

SURVEY INSTRUMENT



2018 WHISTLER HOUSING NEEDS ASSESSMENT SURVEY

InterVISTAS has been retained by the Whistler Housing Authority (WHA) to assist in updating a housing needs assessment for Whistler's workforce. The WHA has identified you/your organization as an important participant in this process. We would appreciate a few minutes of your time to provide feedback on your employee characteristics via the following brief survey. Please note that you/your organization's confidentiality and anonymity is assured. While the WHA/RMOW may have access to individual responses all survey results will be presented to the community in summary form. We value your input and look forward to receiving your comments.

Please provide the following contact information below. Be assured that this information is for administrative purposes only, and will not be identified or linked to your responses.

Name: _____ Company: _____
Tel No: _____ Email: _____

GENERAL BUSINESS QUESTIONS

1. Does your business operate:

- ☐ Year round
- ☐ Winter season only
- ☐ Summer season only

2. What sector would you classify your business under?

3. Is your company owned by a parent company or another affiliated company?

- ☐ Yes ([Go to Q3a](#))
- ☐ No ([Go to 4a](#))

3a. Who is your parent company?

3b. In relation to 2016, has your business:

- ☐ Expanded in the last two years
- ☐ Remained at similar levels
- ☐ Declined in the last two years

EMPLOYEES: WINTER 2017-2018

4a. How many **total employees**, including management/owners, did your business have during the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)?

Full-time _____ Part-time _____

4b. How many hours per week on average did each of your employees work during the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)?

Average # of hours per week worked by Full-time Employees _____

Average # of hours per week worked by Part-time Employees _____

4c. How many of your **total employees**, including management/owners, were **SEASONAL EMPLOYEES** during the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)?

***Definition of Seasonal Employee:** short term employee working in Whistler for approximately 6 months or less of the year (winter season only) and living elsewhere the rest of the year.*

Full-time _____ Part-time _____

5a. Were you able to achieve full staffing levels in the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)?

- ☐ Yes ([Go to Q6a](#)) ☐ No ([Go to Q5b](#))

5b. How many employees were you short? (*Please enter 0 if applicable*)

Full-time _____ Part-time _____

5c. In your view, what are the main reasons why your company had unfilled positions in the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)? (*Please select all that apply*)

- ☐ Lack of job applications being submitted to company
- ☐ Salary expectations (i.e. company wages & benefits not high enough)
- ☐ Not enough flexibility in employment hours
- ☐ Not enough employment hours available
- ☐ Company does not provide staff housing
- ☐ Location of work in relation to public transit for commuting
- ☐ Lack of career advancement opportunities with company
- ☐ Applicant's work visa not compatible with positions available

6a. How many of your **total employees**, including management/owners, lived in Whistler during the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)?
(Please enter 0 if applicable)

Full-time _____ Part-time _____

6b. How many of your **seasonal employees**, including management/owners, lived in Whistler during the **2017-2018 WINTER SEASON** (Dec '17-Apr '18)?
(Please enter 0 if applicable)

Definition of Seasonal Employee: short term employee working in Whistler for approximately 6 months or less of the year (winter season only) and living elsewhere the rest of the year.

Full-time _____ Part-time _____

7a. How many **total employees**, including management/owners, do you expect to employ for the **2018-2019 WINTER SEASON** (Dec '18-Apr '19)? (Please enter 0 if applicable).

Full-time _____ Part-time _____ ([Go to 8a](#))

☐ Unsure of approximate projected numbers at this time ([Go to 7b](#))

7b. If unsure of projected numbers, do you expect the number of your full-time and part-time employees to remain the same, increase or decrease during the **2018-2019 WINTER SEASON** (Dec '18-Apr '19)?

- ☐ Employee numbers will remain the same
- ☐ Employee numbers will increase
- ☐ Employee numbers will decrease

EMPLOYEES: SUMMER 2018

8a. How many **total employees**, including management/owners, will your business employ during the **2018 SUMMER SEASON** (May-Sep '18)?

Full-time _____ Part-time _____

8b. How many hours per week on average will each of your **summer employees** work?

Average # of hours per week to be worked by Full-time Employees _____

Average # of hours per week to be worked by Part-time Employees _____

8c. How many of your **total employees**, including management/owners, do you anticipate will be **SEASONAL EMPLOYEES** during the **2018 SUMMER SEASON** (May-Sep '18)?

Definition of Seasonal Employee: short term employee working in Whistler for approximately 6 months or less of the year (summer season only) and living elsewhere the rest of the year.

Full-time _____

Part-time _____

9a. Do you anticipate that you will be able to achieve full staffing levels in the **2018 SUMMER SEASON** (May-Sep '18)?

☐ Yes ([Go to Q10a](#))

☐ No ([Go to Q9b](#))

9b. How many employees will you be short during **2018 SUMMER SEASON** (May-Sep '18)? (*Please enter 0 if applicable*)

Full-time _____

Part-time _____

9c. In your view, what are the main reasons your company will have unfilled positions in the **2018 SUMMER SEASON** (May-Sep '18)? (*Please select all that apply*)

- ☐ Lack of job applications being submitted to company
- ☐ Salary expectations (i.e. company wages & benefits not high enough)
- ☐ Not enough flexibility in employment hours
- ☐ Not enough employment hours available
- ☐ Company does not provide staff housing
- ☐ Location of work in relation to public transit for commuting
- ☐ Lack of career advancement opportunities with company
- ☐ Applicant's work visa not compatible with positions available

EMPLOYEE HOUSING

10a. Does your company currently provide any housing for your employees?

☐ Yes ([Go to Q11a](#))

☐ No ([Go to Q10b](#))

10b. Why does your company not provide staff housing? (*Please select **one** response only, and then [Go to Q12a](#)*)

- ☐ Housing is not needed for our employees
- ☐ Our company cannot afford to provide housing for employees
- ☐ We provided housing in the past that was not successful
- ☐ Our company provides a living allowance instead of accommodation ☐
- Corporate policies require our company to remain consistent with other locations
- ☐ It is the employee's responsibility to secure housing
- ☐ Other (please specify): _____

11a. How many beds does your company currently provide for staff?

_____ Year-round beds
 _____ Winter seasonal beds
 _____ Summer seasonal beds

11b. For your company's employee housing, are the beds:

- ☐ Rented year-round by the company
- ☐ Rented seasonally by the company
- ☐ Market real estate owned by the company
- ☐ Resident restricted real estate owned by the company

11c. What is the average occupancy in your employee housing?

Winter season occupancy rate _____ %
 Summer season occupancy rate _____ %
 Annual occupancy rate _____ %

11d. Does your company subsidize the rent for your employee housing?

- ☐ Yes (Go to Q11e.) ☐ No
- ☐ Comments:

11.e How much is the housing subsidy you provide per employee each month (enter amount)

- ☐ For each Full Time Employee: \$ _____

☐ For each Part Time Employee: \$_____

12a. Is your company planning on providing any new housing for your employees in the next 1-2 years?

☐ Yes ([Go to Q12b](#)) ☐ No ([Go to Q13](#))

12b. For your company's new employee housing, will the additional beds be:

- ☐ Rented year-round by the company
- ☐ Rented seasonally by the company
- ☐ Market real estate owned by the company
- ☐ Resident Restricted real estate owned by the company

13. How important is it to your business for your employees to live directly in Whistler?

- ☐ Very important
- ☐ Somewhat important
- ☐ Not important at all

**Thank you for your time and consideration in completing the survey.
We value your contribution to this important program.**

Final results will be made available to the community in September 2018. If you have any further questions on this research program or have additional suggestions about housing in Whistler, please contact Allison Winkle at the Whistler Housing Authority at 604-905-4688 (extension #3).