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# Skills and Employment Needs in the Arts and Entertainment Industry

## About this survey

Please tell us about your organisation's hiring experiences in the past 12 months. The survey asks questions about a range of occupations, grouped as follows:

- Production and Technical
- Performers and Creatives
- Front of House
- Management
- Business Support

We ask that 1 person per organisation (i.e. CEO, GM or HR/People and Culture manager) completes the survey. The **survey will take approximately 30 minutes** depending on the size of your organisation.

**The survey closes Monday 5 February 2024.**

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, Jobs and Skills Australia produces the Skills Priority List, which identifies occupations in shortage. This list influences government policy and decision-making.

Historically, the Skills Priority List has not adequately reflected the situation for our industry, due to a lack of data. Pleasingly, there were changes to the 2023 Skills Priority List, which recognised light and sound technicians as being in national shortage. This outcome would not have been achieved without your feedback through this survey.

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 the 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 your organisation

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

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

### 2. In which state/territory are **most** of your workers employed? (*select one response only*)

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

### 3. [If responded 'Multiple' above] You indicated you employ most workers in more than one state/territory. Please select the main locations below (*choose all that apply*)

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

### 4. 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 1 option.

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

- Arts festival
- Cinema
- Education provider
- Exhibition company
- Multi-purpose
- Music festival
- Performing arts centre
- Performing arts company
- Producer or promoter (commercial)
- Producer or promoter (independent)
- Stadium or arena
- Technical services – e.g. lighting, audio, visual, special effects, crewing
- Ticketing company
- Venue (including venue operator) - e.g. theatre, music hall
- Other (please specify)

### 5. [If responded 'Multi-purpose' above] You indicated that your organisation is multi-purpose. Please let us know the main services that your organisation undertakes. (*Please select all that apply*)

- Arts festival
- Cinema
- Education provider
- Exhibition company
- Music festival
- Performing arts centre
- Performing arts company
- Producer or promoter (commercial)
- Producer or promoter (independent)
- Stadium or arena
- Technical services – lighting, audio, visual, special effects, crewing
- Ticketing company
- Venue (inc venue operator) - e.g. theatre, music hall
- Other (please specify)

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## Production and Technical

We want to hear about your recruitment experiences for the following jobs:

- a. Carpenter
- b. Costume maker / Wardrobe assistant/ Wardrobe coordinator
- c. Electrician
- d. Entertainment rigger
- e. Exhibition technician (i.e. fabrication, installation)
- f. Forklift driver
- g. Head of department
- h. Lighting technician
- i. Make-up artist
- j. Musical instrument maker/repairer (e.g. piano tuner)
- k. Performing arts road manager (i.e. tour manager)
- l. Producer (inc Executive Producer, Associate Producer)
- m. Production assistant/coordinator
- n. Production manager
- o. Sound technician
- p. Stage manager / Assistant stage manager
- q. Stagehand / crew
- r. Staging technician (e.g. mechanist)
- s. Theatrical dresser
- t. Truck driver

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

- Yes (*go to next question*)
- No (*skip to next section – Performer and Creatives*)

### 7. What best describes the supply of production and technical workers in the past 12 months?

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

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

### 8. For the roles you were seeking to fill in the past 12 months, what proportion was filled?

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

- A low proportion was filled (e.g. less than half)
- A moderate proportion was filled
- A high proportion was filled (e.g. 2 of 3 vacancies were filled)
- N/A - did not recruit for this role

### 9. What were the main reasons vacancies were not filled? (*Select all reasons that apply*)

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

- Not enough applicants

- Applicants lacked experience
- Applicants lacked communication skills
- Applicants lacked qualifications
- Applicants lacked technical skills
- N/A - did not recruit for this role

**10. Where were you seeking to employ workers in the past 12 months?**

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

- Metro areas only
- Regional areas only
- Both metro and regional
- N/A - did not recruit for this role

**11. How many years of experience is required for the role you were recruiting?**

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

- |             |               |                     |
|-------------|---------------|---------------------|
| • None      | • 3-4 years   | • 16-20 years       |
| • 0-1 year  | • 4-5 years   | • 20 + years        |
| • 1-2 years | • 6-10 years  | • Don't know/unsure |
| • 2-3 years | • 11-15 years | • N/A               |

**12. In the past 12 months, did you use an employer-sponsored visa to fill production or technical roles?**

Employer-sponsored visas include:

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)

If a worker held a visa not listed above, please select 'no'.

- Yes (*go to next question*)
- No (*skip to Q15*)

**13. What employer-sponsored visa was used to employ overseas production or technical workers?**

*(Select all that apply)*

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

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)
- Not sure

- N/A – did not employ overseas worker

#### 14. What best describes the use of employer-sponsored visas in the past 12 months?

Low use = employer sponsored visas were used to fill less than 3% of vacancies

Moderate use = employer sponsored visas were used to fill between 3% and 10% of vacancies

High use = employer sponsored visas were used to fill more than 10% of vacancies

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

- Low use
- Moderate use
- High use
- N/A - did not recruit overseas worker

#### 15. Do you have any further comments about your experiences recruiting production and technical workers?

## Performers and Creatives

We want to hear about your recruitment experiences for the following jobs:

### **Performers**

- Actor
- Dancer
- Musician
- Singer
- Other performer - e.g. comedian, illusionist, circus performer

### **Creatives**

- Art Director / Production Designer
- Artistic Director
- Audio Director / Sound Designer
- Casting Director
- Choreographer
- Costume / Fashion designer
- Director
- Lighting Designer
- Music Director / Orchestra Conductor / Choral Director
- Set / Scenic Designer
- Technical Director

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

- Yes (*go to next question*)
- No (*skip to next section – Front of House*)

#### 17. What best describes the supply of performers and creatives in the past 12 months?

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

- Undersupply (not enough workers available)

- Meeting Demand (enough workers available)
- Oversupply (too many workers available)
- Unsure/Not Known

**18. For the roles you were seeking to fill in the past 12 months, what proportion was filled?**

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

- A low proportion was filled (e.g. less than half)
- A moderate proportion was filled
- A high proportion was filled (e.g. 2 of 3 vacancies were filled)
- N/A - did not recruit for this role

**19. What were the main reasons vacancies were not filled? (Select all reasons that apply)**

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

- Not enough applicants
- Applicants lacked experience
- Applicants lacked communication skills
- Applicants lacked qualifications
- Applicants lacked technical skills
- N/A - did not recruit for this role

**20. Where were you seeking to employ workers in the past 12 months?**

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

- Metro areas only
- Regional areas only
- Both metro and regional
- N/A - did not recruit for this role

**21. How many years of experience is required for the role you were recruiting?**

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

- None
- 0-1 year
- 1-2 years
- 2-3 years
- 3-4 years
- 4-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 20+ years
- Don't know/unsure
- N/A

**22. In the past 12 months, did you use an employer-sponsored visa to fill performer and creative roles?**

Employer-sponsored visas include:

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)

If a worker held a visa not listed above, please select 'no'.

- Yes (*go to next question*)
- No (*skip to Q25*)

**23. What employer-sponsored visa was used to employ overseas performers and creatives? (Select all that apply)**

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

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)
- Not sure
- N/A – did not employ overseas worker

**24. What best describes the use of employer-sponsored visas in the past 12 months?**

Low use = employer sponsored visas were used to fill less than 3% of vacancies

Moderate use = employer sponsored visas were used to fill between 3% and 10% of vacancies

High use = employer sponsored visas were used to fill more than 10% of vacancies

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

- Low use
- Moderate use
- High use
- N/A - did not recruit overseas worker

**25. Do you have any further comments about your experiences recruiting performers and creatives?**

## Front of House

We want to hear about your recruitment experiences for the following jobs:

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

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

- Yes (*go to next question*)
- No (*skip to next section – Management*)

**27. What best describes the supply of front of house workers in the past 12 months?**

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

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

**28. For the roles you were seeking to fill in the past 12 months, what proportion was filled?**

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

- A low proportion was filled (e.g. less than half)
- A moderate proportion was filled
- A high proportion was filled (e.g. 2 of 3 vacancies were filled)
- N/A - did not recruit for this role

**29. What were the main reasons vacancies were not filled? (Select all reasons that apply)**

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

- Not enough applicants
- Applicants lacked experience
- Applicants lacked communication skills
- Applicants lacked qualifications
- Applicants lacked technical skills
- N/A - did not recruit for this role

**30. Where were you seeking to employ workers in the past 12 months?**

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

- Metro areas only
- Regional areas only
- Both metro and regional
- N/A - did not recruit for this role

**31. How many years of experience is required for the role you were recruiting?**

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

- |             |               |                     |
|-------------|---------------|---------------------|
| • None      | • 3-4 years   | • 16-20 years       |
| • 0-1 year  | • 4-5 years   | • 20+ years         |
| • 1-2 years | • 6-10 years  | • Don't know/unsure |
| • 2-3 years | • 11-15 years | • N/A               |

**32. In the past 12 months, did you use an employer-sponsored visa to fill front of house roles?**

Employer-sponsored visas include:

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)



vii. Regional Sponsored Migration Scheme visa (subclass 187)

If a worker held a visa not listed above, please select 'no'.

- Yes (*go to next question*)
- No (*skip to Q35*)

**33. What employer-sponsored visa was used to employ overseas front of house workers? (Select all that apply)**

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

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)
- Not sure
- N/A – did not employ overseas worker

**34. What best describes the use of employer-sponsored visas in the past 12 months?**

Low use = employer sponsored visas were used to fill less than 3% of vacancies

Moderate use = employer sponsored visas were used to fill between 3% and 10% of vacancies

High use = employer sponsored visas were used to fill more than 10% of vacancies

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

- Low use
- Moderate use
- High use
- N/A - did not recruit overseas worker

**35. Do you have any further comments about your experiences recruiting front of house roles?**

## Management

We want to hear about your recruitment experiences for the following jobs:

- Chief Executive Officers and General Managers
- Arts Administrator/Manager
- Event Manager
- Cinema, Theatre or Venue Manager

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

- Yes (*go to next question*)
- No (*skip to next section – Business Support*)

**37. What best describes the supply of management workers in the past 12 months?**

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

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

**38. For the roles you were seeking to fill in the past 12 months, what proportion was filled?**

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

- A low proportion was filled (e.g. less than half)
- A moderate proportion was filled
- A high proportion was filled (e.g. 2 of 3 vacancies were filled)
- N/A - did not recruit for this role

**39. What were the main reasons vacancies were not filled? (Select all reasons that apply)**

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

- Not enough applicants
- Applicants lacked experience
- Applicants lacked communication skills
- Applicants lacked qualifications
- Applicants lacked technical skills
- N/A - did not recruit for this role

**40. Where were you seeking to employ workers in the past 12 months?**

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

- Metro areas only
- Regional areas only
- Both metro and regional
- N/A - did not recruit for this role

**41. How many years of experience is required for the role you were recruiting?**

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

- |             |               |                     |
|-------------|---------------|---------------------|
| • None      | • 3-4 years   | • 16-20 years       |
| • 0-1 year  | • 4-5 years   | • 20 + years        |
| • 1-2 years | • 6-10 years  | • Don't know/unsure |
| • 2-3 years | • 11-15 years | • N/A               |

**42. In the past 12 months, did you use an employer-sponsored visa to fill management roles?**

Employer-sponsored visas include:

- i. Temporary Activity visa (subclass 408)
- ii. Temporary Skills Shortage visa (subclass 482)
- iii. Skilled Regional (Provisional) visa (subclass 489)

- iv. Skilled Work Regional (Provisional) visa (subclass 491)
- v. Skilled Employer Sponsored Regional (provisional) (subclass 494)
- vi. Employer Nomination Scheme visa (subclass 186)
- vii. Regional Sponsored Migration Scheme visa (subclass 187)

If a worker held a visa not listed above, please select 'no'.

- Yes (*go to next question*)
- No (*skip to Q45*)

**43. What employer-sponsored visa was used to employ overseas management workers? (Select all that apply)**

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

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)
- Not sure
- N/A – did not employ overseas worker

**44. What best describes the use of employer-sponsored visas in the past 12 months?**

Low use = employer sponsored visas were used to fill less than 3% of vacancies

Moderate use = employer sponsored visas were used to fill between 3% and 10% of vacancies

High use = employer sponsored visas were used to fill more than 10% of vacancies

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

- Low use
- Moderate use
- High use
- N/A - did not recruit overseas worker

**45. Do you have any further comments about your experiences recruiting management roles?**

## Business Support

We want to hear about your recruitment experiences for the following jobs:

- a. Marketing & communications
- b. Finance & accounting
- c. People & culture
- d. Legal
- e. Philanthropy
- f. Education & outreach
- g. IT

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

- Yes (*go to next section*)
- No (*go to end*)

**47. What best describes the supply of business support workers in the past 12 months?**

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

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

**48. For the roles you were seeking to fill in the past 12 months, what proportion was filled?**

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

- A low proportion was filled (e.g. less than half)
- A moderate proportion was filled
- A high proportion was filled (e.g. 2 of 3 vacancies were filled)
- N/A - did not recruit for this role

**49. What were the main reasons vacancies were not filled? (Select all reasons that apply)**

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

- Not enough applicants
- Applicants lacked experience
- Applicants lacked communication skills
- Applicants lacked qualifications
- Applicants lacked technical skills
- N/A - did not recruit for this role

**50. Where were you seeking to employ workers in the past 12 months?**

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

- Metro areas only
- Regional areas only
- Both metro and regional
- N/A - did not recruit for this role

**51. How many years of experience is required for the role you were recruiting?**

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

- |             |               |                     |
|-------------|---------------|---------------------|
| • None      | • 3-4 years   | • 16-20 years       |
| • 0-1 year  | • 4-5 years   | • 20 + years        |
| • 1-2 years | • 6-10 years  | • Don't know/unsure |
| • 2-3 years | • 11-15 years | • N/A               |

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**52. In the past 12 months, did you use an employer-sponsored visa to fill business support roles?**

Employer-sponsored visas include:

- i. Temporary Activity visa (subclass 408)
- ii. Temporary Skills Shortage visa (subclass 482)
- iii. Skilled Regional (Provisional) visa (subclass 489)
- iv. Skilled Work Regional (Provisional) visa (subclass 491)
- v. Skilled Employer Sponsored Regional (provisional) (subclass 494)
- vi. Employer Nomination Scheme visa (subclass 186)
- vii. Regional Sponsored Migration Scheme visa (subclass 187)

If a worker held a visa not listed above, please select 'no'.

- Yes (*go to next question*)
- No (*go to Q55*)

**53. What employer-sponsored visa was used to employ overseas business support workers? (Select all that apply)**

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

- Temporary Activity visa (subclass 408)
- Temporary Skills Shortage visa (subclass 482)
- Skilled Regional (Provisional) visa (subclass 489)
- Skilled Work Regional (Provisional) visa (subclass 491)
- Skilled Employer Sponsored Regional (provisional) (subclass 494)
- Employer Nomination Scheme visa (subclass 186)
- Regional Sponsored Migration Scheme visa (subclass 187)
- Not sure
- N/A – did not employ overseas worker

**54. What best describes the use of employer-sponsored visas in the past 12 months?**

Low use = employer sponsored visas were used to fill less than 3% of vacancies

Moderate use = employer sponsored visas were used to fill between 3% and 10% of vacancies

High use = employer sponsored visas were used to fill more than 10% of vacancies

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

- Low use
- Moderate use
- High use
- N/A - did not recruit overseas worker

**55. Do you have any further comments about your experiences recruiting business support roles?**

**You've made it to the end. Thank you for your time!**