 calendar year.

NB: These reports include both therapists who work full time in individual facilities and those who are in private practice and/or contract to multiple facilities. The number of facilities served per therapist may vary greatly depending on the type of services provided.

Funding for Music Therapy Services

Approximately 31% of survey responses reported some form of reimbursement for music therapy services either via Government Funding¹² or 3rd Party Reimbursement¹³ (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 services 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 offers the E-course, "Music Therapy Reimbursement: Sources and Steps to Success," in its online store, 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.

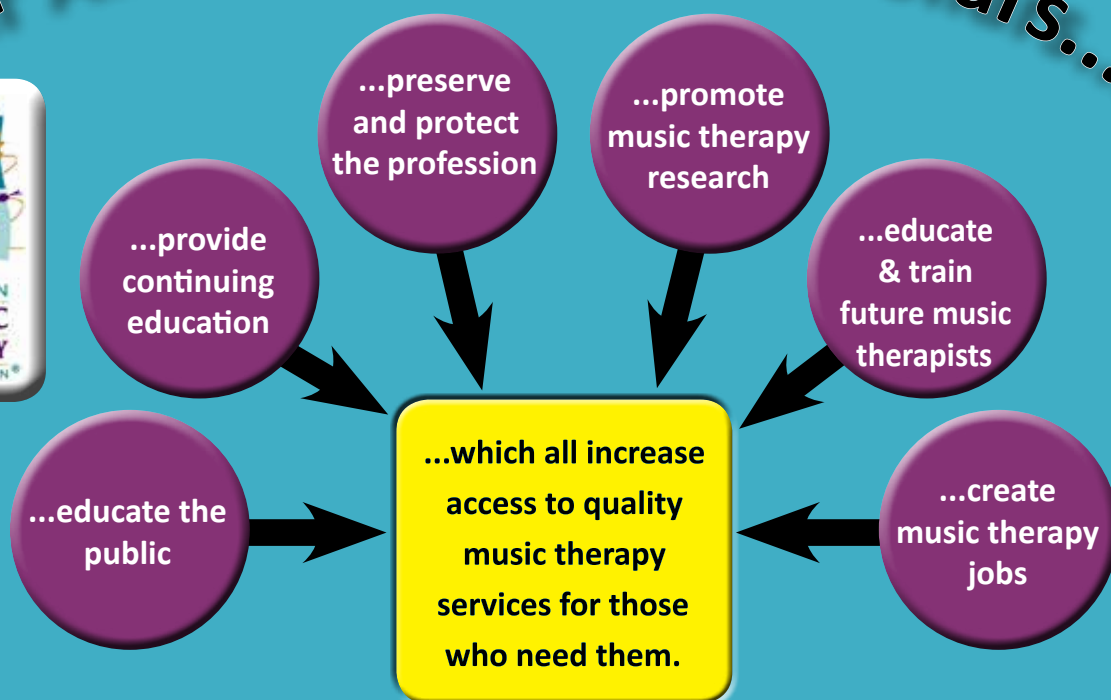
Funding Source	Number of Responses	Percentage of Responses
Financed by Facility/Hospital Budget	485	18.43%
Don't Know	208	7.90%
Endowments.....	91	3.46%
Grants/Donations.....	370	14.06%
Medicaid Waiver	191	7.26%
Medicare Reimbursement	85	3.23%
Other.....	30	1.14%
Other - 3rd party payment	108	4.10%
Other Gov't Funds	88	3.34%
Other Gov't Funds (3rd party payment).....	5	0.19%
Private Insurance Plans.....	92	3.50%
Private Pay	483	18.35%
IDEA/Special Education	165	6.27%
State/County Funding.....	214	8.13%
Tricare	8	0.30%
Workers Compensation	9	0.34%
Total Respondents³	1,428	

³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents and percentages are approximate.

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

¹³3rd Party Reimbursement includes: TRICARE, Medicaid, Medicare, Private Insurance Plans, Workers Compensation and appropriate responses listed in "Other" categories.

Your AMTA Membership Dollars...



When you are a member of AMTA, you support our mission to advance public awareness of music therapy's benefits and increase access to quality music therapy services. You commit to initiatives and programs that make music therapy strong. Not only do you contribute to the important work AMTA does every day, but you also get a substantial list of benefits that support YOU and save you money:

What You Get for \$250 Professional Membership:

- Journal of Music Therapy & Music Therapy Perspectives
- AMTA-pro: Free, Online Continuing Education
- Member Area of AMTA Website
- National (& Regional) Conference Discounts
- Publications & Online E-Courses Discounts
- NMTR Maintenance Discount
- Job Center/Job Hotline/Referrals/Posting a Job
- Online Directory and Yearly Workforce Study
- Private Practice/Reimbursement/Technical Assistance
- Public Education, Advocacy and Job Creation

Value: Over \$3300/year:

- \$576 (print and online access)
- \$600 (≈\$50 per podcast value)
- \$218 (based on μ subscription rates)
- \$250⁺
- \$75 (based on ≈value of 5 purchases)
- \$215
- \$350 (based on μ subscription rates)
- \$50
- \$50 (per 30 minute phone call)
- \$1000

Help our profession grow. Become a 2019 member of AMTA today!