

CADA/BC

Canadian Alliance of Dance Artists – British Columbia Chapter

Fees & Rates Survey Summary Dancers & Engagers

This presentation will summarize the data collected from Dancers Engaged in Dance Work & Engagers with information relevant to past two years, 2009-2011.

Document prepared for CADA/BC by Jennifer Law



CADA/BC Membership, Documents & Services

Data provided by Dancers & Engagers

Among the Dancers and Engagers surveyed, 90% (45) are currently CADA/BC members, while the other 10% is comprised of those planning to join and non-members. There is a strong correlation between those who hold a membership and those also taking advantage of the documents and services that CADA/BC offers to the dance community. The following information indicates what percentage of Dancers and Engagers are taking utilizing these documents and services.

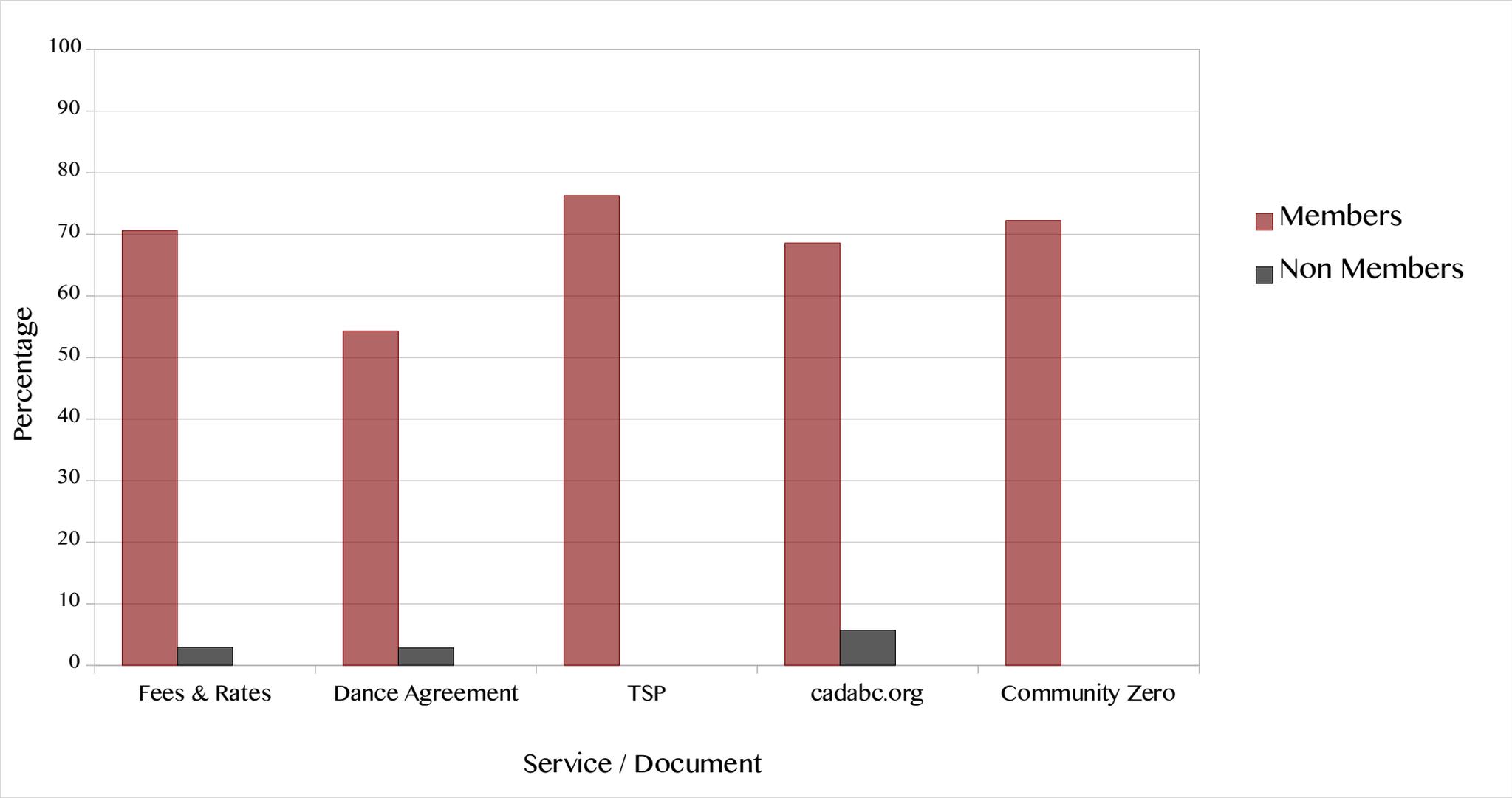
The Fees and Rates Standards Document	DANCERS	73.5%*
	ENGAGERS	77.8%
Basic Dance Agreement	DANCERS	57.1%*
	ENGAGERS	50.0%
The Training Subsidy Program	DANCERS	76.3%*
	ENGAGERS	55.6%
CADABC.ORG	DANCERS	74.3%*
	ENGAGERS	60.0%
Community Zero	DANCERS	72.2%*
	ENGAGERS	70.0%

*percentages which are comprised of all members and those planning to join

Utilization of CADA Documents & Services

Data provided by Dancers

The figure below illustrates the percentages of CADA Member Dancers and Non-Member Dancers that are taking advantage of CADA/BC documents and services



FEEDBACK

Data provided by Dancers & Engagers

Feedback was generally positive when asked about cadabc.org and Community Zero. Most appreciate the information available regarding classes & workshops, auditions and other dance opportunities. The ability to post and access other postings is popular among dancers, as it promotes involvement in the dance community.

When asked about potential improvements, Dancers & Engagers had the following comments:

- Community Zero tends to be difficult to navigate
- Have had trouble logging on
- Bulletin board awkward & slow
- Could have more diverse information, relevant to more dancers
- Could be maintained with up to date information more frequently
- Would appreciate more emails to promote articles on the website

Genre, Training & Career

Vancouver, the Lower Mainland & centres with populations upwards of 100,000 are the place of residence for 90% of the dancers surveyed. A small amount live in centres with populations less than 100,000 or split time between both.

The percentages are quite balanced when looking at those dancers just entering their professional career (under 2 years) and those who have been working professionally for over 20 years. However, the bulk of dancers surveyed fall into the category of 2-20 years of professional work.

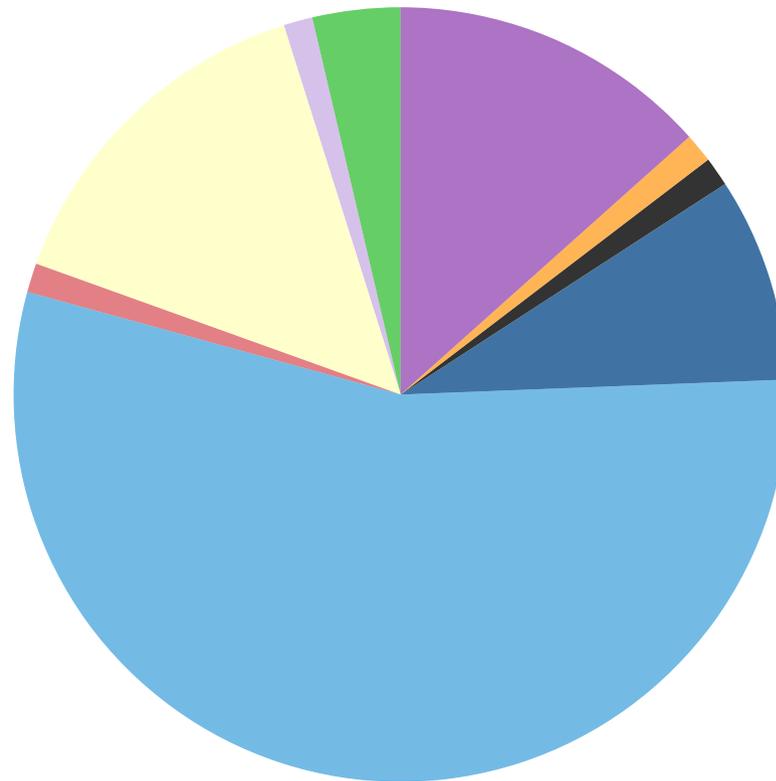
Contemporary was shown to be the predominant style in which most dancers work professionally (90%), with Dance & Media, Ballet & Urban accounting for 60% of professional work. Interestingly, most of the CADA/BC Members (96%) work professionally within the Contemporary genre. Aboriginal, African, Classical Spanish, European Folkloric & Percussive styles account for a small amount of professional work, occupying only 14%.

Professional Dance Work

Genres in which Dancers work

Data provided by Dancers

- Aboriginal 6.0%
- African 2.0%
- Ballet 24.0%
- Classical Spanish 2.0%
- Contemporary 90.0%
- Dance & Media 14.0%
- European Folkloric 2.0%
- Percussive 2.0%
- Urban 22.0%

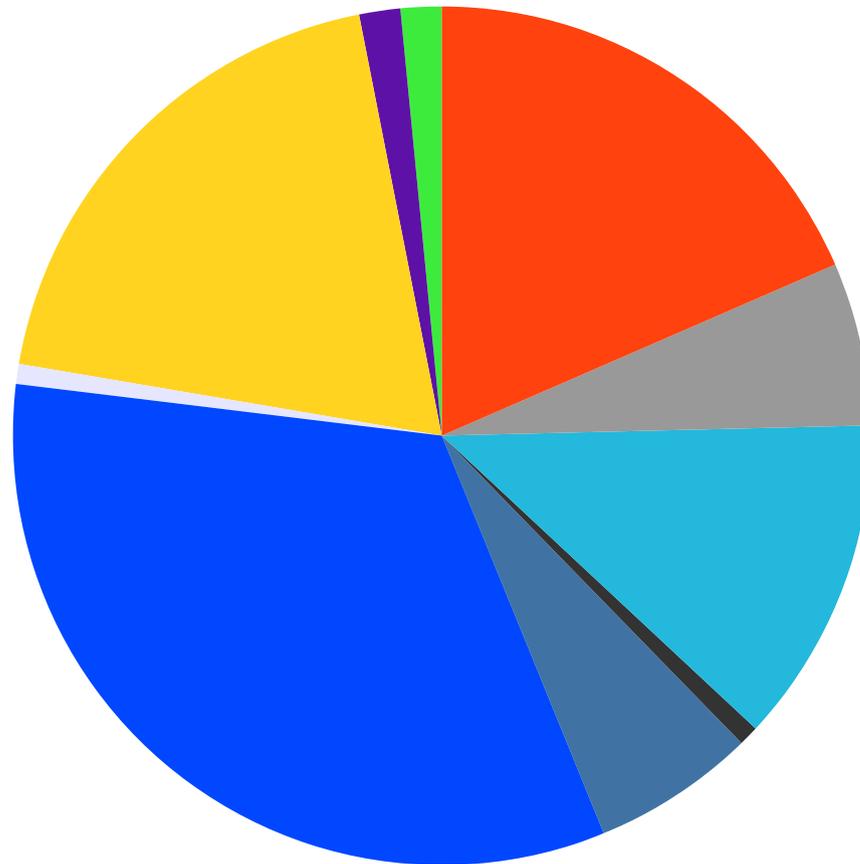


*Many of the percentages overlap since most Professional Dance Artists work & train in multiple genres

Professional Dance Training

Genres in which Dancers Train Professionally

- Aboriginal 4.1%
- African 4.1%
- Ballet 51.0%
- Classical Spanish 2.0%
- Contemporary 87.8%
- Dance & Media 16.3%
- European Folkloric 2.0%
- Pilates 32.7%
- Urban 16.3%
- Yoga 49.0%



*Many of the percentages overlap since most Professional Dance Artists work & train in multiple genres

Dance Productions

Genres in which Engagers produce dance works

Data provided by Engagers

■ Aboriginal 5.9%

■ African 11.9%

■ Ballet 23.5%

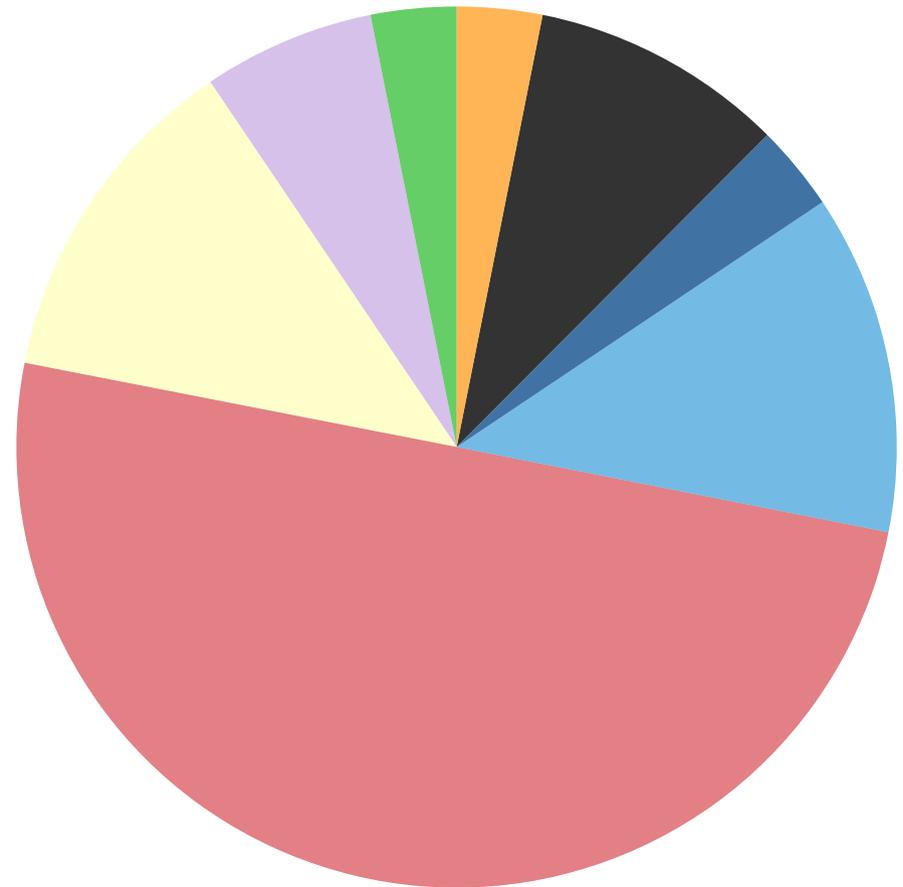
■ Contemporary 94.1%

■ Dance & Media 23.5%

■ East Asian 5.9%

■ Urban 17.6%

■ Percussive 5.9%



*Many of the percentages overlap since most Professional Dance Engagers create in multiple genres

Pay - Rehearsal

The CADA/BC Professional Standard Range for Hourly Rehearsal \$22 - \$30 / hour

The CADA/BC Professional Standard Range for Hourly Rehearsal
Apprentice Rate \$13.50 - \$18 / hour

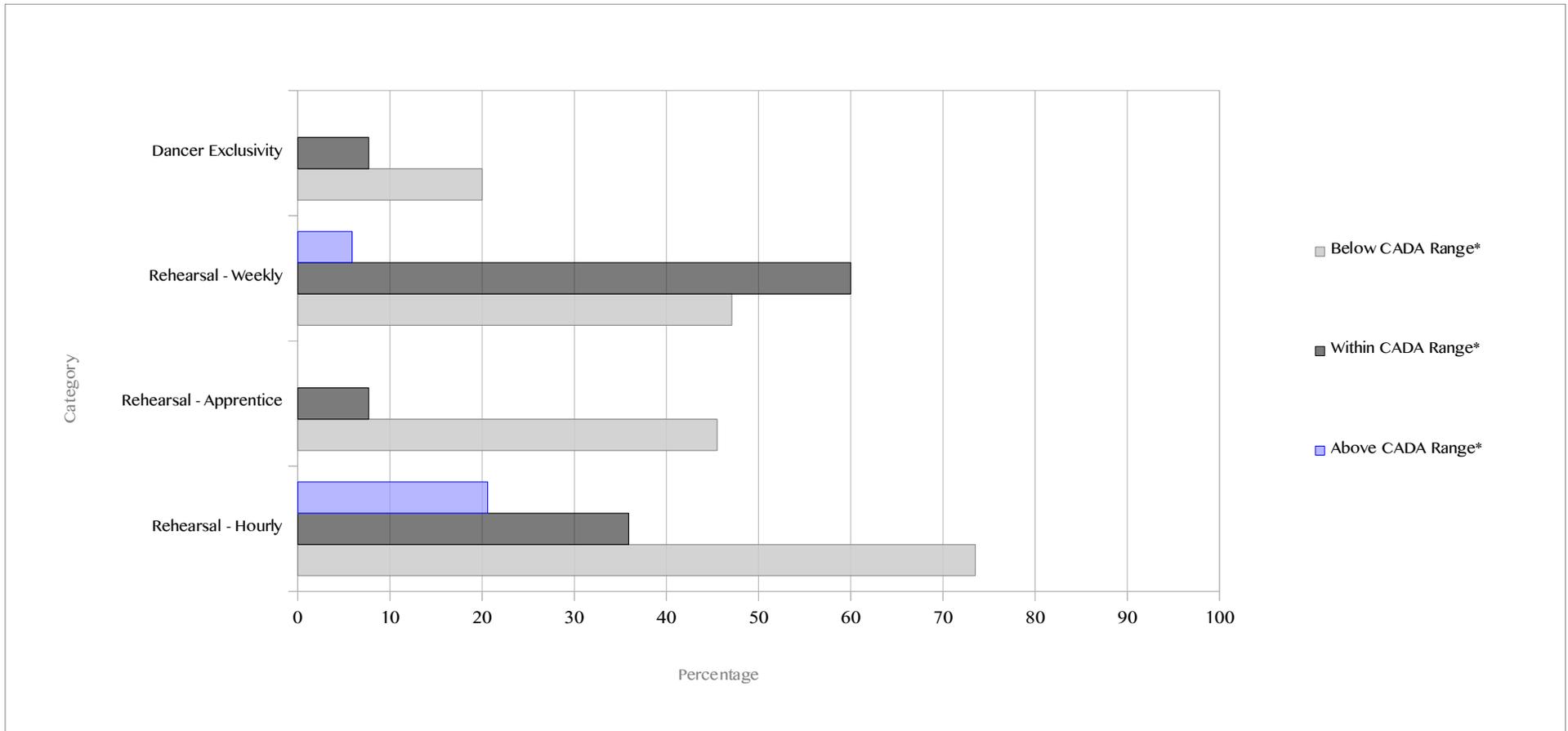
The CADA/BC Professional Standard Range for Weekly
Rehearsal Fee \$550 - \$1000 / week

The CADA/BC Professional Standard Range for
Dancer Exclusivity \$797.50 - \$1087.50/week

Dancers & Engagers were asked to identify if the payment they received/provided for rehearsal time fell below, within, or above the CADA/BC Professional Standard Range for Hourly & Weekly Rehearsal over the past two years. Dancer Exclusivity & Apprentice rates were also documented. It should be noted that most Dancers have been paid a combination of rates (ranging from below-above), with a fair percentage not having been compensated in either manner within the past two years.

Payment for Rehearsal

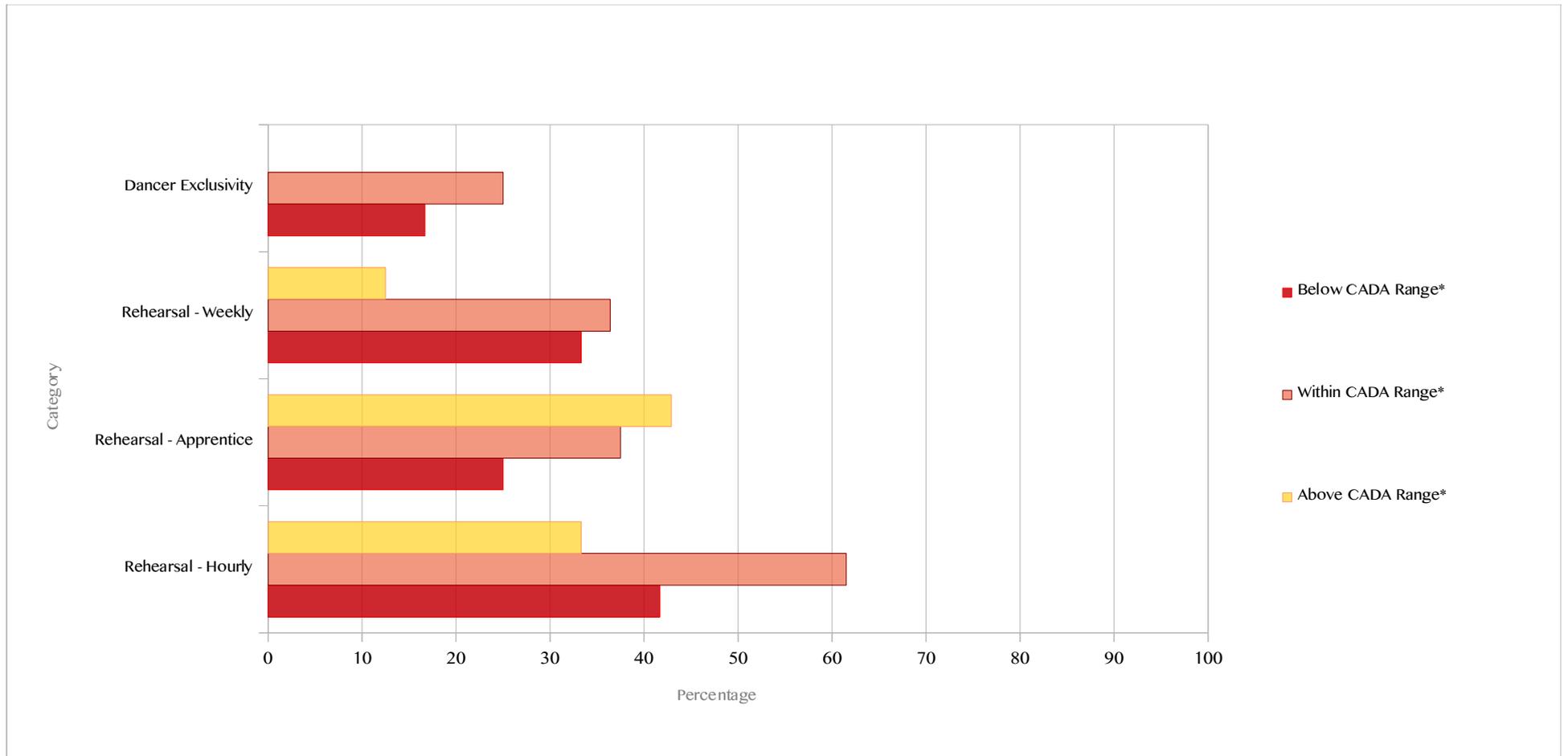
Data provided by Dancers



HOURLY RATE AVERAGE: \$18.20

Payment for Rehearsal

Data provided by Engagers



HOURLY RATE AVERAGE: \$24.70

Pay - Performance

Dancers and Engagers were asked to identify whether or not they have been paid (or pay) within, below or above the CADA/BC Professional Standard Range for Performance

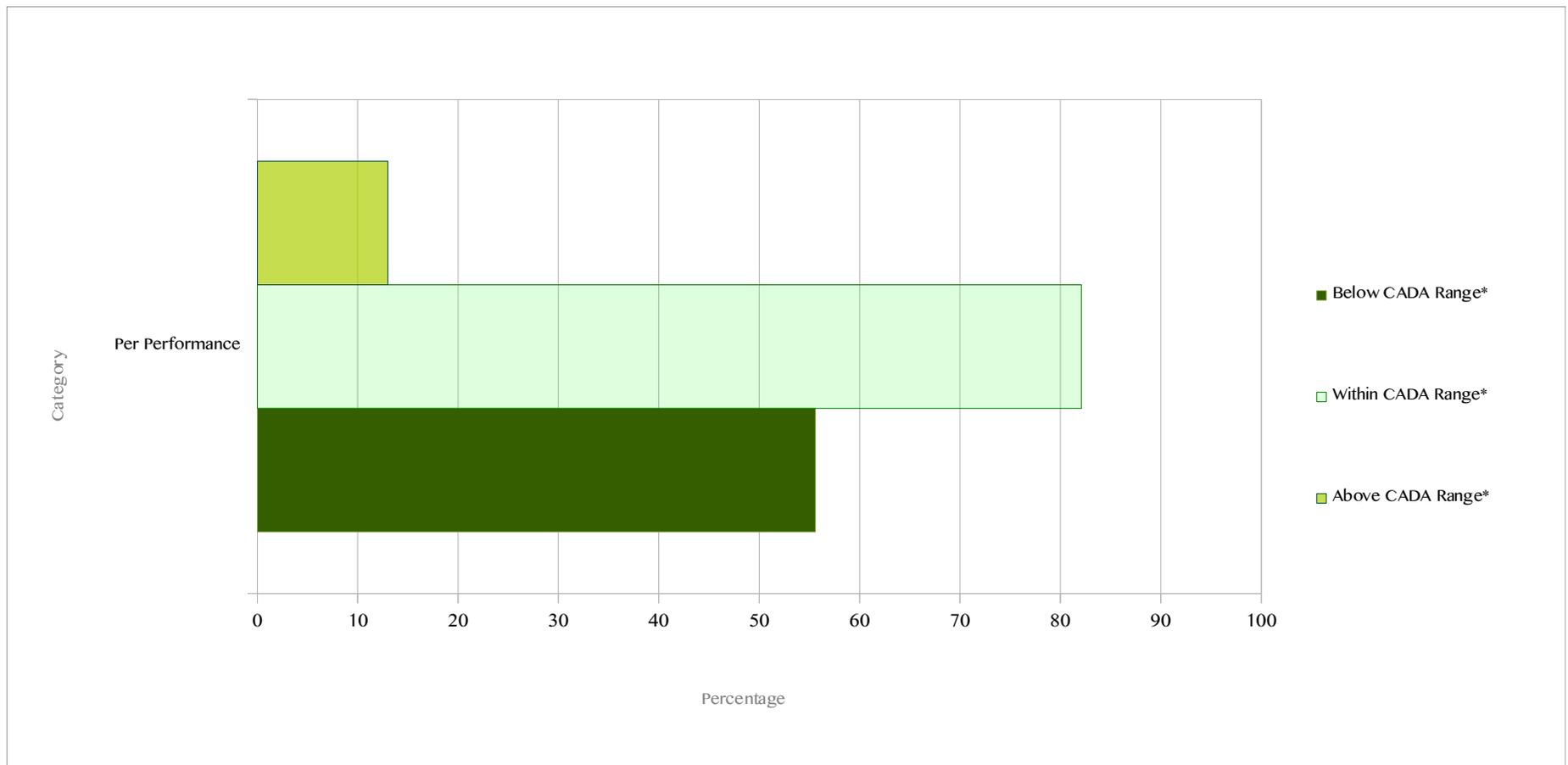


The CADA/BC Professional Standard Range for Performance:

\$100 - \$300/Performance

Payment for Performance

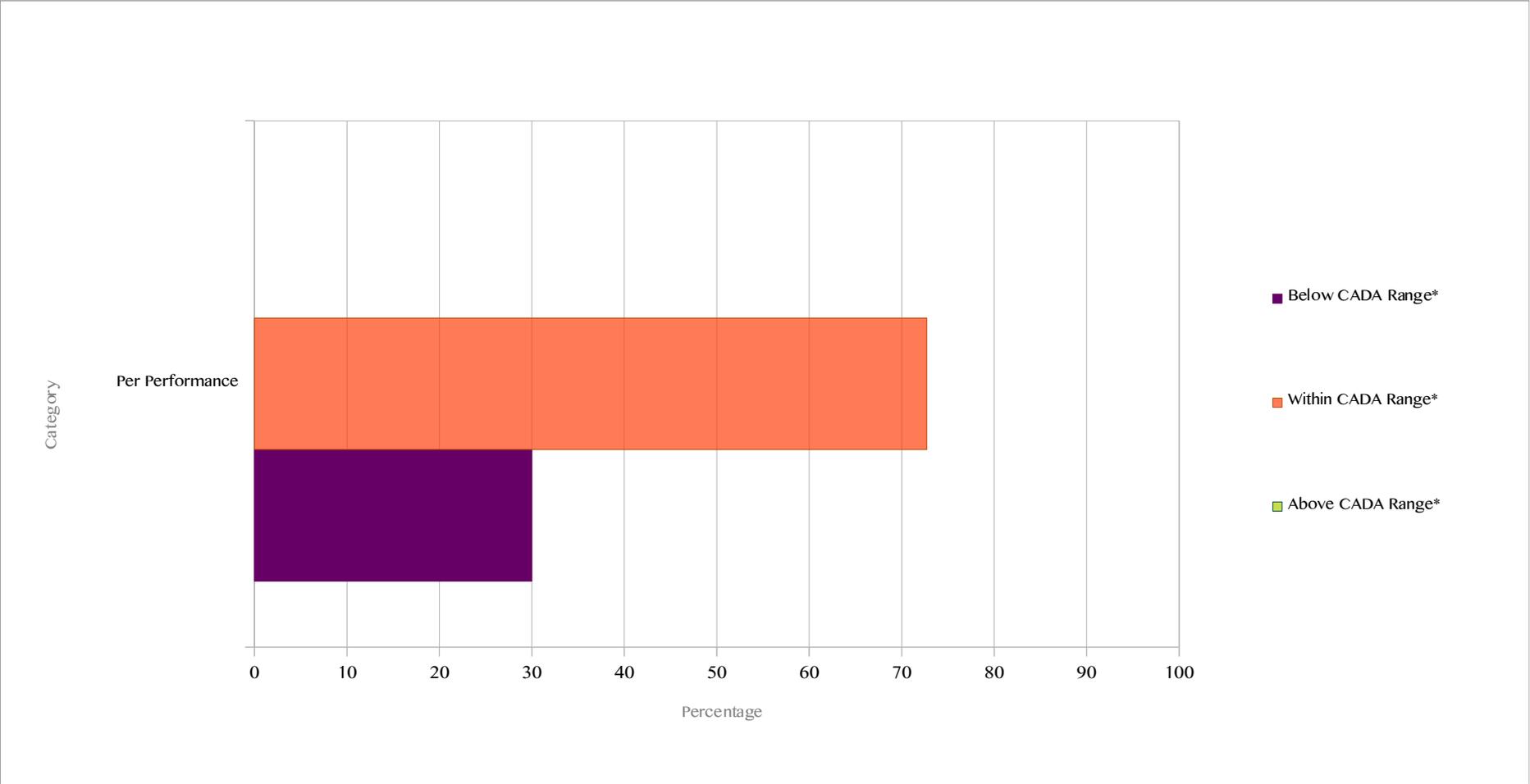
Data provided by Dancers



PERFORMANCE RATE AVERAGE: \$156.60

Payment for Performance

Data provided by Engagers



PERFORMANCE RATE AVERAGE: \$171.10

Pay - Choreography

Both Dancers and Engagers were asked to identify whether or not they have been paid (or pay) within, below or above the CADA/BC Professional Standard Range for Choreographic Work.

As indicated through survey responses, the most popular method to compensate choreographers is per completed minute of choreography and in-studio rehearsal.

The CADA/BC Professional Standard Range for Choreography
Per Completed Minute of Choreography:

\$150 - \$300 / minute

The CADA/BC Professional Standard Range for Percentage of Budget
Choreography Fee:

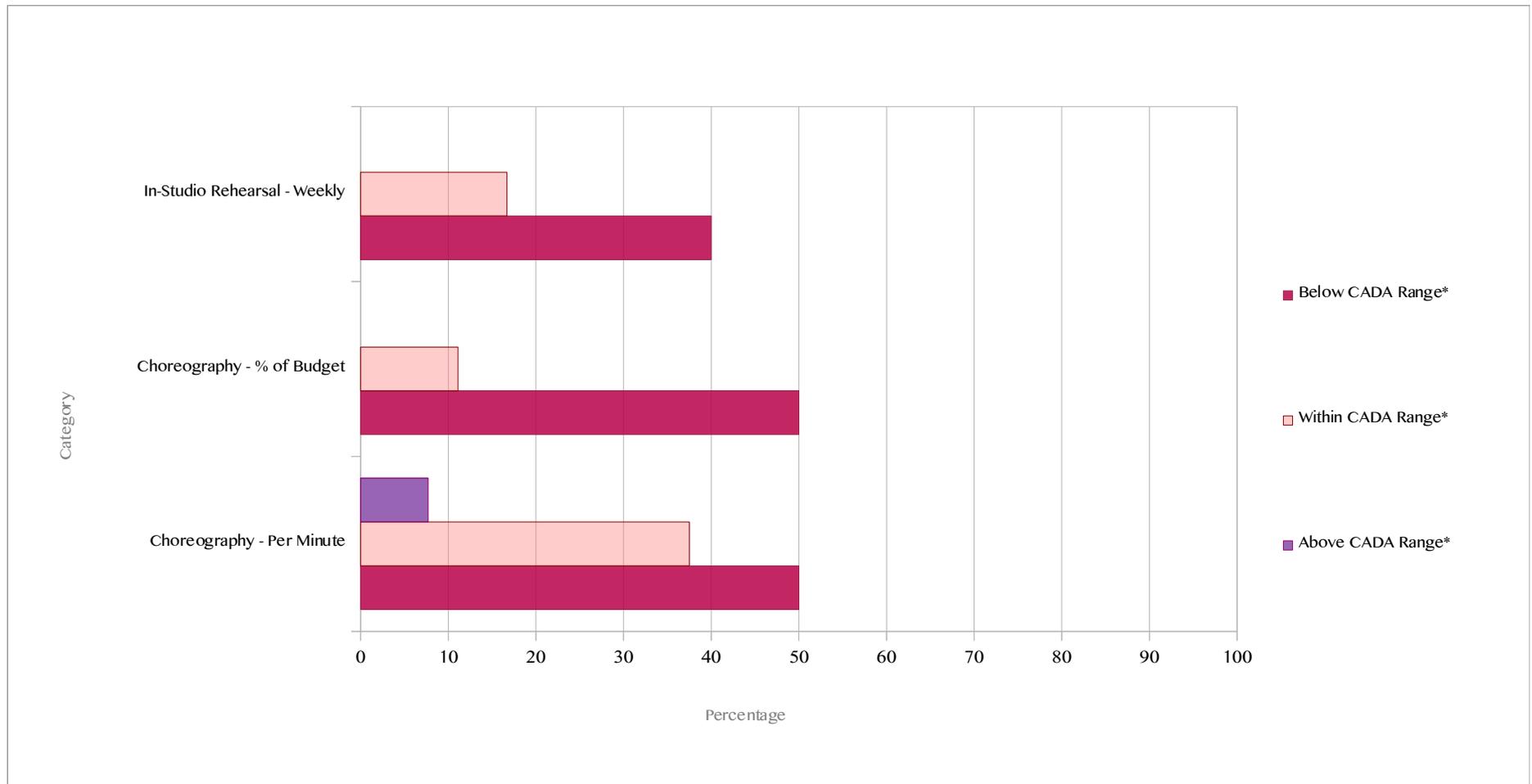
Minimum 20% of Budget

The CADA/BC Professional Standard Range for per week in-studio rehearsal:

\$906.25 - \$2000.00/week

Payment for Choreographic Work

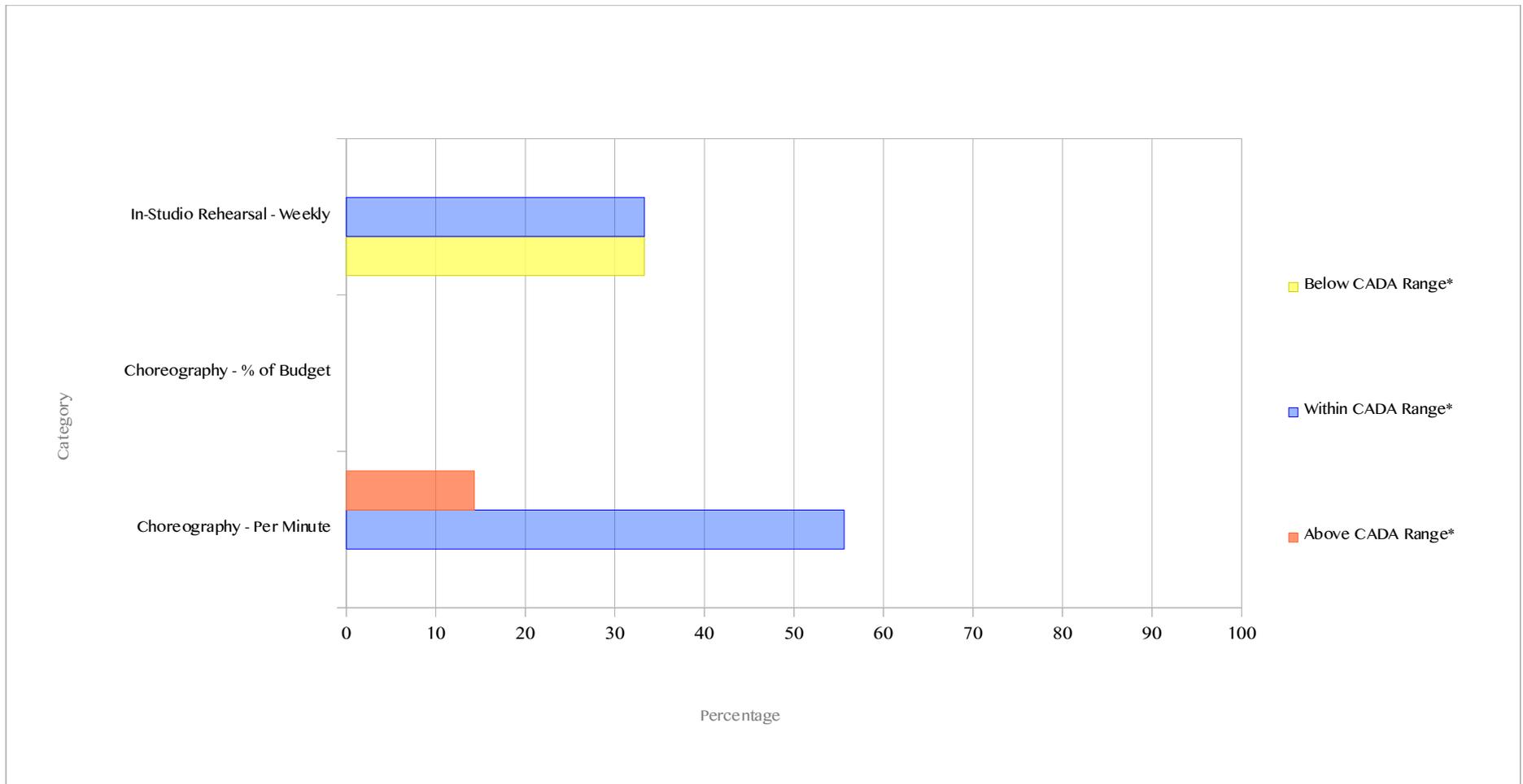
Data provided by Dancers



PER MINUTE OF CHOREOGRAPHY AVERAGE RATE: \$57.50

Payment for Choreographic Work

Data provided by Engagers



PER MINUTE OF CHOREOGRAPHY AVERAGE RATE: \$150.00

Pay – Royalties & Rehearsal Direction



Dancers and Engagers were asked to identify if they have been compensated or have provided payment within below or above the CADA/BC Professional Standard Range for Royalties and Rehearsal Direction. 100% of all Dancers surveyed indicated that they had not been compensated for royalties in this manner within the past two years.

The CADA/BC Professional Standard Range for Royalties

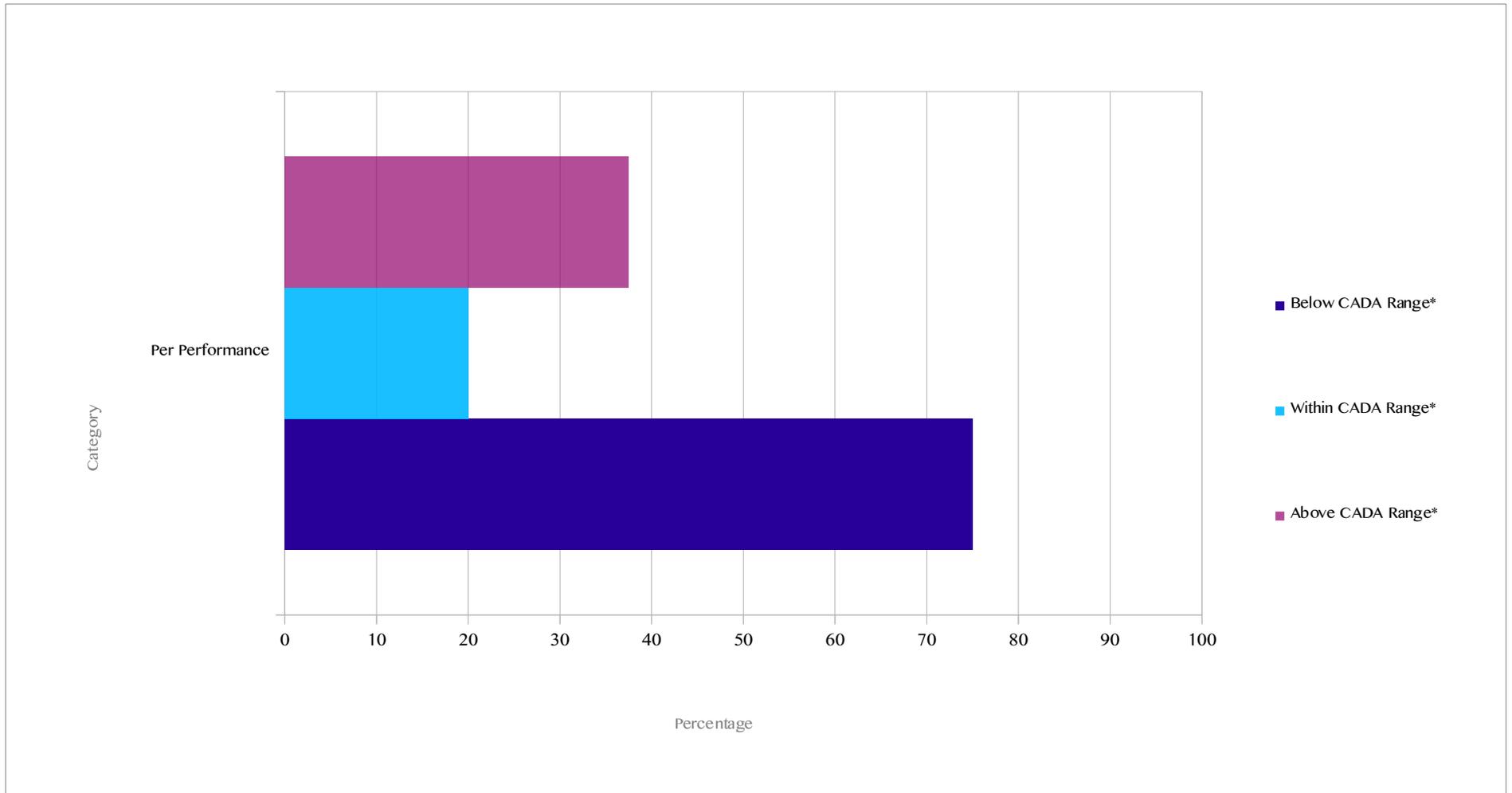
**1% - 10% of the original fee
paid for the work**

The CADA/BC Professional Standard Range for Rehearsal Direction

\$22 - \$30/hour

Payment for Rehearsal Direction

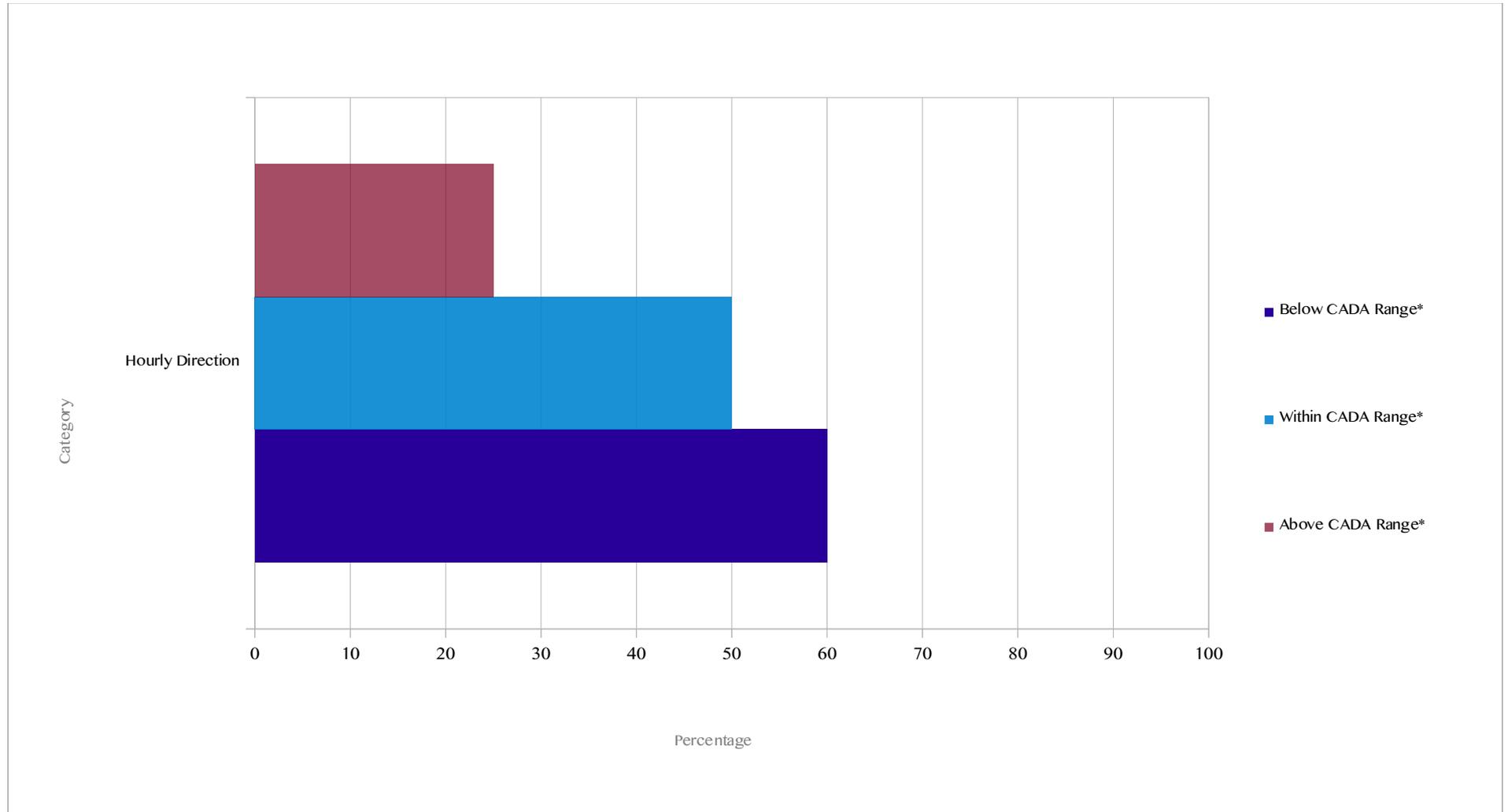
Data provided by Dancers



REHEARSAL DIRECTION HOURLY RATE AVERAGE: \$8.50/hour

Payment for Rehearsal Direction

Data provided by Engagers



REHEARSAL DIRECTION HOURLY RATE AVERAGE: \$20.0/hour



Pay - Teaching

Dancers and Engagers provided the hourly rates at which they have been paid (or pay) for teaching levels ranging from youth to professional levels. The following information focuses on four class levels – Youth Public School, Youth Private Studio, Pre-Professional Training Program & Professional level classes.

The CADA/BC Professional Standard Range for Teaching: \$50-\$150/1.5 hour (\$33.3-\$100/hour)

Payment for Teaching

Data provided by Dancers & Engagers

Average Teaching Rates

STUDENTS PUBLIC SCHOOL:

\$60 plus/hour

YOUTH PRIVATE STUDIO:

\$31-\$35/hour

PRE-PROFESSIONAL TRAINING PROGRAM:

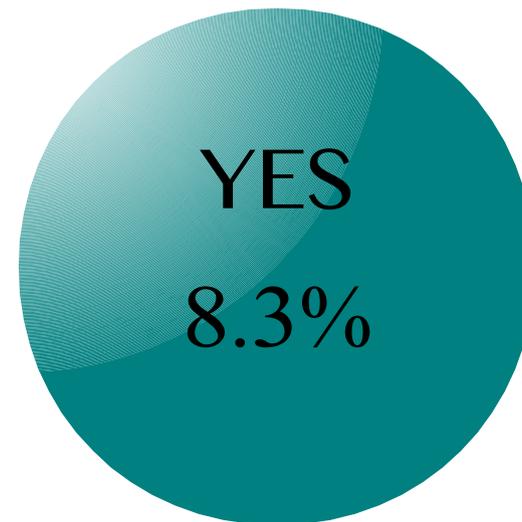
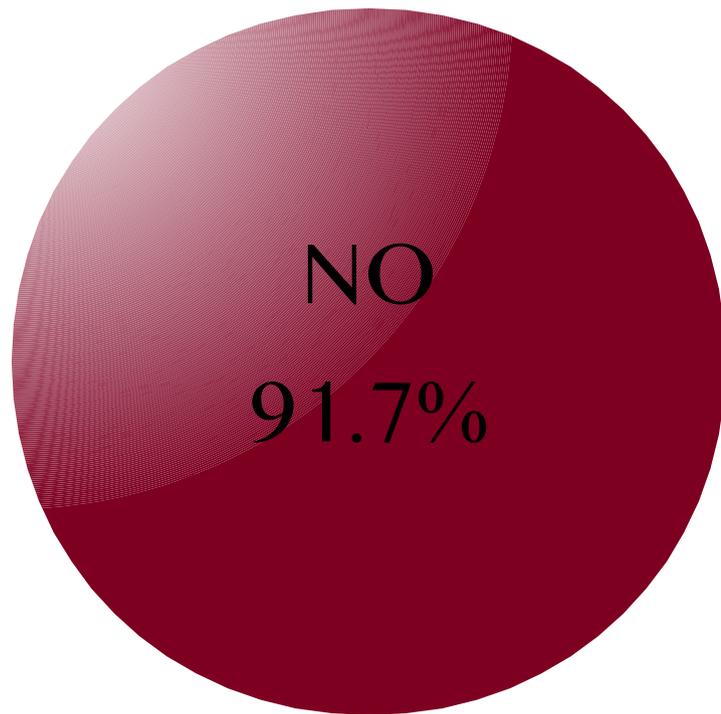
\$46-\$50/hour

PROFESSIONAL:

\$46-\$50/hour

Teachers

Were you paid for preparation time?



Contracts & Overtime

In regards to working with or without a contract, many Dancers & Engagers would engage in work in the absence of a contract, although not ideal. It was indicated by both groups that it was preferred to forgo a contract when working with friends.

In practice, over the past two years the majority of dancers (71.1%) have worked with a contract for over half of their professional engagements.

The table on the following page outlines whether or not Dancers have been paid for overtime while performing, choreographing, teaching & directing rehearsal over their past 5 engagements. It is evident that the majority of dancers surveyed have not been compensated for overtime in these situations, however many individuals indicated that overtime was not relevant.

Payment for Overtime

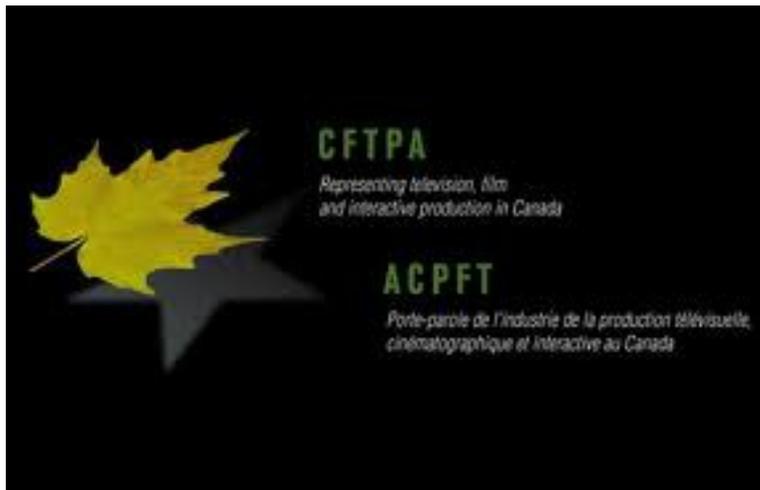
Data provided by Dancers

Overtime Situation	PAID	NOT PAID
Dancers required to work overtime while performing	9.1% (4)	90.9% (40)
Dancers required to work overtime while choreographing	3.2% (1)	96.8% (30)
Dancers required to work overtime while teaching	25% (11)	75% (33)
Dancers required to work overtime while directing rehearsal	6.7% (1)	93.3% (14)

INFORMATION LIMITED FOR ENGAGERS & OVERTIME

Other Organizations

Data provided by Dancers & Engagers



Dancers and Engagers were asked if they have followed the guidelines of another organization in the past two years. Of the participants who responded (quite low) it was indicated that the guidelines of the CFTPA, ACTRA and EQUITY were used in regards to payment methods and rates.

Vancouver 2010 Winter Olympics

Survey participants had the opportunity to express how the Vancouver 2010 Winter Olympics affected their Dance work during & after the Games. Along with responding to the survey question provided, Dancers & Engagers gave individual feedback regarding this topic.



How did the Olympics make a difference in your Dance Work?

Vancouver 2010 Winter Olympics & Dance Work



- Participated in the Cultural Olympiad
- Additional Grants
- Paid Dancers more for work
- Volunteer Dance Work
- No Difference

*Data provided by Engagers

FEED BACK

Less money, and less work

The Olympics did not help our company in any way

Offered work within the Opening/Closing Ceremonies, but declined due to lack of payment

Adverse financial affect due to the interference of dance activities - The Olympics pulled focus

Stopped dancing for the duration of the Games

Commissioned for municipal choreographic contracts which were well paid

*Data provided by Dancers & Engagers