

# Skills and employment needs in the arts and entertainment industry

## About this Survey

*We need your help to map skills and employment needs across the arts and entertainment industry. Please tell us about your organisation's hiring experiences in this survey. Your response is important because it will help us to identify any issues and give LPA the evidence we need to advocate for support for our industry.*

*The survey has six sections:*

- *Technical roles*
- *Production roles*
- *Artists and creatives*
- *Front of house roles*
- *Venue and company management roles*
- *Business support roles*
- *Employer sponsored visas*

*We ask that 1 person (i.e. CEO, GM or HR/People and Culture manager) completes the survey. The survey will take approximately 15 - 30 minutes depending on the size of your organisation. **You may need to check your records to give us accurate responses.***

**The survey closes Monday 5 November.**

*NB: The occupations listed in this survey correlate to Australian and New Zealand Standard Classification of Occupations (ANZSCO) and may not be the exact terminology commonly used by industry.*

## **Why your input matters**

*Each year, the National Skills Commission (soon to be known as Jobs and Skills Australia) produces the Skills Priority List, which identifies occupations in shortage. This list influences government policy and decision-making.*

*The skills needs of the arts and entertainment industry have been poorly represented in this list due to inadequate data collection. As such, the Skills Priority List does not adequately reflect the situation for our industry.*

*LPA will use results from this survey to ensure the next Skills Priority List more accurately reports on the realities of the skills shortages impacting our industry. LPA will also use this data to advocate for greater support from Federal, state and territory governments.*

### **Privacy & Confidentiality**

*The survey does not ask you to identify your organisation and LPA will treat all responses confidentially.*

*Survey results will only be shared with third parties (i.e. government) in aggregate form, or where LPA quotes specific responses (e.g. comments gained via free text fields), LPA will remove any information that identifies your organisation.*

## **About you/your organisation**

### **1. Has your organisation employed any staff or contract workers in the past 12 months?**

- Yes (go to next question)
- No (skip to end)

### **2. In which main state/territory do you hire most of your workers? (select 1 response only)**

- New South Wales
- Victoria
- Queensland
- Western Australia
- South Australia
- Tasmania
- Australian Capital Territory
- Northern Territory
- Multiple States/Territories (go to next question)

### **3. You indicated you hire most workers in more than one state/territory, please select the main locations below (choose all that apply)**

#### *Answer Options*

- New South Wales
- Victoria
- Queensland
- Western Australia
- South Australia
- Tasmania
- Australian Capital Territory

- Northern Territory
- Nationwide

4. Is your workforce primarily located in a metropolitan or regional area? (select 1 response only)

*Answer Options*

- Metropolitan
- Regional
- Both

5. What best describes the main purpose of your business/organisation?

We want to know what the **primary focus** of your organisation is, in terms of the **services** or activities that you undertake. *Please select only one option.*

**Please note:** Within the following options, please only select **multi-purpose** if most of your organisation's work is across multiple services.

*Answer Options*

- Arts festival
- Cinema
- Commercial producer or promoter
- Commercial theatre or venue (including venue operator)
- Education provider
- Exhibition company
- Government-owned performing arts centre
- Independent producer
- Marketing company
- Multi-purpose (go to next question)
- Music festival
- Performing arts company
- Production house – lighting, audio, visual, special effects, crewing
- Stadium or arena
- Ticketing company
- Other – please specify

6. You indicated that your organisation is multi-purpose. Please let us know the main services that your organisation undertakes. Please select all that apply.

*Answer Options*

- Arts festival
- Cinema
- Commercial producer or promoter

- Commercial theatre or venue (including venue operator)
- Education provider
- Exhibition company
- Government-owned performing arts centre
- Independent producer
- Marketing company
- Music festival
- Performing arts company
- Production house – lighting, audio, visual, special effects, crewing
- Stadium or arena
- Ticketing company
- Other – please specify

**7. Have you experienced any difficulty at all recruiting workers in the past 12 months?**

- Yes (go to next question)
- No (skip to end)

### Technical roles

We want to hear your views on current availability of workers, future demand and recruitment experiences of the following jobs:

- a. Carpenter
- b. Crewing Coordinator
- c. Electrician
- d. Exhibition Employee (i.e. fabrication, installation, supervisor)
- e. Forklift driver
- f. Light Technician
- g. Sound Technician
- h. Stagehand
- i. Performing Arts Road Manager (i.e. Tour Manager)
- j. Rigger
- k. Truck driver
- l. Other (please specify)

**8. Has your organisation recruited for any of these types of roles the past 12 months?**

*Answer Options*

- Yes (go to next question)
- No (skip to next section)

**9. What is the current supply of workers in technical roles in your job market?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Oversupply (too many workers)
- Meeting Demand
- Undersupply (not enough workers)
- Unsure/Not Known
- N/A

**10. What roles did your organisation seek to fill in the last 12 months? (select all that apply)**

**11. For each type of role you recruited for, please estimate what percentage of these vacancies were filled in the last 12 months? Your best estimate will do.**

**12. For each type of role you recruited for, please estimate how many weeks it took you to fill the vacancies? Your best estimate will do.**

**13. How do you expect your organisation's demand for technical workers to change over the next 5 years?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Increase
- Stay the same
- Reduce
- Unsure/Not Known
- N/A

**14. Tell us more about your hiring plans with respect to technical workers over the next 5 years.**

**15. Do you have any further comments?**

## Production roles

We want to hear your views on current availability of workers, future demand and recruitment experiences of the following jobs:

a. Production Manager

- b. Production Assistant
- c. Stage Manager
- d. Costume maker / Wardrobe Assistant
- e. Theatrical Dresser
- f. Make-Up Artist
- g. Other (please specify)

**16. Has your organisation recruited for any of these types of roles the past 12 months?**

*Answer Options*

- Yes (go to next question)
- No (skip to next section)

**17. What is the current supply of workers in production in your job market?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Oversupply (too many workers)
- Meeting Demand
- Undersupply (not enough workers)
- Unsure/Not Known
- N/A

**18. What roles did your organisation seek to fill in the last 12 months? (select all that apply)**

**19. For each type of role you recruited for, please estimate what percentage of these vacancies were filled in the last 12 months? Your best estimate will do.**

**20. For each type of role you recruited for, please estimate how many weeks it took you to fill the vacancies? Your best estimate will do.**

**21. How do you expect your organisation's demand for production to change over the next 5 years?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Increase
- Stay the same
- Reduce
- Unsure/Not Known
- N/A

**22. Tell us more about your hiring plans with respect to production workers over the next 5 years.**

**23. Do you have any further comments?**

### Artists and Creatives

We want to hear your views on current availability of workers, future demand and recruitment experiences of the following jobs:

- a. Actor
- b. Costume / Fashion designer
- c. Dancer / Choreographer
- d. Musician
- e. Singer
- f. Entertainer / Comedian / Illusionist / Circus performer / Performer
- g. Producer (including Executive Producer, Associate Producer)
- h. Artistic Director
- i. Director
- j. Art Director / Production Designer
- k. Casting Director
- l. Music Director / Orchestra Conductor / Choral Director
- m. Other (please specify)

**24. Has your organisation recruited for any of these types of roles the past 12 months?**

*Answer Options*

- Yes (go to next question)
- No (skip to next section)

**25. What is the current supply of workers in artists and creatives roles in your job market?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Oversupply (too many workers)
- Meeting Demand
- Undersupply (not enough workers)
- Unsure/Not Known
- N/A

**26. What roles did your organisation seek to fill in the last 12 months? (select all that apply)**

27. For each type of role you recruited for, please estimate what percentage of these vacancies were filled in the last 12 months? Your best estimate will do.

28. For each type of role you recruited for, please estimate how many weeks it took you to fill the vacancies? Your best estimate will do.

29. How do you expect your organisation's demand for artists and creatives roles to change over the next 5 years?

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Increase
- Stay the same
- Reduce
- Unsure/Not Known
- N/A

30. Tell us more about your hiring plans with respect to artists and creatives workers over the next 5 years.

31. Do you have any further comments?

### Front of House roles

We want to hear your views on current availability of workers, future demand and recruitment experiences of the following jobs:

- a. Ticket seller (i.e. Box Office)
- a. Usher
- b. Food and Beverage
- c. Security
- d. Other (please specify)

32. Has your organisation recruited for any of these types of roles the past 12 months?

*Answer Options*

- Yes (go to next question)
- No (skip to next section)

33. What is the current supply of workers in front of house roles in your job market?

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Oversupply (too many workers)
- Meeting Demand
- Undersupply (not enough workers)



- Unsure/Not Known
- N/A

**34. What roles did your organisation seek to fill in the last 12 months? (select all that apply)**

**35. For each type of role you recruited for, please estimate what percentage of these vacancies were filled in the last 12 months? Your best estimate will do.**

**36. For each type of role you recruited for, please estimate how many weeks it took you to fill the vacancies? Your best estimate will do.**

**37. How do you expect your organisation's demand for front of house workers to change over the next 5 years?**

*This question is set up as a matrix. For each occupation, the following options appear.  
Answer Options*

- Increase
- Stay the same
- Reduce
- Unsure/Not Known
- N/A

**38. Tell us more about your hiring plans with respect to front of house workers over the next 5 years.**

**39. Do you have any further comments?**

### Venue and Company Management roles

We want to hear your views on current availability of workers, future demand and recruitment experiences of the following jobs:

- Chief Executive Officers and General Managers
- Arts Administrator/Manager
- Event Manager
- Cinema, Theatre or Venue Manager
- Other (please specify)

**40. Has your organisation recruited for any of these types of roles the past 12 months?**

*Answer Options*

- Yes (go to next question)

- No (skip to next section)

**41. What is the current supply of workers in venue and company management roles in your job market?**

*This question is set up as a matrix. For each occupation, the following options appear.*  
*Answer Options*

- Oversupply (too many workers)
- Meeting Demand
- Undersupply (not enough workers)
- Unsure/Not Known
- N/A

**42. What roles did your organisation seek to fill in the last 12 months? (select all that apply)**

**43. For each type of role you recruited for, please estimate what percentage of these vacancies were filled in the last 12 months? Your best estimate will do.**

**44. For each type of role you recruited for, please estimate how many weeks it took you to fill the vacancies? Your best estimate will do.**

**45. How do you expect your organisation's demand for venue and company management roles to change over the next 5 years?**

*This question is set up as a matrix. For each occupation, the following options appear.*  
*Answer Options*

- Increase
- Stay the same
- Reduce
- Unsure/Not Known
- N/A

**46. Tell us more about your hiring plans with respect to venue and company management roles over the next 5 years.**

**47. Do you have any further comments?**

### Business Support roles

We want to hear your views on current availability of workers, future demand and recruitment experiences of the following jobs:

- a. Marketing & communications

- b. Finance & accounting
- c. People & culture
- d. Legal
- e. Philanthropy
- f. Education & outreach
- g. IT
- h. Other (please specify)

**48. Has your organisation recruited for any of these types of roles the past 12 months?**

*Answer Options*

- Yes (go to next question)
- No (skip to next section)

**49. What is the current supply of workers in business support roles in your job market?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Oversupply (too many workers)
- Meeting Demand
- Undersupply (not enough workers)
- Unsure/Not Known
- N/A

**50. What roles did your organisation seek to fill in the last 12 months? (select all that apply)**

**51. For each type of role you recruited for, please estimate what percentage of these vacancies were filled in the last 12 months? Your best estimate will do.**

**52. For each type of role you recruited for, please estimate how many weeks it took you to fill the vacancies? Your best estimate will do.**

**53. How do you expect your organisation's demand for business support roles to change over the next 5 years?**

*This question is set up as a matrix. For each occupation, the following options appear.*

*Answer Options*

- Increase
- Stay the same
- Reduce
- Unsure/Not Known
- N/A

**54. Tell us more about your hiring plans with respect to venue and company management roles over the next 5 years.**

**55. Do you have any further comments?**

### Employer-sponsored visas

**56. Have you employed workers from overseas in the last 12 months?**

*Answer options*

- Yes (go to next question)
- No (skip to next section)
- Don't know (skip to next section)

**57. What roles did you fill using overseas workers in the last 12 months? For each role, please provide information about the number of overseas workers, visa type and employment status.**

*This question is set up as a matrix. For each occupation, the following fields appear.*

**a. Visa category**

*Answer Options*

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage (subclass 482)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)
- Other visa (please specify)
- Don't know / unsure

**b. Employment status**

*Answer Options*

- Full time
- Part time
- Don't know / unsure

**58. Average length of employment (free text)**

**59. Base salary (free text)**

**60. Salary % change from preceding 12-months (free text)**

**61. Please provide a brief explanation of why you hired workers from overseas.**

**You're almost at the end. These are the final questions.**

**62. What types of roles were difficult to recruit and what do you think the reasons were for this?**

**63. Where were these shortages occurring (give specific region/town/city)?**

**64. What was the impact of these recruitment difficulties upon your organisation ? (e.g. shows delayed, lower production standards)**

**65. In your opinion, what needs to change to make it easier for you to recruit these sorts of roles? (e.g. more trainees, higher pay, more job security)**

**Thank you for completing this survey!**