



Exploring Sustainability in Cultural and Creative Hubs: Skills gap analysis key results

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"Building new sustainable models
to manage cultural & creative centres"



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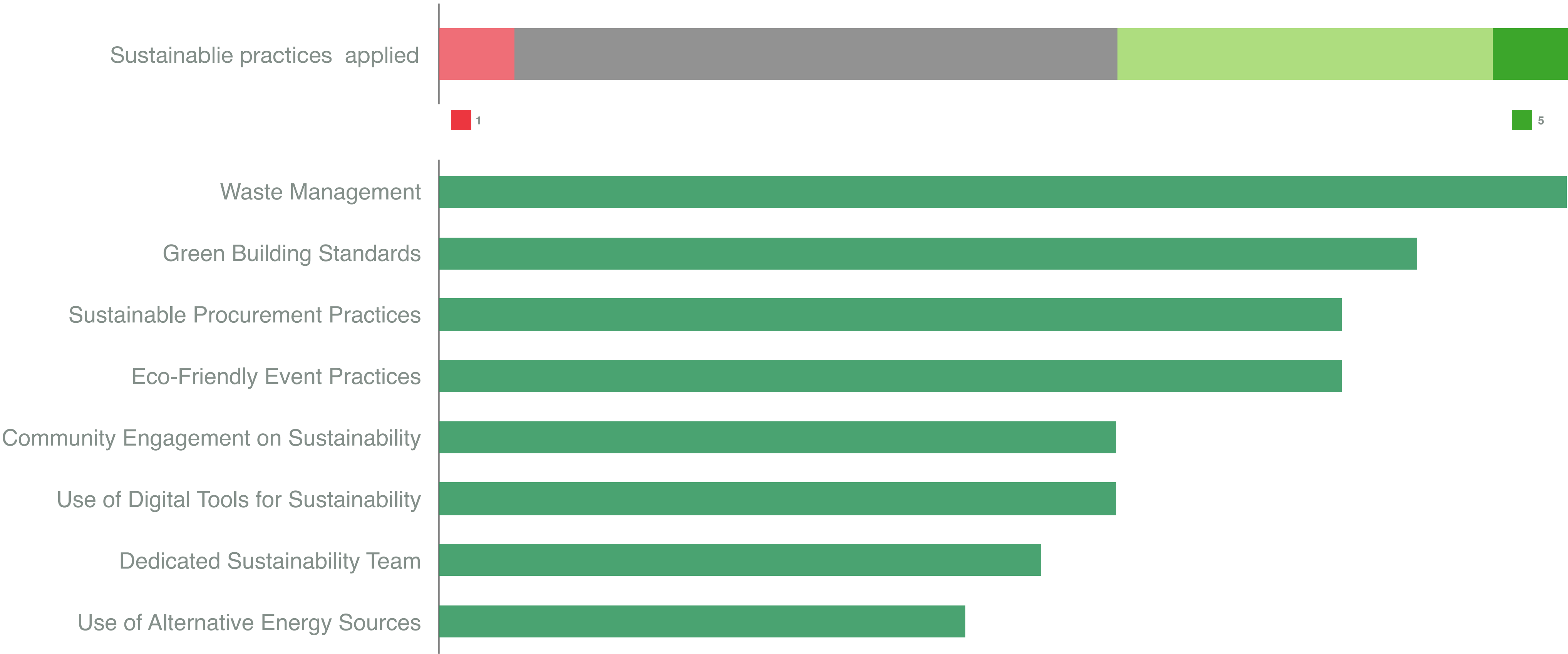
5 Key Takeaways:

- **Social sustainability** is where hubs feel **strongest**
- **Core barriers are structural: time, funding, and infrastructure**
- **Digital tools** are a blind spot
- **Many hubs are taking first steps, but lack depth and measurement**
- **Skills exist, but teams are missing**, and data skills top the list

Sustainable practices are strongest in infrastructure, weakest in energy and team engagement



Sustainable practices in daily operations



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To what extent do you feel your hub applies sustainable practices in daily operations?

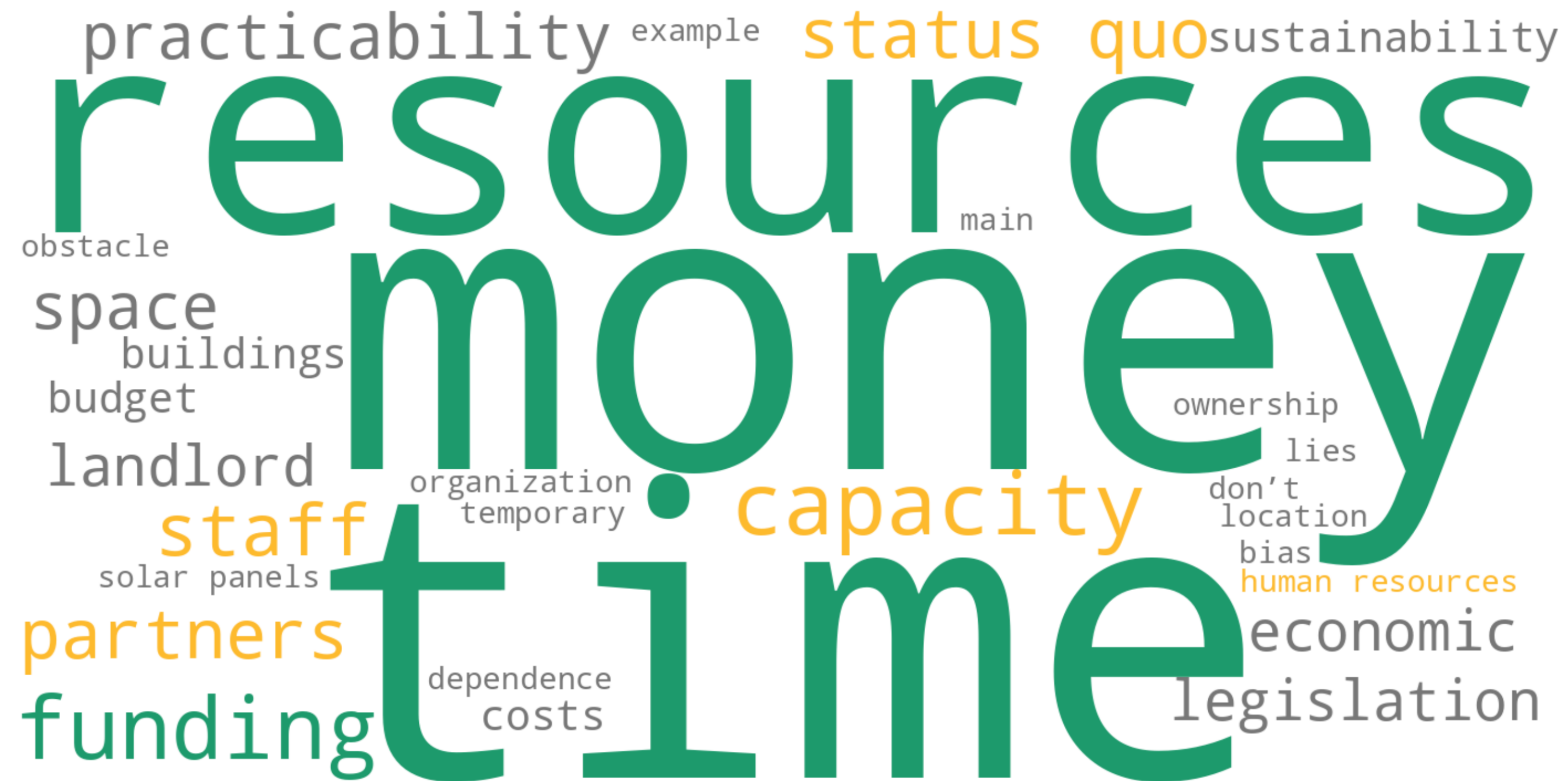


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Time, money, and capacity block sustainability



Top-of-mind challenges



The main challenges in implementing sustainability center around limited financial and human resources, lack of time and capacity, and external constraints such as building ownership or partner dependencies. Even when the will is there, the combination of cost, complexity, and systemic inertia often keeps organizations stuck in the status quo.

When you think the challenges that prevent you from implementing sustainability practices in your hub, what is the first word that comes to mind?

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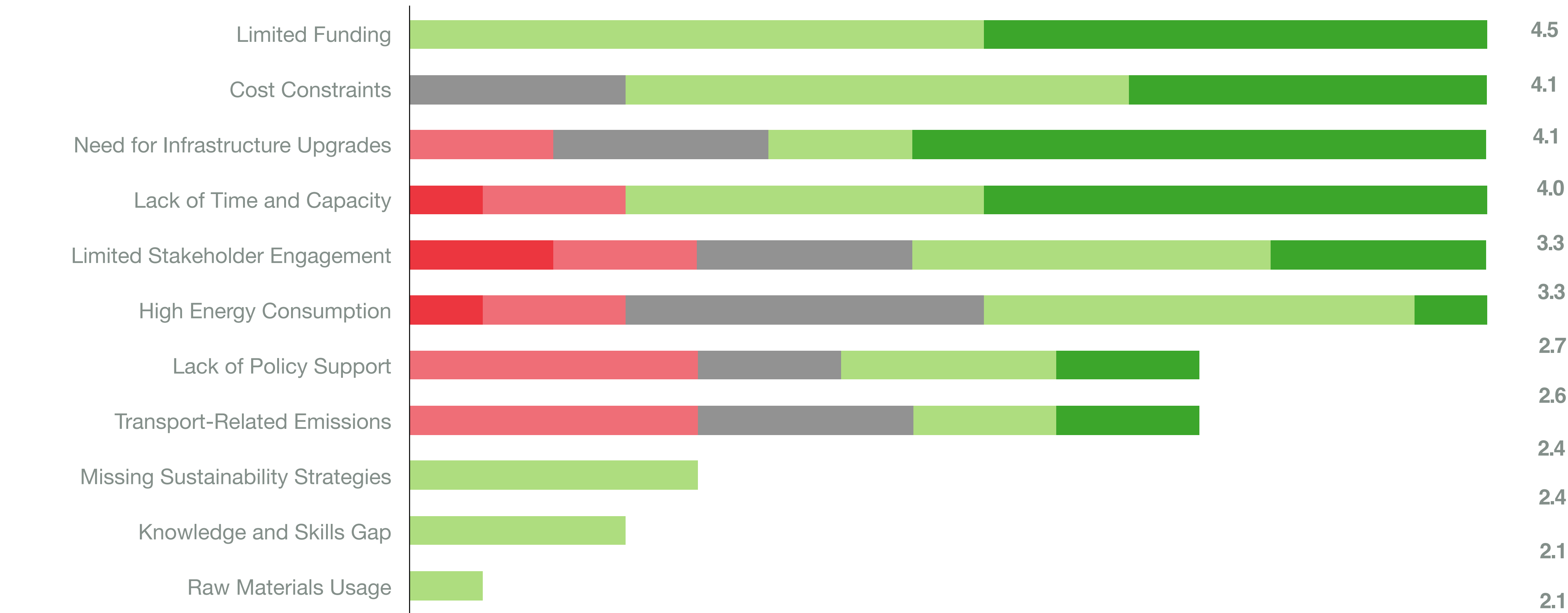


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Core resources - funding, time, infrastructure, and stakeholder buy-in - are the biggest barriers to sustainability in cultural hubs



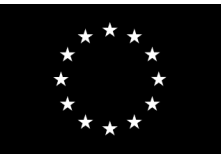
Main barriers to sustainability



Below is a list of barriers that operators say prevent them from implementing sustainability practices in their hubs. Please rate each one from 1 (not significant at all) to 5 (extremely significant), with 3 indicating a moderate level of significance

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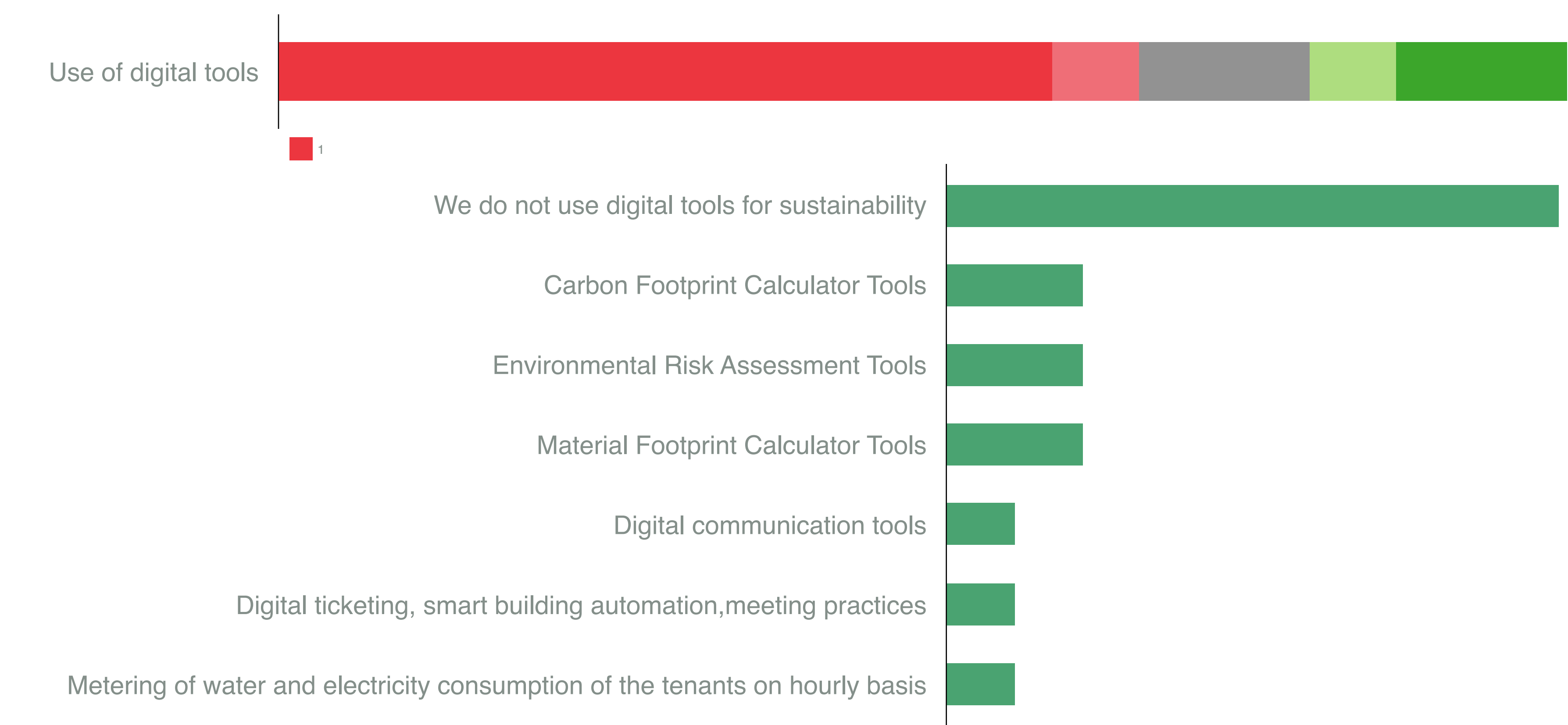


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Digital tools remain largely unused, leaving untapped potential to improve sustainability



Use of digital tools



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To what extent do you use digital tools for sustainability in your hub?

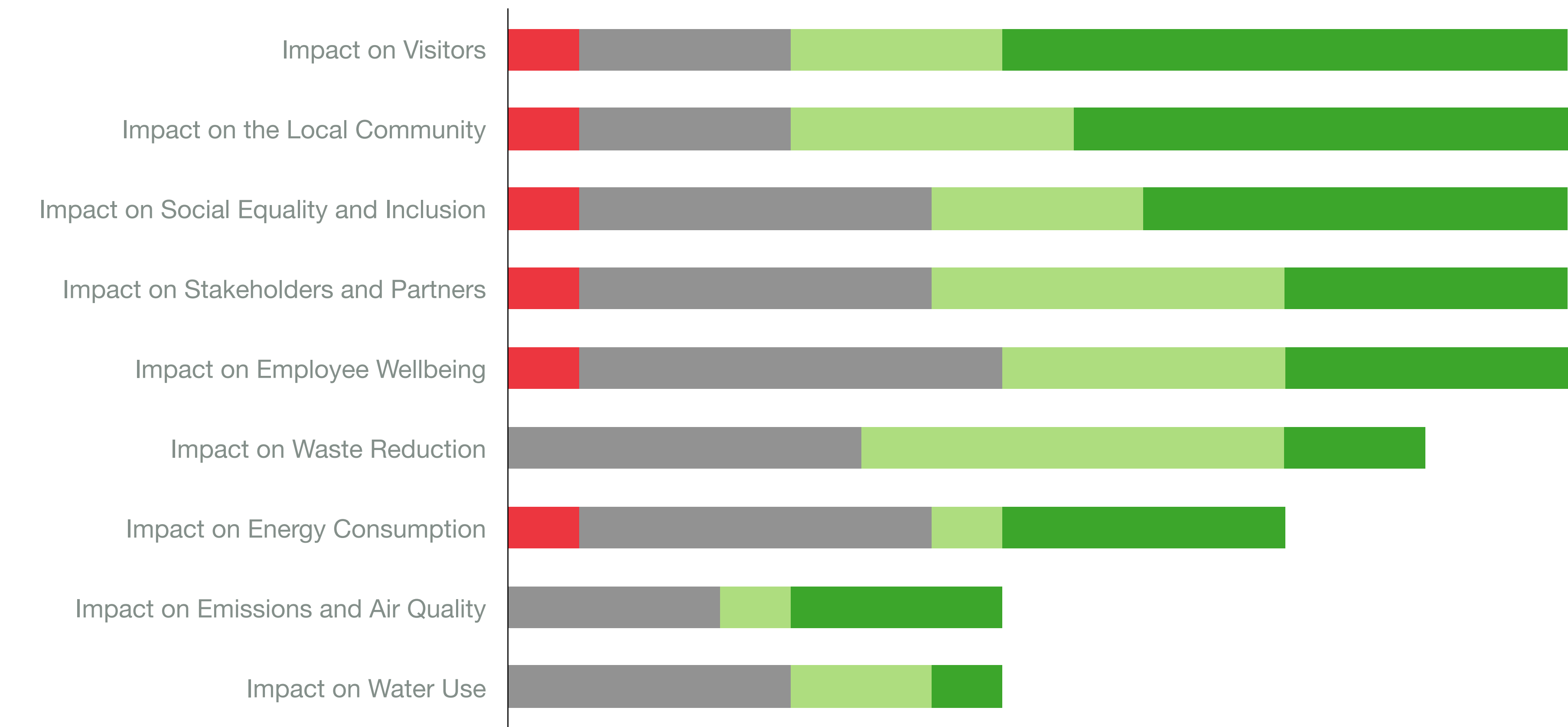


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Cultural hubs report strongest influence on social topics, less on environmental ones



Areas where the Hub has significant impact



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The hub I work at has a significant impact on {topic}

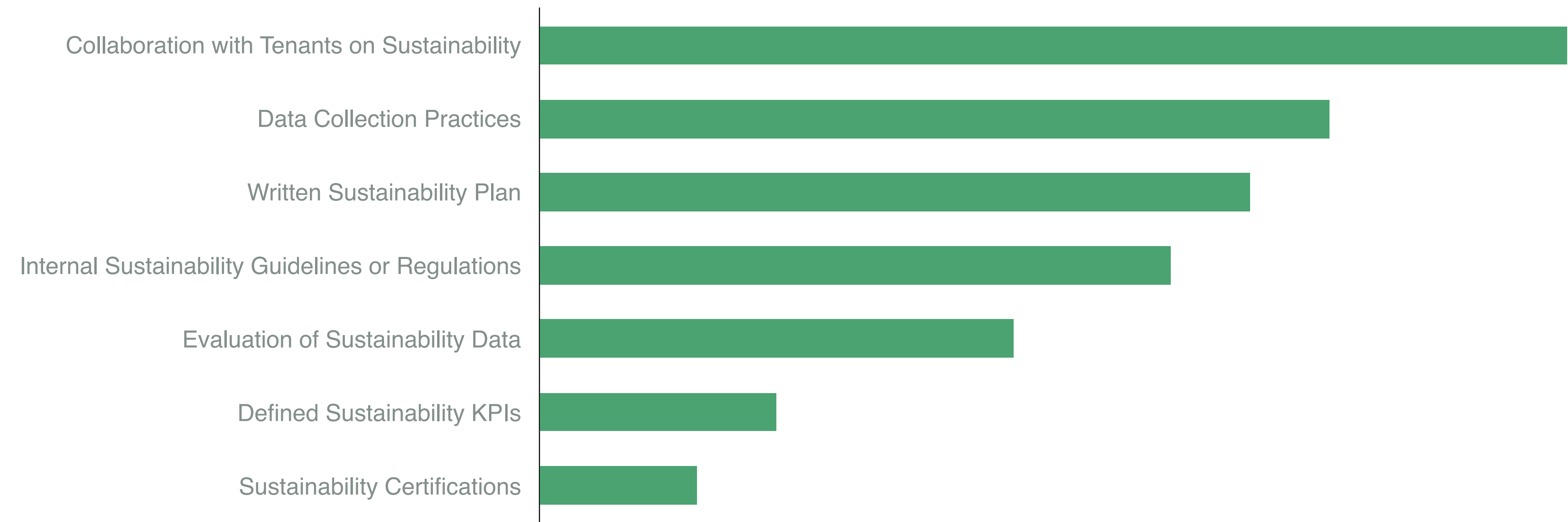


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Hubs are taking first steps on sustainability, but few measure impact or evaluate KPIs



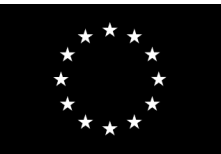
Readily available data and practices for sustainability



Does your hub have {practice/ data} ?

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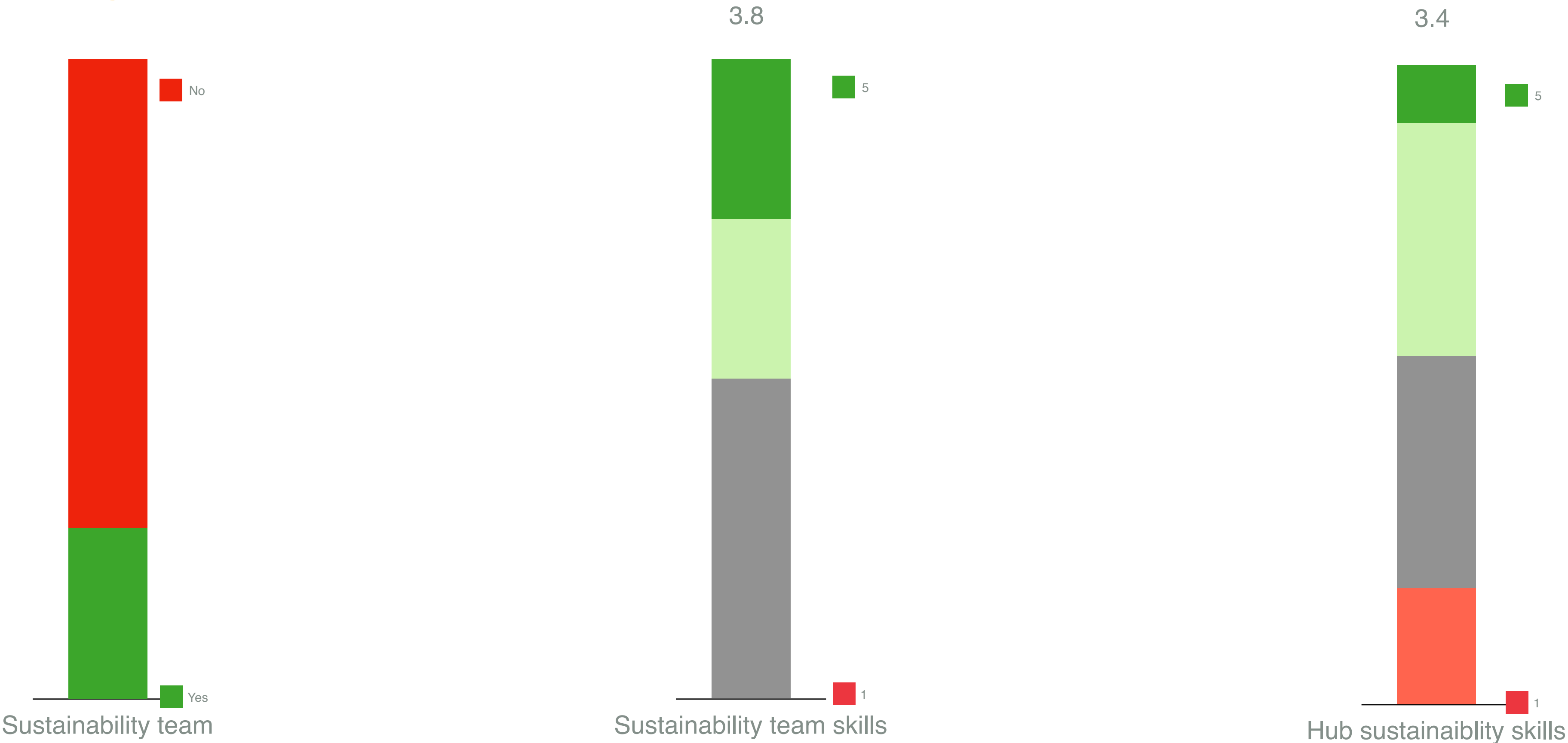


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Most hubs lack a sustainability team, but basic skills are already in place



Sustainability team and skills



Do you have a dedicated team responsible for sustainability initiatives in your hub? How skilled do you feel this team is in terms of sustainability? How skilled do you feel the entire team of the hub is in terms of sustainability?

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Hubs say data, hands-on knowledge, and resource management are key to sustainability success



Skills required for sustainability



Open answers: Common sense regarding economic realities for small businesses, creativity leadership charisma, empathy, logical / accessable space & solutions

Which skills do you feel are needed for sustainability in your hub?

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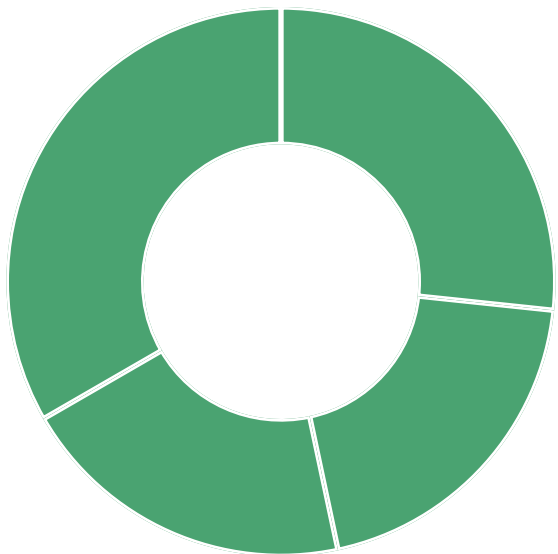


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Demographics



Staff



Regular users



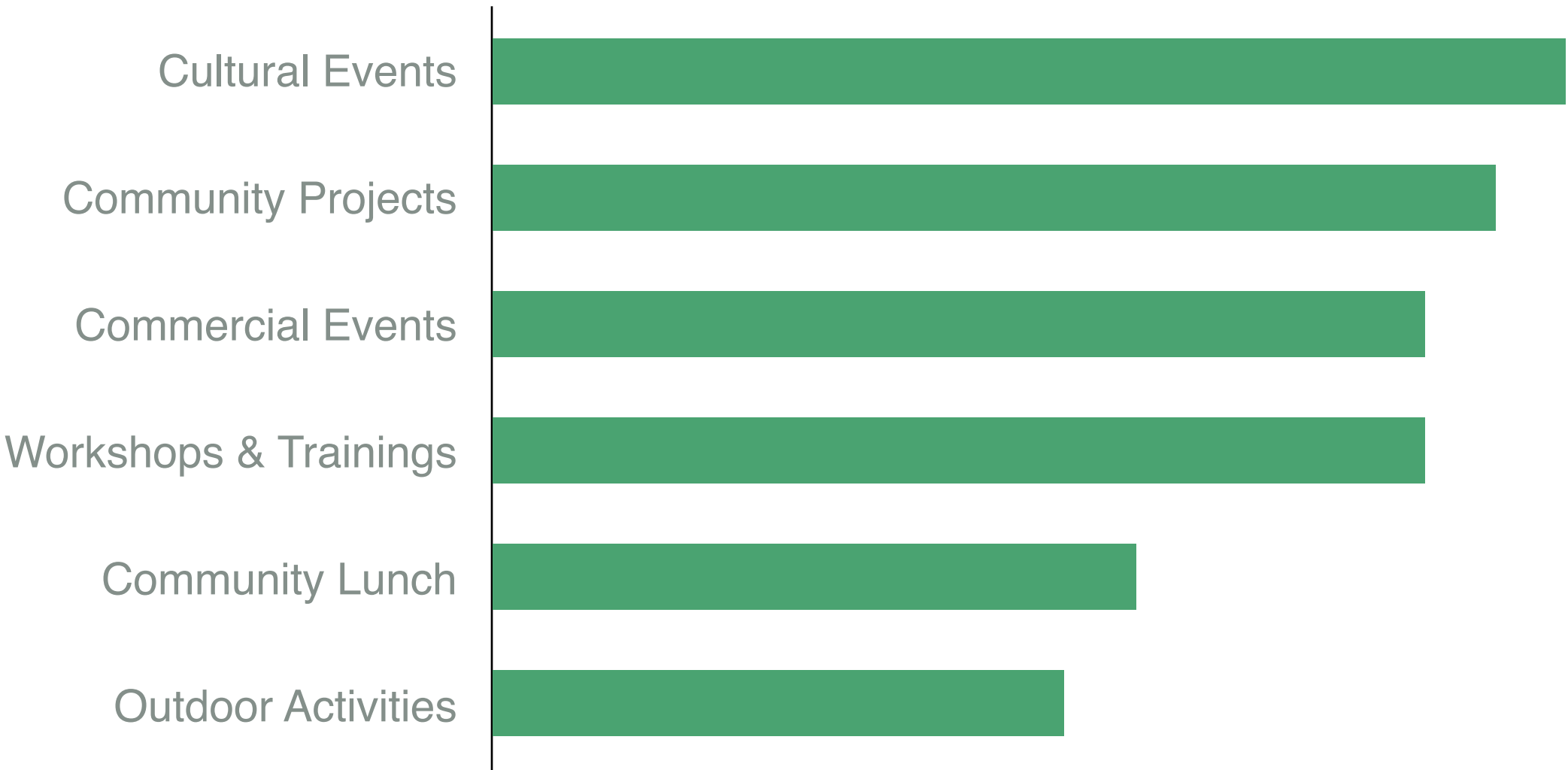
Events per year



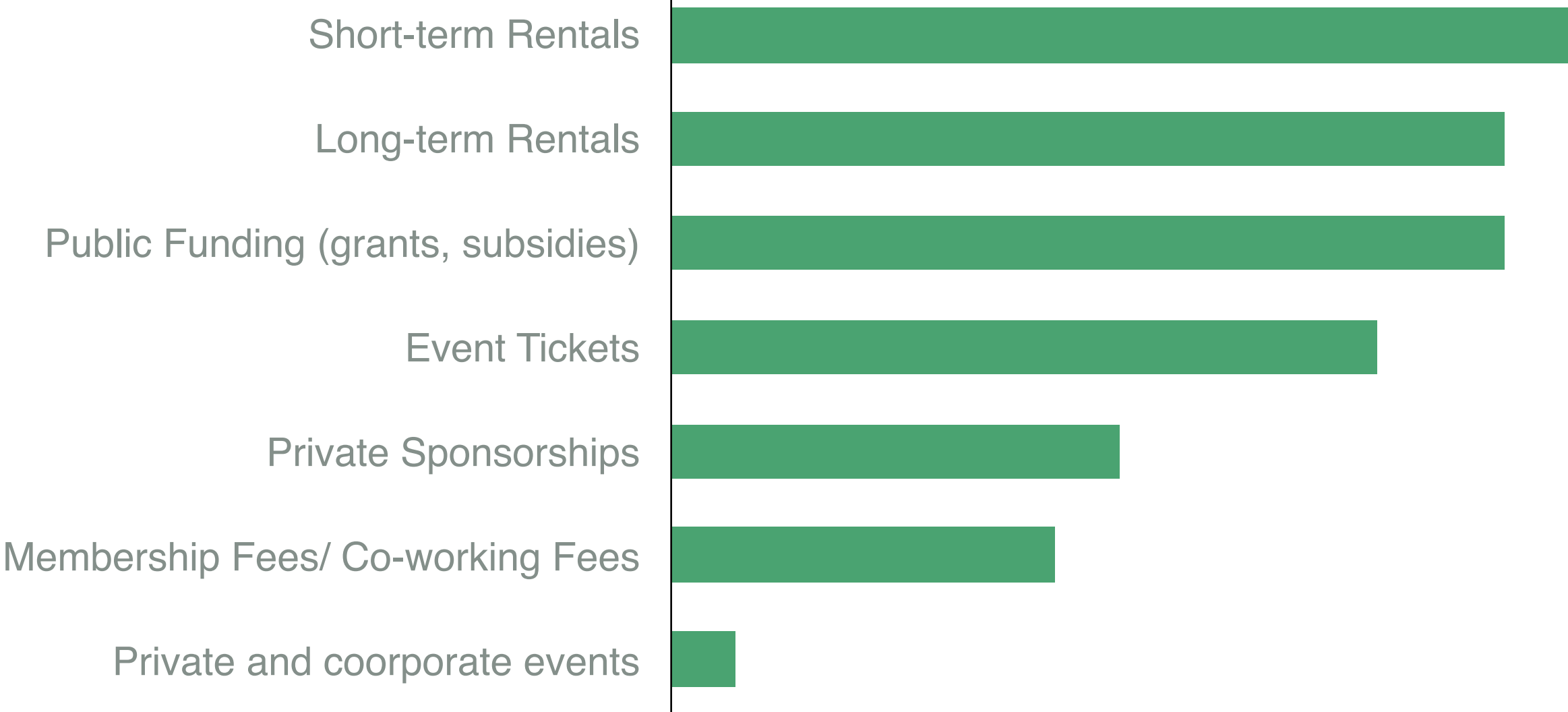
Event attendance



Main activities



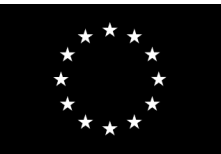
Funding sources



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Open answers: Crowdfunding, loans



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