



ROUTESETTING INDUSTRY DATA

BY
JUSTIN WRIGHT
FOXMAN MCJ

01 Greetings and Introductions

02 How We Got Here

03 Project Introduction

04 Gym Stats

05 Setting Program Stats

06 Safety

07 Pay and Benefits

08 Summary

09 Questions?



GREETINGS AND INTRODUCTIONS



01

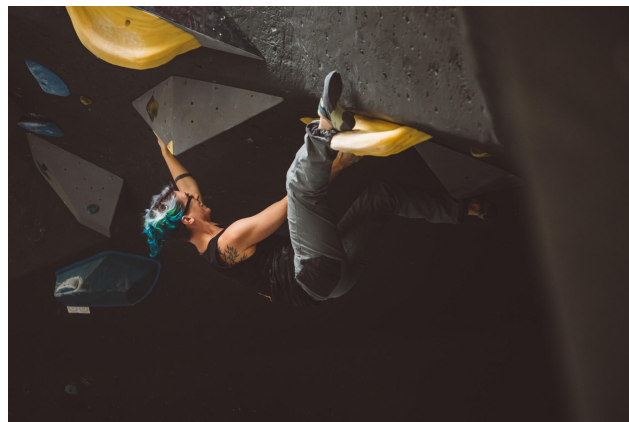
GET TO KNOW THE PRESENTERS

01



JUSTIN WRIGHT

- Director of Routesetting
- 15 years of climbing industry experience
- Developed SOP and Rescue plans for gyms across the country.



FOXMAN McCARTHY-JAMES

- Head Setter for Alta Climbing and Fitness
- Background in Education and Performance
- Instructed womxns routesetting clinics across the country.

HOW WE GOT HERE



02

ASKING QUESTIONS...



Does your gym have a 401k? How much is the match?

How much does such and such gym pay?

Is there a lift?

Does your gym have a wellness program?

What about professional development?

How much do you have to set per day?



OUR STORY ⁰²

2018 Justin and Fox started traveling to set more



2019 We were both getting asked the same questions by other setters all the time.



2020 Data collection begins.



2021 We decided to present our findings to the Summit



2022 Here we are!



PROJECT

INTRODUCTION



03

SCOPE OF THE DATA

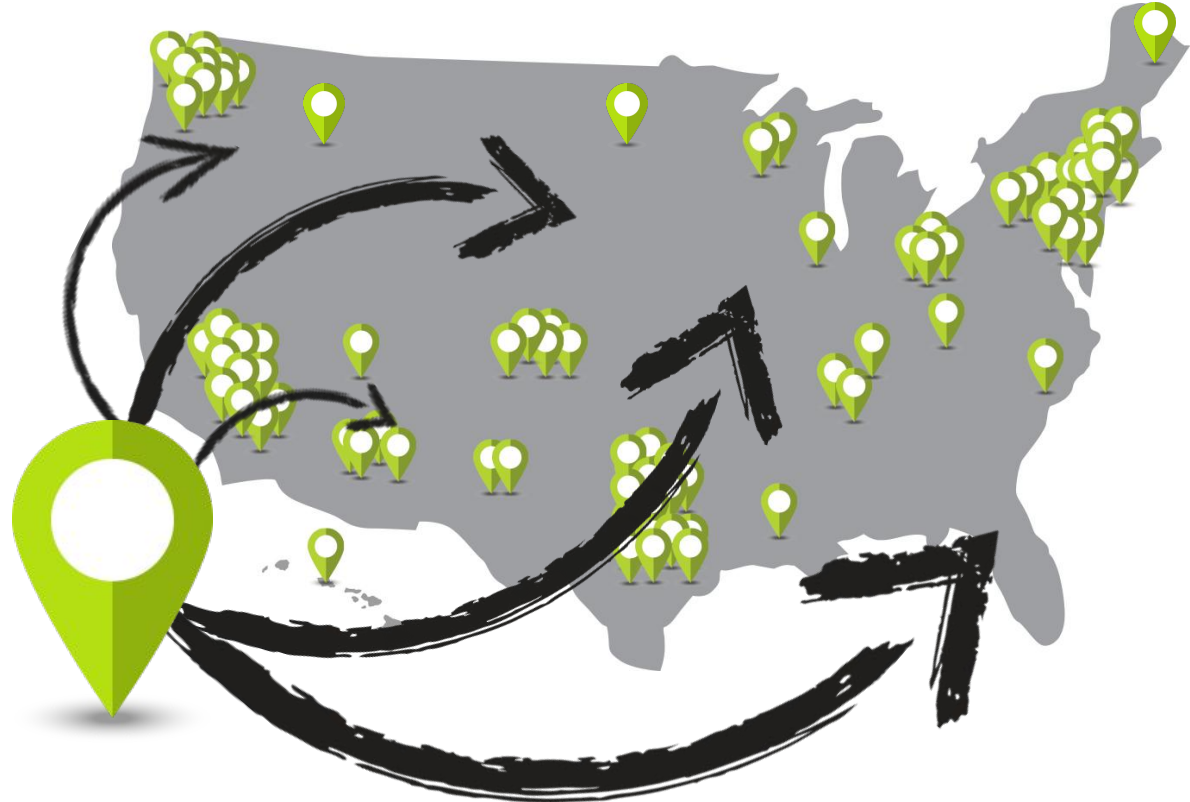
- ALMOST 100 GYMS RECORDED
- 22 STATES REPRESENTED

METHODOLOGY

- IN-PERSON INTERVIEWS
- FORMS / SPREADSHEETS

GOALS

- OPEN ENDED PROJECT
- QUANTITATIVE INFORMATION
- HELP INDUSTRY PROFESSIONALS
MAKE INFORMED DECISIONS



LIMITATIONS

- DATA SET SIZE
- SELF REPORTING
- EXPANDING SCOPE





GYM STATS

04

GYM STATS

- Gym wall stats provide us with context for the rest of our data.
- A gym with a team of 4 setters in a 4,000 sq ft gym is different than a gym with a team of 4 setters in a 40,000 sq ft facility.
- Each of these data points serves to inform analysis along a number of different vectors.

1

MEMBERSHIPS

We're not looking to know the exact monthly revenue, but rather differentiate highly populated gyms and smaller operations.

2

ROPE AND BOULDERS

Gyms with rope offerings present an additional layer of complexity for routesetting departments.

3

SQ FOOTAGE // WALL HEIGHT

This provides us with a sense of the scope of work, and gives context to subsequent questions.

4

OF BOULDERS // ROUTES

Important for us to understand gym density as it relates to workload and rotation speed.

5

HOLD BUDGETS

We asked participating gyms about annual hold budgets.



SETTING PROGRAM STATS

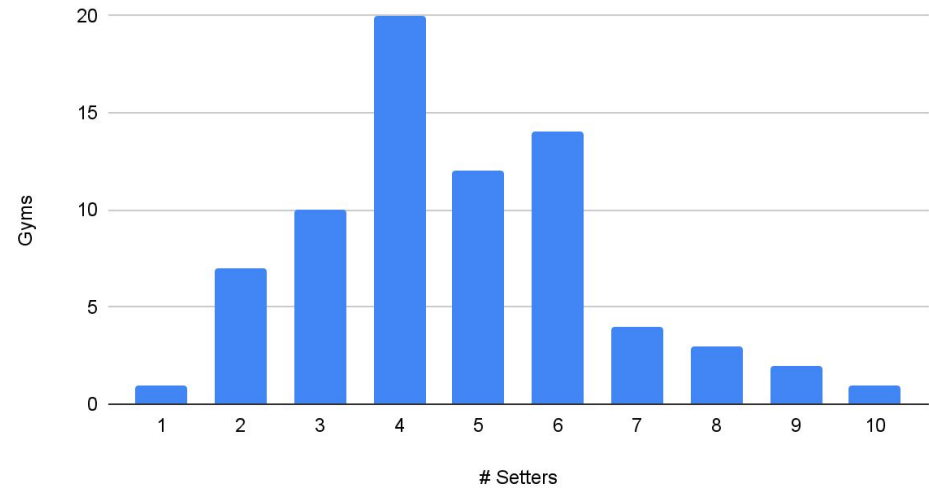
05

SETTING PROGRAM STATS

- TEAM SIZE
- WEEKLY HOUR ALLOTMENT



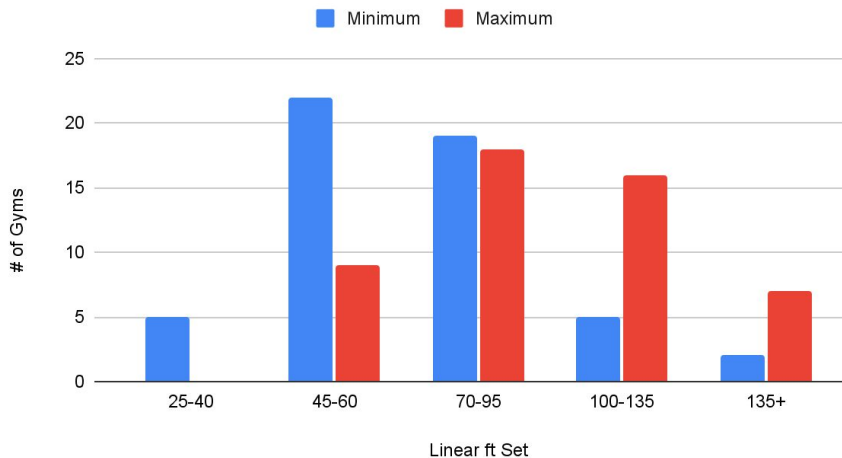
Team Size



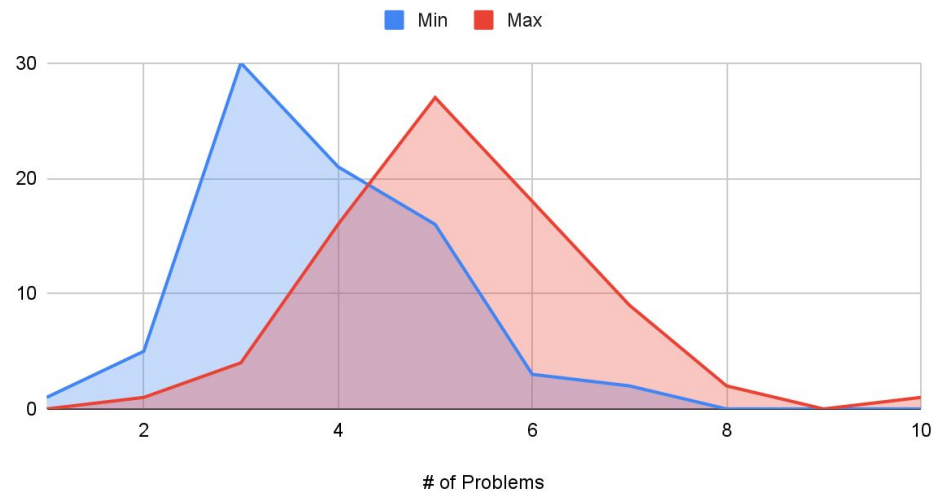
SETTING PROGRAM STATS

- AVERAGE DAILY WORKLOAD**

Rope Setting Per Day



Boulder Problems Per Day



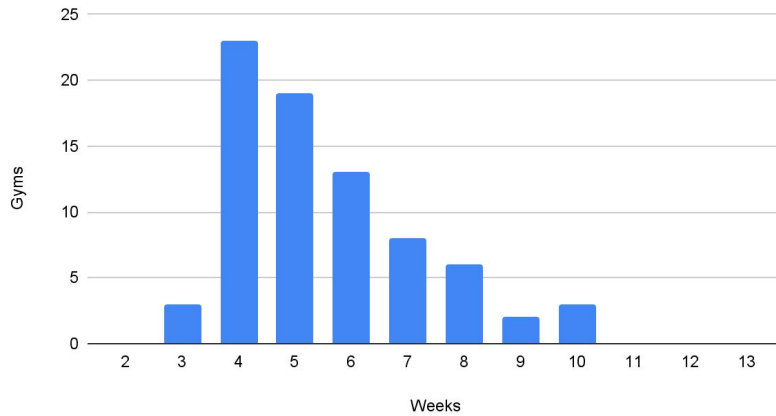
Mean Min	3.81	Median Max	5.5	Mode Max	3
Mean Max	5.26	Median Min	5.5	Mode Min	5

SETTING PROGRAM STATS

- **ROTATION SPEED**

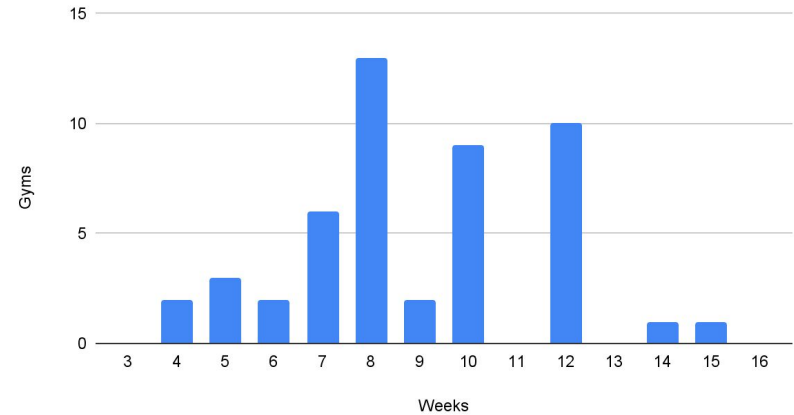
- **Boulders**
- **Ropes**

Boulder Rotation



Mean	5.53	Median	6.5 Weeks	Mode	4 weeks
------	------	--------	-----------	------	---------

Rope Rotation



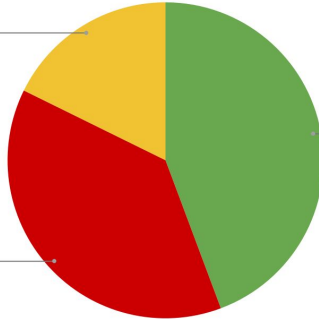
Mean	8.94	Median	10 Weeks	Mode	8 Weeks
------	------	--------	----------	------	---------

SETTING PROGRAM STATS

- REMOVAL AND HOLD WASHING

Washing

Interns
17.7%

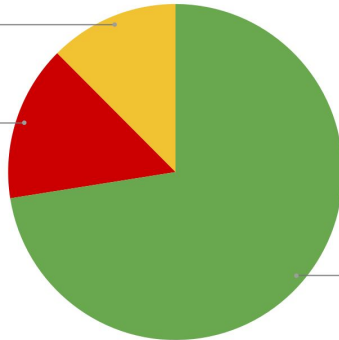


Yes
44.3%

No
38.0%

Removal

Interns
12.5%



Yes
72.5%

No
15.0%



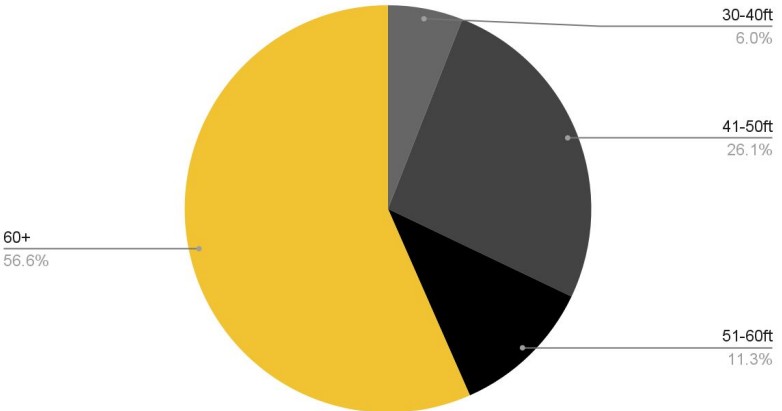
Image courtesy of Rock Candy

SETTING PROGRAM STATS

- LIFT

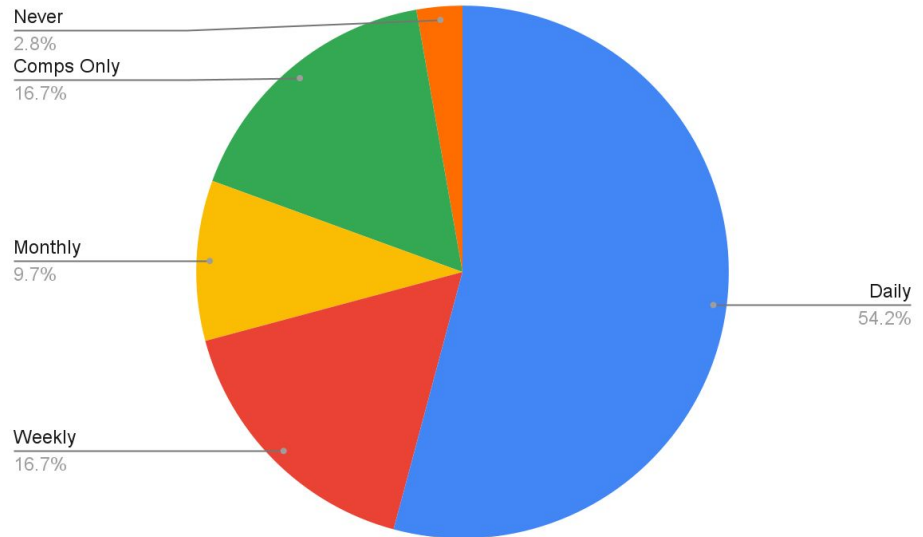


Aerial Boom Lift Use



SETTING PROGRAM STATS

- TEAM DEBRIEF



SETTING PROGRAM STATS

- ANNUAL ATTRITION

WHAT DID WE NOTICE?

- 2019/2020: Gyms generally needing to replace 1 setter every one to two years
- 2021: Participants began telling us that they weren't able to provide attrition information at the moment due to COVID
- 2022: As gyms reopened and resume more normal operation, gyms began reporting significantly higher attrition, sometimes upwards of 50-60%

WHY?

- Shopping around?
- Routesetter demand?



QUESTIONS?



SAFETY
STANDARDS 06

THE DATA

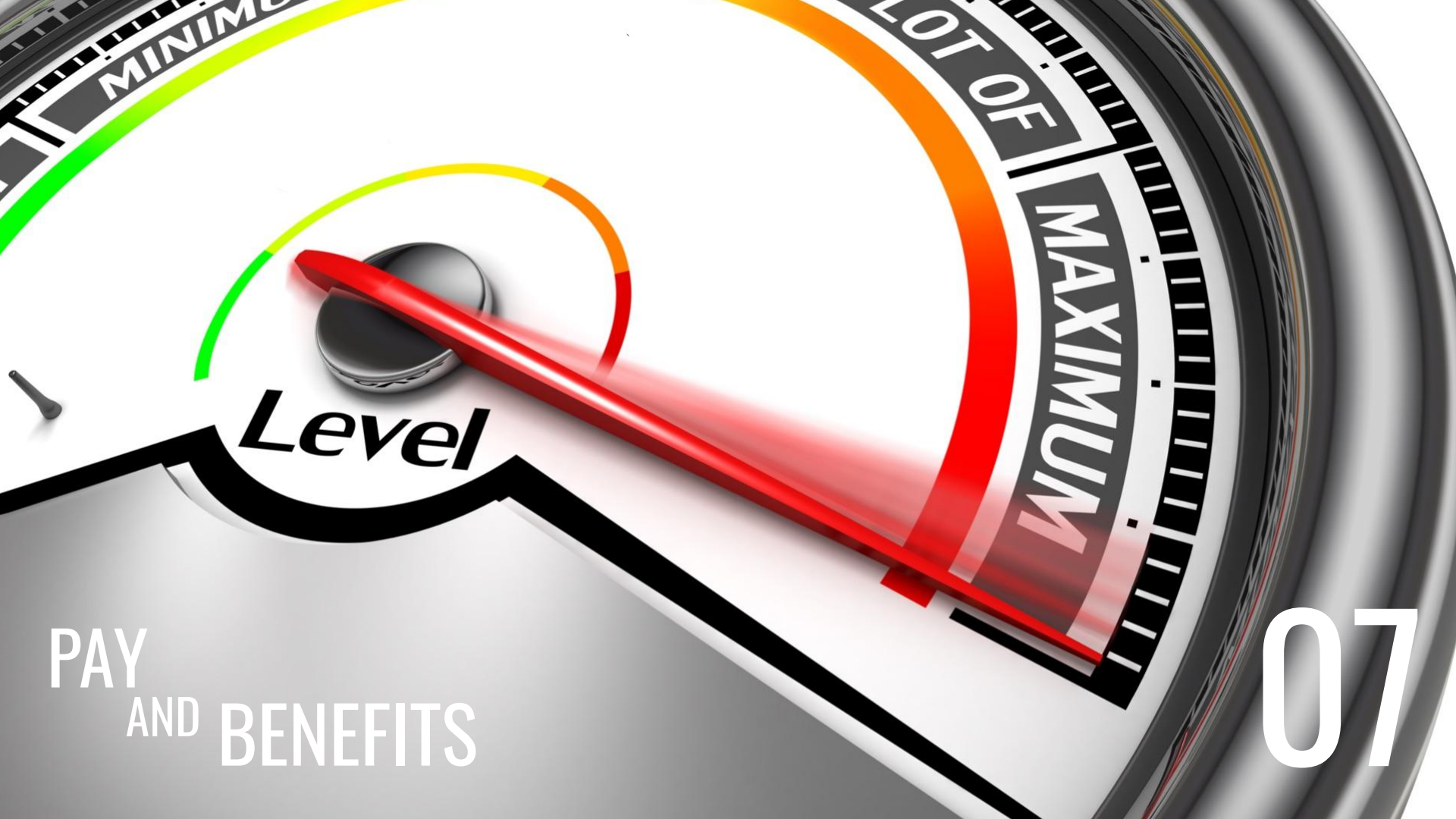
- WE ALSO COLLECTED INFORMATION ABOUT WHAT PRACTICES GYMS USE

LEARNING OBJECTIVES

- PROVIDE A SNAPSHOT VIEW INTO CURRENT SAFETY STANDARDS IN ROUTESETTING PROGRAMS ACROSS THE US.
- DISCUSS TRENDS AND ANOMALIES APPARENT IN CURRENT SAFETY PRACTICES.
- FACILITATE A DISCUSSION ON HOW GYM SAFETY STANDARDS INTERACT WITH INJURY PREVENTION.

JOIN US FOR ROUND II

- STICK AROUND FOR OUR TALK ABOUT THIS...
 - ROUTESETTING INDUSTRY DATA PART II: SAFETY



MINIMUM

LOT OF

MAXIMUM

Level

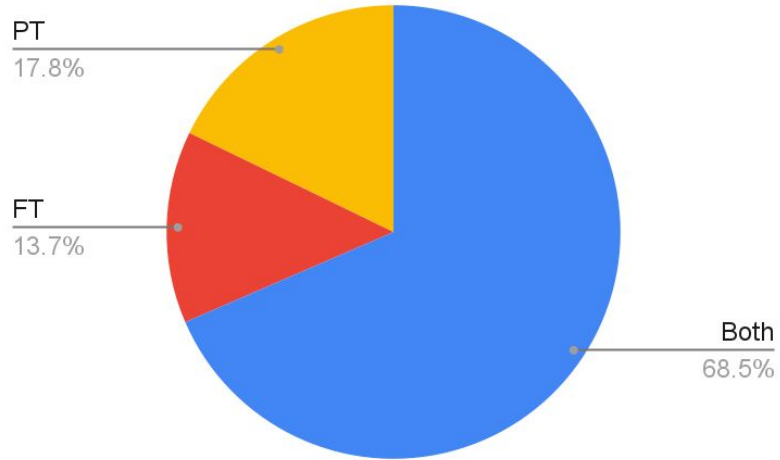
PAY
AND BENEFITS

07

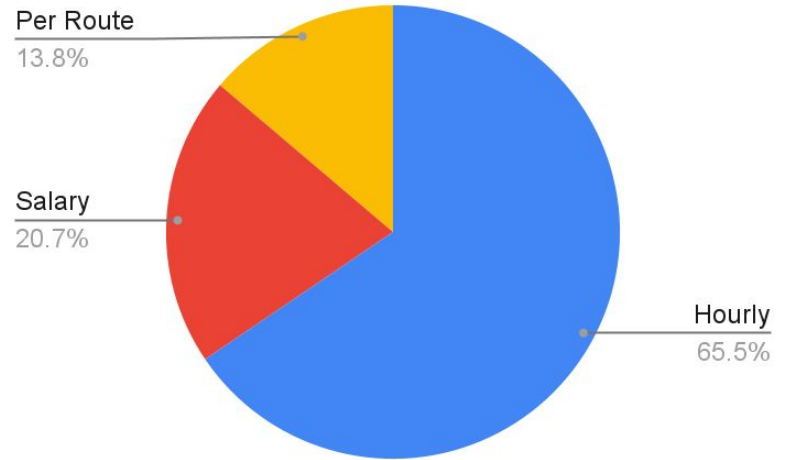
PAY AND BENEFITS

- TEAM STRUCTURE

FULL TIME VS. PART TIME



COMPENSATION TYPES



PAY AND BENEFITS

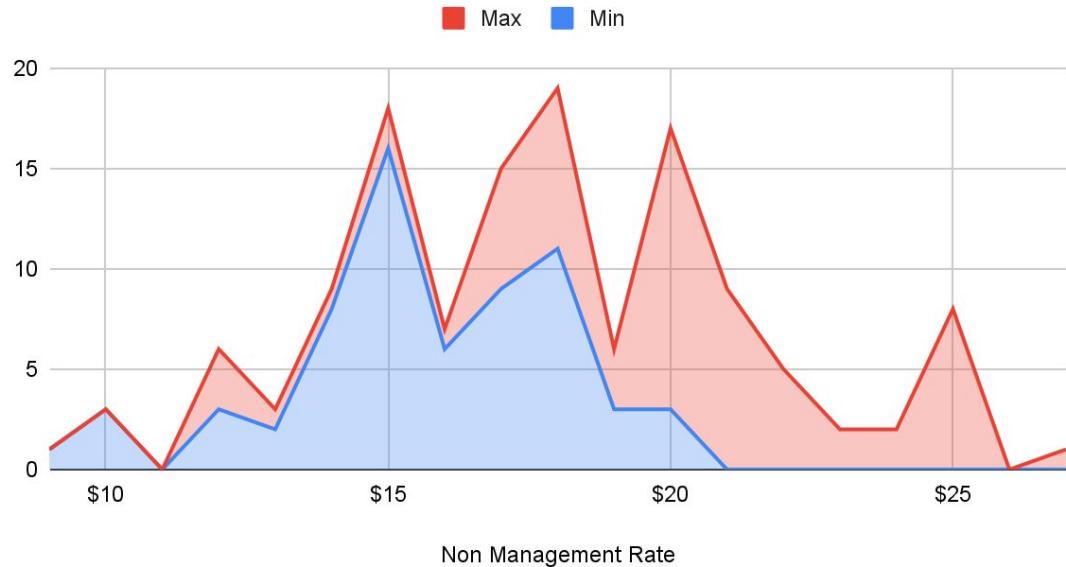
- **PAY BANDS**
 - Defining a range
 - Anonymity in generalization
- **CATEGORIES**
 - Intern
 - Routesetter
 - Head Routesetter
 - Director



PAY AND BENEFITS

- **NON-MANAGEMENT PAY BANDS**
 - This pay band reflects the range of setters starting from little to no experience up to those considered senior routesetters.
 - In future surveys, we will be asking about intern/apprentice roles more specifically, which may affect the bottom range of our data.

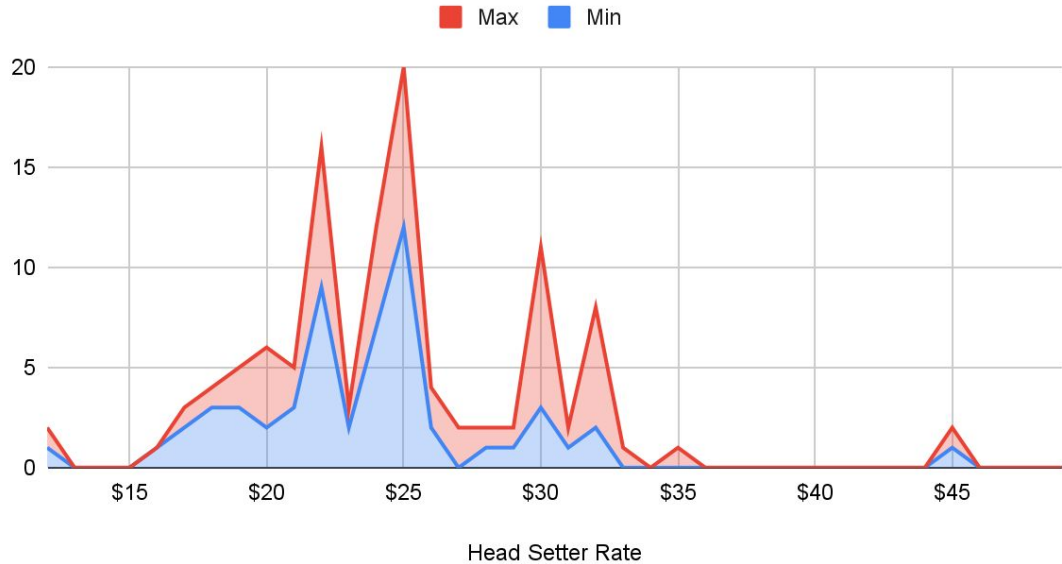
Pay Bands



PAY AND BENEFITS

- **HEAD SETTER PAY BANDS**
 - We will define this role more tightly in future surveys to more specifically reflect the responsibilities of individual head setters
 - This category displayed some of our more outlying data points.

Pay Bands



PAY AND COST OF LIVING: NON-MANAGEMENT STARTING RATES

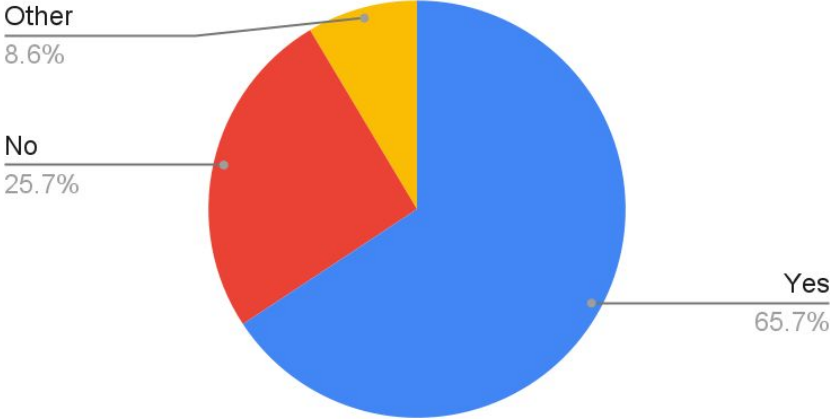
STARTING ROUTESETTER (NON-MANAGEMENT) PAY RATES					
STATE 1: Cost of Living Index: 91.5		STATE 2: Cost of Living Index: 110.7		STATE 3: Cost of Living Index: 151.7	
Mode:	\$18	Mode:	\$18	Mode:	\$15
CoL Adjusted:	\$13.08	CoL Adjusted:	\$19.9	CoL Adjusted Mean:	\$22.75

SENIOR ROUTESETTER (NON-MANAGEMENT) PAY RATES					
STATE 1: Cost of Living Index: 91.5		STATE 2: Cost of Living Index: 110.7		STATE 3: Cost of Living Index: 151.7	
Mode:	\$20/25	Mode:	\$25	Mode:	\$25
CoL Adjusted:	\$18.30/\$22.87	CoL Adjusted:	\$27.67	CoL Adjusted Mean:	\$37.9

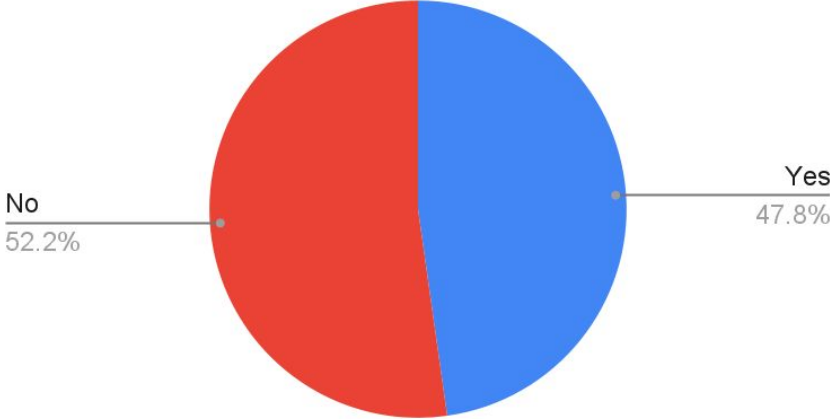
PAY AND BENEFITS

- **BENEFITS**

Healthcare



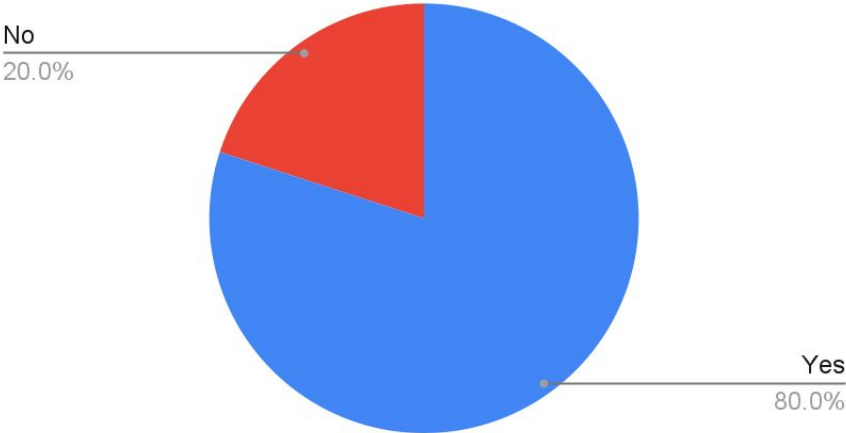
401k



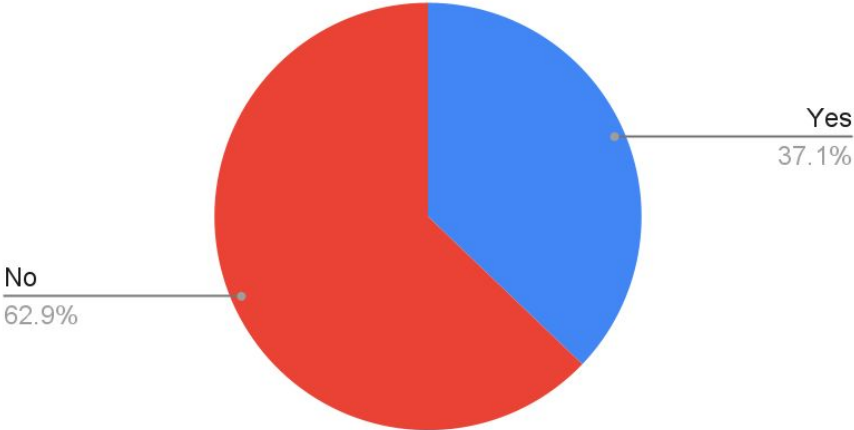
PAY AND BENEFITS

- **BENEFITS**

PTO



Wellness Program






ANALYSIS 08

ANALYSIS

- **COMPARABLE GYM ANALYSIS**
 - All in Tier 2 cities
 - Similar membership base
 - Similar Routesetting team size
 - Similar workloads



APPLES TO APPLES

	Pay Band (hourly expression)		Benefits			
	Routesetter	Head Routesetter	PTO	401K	Healthcare	Wellness Program
Gym 1	\$18-21	\$22-24	10-15 days	Yes	Yes	Yes
Gym 2	\$20-25	\$31.00	4 wks accrued	No	Yes	Yes
Gym 3	\$18-25	\$25-30	12 days	Yes	Yes	No
Gym 4	\$17-24	\$32.00	5-15 days	No	No	No

ANALYSIS

- MULTI-GYM COMPARISONS ACROSS STATES

State 1							
91.5	Pay Band (hourly expression)			Benefits			
	Routesetter	Head Routesetter	Director	PTO	401K	Healthcare	Wellness Program
Gym 1	\$15-20	\$25-28	\$33.00	10-15 days	3%	No	No
Gym 2	\$18-25	\$30.00	N/A	10-15 days	3%	Yes, FT Only	Yes
Gym 3	\$15-18	\$21-30	N/A	10 days	3%	Yes	Yes
State 2							
110.7	Pay Band (hourly expression)			Benefits			
	Routesetter	Head Routesetter	Director	PTO	401K	Healthcare	Wellness Program
Gym 1	\$20-25	\$32.00	\$53.00	4 wks accrued	No	Yes	Yes
Gym 2	\$16-26	\$25-31	\$35.00	12 days accrued	No	Yes	No
Gym 3	\$18-21	\$24-25	N/A	2 wks accrued	Yes	Yes	Yes
State 3							
151.7	Pay Band (hourly expression)			Benefits			
	Routesetter	Head Routesetter	Director	PTO	401K	Healthcare	Wellness Program
Gym 1	\$15-21	\$25-32	N/A	No	Yes	Yes	No
Gym 2	\$15-25	\$30.00	N/A	2 wks accrued	No	Stipend	Developing
Gym 3	\$20-27	28.00	N/A	2 wks accrued	No	No	Yes

SUMMARY

08

LOOKING FOR A CONSULT?

WANT TO CONTRIBUTE TO THE PROJECT?

Website: [VORTEXROUTESETTING.COM](https://vortexroutesetting.com)

Email: JUSTIN.W@VORTEXROUTESETTING.COM

FOXMAN.MCJ@VORTEXROUTESETTING.COM

CONTACT INFO

#TROUTSETTING



QUESTIONS?

09