

**Arts and Cultural Industry  
Workforce Barometer:**

**A Survey of Northeast Ohio Nonprofit  
Arts and Cultural Organizations**

Prepared by

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In an effort to more thoroughly understand the state of health of Northeast Ohio's nonprofit arts and cultural assets, The Community Partnership for Arts and Culture (The Partnership) has conducted its second annual survey of job loss and growth in the arts and cultural sector. This year's study was expanded to include The Partnership's seven-county service area (Cuyahoga, Geauga, Lake, Lorain, Medina, Portage and Summit Counties). 175 organizations were contacted to participate in the study, 55 of which completed the survey. This represents a response rate of 32%. Below is a breakdown of the study's findings. For a list of participating organizations, please see Appendix A.

### **Summary of Findings**

- Respondent organizations posted a net gain of 33 jobs for the fiscal year ending June 30, 2004.
  - 57 jobs were gained during the period
  - 24 jobs were lost during the period
  
- 66% of respondent organizations reported that the number of individuals in their employ either stayed the same or increased over the previous year
  - 33% of respondents reported that employment had increased
  - 33% of respondents reported that employment had stayed the same
  - 9% of respondents reported employment had decreased
  - 25% did not respond to this question
  
- 60% of the organizations reporting decreased employment were in the budget range of \$1,000,000 - \$4,999,999
  
- 78% of the organizations reporting increased employment had budgets under \$1,000,000

### **Employment Increases**<sup>1</sup>

- Types of Positions
  - 51% of employment increases were programs and services<sup>2</sup> positions
  - 27% of employment increases were administrative<sup>3</sup> positions
  - 22% of employment increases were support<sup>4</sup> positions

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<sup>1</sup> The data in this section only reflects the 45 positions for which data was available.

<sup>2</sup> I.e. Curator, Educator, Musician, etc.

<sup>3</sup> I.e. Accounting, General Management, Development, Information Technology, etc.

<sup>4</sup> I.e. Secretarial, Clerical, Maintenance, etc.

- Reason for Employment Increases
  - 62% of positions were newly created
  - 33% of positions were replacement
  - Respondents did not specify the reason for increases in the remaining 5% of positions
  
- Salary Range of Positions
  - Under \$15,000 – 54%
  - \$25,000 - \$34,999 – 25%
  - \$15,000 - \$24,999 – 11%
  - \$35,000 - \$44,999 – 4%
  - \$45,000 - \$54,999 – 4%
  - Over \$55,000 – 2%
  
- Minimum Educational Requirements
  - Bachelor’s Degree – 51%
  - High School Diploma or Equivalent – 40%
  - Master’s Degree – 9%
  
- Source of Employee
  - 65% of employees came from another company within the seven-county region
  - 16% of employees moved from part-time to full-time
  - 4% of employees came from another company outside the seven-county region
  - 2% of employees came directly from school
  - Respondents did not specify the source of employee for the remaining 13% of employees
  
- Full-Time or Part-Time
  - 47% of positions were part-time
  - 29% of positions were full-time
  - Respondents did not indicate the status of the remaining 24% of positions

### **Employment Decreases<sup>5</sup>**

- Types of Positions
  - 37.5% of employment decreases were programs and services positions

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<sup>5</sup> The data in this section only reflects the 8 positions for which data was available.

- 37.5% of employment decreases were administrative positions
- 25% of employment decreases were support positions
- Reason for Decrease
  - 75% of positions were left unfilled
  - 25% of positions were eliminated
- Expect to Rehire?
  - 50% - Yes
  - 50% - No
- Salaries of Positions
  - 63% of positions had corresponding salaries under \$15,000
  - 37% of positions had corresponding salaries between \$25,000 and \$34,999
- Minimum Educational Requirements
  - 50% of positions required a high school diploma or equivalent
  - 38% of positions required a bachelor's degree
  - 12% of positions required a master's degree
- Full-Time or Part-Time
  - 75% of positions were part-time
  - 25% of positions were full-time

### **Respondent Demographics**

- Respondent breakdown by Budget Size
  - Less than \$100,000 – 25%
  - \$100,000 - \$249,999 – 20%
  - \$250,000 - \$499,999 – 13%
  - \$500,000 - \$999,999 – 11%
  - \$1,000,000 - \$4,999,999 – 15%
  - \$5,000,000 - \$9,999,999 – 9%
  - Over \$10,000,000 – 7%
- Respondent breakdown by Type of Organization
  - Crafts – 2%
  - Dance – 7%
  - History – 5%
  - Literature – 2%
  - Media Arts – 5%
  - Multi-Disciplinary – 31%

- Music – 13%
- Science – 4%
- Theatre – 16%
- Visual Arts – 15%
  
- Respondent breakdown by County
  - Cuyahoga County – 83%
  - Lake County – 2%
  - Lorain County – 4%
  - Medina County – 2%
  - Summit County – 9%

## Appendix A – Participating Organizations

Akron Area Arts Alliance  
Akron Art Museum  
Antaeus Dance  
Art House  
Arts Collinwood  
Ascherman Gallery/Cleveland Photographic Workshop  
Berea Arts Fest Inc.  
Broadview Heights Spotlights  
Cleveland Arts Prize  
Cleveland Botanical Garden  
Cleveland Film Society  
Cleveland Institute of Music  
Cleveland Metroparks Zoo  
Cleveland Museum of Art  
Cleveland Museum of Natural History  
Cleveland Opera  
Cleveland Public Theatre  
Cleveland's Irish Cultural Festival  
DANCECleveland  
Fine Arts Association  
GroundWorks Dancetheater  
Harbor Heritage Society  
Huntington Playhouse  
Independent Pictures  
Karamu House Inc.  
Medina County Performing Arts Foundation  
MOCA Cleveland  
Music & Performing Arts at Trinity Cathedral  
Nature Center at Shaker Lakes  
Near West Theatre  
New Center for Art & Technology  
North Coast Men's Chorus  
Oberlin Heritage Center/O.H.I.O.  
Ohio Designer Craftsmen  
Performance Art Festival+Archives  
Playhouse SquareFoundation  
Poets' & Writers' League of Greater Cleveland  
Porthouse Theatre  
Professional Flair/Dancing Wheels  
Rock and Roll Hall of Fame and Museum  
SAFMOD Performance Ensemble  
Sankofa Fine Art Plus

Singers' Club of Cleveland  
Solon Center for the Arts  
SPACES  
Strongsville Community Band  
The Cleveland Orchestra  
The Cleveland Play House  
The Cleveland Theater Collective  
The Silver Factory  
TrueNorth Cultural Arts  
USS COD Submarine Memorial  
Weathervane Playhouse  
Western Reserve Historical Society  
WKSU