



MCPS ATHLETICS

Athletic Trainers Shortage FAQs

August 11, 2022

There has been a significant shortage of certified athletic trainer candidates that has impacted MCPS and school systems across the state and beyond. As the fall season begins, 14 of 25 high schools have an assigned certified athletic trainer. Following are answers to some of the most frequently asked questions.

Q - Why is there a shortage of athletic trainers?

A - There are a number of reasons. First, there are high standards for certification, which include a master's degree. This prepares candidates extremely well for their profession and positions them for higher levels of employment. Throughout the COVID-19 pandemic and now, the medical field has been impacted significantly and candidates are able to secure positions that were not previously available at the current level. Additionally, there is a lengthy process for certification.

Q - Are other school districts experiencing the same challenges?

A - Yes. This shortage is impacting other school districts in Maryland.

Q - What schools have been assigned vendors and athletic trainers?

A - We have been able to secure three vendors, who have agreed and been approved to provide an athletic trainer at 23 of our high schools – MedStar (12 schools), Pivot (6 schools), and ATI (5 schools). Albert Einstein and Northwood high schools currently do not have an assigned vendor.

Q - What process was used to assign schools and vendors?

A - Vendors expressed interest in schools and assignments were confirmed to ensure equity and variety of school assignments across MCPS. Within those assignments, candidates are hired based on interest, commute, and availability.

Q - What is the timeline for the two vendor openings to be filled?

A - Hopefully these assignments will be confirmed in the coming weeks. Vendors or interested community members who have contacts should contact [Dr. Jeffrey Sullivan](#), director of systemwide athletics or [Mrs. Angela McIntosh-Davis](#), director of procurement.

Q - What is the timeline for schools with vendors to have vacancies filled?

A - Interviews are occurring on an ongoing basis and positions are expected to be filled in the coming

weeks. Vendors are competing with others to identify and hire certified candidates. Candidates will be appropriately vetted and cleared and athletics specialists and schools will communicate with communities on a real-time basis.

Q - What is MCPS doing to address this issue?

A - MCPS has and will continue to do anything and everything to recruit vendors and assist vendors with recruiting candidates. MCPS continues to contact companies and potential vendors, in order to assign the remaining schools. Athletics specialists are communicating with vendors to appropriately schedule coverage to the extent possible.

Q - Who should individuals contact if they know interested candidates?

A - Vendors or interested community members who have contacts should contact [Dr. Jeffrey Sullivan](#), director of systemwide athletics or [Mrs. Angela McIntosh-Davis](#), director of procurement.

Q - Is there a more detailed coverage plan if parents/guardians want more information?

A - Coverage plans will be communicated from vendors to athletics specialists. Athletics specialists will share plans with coaches and communities. MCPS is working with vendors to provide maximal coverage at the schools without an assigned trainer. Schedules will be communicated to athletics specialists, with priority to high contact/risk sports and games over practices.

Q - Why don't athletic trainers share schools or split between two schools?

A - This model was explored last school year. In many instances, athletic trainers were burned out and left positions because they were asked to cover two or multiple schools.

Q - Are coaches trained in care and prevention of injuries? How about CPR-AED certification?

A - While ATCs are an invaluable resource to our program, our coaches are trained in health and safety protocols and equipped to act as first responders when needed. We appreciate the efforts of coaches and athletics specialists who will step up to the challenge of serving our student-athletes.

MCPS is hopeful that we can have ATCs in place at all 25 schools as soon as possible and appreciate the support and understanding of the MCPS Athletics community.