

TT Employer Co-Op

Employer and Employee Survey Key Takeaways

January 3rd 2019

- Survey Distribution + Data Collection
 - Employer Survey
 - 12 employers
 - 18 positions
 - interview style: by phone or in person
 - Interviews took place mid October 2018
 - Industries represented: Bar & Restaurant, Construction, Banking/Finance, Government, Ski/Snowboard Rental & Retail, Homeowner's Association/Resorts, Private Club & Hospitality Industry, Hospitality Management, and Retail
 - Employee Survey
 - 189 respondents
 - 74% full time, 25% part time, 2% contractor
 - Distributed through employers outreach via Google Form
 - Surveys distributed first and second week in December
- Strong correlation between employers willing to train employees and employees stating they were trained for their positions
- Strong correlation in employer/employee opinion that half of the part time pool would like their current job to be their one full time job
- 60% of part time employees are **NOT** interested in combining multiple jobs to become full time
 - 60%= 38/62 part time workers
 - This correlates with employers estimate.
 - Concerns in comments section mention:
 - Concerns about low pay and difficulty keeping part time employees
 - Already have multiple jobs to supplement income- comment made by part time and full time workers.
 - Going to school/higher education.

- 54% of part time workers surveyed would welcome help from their employer and current company to achieve full time hours (combination of jobs, one job).
- 46% of part time workers surveyed would want their current position to be their one full time job
- Majority of employers are willing to be flexible with hours and shifts per day/week needs
- 88% of employees feel their employer is flexible and the company culture supports their scheduling/lifestyle needs
- 64% of part time employees surveyed feel their wage is fair and appropriate
- Key insight- Paying or supplementing for education is a valued perk for some employees
 - 20% would like continuing education
 - 16% would like student loan reimbursement
- Top three benefits desired, but not currently given to some surveyed employees
 1. 29% Healthcare
 2. 22% Retirement Savings
 3. 17% Paid time off/Paid sick and vacation
- Top three perks desired, but not currently given to some surveyed employees
 1. 28% Wellness stipend, pay or reimbursement (i.e. gym)
 2. 23% Transportation
 3. 22% Dog Friendly work environment
- The most frequently cited employee benefit/ perk recorded in the Employer Survey was discounts on products/services with their employed company.
 - This was the lowest rating perk of employee interest in the Employee Survey (10%)

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