



# Employment Pathways Survey

Help us build our Arts and Screen  
Employment Pathways Pilot Program



Easy Read



Australian Government

Department of Infrastructure,  
Transport, Regional Development,  
Communications, Sport and the Arts



We  
support

Australia's  
Disability  
Strategy  
2021-2031

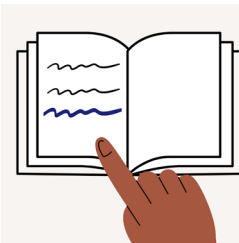
# About Easy Read



This is an Easy Read survey.



Easy Read uses pictures to explain ideas.



New words are **bold and blue**.

We tell you what new words mean.



Easy Read includes key information.



You can ask us for more information.

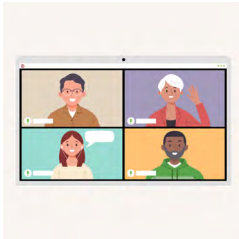


All contact information is at the end of this form.

# About this survey



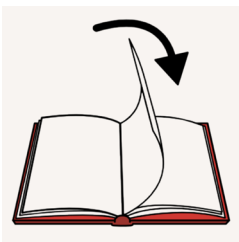
This survey is by The Office for the Arts.



You can do the survey to help us plan our **Arts and Screen Employment Pathways Pilot Program**.



We call it **the Program**.



The Easy Read survey starts on **page 9**.



You can choose to do the full survey using our online platform instead.



Click this link to go to the full survey online  
[www.arts.gov.au/EmploymentPathways](http://www.arts.gov.au/EmploymentPathways)

# About the Program



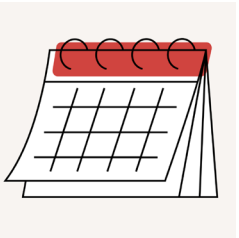
The Program helps

- d/Deaf and disabled artists
- d/Deaf and disabled arts, screen and digital games workers.



The Program is for people in

- their early career
- the middle of their career.



The program offers **placements** up to 12 months starting in 2026 or 2027.



Placement means you practice working in a job for a short amount of time to build your skills.

# Who can do this survey?



We want to hear from

- people in the arts, cultural, digital games and screen sectors

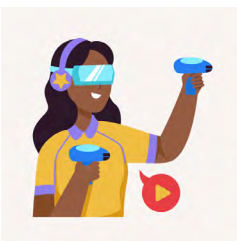


- arts organisations



- cultural organisations

- screen organisations



- digital games organisations



- arts and disability organisations



- disability organisations.

# Who uses your answers?



Our **Implementation Advisory Group** will use your answers to help us build the Program.



The Advisory Group is a group of

- d/Deaf and disabled artists



- d/Deaf and disabled arts, cultural, screen and digital games workers.

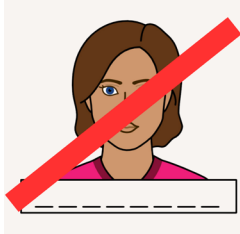


The group help us deliver accessible and inclusive projects and programs.

# Your privacy



We follow laws to keep your information safe.



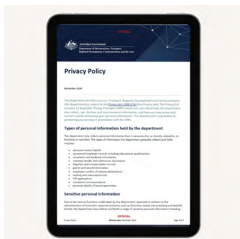
We will not collect names or contact information.



We made a **Privacy Collection Notice** for this project at [www.arts.gov.au/EmploymentPathways](http://www.arts.gov.au/EmploymentPathways).



The Privacy Collection Notice explains how we keep your personal information safe.

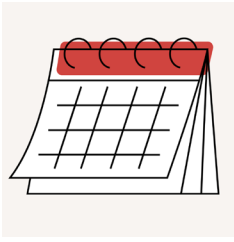


We also follow a **Privacy Policy**. The Policy includes rules for government workers to keep your information safe.

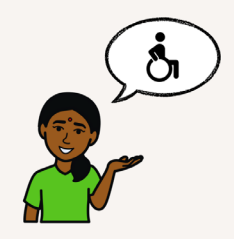


The policy is here [www.infrastructure.gov.au/department/privacy-policy](http://www.infrastructure.gov.au/department/privacy-policy).

# How to do the survey



Do the survey by **Wednesday 20 August 2025 5pm** Australian Eastern Standard Time.



Share your ideas in a way that works for you.



You can choose to

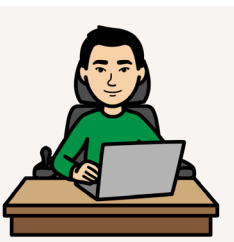
- send your survey or ideas in an email to us



- post your survey or ideas in a letter to us



- call us between 9 am and 5 pm weekdays



- do the survey using our online platform.

If you submit your answers using our online platform, you **cannot** change them later.



# The survey starts here

## Your contact information

1. Tick **1 box** to tell us the area you work in.



Artist



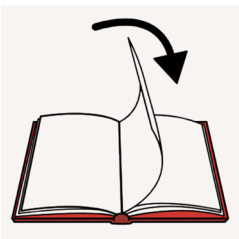
Arts worker



Screen worker



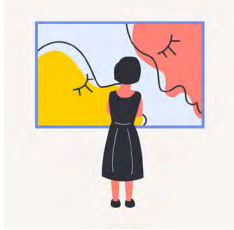
Digital game maker



More options are on the next page.



Language worker



Gallery, library, archives or museum worker



Aboriginal or Torres Strait  
Islander community worker

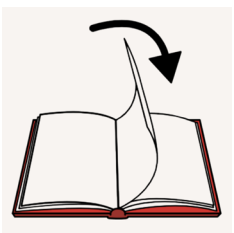


Community arts worker



Cultural development worker

Arts, cultural, digital games  
or screen organisation



More options are on the next page.



Arts training and education  
organisation



Arts and disability organisation



Disability organisation

A different area

Please tell us what area you work in if it  
was not listed. Use **50 words** or less.

2. Tick **1 box** to show where you live.



New South Wales



Victoria



Queensland



Western Australia



More options are on the next page.



South Australia



Tasmania



The ACT

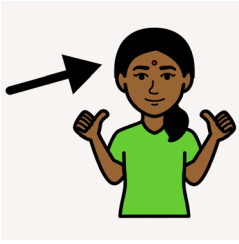


Northern Territory



Overseas

## Questions for individuals



The next set of questions is for **individuals**.



Individuals are

- people sharing personal ideas
- people who are not doing this survey for a company or organisation.



If you are a company or organisation,  
**skip to question 9.**

### 3. Are you from any of these groups?

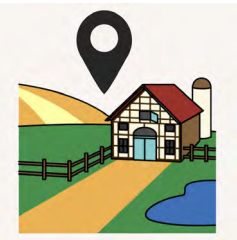
Tick **all boxes** that apply to you.



Aboriginal or Torres Strait Islander



Culturally or Linguistically Diverse or **CALD**



Living in remote or regional Australia

You do not want to answer

You are not from any of the groups in the list



4. What is your age group? Tick **1 box** only.

18 to 24

25 to 34

35 to 44

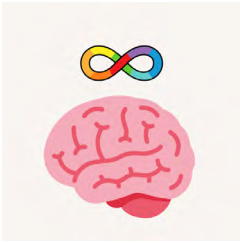
45 to 54

55 to 64

65+

You do not want to answer





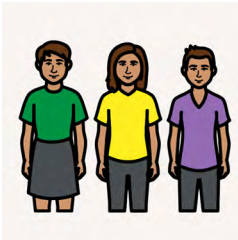
5. Are you d/Deaf, disabled or **neurodivergent**?

Neurodivergent means your brain works differently. For example, Autism or Dyslexia.

Yes

No

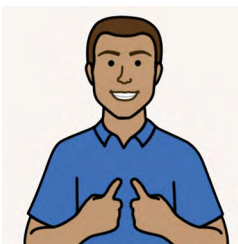
You do not want to answer



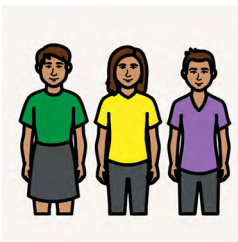
6. If you want to share, what is your **gender identity**? Your gender identity is how you see yourself.



Woman or female



Man or male



Non-binary

Unsure

You do not want to answer



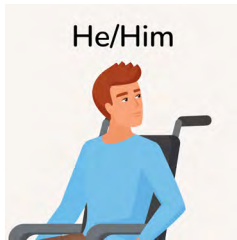
You use a different term

7. What are your pronouns?

Tick **all boxes** that apply for you.



She or her



He or him



They or them

You do not want to answer

Your answer is something different

If you want to share and your answer was not listed, please tell us about your pronouns. Use **50 words** or less.



8. If you want, write if you are **LGBTIQ+**.  
LGBTIQ+ includes many types of queer identities.

Yes

No

You do not want to answer

## Questions about your arts community



9. What size is your organisation?

You can **skip** this question if you are not doing this survey for a company or organisation.

Small organisation with 0 to 19 staff

Medium organisation with 20 to 199 staff

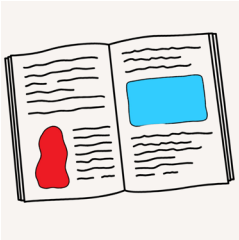
Large organisation with 200 or more staff

Tick if you are not sure what size your organisation is

10. Which areas of the arts do you belong to?  
You can tick as many boxes as you like.



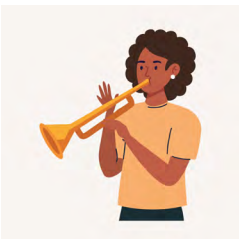
Visual arts and craft



**Literature** such as writing stories



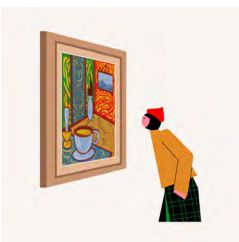
**Performing arts** such as dance or theatre



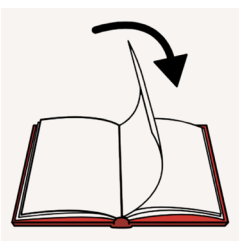
Music



Festivals



Galleries



More options are on the next page.



Libraries



Archives and museums



Screen



Digital games



First Nations arts and languages

Community and cultural development

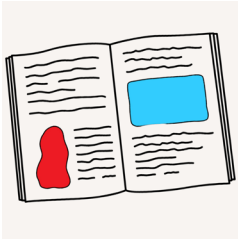
Please name the area you work in if it was not in the list. Use **50 words** or less.

11. Which area of the arts do you belong to **most**?

Only tick **1 box**.



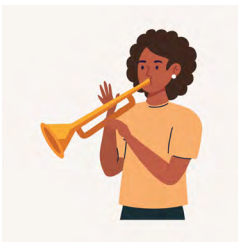
Visual arts and craft



Literature



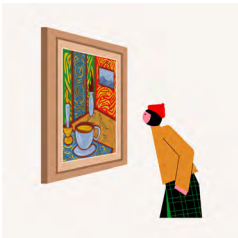
Performing arts



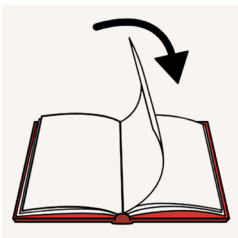
Music



Festivals



Galleries



More options are on the next page.





Libraries



Archives and museums



Screen



Digital games

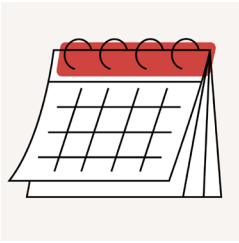


First Nations arts and languages



Community and cultural  
development projects

Please name the area you work in if it was not in the list. Use **50 words** or less.



12. How many years have you worked in the arts?

**Skip** this question if you are answering for an organisation.

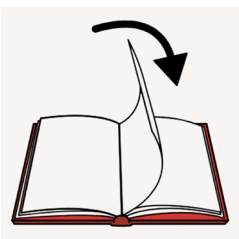
Less than 1 year

1 to 2 years

3 to 5 years

6 to 10 years

11 to 15 years



More options are on the next page.

16 to 19 years

20 years or more

You are not sure how long  
you have worked in the arts

### 13. What are your **career goals**?



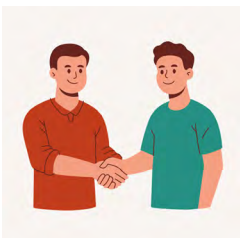
Career goals are the things you want to achieve in your working life.

**Skip** this question if you are answering for an organisation.

Tick **all boxes** that apply to you.  
You can tick as many boxes as you like.



You want to build professional skills



You want to build networks  
to advance your career



You want to join an  
accessible workplace



You want to become a leader in your workplace or art area



You want to gain more experience



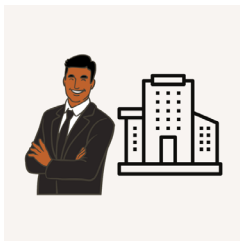
You want to share your work in more ways



You want job security

You have a different career goal

Please tell us about your career goal if it was not listed. Use **50 words** or less.



14. If you are a **company or organisation**, what are your goals from **hosting** a placement?

Hosting means you invite a participant from our pilot program to work with you for a short time.



You can **skip** this question if you are an individual.

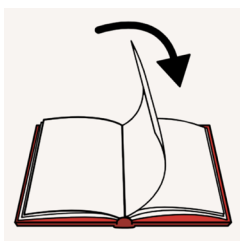
Tick **all boxes** that apply to your organisation.



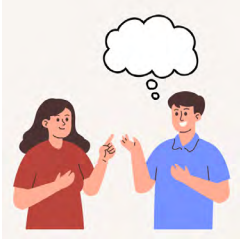
You want more diversity in your team

You want new skill sets in your team

You want your workplace to be accessible



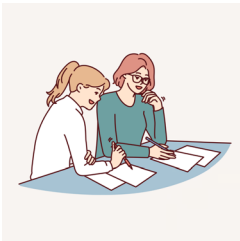
More options are on the next page.



You want to help program participants in their careers



You want to grow what your business can do



You want to get involved in new and different projects

You have a different reason for hosting a placement. Use **50 words** or less.

## Questions about job placements



15. If you could choose, how long would an ideal placement go for?

0 to 3 months

4 to 6 months

7 to 9 months

10 to 12 months



The next questions are for individuals.

**Skip** to **question 20** if you are an organisation.

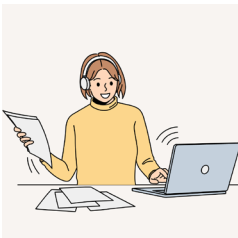
Tick **all boxes** that apply to you.



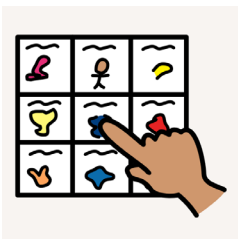
16. What accessibility adjustments would you need in a workplace?



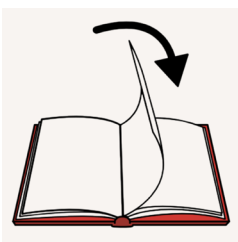
Physical changes



Equipment and services



Communication adjustments



More options are on the next page.



Time adjustments



Changes to the work environment



Changes to how work tasks are done

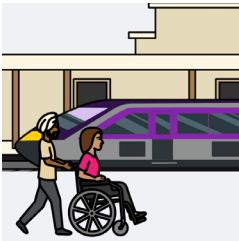
☐

You would not need adjustments

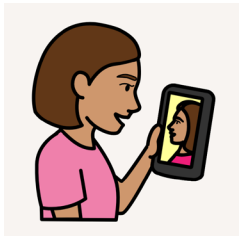
If your adjustments were not in the list,  
use **50 words** or less to tell us more.

17. Do you have workplace needs based on where you live?

Tick **all boxes** that apply to you.



Help with transport



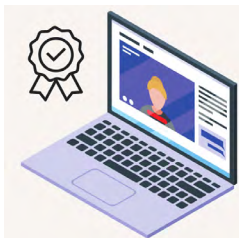
Fully online placement



Partly online placement



Help to connect to online platforms



Training and education

You have no needs based on where you live

Use **50 words** or less to tell us more in the box if your workplace needs were not in our list.



18. Are there any other workplace barriers you want to tell us about that you have faced?

Tell us in the box below. Use **125 words** or less.

19. What support would you be interested in for a job placement?

Tick **all boxes** that apply for you.



Mentoring



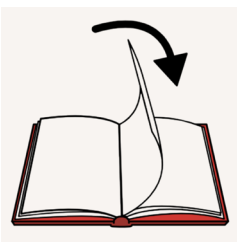
Regular check-ins



Access to resources and training



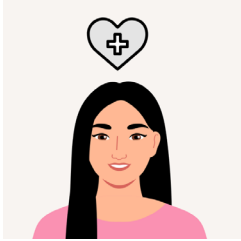
**Induction.** Induction is a program that teaches you how to work when you first start.



More options are on the next page.



Networking opportunities with other placement participants



Mental health support



Flexible work arrangements and hours. For example, working from home.

Something different

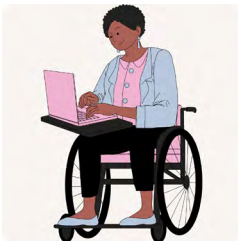
Use **50 words** or less to tell us more.

20. How can placement hosts be accessible and welcoming to everyone?

Organisations and individuals are welcome to answer this question. Tick **all boxes** that apply.



Disability confidence training for staff



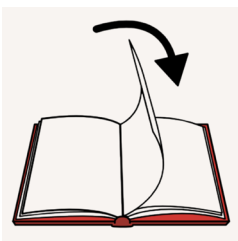
Other training for staff



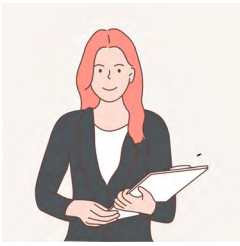
Test of accessibility



Access to assistive technologies

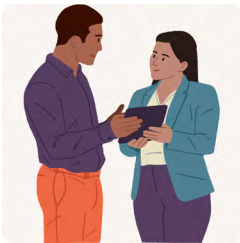


More options are on the next page.



Help from the boss or managers for d/Deaf and disabled workers

Having more than 1 d/Deaf or disabled person doing placements at the same organisation



Organisations get support to work with d/Deaf and disabled participants

Something different.

Use **50 words** or less to tell us more.



21. Does your organisation have any of these supports?

**Skip** this question if you are an individual.  
Tick **all boxes** that apply to you.



Disability confidence training for staff



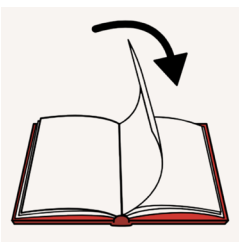
Other training for staff



Tests of accessibility



Access to assistive technologies



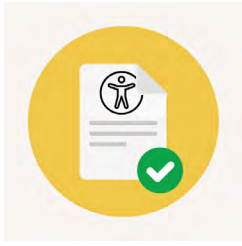
More options are on the next page.



Help from the boss or managers for d/Deaf and disabled workers

You are not sure

Something different. Use **50 words** or less to tell us more.



22. What else is important for an accessible job placement?

Organisations and individuals are welcome to answer this question.

Tell us in the box below. Use **125 words** or less.



## How you found this survey

23. How did you find out about this survey? Tick **all boxes** that apply.



Email.



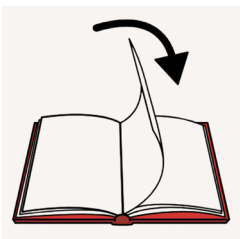
Social media



Government website



Word of mouth, or by talking to other people



More options are on the next page.



A **search engine**. For example, Google.



A networking event



An online ad.



A survey platform

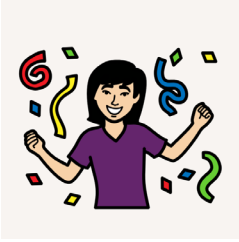
Something different. Use **50 words** or less to tell us more.



## Did we miss anything?

24. Is there anything else you want to say?

Tell us in the box below. Try to use about **125 words** or less.



Thank you for doing our survey.



This is the end of the survey.



You can send your survey to us at  
[Arts.Disability@arts.gov.au](mailto:Arts.Disability@arts.gov.au).

# Contact information



Contact the Office for the Arts for more help.



See our website at [www.arts.gov.au](http://www.arts.gov.au)



Email us at [Arts.Disability@arts.gov.au](mailto:Arts.Disability@arts.gov.au)



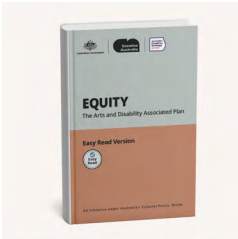
Call us on 1800 080 090



Post a letter to us at  
Office for the Arts  
GPO Box 594  
Canberra ACT 2601

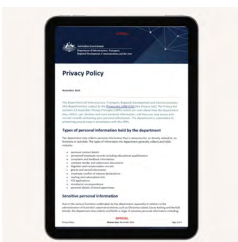


# Learn more



Read our Arts and Disability Associated Plan

[www.arts.gov.au/what-we-do/arts-and-disability/equity-arts-and-disability-associated-plan](http://www.arts.gov.au/what-we-do/arts-and-disability/equity-arts-and-disability-associated-plan)



Read our Privacy Policy

[www.infrastructure.gov.au/departments/privacy-policy](http://www.infrastructure.gov.au/departments/privacy-policy)

## Your wellbeing

### Support Act

Support Act is a free mental health service for people in the arts.

Call 1800 959 500

## **Lifeline**

Call 13 11 14

Text 0477 131 114

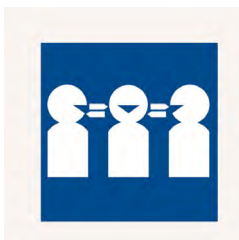
Live chat [www.lifeline.org.au/crisis-chat](http://www.lifeline.org.au/crisis-chat)

## **Beyond Blue**

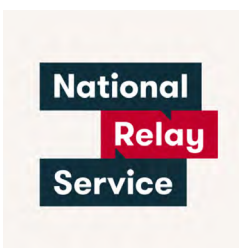
Call 1300 224 636

Live chat  
[www.beyondblue.org.au/get-support/  
talk-to-a-counsellor/chat](http://www.beyondblue.org.au/get-support/talk-to-a-counsellor/chat)

# Help to call



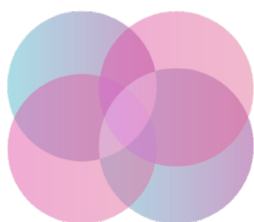
Call 131 450 for the Translating and Interpreting Service if English is not your first language.



Call 1800 555 660 for the National Relay Service if you have communication support needs.



Call 1800 555 677 if you use a teletypewriter or TTY.



Embrace **Access**

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