

Annex 1 - beneficiary land based business survey results 1(a), and trainer survey results 1(b)

1 (a)

Analysis of June 2006 survey results - Land Based Business Beneficiaries

	100%	75%	50%	25%	10%	0%
Question 1 - percentage of the LBB's staff been on training supported by LBBTP	5	11	9	3		

	Strong Agree	Agree	Don't Know	Disagree	Strong Disagree	
Q2 (a) - Has this commitment to training helped you retain staff	6	16	4	1		1 left blank
Q2 (b) - Has this commitment to training made your business more attractive to work for	9	14	4			1 left blank
Q3 - Are your staff more efficient as result of training received through LBBTP	15	11	2			
Q4 - Has the training support of the LBBTP made your business more profitable	4	14	8	2		
Q5 - Has the training support of LBBTP made your LBB more visible/better known	7	14	4	3		
Q6 - Have the training opportunities created by LBBTP inspired your LBB to get more involved in training	14	12		2		

Q7 - What elements) of support of LBBTP has been of most value to your LBB	Positive rspns
part funding of commercial courses	26
The finding/setting up of courses for me	16
The bringing of my staff together with others on courses	15
the advice about new training opportunities	21
the Public Benefit courses that are arranged	19
Ensuring courses take place as locally as possible	23
the monitoring of the quality of courses	11

Q8 - Is the CNPA best placed to be delivering each of these elements	Yes	No	Don't know	
	27		1	1 Said yes, perhaps in partnership with others

Q9 - If LBBTP were to end, do you know of another org that could deliver all these elements	Yes	No	
		28	2 said Mearns and Angus could deliver some elements
Q10 - Have you or your staff attended a Public Benefit course	24	4	

If your answer to Q10 was yes, has this helped your LBB contribute to the aims of the CNPA	Strong Agree	Agree	Don't Know	Disagree	Strong Disagree
	11	11	2		

Q11 - Has your business won any awards in the last 18 months	Yes	No
	8	18
If your answer was Yes, did the LBBTP help you win the award	2	5

Any other area in which the support of the LBBTP has had an impact on your business

- Glen Tanar Equestrian Centre " It has given new energy and enthusiasm to everyone involved in my business, and a tremendous sense of pride in their jobs to my staff"
- Full on Adventure "It has enabled local people working in the outdoor industry to attend training at a price they can afford, making them able to gain more work in the local area and develop the local economy. It has enabled me to afford to provide more training opportunities for me and my staff and thereby enabling greater growth and employment opportunities. The growth of our business has benefited the local economy and the environmental training has developed the sustainable tourism side of the business. The training funding has helped in the development of a training and skill development ethos locally."
- Candacraig Estate " The training support department has been outstanding and it would be terribly unjust if it was axed. Frankly it is the only aspect of the CNPA that delivers much in my opinion."

4. Upper Tullochgrue Farm - "Due to funding which has allowed me to continue with my degree it has made the business (farm) more aware and able to understand the importance of the aims of the N.P. and also the importance of farming in an environmentally friendly and sensitive way. Courses have also highlighted the importance of the environment that we live in and how special it is. Sometimes it is difficult to see the wood for the trees."
5. Mar Lodge Estate - "There is a noticeable sense of local pride that a local initiative is able to provide such high quality training and that training can be undertaken locally. This is important in helping local identity and sense of place. It is noticeable that when training is identified as being required LBBTP has now become identified as being the first place to go to seek help and advice in providing the training."
6. Rothiemurchus Estate - "The Ranger service has benefited very much from the LBBTP. Also retail and office staff in IT and other customer related training."
7. Seafeld Estate - "Increased awareness of the aims/objectives of the Park." Mearns and Angus could deliver some of the elements of training support - though not all.
8. Invercauld Estate - "We are an lip organisation and rely on LBBTP to provide relevant training. As a founding member of the project, we would be very seriously disadvantaged if LBBTP ceased"
9. The Macrobert Trust - "Some of these questions are difficult to answer for a charitable trust. Much of the training we do enables us to work more effectively and more safely but that doesn't necessarily mean we get more done or are more cost effective. Increased awareness of health and safety issue for example may actually mean that we achieve less work. However it might also mean that there are less injuries, for example, which potentially is a cost saver. Overall it is extremely beneficial to have a well run, partially funded training organisation in the area."
10. Tulchan Sporting Estate - "It has certainly been a huge benefit to Tulchan to be able to select and tap into the relevant courses available and it would be disastrous if these now ceased."
11. Cairngorm Mountain Limited - "There is no way we could have done as much training as we have without the support of the project. Their commitment to supporting us over the past two years has made a huge difference."
12. Highland Wildlife Park - " It has enabled us to carry out training in areas where we would normally not have the funding to do so. It has also increased staff knowledge and (particularly the Wildlife and the Law course) this has helped us to deal with queries from the public more efficiently. Through the local nature of the courses, we have also been able to meet other businesses locally who we would otherwise have very little contact with and this has helped us raise our profile as a conservation organisation and not just a visitor attraction."
13. Ballogie Estate - "training is the key area which allows our business to develop. New challenges require new skills, new skills aid personnel development. Personnel development goes hand in hand with business development".
14. Glenfeshie Estate - "Keeping me informed regarding certain legal requirements or recommendations, which I as an isolated, mostly lone manager may not have otherwise known about".
15. Ben Alder Estate - " impact has been mostly on Health and Safety, and Habitat monitoring for keepers and managers"
16. Balmoral Estate - "It has made staff more aware of the training which is available and has made them realise that without ongoing training they, as individuals, may be "left behind".

32 (i.e. 25% of the LBBTP businesses) surveys were sent out to a mixture of Estates, farms, and outdoor recreation providers. 17 went to Obj 1 businesses, 15 to Obj 3 businesses. 28 businesses responded, representing a 88 % response rate. All were given the opportunity to respond anonymously, all chose to provide their contact details.

1 (b)

Analysis of June 2006 survey results - Local Trainers/Training Providers

	100%	75%	50%	25%	10%	0%
Question 1 - percentage of your business provided/sourced by LBBTP	2	1			5	

	Strong Agree	Agree	Don't Know	Disagree	Strong Disagree
Q2 - has this partnership with the LBBTP helped increase the profit of your business	3	3	2		
Q3 - Has the partnership with the LBBTP helped make your business more visible/better known	2	4	2		
Q4(a) have the opportunities created by LBBTP for delivering training helped you create new courses	2	5		1	
Q4(b) have these opportunities helped your business source new/additional networks of beneficiaries	4	3	1		

Q5 - What elements) of support of LBBTP to beneficiaries has been of most value to your business	Positive rspns
part funding of commercial courses	6
LBBTP working in partnership with trainers to find/set up new courses for LBBs	5
LBBTP networking with and bringing people together on courses	7
LBBTP providing LBBS with advice about new training opportunities	7
LBBTP ensuring courses take place as locally as possible	5

the monitoring of the quality of courses	5
--	---

	Yes	No	Don't know
Q6 - Is the CNPA best placed to be delivering each of these elements	5		1

2 blank

	Yes	No
Q7 - If LBBTP were to end, do you know of another org that could deliver all these elements		7

1 blank

Mearns and Angus comment - "The LBBTP have been crucial to the successful delivery of the project. The LBBTP can offer unbiased advice to participants within the project and importantly they can monitor the quality of training delivered. Practically, it would be feasible for a training provider to manage the project but in so doing the impartiality would be lost"
Glenmore Lodge - "not for the same value or impartiality"

	Strong Agree	Agree	Don't Know	Disagree	Strong Disagree
Q8 - If the LBBTP were to end, would this have a detrimental impact on your business		7	1		

Any other area in which the support of the LBBTP has had an impact on your business

1. Mearns and Angus Services - "our participation within the project has enabled us to build solid relationships with many new clients, this provides an immediate impact on current training but it further allows us to offer additional services to new clients. Additional "word of mouth" recommendation to other organisations both in and out the CNP has proved to be beneficial. One of the initial principles behind the project was to develop and encourage the training ethos in a sector where training never was a priority. Our experience through the progression of the project would suggest that there is now a greater acceptance to participate in a training programme and the benefits that can be achieved. Our experience would further suggest that the project still has a value as we find more organisations coming forward to participate in training who have previously not acknowledged this as being a priority."

2. Firebreak services - " Q4(a) the LBBTP has not created demand for new types of courses yet in my specialism, although I could see this happening in future. It has however extended the range of locations for the delivery of my courses. LBBTP has had a very positive impact on the uptake and delivery of training generally. It has changed the environment for training from a negative on only associated with health and safety to one that encourages the development of skills. The work of LBBTP to develop a pipeline for training matching demand and supply could be developed further, perhaps through use of a website or investigation of longer courses required at higher levels."

3. Glenmore Lodge - "We may have attended very few, but it is the opportunity, variety and availability of the courses that is good and with so many being local and short they are manageable for staff to attend. Your publicity through e-mailing has been a crucial part of the project as well. In some ways I don't what might appeal to some staff and support an interest they may have. On occasions I have seen a course advertised covering a training area that I had not thought about."

4. David Lambie, consultant - "Fully support the LBBTP and the role they provide. They have provided opportunities for my own business to provide training and have courses that I can attend that will greatly benefit other aspects of my work".

13 surveys were sent out to a local training providers. 8 businesses responded, representing a 62% response rate. All were given the opportunity to respond anonymously, all chose to provide their contact details.