

January - April 2024 Athletic Training Job 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.

April:

1. A total of 179 jobs were posted in April, with 171 of them being listed as full-time. The number of part-time positions greatly decreased in April as compared with March.
2. Existing positions continue to make up a majority (78%) of the posted positions. 68% of the full-time positions posted in April for the college/university setting.

Longitudinal:

1. As of the end of April, 626 jobs have been advertised on the NATA Career Center since January 1, 2024. Of these, 75% were existing positions and 92% were for full-time positions.
2. Of the new positions posted, a majority were listed for the college/university setting (59%) followed by the secondary school setting (8%).
3. Of the new positions posted, a majority were listed for the college/university setting (59%) followed by the secondary school setting (8%).
The academic setting has a statistically higher salary than other settings (n>14). The secondary school setting has a higher salary than the college/university setting.
4. Full-time secondary school positions have higher salaries than secondary school outreach positions.
5. Excluding postings for a short-term AT, postings advertising for an “Assistant Athletic Trainer” report lower average salaries than all other position title categories.
6. Jobs requiring 5 years of experience are statistically higher than all other required experience categories. Jobs requiring 1 year of experience carry a statistically higher salary than entry-level positions, and jobs that require 3 years of experience have a statistically higher salary than jobs requiring 0 or 1 year of experience.
7. Job postings requiring a minimum of a doctorate degree have statistically significant higher salaries than postings with masters or bachelor degree requirements. Likewise, job postings requiring a minimum of a masters degree have statistically significant higher salaries than postings with a bachelor degree requirement.

The analysis will expand as we obtain more datapoints are obtained (e.g., months).

Starting with this report, data will be presented by month and year to date.

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.

April Job Postings (n = 179)

Overview

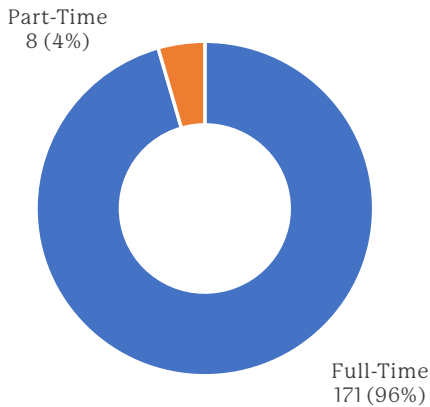
Postings in April: 179 (+7, 2.9% increase from March)

Full-time postings: 171 (+24, 16.3% increase from March)

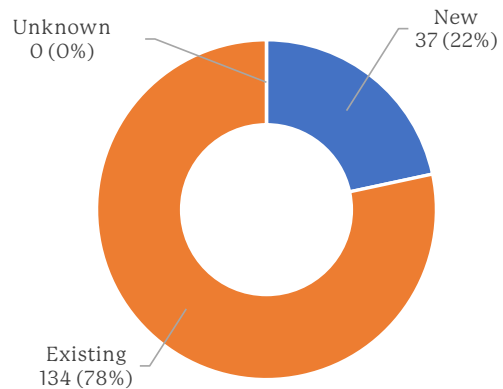
Part-Time Postings: 8 (-19, 70.4% decrease from March)

Posting Classifications

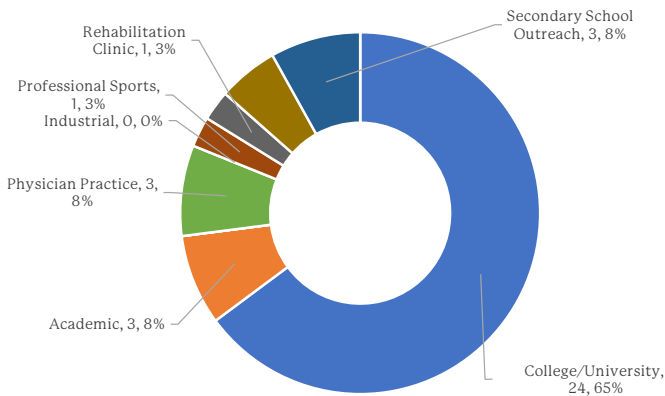
Full-Time vs. Part-Time



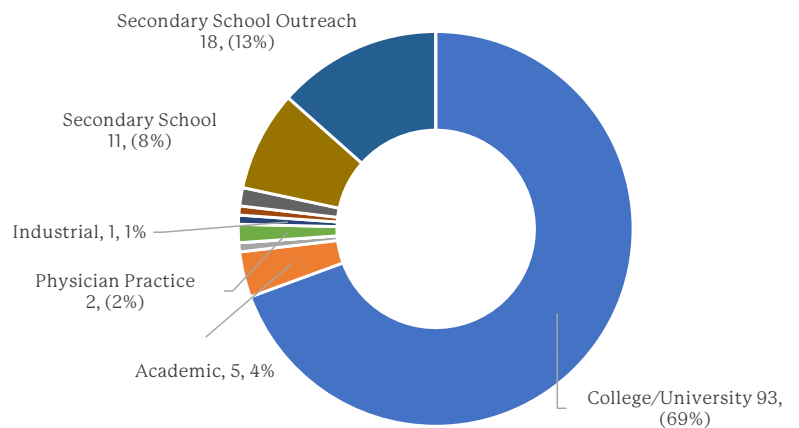
New vs. Existing Full-Time Job Postings



Distribution of New Postions by Setting

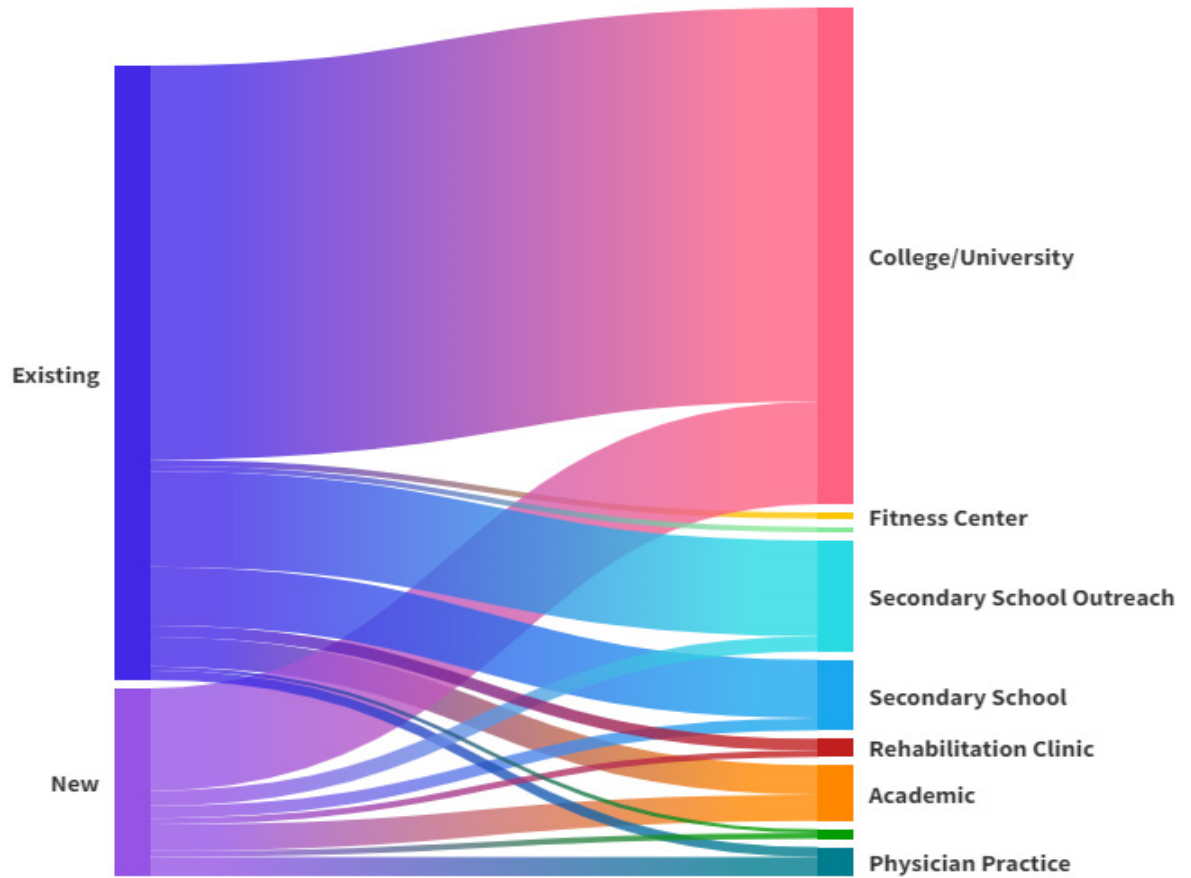


Distribution of Existing Positions by Setting

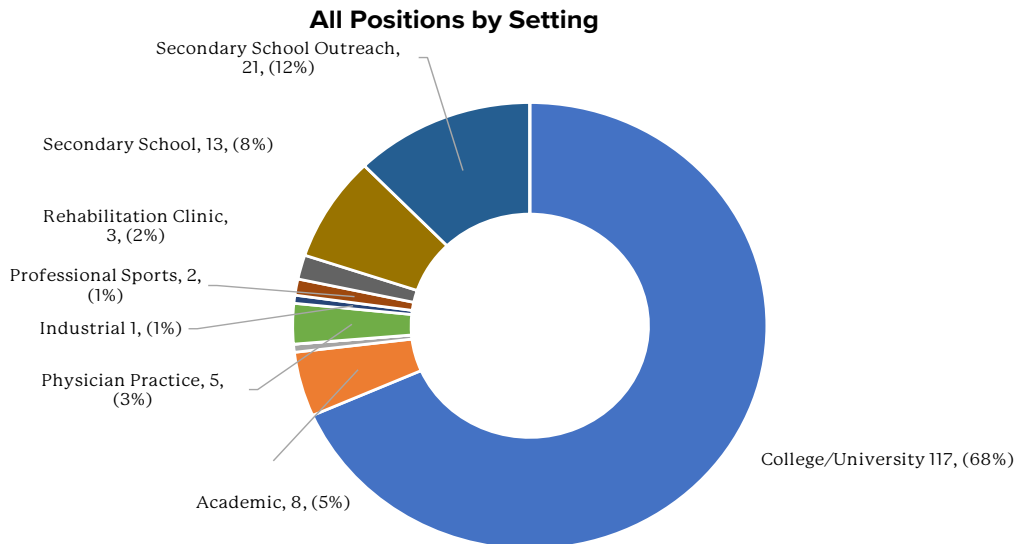


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	37	34	\$57,612	\$54,130	\$17,006	\$70,067	\$51,895-\$63,328
Existing Position	134	119	\$53,826	\$50,000	\$14,170	\$120,000	\$51,280-\$56,372
Unknown	0						
All Jobs	171	153	\$54,667	\$51,500	\$14,930	\$120,000	\$52,302-\$57,033

* Number reporting salaries



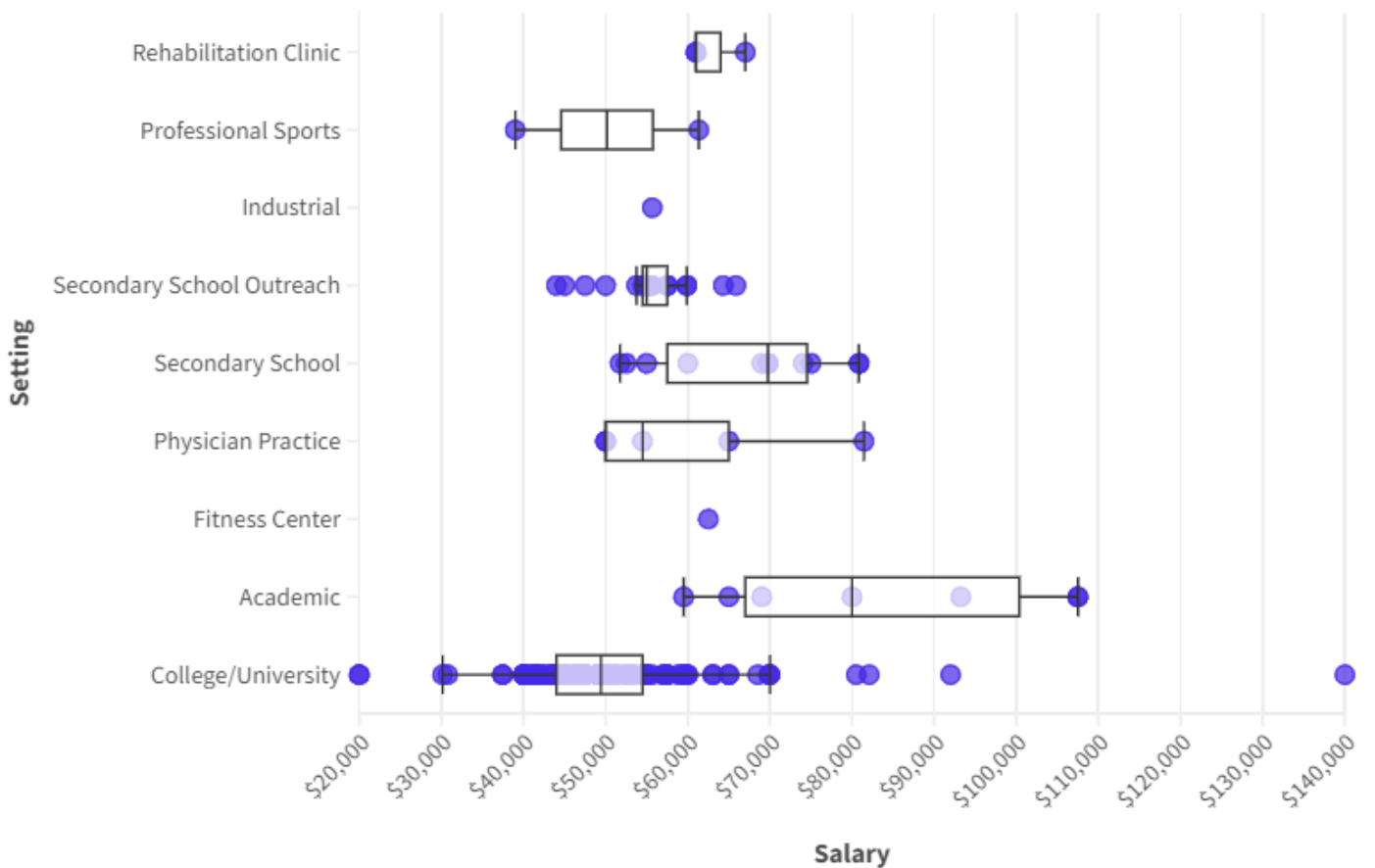
Positions and Salaries by Setting



Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University	117	102	\$50,779	\$49,434	\$13,871	\$120,000	\$48,087-\$53,471
Academic	8	7	\$83,107	\$80,000	\$18,465	\$48,000	
Fitness Center	1	1	\$62,500				
Hospital	0						
Military	0						
Physician Practice	5	5	\$60,191	\$54,500	\$11,961	\$31,453	
Industrial	1	1	\$55,680				
Professional Sports	2	2	\$50,172	\$50,172	\$11,172	\$22,344	
Rehabilitation Clinic	3	3	\$63,000	\$61,000	\$2,828	\$6,000	
Secondary School	13	11	\$67,142	\$69,776	\$10,236	\$29,101	
Secondary School Outreach	21	21	\$55,042	\$55,000	\$5,209	\$21,863	\$52,815-\$57,270
Sales	0						
All Jobs	171	153	\$54,667	\$51,500	\$14,930	\$120,000	\$52,302-\$57,033

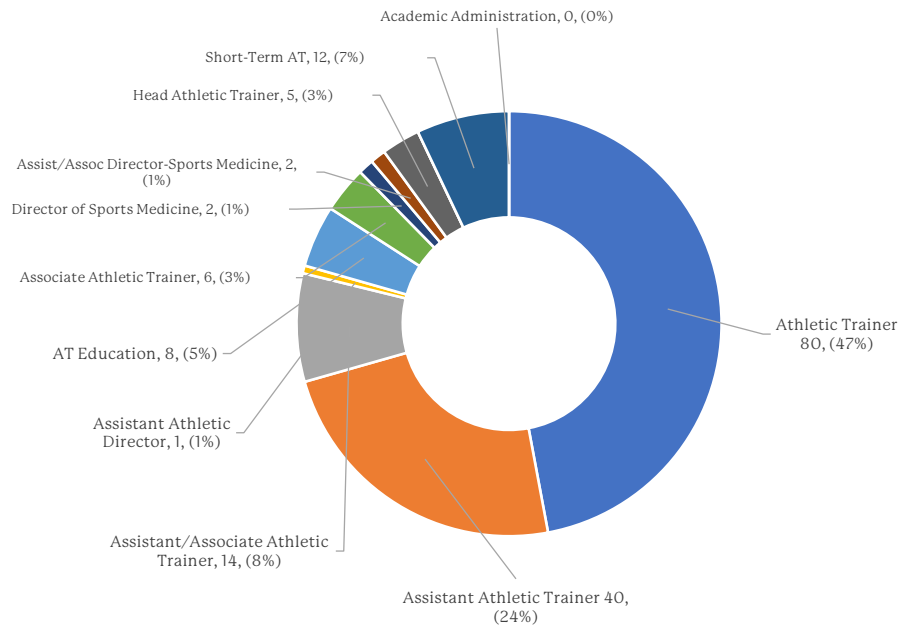
* Number reporting salaries

April Full-Time Job Postings Salary Range



Positions and Salaries by Title

Positions by Title

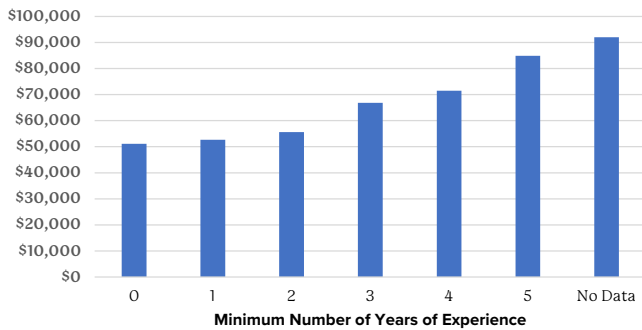


Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	80	74	\$55,345	\$54,750	\$10,404	\$51,938	\$52,975-\$57,715
Assistant Athletic Trainer	40	36	\$47,081	\$47,907	\$5,859	\$27,567	\$45,168-\$48,995
Assistant/Associate AT	14	11	\$52,558	\$51,000	\$7,409	\$26,357	
Assistant Athletic Director	1	1	\$40,000				
AT Education	8	7	\$83,107	\$80,000	\$18,465	\$48,000	
Associate Athletic Trainer	6	6	\$60,000	\$57,750	\$17,774	\$52,000	
Director of Sports Medicine	2	2	\$97,500	\$97,500	\$42,500		
Assist/Assoc Director-Sports Medicine	2	1	\$68,500				
Head Athletic Trainer	5	4	\$65,130	\$63,750	\$10,935	\$28,020	
Assistant AT/S&C Coach	0						
Short-Term AT	12	10	\$42,475	\$45,000	\$13,380	\$35,000	
Academic Administration	0						
Post Doctoral Fellow	0						
Other	1	1	\$65,000				
All Jobs	171	153	\$54,667	\$51,500	\$14,930	\$120,000	\$52,302-\$57,033

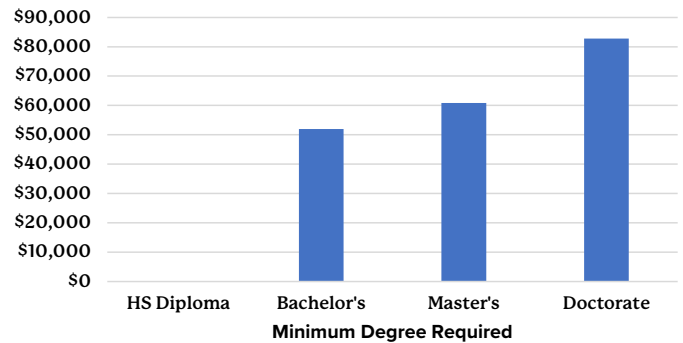
* Number reporting salaries

Minimum Experience and Degree

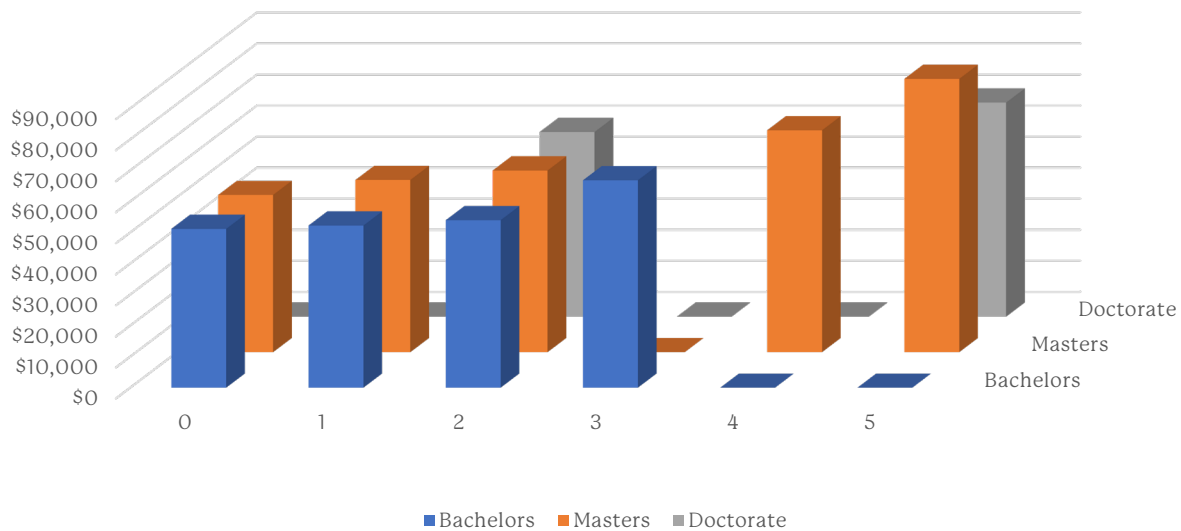
Average Salary by Minimum Number of Years of Experience



Average Salary by Minimum Degree



Average Salaries by Minimum Years of Experience & Degree



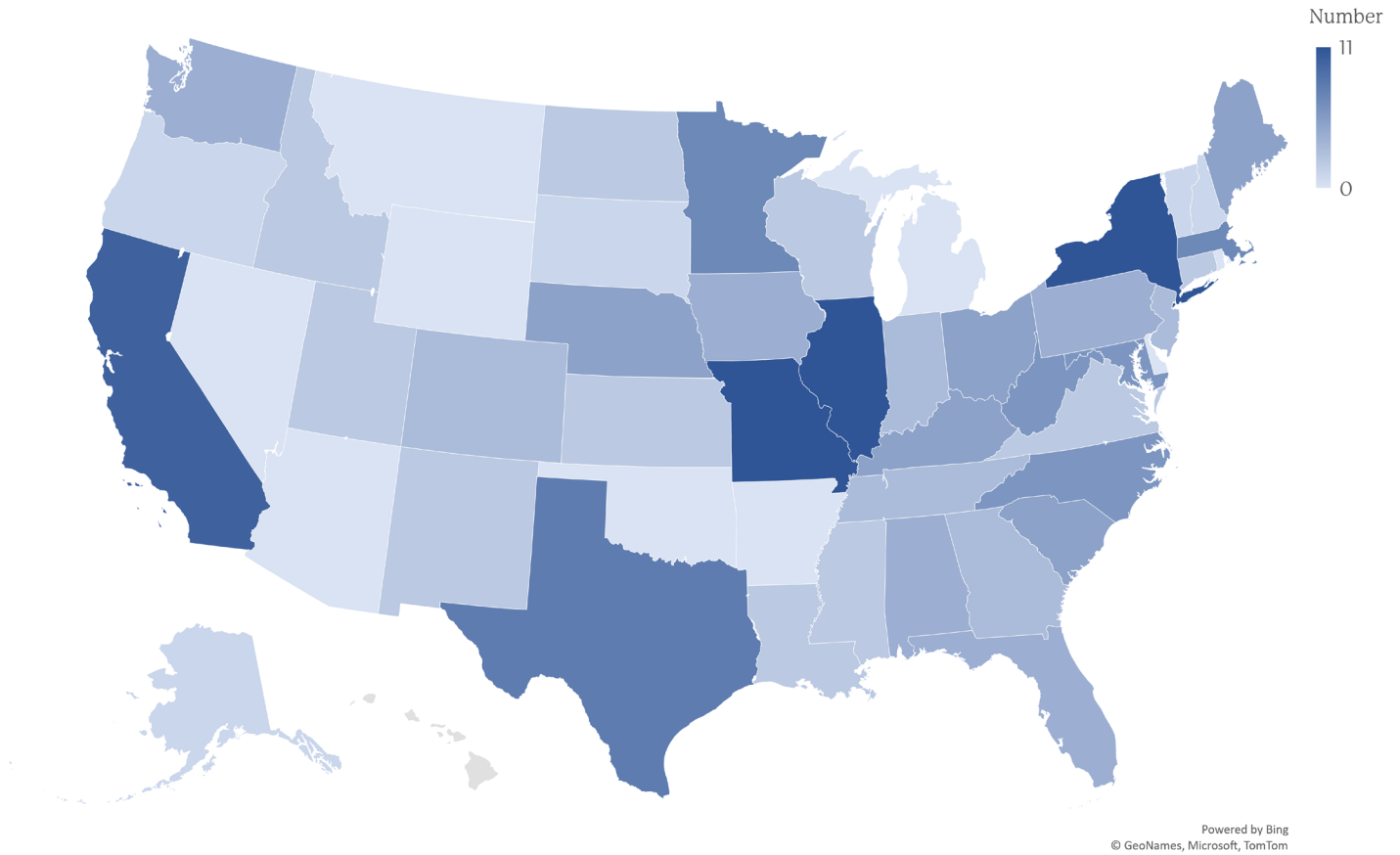
Minimum Years Exp	Count	n*	Mean	Median	StDev	Range	95% CI
0	106	98	\$51,117	\$50,000	\$10,286	\$62,092	\$49,080-\$53,154
1	38	31	\$52,681	\$49,000	\$10,947	\$43,418	\$48,828-\$56,535
2	9	9	\$55,614	\$57,099	\$7,702	\$28,628	
3	4	3	\$66,840	\$65,000	\$10,499	\$25,520	
4	2	2	\$71,500	\$71,500	\$8,500	\$17,000	
5	6	6	\$84,893	\$69,929	\$26,002	\$71,500	
Not Reported	6	4	\$92,033	\$100,375	\$19,452	\$47,617	
Total	171	153	\$54,667	\$51,500	\$14,930	\$120,000	\$52,302-\$57,033

Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	134	121	\$51,952	\$50,000	\$11,056	\$62,092	\$49,982-\$53,922
Masters	30	26	\$60,818	\$57,050	\$19,723	\$99,000	\$53,236-\$68,399
Doctorate	7	6	\$82,772	\$81,125	\$20,768	\$48,000	
Total	171	153	\$54,667	\$51,500	\$14,930	\$120,000	\$52,302-\$57,033

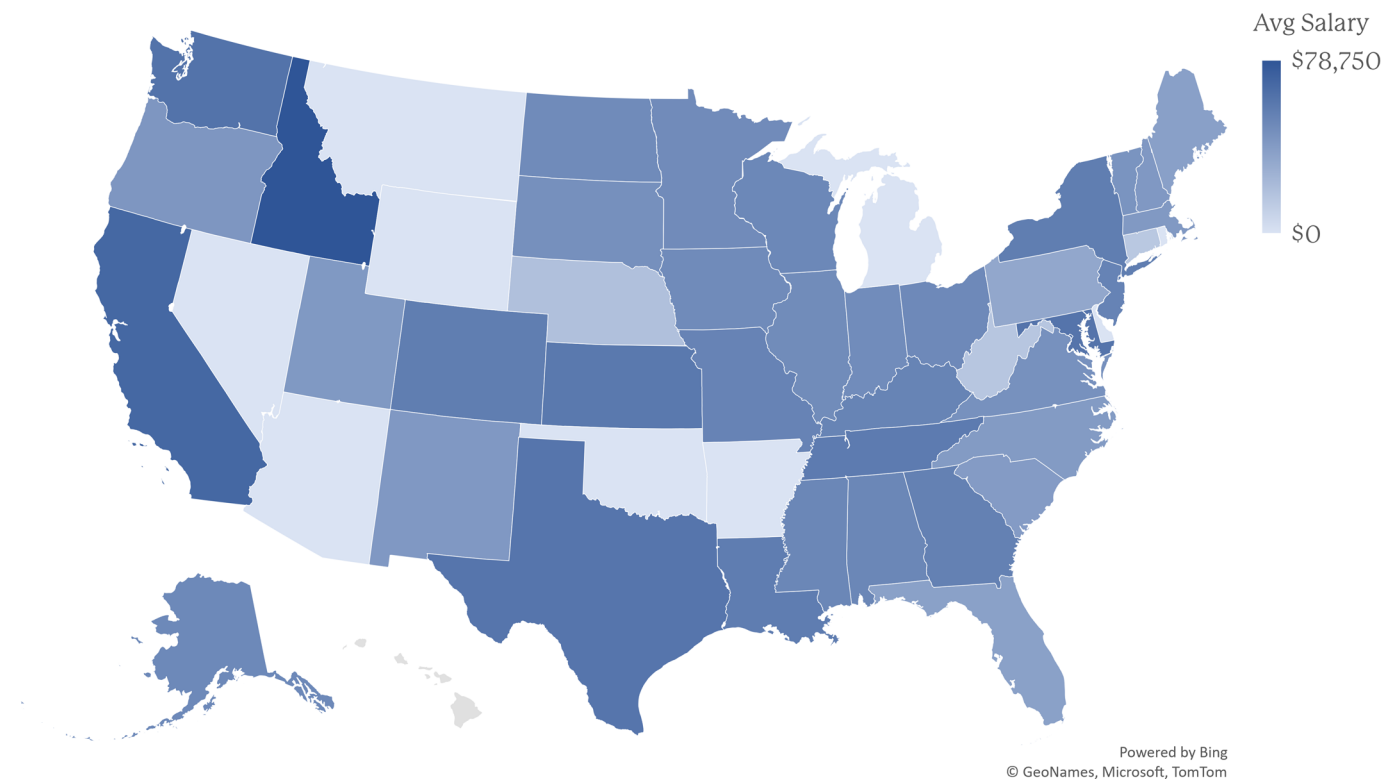
* Number reporting salaries - High School Diploma excluded from analysis

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary By State



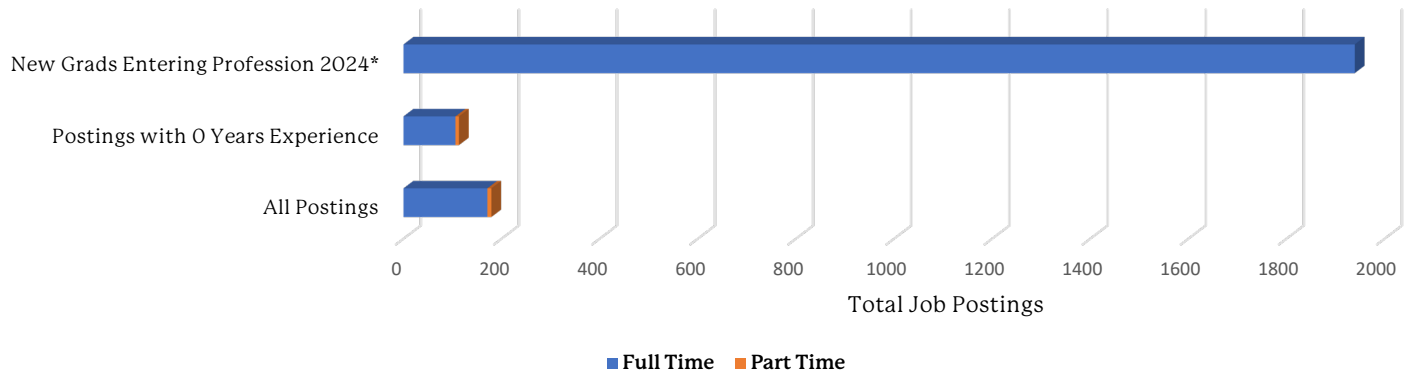
Full-Time Job Distribution by NATA District

NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	16	12	\$48,928	\$47,500	\$8,363	\$29,846	
District 2	18	17	\$53,525	\$49,546	\$11,310	\$40,000	\$48,149-\$58,901
District 3	27	20	\$56,226	\$51,625	\$20,351	\$99,000	\$47,307-\$65,145
District 4	8	8	\$49,344	\$50,000	\$11,473	\$38,250	
District 5	25	22	\$51,729	\$50,500	\$6,826	\$28,500	\$48,877-\$54,582
District 6	7	7	\$56,879	\$50,000	\$15,245	\$48,250	
District 7	7	7	\$47,722	\$41,500	\$10,231	\$26,000	
District 8	10	9	\$76,040	\$80,520	\$9,497	\$32,270	
District 9	26	24	\$57,114	\$55,250	\$13,927	\$70,067	\$51,542-\$62,685
District 10	7	7	\$64,070	\$55,680	\$20,917	\$65,000	
District 11	20	20	\$48,698	\$50,000	\$12,249	\$49,857	\$43,330-\$54,066
Total	171	153	\$54,667	\$51,500	\$14,930	\$120,000	\$52,302-\$57,033

* Number reporting salaries

Supply of New ATs - Total Job Market

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

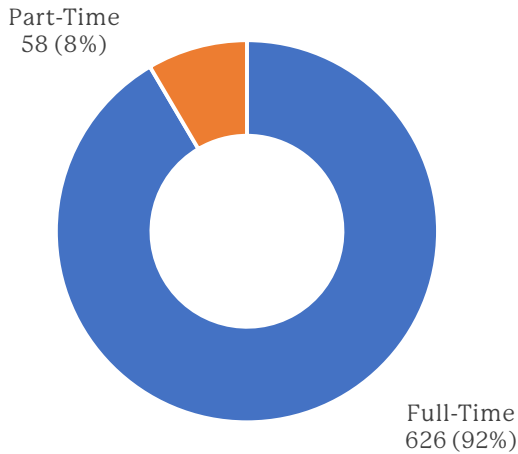


* Estimate from athletictrainingdata.com

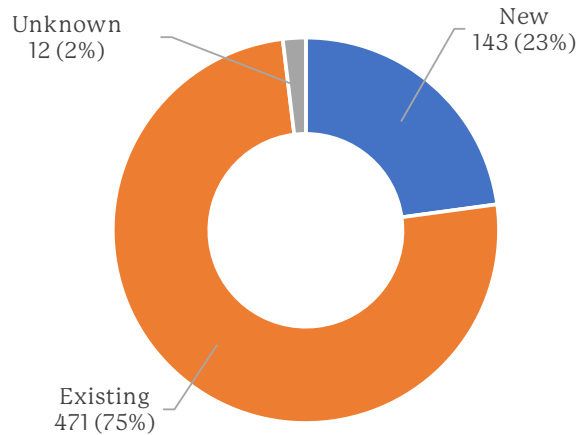
Job Postings to Date (n = 626)

Posting Classifications

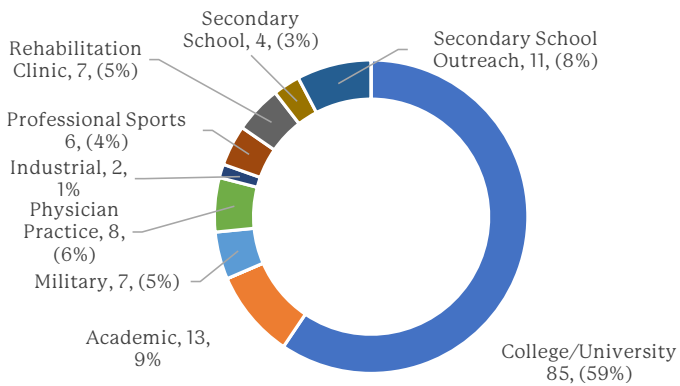
Full-Time vs. Part-Time



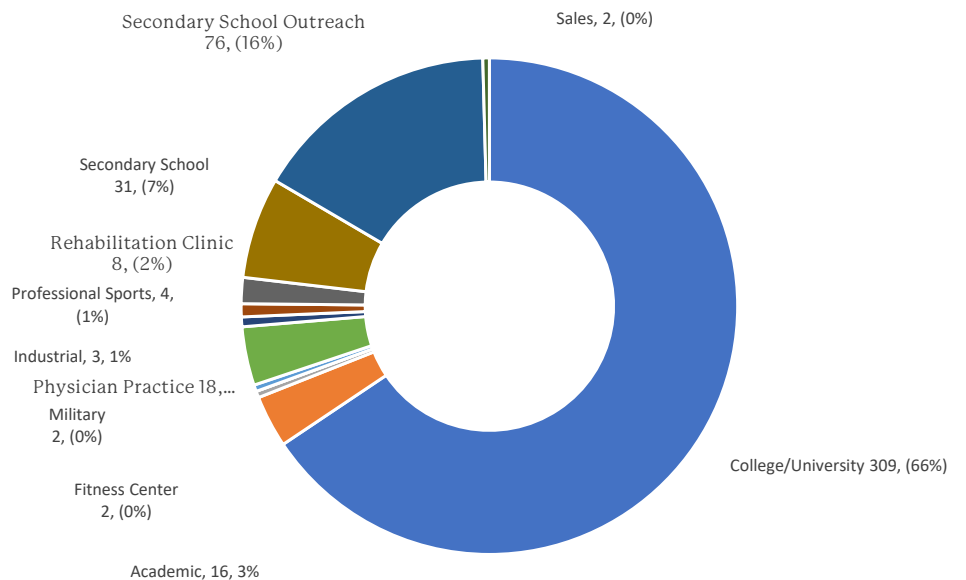
New vs. Existing Full-Time Job Postings



Distribution of New Positions



Distribution of Existing Positions

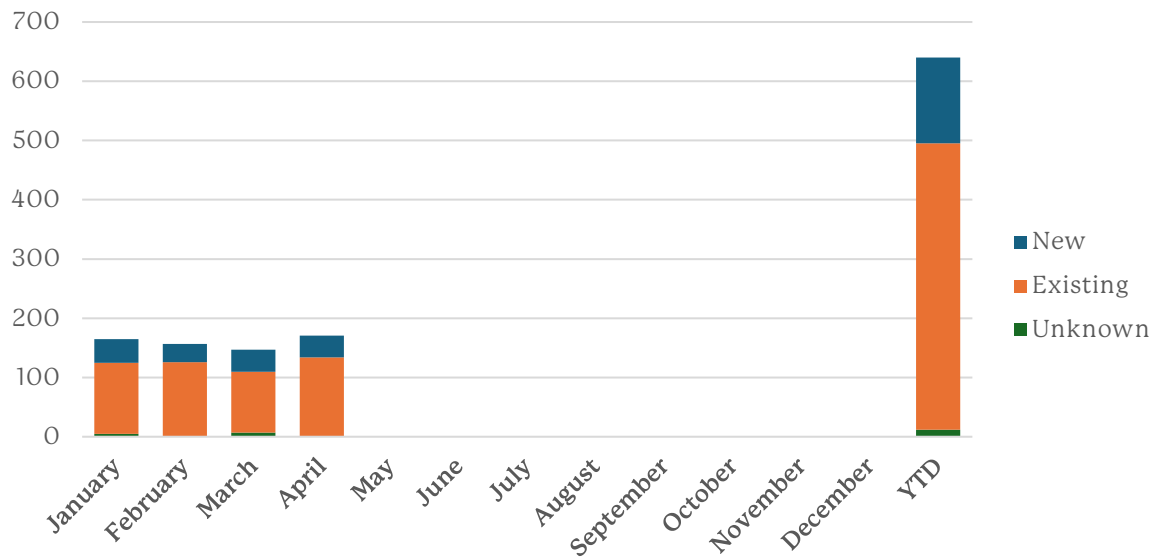


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	143	130	\$58,653	\$54,375	\$19,716	\$162,500	\$55,264-\$62,043
Existing Position	471	430	\$52,014	\$50,000	\$15,189	\$140,500	\$50,578-\$53,449
Unknown	12	9	\$55,967	\$57,600	\$7,263	\$20,500	
All Jobs	626	569	\$53,198	\$51,500	\$17,006	\$178,000	\$51,564-\$54,832

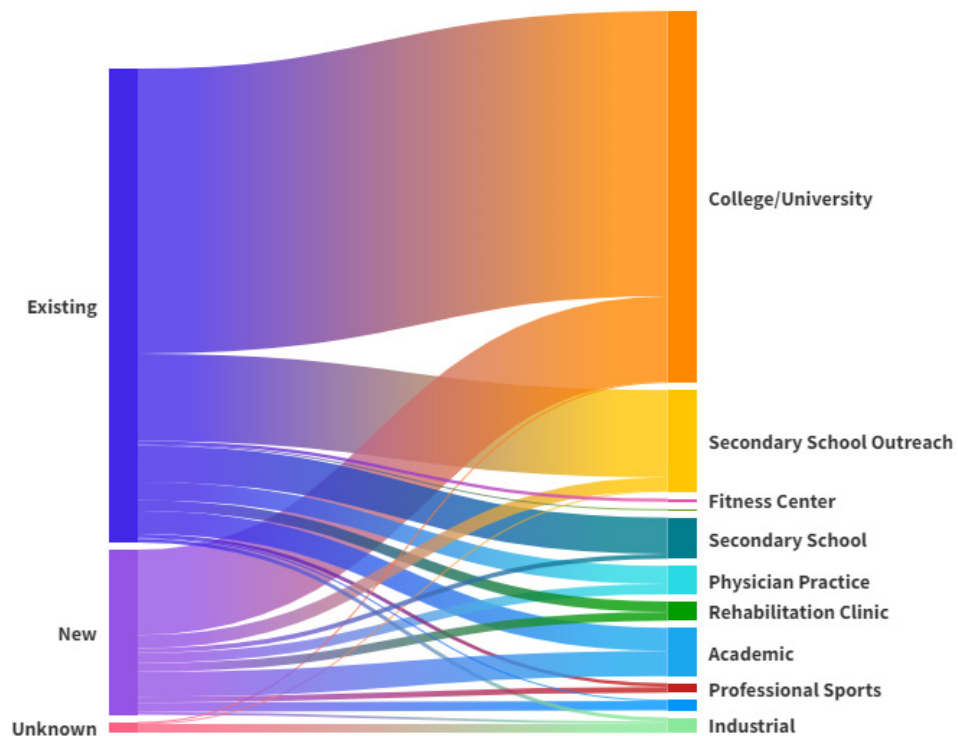
* Number reporting salaries

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

New and Existing Positions Posted Per Month

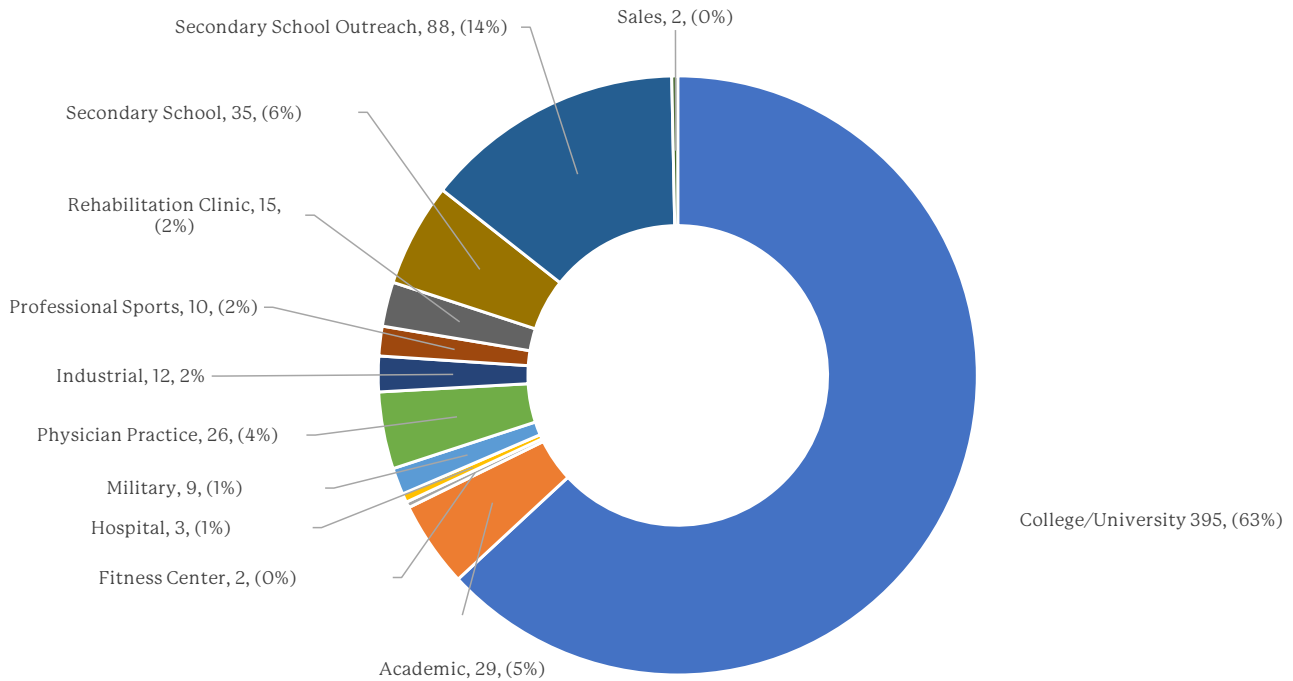


April YTD Flow of New and Existing Positions to Setting



Positions and Salaries by Setting

All Full-Time Positions by Setting



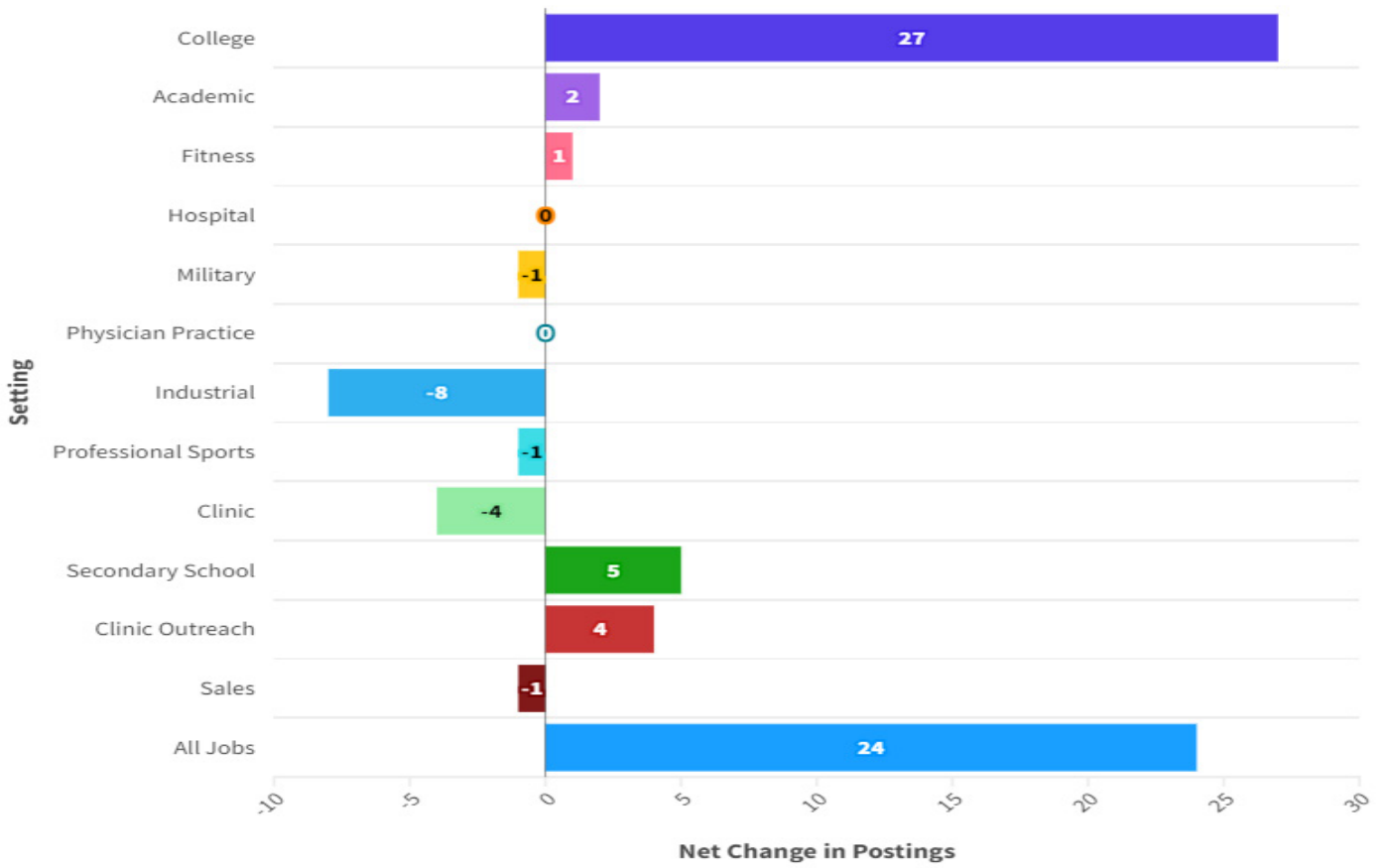
Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University	395	359	\$49,925	\$48,750	\$15,193	\$128,000	\$48,353-\$51,479
College/University (Long-term)♦	334	302	\$53,040	\$50,000	\$13,586	\$109,900	\$51,508-\$54,573
Academic	29	26	\$83,820	\$76,750	\$30,888	\$142,500	\$71,948-\$95,693
Fitness Center	2	2	\$72,500	\$72,500	\$10,000	\$20,000	
Hospital	3						
Military	9	8	\$60,625	\$59,000	\$10,142	\$35,000	
Physician Practice	26	25	\$52,295	\$50,000	\$8,604	\$45,885	\$48,922-\$55,668
Industrial	12	12	\$59,073	\$60,300	\$6,842	\$25,200	
Professional Sports	10	9	\$46,983	\$50,000	\$15,187	\$46,260	
Rehabilitation Clinic	15	15	\$58,032	\$60,000	\$10,145	\$40,000	\$52,898-\$63,165
Secondary School	35	30	\$62,103	\$61,094	\$10,660	\$40,851	\$58,288-\$65,917
Secondary School Outreach	88	82	\$55,268	\$55,161	\$6,359	\$32,680	\$53,892-\$56,645
Sales	2	1	\$57,500				
All Jobs	960	871	\$53,593	\$51,500	\$16,487	\$178,000	\$52,498-\$54,688

* Number reporting salaries

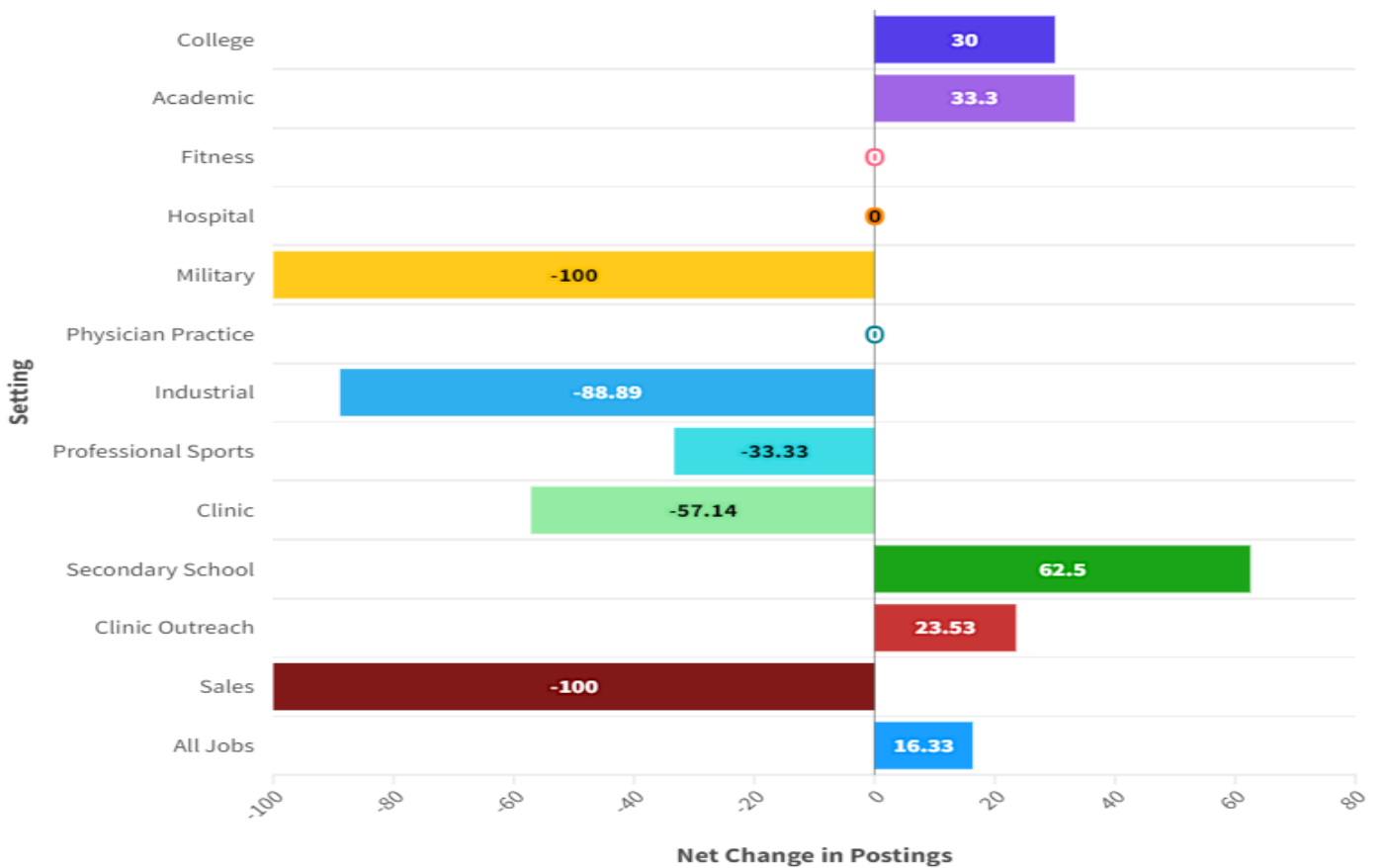
♦ Excludes one-year Short Term positions (thus increasing the reported n)

The academic setting has a statistically higher salary than other settings (n>14). The secondary school setting has a higher salary than the college/university setting.

Net Change in Job Postings by Setting March to April

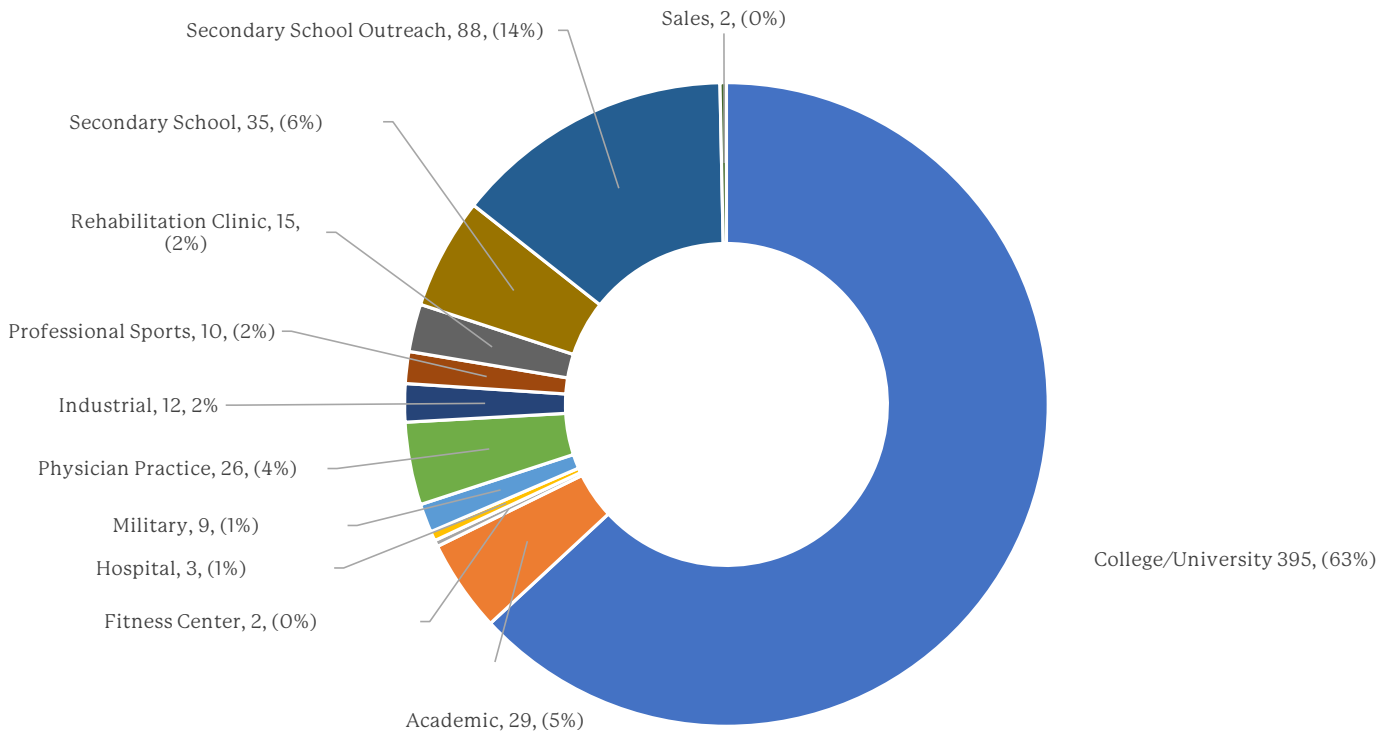


Percent Change in Job Postings by Setting March to April



Positions and Salaries by Title

All Full-Time Positions by Setting

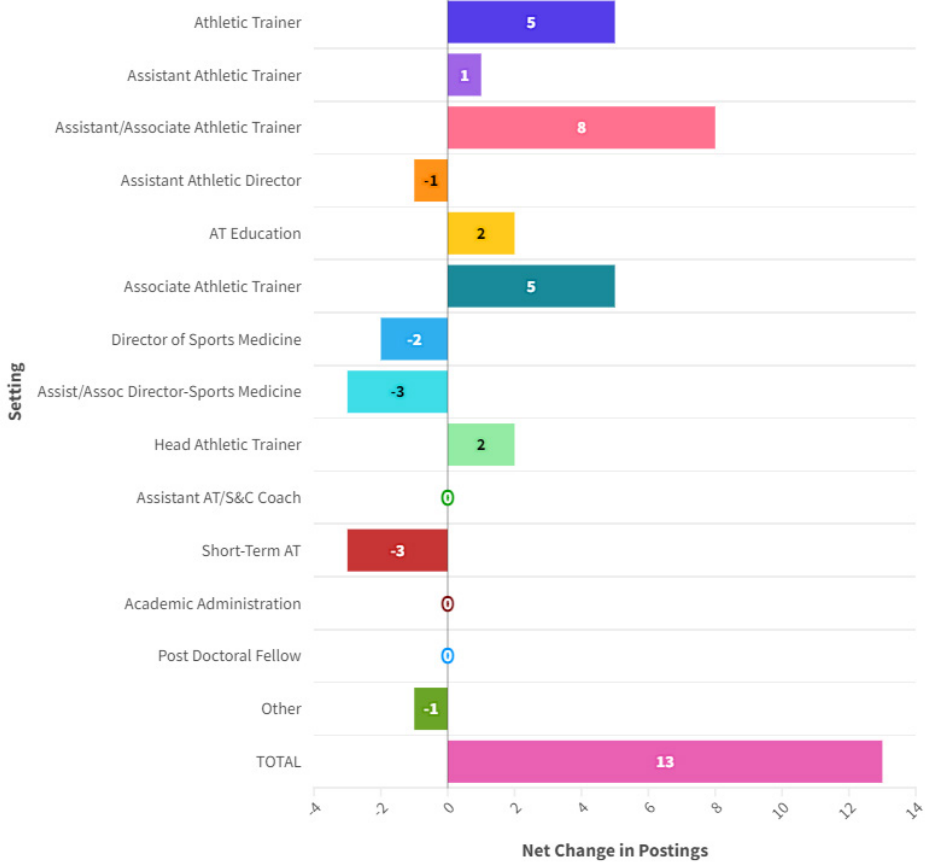


Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	296	274	\$55,483	\$55,000	\$10,651	\$77,400	\$54,221-\$56,744
Assistant Athletic Trainer	136	122	\$48,862	\$48,500	\$9,010	\$71,000	\$47,263-\$50,461
Assistant/Associate AT	33	29	\$51,272	\$51,000	\$8,860	\$37,013	\$48,048-\$54,497
Assistant Athletic Director	6	5	\$76,000	\$73,500	\$25,532	\$80,000	
AT Education	25	23	\$77,797	\$73,500	\$17,018	\$54,500	\$70,842-\$84,752
Associate Athletic Trainer	10	10	\$58,405	\$54,774	\$15,444	\$52,000	
Director of Sports Medicine	8	8	\$76,752	\$68,500	\$28,720	\$99,992	
Assist/Assoc Director-Sports Medicine	8	5	\$68,804	\$66,560	\$4,217	\$11,600	
Head Athletic Trainer	16	12	\$59,173	\$59,250	\$15,436	\$63,420	
Assistant AT/S&C Coach	1	1	\$51,500				
Short-Term AT	75	70	\$36,269	\$32,570	\$13,206	\$63,050	\$33,175-\$39,363
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	626	569	\$53,593	\$51,500	\$16,487	\$178,000	\$52,239-\$54,948

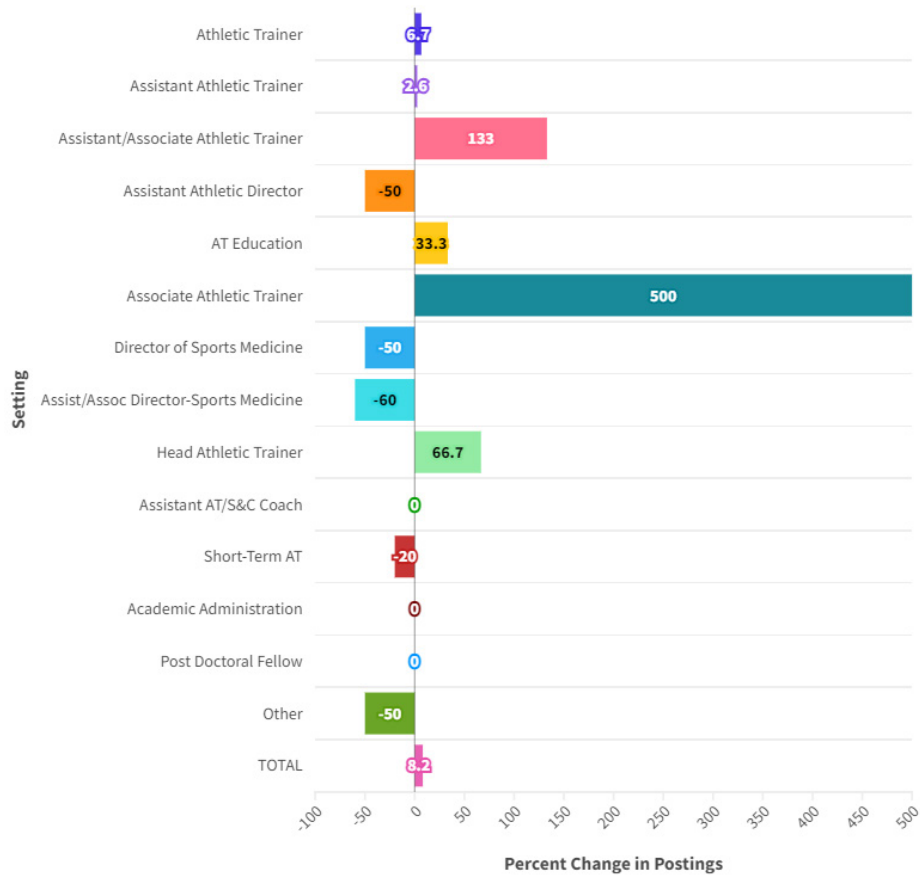
* Number reporting salaries

The title of Athletic Trainer continues to have a statistically higher salary than Assistant and/or Associate Athletic Trainer.

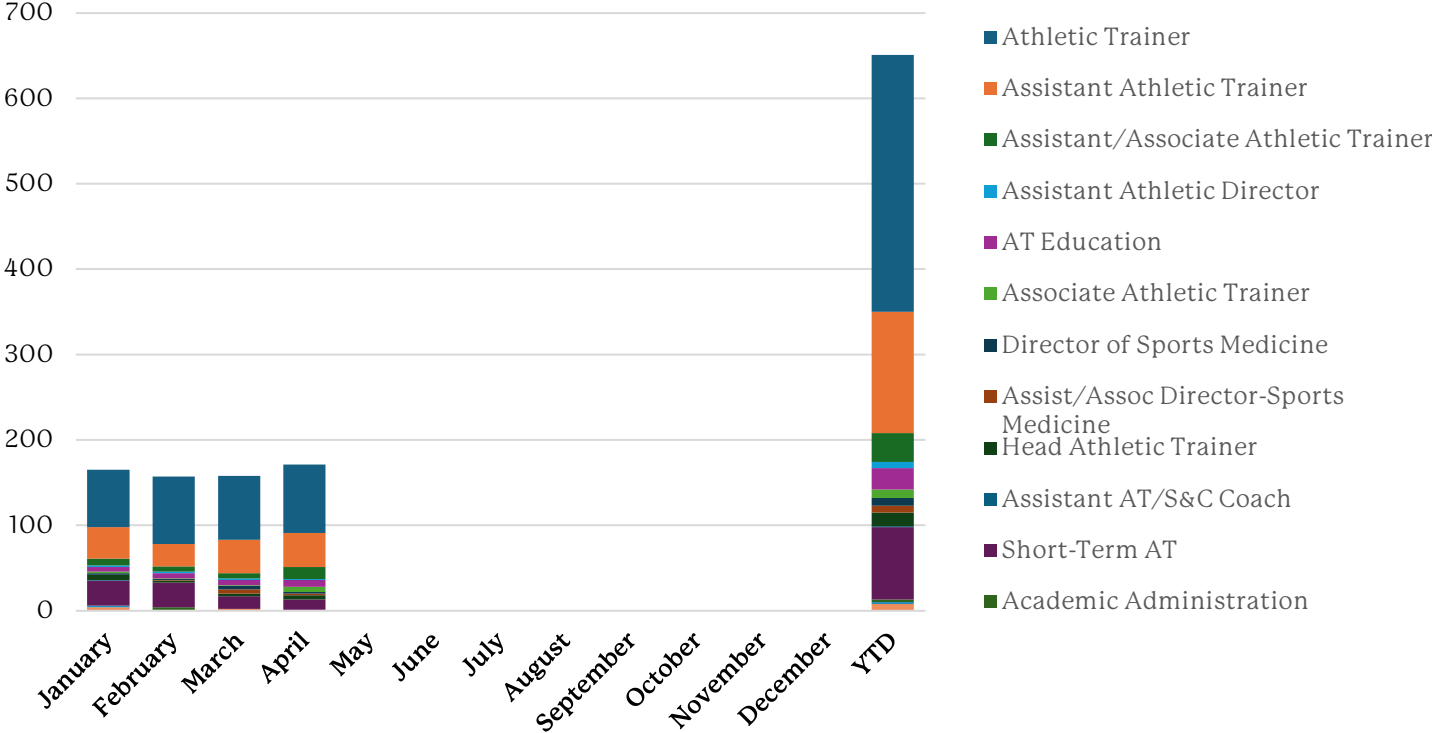
Net Change in Job Postings by Title March to April



Percent Change in Job Postings by Title March to April

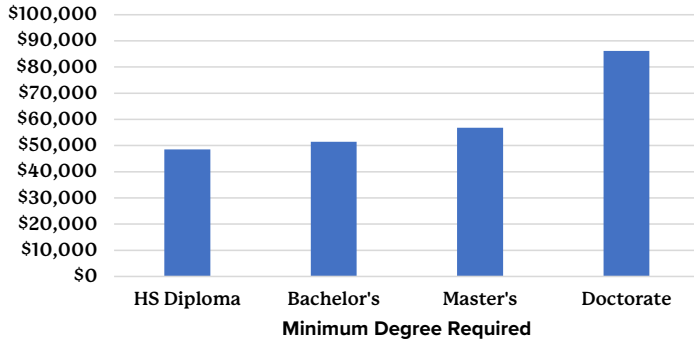


Job Postings Per Month by Title

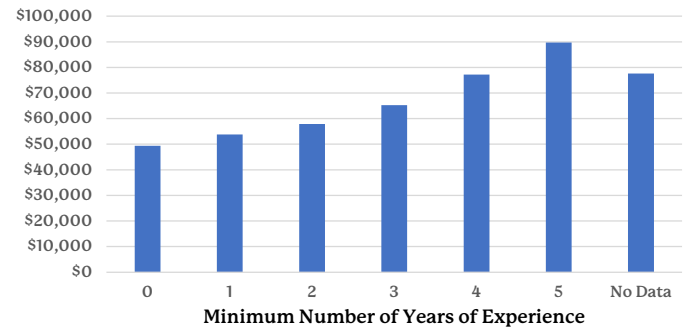


Minimum Experience and Degree

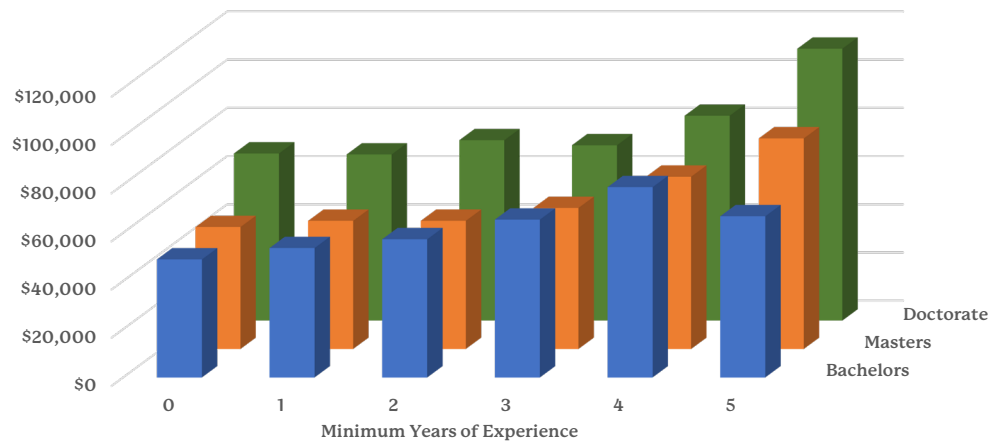
Average Salary by Minimum Degree



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	390	365	\$49,345	\$50,000	\$12,518	\$95,500	\$48,061-\$50,629
1	110	94	\$53,767	\$50,500	\$11,020	\$45,067	\$51,539-\$55,994
2	58	51	\$57,883	\$56,500	\$14,522	\$72,500	\$53,898-\$61,869
3	30	27	\$65,284	\$65,000	\$13,554	\$65,000	\$60,171-\$70,396
4	5	5	\$77,184	\$80,000	\$7,847	\$22,000	
5	22	19	\$89,756	\$72,000	\$34,690	\$129,000	\$74,158-\$105,354
Not Reported	10	7	\$77,590	\$62,500	\$22,566	\$57,500	
Total	626	569	\$53,593	\$51,500	\$16,487	\$178,000	\$52,239-\$54,948

Jobs requiring 5 years of experience are statistically higher than all other required experience categories.

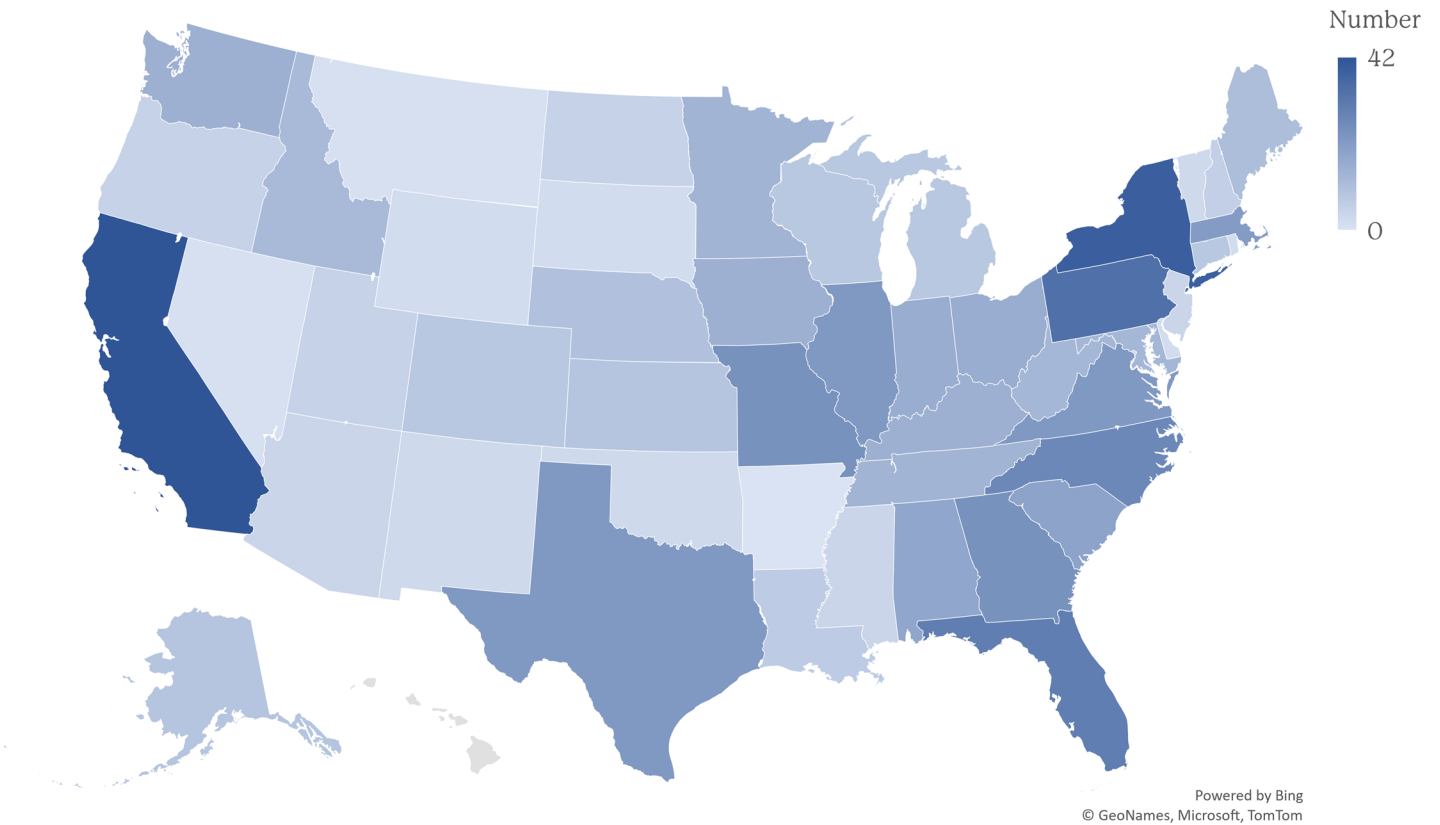
Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	503	459	\$51,489	\$50,688	\$13,111	\$95,500	\$50,2899-\$52,688
Masters	97	88	\$56,854	\$52,462	\$17,401	\$107,500	\$53,218-\$60,490
Doctorate	24	21	\$86,170	\$73,500	\$33,689	\$142,500	\$71,761-\$100,578
Total	626	569	\$53,593	\$51,500	\$16,487	\$178,000	\$52,239-\$54,948

* Number reporting salaries - High School Diploma excluded from analysis

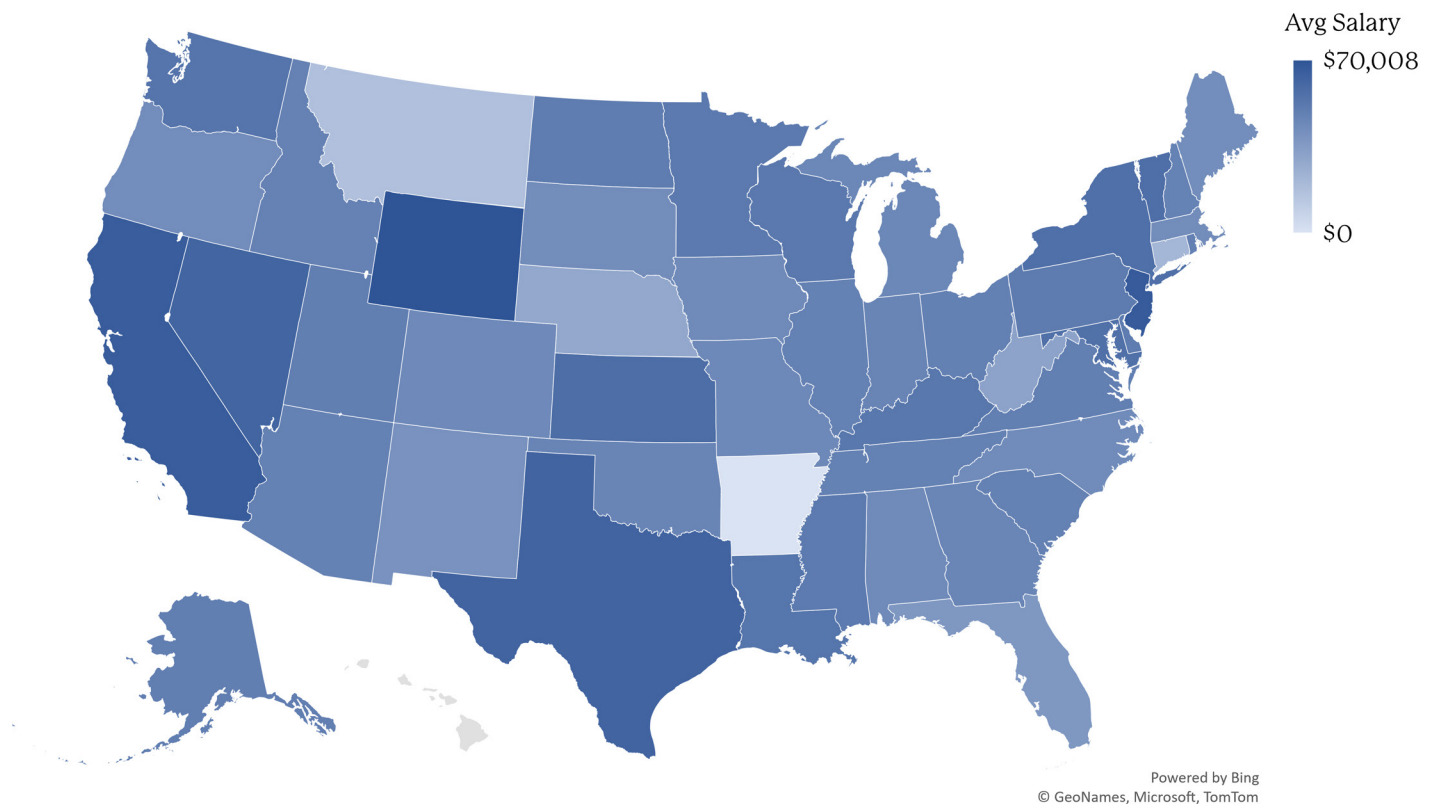
There is a statistically significant difference in salary between each degree level.

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary by State



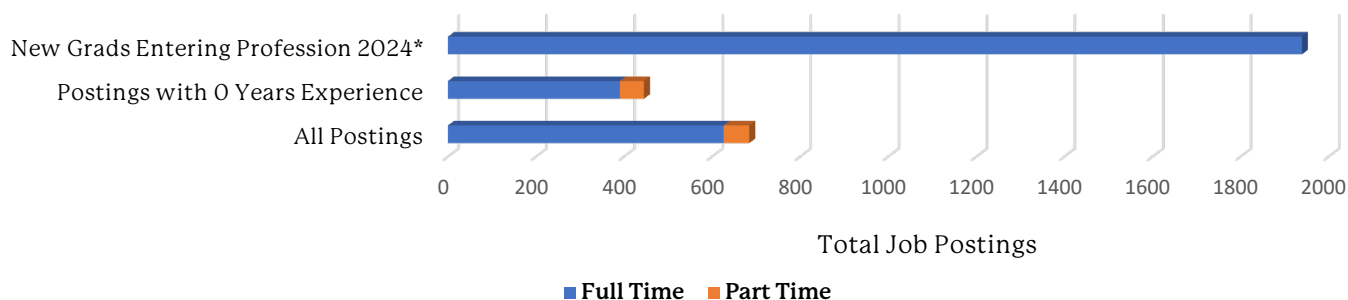
Full-Time Job Distribution by NATA District

NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	49	38	\$52,311	\$51,883	\$8,796	\$42,346	\$49,515-\$55,108
District 2	81	76	\$57,655	\$55,161	\$13,124	\$72,500	\$54,704-\$60,605
District 3	98	84	\$53,344	\$50,750	\$19,010	\$125,000	\$49,279-\$57,409
District 4	42	39	\$51,141	\$50,000	\$10,954	\$51,750	\$47,703-\$54,579
District 5	70	63	\$50,047	\$50,000	\$11,479	\$70,008	\$47,212-\$52,881
District 6	26	25	\$59,422	\$51,000	\$30,530	\$157,500	\$47,455-71,390
District 7	21	21	\$45,066	\$43,500	\$15,551	\$63,000	\$38,415-\$51,717
District 8	43	42	\$67,572	\$68,000	\$20,624	\$83,500	\$61,335-\$73,809
District 9	115	102	\$51,369	\$50,000	\$13,828	\$94,500	\$48,686-\$54,053
District 10	36	36	\$50,067	\$46,247	\$16,746	\$90,400	\$44,597-\$55,537
District 11	42	41	\$50,454	\$50,000	\$10,984	\$52,500	\$47,092-\$53,816
Total	626	569	\$53,593	\$51,500	\$16,487	\$178,000	\$52,239-\$54,948

* Number reporting salaries

Supply of New ATs - Total Job Market

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



* Estimate from athletictrainingdata.com

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.

