



# **Massachusetts Hockey Background Screen Options**

Presented to MH Board of Directors for Review

## **February, 2019**





## Current Situation

- MH currently requires all programs to conduct CORI screens for all coaches, managers and volunteers.
- Current process is both inefficient and inaccurate.
- Also, it is not in compliance with USAH and USOC requirements...USAH has not raised this issue in the past but the level of inspection is increasing quickly.
- USOC (and USAH as a result) is now requiring additional screening levels and increasing compliance requirements.







## **Demands and Requirements for NGBs (from USAH presentation)**

- Federal law
- US Olympic Committee imposes additional requirements for oversight of NGBs.
- US Center for SafeSport authority expands, and imposes additional requirements on NGBs.
- To maintain our position within sports, and to properly oversee our programs for the safety of our members, USA Hockey must enhance our programs at the national level, and must oversee and enforce compliance throughout our Affiliates and local programs.





## About NCSI

- The National Center for Safety Initiatives (NCSI), one of the nation's leading providers of background screening services, serves as the preferred background screening partner for USA Hockey. Recognized as an industry leader, NCSI currently works with the United States Olympic Committee (USOC) and more than 50 national governing bodies in providing background screenings. NCSI's clients oversee millions of amateur athletes in the United States.







## End Result- Time to improve our process

- While there are several companies that provide a “National” screen, many do not currently (and will not in the near future) meet the standards required by the USOC.
- NCSI will provide a screen that meets all current (and new) standards based on USOC mandates.
- NCSI is the logical choice for Massachusetts Hockey as we move forward with this process.



**NATIONAL CENTER**  
**FOR SAFETY INITIATIVES**





## The Numbers

- ***How many screens will be required?***

- Over 6,300 registered coaches in Massachusetts
- Approx. 1,200 referees to be screened
- Managers, board members and volunteers total over 1000.
- For purposes of this process 8,500 is a safe estimate.

- ***Cost?***

- \$22.50 per screen (Year 1); \$25 per screen (Year 2-4)
- iCori cost estimated at \$1.50/screen
- Meets new (not yet public) USOC screening standards







## Annual Screens (Projected)

- Figures are based on a 20% attrition rate annually and no additional costs.

	# of Screens	NCSI Cost	iCori Cost	Total Expense
Year 1 (19-20)	8500	\$22.50	\$1.50	\$204,000
Year 2 (20-21)	1700	\$25.00	\$1.50	\$45,050
Year 3 (21-22)	6800	\$25.00	\$1.50	\$180,200
Year 4 (22-23)	1700	\$25.00	\$1.50	\$45,050
TOTAL:				\$474,300





## Options to fund National Background Screens

- **Option 1**- Coach pays entire fee at time of registration.
  - Do we want that financial burden passed on to our coaches?
- **Option 2**- Start to charge coaches the \$8 Affiliate Fee as we do with the youth players already.
  - Does not even come close to breaking even
- **Option 3**- Increase current Affiliate Fee by \$2.50 for youth players and begin charging \$2.50 to all adult members. Also, officials will contribute \$2.50/screen.
- **Finance Committee approved and recommended to the Executive Board Option 3.**







## Option #3- Raise Affiliate Fee by \$2.50 and add \$2.50 to Adult membership fee

- There is no additional fee and the cost is passed on to the youth membership (\$2.50) and all adult members (\$2.50).

		Screens Needed	NCSI Cost (\$22.50 or \$25)	iCori Cost* (\$1.50)	Revenue Offset**	Annual Impact
Year 1	2019-20	8500	\$204,000	\$12,750	\$126,750	(\$77,250)
Year 2	2020-21	1700	\$45,050	\$2,550	\$126,750	\$81,700
Year 3	2021-22	6800	\$180,200	\$10,200	\$126,750	(\$53,450)
Year 4	2022-23	1700	\$45,050	\$2,550	\$126,750	\$81,700
						\$32,700

\* iCori cost budgeted at \$1.50/screen for 3<sup>rd</sup> party to administer for MH

\*\*Revenue Offset Formula: (Members x \$2.50) + (Adults x \$2.50) + \$6000~

~Officials have agreed to pay \$2.50 per screened official (est. 1,200)





## iCori Information

- It is still a state requirement that coaches/volunteers complete a CORI screen to be allowed to participate.
- CORI screening is IN ADDITION TO the NCSI national background screen that will be completed.
- By providing this service, we ensure that all rostered coaches and volunteers are properly credentialed and that each member program is compliant with CORI regulations.
- It is expected that the CORI legislation will be heavily scrutinized soon and we need to be up to speed on what changes occur.







## Other Information

- NCSI/SportEnginge has built the Registration Portal for MH at no cost.
  - SafeSport modules can also live in this portal (June/July?).
  - All information is tied to the USAH registration number.
- MH is still responsible for managing the CORI screen
  - Cost to MH is minimal and data is provided by NCSI.
  - Two “Green Lights” required for screening to be approved.
  - MH will still review CORI results and approve.
- Consider contracting the CORI submissions and reviews to ensure timely completion.





## Other Information

- What are other affiliates doing?
  - 25-30 affiliates currently using NCSI for their screening.
- What are other sports doing?
  - US Lacrosse offers screen for free (part of membership)
  - USA Gymnastics passes cost on to coaches (\$20)
  - USA Swimming passes cost on to coaches (\$38)

