

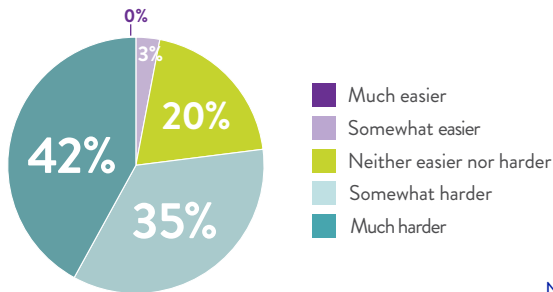
DECEMBER 6, 2022

The Advisory Board for the Arts regularly surveys leaders at arts organizations — including operas, ballets, symphonies, festivals, theaters, venues, schools, advocacy organizations, and museums — about issues relevant to the arts world. This online survey was fielded **November 24–December 2, 2022**. This is the sixty-third survey of the series and was designed to help arts leaders benchmark themselves on their overall impressions of the hiring landscape, staff composition, shifts in talent qualifications and requirements, and any new processes implemented to improve work environment and pay.

HIRING LANDSCAPE

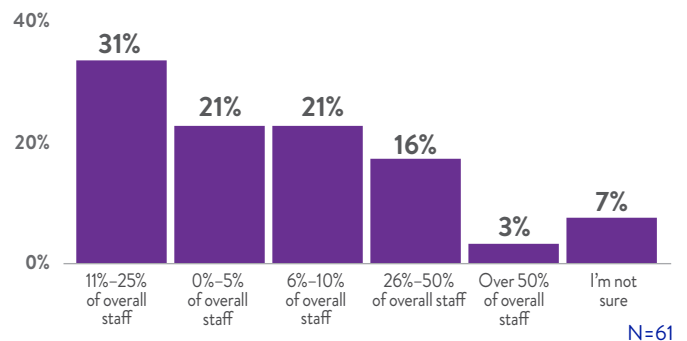
Leaders Agree that Hiring for Arts and Culture is Harder Today

Arts and Culture Hiring Landscape Current Year v. Pre-COVID



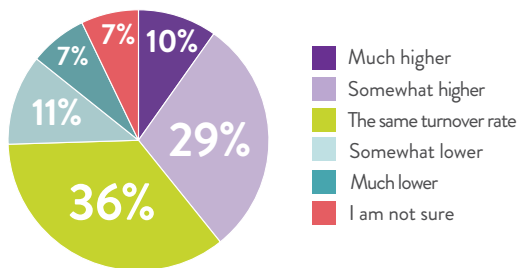
Range of Turnover Rates This Year

Turnover Rate for this Current Calendar Year



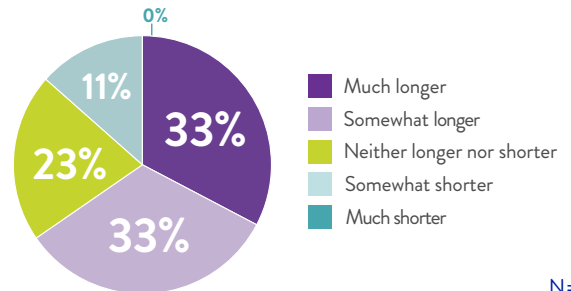
Turnover Rate Remains Consistent for One-Third of Orgs

Turnover Rate Current Year v. Pre-COVID



Majority Are Taking Longer to Fill Vacant Positions

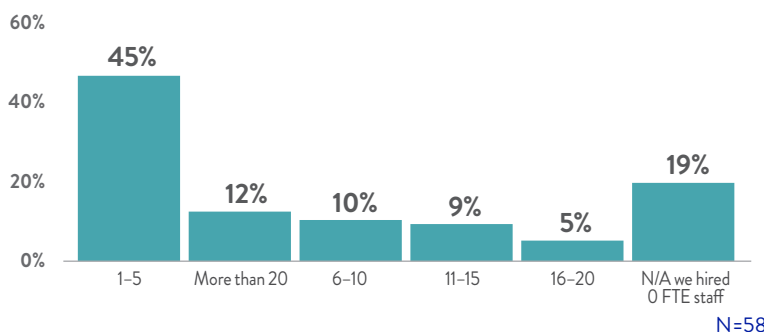
Time Taken to Fill Vacant Positions Current Year v. Pre-COVID



STAFF COMPOSITION

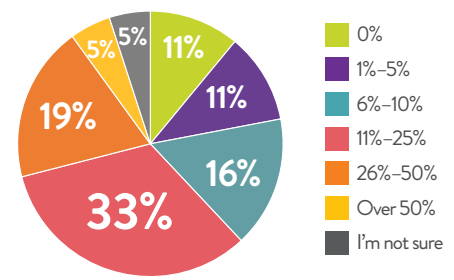
12% Have Hired Over 20 FTE Staff This Year

Number of Full Time Equivalent Staff Added this Current Year



Plurality of Orgs are Composed of 11%–25% New Staff

Percentage of Staff that is New Since Start of 2022



Arts Organization Leader Benchmarking

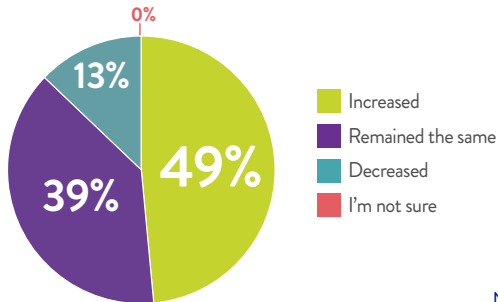
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STAFF COMPOSITION

Half Have Increased Overall Staff Since Last Year

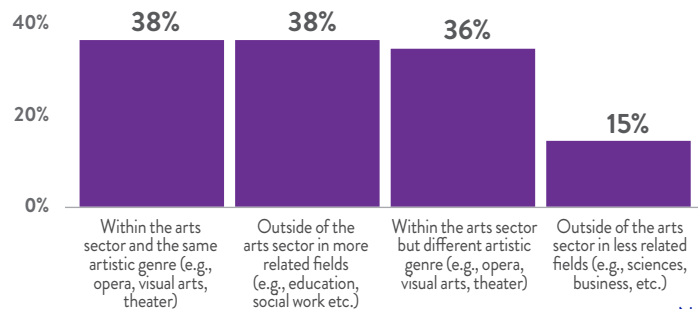
Staff Size Current Year v. Last Year



N=57

At Least 40% Hire From Outside the Arts Sector

Sectors/Industries that New Non-Artistic Hires are Coming From

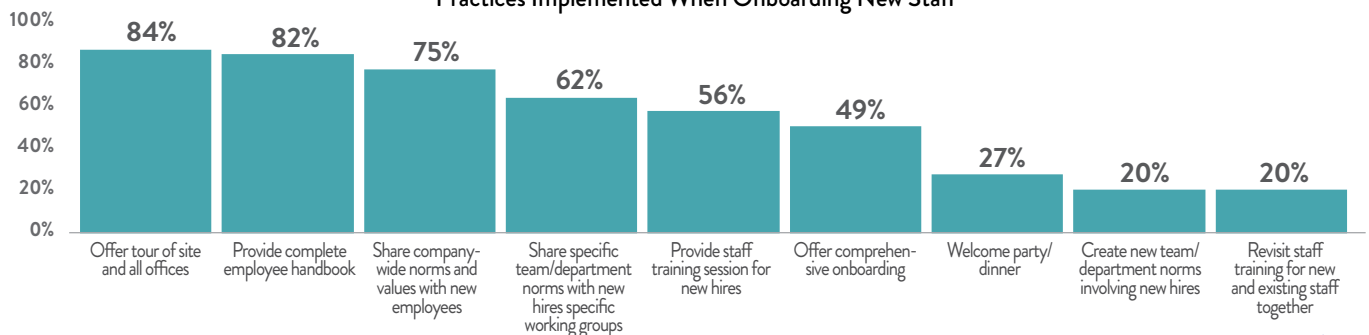


N=53

TALENT & CULTURE

Only One-Fifth Revisit Staff Training for New and Existing Staff

Practices Implemented When Onboarding New Staff



N=55

Communication and Disability Training Remain at Bottom of Offered Trainings

Staff Trainings Implemented to Boost Workplace Cohesion and Culture, in Past Year



N=45

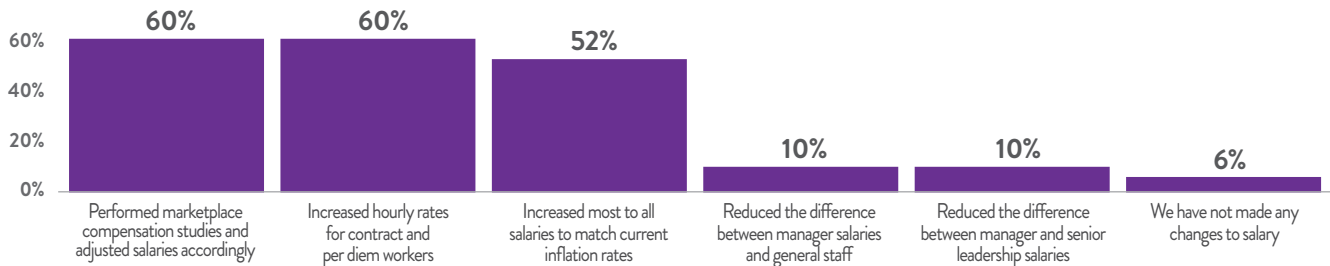
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TALENT & CULTURE

Majority of Arts Orgs Have Increased Salaries and Performed Marketplace Studies

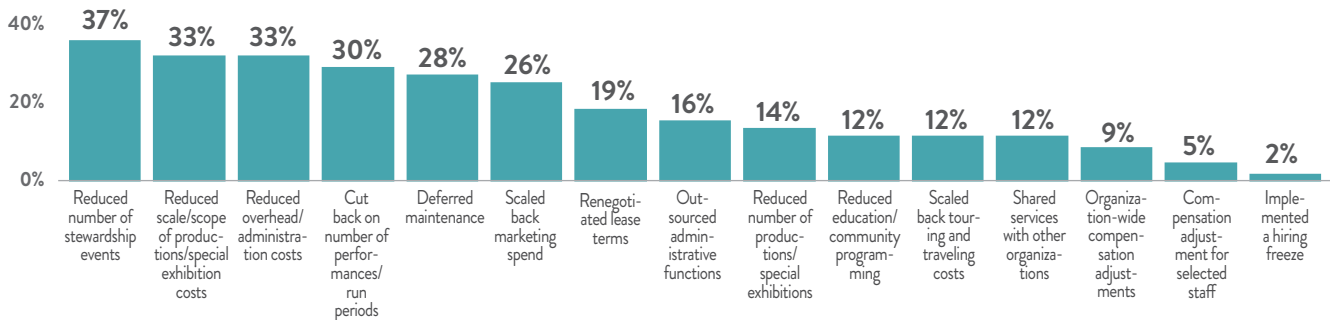
Changes to Compensation Policies, in Past Year



N=48

Expense Reduction Led by Decreasing Stewardship Events and Production Scale

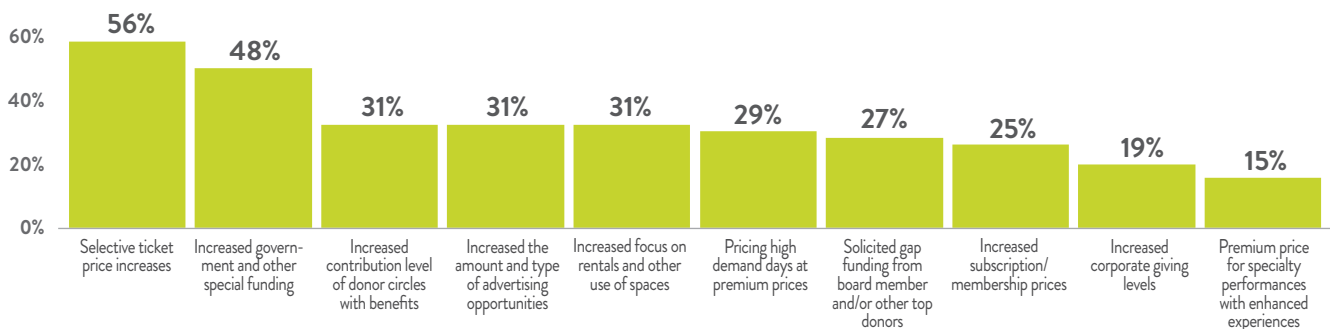
Strategies Implemented to Reduce Expenses, in Past Year



N=43

Revenue Increase Led by Increases in Ticket Prices and Government/Special Funding

Strategies Implemented to Increase Revenues, in Past Year



N=48