



Formerly  MSEC



2018 National Strength & Conditioning Association's Coaches Survey





2018 SURVEY

National Strength & Conditioning Association's Coaches Survey

Data Collected: July 2018

Data Published: October 2018

A Note of Caution and Confidentiality

This survey has been compiled from information furnished by each participant with the understanding that all or any portion of the information would:

- remain strictly confidential;
- not be used in any collective bargaining sessions or grievance proceedings, and
- protect, completely, individual identity.

© Copyright, 2018 Employers Council, Inc. All rights reserved. Quotation from or reproduction of any part of this report, in any form, without prior permission in writing from the Employers Council, is prohibited.

TABLE OF CONTENTS

	Page
Introduction; Methodology; Definitions; Using the Survey	1 - 2
Participant Profile	5 - 6
<p style="margin-left: 20px;">Displays participants by percentage of individuals by education level, degree, certifications/ designations held, gender and years of experience</p>	
SALARY DATA:	
Data by Type of Setting: High School, College or University, Professional Sports, Tactical, Independent	9 - 12
Annual Salary	9
Salary by Highest Education Level Obtained	9
Salary by Years of Experience	9
Percentage of Respondents by Gender	9
Percentage of Respondents by Certifications/Designations Held	10
Percentage of Respondents by Highest Education Level Obtained	10
Percentage of Respondents by Degree Area	10
Salary by State, Canada, and Outside U.S. or Canada.....	11-12
High School Strength & Conditioning Coaches	13 - 14
Salary by Type of School	13
Salary by Size of School.....	13
Salary by Structure of Position	13
Salary by Teacher Contract	13
Salary by Position/Role.....	13
Percentage of Respondents by Size of School.....	14
Percentage of Respondents by Structure of Position	14
Percentage of Respondents by Teacher Contract	14
College or University Strength & Conditioning Coaches	15
Salary by Division.....	15
Salary by Sport	15
Salary by Position/Role.....	15
Number of Teams Worked with Annually	15
Number of Individuals Worked with Annually	15
Professional Sports Strength & Conditioning Coaches	16
Salary by Sport	16
Salary by Position/Role.....	16
Tactical Strength & Conditioning Coaches	17
Salary by Employment Type	17
Salary by Population Served	17
Percentage of Respondents by Employment Type	17
Percentage of Respondents by Population Served	17
Independent Strength & Conditioning Coaches.	18
Salary by Primarily Working with Team or Individuals.....	18
Salary by Population Served	18
Percentage of Respondents by Primarily Working with Teams or Individuals.....	18

INTRODUCTION

Employers Council was contracted as a third-party data collector to conduct a strength and conditioning coaches salary survey for the National Strength and Conditioning Association. Our thanks are extended to all individuals who invested their time to provide us with data. We appreciate your participation and welcome your comments.

2018 National Strength & Conditioning Association Coaches Salary Survey

Number of Participating Individuals:	2,325
Data Collected Payroll Period Closest To:	July 1, 2018
Geographic Area Surveyed:	North America

REPORT FORMAT

Profile of Participants – Displays participants by percentage of individuals by education level, degree, certifications/designations held, gender and years of experience.

Wage and Salary Data – Average data are displayed by Primary Work Environment.

METHODOLOGY

Electronically sent questionnaires were used to collect the data. Employers Council emailed 31,525 questionnaires and 2,325 were completed; a response rate of 7.3%.

DEFINITIONS

The following statistical measurements and definitions are used in this report.

Number of Individuals (No. Indiv.) – Reports the number of individuals reporting annual salary.

Average (Avg.) – Determined by adding the annual salary for each individual reporting and dividing by the number of individuals.

INSUFFICIENT DATA

“Insufficient Data” is used to preserve the confidentiality of the participants.

- ◆ When fewer than 3 individuals report data, “- -” or “ISD” is printed on the survey.

USING THE SURVEY

This survey is a snapshot of participating strength and conditioning coaches' pay at a specific point in time. This survey shows both the diversity and complexity of pay across different settings for strength and conditioning coaches. It does not yield a “single correct rate” of pay for a specific market, but must be evaluated in context with the larger economic and business climate. The report provides average rates of pay.

Individuals should tailor their compensation policies after considering:

- ◆ present pay rates compared to labor market;
- ◆ ability to pay;
- ◆ pay philosophy;
- ◆ benefit and supplemental pay policies;
- ◆ supply/demand situation in the labor market;
- ◆ individual’s expectations, and
- ◆ the state of the economy.

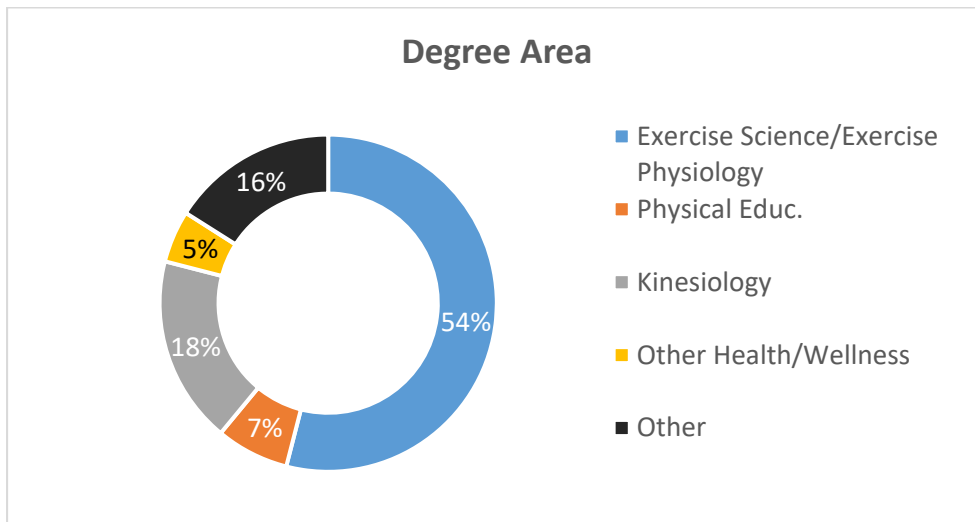
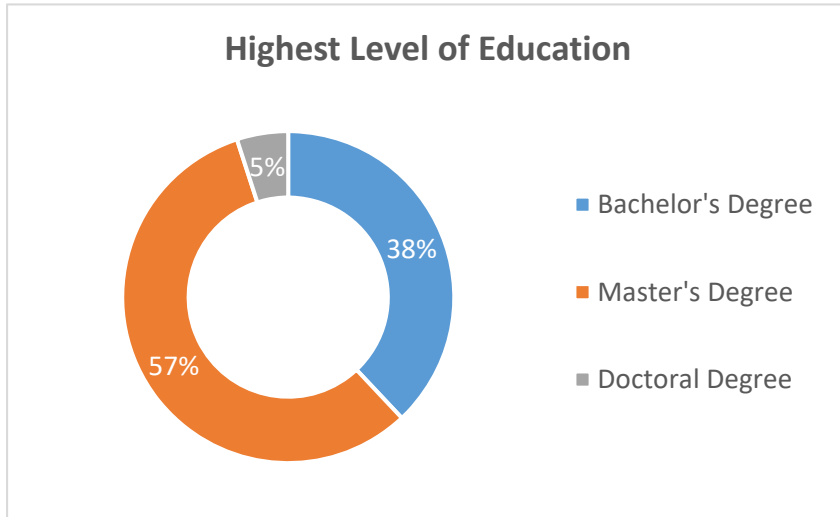
A compensation philosophy that works well for one individual may be of little value, or possibly destructive, to another. Facts such as location, education level, degree, and certificates held must be considered. When using this survey, this potential difference of demographics must be kept in mind when reviewing the salary data reported.

Efforts are made to ensure a consistent, representative sample for each demographic. Consequently, survey-to-survey comparisons should be viewed in general rather than absolute terms.

Participant Profile

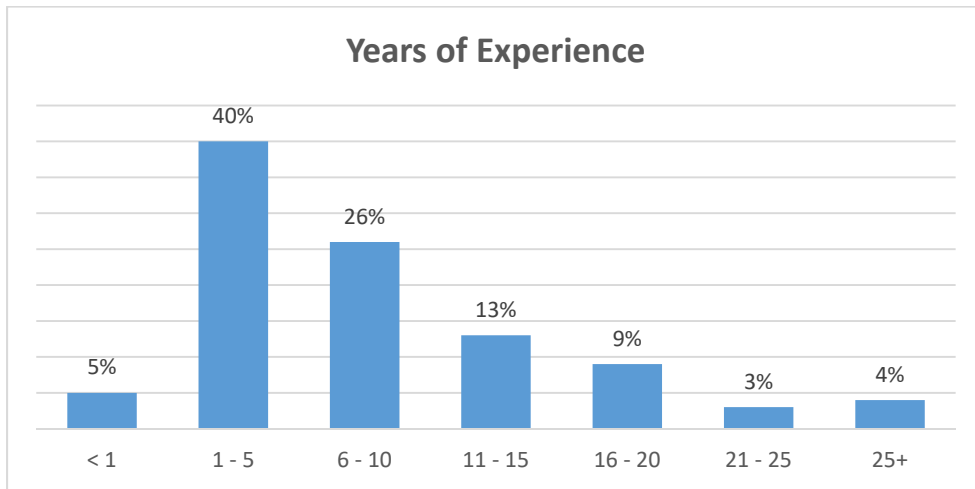
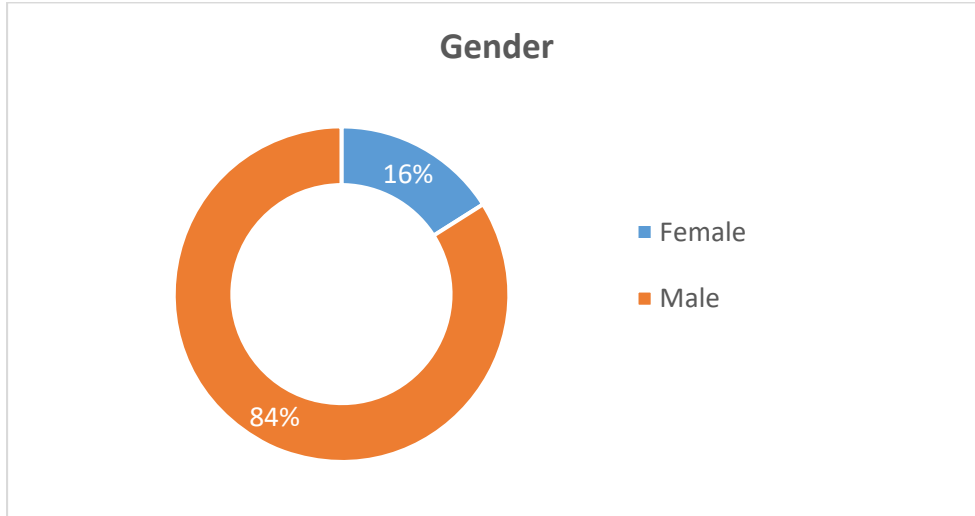
Participant Profile

2,325 Respondents



Participant Profile (continued)

2,325 Respondents



Salary Data

Annual Salary Data by Type of Setting

	Number of Individuals	Average Salary
High School	323	\$49,037
College or University	791	\$49,286
Professional Sports	187	\$76,772
Tactical	103	\$69,437
Independent	477	\$48,584

Data by Type of Setting for Strength & Conditioning Coaches

	High School		College or University		Professional Sports		Tactical		Independent	
Salary by Highest Education Level Obtained	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
High School	--	--	--	--	--	--	--	--	--	--
Associate's Degree	--	--	1	ISD	--	--	--	--	--	--
Bachelor's Degree	127	\$40,962	165	\$41,654	71	\$66,334	35	\$59,803	285	\$47,092
Master's Degree	188	\$53,062	604	\$50,695	107	\$71,142	64	\$73,733	165	\$48,562
Doctoral Degree	7	\$84,143	21	\$68,786	7	\$139,214	4	\$85,000	26	\$66,873
Medical Degree	1	ISD	--	--	2	ISD	--	--	1	ISD
Salary by Years of Experience	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
< 1	12	\$48,631	14	\$29,219	6	\$51,540	1	ISD	38	\$27,843
1-5	117	\$35,406	320	\$32,596	54	\$41,256	24	\$50,179	206	\$36,374
6-10	80	\$47,353	230	\$50,534	73	\$78,514	32	\$68,047	108	\$46,030
11-15	48	\$60,103	93	\$69,545	30	\$80,027	22	\$79,237	55	\$79,061
16-20	30	\$65,364	72	\$70,635	13	\$128,231	15	\$74,237	42	\$72,613
21-25	13	\$73,081	30	\$76,538	5	\$145,400	6	\$87,500	11	\$80,909
25 +	22	\$65,393	31	\$84,869	5	\$238,600	3	\$95,773	17	\$80,236
Gender (1,962 Resp.)	% of Respondents		% of Respondents		% of Respondents		% of Respondents		% of Respondents	
Female	9%		17%		6%		8%		20%	
Male	91%		82%		94%		91%		79%	
Prefer not to answer	--		0%		--		1%		0%	

Data by Type of Setting for Strength & Conditioning Coaches (continued)					
	High School	College or University	Professional Sports	Tactical	Independent
Certifications/Designations Held (1,962 Resp.)	% of Respondents	% of Respondents	% of Respondents	% of Respondents	% of Respondents
NSCA CSCS	99%	99%	94%	100%	99%
NSCA-CPT	4%	4%	3%	5%	8%
NSCA RSCC	9%	13%	29%	15%	2%
CSCCa SCCC	3%	19%	2%	5%	1%
CSCCa MSCC	--	3%	--	1%	0%
ACSM	4%	3%	3%	10%	6%
USAW	32%	50%	33%	53%	21%
ATC	9%	5%	6%	5%	4%
Other personal training certification	10%	8%	9%	6%	14%
Teaching certificate	23%	4%	1%	3%	5%
Other	21%	26%	27%	45%	28%
Highest Education Level Obtained (1,962 Resp.)	% of Respondents	% of Respondents	% of Respondents	% of Respondents	% of Respondents
High School	--	--	--	--	--
Associate's Degree	--	0%	--	--	--
Bachelor's Degree	39%	21%	37%	34%	60%
Master's Degree	58%	76%	58%	62%	34%
Doctoral Degree	2%	3%	4%	4%	7%
Medical Degree	0%	--	1%	--	0%
Degree Area (1,953 Resp.)	% of Respondents	% of Respondents	% of Respondents	% of Respondents	% of Respondents
Exercise Science/Exercise Physiology	43%	61%	57%	54%	52%
Physical Education	19%	6%	3%	8%	3%
Kinesiology	17%	17%	24%	19%	19%
Other Health/Wellness	4%	5%	2%	2%	5%
Other	17%	11%	14%	17%	19%

Data by Type of Setting for Strength & Conditioning Coaches (continued)

Salary by State	High School		College or University		Professional Sports		Tactical		Independent	
	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
Alabama	2	ISD	11	\$54,077	--	--	--	--	5	\$60,082
Alaska	--	--	--	--	--	--	--	--	1	ISD
Arizona	6	\$52,250	11	\$58,021	20	\$68,000	2	ISD	10	\$56,950
Arkansas	3	\$48,267	8	\$49,563	--	--	--	--	--	--
California	26	\$60,662	52	\$48,646	17	\$85,099	8	\$69,177	41	\$50,474
Colorado	8	\$38,050	26	\$43,964	2	ISD	7	\$63,771	17	\$48,647
Connecticut	3	\$53,667	13	\$68,031	1	ISD	--	--	7	\$49,929
Delaware	--	--	3	\$52,733	--	--	--	--	2	ISD
Florida	12	\$38,942	20	\$38,951	27	\$60,009	6	\$68,667	25	\$49,320
Georgia	5	\$63,330	13	\$108,123	4	\$126,750	6	\$71,453	9	\$40,389
Hawaii	3	\$62,667	2	ISD	--	--	1	ISD	2	ISD
Idaho	3	\$30,200	4	\$40,875	--	--	--	--	1	ISD
Illinois	10	\$64,300	24	\$43,324	5	\$63,200	--	--	11	\$76,482
Indiana	14	\$53,785	23	\$40,819	2	ISD	--	--	11	\$40,727
Iowa	8	\$45,119	17	\$37,129	--	--	--	--	2	ISD
Kansas	2	ISD	13	\$46,654	--	--	1	ISD	2	ISD
Kentucky	3	\$49,333	12	\$48,708	--	--	4	\$80,250	7	\$51,429
Louisiana	2	ISD	8	\$96,479	--	--	--	--	1	ISD
Maine	1	ISD	6	\$41,333	--	--	1	ISD	4	\$56,250
Maryland	7	\$42,136	13	\$40,288	1	ISD	--	--	8	\$65,397
Massachusetts	9	\$41,333	34	\$56,211	1	ISD	1	ISD	16	\$43,075
Michigan	7	\$33,429	25	\$58,218	3	\$57,000	--	--	11	\$47,853
Minnesota	9	\$35,667	19	\$43,592	2	ISD	--	--	6	\$53,667
Mississippi	3	\$56,000	9	\$51,750	--	--	1	ISD	--	--
Missouri	3	\$36,324	16	\$40,725	2	ISD	--	--	8	\$52,250
Montana	2	ISD	1	ISD	--	--	--	--	1	ISD
Nebraska	5	\$57,965	8	\$47,475	--	--	--	--	7	\$44,214
Nevada	1	ISD	1	ISD	5	\$68,800	1	ISD	1	ISD
New Hampshire	3	\$46,000	2	ISD	--	--	--	--	4	\$49,750
New Jersey	12	\$55,646	21	\$47,687	3	\$43,133	--	--	17	\$54,706

Data by Type of Setting for Strength & Conditioning Coaches (continued)

	High School		College or University		Professional Sports		Tactical		Independent	
	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
Salary by State (continued)										
New Mexico	1	ISD	3	\$32,833	--	--	2	ISD	2	ISD
New York	12	\$57,579	45	\$48,800	11	\$74,409	3	\$45,667	24	\$48,765
North Carolina	10	\$44,950	39	\$41,696	7	\$106,500	16	\$70,100	16	\$43,082
North Dakota	1	ISD	7	\$38,786	--	--	--	--	4	\$33,000
Ohio	14	\$33,571	20	\$40,275	6	\$81,667	--	--	14	\$61,857
Oklahoma	5	\$46,520	6	\$40,550	--	--	--	--	5	\$54,200
Oregon	4	\$48,500	9	\$79,906	5	\$246,500	1	ISD	7	\$30,214
Pennsylvania	15	\$35,810	41	\$44,595	10	\$76,350	--	--	18	\$45,487
Rhode Island	1	ISD	7	\$57,429	1	ISD	--	--	1	ISD
South Carolina	5	\$53,800	23	\$52,207	1	ISD	2	ISD	2	ISD
South Dakota	3	\$25,684	8	\$42,425	--	--	--	--	3	\$67,000
Tennessee	5	\$30,796	21	\$41,933	2	ISD	--	--	8	\$63,625
Texas	22	\$65,697	41	\$50,114	9	\$55,256	10	\$68,900	27	\$48,872
Utah	3	\$49,667	10	\$53,460	6	\$57,917	--	--	4	\$109,400
Vermont	1	ISD	4	\$39,250	1	ISD	--	--	2	ISD
Virginia *	9	\$52,128	26	\$42,886	1	ISD	8	\$69,438	18	\$36,403
Washington	6	\$71,437	11	\$48,190	2	ISD	6	\$93,417	13	\$51,685
West Virginia	--	--	6	\$39,833	--	--	--	--	--	--
Wisconsin	20	\$42,644	17	\$54,146	2	ISD	--	--	14	\$43,500
Wyoming	1	ISD	2	ISD	--	--	1	ISD	1	ISD
Salary Outside United States	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
Canadian Provinces	9	\$56,389	28	\$59,084	14	\$91,393	12	\$63,292	47	\$39,366
Outside U.S. or Canada	4	\$43,793	2	ISD	14	\$56,021	3	\$99,833	10	\$33,000

* Includes Washington D.C.

High School Strength & Conditioning Coaches		
Salary by Type of School	No. Indiv.	Avg. Salary
Public	206	\$47,493
Private	116	\$51,761
Charter	1	ISD
Salary by Size of School	No. Indiv.	Avg. Salary
Less than 500	66	\$46,683
500 – 1,000	100	\$46,462
1,001 – 1,500	69	\$43,793
1,501 or More	88	\$57,838
Salary by Structure of Position	No. Indiv.	Avg. Salary
Employed by school, full-time strength and conditioning coach	72	\$56,077
Employed by school, full-time split position	114	\$61,631
Employed by school part-time	27	\$21,027
Designated sport coach with seasonal duties in the weight room	16	\$26,363
Contracted	62	\$33,486
Volunteer	7	\$59,429
Other	24	\$51,612
Salary by Teacher Contract	No. Indiv.	Avg. Salary
Yes	161	\$61,556
No	160	\$36,414
Salary by Position/Role	No. Indiv.	Avg. Salary
Director	54	\$59,578
Head Strength & Conditioning Coach	205	\$48,994
Asst. Strength & Conditioning Coach	59	\$38,386

High School Strength & Conditioning Coaches (continued)	
Size of School (342 Resp.)	% of Respondents
Less than 500	21%
500 – 1,000	30%
1,001 – 1,500	21%
1,501 or More	27%
Structure of Position (341 Resp.)	% of Respondents
Employed by school, full-time strength and conditioning coach	22%
Employed by school, full-time split position	35%
Employed by school part-time	9%
Designated sport coach with seasonal duties in the weight room	5%
Contracted	19%
Volunteer	4%
Other	7%
Teacher Contract (340 Resp.)	% of Respondents
Yes	50%
No	50%

College or University Strength & Conditioning Coaches		
Salary by Division	No. Individ.	Avg. Salary
DI-A	377	\$56,218
DI-AA	105	\$43,653
DII	116	\$40,539
DIII	139	\$42,315
NA/A	41	\$35,448
Salary by Sport	No. Individ.	Avg. Salary
Football	172	\$55,971
Basketball	158	\$59,696
Baseball	47	\$44,623
Hockey	35	\$52,382
Soccer	34	\$35,843
Lacrosse	25	\$46,754
Olympic	190	\$42,525
Other	128	\$42,479
Salary by Position/Role	No. Individ.	Avg. Salary
Director	222	\$68,777
Head Coach	175	\$54,995
Assistant Coach	363	\$36,349
Contractor	24	\$26,833
Number of Teams Worked With Annually (787 Resp.)	Avg. # of Teams	
Teams worked with annually	7	
Number of Individuals Worked With Annually (483 Resp.)	Avg. # of Individuals	
Individuals worked with annually	177	

Professional Sports Strength & Conditioning Coaches		
Salary by Sport	No. Individ.	Avg. Salary
Football	16	\$120,681
Basketball	14	\$105,071
Baseball	79	\$63,056
Hockey	21	\$84,024
Soccer	14	\$64,071
Lacrosse	--	--
Other	42	\$76,586
Salary by Position/Role	No. Individ.	Avg. Salary
Director	30	\$98,367
Head Coach	60	\$86,242
Assistant Coach	80	\$51,020
Contractor	16	\$132,050

Tactical Strength & Conditioning Coaches		
Salary by Employment Type	No. Individ.	Avg. Salary
Government	40	\$68,364
Contractor	53	\$71,387
Salary by Population Served	No. Individ.	Avg. Salary
Police	9	\$71,167
Fire/EMS	9	\$66,324
Military	83	\$70,604
Private	1	ISD
Other	1	ISD
Employment Type (103 Resp.)	% of Respondents	
Government	39%	
Contractor	51%	
Other	10%	
Population Served (103 Resp.)	% of Respondents	
Police	9%	
Fire/EMS	9%	
Military	81%	
Private	1%	
Other	1%	

Independent Strength & Conditioning Coaches		
Salary by Primarily Working with Team or Individuals	No. Individ.	Avg. Salary
Teams	62	\$42,332
Individuals	415	\$49,518
Salary by Population Served	No. Individ.	Avg. Salary
General Population (non-athletes)	417	\$48,023
Athletes	60	\$52,485
Primarily Working with Teams or Individuals (504 Resp.)	% of Respondents	
Teams	13%	
Individuals	87%	