

# 2023 Job Board Trend Report

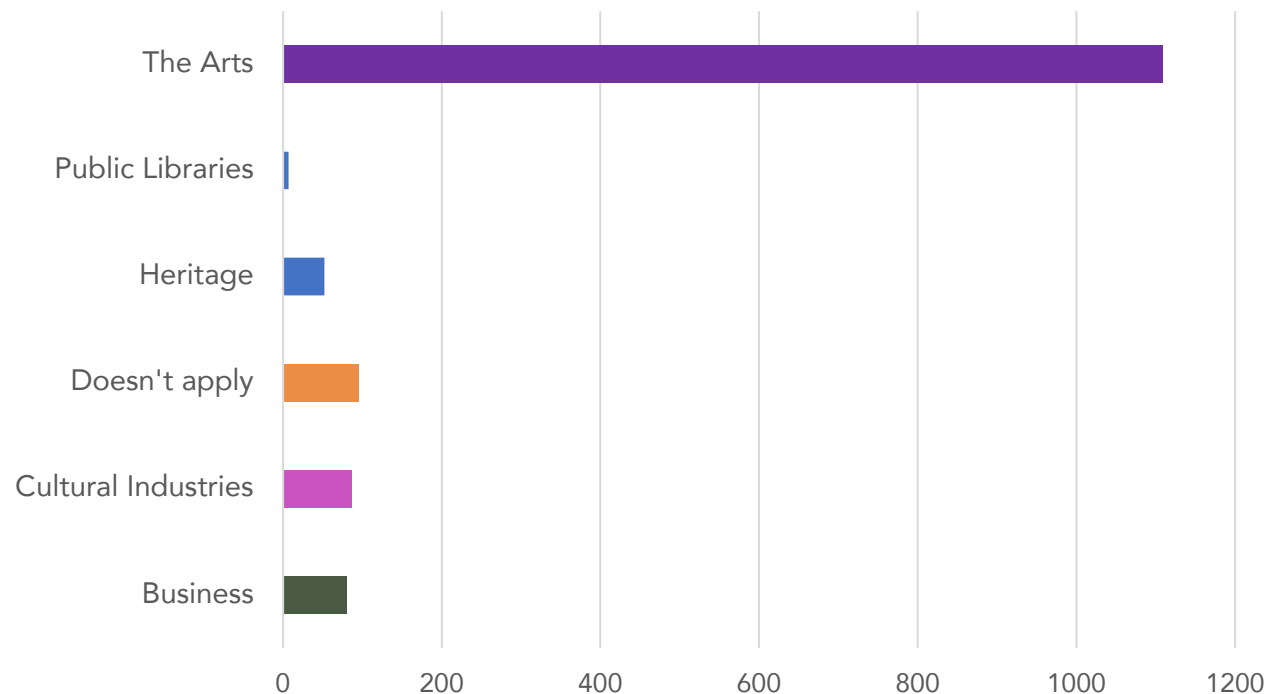
Jan 2023 to Nov 2023 Job Post Review

# A Review on 2023 Job Posting

## QUICK FACTS

- Approx. 1430 job posts
- From across Canada
- Positions in 11 provinces and territories

## ORGANIZATION'S DISCIPLINE



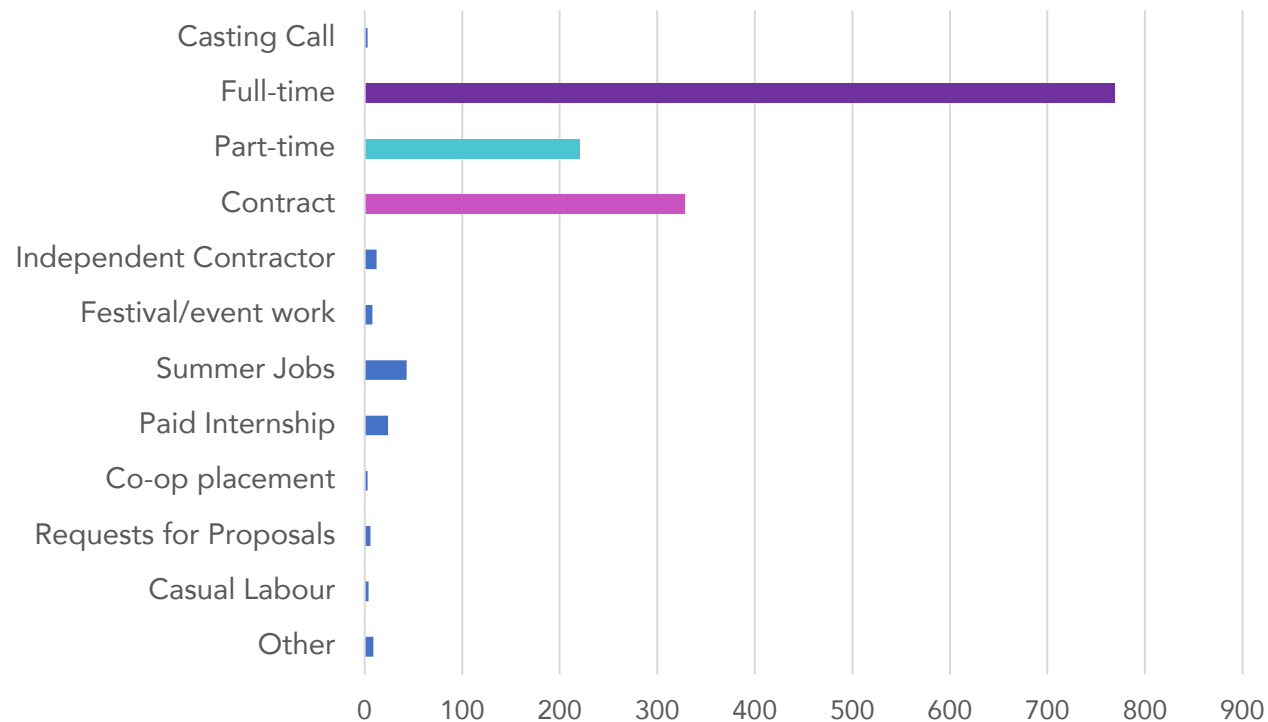
## About Organizations

Most organizations that posted in 2023 indicated that their field or discipline is in The Arts.

The Arts = dance, music, theatre, visual arts, media arts, and literary arts, as well as interdisciplinary, multidisciplinary, and emerging art forms.

\*As per the definition outlined on the [Government of Ontario](#) website.

## JOB TYPE



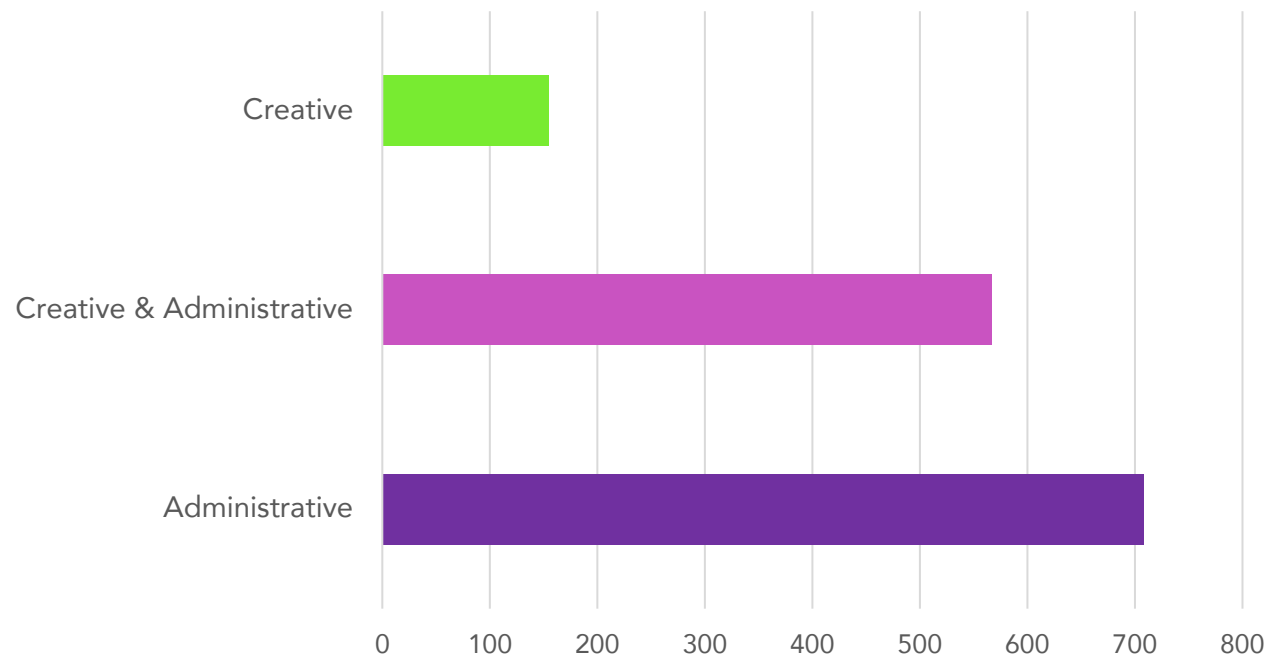
## About Jobs Posted

Most Work in Culture Job Board posters in 2023 were looking to fill full-time positions.

**Full-Time** = 30 hours or more; a permanent employee; on salary

**Part-time** = less than 30 hours; a permanent employee; on salary

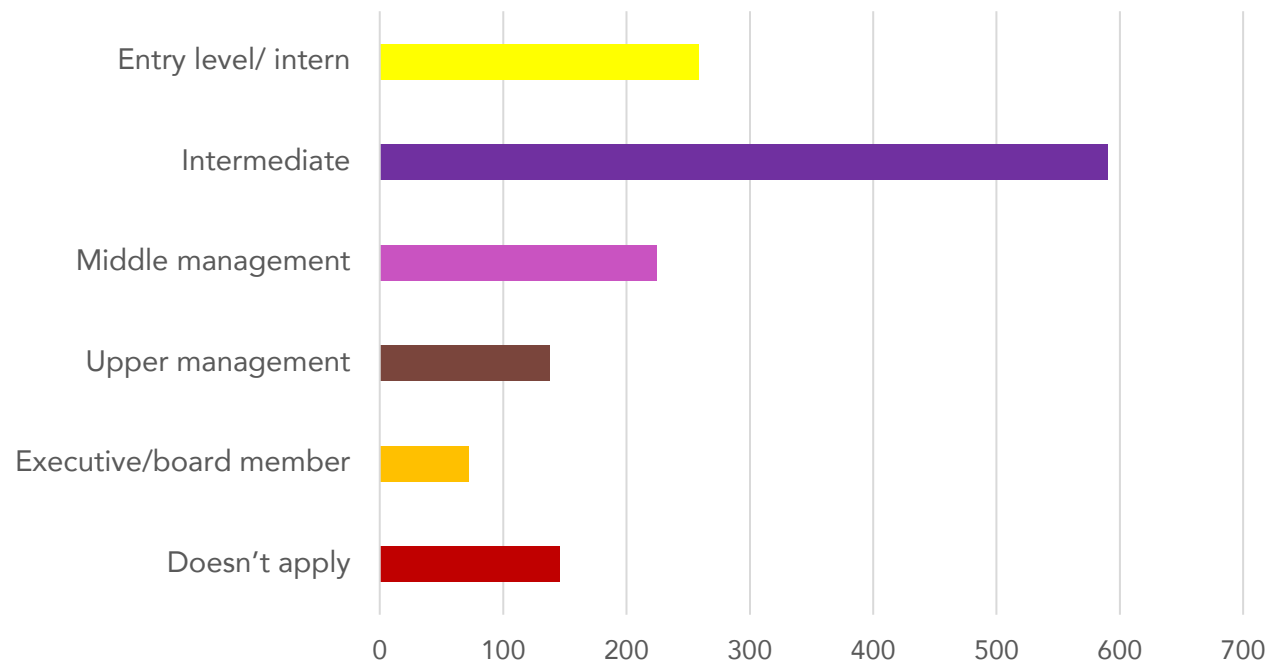
### JOB'S FOCUS



## About Jobs Posted

Most positions posted in 2023 focused on administrative work rather than creative work, although a combination of creative and administrative work was also high.

### CAREER LEVEL



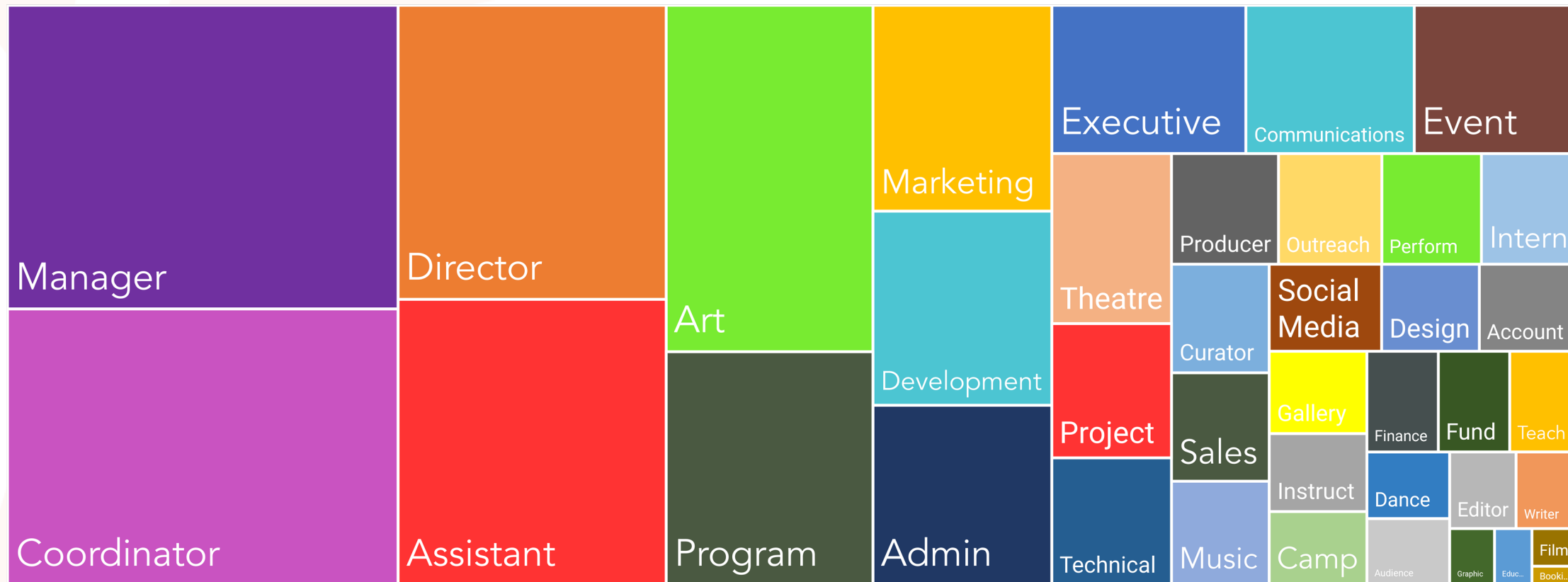
## About Jobs Posted

Most positions that were posted on the Work in Culture Job Board in 2023 were intermediate positions.

Examples of intermediate positions include:

- Administrators
- Coordinators
- Managers

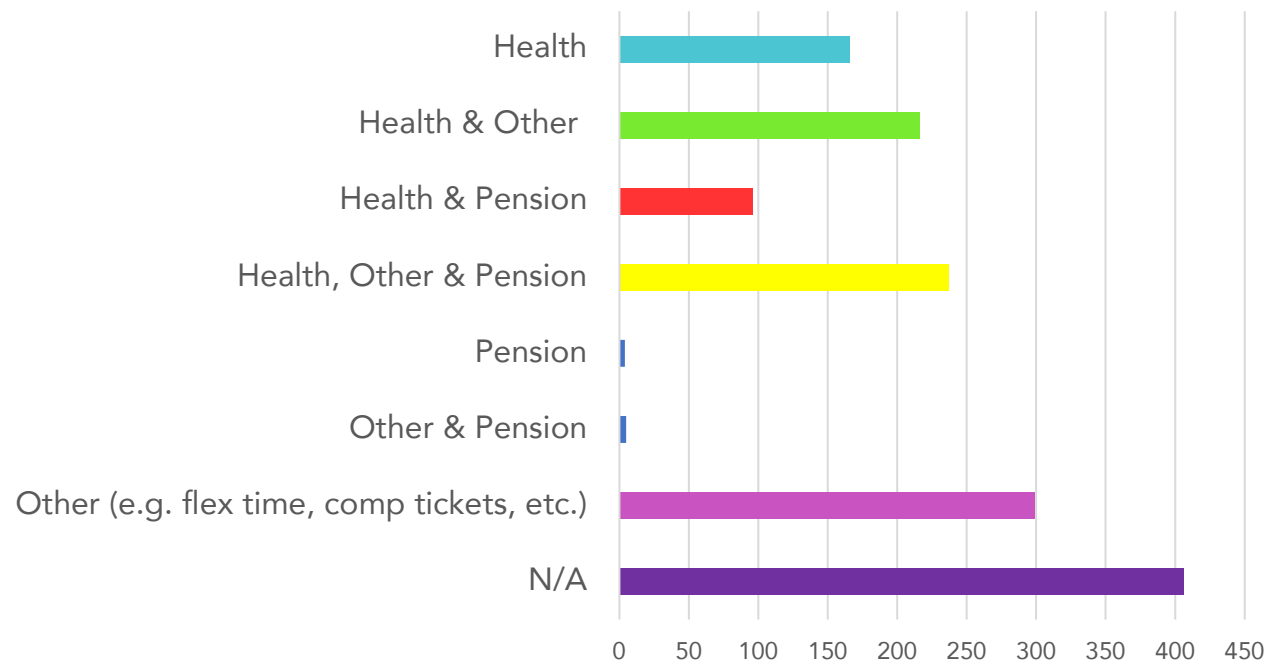
## TITLES OF JOBS



Many of the positions posted in 2023 had "Manager," "Coordinator," or "Director" in the job title.

- "Manager" - 280 postings
- "Coordinator" - 255 postings
- "Director" - 186 postings
- "Assistant" - 181 postings
- "Art" - 169 postings
- "Program" - 114 postings

## BENEFITS OFFERED



## About Benefits

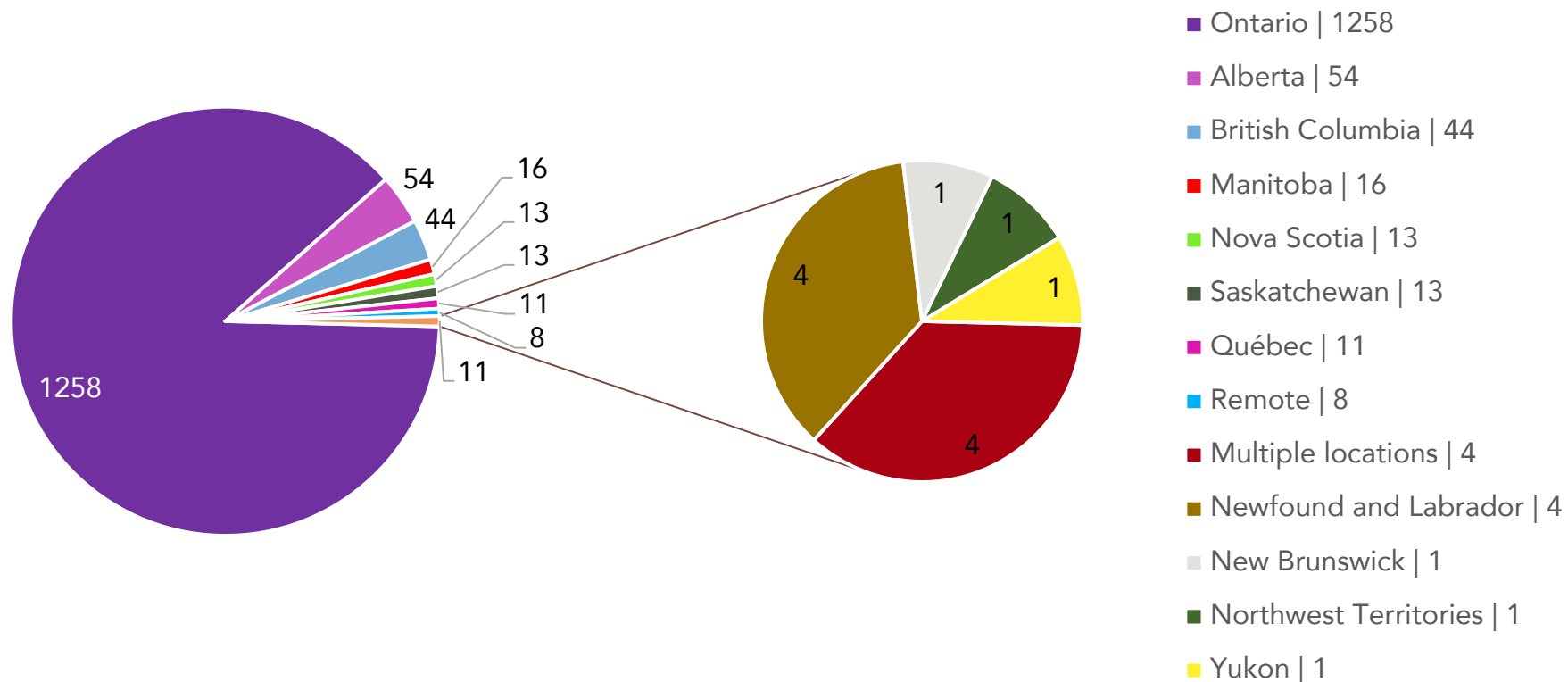
Approx. 72% of positions included some form of benefits.

Approx. 28% of positions did not include any benefits.

**Other** = flex time, comp tickets, parking, professional development, etc.



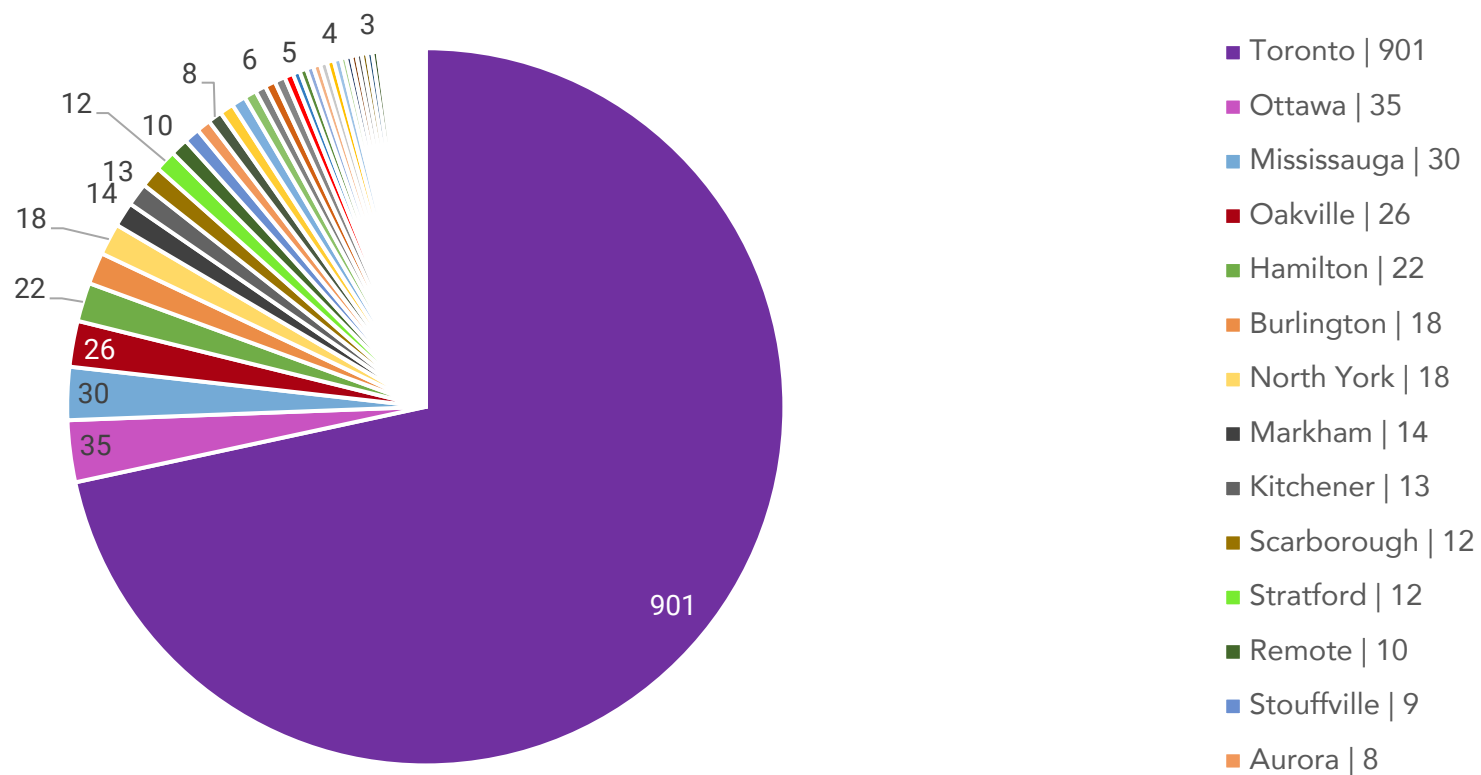
## LOCATION OF JOBS



## About Locations

Most posts were for positions located in Ontario.

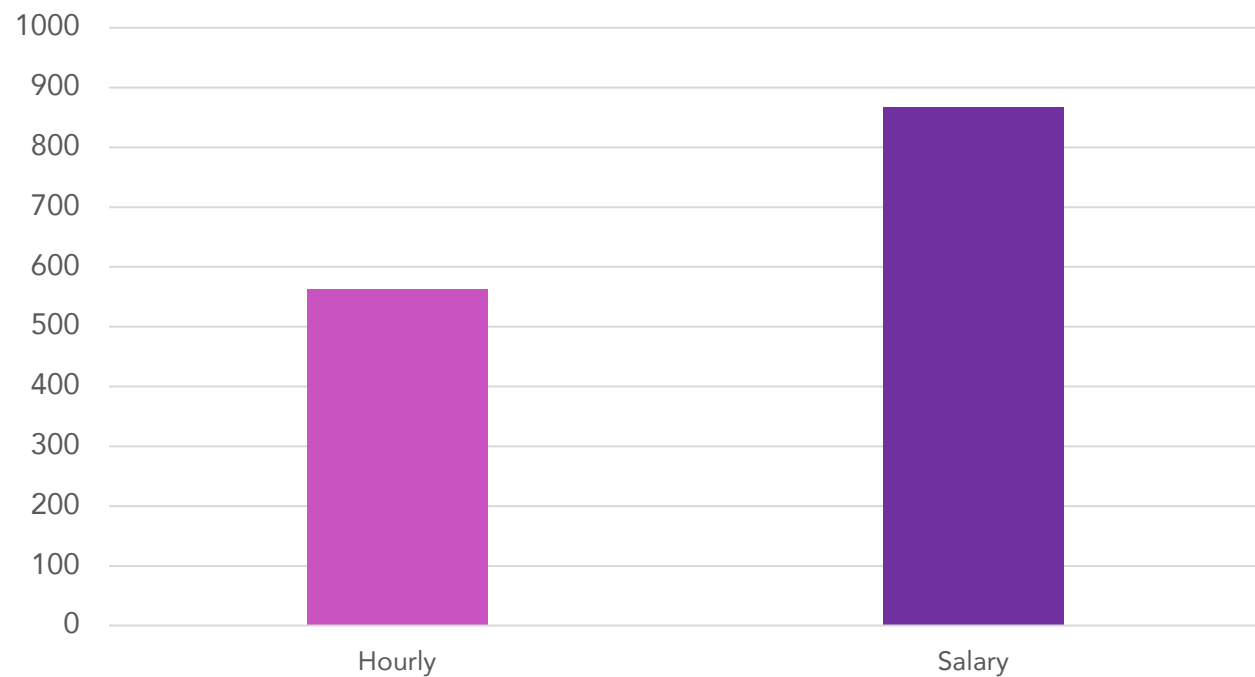
## JOB LOCATIONS IN ONTARIO



## About Locations

Most Ontario posts were for positions located in Toronto.

### TYPE OF PAY

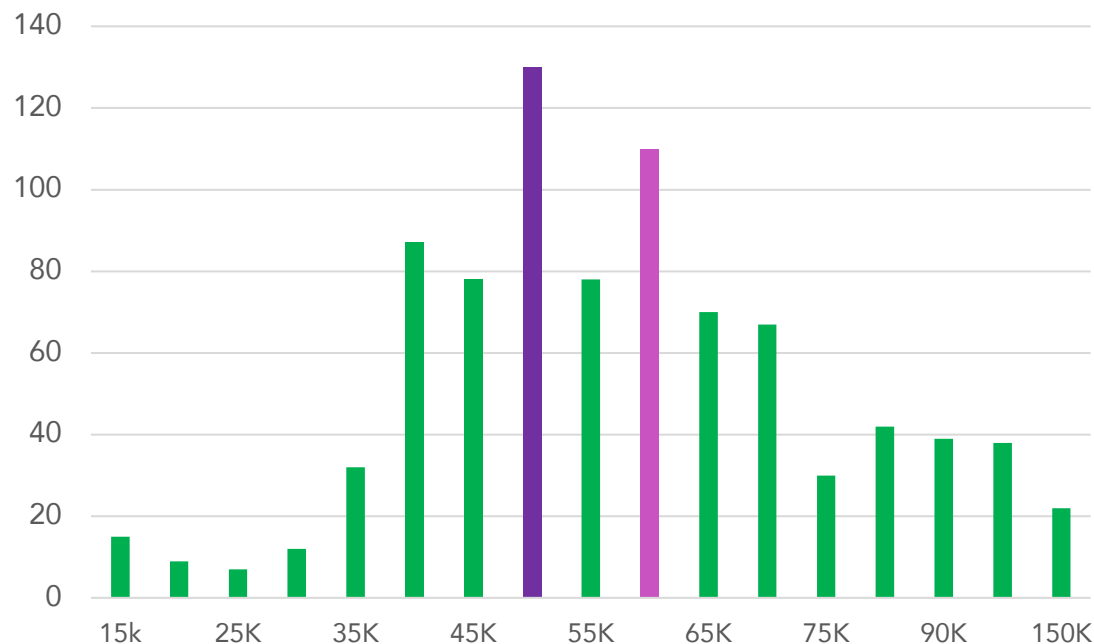


## About Payment

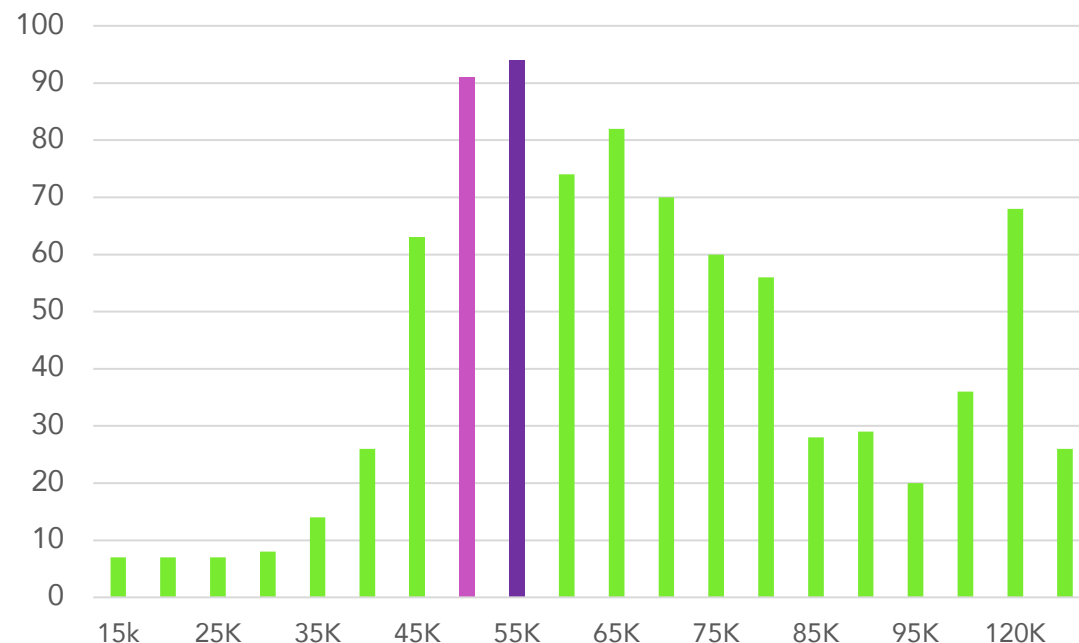
Most positions provided a salary rather than an hourly rate.

# About Salary Pay

## Salary Ranges Started At:



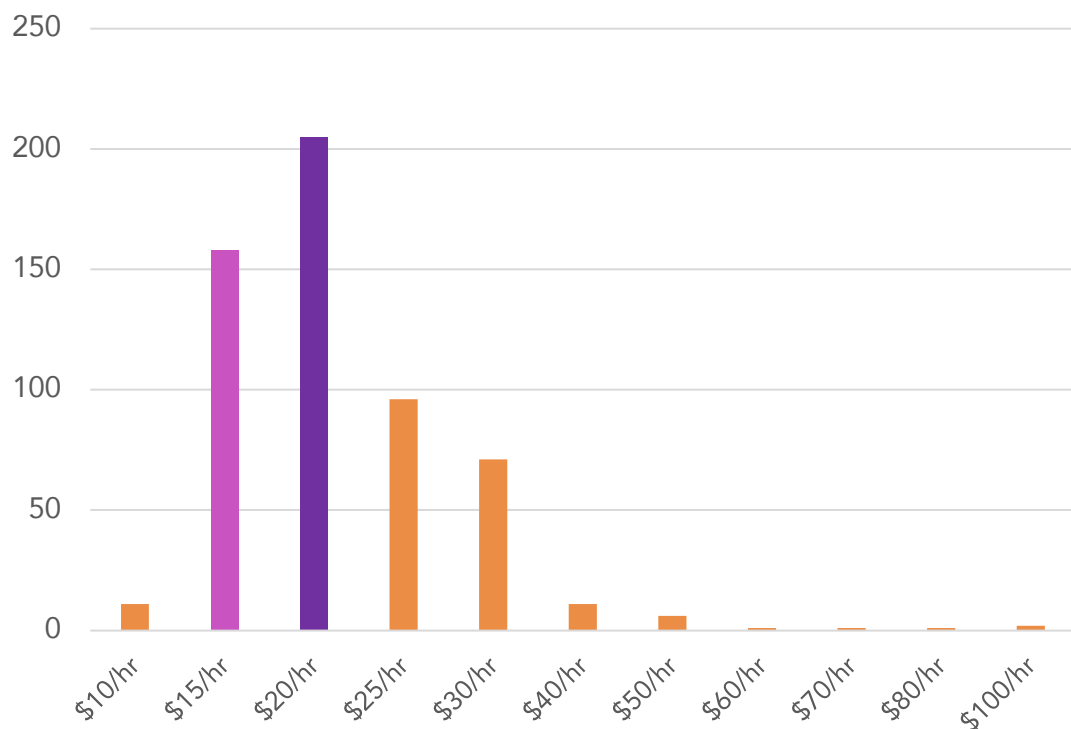
## Salary Ranges Ended At:



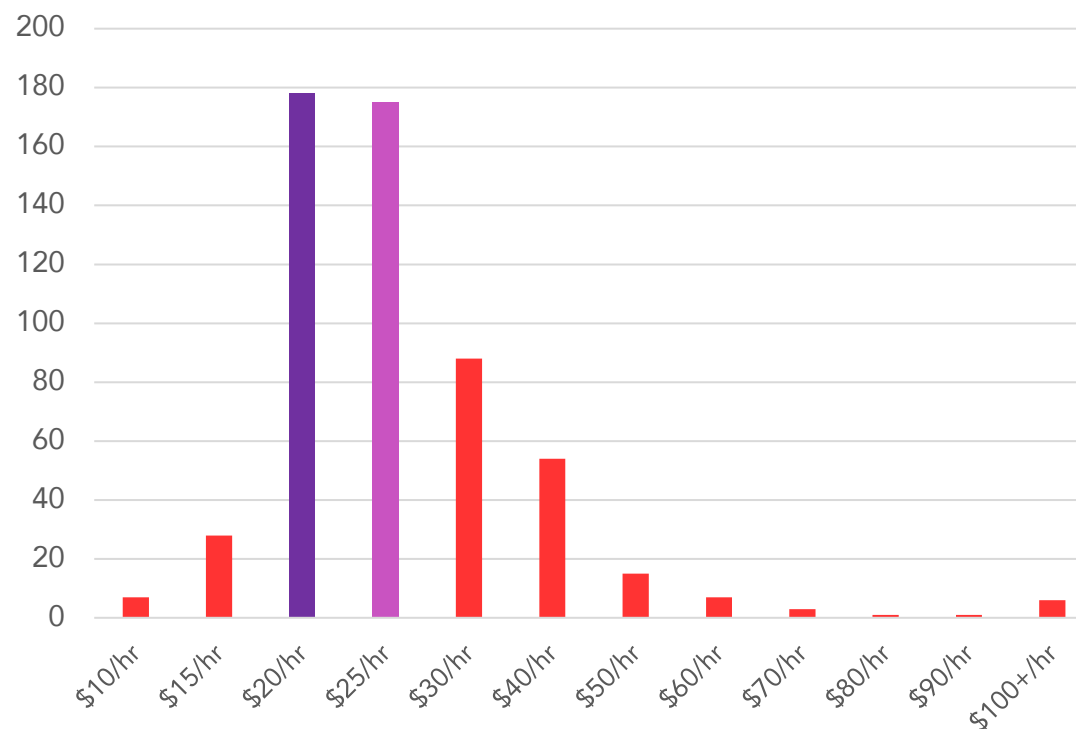
Most salary ranges started at \$50K and ended at \$55K. Both ranges increased by \$5K as compared to 2022.

# About Hourly Pay

## Hourly Ranges Started At:



## Hourly Ranges Ended At:



Most hourly ranges started at \$20/hour and ended at \$20/hour.

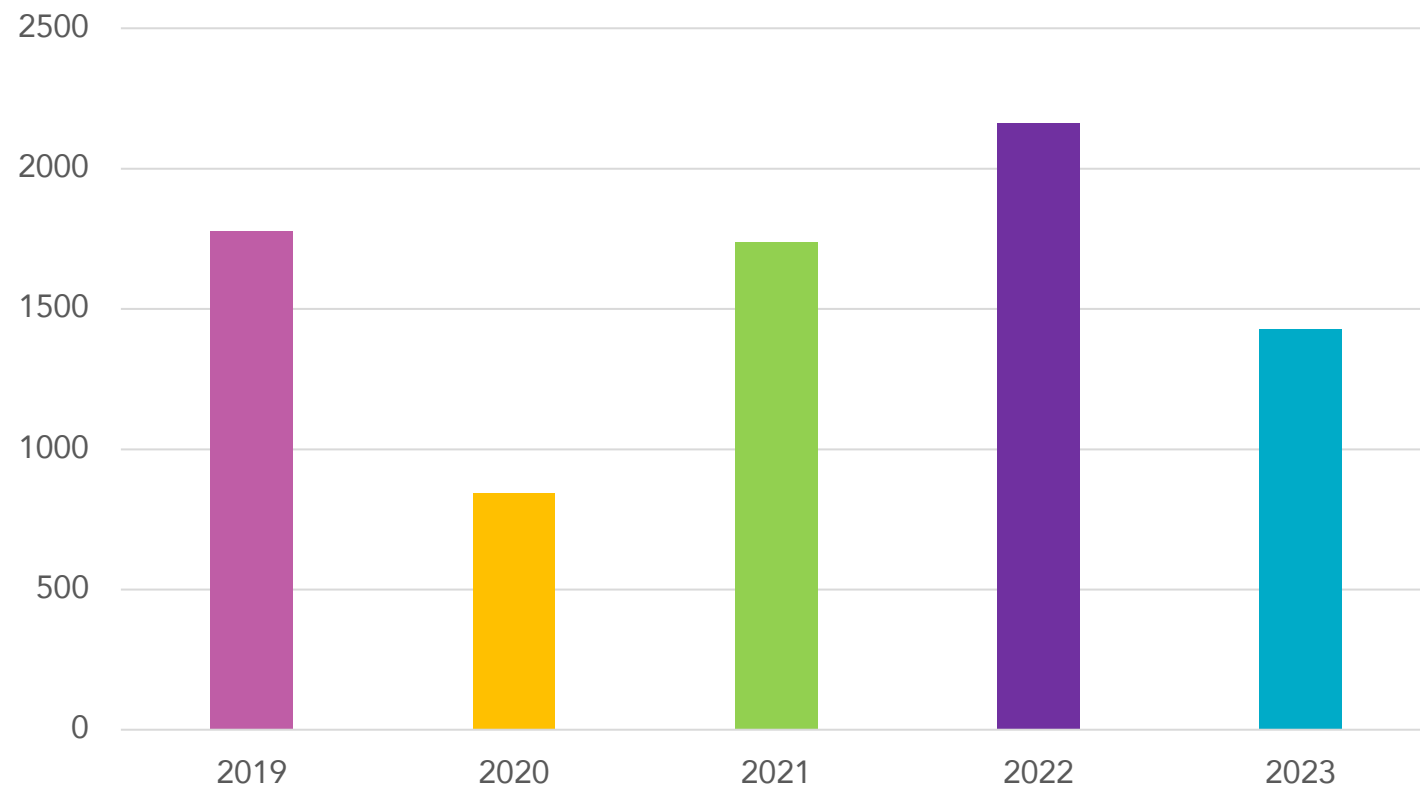
# Changes Year Over Year

## Number of Job Posts

After 2020, the number of jobs posted on the Job Board reached a high point in 2022:

- 1,430 jobs posted in 2023\*
- 2,160 in 2022
- 1,740 in 2021
- 842 in 2020
- 1,776 in 2019

\*2023 stats are from Jan to Nov 2023 due to a Job Board redesign in Dec 2023



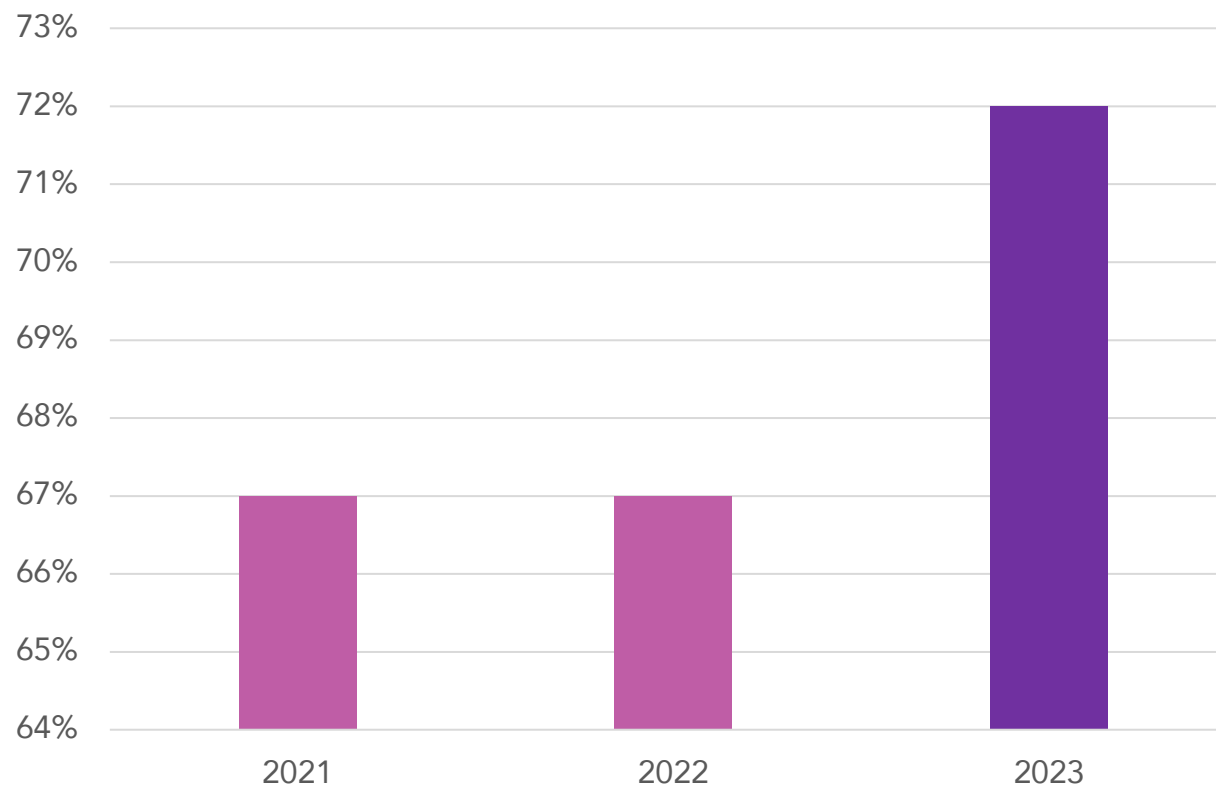
# Changes Year Over Year

## Benefits

The percentage of positions posted on the Job Board that included some form of benefits increased from 2021 to 2023:

- 72% of positions posted in 2023
- 67% in 2022
- 67% in 2021

In 2020, most of the positions posted did not offer benefits.



# Changes Year Over Year

## Salary ranges

The most common salary ranges on the Job Board increased by \$5K each year from 2021 to 2023:

- \$50,000 - \$55,000 in 2023
- \$45,000 - \$50,000 in 2022
- \$40,000 - \$45,000 in 2021

