

more than \$93,620. Median annual earnings in the industries employing the largest numbers of actors were as follows:

Motion picture production and services	\$54,440
Producers, orchestras, and entertainers	28,310
Miscellaneous amusement and recreation services	13,500

Minimum salaries, hours of work, and other conditions of employment are covered in collective bargaining agreements between show producers and the unions representing workers. Actors' Equity Association (Equity) represents stage actors; Screen Actors Guild (SAG) covers actors in motion pictures, including television, commercials, and films; and the American Federation of Television and Radio Artists (AFTRA) represents television and radio studio performers. While these unions generally determine minimum salaries, any actor or director may negotiate for a salary higher than the minimum.

On July 1, 2001, the members of SAG and AFTRA negotiated a new joint contract covering all unionized employment. Under the contract, motion picture and television actors with speaking parts earned a minimum daily rate of \$636 or \$2,206 for a 5-day week. Actors also receive contributions to their health and pension plans and additional compensation for reruns and foreign telecasts of the productions in which they appear.

According to Equity, the minimum weekly salary for actors in Broadway productions as of June 25, 2001 was \$1,252. Actors in Off-Broadway theaters received minimums ranging from \$440 to \$551 a week as of October 30, 2000, depending on the seating capacity of the theater. Regional theaters that operate under an Equity agreement pay actors \$500 to \$728 per week. For touring productions, actors receive an additional \$106 per day for living expenses (\$112 per day in larger, higher-cost cities). According to Equity, fewer than 15 percent of its dues-paying members actually worked during any given week during 2000. Median earnings for those able to find employment in 2000 were less than \$10,000.

Some well-known actors—stars—earn well above the minimum; their salaries are many times the figures cited, creating the false impression that all actors are highly paid. For example, of the nearly 100,000 SAG members, only about 50 might be considered stars. The average income that SAG members earn from acting, less than \$5,000 a year, is low because employment is erratic. Therefore, most actors must supplement their incomes by holding jobs in other fields.

Many actors who work more than a set number of weeks per year are covered by a union health, welfare, and pension fund, which includes hospitalization insurance and to which employers contribute. Under some employment conditions, Equity and AFTRA members receive paid vacations and sick leave.

Median annual earnings of producers and directors were \$41,030 in 2000. The middle 50 percent earned between \$29,000 and \$60,330. The lowest 10 percent earned less than \$21,050, and the highest 10 percent earned more than \$87,770. Median annual earnings in the industries employing the largest numbers of producers and directors were as follows:

Motion picture production and services	\$50,280
Producers, orchestras, and entertainers	38,820
Radio and television broadcasting	34,630

Many stage directors belong to the Society of Stage Directors and Choreographers (SSDC), and film and television directors belong to the Directors Guild of America (DAG). Earnings of stage directors vary greatly. According to the SSDC, summer theaters offer compensation, including “royalties” (based on the number of performances), usually ranging from \$2,500 to \$8,000 for a 3- to 4-

week run. Directing a production at a dinner theater usually will pay less than directing one at a summer theater, but has more potential for income from royalties. Regional theaters may hire directors for longer periods, increasing compensation accordingly. The highest paid directors work on Broadway and commonly earn \$50,000 per show. However, they also receive payment in the form of royalties—a negotiated percentage of gross box office receipts—that can exceed their contract fee for long-running box office successes.

Producers seldom get a set fee; instead, they get a percentage of a show's earnings or ticket sales.

Related Occupations

People who work in performing arts occupations that may require acting skills include announcers; dancers and choreographers; and musicians, singers, and related workers. Others working in theater-related occupations are hairdressers, hairstylists, and cosmetologists; fashion designers; set and exhibit designers; sound engineering technicians; and writers and authors.

Sources of Additional Information

For general information about theater arts and a list of accredited college-level programs, contact:

► National Association of Schools of Theater, 11250 Roger Bacon Dr., Suite 21, Reston, VA 20190. Internet:

<http://www.arts-accredit.org/nast/default.htm>

For general information on actors, producers, and directors, contact:

► Actors Equity Association, 165 West 46th St., New York, NY 10036. Internet: <http://www.actorsequity.org>

► Screen Actors Guild, 5757 Wilshire Blvd., Los Angeles, CA 90036-3600. Internet: <http://www.sag.org>

► American Federation of Television and Radio Artists—Screen Actors Guild, 4340 East-West Hwy., Suite 204, Bethesda, MD 20814-4411. Internet: <http://www.aftra.org> or <http://www.sag.org>

Athletes, Coaches, Umpires, and Related Workers

(O*NET 27-2021.00, 27-2022.00, 27-2023.00)

Significant Points

- Work hours are often irregular; travel may be extensive.
- Very few athletes, coaches, umpires and related workers make it to professional rank; career-ending injuries are a constant danger for athletes.
- Job opportunities for coaches, sports instructors, and sports officials will be best in high school and other amateur sports.

Nature of the Work

We are a nation of sports fans—and sports players. Interest in watching sports continues to grow, resulting in expanding leagues, completely new leagues, and more and larger venues in which to witness amateur and professional competitions. Recreational participation in sports is at an all-time high as the general population seeks the benefits of sport and exercise for its positive effect on overall health and well being. Some of those who participate in amateur sports dream of becoming paid professional athletes, coaches, or sports officials, but very few beat the long odds and have the opportunity to make a living from professional athletics. Those who do find

that careers are short and jobs are insecure—so having an alternative plan for a career is essential. For many, that alternative is a job in the ranks of coaches in amateur athletics, teaching and directing their sports in high schools, colleges and universities, and clubs.

Athletes and sports competitors compete in organized, officiated sports events to entertain spectators. When playing a game, athletes are required to understand the strategies of their game while obeying the rules and regulations of the sport. These events include both team sports—such as baseball, basketball, football, hockey, and soccer—and individual sports—such as golf, tennis, and bowling. As the type of sport varies, so does the level of play, ranging from unpaid high school athletics to professional sports in which the best from around the world compete before national television audiences.

In addition to competing in athletic events, athletes spend many hours practicing skills and teamwork under the guidance of a coach or sports instructor. Most athletes spend hours in hard practices every day. They also spend additional hours viewing films, critiquing their own performances and techniques and scouting their opponents' tendencies and weaknesses. Some athletes may also be advised by *strength trainers* in an effort to gain muscle and stamina, while also preventing injury. Competition at all levels is extremely intense and job security is always precarious. As a result, many athletes train year round to maintain excellent form, technique, and peak physical condition; very little downtime from the sport exists at the professional level. Athletes also must conform to regimented diets during the height of their sports season to supplement any physical training program. Many athletes push their bodies to the limit, so career-ending injury is always a risk. Even minor injuries to an athlete may be sufficient opportunity for another athlete to play, excel, and become a permanent replacement.

Coaches organize, instruct, and teach amateur and professional athletes in fundamentals of individual and team sports. In individual sports, *instructors* may often fill this role. Coaches train athletes for competition by holding practice sessions to perform drills and improve the athlete's skills and conditioning. Using their expertise in the sport, coaches instruct the athlete on proper form and technique in beginning and later in advanced exercises attempting to maximize the player's potential. Along with overseeing athletes as they refine their individual skills, coaches also are responsible for managing the team during both practice sessions and competitions. They may also select, store, issue, and inventory equipment, materials, and supplies. During competitions, for example, coaches substitute players for optimum team chemistry and success. In addition, coaches direct team strategy and may call specific plays during competition to surprise or overpower the opponent. To choose the best plays, coaches evaluate or "scout" the opposing team prior to the competition, allowing them to determine game strategies and practice specific plays.

As coaches, advocating good sportsmanship, promoting a competitive spirit, tutoring fairness, and teaching teamwork are all important responsibilities. Many coaches in high schools are primarily teachers of academic subjects and supplement their income by coaching part-time. College coaches consider it a full-time discipline and may be away from home frequently as they travel to scout and recruit prospective players. Coaches sacrifice many hours of their free time throughout their careers, particularly full-time coaches at the professional level, whose seasons are much longer than those at the amateur level.

Sports instructors teach professional and nonprofessional athletes on an individual basis. They organize, instruct, train, and lead athletes of indoor and outdoor sports such as bowling, tennis, golf, and swimming. Because activities are as diverse as weight lifting, gymnastics, scuba diving, and may include self-defense training such as

karate, instructors tend to specialize in one or a few types of activities. Like a coach, sports instructors may also hold daily practice sessions and be responsible for any needed equipment and supplies. Using their knowledge of their sport, physiology, and corrective techniques, they determine the type and level of difficulty of exercises, prescribe specific drills, and relentlessly correct individuals' techniques. Some instructors also teach and demonstrate use of training apparatus, such as trampolines or weights, while correcting athlete's weaknesses and enhancing their conditioning. Using their expertise in the sport, sports instructors evaluate the athlete and their options to devise a competitive game strategy.

Coaches and sports instructors sometimes differ in their approach to athletes because of the focus of their work. For example, while coaches manage the team during a game to optimize its chance for victory, sports instructors—such as those who work for professional tennis players—often are not permitted to instruct their athletes during competition. Sports instructors spend more of their time with athletes working one-on-one, allowing them to design customized training programs for each individual they train. Motivating athletes to play hard challenges most coaches and sports instructors but is vital for success. Many derive great satisfaction working with children or young adults, helping them to learn new physical and social skills, improving their physical condition, while also achieving success.

Umpires, referees, and other sports officials officiate competitive athletic and sporting events. They observe the play and detect infractions of rules and impose penalties established by the sports' regulations. Umpires, referees, and sports officials anticipate play and position themselves to best see the action, assess the situation, and determine any violations. Some sports officials, such as boxing referees, may work independently, while others such as umpires—the sports officials of baseball—work in groups. Regardless of the sport, the job is highly stressful because officials are often required to assess the play and make a decision in a matter of a split second and some competitors, coaches, and spectators are likely to disagree strenuously.

Professional *scouts* evaluate the skills of both amateur and professional athletes to determine talent and potential. As a sports intelligence agent, the scout's primary duty is to seek out top athletic candidates for the team they represent, ultimately contributing to team success. At the professional level, scouts typically work for scouting organizations, or more often as freelance scouts. In locating new talent, scouts perform their work in secrecy so as to not tip off players that interest them to their opponents. At the



Athletes generally work outdoors, and most participate seasonally.

college level, the head scout is often an assistant coach, although freelance scouts may aid colleges by providing reports about exceptional players to coaches. Scouts at this level seek talented high school athletes by reading newspapers, contacting high school coaches and alumni, attending high school games, and studying videotapes of prospects' performances.

Working Conditions

Irregular work hours are the trademark of the athlete. They are also common for the coach, and full-time umpires, referees, and other sports officials. Athletes, coaches, and sports officials often work Saturdays, Sundays, evenings, and even holidays. They usually work more than 40 hours a week for several months during the sports season, if not most of the year. Some coaches in educational institutions may coach more than one sport, particularly at the high school level.

Athletes, coaches, and sports officials who participate in competitions that are held outdoors may be exposed to all weather conditions of the season; those involved in events that are held indoors work in more climate-controlled comfort. Athletes, coaches, and some sports officials travel frequently to sporting events by either by bus or airplane. Scouts also travel extensively in locating talent, often by automobile.

Employment

Athletes, coaches, and sports officials and related workers held about 129,000 jobs in 2000. Coaches and scouts held 99,000 jobs; athletes, 18,000; and umpires, referees, and other sports officials, 11,000. Nearly 30 percent were self-employed, earning prize money or fees for lessons, scouting or officiating assignments, or other services. Among the 70 percent employed in wage and salary jobs, nearly half held jobs in public and private education. About 29 percent worked in miscellaneous amusement and recreation services, including golf and tennis clubs, gymnasiums, health clubs, judo and karate schools, riding stables, swim clubs, and other sports and recreation related facilities. About 11 percent worked in the commercial sports industry.

Training, Other Qualifications, and Advancement

Education and training requirements for athletes, coaches, and sports officials vary greatly by the level and type of sport. Regardless of the sport or occupation, jobs require immense overall knowledge of the game, usually acquired through years of experience at lower levels. Athletes usually begin competing in their sports while in elementary or middle school and continue through high school and often college. They play in amateur tournaments and on high school and college teams, where the best attract the attention of professional scouts. Most schools require that participating athletes maintain specific academic standards to remain eligible to play. Becoming a professional athlete is the culmination of years of effort. Athletes who seek to compete professionally must have extraordinary talent, desire, and dedication to training.

For high school coach and sports instructor jobs, schools usually first look to hire existing teachers willing to take on the jobs part time. If no one suitable is found they hire someone from outside. Some entry-level positions for coaches or instructors only require experience derived as a participant in the sport or activity. Many coaches begin their careers as assistant coaches to gain the necessary knowledge and experience needed to become a head coach. Head coach jobs at larger schools that strive to compete at the highest levels of a sport require substantial experience as a head coach at another school or as an assistant coach. To reach the ranks of professional coaching, it usually takes years of coaching experience and a winning record in the lower ranks.

Public secondary school coaches and sports instructors at all levels usually must have a bachelor's degree and meet State requirements for licensure as a teacher. (For information on teachers, including those specializing in physical education, see the section on teachers—preschool, kindergarten, elementary, middle, and secondary elsewhere in the *Handbook*.) Licensure may not be required for coach and sports instructor jobs in private schools. Degree programs specifically related to coaching include exercise and sports science, physiology, kinesiology, nutrition and fitness, physical education, and sports medicine.

For sports instructors, certification is highly desirable for those interested in becoming a tennis, golf, karate, or any other kind of instructor. Often one must be at least 18 years old and CPR certified. There are many certifying organizations specific to the various sports and their training requirements vary depending on their standards. Participation in a clinic, camp, or school usually is required for certification. Part-time workers and those in smaller facilities are less likely to need formal education or training.

Each sport has specific requirements for umpires, referees, and other sports officials. Referees, umpires, and other sports officials often begin their careers by volunteering for intramural, community, and recreational league competitions. For high school and college refereeing, candidates must be certified by an officiating school and get through a probationary period for evaluation. Some larger college conferences often require officials to have certification and other qualifications, such as residence in or near the conference boundaries along with previous experience that typically includes several years officiating high school, community college, or other college conference games.

Standards are even more stringent for officials in professional sports. For professional baseball umpire jobs, for example, a high school diploma or equivalent is usually sufficient, plus 20/20 vision and quick reflexes. To qualify for the professional ranks, however, prospective candidates must attend professional umpire training school. Currently, there are two schools whose curriculums have been approved by the Professional Baseball Umpires Corporation (PBUC) for training. Top graduates are then selected for further evaluation while officiating in a rookie minor league. Umpires then usually need 8 to 10 years of experience in various minor leagues before being considered for major league jobs.

Jobs as scouts require experience playing a sport at the college or professional level that enables them to spot young players who possess extraordinary athletic abilities and skills. Most beginning scout jobs are as part-time talent spotters in a particular area or region. Hard work and a record of success often lead to full-time jobs responsible for bigger territories. Some scouts advance to scouting director jobs or various administrative positions in sports.

Athletes, coaches, and sports officials must relate well to others and possess good communication and leadership skills. Coaches also must be resourceful and flexible to successfully instruct and motivate individuals or groups of athletes.

Job Outlook

Jobs for athletes, coaches, umpires, and related workers are expected to increase about as fast as the average for all occupations through the year 2010. Employment will grow as the public continues to increasingly participate in sports as a form of entertainment, recreation, and physical conditioning. Job growth will in part be driven by the growing numbers of baby boomers approaching retirement, where they are expected to become more active participants of leisure time activities such as golf and tennis and require instruction. The large numbers of the children of baby boomers in high schools and colleges will also be active participants in athletics and require coaches and instructors.

Opportunities will be best for coaches and instructors as employment increases about as fast as the average. A higher value is being placed upon physical fitness within our society with Americans of all ages engaging in more physical fitness activities, such as participating in amateur athletic competition, joining athletic clubs, and being encouraged to participate in physical education. Employment of coaches and instructors also will increase with expansion of school and college athletic programs and growing demand for private sports instruction. Employment growth within education will continue to be driven largely by local school boards. Population growth dictates the construction of additional schools, particularly in the expanding suburbs. However, funding for athletic programs is often one of the first areas to be cut when budgets become tight, but the popularity of team sports often enables shortfalls to be offset somewhat by assistance from booster clubs and parents. Persons seeking coach or instructor jobs who are qualified to teach academic subjects in addition to physical education are likely to have the best job prospects.

Competition for professional athlete jobs should continue to be intense. Employment will increase as new professional sports leagues are established and existing ones undergo expansion. Opportunities to make a living as a professional in individual sports such as golf, tennis, and others should grow as new tournaments are added and prize money distributed to participants grows. Most athlete's professional careers last only several years due to debilitating injuries and age, so a large proportion of the athletes in these jobs are replaced every year, creating job opportunities. However, a far greater number of talented young men and women dream of becoming a sports superstar and will be competing for limited opportunities.

Opportunities should be favorable for persons seeking part-time umpire, referee, and other sports official jobs in high school level amateur sports, but competition is expected for higher paying jobs at the college level, and even greater competition for jobs in professional sports. Competition is expected to be keen for jobs as scouts, particularly for professional teams.

Earnings

Median annual earnings of athletes were \$32,700 in 2000. The lowest 10 percent earned less than \$12,630, but more than 25 percent earned \$145,600 or more annually.

Median annual earnings of umpires and related workers were \$18,540 in 2000. The middle 50 percent earned between \$14,310 and \$28,110. The lowest 10 percent earned less than \$12,550, and the highest 10 percent earned more than \$35,830.

Median annual earnings of coaches and scouts were \$28,020 in 2000. The middle 50 percent earned between \$17,870 and \$41,920. The lowest 10 percent earned less than \$13,210, and the highest 10 percent earned more than \$58,520. Median annual earnings in the industries employing the largest number of coaches and scouts in 2000 were as follows:

Colleges and universities	32,880
Elementary and secondary schools	27,970
Miscellaneous amusement, recreation services	23,650

Earnings vary by education level, certification, and geographic region. Some instructors and coaches are paid a salary, while others may be paid by the hour, per session, or based on the number of participants.

Related Occupations

Athletes and coaches have extensive knowledge of physiology and sports, and instruct, inform, and encourage participants. Other workers with similar duties include dietitians and nutritionists; physical therapists; recreation and fitness workers; recreational therapists; and teachers—preschool, kindergarten, elementary, middle, and secondary.

Sources of Additional Information

For general information on coaching, contact:

► National High School Athletic Coaches Association, P.O. Box 4342, Hamden, CT 06514. Internet: <http://www.hscoaches.org>

For information about athletics at the collegiate level, contact:

► National Collegiate Athletic Association, 700 W. Washington St., P.O. Box 6222, Indianapolis, IN 46206-6222. Internet: <http://www.ncaa.org>

For information about sports officiating team and individual sports, contact:

► National Association of Sports Officials, 2017 Lathrop Ave., Racine, WI 53405. Internet: <http://www.naso.org>

Dancers and Choreographers

(O*NET 27-2031.00, 27-2032.00)

Significant Points

- Many dancers stop performing by their late thirties; however, some remain in the field as choreographers, dance teachers, or artistic directors.
- Most dancers begin formal training at an early age—between 5 and 15—and many have their first professional audition by age 17 or 18.
- Dancers and choreographers face intense competition—only the most talented find regular work.

Nature of the Work

From ancient times to the present, dancers have expressed ideas, stories, rhythm, and sound with their bodies. They use a variety of dance forms that allow free movement and self-expression, including classical ballet, modern dance, and culturally specific dance styles. Many dancers combine performance work with teaching or choreography.

Dancers perform in a variety of settings, such as musical productions, and may present folk, ethnic, tap, jazz, and other popular kinds of dance. They also perform in opera, musical theater, television, movies, music videos, and commercials, in which they may sing and act. Dancers most often perform as part of a group, although a few top artists perform solo.

Many dancers work with choreographers, who create original dances and develop new interpretations of existing dances. Because



Dancers spend considerable time practicing in rehearsal halls or dance studios.