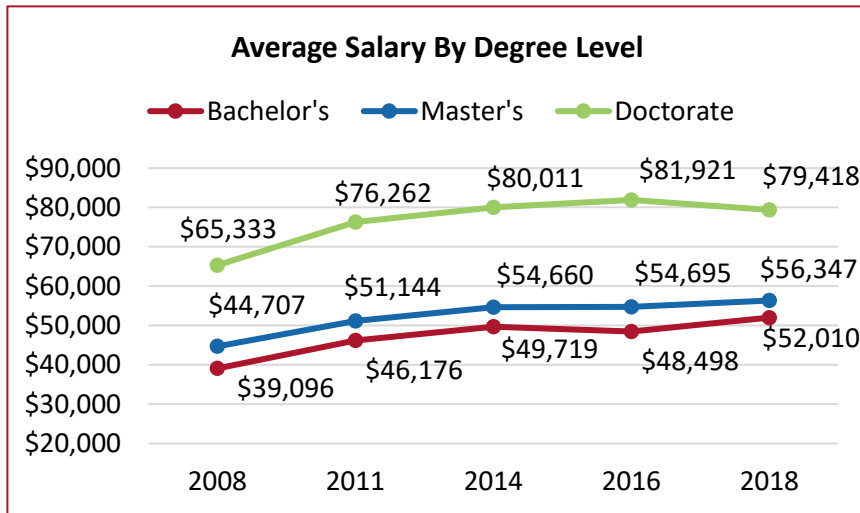
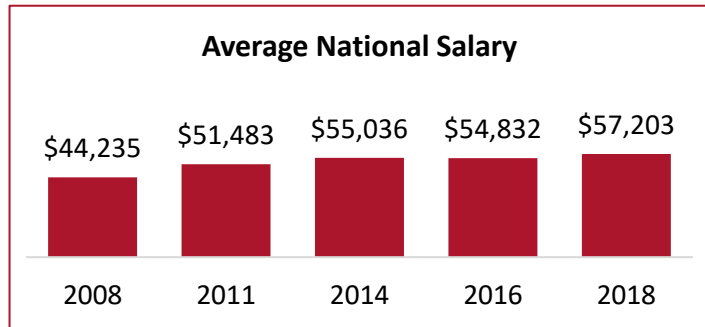


National Athletic Trainers' Association

2018 Salary Survey Executive Summary

After staying flat in 2016, the national average salary for certified/licensed athletic trainers grew 4 percent in 2018. Certified/licensed athletic trainers are making, on average, \$2,371 more than in 2016. This average also represents a 10-year high, up more than \$12,000 since 2008. According to the Bureau of Labor Statistics, the 2018 average from survey respondents is lower than the 2017 median annual salary for healthcare practitioners and technical occupations at \$64,770, but higher than the 2017 median annual wage for all occupations at \$37,690.



Athletic trainers holding a bachelor's degree saw the greatest increase in salary from 2016. 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.

District Eight continues to report earning the highest average salary, followed by

District Six and District Two. All three of these districts are above the national average of \$57,203, with District Eight reporting an average salary approximately 15 percent higher. District Eight and District Ten were the two Districts to see the greatest increases from 2016 as well, with increases of over \$5,000 and over \$4,500, respectively.

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



As expected, athletic trainers reported earning more as their years of experience increase. **Respondents in the middle of their careers (11–15 years of experience) saw more than a \$3,600 increase in average salary.** This was the greatest increase of any experience group.

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

Female athletic trainers continue to earn less than their male counterparts. However, **the gap is closing as female athletic trainers’ salaries increased over \$3,000 while male athletic trainers’ salaries only increased approximately \$1,800.** Overall, females were younger (69 percent 35 or younger compared to 46 percent of males), have a shorter tenure in the field (35 percent less than five years compared to 22 percent less than five years for males), and were less likely to supervise employees (25 percent compared to 41 percent of males). On average, males still earn approximately \$8,700 more than females.

| Average Salary by Gender | | | | |
|--------------------------|----------|----------|----------|----------|
| | 2011 | 2014 | 2016 | 2018 |
| Female | \$42,676 | \$50,146 | \$50,091 | \$53,240 |
| Male | \$54,925 | \$59,546 | \$60,180 | \$62,008 |

The ten most popular job settings include clinics, colleges/universities, hospitals and high schools. Of these, the average salary for those working in colleges/universities as faculty, academic or research staff earned the greatest average salary at \$73,540. This is followed by those working in high schools with both academic and athletic appointments with an average of \$58,603.

| Average Salary by Top Ten Job Settings | |
|--|----------|
| | 2018 |
| Clinic - Physician owned clinic | \$53,712 |
| Clinic - Secondary School Outreach | \$45,786 |
| College/University - Faculty/Academic/Research | \$73,540 |
| College/University - NAIA - Professional Staff/Athletics/Clinic | \$45,993 |
| College/University - NCAA Division I - Professional Staff/Athletics/Clinic | \$57,656 |
| College/University - NCAA Division II - Professional Staff/Athletics/Clinic | \$49,833 |
| College/University - NCAA Division III - Professional Staff/Athletics/Clinic | \$49,478 |
| Hospital - Outreach | \$52,496 |
| Secondary School - High School - Athletic only | \$52,868 |
| Secondary School - High School - Both Academic and Athletic | \$58,603 |

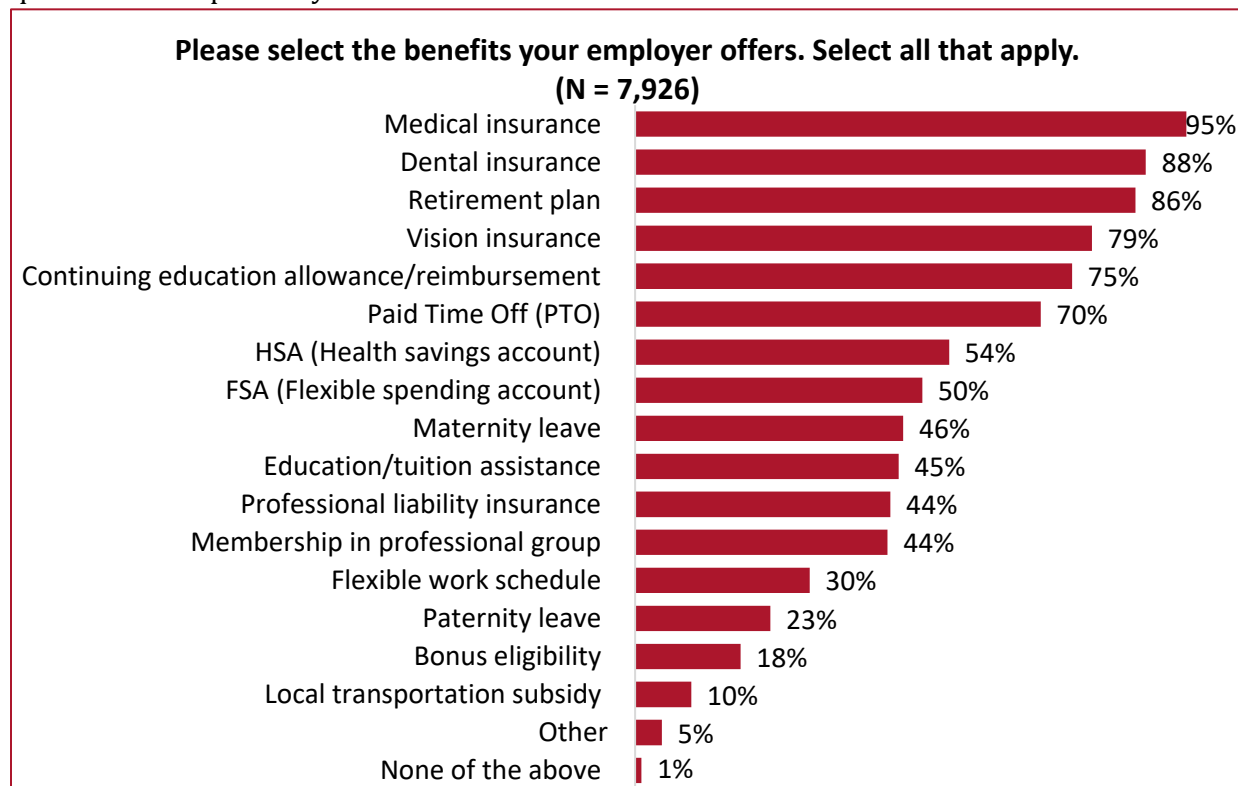


In 2018, new questions were added to the NATA Salary Survey to further explore compensation and benefits. Respondents were asked about leave policies at their current employers including the average number of paid holidays, sick days and vacation days per year that they receive.

Respondents receive, on average, 6 paid holidays, 9 sick days and 16 vacation days per year.

| Average Amount of Paid Time Off | | |
|---------------------------------|-----------|---------------|
| Paid Holidays | Sick Days | Vacation Days |
| 6 | 9 | 16 |

The majority of athletic trainers reported receiving basic benefits including medical insurance (95 percent), dental insurance (88 percent), access to a retirement plan (86 percent) and vision insurance (79 percent). Three-quarters of respondents also reported receiving a continuing education allowance or reimbursement, while 45 percent received education/tuition assistance. Interestingly, less than half of respondents reported receiving maternity leave and less than a quarter receive paternity leave.



Looking to the future, respondents are optimistic about their compensation. 67 percent of respondents expect their income to increase over the next three years. 32 percent expect it to stay the same and only 1 percent expect their income to decrease during that time period.

