

# 2025/2026 Special Education Talent Market Industry Report



# Welcome to ProCare Therapy's 2025/2026 Education Staffing Industry Report

As schools across the country continue to navigate widespread staffing shortages—particularly in special education and student support roles—understanding the current talent landscape is more critical than ever. This report offers timely insights into national and regional trends, providing education leaders with the data needed to plan strategically and respond with confidence.

All figures in this report are sourced from the **National Center for Education Statistics (NCES)**, the **Bureau of Labor Statistics (BLS)**, and **Lightcast Analyst**, ensuring every insight is backed by the most current and comprehensive labor data available.

At ProCare Therapy, our mission is to connect passionate professionals with the students who need them most. Whether you're a district decision-maker or school leader, we hope this report empowers you to build strong, sustainable teams that help students thrive.

**Inside this report, you will find the following:**

## **Industry Overview** (pg 3)

**Professional Market Snapshots** including current employment figures, active job seeker availability, projected job growth, and employer and job posting competition for the following key school-based roles:

- [\*\*Speech-Language Pathologists\*\*](#) (pg 5)
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- [\*\*Special Education Teachers\*\*](#) (pg 11)
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## **Why Partner with a Specialized Staffing Agency** (pg 38)

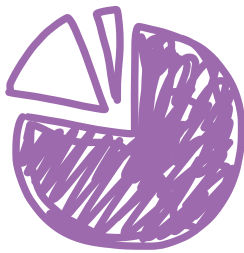
## **About ProCare Therapy** (pg 39)



# Industry Overview

Schools nationwide face unprecedented staffing shortages, especially in critical special education and student support roles. Key factors driving this shortage include:

- **Increasing Student Needs:** Growing enrollment of students requiring specialized services like speech therapy, behavioral support, and occupational therapy.
- **Aging Workforce:** Significant retirement risks, with nearly 20% of education-related professionals approaching retirement within the next five years.
- **Limited Graduate Pipeline:** New graduates entering special education and therapy professions struggle to keep pace with demand.
- **Competitive Labor Market:** High competition for qualified talent leads to prolonged vacancies and increased reliance on temporary and contract staffing.



Reliable data from the **National Center for Education Statistics (NCES)**, **Bureau of Labor Statistics (BLS)**, and **Lightcast** highlights critical shortages across professions such as Special Education Teachers, Speech-Language Pathologists, School Psychologists, and Behavioral Specialists.

To effectively navigate these challenges, school districts increasingly partner with specialized staffing agencies to maintain consistent, high-quality student support.

## Evolving Industry Trends

School districts are increasingly adopting flexible staffing solutions—such as part-time, temporary, remote, and hybrid models—to address persistent shortages in hard-to-fill roles and rural areas. A [2025 survey conducted by NCES](#) focusing on staff hiring and vacancies confirms that more schools are embracing these arrangements to maintain coverage and support better work-life balance for educators.

Districts are also leaning heavily on educational technology and virtual platforms, enabling teleprofessionals to deliver services remotely and fill gaps that brick-and-mortar staffing alone cannot. This shift extends to student and staff well-being: as mental health and wellness take center stage, specialized staffing has become essential to sustaining consistent support.

These developments highlight why agile staffing strategies—supported by staffing agencies and technology—are now crucial for delivering reliable student services and building operational resilience.

## Why Candidates Choose Staffing Agencies

An increasing number of behavioral and special education professionals opt for contract and agency-based roles, driven by critical advantages like **flexibility, reduced burnout, and rapid job placement**. According to the [American Staffing Association](#), 64% of professionals say flexible work arrangements are the primary reason they choose staffing agency roles, highlighting the appeal of flexibility and speed in today's labor market.

Staffing agencies also handle credentialing, compliance, and administrative tasks, freeing professionals to focus on their work and easing transitions into new roles. These combined advantages—autonomy, streamlined onboarding, improved work-life balance, and access to professional development—support talent retention and help mitigate burnout during high-demand staffing cycles.



*of professionals say flexible work is why they choose agency roles*

# Speech-Language Pathologists

Speech-Language Pathologists (SLPs) play a vital role in educational settings, supporting students with speech, language, and communication challenges. As schools nationwide face growing demand and limited supply, understanding the current talent landscape is essential.

## Nationwide Overview



**171,773**

Professionals Currently Employed



**113,229**

Active Job Seekers  
(Matching Online Profiles)



**186,942**

Annual Job Postings



**7,204**

Employers Competing



**Nearly 30,000**

SLPs Approaching Retirement Age



**13.4%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Baylor University
- Emerson College
- Utah State University

## Why This Matters

With more job openings than available candidates, schools often struggle to quickly fill SLP roles. This shortage impacts service quality and compliance. Partnering with specialized staffing agencies, like ProCare Therapy, helps districts secure qualified professionals efficiently and sustainably.

# Regional Insights

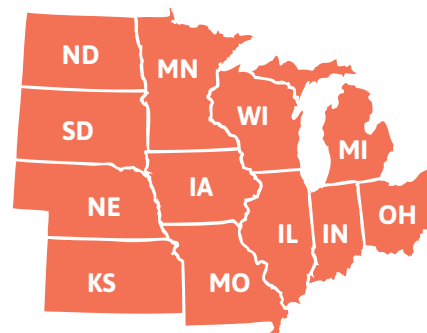
## West Region

- Current Employment: **32,176**
- Active Job Seekers (Matching Online Profiles): **21,952**
- Retiring Soon: **5,340**
- Annual Job Postings: **51,662**
- Projected Job Growth (2024–29): **16.3%**



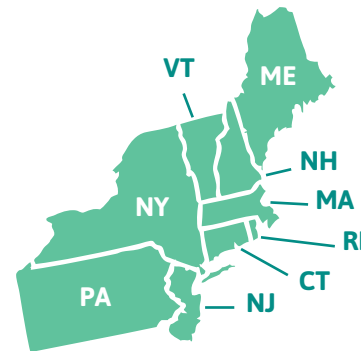
## Midwest Region

- Current Employment: **38,895**
- Active Job Seekers (Matching Online Profiles): **24,393**
- Retiring Soon: **6,817**
- Annual Job Postings: **42,112**
- Projected Job Growth (2024–29): **10.7%**



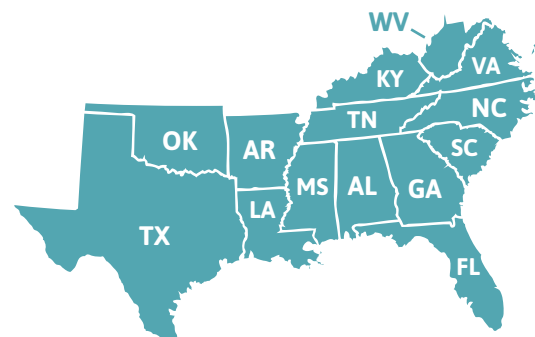
## Northeast Region

- Current Employment: **40,439**
- Active Job Seekers (Matching Online Profiles): **25,515**
- Retiring Soon: **7,756**
- Annual Job Postings: **30,367**
- Projected Job Growth (2024–29): **11.7%**



## South Region

- Current Employment: **64,473**
- Active Job Seekers (Matching Online Profiles): **37,078**
- Retiring Soon: **10,812**
- Annual Job Postings: **61,086**
- Projected Job Growth (2024–29): **13.6%**



## Regional Staffing Insights

The West leads in compensation and projected job growth, while the South represents the largest market in both talent supply and hiring demand. The Midwest offers a more affordable labor market, and the Northeast provides a balanced mix of pay and opportunity.



This **sustained demand for SLPs**—especially in high-growth regions like the West—highlights the urgent need for school districts to partner strategically with staffing providers. Without timely staffing solutions, student speech and language services risk disruption, potentially leading to compliance issues under IDEA.

### How ProCare Can Help



ProCare specializes in placing highly qualified Speech-Language Pathologists in school districts nationwide. Our comprehensive approach includes credentialing, onboarding, and ongoing support, helping you deliver consistent, quality care to students.

To learn more about partnering with ProCare, visit our [School Staffing Services](#) page.

# Speech-Language Pathologist Assistants

Speech-Language Pathologist Assistants (SLPAs) are essential professionals who provide valuable support within speech therapy teams, aiding licensed Speech-Language Pathologists to deliver effective services to students. As demand for speech therapy continues to rise, understanding the availability and dynamics of the SLPA workforce is crucial.

## Nationwide Overview



**107,483**

Professionals Currently Employed



**4,575**

Active Job Seekers  
(Matching Online Profiles)



**19,476**

Annual Job Postings



**1,342**

Employers Competing



**Around 23,224**

SLPAs Approaching Retirement Age



**5.9%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Ivy Tech Community College
- Hillsborough Community College
- Black River Technical College

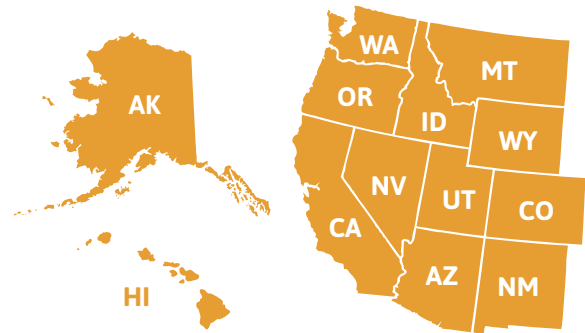
## Why This Matters

SLPAs play a critical role in meeting the increased demand for speech-language services. The balanced but highly competitive market for SLPAs makes efficient recruitment and retention vital for districts to maintain consistent student support and service delivery. ProCare simplifies this challenge by providing direct access to qualified SLPA professionals, ensuring your district can quickly and reliably fill crucial support positions.

# Regional Insights

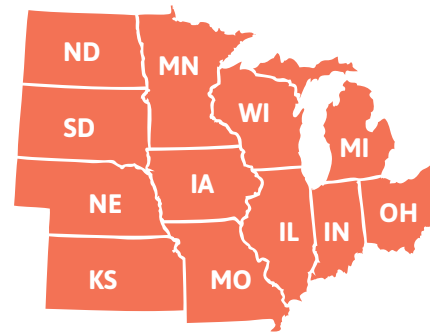
## West Region

- Current Employment: **30,485**
- Active Job Seekers (Matching Online Profiles): **1,745**
- Retiring Soon: **6,435**
- Annual Job Postings: **7,238**
- Projected Job Growth (2024–29): **6.9%**



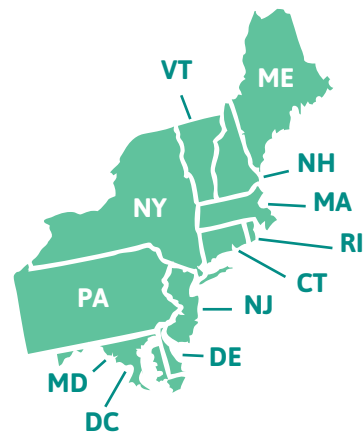
## Midwest Region

- Current Employment: **18,660**
- Active Job Seekers (Matching Online Profiles): **338**
- Retiring Soon: **3,863**
- Annual Job Postings: **3,029**
- Projected Job Growth (2024–29): **4.0%**



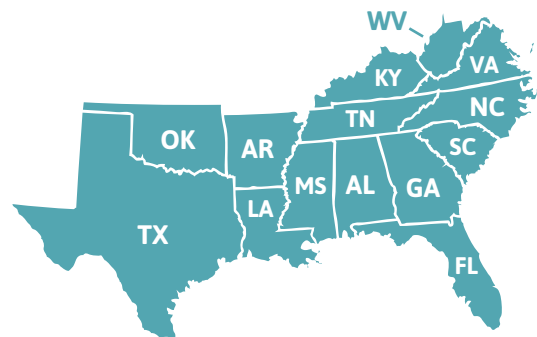
## Northeast Region

- Current Employment: **15,074**
- Active Candidates (Matching Online Profiles): **341**
- Retiring Soon: **3,604**
- Annual Job Postings: **2,075**
- Projected Job Growth (2024–29): **5.6%**



## South Region

- Current Employment: **40,987**
- Active Candidates (Matching Online Profiles): **1,928**
- Retiring Soon: **8,838**
- Annual Job Postings: **6,605**
- Projected Job Growth (2024–29): **6.2%**



## Regional Staffing Insights

The West leads in compensation and projected growth, signaling strong market opportunities but also increased competition. The South offers the largest employment volume, but lower compensation suggests challenges in retention. The Northeast and Midwest provide moderate growth and compensation, highlighting balanced opportunities for recruitment.



This dynamic SLPA market—especially in the high-demand West and South regions—emphasizes the need for districts to strategically partner with staffing providers. Without proactive solutions, critical speech-language support could face delays, risking service.

### How ProCare Can Help



ProCare connects school districts nationwide with skilled SLPAs ready to support licensed professionals in delivering speech-language services. By streamlining the hiring process, ProCare ensures your schools can efficiently address staffing needs and uphold high standards of student care.

Learn more about enhancing your speech-language staffing strategy at our [School Staffing Services](#) page.

# Special Education Teachers

Special Education Teachers (SPED) are critical in supporting students who require individualized instruction and tailored learning approaches. Nationwide, the demand for qualified SPED educators continues to outpace available talent, highlighting the urgency of addressing these workforce gaps.

## Nationwide Overview



**222,281**

Professionals Currently Employed



**5,145**

Active Job Seekers  
(Matching Online Profiles)



**4,709**

Annual Job Postings



**1,412**

Employers Competing



**Over 47,000**

SLPAs Approaching Retirement Age



**2.6%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Grand Canyon University
- Arizona State University
- Ball State University

### Why This Matters

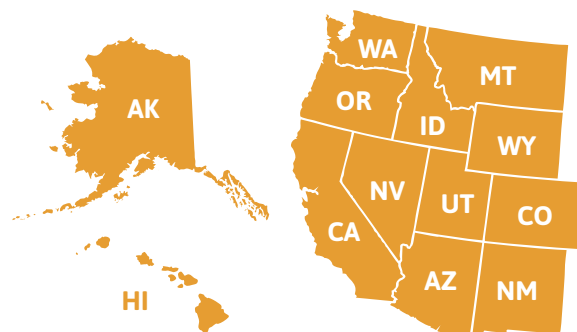
The significant gap between available job openings and qualified candidates for Special Education positions directly impacts students' educational experiences and school districts' operational effectiveness. Working with dedicated staffing partners like ProCare provides districts reliable access to certified professionals who meet students' specific learning needs.



# Regional Insights

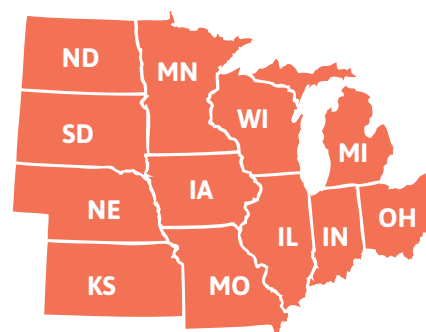
## West Region

- Current Employment: **33,730**
- Active Job Seekers (Matching Online Profiles): **634**
- Retiring Soon: **6,865**
- Annual Job Postings: **917**
- Projected Job Growth (2024–29): **6.4%**



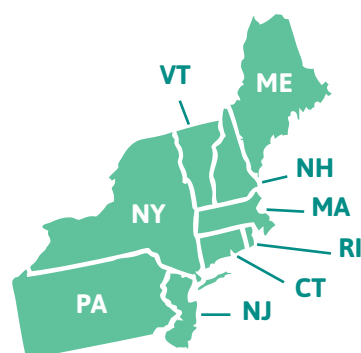
## Midwest Region

- Current Employment: **43,670**
- Active Job Seekers (Matching Online Profiles): **672**
- Retiring Soon: **9,287**
- Annual Job Postings: **925**
- Projected Job Growth (2024–29): **1%**



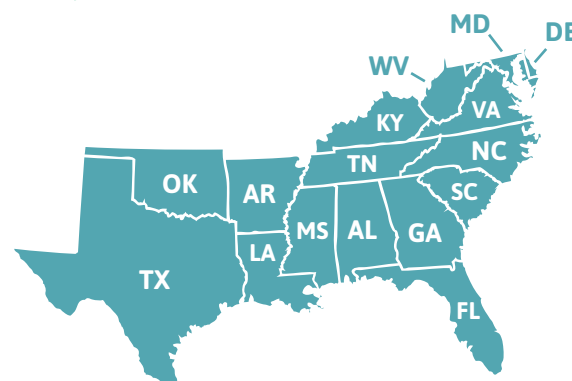
## Northeast Region

- Current Employment: **49,264**
- Active Job Seekers (Matching Online Profiles): **1,738**
- Retiring Soon: **11,392**
- Annual Job Postings: **995**
- Projected Job Growth (2024–29): **2.4%**



## South Region

- Current Employment: **93,603**
- Active Candidates (Matching Online Profiles): **1,793**
- Retiring Soon: **19,227**
- Annual Job Postings: **1,335**
- Projected Job Growth (2024–29): **1.9%**



## Regional Staffing Insights

The Northeast and West regions offer higher compensation but limited candidate supply, making hiring more challenging. The Midwest provides a moderate cost environment, ideal for candidate attraction but limited in job availability. The South region's large employment volume is paired with lower compensation, complicating talent retention efforts.



Persistent SPED teacher shortages across higher compensation regions highlight an urgent need for school districts to leverage specialized staffing partnerships. Without strategic hiring solutions, schools risk significant disruptions in special education services, jeopardizing IDEA compliance.

### How ProCare Can Help



ProCare specializes in connecting school districts nationwide with highly qualified Special Education Teachers. We streamline the hiring process and provide ongoing support, allowing your schools to maintain compliance and deliver consistent, quality instruction to every student.

Discover more about how ProCare can meet your Special Education staffing needs at our [School Staffing Services](#) page.

# School Psychologists

School Psychologists are essential to the social, emotional, and academic development of students, especially those navigating complex learning environments. The national data reveals a consistent need for these professionals and a tight labor market that makes it challenging for schools to hire and retain them.

## Nationwide Overview



**62,124**

Professionals Currently Employed



**30,143**

Active Job Seekers  
(Matching Online Profiles)



**52,376**

Annual Job Postings



**2,378**

Employers Competing



**Over 14,000**

Professionals approaching retirement  
(about 23% of the current workforce)



**3.8%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Southern New Hampshire University
- Liberty University
- Capella University

## Why This Matters

With **more than 50,000 annual job postings and only a fraction of those being filled**, the demand for credentialed School Psychologists far outweighs the supply. This imbalance can cause major service gaps, compliance risks, and student support delays across districts. Staffing partnerships like those offered by ProCare allow schools to adapt to this market by providing credentialed clinicians ready to meet student needs, on-site or via teletherapy.

# Regional Insights

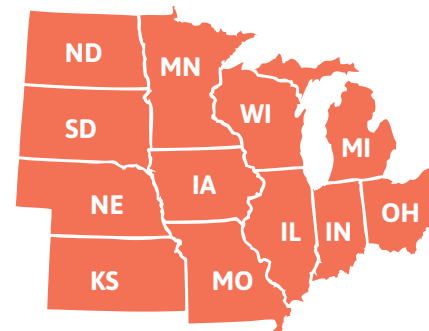
## West Region

- Current Employment: **15,253**
- Active Job Seekers (Matching Online Profiles): **8,044**
- Retiring Soon: **3,327**
- Annual Job Postings: **15,318**
- Projected Job Growth (2024–29): **5.6%**



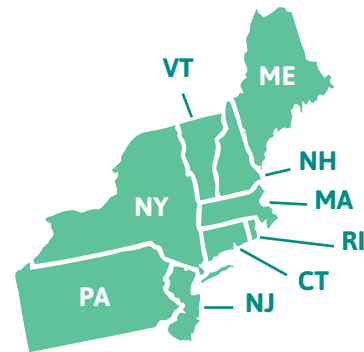
## Midwest Region

- Current Employment: **12,330**
- Active Job Seekers (Matching Online Profiles): **6,430**
- Retiring Soon: **2,880**
- Annual Job Postings: **14,118**
- Projected Job Growth (2024–29): **2.7%**



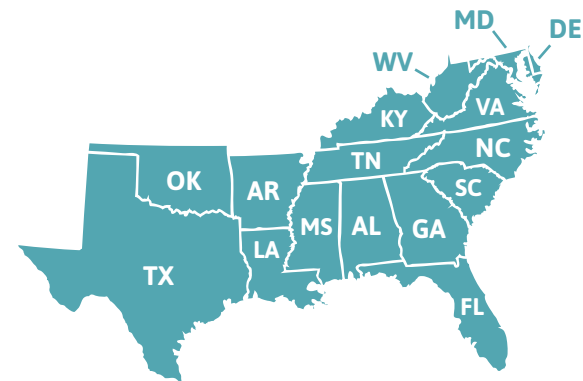
## Northeast Region

- Current Employment: **15,582**
- Active Job Seekers (Matching Online Profiles): **7,640**
- Retiring Soon: **3,778**
- Annual Job Postings: **10,122**
- Projected Job Growth (2024–29): **3%**



## South Region

- Current Employment: **18,479**
- Active Candidates (Matching Online Profiles): **6,606**
- Retiring Soon: **4,006**
- Annual Job Postings: **12,431**
- Projected Job Growth (2024–29): **3.7%**



## Regional Staffing Insights

The West offers the highest compensation but faces tight candidate availability, intensifying competition. The Midwest shows the lowest projected job growth, making proactive hiring crucial. While the South holds the largest employment pool, moderate compensation poses retention challenges. The Northeast balances high compensation with moderate demand.



The critical demand for School Psychologists, particularly in the growth-intensive and competitive West markets, emphasizes the need for immediate strategic staffing partnerships. Delayed hiring decisions risk critical gaps in student mental health services and special education support.

### How ProCare Can Help



ProCare partners with schools to deliver licensed, ready-to-work School Psychologists who make an immediate impact. Whether you're struggling to staff brick-and-mortar locations or expand virtual service options, our nationwide network and deep clinical expertise make us the go-to partner for student mental health support.

Explore how ProCare can support your staffing strategy at our [School Staffing Services](#) page.

# Behavioral Specialists

Demand for credentialed behavioral health professionals continues to grow as schools respond to increased student needs for mental health, behavioral intervention, and autism support. The core roles driving that support—BCBAs, RBTs, and ABAs—remain among the most competitive to staff in today’s education market.

## Nationwide Overview



**215,429**

Professionals Currently Employed



**44,307**

Active Job Seekers  
(Matching Online Profiles)



**36,599**

Annual Job Postings



**4,519**

Employers Competing



**33,073**

Professionals retiring soon



**10.9%**

Projected Job Growth (2024-2029)

## Graduate Pipeline

Over 2,000 U.S. institutions produce behavior-related graduates annually, led by Grand Canyon University, University of Southern California, and Ivy Tech Community College.

## Why This Matters

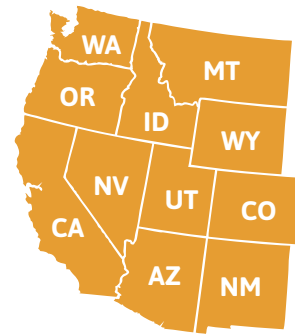
While candidate volumes appear solid for RBTs and ABAs, only a portion hold the licensure or experience required to work in school-based settings. BCBAs, specifically, are scarce, with fewer than 400 matching job seeker online profiles identified nationwide, and demand is climbing. Districts that rely on traditional hiring often face prolonged vacancies, service gaps, and compliance risks in IEP delivery.

Partnering with ProCare connects your district to qualified, school-ready behavioral clinicians nationwide, backed by dedicated licensure support and recruitment expertise.

# Regional Insights

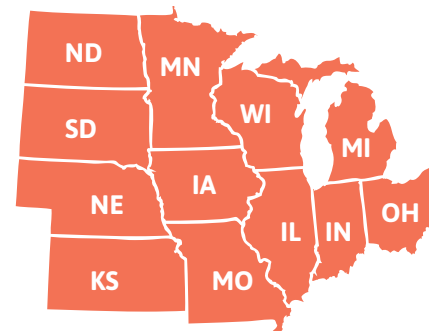
## West Region

- Current Employment: **65,537**
- Active Job Seekers (Matching Online Profiles): **12,285**
- Retiring Soon: **11,869**
- Annual Job Postings: **9,599**
- Projected Job Growth (2024–29): **13.3%**



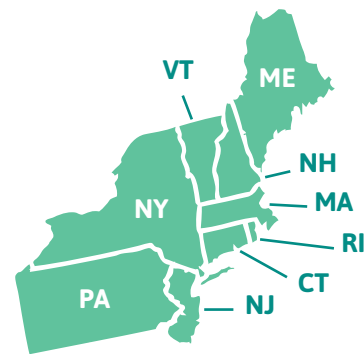
## Midwest Region

- Current Employment: **40,113**
- Active Job Seekers (Matching Online Profiles): **8,510**
- Retiring Soon: **6,367**
- Annual Job Postings: **6,896**
- Projected Job Growth (2024–29): **9.4%**



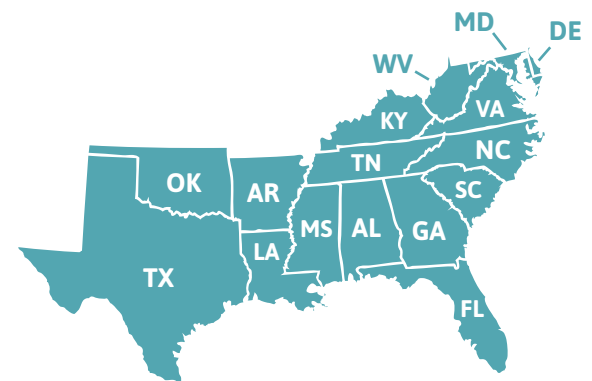
## Northeast Region

- Current Employment: **29,090**
- Active Job Seekers (Matching Online Profiles): **5,932**
- Retiring Soon: **4,821**
- Annual Job Postings: **8,565**
- Projected Job Growth (2024–29): **11.4%**



## South Region

- Current Employment: **64,462**
- Active Candidates (Matching Online Profiles): **15,363**
- Retiring Soon: **9,588**
- Annual Job Postings: **11,290**
- Projected Job Growth (2024–29): **12.2%**



## Regional Staffing Insights

For Behavioral Specialists, the Northeast and West regions offer superior compensation but extremely limited candidate pools, intensifying competition. The South leads significantly in employment numbers but offers comparatively lower compensation, presenting retention difficulties. The Midwest presents balanced pay and growth but still faces candidate scarcity.



Without strategic action, critical student behavioral services may face significant disruption, heightening compliance and student support concerns.

### How ProCare Can Help



ProCare offers specialized staffing solutions for behavioral health roles in education, including:

- Board Certified Behavior Analysts (BCBAs)
- Registered Behavior Technicians (RBTs)
- Applied Behavior Analysts (ABAs)

We recruit licensed behavioral clinicians to ensure consistent, compliant coverage that meets student needs—whether on-site or remote.

Explore how ProCare can power your behavioral staffing strategy at our [School Staffing Services](#) page.

# Sign Language Interpreters

Sign Language Interpreters (SLIs) provide crucial communication access for deaf and hard-of-hearing students, facilitating equitable educational experiences. As schools increasingly embrace inclusive practices, the demand for qualified interpreters continues to rise.

## Nationwide Overview



**60,706**  
Professionals Currently Employed



**2,241**  
Active Job Seekers  
(Matching Online Profiles)



**2,639**  
Annual Job Postings



**585**  
Employers Competing



**Approximately 12,607**  
SLIs Approaching Retirement Age



**6.8%**  
Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Gallaudet University
- Western Oregon University
- Rochester Institute of Technology

## Why This Matters

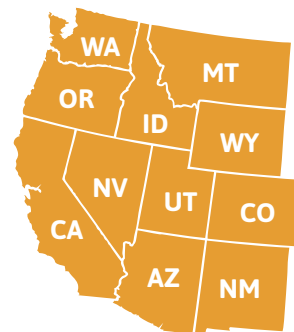
A balanced but competitive national market for Sign Language Interpreters highlights the necessity of strategic recruitment and retention efforts. Maintaining a reliable pool of qualified interpreters is essential for compliance and high-quality communication access in educational settings.

ProCare streamlines this process, connecting schools with skilled interpreters to ensure seamless service delivery and continuity of student support.

# Regional Insights

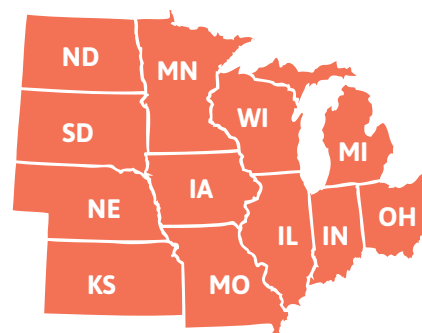
## West Region

- Current Employment: **15,987**
- Active Job Seekers (Matching Online Profiles): **514**
- Retiring Soon: **3,306**
- Annual Job Postings: **784**
- Projected Job Growth (2024–29): **5.6%**



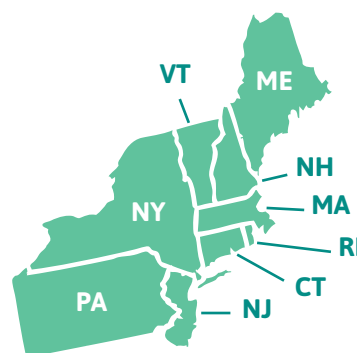
## Midwest Region

- Current Employment: **11,057**
- Active Job Seekers (Matching Online Profiles): **466**
- Retiring Soon: **2,333**
- Annual Job Postings: **599**
- Projected Job Growth (2024–29): **5.0%**



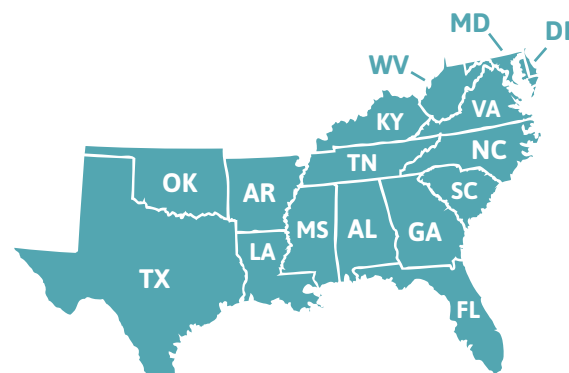
## Northeast Region

- Current Employment: **10,183**
- Active Job Seekers (Matching Online Profiles): **413**
- Retiring Soon: **2,180**
- Annual Job Postings: **523**
- Projected Job Growth (2024–29): **5.2%**



## South Region

- Current Employment: **23,570**
- Active Job Seekers (Matching Online Profiles): **848**
- Retiring Soon: **4,687**
- Annual Job Postings: **946**
- Projected Job Growth (2024–29): **8.4%**



## Regional Staffing Insights

The West provides the highest compensation and strong hiring demand, increasing recruitment pressure. The South, offering the highest projected growth but lower compensation, suggests retention difficulties. The Northeast and Midwest regions offer moderate compensation and growth opportunities, balancing recruitment and retention factors.



With significant shortages in the rapidly growing South region, timely strategic staffing partnerships for SLIs become essential. Without proactive measures, student accessibility services face serious disruption risks, negatively affecting educational equity and compliance.

### How ProCare Can Help



ProCare specializes in matching schools with certified Sign Language Interpreters, addressing critical staffing needs efficiently. By managing recruitment, credentialing, and placement, we enable schools to maintain compliance and ensure effective communication for students who are deaf or hard-of-hearing.

Explore ProCare's interpreter staffing solutions at our [School Staffing Services](#) page.

# School Nurses

School Nurses (Registered Nurses or RNs) provide essential healthcare services within educational settings, playing a critical role in student health, wellness, and safety. The steady demand for qualified professionals highlights the importance of ensuring consistent staffing to maintain high standards of student care.

## Nationwide Overview



**3,336,597**  
Professionals Currently Employed



**1,684,043**  
Active Job Seekers  
(Matching Online Profiles)



**2,314,425**  
Annual Job Postings



**45,639**  
Employers Competing



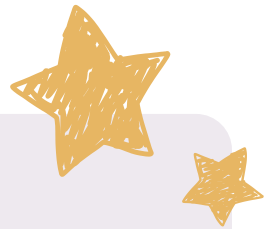
**Approximately 837,889**  
Professionals Nearing Retirement Age



**5.7%**  
Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Western Governors University
- Chamberlain University
- University of Phoenix



## Why This Matters

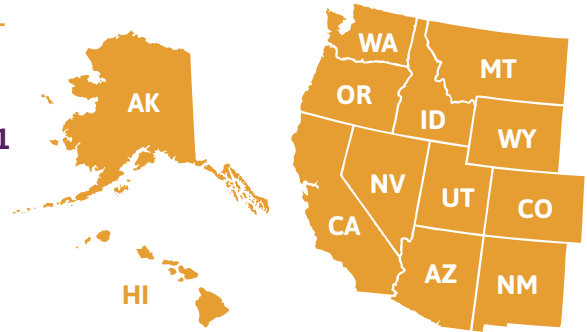
The extensive number of job postings and strong competition indicate significant challenges in hiring qualified School Nurses. The demand consistently exceeds available candidates, leading to critical staffing shortages that directly affect student health and school operations.

ProCare addresses this challenge through targeted recruitment and placement of skilled nursing professionals, ensuring your district meets essential healthcare staffing needs efficiently.

# Regional Insights

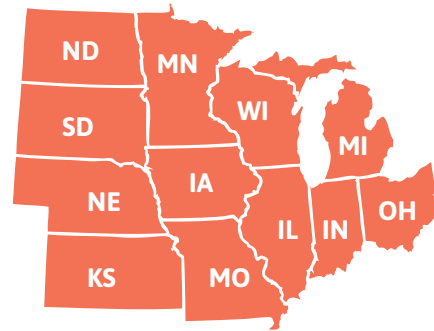
## West Region

- Current Employment: **620,495**
- Active Job Seekers (Matching Online Profiles): **401,161**
- Retiring Soon: **194,571**
- Annual Job Postings: **620,929**
- Projected Job Growth (2024–29): **9.4%**



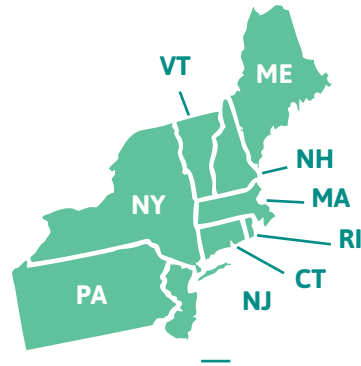
## Midwest Region

- Current Employment: **777,967**
- Active Job Seekers (Matching Online Profiles): **366,793**
- Retiring Soon: **194,571**
- Annual Job Postings: **511,539**
- Projected Job Growth (2024–29): **2.7%**



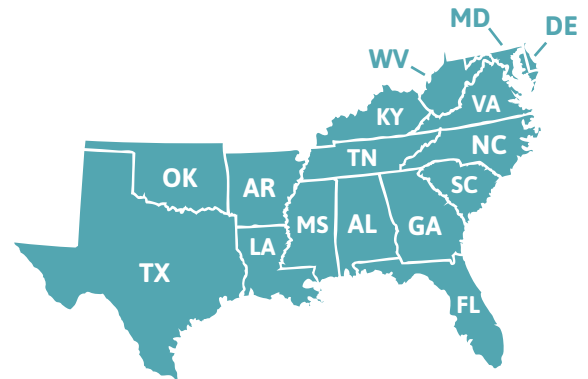
## Northeast Region

- Current Employment: **713,646**
- Active Job Seekers (Matching Online Profiles): **327,560**
- Retiring Soon: **178,347**
- Annual Job Postings: **472,041**
- Projected Job Growth (2024–29): **3.1%**



## South Region

- Current Employment: **1,224,489**
- Active Candidates (Matching Online Profiles): **588,529**
- Retiring Soon: **297,722**
- Annual Job Postings: **87,916**
- Projected Job Growth (2024–29): **6.6%**



## Regional Staffing Insights

The West region leads notably in compensation and hiring demand, intensifying competition for qualified candidates. The South, while providing the highest employment opportunities, offers significantly lower compensation, creating retention challenges. Moderate compensation and growth opportunities characterize the Midwest and Northeast.



Considering acute shortages, especially in high-demand areas like the West and the South's retention complexities, it is critical for districts to engage specialized staffing agencies proactively. Failure to do so risks substantial disruptions to student health services and increases liability concerns.

### How ProCare Can Help



ProCare provides dedicated support to school districts nationwide by recruiting and placing qualified School Nurses efficiently and effectively. We streamline the hiring process, ensuring your schools maintain a consistent and reliable healthcare presence to support student well-being.

Learn how ProCare can address your nursing staffing needs at our [School Staffing Services](#) page.

# Physical Therapists

Physical Therapists (PTs) provide essential therapeutic services within educational settings, playing a pivotal role in enhancing student mobility, health, and overall educational experience. As demand continues to rise, the challenge of sourcing qualified PT professionals remains significant nationwide.

## Nationwide Overview



**251,549**

Professionals Currently Employed



**133,010**

Active Job Seekers  
(Matching Online Profiles)



**268,364**

Annual Job Postings



**7,300**

Employers Competing



**Approximately 38,511**

PTs Nearing Retirement Age



**10.1%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- University of Southern California
- University of Pittsburgh
- Northwestern University

## Why This Matters

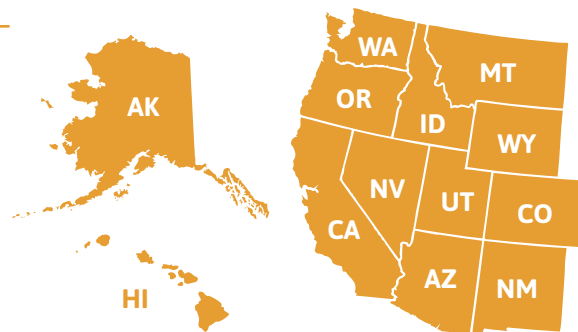
The consistent excess of job postings over available job seekers illustrates the critical shortage in qualified Physical Therapists. Schools face significant challenges in recruiting and maintaining PT staffing, underscoring the necessity for targeted hiring strategies and specialized support.

ProCare effectively addresses this gap by sourcing skilled PT professionals nationwide, ensuring reliable and timely staffing solutions for school districts.

# Regional Insights

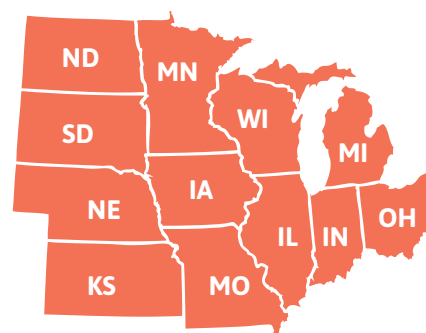
## West Region

- Current Employment: **62,724**
- Active Job Seekers (Matching Online Profiles): **28,155**
- Retiring Soon: **7,415**
- Annual Job Postings: **62,933**
- Projected Job Growth (2024–29): **13.2%**



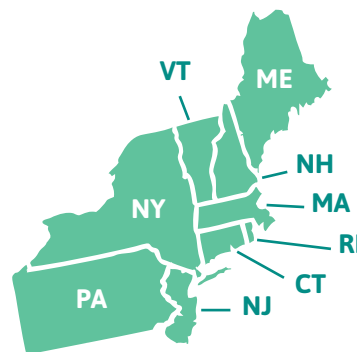
## Midwest Region

- Current Employment: **57,081**
- Active Job Seekers (Matching Online Profiles): **28,792**
- Retiring Soon: **8,605**
- Annual Job Postings: **50,913**
- Projected Job Growth (2024–29): **7.1%**



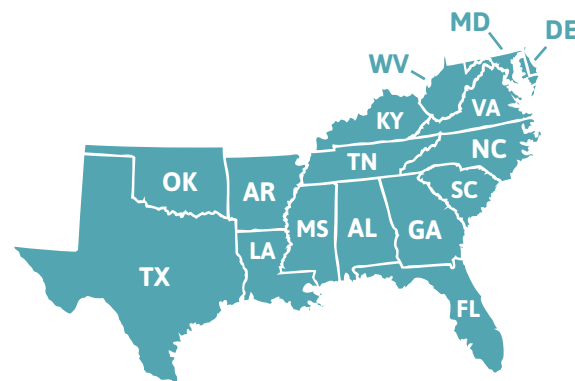
## Northeast Region

- Current Employment: **43,330**
- Active Job Seekers (Matching Online Profiles): **26,132**
- Retiring Soon: **8,810**
- Annual Job Postings: **62,522**
- Projected Job Growth (2024–29): **8.5%**



## South Region

- Current Employment: **88,413**
- Active Job Seekers (Matching Online Profiles): **40,211**
- Retiring Soon: **13,318**
- Annual Job Postings: **92,266**
- Projected Job Growth (2024–29): **11.4%**



## Regional Staffing Insights

The West region dominates compensation and hiring demand, heightening recruitment challenges. The Northeast similarly offers high compensation, intensifying candidate competition. The South region shows considerable employment opportunities but moderate pay, complicating talent retention. The Midwest provides balanced compensation and moderate growth opportunities.



The intense demand for PTs, notably in high-compensation regions like the West and Northeast, necessitates strategic staffing solutions. Without quick and efficient staffing interventions, school districts risk severe disruptions in delivering critical student therapeutic services.

### How ProCare Can Help



ProCare specializes in connecting schools with highly qualified Physical Therapists, streamlining the recruitment and credentialing processes. Our targeted approach ensures schools can consistently deliver quality physical therapy services to students without staffing disruptions.

Discover how ProCare can support your district's physical therapy staffing needs at our [School Staffing Services](#) page.

# Physical Therapist Assistants

Physical Therapist Assistants (PTAs) play a crucial supporting role in educational and clinical settings by assisting Physical Therapists in delivering therapeutic interventions that enhance student mobility and physical well-being. With consistent growth in demand, understanding the current landscape is vital for effective staffing.

## Nationwide Overview



**109,084**

Professionals Currently Employed



**60,136**

Active Job Seekers  
(Matching Online Profiles)



**76,480**

Annual Job Postings



**7,979**

Employers Competing



**Approximately 14,651**

PTAs Nearing Retirement Age

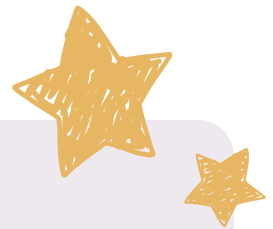


**15.6%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Keiser University
- Herzing University
- Pima Medical Institute



## Why This Matters

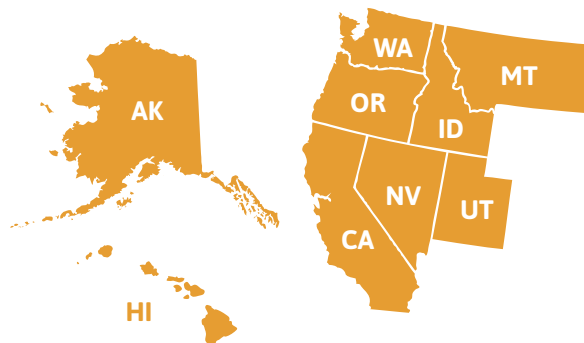
While the PTA workforce appears robust, ongoing demand continues to outpace the readily available job seeker pool. Strategic recruitment efforts remain essential to maintaining sufficient staffing levels and ensuring consistent student support services.

ProCare assists school districts by efficiently sourcing qualified PTAs nationwide, effectively addressing staffing shortages and helping maintain continuity of essential therapeutic services.

## Regional Insights

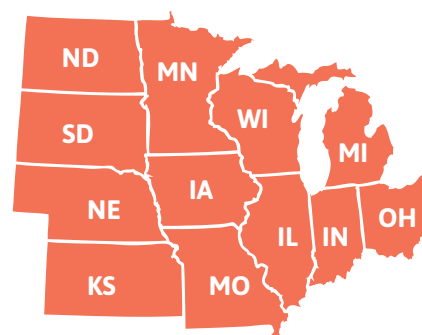
### West Region

- Current Employment: **18,160**
- Active Job Seekers (Matching Online Profiles): **10,983**
- Retiring Soon: **2,262**
- Annual Job Postings: **18,394**
- Projected Job Growth (2024–29): **19.2%**



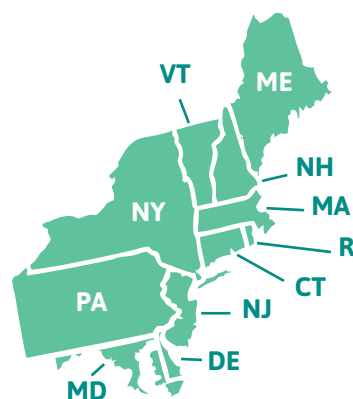
### Midwest Region

- Current Employment: **26,314**
- Active Job Seekers (Matching Online Profiles): **14,603**
- Retiring Soon: **3,562**
- Annual Job Postings: **19,327**
- Projected Job Growth (2024–29): **11.8%**



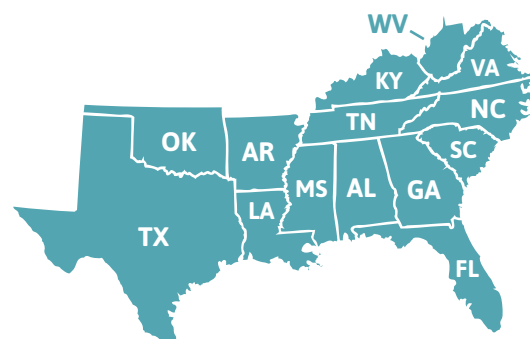
### Northeast Region

- Current Employment: **14,813**
- Active Job Seekers (Matching Online Profiles): **8,305**
- Retiring Soon: **2,275**
- Annual Job Postings: **12,023**
- Projected Job Growth (2024–29): **18.6%**



### South Region

- Current Employment: **49,277**
- Active Job Seekers (Matching Online Profiles): **23,511**
- Retiring Soon: **6,483**
- Annual Job Postings: **34,382**
- Projected Job Growth (2024–29): **15.4%**



## Regional Staffing Insights

The West offers leading compensation and substantial projected job growth, intensifying market competition. The South, with the highest employment level but comparatively lower pay, suggests challenges in long-term candidate retention. Moderate growth and compensation opportunities exist in the Midwest and Northeast, balancing recruitment viability.



Given projected high PTA growth, especially in the competitive West and South markets, schools need strategic staffing partnerships for rapid scalability. Failing to quickly address these needs risks major disruptions in student therapeutic services.

### How ProCare Can Help



ProCare delivers targeted staffing solutions for Physical Therapist Assistants, streamlining the hiring process to help school districts maintain critical student care. Our comprehensive recruitment strategies ensure timely placements, allowing schools to deliver uninterrupted and high-quality therapeutic support.

Discover how ProCare can support your PTA staffing needs at our [School Staffing Services](#) page.

# Occupational Therapists

Occupational Therapists (OTs) provide critical therapeutic interventions within educational settings, enhancing students' ability to participate in daily school activities and promoting their academic success. Given increasing student needs, the demand for qualified OTs remains robust nationwide.

## Nationwide Overview



**153,019**

Professionals Currently Employed



**122,773**

Active Job Seekers  
(Matching Online Profiles)



**137,819**

Annual Job Postings



**6,403**

Employers Competing



**Approximately 21,995**

OTs Approaching Retirement Age



**8.7%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- University of Southern California
- University of St. Augustine for Health Sciences
- New York University

## Why This Matters

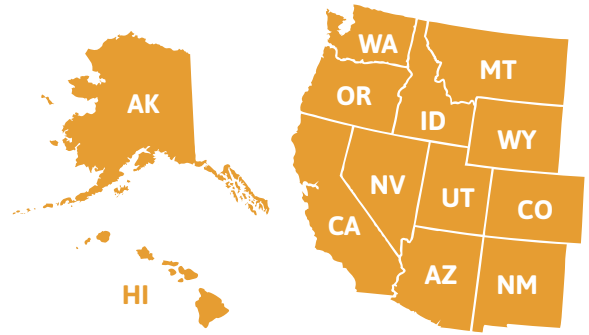
The gap between available job postings and candidate supply for Occupational Therapists underscores the necessity for efficient staffing strategies. Addressing this shortage promptly is vital to ensuring consistent, high-quality student care and maintaining compliance with educational requirements.

ProCare specializes in sourcing highly skilled OTs nationwide, streamlining the recruitment process to quickly fill essential roles in educational settings.

# Regional Insights

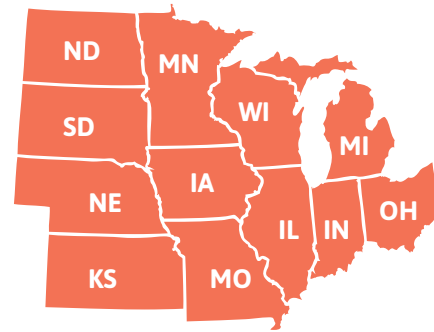
## West Region

- Current Employment: **27,586**
- Active Job Seekers (Matching Online Profiles): **25,172**
- Retiring Soon: **3,681**
- Annual Job Postings: **38,732**
- Projected Job Growth (2024–29): **12.4%**



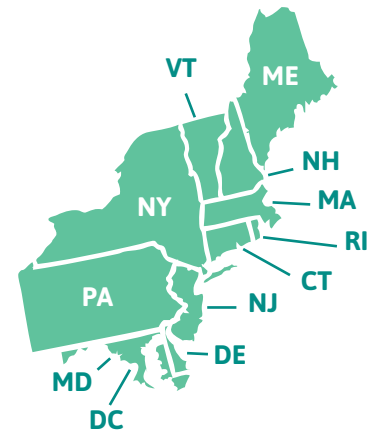
## Midwest Region

- Current Employment: **37,544**
- Active Job Seekers (Matching Online Profiles): **27,942**
- Retiring Soon: **5,334**
- Annual Job Postings: **30,385**
- Projected Job Growth (2024–29): **5.7%**



## Northeast Region

- Current Employment: **35,237**
- Active Job Seekers (Matching Online Profiles): **27,038**
- Retiring Soon: **5,660**
- Annual Job Postings: **18,585**
- Projected Job Growth (2024–29): **7.2%**



## South Region

- Current Employment: **51,353**
- Active Job Seekers (Matching Online Profiles): **36,797**
- Retiring Soon: **7,151**
- Annual Job Postings: **42,488**
- Projected Job Growth (2024–29): **10.1%**



## Regional Staffing Insights

The West and Northeast regions offer superior compensation coupled with high growth, significantly intensifying recruitment pressures. The South, despite robust employment numbers, faces retention challenges due to moderate compensation. Midwest's balanced pay and moderate growth present stable recruitment opportunities.



Urgent shortages in high-demand regions underline the importance of proactively utilizing staffing partnerships. Without swift hiring actions, districts risk critical interruptions in student occupational therapy services and educational outcomes.

### How ProCare Can Help



ProCare offers comprehensive recruitment and placement services specifically tailored for Occupational Therapists. By efficiently managing the hiring process, we enable school districts to fill critical OT roles promptly, supporting uninterrupted student development and educational success.

Learn how ProCare can address your occupational therapy staffing needs at our [School Staffing Services](#) page.

# Certified Occupational Therapy Assistants

Certified Occupational Therapy Assistants (COTAs) provide essential therapeutic support within educational and healthcare settings, enhancing the quality of life and daily functioning of students. The ongoing demand underscores the necessity of understanding this market segment for effective staffing solutions.

## Nationwide Overview



**48,897**

Professionals Currently Employed



**13,613**

Active Job Seekers  
(Matching Online Profiles)



**21,414**

Annual Job Postings



**2,179**

Employers Competing



**Approximately 8,129**

COTAs Nearing Retirement Age



**13.8%**

Projected Job Growth (2024-2029)

## Leading Graduate Programs

- Keiser University
- Pima Medical Institute
- Herzing University

## Why This Matters

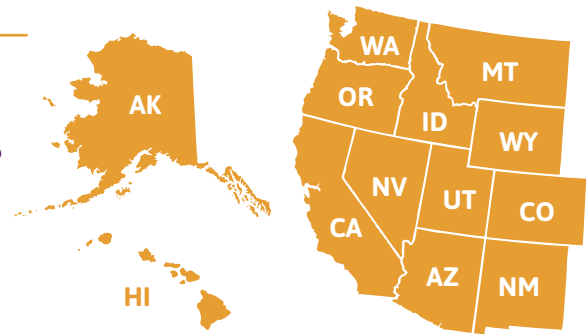
Demand consistently exceeds the readily available, active job seekers, indicating significant hiring challenges for Certified Occupational Therapy Assistants. Efficient recruitment and retention strategies are critical to addressing staffing shortages and ensuring uninterrupted therapeutic services to students.

ProCare specializes in providing tailored staffing solutions, quickly connecting schools with qualified COTAs nationwide.

# Regional Insights

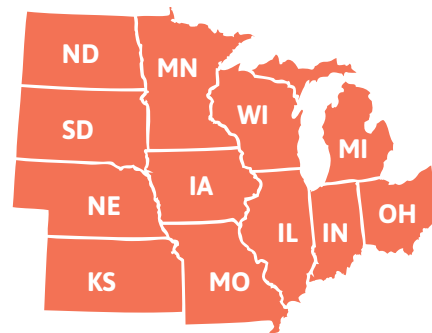
## West Region

- Current Employment: **7,181**
- Active Job Seekers (Matching Online Profiles): **2,066**
- Retiring Soon: **1,108**
- Annual Job Postings: **6,438**
- Projected Job Growth (2024–29): **19.5%**



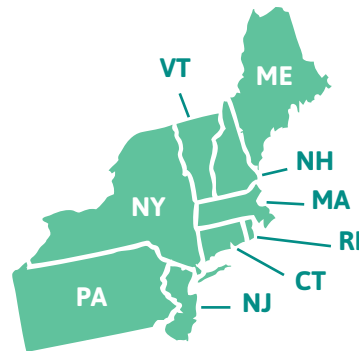
## Midwest Region

- Current Employment: **12,377**
- Active Job Seekers (Matching Online Profiles): **3,420**
- Retiring Soon: **2,054**
- Annual Job Postings: **5,354**
- Projected Job Growth (2024–29): **10.2%**



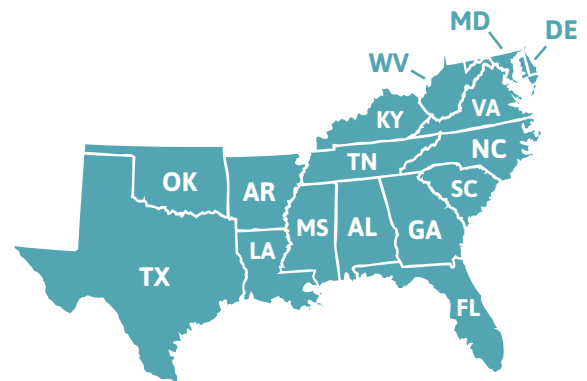
## Northeast Region

- Current Employment: **8,033**
- Active Job Seekers (Matching Online Profiles): **2,879**
- Retiring Soon: **1,657**
- Annual Job Postings: **4,551**
- Projected Job Growth (2024–29): **12.0%**



## South Region

- Current Employment: **20,388**
- Active Job Seekers (Matching Online Profiles): **5,188**
- Retiring Soon: **3,276**
- Annual Job Postings: **6,899**
- Projected Job Growth (2024–29): **14.5%**



## Regional Staffing Insights

The West stands out with the highest compensation and significant growth, intensifying market competition. The South region offers substantial employment numbers but lower pay, complicating retention efforts. Moderate growth and balanced compensation characterize the Northeast and Midwest, presenting stable recruitment opportunities.



Rapidly increasing demand for COTAs, especially in the competitive West and retention-challenged South, emphasizes the urgent need for districts to proactively utilize strategic staffing partnerships. Delayed staffing solutions risk disruptions in critical student occupational therapy support.

### How ProCare Can Help



ProCare delivers specialized recruitment and staffing services designed specifically for Certified Occupational Therapy Assistants. Our strategic approach ensures schools can efficiently fill staffing needs, maintaining consistent and high-quality occupational therapy services.

Learn how ProCare can streamline your COTA staffing processes at our [School Staffing Services](#) page.

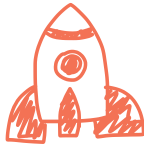
# Why Partner with a Specialized Staffing Agency

Partnering with a specialized staffing agency provides significant advantages during times of heightened demand and limited talent availability:



## Expanded Reach

National pool of pre-vetted, credentialed professionals significantly reduces hiring timelines.



## Faster Hiring

Dedicated recruiters, niche networks, sourcing technology, market data, and streamlined onboarding.



## Quality Assurance

Agencies handle credentialing, background checks, and professional development.



## Cost Efficiency

Reduced administrative burden, fewer vacancies, and optimized hiring deliver measurable savings.



## Scalable Solutions

Flexibility to quickly scale services, including teletherapy and hybrid models.



## Strategic Expertise

Data-driven guidance and compliance support from industry experts.

Selecting the **right staffing partner**, such as ProCare Therapy, positions school districts to manage workforce shortages proactively, maintaining exceptional student services and compliance.

# About ProCare Therapy

Since 1997, ProCare has passionately partnered with school districts nationwide, connecting dedicated, caring professionals with students who need them most. Our mission goes beyond staffing; it's about building powerful, lasting relationships that uplift students, schools, and entire communities.

## ProCare Provides:

- **Full Spectrum Staffing:** Comprehensive staffing solutions including Special Education, Speech-Language Pathology, Occupational and Physical Therapy, Behavioral Health, Nursing, and more.
- **Qualified Substitutes:** Access to our staffing platform focused on connecting school districts with caring, trained, and ready to work special education substitutes.
- **Onsite, Teletherapy, & Hybrid Models:** Innovative staffing options through specialized recruiting, teleservices technology, and hybrid onsite/online staffing solutions.
- **End-to-End Support:** Comprehensive recruitment, credentialing, onboarding, and professional development.
- **Advisory Led:** On-going guidance from our internal advisory team - comprised of experienced educators, administrators, licensed therapists, paraprofessionals, and behavior specialists.
- **Unmatched Care and Expertise:** Proven track record of compassionate support and deep industry expertise.

ProCare ensures your district **confidently meets staffing challenges**, allowing you to focus on **empowering student success**.



# High School District Partners with ProCare to Support 300+ Specialized Professionals

A high school district in Northern California faced ongoing challenges in staffing specialized roles, including speech-language pathologists, occupational therapists, and school psychologists. They needed a reliable partner capable of maintaining staffing consistency and service quality across their 30+ schools.

## ProCare's Solution:

- Recruited, credentialed, and onboarded over **300 specialized professionals over the life of our partnership.**
- Consistently maintained a stable pool of **30+ active professionals each year.**
- Provided ongoing support and professional development to improve retention rates.

As a result, the district experienced streamlined hiring processes, significantly improved service delivery, and enhanced student outcomes. ProCare became a trusted, long-term partner, empowering the district to confidently manage its staffing needs.



*“ProCare truly understands the needs of our school district and has been a reliable partner in helping us serve our students effectively.”*

# School District Leverages ProCare to Swiftly Scale Staffing Needs

A school district in California's fifth-largest district with over 68 schools, urgently needed to address extensive staffing shortages, especially among paraprofessionals and special education teachers. They sought a responsive staffing partner who could quickly scale and consistently meet their specialized staffing requirements.

## ProCare's Solution:

- Swiftly scaled staffing operations, placing over **2,000 qualified professionals** within three years.
- Developed a **custom credentialing program** for paraprofessionals, ensuring compliance and readiness.
- Reduced average placement start times to **less than two weeks**, significantly minimizing staffing gaps

With ProCare's help, the district achieved improved consistency and quality in student support services across the district. The successful partnership led the district to designate ProCare as their preferred staffing vendor, simplifying their recruitment processes and enhancing overall district operations.

*"ProCare's proactive and responsive approach transformed our staffing capabilities, helping us provide excellent student support quickly and consistently."*



**Every student deserves a meaningful connection that empowers them to thrive.** At ProCare, we specialize in matching passionate, highly-qualified school professionals to your district, creating relationships that positively impact students' lives every day.

**Request School Professionals** today and experience firsthand the transformative power of true partnership.

## Contact Us!



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