

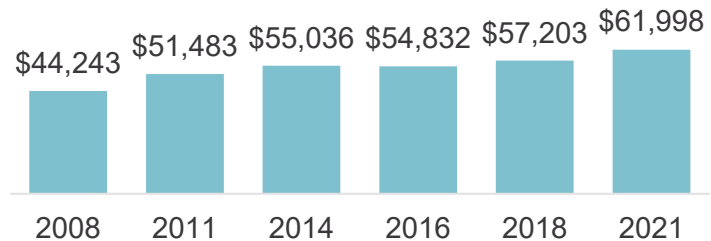
NATA Salary Survey

Executive Summary Draft
23 February 2022

2021 Salary Survey Executive Summary

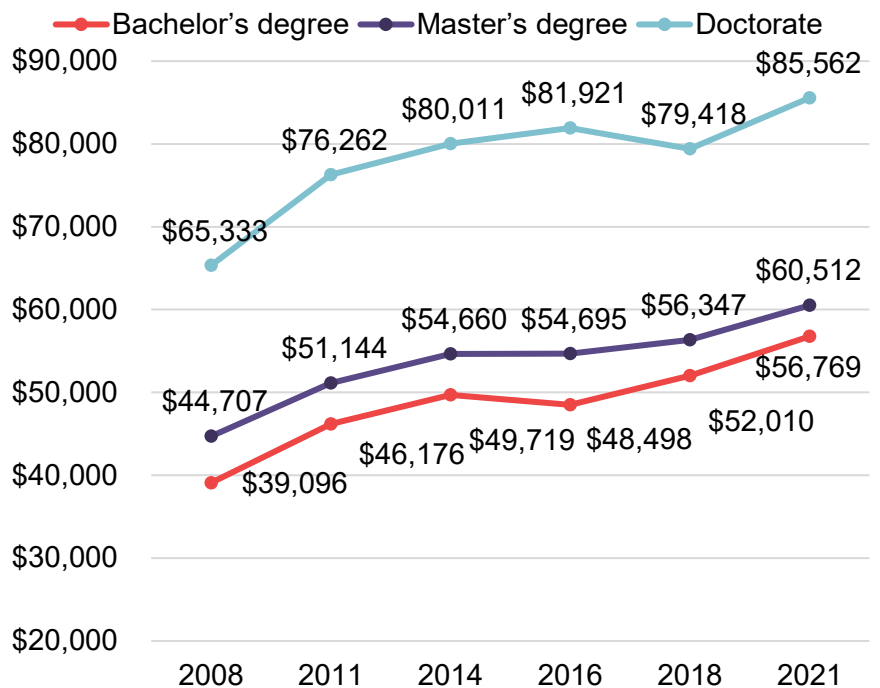
Maintaining a continued trend upward since 2016, the national average salary for certified/licensed athletic trainers rose by 8 percent between 2018 and 2021. Certified/licensed athletic trainers are making, on average, \$4,795 more than in 2018. This average also represents an all-time high, up more than \$17,000 since 2008. According to the Bureau of Labor Statistics, the 2021 average from survey respondents is lower than the 2020 median annual salary for healthcare practitioners and technical occupations at \$85,900, but higher than the 2020 median annual wage for all occupations at \$56,310.

Average National Salary



¹Compared to other degree levels, athletic trainers holding a bachelor's degree saw the greatest percentage increase in salary from 2018. Bachelor's degree salaries grew by 9 percent compared to a 7 percent growth for master's degree salaries and 8 percent for doctoral degree salaries. However, as in previous years, athletic trainers who hold a master's or doctoral degree earn more, on average, than those holding a bachelor's degree.

Average Salary By Degree Level



District Eight continues to report earning the highest average salary, followed by District One, Six, Two and Seven. All five of these districts are above the national average of \$61,998 with District Eight reporting an average salary approximately 16 percent higher. District One and District Seven were

¹ Salary data for the following education levels are not shown due to low sample size: high school, some college



the two districts to see the greatest average salary increases from 2018, with increases of over \$10,200 and over \$6,800, respectively.

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

As expected, athletic trainers reported earning more as their years of experience increase.

Respondents with less than one year of experience saw an increase of nearly \$5,300 in average salary. This was the greatest increase of any experience group. Respondents in the middle of their careers (16-20 years of experience) saw more than a \$5,200 increase in average salary.

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

Women athletic trainers continue to earn less than men. Between 2016 and 2018, the gap was closing as women’s salaries increased by over \$3,000 compared to an approximate increase of only \$1,800 for men. However, from 2018 to 2021, **men’s average salaries increased by nearly \$6,500 compared to just \$4,100 for women athletic trainers, creating a disparity of over \$11,000 in average salary.** Overall, women were younger (66 percent 35 or younger compared to 44 percent of men), less likely to supervise employees (24 percent compared to 39 percent of males) and had a shorter tenure in the field (32 percent less than six years compared to 19 percent for men).

Average Salary by Gender ²					
	2011	2014	2016	2018	2021
Woman	\$42,676	\$50,146	\$50,091	\$53,240	\$57,367
Man	\$54,925	\$59,546	\$60,180	\$62,008	\$68,479

The ten most popular job settings included clinics, colleges/universities, hospitals and high schools. Of these settings, those working in colleges/universities as faculty or academic/research staff earned the greatest **average salary of \$84,378**. This is followed by those working in high schools with both academic and athletic appointments, who reported an **average salary of \$64,436**.

Average Salary by Top Ten Job Settings	
	2021
Secondary School - High School - Athletic only	\$58,028
College/University - NCAA Division I - Professional Staff/Athletics/Clinic	\$59,924
College/University - Faculty/Academic/Research	\$84,378
Secondary School - High School - Both Academic and Athletic	\$64,436
College/University - NCAA Division III - Professional Staff/Athletics/Clinic	\$52,290
Clinic - Secondary School Outreach	\$50,579
College/University - NCAA Division II - Professional Staff/Athletics/Clinic	\$52,289
College/University - NAIA - Professional Staff/Athletics/Clinic	\$49,317
Clinic - Physician owned clinic	\$59,919
Secondary School - High School - Athletic only	\$58,028

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 the one percent of respondents who reported receiving unlimited paid time off (PTO), employees who receive *combined* sick and vacation days received an average of **20 sick or vacation days and 7 paid holidays**. Respondents with *separate* allocations for sick and vacation days receive, on average, **8 paid holidays, 13 sick days and 17 vacation days per year**. Those with separate allocations of sick and vacation days were found to receive more PTO total compared to those with combined sick and vacation days. The average number of paid holidays and sick days increased from 2018.

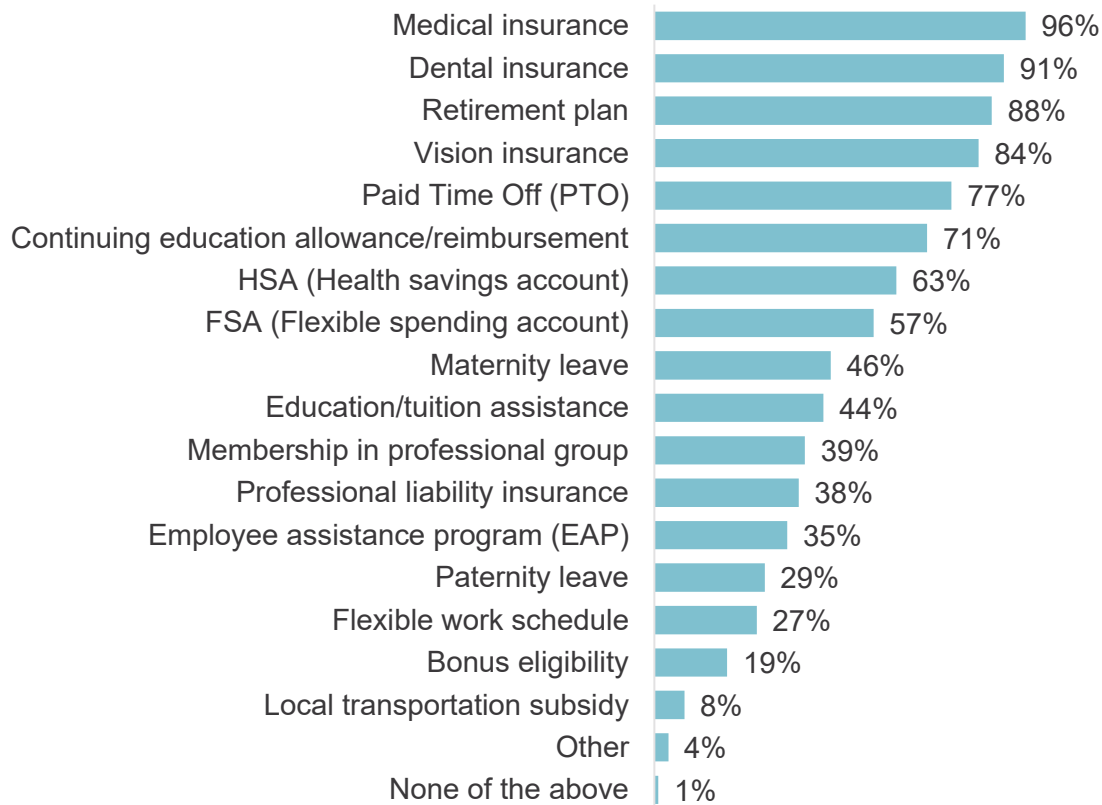
Paid Time Off			
	2018 Average	2021 Separate Average	2021 Combined Average
Paid holidays per year	6	8	7
Sick days	9	13	20
Vacation days	16	17	
Total	31	38	27

The majority of athletic trainers reported receiving benefits such as medical insurance (96 percent), dental insurance (91 percent), access to a retirement plan (88 percent) and vision insurance (84 percent). Seventy-one percent of respondents also reported receiving a continuing education

² Prior to 2021, answer options for gender identity included “Female” and “Male” rather than “Woman” and “Man.”

allowance or reimbursement, while 44 percent received education/tuition assistance. Interestingly, less than half (46 percent) of respondents reported receiving maternity leave and only 29 percent reported receiving paternity leave.

Please select the benefits your employer offers. Select all that apply.
(n=7,593)



Looking to the future, respondents were optimistic about their compensation. Sixty-eight percent of respondents expected their income to increase over the next three years, and 21 percent expected it to stay the same. Only one percent expected their income to decrease.

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

