

THE AMERICAN
*Music
Therapy*
ASSOCIATION



2020 WORKFORCE ANALYSIS



A DESCRIPTIVE, STATISTICAL PROFILE OF THE
2020 AMTA MEMBERSHIP AND
MUSIC THERAPY COMMUNITY

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At a Glance: 2020 Survey Highlights

The overall average salary reported by music therapists was \$56,715.

Nearly 2 million people received music therapy services in 2019.

26 states' average salaries have increased since last year's numbers were compiled, while only 13 states' average salaries have decreased.

Music therapists provided services in an estimated 42,000+ facilities in 2019.

119 new full time music therapy jobs were reported in 2019 with only 27 jobs reported eliminated.

The average rate for music therapy assessments across the country is a reported \$97 per hour.

The overall average salary reported by music therapists increased \$1,899 over 2019 reported data.

Reported salaries for those holding a Bachelor's degree as their highest level of education reveal an average of \$50,286 and range from \$28,000 - \$320,000.

The average annual salary for those with 10 or fewer years' experience was a reported \$49,979.

The average rate for group music therapy sessions across the country is a reported \$85 per hour.

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

Overview

Welcome to the American Music Therapy Association (AMTA) 2020 Workforce Analysis. This document, “A Descriptive Statistical Profile of the AMTA Membership and the Music Therapy Community,” contains a detailed, descriptive statistical narrative of demographics, employment, salaries, and facts, all of which help to describe aspects of the music therapy profession. Information regarding employment has been collected since AMTA’s inception. Each year, with input from members and music therapists, a set of questions is determined for the annual membership/music therapist survey. Invitations to participate in this survey are distributed through direct email invitations, newsletters, and internet notices. All music therapists, 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 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 to increase access to music therapy services, set fees, and determine 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 places music therapists work. This basic statistical information is provided yearly to show a comprehensive picture of compensation offered for music therapy services as well as the composition and growth of the music therapy profession.

What follows are simple frequency counts, ranges, and averages. Modes and medians are included where possible to provide a more comprehensive picture of compensation. 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 respondents reported have values that are greater than the median, and half, 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.

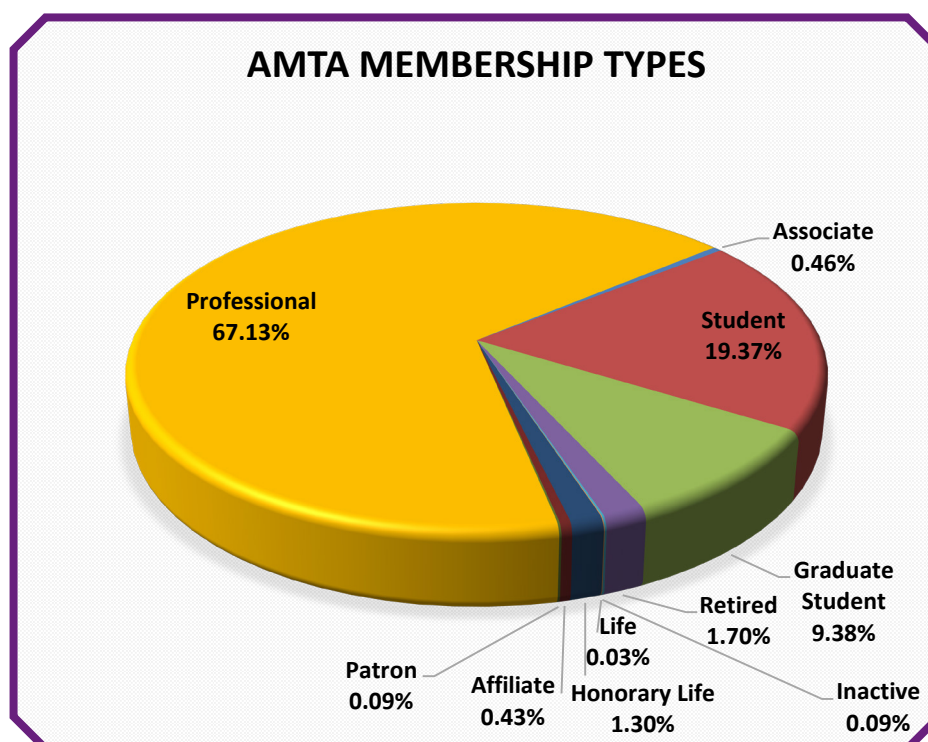
AMTA does not establish fees for services. As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include but are not limited to: level of education; experience; geographic location; business 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 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. 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 use this information to help 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 is the professional association and intellectual home for music therapists in the United States. Members of AMTA not only support its 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 the music therapy profession, supporting and volunteering with AMTA programs and initiatives that make music therapy strong. The following chart and graph show members in each membership category as of August 1, 2020. Note that the membership year runs January through December and so member numbers continue to accrue until the end of the calendar year.

Type of Membership	Number	% of Membership
Professional.....	2,169	67.13%
Associate	15	0.46%
Student	626	19.37%
Graduate Student	303	9.38%
Retired	55	1.7%
Inactive	3	0.09%
Life.....	1	0.03%
Honorary Life	42	1.3%
Affiliate	14	0.43%
Patron	3	0.09%
Total AMTA Members*	3,231	

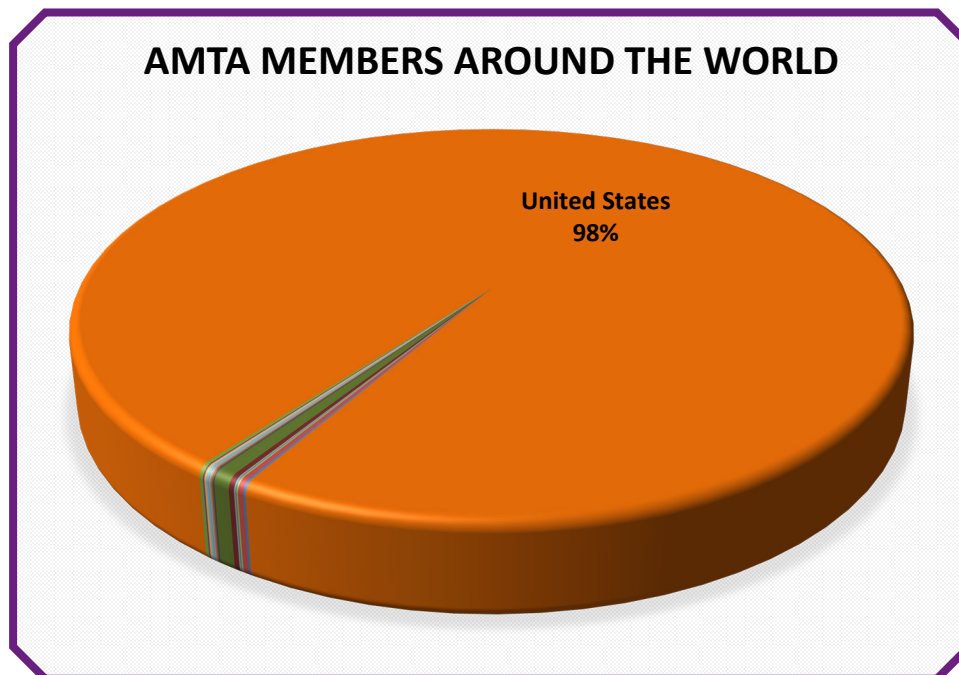


*as of August 1, 2020. Information gathered from member records.

Global Reach - AMTA Members Around the World

AMTA maintains a wide-reaching, global focus around the world and works 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. AMTA members live in nearly two dozen countries outside the United States. Members outside the United States comprise 2% of the total AMTA membership.

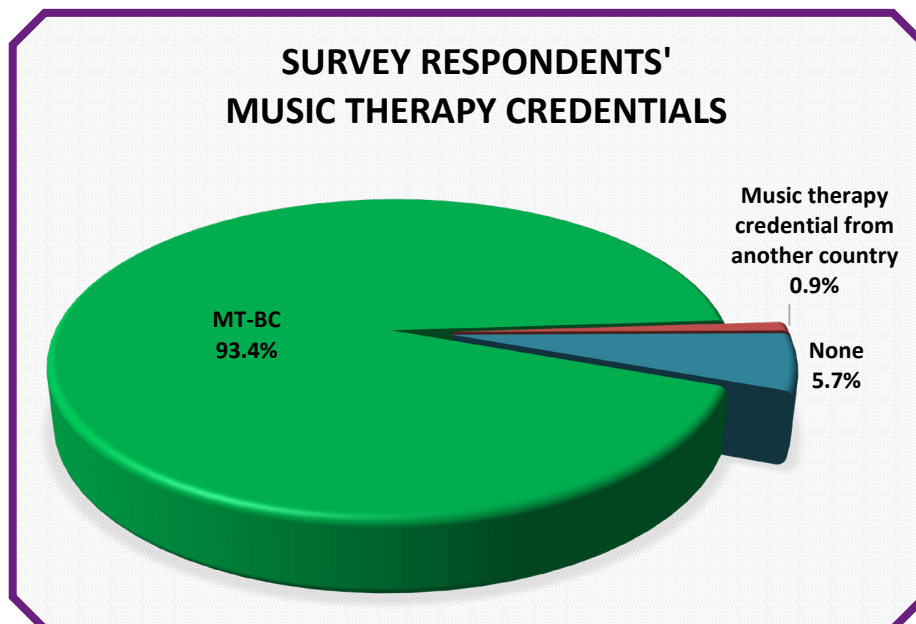
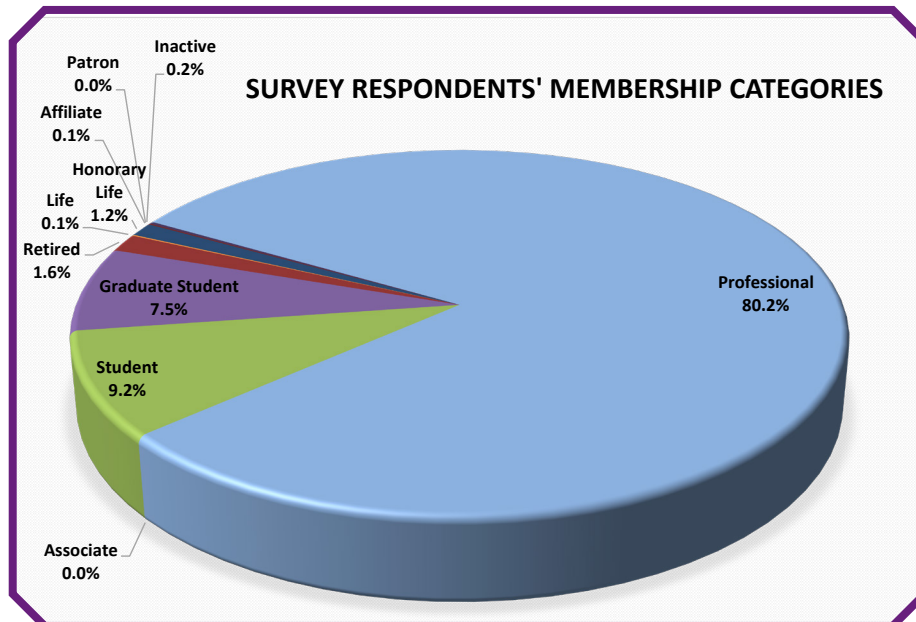
<u>Country</u>	<u># Members</u>	<u>Country</u>	<u># Members</u>
Australia.....	3	New Zealand	2
Canada	7	Nigeria	1
China	2	Norway	1
Costa Rica	1	Philippines	1
Denmark.....	1	Qatar.....	1
Germany.....	1	Singapore	3
Greece.....	1	South Korea.....	3
Hong Kong.....	6	Spain	1
Japan.....	20	Sweden.....	1
Malaysia	1	Taiwan	5
Mexico	1	United States	3,168
		Total AMTA Members*	3,231



**as of August 1, 2020. Information gathered from member records.*

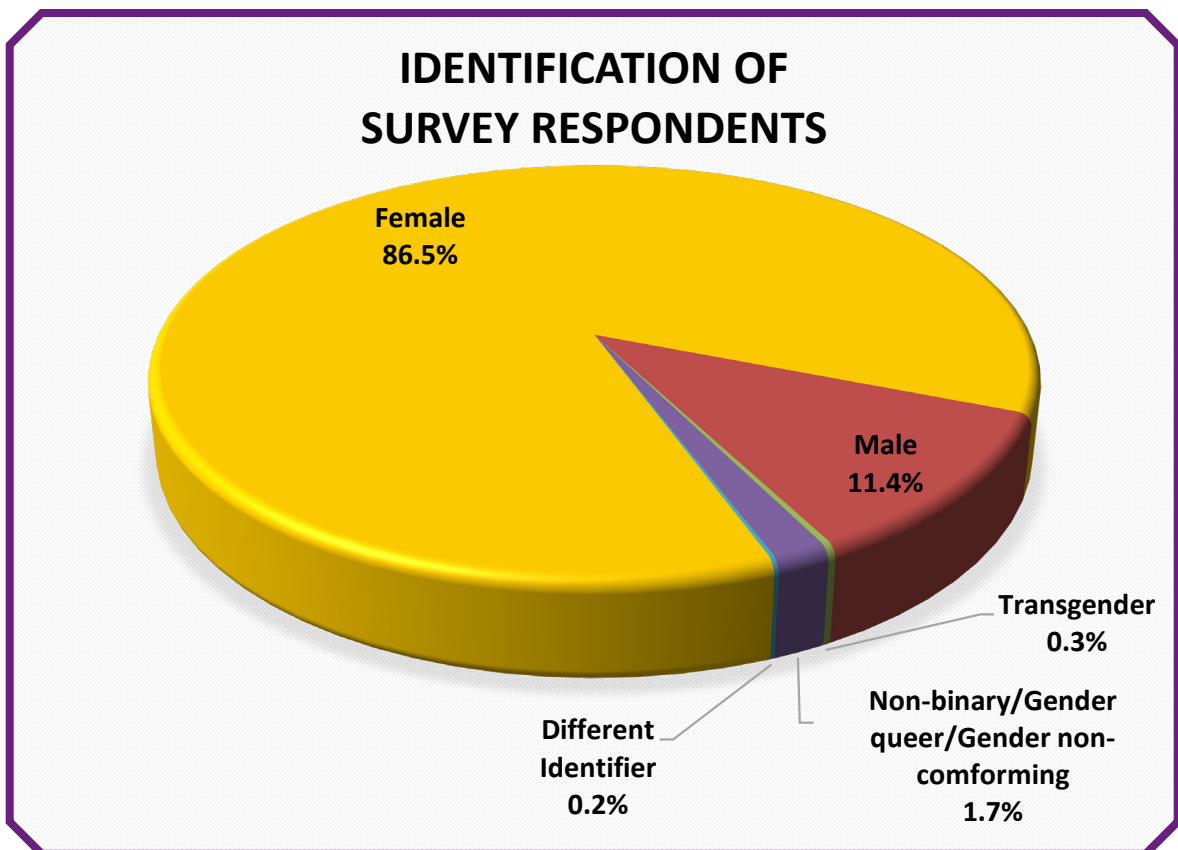
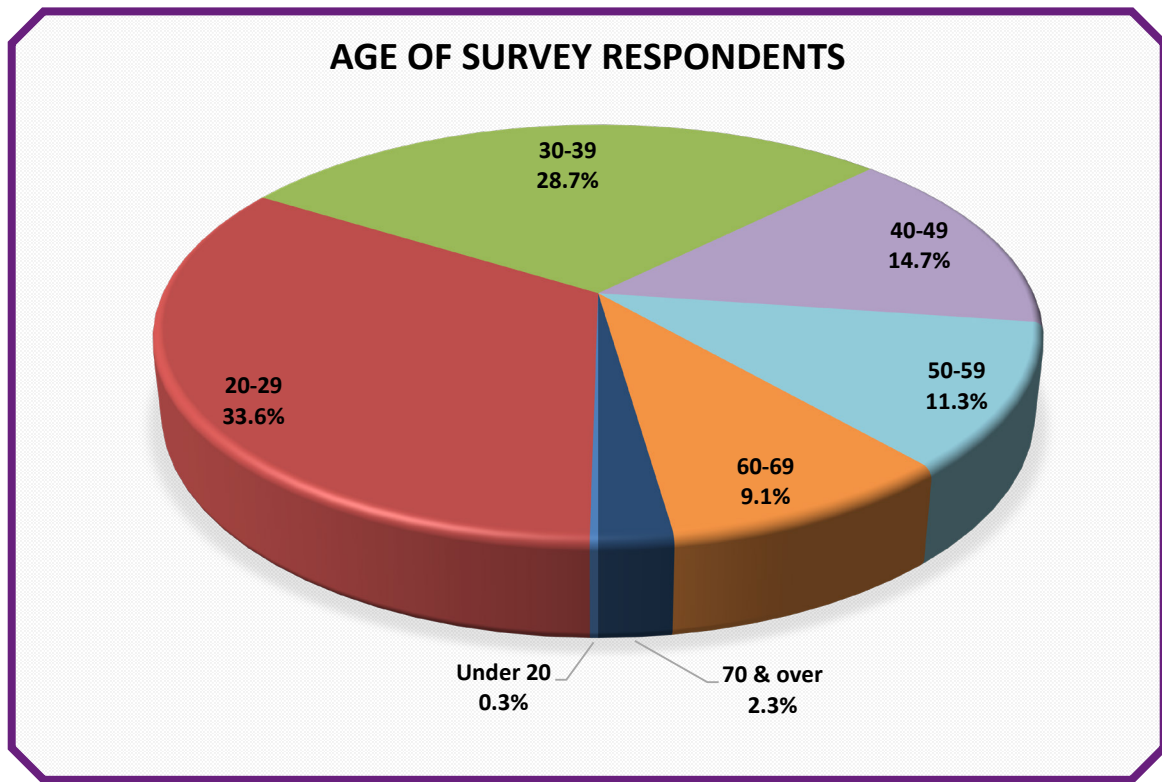
Survey Response and Respondents

The AMTA Member/Music Therapist Survey was conducted online during the summer of 2020. The pool of potential respondents is estimated to number over 10,000. This volunteer, online survey made use of a convenience sample. Invitees included music therapists, AMTA members, former AMTA members, and current MT-BCs with the Certification Board for Music Therapists. Participants were solicited via: email, AMTA's website, newsletters, and public social media invitations. Invitations were also shared virally on social media by affinity groups and personal individuals. **2,015 anonymous responses were received** (952 fewer responses than were received in 2019). Since the actual number (denominator) of those who viewed the survey invitation is unknown due to the open invitations online, we can only estimate the response rate, which ranges from 20%, for the pool of potential invitees in AMTA's database, to 23%, for the known number of credentialed music therapists in the United States*.



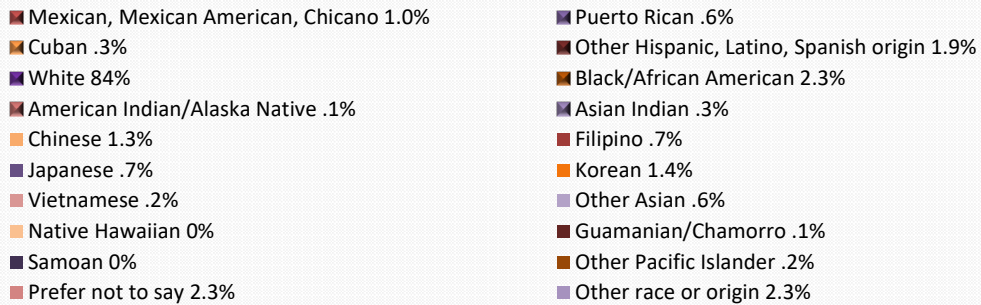
*See page 26 for a discussion of the number of credentialed music therapists in the United States.

Age and Identifiers of Respondents



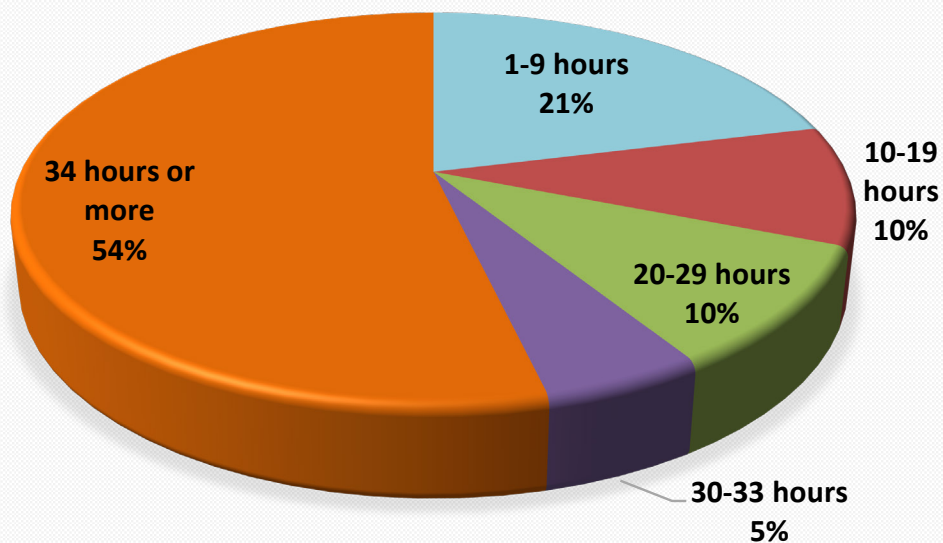
Race/Origin and Hours Worked by Respondents¹

RACE/ORIGIN OF SURVEY RESPONDENTS



¹Categories based on those used by the United States Census Bureau for the 2020 Census.

WEEKLY HOURS WORKED



Salary by Region

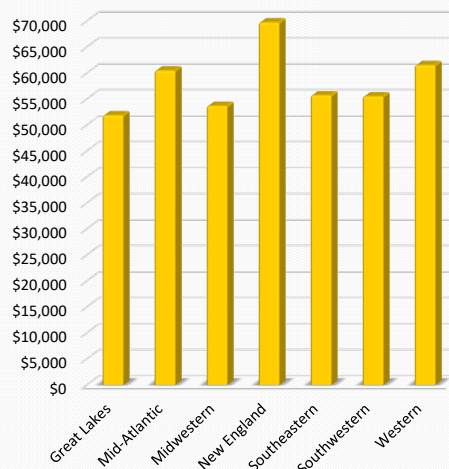
Region	Number of Respondents	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Great Lakes	258	\$51,880	\$48,000	\$45,000	\$29,000 - \$150,000
Mid-Atlantic.....	195	\$60,477	\$55,000	\$40,000	\$29,000 - \$200,000
Midwestern	98	\$53,673	\$51,500	\$45,000	\$30,000 - \$110,000
New England	40	\$69,725	\$52,500	\$48,000	\$39,000 - \$490,000
Southeastern	165	\$55,721	\$48,000	\$40,000	\$28,000 - \$460,000
Southwestern.....	71	\$55,507	\$52,000	\$50,000	\$30,000 - \$100,000
Western	121	\$61,512	\$58,000	\$40,000	\$29,000 - \$175,000
Outside the United States.....	19	\$59,632	\$60,000	\$60,000	\$28,000 - \$120,000
Overall	955	\$56,715	\$51,000	\$40,000	\$28,000 - \$490,000

Survey Response shows the overall average full time salary reported was \$56,715, an increase of \$1,899 over salaries reported from the survey conducted in 2019. The overall median salary reported was \$51,000; and the most commonly reported salary (mode) was \$40,000 (both similar to 2019 reports). A graphic representation of average salaries for each region is shown to the right.

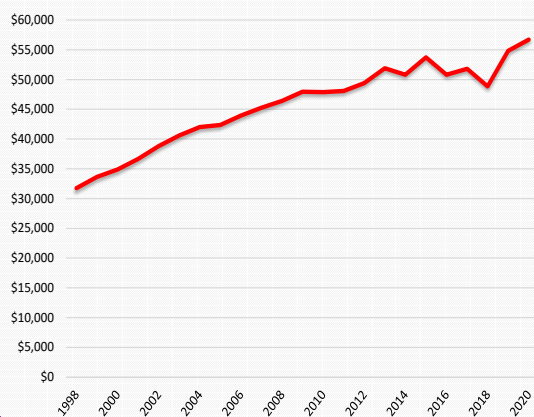
It should be noted that this survey was conducted in July/August of 2020, in the midst of the COVID-19 Pandemic. Many professionals' employment at that time was uncertain with jobs frozen, furloughed, or even eliminated altogether. Despite that, in every region but one, the average salary reported by survey respondents increased over 2019 data. More time is needed to examine the effects of the pandemic on music therapy practice to provide clarity on this issue.

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 small decreases over the past two decades (which may be anomalies due to survey data and response rate), but in general, overall reported music therapists' salaries have shown an increase over the past two decades: from \$31,755 in 1998 to \$56,715 in 2020.

Average Salary by Region



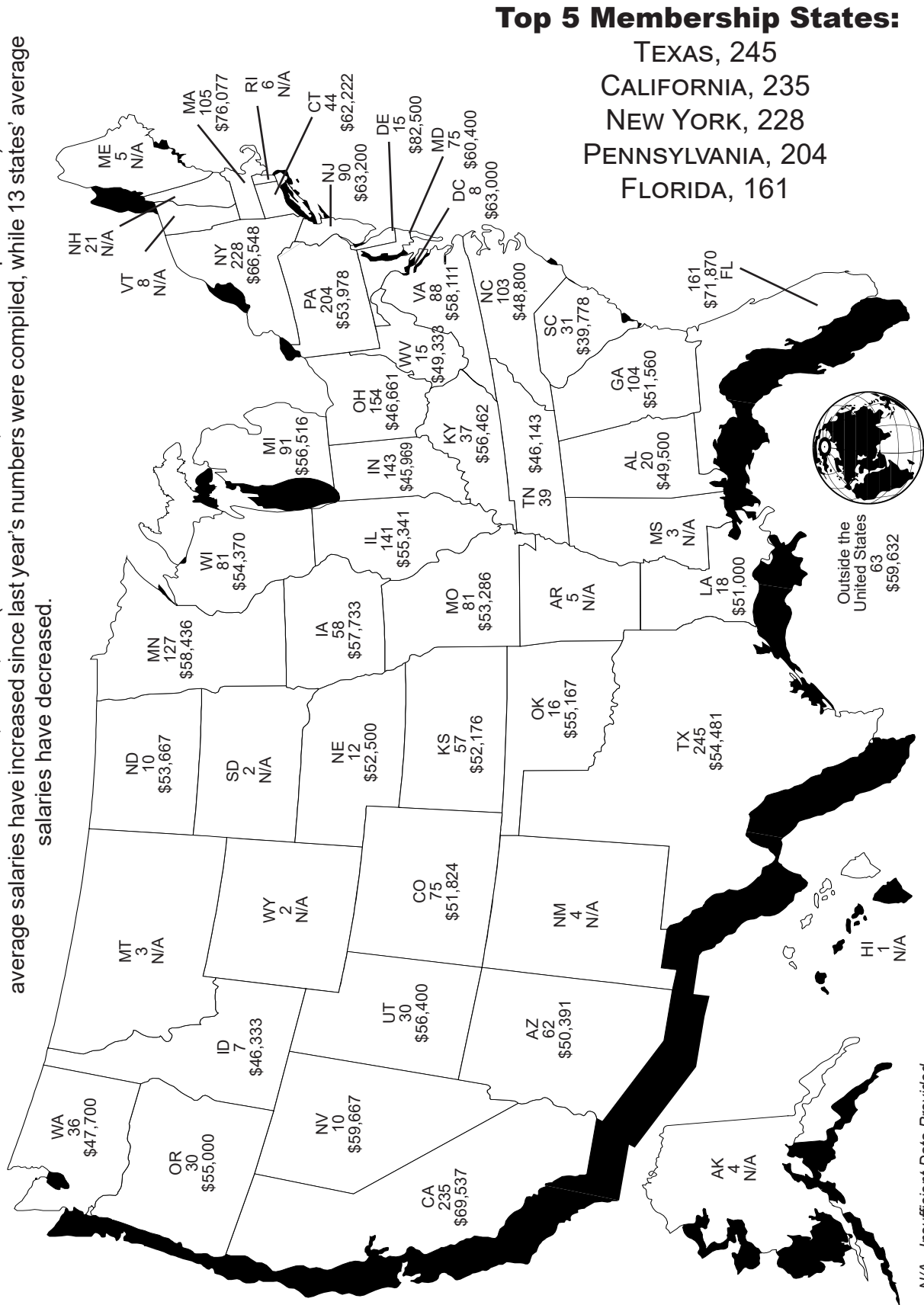
Overall Average Salary By Year



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

Average Salary and AMTA Membership by State

This map of the United States depicts the number of AMTA members in each state as of August 1, 2020 and the average full time salary reported for each state². The average full-time salary for all survey respondents, both inside and outside the United States, is \$56,715 (an increase of \$1,899 over 2019 reported data). 26 states' average salaries have increased since last year's numbers were compiled, while 13 states' average salaries have decreased.

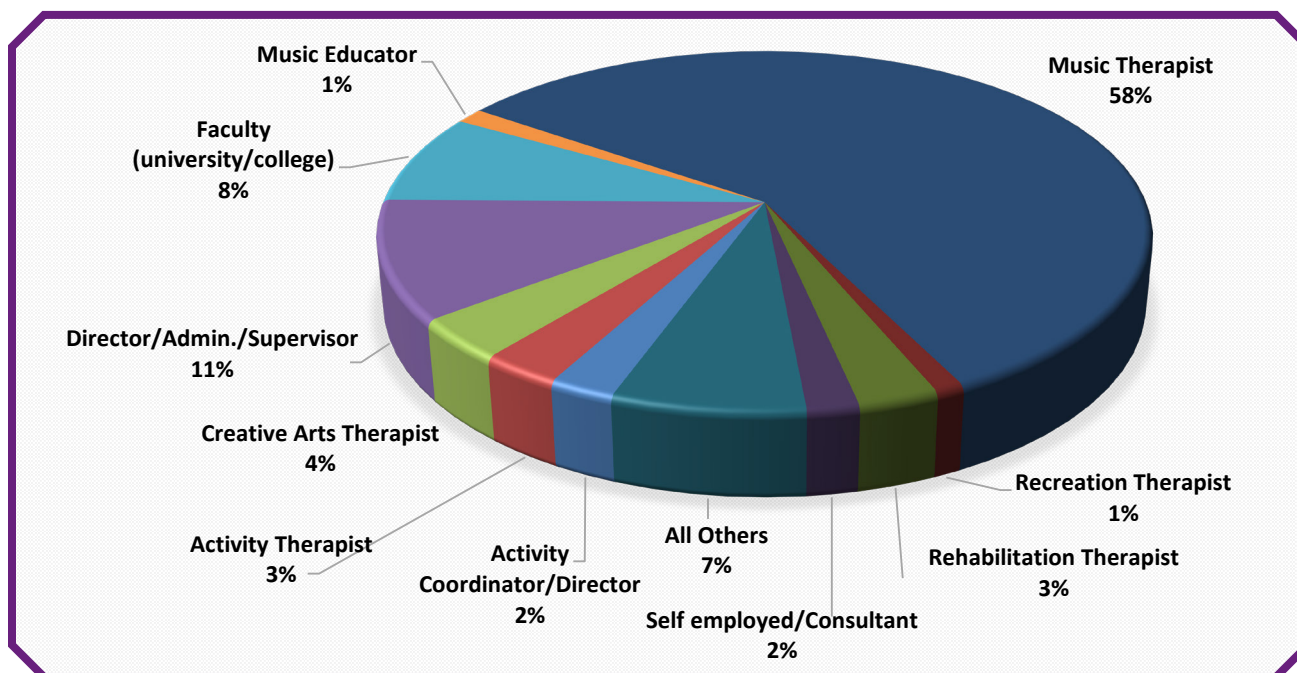


N/A - Insufficient Data Provided

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	23	\$44,739	\$46,000	\$35,000	\$30,000 - \$60,000
Activity Therapist	28	\$44,000	\$44,000	\$44,000	\$28,000 - \$70,000
Clinical Therapist	8	\$50,250	\$50,000	\$40,000	\$40,000 - \$69,000
Creative Arts Therapist	35	\$62,829	\$66,000	\$42,000	\$37,000 - \$100,000
Director/Admin./Supervisor	76	\$71,053	\$65,500	\$75,000	\$35,000 - \$200,000
Expressive Arts Therapist	6	\$44,500	\$44,000	N/A	\$29,000 - \$63,000
Faculty (university/college)	77	\$70,935	\$65,000	\$65,000	\$45,000 - \$140,000
Music Educator	13	\$70,385	\$66,000	N/A	\$49,000 - \$114,000
Music Therapist	551	\$52,682	\$48,000	\$40,000	\$28,000 - \$490,000
Other	49	\$53,653	\$48,000	\$40,000	\$30,000 - \$100,000
Program Director/Coordinator	25	\$65,160	\$64,000	\$78,000	\$30,000 - \$100,000
Recreation Therapist	10	\$53,400	\$53,000	\$38,000	\$31,000 - \$75,000
Rehabilitation Therapist	28	\$63,857	\$70,000	\$46,000	\$30,000 - \$90,000
Self Employed/Consultant	18	\$63,056	\$49,000	\$40,000	\$34,000 - \$150,000
Special Educator	3	\$62,667	\$49,000	N/A	\$40,000 - \$99,000
Total Respondents	951				



The category "Other" included: Adapted Music Teacher, Addictions Counselor, Adjunctive Therapist, Asthma Educator, Behavioral Health Therapist/Specialist/Tech, Bereavement Coordinator/Specialist, Case Manager, Client Liaison, Counselor, Creative Expressive Arts Therapist, Developmental Specialist, Expressive Therapist, Group Facilitator/Therapist, Life Enrichment Therapist, Mental Health Practitioner, Mental Health Therapist, Music Psychotherapist, Music Teacher, Policy Analyst/Program Specialist, Psychotherapist, Recreation Aide, Rehabilitation Specialist, Research Associate/Fellow, Social Worker, Special Education Counselor, Special Education Music Specialist, Therapeutic Specialist, Therapy Tech

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.....	128	\$53,758	\$50,000	\$40,000	\$28,000 - \$100,000
AIDS	11	\$70,091	\$72,000	N/A	\$38,000 - \$100,000
Alzheimer's/Dementia	277	\$53,213	\$48,000	\$40,000	\$28,000 - \$460,000
Autism Spectrum Disorders.....	370	\$54,843	\$49,000	\$40,000	\$28,000 - \$490,000
Behavioral Disorder.....	302	\$53,387	\$48,000	\$40,000	\$28,000 - \$320,000
Bereavement/Grief	148	\$59,426	\$52,000	\$50,000	\$29,000 - \$460,000
Cancer.....	143	\$61,573	\$56,000	\$50,000	\$30,000 - \$460,000
Chronic Pain.....	126	\$62,159	\$54,500	\$50,000	\$29,000 - \$460,000
Comatose	21	\$60,190	\$58,000	\$48,000	\$38,000 - \$100,000
Intellect./Develop. Disabled (IDD) ...	325	\$52,265	\$48,000	\$40,000	\$28,000 - \$320,000
Dual Diagnosed	186	\$51,161	\$46,500	\$40,000	\$28,000 - \$320,000
Early Childhood	195	\$56,544	\$50,000	\$40,000	\$28,000 - \$490,000
Eating Disorders.....	48	\$53,646	\$51,000	\$40,000	\$33,000 - \$100,000
Elderly Persons	214	\$56,542	\$49,000	\$40,000	\$28,000 - \$460,000
Emotionally Disturbed.....	166	\$57,434	\$51,000	\$48,000	\$28,000 - \$320,000
Forensic.....	63	\$59,222	\$51,000	\$40,000	\$30,000 - \$320,000
Head Injured.....	111	\$58,739	\$53,000	\$75,000	\$29,000 - \$200,000
Hearing Impaired.....	80	\$56,388	\$52,000	\$50,000	\$29,000 - \$150,000
Hospice/Palliative Care	216	\$58,514	\$54,000	\$50,000	\$31,000 - \$460,000
Learning Disabled.....	186	\$56,602	\$48,000	\$40,000	\$29,000 - \$490,000
Medical/Surgical	120	\$56,892	\$54,000	\$70,000	\$30,000 - \$151,000
Mental Health	343	\$56,280	\$50,000	\$40,000	\$28,000 - \$320,000
Multiply Disabled	164	\$54,829	\$50,000	\$40,000	\$29,000 - \$320,000
Music Education College Students	10	\$78,800	\$63,500	\$82,000	\$42,000 - \$200,000
Music Therapy College Students.....	108	\$67,426	\$62,000	\$55,000	\$29,000 - \$200,000
Neurologically Impaired.....	203	\$58,167	\$51,000	\$40,000	\$29,000 - \$460,000
Non-Disabled.....	50	\$62,840	\$55,000	\$40,000	\$30,000 - \$175,000
Other.....	44	\$61,909	\$59,000	\$69,000	\$29,000 - \$150,000
Parkinson's.....	113	\$60,743	\$50,000	\$40,000	\$34,000 - \$460,000
Physically Disabled.....	157	\$59,522	\$51,000	\$50,000	\$30,000 - \$490,000
Post Traumatic Stress Disorder.....	187	\$60,299	\$51,000	\$40,000	\$29,000 - \$320,000
Rett Syndrome.....	42	\$56,619	\$54,000	\$50,000	\$29,000 - \$150,000
School Age Population	225	\$57,342	\$50,000	\$50,000	\$29,000 - \$490,000
Speech Impaired	167	\$59,605	\$50,000	\$40,000	\$29,000 - \$490,000
Stroke	145	\$59,986	\$52,000	\$40,000	\$29,000 - \$460,000
Substance Abuse.....	160	\$57,294	\$50,000	\$42,000	\$29,000 - \$320,000
Terminally Ill.....	130	\$61,492	\$55,000	\$50,000	\$30,000 - \$460,000
Visually Impaired	106	\$53,906	\$50,000	\$50,000	\$29,000 - \$150,000
Total Respondents³	956				

The category "Other" included: Adults, Adverse Childhood Experience, Angelman Syndrome, Anxiety Disorders, Burns, Critical Care/PICU, Deaf/Blind, Domestic Violence, Down Syndrome, Geripsych, Hematology, Multiple Sclerosis, Neonatal, Neurodegenerative Disorders, Premature Infants, Short Term Rehab./LTC, Spinal Cord Injury/Disorders, Tinnitus, Transgender/Nonbinary Persons, Transplant/Cardiac Care, Traumatic/Acquired Brain Injury, Ventilator Dependent, Veterans, 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 and Work Settings Served

POPULATIONS SERVED BY MUSIC THERAPISTS

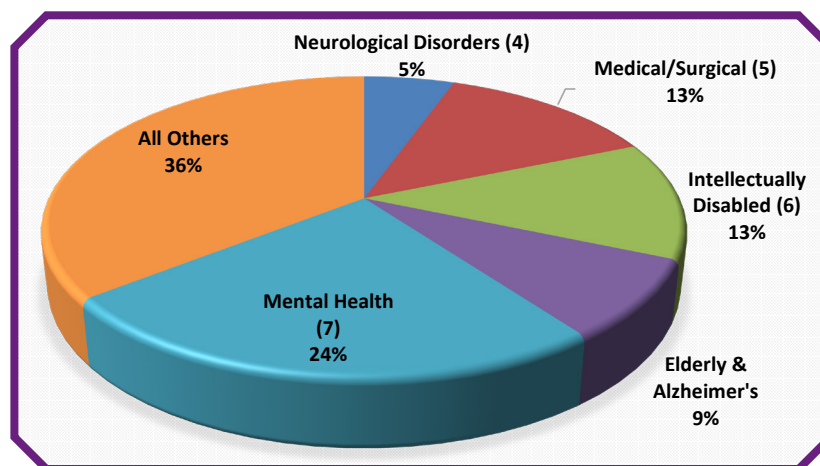
The percentage of survey respondents who reported working with individuals from specific populations appears here. Reported major categories of populations with whom music therapists work are fairly evenly spread across survey responses and many, if not most, music therapists report working with individuals from multiple population categories.

⁴Neurological Disorders includes Parkinson's and Neurologically Impaired.

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

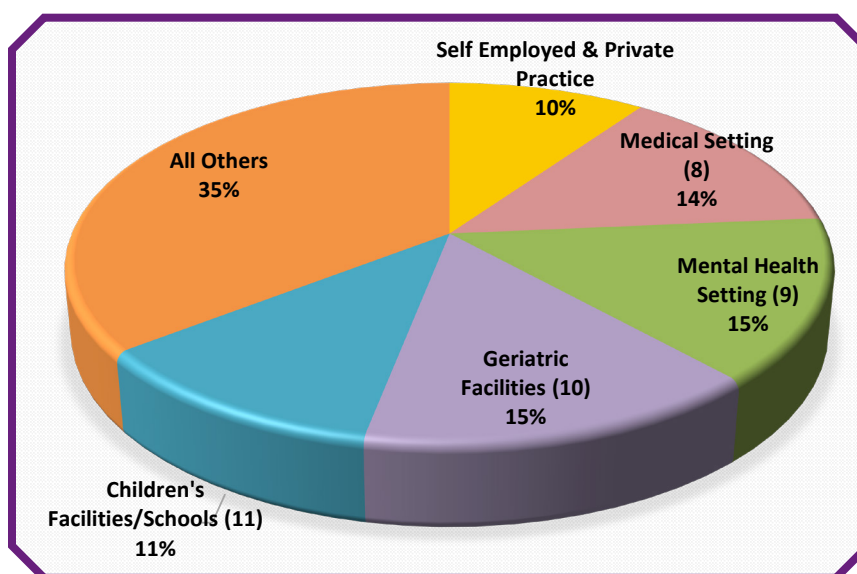
⁶Intellectually Disabled includes Autism Spectrum, Intellectually/Developmentally Disabled (IDD), and Rett Syndrome.

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

The percentage of survey respondents who reported working in specific settings appears below. Again, responses are somewhat evenly spread among all the major categories and many, if not most, music therapists report working in and for more than one setting. 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	79.....	\$51,228.....	\$43,000	\$36,000	\$29,000 - \$175,000
Adult Education	4.....	\$44,500.....	\$46,000	N/A	\$29,000 - \$57,000
Child/Adolescent Treatment Ctr... ..	43.....	\$48,860.....	\$45,000	\$40,000	\$28,000 - \$100,000
Children's Day Care/Preschool	37.....	\$50,838.....	\$43,000	\$40,000	\$29,000 - \$150,000
Children's Hospital or Unit.....	89.....	\$56,483.....	\$55,000	\$45,000	\$28,000 - \$150,000
Community Based Service	85.....	\$55,306.....	\$47,000	\$40,000	\$29,000 - \$175,000
Community Mental Health Center ..	29.....	\$55,931.....	\$50,000	\$40,000	\$30,000 - \$151,000
Correctional Facility	16.....	\$55,563.....	\$43,000	\$40,000	\$32,000 - \$82,000
Day Care/Treatment Center	17.....	\$64,412.....	\$57,000	\$36,000	\$36,000 - \$150,000
Drug/Alcohol Program	35.....	\$56,743.....	\$47,000	\$40,000	\$35,000 - \$151,000
Early Intervention Program.....	31.....	\$77,129.....	\$57,000	\$65,000	\$28,000 - \$490,000
Forensic Facility.....	35.....	\$58,857.....	\$60,000	\$70,000	\$30,000 - \$90,000
General Hospital.....	60.....	\$57,083.....	\$53,000	\$45,000	\$32,000 - \$151,000
Geriatric Facility - not nursing	35.....	\$60,857.....	\$57,000	\$50,000	\$30,000 - \$150,000
Geriatric Psychiatric Unit	28.....	\$49,286.....	\$45,500	\$40,000	\$34,000 - \$72,000
Group Home	56.....	\$52,036.....	\$47,000	\$36,000	\$29,000 - \$150,000
Home Health Agency.....	19.....	\$56,789.....	\$50,000	\$50,000	\$34,000 - \$150,000
Hospice/Bereavement Services ..	134.....	\$58,694.....	\$54,000	\$50,000	\$28,000 - \$460,000
Intermediate Care Facility (DD) ...	15.....	\$62,467.....	\$55,000	\$40,000	\$33,000 - \$150,000
Inpatient Psychiatric Unit.....	140.....	\$53,900.....	\$48,000	\$40,000	\$28,000 - \$320,000
Nursing Home/Assisted Living....	157.....	\$53,191.....	\$48,000	\$40,000	\$30,000 - \$200,000
Oncology	34.....	\$58,912.....	\$52,000	\$45,000	\$33,000 - \$151,000
Other.....	71.....	\$53,958.....	\$50,000	\$40,000	\$29,000 - \$100,000
Outpatient Clinic	52.....	\$56,462.....	\$53,500	\$40,000	\$30,000 - \$115,000
Partial Hospitalization	25.....	\$51,000.....	\$46,000	\$40,000	\$40,000 - \$74,000
Physical Rehabilitation	32.....	\$63,000.....	\$52,000	\$40,000	\$33,000 - \$200,000
Private Music Therapy Agency ...	109.....	\$55,138.....	\$45,000	\$40,000	\$30,000 - \$490,000
School (K-12).....	163.....	\$57,730.....	\$53,000	\$40,000	\$29,000 - \$175,000
Self Employed/Private Practice ...	88.....	\$59,386.....	\$50,000	\$30,000	\$29,000 - \$320,000
State Institution.....	34.....	\$57,118.....	\$57,500	\$42,000	\$30,000 - \$81,000
Support Groups	14.....	\$65,357.....	\$64,500	\$40,000	\$39,000 - \$150,000
University/College.....	94.....	\$72,777.....	\$66,000	\$55,000	\$35,000 - \$200,000
Veteran's Affairs.....	28.....	\$73,393.....	\$72,500	\$70,000	\$35,000 - \$200,000
Wellness Program/Center	19.....	\$66,895.....	\$64,000	\$30,000	\$30,000 - \$150,000
Total Respondents³	956				

The category "Other" included: After-School Program, Alternative Education, Behavioral Health Unit, Cancer Treatment Centers of America, Counseling Private Practice, Domestic Violence Agency, Eating Disorder Clinic, Habilitation Center, Home Care Agency, Inpatient Hospital, Long Term Structured Residency, Military Base, Music Center, Neonatal Intensive Care Unit (NICU), Non-Profit Organization, Pre-K Program, Private/Client Homes, Residential Hospital/Treatment Facility, Senior Communities, Telehealth, Vocational Transition

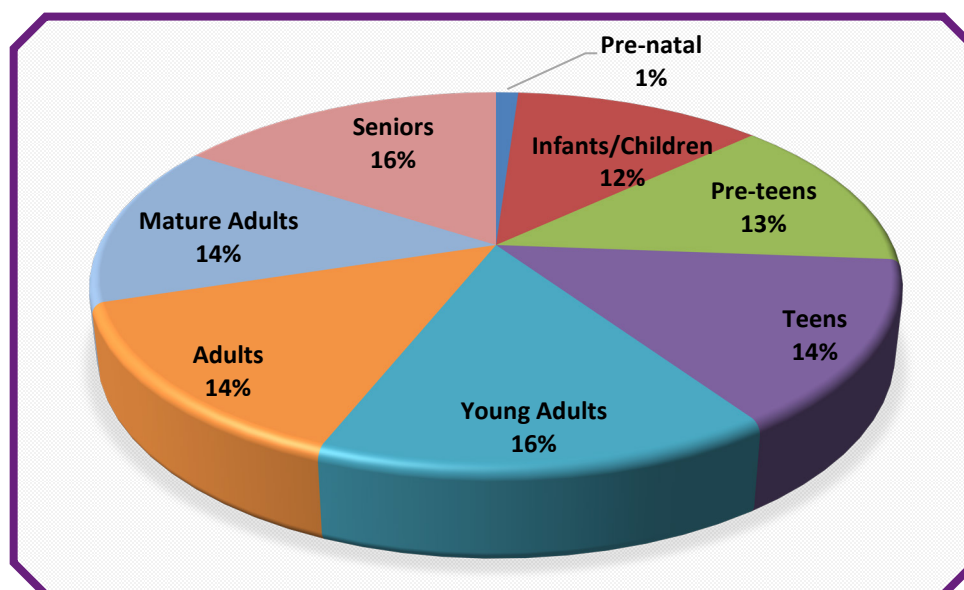
N/A - Insufficient data available

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.

Age Groups Served

The percentage 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. Data gathered confirms that music therapy services are provided to clients throughout all stages of life.



Salary by Age Group Served

Music therapy is truly a service offered throughout the lifespan and people 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.

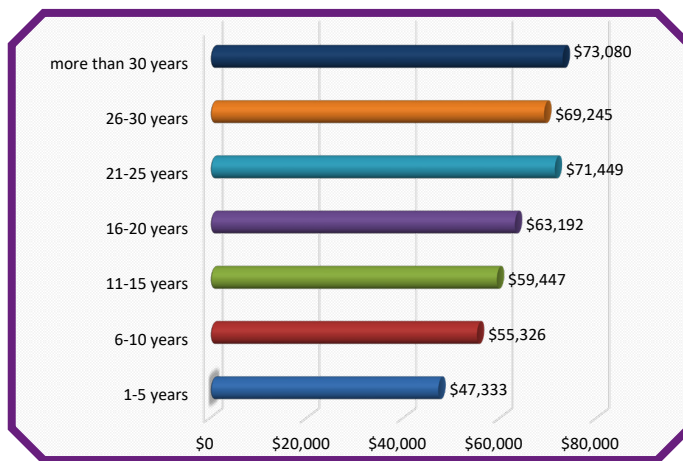
Population	Number ³	Average Salary ²	Median Salary ²	Salary Mode ²	Salary Range ²
Pre-natal.....	31.....	\$56,387.....	\$55,000 ...	\$55,000....	\$33,000 - \$100,000
Infants/Children	348.....	\$54,681.....	\$49,000 ...	\$40,000....	\$28,000 - \$490,000
Pre-teens	383.....	\$54,765.....	\$50,000 ...	\$40,000....	\$28,000 - \$490,000
Teens	415.....	\$54,282.....	\$50,000 ...	\$40,000....	\$28,000 - \$320,000
Young Adults.....	451.....	\$56,851.....	\$51,000 ...	\$40,000....	\$29,000 - \$320,000
Adults.....	409.....	\$57,132.....	\$50,000 ...	\$40,000....	\$28,000 - \$320,000
Mature Adults.....	408.....	\$58,297.....	\$52,000 ...	\$40,000....	\$29,000 - \$460,000
Seniors	460.....	\$56,628.....	\$51,000 ...	\$40,000....	\$29,000 - \$460,000
Total Respondents³	956				

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.....	384	\$47,333	\$44,000	\$40,000	\$28,000 - \$460,000
6 - 10 years.....	190	\$55,326	\$52,000	\$55,000	\$28,000 - \$490,000
11 - 15 years.....	94	\$59,447	\$57,500	\$45,000	\$30,000 - \$109,000
16 - 20 years.....	78	\$63,192	\$60,500	\$55,000	\$35,000 - \$150,000
21 - 25 years.....	69	\$71,449	\$69,000	\$60,000	\$30,000 - \$151,000
26 - 30 years.....	53	\$69,245	\$68,000	\$70,000	\$40,000 - \$115,000
more than 30 years.....	87	\$73,080	\$69,000	\$52,000	\$30,000 - \$200,000
Total Respondents	955				



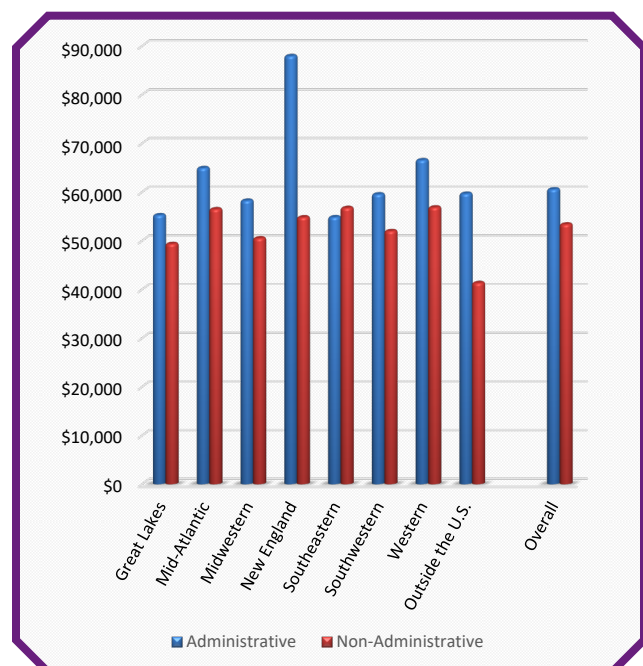
Over half of all survey respondents have been practicing 10 or fewer years. Those who have been practicing music therapy for 1-10 years reported an average annual salary of \$49,979 with a median of \$46,000 and a mode of \$40,000.

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. As might be expected, music therapists who work in jobs that are administrative in nature (either in whole or in part), receive higher salaries.

For 949 respondents who answered this survey question, the overall average administrative salary² was \$60,573. This compares to an overall average non-administrative salary² of \$53,375.

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



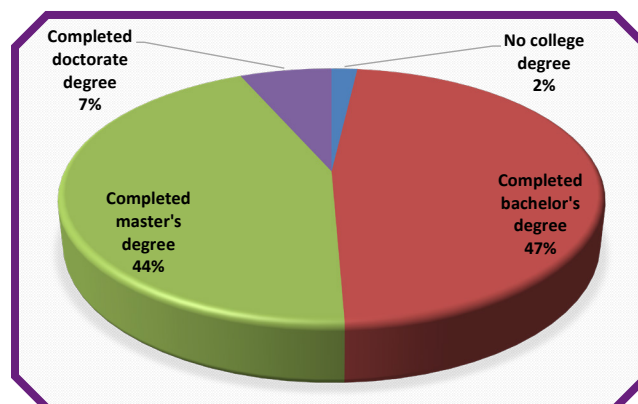
Education and Advanced Degrees

Survey respondents are largely evenly divided between an undergraduate degree and graduate degrees. 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	1.8%	36
Completed bachelor's degree	47.5%	933
Completed master's degree	44.1%	865
Completed doctorate degree	6.6%	129

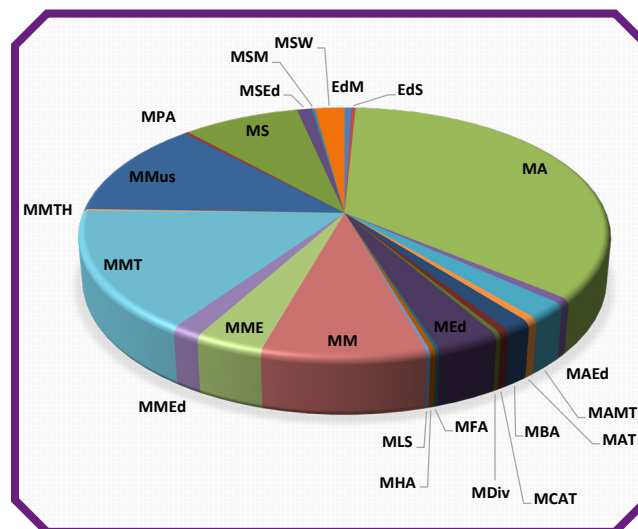
Total Respondents **1,963**



Breakdown of Master's Degrees

Master's Degree	%	Responses
EdM	0.56%	5
EdS	0.34%	3
MA	40.67%	364
MAEd	0.78%	7
MAMT	2.46%	22
MAT	0.67%	6
MBA	1.68%	15
MCAT	0.56%	5
MDiv	0.34%	3
MEd	3.91%	35
MFA	0.22%	2
MHA	0.34%	3
MLS	0.22%	2
MM	10.06%	90
MME	4.25%	38
MMEd	1.79%	16
MMT	18.10%	162
MMTH	0.22%	2
MMus	14.41%	129
MPA	0.34%	3
MS	9.61%	86
MSEd	1.23%	11
MSM	0.22%	2
MSW	2.46%	22
Other	1.12%	10

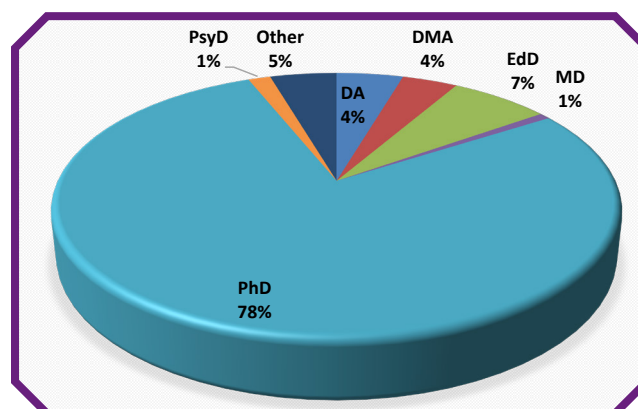
Total Respondents³ **895**



Breakdown of Doctorate Degrees

Doctorate Degree	%	Responses
DA	4.5%	6
DMA	3.8%	5
EdD	6.8%	9
MD	0.8%	1
PhD	78.0%	103
PsyD	1.5%	2
Other	4.5%	6

Total Respondents³ **132**



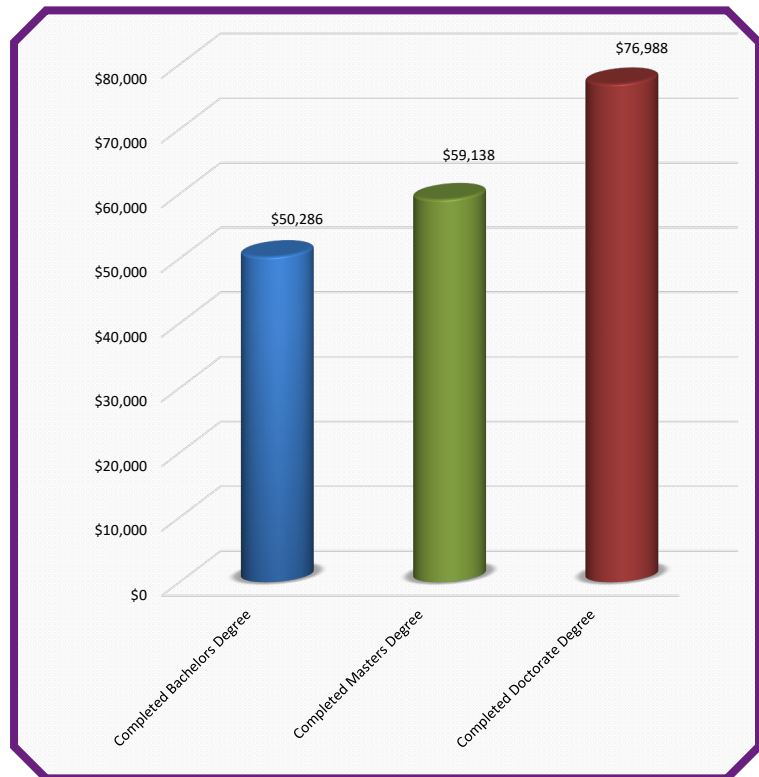
³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents and percentages are approximate.

Salary by Level of Education

Survey respondents who worked full time and indicated a salary are compared here by their reported highest level of education. One might expect average reported salaries to rise with additional educational degrees. While this appears to be the case in the data set among mean and median, it should be noted that the salary ranges for bachelor's and master's degree respondents exceed that of doctorate respondents. 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 of Arts Degree	423.....	\$50,286.....	\$46,000	\$40,000	\$28,000 - \$320,000
Master of Arts Degree.....	448.....	\$59,138.....	\$54,000	\$40,000	\$30,000 - \$490,000
Doctoral Degree	81.....	\$76,988.....	\$71,000	\$65,000	\$30,000 - \$200,000
Total Respondents	955				

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.

Part Time Employment and Hourly Rates

While much of the salary data reported in this document applies to full time employment, this page gives reports of part time salaries and hourly breakdowns of fees, which can be helpful for individuals providing music therapy services in private practice, in part time situations, or as a contractual agreement.

Part Time Employment

Yearly part time salary reported by those who indicated they work anywhere between 1 and 33 hours per week appears below.

OVERALL PART TIME SALARIES REPORTED

Average Salary ²	\$24,964
Median Salary ²	\$23,000
Salary Mode ²	\$20,000
Number Respondents	429

Individual Session Rates

Average hourly rates reported by those providing individual sessions can be seen upper right listed by region. With few exceptions, the average hourly rates are fairly closely grouped among all regions across the United States, between \$68 and \$85 per hour.

Group Session Rates

Average hourly rates reported by those providing group sessions across the United States can be seen at middle right. Group session averages range from \$73 to \$94 per hour.

Assessment Rates

Average rates reported by those providing assessment services can be seen at bottom right. In the case of music therapy assessments, music therapists may charge an hourly fee for assessments or a flat fee for the entire service and assessments vary in terms of time commitment. Survey respondents charging a flat 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 report.

NB: Average hourly rates the right include 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) while part time salary (above) includes only those who reported working from 1-33 hours per week..

INDIVIDUAL SESSION RATES PER HOUR

<u>Region</u>	<u>Number Respondents</u>	<u>Average Rate/Hr.</u>
Great Lakes	110	\$68.86
Mid-Atlantic.....	129	\$85.50
Midwestern	66	\$68.06
New England	33	\$75.39
Southeastern	81	\$75.42
Southwestern.....	67	\$67.66
Western	88	\$85.57
Outside the U.S.	23	\$76.09
Overall.....	597	\$76.22

GROUP SESSION RATES PER HOUR

<u>Region</u>	<u>Number Respondents</u>	<u>Average Rate/Hr.</u>
Great Lakes	87	\$75.13
Mid-Atlantic.....	95	\$91.38
Midwestern	56	\$73.02
New England	31	\$88.68
Southeastern	70	\$86.87
Southwestern.....	42	\$94.07
Western	72	\$90.72
Outside the U.S.	20	\$88.25
Overall.....	473	\$85.38

ASSESSMENT RATES PER HOUR

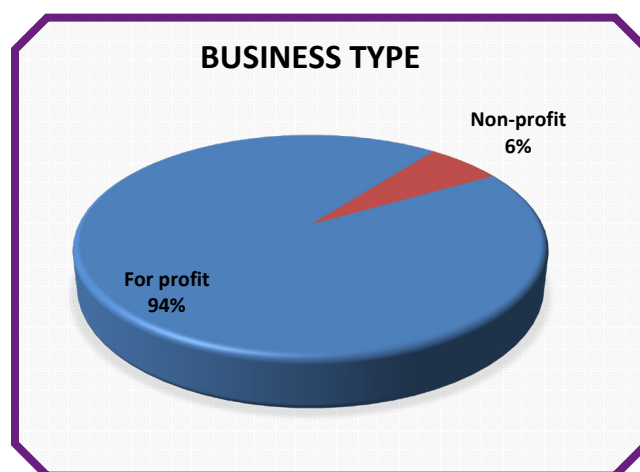
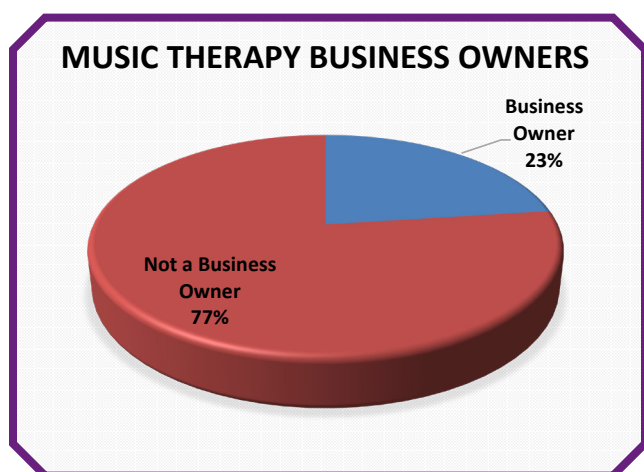
<u>Region</u>	<u>Number Respondents</u>	<u>Average Rate/Hr.</u>
Great Lakes	83	\$82.42
Mid-Atlantic.....	81	\$107.00
Midwestern	47	\$78.60
New England	22	\$108.55
Southeastern	60	\$95.92
Southwestern.....	48	\$106.42
Western	71	\$110.35
Outside the U.S.	14	\$80.07
Overall.....	426	\$97.20

Music Therapy Businesses

An emerging area of focus is in the area of private practice and music therapy business ownership. Entrepreneurial skills are a growing area of necessity for new music therapists as music therapy practice expands to service providers working in/with multiple facilities, age groups, populations, and settings. Curriculum and conference educational sessions focusing on business ownership for students and new professions continue to emerge as private practice and business ownership becomes more commonplace in the music therapy profession.

Business owners report employing an average of 1.24 other music therapists.

Business Owner Response	# of Responses	Business Type	# of Responses
Music Therapy Business Owner	419	For profit	364
Not a Music Therapy Business Owner ...	1,407	Non-profit.....	24
Total Respondents	1,826	Total Respondents	388



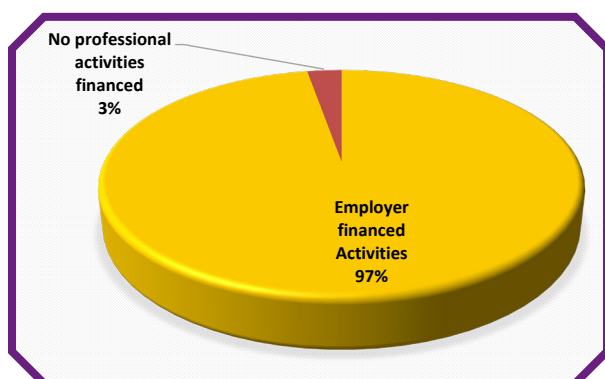
For business owners who reported working full-time and contributed an annual salary to the survey response, the following was reported.

BUSINESS OWNERS AVERAGE SALARIES	
Average Salary ²	\$63,707
Median Salary ²	\$56,000
Salary Mode ²	\$60,000
Range ²	\$28,000 - \$490,000
Total Respondents	147

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

Most survey respondents report receiving some form of financial support from their employers for professional activities and continuing education.



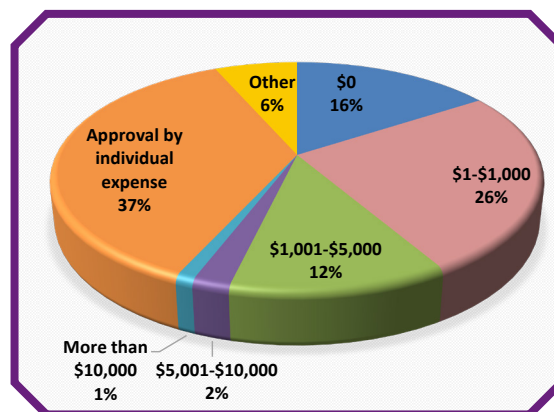
The category "Other" included: % of Conference Registration, Company Training/Conferences, Funding by Grant, Liability Insurance, Materials, Mileage, Regional and State Dues, Research, Social Work License and Dues, Specified # of Conferences Per Year, State Licensure, Tuition Reimbursement

Activity	% of Responses	# of Responses
AMTA Dues.....	14.3%	210
AMTA Annual Conference	16.5%	243
Registration/Certification	11.9%	175
Given a Fixed Amount Per Year	11.6%	171
Continuing Education	27.5%	404
State/Regional Conferences.....	17.0%	250
Related Conferences/Workshops..	17.3%	255
Approval as Needed	19.0%	279
Graduate Studies.....	4.3%	63
Leave to Attend Events.....	20.1%	295
Other.....	36.8%	542
None	5.6%	82
Total Respondents³	1,471	

Purchasing Budget for Music Therapy Programs

Over three-quarters of all survey respondents reported receiving some sort of purchasing budget for their programs last year with 38% receiving between \$1 and \$5000 for their purchasing budget. Many respondents from the \$0 category may be either self-employed or in private practice.

Budget	% of Responses	# of Responses
\$0.....	15.8%	217
\$1-\$1,000	25.7%	353
\$1,001-\$5,000	12.2%	167
\$5,001-\$10,000	2.1%	29
More than \$10,000	1.0%	14
Approval by individual expense	36.6%	502
Other.....	6.6%	90
Total Respondents³	1,372	



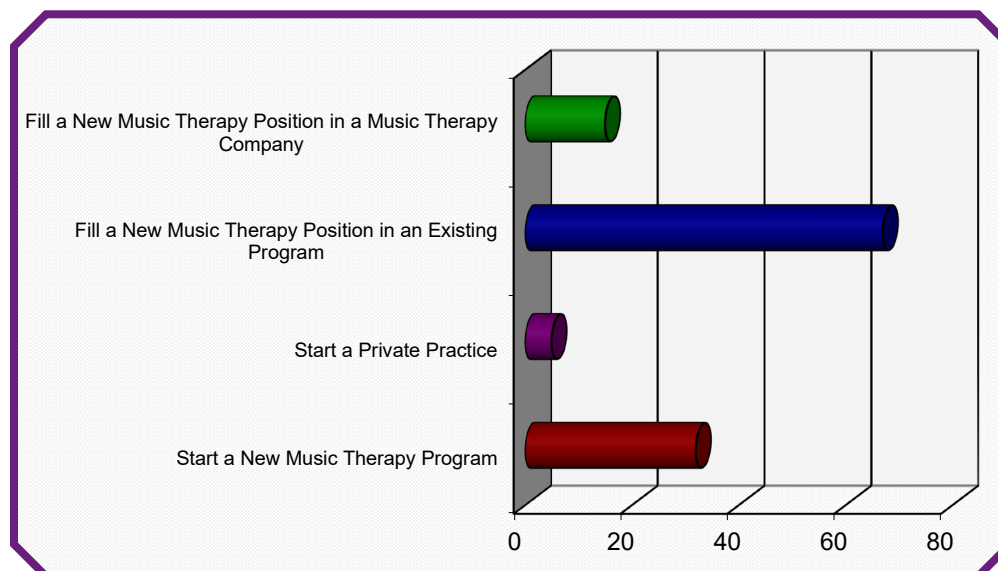
³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents and percentages are approximate.

Job Report² - New Full Time Jobs

Survey respondents were asked to report whether they started a new job or lost a job during the complete 2019 calendar year. Below, and on the following page, is a report of those responses. More than twice as many positions were created than were eliminated. The list shows populations served as reported by each person holding one of these new jobs.

POSITIONS CREATED IN 2019

Start a New Music Therapy Program ³	32
<i>Abused/Sexually Abused, Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Bereavement/Grief, Chronic Pain, Complex Trauma, Adverse Childhood Experiences, Early Childhood, Elderly Persons, Emotionally Disturbed, Forensic, Head Injured, Homeless Families, Hospice/Palliative Care, Intellectually/Developmentally Disabled (IDD), Learning Disabled, Medical/Surgical, Mental Health, Multiply Disabled, Music Therapy College Students, Neurologically Impaired, NICU, Parkinson's, Physically Disabled, Post Traumatic Stress Disorder, Rett Syndrome, School Age Population, Speech Impaired, Stroke, Substance Abuse, Terminally Ill, Visually Impaired</i>	
Start a Private Practice ³	5
<i>Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Bereavement/Grief, Early Childhood, Elderly Persons, Emotionally Disturbed, Hospice/Palliative Care, Intellectually/Developmentally Disabled (IDD), Multiply Disabled, Music Therapy College Students, Post Traumatic Stress Disorder, Specialty in Education, Terminally Ill</i>	
Fill a New Music Therapy Position in an Existing Program ³	67
<i>Abused/Sexually Abused, AIDS, Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Bereavement/Grief, Cancer, Chronic Pain, Dual Diagnosed, Early Childhood, Eating Disorders, Elderly Persons, Emotionally Disturbed, Forensic, Head Injured, Hearing Impaired, Hematology, Hospice/Palliative Care, Intellectually/Developmentally Disabled (IDD), Learning Disabled, Medical/Surgical, Mental Health, Multiply Disabled, Music Therapy College Students, Neurologically Impaired, NICU & family-related work., Non-Disabled, Parkinson's, Physically Disabled, Post Traumatic Stress Disorder, Premature infants (NICU), Rett Syndrome, School Age Population, Speech Impaired, Stroke, Substance Abuse, Terminally Ill, Visually Impaired</i>	
Fill a New Music Therapy Position in a Music Therapy Company ³	15
<i>Abused/Sexually Abused, Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Bereavement/Grief, Cancer, Chronic Pain, Dual Diagnosed, Early Childhood, Eating Disorders, Elderly Persons, Emotionally Disturbed, Head Injured, Hearing Impaired, Hospice/Palliative Care, Intellectually/Developmentally Disabled (IDD), Learning Disabled, Medical/Surgical, Mental Health, Multiply Disabled, Music Therapy College Students, Neurologically Impaired, Non-Disabled, Parkinson's, Physically Disabled, Post Traumatic Stress Disorder, Rett Syndrome, School Age Population, Speech Impaired, Stroke, Substance Abuse, Terminally Ill</i>	
Total New Positions Created	119



NB: Created and eliminated job reports were requested for the complete 2019 calendar year per survey instructions. Despite this, some survey respondents reported losing a job in whole or in part due to the COVID-19 Pandemic, which did not begin until early 2020. Therefore, some jobs reported eliminated in 2019 on the following page may have been reported in error. Much of the impact of the pandemic on music therapy jobs is not yet known at the time of this printing. This will be made more apparent in next year's data when the question can be asked for the complete 2020 calendar year.

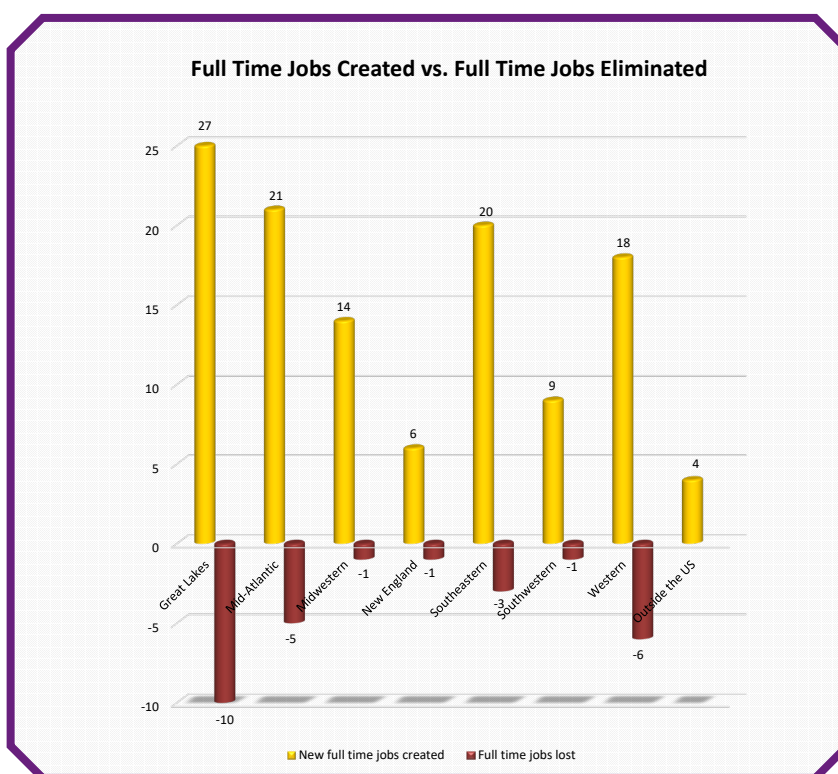
²For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

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 2019

Music Therapy Jobs Cutback	14
Facility Closed	1
Music Therapy Program Closed	5
Private Practice Closed	1
Other.....	6
Total Positions Eliminated.....	27



POSITIONS RESIGNED

Resigned Position for family reasons	1
Resigned Position - changed job.....	7
Resigned Position - moved.....	8
Resigned Position - other	8
Total Positions Resigned.....	24

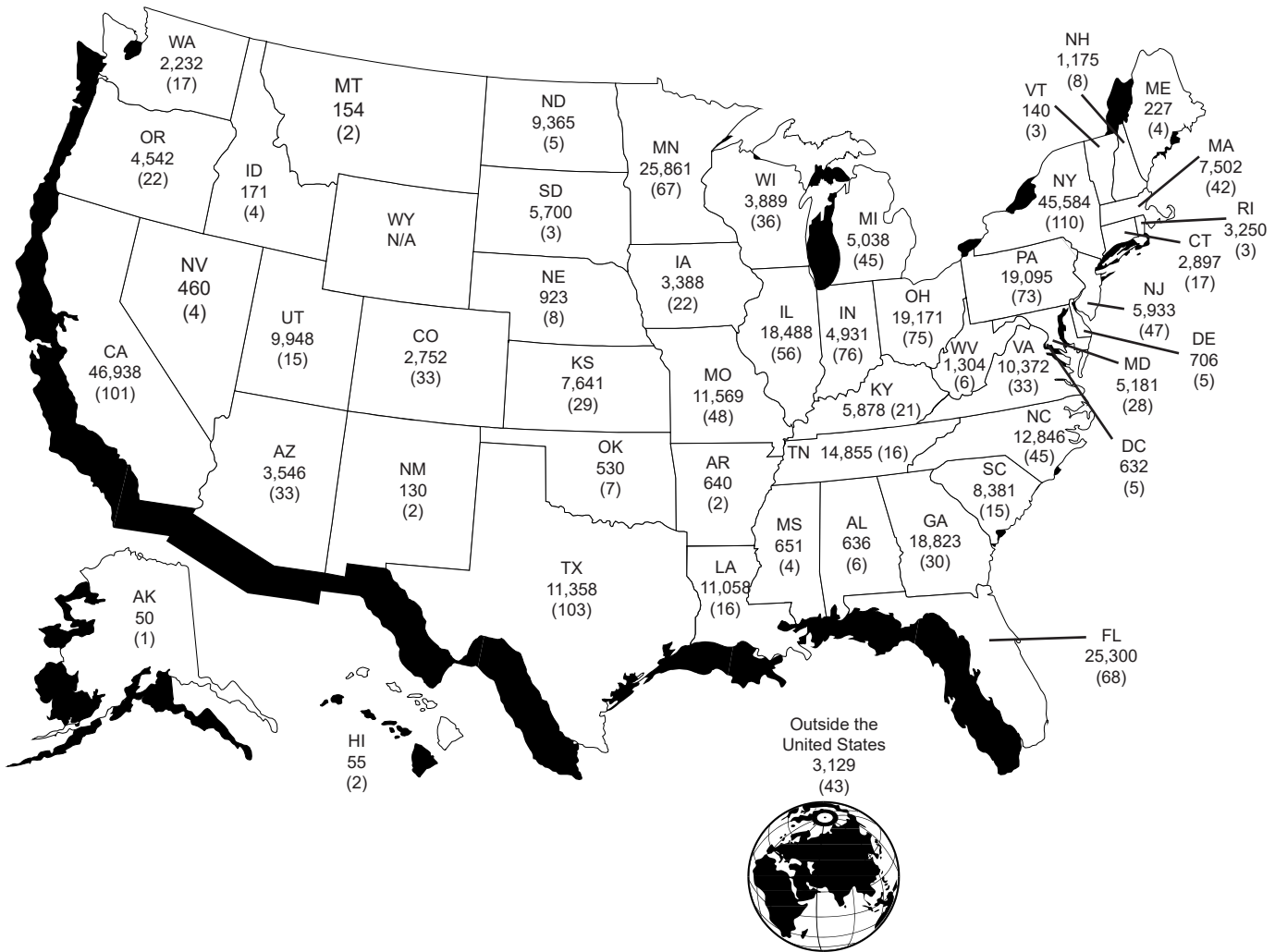
CHANGES TO A NEW POSITION

Replace a Music Therapist.....	67
Fill a Music Educator Position	10
Replace a Non-Music Therapist	35
Other.....	22
Total Changes to a New Position	134

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 2019. 1,484 survey respondents reported having seen a total of 408,573 clients last year — an average of 275 clients per service provider. The map below shows the number of clients reported seen last year in each state and the number of corresponding survey respondents for that state (in parentheses).



Of survey respondents who indicated a job title on their survey, 79% reported their job title as one which involves mainly clinical responsibilities (i.e., Excluding Activity Coordinator/Director, Director/Admin./Supervisor, Faculty, and Program Director/Coordinator). As of August 10, 2020, a reported 8,932 board certified music therapists were reported by the Certification Board for Music Therapists. Extrapolating from the number of qualified music therapists, if 79% of these 8,932 music therapists each saw an average of 275 clients, then it can be inferred that an estimated 1,940,400 people received music therapy services last year in the United States.

NB: These reports include both clients seen in both short- and long-term care situations and so the number of clients seen per therapist may vary greatly depending on the type of care provided.

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 2019. 1,518 survey respondents reported having provided services in a total of 8,792 facilities last year — an average of 6 facilities per service provider. The map below shows the number of facilities served in each state and the number of corresponding survey respondents (in parentheses).



If 79% of the estimated 8,932 music therapists in the United States (as discussed on the previous page) each provided services in an average of 6 facilities, it can be inferred that an estimated 42,336 facilities in the United States offered some form of music therapy services to clients last year.

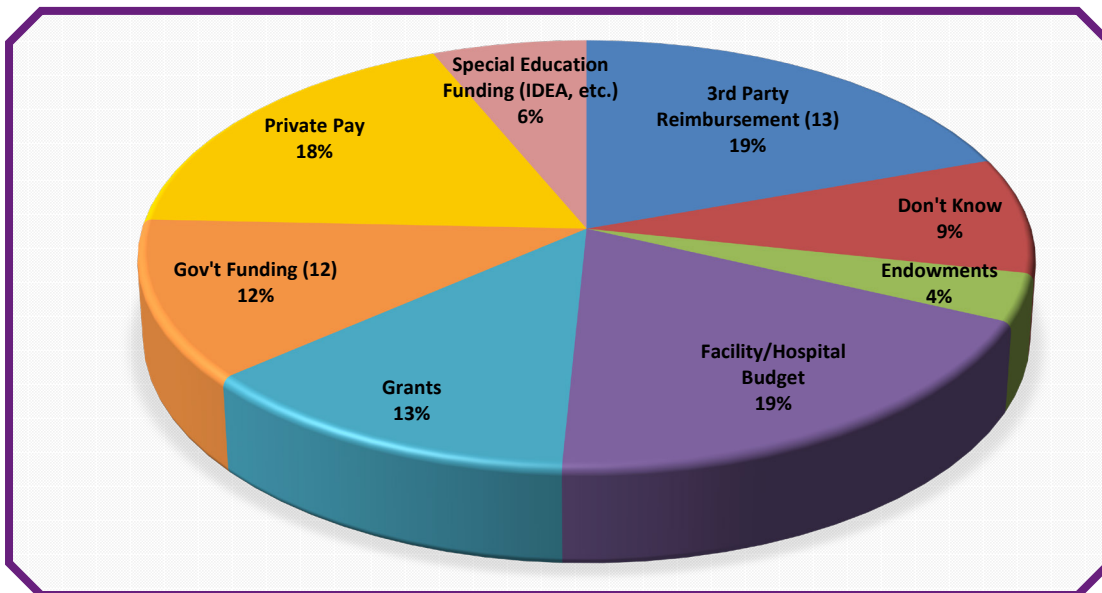
NB: These reports include both therapists who work full time in individual facilities and those who are in private practice and/or contract to multiple facilities. The number of facilities served per therapist may vary greatly depending on the type of services provided.

The National Music Therapy Registry's sunset was on December 31, 2019, marking the completion of the Unification Agreement between the American Association for Music Therapy and the National Association for Music Therapy to form the American Music Therapy Association. Per the Unification agreement, RMT, CMT, and ACMT designations are no longer recognized, however those who held them still may be able to function as qualified music therapist depending on state and local regulations.

Funding for Music Therapy Services

A breakdown of categories for how respondents reported music therapy is funded 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. 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	552	18.52%
Don't Know	257	8.62%
Endowments.....	106	3.56%
Grants.....	376	12.62%
Donations	44	1.48%
Medicaid Waiver	228	7.65%
Medicare Reimbursement	108	3.62%
Other.....	6	0.20%
Other - 3rd party payment	93	3.12%
Other Gov't Funds	101	3.39%
Other Gov't Funds (3rd party payment).....	4	0.13%
Private Insurance Plans.....	113	3.79%
Private Pay	528	17.72%
IDEA/Special Education	184	6.17%
State/County Funding.....	253	8.49%
TRICARE.....	18	0.60%
Workers Compensation	9	0.30%
Total Respondents³	1,610	



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.

Membership in AMTA

EVERY PROFESSION NEEDS A STRONG AND VIBRANT
ASSOCIATION SUPPORTING ITS PROFESSIONALS.



ADVOCACY

A strong national voice seeking recognition and support for music therapists and music therapy clients.



RESOURCES

Resources, tools, and educational materials to improve and promote your practice.



TRAINING & CMTE CREDITS

40+ free CMTE credit opportunities included with membership, other low-cost e-courses, conferences, & more, educate high quality music therapy professionals.



SERVICES

Provides referrals, job hotline, fact sheets, tips, tutorials, and data to grow your business or improve your employment.



RESEARCH

Publishes a robust body of research, which promotes the efficacy of music therapy for consumers and decision-makers.



SUPPORT

Nurtures your music therapy community to preserve, protect, and expand the profession.



PUBLICATIONS

Journals, newsletters, podcasts, books, and news alerts to increase the body of music therapy education.



COMMUNITY

Meet and work with others, join a region, attend a conference, be part of a large professional network, and more!



Join AMTA at www.musictherapy.org