

2021 Salary Survey

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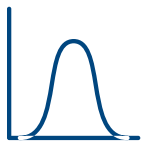
United States:

- Salary Distribution
- FTE Status
- Benefits
- COVID-19 Changes

Canada:

- Salary Distribution
- FTE Status
- Benefits
- COVID-19 Changes

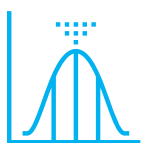
Calculations Used



Mean

Mathematical average, the value obtained by dividing the sum of the data points by the number of data points.

Example: the mean of number series 1, 2, 3, 7, 8 is 4.2



Median/50th Percentile

The value at the midpoint of a frequency distribution of values or quantities such that there is an equal probability of falling above or below it. Unlike the mean, median calculations are not influenced by outlier values.

Example: the median of number 1, 2, 3, 7, 8 is 3.



10th Percentile

10% of all data points are below this value, 90% of all data points are above this value



25th Percentile

25% of all data points are below this value, 75% of all data points are above this value



50th Percentile

50% of all data points are below this value, 50% of all data points are above this value. Also the median.



75th Percentile

75% of all data points are below this value, 25% of all data points are above this value



90th Percentile

90% of all data points are below this value, 10% of all data points are above this value

Job Category Definitions



Academician

Includes any child life professional reporting their primary job function as an academic instructor (full time or part time/adjunct)



CCLS in hospital setting

Includes any child life professional reporting their primary job function as a clinical child life role in a hospital setting (inpatient and outpatient)



CCLS program leader

Includes any child life professional reporting their primary job function as a director/manager/coordinator of a clinical child life program (includes program leaders with and without a clinical load)



CCLS in community-based setting

Includes any child life professional reporting their primary job function as a clinical child life role outside the hospital setting (includes private practice)

Overview

This report is compiled with data gathered in the 2021 Member Survey. Over 1,800 ACLP members participated in the survey. Of those participants, 1,586 members currently working provided salary information. The following data is meant to provide a current snapshot of average child life compensation and how different factors influence compensation levels. This report is not intended to provide salary recommendations for the child life profession but may be used with other resources in salary negotiation.



\$58,320.56

Mean child life specialist salary



\$69,239.04

Mean salary for child life academician



\$58,375.89

Mean salary for community-based child life specialist



\$53,971.08

Mean salary for hospital-based child life specialist

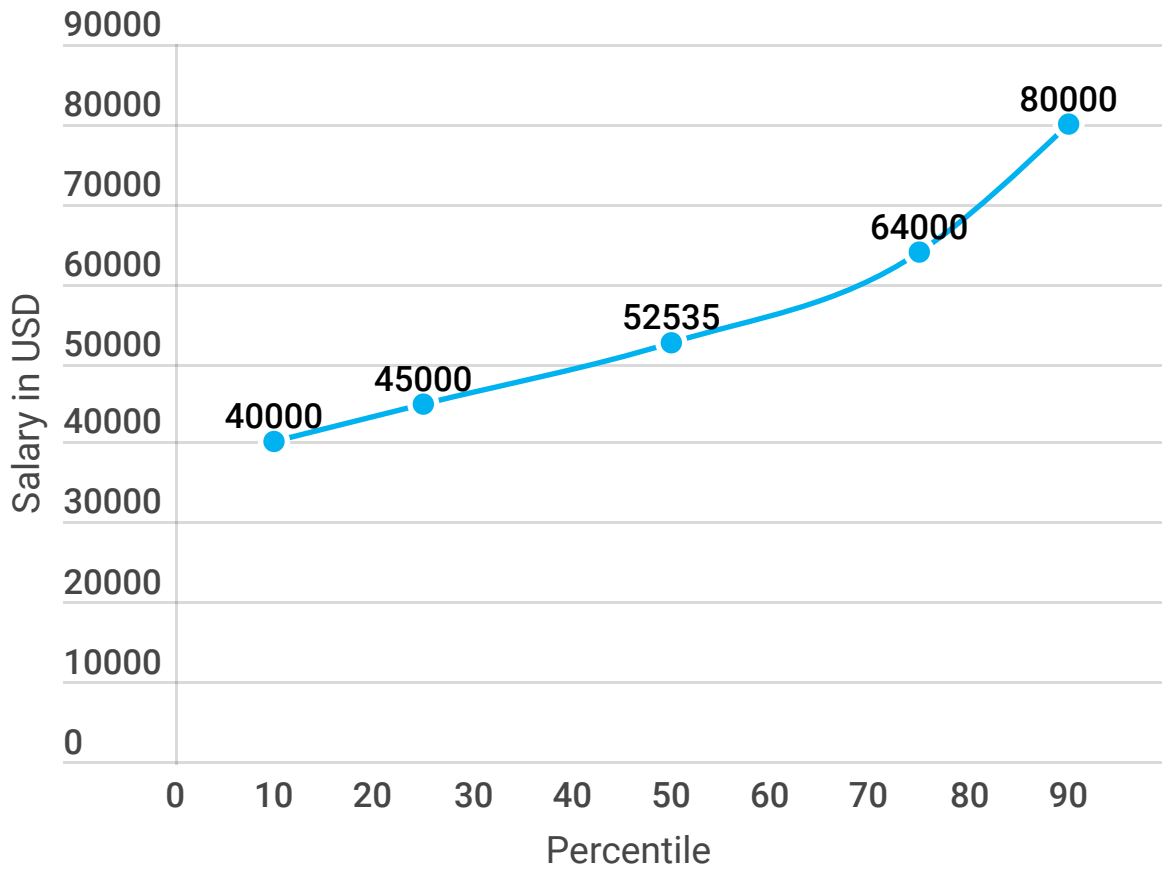


\$87,759.80

Mean salary for child life program leader

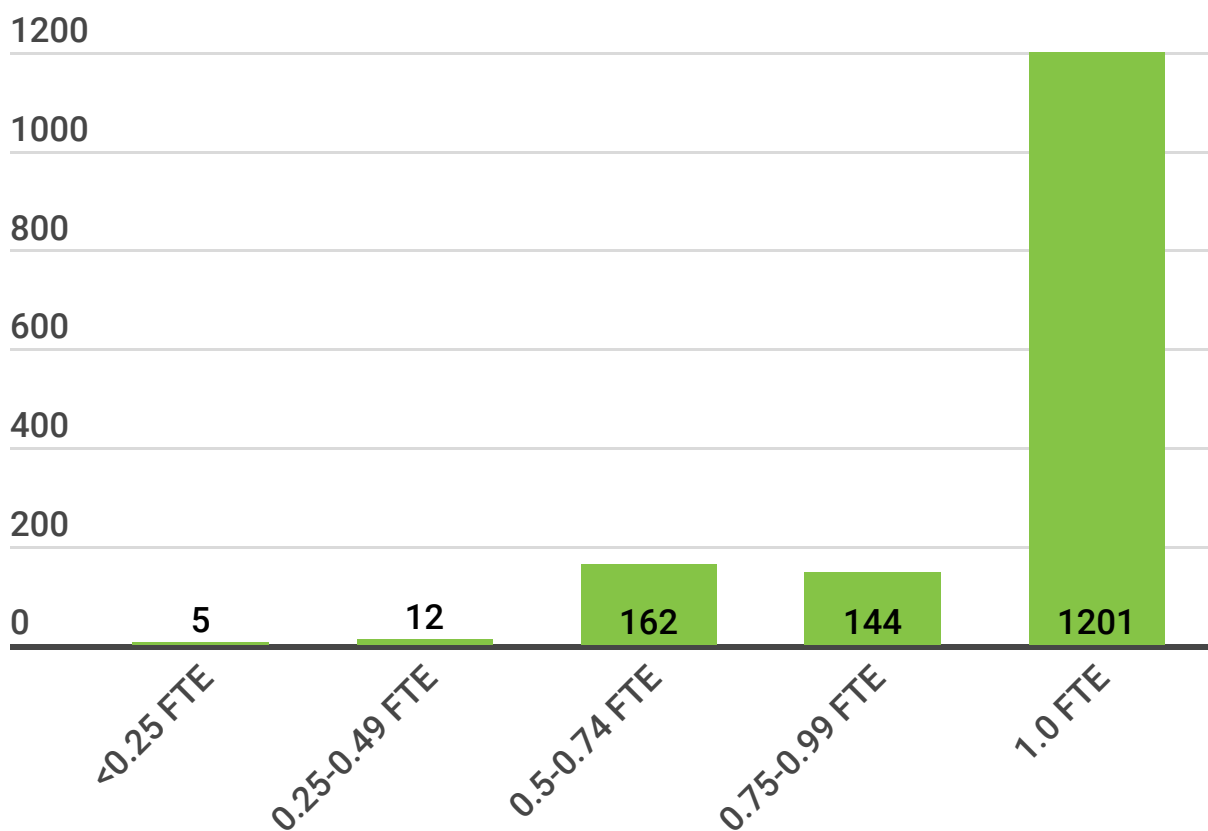
United States

Annual Salary Distribution for 1.0 FTE by Percentile (USD)



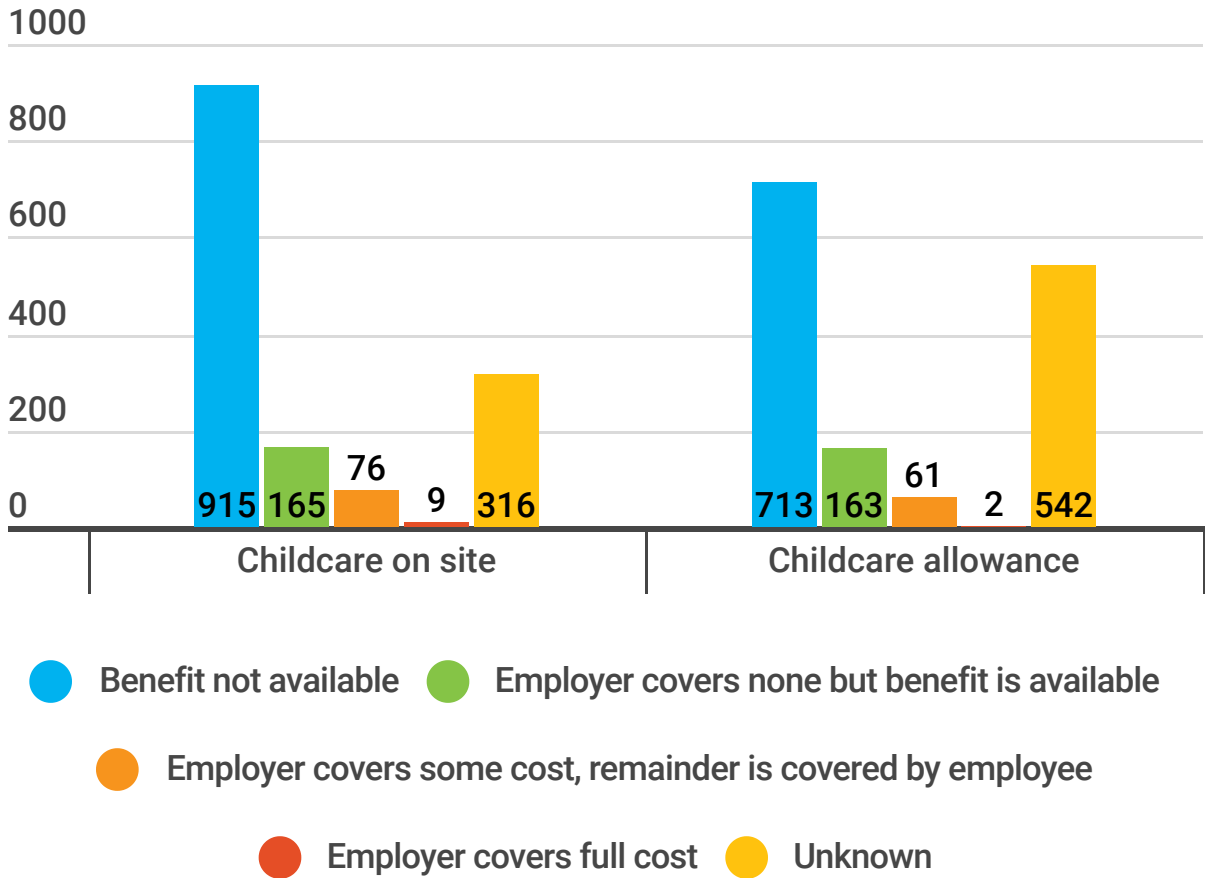
Salaries reported for less than 1.0 FTE were scaled up for comparison. To calculate your annual 1.0 FTE salary, take your annual salary and divide by your FTE status. For example, if your annual salary is \$40,000 and your FTE status is 0.75: $\$40,000 / 0.75 = \$53,333$.

FTE Status

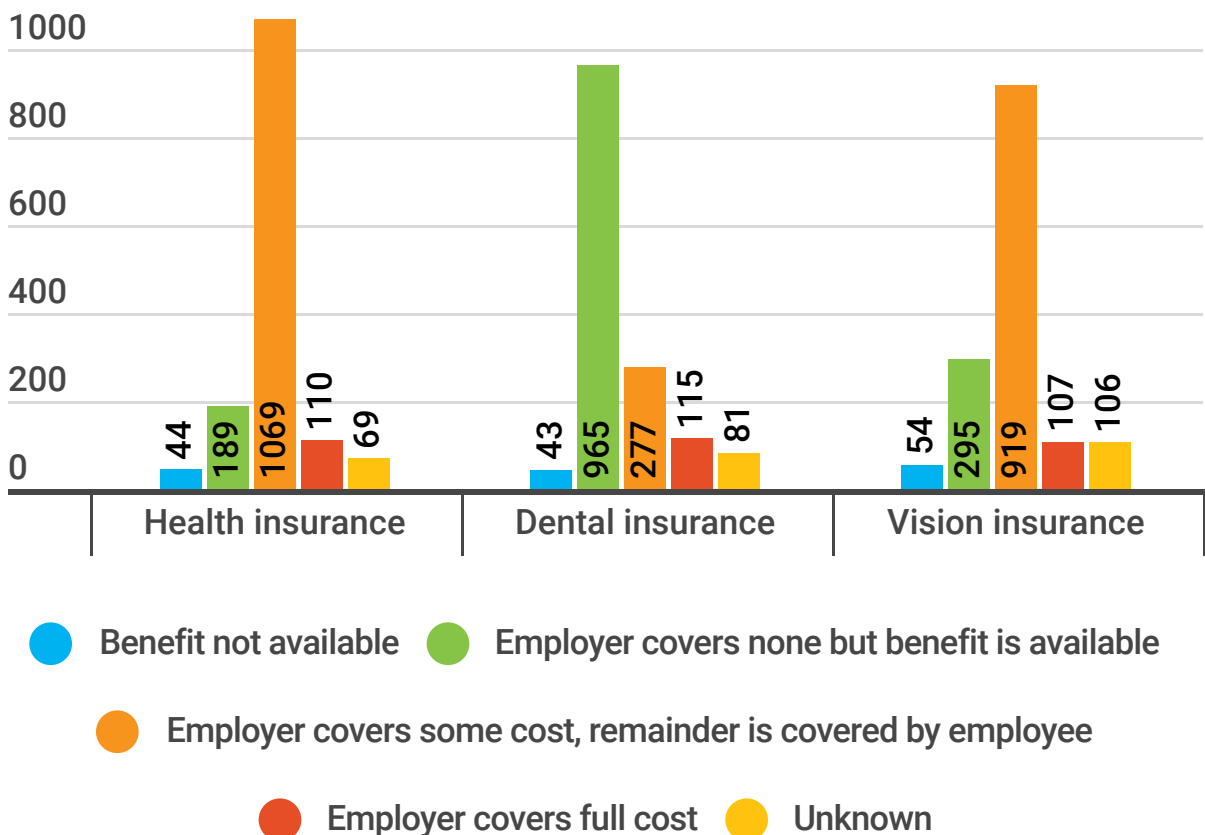


United States - Benefits

Employer Sponsored Childcare Benefits

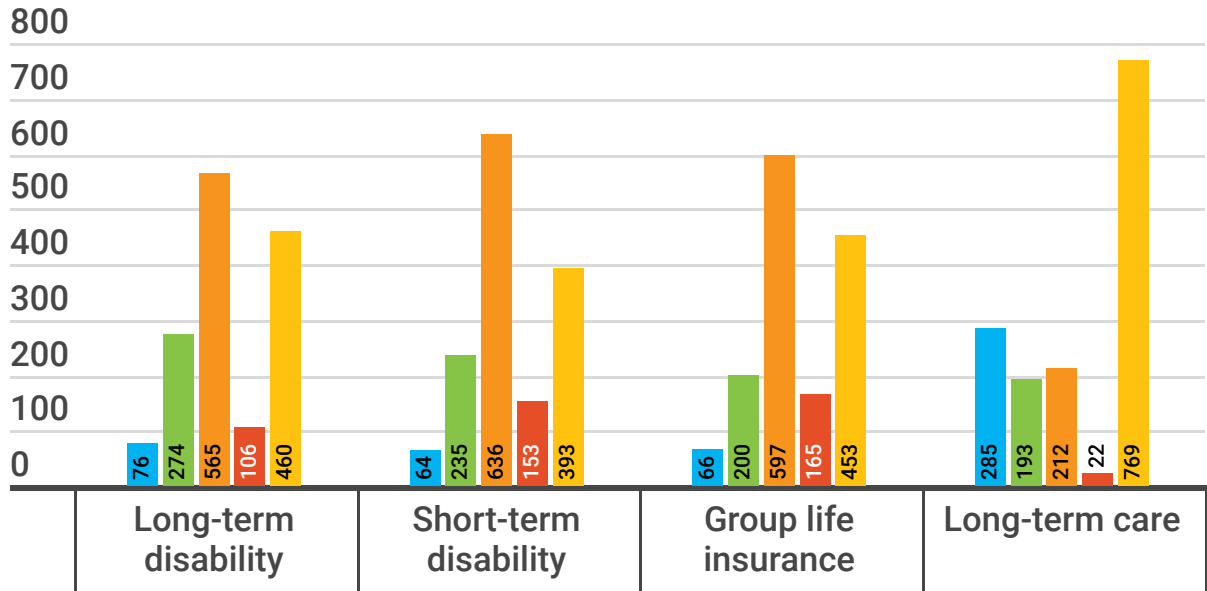


Employer Sponsored Healthcare Benefits



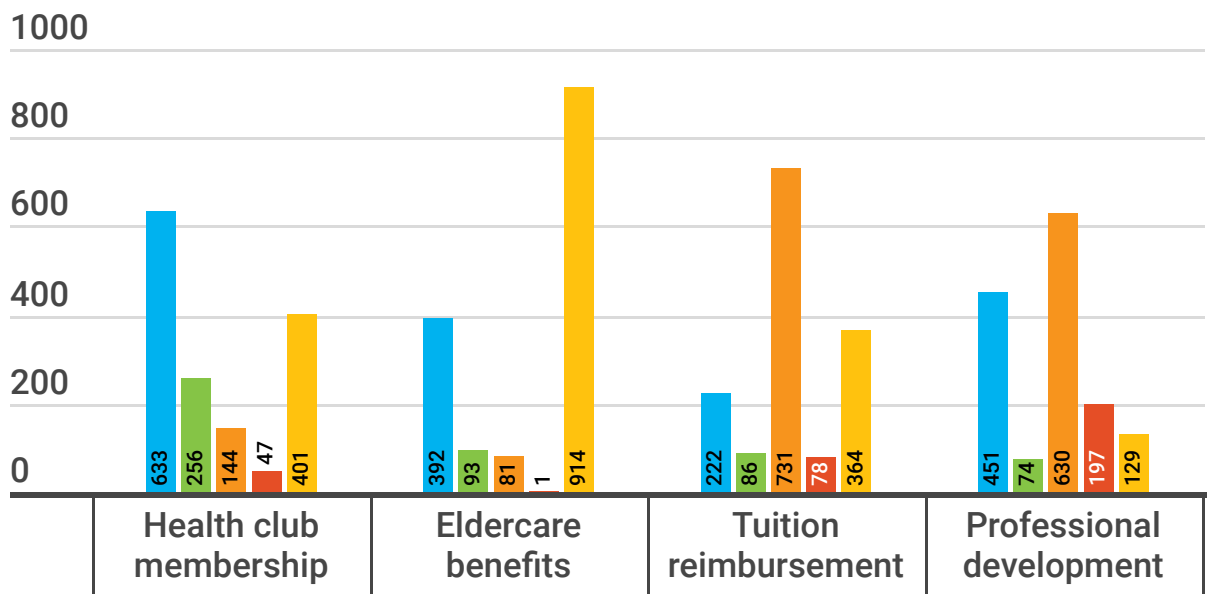
United States - Benefits

Disability and Life Insurance Benefits



- Benefit not available
- Employer covers none but benefit is available
- Employer covers some cost, remainder is covered by employee
- Employer covers full cost
- Unknown

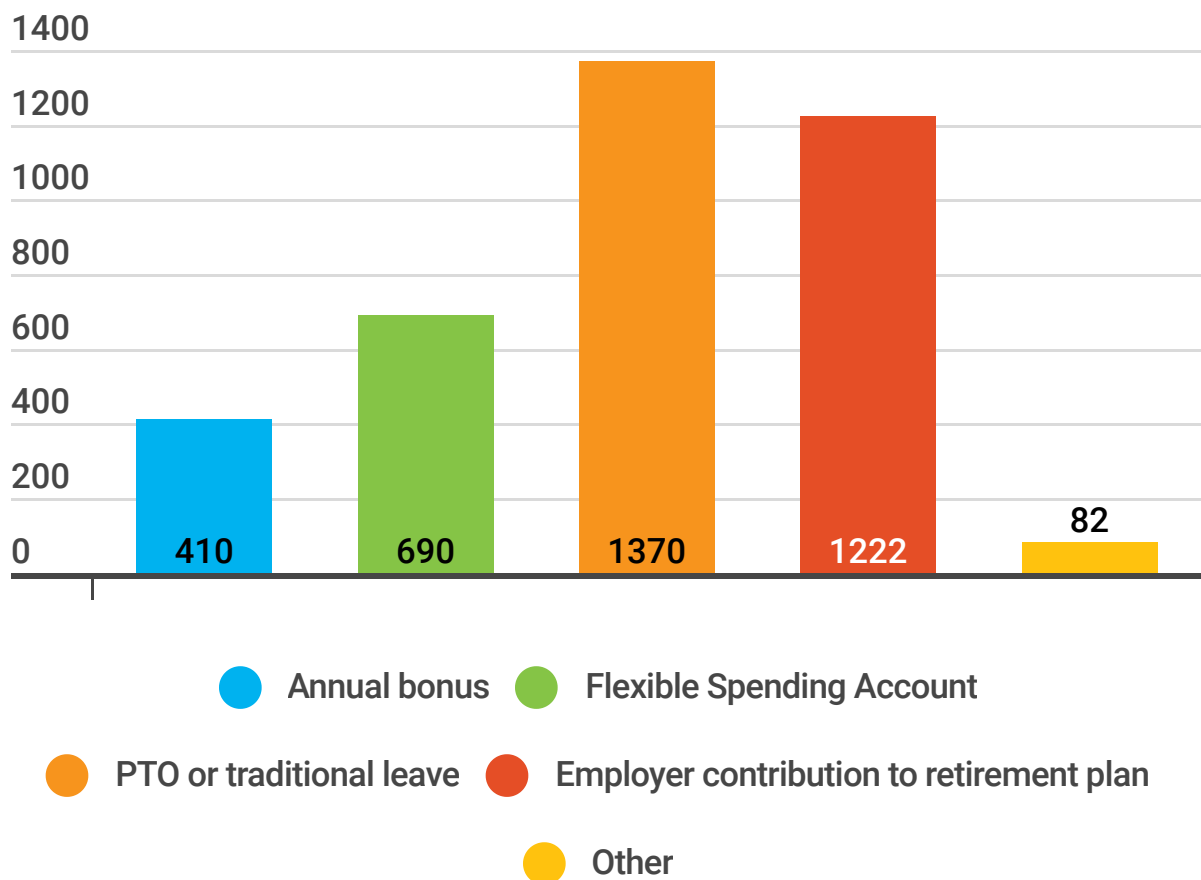
Other Benefits



- Benefit not available
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- Unknown

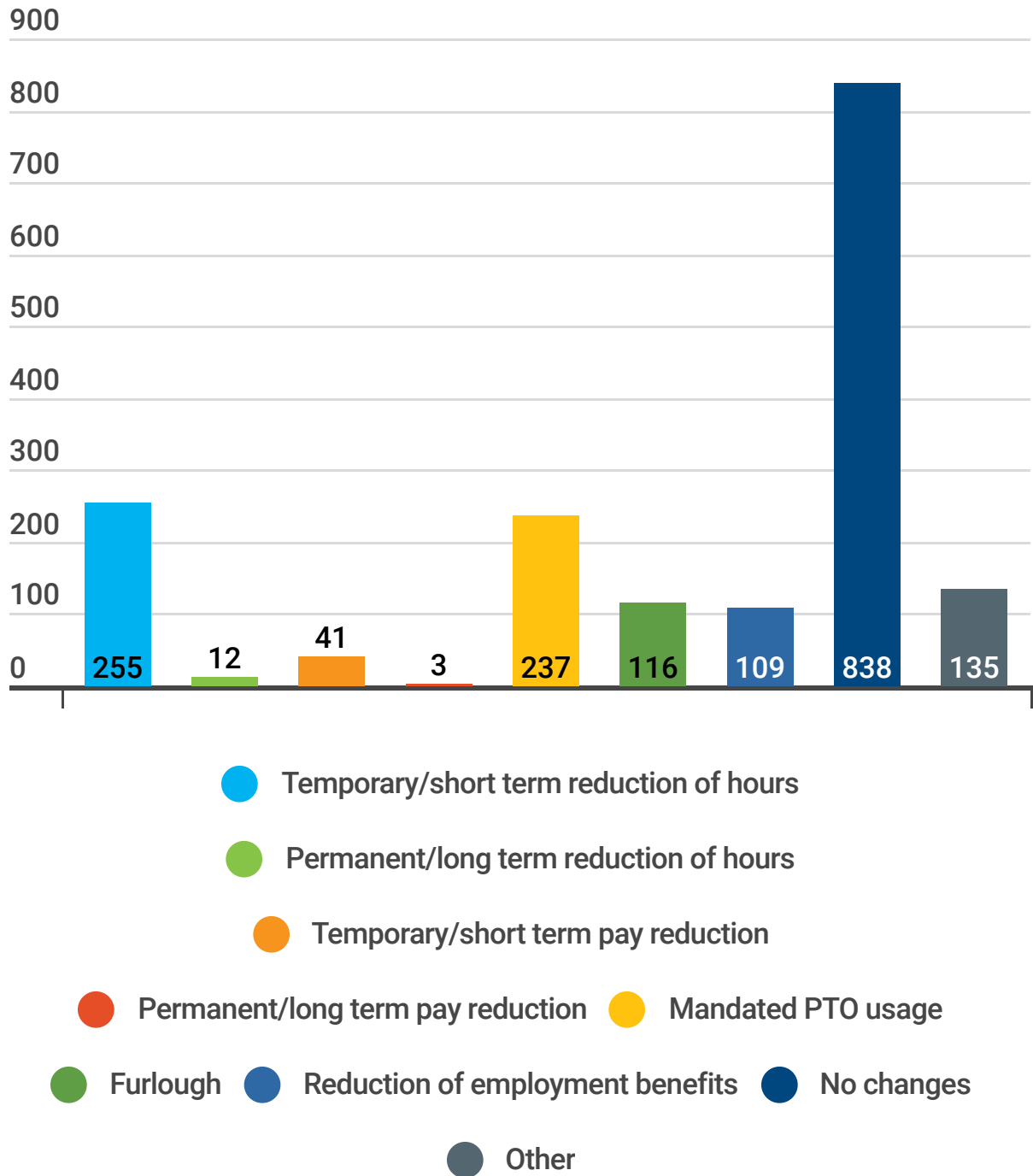
United States - Benefits

Bonuses, Spending Accounts, Time Off, and Retirements Plans



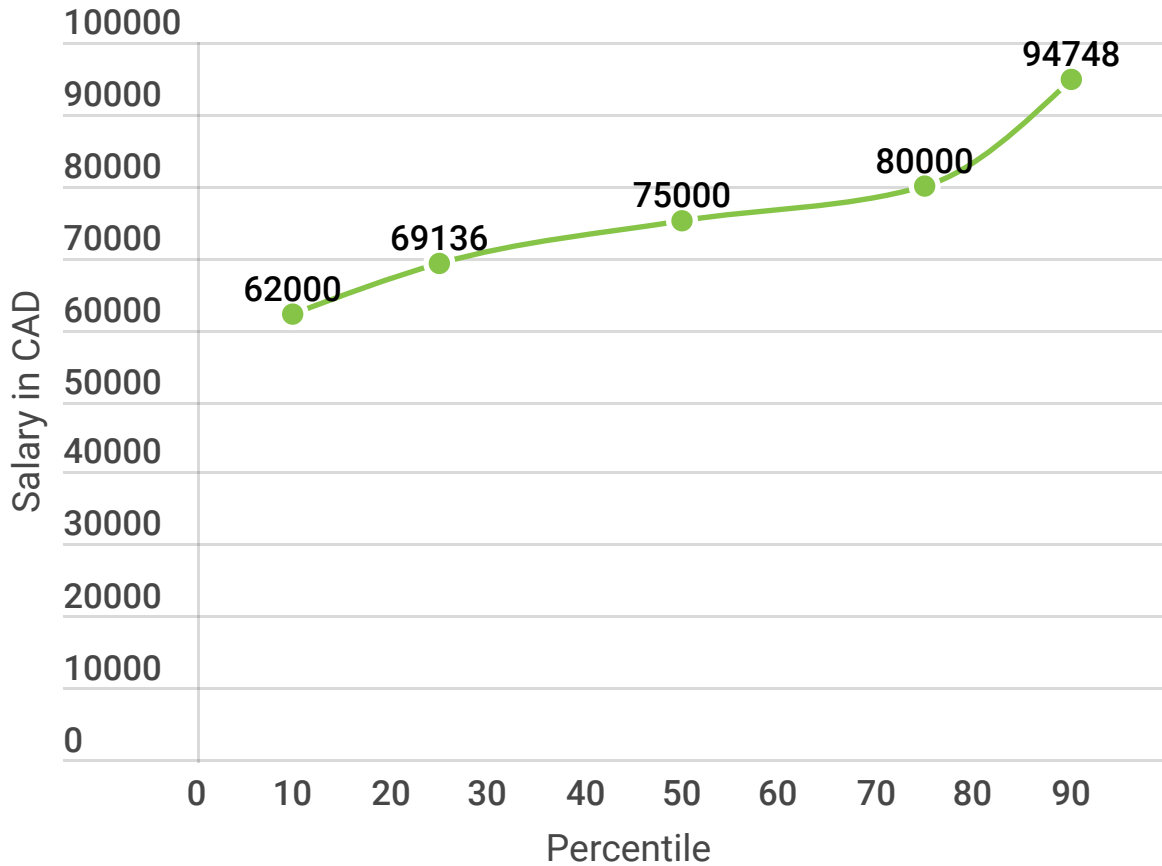
United States - COVID-19

Changes from COVID-19



Canada

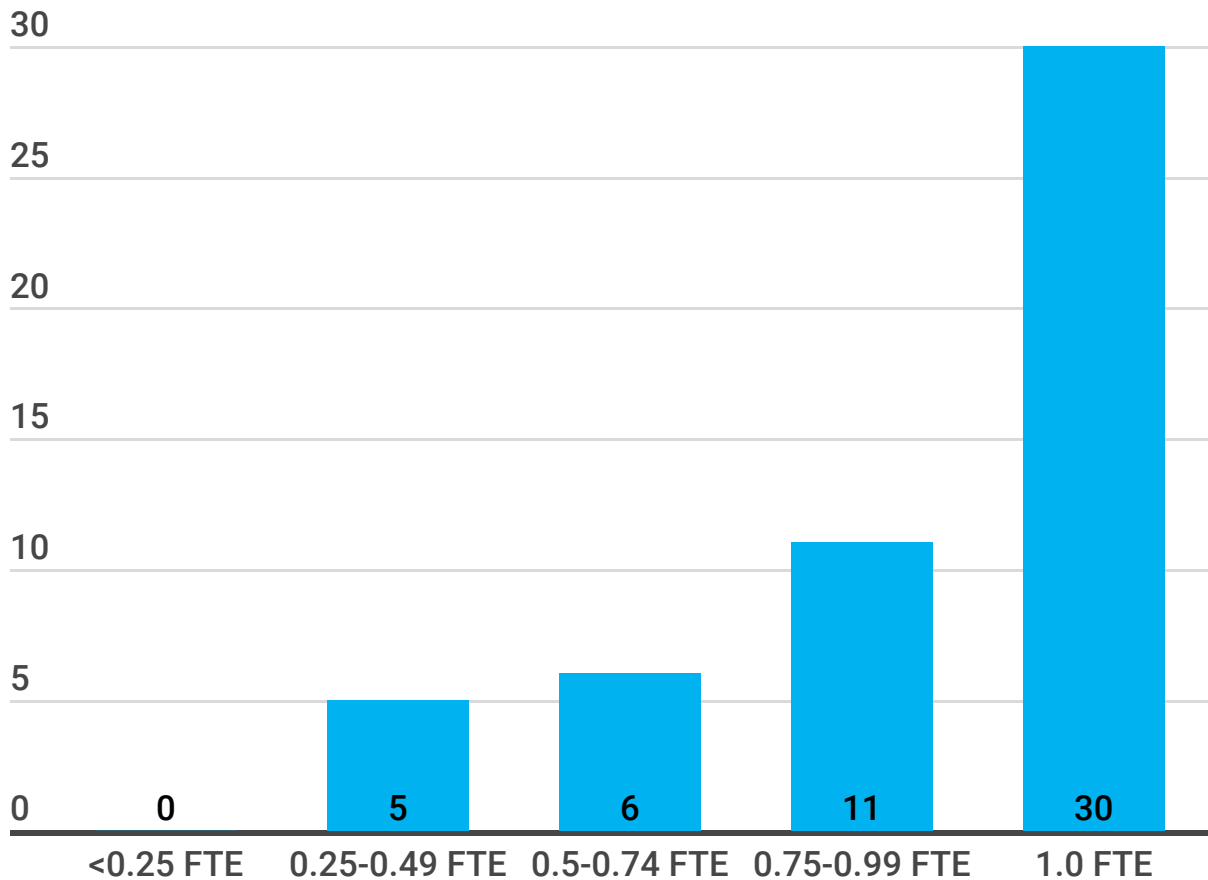
Salary Distribution by Percentile (CAD)



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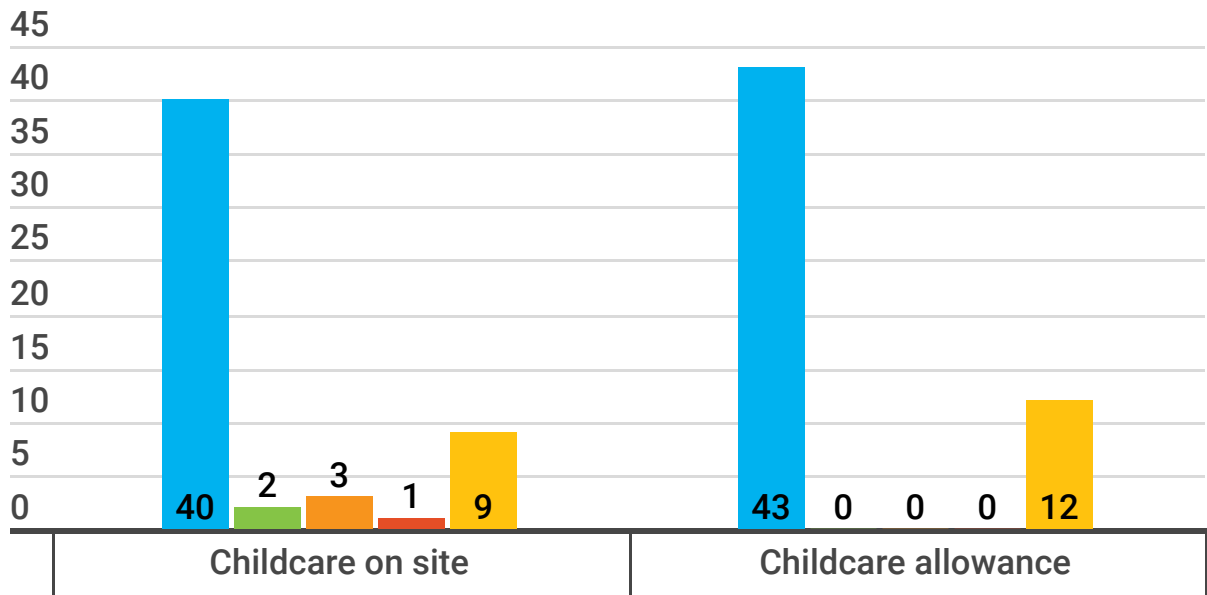
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FTE Status



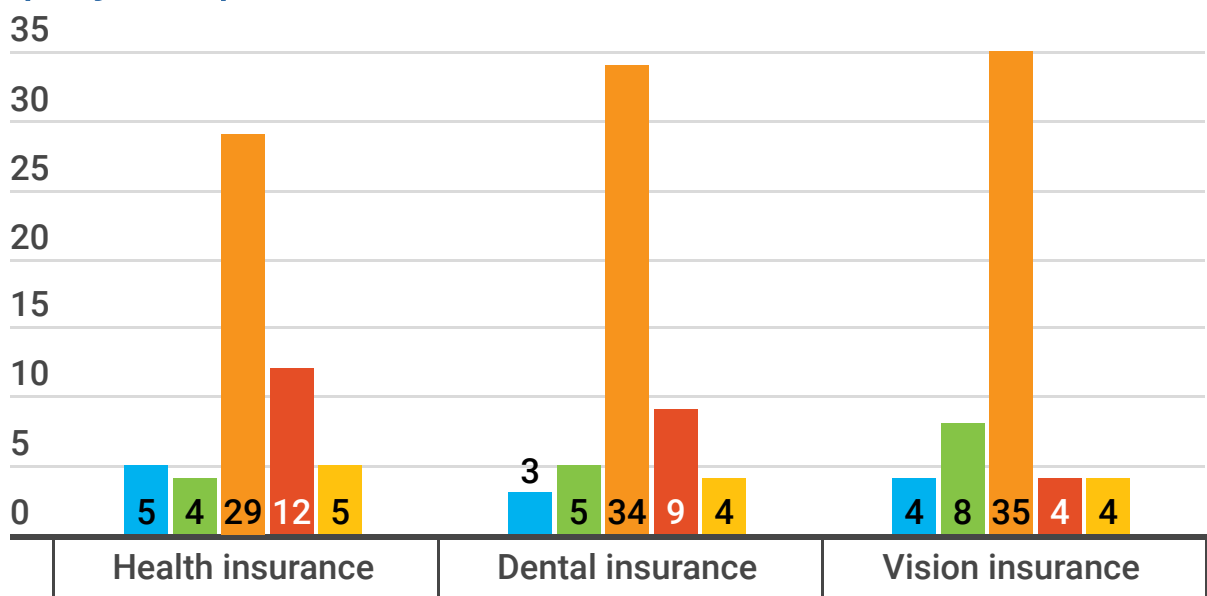
Canada - Benefits

Employer Sponsored Childcare Benefits



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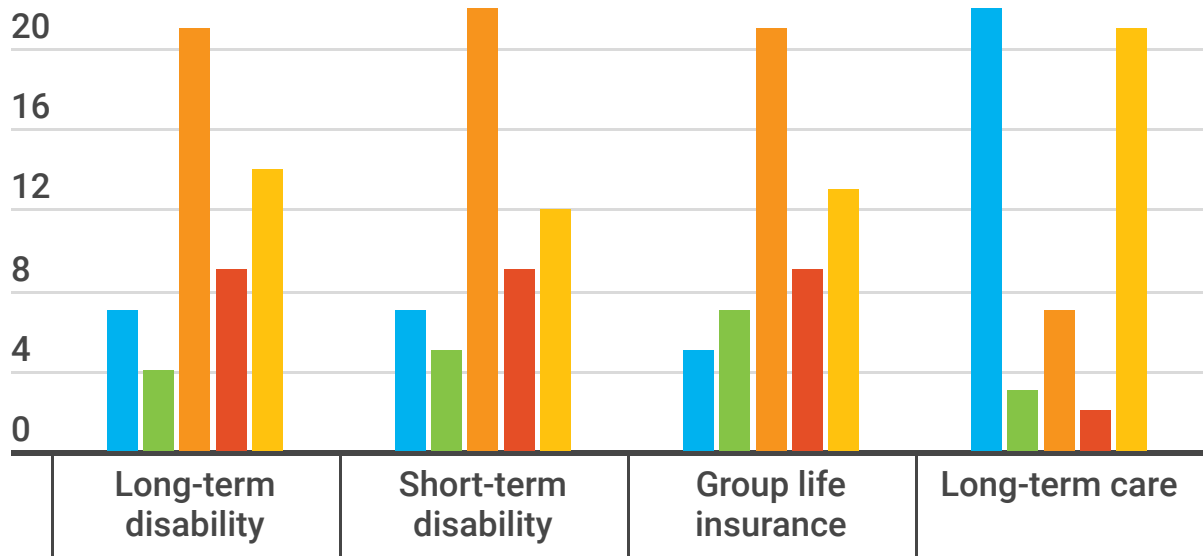
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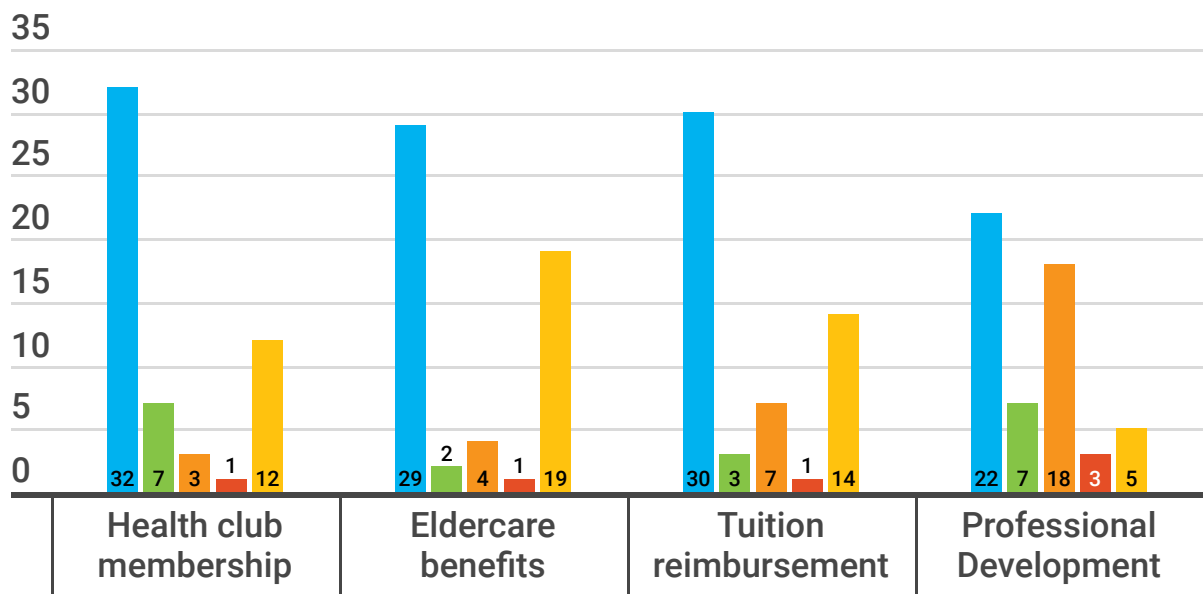
Canada - Benefits

Disability and Life Insurance Benefits



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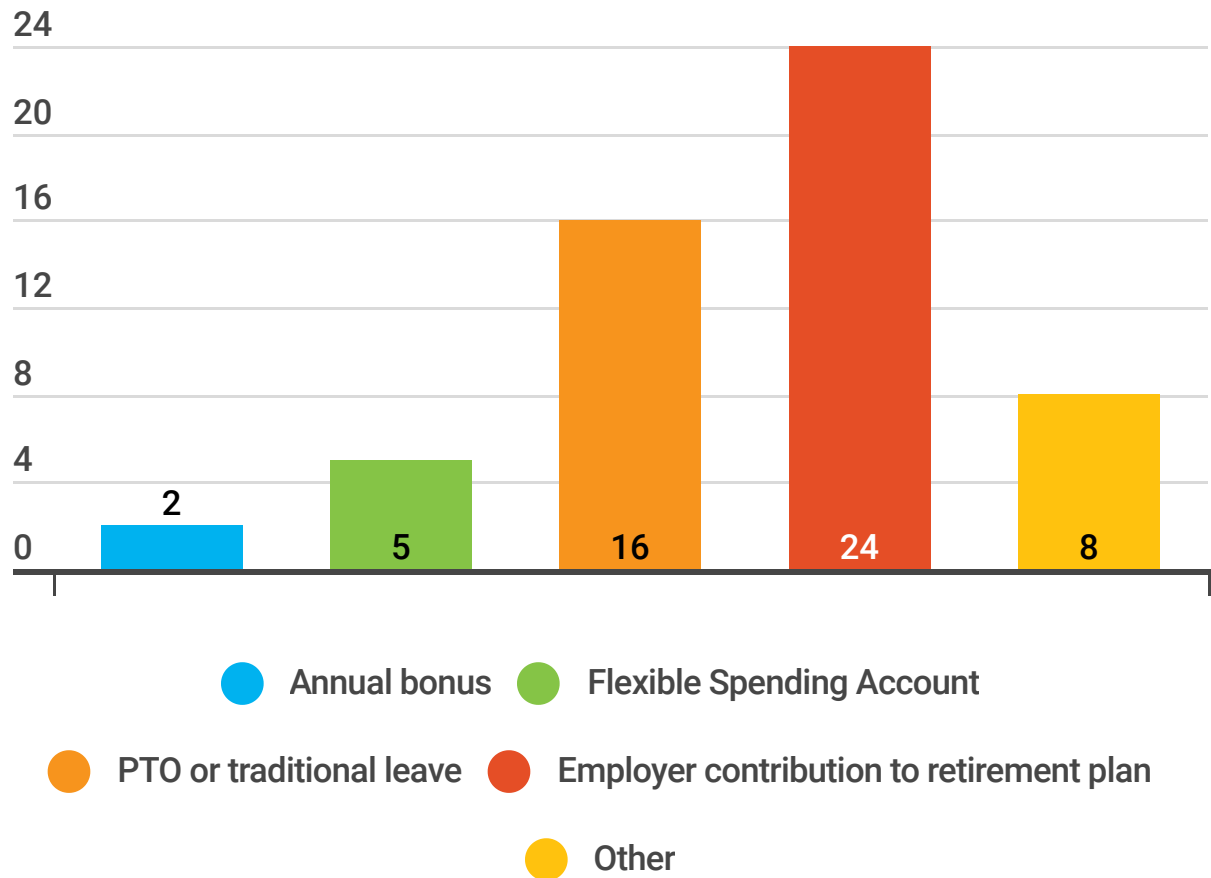
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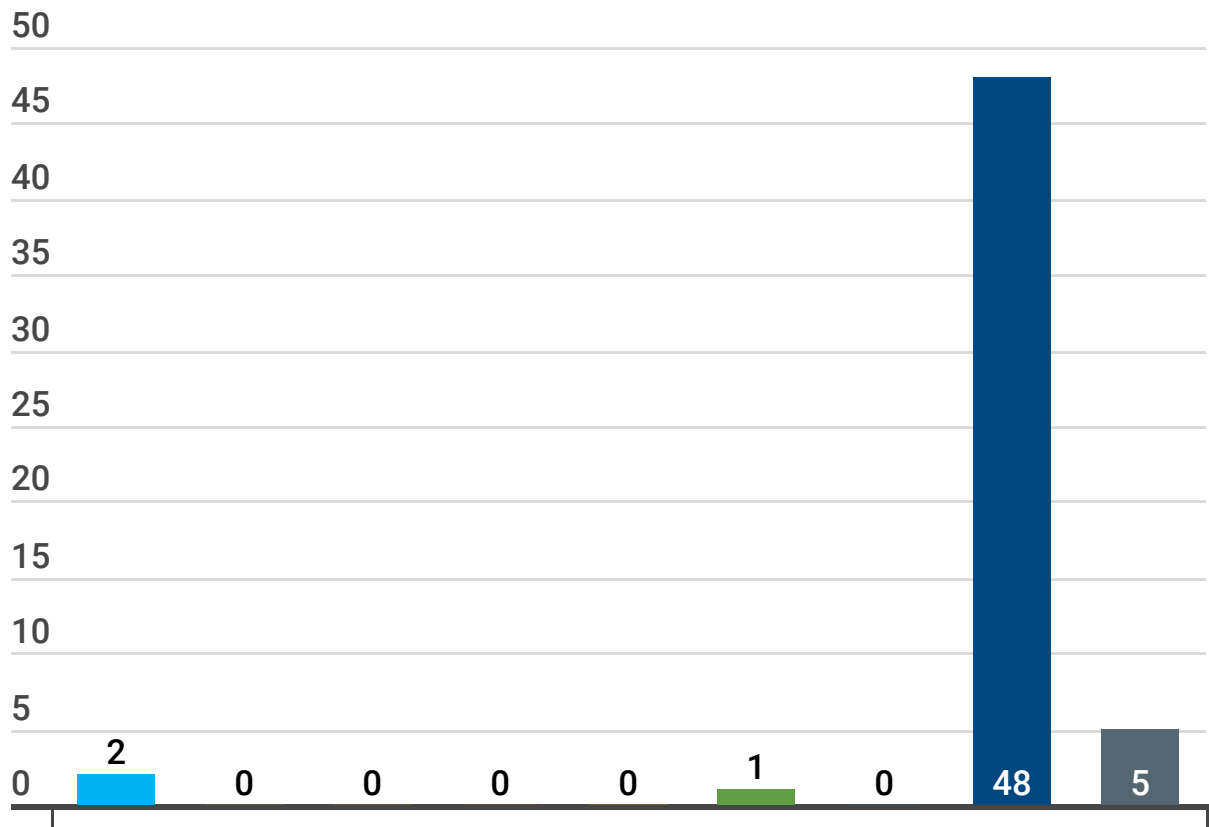
Canada - Benefits

Bonuses, Spending Accounts, Time Off, and Retirements Plans



Canada - COVID-19

Changes from COVID-19



- Temporary/short term reduction of hours
- Permanent/long term reduction of hours
- Temporary/short term pay reduction
- Permanent/long term pay reduction
- Mandated PTO usage
- Furlough
- Reduction of employment benefits
- No changes
- Other

Questions about this report? Email membership@childlife.org.