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## Athletes, Coaches, Umpires, and Related Workers

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### Significant Points

- Work hours are often irregular and extensive travel may be required.
- Career-ending injuries are always a risk for athletes.
- Job opportunities will be best for part-time coaches, sports instructors, umpires, referees, and sports officials in high schools, sports clubs, and other settings.
- Competition to become a professional athlete will continue to be extremely intense; athletes who seek to compete professionally must have extraordinary talent, desire, and dedication to training.

### Nature of the Work

We are a Nation of sports fans and sports players. Some of those who participate in amateur sports dream of becoming paid professional athletes, coaches, or sports officials, but very few beat the long and daunting odds of making a full-time living from professional athletics. Those athletes who make it to the professional level find that careers are short and jobs are insecure. Even though the chances of employment as a professional athlete are slim, there are many opportunities for at least a part-time job as a coach, instructor, referee, or umpire in amateur athletics or in high school, college, or university sports.

*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. The events in which they compete include both team sports, such as baseball, basketball, football, hockey, and soccer, and individual sports, such as golf, tennis, and bowling. The level of play varies from unpaid high school athletics to professional sports, in which the best from around the world compete in events broadcast on international television.

Being an athlete involves more than competing in athletic events. Athletes spend many hours each day practicing skills and improving teamwork under the guidance of a coach or a sports instructor. They view videotapes to critique their own performances and techniques and to learn their opponents' tendencies and weaknesses to gain a competitive advantage. Some athletes work regularly with strength trainers to gain muscle and stamina and to prevent injury. Many athletes push their bodies to the limit during both practice and play, so career-ending injury always is a risk; even minor injuries may put a player at risk of replacement. Because competition at all levels is extremely intense and job security is always precarious, many athletes train year round to maintain excellent form and technique and peak physical condition. Very little downtime from the sport exists at the professional level. Athletes also must conform to regimented diets during their sports season to supplement any physical training program.

*Coaches* organize amateur and professional athletes and teach them the fundamentals of individual and team sports. (In individual sports, *instructors* sometimes may fill this role.) Coaches train athletes for competition by holding practice sessions to perform drills that improve the athletes' form, technique, skills, and stamina. Along with refining athletes' individual skills, coaches are responsible for instilling good sportsmanship, a competitive spirit, and teamwork and for managing their teams during both practice sessions and competitions. Before competition, coaches evaluate or scout the opposing team to determine game strategies and practice specific plays. During competition, coaches may call specific plays intended to surprise or overpower the opponent, and they may substitute players for optimum team chemistry and success. Coaches' additional tasks may include selecting, storing, issuing, and taking inventory of equipment, materials, and supplies.

Many coaches in high schools are primarily teachers of academic subjects who supplement their income by coaching part time. (For more information on high school teachers, see the statement on teachers—preschool, kindergarten, elementary, middle, and secondary, elsewhere in the *Handbook*.) College coaches consider coaching a full-time discipline and may be away from home frequently as they travel to scout and recruit prospective players.

*Sports instructors* teach professional and nonprofessional athletes individually. They organize, instruct, train, and lead athletes in indoor and outdoor sports such as bowling, tennis, golf, and swimming. Because activities are as diverse as weight lifting, gymnastics, scuba diving, and karate, instructors tend to specialize in one or a few activities. Like coaches, sports instructors also may hold daily practice sessions and be responsible for any needed equipment and supplies. Using their knowledge of their sport and of physiology, they determine the type and level of difficulty of exercises, prescribe specific drills, and correct athletes' techniques. Some instructors also teach and demonstrate the use of training apparatus, such as trampolines or weights, for correcting athletes' weaknesses and enhancing their conditioning. Like coaches, sports instructors evaluate the athlete and the athlete's opponents to devise a competitive game strategy.

Coaches and sports instructors sometimes differ in their approaches 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, which permits them to design customized training programs for each individual. Motivating athletes to play hard challenges most coaches and sports instructors but is vital for the athlete's success. Many coaches and instructors derive great satisfaction working with children or young adults, helping them to learn new physical and social skills, improve their physical condition, and achieve success in their sport.

*Umpires, referees, and other sports officials* officiate at competitive athletic and sporting events. They observe the play, detect infractions of rules, and impose penalties established by the rules and regulations of the various sports. Umpires, referees, and sports officials anticipate play and position themselves to best see the action, assess the situation, and determine



*Coaches need good communication and leadership skills.*

any violations. Some sports officials, such as boxing referees, may work independently, while others such as umpires work in groups. Regardless of the sport, the job is highly stressful because officials are often required to make a decision in a split second, sometimes resulting in strong disagreement among competitors, coaches, and spectators.

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 he or she represents. At the professional level, scouts typically work for scouting organizations or as freelance scouts. In locating new talent, scouts perform their work in secrecy so as not to "tip off" their opponents about their interest in certain players. At the college level, the head scout often is an assistant coach, although freelance scouts may aid colleges by reporting to coaches about exceptional players. 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. They also evaluate potential players' background and personal characteristics, such as motivation and discipline, by talking to the players' coaches, parents, and teachers.

**Work environment.** Irregular work hours are the trademark of the athlete. They also are common for coaches, umpires, referees, and other sports officials. Athletes and others in sports related occupations often work Saturdays, Sundays, evenings, and holidays. Athletes and full-time coaches 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 in high schools.

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 tend to work in climate-controlled comfort, often in arenas, enclosed stadiums, or gymnasiums. Athletes, coaches, and some sports officials frequently travel to sporting events by bus or airplane. Scouts also travel extensively in locating talent, often by automobile.

Umpires, referees, and other sports officials regularly encounter verbal abuse by fans, coaches, and athletes. The officials also face possible physical assault and, increasingly, lawsuits from injured athletes based on their officiating decisions.

### **Training, Other Qualifications, and Advancement**

Education and training requirements for athletes, coaches, umpires, and related workers vary greatly by the level and type of sport. Regardless of the sport or occupation, these jobs require immense overall knowledge of the game, usually acquired through years of experience at lower levels.

**Education and training.** Becoming a professional athlete is the culmination of years of effort. Athletes usually begin competing in their sports while in elementary or middle school, and continue through high school and sometimes 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. Athletes who seek to compete professionally must have extraordinary talent, desire, and dedication to training.

Head coaches at public secondary schools and sports instructors at all levels usually must have a bachelor's degree. For high school coaching and sports instructor jobs, schools usually prefer to hire teachers willing to take on the jobs part time. (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*.) If no suitable teacher is found, schools hire someone from outside. Some entry-level positions for coaches or instructors require only experience derived as a participant in the sport or activity. Those who are not teachers must meet State requirements for certification to become a head coach. Certification, however, may not be required for coaching 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.

Each sport has specific requirements for umpires, referees, and other sports officials. Umpires, referees, and other sports officials often begin their careers by volunteering for intramural, community, and recreational league competitions.

Scouting jobs require experience playing a sport at the college or professional level that makes it possible to spot young players who possess extraordinary athletic ability and skills. Most beginning scouting 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.

**Certification and other qualifications.** Athletes, coaches, umpires, and related workers 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 and groups of athletes.

To officiate at high school athletic events, officials must register with the State agency that oversees high school athletics and pass an exam on the rules of the particular game. For col-

lege refereeing, candidates must be certified by an officiating school and be evaluated during a probationary period. Some larger college sports conferences require officials to have certification and other qualifications, such as residence in or near the conference boundaries, along with several years of experience officiating at high school, community college, or other college conference games.

For those interested in becoming a tennis, golf, karate, or other kind of instructor, certification is highly desirable. Often, one must be at least 18 years old and certified in cardiopulmonary resuscitation (CPR). There are many certifying organizations specific to the various sports, and their training requirements vary. 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.

Standards for officials become more stringent as the level of competition advances. Whereas umpires for high school baseball need a high school diploma or its equivalent, 20/20 vision, and quick reflexes, those seeking to officiate at minor or major league games must attend professional umpire training school. Top graduates are selected for further evaluation while officiating in a rookie minor league. Umpires then usually need 7 to 10 years of experience in various minor leagues before being considered for major league jobs. Becoming an official for professional football also is competitive, as candidates must have at least 10 years of officiating experience, with 5 of them at a collegiate varsity or minor professional level. For the National Football League (NFL), prospective trainees are interviewed by clinical psychologists to determine levels of intelligence and ability to handle extremely stressful situations. In addition, the NFL's security department conducts thorough background checks. Potential candidates are likely to be interviewed by a panel from the NFL officiating department and are given a comprehensive examination on the rules of the sport.

**Advancement.** Many coaches begin their careers as assistant coaches to gain the knowledge and experience needed to become a head coach. Head coaches at large 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, a person usually needs years of coaching experience and a winning record in the lower ranks.

## Employment

Athletes, coaches, umpires, and related workers held about 253,000 jobs in 2006. Coaches and scouts held 217,000 jobs;

athletes, 18,000; and umpires, referees, and other sports officials, 19,000. Nearly 42 percent of athletes, coaches, umpires, and related workers worked part time, while 15 percent maintained variable schedules. Many sports officials and coaches receive such small and irregular payments for their services—occasional officiating at club games, for example—that they may not consider themselves employed in these occupations, even part time.

Among those employed in wage and salary jobs, 47 percent held jobs in public and private educational services. About 13 percent worked in amusement, gambling, and recreation industries, including golf and tennis clubs, gymnasiums, health clubs, judo and karate schools, riding stables, swim clubs, and other sports and recreation facilities. Another 6 percent worked in the spectator sports industry.

About 1 out of 5 workers in this occupation was self-employed, earning prize money or fees for lessons, scouting, or officiating assignments. Many other coaches and sports officials, although technically not self-employed, have such irregular or tenuous working arrangements that their working conditions resemble those of self-employment.

## Job Outlook

Employment of athletes, coaches, umpires, and related workers is expected to grow faster than the average for all occupations through 2016. Very keen competition is expected for jobs at the highest levels of sports.

**Employment change.** Employment of athletes, coaches, umpires, and related workers is expected to increase by 15 percent from 2006 to 2016, which is faster than the average for all occupations. Employment will grow as the general public continues to participate in organized sports for entertainment, recreation, and physical conditioning. Increasing participation in organized sports by girls and women will boost demand for coaches, umpires, and related workers. Job growth also will be driven by the increasing number of baby boomers approaching retirement, during which they are expected to participate more in leisure activities such as golf and tennis which require instruction.

Employment of coaches and instructors also will increase with expansion of school and college athletic programs and growing demand for private sports instruction. Sports-related job growth within education also will be driven by the decisions of local school boards. Population growth dictates the construction of additional schools, particularly in the expanding suburbs, but funding for athletic programs often is cut first when budgets become tight. Still, the popularity of team sports

## Projections data from the National Employment Matrix

Occupational Title	SOC Code	Employment, 2006	Projected employment, 2016	Change, 2006-2016	
				Number	Percent
Athletes, coaches, umpires, and related workers .....	27-2020	253,000	291,000	38,000	15
Athletes and sports competitors .....	27-2021	18,000	21,000	3,400	19
Coaches and scouts .....	27-2022	217,000	249,000	32,000	15
Umpires, referees, and other sports officials.....	27-2023	19,000	22,000	3,000	16

NOTE: Data in this table are rounded. See the discussion of the employment projections table in the *Handbook* introductory chapter on *Occupational Information Included in the Handbook*.

often enables shortfalls to be offset somewhat by assistance from fundraisers, booster clubs, and parents.

**Job prospects.** Persons who are State-certified to teach academic subjects in addition to physical education are likely to have the best prospects for obtaining coaching and instructor jobs. The need to replace the many high school coaches who change occupations or leave the labor force entirely also will provide some coaching opportunities.

Competition for professional athlete jobs will continue to be extremely intense. Opportunities to make a living as a professional in individual sports such as golf or tennis may grow as new tournaments are established and as prize money distributed to participants increases. Because most professional athletes' careers last only a few years due to debilitating injuries and age, annual replacement needs for these jobs is high, creating some job opportunities. However, the talented young men and women who dream of becoming sports superstars greatly outnumber the number of openings.

Opportunities should be best for persons seeking part-time umpire, referee, and other sports official jobs at the high school level. Competition is expected for higher paying jobs at the college level and will be even greater for jobs in professional sports. Competition should be keen for jobs as scouts, particularly for professional teams, because the number of available positions is limited.

### Earnings

Median annual wage and salary earnings of athletes were \$41,060 in May 2006. However, the highest paid professional athletes earn much more.

Median annual wage and salary earnings of umpires and related workers were \$22,880 in May 2006. The middle 50 percent earned between \$17,090 and \$33,840. The lowest paid 10 percent earned less than \$14,120, and the highest paid 10 percent earned more than \$45,430.

In May 2006, median annual wage and salary earnings of coaches and scouts were \$26,950. The middle 50 percent earned between \$17,510 and \$40,850. The lowest paid 10 per-

cent earned less than \$13,990, and the highest paid 10 percent earned more than \$58,890. However, the highest paid professional coaches earn much more. Median annual earnings in the industries employing the largest numbers of coaches and scouts in May 2006 are shown below:

Colleges, universities, and professional schools.....	\$37,530
Other amusement and recreation industries .....	27,180
Fitness and recreational sports centers .....	26,150
Other schools and instruction.....	23,840
Elementary and secondary schools.....	21,960

Earnings vary by level of education, 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 use their extensive knowledge of physiology and sports to instruct, inform, and encourage sports participants. Other workers with similar duties include dietitians and nutritionists; physical therapists; recreation workers; fitness workers; recreational therapists; and teachers—preschool, kindergarten, elementary, middle, and secondary.

### Sources of Additional Information

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

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

For more information about certification of tennis instructors and coaches, contact:

► Professional Tennis Registry, P.O. Box 4739, Hilton Head Island, SC 29938. Internet: <http://www.ptrtennis.org>

► U.S. Professional Tennis Association, 3535 Briarpark Dr., Suite ONE., Houston, TX 77042.

Internet: <http://www.uspta.org>