

2012 CHILD LIFE COMPENSATION STUDY

conducted for the



CHILD LIFE COUNCIL
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INTRODUCTION

METHODOLOGY

In the third quarter of 2012, the **Child Life Council (CLC)** carried out a survey of the profession to determine prevailing annual salary and benefit levels. The survey was distributed online to 4,885 CLC members and other professionals in the United States (U.S.) and Canada. In total, 2,037 individuals completed the survey, producing an excellent response rate of 41.7%.

Respondents were asked to classify themselves into one of four positions, for which detailed descriptions were provided. The positions were:

- Manager/Director/Leader of Child Life Program
- Child Life Specialist with Leadership Responsibilities
- Child Life Specialist
- Child Life Assistant

The principal compensation question covered annual salary or hourly wage as of September 1, 2012. Salary/wage data for the previous year also were requested in order to compute the annual percent change. In addition, questions about salary and wage ranges (entry-level, mid-level and maximum) for the different positions were presented only to the Directors and Child Life Specialists with Leadership Responsibilities to complete.

A list of benefits also was provided to determine availability and amount paid by employer. Additional detailed benefits questions about health insurance and maternity leave also were provided to those with leadership responsibilities as well as questions regarding professional development costs.

Respondents were asked to provide information about their age, gender, experience, education, credentials, number of people supervised, geographic location, type of institution, and number of pediatric and hospital beds.

Association Research, Inc., an independent survey research firm specializing in research exclusively for trade associations and professional societies, carried out the survey and performed the analysis reported herein. Confidentiality was maintained throughout.

REPORT FORMAT

In addition to descriptions of how to use the information provided, this report provides a general summary of findings. Annual salary distributions are provided, along with detailed breakouts for major job positions, full-time and part-time. Hourly wages that were provided by full-time employed respondents were converted to an annual salary equivalent based on 2,080 hours per year. Different from 2008, part-time pay is displayed as an hourly wage rather than being calculated to an annual amount based on the number of hours worked by the respondents. This change was made due to the wide range of hours worked. Salary data for U.S.-based professionals are found in one section; salaries for Canada-based professionals are in a separate section and are reported in Canadian dollars. The demographics of survey respondents are presented and graphically illustrated at the end of the report.

There is a section for the U.S.-based positions, and a section for respondents working in Canada. In addition, there is a separate section that compares 2008 survey results with those in 2012. It should be noted that salary comparisons, especially at the breakout level, were made only when there was a sufficient number of respondents in each group. As a rule of thumb, the higher the sample size, the more reliable the conclusions made from the data.

Each U.S.-based position is broken down by tables for full-time and part-time employees. Each subsection presents a one-page summary, a detailed profile of each position, and detailed salary breakouts. Finally, for each type of position, there are tables showing benefits offered and how much the respondent pays for the benefits. The same format is used for Canadian-based positions where possible.

Table rows for any of the compensation data with fewer than five respondents have been omitted to protect the anonymity of respondents, and compensation tables with no valid rows have likewise been omitted.

HOW TO READ THE TABLES

Very detailed statistical tables are found in the appendices of the Report. Salary tables show median value, along with the mean (average) value. The median salary is the value that is in the middle of all of the salaries, sorted from lowest to highest—higher than half of all salaries in the category and lower than half of the salaries. The mean, or simple average, is the total of all salaries divided by the number of individuals reporting. The mean value can be distorted by unusually high or unusually low numbers. The median, however, is not influenced by extreme values.

Another statistic used in the salary tables is the quartile. This statistic is similar to a median in that it is the salary that divides all salaries into two groups, one group containing 25 percent of the salaries and the other group containing the remaining 75 percent. The first quartile, therefore, is that salary that is higher than 25 percent of the salaries but lower than the remaining 75 percent. Similarly, the third quartile is that salary figure that is higher than 75 percent of the other salaries presented. It should be noted that to protect confidentiality, salary statistics (means, medians and quartiles) are only presented when five or more individuals are included in a particular category.

USING THIS REPORT FOR SALARY COMPARISON

It is best to make specific salary comparisons with help from a qualified human resources professional or compensation consultant; but, absent such an expert, a comparison can be made using appropriate data from this CLC salary survey.

An individual salary depends on many things, including education, experience, tenure, and credentials. For example, as of September 1, 2012, \$42,720 was the average salary for 823 full-time Child Life Specialists working in the U.S. This happened to correspond closely to the median (midpoint) salary of \$41,184. Twenty-five percent of the respondents (first quartile) earned \$36,754 or less, and 25% earned \$47,157 or more (third quartile). The average salary based on *education* ranged from \$41,334 for a bachelor's degree to \$44,985 for respondents with a master's degree. Also, the average salary for this position varied considerably based on *experience* and *location*. With less than 4 years of experience as a child life specialist, the average salary was \$39,046; for 4–9 years of experience, the average was \$43,321; and at 9 years or more, the average was \$50,250. Location affects salary levels also. The lowest average salary was in East South Central U.S.—\$37,162—and the highest was in the Pacific—\$55,164. In short, careful scrutiny and interpolation are required to ascertain the appropriate comparative salary of any individual.

The survey results are subject to the limitations inherent in any survey questionnaire, and the reported results should be taken into account with those limitations in mind. Survey information is only one part of the information gathering process, and users of the survey results must ultimately make an independent decision as to how such survey data will or will not be used.

Although every precaution has been taken in the preparation of this report, the CLC assumes no responsibility for errors or omissions. The information is provided on an “as is” basis. The CLC assumes no liability for damages resulting from the use of the information contained herein and provides no warranty or guarantee of accuracy of the information provided.

JOB POSITIONS

CLC defines four distinct types of child life specialists, differentiated by work experience, management and administrative functions, and leadership responsibility. In hierarchical order, they are:

- Manager/Director/Leader of Child Life Program
- Child Life Specialist with Leadership Responsibilities
- Child Life Specialist
- Child Life Assistant

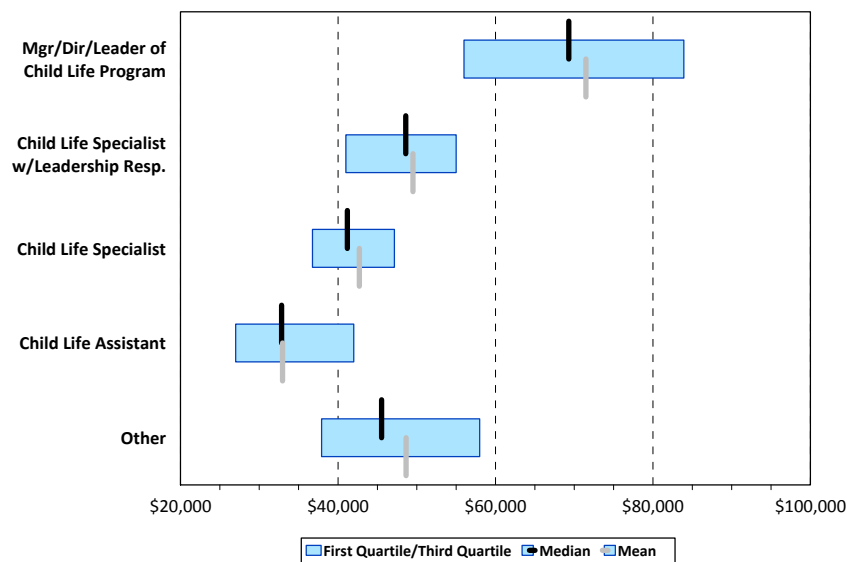
Approximately 10% of all respondents were unable to describe their position as one of the four, and in the Report they were classified as “other.” Those “other” respondents listed a myriad of position descriptions, such as bereavement coordinator, case manager, child development specialist, child life educator, child life fellow, child life student, early childhood consultant, early intervention specialist, mental health counselor, and music therapist, among others.

UNITED STATES-BASED CHILD LIFE SPECIALISTS

Higher salaries are indeed associated with the higher order positions. For full-time positions, the average salary for Manager/Director/Leader was \$71,487, compared with the Child Life Specialist with Leadership Responsibilities at \$49,509. The nearly \$22,000 differential reflects the management and administrative responsibilities associated with running an entire department. The average salary for a Child Life Specialist was \$42,720, implying a 16% premium for those with leadership responsibilities. Child Life Assistants were the lowest paid, but the number of the responses was too low to make valid comparisons with the other positions. The same correlation between position and hourly wage was found for those in part-time positions.

Typical salary increases, from 2011 to 2012, ranged from 2.3% to 3.1% for all full-time U.S.-based child life specialist positions.

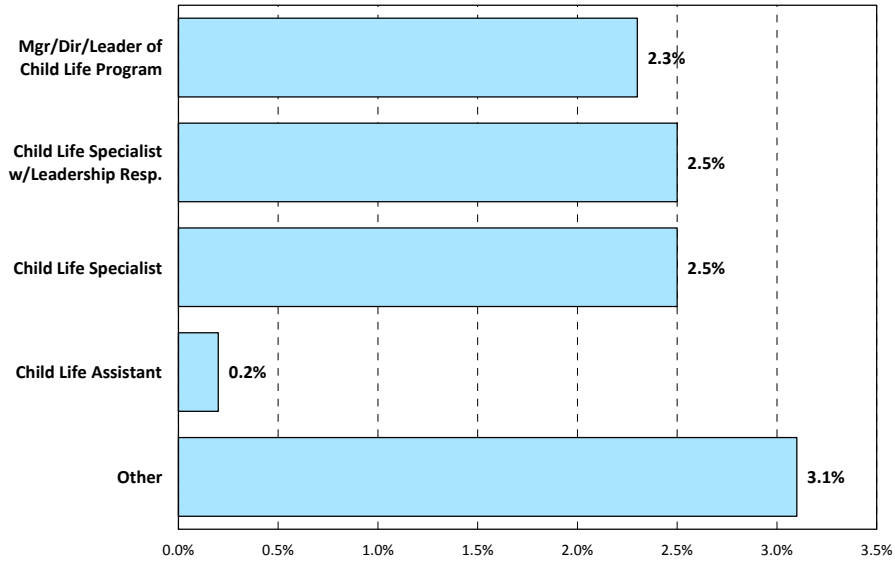
Annual Salary as of September 1, 2012 U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

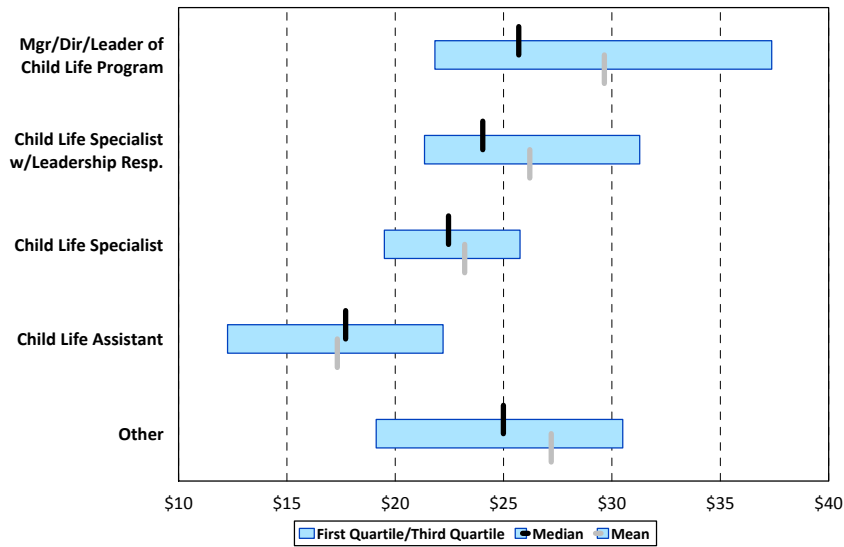
Note: The *mean* (average) is the total of all salaries divided by the number of individual entries reported. The *median* value is the salary right in the middle, after all salaries are arranged from the lowest to highest. The *first quartile* is the salary that is higher than 25% of all others reported, but lower than the remaining 75%. The *third quartile* is the salary that is higher than 75% of all others reported, but lower than the remaining 25%. The bar in this graph represents the range between the first and third quartiles.

2011-2012 Median Percent Salary Change U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

Hourly Wage as of September 1, 2012 U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

Note: The *mean* (average) is the total of all wages divided by the number of individual entries reported. The *median* value is the wage right in the middle, after all wages are arranged from the lowest to highest. The *first quartile* is the wage that is higher than 25% of all others reported, but lower than the remaining 75%. The *third quartile* is the wage that is higher than 75% of all others reported, but lower than the remaining 25%. The bar in this graph represents the range between the first and third quartiles.

MANAGER/DIRECTOR/LEADER OF CHILD LIFE PROGRAM

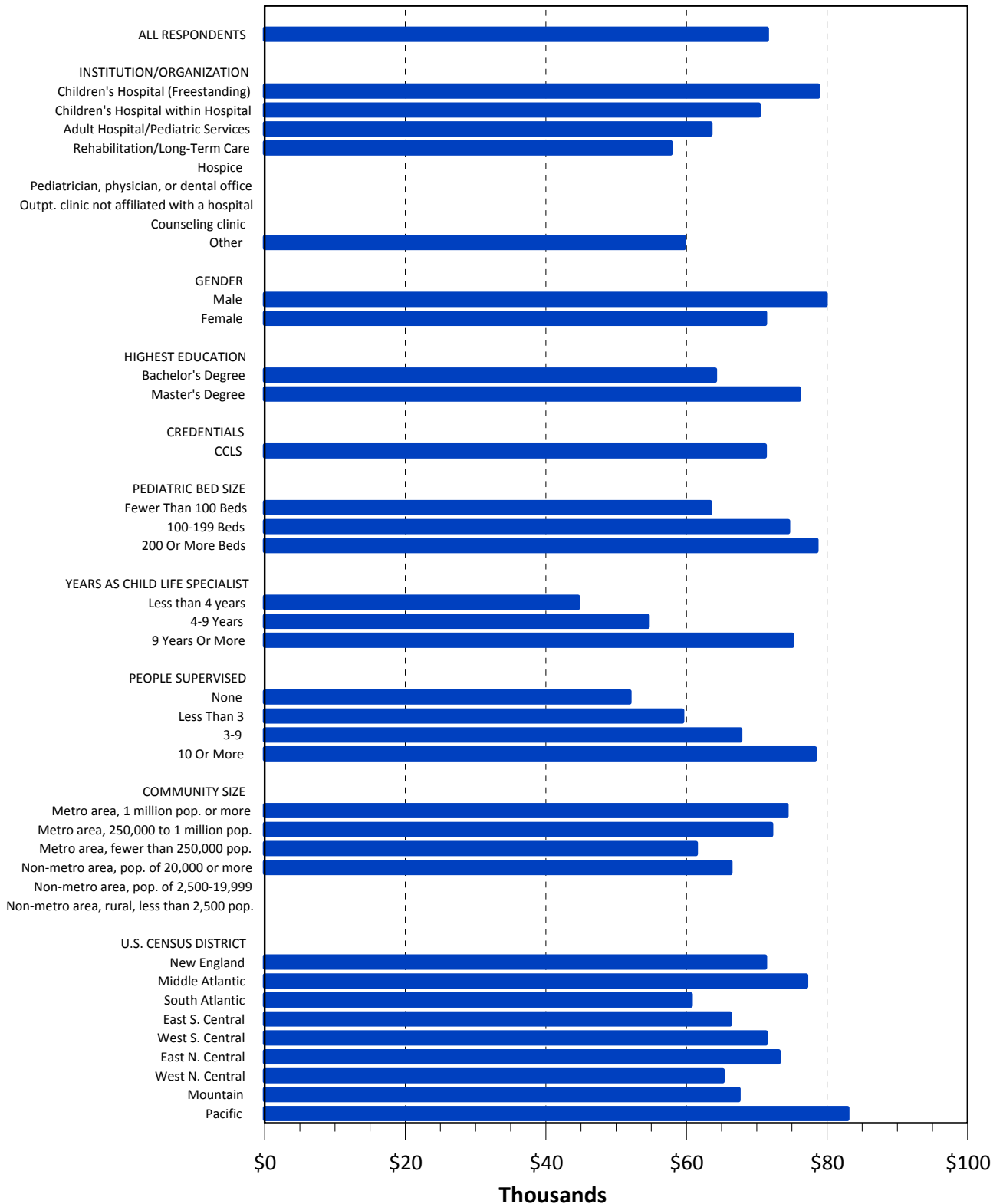
UNITED STATES — FULL-TIME

NUMBER OF RESPONDENTS.....	159
AVERAGE AGE.....	43.5
HIGHEST LEVEL OF EDUCATION	
MASTER'S.....	60.1%
BACHELOR'S.....	37.3%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	17.2
AT CURRENT INSTITUTION.....	13.5
IN CURRENT POSITION	8.3
CCLS	96.1%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL WITHIN HOSPITAL	42.0%
CHILDREN'S HOSPITAL (FREESTANDING)	33.8%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	440.1
PEDIATRIC HOSPITAL BEDS	168.6
AVERAGE NUMBER SUPERVISED	
PEOPLE	13.4
FTE	11.4
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	48.7%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	32.1%
HOURS PAID IN TYPICAL WEEK	40.2
SHIFT DIFFERENTIAL	
WEEKEND.....	90.9%
EVENING/NIGHT.....	72.7%
HOLIDAY.....	45.5%
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$71,487
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$69,311
MEDIAN PERCENT CHANGE 2011-2012	2.3%

Manager/Director/Leader of Child Life Program - U.S. Full-Time

Mean Annual Salary as of September 1, 2012

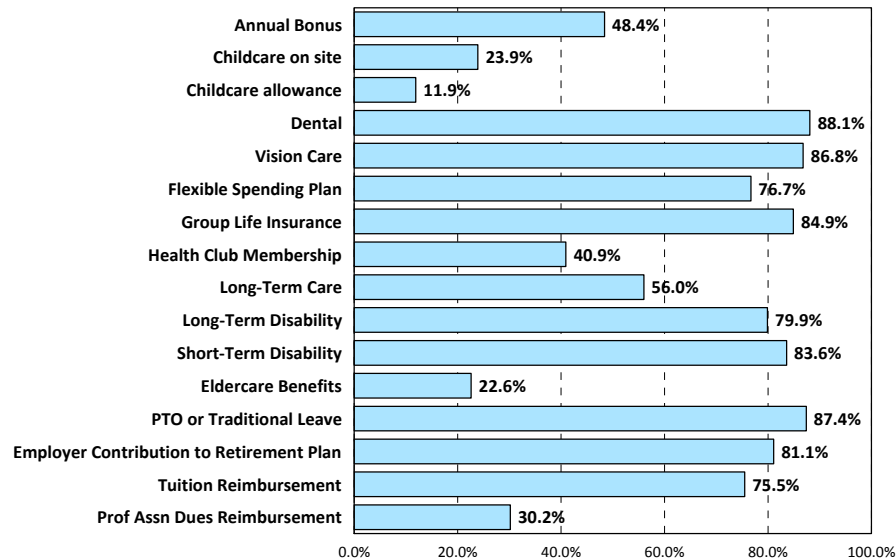
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

Education, pediatric bed size, years as child life professional and the number of people supervised were all positively correlated with higher salary levels. As for location, the lowest average salary was reported in the South Atlantic census district (\$60,639), and the highest was in the Pacific district (\$82,931). Males earned more than females but the number of male respondents was too small to make a robust conclusion.

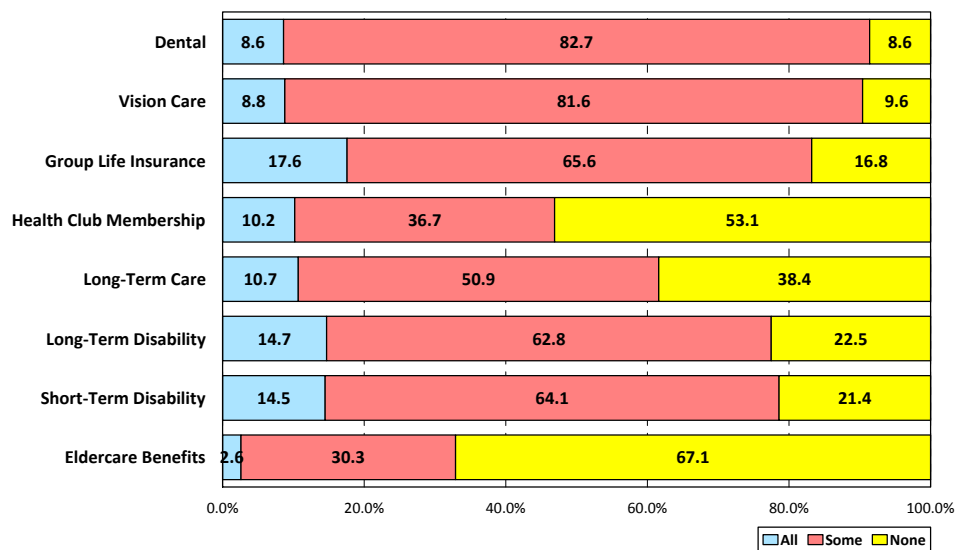
Benefits for a Manager/Director/Leader of Child Life Program U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

The most offered benefits to a manager/director/leader of child life program were dental (88.1%), PTO or traditional leave (87.4%), and vision care (86.8%). The least offered benefits to directors were childcare allowance (11.9%), eldercare benefits (22.6%), and childcare on site (23.9%).

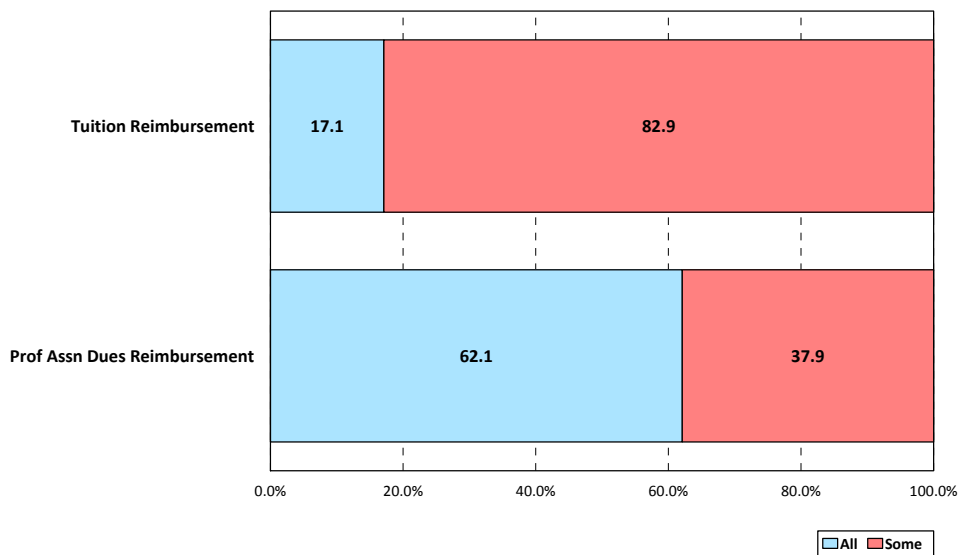
Proportion of Benefits Paid By Employer for a Mgr/Director/Leader of Child Life Program U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Mgr/Director/Leader of Child Life Program U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

More than six in 10 directors said that their employer paid in full for professional association dues reimbursement, while nearly one in five said their employer paid in full for group life insurance and tuition reimbursement. More than eight out of 10 indicated that their employer covered some of the benefits for tuition reimbursement, dental, and vision care.

MANAGER/DIRECTOR/LEADER OF CHILD LIFE PROGRAM

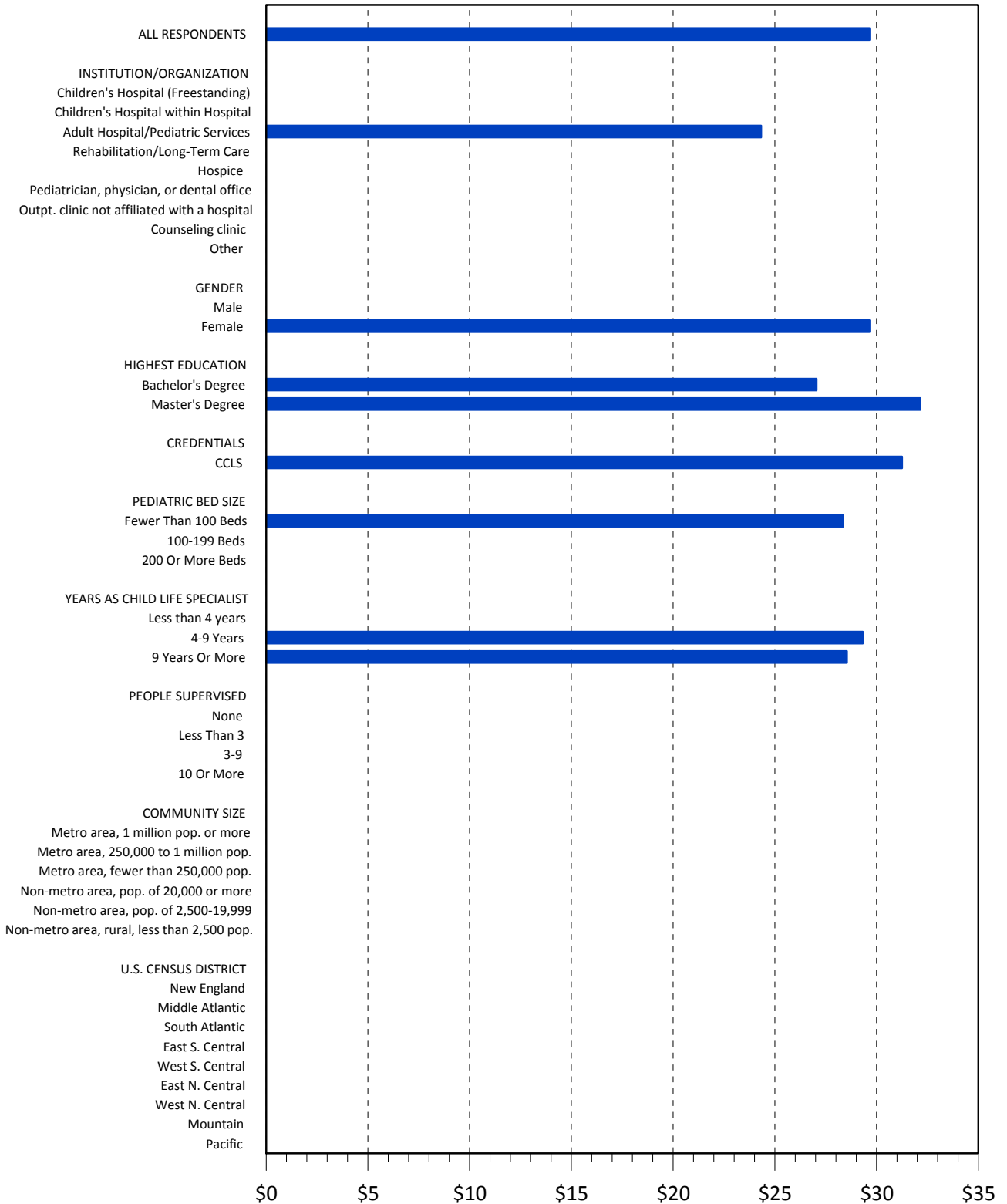
UNITED STATES — PART-TIME

NUMBER OF RESPONDENTS.....	12
AVERAGE AGE.....	39.1
HIGHEST LEVEL OF EDUCATION	
MASTER'S.....	50.0%
BACHELOR'S.....	41.7%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	11.2
AT CURRENT INSTITUTION.....	10.8
IN CURRENT POSITION	8.3
CCLS.....	90.9%
INSTITUTION/ORGANIZATION	
ADULT HOSPITAL WITH PEDIATRIC SERVICES.....	41.7%
CHILDREN'S HOSPITAL WITHIN HOSPITAL	33.3%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	493.6
PEDIATRIC HOSPITAL BEDS	80.6
AVERAGE NUMBER SUPERVISED	
PEOPLE	5.2
FTE	4.2
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE	33.3%
METRO AREA OF 250,000 TO 1 MILLION POPULATION	33.3%
METRO AREA OF FEWER THAN 250,000 POPULATION	25.0%
SHIFT DIFFERENTIAL	
HOLIDAY.....	100.0%
EVENING/NIGHT.....	75.0%
WEEKEND.....	50.0%
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$29.65
MEDIAN HOURLY WAGE (SEPTEMBER 2012).....	\$25.70
MEDIAN PERCENT CHANGE 2011-2012	1.6%

Manager/Director/Leader of Child Life Program - U.S. Part-Time

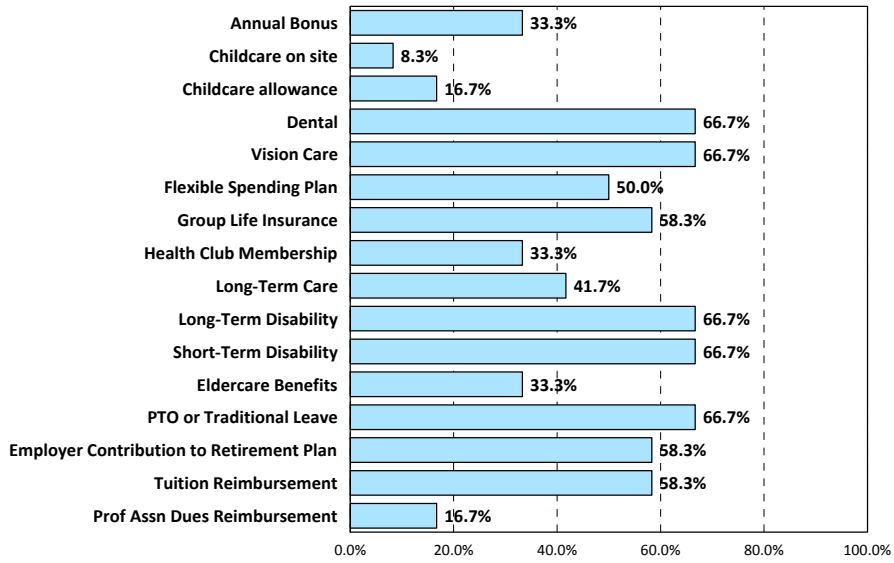
Mean Hourly Wage as of September 1, 2012

(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

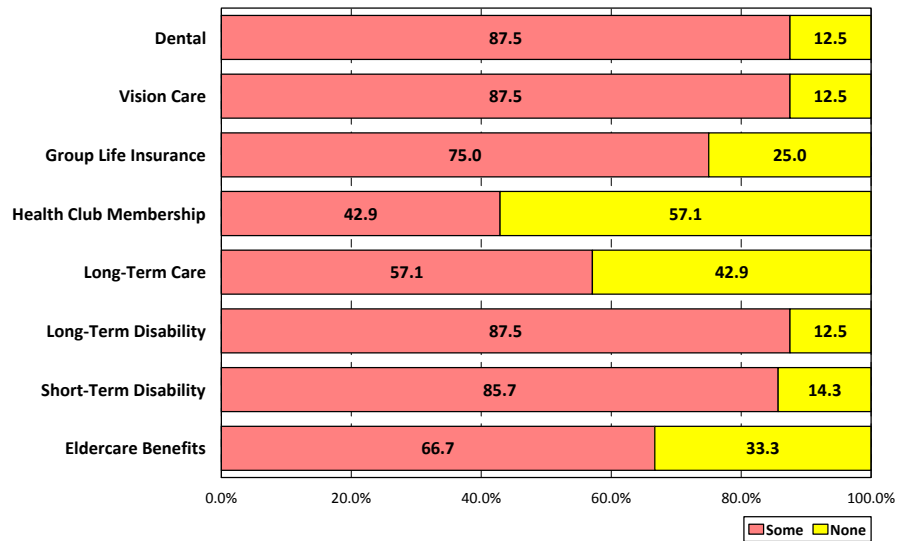
Benefits for a Manager/Director/Leader of Child Life Program U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

Two-thirds of part-time managers indicated that they get benefits for PTO, dental, vision care, long-term and short-term disability.

Proportion of Benefits Paid By Employer for a Mgr/Director/Leader of Child Life Program U.S. Part-Time

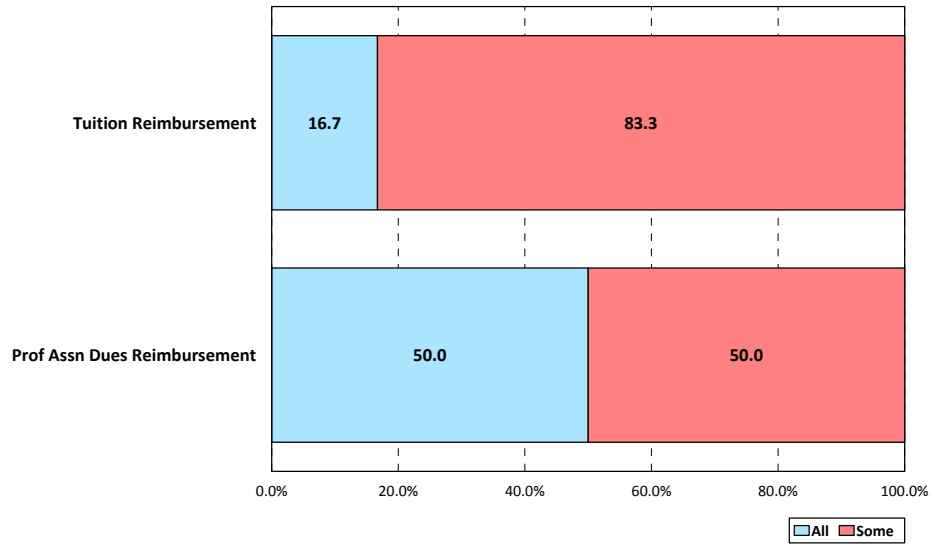


Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

More often, the employer paid some of the benefits for part-time directors, with dental, vision care, long and short-term disability being reported the most often as an employer partially paid benefit. Note the low number of respondents (12); caution should be used in drawing conclusions or making decisions based only on these data.

Proportion of Expense Covered By Employer for a Mgr/Director/Leader of Child Life Program U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

CHILD LIFE SPECIALIST WITH LEADERSHIP RESPONSIBILITIES

UNITED STATES — FULL-TIME

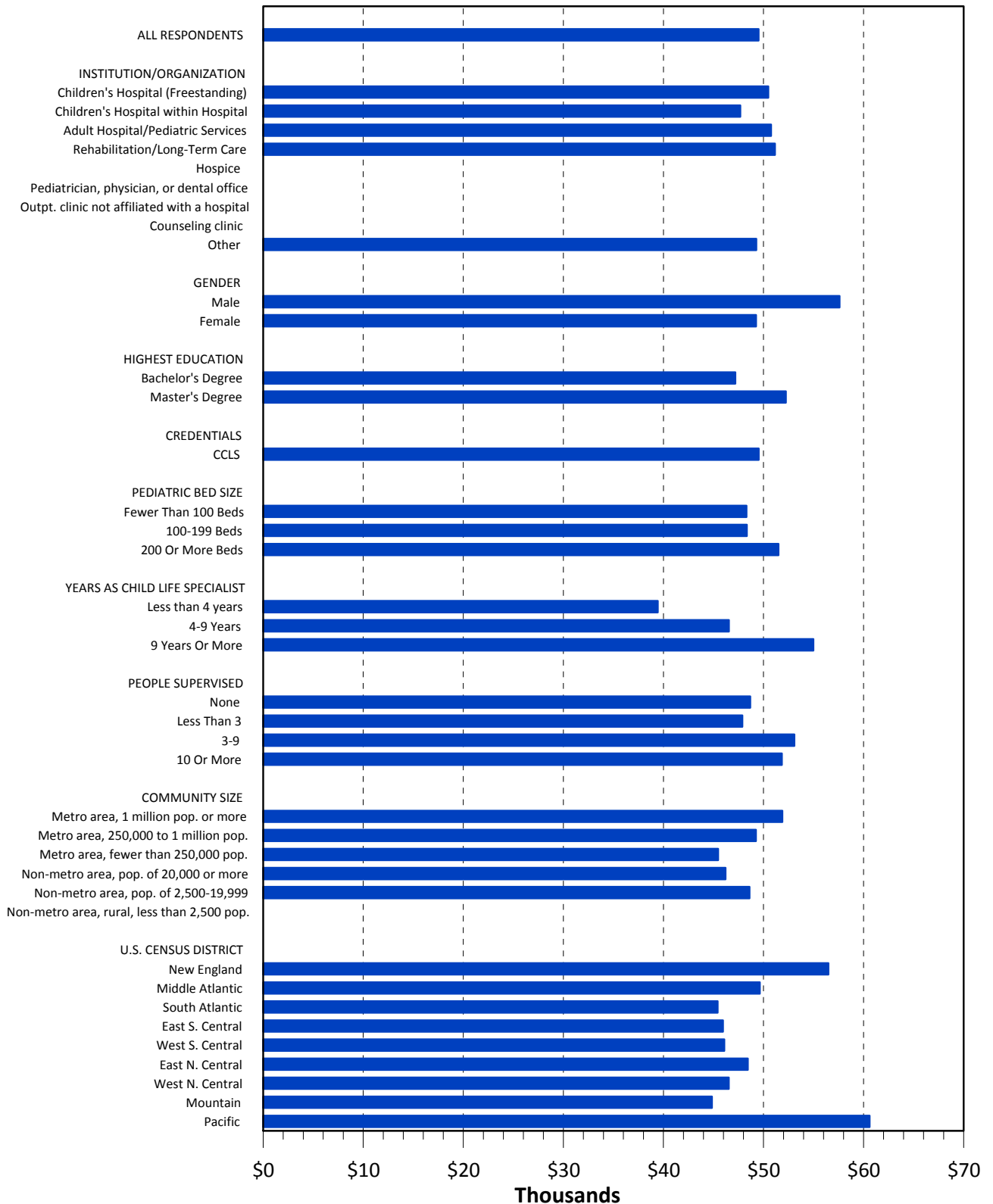
NUMBER OF RESPONDENTS.....	331
AVERAGE AGE.....	35.8
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	52.4%
MASTER'S.....	47.0%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	10.7
AT CURRENT INSTITUTION.....	8.6
IN CURRENT POSITION	5.8
CCLS.....	99.4%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	42.7%
CHILDREN'S HOSPITAL WITHIN HOSPITAL	35.2%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	415.8
PEDIATRIC HOSPITAL BEDS	187.1
AVERAGE NUMBER SUPERVISED	
PEOPLE	3.4
FTE	2.9
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	39.6%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	36.5%
HOURS PAID IN TYPICAL WEEK	39.8
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	73.1%
WEEKEND.....	62.5%
HOLIDAY.....	62.5%
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$49,509
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$48,610
MEDIAN PERCENT CHANGE 2011-2012	2.5%

Child Life Specialist with Leadership Responsibilities

U.S. Full-Time

Mean Annual Salary as of September 1, 2012

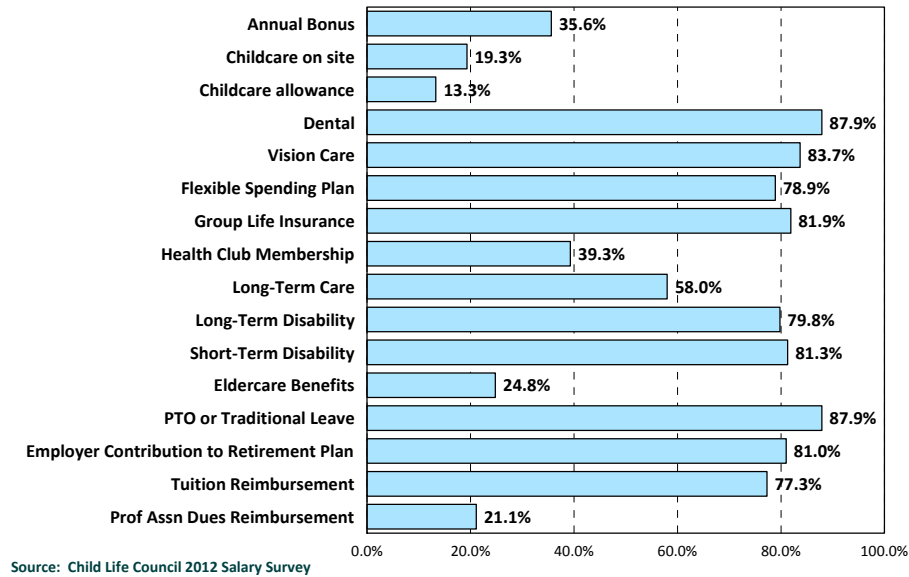
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

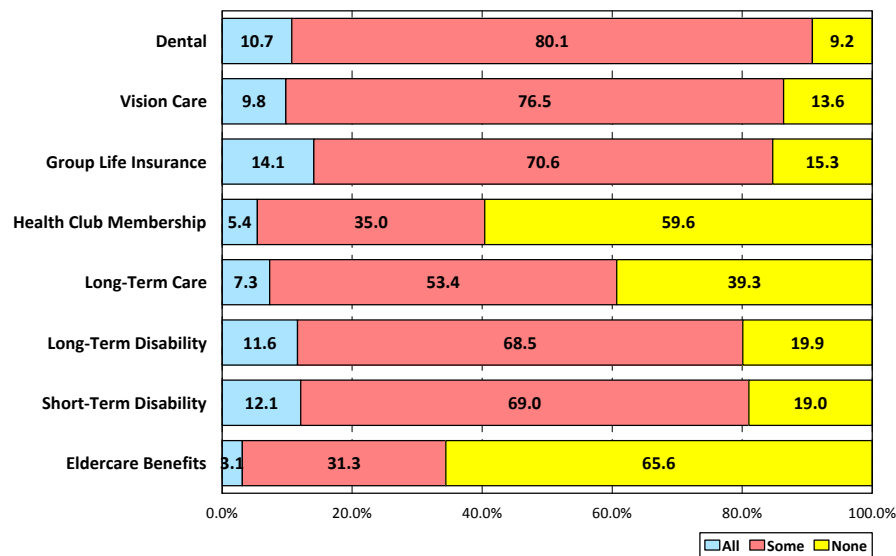
Child Life Specialists with Leadership Responsibilities earned, on average, \$5,043 more in annual salary if they held a master's degree, compared to those who held a bachelor's. Salary also increased with experience as a child life professional. Specialists located in the Pacific earned the highest mean salary (\$60,606), followed by New England (\$56,485). Those in the Mountain district averaged the lowest salary level (\$44,844).

Benefits for a Child Life Specialist w/Leadership Responsibilities U.S. Full-Time

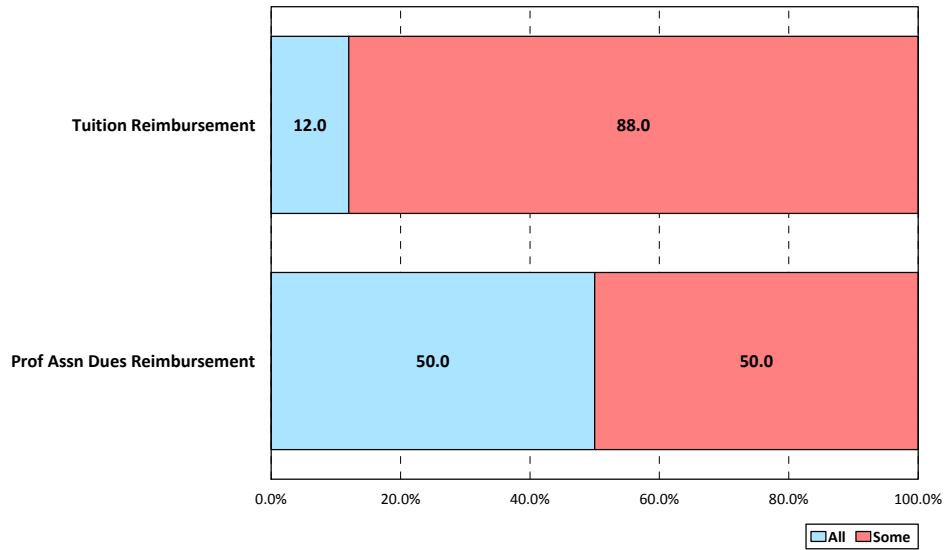


More than eight in 10 respondents indicated receiving benefits for PTO, dental, vision care, group life insurance, short-term disability and employer contribution to retirement plan.

Proportion of Benefits Paid By Employer for a Child Life Specialist w/Leadership Responsibilities U.S. Full-Time



Proportion of Expense Covered By Employer for a Child Life Specialist w/Leadership Responsibilities U.S. Full-Time

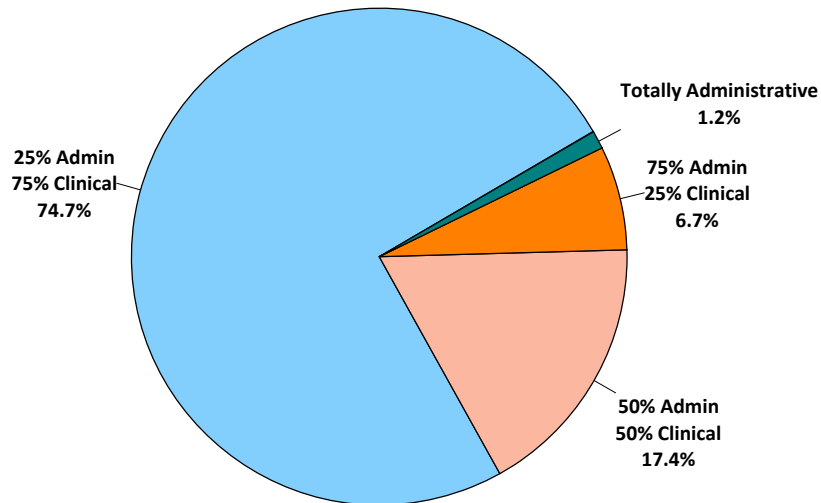


Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Employers paid in full for professional association dues for half the respondents, and paid some portion of the dues for the other half. At least three-fifths of respondents reported not getting any payment from their employer to cover health club membership or eldercare benefits.

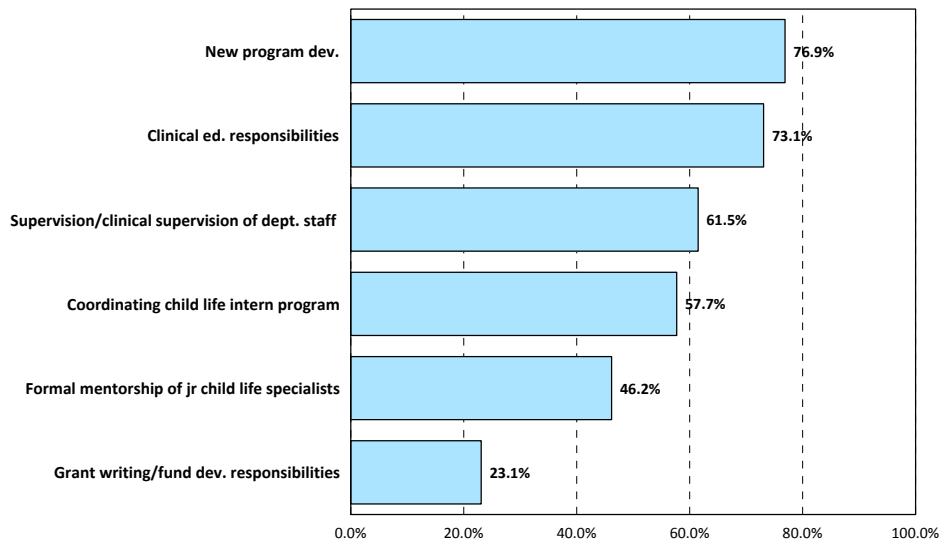
Child Life Specialist w/Leadership Responsibilities - Amount of Time Divided By Admin. & Clinical U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

A plurality (74.7%) of full-time Child Life Specialists with Leadership Responsibilities indicated that their time is dedicated to 25% administrative responsibilities and 75% clinical.

Leadership Roles for CLS w/Leadership Responsibilities U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

Full-time CLS's with Leadership Responsibilities were mostly responsible for new program development (76.9%), clinical education, and supervision/clinical supervision of department staff. They were the least engaged in grant writing and fund development (23.1%).

CHILD LIFE SPECIALIST WITH LEADERSHIP RESPONSIBILITIES

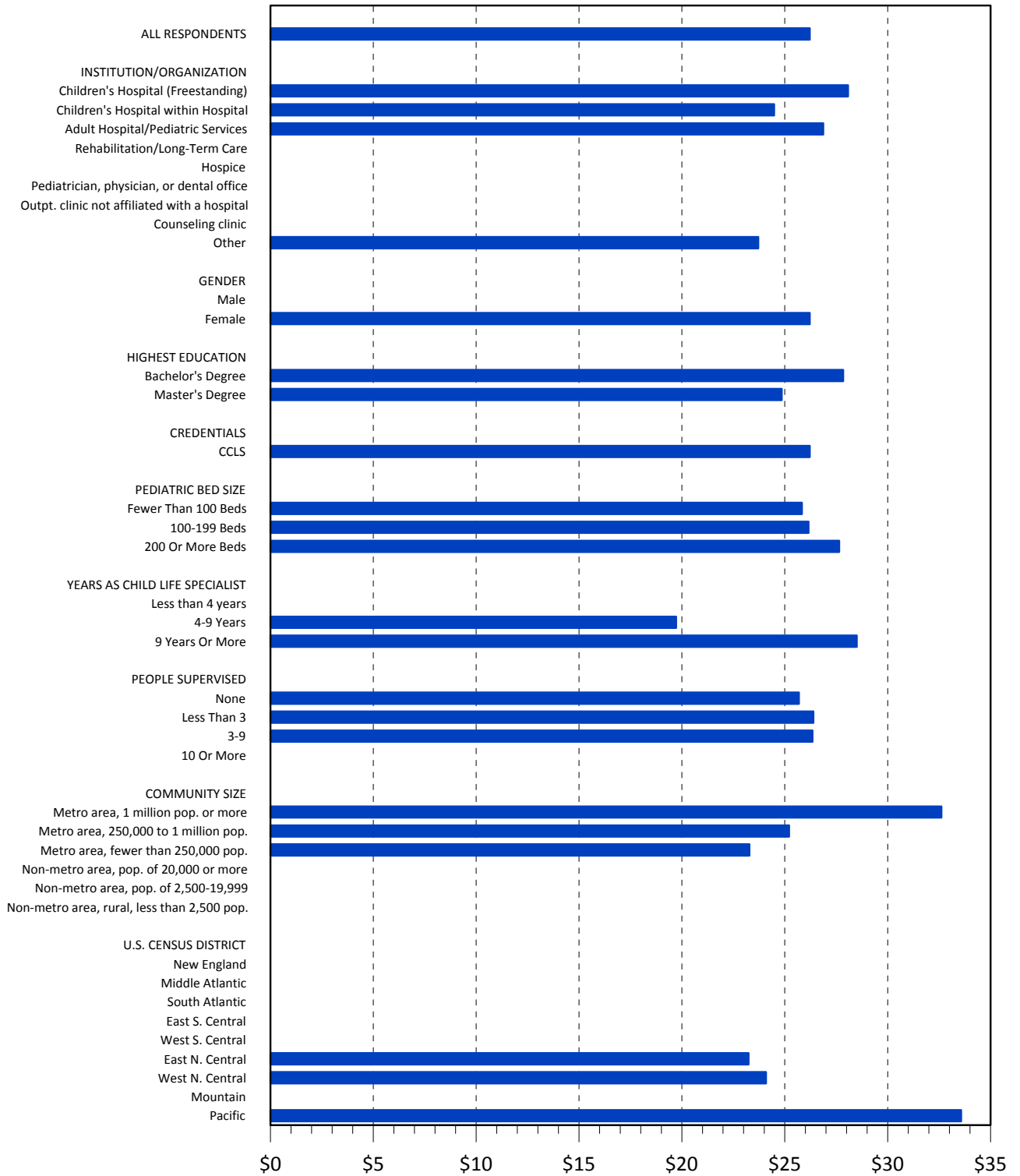
UNITED STATES — PART-TIME

NUMBER OF RESPONDENTS.....	44
AVERAGE AGE.....	41.8
HIGHEST LEVEL OF EDUCATION	
MASTER'S.....	54.5%
BACHELOR'S.....	45.5%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	16.8
AT CURRENT INSTITUTION.....	12.3
IN CURRENT POSITION	10.8
CCLS.....	100.0%
INSTITUTION/ORGANIZATION	
ADULT HOSPITAL WITH PEDIATRIC SERVICES.....	31.8%
CHILDREN'S HOSPITAL (FREESTANDING)	29.5%
CHILDREN'S HOSPITAL WITHIN HOSPITAL	27.3%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	347.7
PEDIATRIC HOSPITAL BEDS	113.5
AVERAGE NUMBER SUPERVISED	
PEOPLE	2.1
FTE	1.7
COMMUNITY SIZE	
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	46.5%
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	25.6%
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	93.8%
WEEKEND.....	56.3%
HOLIDAY.....	43.8%
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$26.21
MEDIAN HOURLY WAGE (SEPTEMBER 2012).....	\$24.04
MEDIAN PERCENT CHANGE 2011-2012	3.0%

Child Life Specialist with Leadership Responsibilities - U.S. Part-Time

Mean Hourly Wage as of September 1, 2012

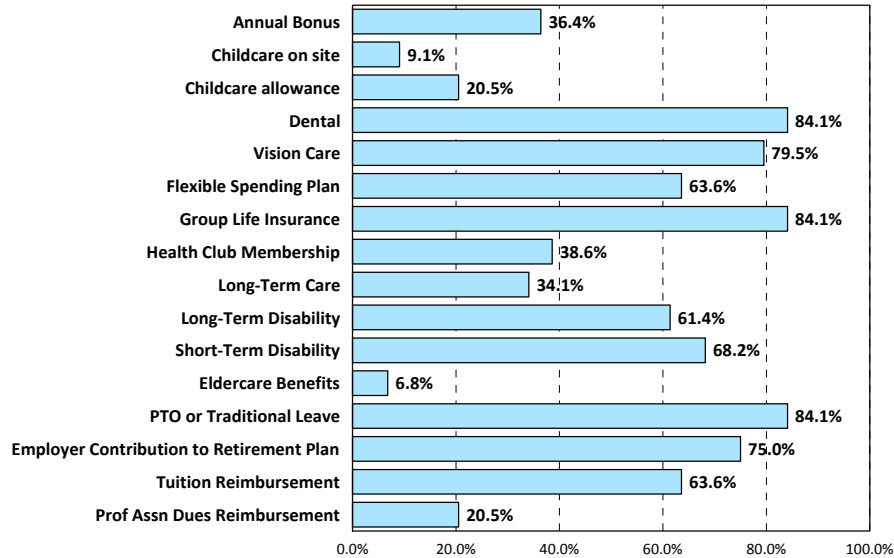
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

The average hourly wage for those with a bachelor’s degree is higher than those with a master’s degree, \$27.84 compared to \$24.85, respectively. Because the sample size for these segments is small, caution should be used, and decisions should not be made solely based on these data.

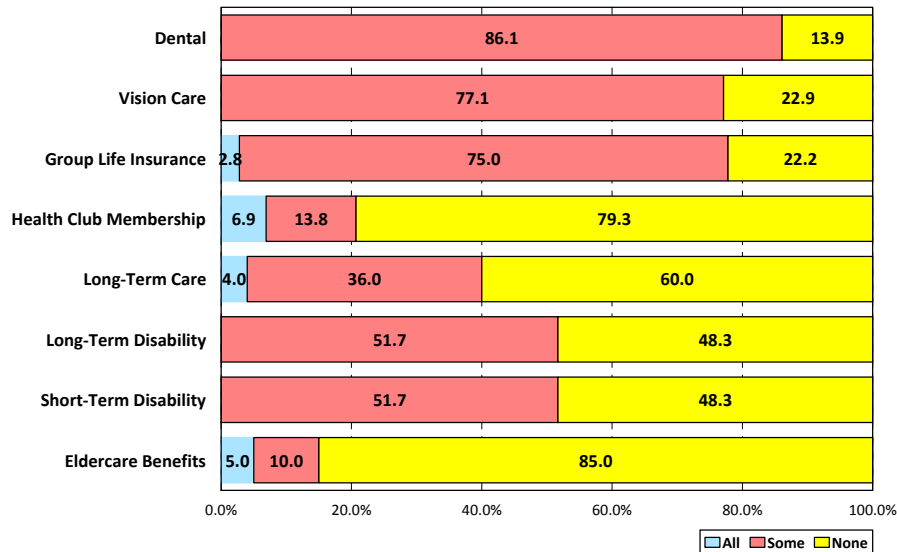
Benefits for a Child Life Specialist w/Leadership Responsibilities U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

More than eight in 10 part-time Child Life Specialists with Leadership Responsibilities reported receiving PTO or traditional leave, dental, and group life insurance from their employers.

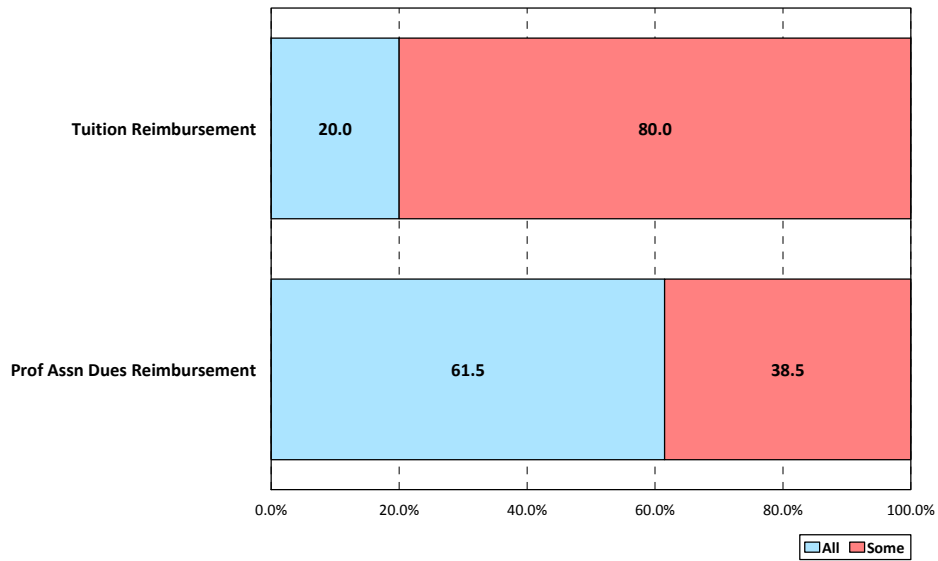
Proportion of Benefits Paid By Employer for a Child Life Specialist w/Leadership Responsibilities U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

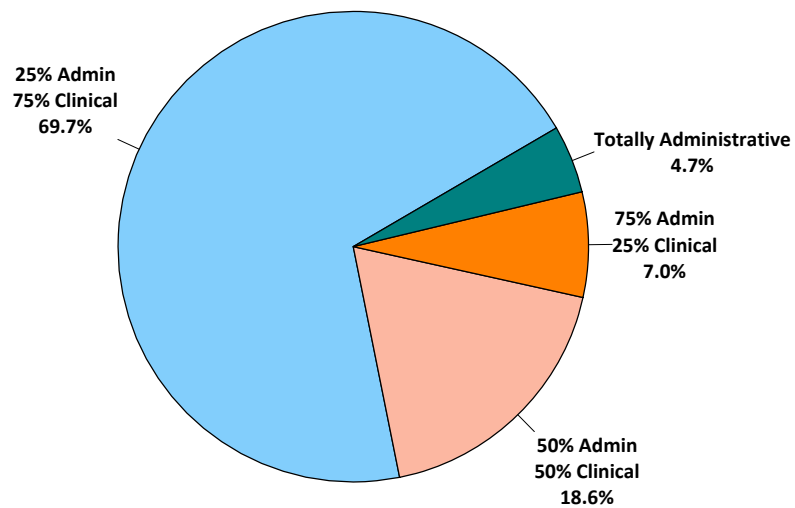
Proportion of Expense Covered By Employer for a Child Life Specialist w/Leadership Responsibilities U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

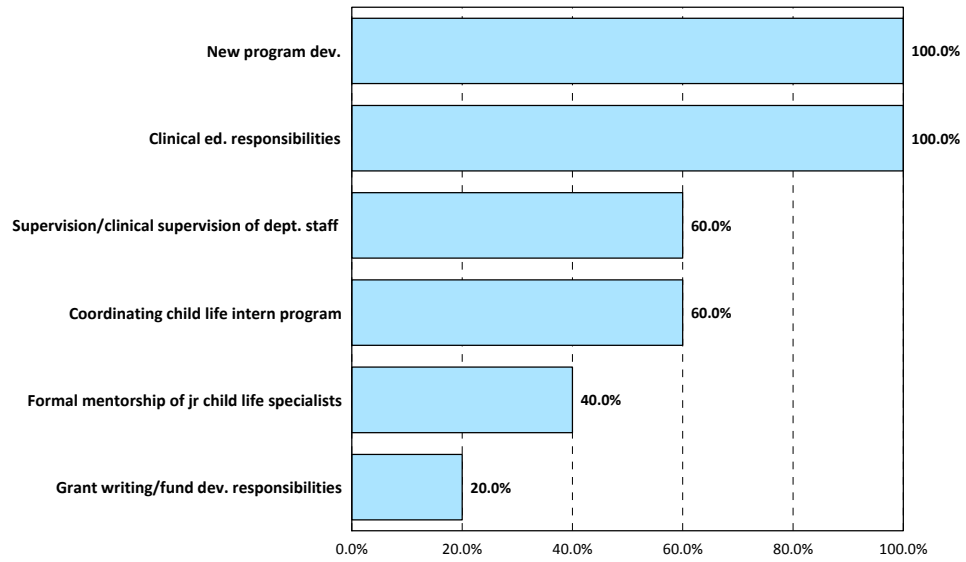
These data do not reflect the proportion of employers who did not offer these benefits.

Child Life Specialist w/Leadership Responsibilities - Amount of Time Divided By Admin. & Clinical U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

Leadership Roles for CLS w/Leadership Responsibilities U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

CHILD LIFE SPECIALIST

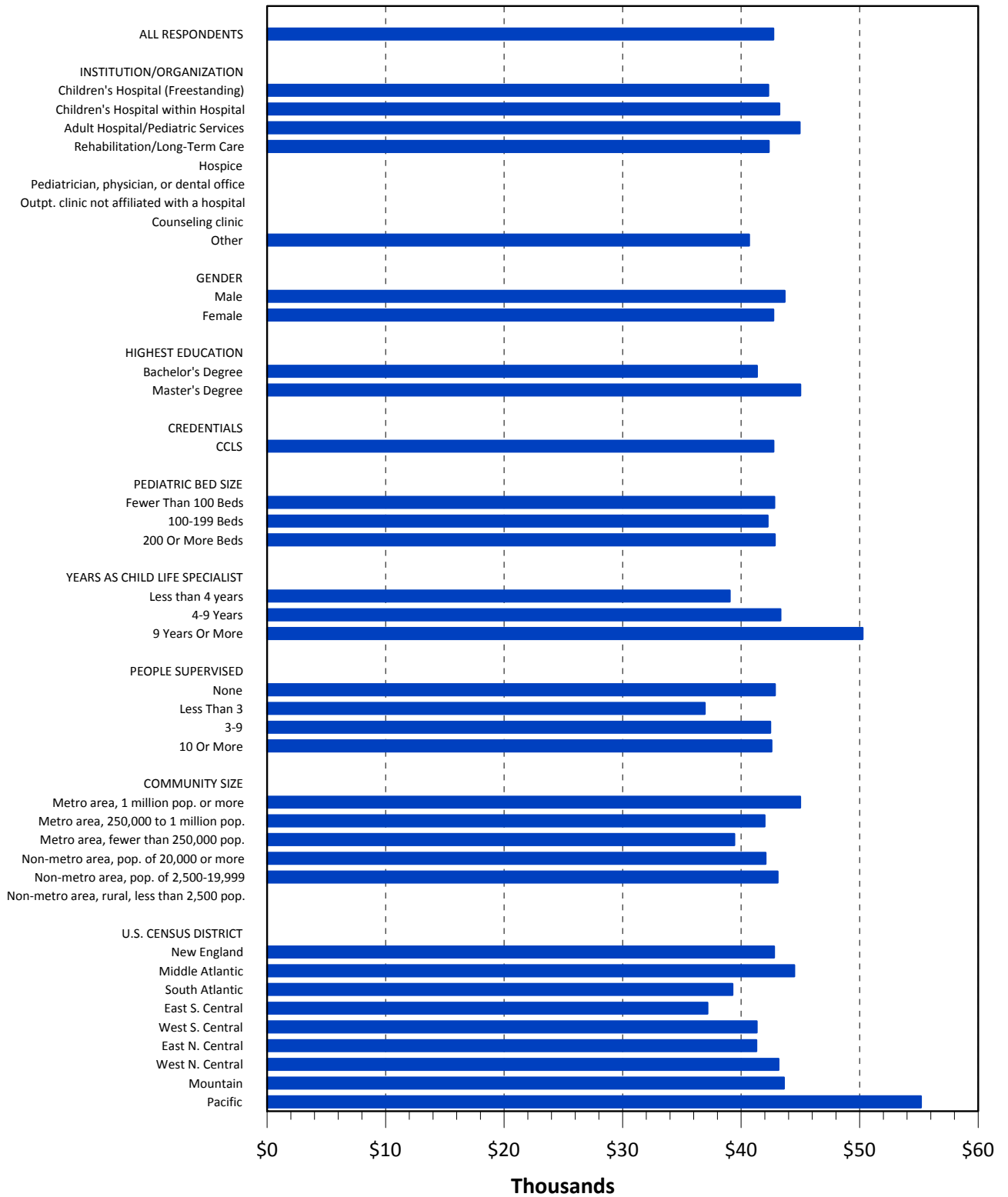
UNITED STATES — FULL-TIME

NUMBER OF RESPONDENTS.....	823
AVERAGE AGE.....	31.4
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	64.1%
MASTER'S.....	34.3%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	6.1
AT CURRENT INSTITUTION.....	5.1
IN CURRENT POSITION	4.2
CCLS.....	98.0%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	50.9%
CHILDREN'S HOSPITAL WITHIN HOSPITAL	34.7%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	402.5
PEDIATRIC HOSPITAL BEDS	207.8
AVERAGE NUMBER SUPERVISED	
PEOPLE	0.3
FTE	1.2
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	39.3%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	36.3%
HOURS PAID IN TYPICAL WEEK	39.4
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	76.9%
WEEKEND.....	66.0%
HOLIDAY.....	60.3%
<hr/>	
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$42,720
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$41,184
MEDIAN PERCENT CHANGE 2011-2012	2.5%

Child Life Specialist - U.S. Full-Time

Mean Annual Salary as of September 1, 2012

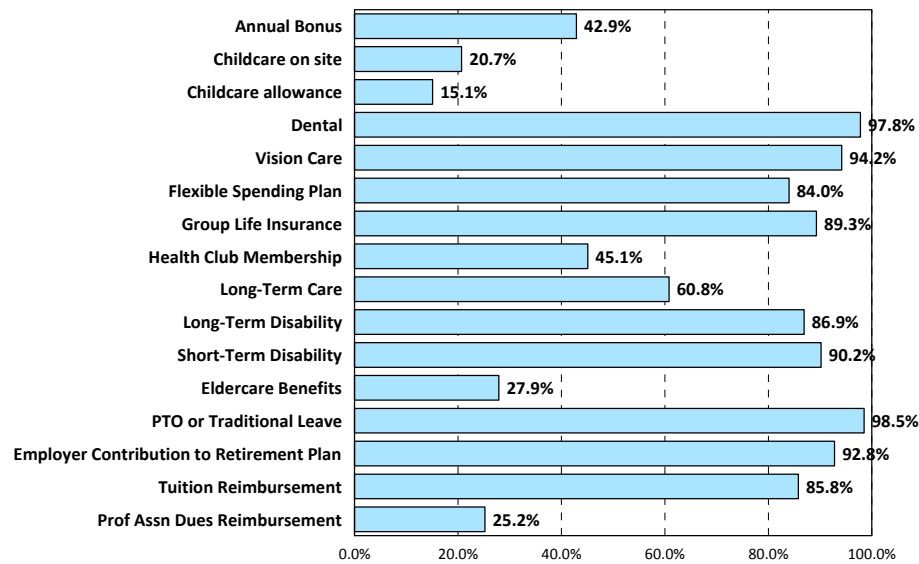
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

As with other child life positions, average salaries increased with the level of education and with years of experience in the field. Location also matters; those located in the Pacific census district earned significantly more than those in the East South Central district—\$55,164 vs. \$37,162.

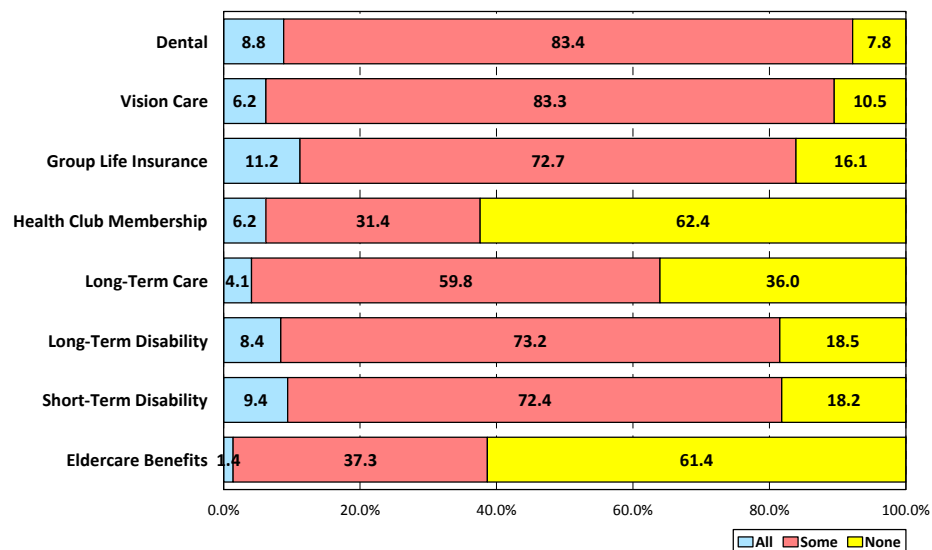
Benefits for a Child Life Specialist U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

Almost all child life specialists received benefits for PTO or traditional leave and dental, and at least nine in 10 respondents had coverage for vision care, retirement plan, and short term disability. Childcare allowance (15.1%) and childcare on site (20.7%) were the least provided benefits for child life specialists.

Proportion of Benefits Paid By Employer for a Child Life Specialist U.S. Full-Time

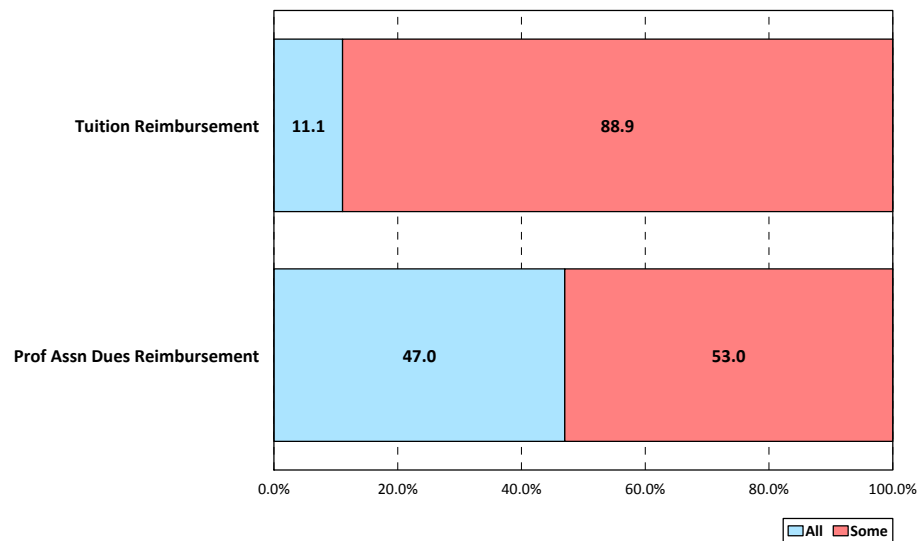


Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Child Life Specialist

U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

More than eight in 10 respondents said that their employer paid some of the benefits for tuition reimbursement, dental, and vision care. The least paid for benefits by employers were health club membership and eldercare benefits.

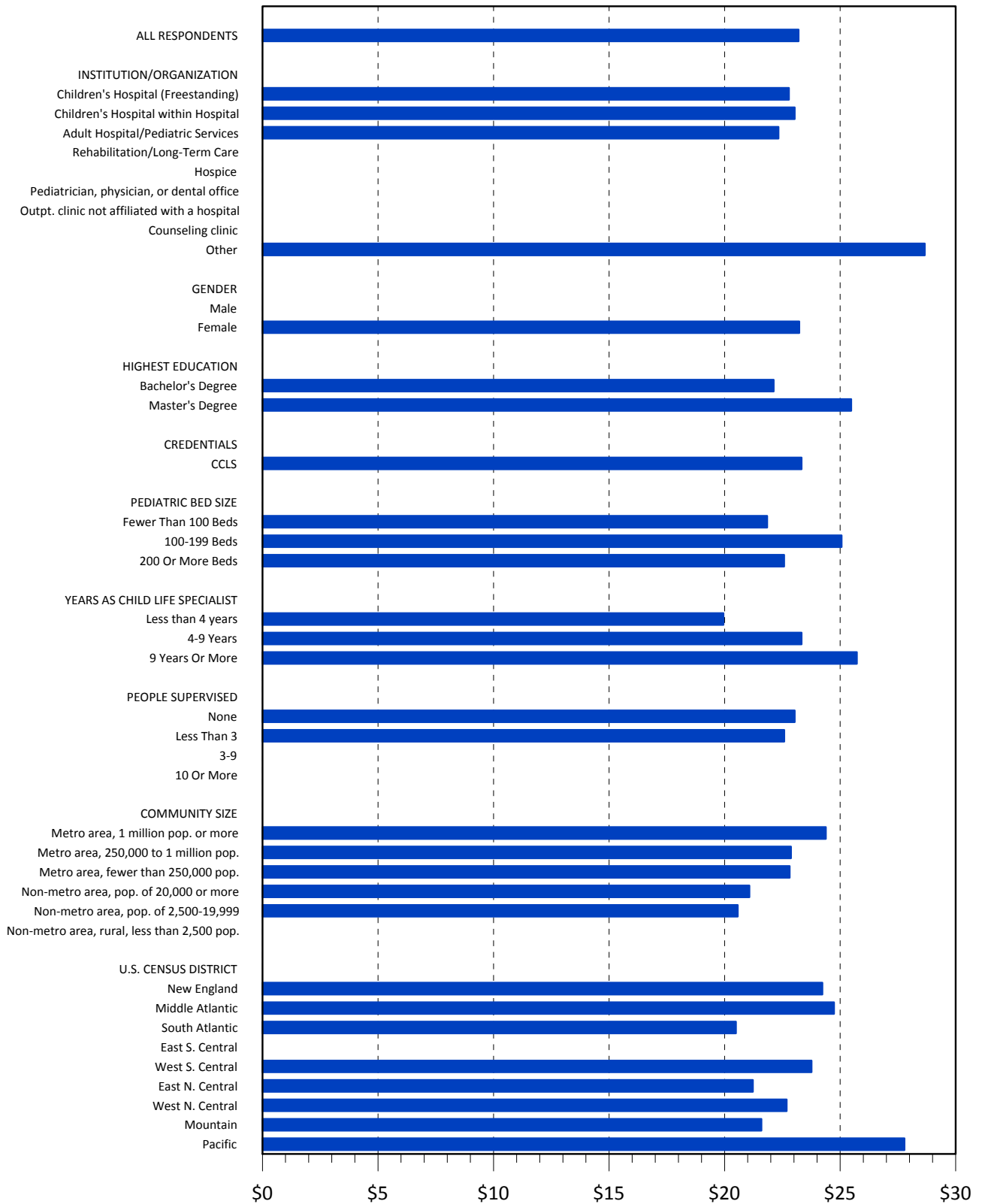
CHILD LIFE SPECIALIST

UNITED STATES — PART-TIME

NUMBER OF RESPONDENTS.....	222
AVERAGE AGE.....	35.0
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	65.3%
MASTER'S.....	32.4%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	9.0
AT CURRENT INSTITUTION.....	7.0
IN CURRENT POSITION	5.2
CCLS.....	97.3%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	47.3%
CHILDREN'S HOSPITAL WITHIN HOSPITAL	31.1%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	364.9
PEDIATRIC HOSPITAL BEDS	177.6
AVERAGE NUMBER SUPERVISED	
PEOPLE	0.4
FTE	0.3
COMMUNITY SIZE	
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	43.0%
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	31.7%
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	77.4%
WEEKEND.....	68.9%
HOLIDAY.....	60.4%
<hr/>	
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$23.20
MEDIAN HOURLY WAGE (SEPTEMBER 2012).....	\$22.46
MEDIAN PERCENT CHANGE 2011-2012	2.1%

Child Life Specialist - U.S. Part-Time Mean Hourly Wage as of September 1, 2012

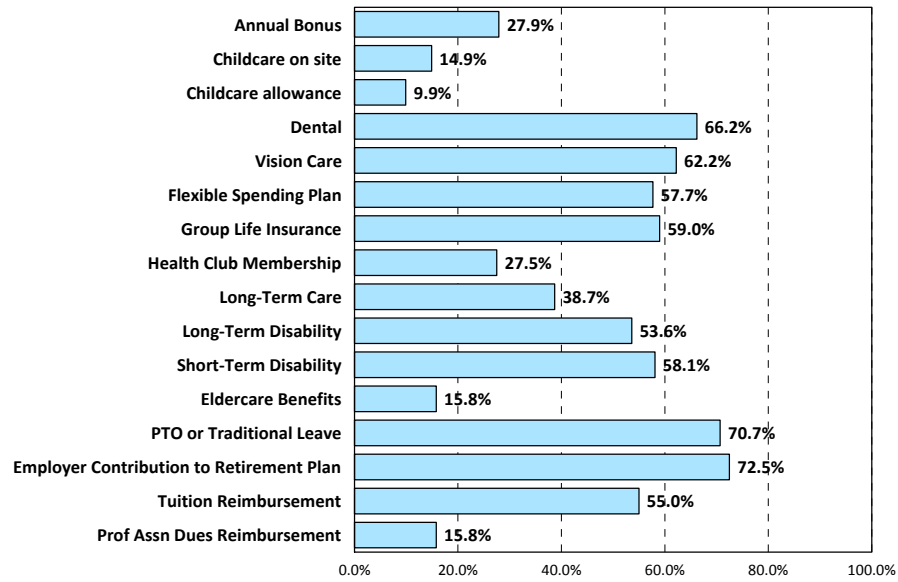
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

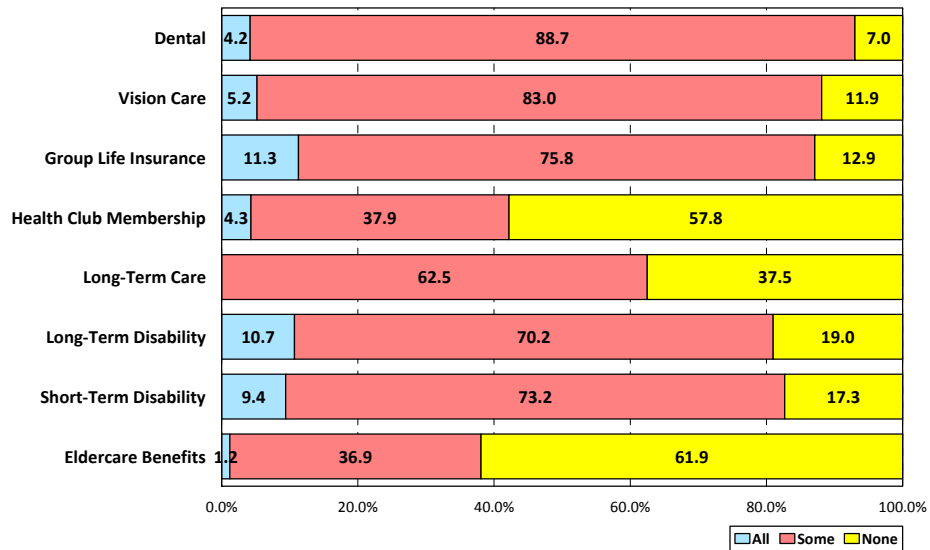
Part-time Child Life Specialists with a master’s degree earned more than \$3 more in hourly wage, on average, than those with a bachelor’s. Those located in the Pacific district averaged the highest wages (\$27.78), while those located in East North Central earned the lowest (\$21.22).

Benefits for a Child Life Specialist U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

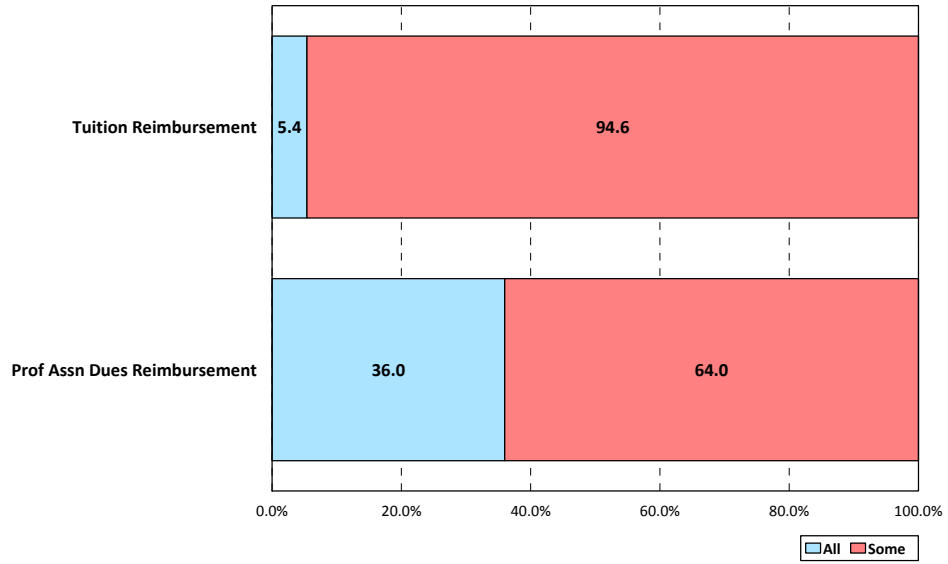
Proportion of Benefits Paid By Employer for a Child Life Specialist U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Child Life Specialist U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

CHILD LIFE ASSISTANT

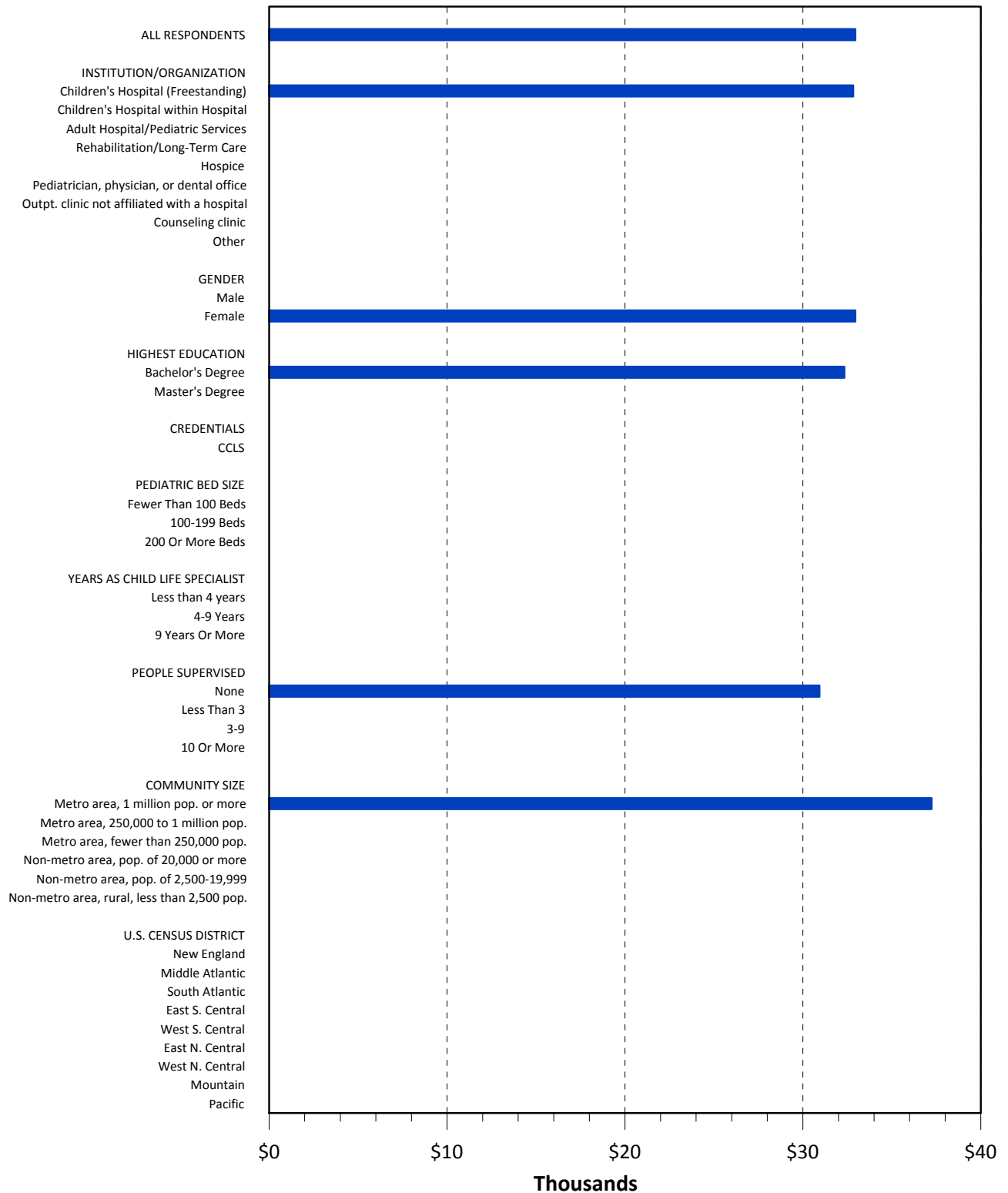
UNITED STATES — FULL-TIME

NUMBER OF RESPONDENTS.....	7
AVERAGE AGE.....	38.1
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	71.4%
MASTER'S.....	14.3%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	5.0
AT CURRENT INSTITUTION.....	8.0
IN CURRENT POSITION	5.4
CCLS.....	16.7%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	71.4%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	241.5
PEDIATRIC HOSPITAL BEDS	184.0
AVERAGE NUMBER SUPERVISED	
PEOPLE	0.0
FTE	0.0
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	71.4%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	28.6%
HOURS PAID IN TYPICAL WEEK	37.9
SHIFT DIFFERENTIAL	
WEEKEND.....	100.0%
EVENING/NIGHT.....	75.0%
HOLIDAY.....	50.0%
<hr/>	
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$32,952
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$32,843
MEDIAN PERCENT CHANGE 2011-2012	0.2%

Child Life Assistant - U.S. Full-Time

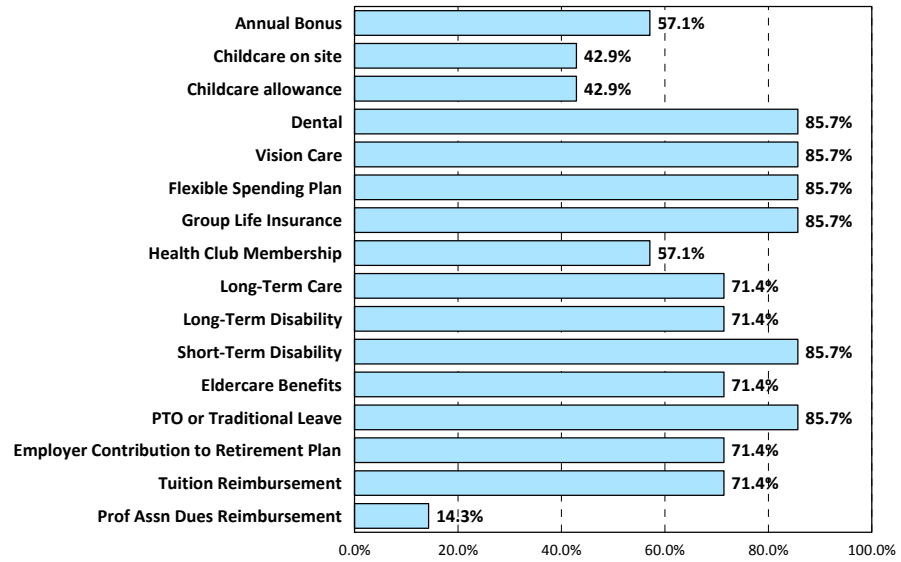
Mean Annual Salary as of September 1, 2012

(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

Benefits for a Child Life Assistant U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

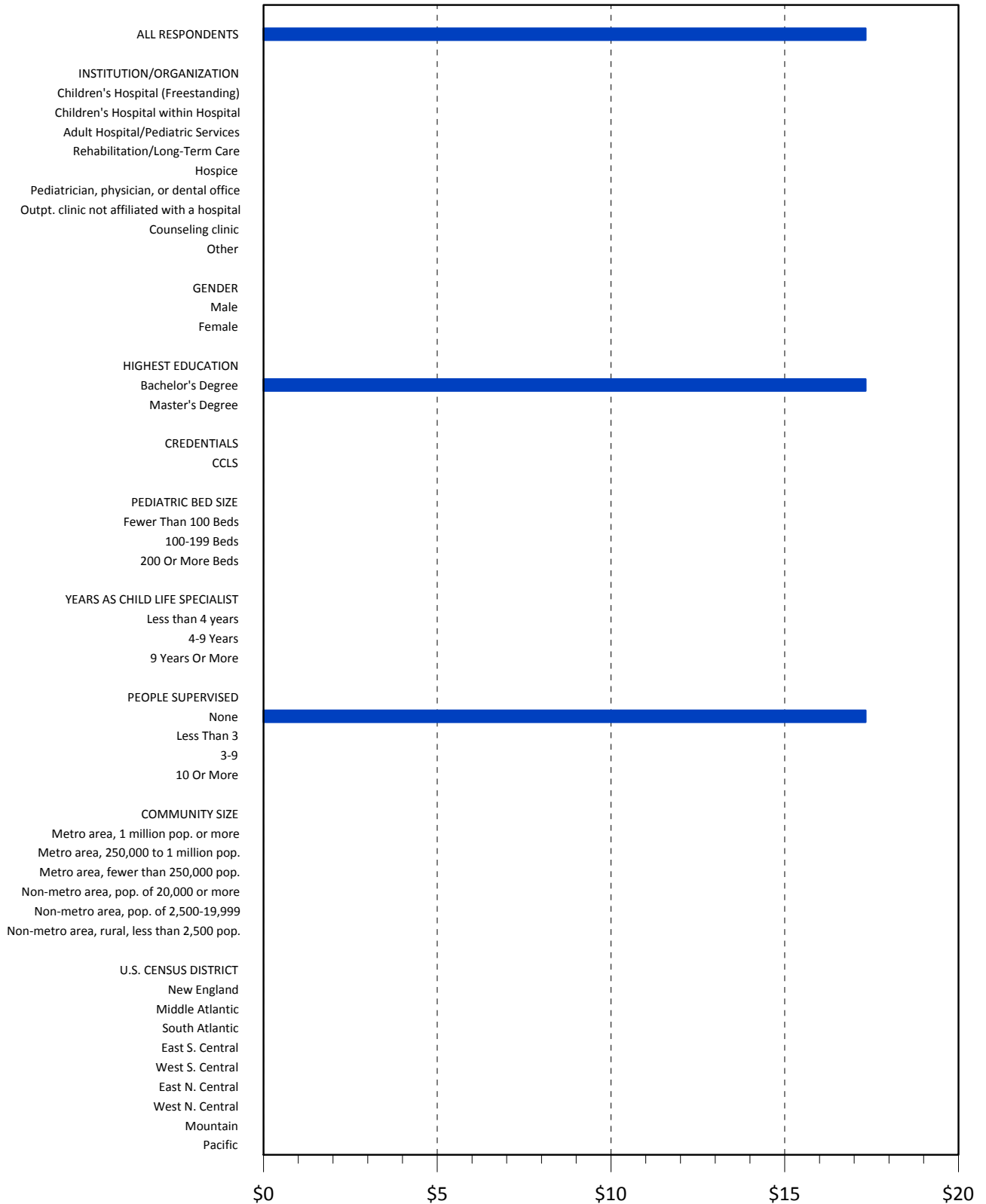
CHILD LIFE ASSISTANT

UNITED STATES — PART-TIME

NUMBER OF RESPONDENTS.....	5
AVERAGE AGE.....	27.0
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	100.0%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	1.0
AT CURRENT INSTITUTION.....	2.4
IN CURRENT POSITION	2.4
CCLS.....	80.0%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	60.0%
CHILDREN'S HOSPITAL WITHIN HOSPITAL	40.0%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	664.3
PEDIATRIC HOSPITAL BEDS	223.0
AVERAGE NUMBER SUPERVISED	
PEOPLE	0.0
FTE	0.0
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	80.0%
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	100.0%
HOLIDAY.....	66.7%
WEEKEND.....	33.3%
<hr/>	
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$17.33
MEDIAN HOURLY WAGE (SEPTEMBER 2012).....	\$17.71
MEDIAN PERCENT CHANGE 2011-2012	2.0%

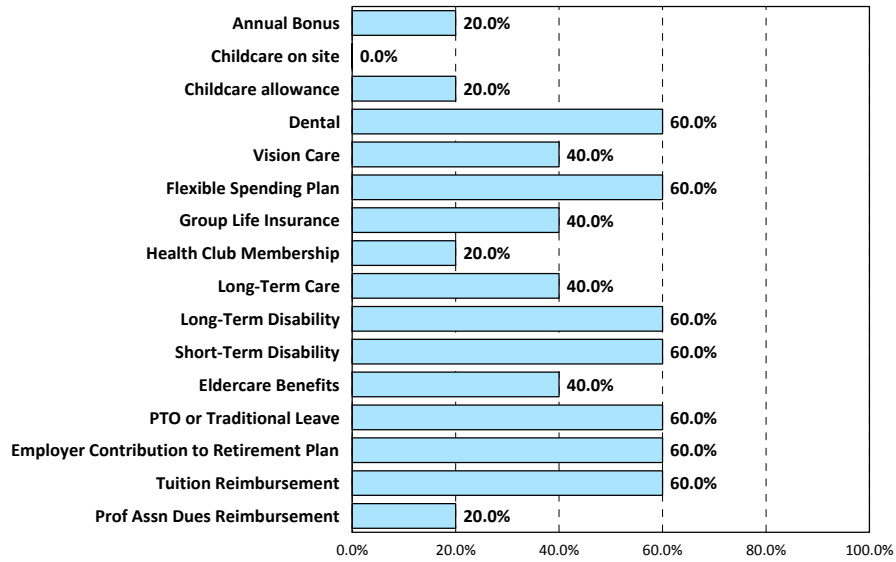
Child Life Assistant - U.S. Part-Time Mean Hourly Wage as of September 1, 2012

(Data displayed only if 5 or more respondents)



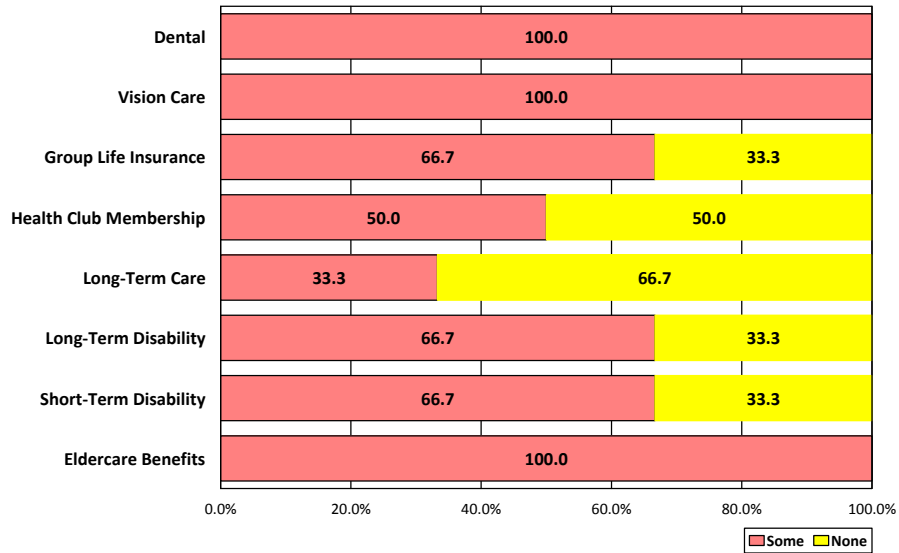
Source: Child Life Council 2012 Salary Survey

Benefits for a Child Life Assistant U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

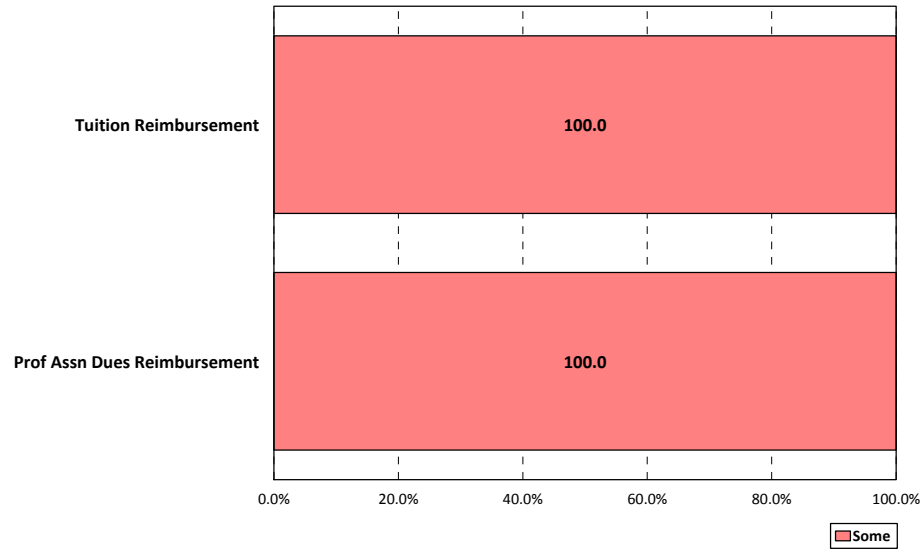
Proportion of Benefits Paid By Employer for a Child Life Assistant U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Child Life Assistant U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

OTHER* POSITIONS

UNITED STATES — FULL-TIME

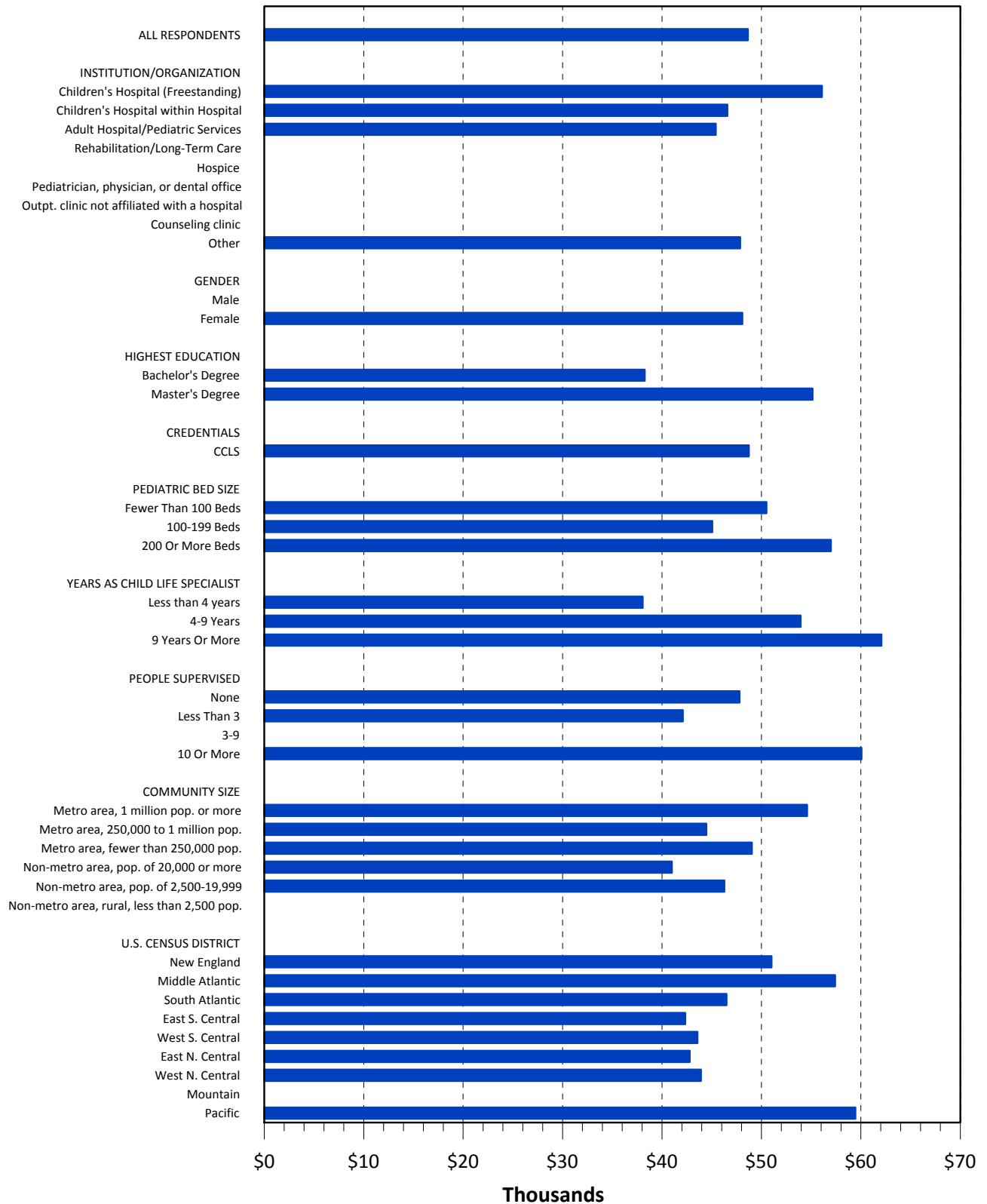
NUMBER OF RESPONDENTS.....	108
AVERAGE AGE.....	35.1
HIGHEST LEVEL OF EDUCATION	
MASTER'S.....	60.7%
BACHELOR'S.....	38.3%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	9.6
AT CURRENT INSTITUTION.....	5.4
IN CURRENT POSITION	3.6
CCLS.....	97.2%
INSTITUTION/ORGANIZATION	
OTHER	60.7%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	497.3
PEDIATRIC HOSPITAL BEDS	214.5
AVERAGE NUMBER SUPERVISED	
PEOPLE	3.2
FTE	2.3
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	36.2%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	27.6%
HOURS PAID IN TYPICAL WEEK	38.7
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	85.7%
HOLIDAY.....	85.7%
WEEKEND.....	57.1%
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$48,643
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$45,528
MEDIAN PERCENT CHANGE 2011-2012	3.1%

**Other included a myriad of position descriptions, such as bereavement coordinator, case manager, child development specialist, child life educator, child life fellow, child life student, early childhood consultant, early intervention specialist, mental health counselor, and music therapist, among others.*

Other Position - U.S. Full-Time

Mean Annual Salary as of September 1, 2012

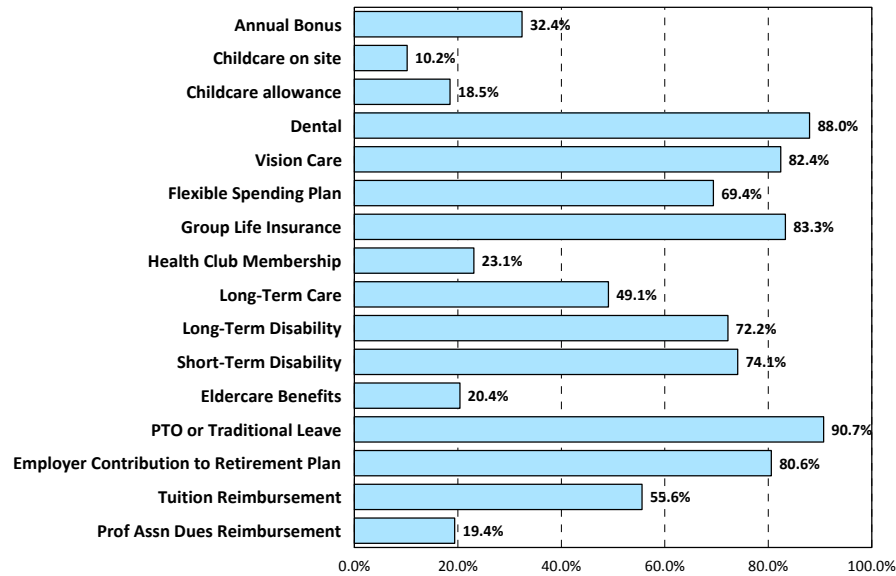
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

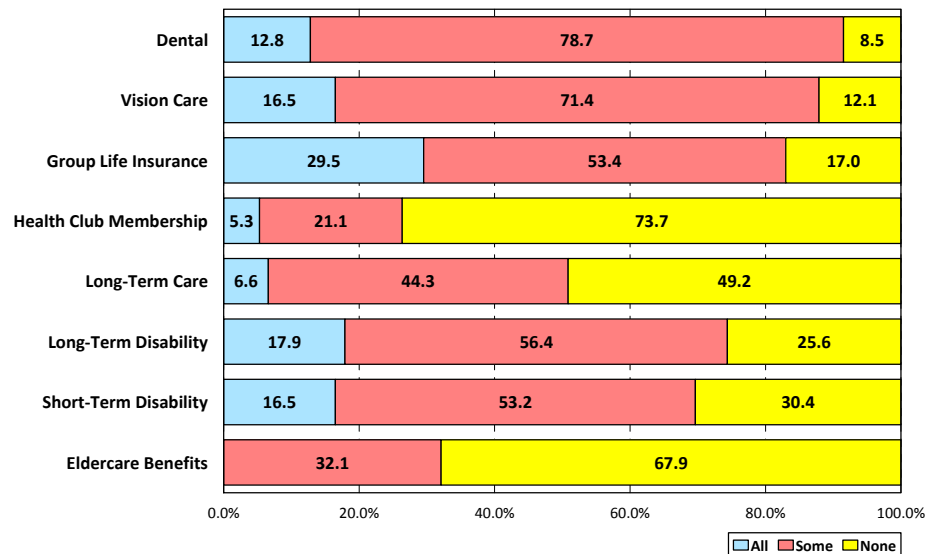
Many “other” child life professionals have a master’s degree (60.7%) and earn considerably more in average salary than those with a bachelor’s, \$55,146 vs. \$38,259, respectively. Also, the highest average salary was reported in the Pacific census district—\$59,451—and the lowest was in the East S. Central—\$42,343. Caution should be used when interpreting these data as many different positions are combined together in the “other” category.

Benefits for Other Positions U.S. Full-Time



source: Child Life Council 2012 Salary Survey

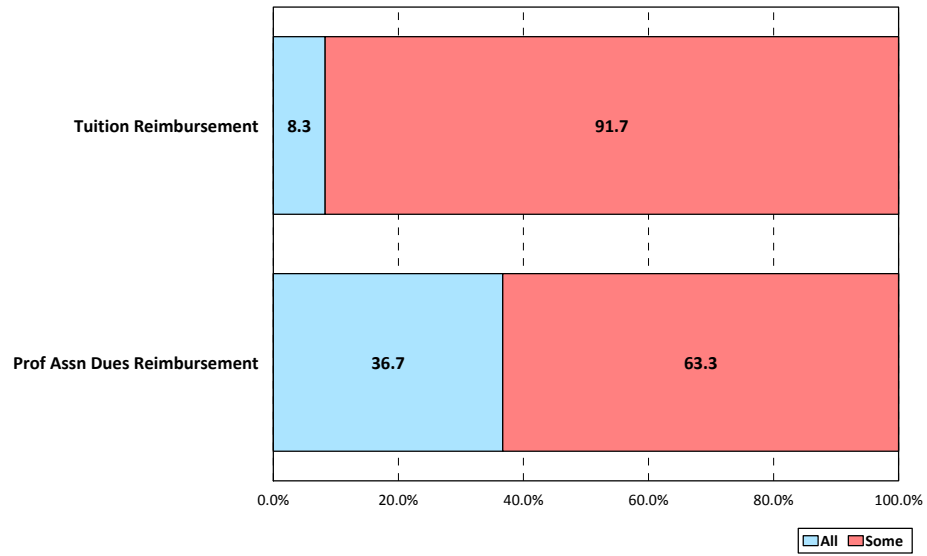
Proportion of Benefits Paid By Employer for Other Positions U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for Other Positions U.S. Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

OTHER* POSITIONS

UNITED STATES — PART-TIME

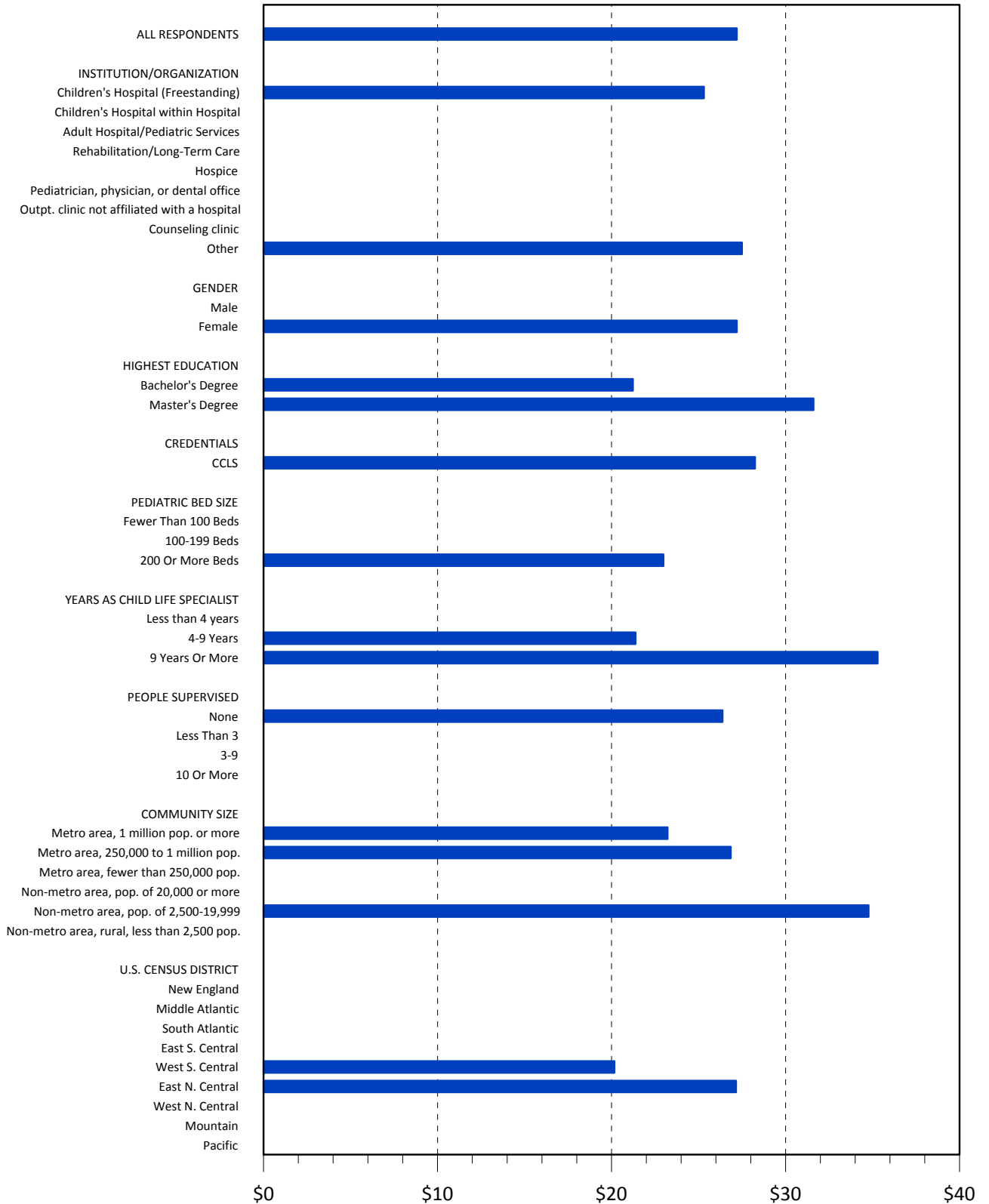
NUMBER OF RESPONDENTS.....	33
AVERAGE AGE.....	38.5
HIGHEST LEVEL OF EDUCATION	
MASTER'S.....	57.6%
BACHELOR'S.....	42.4%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	11.6
AT CURRENT INSTITUTION.....	6.5
IN CURRENT POSITION	3.8
CCLS.....	93.9%
INSTITUTION/ORGANIZATION	
OTHER	48.5%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	312.5
PEDIATRIC HOSPITAL BEDS	195.6
AVERAGE NUMBER SUPERVISED	
PEOPLE	1.4
FTE	0.7
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	42.4%
SHIFT DIFFERENTIAL	
WEEKEND.....	100.0%
EVENING/NIGHT.....	66.7%
HOLIDAY.....	33.3%
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$27.20
MEDIAN HOURLY WAGE (SEPTEMBER 2012).....	\$24.99
MEDIAN PERCENT CHANGE 2011-2012	0.0%

**Other included a myriad of position descriptions, such as bereavement coordinator, case manager, child development specialist, child life educator, child life fellow, child life student, early childhood consultant, early intervention specialist, mental health counselor, and music therapist, among others.*

Other Position - U.S. Part-Time

Mean Hourly Wage as of September 1, 2012

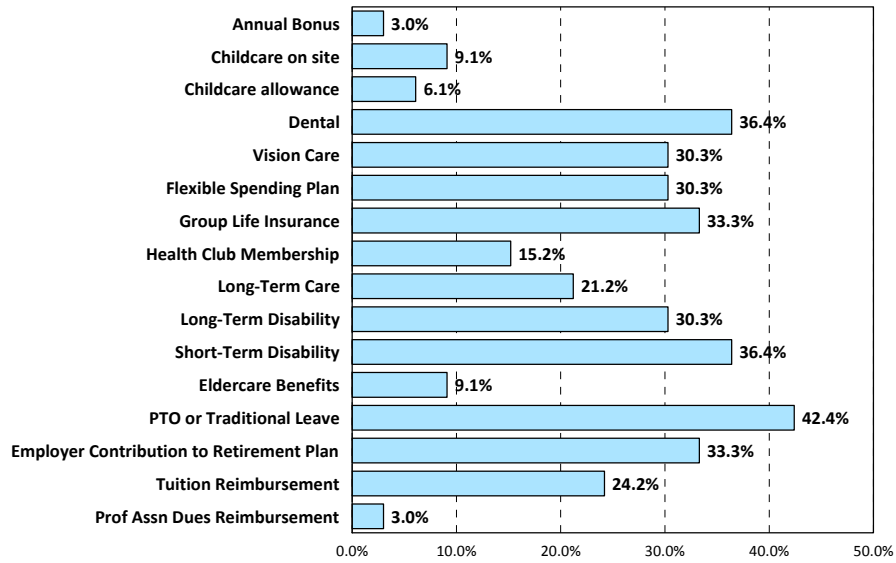
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

Benefits for Other Positions

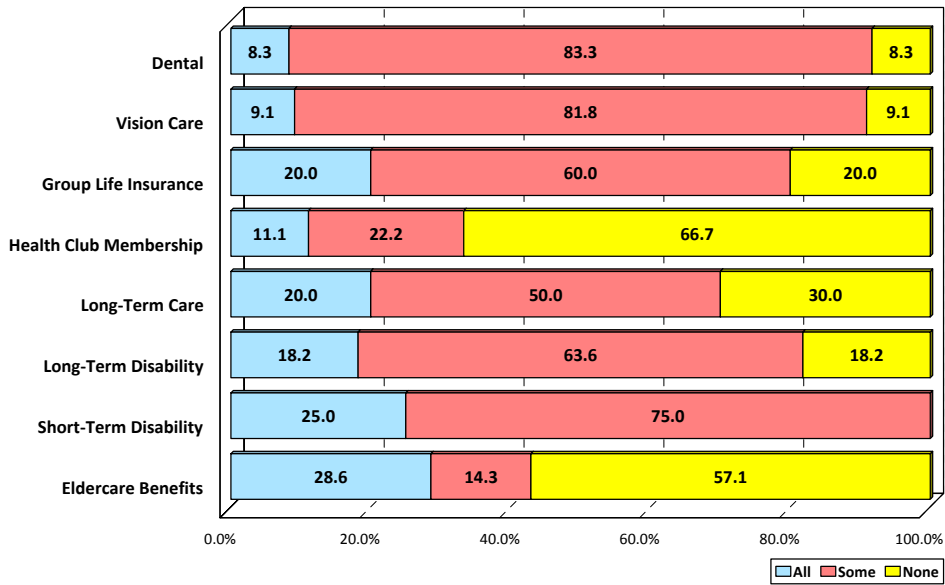
U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

Proportion of Benefits Paid By Employer for Other Positions

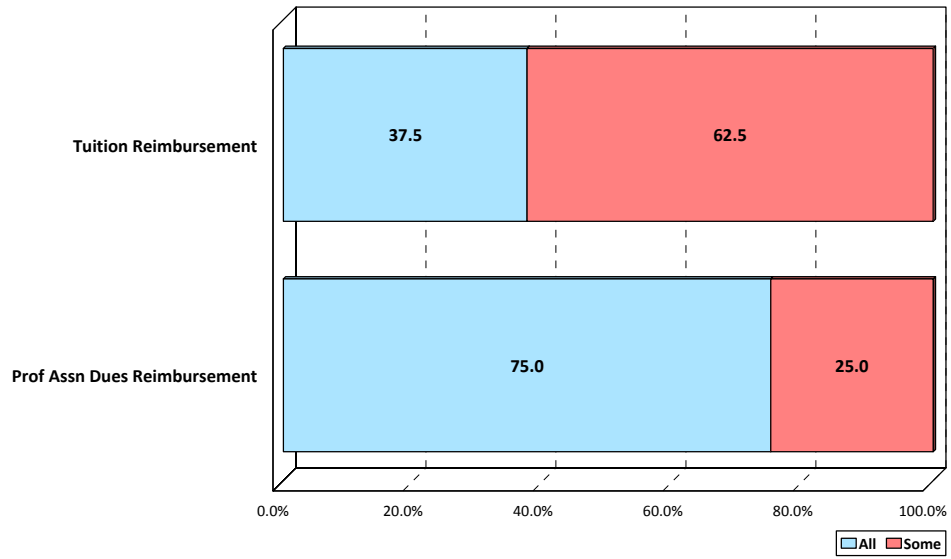
U.S. Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for Other Positions U.S. Part-Time



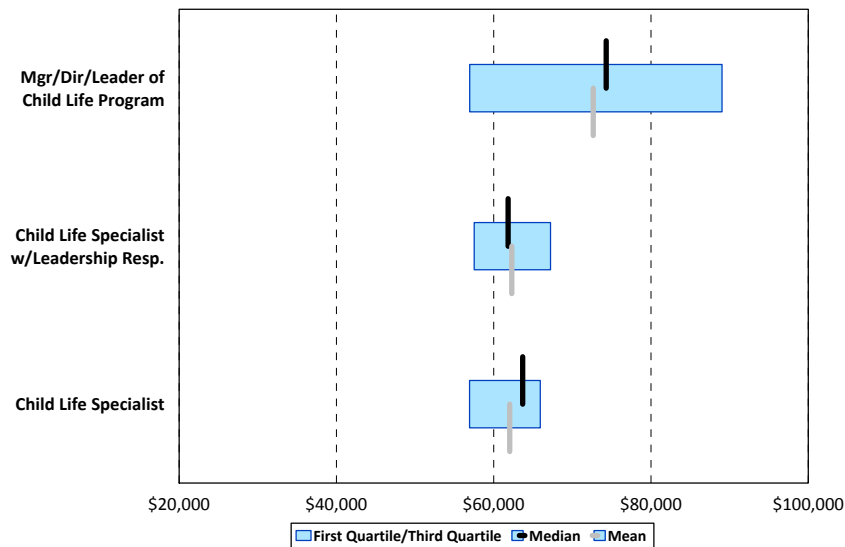
Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

CANADA-BASED CHILD LIFE SPECIALISTS

There were only 134 respondents who provided usable salary and wage data from Canada. As was the case with the U.S. data, higher salaries were indeed associated with the higher order positions. Managers made, on average, \$10,000 more in salary than both Child Life Specialists with Leadership Responsibilities and Child Life Specialists. Comparing by location, the highest mean salary for a Child Life Specialist was found in Alberta (\$79,597) while the lowest salary was in Ontario (\$58,313). Note these are small segments and caution should be used with these data. Salary increases (2011-2012) for full-time Canadian employees ranged from 2.1% to 3.2%. The average hourly wage for 38 part-time Child Life Specialists was \$30.29.

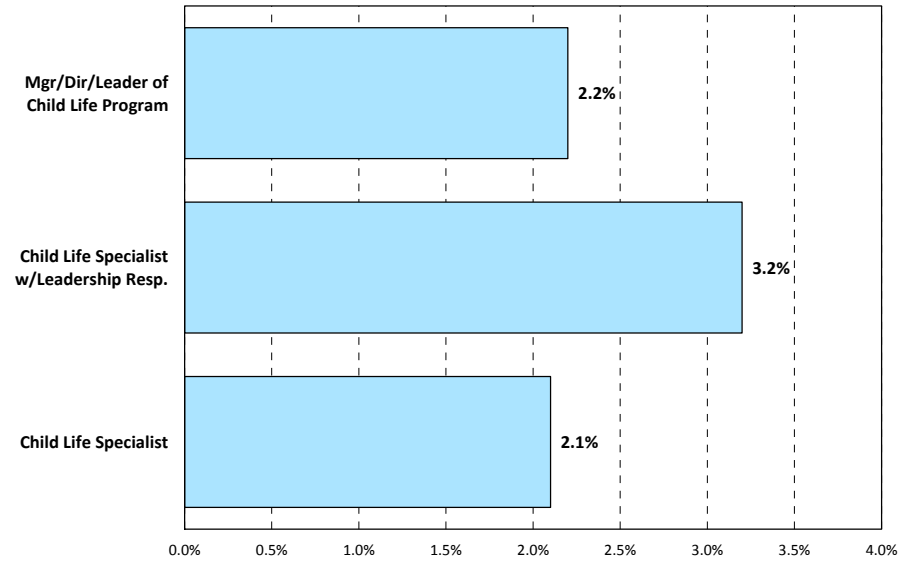
Annual Salary as of September 1, 2012 Canada Full-Time



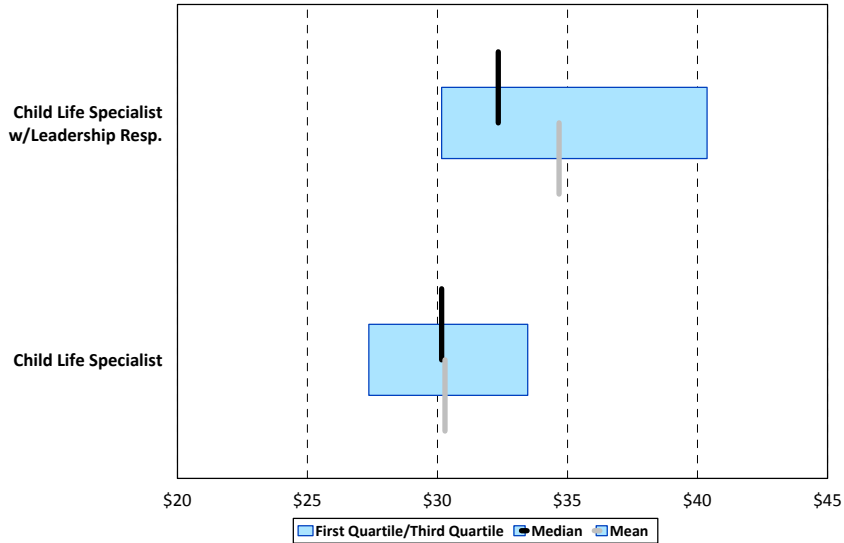
Source: Child Life Council 2012 Salary Survey

Note: The *mean* (average) is the total of all salaries divided by the number of individual entries reported. The *median* value is the salary right in the middle, after all salaries are arranged from the lowest to highest. The *first quartile* is the salary that is higher than 25% of all others reported, but lower than the remaining 75%. The *third quartile* is the salary that is higher than 75% of all others reported, but lower than the remaining 25%. The bar in this graph represents the range between the first and third quartiles.

2011-2012 Median Percent Salary Change Canada Full-Time



Hourly Wage as of September 1, 2012 Canada Part-Time



Note: The *mean* (average) is the total of all wages divided by the number of individual entries reported. The *median* value is the wage right in the middle, after all wages are arranged from the lowest to highest. The *first quartile* is the wage that is higher than 25% of all others reported, but lower than the remaining 75%. The *third quartile* is the wage that is higher than 75% of all others reported, but lower than the remaining 25%. The bar in this graph represents the range between the first and third quartiles.

MANAGER/DIRECTOR/LEADER OF CHILD LIFE PROGRAM

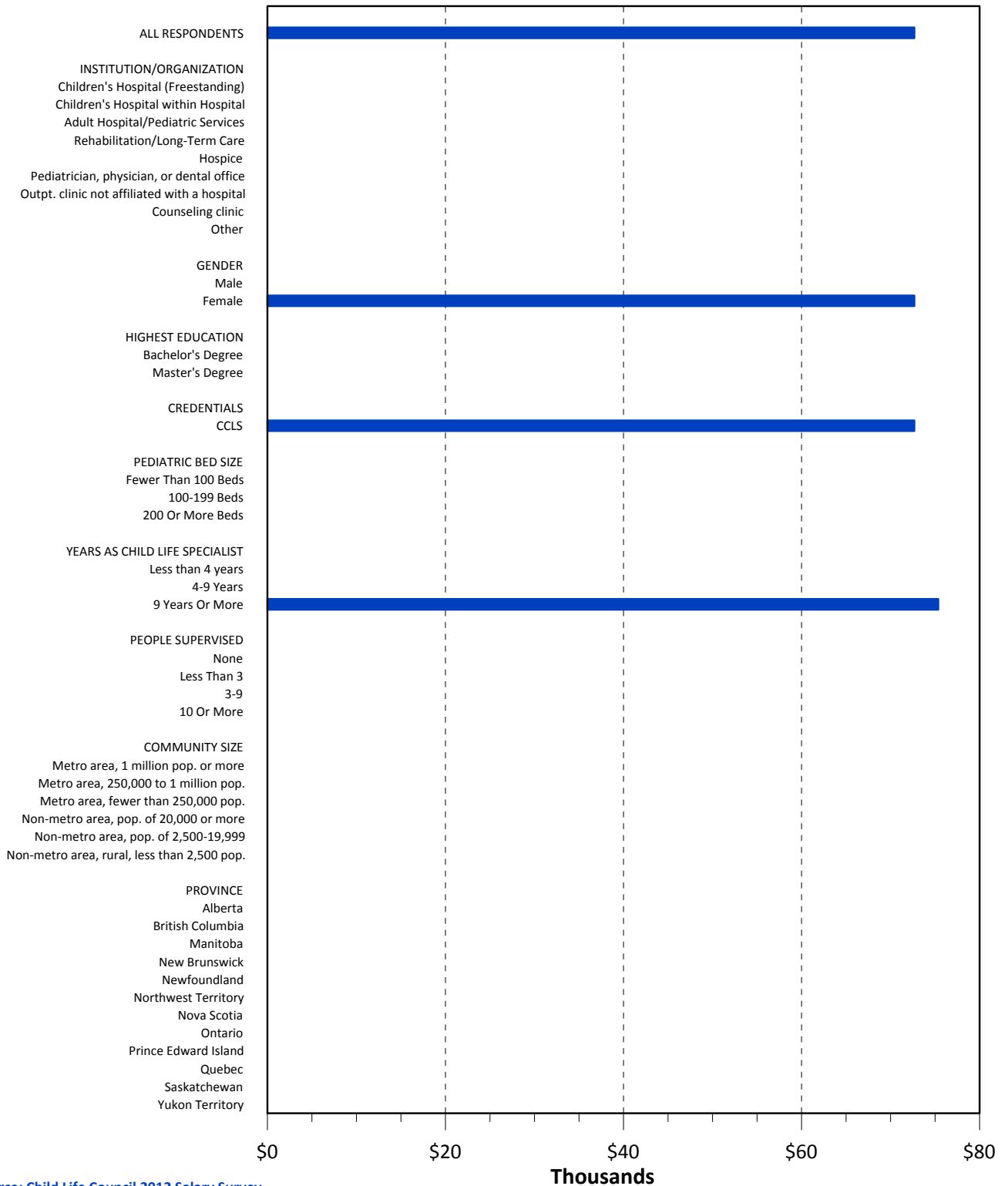
CANADA — FULL-TIME

NUMBER OF RESPONDENTS.....	6
AVERAGE AGE.....	41.8
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	50.0%
MASTER'S.....	50.0%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	17.4
AT CURRENT INSTITUTION.....	14.2
IN CURRENT POSITION	9.2
CCLS.....	100.0%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	50.0%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	292.3
PEDIATRIC HOSPITAL BEDS	129.4
AVERAGE NUMBER SUPERVISED	
PEOPLE	11.9
FTE	17.5
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	66.7%
HOURS PAID IN TYPICAL WEEK	36.7
SHIFT DIFFERENTIAL	
EVENING/NIGHT	0.0%
WEEKEND.....	0.0%
HOLIDAY.....	0.0%
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$72,676
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$74,305
MEDIAN PERCENT CHANGE 2011-2012	2.2%

Manager/Director/Leader of Child Life Program Canada Full-Time

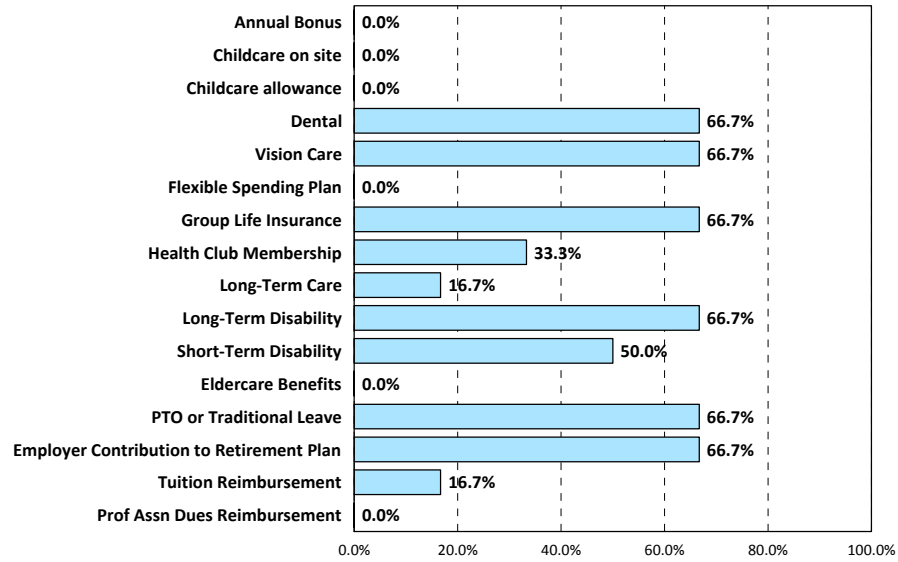
Mean Annual Salary as of September 1, 2012

(Data displayed only if 5 or more respondents)



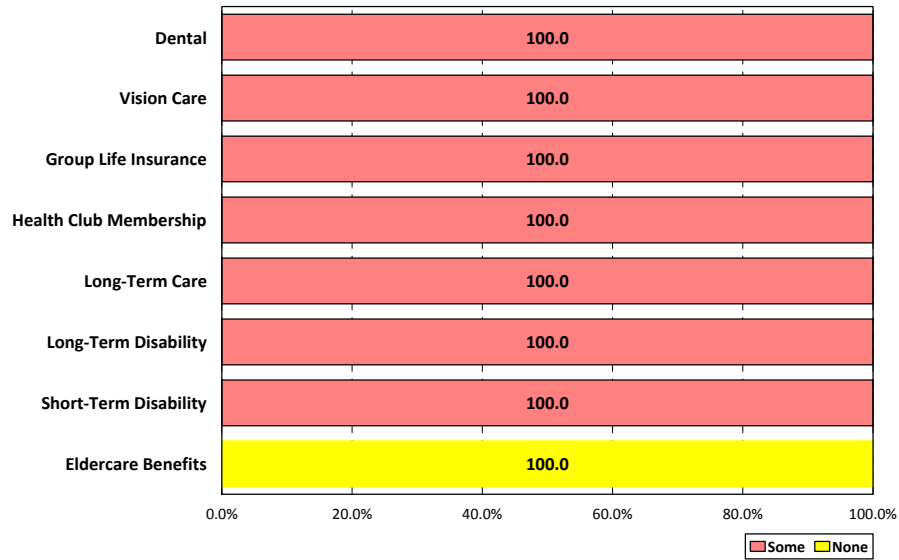
Source: Child Life Council 2012 Salary Survey

Benefits for a Manager/Director/Leader of Child Life Program Canada Full-Time



Source: Child Life Council 2012 Salary Survey

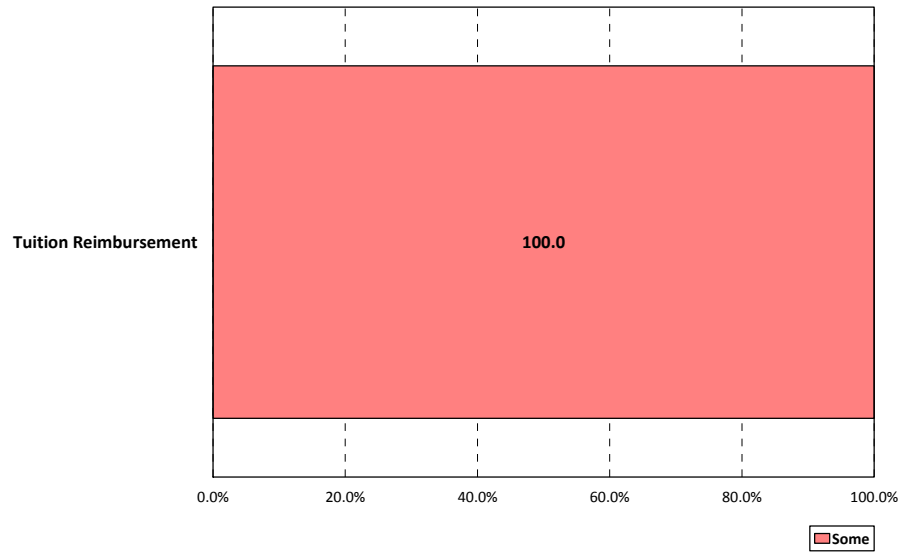
Proportion of Benefits Paid By Employer for a Mgr/Director/Leader of Child Life Program Canada Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Mgr/Director/Leader of Child Life Program Canada Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

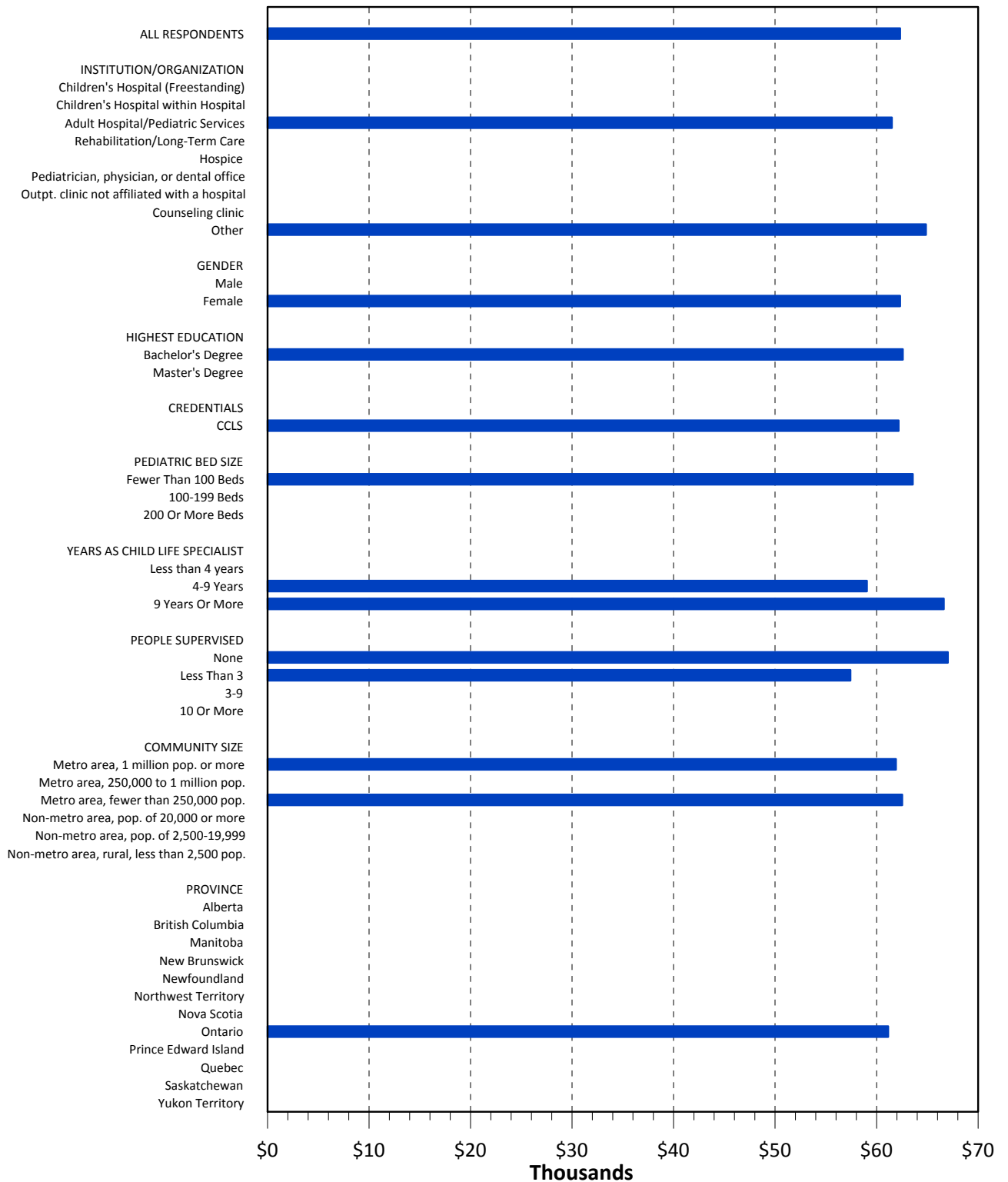
CHILD LIFE SPECIALIST WITH LEADERSHIP RESPONSIBILITIES

CANADA — FULL-TIME

NUMBER OF RESPONDENTS.....	15
AVERAGE AGE.....	39.4
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	60.0%
MASTER'S.....	13.3%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	14.2
AT CURRENT INSTITUTION.....	10.8
IN CURRENT POSITION	9.0
CCLS.....	93.3%
INSTITUTION/ORGANIZATION	
ADULT HOSPITAL WITH PEDIATRIC SERVICES.....	40.0%
CHILDREN'S HOSPITAL (FREESTANDING)	20.0%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	288.9
PEDIATRIC HOSPITAL BEDS	79.0
AVERAGE NUMBER SUPERVISED	
PEOPLE	3.1
FTE	2.3
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	46.7%
HOURS PAID IN TYPICAL WEEK	35.9
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	100.0%
WEEKEND.....	66.7%
HOLIDAY.....	33.3%
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$62,312
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$61,838
MEDIAN PERCENT CHANGE 2011-2012	3.2%

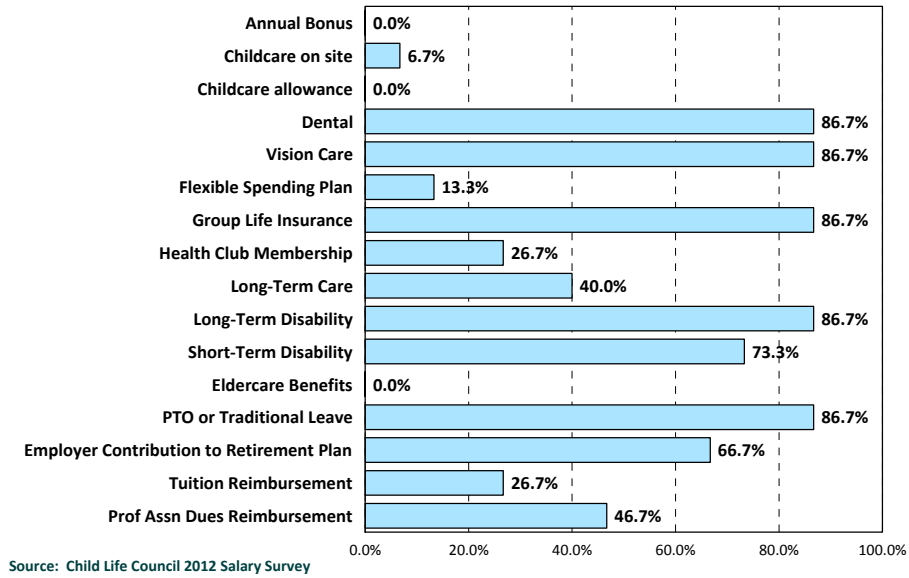
Child Life Specialist with Leadership Responsibilities Canada Full-Time Mean Annual Salary as of September 1, 2012

(Data displayed only if 5 or more respondents)



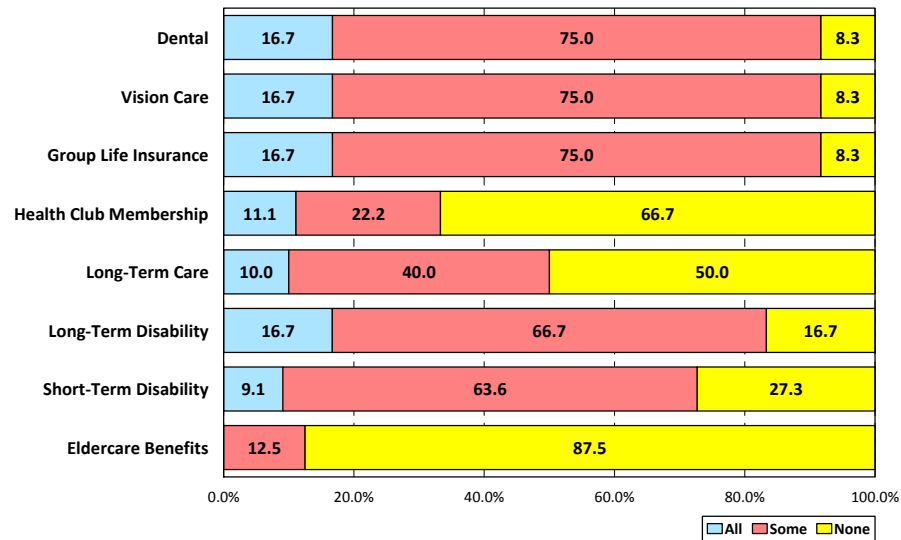
Source: Child Life Council 2012 Salary Survey

Benefits for a Child Life Specialist w/Leadership Responsibilities Canada Full-Time

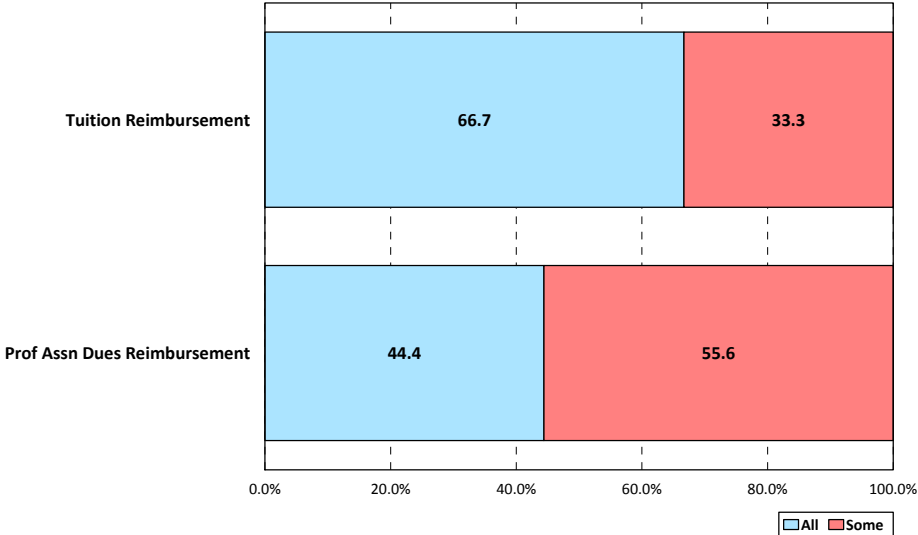


More than eight in 10 respondents received benefits for PTO/traditional leave, dental, vision care, group life insurance and long-term disability.

Proportion of Benefits Paid By Employer for a Child Life Specialist w/Leadership Responsibilities Canada Full-Time



Proportion of Expense Covered By Employer for a Child Life Specialist w/Leadership Responsibilities Canada Full-Time

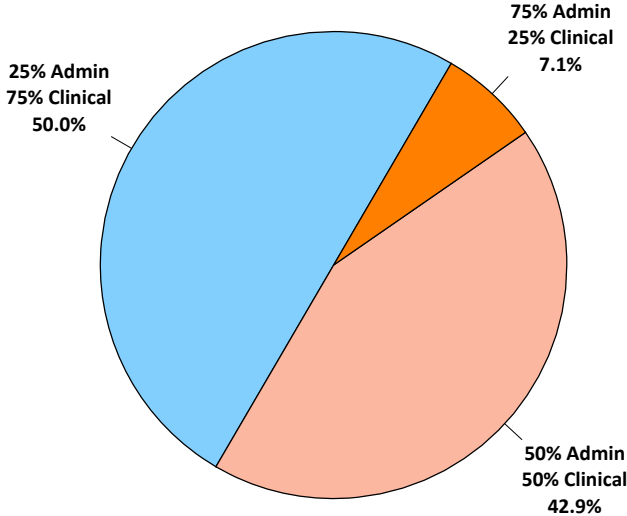


Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Two-thirds said their employer paid them in full for tuition reimbursement.

Child Life Specialist w/Leadership Responsibilities - Amount of Time Divided By Admin. & Clinical Canada Full-Time



Source: Child Life Council 2012 Salary Survey

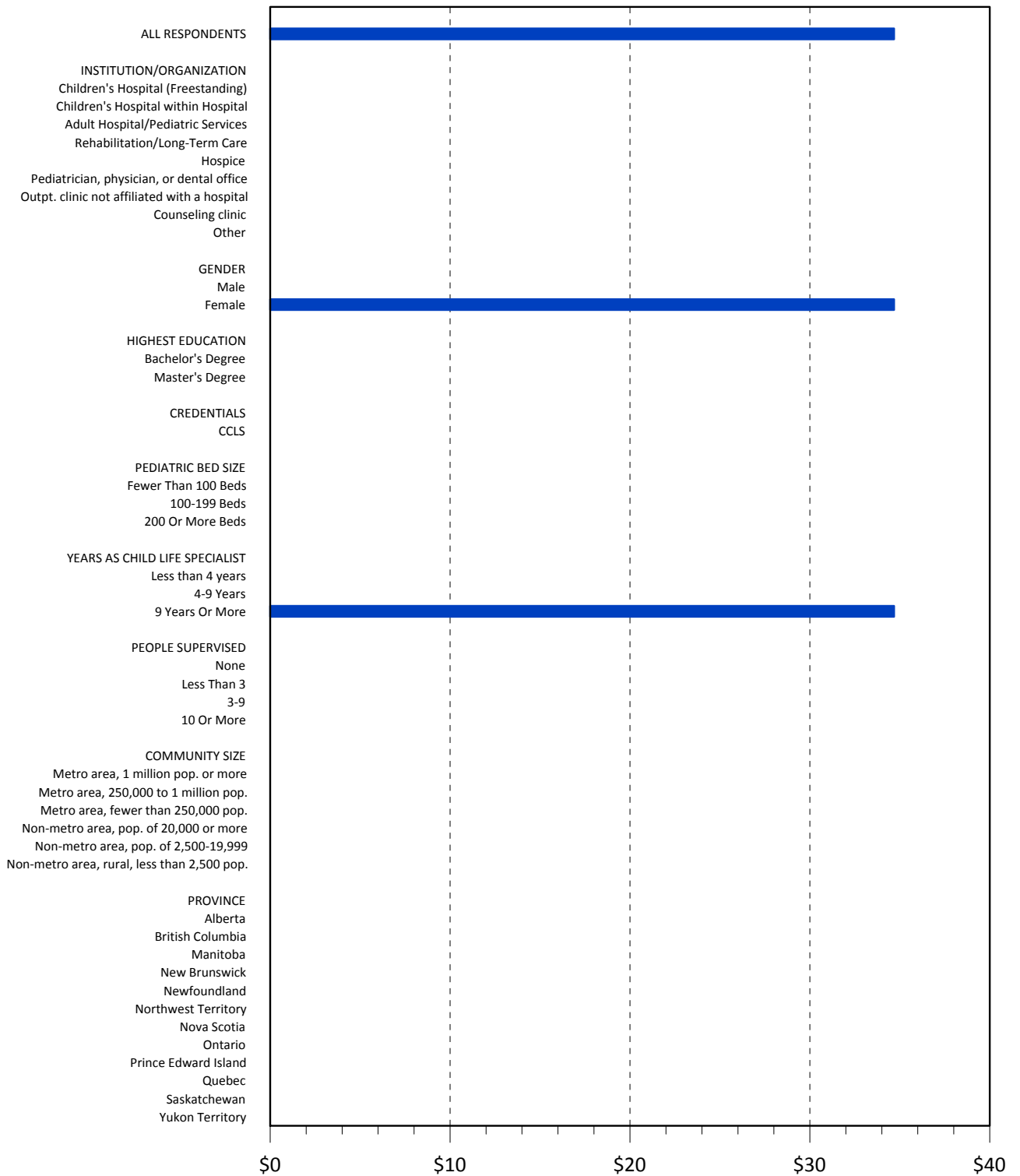
CHILD LIFE SPECIALIST WITH LEADERSHIP RESPONSIBILITIES

CANADA — PART-TIME

NUMBER OF RESPONDENTS.....	5
AVERAGE AGE.....	47.8
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	80.0%
OTHER	20.0%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	18.0
AT CURRENT INSTITUTION.....	17.4
IN CURRENT POSITION	14.2
CCLS.....	100.0%
INSTITUTION/ORGANIZATION	
ADULT HOSPITAL WITH PEDIATRIC SERVICES.....	60.0%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	472.7
PEDIATRIC HOSPITAL BEDS	59.8
AVERAGE NUMBER SUPERVISED	
PEOPLE	2.4
FTE	1.7
COMMUNITY SIZE	
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	60.0%
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	66.7%
WEEKEND.....	66.7%
HOLIDAY.....	33.3%
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$34.68
MEDIAN HOURLY WAGE (SEPTEMBER 2012).....	\$32.34
MEDIAN PERCENT CHANGE 2011-2012	1.1%

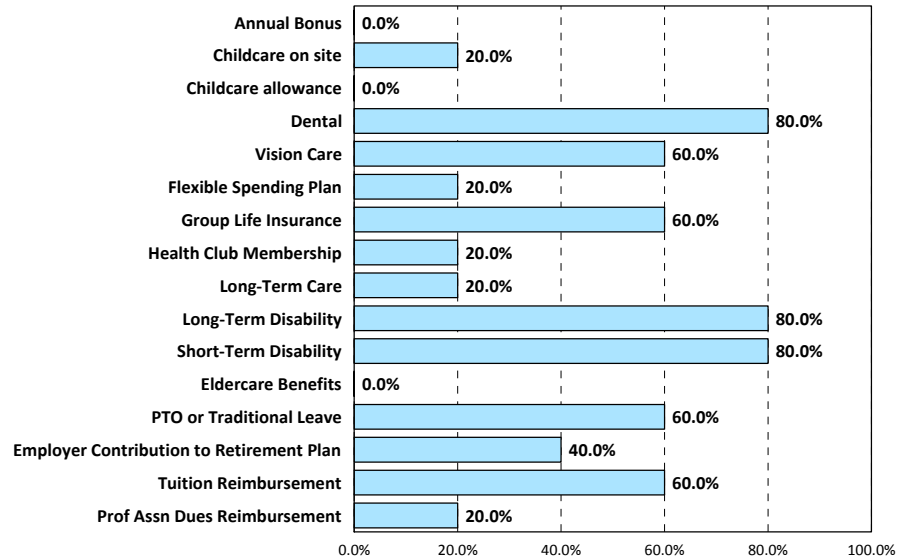
Child Life Specialist with Leadership Responsibilities Canada Part-Time Mean Hourly Wage as of September 1, 2012

(Data displayed only if 5 or more respondents)



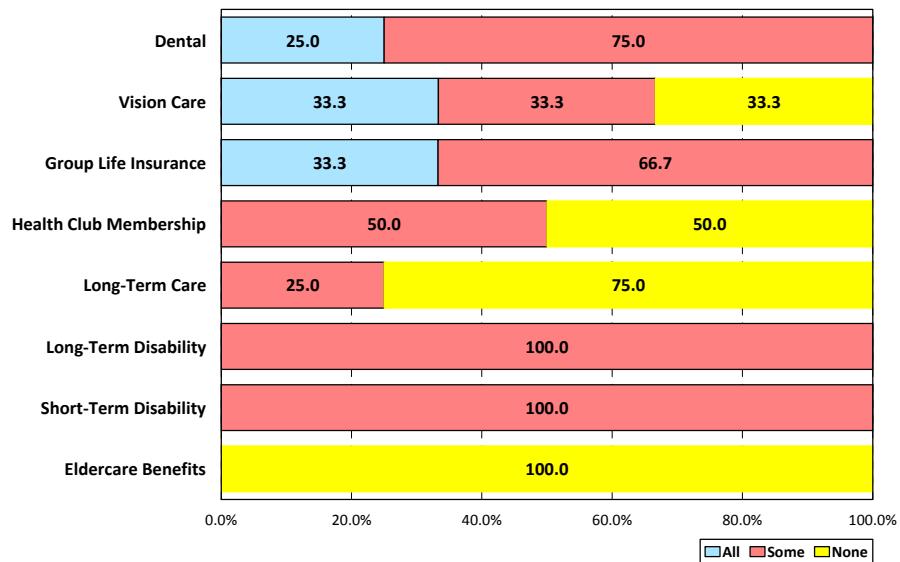
Source: Child Life Council 2012 Salary Survey

Benefits for a Child Life Specialist w/Leadership Responsibilities Canada Part-Time



Source: Child Life Council 2012 Salary Survey

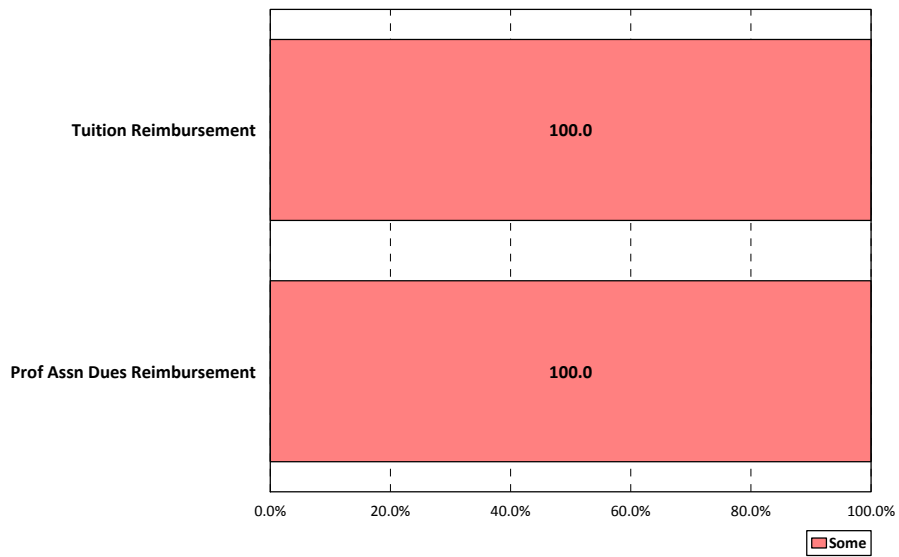
Proportion of Benefits Paid By Employer for a Child Life Specialist w/Leadership Responsibilities Canada Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Child Life Specialist w/Leadership Responsibilities Canada Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

CHILD LIFE SPECIALIST

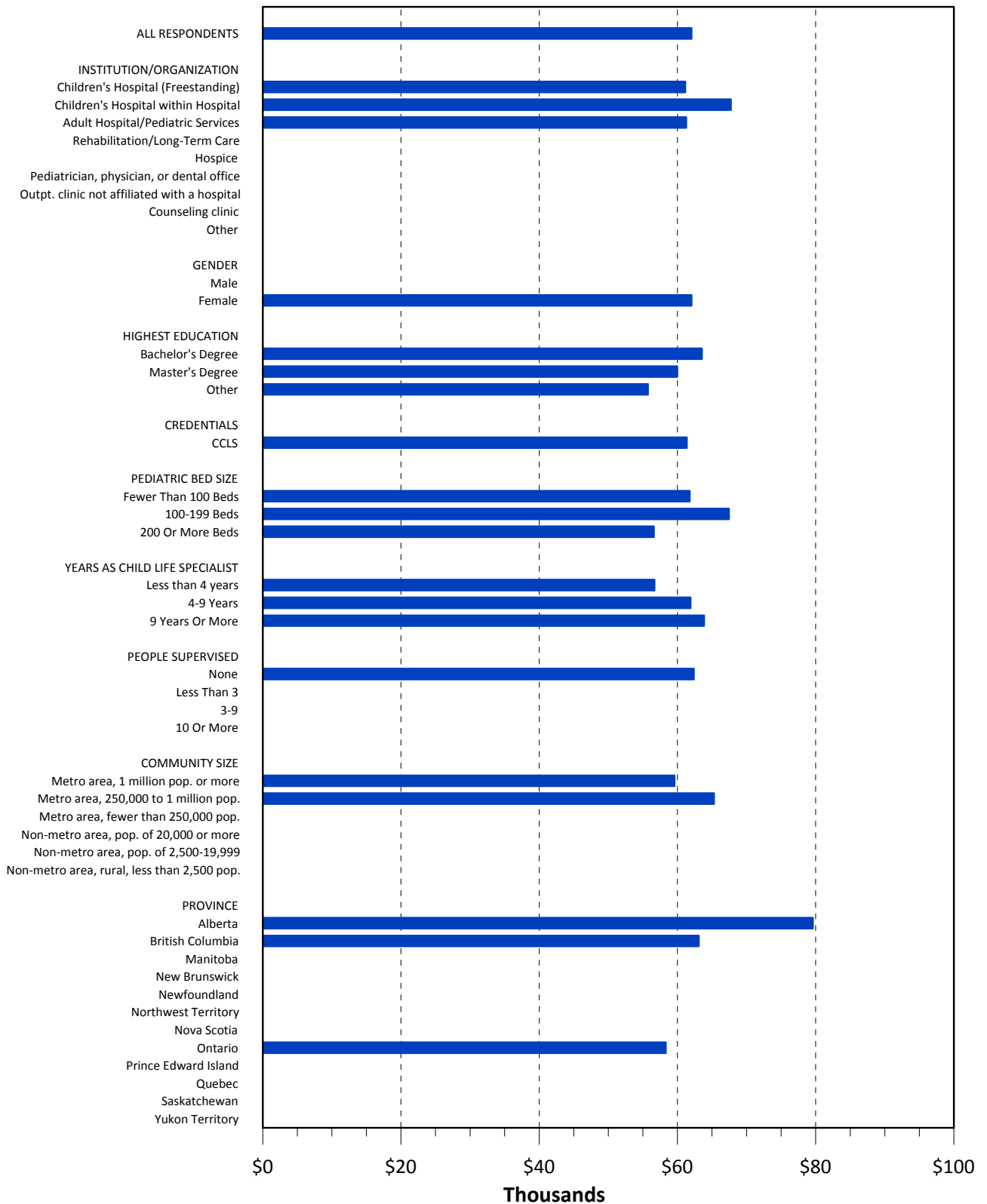
CANADA — FULL-TIME

NUMBER OF RESPONDENTS.....	46
AVERAGE AGE.....	38.3
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	68.9%
MASTER'S.....	17.8%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	11.6
AT CURRENT INSTITUTION.....	11.4
IN CURRENT POSITION	8.7
CCLS.....	93.2%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	57.8%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	233.0
PEDIATRIC HOSPITAL BEDS	145.2
AVERAGE NUMBER SUPERVISED	
PEOPLE	0.5
FTE	0.5
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	47.8%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	41.3%
HOURS PAID IN TYPICAL WEEK	36.5
SHIFT DIFFERENTIAL	
EVENING/NIGHT.....	84.6%
WEEKEND.....	84.6%
HOLIDAY.....	46.2%
<hr/>	
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$62,038
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$63,700
MEDIAN PERCENT CHANGE 2011-2012	2.1%

Child Life Specialist - Canada Full-Time

Mean Annual Salary as of September 1, 2012

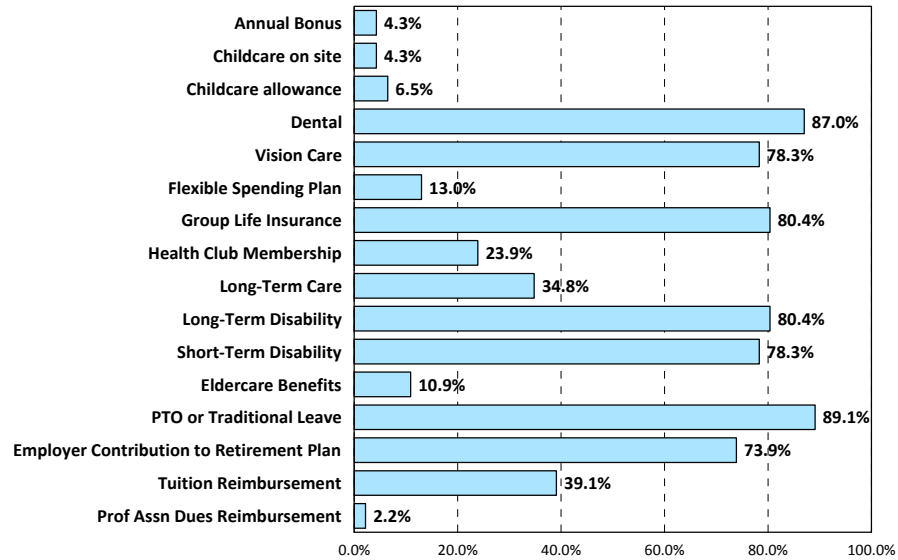
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

For full-time Child Life Specialists in Canada, higher education did not translate into higher salaries. Specialists with bachelor’s degrees (\$63,546) actually made more, on average, than those holding a master’s degree (\$59,977), though there were only eight respondents with a master’s degree. The highest average salary level—\$79,597—was reported in the Alberta province, again, a small segment (5).

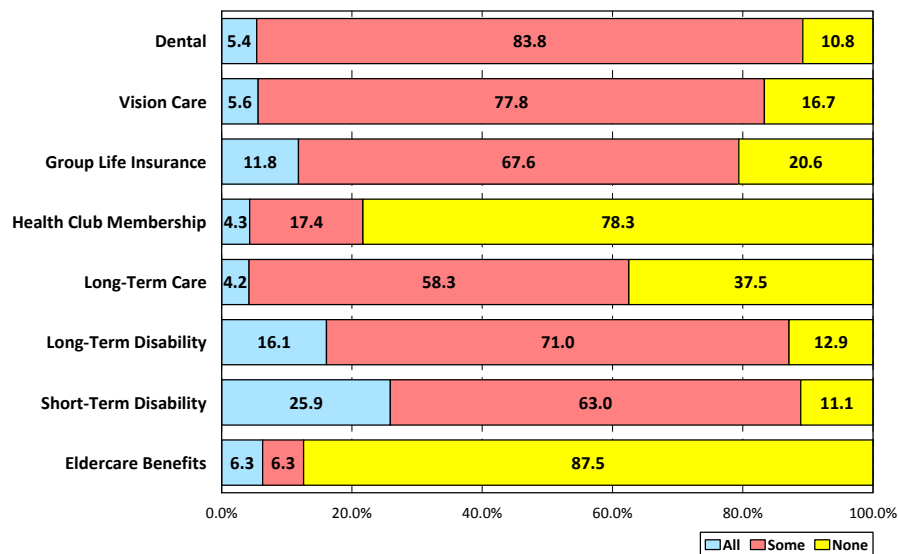
Benefits for a Child Life Specialist Canada Full-Time



Source: Child Life Council 2012 Salary Survey

More than eight in 10 respondents indicated receiving benefits for PTO or traditional leave, dental, group life insurance, and long-term disability.

Proportion of Benefits Paid By Employer for a Child Life Specialist Canada Full-Time

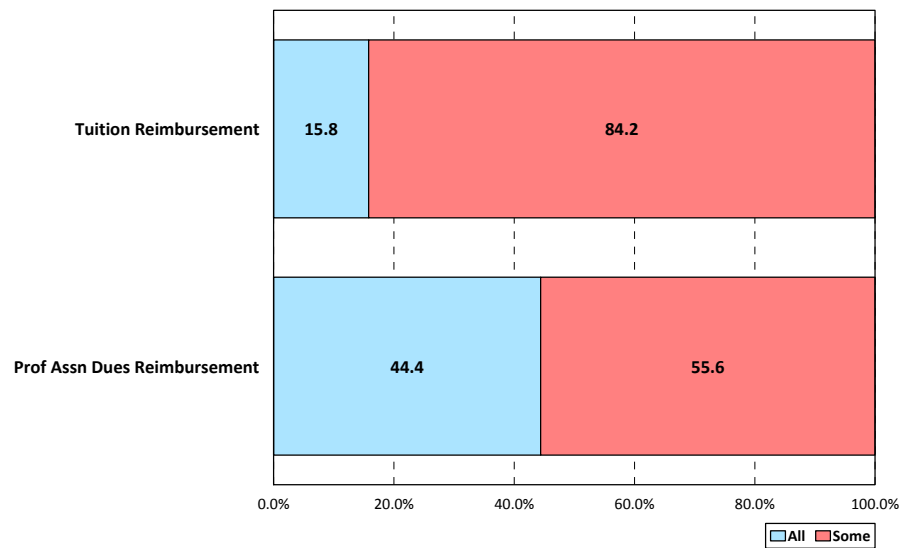


Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Child Life Specialist

Canada Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Professional association dues reimbursement was the most “paid for in full by employer” benefit, although only 2.2% of respondents reported receiving this benefit.

CHILD LIFE SPECIALIST

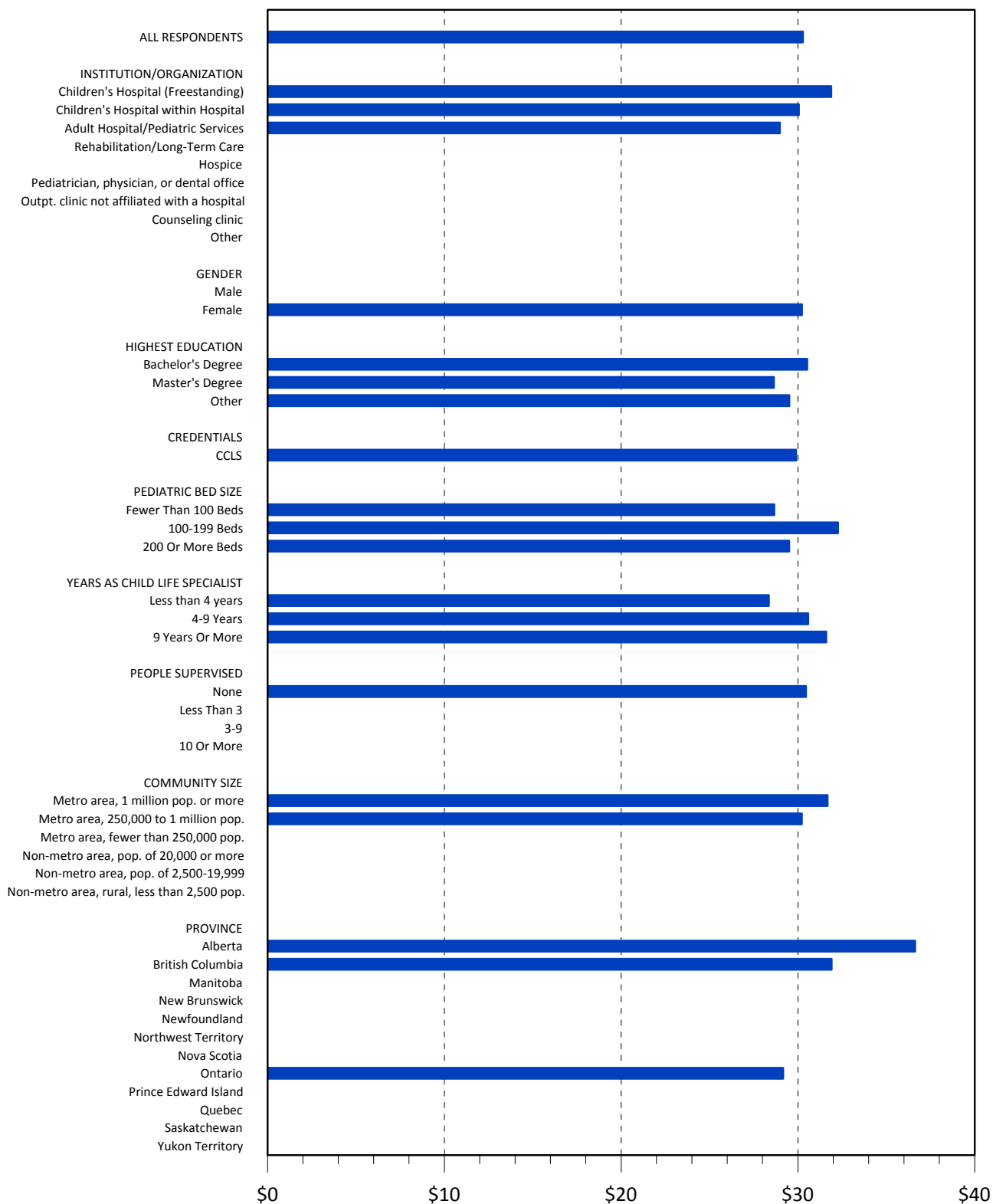
CANADA — PART-TIME

NUMBER OF RESPONDENTS.....	38
AVERAGE AGE.....	35.1
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	57.1%
MASTER'S.....	20.0%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	8.3
AT CURRENT INSTITUTION.....	7.3
IN CURRENT POSITION	4.9
CCLS.....	91.7%
INSTITUTION/ORGANIZATION	
CHILDREN'S HOSPITAL (FREESTANDING)	42.1%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	268.5
PEDIATRIC HOSPITAL BEDS	152.5
AVERAGE NUMBER SUPERVISED	
PEOPLE	0.0
FTE	0.4
COMMUNITY SIZE	
METRO AREA WITH 1 MILLION POPULATION OR MORE.....	47.4%
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	42.1%
SHIFT DIFFERENTIAL	
WEEKEND.....	78.3%
EVENING/NIGHT.....	65.2%
HOLIDAY.....	52.2%
<hr/>	
WAGES	
AVERAGE HOURLY WAGE (SEPTEMBER 2012).....	\$30.29
MEDIAN HOURLY WAGE (SEPTEMBER 2012)	\$30.16
MEDIAN PERCENT CHANGE 2011-2012	2.8%

Child Life Specialist - Canada Part-Time

Mean Hourly Wage as of September 1, 2012

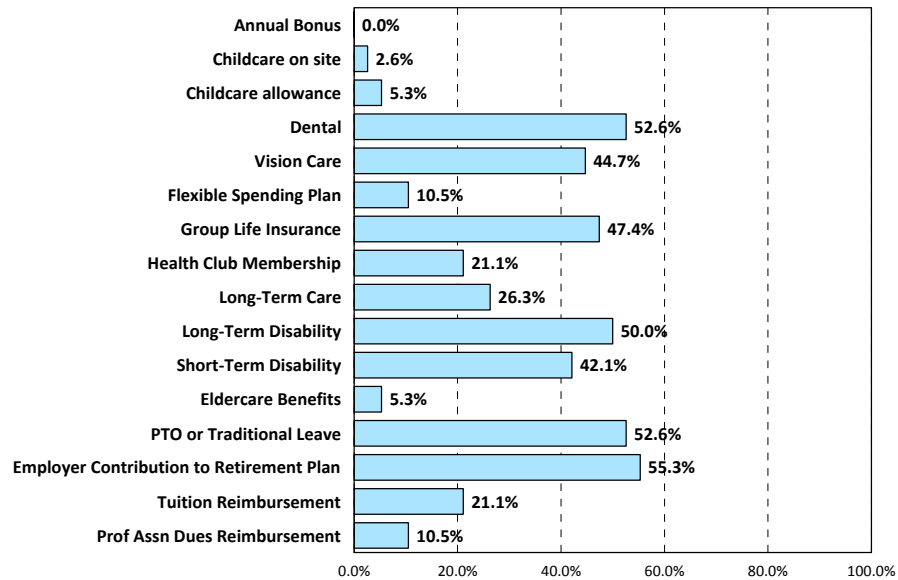
(Data displayed only if 5 or more respondents)



Source: Child Life Council 2012 Salary Survey

The average hourly rate increases slightly with experience as a child life professional. Specialists located in Alberta earned the highest wage rate—\$36.63—compared to other provinces.

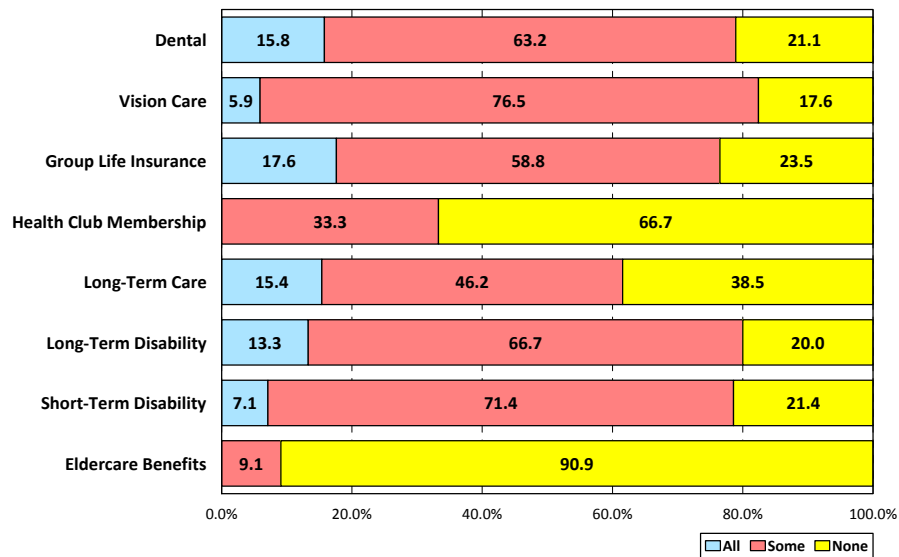
Benefits for a Child Life Specialist Canada Part-Time



Source: Child Life Council 2012 Salary Survey

About half the respondents indicated that they received group life insurance, long-term disability, dental, PTO or traditional leave, and employer contribution to retirement plans.

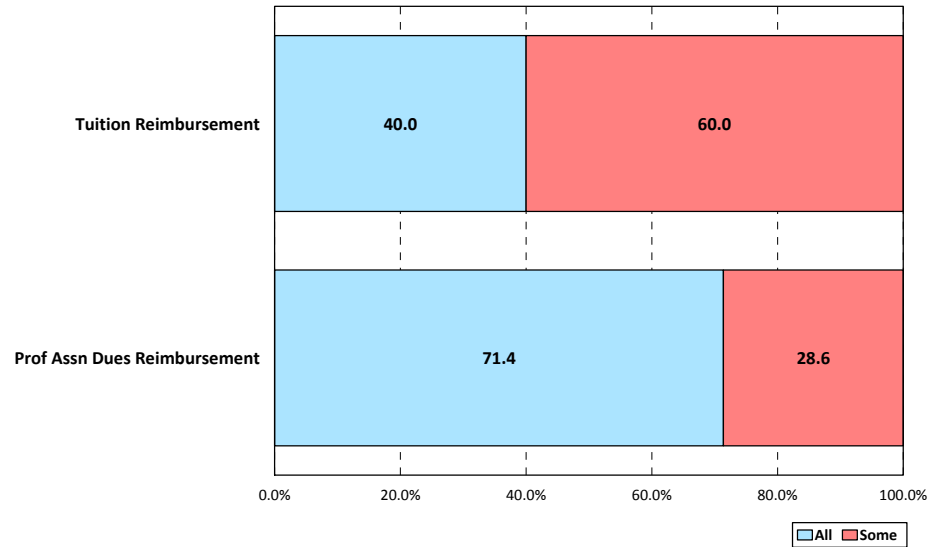
Proportion of Benefits Paid By Employer for a Child Life Specialist Canada Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for a Child Life Specialist Canada Part-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Employers mostly paid some portion for most benefits, while paying in full for only a few.

OTHER* POSITIONS

CANADA — FULL-TIME

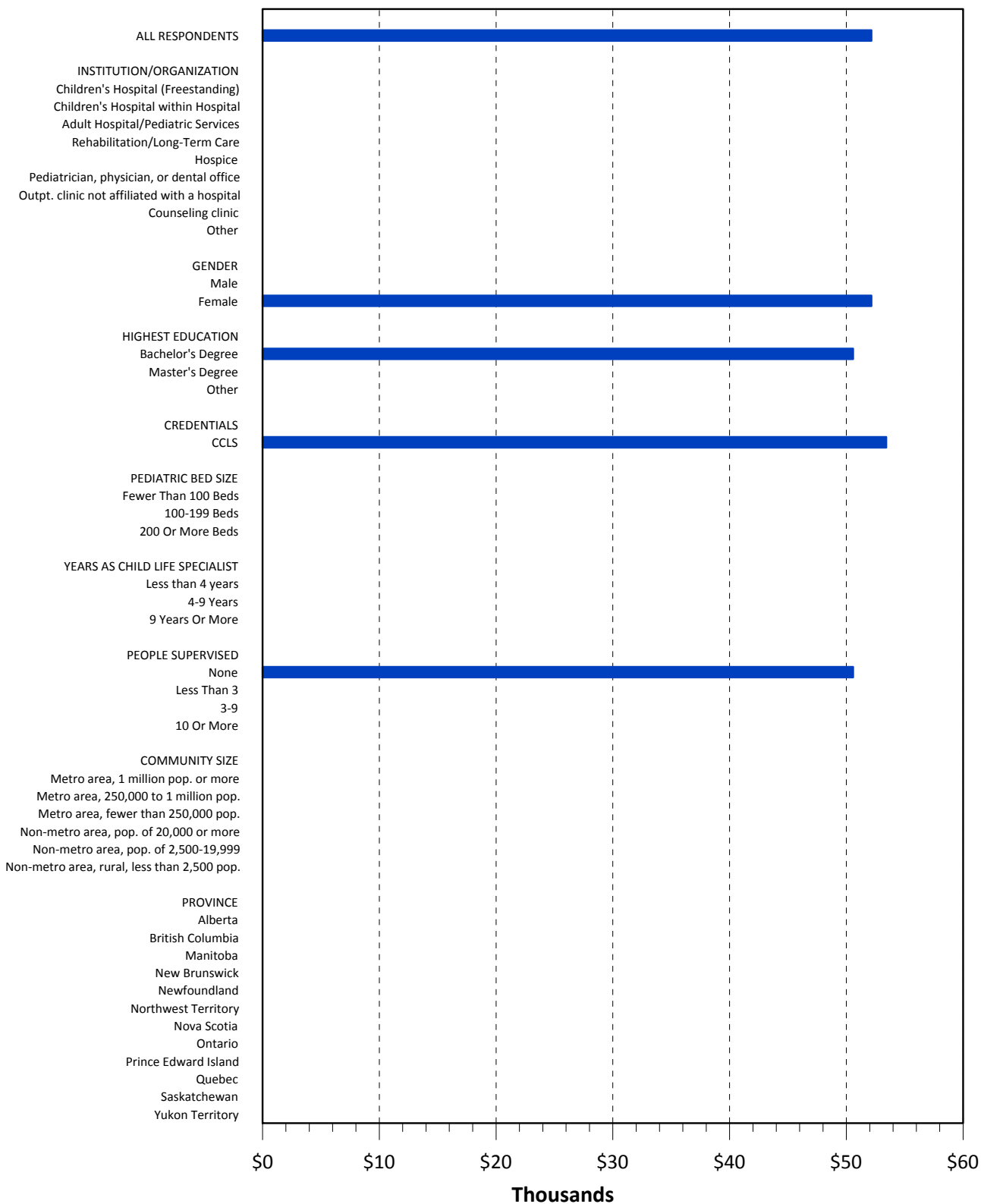
NUMBER OF RESPONDENTS.....	6
AVERAGE AGE.....	33.2
HIGHEST LEVEL OF EDUCATION	
BACHELOR'S.....	83.3%
MASTER'S.....	16.7%
AVERAGE YEARS	
AS CHILD LIFE SPECIALIST.....	8.0
AT CURRENT INSTITUTION.....	4.0
IN CURRENT POSITION	4.0
CCLS.....	100.0%
INSTITUTION/ORGANIZATION	
OTHER	50.0%
AVERAGE NUMBER OF BEDS	
INPATIENT HOSPITAL BEDS	400.0
PEDIATRIC HOSPITAL BEDS	60.0
AVERAGE NUMBER SUPERVISED	
PEOPLE	5.0
FTE	1.7
COMMUNITY SIZE	
METRO AREA OF 250,000 TO 1 MILLION POPULATION.....	66.7%
HOURS PAID IN TYPICAL WEEK	37.5
SHIFT DIFFERENTIAL	
WEEKEND.....	100.0%
EVENING/NIGHT.....	0.0%
HOLIDAY.....	0.0%
SALARY	
AVERAGE ANNUAL SALARY (SEPTEMBER 2012)	\$52,150
MEDIAN ANNUAL SALARY (SEPTEMBER 2012)	\$48,050
MEDIAN PERCENT CHANGE 2011-2012	1.1%

*Other included a myriad of position descriptions, such as bereavement coordinator, case manager, child development specialist, child life educator, child life fellow, child life student, early childhood consultant, early intervention specialist, mental health counselor, and music therapist, among others.

Other Position - Canada Full-Time

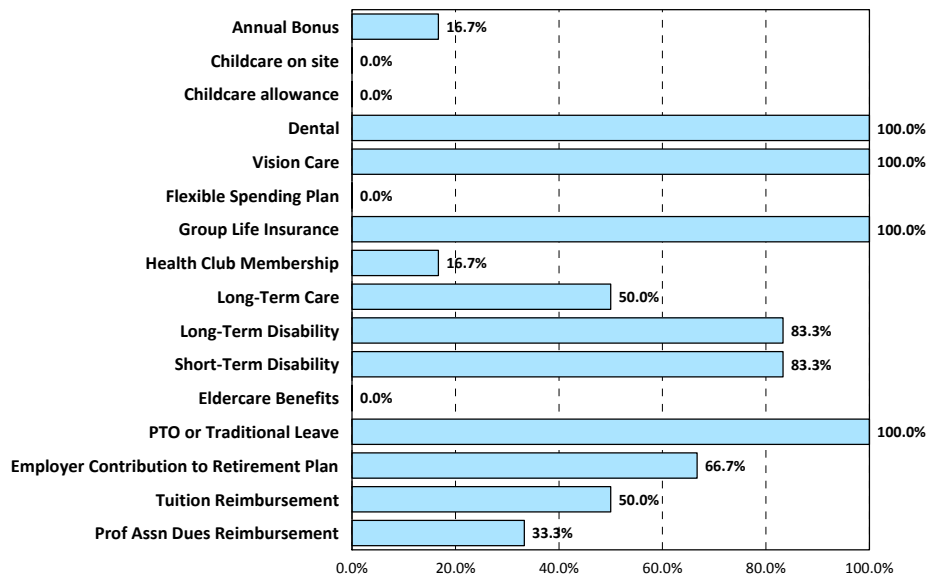
Mean Annual Salary as of September 1, 2012

(Data displayed only if 5 or more respondents)



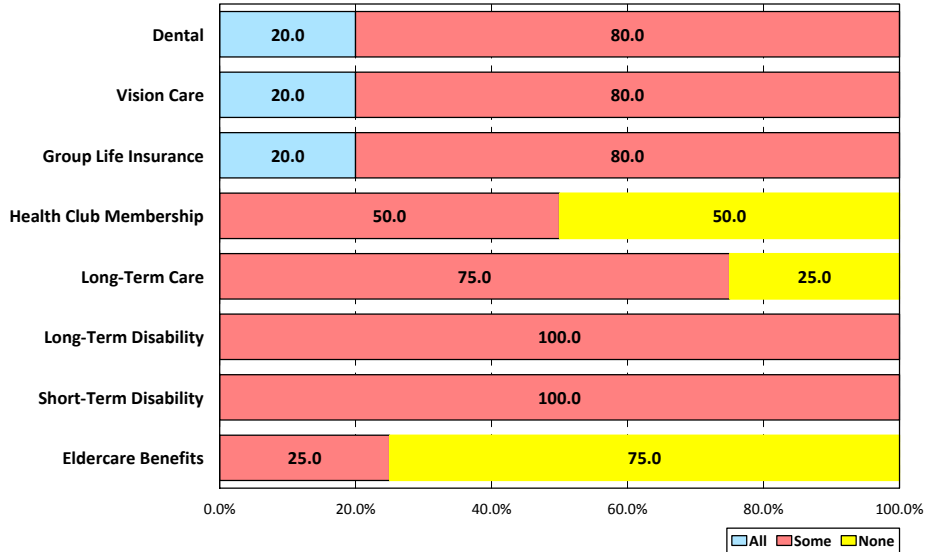
Source: Child Life Council 2012 Salary Survey

Benefits for Other Positions Canada Full-Time



Source: Child Life Council 2012 Salary Survey

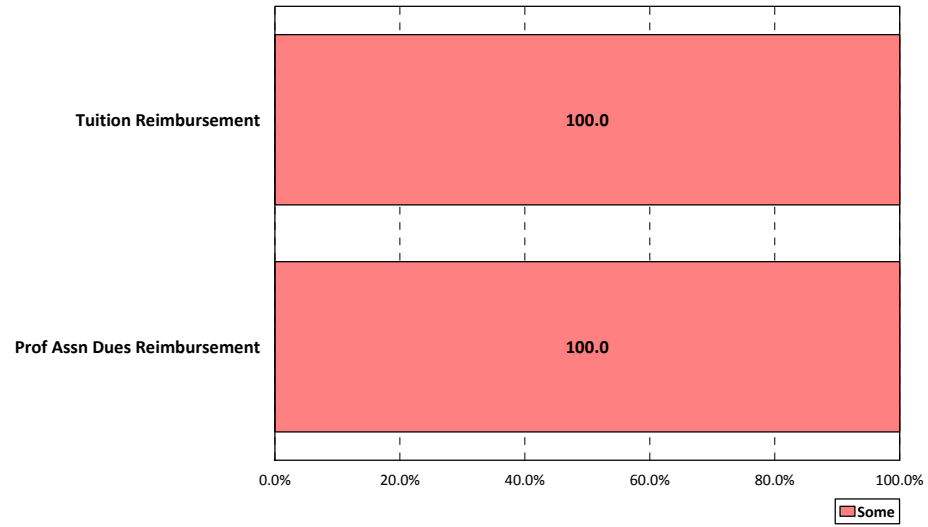
Proportion of Benefits Paid By Employer for Other Positions Canada Full-Time



Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

Proportion of Expense Covered By Employer for Other Positions Canada Full-Time



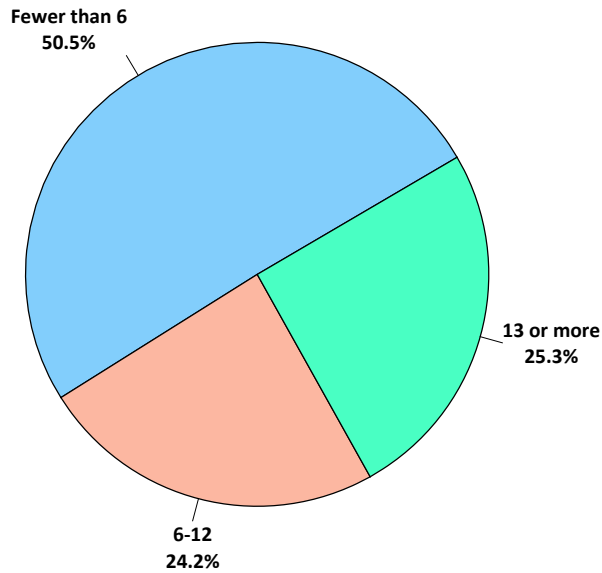
Source: Child Life Council 2012 Salary Survey

These data do not reflect the proportion of employers who did not offer these benefits.

INSTITUTIONAL DATA: U.S. AND CANADA

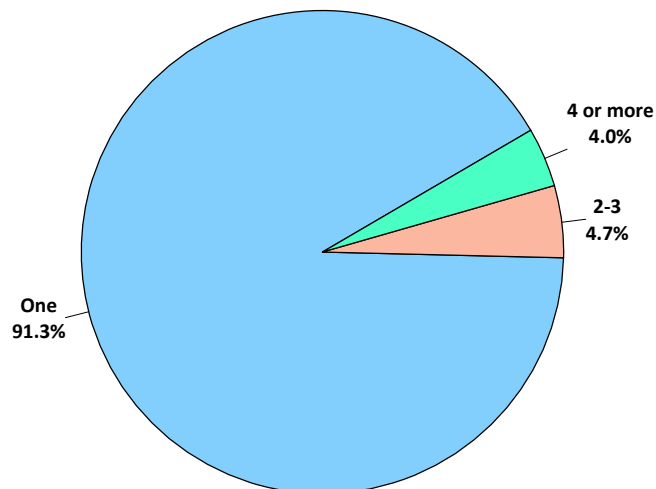
The size of the department at various organizations was reported only by Directors and Child Life Specialists with Leadership Responsibilities. The department sizes were measured by the number of full-time equivalent (FTE) staff. One-half were in a department with fewer than six professional FTEs and one-half were in a department with six or more. Nine of 10 respondents (91.3%) reported one FTE support staff.

FTE Department Professional Staff



Source: Child Life Council 2012 Salary Survey

FTE Department Support Staff



Source: Child Life Council 2012 Salary Survey

Directors and Child Life Specialists with Leadership Responsibilities were asked to provide salary and hourly wage ranges for the various child life profession positions. The mean and median values are reported below. Please note that for hourly wage ranges, PRN and part-timers were considered.

U.S. Annual Salary and Hourly Wage Ranges

Manager/Director/Leader of Program Annual Salary Ranges		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Salary All Respondents	\$56,538	\$60,247
Mid-Level Salary All Respondents	\$65,250	\$70,233
Maximum Salary All Respondents	\$79,458	\$84,624

Manager/Director/Leader of Program Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$26.85	\$27.75
Mid-Level Hourly Wage All Respondents	\$31.50	\$34.48
Maximum Hourly Wage All Respondents	\$37.94	\$41.16

Child Life Specialist with Leadership Responsibilities Annual Salary Ranges		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Salary All Respondents	\$44,803	\$46,846
Mid-Level Salary All Respondents	\$52,457	\$52,083
Maximum Salary All Respondents	\$60,200	\$61,088

Child Life Specialist with Leadership Responsibilities Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$21.11	\$22.35
Mid-Level Hourly Wage All Respondents	\$24.42	\$25.15
Maximum Hourly Wage All Respondents	\$29.03	\$29.99

Child Life Specialist Annual Salary Ranges		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Salary All Respondents	\$37,000	\$37,442
Mid-Level Salary All Respondents	\$45,423	\$45,731
Maximum Salary All Respondents	\$54,748	\$53,921

Child Life Specialist Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$17.51	\$18.30
Mid-Level Hourly Wage All Respondents	\$22.00	\$22.09
Maximum Hourly Wage All Respondents	\$26.00	\$26.52

Child Life Assistant Annual Salary Ranges		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Salary All Respondents	\$25,788	\$26,983
Mid-Level Salary All Respondents	\$31,659	\$32,663
Maximum Salary All Respondents	\$37,583	\$39,331

Child Life Assistant Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country U.S.</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$11.88	\$12.56
Mid-Level Hourly Wage All Respondents	\$14.76	\$14.75
Maximum Hourly Wage All Respondents	\$16.77	\$17.09

Canadian Hourly Wage Ranges

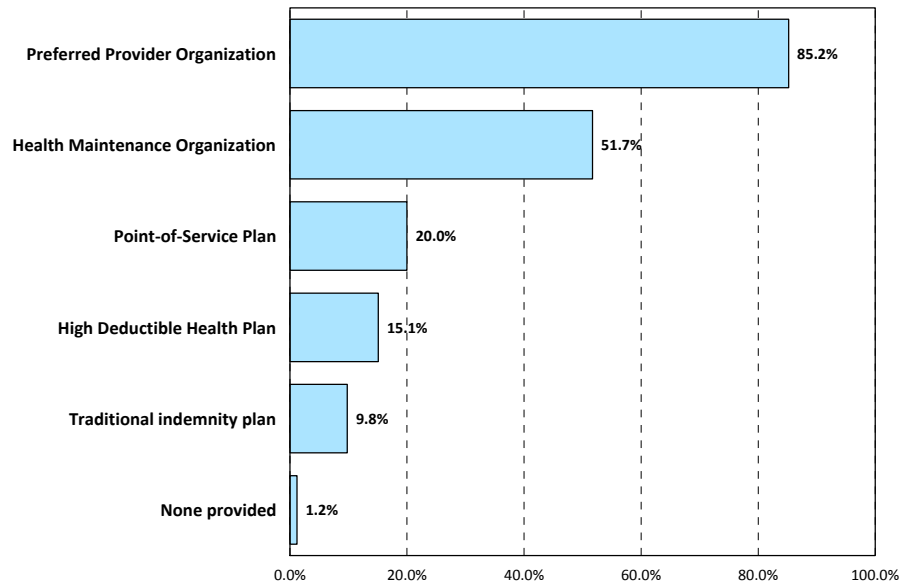
Manager/Director/Leader of Program Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country Canada</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$31.97	\$33.18
Mid-Level Hourly Wage All Respondents	\$30.40	\$32.61
Maximum Hourly Wage All Respondents	\$36.34	\$36.99

Child Life Specialist with Leadership Responsibilities Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country Canada</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$29.58	\$28.85
Mid-Level Hourly Wage All Respondents	\$29.83	\$31.03
Maximum Hourly Wage All Respondents	\$33.88	\$35.41

Child Life Specialist Hourly Wage Ranges		
<i>Please note, PRN and part-timers were considered.</i>		
<i>Country Canada</i>		
	Median	Mean
Entry Level Hourly Wage All Respondents	\$27.18	\$26.81
Mid-Level Hourly Wage All Respondents	\$29.76	\$29.60
Maximum Hourly Wage All Respondents	\$33.88	\$33.59

U.S. Health Care Benefits

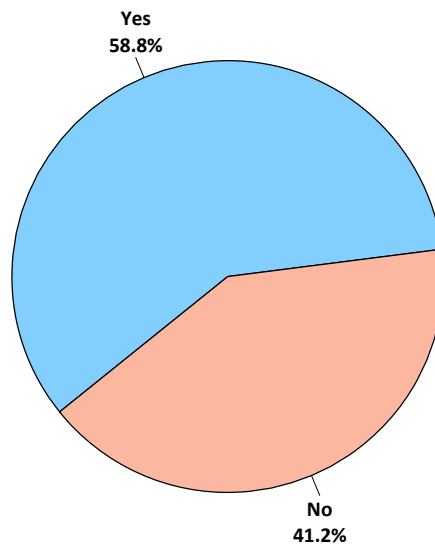
Health Care Benefit Plans Offered By Organization U.S. Respondents



Source: Child Life Council 2012 Salary Survey

The most offered health care plan was PPO (85.2%) followed by HMO (51.7%). The least provided plan was traditional indemnity (9.8%). Employers paid, on average, 60.4% of the monthly premiums for individual employee coverage and 57.8% for family coverage.

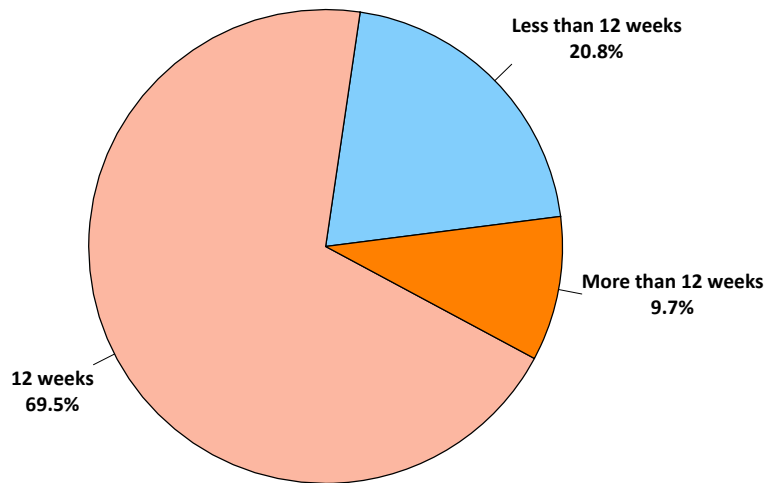
Organization Provides Leave Specifically Dedicated to Maternity Leave U.S. Respondents



Source: Child Life Council 2012 Salary Survey

Nearly six in 10 organizations provided leave specifically dedicated to maternity.

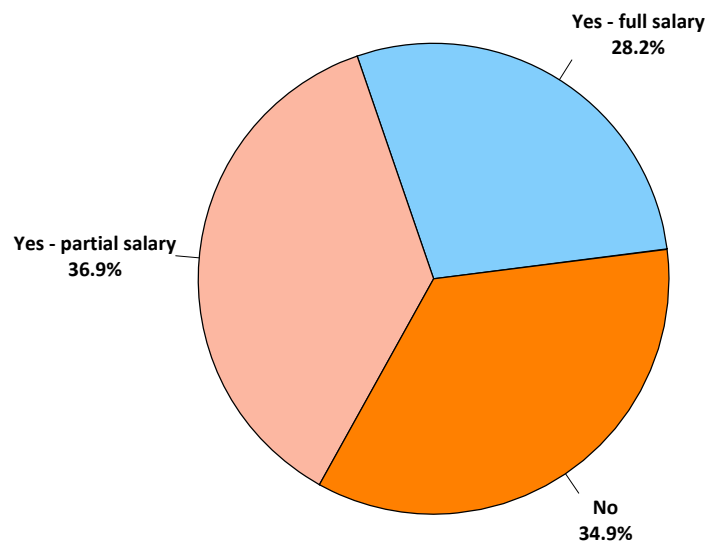
Organization Provides Leave Specifically Dedicated to Maternity Leave - Number of Weeks U.S. Respondents



Source: Child Life Council 2012 Salary Survey

Of those organizations providing maternity leave, the majority (69.5%) provided this leave for 12 weeks. Only 9.7% provided maternity leave for more than 12 weeks.

Organization Provides Leave Specifically Dedicated to Maternity Leave - Pay While on Leave U.S. Respondents

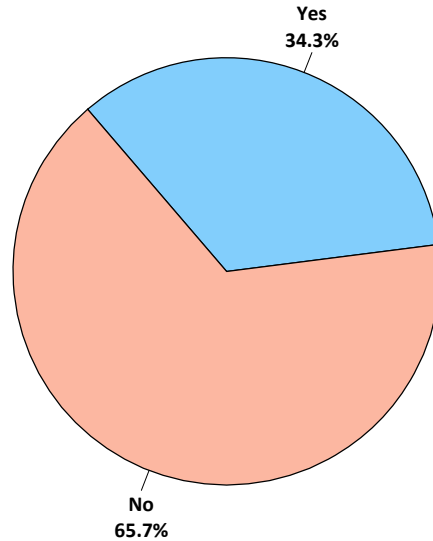


Source: Child Life Council 2012 Salary Survey

About two-thirds of organizations indicated paying employees at least some of their salaries while on maternity leave, with 28.2% saying they pay full salary.

Organization Provides Leave Specifically Dedicated to Maternity Leave - Also Provides Paternity Leave

U.S. Respondents

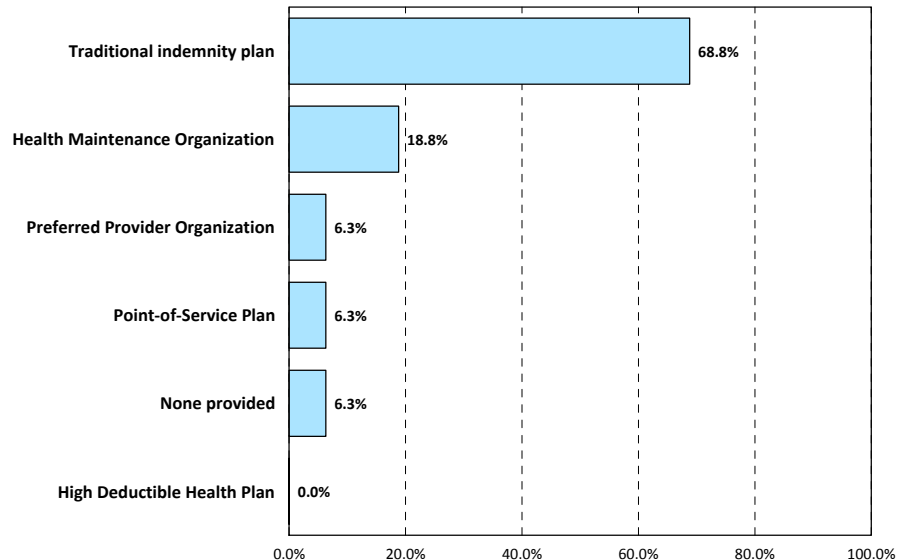


Source: Child Life Council 2012 Salary Survey

Only one-third of the organizations that provided maternity leave to their employees also provided paternity leave.

Canadian Health Care Benefits

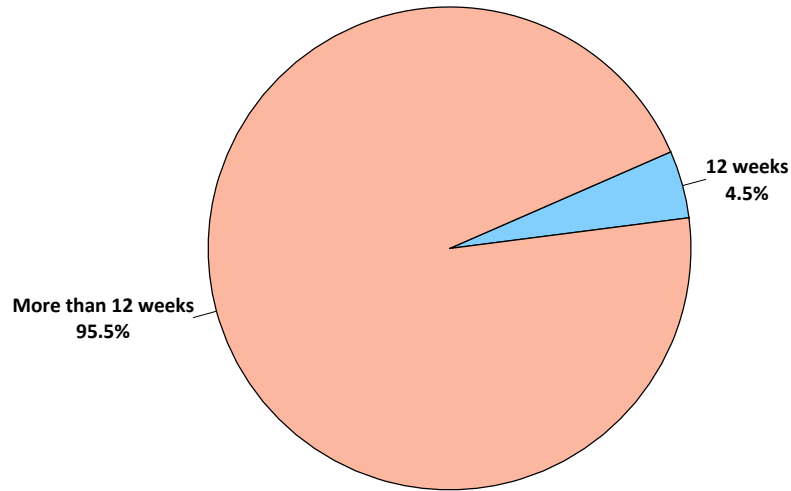
Health Care Benefit Plans Offered By Organization Canadian Respondents



Source: Child Life Council 2012 Salary Survey

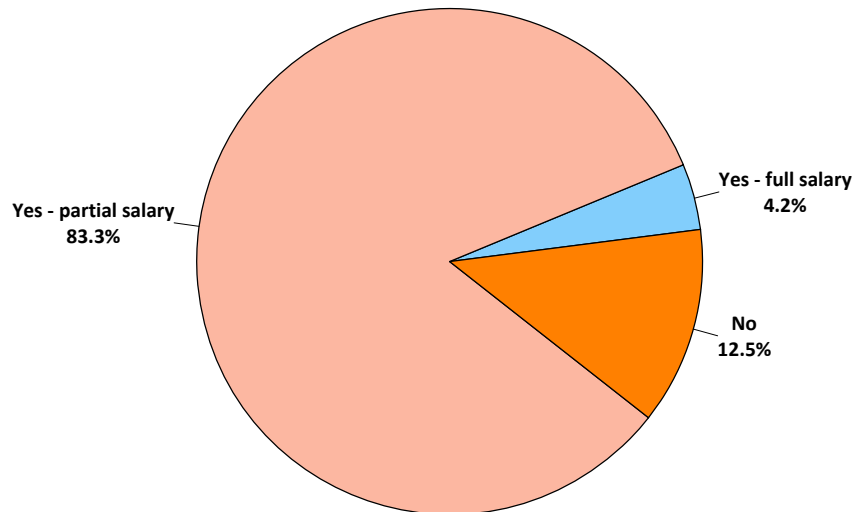
By far, traditional indemnity was the most provided health care plan by Canadian organizations (68.8%). On average, employers paid almost the same portion of monthly premiums for individual and family coverage, 63.6% and 63.8%, respectively.

Organization Provides Leave Specifically Dedicated to Maternity Leave - Number of Weeks Canadian Respondents



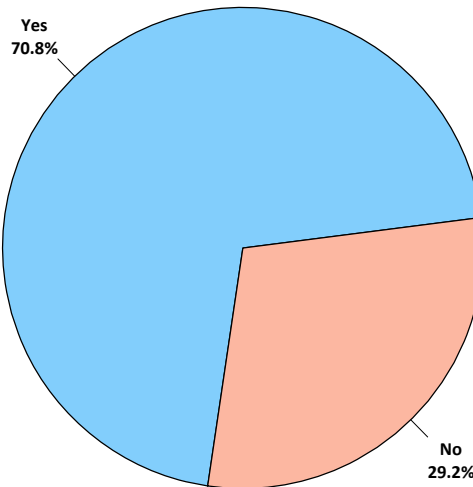
Source: Child Life Council 2012 Salary Survey

Organization Provides Leave Specifically Dedicated to Maternity Leave - Pay While on Leave Canadian Respondents



Source: Child Life Council 2012 Salary Survey

Organization Provides Leave Specifically Dedicated to Maternity Leave - Also Provides Paternity Leave Canadian Respondents



Source: Child Life Council 2012 Salary Survey

Professional Development Costs

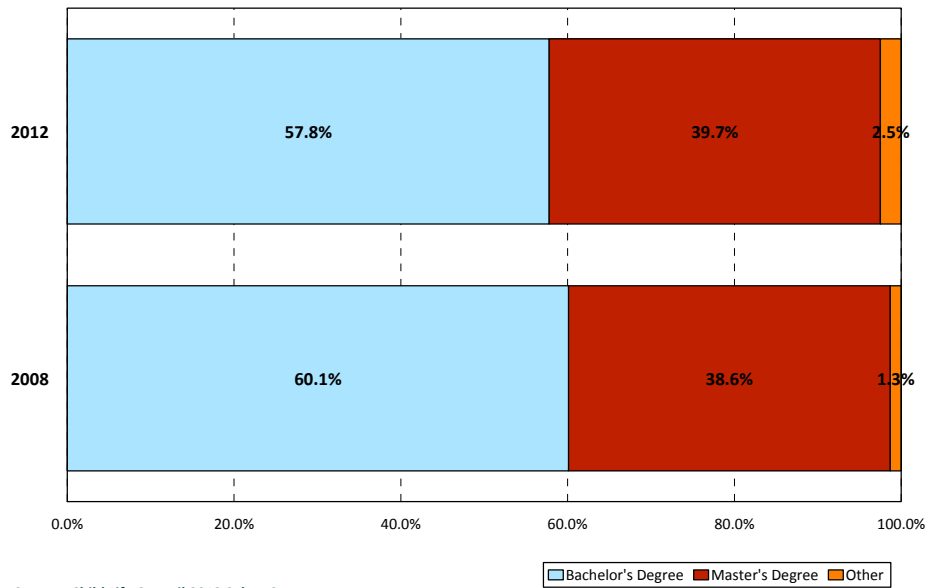
Professional Development Costs in 2011 (U.S.)	Median
Total amount of funds spent on professional development (per department)	\$1,900
Funds spent on professional development as a percent of actual child life salary expenditures	1.0%
Funds spent on professional development per professional employee	\$375

Professional Development Costs in 2011 (CANADA)	Median (CDN \$)
Total amount of funds spent on professional development (per department)	\$2,000
Funds spent on professional development as a percent of actual child life salary expenditures	2.5%
Funds spent on professional development per professional employee	\$711

The median amount spent per department on professional development (conference, classes, webinars, etc.) for child life staff in 2011 in the U.S. was \$1,900. This amount represented only a tiny portion (1.0%) of the actual child life salary budget during the same year. Canadian organizations reported spending more in absolute and relative terms on professional development; however, there were only 11 organizations providing these data in the sample, and therefore, caution should be exercised when interpreting these results.

COMPARISONS: ALL RESPONDENTS 2008 AND 2012

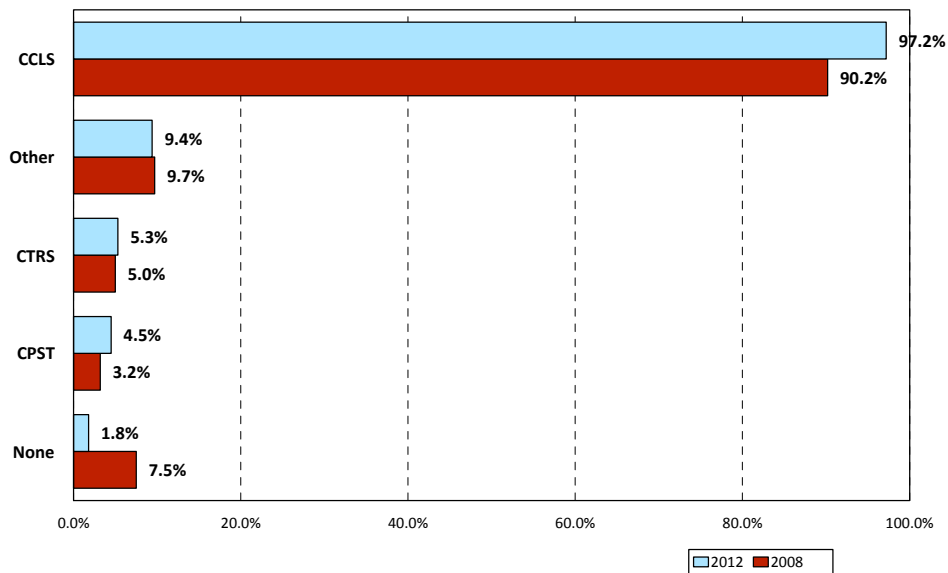
Highest Education
All Respondents - 2008 and 2012



Source: Child Life Council 2012 Salary Survey

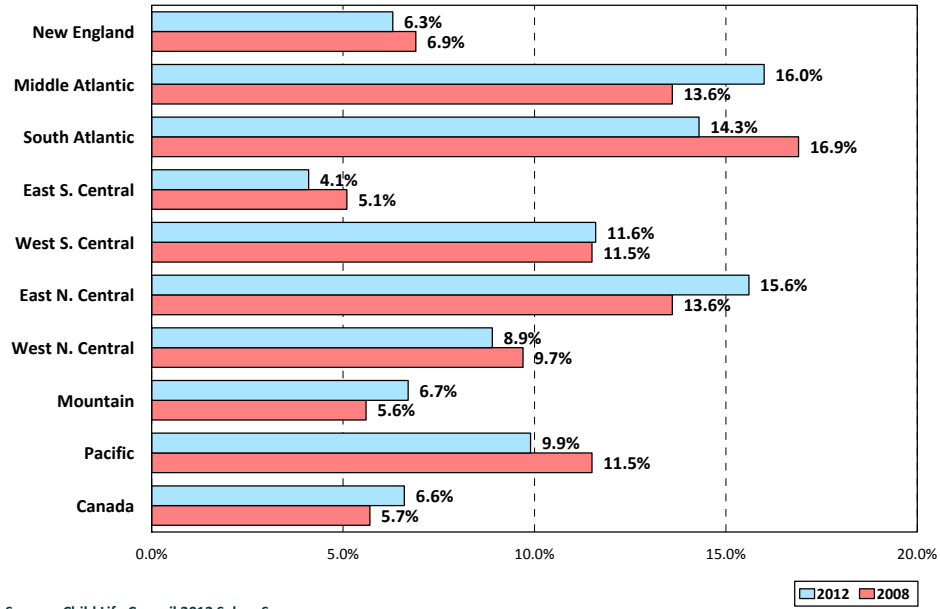
Credentials

All Respondents - 2008 and 2012



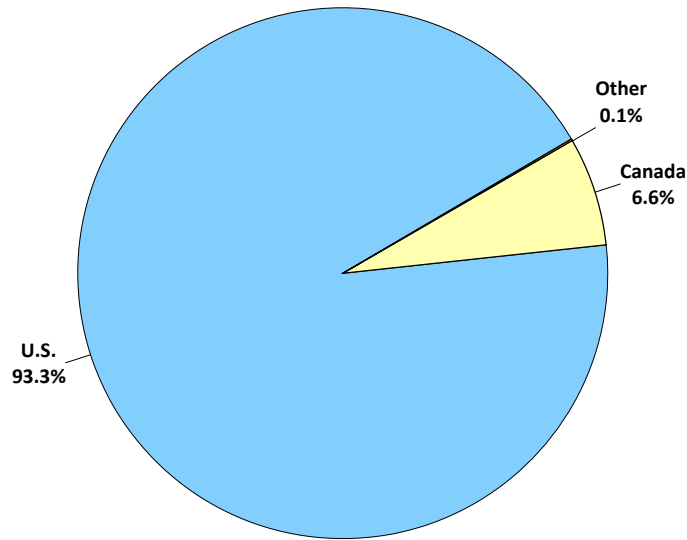
Source: Child Life Council 2012 Salary Survey

District All Respondents - 2008 and 2012



DEMOGRAPHICS: ALL RESPONDENTS

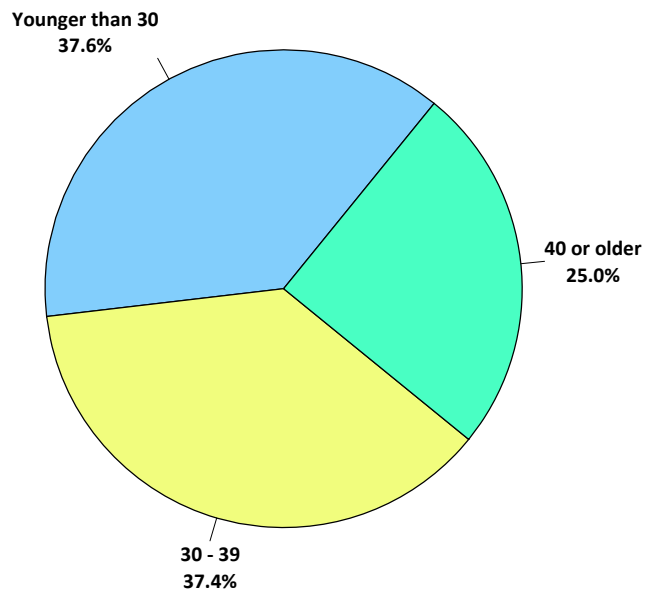
Country - All Respondents



Source: Child Life Council 2012 Salary Survey

Of the 2,037 child life professionals who participated in the 2012 survey, 93.3% worked in the United States and 6.6% in Canada.

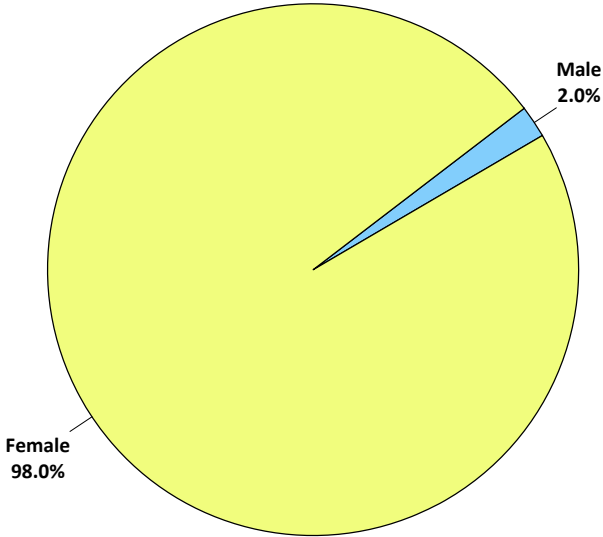
Age - All Respondents



Source: Child Life Council 2012 Salary Survey

Nearly four out of 10 respondents were younger than 30; a quarter were 40 or older.

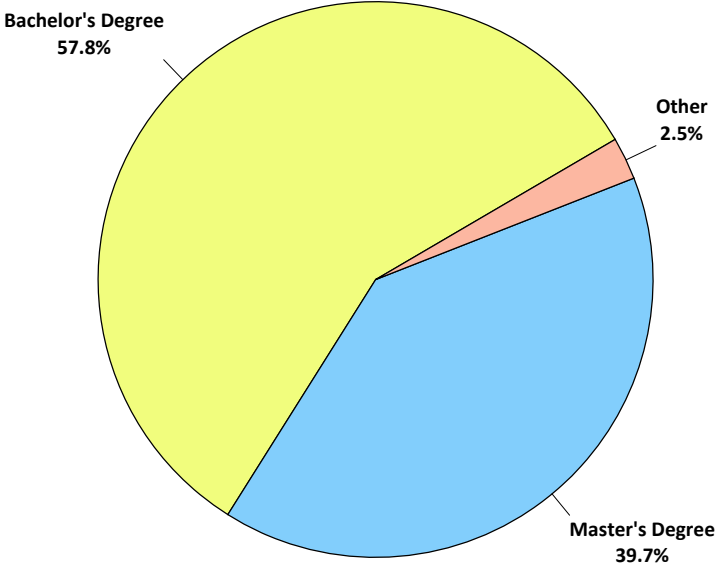
Gender - All Respondents



Source: Child Life Council 2012 Salary Survey

Nearly all (98.0%) of the participants were female.

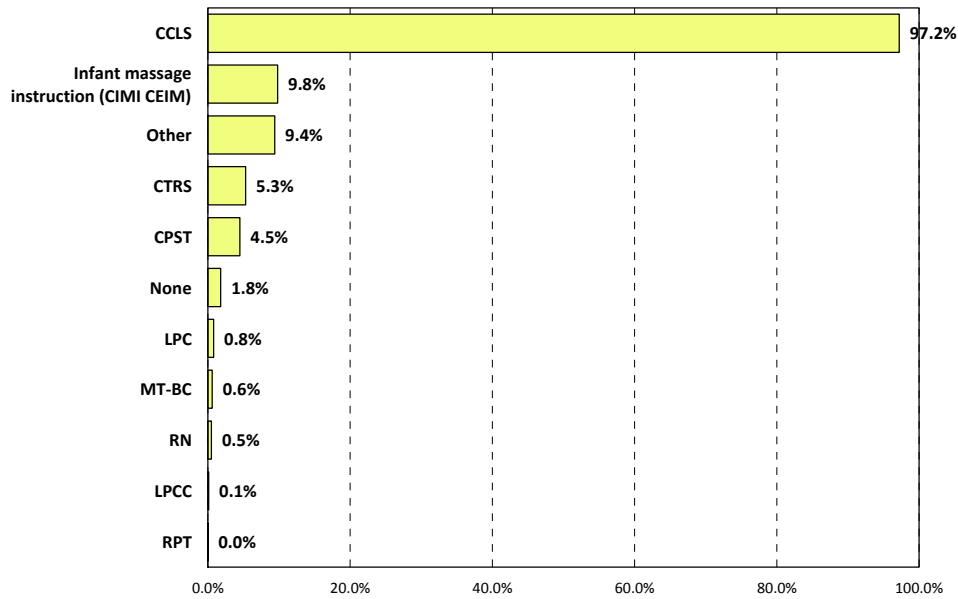
Highest Education - All Respondents



Source: Child Life Council 2012 Salary Survey

The largest block of respondents (57.8%) held a bachelor's degree and a sizable group (39.7%) held a master's.

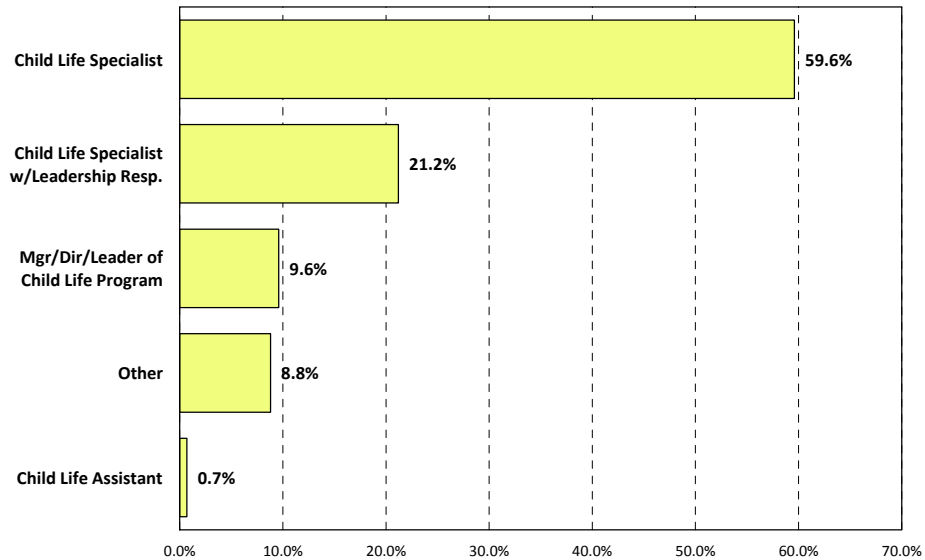
Credentials - All Respondents



Source: Child Life Council 2012 Salary Survey

Most all respondents hold a CCLS.

Job Position - All Respondents

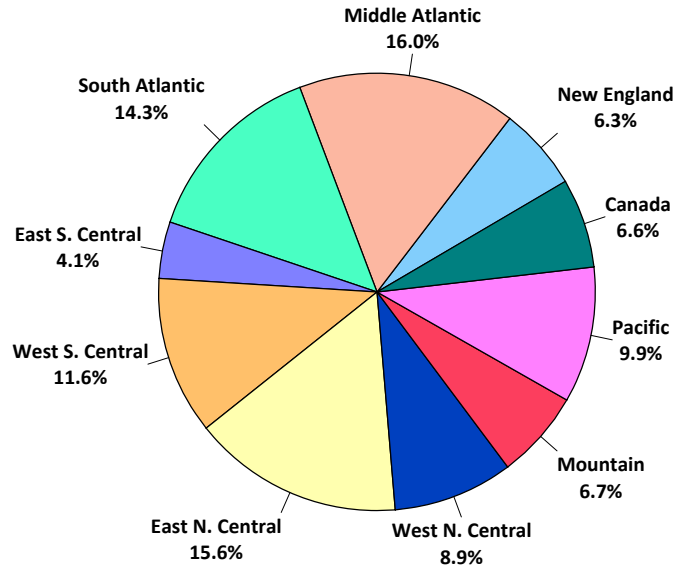


Source: Child Life Council 2012 Salary Survey

Nearly three-fifths (59.6%) of the 2012 survey participants identified themselves as a Child Life Specialist. More than one-fifth (21.2%) said they were a Child Life Specialist with Leadership Responsibilities, and 9.6% selected Manager/Director/Leader of a Child Life Program. Only 0.7% said they were a Child Life Assistant.

Another 179 individuals (8.8%) could not slot themselves into one of the four job descriptions and instead chose “other.” Other included a myriad of position descriptions, such as bereavement coordinator, case manager, child development specialist, child life educator, child life fellow, child life student, early childhood consultant, early intervention specialist, mental health counselor, and music therapist, among others.

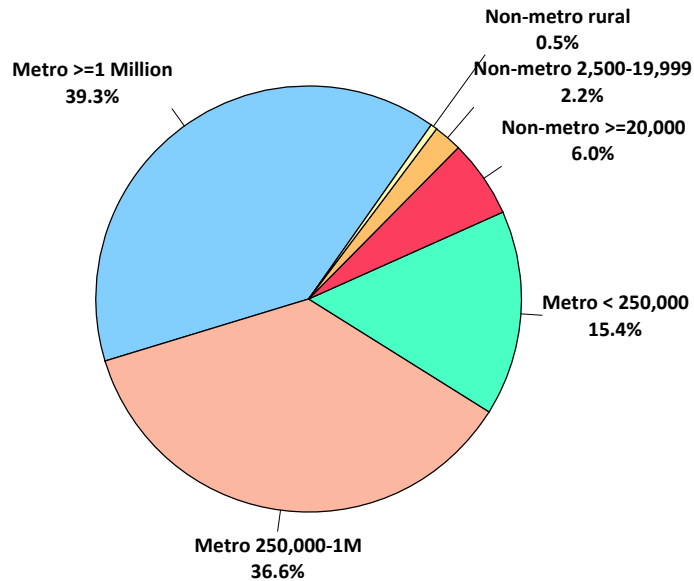
District - All Respondents



Source: Child Life Council 2012 Salary Survey

Respondents were geographically dispersed across the United States and Canada. The largest concentration of individuals was in the Middle Atlantic (16.0%), followed by the East North Central (15.6%), and South Atlantic (14.3%).

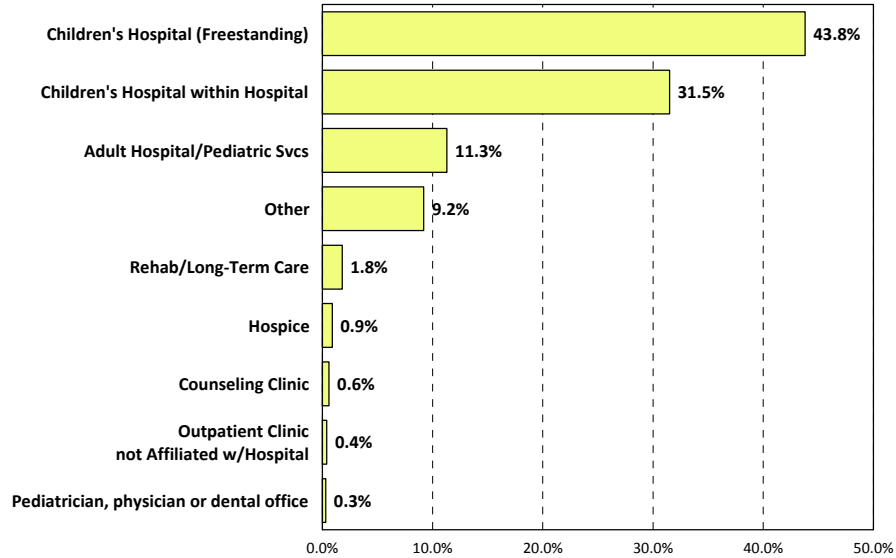
Community Size - All Respondents



Source: Child Life Council 2012 Salary Survey

Most likely a reflection of the location of most children's hospitals, nine of 10 respondents lived in a metro area, with 39.3% living in a metro area with 1 million or more population. Slightly less than 10% lived in non-metro areas.

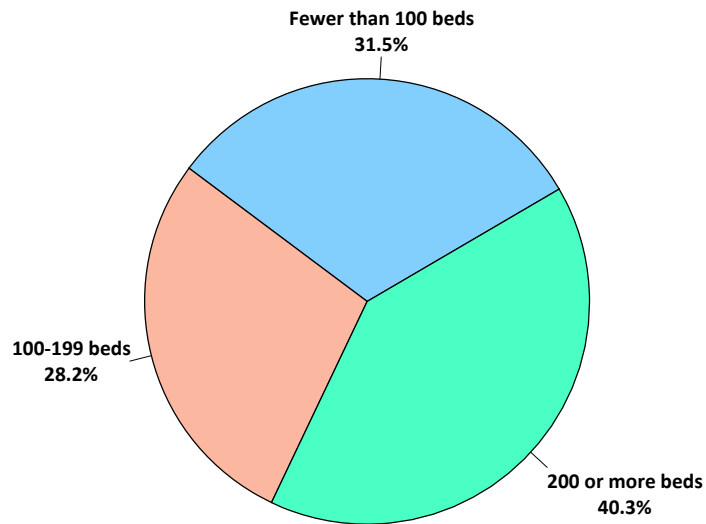
Institution/Organization - All Respondents



Source: Child Life Council 2012 Salary Survey

Three-quarters of all respondents worked in a children's hospital, with 43.8% of the total in a freestanding hospital and 31.5% in a children's hospital within a hospital.

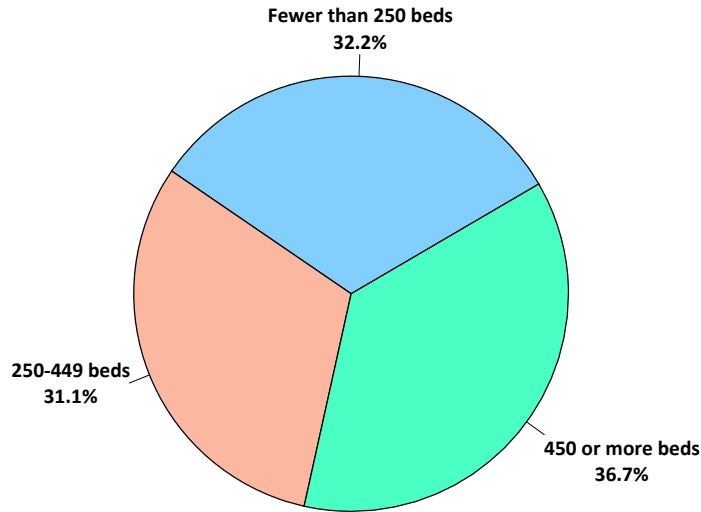
Pediatric Bed Size - All Respondents



Source: Child Life Council 2012 Salary Survey

Nearly one-third of those respondents in a hospital setting reported having fewer than 100 pediatric beds, with 40.3% having 200 or more.

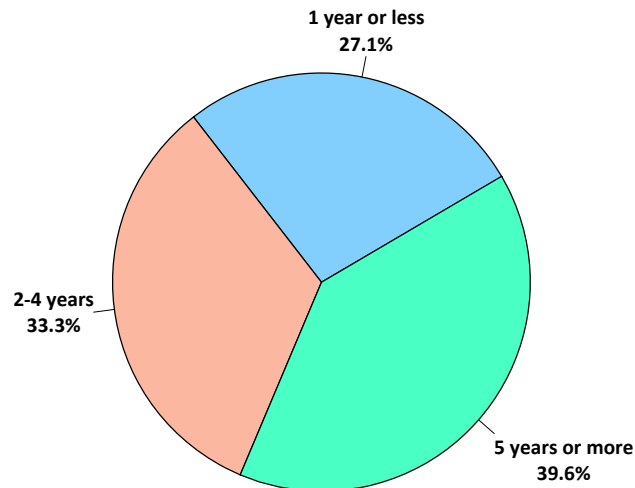
Hospital Bed Size - All Respondents



Source: Child Life Council 2012 Salary Survey

One-third (32.2%) of all respondents worked in a hospital setting that had fewer than 250 beds. Slightly more (36.7%) were in hospitals with 450 or more beds.

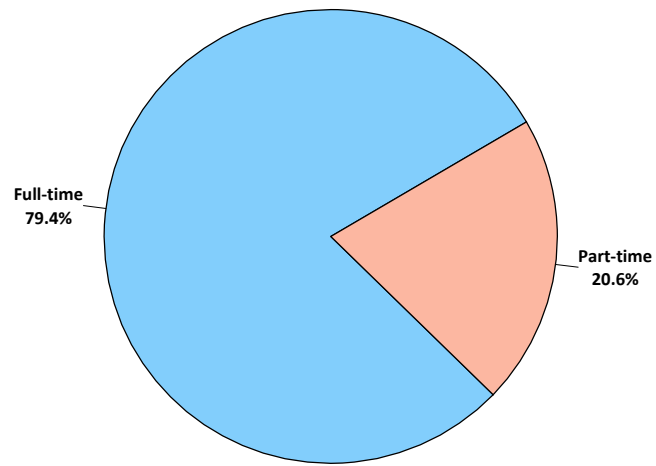
Years in Current Position - All Respondents



Source: Child Life Council 2012 Salary Survey

About a quarter of all respondents had been in their current position for one year or less, and 39.6% for five years or more.

Position Type - All Respondents



Source: Child Life Council 2012 Salary Survey

Eight out of 10 respondents were in a full-time position.

APPENDIX A



2012 SALARY SURVEY

ASSOCIATION RESEARCH, INC. (ARI), AN INDEPENDENT SURVEY RESEARCH ORGANIZATION, IS CONDUCTING THIS SURVEY FOR THE CHILD LIFE COUNCIL (CLC). ALL RESPONSES WILL BE KEPT CONFIDENTIAL. DATA WILL ONLY BE REPORTED IN AGGREGATE FORM, AND WILL NOT BE TIED TO ANY INDIVIDUAL RESPONDENT. SALARY DATA WILL ONLY BE SHOWN IN THE REPORT RESULTS IF THERE ARE 5 OR MORE RESPONDENTS FOR EACH MEASURE.

PLEASE COMPLETE AND RETURN THIS SURVEY NO LATER THAN **OCTOBER 17, 2012**, EITHER ONLINE, BY FAX (240) 268-1267, OR BY MAIL DIRECTLY TO:
ASSOCIATION RESEARCH, INC., 15200 SHADY GROVE ROAD, SUITE 306, ROCKVILLE, MD 20850.

IF YOU WOULD PREFER TO COMPLETE THE SURVEY ONLINE, YOU MAY DO SO BY GOING TO THE FOLLOWING WEB SITE:
www.ari-surveys.com/run/clcsalary12

ABOUT YOU

1. Do you currently work in a clinical setting as a child life specialist or a child life assistant?

Yes No

2. When were you born? 19 __ __

3. What is your gender? Male Female

4. What is your highest level of education? (CHECK ONLY ONE)

- Associate Degree
- Bachelor's Degree
- Master's Degree
- PhD
- Other (SPECIFY) _____

5. Do you have any of the following credentials? (CHECK ALL THAT APPLY)

- | | |
|--|--|
| <input type="checkbox"/> CCLS | <input type="checkbox"/> RN |
| <input type="checkbox"/> Infant massage instruction (e.g., CIMI, CEIM) | <input type="checkbox"/> RPT |
| <input type="checkbox"/> CPST | <input type="checkbox"/> LPC |
| <input type="checkbox"/> CTRS | <input type="checkbox"/> LPCC |
| <input type="checkbox"/> MT-BC | <input type="checkbox"/> Other (SPECIFY) _____ |
| <input type="checkbox"/> ATR | <input type="checkbox"/> None |

6. How would you describe your job position? (CHECK ONLY ONE)

1. **Manager/Director/Leader of Child Life Program** (if chosen, go to Q9)

This individual should be designated as the head of the child life program with responsibilities that can include:

- Managing the department budget, salaries, and staffing
- Evaluating staff, department needs, and overall contributions to organization
- Advocating for needs of department and organization
- Authorizing and encouraging fundraising and special events for the program and organization

2. **Child Life Specialist with Leadership Responsibilities (spends at least 25% of time in leadership role)** (if chosen, go to Q7)

This individual should meet the same requirements as a child life specialist with the addition of administrative/supervisory responsibilities. This description does not include management of volunteers or interns; only supervision of paid staff is included. Responsibilities can include:

- Supervision/clinical supervision of department staff members
- Coordinating child life internship program
- Formal mentorship of junior child life specialists
- Grant writing and fund development responsibilities
- New program development
- Clinical education responsibilities

3. **Child Life Specialist** (if chosen, go to Q9)

This individual typically has earned certification as a child life specialist. Minimal education requirements are at the bachelor's degree level, along with successful completion of a child life internship. Responsibilities may include:

- Applying growth and development theory and practice to work with children and youth
- Applying evidence-based practice concepts, including play, preparation and assessment
- Facilitating and evaluating daily interactions and interventions with patients and staff
- Managing unit-based volunteers
- Organizing special events and community visits
- Managing support groups and other regularly scheduled events

4. **Child Life Assistant** (if chosen, go to Q9)

This individual may have academic preparation at the associate's degree level in a related field. This position generally works under the direct supervision of a Certified Child Life Specialist or reports to the Child Life Manager. Responsibilities may include:

- Assisting or managing playrooms, activity rooms and classrooms
- Maintaining supplies for playroom and/or Child Life Program
- Organizing and providing bedside activities for patients
- Supervising and assigning volunteers to playrooms or patient rooms
- Organizing special events and community visits

5. **Other** (SPECIFY) _____ (if chosen, go to Q9)

7. Please indicate how your time is divided by administrative and clinical responsibilities: (CHECK ONLY ONE)

- Approximately 25% Administrative, 75% Clinical (if chosen, go to Q9)
- Approximately 50% Administrative, 50% Clinical (if chosen, go to Q9)
- Approximately 75% Administrative, 25% Clinical (if chosen, go to Q8)
- Totally Administrative (if chosen, go to Q8)

8. Please specify your Leadership Responsibility role: (CHECK ALL THAT APPLY)

- Supervision/clinical supervision of department staff members
- Coordinating child life internship program
- Formal mentorship of junior child life specialists
- Grant writing and fund development responsibilities
- New program development
- Clinical education responsibilities

9. What is your official title? _____

10. Do you work in a single-person program, or are there multiple people employed in the program?

- Single-person program (Defined as 1.0 or fewer FTE)
- Multiple-person program

11. Is your position a bargaining unit/union position? Yes No

ABOUT YOUR INSTITUTION

12. In what country is your institution located?

- U.S.
- Canada
- Other (SPECIFY) _____

13. In what region or province is your institution located?

- | | |
|--|---|
| <input type="checkbox"/> New England (VT, NH, ME, MA, CT, RI) | <input type="checkbox"/> Alberta |
| <input type="checkbox"/> Middle Atlantic (NY, NJ, PA, MD, DE, DC) | <input type="checkbox"/> British Columbia |
| <input type="checkbox"/> South Atlantic (VA, WV, NC, SC, GA, FL) | <input type="checkbox"/> Manitoba |
| <input type="checkbox"/> East South Central (KY, TN, MS, AL) | <input type="checkbox"/> New Brunswick |
| <input type="checkbox"/> West South Central (TX, OK, AR, LA) | <input type="checkbox"/> Newfoundland |
| <input type="checkbox"/> East North Central (WI, MI, IL, IN, OH) | <input type="checkbox"/> Northwest Territory |
| <input type="checkbox"/> West North Central (ND, MN, IA, MO, KS, NE, SD) | <input type="checkbox"/> Nova Scotia |
| <input type="checkbox"/> Mountain (MT, ID, WY, NV, UT, CO, AZ, NM) | <input type="checkbox"/> Ontario |
| <input type="checkbox"/> Pacific (WA, OR, CA, AK, HI) | <input type="checkbox"/> Prince Edward Island |
| | <input type="checkbox"/> Quebec |
| | <input type="checkbox"/> Saskatchewan |
| | <input type="checkbox"/> Yukon Territory |

14. Which best describes the community in which you work? (CHECK ONLY ONE)

- | | |
|--|---|
| <input type="checkbox"/> Metro area with 1 million population or more | <input type="checkbox"/> Non-metro area, population of 20,000 or more |
| <input type="checkbox"/> Metro area of 250,000 to 1 million population | <input type="checkbox"/> Non-metro area, population of 2,500-19,999 |
| <input type="checkbox"/> Metro area of fewer than 250,000 population | <input type="checkbox"/> Non-metro, area, rural or less than 2,500 population |

15. Which of the following best describes your institution/organization? (CHECK ONLY ONE)

- Children's hospital (freestanding)
- Children's hospital within a hospital
- Adult hospital with pediatric services
- Rehabilitation/Long-Term Care
- Hospice
- Pediatrician, physician, or dental office
- Outpatient clinic not affiliated with a hospital
- Counseling clinic
- Other (SPECIFY) _____

16. If you work in a hospital, how many beds are dedicated to children and youth (including NICU beds)?

_____ beds

17. If you work in a hospital, how many total inpatient beds are there?

_____ total beds (includes pediatric and adult beds within hospital)

18. How many people, including yourself, work in your department?

Full-time equivalent Child Life Specialists (FTE)	_____
Full-time equivalent Child Life Assistants (FTE)	_____
Other full-time equivalent professional staff (FTE) (e.g. art therapists, music therapists, etc.)	_____
Full-time equivalent support staff (FTE)	_____

19. How many employees do you directly supervise? (ENTER ZERO IF NONE)

Total people	_____
Total FTE	_____

ABOUT YOUR SALARY

20. If you are a child life specialist how many years of experience do you have as a child life specialist? _____ Years
 I am not a child life specialist
21. How many years have you been at your current institution? _____ Years (Round up to the closest year)
22. How many years have you been in your current position? _____ Years (Round up to the closest year)
23. Is your position full-time? Yes No
24. If yes, how many hours are you paid for in a typical week? _____ hours per week
25. If part-time, how many hours are you paid for in a typical week?
_____ hours per week
26. What is your Annual Salary or Hourly Wage as of September 1, 2012?
\$ _____ Annual Salary \$ _____ Hourly Wage
 U.S. Dollars Canadian Dollars Other (SPECIFY) _____
27. What was your Annual Salary or Hourly Wage a year ago (September 1, 2011)?
\$ _____ Annual Salary \$ _____ Hourly Wage
 U.S. Dollars Canadian Dollars Other (SPECIFY) _____
28. Do you receive a shift differential for your position? Yes No
29. If yes, for which shifts? (CHECK ALL THAT APPLY)
 Evening/Night shift
 Weekend shift
 Holiday shift

SALARY RANGE DATA

DATA WILL ONLY BE REPORTED IN AGGREGATE FORM, AND WILL NOT BE TIED TO ANY INDIVIDUAL RESPONDENT. SALARY DATA WILL ONLY BE SHOWN IN THE REPORT RESULTS IF THERE ARE 5 OR MORE RESPONDENTS FOR EACH MEASURE.

30. If the following positions exist in your program, please indicate your base entry level salary and/or wage: (For hourly wage, consider PRN, part-timers, etc.) (SEE LAST PAGE OF SURVEY FOR POSITION DESCRIPTIONS.)

	ANNUAL SALARY	HOURLY WAGE
a. Manager/Director/Leader of Child Life Program	\$ _____	\$ _____
b. Child Life Specialist with Leadership Responsibilities (spends at least 25% of time in leadership role)	\$ _____	\$ _____
c. Child Life Specialist	\$ _____	\$ _____
d. Child Life Assistant	\$ _____	\$ _____

31. If the following positions exist in your program, please indicate your mid-level salary and/or wage: (SEE LAST PAGE OF SURVEY FOR POSITION DESCRIPTIONS.)

	ANNUAL SALARY	HOURLY WAGE
a. Manager/Director/Leader of Child Life Program	\$ _____	\$ _____
b. Child Life Specialist with Leadership Responsibilities (spends at least 25% of time in leadership role)	\$ _____	\$ _____
c. Child Life Specialist	\$ _____	\$ _____
d. Child Life Assistant	\$ _____	\$ _____

32. If the following positions exist in your program, please indicate your maximum salary and/or wage: (SEE LAST PAGE OF SURVEY FOR POSITION DESCRIPTIONS.)

	ANNUAL SALARY	HOURLY WAGE
a. Manager/Director/Leader of Child Life Program	\$ _____	\$ _____
b. Child Life Specialist with Leadership Responsibilities (spends at least 25% of time in leadership role)	\$ _____	\$ _____
c. Child Life Specialist	\$ _____	\$ _____
d. Child Life Assistant	\$ _____	\$ _____

BENEFITS

33. If you work part-time, how many hours per week must you regularly work to receive “full-time employee” benefits? _____

34. Do you work in a position that is eligible for any benefits? Yes No

35. If yes, which benefits are you eligible for in your current position? (CHECK ALL THAT APPLY)

BENEFIT	OFFERED TO EMPLOYEE	DOES EMPLOYER PAY ALL, SOME, OR NONE?
Annual Bonus	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Childcare on site	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Childcare allowance	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Dental	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Vision Care	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Flexible Spending Plan	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Group Life Insurance	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Health Club Membership	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Long-Term Care	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Long-Term Disability	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Short-Term Disability	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Eldercare Benefits	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some <input type="checkbox"/> None
Paid Time Off (PTO) or Traditional Paid Vacation/Sick Leave	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Employer Contribution to 401(k)/403(b) Retirement Plan	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Tuition Reimbursement	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some
Professional Association Dues Reimbursement	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> All <input type="checkbox"/> Some

HEALTH CARE BENEFITS

36. What are the health care benefit plan(s) offered by your organization? (CHECK ALL THAT APPLY)

- Health Maintenance Organization (care is provided by HMO staff and other approved providers)
- Preferred Provider Organization (PPO; care is provided by networked physicians and other approved providers)
- Point-of-Service Plan (POS; similar to a PPO but primary care physician must approve all services)
- Traditional indemnity plan (participant chooses doctor; no provider network)
- High Deductible Health Plan
- None provided

37. For individual employee coverage, what is the approximate percentage of the monthly premium paid by the employer? _____ %

38. For family coverage, what is the approximate percentage of the monthly premium paid by the employer? _____ %

39. Does your program provide leave that is specifically dedicated to maternity leave?

- Yes
- No

40. If your program provides leave that is specifically dedicated to maternity, how many weeks of leave does it provide?

- Less than 12 weeks
- 12 weeks
- more than 12 weeks (SPECIFY) _____

41. Does your program pay employees their salary while they are on dedicated maternity leave?

- Yes – full salary
- Yes – partial salary
- No

42. If your program provides leave that is specifically dedicated to maternity leave, is the same leave also provided for paternity leave?

- Yes
- No

43. Please indicate the total amount of funds you spent on professional development (e.g., conferences, classes, webinars, etc.) from all sources for child life staff in 2011. (Include both support and program staff in the Child Life department.) \$ _____

44. What was the actual child life salary expenditure for child life staff in all positions in 2011? (Exclude the cost of benefits.)

\$ _____

THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.

IF YOU ARE NOT COMPLETING THE SURVEY ONLINE, PLEASE RETURN YOUR QUESTIONNAIRE DIRECTLY TO

ASSOCIATION RESEARCH, INC. (ARI), EITHER BY

FAX: (240) 268-1267

OR BY MAIL:

ASSOCIATION RESEARCH, INC. (ARI)
15200 SHADY GROVE ROAD, SUITE 306
ROCKVILLE, MD 20850

POSITION DESCRIPTIONS

PLEASE REFER TO THESE DEFINITIONS WHEN COMPLETING SURVEY QUESTIONS:

MANAGER/DIRECTOR/LEADER OF CHILD LIFE PROGRAM

This individual should be designated as the head of the child life program with responsibilities that can include:

- Managing the department budget, salaries, and staffing
- Evaluating staff, department needs, and overall contributions to organization
- Advocating for needs of department and organization
- Authorizing and encouraging fundraising and special events for the program and organization

CHILD LIFE SPECIALIST WITH LEADERSHIP RESPONSIBILITIES

This individual should meet the same requirements as a child life specialist with the addition of administrative/supervisory responsibilities. This description does not include management of volunteers or interns; only supervision of paid staff is included. Responsibilities can include:

- Supervision/clinical supervision of department staff members
- Coordinating child life internship program
- Formal mentorship of junior child life specialists
- Grant writing and fund development responsibilities
- New program development
- Clinical education responsibilities

CHILD LIFE SPECIALIST

This individual typically has earned certification as a child life specialist. Minimal education requirements are at the bachelor's degree level, along with successful completion of a child life internship. Responsibilities may include:

- Applying growth and development theory and practice to work with children and youth
- Applying evidence-based practice concepts, including play, preparation and assessment
- Facilitating and evaluating daily interactions and interventions with patients and staff
- Managing unit-based volunteers
- Organizing special events and community visits
- Managing support groups and other regularly scheduled events

CHILD LIFE ASSISTANT

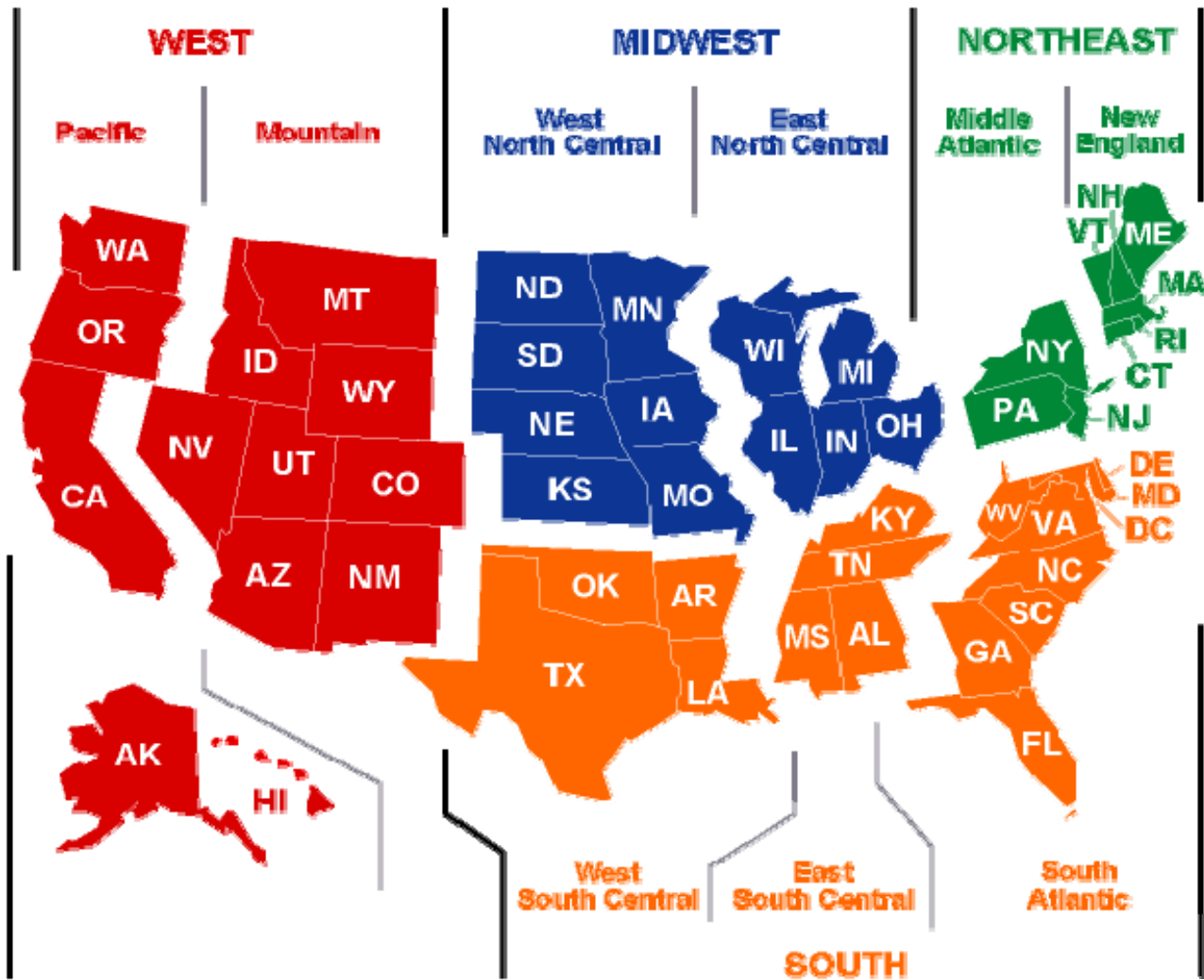
This individual may have academic preparation at the associate's degree level in a related field. This position generally works under the direct supervision of a Certified Child Life Specialist or reports to the Child Life Manager.

Responsibilities may include:

- Assisting or managing playrooms, activity rooms and classrooms
- Maintaining supplies for playroom and/or Child Life Program
- Organizing and providing bedside activities for patients
- Supervising and assigning volunteers to playrooms or patient rooms
- Organizing special events and community visits

APPENDIX B

U.S. CENSUS DISTRICTS



CANADIAN PROVINCES



APPENDIX C

Respondent Profile

		Total	
		Percent	Number of Respondents
All Respondents		100.0%	2,037
Age	Younger than 30	37.6%	761
	30 - 39	37.4%	758
	40 or older	25.0%	506
Gender	Male	2.0%	41
	Female	98.0%	1,990
Highest Education	Associate Degree	.2%	4
	Bachelor's Degree	57.8%	1,172
	Master's Degree	39.7%	805
	PhD	.3%	7
	Other	1.9%	39
Credentials	CCLS	97.2%	1,961
	Infant massage instruction (CIML CEIM)	9.8%	197
	CPST	4.5%	91
	CTRS	5.3%	107
	MT-BC	.6%	13
	ATR	.8%	17
	RN	.5%	11
	RPT	.0%	0
	LPC	.8%	16
	LPCC	.1%	2
	Other	9.4%	190
	None	1.8%	36
Job Position	Manager/Director/Leader of Child Life Program	9.6%	195
	Child Life Specialist with Leadership Responsibilities	21.2%	432
	Child Life Specialist	59.6%	1,212
	Child Life Assistant	.7%	15
	Other	8.8%	179
Work in single-person program or multiple person	Single-person program	9.7%	195
	Multiple-person program	90.3%	1,821
Position is bargaining unit/union position	Yes	9.6%	194
	No	90.4%	1,831
Country	U.S.	93.3%	1,893
	Canada	6.6%	134
	Other	.1%	2

Respondent Profile

		Total	
		Percent	Number of Respondents
District	New England	6.3%	128
	Middle Atlantic	16.0%	323
	South Atlantic	14.3%	289
	East South Central	4.1%	82
	West South Central	11.6%	234
	East North Central	15.6%	316
	West North Central	8.9%	179
	Mountain	6.7%	136
	Pacific	9.9%	199
	Canada	6.6%	134
Community Size	Metro area with 1 million population or more	39.3%	784
	Metro area of 250,000 to 1 million population	36.6%	731
	Metro area of fewer than 250,000 population	15.4%	308
	Non-metro area, population of 20,000 or more	6.0%	120
	Non-metro area, population of 2,500-19,999	2.2%	44
	Non-metro, area, rural or less than 2,500 population	.5%	9
Institution/Organization	Children's hospital (freestanding)	43.8%	886
	Children's hospital within a hospital	31.5%	637
	Adult hospital with pediatric services	11.3%	228
	Rehabilitation/Long-Term Care	1.8%	37
	Hospice	.9%	19
	Pediatrician, physician, or dental office	.3%	6
	Outpatient clinic not affiliated with a hospital	.4%	9
	Counseling clinic	.6%	13
	Other	9.2%	187
Pediatric Bed Size	Fewer than 100 beds	31.5%	529
	100-199 beds	28.2%	473
	200 or more beds	40.3%	677
Hospital Bed Size	Fewer than 250 beds	32.2%	489
	250-449 beds	31.1%	473
	450 or more beds	36.7%	557
Years at Current Institution	Less than 5 years	46.8%	892
	5 - 10 years	30.7%	584
	11 years or more	22.5%	429
Years in Current Position	1 year or less	27.1%	513
	2 - 4 years	33.3%	630
	5 years or more	39.6%	749
Full-Time Position	Full-time	79.4%	1,533
	Part-time	20.6%	397

Annual Salary by Job Description - Full-time U.S.

	Annual Salary as of September 1, 2012					2011-2012 Salary Change
	Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
Manager/Director/Leader of Child Life Program	159	71,487	56,000	69,311	83,928	2.3%
Child Life Specialist with Leadership Responsibilities	331	49,509	41,000	48,610	55,000	2.5%
Child Life Specialist	823	42,720	36,754	41,184	47,157	2.5%
Child Life Assistant	7	32,952	27,000	32,843	42,000	.2%
Other	108	48,643	37,923	45,528	58,000	3.1%

Profile

Manager/Director/Leader of Child Life Program

		Total	
		Percent	Number of Respondents
United States Full-Time			
All Full-time Respondents		100.0%	159
Gender	Male	4.4%	7
	Female	95.6%	151
Highest Education	Bachelor's Degree	37.3%	59
	Master's Degree	60.1%	95
	PhD	1.9%	3
	Other	.6%	1
Credentials	CCLS	96.1%	149
	Infant massage instruction (CIMI CEIM)	7.7%	12
	CPST	1.9%	3
	CTRS	7.7%	12
	MT-BC	.6%	1
	ATR	3.2%	5
	RN	1.3%	2
	RPT	.0%	0
	LPC	.6%	1
	LPCC	.6%	1
	Other	12.9%	20
	None	1.3%	2
Work in single-person program or multiple person	Single-person program	6.3%	10
	Multiple-person program	93.7%	149
Position is bargaining unit/union position	Yes	3.1%	5
	No	96.9%	154
US Census Districts	New England	4.4%	7
	Middle Atlantic	24.5%	39
	South Atlantic	15.7%	25
	East South Central	6.3%	10
	West South Central	13.2%	21
	East North Central	14.5%	23
	West North Central	5.7%	9
	Mountain	6.3%	10
Pacific	9.4%	15	
Community Size	Metro area with 1 million population or more	48.7%	76
	Metro area of 250,000 to 1 million population	32.1%	50
	Metro area of fewer than 250,000 population	13.5%	21
	Non-metro area, population of 20,000 or more	4.5%	7
	Non-metro area, population of 2,500-19,999	1.3%	2
Institution/Organization	Children's hospital (freestanding)	33.8%	53
	Children's hospital within a hospital	42.0%	66
	Adult hospital with pediatric services	14.0%	22
	Rehabilitation/Long-Term Care	3.2%	5
	Hospice	.6%	1
	Other	6.4%	10
Differentials	Receives Evening/Night Shift Differential	72.7%	8
	Receives Weekend Shift Differential	90.9%	10
	Receives Holiday Shift Differential	45.5%	5

Profile (cont.)

Manager/Director/Leader of Child Life Program

United States Full-Time	Average	Median	Number of Respondents
Age	43.5	43.0	153
Pediatric Hospital Beds	168.6	125.0	147
Total Inpatient Hospital Beds	440.1	387.0	139
Number of People Supervised	13.4	10.0	159
Number of FTE Supervised	11.4	8.5	149
Number of years experience as child life specialist	17.2	16.0	146
Years at Current Institution	13.5	11.0	157
Years in Current Position	8.3	6.0	154
Hours paid in typical week if full-time	40.2	40.0	157

Annual Salary as of September 1, 2012

Manager/Director/Leader of Child Life Program

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Full-Time							
All Full-time Respondents		159	71,487	56,000	69,311	83,928	2.3%
Gender	Male	7	79,836	58,500	74,204	111,000	2.2%
	Female	151	71,210	55,643	69,311	83,928	2.3%
Highest Education	Bachelor's Degree	59	64,076	50,898	61,000	73,689	2.3%
	Master's Degree	95	76,053	59,000	72,800	90,000	2.5%
Credentials	CCLS	149	71,176	55,822	68,640	83,500	2.3%
Work in single-person program or multiple person	Single-person program	10	50,279	37,128	46,000	55,939	.5%
	Multiple-person program	149	72,911	56,877	71,000	84,432	2.5%
Position is bargaining unit/union position	Yes	5	67,600	53,000	69,000	81,500	1.5%
	No	154	71,613	55,911	69,613	83,946	2.4%
US Census Districts	New England	7	71,218	60,000	71,427	79,000	3.2%
	Middle Atlantic	39	77,061	56,000	71,739	90,000	1.8%
	South Atlantic	25	60,639	48,477	61,000	72,489	2.5%
	East South Central	10	66,216	50,742	63,575	78,875	2.2%
	West South Central	21	71,305	57,060	68,640	87,932	2.6%
	East North Central	23	73,131	50,359	69,311	89,315	2.9%
	West North Central	9	65,183	55,856	63,876	77,500	2.0%
	Mountain	10	67,439	55,112	66,500	78,357	4.8%
	Pacific	15	82,931	73,689	80,000	93,642	4.1%
Community Size	Metro area with 1 million population or more	76	74,265	58,500	71,500	85,000	2.6%
	Metro area of 250,000 to 1 million population	50	72,087	53,487	67,800	87,579	2.1%
	Metro area of fewer than 250,000 population	21	61,369	48,477	59,000	73,500	3.0%
	Non-metro area, population of 20,000 or more	7	66,288	45,240	67,226	76,482	8.5%
Institution/Organization	Children's Hospital (Freestanding)	53	78,762	64,109	74,381	90,750	2.8%
	Children's Hospital within Hospital	66	70,308	56,732	67,633	82,250	1.8%
	Adult Hospital/Pediatric Services	22	63,450	49,500	56,000	80,400	2.0%
	Rehabilitation/Long-Term Care	5	57,780	40,650	56,000	75,800	2.8%
	Other	11	59,669	50,000	62,000	72,000	6.6%
Pediatric Bed Size	Fewer than 100 beds	53	63,377	50,000	56,077	72,400	2.1%
	100-199 beds	46	74,491	58,375	74,102	87,760	1.9%
	200 or more beds	48	78,514	65,363	74,190	90,000	2.8%
People Supervised	None	5	51,918	33,956	37,856	76,911	.5%
	Less than 3	20	59,417	50,000	55,799	68,675	2.9%
	3 - 9	54	67,690	54,977	64,844	74,051	2.0%
	10 or more	80	78,291	64,086	76,741	90,375	2.7%
Years as Child Life Professional	Less than 4 years	5	44,594	37,484	48,000	50,000	11.5%
	4 - 9 years	24	54,501	45,828	50,449	57,738	2.4%
	9 years or more	117	75,077	60,000	72,000	85,899	2.2%

Summary of benefits eligible for in current position

Manager/Director/Leader of Child Life Program

United States Full-Time	Percent	Number of Respondents
Annual Bonus	48.4%	77
Childcare on site	23.9%	38
Childcare allowance	11.9%	19
Flexible Spending Plan	76.7%	122
PTO or Traditional Leave	87.4%	139
Employer Contribution to Retirement Plan	81.1%	129
Dental	88.1%	140
Vision Care	86.8%	138
Group Life Insurance	84.9%	135
Health Club Membership	40.9%	65
Long-Term Care	56.0%	89
Long-Term Disability	79.9%	127
Short-Term Disability	83.6%	133
Eldercare Benefits	22.6%	36
Tuition Reimbursement	75.5%	120
Professional Association Dues Reimbursement	30.2%	48

How much of the benefit is paid by the employer?

Manager/Director/Leader of Child Life Program

United States Full-Time	All	Some	None
Dental	8.6%	82.7%	8.6%
Vision Care	8.8%	81.6%	9.6%
Group Life Insurance	17.6%	65.6%	16.8%
Health Club Membership	10.2%	36.7%	53.1%
Long-Term Care	10.7%	50.9%	38.4%
Long-Term Disability	14.7%	62.8%	22.5%
Short-Term Disability	14.5%	64.1%	21.4%
Eldercare Benefits	2.6%	30.3%	67.1%
Tuition Reimbursement	17.1%	82.9%	.0%
Professional Association Dues Reimbursement	62.1%	37.9%	.0%

Profile

Child Life Specialist with Leadership Responsibilities

		Total	
		Percent	Number of Respondents
United States Full-Time			
All Full-time Respondents		100.0%	331
Gender	Male	3.0%	10
	Female	97.0%	321

Profile

Child Life Specialist with Leadership Responsibilities

United States Full-Time		Total	
		Percent	Number of Respondents
Highest Education	Bachelor's Degree	52.4%	173
	Master's Degree	47.0%	155
	Other	.6%	2
Credentials	CCLS	99.4%	328
	Infant massage instruction (CIML CEIM)	15.5%	51
	CPST	6.4%	21
	CTRS	7.0%	23
	MT-BC	.6%	2
	ATR	.6%	2
	RN	.3%	1
	RPT	.0%	0
	LPC	.6%	2
	LPCC	.0%	0
	Other	8.5%	28
	None	.0%	0
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	74.6%	244
	Approximately 50% Administrative, 50% Clinical	17.4%	57
	Approximately 75% Administrative, 25% Clinical	6.7%	22
	Totally Administrative	1.2%	4
Leadership Responsibilities	Supervision/clinical supervision of department staff members	61.5%	16
	Coordinating child life internship program	57.7%	15
	Formal mentorship of junior child life specialists	46.2%	12
	Grant writing and fund development responsibilities	23.1%	6
	New program development	76.9%	20
	Clinical education responsibilities	73.1%	19
Work in single-person program or multiple person	Single-person program	10.9%	36
	Multiple-person program	89.1%	294
Position is bargaining unit/union position	Yes	7.3%	24
	No	92.7%	305
US Census Districts	New England	7.9%	26
	Middle Atlantic	20.5%	68
	South Atlantic	17.5%	58
	East South Central	2.1%	7
	West South Central	10.9%	36
	East North Central	13.3%	44
	West North Central	10.3%	34
	Mountain	5.7%	19
	Pacific	11.8%	39

Profile

Child Life Specialist with Leadership Responsibilities

United States Full-Time		Total	
		Percent	Number of Respondents
Community Size	Metro area with 1 million population or more	39.6%	129
	Metro area of 250,000 to 1 million population	36.5%	119
	Metro area of fewer than 250,000 population	16.0%	52
	Non-metro area, population of 20,000 or more	5.2%	17
	Non-metro area, population of 2,500-19,999	2.5%	8
	Non-metro, area, rural or less than 2,500 population	.3%	1
Institution/Organization	Children's hospital (freestanding)	42.7%	141
	Children's hospital within a hospital	35.2%	116
	Adult hospital with pediatric services	13.9%	46
	Rehabilitation/Long-Term Care	1.8%	6
	Hospice	.9%	3
	Pediatrician, physician, or dental office	.6%	2
	Outpatient clinic not affiliated with a hospital	.6%	2
	Counseling clinic	.3%	1
	Other	3.9%	13
Differentials	Receives Evening/Night Shift Differential	73.1%	76
	Receives Weekend Shift Differential	62.5%	65
	Receives Holiday Shift Differential	62.5%	65

Profile (cont.)

Child Life Specialist with Leadership Responsibilities

United States Full-Time	Average	Median	Number of Respondents
Age	35.8	34.0	331
Pediatric Hospital Beds	187.1	150.0	300
Total Inpatient Hospital Beds	415.8	352.0	269
Number of People Supervised	3.4	.0	317
Number of FTE Supervised	2.9	.0	259
Number of years experience as child life specialist	10.7	9.0	327
Years at Current Institution	8.6	6.0	330
Years in Current Position	5.8	4.0	327
Hours paid in typical week if full-time	39.8	40.0	331

Annual Salary as of September 1, 2012

Child Life Specialist with Leadership Responsibilities

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Full-Time							
All Full-time Respondents		331	49,509	41,000	48,610	55,000	2.5%
Gender	Male	10	57,596	50,029	54,600	62,625	1.3%
	Female	321	49,257	41,000	48,000	55,000	2.5%
Highest Education	Bachelor's Degree	173	47,187	39,322	45,552	52,858	2.6%
	Master's Degree	155	52,230	44,720	50,918	58,000	2.5%
Credentials	CCLS	328	49,517	41,000	48,370	55,000	2.6%
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	244	48,092	40,267	47,000	53,921	2.4%
	Approximately 50% Administrative, 50% Clinical	57	53,359	44,173	50,000	58,946	3.0%
	Approximately 75% Administrative, 25% Clinical	22	51,363	43,023	52,175	57,125	2.9%
Leadership Responsibilities	Supervision/clinical supervision of department staff members	16	51,614	43,220	51,246	58,375	2.8%
	Coordinating child life internship program	15	54,983	42,640	52,000	65,500	2.9%
	Formal mentorship of junior child life specialists	12	51,382	42,940	53,215	58,152	2.9%
	Grant writing and fund development responsibilities	6	52,296	41,738	50,790	65,637	2.6%
	New program development	20	53,148	42,768	53,215	59,152	2.7%
	Clinical education responsibilities	19	55,820	43,150	54,330	65,500	2.7%
Work in single-person program or multiple person	Single-person program	36	49,280	40,857	45,786	53,367	3.8%
	Multiple-person program	294	49,539	41,000	48,816	55,492	2.5%
Position is bargaining unit/union position	Yes	24	54,986	49,826	53,500	59,500	1.1%
	No	305	48,980	40,706	47,570	54,972	2.6%
US Census Districts	New England	26	56,485	44,107	53,594	63,834	2.1%
	Middle Atlantic	68	49,631	44,741	49,288	54,060	2.1%
	South Atlantic	58	45,425	38,837	43,000	50,250	2.1%
	East South Central	7	45,943	39,408	46,488	49,641	.3%
	West South Central	36	46,084	39,261	46,062	52,375	3.0%
	East North Central	44	48,431	42,160	49,898	53,000	2.9%
	West North Central	34	46,531	36,419	48,370	51,393	2.8%
	Mountain	19	44,844	39,187	43,035	50,000	2.6%
Pacific	39	60,606	52,000	59,738	67,400	3.4%	
Community Size	Metro area with 1 million population or more	129	51,887	43,228	51,000	58,600	2.7%
	Metro area of 250,000 to 1 million population	119	49,244	41,000	47,694	54,000	2.4%
	Metro area of fewer than 250,000 population	52	45,472	38,235	44,078	50,839	2.4%
	Non-metro area, population of 20,000 or more	17	46,200	40,500	46,000	53,017	2.6%
	Non-metro area, population of 2,500-19,999	8	48,612	41,133	45,296	56,479	3.7%
Institution/Organization	Children's Hospital (Freestanding)	141	50,485	41,000	49,670	56,046	2.6%
	Children's Hospital within Hospital	116	47,686	40,600	45,880	52,478	2.3%
	Adult Hospital/Pediatric Services	46	50,761	42,872	49,950	57,696	2.0%
	Rehabilitation/Long-Term Care	6	51,141	41,217	51,000	61,250	1.6%
	Other	21	49,282	41,248	49,920	52,842	8.5%
Pediatric Bed Size	Fewer than 100 beds	94	48,298	40,952	47,100	52,787	2.3%
	100-199 beds	88	48,340	39,420	45,880	55,698	2.1%
	200 or more beds	118	51,498	43,058	50,000	56,245	2.8%
People Supervised	None	205	48,673	40,084	47,570	55,000	2.4%
	Less than 3	37	47,881	41,028	48,000	53,722	3.0%
	3 - 9	34	53,081	44,398	49,930	58,820	2.5%
	10 or more	41	51,835	42,820	51,917	60,389	3.0%
Years as Child Life Professional	Less than 4 years	43	39,428	34,000	38,000	42,432	4.5%
	4 - 9 years	133	46,547	40,000	46,000	52,000	2.9%
	9 years or more	151	54,987	47,000	52,350	60,778	2.2%

Summary of benefits eligible for in current position

Child Life Specialist with Leadership Responsibilities

United States Full-Time	Percent	Number of Respondents
Annual Bonus	35.6%	118
Childcare on site	19.3%	64
Childcare allowance	13.3%	44
Flexible Spending Plan	78.9%	261
PTO or Traditional Leave	87.9%	291
Employer Contribution to Retirement Plan	81.0%	268
Dental	87.9%	291
Vision Care	83.7%	277
Group Life Insurance	81.9%	271
Health Club Membership	39.3%	130
Long-Term Care	58.0%	192
Long-Term Disability	79.8%	264
Short-Term Disability	81.3%	269
Eldercare Benefits	24.8%	82
Tuition Reimbursement	77.3%	256
Professional Association Dues Reimbursement	21.1%	70

How much of the benefit is paid by the employer?

Child Life Specialist with Leadership Responsibilities

United States Full-Time	All	Some	None
Dental	10.7%	80.1%	9.2%
Vision Care	9.8%	76.5%	13.6%
Group Life Insurance	14.1%	70.6%	15.3%
Health Club Membership	5.4%	35.0%	59.6%
Long-Term Care	7.3%	53.4%	39.3%
Long-Term Disability	11.6%	68.5%	19.9%
Short-Term Disability	12.1%	69.0%	19.0%
Eldercare Benefits	3.1%	31.3%	65.6%
Tuition Reimbursement	12.0%	88.0%	.0%
Professional Association Dues Reimbursement	50.0%	50.0%	.0%

Profile

Child Life Specialist

		Total	
		Percent	Number of Respondents
United States Full-Time			
All Full-time Respondents		100.0%	823
Gender	Male	1.9%	16
	Female	98.1%	806
Highest Education	Associate Degree	.1%	1
	Bachelor's Degree	64.1%	526
	Master's Degree	34.3%	282
	PhD	.1%	1
	Other	1.3%	11
Credentials	CCLS	98.0%	802
	Infant massage instruction (CIMI CEIM)	9.5%	78
	CPST	5.1%	42
	CTRS	5.4%	44
	MT-BC	.2%	2
	ATR	.1%	1
	RN	.0%	0
	RPT	.0%	0
	LPC	.6%	5
	LPCC	.0%	0
	Other	7.0%	57
None	1.1%	9	
Work in single-person program or multiple person	Single-person program	5.7%	47
	Multiple-person program	94.3%	773
Position is bargaining unit/union position	Yes	6.6%	54
	No	93.4%	767
US Census Districts	New England	6.5%	53
	Middle Atlantic	17.2%	141
	South Atlantic	17.5%	144
	East South Central	5.2%	43
	West South Central	14.6%	120
	East North Central	15.8%	130
	West North Central	7.3%	60
	Mountain	8.4%	69
Pacific	7.4%	61	
Community Size	Metro area with 1 million population or more	39.3%	319
	Metro area of 250,000 to 1 million population	36.3%	295
	Metro area of fewer than 250,000 population	16.7%	136
	Non-metro area, population of 20,000 or more	5.8%	47
	Non-metro area, population of 2,500-19,999	1.4%	11
	Non-metro, area, rural or less than 2,500 population	.5%	4
Institution/Organization	Children's hospital (freestanding)	50.9%	418
	Children's hospital within a hospital	34.7%	285
	Adult hospital with pediatric services	7.3%	60
	Rehabilitation/Long-Term Care	2.2%	18
	Hospice	.7%	6
	Pediatrician, physician, or dental office	.1%	1
	Outpatient clinic not affiliated with a hospital	.2%	2
	Counseling clinic	.2%	2
Other	3.6%	30	
Differentials	Receives Evening/Night Shift Differential	76.9%	240
	Receives Weekend Shift Differential	66.0%	206
	Receives Holiday Shift Differential	60.3%	188

Profile (cont.)

Child Life Specialist

United States Full-Time	Average	Median	Number of Respondents
Age	31.4	29.0	823
Pediatric Hospital Beds	207.8	165.0	741
Total Inpatient Hospital Beds	402.5	338.0	669
Number of People Supervised	.3	.0	811
Number of FTE Supervised	1.2	.0	691
Number of years experience as child life specialist	6.1	4.0	811
Years at Current Institution	5.1	3.0	816
Years in Current Position	4.2	3.0	810
Hours paid in typical week if full-time	39.4	40.0	822

Annual Salary as of September 1, 2012

Child Life Specialist

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Full-Time							
All Full-time Respondents		823	42,720	36,754	41,184	47,157	2.5%
Gender	Male	16	43,669	35,719	40,519	51,875	2.0%
	Female	806	42,717	36,785	41,227	47,086	2.5%
Highest Education	Bachelor's Degree	526	41,334	35,825	40,000	45,770	2.5%
	Master's Degree	282	44,985	38,505	44,000	50,000	2.5%
	Other	11	46,544	41,978	44,429	46,592	2.3%
Credentials	CCLS	802	42,725	36,826	41,320	47,086	2.4%
Work in single-person program or multiple person	Single-person program	47	42,678	35,500	39,000	45,000	2.5%
	Multiple-person program	773	42,708	36,816	41,205	47,372	2.5%
Position is bargaining unit/union position	Yes	54	49,851	42,875	49,052	54,220	2.0%
	No	767	42,221	36,456	41,000	46,670	2.5%
US Census Districts	New England	53	42,775	39,427	42,848	46,296	1.9%
	Middle Atlantic	141	44,475	40,000	44,070	48,000	2.0%
	South Atlantic	144	39,265	34,948	37,991	43,378	2.9%
	East South Central	43	37,162	33,550	36,000	39,832	4.4%
	West South Central	120	41,311	35,984	40,000	45,000	2.2%
	East North Central	130	41,278	36,475	40,386	45,000	2.7%
	West North Central	60	43,155	37,519	41,000	51,125	2.1%
	Mountain	69	43,611	37,315	41,974	48,263	2.3%
	Pacific	61	55,164	49,960	52,500	60,216	3.0%
Community Size	Metro area with 1 million population or more	319	44,976	38,500	44,200	49,990	2.5%
	Metro area of 250,000 to 1 million population	295	41,978	36,000	40,934	46,093	2.4%
	Metro area of fewer than 250,000 population	136	39,416	35,000	38,462	42,375	2.5%
	Non-metro area, population of 20,000 or more	47	42,060	37,500	40,248	46,675	3.0%
	Non-metro area, population of 2,500-19,999	11	43,080	37,107	42,000	49,691	1.9%
Institution/Organization	Children's Hospital (Freestanding)	418	42,290	36,785	41,194	47,000	2.7%
	Children's Hospital within Hospital	285	43,221	37,104	41,900	47,618	2.0%
	Adult Hospital/Pediatric Services	60	44,938	36,700	41,987	50,280	2.0%
	Rehabilitation/Long-Term Care	18	42,333	32,755	38,999	51,250	2.2%
	Other	41	40,669	35,392	39,629	45,250	2.0%
Pediatric Bed Size	Fewer than 100 beds	197	42,800	37,088	41,000	46,806	2.4%
	100-199 beds	204	42,238	35,620	41,000	46,582	2.3%
	200 or more beds	340	42,836	37,000	42,000	47,798	2.6%
People Supervised	None	775	42,846	36,878	41,205	47,694	2.5%
	Less than 3	15	36,923	30,160	37,000	43,000	1.5%
	3 - 9	8	42,456	35,777	40,666	51,225	4.2%
	10 or more	13	42,563	36,262	41,978	47,500	3.1%
Years as Child Life Professional	Less than 4 years	352	39,046	34,469	38,000	43,000	2.5%
	4 - 9 years	308	43,321	38,090	42,147	48,000	2.6%
	9 years or more	151	50,250	44,217	49,920	55,575	2.1%

Summary of benefits eligible for in current position

Child Life Specialist

United States Full-Time	Percent	Number of Respon- dents
Annual Bonus	42.9%	353
Childcare on site	20.7%	170
Childcare allowance	15.1%	124
Flexible Spending Plan	84.0%	691
PTO or Traditional Leave	98.5%	811
Employer Contribution to Retirement Plan	92.8%	764
Dental	97.8%	805
Vision Care	94.2%	775
Group Life Insurance	89.3%	735
Health Club Membership	45.1%	371
Long-Term Care	60.8%	500
Long-Term Disability	86.9%	715
Short-Term Disability	90.2%	742
Eldercare Benefits	27.9%	230
Tuition Reimbursement	85.8%	706
Professional Association Dues Reimbursement	25.2%	207

How much of the benefit is paid by the employer?

Child Life Specialist

United States Full-Time	All	Some	None
Dental	8.8%	83.4%	7.8%
Vision Care	6.2%	83.3%	10.5%
Group Life Insurance	11.2%	72.7%	16.1%
Health Club Membership	6.2%	31.4%	62.4%
Long-Term Care	4.1%	59.8%	36.0%
Long-Term Disability	8.4%	73.2%	18.5%
Short-Term Disability	9.4%	72.4%	18.2%
Eldercare Benefits	1.4%	37.3%	61.4%
Tuition Reimbursement	11.1%	88.9%	.0%
Professional Association Dues Reimbursement	47.0%	53.0%	.0%

Profile

Child Life Assistant

		Total	
		Percent	Number of Respondents
United States Full-Time			
All Full-time Respondents		100.0%	7
Gender	Female	100.0%	7
Highest Education	Associate Degree	14.3%	1
	Bachelor's Degree	71.4%	5
	Master's Degree	14.3%	1
Credentials	CCLS	16.7%	1
	Infant massage instruction (CIMI CEIM)	16.7%	1
	CPST	16.7%	1
	CTRS	.0%	0
	MT-BC	.0%	0
	ATR	.0%	0
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	.0%	0
	None	66.7%	4
Work in single-person program or multiple person	Single-person program	14.3%	1
	Multiple-person program	85.7%	6
Position is bargaining unit/union position	No	100.0%	7
US Census Districts	East South Central	14.3%	1
	West South Central	28.6%	2
	East North Central	57.1%	4
Community Size	Metro area with 1 million population or more	71.4%	5
	Metro area of 250,000 to 1 million population	28.6%	2
Institution/Organization	Children's hospital (freestanding)	71.4%	5
	Children's hospital within a hospital	14.3%	1
	Outpatient clinic not affiliated with a hospital	14.3%	1
Differentials	Receives Evening/Night Shift Differential	75.0%	3
	Receives Weekend Shift Differential	100.0%	4
	Receives Holiday Shift Differential	50.0%	2

Profile (cont.)

Child Life Assistant

United States Full-Time	Average	Median	Number of Respondents
Age	38.1	42.0	7
Pediatric Hospital Beds	184.0	117.5	6
Total Inpatient Hospital Beds	241.5	205.0	6
Number of People Supervised	.0	.0	5
Number of FTE Supervised	.0	.0	4
Number of years experience as child life specialist	5.0	5.0	1
Years at Current Institution	8.0	5.0	7
Years in Current Position	5.4	5.0	7
Hours paid in typical week if full-time	37.9	40.0	7

Annual Salary as of September 1, 2012

Child Life Assistant

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Full-Time							
All Full-time Respondents		7	32,952	27,000	32,843	42,000	.2%
Gender	Female	7	32,952	27,000	32,843	42,000	.2%
Highest Education	Bachelor's Degree	5	32,333	23,296	32,843	41,114	.0%
Work in single-person program or	Multiple-person program	6	30,277	24,618	30,982	35,421	1.8%
Position is bargaining unit/union position	No	7	32,952	27,000	32,843	42,000	.2%
Community Size	Metro area with 1 million population or more	5	37,238	30,982	33,228	45,500	.1%
Institution/Organization	Children's Hospital (Freestanding)	5	32,838	28,060	32,843	37,614	1.8%
People Supervised	None	5	30,933	23,296	32,843	37,614	.2%

Summary of benefits eligible for in current position

Child Life Assistant

United States Full-Time	Percent	Number of Respondents
Annual Bonus	57.1%	4
Childcare on site	42.9%	3
Childcare allowance	42.9%	3
Flexible Spending Plan	85.7%	6
PTO or Traditional Leave	85.7%	6
Employer Contribution to Retirement Plan	71.4%	5
Dental	85.7%	6
Vision Care	85.7%	6
Group Life Insurance	85.7%	6
Health Club Membership	57.1%	4
Long-Term Care	71.4%	5
Long-Term Disability	71.4%	5
Short-Term Disability	85.7%	6
Eldercare Benefits	71.4%	5
Tuition Reimbursement	71.4%	5
Professional Association Dues Reimbursement	14.3%	1

How much of the benefit is paid by the employer?

Child Life Assistant

United States Full-Time	All	Some	None
Dental	16.7%	83.3%	.0%
Vision Care	16.7%	83.3%	.0%
Group Life Insurance	33.3%	66.7%	.0%
Health Club Membership	40.0%	40.0%	20.0%
Long-Term Care	20.0%	60.0%	20.0%
Long-Term Disability	20.0%	60.0%	20.0%
Short-Term Disability	16.7%	66.7%	16.7%
Eldercare Benefits	20.0%	60.0%	20.0%
Tuition Reimbursement	33.3%	66.7%	.0%
Professional Association Dues Reimbursement	66.7%	33.3%	.0%

Profile

Other

		Total	
		Percent	Number of Respondents
United States Full-Time			
All Full-time Respondents		100.0%	108
Gender	Male	1.9%	2
	Female	98.1%	105
Highest Education	Bachelor's Degree	38.3%	41
	Master's Degree	60.7%	65
	PhD	.9%	1
Credentials	CCLS	97.2%	105
	Infant massage instruction (CIMI CEIM)	8.3%	9
	CPST	4.6%	5
	CTRS	6.5%	7
	MT-BC	5.6%	6
	ATR	1.9%	2
	RN	.9%	1
	RPT	.0%	0
	LPC	2.8%	3
	LPCC	.0%	0
	Other	19.4%	21
Work in single-person program or multiple person	Single-person program	19.8%	20
	Multiple-person program	80.2%	81
Position is bargaining unit/union position	Yes	10.4%	11
	No	89.6%	95
US Census Districts	New England	5.6%	6
	Middle Atlantic	18.7%	20
	South Atlantic	17.8%	19
	East South Central	4.7%	5
	West South Central	14.0%	15
	East North Central	16.8%	18
	West North Central	6.5%	7
	Mountain	3.7%	4
Pacific	12.1%	13	
Community Size	Metro area with 1 million population or more	36.2%	38
	Metro area of 250,000 to 1 million population	27.6%	29
	Metro area of fewer than 250,000 population	14.3%	15
	Non-metro area, population of 20,000 or more	13.3%	14
	Non-metro area, population of 2,500-19,999	7.6%	8
	Non-metro, area, rural or less than 2,500 population	1.0%	1
Institution/Organization	Children's hospital (freestanding)	14.0%	15
	Children's hospital within a hospital	11.2%	12
	Adult hospital with pediatric services	5.6%	6
	Rehabilitation/Long-Term Care	.9%	1
	Hospice	3.7%	4
	Outpatient clinic not affiliated with a hospital	.9%	1
	Counseling clinic	2.8%	3
	Other	60.7%	65
Differentials	Receives Evening/Night Shift Differential	85.7%	12
	Receives Weekend Shift Differential	57.1%	8
	Receives Holiday Shift Differential	85.7%	12

Profile (cont.)

Other

United States Full-Time	Average	Median	Number of Respondents
Age	35.1	31.5	108
Pediatric Hospital Beds	214.5	175.0	33
Total Inpatient Hospital Beds	497.3	455.0	31
Number of People Supervised	3.2	.0	101
Number of FTE Supervised	2.3	.0	86
Number of years experience as child life specialist	9.6	8.0	63
Years at Current Institution	5.4	3.0	107
Years in Current Position	3.6	2.0	107
Hours paid in typical week if full-time	38.7	40.0	108

Annual Salary as of September 1, 2012

Other

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Full-Time							
All Full-time Respondents		108	48,643	37,923	45,528	58,000	3.1%
Gender	Female	105	48,080	37,669	45,000	58,000	3.1%
Highest Education	Bachelor's Degree	41	38,259	29,860	38,000	44,500	3.0%
	Master's Degree	65	55,146	43,922	51,000	68,500	3.1%
Credentials	CCLS	105	48,733	37,949	45,920	58,000	3.1%
Work in single-person program or multiple person	Single-person program	20	48,637	38,000	46,545	55,750	1.3%
	Multiple-person program	81	47,918	37,220	45,000	57,750	3.2%
Position is bargaining unit/union position	Yes	11	55,514	42,500	46,800	72,218	3.8%
	No	95	47,819	37,440	45,136	57,500	3.0%
US Census Districts	New England	6	51,017	44,850	47,150	58,000	1.1%
	Middle Atlantic	20	57,410	42,625	51,250	73,750	3.4%
	South Atlantic	19	46,489	38,000	48,500	55,000	3.2%
	East South Central	5	42,343	25,180	44,000	58,677	7.4%
	West South Central	15	43,567	27,560	39,000	57,500	3.0%
	East North Central	18	42,790	35,525	39,500	45,450	3.6%
	West North Central	7	43,916	27,000	40,000	56,000	3.3%
Community Size	Pacific	13	59,451	50,791	60,000	68,600	3.9%
	Metro area with 1 million population or more	38	54,592	42,875	52,551	61,875	3.6%
	Metro area of 250,000 to 1 million population	29	44,465	35,350	41,000	53,790	3.0%
	Metro area of fewer than 250,000 population	15	49,045	39,000	45,136	67,000	3.1%
	Non-metro area, population of 20,000 or more	14	41,004	27,225	38,500	49,475	3.3%
Institution/Organization	Non-metro area, population of 2,500-19,999	8	46,273	40,000	44,900	56,750	4.7%
	Children's Hospital (Freestanding)	15	56,087	39,000	60,000	72,218	3.0%
	Children's Hospital within Hospital	12	46,580	36,981	45,763	57,250	3.0%
	Adult Hospital/Pediatric Services	6	45,419	37,440	43,028	50,395	.8%
	Other	73	47,858	36,500	45,136	55,290	3.6%
Pediatric Bed Size	Fewer than 100 beds	9	50,509	37,440	56,000	62,290	3.3%
	100-199 beds	8	45,055	29,672	43,028	58,750	.0%
	200 or more beds	16	56,984	40,927	55,500	71,788	3.0%
People Supervised	None	72	47,799	37,110	45,000	57,125	3.1%
	Less than 3	13	42,099	27,632	38,000	52,000	.4%
	10 or more	12	60,062	49,115	57,500	72,375	5.6%
Years as Child Life Professional	Less than 4 years	21	38,063	29,860	37,440	41,528	5.3%
	4 - 9 years	14	53,943	44,250	52,551	59,185	4.2%
	9 years or more	28	62,067	47,356	60,000	73,375	2.5%

Summary of benefits eligible for in current position

Other

United States Full-Time	Percent	Number of Respondents
Annual Bonus	32.4%	35
Childcare on site	10.2%	11
Childcare allowance	18.5%	20
Flexible Spending Plan	69.4%	75
PTO or Traditional Leave	90.7%	98
Employer Contribution to Retirement Plan	80.6%	87
Dental	88.0%	95
Vision Care	82.4%	89
Group Life Insurance	83.3%	90
Health Club Membership	23.1%	25
Long-Term Care	49.1%	53
Long-Term Disability	72.2%	78
Short-Term Disability	74.1%	80
Eldercare Benefits	20.4%	22
Tuition Reimbursement	55.6%	60
Professional Association Dues Reimbursement	19.4%	21

How much of the benefit is paid by the employer?

Other

United States Full-Time	All	Some	None
Dental	12.8%	78.7%	8.5%
Vision Care	16.5%	71.4%	12.1%
Group Life Insurance	29.5%	53.4%	17.0%
Health Club Membership	5.3%	21.1%	73.7%
Long-Term Care	6.6%	44.3%	49.2%
Long-Term Disability	17.9%	56.4%	25.6%
Short-Term Disability	16.5%	53.2%	30.4%
Eldercare Benefits	.0%	32.1%	67.9%
Tuition Reimbursement	8.3%	91.7%	.0%
Professional Association Dues Reimbursement	36.7%	63.3%	.0%

Hourly Wage by Job Description - Part-time U.S.

	Hourly Wage as of September 1, 2012					2011-2012 Salary Change
	Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
Manager/Director/Leader of Child Life Program	12	29.65	21.83	25.70	37.37	1.6%
Child Life Specialist with Leadership Responsibilities	44	26.21	21.35	24.04	31.28	3.0%
Child Life Specialist	222	23.20	19.50	22.46	25.76	2.1%
Child Life Assistant	5	17.33	12.26	17.71	22.21	2.0%
Other	33	27.20	19.12	24.99	30.50	.0%

Profile

Manager/Director/Leader of Child Life Program

United States Part-Time		Total	
		Percent	Number of Respondents
All Part-time Respondents		100.0%	12
Gender	Female	100.0%	12
Highest Education	Bachelor's Degree	41.7%	5
	Master's Degree	50.0%	6
	Other	8.3%	1
Credentials	CCLS	90.9%	10
	Infant massage instruction (CIMI CEIM)	.0%	0
	CPST	.0%	0
	CTRS	.0%	0
	MT-BC	.0%	0
	ATR	18.2%	2
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	27.3%	3
	None	.0%	0
Work in single-person program or multiple person	Single-person program	50.0%	6
	Multiple-person program	50.0%	6
Position is bargaining unit/union position	No	100.0%	12
US Census Districts	New England	8.3%	1
	Middle Atlantic	33.3%	4
	South Atlantic	8.3%	1
	West South Central	8.3%	1
	East North Central	8.3%	1
	Pacific	33.3%	4
Community Size	Metro area with 1 million population or more	33.3%	4
	Metro area of 250,000 to 1 million population	33.3%	4
	Metro area of fewer than 250,000 population	25.0%	3
	Non-metro area, population of 2,500-19,999	8.3%	1
Institution/Organization	Children's hospital (freestanding)	8.3%	1
	Children's hospital within a hospital	33.3%	4
	Adult hospital with pediatric services	41.7%	5
	Other	16.7%	2
Differentials	Receives Evening/Night Shift Differential	75.0%	3
	Receives Weekend Shift Differential	50.0%	2
	Receives Holiday Shift Differential	100.0%	4

Profile (cont.)

Manager/Director/Leader of Child Life Program

United States Part-Time	Average	Median	Number of Respondents
Age	39.1	36.0	12
Pediatric Hospital Beds	80.6	67.0	9
Total Inpatient Hospital Beds	493.6	484.5	8
Number of People Supervised	5.2	2.5	12
Number of FTE Supervised	4.2	1.9	12
Number of years experience as child life specialist	11.2	7.0	11
Years at Current Institution	10.8	8.0	11
Years in Current Position	8.3	8.0	11

Hourly Wage as of September 1, 2012

Manager/Director/Leader of Child Life Program

		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Part-Time							
All Part-time Respondents		12	29.65	21.83	25.70	37.37	1.6%
Gender	Female	12	29.65	21.83	25.70	37.37	1.6%
Highest Education	Bachelor's Degree	5	27.05	20.25	25.29	34.73	1.6%
	Master's Degree	6	32.15	21.94	25.70	47.07	2.4%
Credentials	CCLS	10	31.25	24.41	26.80	41.32	1.6%
Work in single-person program or multiple person	Single-person program	6	28.01	20.76	23.72	33.86	13.4%
	Multiple-person program	6	31.29	24.41	27.71	41.32	1.1%
Position is bargaining unit/union position	No	12	29.65	21.83	25.70	37.37	1.6%
Institution/Organization	Adult Hospital/Pediatric Services	5	24.33	21.64	25.29	26.54	5.1%
Pediatric Bed Size	Fewer than 100 beds	7	28.36	21.27	25.29	40.00	.6%
Years as Child Life Professional	4 - 9 years	5	29.32	20.50	25.44	40.07	10.2%
	9 years or more	5	28.54	23.65	25.95	34.73	.9%

Summary of benefits eligible for in current position

Manager/Director/Leader of Child Life Program

United States Part-Time	Percent	Number of Respondents
Annual Bonus	33.3%	4
Childcare on site	8.3%	1
Childcare allowance	16.7%	2
Flexible Spending Plan	50.0%	6
PTO or Traditional Leave	66.7%	8
Employer Contribution to Retirement Plan	58.3%	7
Dental	66.7%	8
Vision Care	66.7%	8
Group Life Insurance	58.3%	7
Health Club Membership	33.3%	4
Long-Term Care	41.7%	5
Long-Term Disability	66.7%	8
Short-Term Disability	66.7%	8
Eldercare Benefits	33.3%	4
Tuition Reimbursement	58.3%	7
Professional Association Dues Reimbursement	16.7%	2

How much of the benefit is paid by the employer?

Manager/Director/Leader of Child Life Program

United States Part-Time	All	Some	None
Dental	.0%	87.5%	12.5%
Vision Care	.0%	87.5%	12.5%
Group Life Insurance	.0%	75.0%	25.0%
Health Club Membership	.0%	42.9%	57.1%
Long-Term Care	.0%	57.1%	42.9%
Long-Term Disability	.0%	87.5%	12.5%
Short-Term Disability	.0%	85.7%	14.3%
Eldercare Benefits	.0%	66.7%	33.3%
Tuition Reimbursement	16.7%	83.3%	.0%
Professional Association Dues Reimbursement	50.0%	50.0%	.0%

Profile

Child Life Specialist with Leadership Responsibilities

		Total	
		Percent	Number of Respondents
United States Part-Time			
All Part-time Respondents		100.0%	44
Gender	Female	100.0%	44

Profile

Child Life Specialist with Leadership Responsibilities

		Total	
		Percent	Number of Respondents
United States Part-Time			
Highest Education	Bachelor's Degree	45.5%	20
	Master's Degree	54.5%	24
Credentials	CCLS	100.0%	44
	Infant massage instruction (CIMI CEIM)	15.9%	7
	CPST	6.8%	3
	CTRS	2.3%	1
	MT-BC	.0%	0
	ATR	4.5%	2
	RN	.0%	0
	RPT	.0%	0
	LPC	2.3%	1
	LPCC	.0%	0
	Other	6.8%	3
	None	.0%	0
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	69.8%	30
	Approximately 50% Administrative, 50% Clinical	18.6%	8
	Approximately 75% Administrative, 25% Clinical	7.0%	3
	Totally Administrative	4.7%	2
Leadership Responsibilities	Supervision/clinical supervision of department staff members	60.0%	3
	Coordinating child life internship program	60.0%	3
	Formal mentorship of junior child life specialists	40.0%	2
	Grant writing and fund development responsibilities	20.0%	1
	New program development	100.0%	5
	Clinical education responsibilities	100.0%	5
Work in single-person program or multiple person	Single-person program	20.5%	9
	Multiple-person program	79.5%	35
Position is bargaining unit/union position	Yes	11.4%	5
	No	88.6%	39
US Census Districts	New England	6.8%	3
	Middle Atlantic	9.1%	4
	South Atlantic	6.8%	3
	East South Central	4.5%	2
	West South Central	6.8%	3
	East North Central	20.5%	9
	West North Central	13.6%	6
	Mountain	6.8%	3
	Pacific	25.0%	11

Profile

Child Life Specialist with Leadership Responsibilities

United States Part-Time		Total	
		Percent	Number of Respondents
Community Size	Metro area with 1 million population or more	25.6%	11
	Metro area of 250,000 to 1 million population	46.5%	20
	Metro area of fewer than 250,000 population	16.3%	7
	Non-metro area, population of 20,000 or more	9.3%	4
	Non-metro, area, rural or less than 2,500 population	2.3%	1
Institution/Organization	Children's hospital (freestanding)	29.5%	13
	Children's hospital within a hospital	27.3%	12
	Adult hospital with pediatric services	31.8%	14
	Hospice	2.3%	1
	Other	9.1%	4
Differentials	Receives Evening/Night Shift Differential	93.8%	15
	Receives Weekend Shift Differential	56.3%	9
	Receives Holiday Shift Differential	43.8%	7

Profile (cont.)

Child Life Specialist with Leadership Responsibilities

United States Part-Time	Average	Median	Number of Respondents
Age	41.8	42.5	44
Pediatric Hospital Beds	113.5	75.0	37
Total Inpatient Hospital Beds	347.7	325.0	31
Number of People Supervised	2.1	1.0	43
Number of FTE Supervised	1.7	1.0	36
Number of years experience as child life specialist	16.8	17.0	44
Years at Current Institution	12.3	10.0	43
Years in Current Position	10.8	9.0	43

Hourly Wage as of September 1, 2012

Child Life Specialist with Leadership Responsibilities

		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Part-Time							
All Part-time Respondents		44	26.21	21.35	24.04	31.28	3.0%
Gender	Female	44	26.21	21.35	24.04	31.28	3.0%
Highest Education	Bachelor's Degree	20	27.84	21.35	27.00	33.60	3.0%
	Master's Degree	24	24.85	21.21	23.83	29.00	2.9%
Credentials	CCLS	44	26.21	21.35	24.04	31.28	3.0%
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	30	26.02	21.26	24.52	31.25	2.0%
	Approximately 50% Administrative, 50% Clinical	8	23.95	18.55	23.37	30.04	3.9%
Leadership Responsibilities	New program development	5	31.45	22.08	29.00	42.04	5.3%
	Clinical education responsibilities	5	31.45	22.08	29.00	42.04	5.3%
Work in single-person program or multiple person	Single-person program	9	22.57	18.91	22.00	26.53	2.9%
	Multiple-person program	35	27.15	21.83	25.00	32.25	3.0%
Position is bargaining unit/union position	Yes	5	28.44	19.87	29.00	36.73	.7%
	No	39	25.93	21.38	24.04	31.00	3.1%
US Census Districts	East North Central	9	23.24	21.19	22.00	27.12	.7%
	West North Central	6	24.09	17.99	23.31	31.35	2.0%
	Pacific	11	33.57	29.00	34.00	42.00	3.0%
Community Size	Metro area with 1 million population or more	11	32.61	27.24	31.37	42.00	1.0%
	Metro area of 250,000 to 1 million population	20	25.21	21.35	23.37	30.31	3.1%
	Metro area of fewer than 250,000 population	7	23.28	17.40	25.00	27.00	2.6%
Institution/Organization	Children's Hospital (Freestanding)	13	28.07	21.42	27.24	32.38	4.3%
	Children's Hospital within Hospital	12	24.48	18.88	23.84	27.75	1.8%
	Adult Hospital/Pediatric Services	14	26.87	21.37	26.53	32.81	2.0%
	Other	5	23.71	20.75	22.00	27.52	2.7%
Pediatric Bed Size	Fewer than 100 beds	21	25.83	21.17	24.04	31.58	2.5%
	100-199 beds	10	26.15	18.41	25.45	32.03	2.6%
	200 or more beds	6	27.64	22.46	25.50	32.25	6.0%
People Supervised	None	20	25.69	21.49	23.52	28.75	4.0%
	Less than 3	14	26.39	22.23	24.52	32.69	3.0%
	3 - 9	7	26.35	18.74	23.75	32.00	2.6%
Years as Child Life Professional	4 - 9 years	10	19.72	16.32	19.84	22.25	4.0%
	9 years or more	32	28.50	23.76	27.62	32.37	2.0%

Summary of benefits eligible for in current position

Child Life Specialist with Leadership Responsibilities

United States Part-Time	Percent	Number of Respondents
Annual Bonus	36.4%	16
Childcare on site	9.1%	4
Childcare allowance	20.5%	9
Flexible Spending Plan	63.6%	28
PTO or Traditional Leave	84.1%	37
Employer Contribution to Retirement Plan	75.0%	33
Dental	84.1%	37
Vision Care	79.5%	35
Group Life Insurance	84.1%	37
Health Club Membership	38.6%	17
Long-Term Care	34.1%	15
Long-Term Disability	61.4%	27
Short-Term Disability	68.2%	30
Eldercare Benefits	6.8%	3
Tuition Reimbursement	63.6%	28
Professional Association Dues Reimbursement	20.5%	9

How much of the benefit is paid by the employer?

Child Life Specialist with Leadership Responsibilities

United States Part-Time	All	Some	None
Dental	.0%	86.1%	13.9%
Vision Care	.0%	77.1%	22.9%
Group Life Insurance	2.8%	75.0%	22.2%
Health Club Membership	6.9%	13.8%	79.3%
Long-Term Care	4.0%	36.0%	60.0%
Long-Term Disability	.0%	51.7%	48.3%
Short-Term Disability	.0%	51.7%	48.3%
Eldercare Benefits	5.0%	10.0%	85.0%
Tuition Reimbursement	20.0%	80.0%	.0%
Professional Association Dues Reimbursement	61.5%	38.5%	.0%

Profile

Child Life Specialist

		Total	
		Percent	Number of Respondents
United States Part-Time			
All Part-time Respondents		100.0%	222
Gender	Male	.5%	1
	Female	99.5%	221
Highest Education	Associate Degree	.5%	1
	Bachelor's Degree	65.3%	145
	Master's Degree	32.4%	72
	Other	1.8%	4
Credentials	CCLS	97.3%	215
	Infant massage instruction (CIMI CEIM)	7.2%	16
	CPST	5.9%	13
	CTRS	3.2%	7
	MT-BC	.5%	1
	ATR	.0%	0
	RN	1.4%	3
	RPT	.0%	0
	LPC	.9%	2
	LPCC	.0%	0
	Other	4.5%	10
	None	1.8%	4
Work in single-person program or multiple person	Single-person program	8.1%	18
	Multiple-person program	91.9%	203
Position is bargaining unit/union position	Yes	5.9%	13
	No	94.1%	208
US Census Districts	New England	7.7%	17
	Middle Atlantic	10.9%	24
	South Atlantic	6.8%	15
	East South Central	.9%	2
	West South Central	7.7%	17
	East North Central	25.8%	57
	West North Central	16.3%	36
	Mountain	9.0%	20
Pacific	14.9%	33	
Community Size	Metro area with 1 million population or more	31.7%	70
	Metro area of 250,000 to 1 million population	43.0%	95
	Metro area of fewer than 250,000 population	16.7%	37
	Non-metro area, population of 20,000 or more	5.9%	13
	Non-metro area, population of 2,500-19,999	2.3%	5
	Non-metro, area, rural or less than 2,500 population	.5%	1
Institution/Organization	Children's hospital (freestanding)	47.3%	105
	Children's hospital within a hospital	31.1%	69
	Adult hospital with pediatric services	13.1%	29
	Rehabilitation/Long-Term Care	.9%	2
	Hospice	.9%	2
	Pediatrician, physician, or dental office	.9%	2
	Outpatient clinic not affiliated with a hospital	.5%	1
	Other	5.4%	12
Differentials	Receives Evening/Night Shift Differential	77.4%	82
	Receives Weekend Shift Differential	68.9%	73
	Receives Holiday Shift Differential	60.4%	64

Profile (cont.)

Child Life Specialist

	Average	Median	Number of Respondents
United States Part-Time			
Age	35.0	33.0	220
Pediatric Hospital Beds	177.6	124.0	191
Total Inpatient Hospital Beds	364.9	300.0	174
Number of People Supervised	.4	.0	210
Number of FTE Supervised	.3	.0	176
Number of years experience as child life specialist	9.0	7.0	219
Years at Current Institution	7.0	5.0	218
Years in Current Position	5.2	3.0	218

Hourly Wage as of September 1, 2012

Child Life Specialist

		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
United States Part-Time							
All Part-time Respondents		222	23.20	19.50	22.46	25.76	2.1%
Gender	Female	221	23.23	19.50	22.56	25.78	2.0%
Highest Education	Bachelor's Degree	145	22.12	19.08	21.37	24.25	2.2%
	Master's Degree	72	25.48	20.12	25.00	28.93	2.0%
Credentials	CCLS	215	23.33	19.50	22.70	25.89	2.1%
Work in single-person program or multiple person	Single-person program	18	24.24	20.73	23.75	27.75	2.4%
	Multiple-person program	203	23.13	19.50	22.35	25.75	2.1%
Position is bargaining unit/union position	Yes	13	25.48	22.86	25.80	26.96	2.0%
	No	208	23.08	19.50	22.10	25.00	2.1%
US Census Districts	New England	17	24.23	19.61	22.92	28.50	.0%
	Middle Atlantic	24	24.73	20.21	23.73	26.40	1.3%
	South Atlantic	15	20.49	17.95	19.72	22.00	.4%
	West South Central	17	23.76	19.68	24.42	26.96	2.6%
	East North Central	57	21.22	18.76	20.41	23.20	2.1%
	West North Central	36	22.68	19.59	22.75	25.61	2.8%
	Mountain	20	21.59	19.15	21.46	24.03	1.8%
Community Size	Pacific	33	27.78	23.15	26.53	32.66	2.8%
	Metro area with 1 million population or more	70	24.38	20.38	23.84	26.60	2.1%
	Metro area of 250,000 to 1 million population	95	22.87	19.50	21.63	25.00	2.3%
	Metro area of fewer than 250,000 population	37	22.81	19.38	22.00	26.96	1.6%
	Non-metro area, population of 20,000 or more	13	21.07	17.13	18.69	24.96	4.2%
Institution/Organization	Non-metro area, population of 2,500-19,999	5	20.57	18.96	19.97	22.49	.0%
	Children's Hospital (Freestanding)	105	22.78	19.24	22.56	25.00	2.7%
Pediatric Bed Size	Children's Hospital within Hospital	69	23.03	19.67	21.37	25.70	1.1%
	200 or more beds	74	22.57	19.25	22.15	24.53	2.0%
	Adult Hospital/Pediatric Services	29	22.33	18.26	22.00	25.24	1.0%
People Supervised	Other	17	28.66	23.00	25.50	33.33	1.2%
	Fewer than 100 beds	72	21.84	18.76	21.05	24.44	1.9%
Years as Child Life Professional	100-199 beds	45	25.06	20.14	25.00	30.00	2.8%
	None	200	23.03	19.50	22.28	25.79	2.1%
Years as Child Life Professional	Less than 3	5	22.58	16.75	21.42	29.00	.0%
	Less than 4 years	69	19.95	18.01	19.62	21.45	1.6%
	4 - 9 years	62	23.33	19.50	22.53	25.00	3.0%
Years as Child Life Professional	9 years or more	88	25.72	22.23	24.86	28.80	1.6%

Summary of benefits eligible for in current position

Child Life Specialist

United States Part-Time	Percent	Number of Respon- dents
Annual Bonus	27.9%	62
Childcare on site	14.9%	33
Childcare allowance	9.9%	22
Flexible Spending Plan	57.7%	128
PTO or Traditional Leave	70.7%	157
Employer Contribution to Retirement Plan	72.5%	161
Dental	66.2%	147
Vision Care	62.2%	138
Group Life Insurance	59.0%	131
Health Club Membership	27.5%	61
Long-Term Care	38.7%	86
Long-Term Disability	53.6%	119
Short-Term Disability	58.1%	129
Eldercare Benefits	15.8%	35
Tuition Reimbursement	55.0%	122
Professional Association Dues Reimbursement	15.8%	35

How much of the benefit is paid by the employer?

Child Life Specialist

United States Part-Time	All	Some	None
Dental	4.2%	88.7%	7.0%
Vision Care	5.2%	83.0%	11.9%
Group Life Insurance	11.3%	75.8%	12.9%
Health Club Membership	4.3%	37.9%	57.8%
Long-Term Care	.0%	62.5%	37.5%
Long-Term Disability	10.7%	70.2%	19.0%
Short-Term Disability	9.4%	73.2%	17.3%
Eldercare Benefits	1.2%	36.9%	61.9%
Tuition Reimbursement	5.4%	94.6%	.0%
Professional Association Dues Reimbursement	36.0%	64.0%	.0%

Profile

Child Life Assistant

		Total	
		Percent	Number of Respondents
United States Part-Time			
All Part-time Respondents		100.0%	5
Gender	Male	20.0%	1
	Female	80.0%	4
Highest Education		Bachelor's Degree	100.0% 5
Credentials	CCLS	80.0%	4
	Infant massage instruction (CIMI CEIM)	.0%	0
	CPST	.0%	0
	CTRS	.0%	0
	MT-BC	.0%	0
	ATR	.0%	0
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	.0%	0
	None	20.0%	1
Work in single-person program or multiple person		Multiple-person program	100.0% 5
Position is bargaining unit/union position		No	100.0% 5
US Census Districts	Middle Atlantic	20.0%	1
	East South Central	20.0%	1
	West North Central	20.0%	1
	Pacific	40.0%	2
Community Size	Metro area with 1 million population or more	80.0%	4
	Metro area of 250,000 to 1 million population	20.0%	1
Institution/Organization	Children's hospital (freestanding)	60.0%	3
	Children's hospital within a hospital	40.0%	2
Differentials	Receives Evening/Night Shift Differential	100.0%	3
	Receives Weekend Shift Differential	33.3%	1
	Receives Holiday Shift Differential	66.7%	2

Profile (cont.)

Child Life Assistant

United States Part-Time	Average	Median	Number of Respondents
Age	27.0	28.0	5
Pediatric Hospital Beds	223.0	212.5	4
Total Inpatient Hospital Beds	664.3	666.0	4
Number of People Supervised	.0	.0	5
Number of FTE Supervised	.0	.0	5
Number of years experience as child life specialist	1.0	1.0	1
Years at Current Institution	2.4	1.0	5
Years in Current Position	2.4	1.0	5

Hourly Wage as of September 1, 2012

Child Life Assistant

United States Part-Time		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Part-time Respondents		5	17.33	12.26	17.71	22.21	2.0%
Highest Education	Bachelor's Degree	5	17.33	12.26	17.71	22.21	2.0%
Work in single-person program or multiple	Multiple-person program	5	17.33	12.26	17.71	22.21	2.0%
Position is bargaining unit/union position	No	5	17.33	12.26	17.71	22.21	2.0%
People Supervised	None	5	17.33	12.26	17.71	22.21	2.0%

Summary of benefits eligible for in current position

Child Life Assistant

United States Part-Time	Percent	Number of Respondents
Annual Bonus	20.0%	1
Childcare on site	.0%	0
Childcare allowance	20.0%	1
Flexible Spending Plan	60.0%	3
PTO or Traditional Leave	60.0%	3
Employer Contribution to Retirement Plan	60.0%	3
Dental	60.0%	3
Vision Care	40.0%	2
Group Life Insurance	40.0%	2
Health Club Membership	20.0%	1
Long-Term Care	40.0%	2
Long-Term Disability	60.0%	3
Short-Term Disability	60.0%	3
Eldercare Benefits	40.0%	2
Tuition Reimbursement	60.0%	3
Professional Association Dues Reimbursement	20.0%	1

How much of the benefit is paid by the employer?

Child Life Assistant

United States Part-Time	Some	None
Dental	100.0%	.0%
Vision Care	100.0%	.0%
Group Life Insurance	66.7%	33.3%
Health Club Membership	50.0%	50.0%
Long-Term Care	33.3%	66.7%
Long-Term Disability	66.7%	33.3%
Short-Term Disability	66.7%	33.3%
Eldercare Benefits	100.0%	.0%
Tuition Reimbursement	100.0%	.0%
Professional Association Dues Reimbursement	100.0%	.0%

Profile

Other

		Total	
		Percent	Number of Respondents
United States Part-Time			
All Part-time Respondents		100.0%	33
Gender	Female	100.0%	33
Highest Education	Bachelor's Degree	42.4%	14
	Master's Degree	57.6%	19
Credentials	CCLS	93.9%	31
	Infant massage instruction (CIMI CEIM)	3.0%	1
	CPST	.0%	0
	CTRS	3.0%	1
	MT-BC	.0%	0
	ATR	3.0%	1
	RN	.0%	0
	RPT	.0%	0
	LPC	3.0%	1
	LPCC	3.0%	1
	Other	15.2%	5
Work in single-person program or multiple person	None	6.1%	2
	Single-person program	33.3%	10
	Multiple-person program	66.7%	20
Position is bargaining unit/union position	Yes	6.3%	2
	No	93.8%	30
US Census Districts	New England	9.1%	3
	Middle Atlantic	6.1%	2
	South Atlantic	9.1%	3
	East South Central	3.0%	1
	West South Central	15.2%	5
	East North Central	21.2%	7
	West North Central	12.1%	4
	Mountain	12.1%	4
Pacific	12.1%	4	
Community Size	Metro area with 1 million population or more	42.4%	14
	Metro area of 250,000 to 1 million population	21.2%	7
	Metro area of fewer than 250,000 population	12.1%	4
	Non-metro area, population of 20,000 or more	9.1%	3
	Non-metro area, population of 2,500-19,999	15.2%	5
Institution/Organization	Children's hospital (freestanding)	33.3%	11
	Children's hospital within a hospital	3.0%	1
	Adult hospital with pediatric services	3.0%	1
	Counseling clinic	12.1%	4
	Other	48.5%	16
Differentials	Receives Evening/Night Shift Differential	66.7%	2
	Receives Weekend Shift Differential	100.0%	3
	Receives Holiday Shift Differential	33.3%	1

Profile (cont.)

Other

United States Part-Time	Average	Median	Number of Respondents
Age	38.5	35.0	33
Pediatric Hospital Beds	195.6	190.0	11
Total Inpatient Hospital Beds	312.5	260.0	10
Number of People Supervised	1.4	.0	31
Number of FTE Supervised	.7	.0	24
Number of years experience as child life specialist	11.6	10.0	25
Years at Current Institution	6.5	5.0	33
Years in Current Position	3.8	3.0	33

Hourly Wage as of September 1, 2012

Other

United States Part-Time		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Part-time Respondents		33	27.20	19.12	24.99	30.50	.0%
Gender	Female	33	27.20	19.12	24.99	30.50	.0%
Highest Education	Bachelor's Degree	14	21.23	14.14	21.49	25.03	2.8%
	Master's Degree	19	31.60	21.00	27.50	32.00	.0%
Credentials	CCLS	31	28.25	21.00	25.00	31.00	.0%
Work in single-person program or multiple person	Single-person program	10	36.96	25.91	30.50	52.66	2.9%
	Multiple-person program	20	23.13	16.75	21.50	26.91	.0%
Position is bargaining unit/union position	No	30	27.19	18.87	23.10	30.25	.0%
US Census Districts	West South Central	5	20.17	13.28	19.23	27.53	.0%
	East North Central	7	27.16	21.00	24.99	31.00	2.9%
Community Size	Metro area with 1 million population or more	14	23.22	19.17	23.10	27.72	.0%
	Metro area of 250,000 to 1 million population	7	26.85	21.00	25.00	30.00	2.9%
	Non-metro area, population of 2,500-19,999	5	34.77	16.11	32.00	54.82	1.3%
Institution/Organization	Children's Hospital (Freestanding)	11	25.31	21.00	25.13	28.20	1.5%
	Other	20	27.50	16.62	23.48	31.14	.0%
Pediatric Bed Size	200 or more beds	5	22.98	20.12	22.00	26.34	.0%
People Supervised	None	24	26.38	19.06	24.60	29.55	.0%
Years as Child Life Professional	4 - 9 years	8	21.38	19.06	21.56	23.65	2.2%
	9 years or more	15	35.29	25.13	30.00	41.00	.0%

Summary of benefits eligible for in current position

Other

United States Part-Time	Percent	Number of Respondents
Annual Bonus	3.0%	1
Childcare on site	9.1%	3
Childcare allowance	6.1%	2
Flexible Spending Plan	30.3%	10
PTO or Traditional Leave	42.4%	14
Employer Contribution to Retirement Plan	33.3%	11
Dental	36.4%	12
Vision Care	30.3%	10
Group Life Insurance	33.3%	11
Health Club Membership	15.2%	5
Long-Term Care	21.2%	7
Long-Term Disability	30.3%	10
Short-Term Disability	36.4%	12
Eldercare Benefits	9.1%	3
Tuition Reimbursement	24.2%	8
Professional Association Dues Reimbursement	3.0%	1

How much of the benefit is paid by the employer?

Other

United States Part-Time	All	Some	None
Dental	8.3%	83.3%	8.3%
Vision Care	9.1%	81.8%	9.1%
Group Life Insurance	20.0%	60.0%	20.0%
Health Club Membership	11.1%	22.2%	66.7%
Long-Term Care	20.0%	50.0%	30.0%
Long-Term Disability	18.2%	63.6%	18.2%
Short-Term Disability	25.0%	75.0%	.0%
Eldercare Benefits	28.6%	14.3%	57.1%
Tuition Reimbursement	37.5%	62.5%	.0%
Professional Association Dues Reimbursement	75.0%	25.0%	.0%

Annual Salary by Job Description - Full-Time Canada

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
Job Position	Manager/Director/Leader of Child Life Program	6	72,676	56,960	74,305	89,042	2.2%
	Child Life Specialist with Leadership Responsibilities	15	62,312	57,525	61,838	67,236	3.2%
	Child Life Specialist	46	62,038	56,946	63,700	65,933	2.1%

Annual Salary by Province and Job Description - Full-Time Canada

				Annual Salary as of September 1, 2012					2011-2012 Salary Change
				Number of Respon- dents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
Job Position	Child Life Specialist with Leadership Responsibilities	Province	Ontario	8	61,141	55,631	61,919	66,495	1.0%
			Alberta	5	79,597	72,288	80,499	86,454	6.8%
	Child Life Specialist	Province	British Columbia	8	63,084	61,225	64,616	65,978	.0%
			Ontario	26	58,313	54,425	60,206	64,625	.7%

Profile

Manager/Director/Leader of Child Life Program

		Total	
		Percent	Number of Respondents
Canada Full-Time			
All Full-time Respondents		100.0%	6
Gender	Female	100.0%	6
Highest Education	Bachelor's Degree	50.0%	3
	Master's Degree	50.0%	3
Credentials	CCLS	100.0%	6
	Infant massage instruction (CIMI CEIM)	16.7%	1
	CPST	.0%	0
	CTRS	.0%	0
	MT-BC	.0%	0
	ATR	.0%	0
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	16.7%	1
	None	.0%	0
Work in single-person program or multiple person	Single-person program	50.0%	3
	Multiple-person program	50.0%	3
Position is bargaining unit/union position	No	100.0%	6
Province	British Columbia	16.7%	1
	Nova Scotia	16.7%	1
	Ontario	66.7%	4
Community Size	Metro area with 1 million population or more	66.7%	4
	Metro area of 250,000 to 1 million population	16.7%	1
	Non-metro area, population of 20,000 or more	16.7%	1
Institution/Organization	Children's hospital (freestanding)	50.0%	3
	Adult hospital with pediatric services	33.3%	2
	Other	16.7%	1
Differentials	Receives Evening/Night Shift Differential	.0%	0
	Receives Weekend Shift Differential	.0%	0
	Receives Holiday Shift Differential	.0%	0

Profile (cont.)

Manager/Director/Leader of Child Life Program

Canada Full-Time	Average	Median	Number of Respondents
Age	41.8	38.5	6
Pediatric Hospital Beds	129.4	150.0	5
Total Inpatient Hospital Beds	292.3	212.5	4
Number of People Supervised	11.9	9.6	5
Number of FTE Supervised	17.5	17.5	2
Number of years experience as child life specialist	17.4	16.0	6
Years at Current Institution	14.2	11.0	6
Years in Current Position	9.2	10.5	6
Hours paid in typical week if full-time	36.7	37.5	6

Annual Salary as of September 1, 2012

Manager/Director/Leader of Child Life Program

Canada Full-Time		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Full-time Respondents		6	72,676	56,960	74,305	89,042	2.2%
Gender	Female	6	72,676	56,960	74,305	89,042	2.2%
Credentials	CCLS	6	72,676	56,960	74,305	89,042	2.2%
Position is bargaining unit/union position	No	6	72,676	56,960	74,305	89,042	2.2%
Years as Child Life Professional	9 years or more	5	75,355	55,030	88,549	89,083	2.2%

Summary of benefits eligible for in current position

Manager/Director/Leader of Child Life Program

Canada Full-Time	Percent	Number of Respondents
Annual Bonus	.0%	0
Childcare on site	.0%	0
Childcare allowance	.0%	0
Flexible Spending Plan	.0%	0
PTO or Traditional Leave	66.7%	4
Employer Contribution to Retirement Plan	66.7%	4
Dental	66.7%	4
Vision Care	66.7%	4
Group Life Insurance	66.7%	4
Health Club Membership	33.3%	2
Long-Term Care	16.7%	1
Long-Term Disability	66.7%	4
Short-Term Disability	50.0%	3
Eldercare Benefits	.0%	0
Tuition Reimbursement	16.7%	1
Professional Association Dues Reimbursement	.0%	0

How much of the benefit is paid by the employer?

Manager/Director/Leader of Child Life Program

Canada Full-Time	Some	None
Dental	100.0%	.0%
Vision Care	100.0%	.0%
Group Life Insurance	100.0%	.0%
Health Club Membership	100.0%	.0%
Long-Term Care	100.0%	.0%
Long-Term Disability	100.0%	.0%
Short-Term Disability	100.0%	.0%
Eldercare Benefits	.0%	100.0%
Tuition Reimbursement	100.0%	.0%
Professional Association Dues Reimbursement	.0%	.0%

Profile

Child Life Specialist with Leadership Responsibilities

Canada Full-Time		Total	
		Percent	Number of Respondents
All Full-time Respondents		100.0%	15
Gender	Female	100.0%	15
Highest Education	Bachelor's Degree	60.0%	9
	Master's Degree	13.3%	2
	Other	26.7%	4
Credentials	CCLS	93.3%	14
	Infant massage instruction (CIMI CEIM)	6.7%	1
	CPST	.0%	0
	CTRS	6.7%	1
	MT-BC	.0%	0
	ATR	.0%	0
	RN	6.7%	1
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	20.0%	3
None	6.7%	1	
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	50.0%	7
	Approximately 50% Administrative, 50% Clinical	42.9%	6
	Approximately 75% Administrative, 25% Clinical	7.1%	1

Profile

Child Life Specialist with Leadership Responsibilities

Canada Full-Time		Total	
		Percent	Number of Respondents
Leadership Responsibilities	Supervision/clinical supervision of department staff members	100.0%	1
	Coordinating child life internship program	100.0%	1
	Formal mentorship of junior child life specialists	100.0%	1
	Grant writing and fund development responsibilities	100.0%	1
	New program development	100.0%	1
	Clinical education responsibilities	100.0%	1
Work in single-person program or multiple person	Single-person program	53.3%	8
	Multiple-person program	46.7%	7
Position is bargaining unit/union position	Yes	60.0%	9
	No	40.0%	6
Province	Alberta	6.7%	1
	British Columbia	6.7%	1
	New Brunswick	6.7%	1
	Nova Scotia	6.7%	1
	Ontario	53.3%	8
	Quebec	13.3%	2
	Saskatchewan	6.7%	1
Community Size	Metro area with 1 million population or more	46.7%	7
	Metro area of 250,000 to 1 million population	20.0%	3
	Metro area of fewer than 250,000 population	33.3%	5
Institution/Organization	Children's hospital (freestanding)	20.0%	3
	Adult hospital with pediatric services	40.0%	6
	Rehabilitation/Long-Term Care	6.7%	1
	Hospice	6.7%	1
	Pediatrician, physician, or dental office	6.7%	1
	Other	20.0%	3
Differentials	Receives Evening/Night Shift Differential	100.0%	3
	Receives Weekend Shift Differential	66.7%	2
	Receives Holiday Shift Differential	33.3%	1

Profile (cont.)

Child Life Specialist with Leadership Responsibilities

Canada Full-Time	Average	Median	Number of Respondents
Age	39.4	37.0	15
Pediatric Hospital Beds	79.0	50.0	11
Total Inpatient Hospital Beds	288.9	300.0	11
Number of People Supervised	3.1	1.0	15
Number of FTE Supervised	2.3	1.0	14
Number of years experience as child life specialist	14.2	9.0	15
Years at Current Institution	10.8	8.0	15
Years in Current Position	9.0	6.0	15
Hours paid in typical week if full-time	35.9	37.5	15

Annual Salary as of September 1, 2012

Child Life Specialist with Leadership Responsibilities

		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
Canada Full-Time							
All Full-time Respondents		15	62,312	57,525	61,838	67,236	3.2%
Gender	Female	15	62,312	57,525	61,838	67,236	3.2%
Highest Education	Bachelor's Degree	9	62,575	56,620	61,838	69,245	3.2%
Credentials	CCLS	14	62,171	56,894	60,919	68,240	3.2%
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	7	62,663	57,525	62,000	67,236	2.0%
	Approximately 50% Administrative, 50% Clinical	6	61,699	53,750	58,120	72,864	1.6%
Work in single-person program or multiple person	Single-person program	8	66,634	59,000	65,754	76,021	1.0%
	Multiple-person program	7	57,372	50,000	58,240	61,838	3.2%
Position is bargaining unit/union position	Yes	9	65,036	57,763	64,000	74,432	2.0%
	No	6	58,225	53,750	59,120	62,447	3.3%
Province	Ontario	8	61,141	55,631	61,919	66,495	1.0%
Community Size	Metro area with 1 million population or more	7	61,900	50,000	61,838	71,253	3.2%
	Metro area of fewer than 250,000 population	5	62,522	56,500	60,000	69,805	3.3%
Institution/Organization	Adult Hospital/Pediatric Services	6	61,506	57,881	61,000	65,013	1.0%
	Other	5	64,862	52,500	64,000	77,654	6.8%
Pediatric Bed Size	Fewer than 100 beds	8	63,560	58,500	61,919	66,495	2.7%
People Supervised	None	5	67,021	57,763	64,272	77,654	.0%
	Less than 3	5	57,416	52,500	58,240	61,919	3.2%
Years as Child Life Professional	4 - 9 years	7	59,043	50,000	58,000	61,838	3.2%
	9 years or more	7	66,624	62,000	64,272	71,253	3.2%

Summary of benefits eligible for in current position

Child Life Specialist with Leadership Responsibilities

Canada Full-Time	Percent	Number of Respondents
Annual Bonus	.0%	0
Childcare on site	6.7%	1
Childcare allowance	.0%	0
Flexible Spending Plan	13.3%	2
PTO or Traditional Leave	86.7%	13
Employer Contribution to Retirement Plan	66.7%	10
Dental	86.7%	13
Vision Care	86.7%	13
Group Life Insurance	86.7%	13
Health Club Membership	26.7%	4
Long-Term Care	40.0%	6
Long-Term Disability	86.7%	13
Short-Term Disability	73.3%	11
Eldercare Benefits	.0%	0
Tuition Reimbursement	26.7%	4
Professional Association Dues Reimbursement	46.7%	7

How much of the benefit is paid by the employer?

Child Life Specialist with Leadership Responsibilities

Canada Full-Time	All	Some	None
Dental	16.7%	75.0%	8.3%
Vision Care	16.7%	75.0%	8.3%
Group Life Insurance	16.7%	75.0%	8.3%
Health Club Membership	11.1%	22.2%	66.7%
Long-Term Care	10.0%	40.0%	50.0%
Long-Term Disability	16.7%	66.7%	16.7%
Short-Term Disability	9.1%	63.6%	27.3%
Eldercare Benefits	.0%	12.5%	87.5%
Tuition Reimbursement	66.7%	33.3%	.0%
Professional Association Dues Reimbursement	44.4%	55.6%	.0%

Profile

Child Life Specialist

		Total	
		Percent	Number of Respondents
Canada Full-Time			
All Full-time Respondents		100.0%	46
Gender	Female	100.0%	46
Highest Education	Bachelor's Degree	68.9%	31
	Master's Degree	17.8%	8
	Other	13.3%	6
Credentials	CCLS	93.2%	41
	Infant massage instruction (CIMI CEIM)	2.3%	1
	CPST	.0%	0
	CTRS	4.5%	2
	MT-BC	.0%	0
	ATR	2.3%	1
	RN	2.3%	1
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	11.4%	5
Work in single-person program or multiple person	None	6.8%	3
	Single-person program	13.0%	6
Position is bargaining unit/union position	Multiple-person program	87.0%	40
	Yes	54.3%	25
Province	No	45.7%	21
	Alberta	10.9%	5
	British Columbia	17.4%	8
	Manitoba	2.2%	1
	Nova Scotia	8.7%	4
	Ontario	56.5%	26
Community Size	Quebec	4.3%	2
	Metro area with 1 million population or more	47.8%	22
	Metro area of 250,000 to 1 million population	41.3%	19
	Metro area of fewer than 250,000 population	8.7%	4
Institution/Organization	Non-metro area, population of 20,000 or more	2.2%	1
	Children's hospital (freestanding)	57.8%	26
	Children's hospital within a hospital	22.2%	10
	Adult hospital with pediatric services	13.3%	6
	Counseling clinic	2.2%	1
Differentials	Other	4.4%	2
	Receives Evening/Night Shift Differential	84.6%	11
	Receives Weekend Shift Differential	84.6%	11
	Receives Holiday Shift Differential	46.2%	6

Profile (cont.)

Child Life Specialist

Canada Full-Time	Average	Median	Number of Respondents
Age	38.3	36.0	45
Pediatric Hospital Beds	145.2	142.0	36
Total Inpatient Hospital Beds	233.0	170.0	36
Number of People Supervised	.5	.0	43
Number of FTE Supervised	.5	.0	37
Number of years experience as child life specialist	11.6	9.0	46
Years at Current Institution	11.4	9.0	46
Years in Current Position	8.7	5.5	46
Hours paid in typical week if full-time	36.5	37.5	46

Annual Salary as of September 1, 2012

Child Life Specialist

Canada Full-Time		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Full-time Respondents		46	62,038	56,946	63,700	65,933	2.1%
Gender	Female	46	62,038	56,946	63,700	65,933	2.1%
Highest Education	Bachelor's Degree	31	63,546	58,032	64,233	66,000	.7%
	Master's Degree	8	59,977	56,640	62,000	64,992	3.2%
	Other	6	55,725	49,146	58,130	63,575	2.1%
Credentials	CCLS	41	61,362	56,892	62,829	65,955	2.4%
Work in single-person program or multiple person	Single-person program	6	57,517	49,540	58,152	66,259	.0%
	Multiple-person program	40	62,716	58,164	64,000	65,978	2.8%
Position is bargaining unit/union position	Yes	25	65,337	59,266	64,701	67,033	3.4%
	No	21	58,110	53,618	60,411	64,425	1.2%
Province	Alberta	5	79,597	72,288	80,499	86,454	6.8%
	British Columbia	8	63,084	61,225	64,616	65,978	.0%
	Ontario	26	58,313	54,425	60,206	64,625	.7%
Community Size	Metro area with 1 million population or more	22	59,578	55,278	63,250	65,367	1.9%
	Metro area of 250,000 to 1 million population	19	65,285	60,411	63,400	67,026	3.7%
Institution/Organization	Children's Hospital (Freestanding)	26	61,130	57,774	62,323	65,039	3.2%
	Children's Hospital within Hospital	10	67,725	59,308	64,789	81,250	5.0%
	Adult Hospital/Pediatric Services	6	61,263	54,425	63,965	65,859	.0%
Pediatric Bed Size	Fewer than 100 beds	11	61,780	58,949	63,400	65,813	.0%
	100-199 beds	18	67,461	61,625	65,078	70,963	4.5%
	200 or more beds	7	56,576	53,567	60,000	64,000	1.9%
People Supervised	None	41	62,375	57,516	63,400	65,955	2.4%
Years as Child Life Professional	Less than 4 years	7	56,677	44,000	57,000	67,600	5.3%
	4 - 9 years	17	61,893	56,940	62,000	65,533	3.6%
	9 years or more	22	63,855	61,610	64,425	66,000	.1%

Summary of benefits eligible for in current position

Child Life Specialist

Canada Full-Time	Percent	Number of Respondents
Annual Bonus	4.3%	2
Childcare on site	4.3%	2
Childcare allowance	6.5%	3
Flexible Spending Plan	13.0%	6
PTO or Traditional Leave	89.1%	41
Employer Contribution to Retirement Plan	73.9%	34
Dental	87.0%	40
Vision Care	78.3%	36
Group Life Insurance	80.4%	37
Health Club Membership	23.9%	11
Long-Term Care	34.8%	16
Long-Term Disability	80.4%	37
Short-Term Disability	78.3%	36
Eldercare Benefits	10.9%	5
Tuition Reimbursement	39.1%	18
Professional Association Dues Reimbursement	2.2%	1

How much of the benefit is paid by the employer?

Child Life Specialist

Canada Full-Time	All	Some	None
Dental	5.4%	83.8%	10.8%
Vision Care	5.6%	77.8%	16.7%
Group Life Insurance	11.8%	67.6%	20.6%
Health Club Membership	4.3%	17.4%	78.3%
Long-Term Care	4.2%	58.3%	37.5%
Long-Term Disability	16.1%	71.0%	12.9%
Short-Term Disability	25.9%	63.0%	11.1%
Eldercare Benefits	6.3%	6.3%	87.5%
Tuition Reimbursement	15.8%	84.2%	.0%
Professional Association Dues Reimbursement	44.4%	55.6%	.0%

Profile

Other

		Total	
		Percent	Number of Respondents
Canada Full-Time			
All Full-time Respondents		100.0%	6
Gender	Female	100.0%	6
Highest Education	Bachelor's Degree	83.3%	5
	Master's Degree	16.7%	1
Credentials	CCLS	100.0%	5
	Infant massage instruction (CIMI CEIM)	.0%	0
	CPST	.0%	0
	CTRS	.0%	0
	MT-BC	.0%	0
	ATR	.0%	0
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	60.0%	3
None	.0%	0	
Work in single-person program or multiple person	Single-person program	33.3%	2
	Multiple-person program	66.7%	4
Position is bargaining unit/union position	Yes	33.3%	2
	No	66.7%	4
Province	British Columbia	16.7%	1
	Nova Scotia	33.3%	2
	Ontario	50.0%	3
Community Size	Metro area with 1 million population or more	33.3%	2
	Metro area of 250,000 to 1 million population	66.7%	4
Institution/Organization	Children's hospital (freestanding)	16.7%	1
	Adult hospital with pediatric services	16.7%	1
	Rehabilitation/Long-Term Care	16.7%	1
	Other	50.0%	3
Differentials	Receives Evening/Night Shift Differential	.0%	0
	Receives Weekend Shift Differential	100.0%	1
	Receives Holiday Shift Differential	.0%	0

Profile (cont.)

Other

Canada Full-Time	Average	Median	Number of Respondents
Age	33.2	30.5	6
Pediatric Hospital Beds	60.0	60.0	1
Total Inpatient Hospital Beds	400.0	400.0	1
Number of People Supervised	5.0	.0	6
Number of FTE Supervised	1.7	.0	6
Number of years experience as child life specialist	8.0	5.5	4
Years at Current Institution	4.0	3.5	6
Years in Current Position	4.0	3.5	6
Hours paid in typical week if full-time	37.5	37.5	5

Annual Salary as of September 1, 2012

Other

Canada Full-Time		Annual Salary as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Full-time Respondents		6	52,150	45,489	48,050	61,595	1.1%
Gender	Female	6	52,150	45,489	48,050	61,595	1.1%
Highest Education	Bachelor's Degree	5	50,580	45,211	46,101	58,189	2.3%
Credentials	CCLS	5	53,427	45,378	50,000	63,189	2.3%
People Supervised	None	5	50,580	45,211	46,101	58,189	2.3%

Summary of benefits eligible for in current position

Other

Canada Full-Time	Percent	Number of Respondents
Annual Bonus	16.7%	1
Childcare on site	.0%	0
Childcare allowance	.0%	0
Flexible Spending Plan	.0%	0
PTO or Traditional Leave	100.0%	6
Employer Contribution to Retirement Plan	66.7%	4
Dental	100.0%	6
Vision Care	100.0%	6
Group Life Insurance	100.0%	6
Health Club Membership	16.7%	1
Long-Term Care	50.0%	3
Long-Term Disability	83.3%	5
Short-Term Disability	83.3%	5
Eldercare Benefits	.0%	0
Tuition Reimbursement	50.0%	3
Professional Association Dues Reimbursement	33.3%	2

How much of the benefit is paid by the employer?

Other

Canada Full-Time	All	Some	None
Dental	20.0%	80.0%	.0%
Vision Care	20.0%	80.0%	.0%
Group Life Insurance	20.0%	80.0%	.0%
Health Club Membership	.0%	50.0%	50.0%
Long-Term Care	.0%	75.0%	25.0%
Long-Term Disability	.0%	100.0%	.0%
Short-Term Disability	.0%	100.0%	.0%
Eldercare Benefits	.0%	25.0%	75.0%
Tuition Reimbursement	.0%	100.0%	.0%
Professional Association Dues Reimbursement	.0%	100.0%	.0%

Hourly Wage by Job Description - Part-time Canada

	Hourly Wage as of September 1, 2012					2011-2012 Salary Change
	Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
Child Life Specialist with Leadership Responsibilities	5	34.68	30.16	32.34	40.37	1.1%
Child Life Specialist	38	30.29	27.36	30.16	33.47	2.8%

Profile

Child Life Specialist with Leadership Responsibilities

		Total	
		Percent	Number of Respondents
Canada Part-Time			
All Part-time Respondents		100.0%	5
Gender	Female	100.0%	5
Highest Education	Bachelor's Degree	80.0%	4
	Other	20.0%	1
Credentials	CCLS	100.0%	4
	Infant massage instruction (CIMI CEIM)	.0%	0
	CPST	.0%	0
	CTRS	.0%	0
	MT-BC	.0%	0
	ATR	.0%	0
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	25.0%	1
	None	.0%	0
Amount of time divided by admin. and clinical	Approximately 25% Administrative, 75% Clinical	100.0%	5
Leadership Responsibilities	Supervision/clinical supervision of department staff members	.0%	0
	Coordinating child life internship program	.0%	0
	Formal mentorship of junior child life specialists	.0%	0
	Grant writing and fund development responsibilities	.0%	0
	New program development	.0%	0
	Clinical education responsibilities	.0%	0
Work in single-person program or multiple person	Single-person program	20.0%	1
	Multiple-person program	80.0%	4
Position is bargaining unit/union position	Yes	60.0%	3
	No	40.0%	2
Province	Alberta	20.0%	1
	British Columbia	20.0%	1
	Manitoba	20.0%	1
	Ontario	40.0%	2
Community Size	Metro area of 250,000 to 1 million population	60.0%	3
	Metro area of fewer than 250,000 population	40.0%	2
Institution/Organization	Children's hospital within a hospital	20.0%	1
	Adult hospital with pediatric services	60.0%	3
	Other	20.0%	1
Differentials	Receives Evening/Night Shift Differential	66.7%	2
	Receives Weekend Shift Differential	66.7%	2
	Receives Holiday Shift Differential	33.3%	1

Profile (cont.)

Child Life Specialist with Leadership Responsibilities

Canada Part-Time	Average	Median	Number of Respondents
Age	47.8	46.0	5
Pediatric Hospital Beds	59.8	45.0	4
Total Inpatient Hospital Beds	472.7	500.0	3
Number of People Supervised	2.4	3.0	5
Number of FTE Supervised	1.7	1.8	4
Number of years experience as child life specialist	18.0	18.0	5
Years at Current Institution	17.4	19.0	5
Years in Current Position	14.2	13.0	5

Hourly Wage as of September 1, 2012

Child Life Specialist with Leadership Responsibilities

Canada Part-Time		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Part-time Respondents		5	34.68	30.16	32.34	40.37	1.1%
Gender	Female	5	34.68	30.16	32.34	40.37	1.1%
Amount of time divided by admin. and clinical responsibilities	Approximately 25% Administrative, 75% Clinical	5	34.68	30.16	32.34	40.37	1.1%
Years as Child Life Professional	9 years or more	5	34.68	30.16	32.34	40.37	1.1%

Summary of benefits eligible for in current position

Child Life Specialist with Leadership Responsibilities

Canada Part-Time	Percent	Number of Respondents
Annual Bonus	.0%	0
Childcare on site	20.0%	1
Childcare allowance	.0%	0
Flexible Spending Plan	20.0%	1
PTO or Traditional Leave	60.0%	3
Employer Contribution to Retirement Plan	40.0%	2
Dental	80.0%	4
Vision Care	60.0%	3
Group Life Insurance	60.0%	3
Health Club Membership	20.0%	1
Long-Term Care	20.0%	1
Long-Term Disability	80.0%	4
Short-Term Disability	80.0%	4
Eldercare Benefits	.0%	0
Tuition Reimbursement	60.0%	3
Professional Association Dues Reimbursement	20.0%	1

How much of the benefit is paid by the employer?

Child Life Specialist with Leadership Responsibilities

Canada Part-Time	All	Some	None
Dental	25.0%	75.0%	.0%
Vision Care	33.3%	33.3%	33.3%
Group Life Insurance	33.3%	66.7%	.0%
Health Club Membership	.0%	50.0%	50.0%
Long-Term Care	.0%	25.0%	75.0%
Long-Term Disability	.0%	100.0%	.0%
Short-Term Disability	.0%	100.0%	.0%
Eldercare Benefits	.0%	.0%	100.0%
Tuition Reimbursement	.0%	100.0%	.0%
Professional Association Dues Reimbursement	.0%	100.0%	.0%

Profile

Child Life Specialist

		Total	
		Percent	Number of Respondents
Canada Part-Time			
All Part-time Respondents		100.0%	38
Gender	Male	2.6%	1
	Female	97.4%	37
Highest Education	Associate Degree	2.9%	1
	Bachelor's Degree	57.1%	20
	Master's Degree	20.0%	7
	PhD	2.9%	1
	Other	17.1%	6
Credentials	CCLS	91.7%	33
	Infant massage instruction (CIMI CEIM)	8.3%	3
	CPST	.0%	0
	CTRS	2.8%	1
	MT-BC	.0%	0
	ATR	.0%	0
	RN	.0%	0
	RPT	.0%	0
	LPC	.0%	0
	LPCC	.0%	0
	Other	19.4%	7
	None	2.8%	1
Work in single-person program or multiple person	Single-person program	10.5%	4
	Multiple-person program	89.5%	34
Position is bargaining unit/union position	Yes	63.2%	24
	No	36.8%	14
Province	Alberta	13.2%	5
	British Columbia	15.8%	6
	Manitoba	7.9%	3
	Nova Scotia	2.6%	1
	Ontario	47.4%	18
	Quebec	10.5%	4
	Saskatchewan	2.6%	1
Community Size	Metro area with 1 million population or more	47.4%	18
	Metro area of 250,000 to 1 million population	42.1%	16
	Metro area of fewer than 250,000 population	10.5%	4
Institution/Organization	Children's hospital (freestanding)	42.1%	16
	Children's hospital within a hospital	23.7%	9
	Adult hospital with pediatric services	28.9%	11
	Other	5.3%	2
Differentials	Receives Evening/Night Shift Differential	65.2%	15
	Receives Weekend Shift Differential	78.3%	18
	Receives Holiday Shift Differential	52.2%	12

Profile (cont.)

Child Life Specialist

Canada Part-Time	Average	Median	Number of Respondents
Age	35.1	33.0	38
Pediatric Hospital Beds	152.5	125.0	32
Total Inpatient Hospital Beds	268.5	240.0	31
Number of People Supervised	.0	.0	33
Number of FTE Supervised	.4	.0	30
Number of years experience as child life specialist	8.3	6.5	38
Years at Current Institution	7.3	5.0	38
Years in Current Position	4.9	4.0	38

Hourly Wage as of September 1, 2012

Child Life Specialist

Canada Part-Time		Hourly Wage as of September 1, 2012					2011-2012 Salary Change
		Number of Respondents	Mean	First Quartile 25%	Median 50%	Third Quartile 75%	Median
All Part-time Respondents		38	30.29	27.36	30.16	33.47	2.8%
Gender	Female	37	30.23	27.28	30.00	33.61	2.8%
Highest Education	Bachelor's Degree	20	30.53	27.30	30.16	34.33	1.8%
	Master's Degree	7	28.64	27.00	28.00	31.51	2.0%
	Other	6	29.52	27.60	30.15	32.10	3.2%
Credentials	CCLS	33	29.90	27.28	30.00	32.43	2.8%
Work in single-person program or multiple	Multiple-person program	34	30.18	27.36	30.16	32.66	3.4%
Position is bargaining unit/union position	Yes	24	30.92	27.22	31.43	34.71	3.3%
	No	14	29.19	27.36	28.94	31.63	2.0%
Province	Alberta	5	36.63	34.17	35.82	39.50	7.0%
	British Columbia	6	31.91	29.34	32.43	34.16	.0%
	Ontario	18	29.17	27.08	28.94	31.63	2.4%
Community Size	Metro area with 1 million population or more	18	31.68	27.69	32.42	34.84	5.0%
	Metro area of 250,000 to 1 million population	16	30.22	28.90	30.16	31.88	.8%
Institution/Organization	Children's Hospital (Freestanding)	16	31.89	28.75	32.20	34.56	5.7%
	Children's Hospital within Hospital	9	30.06	28.94	30.00	31.38	3.5%
	Adult Hospital/Pediatric Services	11	28.98	27.00	27.88	34.00	.0%
Pediatric Bed Size	Fewer than 100 beds	11	28.66	27.00	27.88	30.98	1.4%
	100-199 beds	14	32.27	30.24	32.22	35.21	3.7%
	200 or more beds	7	29.51	27.11	28.87	32.40	7.6%
People Supervised	None	33	30.46	27.28	30.32	33.61	2.8%
Years as Child Life Professional	Less than 4 years	11	28.36	25.54	28.00	30.00	5.8%
	4 - 9 years	14	30.58	27.36	30.40	32.94	3.7%
	9 years or more	13	31.60	30.16	31.87	34.40	.0%

Summary of benefits eligible for in current position

Child Life Specialist

Canada Part-Time	Percent	Number of Respondents
Annual Bonus	.0%	0
Childcare on site	2.6%	1
Childcare allowance	5.3%	2
Flexible Spending Plan	10.5%	4
PTO or Traditional Leave	52.6%	20
Employer Contribution to Retirement Plan	55.3%	21
Dental	52.6%	20
Vision Care	44.7%	17
Group Life Insurance	47.4%	18
Health Club Membership	21.1%	8
Long-Term Care	26.3%	10
Long-Term Disability	50.0%	19
Short-Term Disability	42.1%	16
Eldercare Benefits	5.3%	2
Tuition Reimbursement	21.1%	8
Professional Association Dues Reimbursement	10.5%	4

How much of the benefit is paid by the employer?

Child Life Specialist

Canada Part-Time	All	Some	None
Dental	15.8%	63.2%	21.1%
Vision Care	5.9%	76.5%	17.6%
Group Life Insurance	17.6%	58.8%	23.5%
Health Club Membership	.0%	33.3%	66.7%
Long-Term Care	15.4%	46.2%	38.5%
Long-Term Disability	13.3%	66.7%	20.0%
Short-Term Disability	7.1%	71.4%	21.4%
Eldercare Benefits	.0%	9.1%	90.9%
Tuition Reimbursement	40.0%	60.0%	.0%
Professional Association Dues Reimbursement	71.4%	28.6%	.0%

Entry Level Salary Manager/Director/Leader of Program Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Annual Salary: Manager/Director/Leader of Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	49,806	58,240	66,439
South	Community Size	Metro areas	47,379	52,000	65,000
Midwest	Community Size	Metro areas	44,775	52,609	59,019
West	Community Size	Metro areas	53,579	70,797	77,000

Entry Level Salary Manager/Director/Leader of Program Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Annual Salary:	
			Count	Mean
Northeast	Community Size	Metro areas	25	63,795
South	Community Size	Metro areas	28	56,482
Midwest	Community Size	Metro areas	12	53,287
West	Community Size	Metro areas	18	66,487

Mid-Level Salary Manager/Director/Leader of Program Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Annual Salary: Manager/Director/Leader of Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	58,556	65,260	72,000
South	Community Size	Metro areas	55,612	64,044	79,279
Midwest	Community Size	Metro areas	56,670	60,200	85,465
West	Community Size	Metro areas	64,000	80,000	89,502

Mid-Level Salary Manager/Director/Leader of Program Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Annual Salary: Manager/Director/Leader	
			Count	Mean
Northeast	Community Size	Metro areas	20	68,479
South	Community Size	Metro areas	22	66,048
Midwest	Community Size	Metro areas	10	68,710
West	Community Size	Metro areas	11	79,422

Maximum Salary Manager/Director/Leader of Program Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Maximum Annual Salary: Manager/Director/Leader of Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	64,077	75,000	83,572
South	Community Size	Metro areas	69,773	76,011	97,999
Midwest	Community Size	Metro areas	69,656	77,900	116,572
West	Community Size	Metro areas	77,958	100,000	111,952

Maximum Salary Manager/Director/Leader of Program Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Maximum Annual Salary: Manager/Director/Leader	
			Count	Mean
Northeast	Community Size	Metro areas	22	76,548
South	Community Size	Metro areas	22	83,633
Midwest	Community Size	Metro areas	9	88,489
West	Community Size	Metro areas	13	96,599

Entry Level Salary Manager/Director/Leader of Program Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Hourly Wage: Manager/Director/Leader of Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	22.89	28.00	38.00
South	Community Size	Metro areas	20.87	23.79	28.47
Midwest	Community Size	Metro areas	21.50	26.96	28.85
West	Community Size	Metro areas	28.50	31.50	38.75

Entry Level Salary Manager/Director/Leader of Program Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Hourly Wage: Manager/Director/Leader	
			Count	Mean
Northeast	Community Size	Metro areas	15	31.95
South	Community Size	Metro areas	33	25.26
Midwest	Community Size	Metro areas	11	25.65
West	Community Size	Metro areas	12	33.15

Mid-Level Salary Manager/Director/Leader of Program Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage: Manager/Director/Leader of Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	31.54	38.00	57.46
South	Community Size	Metro areas	26.29	29.31	37.25
Midwest	Community Size	Metro areas	29.00	31.20	38.76
West	Community Size	Metro areas	30.82	35.00	49.00

Mid-Level Salary Manager/Director/Leader of Program Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage: Manager/Director/Leader	
			Count	Mean
Northeast	Community Size	Metro areas	8	41.93
South	Community Size	Metro areas	30	32.07
Midwest	Community Size	Metro areas	7	33.66
West	Community Size	Metro areas	11	38.49

Maximum Salary Manager/Director/Leader of Program Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage: Manager/Director/Leader of Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	36.00	41.00	60.00
South	Community Size	Metro areas	31.75	35.65	45.40
Midwest	Community Size	Metro areas	30.82	36.80	44.14
West	Community Size	Metro areas	38.97	45.00	58.50

Maximum Salary Manager/Director/Leader of Program Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage: Manager/Director/Leader	
			Count	Mean
Northeast	Community Size	Metro areas	11	47.27
South	Community Size	Metro areas	30	38.93
Midwest	Community Size	Metro areas	10	38.81
West	Community Size	Metro areas	9	49.14

Entry Level Salary Child Life Specialist w/Leadership Responsibilities Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Annual Salary: Child Life Specialist with Leadership Responsibilities				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	44,356	46,000	50,000	21	47,609
South	Community Size	Metro areas	35,649	38,750	44,852	26	39,790
Midwest	Community Size	Metro areas	34,750	41,932	44,510	13	46,152
West	Community Size	Metro areas	45,567	57,000	73,537	13	58,962

Mid-Level Salary Child Life Specialist w/Leadership Responsibilities Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Annual Salary: Child Life Specialist with Leadership Responsibilities				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	47,750	53,895	55,000	14	53,803
South	Community Size	Metro areas	44,595	50,800	54,912	19	50,494
Midwest	Community Size	Metro areas	43,250	48,418	53,765	8	48,181
West	Community Size	Metro areas	59,966	67,059	73,000	7	66,341

Maximum Salary Child Life Specialist w/Leadership Responsibilities Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Maximum Annual Salary: Child Life Specialist with Leadership Responsibilities				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	48,500	58,000	66,000	15	57,329
South	Community Size	Metro areas	53,298	60,384	67,905	17	61,725
Midwest	Community Size	Metro areas	51,000	60,000	65,208	9	58,968
West	Community Size	Metro areas	69,399	75,000	84,888	9	76,543

Entry Level Salary Child Life Specialist w/Leadership Responsibilities Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Hourly Wage: Child Life Specialist with Leadership Responsibilities				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	19.00	21.44	24.00	11	22.71
South	Community Size	Metro areas	16.52	18.24	19.76	29	18.50
Midwest	Community Size	Metro areas	18.50	22.00	24.72	17	23.73
West	Community Size	Metro areas	21.69	25.43	29.42	25	25.86

Mid-Level Salary Child Life Specialist w/Leadership Responsibilities Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage: Child Life Specialist with Leadership		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	23.90	25.86	27.68
South	Community Size	Metro areas	20.25	23.36	25.48
Midwest	Community Size	Metro areas	22.00	23.82	25.86
West	Community Size	Metro areas	22.25	29.42	33.26

Mid-Level Salary Child Life Specialist w/Leadership Responsibilities Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage: Child Life Specialist with	
			Count	Mean
Northeast	Community Size	Metro areas	7	28.57
South	Community Size	Metro areas	24	23.18
Midwest	Community Size	Metro areas	9	23.39
West	Community Size	Metro areas	16	28.37

Maximum Salary Child Life Specialist w/Leadership Responsibilities Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage: Child Life Specialist with Leadership		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	24.63	31.81	33.95
South	Community Size	Metro areas	25.24	28.72	31.75
Midwest	Community Size	Metro areas	23.78	25.00	30.00
West	Community Size	Metro areas	28.75	34.50	39.36

Maximum Salary Child Life Specialist w/Leadership Responsibilities Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage: Child Life Specialist with	
			Count	Mean
Northeast	Community Size	Metro areas	9	32.62
South	Community Size	Metro areas	24	28.11
Midwest	Community Size	Metro areas	11	26.45
West	Community Size	Metro areas	18	34.35

Entry Level Salary Child Life Specialist Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Annual Salary: Child Life Specialist				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	36,126	40,000	42,000	34	38,597
South	Community Size	Metro areas	31,455	34,085	36,642	38	34,459
Midwest	Community Size	Metro areas	30,720	34,360	38,410	15	34,492
West	Community Size	Metro areas	39,260	45,760	54,450	13	46,898

Mid-Level Salary Child Life Specialist Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Annual Salary: Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	42,500	46,404	49,023
South	Community Size	Metro areas	40,358	44,236	47,682
Midwest	Community Size	Metro areas	40,000	43,700	47,000
West	Community Size	Metro areas	46,914	54,080	63,833

Mid-Level Salary Child Life Specialist Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Annual Salary:	
			Count	Mean
Northeast	Community Size	Metro areas	25	45,583
South	Community Size	Metro areas	30	43,551
Midwest	Community Size	Metro areas	15	43,547
West	Community Size	Metro areas	9	55,205

Maximum Salary Child Life Specialist Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Maximum Annual Salary: Child Life Specialist				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	49,000	55,000	60,774	25	55,410
South	Community Size	Metro areas	48,440	52,500	57,373	29	51,872
Midwest	Community Size	Metro areas	40,000	53,000	57,518	13	49,700
West	Community Size	Metro areas	57,741	65,000	70,000	9	63,357

Entry Level Salary Child Life Specialist Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Hourly Wage: Child Life Specialist				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	17.86	19.17	21.26	22	19.80
South	Community Size	Metro areas	15.49	16.29	17.51	54	16.65
Midwest	Community Size	Metro areas	15.91	17.00	19.50	35	17.42
West	Community Size	Metro areas	18.83	21.05	23.11	30	21.24

Mid-Level Salary Child Life Specialist Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage: Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	22.88	24.06	26.65
South	Community Size	Metro areas	19.00	20.35	22.25
Midwest	Community Size	Metro areas	18.25	21.85	23.00
West	Community Size	Metro areas	21.87	25.00	27.00

Mid-Level Salary Child Life Specialist Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage:	
			Count	Mean
Northeast	Community Size	Metro areas	15	24.64
South	Community Size	Metro areas	43	20.63
Midwest	Community Size	Metro areas	24	21.49
West	Community Size	Metro areas	21	24.32

Maximum Salary Child Life Specialist Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage: Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	28.01	30.00	32.00
South	Community Size	Metro areas	23.66	25.24	27.16
Midwest	Community Size	Metro areas	20.20	24.96	28.10
West	Community Size	Metro areas	26.00	30.00	34.00

Maximum Salary Child Life Specialist Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage:	
			Count	Mean
Northeast	Community Size	Metro areas	16	29.31
South	Community Size	Metro areas	41	25.15
Midwest	Community Size	Metro areas	22	24.58
West	Community Size	Metro areas	21	29.35

Entry Level Salary Child Life Assistant Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Annual Salary: Child Life Assistant				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	18,980	30,901	39,058	6	29,045
South	Community Size	Metro areas	20,857	22,972	26,234	16	23,335
West	Community Size	Metro areas	30,482	35,000	39,673	5	35,062

Mid-Level Salary Child Life Assistant Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Annual Salary: Child Life Assistant				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
South	Community Size	Metro areas	26,900	29,582	33,675	15	29,412

Maximum Salary Child Life Assistant Annual Salary by Region and Community Size

Country U.S.

Region/Community Size			Maximum Annual Salary: Child Life Assistant				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
South	Community Size	Metro areas	32,000	34,900	41,413	15	35,582

Entry Level Salary Child Life Assistant Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Entry Level Hourly Wage: Child Life Assistant				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	11.00	12.00	15.00	19	13.28
South	Community Size	Metro areas	9.88	11.00	12.67	35	11.24
Midwest	Community Size	Metro areas	9.91	11.24	14.75	12	11.90
West	Community Size	Metro areas	14.30	16.00	17.05	14	16.23

Mid-Level Salary Child Life Assistant Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage: Child Life		
			First Quartile 25%	Median 50%	Third Quartile 75%
Northeast	Community Size	Metro areas	12.75	14.99	15.75
South	Community Size	Metro areas	11.89	13.20	15.75
Midwest	Community Size	Metro areas	10.80	14.77	16.45
West	Community Size	Metro areas	17.00	18.00	19.30

Mid-Level Salary Child Life Assistant Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Mid-Level Hourly Wage:	
			Count	Mean
Northeast	Community Size	Metro areas	10	15.12
South	Community Size	Metro areas	29	13.80
Midwest	Community Size	Metro areas	8	14.30
West	Community Size	Metro areas	9	18.75

Maximum Salary Child Life Assistant Hourly Wage by Region and Community Size

Country U.S.

Region/Community Size			Maximum Hourly Wage: Child Life Assistant				
			First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Northeast	Community Size	Metro areas	14.25	16.75	18.74	13	16.88
South	Community Size	Metro areas	14.21	15.93	18.32	28	16.16
Midwest	Community Size	Metro areas	13.16	17.26	19.30	8	16.86
West	Community Size	Metro areas	19.00	20.00	23.45	9	21.65

Entry Level Salary Manager/Director/Leader of Program Annual Salary by FTE Department Staff

Country U.S.

		Entry Level Annual Salary: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	45,500	55,000	61,000	21	53,944
	4 - 10	45,422	49,483	59,120	25	51,532
	11 or more	56,019	63,908	80,000	40	68,996
All Respondents		48,193	56,538	70,659	88	60,247

Mid-Level Salary Manager/Director/Leader of Program Annual Salary by FTE Department Staff

Country U.S.

		Mid-Level Annual Salary: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	52,296	61,495	69,500	16	63,079
	4 - 10	52,920	60,000	65,551	20	59,576
	11 or more	62,587	79,123	100,000	31	79,808
All Respondents		58,376	65,250	80,000	68	70,233

Maximum Salary Manager/Director/Leader of Program Annual Salary by FTE Department Staff

Country U.S.

		Maximum Annual Salary: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	65,540	71,000	88,750	20	76,436
	4 - 10	65,000	75,000	81,640	19	73,313
	11 or more	75,825	95,774	115,703	30	95,801
All Respondents		70,000	79,458	100,076	70	84,624

Entry Level Salary Manager/Director/Leader of Program Hourly Wage by FTE Department Staff

Country U.S.

		Entry Level Hourly Wage: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	24.22	26.86	32.50	10	28.29
	4 - 10	20.25	22.95	27.50	24	23.90
	11 or more	23.14	28.85	34.33	43	29.90
All Respondents		22.05	26.85	30.25	78	27.75

Mid-Level Salary Manager/Director/Leader of Program Hourly Wage by FTE Department Staff

Country U.S.

		Mid-Level Hourly Wage: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	25.44	29.13	35.00	7	31.50
	4 - 10	24.44	29.00	31.51	17	28.50
	11 or more	29.74	36.00	43.83	37	37.79
All Respondents		28.57	31.50	38.55	61	34.48

Maximum Salary Manager/Director/Leader of Program Hourly Wage by FTE Department Staff

Country U.S.

		Maximum Hourly Wage: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	23.00	32.83	38.75	8	33.87
	4 - 10	27.67	34.54	37.42	18	33.33
	11 or more	36.80	44.71	54.33	41	46.03
All Respondents		32.03	37.94	47.09	67	41.16

Entry Level Salary Child Life Specialist with Leadership Responsibilities Annual Salary by FTE Department Staff

Country U.S.

		Entry Level Annual Salary: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	37,898	43,000	50,000	25	44,971
	4 - 10	40,000	44,803	46,134	11	45,098
	11 or more	39,500	47,500	53,518	39	49,630
All Respondents		38,000	44,803	50,000	79	46,846

Mid-Level Salary Child Life Specialist with Leadership Responsibilities Annual Salary by FTE Department Staff

Country U.S.

		Mid-Level Annual Salary: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	40,000	47,000	55,000	15	48,490
	4 - 10	46,000	50,405	57,742	10	51,869
	11 or more	50,000	54,000	57,648	27	55,646
All Respondents		47,000	52,457	57,000	54	52,083

Maximum Salary Child Life Specialist with Leadership Responsibilities Annual Salary by FTE Department Staff

Country U.S.

		Maximum Annual Salary: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	49,500	53,500	66,062	14	56,161
	4 - 10	50,000	57,000	70,000	11	58,656
	11 or more	58,320	64,557	70,062	28	66,193
All Respondents		51,000	60,200	69,249	55	61,088

Entry Level Salary Child Life Specialist with Leadership Responsibilities Hourly Wage by FTE Department Staff

Country U.S.

		Entry Level Hourly Wage: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	17.84	21.00	25.50	25	21.27
	4 - 10	17.84	19.50	23.90	19	21.15
	11 or more	18.33	23.00	25.67	43	23.78
All Respondents		18.01	21.11	25.00	92	22.35

Mid-Level Salary Child Life Specialist with Leadership Responsibilities Hourly Wage by FTE Department Staff

Country U.S.

		Mid-Level Hourly Wage: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	20.99	22.50	29.50	12	24.42
	4 - 10	19.34	22.00	25.38	13	21.82
	11 or more	22.91	25.50	28.89	35	26.67
All Respondents		21.82	24.42	27.86	61	25.15

Maximum Salary Child Life Specialist with Leadership Responsibilities Hourly Wage by FTE Department Staff

Country U.S.

		Maximum Hourly Wage: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	23.46	25.00	32.65	13	27.91
	4 - 10	23.98	25.13	29.56	18	25.82
	11 or more	28.25	31.39	35.50	37	32.78
All Respondents		25.00	29.03	33.36	69	29.99

Entry Level Salary Child Life Specialist Annual Salary by FTE Department Staff

Country U.S.

		Entry Level Annual Salary: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	31,750	35,000	40,000	22	36,141
	4 - 10	31,500	38,000	40,280	33	36,971
	11 or more	33,981	38,892	42,000	46	38,653
All Respondents		32,635	37,000	40,580	105	37,442

Mid-Level Salary Child Life Specialist Annual Salary by FTE Department Staff

Country U.S.

		Mid-Level Annual Salary: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	40,000	45,000	47,127	17	45,512
	4 - 10	40,872	44,262	47,986	27	43,571
	11 or more	44,150	47,000	52,000	34	47,835
All Respondents		41,622	45,423	49,234	80	45,731

Maximum Salary Child Life Specialist Annual Salary by FTE Department Staff

Country U.S.

		Maximum Annual Salary: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	41,988	49,408	55,165	18	49,359
	4 - 10	46,120	53,810	61,277	25	53,178
	11 or more	53,000	56,100	64,022	35	57,050
All Respondents		48,220	54,748	60,755	80	53,921

Entry Level Salary Child Life Specialist Hourly Wage by FTE Department Staff

Country U.S.

		Entry Level Hourly Wage: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	15.77	17.50	21.04	38	18.44
	4 - 10	15.82	17.61	20.00	51	18.29
	11 or more	16.04	17.52	19.70	57	18.19
All Respondents		15.88	17.51	20.00	150	18.30

Mid-Level Salary Child Life Specialist Hourly Wage by FTE Department Staff

Country U.S.

		Mid-Level Hourly Wage: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	19.00	22.00	26.00	19	22.66
	4 - 10	19.45	21.57	23.00	40	21.45
	11 or more	20.72	22.39	25.34	48	22.68
All Respondents		19.71	22.00	24.10	109	22.09

Maximum Salary Child Life Specialist Hourly Wage by FTE Department Staff

Country U.S.

		Maximum Hourly Wage: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	21.75	24.79	30.50	18	26.23
	4 - 10	23.46	25.40	27.32	35	25.54
	11 or more	25.24	27.00	30.75	51	27.37
All Respondents		23.76	26.00	30.00	107	26.52

Entry Level Salary Child Life Assistant Annual Salary by FTE Department Staff

Country U.S.

		Entry Level Annual Salary: Child Life Assistant				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	4 - 10	23,920	28,808	30,000	7	28,934
	11 or more	21,840	24,924	31,850	22	26,986
All Respondents		21,840	25,788	31,650	32	26,983

Mid-Level Salary Child Life Assistant Annual Salary by FTE Department Staff

Country U.S.

		Mid-Level Annual Salary: Child Life Assistant				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	4 - 10	31,077	33,000	38,688	7	35,113
	11 or more	26,975	29,941	35,080	18	31,878
All Respondents		27,258	31,659	35,516	26	32,663

Maximum Salary Child Life Assistant Annual Salary by FTE Department Staff

Country U.S.

		Maximum Annual Salary: Child Life Assistant				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	4 - 10	35,000	39,644	47,471	7	40,604
	11 or more	31,874	34,959	42,505	18	38,713
All Respondents		33,000	37,583	43,472	27	39,331

Entry Level Salary Child Life Assistant Hourly Wage by FTE Department Staff

Country U.S.

		Entry Level Hourly Wage: Child Life Assistant				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	9.89	12.75	15.25	6	12.68
	4 - 10	10.72	12.50	14.00	29	12.66
	11 or more	10.50	11.60	15.00	51	12.49
All Respondents		10.50	11.88	14.48	86	12.56

Mid-Level Salary Child Life Assistant Hourly Wage by FTE Department Staff

Country U.S.

		Mid-Level Hourly Wage: Child Life Assistant				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	4 - 10	12.57	15.50	16.19	17	14.99
	11 or more	12.84	14.57	16.50	39	14.82
All Respondents		12.64	14.76	16.47	60	14.75

Maximum Salary Child Life Assistant Hourly Wage by FTE Department Staff

Country U.S.

		Maximum Hourly Wage: Child Life Assistant				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	4 - 10	15.00	16.75	19.00	19	17.11
	11 or more	14.67	16.81	19.53	42	17.31
All Respondents		14.52	16.77	19.00	64	17.09

Entry Level Salary Manager/Director/Leader of Program Hourly Wage by FTE Department Staff

Country Canada

		Entry Level Hourly Wage: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	27.37	31.00	32.93	5	30.32
All Respondents		29.73	31.97	35.24	7	33.18

Mid-Level Salary Manager/Director/Leader of Program Hourly Wage by FTE Department Staff

Country Canada

		Mid-Level Hourly Wage: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
All Respondents		26.50	30.40	39.82	5	32.61

Maximum Salary Manager/Director/Leader of Program Hourly Wage by FTE Department Staff

Country Canada

		Maximum Hourly Wage: Manager/Director/Leader of Child Life Program				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
All Respondents		31.00	36.34	42.75	6	36.99

Entry Level Salary Child Life Specialist with Leadership Responsibilities Hourly Wage by FTE Department Staff

Country Canada

		Entry Level Hourly Wage: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	27.73	29.58	31.98	6	29.46
All Respondents		25.91	29.58	31.99	8	28.85

Mid-Level Salary Child Life Specialist with Leadership Responsibilities Hourly Wage by FTE Department Staff

Country Canada

		Mid-Level Hourly Wage: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
All Respondents		27.15	29.83	35.50	5	31.03

Maximum Salary Child Life Specialist with Leadership Responsibilities Hourly Wage by FTE Department Staff

Country Canada

		Maximum Hourly Wage: Child Life Specialist with Leadership Responsibilities				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	32.22	35.12	40.19	6	36.06
All Respondents		31.64	33.88	38.90	9	35.41

Entry Level Salary Child Life Specialist Hourly Wage by FTE Department Staff

Country Canada

		Entry Level Hourly Wage: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	25.00	27.30	29.75	8	27.62
All Respondents		24.50	27.18	29.39	13	26.81

Mid-Level Salary Child Life Specialist Hourly Wage by FTE Department Staff

Country Canada

		Mid-Level Hourly Wage: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	25.00	29.00	33.66	6	29.76
All Respondents		26.12	29.76	32.02	11	29.60

Maximum Salary Child Life Specialist Hourly Wage by FTE Department Staff

Country Canada

		Maximum Hourly Wage: Child Life Specialist				
		First Quartile 25%	Median 50%	Third Quartile 75%	Count	Mean
Total All Staff (FTE)	Fewer than 4	29.75	33.88	34.24	9	33.18
All Respondents		30.24	33.88	35.00	14	33.59

Health care benefits plans offered by organization

United States		Health Maintenance Organization	Preferred Provider Organization	Point-of-Service Plan	Traditional indemnity plan
All Respondents		51.7%	85.2%	20.0%	9.8%
District	New England	60.0%	86.7%	33.3%	13.3%
	Middle Atlantic	49.3%	87.7%	31.5%	9.6%
	South Atlantic	53.8%	86.5%	15.4%	5.8%
	East South Central	20.0%	93.3%	13.3%	.0%
	West South Central	56.3%	87.5%	12.5%	9.4%
	East North Central	34.1%	80.5%	9.8%	7.3%
	West North Central	41.4%	82.8%	6.9%	13.8%
	Mountain	52.6%	84.2%	21.1%	15.8%
Pacific	77.6%	81.6%	26.5%	14.3%	
Community Size	Metro area with 1 million population or more	62.3%	86.1%	29.5%	12.3%
	Metro area of 250,000 to 1 million population	45.9%	84.4%	16.4%	8.2%
	Metro area of fewer than 250,000 population	42.3%	86.5%	7.7%	5.8%
	Non-metro area, population of 20,000 or more	38.9%	88.9%	5.6%	5.6%
	Non-metro area, population of 2,500-19,999	66.7%	83.3%	33.3%	16.7%
Institution/Organization	Children's Hospital (Freestanding)	62.1%	86.2%	16.1%	9.2%
	Children's Hospital within Hospital	48.0%	87.2%	18.4%	8.0%
	Adult Hospital/Pediatric Services	52.9%	82.9%	24.3%	11.4%
	Rehabilitation/Long-Term Care	60.0%	80.0%	40.0%	.0%
	Other	35.5%	83.9%	22.6%	16.1%
Pediatric Bed Size	Fewer than 100 beds	48.9%	86.3%	17.6%	10.7%
	100-199 beds	51.1%	84.4%	24.4%	7.8%
	200 or more beds	60.3%	86.8%	20.6%	10.3%
Hospital Bed Size	Fewer than 250 beds	54.7%	81.3%	16.0%	8.0%
	250-449 beds	57.1%	88.3%	22.1%	14.3%
	450 or more beds	48.1%	88.0%	25.9%	9.3%
Total All Staff (FTE)	Fewer than 4	43.4%	89.6%	14.2%	7.5%
	4 - 10	52.1%	86.5%	27.1%	9.4%
	11 or more	59.6%	85.9%	19.2%	14.1%

Percentages based on respondents answering this question

Health care benefits plans offered by organization

United States		High Deductible Health Plan	None provided	Count
All Respondents		15.1%	1.2%	321
District	New England	13.3%	.0%	15
	Middle Atlantic	11.0%	1.4%	71
	South Atlantic	9.6%	.0%	50
	East South Central	20.0%	.0%	15
	West South Central	18.8%	.0%	32
	East North Central	29.3%	2.4%	41
	West North Central	17.2%	.0%	29
	Mountain	21.1%	.0%	19
Pacific	8.2%	4.1%	49	
Community Size	Metro area with 1 million population or more	10.7%	1.6%	119
	Metro area of 250,000 to 1 million population	18.9%	.8%	121
	Metro area of fewer than 250,000 population	19.2%	.0%	52
	Non-metro area, population of 20,000 or more	16.7%	5.6%	18
	Non-metro area, population of 2,500-19,999	.0%	.0%	6
Institution/Organization	Children's Hospital (Freestanding)	17.2%	.0%	83
	Children's Hospital within Hospital	13.6%	.0%	125
	Adult Hospital/Pediatric Services	12.9%	1.4%	70
	Rehabilitation/Long-Term Care	10.0%	.0%	10
	Other	22.6%	9.7%	31
Pediatric Bed Size	Fewer than 100 beds	13.0%	1.5%	131
	100-199 beds	16.7%	.0%	90
	200 or more beds	16.2%	.0%	64
Hospital Bed Size	Fewer than 250 beds	12.0%	1.3%	73
	250-449 beds	15.6%	1.3%	75
	450 or more beds	10.2%	.0%	108
Total All Staff (FTE)	Fewer than 4	14.2%	1.9%	106
	4 - 10	13.5%	.0%	96
	11 or more	17.2%	.0%	99

Percentages based on respondents answering this question

Approximate percentage of monthly premium paid by employer for individual employee coverage

United States		Individual employee coverage - approximate percentage of monthly premium paid by employer		
		Median	Mean	Count
All Respondents		75.0	60.4	114
District	New England	75.0	75.4	5
	Middle Atlantic	50.0	48.7	23
	South Atlantic	50.0	52.0	15
	East South Central	82.5	84.2	6
	West South Central	37.5	39.9	8
	East North Central	60.0	53.5	15
	West North Central	75.0	75.0	9
	Mountain	84.0	73.5	8
	Pacific	80.0	68.9	25
Community Size	Metro area with 1 million population or more	75.0	60.7	47
	Metro area of 250,000 to 1 million population	70.0	58.1	43
	Metro area of fewer than 250,000 population	80.0	72.9	14
	Non-metro area, population of 20,000 or more	30.0	26.0	5
	Non-metro area, population of 2,500-19,999	80.0	76.7	3
Institution/Organization	Children's Hospital (Freestanding)	75.0	68.0	28
	Children's Hospital within Hospital	72.0	57.9	47
	Adult Hospital/Pediatric Services	72.5	61.6	26
	Rehabilitation/Long-Term Care	40.0	43.3	3
	Other	70.0	50.4	9
Pediatric Bed Size	Fewer than 100 beds	75.0	62.3	42
	100-199 beds	75.0	62.0	36
	200 or more beds	65.0	55.8	24
Hospital Bed Size	Fewer than 250 beds	65.0	55.5	20
	250-449 beds	75.0	65.4	27
	450 or more beds	75.0	60.4	46
Total All Staff (FTE)	Fewer than 4	60.0	55.1	37
	4 - 10	75.0	61.5	31
	11 or more	75.0	68.8	38

Approximate percentage of monthly premium paid by employer for family coverage

United States		Family coverage - approximate percentage of monthly premium paid by employer		
		Median	Mean	Count
All Respondents		66.0	57.8	98
District	New England	75.0	74.0	4
	Middle Atlantic	52.5	53.0	20
	South Atlantic	45.0	38.0	13
	East South Central	75.0	78.2	6
	West South Central	50.0	50.1	7
	East North Central	55.0	55.0	10
	West North Central	70.0	66.9	8
	Mountain	80.0	63.5	8
	Pacific	68.0	63.7	22
Community Size	Metro area with 1 million population or more	70.0	59.3	41
	Metro area of 250,000 to 1 million population	60.0	56.8	37
	Metro area of fewer than 250,000 population	65.0	62.4	10
	Non-metro area, population of 20,000 or more	25.0	25.0	5
	Non-metro area, population of 2,500-19,999	80.0	76.7	3
Institution/Organization	Children's Hospital (Freestanding)	66.0	59.8	28
	Children's Hospital within Hospital	52.5	52.1	38
	Adult Hospital/Pediatric Services	75.0	68.8	23
	Rehabilitation/Long-Term Care	45.0	45.0	2
	Other	50.0	43.3	6
Pediatric Bed Size	Fewer than 100 beds	70.0	61.7	35
	100-199 beds	66.0	53.7	31
	200 or more beds	60.0	54.9	23
Hospital Bed Size	Fewer than 250 beds	66.0	54.2	17
	250-449 beds	62.0	63.6	25
	450 or more beds	55.0	53.6	41
Total All Staff (FTE)	Fewer than 4	60.0	57.6	29
	4 - 10	74.0	53.6	25
	11 or more	72.0	65.0	37

Maternity/Paternity Leave

		Program provides leave that is specifically dedicated to maternity leave		If program provides dedicated maternity leave, number of weeks provided	
		Yes	No	Less than 12 weeks	12 weeks
		Percent	Percent	Percent	Percent
United States					
All Respondents		58.8%	41.2%	20.8%	69.5%
District	New England	78.6%	21.4%	9.1%	72.7%
	Middle Atlantic	73.0%	27.0%	25.0%	64.6%
	South Atlantic	47.1%	52.9%	10.0%	90.0%
	East South Central	33.3%	66.7%	.0%	42.9%
	West South Central	43.8%	56.3%	23.5%	76.5%
	East North Central	56.8%	43.2%	32.0%	68.0%
	West North Central	50.0%	50.0%	14.3%	78.6%
	Mountain	55.6%	44.4%	40.0%	60.0%
	Pacific	74.4%	25.6%	20.0%	60.0%
Community Size	Metro area with 1 million population or more	64.3%	35.7%	19.5%	68.8%
	Metro area of 250,000 to 1 million population	57.1%	42.9%	20.5%	68.5%
	Metro area of fewer than 250,000 population	46.9%	53.1%	14.3%	78.6%
	Non-metro area, population of 20,000 or more	47.1%	52.9%	33.3%	66.7%
	Non-metro area, population of 2,500-19,999	80.0%	20.0%	25.0%	75.0%
	Non-metro, area, rural or less than 2,500 population	100.0%	.0%	.0%	100.0%
Institution/Organization	Children's Hospital (Freestanding)	60.3%	39.7%	16.3%	71.4%
	Children's Hospital within Hospital	55.8%	44.2%	20.7%	69.5%
	Adult Hospital/Pediatric Services	65.6%	34.4%	27.9%	69.8%
	Rehabilitation/Long-Term Care	66.7%	33.3%	.0%	80.0%
	Other	46.4%	53.6%	25.0%	56.3%
Pediatric Bed Size	Fewer than 100 beds	59.0%	41.0%	26.7%	65.3%
	100-199 beds	57.1%	42.9%	19.0%	70.7%
	200 or more beds	59.0%	41.0%	15.0%	72.5%
Hospital Bed Size	Fewer than 250 beds	63.8%	36.2%	15.9%	68.2%
	250-449 beds	57.4%	42.6%	21.4%	73.8%
	450 or more beds	57.8%	42.2%	20.0%	71.4%
Total All Staff (FTE)	Fewer than 4	60.2%	39.8%	23.7%	72.9%
	4 - 10	55.1%	44.9%	19.4%	71.0%
	11 or more	60.8%	39.2%	20.6%	61.9%

Maternity/Paternity Leave

		If program provides dedicated maternity leave,	Program pays employees salary while on dedicated maternity leave			If program provides dedicated maternity leave, is
		More than 12 weeks	Yes - full salary	Yes - partial salary	No	Yes
		Percent	Percent	Percent	Percent	Percent
United States						
All Respondents		9.6%	28.2%	36.9%	34.9%	34.3%
District	New England	18.2%	58.3%	25.0%	16.7%	33.3%
	Middle Atlantic	10.4%	27.8%	37.0%	35.2%	38.5%
	South Atlantic	.0%	29.7%	27.0%	43.2%	24.0%
	East South Central	57.1%	30.8%	23.1%	46.2%	75.0%
	West South Central	.0%	19.4%	45.2%	35.5%	11.1%
	East North Central	.0%	20.0%	46.7%	33.3%	23.1%
	West North Central	7.1%	24.0%	36.0%	40.0%	30.0%
	Mountain	.0%	33.3%	46.7%	20.0%	25.0%
	Pacific	20.0%	31.6%	36.8%	31.6%	54.8%
Community Size	Metro area with 1 million population or more	11.7%	20.6%	43.3%	36.1%	38.4%
	Metro area of 250,000 to 1 million population	11.0%	32.6%	31.5%	35.9%	28.1%
	Metro area of fewer than 250,000 population	7.1%	34.9%	32.6%	32.6%	41.7%
	Non-metro area, population of 20,000 or more	.0%	21.4%	42.9%	35.7%	20.0%
	Non-metro area, population of 2,500-19,999	.0%	80.0%	.0%	20.0%	66.7%
	Non-metro, area, rural or less than 2,500 population	.0%	.0%	.0%	100.0%	100.0%
Institution/Organization	Children's Hospital (Freestanding)	12.2%	27.7%	33.8%	38.5%	29.8%
	Children's Hospital within Hospital	9.8%	36.3%	37.3%	26.5%	31.0%
	Adult Hospital/Pediatric Services	2.3%	22.2%	40.7%	37.0%	42.5%
	Rehabilitation/Long-Term Care	20.0%	28.6%	42.9%	28.6%	66.7%
	Other	18.8%	12.0%	32.0%	56.0%	37.5%
Pediatric Bed Size	Fewer than 100 beds	8.0%	31.7%	35.6%	32.7%	41.9%
	100-199 beds	10.3%	28.8%	35.6%	35.6%	30.0%
	200 or more beds	12.5%	24.0%	44.0%	32.0%	27.8%
Hospital Bed Size	Fewer than 250 beds	15.9%	25.5%	40.0%	34.5%	39.5%
	250-449 beds	4.8%	35.1%	35.1%	29.8%	33.3%
	450 or more beds	8.6%	33.0%	33.0%	34.1%	35.5%
Total All Staff (FTE)	Fewer than 4	3.4%	25.0%	33.8%	41.3%	35.1%
	4 - 10	9.7%	25.3%	38.0%	36.7%	41.1%
	11 or more	17.5%	32.1%	39.5%	28.4%	27.8%

Maternity/Paternity Leave

		If program provides dedicated maternity leave, is
		No
United States		Percent
All Respondents		65.7%
District	New England	66.7%
	Middle Atlantic	61.5%
	South Atlantic	76.0%
	East South Central	25.0%
	West South Central	88.9%
	East North Central	76.9%
	West North Central	70.0%
	Mountain	75.0%
	Pacific	45.2%
Community Size	Metro area with 1 million population or more	61.6%
	Metro area of 250,000 to 1 million population	71.9%
	Metro area of fewer than 250,000 population	58.3%
	Non-metro area, population of 20,000 or more	80.0%
	Non-metro area, population of 2,500-19,999	33.3%
	Non-metro, area, rural or less than 2,500 population	.0%
Institution/Organization	Children's Hospital (Freestanding)	70.2%
	Children's Hospital within Hospital	69.0%
	Adult Hospital/Pediatric Services	57.5%
	Rehabilitation/Long-Term Care	33.3%
	Other	62.5%
Pediatric Bed Size	Fewer than 100 beds	58.1%
	100-199 beds	70.0%
	200 or more beds	72.2%
Hospital Bed Size	Fewer than 250 beds	60.5%
	250-449 beds	66.7%
	450 or more beds	64.5%
Total All Staff (FTE)	Fewer than 4	64.9%
	4 - 10	58.9%
	11 or more	72.2%

Funds Spent on Professional Development and Actual Child Life Salary Expenditures for 2011

United States		Total amount of funds spent on professional development from all sources for child life staff in 2011		Actual child life salary expenditure for child life staff in all positions in 2011	
		Count	Median	Count	Median
All Respondents		186	\$1,900	109	\$274,202
District	New England	7	\$2,500	6	\$543,531
	Middle Atlantic	42	\$1,300	25	\$274,202
	South Atlantic	27	\$2,500	19	\$250,000
	East South Central	12	\$2,750	8	\$624,299
	West South Central	23	\$2,000	11	\$170,000
	East North Central	25	\$1,500	15	\$225,000
	West North Central	12	\$1,250	5	\$321,000
	Mountain	11	\$1,800	4	
Pacific	27	\$1,000	16	\$331,000	
Community Size	Metro area with 1 million population or more	69	\$2,000	44	\$329,779
	Metro area of 250,000 to 1 million population	72	\$2,000	40	\$246,200
	Metro area of fewer than 250,000 population	24	\$2,000	15	\$250,000
	Non-metro area, population of 20,000 or more	11	\$1,500	5	\$210,765
	Non-metro area, population of 2,500-19,999	5	\$1,000	3	
Institution/Organization	Children's Hospital (Freestanding)	46	\$3,500	30	\$726,660
	Children's Hospital within Hospital	72	\$2,000	46	\$285,000
	Adult Hospital/Pediatric Services	41	\$1,000	24	\$72,000
	Rehabilitation/Long-Term Care	5	\$800	1	
	Other	20	\$1,000	8	\$60,500
Pediatric Bed Size	Fewer than 100 beds	73	\$1,200	47	\$141,538
	100-199 beds	53	\$2,000	28	\$300,500
	200 or more beds	37	\$4,000	25	\$837,659
Hospital Bed Size	Fewer than 250 beds	42	\$1,000	24	\$305,000
	250-449 beds	42	\$1,000	24	\$231,770
	450 or more beds	63	\$3,000	46	\$297,806
Total All Staff (FTE)	Fewer than 4	63	\$1,000	34	\$62,500
	4 - 10	54	\$1,800	34	\$277,101
	11 or more	60	\$4,000	36	\$814,289

Funds Spent on Professional Development and Actual Child Life Salary Expenditures for 2011

United States		Funds spent on professional development by actual child life salary expenditures for 2011	
		Count	Median
All Respondents		93	1.00%
District	New England	5	1.00%
	Middle Atlantic	19	1.11%
	South Atlantic	16	1.55%
	East South Central	8	.99%
	West South Central	11	1.11%
	East North Central	13	1.11%
	West North Central	3	.95%
	Mountain	4	2.00%
Pacific	14	.59%	
Community Size	Metro area with 1 million population or more	37	1.00%
	Metro area of 250,000 to 1 million population	33	.89%
	Metro area of fewer than 250,000 population	13	1.47%
	Non-metro area, population of 20,000 or more	5	1.19%
	Non-metro area, population of 2,500-19,999	3	1.70%
Institution/Organization	Children's Hospital (Freestanding)	27	.83%
	Children's Hospital within Hospital	39	1.17%
	Adult Hospital/Pediatric Services	19	1.33%
	Rehabilitation/Long-Term Care	0	.
	Other	8	1.00%
Pediatric Bed Size	Fewer than 100 beds	39	1.33%
	100-199 beds	23	.83%
	200 or more beds	23	.84%
Hospital Bed Size	Fewer than 250 beds	19	.98%
	250-449 beds	21	1.11%
	450 or more beds	39	1.14%
Total All Staff (FTE)	Fewer than 4	28	1.00%
	4 - 10	28	.99%
	11 or more	33	.84%

Professional Development Funds Per FTE Staff

		Funds spent on professional development in 2011 by total number of professional employees		Funds spent on professional development in 2011 by total number of department employees	
		Count	Median	Count	Median
United States					
All Respondents		177	\$375	177	\$341
District	New England	7	\$467	7	\$467
	Middle Atlantic	41	\$359	41	\$333
	South Atlantic	25	\$375	25	\$375
	East South Central	11	\$321	11	\$321
	West South Central	22	\$424	22	\$402
	East North Central	23	\$407	23	\$400
	West North Central	11	\$333	11	\$323
	Mountain	11	\$366	11	\$357
	Pacific	26	\$292	26	\$283
Community Size	Metro area with 1 million population or more	68	\$332	68	\$300
	Metro area of 250,000 to 1 million population	67	\$391	67	\$385
	Metro area of fewer than 250,000 population	23	\$417	23	\$417
	Non-metro area, population of 20,000 or more	10	\$483	10	\$473
	Non-metro area, population of 2,500-19,999	5	\$649	5	\$598
Institution/Organization	Children's Hospital (Freestanding)	43	\$321	43	\$320
	Children's Hospital within Hospital	71	\$333	71	\$317
	Adult Hospital/Pediatric Services	36	\$583	36	\$550
	Rehabilitation/Long-Term Care	5	\$125	5	\$125
	Other	20	\$500	20	\$438
Pediatric Bed Size	Fewer than 100 beds	68	\$500	68	\$500
	100-199 beds	52	\$290	52	\$290
	200 or more beds	36	\$226	36	\$215
Hospital Bed Size	Fewer than 250 beds	41	\$391	41	\$364
	250-449 beds	40	\$269	40	\$229
	450 or more beds	63	\$359	63	\$341
Total All Staff (FTE)	Fewer than 4	63	\$667	63	\$500
	4 - 10	54	\$265	54	\$265
	11 or more	60	\$226	60	\$208

Health care benefits plans offered by organization

Canada		Health Maintenance Organization	Preferred Provider Organization	Point-of-Service Plan	Traditional indemnity plan
All Respondents		18.8%	6.3%	6.3%	68.8%
District	Canada	18.8%	6.3%	6.3%	68.8%
Community Size	Metro area with 1 million population or more	20.0%	.0%	.0%	80.0%
	Metro area of 250,000 to 1 million population	14.3%	.0%	.0%	71.4%
	Metro area of fewer than 250,000 population	33.3%	33.3%	33.3%	33.3%
	Non-metro area, population of 20,000 or more	.0%	.0%	.0%	100.0%
Institution/Organization	Children's Hospital (Freestanding)	.0%	.0%	.0%	100.0%
	Children's Hospital within Hospital	50.0%	.0%	.0%	50.0%
	Adult Hospital/Pediatric Services	25.0%	12.5%	12.5%	50.0%
	Rehabilitation/Long-Term Care	.0%	.0%	.0%	100.0%
	Other	.0%	.0%	.0%	100.0%
Pediatric Bed Size	Fewer than 100 beds	22.2%	11.1%	11.1%	55.6%
	100-199 beds	20.0%	.0%	.0%	80.0%
Hospital Bed Size	Fewer than 250 beds	.0%	.0%	.0%	100.0%
	250-449 beds	50.0%	.0%	.0%	50.0%
	450 or more beds	25.0%	.0%	.0%	50.0%
Total All Staff (FTE)	Fewer than 4	18.2%	9.1%	9.1%	63.6%
	4 - 10	100.0%	.0%	.0%	.0%
	11 or more	.0%	.0%	.0%	100.0%

Percentages based on respondents answering this question

Health care benefits plans offered by organization

Canada		High Deductible Health Plan	None provided	Count
All Respondents		.0%	6.3%	16
District	Canada	.0%	6.3%	16
Community Size	Metro area with 1 million population or more	.0%	.0%	5
	Metro area of 250,000 to 1 million population	.0%	14.3%	7
	Metro area of fewer than 250,000 population	.0%	.0%	3
	Non-metro area, population of 20,000 or more	.0%	.0%	1
Institution/Organization	Children's Hospital (Freestanding)	.0%	.0%	2
	Children's Hospital within Hospital	.0%	.0%	2
	Adult Hospital/Pediatric Services	.0%	12.5%	8
	Rehabilitation/Long-Term Care	.0%	.0%	1
	Other	.0%	.0%	3
Pediatric Bed Size	Fewer than 100 beds	.0%	11.1%	9
	100-199 beds	.0%	.0%	5
Hospital Bed Size	Fewer than 250 beds	.0%	.0%	5
	250-449 beds	.0%	.0%	2
	450 or more beds	.0%	25.0%	4
Total All Staff (FTE)	Fewer than 4	.0%	9.1%	11
	4 - 10	.0%	.0%	1
	11 or more	.0%	.0%	4

Percentages based on respondents answering this question

Approximate percentage of monthly premium paid by employer for individual employee coverage

Canada		Individual employee coverage - approximate percentage of monthly premium paid by employer		
		Median	Mean	Count
All Respondents		80.0	63.6	11
District	Canada	80.0	63.6	11
Community Size	Metro area with 1 million population or more	90.0	70.0	4
	Metro area of 250,000 to 1 million population	62.5	58.8	4
	Metro area of fewer than 250,000 population	67.5	67.5	2
	Non-metro area, population of 20,000 or more	50.0	50.0	1
Institution/Organization	Children's Hospital (Freestanding)	50.0	50.0	2
	Adult Hospital/Pediatric Services	80.0	70.0	7
	Rehabilitation/Long-Term Care	80.0	80.0	1
	Other	30.0	30.0	1
Pediatric Bed Size	Fewer than 100 beds	80.0	71.3	8
	100-199 beds	30.0	43.3	3
Hospital Bed Size	Fewer than 250 beds	80.0	65.0	5
	250-449 beds	67.5	66.3	4
	450 or more beds	55.0	55.0	2
Total All Staff (FTE)	Fewer than 4	80.0	71.3	8
	11 or more	30.0	43.3	3

Approximate percentage of monthly premium paid by employer for family coverage

Canada		Family coverage - approximate percentage of monthly premium paid by employer		
		Median	Mean	Count
All Respondents		77.5	63.8	8
District	Canada	77.5	63.8	8
Community Size	Metro area with 1 million population or more	80.0	60.0	3
	Metro area of 250,000 to 1 million population	95.0	68.3	3
	Metro area of fewer than 250,000 population	75.0	75.0	1
	Non-metro area, population of 20,000 or more	50.0	50.0	1
Institution/Organization	Children's Hospital (Freestanding)	.0	.0	1
	Adult Hospital/Pediatric Services	85.0	71.7	6
	Rehabilitation/Long-Term Care	80.0	80.0	1
Pediatric Bed Size	Fewer than 100 beds	80.0	72.9	7
	100-199 beds	.0	.0	1
Hospital Bed Size	Fewer than 250 beds	65.0	56.3	4
	250-449 beds	87.5	87.5	2
	450 or more beds	55.0	55.0	2
Total All Staff (FTE)	Fewer than 4	80.0	72.9	7
	11 or more	.0	.0	1

Maternity/Paternity Leave

		Program provides leave that is specifically dedicated to maternity leave	If program provides dedicated maternity leave, number of weeks provided		Program pays employees salary while on dedicated maternity
		Yes	12 weeks	More than 12 weeks	Yes - full salary
		Percent	Percent	Percent	Percent
Canada					
All Respondents		100.0%	4.5%	95.5%	4.2%
District	Canada	100.0%	4.5%	95.5%	4.2%
Community Size	Metro area with 1 million population or more	100.0%	.0%	100.0%	.0%
	Metro area of 250,000 to 1 million population	100.0%	.0%	100.0%	11.1%
	Metro area of fewer than 250,000 population	100.0%	16.7%	83.3%	.0%
	Non-metro area, population of 20,000 or more	100.0%	.0%	100.0%	.0%
Institution/Organization	Children's Hospital (Freestanding)	100.0%	.0%	100.0%	.0%
	Children's Hospital within Hospital	100.0%	.0%	100.0%	.0%
	Adult Hospital/Pediatric Services	100.0%	.0%	100.0%	8.3%
	Rehabilitation/Long-Term Care	100.0%	.0%	100.0%	.0%
	Other	100.0%	16.7%	83.3%	.0%
Pediatric Bed Size	Fewer than 100 beds	100.0%	.0%	100.0%	7.1%
	100-199 beds	100.0%	.0%	100.0%	.0%
Hospital Bed Size	Fewer than 250 beds	100.0%	.0%	100.0%	.0%
	250-449 beds	100.0%	.0%	100.0%	.0%
	450 or more beds	100.0%	.0%	100.0%	20.0%
Total All Staff (FTE)	Fewer than 4	100.0%	5.9%	94.1%	5.6%
	4 - 10	100.0%	.0%	100.0%	.0%
	11 or more	100.0%	.0%	100.0%	.0%

Maternity/Paternity Leave

		Program pays employees salary while on dedicated maternity leave		If program provides dedicated maternity leave, is same leave also provided for paternity leave	
		Yes - partial salary	No	Yes	No
		Percent	Percent	Percent	Percent
Canada					
All Respondents		83.3%	12.5%	70.8%	29.2%
District	Canada	83.3%	12.5%	70.8%	29.2%
Community Size	Metro area with 1 million population or more	87.5%	12.5%	62.5%	37.5%
	Metro area of 250,000 to 1 million population	77.8%	11.1%	88.9%	11.1%
	Metro area of fewer than 250,000 population	83.3%	16.7%	50.0%	50.0%
	Non-metro area, population of 20,000 or more	100.0%	.0%	100.0%	.0%
Institution/Organization	Children's Hospital (Freestanding)	100.0%	.0%	33.3%	66.7%
	Children's Hospital within Hospital	100.0%	.0%	100.0%	.0%
	Adult Hospital/Pediatric Services	75.0%	16.7%	83.3%	16.7%
	Rehabilitation/Long-Term Care	100.0%	.0%	.0%	100.0%
	Other	83.3%	16.7%	66.7%	33.3%
Pediatric Bed Size	Fewer than 100 beds	78.6%	14.3%	78.6%	21.4%
	100-199 beds	100.0%	.0%	50.0%	50.0%
Hospital Bed Size	Fewer than 250 beds	100.0%	.0%	66.7%	33.3%
	250-449 beds	80.0%	20.0%	40.0%	60.0%
	450 or more beds	80.0%	.0%	100.0%	.0%
Total All Staff (FTE)	Fewer than 4	77.8%	16.7%	77.8%	22.2%
	4 - 10	100.0%	.0%	50.0%	50.0%
	11 or more	100.0%	.0%	50.0%	50.0%

Funds Spent on Professional Development and Actual Child Life Salary Expenditures for 2011

Canada		Total amount of funds spent on professional development from all sources for child life staff in 2011		Actual child life salary expenditure for child life staff in all positions in 2011	
		Count	Median	Count	Median
All Respondents		11	\$2,000	8	\$68,000
District	Canada	11	\$2,000	8	\$68,000
Community Size	Metro area with 1 million population or more				
	Metro area of 250,000 to 1 million population	6	\$2,250	5	\$150,000
	Non-metro area, population of 20,000 or more				
Institution/Organization	Children's Hospital within Hospital				
	Adult Hospital/Pediatric Services	6	\$900	6	\$63,000
Pediatric Bed Size	Fewer than 100 beds	6	\$900	7	\$64,000
	100-199 beds				
Hospital Bed Size	Fewer than 250 beds				
	250-449 beds				
	450 or more beds				
Total All Staff (FTE)	Fewer than 4	7	\$1,000	7	\$64,000
	11 or more				

Funds Spent on Professional Development and Actual Child Life Salary Expenditures for 2011

		Funds spent on professional development by actual child life salary expenditures for 2011	
		Count	Median
Canada			
All Respondents		6	2.45%
District	Canada	6	2.45%
Community Size	Metro area with 1 million population or more	1	1.56%
	Metro area of 250,000 to 1 million population	4	3.59%
	Non-metro area, population of 20,000 or more	1	.32%
Institution/Organization	Children's Hospital within Hospital	1	.42%
	Adult Hospital/Pediatric Services	5	3.33%
Pediatric Bed Size	Fewer than 100 beds	5	3.33%
	100-199 beds	1	.42%
Hospital Bed Size	Fewer than 250 beds	2	1.83%
	250-449 beds	1	1.56%
	450 or more beds	2	4.78%
Total All Staff (FTE)	Fewer than 4	5	3.33%
	11 or more	1	.42%

Professional Development Funds Per FTE Staff

		Funds spent on professional development in 2011 by total number of professional employees		Funds spent on professional development in 2011 by total number of department employees	
		Count	Median	Count	Median
Canada					
All Respondents		11	\$711	11	\$669
District	Canada	11	\$711	11	\$669
Community Size	Metro area of 250,000 to 1 million population	6	\$756	6	\$735
Institution/Organization	Adult Hospital/Pediatric Services	6	\$900	6	\$900
Pediatric Bed Size	Fewer than 100 beds	6	\$900	6	\$900
Total All Staff (FTE)	Fewer than 4	7	\$1,000	7	\$1,000