

2019 CTRS®

Professional Profile Earnings

Salary and Wages Data

CTRS—The Qualified Provider



National Council for Therapeutic
Recreation Certification®

Protecting and Promoting Since 1981

2019 CTRS Professional Profile—Salary and Wages Data

CTRSs were asked to answer each question as it related to their current employment and professional practice. For the purposes of this study, RT/TR services were defined as the use of the TR process.

- **THE CURRENT NCTRC REGISTRY INCLUDES OVER 19,000 CTRSs**
- **4,825 CTRSs REPRESENTING 60 U.S. STATES AND CANADIAN PROVINCES SUBMITTED SURVEY DATA**
- **TO PROTECT THE ANONYMITY OF SURVEY RESPONDENTS, DATA WAS AGGREGATED SO THAT EACH CATEGORY CONTAINS A MINIMUM OF 40 DATA POINTS**

About NCTRC: Dedicated to Professional Excellence

Established in 1981, the National Council for Therapeutic Recreation Certification (NCTRC) is a non-profit, international organization dedicated to professional excellence for the protection of consumers through the certification of recreational therapists.

Professional recognition as a Certified Therapeutic Recreation Specialist (CTRS) is granted by NCTRC to individuals who apply and meet established standards for certification, including education, experience, successful completion of the NCTRC exam and continuing professional development.

NCTRC is a charter member organization of the Institute for Credentialing Excellence (ICE). NCTRC is accredited by the National Commission for Certifying Agencies (NCCA).

Recreational therapy and the CTRS credential are recognized by the Commission on Accreditation of Rehabilitation Facilities (CARF), Joint Commission (JC), Centers for Medicare and Medicaid Services (CMS), Accreditation Canada, the National Center on Health, Physical Activity and Disability (NCHPAD), Diversional & Recreational Therapy Australia, as well as in federal, provincial and state legislation.

For more information about NCTRC and to review the current certification standards, please visit nctrc.org.

Contents

EARNINGS OVERVIEW 4

ANNUAL SALARY BY YEARS AS A CTRS..... 6

HOURLY WAGE BY YEARS AS A CTRS 7

ANNUAL SALARY BY POSITION..... 8

ANNUAL SALARY BY SERVICE SETTING 10

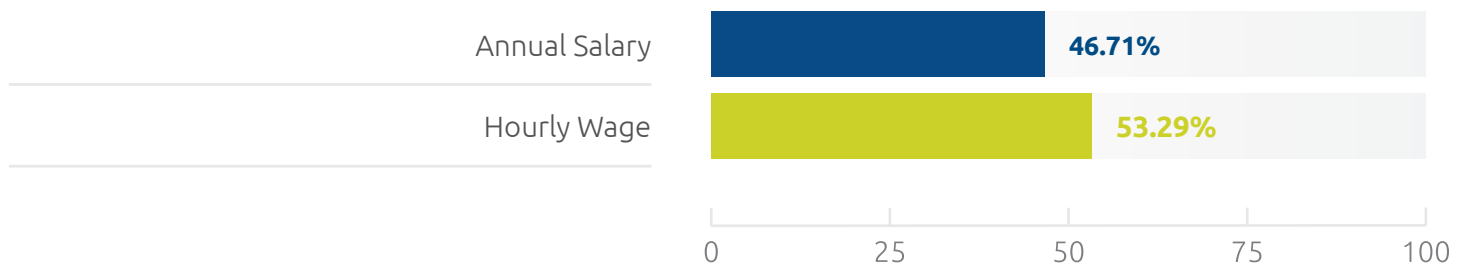
HOURLY WAGE BY REGION..... 12

ANNUAL SALARY BY REGION..... 17

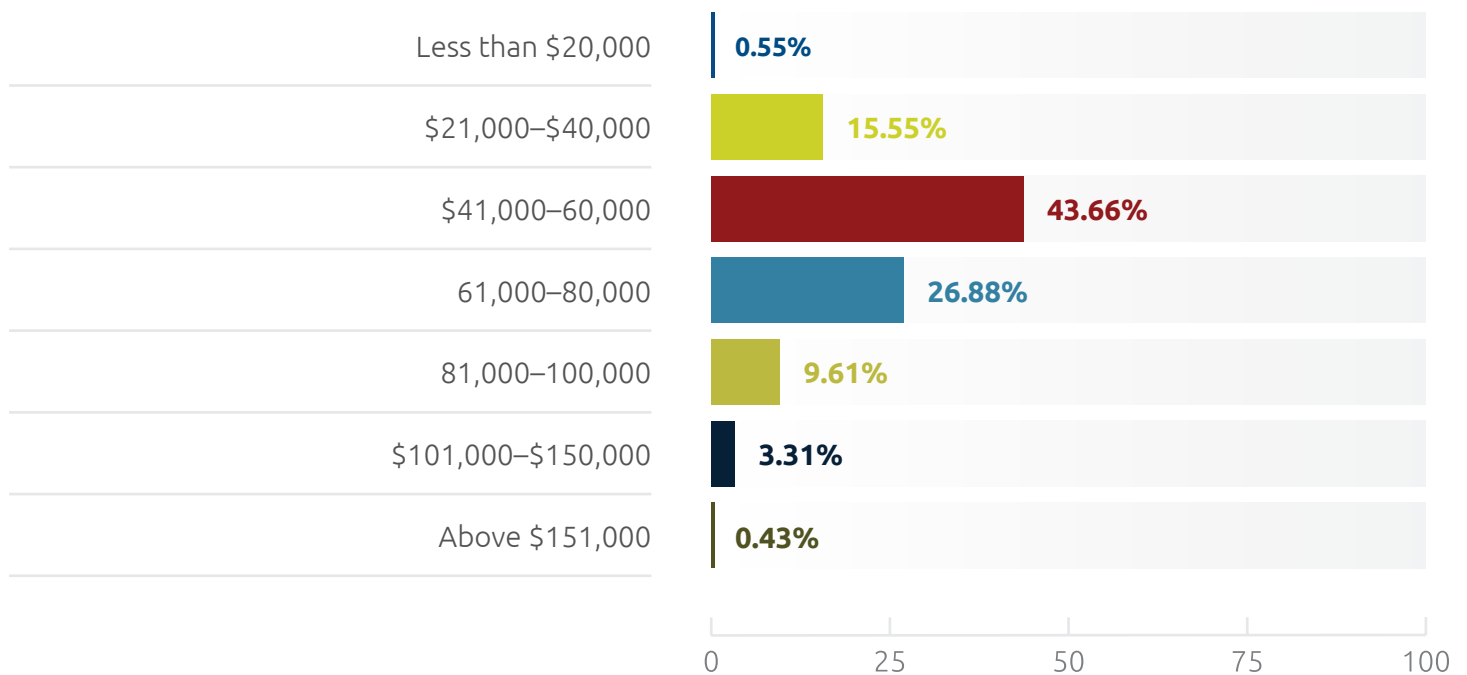


Earnings Overview

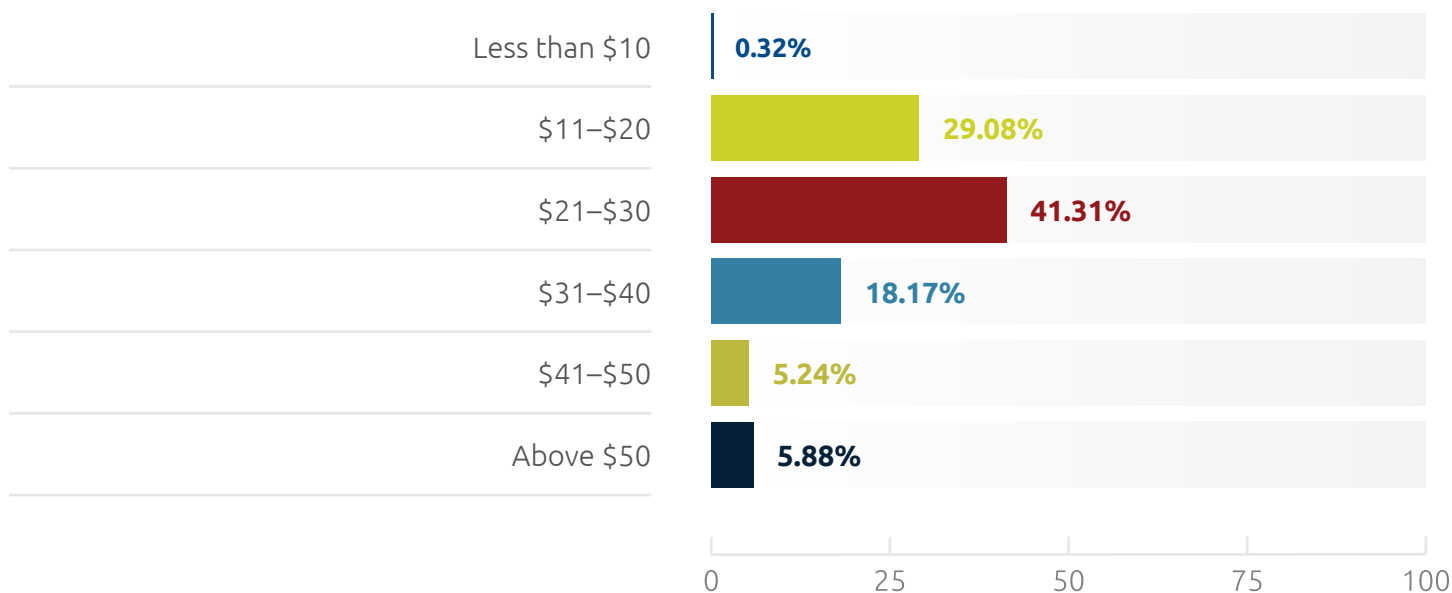
1. How are you compensated by your employer?



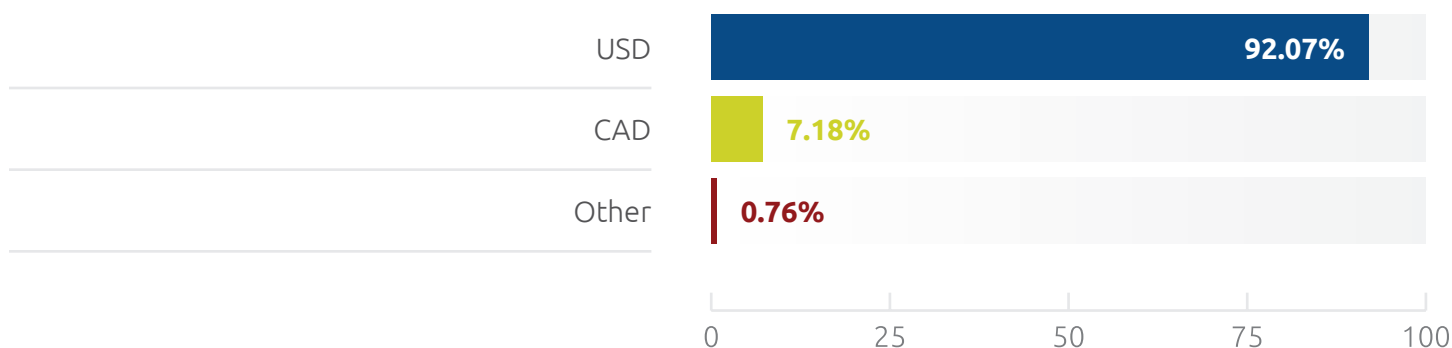
2. What is your current annual gross salary?



3. What is your current gross hourly wage?



4. What is the currency of your salary or wage?



Annual Salary by Years as a CTRS

YEARS CERTIFIED	PERCENTAGE
LESS THAN 5 YEARS	
Below \$20,000	1.02%
\$21,000–\$40,000	33.93%
\$41,000–\$60,000	54.08%
\$61,000–\$80,000	8.93%
\$81,000–\$100,000	1.79%
\$101,000–\$150,000	0.26%
5–10 YEARS	
Below \$20,000	0.31%
\$21,000–\$40,000	17.55%
\$41,000–\$60,000	48.28%
\$61,000–\$80,000	27.90%
\$81,000–\$100,000	4.39%
\$101,000–\$150,000	0.94%
Above \$151,000	0.63%
11–15 YEARS	
Below \$20,000	0.99%
\$21,000–\$40,000	8.42%
\$41,000–\$60,000	52.48%
\$61,000–\$80,000	30.69%
\$81,000–\$100,000	5.45%
\$101,000–\$150,000	1.98%
16–20 YEARS	
\$21,000–\$40,000	8.72%
\$41,000–\$60,000	34.87%
\$61,000–\$80,000	35.38%
\$81,000–\$100,000	17.95%
\$101,000–\$150,000	3.08%
21 OR MORE YEARS	
Below \$20,000	0.38%
\$21,000–\$40,000	5.93%
\$41,000–\$60,000	33.08%
\$61,000–\$80,000	34.99%
\$81,000–\$100,000	17.21%
\$101,000–\$150,000	7.46%
Above \$151,000	0.96%



Hourly Wage by Years as a CTRS

YEARS CERTIFIED	PERCENTAGE
LESS THAN 5 YEARS	
Below \$10.00	0.65%
\$11.00–\$20.00	49.41%
\$21.00–\$30.00	31.86%
\$31.00–\$40.00	13.26%
\$41.00–\$50.00	2.21%
Above \$50.00	2.60%
5–10 YEARS	
\$11.00–\$20.00	20.32%
\$21.00–\$30.00	44.52%
\$31.00–\$40.00	21.29%
\$41.00–\$50.00	7.10%
Above \$50.00	6.77%
11–15 YEARS	
\$11.00–\$20.00	19.23%
\$21.00–\$30.00	48.08%
\$31.00–\$40.00	23.72%
\$41.00–\$50.00	3.21%
Above \$50.00	5.77%
16–20 YEARS	
\$11.00–\$20.00	20.21%
\$21.00–\$30.00	46.81%
\$31.00–\$40.00	18.62%
\$41.00–\$50.00	3.19%
Above \$50.00	11.17%
21 OR MORE YEARS	
Below \$10.00	0.22%
\$11.00–\$20.00	8.08%
\$21.00–\$30.00	50.44%
\$31.00–\$40.00	22.27%
\$41.00–\$50.00	10.26%
Above \$50.00	8.73%



Annual Salary by Position

POSITION	PERCENTAGE
ADMINISTRATOR	
\$21,000–\$40,000	4.8%
\$41,000–\$60,000	32.3%
\$61,000–\$80,000	28.2%
\$81,000–\$100,000	20.2%
\$101,000–\$150,000	12.1%
Above \$151,000	2.4%
EDUCATOR	
\$21,000–\$40,000	8.3%
\$41,000–\$60,000	26.7%
\$61,000–\$80,000	35.8%
\$81,000–\$100,000	12.5%
\$101,000–\$150,000	14.2%
Above \$151,000	2.5%
OTHER	
\$21,000–\$40,000	13.2%
\$41,000–\$60,000	30.2%
\$61,000–\$80,000	20.8%
\$81,000–\$100,000	26.4%
\$101,000–\$150,000	9.4%
RECREATION LEADER/PROGRAMMER	
\$21,000–\$40,000	35.8%
\$41,000–\$60,000	45.3%
\$61,000–\$80,000	13.7%
\$81,000–\$100,000	4.2%
Above \$151,000	1.1%
RECREATION LEADER/SUPERVISOR	
\$21,000–\$40,000	12.5%
\$41,000–\$60,000	54.8%
\$61,000–\$80,000	24.0%
\$81,000–\$100,000	7.7%
\$101,000–\$150,000	1.0%



Annual Salary by Position (Cont'd.)

RECREATION(AL) THERAPIST	
\$21,000–\$40,000	19.0%
\$41,000–\$60,000	45.4%
\$61,000–\$80,000	29.1%
\$81,000–\$100,000	6.3%
\$101,000–\$150,000	0.2%
RECREATION(AL) THERAPIST/ADMINISTRATOR	
\$21,000–\$40,000	9.9%
\$41,000–\$60,000	36.3%
\$61,000–\$80,000	36.3%
\$81,000–\$100,000	12.1%
\$101,000–\$150,000	5.5%
RECREATION(AL) THERAPIST/SUPERVISOR	
\$21,000–\$40,000	12.4%
\$41,000–\$60,000	47.7%
\$61,000–\$80,000	27.8%
\$81,000–\$100,000	11.8%
\$101,000–\$150,000	0.3%



Annual Salary by Service Setting

SETTING	PERCENTAGE
ADULT DAY PROGRAM	
\$21,000–\$40,000	23.2%
\$41,000–\$60,000	51.8%
\$61,000–\$80,000	17.9%
\$81,000–\$100,000	5.4%
\$101,000–\$150,000	1.8%
ASSISTED LIVING	
\$21,000–\$40,000	12.3%
\$41,000–\$60,000	63.2%
\$61,000–\$80,000	17.5%
\$81,000–\$100,000	3.5%
\$101,000–\$150,000	3.5%
COMMUNITY-BASED HUMAN/SOCIAL SERVICES	
\$21,000–\$40,000	13.8%
\$41,000–\$60,000	55.4%
\$61,000–\$80,000	21.5%
\$81,000–\$100,000	4.6%
\$101,000–\$150,000	3.1%
Above \$151,000	1.5%
COMMUNITY-BASED PARKS AND RECREATION	
Less than \$20,000	0.7%
\$21,000–\$40,000	14.2%
\$41,000–\$60,000	41.0%
\$61,000–\$80,000	31.3%
\$81,000–\$100,000	9.0%
\$101,000–\$150,000	3.7%
CORRECTIONAL	
\$21,000–\$40,000	9.1%
\$41,000–\$60,000	13.6%
\$61,000–\$80,000	36.4%
\$81,000–\$100,000	40.9%
DAY TREATMENT	
\$21,000–\$40,000	13.3%
\$41,000–\$60,000	60.0%
\$61,000–\$80,000	20.0%
\$81,000–\$100,000	6.7%



Annual Salary by Service Setting (Cont'd.)

DISABILITY SPECIFIC SUPPORT ORGANIZATION	
\$21,000–\$40,000	17.6%
\$41,000–\$60,000	52.9%
\$61,000–\$80,000	29.4%
HOSPITAL	
\$21,000–\$40,000	14.8%
\$41,000–\$60,000	41.7%
\$61,000–\$80,000	30.6%
\$81,000–\$100,000	10.3%
\$101,000–\$150,000	2.6%
OUTPATIENT	
\$21,000–\$40,000	9.8%
\$41,000–\$60,000	29.4%
\$61,000–\$80,000	43.1%
\$81,000–\$100,000	15.7%
\$101,000–\$150,000	2.0%
RESIDENTIAL CARE	
\$21,000–\$40,000	25.3%
\$41,000–\$60,000	47.4%
\$61,000–\$80,000	23.2%
\$81,000–\$100,000	4.2%
SCHOOL	
\$21,000–\$40,000	25.7%
\$41,000–\$60,000	54.3%
\$61,000–\$80,000	11.4%
\$81,000–\$100,000	8.6%
SKILLED NURSING FACILITY	
Less than \$20,000	0.5%
\$21,000–\$40,000	15.1%
\$41,000–\$60,000	51.6%
\$61,000–\$80,000	24.7%
\$81,000–\$100,000	6.8%
\$101,000–\$150,000	1.4%



Hourly Wage by Region

Region 1: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	29.4%
\$21.00–\$30.00	42.6%
\$31.00–\$40.00	17.6%
\$41.00–\$50.00	7.4%
Above \$50.00	2.9%

Region 2: New York

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	30.1%
\$21.00–\$30.00	47.9%
\$31.00–\$40.00	13.7%
\$41.00–\$50.00	2.7%
Above \$50.00	5.5%

Region 3: Pennsylvania

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	50.0%
\$21.00–\$30.00	35.7%
\$31.00–\$40.00	11.4%
\$41.00–\$50.00	2.9%

Region 6: Virginia

HOURLY WAGE	PERCENTAGE
Below \$10.00	1.3%
\$11.00–\$20.00	55.0%
\$21.00–\$30.00	32.5%
\$31.00–\$40.00	11.3%



Hourly Wage by Region (Cont'd.)

Region 7: Ohio, West Virginia

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	24.4%
\$21.00–\$30.00	58.5%
\$31.00–\$40.00	12.2%
Above \$50.00	4.9%

Region 8: Indiana

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	15.1%
\$21.00–\$30.00	54.7%
\$31.00–\$40.00	26.4%
\$41.00–\$50.00	3.8%

Region 9: Kentucky, Tennessee

HOURLY WAGE	PERCENTAGE
Below \$10.00	2.1%
\$11.00–\$20.00	53.2%
\$21.00–\$30.00	31.9%
\$31.00–\$40.00	6.4%
\$41.00–\$50.00	2.1%
Above \$50.00	4.3%

Region 10: North Carolina

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	65.8%
\$21.00–\$30.00	30.3%
\$31.00–\$40.00	1.3%
\$41.00–\$50.00	1.3%
Above \$50.00	1.3%



Hourly Wage by Region (Cont'd.)

Region 11: Georgia, South Carolina

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	45.7%
\$21.00–\$30.00	43.5%
\$31.00–\$40.00	8.7%
Above \$50.00	2.2%

Region 12: Florida

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	25.0%
\$21.00–\$30.00	50.0%
\$31.00–\$40.00	11.7%
\$41.00–\$50.00	8.3%
Above \$50.00	5.0%

Region 13: Alabama, Arkansas, Louisiana, Mississippi

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	48.4%
\$21.00–\$30.00	33.9%
\$31.00–\$40.00	9.7%
\$41.00–\$50.00	4.8%
Above \$50.00	3.2%

Region 14: Iowa, Kansas, Missouri

HOURLY WAGE	PERCENTAGE
Below \$10.00	1.8%
\$11.00–\$20.00	38.2%
\$21.00–\$30.00	52.7%
\$31.00–\$40.00	7.3%



Hourly Wage by Region (Cont'd.)

Region 15: Illinois

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	32.8%
\$21.00–\$30.00	52.5%
\$31.00–\$40.00	6.6%
\$41.00–\$50.00	3.3%
Above \$50.00	4.9%

Region 16: Michigan

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	31.3%
\$21.00–\$30.00	53.7%
\$31.00–\$40.00	6.0%
\$41.00–\$50.00	4.5%
Above \$50.00	4.5%

Region 17: Minnesota, Wisconsin

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	24.6%
\$21.00–\$30.00	58.5%
\$31.00–\$40.00	15.4%
\$41.00–\$50.00	0.8%
Above \$50.00	0.8%

Region 18: Montana, Nebraska, North Dakota, South Dakota, Wyoming

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	27.5%
\$21.00–\$30.00	56.9%
\$31.00–\$40.00	11.8%
\$41.00–\$50.00	2.0%
Above \$50.00	2.0%



Hourly Wage by Region (Cont'd.)

Region 19: Oklahoma, Texas

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	9.6%
\$21.00–\$30.00	36.8%
\$31.00–\$40.00	5.3%
\$41.00–\$50.00	7.0%
Above \$50.00	41.2%

Region 20: Arizona, Colorado, New Mexico, Utah

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	48.0%
\$21.00–\$30.00	35.8%
\$31.00–\$40.00	8.9%
\$41.00–\$50.00	1.6%
Above \$50.00	5.7%

Region 21: Alaska, Idaho, Oregon, Washington

HOURLY WAGE	PERCENTAGE
\$11.00–\$20.00	24.6%
\$21.00–\$30.00	47.5%
\$31.00–\$40.00	18.0%
\$41.00–\$50.00	4.9%
Above \$50.00	4.9%

Region 22: California, Hawaii, Nevada

HOURLY WAGE	PERCENTAGE
Below \$10.00	0.5%
\$11.00–\$20.00	6.0%
\$21.00–\$30.00	26.1%
\$31.00–\$40.00	41.8%
\$41.00–\$50.00	18.5%
Above \$50.00	7.1%



Annual Salary by Region

Region 1: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

ANNUAL SALARY	PERCENTAGE
Below \$20,000	1.4%
\$21,000–\$40,000	11.3%
\$41,000–\$60,000	46.5%
\$61,000–\$80,000	16.9%
\$81,000–\$100,000	16.9%
\$101,000–\$150,000	5.6%
Above \$151,000	1.4%

Region 2: New York

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	3.5%
\$41,000–\$60,000	51.3%
\$61,000–\$80,000	23.5%
\$81,000–\$100,000	16.5%
\$101,000–\$150,000	5.2%

Region 3: Pennsylvania

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	19.8%
\$41,000–\$60,000	44.0%
\$61,000–\$80,000	23.1%
\$81,000–\$100,000	7.7%
\$101,000–\$150,000	4.4%
Above \$151,000	1.1%



Annual Salary by Region (Cont'd.)

Region 4: New Jersey

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	17.3%
\$41,000–\$60,000	34.6%
\$61,000–\$80,000	25.0%
\$81,000–\$100,000	19.2%
\$101,000–\$150,000	3.8%

Region 5: Delaware, District of Columbia, Maryland

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	6.6%
\$41,000–\$60,000	48.7%
\$61,000–\$80,000	21.1%
\$81,000–\$100,000	18.4%
\$101,000–\$150,000	5.3%

Region 6: Virginia

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	20.0%
\$41,000–\$60,000	45.0%
\$61,000–\$80,000	27.0%
\$81,000–\$100,000	6.0%
\$101,000–\$150,000	2.0%

Region 7: Ohio, West Virginia

ANNUAL SALARY	PERCENTAGE
Below \$20,000	2.2%
\$21,000–\$40,000	28.3%
\$41,000–\$60,000	32.6%
\$61,000–\$80,000	32.6%
\$81,000–\$100,000	2.2%
\$101,000–\$150,000	2.2%



Annual Salary by Region (Cont'd.)

Region 10: North Carolina

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	26.3%
\$41,000–\$60,000	47.4%
\$61,000–\$80,000	20.0%
\$81,000–\$100,000	4.2%
\$101,000–\$150,000	2.1%

Region 11: Georgia, South Carolina

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	28.1%
\$41,000–\$60,000	28.1%
\$61,000–\$80,000	35.1%
\$81,000–\$100,000	1.8%
\$101,000–\$150,000	7.0%

Region 12: Florida

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	17.7%
\$41,000–\$60,000	43.5%
\$61,000–\$80,000	30.6%
\$81,000–\$100,000	8.1%

Region 13: Alabama, Arkansas, Louisiana, Mississippi

ANNUAL SALARY	PERCENTAGE
Below \$20,000	1.6%
\$21,000–\$40,000	22.6%
\$41,000–\$60,000	41.9%
\$61,000–\$80,000	25.8%
\$81,000–\$100,000	8.1%



Annual Salary by Region (Cont'd.)

Region 14: Iowa, Kansas, Missouri

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	21.7%
\$41,000–\$60,000	47.8%
\$61,000–\$80,000	29.0%
\$101,000–\$150,000	1.4%

Region 15: Illinois

ANNUAL SALARY	PERCENTAGE
Below \$20,000	1.3%
\$21,000–\$40,000	10.7%
\$41,000–\$60,000	48.0%
\$61,000–\$80,000	24.0%
\$81,000–\$100,000	6.7%
\$101,000–\$150,000	9.3%

Region 16: Michigan

ANNUAL SALARY	PERCENTAGE
Below \$20,000	1.0%
\$21,000–\$40,000	23.2%
\$41,000–\$60,000	54.5%
\$61,000–\$80,000	15.2%
\$81,000–\$100,000	4.0%
\$101,000–\$150,000	2.0%

Region 17: Minnesota, Wisconsin

ANNUAL SALARY	PERCENTAGE
Below \$20,000	1.2%
\$21,000–\$40,000	13.4%
\$41,000–\$60,000	43.9%
\$61,000–\$80,000	31.7%
\$81,000–\$100,000	9.8%



Annual Salary by Region (Cont'd.)

Region 19: Oklahoma, Texas

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	13.2%
\$41,000–\$60,000	48.4%
\$61,000–\$80,000	24.2%
\$81,000–\$100,000	7.7%
\$101,000–\$150,000	4.4%
Above \$151,000	2.2%

Region 20: Arizona, Colorado, New Mexico, Utah

ANNUAL SALARY	PERCENTAGE
Below \$20,000	1.9%
\$21,000–\$40,000	15.4%
\$41,000–\$60,000	37.5%
\$61,000–\$80,000	39.4%
\$81,000–\$100,000	4.8%
\$101,000–\$150,000	1.0%

Region 21: Alaska, Idaho, Oregon, Washington

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	9.6%
\$41,000–\$60,000	48.1%
\$61,000–\$80,000	34.6%
\$81,000–\$100,000	7.7%

Region 22: California, Hawaii, Nevada

ANNUAL SALARY	PERCENTAGE
\$21,000–\$40,000	1.3%
\$41,000–\$60,000	15.6%
\$61,000–\$80,000	35.1%
\$81,000–\$100,000	41.6%
\$101,000–\$150,000	5.2%
Above \$151,000	1.3%



National Council for Therapeutic
Recreation Certification®
Protecting and Promoting Since 1981

845 639 1439
nctrc.org

NCTRC is a member of the Institute for Credentialing Excellence (I.C.E.) and the CTRS Credentialing Program is accredited by National Commission for Certifying Agencies (NCCA). "NCTRC", "National Council for Therapeutic Recreation Certification", "CTRS", and "Certified Therapeutic Recreation Specialist" are the registered trademarks of the National Council for Therapeutic Recreation Certification. Unauthorized use of any NCTRC trademark or confusingly similar mark is strictly prohibited. NCTRC does not warrant or guarantee the provision of competent services by certificants; NCTRC certification helps to demonstrate the certificant has met the requirements for the profession.

©2022 National Council for Therapeutic Recreation Certification® All rights reserved. Copying and distribution in any medium is strictly prohibited without prior NCTRC® written consent.

