

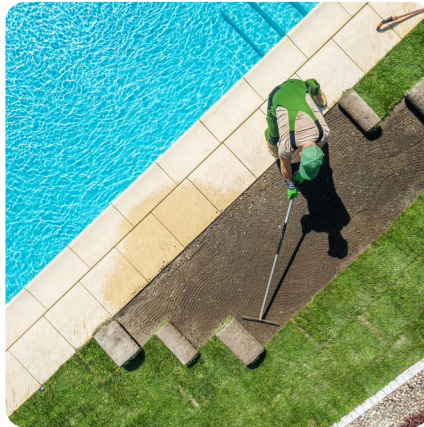
# 2024

## Business Retention & Expansion Survey

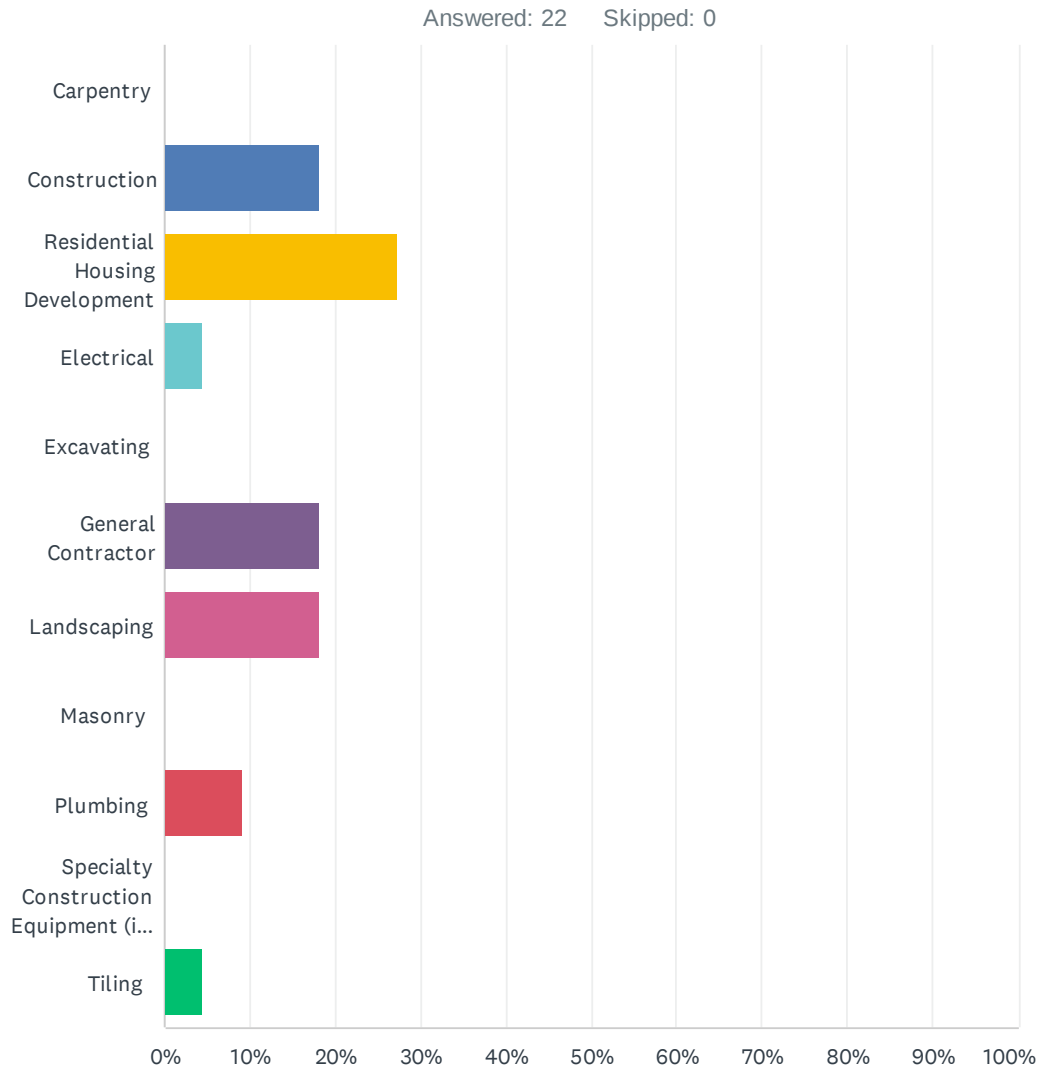
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### Skilled Trades & Construction Sector

#### Full Results



# Q1. Please select the ONE line of trade that best describes your business.

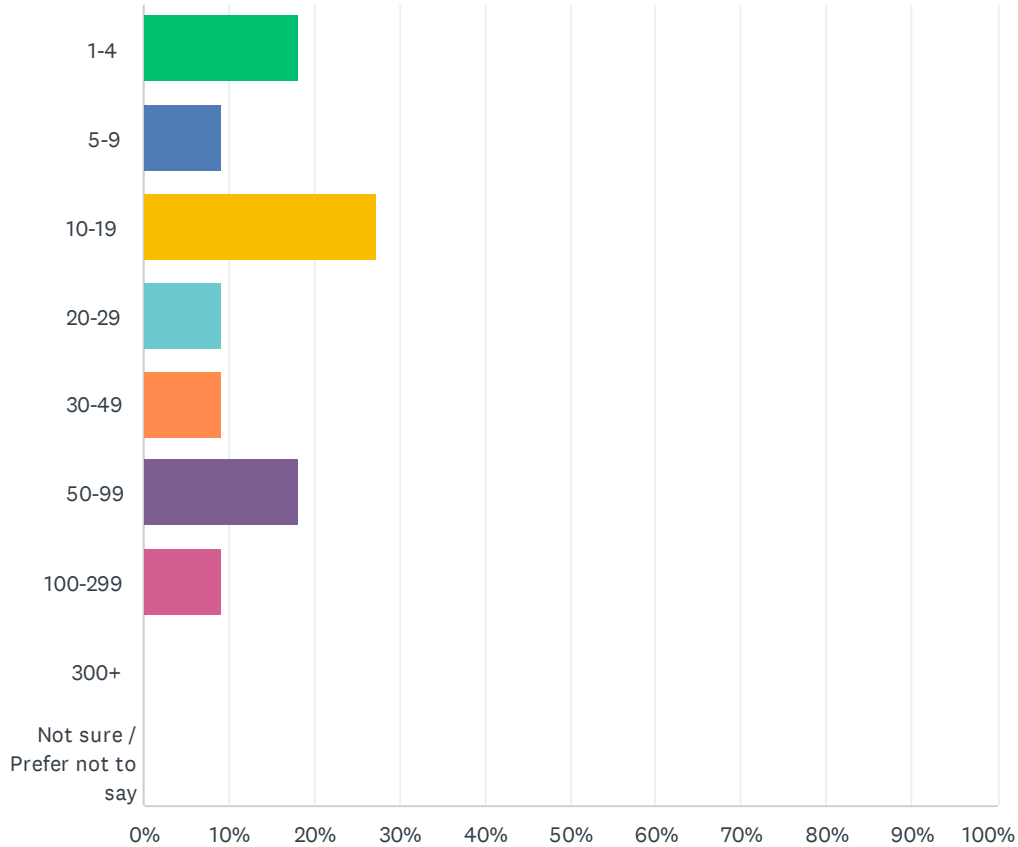


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
Carpentry	0.00%	0
Construction	18.18%	4
Residential Housing Development	27.27%	6
Electrical	4.55%	1
Excavating	0.00%	0
General Contractor	18.18%	4
Landscaping	18.18%	4
Masonry	0.00%	0
Plumbing	9.09%	2
Specialty Construction Equipment (ie crane operator)	0.00%	0
Tiling	4.55%	1
<b>TOTAL</b>		<b>22</b>

## Q2 Including the owner(s), how many employees, whether full-time, part-time or seasonal, work at this business?

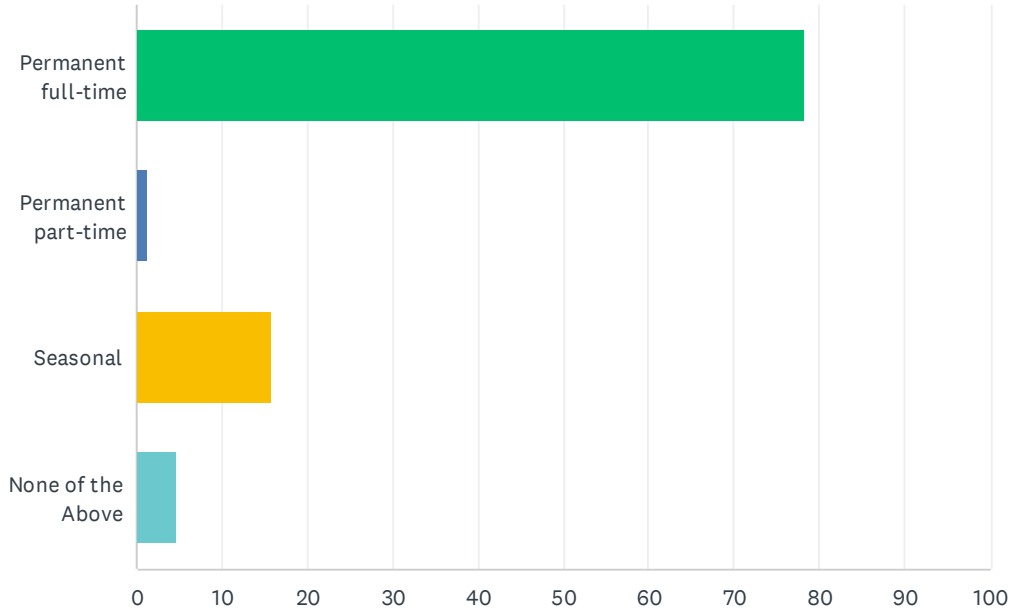
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-4	18.18%	4
5-9	9.09%	2
10-19	27.27%	6
20-29	9.09%	2
30-49	9.09%	2
50-99	18.18%	4
100-299	9.09%	2
300+	0.00%	0
Not sure / Prefer not to say	0.00%	0
<b>TOTAL</b>		<b>22</b>

Q3 What percentage of your employees are: Please only enter numbers, with no percentage signs. The sum of all answers must equal 100.

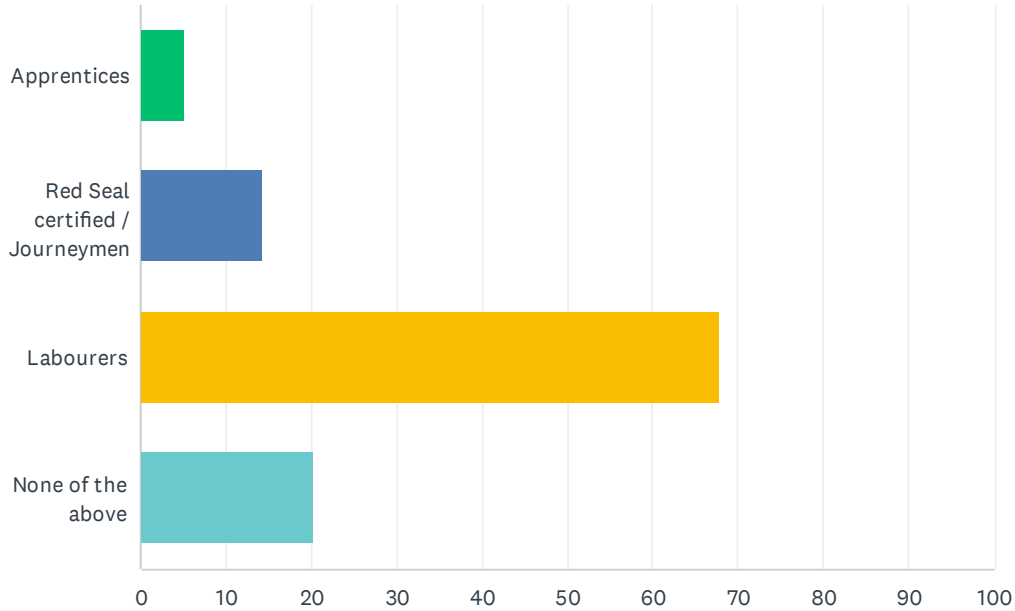
Answered: 22 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Permanent full-time	78	1,723	22
Permanent part-time	1	30	22
Seasonal	16	348	22
None of the Above	5	99	21
Total Respondents: 22			

Q4 What percentage of your employees are: Please only enter numbers, with no percentage signs. The sum of all numbers must equal 100.

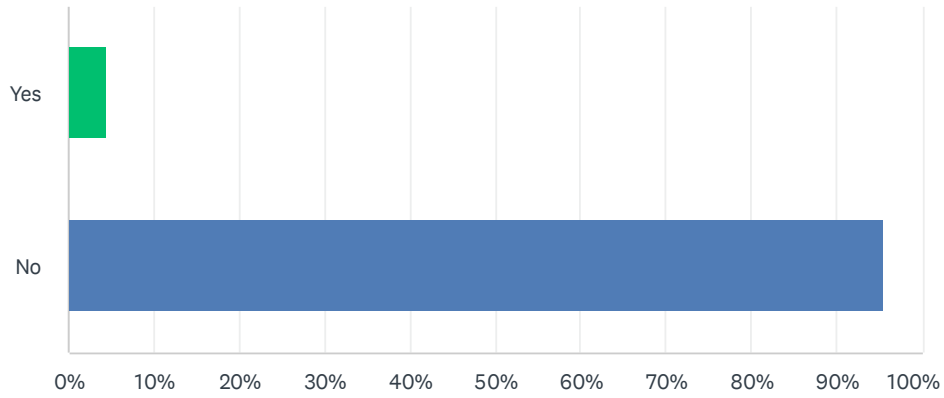
Answered: 22 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Apprentices	5	103	20
Red Seal certified / Journeymen	14	287	20
Labourers	68	1,425	21
None of the above	20	385	19
Total Respondents: 22			

## Q5 Are any of your workers unionized?

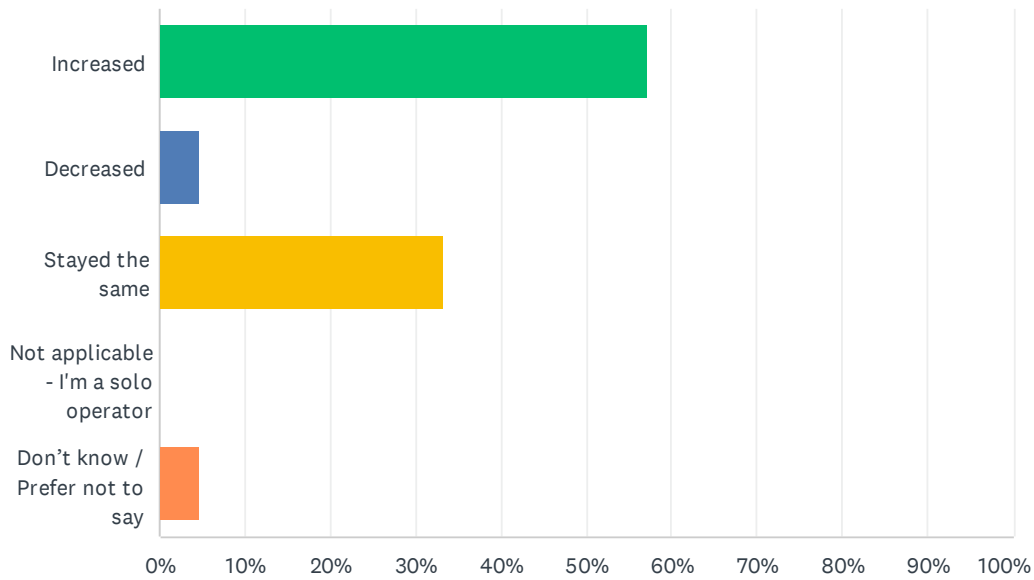
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	4.55%	1
No	95.45%	21
TOTAL		22

## Q6 Since 2019, has the number of people you employ in this business...

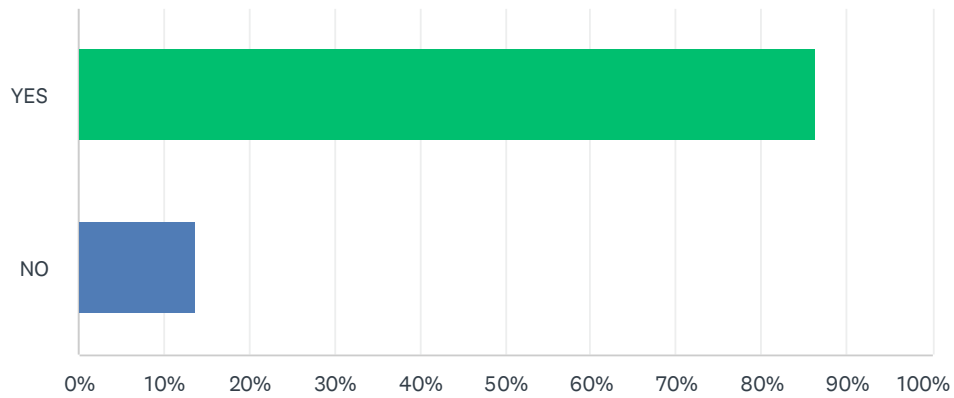
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES	
Increased	57.14%	12
Decreased	4.76%	1
Stayed the same	33.33%	7
Not applicable - I'm a solo operator	0.00%	0
Don't know / Prefer not to say	4.76%	1
<b>TOTAL</b>		<b>21</b>

## Q7 Are you a full-time resident of Prince Edward County?

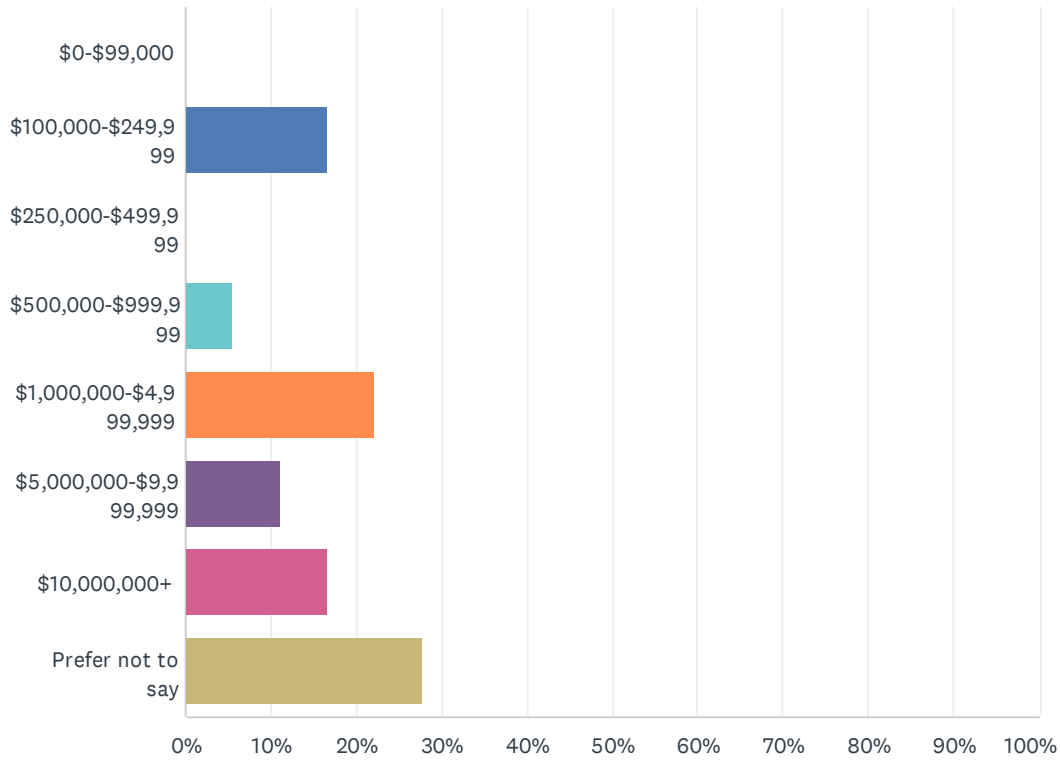
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
YES	86.36%	19
NO	13.64%	3
TOTAL		22

## Q8 Please give an approximate annual sales range for your business.

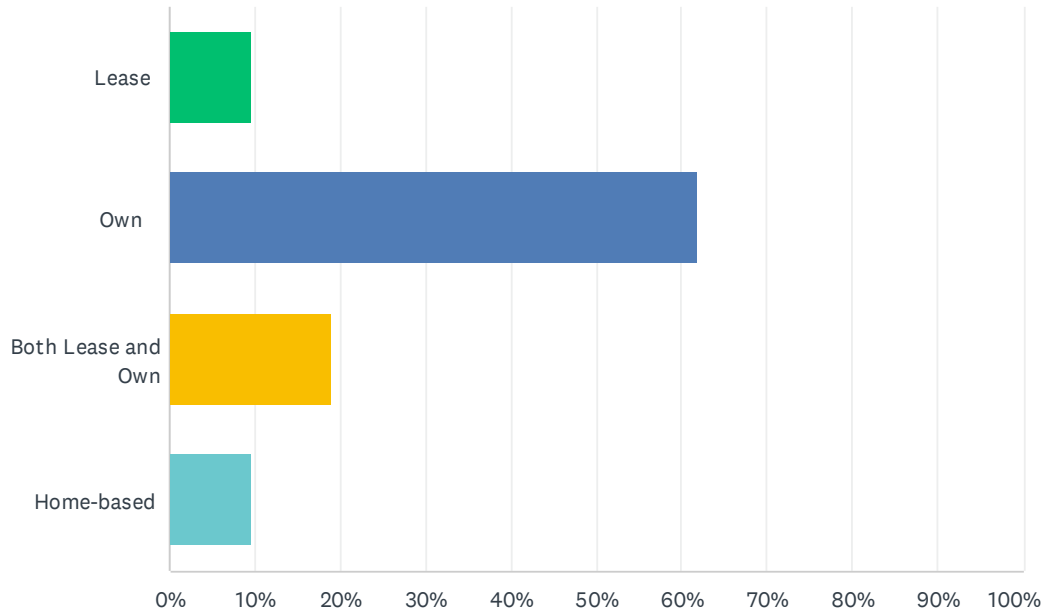
Answered: 18 Skipped: 4



ANSWER CHOICES	RESPONSES	
\$0-\$99,000	0.00%	0
\$100,000-\$249,999	16.67%	3
\$250,000-\$499,999	0.00%	0
\$500,000-\$999,999	5.56%	1
\$1,000,000-\$4,999,999	22.22%	4
\$5,000,000-\$9,999,999	11.11%	2
\$10,000,000+	16.67%	3
Prefer not to say	27.78%	5
<b>TOTAL</b>		<b>18</b>

## Q9 Does your business lease or own your facilities?

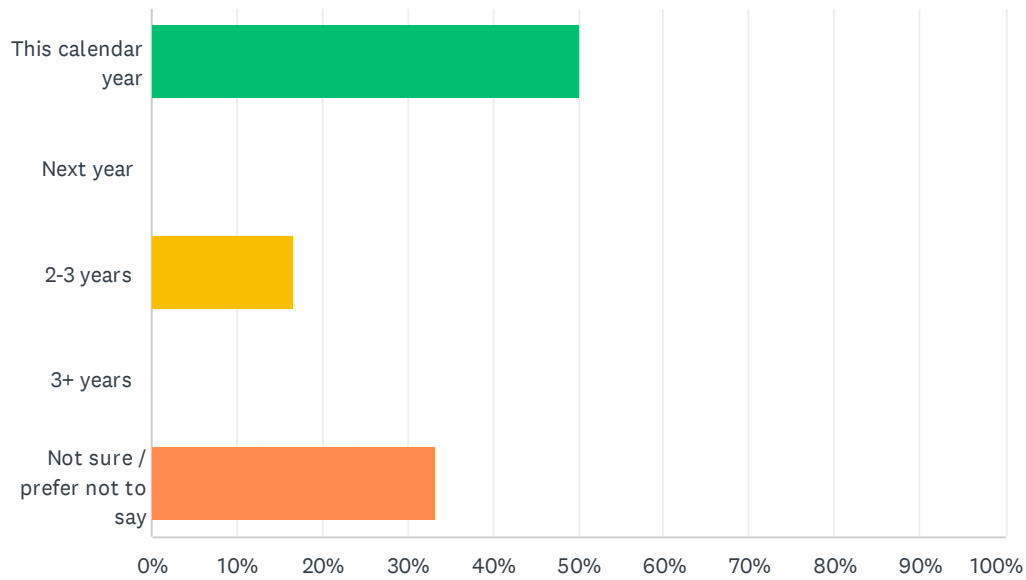
Answered: 21 Skipped: 1



ANSWER CHOICES	RESPONSES
Lease	9.52% 2
Own	61.90% 13
Both Lease and Own	19.05% 4
Home-based	9.52% 2
TOTAL	21

## Q10 When does the lease expire?

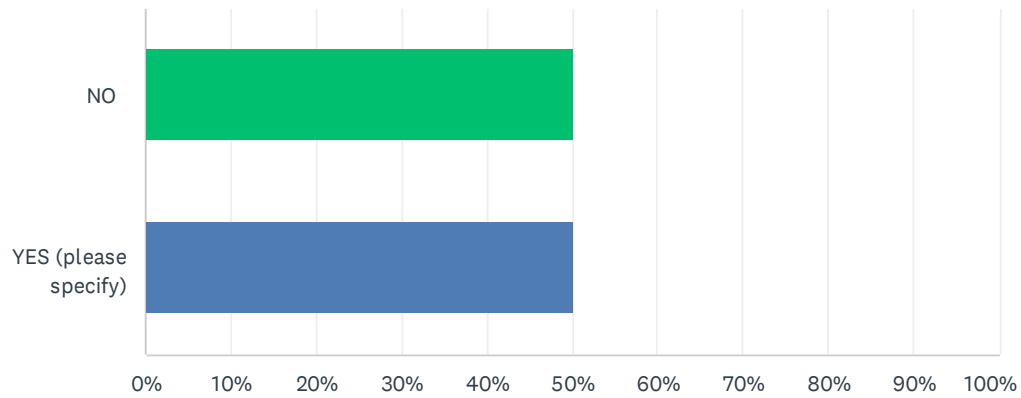
Answered: 6 Skipped: 16



ANSWER CHOICES	RESPONSES	
This calendar year	50.00%	3
Next year	0.00%	0
2-3 years	16.67%	1
3+ years	0.00%	0
Not sure / prefer not to say	33.33%	2
<b>TOTAL</b>		<b>6</b>

## Q11 Do you anticipate any problems renewing the lease?

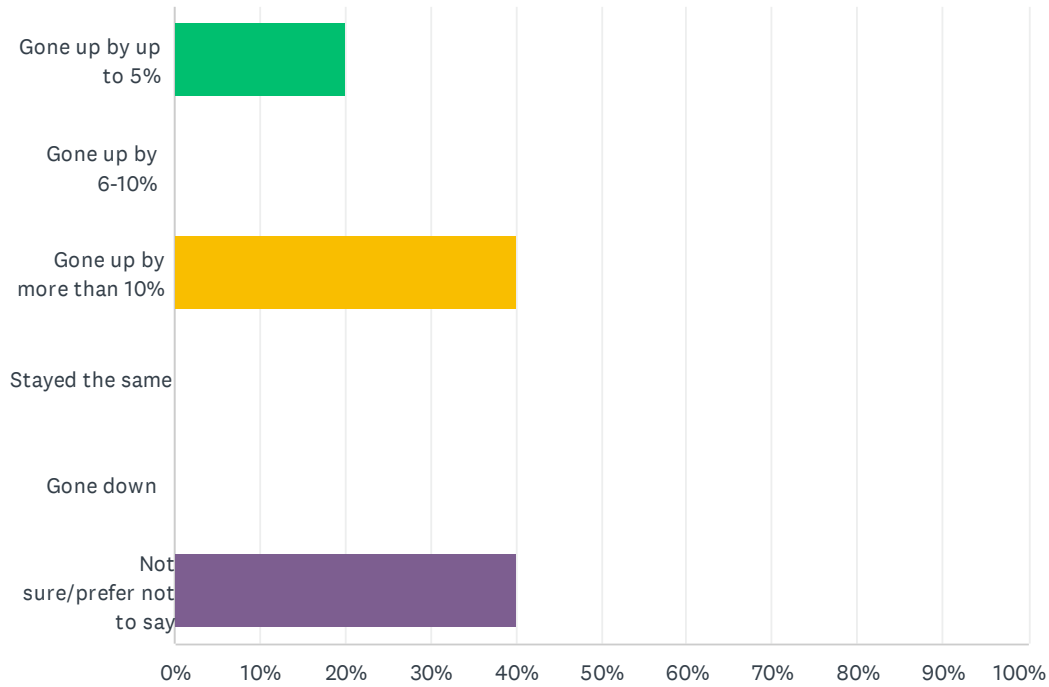
Answered: 6 Skipped: 16



ANSWER CHOICES	RESPONSES
NO	50.00% 3
YES (please specify)	50.00% 3
TOTAL	6

## Q12 Since 2019, has your lease/rent:

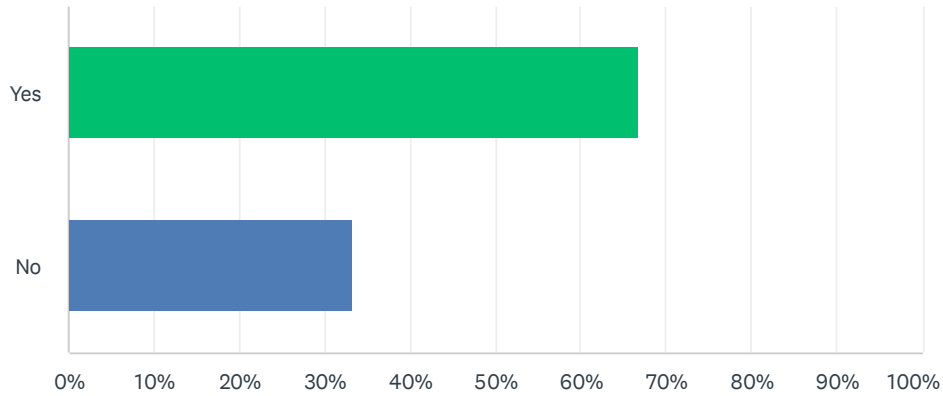
Answered: 5 Skipped: 17



ANSWER CHOICES	RESPONSES	
Gone up by up to 5%	20.00%	1
Gone up by 6-10%	0.00%	0
Gone up by more than 10%	40.00%	2
Stayed the same	0.00%	0
Gone down	0.00%	0
Not sure/prefer not to say	40.00%	2
<b>TOTAL</b>		<b>5</b>

### Q13 Is access to commercial or industrial space for purchase or lease in Prince Edward County currently impacting your business?

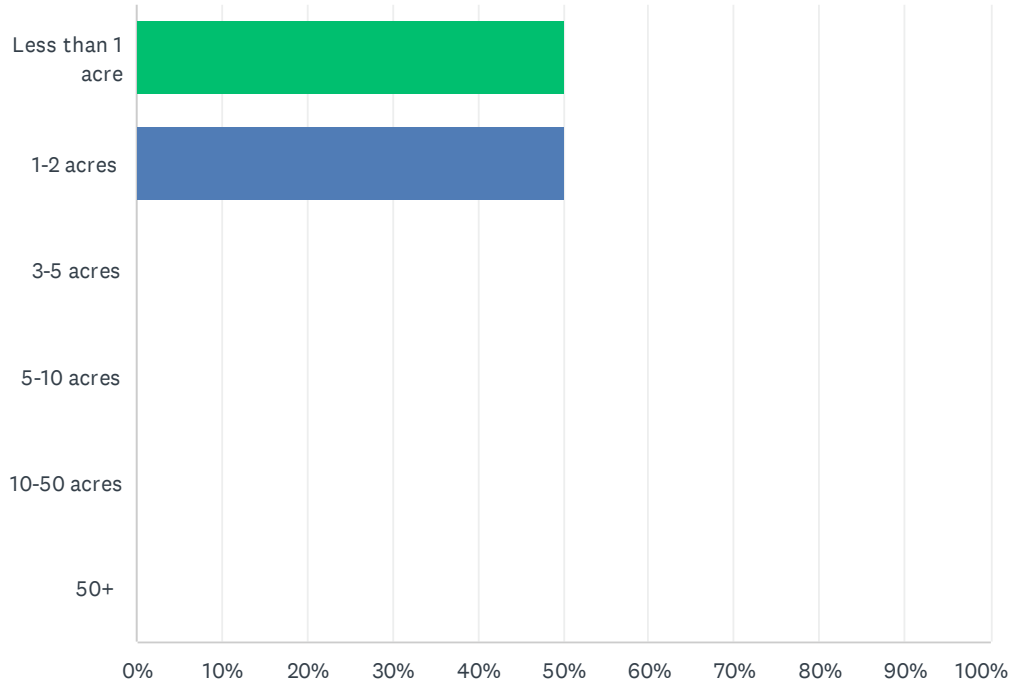
Answered: 6 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	66.67%	4
No	33.33%	2
TOTAL		6

## Q14 What are your ACREAGE needs when it comes to commercial or industrial lands for purchase, rent or lease?

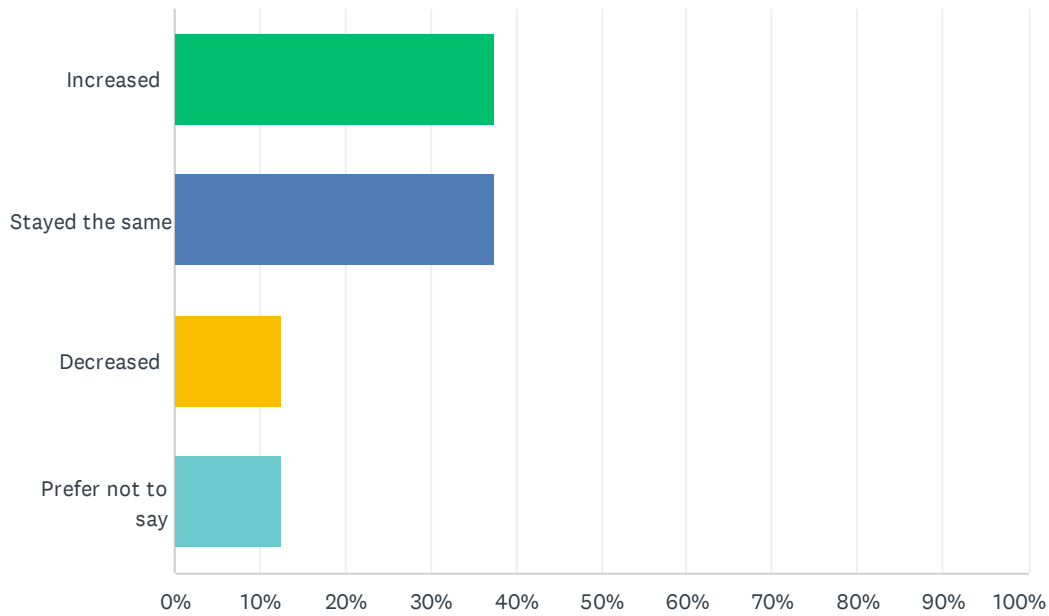
Answered: 4 Skipped: 18



ANSWER CHOICES	RESPONSES	
Less than 1 acre	50.00%	2
1-2 acres	50.00%	2
3-5 acres	0.00%	0
5-10 acres	0.00%	0
10-50 acres	0.00%	0
50+	0.00%	0
<b>TOTAL</b>		<b>4</b>

### Q15 Since 2019, has the amount of debt associated with your business:

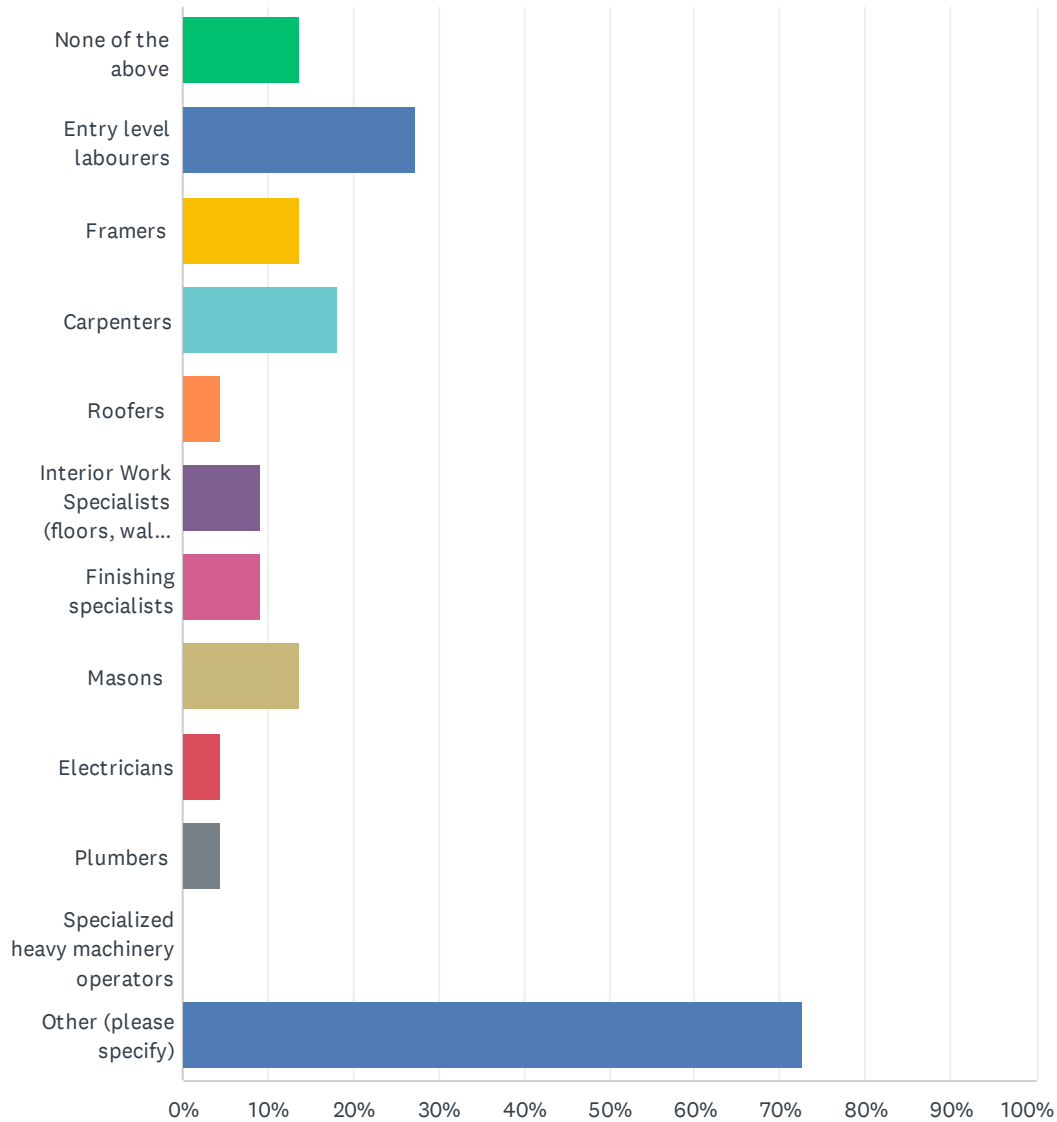
Answered: 16 Skipped: 6



ANSWER CHOICES	RESPONSES
Increased	37.50% 6
Stayed the same	37.50% 6
Decreased	12.50% 2
Prefer not to say	12.50% 2
<b>TOTAL</b>	<b>16</b>

### Q16 What positions, if any, are you currently struggling to recruit into your business? Please select all that apply.

Answered: 22 Skipped: 0

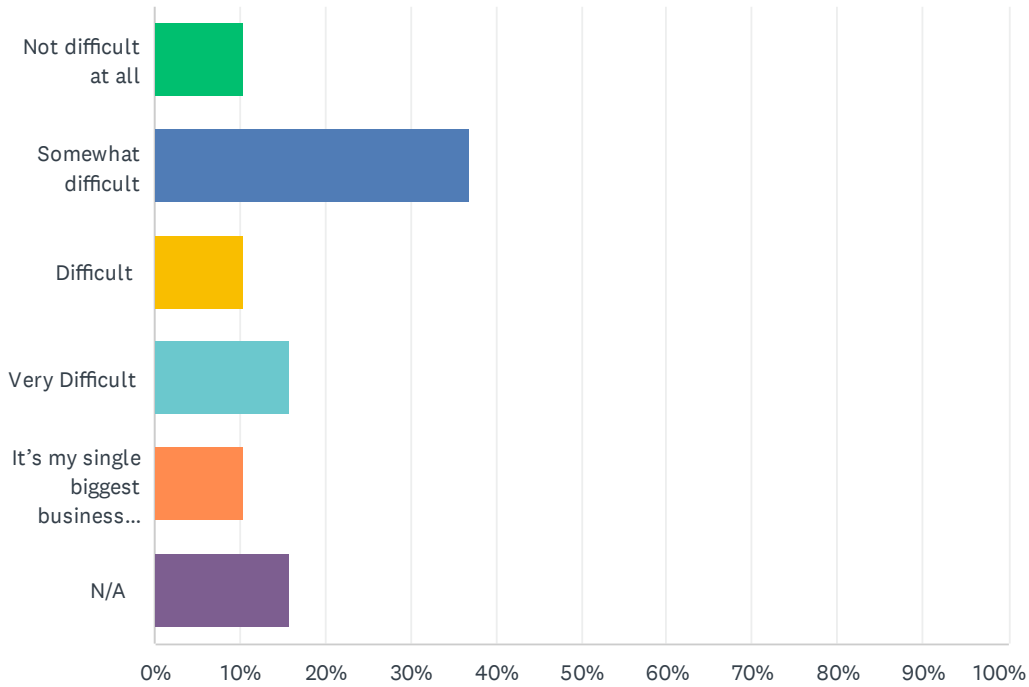


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
None of the above	13.64%	3
Entry level labourers	27.27%	6
Framers	13.64%	3
Carpenters	18.18%	4
Roofers	4.55%	1
Interior Work Specialists (floors, walls, rooms, drywall)	9.09%	2
Finishing specialists	9.09%	2
Masons	13.64%	3
Electricians	4.55%	1
Plumbers	4.55%	1
Specialized heavy machinery operators	0.00%	0
Other (please specify)	72.73%	16
Total Respondents: 22		

## Q17 Overall, how difficult, if at all, is it to FIND applicable new employees for your business?

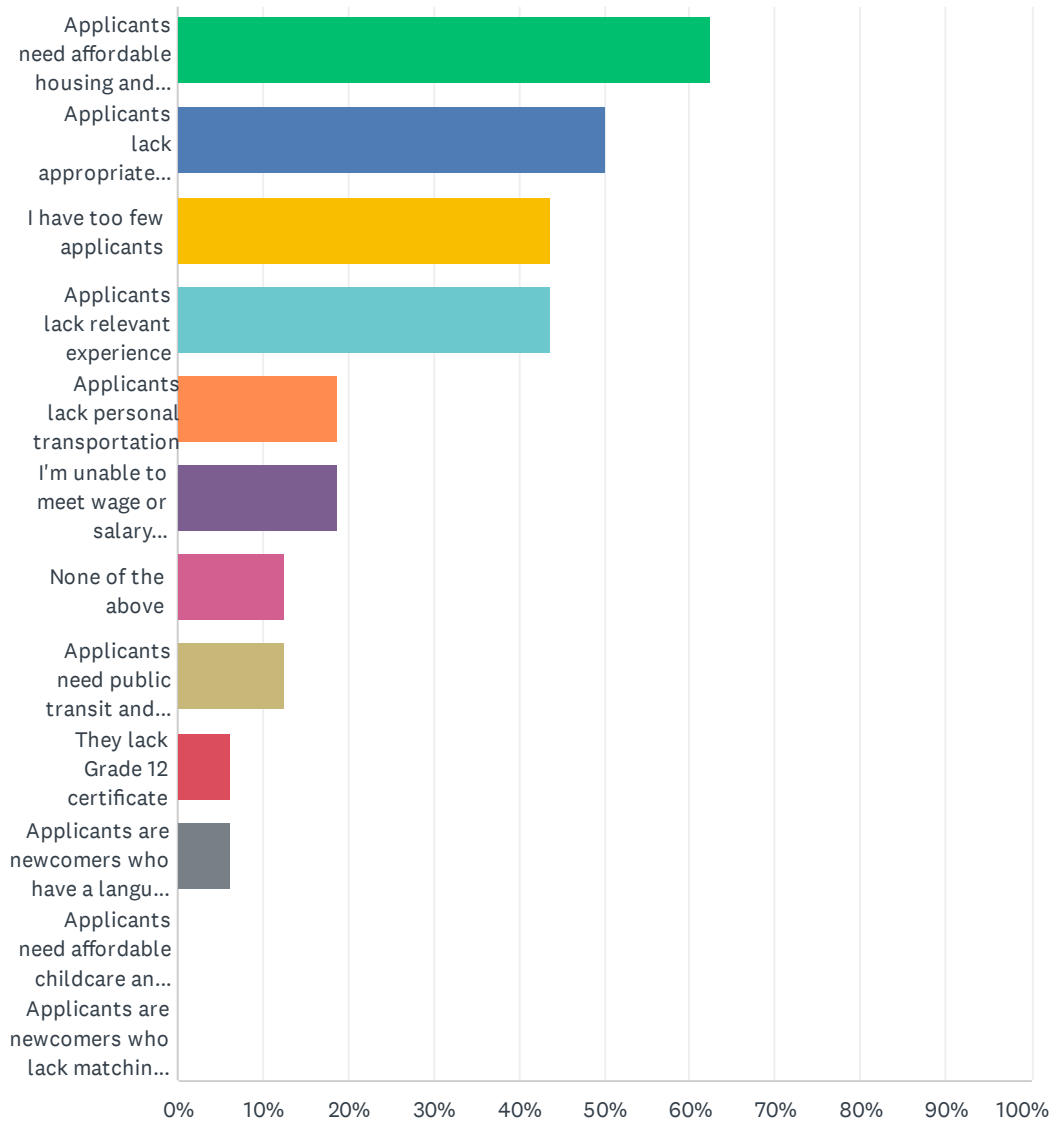
Answered: 19 Skipped: 3



ANSWER CHOICES	RESPONSES	
Not difficult at all	10.53%	2
Somewhat difficult	36.84%	7
Difficult	10.53%	2
Very Difficult	15.79%	3
It's my single biggest business challenge	10.53%	2
N/A	15.79%	3
<b>TOTAL</b>		<b>19</b>

## Q18 What factors are affecting your ability to FIND applicable new employees? Please select all that apply.

Answered: 16 Skipped: 6

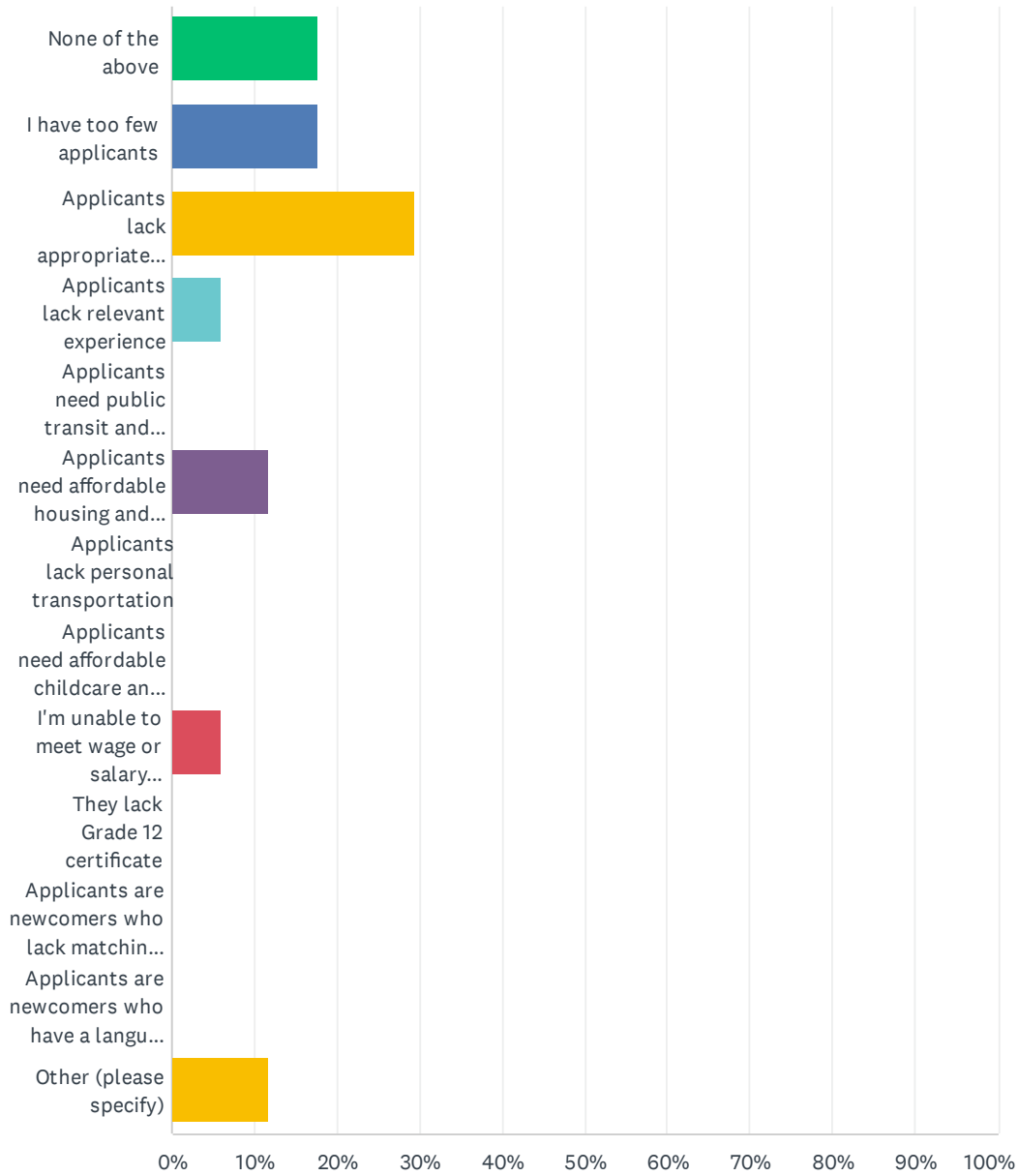


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
Applicants need affordable housing and it's hard to find here	62.50%	10
Applicants lack appropriate skills/training	50.00%	8
I have too few applicants	43.75%	7
Applicants lack relevant experience	43.75%	7
Applicants lack personal transportation	18.75%	3
I'm unable to meet wage or salary expectations	18.75%	3
None of the above	12.50%	2
Applicants need public transit and cannot access it	12.50%	2
They lack Grade 12 certificate	6.25%	1
Applicants are newcomers who have a language barrier	6.25%	1
Applicants need affordable childcare and it's hard to find here	0.00%	0
Applicants are newcomers who lack matching accreditation	0.00%	0
Total Respondents: 16		

## Q19 And which ONE of these factors affecting your ability to FIND applicable new employees do you encounter the MOST?

Answered: 17 Skipped: 5

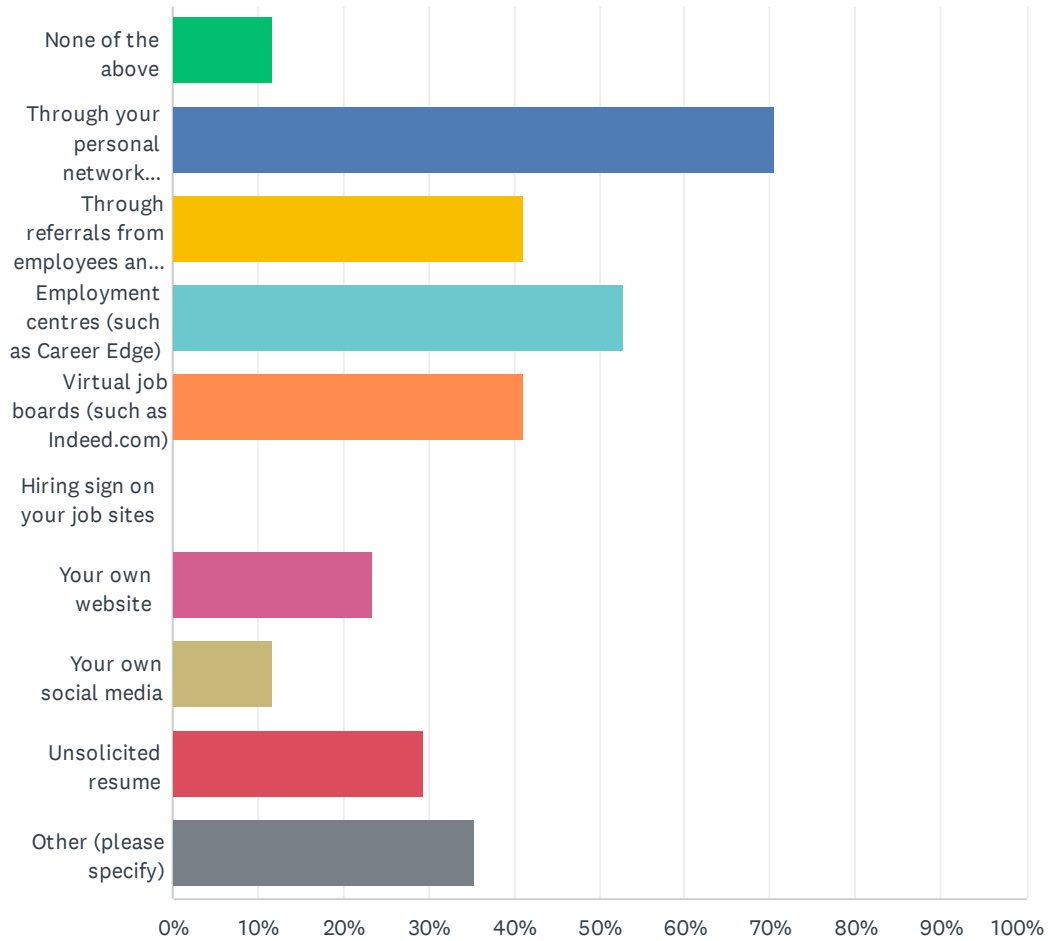


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
None of the above	17.65%	3
I have too few applicants	17.65%	3
Applicants lack appropriate skills/training	29.41%	5
Applicants lack relevant experience	5.88%	1
Applicants need public transit and cannot access it	0.00%	0
Applicants need affordable housing and it's hard to find here	11.76%	2
Applicants lack personal transportation	0.00%	0
Applicants need affordable childcare and it's hard to find here	0.00%	0
I'm unable to meet wage or salary expectations	5.88%	1
They lack Grade 12 certificate	0.00%	0
Applicants are newcomers who lack matching accreditation	0.00%	0
Applicants are newcomers who have a language barrier	0.00%	0
Other (please specify)	11.76%	2
<b>TOTAL</b>		<b>17</b>

Q20 HOW do you currently FIND new employees? Please select all that apply.

Answered: 17 Skipped: 5

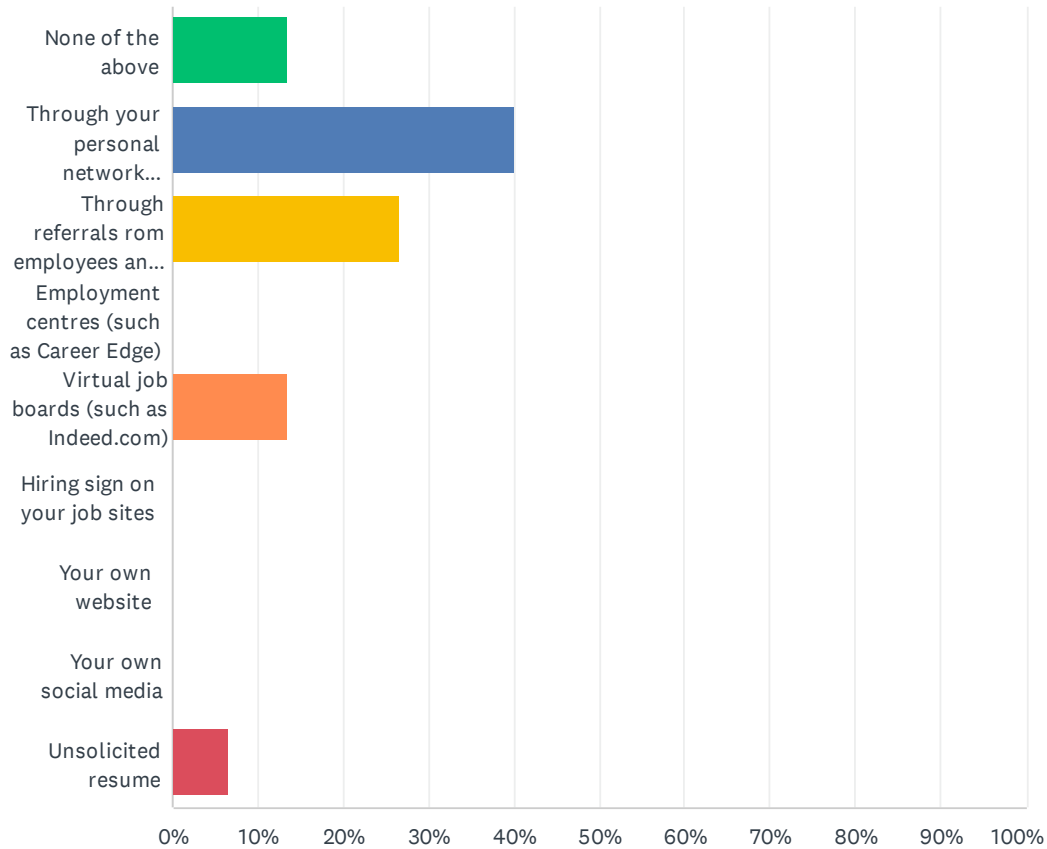


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ANSWER CHOICES	RESPONSES	
None of the above	11.76%	2
Through your personal network (friends and family)	70.59%	12
Through referrals from employees and colleagues	41.18%	7
Employment centres (such as Career Edge)	52.94%	9
Virtual job boards (such as Indeed.com)	41.18%	7
Hiring sign on your job sites	0.00%	0
Your own website	23.53%	4
Your own social media	11.76%	2
Unsolicited resume	29.41%	5
Other (please specify)	35.29%	6
Total Respondents: 17		

## Q21 And, which ONE of these is typically the MOST SUCCESSFUL WAY to FIND new employees?

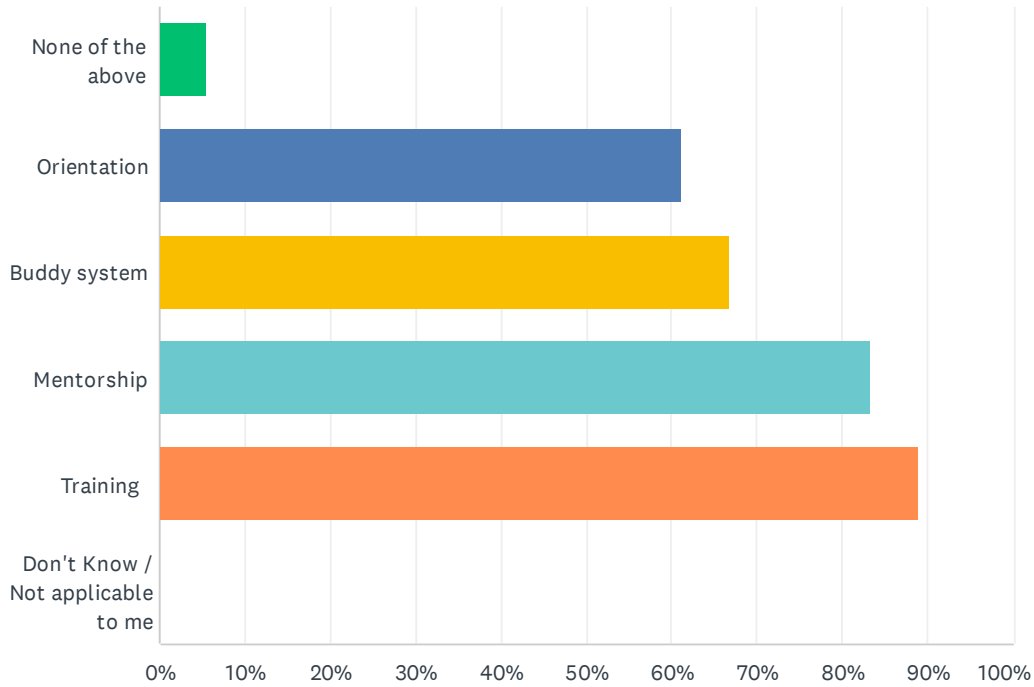
Answered: 15 Skipped: 7



ANSWER CHOICES	RESPONSES	
None of the above	13.33%	2
Through your personal network (friends and family)	40.00%	6
Through referrals from employees and colleagues	26.67%	4
Employment centres (such as Career Edge)	0.00%	0
Virtual job boards (such as Indeed.com)	13.33%	2
Hiring sign on your job sites	0.00%	0
Your own website	0.00%	0
Your own social media	0.00%	0
Unsolicited resume	6.67%	1
<b>TOTAL</b>		<b>15</b>

Q22 In general, how does your business support new hires? Please select any that apply.

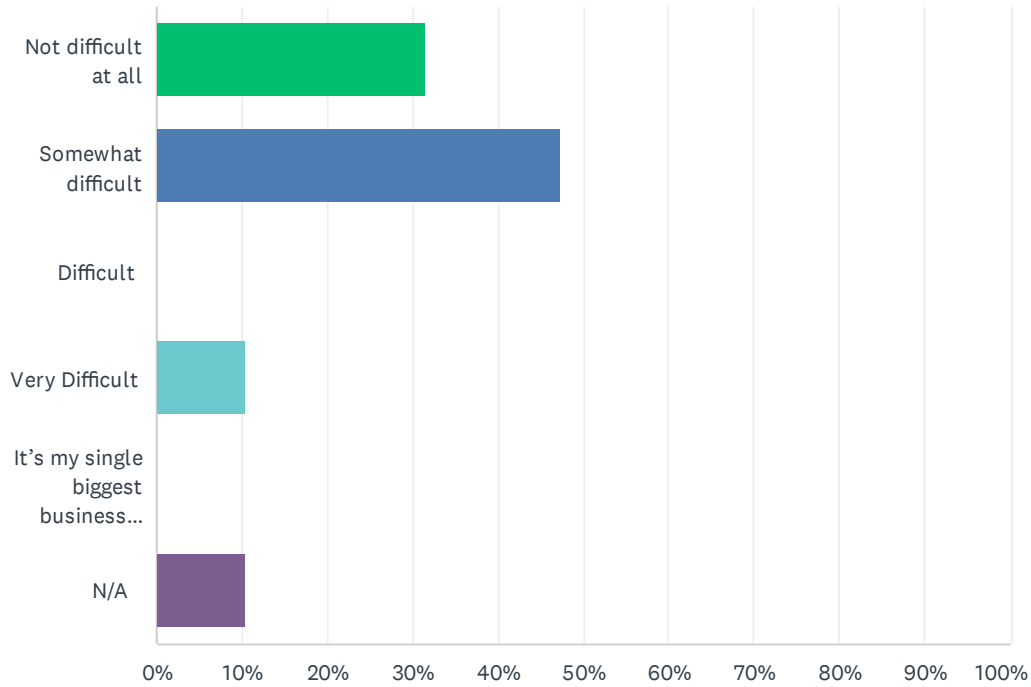
Answered: 18 Skipped: 4



ANSWER CHOICES	RESPONSES	
None of the above	5.56%	1
Orientation	61.11%	11
Buddy system	66.67%	12
Mentorship	83.33%	15
Training	88.89%	16
Don't Know / Not applicable to me	0.00%	0
Total Respondents: 18		

## Q23 Overall, how difficult, if at all, is it to RETAIN employees for your business?

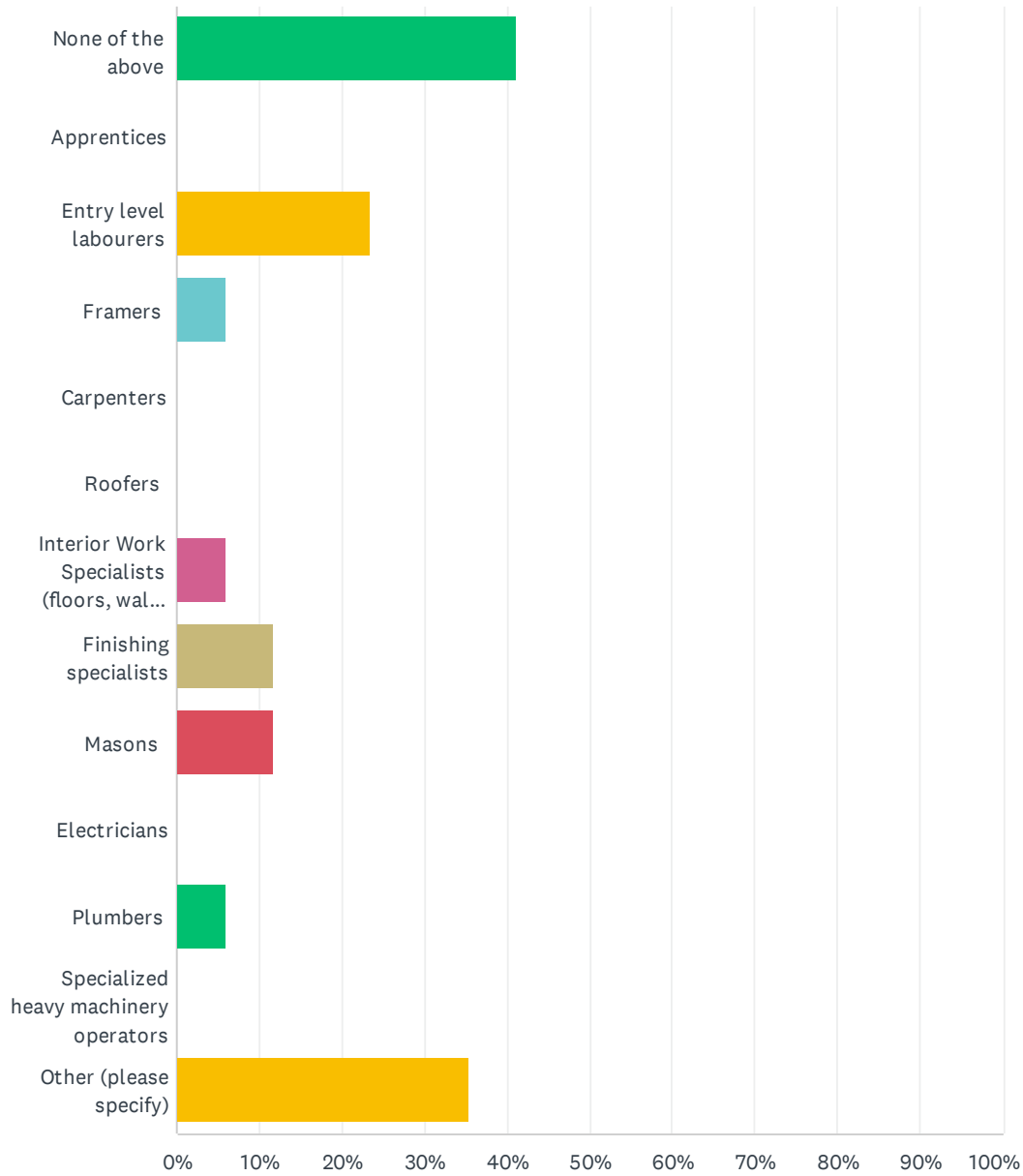
Answered: 19 Skipped: 3



ANSWER CHOICES	RESPONSES	
Not difficult at all	31.58%	6
Somewhat difficult	47.37%	9
Difficult	0.00%	0
Very Difficult	10.53%	2
It's my single biggest business challenge.	0.00%	0
N/A	10.53%	2
<b>TOTAL</b>		<b>19</b>

## Q24 What positions, if any, are you currently struggling to retain in your business? Please select all that apply.

Answered: 17 Skipped: 5

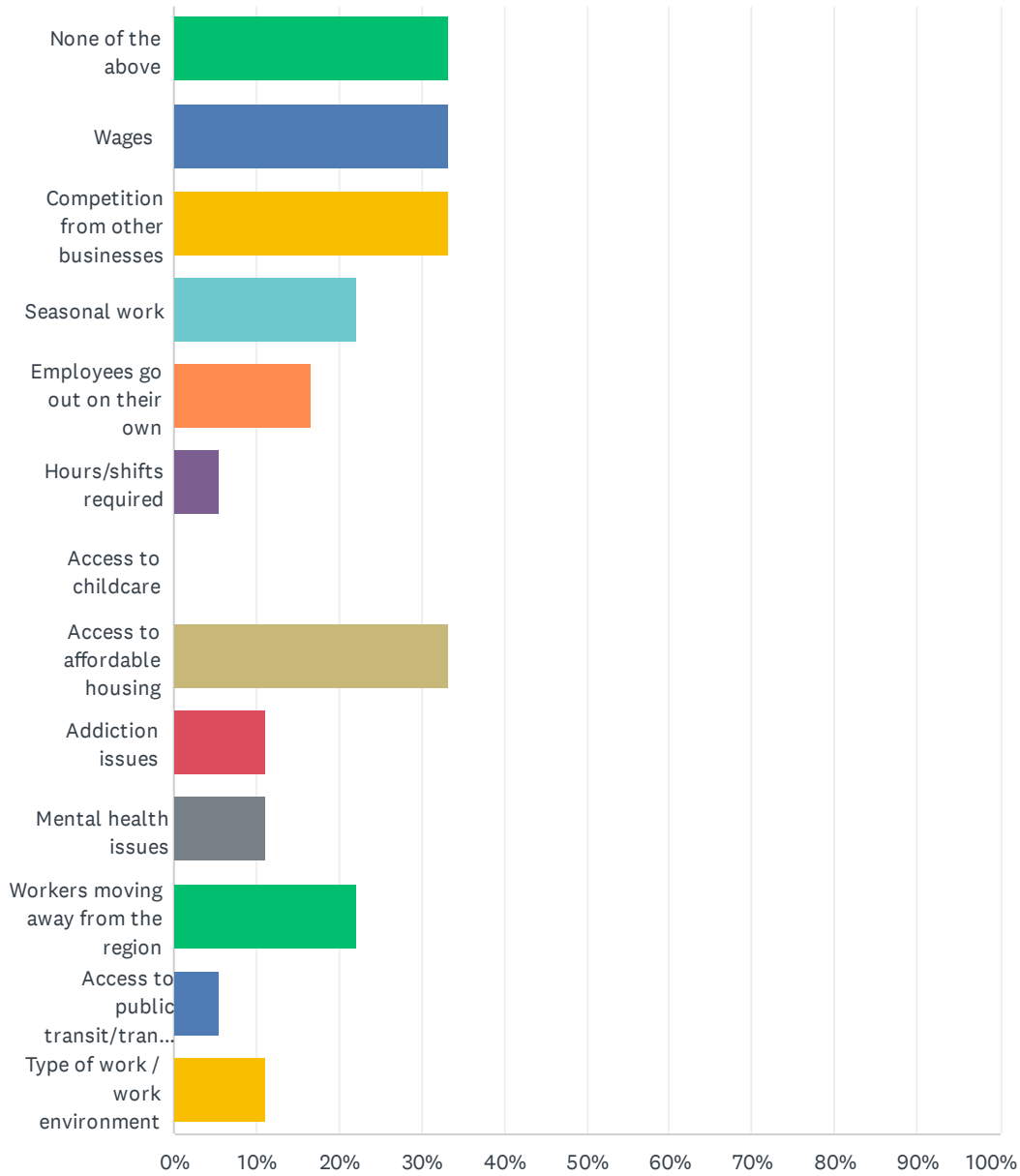


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ANSWER CHOICES	RESPONSES	
None of the above	41.18%	7
Apprentices	0.00%	0
Entry level labourers	23.53%	4
Framers	5.88%	1
Carpenters	0.00%	0
Roofers	0.00%	0
Interior Work Specialists (floors, walls, rooms, drywall)	5.88%	1
Finishing specialists	11.76%	2
Masons	11.76%	2
Electricians	0.00%	0
Plumbers	5.88%	1
Specialized heavy machinery operators	0.00%	0
Other (please specify)	35.29%	6
Total Respondents: 17		

## Q25 What factors are affecting your ability to RETAIN employees? Please select all that apply.

Answered: 18 Skipped: 4

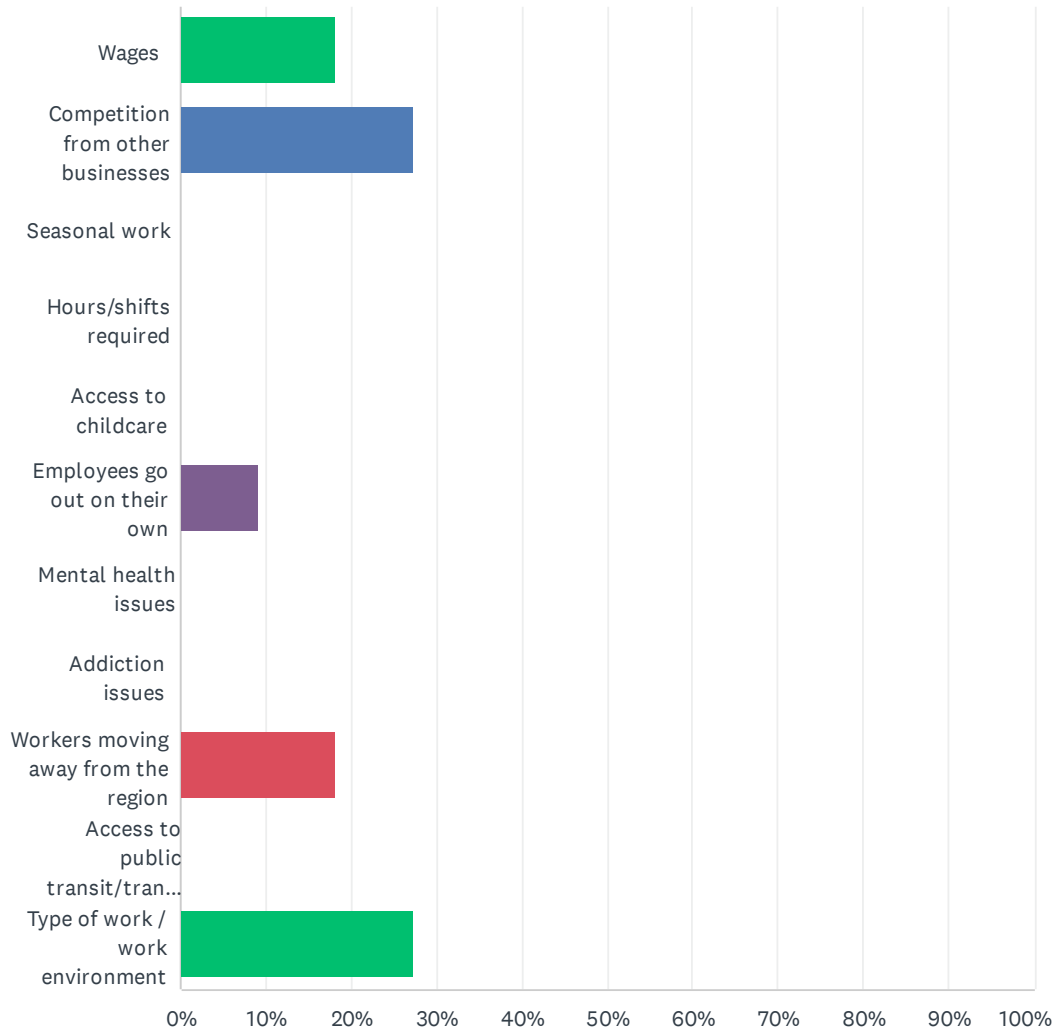


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
None of the above	33.33%	6
Wages	33.33%	6
Competition from other businesses	33.33%	6
Seasonal work	22.22%	4
Employees go out on their own	16.67%	3
Hours/shifts required	5.56%	1
Access to childcare	0.00%	0
Access to affordable housing	33.33%	6
Addiction issues	11.11%	2
Mental health issues	11.11%	2
Workers moving away from the region	22.22%	4
Access to public transit/transportation	5.56%	1
Type of work / work environment	11.11%	2
Total Respondents: 18		

## Q26 And which ONE of these factors affecting your ability to RETAIN employees do you encounter the MOST?

Answered: 11 Skipped: 11

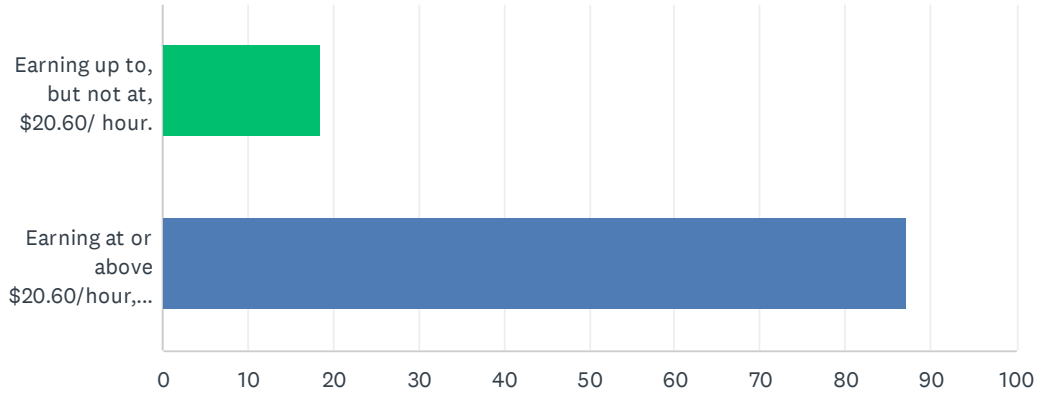


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
Wages	18.18%	2
Competition from other businesses	27.27%	3
Seasonal work	0.00%	0
Hours/shifts required	0.00%	0
Access to childcare	0.00%	0
Employees go out on their own	9.09%	1
Mental health issues	0.00%	0
Addiction issues	0.00%	0
Workers moving away from the region	18.18%	2
Access to public transit/transportation	0.00%	0
Type of work / work environment	27.27%	3
<b>TOTAL</b>		<b>11</b>

**Q27 What percentage of your employees are:**Please use a whole number, with no decimals or percentage signs. If none, please enter zero (0). The numbers must add to 100

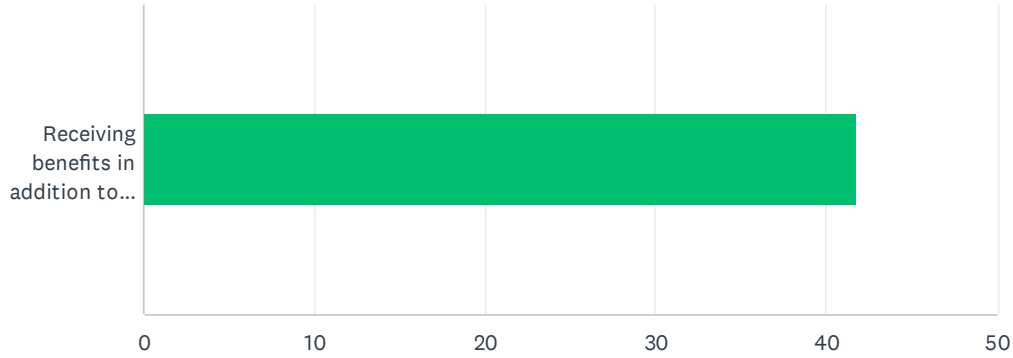
Answered: 16 Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Earning up to, but not at, \$20.60/ hour.	19	205	11
Earning at or above \$20.60/hour, or a living wage.	87	1,395	16
Total Respondents: 16			

Q28 What percentage of your employees are: Please use a whole number, with no decimals or percentage signs. If none, please enter 0.

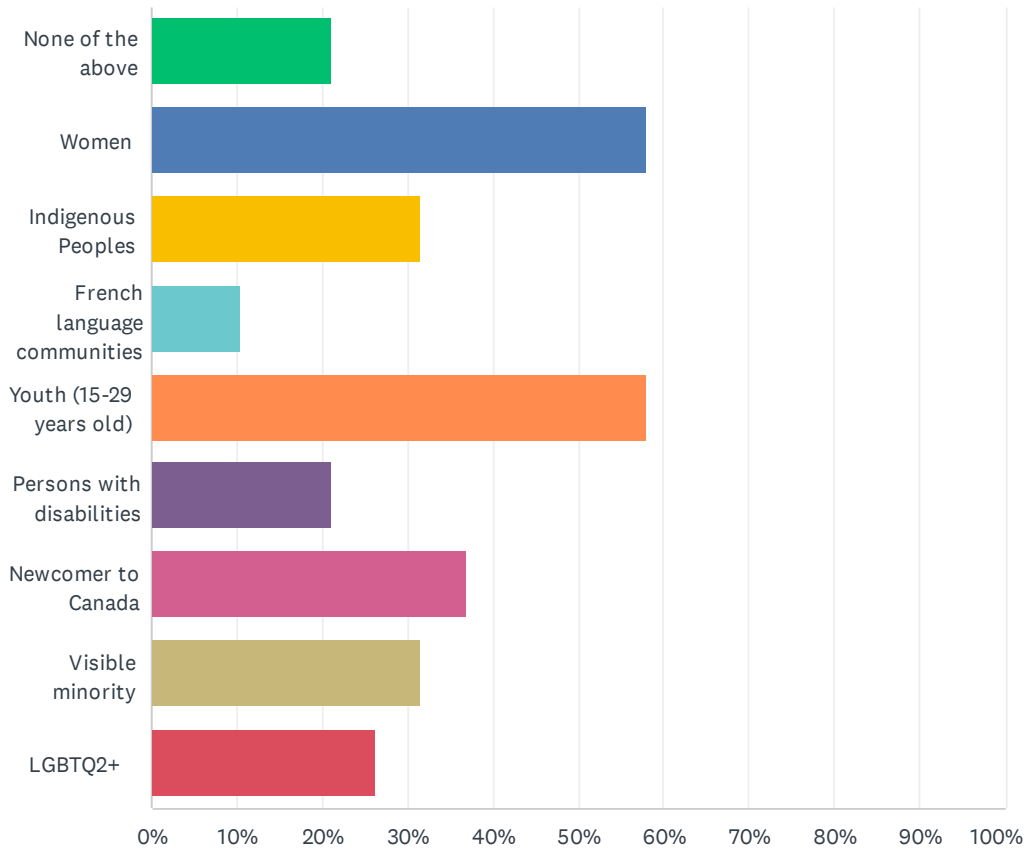
Answered: 17 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Receiving benefits in addition to their wage.	42	710	17
Total Respondents: 17			

Q29 “Equity-seeking groups” means people facing barriers to equal access, opportunities and resources due to factors like disadvantage and discrimination. Being a member of an equity-seeking group, or hiring people from equity-seeking groups, can open training and funding opportunities. Please indicate which equity-seeking group(s) apply to any of your employees. Please select all that apply:

Answered: 19 Skipped: 3

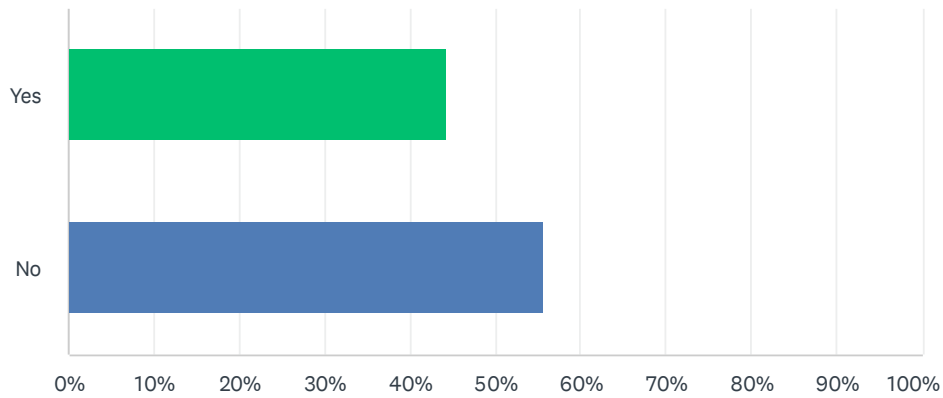


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
None of the above	21.05%	4
Women	57.89%	11
Indigenous Peoples	31.58%	6
French language communities	10.53%	2
Youth (15-29 years old)	57.89%	11
Persons with disabilities	21.05%	4
Newcomer to Canada	36.84%	7
Visible minority	31.58%	6
LGBTQ2+	26.32%	5
Total Respondents: 19		

### Q30 Have you ever bid on a contract with the County of Prince Edward?

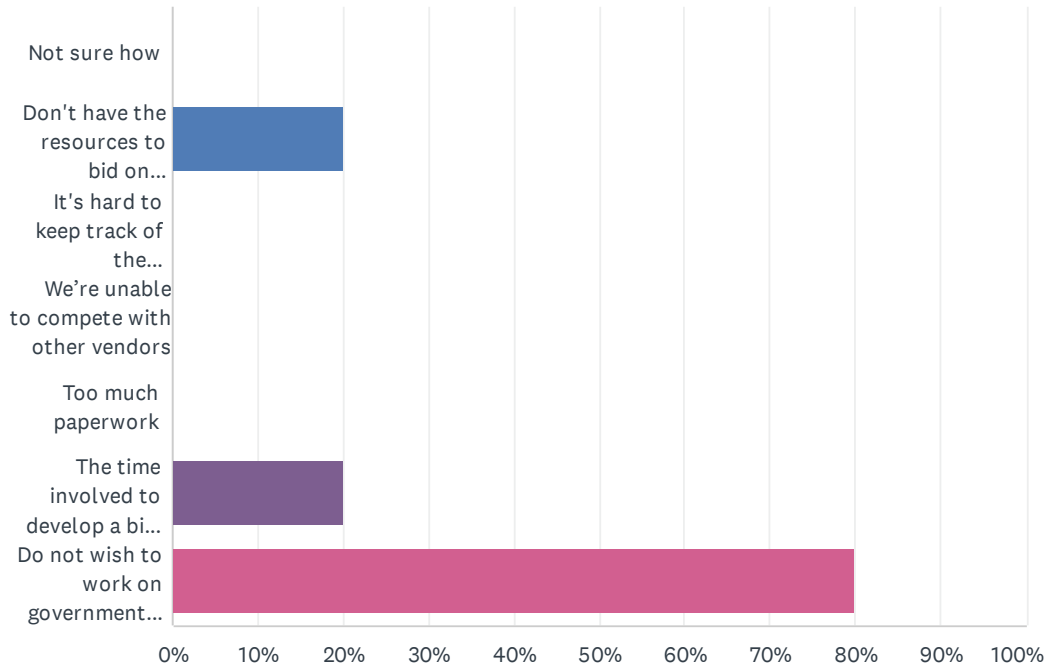
Answered: 18 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	44.44%	8
No	55.56%	10
<b>TOTAL</b>		<b>18</b>

### Q31 Why has your business not bid on contracts with the County of Prince Edward? Please check all that apply.

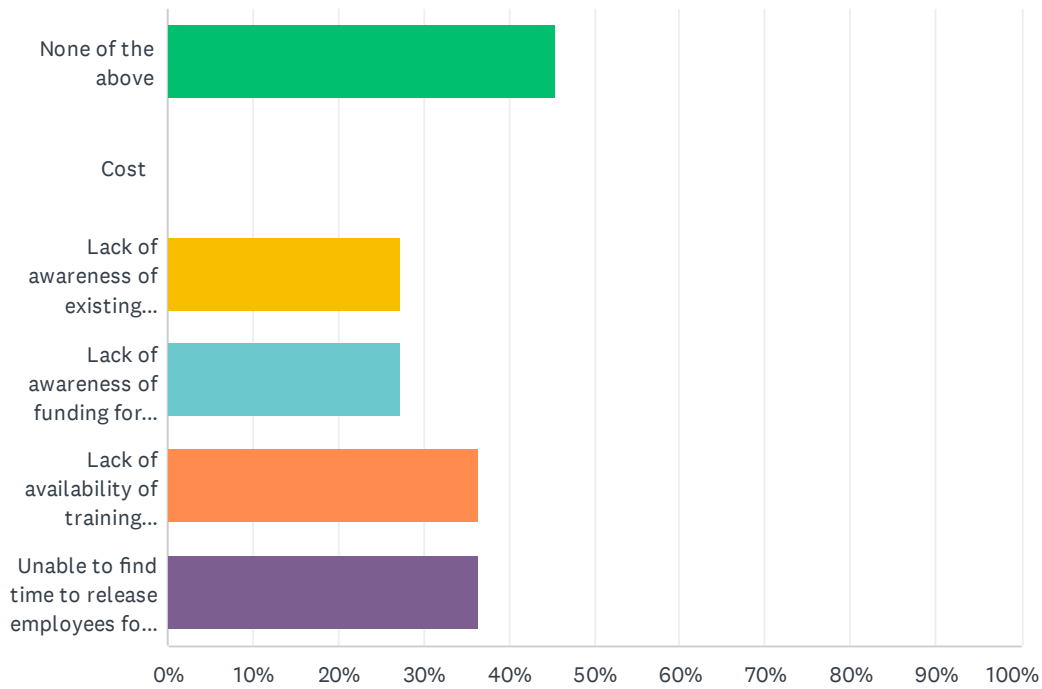
Answered: 5 Skipped: 17



ANSWER CHOICES	RESPONSES	
Not sure how	0.00%	0
Don't have the resources to bid on government projects	20.00%	1
It's hard to keep track of the opportunities	0.00%	0
We're unable to compete with other vendors	0.00%	0
Too much paperwork	0.00%	0
The time involved to develop a bid is not worth it to me	20.00%	1
Do not wish to work on government projects	80.00%	4
Total Respondents: 5		

**Q32 Overall, what factors,if any, are affecting your ability to offer training?  
Please select all that apply.**

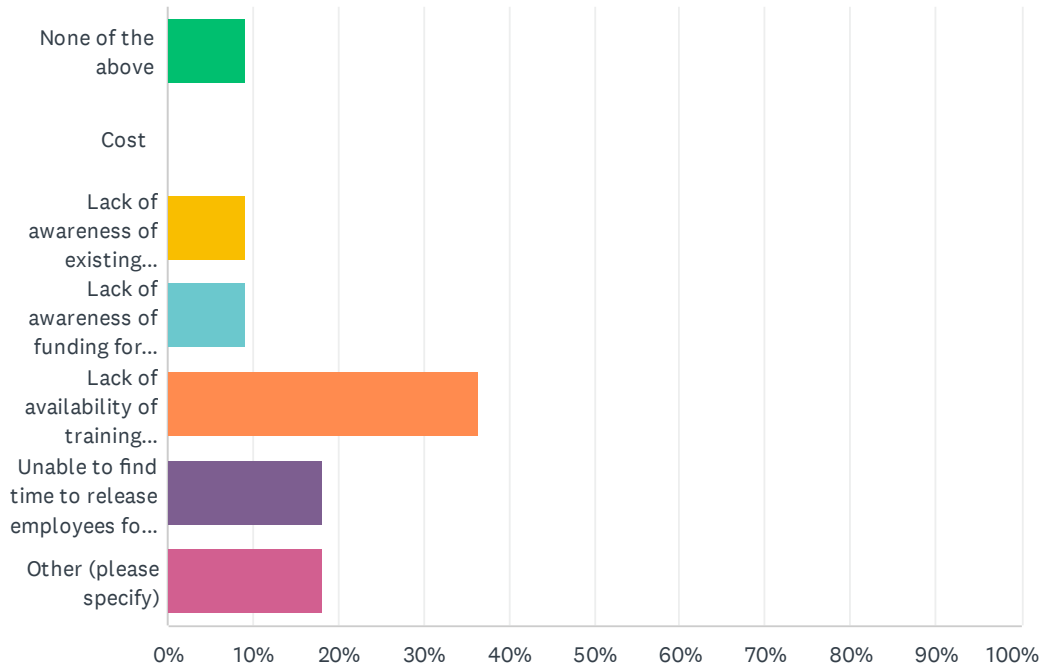
Answered: 11 Skipped: 11



ANSWER CHOICES	RESPONSES	
None of the above	45.45%	5
Cost	0.00%	0
Lack of awareness of existing training programs	27.27%	3
Lack of awareness of funding for training	27.27%	3
Lack of availability of training locally	36.36%	4
Unable to find time to release employees for training	36.36%	4
Total Respondents: 11		

## Q33 Which ONE of these factors is affecting your ability to offer training the MOST?

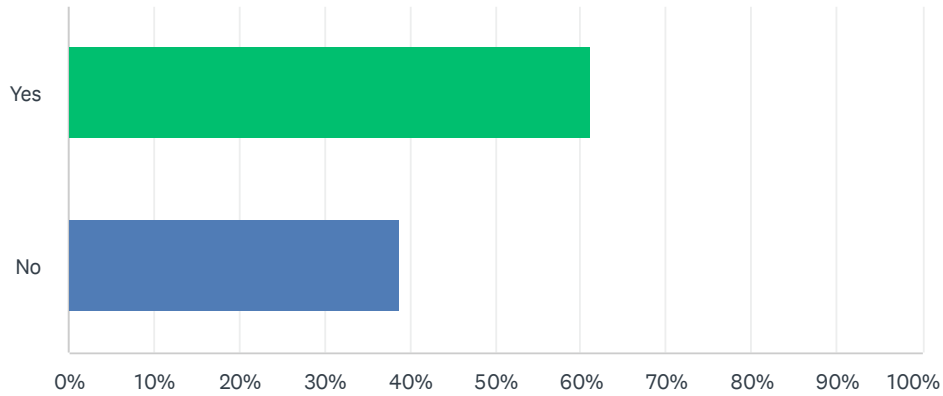
Answered: 11 Skipped: 11



ANSWER CHOICES	RESPONSES	
None of the above	9.09%	1
Cost	0.00%	0
Lack of awareness of existing training programs	9.09%	1
Lack of awareness of funding for training	9.09%	1
Lack of availability of training locally	36.36%	4
Unable to find time to release employees for training	18.18%	2
Other (please specify)	18.18%	2
<b>TOTAL</b>		<b>11</b>

## Q34 Would you like more of the workers in your business to have Red Seal certification?

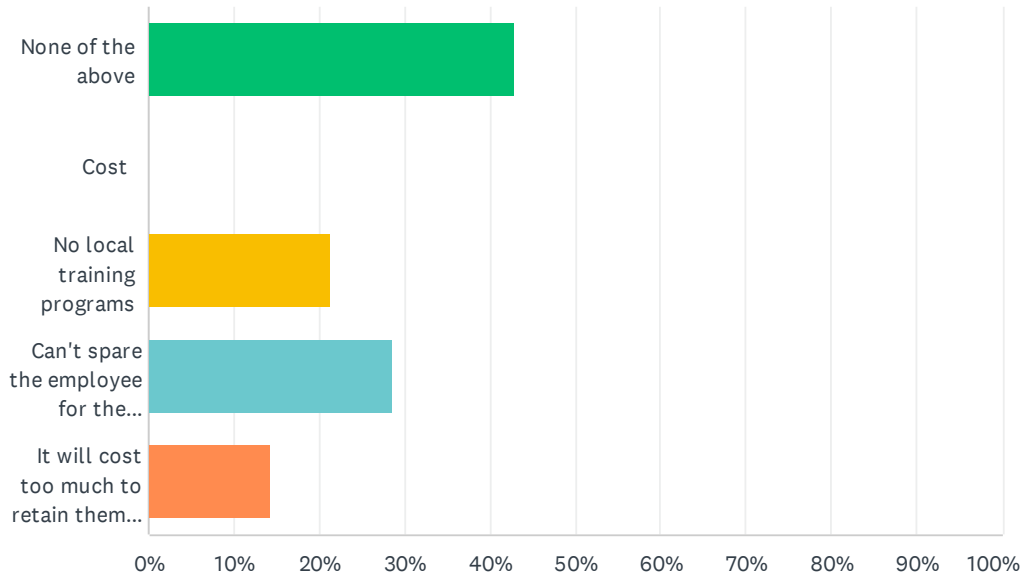
Answered: 18 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	61.11%	11
No	38.89%	7
TOTAL		18

### Q35 What do you see as barriers to workers getting their Red Seal training? Please check all that apply.

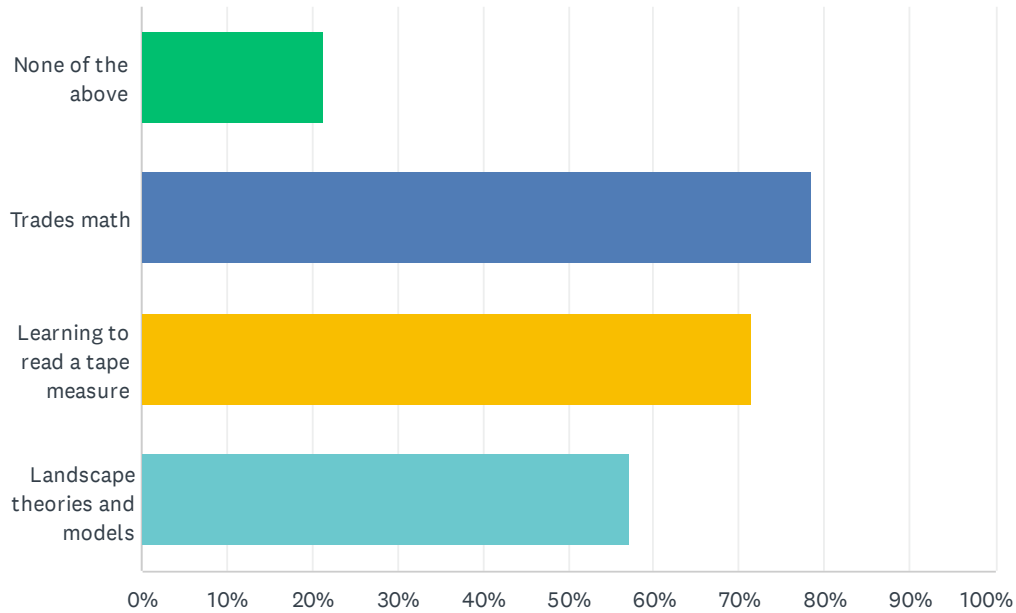
Answered: 14 Skipped: 8



ANSWER CHOICES	RESPONSES	
None of the above	42.86%	6
Cost	0.00%	0
No local training programs	21.43%	3
Can't spare the employee for the duration of training time	28.57%	4
It will cost too much to retain them once they have their Red Seal	14.29%	2
Total Respondents: 14		

### Q36 Are you interested in pre-apprenticeship training such as...?Please check all that apply.

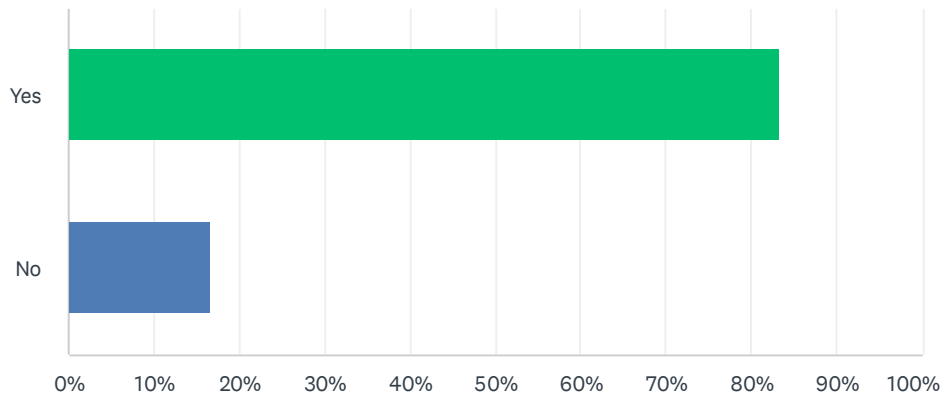
Answered: 14 Skipped: 8



ANSWER CHOICES	RESPONSES	
None of the above	21.43%	3
Trades math	78.57%	11
Learning to read a tape measure	71.43%	10
Landscape theories and models	57.14%	8
Total Respondents: 14		

### Q37 If you could, would you take on more apprentices?

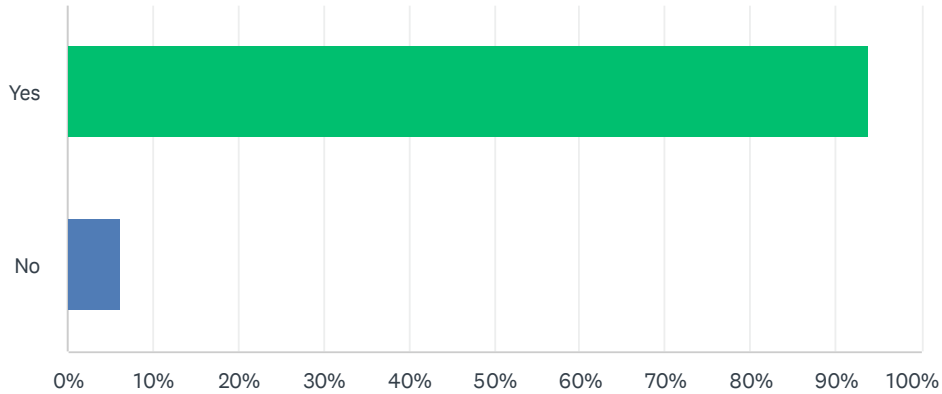
Answered: 18 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	83.33%	15
No	16.67%	3
TOTAL		18

**Q38 Would you support an "incentive to stay" program where a provincial income tax credit was applied to an apprenticing employee if they worked out a commitment to stay with your business for at least two years following their apprenticeship?**

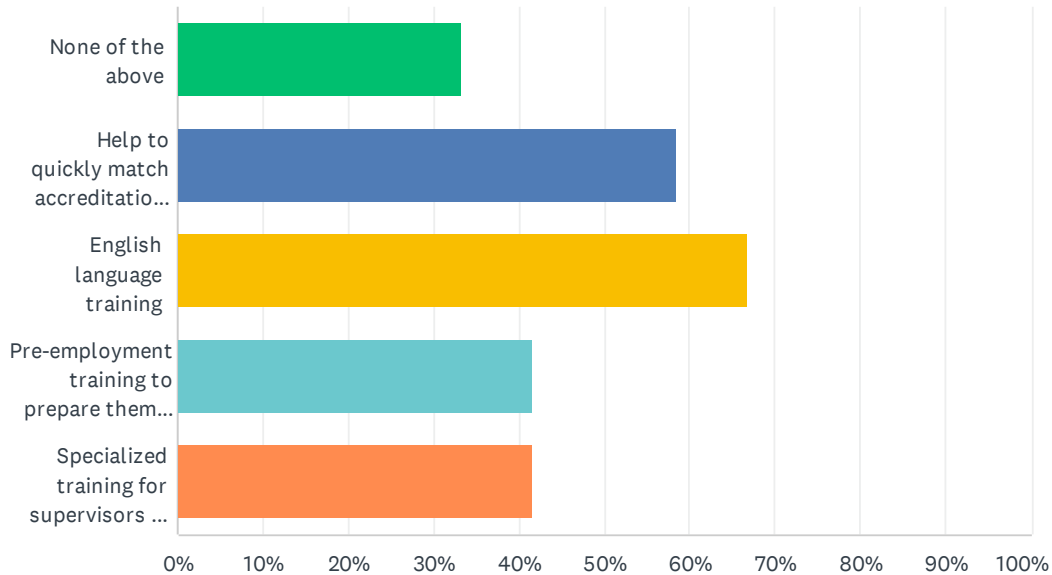
Answered: 16 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	93.75%	15
No	6.25%	1
<b>TOTAL</b>		<b>16</b>

### Q39 Which of the following would make you MORE interested in having newcomers in your workforce? Please select all that apply.

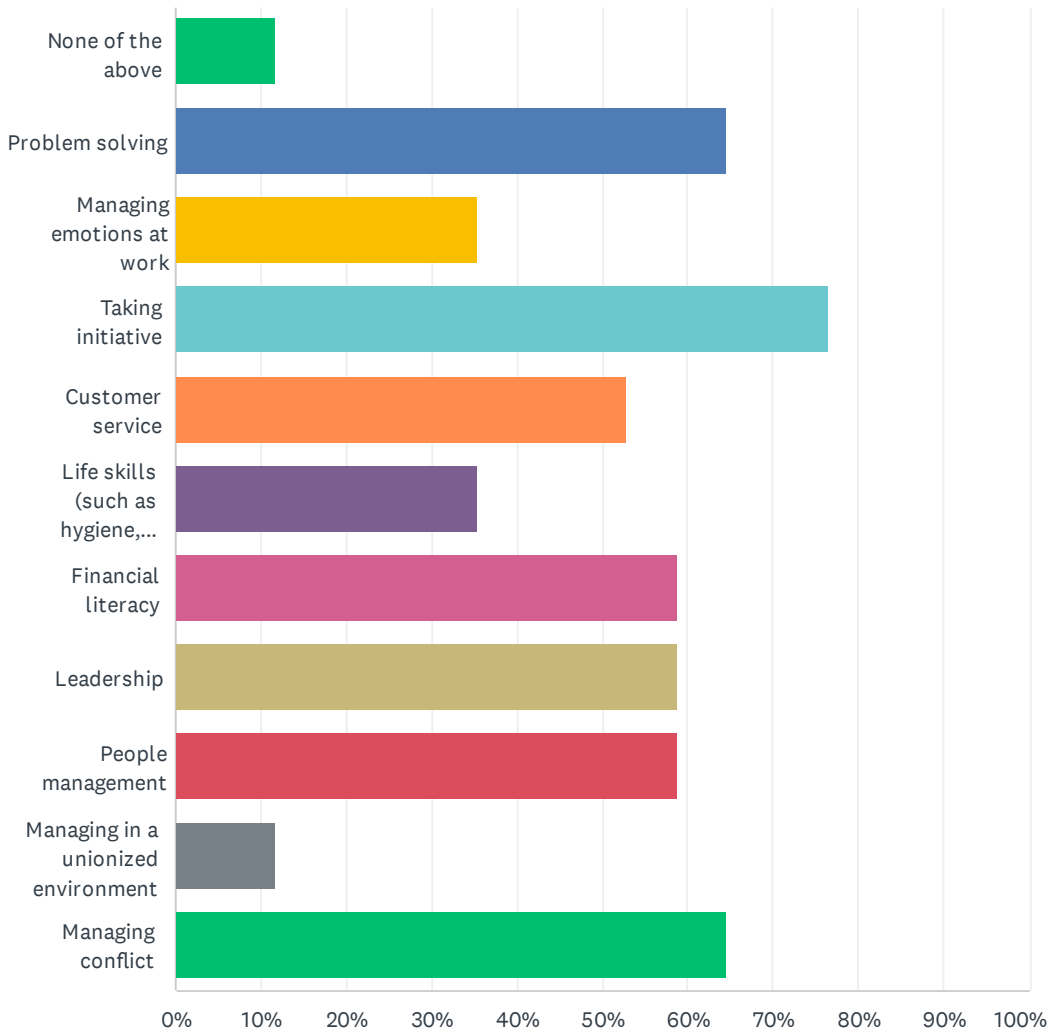
Answered: 12 Skipped: 10



ANSWER CHOICES	RESPONSES	
None of the above	33.33%	4
Help to quickly match accreditation from their country of origin to Ontario standards	58.33%	7
English language training	66.67%	8
Pre-employment training to prepare them for work on site	41.67%	5
Specialized training for supervisors or foremen who will be managing newcomer workers	41.67%	5
Total Respondents: 12		

**Q40 We've talked a lot about training to develop hard skills, but what training or support for other "soft skills" might benefit you or your employees? Please select all that apply.**

Answered: 17 Skipped: 5

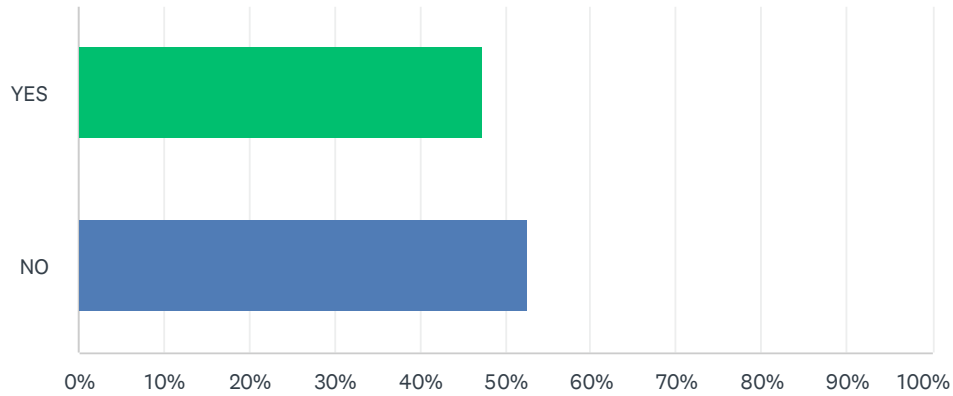


BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

ANSWER CHOICES	RESPONSES	
None of the above	11.76%	2
Problem solving	64.71%	11
Managing emotions at work	35.29%	6
Taking initiative	76.47%	13
Customer service	52.94%	9
Life skills (such as hygiene, attitude)	35.29%	6
Financial literacy	58.82%	10
Leadership	58.82%	10
People management	58.82%	10
Managing in a unionized environment	11.76%	2
Managing conflict	64.71%	11
Total Respondents: 17		

## Q41 Does your business currently participate in any co-op, internship or apprenticeship programs?

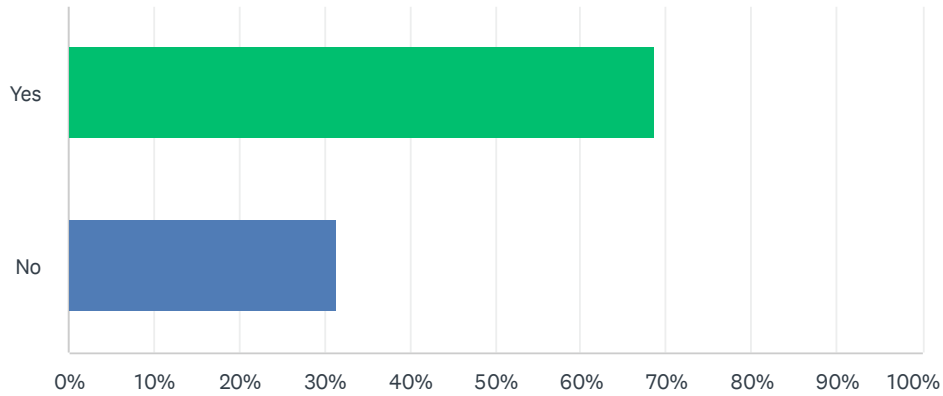
Answered: 19 Skipped: 3



ANSWER CHOICES	RESPONSES	
YES	47.37%	9
NO	52.63%	10
TOTAL		19

### Q42 Does your business have open positions that would be suitable for young people still in school or college?

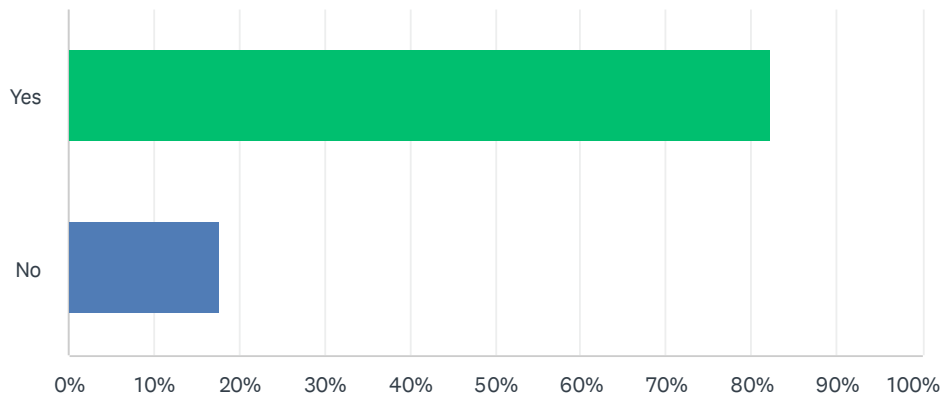
Answered: 16 Skipped: 6



ANSWER CHOICES	RESPONSES	
Yes	68.75%	11
No	31.25%	5
TOTAL		16

Q43 A business plan explains how a business brings in money and is run day-to-day. There isn't a single standard format, but most plans outline a company's profile, its sales and marketing, operations and financials. A business plan sets out a business's future objectives and strategies for achieving them and is a key document for funders and investors. Does your business have a business plan?

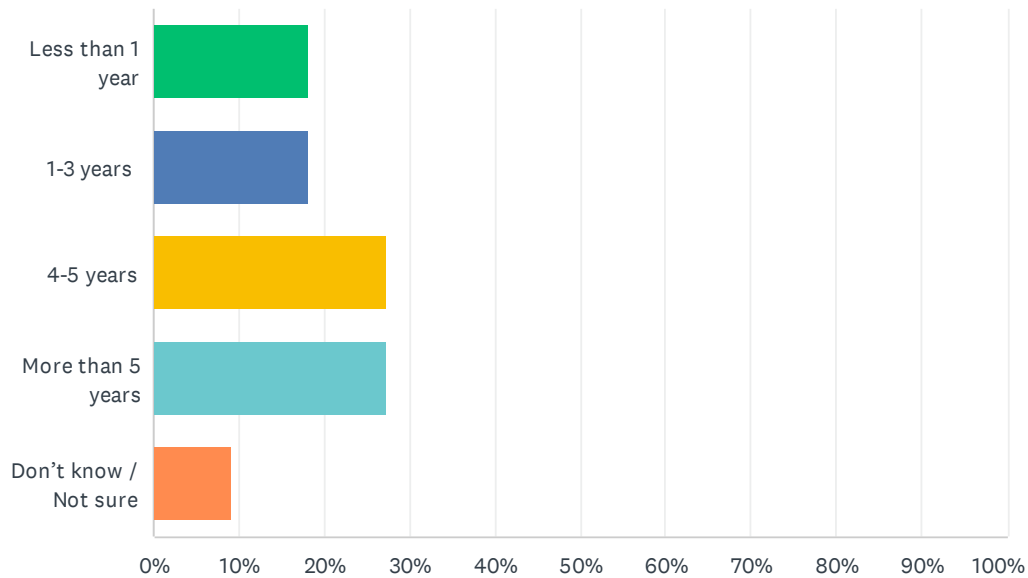
Answered: 17 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	82.35%	14
No	17.65%	3
TOTAL		17

## Q44 When was your business plan last updated?

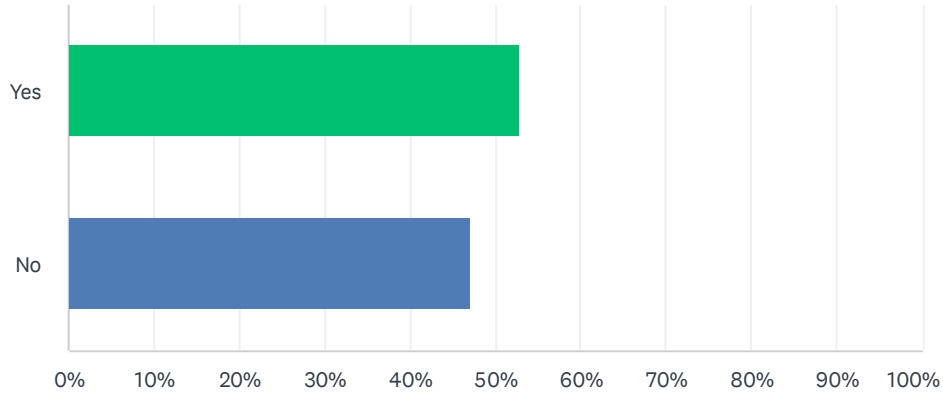
Answered: 11 Skipped: 11



ANSWER CHOICES	RESPONSES	
Less than 1 year	18.18%	2
1-3 years	18.18%	2
4-5 years	27.27%	3
More than 5 years	27.27%	3
Don't know / Not sure	9.09%	1
<b>TOTAL</b>		<b>11</b>

**Q45 Succession planning is the strategy for passing on leadership roles or the ownership of a company, potentially to children, employees or others. Do you have a succession plan for your business?**

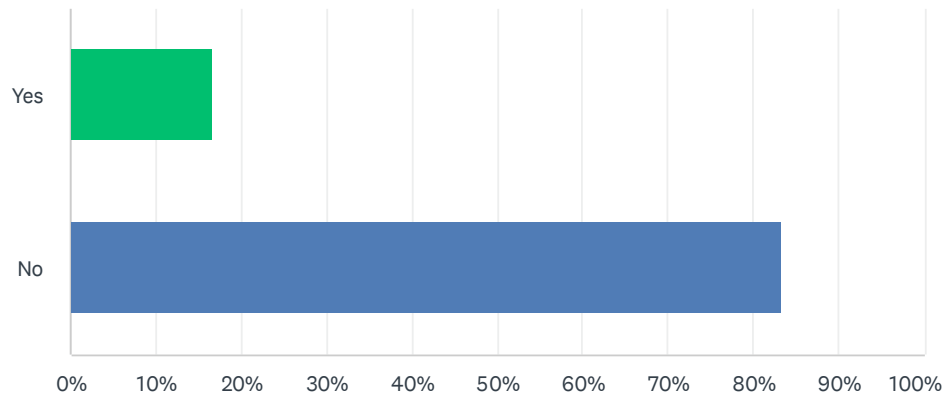
Answered: 17 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	52.94%	9
No	47.06%	8
<b>TOTAL</b>		<b>17</b>

### Q46 Would you like assistance in developing a succession plan?

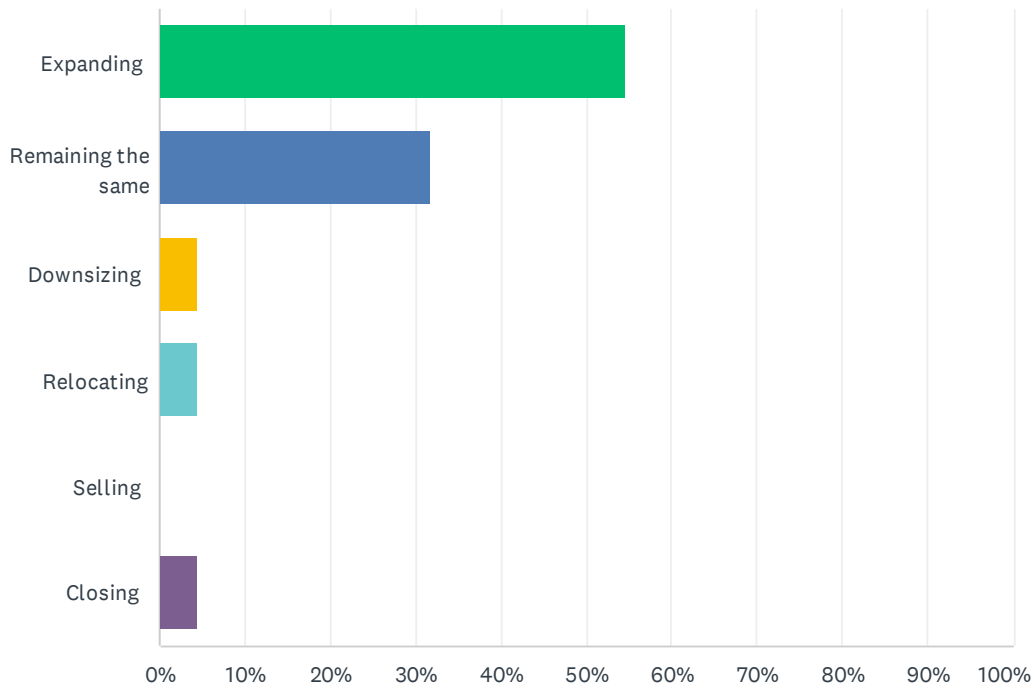
Answered: 6 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	16.67%	1
No	83.33%	5
TOTAL		6

## Q47 Within the next 18 months of this business, do you plan on....

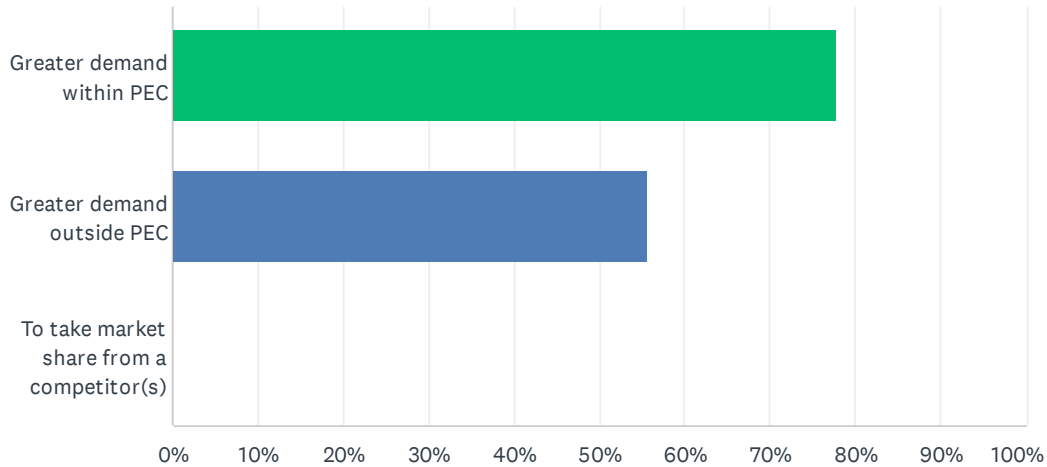
Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Expanding	54.55%	12
Remaining the same	31.82%	7
Downsizing	4.55%	1
Relocating	4.55%	1
Selling	0.00%	0
Closing	4.55%	1
<b>TOTAL</b>		<b>22</b>

### Q48 What are the main reasons for the potential expansion of your business? Please select all that apply.

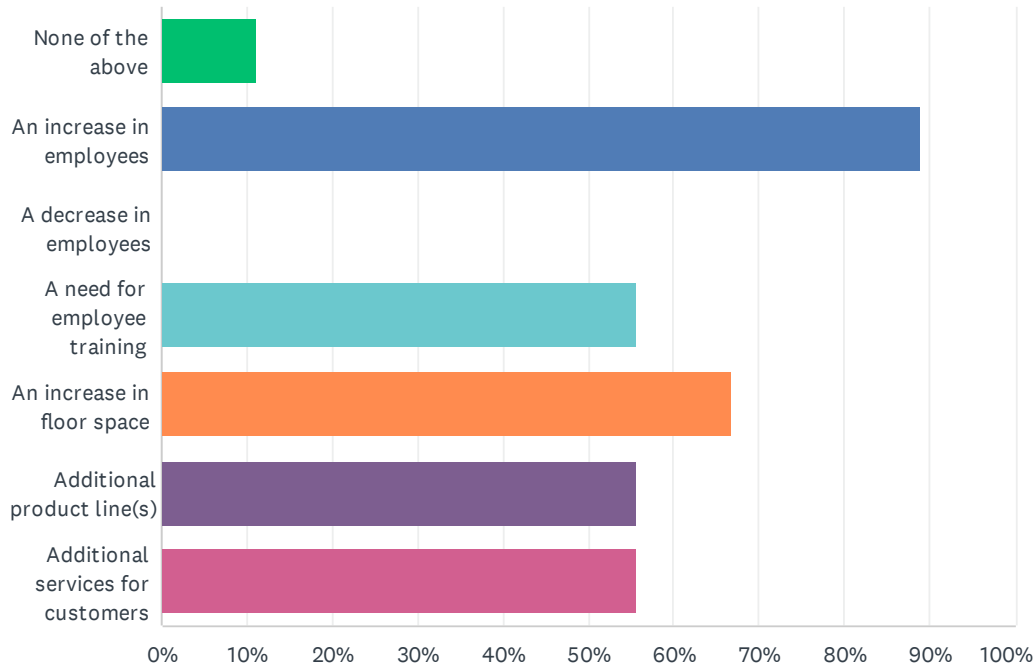
Answered: 9 Skipped: 13



ANSWER CHOICES	RESPONSES
Greater demand within PEC	77.78% 7
Greater demand outside PEC	55.56% 5
To take market share from a competitor(s)	0.00% 0
Total Respondents: 9	

### Q49 Will your expansion require or lead to....Please select all that apply.

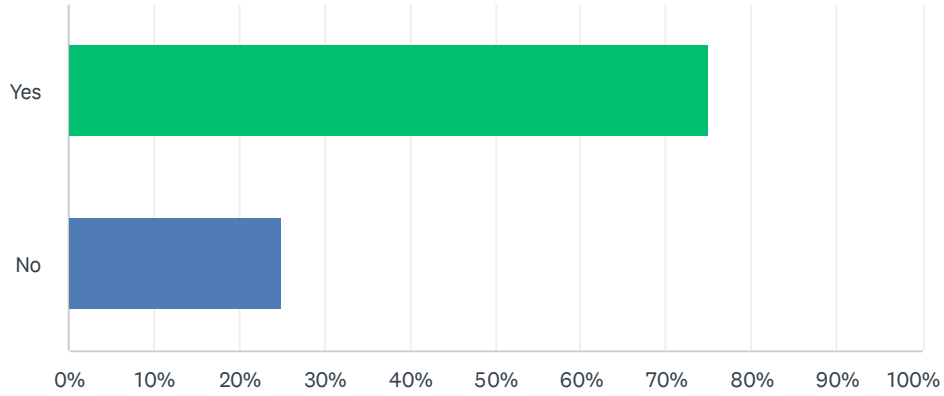
Answered: 9 Skipped: 13



ANSWER CHOICES	RESPONSES	
None of the above	11.11%	1
An increase in employees	88.89%	8
A decrease in employees	0.00%	0
A need for employee training	55.56%	5
An increase in floor space	66.67%	6
Additional product line(s)	55.56%	5
Additional services for customers	55.56%	5
Total Respondents: 9		

## Q50 Will your expansion require or lead to NEW TECHNOLOGY or EQUIPMENT?

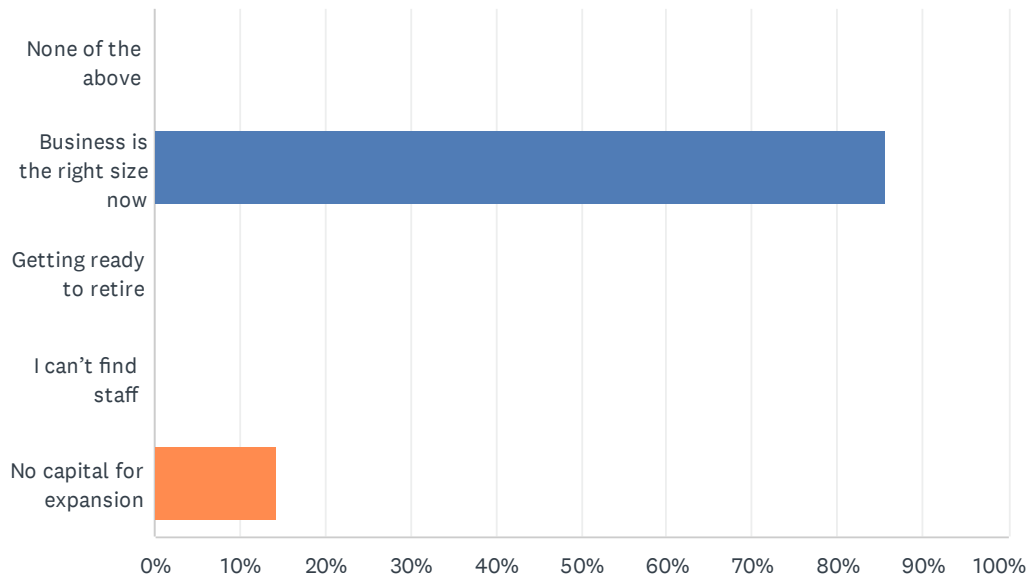
Answered: 4 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	75.00%	3
No	25.00%	1
<b>TOTAL</b>		<b>4</b>

## Q51 What is your main reason for remaining the same?

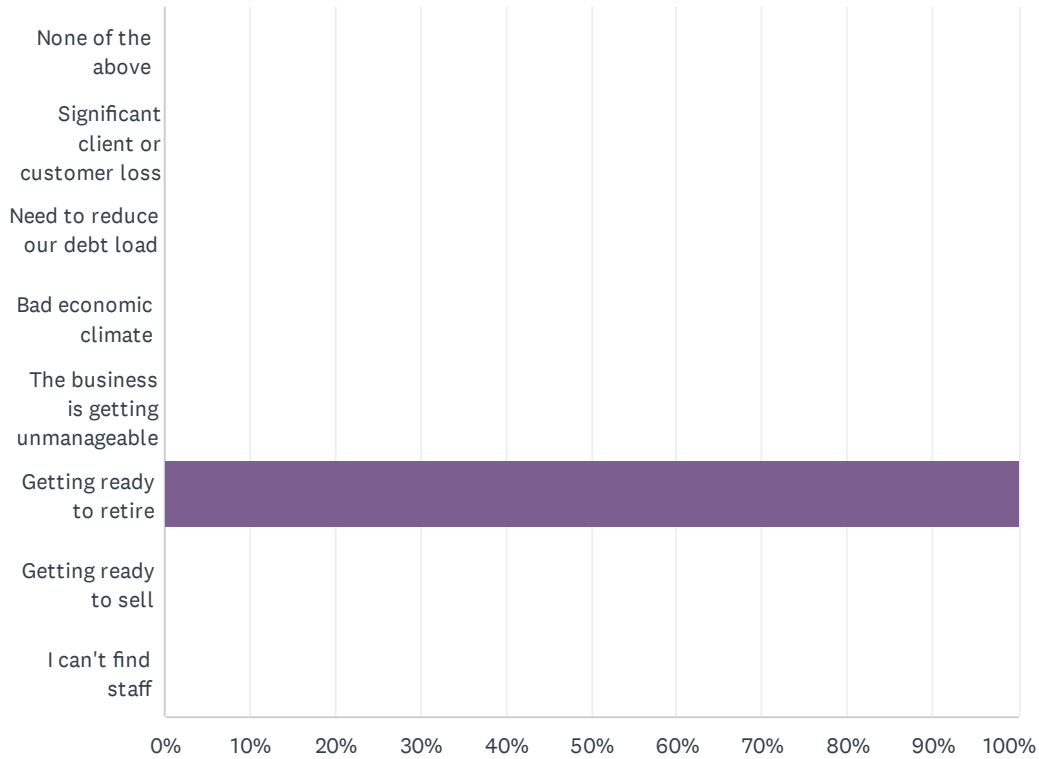
Answered: 7 Skipped: 15



ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
Business is the right size now	85.71%	6
Getting ready to retire	0.00%	0
I can't find staff	0.00%	0
No capital for expansion	14.29%	1
<b>TOTAL</b>		<b>7</b>

### Q52 What are the main reasons for downsizing? Please select all that apply.

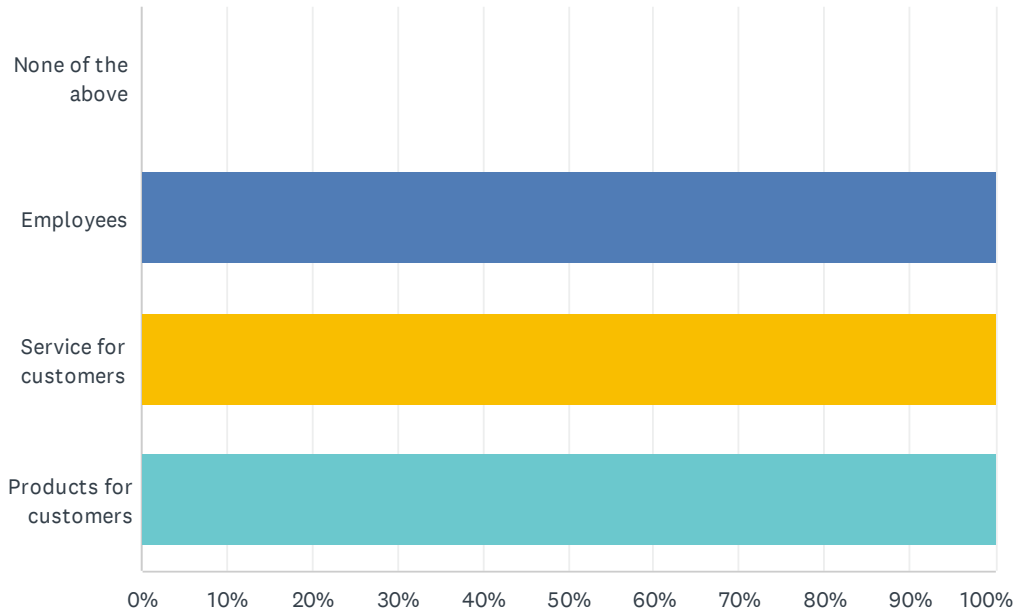
Answered: 1 Skipped: 21



ANSWER CHOICES	RESPONSES
None of the above	0.00% 0
Significant client or customer loss	0.00% 0
Need to reduce our debt load	0.00% 0
Bad economic climate	0.00% 0
The business is getting unmanageable	0.00% 0
Getting ready to retire	100.00% 1
Getting ready to sell	0.00% 0
I can't find staff	0.00% 0
<b>Total Respondents: 1</b>	

### Q53 Will your downsizing lead to a decrease in....Please select all that apply.

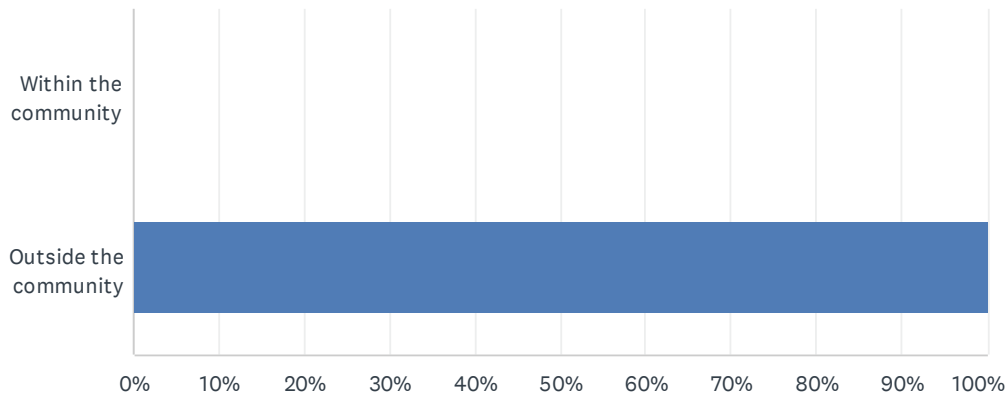
Answered: 1 Skipped: 21



ANSWER CHOICES	RESPONSES
None of the above	0.00% 0
Employees	100.00% 1
Service for customers	100.00% 1
Products for customers	100.00% 1
Total Respondents: 1	

## Q54 Where do you plan to relocate this business?

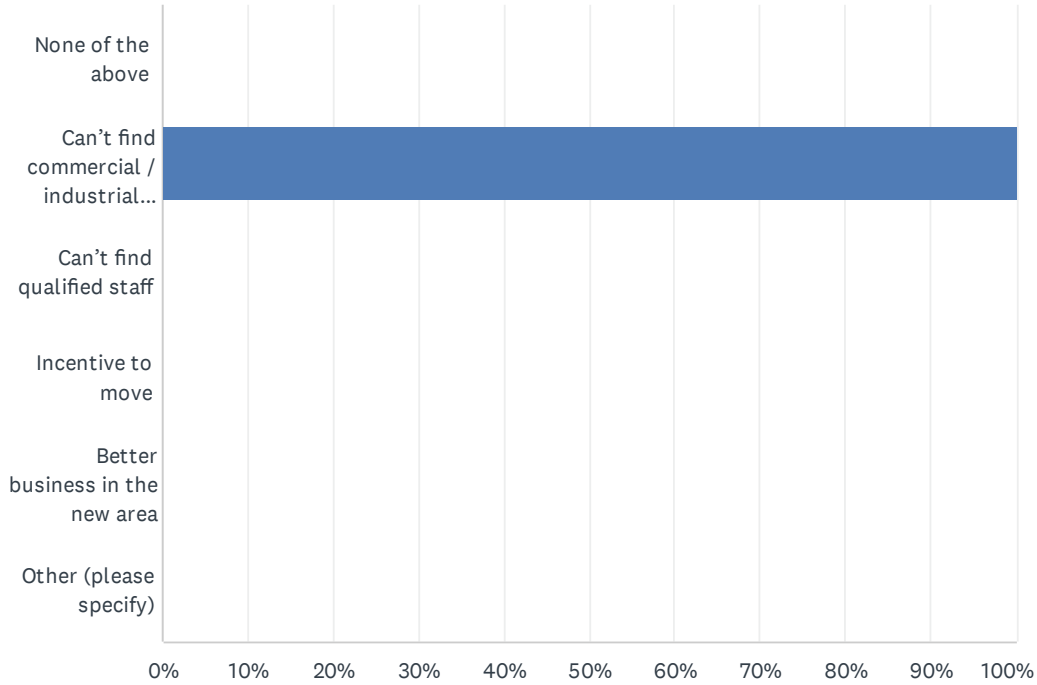
Answered: 1 Skipped: 21



ANSWER CHOICES	RESPONSES	
Within the community	0.00%	0
Outside the community	100.00%	1
TOTAL		1

**Q55 Why are you planning to relocate the business? Please select all that apply.**

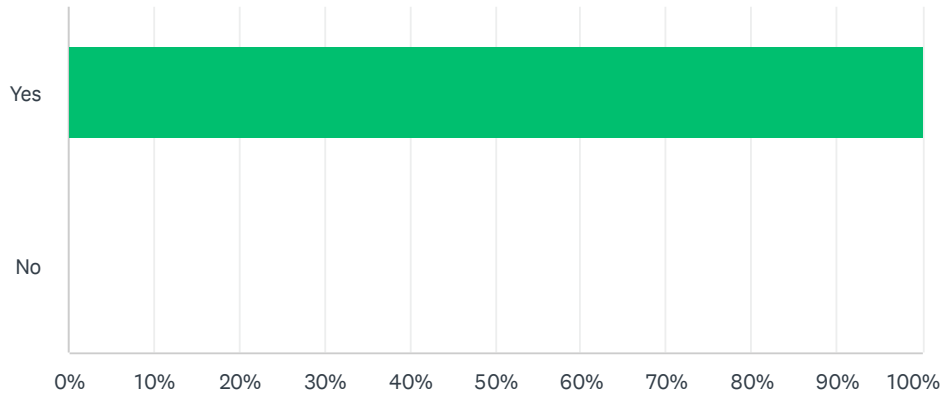
Answered: 1 Skipped: 21



ANSWER CHOICES	RESPONSES	
None of the above	0.00%	0
Can't find commercial / industrial space to operate business	100.00%	1
Can't find qualified staff	0.00%	0
Incentive to move	0.00%	0
Better business in the new area	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 1		

### Q56 Do you plan to close this location without re-opening in another location?

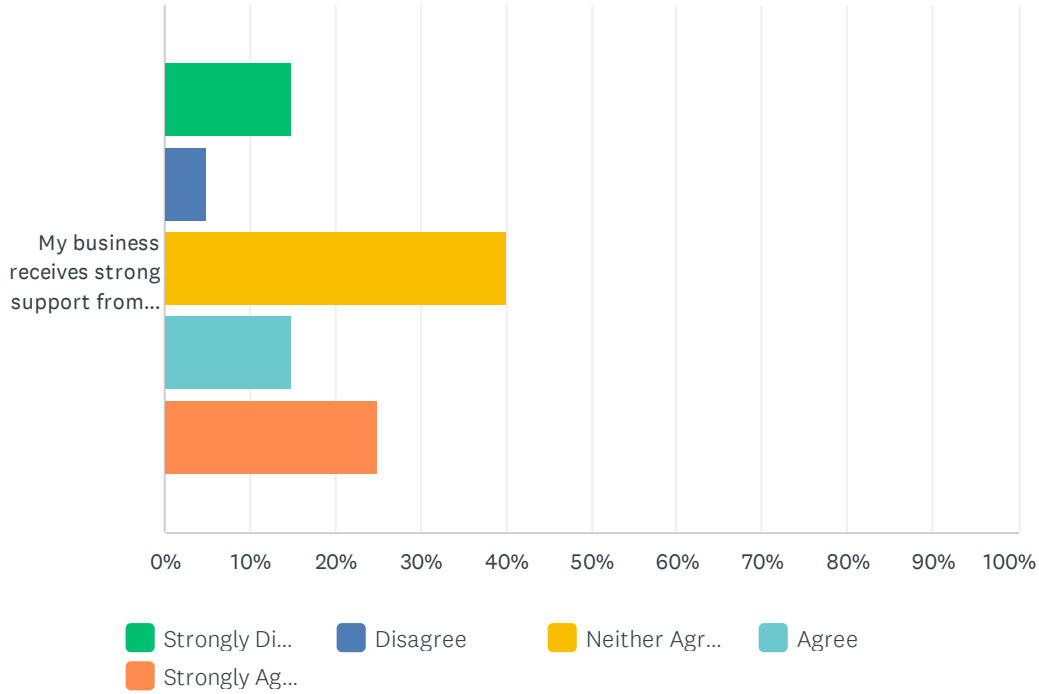
Answered: 1 Skipped: 21



ANSWER CHOICES	RESPONSES	
Yes	100.00%	1
No	0.00%	0
<b>TOTAL</b>		<b>1</b>

Q57 Please let us know how much you agree or disagree with the following statement.

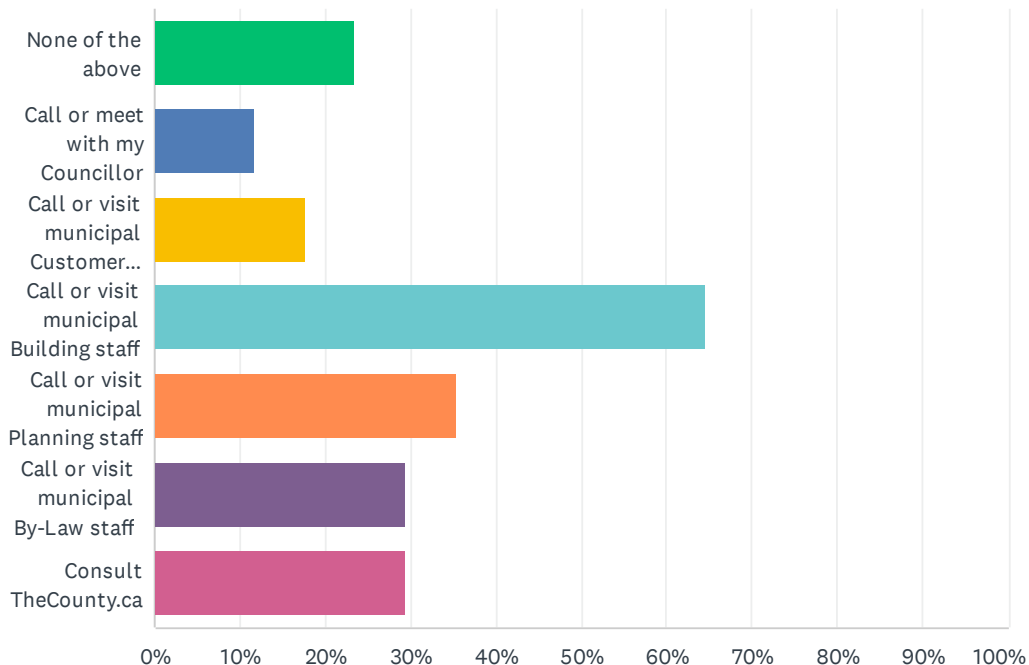
Answered: 20 Skipped: 2



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE OR DISAGREE	AGREE	STRONGLY AGREE	TOTAL	WEIGHTED AVERAGE
My business receives strong support from Municipal Council (i.e. Elected Officials of the Municipality)	15.00% 3	5.00% 1	40.00% 8	15.00% 3	25.00% 5	20	3.30

### Q58 How do you typically find out business information you need from the Municipality? Please check all that apply.

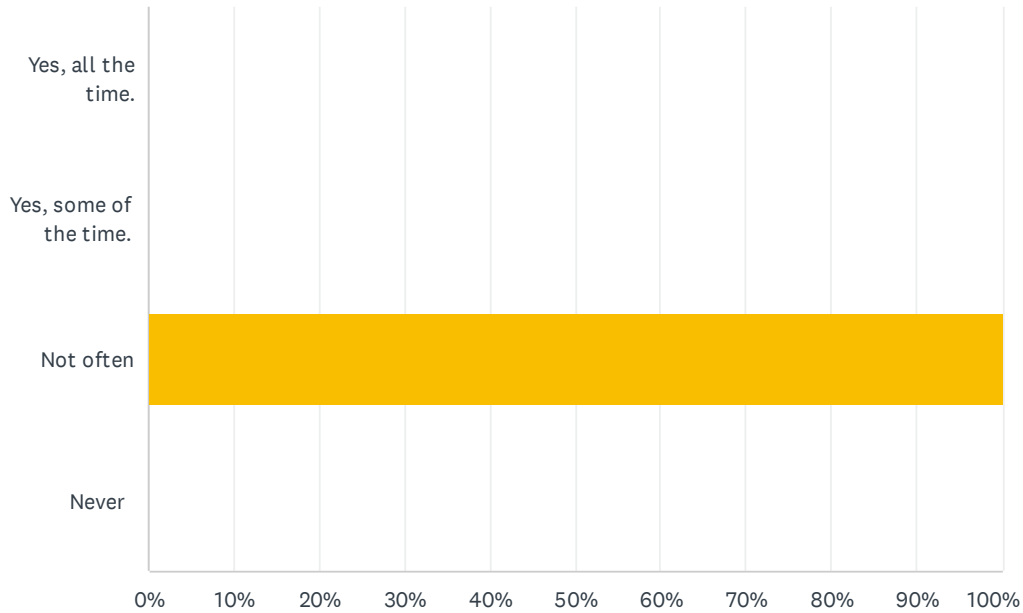
Answered: 17 Skipped: 5



ANSWER CHOICES	RESPONSES
None of the above	23.53% 4
Call or meet with my Councillor	11.76% 2
Call or visit municipal Customer Service Desk	17.65% 3
Call or visit municipal Building staff	64.71% 11
Call or visit municipal Planning staff	35.29% 6
Call or visit municipal By-Law staff	29.41% 5
Consult TheCounty.ca	29.41% 5
Total Respondents: 17	

## Q59 Were you able to easily find the information you needed on TheCounty.ca?

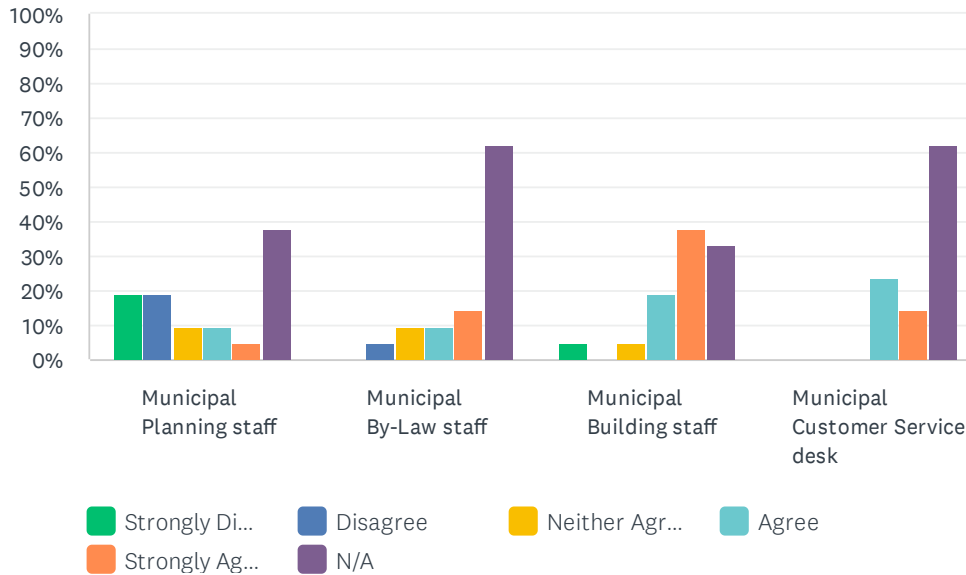
Answered: 1 Skipped: 21



ANSWER CHOICES	RESPONSES	
Yes, all the time.	0.00%	0
Yes, some of the time.	0.00%	0
Not often	100.00%	1
Never	0.00%	0
<b>TOTAL</b>		<b>1</b>

### Q60 Please let us know how much you agree or disagree with the following statements. When needed, I receive timely and knowledgeable direction, advice or information from...

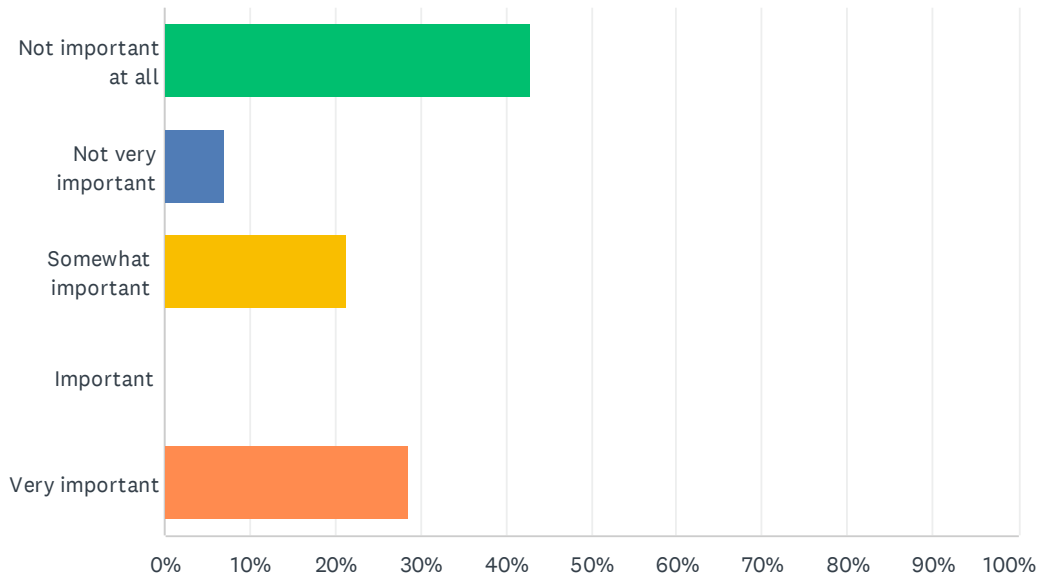
Answered: 21 Skipped: 1



	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE OR DISAGREE	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
Municipal Planning staff	19.05% 4	19.05% 4	9.52% 2	9.52% 2	4.76% 1	38.10% 8	21	2.38
Municipal By-Law staff	0.00% 0	4.76% 1	9.52% 2	9.52% 2	14.29% 3	61.90% 13	21	3.88
Municipal Building staff	4.76% 1	0.00% 0	4.76% 1	19.05% 4	38.10% 8	33.33% 7	21	4.29
Municipal Customer Service desk	0.00% 0	0.00% 0	0.00% 0	23.81% 5	14.29% 3	61.90% 13	21	4.38

## Q61 How IMPORTANT do you think having a reliable County Transit system here in Prince Edward County is to attracting and retaining workers in your industry?

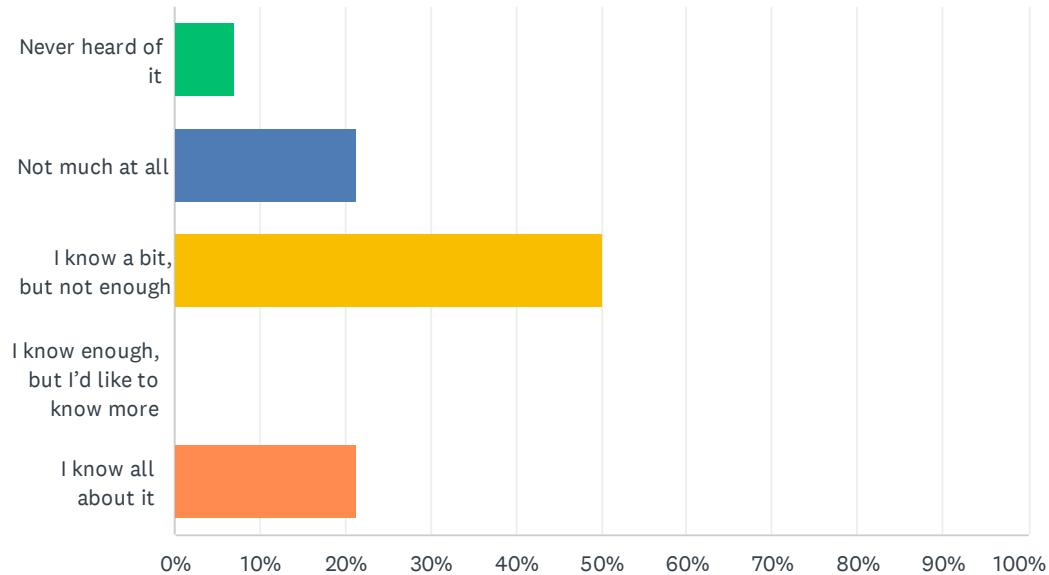
Answered: 14 Skipped: 8



ANSWER CHOICES	RESPONSES	
Not important at all	42.86%	6
Not very important	7.14%	1
Somewhat important	21.43%	3
Important	0.00%	0
Very important	28.57%	4
<b>TOTAL</b>		<b>14</b>

## Q62 How much would you say YOU KNOW about Prince Edward County's "County Transit" system?

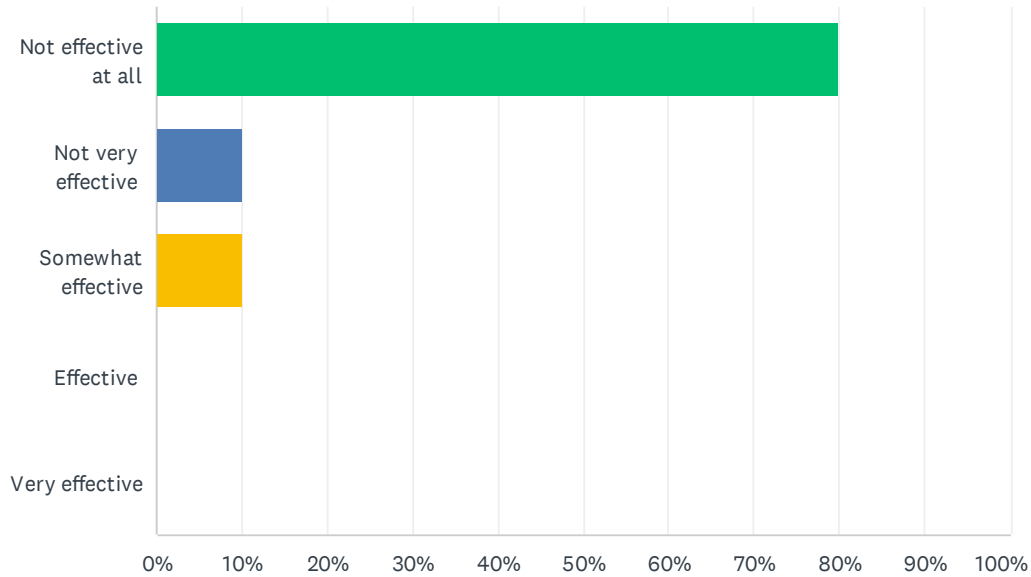
Answered: 14 Skipped: 8



ANSWER CHOICES	RESPONSES	
Never heard of it	7.14%	1
Not much at all	21.43%	3
I know a bit, but not enough	50.00%	7
I know enough, but I'd like to know more	0.00%	0
I know all about it	21.43%	3
<b>TOTAL</b>		<b>14</b>

## Q63 Now, how would you rate County Transit’s current EFFECTIVENESS as a transit option for your staff and workers?

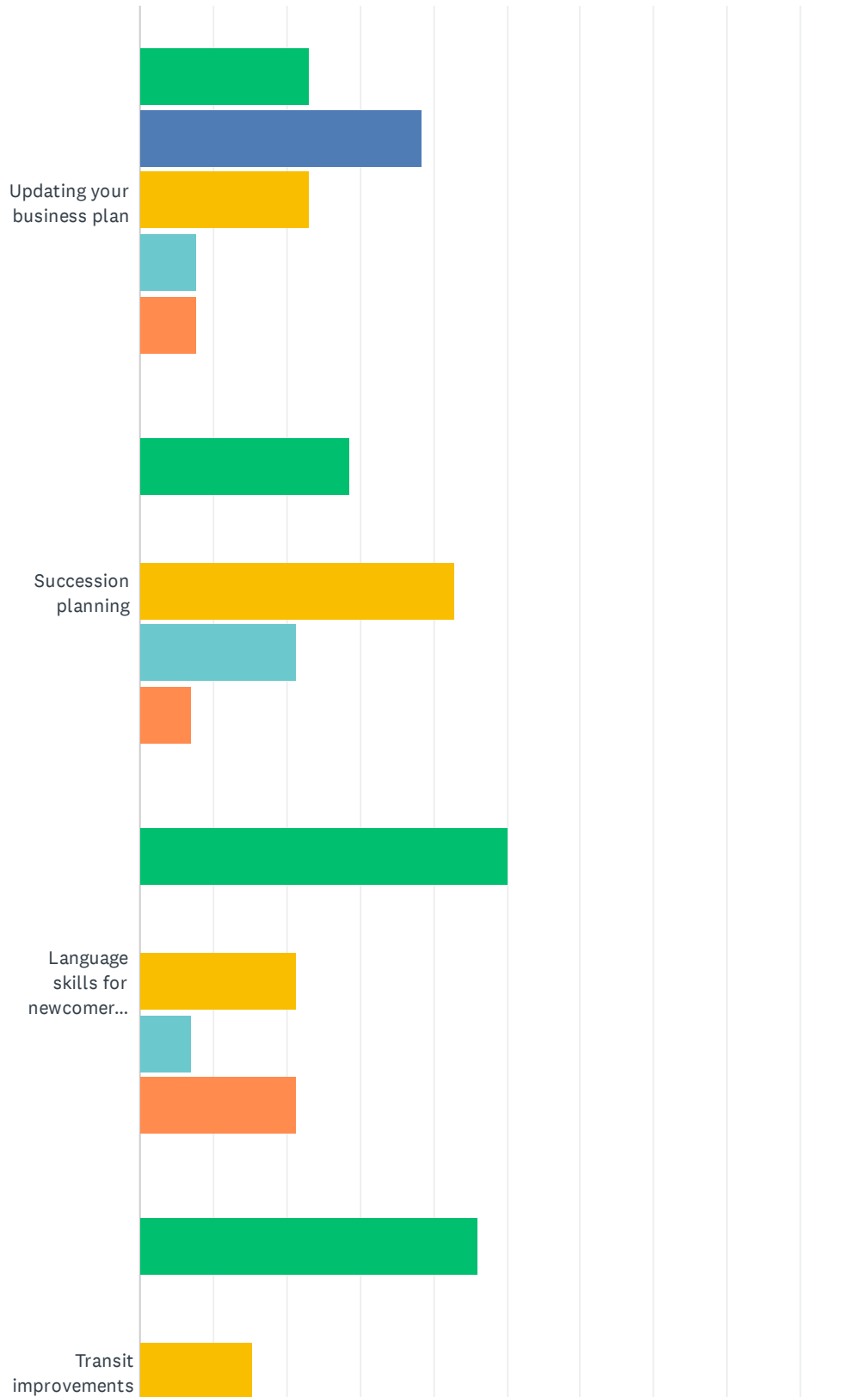
Answered: 10 Skipped: 12

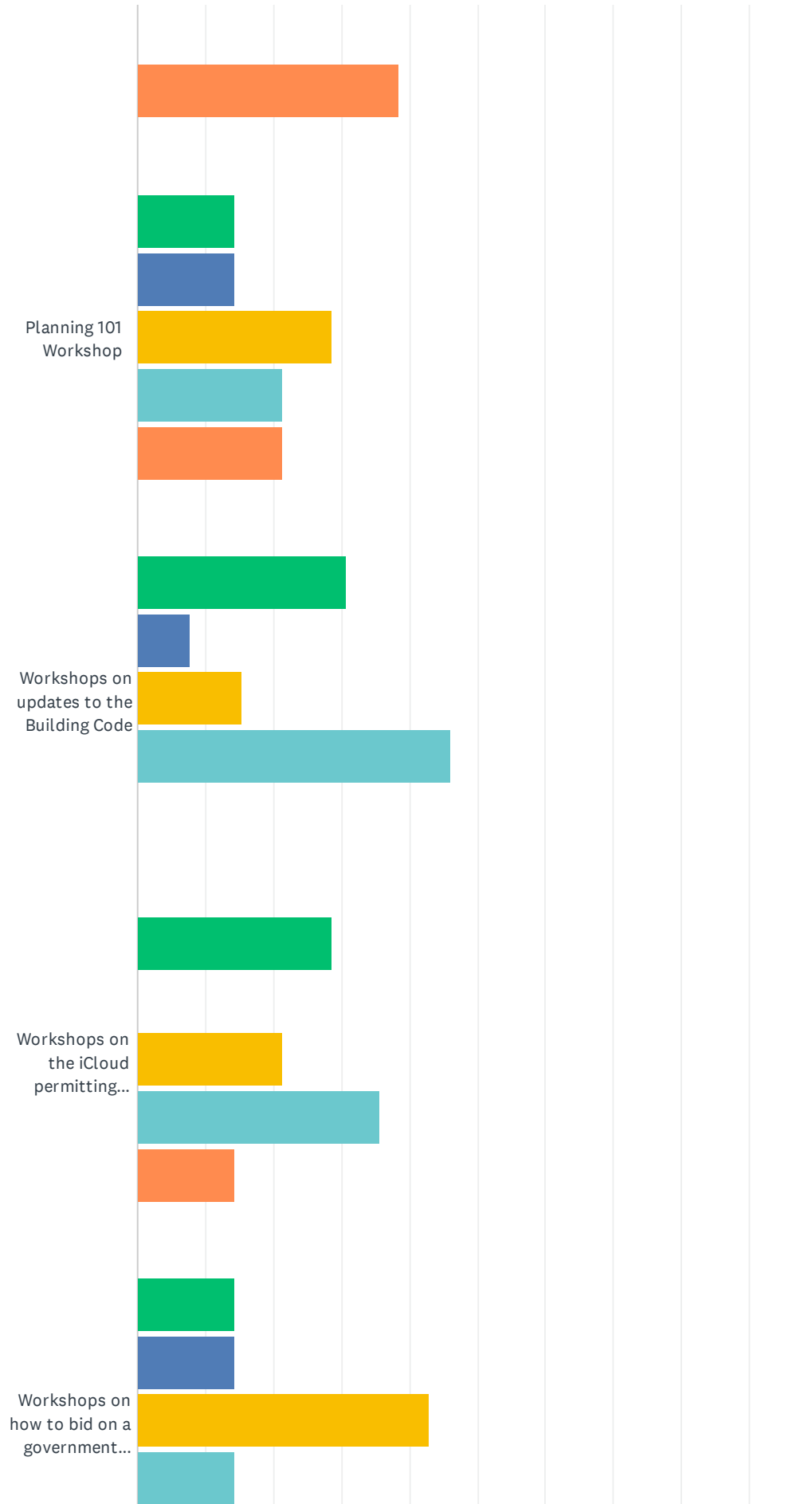


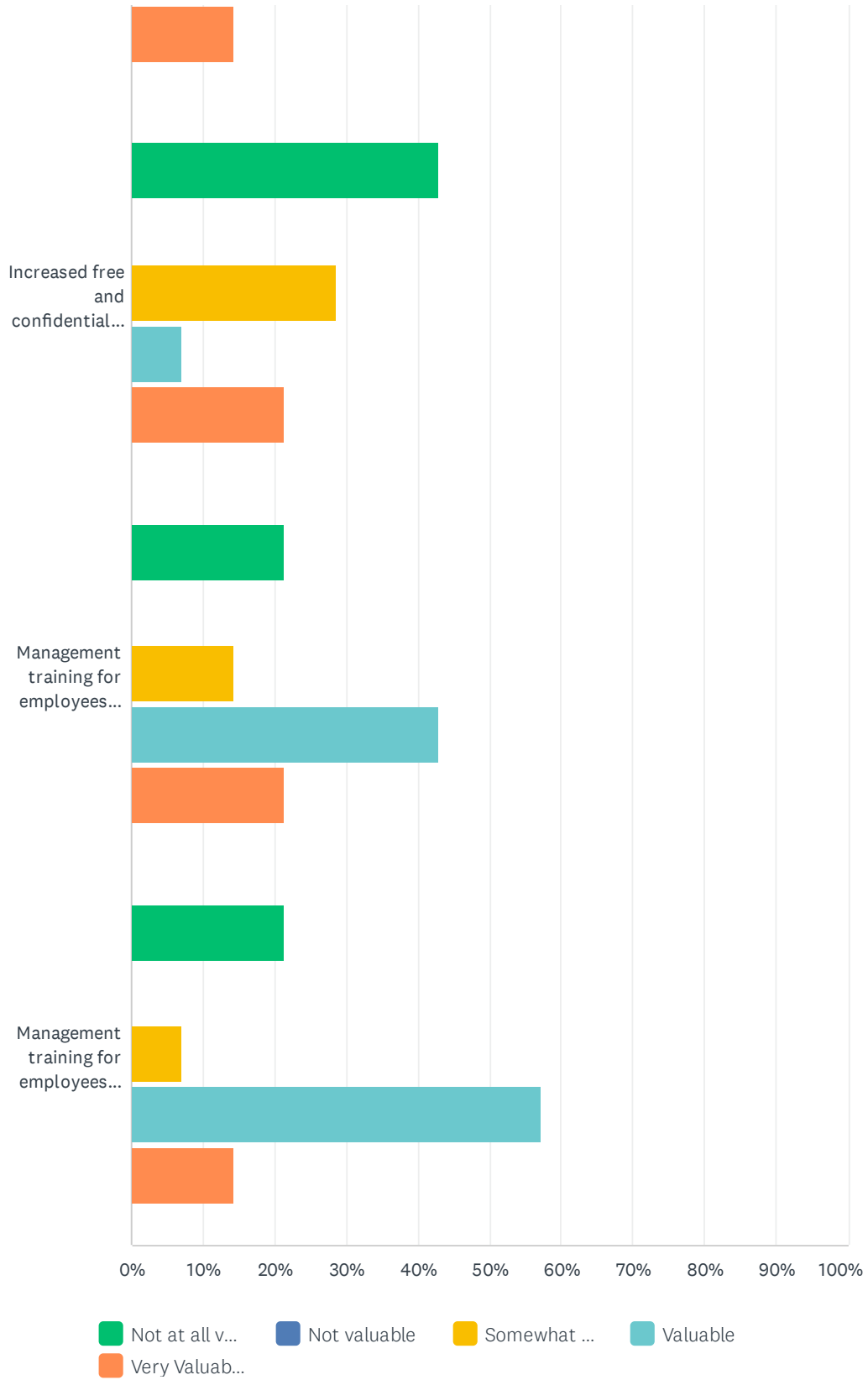
ANSWER CHOICES	RESPONSES	
Not effective at all	80.00%	8
Not very effective	10.00%	1
Somewhat effective	10.00%	1
Effective	0.00%	0
Very effective	0.00%	0
<b>TOTAL</b>		<b>10</b>

### Q64 Please RATE each of the following assists on their POTENTIAL VALUE TO YOUR BUSINESS.

Answered: 15 Skipped: 7







BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

	NOT AT ALL VALUABLE	NOT VALUABLE	SOMEWHAT VALUABLE	VALUABLE	VERY VALUABLE	TOTAL	WEIGHTED AVERAGE
Updating your business plan	23.08% 3	38.46% 5	23.08% 3	7.69% 1	7.69% 1	13	2.38
Succession planning	28.57% 4	0.00% 0	42.86% 6	21.43% 3	7.14% 1	14	2.79
Language skills for newcomer employees	50.00% 7	0.00% 0	21.43% 3	7.14% 1	21.43% 3	14	2.50
Transit improvements	46.15% 6	0.00% 0	15.38% 2	0.00% 0	38.46% 5	13	2.85
Planning 101 Workshop	14.29% 2	14.29% 2	28.57% 4	21.43% 3	21.43% 3	14	3.21
Workshops on updates to the Building Code	30.77% 4	7.69% 1	15.38% 2	46.15% 6	0.00% 0	13	2.77
Workshops on the iCloud permitting system	28.57% 4	0.00% 0	21.43% 3	35.71% 5	14.29% 2	14	3.07
Workshops on how to bid on a government contract	14.29% 2	14.29% 2	42.86% 6	14.29% 2	14.29% 2	14	3.00
Increased free and confidential mental health & addictions support	42.86% 6	0.00% 0	28.57% 4	7.14% 1	21.43% 3	14	2.64
Management training for employees moving to supervisory or foreman roles	21.43% 3	0.00% 0	14.29% 2	42.86% 6	21.43% 3	14	3.43
Management training for employees moving to supervisory or foreman roles	21.43% 3	0.00% 0	7.14% 1	57.14% 8	14.29% 2	14	3.43

BR+E Survey & Discussion Guide, PEC Construction & Trades 2024

	YES, I AM AWARE.	NO, I WAS NOT AWARE.	YES, I'D LIKE MORE INFORMATION ABOUT THIS.	TOTAL RESPONDENTS
Career Edge (Career Edge can help employers attract and recruit employees, match workplace requirements to skills, capability and interests, collect incentives to off-set some on-the-job training and work experience costs.)	90.00% 9	10.00% 1	20.00% 2	10
Inspire (Inspire is a 16-week training program from the Prince Edward Learning Centre for youth aged 15-30 that helps overcome barriers to employment – anything from dealing with social anxiety, to living outside of town with no car. They can help with housing, childcare, community referrals and transportation. Employers can receive an employee wage subsidy for up to three months for graduates of the Inspire program.)	45.45% 5	36.36% 4	27.27% 3	11
The Quinte Local Immigration Partnership (QLIP) is a program within Quinte Immigration Services (QUIS) that collaborates with local agencies and employers to integrate newcomers into the community. QLIP offers resources for a smooth transition to the workplace, and through QUIS, can connect you with skilled newcomers seeking employment, and referrals for language support.	10.00% 1	70.00% 7	40.00% 4	10
Hastings Prince Edward District School Board offers a Skilled Trades Planning Tool that assists students in learning about the different skilled trades pathways available, and the training required to begin their journey to a career in skilled trades.	30.00% 3	50.00% 5	40.00% 4	10
Hastings Prince Edward District School Board offers an Ontario Youth Apprenticeship Program that is an extension of the traditional co-op programming, providing additional opportunities for students who are completing co-op placement in skilled trades.	44.44% 4	44.44% 4	33.33% 3	9
Hastings Prince Edward District School Board offers Specialist High Skills Majors that is a specialized program that allows students to focus their learning on a specific economic sector while meeting the requirements to graduate from secondary school. It also assists in their transition after graduation to apprenticeship training, college, university or the workplace.	33.33% 3	55.56% 5	33.33% 3	9
Community Benefits Network is a coalition of residents who work collaboratively with developers and the municipality to identify and prioritize community defined needs and goals to be incorporated into developments. This can include local workforce development and on-site training, increased number of affordable units, procurement of local contractors, supplies and materials, etc. Thrive PEC and The Prince Edward Learning Centre are currently exploring the benefits of a network like this for our community.	33.33% 3	66.67% 6	33.33% 3	9
County Trades Scholarships. The County Foundation awards two scholarships of \$10,000 for a two year period (total scholarship amount of \$20,000 per award) to graduating students from PECEI pursuing post-secondary studies at a Canadian post-secondary institution for the Trades.	66.67% 6	22.22% 2	33.33% 3	9
Procurement Opportunities: municipalities in the surrounding area mostly use Bids&Tenders but there are other bidding sites such as Merx, Biddingo, and Bonfire. As well, the federal government provides resources on their procurement process at <a href="https://buyandsell.gc.ca/procurement-support-for-businesses">https://buyandsell.gc.ca/procurement-support-for-businesses</a>	66.67% 6	22.22% 2	33.33% 3	9

## **Q65 What are THREE advantages of doing business in Prince Edward County?**

1. great building inspectors
2. up and coming community, thriving downtown - nice draw to our clientele (who are monied)
3. know the people I'm working for
4. location location location - people drawn to the island -
5. In times of recession, domestic tourism increases. Hoping this summer will prove a positive litmus.
6. Honestly we came for Quality of Life vs business advantage
7. Small town values - real sense of belonging, personal investment and pride.
8. Land prices are cheaper than in the GTA
9. Clientele. If I'd grown up in Madoc or some other small town in southern Ontario, I probably couldn't have returned and run the kind of business I'm running.
10. I like to create the sense of team, including taking the ENTIRE team to lunch. Everyone wants to feel important and they like that in this area, there's no stock in hierarchy.
11. Small town
12. Lifestyle - lots of art, entertainment, food. Helps to attract employees.
13. Community Connections (word of mouth, client retention)
14. Culture of doing business here is more than transactional
15. Reasonable taxes
16. Tourism helps when the economy is down
17. Close to home
18. Love the community; it's my hometown.
19. Area is great to get people here
20. Quality contractors to partner with
21. Organic business development, personal references - no ads (mostly repeat business)
22. wine wine wine
23. Population is financially secure. While competitors in other areas must offer financing on things like water heaters, I usually get paid outright.
24. Very big bold visions that elected officials / municipal staff have. The municipality is open to ideas.
25. Fewer a\*\*\*\*\*s on the roads, so it's more pleasant to be there (haha!)
26. Nice to have roots here - born and raised.
27. Perceived as one of the better companies to work for in the area.
28. Know people and can develop relationships, although that's changing
29. Proximity of Picton to the rest of the County, growth - not having to work in Perth, Belleville
30. Diversity in income and population
31. Demand for services is high
32. Rural area
33. A lot of our population is financially secure
34. More opportunities for work
35. Restaurants like Sujeo
36. Quality of life.
37. Enough work to keep me working the region. I can stay local here for the most part.

## Q66 What are THREE disadvantages of doing business in Prince Edward County?

1. Planning is NEVER good to deal with
2. No one here I can find to pour and lay concrete
3. Travel distances can be long (he only does heart of the County)
4. Lack of attainable housing
5. Not a lot of industry - a lot of residential.
6. Shortage of contractors - some are not hungry to work. That hurts timeliness. The quality pool of knowledgeable candidates is low.
7. Dark side of small town values - a sense of exclusion, more resistant to outsiders, there's a real sense of 'us' and 'them.'
8. There is no infrastructure, so savings on land is eaten up by having to invest in infrastructure
9. Hard to find skilled gardeners to take on garden maintenance
10. Where did everyone go during the pandemic?!
11. Not knowing who to talk to at the municipality (turnover and churn)
12. Ability to have access to trades to work in my business. Hard to retain, have to pay more, have to commute / travel and have to pay for that.
13. Lack of skilled labour
14. Workload of Planning & Development
15. Rural area (logistics; limited business in PEC)
16. Not a lot of industry to work at, very residential
17. Unregulated industry
18. Not great access to the 401
19. Cost of doing business here is far too much
20. Government is making too much on house sales and it should be going to the attainable housing
21. Pricing structure affected by the fact that a lot of people are on a fixed income. Not as high a profit margin as other places.
22. History of doing things the "County Way" has led to a number of problems.
23. Actually being able to implement big, bold visions seems to be a bit more challenging. Thinking about that in terms of Building and Planning and municipal functions that have to operate in order for the vision to happen. Municipality is open to ideas, but we've still got to figure out how to make it happen.
24. Wall between Council and staff means it's difficult for a project that's valued by Council to be supported by staff.
25. Cost of living is high - water rates are high, housing is expensive, property tax is high.
26. Not enough Planners to do the job well or efficiently.
27. Need a relationship due to the variables in the building trade
28. Preferential relationships that exclude (ie tenders and project involvement)
29. Cell service is still lousy!
30. Employee pool
31. Income and pricing has to be catered to a more frugal client
32. Distance - vast region
33. Way easier to do business with surrounding municipalities
34. Planning Dept that doesn't care
35. Over regulation. Wish there was a checklist, rather than a moving target. Feels like there's a lot of subjectivity and a lot of (useless) peer reviews. Had a lot of good things to say about tourism businesses and feels Council could change their tune there. "I need their business to grow for my business to grow."
36. Planning. It's slow and convoluted here - but it's sticky everywhere
37. Some County residents are not looking for growth. They don't really like the idea that we're expanding and bringing in more and more people. They're still set in a way.
38. Really challenging to find quality local trades - building up a whole new database of contacts.  
There have been some really unprofessional contacts - people who don't show up, don't communicate.
39. Don't have the same services and amenities / choices as might have in bigger centres, so having to bring a lot in, which adds to the cost.

**Q67 What are the TOP THREE CHALLENGES your business is currently facing?**

1. Combating inflation, an expensive niche product
2. Access to SKILLED LABOUR FORCE side for suppliers and vendors that I need - takes forever
3. Big costs per house i had to pay - taxes, permits, selling fee, development fees. The County never provided any value
4. Finding employees
5. Some difficult clients. It's hard to move things forward sometimes
6. We have 15 people on the construction team, including 2 in mgmt and 2 red seal carpenters and 1 apprentice. Lots of heavily skilled people who lack certification.
7. Finding local contacts for high-quality work
8. Finding skilled gardeners to maintain designs
9. Being able to hire young people. Hire and make them understand there's a future in this work.
10. Municipal attitude re: tiny homes
11. Hiring local
12. Finding skilled labour
13. skilled workers
14. Skilled labour force (although improving)
15. labour shortage
16. finding the right employees
17. Indoor space for equipment/equipment yard
18. Feel like Council and others don't understand the economic reality of building and developing.
19. Finding staff - really looking for 'diamond in the rough'
20. No space to grow
21. Finding a suitable spot for workshop, storage and office. Rent in PEC is way too high. See a lot of underutilized spaces - old factories, barns - that could be repurposed or replaced with ICF shop/workspace.
22. An isolated industry, competition from less sustainable, less quality builders out there
23. Pricing is still hard to peg
24. Never encouraged, too many obstacles. It's a bureaucrat state, there's no recognition. It's like I'm in a relationship that sucks - it's time to leave.
25. For the first time, having to work to get work
26. Projects put on hold due to lack of client cash - suddenly stopping and delaying projects
27. Everybody thinks they're carpenters or highly skilled but they lack a little bit. Seasoned workers aren't there. A lot of the younger generations, unfortunately, some aren't willing to put in their time before they want to jump to the next level. Sometimes that's frustrating.
28. Slow process with the municipality
29. Always seasonal. Hard to get people to see this as a career
30. Filling holes of the leadership team. Business founded 35 years ago; experienced people are aging out and they're hard to replace.
31. Direction of the municipality in terms of the official plan - worse here than other places, including QW

**Q68 In terms of overall impact on this community as a place to do business, what is the ONE most significant change you'd like to see in the next five years?**

1. I'd like to see sustainability permeate into common goal of every business in construction, and not be an aberration - for the County to be a forerunner on sustainable building. We can make a difference here - we're a small community but a big and monied / expensive spot. There's no financial incentive for other builders to focus more on sustainability. Provide some macro supports for the entire industry. Give the big builders an incentive to care more about this. It's better for the community.
2. Workforce succession. "I am worried that there may not be someone to follow me and other tradespeople in the County." Recognize the skills that people bring as immigrants to the landscape here.
3. Less bureaucracy, more focus on helping the trades live and work here - give them something to motivate them to live here.
4. Get a plan and then work to it. It's very hard to know what the County wants, is trying to build or trying to be. Put together an Economic Development Plan and follow the Strategic Plan for the Municipality.
5. It will take education to get people to realize that the changes happening in this community are daily occurrences in every community around the globe - the idea that people from away are making money off 'our' land is a naive way of looking at the world.
6. Accept that the hospitality industry is a driver, and that it's here to stay. People who are employed in the hospitality industry - without that, the County wouldn't have industry. We don't have a whole lot, besides the tourism.
7. Figure out what PEC wants, then prioritize getting it.
8. HIRE MORE PLANNERS! They can't do the job without more support; developers get tired of the delays.
9. Find ways to encourage more open communications between Council & Staff.
10. Less bureaucracy, more focus on helping the trades live and work here - give them something to motivate them to live here.
11. Affordable housing. "It will always be a drain on anyone wanting to expand. I know people who could and want to [expand], but they can't find the staff here to do it."
12. Look at running practical training programs like how to manage money and how to pay HST.
13. Reduce the cost of living / cost of doing business
14. Increased the pool of skilled workers and the stock of attainable housing
15. Build affordable housing to attract skilled labour and offer public transit options.
16. Planning and Development with intention before by growth.
17. Reduce red tape, in the amount of studies required, environmental assessments required. Look at developing a disposal site.
18. Focus from the council on planning, do you want more people or not? do you want air bnbs or not? do you want developments or not - make strong sound long term strategic decisions
19. Implement a Municipal tree by-law
20. A Council that really understands growth and development. Will QEII actually work? Can the Affordable Housing Corporation actually making the numbers work? Can't see how we're going to get Wellington built. Would love more practicality and would love to be at the table to help bring a boots-on-the-ground perspective.

21. Find housing for local guys to live in so that they afford to live and work here. Open up zoning so that we can find or make housing for our staff.
22. Open up industrial / employment space.
23. Hire more inspectors, make more accessible, make the Planning process take half the time/  
Open up the land so that it can be dual purpose
24. Tax breaks and other incentives for sustainability in construction. Not near enough help here for good-minded businesses.
25. Less bureacracy, more accountability.
26. Focus on creating good jobs, places to live while still retaining the flavour of the County. Build up Picton by increasing the density. It won't detract from the place, it'll make it more walkable, more liveable and more desirable to younger generation.
27. Improve the planning department. More depth. Retain more planners. Reduce the churn. Make their POV and protocol more consistent.
28. Our biggest challenge is that there's nowhere to stay, no incentive to stay. Even if people are able to stay, The County is unaffordable. It's cottage country and that makes it highly outside of people's means. What is incentivizing our young people to come and settle and invest and build a future for themselves? Even if they did find a place outside of the region, how do we get them in, because we don't have the transit?
29. I don't want to see change. Prince Edward County is a special place and I don't want it to change to be more developer friendly. That will not make it a nice place. However, change it to foster the kind of project the County wants. Score it - weigh it based on community, economic, planning, building and and engineering needs as defined by Council. Then invest staff time into helping those projects come together.
30. Figure out interim servicing. "I don't want to pay for people who come in and use the pipe I've paid for. I at least want a way to get my money back."
31. Sort out Planning
32. Faster turnaround and more responsiveness within Planning & Building
33. Focus on deciding on development, or not - we need good jobs here - but focus on WHAT these people do when they get here! Focus on urban density
34. Not municipal, but the business is being hurt by regulations and requirements that hurt small operators. There's no middle anymore - you either have to get big or stay really small.  
Hard for people here to grow their business, because the admin is serious and the regulations make it tough.
35. Help me sort out my driveway for deliveries.
36. Look at model of utilities in the US and Alberta for a community solar utility.
37. Find ways to open up land/derelict barns or buildings for storage, business.