

January - March 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.

March:

1. A total of 174 jobs were posted in March, with 147 of them being listed as full-time. The number of part-time positions increased in March as compared with February.
2. The majority of posted positions were existing positions (70%) and most were for the college/university setting (61%).

Longitudinal:

1. A total of 455 jobs have been advertised on the NATA Career Center since January 1, 2024. Of these, 74% were existing positions and 61% were for the college/university setting.
2. Postings for newly created positions have a statistically significant higher salary than postings for positions that are labeled as “existing”.
3. Academic positions have a statistically significant higher salary than other settings but are more likely to require a doctoral degree.
4. Secondary Schools and Secondary School Outreach positions have a statistically significant higher salary than advertised positions in the physician practice setting.
5. When short term (one-year) positions are removed from the collegiate/university setting, the average salary of the remaining long-term positions is statistically higher than when short- and long-term positions in this setting are combined.
6. Short-term AT positions have the lowest available salary range, which is statistically lower than all other title-based salary ranges.
7. Postings with “Assistant Athletic Trainer” titles have a statistically lower salary range when compared with postings with the title of “Athletic Trainer”.
8. Positions requiring minimum of 1, 2, or 3 years of experience have a significantly higher salary than entry-level (0 years of experience required) positions. Positions requiring 3 years of experience are also significantly higher in salary than those which require 2 years of experience.
9. Positions that require a doctoral degree have a significantly higher salary than those requiring either a bachelor’s or master’s degree.
10. Postings representing NATA Districts 4, 5, 9, and 10 have a statistically significant lower salary range than postings from Districts 2 and 8.

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.

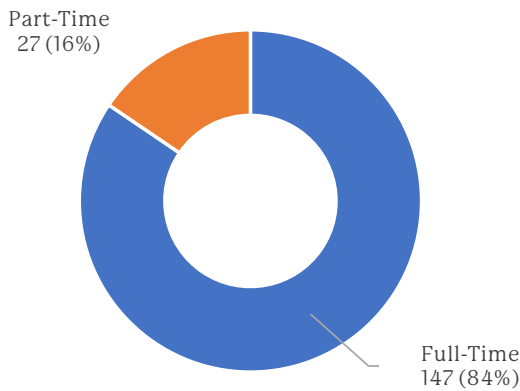
March Job Postings (n = 174)

Overview

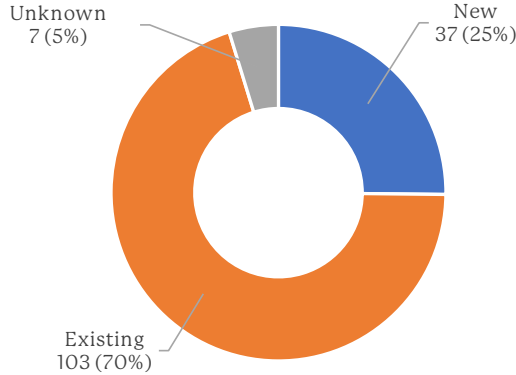
Postings in March: 174 (+7, 4.2% increase from February)
Full-time postings: 147 (-9, 5.8% decrease from February)
Part-Time Postings: 27 (+16, 145.5% increase from February)

Posting Classifications

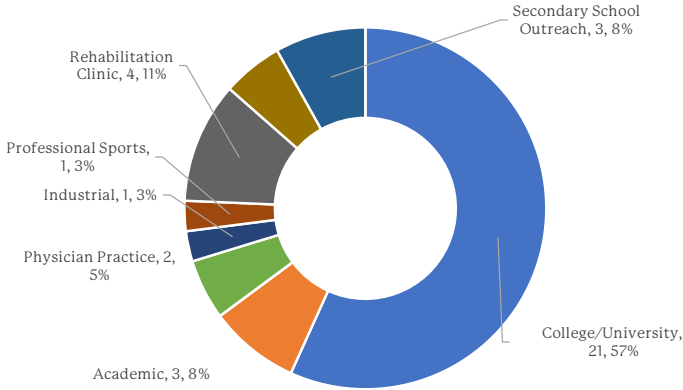
Full-Time vs. Part-Time



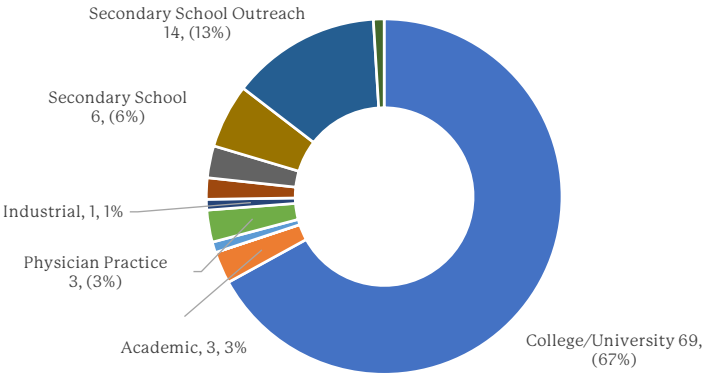
New vs. Existing Full-Time Job Postings



Distribution of New Postions by Setting



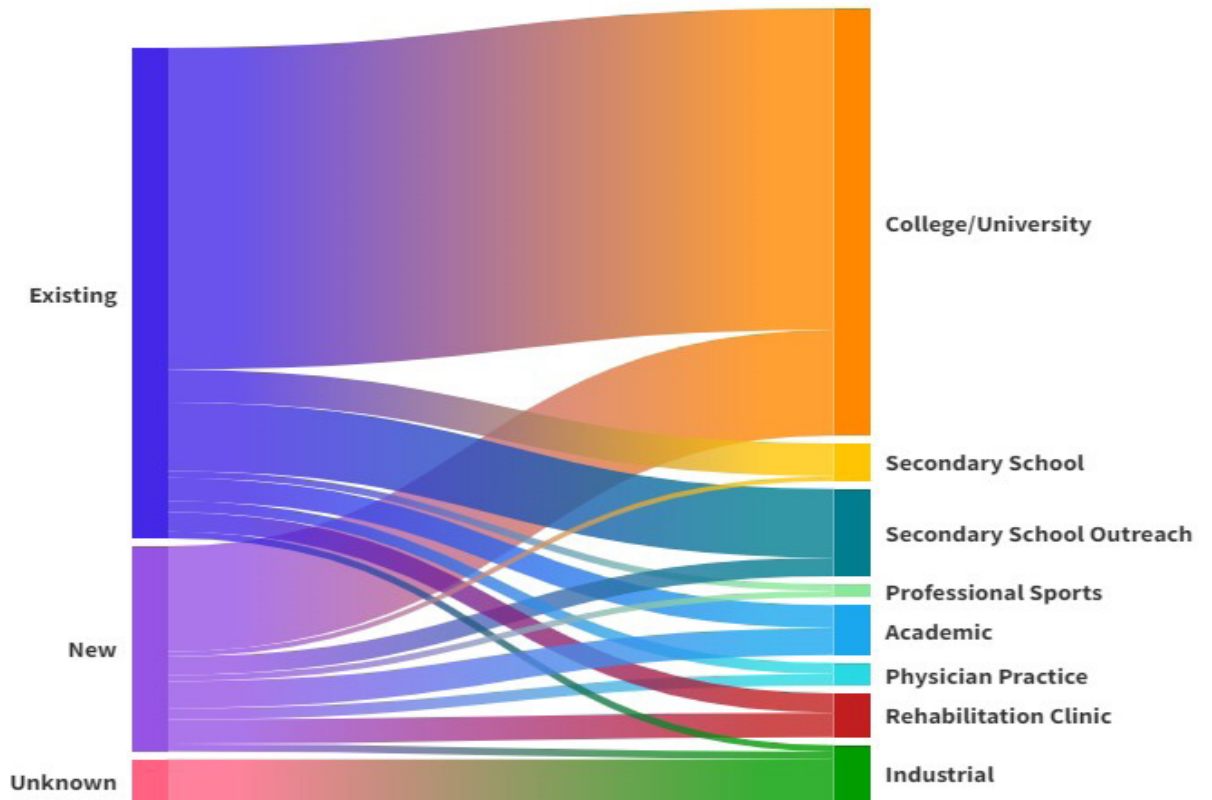
Distribution of Existing Positions by Setting



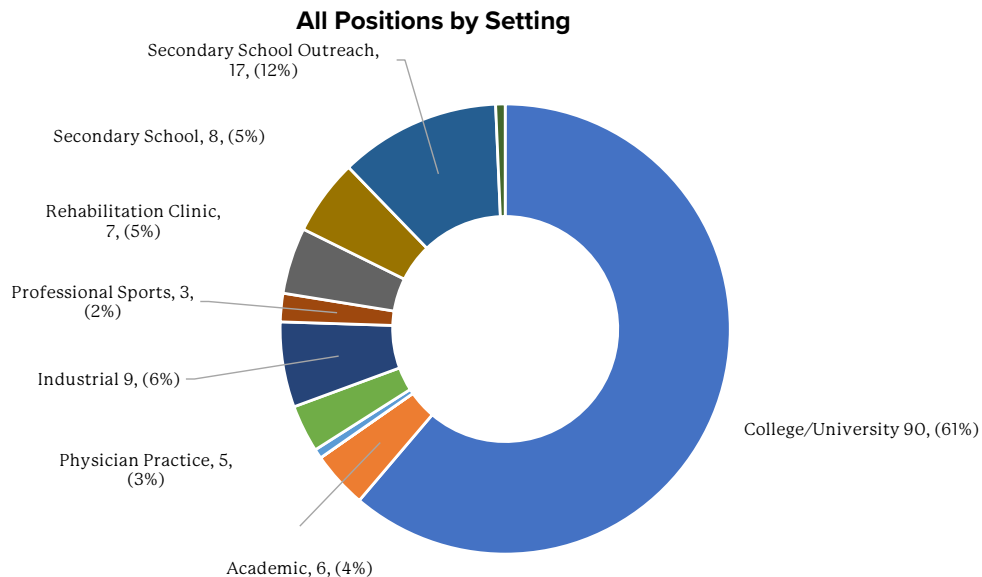
Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	37	34	\$57,745	\$55,528	\$12,865	\$67,492	\$53,421-\$62,070
Existing Position	103	91	\$51,527	\$50,000	\$15,491	\$88,008	\$48,344-\$54,709
Unknown	7	7	\$57,029	\$57,600	\$5,965	\$15,700	
All Jobs	147	132	\$49,698	\$46,344	\$10,733	\$31,500	\$41,110-\$58,286

* Number reporting salaries

March Flow of New and Existing Positions by Setting



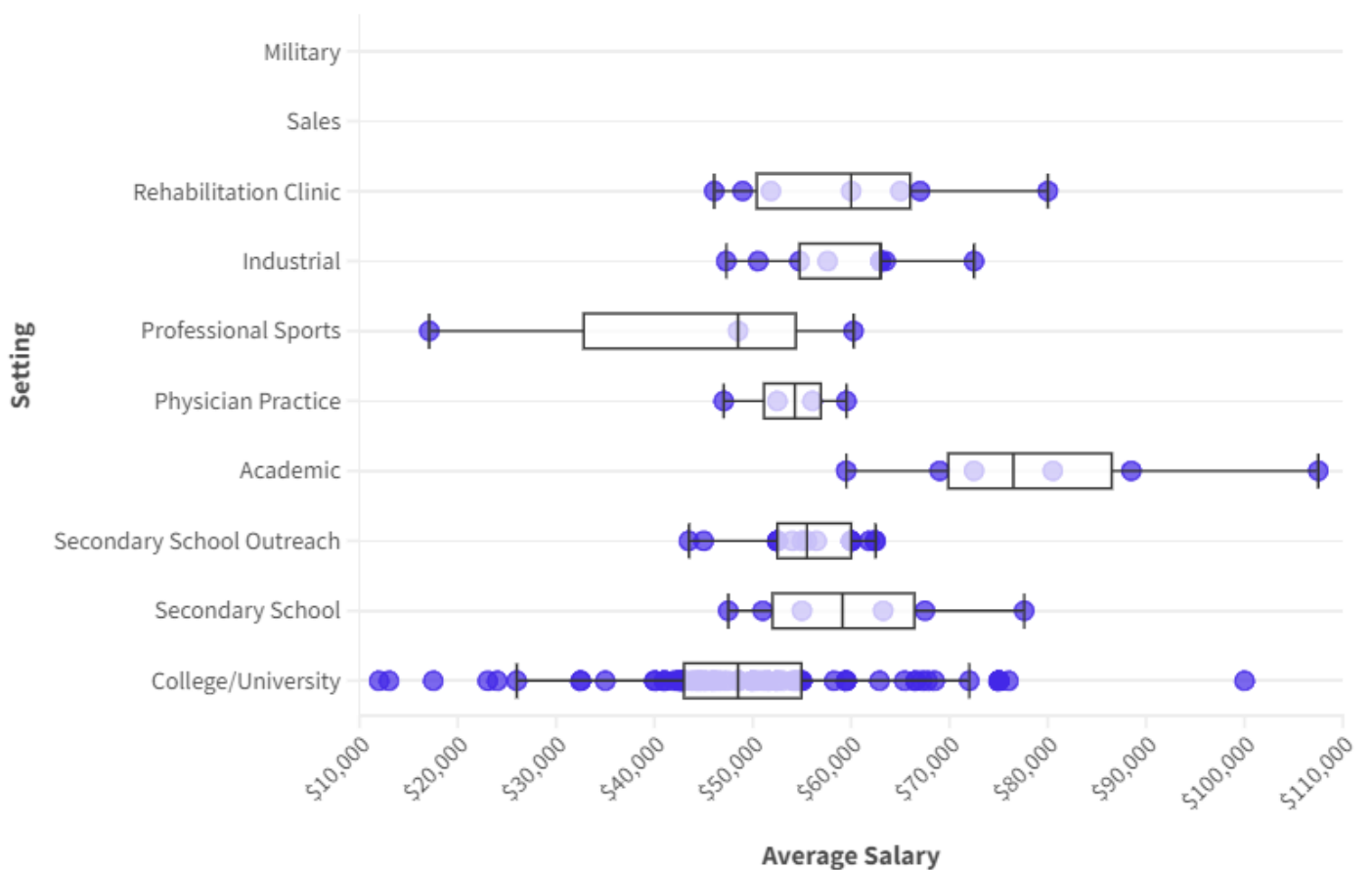
Positions and Salaries by Setting



Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University	90	82	\$49,797	\$48,500	\$14,507	\$88,008	\$46,657-\$52,937
Academic	6	6	\$79,583	\$76,500	\$15,412	\$48,000	
Fitness Center	0						
Hospital	0						
Military	1	0					
Physician Practice	5	4	\$53,779	\$54,278	\$4,615	\$12,480	
Industrial	9	9	\$59,467	\$63,000	\$7,279	\$25,200	
Professional Sports	3	3	\$41,947	\$48,500	\$18,212	\$43,141	
Rehabilitation Clinic	7	7	\$59,840	\$60,000	\$11,059	\$33,920	
Secondary School	8	6	\$60,307	\$59,125	\$10,312	\$30,092	
Secondary School Outreach	17	15	\$55,584	\$55,500	\$5,671	\$19,000	\$52,714-\$58,454
Sales	1	0					
All Jobs	147	132	\$53,420	\$52,500	\$14,763	\$95,500	\$50,902-\$55,939

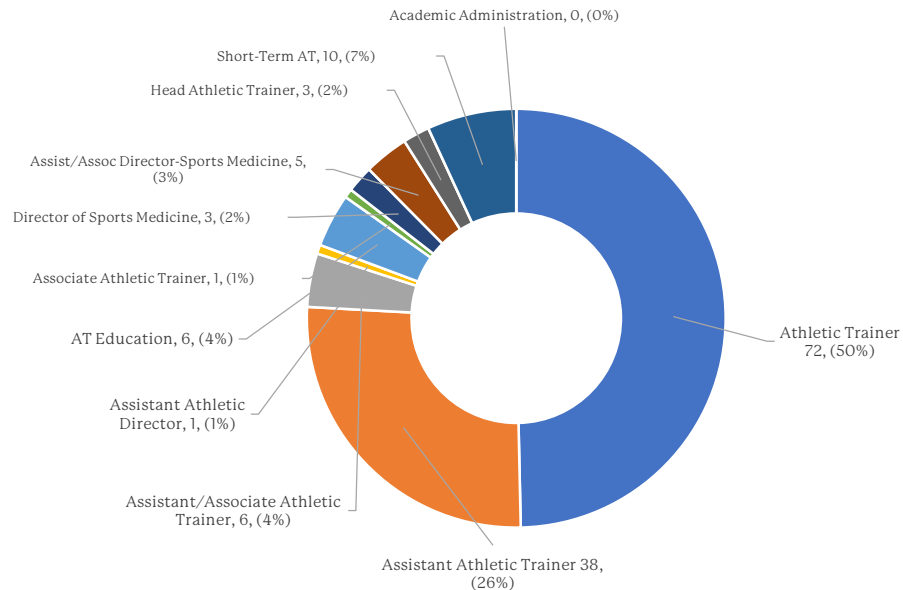
* Number reporting salaries

March Salary Metrics by Setting



Positions and Salaries by Title

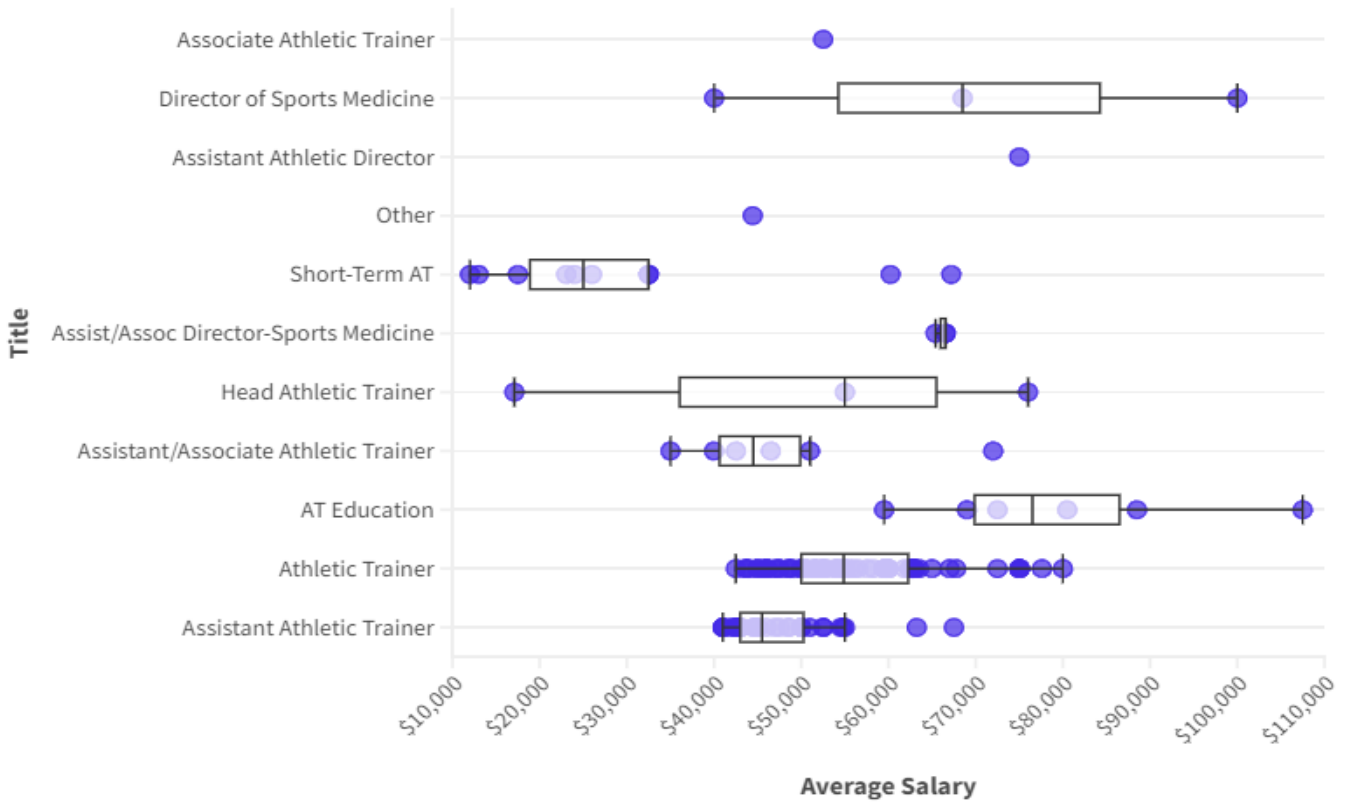
Positions by Title



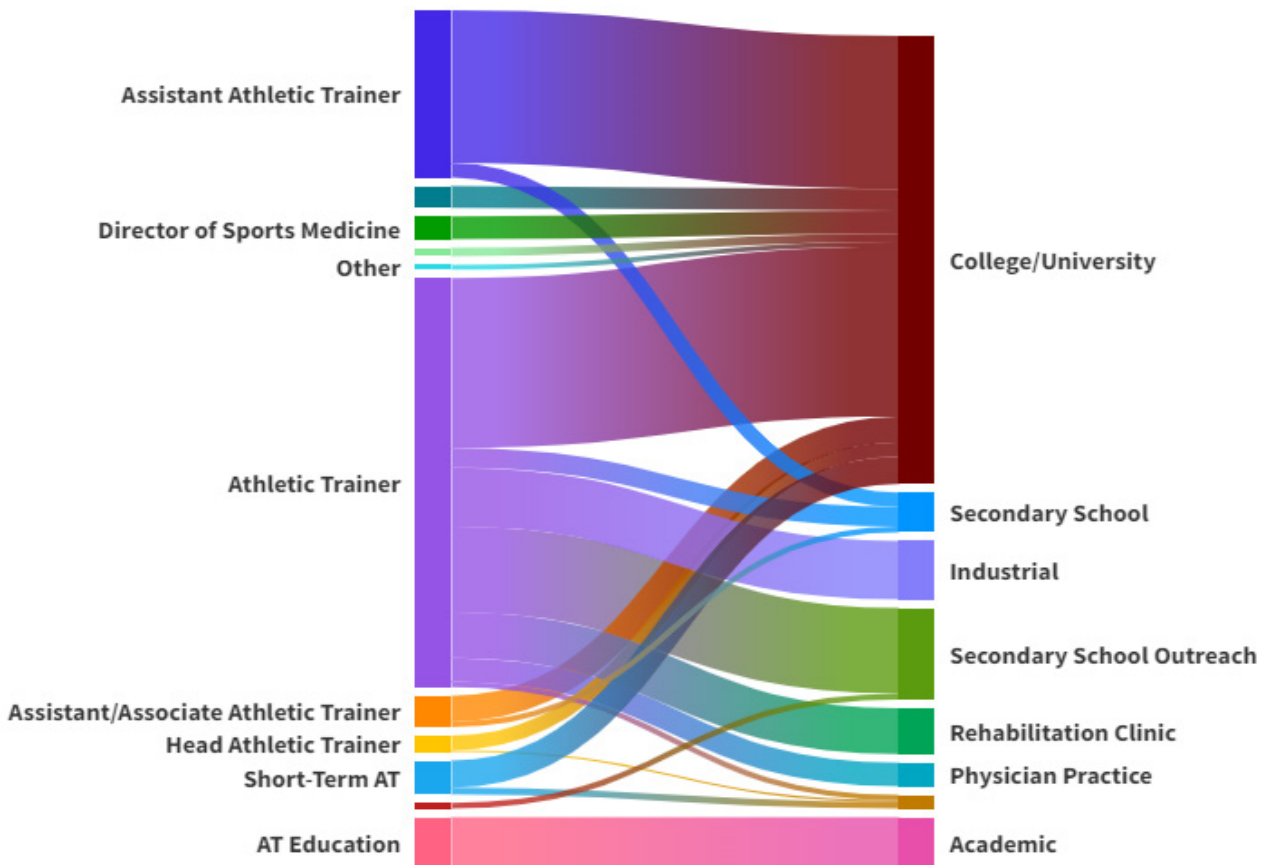
Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	72	66	\$56,465	\$54,875	\$9,157	\$37,500	\$54,256-\$58,674
Assistant Athletic Trainer	38	32	\$47,663	\$45,500	\$6,260	\$26,500	\$45,494-\$49,832
Assistant/Associate AT	6	6	\$47,836	\$44,501	\$11,909	\$37,013	
Assistant Athletic Director	1	1	\$75,000				
AT Education	6	6	\$79,583	\$76,500	\$15,412	\$48,000	
Associate Athletic Trainer	1	1	\$52,500				
Director of Sports Medicine	3	3	\$69,505	\$68,500	\$24,505	\$60,000	
Assist/Assoc Director-Sports Medicine	5	3	\$66,173	\$66,560	\$547	\$1,160	
Head Athletic Trainer	3	3	\$49,367	\$55,000	\$24,374	\$58,900	
Assistant AT/S&C Coach	0						
Short-Term AT	10	10	\$30,798	\$25,000	\$17,816	\$55,200	
Academic Administration	0						
Post Doctoral Fellow	0						
Other	2	1	\$44,434				
All Jobs	158	142	\$53,420	\$52,500	\$14,763	\$95,500	\$50,902-\$55,939

* Number reporting salaries

March Salary Metrics by Title

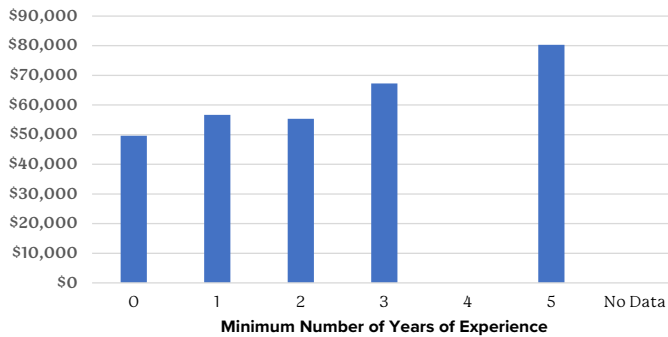


March Flow of Titles by Setting

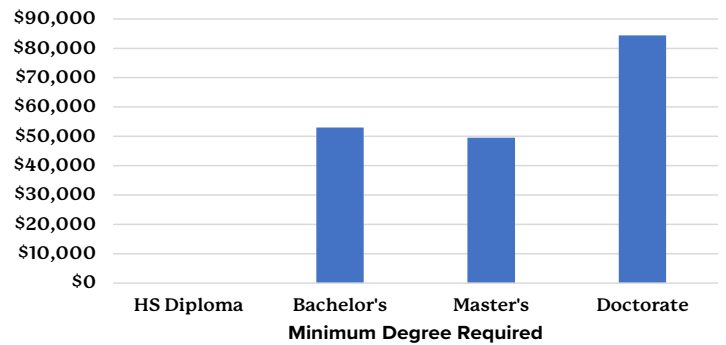


Minimum Experience and Degree

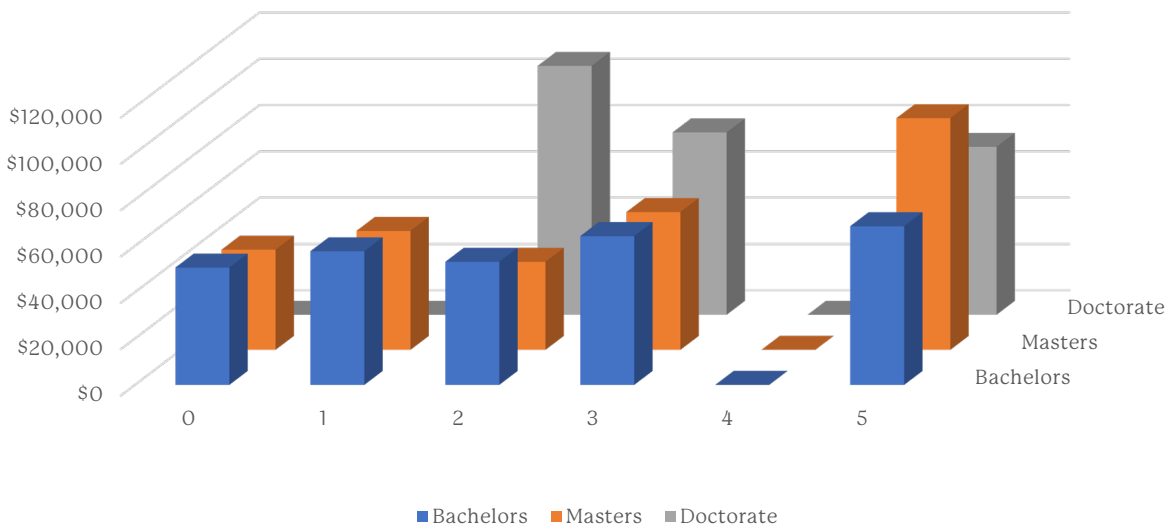
Average Salary by Minimum Number of Years of Experience



Average Salary by Minimum Degree



Average Salaries by Minimum Years of Experience & Degree



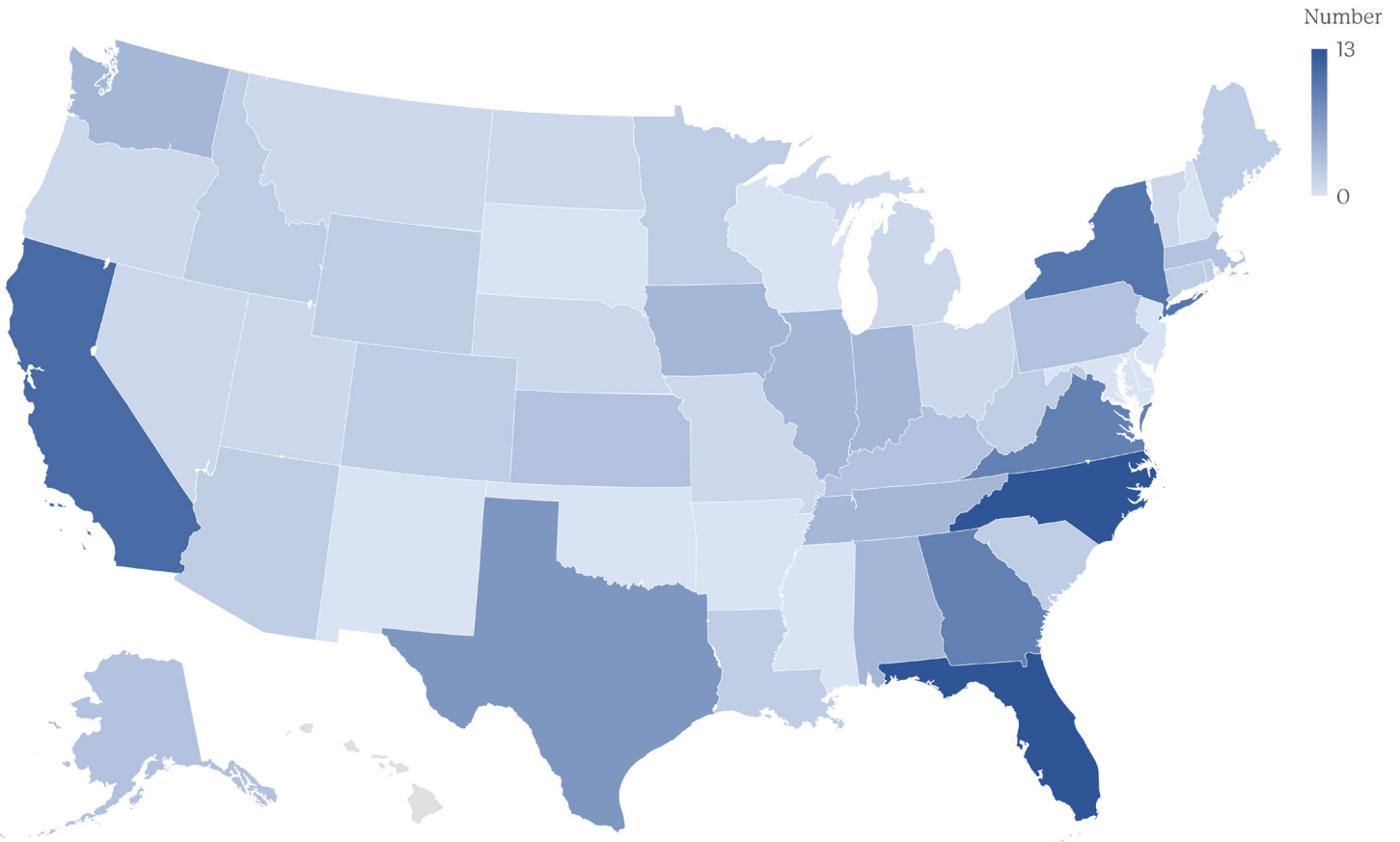
Minimum Years Exp	Count	n*	Mean	Median	StDev	Range	95% CI
0	91	84	\$49,599	\$50,250	\$13,013	\$68,000	\$46,816-\$52,382
1	29	25	\$56,676	\$51,500	\$11,348	\$34,000	\$52,227-\$61,124
2	13	11	\$55,323	\$48,500	\$18,956	\$72,500	
3	9	8	\$67,272	\$66,450	\$10,055	\$33,500	
4	0						
5	4	3	\$80,336	\$72,500	\$14,006	\$31,508	
Not Reported	0						
Total	146	131	\$53,420	\$52,500	\$14,763	\$95,500	\$50,902-\$55,939

Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	120	107	\$53,022	\$52,500	\$12,965	\$68,000	\$50,566-\$55,479
Masters	23	21	\$49,551	\$43,000	\$16,458	\$67,508	\$42,511-\$56,590
Doctorate	4	4	\$84,375	\$80,500	\$15,241	\$38,500	
Total	147	132	\$53,420	\$52,500	\$14,763	\$95,500	\$50,902-\$55,939

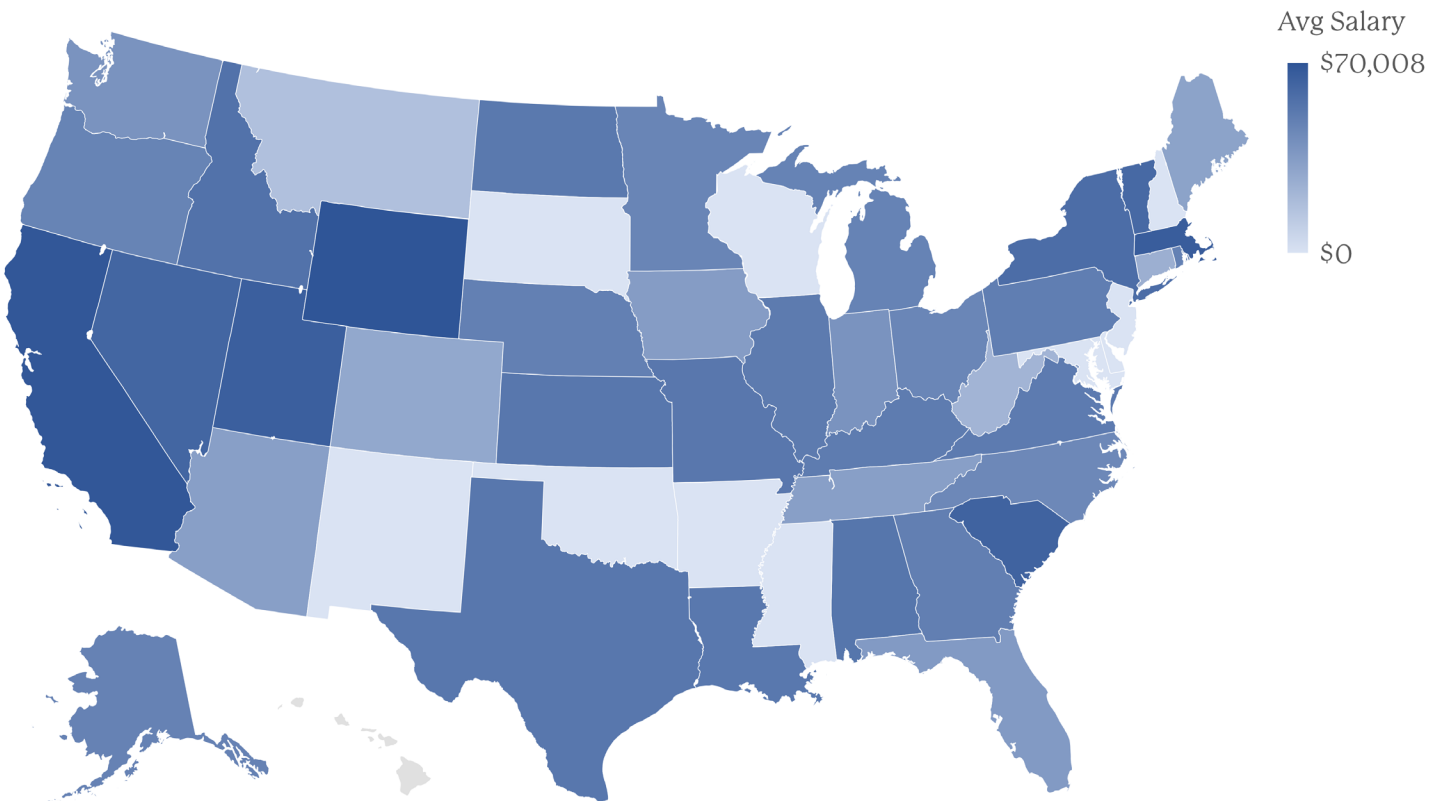
* Number reporting salaries - High School Diploma excluded from analysis

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary By State



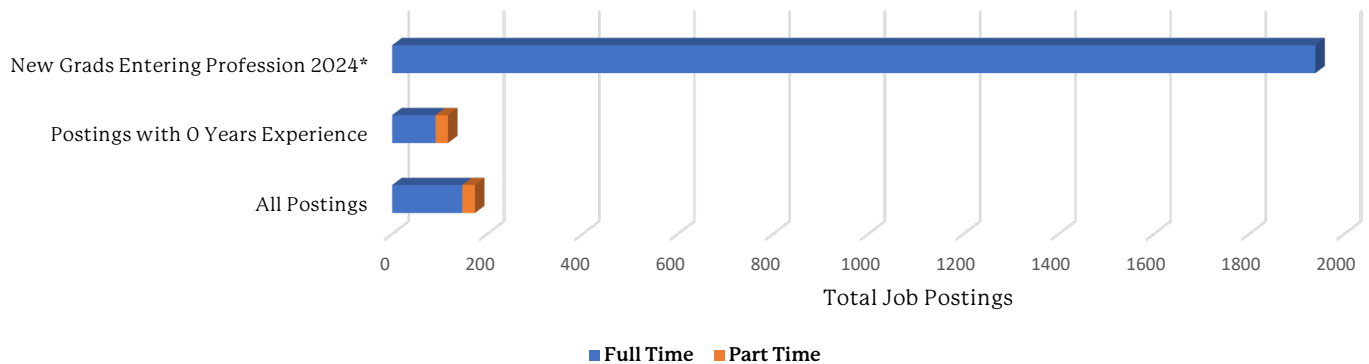
Full-Time Job Distribution by NATA District

NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	9	7	\$56,293	\$52,500	\$8,903	\$28,500	
District 2	14	13	\$61,913	\$62,400	\$11,351	\$35,500	
District 3	28	25	\$51,477	\$50,000	\$7,824	\$31,013	\$48,410-\$54,544
District 4	6	5	\$50,060	\$47,300	\$6,241	\$17,000	
District 5	11	10	\$55,311	\$52,500	\$16,960	\$65,008	
District 6	10	10	\$51,650	\$48,250	\$15,834	\$56,000	
District 7	6	6	\$38,389	\$40,530	\$18,793	\$53,000	
District 8	12	12	\$68,319	\$67,030	\$7,933	\$26,000	
District 9	35	29	\$52,259	\$52,500	\$16,341	\$94,500	\$46,312-\$58,207
District 10	8	8	\$41,667	\$44,518	\$14,302	\$50,100	
District 11	6	6	\$49,698	\$46,344	\$10,733	\$31,500	
Total	145	131	\$53,420	\$52,500	\$14,763	\$95,500	\$50,902-\$55,939

* 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

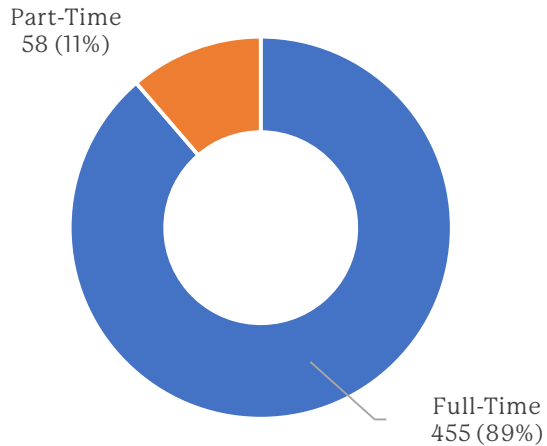


* Estimate from athletictrainingdata.com

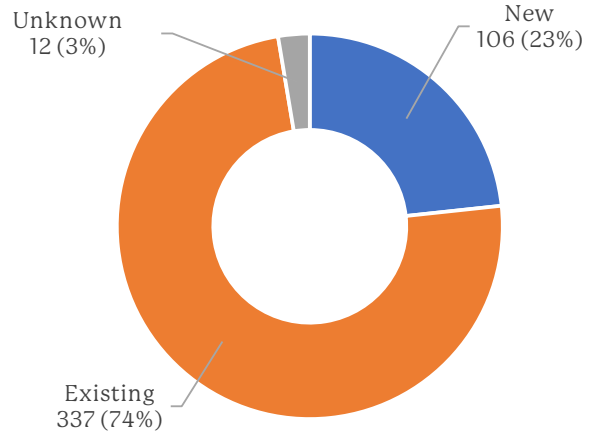
Job Postings to Date (n = 455)

Posting Classifications

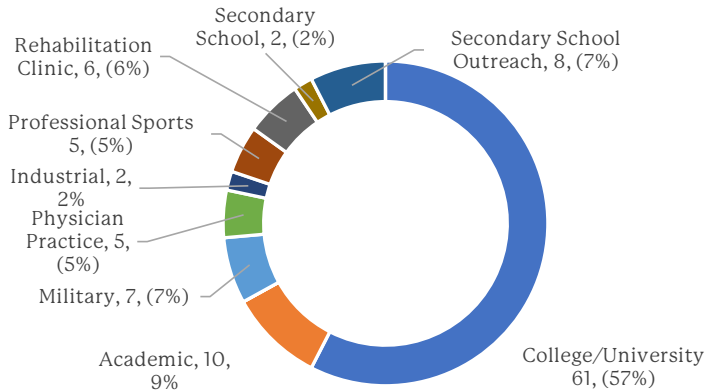
Full-Time vs. Part-Time



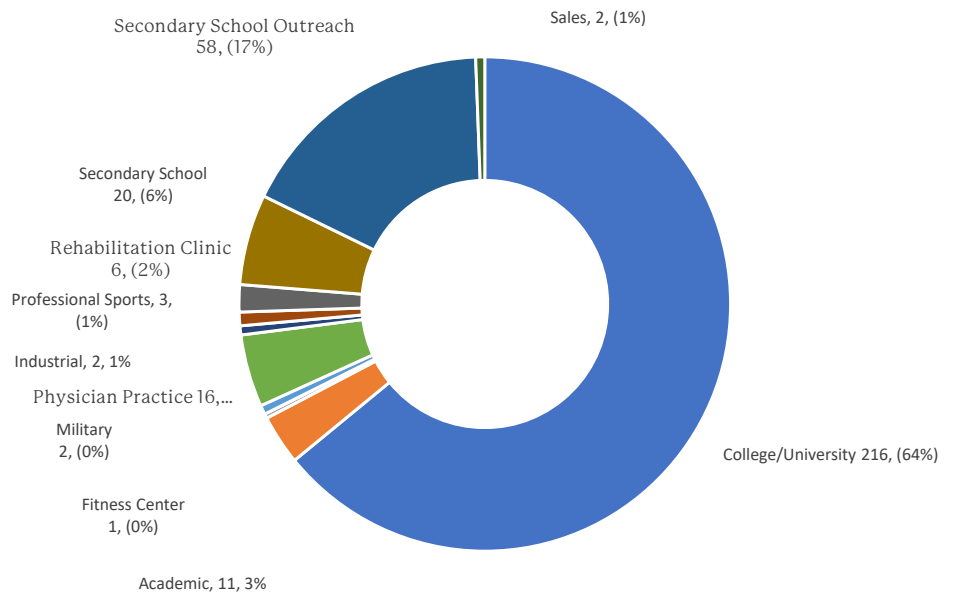
New vs. Existing Full-Time Job Postings



Distribution of New Positions



Distribution of Existing Positions

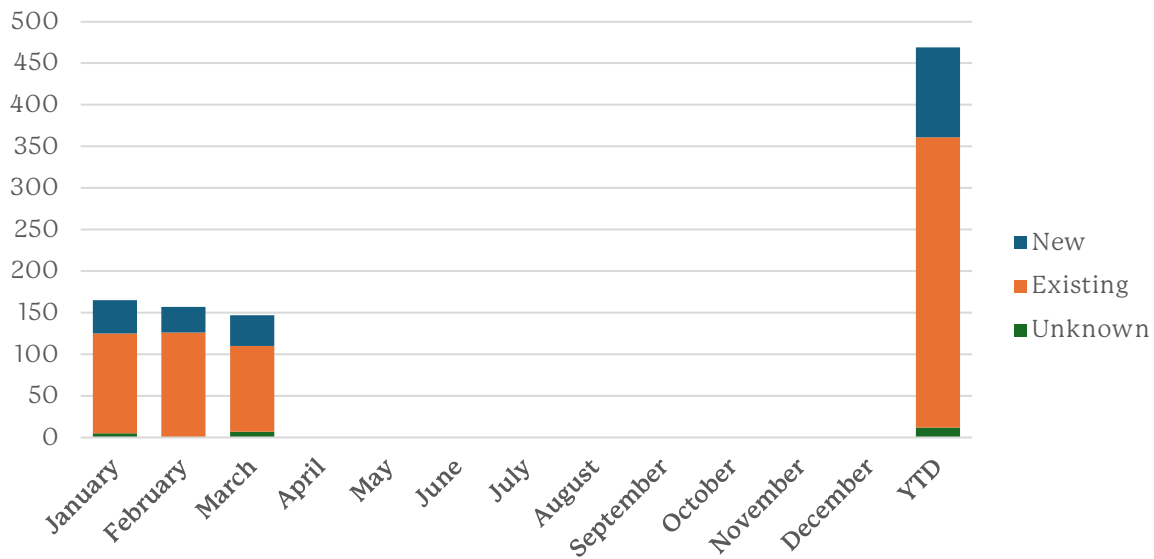


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	106	96	\$59,022	\$54,375	\$20,578	\$162,500	\$54,906-\$63,139
Existing Position	337	311	\$51,320	\$50,000	\$15,505	\$140,500	\$49,597-\$53,044
Unknown	12	9	\$55,967	\$57,600	\$7,263	\$20,500	
All Jobs	455	416	\$53,198	\$51,500	\$17,006	\$178,000	\$51,564-\$54,832

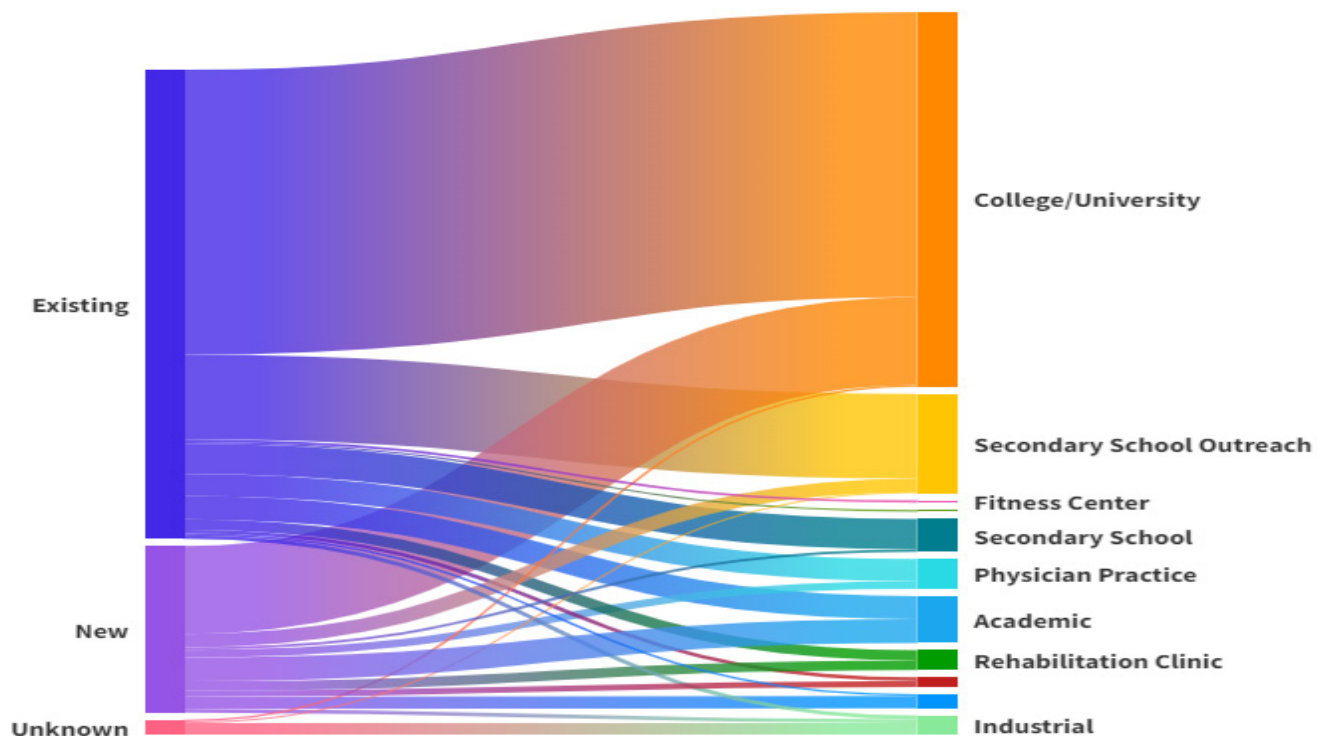
* Number reporting salaries

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

New and Existing Positions Posted Per Month

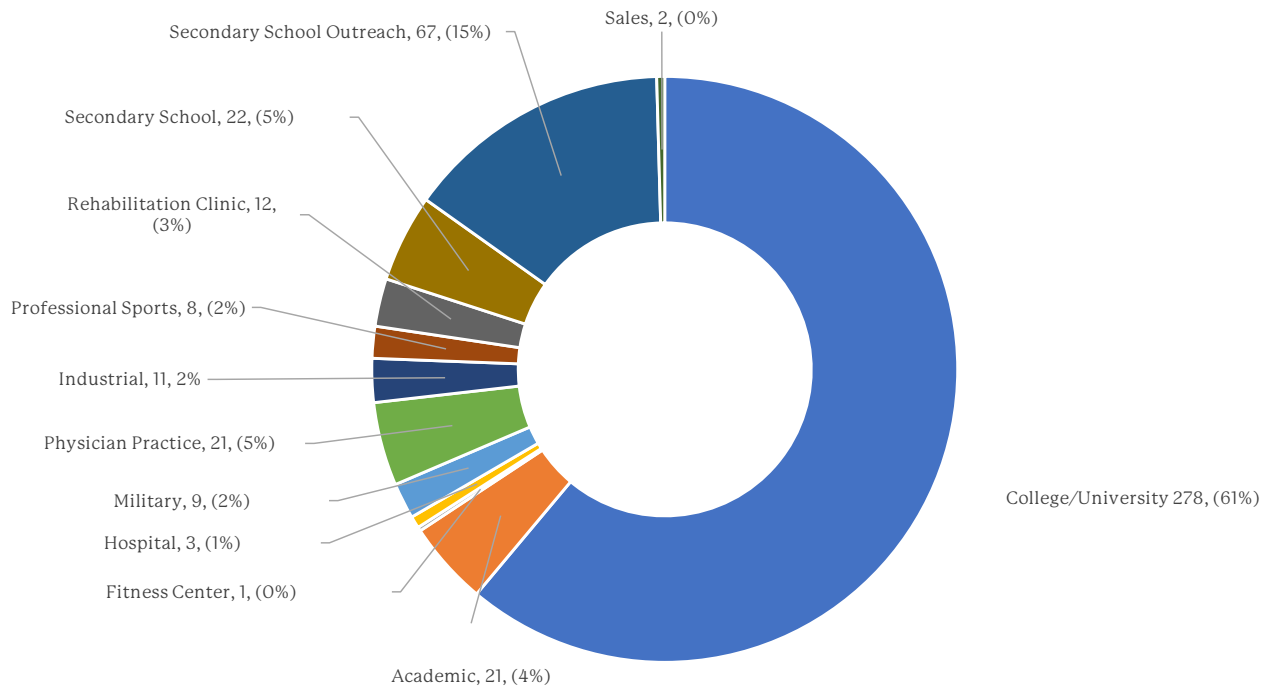


March YTD Flow Between New and Existing Positions by Setting



Positions and Salaries by Setting

All Full-Time Positions by Setting



Setting	Count	n*	Mean	Median	StDev	Range	95% CI
College/University	278	257	\$49,586	\$48,500	\$15,674	\$108,000	\$47,670-\$51,503
College/University (Long-term)♦	224	205	\$53,656	\$50,000	\$13,674	\$89,900	\$51,784-\$55,528
Academic	21	19	\$84,083	\$73,500	\$34,347	\$142,500	\$68,639-\$99,527
Fitness Center	1	1	\$82,500				
Hospital	3	0					
Military	9	8	\$60,625	\$59,000	\$10,142	\$35,000	
Physician Practice	21	20	\$50,321	\$50,000	\$6,107	\$23,952	\$47,645-\$52,998
Industrial	11	11	\$59,382	\$63,000	\$7,066	\$25,200	
Professional Sports	8	7	\$46,072	\$50,000	\$16,035	\$46,260	
Rehabilitation Clinic	12	12	\$56,789	\$55,839	\$10,906	\$40,000	
Secondary School	22	19	\$59,185	\$61,094	\$9,775	\$37,592	\$54,790-\$63,581
Secondary School Outreach	67	61	\$55,346	\$55,161	\$6,707	\$32,680	\$53,663-\$57,029
Sales	2	1	\$57,500				
All Jobs	679	621	\$53,198	\$51,500	\$17,006	\$178,000	\$51,861-\$54,536

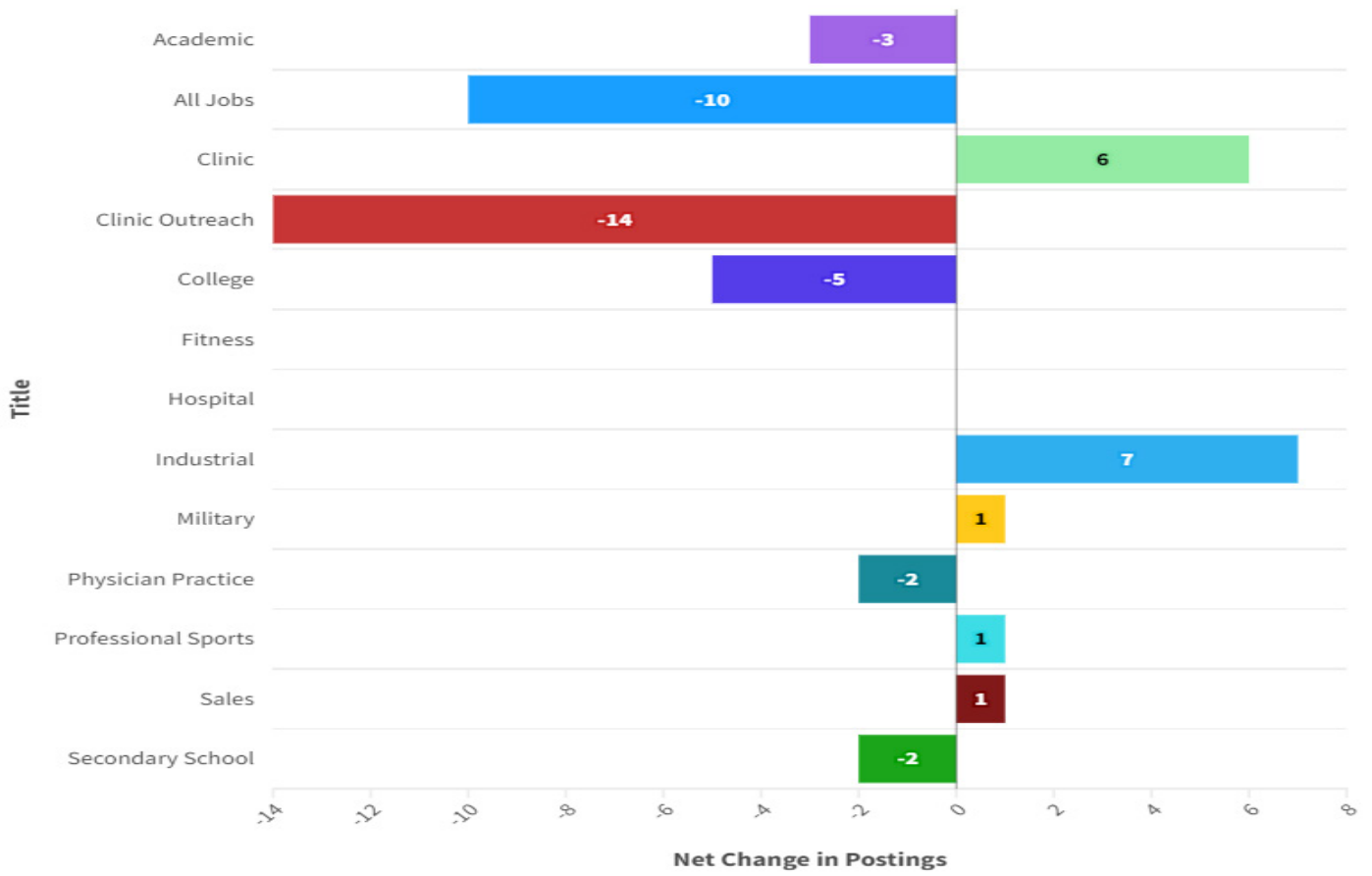
* Number reporting salaries

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

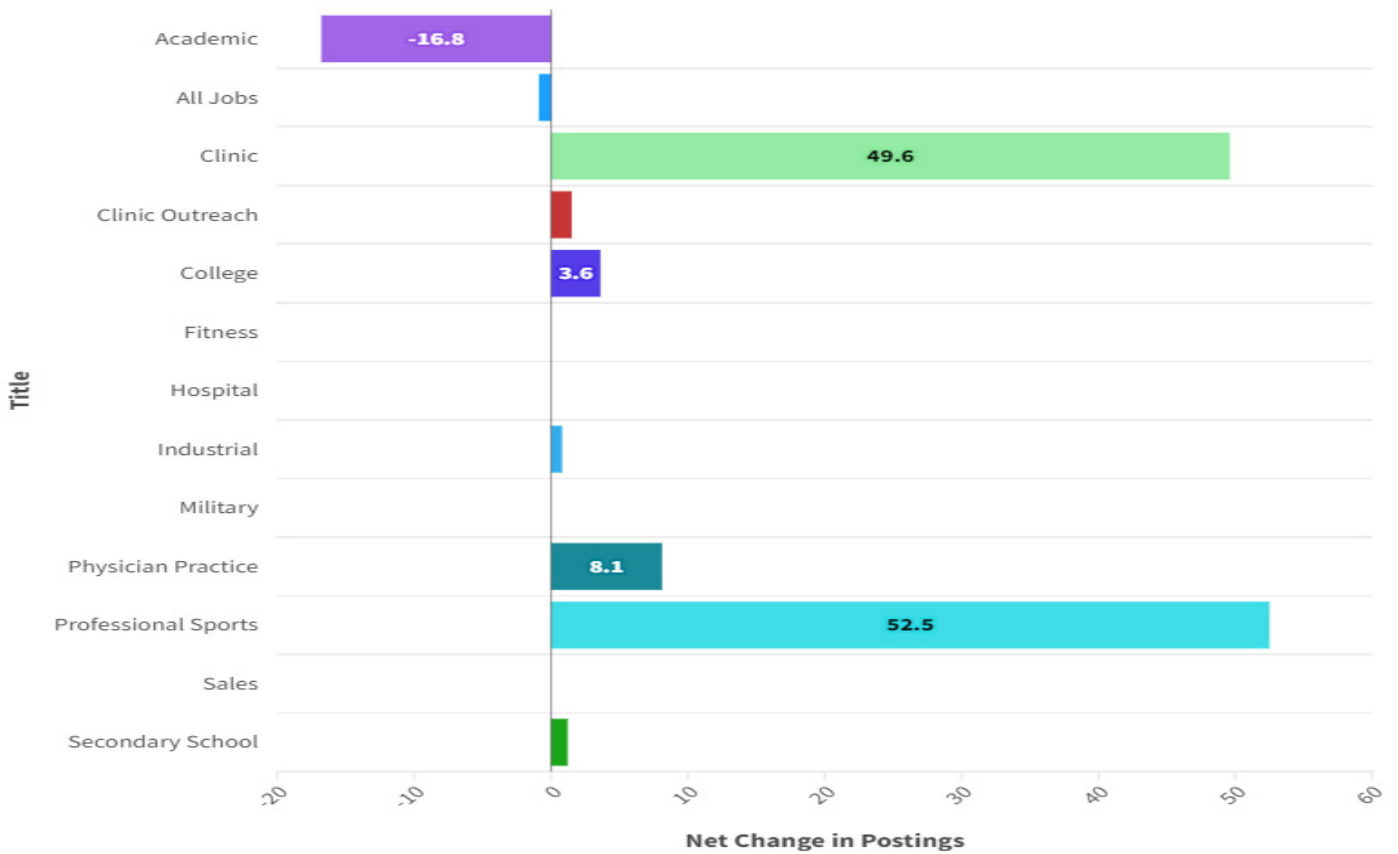
The academic setting has a statistically higher salary than other settings (n>14)

When all college and university clinical positions are viewed as a whole, this setting has the lowest salary, however, when short-term positions are excluded, the academic setting is highest and there are no other statistically significant difference between groups the other groups (who have an n > 14).

Net Change in Postings by Setting (Feb to Mar)

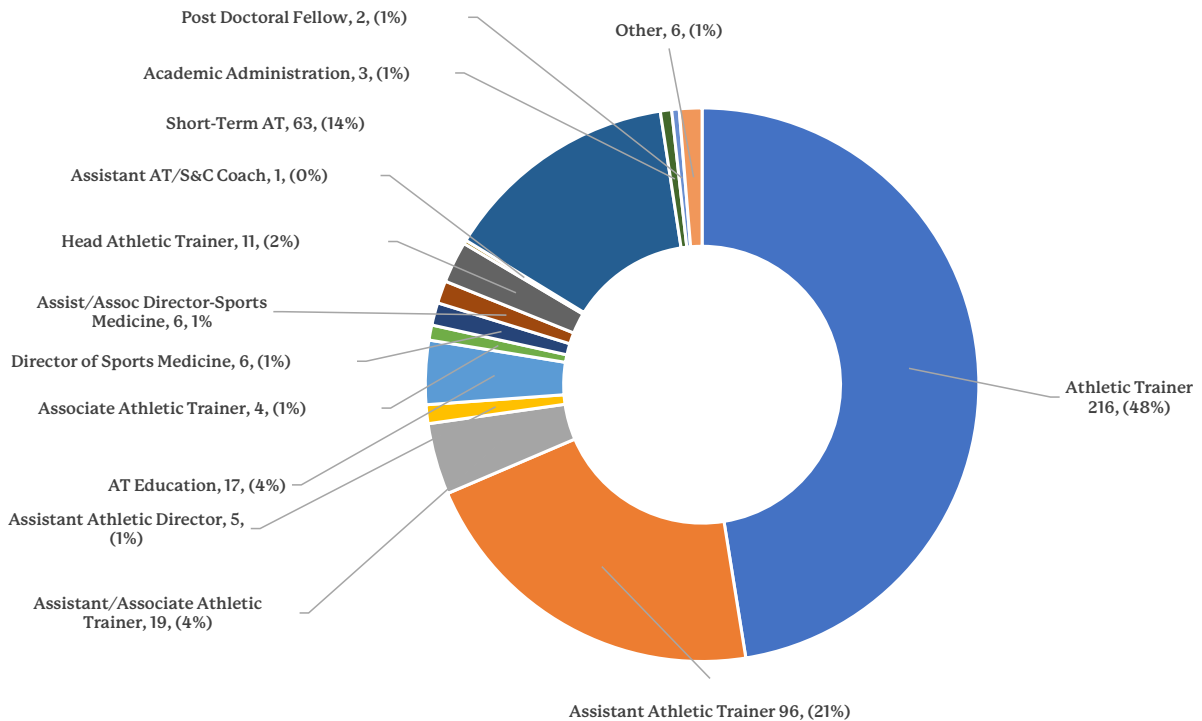


Percent Change in Salaries by Setting (Feb to Mar)



Positions and Salaries by Title

All Full-Time Positions by Title



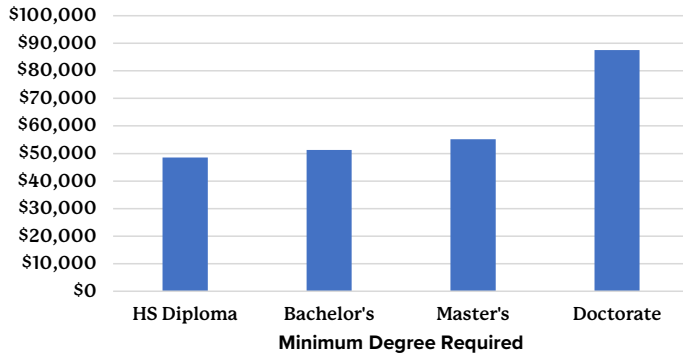
Position Title	Count	n*	Mean	Median	StDev	Range	95% CI
Athletic Trainer	216	200	\$55,533	\$55,081	\$10,741	\$77,400	\$54,045-\$57,022
Assistant Athletic Trainer	96	86	\$49,607	\$48,500	\$9,945	\$71,000	\$47,505-\$51,709
Assistant/Associate AT	19	18	\$50,487	\$50,500	\$9,555	\$37,013	\$46,073-\$54,901
Assistant Athletic Director	5	4	\$85,000	\$74,250	\$20,245	\$48,500	
AT Education	17	16	\$75,474	\$73,000	\$15,793	\$54,500	\$67,735-\$83,212
Associate Athletic Trainer	4	4	\$56,012	\$54,774	\$10,625	\$29,500	
Director of Sports Medicine	6	6	\$69,836	\$68,500	\$17,504	\$60,000	
Assist/Assoc Director-Sports Medicine	6	4	\$68,880	\$66,560	\$4,712	\$11,600	
Head Athletic Trainer	11	8	\$56,194	\$59,225	\$16,462	\$58,900	
Assistant AT/S&C Coach	1	1	\$51,500				
Short-Term AT	63	60	\$35,235	\$32,500	\$12,889	\$63,050	\$31,973-\$38,496
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	6	5	\$59,003	\$57,500	\$13,299	\$38,067	
All Jobs	455	416	\$53,198	\$51,500	\$17,006	\$178,000	\$51,564-\$54,832

* Number reporting salaries

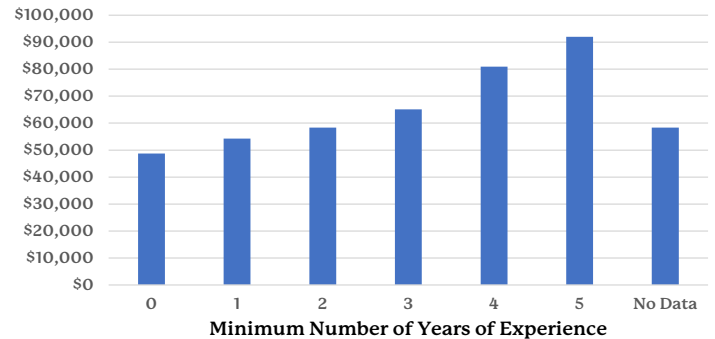
The title of “Athletic Trainer” has a statistically higher salary than “Assistant Athletic Trainer” and “Assistant/Associate Athletic Trainer” when the latter two are viewed as a group. In the HR world, the term “Assistant” tends to lead to a lower salary.

Minimum Experience and Degree

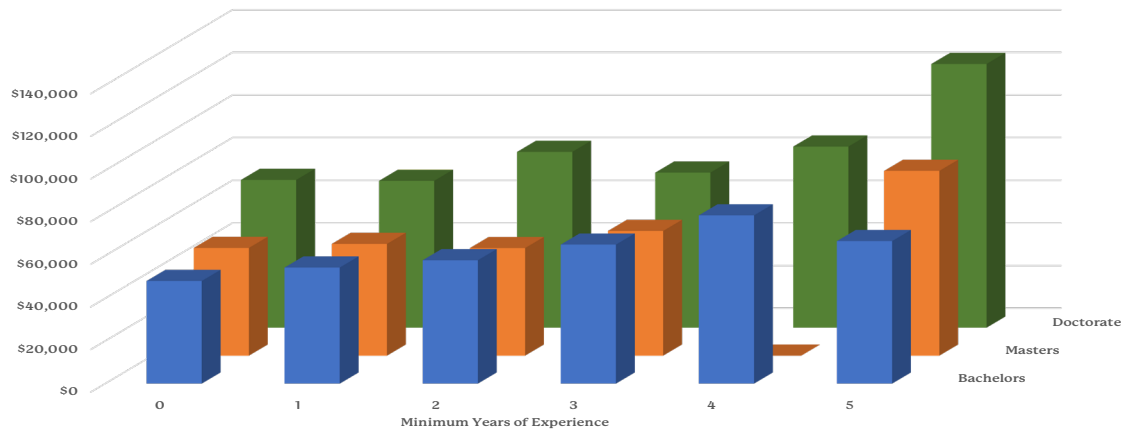
Average Salary by Minimum Degree



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	284	267	\$48,695	\$50,000	\$13,183	\$95,500	\$47,113-\$50,276
1	72	63	\$54,301	\$51,500	\$11,017	\$43,000	\$51,580-\$57,021
2	49	42	\$58,369	\$56,250	\$15,557	\$72,500	\$53,664-\$63,075
3	26	24	\$65,089	\$65,200	\$13,877	\$65,000	\$59,538-\$70,641
4	3	3	\$80,973	\$82,920	\$4,308	\$10,000	
5	16	13	\$92,001	\$72,500	\$37,826	\$129,000	
Not Reported	4	3	\$58,333	\$62,500	\$5,893	\$12,500	
Total	455	416	\$53,198	\$51,500	\$17,006	\$178,000	\$51,564-\$54,832

There is now a statistically significant increase in salary between 0 and 1 year exp.

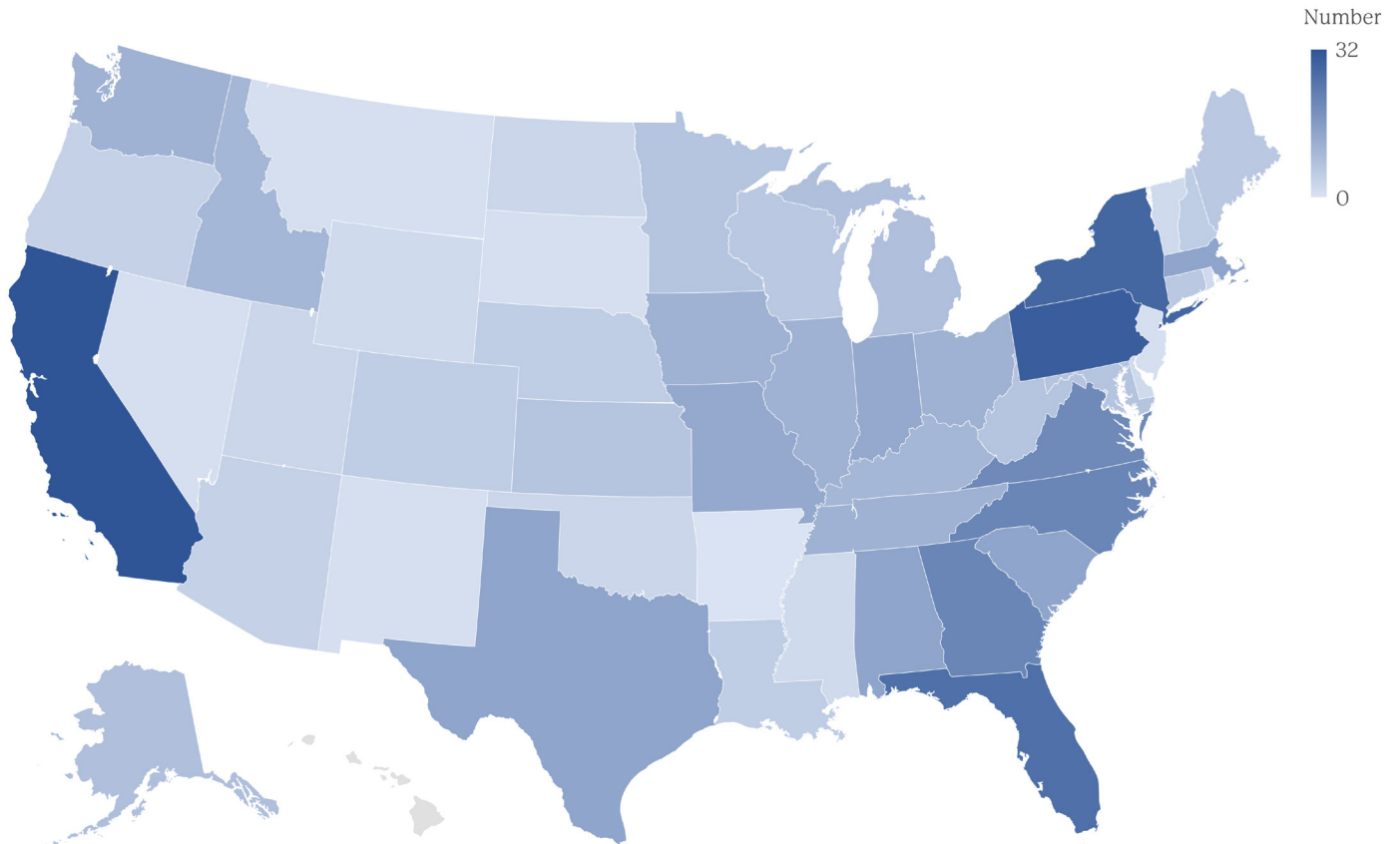
Minimum Degree	Count	n*	Mean	Median	StDev	Range	95% CI
Bachelors	392	359	\$50,546	\$50,500	\$14,243	\$95,500	\$49,073-\$52,020
Masters	68	62	\$55,192	\$50,500	\$16,041	\$87,500	\$51,199-\$59,185
Doctorate	17	15	\$87,528	\$73,500	\$37,549	\$142,500	\$68,526-\$106,531
Total	455	416	\$53,198	\$51,500	\$17,006	\$178,000	\$51,564-\$54,832

* Number reporting salaries - High School Diploma excluded from analysis

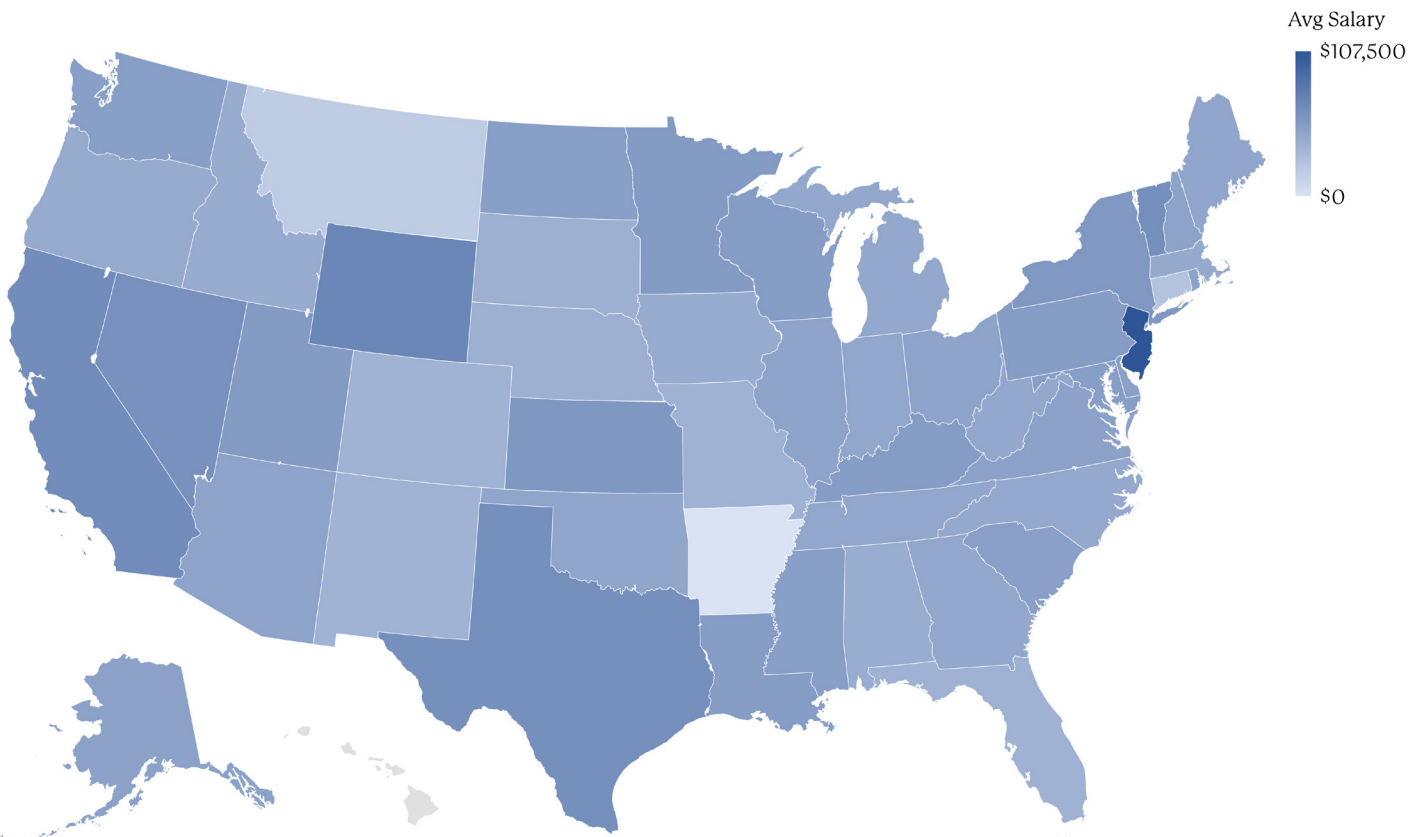
Doctoral degrees have a statistically significant higher salary than BS and MS.

Geographic Distribution of Jobs

Full-Time Job Distribution by State



Average Posted Full-Time Salary by State



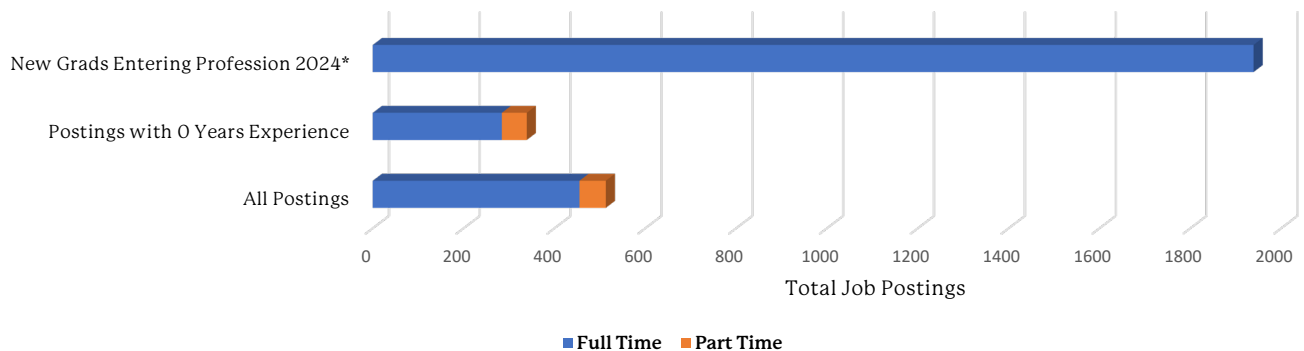
Full-Time Job Distribution by NATA District

NATA District	Count	n*	Mean	Median	StDev	Range	95% CI
District 1	33	26	\$53,873	\$52,500	\$8,549	\$31,500	\$50,587-\$57,159
District 2	63	59	\$58,845	\$55,161	\$13,367	\$72,500	\$55,434-\$62,256
District 3	71	64	\$52,444	\$50,000	\$18,479	\$125,000	\$47,916-\$56,971
District 4	34	31	\$51,605	\$50,000	\$10,767	\$49,860	\$47,815-\$55,395
District 5	45	41	\$49,144	\$49,500	\$13,234	\$70,008	\$45,093-\$53,194
District 6	19	18	\$60,412	\$51,000	\$34,651	\$157,500	\$44,404-\$76,419
District 7	14	14	\$43,738	\$49,000	\$17,467	\$63,000	
District 8	33	33	\$65,262	\$66,700	\$22,178	\$83,500	\$57,696-\$72,829
District 9	89	78	\$49,602	\$49,500	\$13,307	\$94,500	\$46,648-\$52,555
District 10	29	29	\$46,687	\$44,537	\$13,555	\$50,100	\$41,754-\$51,621
District 11	22	21	\$52,126	\$50,000	\$9,324	\$36,932	\$48,138-\$56,114
Total	452	414					

* 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.

