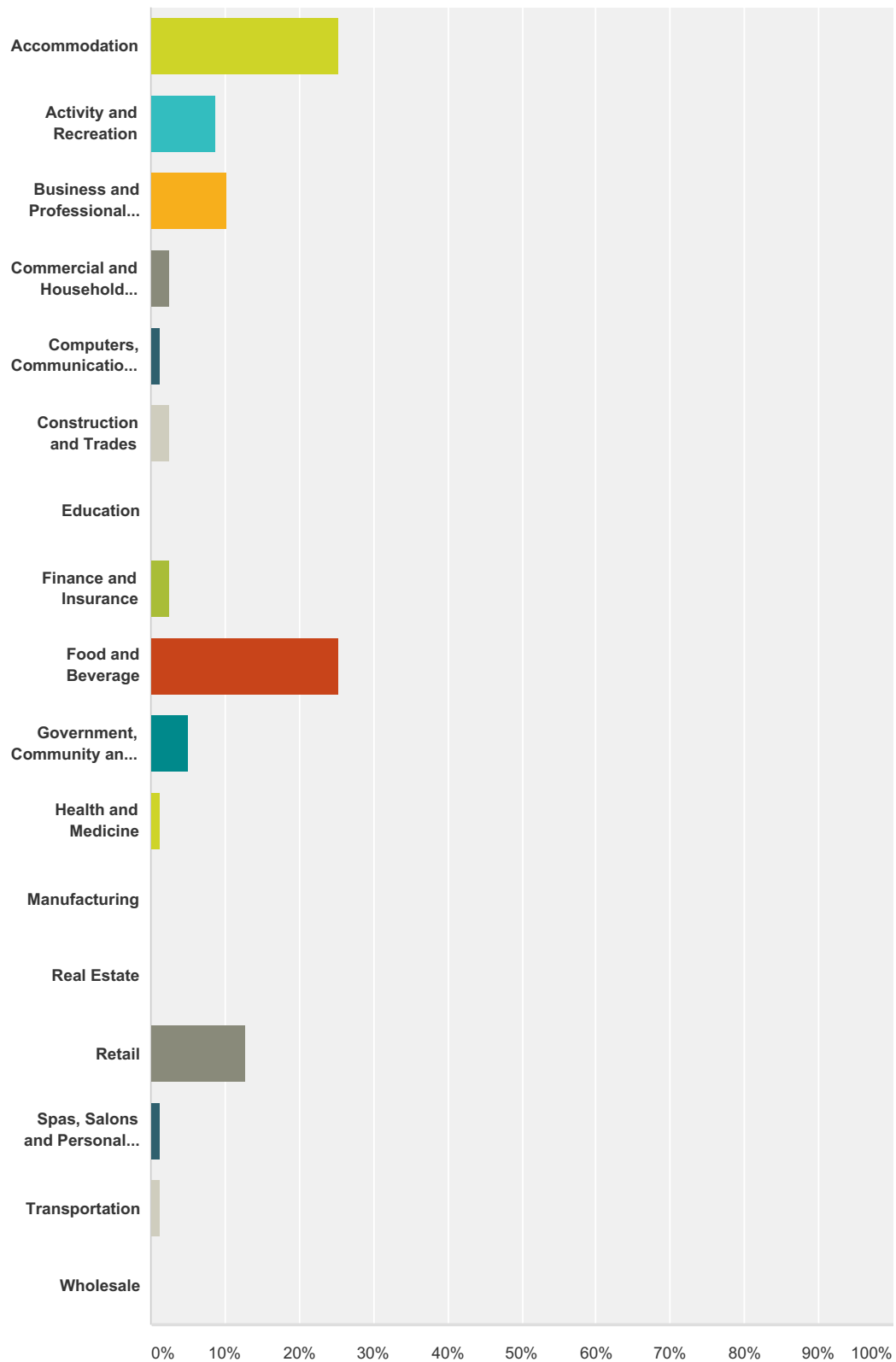


Q1 Please identify the business category that best fits your business?

Answered: 79 Skipped: 0

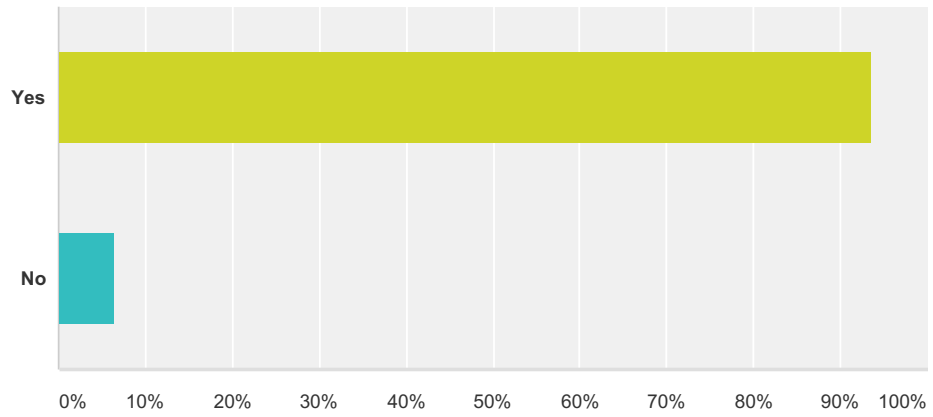


2015 Whistler Labour Survey

Answer Choices	Responses	
Accommodation	25.32%	20
Activity and Recreation	8.86%	7
Business and Professional Services	10.13%	8
Commercial and Household Services	2.53%	2
Computers, Communications and Electronics	1.27%	1
Construction and Trades	2.53%	2
Education	0.00%	0
Finance and Insurance	2.53%	2
Food and Beverage	25.32%	20
Government, Community and Non-Profits	5.06%	4
Health and Medicine	1.27%	1
Manufacturing	0.00%	0
Real Estate	0.00%	0
Retail	12.66%	10
Spas, Salons and Personal Services	1.27%	1
Transportation	1.27%	1
Wholesale	0.00%	0
Total		79

Q2 Are you a Whistler Chamber member?

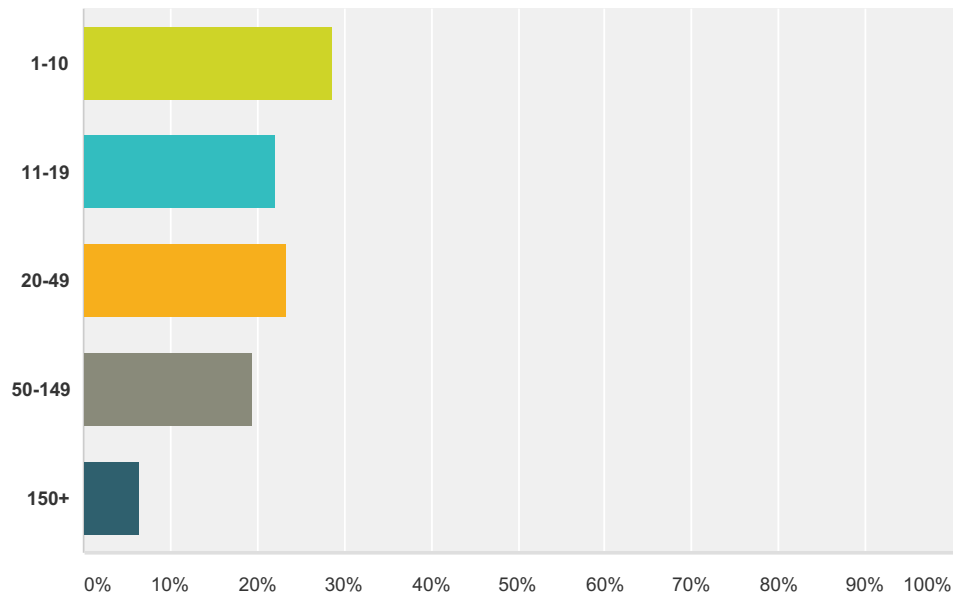
Answered: 78 Skipped: 1



Answer Choices	Responses
Yes	93.59% 73
No	6.41% 5
Total	78

Q3 How many full-time employees work for your business during your peak season?

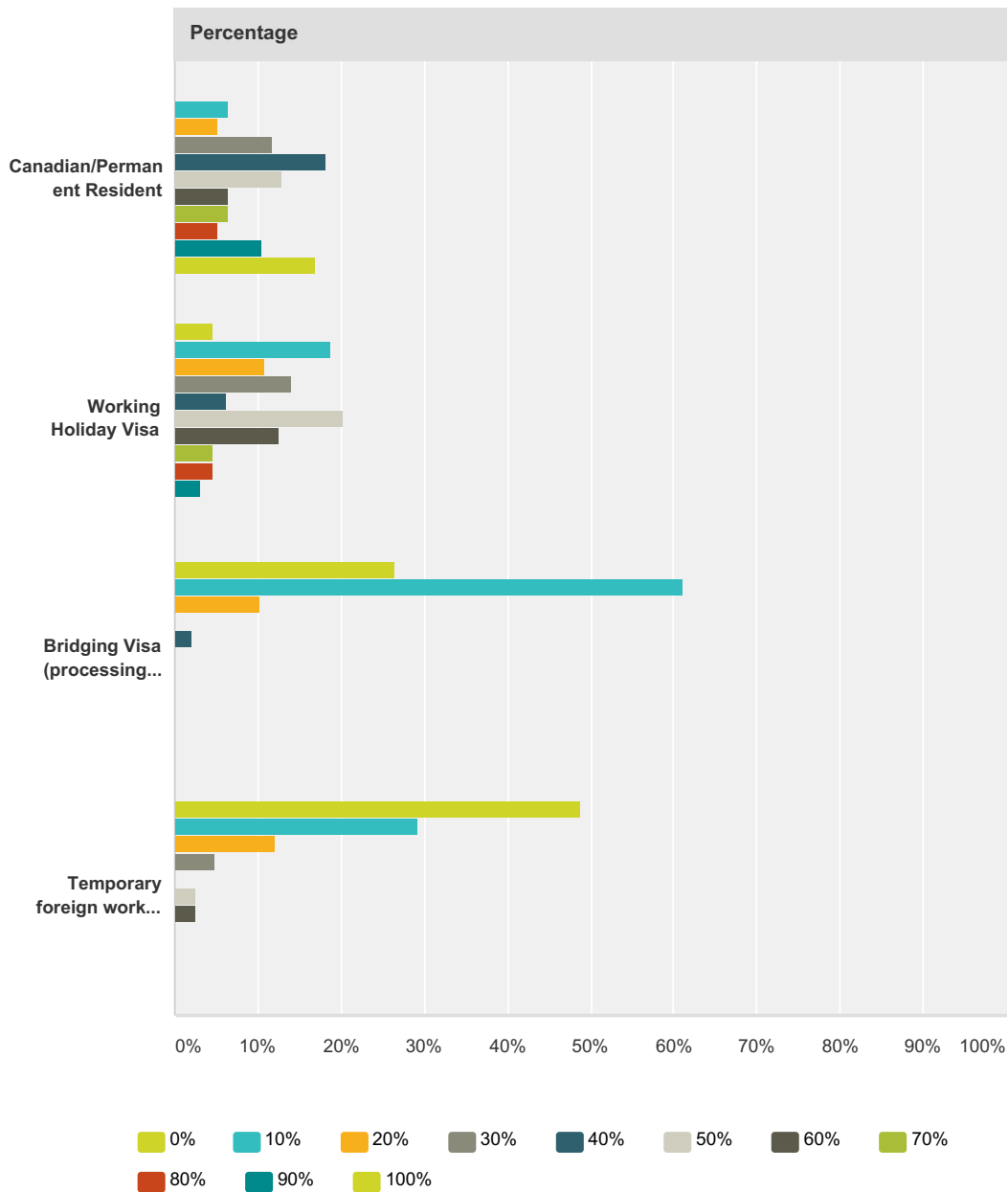
Answered: 77 Skipped: 2



Answer Choices	Responses
1-10	28.57% 22
11-19	22.08% 17
20-49	23.38% 18
50-149	19.48% 15
150+	6.49% 5
Total	77

Q4 Please mark the percentage break down of your employees (totaling 100%)

Answered: 78 Skipped: 1



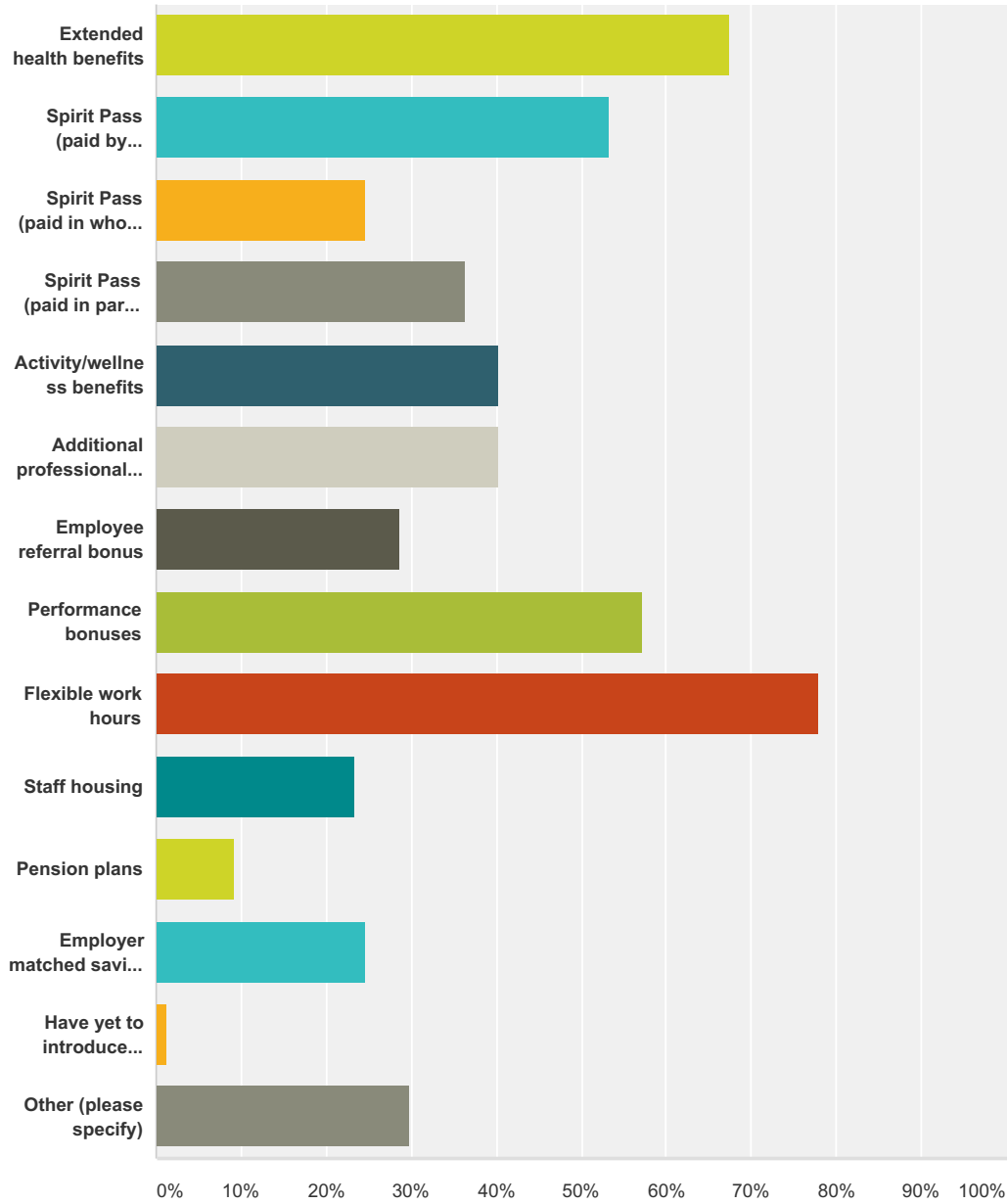
Percentage												
	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%	Total
Canadian/Permanent Resident	0.00% 0	6.49% 5	5.19% 4	11.69% 9	18.18% 14	12.99% 10	6.49% 5	6.49% 5	5.19% 4	10.39% 8	16.88% 13	77
Working Holiday Visa	4.69% 3	18.75% 12	10.94% 7	14.06% 9	6.25% 4	20.31% 13	12.50% 8	4.69% 3	4.69% 3	3.13% 2	0.00% 0	64
Bridging Visa (processing residency)	26.53% 13	61.22% 30	10.20% 5	0.00% 0	2.04% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	49

2015 Whistler Labour Survey

Temporary foreign worker program	48.78% 20	29.27% 12	12.20% 5	4.88% 2	0.00% 0	2.44% 1	2.44% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	41
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Q5 Please check all boxes below that apply to incentives you currently offer to attract and retain team members:

Answered: 77 Skipped: 2



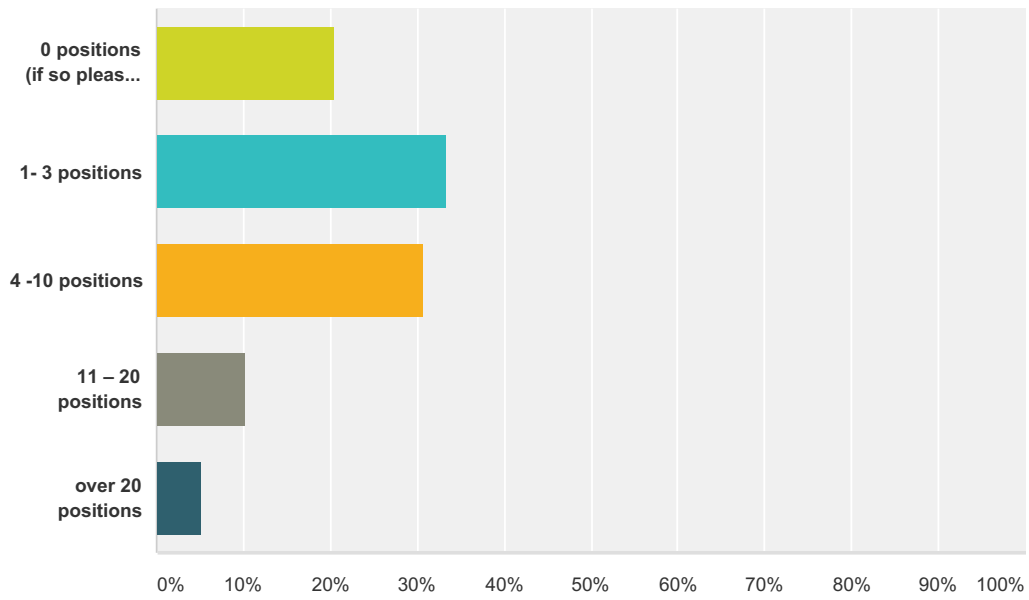
Answer Choices	Responses
Extended health benefits	67.53% 52
Spirit Pass (paid by employee)	53.25% 41
Spirit Pass (paid in whole by employer)	24.68% 19
Spirit Pass (paid in part by employer)	36.36% 28
Activity/wellness benefits	40.26% 31

2015 Whistler Labour Survey

Additional professional development or training (ex: Whistler Experience training powered by UVic)"	40.26%	31
Employee referral bonus	28.57%	22
Performance bonuses	57.14%	44
Flexible work hours	77.92%	60
Staff housing	23.38%	18
Pension plans	9.09%	7
Employer matched savings plans (RRSP)	24.68%	19
Have yet to introduce incentives	1.30%	1
Other (please specify)	29.87%	23
Total Respondents: 77		

Q6 How many positions are currently unfilled in your business?

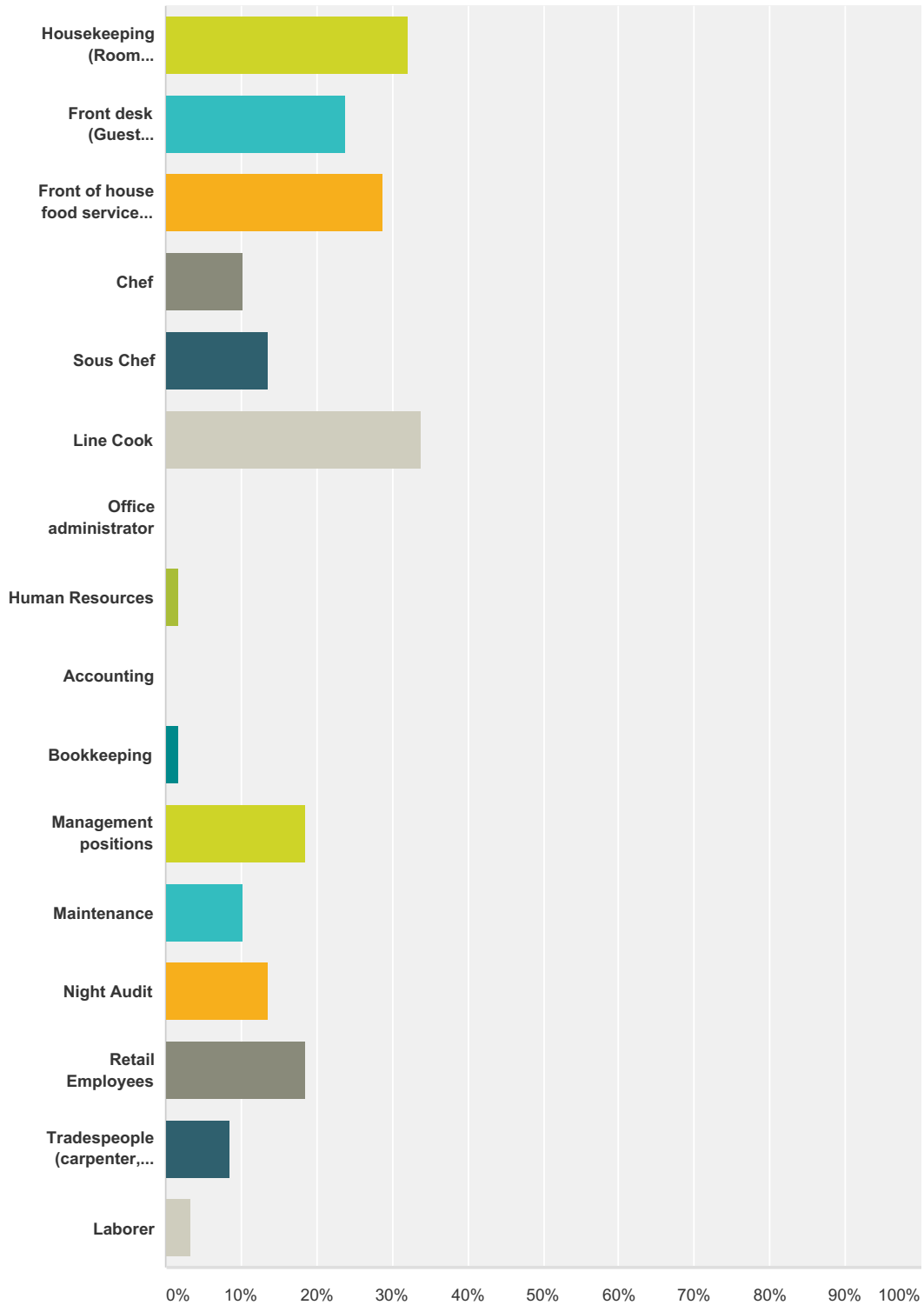
Answered: 78 Skipped: 1



Answer Choices	Responses	
0 positions (if so please go to Question 10)	20.51%	16
1- 3 positions	33.33%	26
4 -10 positions	30.77%	24
11 – 20 positions	10.26%	8
over 20 positions	5.13%	4
Total		78

Q7 What positions need filling?

Answered: 59 Skipped: 20



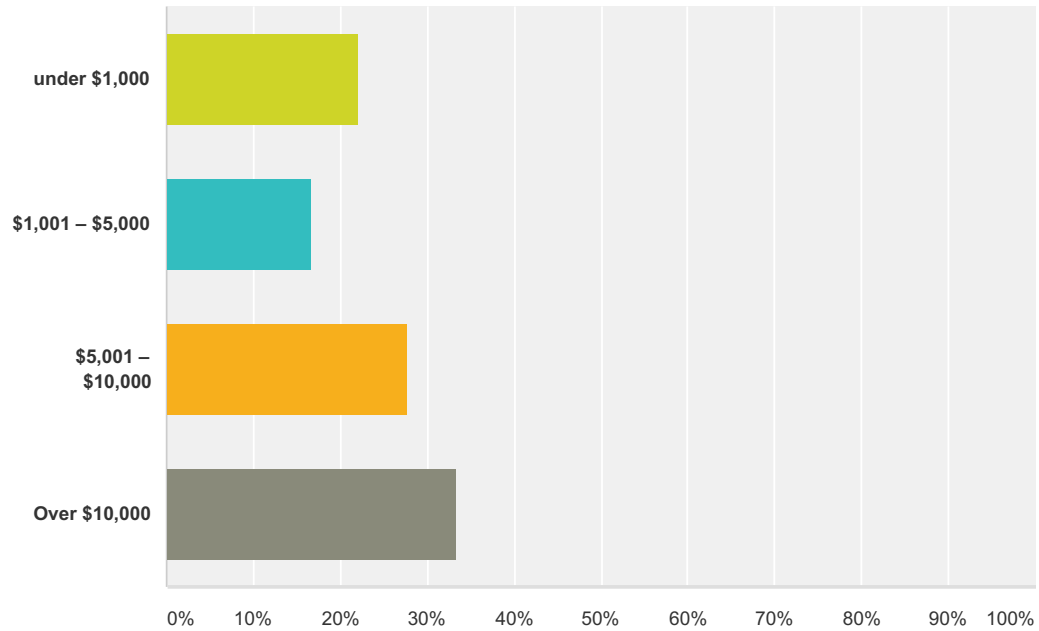
Answer Choices	Responses
Housekeeping (Room attendants, Room inspectors, etc)	32.20% 19

2015 Whistler Labour Survey

Front desk (Guest Services, Reservation Agents, etc)	23.73%	14
Front of house food service (Servers, Bartenders, Host etc.)	28.81%	17
Chef	10.17%	6
Sous Chef	13.56%	8
Line Cook	33.90%	20
Office administrator	0.00%	0
Human Resources	1.69%	1
Accounting	0.00%	0
Bookkeeping	1.69%	1
Management positions	18.64%	11
Maintenance	10.17%	6
Night Audit	13.56%	8
Retail Employees	18.64%	11
Tradespeople (carpenter, plumber, etc)	8.47%	5
Laborer	3.39%	2
Total Respondents: 59		

Q8 Can you put a dollar amount on how much revenue you are losing or not able to realize each month due to being understaffed?

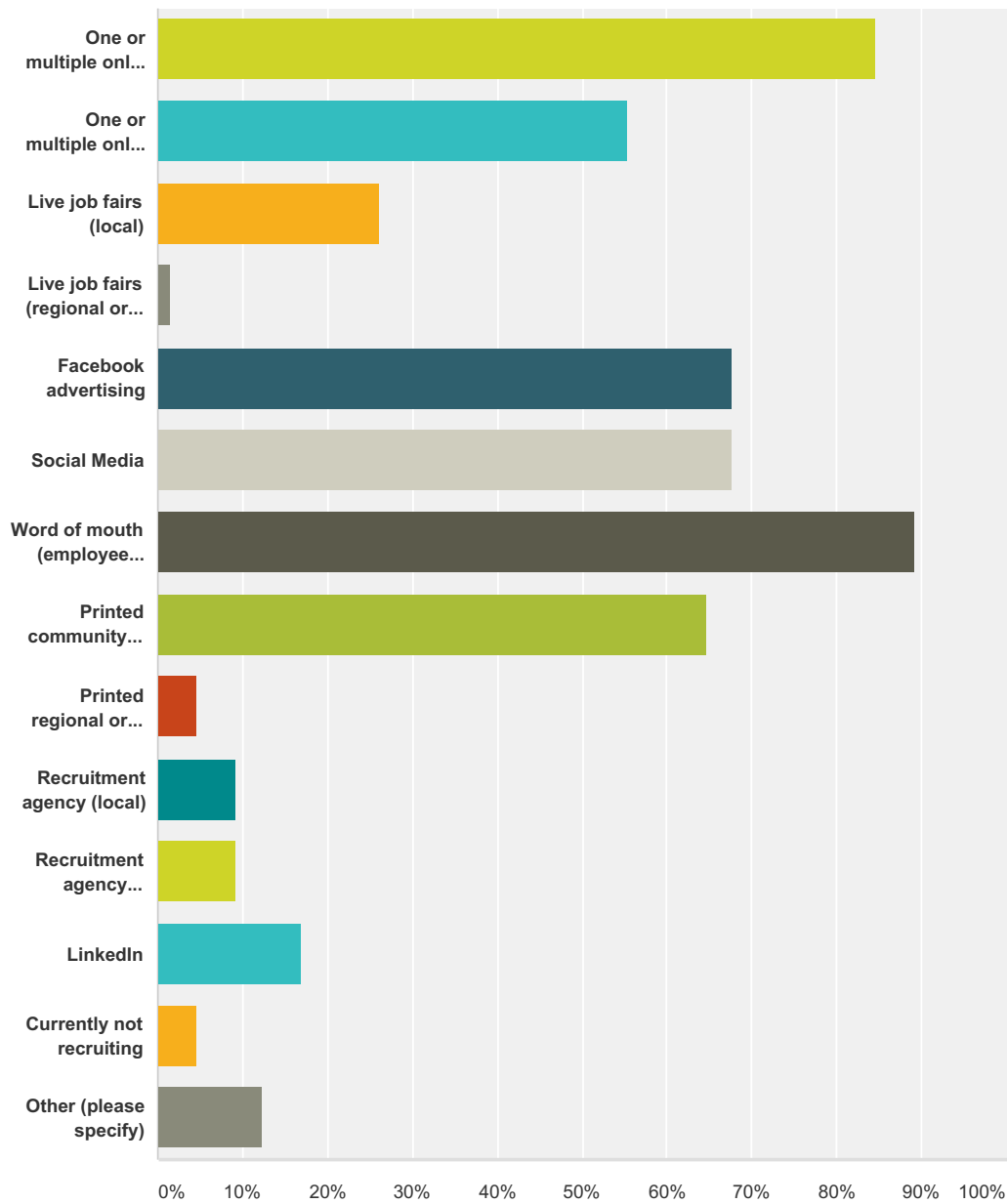
Answered: 54 Skipped: 25



Answer Choices	Responses	
under \$1,000	22.22%	12
\$1,001 – \$5,000	16.67%	9
\$5,001 – \$10,000	27.78%	15
Over \$10,000	33.33%	18
Total		54

Q9 Please check all boxes below that apply in your current recruitment strategy:

Answered: 65 Skipped: 14



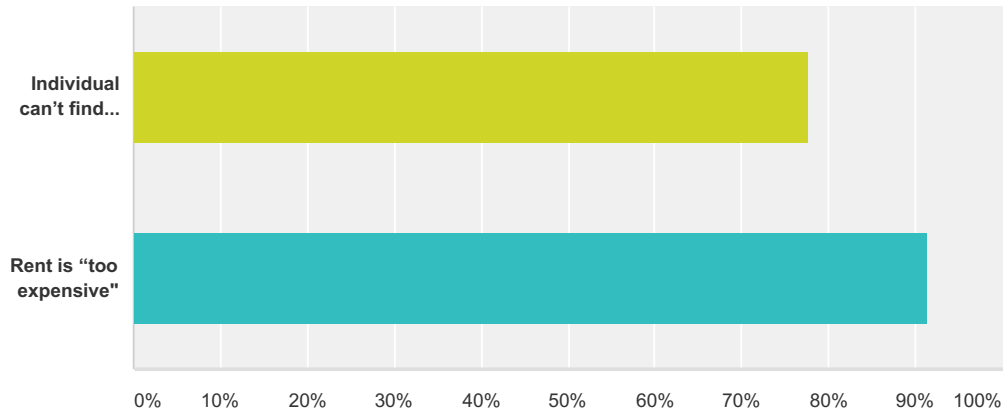
Answer Choices	Responses	Count
One or multiple online job posting boards (local)	84.62%	55
One or multiple online job posting boards (regional & national)	55.38%	36
Live job fairs (local)	26.15%	17
Live job fairs (regional or national)	1.54%	1
Facebook advertising	67.69%	44

2015 Whistler Labour Survey

Social Media	67.69%	44
Word of mouth (employee referral and direct reach out)	89.23%	58
Printed community listing (e.g Pique Newsmagazine)	64.62%	42
Printed regional or national listing	4.62%	3
Recruitment agency (local)	9.23%	6
Recruitment agency (regional or national)	9.23%	6
LinkedIn	16.92%	11
Currently not recruiting	4.62%	3
Other (please specify)	12.31%	8
Total Respondents: 65		

Q10 If you have lost a staff member – or potential staff member – due to housing issues this season: Please check all that apply

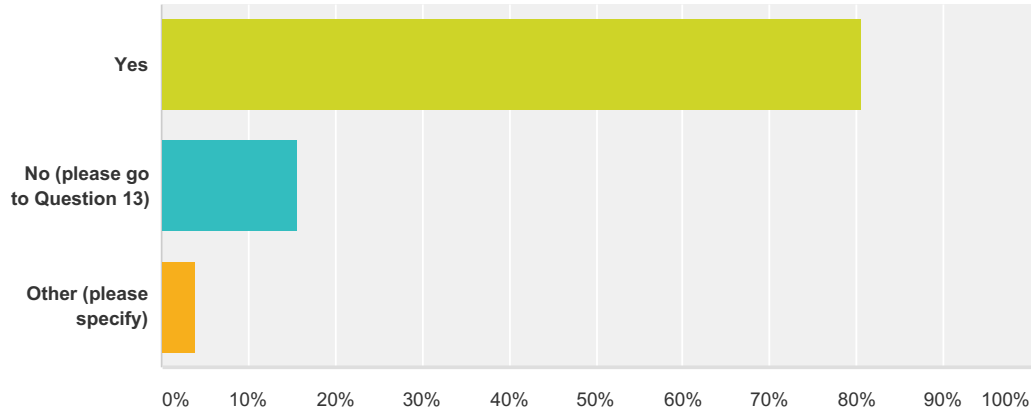
Answered: 58 Skipped: 21



Answer Choices	Responses	
Individual can't find housing	77.59%	45
Rent is "too expensive"	91.38%	53
Total Respondents: 58		

Q11 Have you implemented a wage increase for any positions in the last 6 months to either attract or retain a team member?

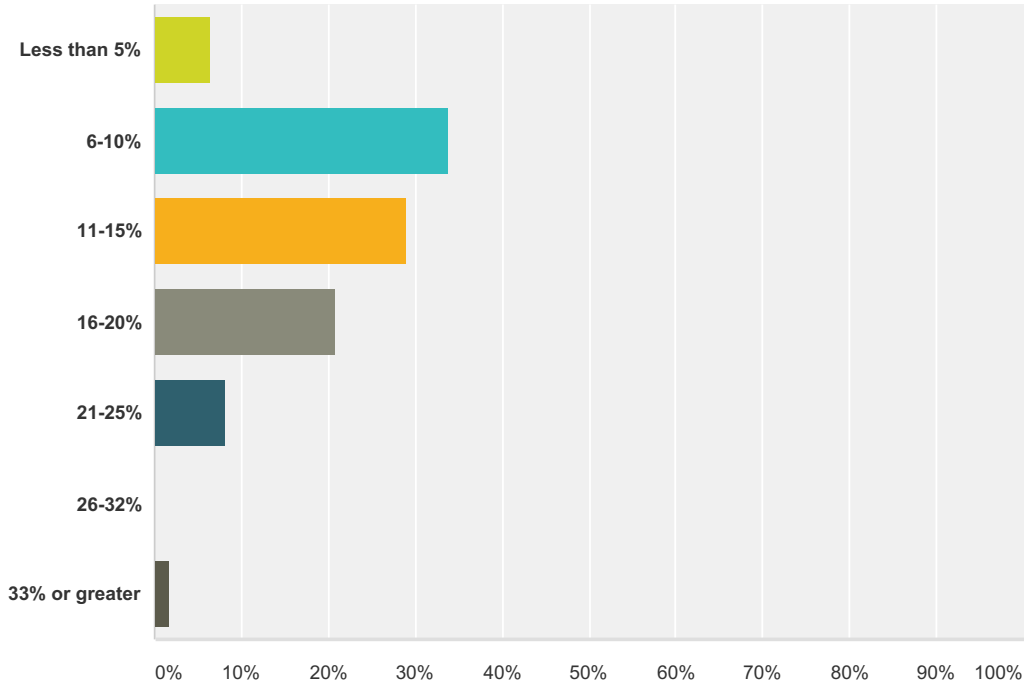
Answered: 77 Skipped: 2



Answer Choices	Responses
Yes	80.52% 62
No (please go to Question 13)	15.58% 12
Other (please specify)	3.90% 3
Total	77

Q12 If you answered “yes” to the question above, what was the percentage of said raise?

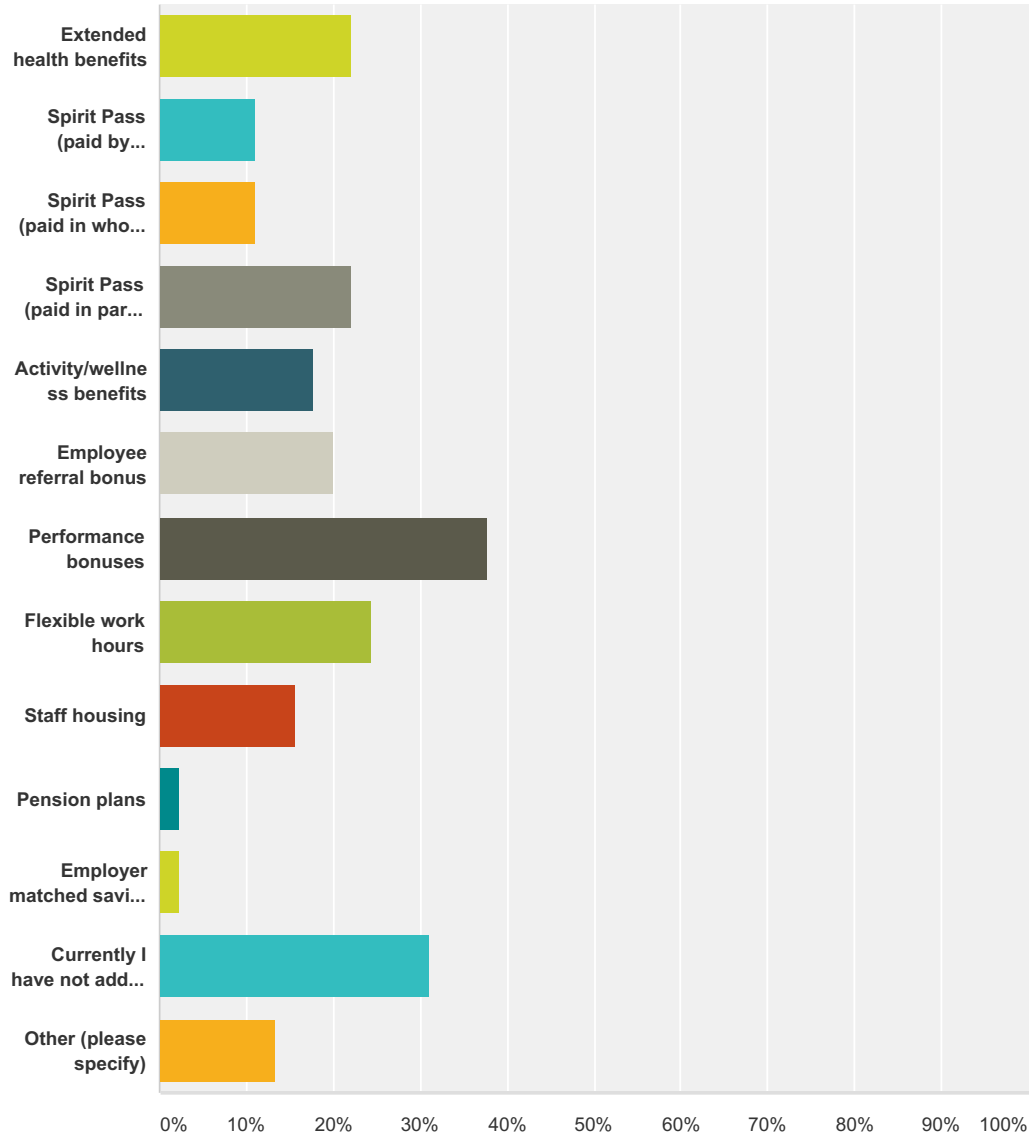
Answered: 62 Skipped: 17



Answer Choices	Responses
Less than 5%	6.45% 4
6-10%	33.87% 21
11-15%	29.03% 18
16-20%	20.97% 13
21-25%	8.06% 5
26-32%	0.00% 0
33% or greater	1.61% 1
Total	62

**Q13 Have you added a new non-wage benefit to attract or retain a team member?
Please check all that apply:**

Answered: 45 Skipped: 34



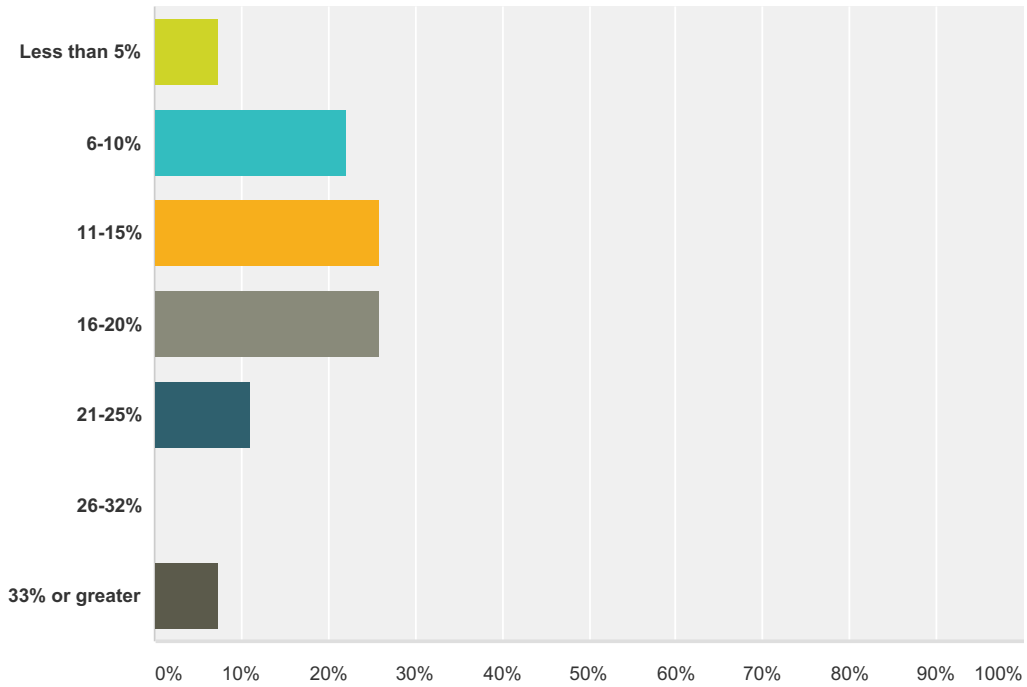
Answer Choices	Responses
Extended health benefits	22.22% 10
Spirit Pass (paid by employee)	11.11% 5
Spirit Pass (paid in whole by employer)	11.11% 5
Spirit Pass (paid in part by employer)	22.22% 10
Activity/wellness benefits	17.78% 8
Employee referral bonus	20.00% 9

2015 Whistler Labour Survey

Performance bonuses	37.78%	17
Flexible work hours	24.44%	11
Staff housing	15.56%	7
Pension plans	2.22%	1
Employer matched savings plans (RRSP)	2.22%	1
Currently I have not added any new non-wage benefits (please go to Question 15)	31.11%	14
Other (please specify)	13.33%	6
Total Respondents: 45		

Q14 If you answered “yes” to the above question, what was the percentage increase in dollar value of said benefit against the hourly wage?

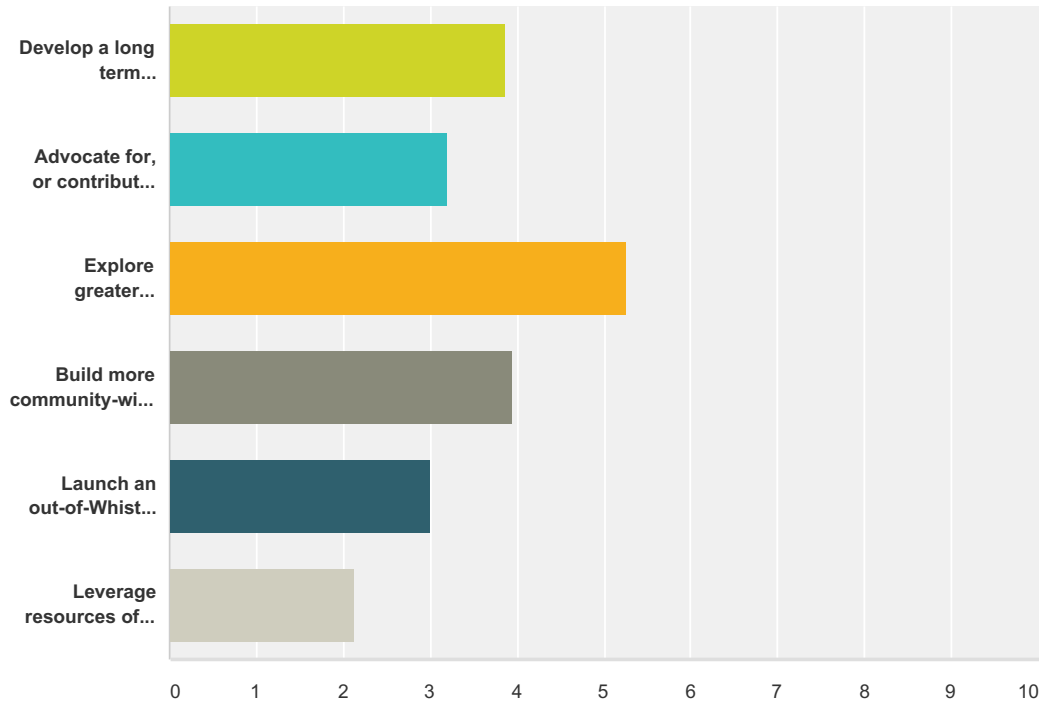
Answered: 27 Skipped: 52



Answer Choices	Responses
Less than 5%	7.41% 2
6-10%	22.22% 6
11-15%	25.93% 7
16-20%	25.93% 7
21-25%	11.11% 3
26-32%	0.00% 0
33% or greater	7.41% 2
Total	27

Q15 Where should we focus as a business community and Chamber to attract and retain more staff? Rank the initiatives 1 being top and 6 being least:

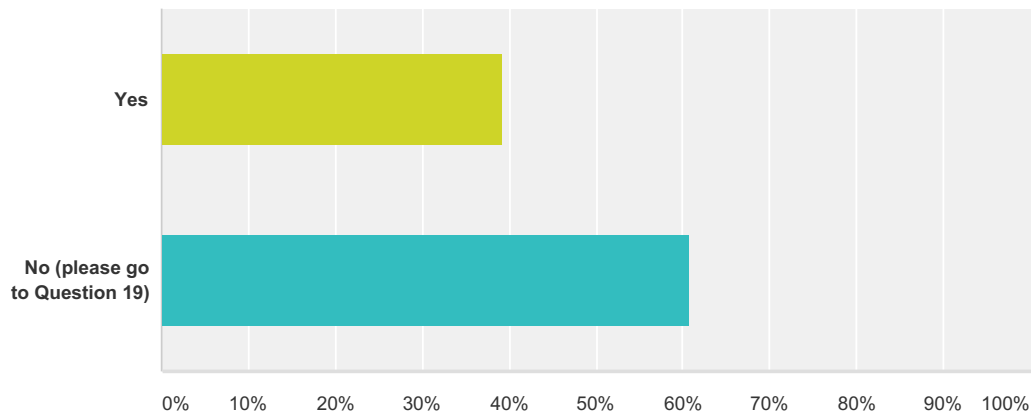
Answered: 78 Skipped: 1



	1	2	3	4	5	6	Total	Score
Develop a long term RECRUITMENT STRATEGY for the resort	22.06% 15	16.18% 11	16.18% 11	26.47% 18	10.29% 7	8.82% 6	68	3.87
Advocate for, or contribute to, increased TRANSPORTATION options from/to Squamish, Pemberton and Mount Currie	5.41% 4	16.22% 12	28.38% 21	16.22% 12	10.81% 8	22.97% 17	74	3.20
Explore greater availability and affordability of HOUSING (from building more rental product to addressing Air BnB issue)	57.53% 42	23.29% 17	12.33% 9	2.74% 2	2.74% 2	1.37% 1	73	5.26
Build more community-wide RETENTION STRATEGIES (ex: adding more benefits to Whistler Experience program – like grocery discounts, locals pass – to lower cost of living)	12.33% 9	30.14% 22	24.66% 18	15.07% 11	8.22% 6	9.59% 7	73	3.95
Launch an out-of-Whistler, Canadian MARKETING CAMPAIGN (ex: “Whistler is a great place to work, play and learn...year round employment options etc.”)	4.05% 3	13.51% 10	17.57% 13	25.68% 19	21.62% 16	17.57% 13	74	3.00
Leverage resources of business community and hold ANNUAL JOB FAIRS (in region and across Canada, coordinating with other resorts during their off season)	5.41% 4	2.70% 2	2.70% 2	12.16% 9	41.89% 31	35.14% 26	74	2.12

Q16 Did you attend the event "Finding solutions to Whistler's Labour challenges"?

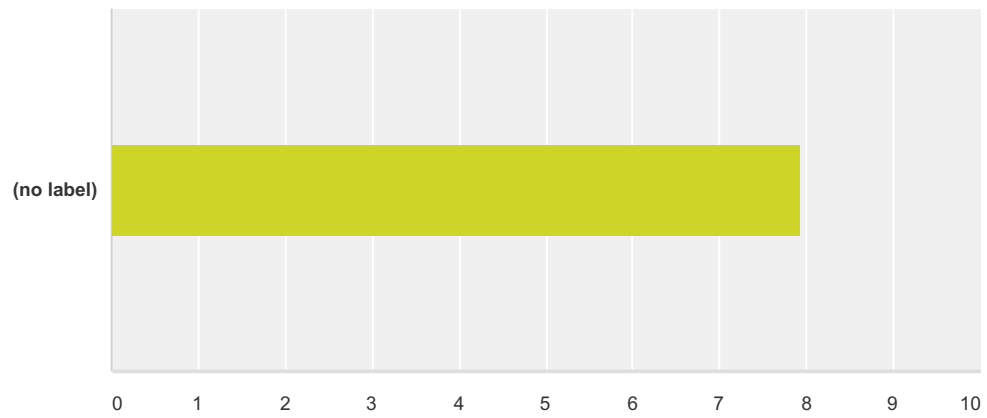
Answered: 79 Skipped: 0



Answer Choices	Responses	
Yes	39.24%	31
No (please go to Question 19)	60.76%	48
Total		79

Q17 How likely are you to recommend this event to a friend or coworker?

Answered: 34 Skipped: 45



	0 - Unlikely	1	2	3	4	5	6	7	8	9	10 - Very likely	Total	Weighted Average
(no label)	2.94% 1	0.00% 0	2.94% 1	0.00% 0	0.00% 0	8.82% 3	8.82% 3	8.82% 3	23.53% 8	5.88% 2	38.24% 13	34	7.94

Q18 What would you do differently to create a better event?

Answered: 18 Skipped: 61

Q19 If you would like to be included in any further consultations or strategic planning sessions please fill out below:*

Answered: 49 Skipped: 30

Answer Choices	Responses	
Name:	97.96%	48
Company:	97.96%	48
Email:	100.00%	49