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# NSCA's Strength and Conditioning Coaches Salary Survey - 2022





2022 Survey

# NSCA's Strength and Conditioning Coaches Salary Survey

*Data Collected: September 2022*

*Data Published: November 2022*

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## 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, organization identity.

The survey information has been compiled solely to assist in guiding the effective management of wage and benefits policies and practices by National Strength & Conditioning Association's members. Any other use of this survey must be approved by National Strength & Conditioning Association in writing.

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# INTRODUCTION

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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 (NSCA). Our thanks are extended to all individuals who invested their time to provide us with data. We appreciate your participation and welcome your comments.

## 2022 NSCA's Strength & Conditioning Coaches Salary Survey

Number of Participants: **2,286**

Salary Data Collected: **2021 Annual Income**

Geographic Areas Surveyed: **International**



### 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

Salary data are displayed by Type of Setting: High School, College or University, Professional Sports, Tactical, and Independent. In addition, salary data are displayed by additional breakouts per Type of Setting.



### METHODOLOGY

An online questionnaire was used to collect data. Employers Council emailed 44,634 questionnaires and 2,286 were completed; a response rate of 5%.

For each question, individuals were asked to check the response option which best described their situation. The number of individuals reporting information may vary by question. This variance results from an individual not responding to a question or inability to answer a question.

All data included in the final report have been calculated as percentages on the basis of the total number of individuals responding per question. The formula used to calculate each response option, therefore, is as follows:

$$\frac{\text{\# Individuals responding to a specific option}}{\text{\# Individuals responding to the question}} \times 100$$

Generally, the sum of the percentages will total 100.0%; there will be exceptions where rounding occurs. In questions where multiple responses were allowed, percentages will total more than 100.0%.



## DEFINITIONS

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

**AVERAGE SALARY** – The 2021 average annual income reported.

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

**Average (Avg.)** – Determined by adding the reported 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 5 individuals report data, “--” is printed on the survey.



## HOW TO USE 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 annual salary.

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.



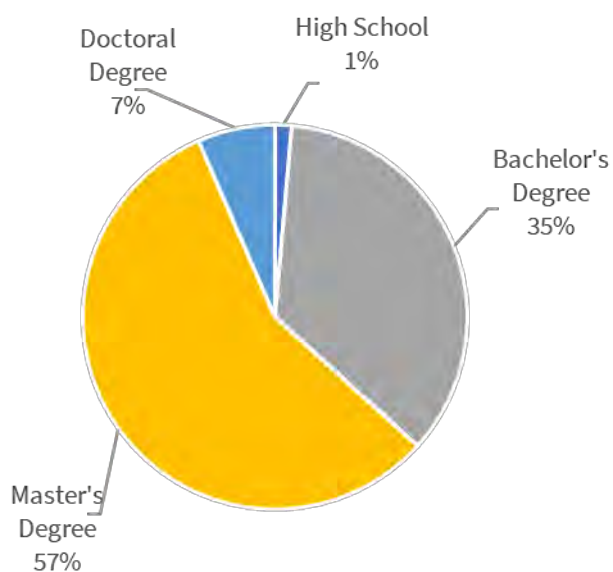
## Participant Profile



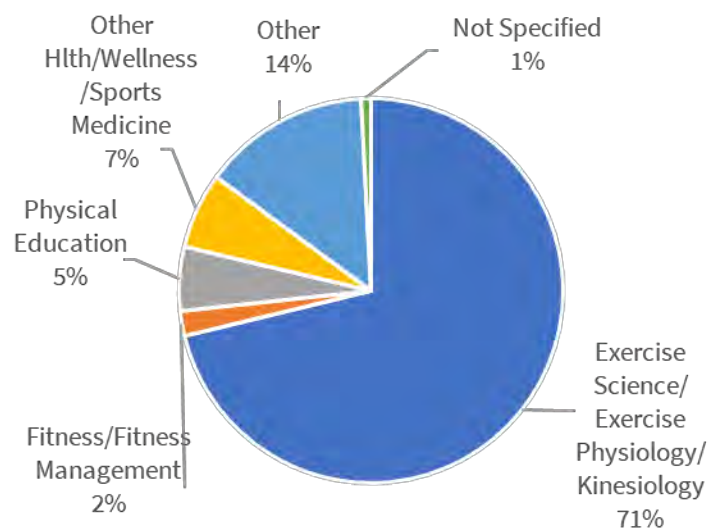
# PARTICIPANT PROFILE

## 2,286 Respondents

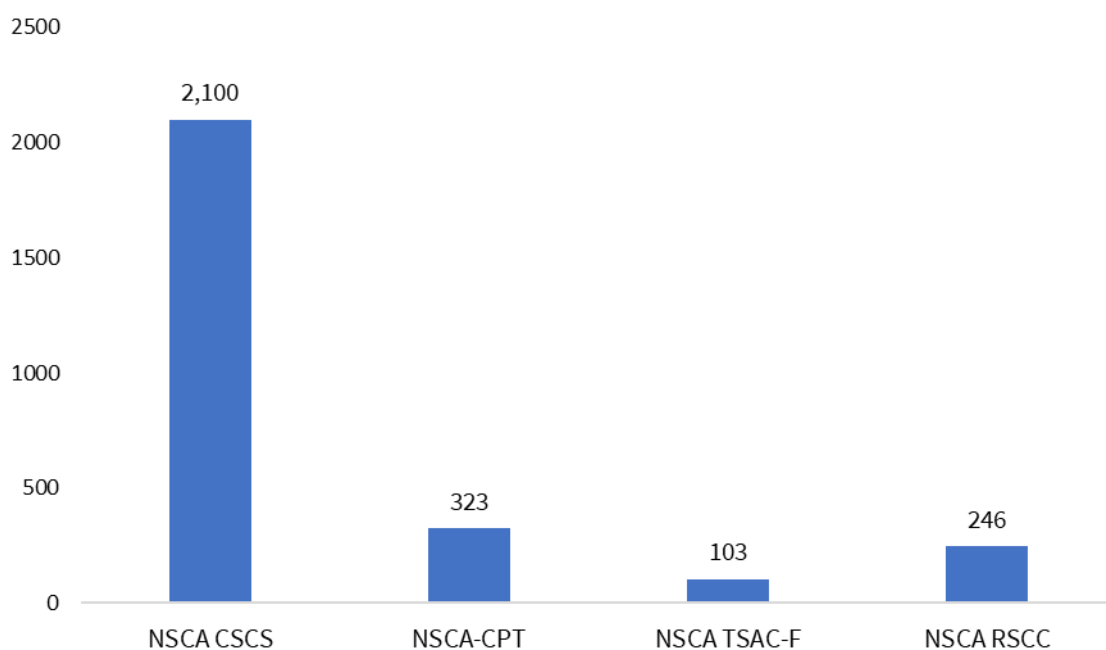
Highest Education Level Obtained



Degree Area

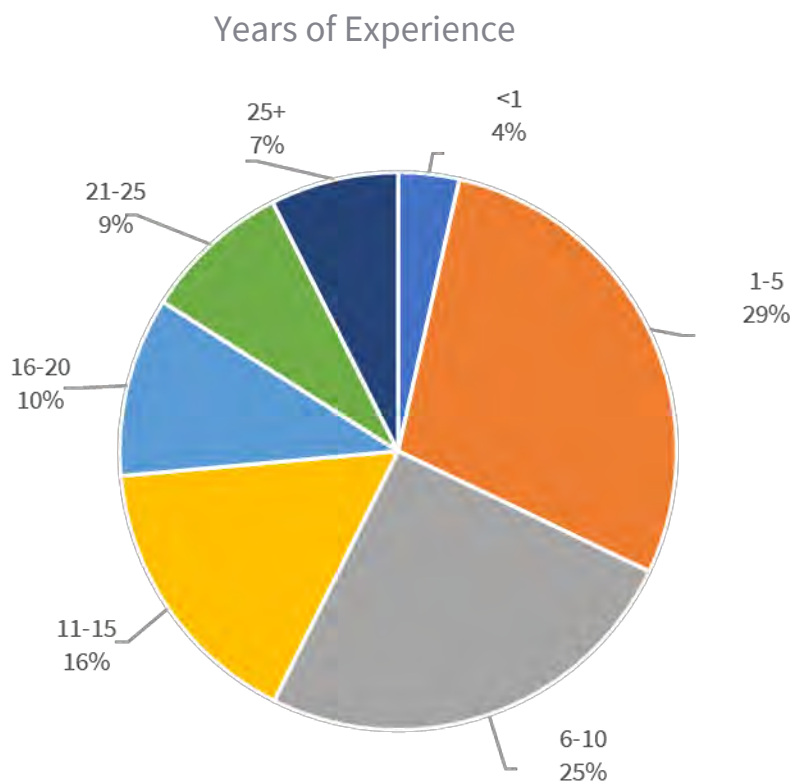
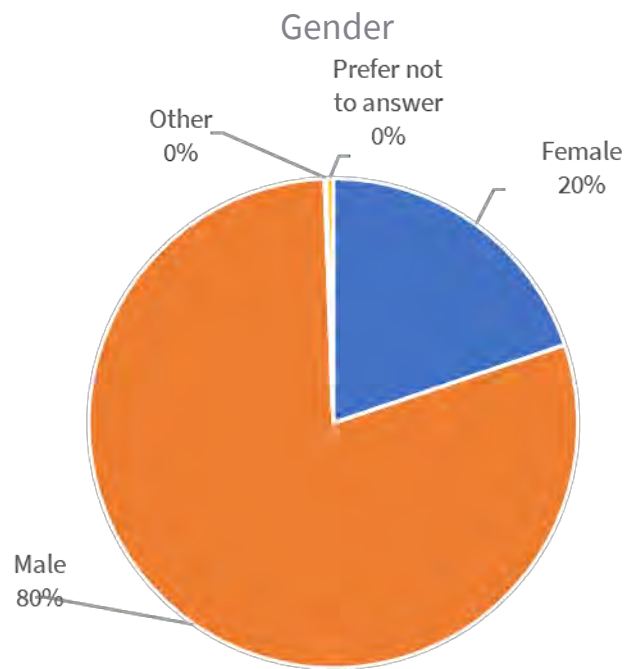


Certifications/Designations Held -  
Reported by Number of Respondents  
(Multiple responses were permitted.)





## PARTICIPANT PROFILE (continued)





## Salary Data



## Annual Salary Data by Type of Setting

	Number of Individuals	Average Salary
High School	225	\$60,527
College or University	475	\$61,923
Professional Sports	132	\$84,575
Tactical (military, police, fire/EMS)	219	\$68,967
Independent/Private	652	\$61,615

## Data by Type of Setting for Strength & Conditioning Coaches

	High School		College or University		Professional Sports		Tactical		Independent/Private	
<b>Salary by Highest Education Level Obtained</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>
High School Diploma	--	--	1	ID	--	--	1	ID	13	\$64,215
Bachelor's Degree	68	\$56,294	58	\$57,489	30	\$83,810	53	\$59,280	339	\$58,789
Master's Degree	155	\$62,140	388	\$61,521	87	\$80,105	154	\$70,039	259	\$59,053
Doctoral Degree	2	ID	28	\$77,877	15	\$112,033	11	\$95,545	41	\$100,339
<b>Salary by Years of Experience</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>
< 1	4	ID	5	\$41,760	5	\$53,400	6	\$54,250	11	\$48,540
1-5	62	\$51,154	130	\$45,066	29	\$49,191	61	\$56,626	171	\$48,772
6-10	63	\$56,241	145	\$56,884	55	\$67,151	62	\$62,731	149	\$54,991
11-15	37	\$63,969	85	\$65,564	14	\$113,250	49	\$74,188	103	\$64,587
16-20	30	\$71,114	42	\$75,960	11	\$127,273	21	\$89,643	86	\$74,099
21-25	11	\$76,636	36	\$87,984	8	\$160,826	13	\$95,700	72	\$71,659
25 +	18	\$73,902	32	\$98,969	10	\$150,500	7	\$96,143	60	\$82,017
<b>Gender (2,038 Resp.)</b>	<b>% of Respondents</b>		<b>% of Respondents</b>		<b>% of Respondents</b>		<b>% of Respondents</b>		<b>% of Respondents</b>	
Female	14%		18%		7%		14%		26%	
Male	86%		81%		93%		85%		73%	
Other	--		--		--		--		--	
Prefer not to answer	--		1%		--		1%		1%	

-- = No Data / ID = Insufficient Data

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

	High School	College or University	Professional Sports	Tactical	Independent/Private
<b>Highest Education Level Obtained (2,038 Resp.)</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>
High School Diploma	--	--	--	1%	3%
Bachelor's Degree	31%	17%	25%	24%	53%
Master's Degree	67%	77%	64%	70%	38%
Doctoral Degree	2%	6%	11%	5%	6%
<b>Degree Area (2,038 Resp.)</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>
Exercise Science/Exercise Physiology/Kinesiology	67%	80%	74%	84%	66%
Fitness/Fitness Management	1%	1%	1%	2%	2%
Physical Education	15%	5%	5%	2%	4%
Other Health/Wellness/Sports Medicine	6%	4%	5%	6%	7%
Other	10%	9%	16%	6%	18%
Not Applicable	--	--	--	--	2%
<b>Certifications/Designations Held (2,038 Resp.) (Multiple Responses were permitted)</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>
NSCA CSCS	97%	99%	100%	99%	84%
NSCA-CPT	8%	6%	3%	5%	24%
NSCA TSAC-F	2%	1%	4%	23%	3%
NSCA RSCC	11%	16%	35%	17%	3%
<b>Years of Experience (2,038 Resp.)</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>	<b>% of Respondents</b>
< 1	2%	3%	4%	3%	3%
1-5	28%	33%	25%	29%	28%
6-10	28%	27%	39%	27%	21%
11-15	16%	16%	11%	22%	15%
16-20	13%	8%	7%	10%	12%
21-25	6%	7%	6%	6%	11%
25 +	8%	6%	8%	4%	9%

-- = No Data / ID = Insufficient Data

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

Salary by State	High School		College or University		Professional Sports		Tactical		Independent/Private	
	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
Alabama	2	ID	11	\$63,311	--	--	1	ID	3	ID
Alaska	--	--	1	ID	--	--	--	--	1	ID
Arizona	2	ID	12	\$57,687	17	\$56,121	6	\$68,000	15	\$54,400
Arkansas	1	ID	3	ID	--	--	--	--	1	ID
California	9	\$77,689	33	\$62,221	10	\$115,950	19	\$86,173	61	\$76,543
Colorado	11	\$55,344	11	\$62,773	8	\$81,250	7	\$69,857	36	\$64,472
Connecticut	2	ID	10	\$91,389	--	--	--	--	3	ID
Delaware	1	ID	3	ID	--	--	--	--	3	ID
Florida	15	\$52,483	13	\$57,200	18	\$81,806	8	\$81,024	43	\$59,442
Georgia	1	ID	14	\$61,800	5	\$50,000	4	ID	5	\$69,600
Hawaii	1	ID	1	ID	--	--	1	ID	3	ID
Idaho	1	ID	2	ID	--	--	--	--	7	\$84,286
Illinois	8	\$77,213	11	\$51,900	--	--	--	--	23	\$65,804
Indiana	15	\$57,528	14	\$50,518	1	ID	2	ID	11	\$53,816
Iowa	5	\$55,600	11	\$49,097	--	--	--	--	2	ID
Kansas	2	ID	6	\$50,608	--	--	1	ID	8	\$60,488
Kentucky	1	ID	11	\$54,727	--	--	3	ID	9	\$50,056
Louisiana	2	ID	7	\$48,750	1	ID	2	ID	4	ID
Maine	1	ID	6	\$52,718	--	--	--	--	3	ID
Maryland	4	ID	8	\$69,825	--	--	3	ID	13	\$66,000
Massachusetts	2	ID	19	\$67,682	7	\$78,786	3	ID	33	\$59,726
Michigan	4	ID	11	\$72,632	1	ID	--	--	7	\$58,571
Minnesota	4	ID	7	\$51,350	1	ID	1	ID	14	\$50,200
Mississippi	2	ID	6	\$64,167	--	--	1	ID	--	--
Missouri	4	ID	8	\$51,685	1	ID	--	--	5	\$48,000
Montana	2	ID	2	ID	--	--	--	--	3	ID
Nebraska	5	\$62,891	10	\$67,415	--	--	--	--	1	ID
Nevada	--	--	3	ID	1	ID	2	ID	4	ID

-- = No Data / ID = Insufficient Data

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

	High School		College or University		Professional Sports		Tactical		Independent/Private	
	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary	No. Individ.	Avg. Salary
<b>Salary by State (continued)</b>										
New Hampshire	2	ID	--	--	--	--	--	--	3	ID
New Jersey	6	\$76,996	10	\$60,650	3	ID	--	--	12	\$77,167
New Mexico	2	ID	3	ID	--	--	3	ID	3	ID
New York	8	\$49,890	19	\$60,853	3	ID	11	\$51,727	35	\$71,381
North Carolina	7	\$55,929	30	\$69,923	7	\$59,857	42	\$64,106	12	\$61,333
North Dakota	2	ID	4	ID	--	--	1	ID	2	ID
Ohio	16	\$54,962	9	\$48,222	1	ID	1	ID	29	\$55,551
Oklahoma	3	ID	8	\$54,788	--	--	2	ID	6	\$68,833
Oregon	2	ID	5	\$76,003	1	ID	--	--	10	\$51,300
Pennsylvania	6	\$64,917	23	\$54,630	2	ID	1	ID	29	\$63,069
Rhode Island	--	--	2	ID	--	--	--	--	--	--
South Carolina	5	\$50,900	12	\$52,925	1	ID	2	ID	3	ID
South Dakota	3	ID	4	ID	--	--	--	--	1	ID
Tennessee	6	\$52,983	11	\$70,409	2	ID	3	ID	12	\$51,233
Texas	21	\$68,608	21	\$65,238	6	\$59,167	39	\$63,038	42	\$59,655
Utah	1	ID	8	\$64,313	2	ID	1	ID	9	\$69,444
Vermont	--	--	4	ID	1	ID	1	ID	1	ID
Virginia *	6	\$74,625	11	\$57,191	4	ID	18	\$90,407	18	\$56,055
Washington	1	ID	7	\$165,643	5	\$88,000	18	\$65,667	14	\$54,286
West Virginia	--	--	3	ID	--	--	--	--	--	--
Wisconsin	15	\$52,633	10	\$62,700	1	ID	1	ID	9	\$51,778
Wyoming	--	--	1	ID	--	--	--	--	4	ID
<b>Salary Outside United States</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>
Canadian Provinces	6	\$54,650	11	\$55,000	9	\$70,316	9	\$53,925	63	\$57,515
Outside U.S. or Canada	--	--	5	\$90,000	13	\$62,772	2	ID	14	\$60,493

-- = No Data / ID = Insufficient Data

\* Includes Washington D.C.

## High School Strength & Conditioning Coaches

<b>Salary by Type of School</b>	<b>No. Indiv.</b>	<b>Avg. Salary</b>
Public/Charter	146	\$60,736
Private	78	\$59,721
<b>Salary by Number of Students</b>	<b>No. Indiv.</b>	<b>Avg. Salary</b>
Less than 500	45	\$54,582
500 – 1,000	62	\$60,808
1,001 – 1,500	57	\$58,328
1,501 or More	60	\$66,494
<b>Salary by Structure of Position</b>	<b>No. Indiv.</b>	<b>Avg. Salary</b>
Employed by school, full-time strength and conditioning coach	80	\$59,702
Employed by school, full-time split position	92	\$66,491
Employed by school part-time or contracted	41	\$49,441
Designated sport coach with seasonal duties in the weight room	8	\$60,125
Volunteer	3	ID
Other	--	--
<b>Salary by Teacher Contract</b>	<b>No. Indiv.</b>	<b>Avg. Salary</b>
Yes	139	\$64,892
No	86	\$53,473
<b>Salary by Position/Role</b>	<b>No. Indiv.</b>	<b>Avg. Salary</b>
Director	48	\$62,316
Head Strength & Conditioning Coach	144	\$61,749
Assistant Strength & Conditioning Coach	28	\$52,258

-- = No Data / ID = Insufficient Data

## High School Strength & Conditioning Coaches (continued)

Type of School (262 Resp.)	% of Respondents
Public/Charter	64%
Private	36%
Size of School (262 Resp.)	% of Respondents
Less than 500	23%
500 - 1,000	27%
1,001 - 1,500	24%
1,501 or More	26%
Structure of Position (262 Resp.)	% of Respondents
Employed by school, full-time strength and conditioning coach	31%
Employed by school, full-time split position	37%
Employed by school part-time or contracted	24%
Designated sport coach with seasonal duties in the weight room	5%
Volunteer	2%
Other	--
Teacher Contract (264 Resp.)	% of Respondents
Yes	56%
No	44%

-- = No Data / ID = Insufficient Data



## College or University Strength & Conditioning Coaches

Salary by Division	No. Individ.	Avg. Salary
DI-A/FBS	211	\$73,168
DI-AA/FCS	79	\$53,960
DII	74	\$49,941
DIII	76	\$56,363
NAIA	20	\$47,896
Junior/Community College	14	\$52,857
Salary by Sport	No. Individ.	Avg. Salary
Football	96	\$71,896
Basketball	82	\$65,137
Baseball	32	\$52,956
Hockey	15	\$69,511
Soccer	29	\$49,464
Lacrosse	11	\$49,045
Olympic	120	\$59,223
Other	87	\$60,024
Salary by Position/Role	No. Individ.	Avg. Salary
Director	126	\$73,067
Head Strength & Conditioning Coach	147	\$69,035
Assistant Strength & Conditioning Coach	189	\$48,961
Number of Teams and Individuals Worked with Annually by Division	Avg. # of Teams	Avg. # of Individuals
DI-A/FBS	4	114
DI-AA/FCS	6	154
DII	10	251
DIII	13	281
NAIA	10	228
Junior/Community College	5	72
Number of Teams Worked with Annually (557 Resp.)	Avg. # of Teams	
Teams worked with annually	7	
Number of Individuals Worked with Annually (554 Resp.)	Avg. # of Individuals	
Individuals worked with annually	173	

-- = No Data / ID = Insufficient Data

## College or University Strength & Conditioning Coaches

Division (556 Resp.)	% of Respondents
DI-A/FBS	43%
DI-AA/FCS	16%
DII	16%
DIII	16%
NAIA	4%
Junior/Community College	4%
Sport (555 Resp.)	% of Respondents
Football	20%
Basketball	17%
Baseball	7%
Hockey	3%
Soccer	6%
Lacrosse	2%
Olympic	25%
Other	19%
Position/Role (543 Resp.)	% of Respondents
Director	24%
Head Strength & Conditioning Coach	30%
Assistant Strength & Conditioning Coach	46%

## Professional Sports Strength & Conditioning Coaches

<b>Salary by Sport</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>
Football	8	\$340,125
Basketball	10	\$99,400
Baseball	51	\$66,315
Hockey	12	\$83,542
Soccer	24	\$59,073
Lacrosse	1	ID
Other	26	\$62,371
<b>Salary by League</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>
Major League/Highest Professional Level	71	\$111,808
Minor League/Development Level	60	\$53,126
<b>Salary by Position</b>	<b>No. Individ.</b>	<b>Avg. Salary</b>
Director	17	\$120,412
Head Strength & Conditioning Coach	62	\$96,095
Assistant Strength & Conditioning Coach	53	\$59,605
<b>Sport (151 Resp.)</b>	<b>% of Respondents</b>	
Football	5%	
Basketball	8%	
Baseball	36%	
Hockey	9%	
Soccer	16%	
Lacrosse	1%	
Other	25%	
<b>League (150 Resp.)</b>	<b>% of Respondents</b>	
Major League/Highest Professional Level	56%	
Minor League/Development Level	44%	
<b>Position (151 Resp.)</b>	<b>% of Respondents</b>	
Director	13%	
Head Strength & Conditioning Coach	47%	
Assistant Strength & Conditioning Coach	40%	

-- = No Data / ID = Insufficient Data

## Tactical Strength & Conditioning Coaches

Salary by Employment Type	No. Individ.	Avg. Salary
Government Employee	64	\$80,330
Contractor	140	\$64,255
Other	15	\$64,467
Salary by Population Served	No. Individ.	Avg. Salary
Police	11	\$87,467
Fire/EMS	13	\$93,256
Military	191	\$66,583
Private	2	ID
Other	2	ID
Employment Type (226 Resp.)	% of Respondents	
Government Employee	28%	
Contractor	65%	
Other	7%	
Population Served (226 Resp.)	% of Respondents	
Police	5%	
Fire/EMS	6%	
Military	88%	
Private	1%	
Other	1%	

-- = No Data / ID = Insufficient Data

## Independent/Private Strength & Conditioning Coaches

Independent/Private Strength & Conditioning Coaches		
Salary by Primarily Working with Team or Individuals	No. Individ.	Avg. Salary
Teams	69	\$57,924
Individuals	577	\$61,936
Salary by Population Served	No. Individ.	Avg. Salary
General Population (non-athletes)	595	\$61,600
Athletes	57	\$61,770
Train General Population (non-athlete) Clients (836 Resp.)	% of Respondents	
<b>Yes</b>	90%	
	Average % of non-athlete clients – 67%	
<b>No</b>	10%	
Primarily Working with Teams or Individuals (831 Resp.)	% of Respondents	
Teams	11%	
Individuals	89%	

-- = No Data / ID = Insufficient Data