

# NATA Salary Survey

Executive Summary

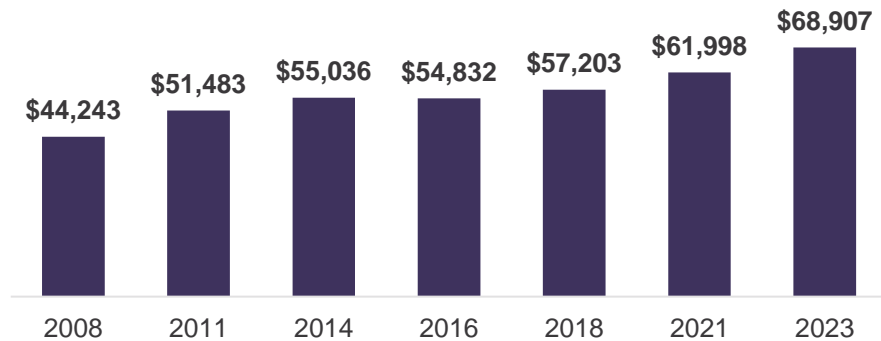
2 April 2024

## 2023 Salary Survey Executive Summary

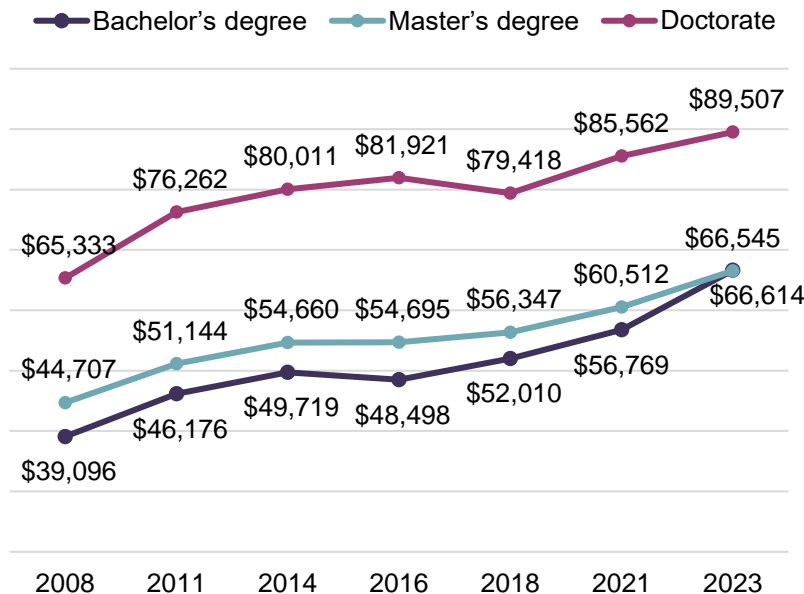
In 2023, full-time certified/licensed athletic trainers reported an average national salary of **\$68,907**. This marks an 11 percent increase, equivalent to \$6,909, compared to the 2021 average national salary of \$61,998. Over the past five years, the average salary has notably increased by more than \$11,700.

Compared to 2022 salary data from the Bureau of Labor Statistics, the average salary of athletic trainers from the survey rests above the average annual wage for all occupations (\$61,900), but below the average annual wage for all healthcare practitioners and technical occupations (\$96,770).

Average National Salary



Average Salary By Degree Level



Athletic trainers holding a bachelor's degree have continued to see the greatest percentage growth in salary since 2016, with their average salary exceeding that of Master's degree holders in 2023 by \$69. Athletic trainers who held a doctoral degree continue to earn more than those holding a bachelor's or master's degree. Salaries for those with a bachelor's degree grew by 17 percent, compared to a 10 percent growth for Master's degree holders and a five percent growth in salary for those with doctoral degrees. Bachelor's degree salaries experienced the greatest dollar amount of growth from 2021 to

2023 (+\$9,845).

**District Eight continues to report earning the highest average salary, followed by District Six, Eleven\*, Two, and Seven.** All five of these districts are above the national average of \$68,907, with District Eight reporting an average salary of \$85,222, 24 percent higher than the average. District Eight also saw the greatest increase in average salary from 2021 (over \$11,500).

Average Salary by District							
District	2008	2011	2014	2016	2018	2021	2023
One	\$44,612	\$51,886	\$56,699	\$54,988	\$56,191	\$66,438	\$68,813
Two	\$46,499	\$55,613	\$58,286	\$59,762	\$60,541	\$66,080	\$69,695
Three	\$43,688	\$48,303	\$52,878	\$51,866	\$55,426	\$59,985	\$66,315
Four	\$43,246	\$49,924	\$51,635	\$53,435	\$55,832	\$58,667	\$66,609*
Five	\$39,761	\$46,474	\$49,925	\$49,495	\$52,730	\$58,884	\$60,050
Six	\$48,929	\$57,647	\$64,126	\$59,284	\$61,982	\$66,193	\$74,139
Seven	\$42,401	\$50,886	\$54,946	\$55,823	\$58,033	\$64,917	\$69,678
Eight	\$52,667	\$59,300	\$61,532	\$61,852	\$67,088	\$73,635	\$85,222
Nine	\$42,460	\$49,330	\$54,134	\$53,013	\$53,977	\$58,024	\$66,837
Ten	\$40,783	\$48,444	\$52,287	\$51,018	\$55,525	\$59,685	\$67,320
Eleven	-	-	-	-	-	-	\$70,006*

\*Salary figures reflect the shift of three states from District 4 (Illinois, Minnesota, and Wisconsin) to form District 11 in January 2022

Athletic trainers reported earning more as their years of experience increased. Across all experience brackets, average salary increased from 2021 to 2023; those with 16-20 years of experience saw the greatest dollar increase of \$7,800 from 2021.

Average Salary by Years of Experience							
	2008	2011	2014	2016	2018	2021	2023
Less than 1	\$29,749	\$34,623	\$38,214	\$38,825	\$38,651	\$43,924	\$48,931
1 - 5	\$34,436	\$37,106	\$41,568	\$42,320	\$44,400	\$47,575	\$53,969
6 - 10	\$41,677	\$44,505	\$49,204	\$48,786	\$52,099	\$55,040	\$60,929
11 - 15	\$49,238	\$54,012	\$60,329	\$56,020	\$59,635	\$63,992	\$69,791
16 - 20	\$53,498	\$62,143	\$66,860	\$65,752	\$65,338	\$70,564	\$78,382
21 - 25	\$59,688	\$66,030	\$66,626	\$71,005	\$71,833	\$76,504	\$83,803
25+	\$63,409	\$75,202	\$82,180	\$79,191	\$79,558	\$84,313	\$89,288

Women athletic trainers continue to earn less than men. From 2021 to 2023, **men's average salaries increased by nearly \$7,300 compared to \$6,300 for women athletic trainers, creating a disparity of more than \$12,000 in average salary.** Women tended to be younger, with 64 percent aged 35 or younger, in contrast to 43 percent of men. Women were less likely to supervise employees, with 24 percent in supervisory roles compared to 39 percent of men. Additionally, women had less experience, with 28 percent reporting less than six years of experience, as opposed to 18 percent of men. Regardless of supervisory responsibilities or age, men earned more than women. In 2023, women with less than one year of experience surpassed men's earnings by \$2,234. However, women consistently earned less than their men counterparts following the initial year.

Average Salary by Gender						
Gender*	2011	2014	2016	2018	2021	2023
Woman	\$42,676	\$50,146	\$50,091	\$53,240	\$57,367	\$63,657
Man	\$54,925	\$59,546	\$60,180	\$62,008	\$68,479	\$75,764

\*In 2021, gender options were expanded to include "Man", "Woman", "Non-binary/gender non-conforming" and "Prefer not to answer". Data for the following segments are not shown due to low sample size: Non-binary/gender non-conforming, Prefer not to answer.

Eighty-eight percent of respondents identified as White/Caucasian with an average salary of \$68,855. **Ethnically diverse athletic trainers comprise 11 percent of all survey respondents with an average salary of \$66,928, reflecting a disparity of \$1,927.**

Average Salary by Race/Ethnicity		
Race/Ethnicity	Average Salary	Count
<b>White/Caucasian (not of Hispanic origin)</b>	<b>\$68,855</b>	<b>5,601</b>
<b>Another race/ethnicity</b>	<b>\$66,928</b>	<b>895</b>
<i>Hispanic or Latino</i>	\$67,696	370
<i>Black or African American (not of Hispanic origin)</i>	\$65,102	255
<i>Asian/Asian American</i>	\$68,509	199
<i>American Indian/Alaskan Native</i>	\$62,583	52
<i>Native Hawaiian or Other Pacific Islander</i>	\$71,796	19**

\*\* Low n-value

**The 10 most popular job settings include high schools, colleges/universities, hospitals, and clinics.** Among these settings, those working in colleges/universities as faculty, academic, or research staff earned the highest average salary of \$88,367, followed by those working in high schools with both academic and athletic appointments (average salary of \$70,609). **Nearly one quarter (24 percent) reported they intend to work in a different setting over the next five years.** The most common reason respondents changed or intended to change their job setting was for higher pay (64 percent) and improved work-life balance (60 percent).

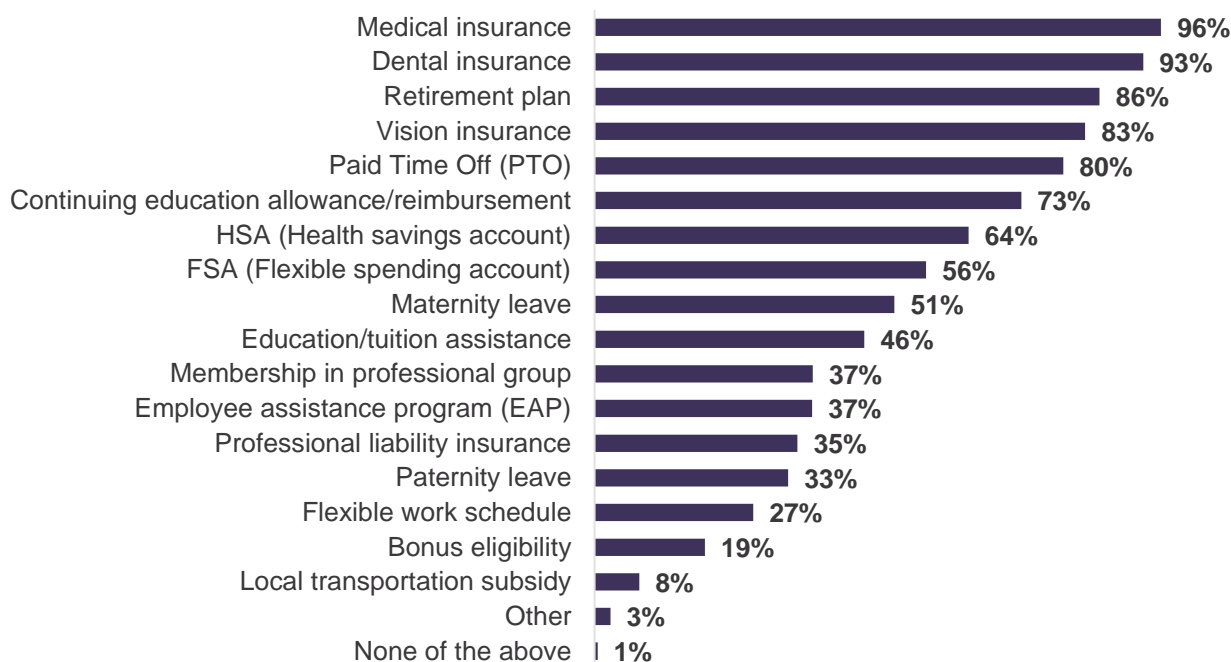
Average Salary by Top Ten Job Settings	
Job Setting	Salary
Secondary School - High School - Athletic only	\$65,563
College/University - NCAA Division I - Professional Staff/Athletics/Clinic	\$67,226
College/University - NCAA Division III - Professional Staff/Athletics/Clinic	\$60,541
College/University - Faculty/Academic/Research	\$88,367
Hospital - Outreach	\$66,103
Secondary School - Middle and High School - Athletic only	\$66,423
Clinic - Secondary School Outreach	\$58,330
College/University - NCAA Division II - Professional Staff/Athletics/Clinic	\$55,424
Secondary School - High School - Both Academic and Athletic	\$70,609
College/University - NAIA - Professional Staff/Athletics/Clinic	\$53,258

Respondents were asked about leave policies at their current employers, including the average number of paid holidays, sick days, and vacation days per year that they receive. Excluding respondents who receive unlimited PTO, employees who have *combined* sick and vacation days reported receiving an average of **21 sick or vacation days and seven paid holidays**. Respondents with *separate* allocations for sick and vacation days receive, on average, **eight paid holidays, 12 sick days, and 17 vacation days per year**. Approximately four percent reported receiving unlimited paid time off. The average number of paid holidays and sick days received in 2023 remained consistent with 2021.

Paid Time Off				
	2021 Separate Average	2023 Separate Average	2021 Combined Average	2023 Combined Average
Paid holidays per year	8	8	7	7
Sick days	13	12	20	21
Vacation days	17	17		
<b>Total</b>	<b>38</b>	<b>37</b>	<b>27</b>	<b>28</b>

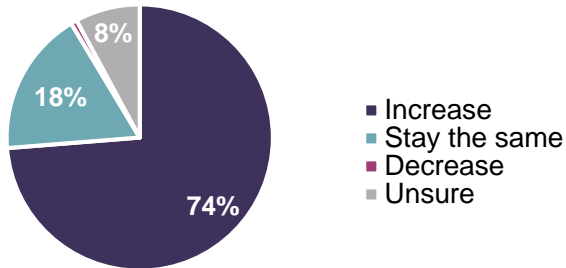
Respondents were most likely to report that their employer offers medical insurance (96 percent), dental insurance (93 percent), and access to a retirement plan (86 percent). Most respondents reported receiving vision insurance (83 percent) and paid time off (80 percent). Seventy-three percent also received continuing education allowance or reimbursement. 51 and 33 percent of all respondents reported having access to maternity and paternity leave, respectively.

**Please select the benefits your employer offers. Select all that apply.**  
(n=8,012)



**Twenty-five percent of respondents felt they are fairly compensated for their work, and 71 percent cited inadequate pay as a major challenge.** About half (57 percent) felt their educational qualifications were necessary for their current pay. Despite largely feeling equipped to address

**Do you expect your compensation from athletic training to increase, decrease or stay the same over the next 3 years?**  
(n=7,371)



professional challenges (81 percent agree) and qualified for other positions of interest (77 percent agree), about half (47 percent) of respondents agreed that they are optimistic about their career prospects in athletic training, and 38 percent about the future of athletic training. **Seventy-four percent of respondents anticipated their compensation would increase** over the next three years. Eighteen percent expected their compensation to stay the same, and only one percent expected a decrease.

**The average salary increased with membership tenure.** The largest percentage increase of 15 percent for each salary was for those moving up from six to 10 years and 11 to 15 to the next tenure range.

Average Salary by Years as a NATA Member	
Years as a NATA Member	Average Salary
Less than 1	\$52,341
1 - 5	\$54,709
6 - 10	\$59,233
11 - 15	\$68,240
16 - 20	\$78,715
21 - 25	\$84,536
More than 25	\$90,756

In 2023, **NATA members earned a higher average salary than non-members after five years of experience.** Moving beyond five years, NATA members consistently reported higher average salaries. **Members with six to 10 years of experience** earned an average of **two percent more than non-members**, increasing to **21 percent more for members with 25 or more years of experience.** **Members with 25 or more years of experience reached an average of \$90,306, compared to \$74,864 for non-members** with similar experience.

Membership Comparison		
Years of Experience	Average Members' Salaries	Average Non-Members' Salaries
Less than 1	\$48,451	\$51,365
1 - 5	\$53,682	\$55,046
6 - 10	\$61,193	\$60,110
11 - 15	\$70,120	\$67,953
16 - 20	\$78,573	\$77,605
21 - 25	\$85,298	\$72,079
More than 25	\$90,306	\$74,864