

RETURN TO THE STAGE

October 12, 2021
Courtesy of



Why **Study** how the Performing Arts workforce is responding to this time, agnostic to affiliation, age, geography, or discipline

Better understand the field's most critical asset: the people

Who responded 5,000+ individuals
All 50 states represented
Dozens of occupations
College students to CEOs

Goals Identify those at greatest risk of being left behind during the recovery
Analyze priorities and strategies for a return of the Performing Arts

What we know

The Performing Arts workforce is hopeful but fragile. Disruptions in economic, social, and professional lives may be causing fractures to deepen. Communication and well-being remain critical issues.

Today's questions

How is the Performing Arts workforce doing?

What priorities do workers express going forward?

What's the outlook for the field?

Geography

Wave 1: All 50 states
Wave 2: All 50 states
Wave 3: 49 states (Wyoming)

Race

Wave 1: 11% identified as Black, Indigenous, or People of Color (BIPOC)
Wave 2: 11% BIPOC
Wave 3: 12% BIPOC

Education

Wave 1: 55% Bachelor's, 29% Advanced
Wave 2: 55% Bachelor's, 22% Advanced
Wave 3: 55% Bachelor's, 28% Advanced
Advanced = PhD, Master's, prof. degree

Gender

Wave 1:	61% female	34% male	3% non-binary	2% non-reporting
Wave 2:	53% female	42% male	3% non-binary	2% non-reporting
Wave 3:	60% female	34% male	3% non-binary	2% non-reporting

Age

Wave 1:	33% Age 18-30	45% Age 31-50	21% Over 50
Wave 2:	26% Age 18-30	49% Age 31-50	25% Over 50
Wave 3:	26% Age 18-30	49% Age 31-50	25% Over 50

Work Experience

All 3 Waves:
Over 50% have worked in the
Performing Arts for over 11 years

Unions

All 3 Waves:
39-43% member of a
performing arts union

Definition of Occupation Categories in *Return to the Stage*

Administration: Agent, Artist Manager, Box Office, Development, Executive Leadership, Facility Management/Maintenance, Financial Management, Fundraising, General Management, House Manager, Marketing, Patron Services, Press, Publicity.

Creative Team: Artistic Director, Board Member, Coach, Composer, Choreographer, Designer, Director, Dramaturg, Educator, Literary Manager, Musical Director, Producer, Promoter, Writer.

Performer: Actor/Actress, Acrobat, Dancer, Musician, Singer.

Other: Performing Arts Medical Provider, Transportation, Videographer.

Technical/Project Managers: Child Guardian, Costume Shop/Wardrobe Manager, Event Manager, Equipment Rentals Manager, Production Manager, Properties Director, Stage Manager, Technical Director, Technical Safety/Engineering Consultant, Tour Manager, Warehouse Manager.

Technicians/Engineers/Fabricators: Animator, Carpenter, Cutter, Draper, Electrician, Equipment/Instrument Repair Technician, Mixer, Programmer, Properties Crew, Rigger, Scenic Artist, Stitcher, Wardrobe Crew.

66%

Have experienced *at least one* major disruption since April 1, 2020.

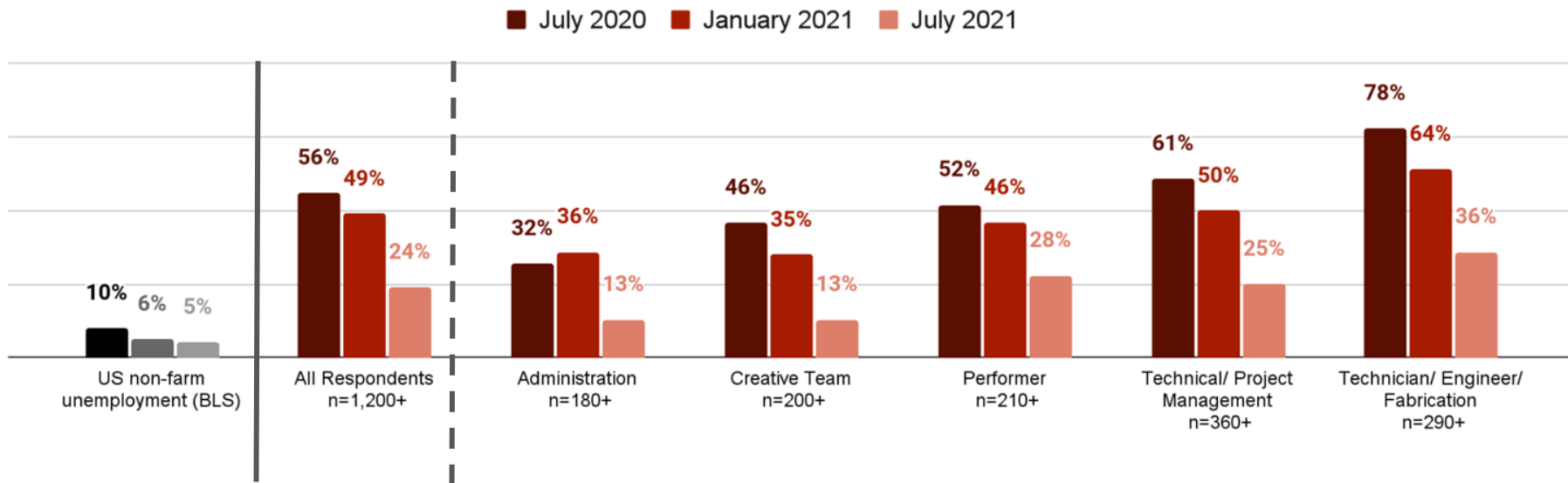
Moved house (36%)

Silence from employers (31%)

Borrowed money (27%)

Employment levels have improved within the sector, but lag overall US levels.

Unemployment by primary occupation



Offers received are being scrutinized carefully by returning workers.

70%

report having received *at least one* offer of work in the Performing Arts

(*n=1,284*)

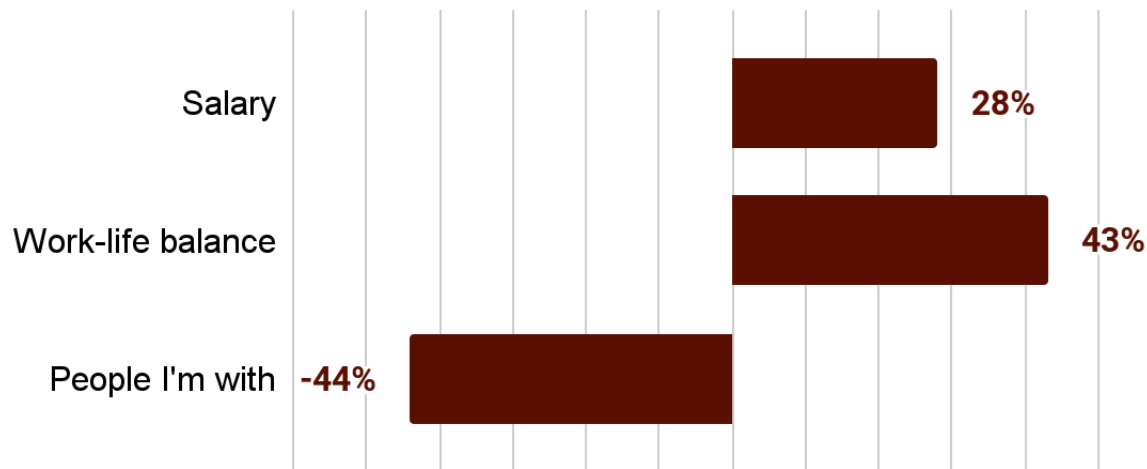
38%

who have received any offers have declined *at least one* gig or job, with scheduling conflicts (69%) and compensation (46%) ranking as the most common reason.

(*decliners n=339*)

Values have shifted.

Change in priorities since COVID, n=1,200



	Pre-COVID	July 2021
Salary	45%	73%
Work-life balance	16%	59%
People I'm with	56%	12%

The Household Pulse survey measures social and economic impacts during the pandemic.

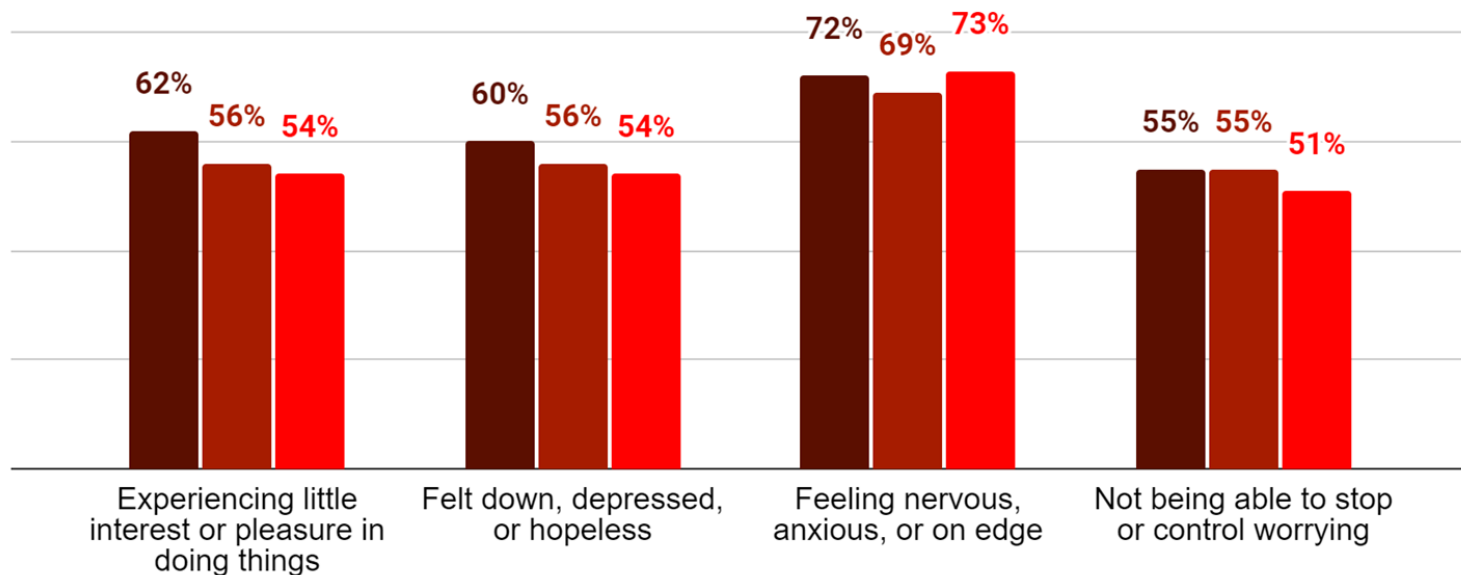


The questions we use in *Return to the Stage* gauge how often respondents experience anxiety, uncontrollable worrying, a loss of interest or pleasure in doing things, and feelings of hopelessness or despair.

Job offers make people happier, but no less anxious.

Mental health by job offer experience as of July 2021

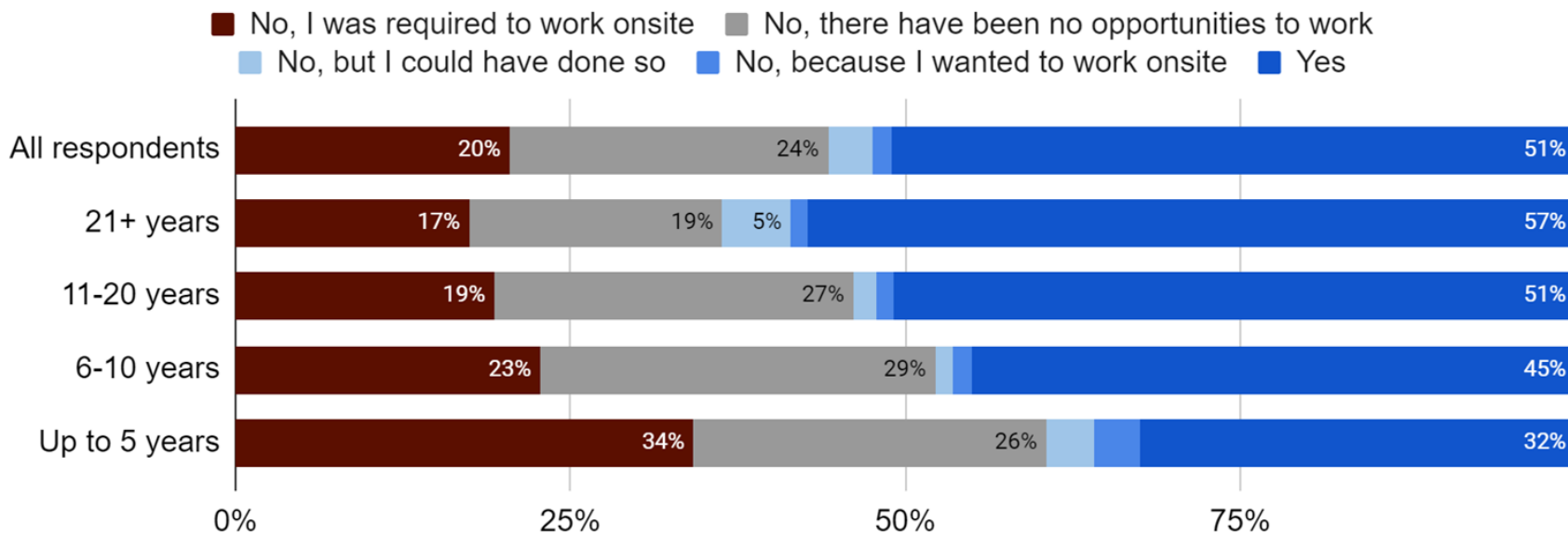
■ No, n=369 ■ Yes, one offer, n=481 ■ Yes, more than one offer, n=374



54% of Performing Arts workers did (or could) work online in their pre-COVID job or role.
(n=1,250)

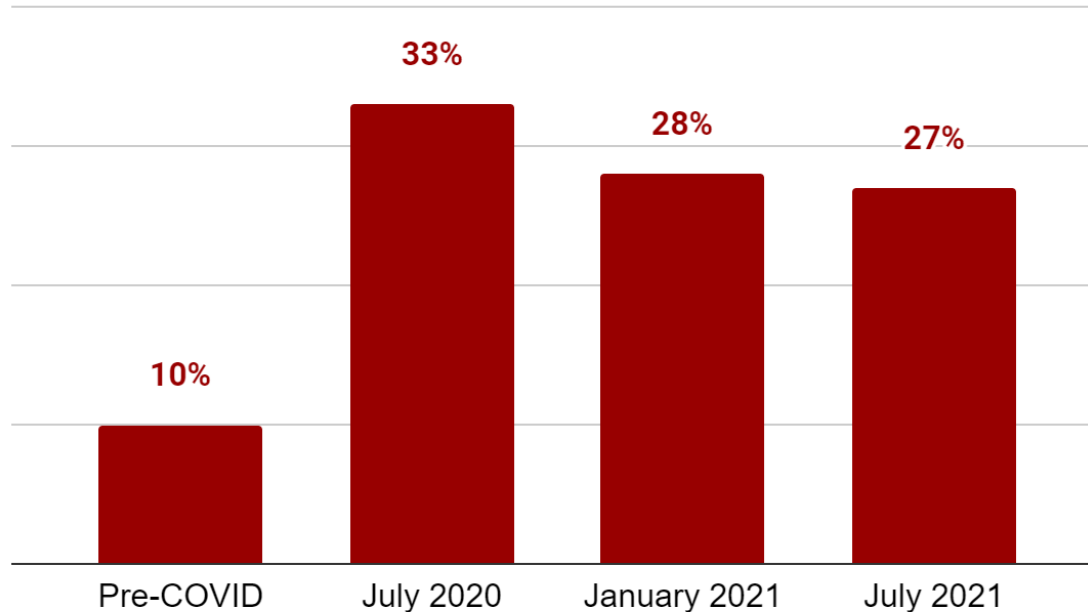
Access to remote work correlates to tenure in the Performing Arts.

Remote work by tenure



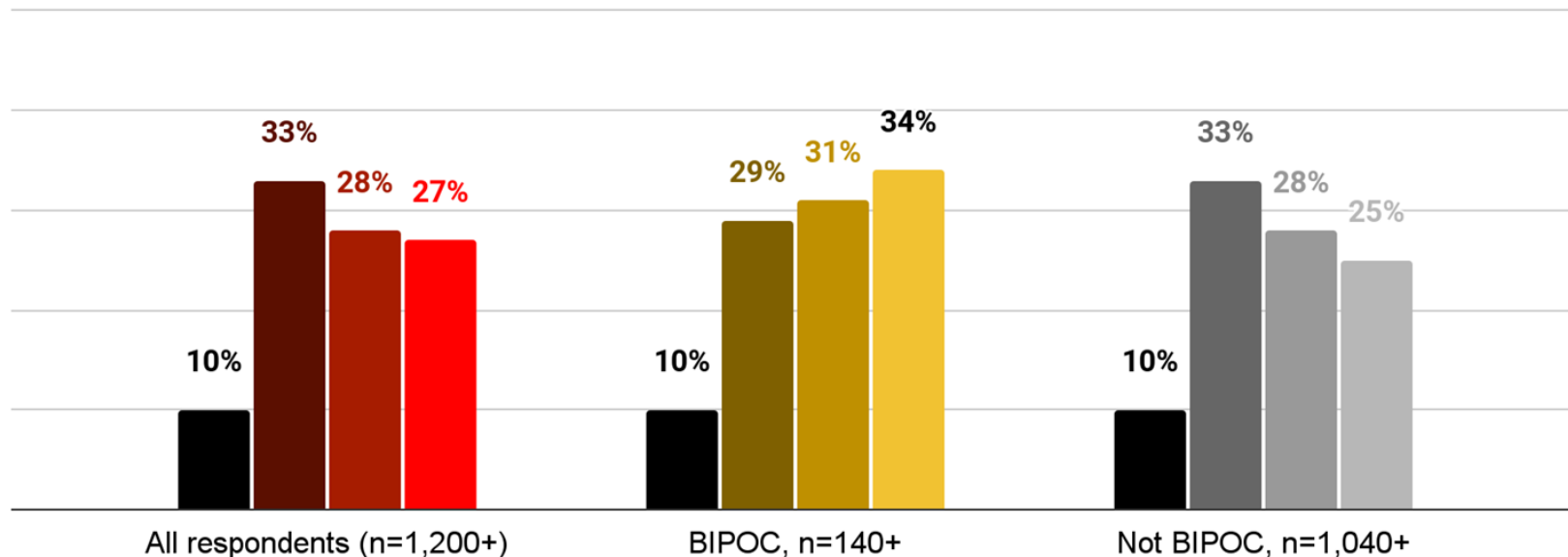
“How likely are you to leave the Performing Arts in the next five years?”

Likelihood to leave the field (n=1,200+)



BIPOC respondents report an increase in likelihood to leave the Performing Arts in the next 5 years.

Likelihood to leave the Performing Arts, by BIPOC identification

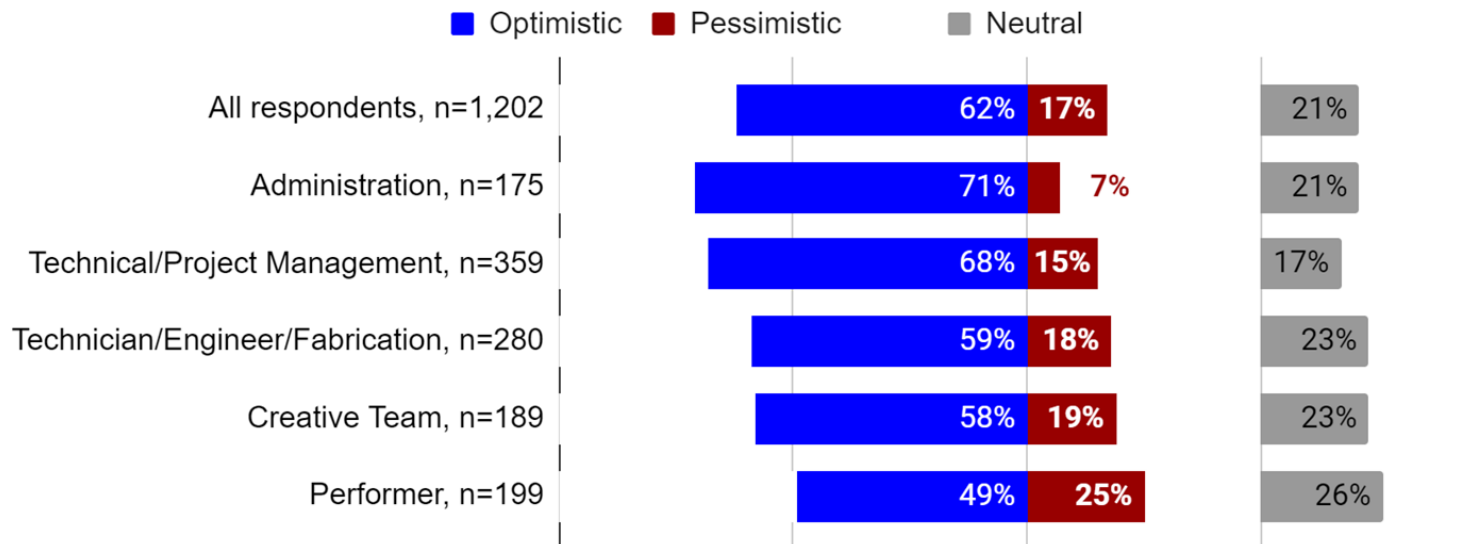


Among those likely to leave the Performing Arts,
the primary reasons for leaving vary by demographics.

	Earnings	Well-being	Work Environment
All respondents, n=325	69%	66%	58%
BIPOC, n=49	49%	57%	51%
Not BIPOC, n=262	72%	68%	58%
Female, n=215	66%	65%	59%
Male, n=103	71%	64%	52%
<10 YRS, n=88	76%	70%	64%
10+ YEARS, n=224	68%	66%	57%

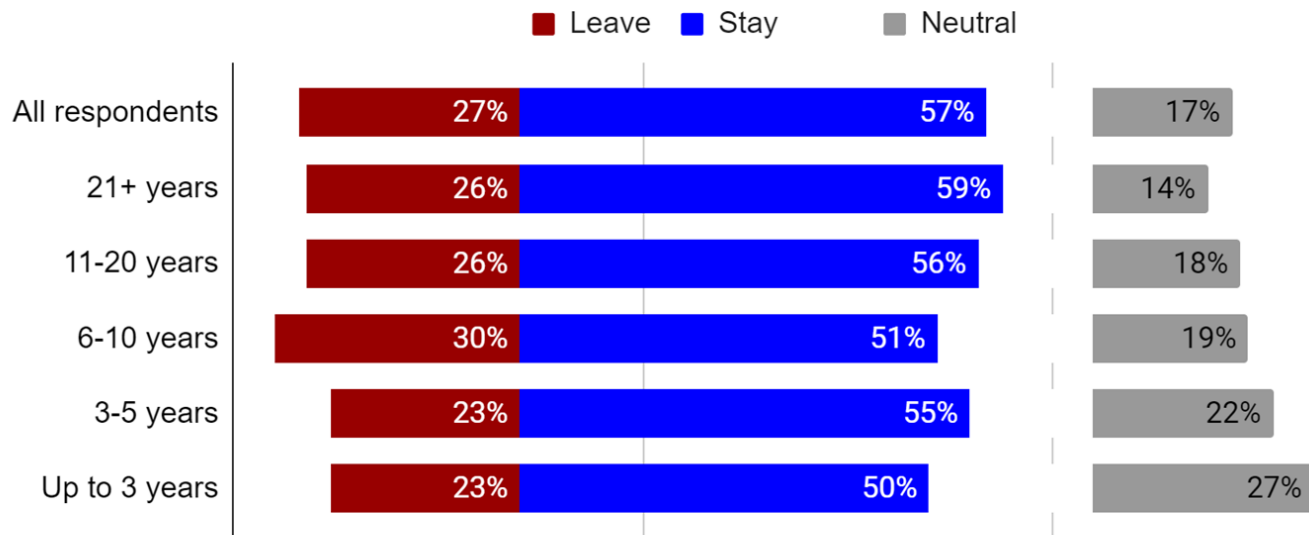
Optimism may correlate to perceptions of career security.

Future of the Performing Arts by Occupation



Intent to leave the field is relatively flat across tenure groups, but ambivalence correlates with less experience.

Attrition from the Performing Arts by tenure in the field, July 2021



Open questions

How are we defining “**well-being**”?

What can we do to instill, and keep, **optimism for the field** among workers?

How are organizations ‘in the trenches’ experiencing the trends documented by *Return to the Stage*?