



## 2021 RECOMMENDED BASELINE COACHING PAY RATES

### INTRODUCTION

The purpose of this pay scale is to provide clubs with a baseline for how much they should pay their coaches determined solely by their coaches' NCCP/Freestyle Canada certification level.

This model excludes formulas that account for years of experience, as this experience is implied by the level of certification a coach has achieved. Other experiences can be negotiated between the coach and their employer.

This model is competency based, where coaches who have demonstrated their competency in formal evaluations have this reflected in their compensation. Clubs should verify all their coaches' certifications through the NCCP at [www.coach.ca](http://www.coach.ca)

Clubs should reflect on whether an increase to a coach's day rate is warranted considering what role they play in the club, such as that of a Program Leader (e.g. Freestylerz Lead Coach) or a Head Coach position. Further, clubs in high cost of living areas will need to consider upwardly adjusting their rates from these baseline rates to reflect local costs of living and to attract in-demand individuals.

Coaches and clubs are both participants in a free market, and clubs may need to provide compensation outside of this scale to reflect the unique skill set and experience that a coach may bring to the club, such as international or World Cup coaching experience, athletic career, and tertiary education.

Note, that where this guide refers to only one Evaluation (e.g. Air 4), it is assumed that the coach this applies to also has the underlying evaluations (e.g Air 1, 2 & 3). For a detailed breakdown of the coach development pathway, please consult the Freestyle BC website.

### WHAT IS A DAY RATE?

A day rate should be considered the flat rate paid to a coach contractor for providing the services of a full day of technical coaching. This rate includes both the technical coaching throughout the day, along with lesson planning prior to the session and all necessary tracking, reporting, and debriefing following the completion of the technical coaching.

### CORE RATES

The baseline rates for the three core levels of coach certification are:

- Fundamentals Instruction Certified - \$120/day
- Competition Introduction Certified - \$200/day
- Competition Development Certified - \$300/day



## PAY INCREASES FOR ON SNOW COACHING

Many coaches hold elements of the certification above that which they are Certified in that directly add to the value of the coaching they are able to provide, and these should be reflected in pay increases to their base rate.

Pay increases for coaches who are Fundamentals Instruction Certified with:

- Skiing Skillz Evaluation - \$10/day
- Moguls Evaluation - \$10/day
- Park & Pipe Evaluation - \$10/day
- Air 4 Evaluation - \$20/day

For example, the day rate for a Fundamentalz Certified coach with a base rate of \$120/day who has completed all of the above evaluations is \$170/day.

Pay increases for coaches who are Competition Introduction Certified with:

- Comp. Dev. Slopestyle Technical Evaluation - \$15/day
- Air Doubles On Snow Evaluation - \$25/day
- Comp. Dev. Moguls Technical Evaluation - \$40/day

For example, the day rate for a Comp. Intro. Certified coach with a base rate of \$200/day who has completed the Air Doubles On Snow and Comp. Dev. Slopestyle Technical Evaluations is \$240/day. Note that at the Competition Development level, coaches will be specialized in a particular discipline (Moguls, Slopestyle, or Halfpipe), and their day rates should reflect the discipline that they hold the highest Evaluations in.

## PAY INCREASES FOR OFF SNOW COACHING

These pay bumps reflect the unique demands and combinations of certifications for off snow technical coaching.

Pay bumps for coaches who are Fundamentals Instruction Certified with:

- Air 1, 2, & 3 Evaluations - \$30/day
- Air Doubles on Ramp/Bag Evaluation - \$25/day

For example, the day rate for a Fundamentals Instruction Certified coach with all of the above evaluations would be \$175/day for coaching off snow in the water ramp or air bag environments.

Pay bumps for coaches who are Competition Introduction Certified with:

- Air Doubles on Ramp/Bag Evaluation - \$25/day

The day rate for a Competition Introduction Certified coach with Air Doubles on Ramp/Bag Evaluation would be \$225/day.



## TRAMPOLINE HOURLY RATES

The following base rates are applicable to regular trampoline coaching where a day rate is not suitable.

- Air 1 Evaluation - \$20/hr
- Air 2 Evaluation - \$25/hr
- Doubles on Trampoline - \$30/hr

## SUMMARY TABLE OF RATES

On snow day rates (base rates)		
FUNDamentalz rate:	\$	120.00
Comp Intro Certified:	\$	200.00
Comp Dev Certified:	\$	300.00
Pay bumps for Fund. coaches (base \$120)		
Skiing Skillz Evaluation	\$	10.00
Moguls Evaluation	\$	10.00
Park & Pipe Evaluation	\$	10.00
Air 4 Evaluation	\$	20.00
Pay bumps for Comp. Int coaches (base \$200)		
Air Doubles (on snow)	\$	25.00
Comp Dev technical (SS)	\$	15.00
Comp Dev technical (mogul)	\$	40.00
Off snow specific day rates		
Fund. + Air 1, 2, & 3 Evaluations	\$	150.00
Fund. + Air Doubles (Bag/Ramp) Evaluation	\$	175.00
Comp Int. + Air Doubles (Bag/Ramp) Eval.	\$	225.00
Trampoline coaching (hourly)		
Air 1	\$	20.00
Air 2	\$	25.00
Air Doubles (Tramp)	\$	30.00