THE AMERICAN MUSIC MENAGY ASSOCIATION

2019

AND WORKFORCE

ANALYSIS

A Descriptive, Statistical Profile of the 2019 AMTA Membership and Music Therapy Community

A DESCRIPTIVE, STATISTICAL PROFILE 2019 AMTA MEMBERSHIP **MUSIC THERAPY COMMUNITY**

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At a Glance: 2019 Survey Highlights

The overall average salary reported by music therapists was \$54,816

Over 1 million people received music therapy services in 2018.

26 states' average salaries have increased since last year's numbers were compiled, while only 6 states' average salaries have decreased.

Music therapists provided services in an estimated 31,500+ facilities in 2018.

151 new full time music therapy jobs were reported in 2018 with only 54 jobs reported eliminated.

The overall average salary reported by music therapists increased \$5,981 over 2018 reported data.

The average rate for individual music therapy sessions across the country is a reported \$77 per hour.

Reported salaries for those holding a Bachelor's degree as their highest level of education range from \$20,000 - \$440,000.

The average annual salary for those with 10 or fewer years' experience was a reported \$46,818

The average rate for group music therapy sessions across the country is a reported \$88 per hour.

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

Overview

Velcome to the 2019 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 AMTA's inception. 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.

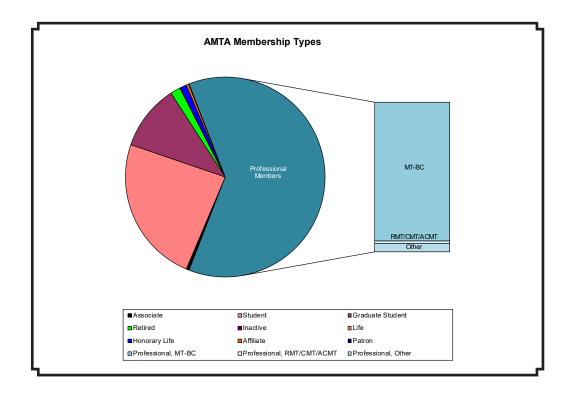
As with any business endeavor, multiple factors must be considered when establishing fees and negotiating salaries for professional music therapy services. These factors include but are not limited to: level of education; experience; geographic location; business costs (e.g., certification, licensure, 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, 2019 (information gathered from member records). 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		57.2%
Professional, ACMT/CMT/RMT	38	1.0%
Professional, Other	142	3.6%
Associate	19	0.5%
Student	937	23.9%
Graduate Student	417	10.6%
Retired	64	1.6%
Inactive	2	<0.1%
Life	1	<0.1%
Honorary Life	41	1.0%
Affiliate	16	0.4%
Patron	3	0.1%
Total Members	3,928	



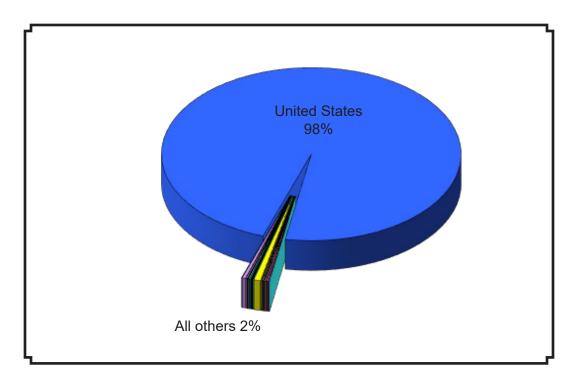
Global Reach - AMTA Members Around the World

MTA maintains a wide-reaching, global focus around the world today 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 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 2% of the total AMTA membership.

Country	# Members
Australia	
Canada	9
China	4
Costa Rica	1
Denmark	1
Germany	1
Greece	1
Hong Kong	4
India	1
Israel	2
Japan	28
Mexico	1
New Zealand	2

Country	# Members
Norway	
Philippines	2
Portugal	
Singapore	5
South Korea	4
Spain	
Sweden	1
Switzerland	1
Taiwan	5
Thailand	14
Trinadad and Tobago	1
United States	3,832

Total AMTA Members*

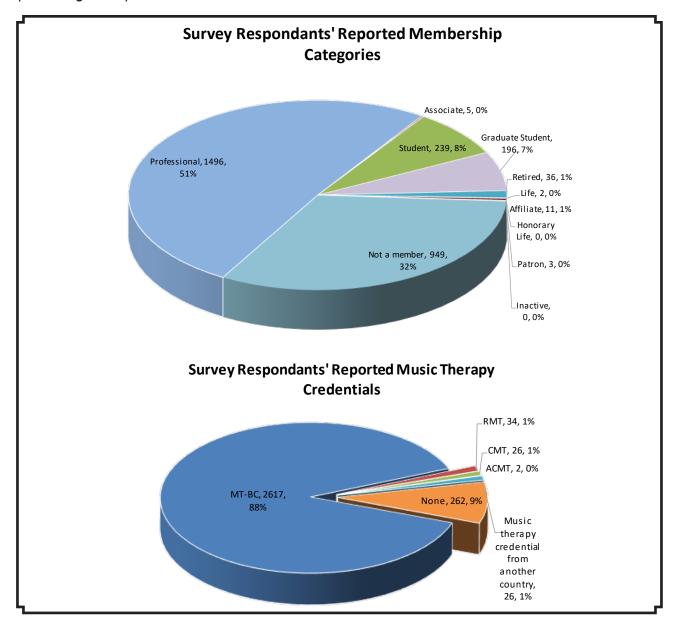


*as of November 1, 2019. Information gathered from member records.

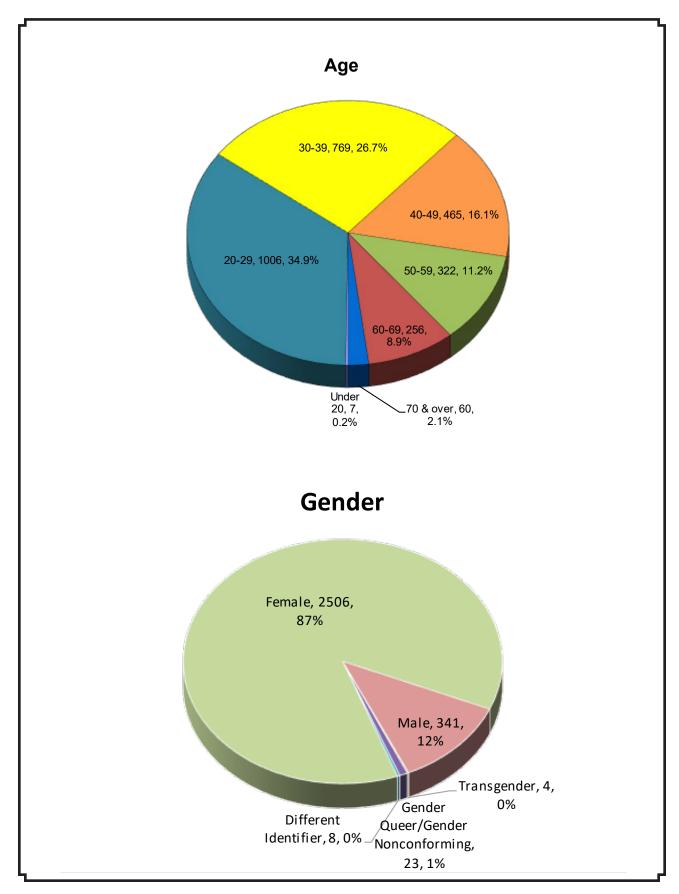
3,928

Survey Response

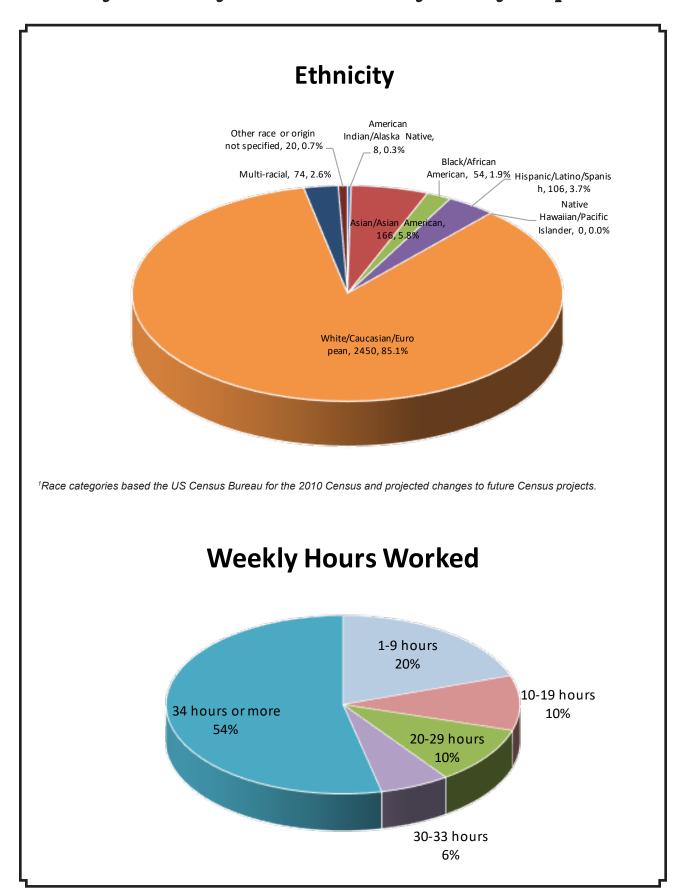
The AMTA Member/Music Therapist Survey was conducted online during the summer/fall of 2019. The pool of potential respondents is estimated to number over 10,000. This volunteer, online survey made use of a convenience sample. Invitees included AMTA members, members of the National Music Therapy Registry, 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, and Instagram; public invitations were 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. **2,967 anonymous responses were received** (1,115 more responses than were received in 2018). Since the actual number (denominator) of those who viewed the survey invitation is unknown due to the open invitation via social media and the internet, we can only estimate response rate. The estimated response rate ranges from 30%, for the pool of potential invitees in AMTA's database, to 35%, for the known number of credentialed music therapists in the U.S. (see page 26). Survey Respondant information appears below. *On this and the next two pages, graphs show the category, number of survey responses, and percentage of reponses*.



Age and Gender of Survey Respondents



Ethnicity & Weekly Hours Worked by Survey Respondents



Membership and Average Salary by State

his map of the United States depicts the number of AMTA members in each state as of November 1, 2019 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 \$54,816 (an increase of \$5,981 over 2018 reported data). 26 states

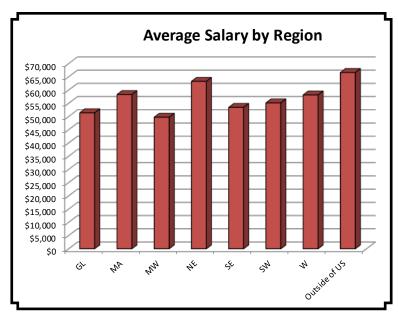
Top 5 Membership States: average salaries have increased since last year's numbers were compiled, while 6 states' average California, 281 - RI 10 \$79,500 MA 7 132 \$62,176 CT 49 \$65,667 New York, 266 DC 89 11 \$57,652 — DE 12 \$81,500 **TEXAS**, 260 \$58,409 ¥2¥ ₹2¥ MINNESOTA, 241 PENNSYLVANIA, 220 NH 22 \$61,667 266 \$62,479 VA 105 \$54,455 NC 126 \$63,000 PA 220 \$54,545 SC 44 44 \$46,333 %;30 €,30 1 48,000 GA 87 \$55,815 OH 210 \$46,155, N/A - Insufficient Data Provided For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week. 50 \$50,474 \$48,800 MI 99 \$57,774 AL 29 \$50,833 IN 158 \$44,874 4 1 8 1 MS 10 10 \$39,143 IL 141 \$54,655 Outside the US 130 \$64,704 WI 95 \$52,360 LA (\$3 14 \$58,800 MO 116 \$49,262 A~₹ IA 66 \$49,167 salaries have decreased. OK 26 \$49,600 TX 260 \$55,556 KS 68 \$50,000 NE 15 \$49,600 ND 18 \$41,000 SD 5 \$38,000 CO 117 \$53,333 ≱4\ ₹ ₹o₹ ¥ო≸ Q UT 32 \$54,500 AZ 56 \$48,100 ⊒£≹ NV 12 \$50,500 WA 56 \$45,111 OR 60 \$51,364 CA 281 \$65,585

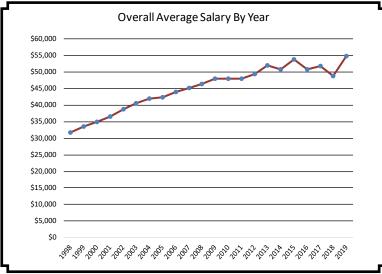
Salary by Region

Region	Number of Respondent	•	Median Salary ²	Salary <u>Mode</u> ²	Salary Range ²
Great Lakes	308	\$51,414	\$49,000	\$40,000	\$20,000 - \$129,000
Mid-Atlantic	232	\$58,310	\$54,000	\$50,000	\$20,000 - \$250,000
Midwestern	120	\$49,733	\$44,500	\$40,000	\$20,000 - \$120,000
New England	54	\$63,296	\$56,000	\$50,000	\$30,000 - \$163,000
Southeastern	180	\$53,456	\$48,000	\$42,000	\$25,000 - \$440,000
Southwestern	77	\$55,143	\$53,000	\$50,000	\$27,000 - \$110,000
Western	115	\$58,157	\$55,000	\$52,000	\$26,000 - \$105,000
Outside the U.S.	19	\$66,632	\$65,000	\$80,000	\$20,000 - \$174,000
Overall	1,105	\$54,816	\$51,000	\$40,000	\$20,000 - \$440,000

esponses from the 2019 survey show the overall average full time salary reported was \$54,816. an increase of \$5,981 over salaries reported from the survey conducted in 2018. The overall median salary reported in 2019 was \$51,000 (an increase of \$6,000 over 2018) reports); and the most commonly reported salary (mode) was \$40,000. A graphic representation of mean salaries for each region is shown to the right. In every region and outside the United States, the mean salary has increased over 2018 data.

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 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 over the past two decades: from \$31,755 in 1998 to \$54,816 in 2019.

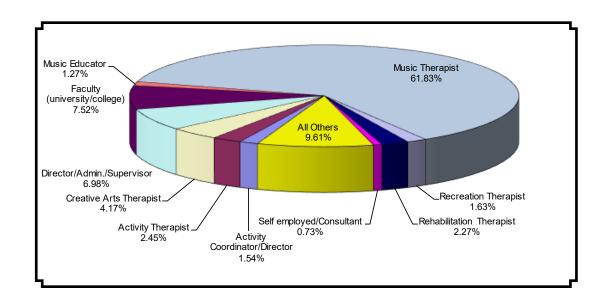




²For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

Salary by Job Title

Population	Number	Average Salary ²	Median Salary²	Salary <u>Mode</u> ²	•
Activity Coordinator/Director	17	\$46,412	\$49,000	\$50,000	\$32,000 - \$65,000
Activity Therapist	27	\$43,444	\$40,000	\$40,000	\$30,000 - \$68,000
Clinical Therapist	10	\$44,800	\$42,000	\$42,000	\$34,000 - \$65,000
Creative Arts Therapist	46	\$61,174	\$62,000	\$62,000	\$37,000 - \$88,000
Director/Admin./Supervisor	48	\$68,354	\$65,000	\$65,000	\$37,000 - \$200,000
Expressive Arts Therapist	12	\$49,500	\$48,500	N/A	\$36,000 - \$65,000
Faculty (university/college)	83	\$73,373	\$66,000	\$65,000	\$39,000 - \$174,000
Music Educator	14	\$65,429	\$57,500	\$53,000	\$50,000 - \$100,000
Music Therapist	682	\$50,168	\$49,000	\$40,000	\$20,000 - \$120,000
Other	76	\$61,316	\$50,000	\$50,000	\$22,000 - \$440,000
Program Director/Coordinator	29	\$68,276	\$67,000	\$48,000	\$36,000 - \$163,000
Recreation Therapist	18	\$44,333	\$42,000	\$42,000	\$25,000 - \$70,000
Rehabilitation Therapist	25	\$68,560	\$74,000	\$80,000	\$32,000 - \$92,000
Self Employed/Consultant	8	\$60,625	\$50,000	\$50,000	\$43,000 - \$120,000
Special Educator	4	\$77,000	\$79,000	N/A	\$45,000 - \$105,000
Total Respondents	1,100				



The category "Other" included: Activity Therapy Coordinator, Adjunctive Therapist, Allied Therapist, Assistant Pprofessor, Asthma Educator, Behavioral Health Therapist, Bereavement Coordinator, CEO, Complementary Therapist, Creative Arts Therapy Coordinator, Creative Expressive Arts Therapist, Development Associate, Executive Director, Experiential Therapist, Expressive Therapist, Group Therapist, Human Subject Research Coordinator, Instructional Support Associate, Internship Director/Supervisor, Mental Health Therapist, Music Instructor/Teacher, Music Psychologist, Music Psychotherapist, Operations Director, Outreach Coordinator, Program Coordinator, Program Facilitator, Psychotherapist, Recreation Leader/Therapist, Researcher, Social Worker, Teacher

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

		Average	Median	Salary	Salary
<u>Population</u>	Number ³	<u>Salary</u> ²	<u>Salary</u> ²	Mode ²	Range ²
Abused/Sexually Abused	166	\$54,819	\$50,000	\$40,000	\$25,000 - \$250,000
AIDS	17	\$65,706	\$57,000	\$45,000	\$40,000 - \$163,000
Alzheimer's/Dementia	348	\$51,293	\$48,000	\$40,000	\$20,000 - \$200,000
Autism Spectrum Disorders	441	\$51,847	\$49,000	\$40,000	\$20,000 - \$130,000
Behavioral Disorder	378	\$51,443	\$49,000	\$40,000	\$20,000 - \$130,000
Bereavement/Grief	195	\$54,256	\$52,000	\$50,000	\$25,000 - \$163,000
Cancer	217	\$56,553	\$53,000	\$50,000	\$25,000 - \$163,000
Chronic Pain	171	\$55,053	\$53,000	\$50,000	\$22,000 - \$163,000
Comatose	36	\$51,944	\$51,000	\$45,000	\$32,000 - \$75,000
Intellect./Develop. Disabled (IDD) 403	\$50,271	\$48,000	\$40,000	\$20,000 - \$120,000
Dual Diagnosed	246	\$50,707	\$50,000	\$40,000	\$25,000 - \$115,000
Early Childhood	234	\$50,788	\$50,000	\$40,000	\$20,000 - \$120,000
Eating Disorders	68	\$57,676	\$51,500	\$50,000	\$24,000 - \$250,000
Elderly Persons	281	\$51,836	\$48,000	\$40,000	\$20,000 - \$250,000
Emotionally Disturbed	232	\$55,114	\$50,000	\$50,000	\$20,000 - \$440,000
Forensic	63	\$61,571	\$55,000	\$45,000	\$25,000 - \$440,000
Head Injured	169	\$57,053	\$53,000	\$45,000	\$27,000 - \$200,000
Hearing Impaired	116	\$53,409	\$50,500	\$50,000	\$25,000 - \$105,000
Hospice/Palliative Care	302	\$52,626	\$50,000	\$50,000	\$22,000 - \$163,000
Learning Disabled	215	\$51,002	\$48,000	\$40,000	\$24,000 - \$120,000
Medical/Surgical	169	\$57,722	\$53,000	\$45,000	\$20,000 - \$163,000
Mental Health	382	\$54,455	\$50,000	\$40,000	\$20,000 - \$440,000
Multiply Disabled	209	\$53,485	\$51,000	\$40,000	\$24,000 - \$120,000
Music Education College Students	14	\$66,643	\$61,000	\$60,000	\$35,000 - \$107,000
Music Therapy College Students	115	\$69,148	\$62,000	\$62,000	\$32,000 - \$250,000
Neurologically Impaired	246	\$54,902	\$52,000	\$40,000	\$20,000 - \$200,000
Non-Disabled	45	\$57,711	\$50,000	\$50,000	\$27,000 - \$250,000
Other	26	\$64,962	\$57,500	\$57,000	\$35,000 - \$130,000
Parkinson's	163	\$53,147	\$50,000	\$40,000	\$22,000 - \$200,000
Physically Disabled	235	\$53,291	\$50,000	\$50,000	\$20,000 - \$200,000
Post Traumatic Stress Disorder	204	\$56,490	\$52,000	\$40,000	\$25,000 - \$250,000
Rett Syndrome	51	\$53,941	\$52,000	\$50,000	\$27,000 - \$120,000
School Age Population	256	\$54,201	\$50,000	\$50,000	\$20,000 - \$130,000
Speech Impaired	220	\$53,656	\$50,500	\$40,000	\$20,000 - \$200,000
Stroke	189	\$53,540	\$50,000	\$50,000	\$20,000 - \$200,000
Substance Abuse	174	\$53,385	\$50,000	\$40,000	\$25,000 - \$163,000
Terminally III	218	\$55,252	\$53,000	\$50,000	\$25,000 - \$163,000
Visually Impaired	132	\$54,977	\$52,000	\$40,000	\$25,000 - \$105,000
Total Respondents ³	1 106				

Total Respondents³

1,106

The category "Other" included: At-risk Youth, Behavior Addiction, Burns, Cognitive Impairment, COPD, Disadvantaged, Families, General Education, Homeless, Marginalized Youth, Mentally Disabled, Military, Musicians, Neonatal, Obstetrics, Pediatrics, Premature Infants, Procedural Support, Transgender and Nonbinary People, Trauma, Ventilator Dependent, Wellness, Williams Syndrome

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.

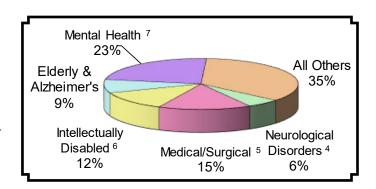
³Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

Populations & Work Settings Served

POPULATIONS SERVED BY MUSIC THERAPISTS

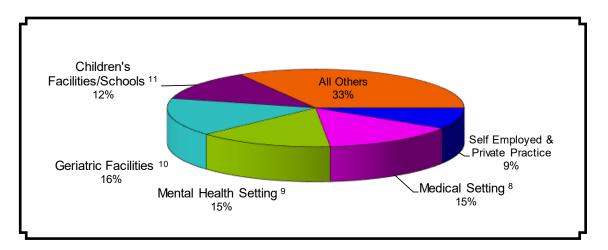
graphic representation of the number of survey respondents who reported working with aindividuals from specific populations appears here. The largest specified category of survey respondents falls under the Mental Health⁷ umbrella, which accounts for 23% of the populations reportedly served. However, 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.

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

graphic representation of the number of survey respondents who reported working in specific settings appears below. Again, while the largest reported setting category is Geriatric Facilities¹⁰ (16% of survey responses), 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.



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

⁴Neurological Disorders includes Parkinson's and Neurologically Impaired.

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

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

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

¹⁰ Geriatric Facilities includes: Adult Day Care, Assisted Living, Geriatric Facility-not nursing, Geriatric Psychiatric Unit, and Nursing Home. 11 Children's Facilities/Schools includes: Children's Day Care/Preschool, Early Intervention Program, and School (K-12).

Salary by Work Setting Served

		_		_	
Denulation N	l	Average	Median	Salary	Salary
-	lumber ³ _	Salary ²	Salary ²	Mode ²	Range ²
Adult Day Services/ Day Care	101	\$47,525	\$42,000	\$40,000	\$24,000 - \$200,000
Adult Education	6	\$50,333	\$48,500	N/A	\$40,000 - \$65,000
Child/Adolescent Treatment Ctr.		\$51,558	\$48,000	\$40,000	\$34,000 - \$120,000
Children's Day Care/Preschool	57	\$49,737	\$49,000	\$40,000	\$24,000 - \$86,000
Children's Hospital or Unit	123	\$55,683	\$53,000	\$50,000	\$25,000 - \$130,000
Community Based Service	104	\$47,885	\$45,000	\$40,000	\$24,000 - \$98,000
Community Mental Health Center		\$53,348	\$51,000	\$50,000	\$34,000 - \$130,000
Correctional Facility	17	\$63,529	\$61,000	N/A	\$35,000 - \$107,000
Day Care/Treatment Center	20	\$55,900	\$58,000	\$34,000	\$34,000 - \$90,000
Drug/Alcohol Program	38	\$53,000	\$45,000	\$36,000	\$32,000 - \$163,000
Early Intervention Program	52	\$52,712	\$50,000	\$40,000	\$27,000 - \$91,000
Forensic Facility	42	\$67,310	\$56,000	\$55,000	\$25,000 - \$440,000
General Hospital	71	\$58,268	\$52,000	\$50,000	\$20,000 - \$163,000
Geriatric Facility - not nursing	48	\$51,729	\$48,000	\$40,000	\$27,000 - \$90,000
Geriatric Psychiatric Unit	48	\$56,021	\$45,000	\$42,000	\$25,000 - \$440,000
Group Home	50	\$50,020	\$45,000	\$35,000	\$27,000 - \$107,000
Home Health Agency	16	\$46,750	\$45,000	\$35,000	\$31,000 - \$70,000
Hospice/Bereavement Services	197	\$52,371	\$51,000	\$50,000	\$27,000 - \$163,000
Intermediate Care Facility (DD)	12	\$56,500	\$61,000	\$65,000	\$34,000 - \$78,000
Inpatient Psychiatric Unit	173	\$54,538	\$50,000	\$40,000	\$25,000 - \$440,000
Military Base	3	\$69,333	\$70,000	N/A	\$62,000 - \$76,000
Nursing Home/Assisted Living	175	\$49,880	\$45,000	\$50,000	\$25,000 - \$200,000
Oncology	44	\$63,636	\$53,500	\$50,000	\$39,000 - \$163,000
Other	43	\$50,395	\$48,000	\$45,000	\$22,000 - \$100,000
Outpatient Clinic	58	\$58,914	\$51,500	\$50,000	\$33,000 - \$200,000
Partial Hospitalization	32	\$56,813	\$50,000	\$65,000	\$36,000 - \$163,000
Physical Rehabilitation	28	\$65,786	\$54,000	\$43,000	\$31,000 - \$200,000
Private Music Therapy Agency	115	\$48,626	\$44,000	\$42,000	\$20,000 - \$120,000
School (K-12)	187	\$55,810	\$52,000	\$45,000	\$26,400 - \$130,000
Self Employed/Private Practice	93	\$54,376	\$50,000	\$40,000	\$20,000 - \$120,000
State Institution	44	\$64,205	\$55,000	\$55,000	\$25,000 - \$440,000
Support Groups	18	\$54,111	\$52,500	\$65,000	\$35,000 - \$85,000
University/College	97	\$72,443	\$67,000	\$80,000	\$37,000 - \$174,000
Veteran's Affairs	33	\$60,212	\$62,000	\$62,000	\$34,000 - \$82,000
Wellness Program/Center	20	\$56,450	\$52,500	\$48,000	\$30,000 - \$130,000
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Total Respondents³

1,106

The category "Other" included: Acute Care, Adolescent Residential Program, Cancer Center, Community Integrative Recovery Center, Community Music School, Community/In Homes, Continuing Day Treatment Program, Dementia Special Care Unit, Domestic Violence Service Provider, Emergency Department, Government Funded Non-profit, Hospital Based Outpatient Program, ICU Medical Hospital, Intermediate School District, Life Plan Community, Long Term Care Center, Long-Term Structured Residence, Medicaid Waiver Service Provider, Mental Health Intensive Residential Treatment Programming, Music Therapy Charitable Trust, Music Therapy Nonprofit, Musical Theater, Supportive Care Unit

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.

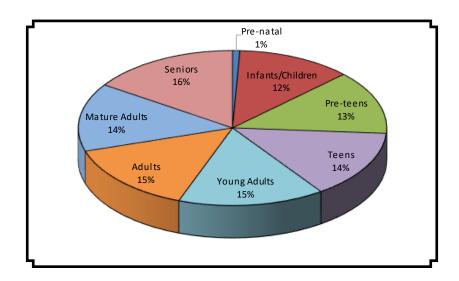
Salary by Age Group Served

Music therapy is truly a service offered throughout the lifespan and persons of any age 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 Salary²	Salary <u>Mode</u> ²	_
Pre-natal	27	\$59,037	\$50,000	\$50,000	\$37,000 - \$163,000
Infants/Children	426	\$53,175	\$50,000	\$40,000	\$20,000 - \$163,000
Pre-teens	469	\$52,122	\$50,000	\$40,000	\$20,000 - \$130,000
Teens	500	\$52,169	\$49,500	\$40,000	\$20,000 - \$163,000
Young Adults	542	\$55,223	\$51,000	\$40,000	\$20,000 - \$250,000
Adults	511	\$55,186	\$51,000	\$40,000	\$20,000 - \$440,000
Mature Adults	503	\$53,694	\$50,000	\$40,000	\$20,000 - \$250,000
Seniors	551	\$52,379	\$50,000	\$40,000	\$20,000 - \$250,000
Total Respondents ³	1,106				

Age Groups Served

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.

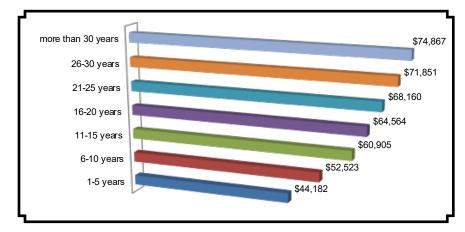


²For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week. 3Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents.

Salary by Years in the Profession

Years in Profession	Number of Respondents	Average Salary ²	Average <u>Salary</u> ²	Salary <u>Mode</u> ²	Salary <u>Range</u> ²
1 - 5 years	461	\$44,182	\$43,000	\$40,000	\$20,000 - \$87,000
6 - 10 years	213	\$52,523	\$51,000	\$55,000	\$20,000 - \$96,000
11 - 15 years	116	\$60,905	\$60,000	\$50,000	\$25,000 - \$120,000
16 - 20 years	94	\$64,564	\$60,000	\$60,000	\$27,000 - \$163,000
21 - 25 years	75	\$68,160	\$63,000	\$55,000	\$29,000 - \$250,000
26 - 30 years	47	\$71,851	\$64,000	\$80,000	\$34,000 - \$440,000
more than 30 years	98	\$74,867	\$70,000	\$52,000	\$20,000 - \$200,000

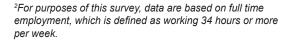
Total Survey Respondents 1,106

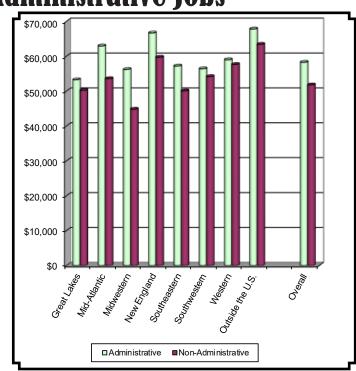


Over half of all survey respondents have been practicing 10 or fewer years. Those who have been practicing music therapy for 1-10 years reported an average annual salary of \$46,818 with a median and mode of \$45,000.

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. 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 1,105 respondents who answered this survey question, the overall average administrative salary² was \$58,239. This compares to an overall average non-administrative salary² of \$51,750.





Education and Advanced Degrees

urvey 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

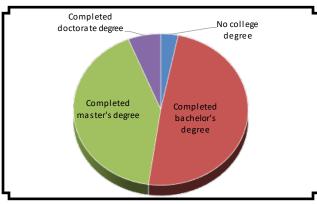
Education	%	Responses
No college degree	3%	92
Bachelor's degree	49%	1,409
Master's degree		
Doctoral degree		
Total Respondents		2.873

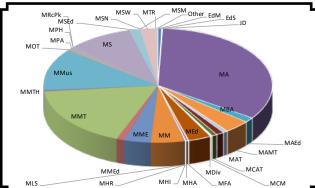
Breakdown of Master's Degrees

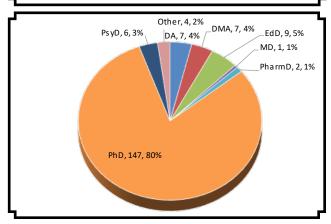
Master's Degree	%	Responses
EdM	0.51% .	7
EdS	0.07% .	1
JD	0.07% .	1
MA	.33.97%	465
MAEd	1.39% .	19
MAMT	3.65% .	50
MAT		
MBA	1.10% .	15
MCAT		
MCM	0.15% .	2
MDiv		
MEd	3.21% .	44
MFA	0.07% .	1
MHA	0.37% .	5
MHI		
MHR	0.07% .	1
MLS	0.07% .	1
MM	4.67% .	64
MME	3.80% .	52
MMEd	1.10% .	15
MMT	.17.46%	239
MMTH		
MMus		
MOT	0.29% .	4
MPA	0.51% .	7
MPH		
MRcPk	0.07% .	1
MS		
MSEd	1.53% .	21
MSM		
MSN		
MSW	-	
MTR		
Other	0.29% .	4
Total Respondents ³		944



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.







Breakdown of Doctoral Degrees

Doctoral Degree	%	Responses
DA		
DMA	3.8%	7
EdD	4.9%	9
MD	0.5%	1
PharmD	1.1%	2
PhD	80.8% .	147
PsyD	3.3%	6
Other		

Total Respondents³

182

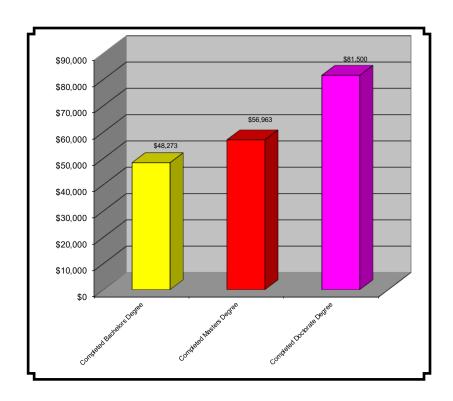
Salary by Level of Education

Survey 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 this data set, it should be noted that the salary range for Bachelor's degree respondents exceeds that of both the Master's and Doctorate respondants. 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 <u>Salary</u> ²	Median <u>Salary</u> ²	Salary <u>Mode</u> ²	Salary <u>Range</u> ²
Bachelor's Degree	526	\$48,273	\$45,000	\$40,000	\$20,000 - \$440,000
Master's Degree	490	\$56,963	\$54,000	\$50,000	\$20,000 - \$120,000
Doctoral Degree	88	\$81,500	\$71,000	\$58,000	\$29,000 - \$250,000

Total Respondents 1,104

s 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 can 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. In almost every case, reports from 2019 have increased over 2018 data.

Individual Session Rates

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.

Group Session Rates

The range of overall average hourly rates reported by those providing group sessions across the United States can be seen at right middle.

Assessment Rates

The overall average rates reported by those providing assessment services across the United States 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. Music therapy assessments may vary in terms of time commitment and depend on many factors; some charge an hourly rate for while others charge a flat fee for assessments. 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.

As discussed on the previous page, 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.

INDIVIDUAL SESSION RATES

	Number	Average
Region	Respondents	Rate/Hr.
Great Lakes	183	\$68.27
Mid-Atlantic	167	\$89.59
Midwestern	81	\$69.79
New England	61	\$81.82
Southeastern	121	\$73.39
Southwestern	80	\$71.78
Western	123	\$83.56
Outside the US	S 25	\$74.52
Overall	841	\$77.12

GROUP SESSION RATES

	Number	Average
Region	Respondents	Rate/Hr.
Great Lakes	152	\$78.17
Mid-Atlantic	123	\$92.98
Midwestern	72	\$91.10
New England	45	\$96.27
Southeastern	104	\$85.28
Southwestern	55	\$83.47
Western	97	\$95.59
Outside the US	5 24	\$92.75
Overall	672	\$88.05

Assessment Rates

	Number	Average
Region	Respondents	Rate/Hr.
Great Lakes	135	\$85.09
Mid-Atlantic	96	\$107.28
Midwestern	61	\$84.66
New England	35	\$116.09
Southeastern	85	\$92.21
Southwestern	51	\$114.86
Western	87	\$125.03
Outside the US	3 16	\$84.19
Overall	566	\$100.59

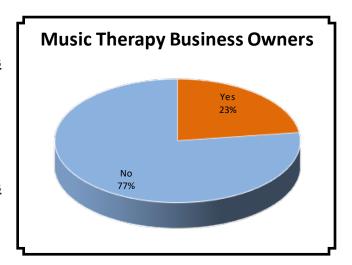
Music Therapy Businesses

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 multiple facilities and many age groups, populations, and settings. New resources and networking opportunities have been made available to support those in private practice, those who own a music therapy business, or those who employ others. Curriculum and conference educational sessions focusing on business ownership for students and new professions are emerging.

Approximately 23% of survey respondents reported being the owner of a music therapy business. An average number of 1.3 employees was reported by all business owners; most are sole practitioners. 94% of these business were reported as "for-profit" businesses.

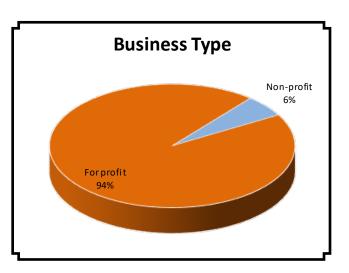
	# OT
MT Business Owner Response	Responses
Music Therapy Business Owner	589
Not a Music Therapy Business Owne	r 1,987
Total Respondents	2,576

	# of
Business Type	Responses
For profit	514
Non-profit	31
Total Respondents	545



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

Total Respondents	154
Range ²	\$20,000 - 250,000
Salary Mode ²	\$50,000
Median Salary ²	\$55,000
Average Salary ²	\$59,117

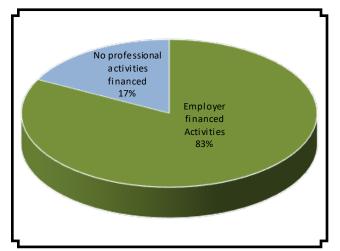


N/A - Insufficient data available

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.



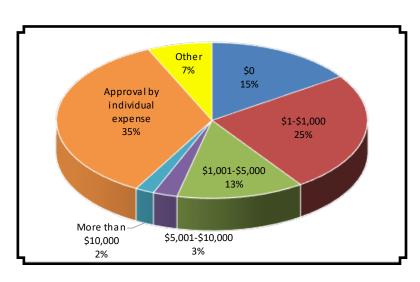
The category "Other" included: Half the Cost, Internal Continuing Education, Liability Insurance, Loan Repayment, Mileage, Required Certifications for Position, State Association Dues, State Licensure Fees, State **Tuition Waiver**

	% of	# of
Activity	Responses	<u>Responses</u>
AMTA Dues	15.8%	317
AMTA Annual Conference	18.5%	370
Registration/Certification	11.4%	229
Given a Fixed Amount Per Ye	ear .10.6%	212
Continuing Education	27.6%	553
State/Regional Conferences.	16.1%	322
Related Conferences/Worksh	nops17.0%	340
Approval as Needed	18.1%	362
Graduate Studies	6.3%	127
Leave to Attend Events	22.4%	449
Other	8.1%	163
None	36.4%	728
Total Respondents ³		2,001

Purchasing Budget for Music Therapy Programs

ver 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.

	# of
Budget Size	Responses
\$0	283
\$1-\$1,000	455
\$1,001-\$5,000	242
\$5,001-\$10,000	46
more than \$10,000	36
Approval by individual expens	se 643
Other	123
Total Respondents ³	1,828



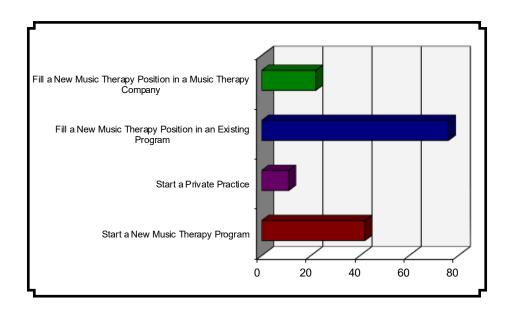
Respondents were permitted to list as many categories as appropriate. Therefore, the total number of responses may exceed the number of survey respondents and percentages are approximate.

Job Report² - New Full Time Jobs

There were 151 new full time music therapy positions created in 2018 as reported by survey respondents. The list below shows populations served as reported by each person holding one of these new jobs. More than twice as many positions were created than were eliminated in 2018.

Positions Created in 2018

Start a New Music Therapy Program ³	g Impaired ntal Health n-Disabled
Start a Private Practice ³ . Alzheimer's/Dementia, Autism Spectrum, Behavioral Disorder, Bereavement/Grief, Cancer, Dual Diagnosed, Early Childho Persons, Emotionally Disturbed, Hospice/Palliative Care, Intellectually/Developmentally Disabled (IDD), Learning Disabled, Mel Multiply Disabled, Non-Disabled, Parkinson's, Post Traumatic Stress Disorder, Rett Syndrome, School Age Population, Speech Stroke, Substance Abuse, Terminally III	ntal Health
Fill a New Music Therapy Position in an Existing Program ³	nronic Pain ead Injured iical, Menta n-Disabled
Fill a New Music Therapy Position in a Music Therapy Company ³	hronic Pain ng Impaired Ith, Multiply st Traumatio
Total New Positions Created in 2018	151



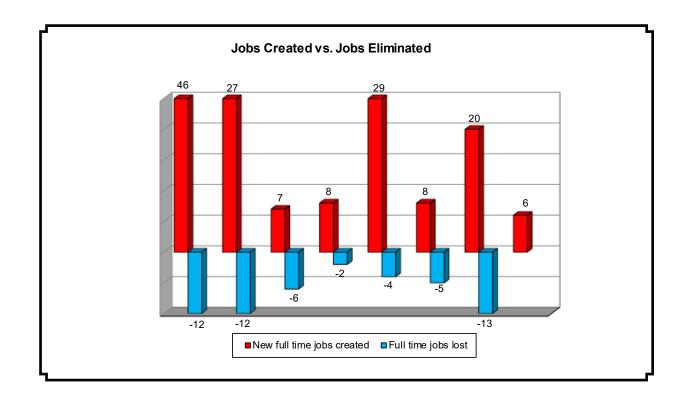
²For purposes of this survey, data are based on full time employment, which is defined as working 34 hours or more per week.

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 2018

Total Positions Eliminated in 2018	54
Other	
Private Practice Closed	
Music Therapy Program Closed	16
Facility Closed	8
Music Therapy Jobs Cutback	25



Positions Resigned

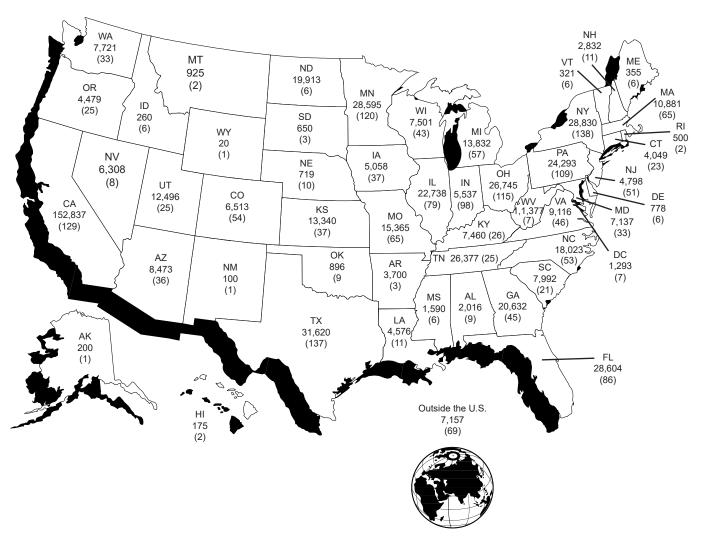
CHANGES TO A NEW POSITION

Resigned Position for family reasons4	Replace a Music Therapist98	
Resigned Position - changed job16	Fill a Music Educator Position10	
Resigned Position - moved7	Replace a Non-Music Therapist44	
Resigned Position - other16	Other40	
Total Positions Resigned43	Total Changes to a New Position192	

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 2018. 2,003 survey respondents reported having seen a total of 261,025 clients last year — an average of 137 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, 90% reported their job title as one which involves mainly clinical responsibilities (i.e., Excluding Director/Admin./Supervisor, Faculty, and Activity Director/Coordinator). As of November 1, 2019, a reported 191 music therapists were listed on the National Music Therapy Registry and 8,584 board certified music therapists were reported by the Certification Board for Music Therapists — a total of 8,775 qualified music therapists in the United States as of that date. Extrapolating from the number of qualified music therapists, if 90% of these 8,775 music therapists each saw an average of 137 clients, then it can be inferred that an estimated 1,082,026 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

urvey respondents were asked to estimate the number of distinct facilities in which they provided music therapy services for the entire year of 2018. 1,888 survey respondents reported having provided services in a total of 7,335 facilities last year — an average of 4 facilities per service provider. The map below shows the number of facilities served in each state and the number of corresponding survey respondents (in parentheses).

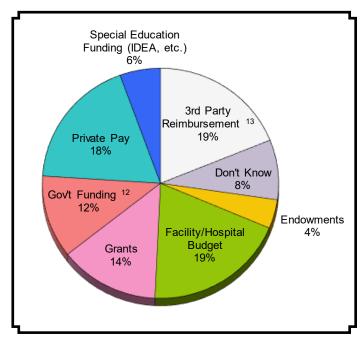


If 90% of the estimated 8,775 music therapists in the United States (as discussed on the previous page) each provided services in an average of 4 facilities, it can be inferred that an estimated 31,592 facilities in the United States offered some form of music therapy services to clients during the 2018 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

pproximately 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		
Don't Know		
Endowments		
Grants/Donations	552	12.97%
Medicaid Waiver	290	6.81%
Medicare Reimbursement	143	3.36%
Other	217	5.10%
Other - 3rd party payment		
Other Gov't Funds	159	3.74%
Other Gov't Funds (3rd party payment)	2	0.05%
Private Insurance Plans	151	3.55%
Private Pay	744	17.48%
IDEA/Special Education	225	5.29%
State/County Funding	310	7.28%
Tricare	11	0.26%
Workers Compensation	11	0.26%

Total Respondents³

responses listed in "Other" categories.

2,194

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

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

Saves you money on conferences, books, free and lowcost CMTE credits, and educates 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!



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