

January 2024 Athletic Training Job Report

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Key Findings

- There were 189 jobs listed during the month of January 2024, 165 full-time positions and 24 part-time positions.
- For every three existing position that was posted, there was one new position.
- This report details the full-time positions with the caveat that both groups are recruiting from the same pool.
- The majority (64%) of positions were within the College/University clinical setting. The salaries are statistically significantly lower than other positions.
- Newly created positions (as designated by the employer) carried a statistically higher average salary than existing positions.
- Years of experience required for positions was statistically correlated to higher salary ranges ($p < .01$).

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

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.

Overview

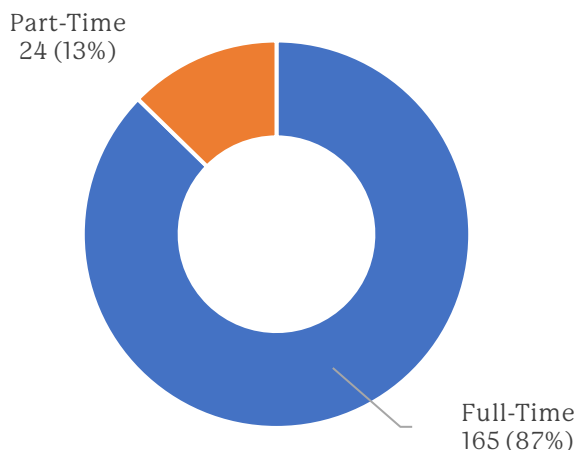
The First of Many

This report is the first in a series of monthly analysis of job postings listed on nata.org. As this is our first report of this type, the “analysis” will be limited. In future iterations of our report, we will include more detailed trend analyses. The last page of this report details the assumptions and conventions used during our data collection, analysis, and presentation. Please let one of us know if there are specific topics of interest to you.

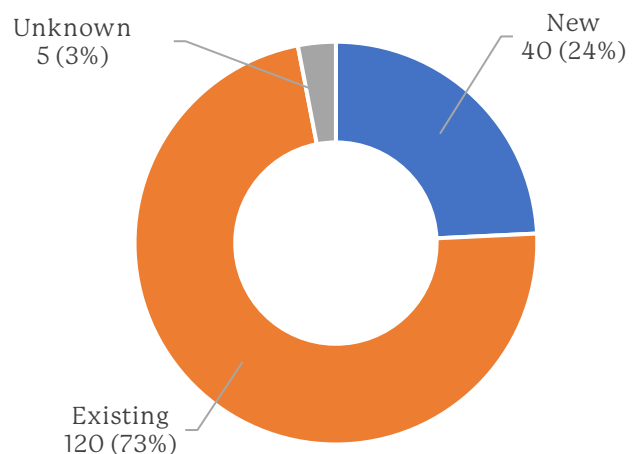
Although the proportion of full-time and part-time positions is presented, our primary analysis will be focused on full-time positions. However, be mindful that both full- and part-time postings are largely recruiting from the same pool.

Posting Classifications (n = 189)

Full-Time vs. Part-Time



New vs. Existing Full-Time Job Postings



1 in 4 full-time postings are for new positions

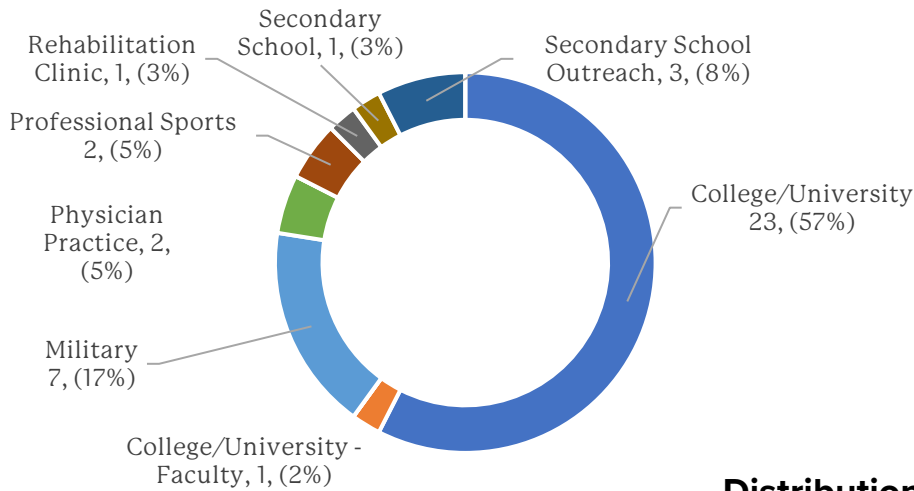
Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	40	36	\$59,392	\$53,500	\$19,136	\$67,500	\$52,917 - \$65,867
Existing Position	120	109	\$49,971	\$50,000	\$13,485	\$58,920	\$47,411 - \$52,531
Unknown	5	2	\$52,252	\$52,252	\$13,791	\$19,504	-
All Jobs	165	147	\$52,309	\$50,000	\$15,494	\$83,500	\$49,784 - \$54,835

* Number reporting salaries

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

Distribution of New vs. Existing Jobs

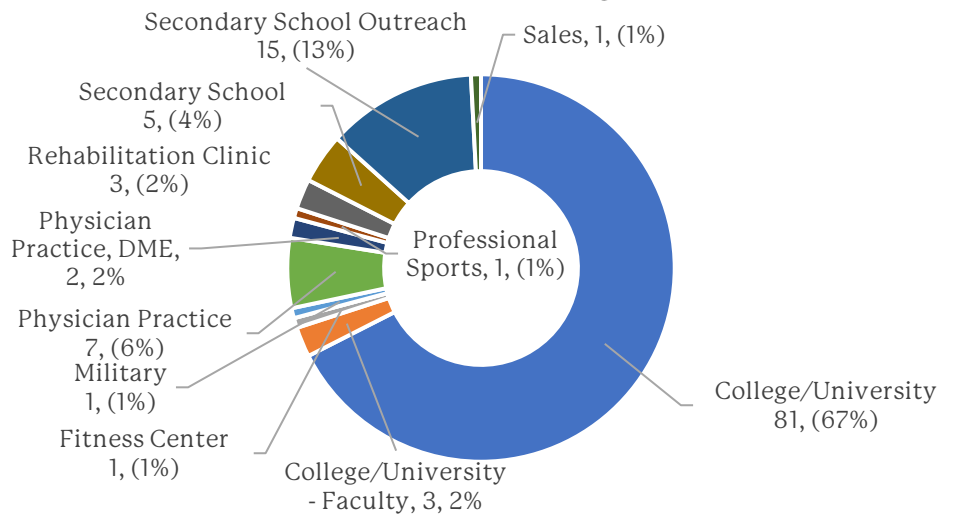
Distribution of New Positions



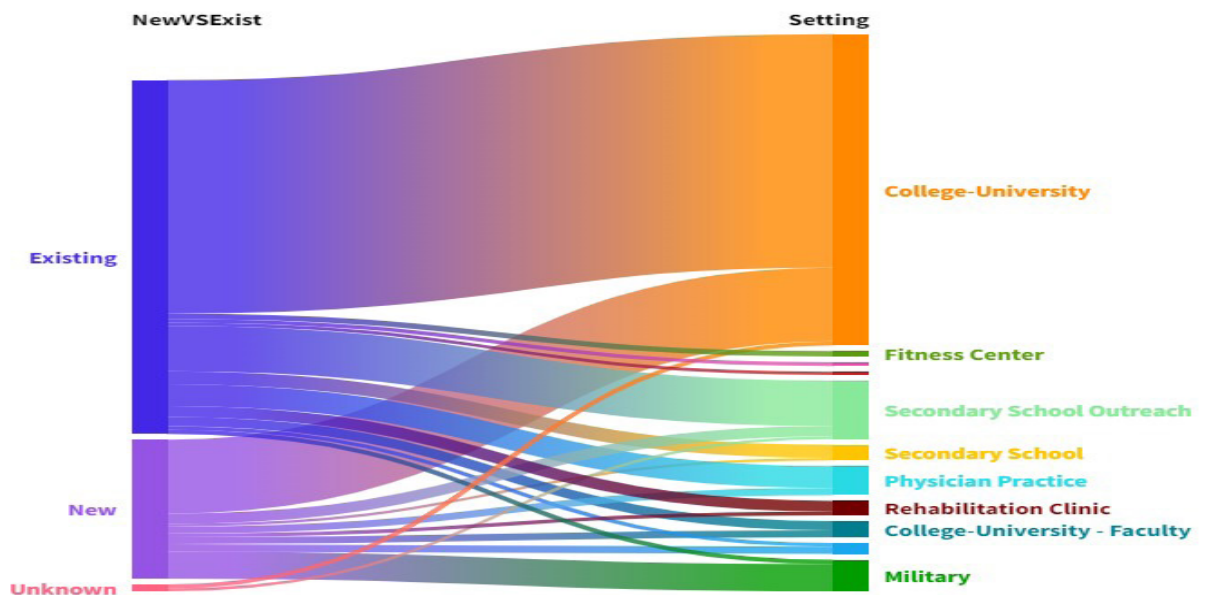
New vs. Existing Positions

When submitting a job posting on nata.org, the poster should indicate if the hire is re-placing an existing position or if it is a newly created position.

Distribution of Existing Positions

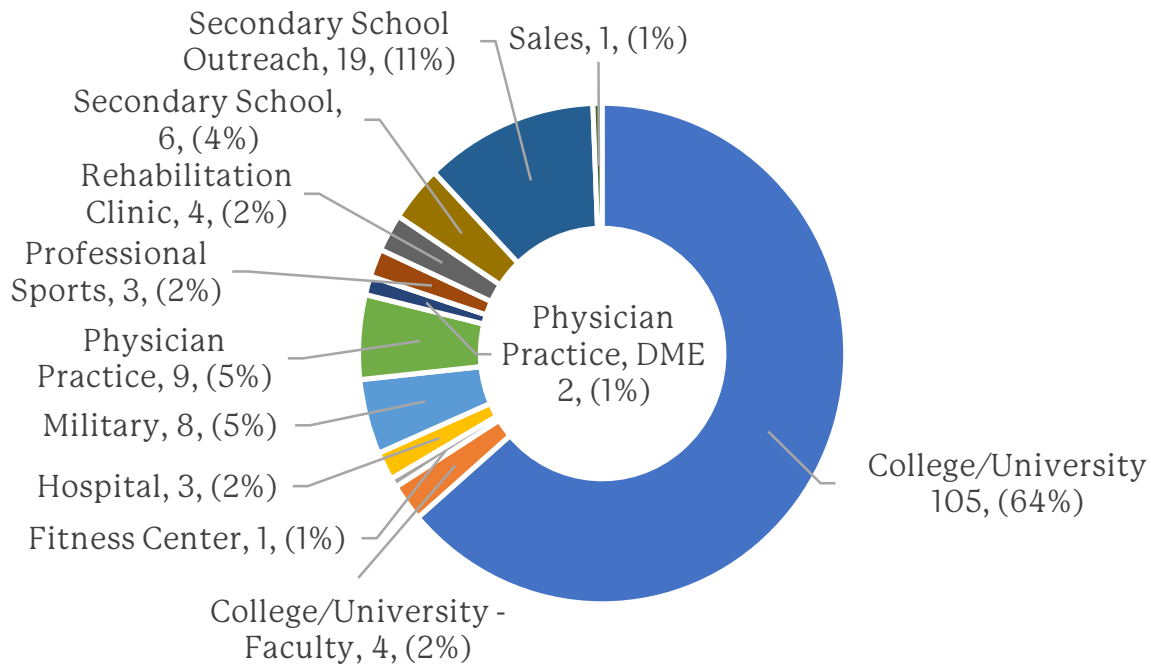


New vs. Existing Positions Relative to Setting



Positions and Salaries by Setting

All Positions by Setting



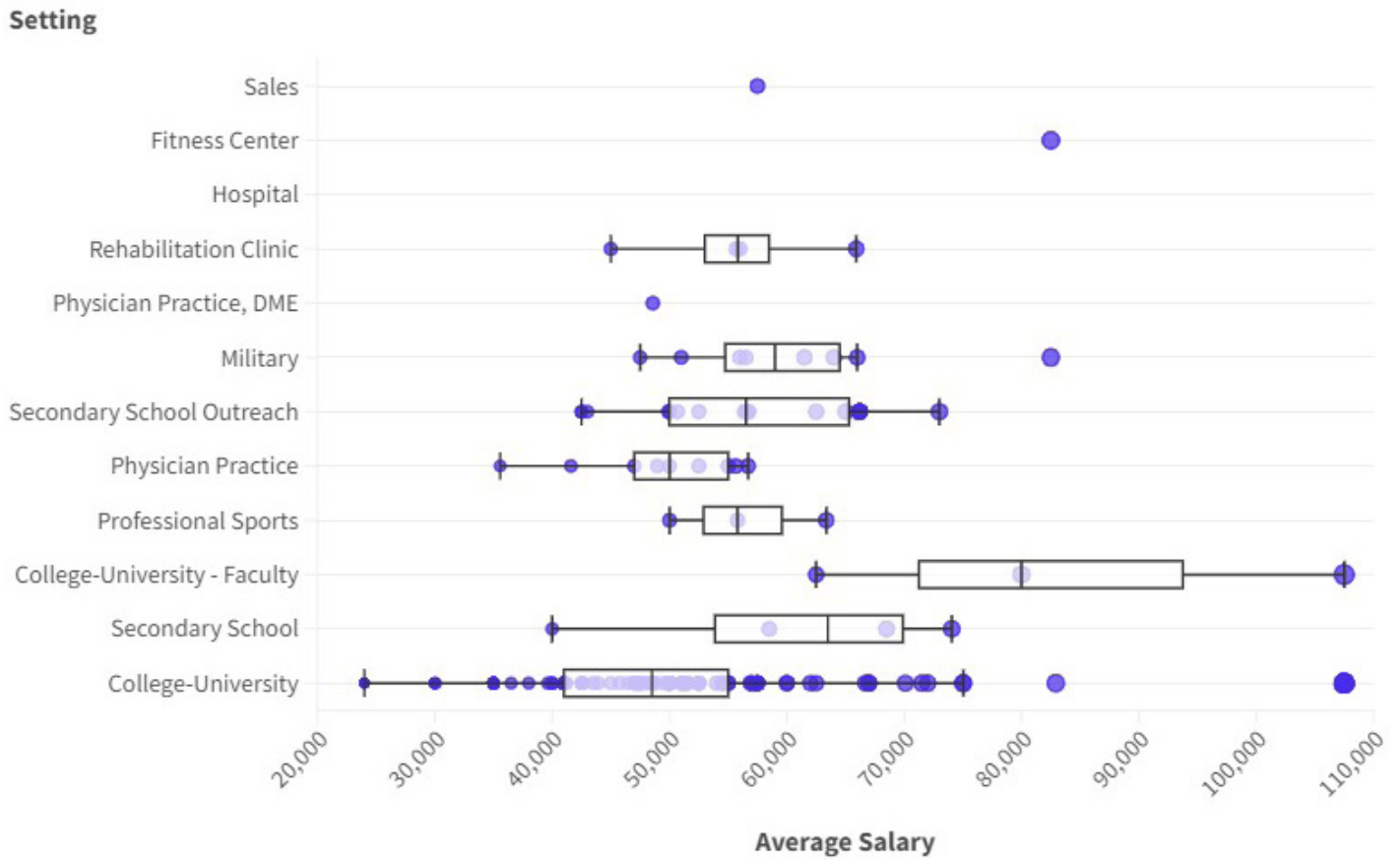
Setting	n*	Mean	Median	StDev	Range	95% CI
College/University	97	\$49,382	\$48,500	\$15,991	\$83,500	\$46,159 - \$52,605
College/University - Faculty	3	\$83,333	\$80,000	\$22,684	\$45,000	
Fitness Center	1	\$82,500				
Hospital	0					
Military	8	\$60,625	\$59,000	\$10,841	\$35,000	
Physician Practice	9	\$49,223	\$50,000	\$6,998	\$21,130	
Physician Practice, DME	1	\$48,576				
Professional Sports	3	\$56,387	\$55,800	\$6,998	\$13,360	
Rehabilitation Clinic	4	\$55,648	\$55,839	\$8,542	\$20,915	
Secondary School	4	\$60,263	\$63,500	\$14,864	\$34,054	
Secondary School Outreach	16	\$56,250	\$56,520	\$9,582	\$30,500	\$51,155 - \$61,345
Sales	1	\$57,500				
All Jobs	147					

* Number reporting salaries

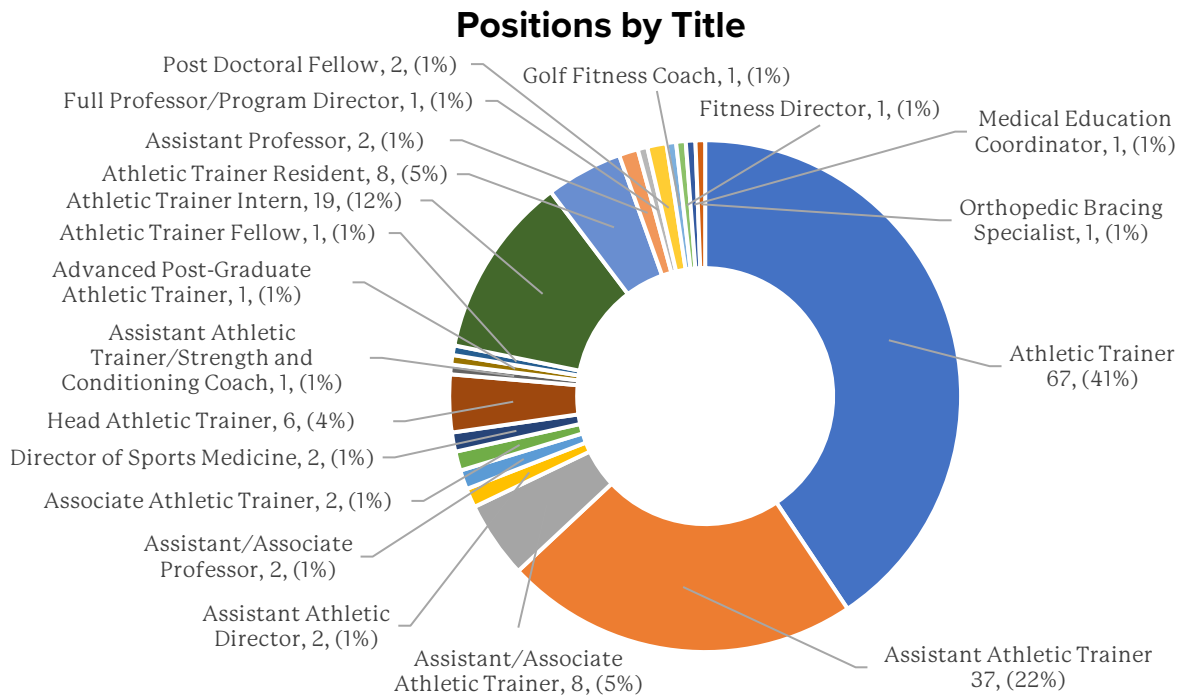
College/University Clinical Positions Have A Lower Salary Than Other Positions

The college/university clinical setting has the highest demand for jobs, representing 64% of the total postings. However, the mean salary for the college/university setting is \$49,382; the mean salary for non-college/university positions is \$57,988. This is a statistically significant difference ($p < 0.001$).

Salary Ranges by Setting



Positions and Salaries by Title

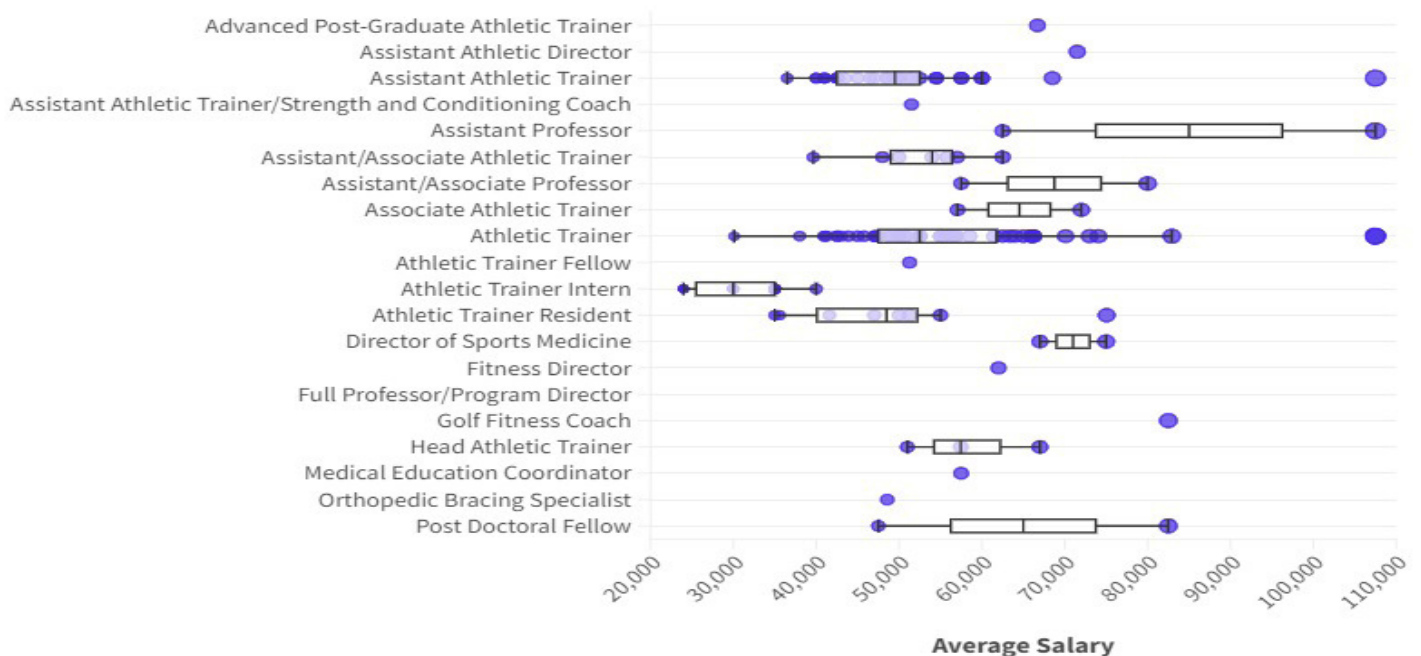


Position Title	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	60	\$55,638	\$52,500	\$13,722	\$77,400	\$52,094 - \$59,138
Assistant Athletic Trainer	33	\$50,399	\$49,500	\$12,433	\$71,000	\$45,991 - \$54,808
Assistant/Associate AT	7	\$52,421	\$54,000	\$7,359	\$22,850	
Assistant Athletic Director	1	\$71,500				
Assistant/Associate Professor	2	\$68,750	\$68,750	\$15,910	\$22,500	
Associate Athletic Trainer	2	\$64,524	\$64,524	\$10,572	\$14,952	
Director of Sports Medicine	2	\$71,000	\$71,000	\$5,657	\$8,000	
Head Athletic Trainer	3	\$58,483	\$57,450	\$8,050	\$16,000	
Assistant AT/Strength Coach	1	\$51,500				
Advanced Post-Graduate AT	1	\$66,700				
Athletic Trainer Fellow	1	\$51,266				
Athletic Trainer Intern	18	\$30,833	\$30,000	\$5,102	\$16,000	\$28,296 - \$33,370
Athletic Trainer Resident	8	\$48,811	\$48,500	\$12,849	\$40,050	
Assistant Professor	2	\$85,000	\$85,000	\$31,820	\$45,000	
Full Prof/Program Director	0	---				
Post Doctoral Fellow	1	\$65,000				
Golf Fitness Coach	1	\$82,500				
Fitness Director	1	\$62,004				
Medical Ed Coordinator	1	\$57,500				
Orthopedic Bracing Specialist	1	\$48,576				
All Jobs	146					

* Number reporting salaries

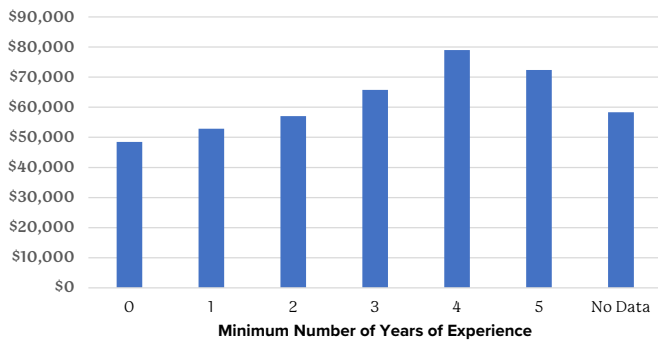
Salary Ranges by Title

Title

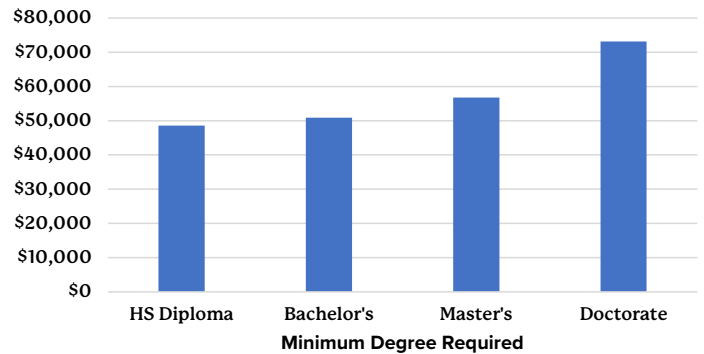


Minimum Experience and Degree

Average Salary by Minimum Number of Years of Experience



Average Salary by Minimum Degree



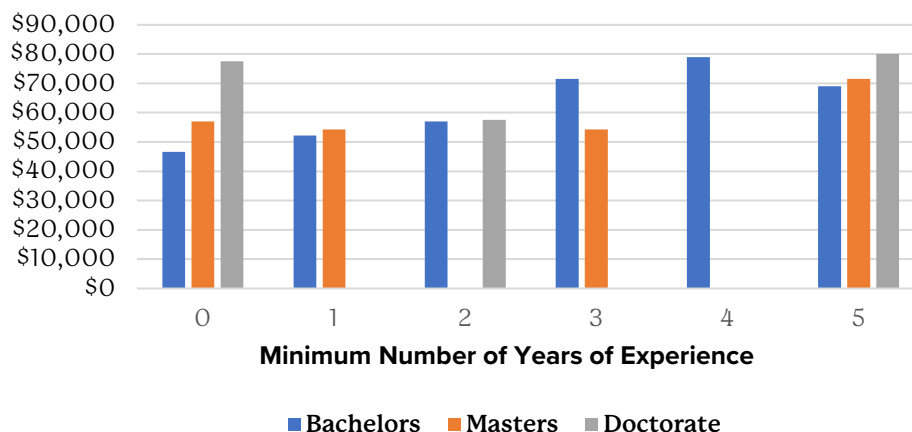
Minimum Years Exp	n*	Mean	Median	StDev	Range	95% CI
0	89	\$48,451	\$48,576	\$14,870	\$83,500	\$45,362 - \$51,540
1	22	\$52,857	\$51,266	\$10,310	\$42,500	\$48,548 - \$57,165
2	21	\$57,026	\$56,000	\$14,674	\$67,850	\$50,750 - \$63,302
3	6	\$65,750	\$58,000	\$19,371	\$57,500	-
4	2	\$78,960	\$78,960	\$3,960	\$7,920	-
5	4	\$72,375	\$71,750	\$4,992	\$14,000	-
Not Reported	3	\$58,333	\$62,500	\$5,893	\$12,500	-
Total	147					

* Number reporting salaries

Minimum Degree	n*	Mean	Median	StDev	Range	95% CI
Bachelors	121	\$50,881	\$50,000	\$15,140	\$83,500	\$48,184 - \$53,579
Masters	21	\$56,749	\$51,266	\$11,501	\$46,000	\$51,831 - \$61,668
Doctorate	4	\$73,125	\$68,750	\$23,074	\$60,000	-
Total	146					

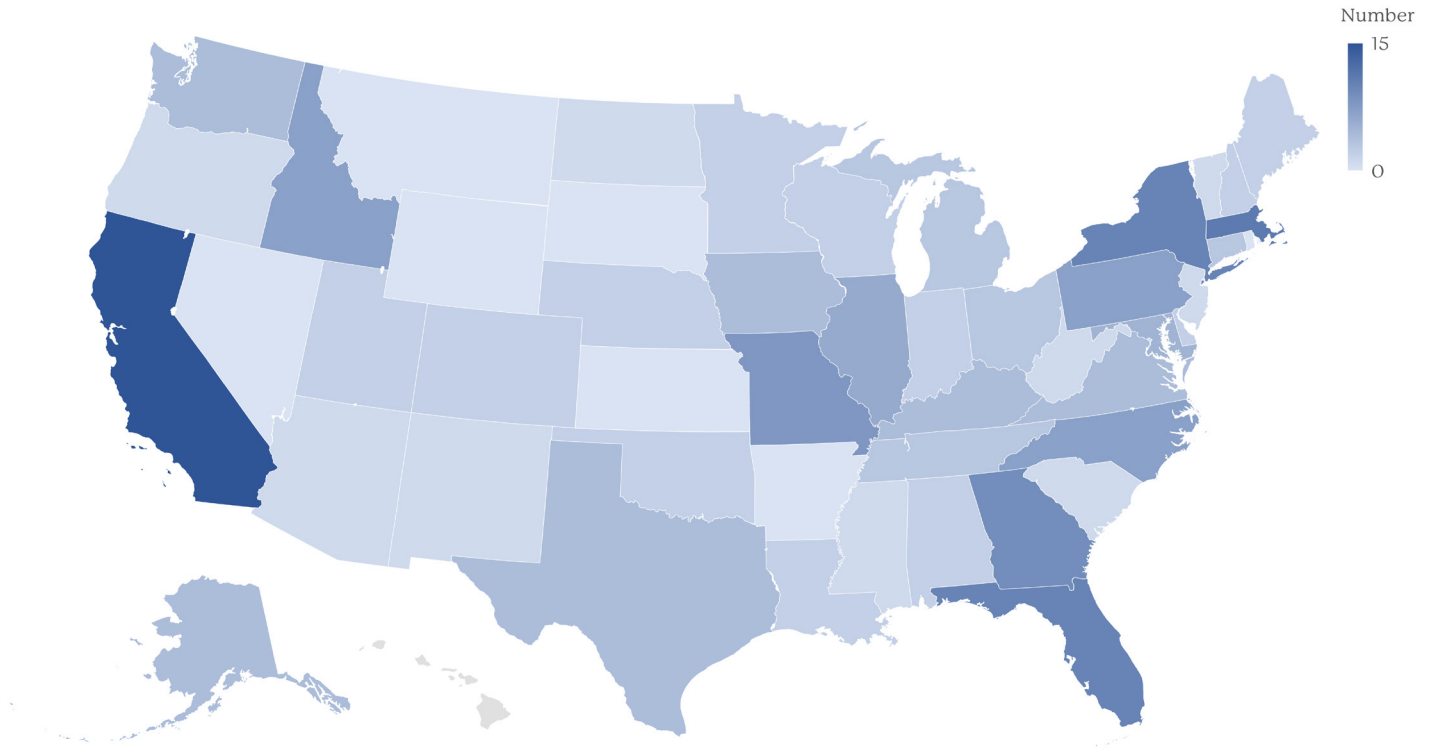
* Number reporting salaries - High School Diploma excluded from analysis

Average Salary by Minimum Degree and Experience Requirements



Geographic Distribution of Jobs

Full-Time Job Distribution by State

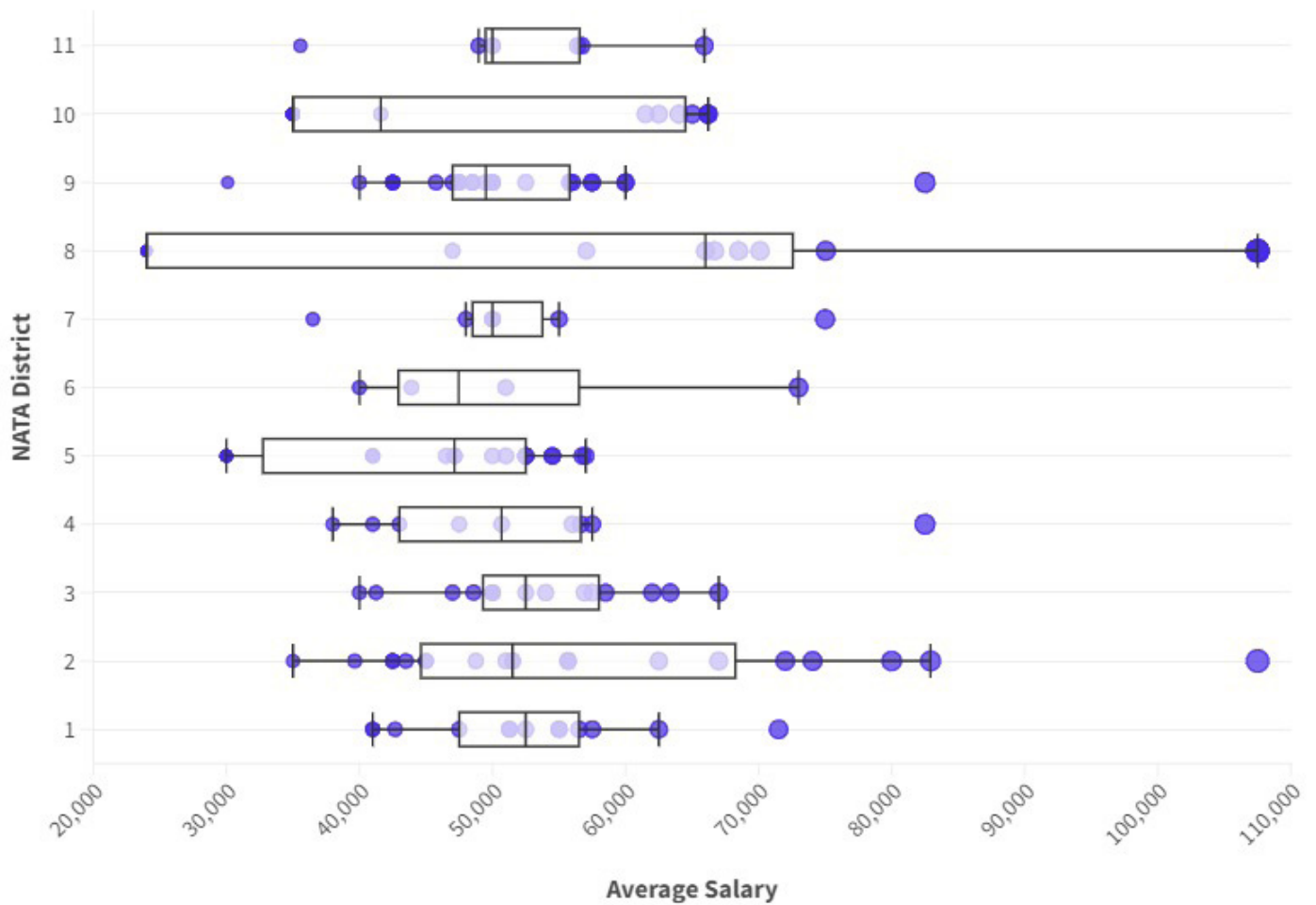


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Full-Time Job Distribution by NATA District

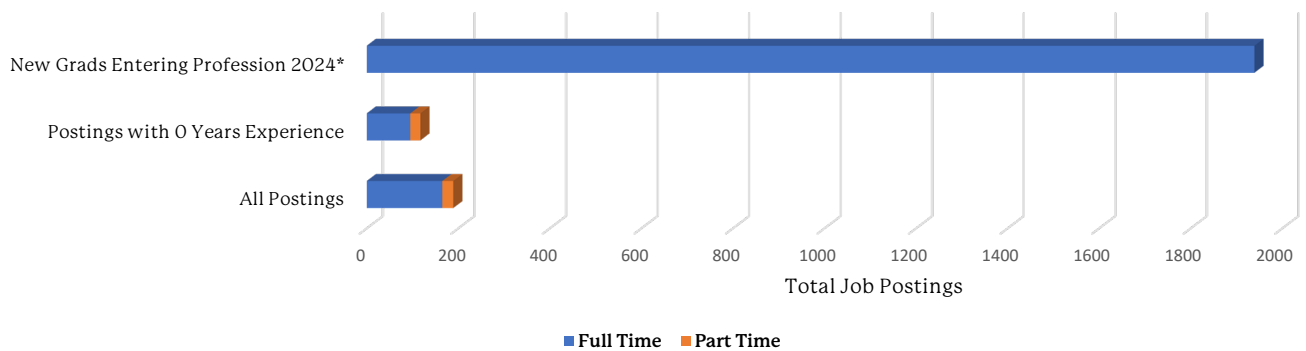
NATA District	n*	Mean	Median	StDev	Range	95% CI
District 1	13	\$52,709	\$52,500	\$8,334	\$30,500	\$48,178 - \$57,239
District 2	20	\$57,661	\$51,500	\$17,653	\$72,500	\$49,925 - \$65,398
District 3	15	\$53,239	\$52,500	\$7,484	\$27,000	\$49,452 - \$57,027
District 4	9	\$52,536	\$50,688	\$12,541	\$44,500	-
District 5	18	\$44,529	\$47,140	\$10,001	\$27,000	\$39,909 - \$49,150
District 6	4	\$51,977	\$47,455	\$12,762	\$33,000	-
District 7	6	\$52,417	\$50,000	\$11,556	\$38,500	-
District 8	15	\$59,526	\$66,000	\$30,446	\$83,500	\$44,119 - \$74,934
District 9	25	\$50,441	\$49,500	\$9,283	\$52,400	\$46,802 - \$54,080
District 10	15	\$49,214	\$41,600	\$14,453	\$31,201	\$41,900 - \$56,527
District 11	7	\$51,934	\$50,000	\$8,638	\$30,347	-
Total	147					

* 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

Conventions and Assumptions

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.

This list will be updated as needed.

