

January - February 2024 Athletic Training Job Report

Prepared By:

Cailee Welch Bacon, PhD, ATC
AT Still University
cwelch@atsu.edu

Julie Cavallario, PhD, ATC
Old Dominion University
jcavalla@odu.edu

Chad Starkey, PhD, ATC
The Ohio University
starkeyc@ohio.edu

Key Findings

- 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.
- Compared to January's report that identified 3 existing positions to every 1 new position, February job postings reflected a 4:1 existing to new position ratio..
- Analyzing all job postings since January 2024, positions denoted as “new positions” have a statistically higher salary range than postings labeled as “existing positions”.
- When comparing advertised salary ranges based on the job title for all postings since January 1 2024, positions containing the terms assistant or assistant/associate (e.g., Assistant Athletic Trainer) have a statistically lower salary range than positions without that qualifier (i.e., Athletic Trainer)
- College/University clinical positions remain the lowest paid positions advertised on the the NATA Career Center.
- For job seekers, a statistically significant increase in salary is not realized until a person has 2 years of experience.
- There is currently a statistically significant higher salary for individuals with a master's degree than a bachelor's degree (doctoral degrees do not have a high enough n for analysis).

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.

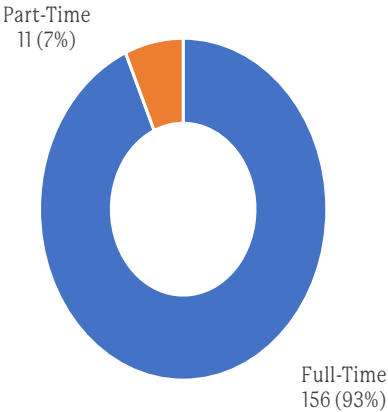
February Job Postings (n = 156)

Overview

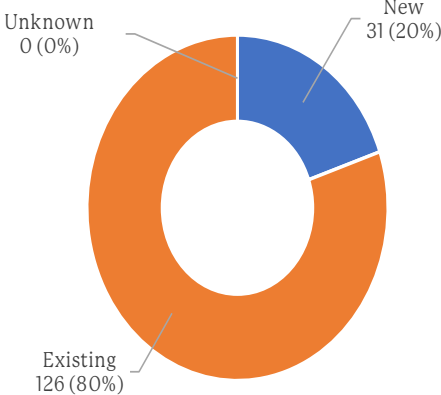
Postings in February: 167 (-22, 11.6% decrease from January)
 Full-time postings: 156 (-9.5% decrease from January)
 Part-Time Postings: 11 (-13, 54.1% decrease)

Posting Classifications

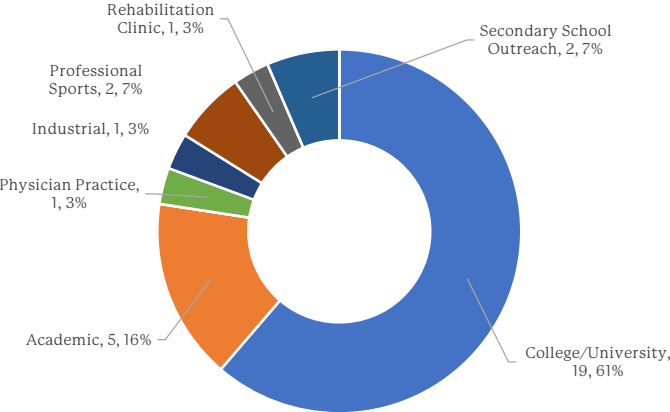
Full-Time vs. Part-Time



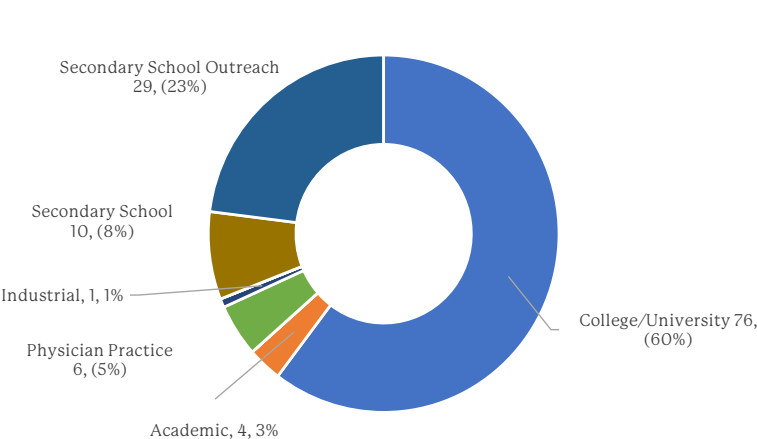
New vs. Existing Full-Time Job Postings



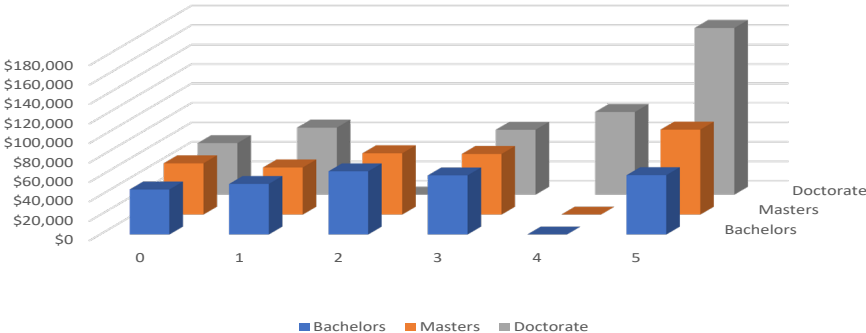
Distribution of New Postings by Setting



Distribution of Existing Positions by Setting



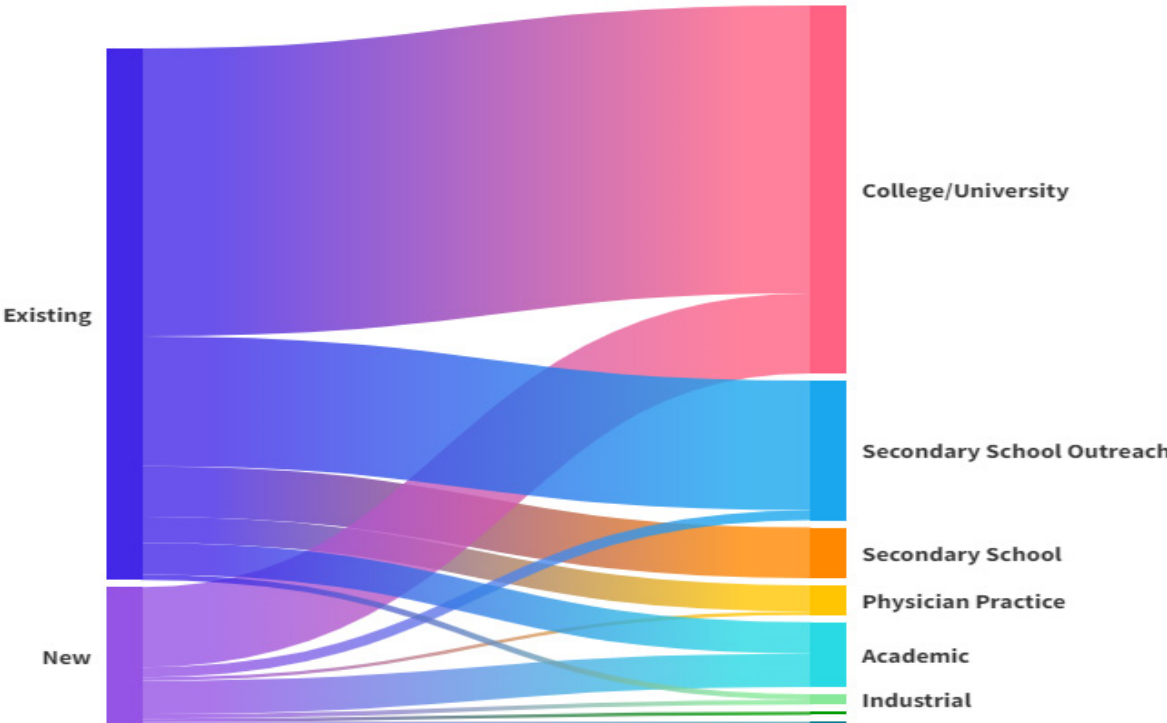
Average Salaries by Minimum Years of Experience and Minimum Degree



Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	31	27	\$59,739	\$53,000	\$28,707	\$162,500	\$48,911-\$70,567
Existing Position	126	122	\$51,221	\$51,250	\$17,551	\$135,000	\$48,107-\$54,335
Unknown	0	0					
All Jobs	157	149	\$52,765	\$52,500	\$20,305	\$172,500	\$49,504-\$56,025

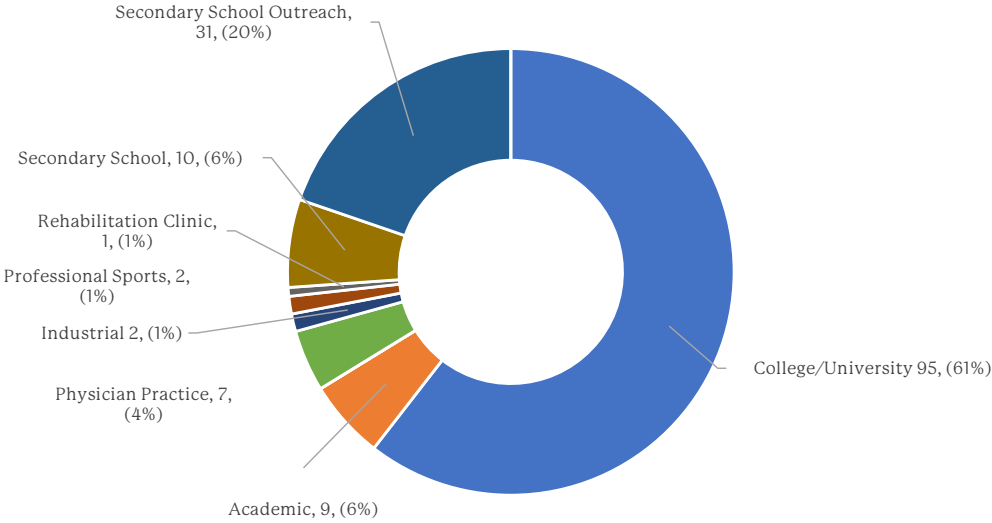
* Number reporting salaries

February New vs Existing Positions by Setting



Positions and Salaries by Setting

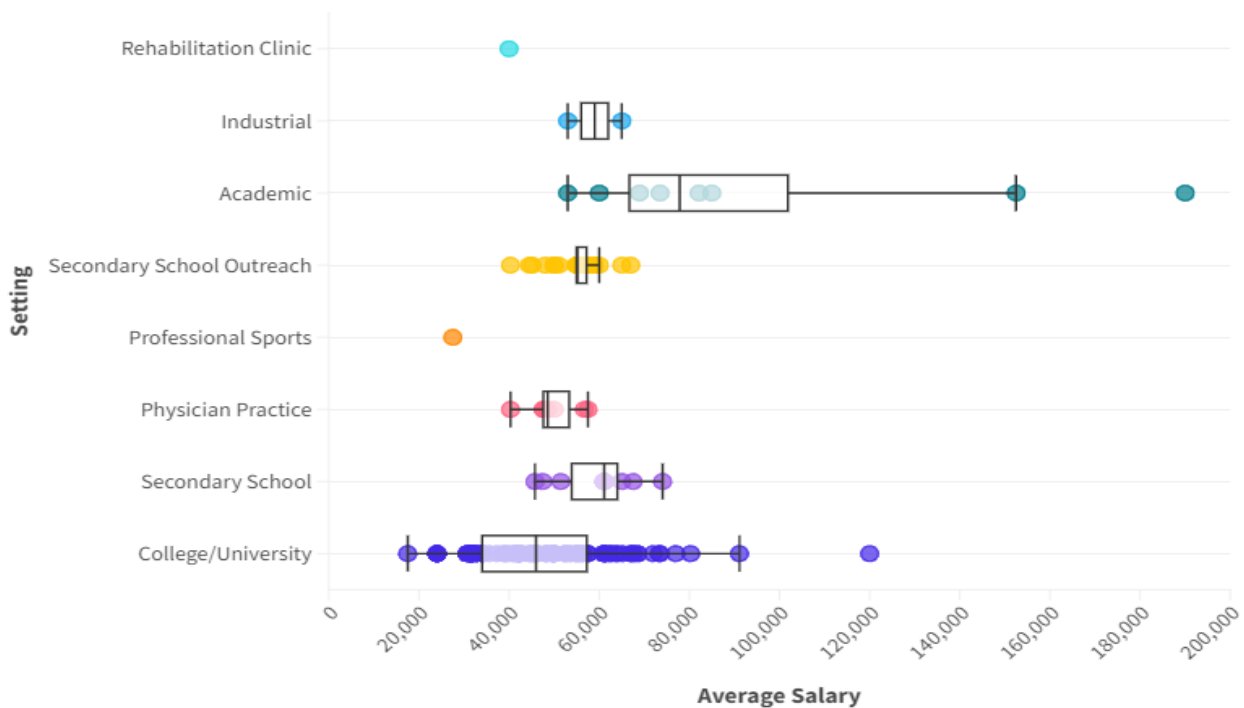
All Positions by Setting



Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University	95	90	\$48,056	\$45,992	\$16,543	\$102,500	\$44,638-\$51,473
Academic	9	8	\$95,635	\$77,827	\$45,722	\$137,000	
Fitness Center	0	0					
Hospital	0	0					
Military	0	0					
Physician Practice	7	7	\$49,758	\$48,576	\$5,450	\$17,180	
Industrial	2	2	\$59,000	\$59,000	\$6,000	\$12,000	
Professional Sports	2	1	\$27,500	\$27,500			
Rehabilitation Clinic	1	1	\$40,000	\$40,000			
Secondary School	10	10	\$59,568	\$61,094	\$8,445	\$28,304	
Secondary School Outreach	31	30	\$54,745	\$55,161	\$5,371	\$26,680	\$52,823-\$56,667
Sales	0	0					
All Jobs	157	149	\$52,765	\$52,500	\$20,305	\$172,500	\$49,504

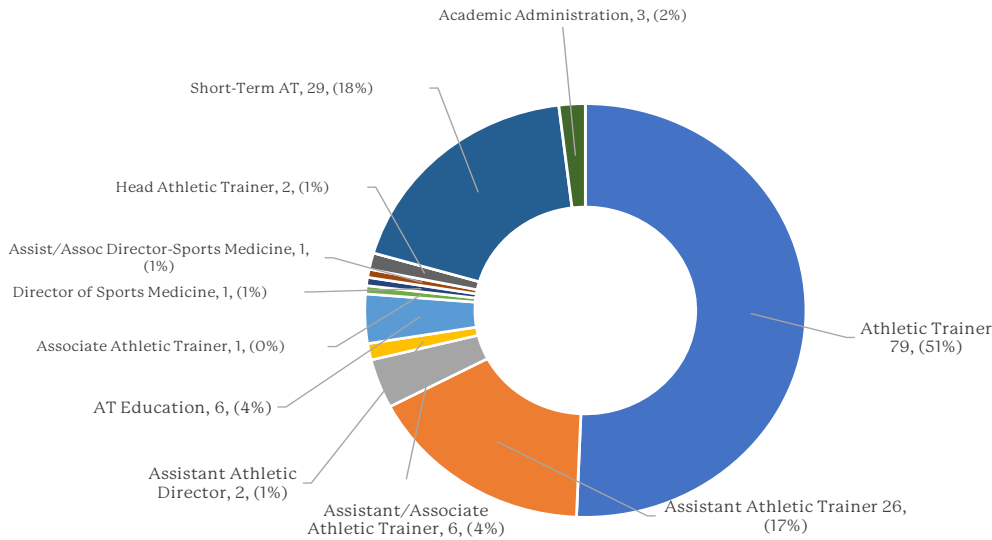
* Number reporting salaries

February Salary Metrics by Setting



Positions and Salaries by Title

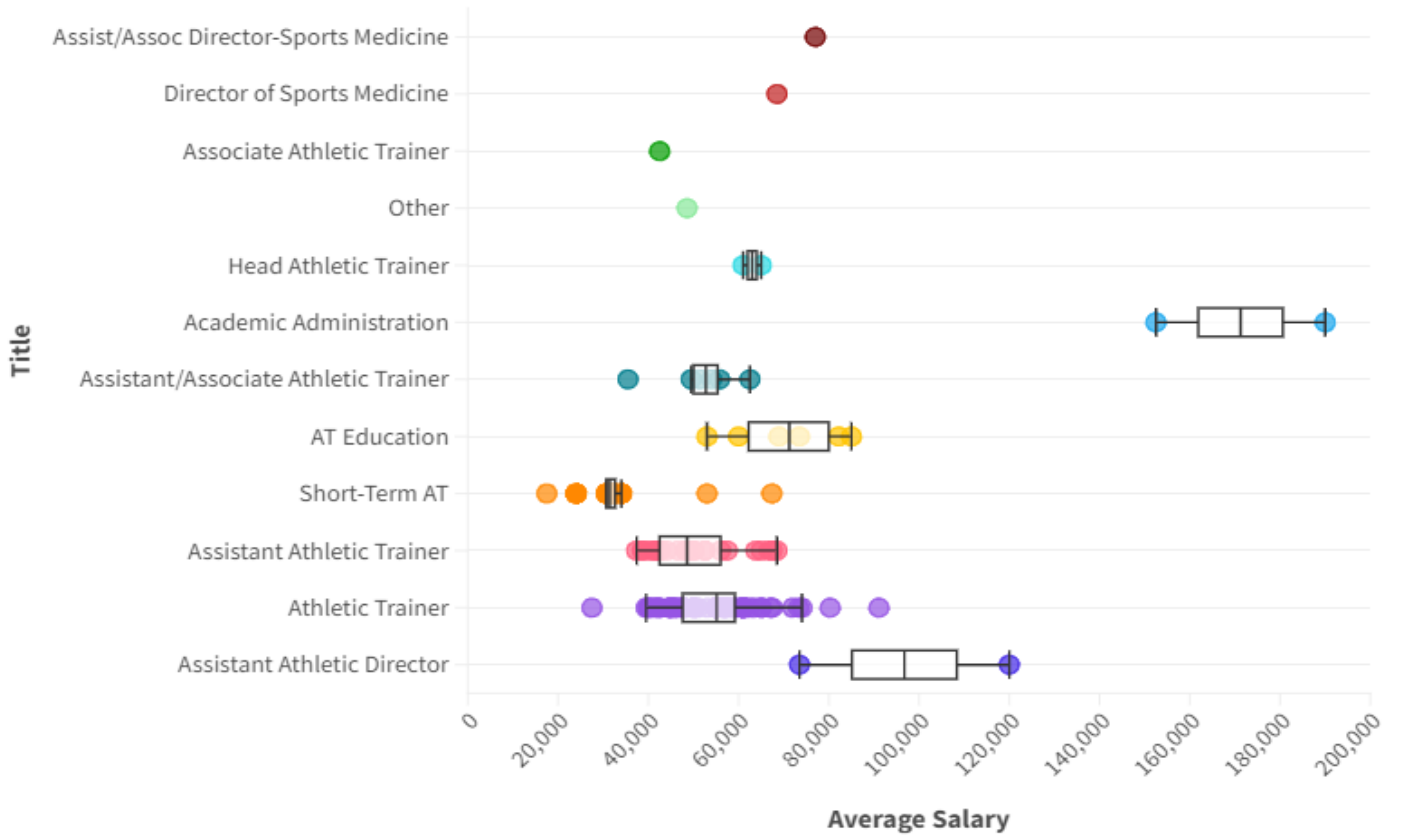
Positions by Title



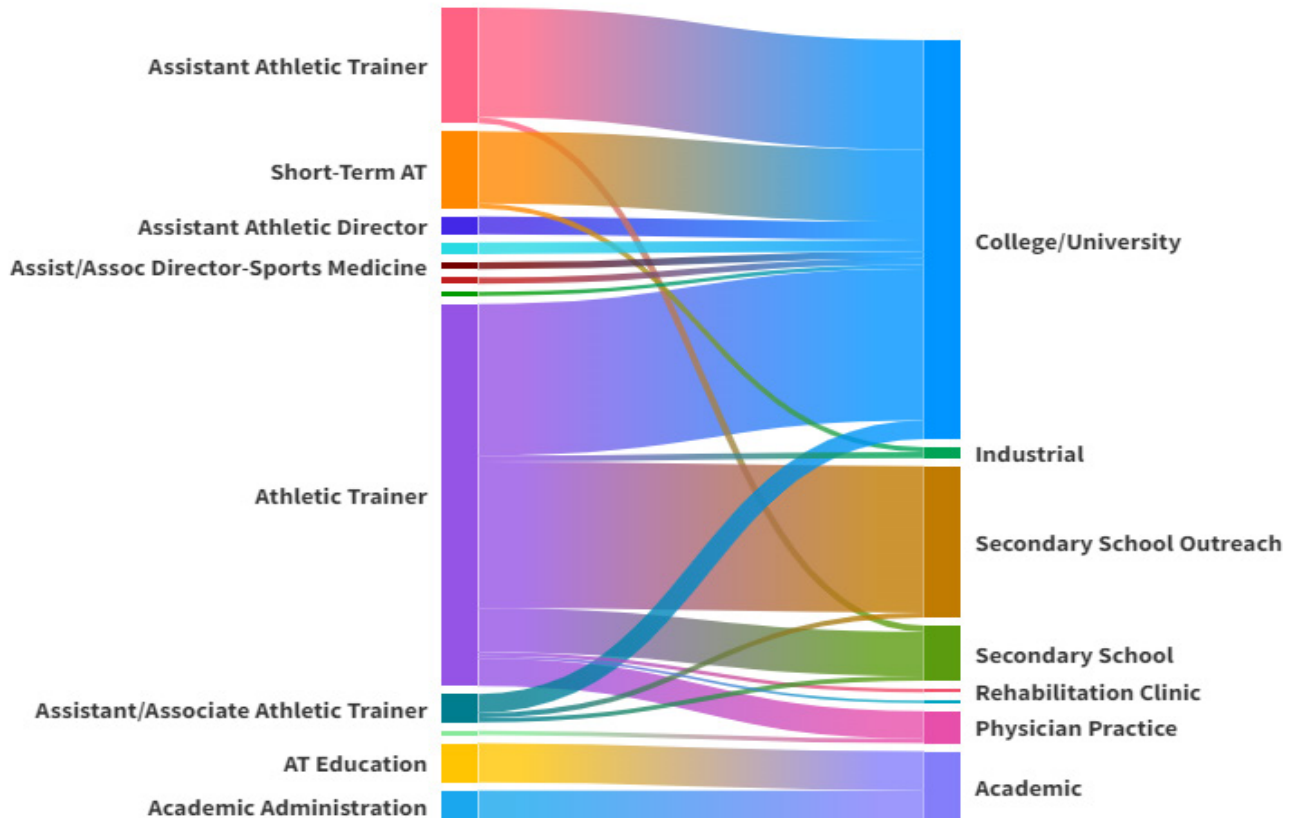
Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	79	76	\$54,517	\$55,161	\$9,882	\$63,616	\$52,295-\$56,738
Assistant Athletic Trainer	26	25	\$50,143	\$48,600	\$9,611	\$31,095	\$46,375-\$53,910
Assistant/Associate AT	6	6	\$51,467	\$52,750	\$8,223	\$27,000	
Assistant Athletic Director	2	2	\$96,750	\$96,750	\$23,250	\$46,500	
AT Education	6	6	\$70,430	\$71,213	\$11,358	\$32,000	
Associate Athletic Trainer	1	1	\$42,500	\$42,500			
Director of Sports Medicine	1	1	\$68,500	\$68,500			
Assist/Assoc Director-Sports Medicine	1	1	\$77,000	\$77,000			
Head Athletic Trainer	2	2	\$63,000	\$63,000	\$2,000	\$4,000	
Assistant AT/S&C Coach	0	0					
Short-Term AT	29	26	\$32,121	\$31,500	\$9,298	\$49,873	\$28,547-\$35,695
Academic Administration	3	2	\$171,250	\$171,250	\$18,750	\$37,500	
Post Doctoral Fellow	0	0					
Other	1	1	\$48,576	\$48,576			
All Jobs	157	149					

* Number reporting salaries

February Salary Metrics by Title

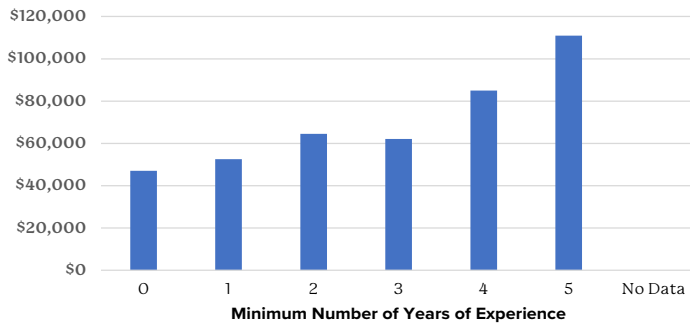


February Title Flow to Setting

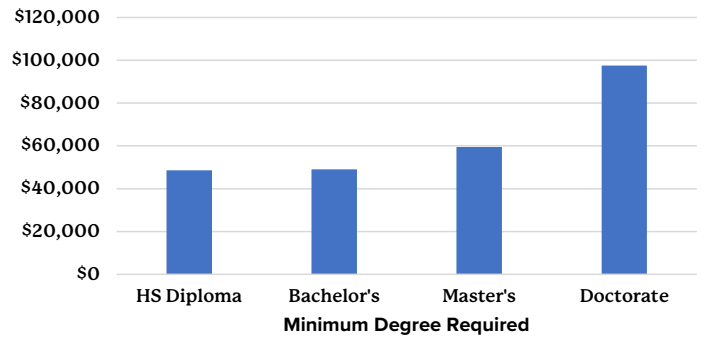


Minimum Experience and Degree

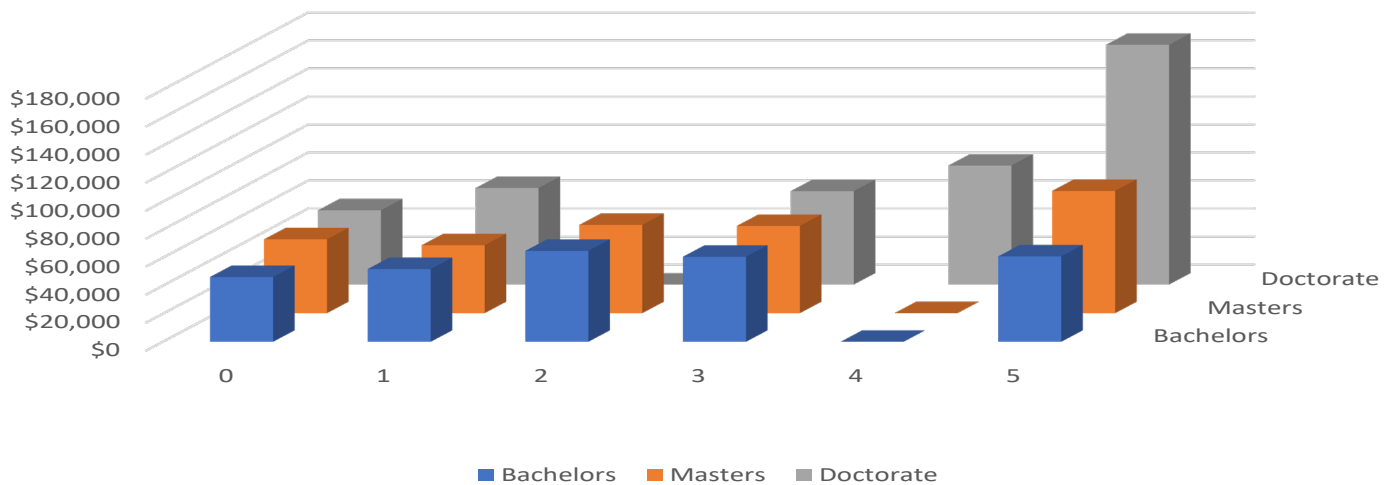
Average Salary by Minimum Number of Years of Experience



Average Salary by Minimum Degree



Average Salaries by Minimum Years of Experience and Minimum Degree



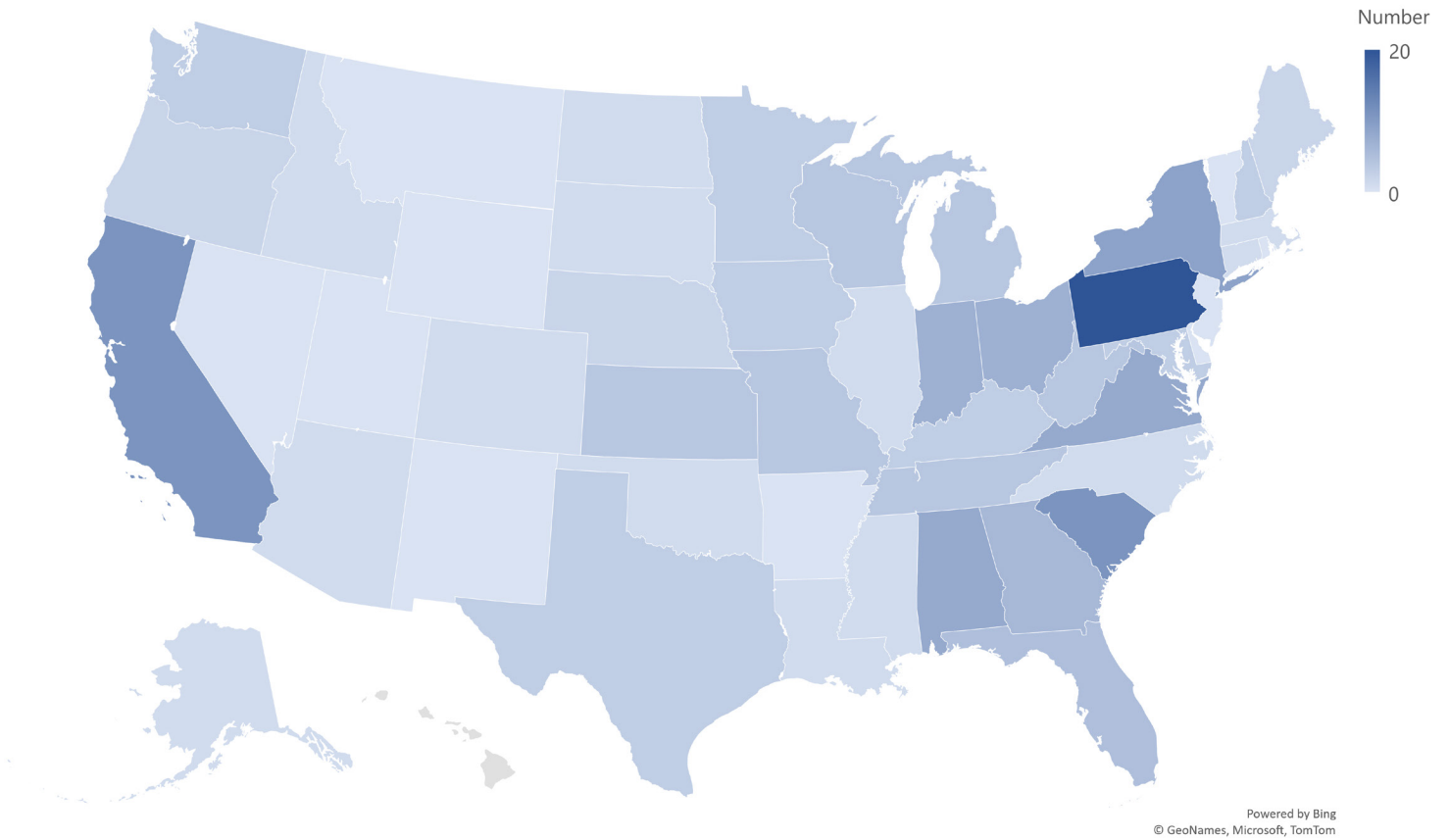
Minimum Years Exp	Count	n*	Mean	Median	StDev	Range	95% CI
0	110	105	\$47,060	\$48,576	\$12,324	\$62,800	\$44,703-\$49,418
1	16	16	\$52,575	\$49,500	\$10,762	\$32,500	\$47,302-\$57,848
2	12	10	\$64,541	\$63,000	\$10,816	\$41,116	
3	11	11	\$62,133	\$65,000	\$11,861	\$39,654	
4	1	1	\$85,000	\$85,000			
5	7	6	\$110,917	\$98,500	\$47,986	\$129,000	
Not Reported	0	0					
Total	157	149					

Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	127	121	\$49,098	\$50,000	\$13,460	\$73,616	\$46,699-\$51,496
Masters	20	20	\$59,480	\$58,140	\$17,889	\$84,500	\$51,639-\$67,320
Doctorate	8	7	\$97,561	\$73,500	\$48,575	\$137,000	
Total	157	148					

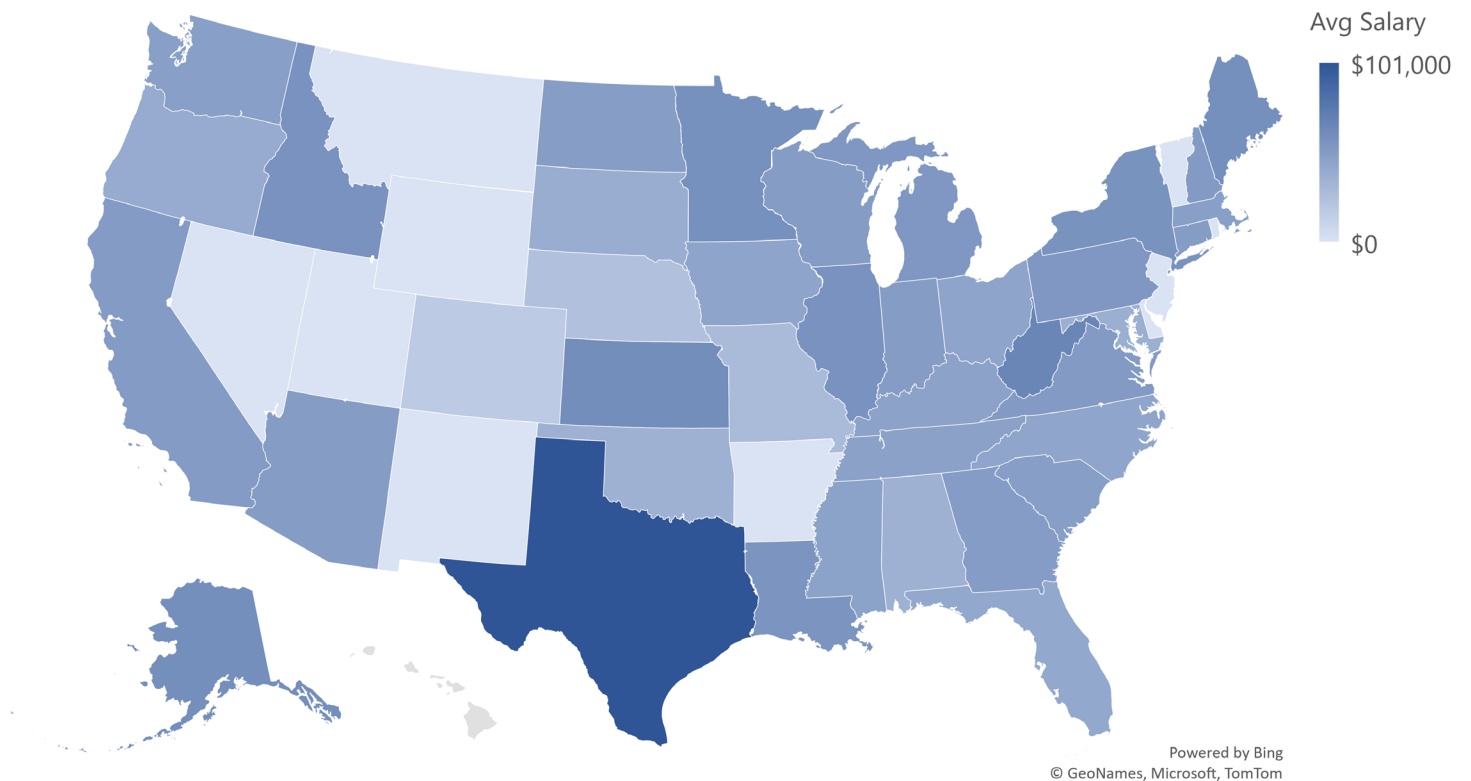
* Number reporting salaries - High School Diploma excluded from analysis

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary By State



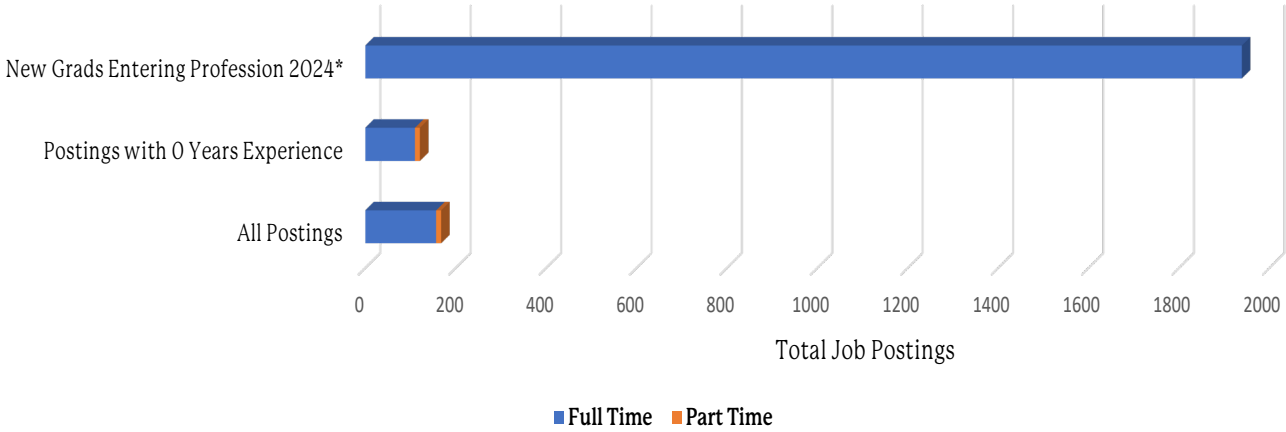
Full-Time Job Distribution by NATA District

NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	7	7	\$52,812	\$50,000	\$7,631	\$23,628	
District 2	29	27	\$58,807	\$55,161	\$10,029	\$44,680	\$55,024-\$62,590
District 3	27	26	\$52,825	\$49,288	\$27,361	\$125,000	\$42,308-\$63,342
District 4	17	17	\$51,566	\$50,000	\$10,748	\$40,860	\$46,457-\$56,676
District 5	16	13	\$50,788	\$48,600	\$11,451	\$33,427	
District 6	4	4	\$90,750	\$66,750	\$58,567	\$150,500	
District 7	2	2	\$33,750	\$33,750	\$16,250	\$32,500	
District 8	11	11	\$50,994	\$63,850	\$25,653	\$67,116	
District 9	28	27	\$45,181	\$45,120	\$11,080	\$37,000	\$41,002-\$49,360
District 10	6	6	\$47,065	\$45,992	\$6,590	\$20,095	
District 11	9	8	\$54,115	\$57,099	\$8,253	\$24,680	
Total	156	148					

* Number reporting salaries

Supply of New ATs - Total Job Market

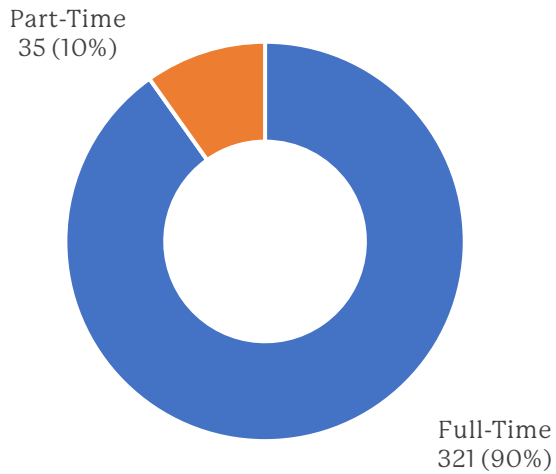
Proportion of Job Postings Relative to New ATs Projected to Enter the Profession in 2024



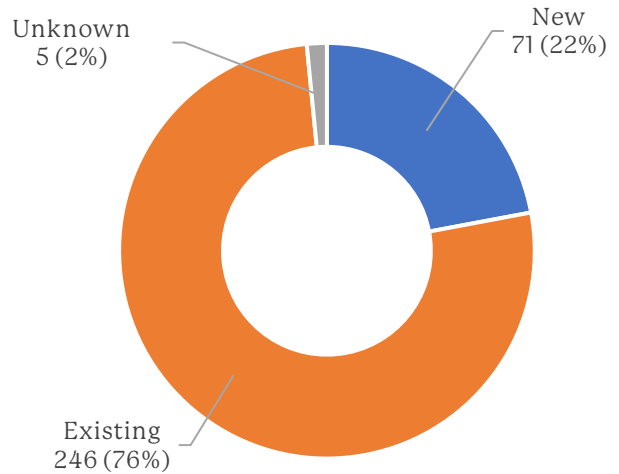
Job Postings to Date (n = 322)

Posting Classifications

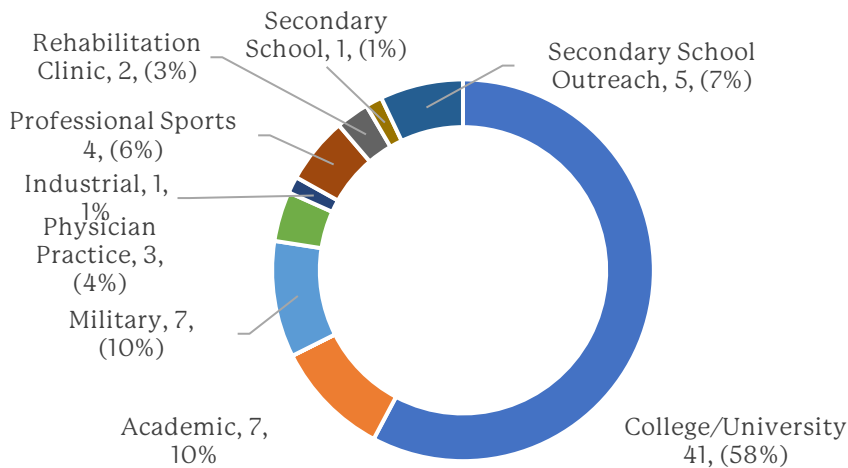
Full-Time vs. Part-Time



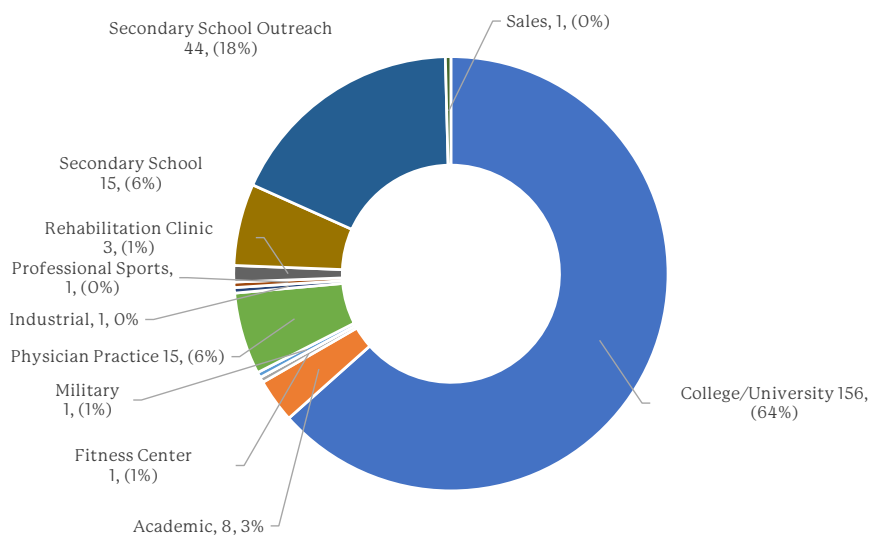
New vs. Existing Full-Time Job Postings



Distribution of New Positions



Distribution of Existing Positions

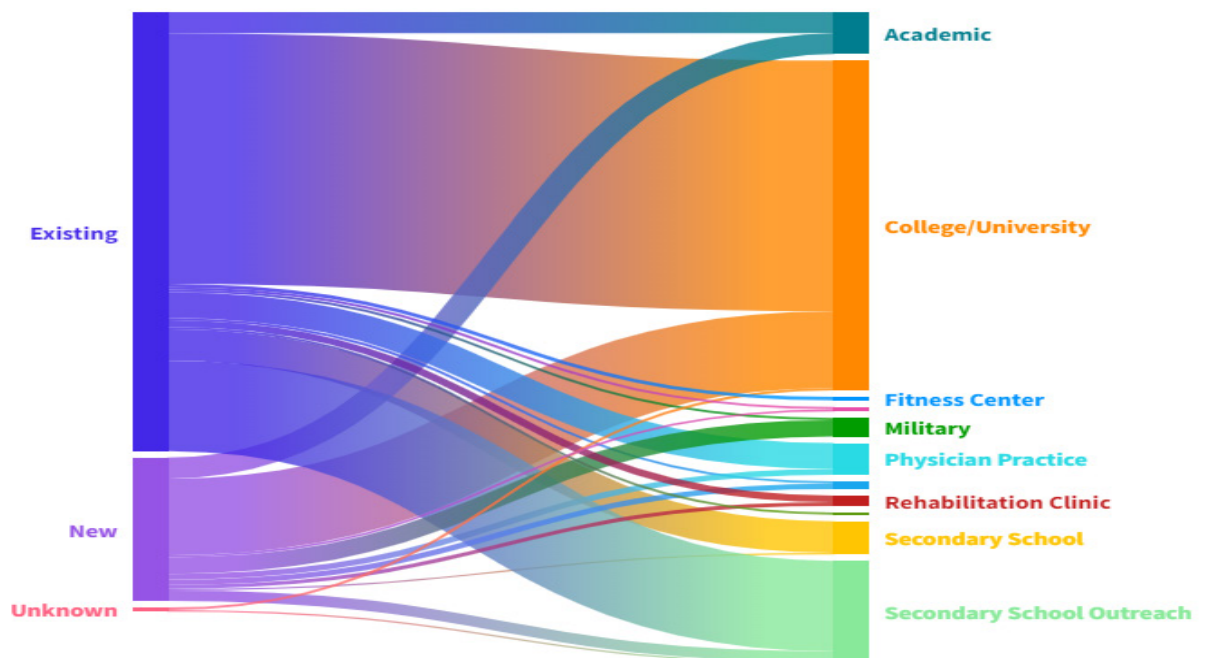


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	71	63	\$59,541	\$53,000	\$23,594	\$162,500	\$53,715 - \$65,367
Existing Position	246	231	\$50,631	\$50,000	\$15,751	\$135,000	\$48,600 - \$52,622
Unknown	5	2	\$52,252	\$52,252	\$13,791	\$19,504	-
All Jobs	322	296	\$52,538	\$50,844	\$18,056	\$172,500	\$50,482 - \$54,595

* Number reporting salaries

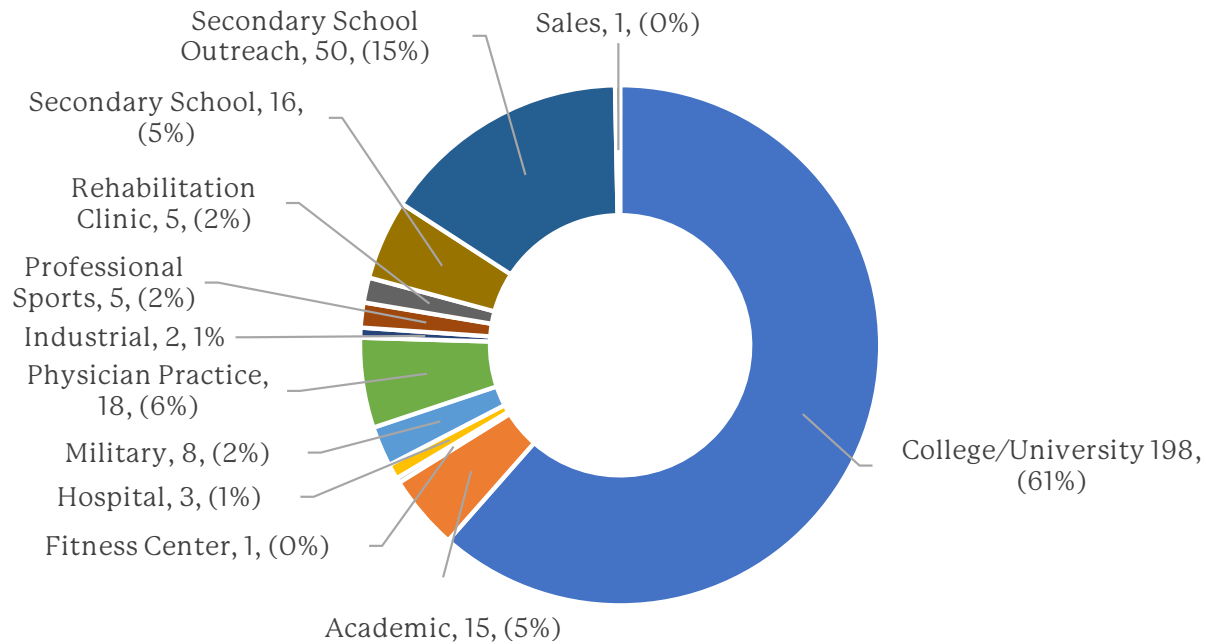
Postings for newly created jobs have a statistically significant higher salary than postings for existing positions.

Relationship Between Existing and New Positions by Setting



Positions and Salaries by Setting

All Positions by Setting



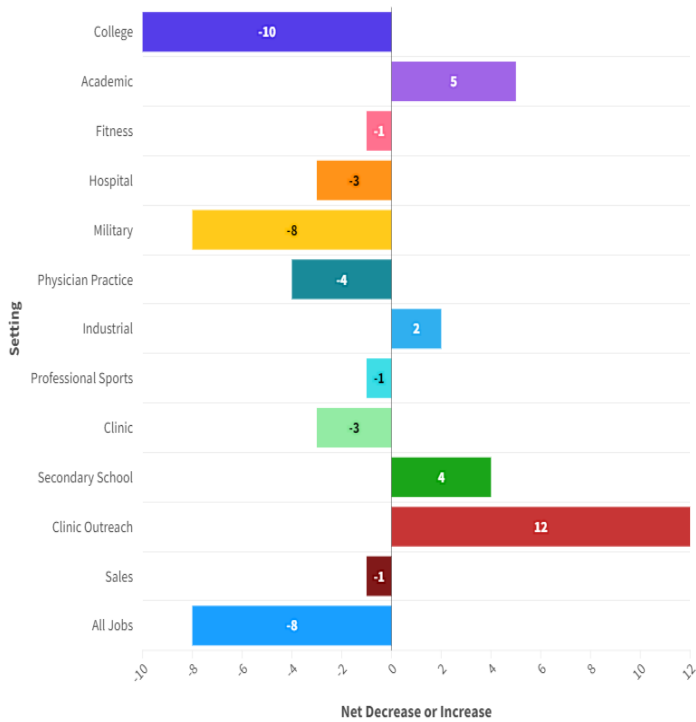
Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University	198	185	\$48,703	\$47,500	\$16,305	\$102,500	\$46,354
Academic	15	13	\$86,160	\$73,500	\$40,011	\$142,500	
Fitness Center	1	1	\$82,500				
Hospital	3	0					
Military	8	8	\$60,625	\$59,000	\$10,142	\$35,000	
Physician Practice	18	17	\$49,405	\$48,960	\$5,949	\$21,932	\$46,577
Industrial	2	2	\$59,000	\$59,000	\$6,000	\$12,000	
Professional Sports	5	4	\$49,165	\$52,900	\$13,375	\$35,860	
Rehabilitation Clinic	5	5	\$52,519	\$55,678	\$9,108	\$25,915	
Secondary School	16	14	\$59,767	\$61,094	\$9,951	\$34,054	
Secondary School Outreach	50	46	\$55,269	\$55,161	\$7,010	\$32,680	\$53,243
Sales	1	1	\$57,500				
All Jobs	322	296	\$52,538	\$50,844	\$18,056	\$172,500	\$50,482-54,595

* Number reporting salaries

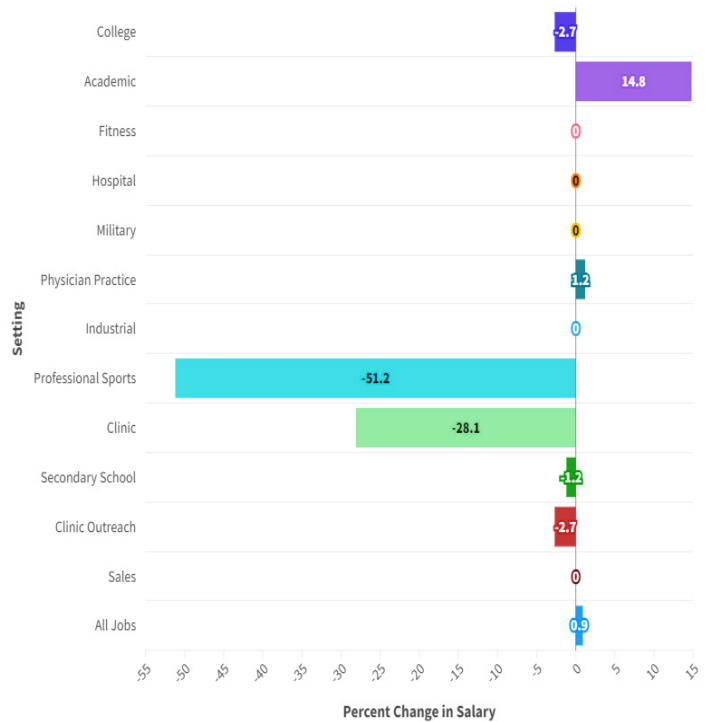
College/University Clinical Positions Have A Lower Salary Than Other Positions

The college/university clinical setting has the highest demand for jobs, representing 61% of the total postings. However, the mean salary for the college/university setting is \$48,703; the mean salary for non-college/university positions is \$58,931. This is a statistically significant difference ($p < 0.05$).

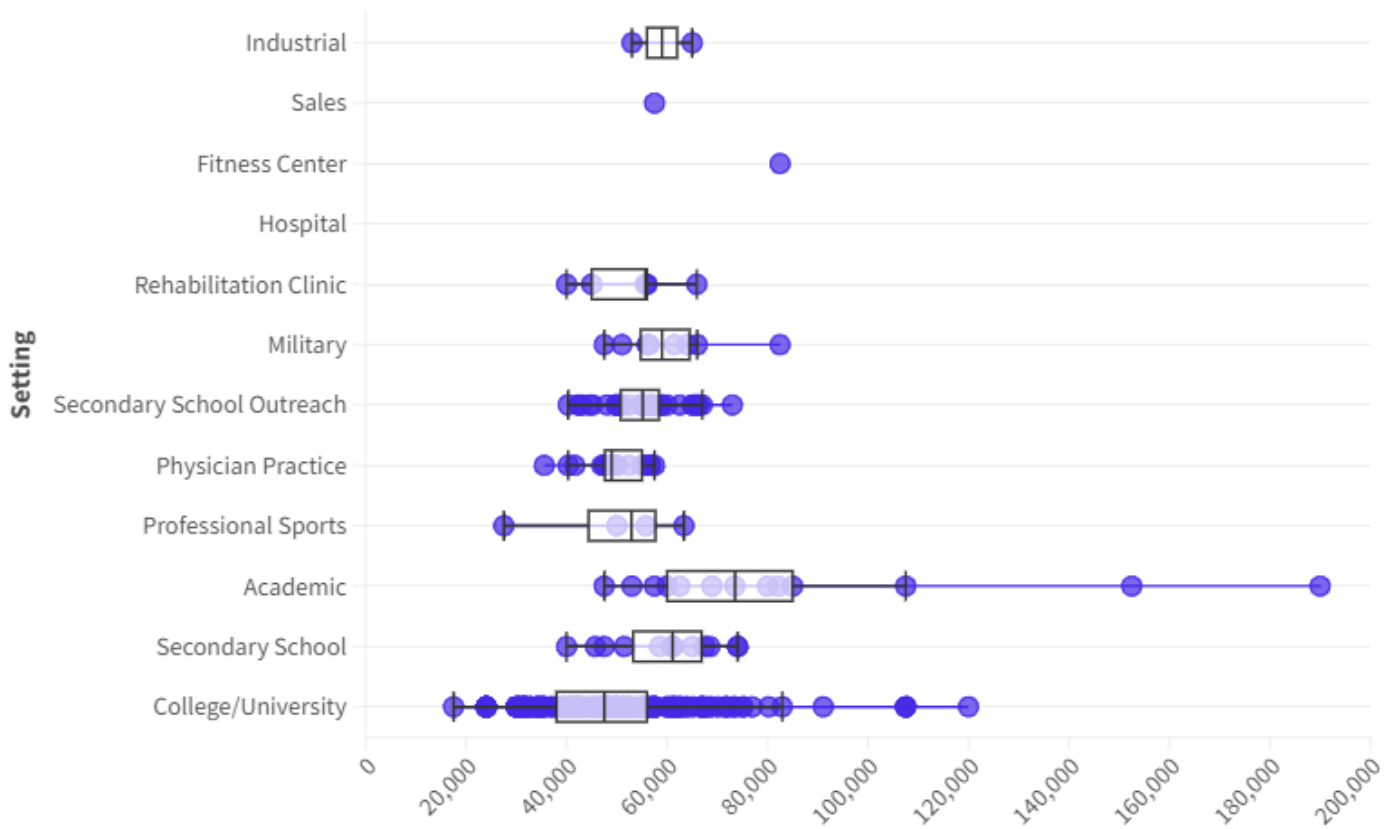
Change in Number of Job Postings by Setting (Jan to Feb)



Percent Change in Salary by Setting (Jan to Feb)

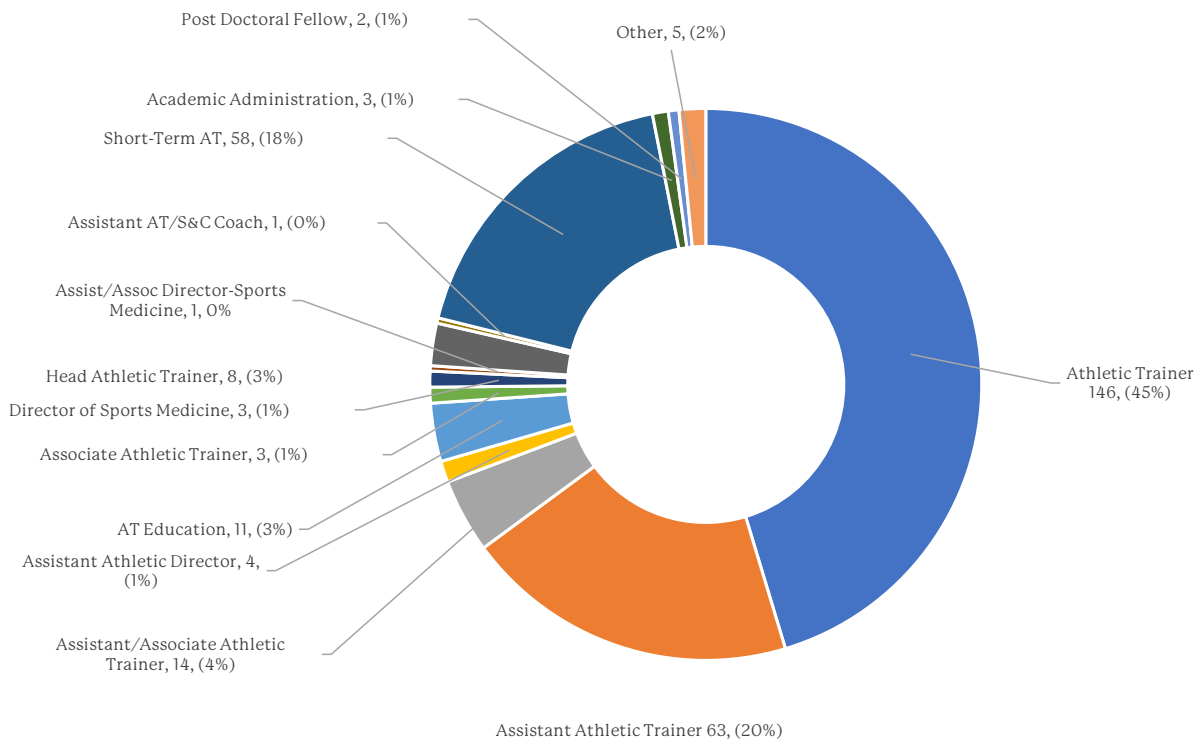


Plot of Salaries by Setting (YTD)



Positions and Salaries by Title

Positions by Title

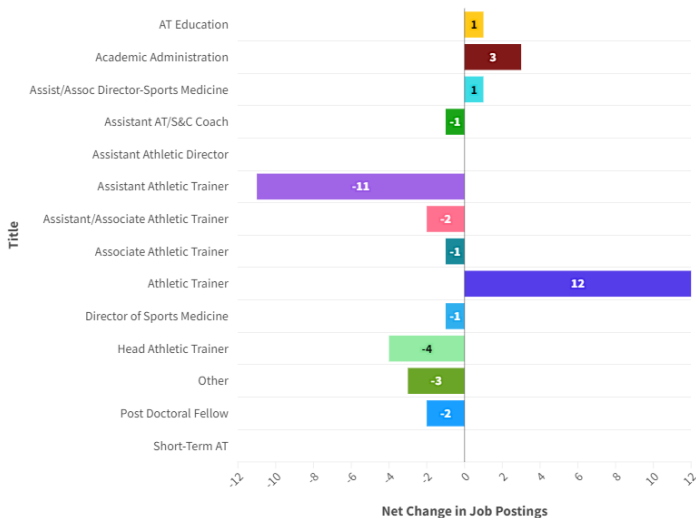


Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	146	135	\$55,215	\$55,161	\$11,486	\$77,400	\$53,278-\$57,153
Assistant Athletic Trainer	63	58	\$50,289	\$49,050	\$11,186	\$71,000	\$47,410-\$53,167
Assistant/Associate AT	14	13	\$51,981	\$54,000	\$7,512	\$27,000	\$47,897-\$56,064
Assistant Athletic Director	4	3	\$88,333	\$73,500	\$22,407	\$48,500	
AT Education	11	10	\$73,008	\$71,213	\$15,503	\$54,500	
Associate Athletic Trainer	3	3	\$57,183	\$57,048	\$12,044	\$29,500	
Director of Sports Medicine	3	3	\$70,167	\$68,500	\$3,472	\$8,000	
Assist/Assoc Director-Sports Medicine	1	1	\$77,000	\$77,000			
Head Athletic Trainer	8	5	\$60,290	\$61,000	\$5,694	\$16,000	
Assistant AT/S&C Coach	1	1	\$51,500	\$51,500			
Short-Term AT	58	55	\$35,020	\$31,500	\$11,462	\$57,550	\$31,991-\$38,049
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	5	5	\$59,831	\$57,500	\$12,469	\$33,924	
All Jobs	322	296					

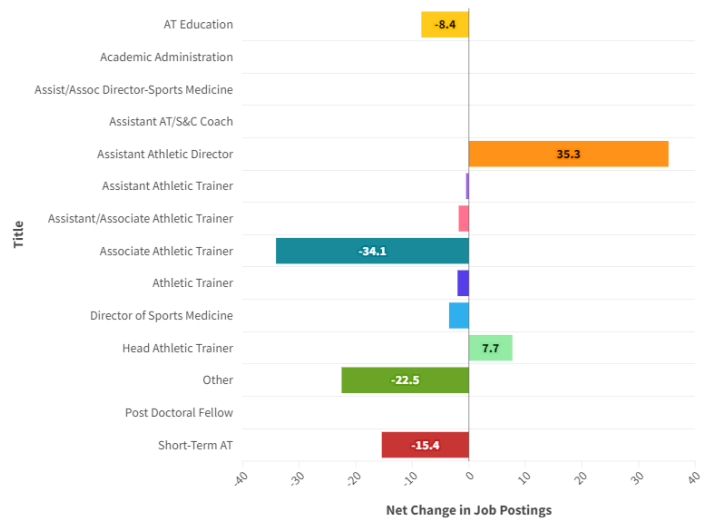
* Number reporting salaries

The title of “Athletic Trainer” has a statistically higher salary than “Assistant Athletic Trainer” and “Assistant/Associate Athletic Trainer.” In the HR world, the term “Assistant” tends to lead to a lower salary.

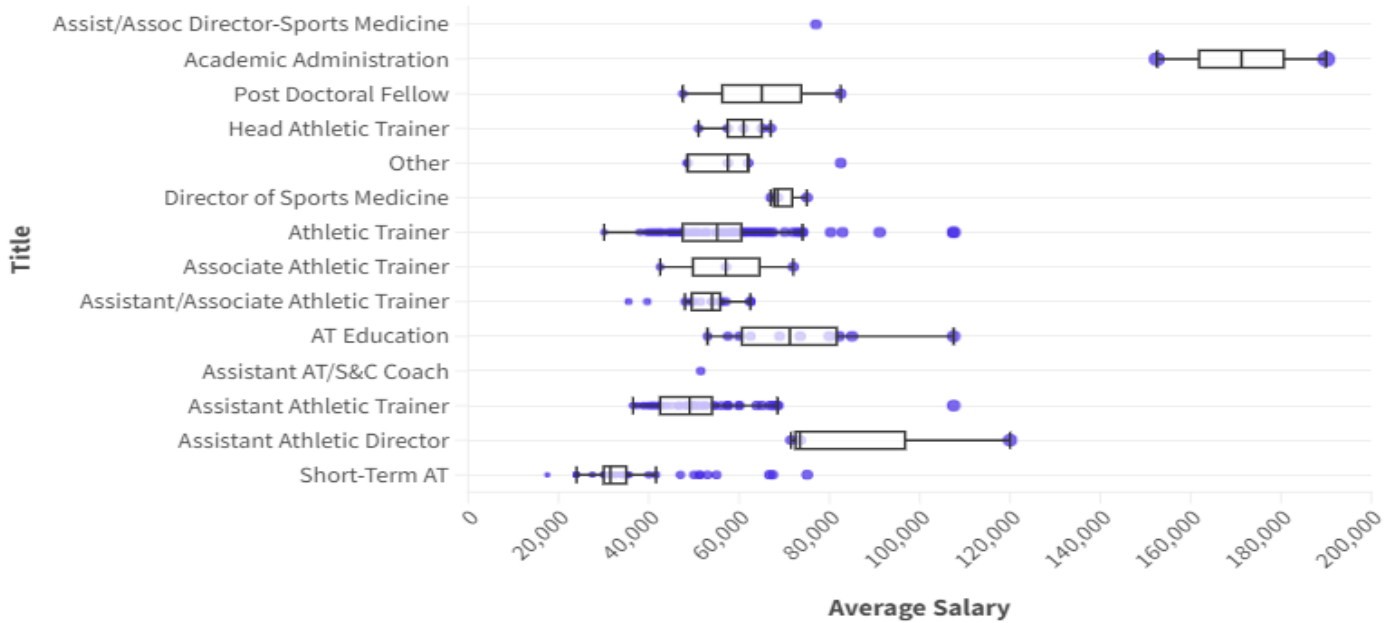
Net Change in Postings by Title Jan to Feb



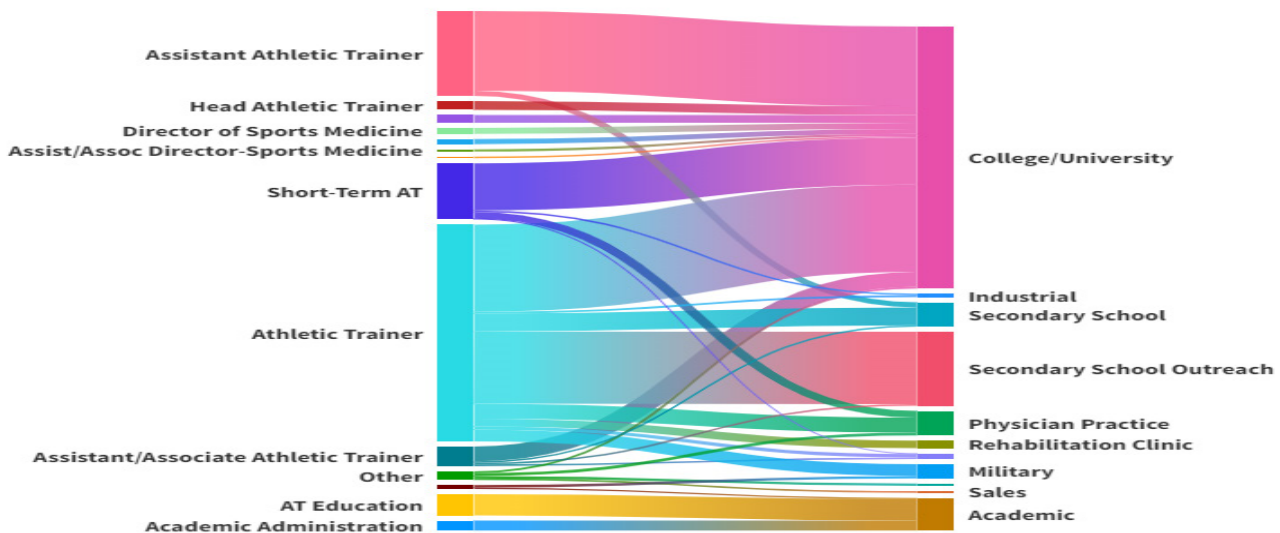
Percent Change in Salaries by Title Jan to Feb



Salary Metrics by Title

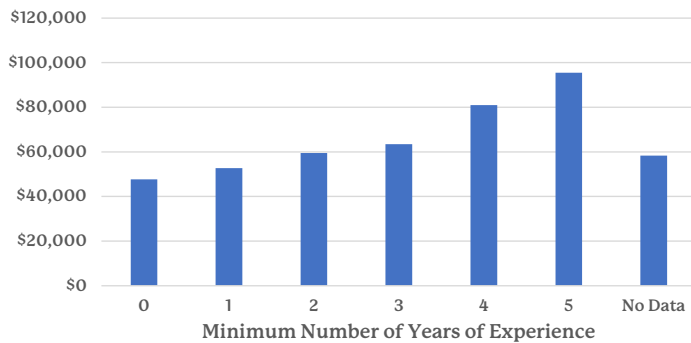


TYD Title to Setting Flow

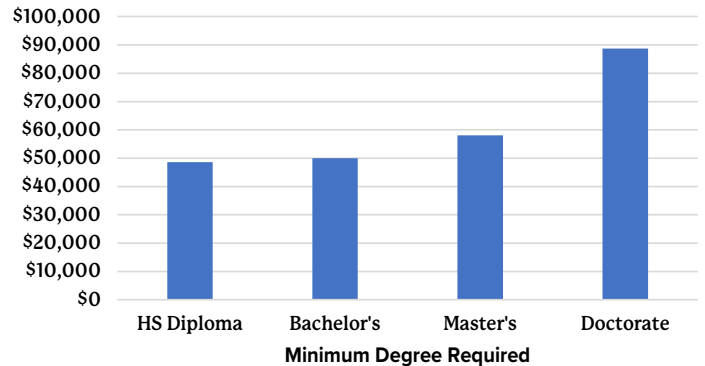


Minimum Experience and Degree

Average Salary by Minimum Number of Years of Experience



Average Salary by Minimum Degree



Average Salaries by Minimum Years of Experience and Minimum Degree



Minimum Years Exp	Count	n*	Mean	Median	StDev	Range	95% CI
0	205	194	\$47,698	\$48,576	\$13,570	\$90,000	\$45,789-\$49,608
1	44	38	\$52,738	\$50,633	\$10,504	\$43,000	\$49,398-\$56,078
2	36	31	\$59,450	\$57,450	\$13,998	\$67,850	\$54,523-\$64,378
3	18	17	\$63,410	\$60,000	\$15,048	\$65,000	\$56,256-\$70,563
4	3	3	\$80,973	\$82,920	\$4,308	\$10,000	
5	12	10	\$95,500	\$74,500	\$41,810	\$129,000	
Not Reported	4	3	\$58,333	\$62,500	\$5,893	\$12,500	
Total	322	296					

For job seekers, a statistically significant increase in salary is not realized until someone has 2 years of experience.

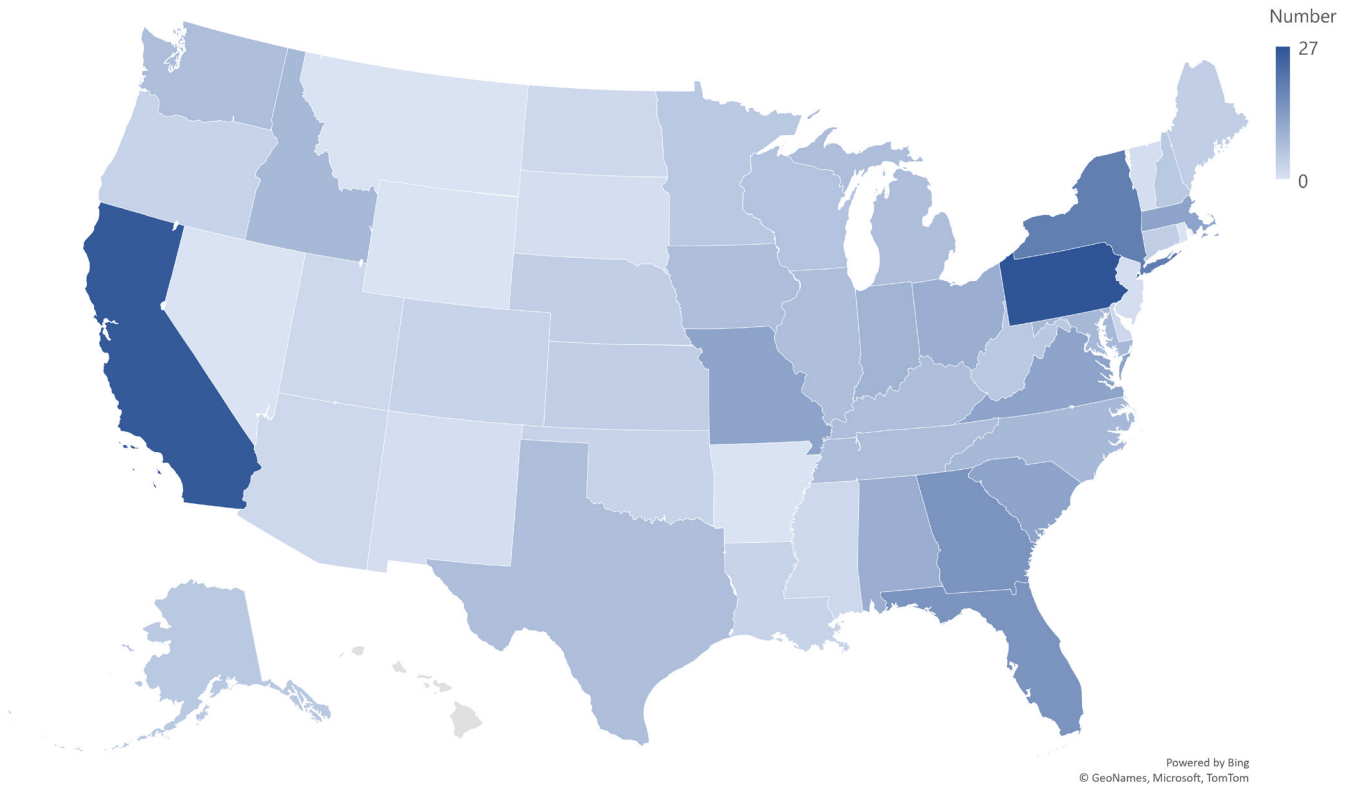
Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	262	242	\$49,990	\$50,000	\$14,353	\$90,000	\$48,181-\$51,798
Masters	44	41	\$58,081	\$57,500	\$15,024	\$84,500	\$53,482-\$62,680
Doctorate	13	11	\$88,675	\$73,500	\$42,817	\$142,500	
Total							

* Number reporting salaries - High School Diploma excluded from analysis

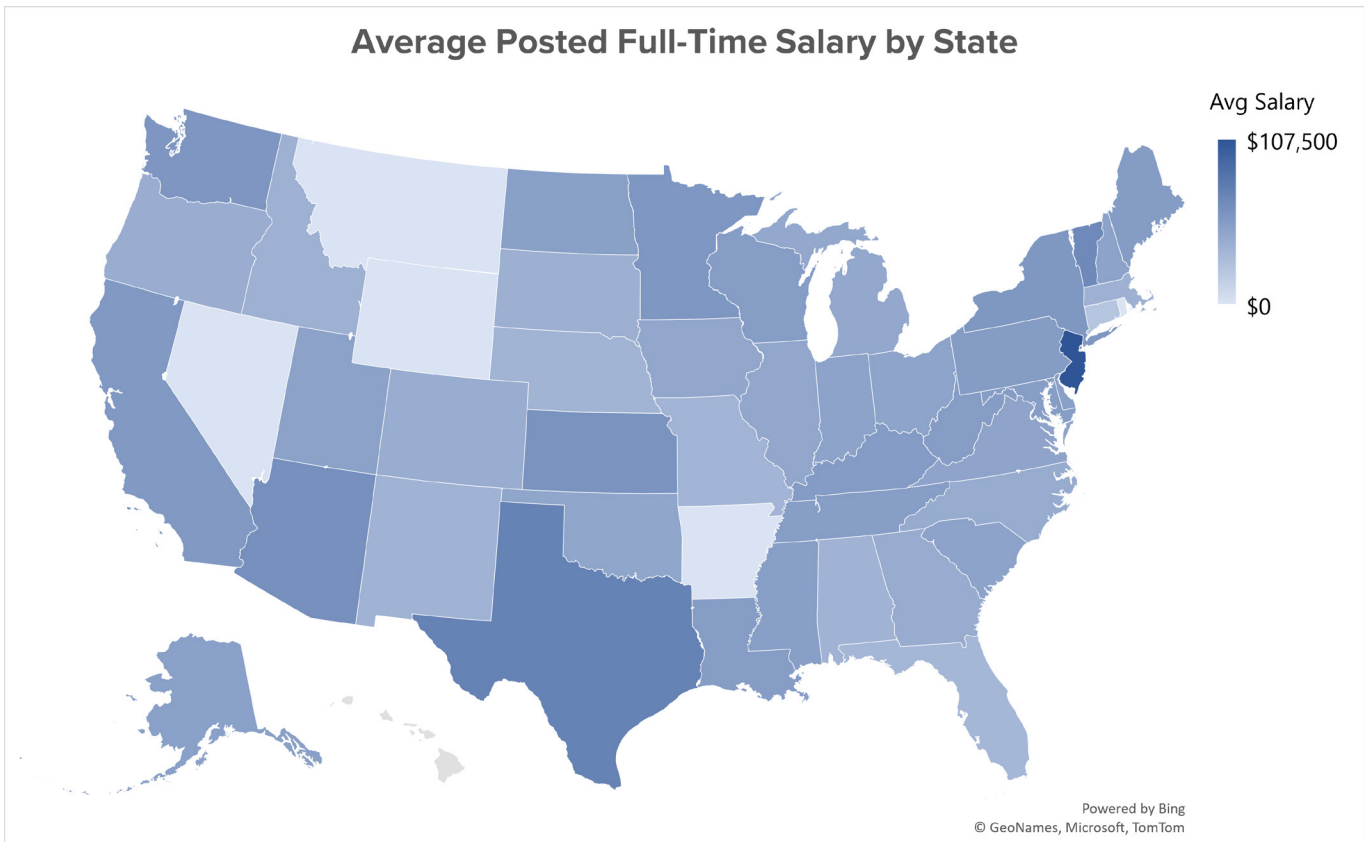
A master's degree has a statistically higher salary than a bachelor's degree.

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary by State



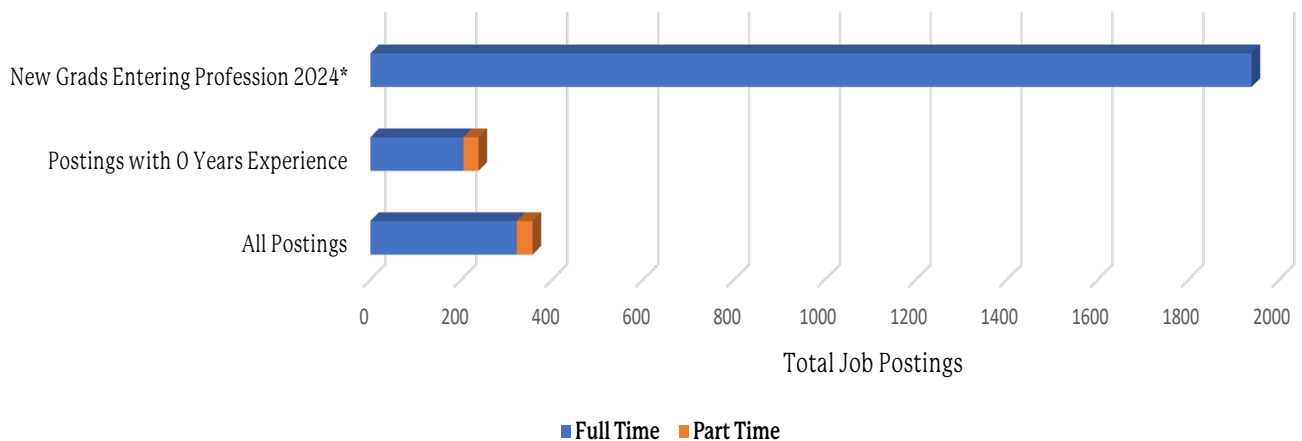
Full-Time Job Distribution by NATA District

NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	25	20	\$52,745	\$51,883	\$8,095	\$30,500	\$49,197-\$56,292
District 2	50	47	\$58,320	\$55,161	\$13,810	\$72,500	\$54,372-\$62,268
District 3	45	41	\$52,976	\$50,000	\$22,255	\$125,000	\$46,164-\$59,788
District 4	28	26	\$51,902	\$50,344	\$11,410	\$49,860	\$47,517-\$56,288
District 5	34	31	\$47,154	\$47,140	\$11,073	\$38,927	\$43,256-\$51,052
District 6	9	8	\$71,364	\$55,500	\$46,608	\$150,500	
District 7	8	8	\$47,750	\$50,000	\$15,215	\$57,500	
District 8	26	26	\$55,917	\$64,425	\$28,827	\$83,500	\$44,836-\$66,997
District 9	59	52	\$47,710	\$47,553	\$10,587	\$52,400	\$44,832-\$50,587
District 10	21	21	\$48,600	\$45,992	\$12,750	\$31,201	\$43,147-\$54,053
District 11	16	15	\$53,098	\$56,400	\$8,505	\$30,347	\$48,794-\$57,401
Total	321	295					

* 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.
- 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.

