

EcDev Week 2021 Employer SURVEY DASHBOARD

Survey data collected between April 9th-30th, 2021.

OF RESPONSES

280

COMPLETION RATE

70%

RESPONSE ANALYSIS

The default filter selection below will show all survey responses. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

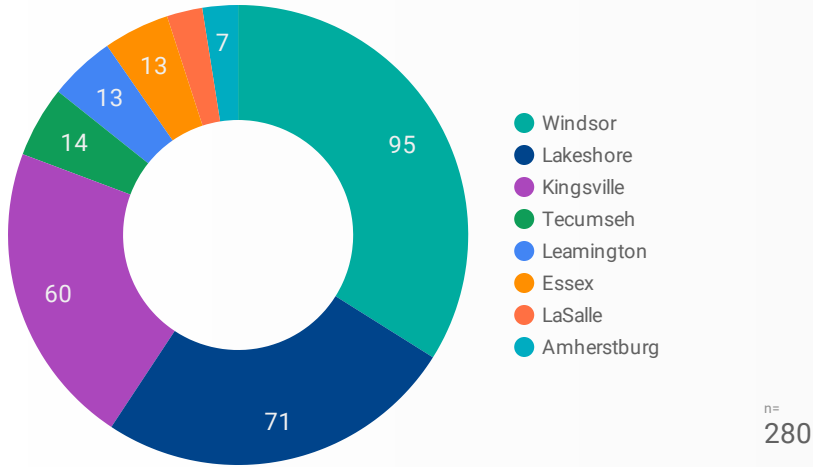
Location	Sector	Business ownership
# of Employees	Primary Market	
Business Stage		
Anticipated COVID-19 Impacts		

Indicates the number of survey respondents based on your filter criteria:

Record Count
280

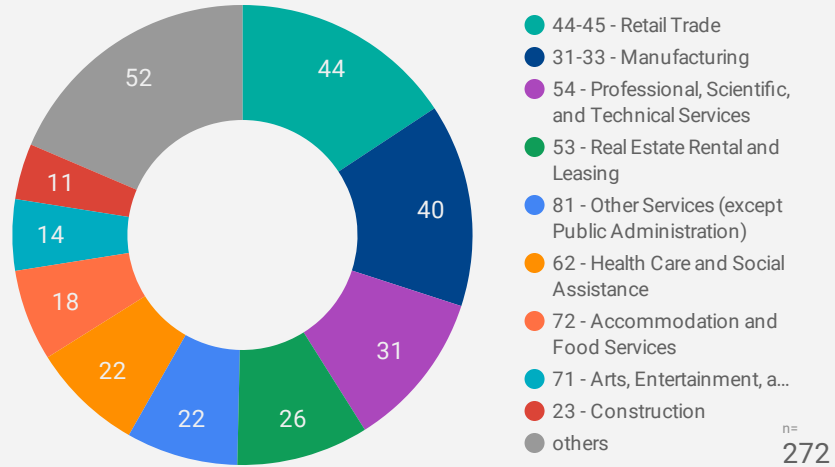
RESPONSES BY MUNICIPALITY

What was the response rate by municipality?



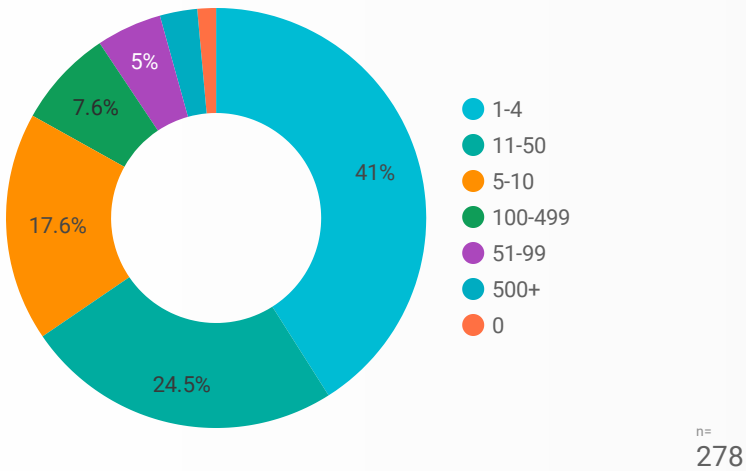
RESPONSES BY SECTOR

What was the response rate by sector?



RESPONSES BY EMPLOYEE SIZE

What was the response rate by employee size?



RESPONSES BY OWNERSHIP

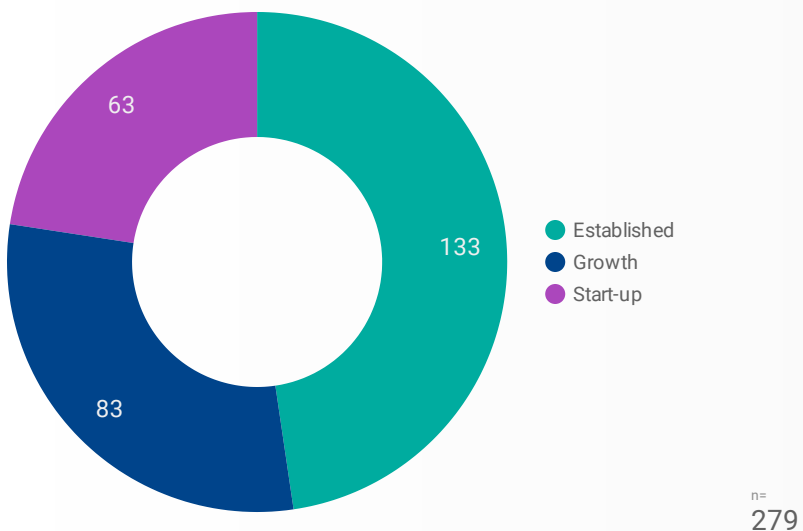
What was the response rate by business ownership?

Business ownership	Record Count
... Locally owned and operated, with one location	193
... Locally owned and operated, with more than one location	50
... Branch or division of a regional, national, or international company	18
... Franchise	12
... N/A	2

n= 275

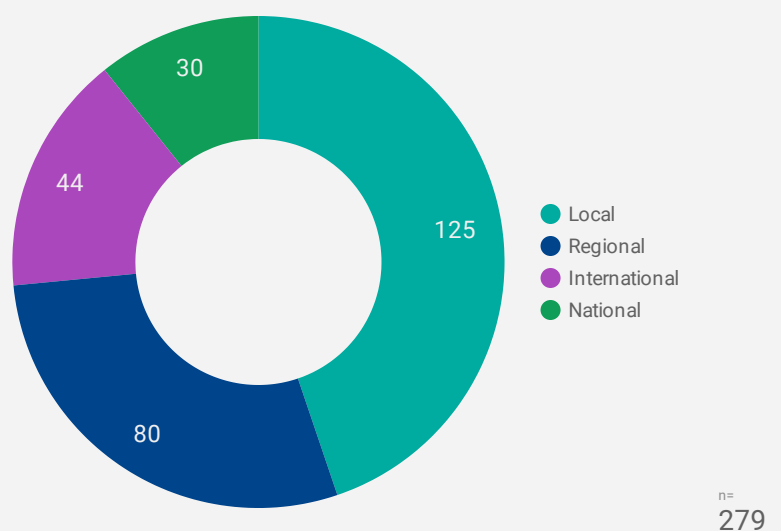
RESPONSES BY BUSINESS STAGE

What was the response rate by business stage?



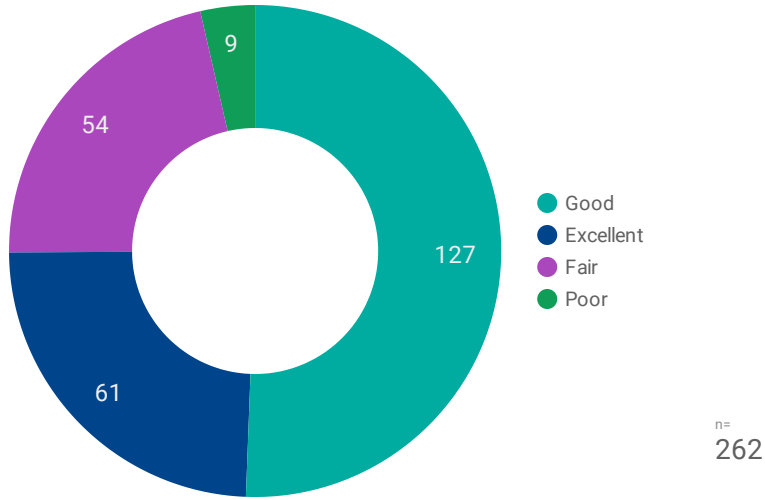
RESPONSES BY PRIMARY MARKET

What was the respondent's primary market of their business?



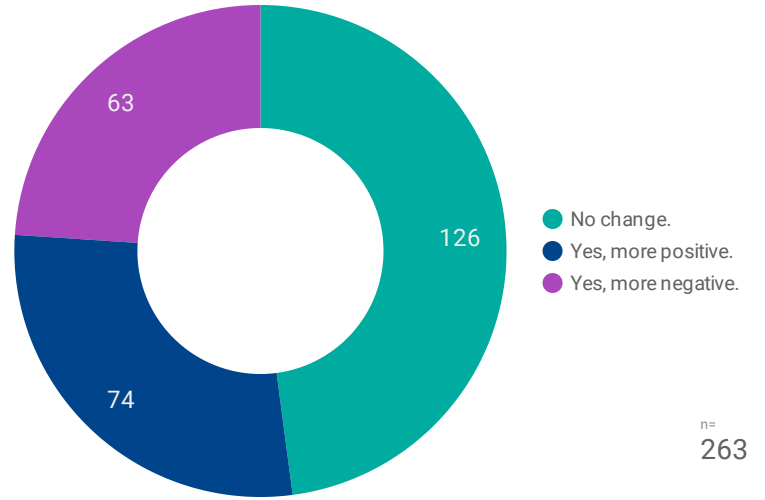
IMPRESSION OF W-E?

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



ATTITUDE OF DOING BUSINESS

Compared to last year, has your attitude about doing business in this community changed?



BUSINESS PLANS FOR NEXT 18 MONTHS

Within the next 18 months, do you plan on (select all that apply):

REMAINING THE SAME ⁿ⁼ 118

Sector	# of Responses
1. 44-45 - Retail Trade	39
2. 31-33 - Manufacturing	34
3. 54 - Professional, Scientific, and Tech...	28

1 - 19 / 19 < >

EXPANDING ⁿ⁼ 118

Sector	# of Responses
1. 31-33 - Manufacturing	18
2. 54 - Professional, Scientific, and Tech...	16
3. 53 - Real Estate Rental and Leasing	16

1 - 19 / 19 < >

DOWNSIZING ⁿ⁼ 7

Sector	# of Responses
1. 53 - Real Estate Rental and Leasing	2
2. 31-33 - Manufacturing	2
3. 62 - Health Care and Social Assistance	1

1 - 5 / 5 < >

RELOCATING ⁿ⁼ 20

Sector	# of Responses
1. 31-33 - Manufacturing	4
2. 44-45 - Retail Trade	3
3. 72 - Accommodation and Food S...	3

1 - 9 / 9 < >

SELLING ⁿ⁼ 18

Sector	# of Responses
1. 72 - Accommodation and Food Servic...	4
2. 53 - Real Estate Rental and Leasing	4
3. 44-45 - Retail Trade	3
4. 62 - Health Care and Social Assistance	2

1 - 8 / 8 < >

CLOSING ⁿ⁼ 7

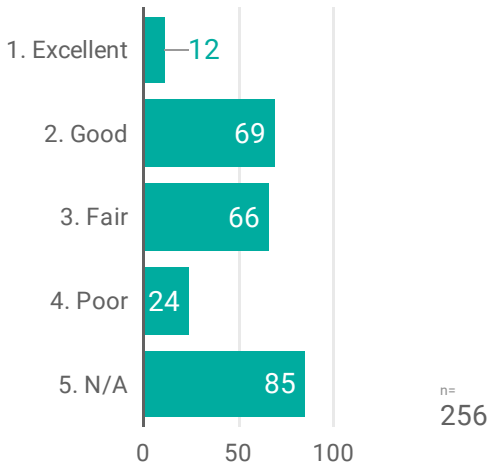
Sector	# of Responses
1. 71 - Arts, Entertainment, and Rec...	2
2. 31-33 - Manufacturing	2
3. 81 - Other Services (except Public...	1
4. 72 - Accommodation and Food ...	1

1 - 5 / 5 < >

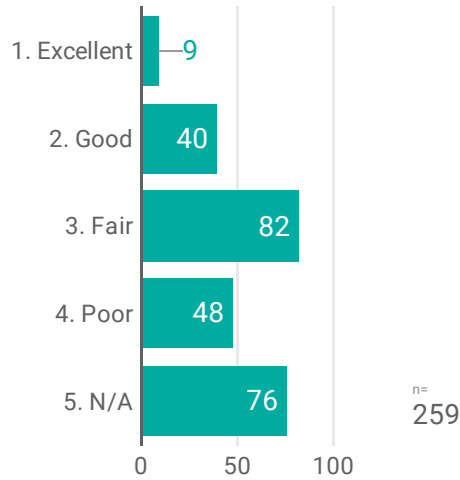
FACTORS OF DOING BUSINESS IN WINDSOR-ESSEX (1/2)

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

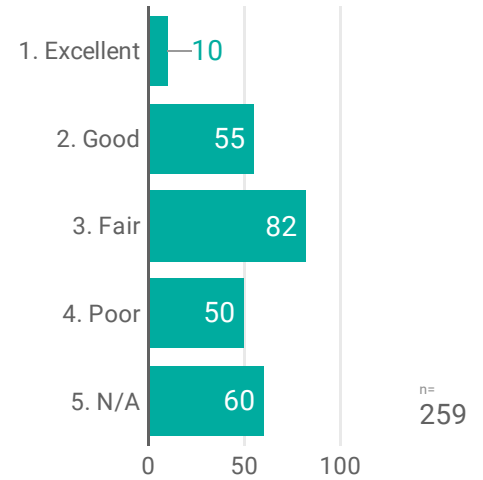
AVAILABILITY OF SERVICED LAND



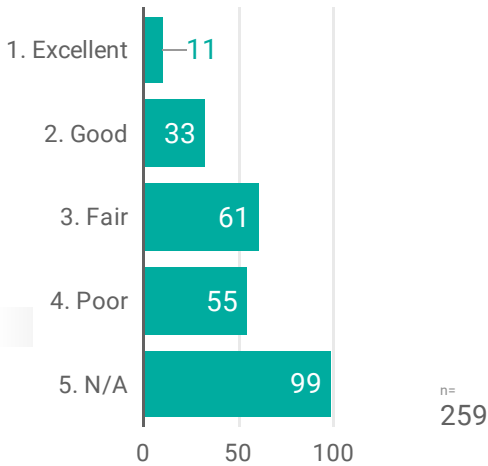
LAND COSTS



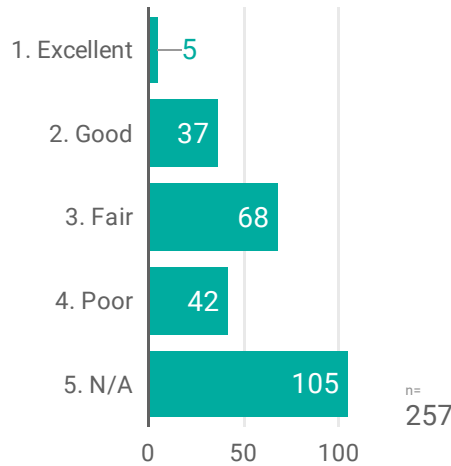
AVAILABILITY OF SPACE FOR RENT, LEASE OR PURCHASE



DEVELOPMENT/BUILDING PERMIT PROCESS



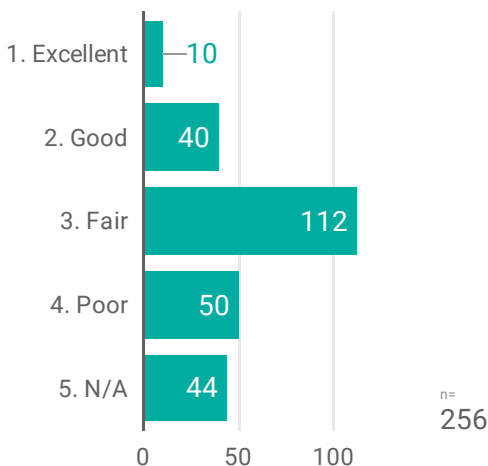
DEVELOPMENT CHARGES



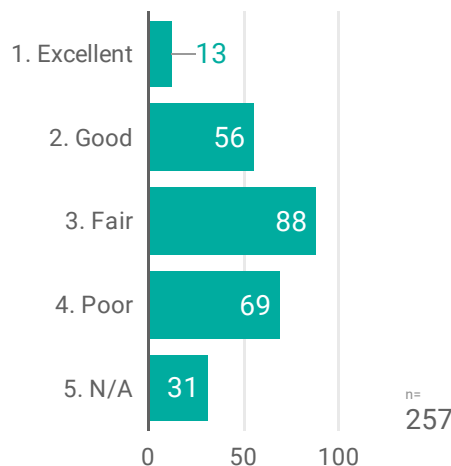
COST OF SPACE FOR RENT OR LEASE



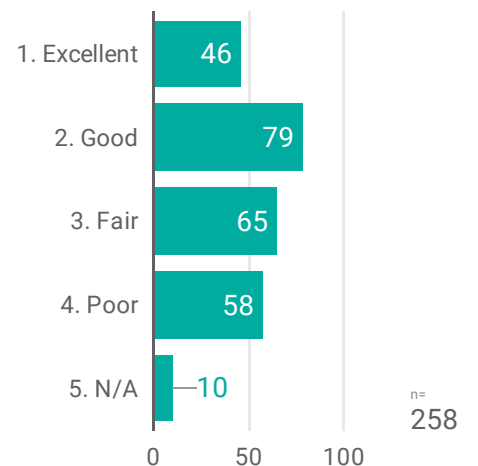
MUNICIPAL PROPERTY TAXES



SUPPORT FROM MUNICIPALITY



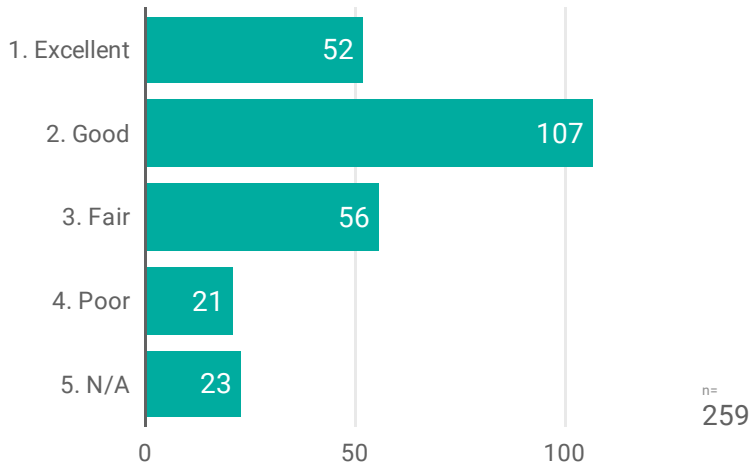
ACCESS TO HIGH SPEED OR FIBER OPTIC INTERNET



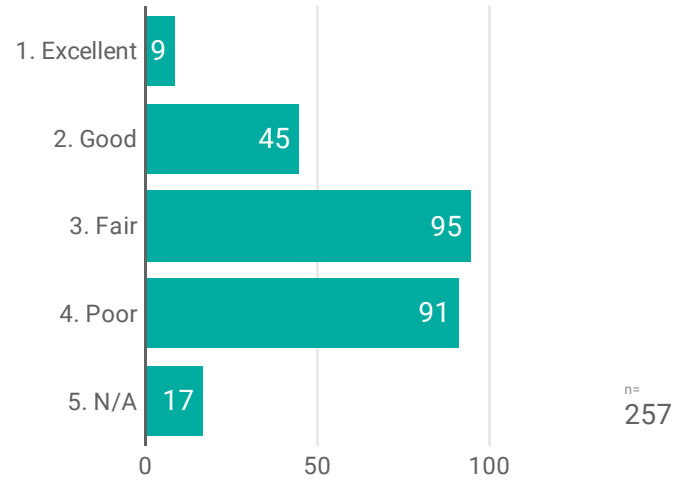
FACTORS OF DOING BUSINESS IN WINDSOR-ESSEX (2/2)

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

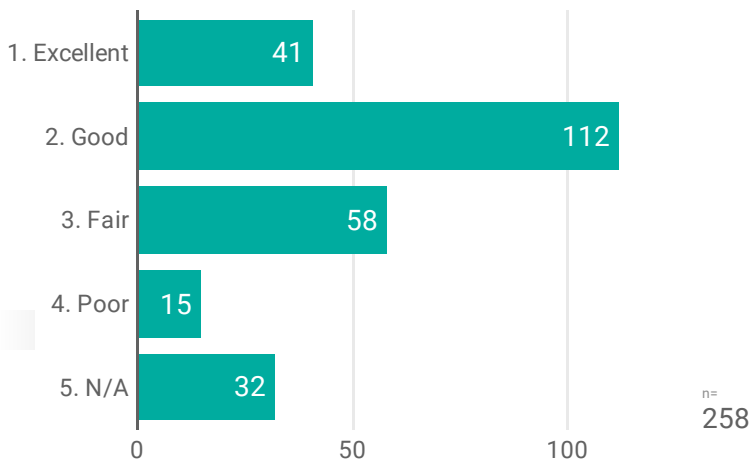
AVAILABILITY OF ADEQUATE ELECTRICITY



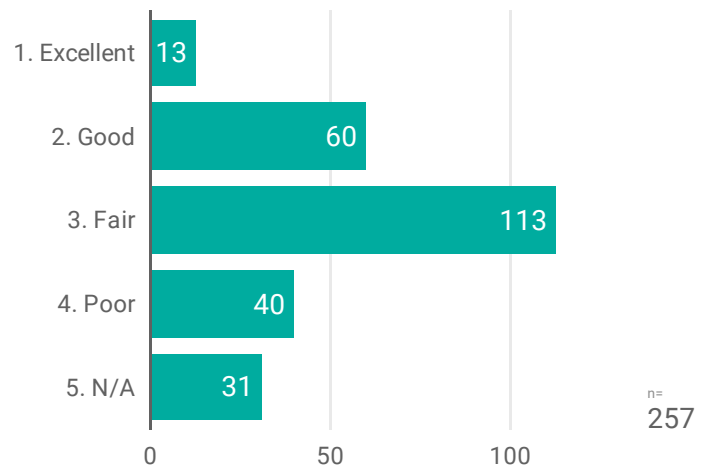
COST OF ELECTRICITY



AVAILABILITY OF NATURAL GAS

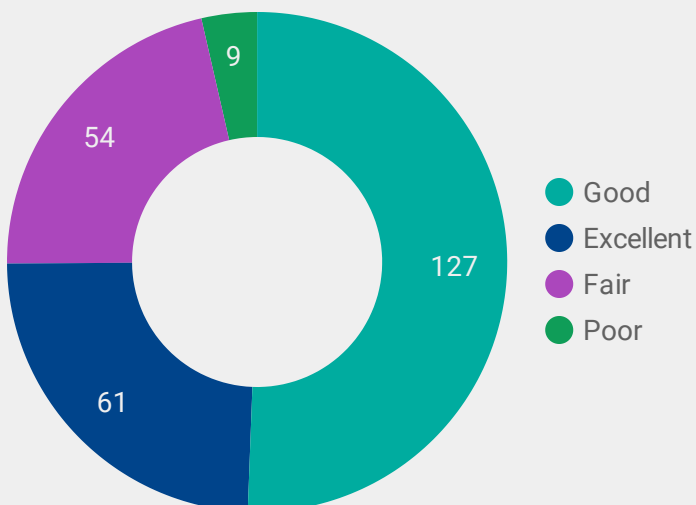


COST OF NATURAL GAS



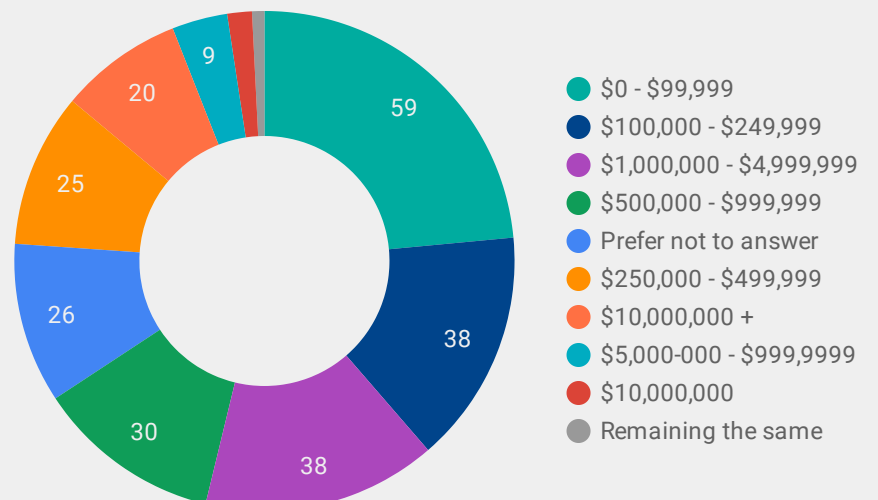
IN YOUR OPINION, WHAT IS THE OUTLOOK FOR YOUR INDUSTRY?

n=255



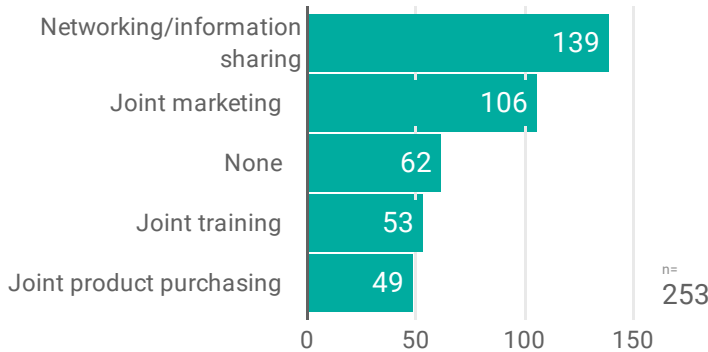
ANNUAL SALES RANGE

n=251



COLLABORATION

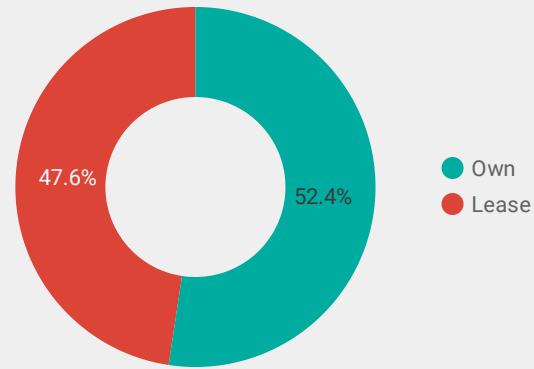
Are you interested in working co-operatively with other businesses in the community to pursue any of the following?



FACILITY OWNERSHIP

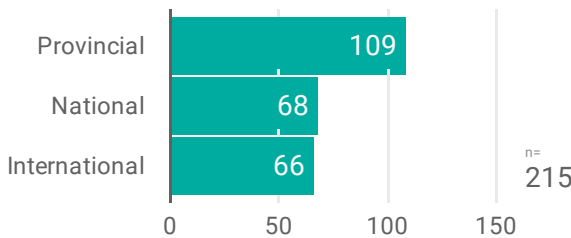
Does your business own or lease its facility/facilities?

n= 252



MARKETS

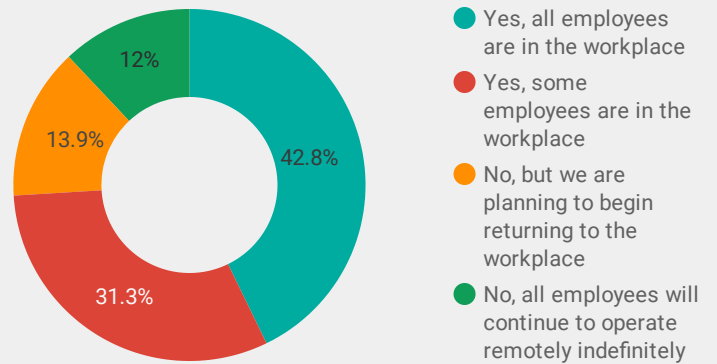
Which geographical markets are of interest for the future?



EMPLOYEES IN THE WORKPLACE

Do you currently have employees working at the workplace?

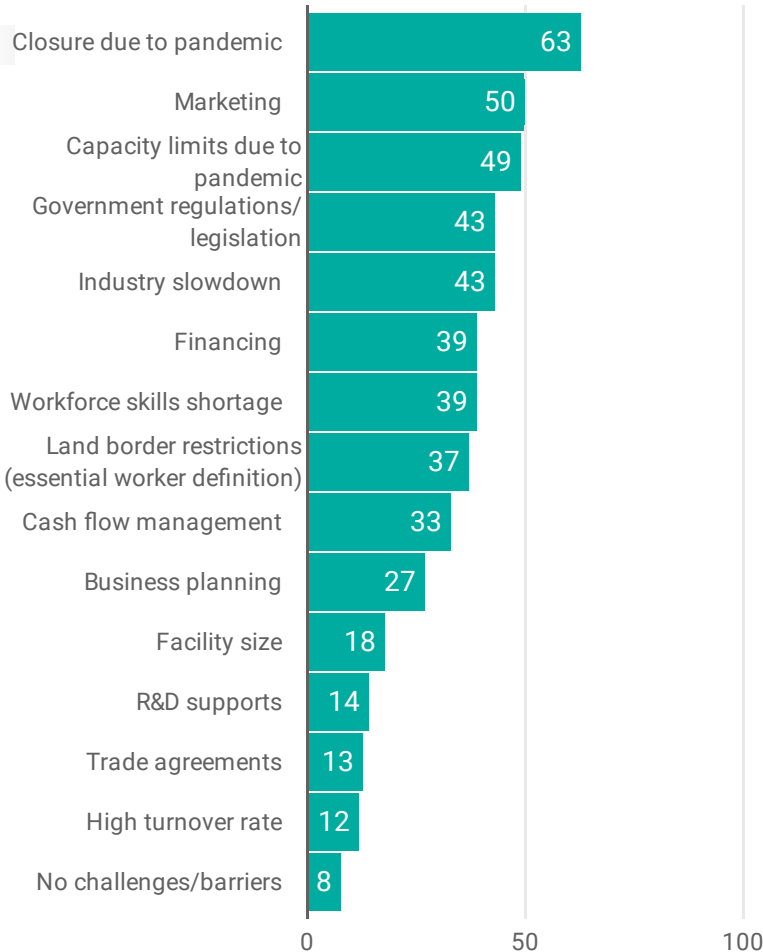
n= 208



BARRIERS TO GROWTH

Please identify any challenges or barriers to growth that your organization is currently experiencing.

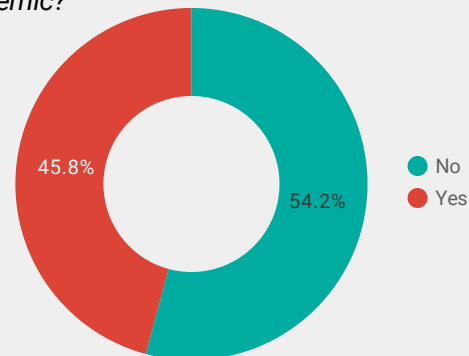
n= 205



NEW PRODUCTS OR SERVICES

Did your company add a new product or service related to the pandemic?

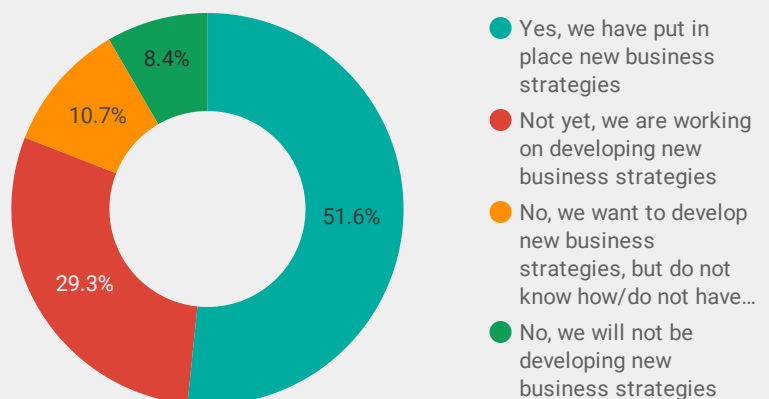
n= 161



NEW BUSINESS STRATEGIES

Have you developed new business strategies to guide your business operations for the next 1 – 5 years in light of COVID-19?

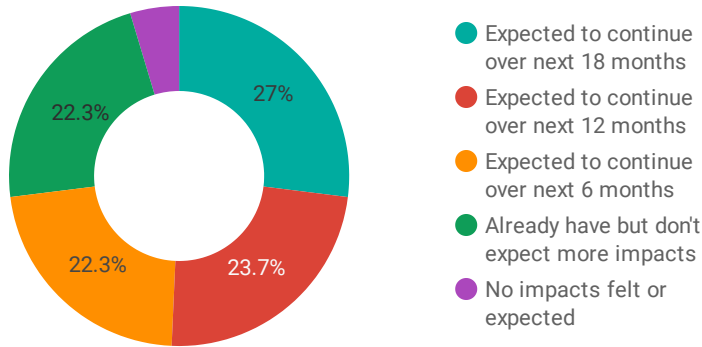
n= 161



COVID-19 IMPACTS ON BUSINESS

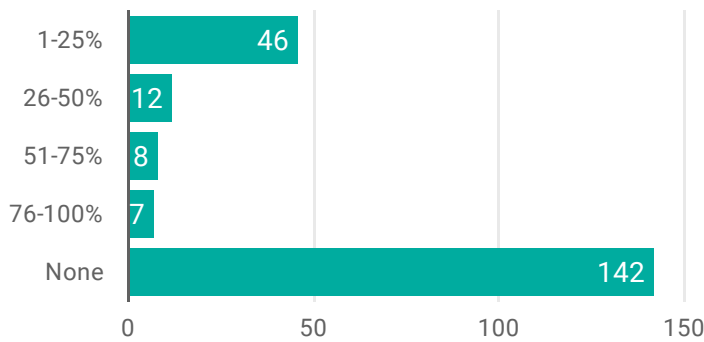
WHEN DO YOU ANTICIPATE FEELING THE IMPACTS OF COVID-19 ON YOUR BUSINESS?

n= 215



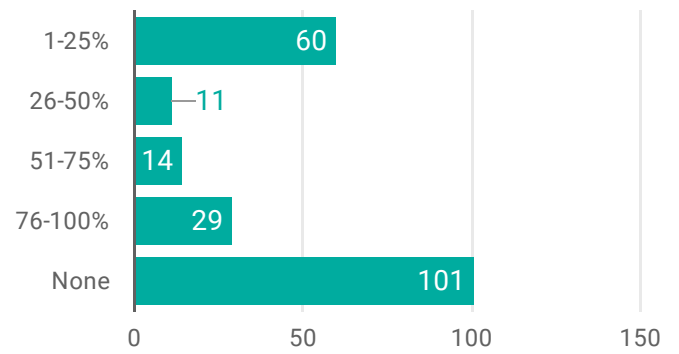
WHAT PERCENTAGE OF YOUR WORKFORCE HAVE YOU HAD 0 LAY OFF PERMANENTLY AS A RESULT OF COVID-19?

n= 215



WHAT PERCENTAGE OF YOUR WORKFORCE HAVE YOU HAD 0 LAY OFF TEMPORARILY AS A RESULT OF COVID-19?

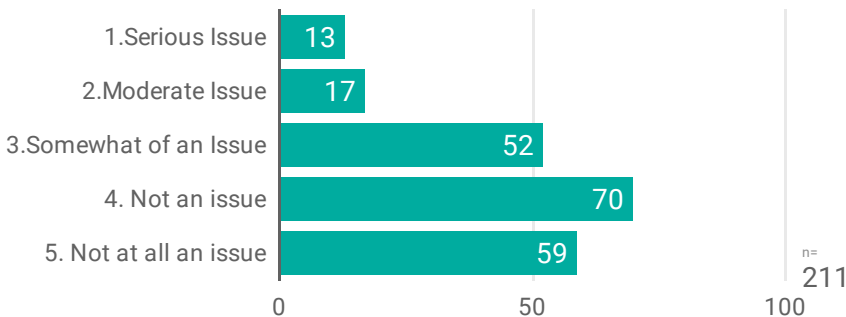
n= 215



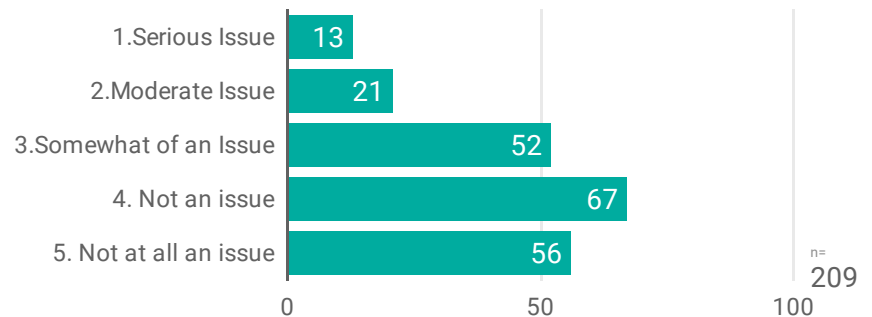
COVID-19 IMPACTS ON BUSINESS

To what extent have the following presented issues to your business?

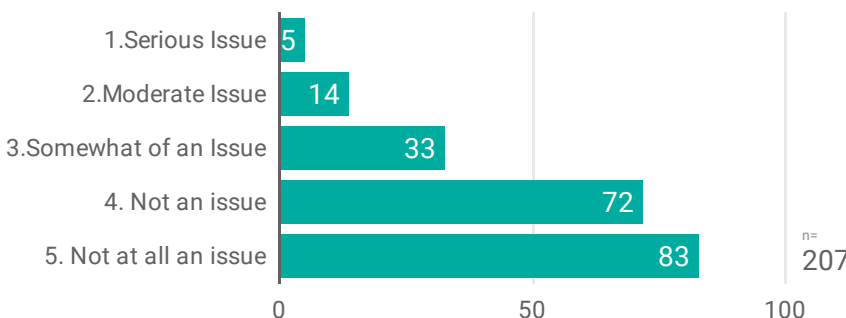
ACCESSING PPE



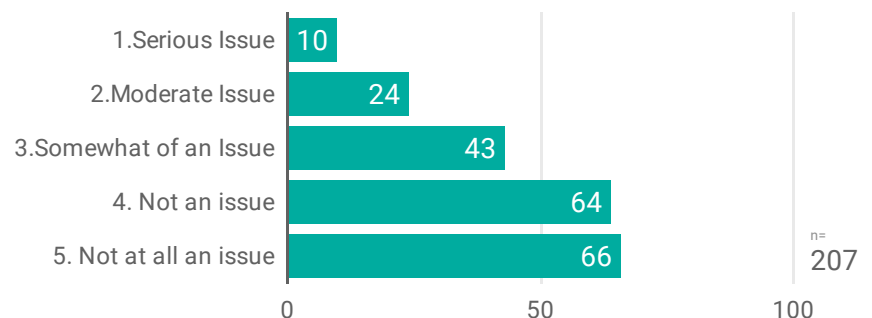
WORKERS FEELING UNSAFE



WORK REFUSALS



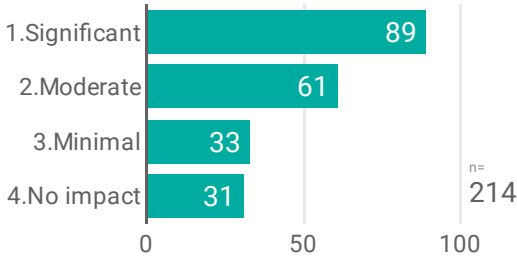
WORKER ABSENCES



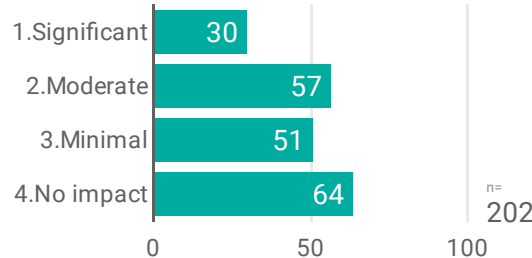
CURRENT COVID-19 IMPACTS

What is the current impact of COVID-19 on your business?

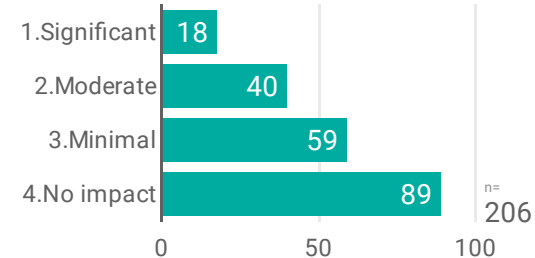
DROP IN REVENUES, BUSINESS OR LEADS



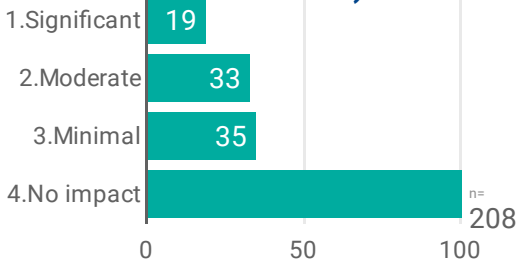
INCREASE IN REVENUES, BUSINESS OR LEADS



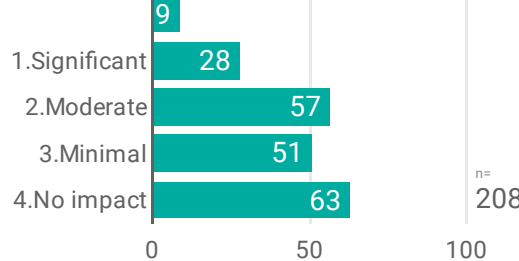
EMPLOYEE ABSENCES DUE TO VOLUNTARY SELF-ISOLATION



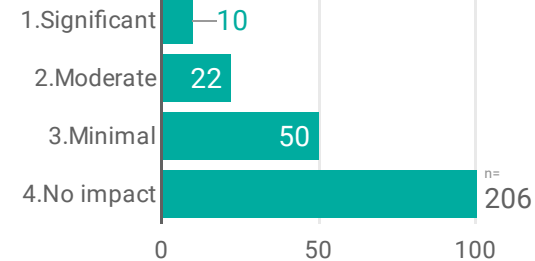
EMPLOYEE ABSENCES DUE TO ENCOURAGING STAFF TO WORK FROM HOME (STAFF ARE STILL WORKING)



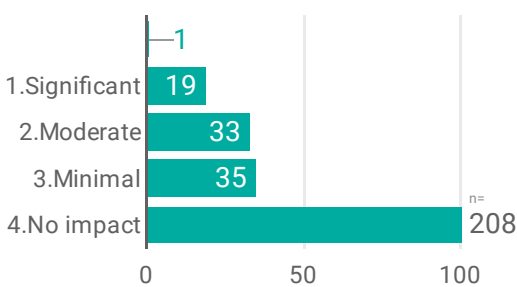
EMPLOYEE ABSENCES BECAUSE THEY ARE LOOKING AFTER CHILDREN



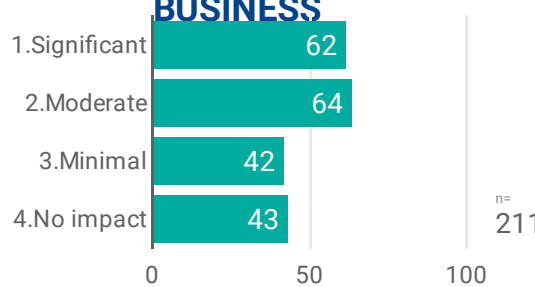
EMPLOYEE ABSENCES BECAUSE THEY ARE CAREGIVING TO OTHERS WHO ARE ILL



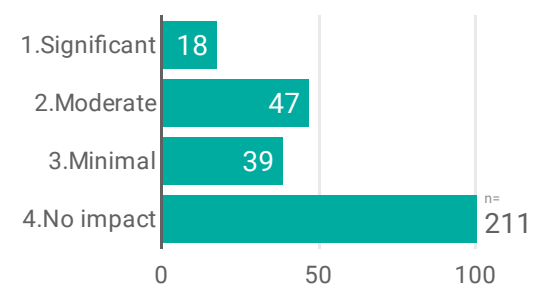
EMPLOYEE LAYOFFS DUE TO ECONOMIC UNCERTAINTY OR UNSTABLE REVENUES



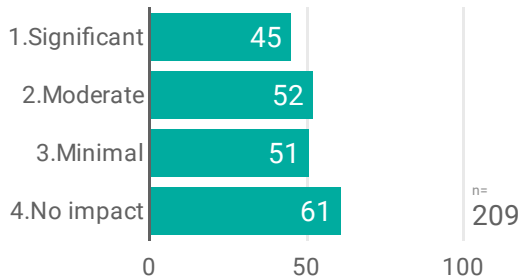
DISRUPTIONS IN SERVICES, SUPPLIES OR MATERIALS WE DEPEND ON TO RUN OUR BUSINESS



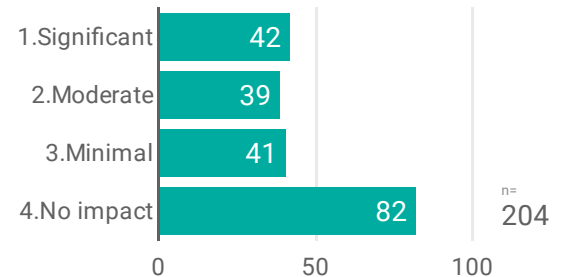
UNABLE TO MOVE OR SHIP OUR GOODS DUE TO DISRUPTED SUPPLY CHAINS



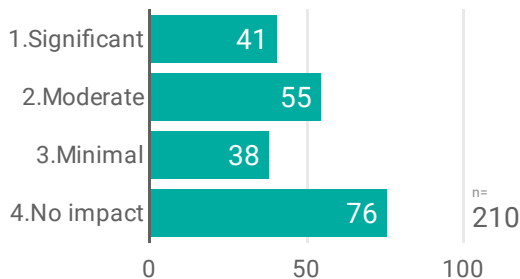
DECREASE IN DEMAND FOR OUR PRODUCTS OR SERVICES



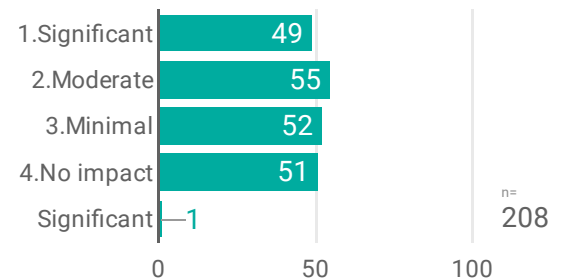
INCREASE IN DEMAND FOR OUR PRODUCTS OR SERVICES



INCREASED PUBLIC FEAR IS CAUSING CUSTOMERS TO AVOID OUR LOCATION, PRODUCTS OR SERVICES



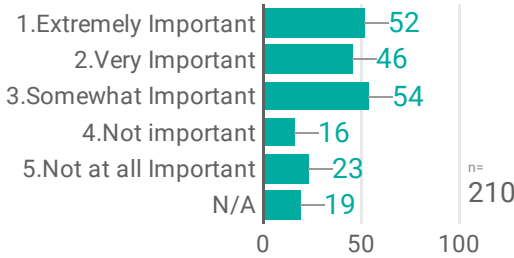
REDUCED OPERATIONAL EFFICIENCIES



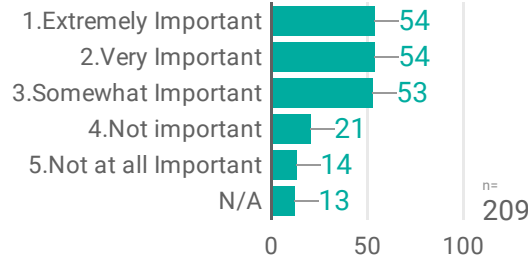
CURRENT COVID-19 SUPPORTS

How important are the following government supports to your business?

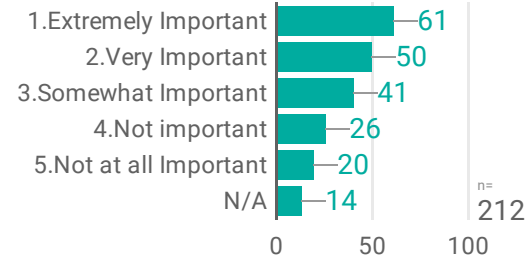
CUT INTEREST RATES



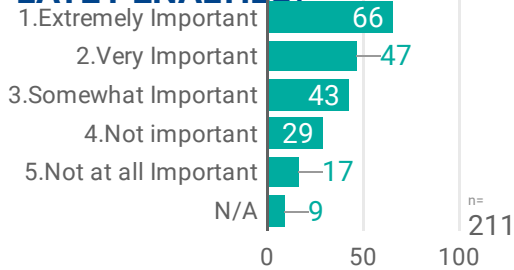
CONSIDER BIGGER ECONOMIC STIMULUS PACKAGE



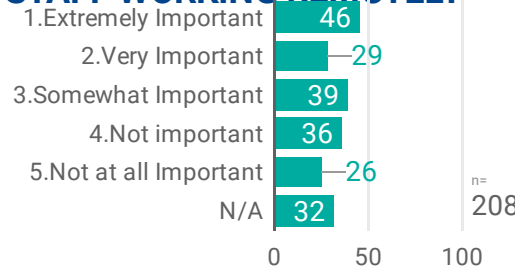
WORK WITH BANKS/ LENDING INSTITUTIONS TO OFFER ZERO INTEREST LOANS, LOAN GUARANTEES OR LINES OF CREDIT



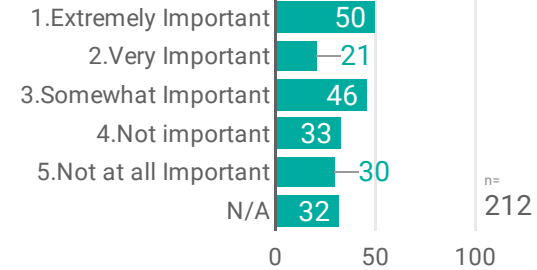
BE MORE FLEXIBLE AROUND TIMELINES FOR TAX REMITTANCES (ELIMINATE LATE PENALTIES)



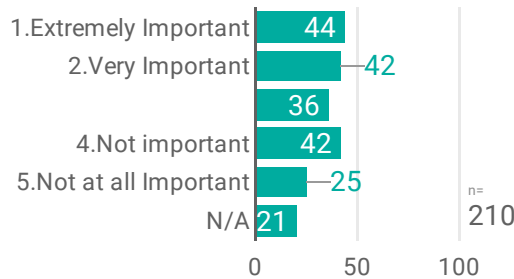
PROVIDE FUNDING AND INCENTIVES FOR TECHNOLOGY TO SUPPORT STAFF WORKING REMOTELY



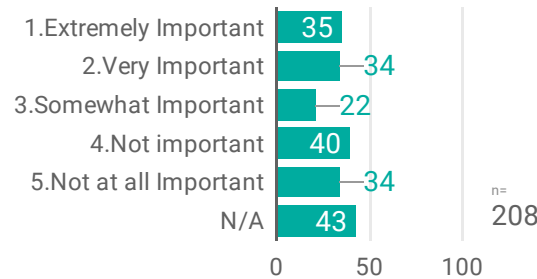
ALLOW FOR DELAYED MUNICIPAL PROPERTY TAX PAYMENTS WITHOUT PENALTY



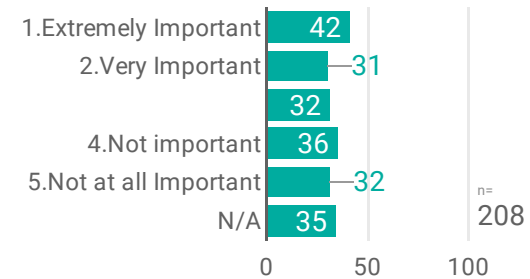
PROVIDE BUSINESS ADVISORY AND TECHNICAL GUIDANCE



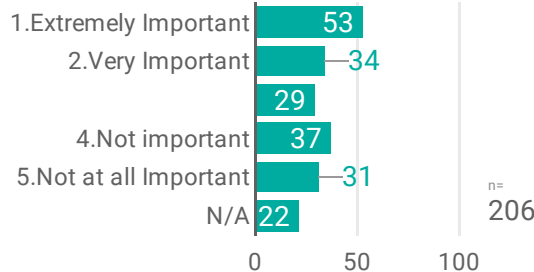
PROVIDE INCENTIVES FOR IMPORT-EXPORT OF ESSENTIAL SUPPLIES



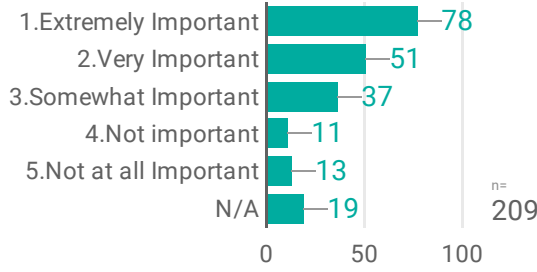
SPEED UP GOVERNMENT PAYMENTS (TO VENDORS, CONTRACTORS, ETC.)



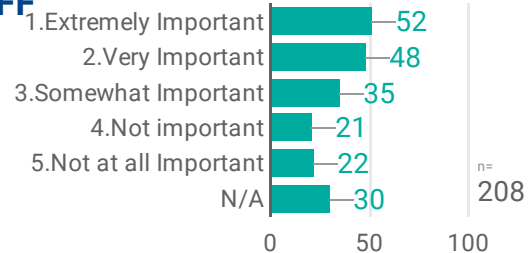
SUSPEND LOAN PAYMENTS



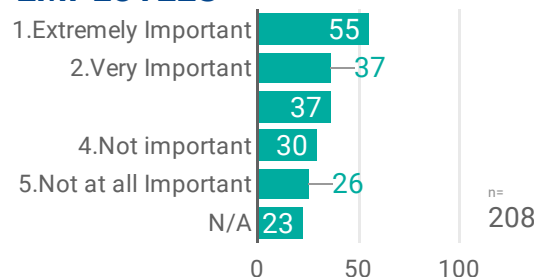
TAX CREDITS AND CUTS



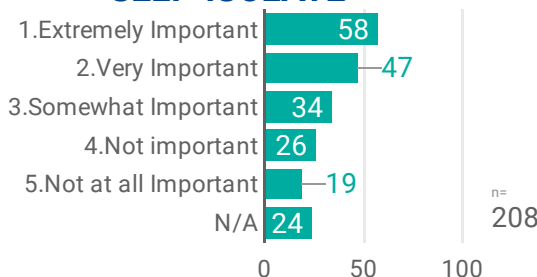
PROVIDE RESOURCES FOR EMPLOYEES THAT WILL GET LAID OFF



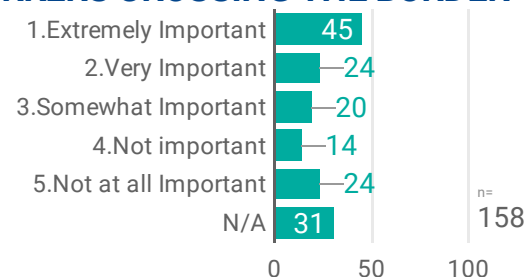
ENHANCE EI ACCESS OR WAGE REPLACEMENT FOR EMPLOYEES



CREATE RESOURCES FOR EMPLOYEES THAT MUST SELF-ISOLATE



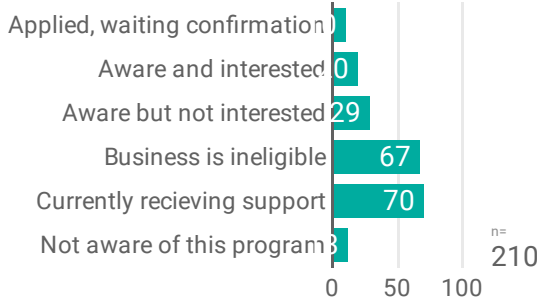
PROVIDING MORE CLARITY AND CONSISTENCY AROUND ESSENTIAL WORKERS CROSSING THE BORDER



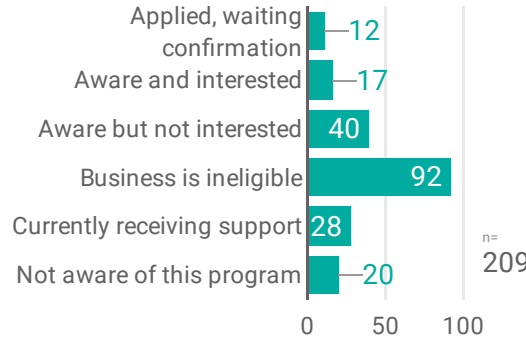
USE OF AVAILABLE BUSINESS SUPPORTS

Please indicate if and how you have used any of the following business supports

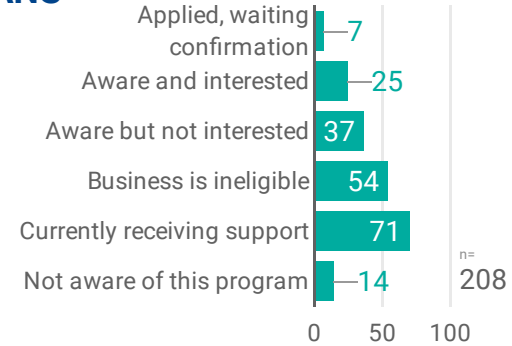
CANADA EMERGENCY WAGE SUBSIDY (CEWS) PROGRAM



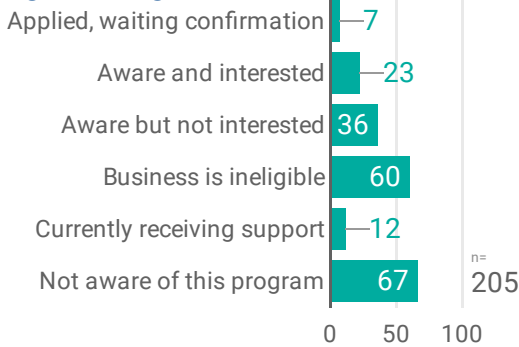
CANADIAN EMERGENCY COMMERCIAL RENTAL ASSISTANCE (CECRA)



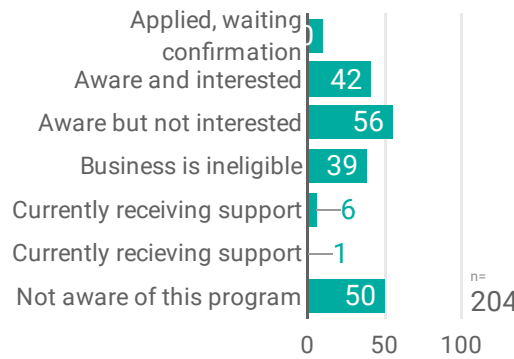
CANADIAN EMERGENCY BUSINESS ACCOUNT (CEBA) LOANS



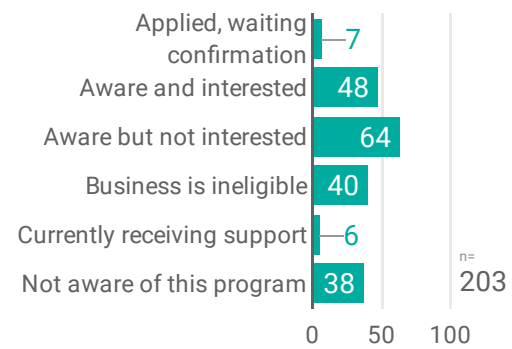
REGIONAL RELIEF AND RECOVERY FUND (RRRF) OFFERED BY FEDDEV ONTARIO



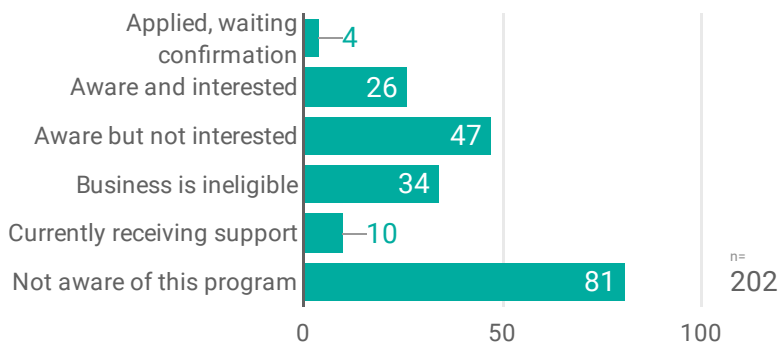
STUDENT WORK PLACEMENT PROGRAM



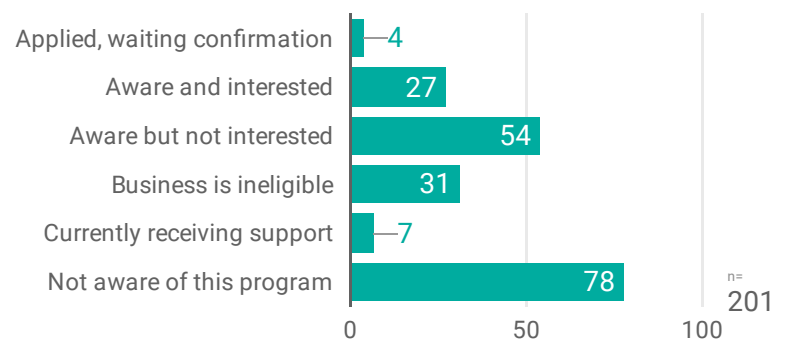
CANADA SUMMER JOBS



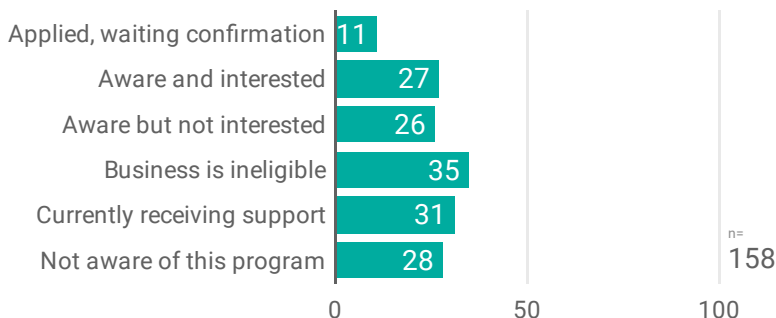
RAPID RESPONSE PLATFORM (PPE SUPPLY DIRECTORY)



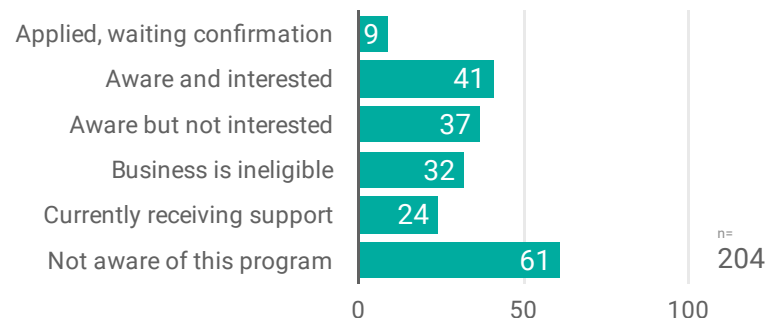
GOVERNMENT OF ONTARIO'S WORKPLACE PPE SUPPLIER DIRECTORY



ONTARIO SMALL BUSINESS SUPPORT GRANT

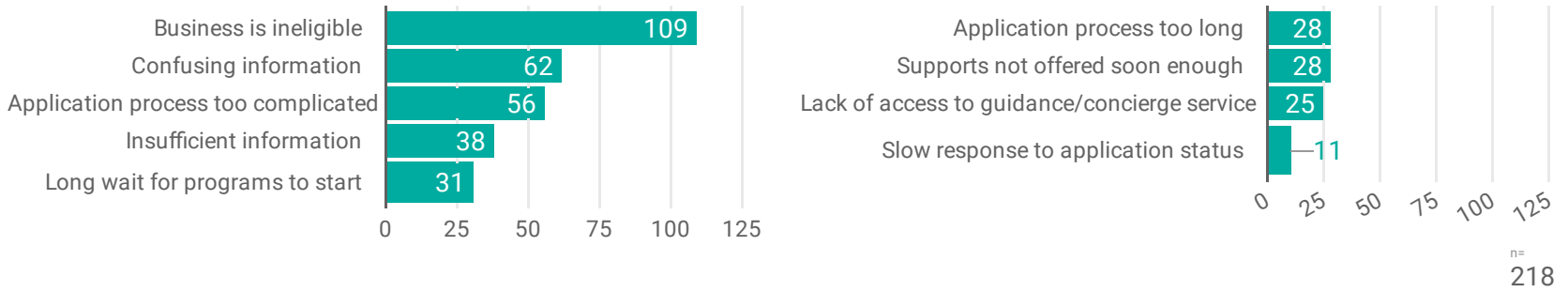


DIGITAL MAIN STREET



ACCESSING BUSINESS SUPPORTS

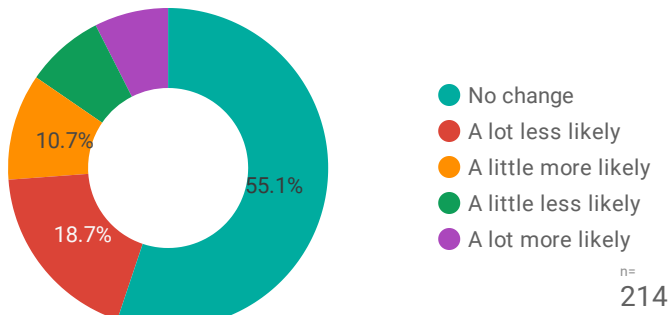
Which of the following barriers, if any, does/did your business face in accessing these supports?



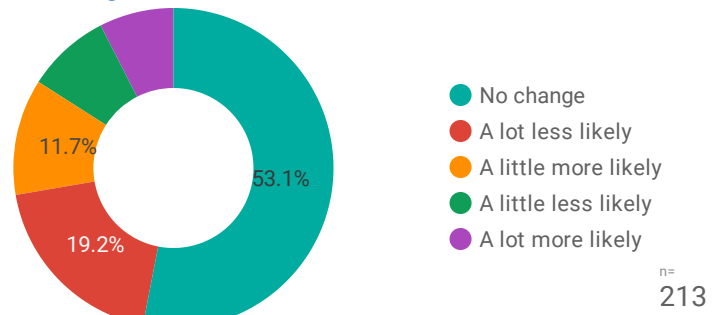
BUSINESS CHANGES

How much more likely is your business to consider any of the following changes, in light of COVID-19?

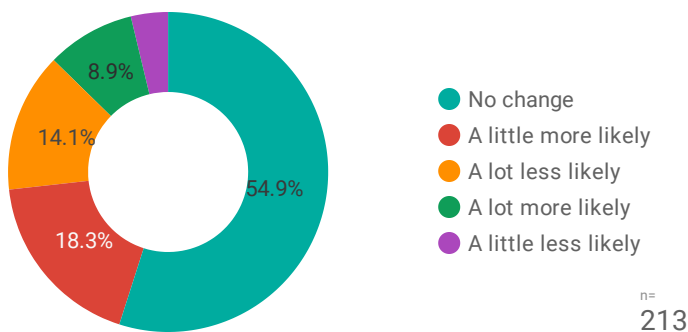
ALLOWING WORKERS TO CONTINUE WORKING REMOTELY IN THE LONG-TERM



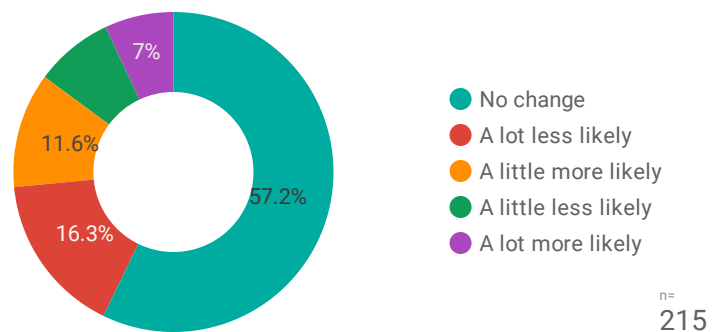
IMPLEMENTING A HYBRID WORK IN OFFICE/ WORK FROM HOME SCHEDULING MODEL



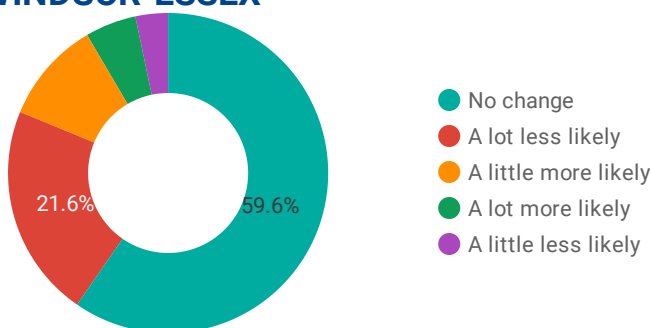
MORE INVESTMENT IN WORK AUTOMATION



DOWNSIZING BUSINESS' PHYSICAL FOOTPRINT

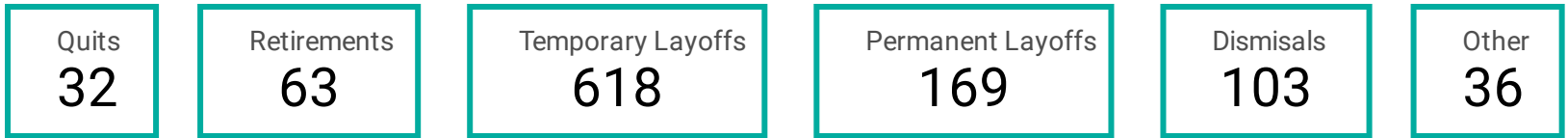


OUTSOURCING MORE WORK THAT CAN BE COMPLETED BY REMOTE WORKERS LOCATED OUTSIDE OF WINDSOR-ESSEX



TOTAL WORKFORCE SEPERATIONS AND HIRES

Separations experienced between January and December 2020



Hired positions between January and December 2020



HIRED POSITIONS

Please list up to three job titles for which you hired the most employees between January and December 2020.

Position	# of Responses	Position	# of Responses	Position	# of Responses
1. Machine Operator	4	1. Sales	3	1. General Labou...	3
2. Labourer	3	2. Machinist	3	2. Administrative...	3
3. Sales	2	3. Manager	3	3. Business man...	2
4. Group Leader	2	4. General Labourer	3	4. Cleaning staff	2
5. Cook	2	5. Cook	2	5. Designer	2
6. Marketing	1	6. Department Man...	2	6. Sales	2
7. Technical Sales	1	7. Cashier	2	7. Truck driver	1
8. General Labourer	1	8. Kitchen Help	2	8. Assembler	1

HARD-TO-FILL POSITIONS

If you had any hard-to-fill positions between January and December 2020, please list up to 3 positions that were hard-to-fill.

Position	# of Responses	Position	# of Responses	Position	# of Responses
1. Designer	4	1. Machinist	2	1. Financial Man...	2
2. Finance / Control...	2	2. Cleaner	2	2. Supervisor	1
3. Tool and Die Maker	2	3. Marketing Man...	2	3. Product Desig...	1
4. Academic Manag...	2	4. Server	2	4. Sales Director	1
5. Welder	2	5. Tool Maker	1	5. Fitter	1
6. Automotive servi...	1	6. HR Director	1	6. Culinary	1
7. Doctor	1	7. General Labour...	1	7. Quality Assur...	1
8. Trainer	1	8. Manager	1	8. Account Exec...	1

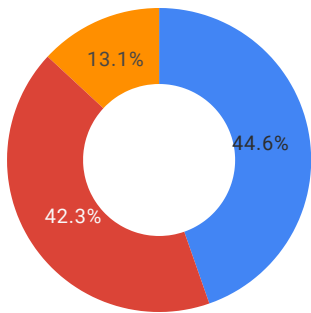
WORKFORCE DEVELOPMENT

Have Hired a Newcomer
73

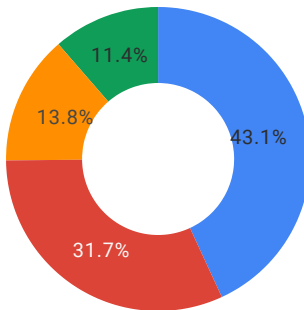
Accessed Foreign Worker Programs
174

CONTINUING EDUCATION

Does your company provide continuing education or reimburse employees for continuing education?



- No, we do not provide or reimburse continuing education.
 - Yes, if the education relates to a position in our company.
 - Yes, we support all continuing education opportunities.
- n= 225

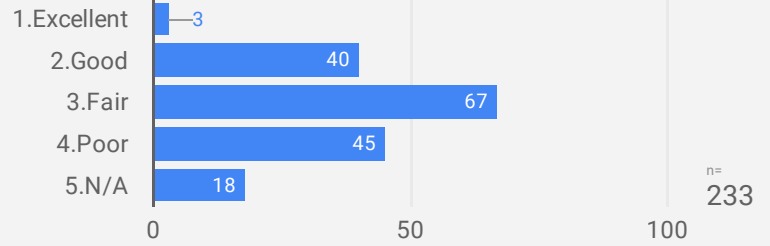


- Combination of company and personal time.
 - We do not provide or reimburse continuing education.
 - Personal time.
 - Company time.
- n= 220

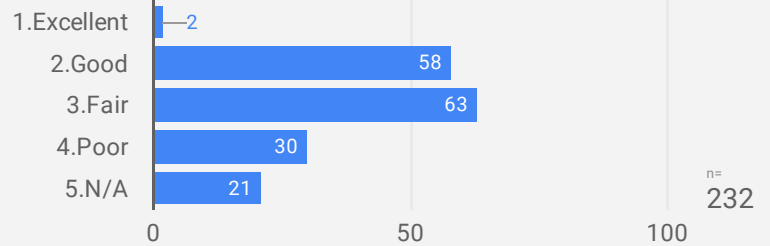
BUSINESS FACTORS

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

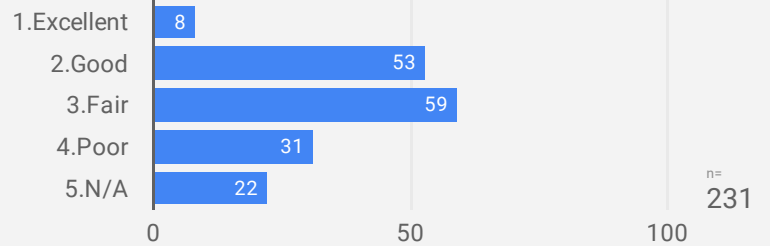
AVAILABILITY OF QUALIFIED WORKERS



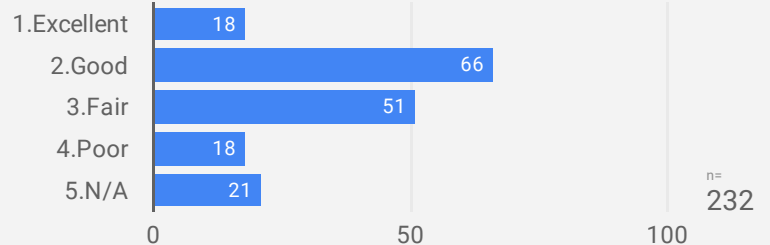
STABILITY OF WORKFORCE



ABILITY TO ATTRACT NEW EMPLOYEES



ABILITY TO RETAIN NEW EMPLOYEES



ANTICIPATED HIRES

Please list up to 3 job titles that you anticipate hiring for between May and October 2021.

Planned Hires
4,589

Position	# of Responses
1. Sales	3
2. Designer	2
3. Marketing clerk	2
4. Director of Finance	2
5. Server	2
6. Marketing	1
7. Production Machi...	1
8. Machinist	1

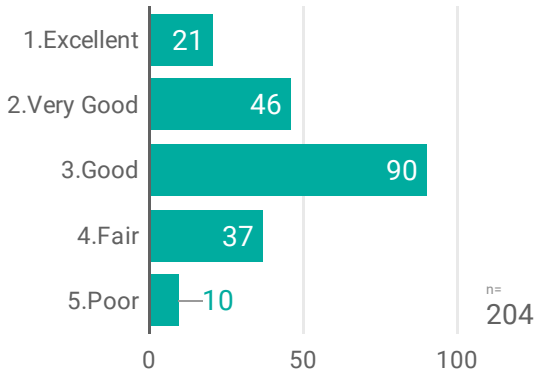
Position	# of Responses
1. Sales	4
2. General Labou...	2
3. Supervisor	1
4. Tally clerk	1
5. Baker	1
6. Co-Op students	1
7. Retail	1
8. Quality engine...	1

Position	# of Responses
1. Sales	2
2. Product agent	2
3. Account Exec...	1
4. Junior Staff A...	1
5. Cook	1
6. Maintenance	1
7. Automation/...	1
8. Designer	1

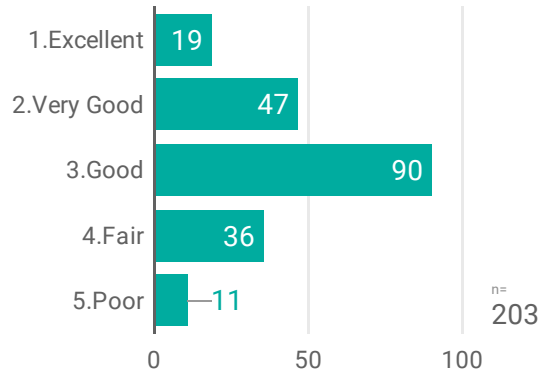
MATURITY LEVEL WITH DATA

How would you rate your organization's:

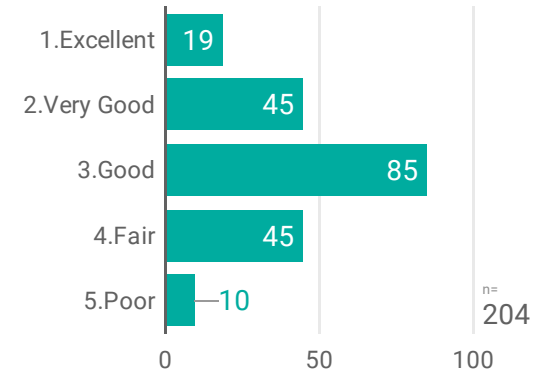
ACCESS TO RELEVANT DATA



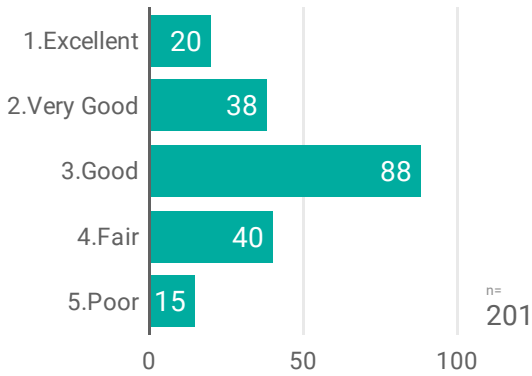
ACCESS TO TIMELY DATA



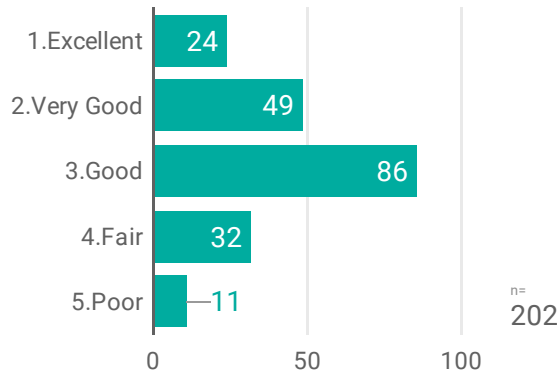
ACCESS TO ACCURATE DATA



ANALYTICS CAPABILITIES

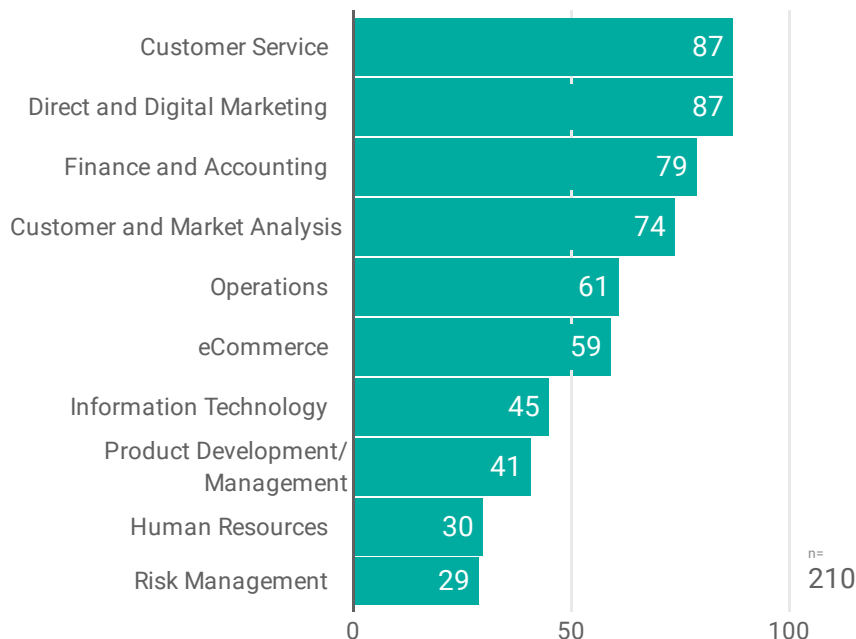


ABILITY BY EXECUTIVES AND BUSINESS LEADERS TO USE THE DATA TO IMPROVE AND TRANSFORM THE BUSINESS



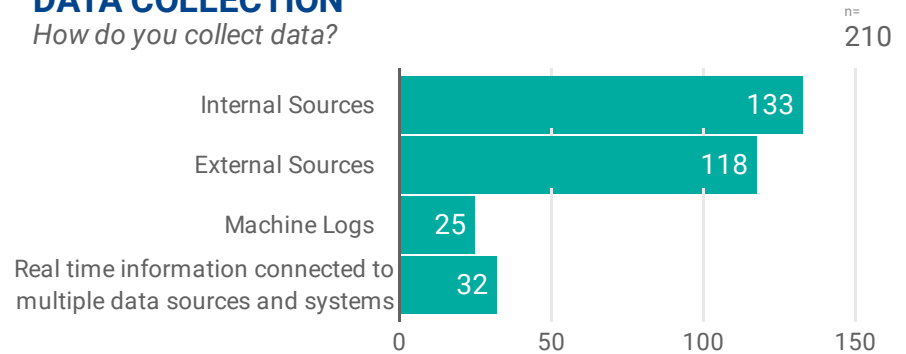
BUSINESS FUNCTIONS

Which business functions are the most important to you from analytics perspective:



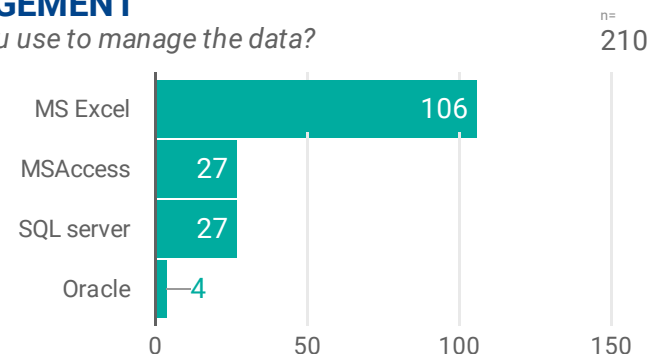
DATA COLLECTION

How do you collect data?



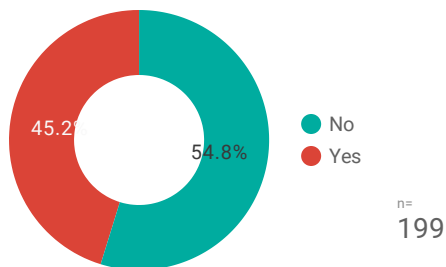
DATA MANAGEMENT

What tools do you use to manage the data?

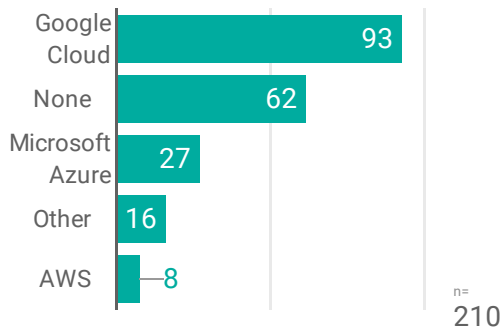


MATURITY LEVEL WITH DATA

DO YOU HAVE A CENTRAL DATA REPOSITORY FOR YOUR ORGANIZATION?



WHICH CLOUD TECHNOLOGY DO YOU USE?



WHAT TOOLS DO YOU USE FOR DATA TRANSFORMATION?

Tool	# of Responses
1. None	17
2. Not familiar	9
3. N/a	9
4. Excel	6
5. SQL data ma...	2

n= 85

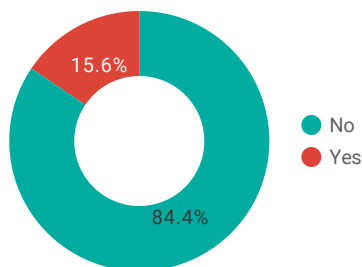
1 - 46 / 46 < >

WHAT KIND OF REPORTING TOOLS DO YOU USE?

Tool	# of Responses
1. None	14
2. N/A	8
3. Excel	8
4. Not famili...	5
5. Accountant	2

1 - 54 / 54 < > n= 91

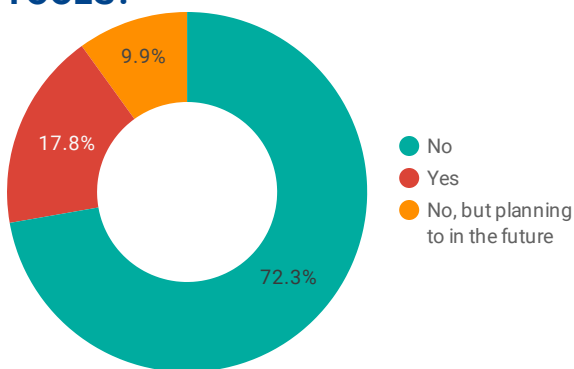
DO YOU UTILIZE PREDICTIVE MODELING OR MACHINE LEARNING?



Tool	# of Responses
1. Microsoft	2
2. ViDi	1
3. Spreadsheet	1
4. My brain	1
5. Omron AI te...	1

1 - 7 / 7 < > n= 8

IS YOUR ORGANIZATION CURRENTLY USING ARTIFICIAL INTELLIGENCE (AI) TOOLS?



Tool	# of Responses
1. IBM Watson	2
2. Sisense	1
3. A.I is used f...	1
4. Digital Secr...	1
5. like auto-res...	1

1 - 12 / 12 < > n= 13

DO YOU HAVE A DATA ANALYST, DATA SCIENTIST, OR DATA ENGINEER ON THE PAYROLL?

