

## PRESS RELEASE

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**For Immediate Release**

### **Thomas & Associates, Inc. Study Reveals Surprising Facts About the Stagnant Careers of Arts Professionals. ~ Firm Urges Arts Organizations to Invest in Employees ~**

New York, NY – January 16, 2007 – Thomas and Associates, Inc. today revealed the results of “*The State of the Arts: An Art Career Inventory*”, an international study on the professional development and career service needs of arts and culture professionals. An expanded version of the report is available at [www.artstaffing.com](http://www.artstaffing.com).

According to the survey, a shocking 77% of professionals who work in international museums, galleries, auction houses, foundations and performing arts centers said they were planning on staying in their current position for five years or less due to lack of career advancement and other opportunities. “There has never been a more relevant time to reassess the state of career development in the arts and culture sectors,” said President Geri Thomas. “The field has to support itself, and hire and advance employees from within. According to our findings, that support is critical to ensure a healthy and dynamic industry.”

#### **Career Development and Career Crisis**

Drawn from the responses of 283 participants in an online survey, the study found that the majority of arts and culture professionals lack opportunities for career advancement and training. 43% said their greatest challenge at work was no career path and 61% said their organization did not offer training. How would these professionals remedy this situation? Of desired career services, 59% said they would like personal coaching and 25% want skills-based training. They're also willing to assume some portion of the costs—85% said they would pay for career services. It is to be noted that 21% said they were not aware that career services specific to the arts industry were available.

What does this mean for leadership in the field and a committed, talented workforce? “About 1/3 of baby boomers who are about to retire will vacate their leadership positions in the arts,” says Thomas. “Who will take over these positions and what will make them stay? If salaries and opportunities in the arts and culture sectors continue to remain limited, these institutions will have to provide other benefits to encourage job commitment. Career paths, personal coaching and opportunities for advancement are just some of the benefits our study suggests.”

In light of these findings, it is apparent that arts and culture institutions must develop clear career paths for current employees and those entering the field. For the full survey report and related recommendations, visit [www.artstaffing.com](http://www.artstaffing.com).

#### **About “*The State of the Arts: An Art Career Inventory*” Study**

Thomas & Associates, Inc. conducted an online survey of 283 arts and culture professionals from around the world as part of the firm’s continued commitment to professional development in the field. Non-profit professionals made up 75% of the respondents; the remaining 25% were from the profit sector, representing galleries, auction houses and arts businesses. 92% of participants were from the United States and 8% were international.

#### **About Thomas & Associates, Inc.**

Based in New York City, Thomas & Associates, Inc. is an innovative firm that offers staffing, consulting and training programs for museums, non-profit organizations, and arts and culture businesses nationwide. The company has recently launched a career services division to address the needs of arts and culture professionals everywhere.

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