

January - September 2024 Athletic Training Jobs Report

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Key Findings

These data have been scrubbed to remove obvious duplicate postings (based on Job Number, etc.)

- Please review the Assumptions and Conventions presented at the end of this document.
- In reviewing these results, be mindful that these data only represent jobs that have been posted in the NATA Career Center

LONGITUDINAL FINDINGS

- 1236 full-time and 189 part-time athletic training positions have been advertised on the NATA Career Center since January 1, 2024. Of the full-time positions, 293 (24%) were identified as newly created positions.
 - Postings for newly created positions have statistically higher salaries than the salaries advertised for previously existing positions.
- There has been an increasing trend of mean advertised salaries for all postings from January through September.
- The majority (60%) of full-time positions were for the college/university setting, followed by secondary school outreach (15%), and then secondary school direct hire (6%) positions.
 - Academic (college/university faculty) positions have the highest advertised salaries
 - Direct hire secondary school positions have statistically higher salaries than the salaries of secondary school outreach (third-party hire) positions.
 - Both types of secondary school positions, clinic-based positions, and industrial positions all have statistically higher salaries than the salaries advertised for college/university clinical staff positions.
 - Industrial AT positions offer significantly higher salaries than military, physician practice, and secondary school outreach positions.
 - Salaries for positions in rehabilitation clinics are statistically equivalent to salaries of secondary school positions.
- Most (53%) positions were advertised with the title of “Athletic Trainer”. The second-most advertised position title was “Assistant Athletic Trainer” (23%).
 - The position titles of Assistant Athletic Trainer and Assistant/Associate Athletic Trainer both have statistically lower salaries than positions with the title of Athletic Trainer.
 - Positions for Head Athletic Trainer advertised a statistically higher salary than postings for Assistant/Associate Athletic Trainer titles.
 - Positions with the title of Head Athletic Trainer did not have a statistically different salary range than positions with the title of Associate Athletic Trainer.
 - Director of Sports Medicine positions had statistically higher salaries than positions for Athletic Trainer, Assistant Athletic Trainer, Assistant/Associate Athletic Trainer, and Associate Athletic Trainer. There were no statistical differences between titles of Director of Sport Medicine and Head Athletic Trainer.

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.

- Most (69%) advertised positions were entry-level eligible, not requiring any previous professional experience in the required qualifications.
 - 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 experience had statistically higher salaries than positions that required 0, 1, 2, 3, or 4 years of experience.
- 81% of advertised positions listed a bachelor's degree as the minimum degree required.
 - Positions that require a minimum of a doctoral degree had statistically higher salaries than positions that minimally require a bachelor's or master's degree.
 - There was no statistical difference in salaries between jobs that require a bachelor's degree and those that require a master's degree.

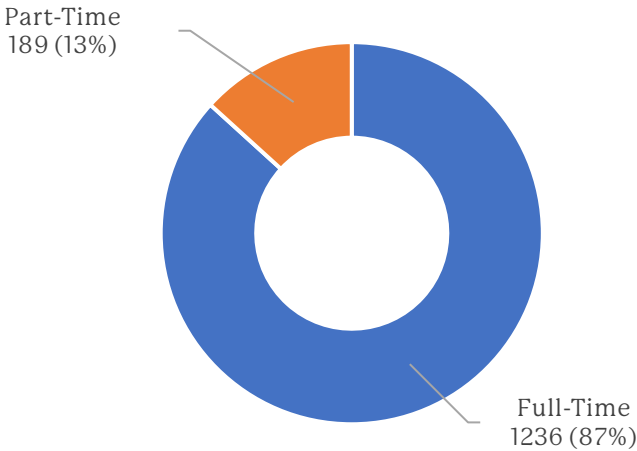
Job Postings to Date (FT = 1236)

Postings to Date (January - September)

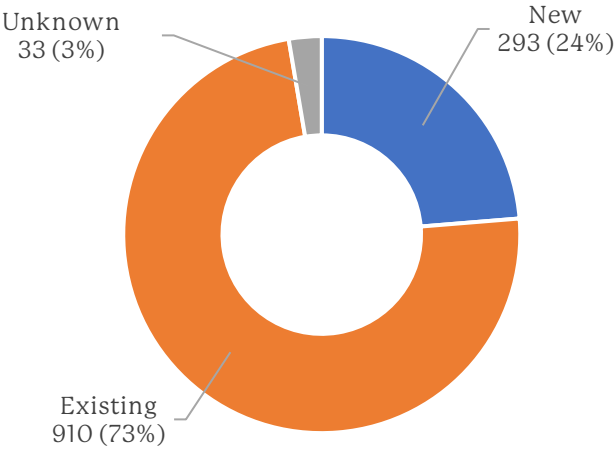
Full-time Postings to Date: 1236
 Part-time Postings to Date: 189
 TOTAL POSTINGS TO DATE: 1425

Posting Classifications

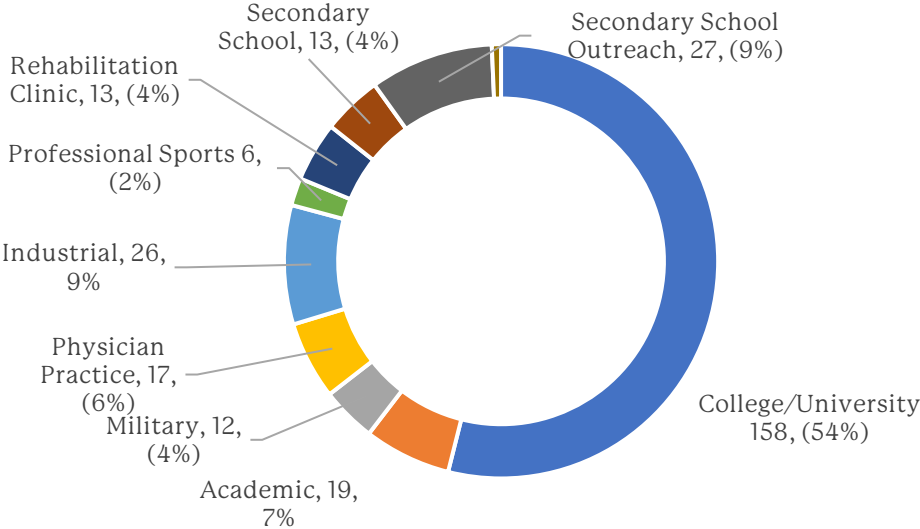
Full-Time vs. Part-Time



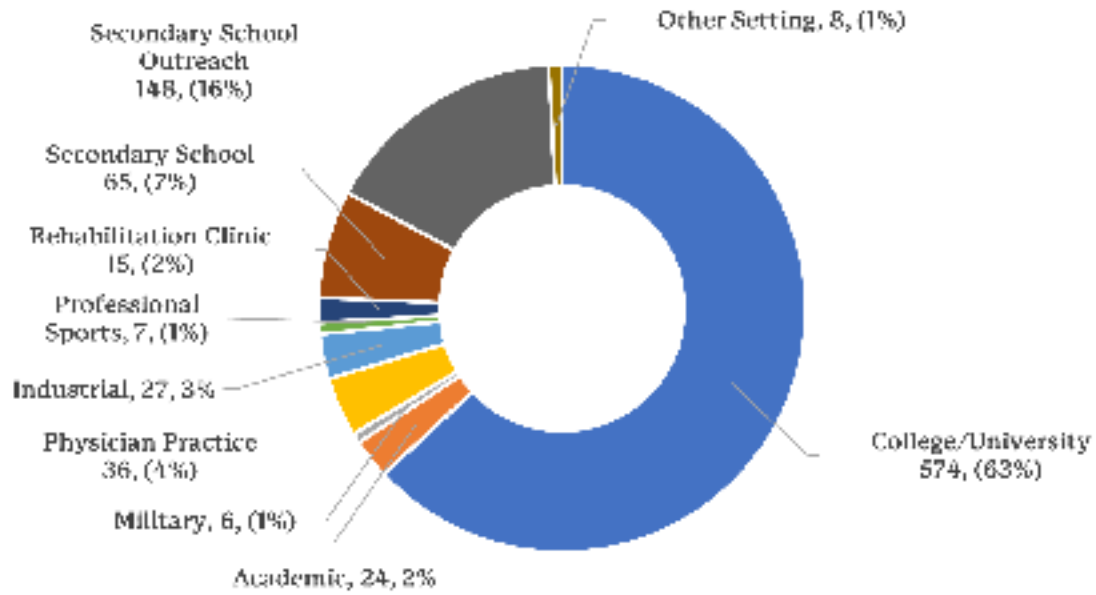
New vs. Existing Full-Time Job Postings



Distribution of New Positions



Distribution of Existing Positions

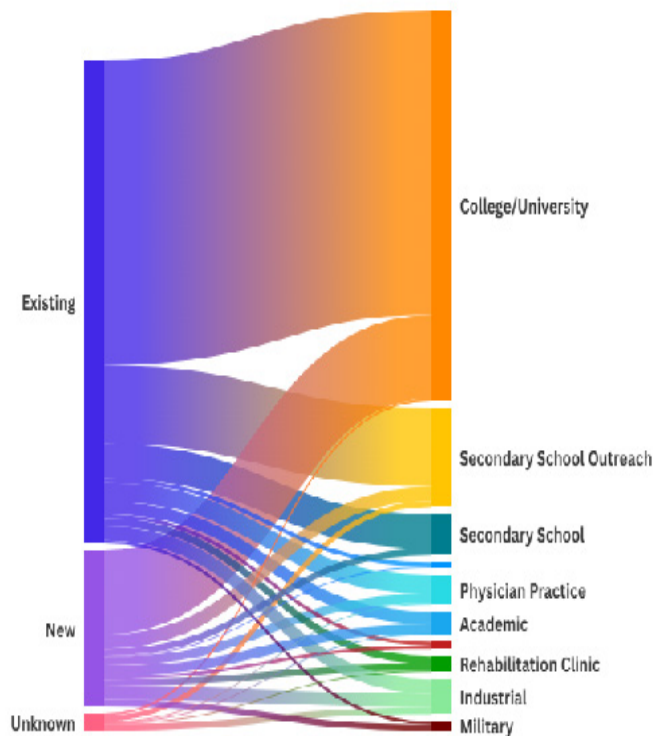


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	293	269	\$58,576	\$55,000	\$16,642	\$178,000	\$56,588-\$60,565
Existing Position	910	838	\$54,256	\$52,830	\$13,599	\$140,500	\$53,335-\$55,177
Unknown	33	24	\$57,332	\$59,585	\$7,970	\$27,500	\$54,144-\$60,521
All Jobs	1236	1131	\$55,349	\$54,500	\$14,411	\$178,000	\$54,509-\$56,189

* Number reporting salaries

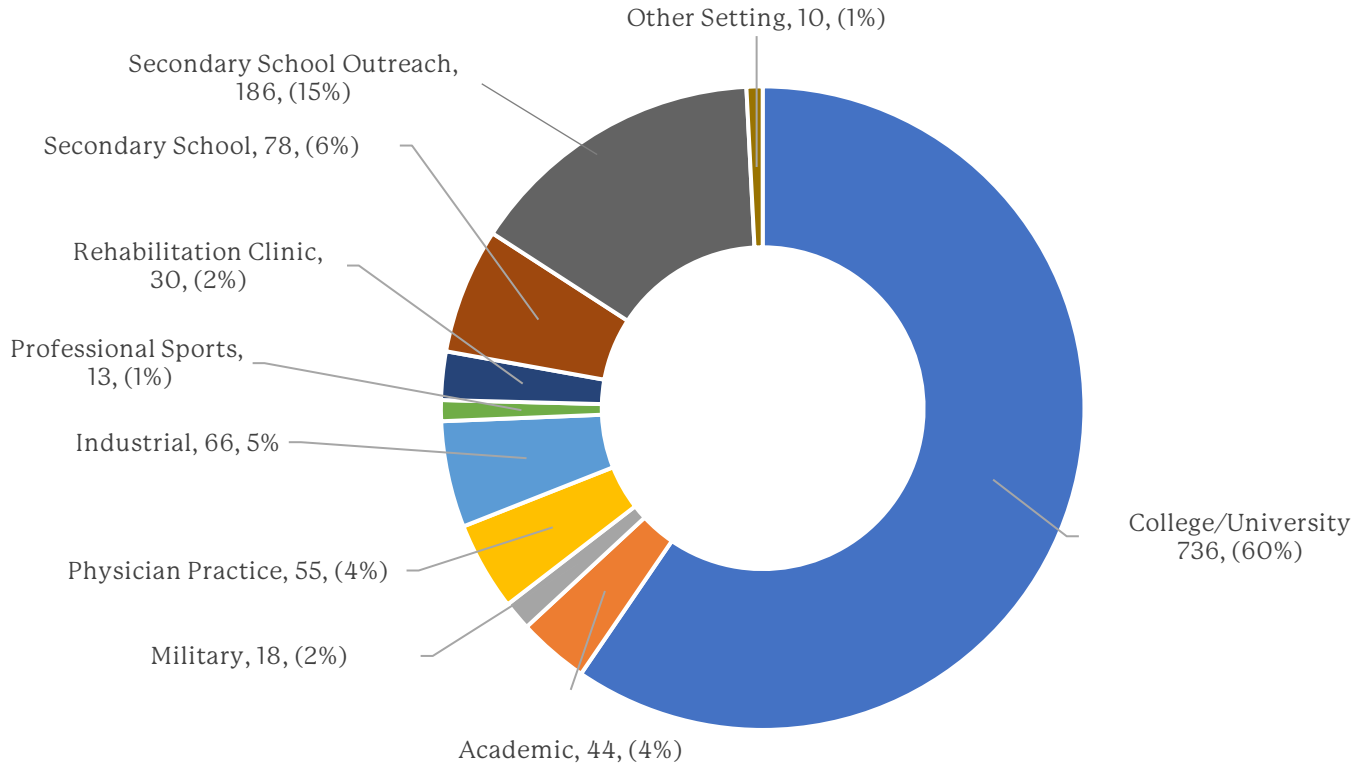
Postings for newly created jobs have a statistically significant higher salary than postings for existing positions.

August YTD Flow from Job Title to Setting



Positions and Salaries by Setting

All Full-Time Positions by Setting



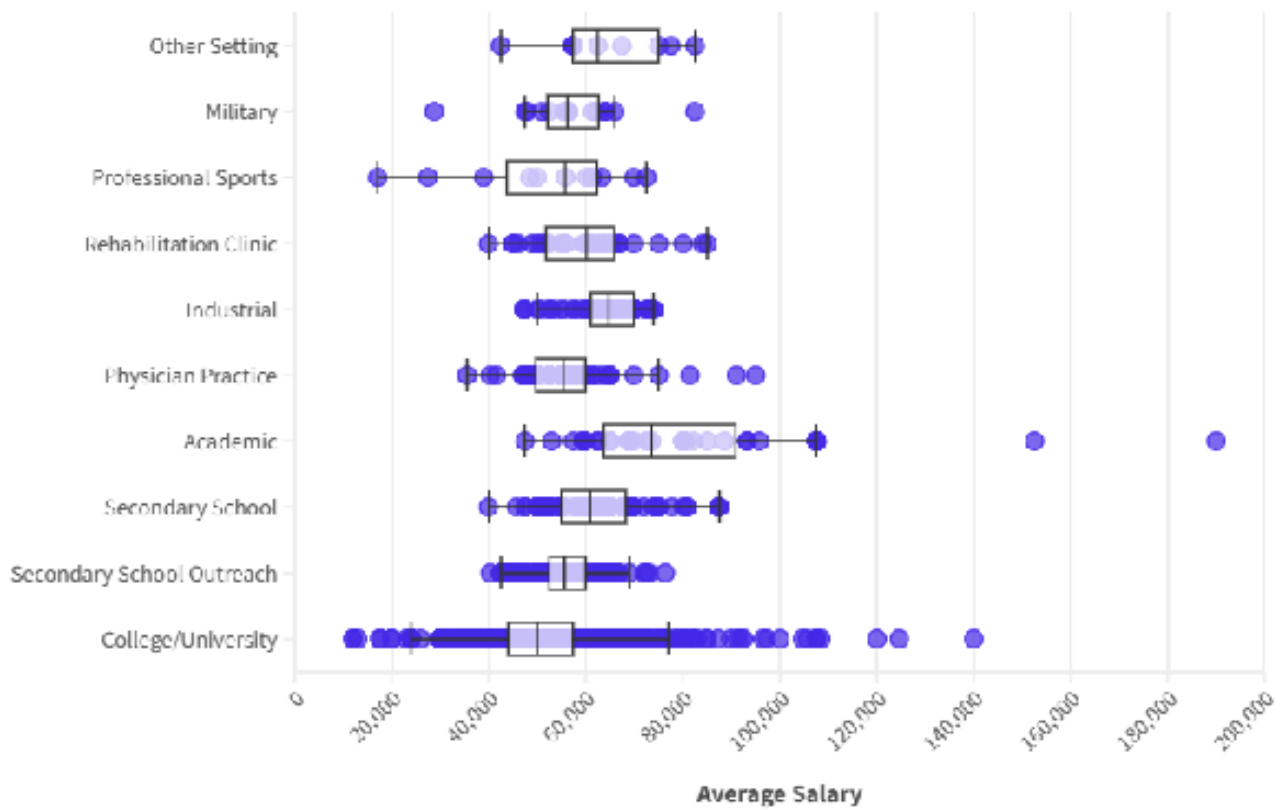
Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University (Short-term)	64	60	\$33,032	\$31,500	\$12,336	\$63,050	\$29,911-\$36,153
College/University	672	620	\$53,772	\$50,712	\$12,724	\$109,900	\$52,770-\$54,773
Academic	44	35	\$81,552	\$73,500	\$27,618	\$142,500	\$72,402-\$90,702
Military	18	16	\$56,783	\$56,250	\$10,909	\$53,700	\$51,437-\$62,128
Physician Practice	55	48	\$56,499	\$55,339	\$11,252	\$59,432	\$53,316-\$59,682
Industrial	66	66	\$63,929	\$64,750	\$6,830	\$26,620	\$62,281-\$65,576
Professional Sports	13	11	\$51,395	\$55,800	\$16,631	\$55,400	
Rehabilitation Clinic	30	29	\$60,262	\$60,150	\$11,219	\$45,000	\$56,179-\$64,345
Secondary School	78	69	\$61,985	\$61,000	\$10,388	\$47,500	\$59,534-\$64,436
Secondary School Outreach	186	168	\$56,046	\$55,680	\$6,500	\$36,047	\$55,063-\$57,029
Other Setting	10	9	\$64,417	\$62,500	\$11,788	\$40,000	
All Jobs	1236	1131	\$55,349	\$54,500	\$14,411	\$178,000	\$54,509-\$56,189

* Number reporting salaries

Key Findings:

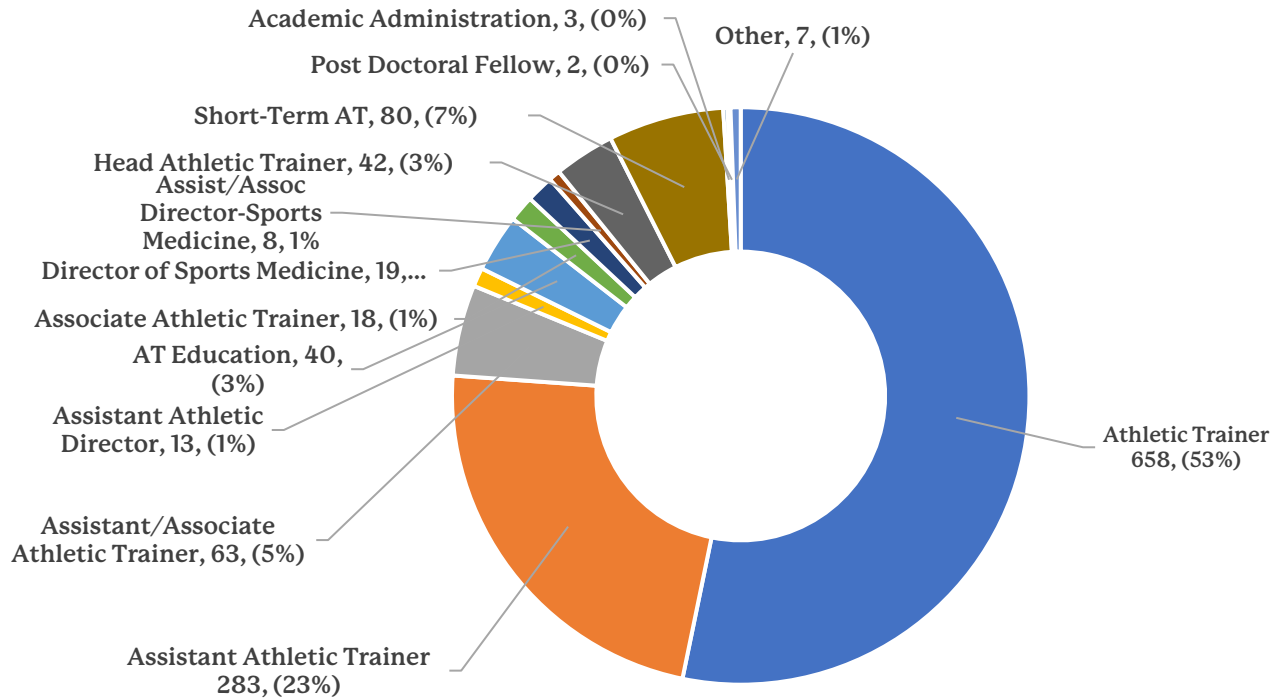
1. The academic setting has the highest salary
2. Secondary school ATs hired directly by the school have a higher salary than those employed via clinic outreach.
3. Clinic-based ATs, Industrial-based ATs and secondary school ATs, regardless of employment model, all have higher salaries than collegiate ATs.
4. Clinic-based ATs have an equivalent salary as secondary school ATs.
5. Industrial ATs are paid more than Military, Physician practice, and secondary school outreach positions.

September YTD Salaries by Setting



Positions and Salaries by Title

All Full-Time Positions by Title



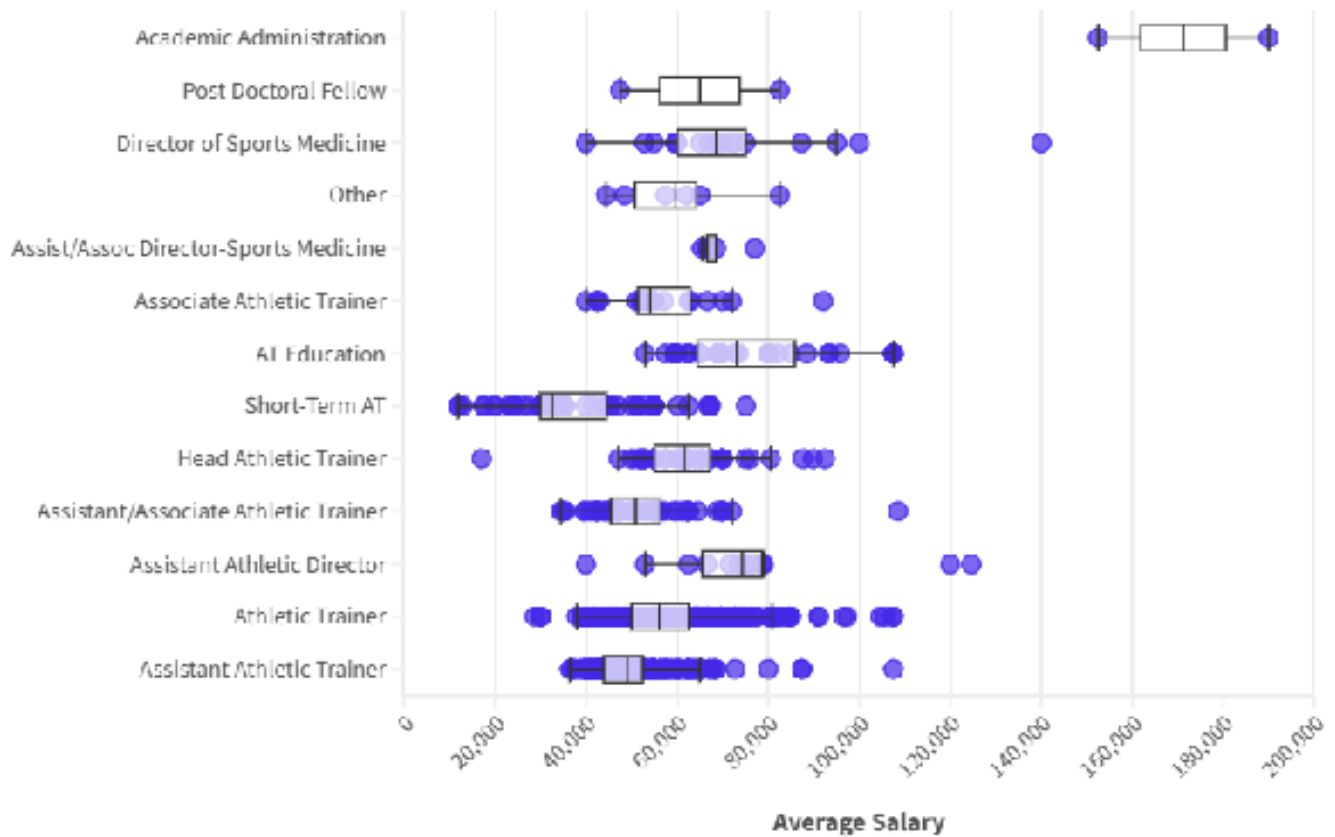
Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	658	609	\$57,255	\$56,160	\$10,427	\$78,700	\$56,426-\$58,083
Assistant Athletic Trainer	283	261	\$49,714	\$49,000	\$8,542	\$71,000	\$48,677-\$50,750
Assistant/Associate AT	63	55	\$52,684	\$51,000	\$11,866	\$73,980	\$49,548-\$55,820
Assistant Athletic Director	13	12	\$76,711	\$74,250	\$23,163	\$84,630	
AT Education	40	32	\$77,010	\$73,000	\$15,893	\$54,500	\$71,504-\$72,517
Associate Athletic Trainer	18	18	\$56,806	\$54,125	\$12,476	\$52,000	\$51,042-\$62,569
Director of Sports Medicine	19	17	\$73,424	\$68,500	\$21,995	\$99,992	\$62,968-\$83,880
Assist/Assoc Dir-Sports Med	8	5	\$68,804	\$66,560	\$4,217	\$11,600	
Head Athletic Trainer	42	37	\$62,236	\$61,500	\$13,197	\$75,400	\$57,984-\$66,488
Short-Term AT	80	75	\$36,320	\$32,640	\$13,471	\$63,050	\$33,271-\$39,369
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	1236	1131	\$55,349	\$54,500	\$14,411	\$178,000	\$54,509-\$56,189

* Number reporting salaries

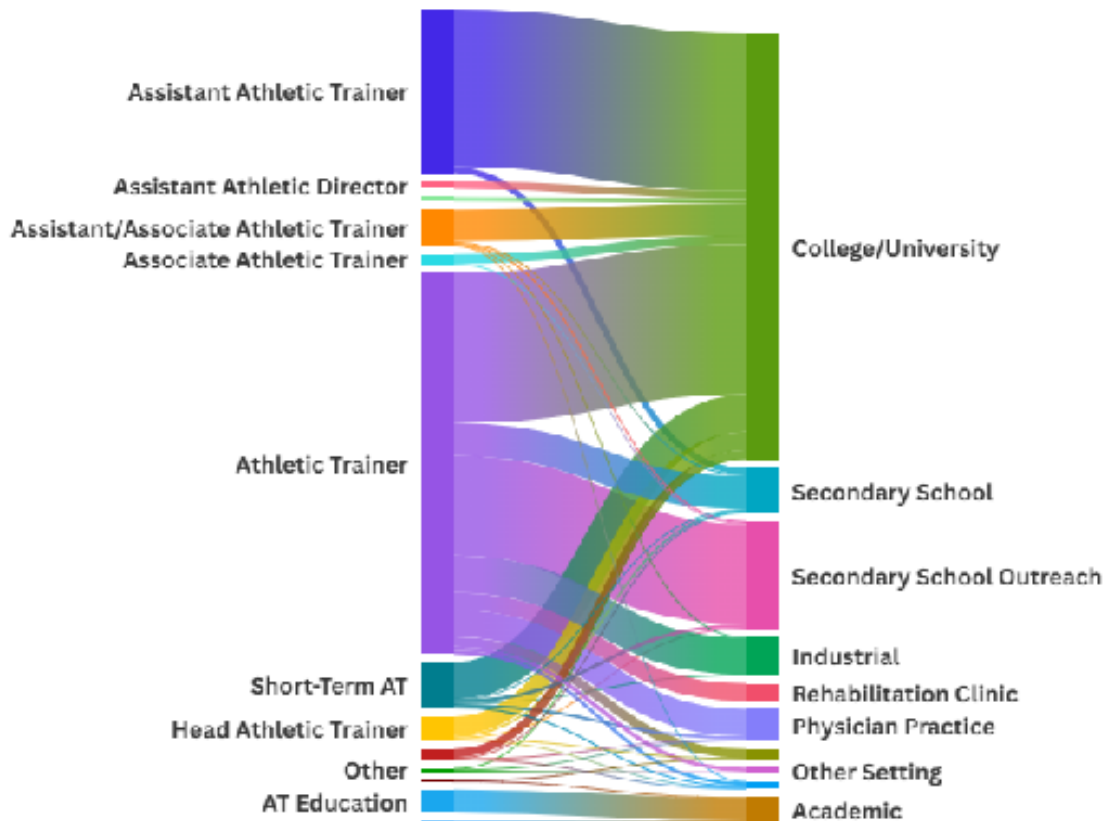
Key Findings:

1. The titles of Assistant AT or Assistant/Associate AT both have statistically lower salaries than positions with Athletic Trainer title.
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".
4. Athletic Trainer or Associate AT are statistically lower in salary when compared to Head AT positions.

September YTD Salaries by Title

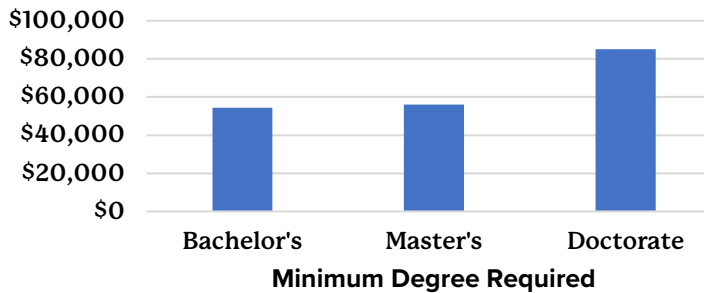


September YTD Flow from Job Title to Setting

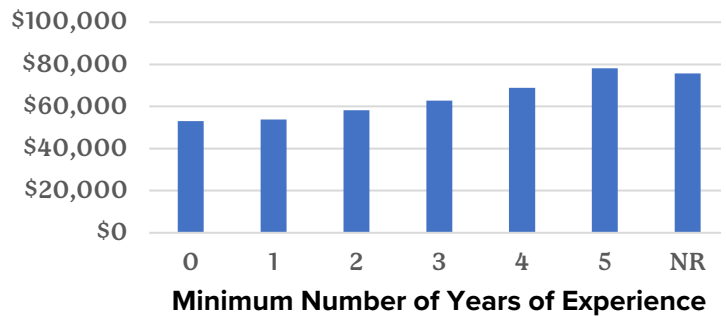


Minimum Experience and Degree

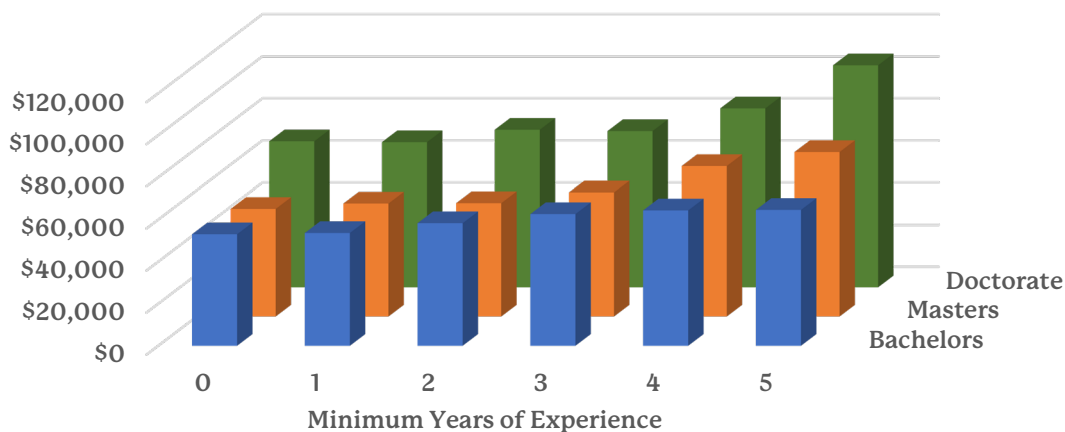
Average Salary by Minimum Degree



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	791	744	\$52,963	\$52,500	\$12,374	\$96,480	\$52,074-\$53,853
1	194	169	\$53,785	\$51,500	\$9,951	\$45,067	\$52,285-\$55,285
2	117	102	\$58,220	\$56,209	\$13,368	\$72,500	\$55,626-\$60,814
3	63	56	\$62,775	\$60,000	\$12,319	\$65,500	\$59,548-\$66,001
4	9	8	\$68,757	\$70,750	\$13,537	\$37,365	
5	49	42	\$78,045	\$70,000	\$27,839	\$161,200	\$69,626,86,465
Not Reported	10	8	\$75,704	\$62,500	\$21,691	\$57,500	
Total	1236	1131	\$55,349	\$54,500	\$14,411	\$178,000	\$54,509-\$56,189

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	1000	916	\$54,337	\$54,000	\$12,590	\$112,630	\$53,522-\$55,152
Masters	197	185	\$55,964	\$53,000	\$14,711	\$107,500	\$53,844-\$58,083
Doctorate	27	23	\$85,155	\$73,500	\$32,399	\$142,500	\$71,914-\$98,396
Total	1236	1131	\$55,349	\$54,500	\$14,411	\$178,000	\$54,509-\$56,189

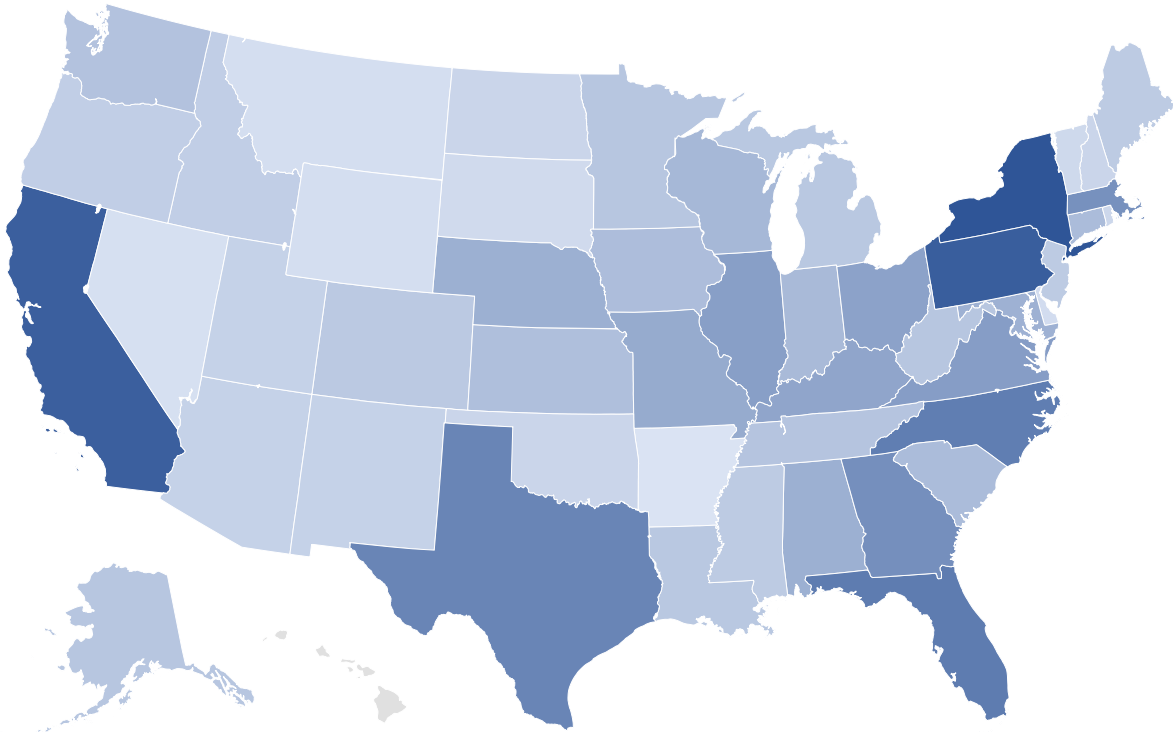
* Number reporting salaries - High School Diploma excluded from analysis

Key Finding

Doctoral degrees have a significantly higher salary than other degrees.

Geographic Distribution of Jobs

Full-Time Job Distribution by State



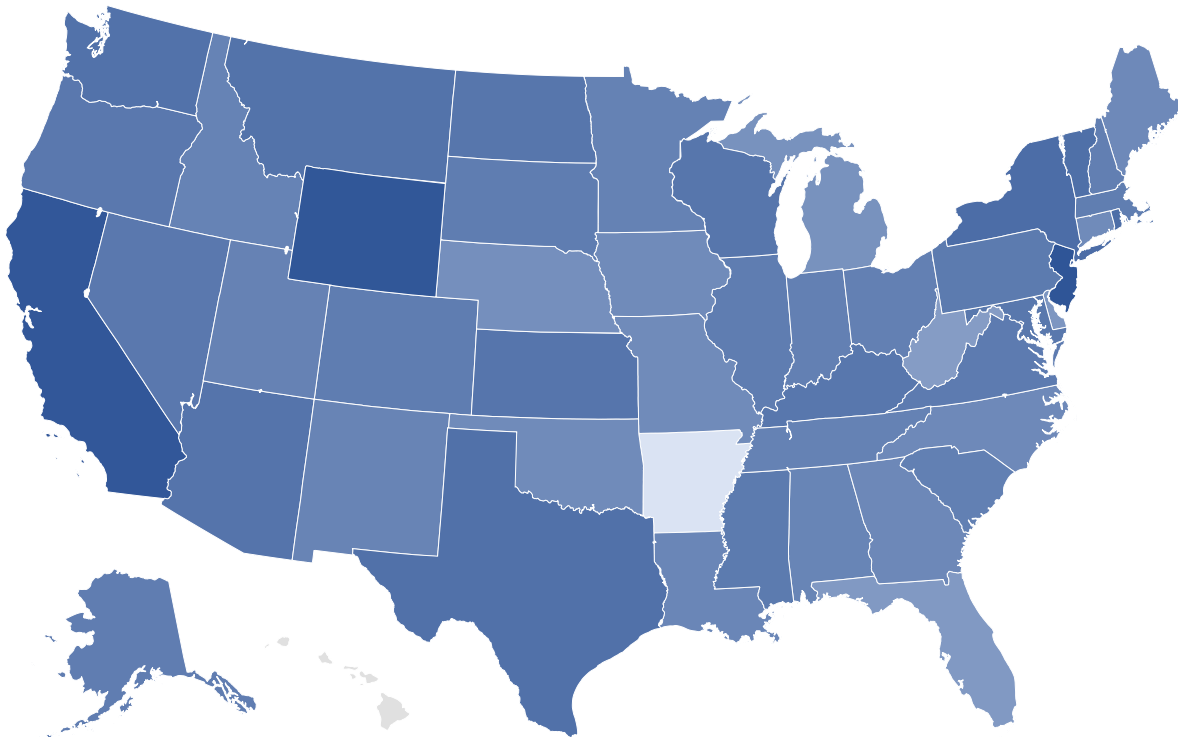
Number

83

0

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Average Posted Full-Time Salary by State



Avg Salary

\$70,434

\$0

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Full-Time Job Distribution by NATA District

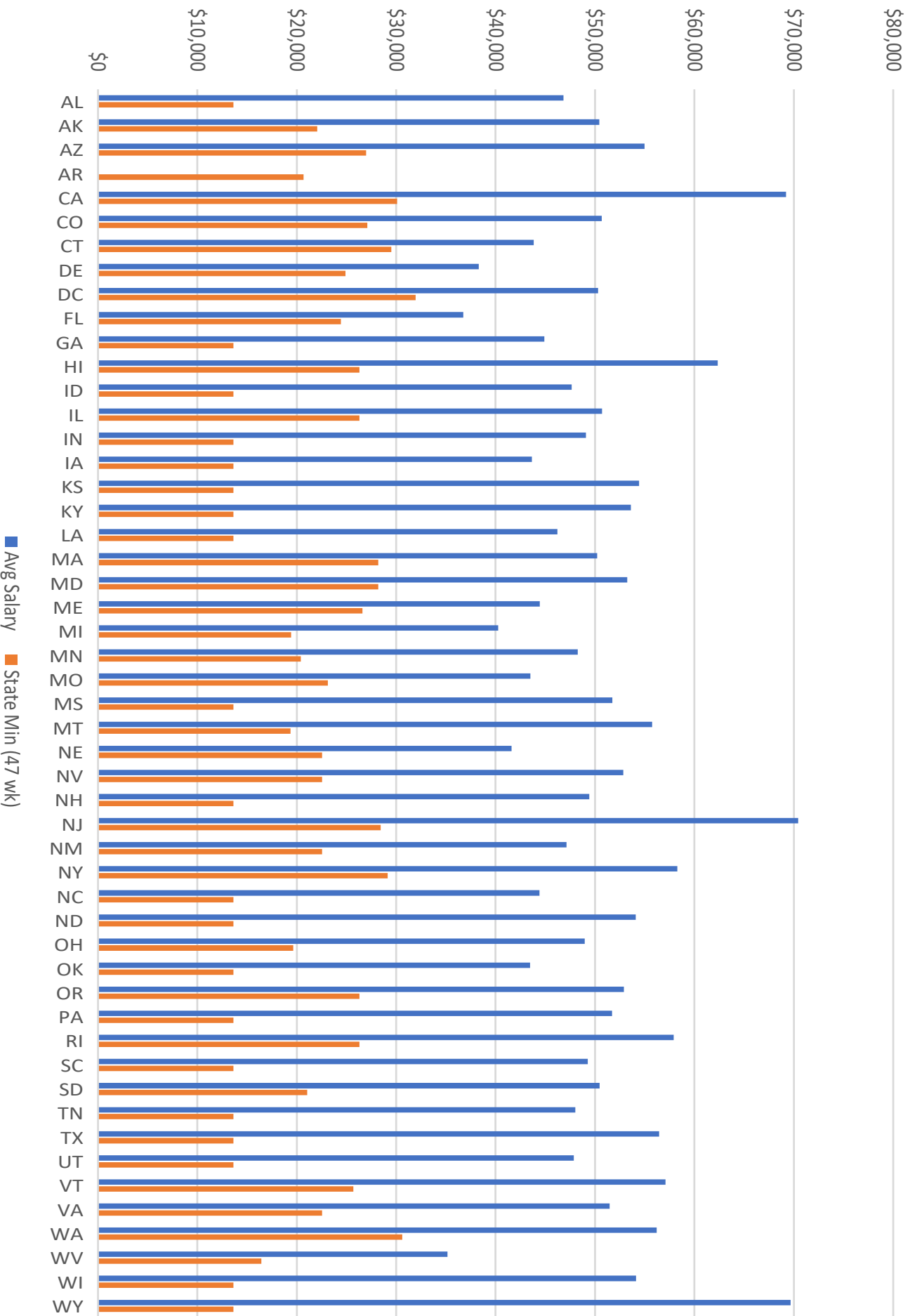
NATA District (Ranked)	Count	n*	Mean	Median	StDev	Range	95% CI
District 8	82	82	\$68,574	\$68,750	\$18,194	\$83,500	\$64,637-\$72,512
District 2	183	173	\$58,953	\$57,377	\$12,933	\$89,630	\$57,026-\$60,880
District 6	63	59	\$57,874	\$52,666	\$22,330	\$178,000	\$52,176-\$63,571
District 1	102	88	\$56,779	\$56,570	\$11,415	\$74,486	\$54,394-\$59,164
District 10	54	54	\$53,927	\$54,720	\$16,047	\$90,400	\$49,647-\$58,207
District 3	179	159	\$53,400	\$50,179	\$15,054	\$125,000	\$51,060-\$55,749
District 9	230	198	\$52,926	\$52,500	\$11,263	\$94,500	\$51,357-\$54,495
District 11	80	78	\$52,232	\$50,205	\$10,213	\$55,000	\$49,965-\$54,498
District 4	80	73	\$52,167	\$50,000	\$11,407	\$64,250	\$49,550-\$54,784
District 7	47	46	\$51,491	\$50,602	\$14,153	\$64,367	\$47,401-\$55,581
District 5	130	117	\$51,482	\$51,000	\$10,157	\$70,008	\$49,642-\$54,784
Total	1236	1131	\$55,349	\$54,500	\$14,411	\$178,000	\$54,509-\$56,189

* Number reporting salaries

Key Findings:

1. The highest salaries are currently found in District 8.
2. Districts 2 and 6 represent the second tier of highest salaries.
3. The third - and largest - tier is comprised of Districts 1, 10, 3, 9, 11, 4, 7, and 5. 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.

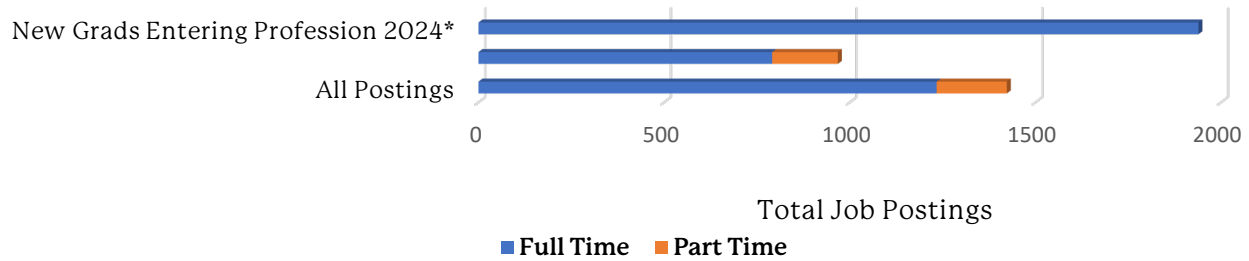
Posted AT Salaries vs State Minimum Wage



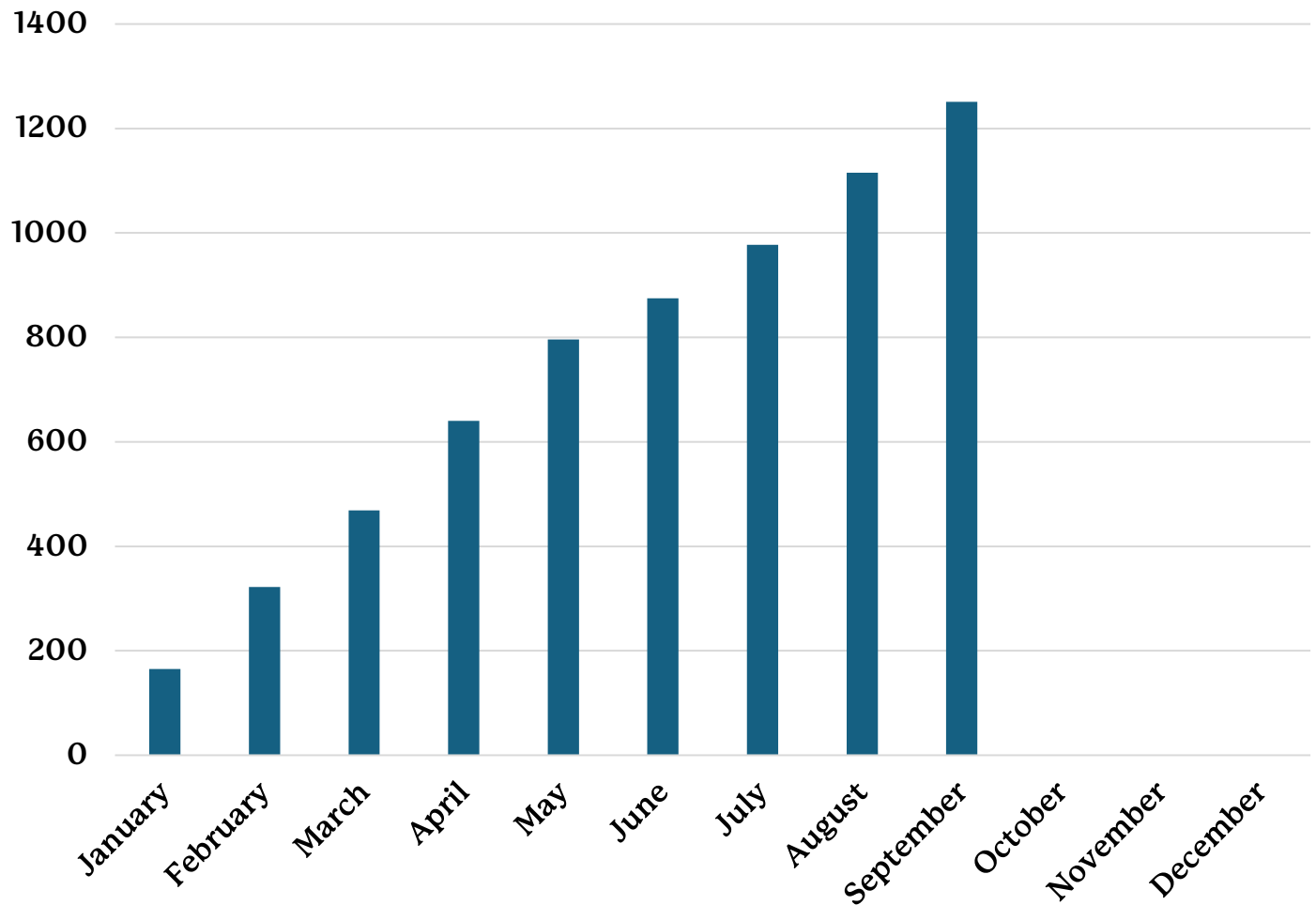
Trends

Postings to Date

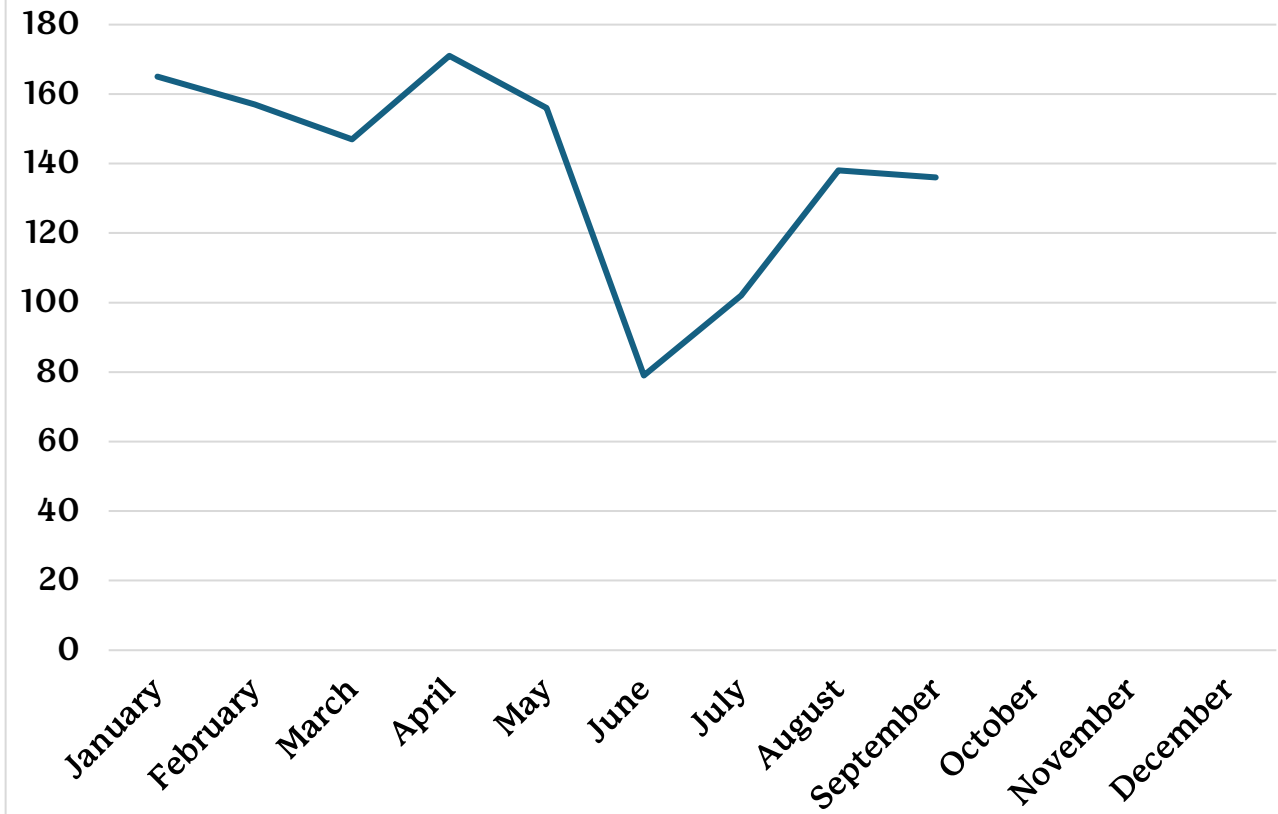
Proportion of Job Postings Relative to New ATs Projected to Enter the Profession in 2024



Cumulative FT Job Postings by Month

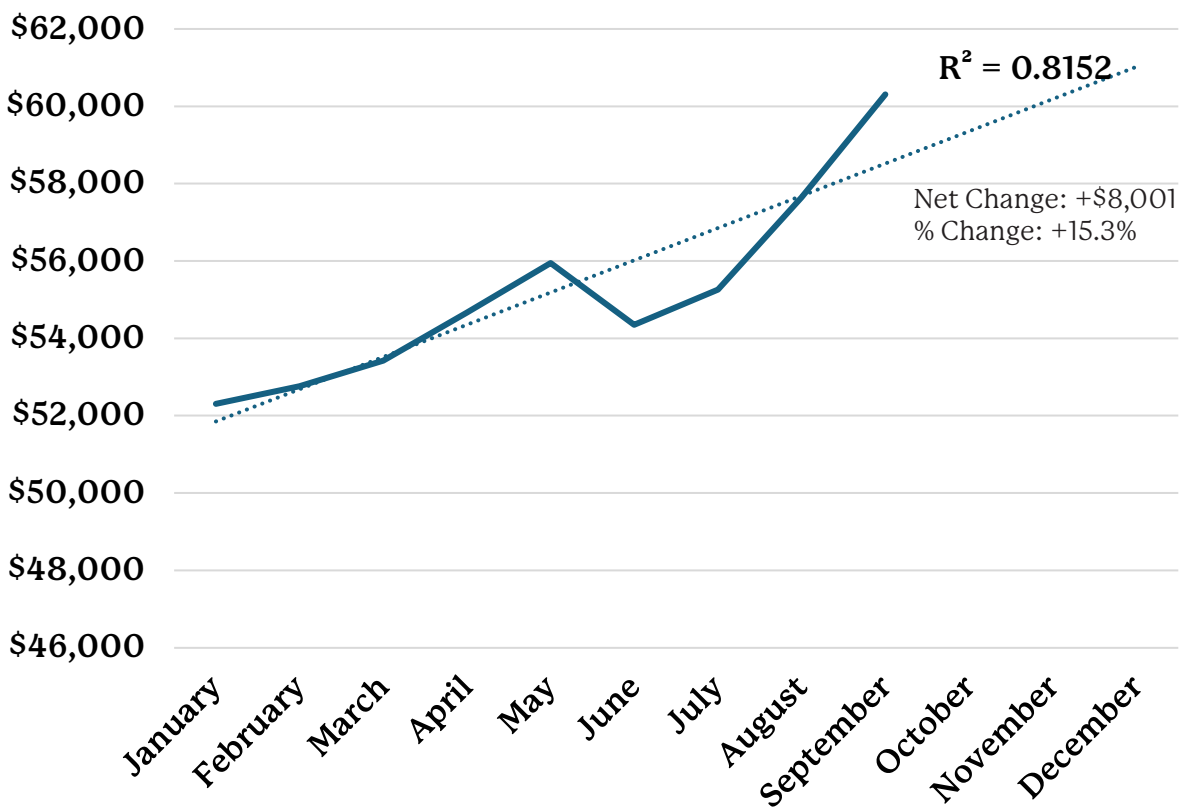


Full-Time Job Postings by Month

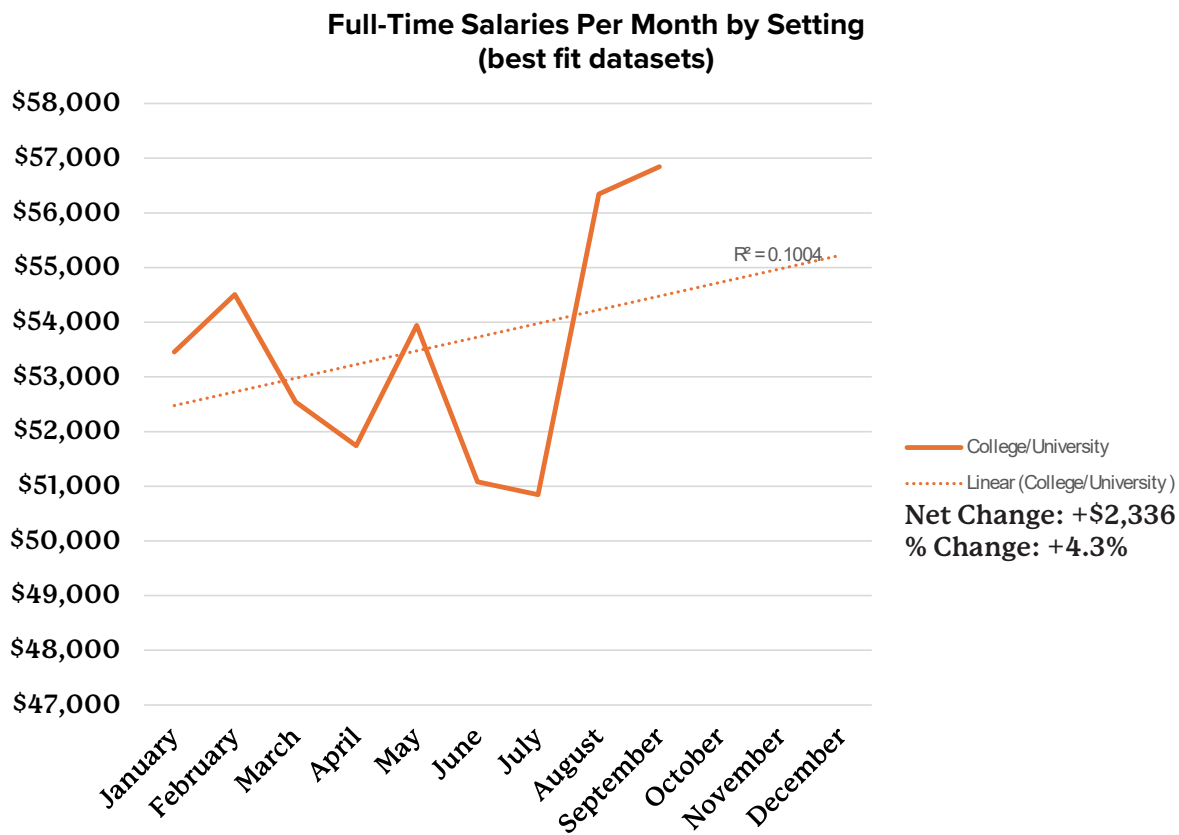


Salaries Over Time

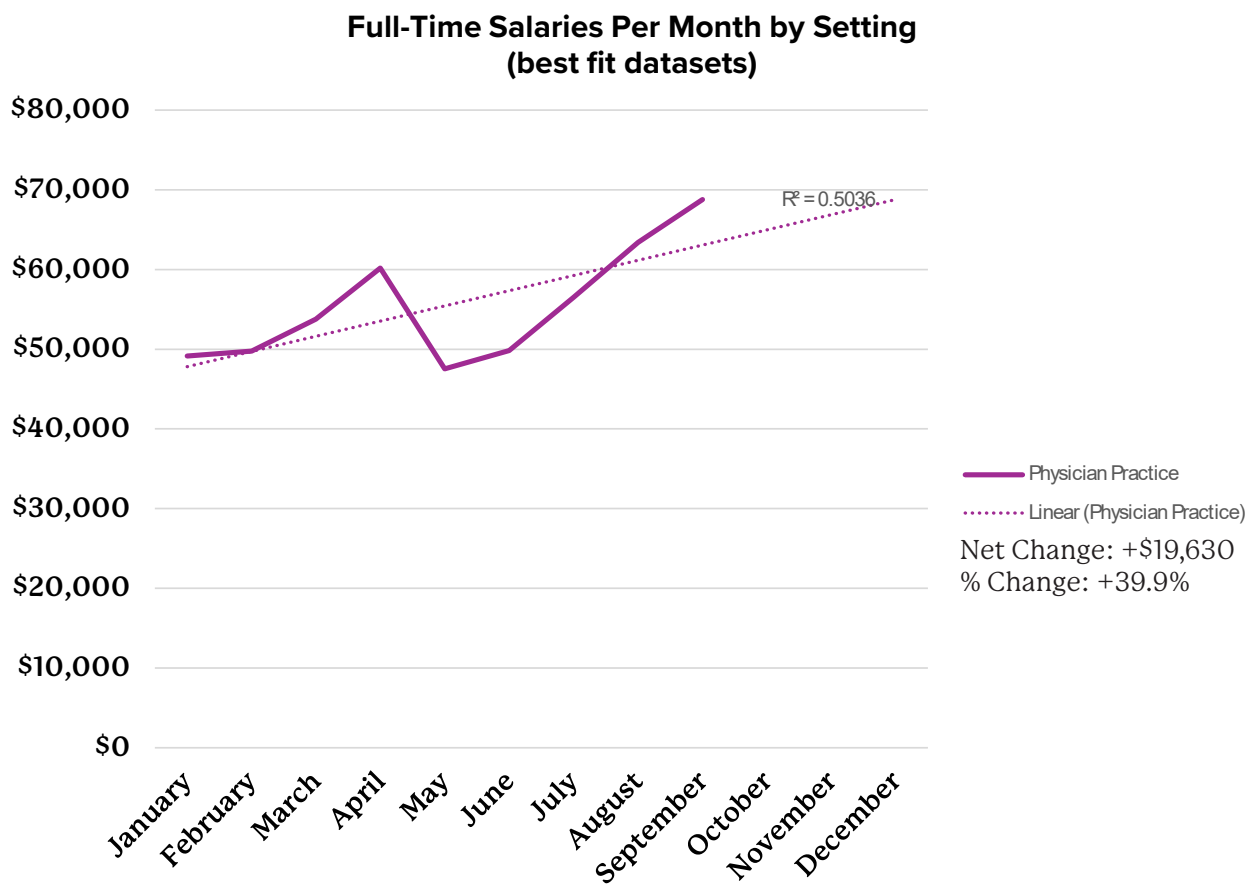
Average Full-Time Salary Per Month (All Positions)



Monthly Salary Change: College/University

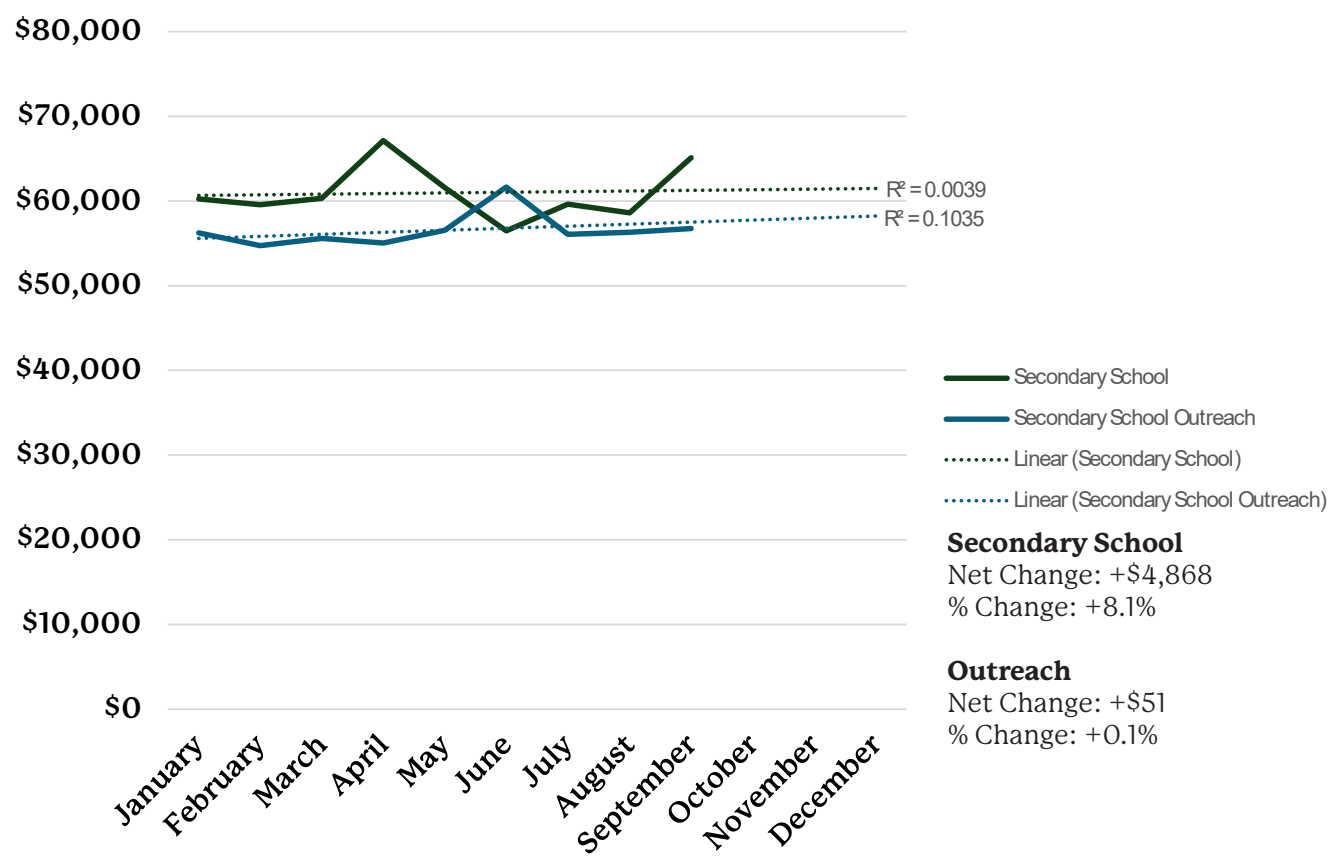


Monthly Salary Change: Physician Practice



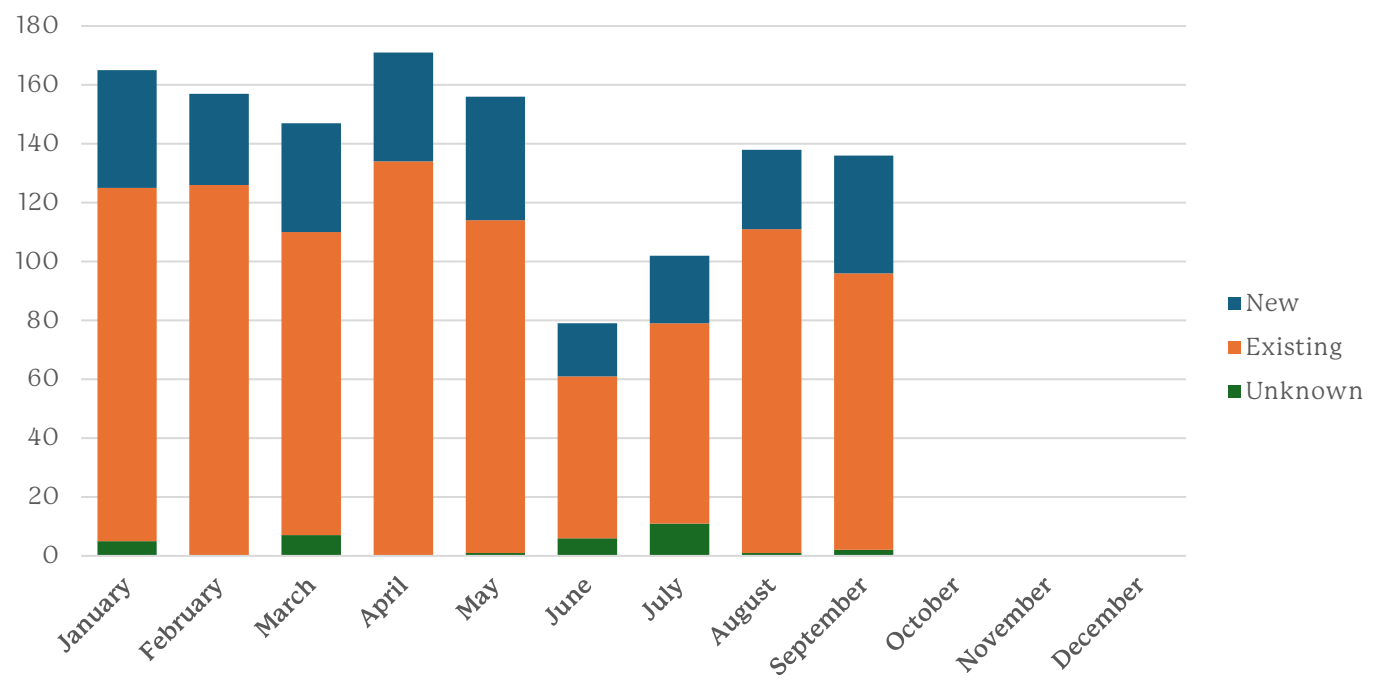
Monthly Salary Change: Secondary Schools

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.

