



ArtsPay NJ 2023

Individual Survey Findings Full Report

March 2024

BAKERRICHARDS



Report compiled by

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Cover photograph by Atlantic City photographer Ruban Garcia. The image depicts the work of artist, Heather Deegan Hires @Heatherartz, with model Katie Weightman, taken at Arteriors in Atlantic City.

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Image credits: Roberto Lugo, 'Put Yourself in the Picture,' 2022, mixed media, 240 x 132 x 324 inches, Grounds For Sculpture, Partial Gift of the Artist and Partial Purchase, Funds Provided in part by the Kunz/Guindo/Lombard Family & Friends in Loving Memory of Camille Lombard Kunz

Photo: David Michael Howarth

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Key Charts

The below are links to the 10 key charts from the Individual Survey within this report, which have also been pulled into a separate highlights report that can be found [here](#).

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This Study

Arts Pay NJ is the first compensation study of the nonprofit arts sector in our state. The objective of this study is to help us move toward a more equitable and sustainable future.

Through our research partners, Baker Richards (who have also compiled this report), we have collected data from organizations and arts workers to provide a snapshot of the current compensation levels and demographics of New Jersey's arts community.

The aim was to hear from everyone working in the arts in New Jersey, from those just starting out, those working multiple jobs, those working as full-time workers, part-time workers, contractors, consultants, freelance artists, interns, apprentices, and fellows.

For the purposes of this study, the collaborators decided not to include for profit arts organizations or history organizations. The study was for New Jersey nonprofit organizations whose primary mission/programming is the arts. Expanding the types of organizations to include in future studies will be considered.

The study was composed of 2 phases:

1. **An Organization Survey** distributed to key contacts within organizations to provide salary information for all employees
2. **An Individual Worker Survey** distributed to individuals working in the arts to gather further details, including demographic information, along with free-text responses on how people feel about their compensations and benefits

This report focuses exclusively on the results from the Individuals Survey

Key Stats

Individual Worker Survey

- The individual worker survey was in field from May 22nd 2023 to September 5th 2023
- It was targeted specifically at people working in the arts during that period
- It does not capture responses from those who might already have left the field
- In total we received 810 responses

Organization Survey

- The organization survey was in field from July 10nd 2023 to October 4th 2023
- It was sent to the appropriate person within each organization who would have access to payroll information
- In total we received submissions from 130 organizations, accounting for 8,400 personnel across the sector

Project Sponsors

In addition to the financial commitment of the arts service organizations, this project is made possible by generous funding from the Grunin Foundation, The Newark Museum of Art, an anonymous donor, and New Jersey State Council on the Arts



Made possible by funds from the New Jersey State Council on the Arts, a partner agency of the National Endowment for the Arts.

New Jersey arts service organizations



Data Collection and Analysis by Baker Richards

[Baker Richards](#) is the third-party research firm that has been contracted to collect, anonymize, and analyze the data from ArtsPay NJ.

Based in Cambridge, UK but working around the world, the Baker Richards team of consultants, researchers, and developers share a passion for the arts and an obsession for detail. They have worked with hundreds of organizations, including many of the world's leading theatres, opera houses, orchestras and art museums.

Among other projects, Baker Richards is known for their multi-year partnership with Arts Professional in collecting and reporting on data in the [ArtsPay UK project](#).

This report was compiled by

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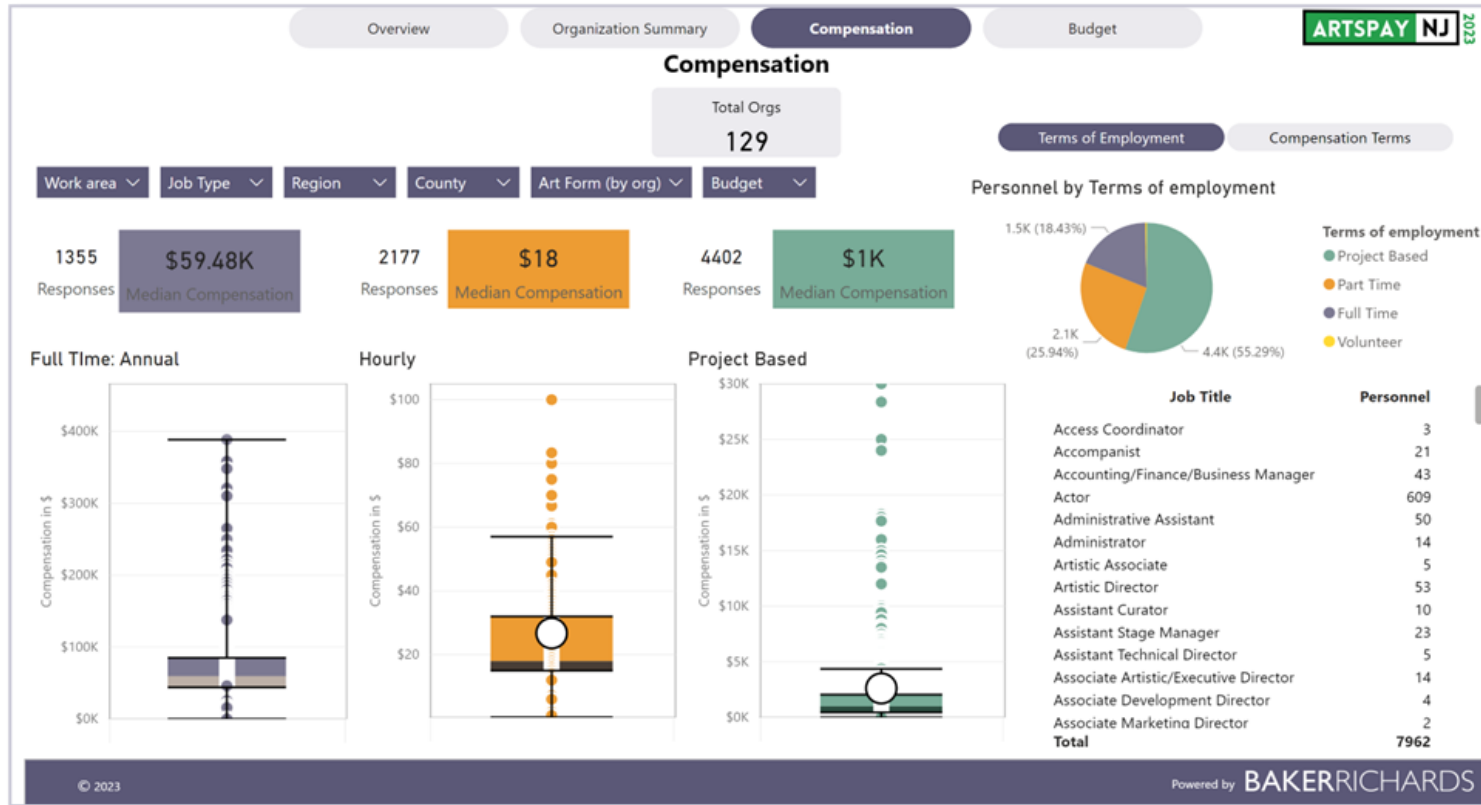
Group Business Assistant

Natalia Coe

Financial Controller

The Arts Pay NJ Compensation Dashboard

The result of the Organization Survey is an interactive Compensation Dashboard, which is free to use and can be accessed [here](#)



Introduction 1/2

Colleagues participating in the New Jersey State Arts Council's Community of Practice for arts service organizations, expressed the need to gain greater insight into the salaries of arts workers representing all arts disciplines across the state in an effort to prioritize and adopt pay equity policies.

Everyone agreed that there are very few regional and national salary surveys for the arts and the research that does exist does not fully capture New Jersey's unique arts industry. In addition, findings are not widely or equitably shared across the sector.

A compensation study specifically designed for New Jersey's arts sector would provide much more detailed and accurate data, and be made available to all arts workers in the field at no cost.

The first step was to survey the arts organizations affiliated with the arts service organizations to gauge their interest in the benefit of the survey, and if they would invest the time in completing the study. More than 120 responses were received, and the response was overwhelmingly positive.

A Request for Proposal was distributed to several potential research firms, and the state's arts service organizations chose Baker Richards, an arts research firm who already had a platform built called Arts Pay, which has been capturing data on the United Kingdom's arts industry for more than three years.

Introduction 2/2

In collaboration with the state's arts service organizations and New Jersey State Council on the Arts, Baker Richards designed two surveys—an organizational survey and an arts worker survey to be sent to the members and contacts of the state's arts service organizations, grantees of the New Jersey State Council on the Arts.

Social media posts about the survey opportunities were also distributed.

All parties met every other week starting in January, 2023.

Reporting will take several different forms, such as:

- Findings from the analysis have been pulled into this report
- An interactive dashboard has been created for the sector to use to compare salaries, etc.
- Webinars are available to review the findings and what it means to the sector

The data from the surveys will be used as a tool for empowering individuals to make more informed decisions about pay and use it in negotiations with employers, as well as assist employers as they define and refine salary structures.

This study is a step in moving New Jersey's arts community towards a more just and inclusive sector.

Introduction from Baker Richards 1/2

Looking at the numbers, the question that immediately springs to mind is why does anyone work in the arts?

- Pay in the sector is behind the state average for the wider sport and entertainment industry (9% behind in 2022 for full-time annual salaries)
- It has not kept pace with inflation (a 2.4% increase in 2023 vs inflation at 3.7% in August 2023)
- People are working multiple jobs and still dependent on income from others (32% of full-time annual salary works have multiple jobs vs the US average of 4.8%)
- Many are working more hours than they get paid for (64% work more than the official hours – 22% working 10+ hours more)
- Unpaid internships have been common (42% have taken part in an unpaid internship at some point in their career)
- Most people think they are paid less than they would expect (69% think their salary is less than they would expect)

The answer cannot be found in the numbers, but in the comments that people have left throughout the survey, which reveal that passion, love and enthusiasm for the arts are the reasons why people work in this sector.

But that is not without frustration at the levels of pay and sacrifices that one has to make to pursue that passion. This is not uncommon in the sector as another recent study found that “two-thirds of museum workers are thinking about leaving their job”*

The question then becomes how long can the sector rely on the passion of its workforce without appropriate financial compensation to meet the demands of the job and the cost of living in the state?

“Many people have such passion for the arts in the sector and empathy for people. Sadly those qualities are what leave us susceptible to being taken advantage of as workers. I wish the arts sector had the money to take care of its workers, or at the very least provide enough pay to be able to cover the cost of living.”

“It seems to be understood that the arts pays less, and nonprofit even less. It would be nice not to have to sacrifice reasonable salaries for pursuing one's passion in the arts.”

“Increase salaries across the board to match cost of living increases and inflation; also scale to level of work and seniority; Amazon pays more per hour than many arts admin entry level jobs. Why would we do more for less money aside from “passion” for the arts?”

“As my family responsibilities grow, I need to be employed in a sector that also has growth built in. I am very worried about the future of arts funding in NJ. The only jobs I see in the arts that offer a comfortable living are jobs that are all-consuming and/or focused on fundraising and wouldn't allow me to attend to other life responsibilities. I need to consider my family's financial future and not just my passion.”

Introduction from Baker Richards 2/2

Another story that emerges is the pay gaps across the sector

- In a field dominated by women (making up 67% of respondents in this study), men are still paid 4.7% more on average than women
- People of Color (who make up 37% of this study) are paid 7.7% less than those who are White
- There are also disparities by region with South New Jersey (making up 18% of the study) salaries 10% less than average

But compared to pay gaps that exist across the national workforce, those differences are smaller

- Nationally, women earn 24% less than men*
- Nationally, Black people earn 24% less than White people, Hispanic/Latino people earn 27% less, Native American/American Indian people earn 23% less, although Asian-Pacific Islanders earn 12% more**

* <https://www.dol.gov/agencies/ofccp/about/data/earnings/gender>

** <https://www.dol.gov/agencies/ofccp/about/data/earnings/race-and-ethnicity>

Finally, a third story that emerges comes from examining pay at various levels, which shows that while pay at entry level is comparable with other industries, as arts workers progress their careers, pay begins to fall behind the equivalent levels †

- Median **Entry level** pay for those on annual full-time salary is **\$44,000** – across the USA, the equivalent is \$35,104 and within New Jersey this is \$41,471 (6% ahead)
- **Mid level** salaries for arts workers are at **\$57,950** – compared to \$93,344 in the USA and \$97,500 in New Jersey (41% behind)
- **Senior level** salaries are **\$76,355** and **Executive level** are **\$78,000** – compared to \$111,852 in the USA and \$107,500 in New Jersey (29% behind)

However, we should bear in mind that these are median numbers and some of the larger organizations (with budgets over \$10m) have Executive level salaries that are \$280,000 compared with smaller organizations (with budgets less than \$500k) where Executive level salaries are \$45,000

The compensation and PTO are very low for this organization, especially when they're striving to be more ethical and provide a work-life balance. Compensation compared to top-level staff is extremely disheartening, considering our staff is small. I don't see why leadership should ever make more than 5 times my salary. I can barely scrape by in NJ on the pay I receive, and my salary is generally middling.

† Average salary information taken from <https://www.talent.com/salary> accessed on 9th November

2023

Further Questions 1/2

In undertaking any study, it often prompts more questions than answers, especially in such a broad study as this, where there are inevitably areas we have only scratched the surface and would warrant full studies in themselves. These include:

- Further conversations around **internships** within the sector are clearly needed based on the number comments on this topic. While they appear to have been common in the past, and for those fortunate to be funded were seen as valuable experience, but for both the intern and the organization these are costly and therefore prohibitive for many.

When I participated in internships they were all unpaid and were used as a learning opportunity to gain skills, knowledge, and network. That was the payment - getting real world experience while actively being a student. Internships are hard to support financially since the investment is one that then leaves the organization.

- Further exploration of benefits would also be worthwhile, in particular those that are behind national averages, including retirement benefit plans (pension, 401(k), 403(b)) where only 45% have access compared to the national average of 73%, coupled with the fact that salaries are also behind state averages making saving retirement even harder.

It is impossible to save anything for retirement on a arts sector salary

- Tenure is another area that would benefit from further study given the disruption of the pandemic and the high number of employees leaving the sector. There is also a striking difference between those who are self-employed or freelance where over 40% have been working in their position for over 20 years compared to those working full or part-time where 40% have been in their role for less than 2 years.

Although my current job pays well, I had been self-employed since being laid off from a design position in 2008 and despite my degrees and experience I had never been offered a job paying over 50K so I remained self-employed because I could make more on my own. I've gone 5 years without paid time off and benefits so I'm very happy to regain these things now but I'm holding on to my self employment income streams because I don't believe relying on one source of income to be wise.

Further Questions 2/2

- There appears to be a positive correlation between extra hours worked and seniority of role with many Executive Level respondents reporting regularly working more than 10 hours beyond the official expectation. Whether this is an inevitable consequence of increased responsibility or a reflection of a shift towards a healthier work life balance among younger employees is another question worth exploring further.

I love the arts community I work in and love my coworkers but I just wish I was paid more for the many hats I wear and all of the extra hours I put in to make our arts organization the best it can be.

I'm kind of always on call. The buck stops with me. There are a few weeks throughout the year where I'd say I work 80-90 hours per week.

- Overall overtime pay eligibility is at 13%, though this drops to 12% for full-time salaried employees, which according to a recent article in Time Magazine* is below the average of 15% of salaried workers being eligible.
- The proportion who are eligible for overtime pay decreases as salary increases, presumably as organizations apply the white-collar exemption criteria to those earning over \$35,568.
- The Department of Labor proposed rule to increase the threshold to \$55,068 if passed would mean everyone currently earning between \$35,568 and \$55,068 would now be eligible for overtime and given the number of employees regularly working overtime that would mean a big change in their income and the expense to organizations.

If we are preparing for large events all of our staff will often work overtime, but we are not compensated for it.

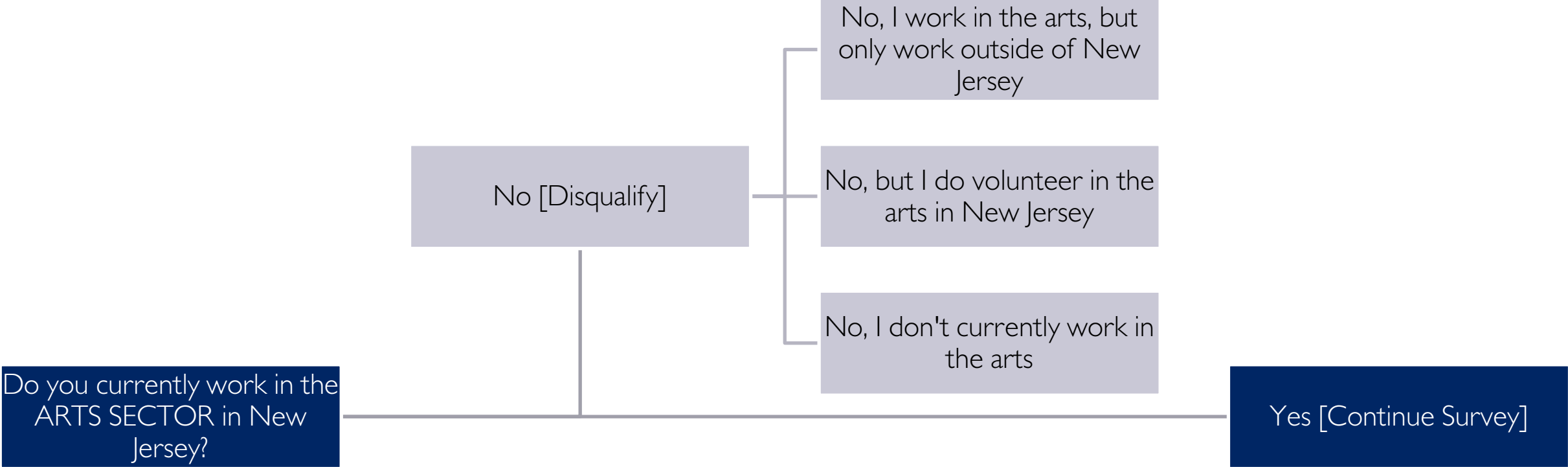
In this role, I do a lot of work in the evenings and on weekends for different programs and events. I do not get paid overtime, but I do get comp time.

This Report

- This report is a snapshot in time, a picture of the arts industry as seen through the thoughts of 810 individual arts workers
- While it might not have perfect representation of the sector given it was freely distributed through the mailing lists and social media channels of the project partners, the spread of respondents covers all artforms from theatre to arts education, from dance to literature, as well as a range of work areas from administration to programming, from marketing to backstage and technical
- We heard from full-time employees, part-time employees, freelancers, contract workers, and those who are self-employed
 - It is worth noting that we did not hear from those who might previously have worked in the arts and have left the sector since the pandemic with “2.7 million creative job losses in the US” at August 11th 2022*
- It also covers a wide range of employment terms, including permanent and open-ended, 1099 Independent contractors, and fixed-term
- Many of the charts in this report are broken down by those who are full-time employees with an annual salary given they make up half of the sample, while other combinations make up much smaller samples and are not shown separately
 - Note that this is a different breakdown from the Organization survey, where full-time employees make up 18% of the personnel reported on, which does mean that this survey is not capturing the full extent of many project-based workers that make up the sector (52%)
- When reporting on salaries, we have used the median to show average income, since this is the middle value and therefore not skewed by the extremes at either end. This is common practice when reporting on salaries and allows comparison with other datasets

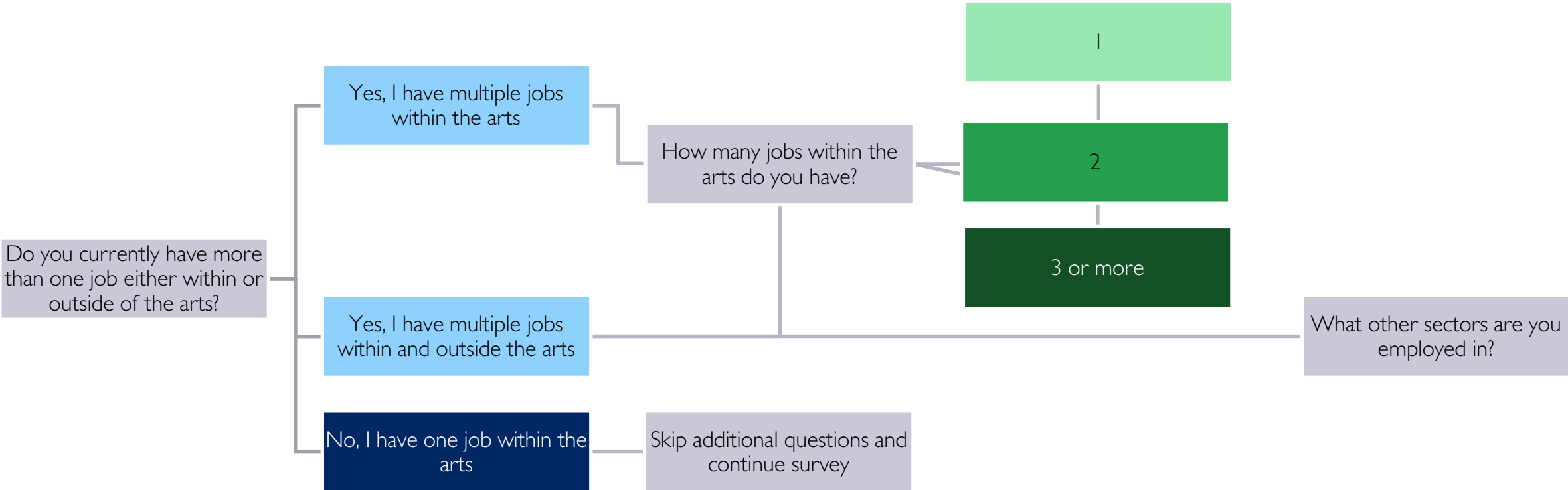
Survey Findings

We disqualified those who did not have paid work in the New Jersey Arts Sector



Intro Questions

We determined who had multiple jobs and, if they worked in another sector, what sectors they worked in

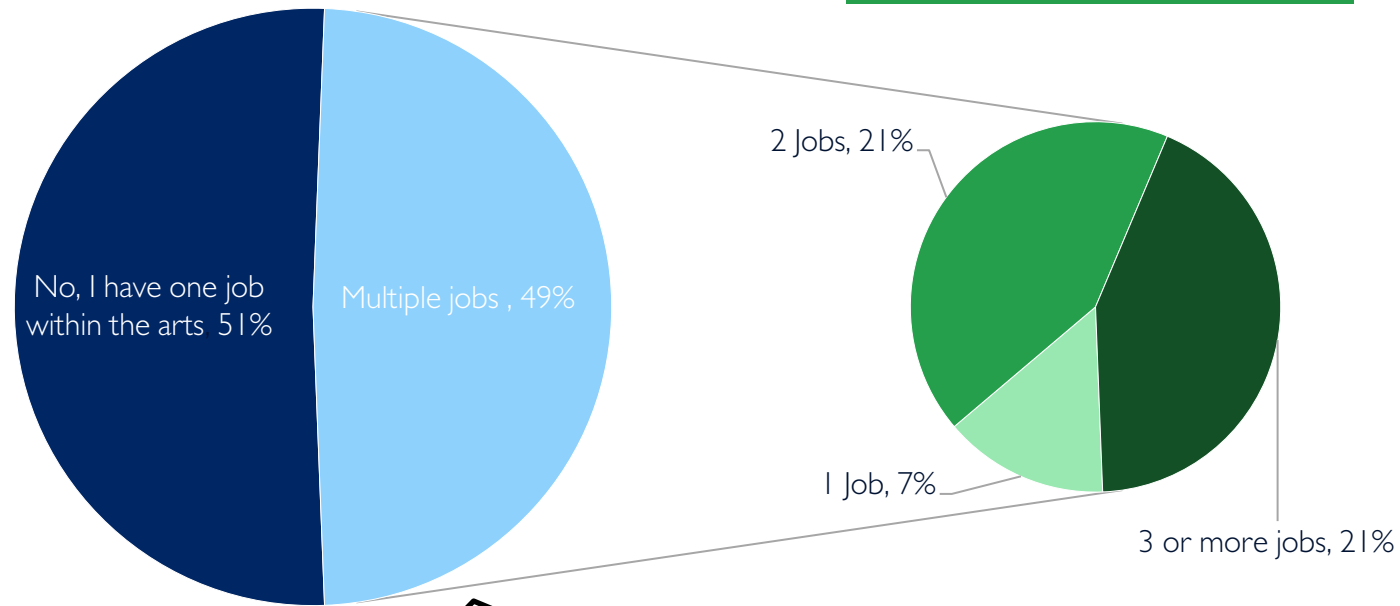


Half of respondents work multiple jobs

Do you currently have more than one job either within or outside of the arts?

US average multiple jobholders 16+ was 4.8% in 2022*

*<https://www.bls.gov/cps/cpsaat36.htm>

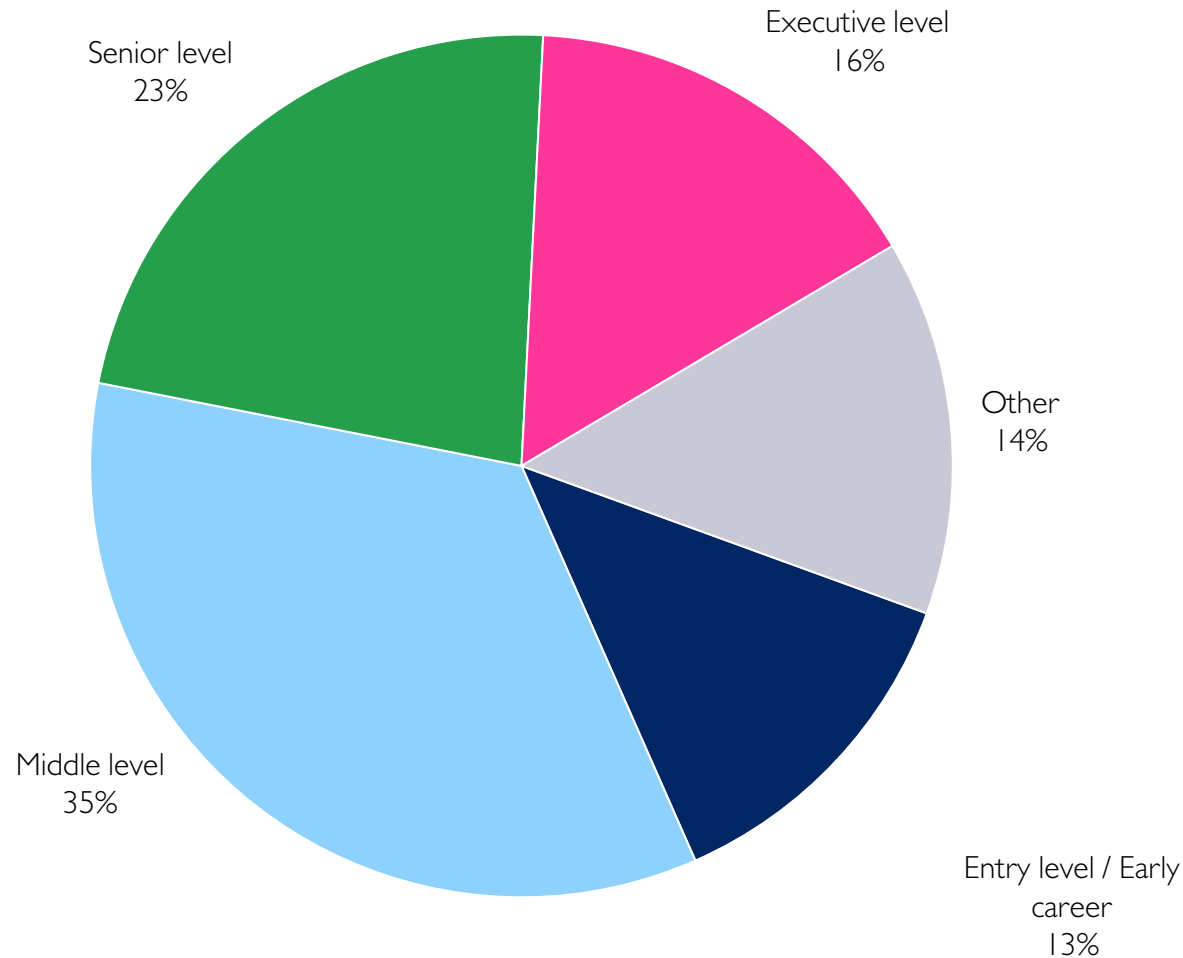


“Yes, I have multiple jobs within and outside the arts” – 14%
“Yes, I have multiple jobs within the arts” – 35%

- 51% of respondents work a single job within the arts
- 35% work multiple jobs exclusively within the arts
- 14% have multiple jobs within and outside the arts
- 21% of respondents are working 3 or more jobs within the arts

Respondents are spread across various levels

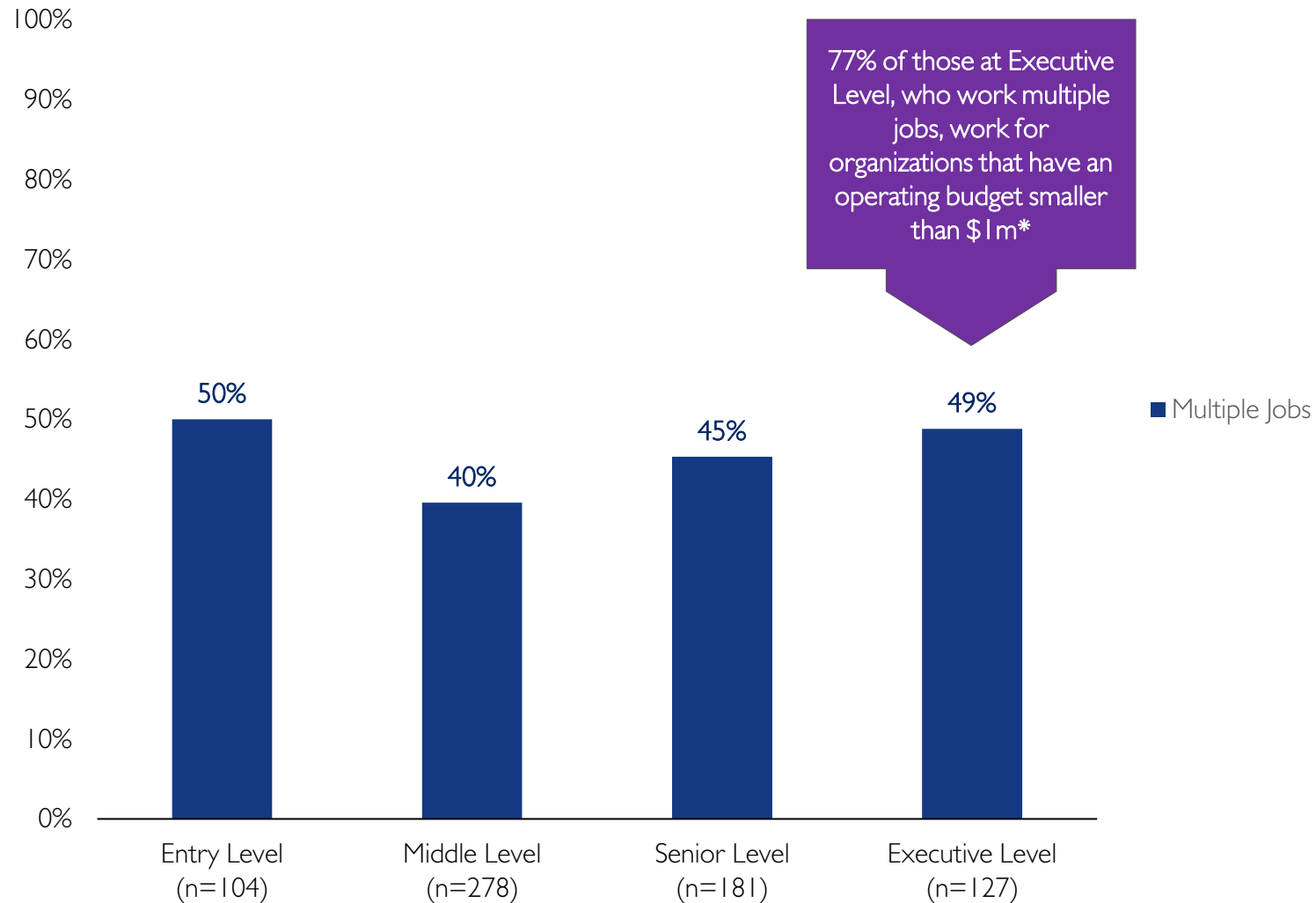
Which of the following best describes the level of your role?



- Entry level / Early career is the least well represented at only 13%
- Middle level is 35% of respondents
- Senior level is 23%
- Executive level is 16%

Multiple jobs are common across all levels

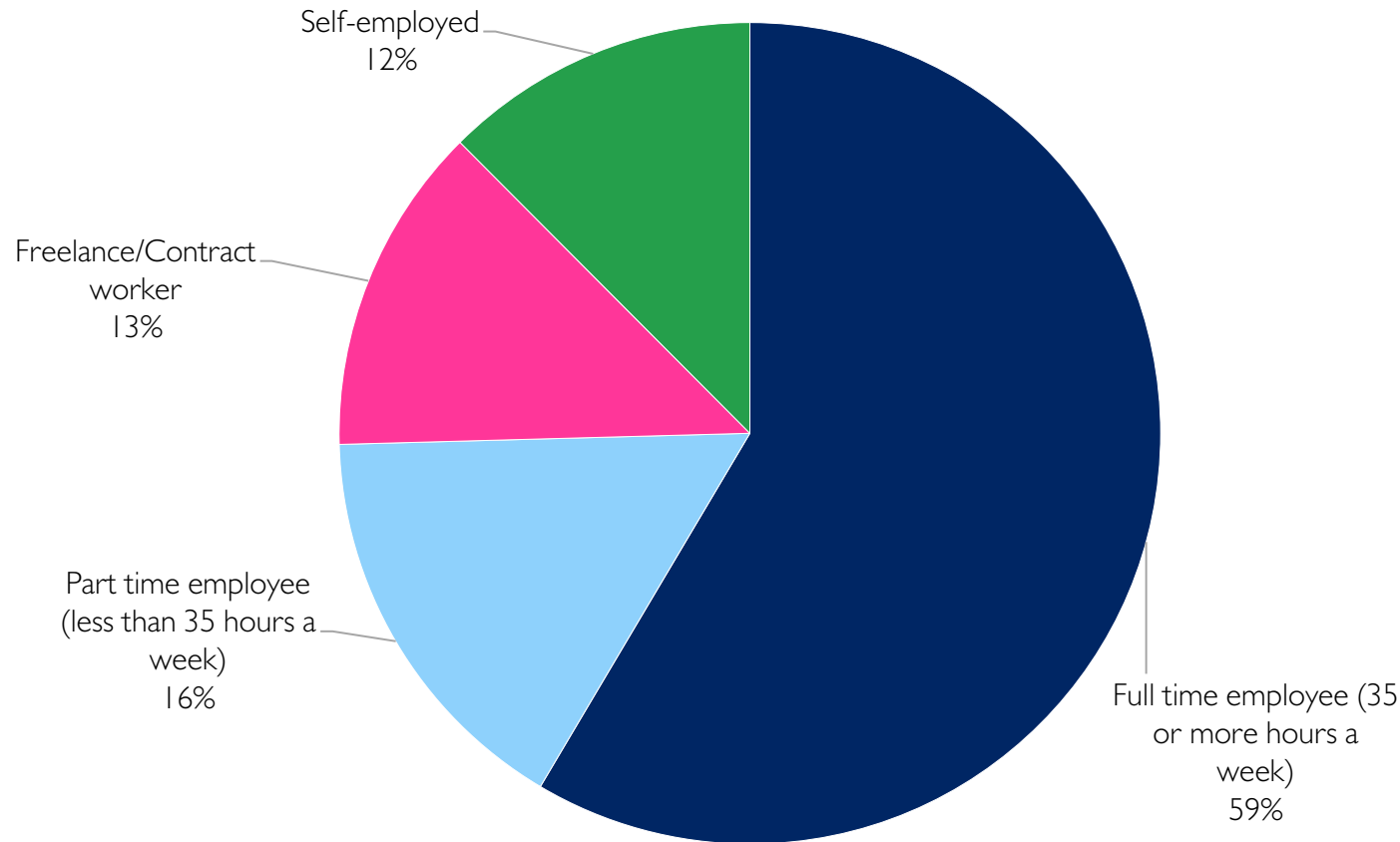
Do you currently have more than one job either within or outside of the arts?



- Middle level are the least likely to work multiple jobs (40%)
- Entry level are the most likely at 50%, but Executive level is also at 49%

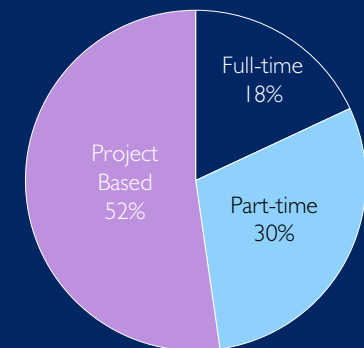
Over half of respondents are full-time employees

Thinking of your job as a [Insert job title], what best describes your terms of employment?



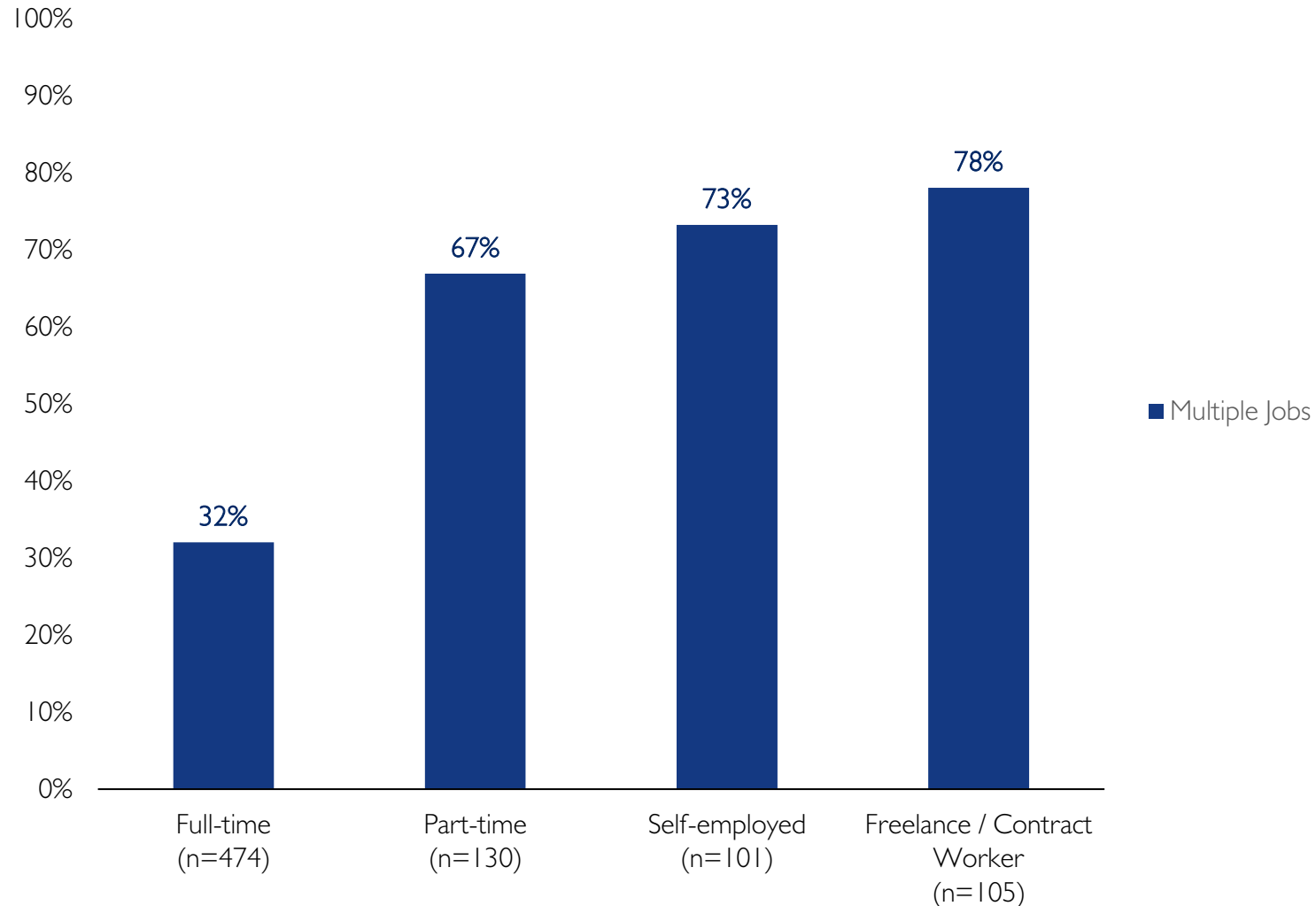
- Full-time respondents make up the majority of the respondents at 59%
- Note that this is much higher than full-time personnel reported in the Organization Survey (18%)

Organization Survey (n=8418)



Nearly a third of full-time employees have multiple jobs

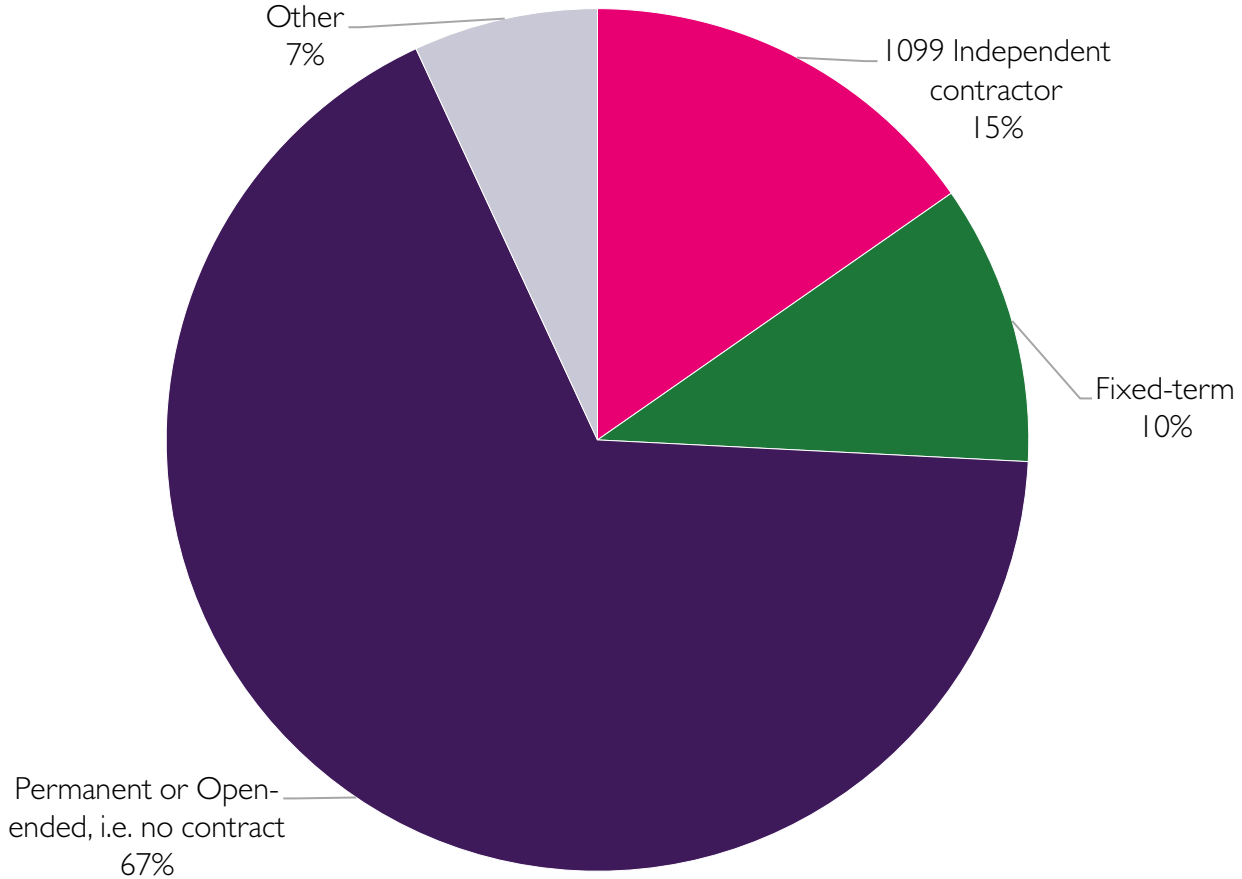
Do you currently have more than one job either within or outside of the arts?



- Multiple jobs are more common among those working Part-time (67%), Self-employed (73%) and Freelance / Contract Worker (78%)
- 32% of full-time employees also have multiple jobs

Two thirds of respondents are employed on permanent or open-ended terms

Which of the following best describes the basis on which you are employed?



- 67% of respondents are either on permanent or open-ended employment terms
- 15% class themselves as 1099 independent contractors
- 10% fall under fixed-term contracts

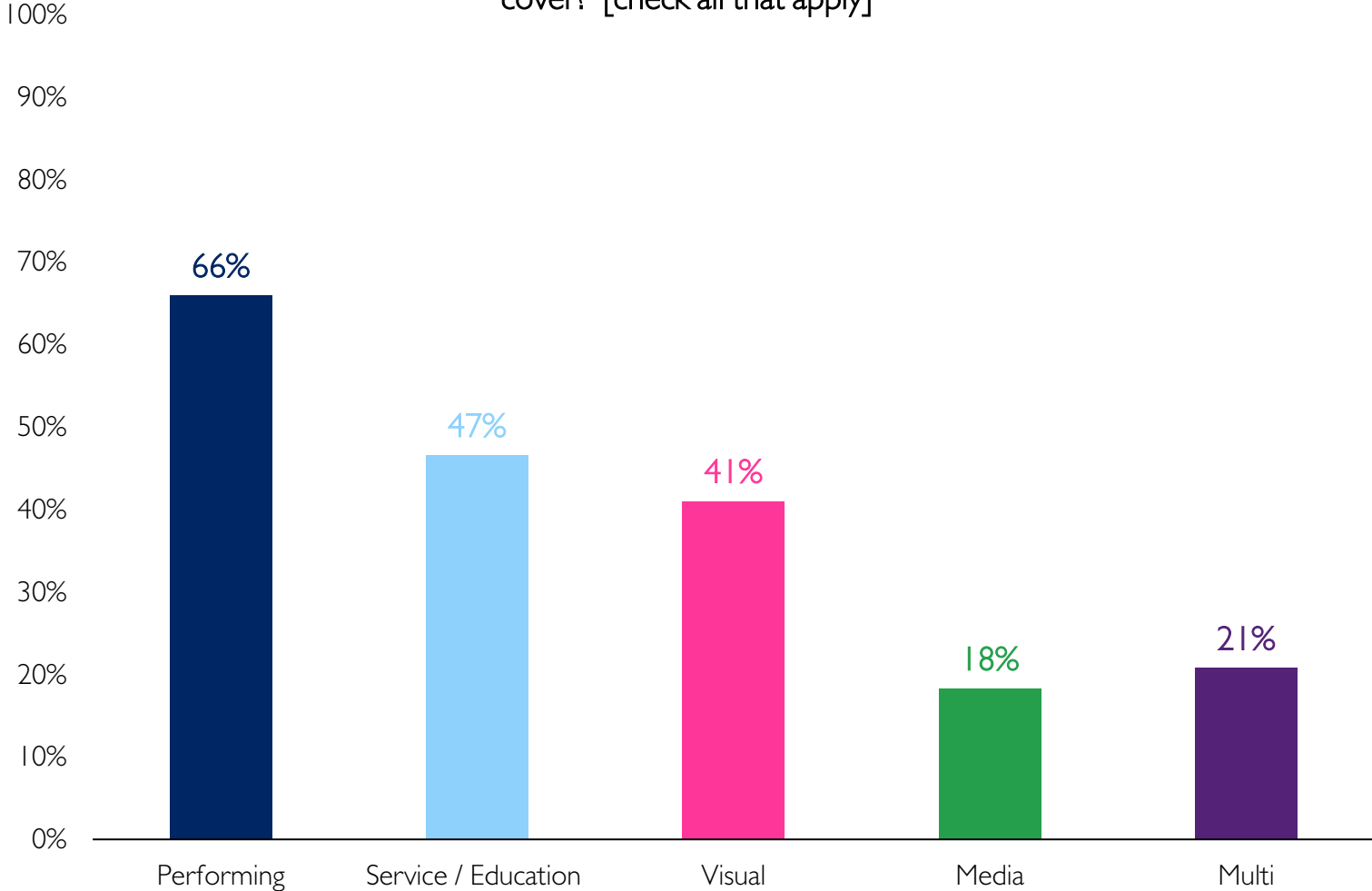
Terms of employment against basis of employment

	Permanent or Open-ended, i.e. no contract	1099 Independent contractor	Fixed-term	Other	Total
Full-time employee (35 or more hours a week)	50%	1%	7%	2%	59%
Part-time employee (less than 35 hours a week)	11%	1%	2%	1%	16%
Freelance/ Contract worker	2%	7%	2%	2%	13%
Self-employed	5%	6%	0%	1%	12%
Total	67%	15%	10%	7%	810

- 50% of respondents fall under full-time employee employed on a permanent or open-ended basis

Two thirds of respondents work in the Performing arts sector

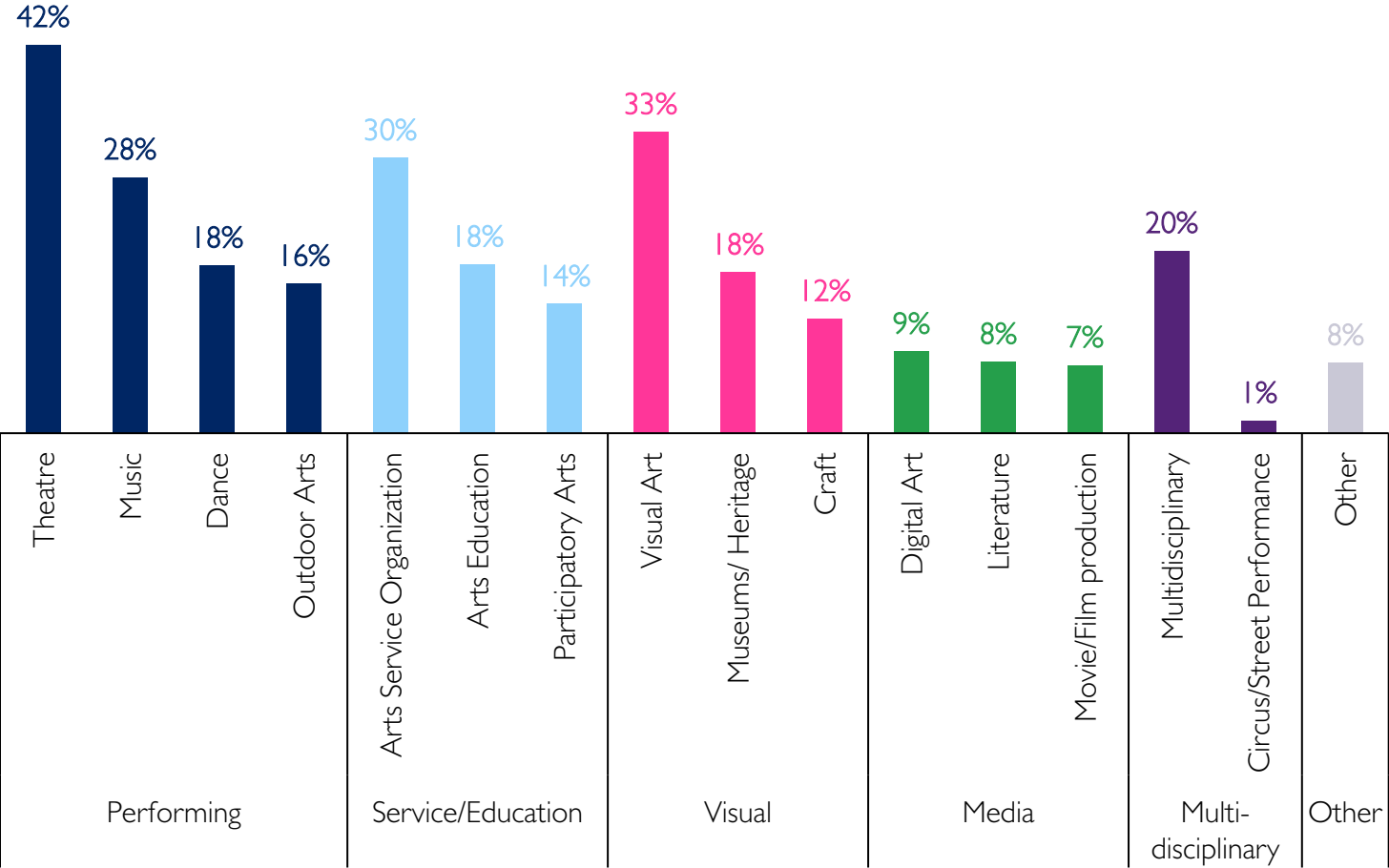
In your job as a [Insert job title], which of the following does your work cover? [check all that apply]



- Performing arts are the most common sector represented (66%)
- Service / Education is the next highest at 47%
- Visual arts is at 41%
- Media has the lowest representation at 18%
- Multidisciplinary is at 21%

Theatre, Visual Art and Arts Service Organization are the most common art forms

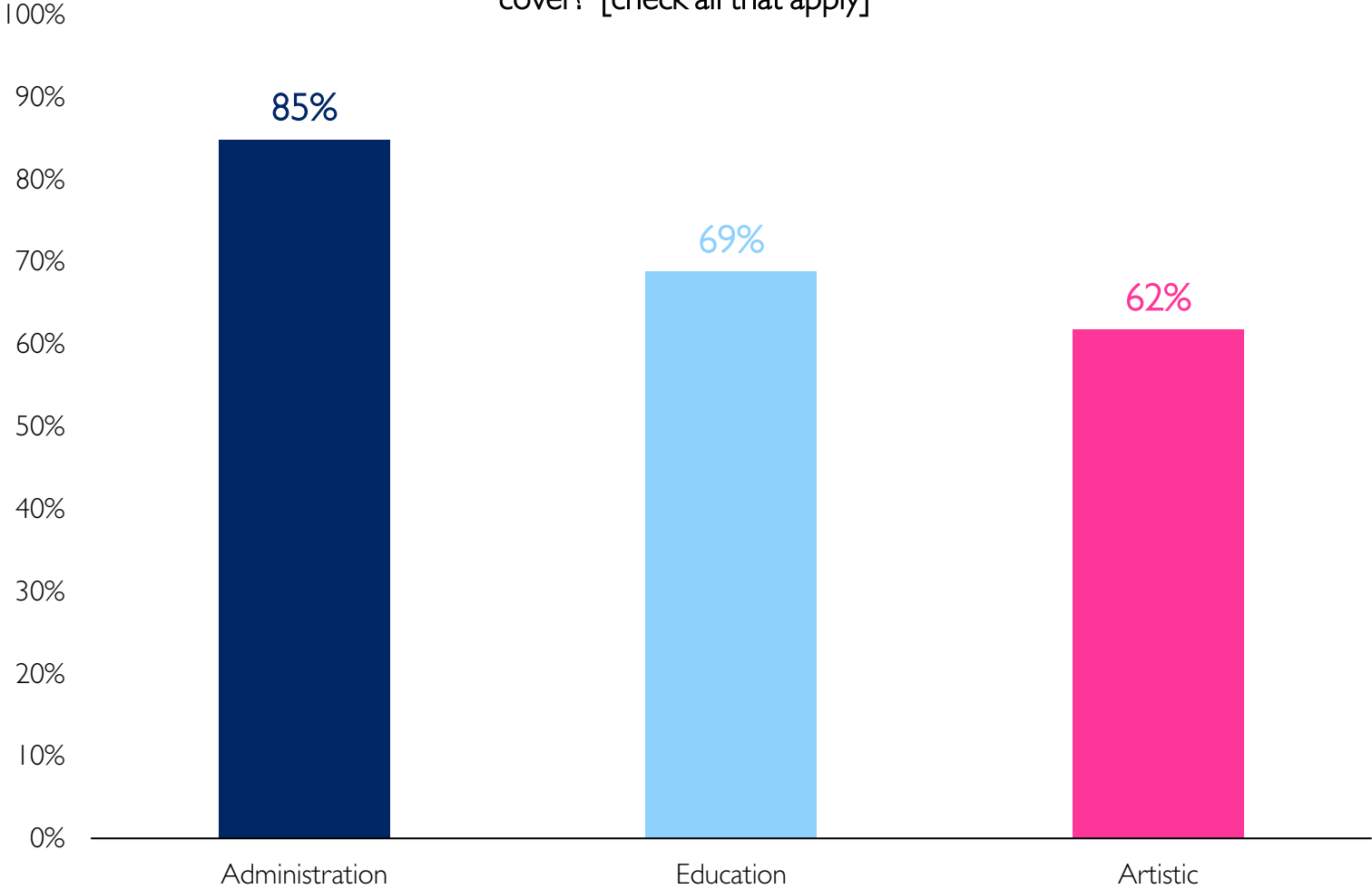
Which of the following art forms are you or your organization primarily involved in for your job as a [Insert job title]? [check all that apply]



- With the exception of Circus/Street Performance most art forms are well represented across disciplines

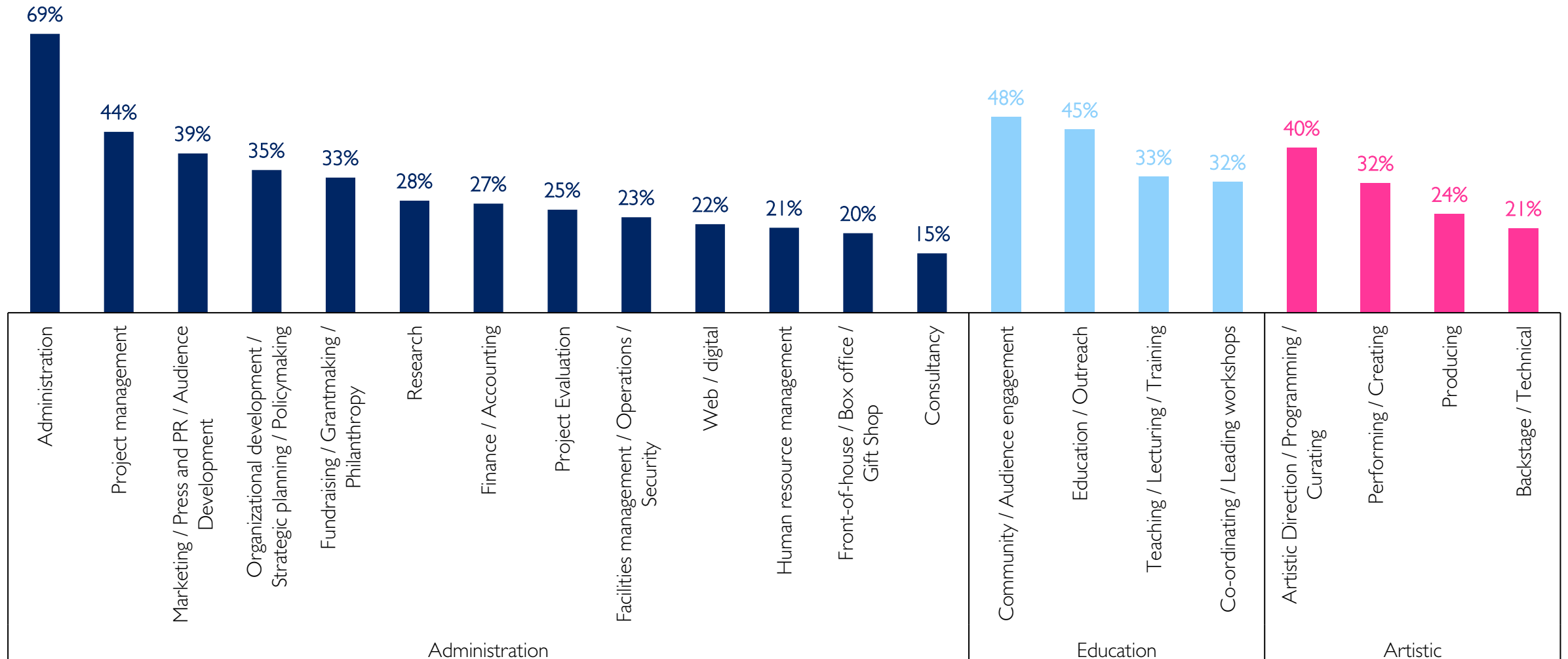
85% of respondents' work involves administration

In your job as a [Insert job title], which of the following does your work cover? [check all that apply]

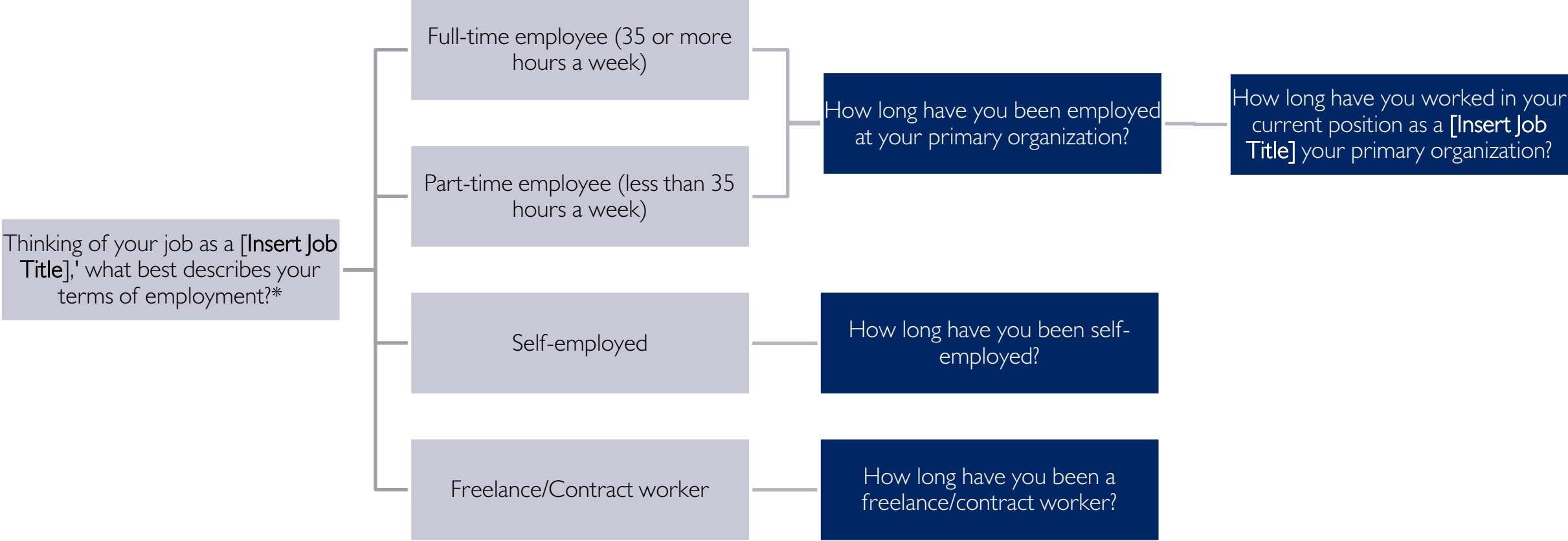


Nearly all work areas are covered by at least 20% of respondents

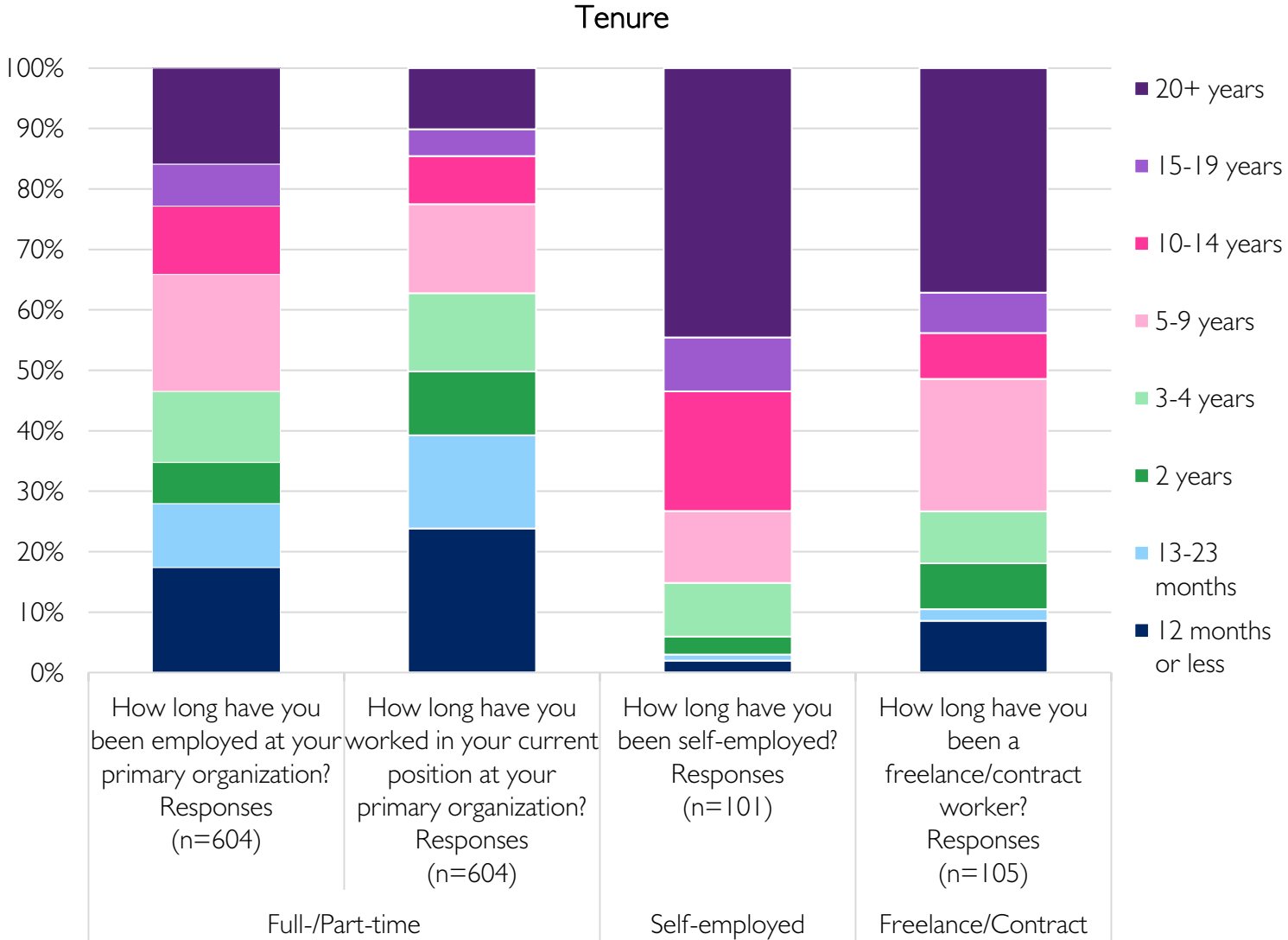
In your job as a [Insert job title], which of the following does your work cover? [check all that apply]



We asked respondents how long they had been in their terms of employment, and if employed at an organization, how long they had been in their current role

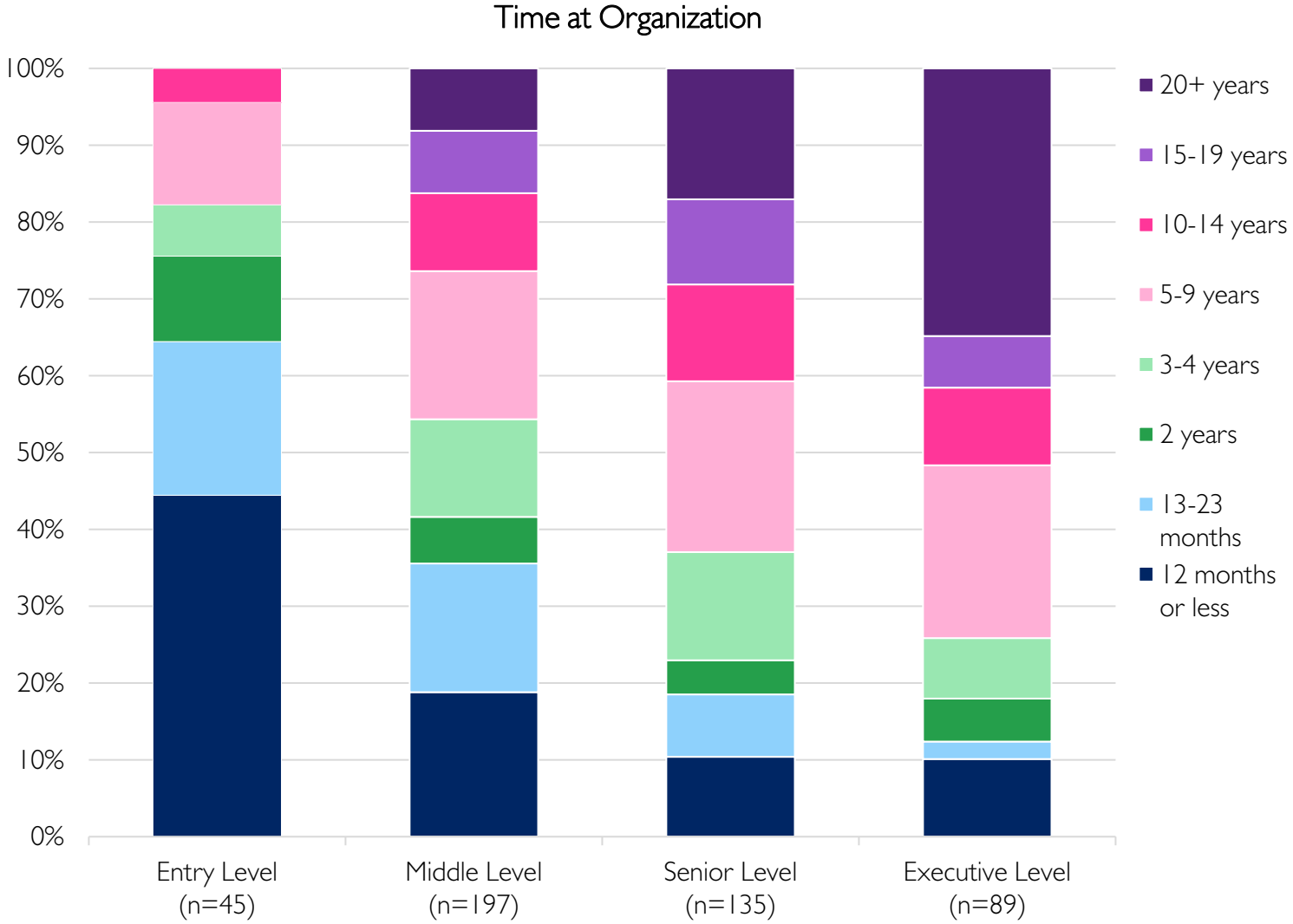


Self-employed and freelance have longer tenure than full/part-time staff



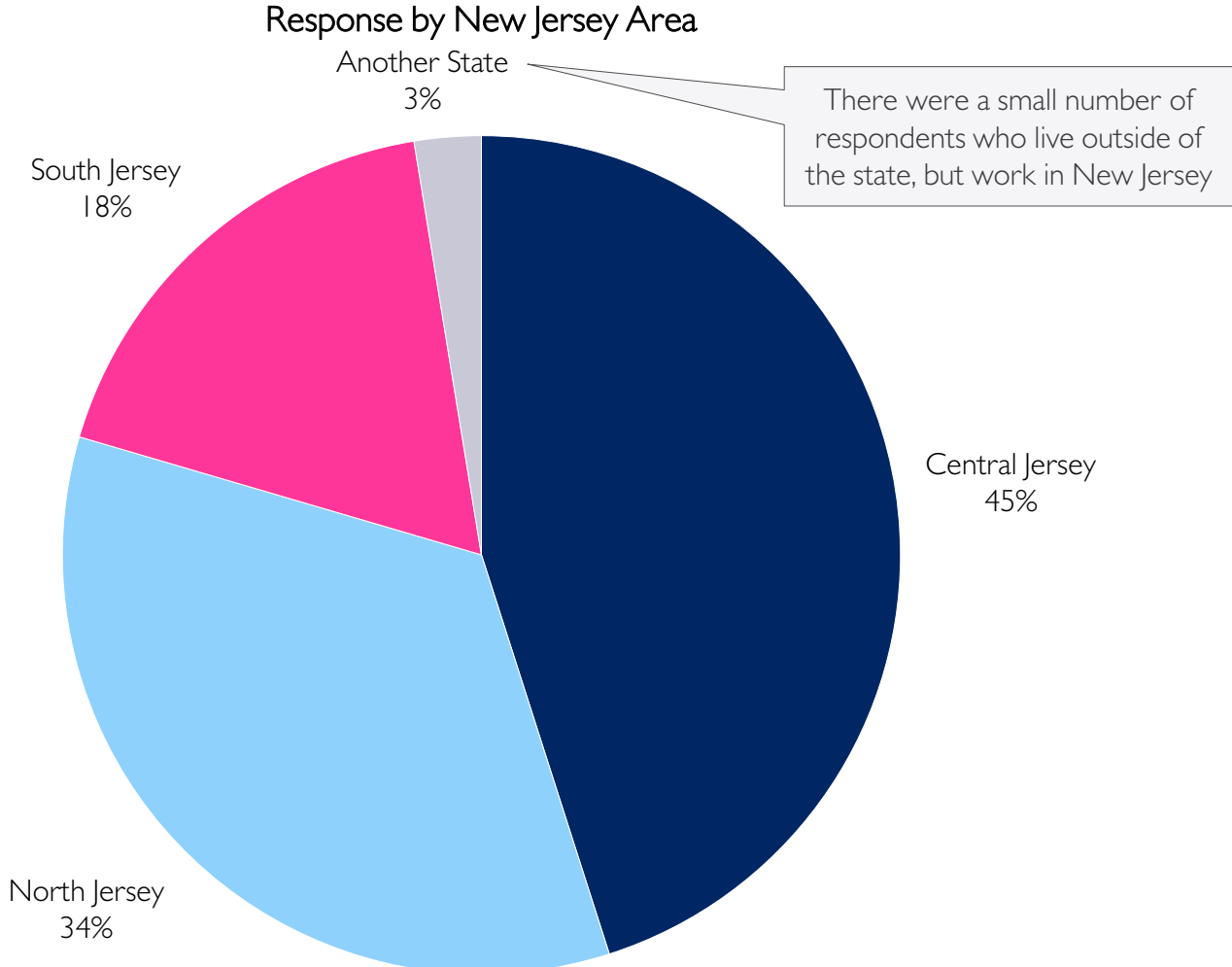
- About 40% of those who are self-employed or freelance/contract workers have been so for 20+ years
- 60% of those working full/part-time have been in their current role for more than 2 years
- 70% of full/part-time staff have been at the same organization for more than 2 years

Tenure at organization increases with career level



- Just under 20% of respondents still consider themselves entry level after being at an organization for 5 or more years
- Just over 30% of Executive Level respondents have been at their organization for 20 or more years

Central and North Jersey have the most respondents

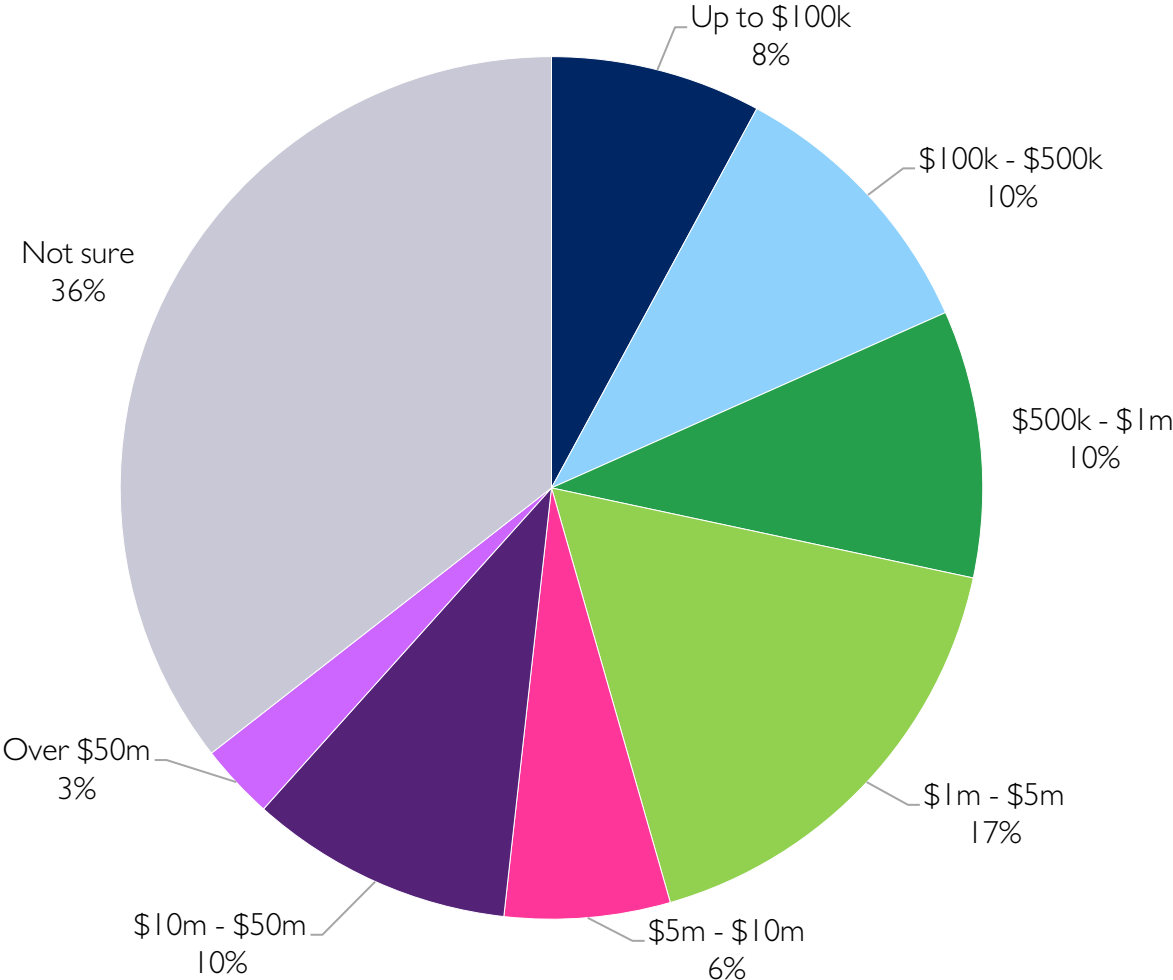


Central: Middlesex, Monmouth, Mercer, Somerset, Hunterdon, Union County
North: Bergen, Essex, Hudson, Morris, Passaic, Sussex, Warren County
South: Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Ocean, Salem County

Does not include self-employed n=699

Two thirds of respondents are aware of the operating budget of their primary organization

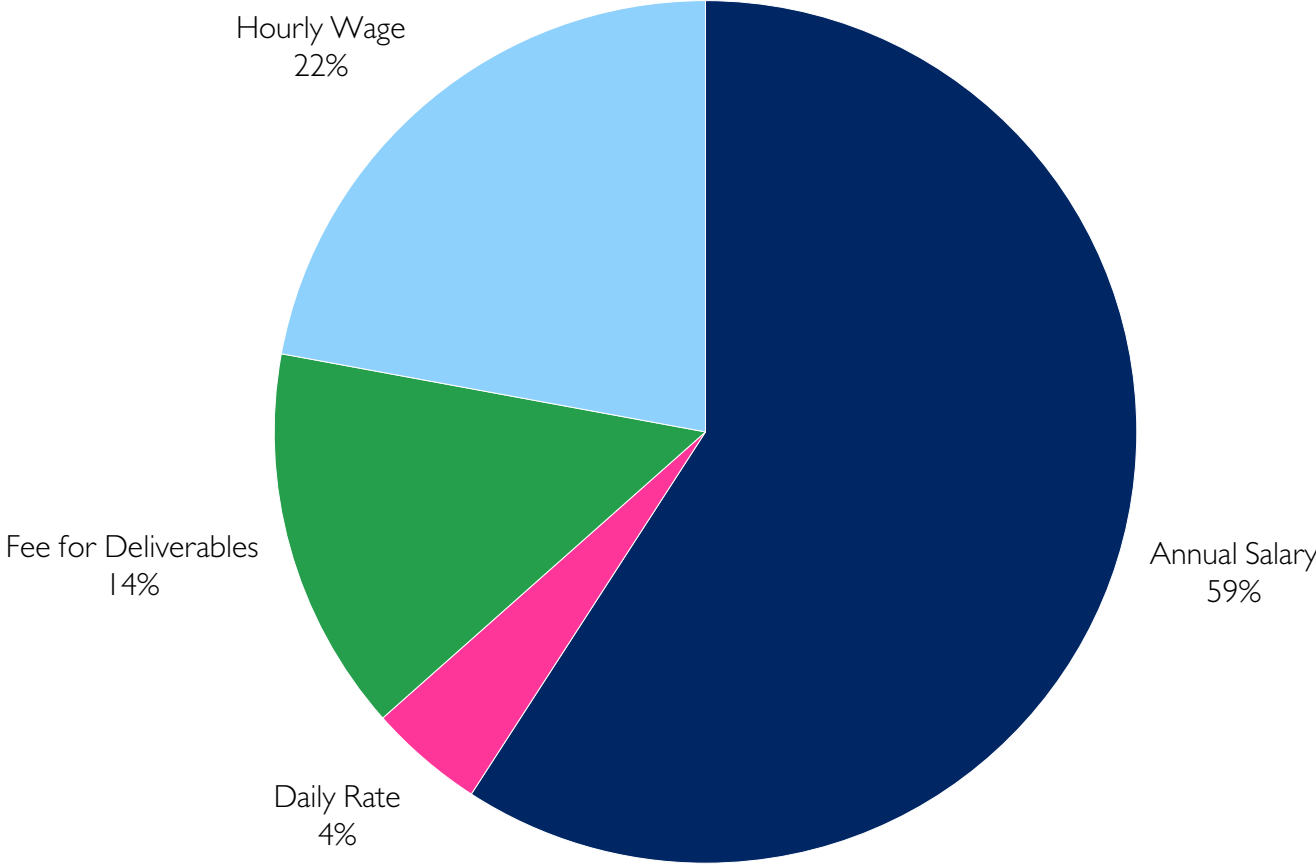
What is the annual operating budget of your primary organization/employer?



Salary information

Nearly 60% of respondents are paid on an annual salary

On what basis are you paid?

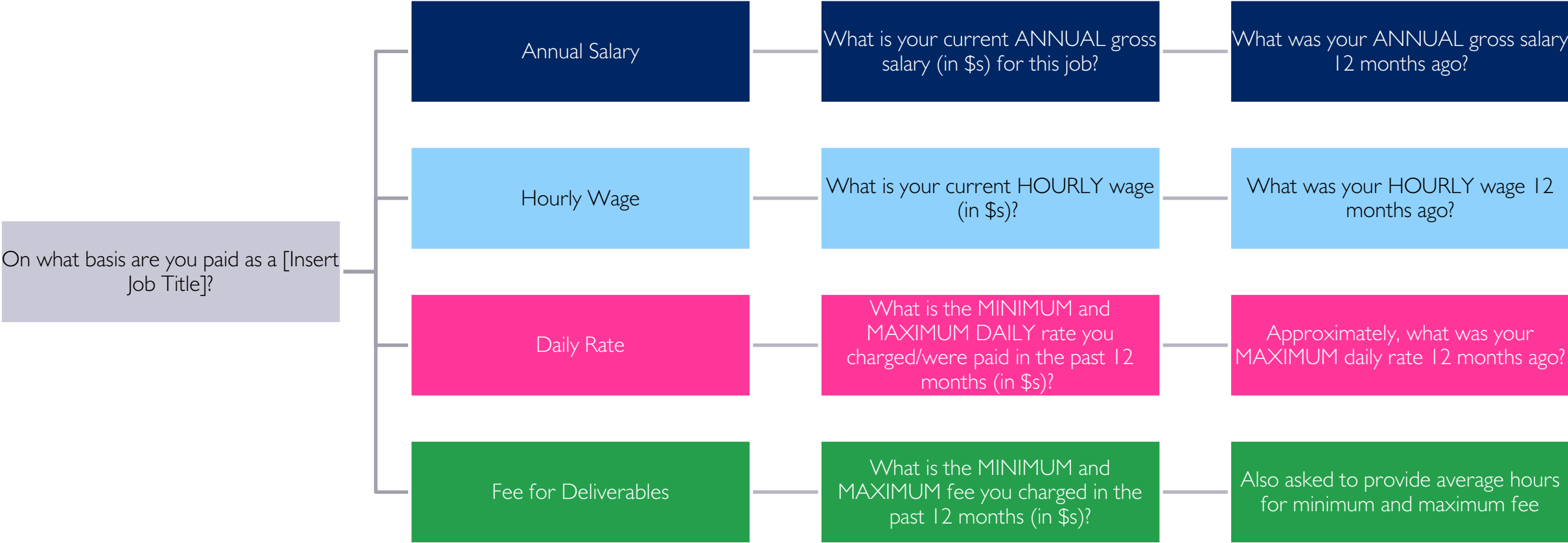


Terms of employment against basis of pay

	Annual Salary	Hourly Wage	Daily Rate	Fee for Deliverables	Total
Full-time employee (35 or more hours a week)	52%	4%	0%	1%	59%
Part-time employee (less than 35 hours a week)	4%	11%	1%	0%	16%
Freelance/ Contract worker	1%	4%	2%	5%	13%
Self-employed	2%	2%	1%	7%	12%
Total	59%	22%	4%	14%	810

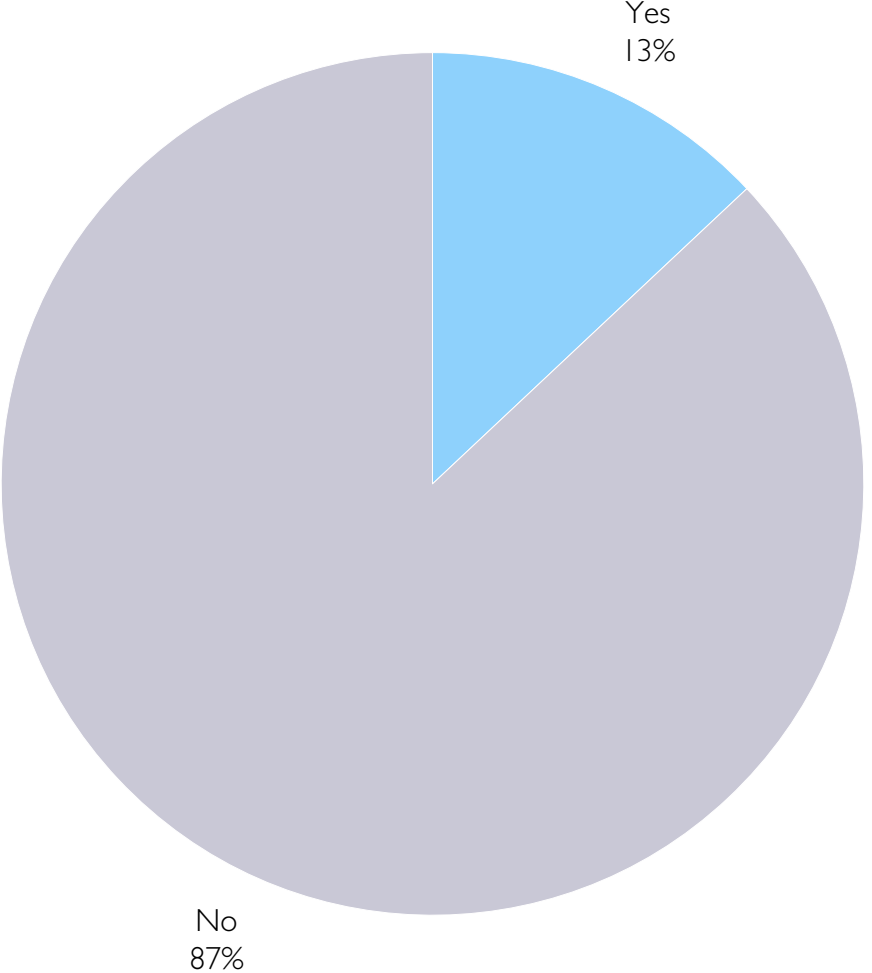
- 52% of respondents are full-time employees paid an annual salary

Respondents were asked to provide salary information and on what basis they are paid. They were then asked to compare this to 12 months ago

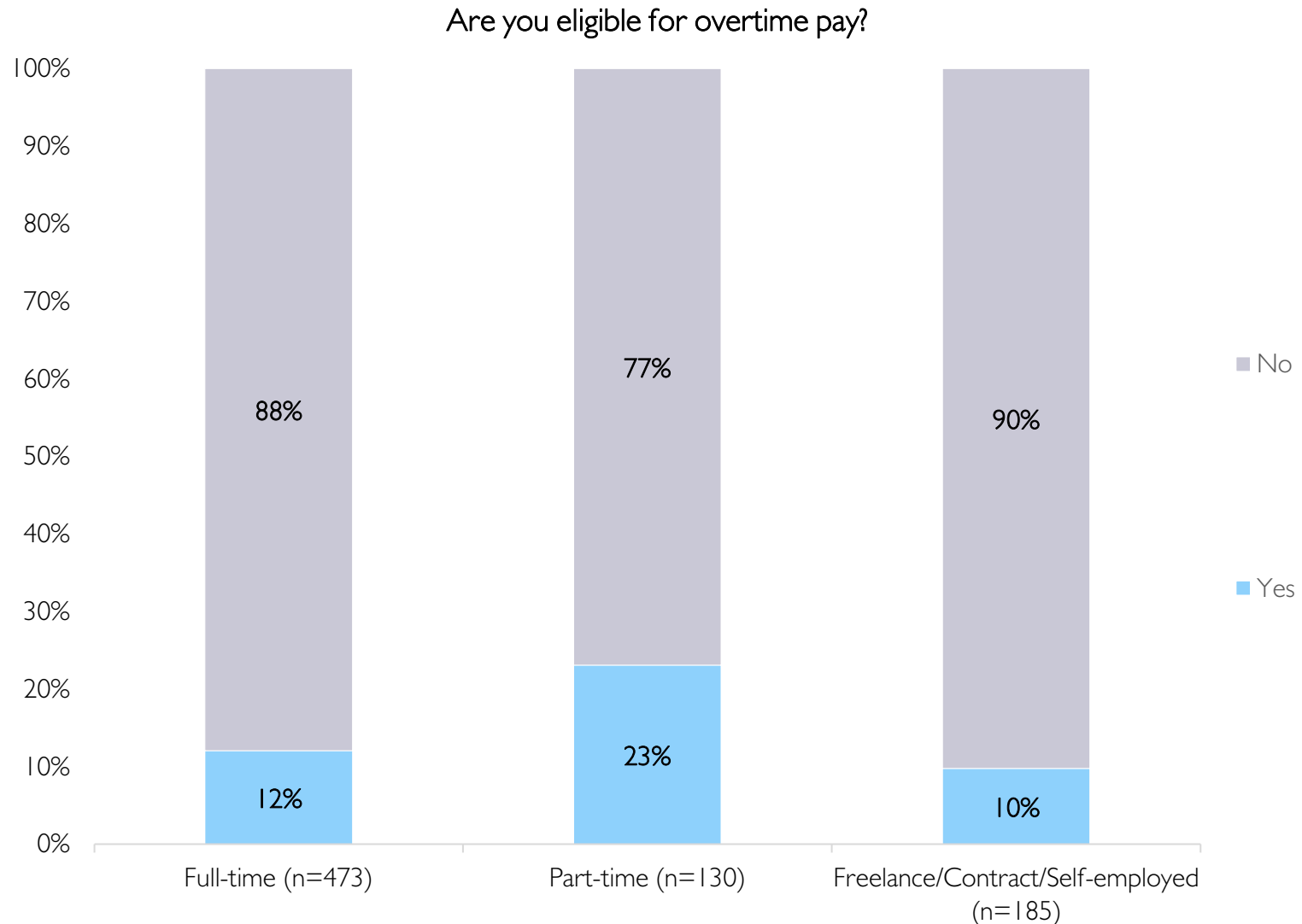


Only 13% of respondents are eligible for overtime pay

Are you eligible for overtime pay?

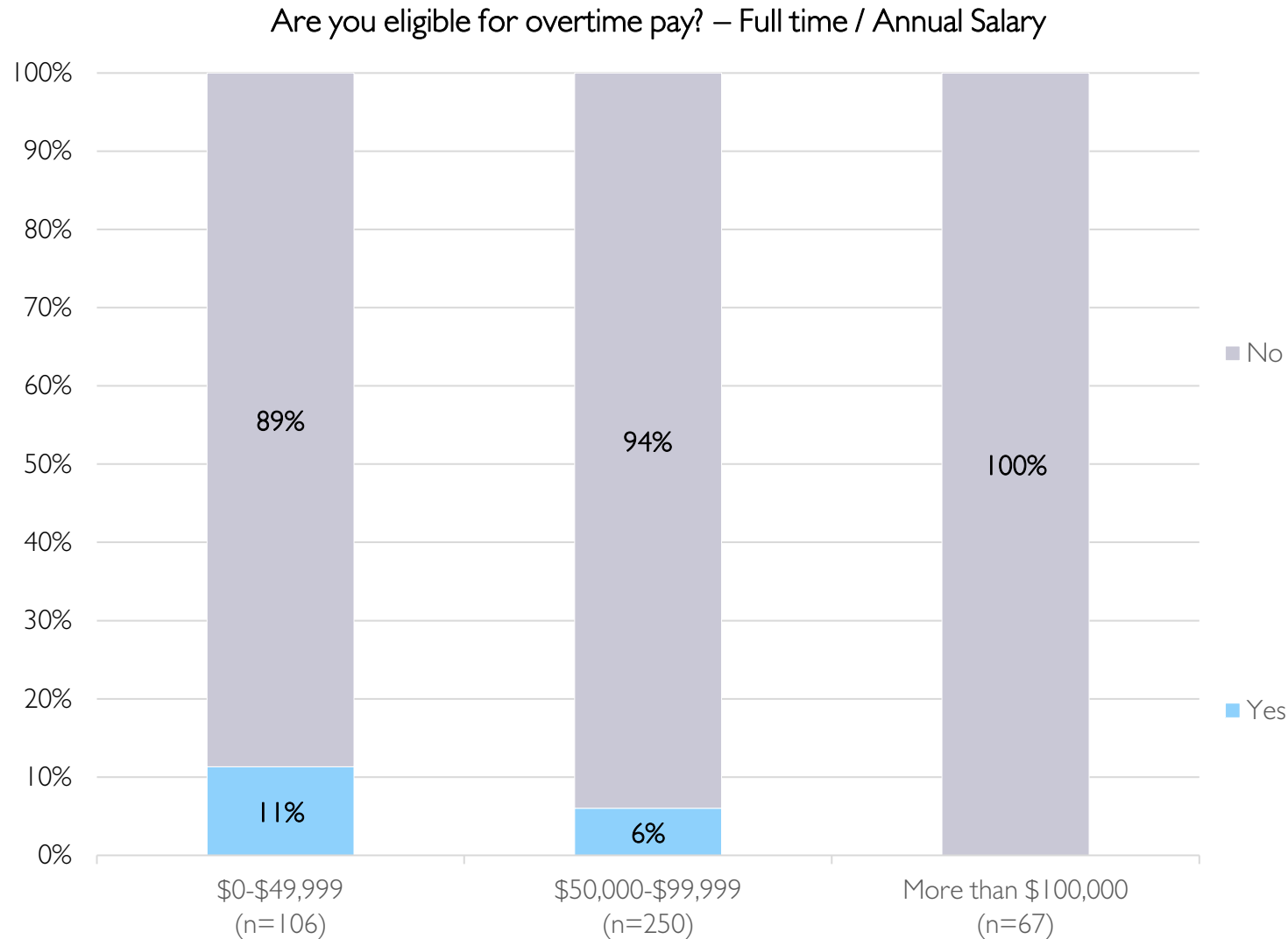


Part-time staff are more likely to be eligible for overtime pay, but they are still in the minority at 23%



- 12% of full-time staff are eligible for overtime pay
- 10% of freelance, contract workers or self-employed are eligible

Overtime eligibility for full-time salaried workers by salary



- Only 11% of full-time employees earning less \$50,000 are eligible for overtime
- This drops to 6% for those earning between \$50,000 and \$99,999

Median Salary Comparisons

The following slides compare the median salary for full-time annual salary employees across a range of criteria, as well as a shorter section comparing the smaller number of employees on an hourly wage

Where sub-sample sizes are low, a grey box is used to indicate these should be treated with caution

Full-time - Annual Salary

Annual Salary \$64,000

(n=412)

Last Year \$62,500

Annual median wage for reported in the Organization Survey was \$65,000 (n=1008)

Annual median wage for Arts, Design, Entertainment, Sports, and Media Occupations in All Industries in New Jersey was \$68,380 in 2022*

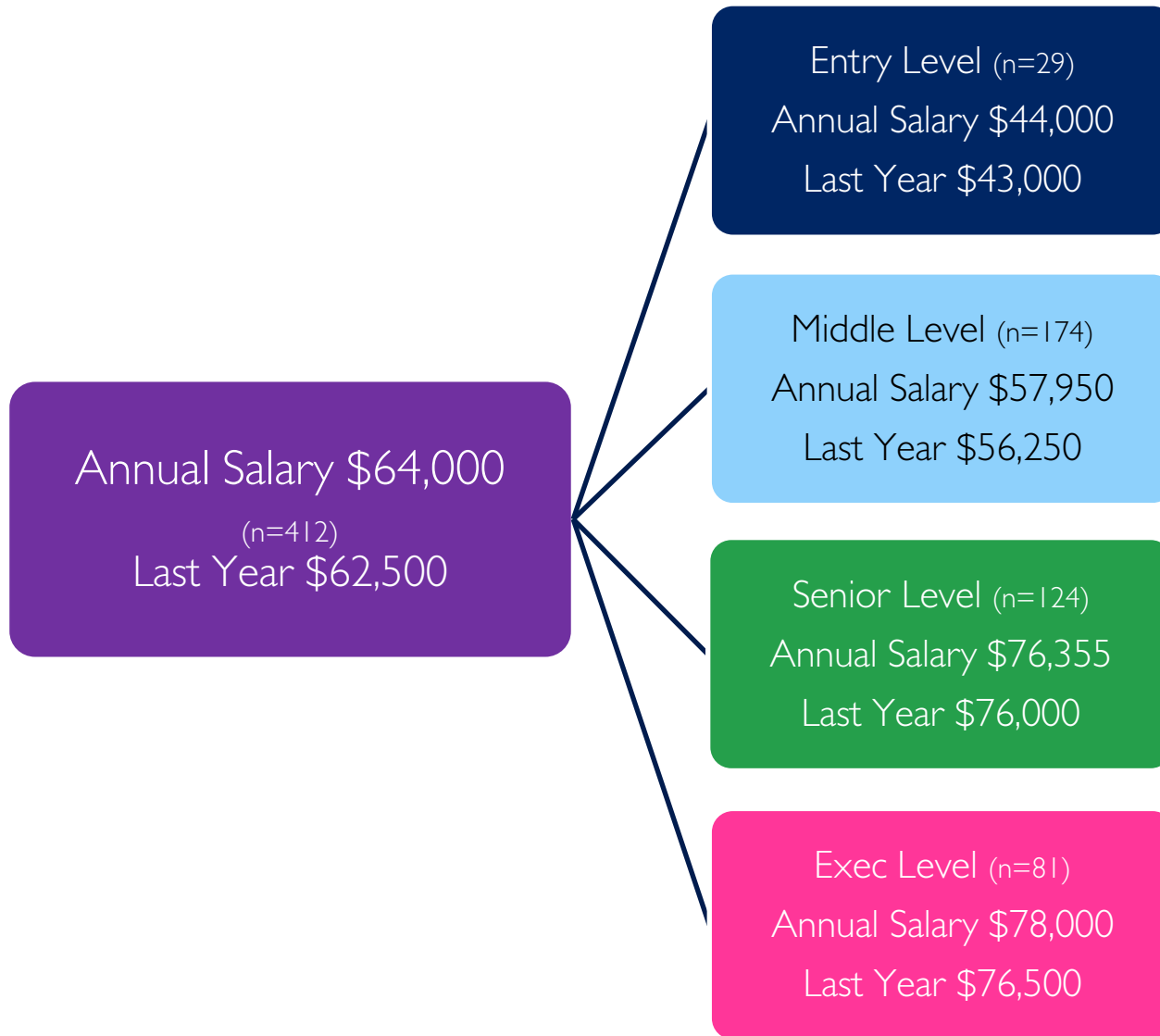
Annualised median wage for All Industries in USA was \$58,136 in Q3 2023**

- Median full-time annual salary is currently at \$64,000
- The previous year it was \$62,500
- An increase of 2.4%
- The State median for Arts & Entertainment in 2022 was \$68,380
- A gap of \$5,880 compared to last year's median salary of arts workers – 9% less

n number relates to Full-time employees' annual salary for the current year

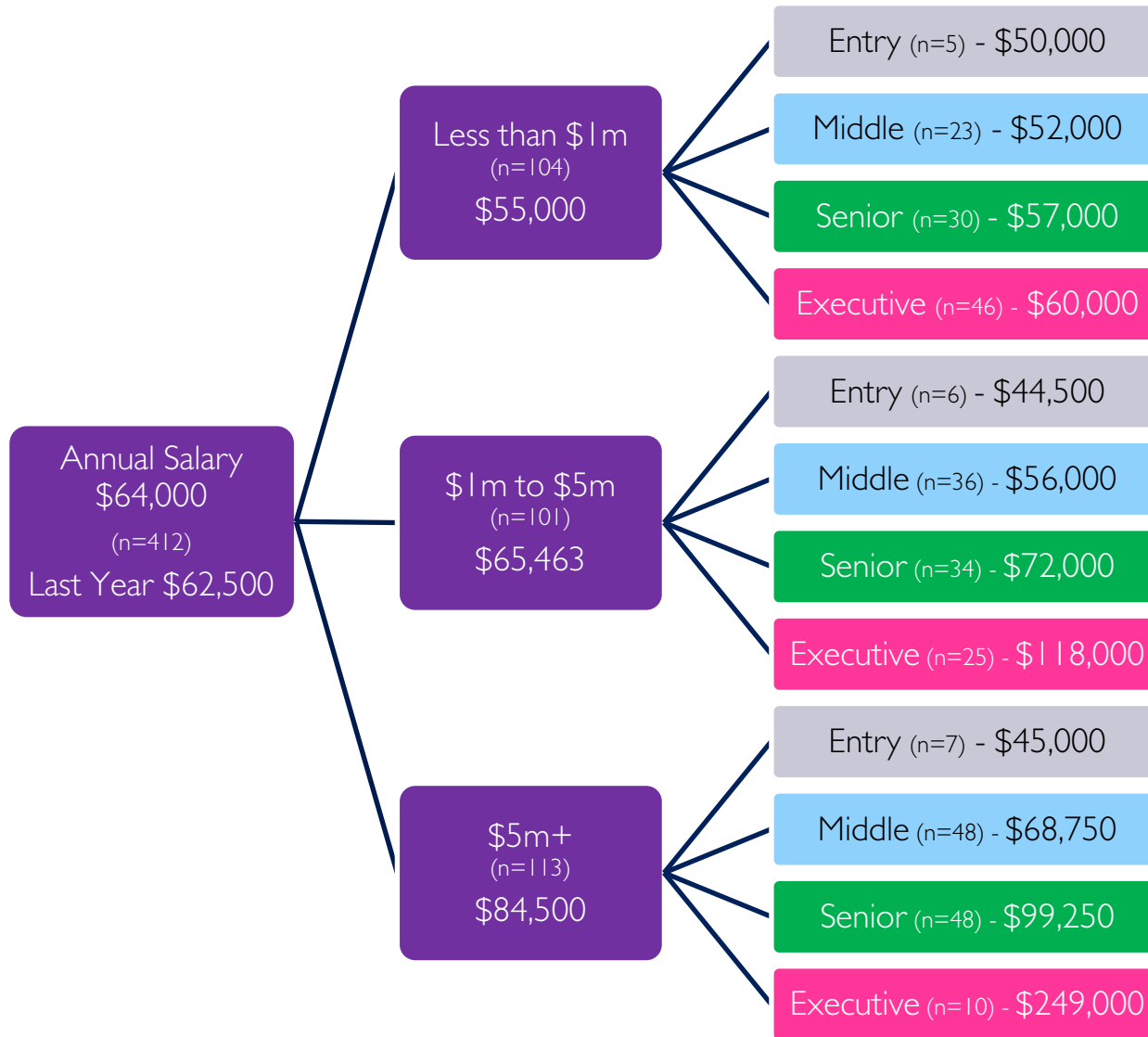
*According to BLS Beta Labs ** Bureau of Labor Statistics

Full-time - Annual Salary by Level



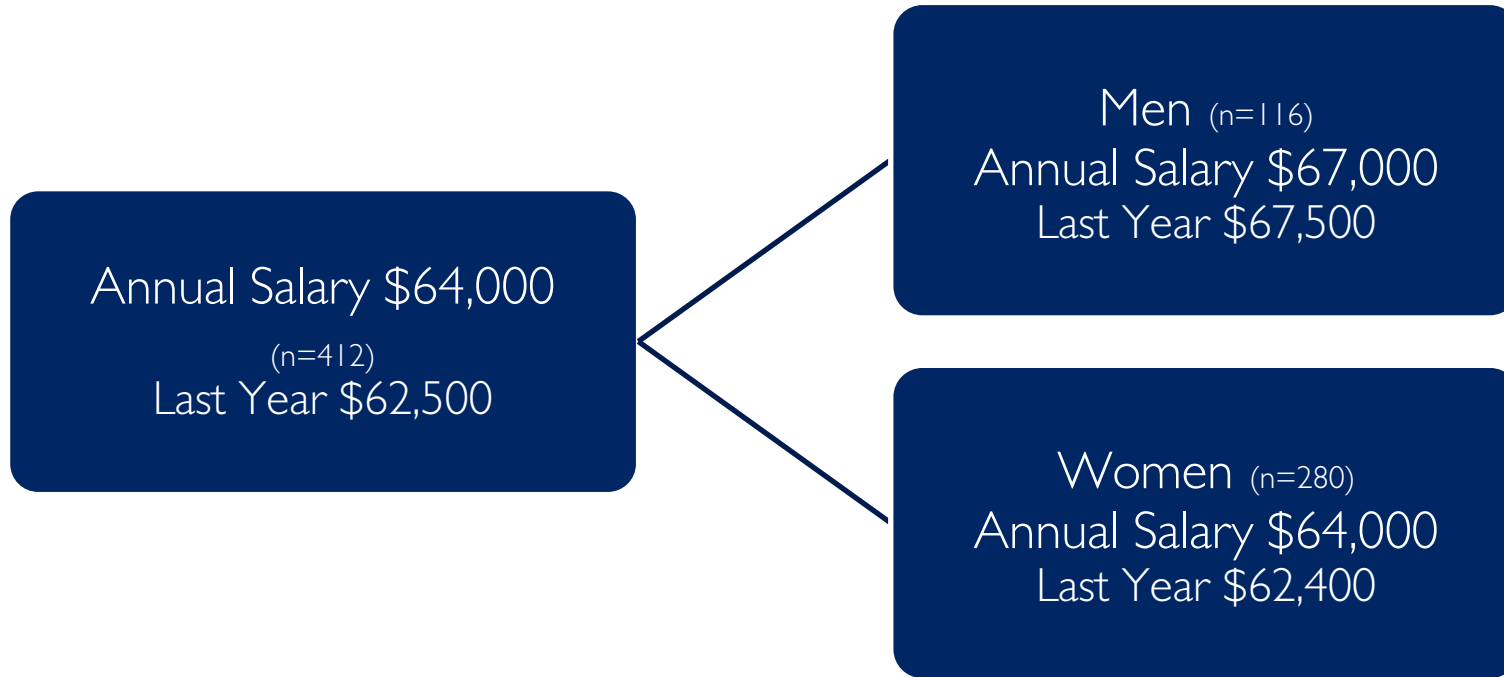
- Entry level has a median of \$44,000, an increase of \$1,000 from last year (+2.3%)
- Middle level has a median of \$57,950, an increase of \$1,700 (+3.0%)
- Senior level has a median of \$76,355, an increase of \$355 (+0.5%)
- Executive level has a median of \$78,000, an increase of \$1,500 (+2.0%)

Full-time - Annual Salary by Level and Organizational budget



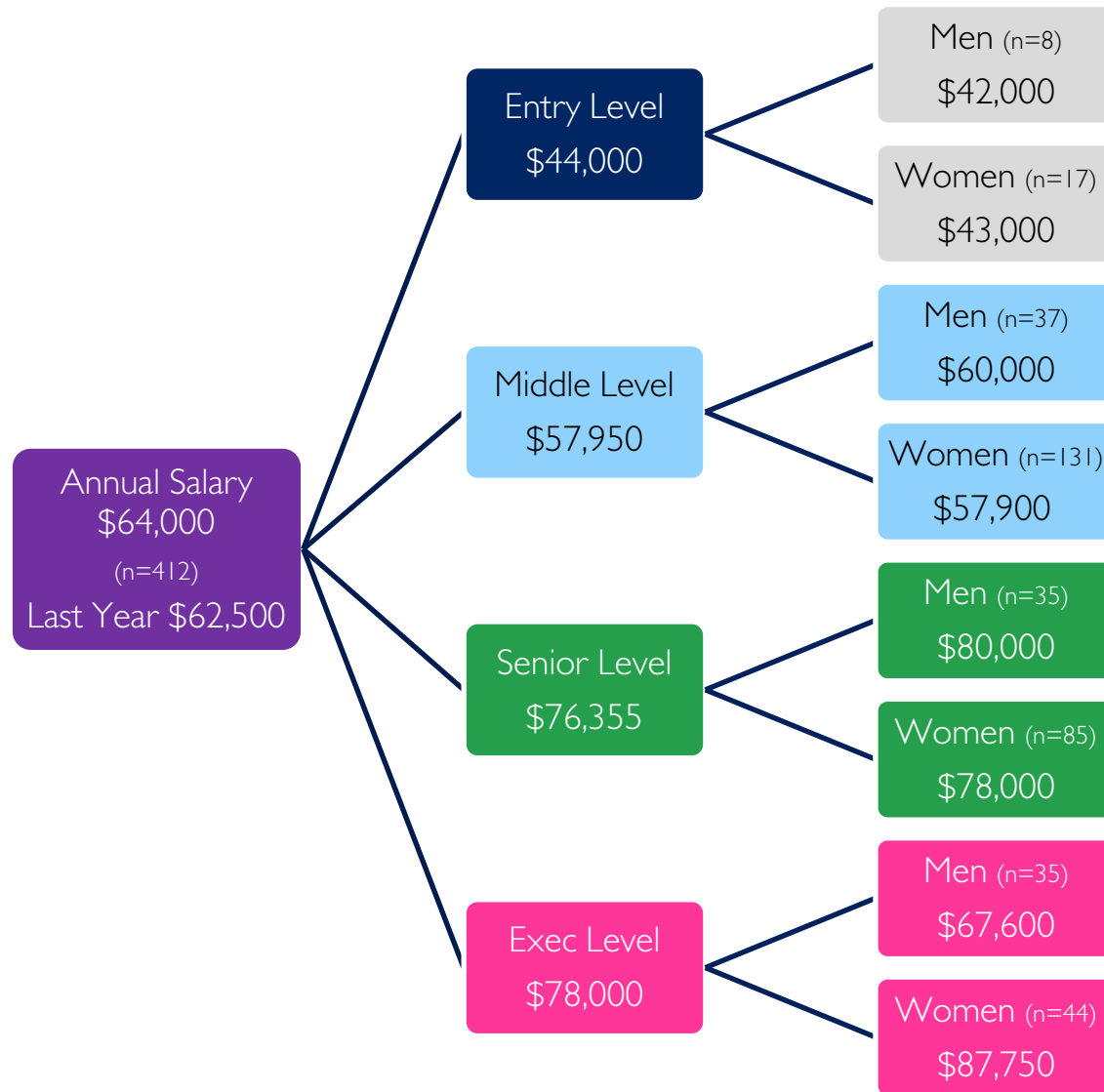
- Salary at all levels increasing broadly in line with operational budget of the organization
- At high end Executive Level salaries at those organizations with a £5m budget is \$249,000 while at the lower end the equivalent level for organizations with less than \$1m budget is \$60,000

Full-time - Annual Salary by Gender



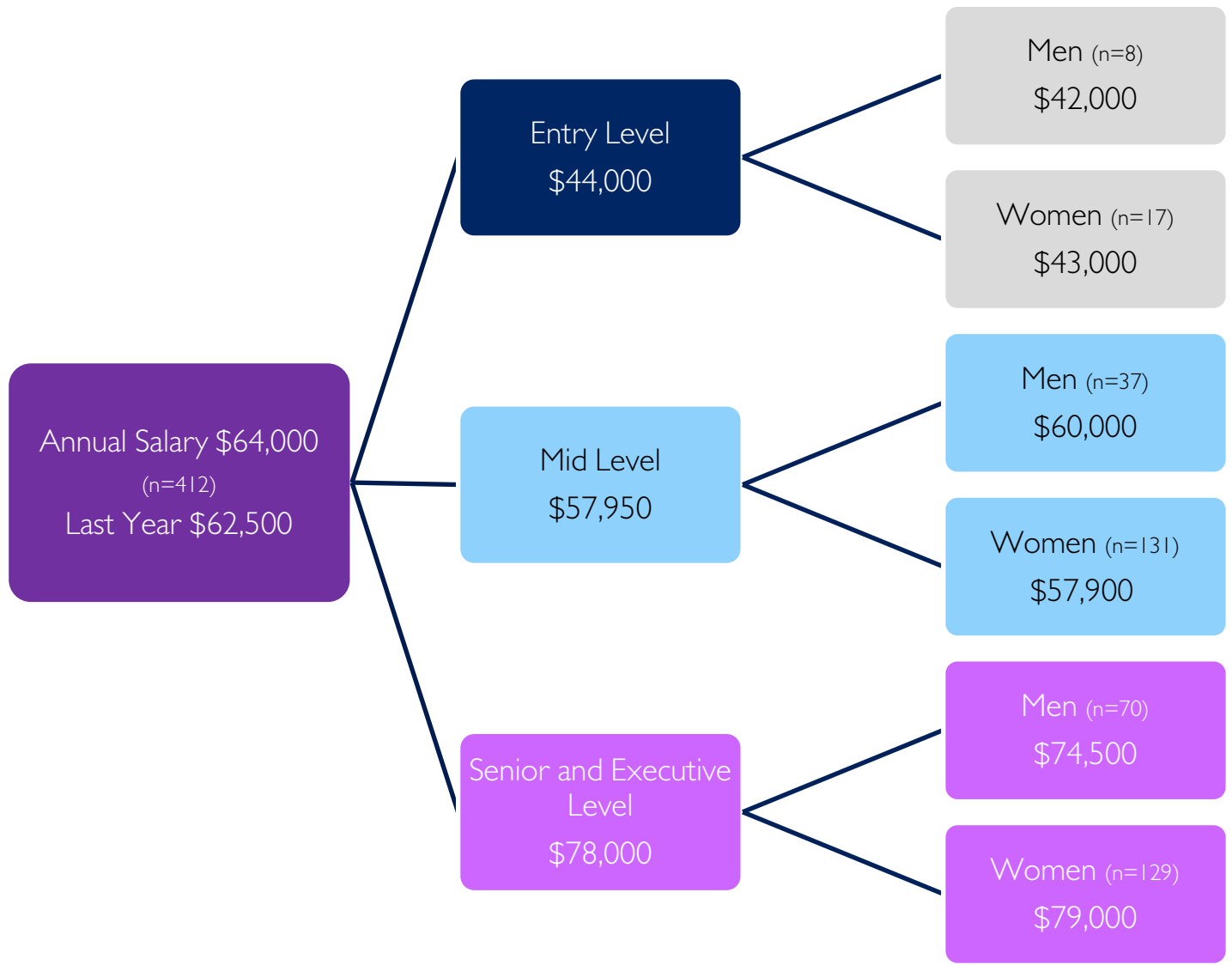
- The median salary for men is \$67,000, \$3,000 above the overall median (+4.7%)
- This is \$500 lower than last year's median for men
- However, this is also \$3,000 above the median salary for women (+4.7%) at \$64,000
- Salary for women has increased by \$1,600 from last year (+2.5%)

Full-time / Annual Salary by Level and Gender

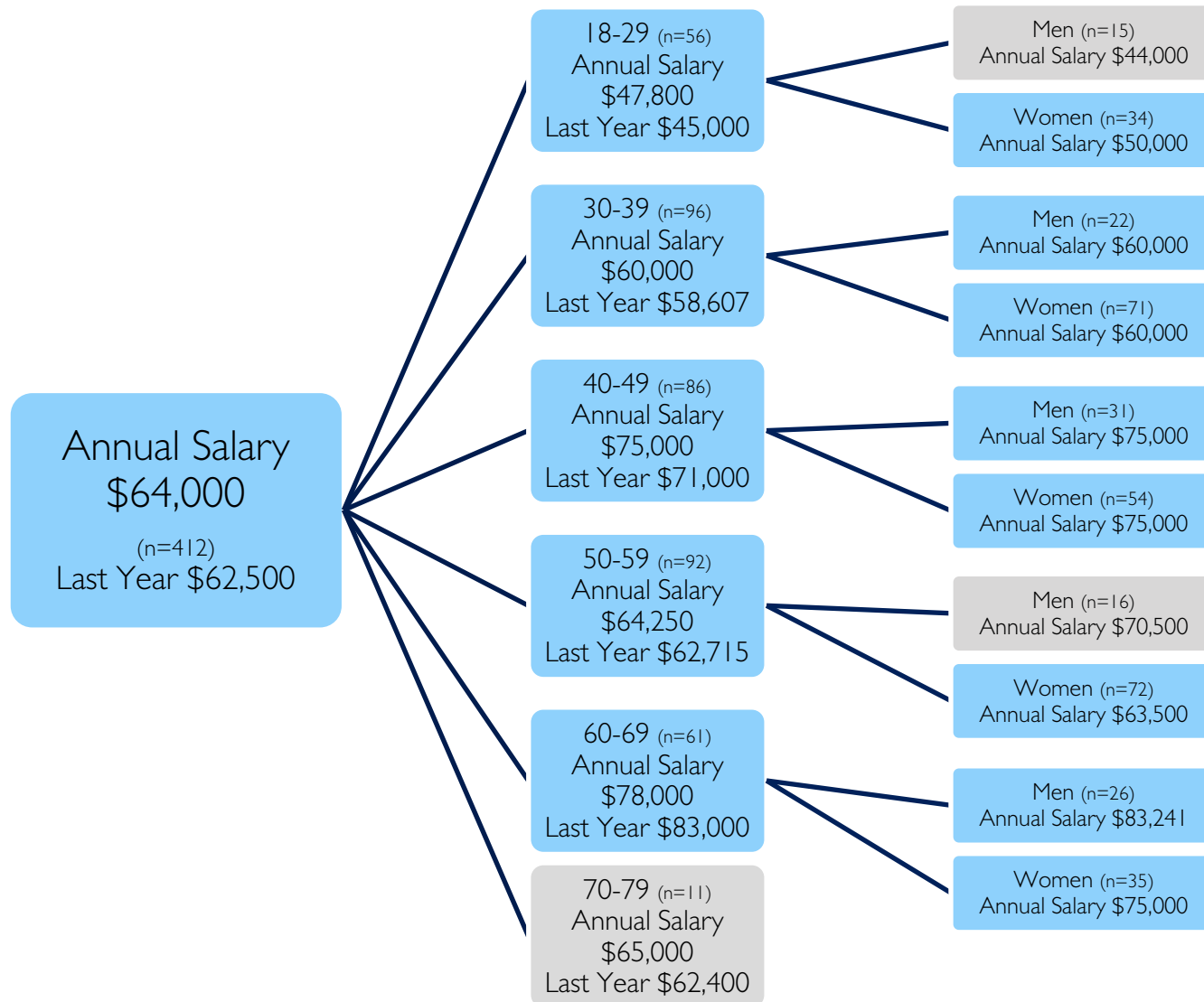


- At entry level, responses are too low to compare, but women are on \$43,000 and men are on \$42,000
- At mid level, men are being paid \$2,100 more than women (+3.6%)
- At senior level, men are paid \$2,000 more than women (+2.6%)
- At exec level, women are paid \$87,750 and men are paid \$67,600

Full-time / Annual Salary by Level and Gender

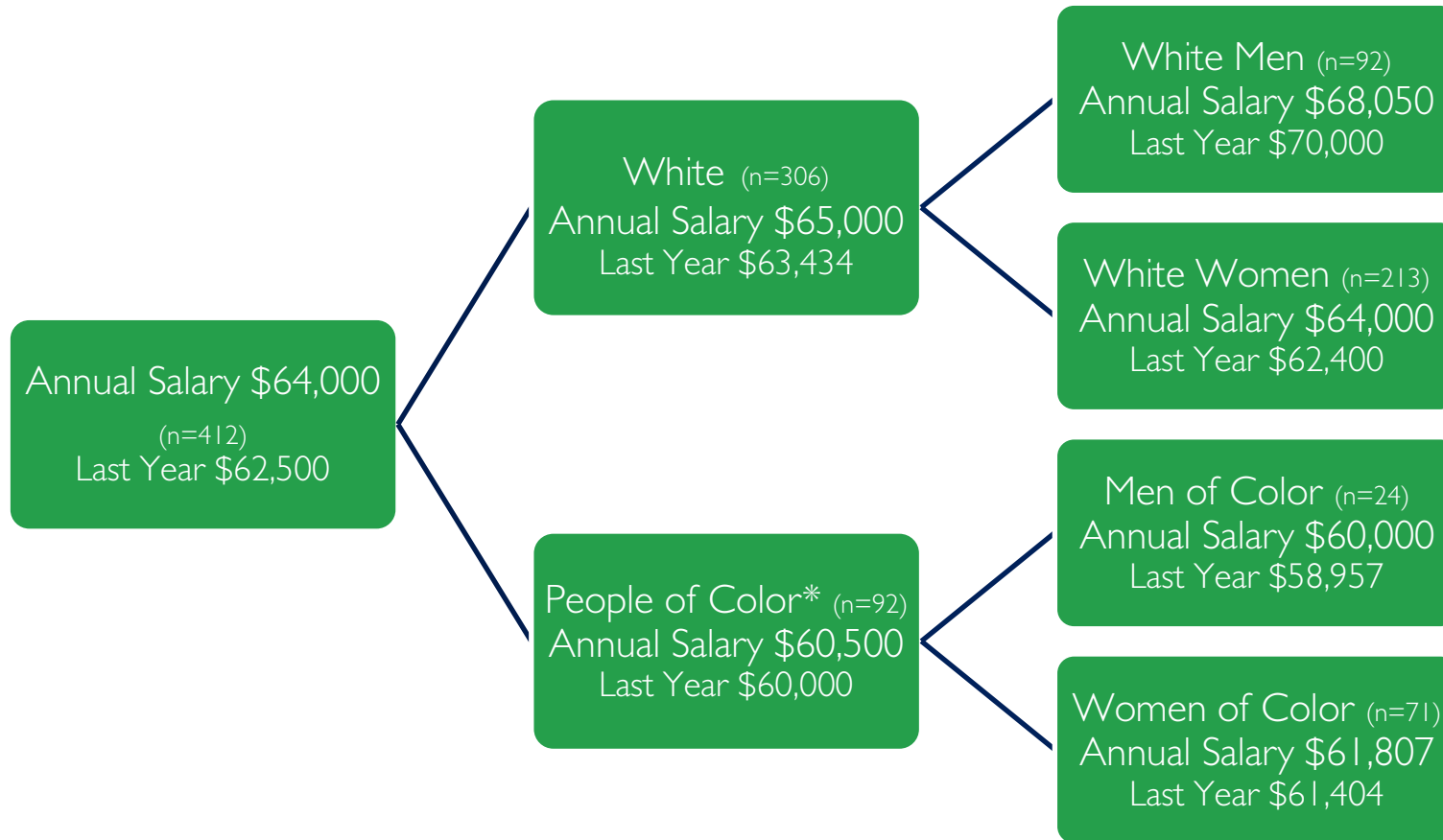


Full-time / Annual Salary by Age



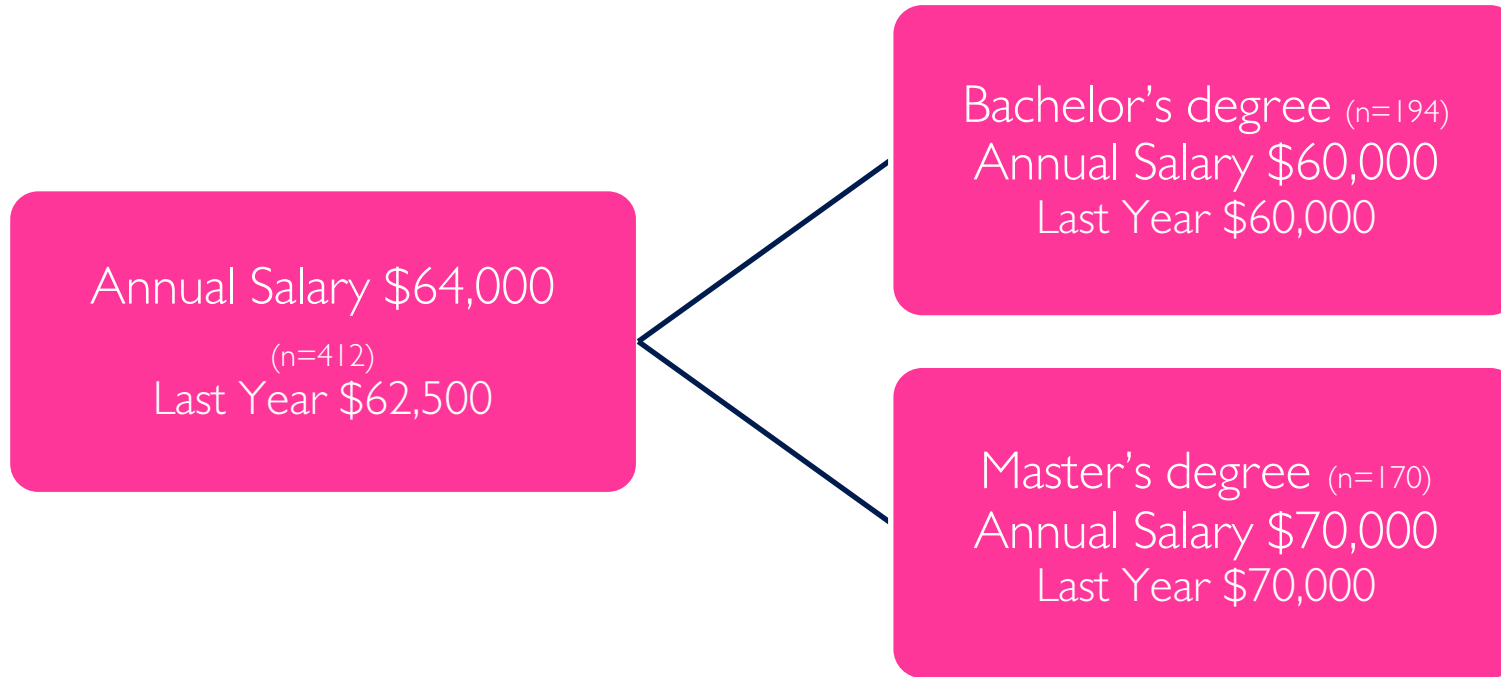
- By age, 18 to 29 year olds median salary is \$47,800
- This increases to \$60,000 for 30 to 39 year olds (+26%)
- And increases to \$75,000 for 40 to 49 year olds (+25%)
- 50 to 59 year olds have a lower median salary at \$64,250
- 60 to 69 year old on average earn the most at \$78,000, but this is only \$3,000 higher than 40 to 49 year olds

Full-time / Annual Salary by Race



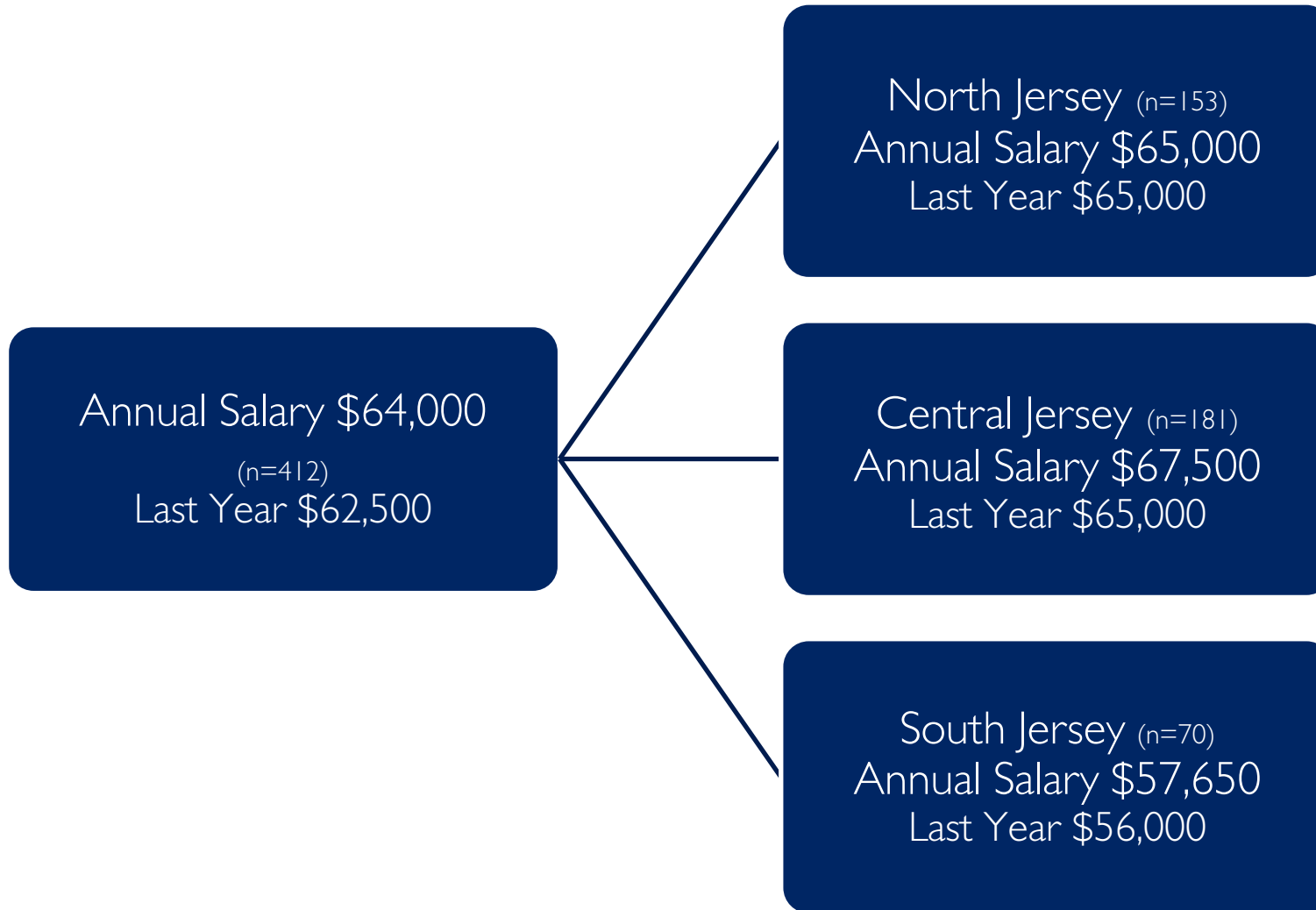
- The median annual salary for those who are White is \$65,000, \$1,000 higher than overall median
- For People of Color, the median salary is \$60,000, which is \$5,000 less than White people (-7.7%) and \$4,000 less than the overall median (-6.3%)
- The annual salary for People of Color also remains unchanged from last year

Full-time / Annual Salary by Education (BA vs MA)



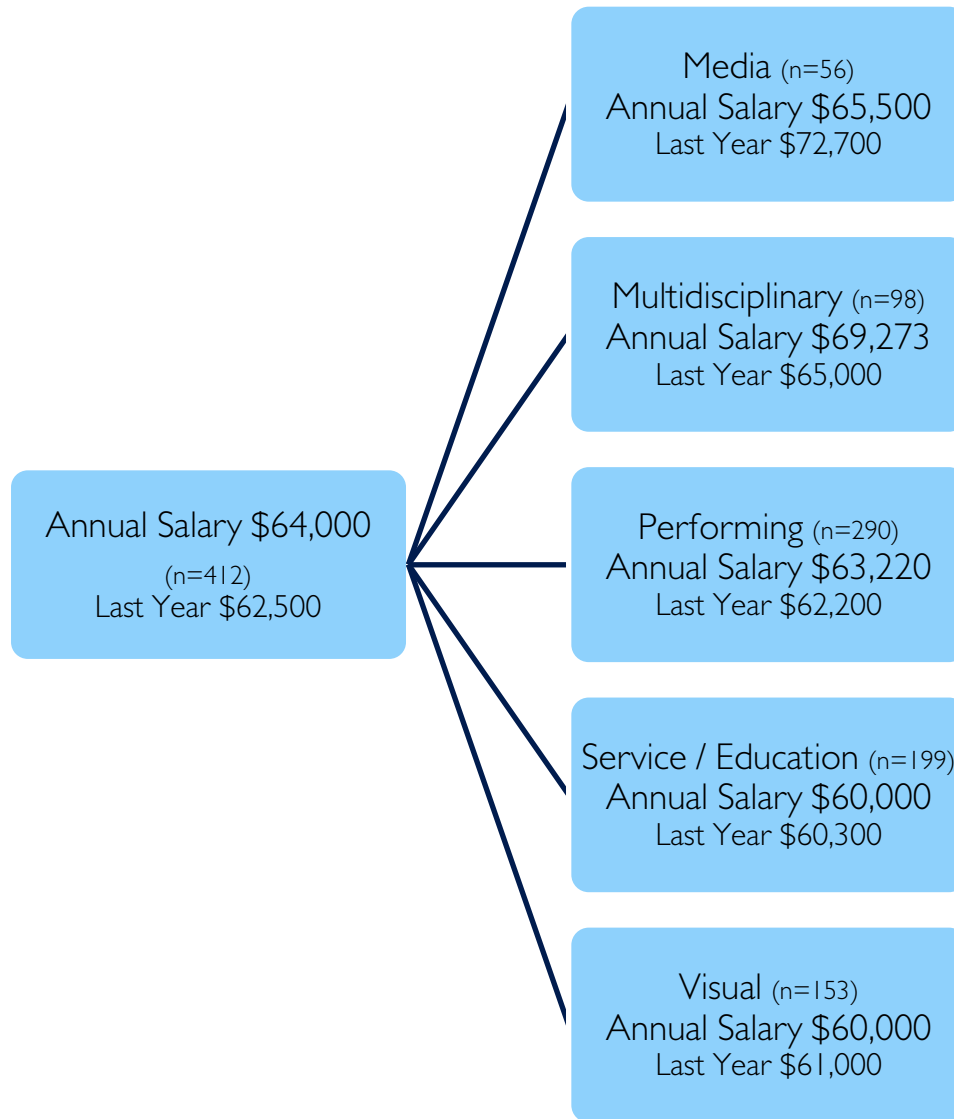
- Those with a Bachelor's degree have an annual salary of \$60,000, \$4,000 less than the overall median (-6.3%)
- Those with a Master's degree have an annual salary of \$70,000, \$6,000 more than the overall median (+9.4%)

Full-time / Annual Salary by Region

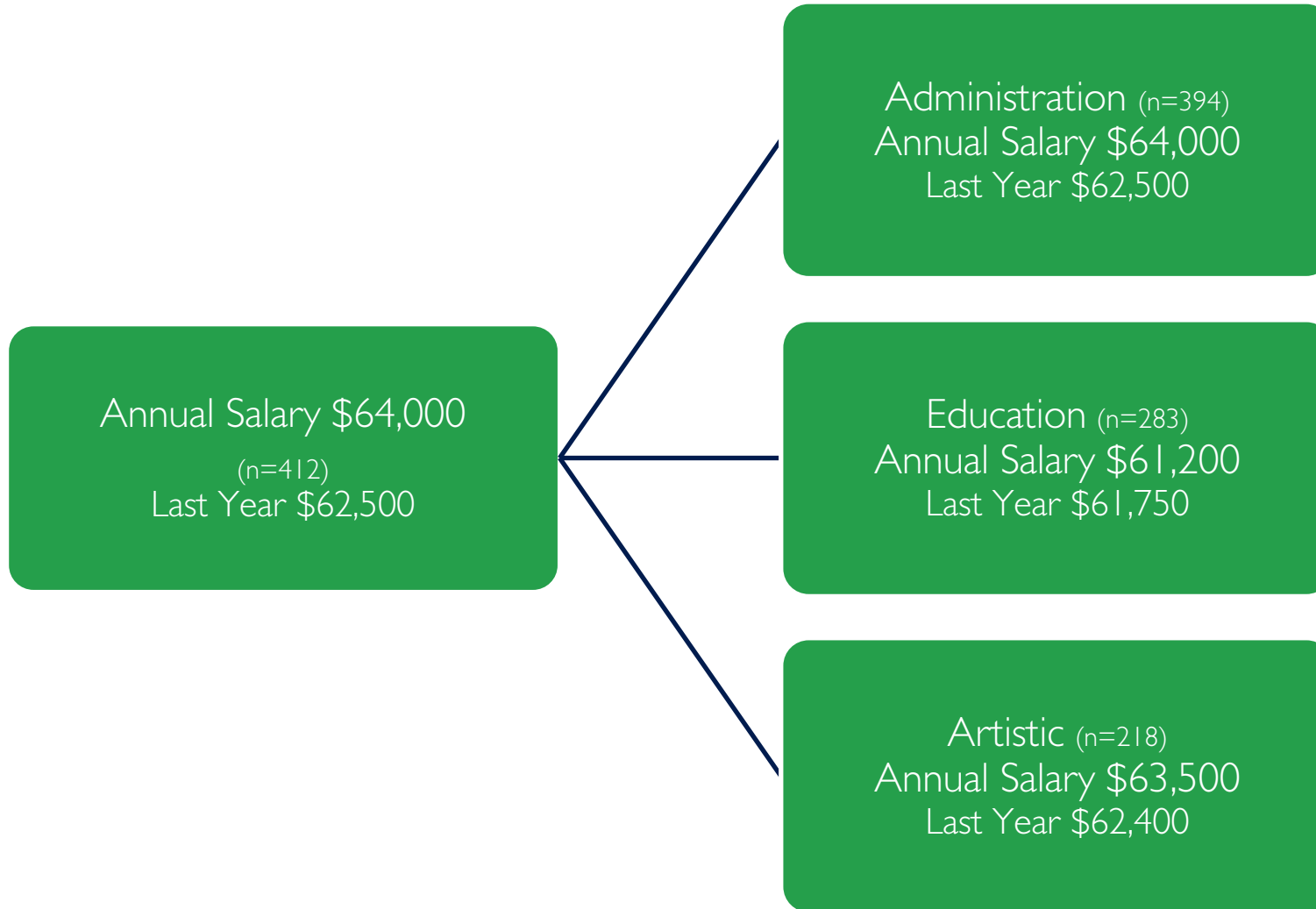


- Central Jersey respondents have a slightly above average median salary of \$67,500 (+5%)
- South Jersey respondents have a slightly below average median salary of \$57,650 (-10%)

Full-time / Annual Salary by Artform Grouping



Full-time / Annual Salary by Work Area



Hourly Wage

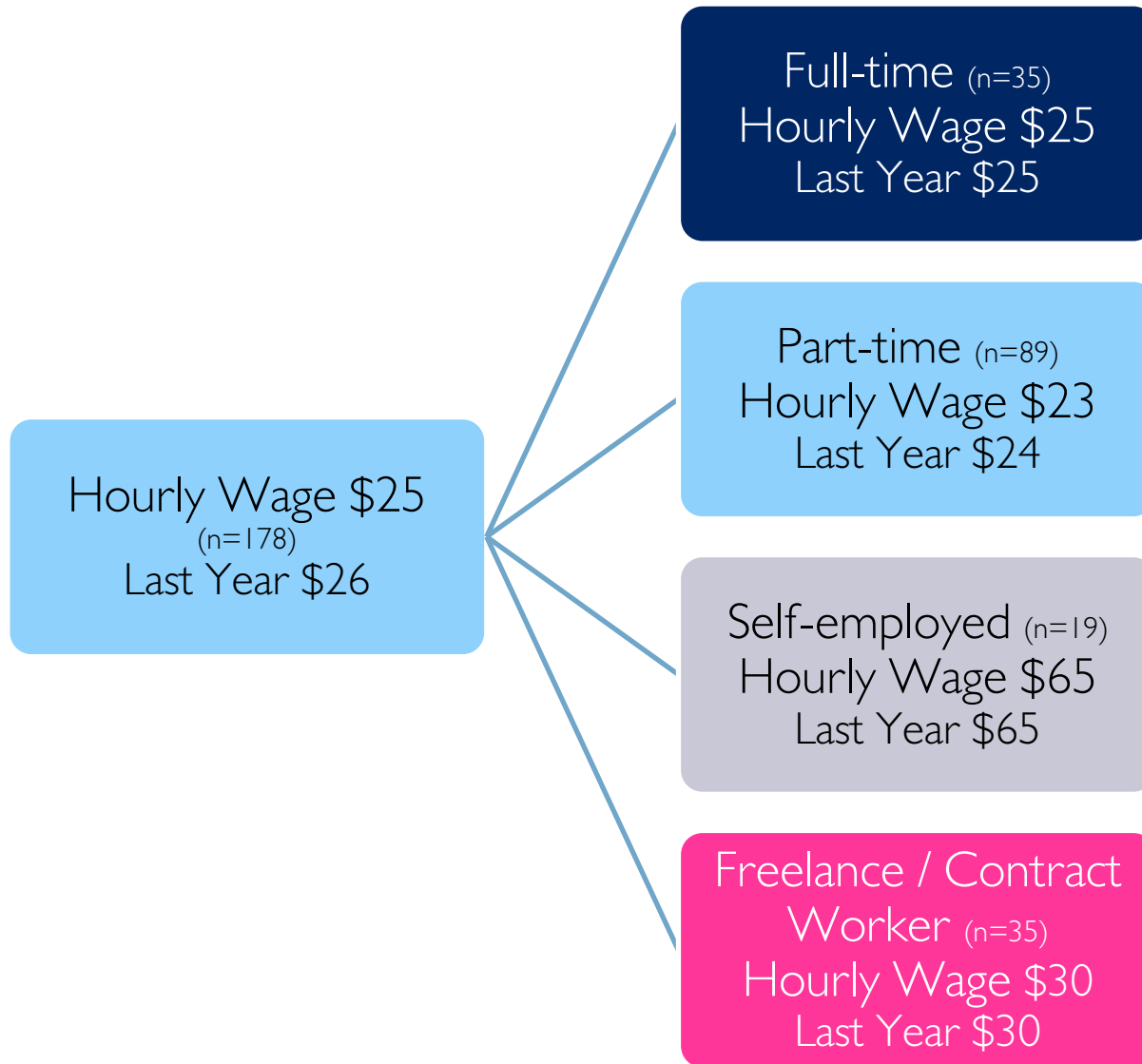


- Median hourly wage is currently \$25, which represents a decrease from last year where it was \$26 (-4%)
- This is also behind the hourly median wage for the Entertainment and sports sector in general which was at \$32.88 in 2022
- This is higher than the median reported on in the Organization survey so might be giving a more positive appearance than the reality of the situation

N number relates responses to Annual Salary for the current year

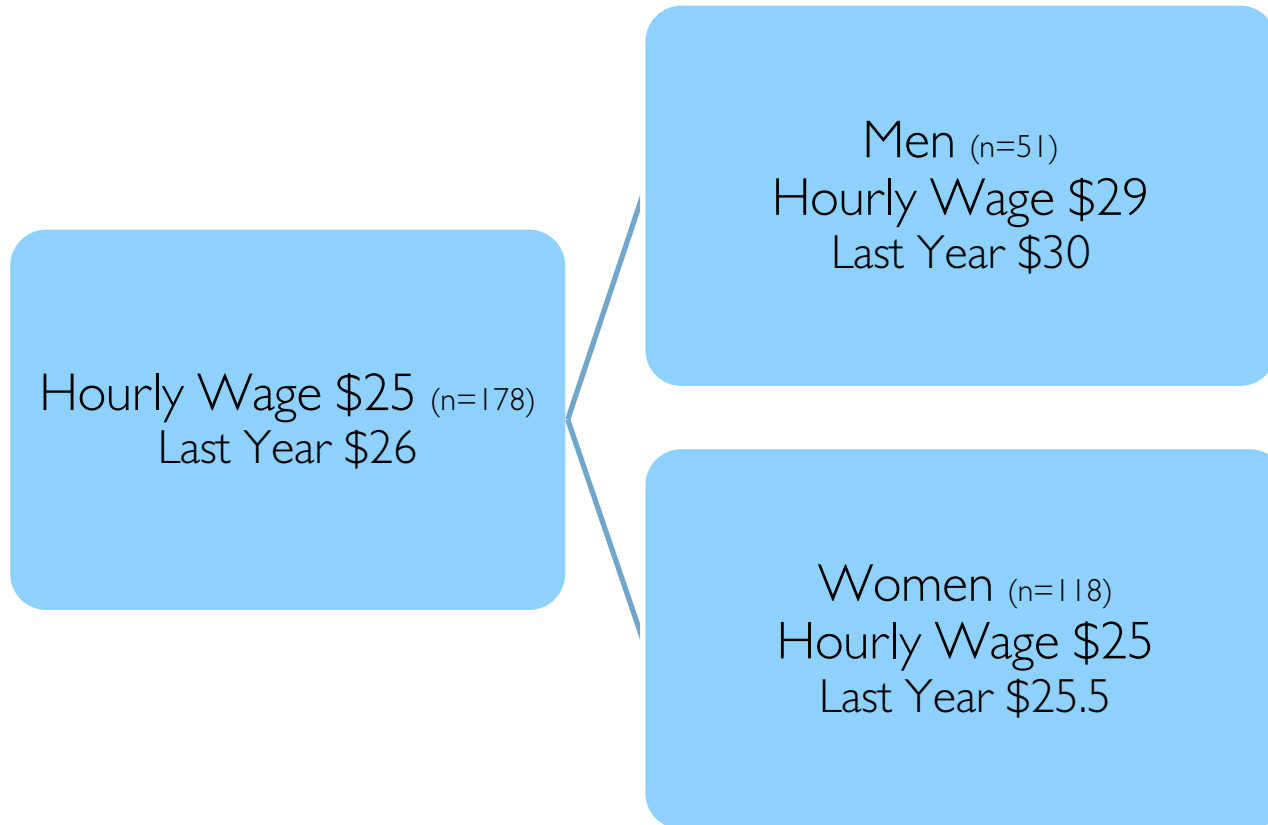
• [BLS Data Viewer](#)

Hourly Wage by Employment Status



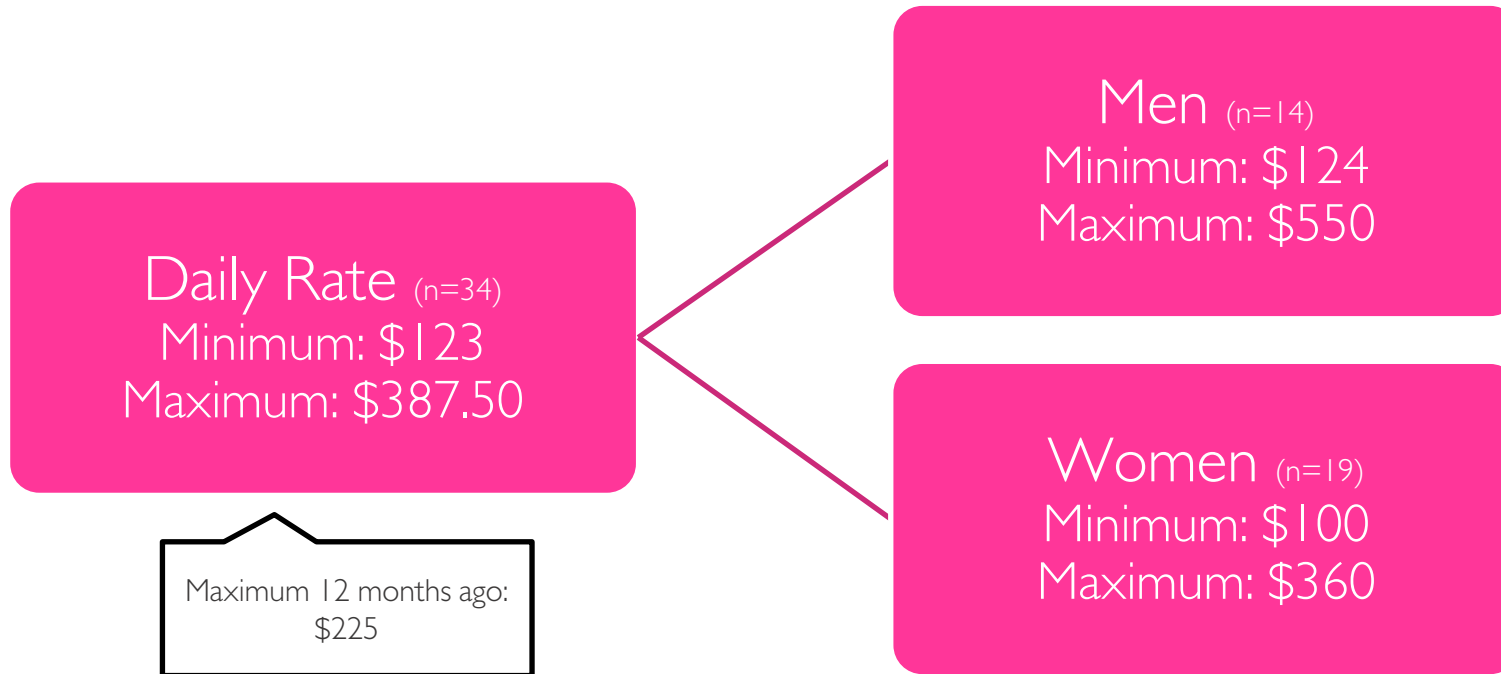
- By employment status, it is marginally higher for those on Freelance / Contract work at \$30, but no change on last year
- For Full-time it is on \$25 and for part-time workers at \$23

Hourly Wage by Gender



- By gender, the hourly wage for Men is \$4 above Women at \$29 (+16%)

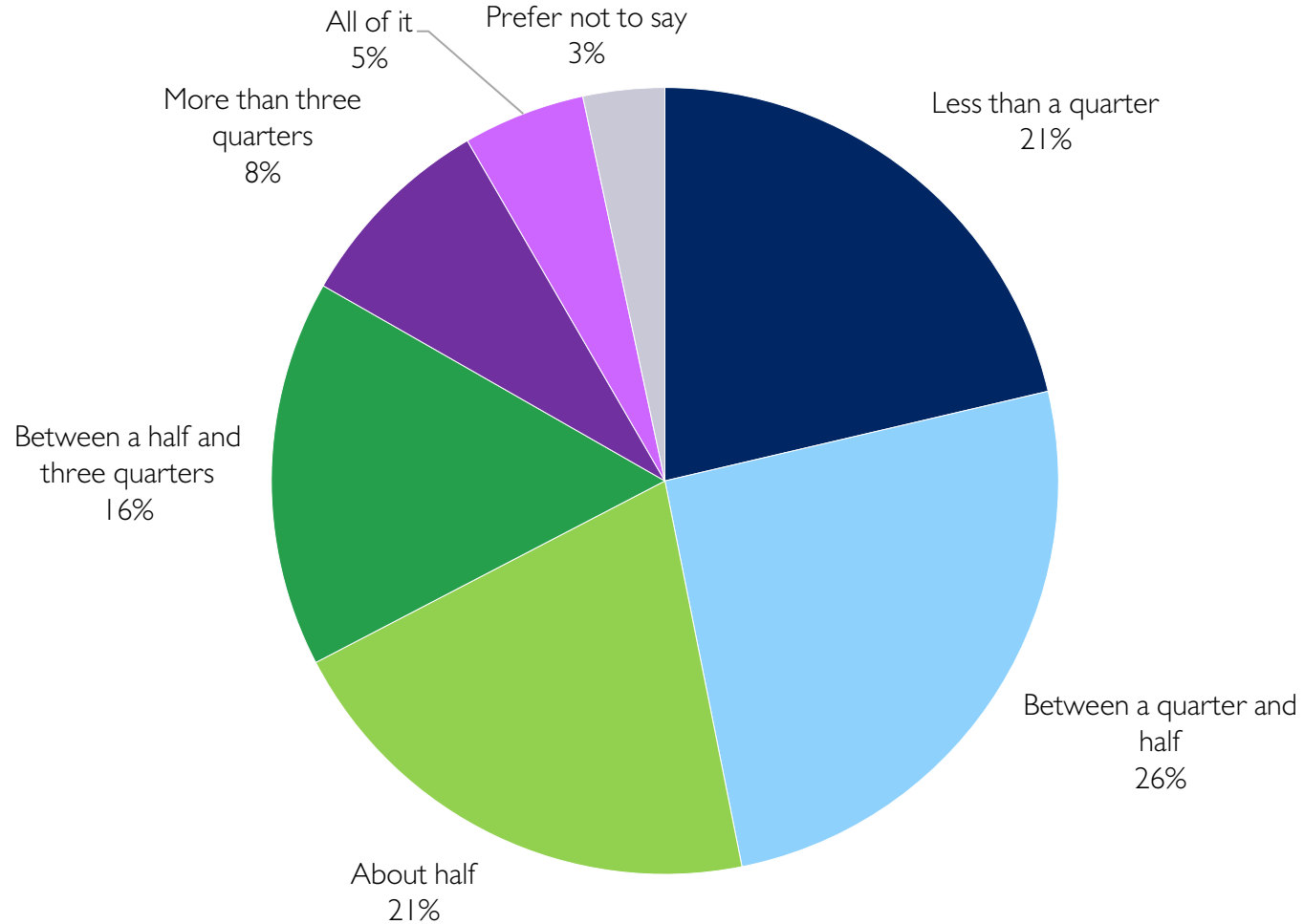
Daily Rate by Gender



- Those paid on a daily rate are in the minority with only 34 in the sample
- The minimum daily rate reported is \$123 with a maximum of \$387.50
- Splitting by gender, Men report higher for both the minimum (\$124 v \$100) and maximum (\$550 v \$360) than Women

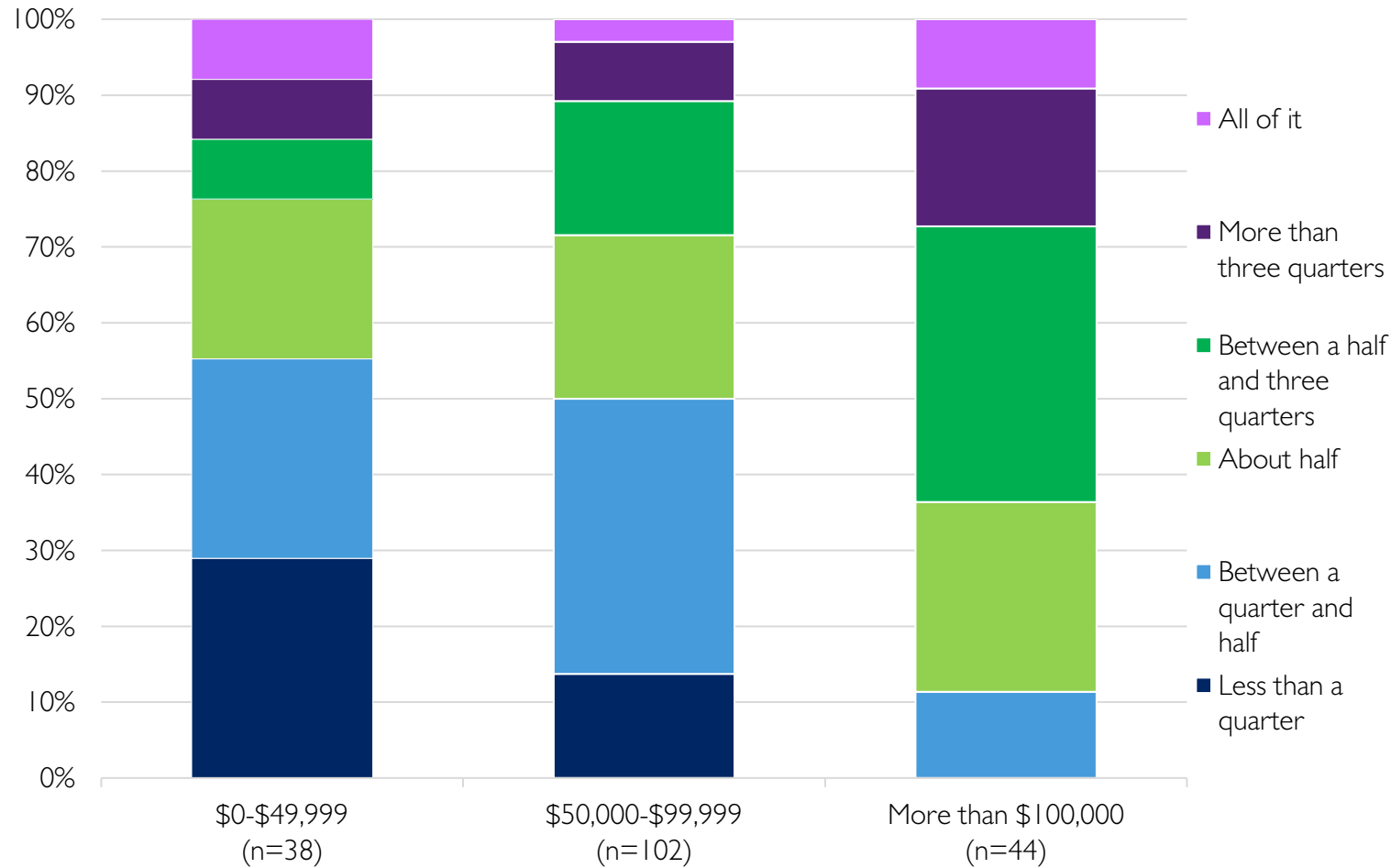
Household income from arts job

Approximately, what proportion of your HOUSEHOLD income comes from your work as a [Insert Job Title]?



Household Income from arts job by salary level

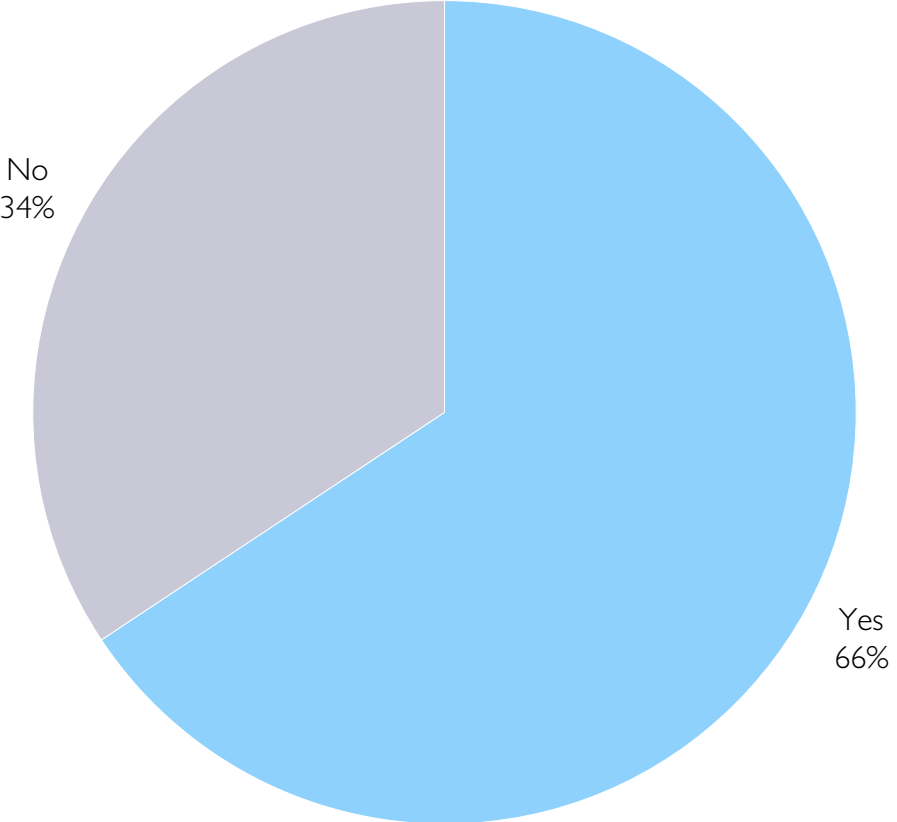
Income value – Salary



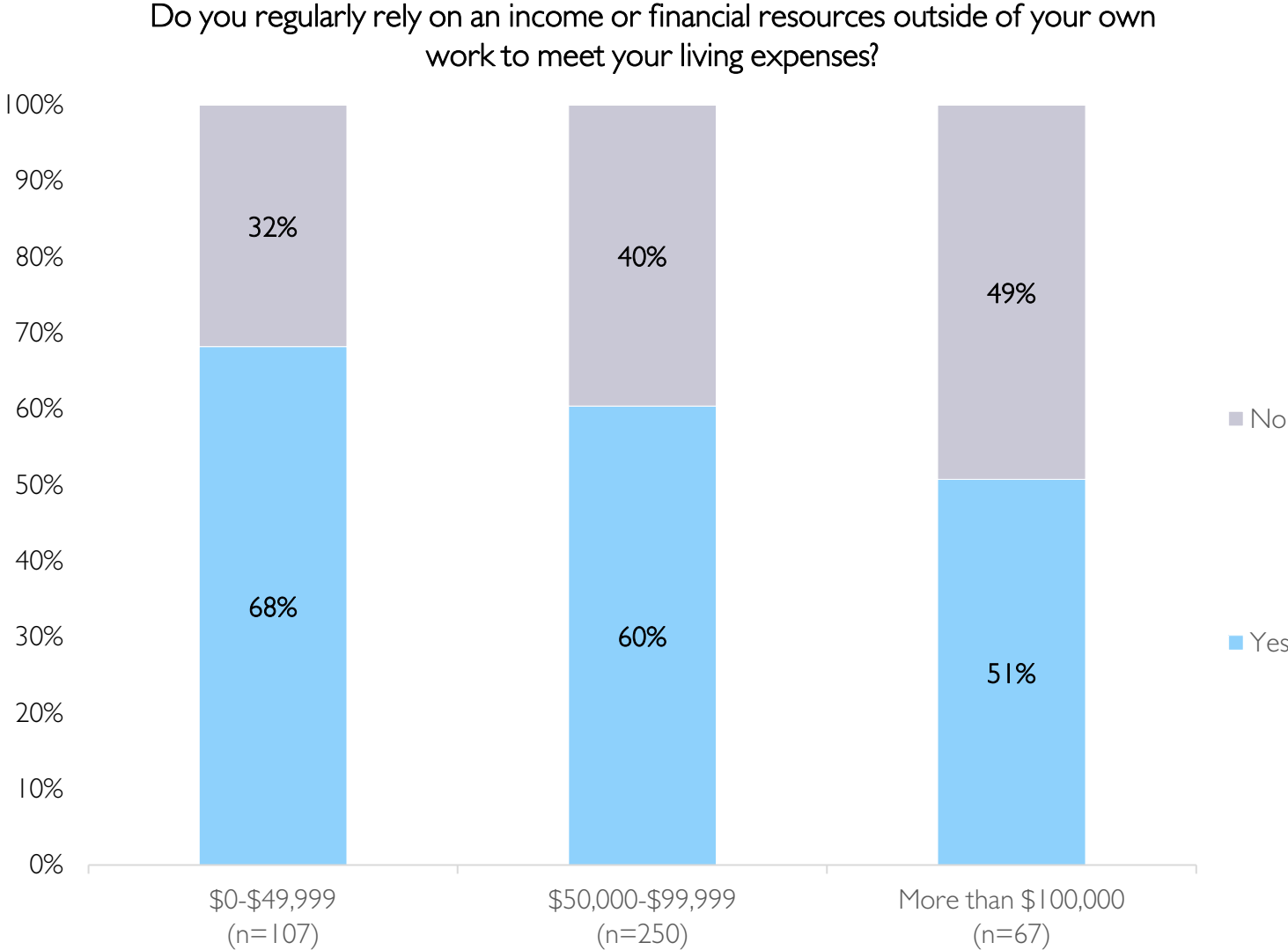
- Just over 60% of those earning more than \$100,000 from their arts job contribute over half to their household salary
- Around 55% of those earning less than \$50,000 contribute less than half to their household salary

Two thirds of respondents rely on income outside of their own

Do you regularly rely on an income or financial resources outside of your own work to meet your living expenses?

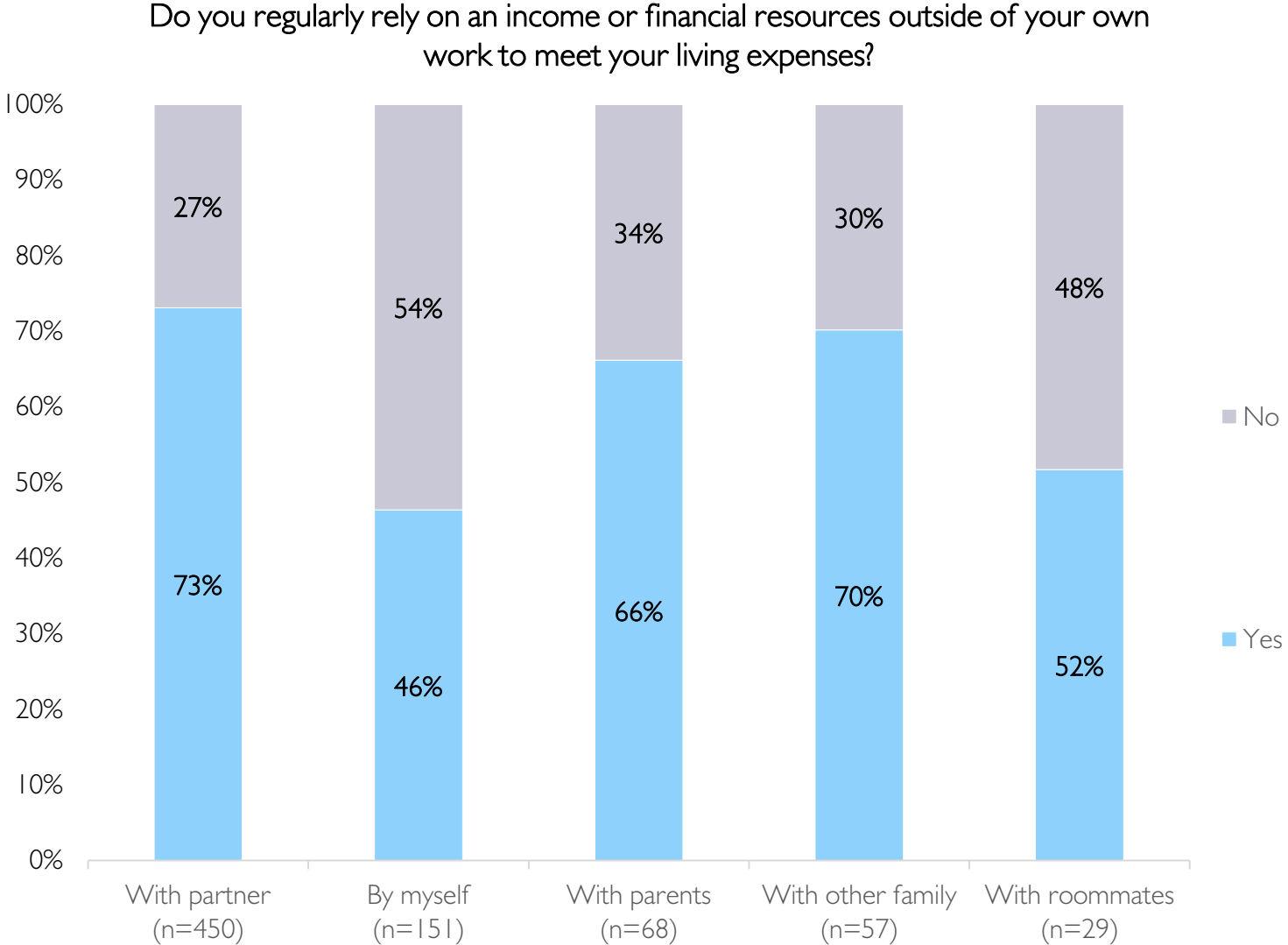


Full-time workers earning less than \$50k are most likely to rely on income outside of their own



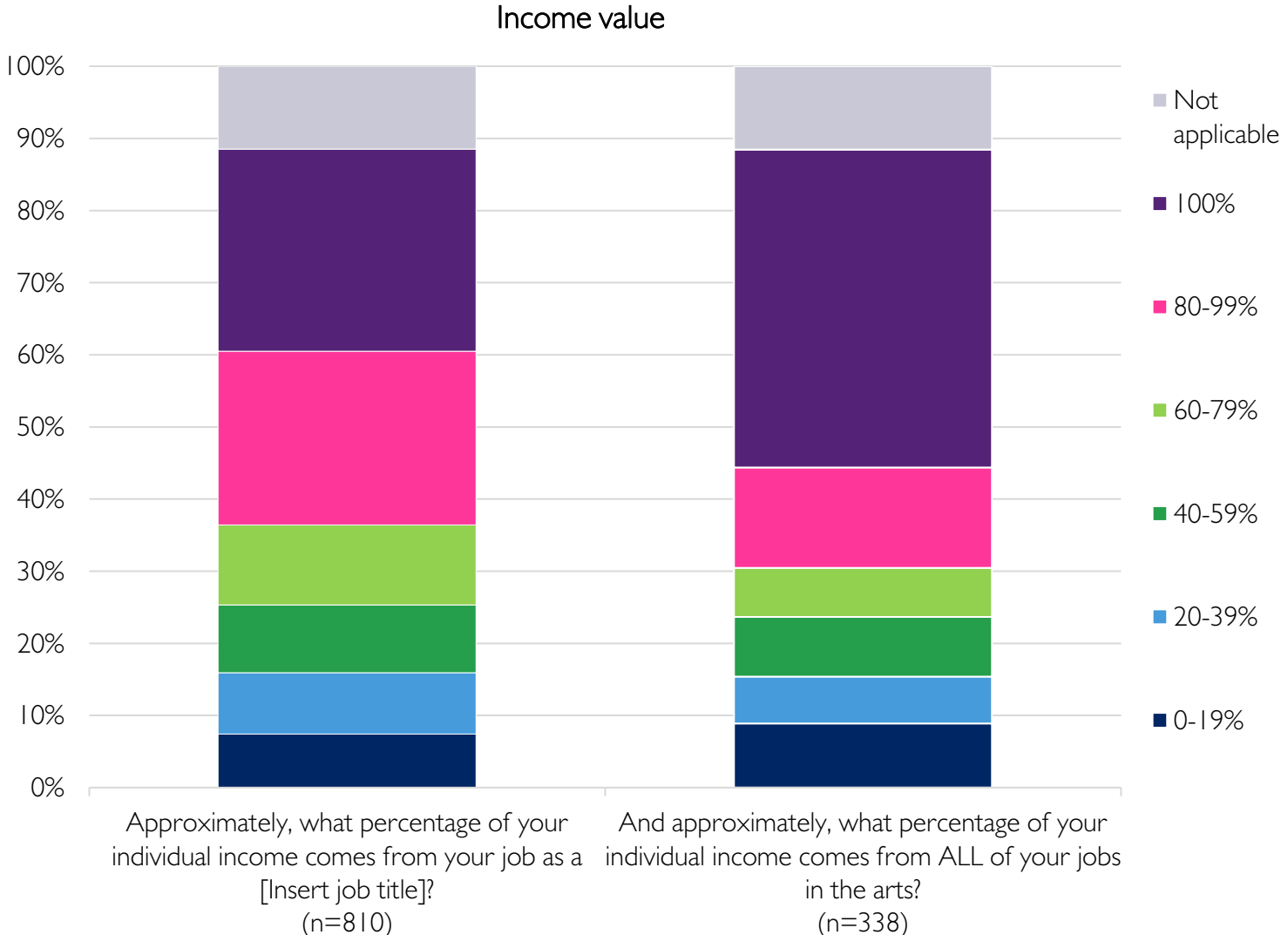
- Just over 50% of those full-time workers earning over \$100,000 still rely on income outside of their own

46% of workers living by themselves still rely on income outside of their own work



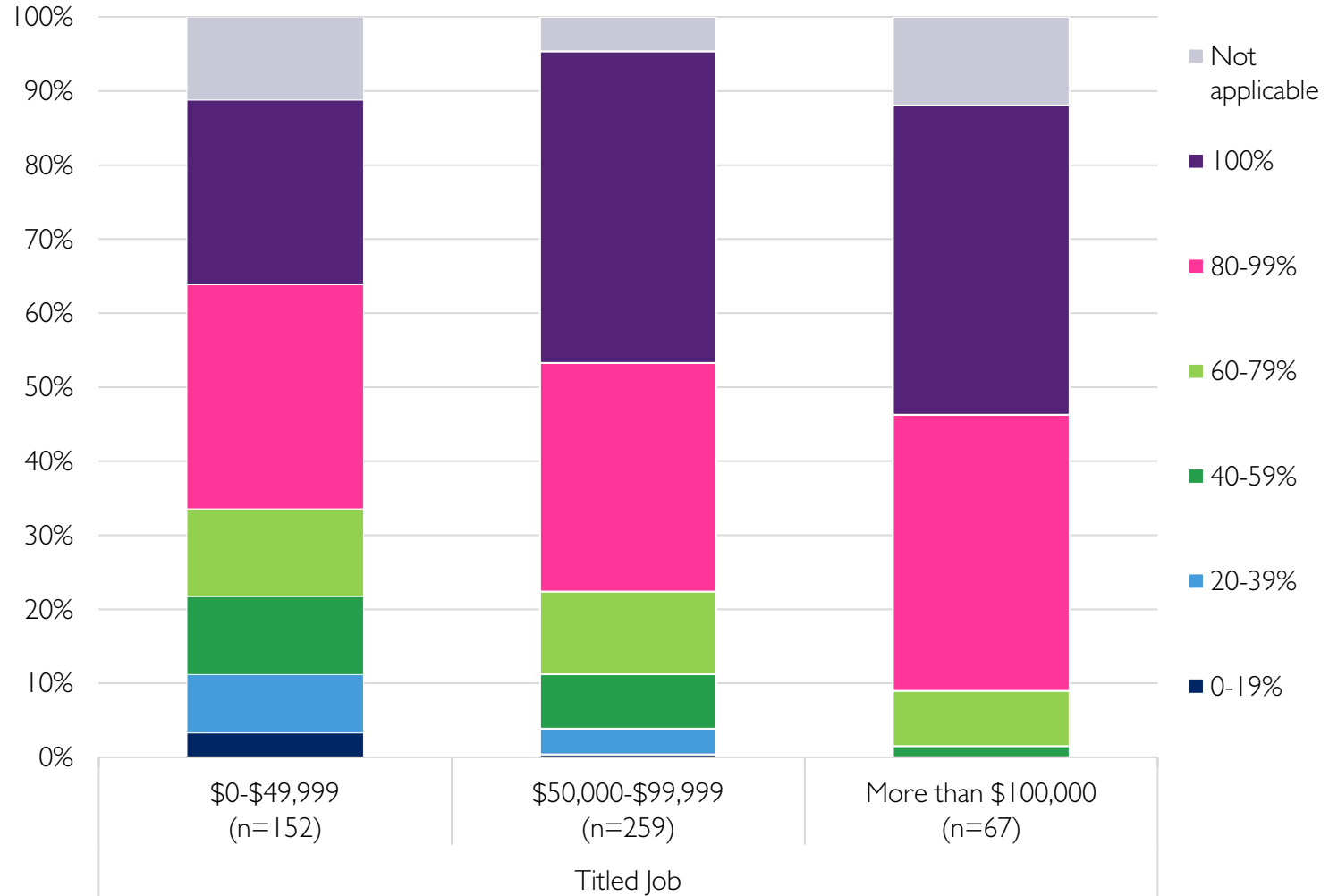
- Those living with a partner are most likely to rely on income outside of their own to meet their living expenses at 73%
- Those living by themselves are least likely, but 46% still rely on external income

Only 28% of respondents get all of their individual income from their main job in the arts



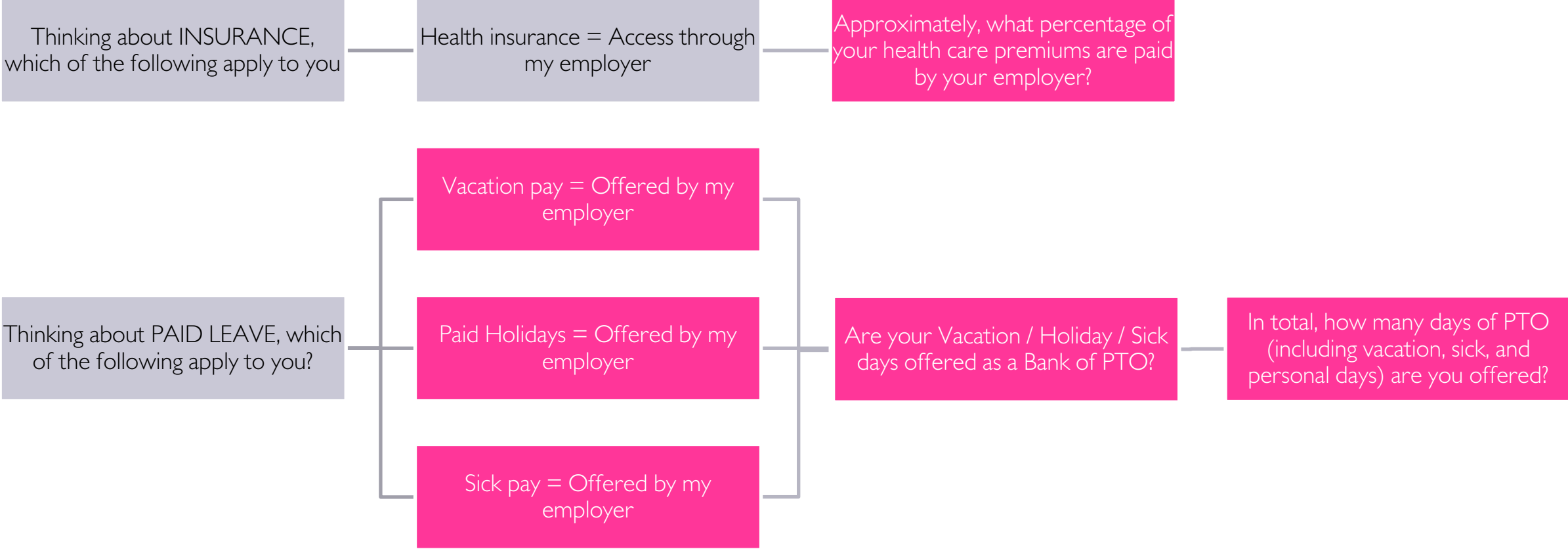
Higher earners also get income from beyond their main job in the arts

Income value – Salary



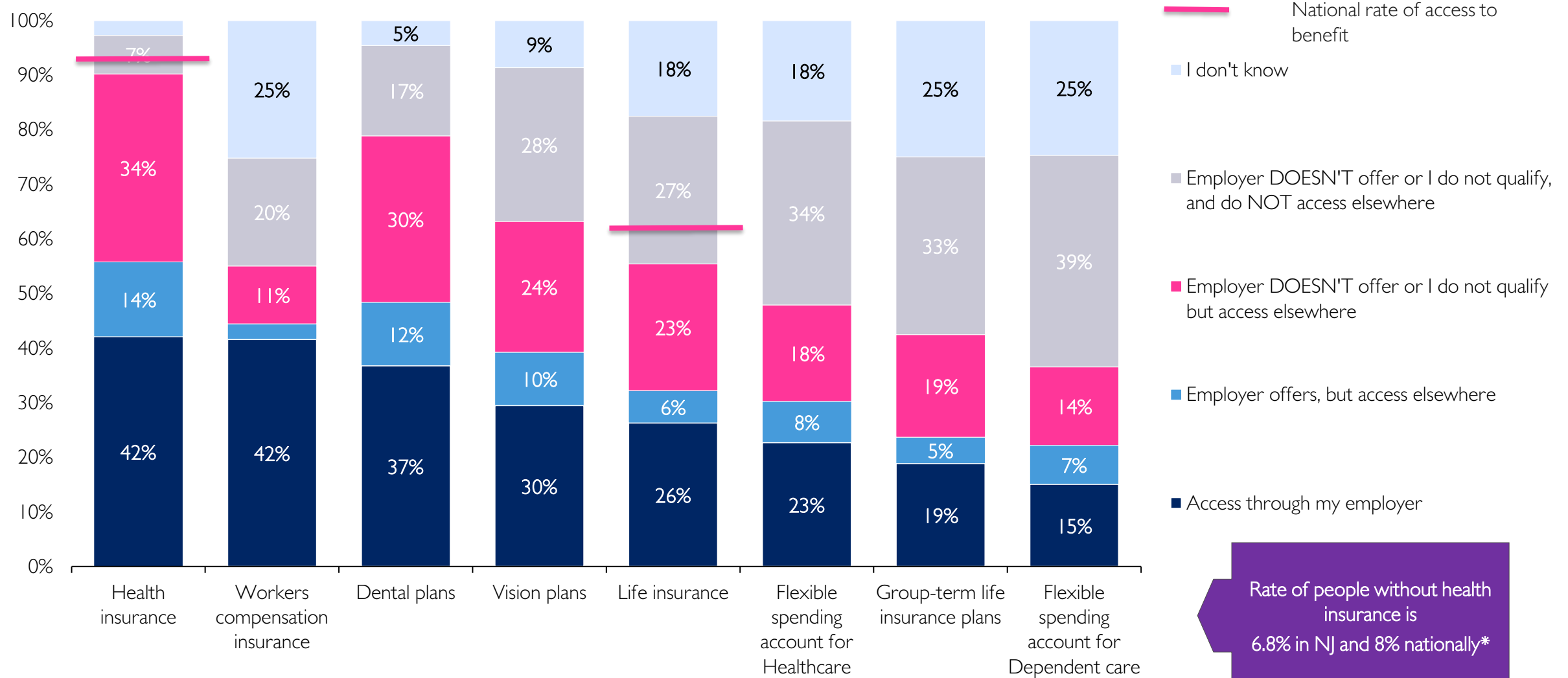
Compensation and Benefits

We asked additional questions based on certain responses to the Health and Paid Leave insurance options



At least 7% of respondents do not have access to Health Insurance (in line with the NJ average of 6.8%) with 42% accessing through their employer

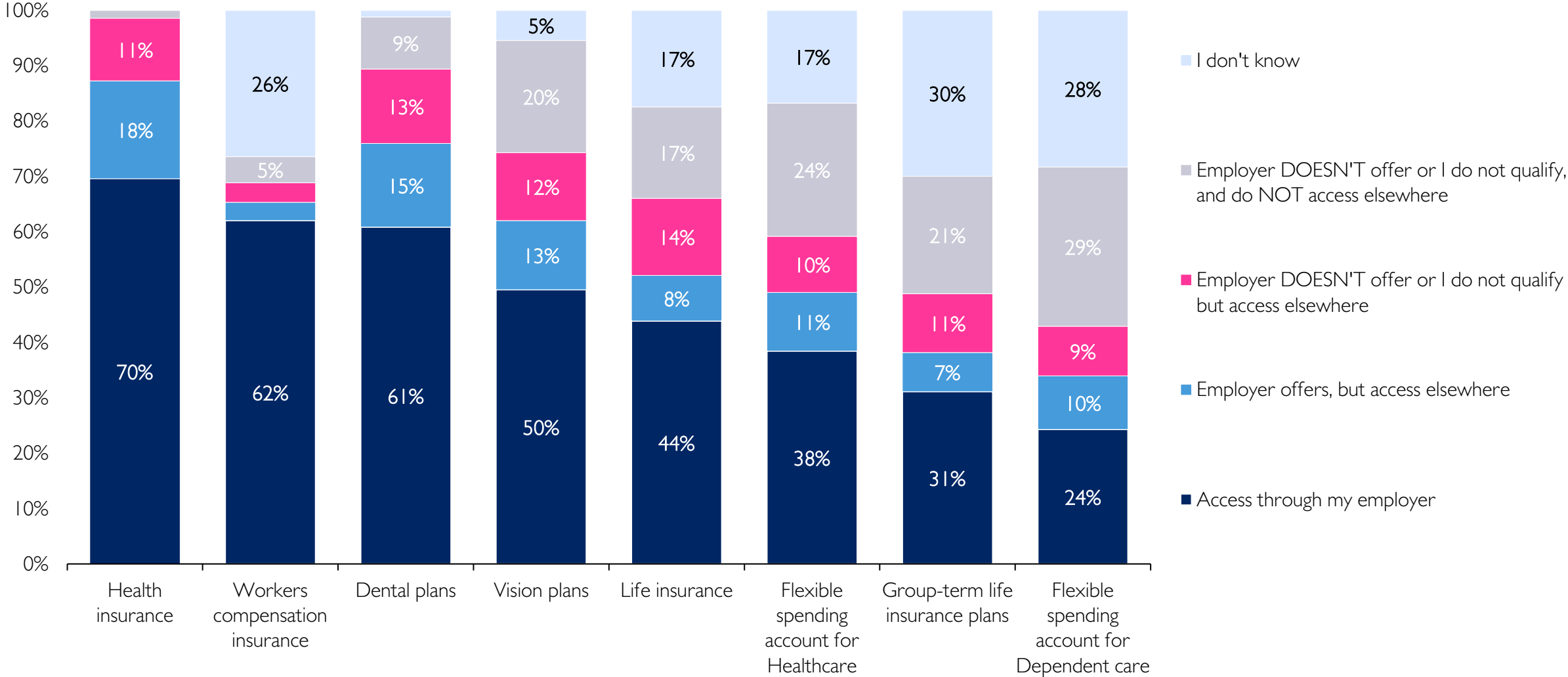
Thinking about INSURANCE, which of the following apply to you?



Rate of people without health insurance is 6.8% in NJ and 8% nationally*

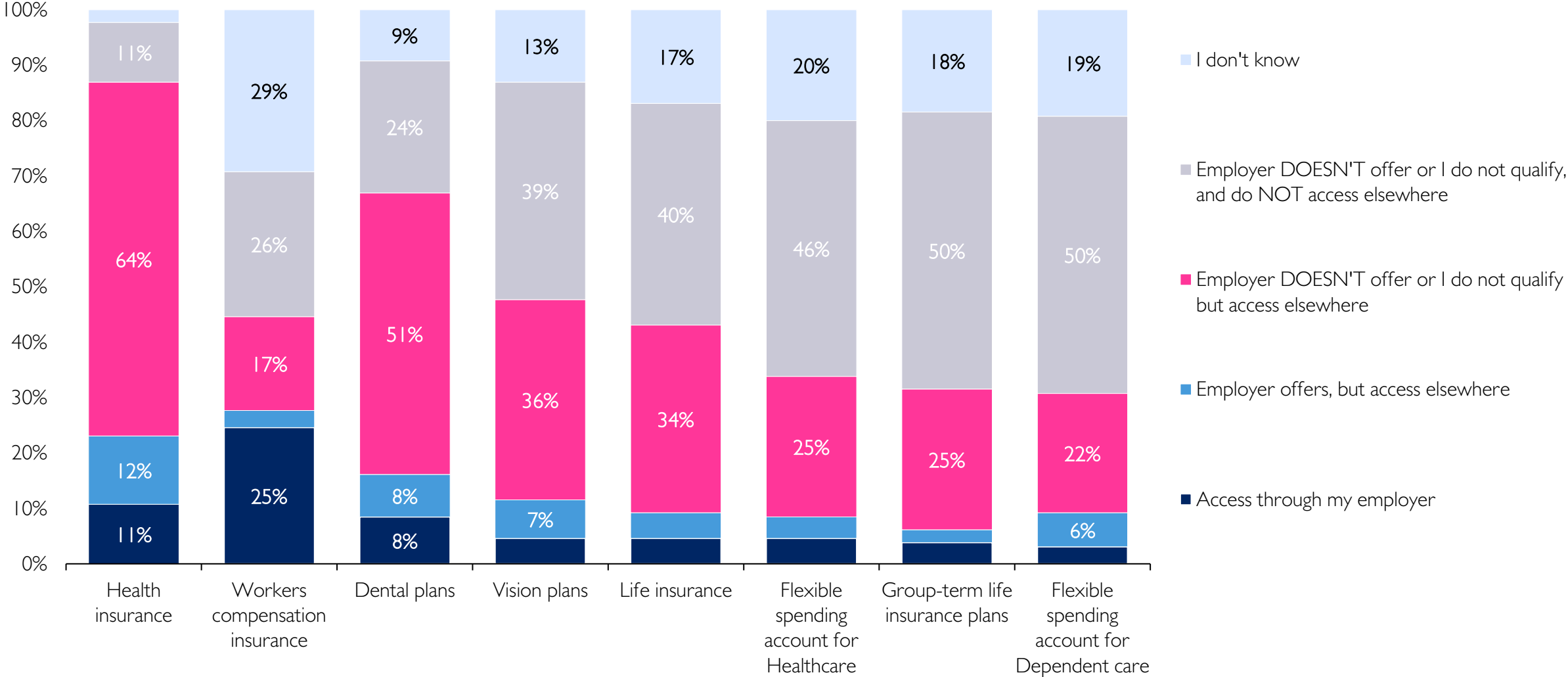
Looking at Full-time only, those without access to Health Insurance are 1% and 70% access through their employer

Thinking about INSURANCE, which of the following apply to you? – Full-time/Annual Salary



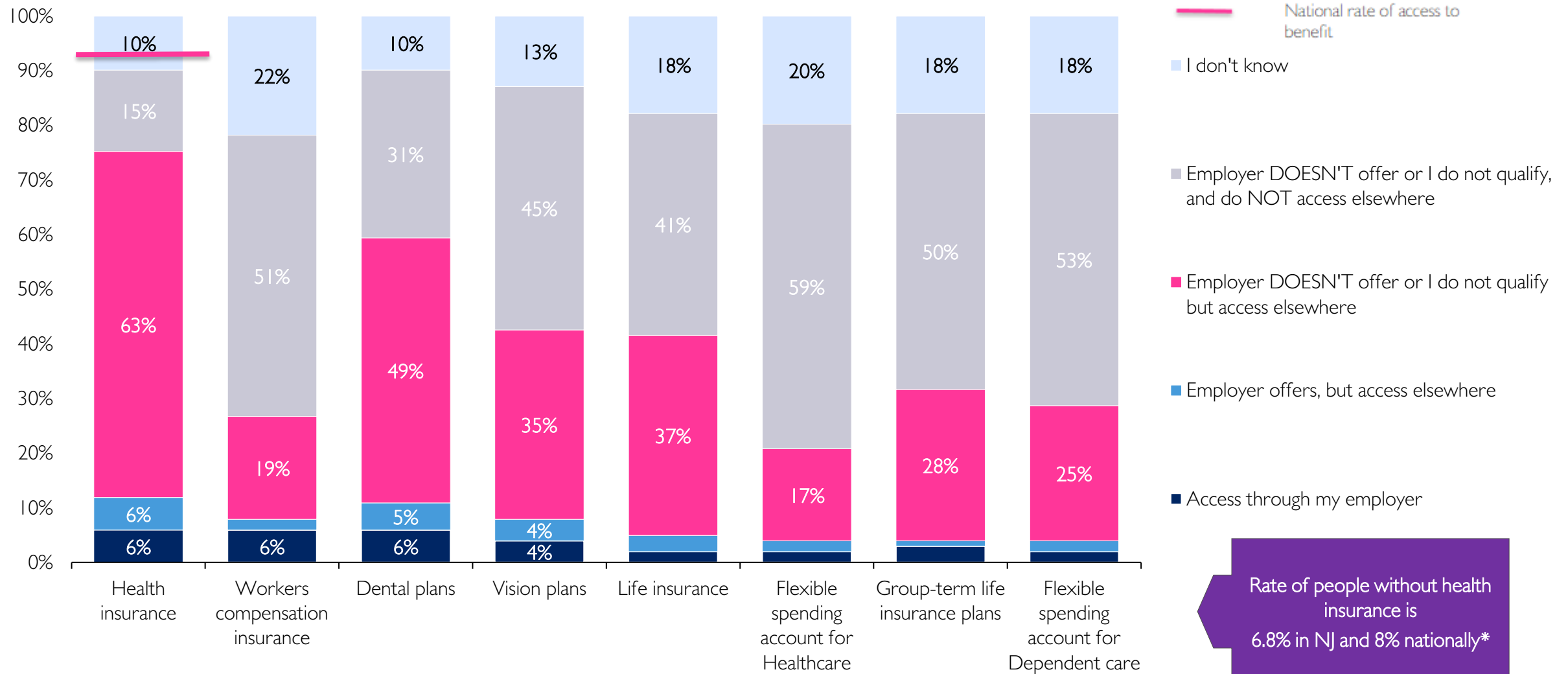
Part-time

Thinking about INSURANCE, which of the following apply to you? – Part-time



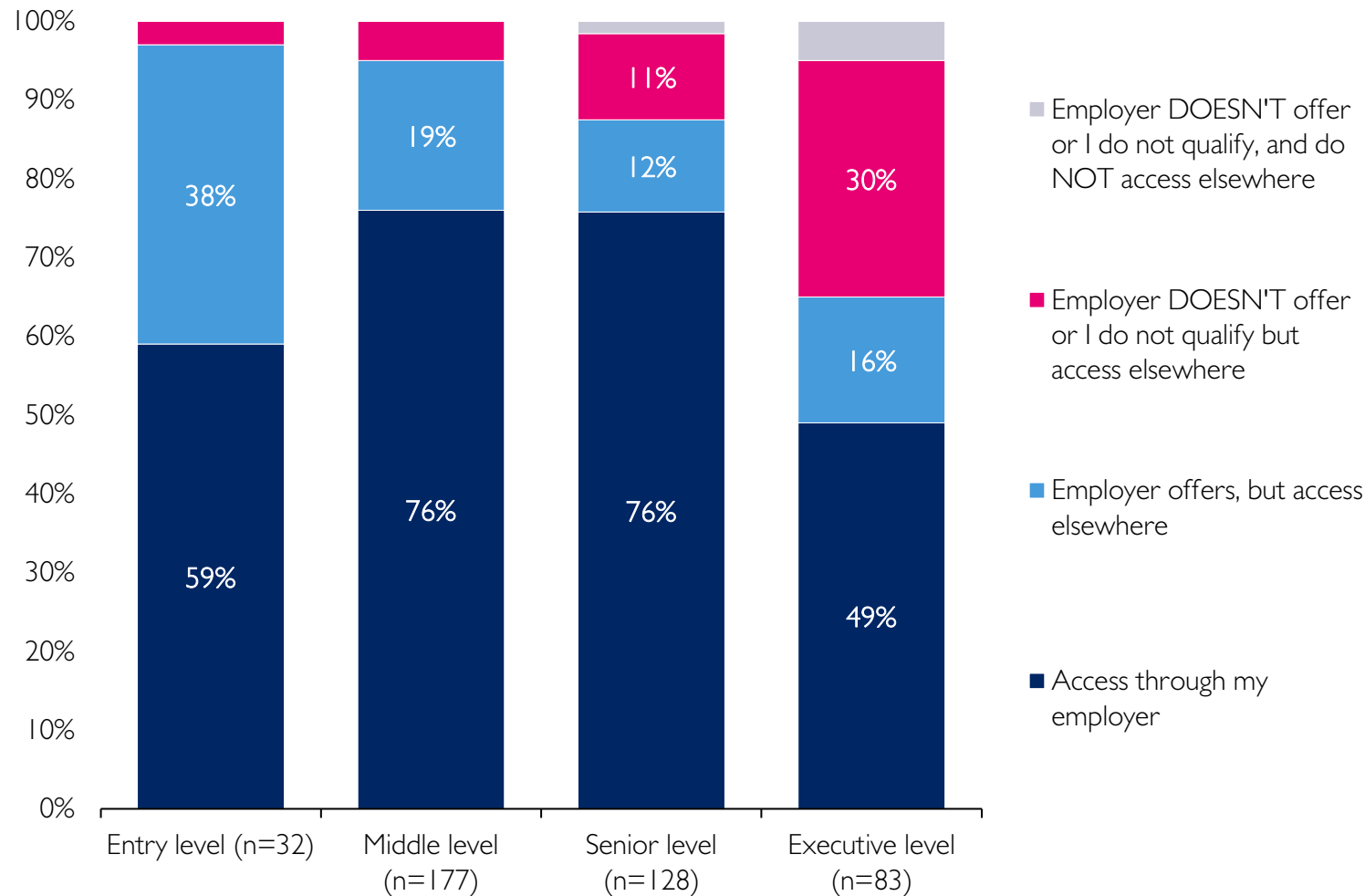
For those who are Self-Employed, those without Health Insurance is at 15%, and a further 10% do not know

Thinking about INSURANCE, which of the following apply to you? – Self-employed



Executive Level most likely to access Health Insurance elsewhere

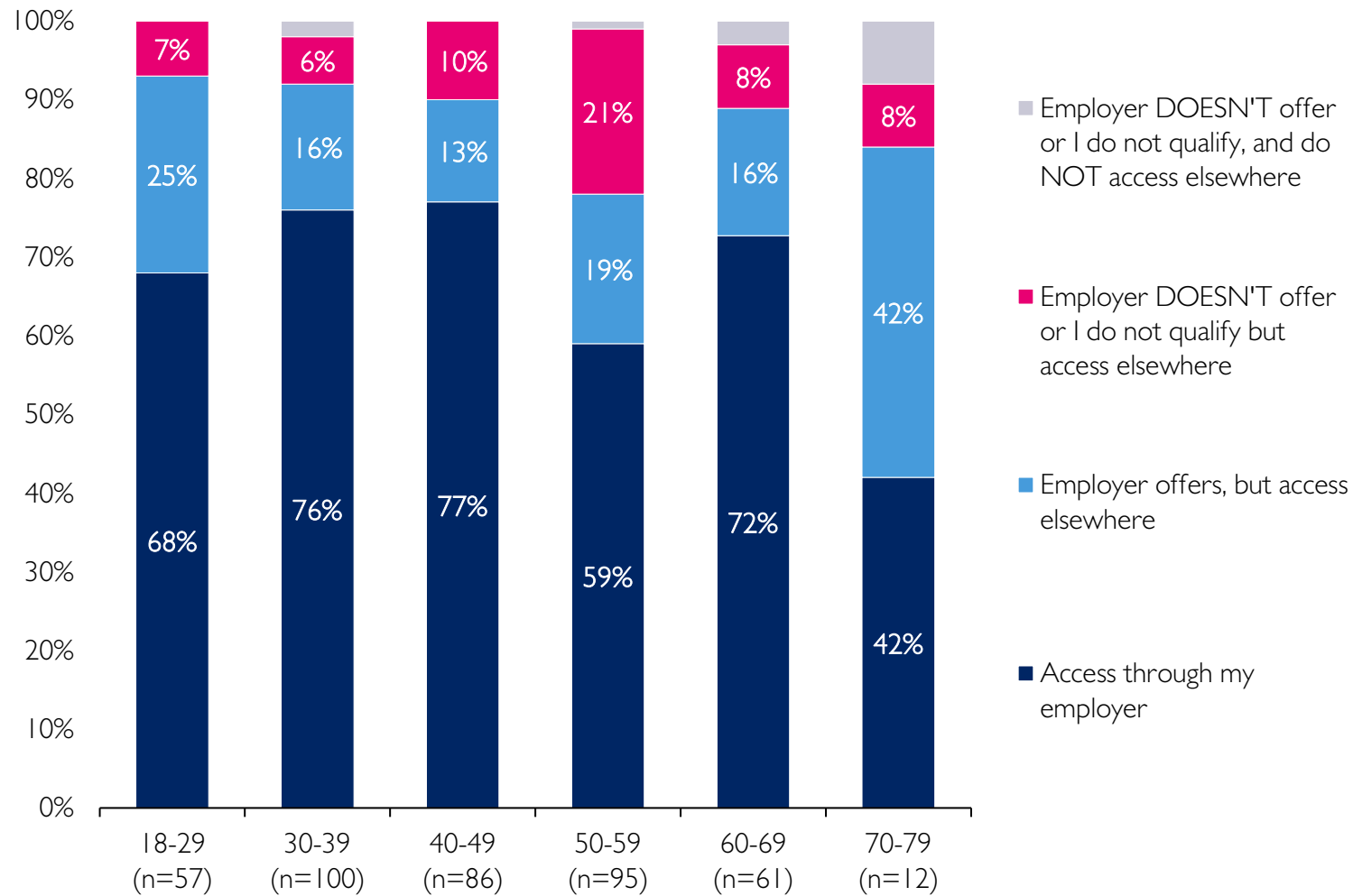
Thinking about INSURANCE, which of the following apply to you?
 – Health Insurance – Full-time/Annual Salary



- 38% of Entry level respondents are choosing to access Health Insurance elsewhere despite being offered this by their employer

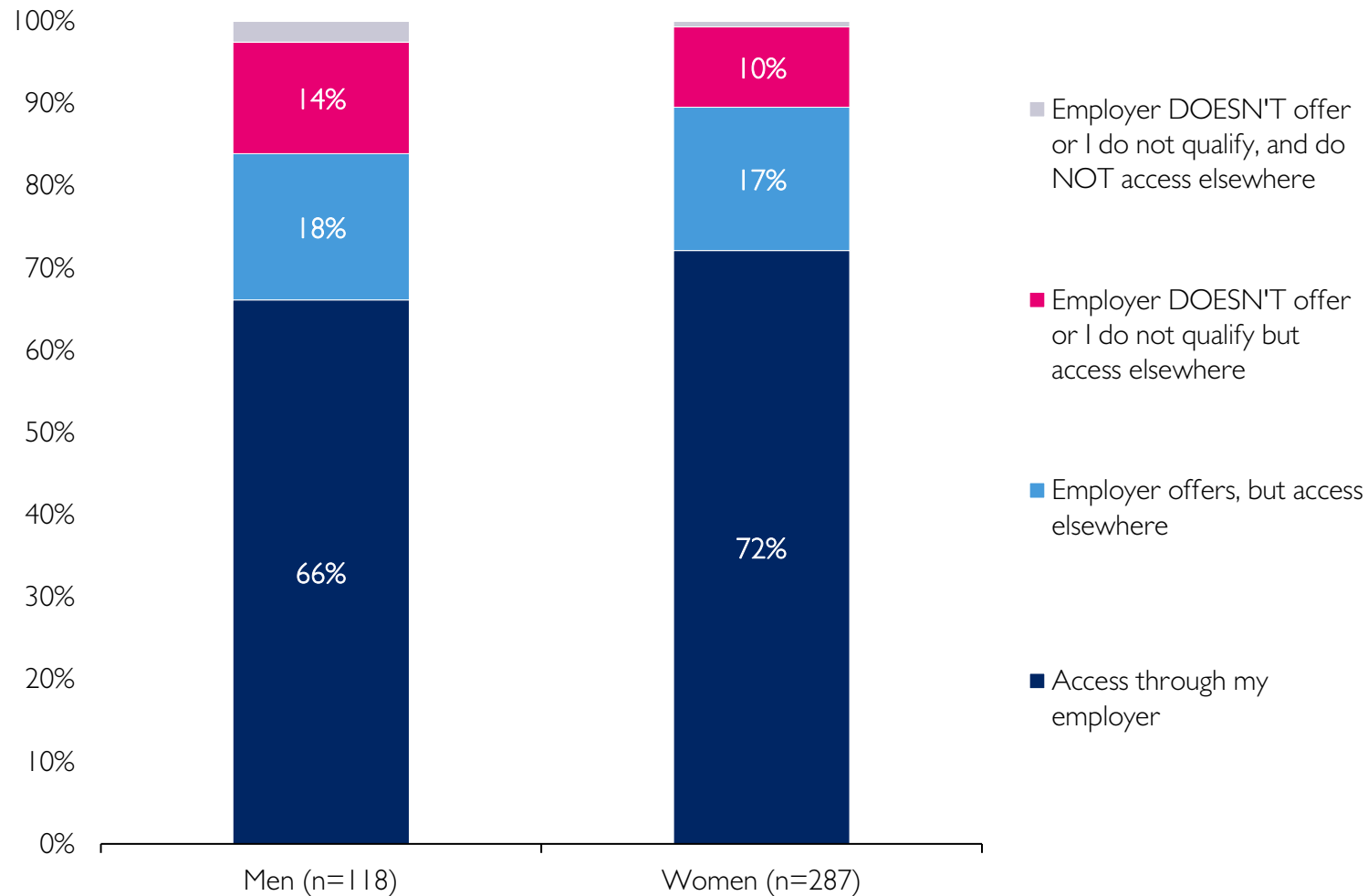
Health Insurance by Age

Thinking about INSURANCE, which of the following apply to you?
 – Health Insurance – Full-time/Annual Salary



Health Insurance by Gender

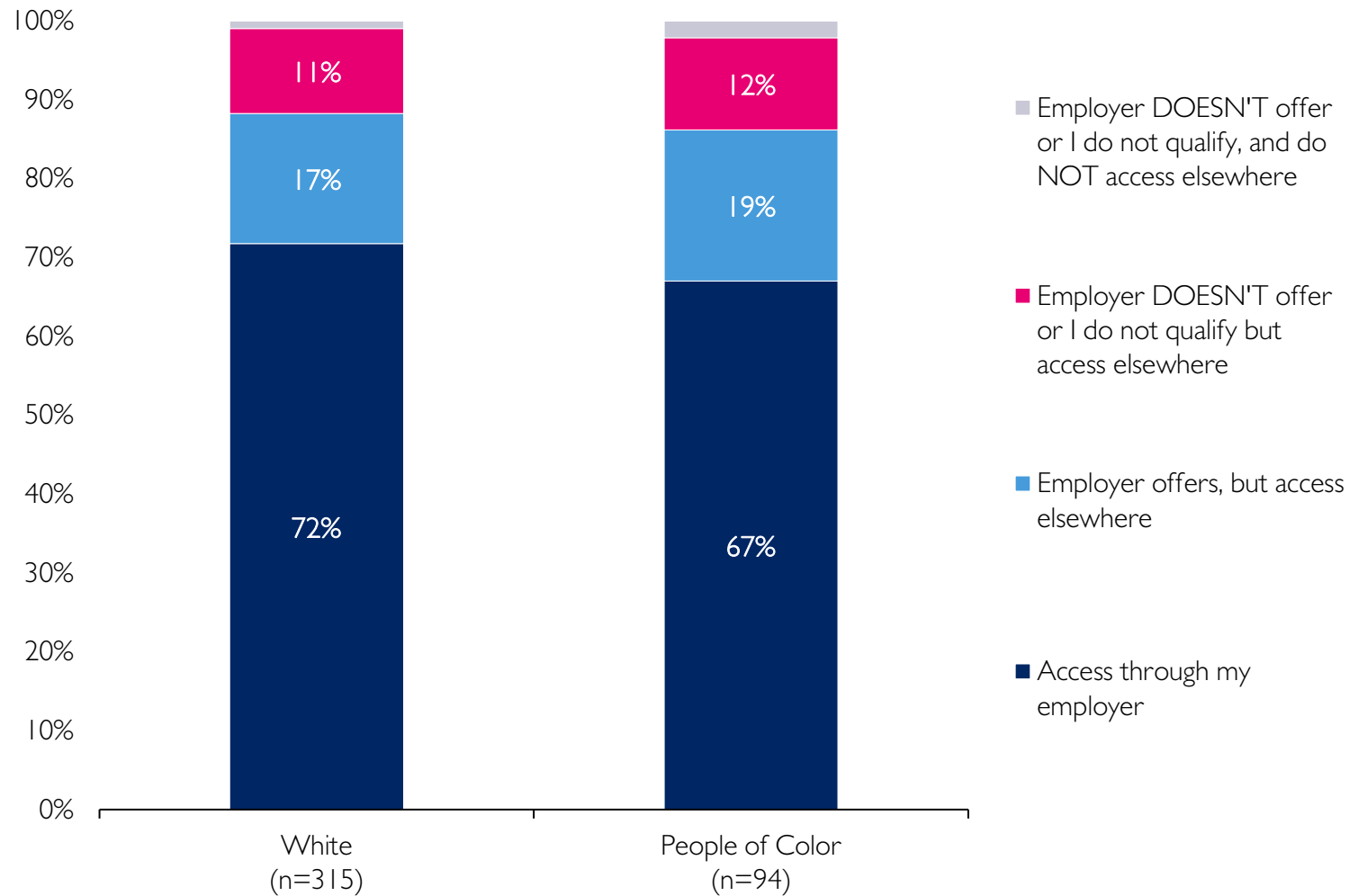
Thinking about INSURANCE, which of the following apply to you?
– Health Insurance – Full-time/Annual Salary



- Men are slightly less likely to access Health Insurance through their employer than Women (66% vs 72%)

Health Insurance by Race

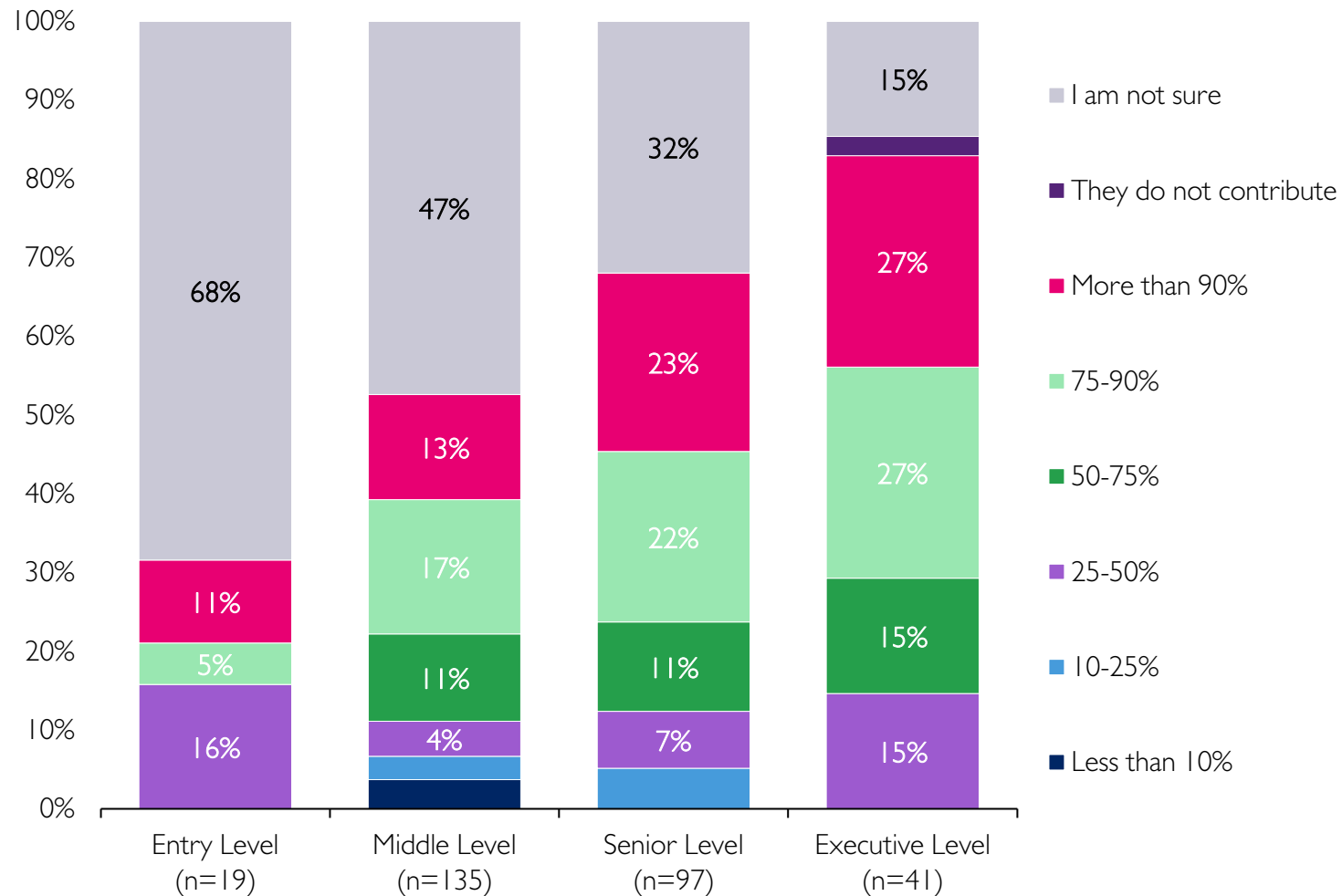
Thinking about INSURANCE, which of the following apply to you?
– Health Insurance – Full-time/Annual Salary



- People of Color are slightly less likely to access Health Insurance through their employer than White respondents (67% vs 72%)

Health Care Premiums by Level

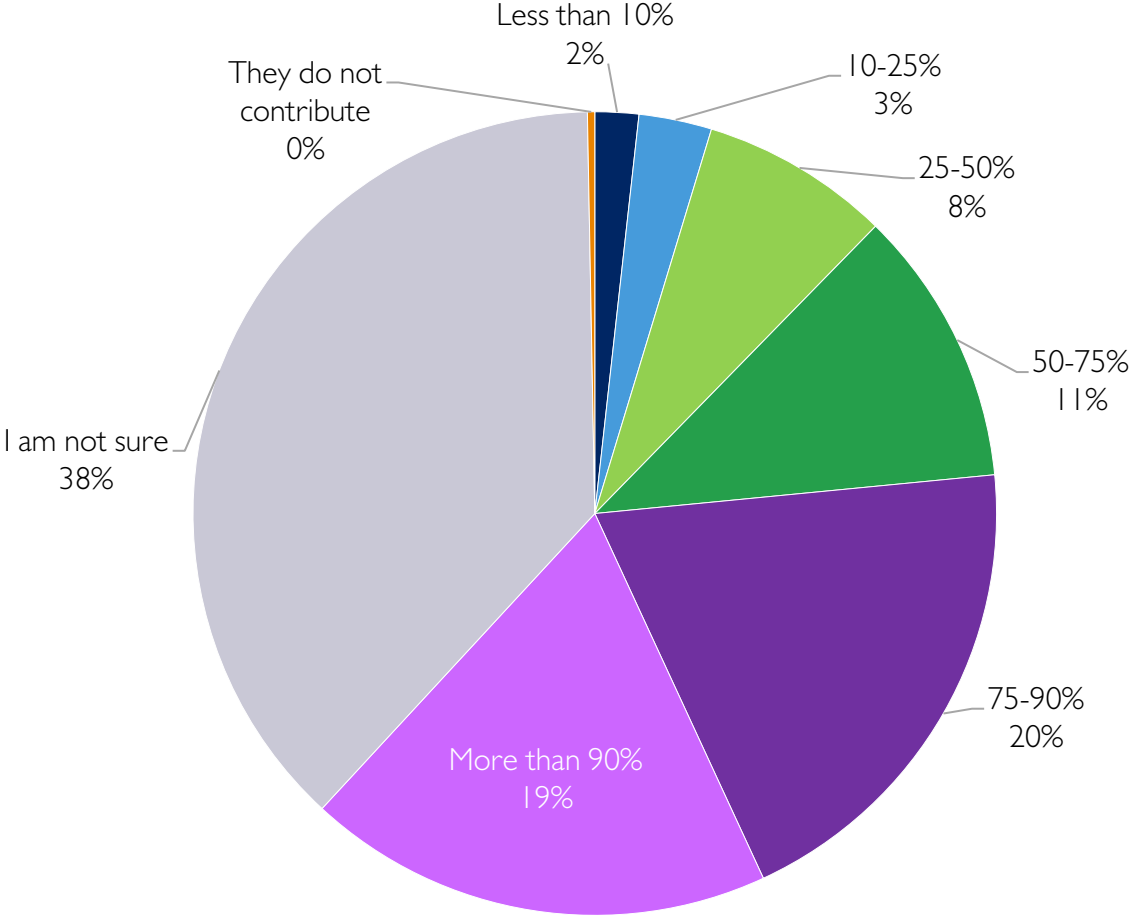
Approximately, what percentage of your health care premiums are paid by your employer? Full-time/Annual salary



- Entry level respondents are the least likely to not know how much of their Health Care Premiums is paid for by their employer (68%)
- Executive level respondents are most likely to know, but 15% are still not sure
- Executive level is also the most likely to get more than 90% paid for by their employer

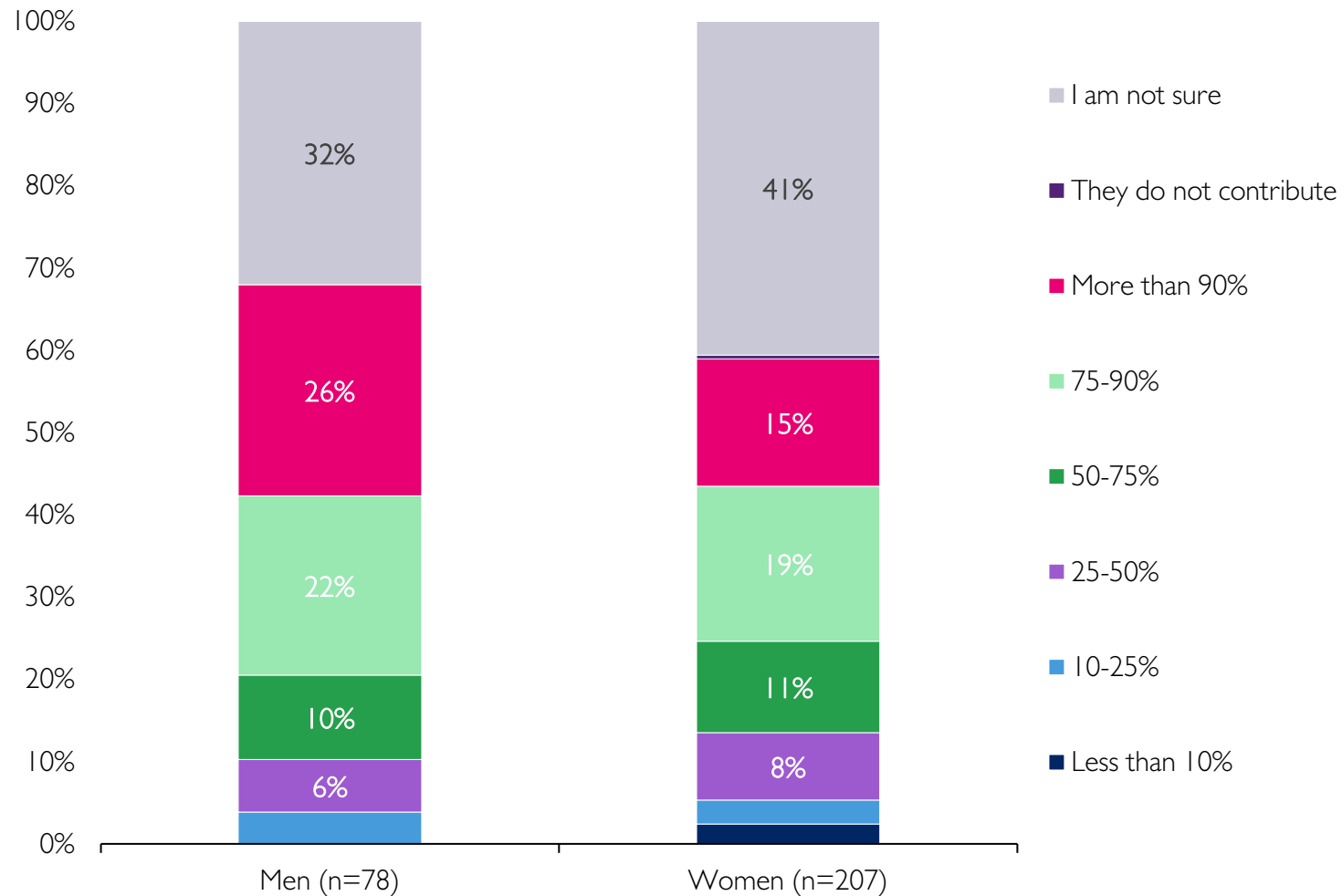
Over a third of respondents don't know how much of their Health Care Premiums are paid by their employer

Approximately, what percentage of your health care premiums are paid by your employer?



Health Care Premiums by Gender

Approximately, what percentage of your health care premiums are paid by your employer? Full-time/Annual salary

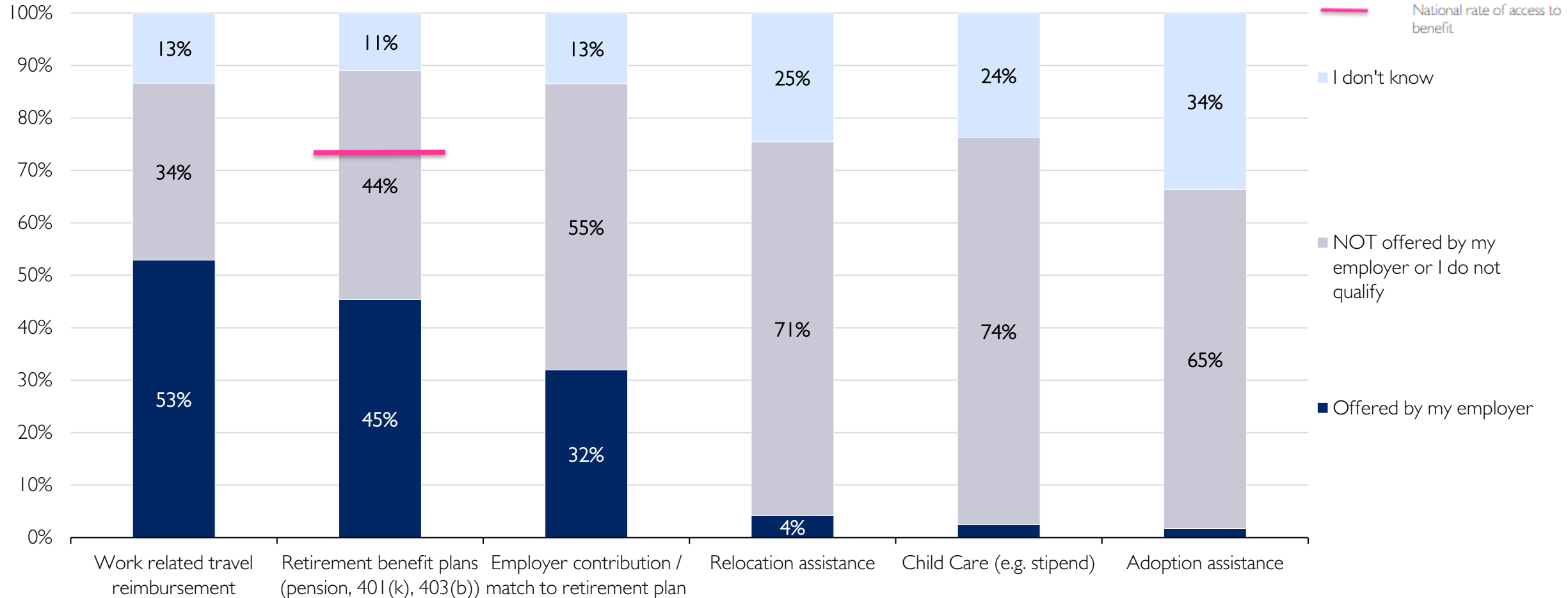


- Men are slightly more likely to know how much is paid for by their employer than Women (68% vs 59%)
- Men are also more likely to get more than 90% paid for by their employer (26% vs 15%)

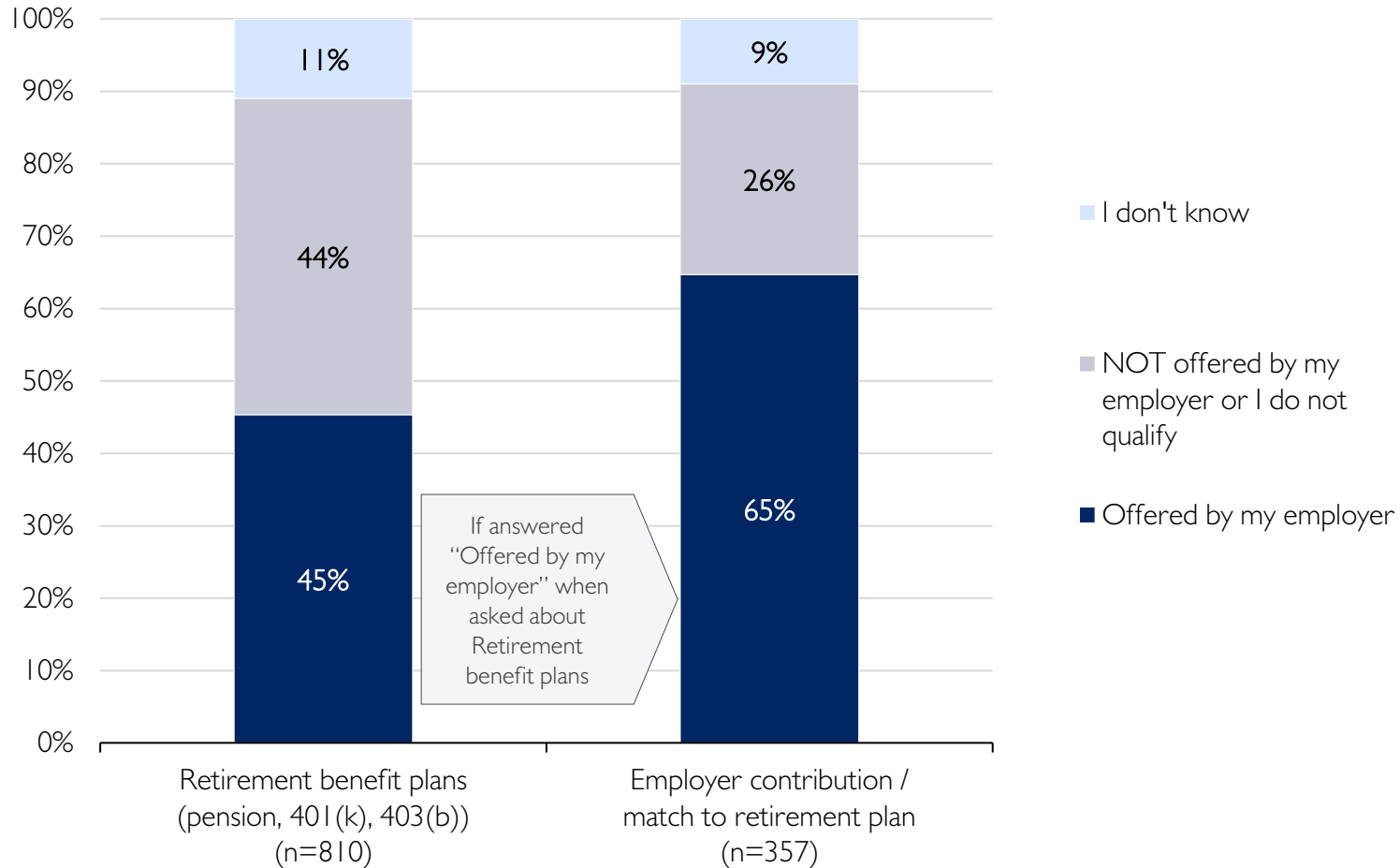
Other compensation is less likely to be offered by employers though just over 50% get travel reimbursement and just under half get retirement benefits plans

Thinking about any OTHER COMPENSATION, which of these is offered by your employer?

Nationally, 73% of civilian workers had access to retirement benefits in 2023*

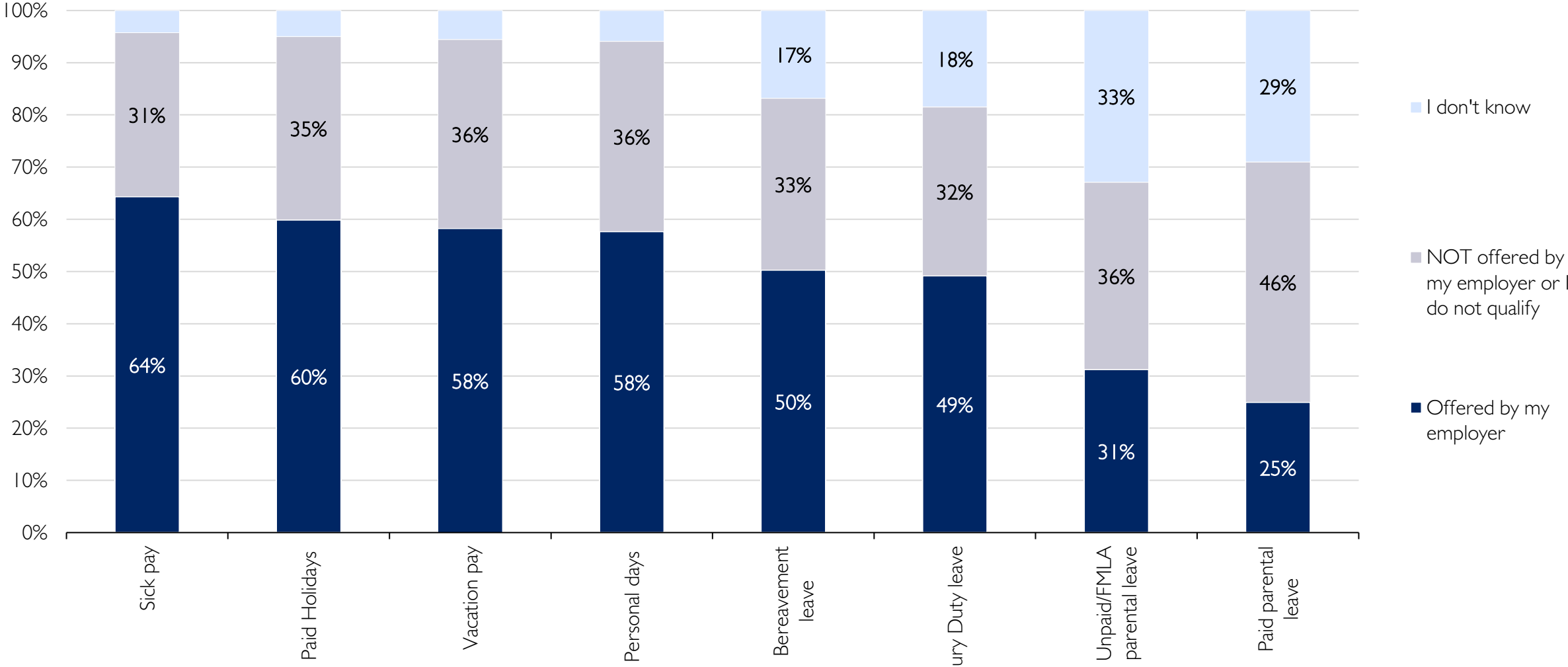


Thinking about any OTHER COMPENSATION, which of these is offered by your employer?



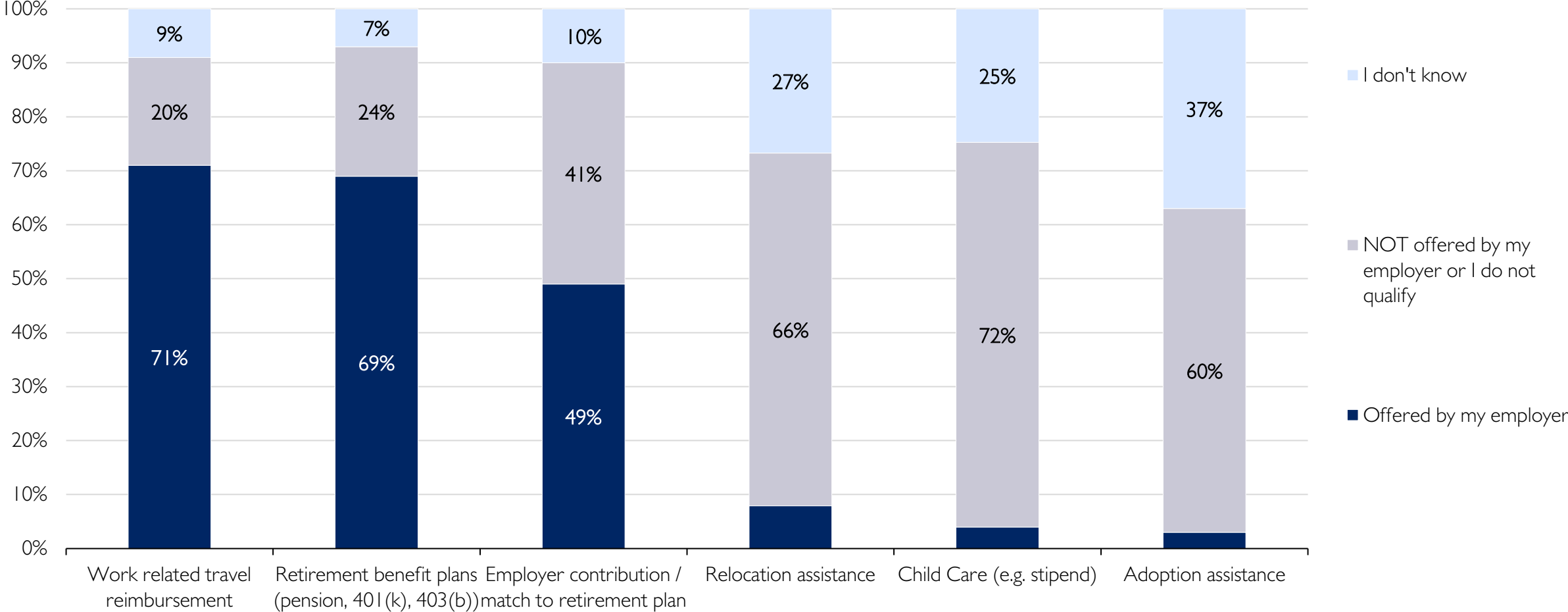
Just under two thirds of respondents are offered sick pay and less than a third are offered parental leave, a quarter are getting paid parental leave

Thinking about any OTHER COMPENSATION, which of these is offered by your employer?



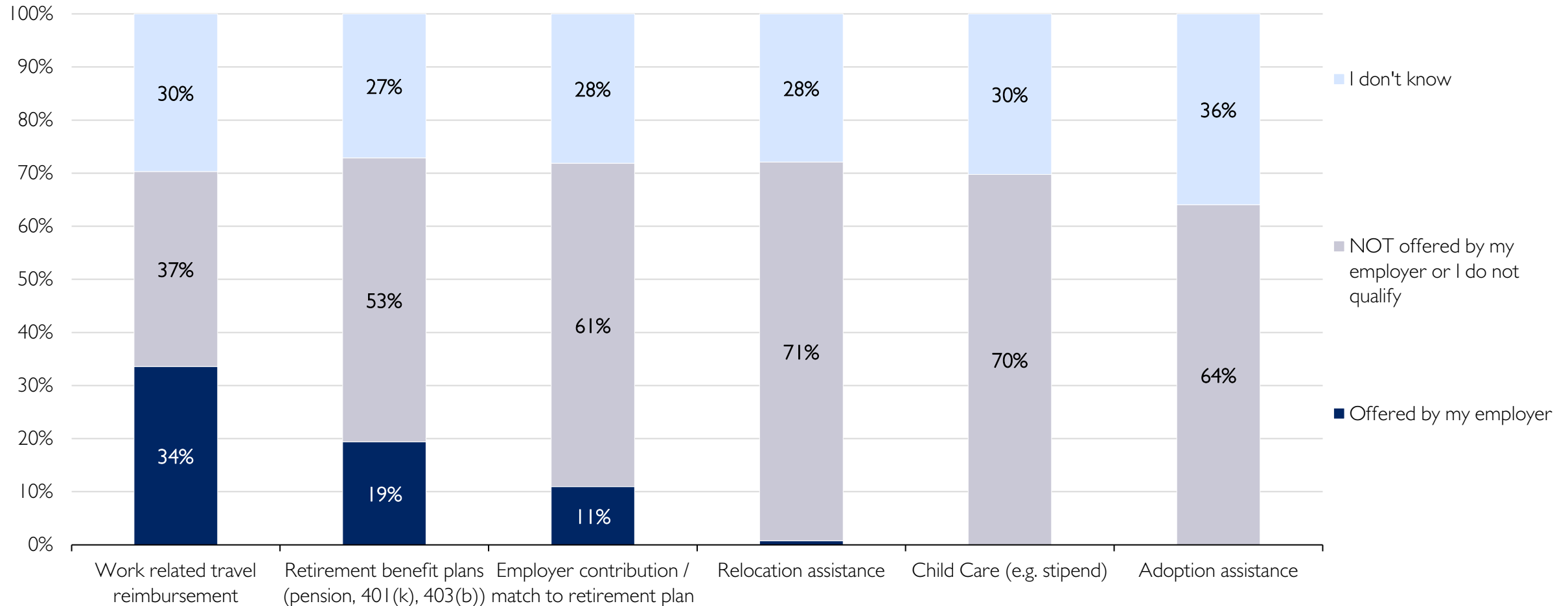
For full-time employees, travel reimbursement is offered to 71% of respondents and 69% able to access retirement benefits plan

Thinking about any OTHER COMPENSATION, which of these is offered by your employer? – Full-time/Annual Salary



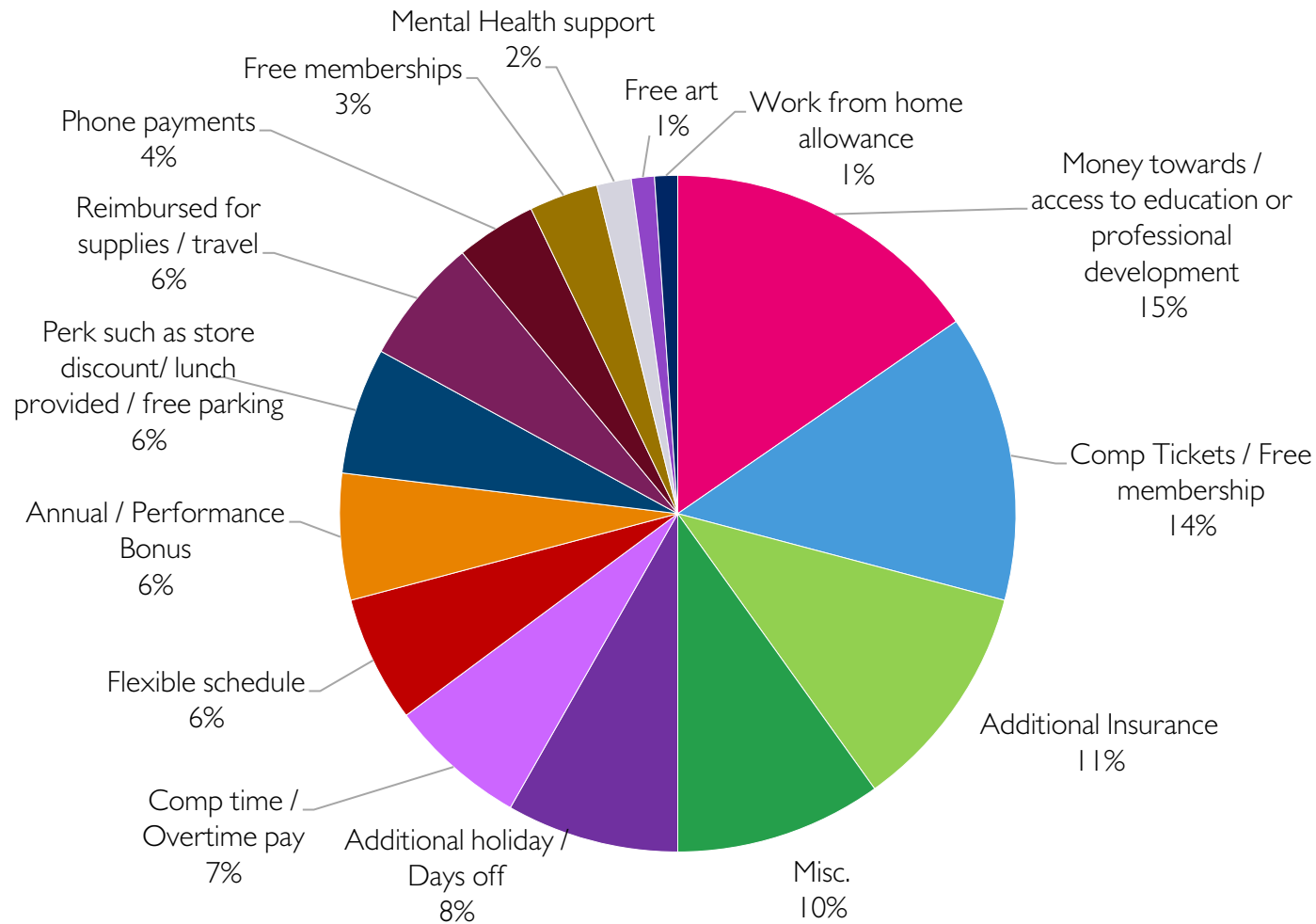
For part-time employees, travel reimbursement falls to 34% and retirement benefit plans to 19%

Thinking about any OTHER COMPENSATION, which of these is offered by your employer? – Part-time



Respondents receive a range of other benefits

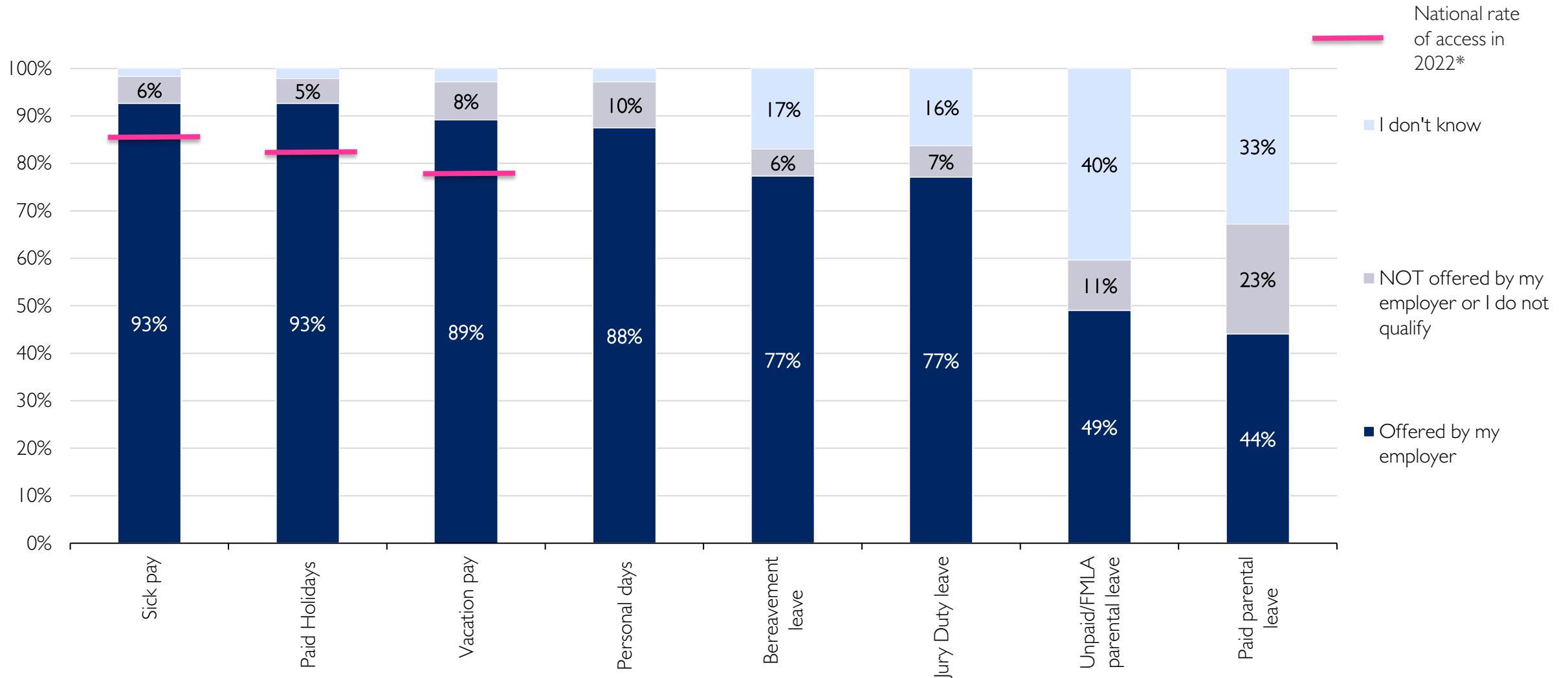
Do you receive any other Compensation or Benefits from your employer? – Free Text



6% of Full-time employees do not get sick pay

Nationally, 77% of private industry workers had access to Paid sick leave, 81% had paid holidays and 79% had vacation pay in 2022*

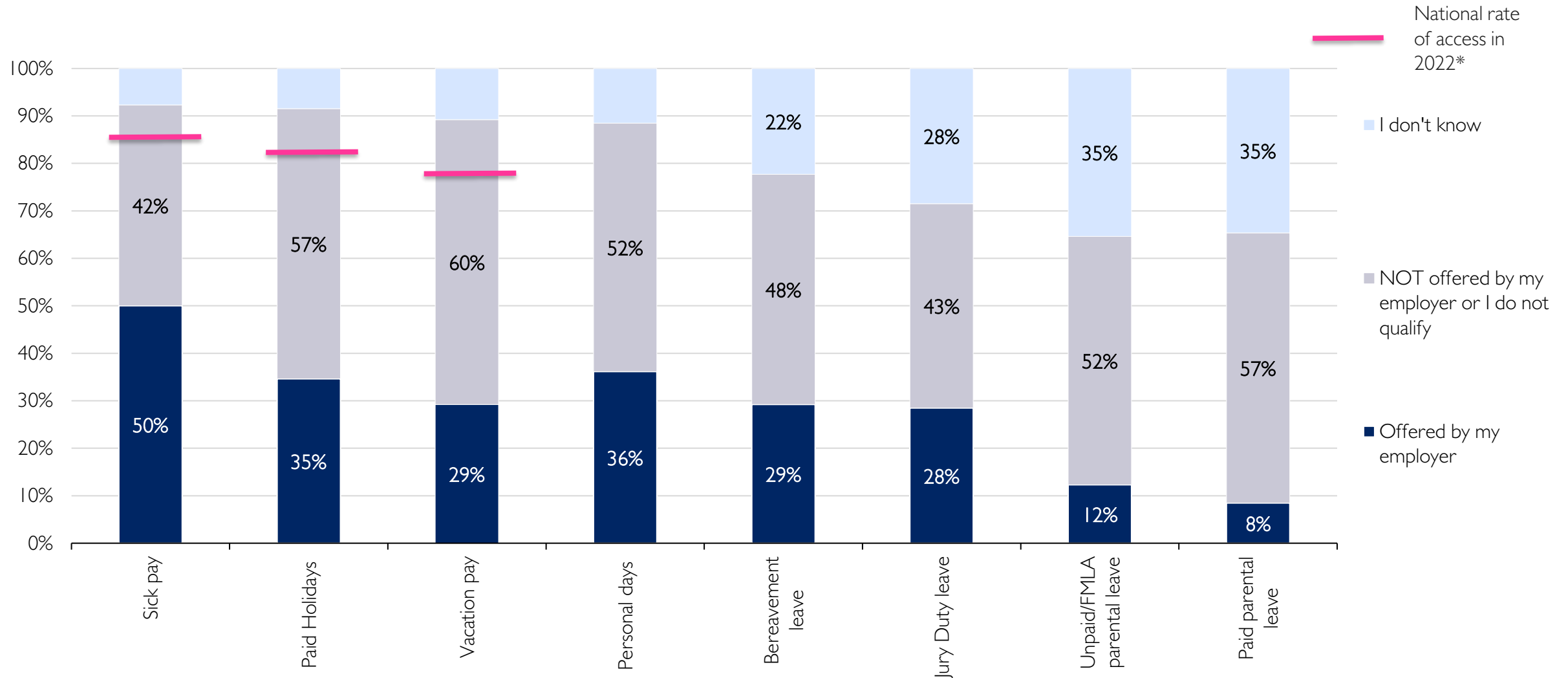
Thinking about PAID LEAVE, which of these is offered by your employer? – Full-time/Annual Salary



50% of part-time employees do not get sick pay

Nationally, 77% of private industry workers had access to Paid sick leave, 81% had paid holidays and 79% had vacation pay in 2022*

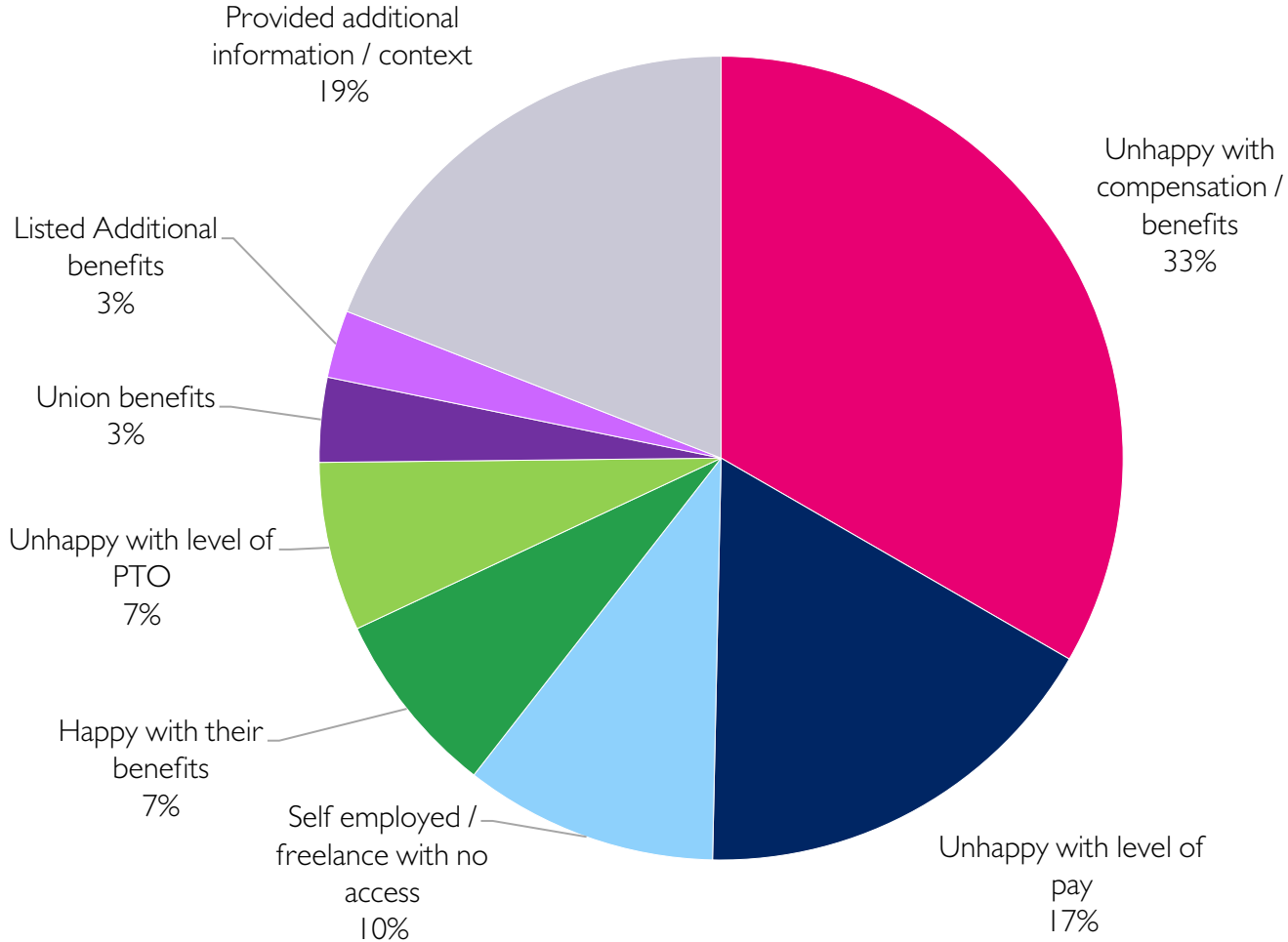
Thinking about PAID LEAVE, which of these is offered by your employer? – Part-time



* Higher paid workers more likely than lower paid workers to have paid leave benefits in 2022 : The Economics Daily; U.S. Bureau of Labor Statistics (bls.gov)

50% of those who commented on compensation and benefits were unhappy with either pay or benefits

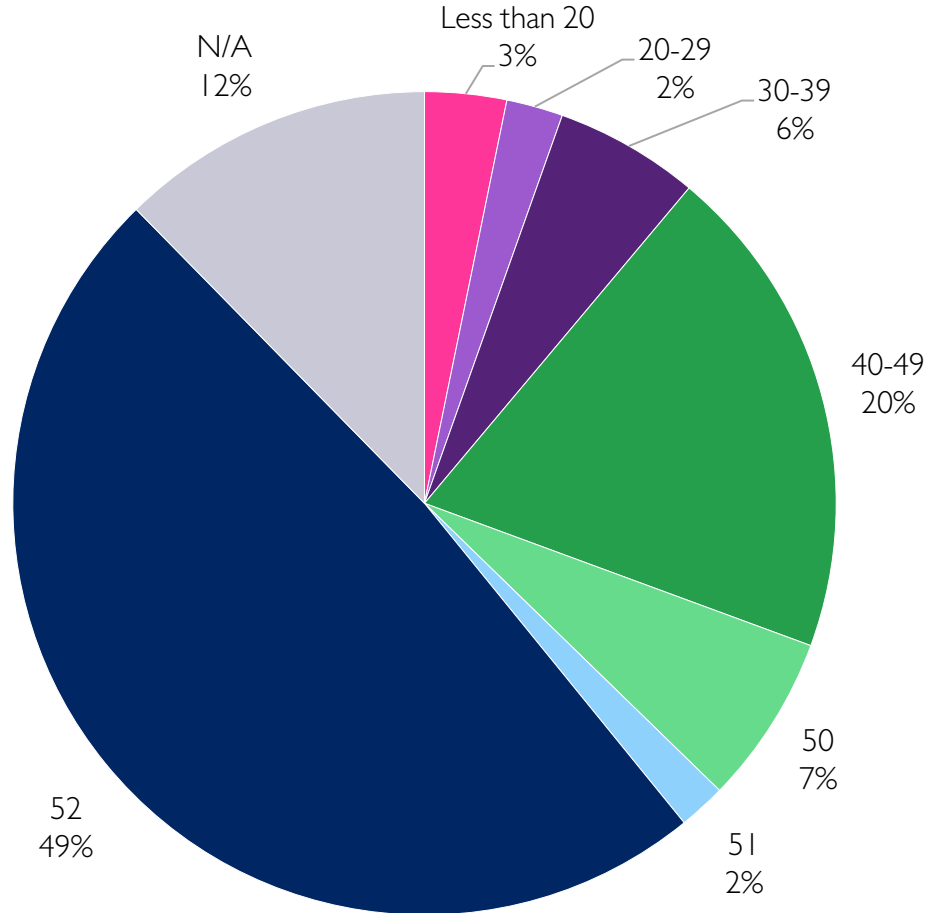
Do you have any further comments about your Compensation and Benefits? – Free text



Time at work

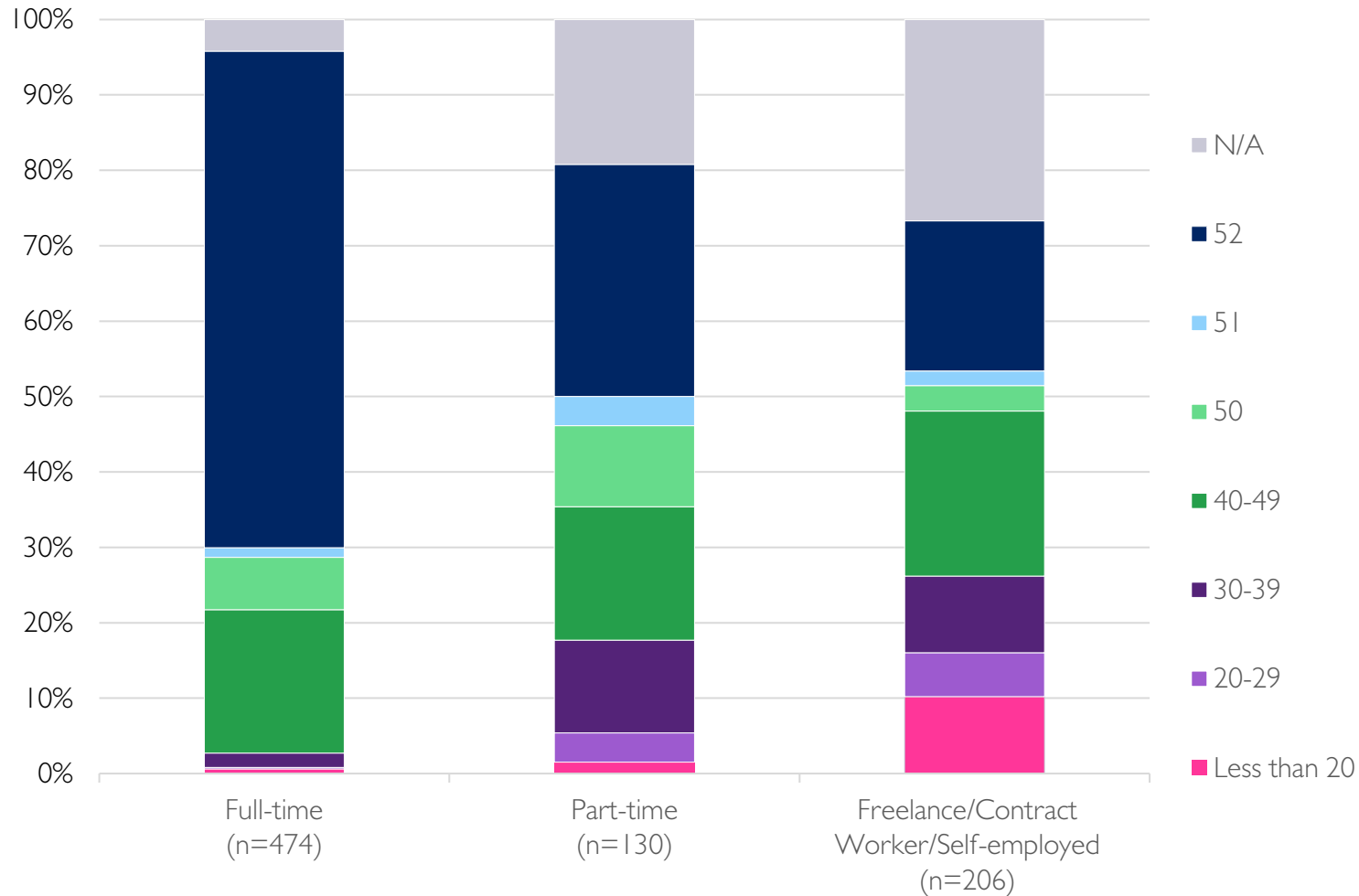
Half of the respondents work 52 weeks a year

How many weeks do you work a year in your job as a [Insert job title], including paid holidays, vacations, sick and personal days?

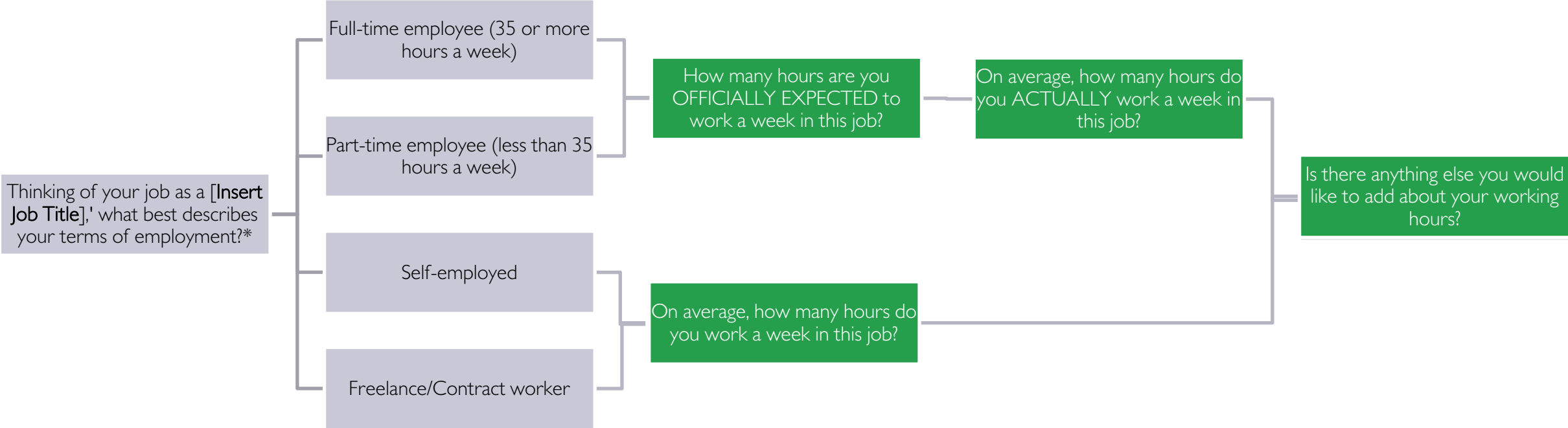


70% of full-time employees work 52 weeks a year

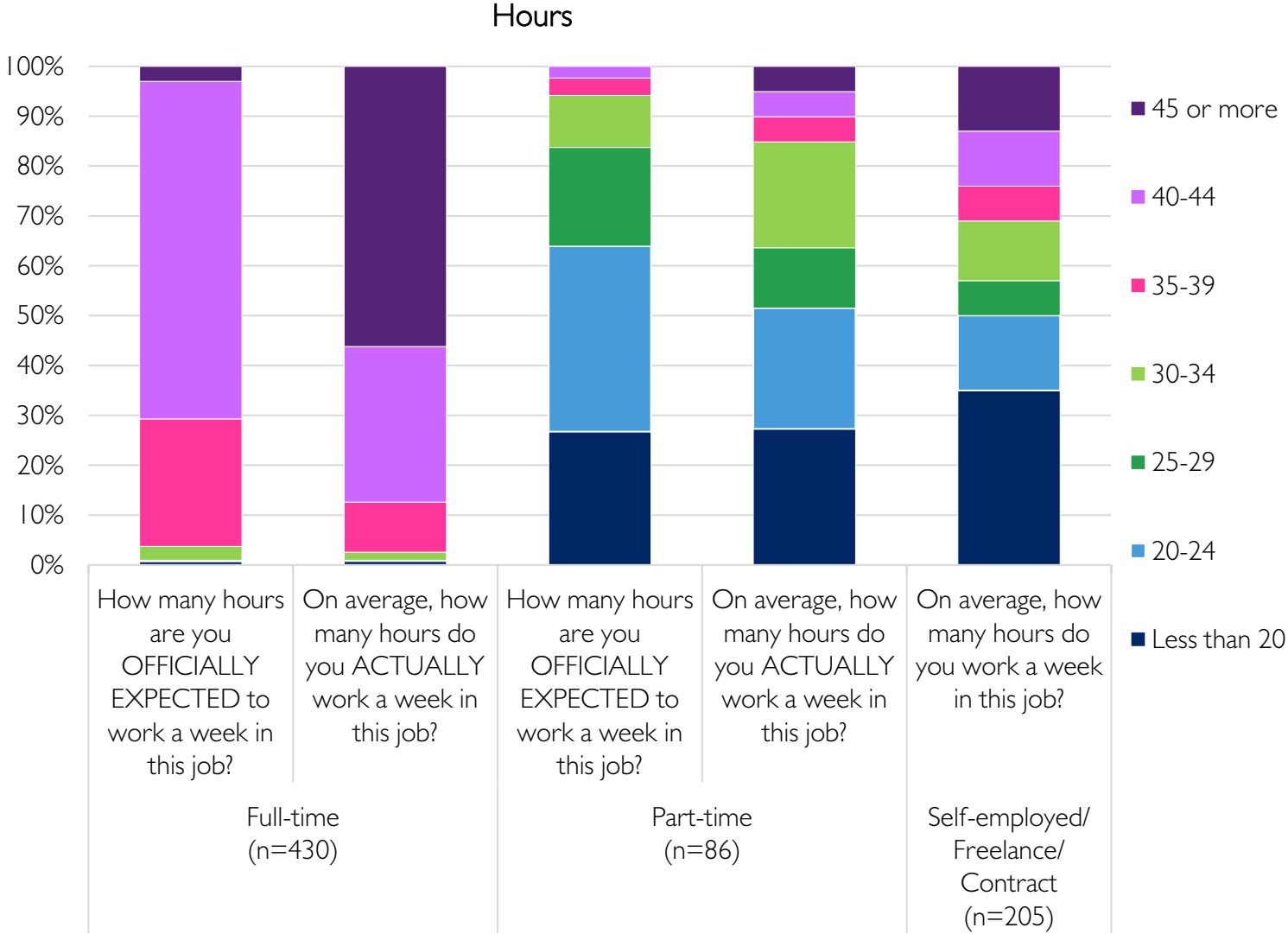
How many weeks do you work a year in your job as a [Insert job title], including paid holidays, vacations, sick and personal days?



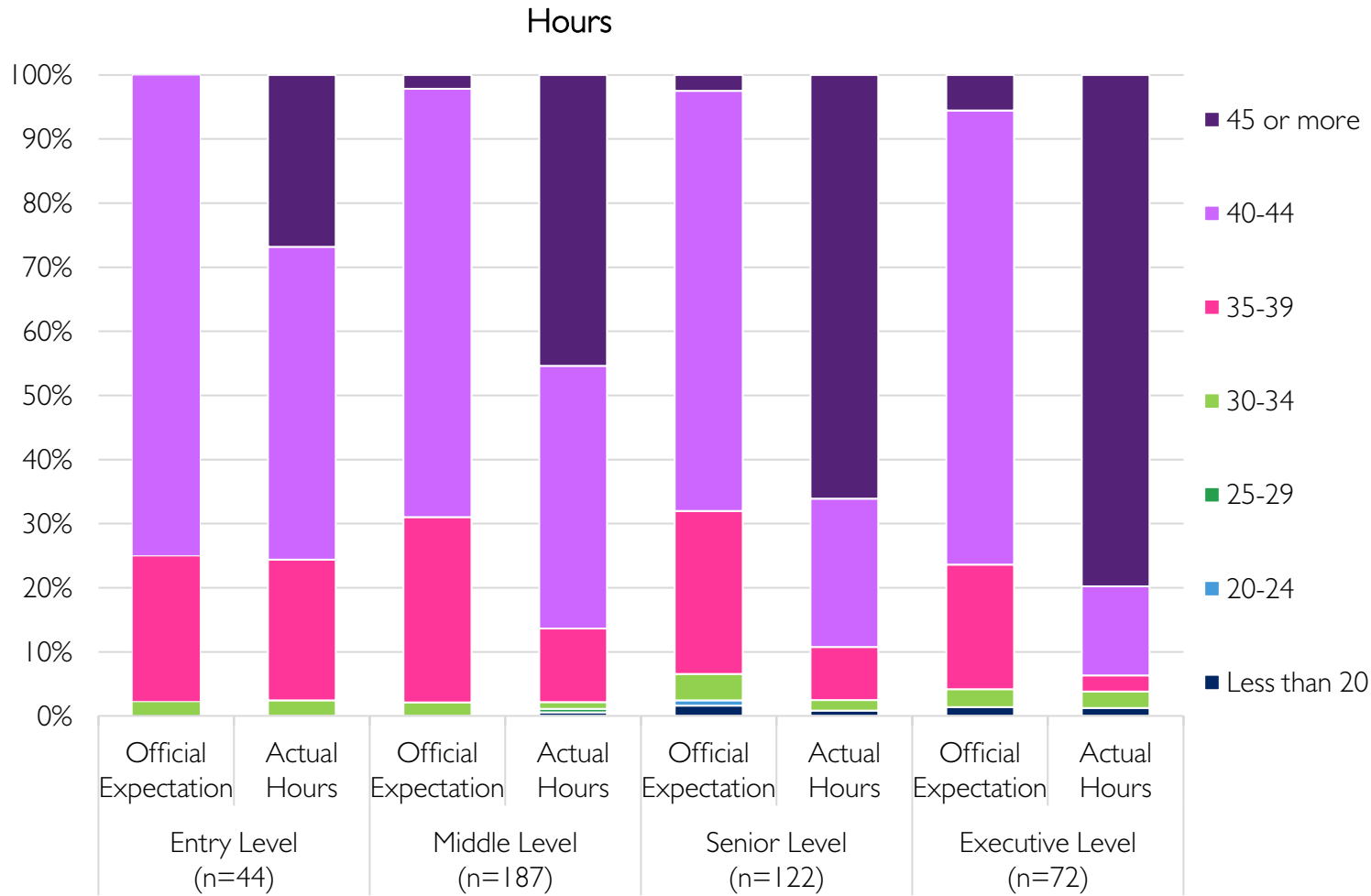
We asked respondents to provide the expected and actual hours they worked



There is a disconnect between the official hours and actual hours for both full-time and part-time workers

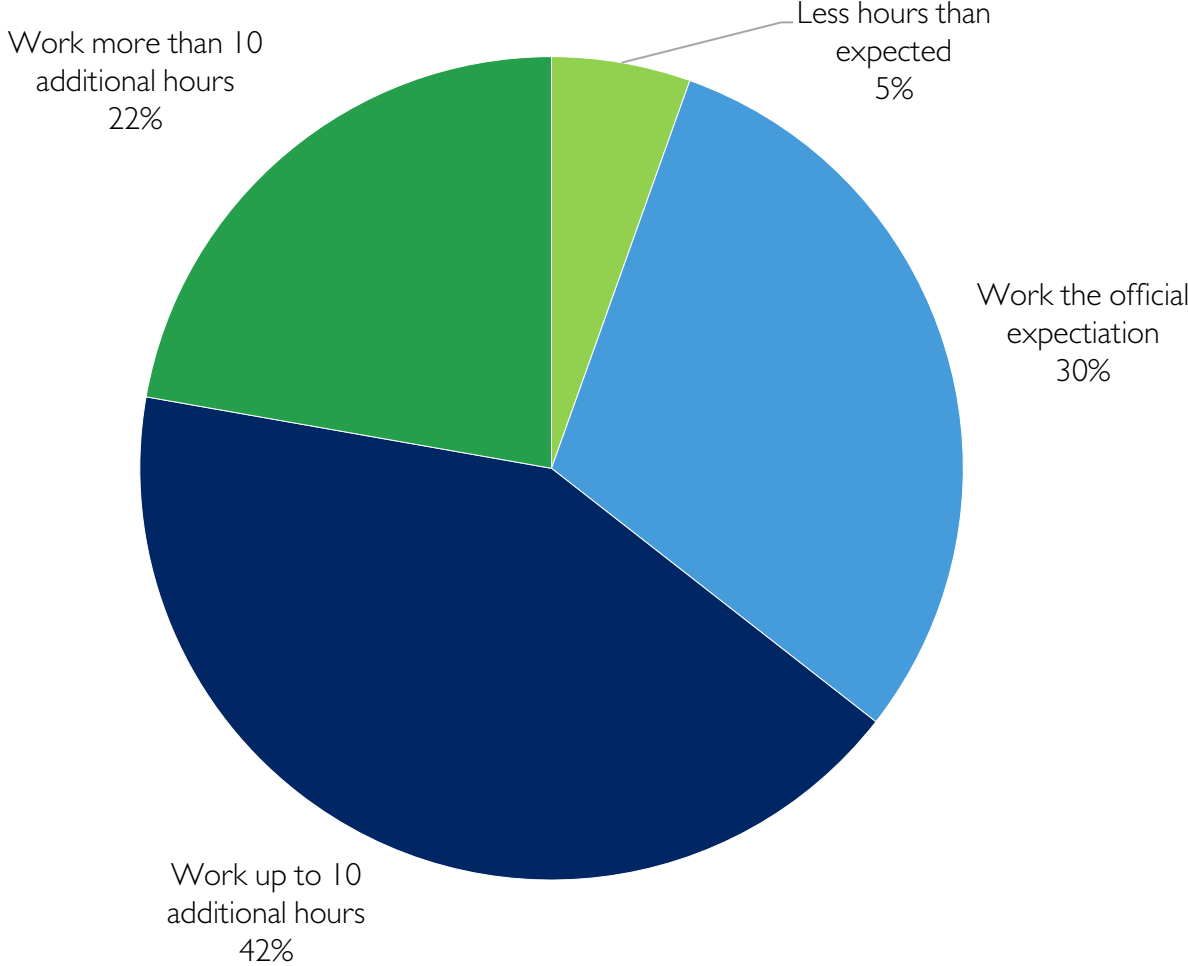


Higher levels correlates with a higher proportion of respondents working beyond the official hours



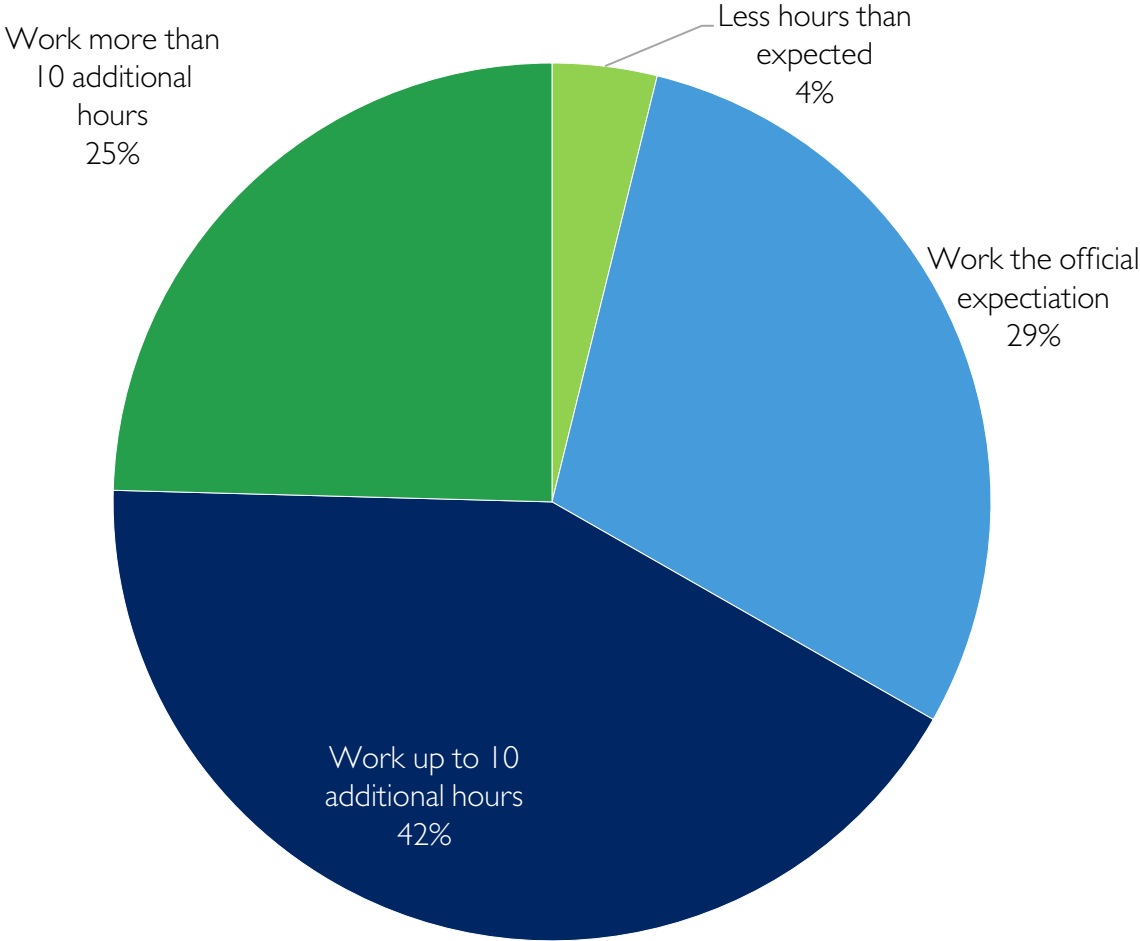
Only 35% of respondents work either their official hours or less

Hours OFFICIALLY expected to work compared to hours ACTUALLY expected to work – Full-time and Part-time employees

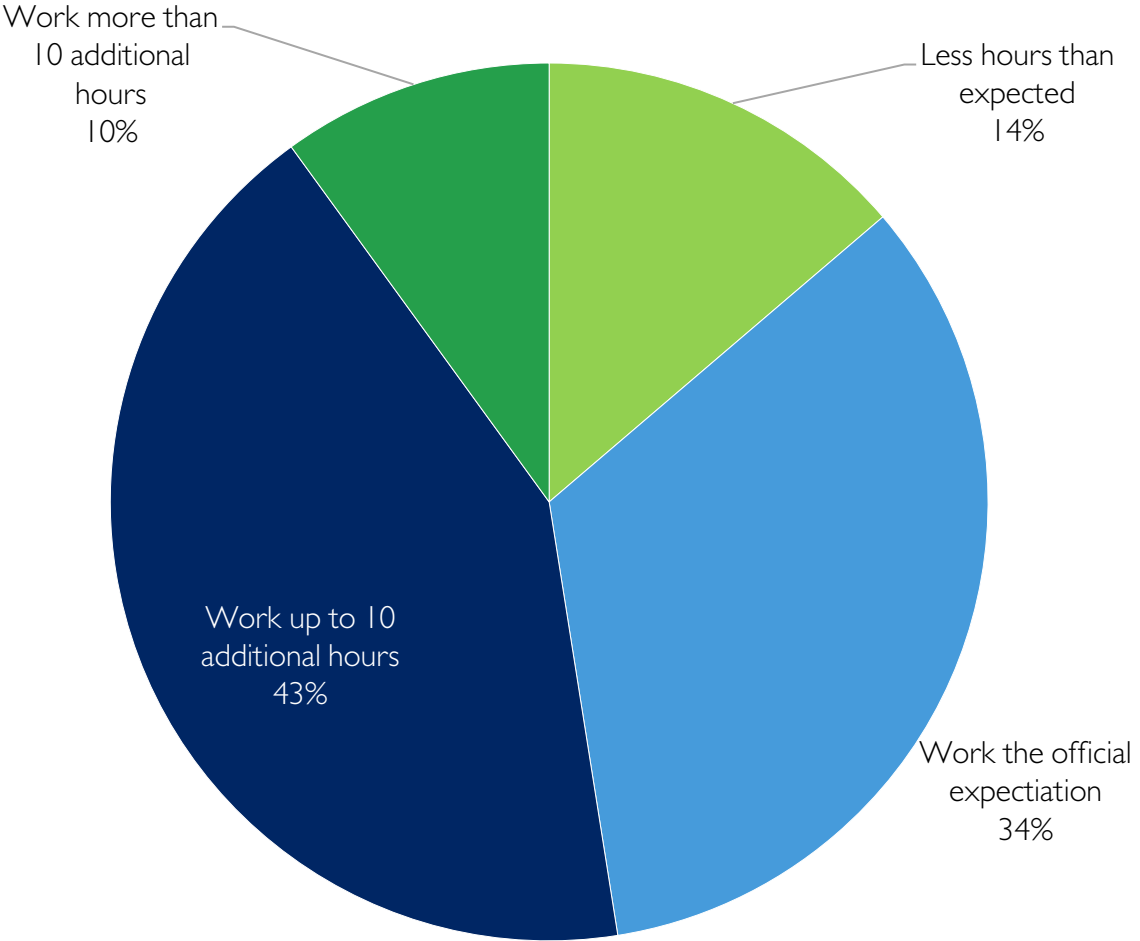


25% of full-time workers and 10% of part-time workers are working more than 10 additional hours

Full-time - Expected vs Actual Hours (n=415)

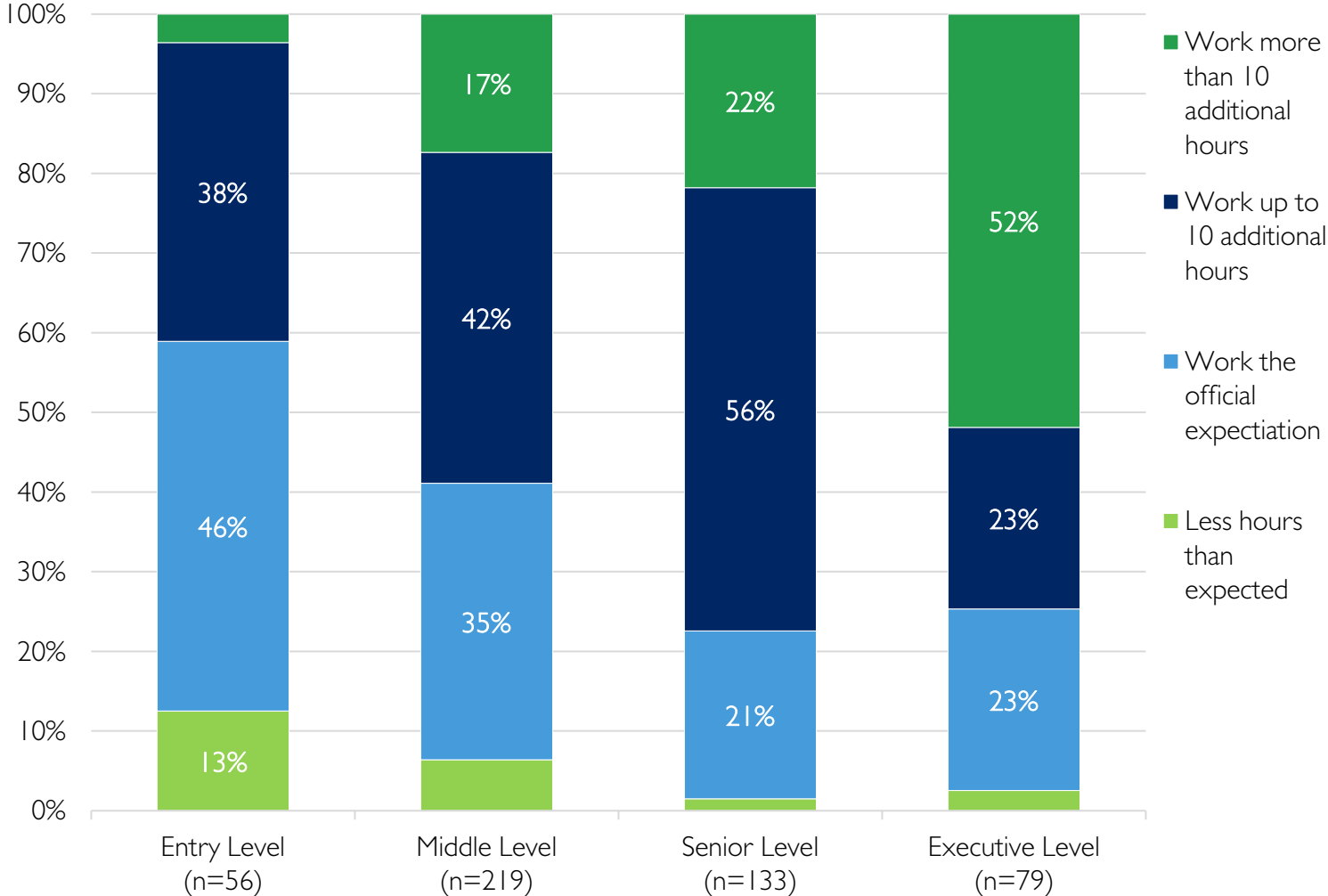


Part-time - Expected vs Actual Hours (n=80)



Over 50% of Executive level workers are working more than 10 additional hours

Level - Expected vs Actual Hours



Is there anything else you would like to add about your working hours? – Free text responses

Flexible hours / Hours inconsistent – 30%

- “I am lucky to be able to work flexible hours, including evenings when co-workers are not working/available to make it possible to fulfill my parenting responsibilities.”
 - Senior Level / Theatre and Arts Service / Age 40-49
- “I have a guaranteed 40 hour week; I work 38-43 most weeks; some weeks (i.e. tech or previews) are 50-60 hours”
 - Middle Level / Theatre / Age 40-49
- “Some weeks I work 70 hours.”
 - Middle Level / Multiple Art Forms / Age 40-49

Hours depend on the project / event – 14%

- “During tech weeks these hours will often get to or exceed 40”
 - Entry Level / Theatre / Age 20-29
- “It's any where between 20-60 hours depending on the project”
 - Middle Level / Film and Digital Arts / Age 40-49

Required to work after hours / Weekends – 13%

- “As a creative and as a self-employed teaching artist, I am always working, whether it is researching, making art, preparing a proposal for a workshop, marketing the workshop, teaching the workshop. Day and night, night and day, weekends, holidays. I have no health insurance, no paid sick days.”
 - Self Employed / Visual Arts and Multidisciplinary/ Age 70-79
- “Early morning, and late evening, weekend external events that are part of my job require me to work those times. The workload is also unattainable in a 40 hour work week.”
 - Senior Level / Museums/Heritage / Age -

Demanding schedule – 11%

- “Always on call”
 - Senior / Theatre / Age 60-69
- “Only paid for 35 hours but I don't take lunch breaks due to my workload and am not allowed to recuperate any of those hours.”
 - Senior Level / Visual Arts / Age 30-39

Is there anything else you would like to add about your working hours? – Free text responses

Seasonal factors to work hours – 6%

- “Depends on the programming of the season, i.e.. long nights or weekends due to openings or special programming”
 - Senior level / Theatre / Age 20-29
- “It is seven days a week for the 10 weeks of June 25 to August 26.”
 - Executive Level / Theatre / Age 60-69

Unhappy with level of compensation – 3%

- “I get comp time instead of overtime. I worked almost 2.5 months of comp time in the past year. I am overworked, underpaid and underappreciated.”
 - Middle level / Multiple Art forms / Age 30-39
- “No benefits or paid vacation”
 - Senior Level / Arts Services and Multiple Art forms / Age 70-79

Set their own schedule – 3%

- “I create my own schedule. I work longer some weeks more than others depending on the season and/or the needs of my family. I am also the primary caregiver in our household.”
 - Executive Level / Arts Education and Theatre / Age 50-59

Comments on form of compensation when working extra hours – 2%

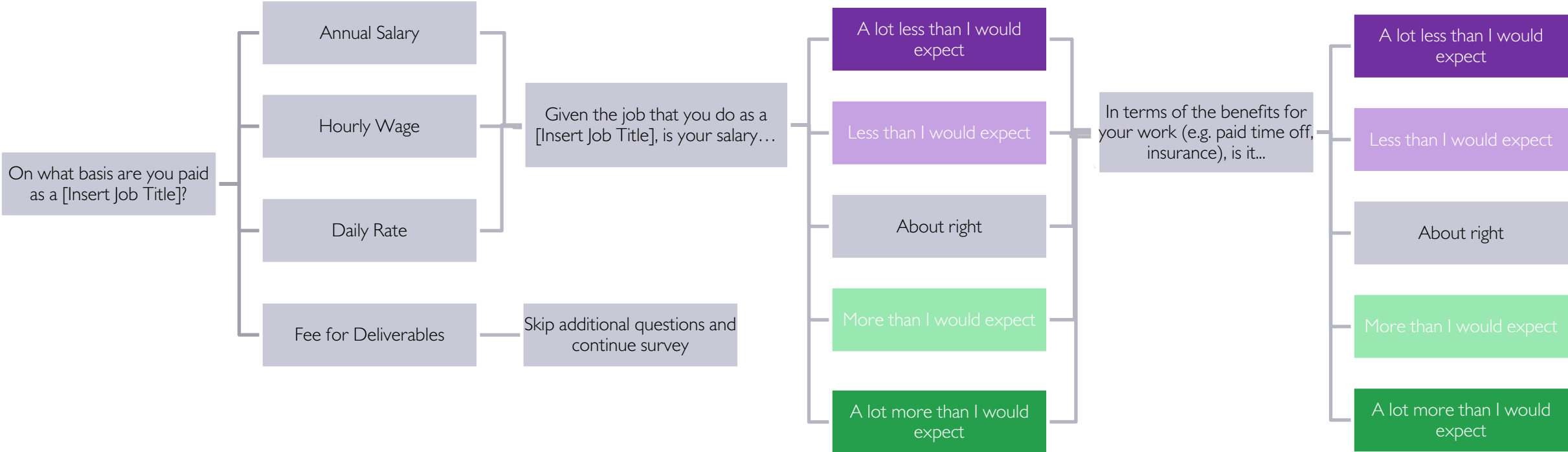
- “I sometimes read emails off hours but rarely respond. If I do work extra for an event or a meeting I take comp time within the month”
 - Middle Level / Museums/Heritage / Age 20-29

Comments on work life balance - 1%

- “I work 60+ hours a week rotating several projects and commissions because if I don't do that, I won't make enough money to keep working. I am perpetually tired. I want to spend more time with my family.”
 - Full Time Artist / Visual Arts / Age 30-39

Perceptions

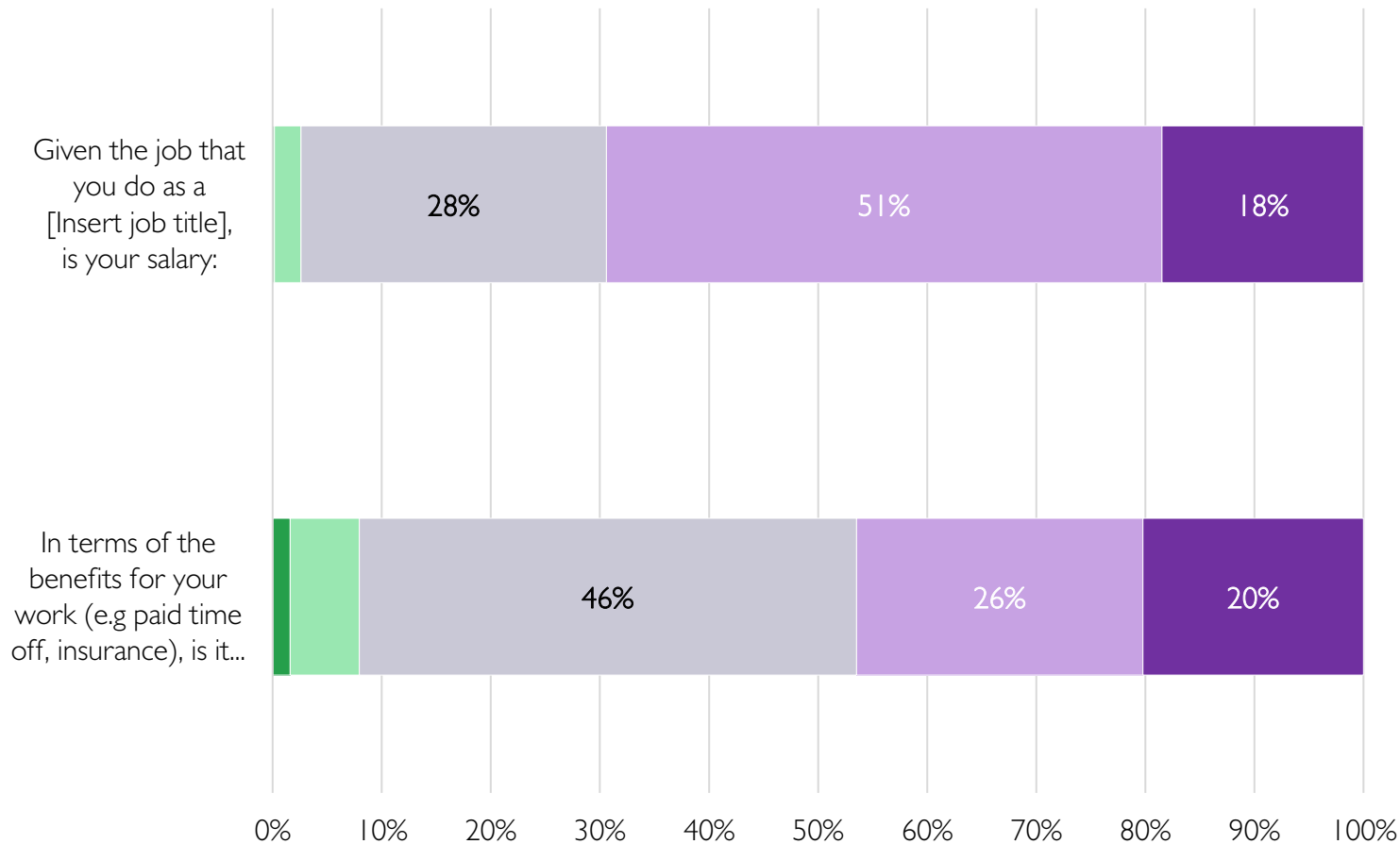
Those with an Annual Salary, an hourly wage or a daily rate were asked their perceptions of their pay. NOTE: This was not asked to Freelancers/Contract Workers



Job Value Perception

Opinions on job value:

- A lot more than I would expect
- More than I would expect
- About right
- Less than I would expect
- A lot less than I would expect

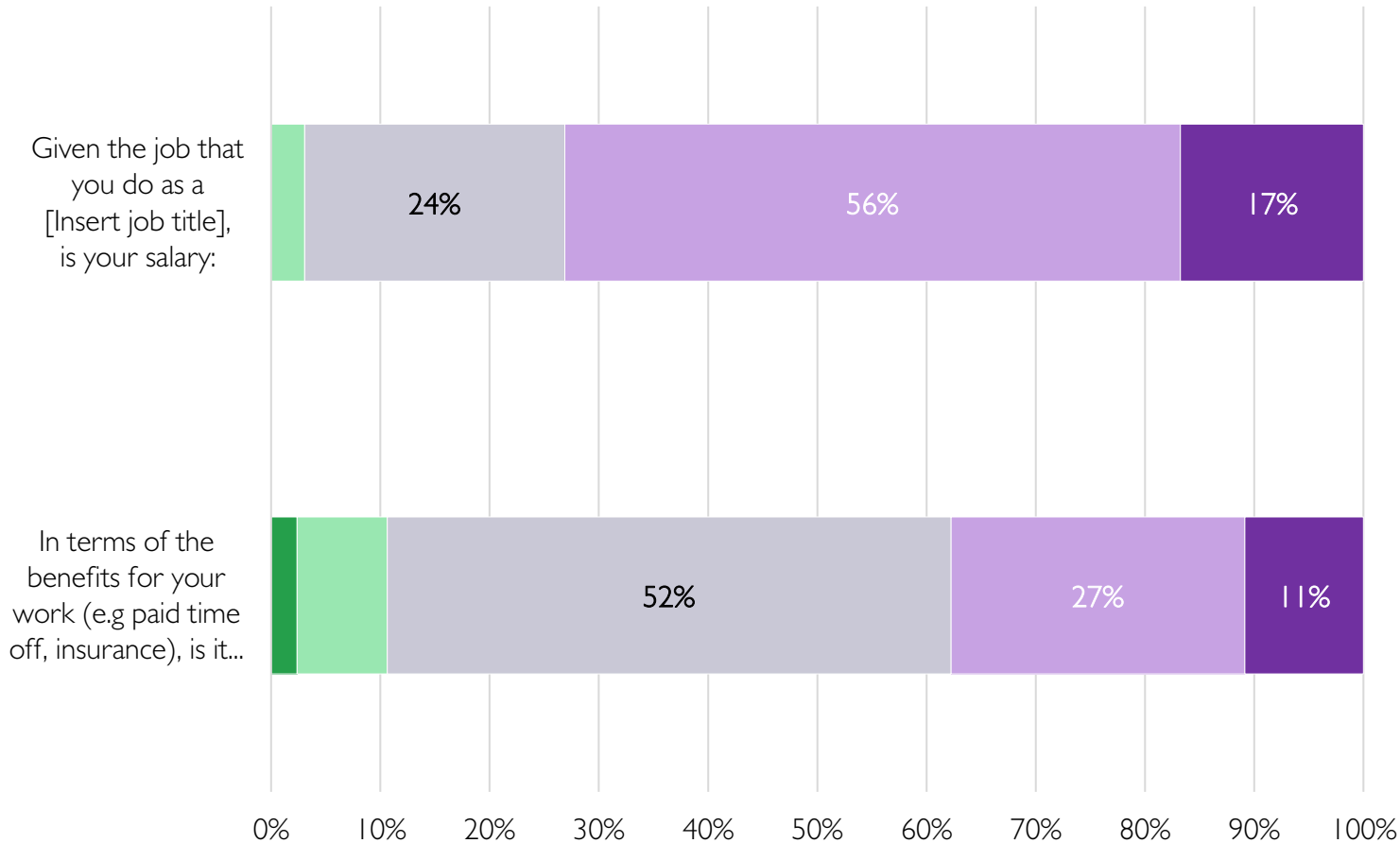


- The majority (69%) think that their salary is less than they would expect, 18% a lot less than they would expect
- There is a slightly more positive view of the benefits they receive with 46% thinking they are less than they would expect, though less than 10% think they are more than they would expect

Job Value Perception – Full-time Annual Salary

Opinions on job value – Full-time/Annual Salary:

■ A lot more than I would expect ■ More than I would expect ■ About right
■ Less than I would expect ■ A lot less than I would expect

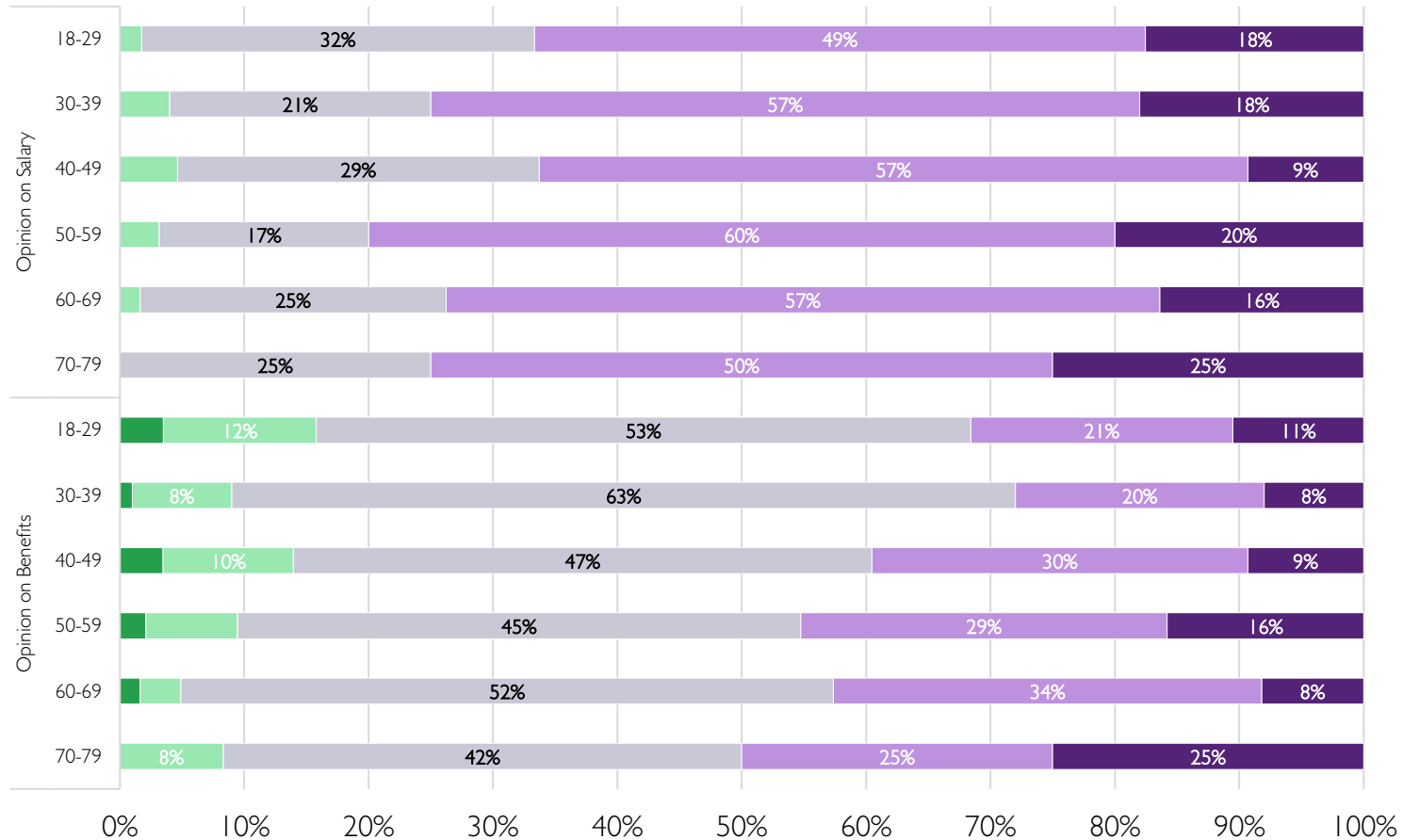


- For those on Full-time Annual Salaries, 73% think their salary is less than they would expect
- 38% think their benefits are less than they would expect

Job Value Perception by Age

Opinions on job value – Full-time/Annual Salary:

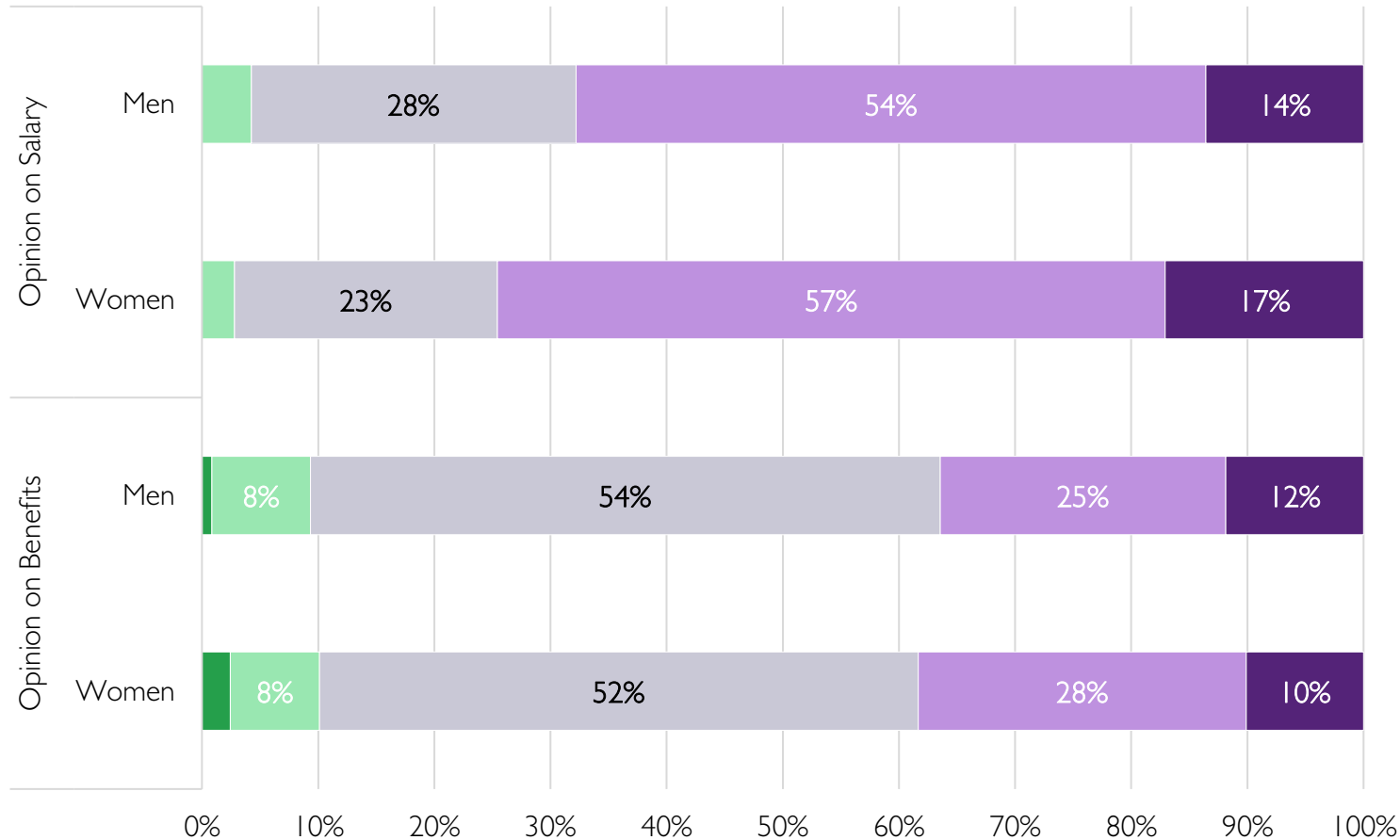
- A lot more than I would expect
- More than I would expect
- About right
- Less than I would expect
- A lot less than I would expect



Job Value Perception by Gender

Opinions on job value – Full-time/Annual Salary:

■ A lot more than I would expect
 ■ More than I would expect
 ■ About right
■ Less than I would expect
 ■ A lot less than I would expect

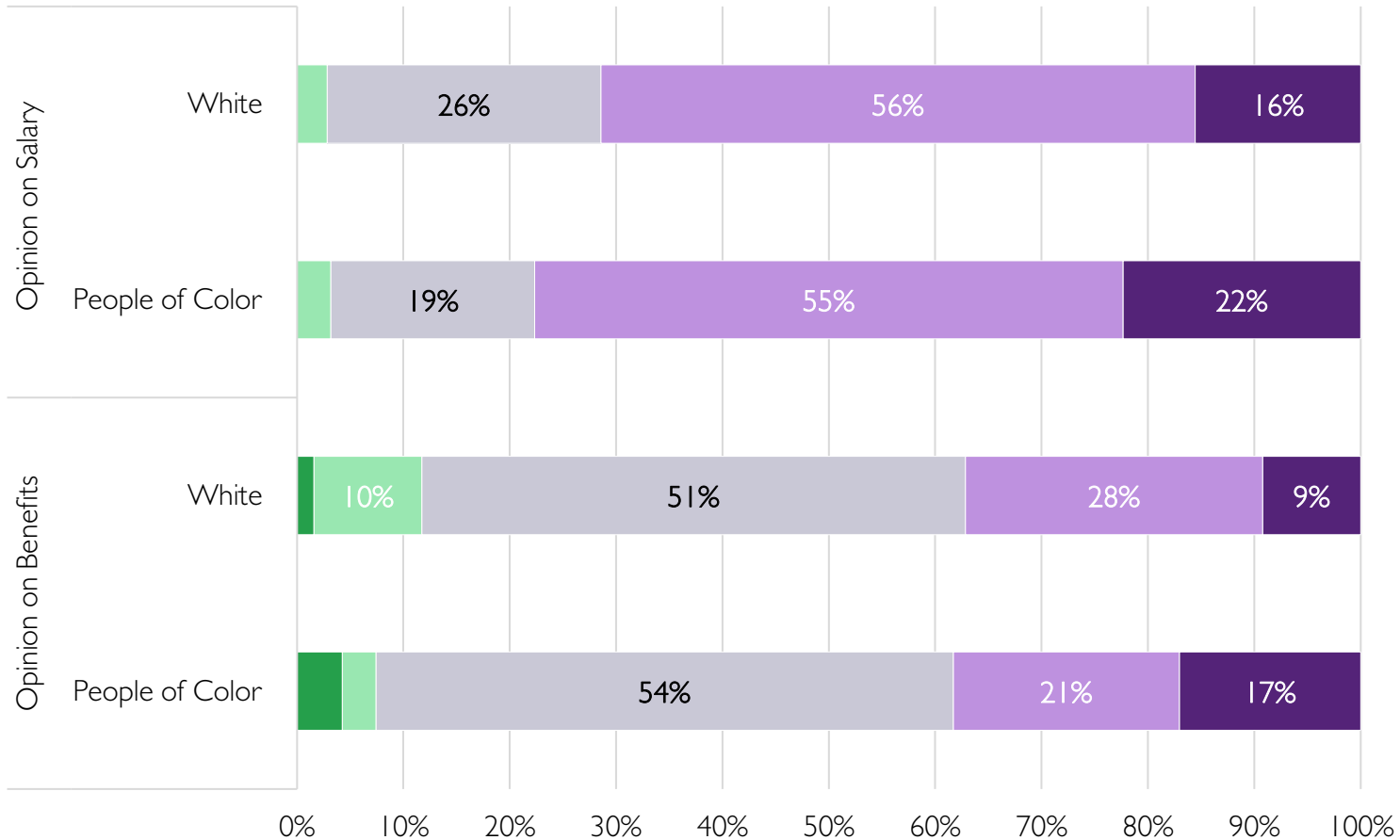


- Women are slightly more likely to say that their salary is less than they would expect (74%) than men (68%)
- The perception of benefits is similar

Job Value Perception by Race

Opinions on job value – Full-time/Annual Salary:

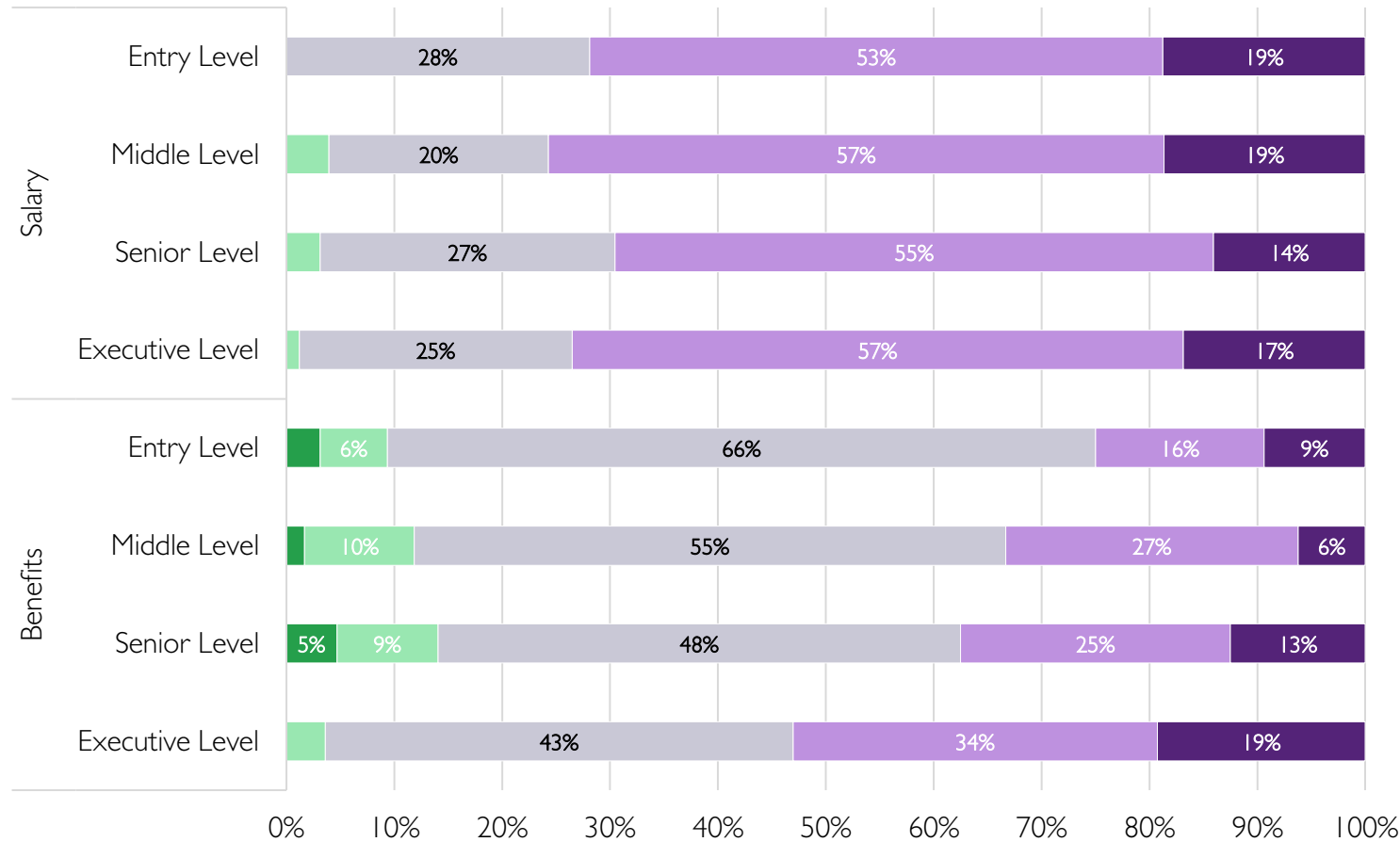
- A lot more than I would expect
- More than I would expect
- About right
- Less than I would expect
- A lot less than I would expect



Job Value Perception by Level

Opinions on job value – Full-time/Annual Salary:

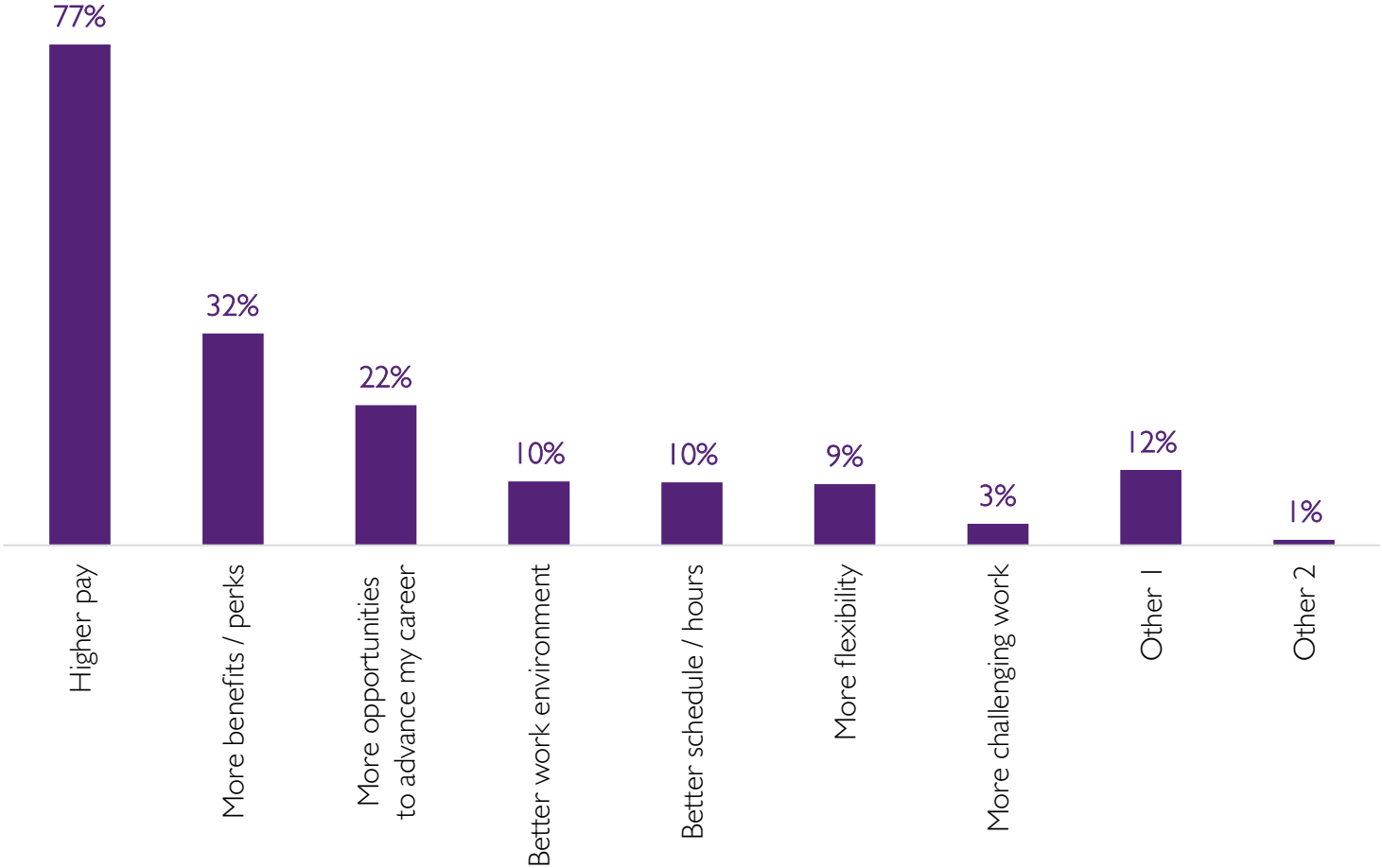
■ A lot more than I would expect
 ■ More than I would expect
 ■ About right
■ Less than I would expect
 ■ A lot less than I would expect



- There is little difference in the perception of pay based on career level
- However, those at higher levels are more likely to say that benefits are less than they would expect (54% at Executive level to 25% at Entry level)

Higher pay is the number one option for increasing job appeal

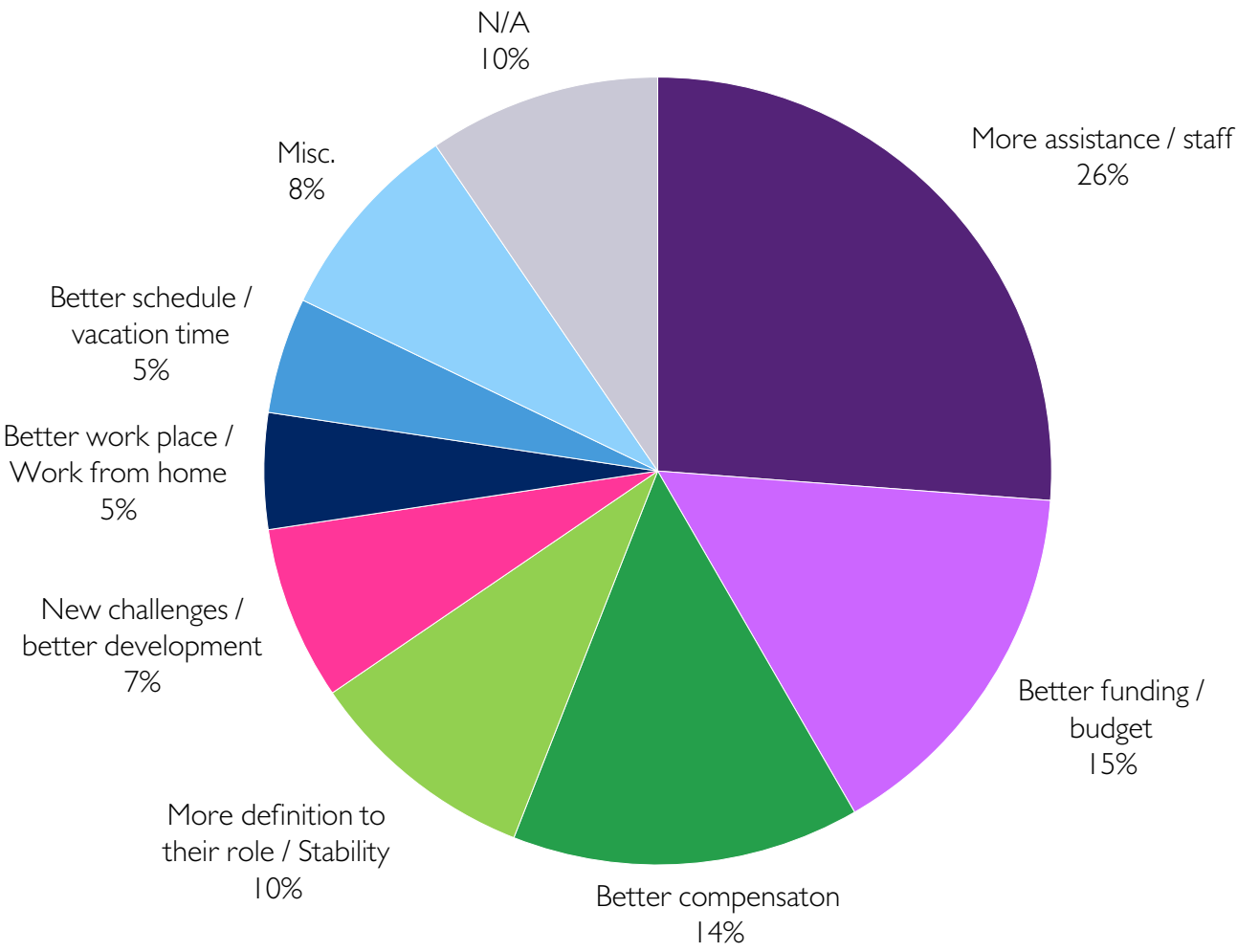
What would make your job as a [insert job title] more appealing? [check up to 2 options]



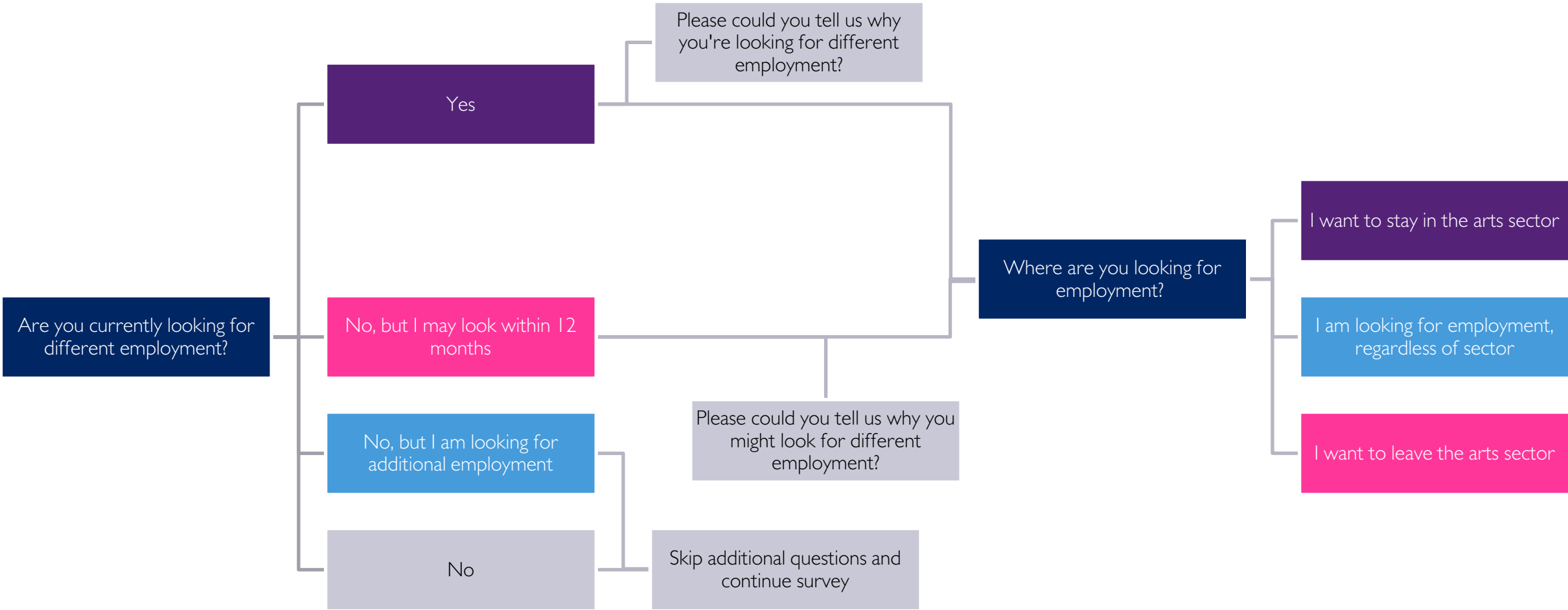
- 77% of respondents cite higher pay as a way of making their job more appealing
- This is followed by 32% who cite more benefits / perks

Free text response: what would make your job more appealing

What would make your job as a [insert job title] more appealing? [check up to 2 options] – Other: - [Free Text]

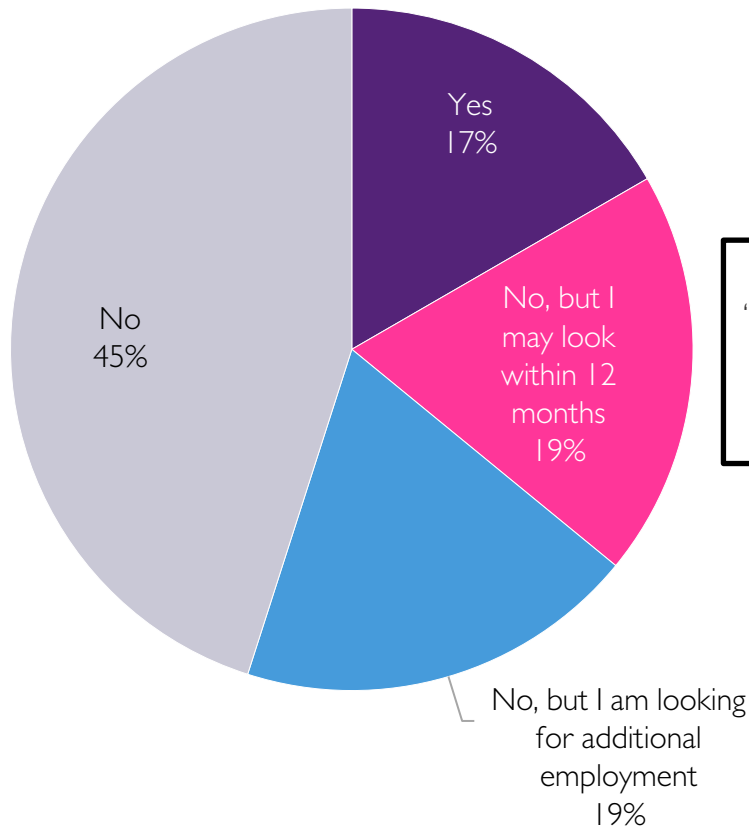


Respondents were asked if they were looking to leave the sector and where they were looking for employment

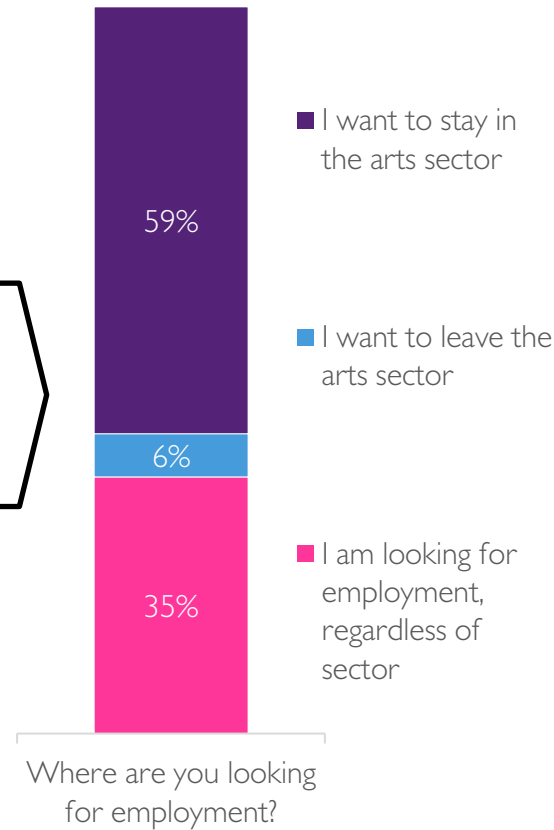


17% of respondents are currently looking for different employment

Are you currently looking for different employment?



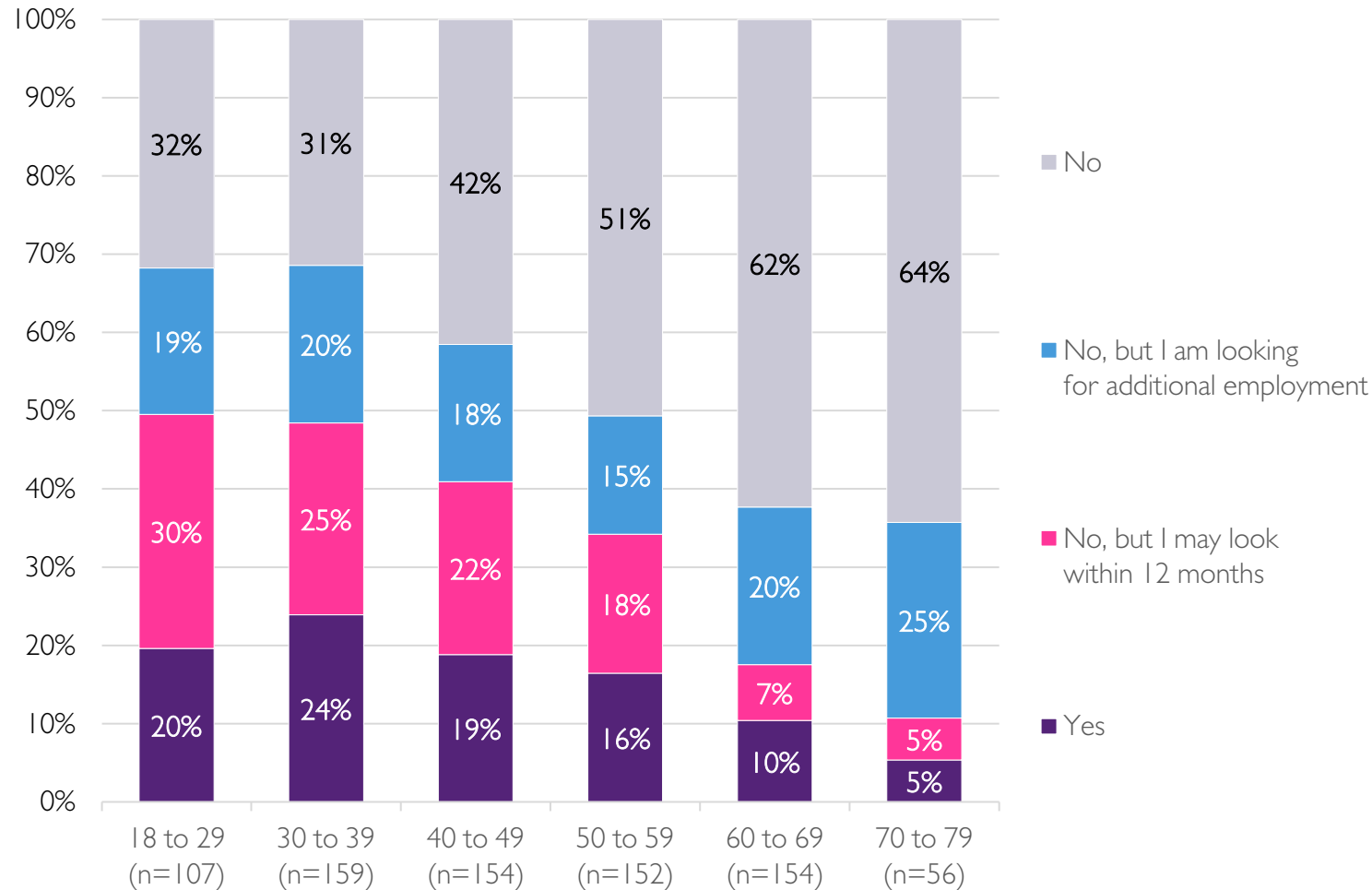
If answered "Yes" or "No, but I may look within 12 months"



- While 17% of respondents are actively looking for different employment, a further 19% may look within the next 12 months, and 19% are looking for additional employment
- Just over half (59%) who are looking / may look for a different job want to stay in the arts sector
- Only 6% of those looking / may look for a different job want to leave the arts sector

The proportion of people looking for different employment decreases with age

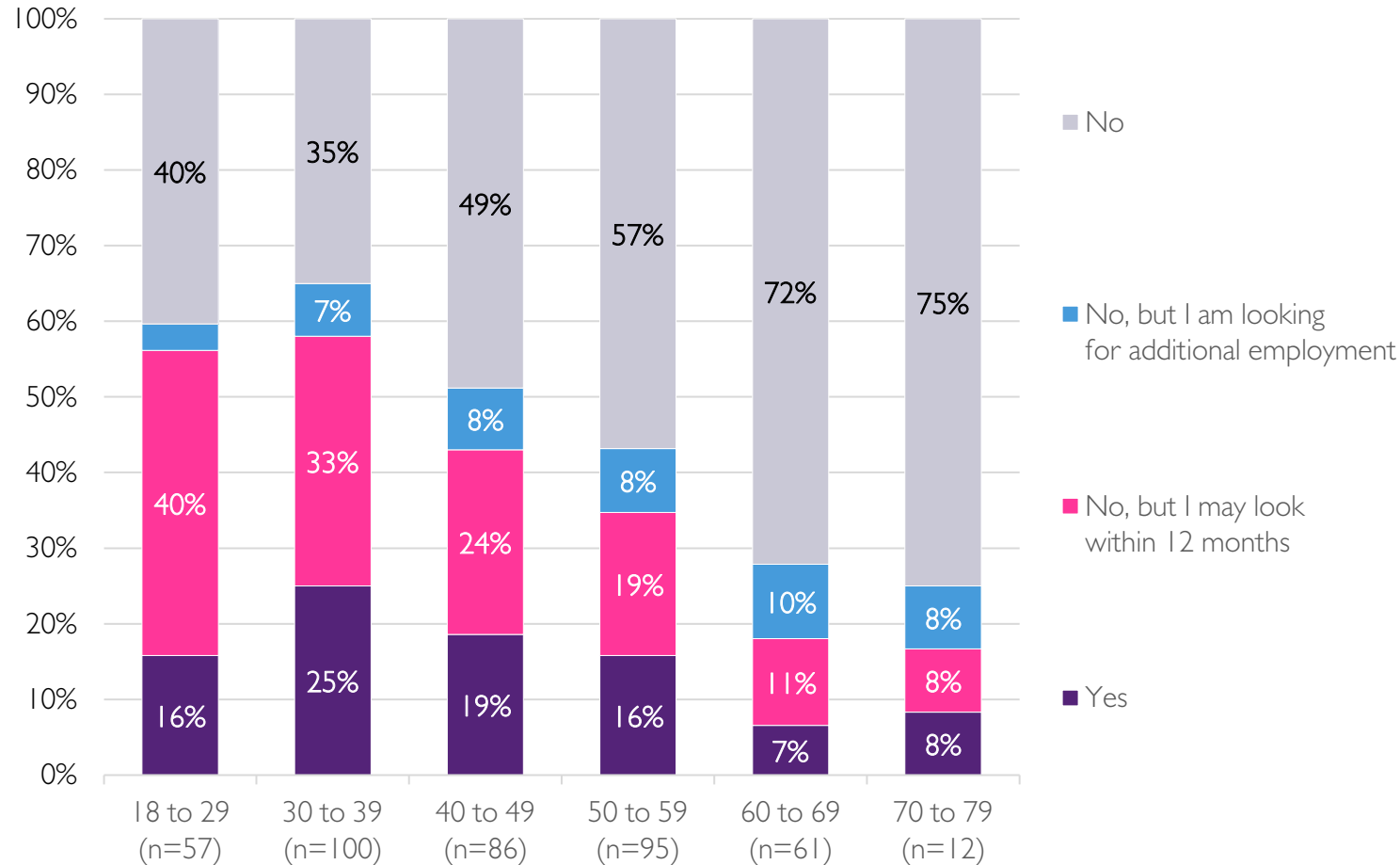
Are you currently looking for different employment?



- Those aged 30 to 39 are most likely to be looking for different employment (24%)
- Those aged 70 to 79 are most likely to be looking for additional employment (25%)

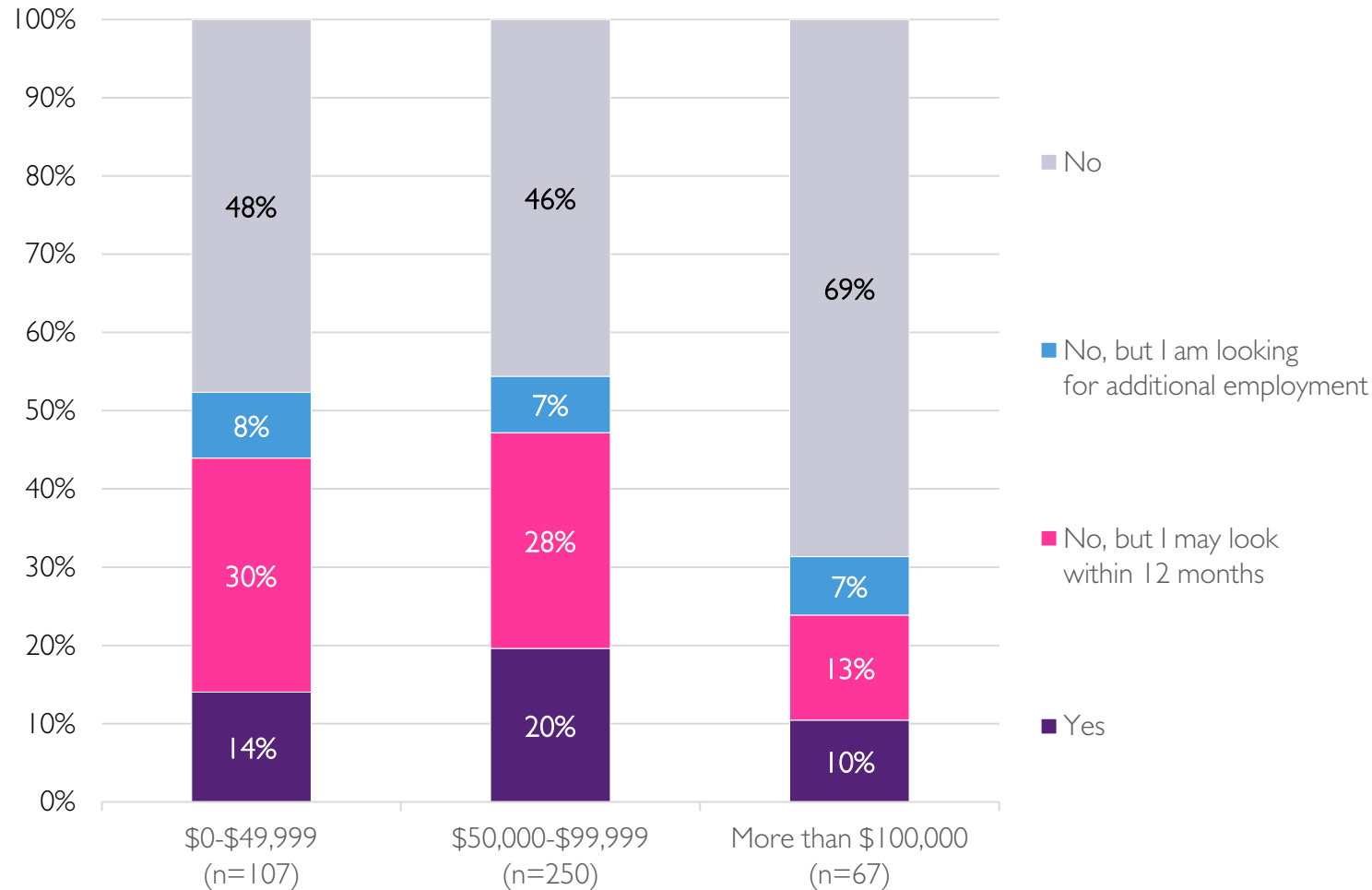
For full-time employees, a similar proportion are looking or may look for different employment

Are you currently looking for different employment?
 – Full-time/Annual Salary



Higher pay suggests greater job stability

Are you currently looking for different employment?



- Those making between \$50k and \$99k a year are most likely to be looking for additional employment (20%)

Please could you tell us why you're looking for different employment? – Free text responses

Higher pay / Cost of living – 50%

- “The pay is not enough for the position. It is not enough for someone to live on their own in the state of NJ. The work environment is unhealthy a lot of the time, which explains the turnaround rate.”
 - Middle Level / Outdoor arts and Theatre / Age 20-29
- “Pay, cost of living continues to increase and if my pay does not do the same I will need to start looking at other jobs”
 - Senior Level / Theatre / Age 20-29

More opportunities to advance – 15%

- “Looking for advancement in my career/higher pay”
 - Entry Level / Theatre
- “I want to continue to advance my career and there isn't anywhere to go here, barring managers leaving. They're not going to pay me more to stay at the same job, and this paycheck won't cut it forever”
 - Entry Level / Theatre / Age 20-29

Change of pace / more creative work – 8%

- “I went to school to be a playwright/director and wish I could return to some job closer to that line of work.”
 - Entry Level / Arts Services, Music and Theatre / Age 20-29

More flexibility – 6%

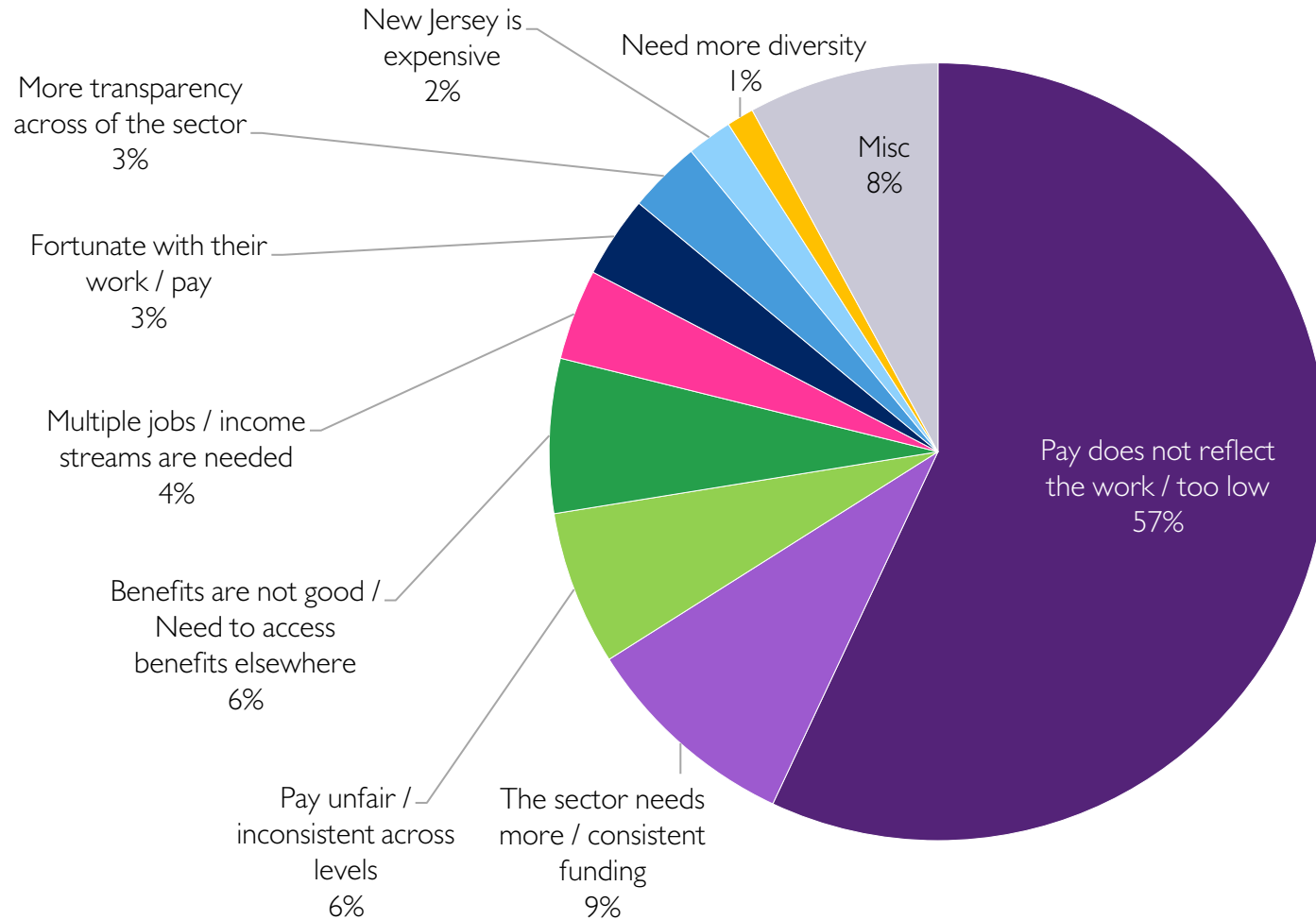
- “Not conducive to spending time with family.”
 - Middle Level / Arts Education and Theatre / Age 30-39

Relocation – 4%

- “My commute is awful, there doesn't appear to be any room to grow here”
 - Middle Level / Multiple Arts Forms / Age 40-49

57% of respondents made a comment that pay is not in line with the work being done

Are there any comments or observations that you would like to make about earnings or levels of pay in the arts sector? – Free Text



Are there any comments or observations that you would like to make about earnings or levels of pay in the arts sector? – Free text responses

Pay does not reflect the work / too low – 57%

- “I love the arts community I work in and love my coworkers but I just wish I was paid more for the many hats I wear and all of the extra hours I put in to make our arts organization the best it can be.”
 - Middle Level / Arts Service and Multidisciplinary / Age 50-59
- “I think that for the level of expertise required for this job should warrant, at the very minimum, a livable wage and benefits. That is how you get the best work and dedication out of people who are not stressed about living outside of work.”
 - Entry Level / Music, Dance and Theatre / Age 20-29
- “In the 1980's, I could generally expect \$100/night for club gigs, \$300 for wedding gigs. Now, in the 2020's, I generally expect \$100/night for club gigs, \$300 for wedding gigs. Things haven't changed in 40 years...”
 - Music / Age 60-69
- “Many people have such passion for the arts in the sector and empathy for people. Sadly those qualities are what leave us susceptible to being taken advantage of as workers. I wish the arts sector had the money to take care of its workers, or at the very least provide enough pay to be able to cover the cost of living.”
 - Middle Level / Arts Service, Multidisciplinary and Museums and Heritage / Age 30-39
- “We all play an important role and deserve a living wage - whether you work in a gift shop, are a security person in a museum, or are acting as a leader of an organization.”
 - Middle Level / Visual Art, Museums and Heritage and Craft / Age 20-29
- “As Ticketing Reps, we are the first people most of our patrons come to regarding any issues they may encounter regarding their experiences with the theatre. We do have to handle challenging calls regularly and there are times when I feel that our pay rate doesn't reflect the work we produce.”
 - Entry Level / Theatre / Age 20-29

Are there any comments or observations that you would like to make about earnings or levels of pay in the arts sector? – Free text responses

The sector needs more / consistent funding – 9%

- “Something of common occurrence in the non-profit sector of the arts, is small but mighty teams that get lots done with small budgets. Since budgets are tight, teams wear multiple hats in their fields. The scope of my work, for instance, goes far beyond that of a graphic designer. I'm also a web designer/manager/developer, marketing strategist, mailing list manager, social media designer/manager, grant forms manager, ads manager and at times even photographer and videographer. I am multidisciplinary, and I have purposely chosen a team that allows me this flexibility. I just wish the pay would reflect the wide scope of my involvement with this organization. I have a passion for the non profit art sector and the positive impact we have in our community. We need more funding!”
 - Middle Level / Arts Service and Education, Visual Arts and Outdoor arts / Age 30-39
- “I think upper management and boards are beginning to see the value in hiring experienced staff and paying them appropriate salaries. However, their budgets simply do not afford them the opportunity. More funders need to offer Capacity grants.”
 - Senior Level / Arts Service and Multiple Arts Forms / Age 50-59
- “I would love for our organization to be able to pay our whole, small staff (myself included) at least 50% more, but as it is, we're a nonprofit organization and at the mercy of the small amount of grants we're able to scrounge up each year, and despite the recent increase in financial support to the arts (which may very well be waning again soon), we're still barely making it through.”
 - Senior Level / Literature / Age 30-39

Are there any comments or observations that you would like to make about earnings or levels of pay in the arts sector? – Free text responses

Pay unfair / inconsistent across levels - 6%

- “I work at an organization of less than 50 people. The top 2 paid employees make more than 5x what an entry level employee makes - that doesn't seem very equitable.”
 - Middle Level / Theatre / Age 50-59
- “In general in theatre, Executive, Artistic and Managing Directors are generally paid disproportionately high salaries by comparison to most of their front facing staff. It's preposterous to have executives making \$500K per year while nickel and diming staff over hours, benefits, etc. It's an embarrassment to the field.”
 - Executive Level / Theatre / Age 50-59
- “Too large a compensation gap between Managing / Artistic Directors and Departmental Directors”
 - Senior Level / Theatre / Age 60-69

Benefits are not good / Need to access benefits elsewhere – 6%

- “Concern that the benefits in the non profit sector have not remained competitive to the corporate culture.”
 - Senior Level / Arts Service, Outdoor Arts and Museums and Heritage / Age 40-49
- “It is hard to find and retain engaged and consistent employees. I'm embarrassed when I have to tell job applicants the salary. The compensation doesn't match the expectations. Full time work, by someone with experience, for just barely over minimum wage.”
 - Senior Level / Multidisciplinary / Age 40-49

Are there any comments or observations that you would like to make about earnings or levels of pay in the arts sector? – Free text responses

Multiple jobs / income streams are needed – 4%

- “It's nearly impossible to survive on a single salary without relying on a spouse, parent, public programming, or having multiple jobs. This isn't only an arts sector problem, but also a cultural heritage sector issue in general.”
 - Entry Level / Museums and Heritage / Age 30-39
- “I couldn't afford to have my current job if I didn't have another income (my spouse) to support our household. Most people who have worked in our organization for more than a year or two have a partner contributing to their household income.”
 - Senior Level / Arts Education and Theatre / Age 50-59

Fortunate with their work / pay – 3%

- “This job was a huge pay increase from my previous job. I actually never thought I would have this kind of salary and I am grateful for it. I also wish that there were more salaries in the arts sector that allowed people to take care of themselves and their loved ones.”
 - Senior Level / Theatre / Age 40-49
- “I feel extremely lucky to have found a position in the arts that offers the level of benefits I have and has restrictions on overtime. My previous job in the arts sector in NJ was the same pay, barely any benefits, 60-80 hour work weeks, and at least 3 times the work load. I my current work is a shift away from my ideal focus but it isn't destroying my soul, so I'll take it. I'm lucky to be in the arts!”
 - Middle Level / Arts Education and Museums and Heritage / Age 40-49

Are there any comments or observations that you would like to make about earnings or levels of pay in the arts sector? – Free text responses

More transparency across of the sector – 3%

- “Pay transparency is important for equity in company cultures. additionally, knowing that historically marginalized groups of people are working with systemic disadvantages that even increases in dollar amount, while very important, but there are also gaps in wealth that exist beyond salary. and I feel that very much as someone who works in a very wealthy area and grew up in less affluent city.”
 - Middle Level / Theatre / Age 20-29

New Jersey is expensive – 2%

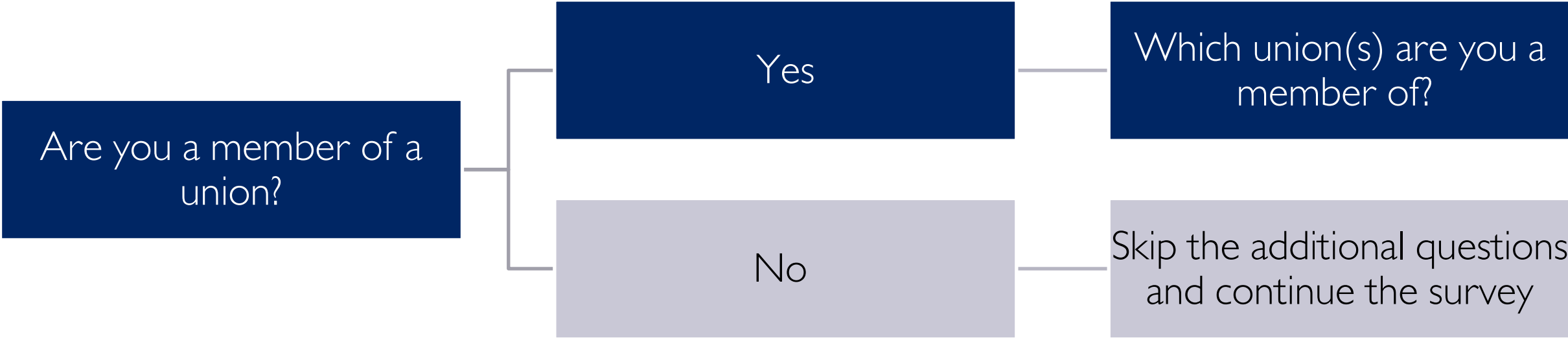
- “While I love working in the arts sector, I have to sacrifice a lot to continue doing so. I live in a house with 7 other working adults to afford to live in NJ and so I have enough money to afford to live a lifestyle that includes professional development which was cut from the budget this year at my primary employer.”
 - Entry Level / Arts Education, Theatre, Dance and Music / Age 20-29

Need more diversity – 1%

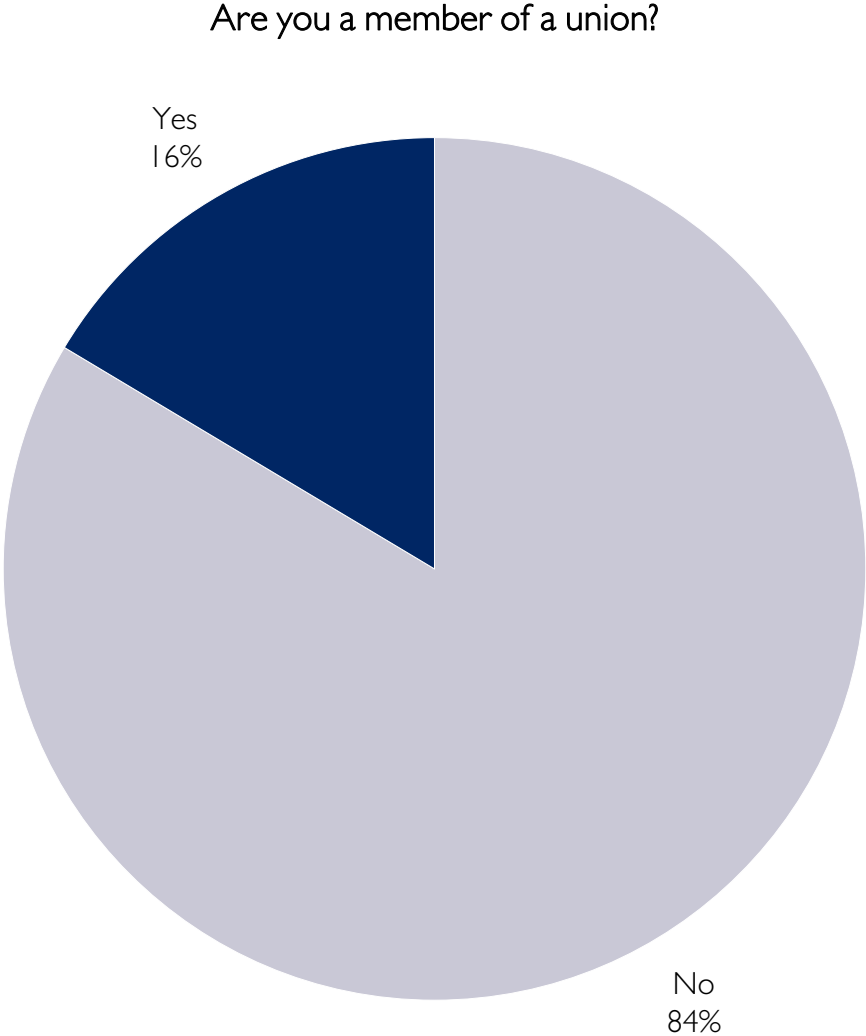
- “I would love to see the differences between minority -led and founded organizations that serve our NJ community through the arts and the large anchor institutions that are often more heavily invested in and run almost exclusively by white men. I know what it looks like in the city i work in and there is NO thought to the tremendous gap, or the consequences of those gaps. You can even see as some of our anchor institutions took on female leaders of color just before pandemic, they are not comparably compensated and one has left the field.”
 - Senior Level / Arts Service and Multidisciplinary / Age 30-39

Additional Context

They were asked to provide more information about their Union Membership, if they were a member



16% of respondents are members of a union

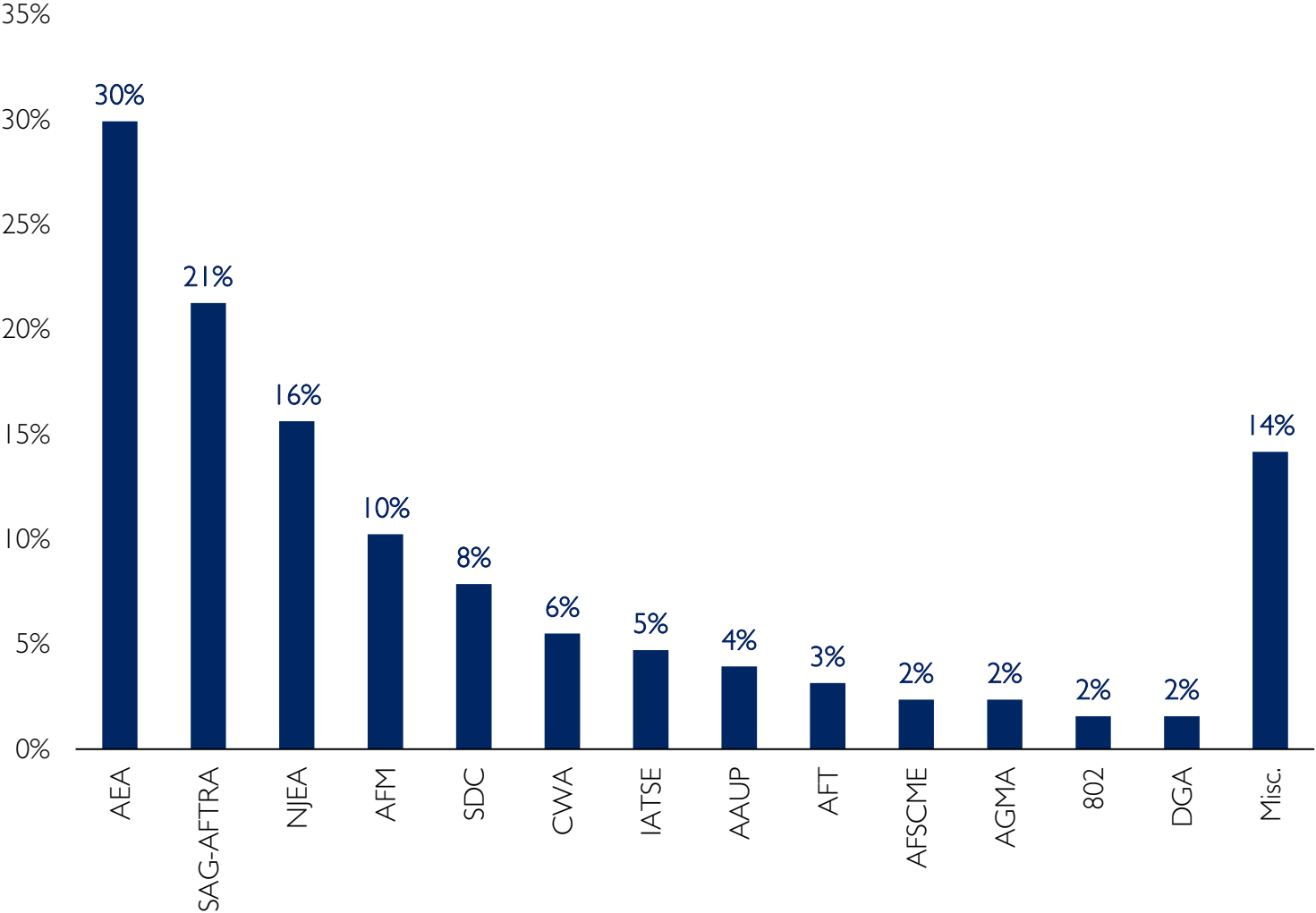


- This figure matches NJ union membership rate of 16.2%*

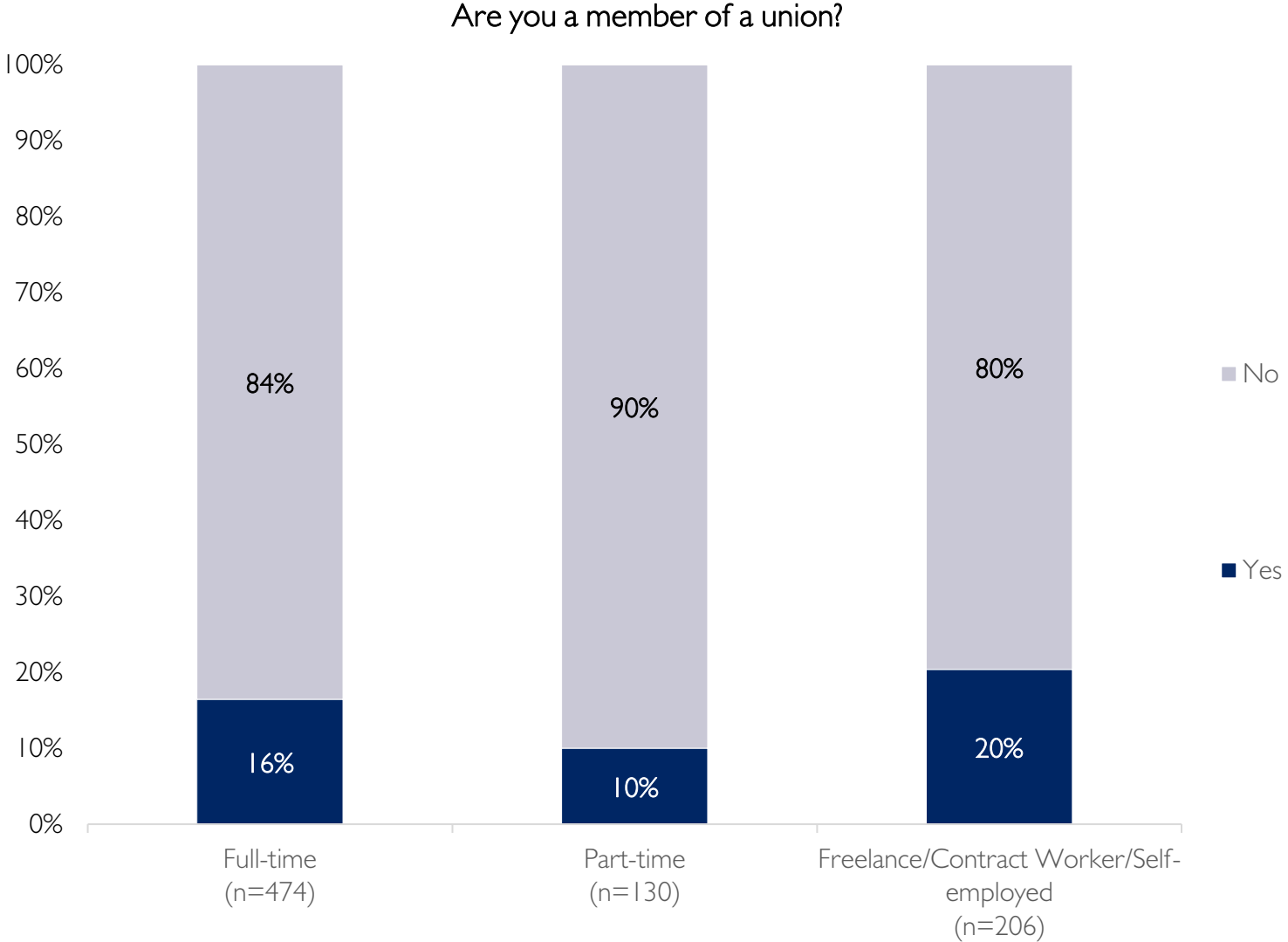
*<https://www.njspotlightnews.org/2022/02/nj-2021-union-membership-rate-16-2-fifth-highest-in-us/>

Top Unions

Which union(s) are you a member of? – Free text

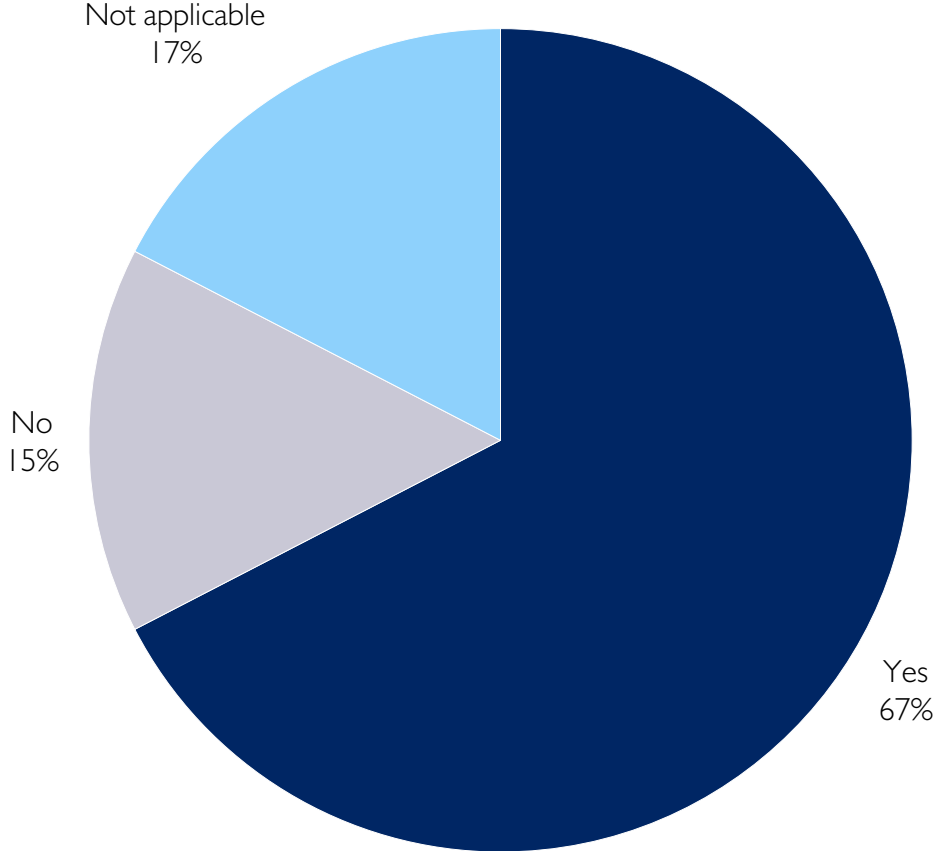


Union representation is slightly higher among freelance/contract workers



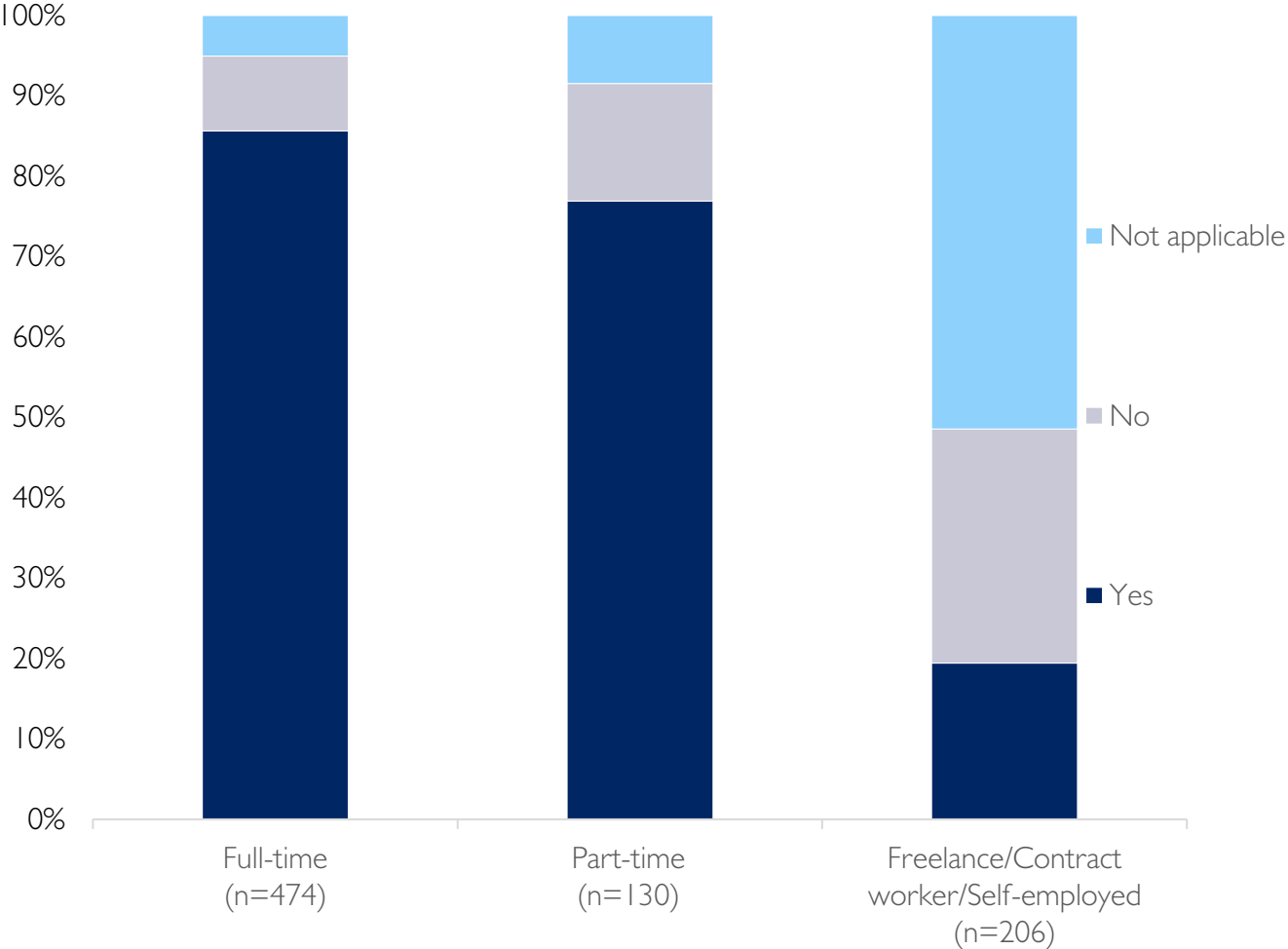
Two thirds of respondents were given an Employee Handbook

Were you provided with, or have access to, an Employee Handbook for the Organization you primarily work for?

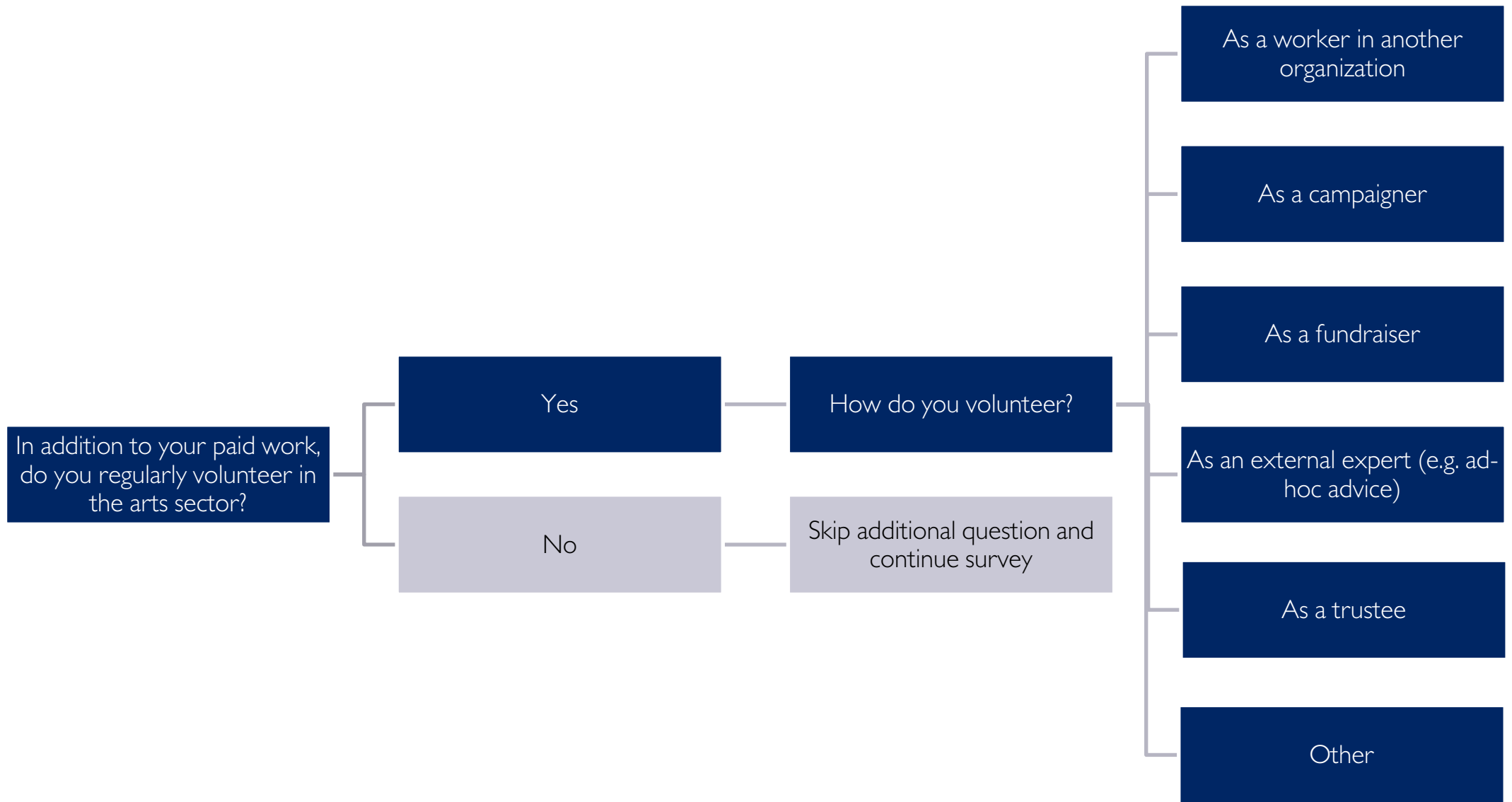


10% of full-time workers and 15% of part-time workers were not given an Employee Handbook

Were you provided with, or have access to, an Employee Handbook for the Organization you primarily work for?

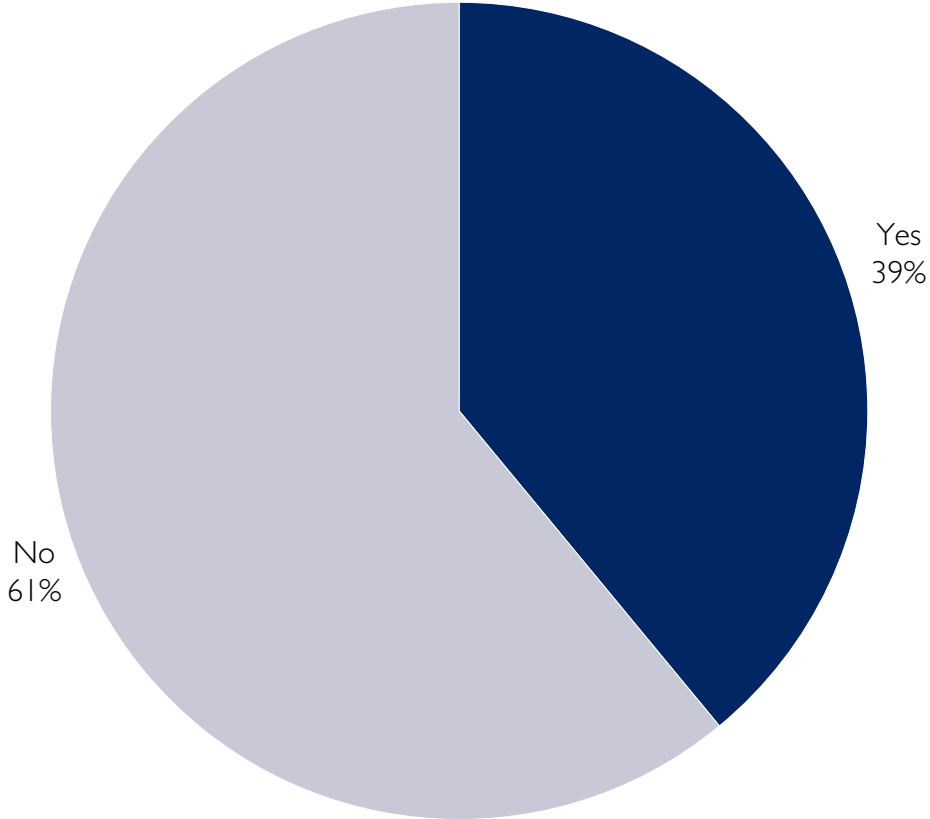


Respondents were asked if and how they volunteered



Volunteering

In addition to your paid work, do you regularly volunteer in the arts sector?



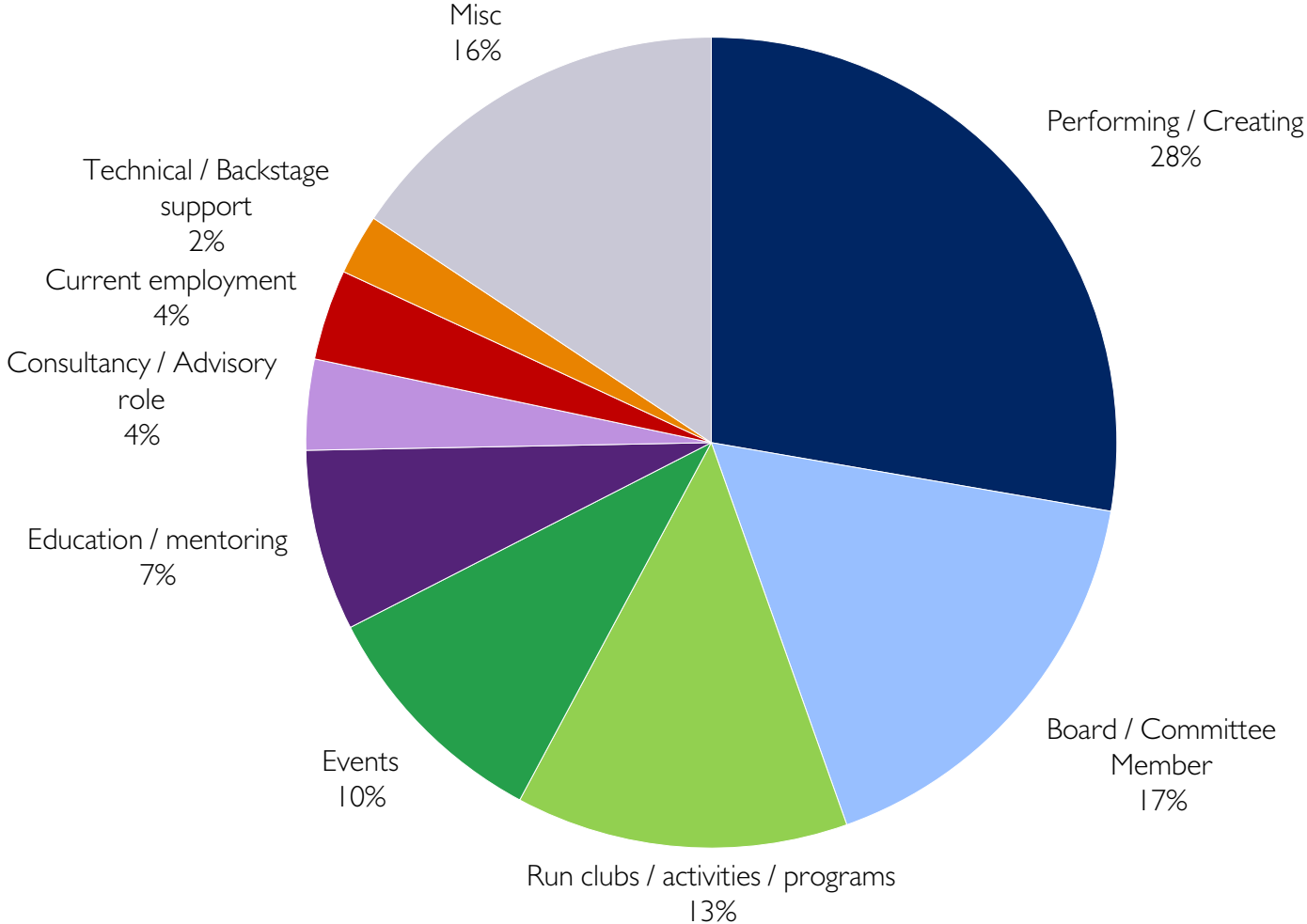
How do you volunteer?



- About 40% of respondents regularly volunteer in the arts sector
- Just under half of those do so as a work in another arts organization

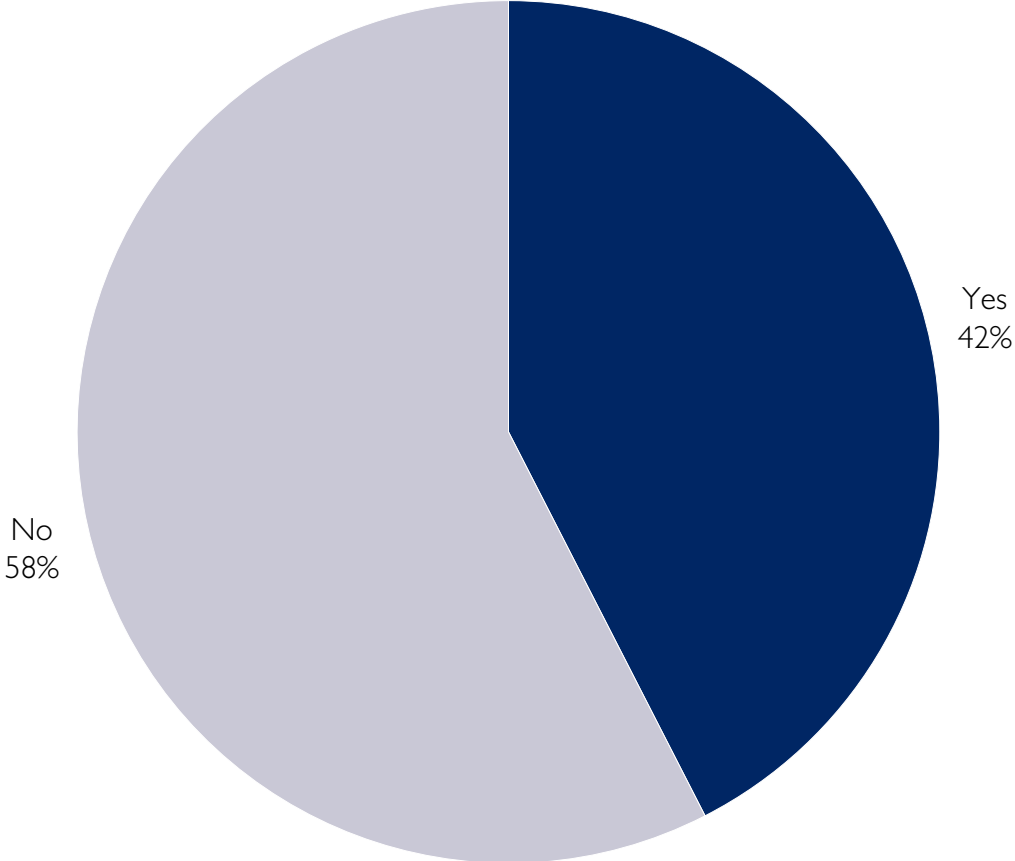
Volunteering

How do you volunteer? – Other – [Free Text]



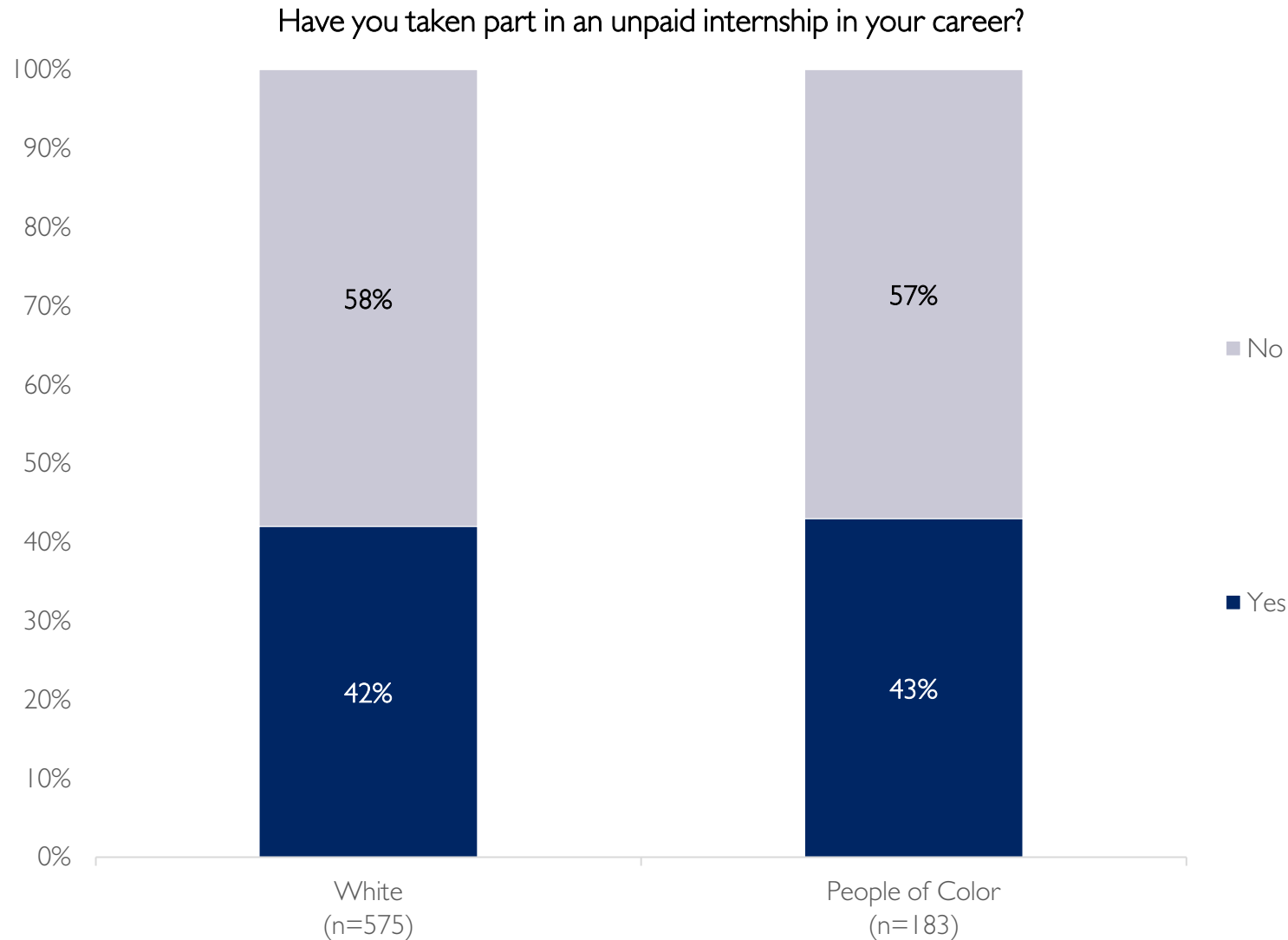
42% of respondents have taken part in an unpaid internship

Have you taken part in an unpaid internship in your career?



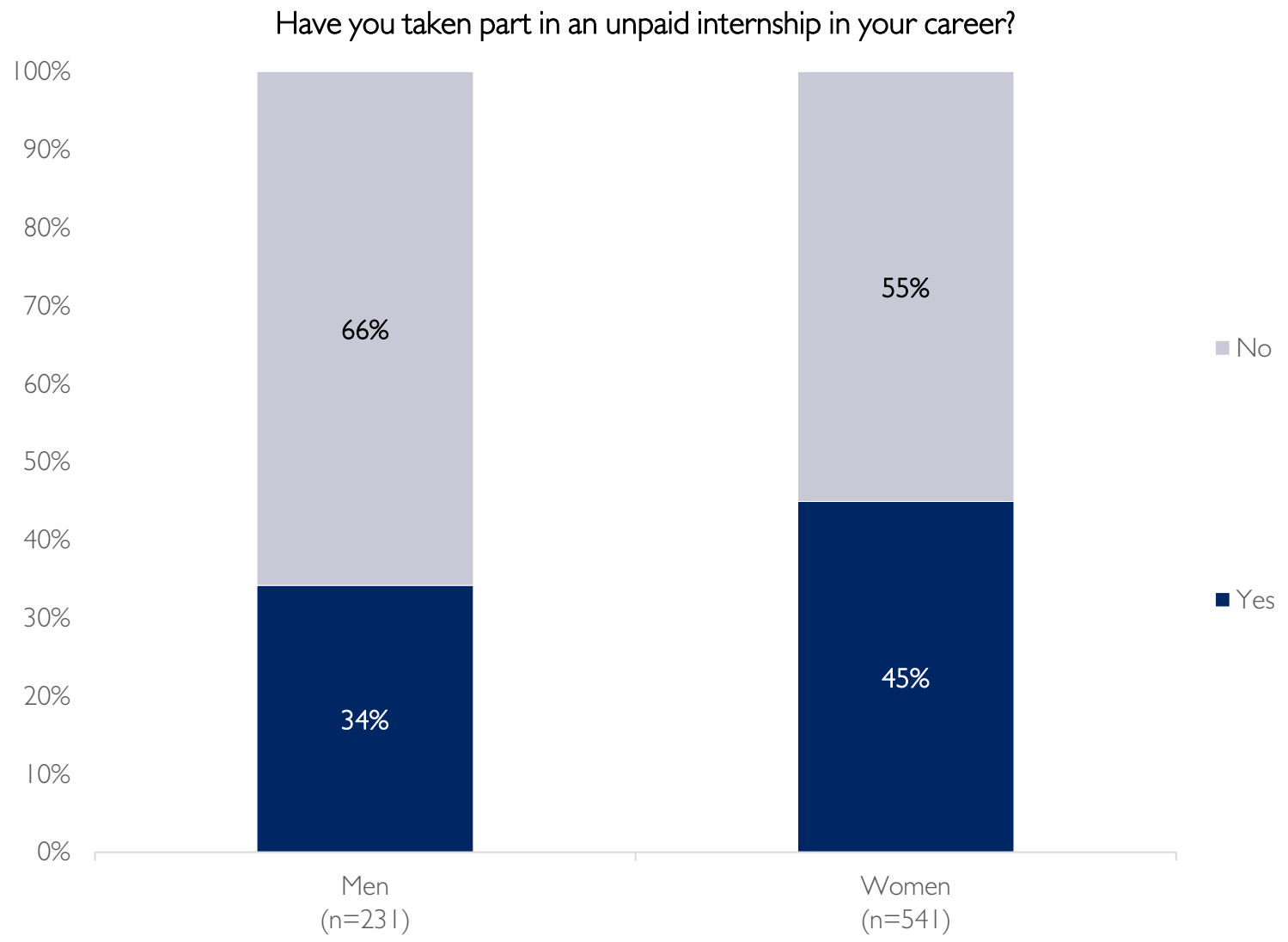
- According to the Organization survey, 17% of Organizations currently have a paid intern on staff, while 49% report having unpaid interns, which is broadly in line with the proportion who have reported taking part in an unpaid internship in the Individual survey

Unpaid internships by race



- There is no difference in the proportion of respondents who have taken part in an unpaid internship when comparing people who are White with People of Color

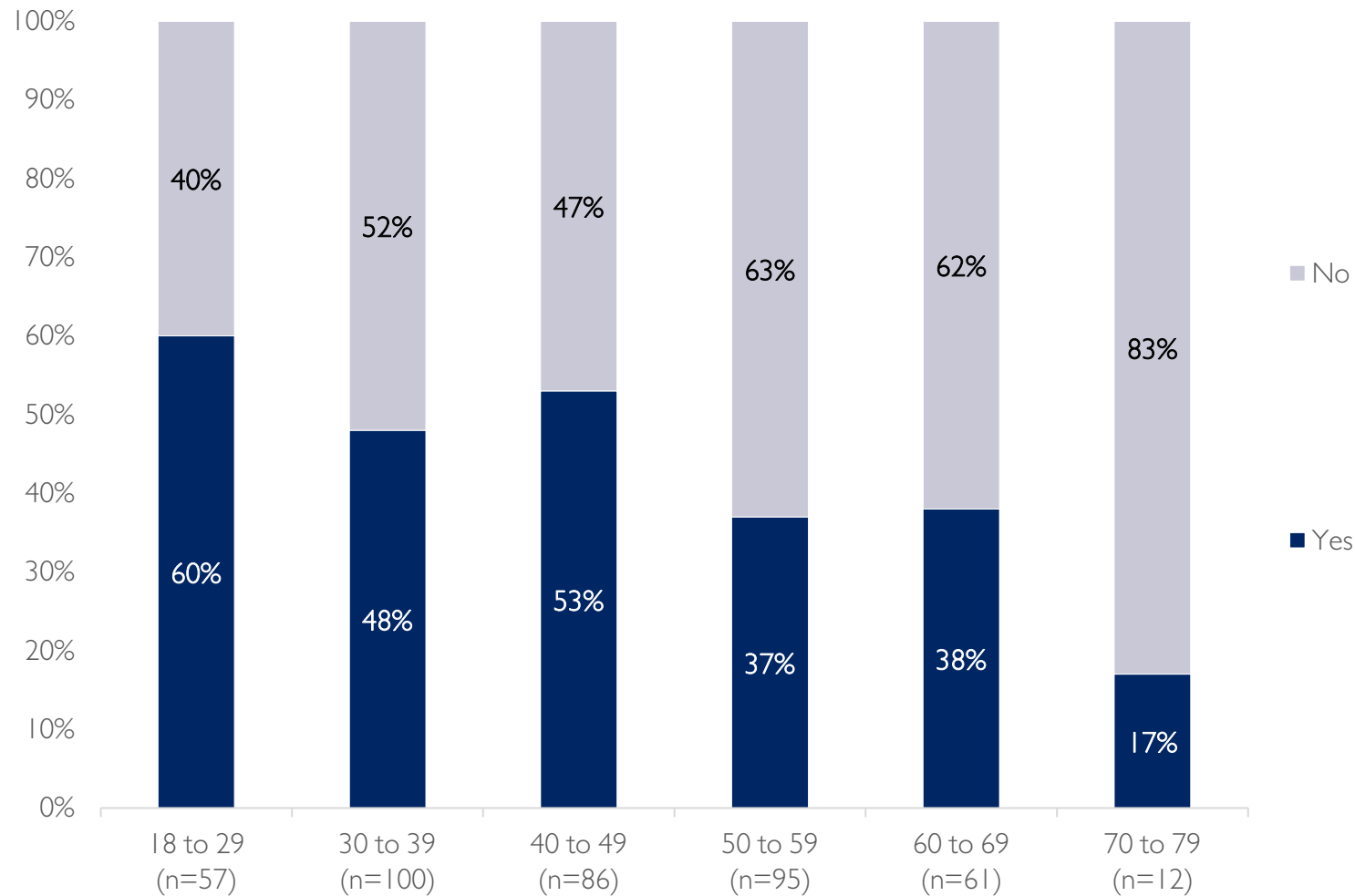
Unpaid internships by gender



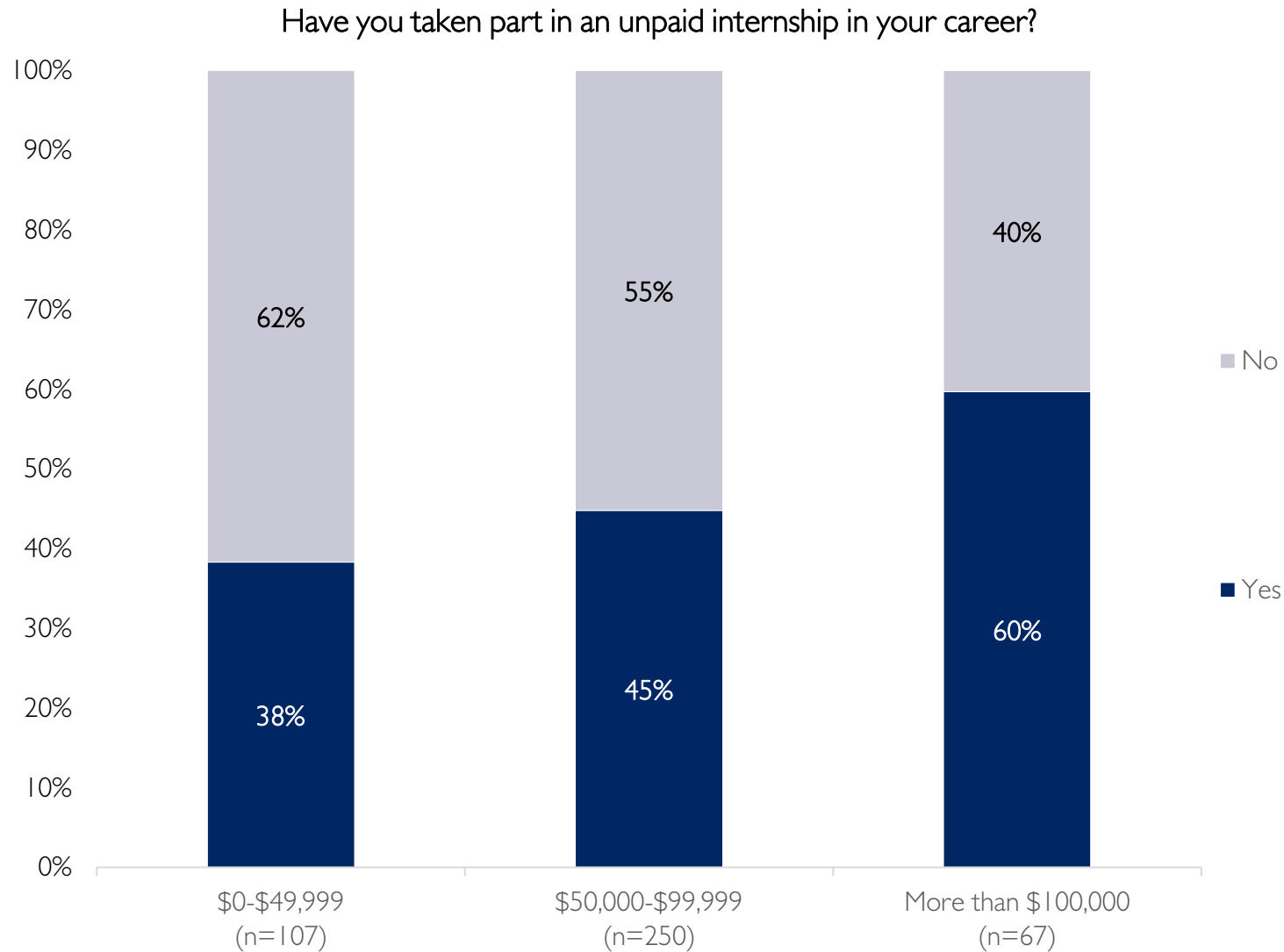
- A slightly higher proportion of women have taken an unpaid internship (45%) compared to men (34%)

Unpaid internship by age

Have you taken part in an unpaid internship in your career?
– Full-time / Annual Salary



Unpaid internship by salary



Do you have any additional comments about internships? - Free text responses

They should be paid – 58%

- “In theory I don't like the practice of unpaid internships (they are discriminatory), but most smaller employers are barely able to pay limited staff, and just cannot afford to pay interns. The larger organizations should pay.”
 - Middle Level / Arts Education and Dance / Age 50-59
- “There are some arts organizations that take advantage of young career performers with little to no pay and over-working in hopes of gaining connections. These organizations often consider it to be "paying your dues" for starting a career in the arts. It is demoralizing and harmful for performers.”
 - Independent Artist / Theatre / Age 40-49

A valuable experience— 26%

- “I interned with a professional dance company which helped me learn about Producing and Directing. Internships can be very useful when strategically sought after.”
 - Entry Level / Dance / Age 30-39

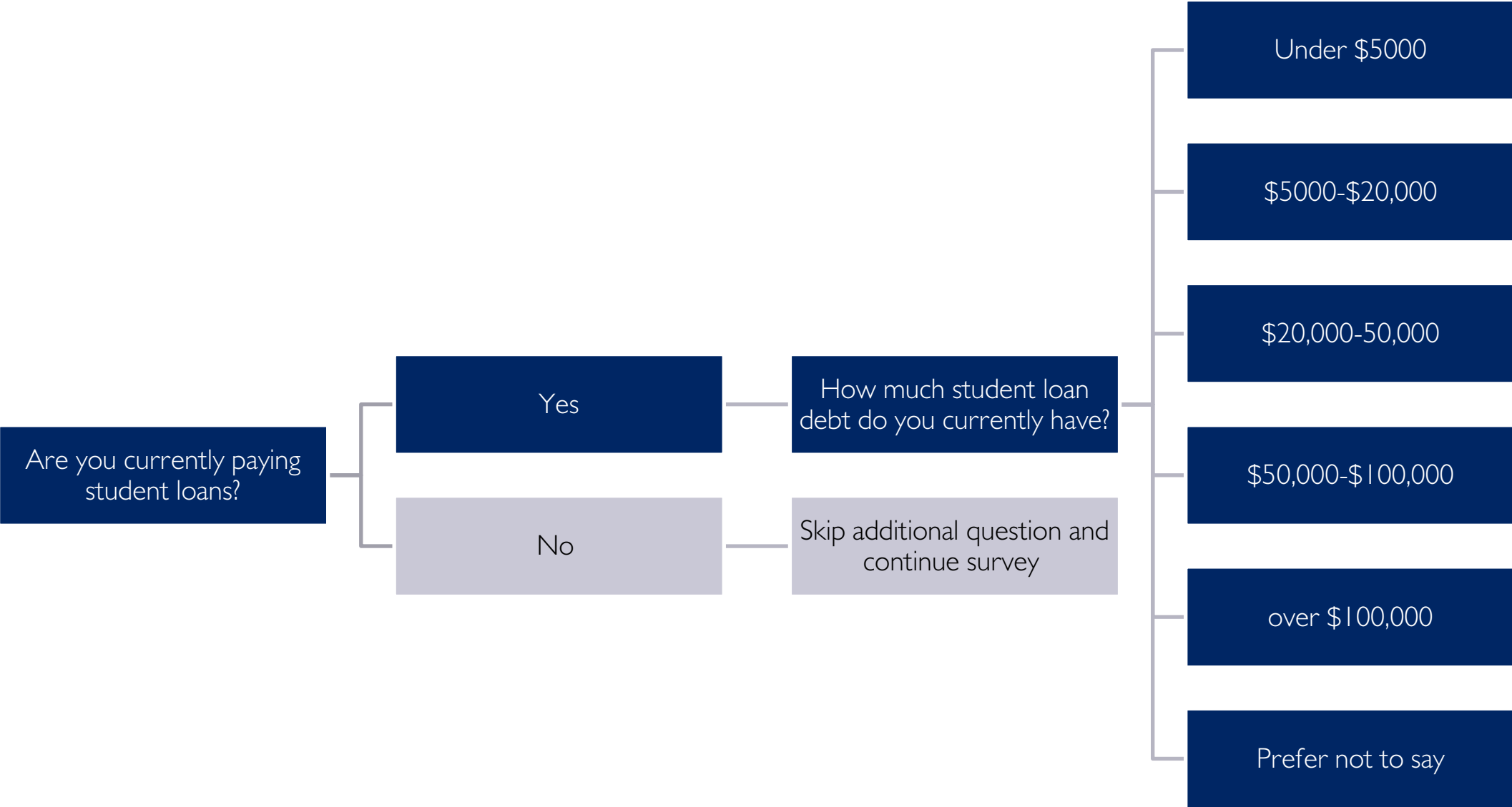
They shouldn't be used in the sector – 4%

- “Arts organizations need to stop using low paid or non-paid interns to sustain them.”
 - Senior Level / Arts Service and Multidisciplinary / Age 30-39
- “I am strongly opposed to unpaid internships. I find them to be exploitative and a major barrier to developing a more diverse workforce in the arts community.”
 - Entry Level / Theatre, Dance and Music / Age 20-29

Additional Comments – 11%

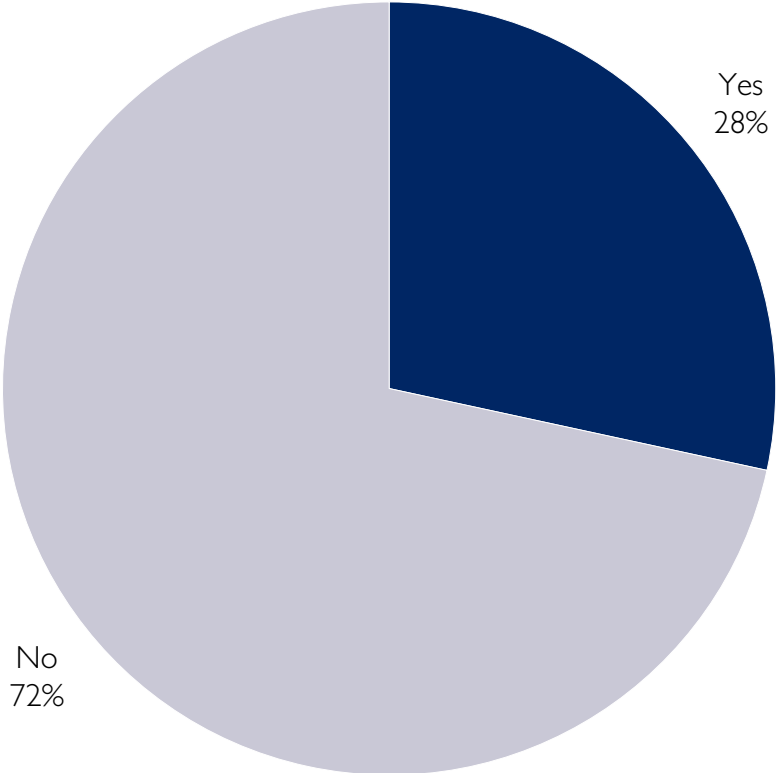
- “It would be helpful to know what guidelines/norms currently apply in NJ for the sector.”
 - Middle Level / Arts Education / Age 40-49
- “I interned at Getty, Hunting and Morgan when studying for arts career. all unpaid, It is an industry standard, and cuts down on paid positions.”
 - Senior Level / Art Service / Age 60-69

They were asked if they had student loans and if so, what was the value of those loans

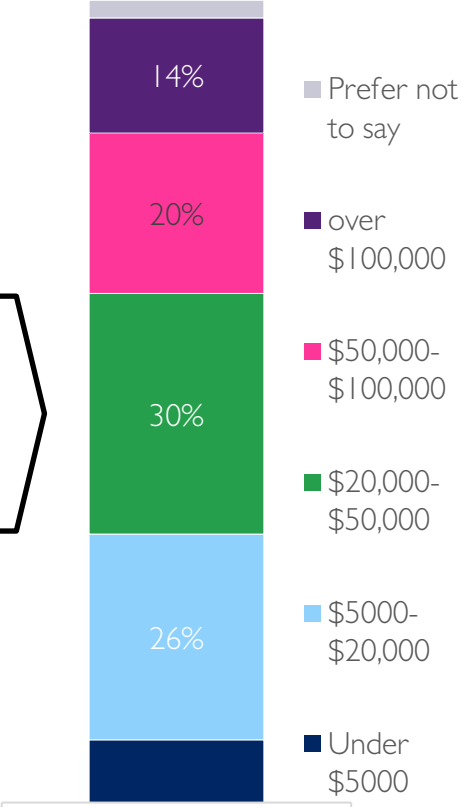


28% are currently paying student loans

Are you currently paying student loans?



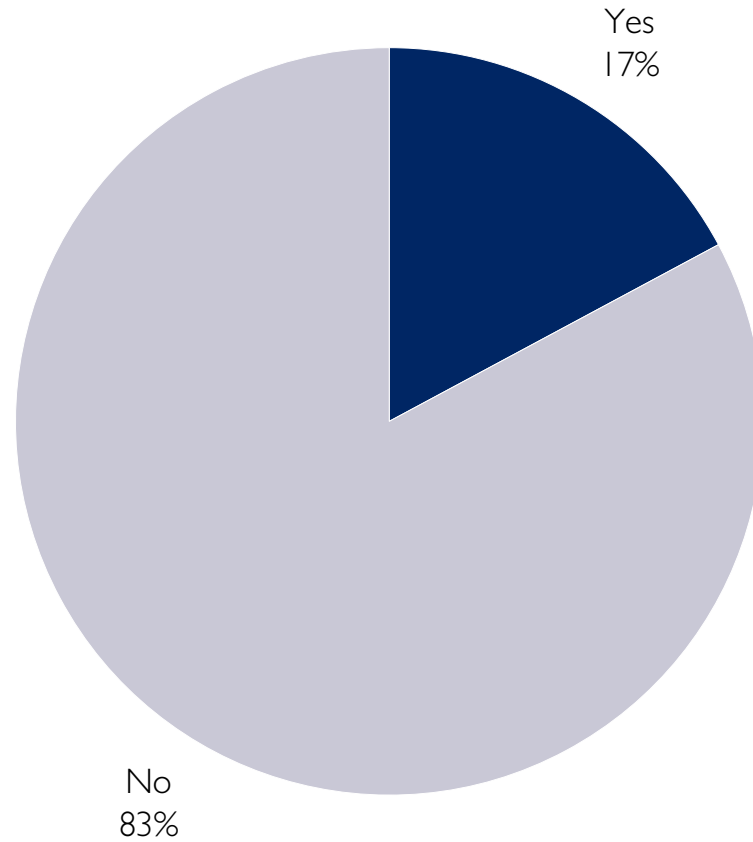
If answered "Yes"



How much student loan debt do you currently have?

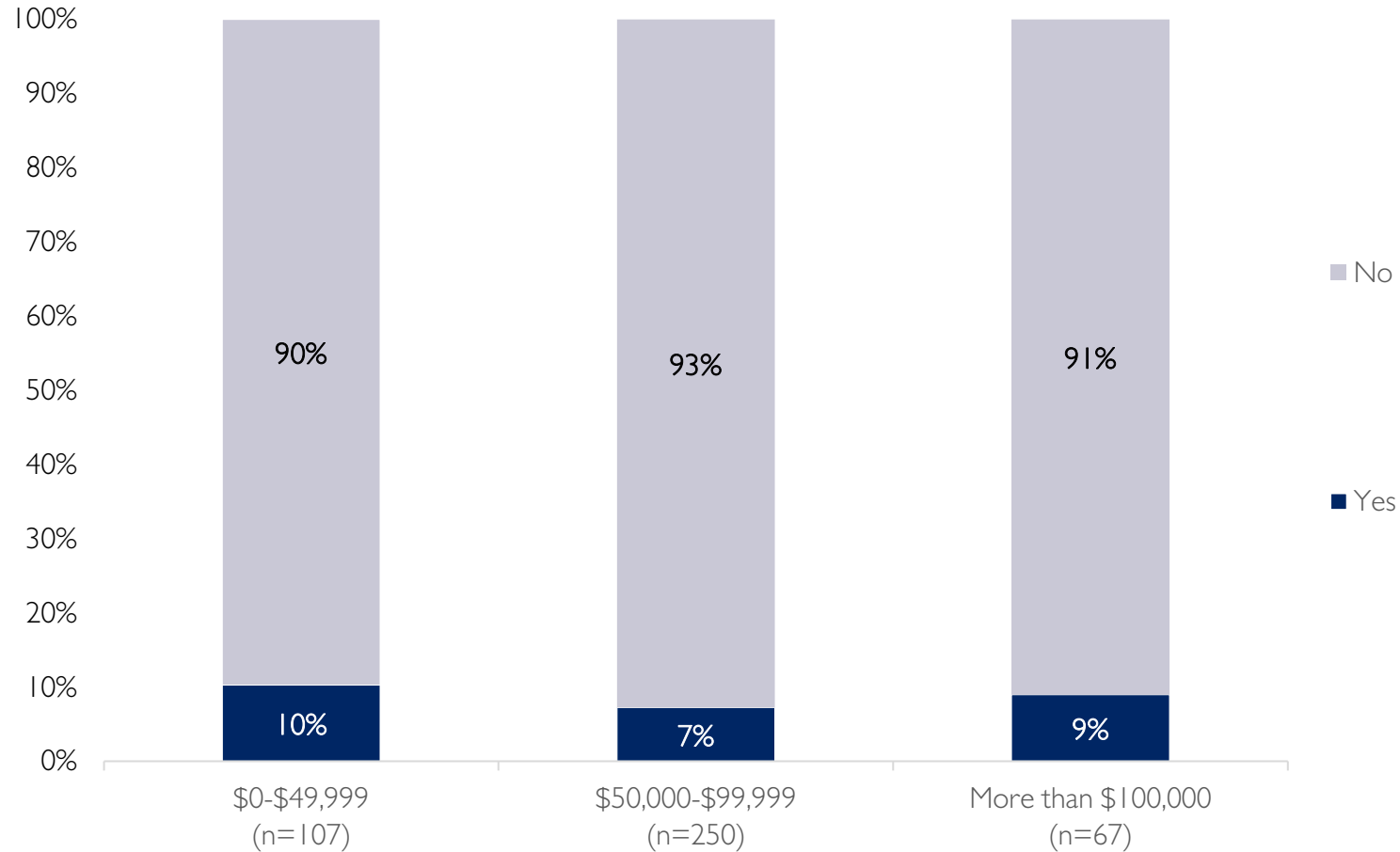
17% receive Social Security benefits

Do you receive Social Security benefits?

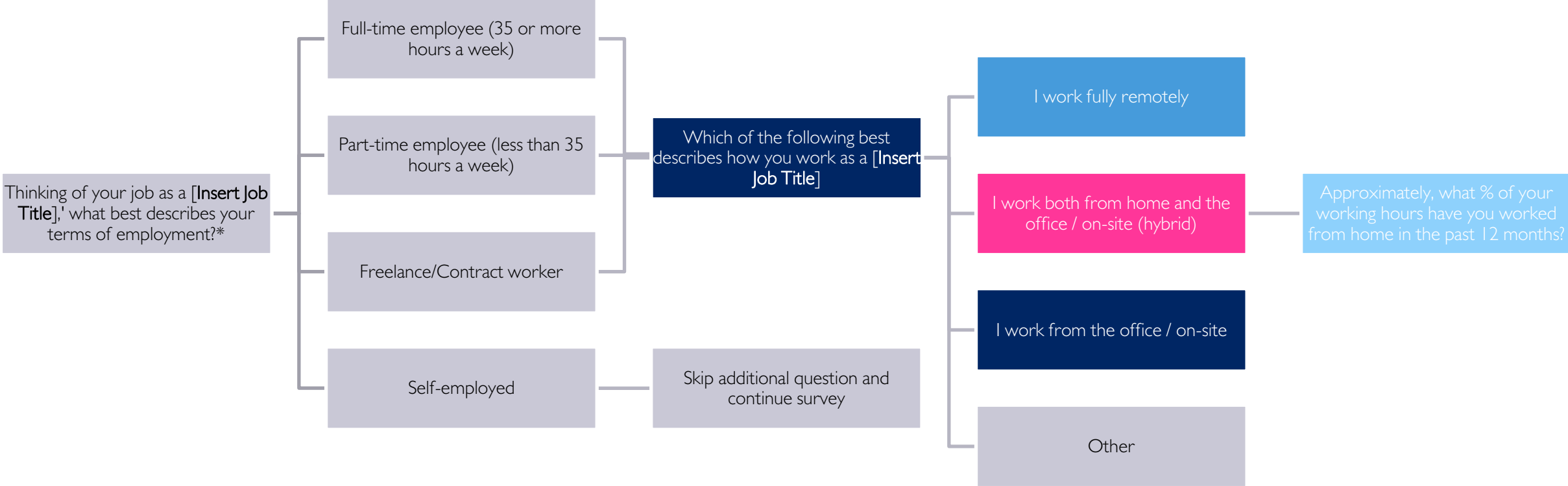


10% of less of full-time employees receive Social Security benefits

Do you receive Social Security benefits? - Full-time/Annual Salary

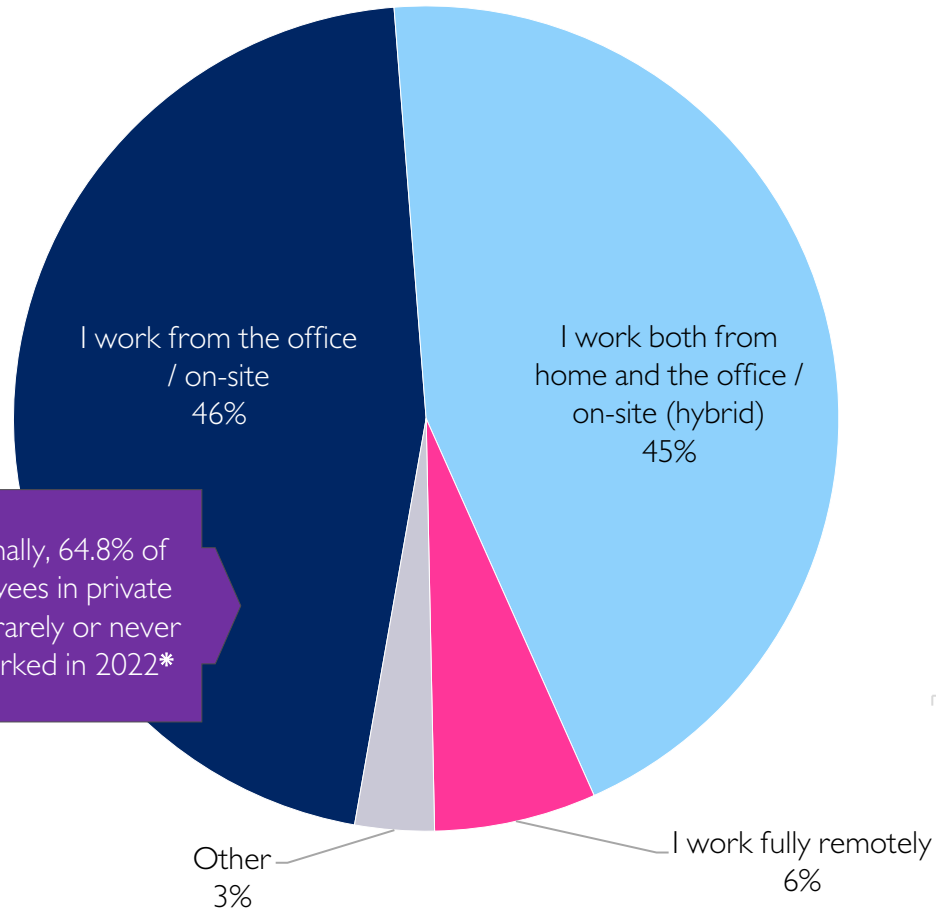


Those who are full-time, part-time or a freelance contract worker were asked for more details about their remote work

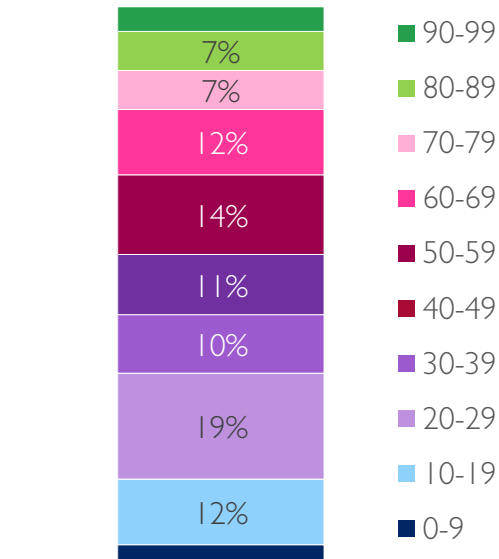


Remote vs On-site Location

Which of the following best describes how you work as a [Insert job title]?



Nationally, 64.8% of employees in private sector rarely or never teleworked in 2022*



Approximately, what % of your working hours have you worked from home in the past 12 months?

Does not include self-employed n=709

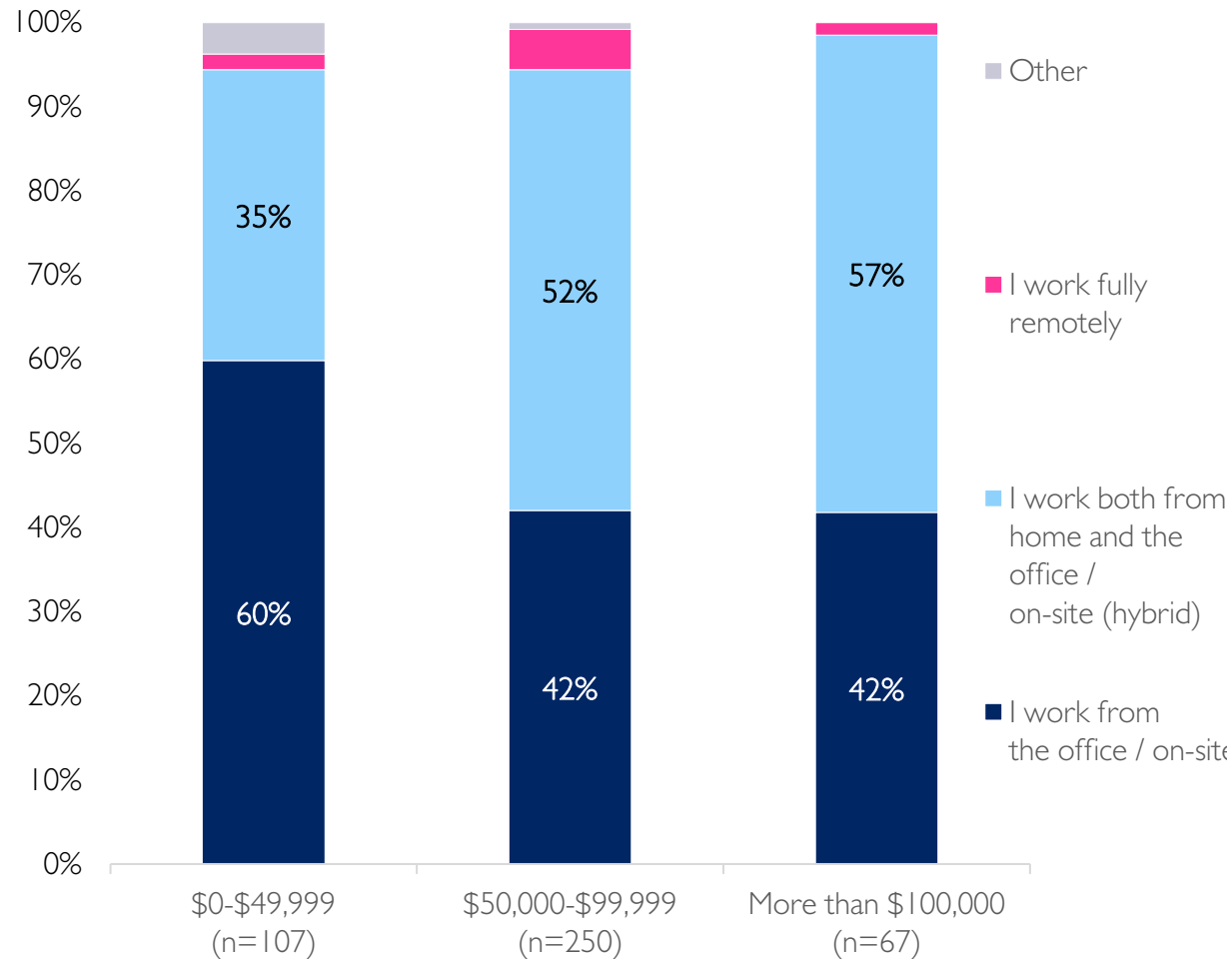
• <https://www.bls.gov/news.release/brsl.htm>

- Just under 50% of respondents have a hybrid working arrangement

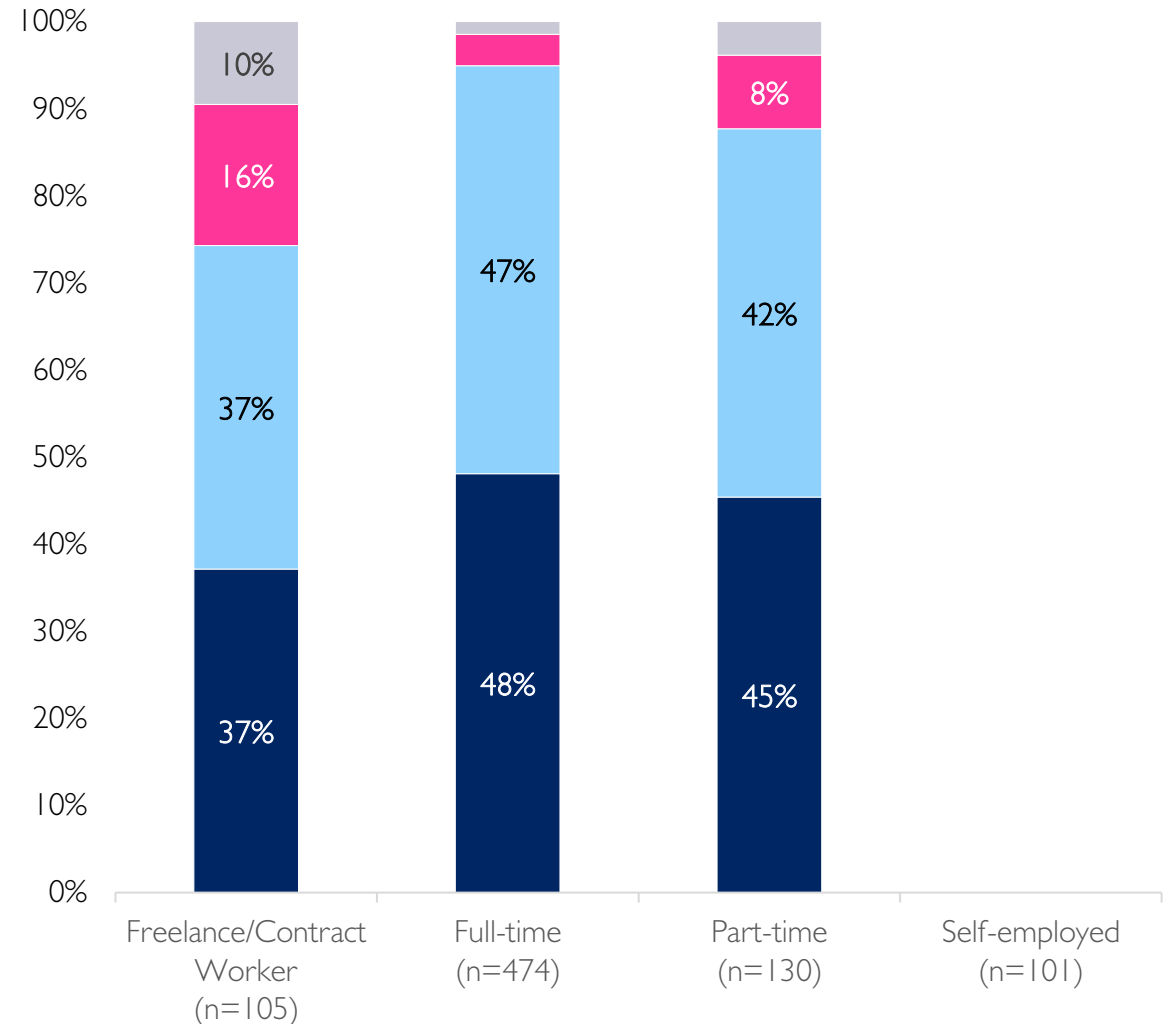
*according to US bureau of labor statistics

Remote vs On-site Location

Which of the following best describes how you work as a [Insert job title]? – Full-time/Annual Salary

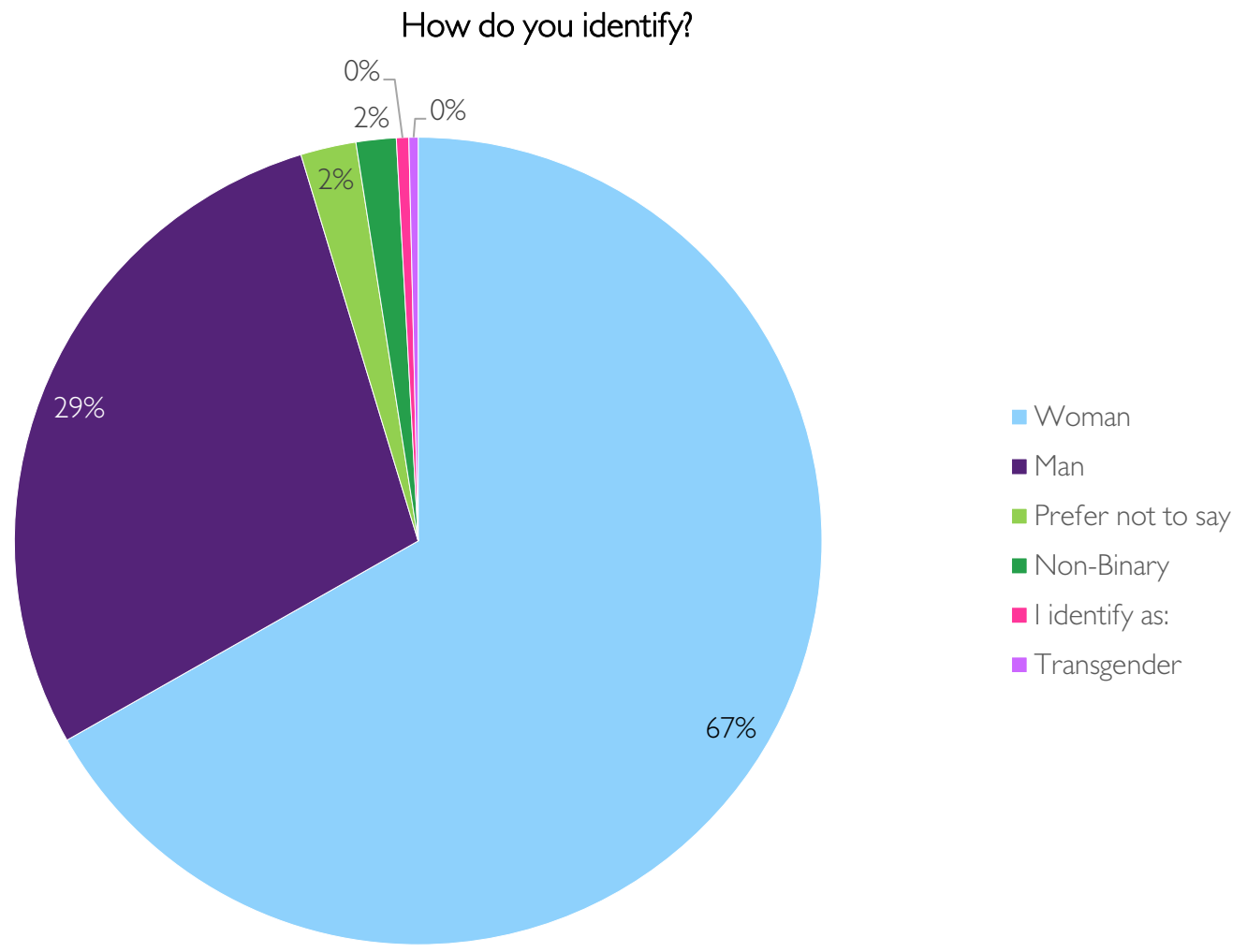


Which of the following best describes how you work as a [Insert job title]?



Demographics

Gender

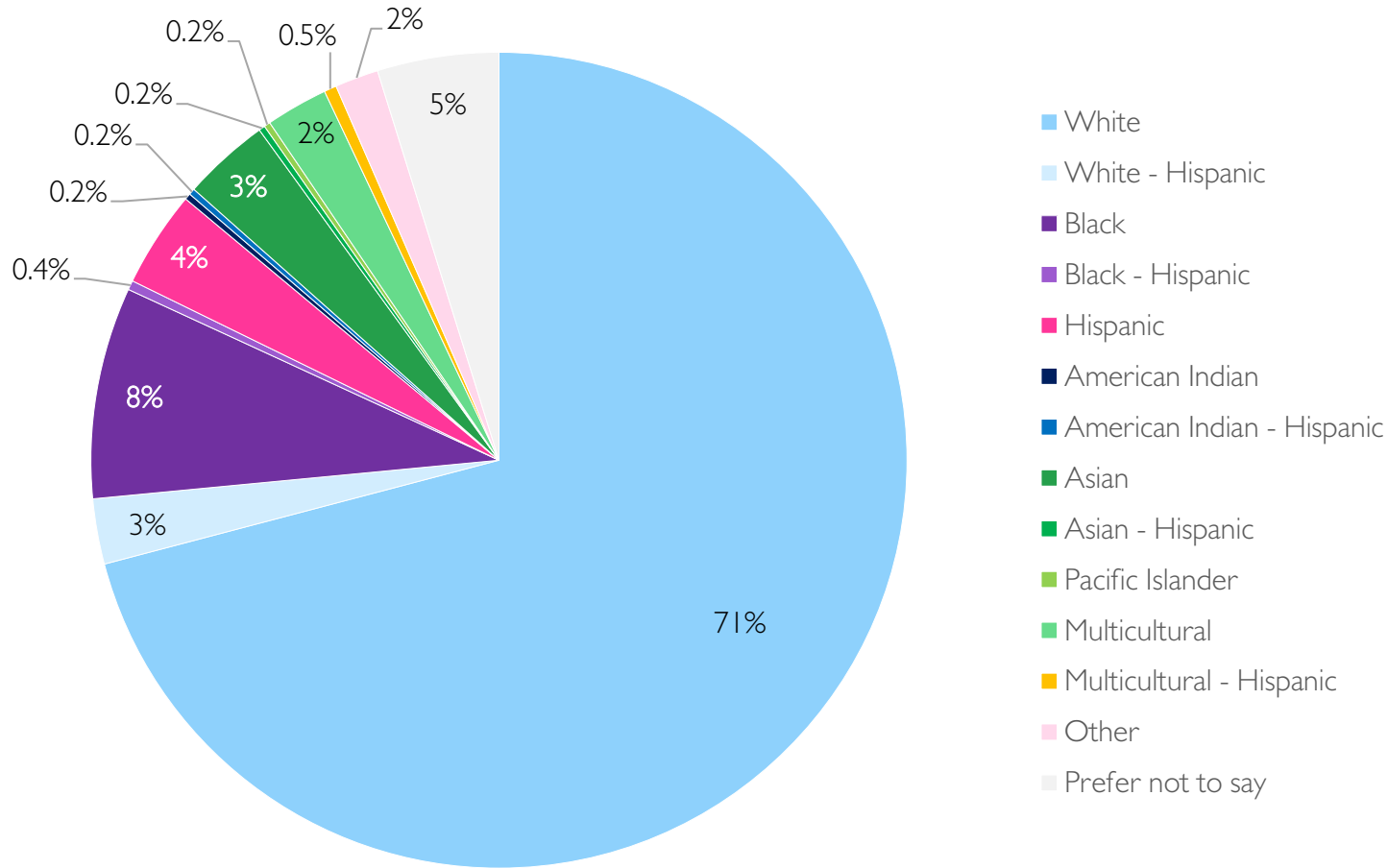


Of the 9,234,024 New Jersey inhabitants in 2021, 49.2% men, and 50.8% women*

* [New Jersey | Data USA](#)

Race

What is your race? [check all that apply]

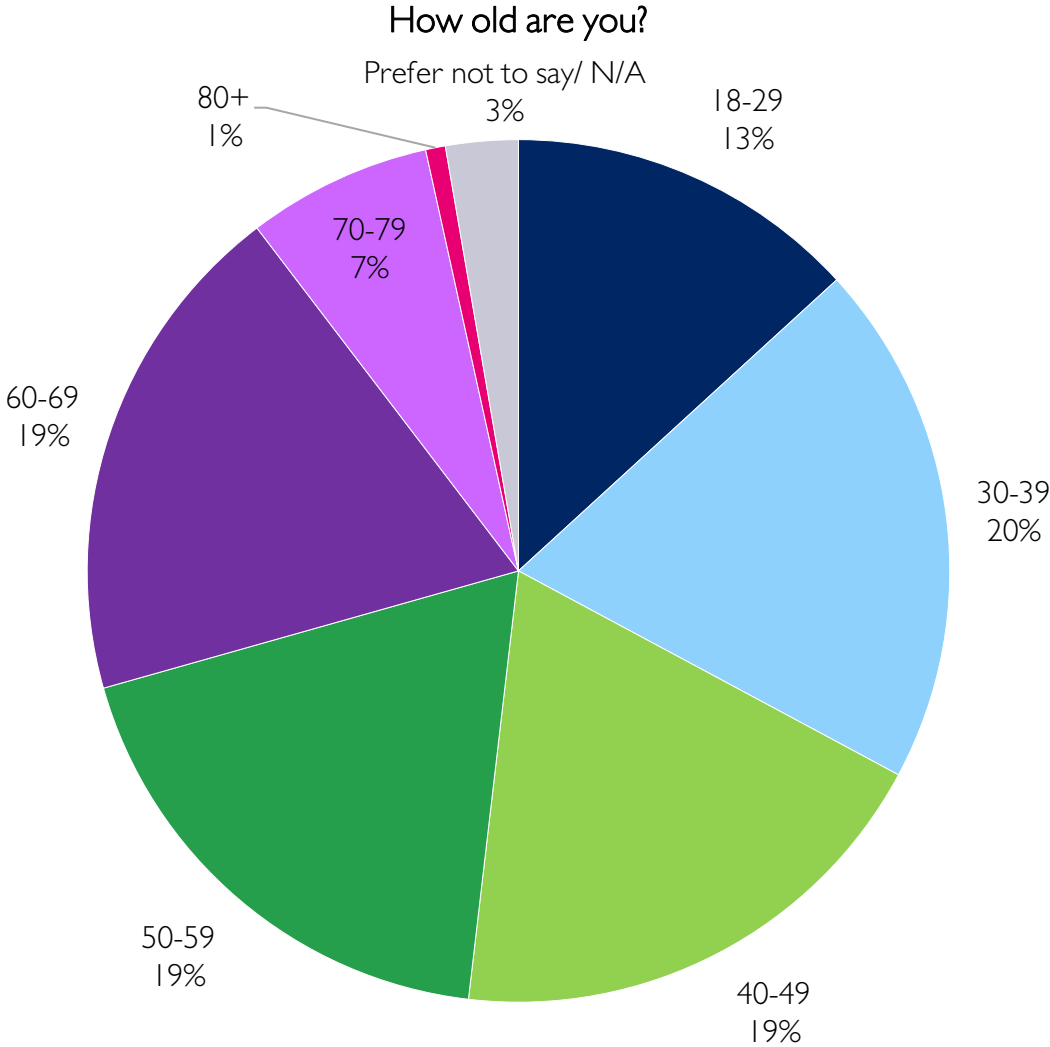


Race in New Jersey in 2021*:

- White – 53.8%
- White – Hispanic – 8.9%
- Black – 12.5%
- Black – Hispanic – 0.7%
- Hispanic – 6.7%
- American Indian - 0.1%
- American Indian – Hispanic – 0.2%
- Asian – 9.69%
- Asian – Hispanic – 0.1%
- Pacific Islander – 0.02%
- Pacific Islander – Hispanic 0.01%
- Multicultural – 2.4%
- Multicultural – Hispanic 4.2%
- Other – 0.6%

* [New Jersey | Data USA](#)

Age



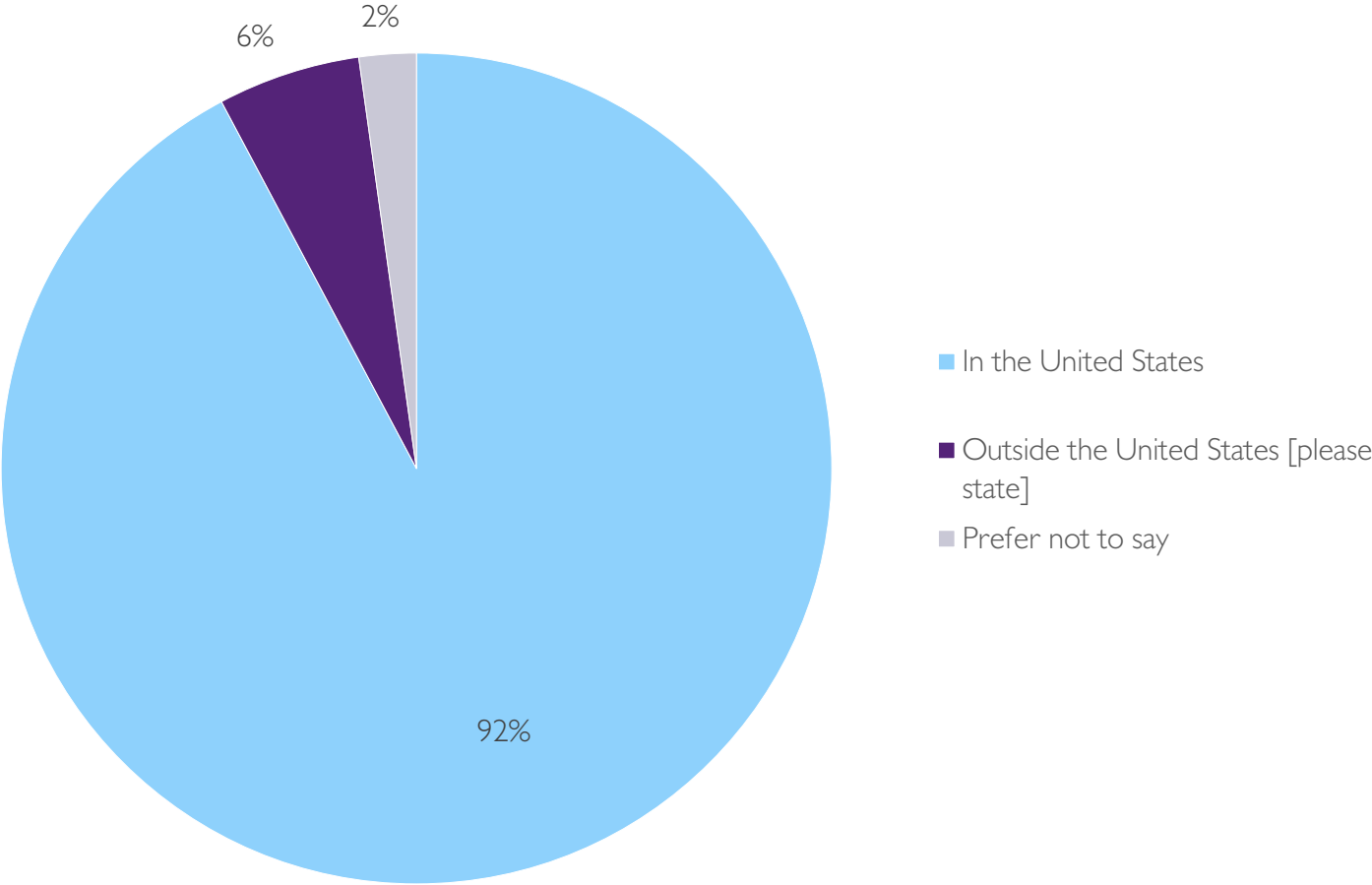
The distribution of ages in New Jersey in 2021 were*:

- 20-29 – 12%
- 30-39 – 13%
- 40-49 – 13%
- 50-59 – 14%
- 60-69 – 12%
- 70-79 – 7%
- 80+ - 4%

* [New Jersey | Data USA](#)

Country of birth

Where were you born?

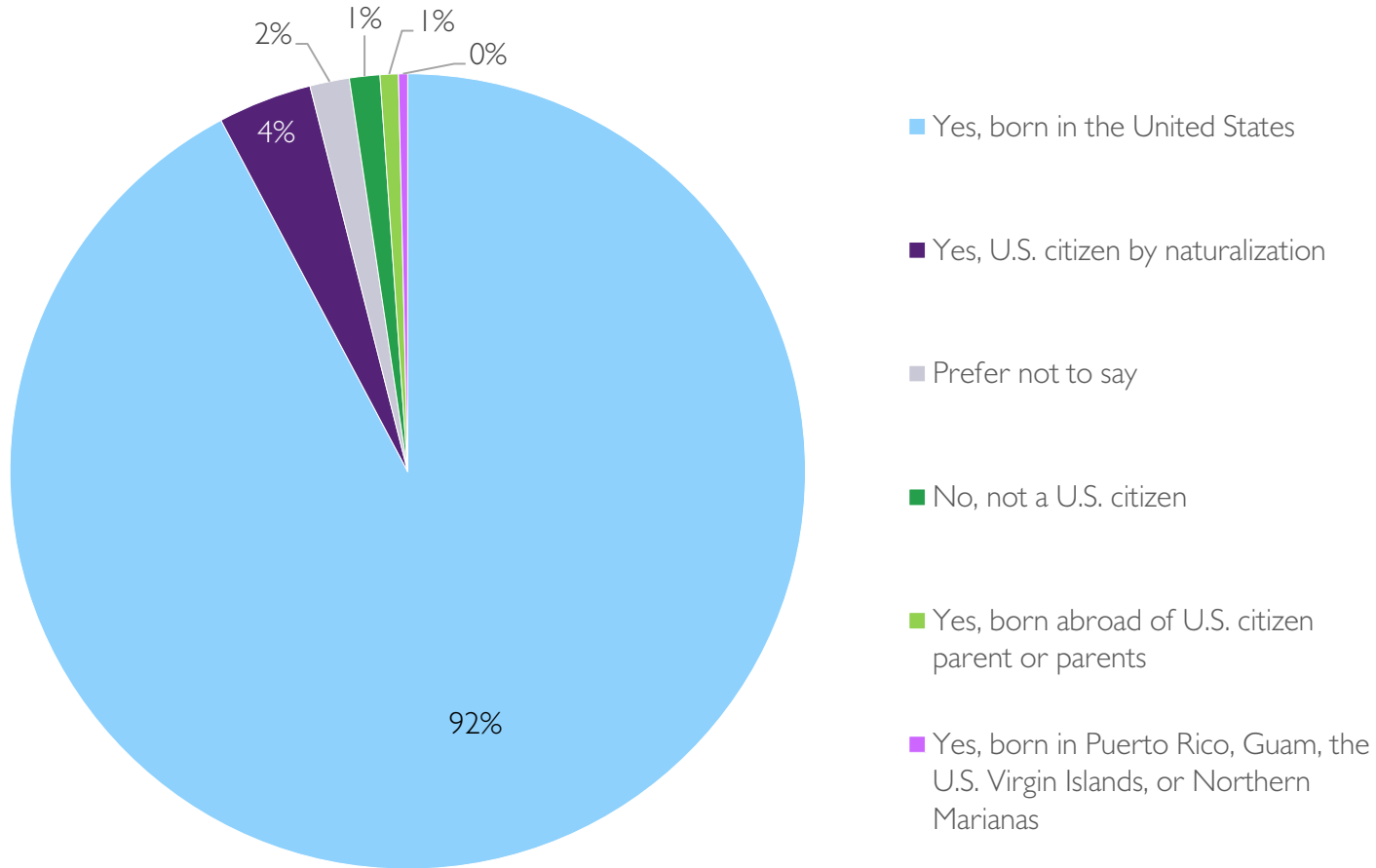


90.2% of the residents in New Jersey are U.S. citizens*

* [New Jersey | Data USA](#)

US Citizenship

Are you a citizen of the United States?



90.2% of the residents in New Jersey are U.S. citizens*

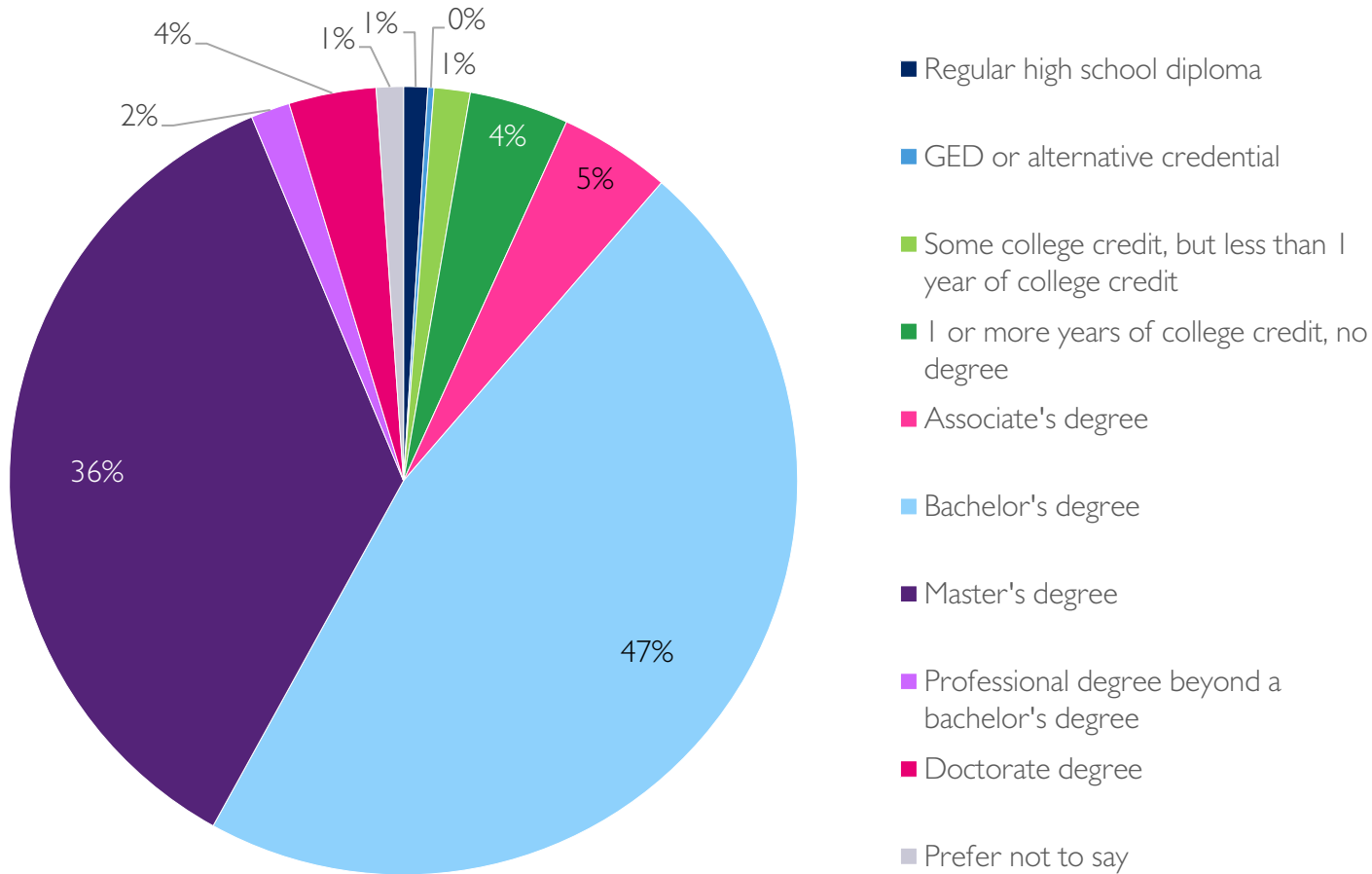
22.9% of population of New Jersey was not a US citizen at birth**

* [New Jersey | Data USA](#)

** [U.S. Census Bureau QuickFacts: New Jersey](#)

Education

What is the highest degree or level of school you have COMPLETED?

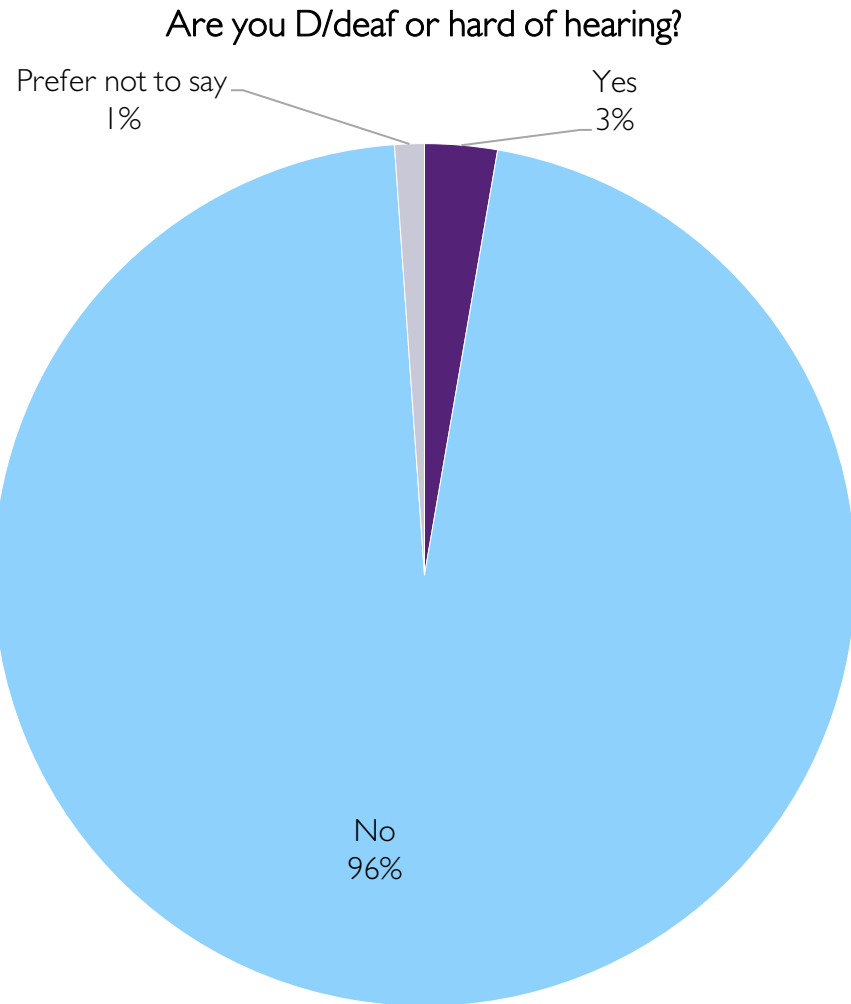


90.5% of the residents in New Jersey are a high school graduate or higher

41.5% have a Bachelor's degree of higher*

* [New Jersey | Census.gov](https://www.census.gov)

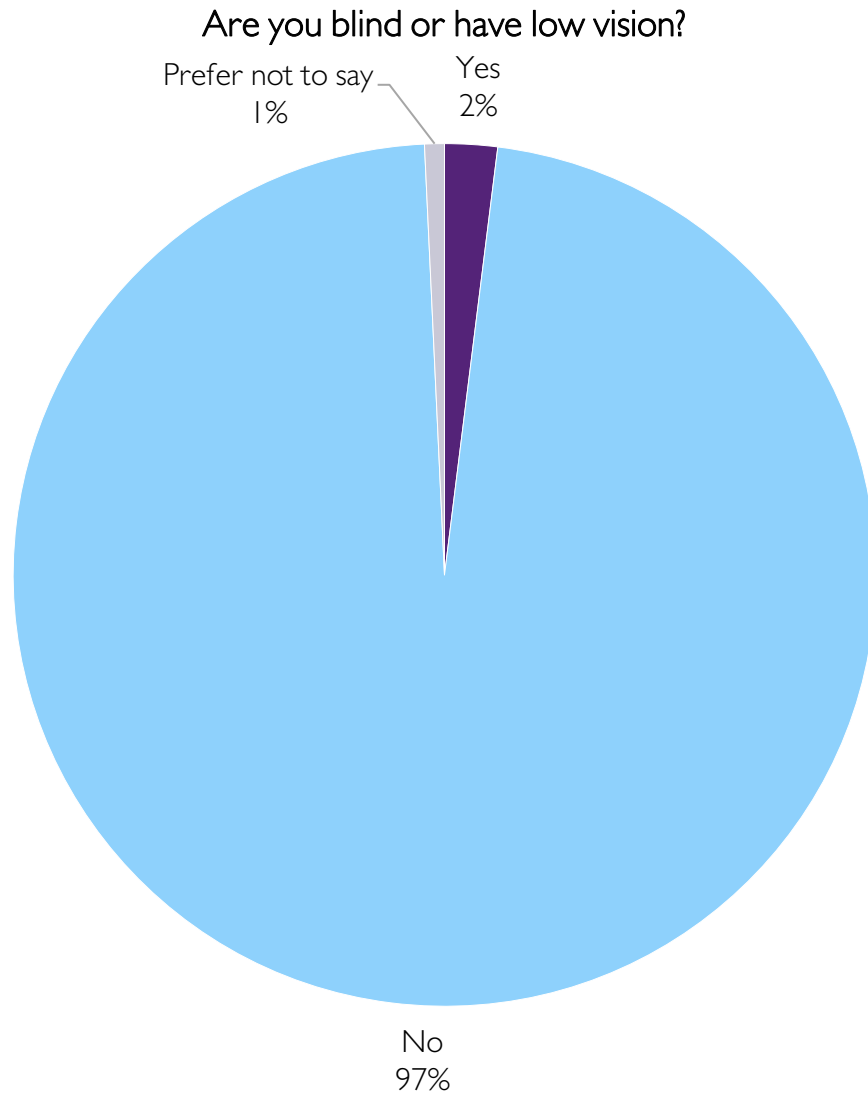
D/deaf or hard of hearing



4% of the New Jersey population are deaf or have serious difficulty hearing*

- According to Centers for Disease Control and Prevention <https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/new-jersey.html>

Blind or low vision

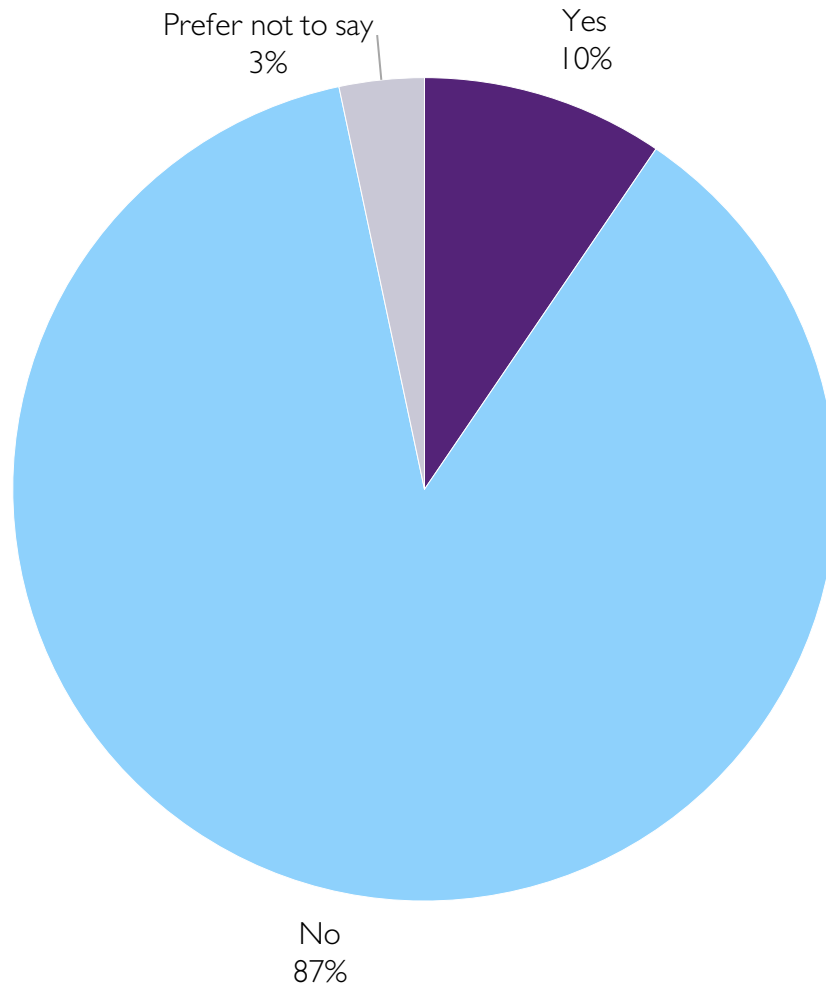


5% of the New Jersey population are blind or have serious difficulty seeing, even when wearing glasses*

- According to Centers for Disease Control and Prevention <https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/new-jersey.html>

Neurodiverse, neurodivergent, or intellectual disability

Do you identify as neurodiverse, neurodivergent, or as having an intellectual disability?

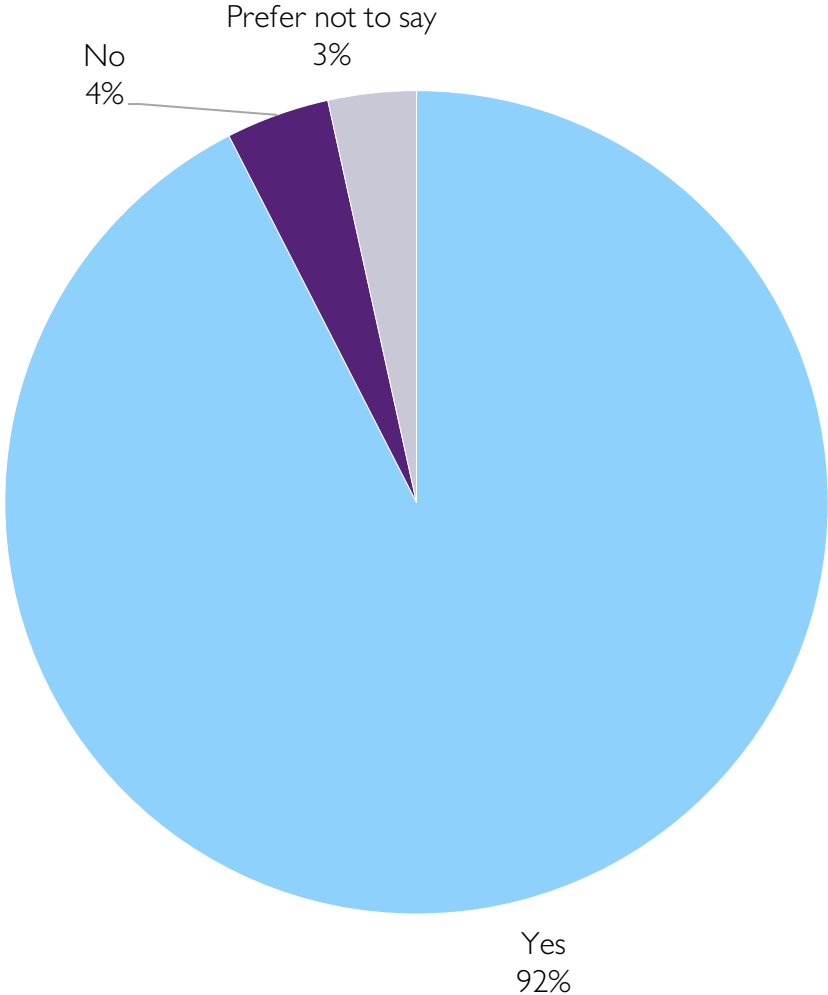


10% of adults in New Jersey have Cognition disability*

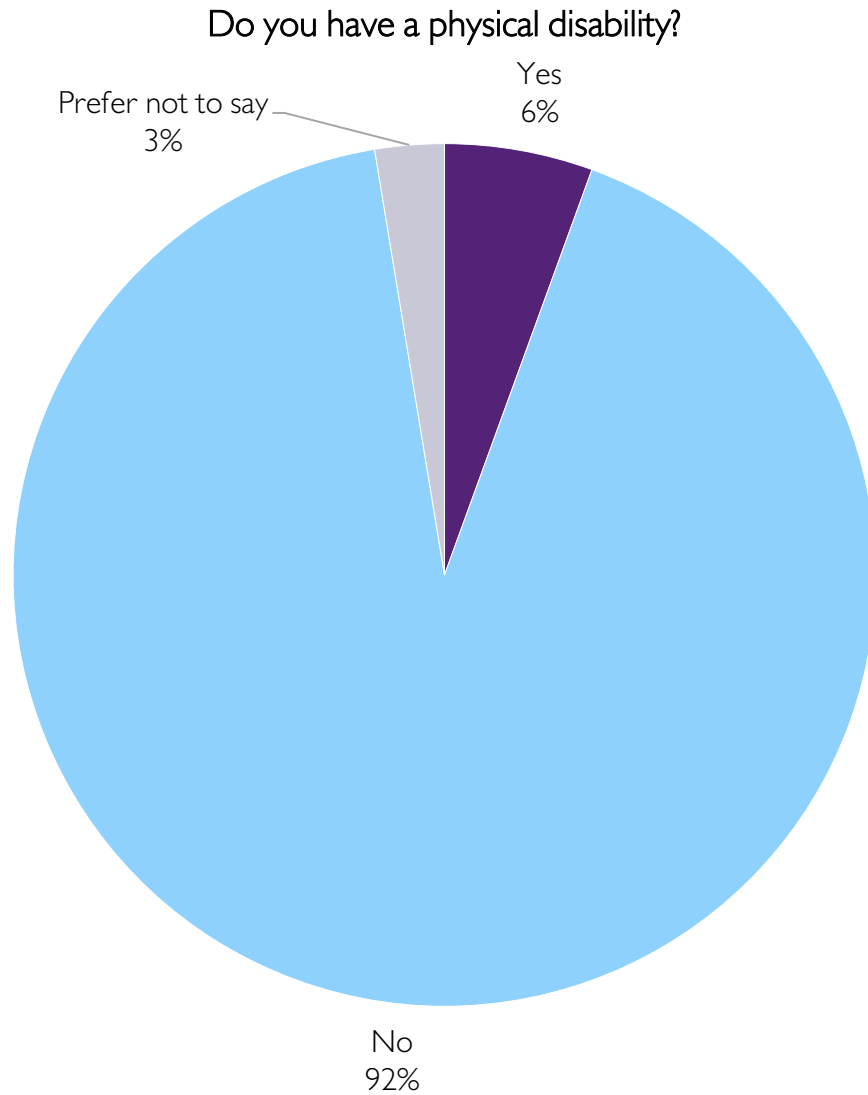
- According to Centers for Disease Control and Prevention <https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/new-jersey.html>

Environment accessible

Is your work environment accessible to meet your needs to carry out your job responsibilities?



Physical disability

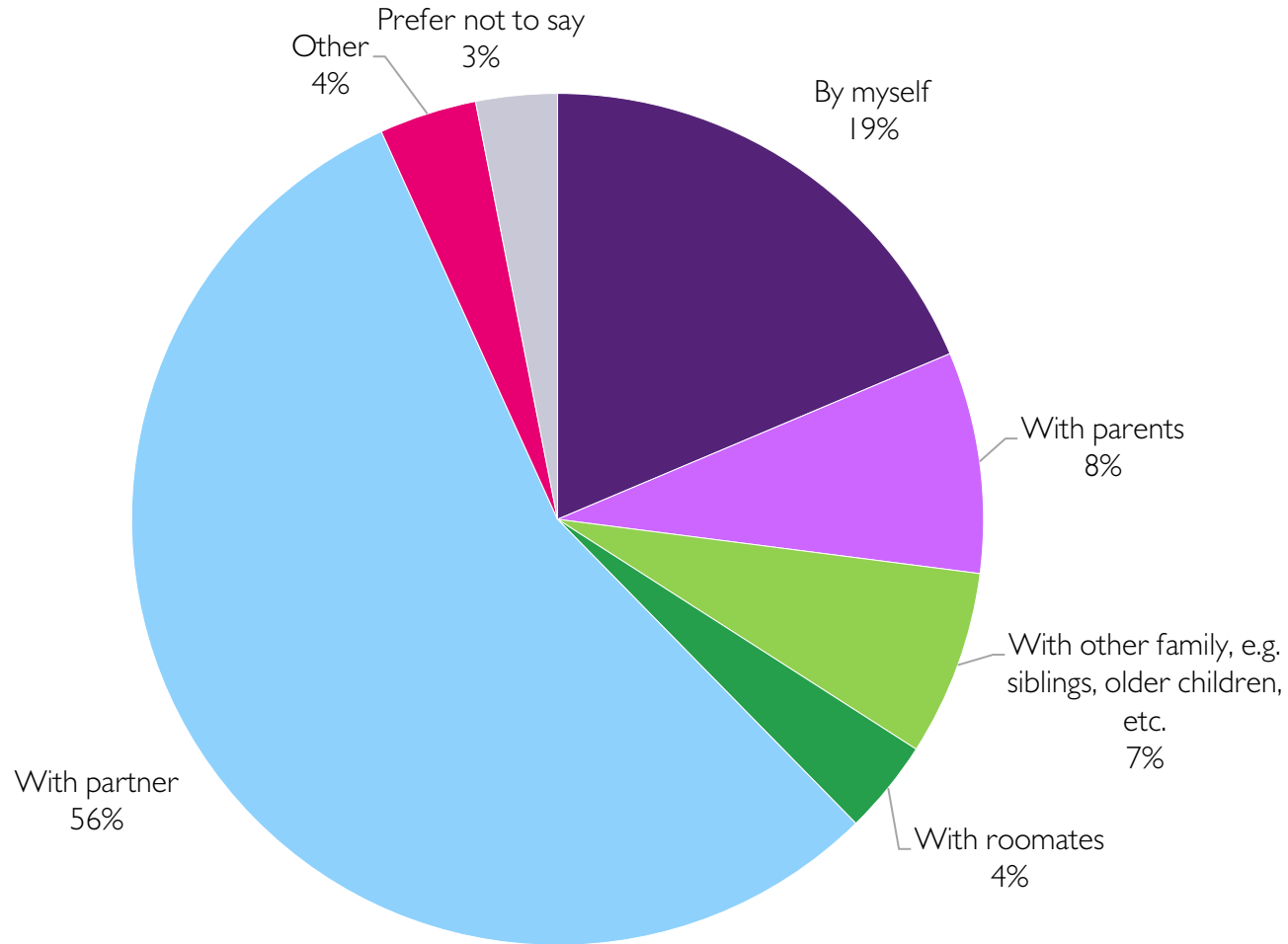


10% of adults in New Jersey have Mobility disability*

- According to Centers for Disease Control and Prevention <https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/new-jersey.html>

Living arrangements

Which of the following best describes your living arrangements?

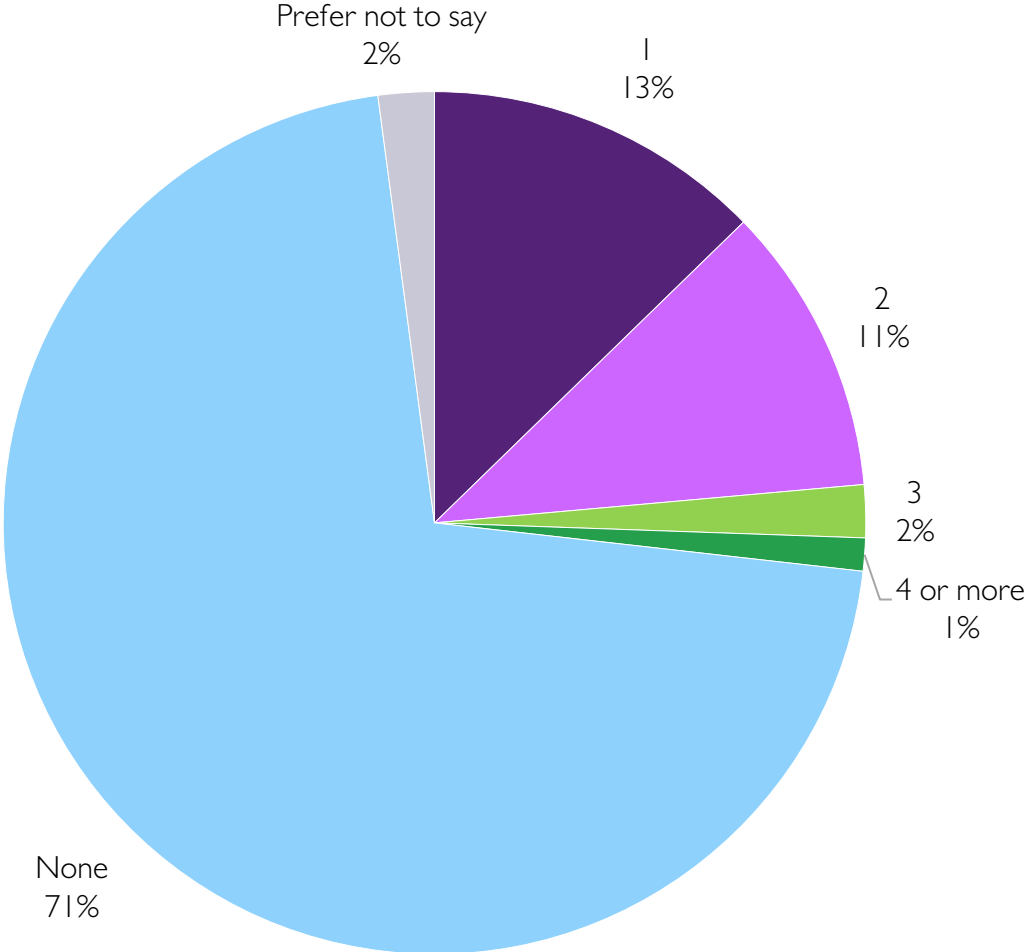


50% of New Jersey households are a married-couple household, 6% a cohabitating couple and 15% live alone*

* [New Jersey | Census.gov](https://www.census.gov)

Children under 18

How many children under 18, or other dependents, do you live with?



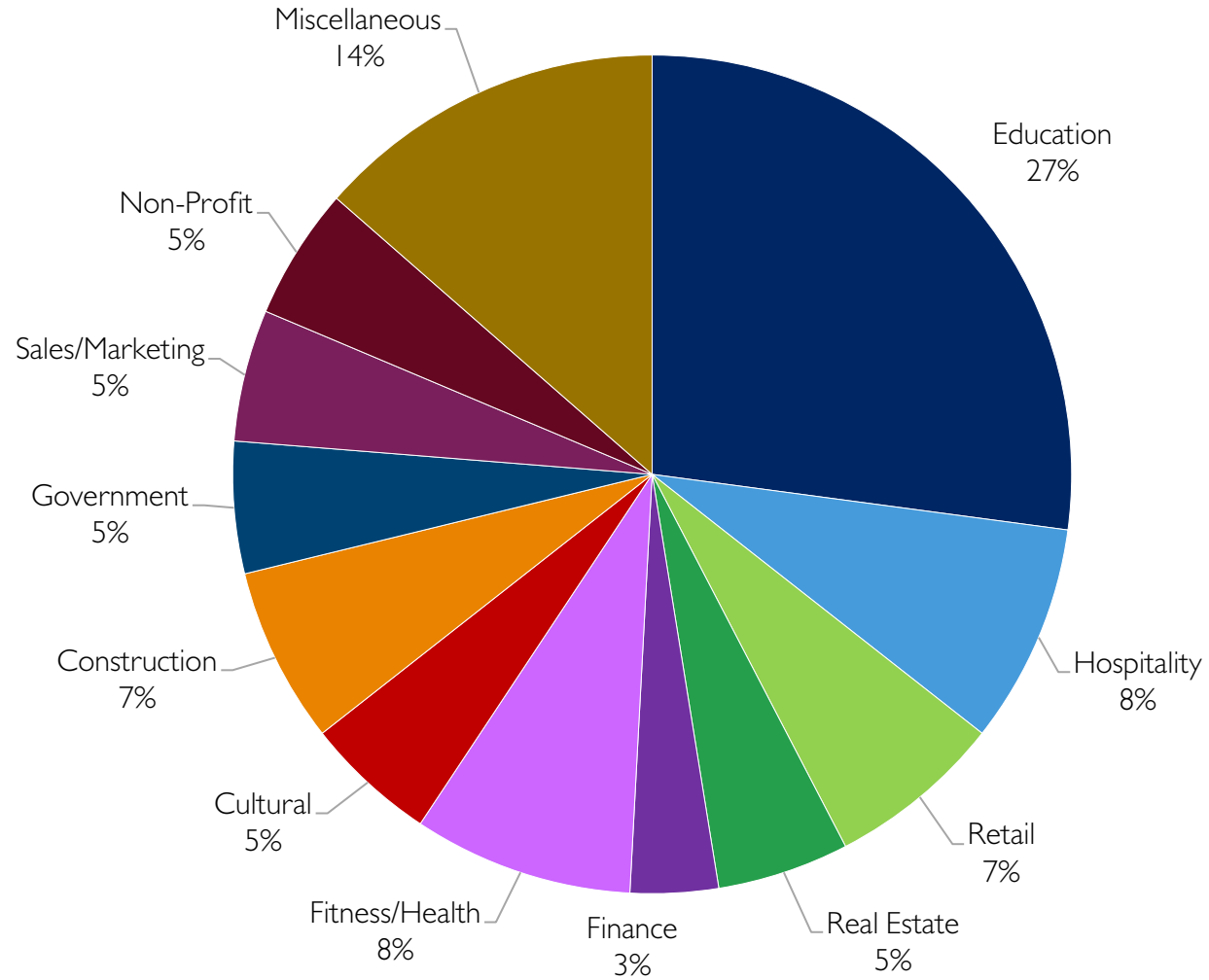
Approximately 30% of New Jersey households have one or more people under the age of 18 in the household*

* [New Jersey | Census.gov](https://www.census.gov)

Appendix

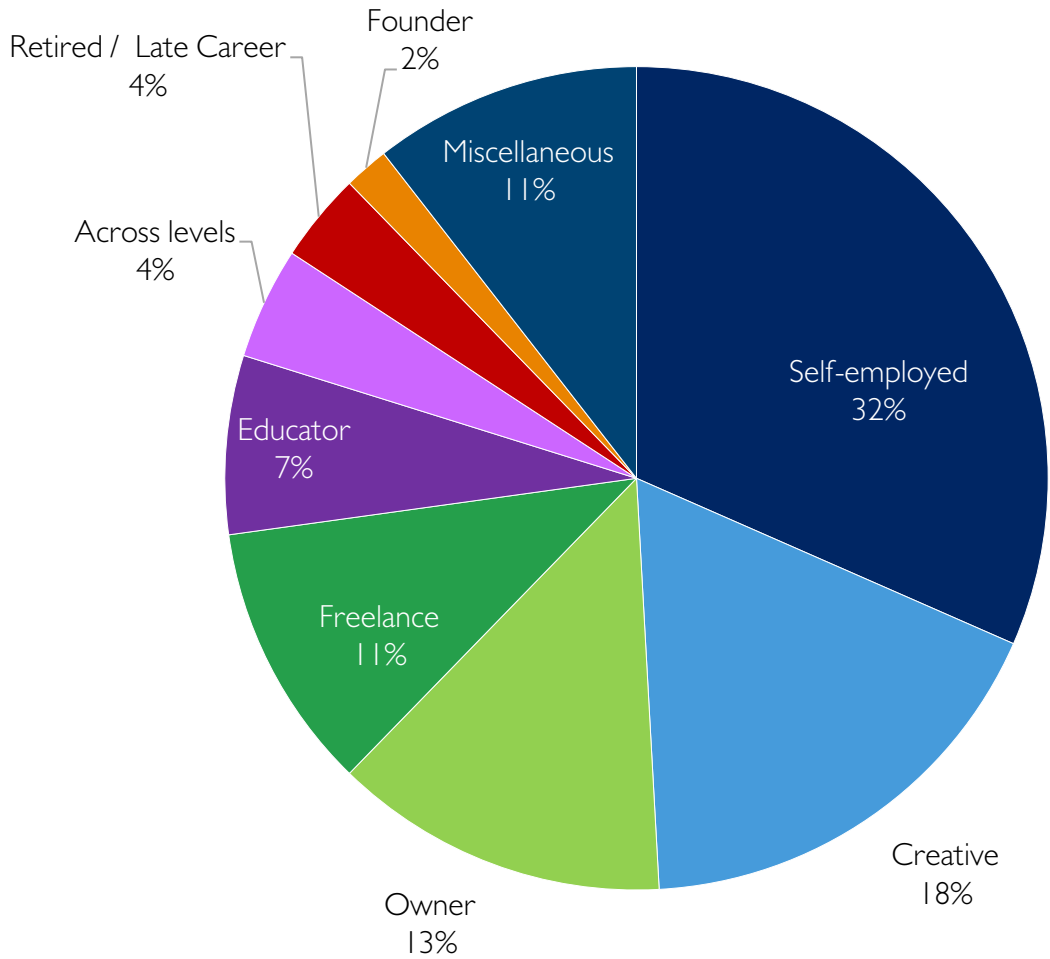
Free text responses: other sectors employed in

What other sectors are you employed in? [Free Text]



Free text responses: other level of role

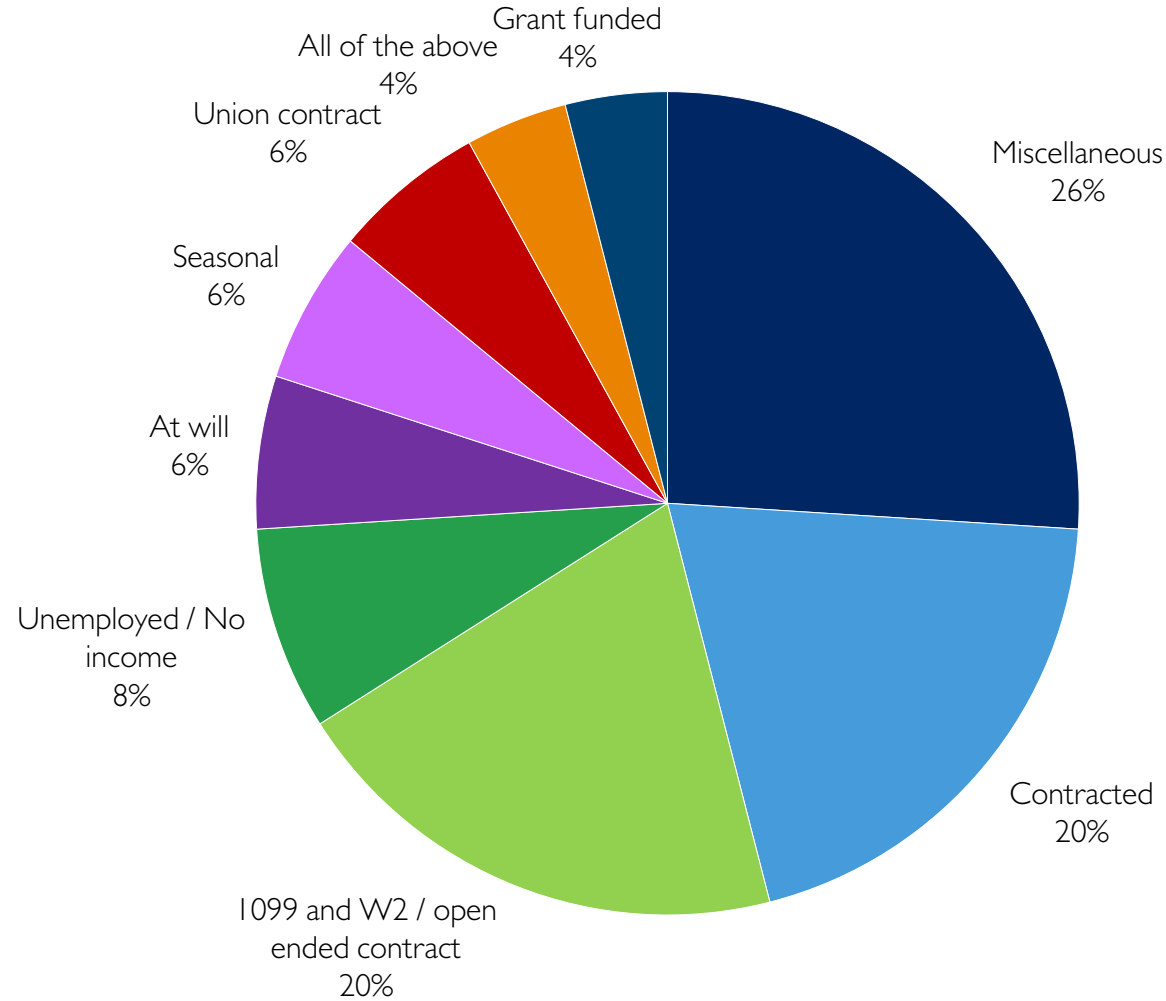
Which of the following best describes the level of your role?
Other: - [Free Text]



Free text responses: other employment basis

Which of the following best describes the basis on which you are employed? –

Other – Free Text



Full list of job titles

Job titles			
Accounting/Finance/Business Manager	Design Assistant	Graphic Designer/Illustrator	Production Crew - Manager
Actor	Development Assistant	Human Resources Director	Production Crew - Manager/Supervisor
Administrative Assistant	Development Assistant/Coordinator	Human Resources Manager	Production Designer
Administrator	Development Associate	IT/Database Administrator	Production Director
Art Therapist	Development Director	K-12 Art Administrator	Production Manager
Artistic Associate	Development Manager	K-12 Art Teacher	Program Assistant/coordinator
Artistic Director	Editor/Publisher	Managing Director/COO	Program Director
Assistant Curator	Education Assistant/Coordinator	Marketing Assistant/Coordinator	Program Manager
Assistant Technical Director	Education Director	Marketing Associate	Receptionist
Associate Artistic/Executive Director	Education Manager	Marketing Director	Researcher/Archivist/Librarian
Choreographer	Events Assistant/Coordinator	Marketing Manager	Security Manager
Community Engagement Assistant	Events Director	Music Director	Stage Crew
Community Engagement Director	Events Manager	Musician	Stage Manager
Community Engagement Manager	Executive Director/CEO	Operations/Facilities Assistant	Studio Assistant/Coordinator
Company Manager/Artist Services Manager	Facilities Maintenance	Operations/Facilities Director	Studio Manager
Consultant	Finance Assistant/Coordinator	Operations/Facilities Manager	Teaching Artist
Consultant - Artistic	Finance Director/CFO	Performance Artist	Technical Director
Consultant - Education	Front of House/Box Office/Audience Services Manager	Photographer/Videographer	University Faculty
Consultant - Marketing	Front of House/Box Office/Audience Services Staff	Preparator	Visual Artist
Costume Designer	Gallery Assistant/Coordinator	Production Assistant/Coordinator	Writer
Creative Director	Gallery Director	Production Assistant/Coordinator	
Curator	General Manager	Production Crew - Artisan	
Dancer	Grants Manager	Production Crew - Assistant	