

THE CORPORATION OF THE MUNICIPALITY OF MISSISSIPPI MILLS

STAFF REPORT

DATE: February 25, 2021

TO: Community & Economic Development Committee (C&EDC)

FROM: Tiffany MacLaren, Community Economic & Cultural Coordinator

SUBJECT: Survey Results - Business Retention Project

RECOMMENDATION:

THAT the Committee receive this report for information.

BACKGROUND:

Valley Heartland, a non-profit organization established by the Federal Government to support entrepreneurs in Lanark County and North Leeds, conducted a Business Retention & Expansion (BR&E) survey for Lanark County. In April 2019 the Final BR&E Survey Data Report was released for the County with a subsequent report, specific to Mississippi Mills, being released in June 2019.

DISCUSSION:

Committee member, Ron MacMeekin, worked with Valley Heartland in the collection of survey data. At the November C&EDC meeting, Ron requested a project update be brought back to the committee.

SUMMARY:

The Lanark County BR&E Survey Data report and the Mississippi Mills BR&E Survey Data report are attached for the information of the Community & Economic Development Committee.

Respectfully submitted by,

A handwritten signature in black ink that reads "Tiffany MacLaren". The script is cursive and fluid, with the first name "Tiffany" written in a larger, more prominent style than the last name "MacLaren".

Tiffany MacLaren,
Community Economic & Cultural Coordinator

ATTACHMENTS:

Lanark County BR&E Survey Data Report
Mississippi Mills BR&E Survey Data Report



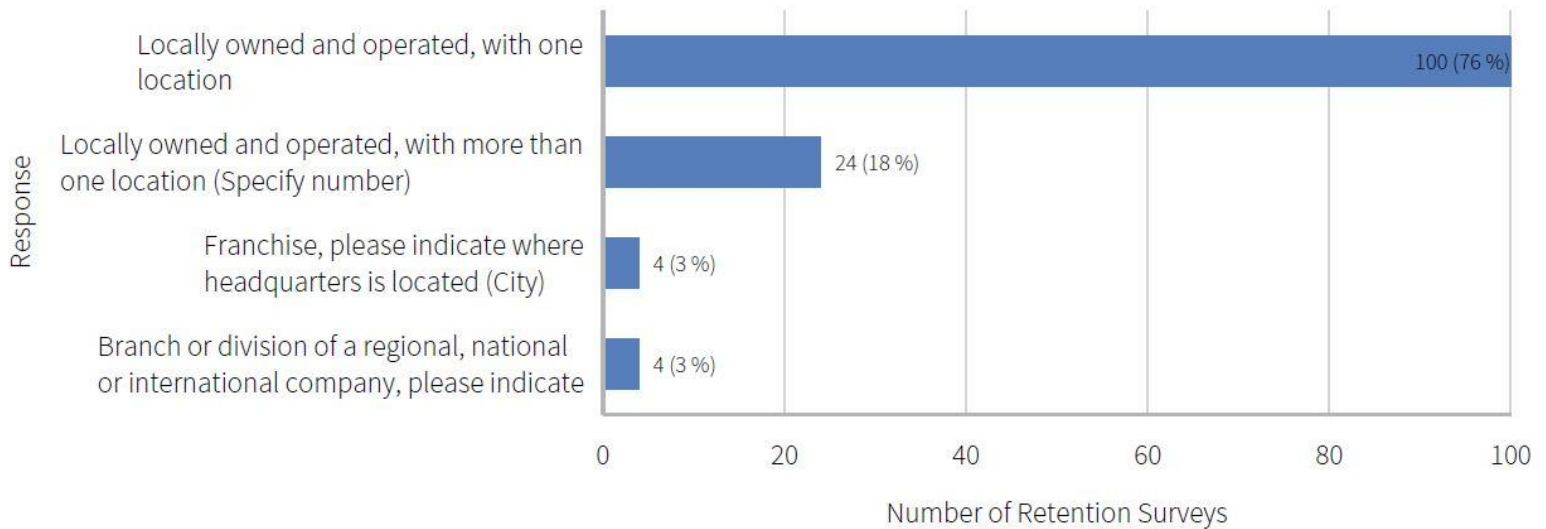
LANARK
COUNTY

Lanark County

Final BR+E Survey Data Report

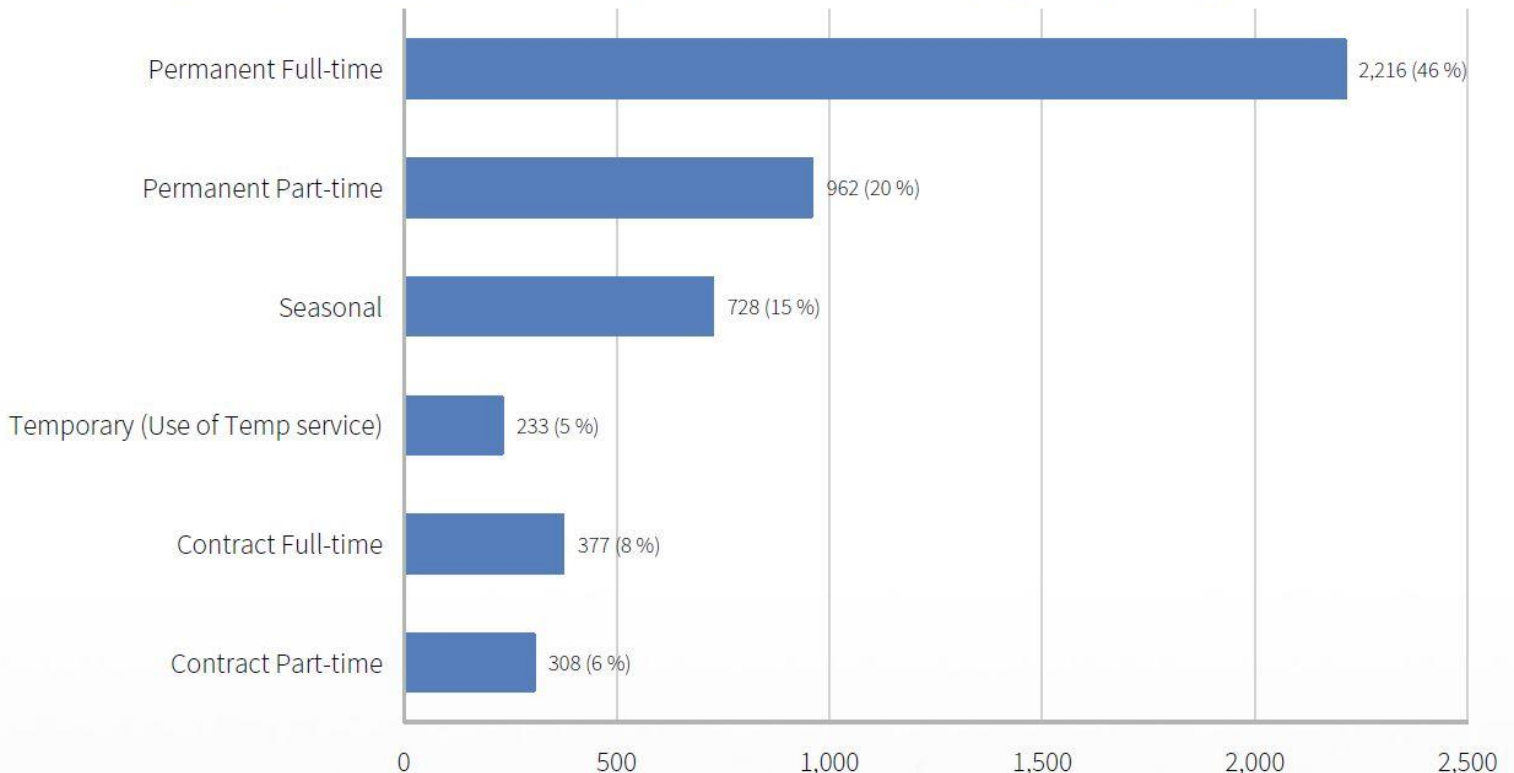
**Source: Executive Pulse
April 25, 2019**

BI1. Which of the following best describes your business?

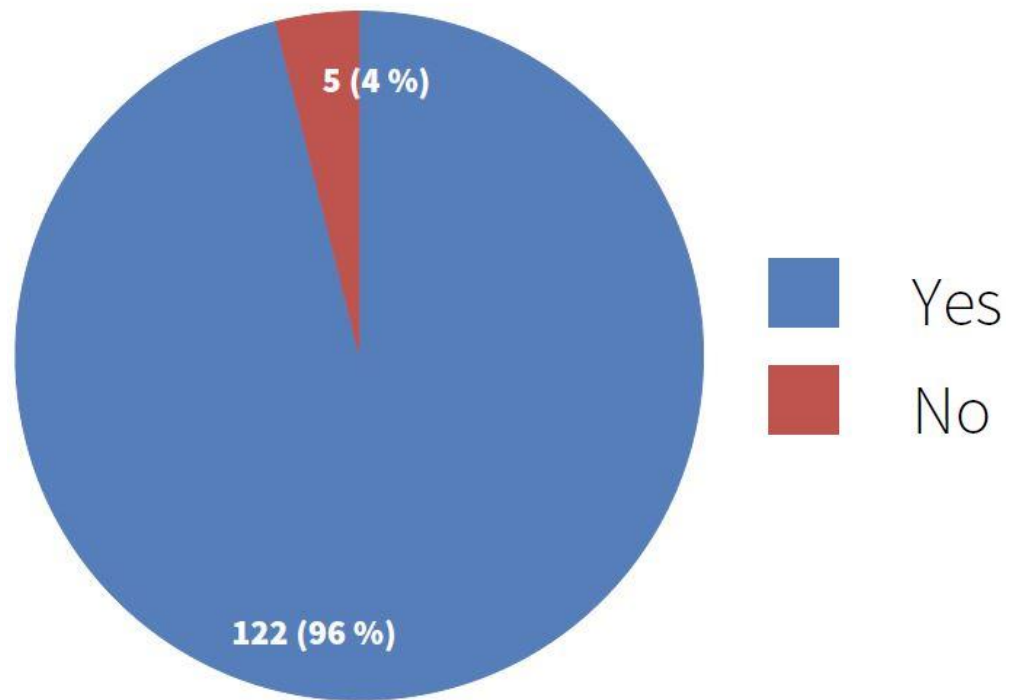


Including owner/owners, please confirm your total number of employees operating at this location

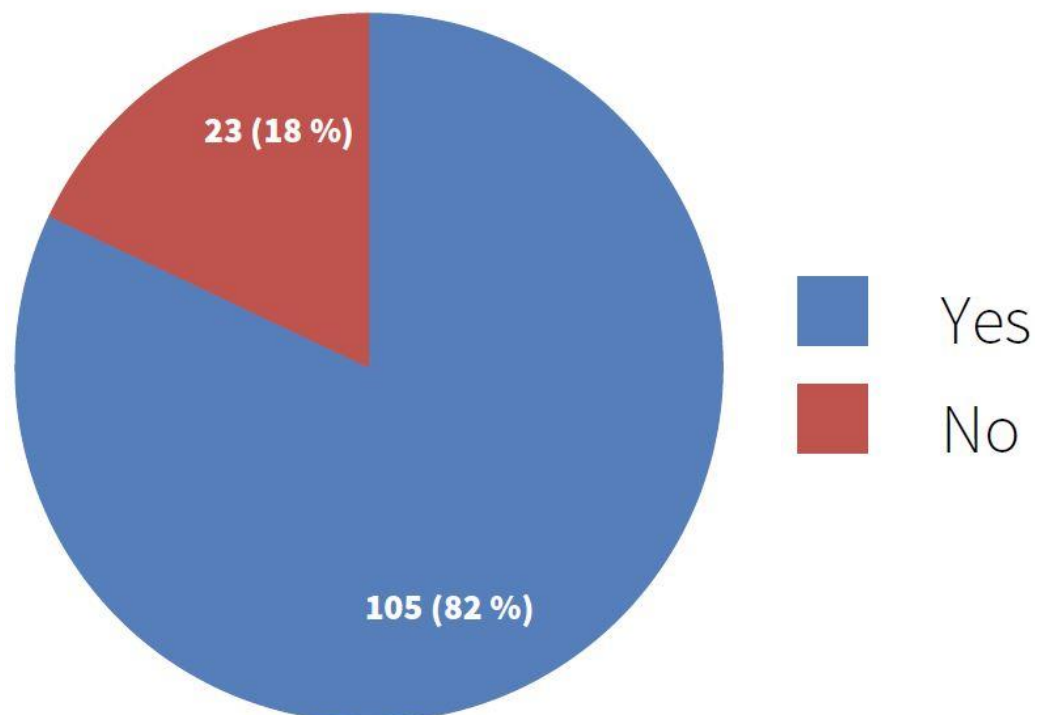
Including owner/owners, please confirm your total number of employees operating at this location



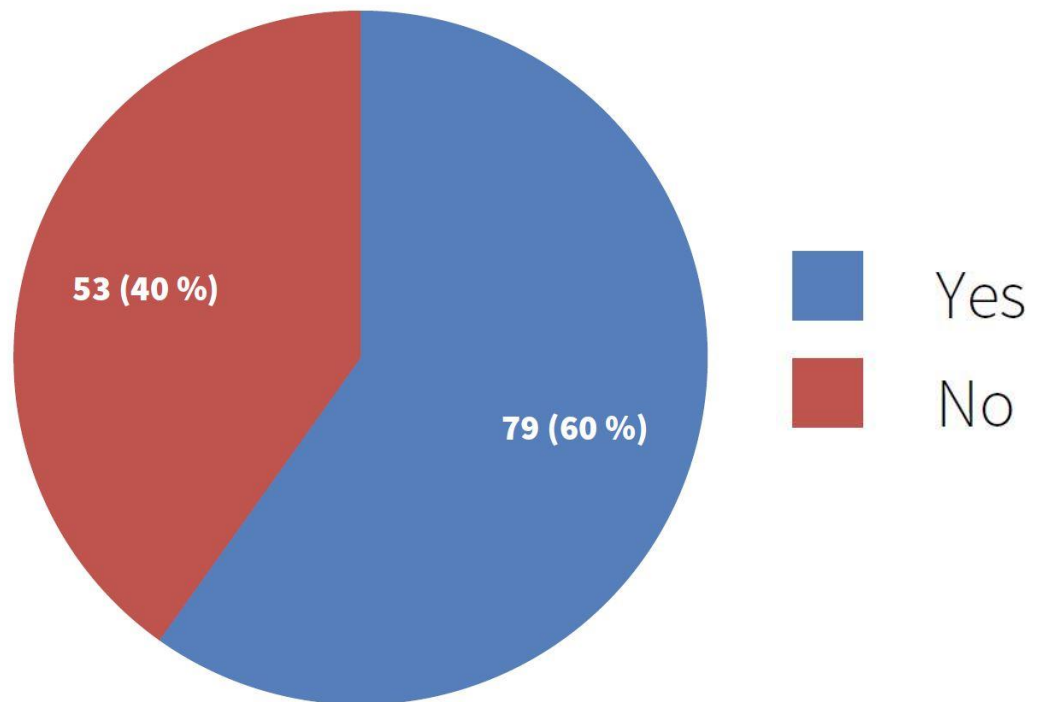
BI2. Is at least one of the owners involved in the day-to-day operation of the business?



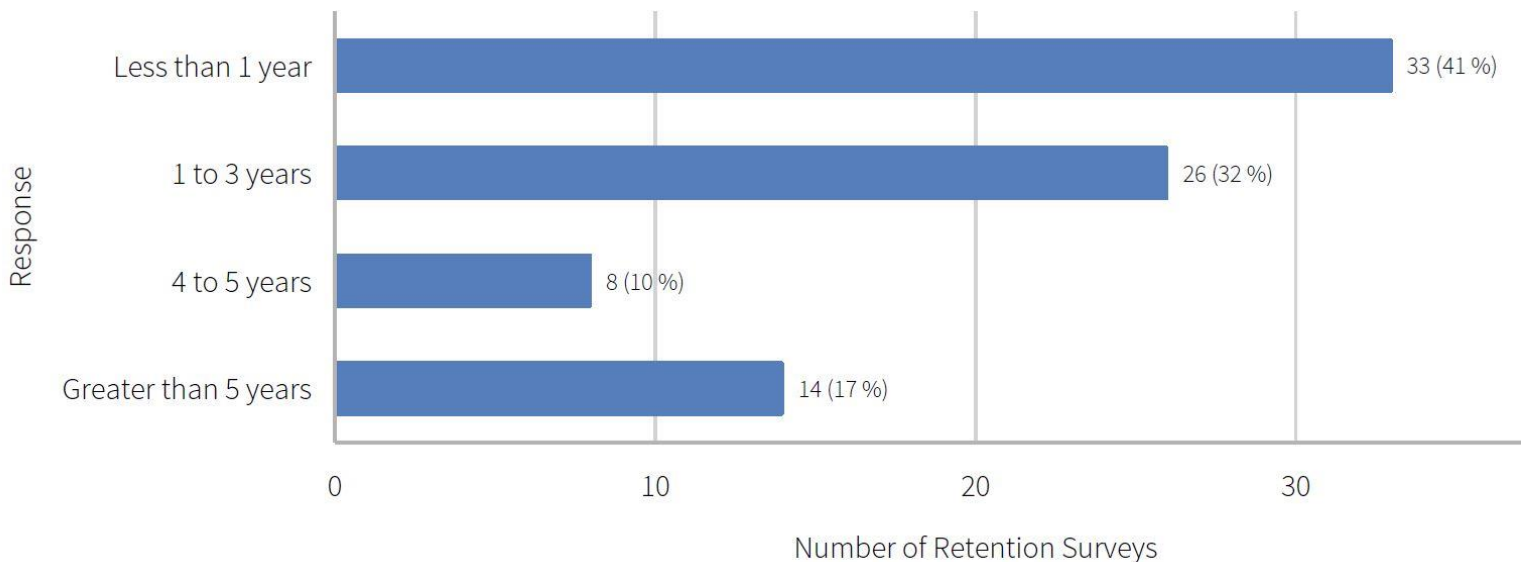
BI3. Is at least one of the owners a resident of the community?



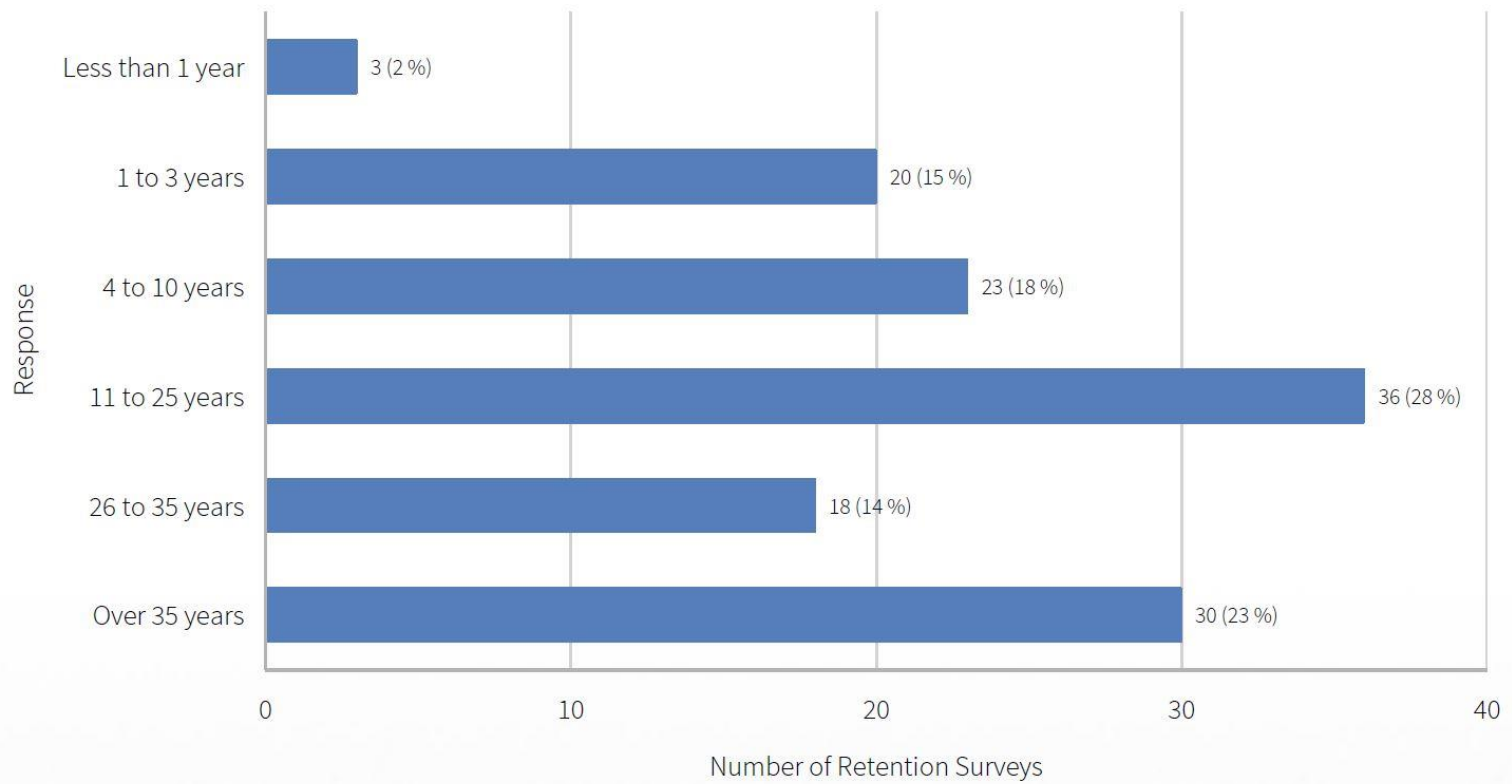
BI4a. Does your business have a business plan?



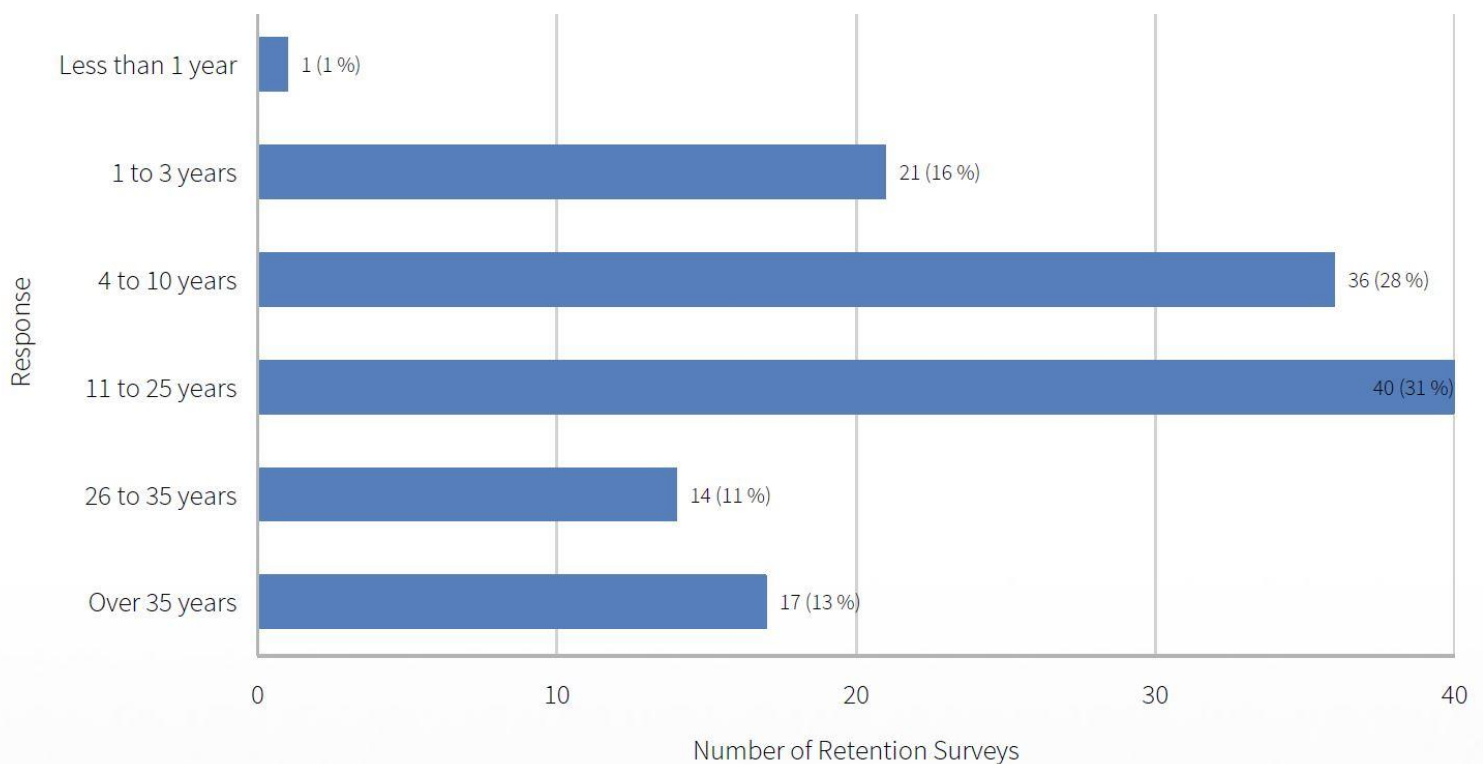
BI4b. Of those that indicated they do have a business plan - When was it last updated?



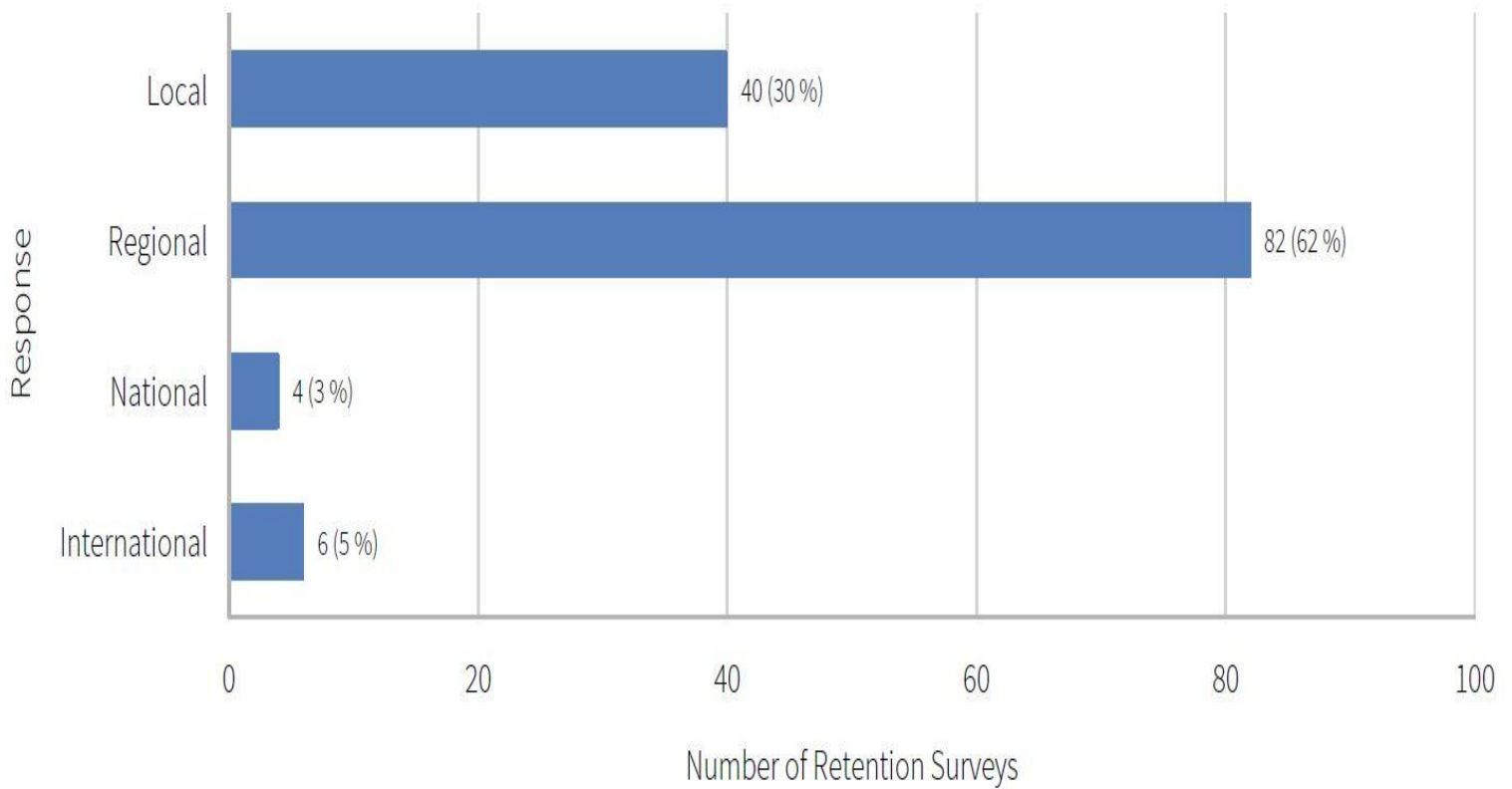
BI5. How many years has your business been in operation in this community?



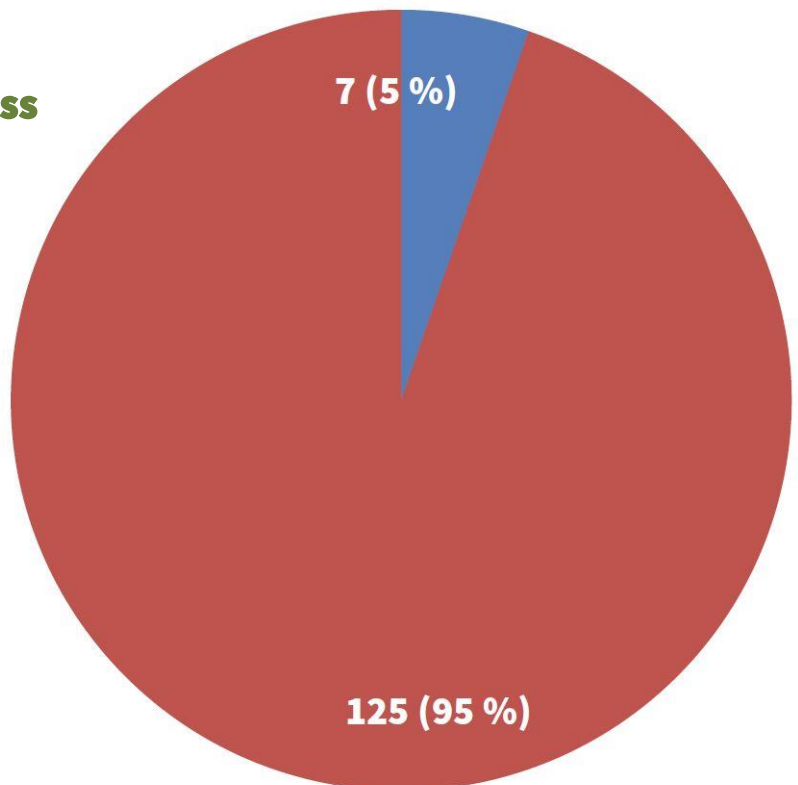
BI6. How many years have the current owner/owners been operating this business?



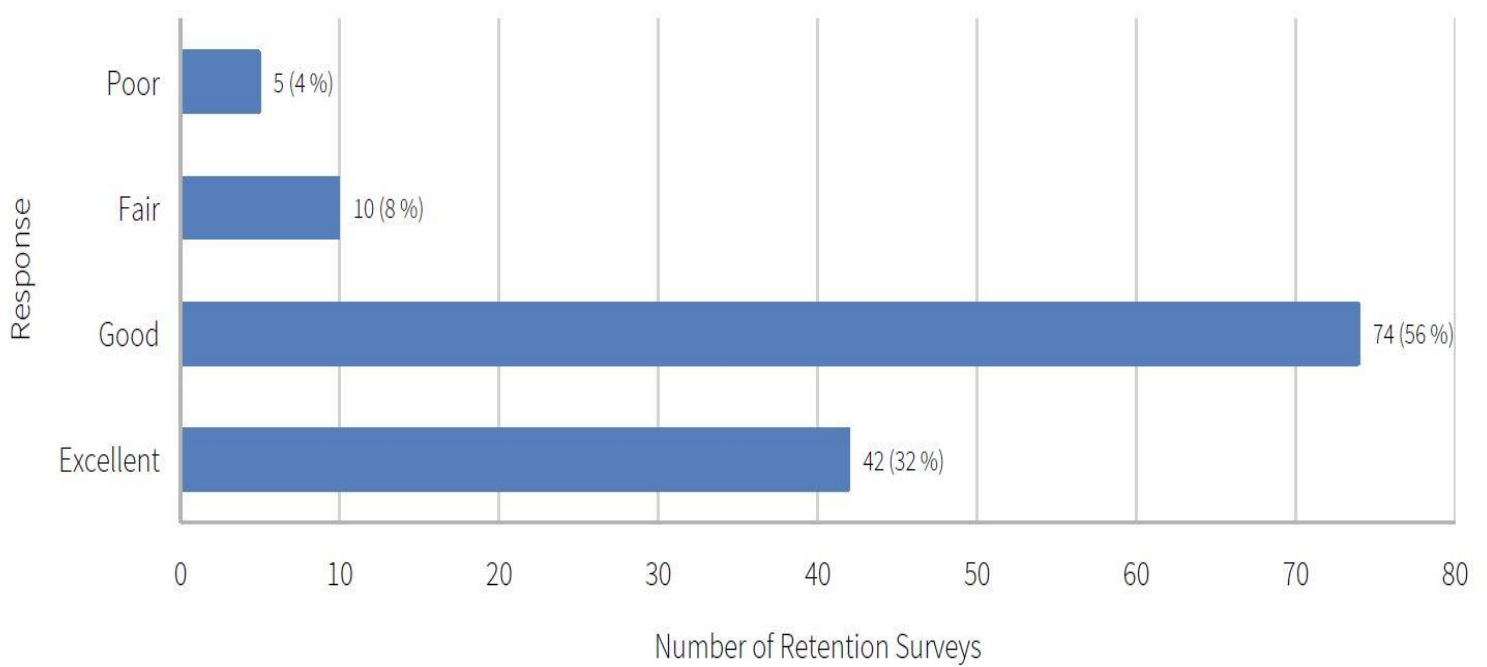
BI9. The primary market of your business is



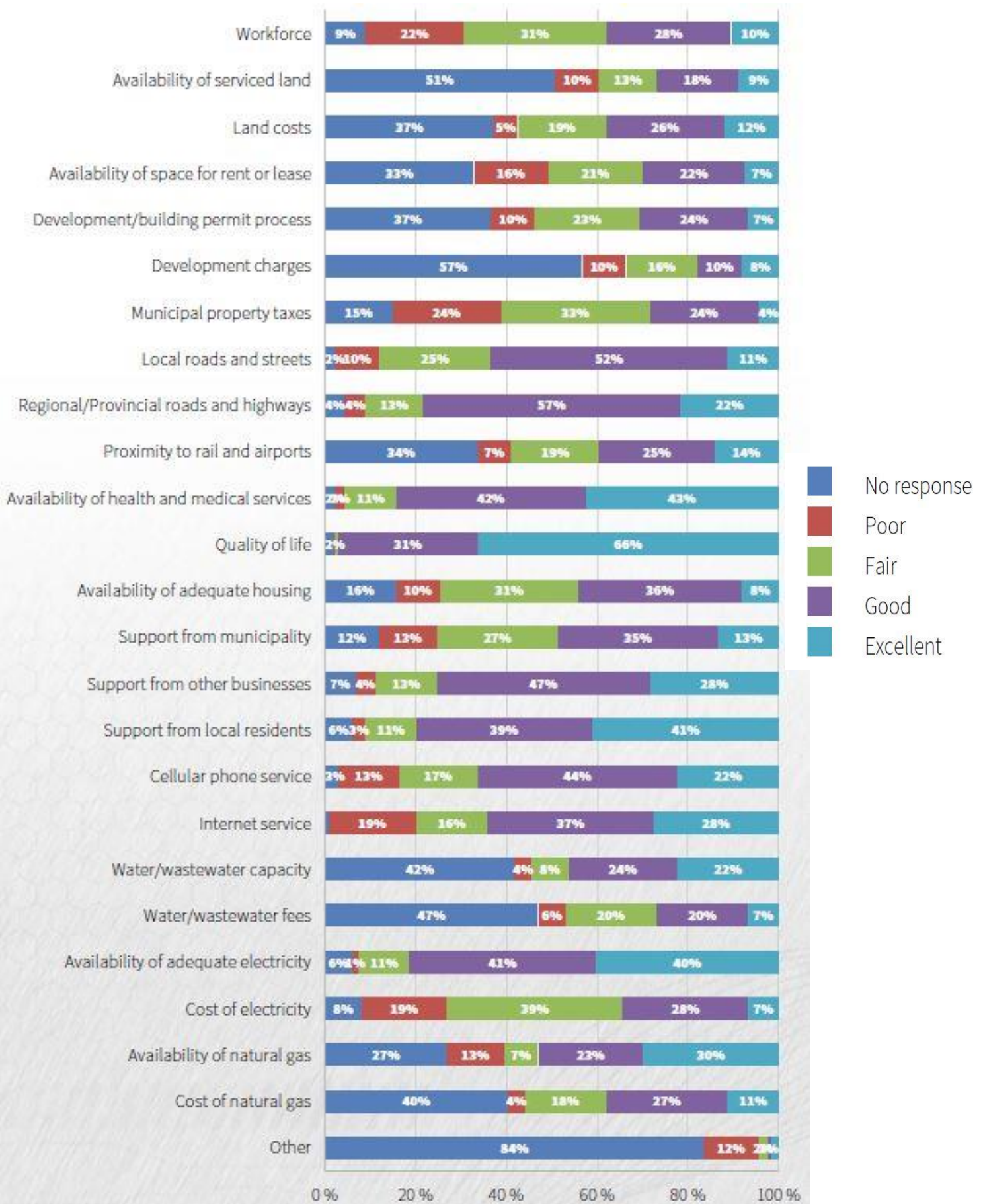
CQ2a. Is your business unionized?



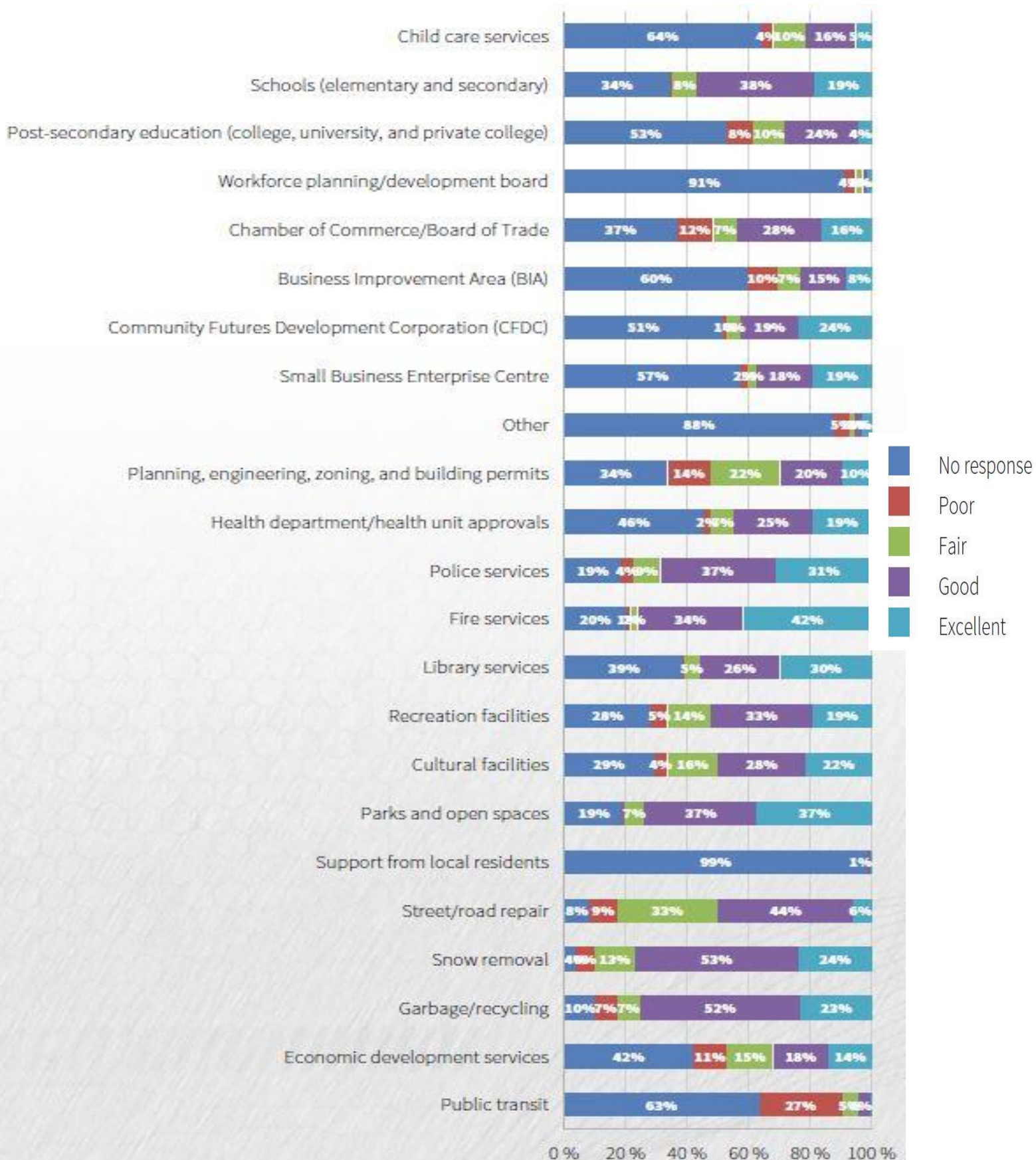
BC1. What is your general impression of this community as a place to do business?



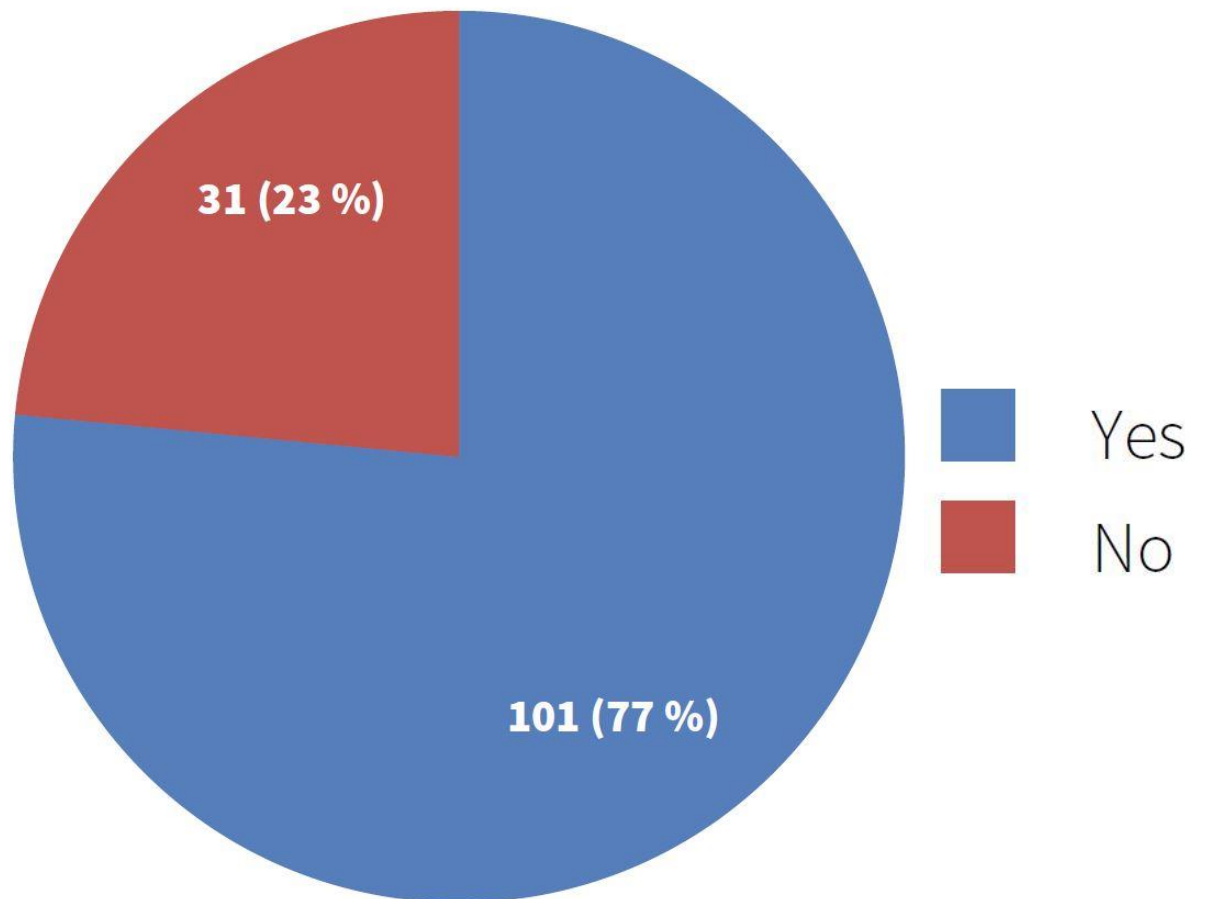
How would you rate the following factors of doing business in this community?



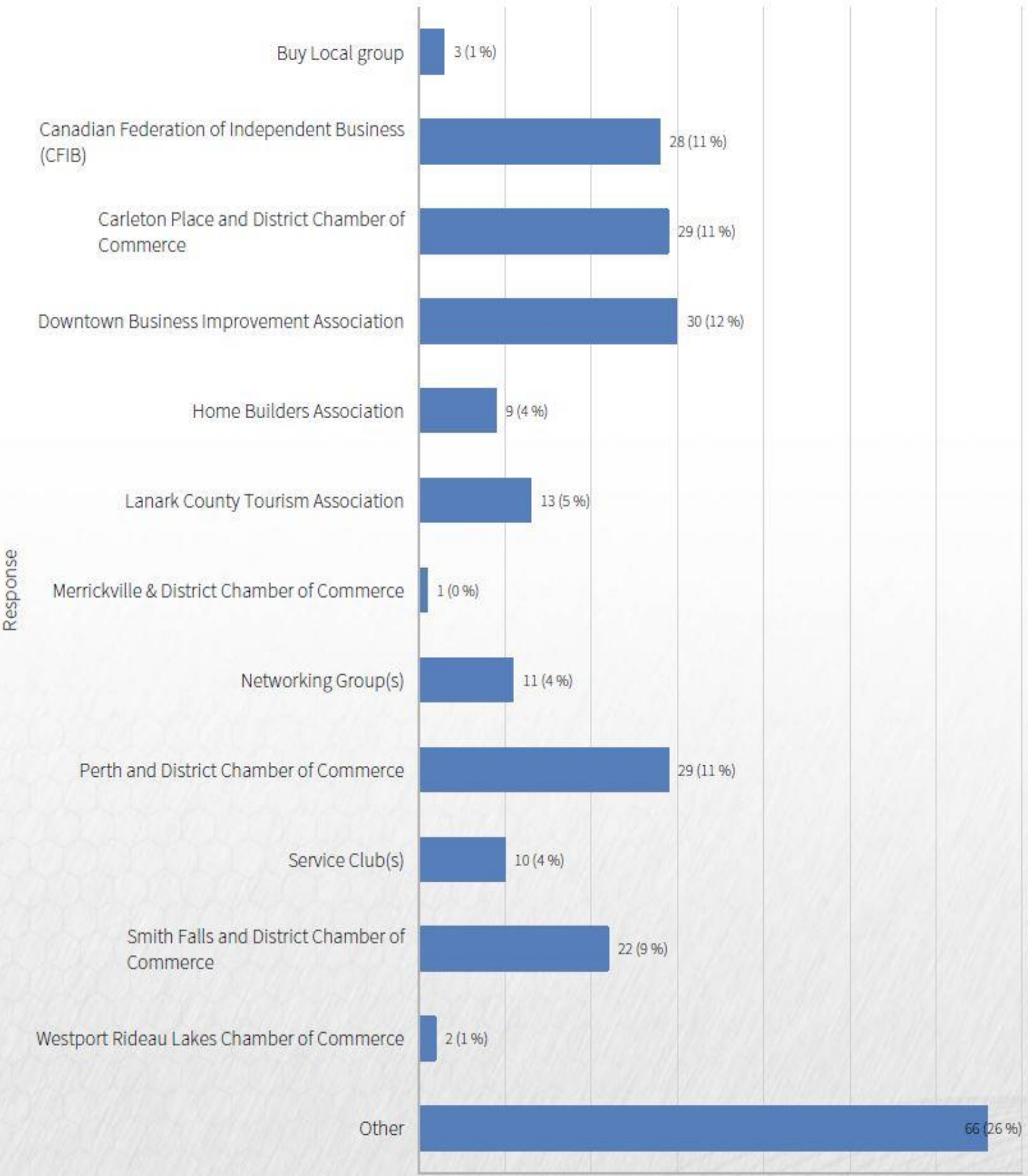
From the perspective of your business, rate your level of satisfaction with each of the following community services.



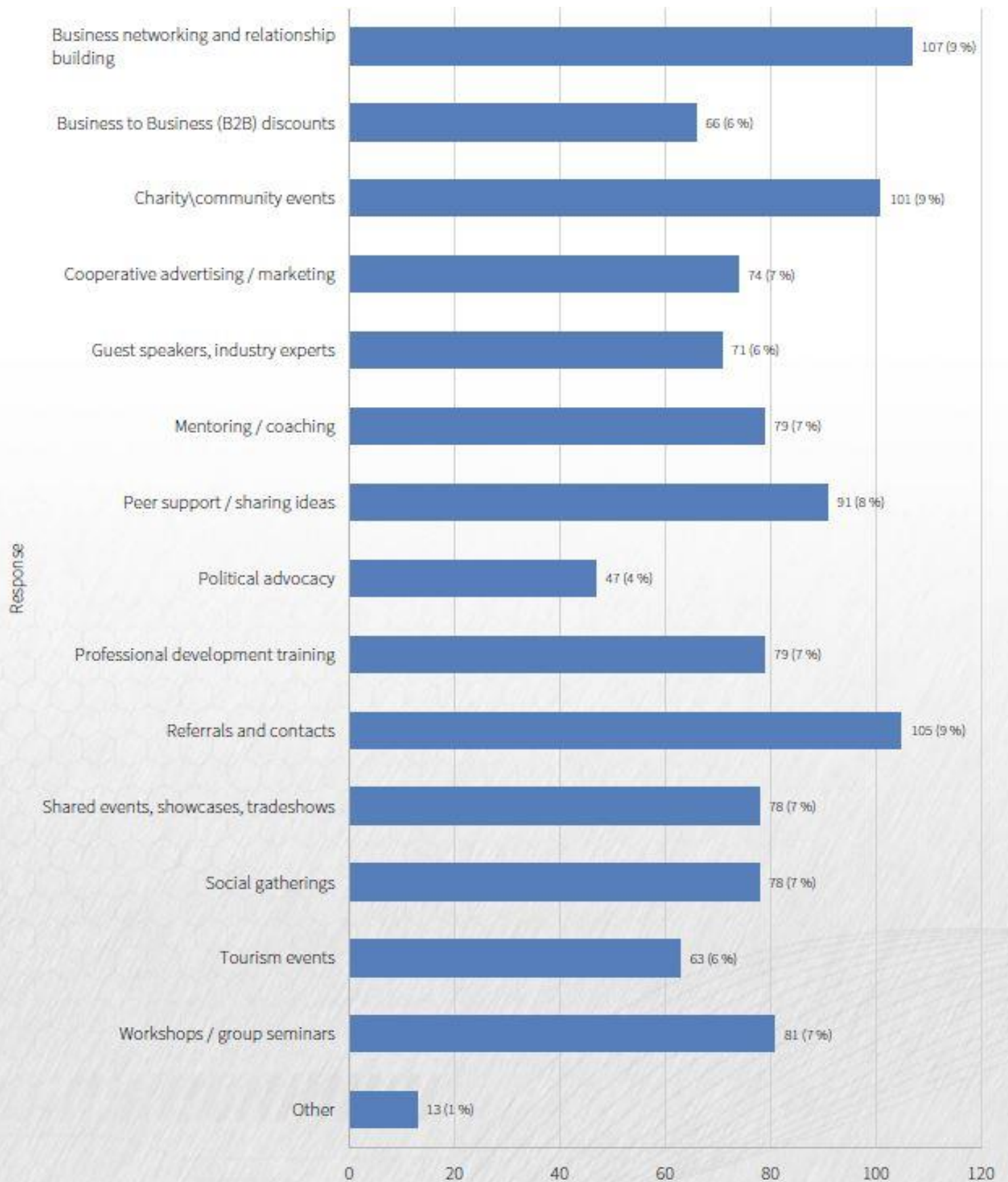
CQ3a. Are you a member of any business organization(s)?



3b. Are you a member of any business organization(s)? - If Yes, mark all that apply

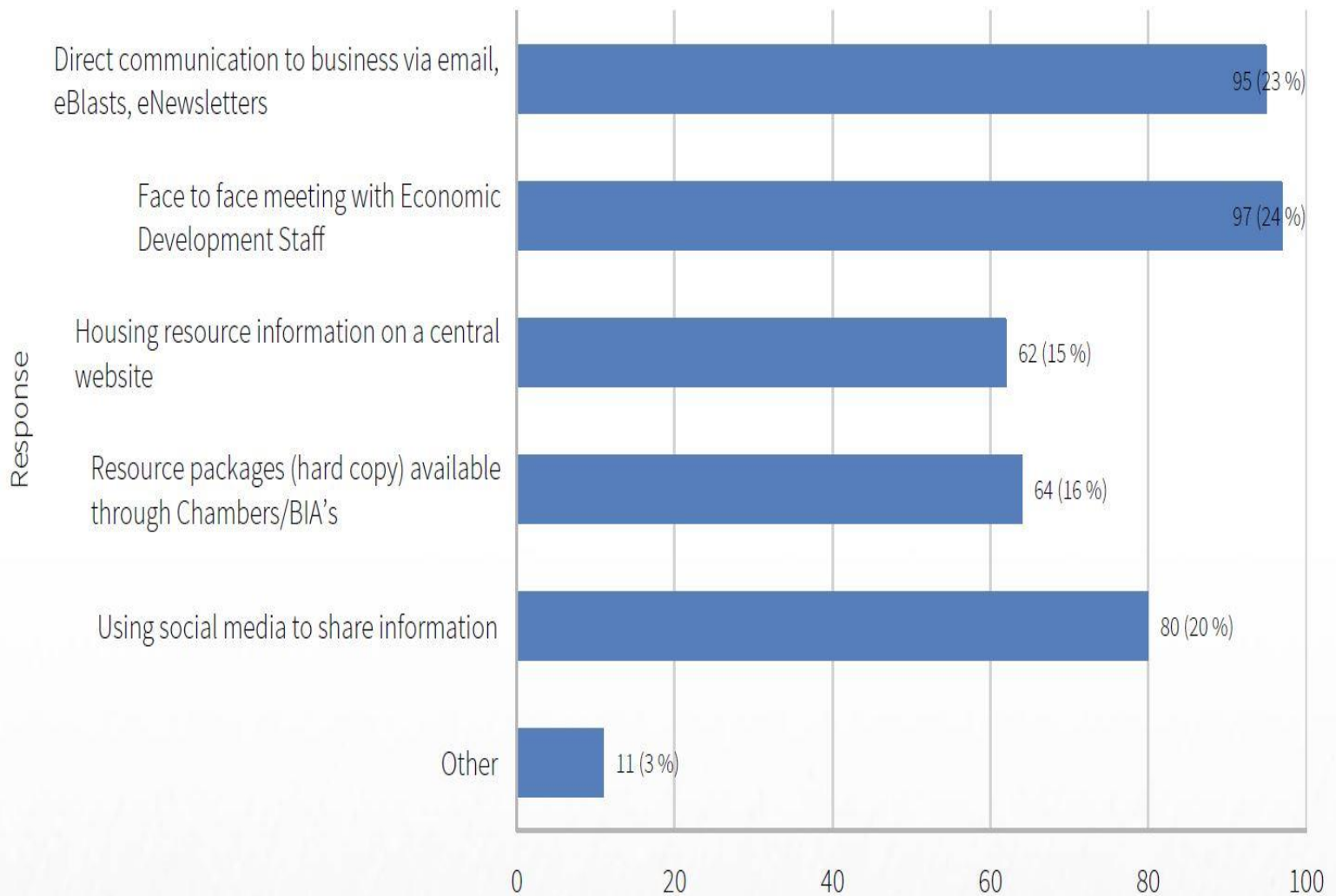


CQ4. Whether you are a member of any business/service organization or not, what services/activities are of value to your business?

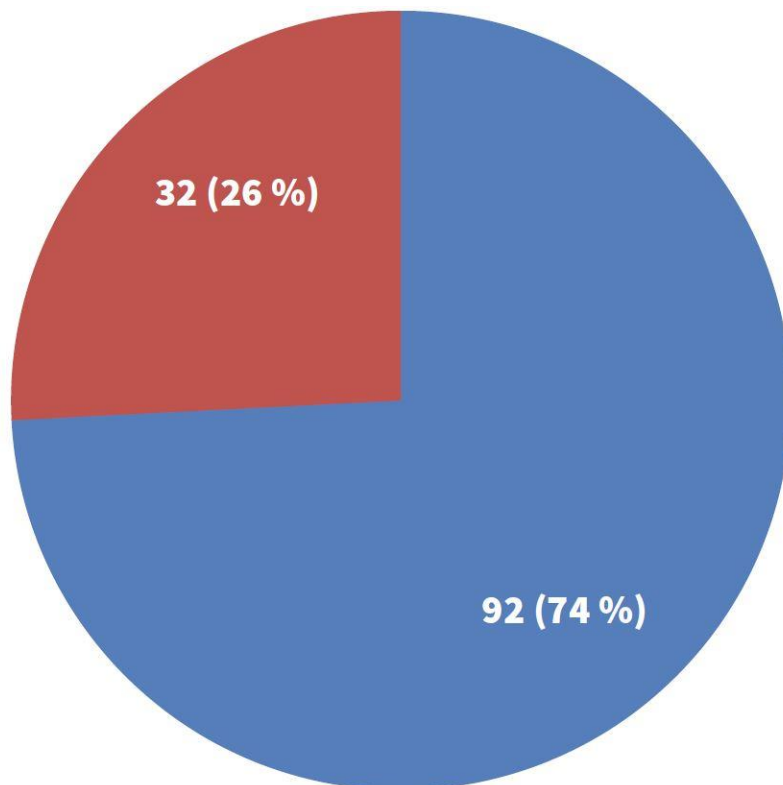
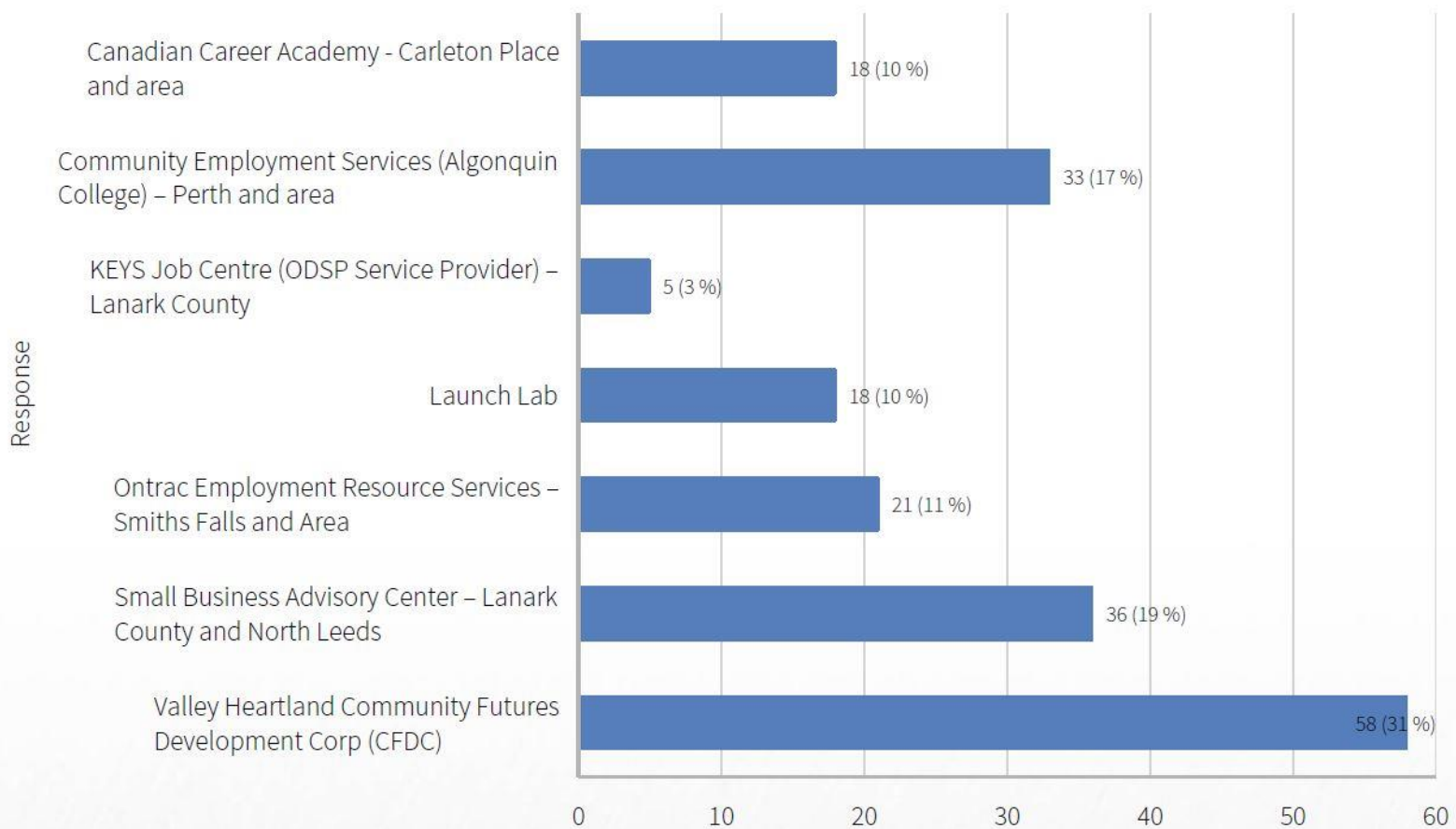


CQ13. There are numerous business and service organizations in Lanark County that provide programs/funding/resources for the business community to support business retention & expansion.

What methods do you believe would be most effective to inform and keep businesses up to date on the many resources available?



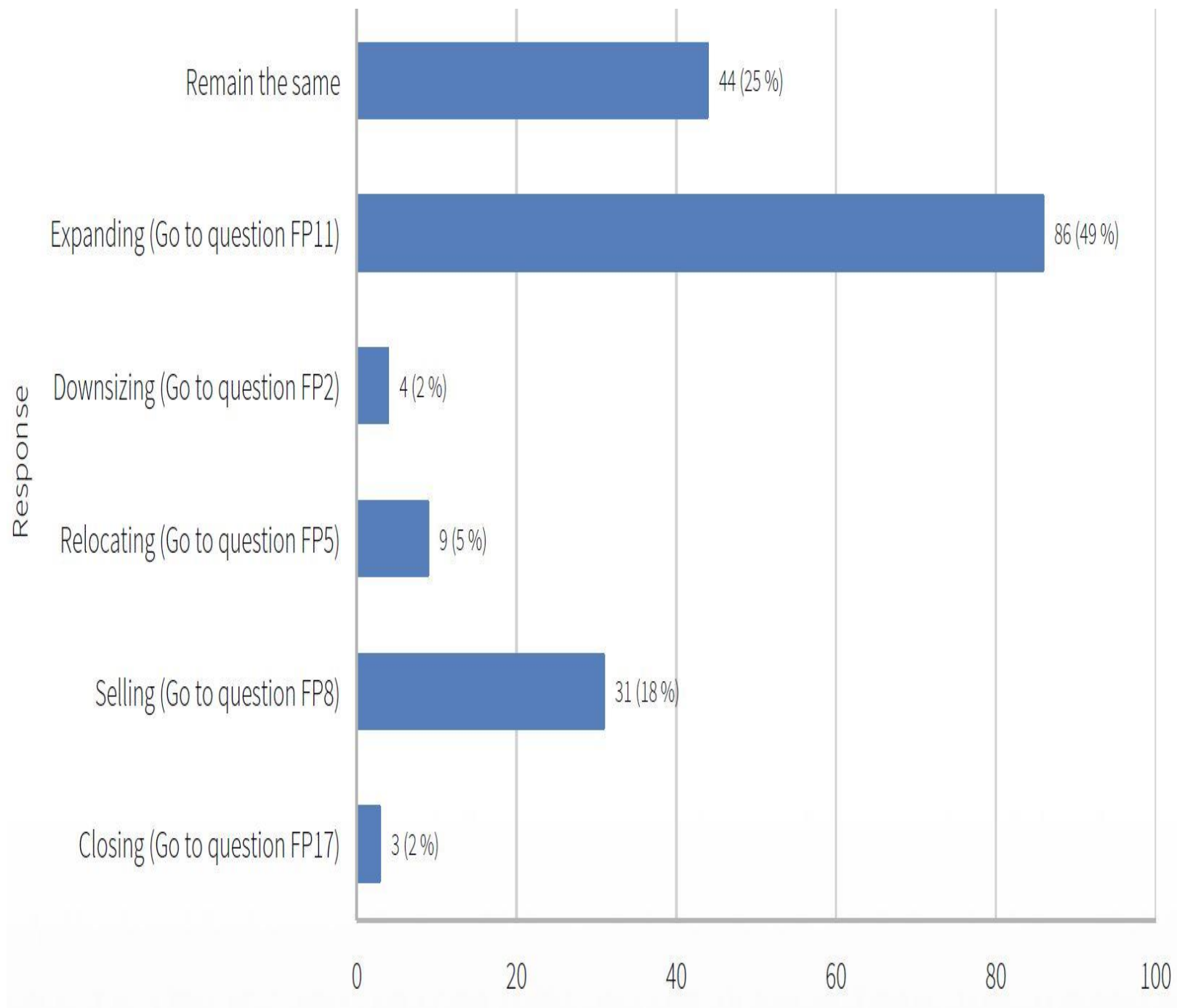
CQ14. Have you ever accessed any programs and/or services from any of the following Service Providers in Lanark County?



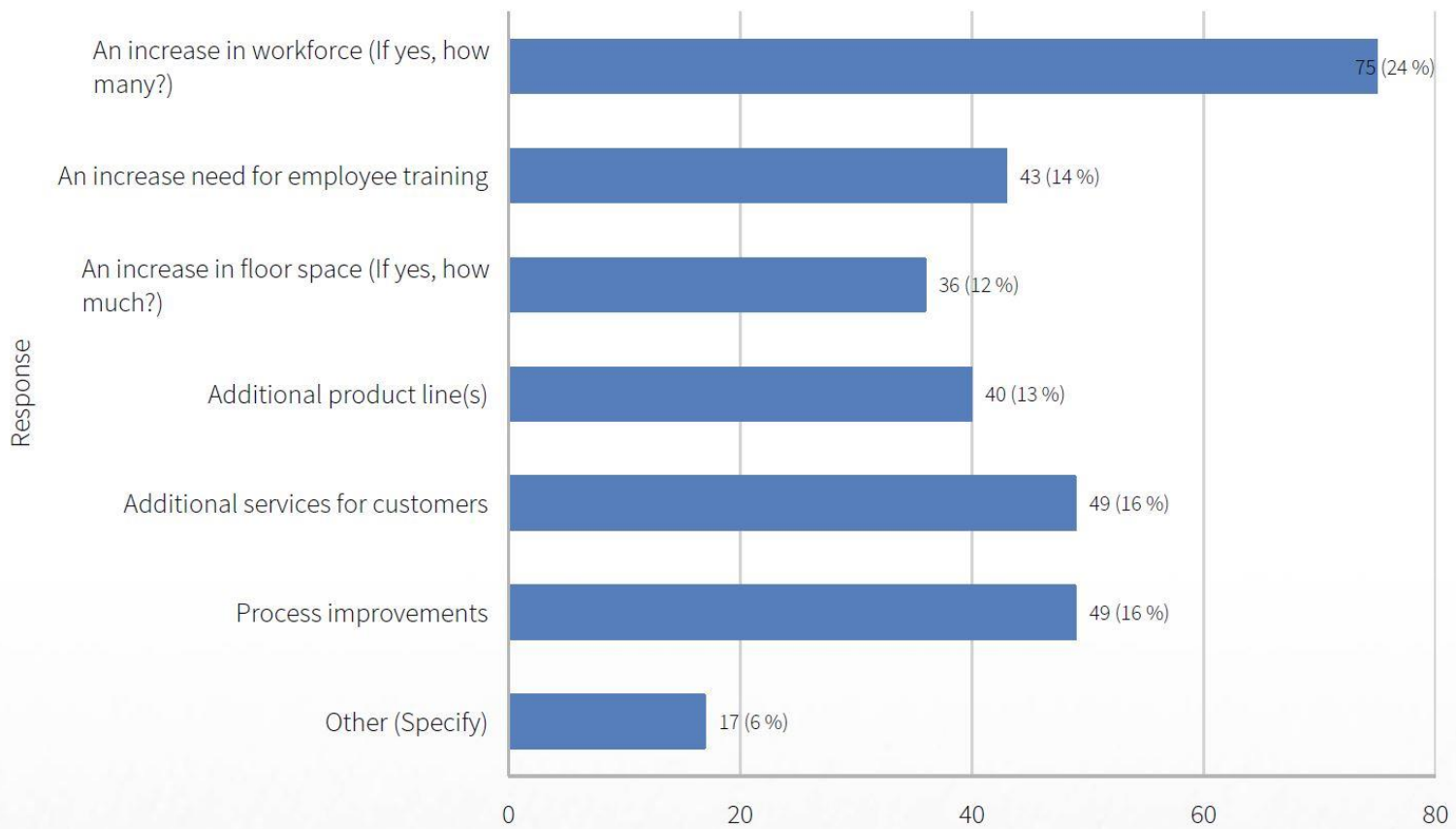
CQ15. Would you like more information on the Service Providers in your area and the programs/services they offer?



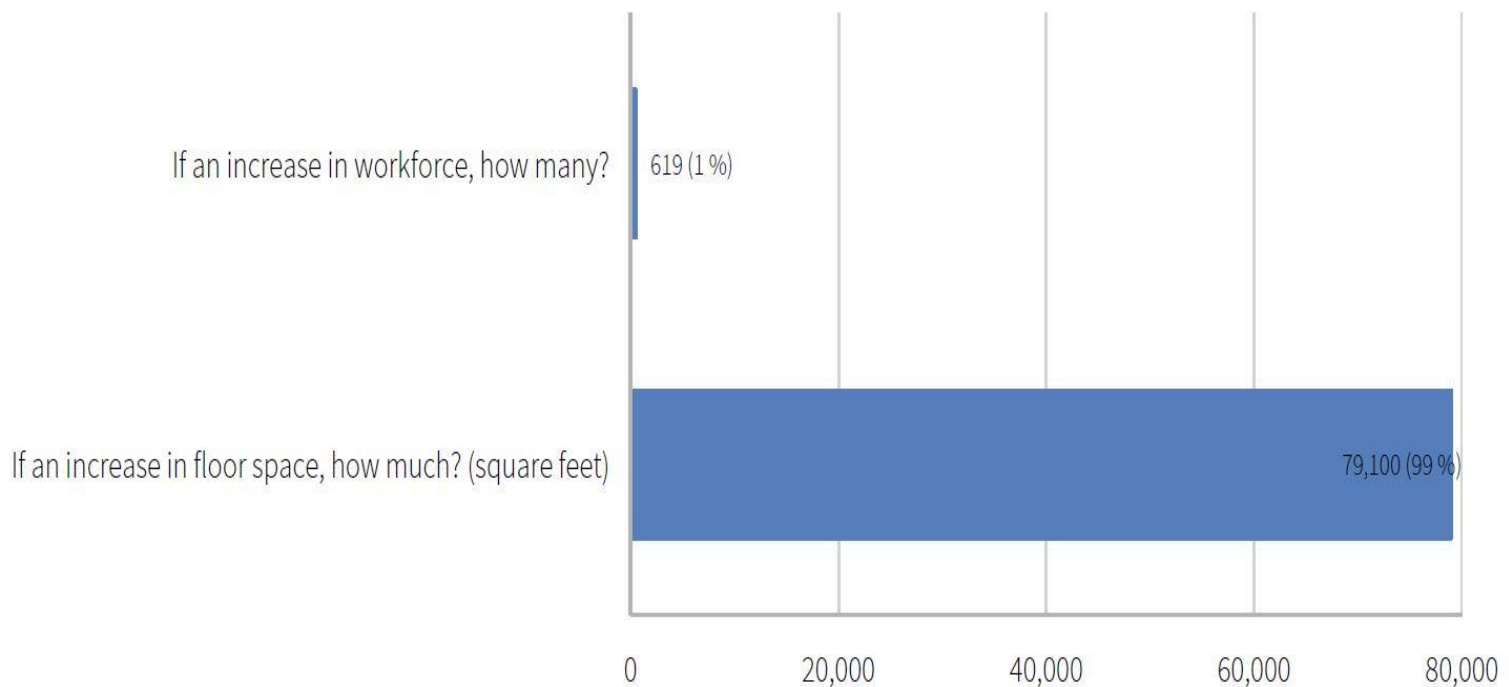
FP1a. Within the next 18 months, which do you plan on:



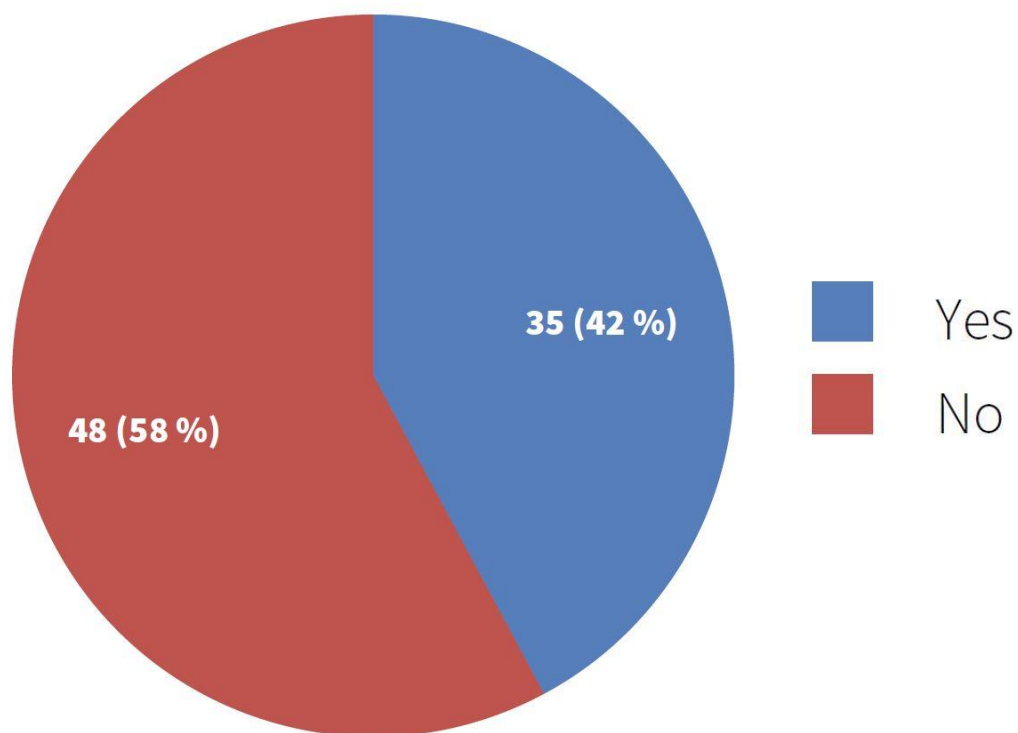
FP12. Will your expansion require or lead to



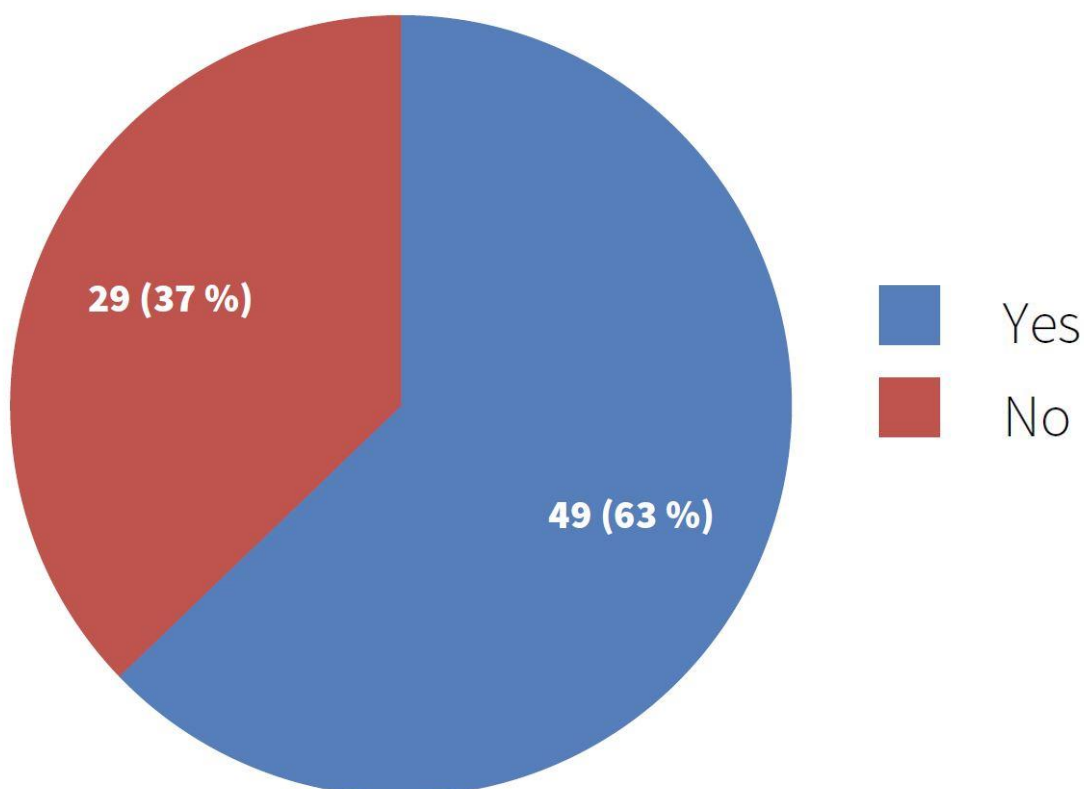
Impacts to workforce and floor space



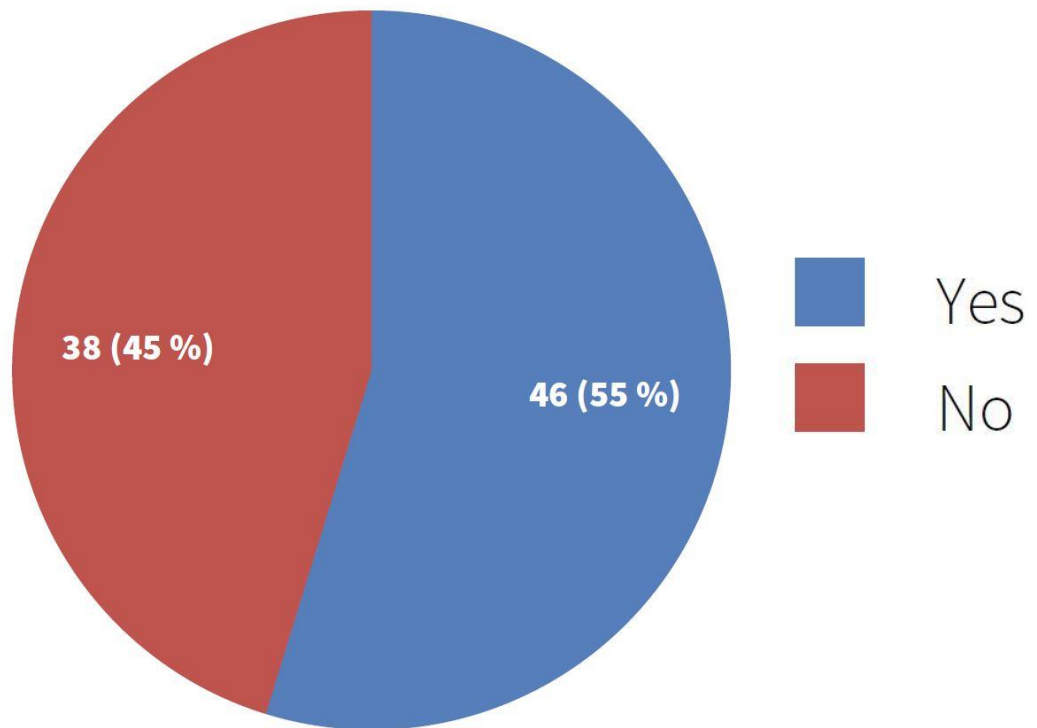
FP15. Is your business currently experiencing difficulties with your expansion plans?



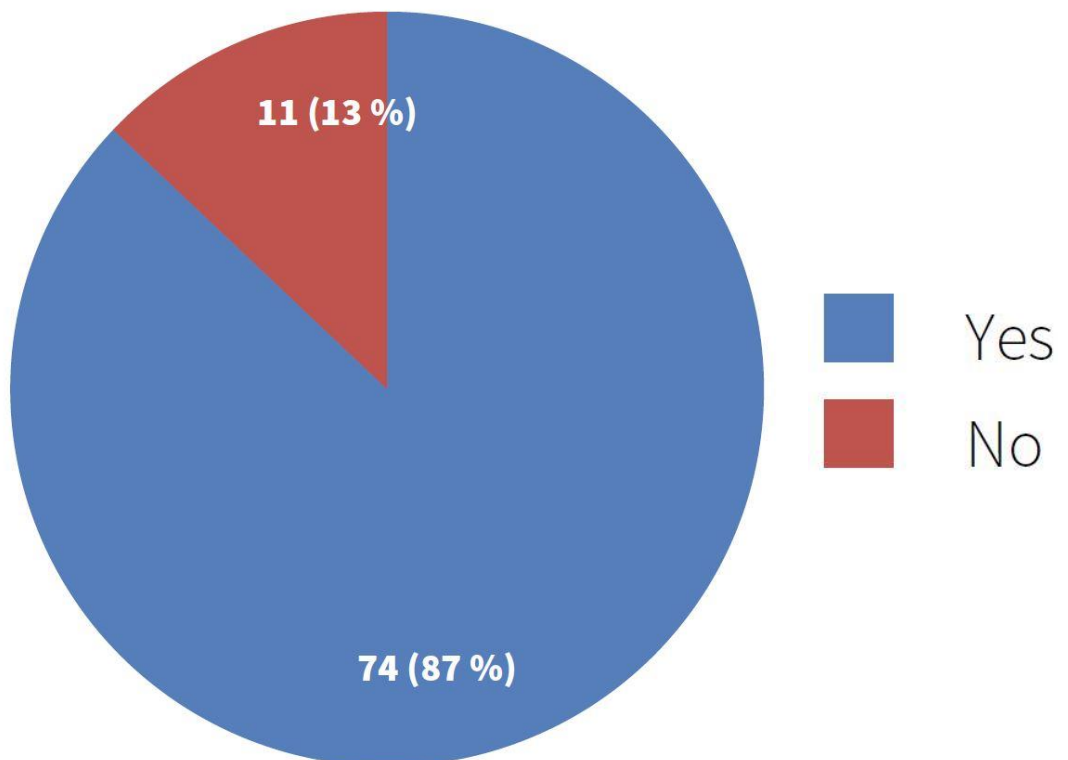
FP16. Could the community potentially provide some assistance to support your expansion plans?



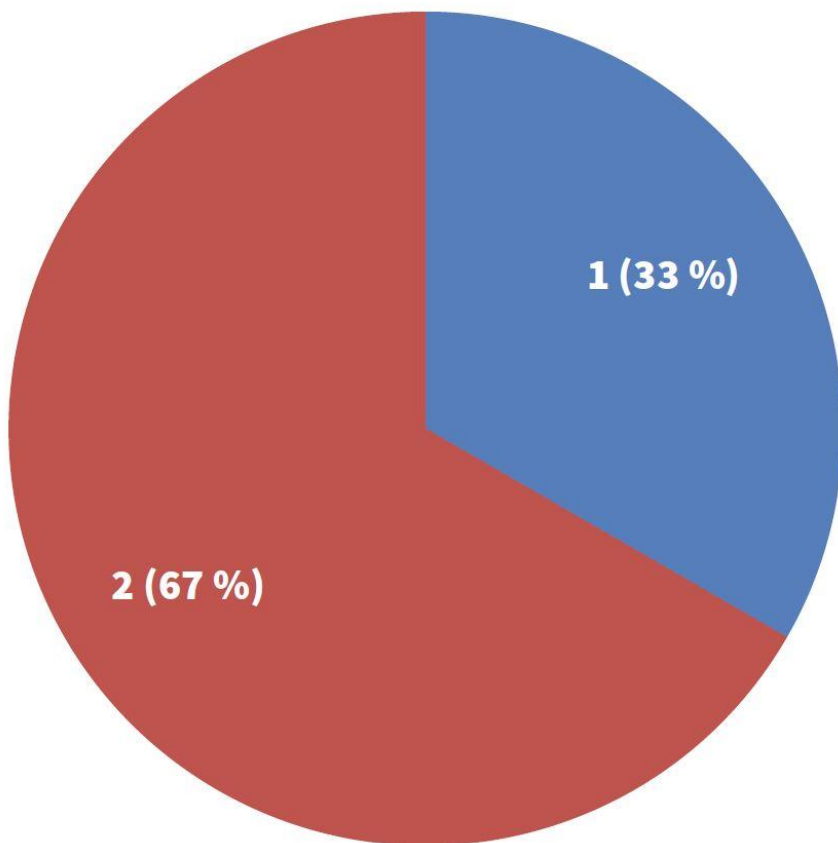
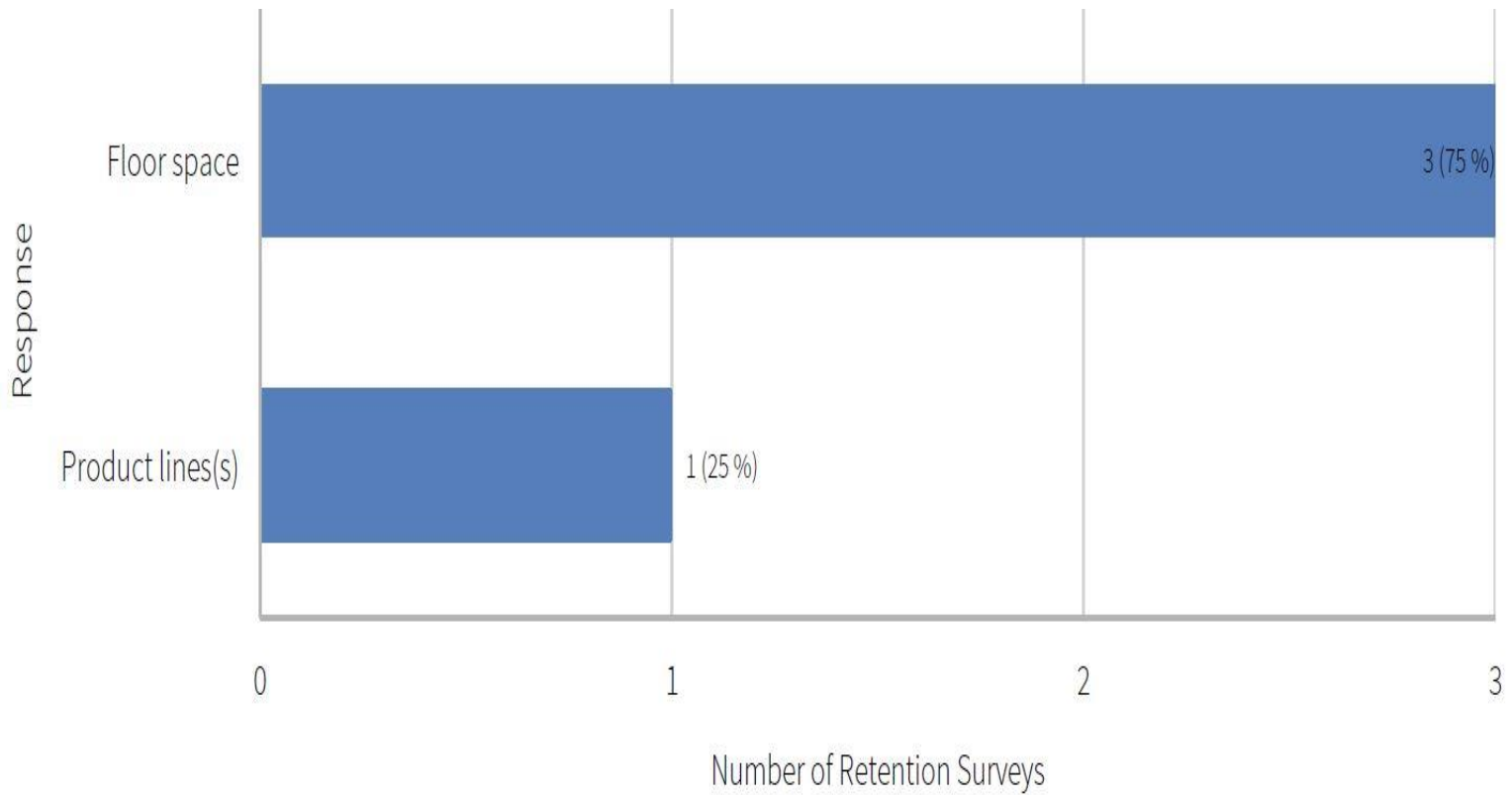
FP13. Are you planning on accessing any Federal or Provincial programs/services to assist with the expansion?



FP14. Would you like to receive information on potential Federal or Provincial programs/services that might assist with your expansion?

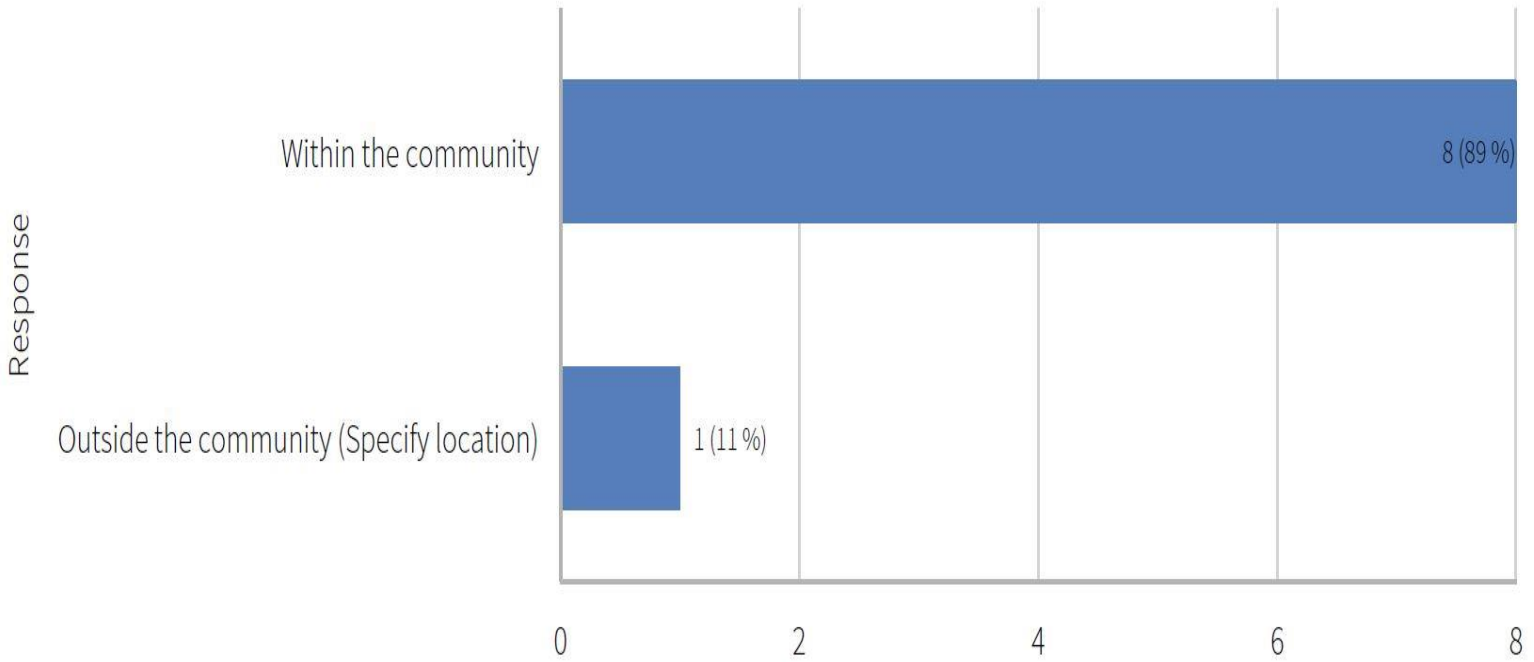


FP3. Will your downsizing lead to a decrease in?

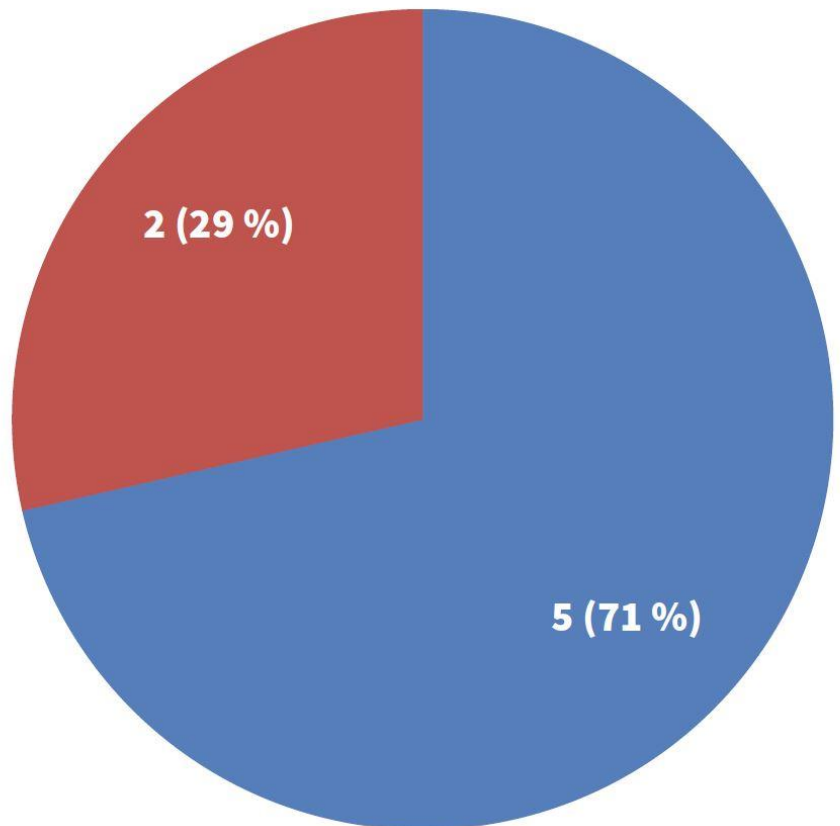


FP4. Is there any assistance that could be provided to prevent/limit the downsizing of your business?

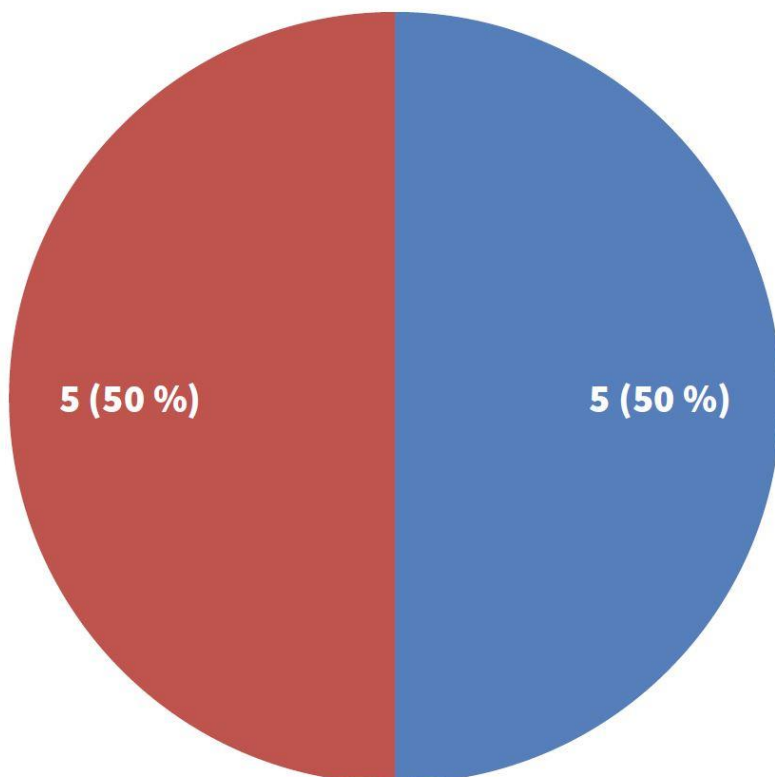
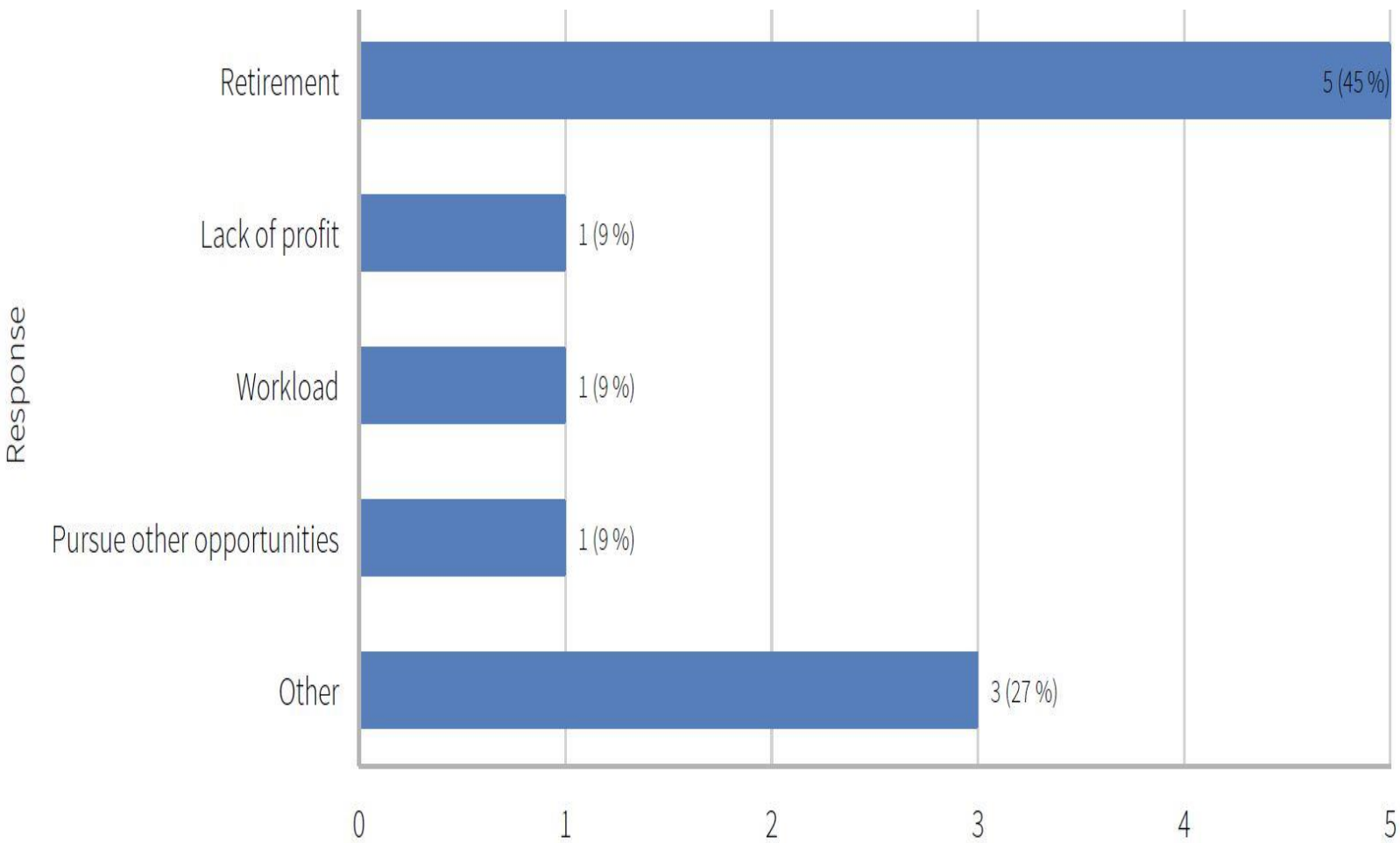
FP5. Where do you plan to relocate this business?



FP7. Is there any assistance that could be provided to prevent or assist with the relocation of your business within the community?

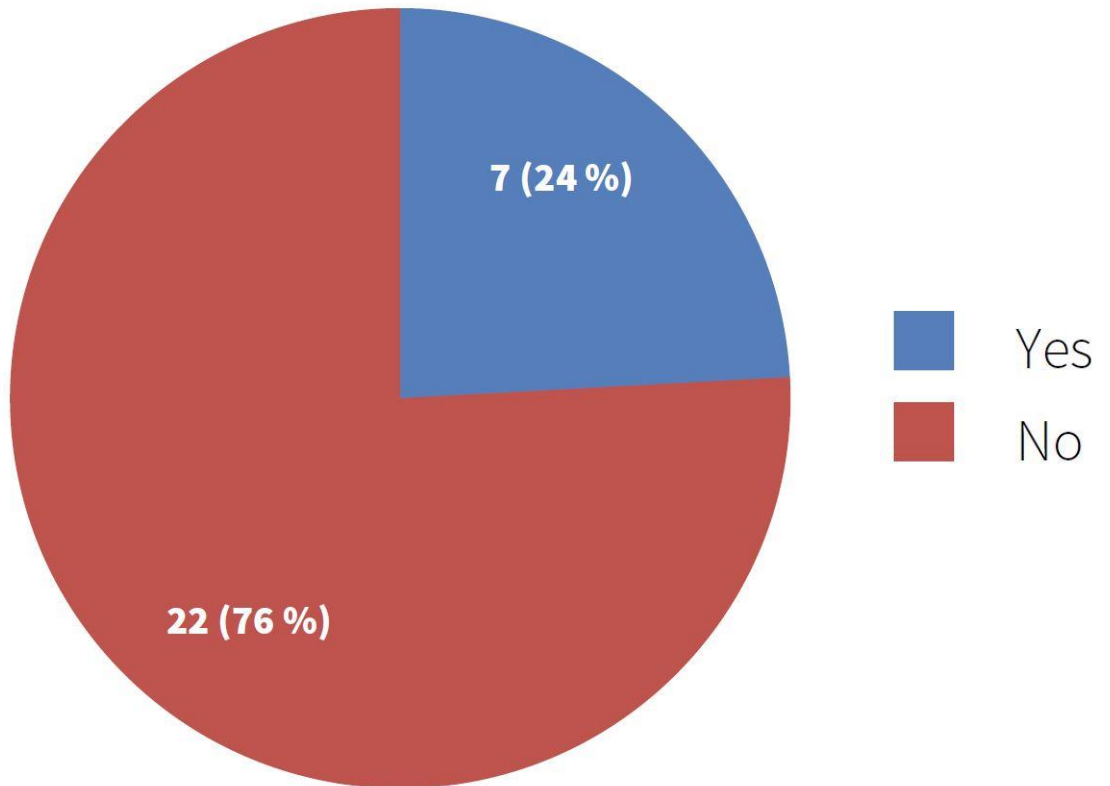


FP8. Why are you selling your business?

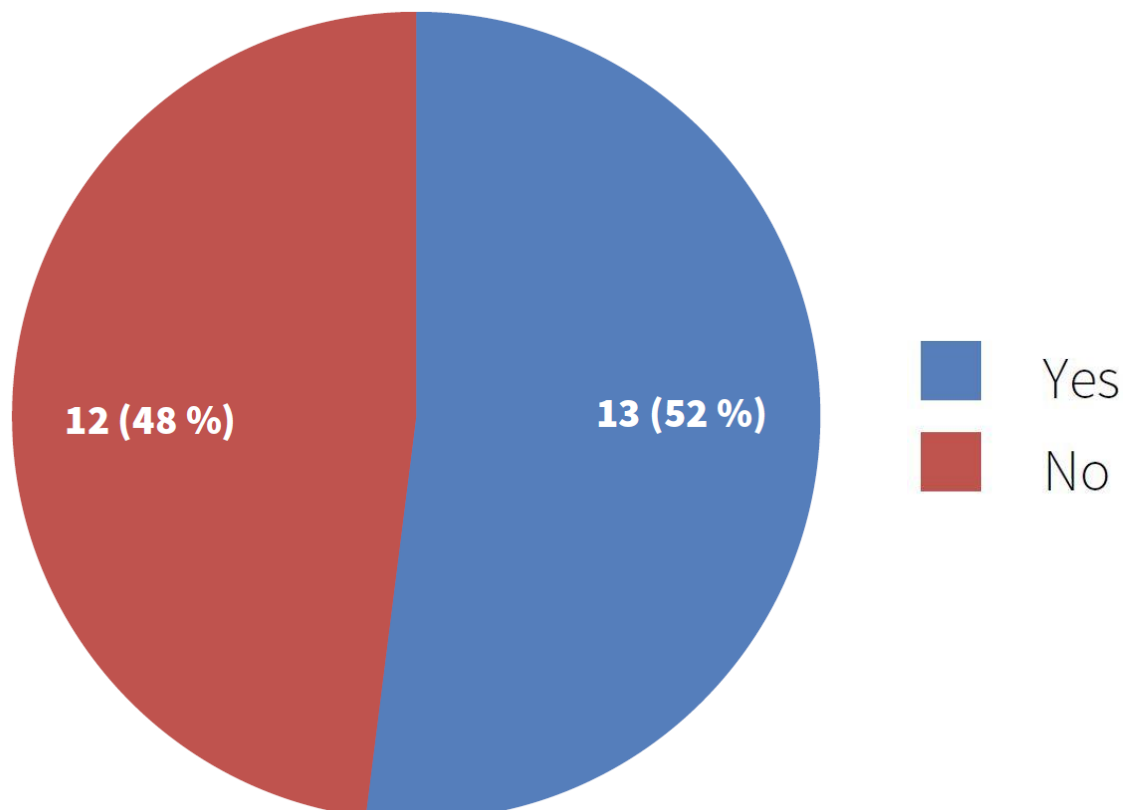


FP10. Would you like assistance/information on selling your business?

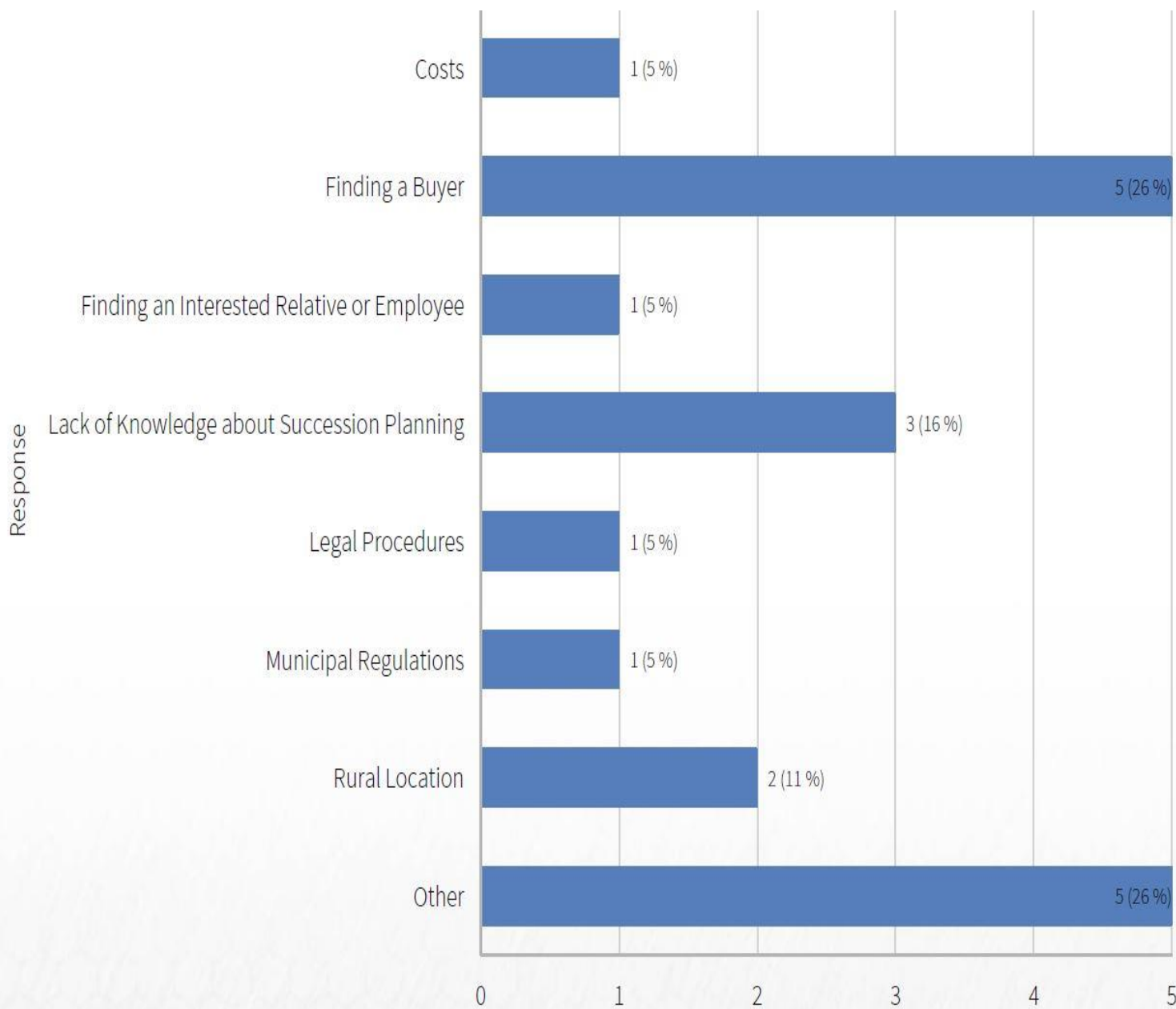
FP9a. Do you have a succession plan for your business?



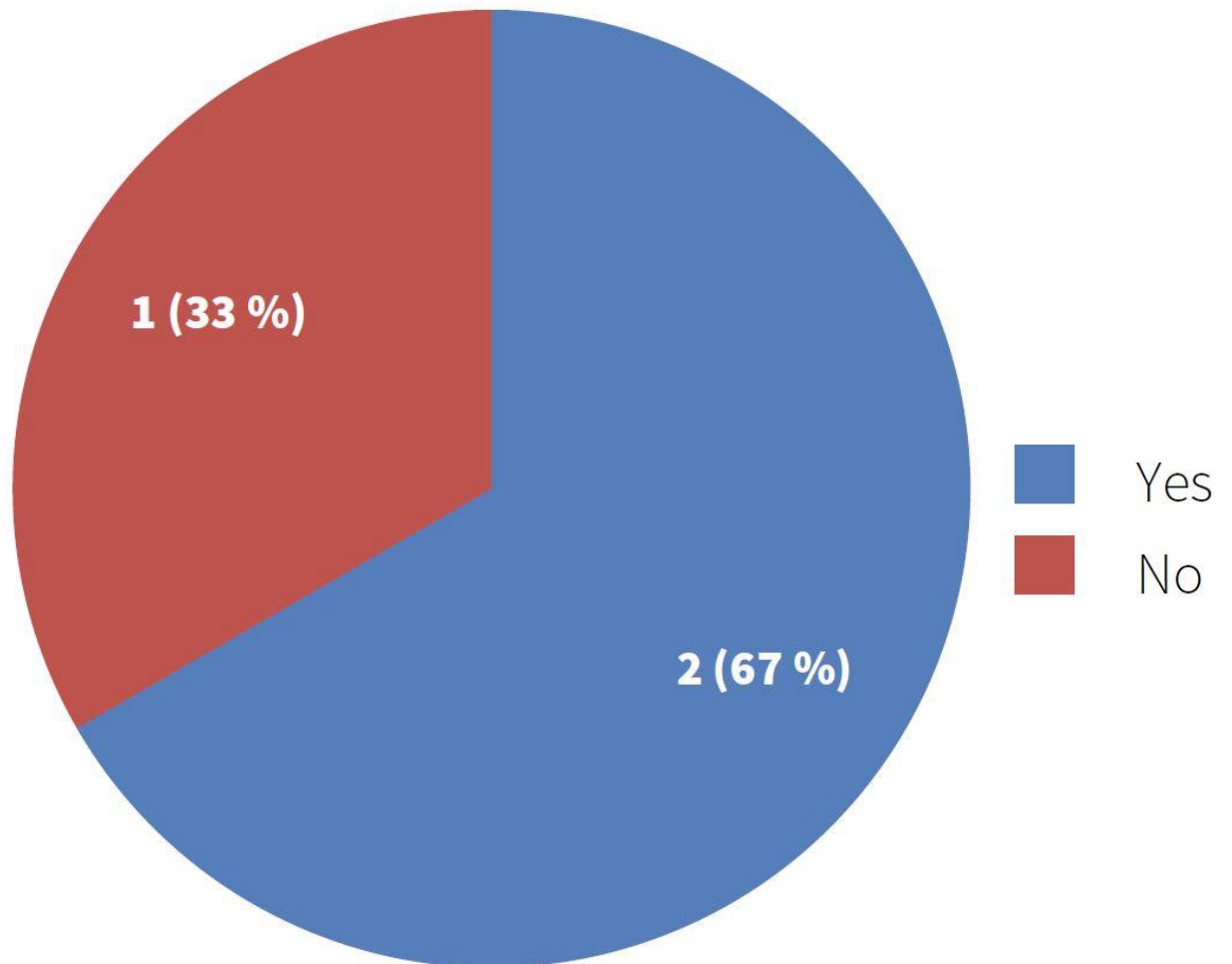
FP9b. Would you like assistance/information with developing a succession plan?



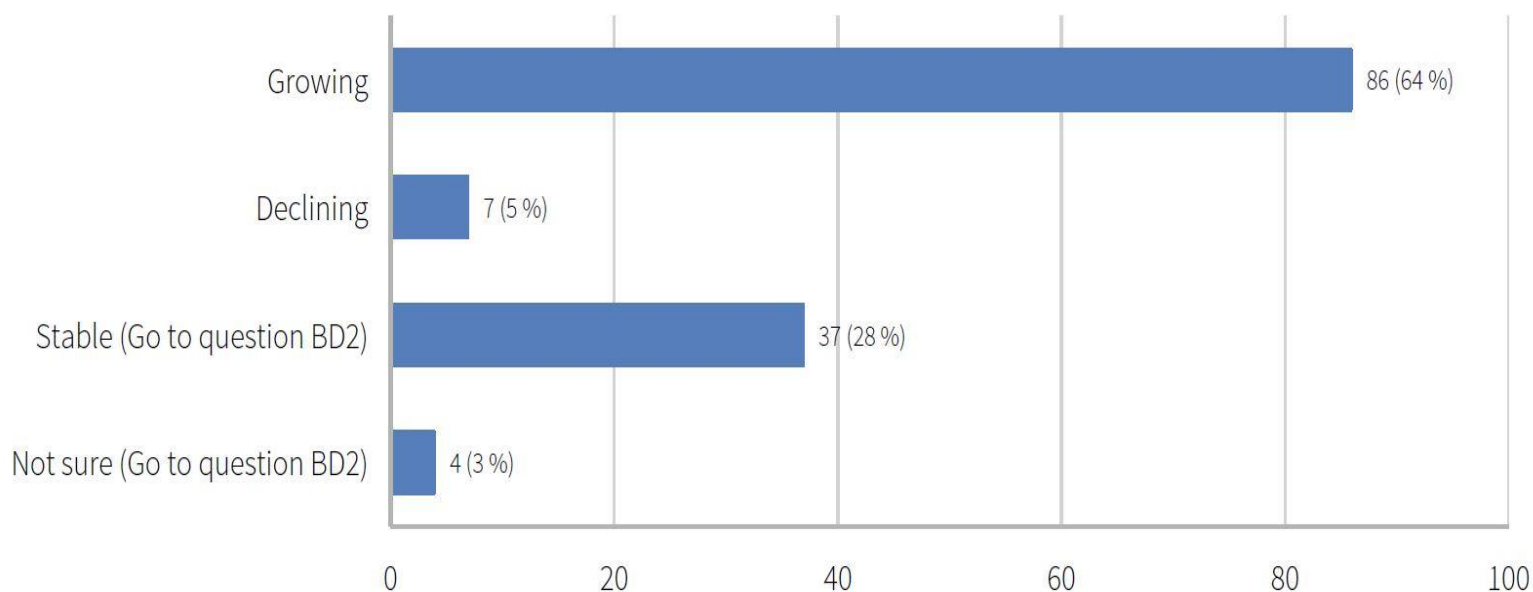
CQ6. What types of barriers, if any, do you believe will be an obstacle in your succession plan?



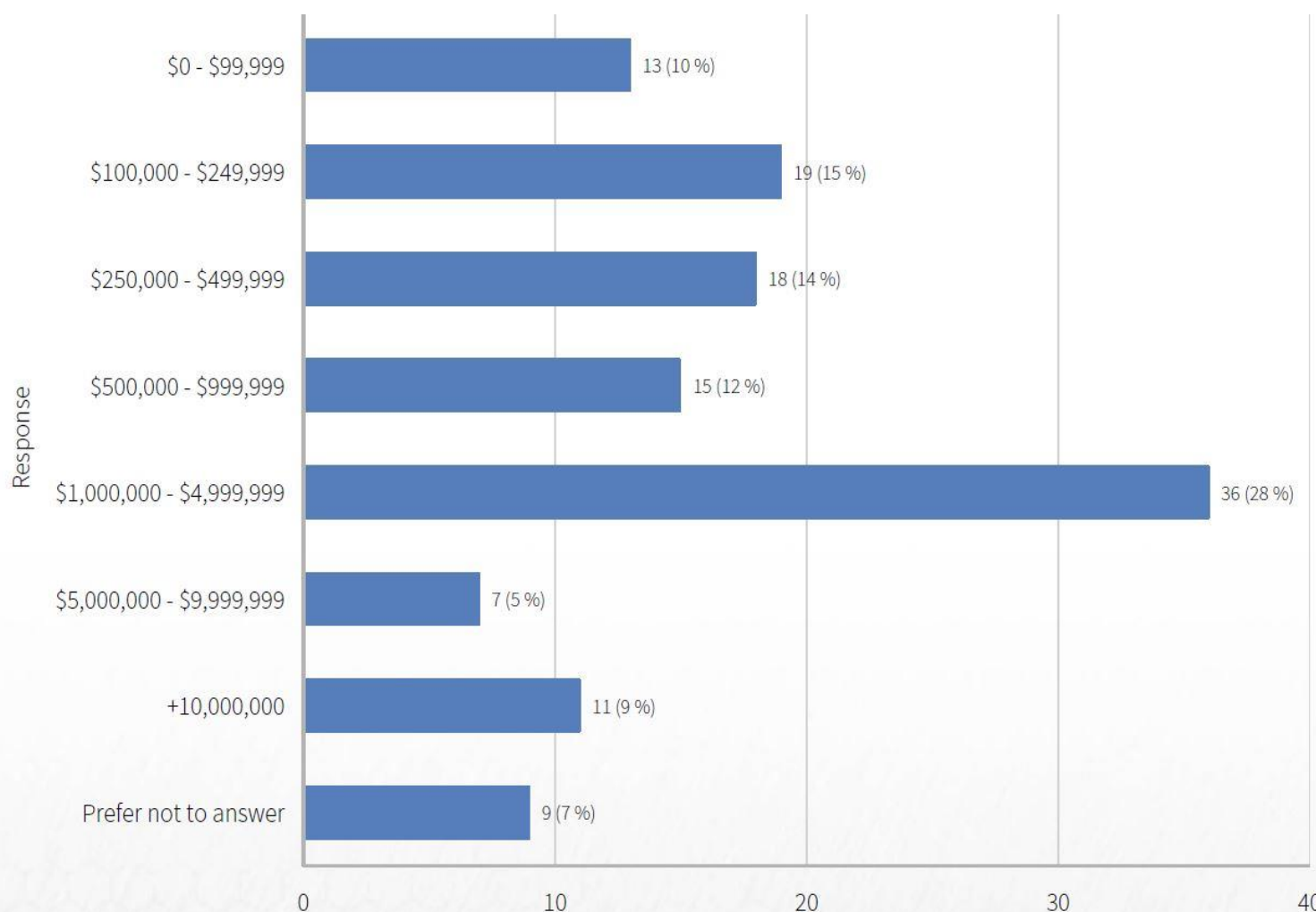
FP17. Do you plan to close this business at this location without re-opening in another location?



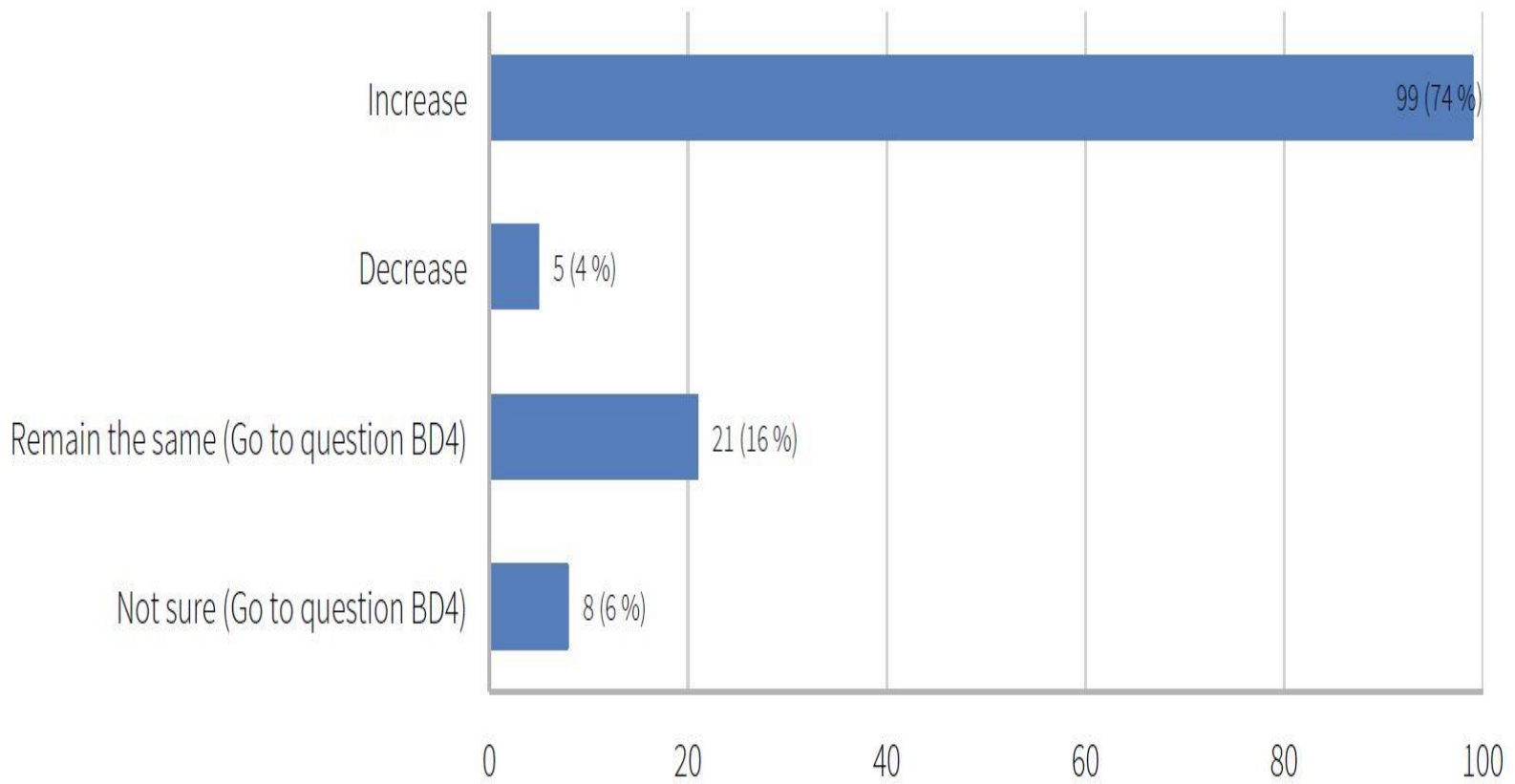
BD1a. What is the outlook for your industry?



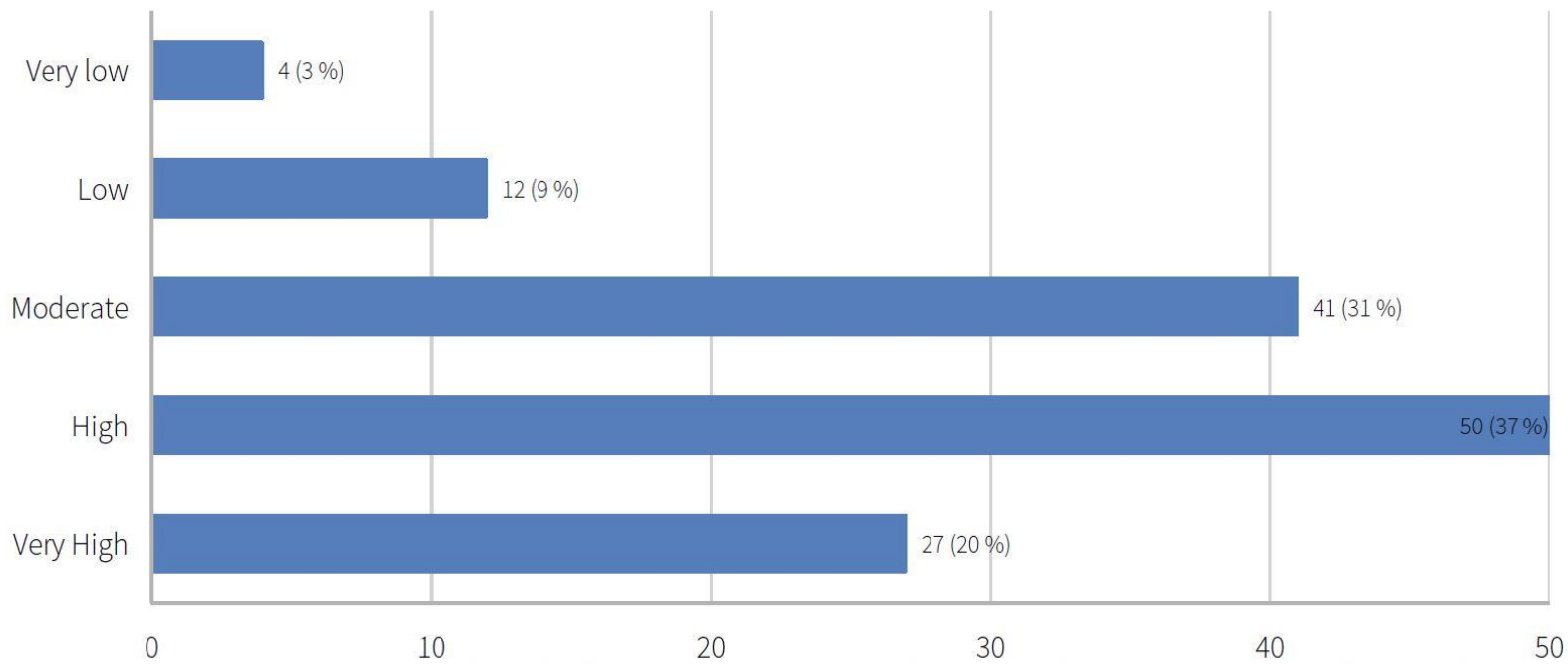
BD2. Please give an approximate annual sales range for your business:



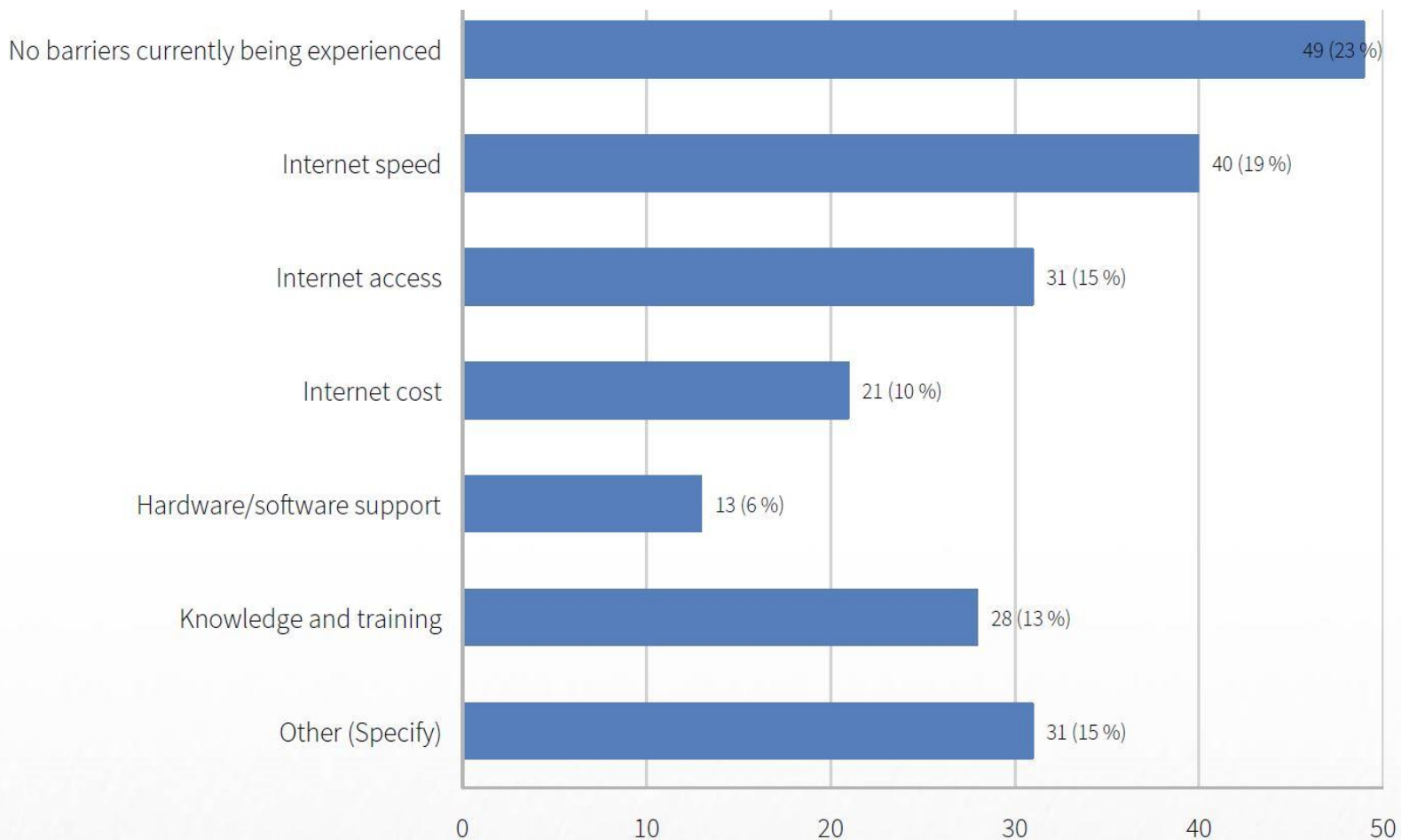
BD3a. Are your projected sales in the next year expected to:



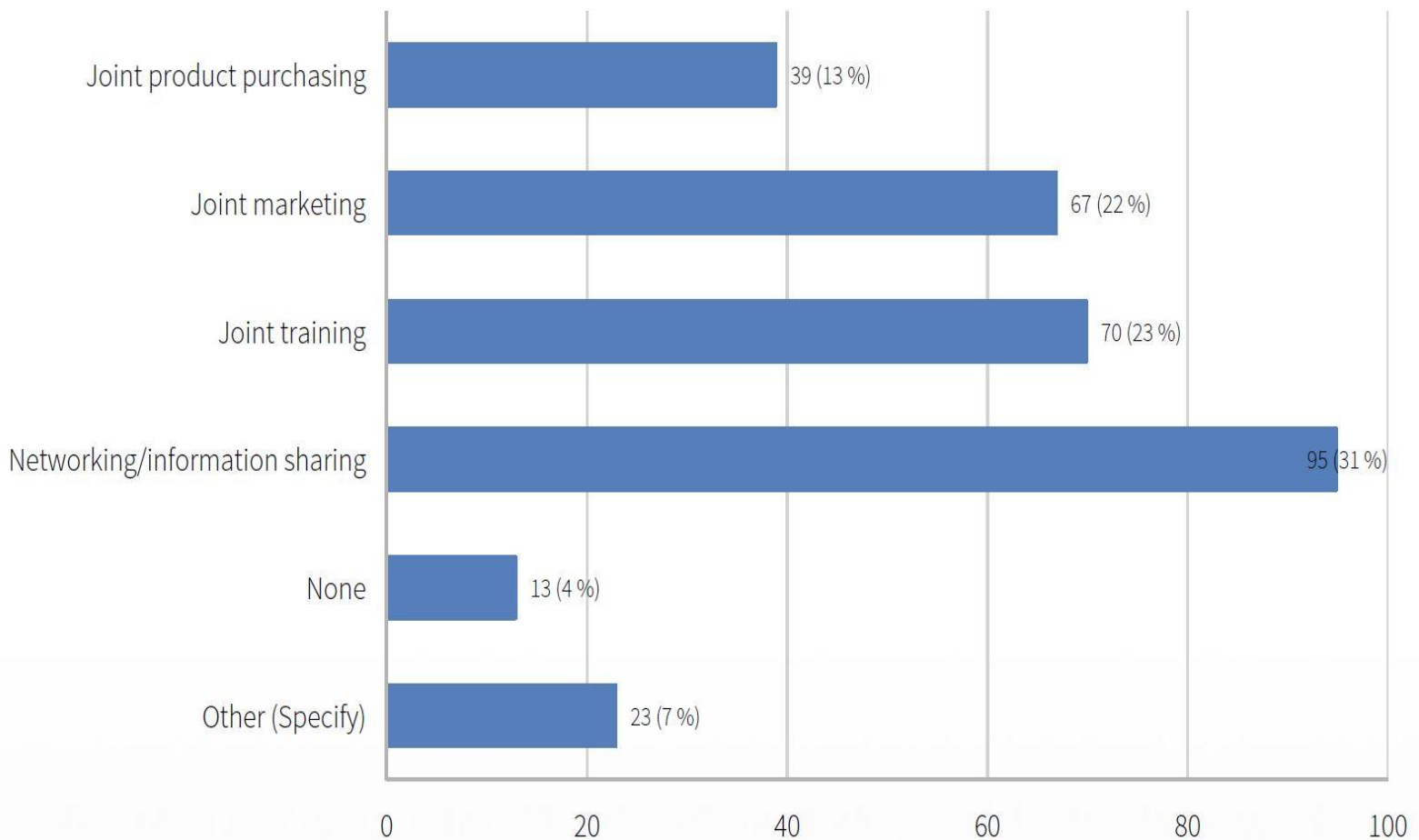
BD4. How would you rate your business related to the use of technology?



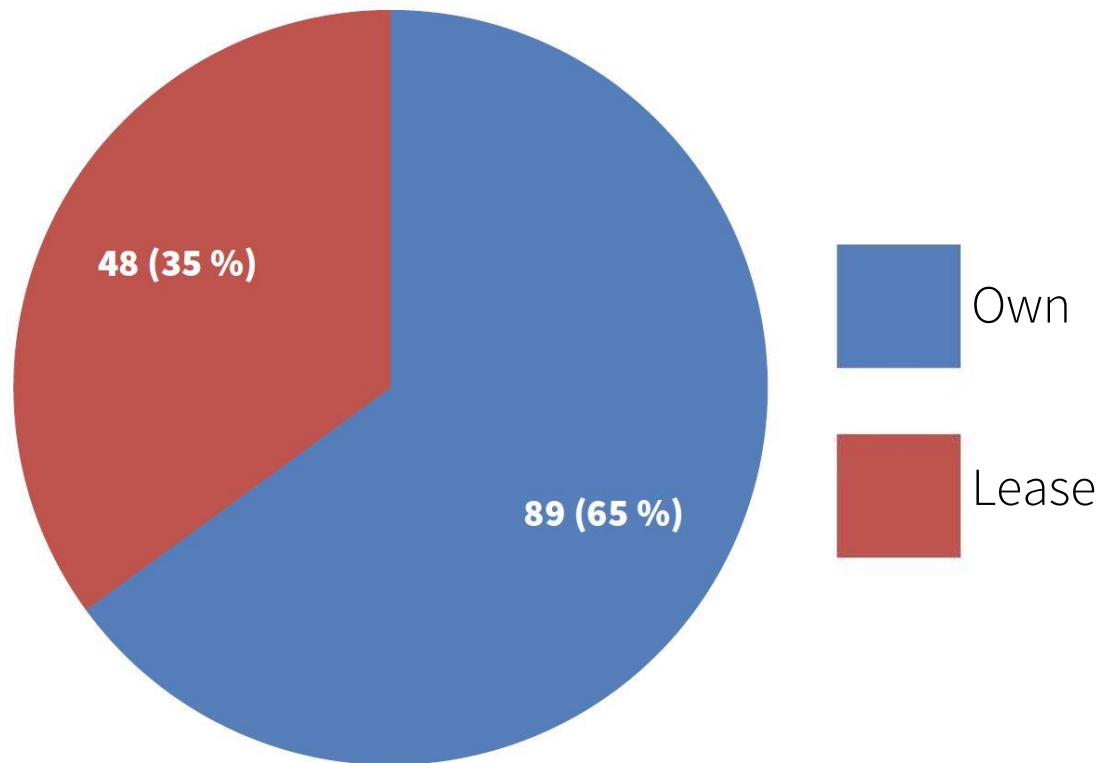
BD5. Is your business currently experiencing any barriers related to your information technology requirements?



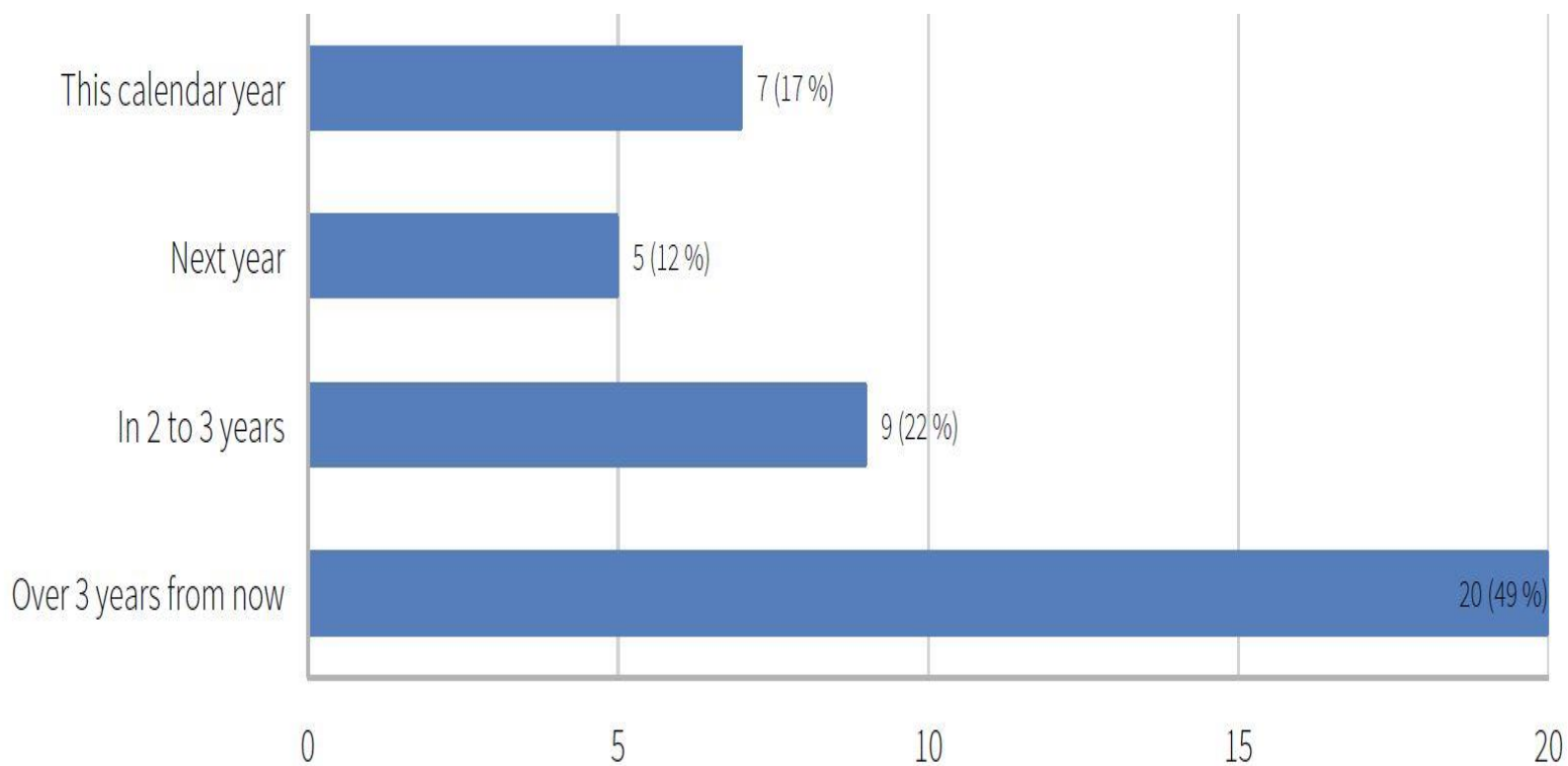
BD7. Are you interested in working co-operatively with other businesses in the community to pursue any of the following?



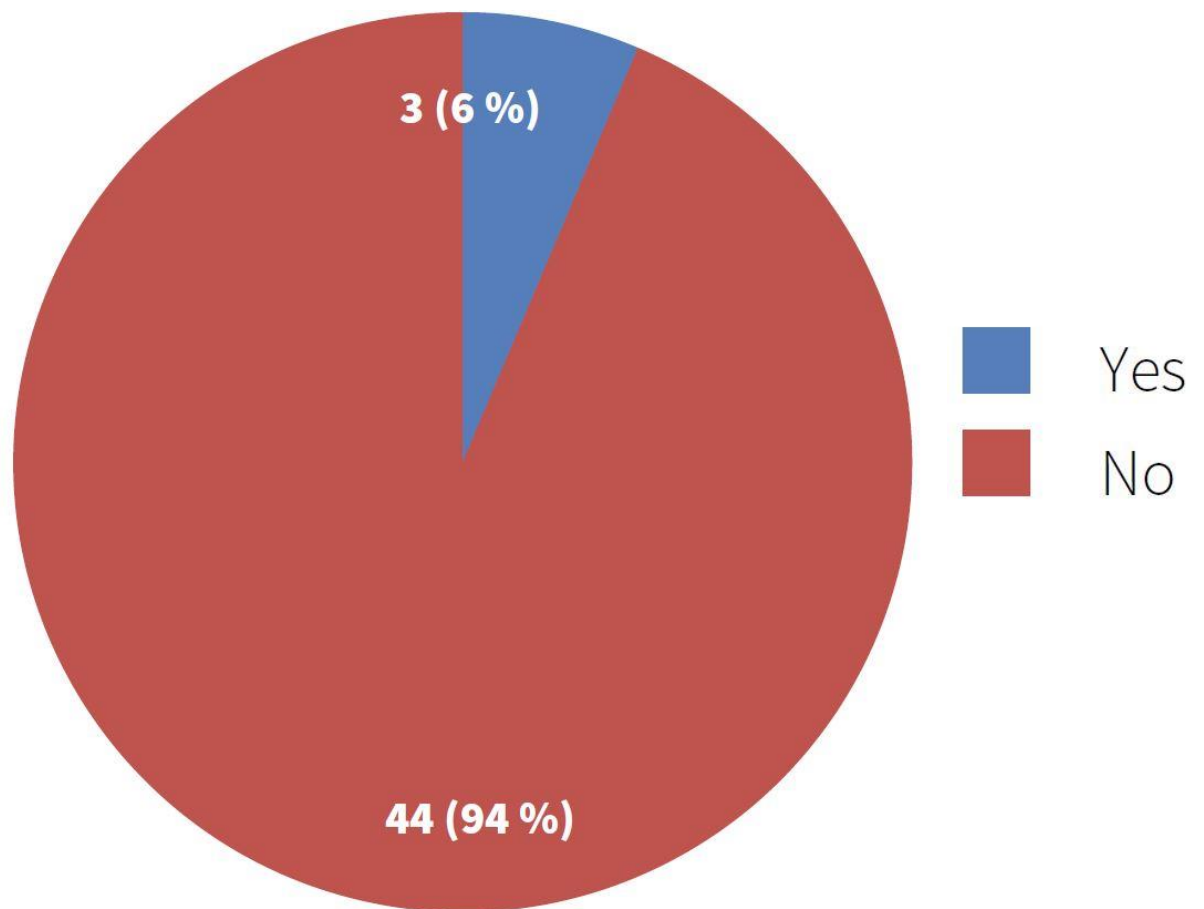
BD8a. Does your business own or lease its facility/facilities?



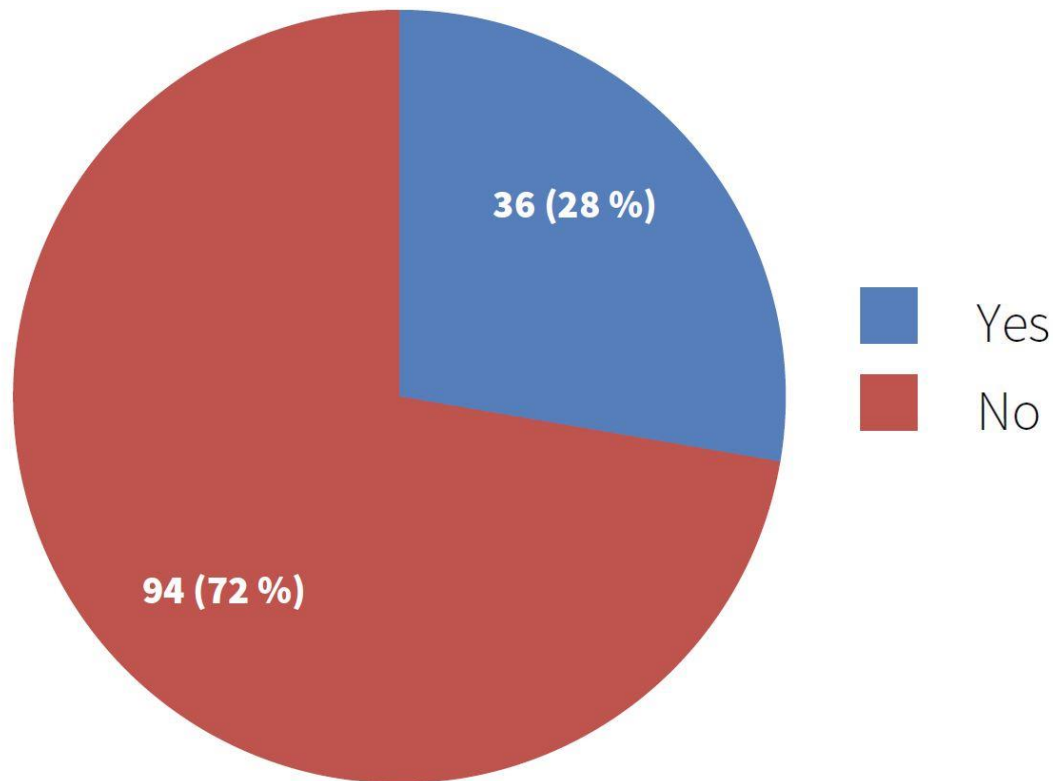
BD8b. When does the lease expire?



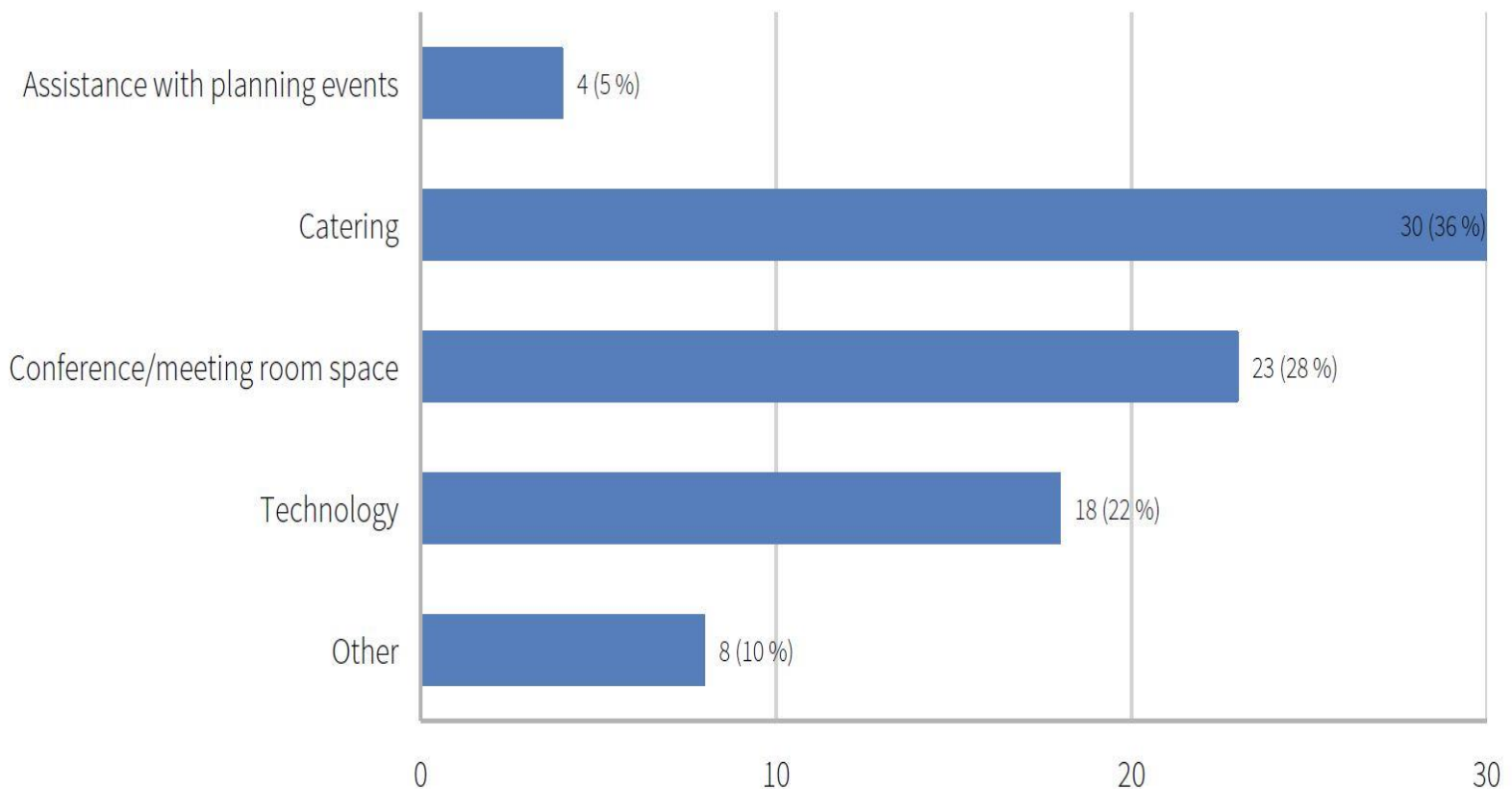
BD8c. Do you anticipate any problems in renewing the lease?



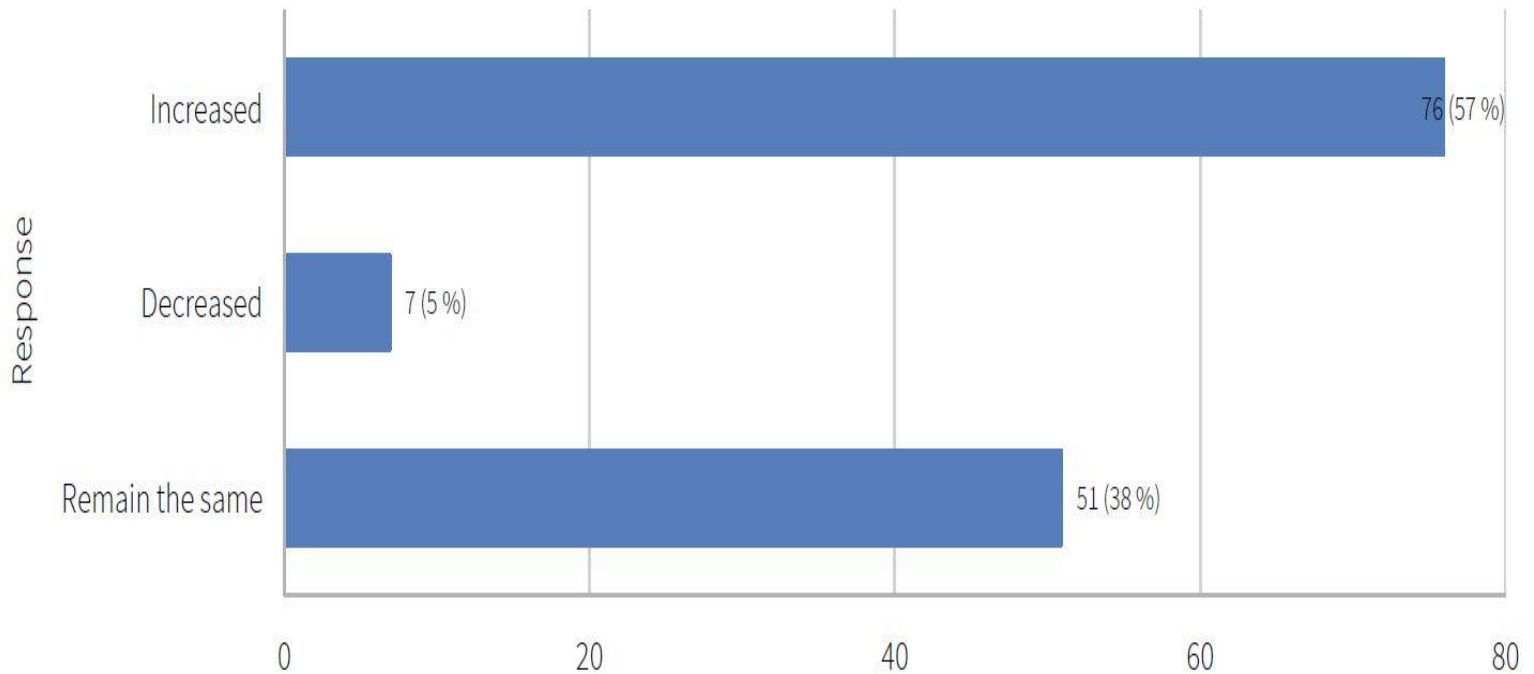
CQ11a. Do you host business meetings/events that require overnight accommodations?



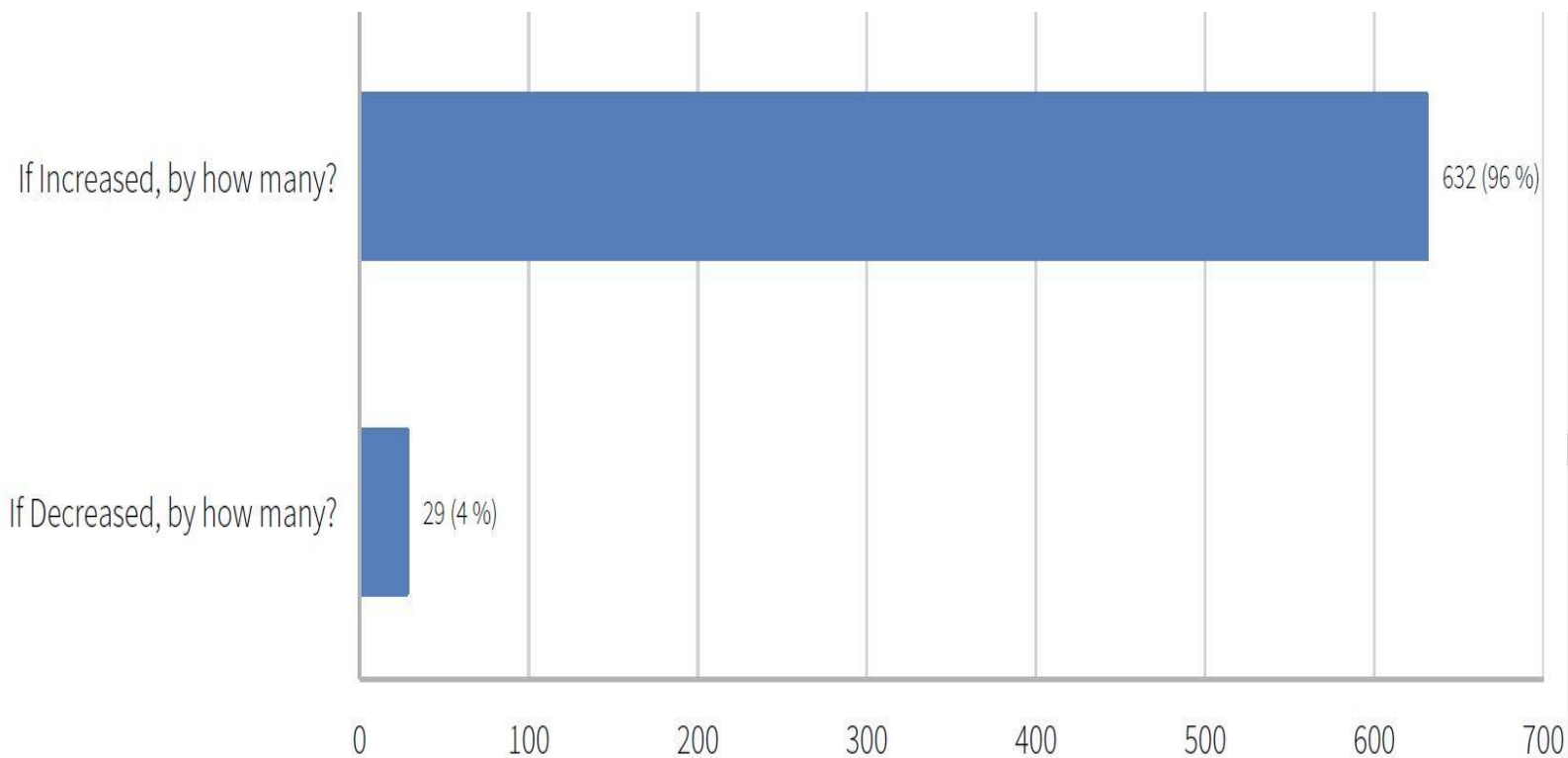
CQ12. What amenities/services, if any, are required when you host business meetings/events



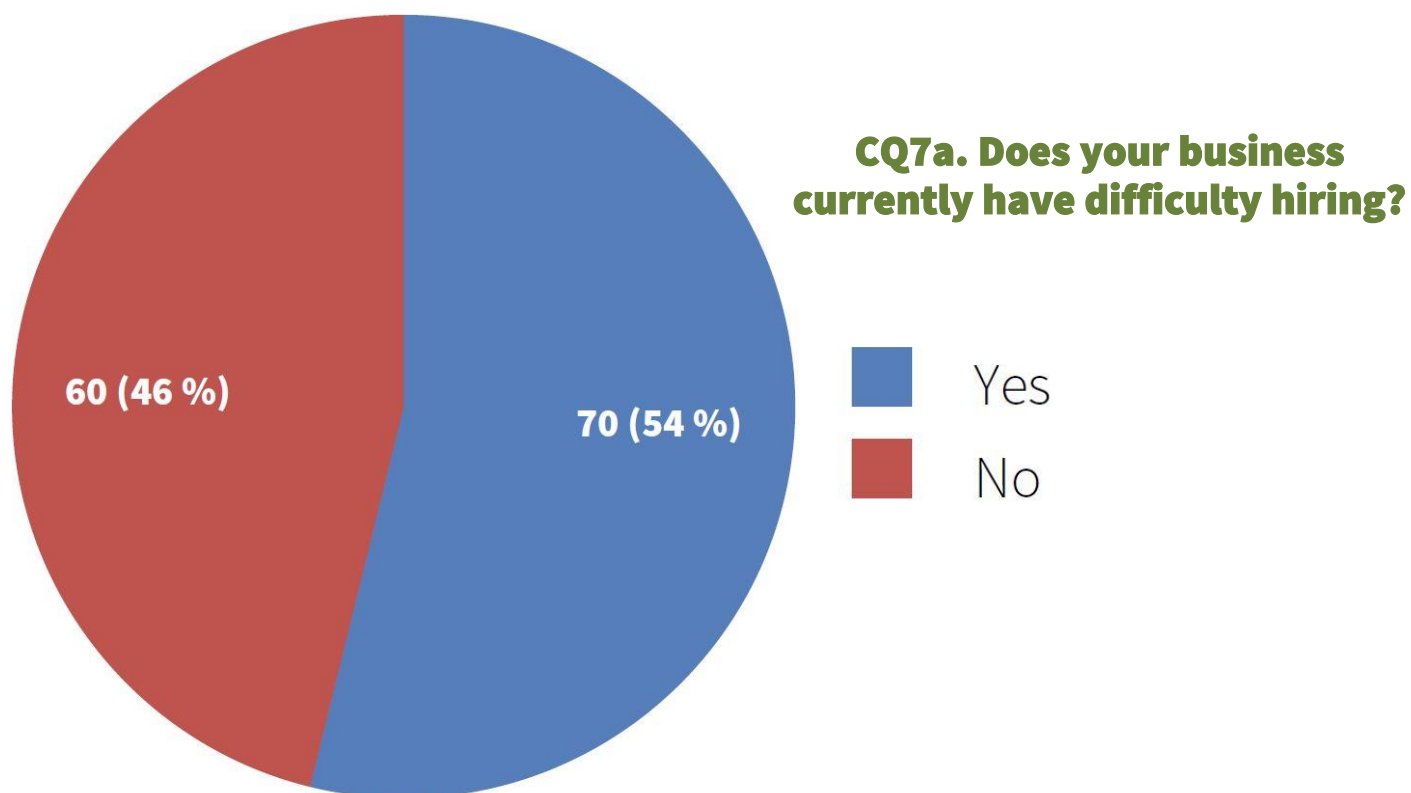
WF1a. During the past 3 years, has the number of people you employ in this business increased, decreased or stayed the same?



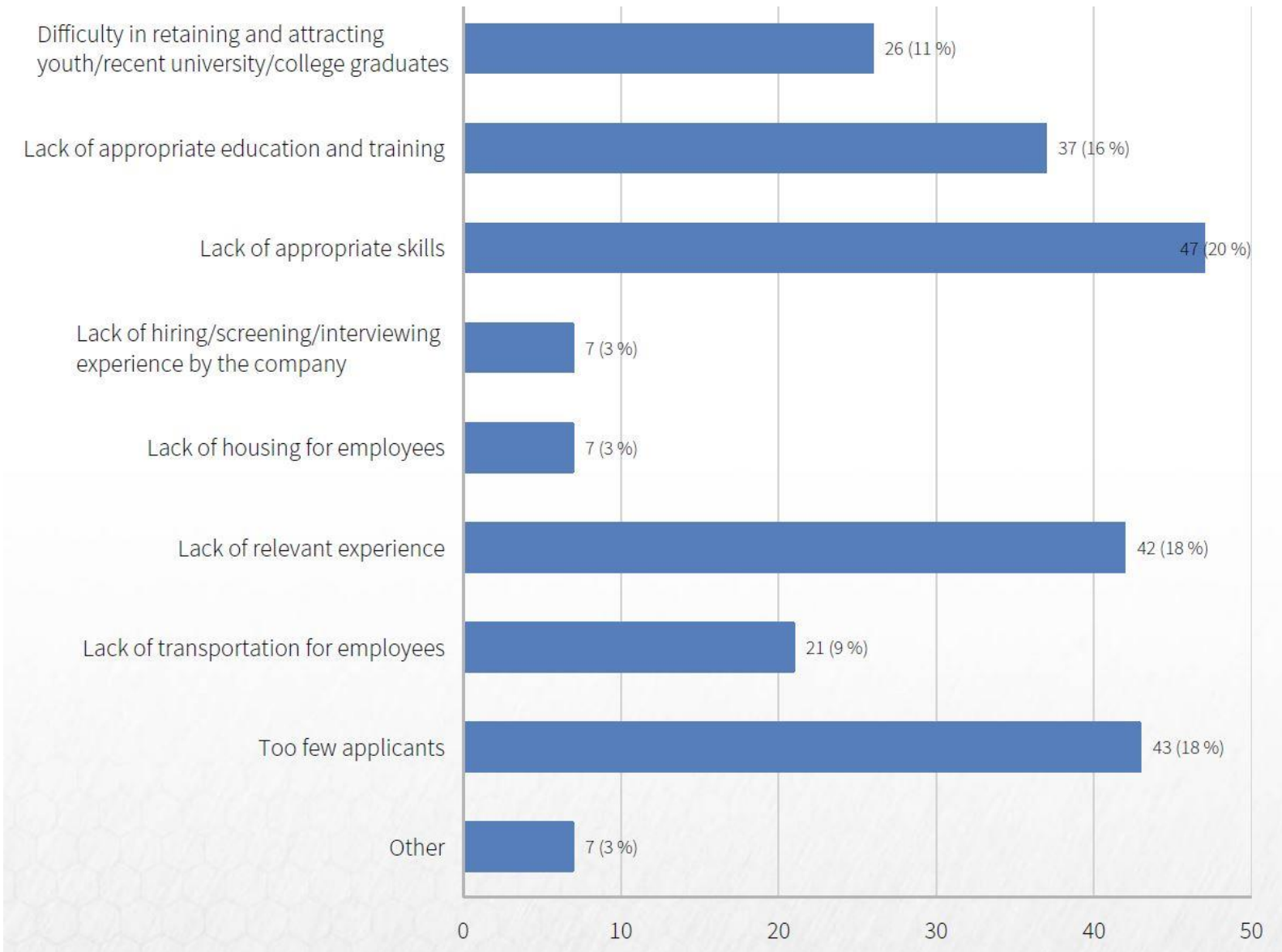
If increased or decreased, by how many?



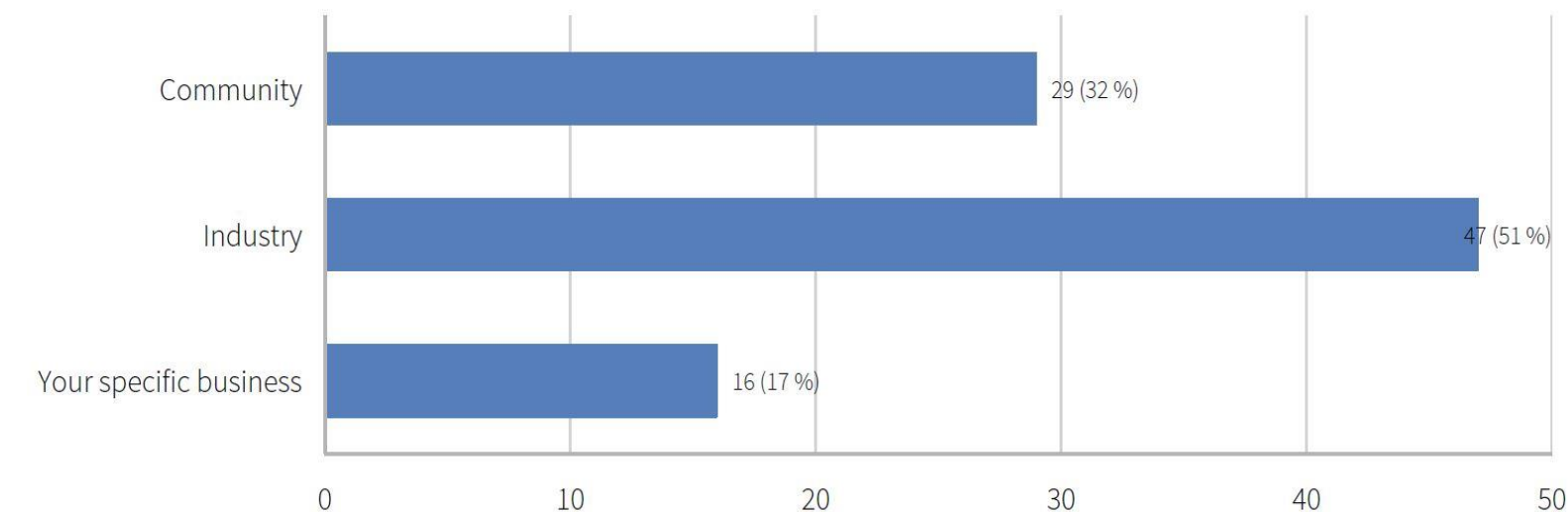
How would you rate the following factors in this community for your business needs?



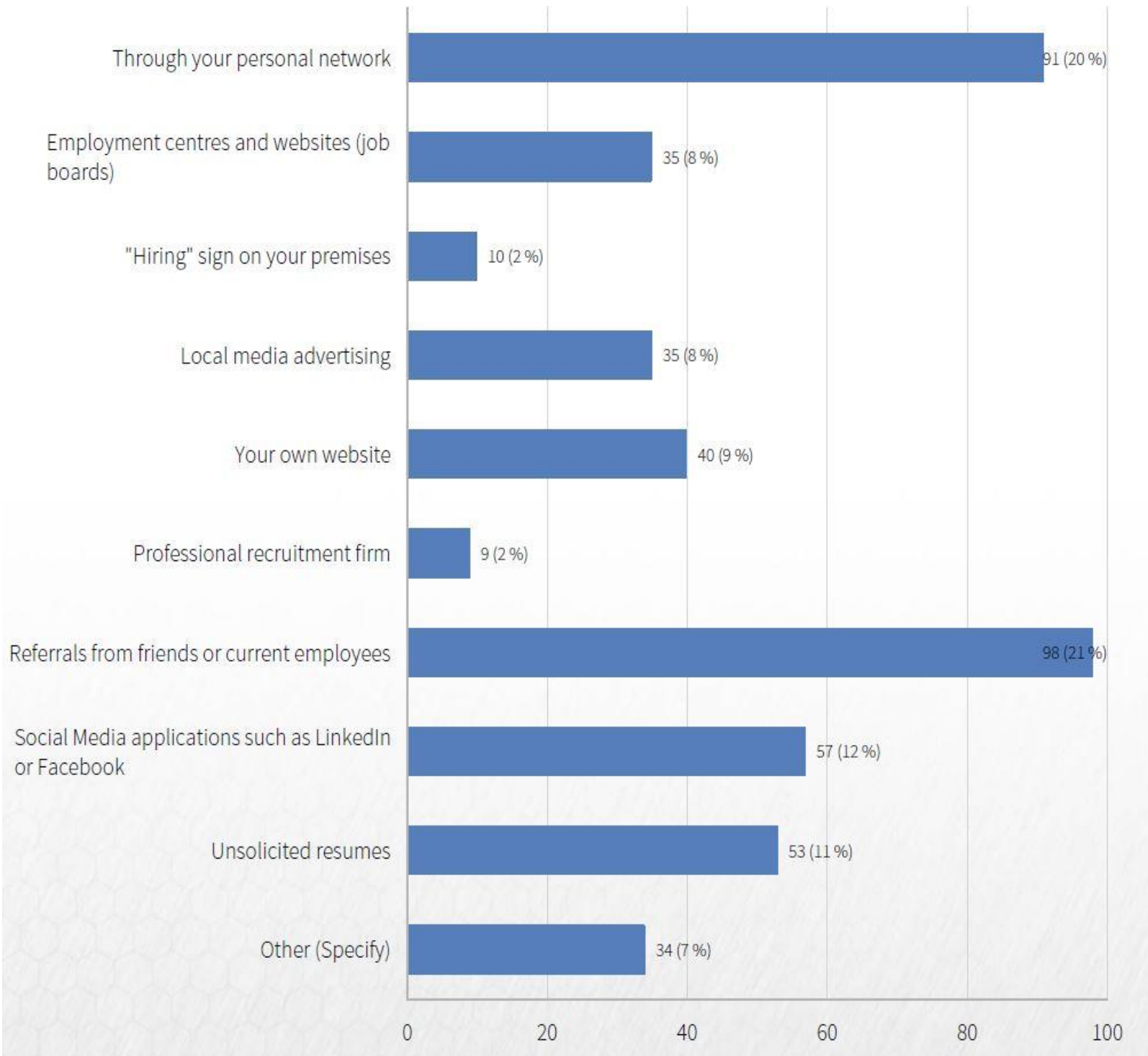
7b. Does your business currently have difficulty hiring? - How would you describe your company's hiring challenges? (Select all that apply)



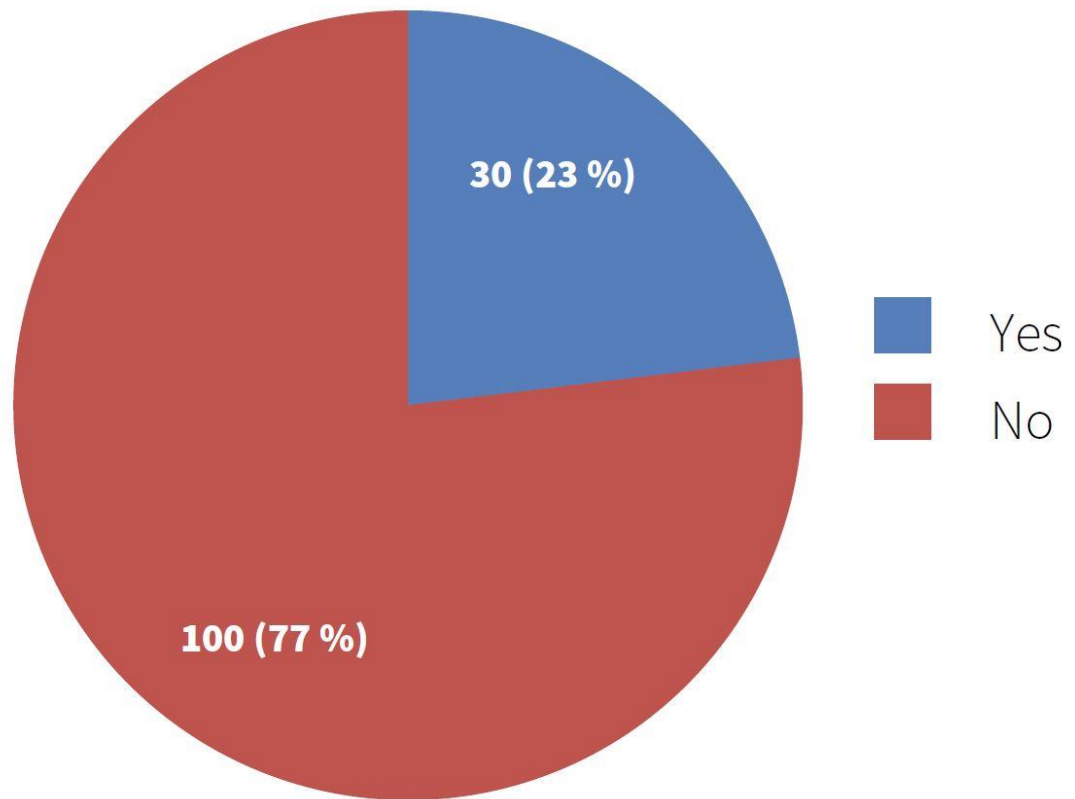
7d. Are the hiring challenges specifically related to



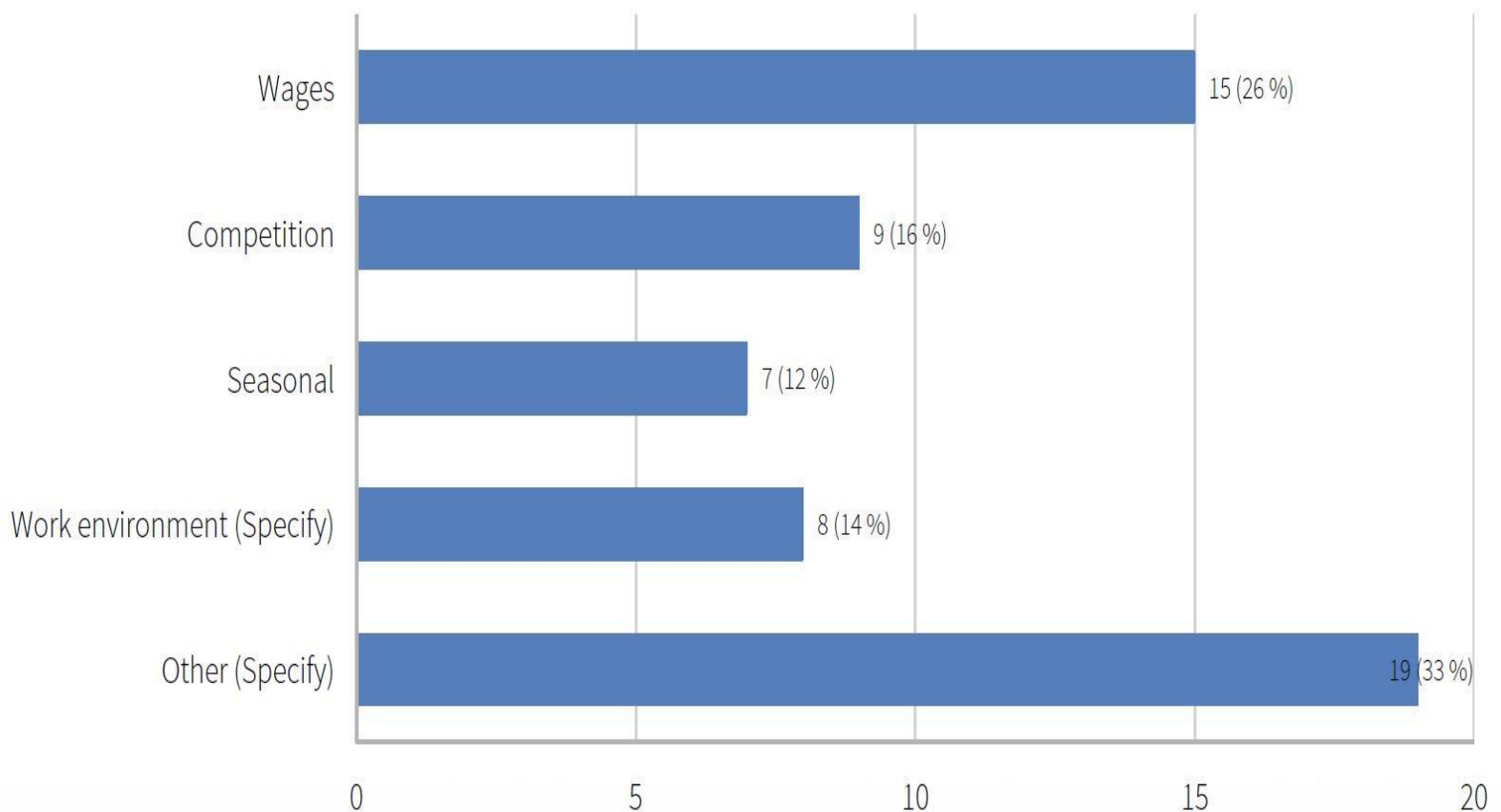
WF4. How do you currently recruit new employees?



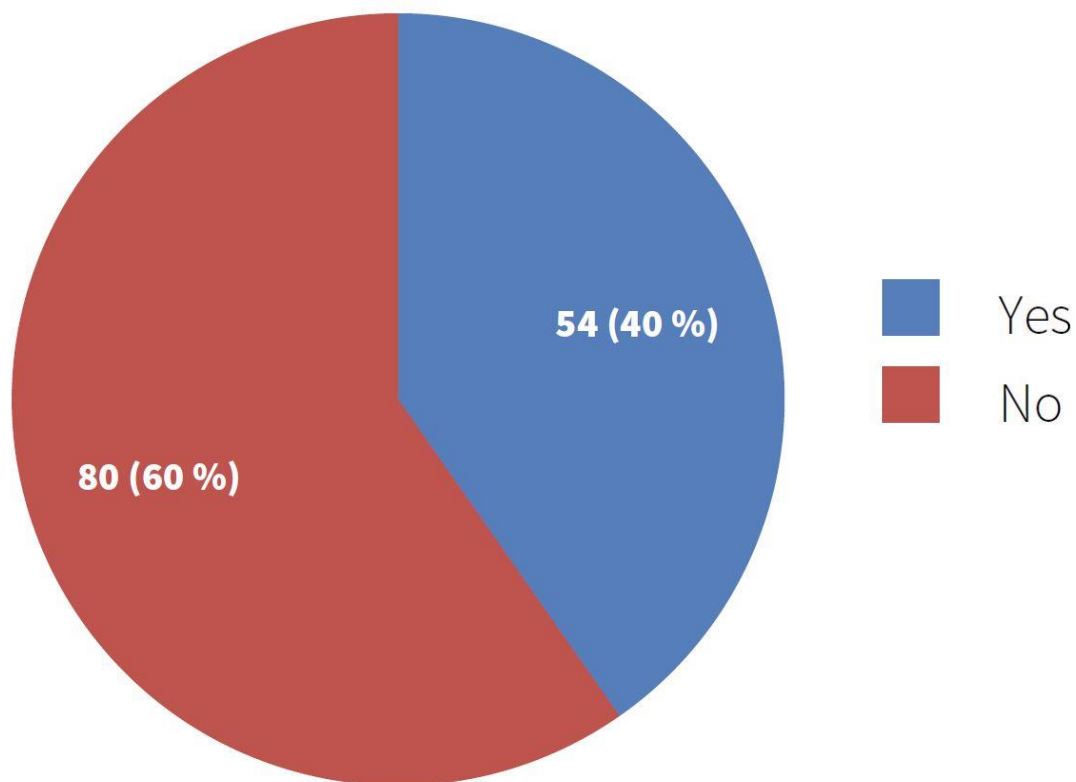
WF5a. Does your business have difficulty retaining employees?



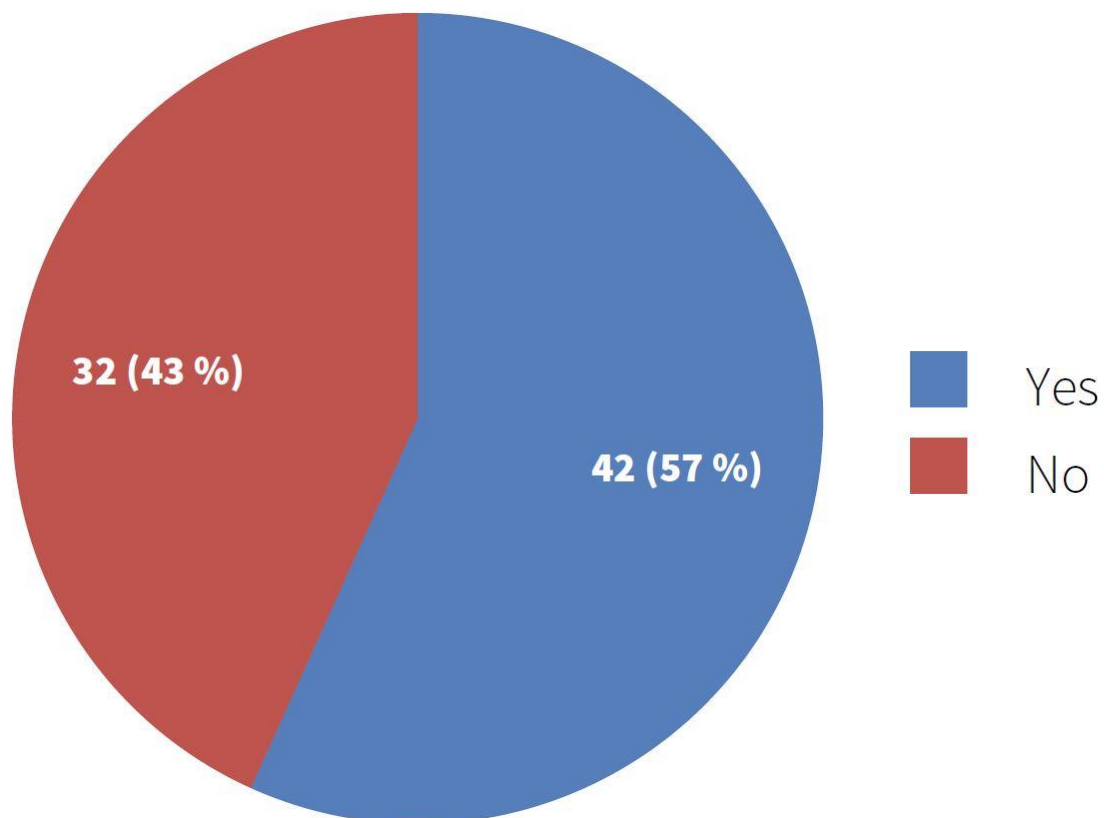
WF5b. What are the reasons for these difficulties in retaining employees?



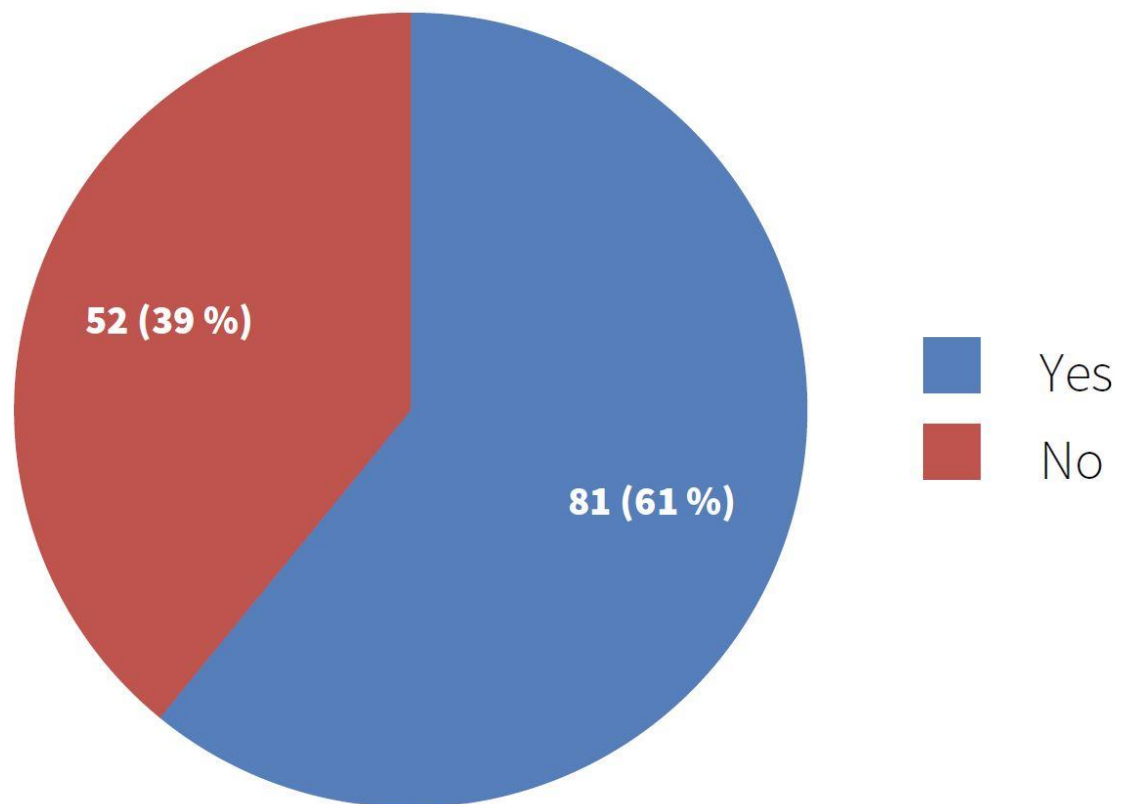
WF6. Does your business currently participate in any co-op, internship or apprenticeship programs?



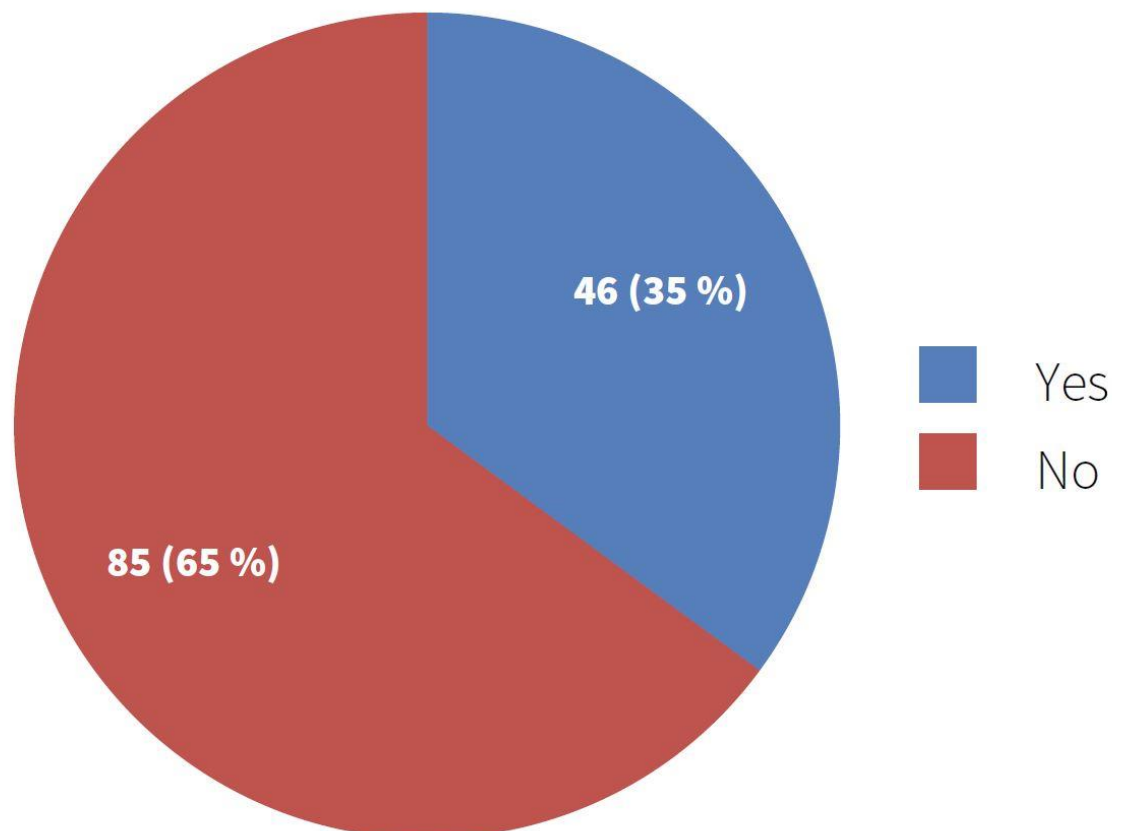
WF6. If No, are you interested in information?



WF7. Does your business currently use any external training?



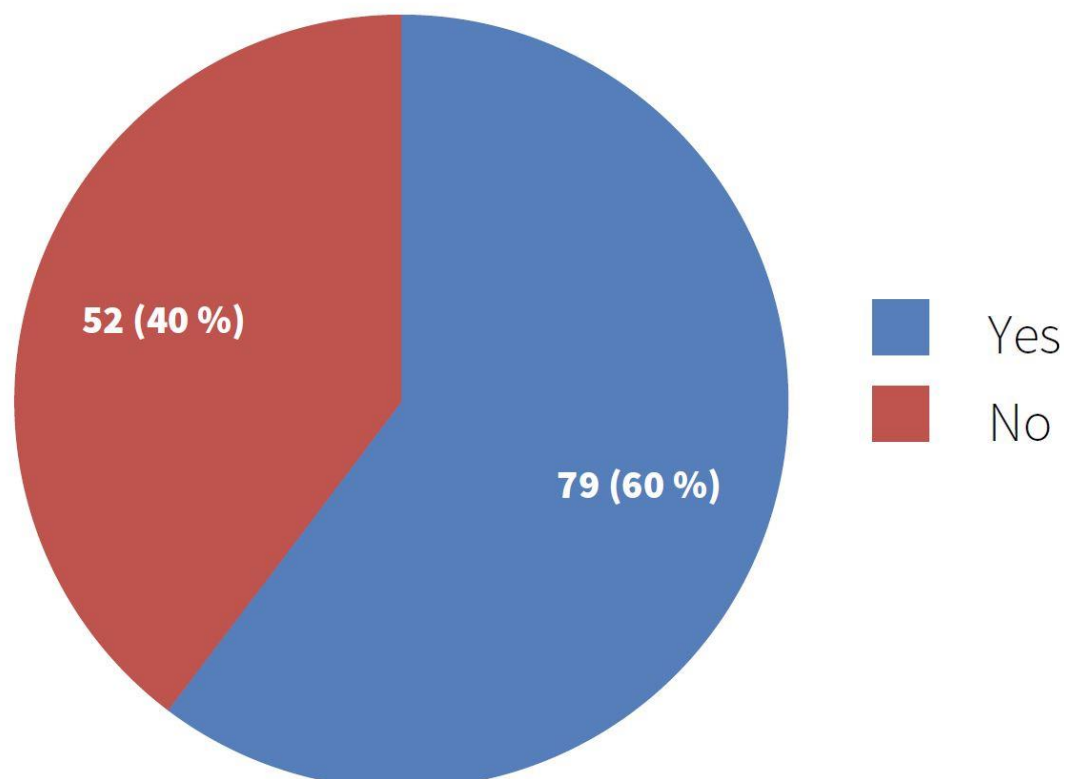
WF8. Are there currently any barriers for you and/or your employees receiving the necessary training?



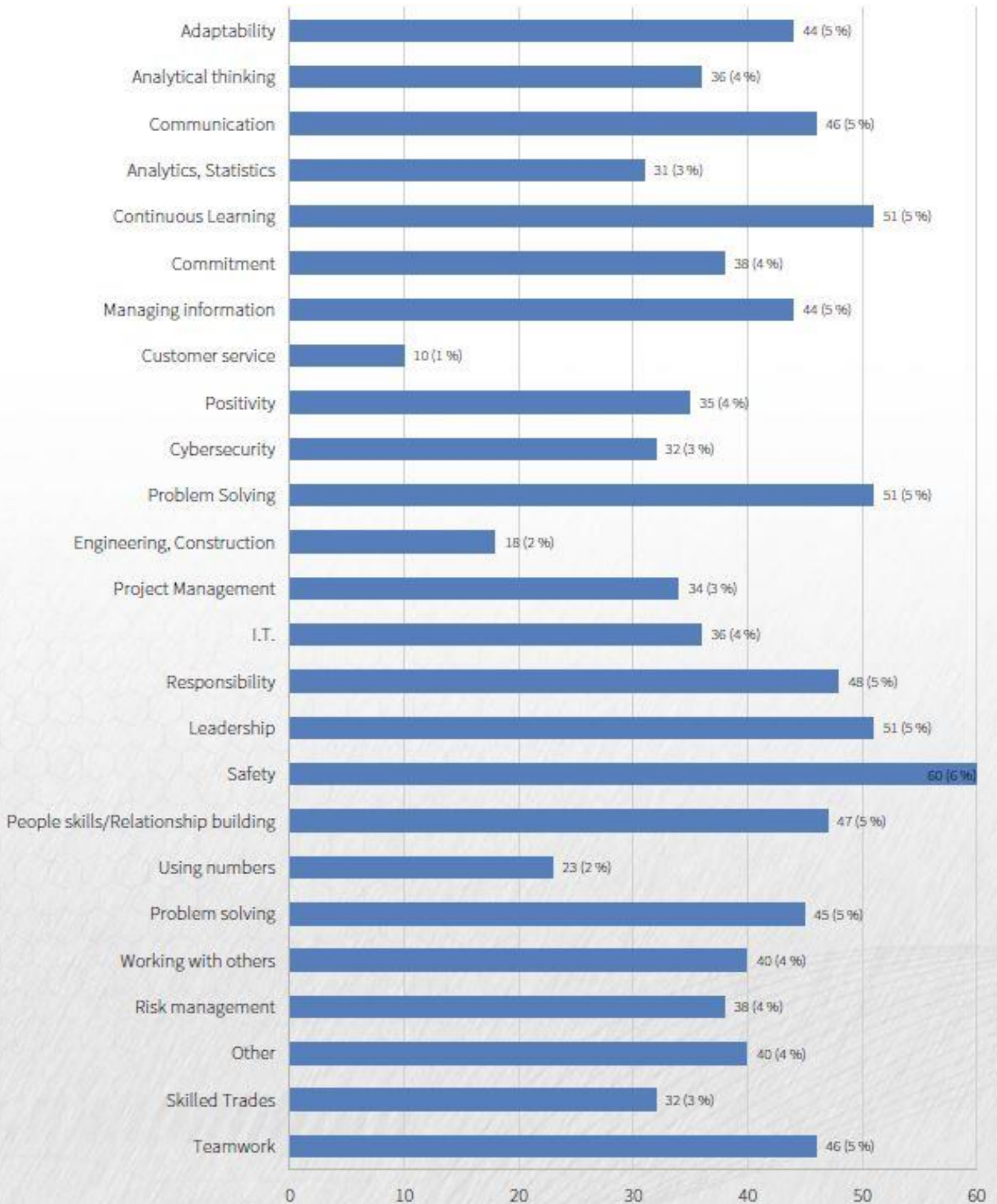
WF8. Are there currently any barriers for you and/or your employees receiving the necessary training? - If Yes, please specify



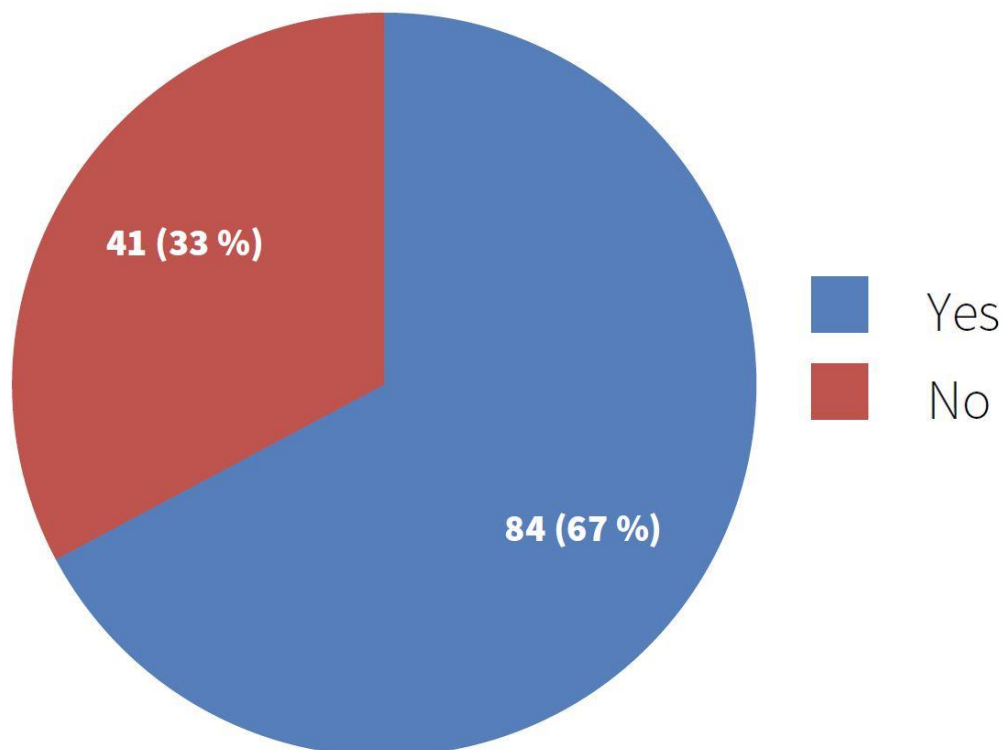
WF9. Are there any training programs/topics that would be beneficial to you and your employees?



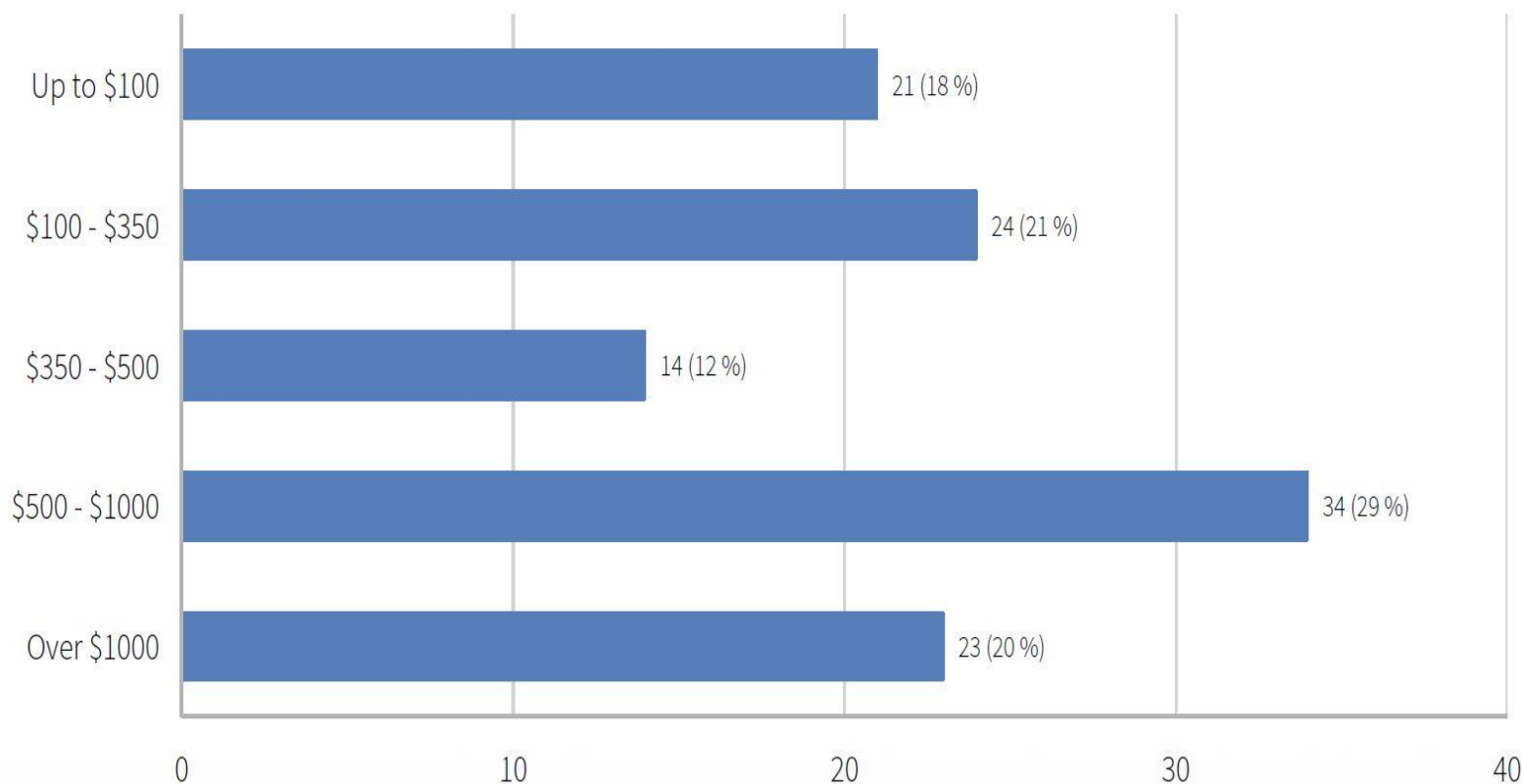
CQ8. What skills will emerge over the next 1-5 years that will require training that your current workforce does not have?



CQ9. Would you like assistance in addressing any skills gaps you have indicated above?

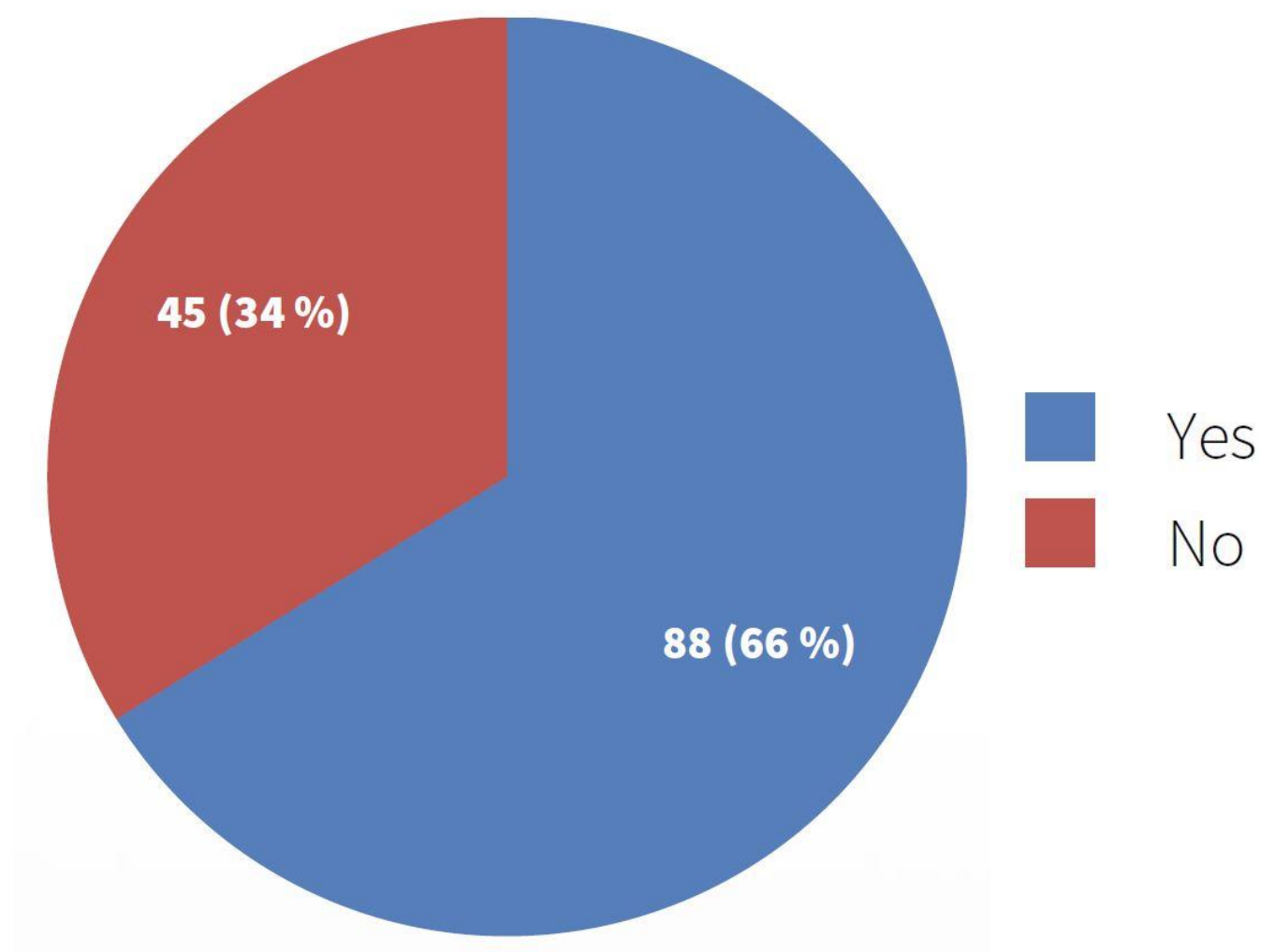


CQ10. How much does your organization invest annually per employee for their learning and development activities?

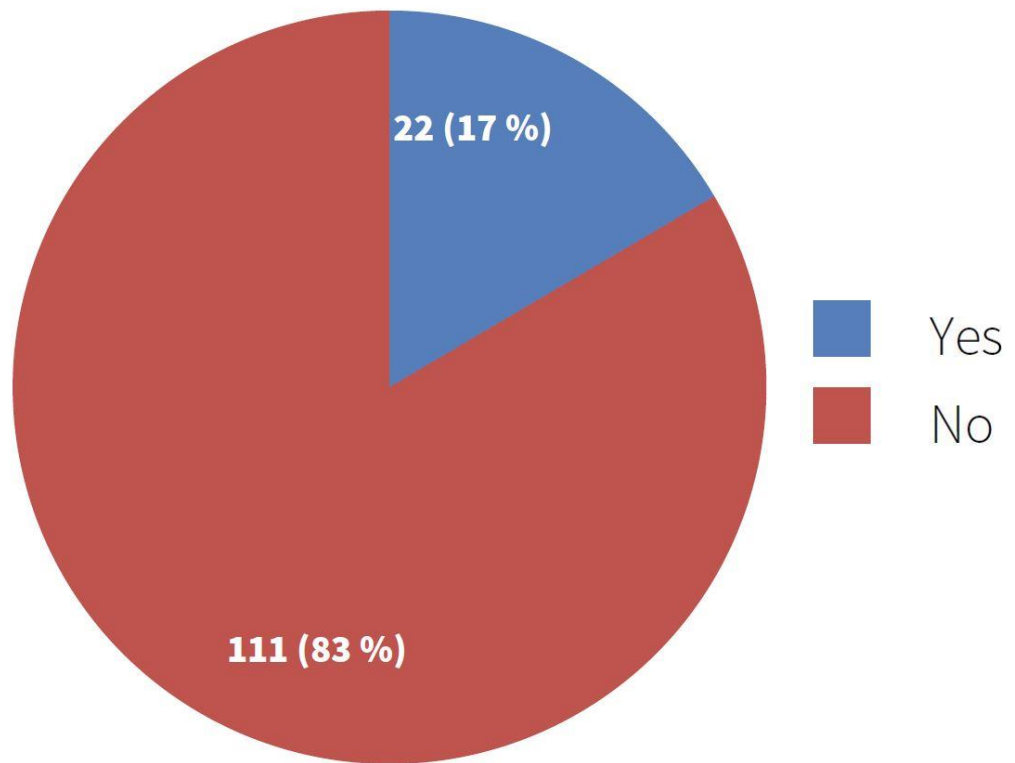


CQ5. Ontario Colleges offer “Applied Research and Innovation” programs that promote collaboration between business/industry and post-secondary institutions to solve a business problem or to support new innovation. Activities may involve the development and prototyping of new products, feasibility studies, clinical trials, and technical consultation and market research.

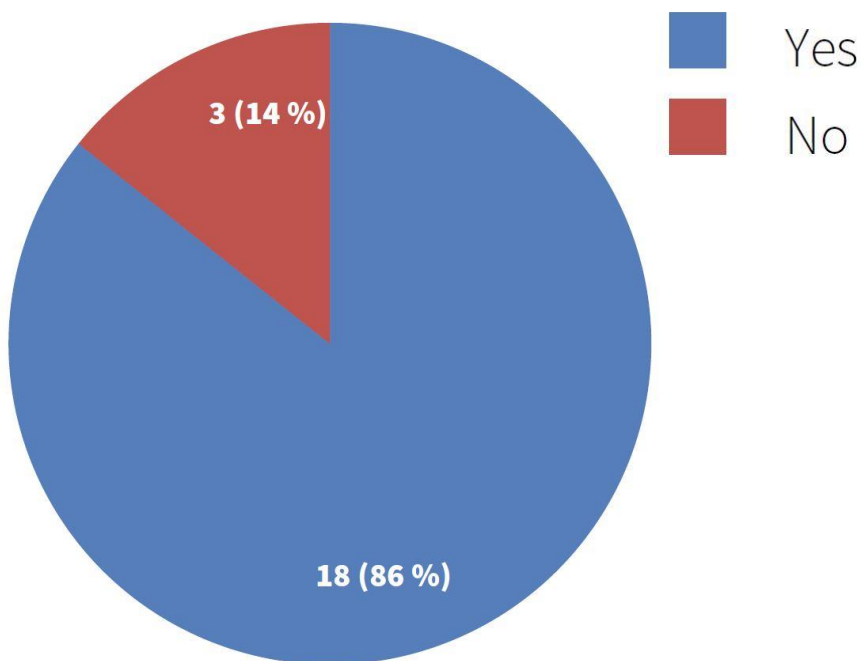
Are you interested in learning more about these programs?



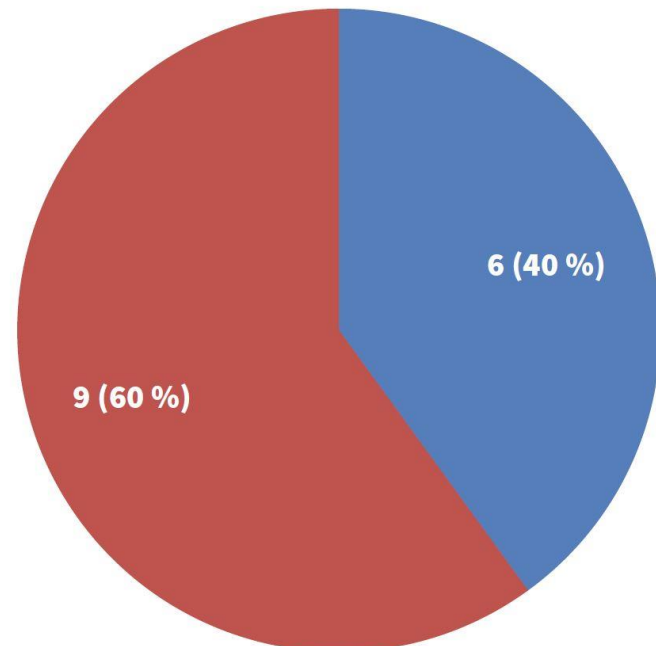
CD1a. Do you know of a business that may have an interest in locating in this community?



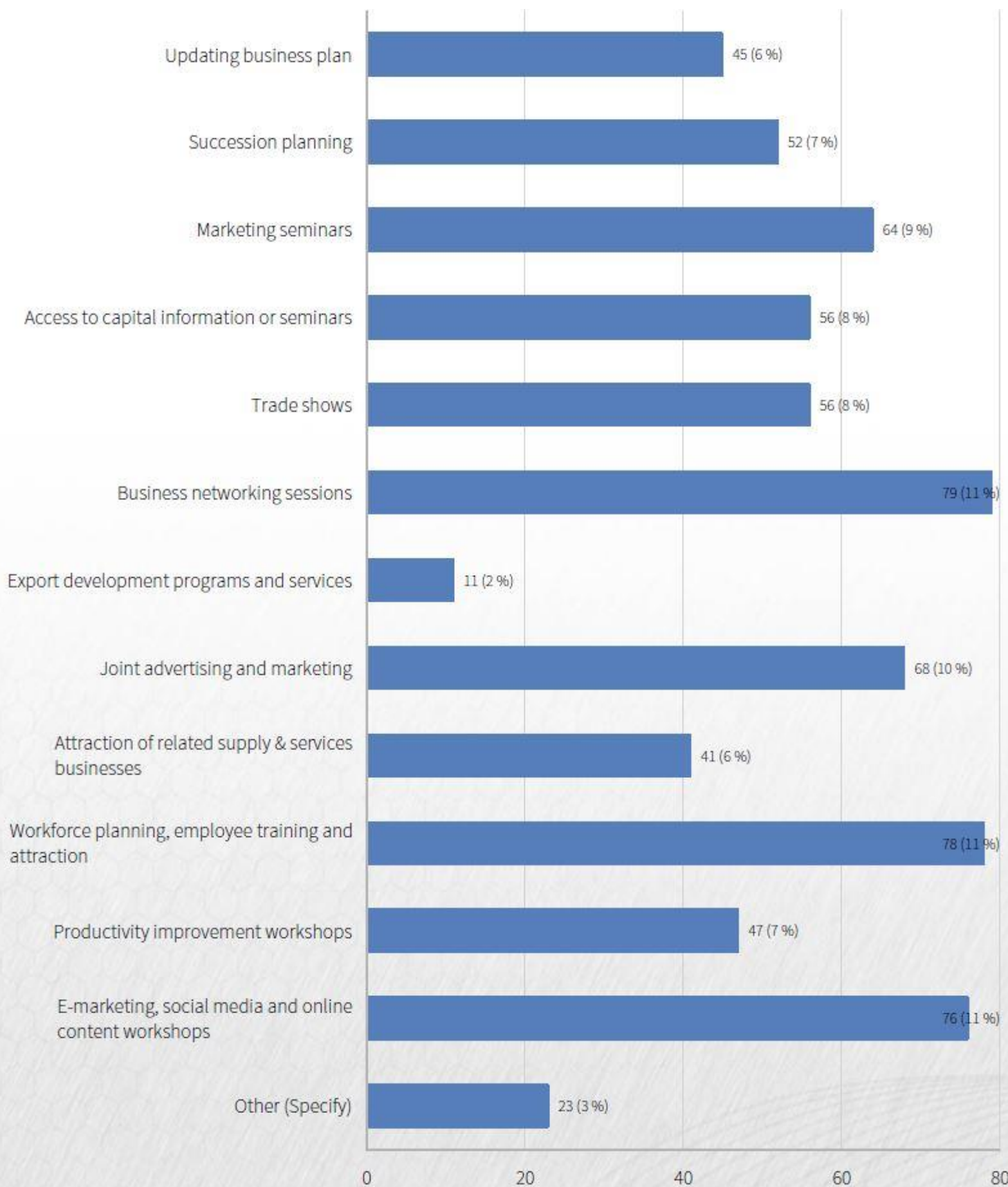
b. If yes, would you be willing to contact this business on behalf of our community?



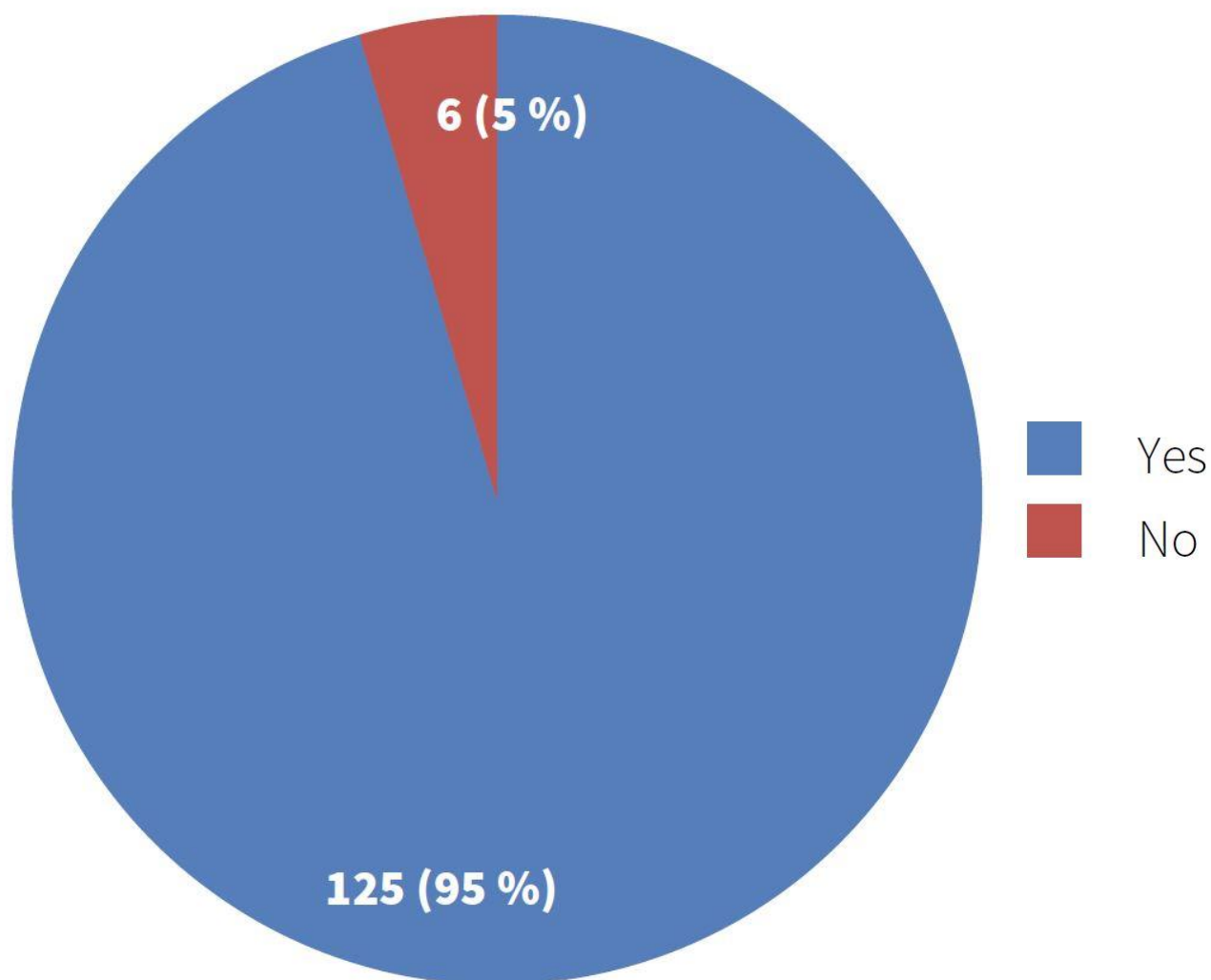
If yes, would you be willing to provide the contact information for this business



CD5. What assistance or opportunities would be beneficial to support your business?



CS1. Would you like to be kept informed of the Business Retention and Expansion project as it moves forward?





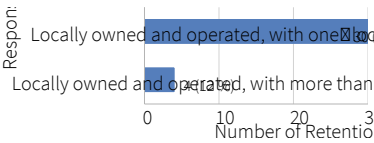
Mississippi Mills Final BR+E Survey Results

June 20, 2019

CD/CSD

Responses	Total	
Lanark County - Mississippi Mills	36	100 %
Total	36	100 %

BI1. Which of the following best describes your business?

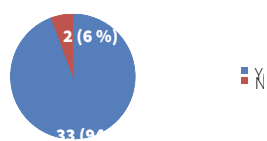


Responses	Total	
Locally owned and operated, with one location	30	88 %
Locally owned and operated, with more than one location (Specify number)	4	12 %
Total	34	100 %

BI2. Is at least one of the owners involved in the day-to-day operation of the business?

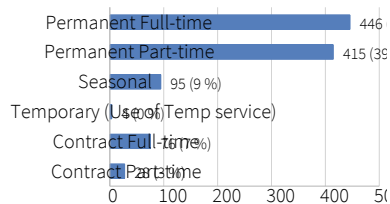
Responses	Total	
Yes	35	100 %
Total	35	100 %

BI3. Is at least one of the owners a resident of the community?



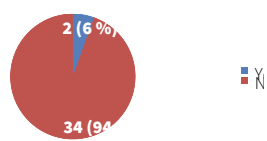
Responses	Total	
Yes	33	94 %
No	2	6 %
Total	35	100 %

Including owner/owners, please confirm your total number of employees operating at this location



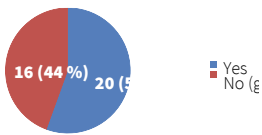
Responses	Total	
Permanent Full-time	446	42 %
Permanent Part-time	415	39 %
Seasonal	95	9 %
Temporary (Use of Temp service)	4	0 %
Contract Full-time	76	7 %
Contract Part-time	28	3 %
Total	1,064	100 %

CQ2a. Is your business unionized?



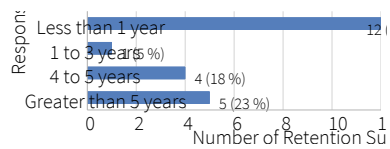
Responses	Total	
Yes	2	6 %
No	34	94 %
Total	36	100 %

BI4a. Does your business have a business plan?



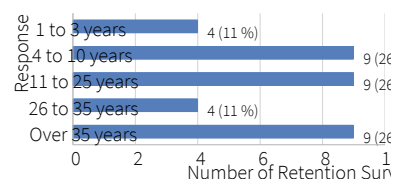
Responses		Total	
Yes		20	56 %
No (go to BI5)		16	44 %
Total		36	100 %

BI4b. Does your business have a business plan? - When was it last updated?



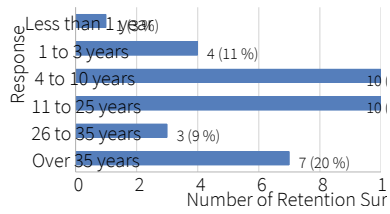
Responses	Total	
Less than 1 year	12	55 %
1 to 3 years	1	5 %
4 to 5 years	4	18 %
Greater than 5 years	5	23 %
Total	22	100 %

BI5. How many years has your business been in operation in this community?



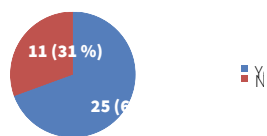
Responses	Total	
1 to 3 years	4	11 %
4 to 10 years	9	26 %
11 to 25 years	9	26 %
26 to 35 years	4	11 %
Over 35 years	9	26 %
Total	35	100 %

BI6. How many years have the current owner/owners been operating this business?



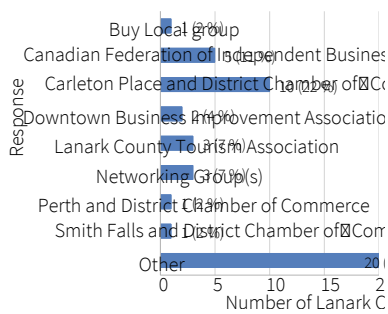
Responses	Total	
Less than 1 year	1	3 %
1 to 3 years	4	11 %
4 to 10 years	10	29 %
11 to 25 years	10	29 %
26 to 35 years	3	9 %
Over 35 years	7	20 %
Total	35	100 %

CQ3a. Are you a member of any business organization(s)?



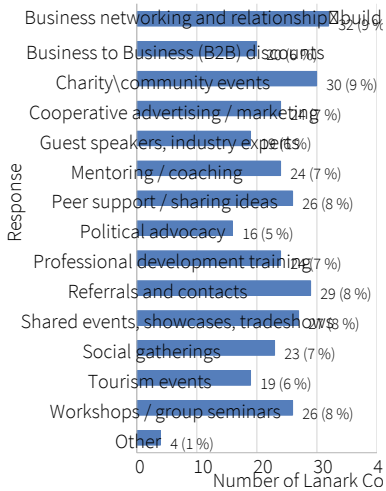
Responses	Total	
Yes	25	69 %
No	11	31 %
Total	36	100 %

3b. Are you a member of any business organization(s)? - If Yes, mark all that apply



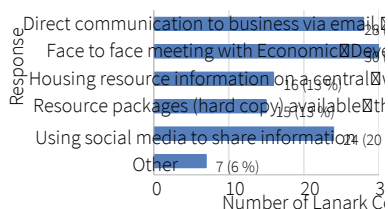
Responses	Total	
Buy Local group	1	2 %
Canadian Federation of Independent Business (CFIB)	5	11 %
Carleton Place and District Chamber of Commerce	10	22 %
Downtown Business Improvement Association	2	4 %
Lanark County Tourism Association	3	7 %
Networking Group(s)	3	7 %
Perth and District Chamber of Commerce	1	2 %
Smith Falls and District Chamber of Commerce	1	2 %
Other	20	43 %
Total	46	100 %

CQ4. Whether you are a member of any business/service organization or not, what services/activities are of value to your business?



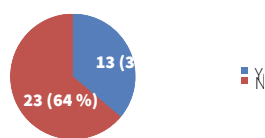
CQ13. There are numerous business and service organizations in Lanark County that provide programs/funding/resources for the business community to support business retention & expansion.

What methods do you believe would be most effective to inform and keep businesses up to date on the many resources available?



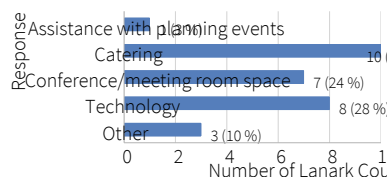
Responses	Total	
Direct communication to business via email, eBlasts, eNewsletters	28	23 %
Face to face meeting with Economic Development Staff	30	25 %
Housing resource information on a central website	16	13 %
Resource packages (hard copy) available through Chambers/BIA's	15	13 %
Using social media to share information	24	20 %
Other	7	6 %
Total	120	100 %

CQ11a. Do you host business meetings/events that require overnight accommodations?



Responses	Total	
Yes	13	36 %
No	23	64 %
Total	36	100 %

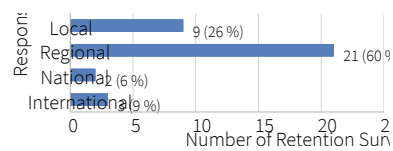
CQ12. What amenities/services, if any, are required when you host business meetings/events



Responses	Total	
Assistance with planning events	1	3 %
Catering	10	34 %
Conference/meeting room space	7	24 %
Technology	8	28 %
Other	3	10 %
Total	29	100 %

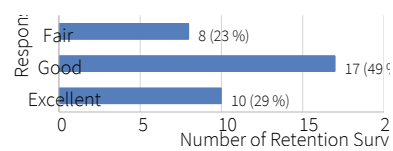
If Other, please specify	Total	
Accommodation	2	67 %
have a network to support this.	1	33 %
Total	3	100 %

BI9. The primary market of your business is



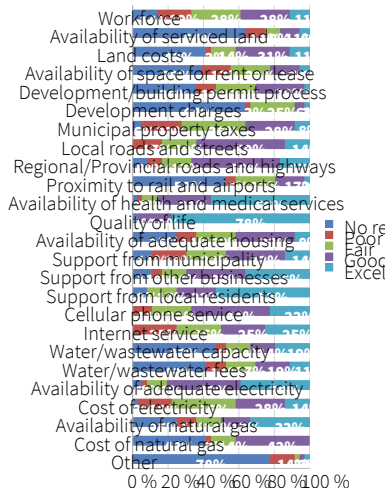
Responses	Total	
Local	9	26 %
Regional	21	60 %
National	2	6 %
International	3	9 %
Total	35	100 %

BC1. What is your general impression of this community as a place to do business?



Responses		Total	
Fair		8	23 %
Good		17	49 %
Excellent		10	29 %
Total		35	100 %

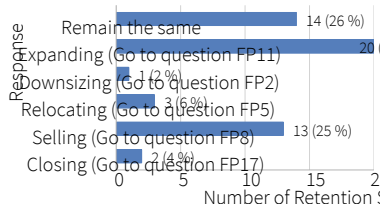
How would you rate the following factors of doing business in this community?



From the perspective of your business, rate your level of satisfaction with each of the following community services.

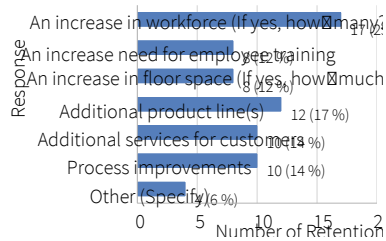


FP1a. Within the next 18 months, which do you plan on:



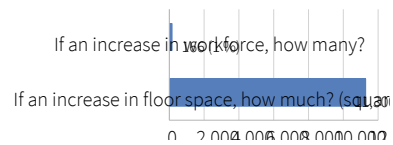
Responses	Total	
Remain the same	14	26 %
Expanding (Go to question FP11)	20	38 %
Downsizing (Go to question FP2)	1	2 %
Relocating (Go to question FP5)	3	6 %
Selling (Go to question FP8)	13	25 %
Closing (Go to question FP17)	2	4 %
Total	53	100 %

FP12. Will your expansion require or lead to



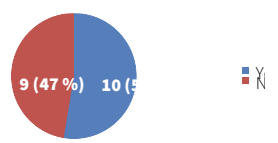
Responses	Total	
An increase in workforce (If yes, how many?)	17	25 %
An increase need for employee training	8	12 %
An increase in floor space (If yes, how much?)	8	12 %
Additional product line(s)	12	17 %
Additional services for customers	10	14 %
Process improvements	10	14 %
Other (Specify)	4	6 %
Total	69	100 %

Will your expansion require or lead to



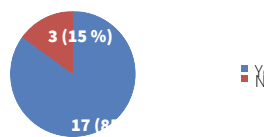
Responses	Total	
If an increase in workforce, how many?	166	1 %
If an increase in floor space, how much? (square feet)	11,300	99 %
Total	11,466	100 %

FP13. Are you planning on accessing any Federal or Provincial programs/services to assist with the expansion?



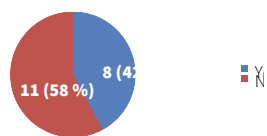
Responses	Total	
Yes	10	53 %
No	9	47 %
Total	19	100 %

FP14. Would you like to receive information on potential Federal or Provincial programs/services that might assist with your expansion?



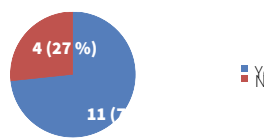
Responses	Total	
Yes	17	85 %
No	3	15 %
Total	20	100 %

FP15. Is your business currently experiencing difficulties with your expansion plans?



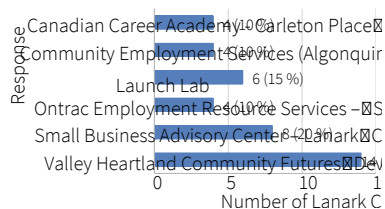
Responses	Total	
Yes	8	42 %
No	11	58 %
Total	19	100 %

FP16. Could the community potentially provide some assistance to support your expansion plans?



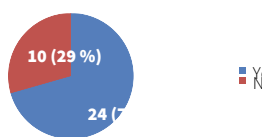
Responses	Total	
Yes	11	73 %
No	4	27 %
Total	15	100 %

CQ14. Have you ever accessed any programs and/or services from any of the following Service Providers in Lanark County?



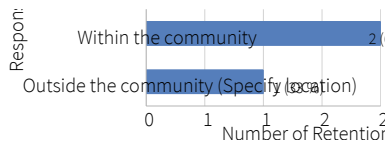
Responses	Total	
Canadian Career Academy - Carleton Place and area	4	10 %
Community Employment Services (Algonquin College) – Perth and area	4	10 %
Launch Lab	6	15 %
Ontrac Employment Resource Services – Smiths Falls and Area	4	10 %
Small Business Advisory Center – Lanark County and North Leeds	8	20 %
Valley Heartland Community Futures Development Corp (CFDC)	14	35 %
Total	40	100 %

CQ15. Would you like more information on the Service Providers in your area and the programs/services they offer?



Responses	Total	
Yes	24	71 %
No	10	29 %
Total	34	100 %

FP5. Where do you plan to relocate this business?

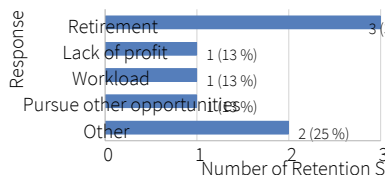


Responses		Total	
Within the community		2	67 %
Outside the community (Specify location)		1	33 %
Total		3	100 %

FP7. Is there any assistance that could be provided to prevent or assist with the relocation of your business within the community?

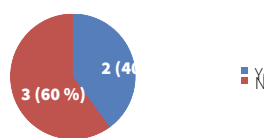
Responses	Total	
Yes	2	100 %
Total	2	100 %

FP8. Why are you selling your business?



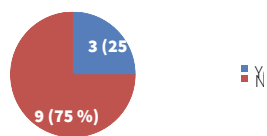
Responses	Total	
Retirement	3	38 %
Lack of profit	1	13 %
Workload	1	13 %
Pursue other opportunities	1	13 %
Other	2	25 %
Total	8	100 %

FP10. Would you like assistance/information on selling your business?



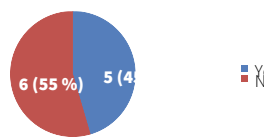
Responses	Total	
Yes	2	40 %
No	3	60 %
Total	5	100 %

FP9a. Do you have a succession plan for your business?



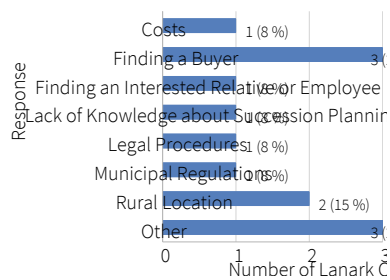
Responses	Total	
Yes	3	25 %
No	9	75 %
Total	12	100 %

FP9b. Do you have a succession plan for your business? - Would you like assistance/information with developing a succession plan?



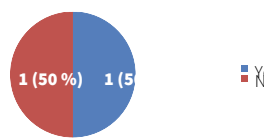
Responses	Total	
Yes	5	45 %
No	6	55 %
Total	11	100 %

CQ6. What types of barriers, if any, do you believe will be an obstacle in your succession plan?



Responses	Total	
Costs	1	8 %
Finding a Buyer	3	23 %
Finding an Interested Relative or Employee	1	8 %
Lack of Knowledge about Succession Planning	1	8 %
Legal Procedures	1	8 %
Municipal Regulations	1	8 %
Rural Location	2	15 %
Other	3	23 %
Total	13	100 %

FP17. Do you plan to close this business at this location without re-opening in another location?

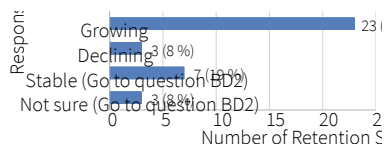


Responses	Total	
Yes	1	50 %
No	1	50 %
Total	2	100 %

FP18. Could the community potentially provide any assistance to prevent the closure of your business?

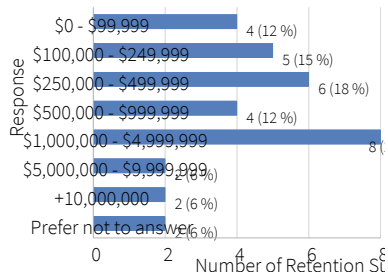
Responses	Total	
Yes	1	100 %
Total	1	100 %

BD1a. What is the outlook for your industry?



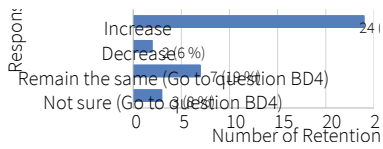
Responses	Total	
Growing	23	64 %
Declining	3	8 %
Stable (Go to question BD2)	7	19 %
Not sure (Go to question BD2)	3	8 %
Total	36	100 %

BD2. Please give an approximate annual sales range for your business:



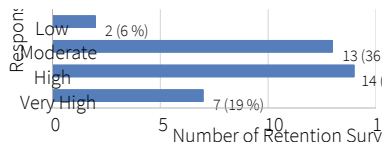
Responses	Total	
\$0 - \$99,999	4	12 %
\$100,000 - \$249,999	5	15 %
\$250,000 - \$499,999	6	18 %
\$500,000 - \$999,999	4	12 %
\$1,000,000 - \$4,999,999	8	24 %
\$5,000,000 - \$9,999,999	2	6 %
+10,000,000	2	6 %
Prefer not to answer	2	6 %
Total	33	100 %

BD3a. Are your projected sales in the next year expected to:



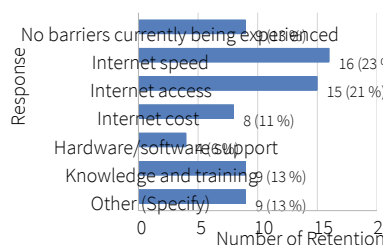
Responses	Total	
Increase	24	67 %
Decrease	2	6 %
Remain the same (Go to question BD4)	7	19 %
Not sure (Go to question BD4)	3	8 %
Total	36	100 %

BD4. How would you rate your business related to the use of technology?



Responses	Total	
Low	2	6 %
Moderate	13	36 %
High	14	39 %
Very High	7	19 %
Total	36	100 %

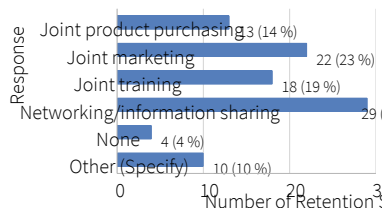
BD5. Is your business currently experiencing any barriers related to your information technology requirements?



Responses	Total	
No barriers currently being experienced	9	13 %
Internet speed	16	23 %
Internet access	15	21 %
Internet cost	8	11 %
Hardware/software support	4	6 %
Knowledge and training	9	13 %
Other (Specify)	9	13 %
Total	70	100 %

If Other, please specify	Total	
Bell customer service.	1	11 %
Cost of software to do in house.	1	11 %
Cost of technology	1	11 %
If Algonquin had local presence to do computer training	1	11 %
Internet reliability	2	22 %
Lack of WIFI; Business social media driven	1	11 %
No cell phone or internet access at business location	1	11 %
Total	8	100 %

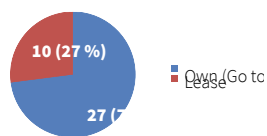
BD7. Are you interested in working co-operatively with other businesses in the community to pursue any of the following?



Responses	Total	
Joint product purchasing	13	14 %
Joint marketing	22	23 %
Joint training	18	19 %
Networking/information sharing	29	30 %
None	4	4 %
Other (Specify)	10	10 %
Total	96	100 %

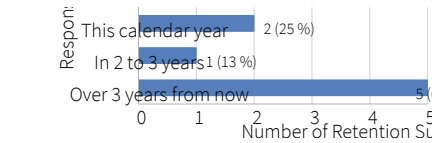
If Other, please specify	Total	
All in some capacity	1	10 %
Business to business - possibly not retail, will explain	1	10 %
First Aid Training; Fall arrest training	1	10 %
Joint marketing & networking already built into supply mgmt system	1	10 %
Local small business involvement; Sip and Savour tours; Chamber of Commerce; LC Tourism	1	10 %
MM as a place to live and work, as opposed to the city	1	10 %
Private/Public partnerships	1	10 %
Total	7	100 %

BD8a. Does your business own or lease its facility/facilities?



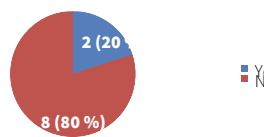
Responses	Total	
Own (Go to Workforce Section)	27	73 %
Lease	10	27 %
Total	37	100 %

BD8b. Does your business own or lease its facility/facilities? - When does the lease expire?



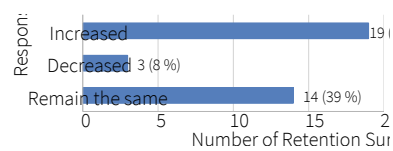
Responses	Total	
This calendar year	2	25 %
In 2 to 3 years	1	13 %
Over 3 years from now	5	63 %
Total	8	100 %

BD8c. Does your business own or lease its facility/facilities? - Do you anticipate any problems in renewing the lease?



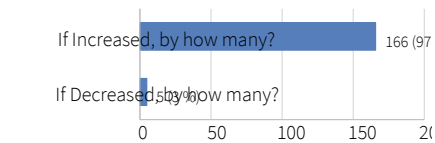
Responses	Total	
Yes	2	20 %
No	8	80 %
Total	10	100 %

WF1a. During the past 3 years, has the number of people you employ in this business increased, decreased or stayed the same?



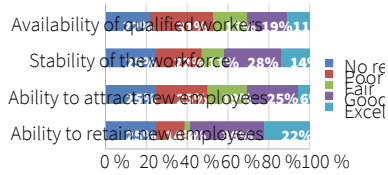
Responses	Total	
Increased	19	53 %
Decreased	3	8 %
Remain the same	14	39 %
Total	36	100 %

During the past 3 years, has the number of people you employ in this business increased, decreased or stayed the same?



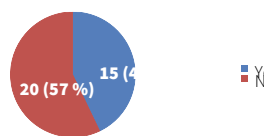
Responses	Total	
If Increased, by how many?	166	97 %
If Decreased, by how many?	5	3 %
Total	171	100 %

How would you rate the following factors in this community for your business needs?



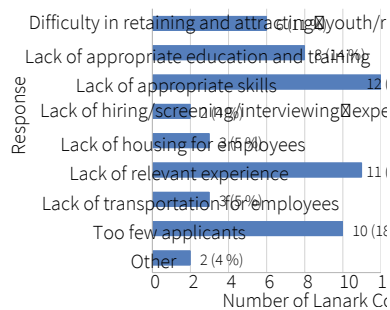
Responses	No response		Poor		Fair		Good		Excellent		Total	
Stability of the workforce	9	26 %	8	24 %	4	22 %	10	26 %	5	26 %	36	25 %
Availability of qualified workers	8	23 %	11	33 %	6	33 %	7	18 %	4	21 %	36	25 %
Ability to attract new employees	9	26 %	9	27 %	7	39 %	9	23 %	2	11 %	36	25 %
Ability to retain new employees	9	26 %	5	15 %	1	6 %	13	33 %	8	42 %	36	25 %
Total	35	100 %	33	100 %	18	100 %	39	100 %	19	100 %	144	100 %

CQ7a. Does your business currently have difficulty hiring?



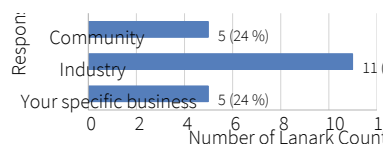
Responses	Total	
Yes	15	43 %
No	20	57 %
Total	35	100 %

7b. Does your business currently have difficulty hiring? - How would you describe your company's hiring challenges? (Select all that apply)



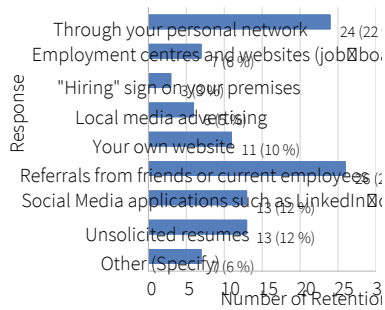
Responses	Total	
Difficulty in retaining and attracting youth/recent university/college graduates	6	11 %
Lack of appropriate education and training	8	14 %
Lack of appropriate skills	12	21 %
Lack of hiring/screening/interviewing experience by the company	2	4 %
Lack of housing for employees	3	5 %
Lack of relevant experience	11	19 %
Lack of transportation for employees	3	5 %
Too few applicants	10	18 %
Other	2	4 %
Total	57	100 %

7d. Does your business currently have difficulty hiring? - Are the hiring challenges specifically related to



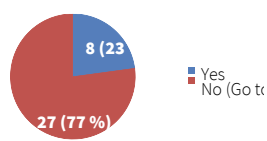
Responses	Total	
Community	5	24 %
Industry	11	52 %
Your specific business	5	24 %
Total	21	100 %

WF4. How do you currently recruit new employees?



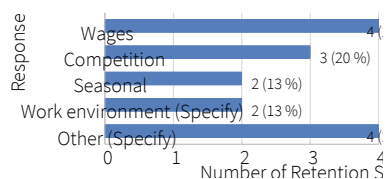
Responses	Total	
Through your personal network	24	22 %
Employment centres and websites (job boards)	7	6 %
"Hiring" sign on your premises	3	3 %
Local media advertising	6	5 %
Your own website	11	10 %
Referrals from friends or current employees	26	24 %
Social Media applications such as LinkedIn or Facebook	13	12 %
Unsolicited resumes	13	12 %
Other (Specify)	7	6 %
Total	110	100 %

WF5a. Does your business have difficulty retaining employees?



Responses	Total	
Yes	8	23 %
No (Go to question WF6)	27	77 %
Total	35	100 %

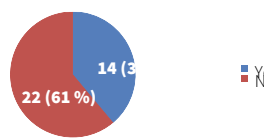
WF5b. Does your business have difficulty retaining employees? - What are the reasons for these difficulties in retaining employees? (Read list. Select all that apply.)



Responses	Total	
Wages	4	27 %
Competition	3	20 %
Seasonal	2	13 %
Work environment (Specify)	2	13 %
Other (Specify)	4	27 %
Total	15	100 %

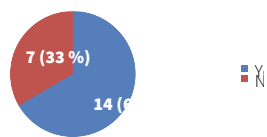
If Other, please specify	Total	
Competition provides higher wages	1	25 %
Lack of full time work	1	25 %
Too far from larger market in Ottawa	1	25 %
Transient nature.; migration.; Wage low for new mature hires.	1	25 %
Total	4	100 %

WF6. Does your business currently participate in any co-op, internship or apprenticeship programs?



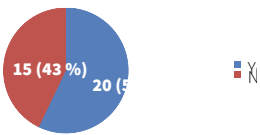
Responses	Total	
Yes	14	39 %
No	22	61 %
Total	36	100 %

WF6. Does your business currently participate in any co-op, internship or apprenticeship programs? - If No, are you interested in information?



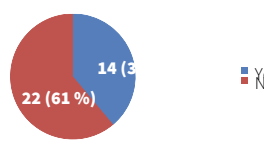
Responses	Total	
Yes	14	67 %
No	7	33 %
Total	21	100 %

WF7. Does your business currently use any external training?



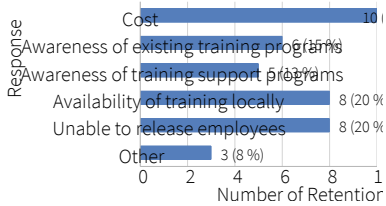
Responses	Total	
Yes	20	57 %
No	15	43 %
Total	35	100 %

WF8. Are there currently any barriers for you and/or your employees receiving the necessary training?



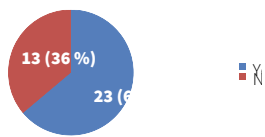
Responses	Total	
Yes	14	39 %
No	22	61 %
Total	36	100 %

WF8. Are there currently any barriers for you and/or your employees receiving the necessary training? - If Yes, please specify



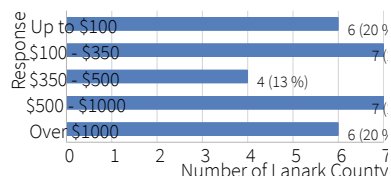
Responses	Total	
Cost	10	25 %
Awareness of existing training programs	6	15 %
Awareness of training support programs	5	13 %
Availability of training locally	8	20 %
Unable to release employees	8	20 %
Other	3	8 %
Total	40	100 %

WF9. Are there any training programs/topics that would be beneficial to you and your employees?



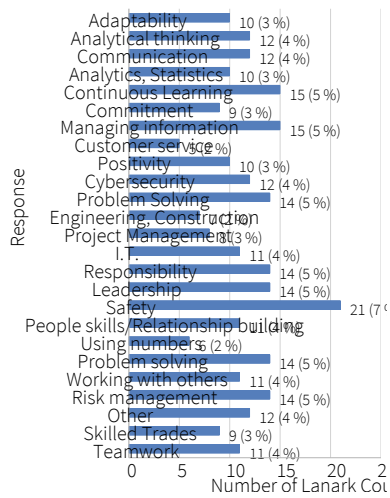
Responses	Total	
Yes	23	64 %
No	13	36 %
Total	36	100 %

CQ10. How much does your organization invest annually per employee for their learning and development activities?

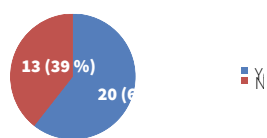


Responses	Total	
Up to \$100	6	20 %
\$100 - \$350	7	23 %
\$350 - \$500	4	13 %
\$500 - \$1000	7	23 %
Over \$1000	6	20 %
Total	30	100 %

CQ8. What skills will emerge over the next 1-5 years that will require training that your current workforce does not have? - Employability



CQ9. Would you like assistance in addressing any skills gaps you have indicated above?

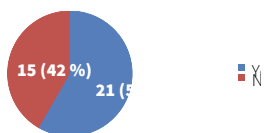


Responses	Total	
Yes	20	61 %
No	13	39 %
Total	33	100 %

CQ5. Ontario Colleges offer “Applied Research and Innovation” programs that promote collaboration between business/industry and post-secondary institutions to solve a business problem or to support new innovation.

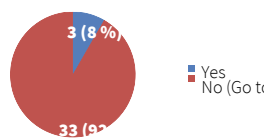
Activities may involve the development and prototyping of new products, feasibility studies, clinical trials, and technical consultation and market research.

Are you interested in learning more about these programs?



Responses	Total	
Yes	21	58 %
No	15	42 %
Total	36	100 %

CD1a. Do you know of a business that may have an interest in locating in this community?

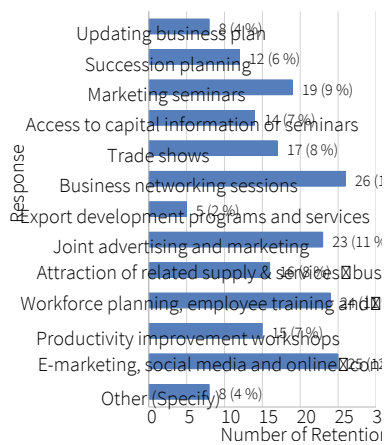


Responses	Total	
Yes	3	8 %
No (Go to question CD2)	33	92 %
Total	36	100 %

b. Would you be willing to contact this business on behalf of our community or provide the contact information for this business? - Contact business directly

Responses		Total	
Yes		2	100 %
Total		2	100 %

CD5. What assistance or opportunities would be beneficial to support your business?



CS1. Would you like to be kept informed of the Business Retention and Expansion project as it moves forward?

Responses		Total	
Yes		35	100 %
Total		35	100 %