

# 2024 Year End Athletic Training Jobs Report

## Prepared By:

**Cailee Welch Bacon, PhD, ATC**  
AT Still University  
[cwelch@atsu.edu](mailto:cwelch@atsu.edu)

**Julie Cavallario, PhD, ATC**  
Old Dominion University  
[jcavalla@odu.edu](mailto:jcavalla@odu.edu)

**Chad Starkey, PhD, ATC**  
The Ohio University  
[starkeyc@ohio.edu](mailto:starkeyc@ohio.edu)

[www.athletictrainingdata.com](http://www.athletictrainingdata.com)

# Key Findings

As a reminder, these data only represent job postings placed in the NATA Career Center. We realize that there are other sources for job postings (e.g., Indeed.com, Monster.com) that are not included. This may limit the representation of specific work sites such as the industrial setting.

## KEY FINDINGS FOR CY 2024

- April had the most jobs posted.
- September marked the month where average advertised salaries were the highest.
- New positions had higher salaries than existing positions.
- Positions with the title of Assistant Athletic Trainer had lower salaries than those without the Assistant designation
- The College/University setting, even with short-term positions (e.g., internships) removed, had the lowest salary of all settings.
- Jobs that required at least two years of experience had higher salaries than both entry-level positions and positions that require only one year of experience.
- Fifteen states (CT, DE, District of Columbia, FL, GA, HI, ID, MA, ME, NH, NC, OR, TN, UT, VA) had average pay ranges that were lower than the minimum pre-tax livable wage necessary to reside in the state.
- The Industrial and Secondary School settings saw the greatest increases advertised salaries over the year with 24.5 and 23.4 percent increases respectively from January to December.
- A total of 132 full-time job postings offered a sign-on bonus. Bonuses ranged from \$250 (n=23) to \$15,000 (n=2). The most common sign-on bonus amount was \$10,000 (n=49) although 46 posting advertised a sign-on bonus without disclosing an amount. The average amount for all advertised sign-on bonuses was \$4,711.
- Across the year all jobs saw a 9.8% in posted salary (peak: 15.3%):
  - Full-time College/University positions increased 2.5% (peak: 6.3%)
  - Secondary School positions increased 23.4%
  - Secondary School outreach positions increased 17.5%
  - Industrial setting salaries increased 24.5%
  - Physician Practice salaries increased 10.2%

## ABOUT US:

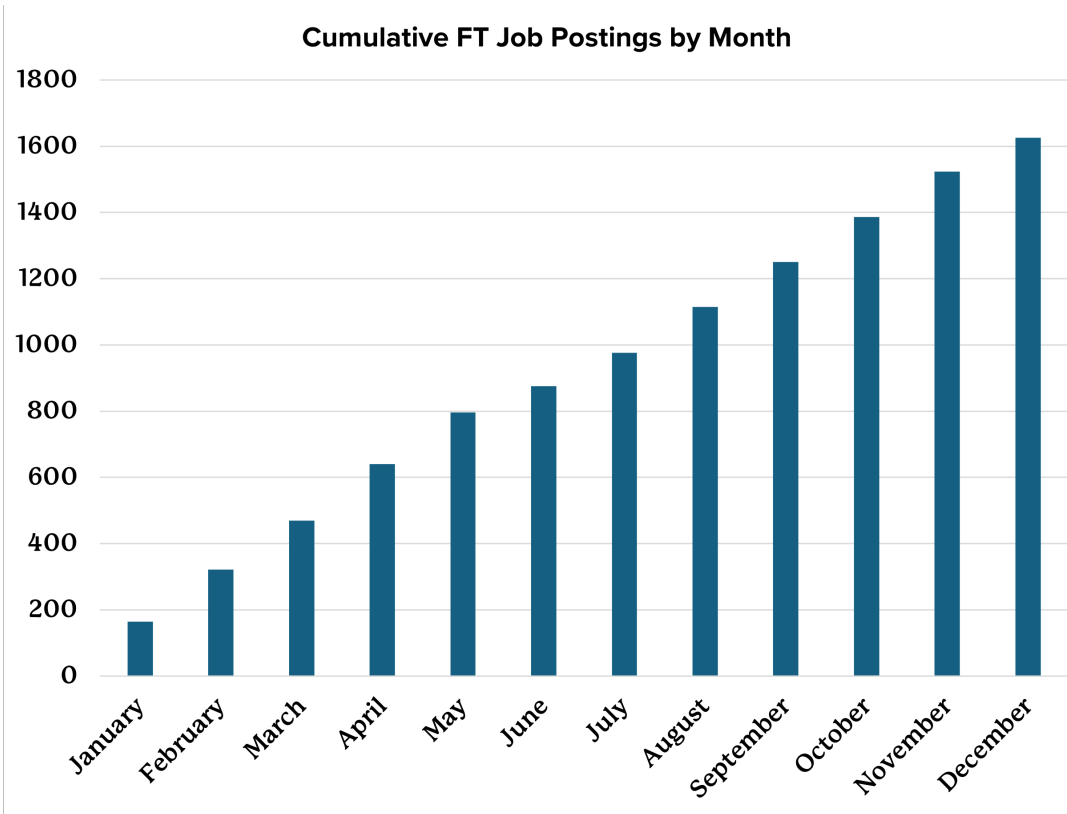
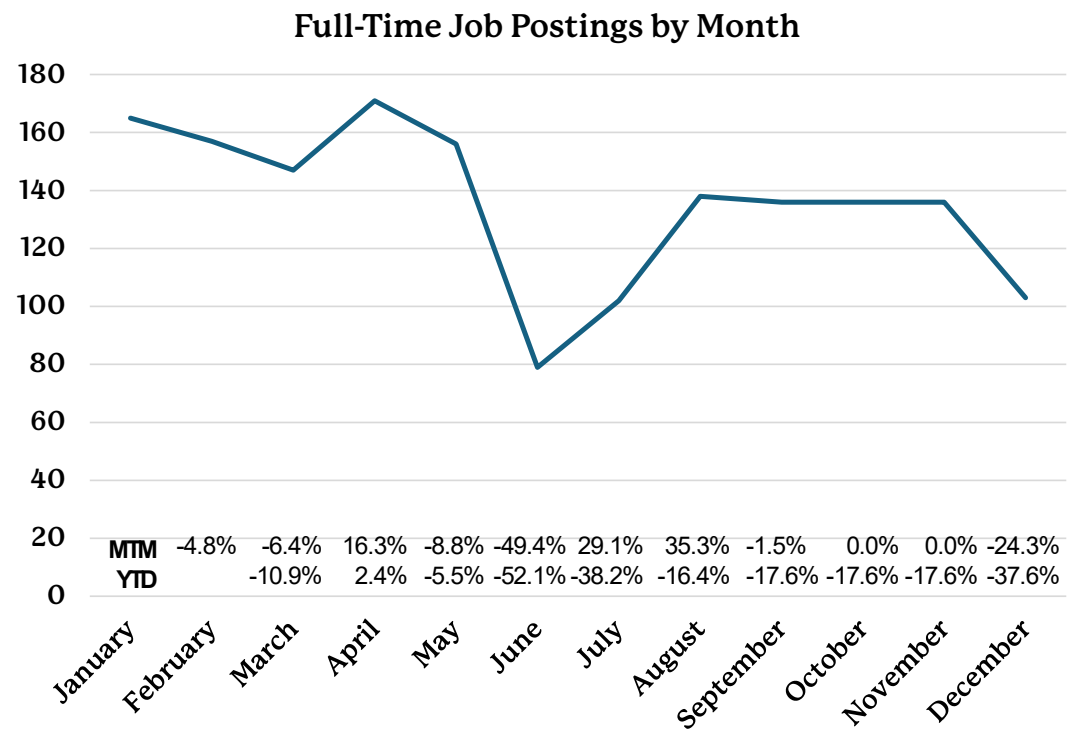
**This document was developed by three educators who are passionate about the future of the athletic training profession. This report was written independently from any organization. The authors have no financial conflict of interest. The interpretations of the data are our own.**



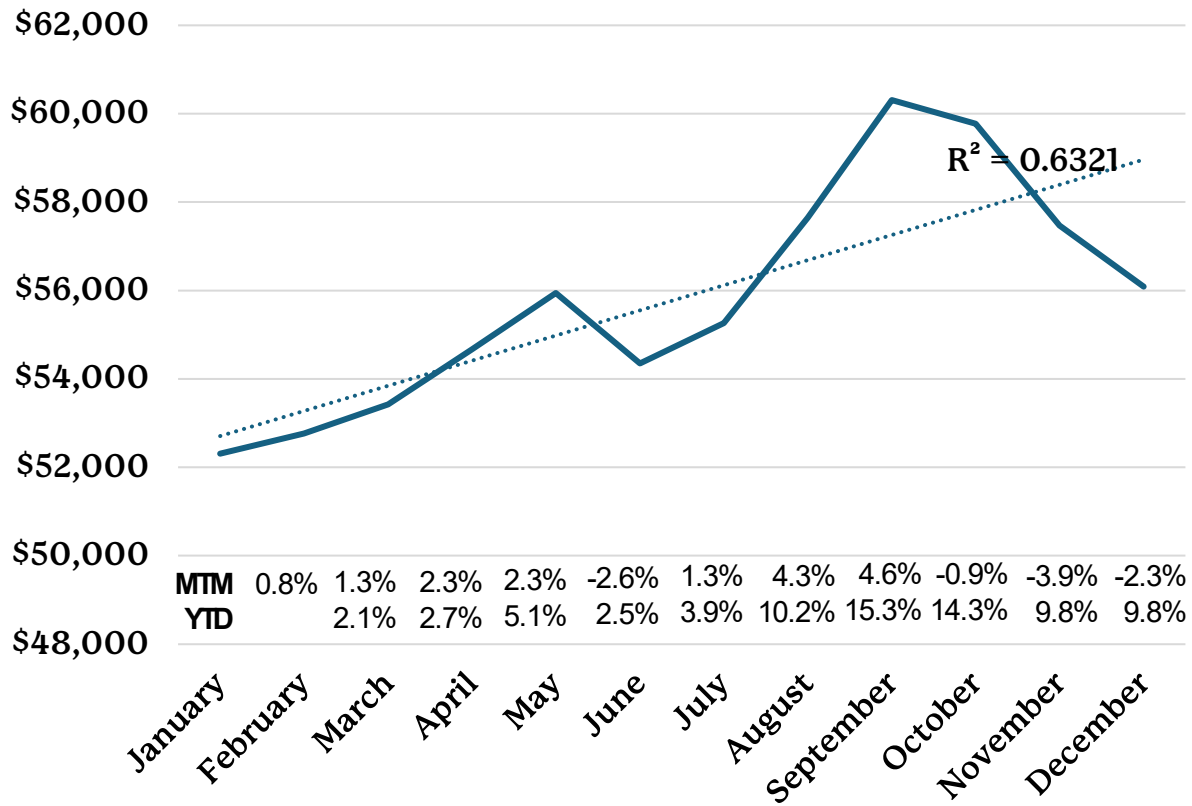
# Job Postings By Month

Full-time Postings to Date: 1,611  
Part-time Postings to Date: 282  
TOTAL POSTINGS TO DATE: 1,893

## Full-Time Postings By Month

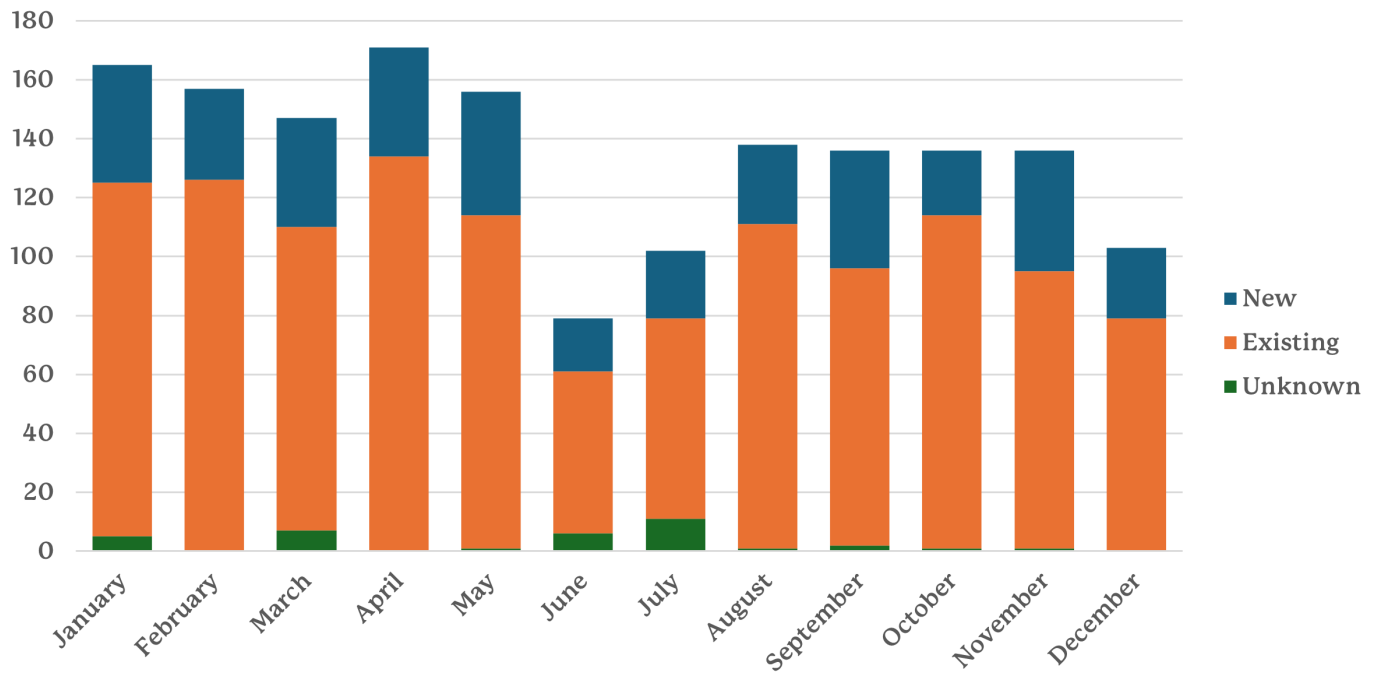


## Average Full-Time Salary Per Month (All Positions)

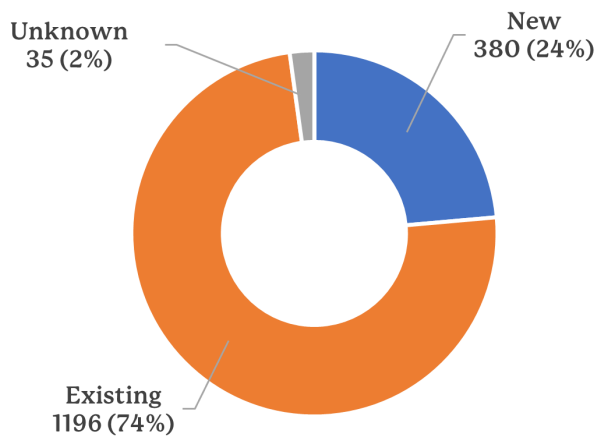


# New vs. Existing Positions

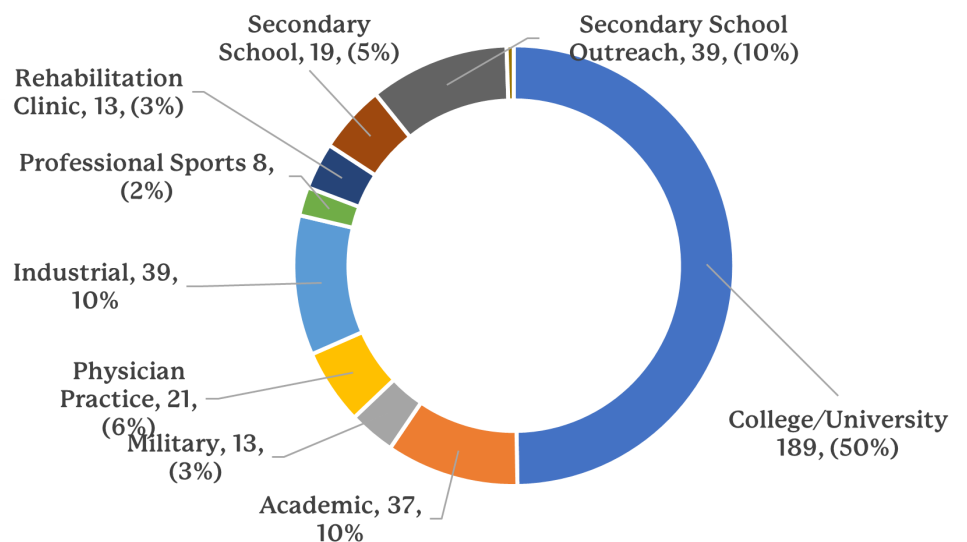
## New and Existing Positions Posted Per Month



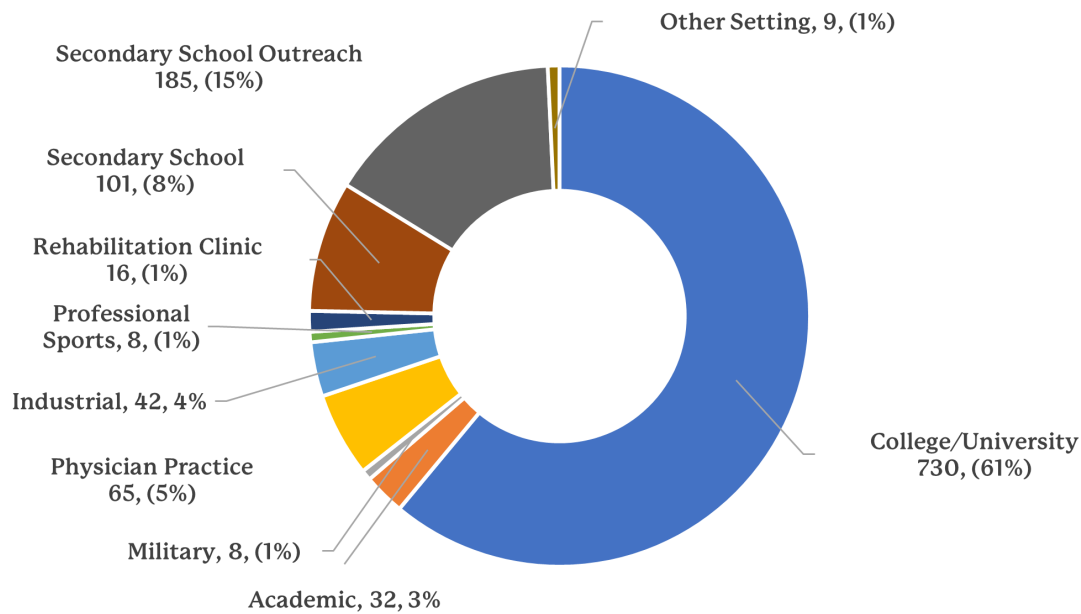
## New vs. Existing Full-Time Job Postings



## Distribution of New Positions



## Distribution of Existing Positions

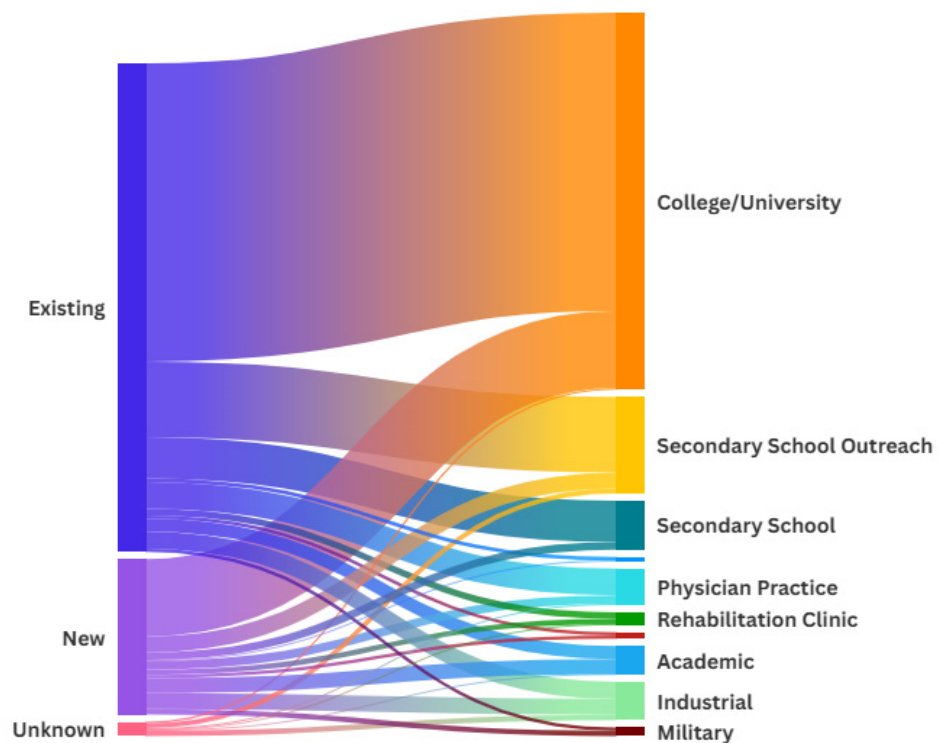


Posting Type	Count	n*	Mean	Median	StDev	Range	95% CI
New Position	380	350	\$60,687	\$56,000	\$19,839	\$218,000	\$58,608-\$62,765
Existing Position	1196	1107	\$54,421	\$53,760	\$13,417	\$140,500	\$53,630-\$55,211
Unknown	35	25	\$57,640	\$59,592	\$7,953	\$27,500	\$54,523-\$60,758
<b>All Jobs</b>	<b>1611</b>	<b>1482</b>	<b>\$55,955</b>	<b>\$55,000</b>	<b>\$15,349</b>	<b>\$218,000</b>	<b>\$55,173-\$56,736</b>

\* Number reporting salaries

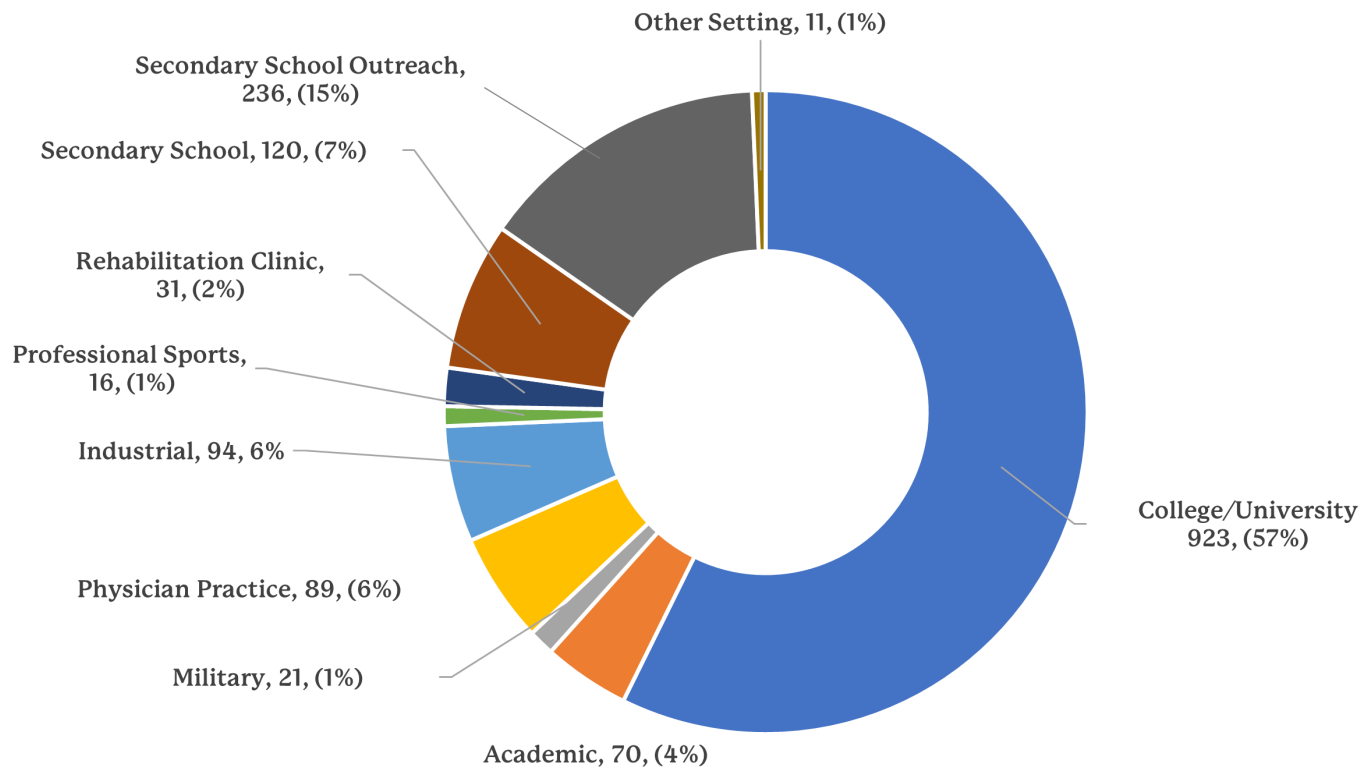
**Postings for newly created jobs have a statistically significant higher salary than postings for existing positions.**

## New or Existing Positions to Settings



# Positions and Salaries by Setting

**All Full-Time Positions by Setting**



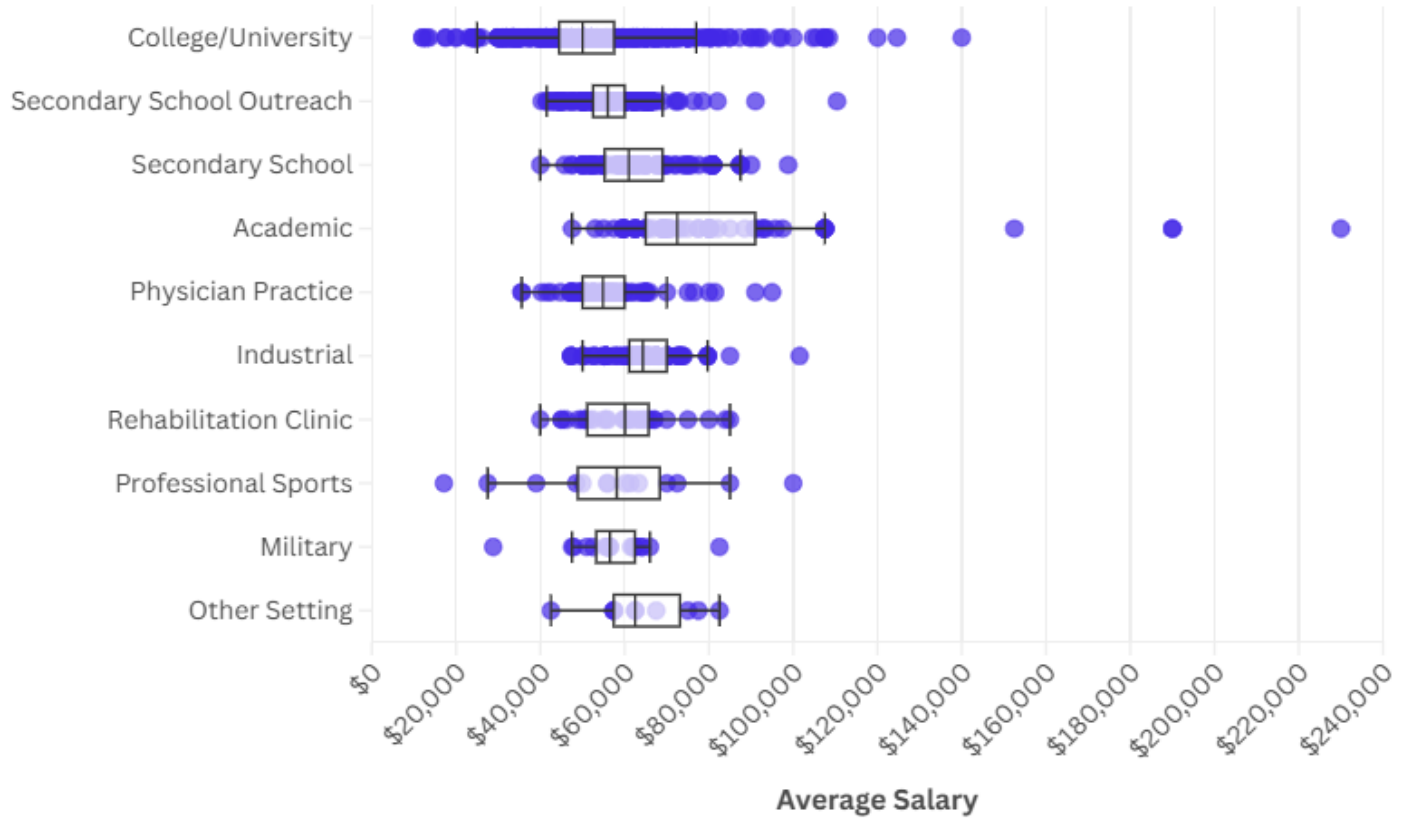
Setting (Ordered by Mean)	Count	n*	Mean	Median	StDev	Range	95% CI
Academic	70	57	\$83,624	\$72,500	\$33,781	\$182,500	\$74,854-\$92,394
Industrial	94	94	\$64,794	\$64,320	\$8,366	\$54,239	\$63,103-\$66,485
Other Setting	11	10	\$64,225	\$62,500	\$11,198	\$40,000	
Secondary School	120	111	\$63,555	\$61,000	\$10,971	\$58,800	\$61,514-\$65,596
Rehabilitation Clinic	31	30	\$59,949	\$60,075	\$11,158	\$45,000	\$55,956-\$63,942
Professional Sports	16	14	\$57,596	\$58,121	\$20,731	\$82,900	\$46,737-\$68,456
Military	21	18	\$57,389	\$56,500	\$10,428	\$53,700	\$52,572-\$62,207
Secondary School Outreach	236	211	\$56,824	\$56,000	\$8,106	\$70,080	\$55,731-\$57,918
Physician Practice	89	80	\$56,042	\$54,865	\$10,390	\$59,432	\$53,765-\$58,319
College/University	835	773	\$53,695	\$51,000	\$11,978	\$109,900	\$52,851-\$53,530
College/University (Short-term)	88	84	\$32,778	\$32,500	\$10,866	\$63,050	\$30,454-\$35,101
<b>All Jobs</b>	<b>1611</b>	<b>1482</b>	<b>\$55,955</b>	<b>\$55,000</b>	<b>\$15,349</b>	<b>\$218,000</b>	<b>\$55,173-\$56,736</b>

\* Number reporting salaries

## Pay Tiers

1. Academic Setting
2. Industrial, Other, Secondary School, Rehabilitation Clinic
3. Professional Sports, Military, Secondary School Outreach, Physician Practice
4. College/University
5. College/University (Short-Term)

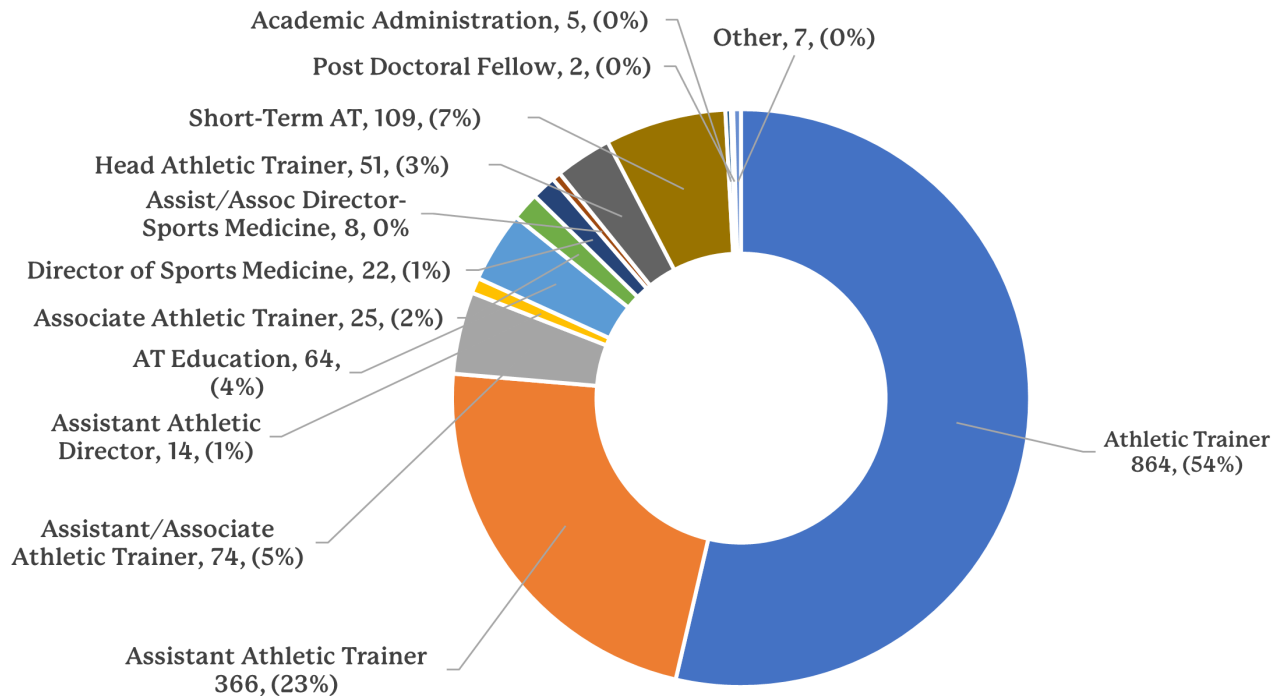
# Salary Statistics by Setting





# Positions and Salaries by Title

**All Full-Time Positions by Title**



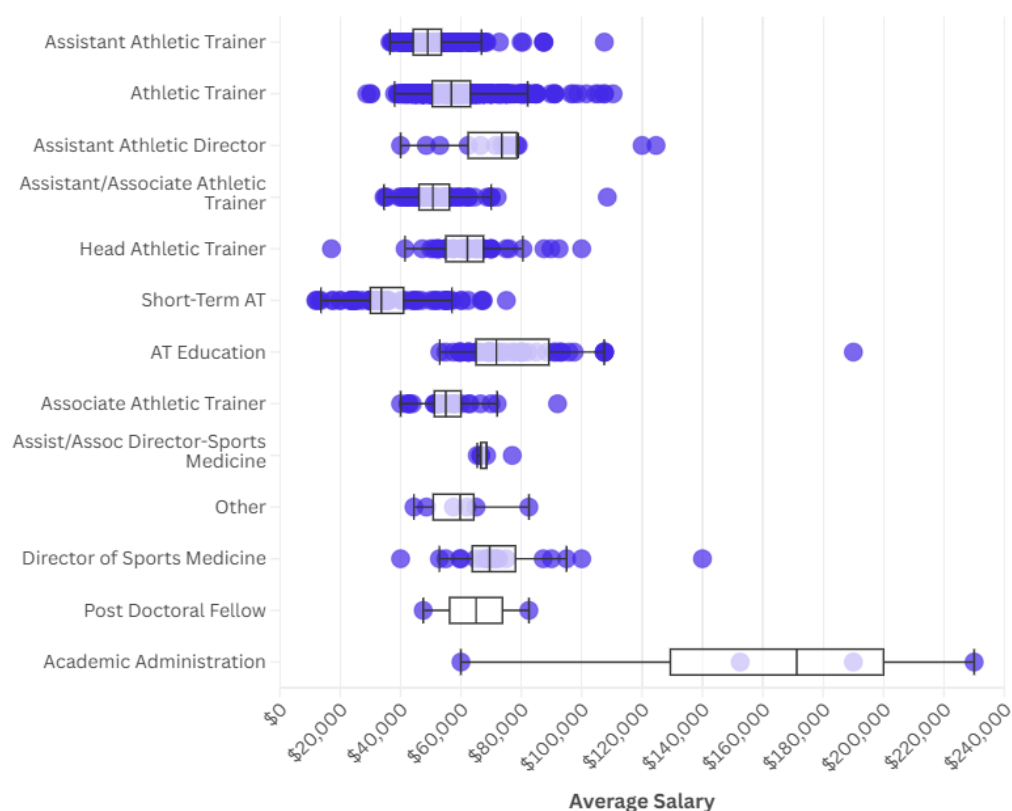
Title (Ordered by Mean)	Count	n*	Mean	Median	StDev	Range	95% CI
Academic Administration	5	4	\$158,125	\$171,250	\$62,933	\$170,000	
AT Education	64	52	\$78,588	\$71,750	\$21,653	\$137,000	\$72,702-\$84,473
Assistant Athletic Director	14	13	\$74,541	\$73,500	\$23,489	\$84,630	
Director of Sports Medicine	22	20	\$73,910	\$69,500	\$20,640	\$99,992	\$64,865-\$82,956
Ast/Asc Dir-Sports Medicine	8	5	\$68,804	\$66,560	\$4,217	\$11,600	
Post-Doctoral Fellow	2	2	\$65,000	\$65,000	\$17,500	\$35,000	
Head Athletic Trainer	51	46	\$63,035	\$62,125	\$13,536	\$82,900	\$59,123-\$66,946
Other	7	6	\$60,002	\$59,752	\$12,345	\$38,067	
Athletic Trainer	864	804	\$57,968	\$56,850	\$10,714	\$81,600	\$57,228-\$58,709
Associate Athletic Trainer	25	25	\$56,124	\$55,000	\$11,000	\$52,000	\$51,812-\$60,435
Ast/Associate AT	74	66	\$52,409	\$50,712	\$11,059	\$73,980	\$49,741-\$55,077
Assistant Athletic Trainer	366	335	\$50,149	\$49,000	\$8,521	\$71,000	\$49,237-\$51,026
Short-Term AT	109	104	\$36,119	\$33,600	\$12,573	\$63,050	\$33,703-\$38,536
<b>All Jobs</b>	<b>1611</b>	<b>1482</b>	<b>\$55,955</b>	<b>\$55,000</b>	<b>\$15,349</b>	<b>\$218,000</b>	<b>\$55,173-\$56,736</b>

\* Number reporting salaries

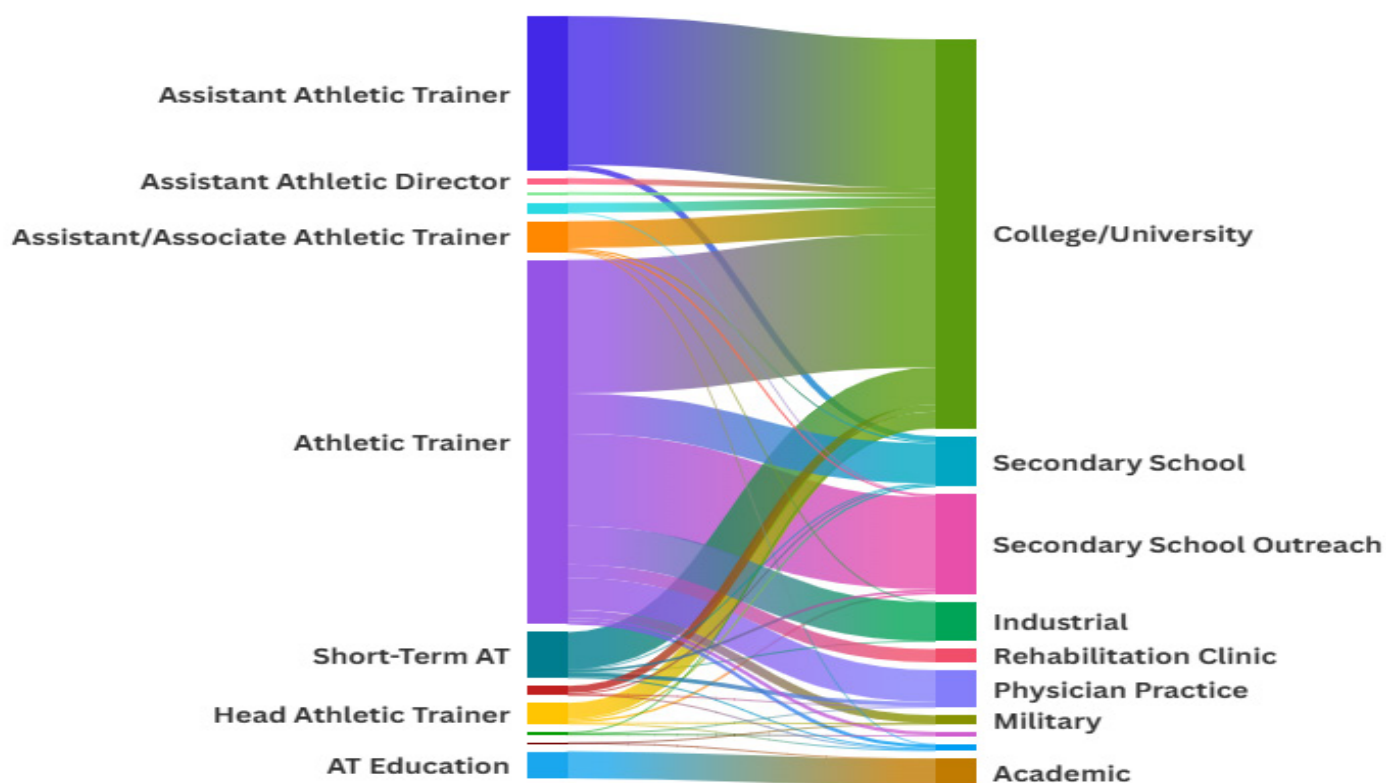
## Tiers

1. Academic Administration, AT Education, Assistant Athletic Director, Director of Sports Medicine, Assistant/Associate Director of Sports Medicine, Post-Doctoral Fellow
2. Head Athletic Trainer
3. Athletic Trainer, Associate Athletic Trainer
4. Assistant/Associate Athletic Trainer, Assistant Athletic Trainer
5. Short-Term Athletic Trainer

## Salary Statistics by Title

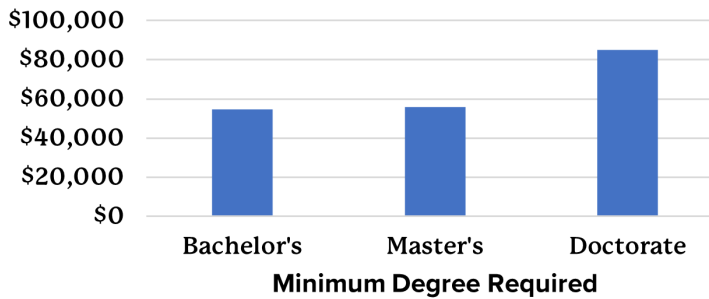


## Flow of Title To Setting

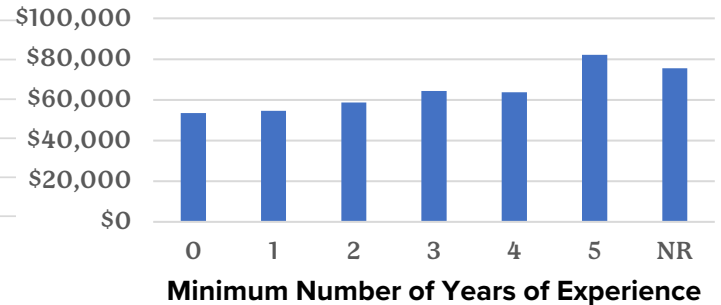


# Minimum Experience and Degree

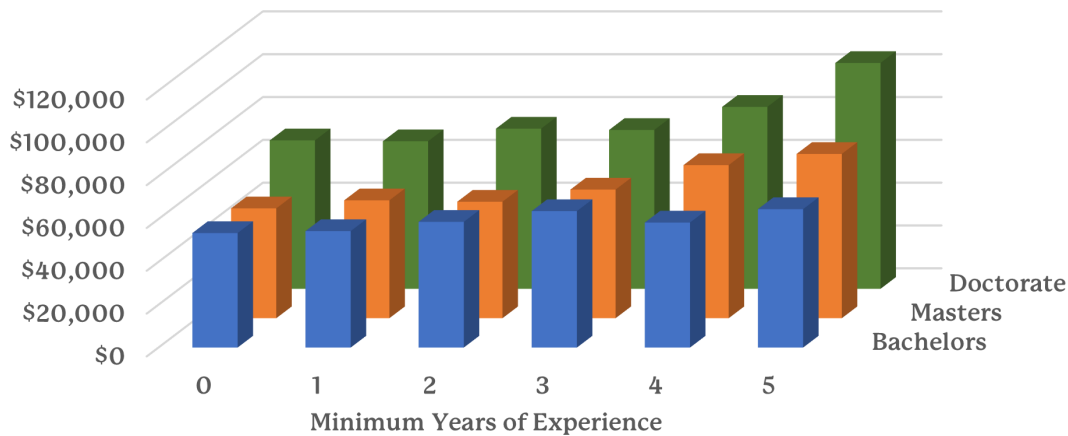
**Average Salary by Minimum Degree**



**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	1044	980	\$53,494	\$53,600	\$12,655	\$98,400	\$52,702-\$54,286
1	242	216	\$54,615	\$51,546	\$10,358	\$64,106	\$53,233-\$55,996
2	152	136	\$58,720	\$56,500	\$12,953	\$72,500	\$56,543-\$60,897
3	83	74	\$64,378	\$60,000	\$13,281	\$65,500	\$61,352-\$67,404
4	14	12	\$63,760	\$64,750	\$14,217	\$39,000	\$55,716-\$71,804
5+	63	54	\$82,093	\$70,000	\$36,568	\$201,200	\$72,340-\$91,847
Not Reported	13	10	\$75,588	\$62,500	\$21,027	\$57,500	\$62,556-\$88,621
Total	1611	1482	\$55,955	\$55,000	\$15,349	\$218,000	\$55,173-\$56,736

## 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	1300	1196	\$54,781	\$55,000	\$12,769	\$112,630	\$54,0581-\$55,505
Masters	248	236	\$55,784	\$53,000	\$14,050	\$107,500	\$53,991-\$57,576
Doctorate	59	47	\$86,709	\$75,000	\$36,126	\$182,500	\$76,381-\$97,037
Total	1609	1480	\$55,955	\$55,000	\$15,349	\$218,000	\$55,173-\$56,737

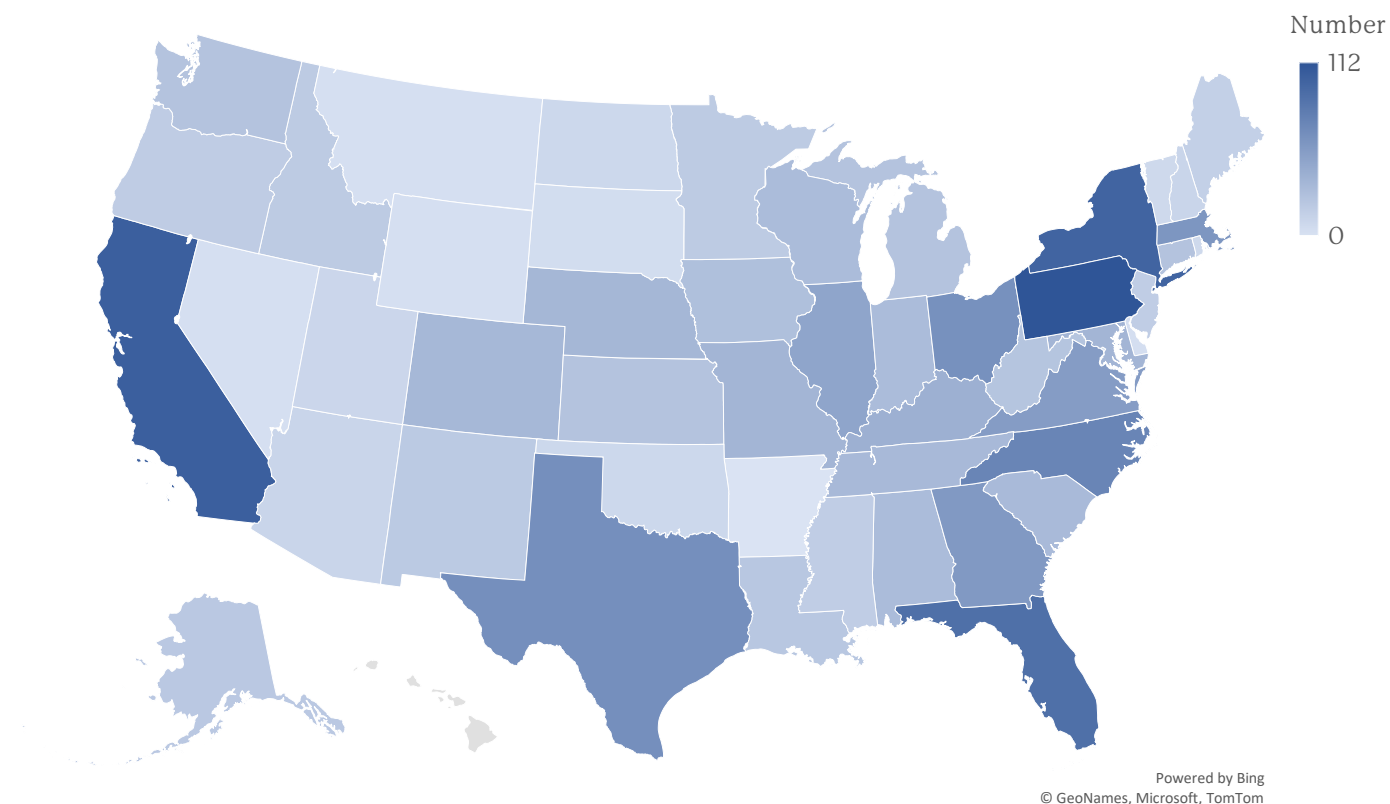
\* Number reporting salaries - High School Diploma excluded from analysis

## Key Finding

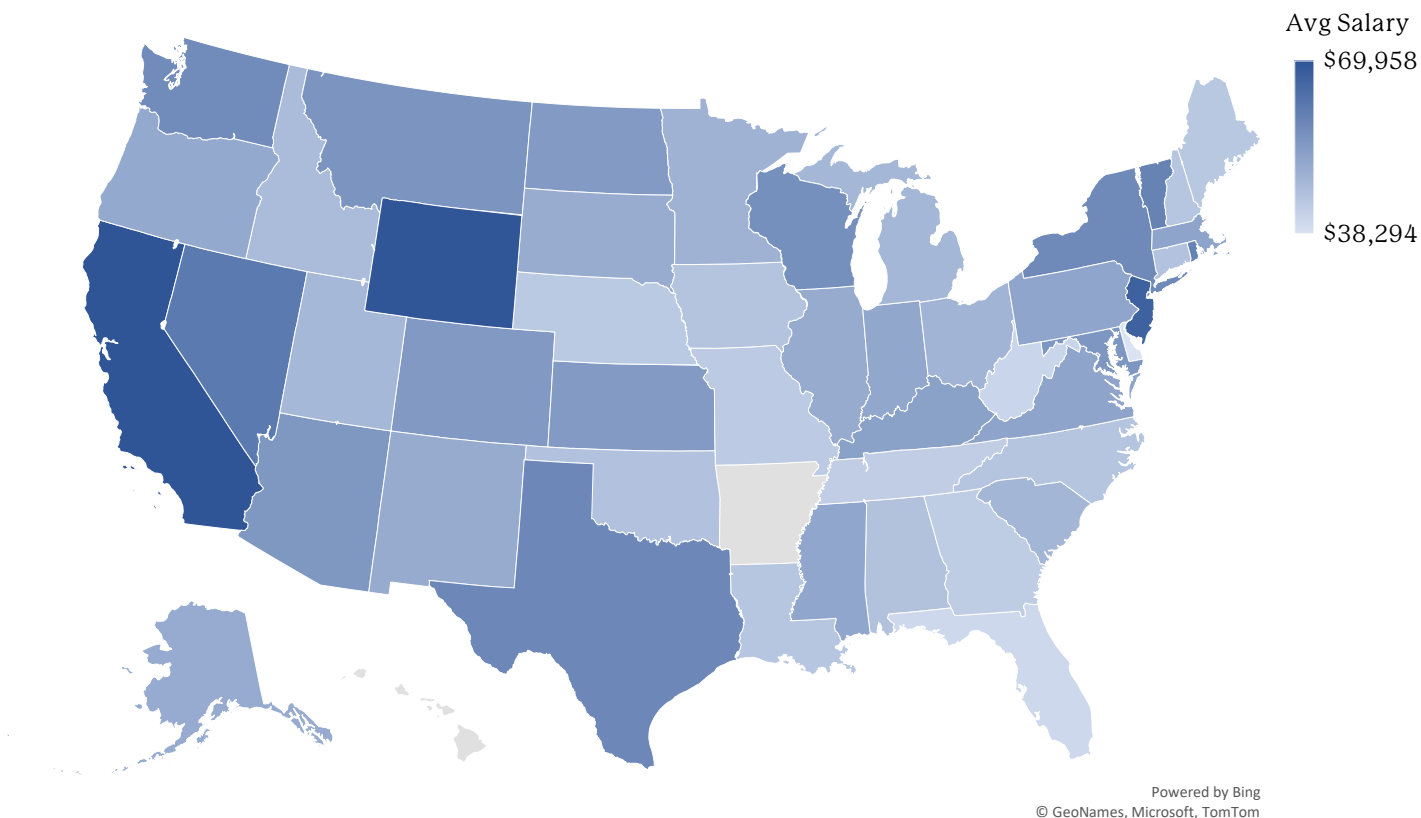
Doctoral degrees have a significantly higher salary than other degrees.

# Geographic Distribution of Jobs

## Full-Time Job Distribution by State



## Average Posted Full-Time Salary by State



## Full-Time Job Distribution by NATA District

NATA District (Ranked)	Count	n*	Mean	Median	StDev	Range	95% CI
District 8	111	111	\$69,441	\$69,000	\$16,940	\$83,500	\$66,290-\$72,592
District 6	75	71	\$59,684	\$52,500	\$26,359	\$178,000	\$53,553-\$65,815
District 2	238	226	\$58,086	\$57,377	\$11,863	\$89,630	\$56,539-\$59,633
District 1	123	108	\$57,959	\$57,394	\$11,848	\$74,486	\$55,724-\$60,193
District 4	123	110	\$55,411	\$52,363	\$20,856	\$199,250	\$51,514-\$59,309
District 3	232	208	\$54,276	\$51,500	\$15,299	\$125,000	\$52,197-\$56,356
District 11	97	94	\$53,801	\$53,218	\$11,543	\$81,539	\$51,467-\$56,134
District 7	78	77	\$53,412	\$52,800	\$12,535	\$66,500	\$50,613-\$56,212
District 10	76	76	\$53,343	\$54,614	\$15,808	\$90,400	\$49,789-\$56,897
District 9	299	257	\$52,387	\$52,500	\$11,462	\$94,500	\$50,986-\$53,789
District 5	151	138	\$52,001	\$51,355	\$10,614	\$70,008	\$50,230-\$53,772
<b>Total</b>	<b>1603</b>	<b>1476</b>	<b>\$55,955</b>	<b>\$55,000</b>	<b>\$15,349</b>	<b>\$218,000</b>	<b>\$55,172-\$56,738</b>

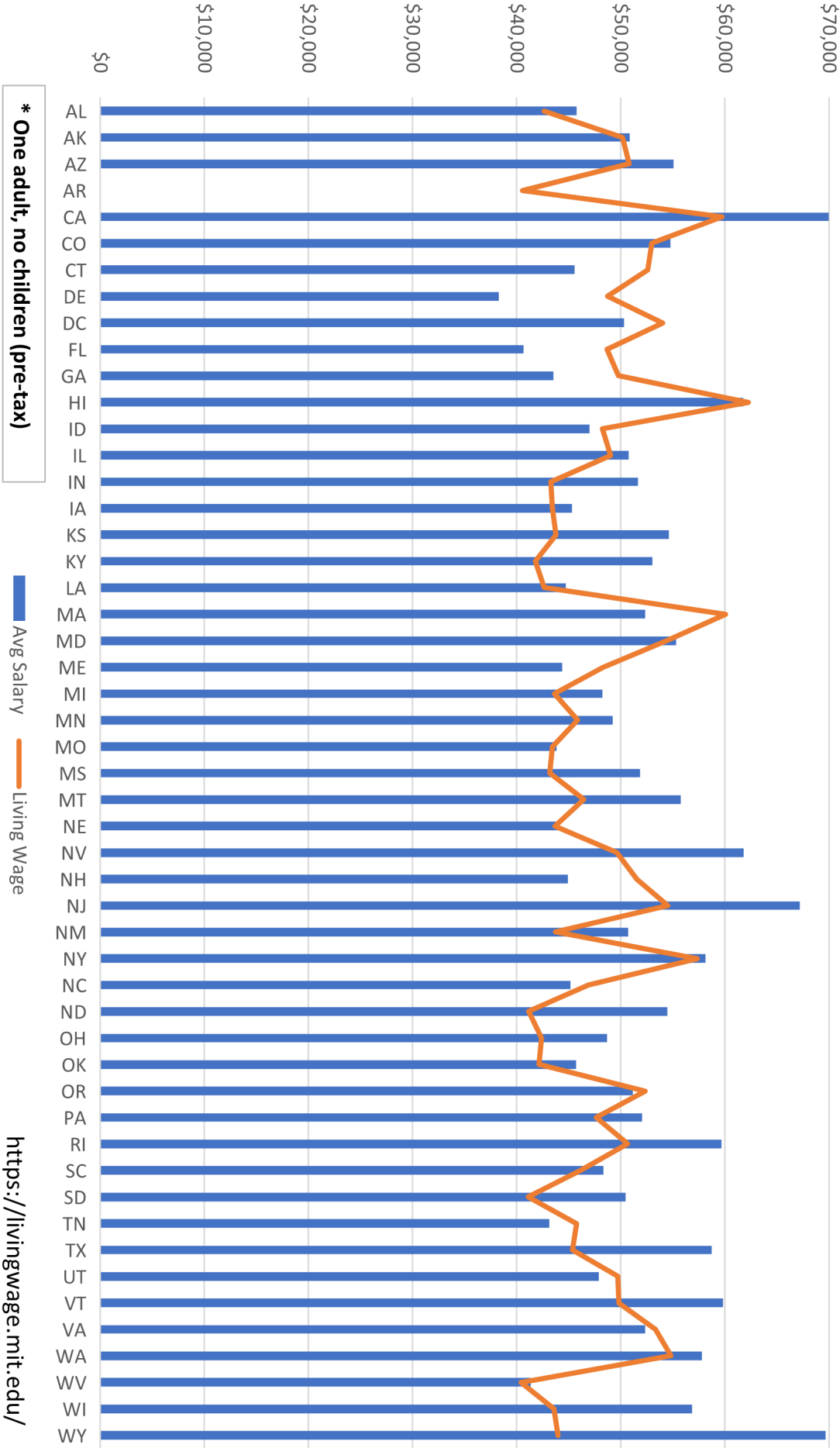
\* Number reporting salaries

### Key Findings

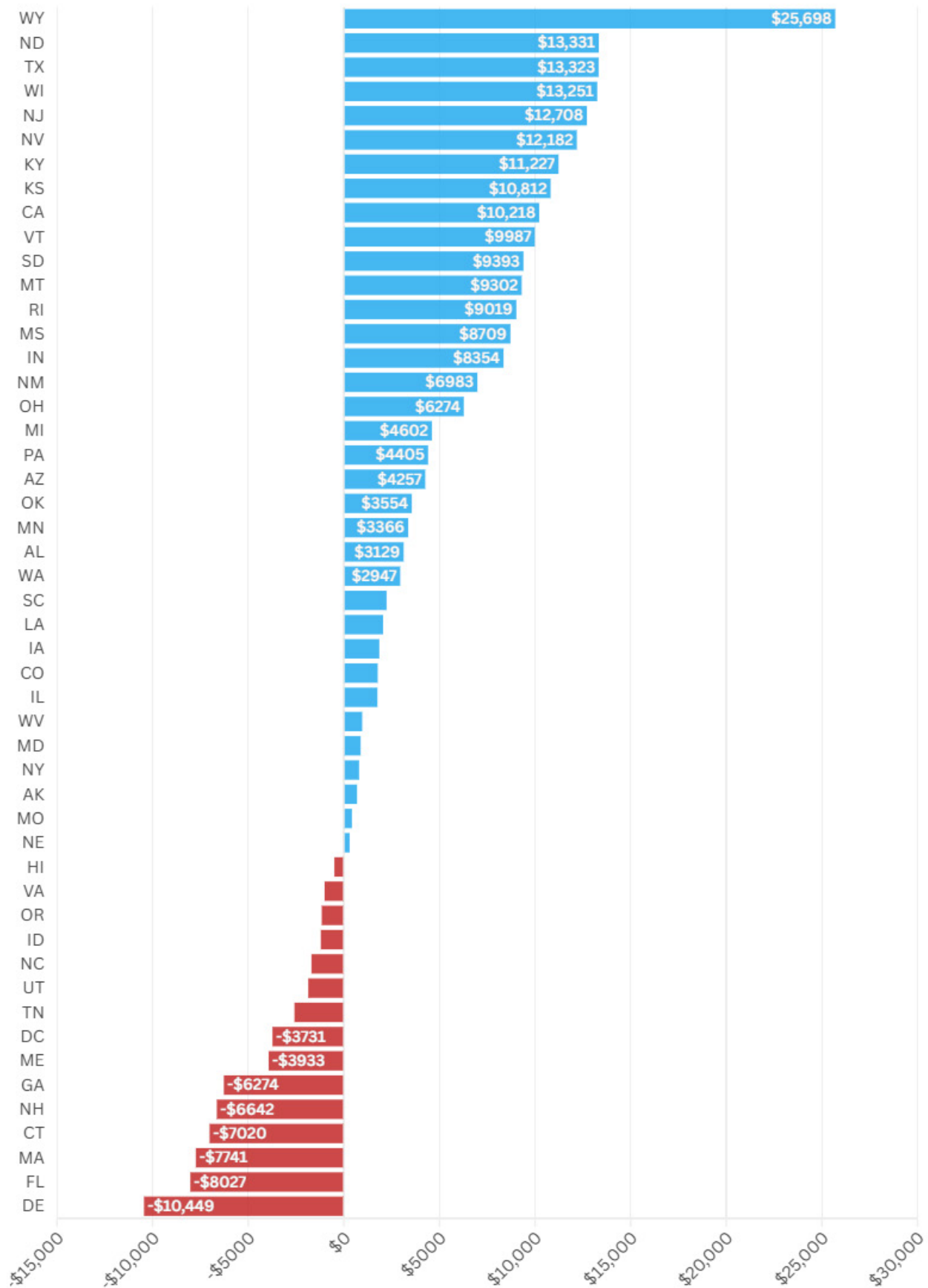
1. District 8 had the highest salary ( $P < .05$ ).
2. There were no other statistically significant differences between Districts.
3. Refer to the next page for a comparison of posted salaries relative to state minimum livable wages.



# Posted AT Salaries vs Calculated Livable Wage\*



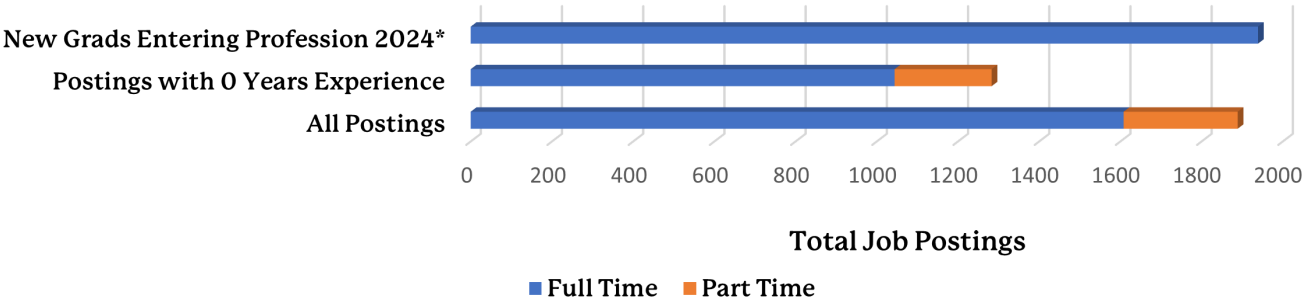
## Salary Relative to Calculated Livable Wage\*



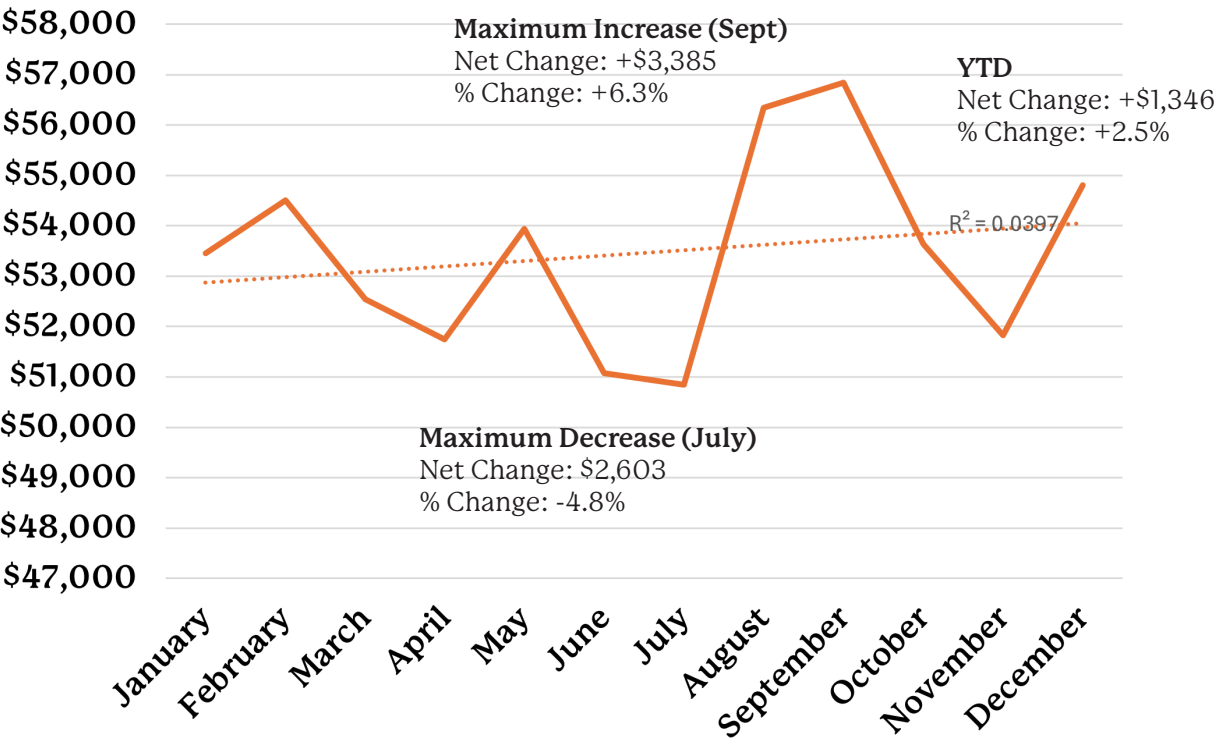
Single adult/no children

# Trends

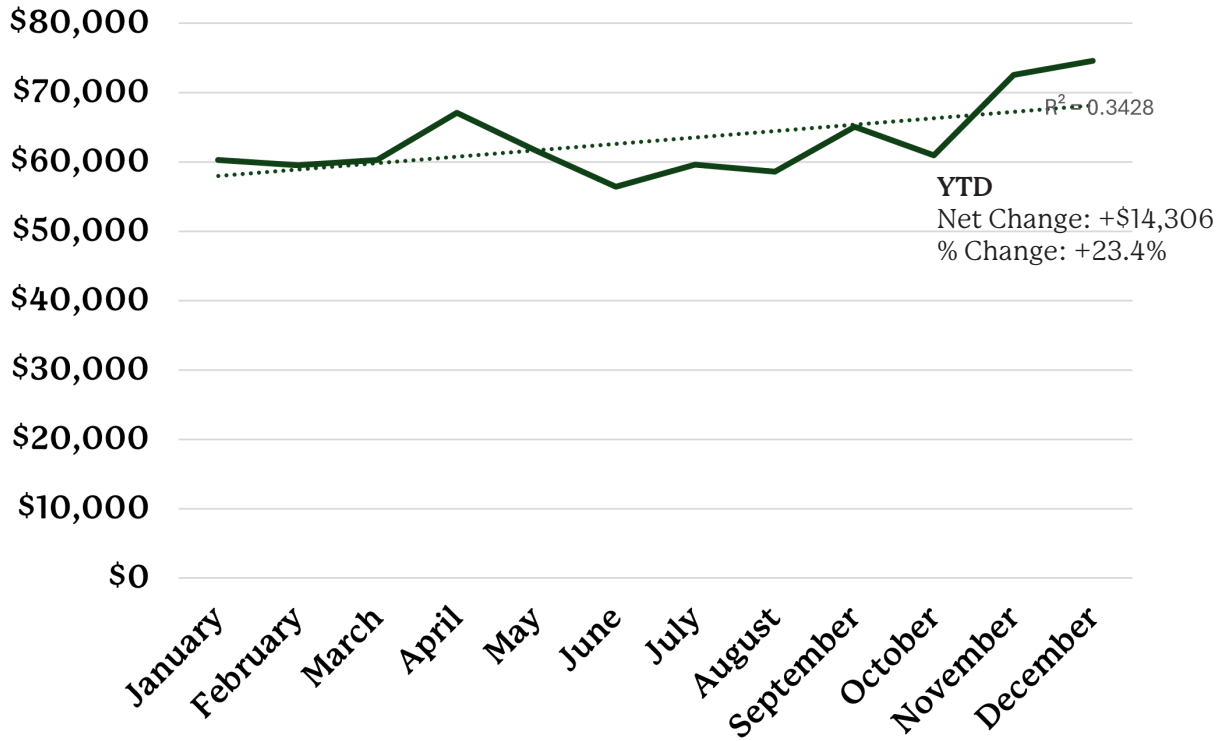
## Proportion of Job Postings Relative to New ATs Projected to Enter the Profession in 2024



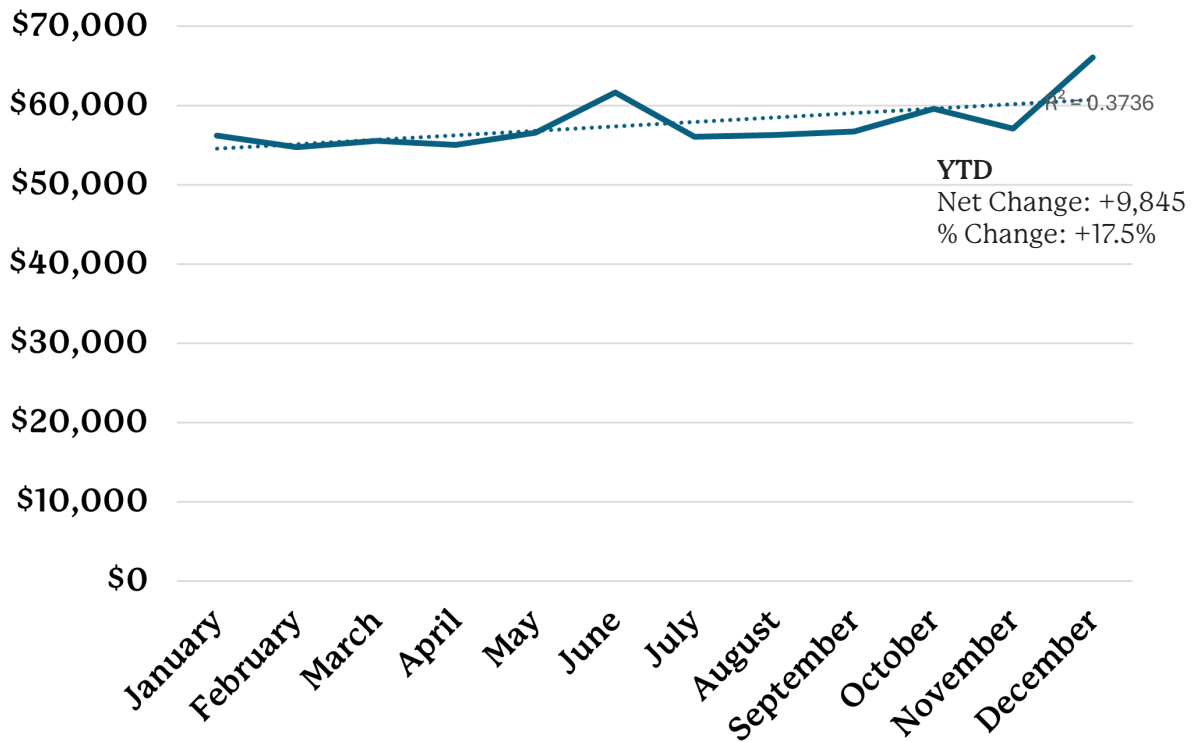
## College/University Full-Time Salaries Per Month



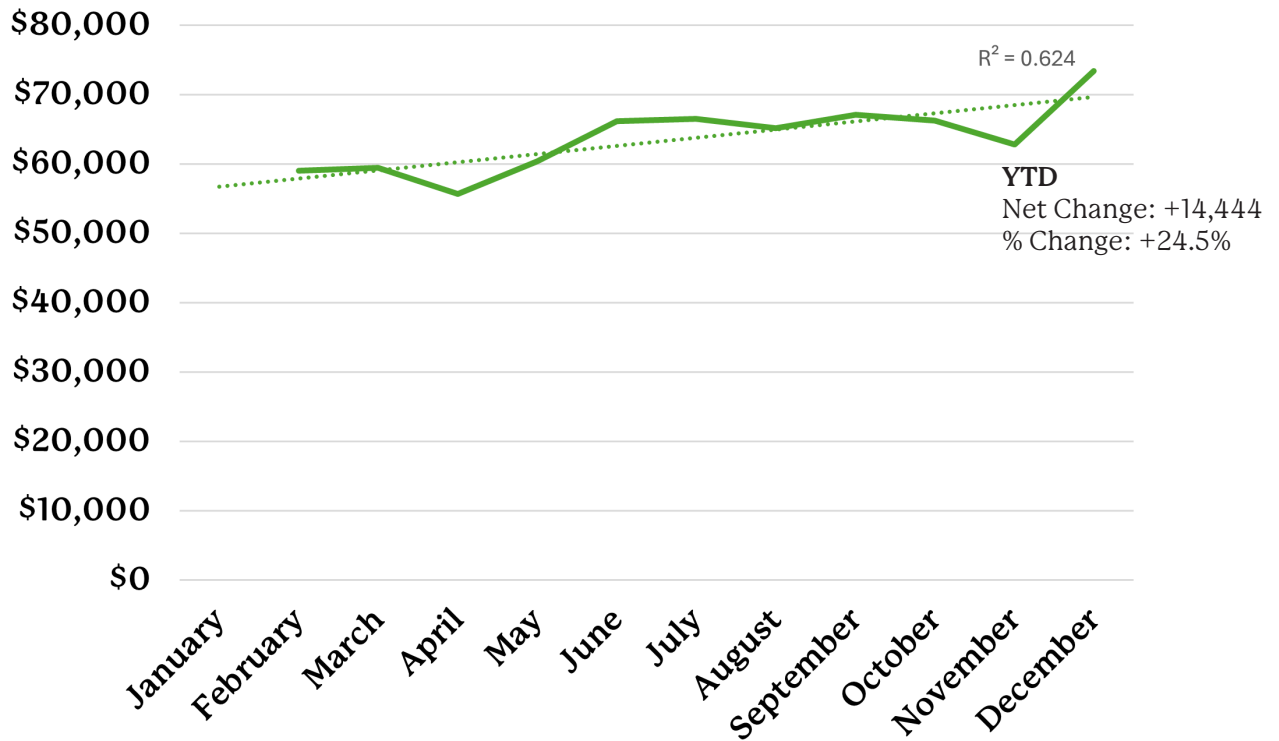
### Secondary School Full-Time Salaries Per Month



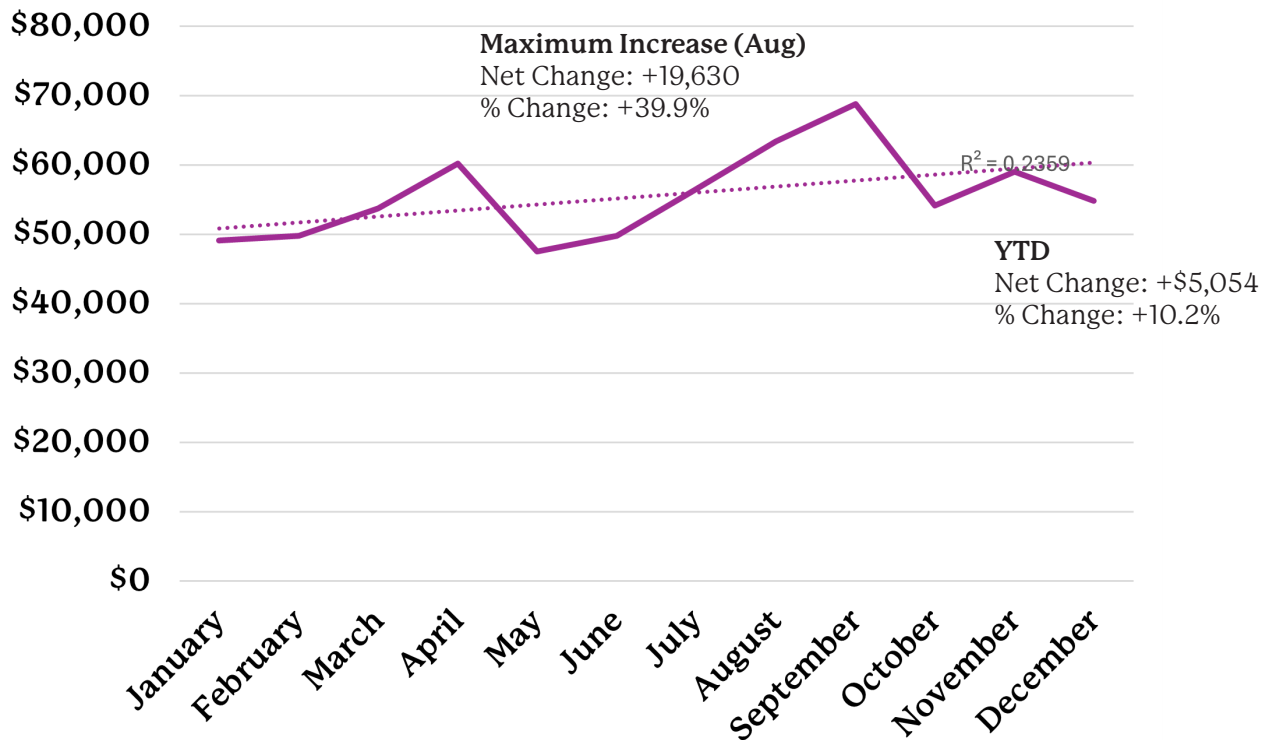
### Clinic-Secondary School Full-Time Salaries Per Month



### Industrial Setting Full-Time Salaries Per Month



### Physician Practice Full-Time Salaries Per Month



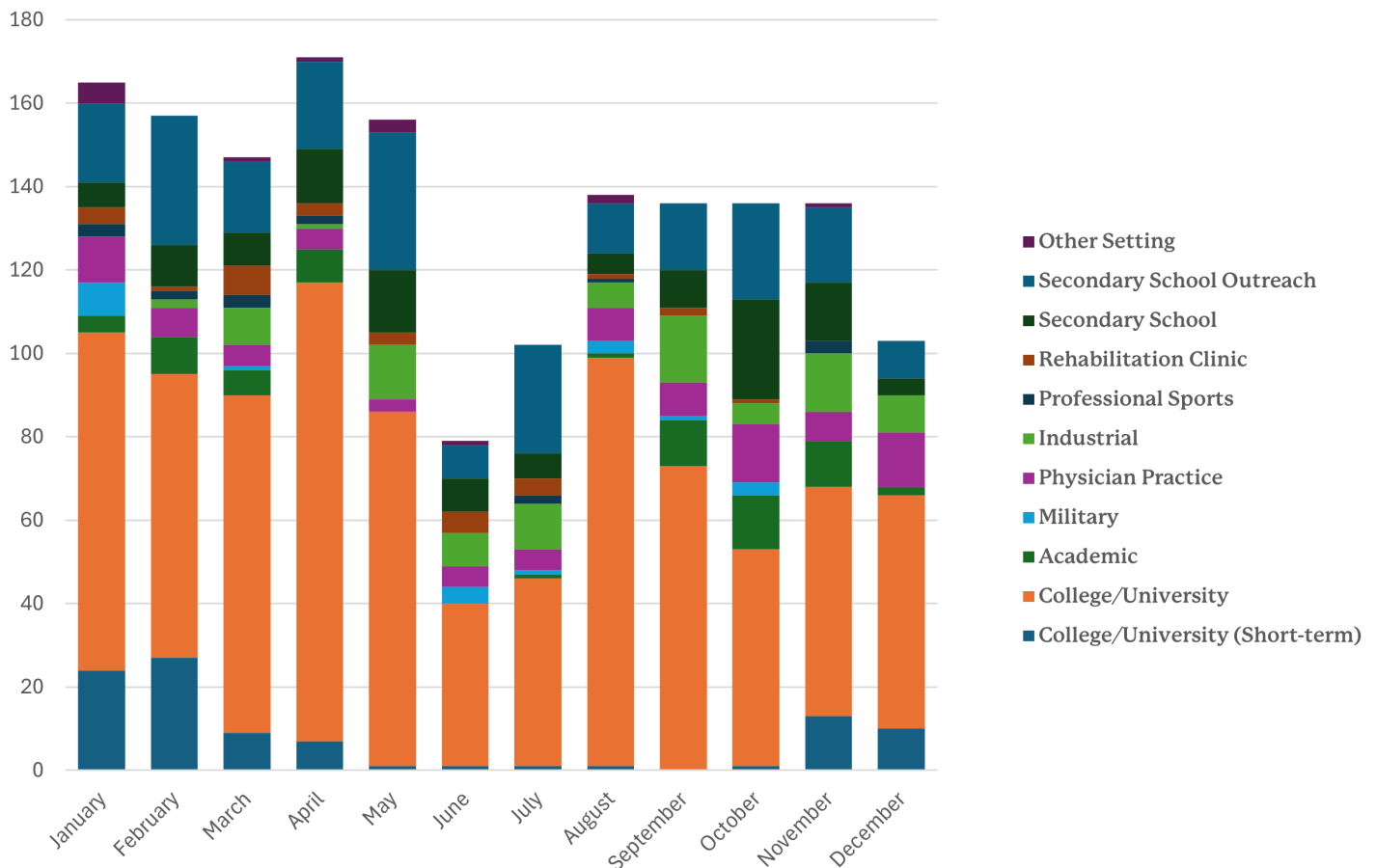


# Salary By Title and Setting

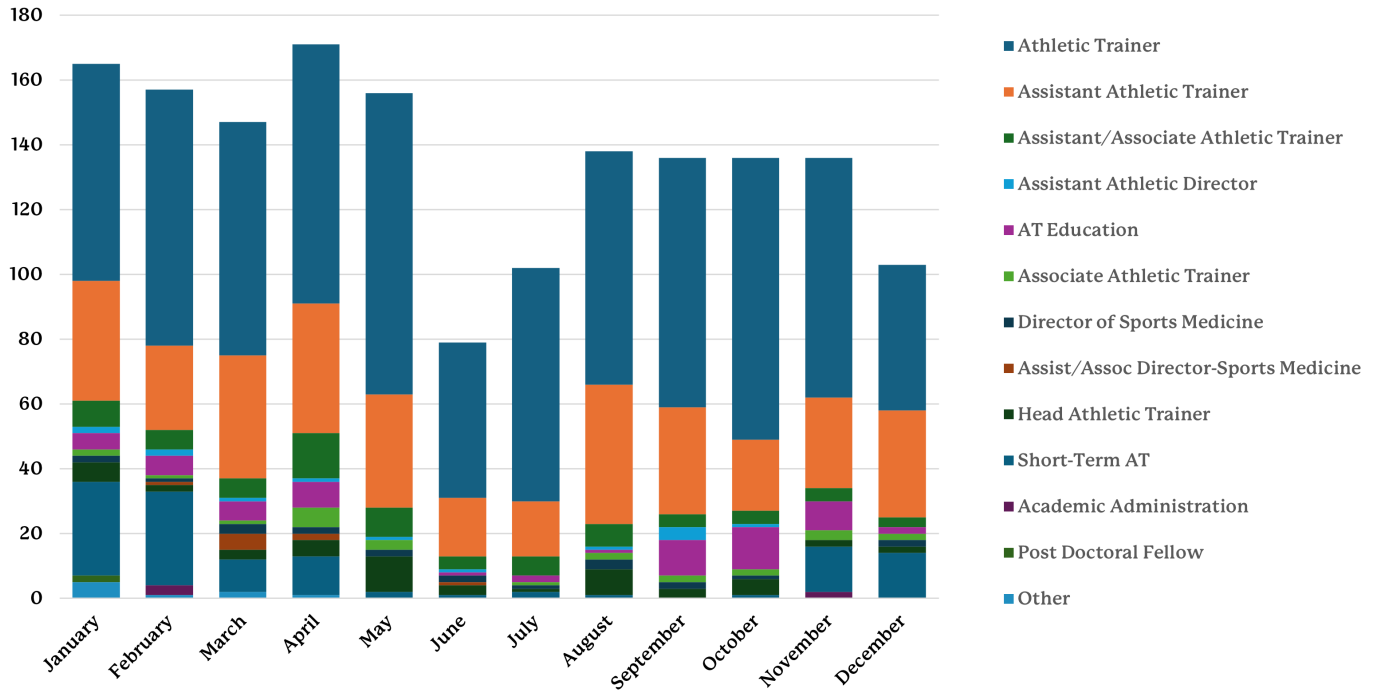
Title (Ordered by Mean)	Academic	Industrial	Secondary School	Pro Sports	Military	S. School Outreach	Physician Practice	College/University
Academic Administration	\$158,125							
AT Education	\$78,588							
Assistant Athletic Director								\$74,541
Director of Sports Medicine			\$68,333	\$72,500			\$95,000	\$73,714
Ast/Asc Dir-Sports Medicine								\$68,804
Post-Doctoral Fellow	\$47,500				\$82,500			
Head Athletic Trainer			\$71,250	\$62,367	\$64,000	\$53,000		\$63,432
Other							\$56,788	\$53,219
Athletic Trainer		\$64,959	\$63,289	\$57,601	\$55,407	\$57,027	\$56,486	\$54,994
Associate Athletic Trainer						\$59,500		\$55,830
Ast/Associate AT		\$61,440	\$51,250	\$55,800		\$55,967		\$52,085
Assistant Athletic Trainer			\$67,248					\$49,514
Short-Term AT		\$53,000	\$62,400	\$43,871		\$51,624	\$49,022	\$32,778

The following settings were excluded because of low n per title: Other Setting, Rehabilitation Clinic

## Full-Time Job Postings Per Month by Setting



Job Postings Per Month by Title



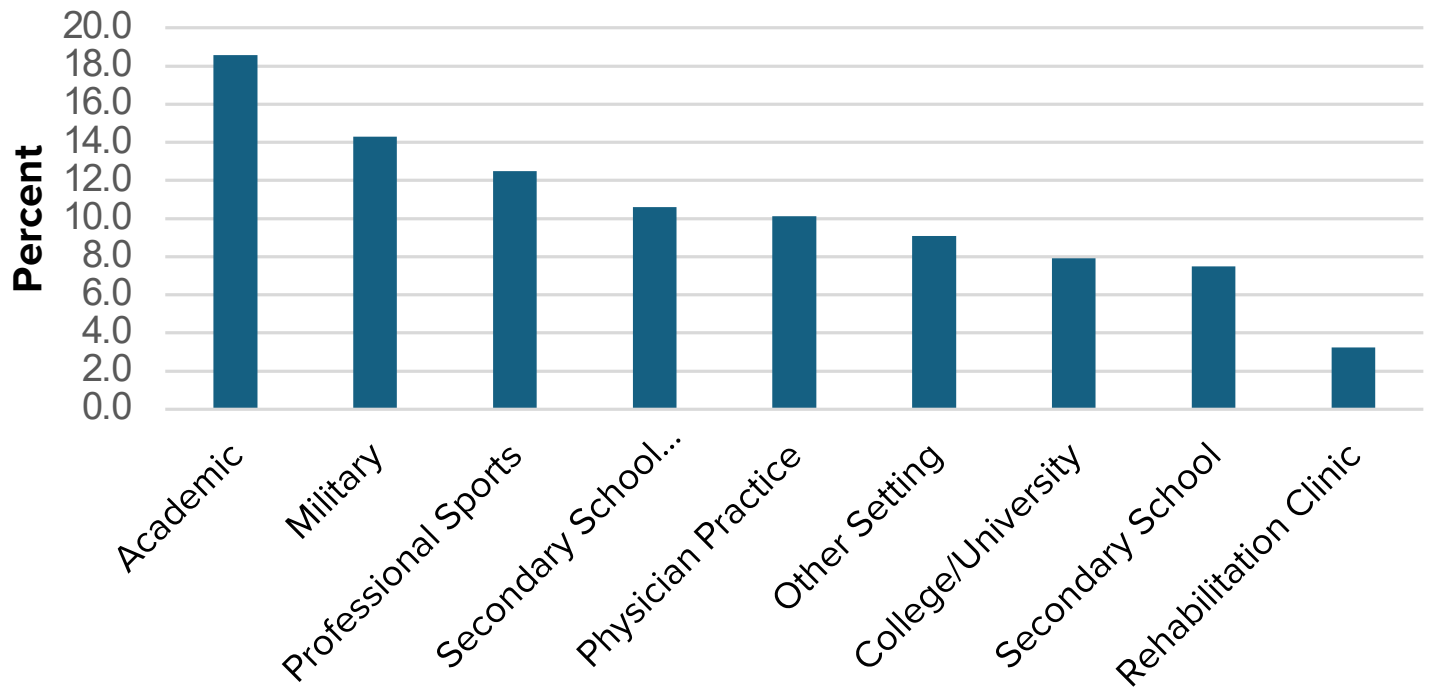
# Advertised Benefits

	Aca	Ind	Oth	SS	SSO	Rehab	Pro	Mil	Phys	C/U	Total	% of all
CEU	3	55	2	27	84	9	2	4	20	154	<b>360</b>	22.3
Tuition Reimbursement	4	0	2	17	43	2	2	0	3	93	<b>166</b>	10.3
NATA Dues	0	1	2	17	31	0	1	0	5	96	<b>153</b>	9.5
Sign-On Bonus	0	12	2	14	65	2	0	0	14	23	<b>132</b>	8.2
Licensure Fees	2	1	2	5	32	2	0	0	3	83	<b>130</b>	8.1
BOC Fees	1	1	2	17	26	0	0	0	3	62	<b>112</b>	7.0
Clothing	1	1	2	15	39	1	0	0	2	51	<b>112</b>	7.0
Calm.com/Care.com Subscription	0	48	2	13	10	0	0	0	1	8	<b>82</b>	5.1
Moving Expenses	0	21	0	1	25	0	1	1	3	17	<b>69</b>	4.3
Overtime Pay	0	4	0	13	25	0	0	0	2	18	<b>62</b>	3.8
Cell Phone	0	0	2	2	21	0	0	0	0	27	<b>52</b>	3.2
Liability Insurance	0	0	0	1	9	0	0	0	1	38	<b>49</b>	3.0
Bonus	1	9	1	1	14	2	0	0	4	7	<b>39</b>	2.4
Mileage	0	1	1	1	14	0	1	0	0	7	<b>25</b>	1.6
Student Loan Repayment	0	0	0	1	16	0	0	0	1	7	<b>25</b>	1.6
Other	0	0	0	0	6	0	0	0	6	12	<b>24</b>	1.5
Meal Plan	0	0	0	3	0	0	1	0	0	18	<b>22</b>	1.4
Fitness Center	0	0	0	0	6	0	0	0	1	10	<b>17</b>	1.1
Parking Pass	0	0	0	0	0	0	0	0	1	8	<b>9</b>	0.6
Housing	0	0	0	1	0	0	3	0	1	3	<b>8</b>	0.5
<b>Total</b>	<b>12</b>	<b>154</b>	<b>20</b>	<b>149</b>	<b>466</b>	<b>18</b>	<b>11</b>	<b>5</b>	<b>71</b>	<b>742</b>	<b>1648</b>	

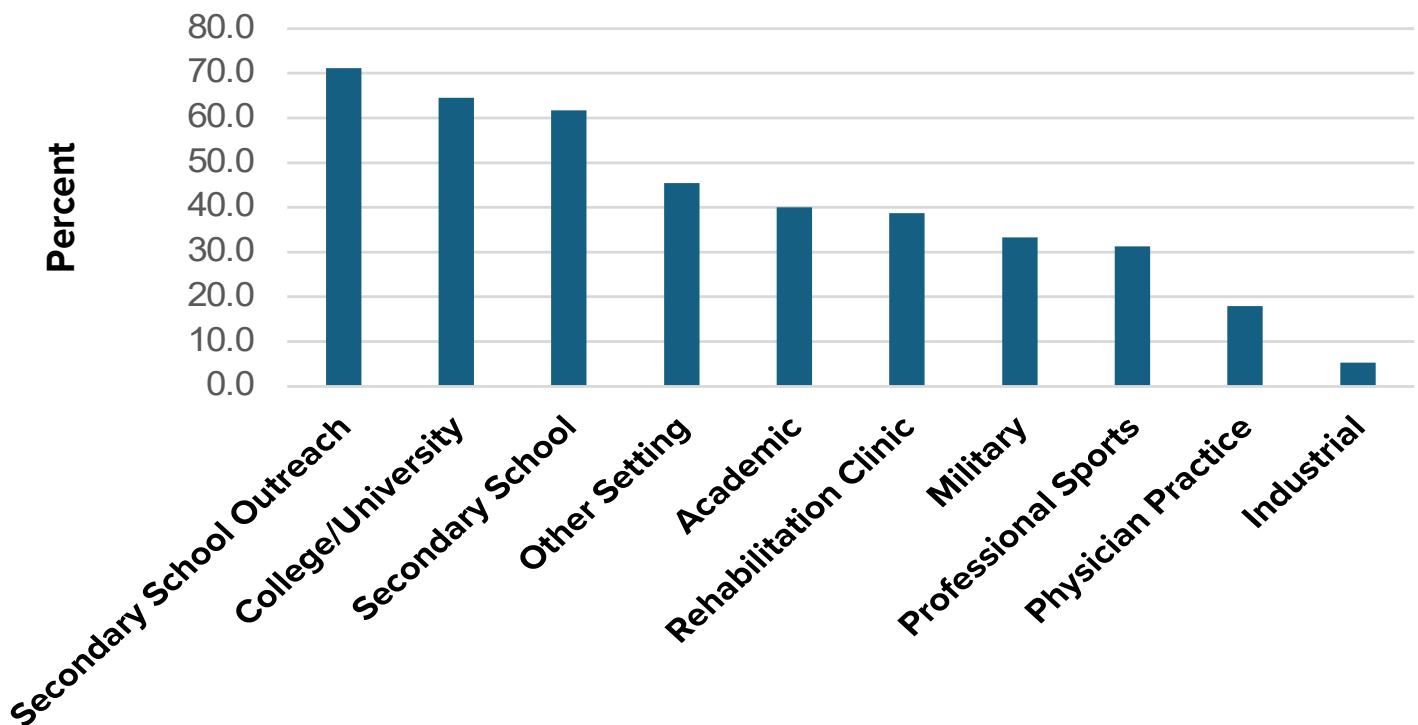
Key: Aca = academic; Ind = industrial; Oth = other setting; SS = secondary school; SSO = secondary school outreach; Rehab = rehabilitation clinic; Pro = professional sports; Mil = military; Phys = physician clinic; C/U = college/university

# Unreported Data

## Percentage of Job Postings Not Reporting Salary Range by Setting



## Percentage of Job Postings Not Reporting Contract Length by Setting



# 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).
- 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.

