

## Australia Council for the Arts

### Survey of skills and employment needs for the arts and cultural sector

You are invited to provide **input about the skills and employment needs of the arts and cultural sector**. This survey seeks information about your organisation's recent and upcoming experiences of staff turnover and recruitment.

#### Questions are divided into the following categories:

- Leadership roles (eg Artistic Director or other creative leadership roles, senior executives)
- Programming/curating roles
- Artists/creatives
- Production management roles
- Technical production roles
- Business/financial management roles
- Legal roles
- Administrative roles
- Sales/marketing/promotion roles
- Digital/website/eBusiness roles
- Other roles

*Note: in responding to these questions, please consider all types of staff, including employees (full-time, part time or casual) as well as contractors.*

The survey should take about 15 minutes to complete. You may respond anonymously.

Please respond by **11:59pm Sunday 23 October**.

By completing this survey, you will be providing valuable insights to help inform the priorities for our sector and the government's understanding of current and upcoming skills challenges.

#### Vacancies/staffing needs: **leadership**

1. Have you had vacancies or staffing needs over the past 12 months among your organisation's leadership (e.g. Artistic Director or other creative leadership roles, senior executives)? \*

##### *Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

## Vacancies/staffing needs: arts programming/curating

2. Have you had vacancies or staffing needs over the past 12 months in the area of arts programming/curating? \*
- Senior roles in arts programming/curating
  - Support roles in arts programming/curating
  - Entry level / trainee roles in arts programming/curating

### *Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

3. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

### *Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

4. How long did it take you to recruit for this/these role(s)? \*

### *Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

5. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

## Vacancies/staffing needs: artists or creatives

6. Have you had vacancies or staffing needs over the past 12 months for artists or creatives? (Excluding artists/creatives working in other roles). \*

### *Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

7. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

*Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

8. How long did it take you to recruit for this/these role(s)? \*

*Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

9. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

Vacancies/staffing needs: **production management**

10. Have you had vacancies or staffing needs over the past 12 months in the area of production management? \*

- Senior roles in production management
- Support roles in production management
- Entry level / trainee roles in production management

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

11. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

*Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

12. How long did it take you to recruit for this/these role(s)? \*

*Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

13. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

Vacancies/skills needed: **technical production**

14. Have you had vacancies or staffing needs over the past 12 months in the area of technical production? \*

- a. Senior roles in technical production
- b. Support roles in technical production
- c. Entry level / trainee roles in technical production

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

15. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

*Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

16. How long did it take you to recruit for this/these role(s)? \*

*Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

17. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

## Vacancies/skills needed: **business/financial management**

18. Have you had vacancies or staffing needs over the past 12 months in the area of business/financial management? \*

- a. Senior roles in business/financial management
- b. Support roles in business/financial management
- c. Entry level / trainee roles in business/financial management

### *Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

19. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

### *Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

20. How long did it take you to recruit for this/these role(s)? \*

### *Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

21. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

## Vacancies/skills needs: **legal roles**

22. Have you had vacancies or staffing needs over the past 12 months for legal roles? \*

- a. Senior legal roles
- b. Support legal roles
- c. Entry level / trainee legal roles

### *Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

23. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

*Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

24. How long did it take you to recruit for this/these role(s)? \*

*Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

25. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

Vacancies/skills needs: **administration**

26. Have you had vacancies or staffing needs over the past 12 months in the area of administration? \*

- a. Senior roles in administration
- b. Support roles in administration
- c. Entry level / trainee roles in administration

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

27. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

*Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

28. How long did it take you to recruit for this/these role(s)? \*

*Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

29. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

Vacancies/skills needs: [sales/marketing/promotion](#)

30. Have you had vacancies or staffing needs over the past 12 months in the area of sales/marketing/promotion? \*

- Senior roles in sales/marketing/promotion
- Support roles in sales/marketing/promotion
- Entry level / trainee roles in sales/marketing/promotion

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

31. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

*Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

32. How long did it take you to recruit for this/these role(s)? \*

*Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

33. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

## Vacancies/staffing needs: digital/website/eBusiness

34. Have you had vacancies or staffing needs over the past 12 months in the area of digital/website/eBusiness? \*

- a. Senior roles in creative digital/website/ebusiness
- b. Support roles in digital/website/ebusiness
- c. Entry level / trainee roles in digital/website/ebusiness

### *Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

35. Why did you have this/these vacancies/staffing needs? (Please tick all that apply) \*

### *Answer options*

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector
- Emerging or expanding staffing needs
- Other (please specify)

36. How long did it take you to recruit for this/these role(s)? \*

### *Answer options*

- We were generally able to fill this/these role(s) fairly easily/quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult/took a long time/we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

37. Can you provide any more information about the specific types of programming/curating roles you've needed to fill?

## Vacancies/skills needs: other roles

38. Have you had vacancies or staffing needs over the past 12 months in other areas? (Please specify: types of roles, levels and numbers)

39. Why did you have this/these vacancies/staffing needs? (Please tick all that apply)

- Seasonal staffing needs
- Needing to find staff again after cancellations/postponements related to the impacts of the COVID-19 pandemic
- Existing staff choosing to leave for another role
- Existing staff choosing to leave the sector

- Emerging or expanding staffing needs
- Other (please specify)

40. How long did it take you to recruit for this/these role(s)?

- We were generally able to fill this/these role(s) fairly easily / quickly
- It took a while but we were mostly able to fill this/these role(s)
- It was very difficult / took a long time / we've been unable to fill some or all of these roles
- Can't say – we've only just recently started looking

### Difficulties filling roles

41. Why do you think it has been so difficult to fill this/these role(s) (please tick all that apply): \*

- The jobs market is too competitive
- Our advertised salaries are too low for applicants
- Applicants aren't coming through the usual pathways
- Applicants do not have the skills required
- Applicants want more flexibility than we can provide
- Other (please specify)

### Comments about recruitment/staffing needs

42. Do you have any comments about your recent experiences of recruiting people for demographic targets or identified roles, or people with lived experience?

*For example, people from culturally diverse communities, First Nations people, women or gender-diverse people, young people or people with lived experience of disability.*

43. Do you have any other comments about the impacts on your organisation of recruitment/staffing needs over the past 12 months?

### Recruitment in the future

44. Do you anticipate needing to recruit for any of these roles over the next 12 months? \*

- Leadership (eg Artistic Director or other creative leadership roles, senior executives)
- Artists/creatives

*Answer options*

- |                     |                          |
|---------------------|--------------------------|
| • Yes, 1 role       | • Yes, more than 5 roles |
| • Yes, 2 to 5 roles | • No                     |

45. Do you anticipate needing to recruit for any **programming/curating** roles over the next 12 months? \*

- Senior roles in Programming/curating
- Support roles in Programming/curating
- Entry level / trainee roles in Programming/curating

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

46. Do you anticipate needing to recruit for any **production management** roles over the next 12 months? \*

- a. Senior roles in Production management
- b. Support roles in Production management
- c. Entry level / trainee roles in Production management

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

47. Do you anticipate needing to recruit for any **technical production** roles over the next 12 months? \*

- a. Senior roles in Technical production
- b. Support roles in Technical production
- c. Entry level / trainee roles in Technical production

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

48. Do you anticipate needing to recruit for any **business/financial management roles** over the next 12 months? \*

- a. Senior roles in Business/financial management
- b. Support roles in Business/financial management
- c. Entry level / trainee roles Business/financial management

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

49. Do you anticipate needing to recruit for any **legal roles** over the next 12 months? \*

- a. Senior roles in Legal
- b. Support roles in Legal
- c. Entry level / trainee roles in Legal

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

50. Do you anticipate needing to recruit for any **administration** roles over the next 12 months? \*

- a. Senior roles in Administration
- b. Support roles in Administration
- c. Entry level / trainee roles in Administration

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

51. Do you anticipate needing to recruit for any **sales/marketing/promotion** roles over the next 12 months? \*

- a. Senior roles in Sales/marketing/promotion
- b. Support roles in Sales/marketing/promotion
- c. Entry level / trainee roles in Sales/marketing/promotion

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

52. Do you anticipate needing to recruit for any **digital/website/eBusiness** roles over the next 12 months? \*

- a. Senior roles in Digital/website/eBusiness
- b. Support roles in Digital/website/eBusiness
- c. Entry level / trainee roles in Digital/website/eBusiness

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

53. Do you anticipate needing to recruit for any **Other** roles over the next 12 months?

*Answer options*

- Yes, 1 role
- Yes, 2 to 5 roles
- Yes, more than 5 roles
- No

### About your organisation

54. Please provide your organisation's name if you would like to:

55. What's your organisation's main art form? \*

- Community engaged practice
- Dance
- Literature
- Multi arts
- Music
- Theatre
- Visual Arts
- Experimental Arts
- First Nations

54. What was your organisation's average annual turnover before the COVID-19 pandemic? (Your best estimate is fine). \*

- Less than \$500,000
- \$500,000 to \$1,999,999
- \$2,000,000 to \$4,999,999
- \$5,000,000 to \$9,999,999
- \$10m or more

55. What was your organisation's usual full time equivalent (FTE) headcount before the COVID-19 pandemic? \*

- Less than 10
- 10 to 50
- 51 to 100
- More than 100

56. Which state or territory is your organisation based in? \*

- NSW
- VIC
- TAS
- QLD
- ACT
- WA
- SA
- NT