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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
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.
United States - Benefits

Employer Sponsored Childcare Benefits

- Childcare on site
  - Benefit not available: 915
  - Employer covers none but benefit is available: 165
  - Employer covers some cost, remainder is covered by employee: 76
  - Employer covers full cost: 316
  - Unknown: 2

- Childcare allowance
  - Benefit not available: 713
  - Employer covers none but benefit is available: 163
  - Employer covers some cost, remainder is covered by employee: 61
  - Employer covers full cost: 2
  - Unknown: 542

Employer Sponsored Healthcare Benefits

- Health insurance
  - Benefit not available: 44
  - Employer covers none but benefit is available: 189
  - Employer covers some cost, remainder is covered by employee: 1069
  - Employer covers full cost: 110
  - Unknown: 69

- Dental insurance
  - Benefit not available: 43
  - Employer covers none but benefit is available: 965
  - Employer covers some cost, remainder is covered by employee: 277
  - Employer covers full cost: 115
  - Unknown: 81

- Vision insurance
  - Benefit not available: 54
  - Employer covers none but benefit is available: 295
  - Employer covers some cost, remainder is covered by employee: 919
  - Employer covers full cost: 107
  - Unknown: 106
United States - Benefits

Bonuses, Spending Accounts, Time Off, and Retirement Plans

- Annual bonus
- Flexible Spending Account
- PTO or traditional leave
- Employer contribution to retirement plan
- Other
United States - COVID-19

Changes from COVID-19

- Temporary/short term reduction of hours: 255
- Permanent/long term reduction of hours: 12
- Temporary/short term pay reduction: 41
- Permanent/long term pay reduction: 3
- Furlough: 237
- Mandated PTO usage: 116
- Reduction of employment benefits: 109
- No changes: 838
- Other: 135

United States - COVID-19
Salaries reported for less than 1.0 FTE were scaled up. 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.
Canada - Benefits

Employer Sponsored Childcare 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

Employer Sponsored Healthcare 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
Canada - Benefits

Disability and Life Insurance Benefits

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<tr>
<th>Benefit</th>
<th>Long-term disability</th>
<th>Short-term disability</th>
<th>Group life insurance</th>
<th>Long-term care</th>
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</thead>
<tbody>
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<td>Benefit not available</td>
<td>32</td>
<td>29</td>
<td>30</td>
<td>22</td>
</tr>
<tr>
<td>Employer covers none but benefit is available</td>
<td>7</td>
<td>2</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td>Employer covers some cost, remainder is covered by employee</td>
<td>3</td>
<td>4</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>Employer covers full cost</td>
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<td>19</td>
<td>14</td>
<td>18</td>
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<tr>
<td>Unknown</td>
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<td>19</td>
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Other Benefits

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<tr>
<th>Benefit</th>
<th>Health club membership</th>
<th>Eldercare benefits</th>
<th>Tuition reimbursement</th>
<th>Professional Development</th>
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<tbody>
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Canada - Benefits

Bonuses, Spending Accounts, Time Off, and Retirement Plans

- Annual bonus
- Flexible Spending Account
- PTO or traditional leave
- Employer contribution to retirement plan
- Other
Canada - COVID-19

Changes from COVID-19

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