



# 10 EMPLOYEE BENEFITS

## FOR INSTRUCTORS

At Dragons, we aim to support and sustain exceptional instructors who are inspired by what they do and are trained in best practices. Beyond tangible benefits like those listed below, instructors join a vibrant community that fosters positivity, creativity, and lifelong learning.

### 1. Competitive Pay

Dragons offers fair and competitive pay to instructors by offering a daily rate, plus pre-course compensation. We conduct regular reviews of our compensation to stay aligned with industry standards, prioritizing equity and experience with Dragons.



### 2. Emergency Health Coverage

Dragons provides instructors limited emergency coverage during the program. This is not health insurance, but does cover emergency evacuation, accidents, sickness, and mental health needs that are job-related.



### 3. Expenses

Dragons covers instructor expenses during the program and orientation, excluding personal care and indulgences. We also reimburse approved pre-trip expenses related to the program.



### 4. Flights & Travel

Dragons covers the cost of flights to and from the location of staff training and any travel that is necessary to instruct a Dragons program.



### 5. Medical Certification

Dragons offers Wilderness First Aid (WFA) training. Opportunities for certification are often offered at summer trainings or instructors can apply for a partial reimbursement for separate courses.



### 6. Professional Development Grants

Grants support continued individual learning that can be applied directly to Dragons work. Funds can support language study, workshops & seminars (e.g. experiential education, medical, leadership, or social justice training), and more.



### 7. Pro Deals

We partner with a number of outdoor companies to offer our instructors high-quality discounted gear, also known as "pro-deals".



### 8. In-Person Training

Instructors receive intensive training in curriculum, experiential education, group management, cross-cultural communication, risk management, and emergency response - with in-person sessions lasting 3-10 days.



### 9. Online Learning & Resources

Instructors have access to an online learning platform to develop skills at their own pace, along with extensive written resources to guide their educational work and emergency response.



### 10. Mentorship

Our community of Dragons instructors receives mentorship from administrative staff, including guidance on delivering quality student experiences and fostering a feedback rich culture.

