

ACRA Current Recruiting Challenges Survey Questions

1. What challenges are you facing regarding recruitment? [free text field]
2. Over the past 6 months, has it been harder or easier to recruit new staff?
Easier
Harder
3. Which level positions are the most difficult to fill?
Entry-level (i.e. technicians, field staff, etc.)
Mid-level (i.e. project directors, managers, etc.)
Upper level (i.e. senior managers, C-Suite executives, etc.)
4. Which disciplines are the most difficult to recruit new staff for? (check all that apply)
Archaeology
Architectural History
Ethnology
GIS
History
Architects
ethnography. (no one do...
Geophysical archaeologists
Geophysical
5. What geographic area are your applicants and new employees coming from (select all that apply)?
Mid-Atlantic (NJ, NY, PA)
Midwest: Eastern (IL, IN,...
Midwest: Western (IA, K...
Mountain West (AZ, CO,...
New England (CT, ME, M...
Pacific West: (AK, CA, HI...
South Atlantic: (DE, FL,...
South Central: (AL, KY,...
6. Are your entry-level applicants coming straight from academic programs or from prior employers?
Academic Programs
Private Employers
7. What educational background do your applicants primarily have? (check all that apply)
Cultural Resource Management
Heritage Management
Pre-contact Archaeology
Anthropology
Cultural Anthropology
Architectural History
Ethnology/Ethnography
Historical Architecture
Historical Archaeology

History
Landscape Architecture
Historic Preservation
Conservation/Museum Studies
Public History

8. Do candidates and new hires have the necessary skills to do the jobs? Yes/No
9. If no, what is lacking? [Free text field]
10. Are they well prepared for the workplace? Yes/No
11. If no, what is lacking? [free text field]
12. What steps have you taken or are currently taking to attract job candidates? [free text field]
13. What steps have you taken or are currently taking to improve the quality of candidates? [free text field]
14. What do you see as the most significant obstacles to finding and hiring good candidates? (select all that apply)
 - Salary and benefits
 - Cost of living
 - Flexibility
 - Lack of applicants
 - Lack of available training
 - Poor work ethic
 - Universities aren't teachi...
 - No major obstacles.
15. Do you have any other information or insights to share with us? [free text field]