

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? *

- a. Senior roles in arts programming/curating
- b. Support roles in arts programming/curating
- c. 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? *

- Senior roles in technical production
- Support roles in technical production
- 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? *

- Senior roles in administration
- Support roles in administration
- 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