

Professional Pathways

IDENTIFYING AND EXPLORING EMERGING PRACTICE SETTINGS TO
SUSTAIN GROWTH OF ATHLETIC TRAINING



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Disclosures:

- ★ The views expressed in these slides and today's discussion are ours
- ★ Our views may not be the same as the views of our company's clients or our colleagues
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Objectives

- ★ Identify and discuss traditional versus Emerging Practice settings.
- ★ Compare and contrast job outlook and market salaries for Emerging Practice athletic training positions; regionally and nationally.
- ★ Present awareness statistics of Emerging Practice settings among graduates and active professionals within the profession of athletic training.
- ★ Identify and detail pertinent adjunct credentialing options for success in Emerging Practice athletic training settings.

History of the Profession

★ Traditional setting-

- College
- Professional
- Secondary School- HS and MS
- Youth Leagues
- Higher Education



History of the Profession

- ★ Traditional setting
- ★ **Evolution of the profession**



History of the Profession

- ★ Traditional setting
- ★ Evolution of the profession
- ★ **Emerging Practices**



Current State of the NATA

★ Breaking down the Membership

- 44K members
- GLATA
 - District 4- 3273 (6690)
 - District 11- 2691 (5617)



Current State of the NATA

- ★ Breaking down the Membership
- ★ NATA Initiatives- Practice Advancement- COPA
 - NPI
 - Reimbursement- NATAPAC
 - EBP- Research Foundation
 - Increased Autonomy- State Practice Acts
 - Youth Sports Safety- Safe Sports Schools
 - AT in Every School- At Your Risk
 - Increased Salaries
 - Change in Degree

Current State- Settings

- ★ Traditional Settings- Inside the Lines
- ★ Emerging Practices

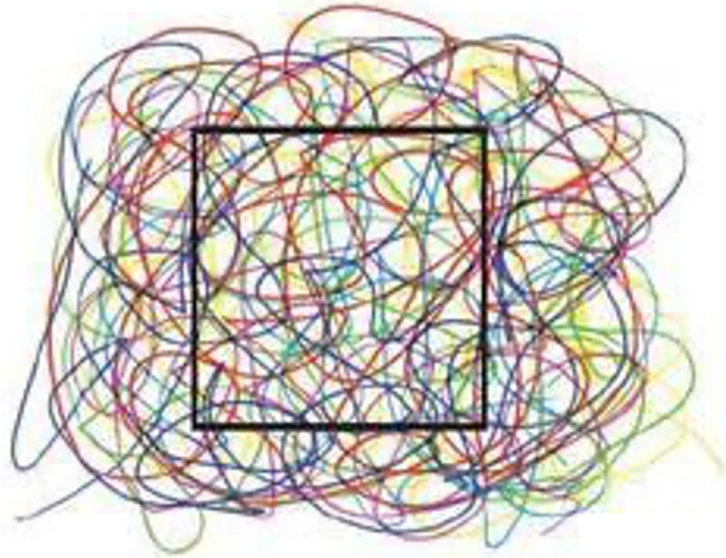


No Longer In the Lines

Emerging Practice Settings

★ Health Care Admin/Rehab

- Clinic
- Hospital
- Practice Administration



Clinical Rehab Setting

The Past:

- ★ Outpatient PT, Sports Medicine
Rehab clinics - Rehab aides,
outreach

The Future/Current Initiatives

- ★ Autonomy (i.e. Billing)
- ★ NPI - Healthcare providers



REQUEST FOR PROPOSAL (RFP)
ACO/MSO DEMONSTRATION PROJECT

Hospital Setting

- ★ Initial and re-evaluation by an Athletic Trainer
CPT - 97005 and 97006
- ★ Inpatient rehab
- ★ Casting/Splinting
- ★ Sterile technique
- ★ Perform concise patient history at intake



Practice Administration

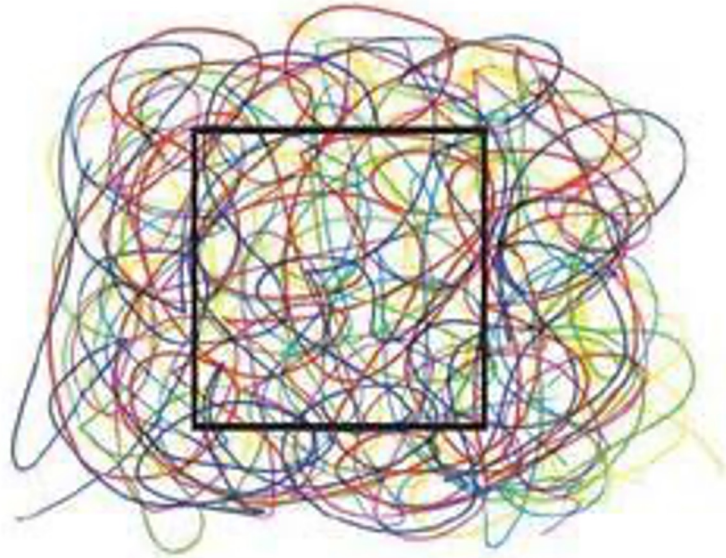


- ★ Describe CMS guidelines
- ★ Apply HCPC II guidelines pertinent to DME, casting supplies, and injectables
- ★ Manage ATC's and programs
- ★ Certified Physician Practice Manager - CPPM
- ★ Certified Medical Practice Executive - CMPE

No Longer In the Lines

Emerging Practice Settings

- ★ Health Care Admin/Rehab
- ★ Occupational Health



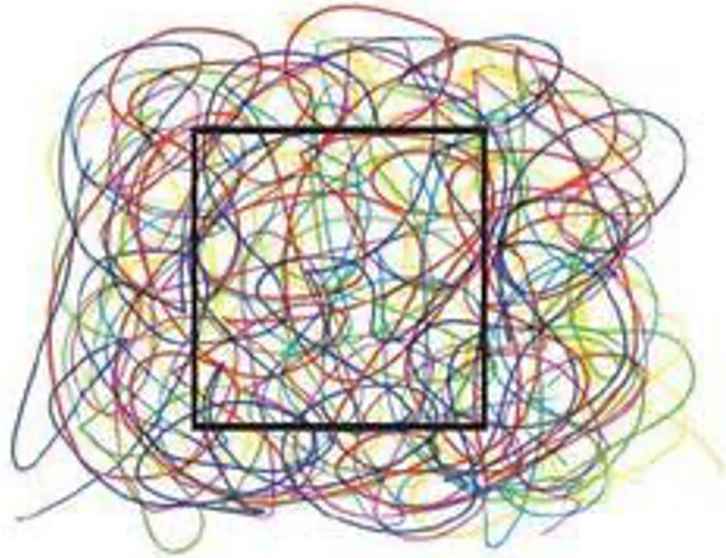
Occupational Health Setting

- ★ Functional Capacity Evaluation certification
- ★ Office Ergonomics certification
- ★ Certified Ergonomics Assessment Specialist - CEAS
- ★ Certified Ergonomics Evaluation Specialist - CEES
- ★ Certified Early Intervention Specialist - CEIS
- ★ Certified Work Comp Healthcare Provider - CWCHP

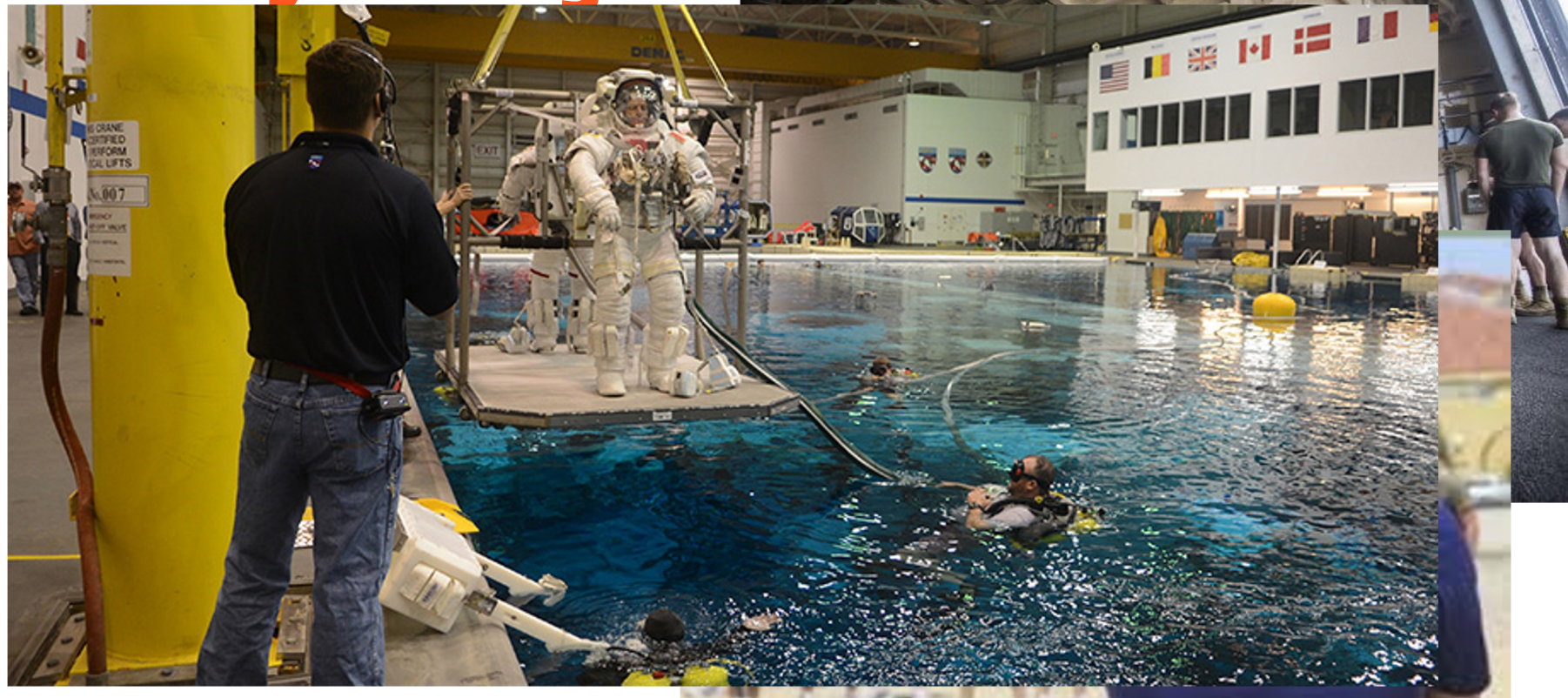
No Longer In the Lines

Emerging Practice Settings

- ★ Health Care Admin/Rehab
- ★ Occupational Health
- ★ Military



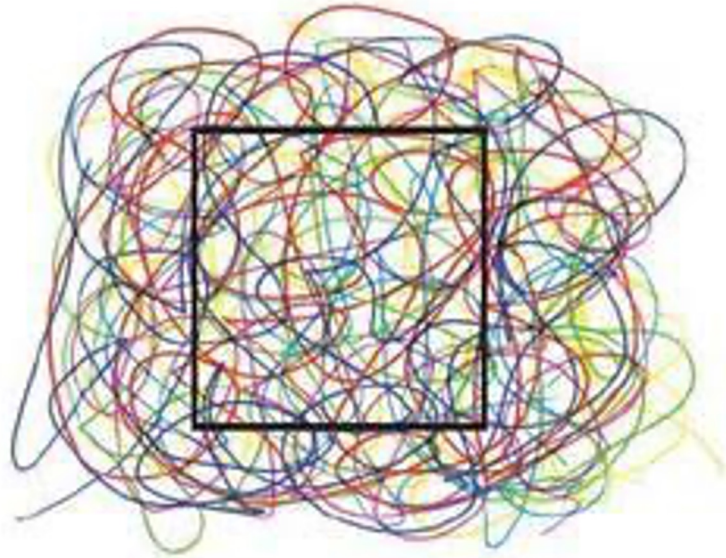
Military Setting



No Longer In the Lines

Emerging Practice Settings

- ★ Health Care Admin/Rehab
- ★ Occupational Health
- ★ Military
- ★ Performing Arts



Performing Arts Setting

Organizations

- ★ Cirque du Soleil
- ★ Marching bands
- ★ Dance company
- ★ WWE
- ★ Broadway
- ★ Theme parks

Relevant Training

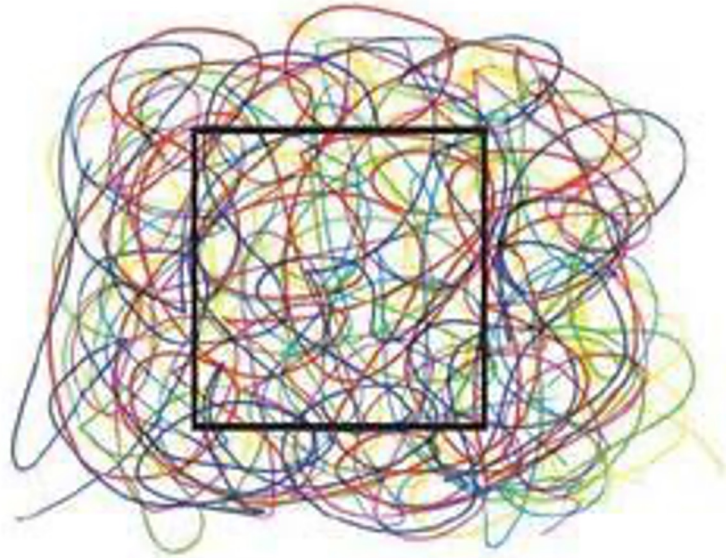
- ★ Massage therapy - Licensed
- ★ Manual therapy



No Longer In the Lines

Emerging Practice Settings

- ★ Health Care Admin/Rehab
- ★ Occupational Health
- ★ Military
- ★ Performing Arts
- ★ Physician Practice



Physician Practice Setting

Job Tasks

- ★ Rooming (History, vitals)
- ★ Fit DME - specialty bracing
- ★ Suture/staple removal
- ★ Casting/Splinting
- ★ HEP
- ★ Patient education
- ★ Wound care
- ★ OR



Physician Practice Setting

Relevant Training

- ★ Certified Orthopedic Technologist
- ★ Certified Surgical Technologist
- ★ Residencies & Fellowships
- ★ BOC Orthopedic Specialty Certification



THE NATIONAL BOARD
OF SURGICAL TECHNOLOGY
AND SURGICAL ASSISTING



ATPPS

Athletic Trainers in the
PHYSICIAN PRACTICE SOCIETY

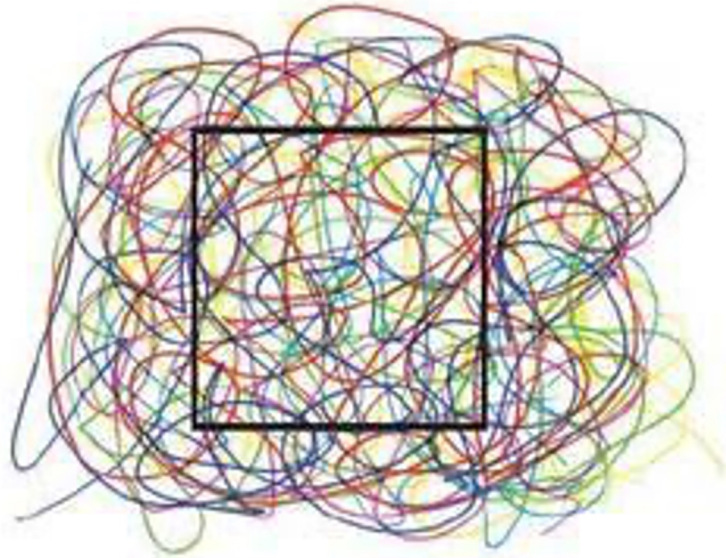


BOARD OF CERTIFICATION
FOR THE ATHLETIC TRAINER

No Longer In the Lines

Emerging Practice Settings

- ★ Health Care Admin/Rehab
- ★ Occupational Health
- ★ Military
- ★ Performing Arts
- ★ Physician Practice
- ★ Public Safety



Public Safety Setting



Job Tasks

- ★ Rehabilitation
- ★ Ergonomics education
- ★ Injury prevention

Critical Knowledge

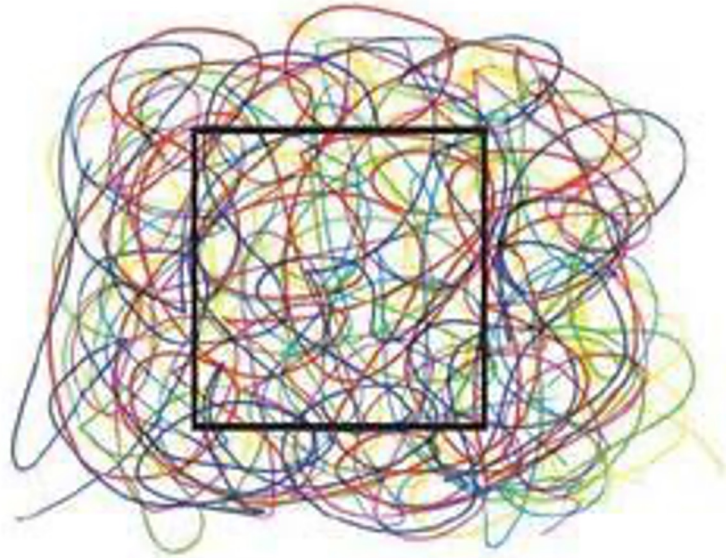
- ★ Command structure
- ★ Worker's compensation system
- ★ Equipment
- ★ Critical Incident Stress Management Model



No Longer In the Lines

Emerging Practice Settings

- ★ Health Care Admin/Rehab
- ★ Occupational Health
- ★ Military
- ★ Performing Arts
- ★ Physician Practice
- ★ Public Safety
- ★ Private Practice/Entrepreneur



The Future- Graduates Survey

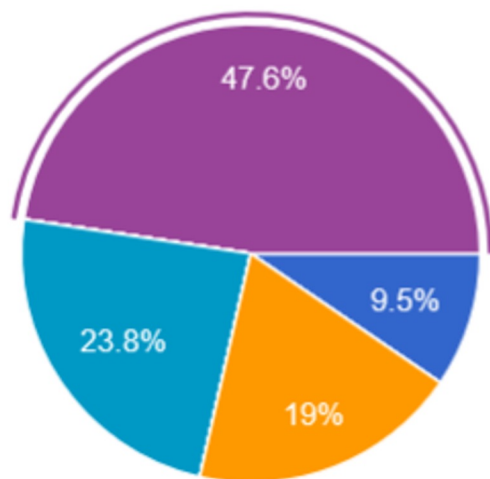
State of Indiana Graduating ATs



The Future

College/University

21 responses

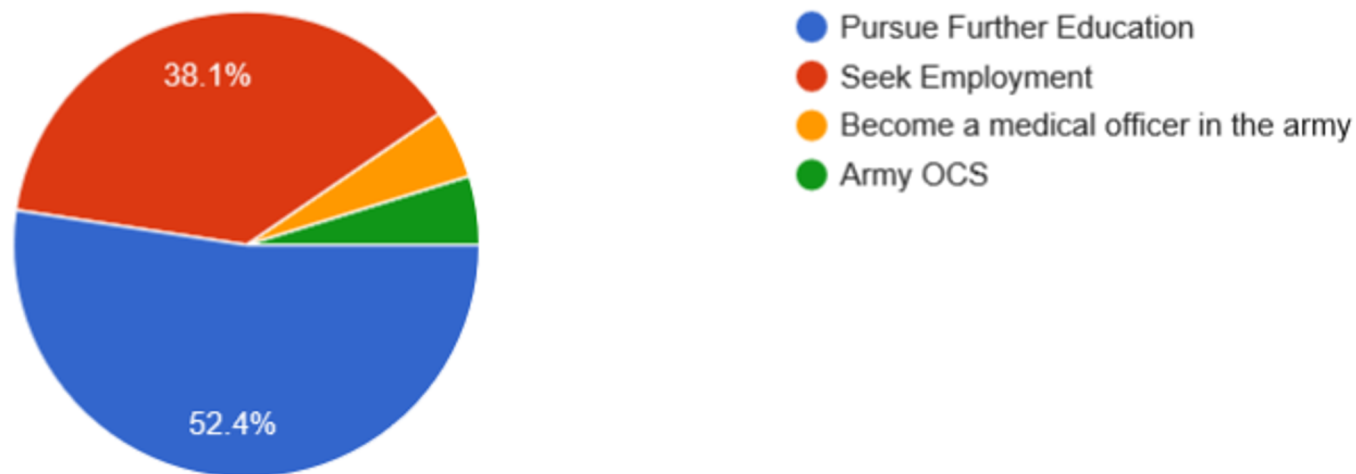


- Anderson
- Ball St
- Franklin
- Indiana St
- Indiana
- Indiana Wesleyan
- Manchester Bachelors
- Manchester Masters

The Future

What are your plans upon Graduation?

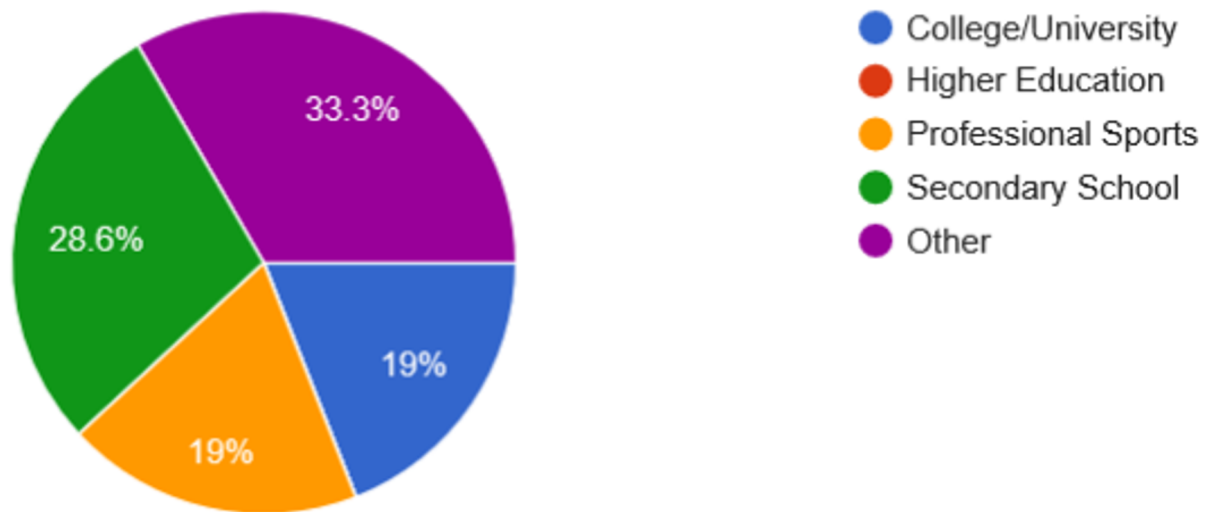
21 responses



The Future

What is your Ideal Setting of Employment?

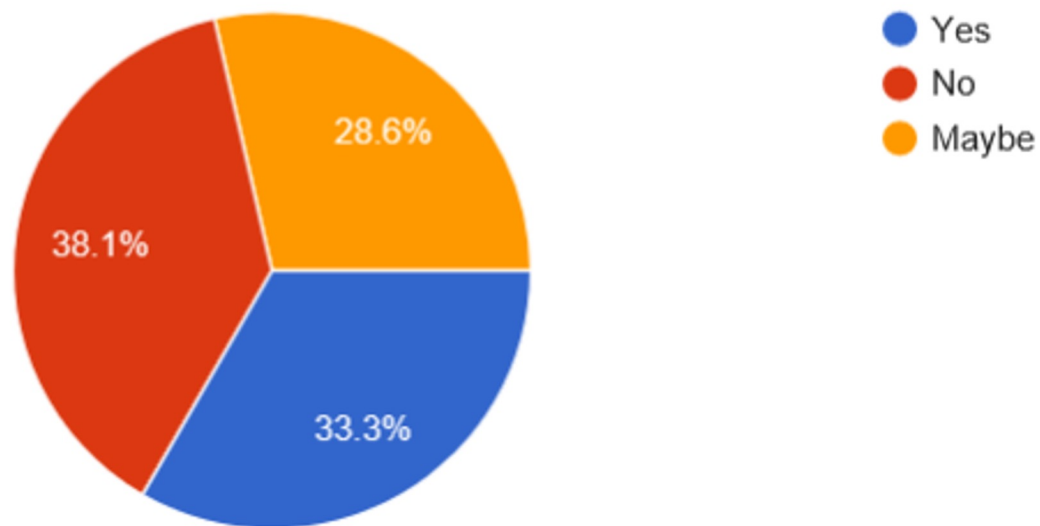
21 responses



The Future

Are You Aware of the NATA's Emerging Practices List?

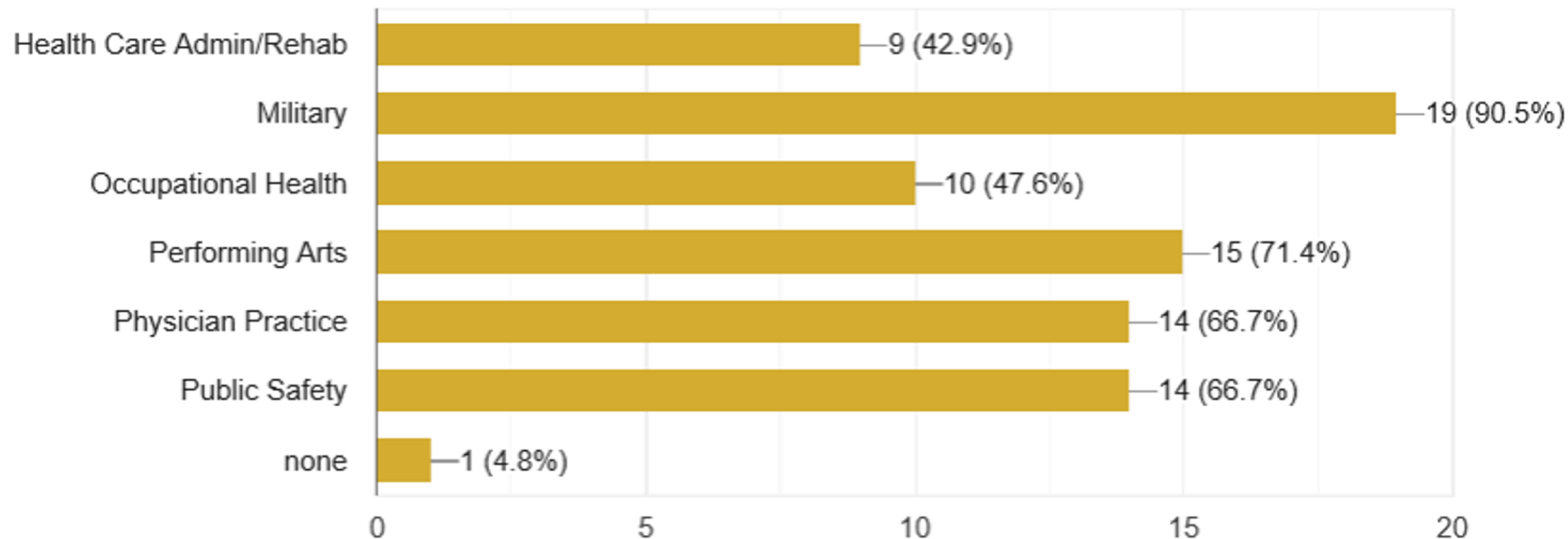
21 responses



The Future

Select Those Areas on the NATA's List of Emerging Practices

21 responses



The Future- Job Outlook

★ 2020 NATA Job Posts- 302

★ GLATA- 33

Emerging Practice 11 (33%)

★ Current NATA Job Posts- 297

Emerging Practice 99 (33%)

★ GLATA- 41

Emerging Practice 18 (43%)

The Future- Salary Survey

Your Filtering Criteria

Years in Profession: Less than 1



	2018	2021	
Item	Your Results	Your Results	All NATA
Salary [+ Bonus]			
Lower Quartile Median Annual Salary:	\$23,634.	\$33,333.	\$39,000.
25% Have Salary Less Than:	\$32,500.	\$37,000.	\$45,000.
Median Annual Salary:	\$38,000.	\$40,200.	\$55,000.
25% Have Salary Greater Than:	\$41,800.	\$48,588.	\$70,000.
Upper Quartile Median Annual Salary:	\$47,486.	\$54,000.	\$84,000.

The Future- Salary Survey

Your Filtering Criteria

Work Setting: Clinic - Administration, Clinic - Hospital based Clinic, Clinic - Other, Clinic - Outpatient, Government, Health/Fitness/Sports Performance Enhancement Clinic/Club, Hospital - / Independent Contractor, Industrial/Occupational/Corporate - Clinic, Industrial/Occupational/Health/Wellness/Fitness, Industrial/Occupational/Corporate - Other, Military, Military Academy, Public Safety - Law Enforcement

Years in Profession: Less than 1

Item	Your Results	All NATA	% of All	Your Results	All NATA
Salary [+ Bonus]					
Lower Quartile Median Annual Salary:	\$43,000.	\$39,000.	110.3%	\$33,333.	\$39,000.
25% Have Salary Less Than:	\$45,000.	\$45,000.	100.0%	\$37,000.	\$45,000.
Median Annual Salary:	\$52,998.	\$55,000.	96.4%	\$40,200.	\$55,000.
25% Have Salary Greater Than:	\$80,000.	\$70,000.	114.3%	\$48,588.	\$70,000.
Upper Quartile Median Annual Salary:	\$80,000.	\$84,000.	95.2%	\$54,000.	\$84,000.

The Future- Salary Survey

Your Filtering Criteria

Work Setting: Clinic - Administration, Clinic - Hospital based Clinic, Clinic - Other, Clinic - Outpatient, Clinic, Government, Health/Fitness/Sports Performance Enhancement Clinic/Club, Hospital - Ambulatory Care Center, Hospital - General Medical and Surgical, Hospital - Long Term Care, Hospital - Other, Hospital, Independent Contractor, Industrial/Occupational/Corporate - Clinic, Industrial/Occupational/Corporate - Other, Industrial/Occupational/Corporate - Other, Military, Military Academy, Military, Public Safety - Law Enforcement

Years in Profession: Less than 1, 1-5, 6-10

Years of NATA Membership: Less than 1, 1-5, 6-10

Item	Your Results	All NATA	% of All
Salary [+ Bonus]			
Lower Quartile Median Annual Salary:	\$43,000.	\$39,000.	110.3%
25% Have Salary Less Than:	\$45,000.	\$45,000.	100.0%
Median Annual Salary:	\$52,998.	\$55,000.	96.4%
25% Have Salary Greater Than:	\$80,000.	\$70,000.	114.3%
Upper Quartile Median Annual Salary:	\$80,000.	\$84,000.	95.2%

Item	Your Results	All NATA	% of All
Salary [+ Bonus]			
Lower Quartile Median Annual Salary:	\$45,000.	\$39,000.	115.4%
25% Have Salary Less Than:	\$50,300.	\$45,000.	111.8%
Median Annual Salary:	\$57,850.	\$55,000.	105.2%
25% Have Salary Greater Than:	\$70,000.	\$70,000.	100.0%
Upper Quartile Median Annual Salary:	\$78,600.	\$84,000.	93.6%

The Future- Salary Survey

Work Setting: Clinic - Administration, Clinic - Hospital based Clinic, Clinic - Other, Clinic - Outpatient, Government, Health/Fitness/Sports Performance Enhancement Clinic/Club, Hospital - Not a Hospital, Independent Contractor, Industrial/Occupational/Corporate - Clinic, Industrial/Occupational/Corporate - Health/Wellness/Fitness, Industrial/Occupational/Corporate - Other, Military, Military Academy, Public Safety - Law Enforcement

Item	Your Results	All NATA	% of All
Salary [+ Bonus]			
Lower Quartile Median Annual Salary:	\$48,902.	\$39,000.	125.4%
25% Have Salary Less Than:	\$54,080.	\$45,000.	120.2%
Median Annual Salary:	\$64,000.	\$55,000.	116.4%
25% Have Salary Greater Than:	\$80,000.	\$70,000.	114.3%
Upper Quartile Median Annual Salary:	\$91,400.	\$84,000.	108.8%
% Man:	38.3%	41.7%	91.8%
% Woman:	61.7%	58.3%	105.9%

The Future- A Look @ the Initiatives

- ★ NPI
- ★ Reimbursement- NATAPAC
- ★ EBP- Research Foundation
- ★ Increased Autonomy
- ★ Youth Sports Safety- Safe Sports Schools
- ★ AT in Every School
- ★ Salaries
- ★ Degree Change

The Future

★ Audience Poll



The Future

- ★ Audience Poll
- ★ The Harsh Reality



The Future

- ★ Audience Poll
- ★ The Harsh Reality
- ★ Reimagining the Future



The Future

- ★ Audience Poll
- ★ The Harsh Reality
- ★ Reimagining the Future
- ★ What is Next?



Objectives

- ★ Identify and discuss traditional versus Emerging Practice settings.
- ★ Compare and contrast job outlook and market salaries for Emerging Practice athletic training positions; regionally and nationally.
- ★ Present awareness statistics of Emerging Practice settings among graduates and active professionals within the profession of athletic training.
- ★ Identify and detail pertinent adjunct credentialing options for success in Emerging Practice athletic training settings.

Conclusions

- ★ Lots of great initiatives
- ★ The future is bright
- ★ Could there be hurdles to a bright future for the membership as a whole?
- ★ Could Emerging Practices be a possible answer?

THANK YOU