

# 2020/2021 EmployerOne Survey Results Report



**EMPLOYERONE**  
survey

Your Workforce. Our Future.



## Acknowledgements

The Labour Market Group of Renfrew and Lanark (LMG) would like to thank all participating employers in Renfrew and Lanark Counties for taking the time to complete the 2020/2021 EmployerOne Survey. The information that you have provided will be helpful for a range of stakeholders, employers and job seekers including local municipalities, employment services providers, Chambers of Commerce, industry groups and individual employers.

We would also like to thank our stakeholders and community partners for their assistance in encouraging employer participation in the 2020/2021 EmployerOne Survey including local employment services providers, Chambers of Commerce and economic development staff at a number of local municipalities.

The Labour Market Group of Renfrew and Lanark has been conducting the annual EmployerOne Survey since 2015. In 2020, the LMG partnered with five other workforce development boards across Eastern Ontario to offer the EmployerOne Survey as a regional initiative. This report includes only data from Renfrew and Lanark Counties; however, a separate report summarizing the regional data has also been prepared by the Eastern Ontario Training Board (EOTB) for this project. Both reports can be found on our website at [www.renfrewlanark.com](http://www.renfrewlanark.com).

This project is funded in part by the Government of Canada and the Government of Ontario.



### **Mission Statement**

To work collaboratively with community partners on the creation of innovative labour market solutions that meet local workforce development needs.

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## Introduction

This EmployerOne Survey provides an important opportunity to gather comprehensive and detailed workforce information from a variety of industries in Renfrew and Lanark Counties. The survey serves as a vehicle for employers to express their needs on a range of issues, such as human resources concerns, workforce turnover, current and future skills needs as well as training and education practices.

The results of the EmployerOne Survey are also intended to provide a better understanding of employer occupational and skills requirements to inform job search and employment decision making. Additionally, the results of the survey can inform professional development and training courses that directly relate to the local labour market demand as identified by employers.

In total, we received one hundred and eighty-seven (187) responses between our two census divisions (Renfrew County and Lanark County). Renfrew County employers accounted for one hundred and two (102) responses (54.5%) and Lanark County employers accounted for the remaining eighty-five (85) responses (45.5%). This represents a 63% increase in the response rate compared with the 2019/2020 EmployerOne Survey. There were also eighteen (18) partial surveys that remained incomplete at the end of the survey period; however, for data accuracy purposes, these partially completed surveys have not been included in the data analysis herein.

The survey itself was conducted during an eight-week period between January 4<sup>th</sup>, 2021 and February 26<sup>th</sup>, 2021. The data of the survey is reflective of the preceding year (2020) for the census divisions of the County of Renfrew and Lanark County. It is important to note that the survey period occurred during the COVID-19 provincially mandated shutdown that lasted in part of our catchment area from December 26<sup>th</sup>, 2020 to February 16<sup>th</sup>, 2021. In some sectors, business closures may have prevented some employers from responding to the survey.

## Highlights

- Survey respondents represented a wide variety of industries; however, the top respondent industries were: Retail, Health Care and Social Assistance, Other Services (not public administration), and Accommodation and Food Services. No responses were received from three industries: Management of companies & Enterprises, Mining, Quarrying, Oil and Gas Extraction, and Utilities.
- Over 70% of respondents came from small business, being those with under 20 employees.
- Due to the COVID-19 pandemic approximately 78.1% of respondents have reported a negative impact on their workforce while 12.8% of respondents have reported a positive impact.
- Only 41.9% of respondents were able to offer work-from-home opportunities for their employees during the last year. This included approximately 11.2% of respondents who had employees who were working from home 100% of the time.
- Sixty-two percent (62%) of respondents experienced employee separations (employee resignations, layoffs and terminations) while 32% of respondents increased their workforce in 2020.
- Approximately 37% of respondents had difficulty filling positions in 2020. The most common reason for said difficulty is a lack of applicants (37.3%).
- Local employers utilized word of mouth (25.4%), social media (18.1%) and online job boards (12.4%) to recruit for their available positions.
- Twelve percent (12%) of respondents hired a recent immigrant who came to Canada within the last five (5) years.
- While only 3.8% of employers expect to downsize their workforce, over 47% of respondents expect to be hiring new employees in 2021 led by an increase in sales.
- Local employers used federal and provincial COVID-19 relief programs including the Canada Emergency Wage Subsidy (23.10%), co-operative education (17.60%), and training subsidies (16.30%).

## Workforce Changes 2020

1. Select the main sector in which you operate. For more information, click on the underlined industry and a description will open in a new window.

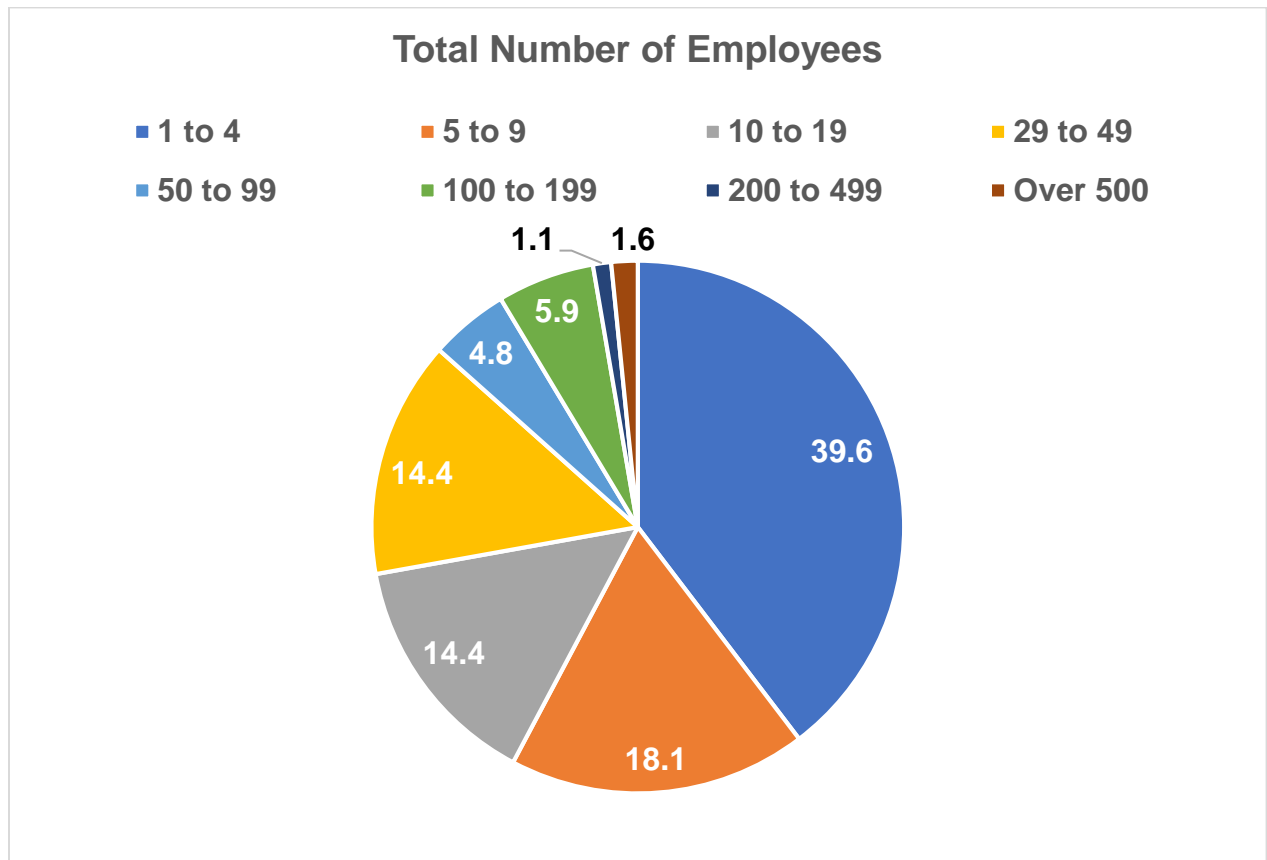
There was a total of 187 respondents to this question.

Industry	Number	Percent
Retail Trade	31	16.6%
Health Care and Social Assistance	25	13.4%
Other Services (not public administration)	22	11.8%
Accommodation and Food Services	21	11.2%
Manufacturing	13	7.0%
Construction	12	6.4%
Finance, Insurance	10	5.3%
Arts, Culture, Sports and Recreation	8	4.3%
Educational Services	7	3.7%
Information and Cultural Services	7	3.7%
Professional, Scientific and Technical Services	7	3.7%
Transportation and Warehousing	7	3.7%
Agriculture, Forestry, Fishing, Hunting	6	3.2%
Admin. Support, Waste Management and Remediation	4	2.1%
Public Administration	3	1.6%
Real Estate, Rental and Leasing	2	1.1%
Wholesale and Distribution	2	1.1%
Management of companies & Enterprises	0	0%
Mining, Quarrying, Oil and Gas Extraction	0	0%
Utilities	0	0%
<b>TOTAL</b>	<b>187</b>	



**2. What is your total number of employees (including yourself)?**

There were a total of 187 responses to this question.



Range	Number	Percent
1 to 4	74	39.6%
5 to 9	34	18.2%
10 to 19	27	14.4%
20 to 49	27	14.4%
50 to 99	9	4.8%
100 to 199	11	5.9%
200 to 499	2	1.1%
Over 500	3	1.6%

**3. What is the number of employees in each employment status category?**

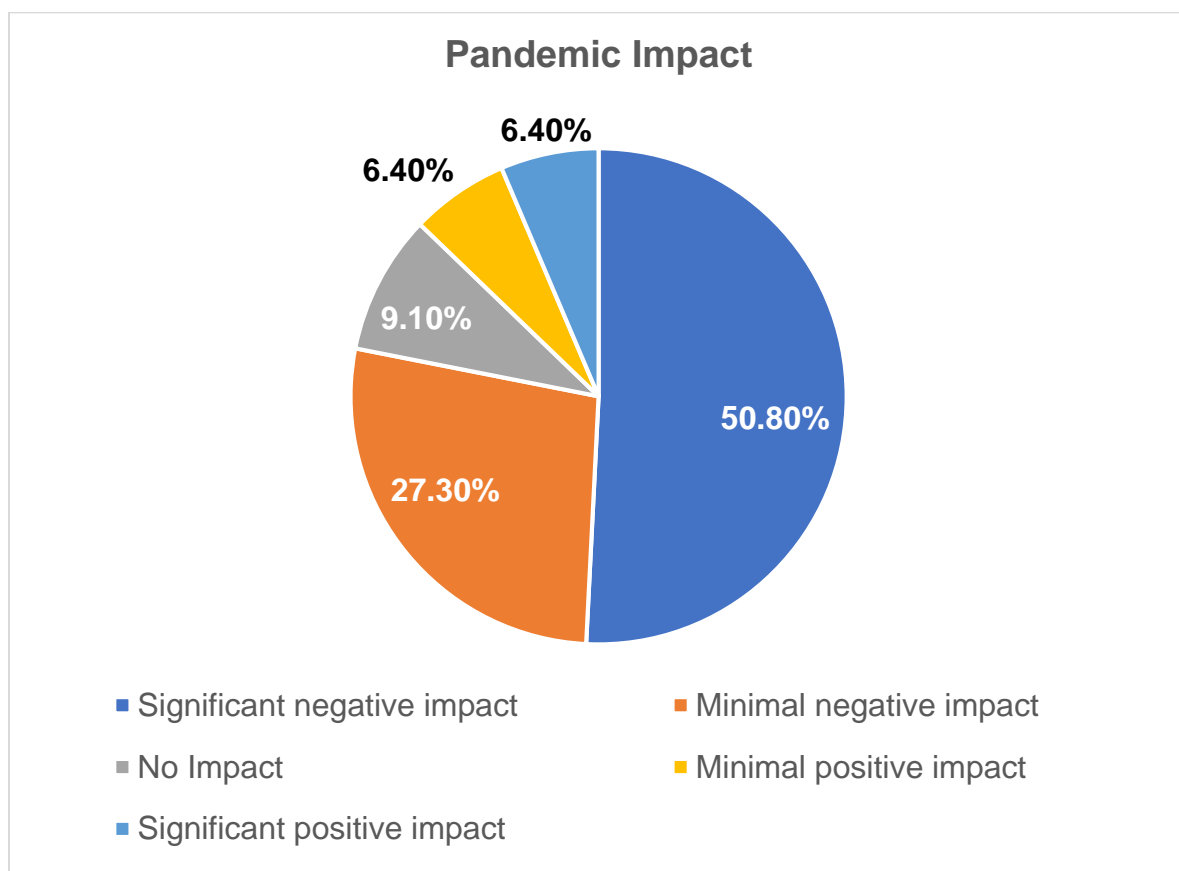
Full-Time Year Round	5,378
Part-Time Year Round	1,434
Full-Time Seasonal	271
Part-Time Seasonal	93

**4. What is the approximate number of employees in each age category?**

A total of 155 respondents answered that they had employees under 25 years of age and 162 respondents had employees over 55 years of age.

Employees Under 25	852
Employees Over 55	1,158

**5. To what extent did the COVID-19 pandemic impact your workforce? For those businesses who identify an impact, please briefly describe the contributing factors.** There were a total of 187 responses to this question. Individual employer responses can be seen in Appendix A.



Response	Number	Percent
Significant negative impact	95	50.8%
Minimal negative impact	51	27.3%
No Impact	17	9.1%
Minimal positive impact	12	6.4%
Significant positive impact	12	6.4%

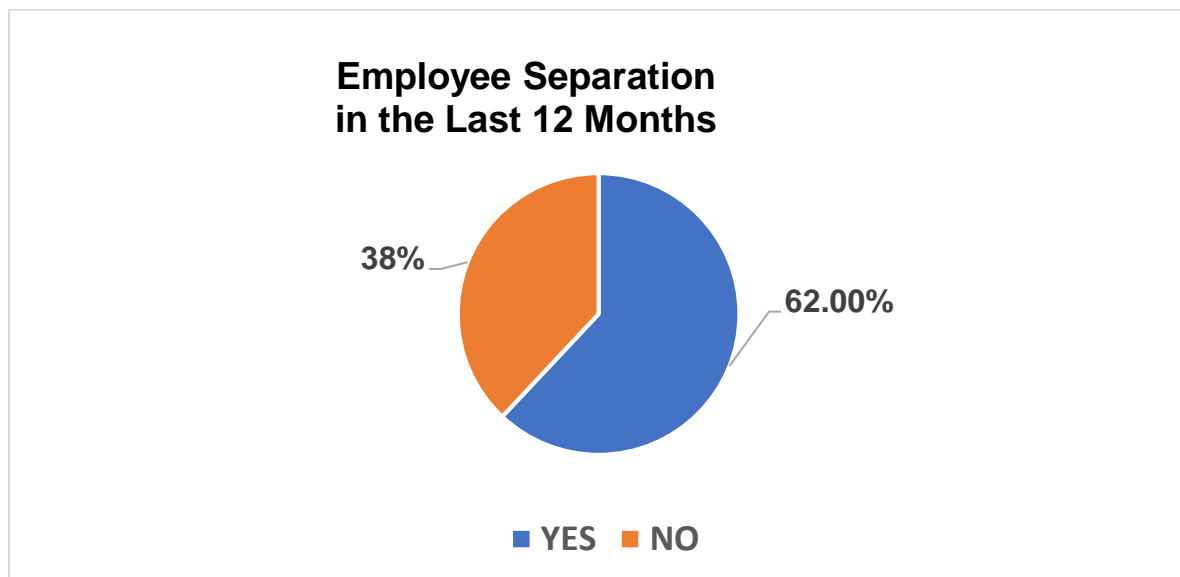


**6. What percentage of your workforce is now working remotely?**

There were 186 responses to this question.

Response	Number	Percent
100%	21	11.3%
75 to 99%	8	4.3%
50 to 74%	8	4.3%
25 to 49%	11	5.9%
Less than 25%	28	15.1%
No remote work	110	59.1%

**7. Did you experience any separations (employee departures from the job) over the past 12 months?** There were 187 responses to this question.



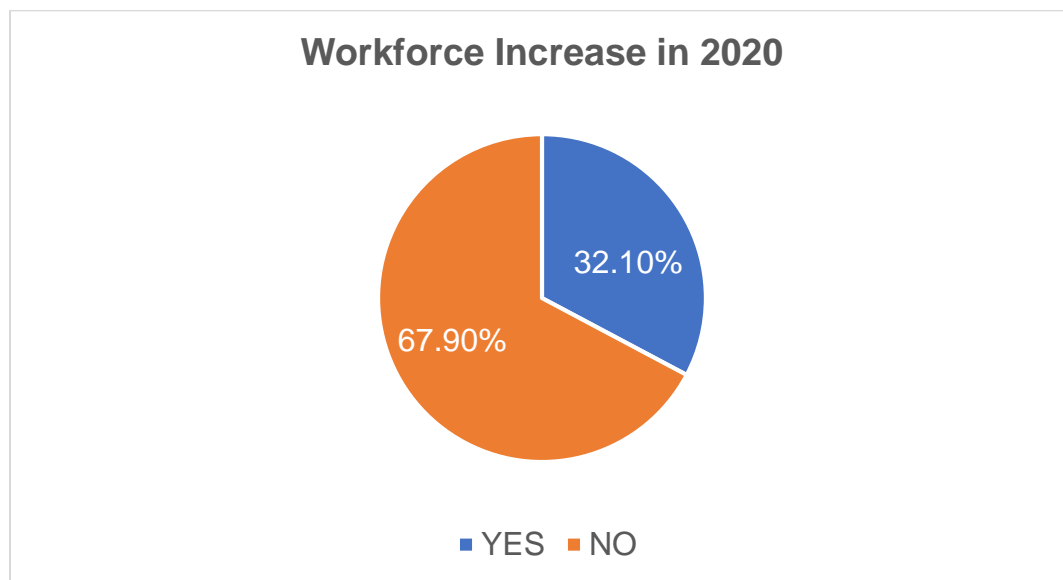
Yes	116 or 62%
No	71 or 38%
Did Not Answer	0

8. In which occupation did these staff changes occur? Please select all that apply. There were 143 responses to this question.

NAICS Category	Number	Percent
0 Management occupations	14	9.8%
1 Business, finance and administration occupations	18	12.6%
2 Natural and applied sciences and related occupations	0	0%
3 Health occupations	15	10.5%
4 Occupations in education, law and social, community and government services	13	9.1%
5 Occupations in art, culture, recreation and sport	8	5.6%
6 Sales and service occupations	44	30.8%
7 Trades, transport, equipment operators and related occupations	19	13.3%
8 Natural resources, agriculture and related production occupations	5	3.5%
9 Occupations in manufacturing and utilities	7	4.9%

9. Did you increase your workforce in 2020?

There were 184 responses to this question.



Yes	59 or 32.1%
No	125 or 67.9%
Did Not Answer	3

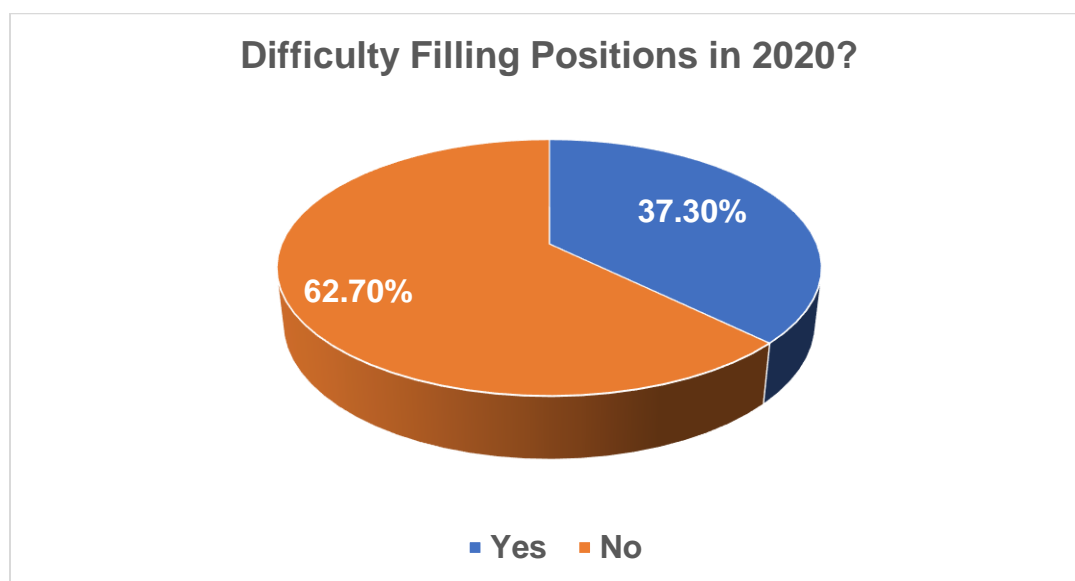
**10. In which occupation did these staff changes occur? Please select all that apply.** There were 62 responses to this question.

NAICS Category	Number	Percent
0 Management occupations	6	9.7%
1 Business, finance and administration occupations	5	8.1%
2 Natural and applied sciences and related occupations	0	0%
3 Health occupations	10	16.1%
4 Occupations in education, law and social, community and government services	4	6.5%
5 Occupations in art, culture, recreation and sport	1	1.6%
6 Sales and service occupations	18	29.0%
7 Trades, transport, equipment operators and related occupations	12	19.4%
8 Natural resources, agriculture and related production occupations	3	4.8%
9 Occupations in manufacturing and utilities	3	4.8%

## Recruitment and Selection

**11. Did you have difficulty in filling positions in 2020?**

There were 59 responses to this question.



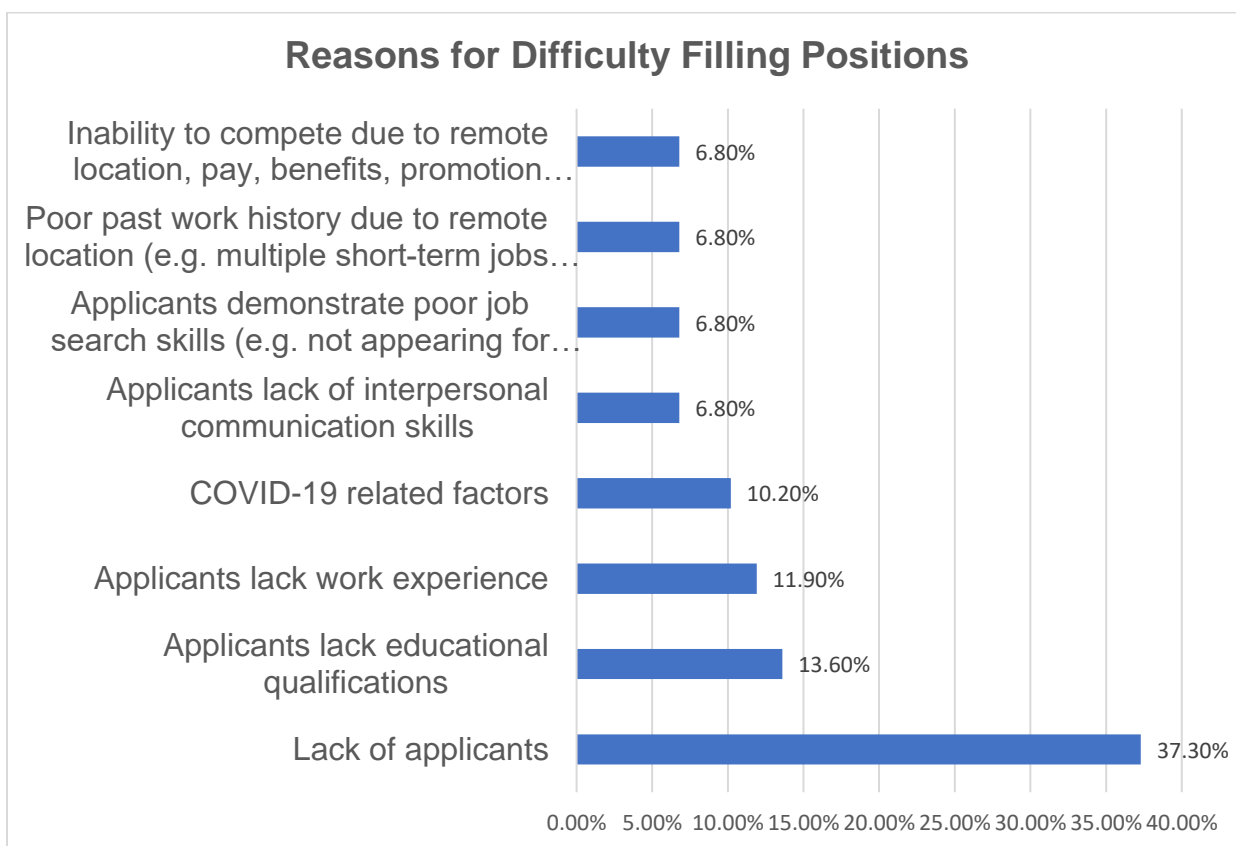
Yes	22 or 37.3%
No	37 or 62.7%
Did Not Answer	128

**12. Please identify the TOP THREE occupations that are most difficult to fill.**

- Registered Practical Nurse (6)
- Cook (4)
- Sales Associate (3)
- Labourer (3)
- Mechanic (3)
- Electrician (2)
- Personal Support Worker (2)
- Physiotherapist (2)
- Hair stylist
- Account Manager/Customer Service Rep
- Maintenance assistant PT
- Casual Housekeeper
- Income Tax Preparer
- Massage Therapist
- General Cleaner
- Law Clerk Real Estate
- School Bus Driver
- Web Development
- Welding
- Traffic Control
- Bookkeeper
- Yard care
- Competent Manager
- Law Clerk Estates
- Grill Master
- Chiropractor

**13. Why were these positions difficult to fill? Please select all that apply.**

There were 59 responses to this question.



Response	Number	Percent
Lack of applicants	22	37.3%
Applicants lack educational qualifications	8	13.6%
Applicants lack work experience	7	11.9%
COVID-19 related factors	6	10.2%
Applicant's lack of interpersonal communication skills	4	6.8%
Applicants demonstrate poor job search skills (e.g., not appearing for job interview)	4	6.8%
Poor past work history due to remote location (e.g., multiple short-term jobs or gaps in work history)	4	6.8%
Inability to compete due to remote location, pay, benefits, promotion opportunities	4	6.8%

**14. Please identify methods used to recruit new employees.**

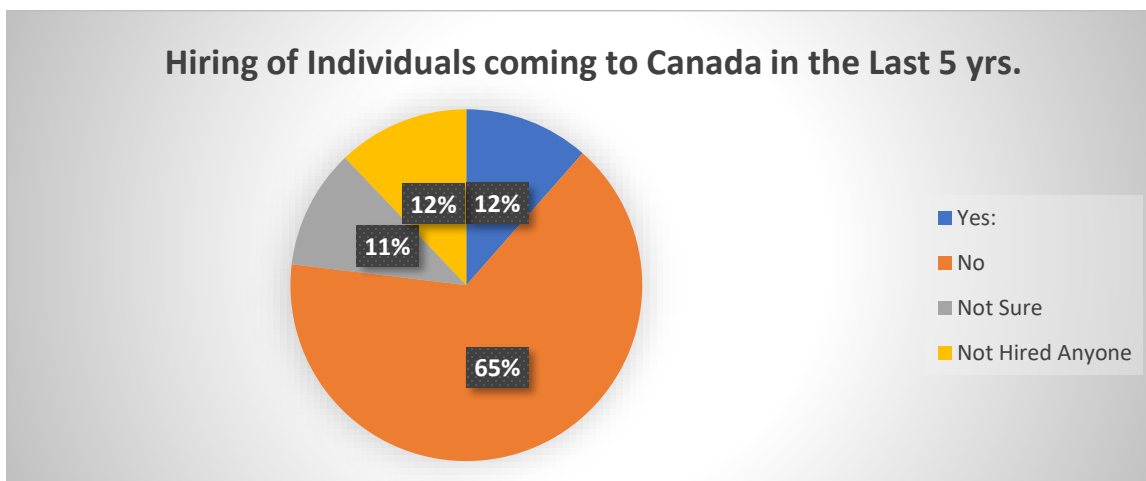
There were 193 responses to this question (multi-select option).

Response	Number	Percent
Word of mouth	49	25.4%
Social media	35	18.1%
Online job boards and postings	24	12.4%
Company's own website	23	11.9%
Free employment service	16	8.3%
Unsolicited resumes	11	5.7%
Onsite job signs or posters	9	4.7%
Co-operative education or internships	7	3.6%
Newspaper ads	2	1.0%
Paid recruitment agency	5	2.6%
Recruitment centres at school	5	2.6%
Job fairs	4	2.1%
Professional associations or labour unions	2	1.0%
Other – Participation in regional recruitment campaign	1	0.5%

**15. Which of the following geographic areas were targeted for recruitment in the past year?** There were 202 responses to this question (multi-select option).

Response	Number	Percent
Local labour market	109	54.0%
Did not recruit in the past year	64	31.7%
Ontario-wide	21	10.4%
Canada-wide	7	3.5%
Internationally	1	0.5%

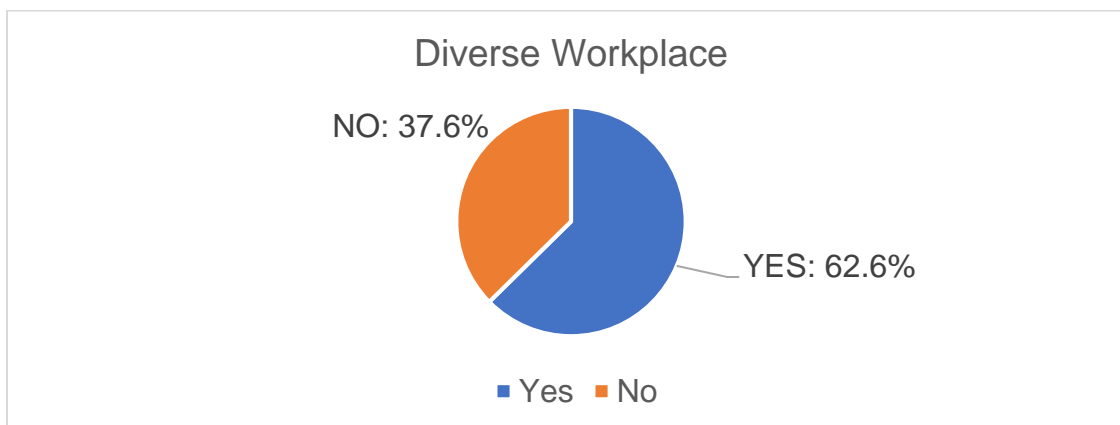
**16. Has your company hired an individual(s) who has moved to Canada in the last five years?** There were 182 responses to this question.



Yes	21
No	119
Not Sure	20
Not Hired Anyone	22
Did Not Answer	5

## Workforce Skills and Demographics

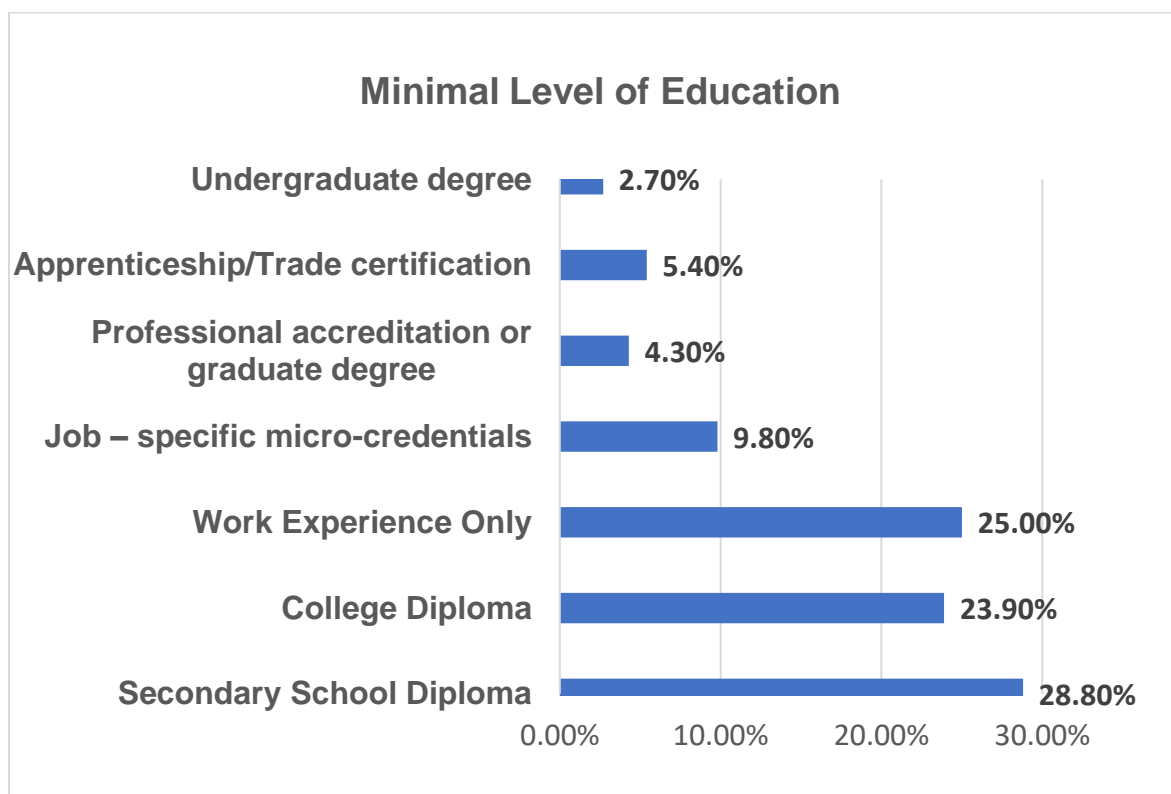
**17. Do you have a diverse workplace (i.e. similarities and differences among workers in terms of age, cultural background, physical abilities and disabilities, race, religion, gender sexual orientation and indigeneity)?** There were 182 responses to this question.



Yes	114 or 62.6%
No	68 or 37.6%
Did Not Answer	5

**18. What is the general minimum level of education that staff requires upon hire?**

There were 184 responses to this question.



Response	Number	Percent
Secondary School Diploma	53	28.8%
College Diploma	44	23.9%
Work Experience Only	46	25.0%
Job-specific micro-credentials	18	9.8%
Professional accreditation or graduate degree	8	4.3%
Apprenticeship/Trade certification	10	5.4%
Undergraduate degree	5	2.7%
Unanswered	3	

**19. Have the skill requirements of your employees changed since January 2020?**

There were 184 responses to this question.

Yes	26
No	158
Did Not Answer	3



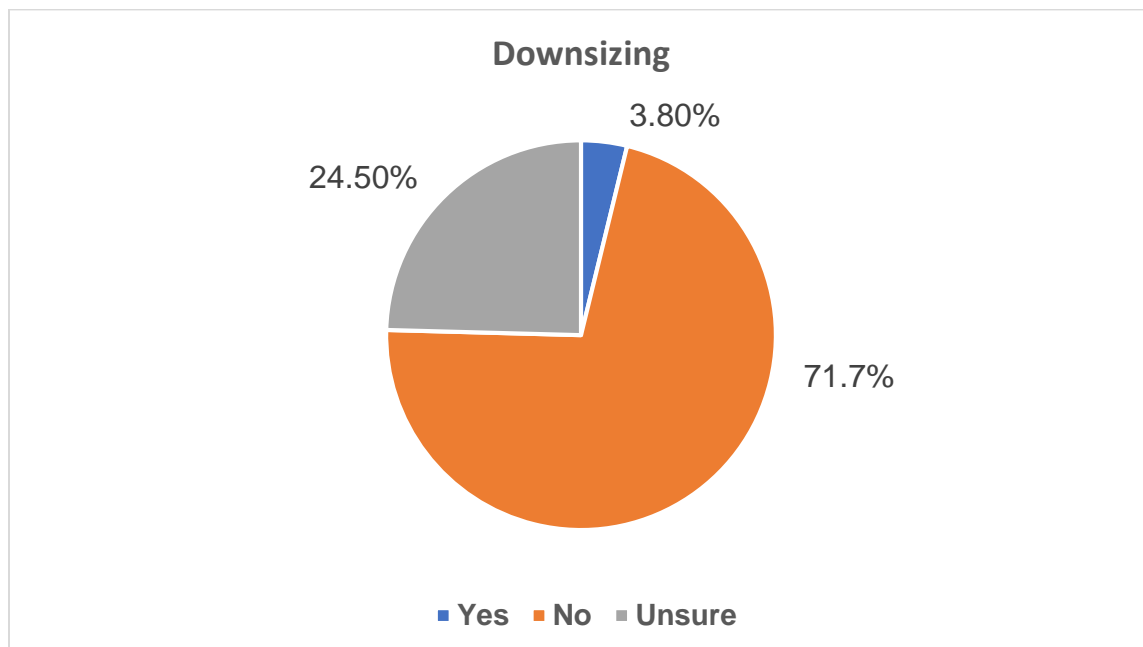
**20. Please identify your new or changed skill requirements. (Please select all that apply.)** There were 69 responses to this question.

Response	Number	Percent
Technical occupational-related skills	12	17.4%
Computer literacy including working remotely	10	14.5%
Customer service	10	14.5%
Interpersonal communication (teamwork, conflict resolution, etc.)	9	13.0%
Self-management (ability to work independently, manage time, problem-solving)	9	13.0%
Occupational Health and safety	5	7.2%
Occupational specific language skills	3	4.4%
Budgeting	3	4.4%
Project Management	2	2.9%
English Language Skills	1	1.5%
French Language Skills	1	1.5%
Sales	2	2.9%
Analytical skills	1	1.5%
Other - Cleaning Protocols	1	1.5%

## Anticipated Workforce Changes 2021

**21. Do you anticipate downsizing your workforce in 2021?**

There were a total of 184 responses to this question.



Yes	7 or 3.8%
No	132 or 71.7%
Unsure	45 or 24.5%
Did Not Answer	3

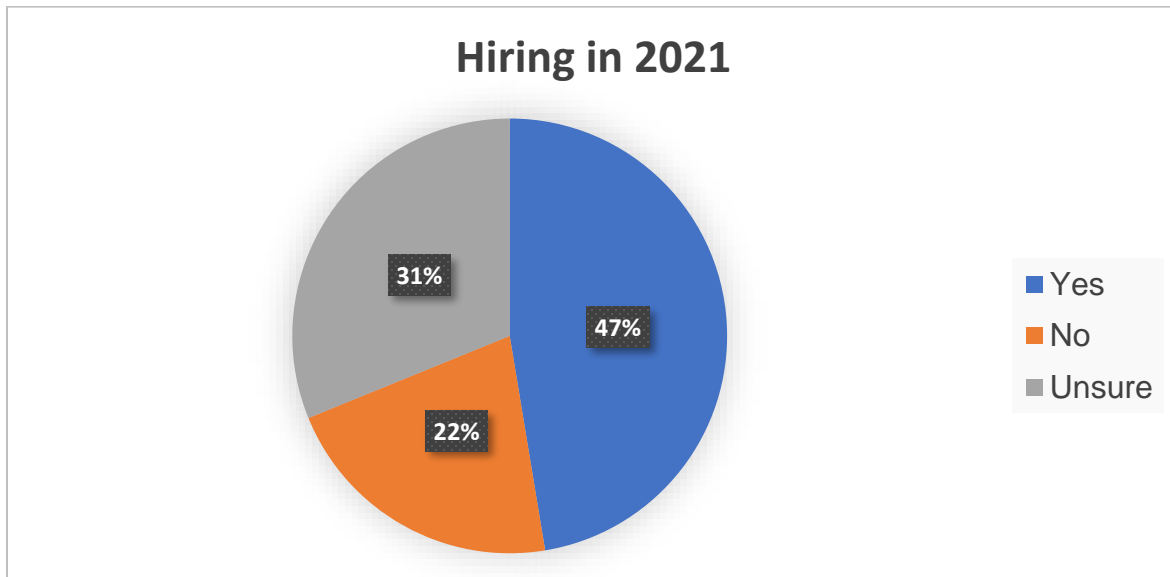
**22. In which occupation(s) do you anticipate these staff changes will occur?**  
**Please select all that apply.** There were 6 respondents to this question (multi-select option).

NAICS Category	Number
0 Management occupations	1
1 Business, finance and administration occupations	1
2 Natural and applied sciences and related occupations	0
3 Health occupations	0
4 Occupations in education, law and social, community and government services	2
5 Occupations in art, culture, recreation and sport	1
6 Sales and service occupations	3
7 Trades, transport, equipment operators and related occupations	0
8 Natural resources, agriculture and related production occupations	0
9 Occupations in manufacturing and utilities	0

**23. Please indicate the reason(s) you plan on downsizing. (Please select all that apply)** There were 6 respondents to this question.

Response	Number
Shortage of work	5
Other – Lack of product and Stay at home order / Lower Sales due to pandemic / Covid Decreases	3
Historical rates of employee turnover (dismissal, quit)	0
Retirement	0
Seasonal / temporary work	0
Incorporating new technology	0

**24. Do you anticipate hiring in 2021?** There were 182 respondents to this question.



Yes	86 or 47.3%
No	39 or 21.4%
Unsure	57 or 31.3%
Did Not Answer	5

**25. In which occupation(s) do you anticipate these staff changes will occur?**  
Please select all that apply. There were 130 responses to this question.

NAICS Category	Number	Percent
0 Management occupations	14	10.8%
1 Business, finance and administration occupations	18	13.8%
2 Natural and applied sciences and related occupations	2	1.5%
3 Health occupations	14	10.8%
4 Occupations in education, law and social, community and government services	3	2.3%
5 Occupations in art, culture, recreation and sport	4	3.1%
6 Sales and service occupations	39	30.0%
7 Trades, transport, equipment operators and related occupations	11	8.5%
8 Natural resources, agriculture and related production occupations	5	3.8%
9 Occupations in manufacturing and utilities	7	5.4%
Other (See below)	13	10.0%

**Other Comments Included:**

- Housekeeping (2)
- Hospitality and food service
- DS Sector
- Marketing and communications
- Sales
- Janitorial
- Summer child care
- Labourers
- School Bus Drivers & Mechanics
- Seasonal
- Hairdressing
- Front desk and salon

**26. Please indicate the reason(s) you plan on hiring. (Please select all that apply)**

There were 122 respondents to this question.

Response	Number	Percent
Increase in sales	43	35.2 %
Change in products and services	17	13.9%
Change in work processes	10	8.2%
Acquisition of new equipment	2	1.6%
Adoption of new technologies	2	1.6%
Reorganization of the workforce	17	13.9%
Other (see below)	31	25.4%

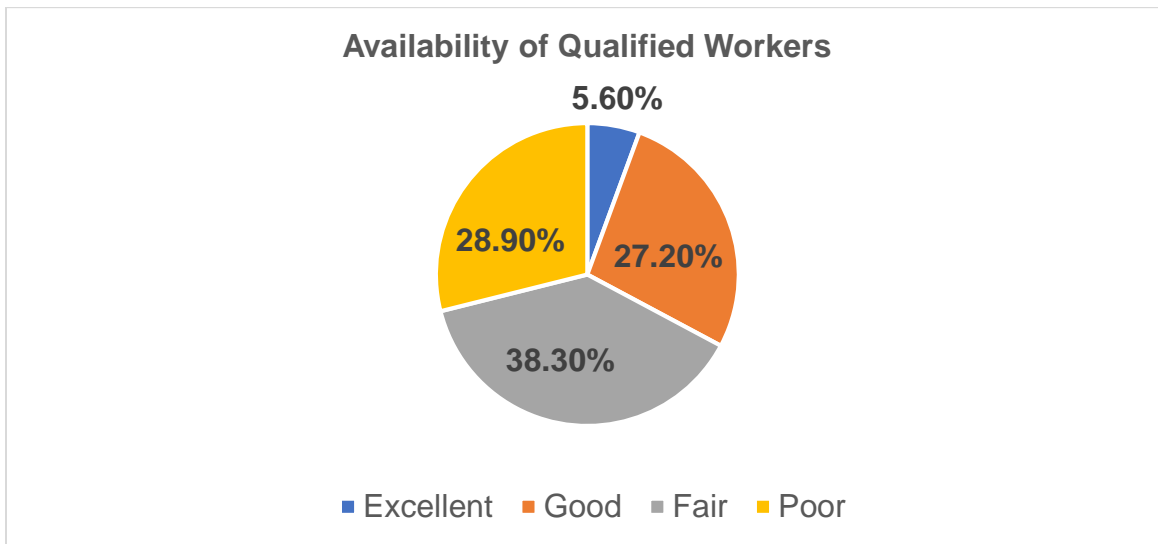
**Other Comments Include:**

- Replace retiring employees, continuing to fill empty positions (5)
- Seasonal work, so many leave for another job (4)
- We are expecting a significant increase in clientele once the COVID-19 relief funds are reduced (3)
- Replace staff that leaves / overall turnover (2)
- Person who worked previously has left / Filling vacant positions (2)
- Opening a new pharmacy/ opening a new warehouse (2)
- Agency is growing (2)
- Project specific locations requiring local workforce
- Employees moving
- Employee turnover for general labourer jobs
- Additional children needing care over summer holidays
- Attrition
- There is demand. more clients needing more staff
- Increase in client s supervision related to Covid
- Normal turnover for various reasons
- Peak Season - Housekeeping will hopefully pick up
- Maternity leave contract
- We are fortunate to be expanding our funded employment services

## Workforce Development

### 27. Overall, how would you rate the availability of qualified workers in our area?

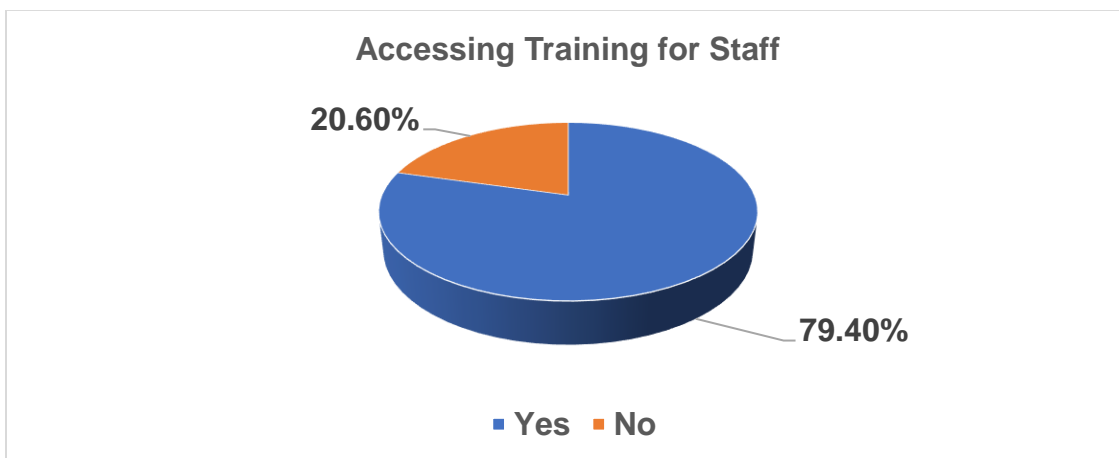
There were 180 respondents to this question.



Excellent	10 or 5.6%
Good	49 or 27.2%
Fair	69 or 38.3%
Poor	52 or 28.9%
Did Not Answer	7

### 28. Is your business able to access the training staff requires?

There were 180 respondents to this question.



Yes	143 or 79.4%
No	37 or 20.6%
Did Not Answer	7

**29. What training will your business focus on in 2021? (Please select all that apply)** There were 559 responses to this question (multi-select option).

Response	Number	Percent
Health and Safety	97	17.4%
Job-specific technical skills	81	14.4%
Orientation of new employees	70	12.5%
Sales, marketing and customer service	49	8.8%
Interpersonal skills (team building, conflict resolution, etc.)	44	7.9%
Mental health and well being	39	7.0%
Quality assurance	38	6.8%
Computer literacy and job-specific software	37	6.6%
Productivity improvement	33	5.9%
Managerial and supervisory training	26	4.7%
Diversity training	25	4.5%
Apprenticeship and specialty trades	11	2.0%
Other – See Below	6	1.1%
Literacy and numeracy	3	.5%

**Other Comments Included:**

- Training specific to LBS - OALCF, teaching remotely, CaMS
- will all depend on COVID
- Training to be able to deliver services, workshop and programs remotely
- Harassment and Sexual abuse training
- providing mentorship in profession
- None

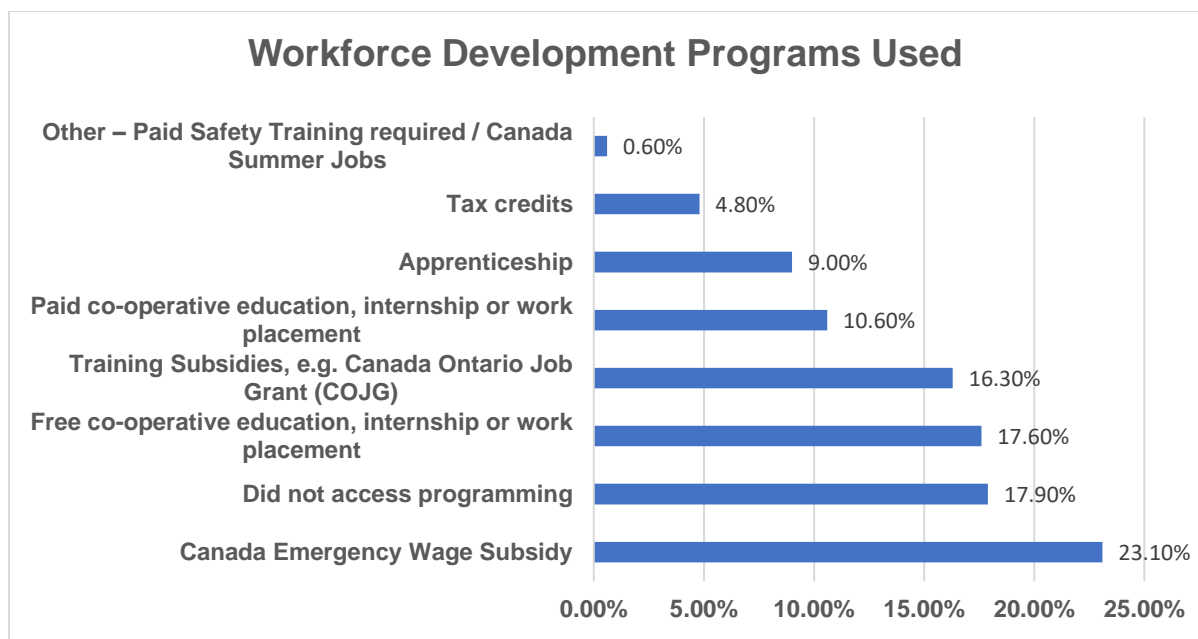
**30. Why has your business been unable to access the training staff requires? (Please select all that apply)** There were 68 responses to this question (multi-select option).

Response	Number	Percent
Training unavailable locally	25	36.7%
Training too costly	21	30.9%
Schedule of training	13	19.1%
Lack of Internet capacity to support on-line training	4	5.9%
Other	5	7.4%

**Other Comments Included:**

- Not looking for employees
- A lot of training on hold due to COVID-19 (2)
- Language barriers
- Training best happens in person. Much of the work involves compassionate caregiving, including physical touch and movement, not practical other than in person (online learning not as effective)

**31. My business has used the following workforce development programs (Please select all that apply)** There were 312 responses to this question (multi-select option).



Response	Number	Percent
Canada Emergency Wage Subsidy	72	23.1%
Did not access programming	56	17.9%
Free co-operative education, internship or work placement	55	17.6%
Training Subsidies, e.g. Canada Ontario Job Grant (COJG)	51	16.3%
Paid co-operative education, internship or work placement	33	10.6%
Apprenticeship	28	9.0%
Tax credits	15	4.8%
Other – Paid Safety Training required / Canada Summer Jobs	2	0.6%



### 32. Is there anything else you would like us to know?

- We will likely be closing in 2021. We were really hoping that operations would return to a breakeven position in September 2021, but it looks like universities will be online again and we cannot keep this up.
- We've had difficulty filling the position and having individuals work out and last long. They tend to be short term employees.
- We greatly appreciate the services offered by the local job placement office and have benefited a lot from it.
- We greatly appreciate the services offered by the local job placement office and have benefited a lot from it.
- Financially falling short to the point I may have to close my business. Struggle to survive is real!
- Seems to be a lack of willingness to work
- Would be interested in exploring opportunities in bringing trade training in the local high schools providing students with a minimal level certification so they can begin a career in HVAC right out of high school.
- We are in a severe shortage of qualified workers- We are in Esthetics and the closest school is in Ottawa. There are Certificate courses but not the full time course where students would be trained in all areas of Esthetics.
- We can offer training to businesses for their employees. For example: An employer that wants their staff to get their WHIMS, Smart Serve or Safe Food Handling online. We can teach the computer skills needed and get them started. It can be done in the workplace and remotely.
- We can offer training to businesses for their employees. For example: An employer that wants their staff to get their WHIMS, Smart Serve or Safe Food Handling online. We can teach the computer skills needed and get them started. It can be done in the workplace and remotely.
- Covid related retail restrictions and shutdowns, makes it impossible to hire.
- Excluding the Government subsidy for PSWs from Retirement Homes has just increased the difficulty to recruit in our sector.
- This survey was not designed for Small Businesses.
- this marks my 5th year in business. any plans for expansion or new equipment or new staff has been greatly changed by COVID 19. Every day is wait and see.....
- I appreciate the opportunity to participate in the survey. Thanks!
- Too many government regulations. As well there should be fairness of enforcement with regulations regarding covid-19 expectations
- we are generally stable but want more job seekers to use our services. CERB is an issue restricting work force return. It is understandable but also a challenge for employers to work around. Matching skill sets with employer needs has been an ongoing challenge. More short-term training in all fields would help 6 month courses ideal.
- the region we live in makes it hard to attract bi-lingual employees and skilled seasonal workers.... also the region we work in limits our diverse hiring practices

- If the Covid-19 lockdown continues into February, we may need to lay-off some employees.
- We need the government to spend more money in the trades and promote these jobs as good paying jobs
- Feel very strongly that local municipal organizations should buy local to support local businesses.
- Falling through the cracks. Income was less than \$5000. So unable to collect CERB. Presently working for another company part time to try to cover basics like rent and utilities. Covid has really set my business back. Grateful for connection through social media to keep up awareness.
- If the pandemic allows for food tours to operate safely this year, I am considering expanding and hiring guides(s).

### **Statistic Notes:**

Please note that there were a few statistical irregularities that may be considered when interpreting the results outlined in this Report.

1. In Question 3, one Lanark County employer noted that it had 4,000 employees which resulted in a skewed dataset. To maintain data accuracy, this result was included; however, its inclusion results in inflation to the average reported in this question.
2. According to Canadian Business Patterns (June 2020), our region has approximately 95-96% small businesses with less than twenty (20) employees. The respondent profile for the 2020/2021 EmployerOne survey have a higher proportion of medium and large businesses than the regional average.

## **Appendix A**

**Question No. 5: To what extent did the COVID-19 pandemic impact your workforce? For those businesses who identify an impact, please briefly describe the contributing factors.**

### **Positive Impact**

- The first couple of months were difficult, then back to normal or better
- Lower interest rates due to economic conditions has created urgency for people to exit their current mortgage contracts and get into a lower rate
- Greater Demand for products
- Sales and service increased; best sales year ever
- some additional Distribution projects of Covid related PPE
- I hired one part time person
- Beneficial to our business growth. technology improvements. Margins
- We help businesses get online, we have seen an increase in enquiries
- we had a lot of product on ground which made for a good retail year in 2020. However, 2021 has been severely impacted due to lack of product and stay at home order
- Distribution and transportation sectors have experienced some growth during COVID
- Product is in high demand. Am booked for installations for over a year.

### **No Impact**

- We were deemed essential so we were able to work
- Most of our services are essential - building, planning, financial, governance, waste, road maintenance
- no layoffs, some remote work
- Virtual
- Our clinic was operating days. In person appointment we're done by phone calls
- we are an essential service / impact was that the staff that were working in more than one location or job had to choose
- one staff person working from home

### **Negative Impact**

- Loss of job, lack of businesses with money to hire me
- Lack of new hires
- reduction of revenue by approx. 40%
- Wasn't able to work during the first lockdown...loss of income for myself and loss of continued health care for my clients
- While as a company we were able to pivot swiftly to an online virtual business, what has been the largest impacting factor is the lack of clientele. We have seen a significant drop in those individuals that are seeking assistance with employment during COVID-19

- We have significant loss of revenue (70% drop) and have laid off a part time employee
- Reduced number of clients, because of client unemployment directly related to the pandemic
- Had to layoff employee
- we lost over 40% of business
- we had to close twice now
- Closure caused layoffs
- Decreased our ability to accommodate as many clients
- a few employees chose to take a LOA for health concerns
- Trying not to have too many people in the office, and juggle employees safety concerns
- 3 month closure 1 time, 2nd wave - 19 laid off
- We were closed
- Covid among other factors decreased inventory while demand was high therefore contributing to higher prices
- We had to lay staff off during closures
- Lost entire workforce
- Closure of some of our businesses
- We were forced to shutdown on multiple occasions, and lost a significant portion of our business associate with events
- sales drop , call and inquiries dropped
- sales drop , call and inquiries dropped
- I was not open for business so loss of income
- Our Charter Revenue was eliminated and we lost employees due to COVID concerns
- Closure in 1st lockdown; Reduction in patients due to COVID restrictions (incl. preventative seclusion, possible symptoms, fear, lack of childcare, homeschooling)
- Could not find Summer Student to help with Lawns etc
- Closing pancake house
- reduces the numbers of people using our services to help find jobs
- Reduced demand for service by over 50% with a corresponding loss of income of 50% compared to 2019.
- Reduced demand for service by over 50% with a corresponding loss of income of 50% compared to 2019.
- Advertising revenue down, but readership is up.
- not able to work during both lock downs & significant decrease in work when allowed to re open due to regulations
- Client and staff restrictions on in office meetings
- Had to lay off all 4 employees
- Workforce dropped by 10 people
- Late season opening, reduced hours and reduced number of seasonal hires

- Covid-19 has impacted the number of clients we serve and place.
- Close of taproom meant we initially had to lay off a nearly full-time employee Has since been rehired part time
- Part time seasonal hockey broadcast operators laid off
- One employee not able to keep working due to kids staying home.  
Pandemic precautions, lockdown, employees only allowed to work in one health care setting
- Pandemic precautions, lockdown, employees only allowed to work in one health care setting
- Forced to close my office. Cancel all planned workshops, seminars and courses. Performed ONE memorial service over Zoom due to restrictions. Unable to assist families at end of life when loved one in hospital or care home due to number restrictions.
- business closed x3 months, and ongoing restrictions
- Laid off all staff, owners worked for free
- The clinic was shut down for 3 months in 2020 but is now able to keep running in 2021
- Temporary lay off of three employees for 1 month
- Cancellation of events impacted our revenue
- Did not operate my business this season
- Closed 3 months in 2020 and so far 1.5 months in 2021
- Financial, morale
- Loss of revenue

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The views expressed in this document do not necessarily reflect those of the Employment Ontario.

