

January - August 2024 Athletic Training Jobs Report

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Key Findings

- In reviewing these results, be mindful that these data only represent jobs that have been posted in the NATA Career Center.
- As this report, we will be releasing longitudinal reports and trend analysis only due to the accumulation of a large enough sample of job postings to analyze.

LONGITUDINAL FINDINGS

- Postings for newly created positions have statistically higher salaries than the salaries advertised for previously existing positions.

Salary Trends by Title

- There has been an increasing trend of mean advertised salaries for all postings from January to August
 - Academic (college/university faculty) positions have the highest advertised salaries
 - Direct hire secondary school positions have higher salaries than secondary school outreach positions.
 - Both types of secondary school positions have higher salaries than college/university clinical staff positions.
 - Salaries for positions in rehabilitation clinics are equivalent to salaries of secondary school positions.
 - Assistant AT and Assistant/Associate AT have lower salaries the title of Athletic Trainer.
 - Head Athletic Trainer have a higher salary than postings for Assistant/Associate Athletic Trainers.
 - Head Athletic Trainers have the same salary range as Associate Athletic Trainers.
 - Director of Sports Medicine positions had statistically higher salaries than positions for Athletic Trainer, Assistant Athletic Trainer, and Assistant/Associate Athletic Trainer. There were no statistical differences between titles of Director of Sport Medicine and Head Athletic Trainer.
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- Most (64%) advertised position were entry-level eligible, not requiring any previous professional experience.
 - 81% of advertised positions listed a bachelor's degree as the minimum degree required.
 - A statistically significant increase in salary occurs for postings requiring 2 or more years of experience when compared to postings that required 0 or 1 years of experience.
 - Positions that required 5 or more years of experiences had statistically higher salaries than positions that required 0, 1, 2, 3, or 4 years of experience.
 - Positions that require a minimum of a doctoral degree had statistically higher salaries than positions than minimally require Bachelors or Masters degree.
 - There was no statistical difference in salaries between jobs that require a bachelor's degree and those that require a master's degree

Please review the Assumptions and Conventions presented at the end of this document.

We encourage you to reach out to us with any requests or suggestions for analyses.

ABOUT US:

This document was developed by three educators who are passionate about the future of the athletic training profession. This report was written independently from any organization. The authors have no financial conflict of interest. The interpretations of the data are our own.

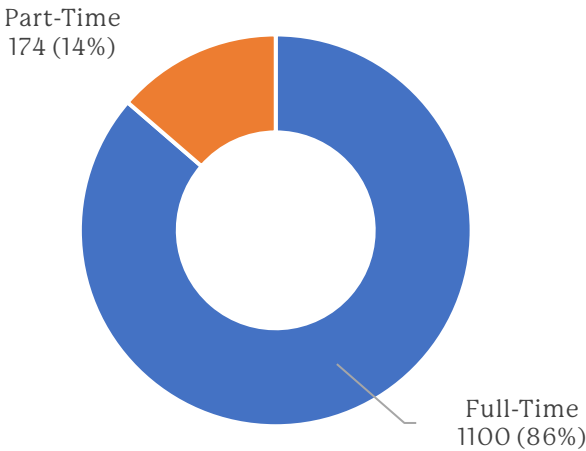
Job Postings to Date (FT = 1100)

Postings to Date (January - August)

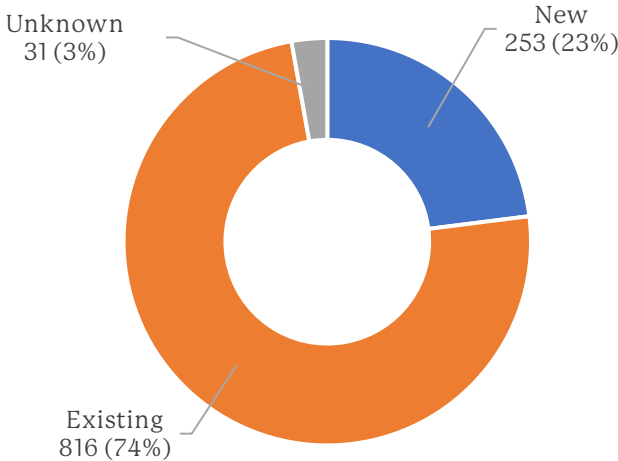
Full-time Postings to Date: 1100
Part-time Postings to Date: 174
TOTAL POSTINGS TO DATE: 1274

Posting Classifications

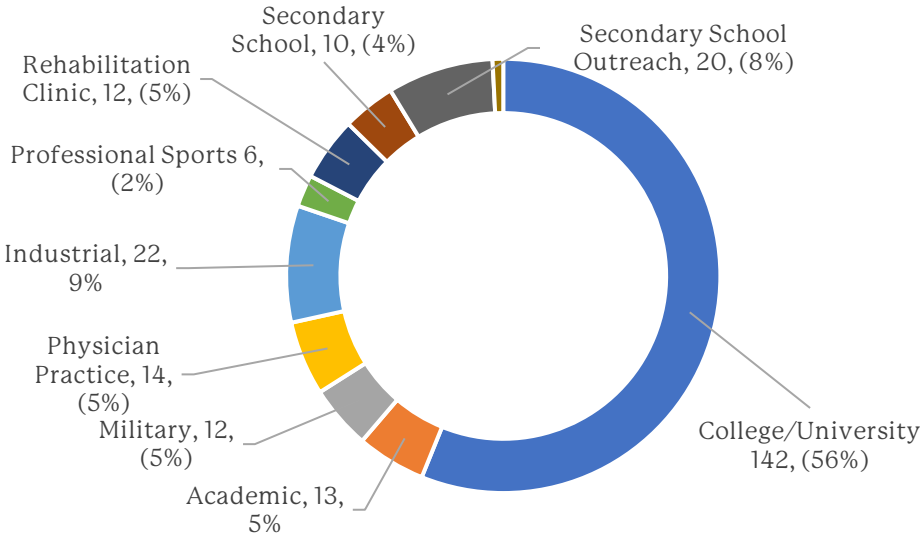
Full-Time vs. Part-Time



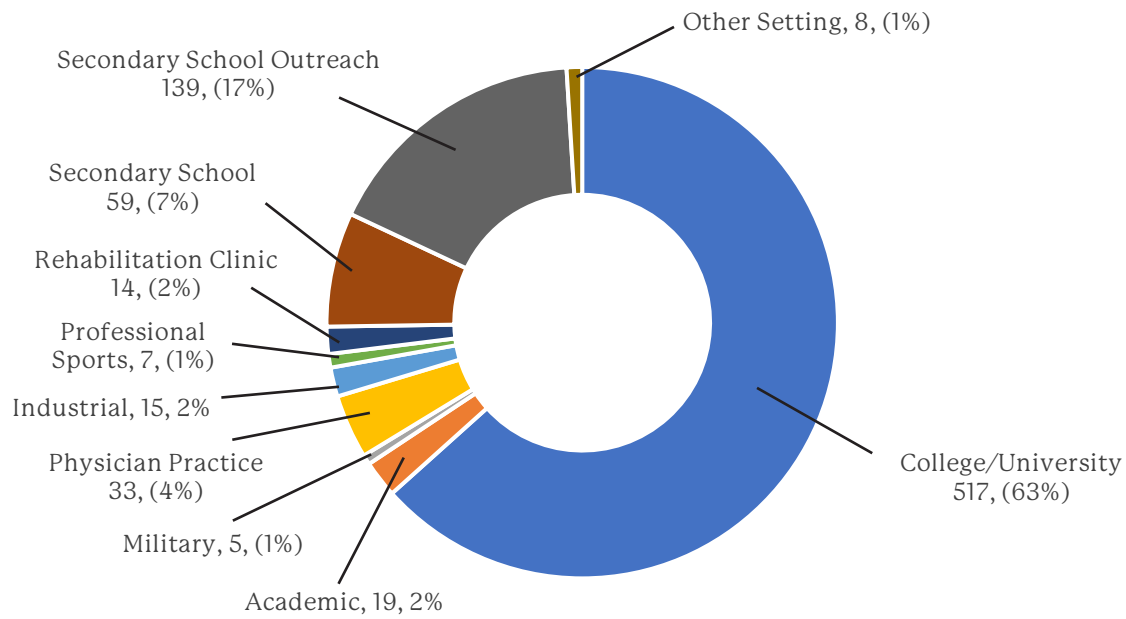
New vs. Existing Full-Time Job Postings



Distribution of New Positions



Distribution of Existing Positions

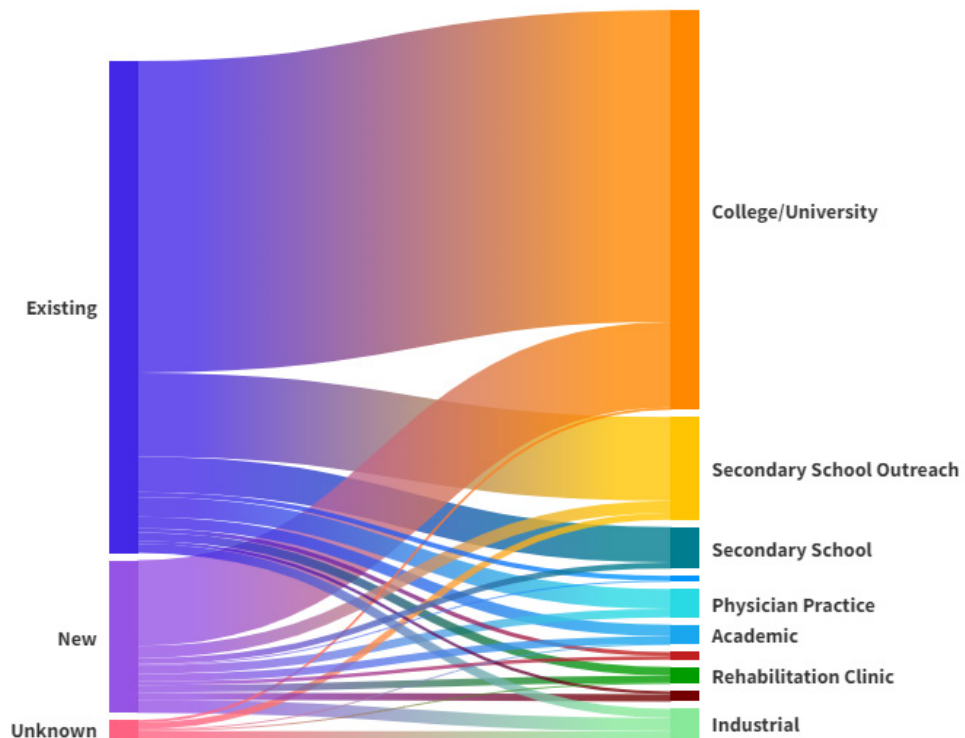


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	253	233	\$57,781	\$55,000	\$16,531	\$178,000	\$55,658-\$59,903
Existing Position	816	751	\$53,720	\$52,500	\$13,734	\$140,500	\$52,738-\$54,702
Unknown	31	23	\$57,154	\$59,578	\$8,094	\$27,500	\$53,846-\$60,462
All Jobs	1100	1007	\$54,738	\$53,250	\$14,438	\$178,000	\$53,846-\$55,630

* Number reporting salaries

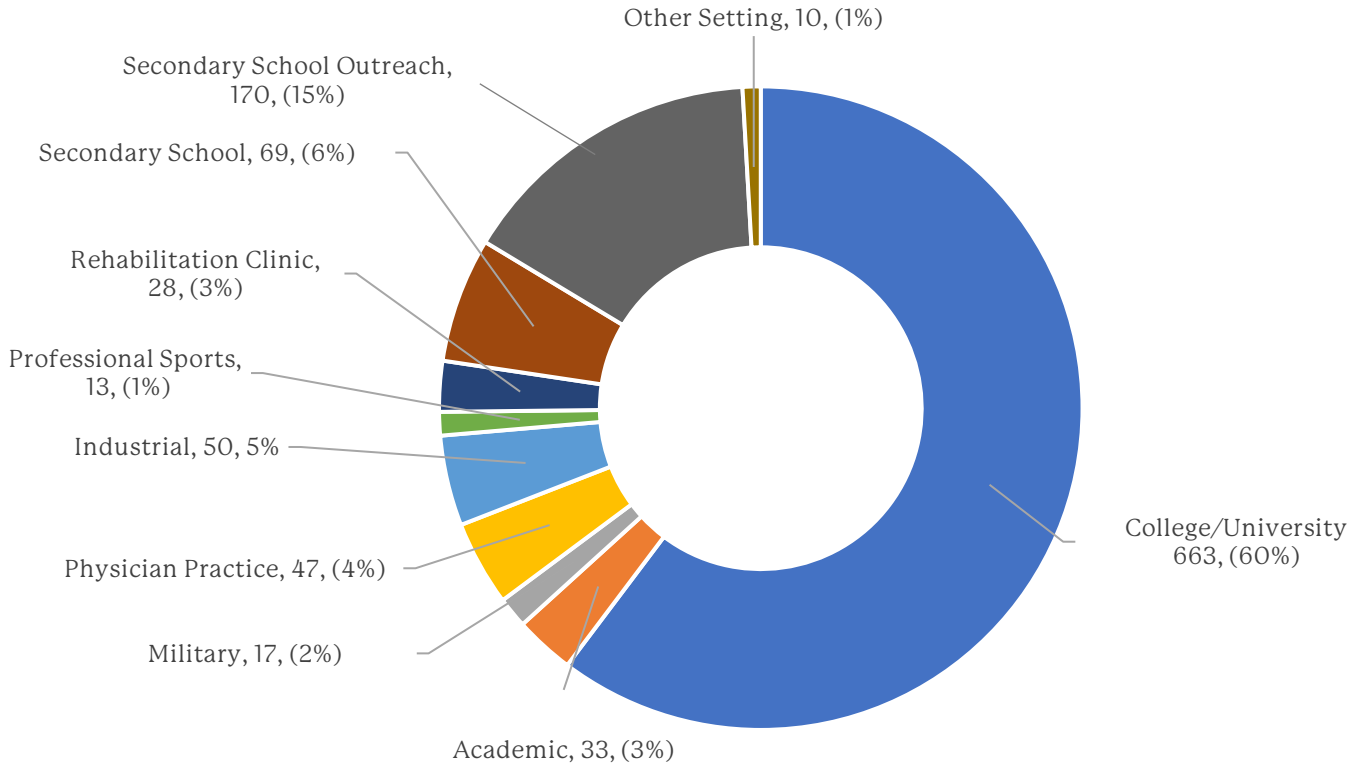
Postings for newly created jobs have a statistically significant higher salary than postings for existing positions.

August YTD Flow from New or Existing Positions to Setting



Positions and Salaries by Setting

All Full-Time Positions by Setting



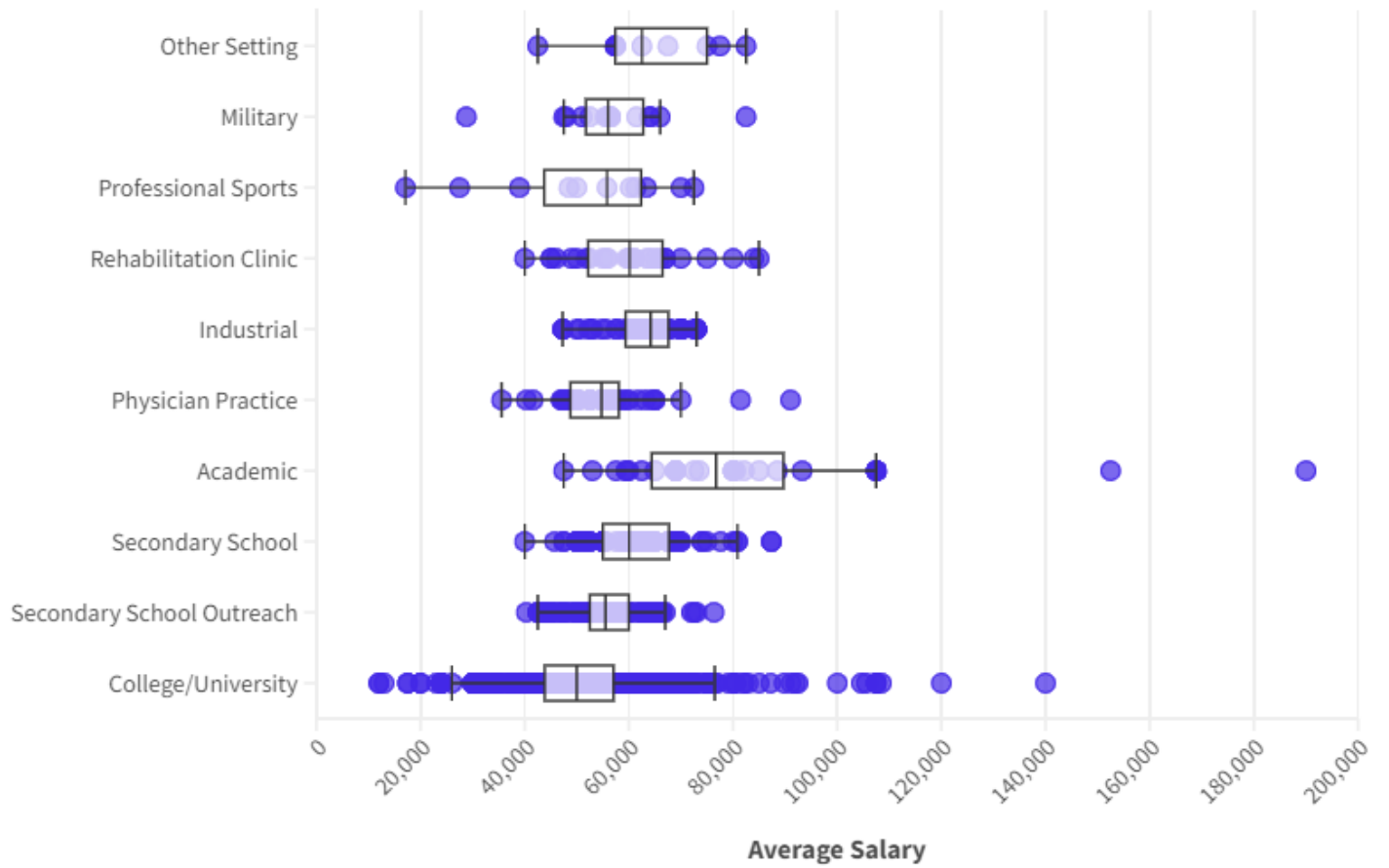
Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University (Short-term)	64	60	\$33,032	\$31,500	\$12,336	\$63,050	\$29,911-\$36,153
College/University	599	551	\$53,387	\$50,000	\$12,517	\$109,900	\$52,342-\$54,432
Academic	33	28	\$83,155	\$76,750	\$29,897	\$142,500	\$72,081-\$94,229
Military	17	15	\$56,419	\$56,000	\$11,172	\$53,700	\$50,765-\$62,073
Physician Practice	47	43	\$55,070	\$54,730	\$9,779	\$55,474	\$52,147-\$57,993
Industrial	50	50	\$62,917	\$64,160	\$7,198	\$25,700	\$60,922-\$64,912
Professional Sports	13	11	\$51,395	\$55,800	\$16,631	\$55,400	
Rehabilitation Clinic	28	27	\$60,526	\$60,150	\$11,475	\$45,000	\$56,198-\$64,084
Secondary School	69	60	\$61,515	\$60,064	\$10,152	\$47,360	\$58,946-\$64,084
Secondary School Outreach	170	153	\$55,976	\$55,500	\$6,604	\$36,047	\$54,930-\$57,022
Other Setting	10	9	\$64,417	\$62,500	\$11,788	\$40,000	
All Jobs	1100	1007	\$54,738	\$53,250	\$14,438	\$178,000	\$53,846-\$55,630

* Number reporting salaries

Key Findings:

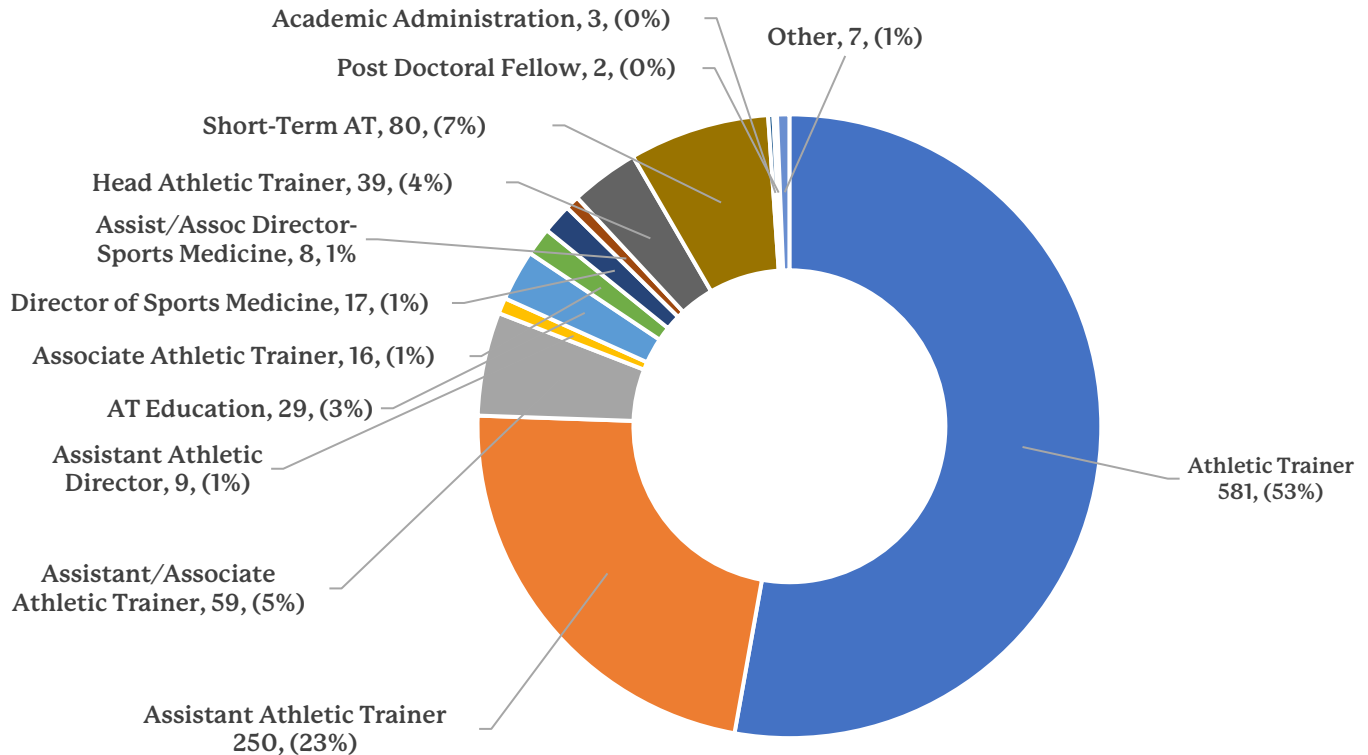
1. The academic setting has the highest salary
2. Secondary school ATs hired directly by the school have a higher salary than those employed via clinic outreach.
3. Secondary school ATs - regardless of employer - have a higher salary than collegiate ATs.
4. Clinic-based ATs have an equivalent salary as secondary school ATs.

August YTD Salaries by Setting



Positions and Salaries by Title

All Full-Time Positions by Title



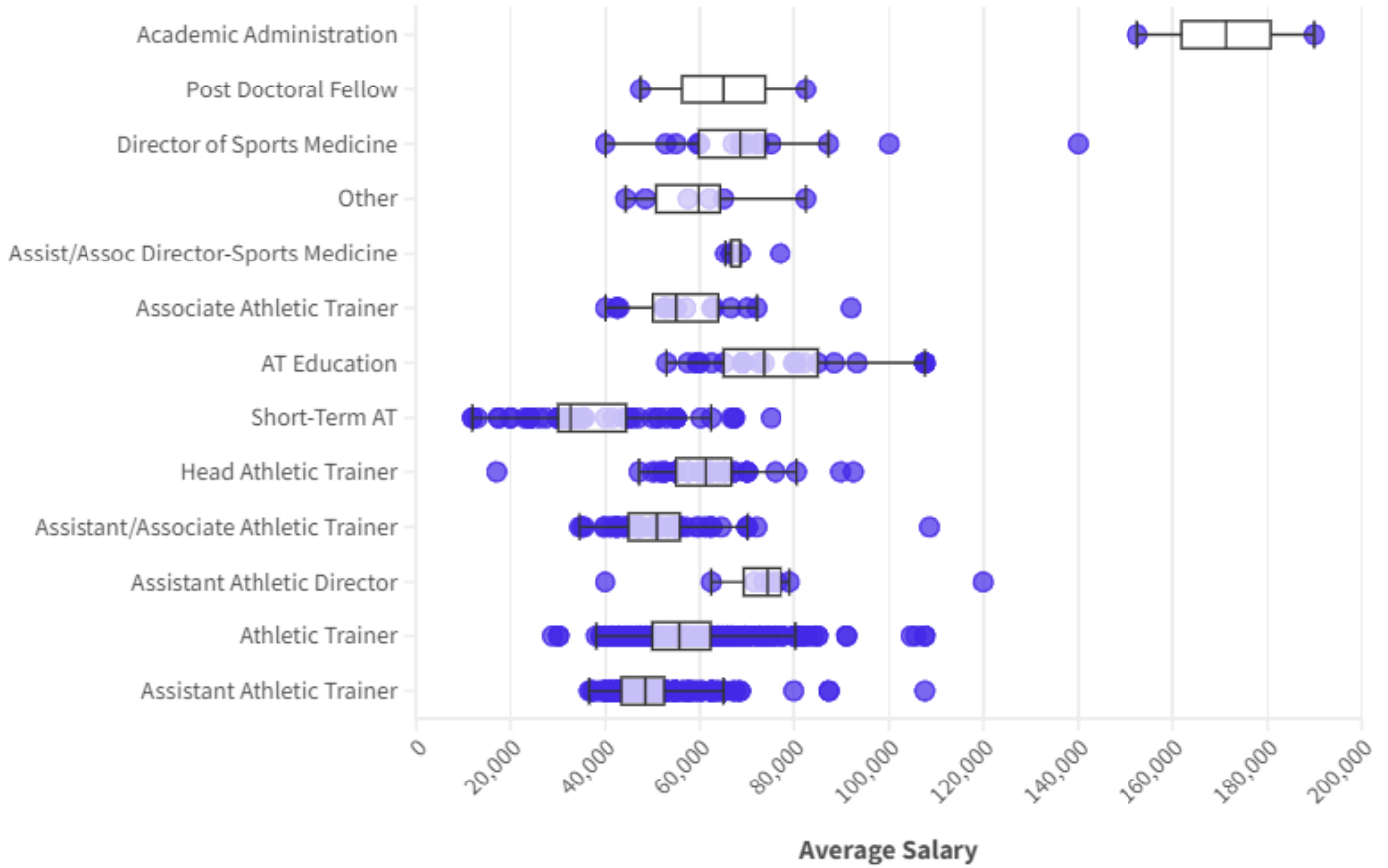
Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	581	537	\$56,786	\$55,678	\$10,359	\$78,700	\$55,910-\$57,662
Assistant Athletic Trainer	250	231	\$49,506	\$48,563	\$8,713	\$71,000	\$48,382-\$50,629
Assistant/Associate AT	59	51	\$52,339	\$51,000	\$11,998	\$73,980	\$49,046-\$55,632
Assistant Athletic Director	9	8	\$74,738	\$74,250	\$20,739	\$80,000	
AT Education	29	25	\$77,533	\$73,500	\$16,422	\$54,500	\$71,096-\$83,970
Associate Athletic Trainer	16	16	\$57,456	\$55,000	\$13,087	\$52,000	\$51,044-\$63,869
Director of Sports Medicine	17	15	\$72,547	\$68,500	\$22,622	\$99,992	\$61,099-\$83,995
Assist/Assoc Dir-Sports Med	8	5	\$68,804	\$66,560	\$4,217	\$11,600	
Head Athletic Trainer	39	34	\$61,110	\$61,250	\$12,833	\$75,400	\$56,796-\$65,432
Short-Term AT	80	75	\$36,320	\$32,640	\$13,471	\$63,050	\$33,271-\$39,368
Academic Administration	3	2	\$171,250	\$171,250	\$18,750	\$37,500	
Post Doctoral Fellow	2	2	\$65,000	\$65,000	\$17,500	\$35,000	
Other	7	6	\$60,002	\$59,752	\$12,345	\$38,067	
All Jobs	1100	1007	\$54,738	\$53,250	\$14,438	\$178,000	\$53,846-\$55,630

* Number reporting salaries

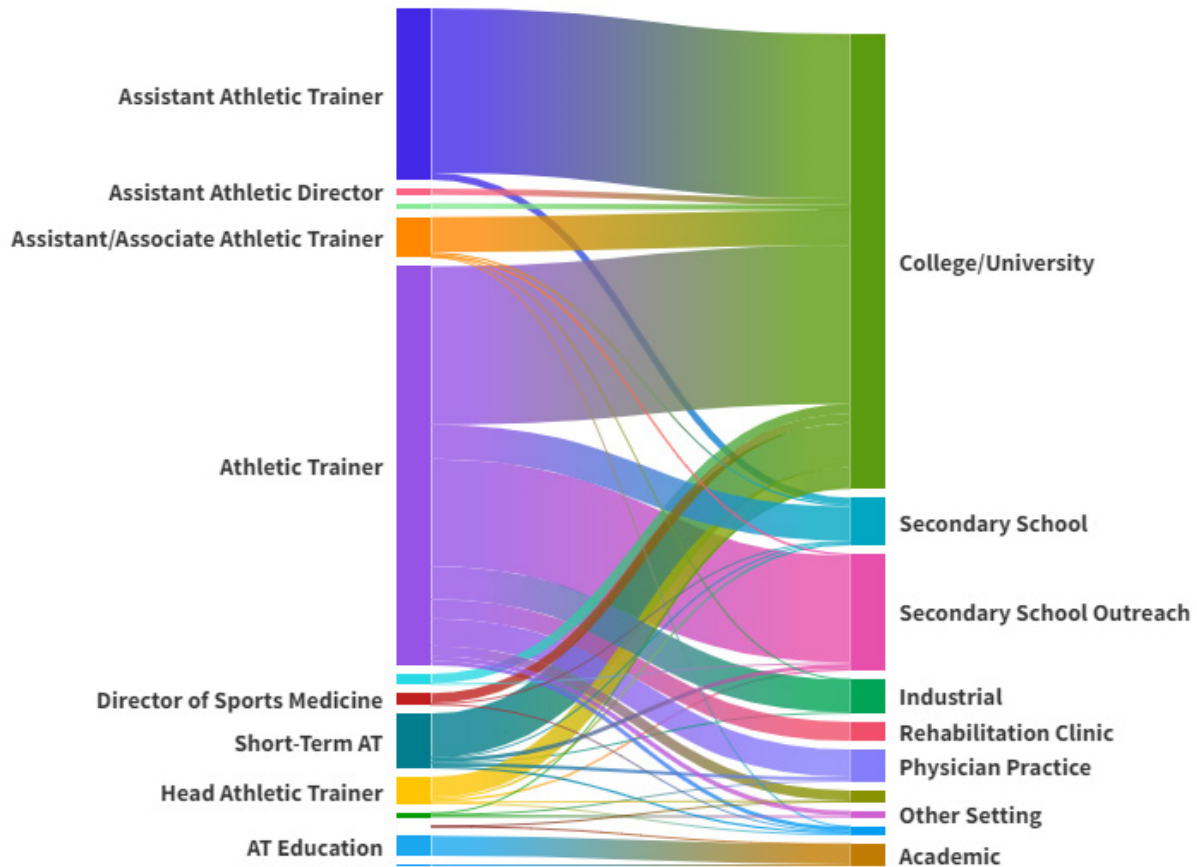
Key Findings:

1. The title of "Assistant/Associate AT" has a statistically lower salary than "Athletic Trainer."
2. The salary for "Assistant/Associate AT" is lower than "Head AT."
3. The salary for "Associate AT" is not statistically significant from "Head AT".

August YTD Salaries by Title

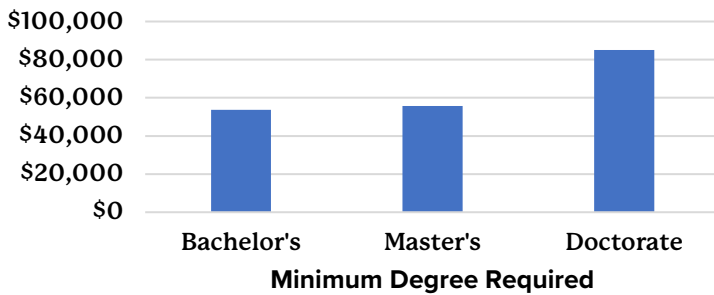


August YTD Flow from Job Title to Setting

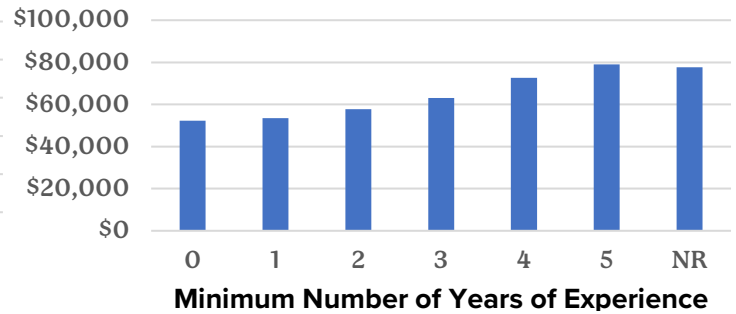


Minimum Experience and Degree

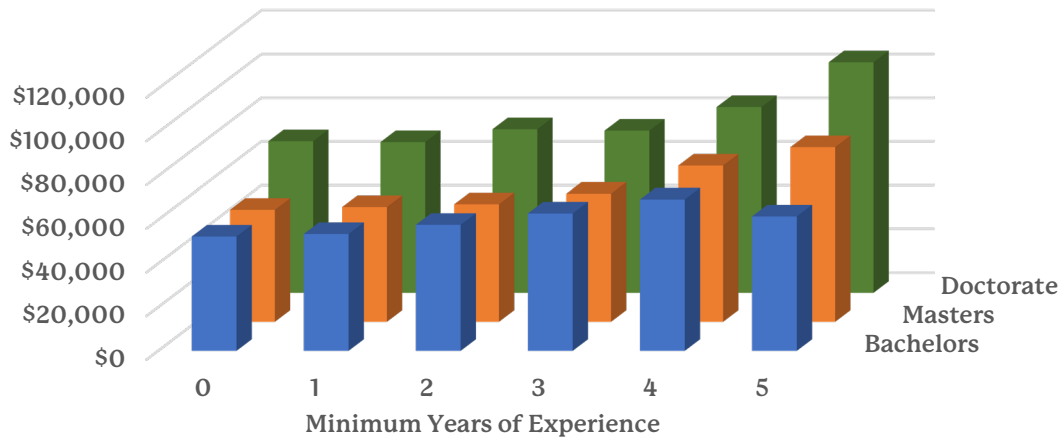
Average Salary by Minimum Degree



Average Salary by Minimum Number of Years of Experience



Average Salaries by Minimum Years of Experience and Degree



Minimum Years Exp	Count	n*	Mean	Median	StDev	Range	95% CI
0	705	663	\$52,322	\$52,500	\$12,328	\$96,480	\$51,383-\$53,260
1	178	155	\$53,455	\$51,266	\$9,877	\$45,067	\$51,900-\$55,010
2	103	89	\$57,744	\$56,000	\$13,137	\$72,500	\$55,015-\$60,474
3	58	53	\$63,036	\$60,000	\$12,573	\$65,500	\$59,651-\$66,421
4	6	6	\$72,653	\$77,500	\$12,408	\$35,000	
5	41	34	\$79,034	\$70,000	\$30,467	\$161,200	\$68,793-\$89,275
Not Reported	9	7	\$77,590	\$62,500	\$22,566	\$57,500	
Total	1100	1007	\$54,738	\$53,250	\$14,438	\$178,000	\$53,846-\$55,630

Key Finding

A statistically significant increase in salary is not realized until two years of experience.

Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	891	815	\$53,699	\$53,000	\$12,406	\$96,480	\$52,847-\$54,550
Masters	180	168	\$55,654	\$51,546	\$15,037	\$107,500	\$53,380-\$57,927
Doctorate	27	23	\$85,155	\$73,500	\$32,399	\$142,500	\$71,914-\$98,396
Total	1100	1007	\$54,738	\$53,250	\$14,438	\$178,000	\$53,846-\$55,630

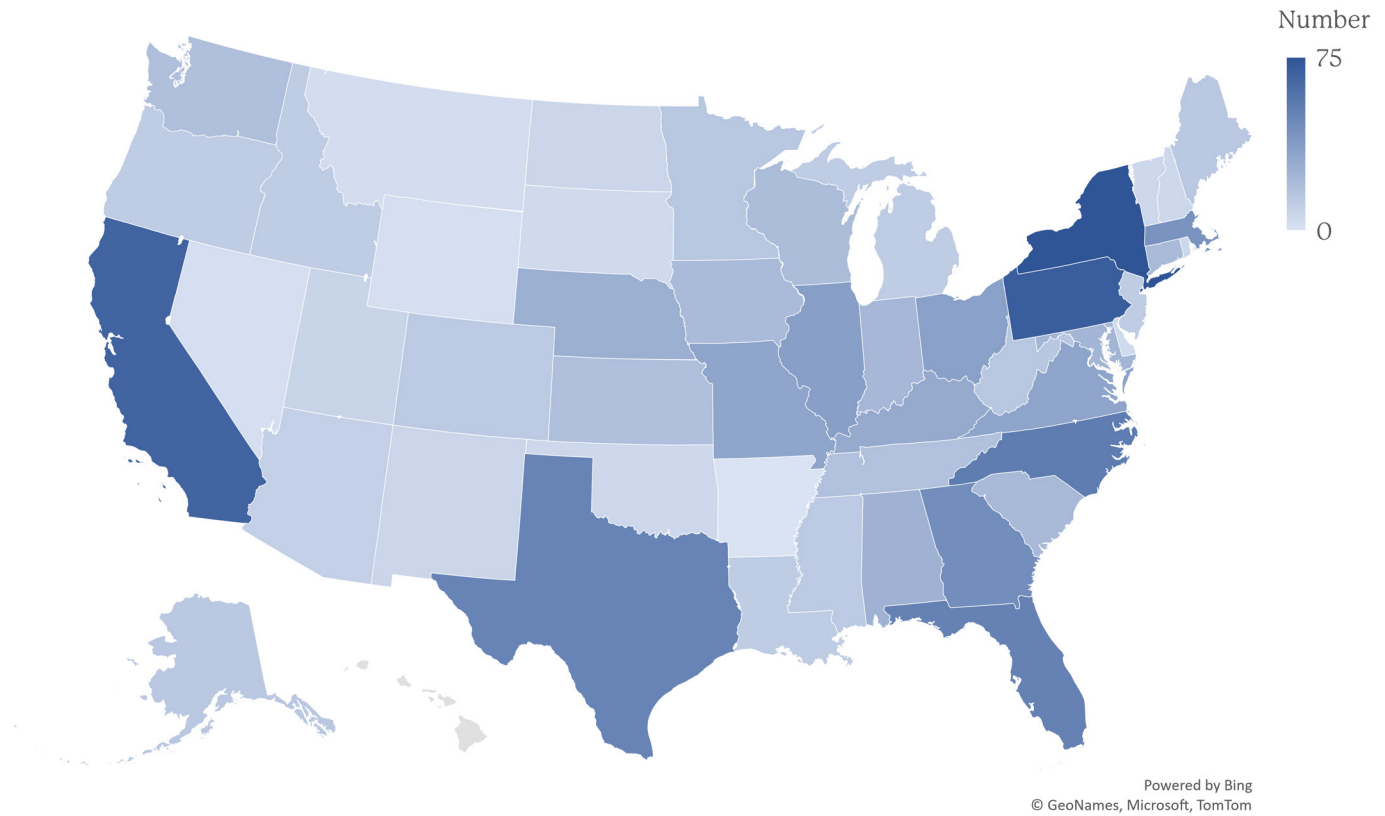
* Number reporting salaries - High School Diploma excluded from analysis

Key Finding

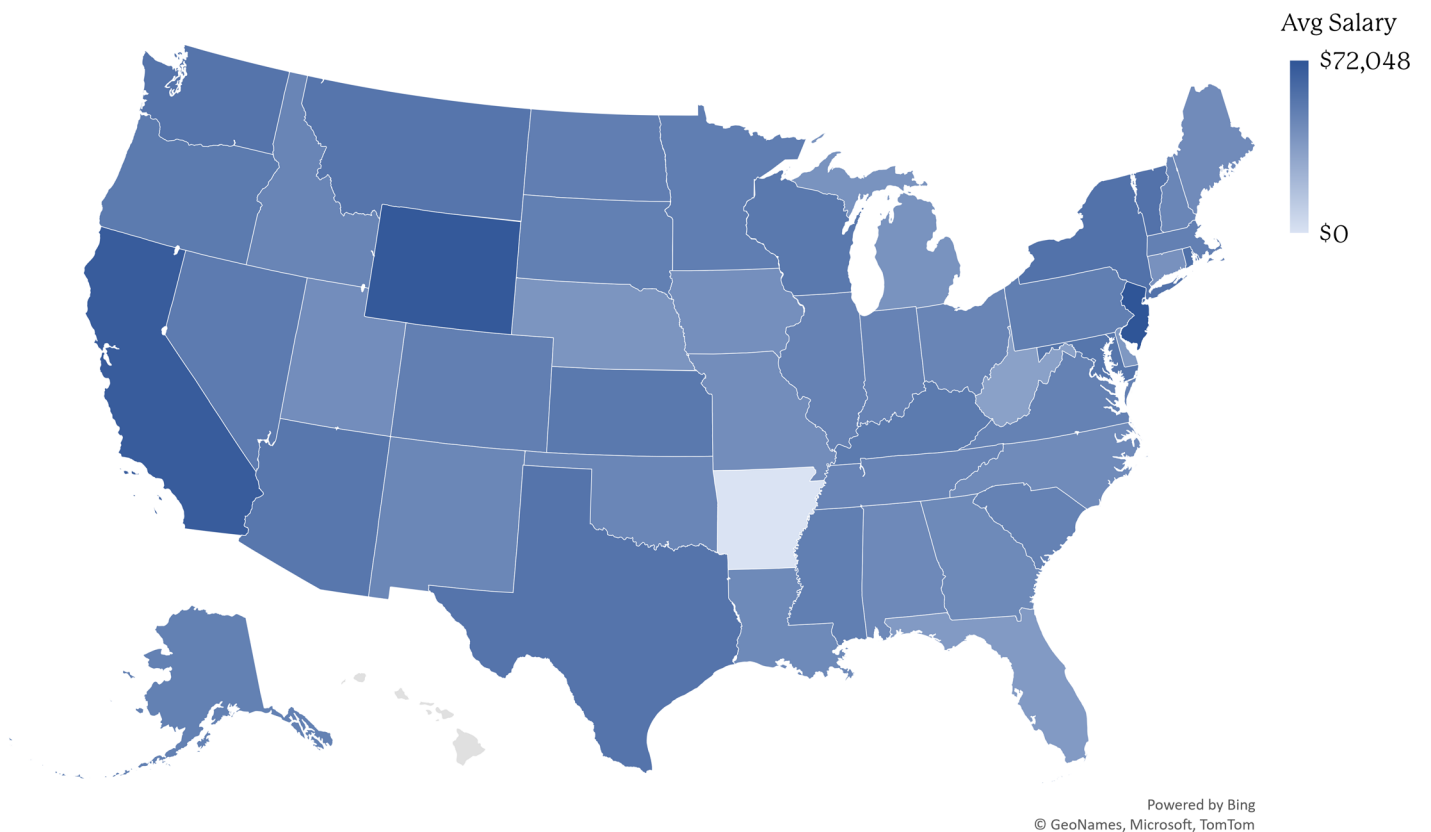
Doctoral degrees have a significantly higher salary than other degrees.

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary by State



Full-Time Job Distribution by NATA District

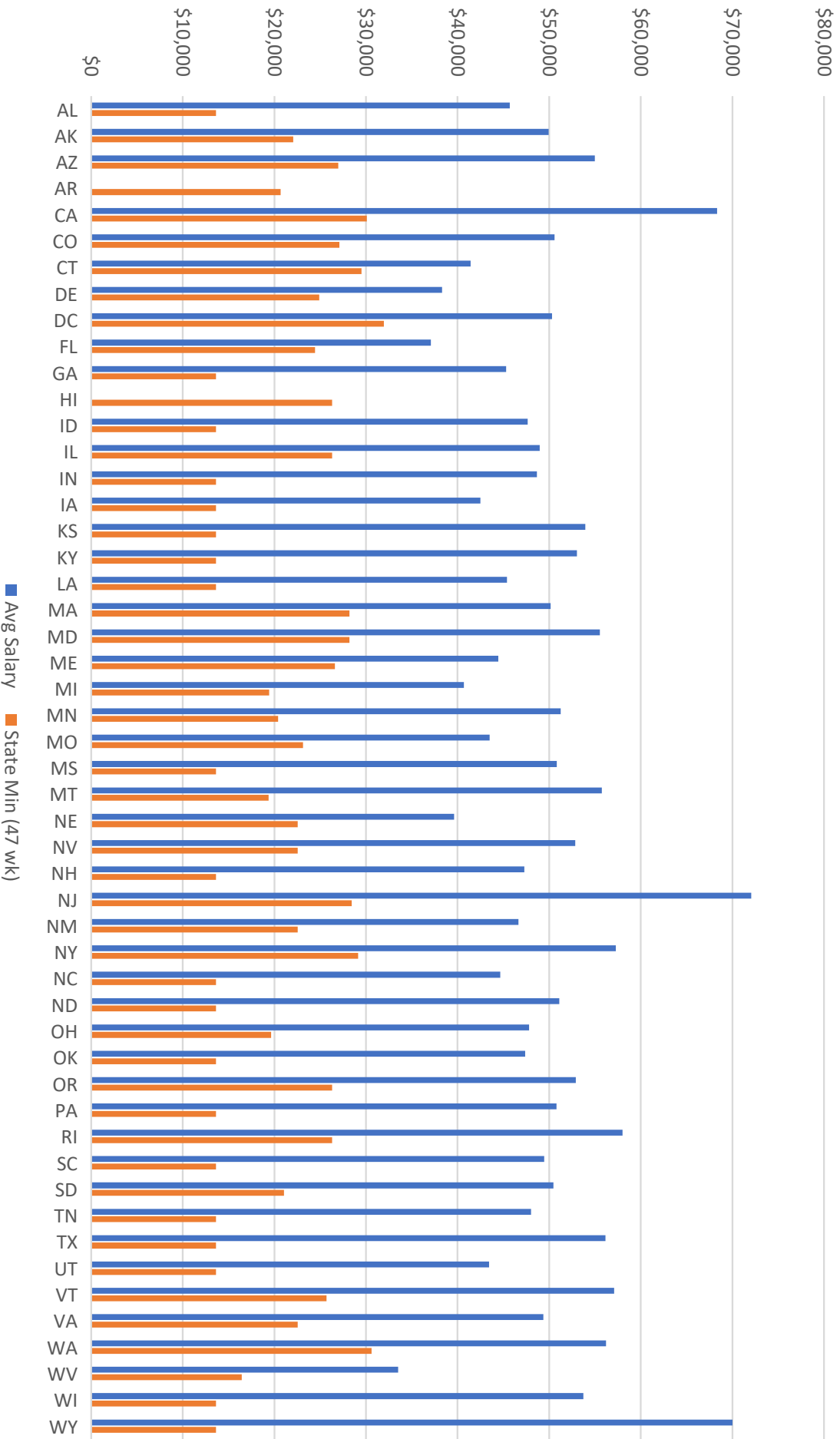
NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	91	78	\$56,225	\$55,000	\$11,429	\$74,486	\$53,688-\$58,761
District 2	165	156	\$58,057	\$55,839	\$11,777	\$73,480	\$56,209-\$59,905
District 3	158	140	\$53,212	\$50,000	\$15,848	\$125,000	\$50,586-\$55,837
District 4	72	66	\$51,610	\$50,000	\$10,423	\$51,750	\$49,095-\$54,125
District 5	121	109	\$50,654	\$50,000	\$9,898	\$70,008	\$48,796-\$52,512
District 6	57	54	\$56,962	\$52,500	\$22,697	\$178,000	\$50,908-\$63,015
District 7	39	38	\$50,566	\$50,000	\$14,807	\$64,367	\$45,858-\$55,274
District 8	69	69	\$67,887	\$67,500	\$18,662	\$83,500	\$63,484-\$72,290
District 9	202	174	\$52,812	\$52,500	\$11,817	\$94,500	\$51,056-\$54,568
District 10	52	52	\$53,989	\$55,680	\$16,347	\$90,400	\$49,546-\$58,432
District 11	69	68	\$51,156	\$50,000	\$9,953	\$52,500	\$48,790-\$53,521
Total	1100	1007	\$54,738	\$53,250	\$14,438	\$178,000	\$53,846-\$55,630

* Number reporting salaries

Key Findings:

1. The highest salaries are currently found in District 8.
2. Districts 1 and 2 represent the second tier of highest salaries.
3. The third - and largest - tier is comprised of Districts 3, 4, 5, 6, 7, 9, 10, and 11. There are no statistically significant differences within this group.
4. Refer to the next page for a comparison of posted salaries relative to state minimum wages.

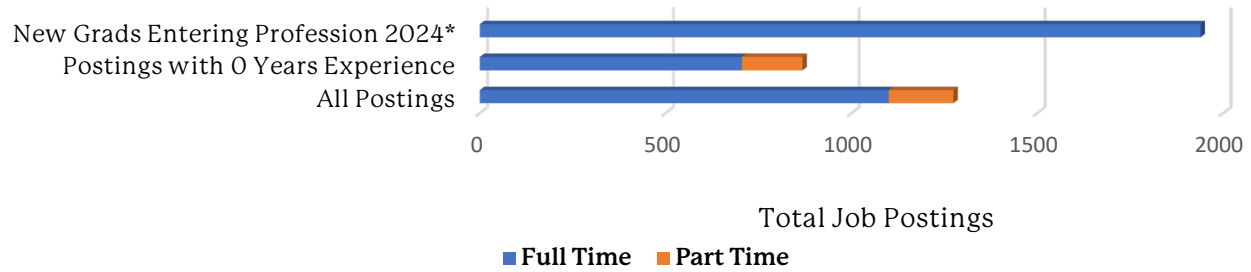
Posted AT Salaries vs State Minimum Wage



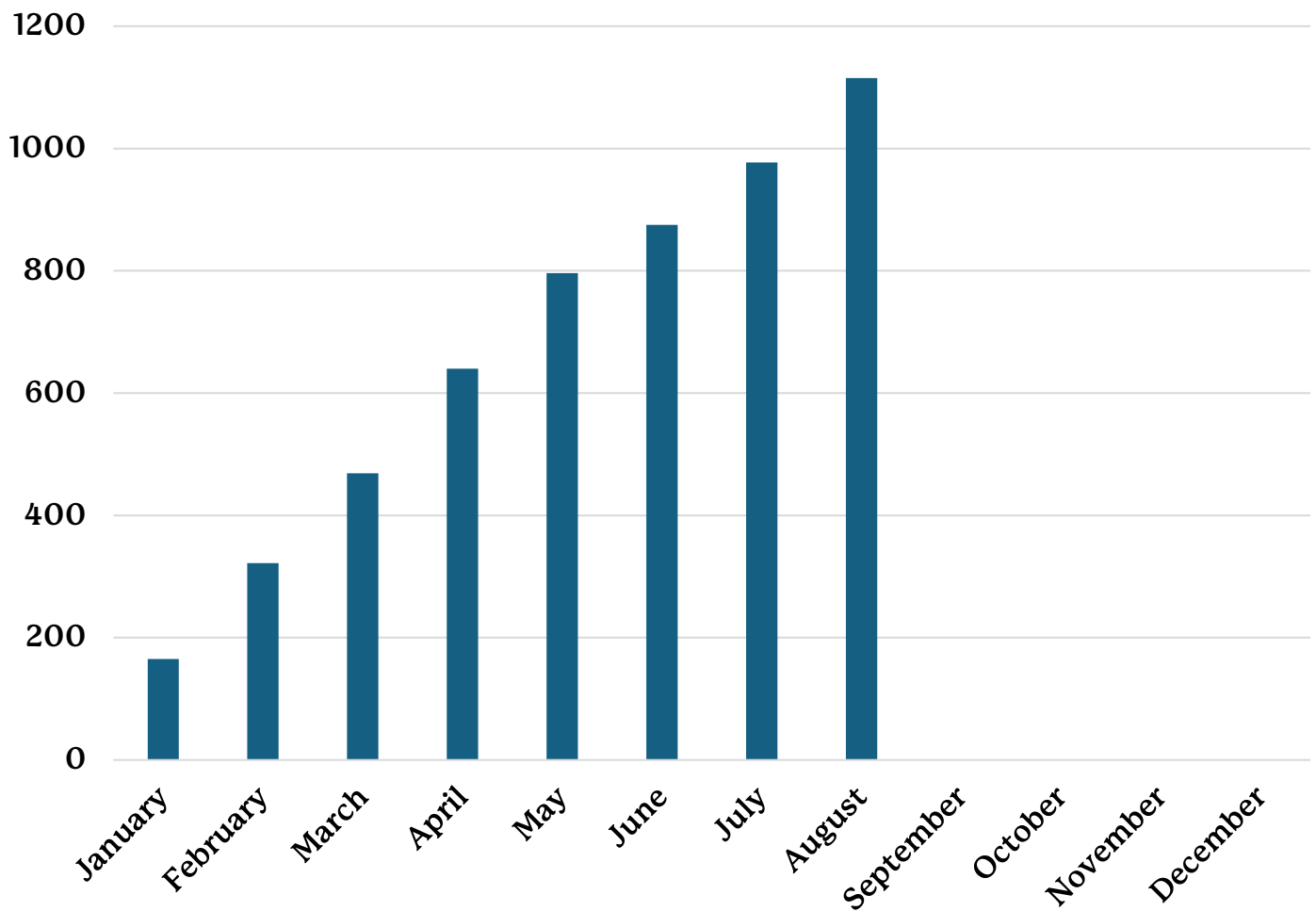
Trends

Postings to Date

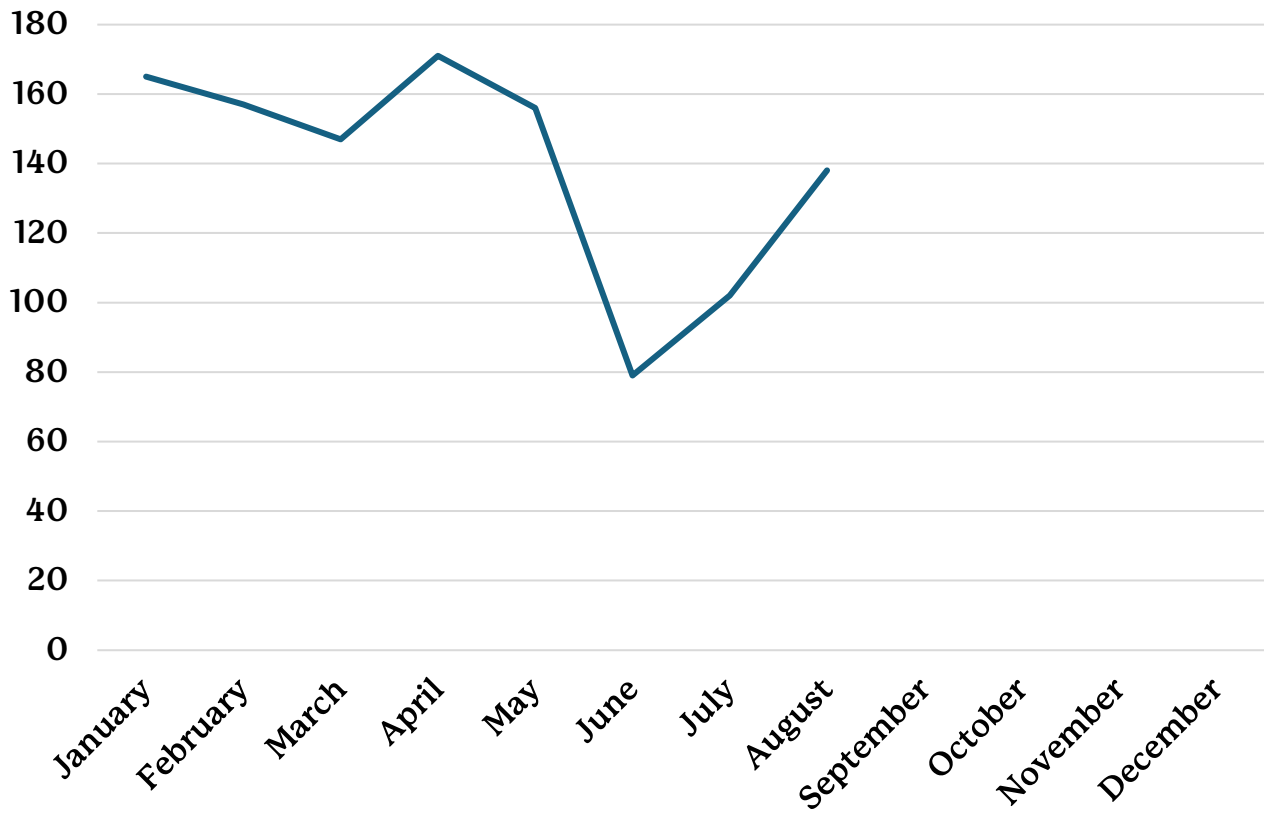
Proportion of Job Postings Relative to New ATs Projected to Enter the Profession in 2024



Cumulative FT Job Postings by Month

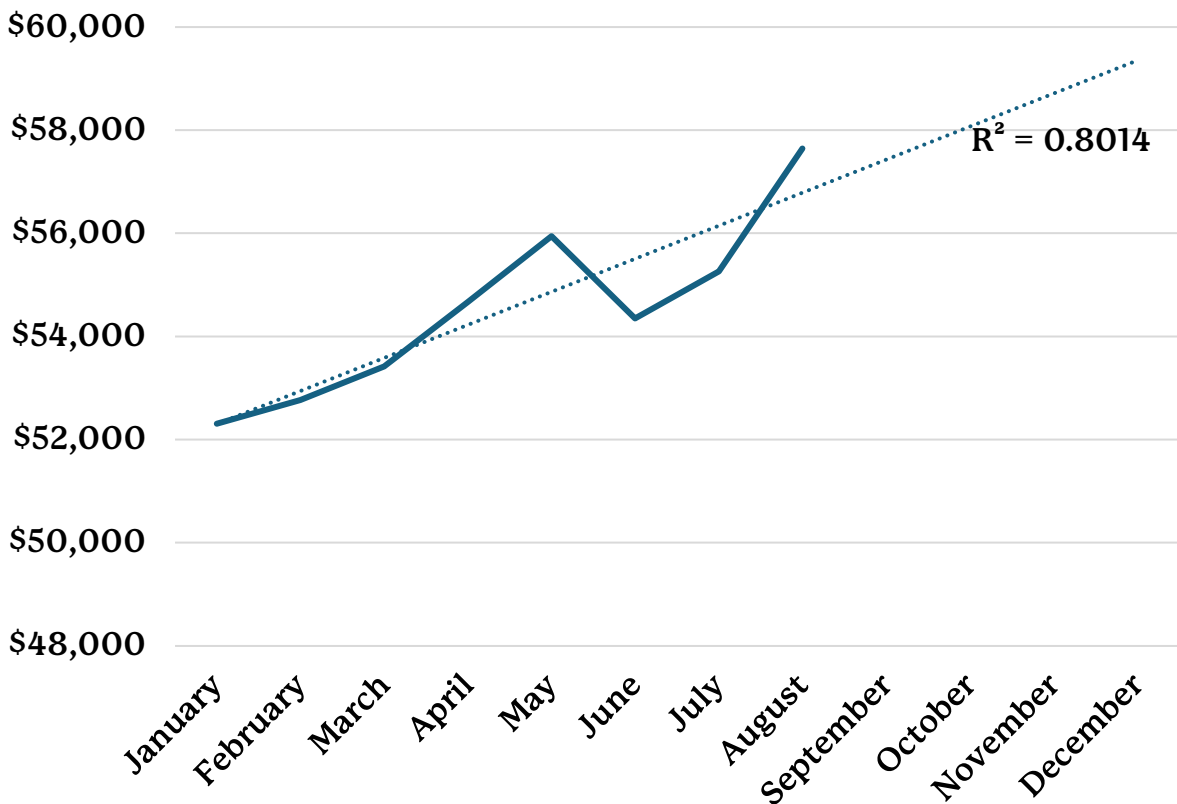


Full-Time Job Postings by Month

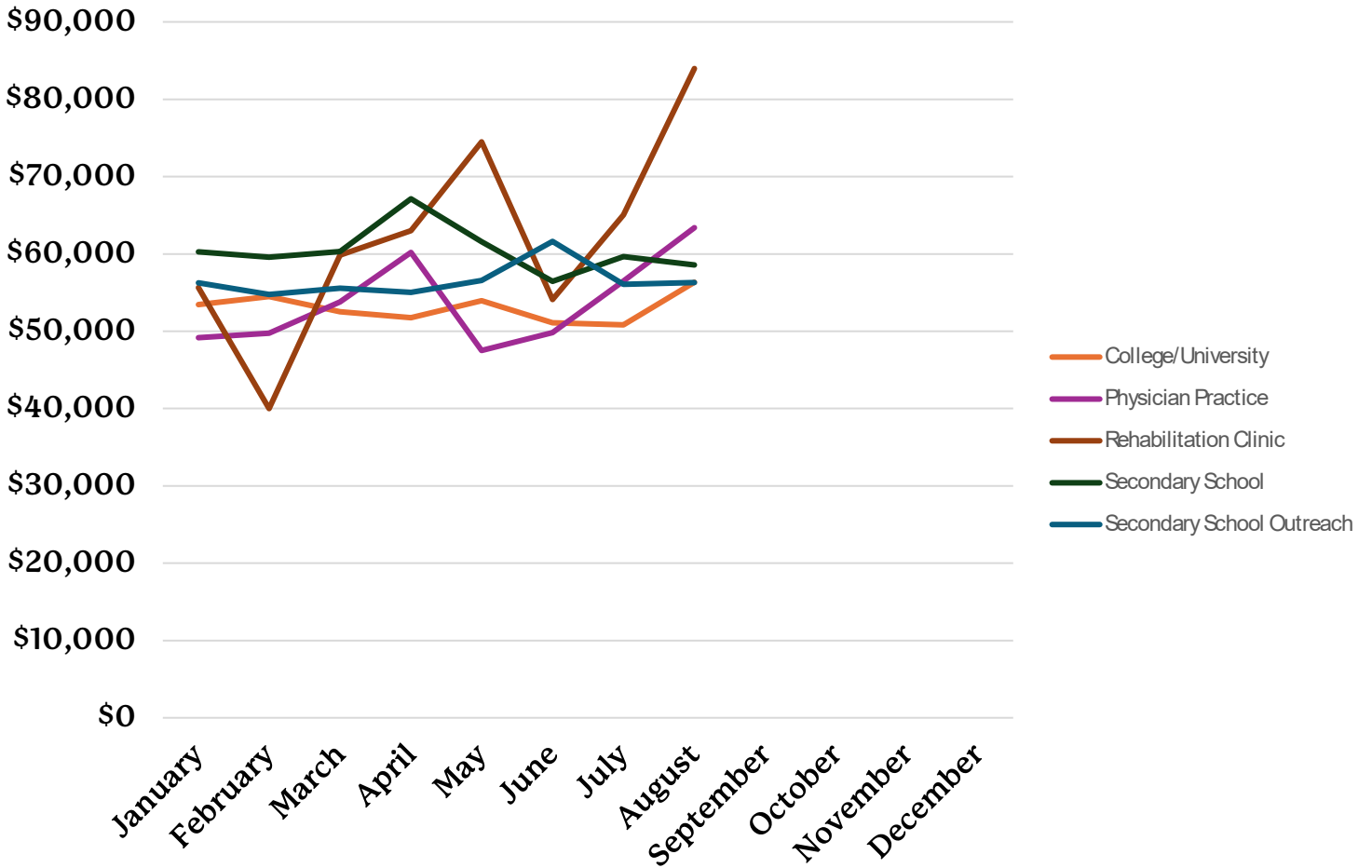


Salaries Over Time

Average Full-Time Salary Per Month (All Positions)

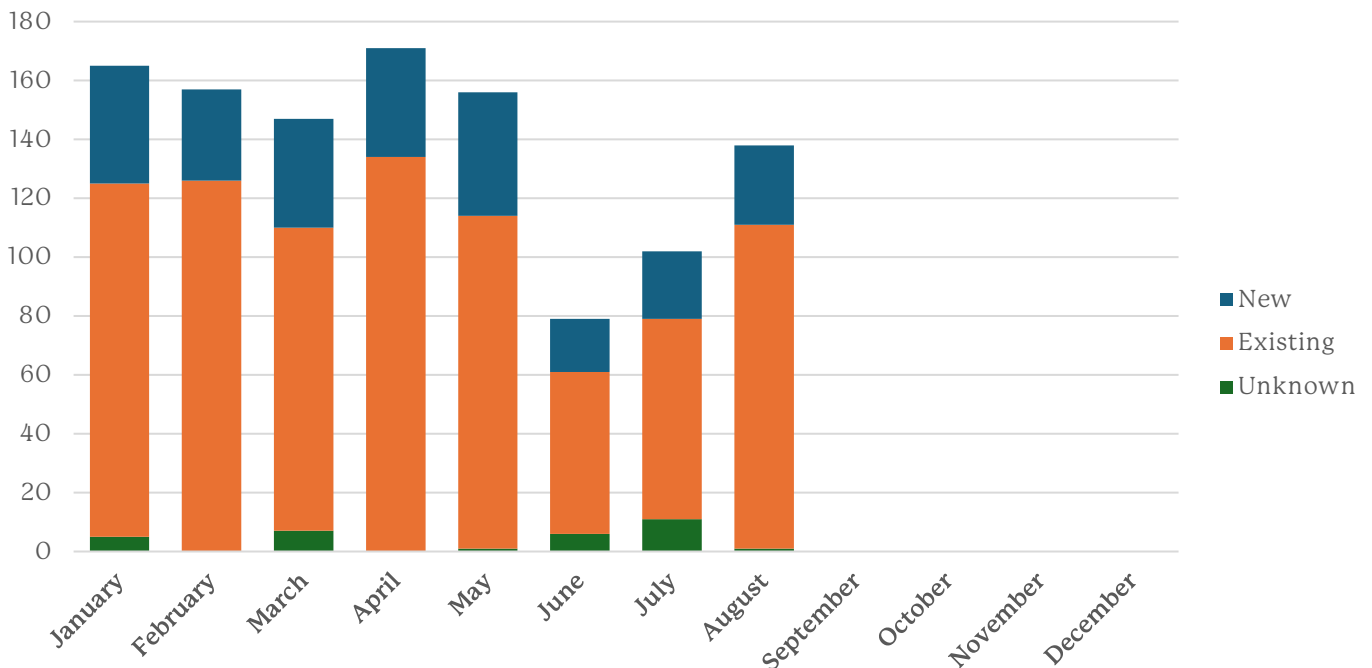


Full-Time Salaries Per Month by Setting (best fit datasets)



Classification Trends

New and Existing Positions Posted Per Month



Assumptions and Conventions

The following conventions and assumptions were used when compiling and analyzing these data:

- All data were obtained from the NATA Career Center (nata.org)
- Average salary was calculated as the midpoint between the minimum and maximum salary.
- Salaries listed as \$1.00 were entered as missing data so as not to skew the results.
- Hourly wages were converted to annual salaries based on the average salary * 40 hrs/wk (5-day week) * contract duration.
- Employer posted titles were used to classify the data.
- If the posting explicitly listed multiple positions, each position was entered separately; if the posting stated “multiple positions” but did not list a number or separately describe them, it was only included once in the data.
- Postings that cross multiple months were only included once (based on the Job Posting number).
- Because of Federal Regulations, any graduate assistant position was classified as a part-time job regardless of the posting listed as full- or part-time.
- Benefits were added only if the employer explicitly listed them in the posting.
- Doctorate includes PhD, EdD, DAT, etc.
- The 95% Confidence Interval (CI) will be included for counts of at least 15 cases.

The categories of “Setting” and “Title” are becoming cluttered. To resolve this the following have been condensed:

SETTING

Physician Practice, DME is now included in Physician Practice
Faculty, regardless of rank, is classified as AT Education
Department Chair and Dean are classified as Academic Administration

TITLE

The following groups have been consolidated:

Other

Fitness Director
Golf Fitness Coach
Medical Education Coordinator
Orthopedic Bracing Specialist

Short-Term AT

Advanced Post-Graduate Athletic Trainer
Athletic Trainer Fellow
Athletic Trainer Intern
Athletic Trainer Resident
Temporary Assistant Athletic Trainer
Seasonal Certified Athletic Trainer

This list will be updated as needed.

