**Consultation Survey: Arts and Screen Employment Pathways Pilot Program**

**Why we need your help**

Thank you for completing this survey from the Office for the Arts in the Commonwealth Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts.

The Australian Government is designing a new pilot program under [*Equity: the Arts and Disability Associated Plan*](https://www.arts.gov.au/what-we-do/arts-and-disability/equity-arts-and-disability-associated-plan) (*Equity)* called the [Arts and Screen Employment Pathways Pilot Program](http://www.arts.gov.au/equity) (the Program).

The Program will match early to mid-career d/Deaf and disabled artists and arts workers with arts and cultural organisations, including in the screen and digital games sectors, for temporary job placements of up to 12 months for any art form and any position level across Australia. Placements are expected to start in 2026-27.

The main goals of the Program are to:

* support d/Deaf and disabled artists and workers in the Australian arts, cultural, digital games and screen sectors to build professional skills and networks to advance their careers
* uplift disability confidence and cultural safety within the Australian arts, cultural, digital games and screen sectors.

To help us understand the key elements, accessibility requirements and opportunities that stakeholders would like included in the Program, we would like to hear from:

* arts, cultural, digital games and screen organisations
* d/Deaf and disabled artists and workers in the arts, cultural, digital games and screen sectors
* arts and disability organisations
* disability organisations.

Survey feedback will be provided to the [Implementation Advisory Group](https://www.arts.gov.au/implementation-advisory-group-equity-arts-and-disability-associated-plan) for *Equity* to inform their advice on the design and implementation of the Program.

**How to do the survey**

An Easy Read version of the survey is available on [our website](http://www.arts.gov.au/EmploymentPathways). If you would like a copy emailed to you, please contact [Arts.Disability@arts.gov.au](mailto:Arts.Disability@arts.gov.au).

The survey will take around 10-15 minutes.

The survey closes at **5:00pm AEST on Wednesday 20 August 2025.**

All questions are voluntary and you can take a break or stop at any time.

Once you submit your survey, you will not be able to change your answers or submit another survey.

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

**If you need help**

If you need support or help completing this survey or would like to request it in another format, you can contact us by:

* **Phone:** 1800 080 090
* **Email:** [Arts.Disability@arts.gov.au](mailto:Arts.Disability@arts.gov.au)

You can also email any other feedback about the Program to us at [Arts.Disability@arts.gov.au](mailto:Arts.Disability@arts.gov.au).

If this survey raises any concerns or you feel distressed, you may wish to contact a support service. The following services are available 24 hours, 7 days a week, and can be accessed at:

* **Support Act (for people in the music and arts industries):** 
  + Phone: 1800 959 500
* **Lifeline:**
  + Phone: 13 11 14
  + Text: 0477 131 114
  + [Online chat](https://www.lifeline.org.au/crisis-chat/)
* **Beyond Blue:**
  + Phone: 1300 224 636
  + [Online chat](https://www.beyondblue.org.au/get-support/talk-to-a-counsellor/chat)

Additional information about mental health and wellbeing support is also available on the [Creative Workplaces website](https://creativeworkplaces.gov.au/where-get-help/mental-health-and-wellbeing-support).

**Privacy**

We are not collecting names or contact details of individuals or organisations.

We have responsibilities for how we handle your information. You can find out more through the [Privacy Policy](https://www.infrastructure.gov.au/department/privacy-policy) for the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts.

We have also developed a [Privacy Collection Notice](http://www.arts.gov.au/EmploymentPathways) for this consultation. It provides information about how we handle the information we collect as part of this consultation.

**Survey questions**

**Section 1: About you**

The next questions will help us understand more about you or your organisation. We want to make sure the Program is inclusive and meets the needs of individuals and organisations which may host placements.

1. **Are you responding as a: (please select only one answer)**

Artist (e.g. visual and performing artists, musicians, writers)

Arts worker (e.g. technical production, administration, consulting)

Screen worker or practitioner

Digital game maker or developer

Language worker

Gallery, library, archives or museum worker

Aboriginal or Torres Strait Islander community worker

Community arts and/or cultural development worker

Arts, cultural, digital games or screen organisation

Arts training and education organisation

Arts and disability organisation

Disability organisation

Other: please describe below in 50 words or less

1. **Where do you live?**

NSW

VIC

QLD

WA

SA

TAS

ACT

NT

Overseas

Questions 3-8 are for **individuals** only. If you are responding on behalf of an **organisation**, please go to **question 9.**

1. **Do you identify as any of the following? (please select all that apply)**

Aboriginal or Torres Strait Islander

From a culturally or linguistically diverse (CALD) background

Living in regional or remote Australia

Prefer not to say

None of the above

1. **What is your age group?**

18 to 24

25 to 34

35 to 44

45 to 54

55 to 64

65+

Prefer not to say

1. **Do you identify as a person with disability or who is d/Deaf or neurodivergent?**

Yes

No

Prefer not to say

The next questions are about gender and sexuality to better understand your lived experience. As these questions may be uncomfortable, you can choose not to respond by pressing the ‘next’ button.

1. **How do you describe your gender? (please select all that apply)**

Woman or female

Man or male

Non-binary

Unsure

Prefer not to say

I use a different term (please describe below in 50 words or less)

1. **What are your pronouns? (please select all that apply)**

She / her/ hers

He / him / his

They / them / theirs

Prefer not to say

I use a different pronoun (please describe below in 50 words or less)

1. **Do you identify as LGBTIQ+?**

Yes

No

Prefer not to say

**Section 2: Organisations and artists and workers in the arts, cultural, digital games and screen sectors**

The next questions are about your artistic or cultural community. We would like to understand the communities you feel you are a part of, or belong to, or represent.

1. **If you are responding on behalf of an organisation, what size is your organisation?**

Small (0 to 19 employees)

Medium (20 to 199 employees)

Large (200+ employees)

Unsure

1. **What art forms or areas of the arts, cultural, digital games and screen sectors do you belong to or represent? (please select all that apply)**

Visual arts and craft

Literature

Performing arts (e.g. theatre, dance, or sound art)

Music (contemporary and classical)

Festivals

Galleries

Libraries

Archives and museums

Screen (e.g. film, TV, online content)

Digital games

First Nations arts and languages

Community and cultural development

Other: please describe below in 50 words or less

1. **What is the art form or area of the arts, cultural, digital games and screen sectors you belong to or represent the most? (please select only one answer)**

We know that many individuals and organisations work across multiple art forms or areas. We would like to know your main art form or area to help us understand any specific needs or issues.

Visual arts and craft

Literature

Performing arts (e.g. theatre, dance, or sound art)

Music (contemporary and classical)

Festivals

Galleries

Libraries

Archives and museums

Screen (e.g. film, TV, online content)

Digital games

First Nations arts and languages

Community and cultural development

Other: please describe below in 50 words or less

1. **If you are responding as an individual, how many years have you worked in the arts, cultural, digital games and screen sectors?**

Less than 1 year

1 to 2 years

3 to 5 years

6 to 10 years

11 to 15 years

16 to 19 years

20+ years

Unsure

1. **If you are responding as an individual, what are your career goals? (please select all that apply)**

To build professional skills

To build networks to advance my career

To have access to an accessible workplace

To become a leader in my workplace or art form

To expand my artistic or career portfolio

To get more opportunities to present my work

To gain more job security

Other: please describe below in 50 words or less

1. **If you are responding on behalf of an organisation, what are your goals from hosting a placement? (please select all that apply)**

To diversify our workforce and skills

To access particular skillsets (e.g. data, design or digital)

To improve accessibility in our workplace

To support participants to develop their careers

To expand our artistic or business focus

To expand the kinds of work we support or produce

Other: please describe below in 50 words or less

**Section 3: What do you want in a temporary job placement?**

The next questions are about people or organisations currently working in the arts, cultural, digital games and screen sectors.

1. **If you could choose, how long would an ideal temporary job placement go for?**

0 to 3 months

4 to 6 months

7 to 9 months

10 to 12 months

Questions 16-19 are for **individuals** only. If you are responding on behalf of an **organisation**, please go to **question 20.**

The next questions are about accessibility adjustments in the workplace and any specific needs you may have if you are a d/Deaf or disabled artist or worker in the arts, cultural, digital games or screen sectors.

This will help us understand how to make temporary job placements culturally safe and successful for participants and organisations which may host placements.

1. **If you are responding as an individual, what accessibility adjustments do you need in the workplace? (please select all that apply)**

Physical changes (e.g. providing ramps)

Equipment and services (e.g. screen readers)

Communication adjustments (e.g. Auslan interpreters)

Time-related adjustments (e.g. adjusting work hours)

Environmental adjustments (e.g. adjusting lighting)

Changes to work methods and tasks (e.g. extra training)

No accessibility adjustments needed

Other: please describe below in 50 words or less

1. **If you are responding as an individual, do you have any specific workplace needs based on where you live? (please select all that apply)**

Help with transport

Fully online temporary job placement

Partly online temporary job placement

Help to connect to online platforms

Access to education and training

No workplace needs based on location

Other: please describe below in 50 words or less

1. **If you are responding as an individual, do you experience any other workplace barriers you want to tell us about? (Please describe below in 125 words or less)**
2. **If you are responding as an individual, what support would you like in a temporary job placement? (please select all that apply)**

Mentoring

Regular check-ins

Access to resources and training

Induction program

Networking opportunities with other placement participants

Mental health support

Flexible work arrangements and hours (e.g. working from home)

Other: please describe below in 50 words or less

1. **How should we make sure that organisations which host temporary job placements are accessible and culturally safe? (please select all that apply)**

Disability confidence training for staff

Other training for staff (e.g. cultural competency, Auslan)

Accessibility audits (e.g. audits of physical and digital infrastructure)

Access to assistive technologies (e.g. screen readers)

Support from leaders for d/Deaf and disabled workers

Multiple placements at the same organisation

Support for organisations throughout placements

Other: please describe below in 50 words or less

1. **If you are responding on behalf of an organisation, does your organisation already have any of these supports in place? (please select all that apply)**

Disability confidence training for staff

Other training for staff (e.g. cultural competency, Auslan)

Accessibility audits (e.g. audits of physical and digital infrastructure)

Access to assistive technologies (e.g. screen readers)

Support from leaders for d/Deaf and disabled workers

Unsure

Other: please describe below in 50 words or less

1. **Are there any other things you think are important for a temporary job placement? Please describe below in 125 words or less.**

**Section 4: Further information**

The next questions are about how you found out about the survey, and also provides an opportunity to share anything else you think we should know.

1. **How did you find out about this survey? (please select all that apply)**

Email

Social media

Government website

Word of mouth

Search engine

Networking event

Targeted ad

Survey platforms

Other: please describe below in 50 words or less

1. **Is there anything else you would like to share with us? Please describe below in 125 words or less.**

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If you would like to receive updates about *Equity: the Arts and Disability Associated Plan* and the Program, you can register for our *Equity* e‑newsletter through our [contact form](https://edm.arts.gov.au/EquitySubscriptionandFeedbackForm).