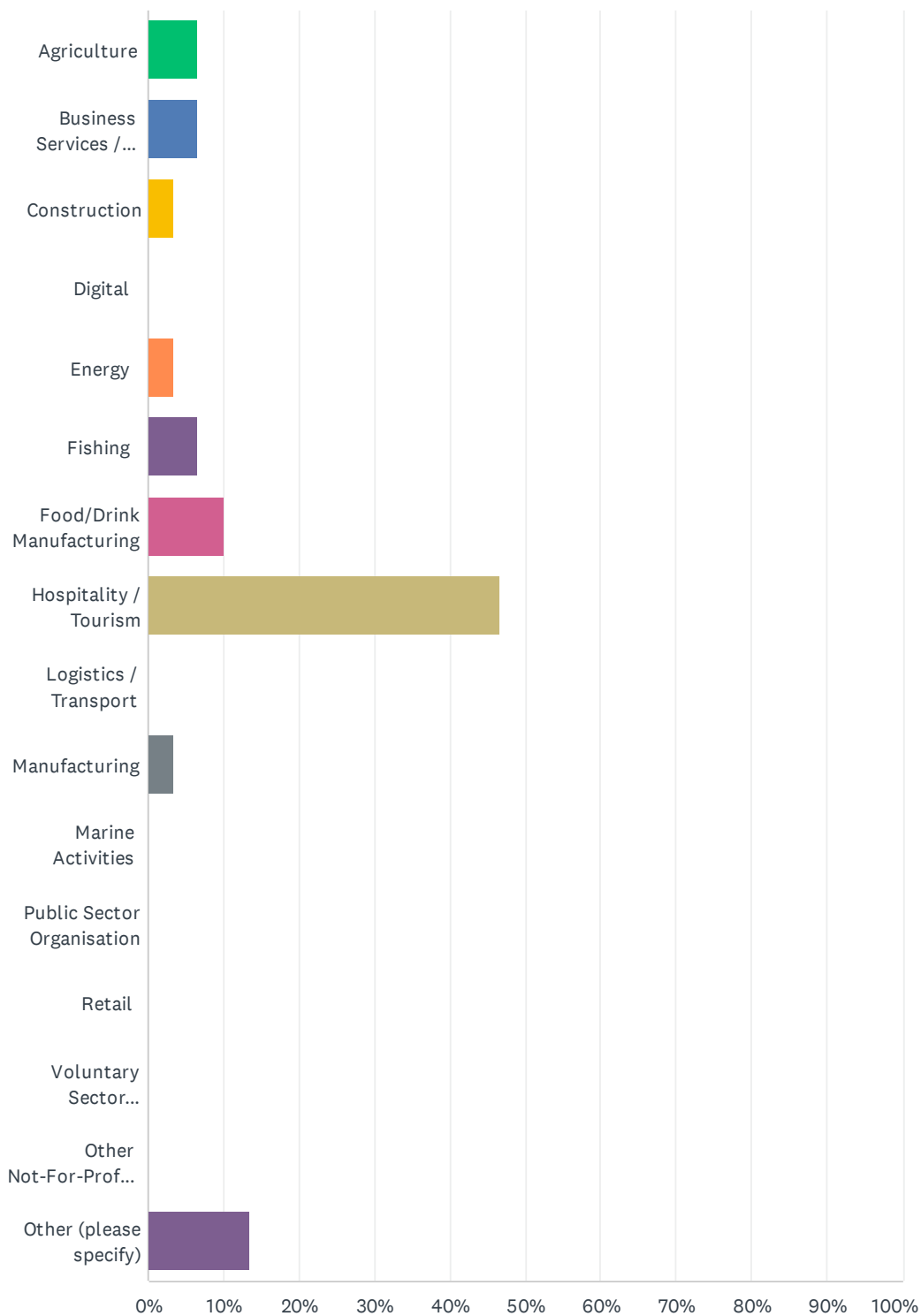


Q1 What sector does your business operate in?

Answered: 30 Skipped: 0

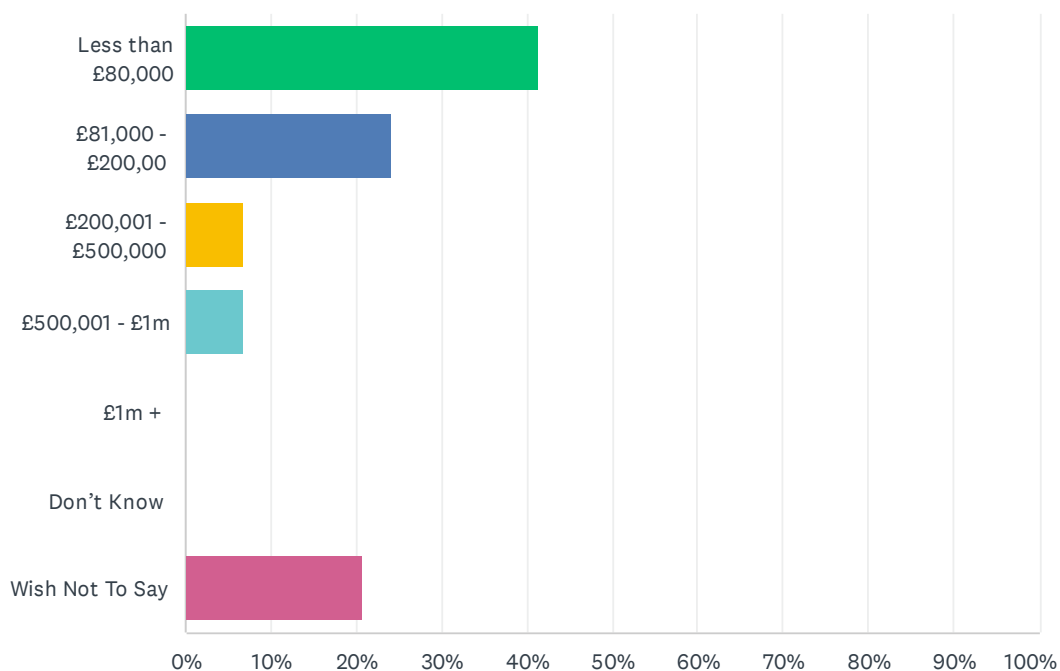


Tiree Business Housing Needs

ANSWER CHOICES	RESPONSES	
Agriculture	6.67%	2
Business Services / Professional Services	6.67%	2
Construction	3.33%	1
Digital	0.00%	0
Energy	3.33%	1
Fishing	6.67%	2
Food/Drink Manufacturing	10.00%	3
Hospitality / Tourism	46.67%	14
Logistics / Transport	0.00%	0
Manufacturing	3.33%	1
Marine Activities	0.00%	0
Public Sector Organisation	0.00%	0
Retail	0.00%	0
Voluntary Sector Organisations	0.00%	0
Other Not-For-Profit Organisation	0.00%	0
Other (please specify)	13.33%	4
TOTAL		30

Q2 What is your business' gross annual turnover?

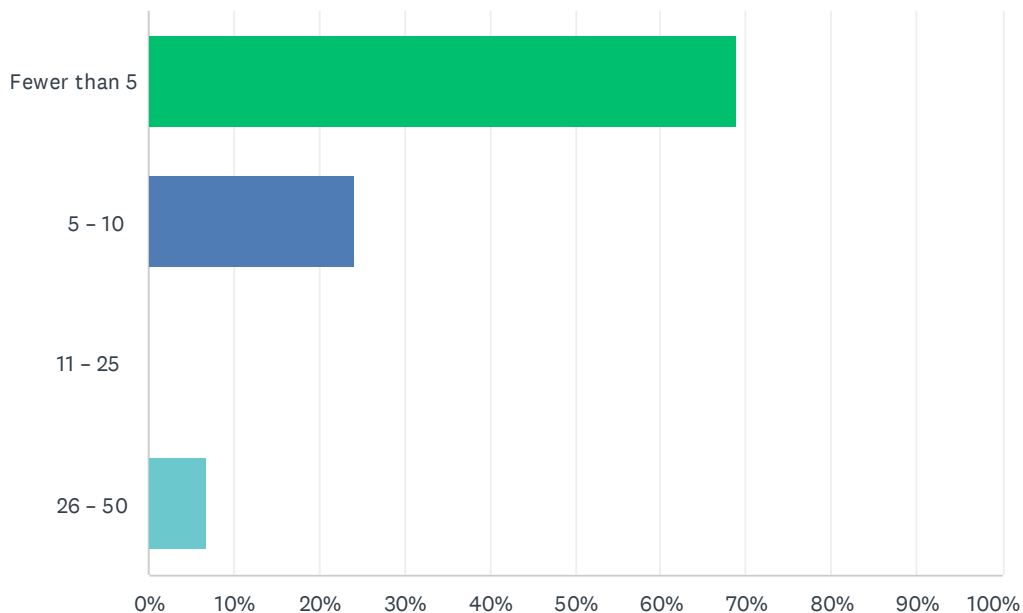
Answered: 29 Skipped: 1



ANSWER CHOICES	RESPONSES	
Less than £80,000	41.38%	12
£81,000 - £200,00	24.14%	7
£200,001 - £500,000	6.90%	2
£500,001 - £1m	6.90%	2
£1m +	0.00%	0
Don't Know	0.00%	0
Wish Not To Say	20.69%	6
TOTAL		29

Q3 How many staff does your business employ (including part-time and seasonal)?

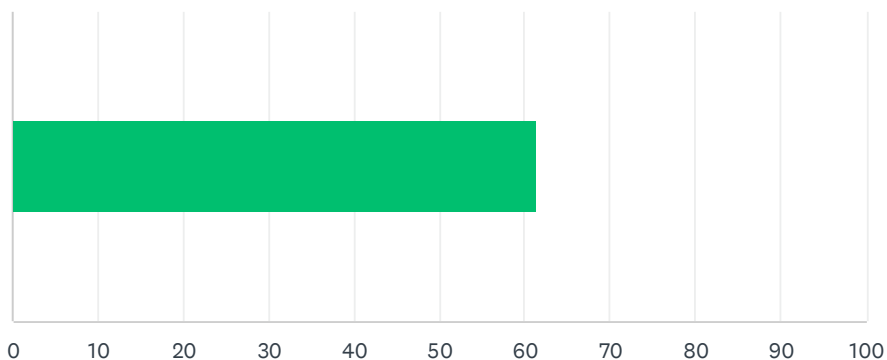
Answered: 29 Skipped: 1



ANSWER CHOICES	RESPONSES	
Fewer than 5	68.97%	20
5 - 10	24.14%	7
11 - 25	0.00%	0
26 - 50	6.90%	2
TOTAL		29

Q4 What percentage of your employees live permanently in Tiree?

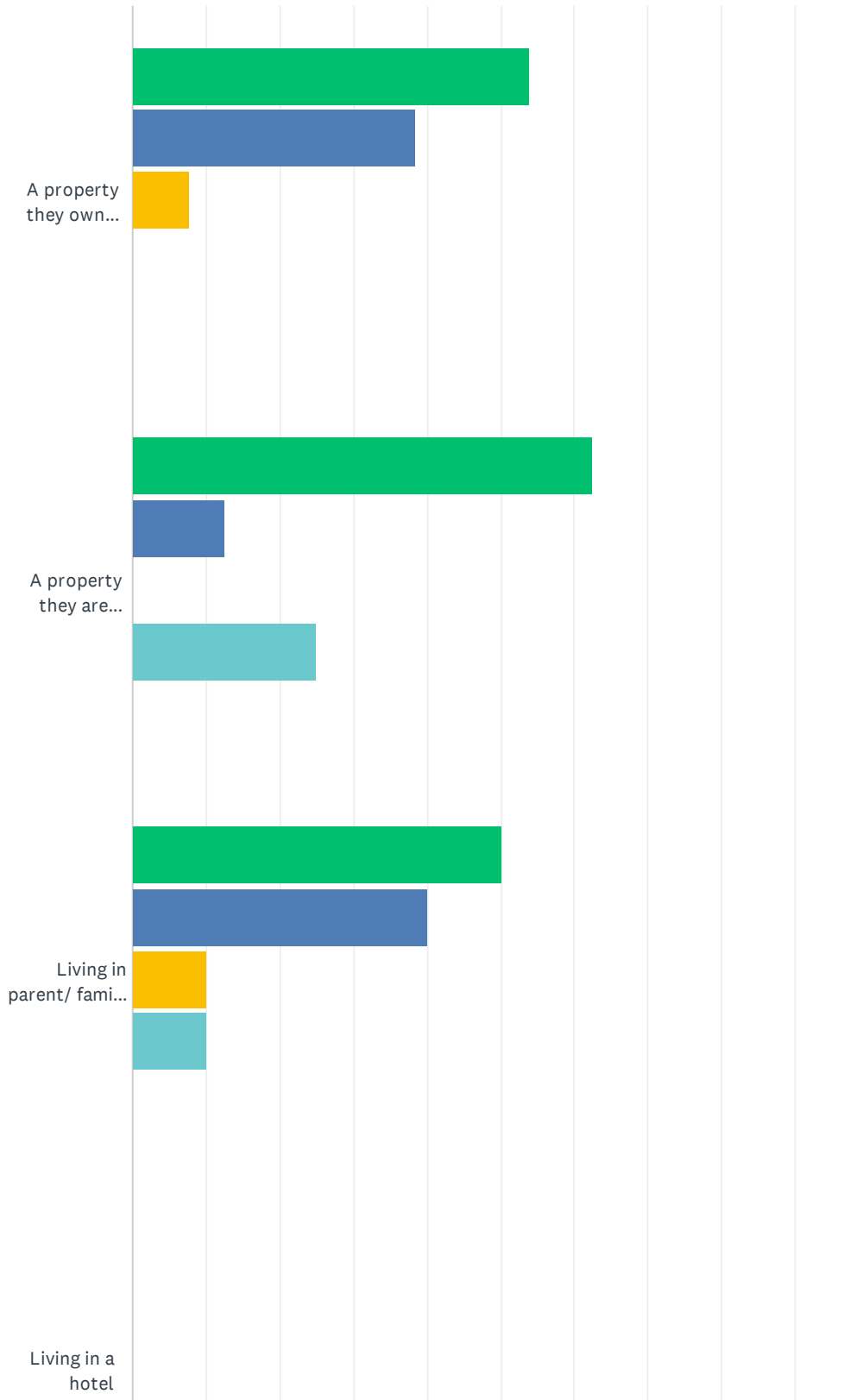
Answered: 17 Skipped: 13



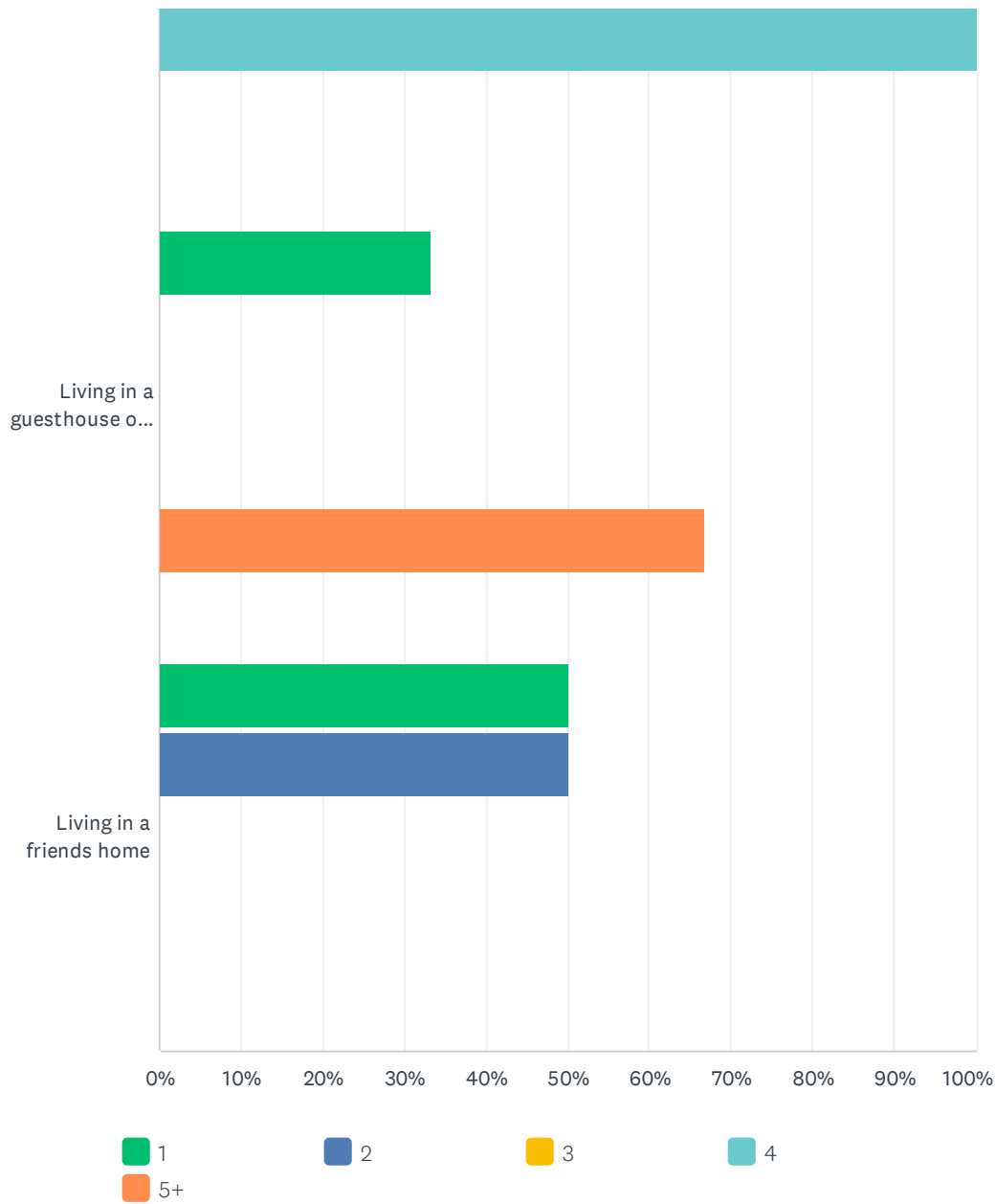
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	61	1,045	17
Total Respondents: 17			

Q5 What type of housing/accommodation do your employees inhabit [Please indicate number of employees next to each type]

Answered: 17 Skipped: 13



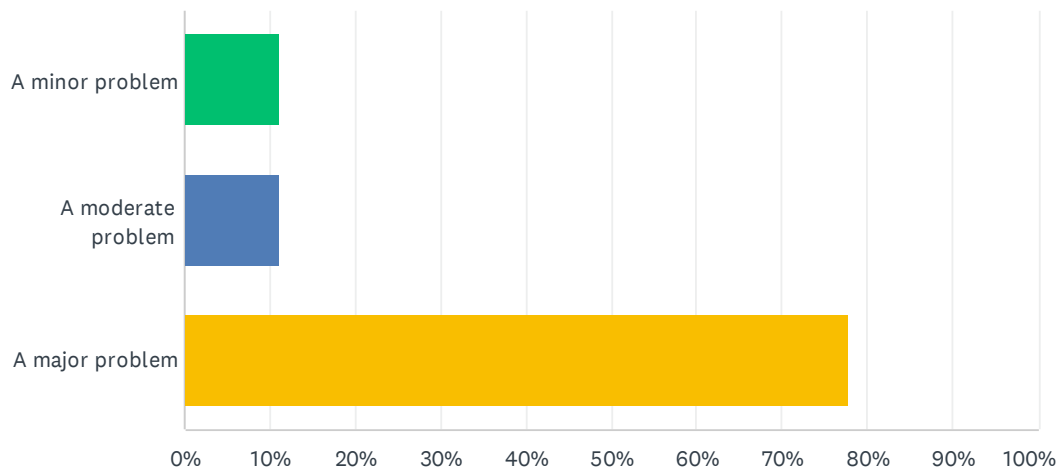
Tiree Business Housing Needs



	1	2	3	4	5+	TOTAL RESPONDENTS
A property they own (including with a mortgage)	53.85% 7	38.46% 5	7.69% 1	0.00% 0	0.00% 0	13
A property they are long-term renting	62.50% 5	12.50% 1	0.00% 0	25.00% 2	0.00% 0	8
Living in parent/ family members' home	50.00% 5	40.00% 4	10.00% 1	10.00% 1	0.00% 0	10
Living in a hotel	0.00% 0	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1
Living in a guesthouse or other temporary accommodation	33.33% 1	0.00% 0	0.00% 0	0.00% 0	66.67% 2	3
Living in a friends home	50.00% 1	50.00% 1	0.00% 0	0.00% 0	0.00% 0	2

Q6 How would you currently categorise the challenge of recruitment/retention of staff?

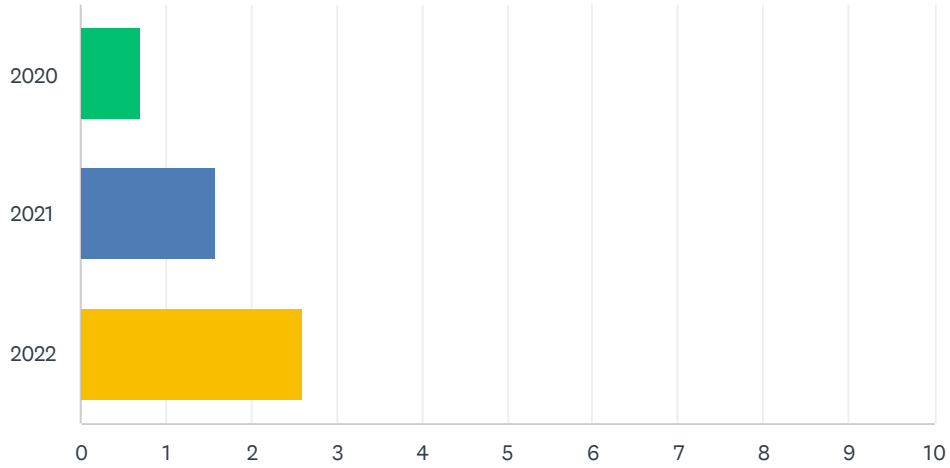
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES
A minor problem	11.11% 2
A moderate problem	11.11% 2
A major problem	77.78% 14
TOTAL	18

Q7 How many candidates who have accepted a position with your business or organisation in the last three years have ultimately not been able to take it?

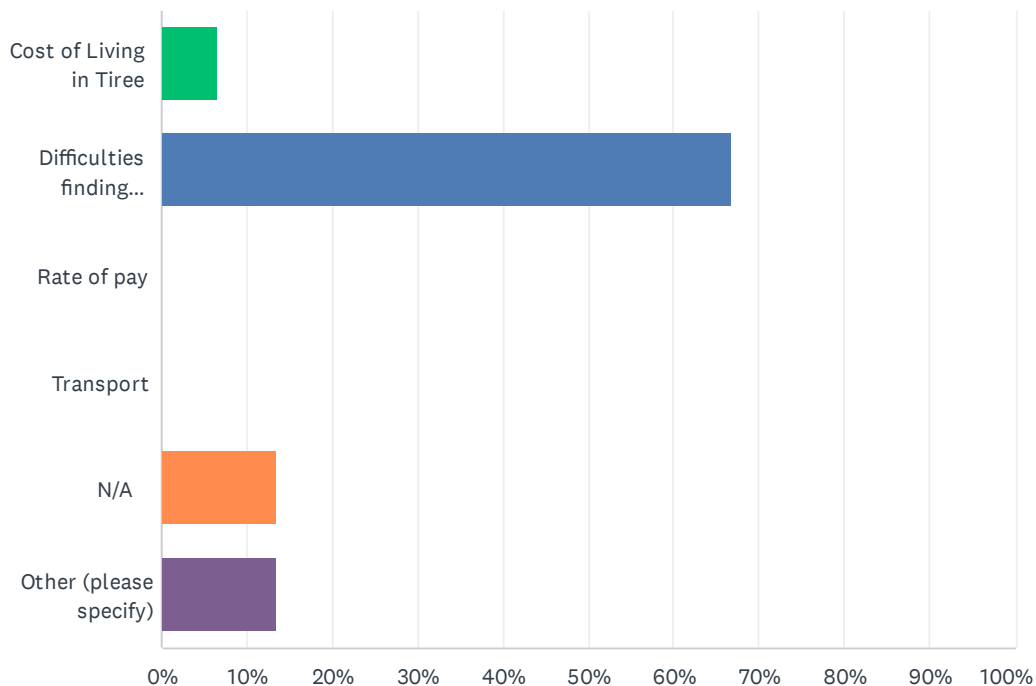
Answered: 10 Skipped: 20



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
2020	1	5	7
2021	2	11	7
2022	3	26	10
Total Respondents: 10			

Q8 What was the primary reason given for not being able to take the position?

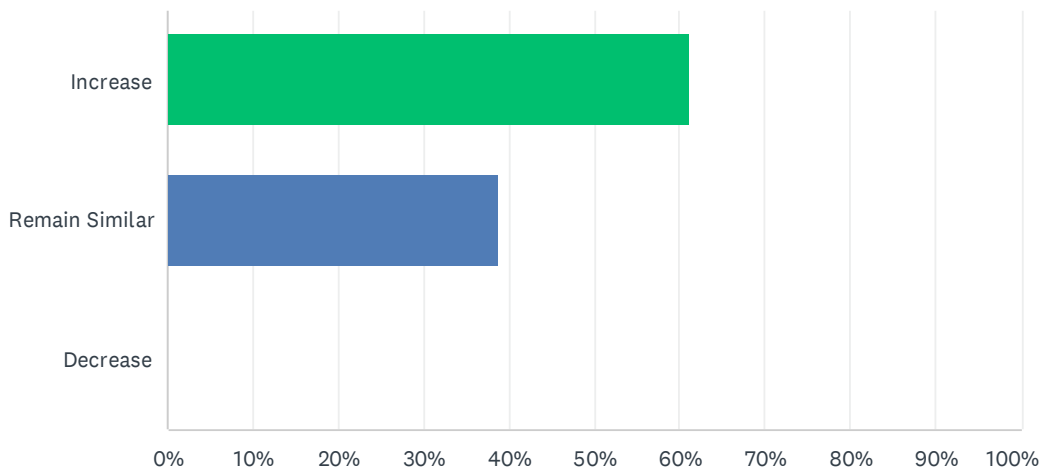
Answered: 15 Skipped: 15



ANSWER CHOICES	RESPONSES	
Cost of Living in Tiree	6.67%	1
Difficulties finding affordable housing/accommodation	66.67%	10
Rate of pay	0.00%	0
Transport	0.00%	0
N/A	13.33%	2
Other (please specify)	13.33%	2
TOTAL		15

Q9 Looking further to the future, do you expect the number of permanent posts you will need to fill each year over the next three years to...

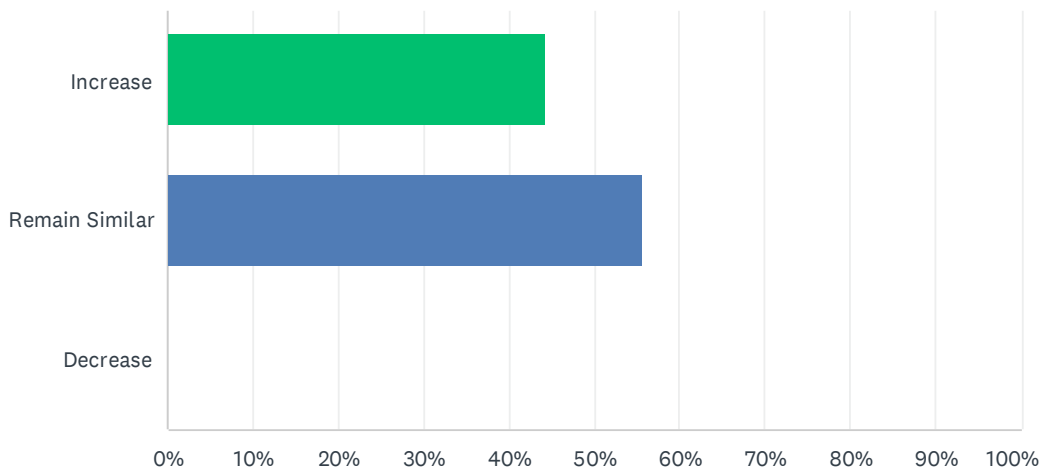
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
Increase	61.11%	11
Remain Similar	38.89%	7
Decrease	0.00%	0
TOTAL		18

Q10 Do you expect the number of seasonal posts you will need to fill each year over the next three years to...

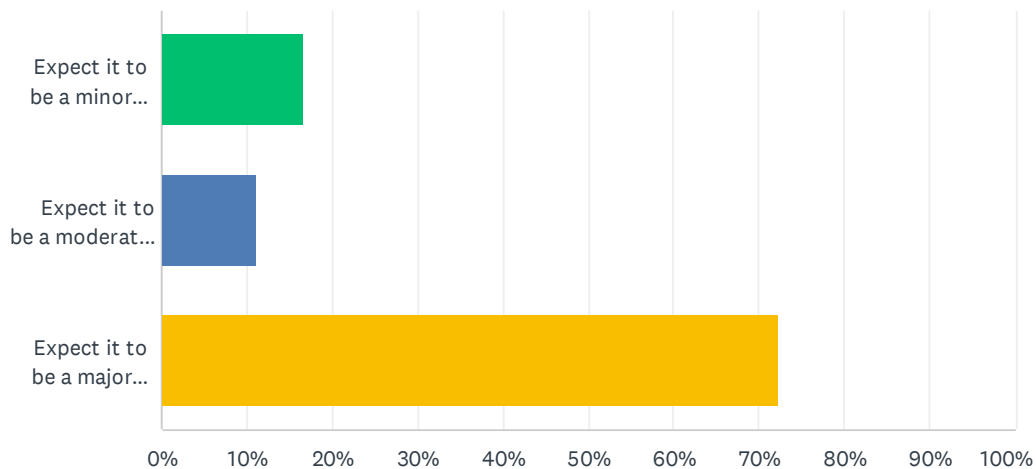
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES
Increase	44.44% 8
Remain Similar	55.56% 10
Decrease	0.00% 0
TOTAL	18

Q11 To what extent do you expect that the recruitment of new permanent staff will be a problem for the next three years?

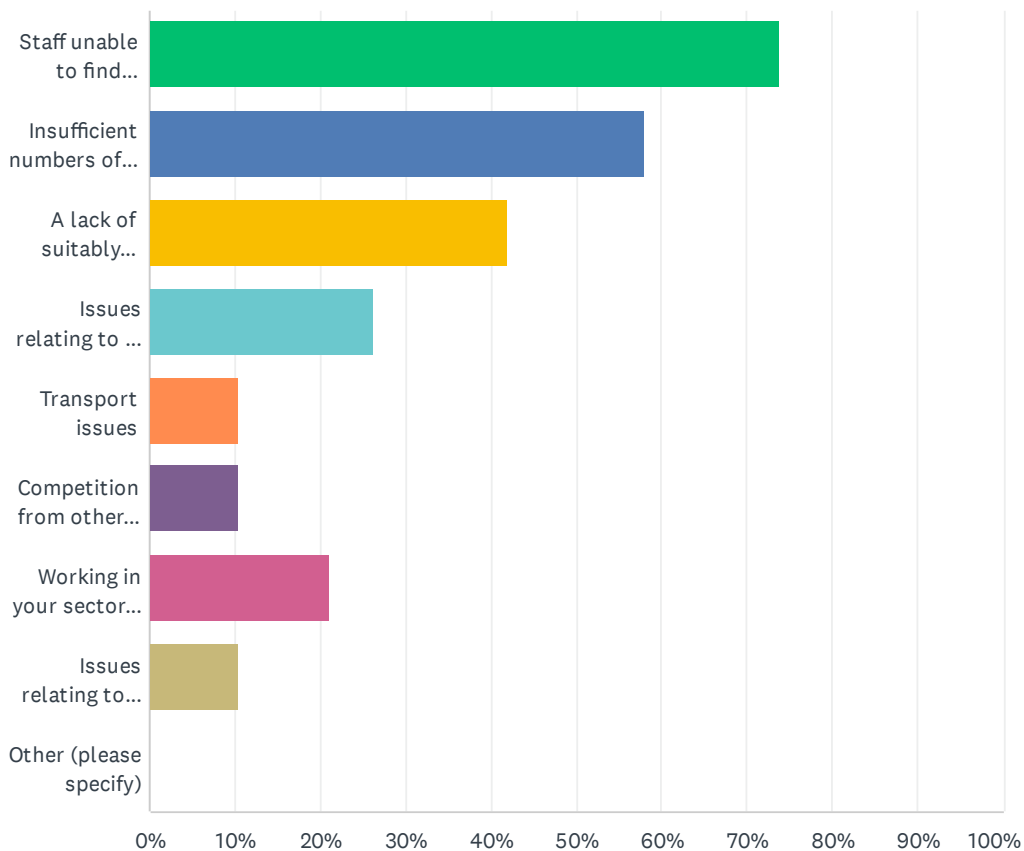
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES
Expect it to be a minor problem	16.67% 3
Expect it to be a moderate problem	11.11% 2
Expect it to be a major problem	72.22% 13
TOTAL	18

Q12 For permanent staff, in your opinion, which of the following, if any, have contributed to problems recruiting new staff? [select all that apply]

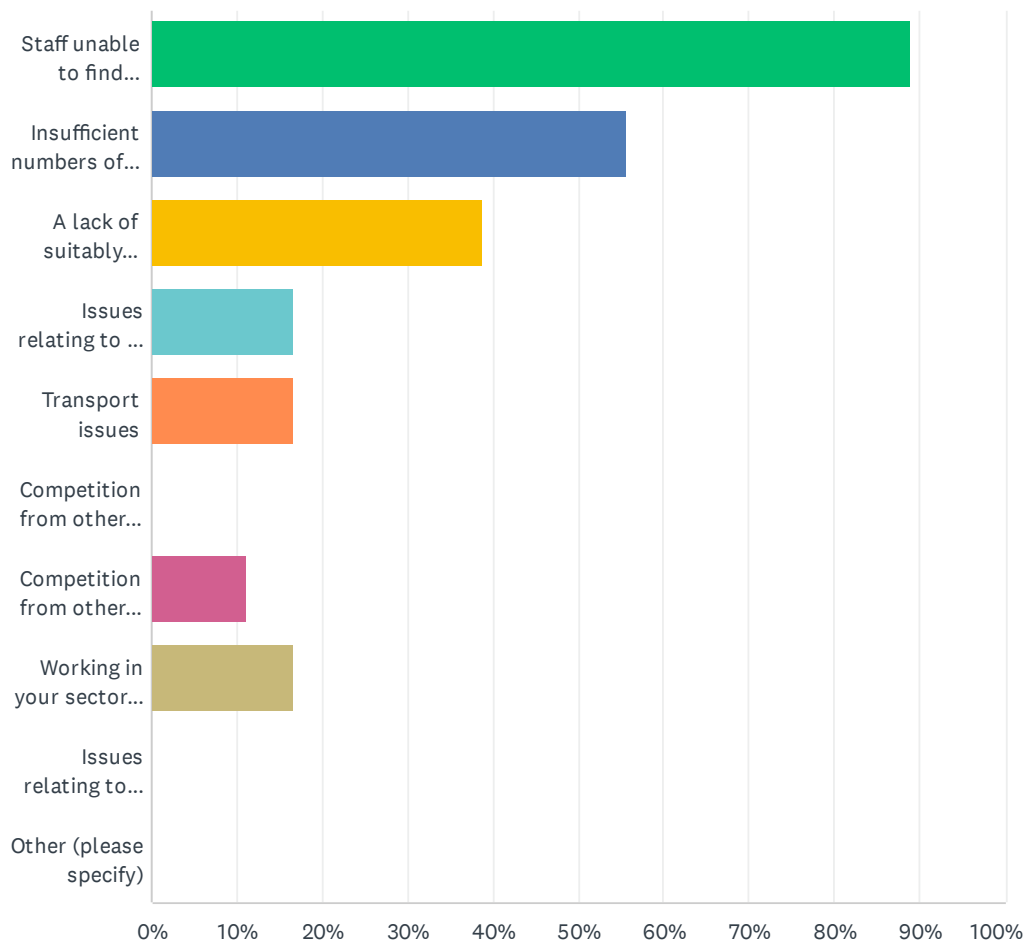
Answered: 19 Skipped: 11



ANSWER CHOICES	RESPONSES	
Staff unable to find accommodation or housing	73.68%	14
Insufficient numbers of local people available for work	57.89%	11
A lack of suitably skilled/qualified people living in Tiree	42.11%	8
Issues relating to the UK leaving the EU	26.32%	5
Transport issues	10.53%	2
Competition from other businesses/organisations	10.53%	2
Working in your sector does not appeal (e.g. pay, hours, conditions)	21.05%	4
Issues relating to COVID-19	10.53%	2
Other (please specify)	0.00%	0
Total Respondents: 19		

Q13 For seasonal staff, in your opinion, which of the following, if any, have contributed to problems recruiting new staff? [select all that apply]

Answered: 18 Skipped: 12

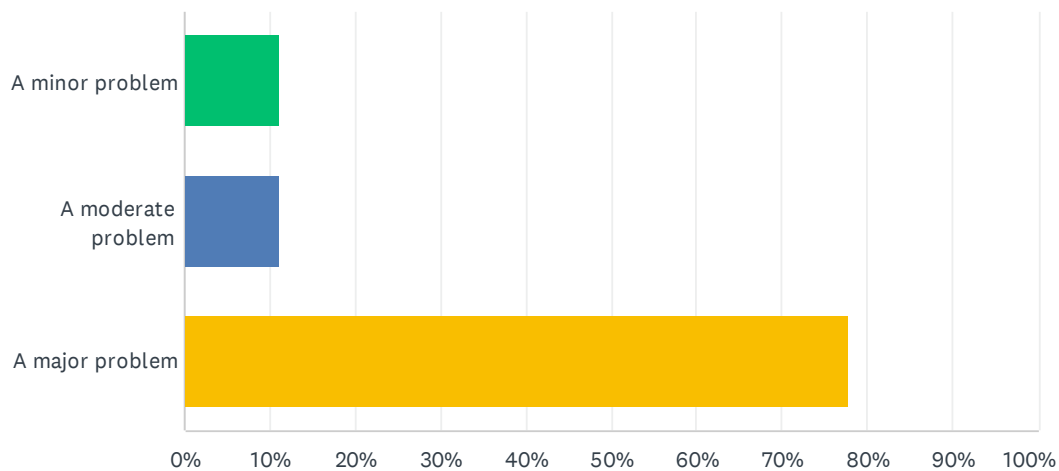


Tiree Business Housing Needs

ANSWER CHOICES	RESPONSES	
Staff unable to find accommodation or housing	88.89%	16
Insufficient numbers of local people available for work	55.56%	10
A lack of suitably skilled/qualified people living in Tiree	38.89%	7
Issues relating to the UK leaving the EU	16.67%	3
Transport issues	16.67%	3
Competition from other businesses/organisations	0.00%	0
Competition from other business sectors	11.11%	2
Working in your sector does not appeal (e.g. pay, hours, conditions)	16.67%	3
Issues relating to COVID-19	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 18		

Q14 For permanent staff?

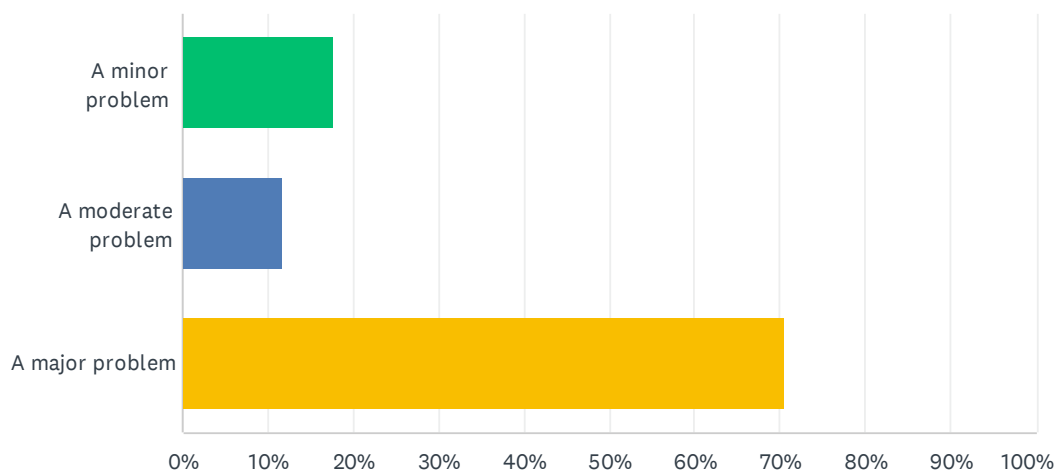
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
A minor problem	11.11%	2
A moderate problem	11.11%	2
A major problem	77.78%	14
TOTAL		18

Q15 For seasonal staff?

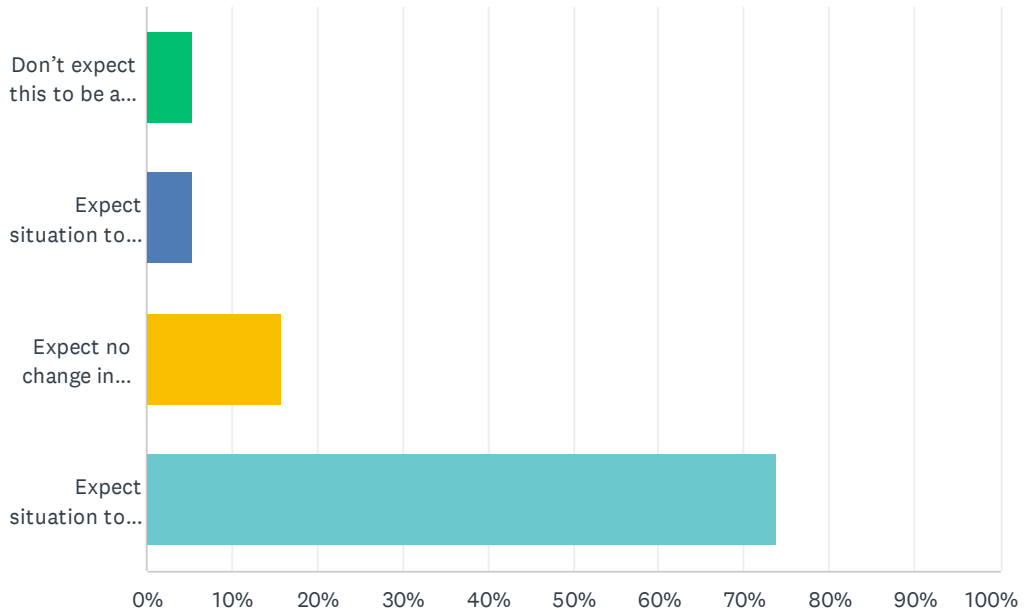
Answered: 17 Skipped: 13



ANSWER CHOICES	RESPONSES	
A minor problem	17.65%	3
A moderate problem	11.76%	2
A major problem	70.59%	12
TOTAL		17

Q16 For permanent staff?

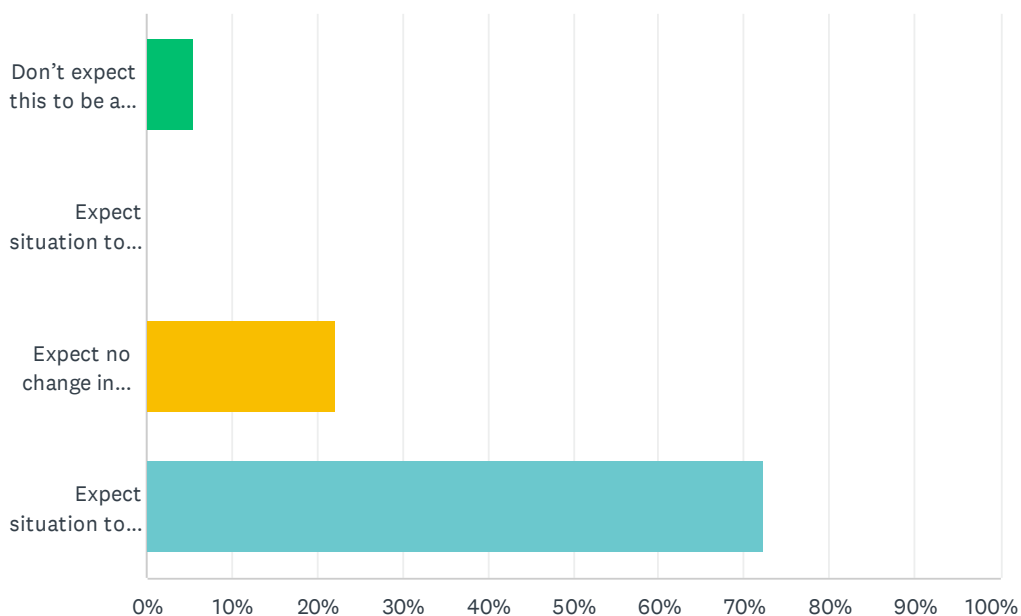
Answered: 19 Skipped: 11



ANSWER CHOICES	RESPONSES	
Don't expect this to be an issue at all	5.26%	1
Expect situation to improve	5.26%	1
Expect no change in situation	15.79%	3
Expect situation to worsen	73.68%	14
TOTAL		19

Q17 For seasonal staff?

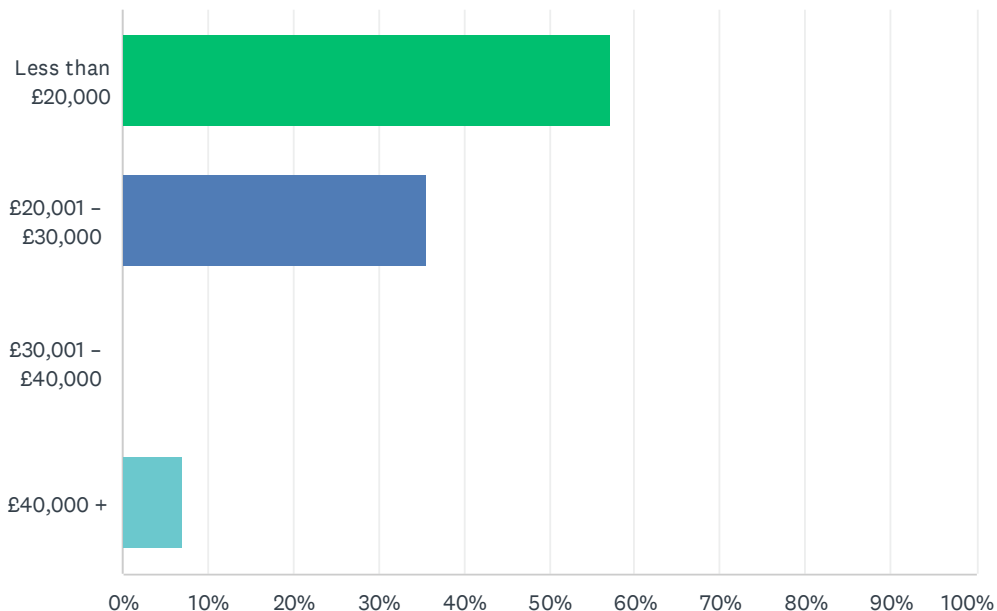
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
Don't expect this to be an issue at all	5.56%	1
Expect situation to improve	0.00%	0
Expect no change in situation	22.22%	4
Expect situation to worsen	72.22%	13
TOTAL		18

Q18 Please tick the appropriate boxes below to indicate the salary levels most impacted by staffing issues caused by difficulties finding housing/accommodation (per annum, pre-tax):

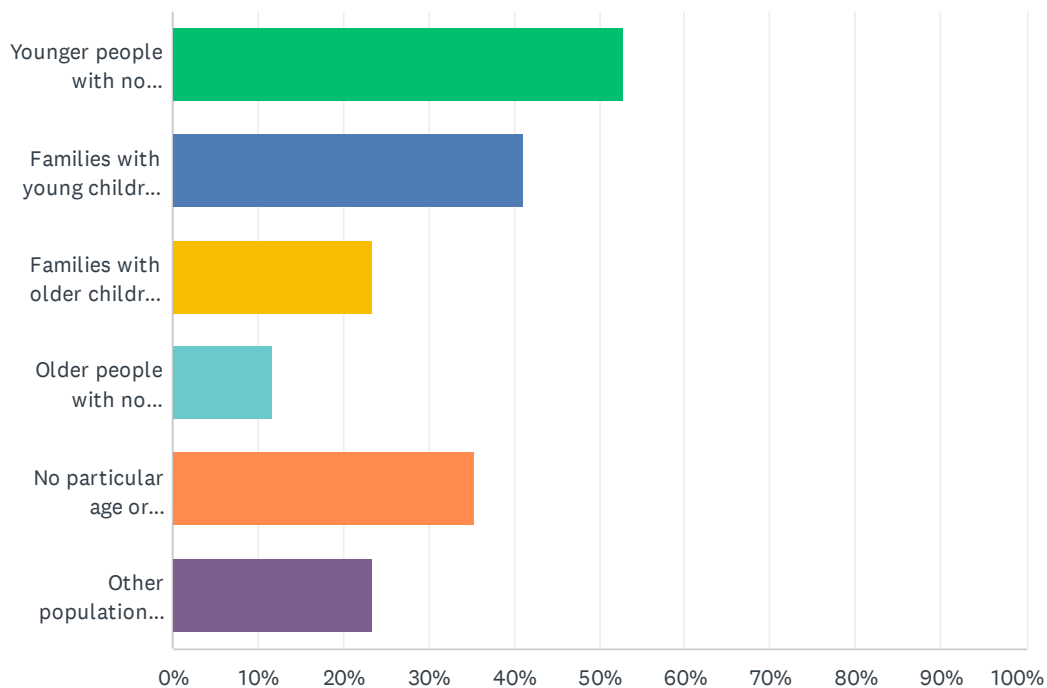
Answered: 14 Skipped: 16



ANSWER CHOICES	RESPONSES
Less than £20,000	57.14% 8
£20,001 – £30,000	35.71% 5
£30,001 – £40,000	0.00% 0
£40,000 +	7.14% 1
TOTAL	14

Q19 From your experience, are the types of staff needed for the roles which you are having issues recruiting and/or retaining more likely to be in any of the following groups? [Select all that apply]

Answered: 17 Skipped: 13



ANSWER CHOICES	RESPONSES	
Younger people with no children	52.94%	9
Families with young children living at home (e.g. up to primary school age)	41.18%	7
Families with older children living at home (e.g. secondary school or older)	23.53%	4
Older people with no children living at home	11.76%	2
No particular age or lifestyle groups	35.29%	6
Other population groups [please specify]	23.53%	4
Total Respondents: 17		

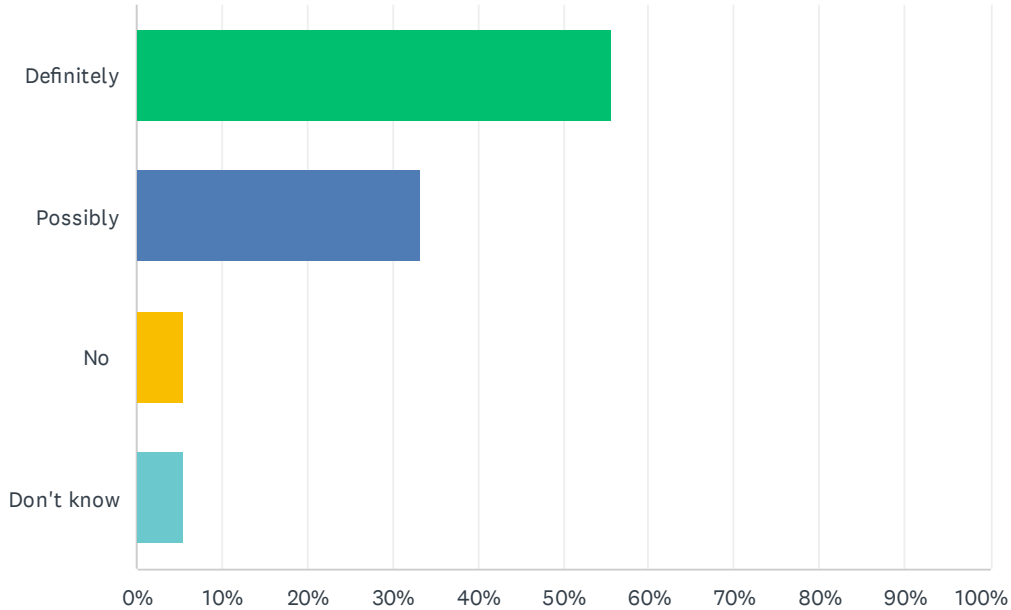
Q20 To the best of your knowledge, please type in the departments/business areas, specific roles, and skills requirements most impacted by these issues:

Answered: 13 Skipped: 17

ANSWER CHOICES	RESPONSES	
Department/ Area of Business (e.g. Catering, manufacturing etc.)	92.31%	12
Roles/Levels (e.g. cooks/chefs, cleaners, tradespeople etc.)	69.23%	9
Skills requirements (e.g. culinary skills; specific trades: electrician, joiner etc; project management; professional qualifications etc.)	46.15%	6

Q21 If unresolved, are difficulties recruiting or retaining staff due to a lack of housing/ accommodation likely to impact upon your businesses' plans to invest in Tiree?

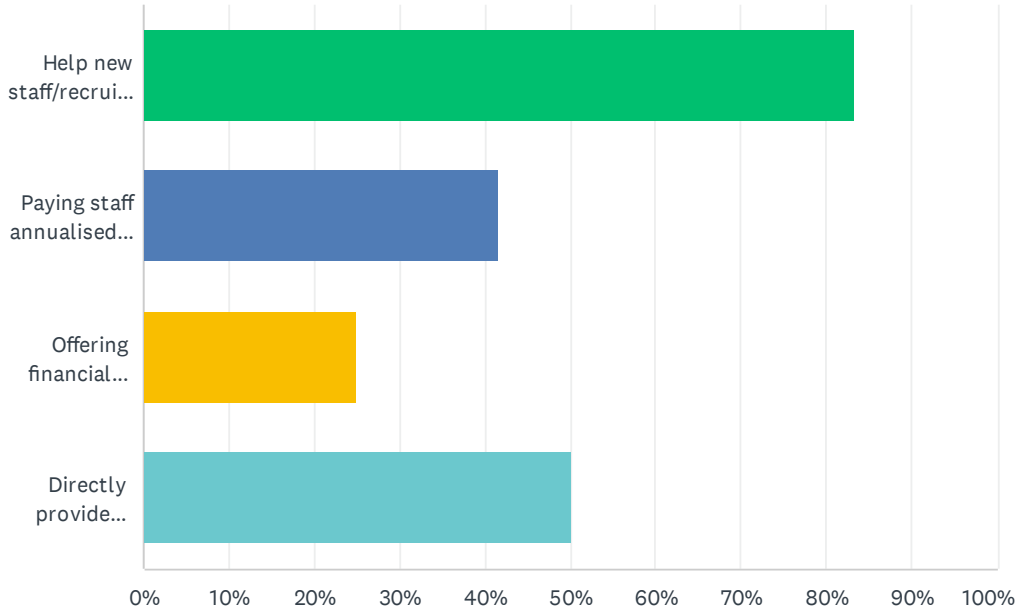
Answered: 18 Skipped: 12



ANSWER CHOICES	RESPONSES	
Definitely	55.56%	10
Possibly	33.33%	6
No	5.56%	1
Don't know	5.56%	1
TOTAL		18

Q22 Does your business/organisation do any of the following or take other steps to support your staff in relation to their accommodation? [Select all that apply]

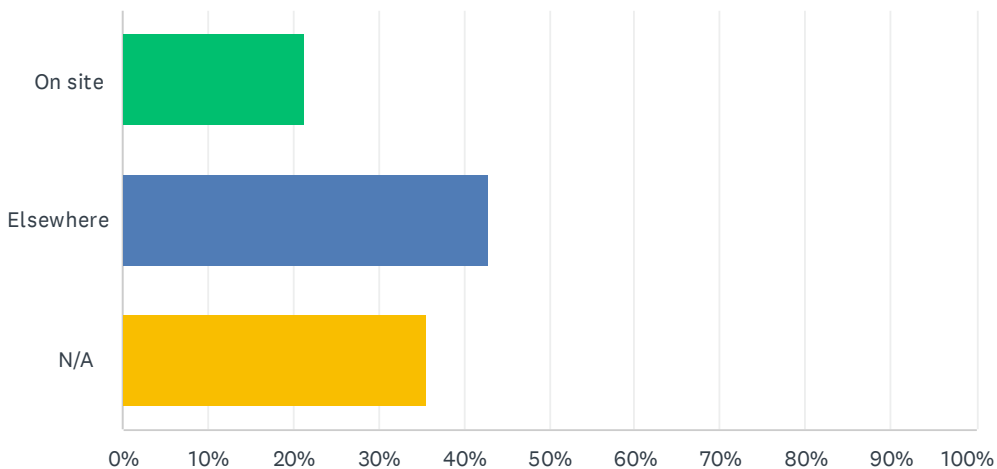
Answered: 12 Skipped: 18



ANSWER CHOICES	RESPONSES	
Help new staff/recruits to find somewhere to live	83.33%	10
Paying staff annualised salaries (i.e. pay spread equally over the year to make budgeting easier)	41.67%	5
Offering financial support to help pay for accommodation	25.00%	3
Directly provide accommodation for staff, either on-site or off-site.	50.00%	6
Total Respondents: 12		

Q23 If your business or organisation provides accommodation for staff, is this accommodation:

Answered: 14 Skipped: 16



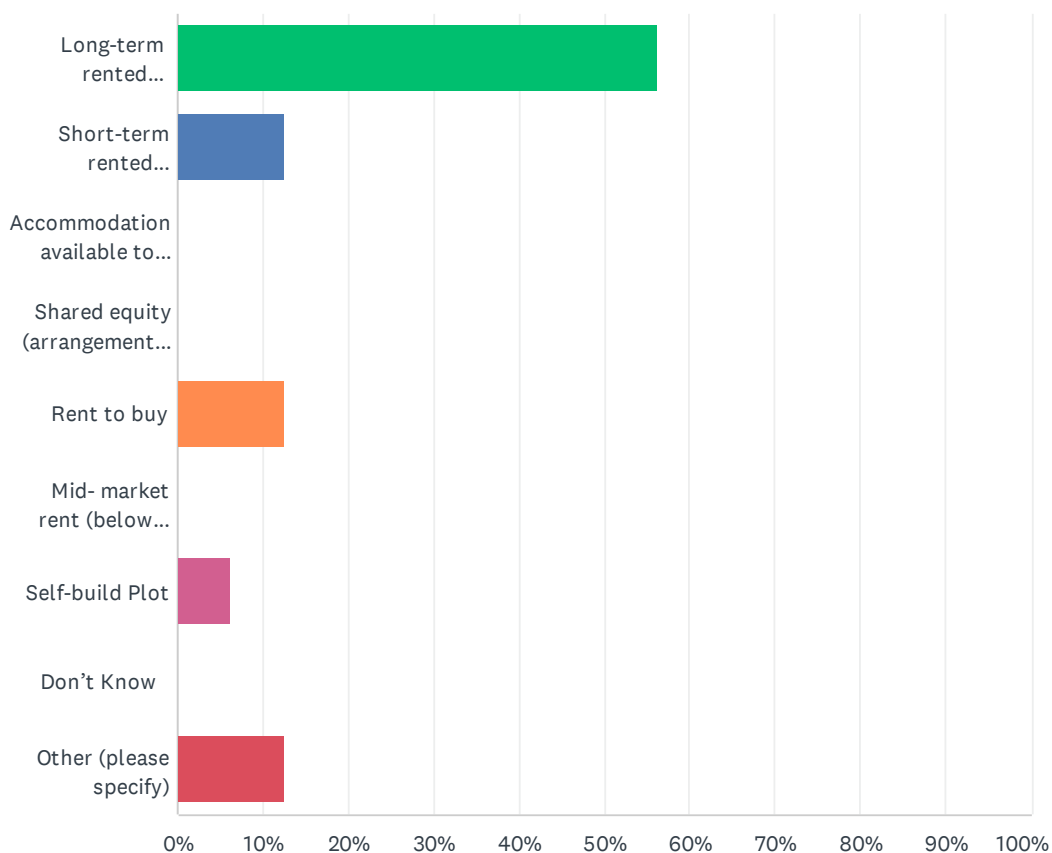
ANSWER CHOICES	RESPONSES	
On site	21.43%	3
Elsewhere	42.86%	6
N/A	35.71%	5
TOTAL		14

Q24 If your business is providing accommodation for your employees, what type of accommodation is this (e.g. shared housing, caravan etc.)?

Answered: 8 Skipped: 22

Q25 Accommodation Type [Select all that apply]

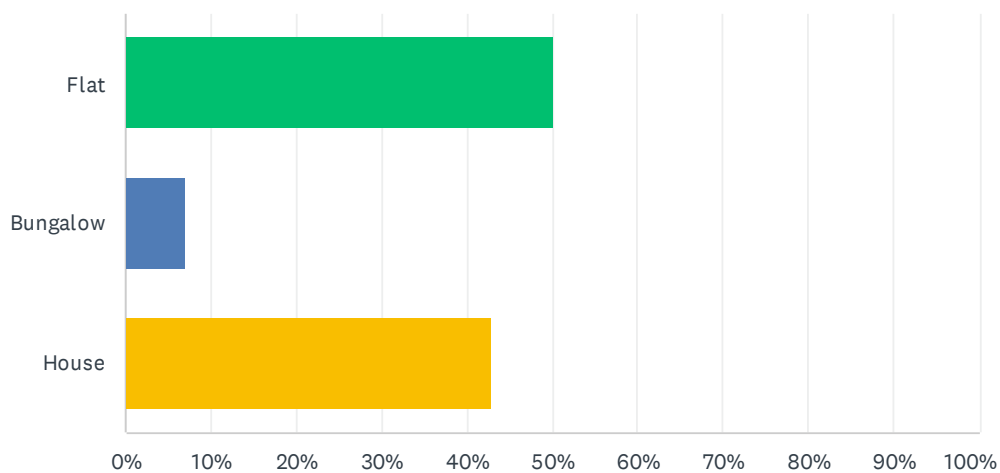
Answered: 16 Skipped: 14



ANSWER CHOICES	RESPONSES	
Long-term rented accommodation	56.25%	9
Short-term rented accommodation	12.50%	2
Accommodation available to buy/own	0.00%	0
Shared equity (arrangements where lenders and borrowers share equity ownership in a property)	0.00%	0
Rent to buy	12.50%	2
Mid- market rent (below average rent for the area, but higher rent than social housing)	0.00%	0
Self-build Plot	6.25%	1
Don't Know	0.00%	0
Other (please specify)	12.50%	2
TOTAL		16

Q26 Property Type

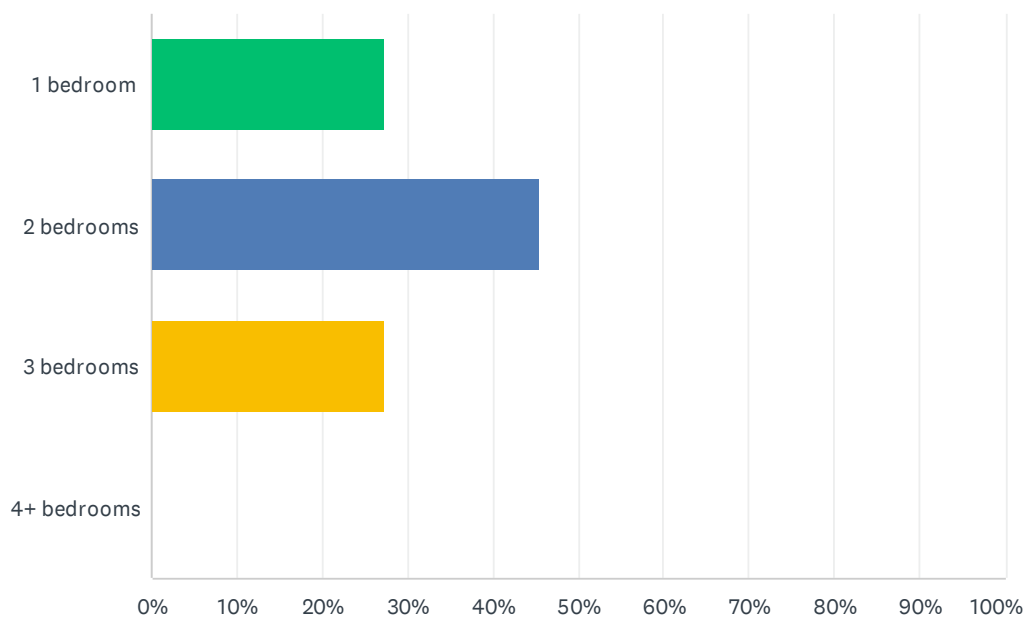
Answered: 14 Skipped: 16



ANSWER CHOICES	RESPONSES
Flat	50.00% 7
Bungalow	7.14% 1
House	42.86% 6
TOTAL	14

Q27 Number of Bedrooms

Answered: 11 Skipped: 19



ANSWER CHOICES	RESPONSES
1 bedroom	27.27% 3
2 bedrooms	45.45% 5
3 bedrooms	27.27% 3
4+ bedrooms	0.00% 0
TOTAL	11

Q28 Please list any suggestions you have on the actions that need be taken to help tackle the issue of a lack of affordable housing?

Answered: 5 Skipped: 25