

PROSPER
BELLEVILLE

MANUFACTURING

DATA REPORT

**Economic Development,
City of Belleville**

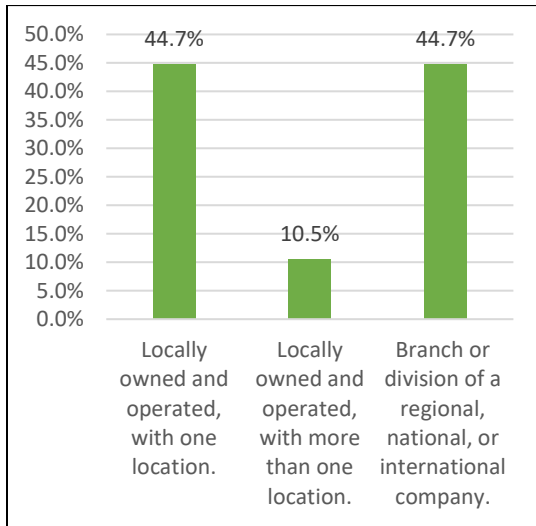
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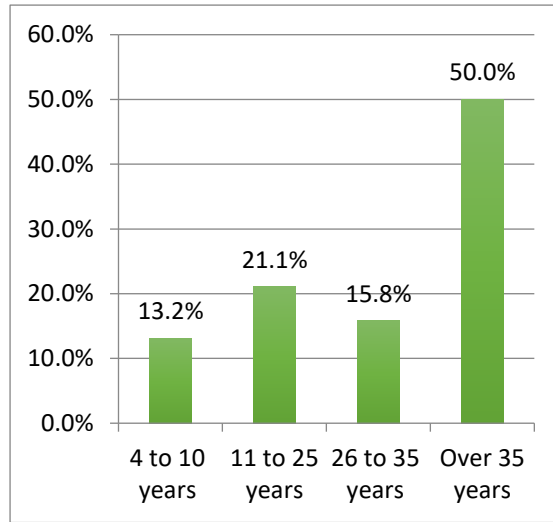
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I. Business Background

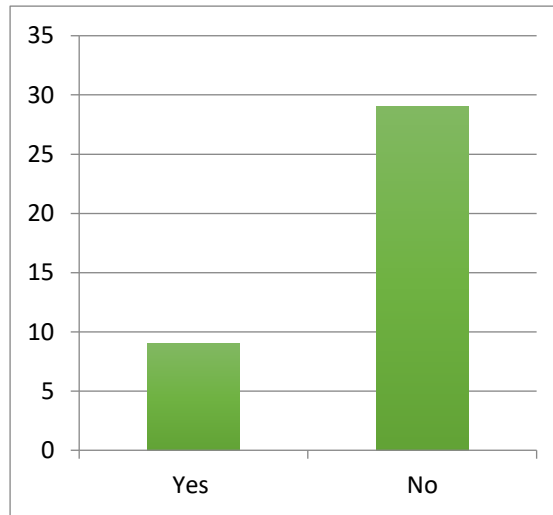
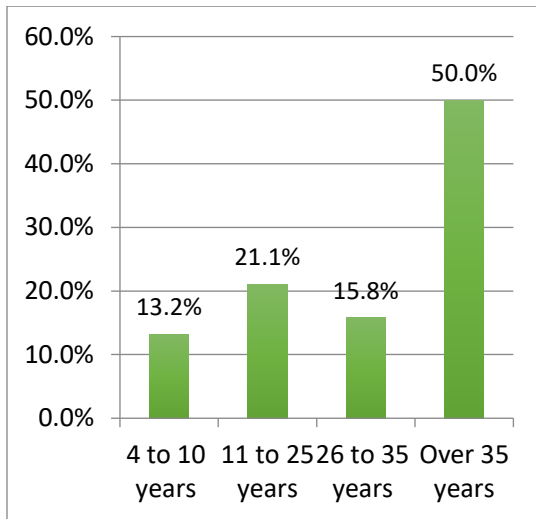
1. Business Description



2. Years in Business in our Community

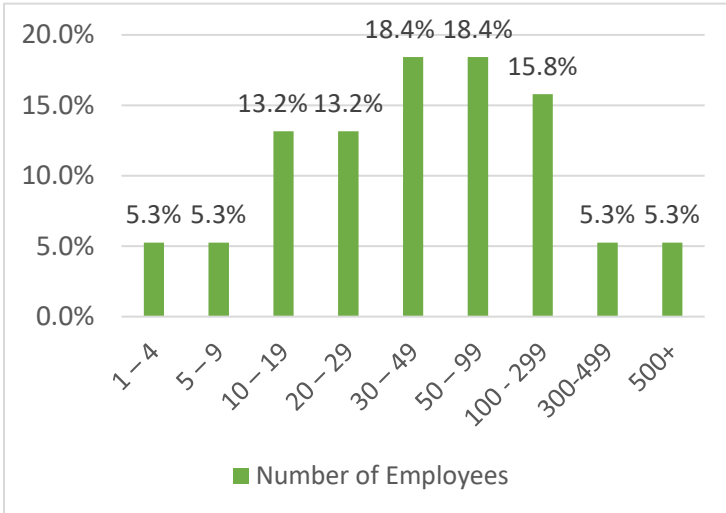


3. Years owned by current owner(s) 4. Competition to sister plant



Of those who responded yes:
62.5% have sister plants located outside Canada.
25% within Canada.
12.5% in Ontario.

5. Number of employees at this location:



6. What percentage are:

Permanent Full-Time: **87.74%**

Permanent Part-Time: **5.53%**

Temporary: **6.45%**

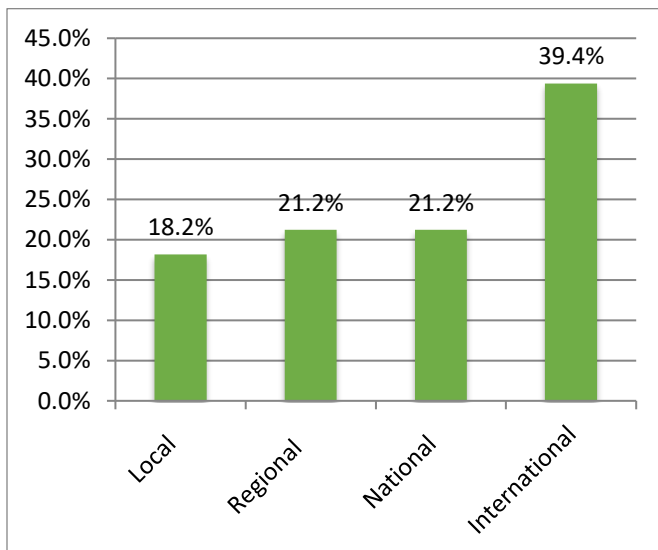
Seasonal: **0.29%**

7. Expectation that the number of employees will increase/decrease over 3 years:

97% responded Increase

18.2% responded Part-Time

8. Primary market of business (manufacturers):



9. Main Products/Services:

- Industrial Manufacturing: (14)
- Food & Bev: (11)
- Commercial Manufacturing: (8)
- Resin/Coatings/Alloys: (3)
- Automobile: (1)
- Industrial Automation
- Transport/Logistics: (1)
- Warehousing: (1)

10. Capital Investment in next 3 years

86.8%

Responded yes

11. Estimated value of investment:

3 Respondents: 100M +

7 Respondents: 10M – 100M

6 Respondents: 2M- 10M

9 Respondents: 500K but less than 2M

4 Respondents: 200K to 499K

1 less than 200K

1 respondent unknown

12. Number of Manufacturers that Export:

66.7%

Responded yes

13. Top countries exported to:

United States (22)

Europe (9)

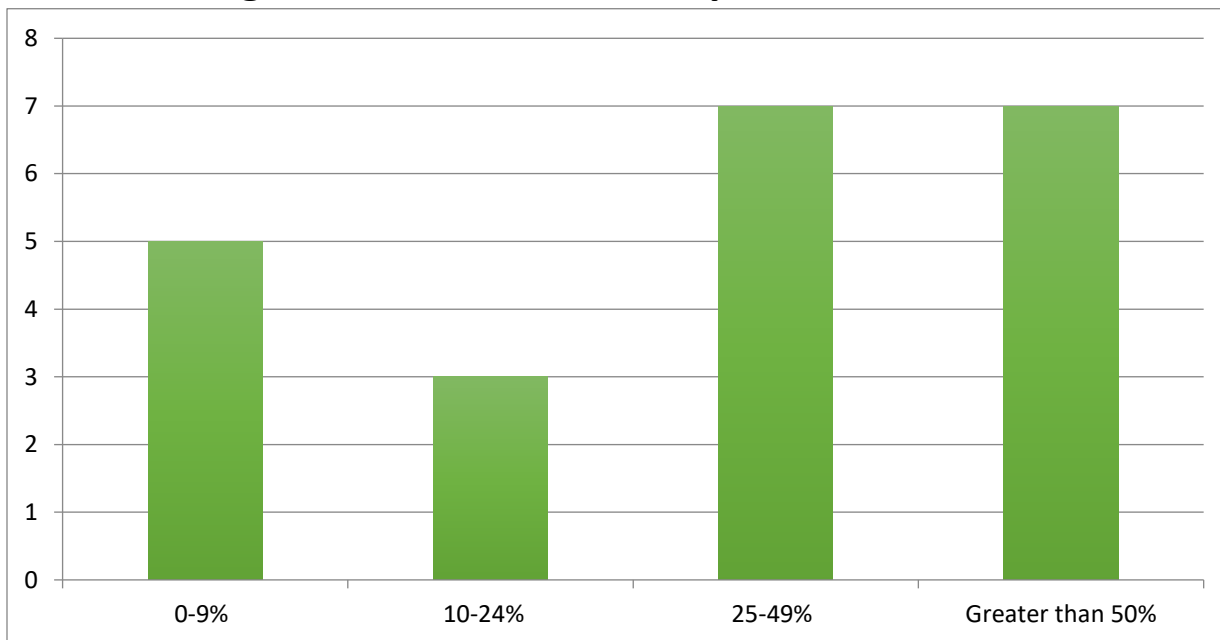
Asia (9)

Mexico (5)

Central/South America (4)

Other: (8) UK, Taiwan, Singapore, Malaysia, Costa Rica, Columbia, Australia, Africa

14. Percentage of sales related to exports:



15. Current operating Level as a % of max. capacity:

- 100%+ capacity (4)
- 75%-99% capacity (20)
- 50-74% capacity (8)
- 0-49% capacity (4)

16. Within the next 3 years:

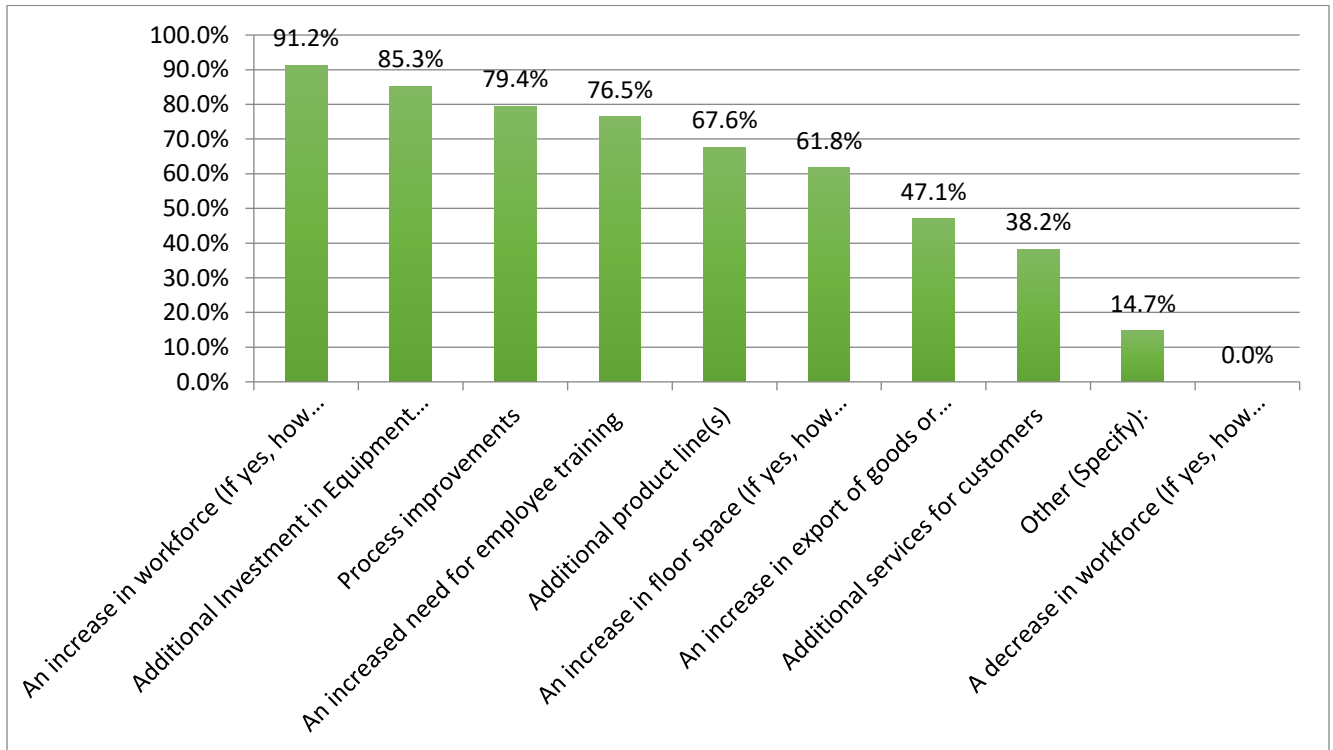
- 89.5% plan to expand. (34)
- 7.9% plan to remain the same. (3)
- 2.5% plan to downsize. (1)
- 2.6% plan to relocate. (1)

*0 respondents plan to sell or close

17. Reason for Expansion:

Increased Demand (16)	New Market or Customer (11)
New Products/Services (5)	Outgrown Facility (5)
Need for new equipment (3)	Need to expand into capacity (1)
Need R&D space (1)	

18. Will your expansion lead to an increase in workforce?



19.

TOTAL INCREASE IN WORKFORCE: 646 employees

TOTAL SQUARE FOOTAGE INCREASE: 71 300 sq. ft.

20. **Current challenges with expanding: yes**

61.8%

22. **Can community assist?**
yes

75.0%

21. **What are the challenges?**

Economic/Financial Issues: economy, inflation, no money, unpredictability due to COVID (10)

Labour Issues: lack of skilled workers, workers who want to work shiftwork, help with Foreign Worker Program (5)

Information/Resources: funding, marketing services (5)

City Services: lack of water and sewer to site, Affordable housing (4)

Infrastructure Issues: electrical grid capacity, site at capacity. (3)

22. **How can the community assist?**

Labour Force Issues: Labour attraction/retention including skilled trades, better training, assistance with Foreign Working Program, affordable housing (12)

City Processes and Services: development and permitting process, daycare in IP, land opportunities, RFP process, navigating website, transit to IP, power grid capacity (14)

Information/Resources Required: business supports (funding, marketing support) (6)

II. Business Climate Summary

23. Industry Outlook:

55.3%

Growing

10.5%

Declining

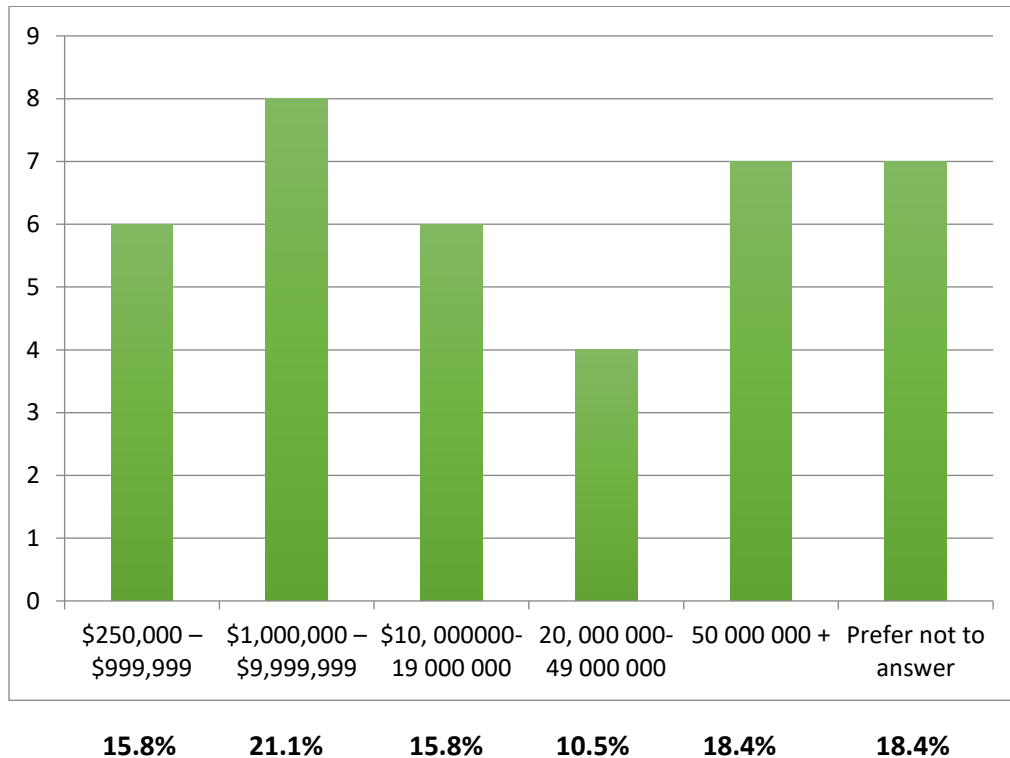
21.1%

Stable

13.22%

Unsure

24. Approximate annual sales or production range:



25. Projected Sales Expectation:

78.9%

Respondents= Increase

5.3%

Respondents = Decrease

15.8%

Respondents= remain the same

26 (a) Doing business in this community: Attitude Change

24.3%

More Positive

27.0%

More Negative

48.6%

No Change

26 (b) Reasons for Negative Change:

City Processes and Services: lack of housing and affordable housing; roads not maintained; no sidewalks in IP, no garbage, recycling in IP, lack of City water to site; lack of amenities to keep younger generation here, permits, approvals, development process. (6)

Labour/Workforce: labour attraction/retention difficult; not enough workers; newcomers lack understanding of Canadian workplace; younger generation leaving. (5)

Local Market/Service: difficulty working with local suppliers; local market too small. (3)

Crime/Security: Increased crime; employees and customers do not feel safe; homelessness is a problem. (3)

Infrastructure: availability of and cost of electrical power supply. (2)

27. Factors of doing business in this community:

Workforce:

71.4% Poor/Fair 28.6% Good

Land Costs:

80.9% Poor/Fair; 19.1% Good/Excellent

Development/Building Permit Process:

72.2 Poor/Fair; 27.8% Good/Excellent

Municipal Property Taxes:

73.3% Poor/Fair; 26.7% Good/Excellent

Regional/Provincial Roads and Highways:

40% Poor/Fair; 26.7% Good/Excellent

Support for EDI:

35.5% Poor/Fair; 64.5% Good/Excellent

Cell phone Service:

22.2% Poor/Fair; 77.8% Good/Excellent

Water/Wastewater Capacity:

32.2% Poor/Fair; 67.9% Good/Excellent

Adequate Electricity:

40.5% Poor/Fair; 59.4% Good/Excellent

Natural Gas:

17.6% Poor/Fair; 82.4% Good/Excellent

Health Unit Approvals:

21.% Poor/Fair; 79% Good/Excellent

Fire Services

11.1% Poor/Fair; 88.90% Good/Excellent

Recreation Facilities:

6% Poor/Fair; 93.6% Good/Excellent

Parks and Open Spaces:

Availability of Serviced Land

41.1% Poor/Fair; 58.8% Good/Excellent

Space for rent or lease:

72.2% Poor/Fair; 27.8% Good/Excellent

Development Charges:

76.9 Poor/Fair; 23.1% Good

Local Roads and Streets:

52.8% Poor/Fair; 47.3% Good/Excellent

Health and Medical Services:

59.4% Poor/Fair; 37.8% Good; 2.7% Excellent

Availability of Housing:

88.5% Poor/Fair; 11.4% Good

Internet Service:

35.1% Poor/Fair; 64.8% Good/Excellent

Water/wastewater Fees:

40% Poor/Fair; 60% Good/Excellent

Cost of Electricity:

66.6% Poor/Fair; 33.3% Good/Excellent

Cost of Natural Gas:

54.9% Poor/Fair; 45.1% Good/Excellent

Police Services:

19.4% Poor/Fair; 80.5% Good/Excellent

Library Services:

25% Fair; 75% Good/Excellent

Cultural Facilities:

30.4% Poor/Fair; 69.5% Good/Excellent

Snow Removal:

14.7% Poor/Fair; 85.3% Good/Excellent

Garbage/Recycling:

34.4% Poor/Fair; 65.6% Good/Excellent

Public Transit:

66.6% Poor/Fair; 46.7% Good/Excellent

Quality of Life:

19.4% Fair; 80.5% Good/Excellent

Other: no sidewalks in IP, roads need work, transit does not meet business demand.

Childcare Services:

72.7% Poor/Fair; 27.3% Good/Excellent

Loyalist College:

17.7% Poor/Fair; 82.4% Good/Excellent

Chamber of Commerce:

26.9% Poor/Fair; 73.1% Good/Excellent

Small Business Centre:

33.3% Poor/Fair; 66.6% Good/Excellent

LGBTQ2+ :

28.6% Poor/Fair; 71.4% Good/Excellent

Cultural Amenities:

30% Poor/Fair; 70% Good/Excellent

Support from Other Businesses:

27.5% Poor/Fair; 72.4% Good/Excellent

28.6% Poor/Fair; 71.4% Good/Excellent

Economic Development:

12.9% Poor/Fair; 87.1% Good/Excellent

Mental Health Supports:

50% Poor/Fair; 50% Good/Excellent

Municipal Committee

31.6% Poor/Fair; 68.4% Good/Excellent

Schools (elementary/secondary)

31% Poor/Fair; 75% Good/Excellent

Centre for Workforce Development

33.4% Poor/Fair; 66.7% Good/Excellent

Trenval:

15% Poor/Fair; 85% Good/Excellent

Quinte United Immigrant Services

44.3% Poor/Fair; 55.6% Good

QEDC & QMA

3% Fair; 97% Good/Excellent

Support from Municipality:

47.8% Poor/Fair; 52.10% Good/Excellent

Support from local residents:

18.2% Fair; 81.8% Good/Excellent

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28. **Top 3 advantages of doing business
In Belleville:**

Proximity to 401 Quality of Life
Welcoming
Business Environment

29. **Top 3 disadvantages of doing business
in Belleville:**

Labour/Workforce Issues: (35)

Whereas labour/workforce issues refer to labour attraction, retention, lack of unskilled labour, lack of supports for newcomers in the workplace.

Lack of Housing, affordable housing, and Homelessness (19) **Whereas housing and affordable housing** refers to housing to attract and retain employees, to house current employees. **Whereas homelessness relates to** crime and security.

City Processes and Services: (29)

Whereas city processes and services relate to conditions of roads, ramps, sidewalks, permits and approvals process, transit to work location and transit does not coincide with, lack of city services and utilities, snow removal, poor economic planning for future growth.

30. **Most significant change business would like to see
in the next five years:**

City Services and Processes: increased investment attraction, City communicate better with businesses, electricity grid capacity, more physicians, improvements to development/approvals/ permitting process; reliable transit to IP, security for businesses, city services (sewer services) to site. **(23)**

Labour Issues: Labour attraction/retention; more skilled labour force, apprenticeship programs, attract youth to city and manufacturing, focus on manufacturing for women, support immigrant workers, more trades in high school. **(19)**

Housing and Homelessness: affordable housing and homelessness **(11)**

31. Impression of City welcoming to equity seeking individuals, groups, and businesses?

20% 50% 18.4%
Poor-Fair Good Excellent

32. Awareness of City's Economic Development Services:

No dealing w/ Ec.Dev.

51.4%

Investment Attraction

36.8%

Business Supports

50%

Labour Attraction

44.7%

Business Recognition

57.9%

Business Retention

47.4%

Workplace Incl. Charter

26.3%

Work in Quinte.ca

47.4%

Community Revitalization

39.5%

Marketing the City

57.9%

Tourism Product Dev.

47.4%

Liaison with City Depts.

26.3%

BR+E Programs

55.3%

Ec. Dev. Committee

68.4%

Want more Info?

77.8%

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III. Opportunities and Barriers that exist for Business

33. What products, services or skills would you like to purchase locally that are now being purchased outside of the area?

Raw Materials including packaging
Specialized Equipment
Skilled Labour

34. Top product, service, or skill difficult to procure:

Skilled Labourers: Electricians, electrical contractors, forklift drivers, maintenance workers, engineers, material handlers

35. Is your business...

At Capacity

55.3%

Needs Modernizing

52.6%

Underutilized

36.8%

36. Would you be interested in participating in a Doors Open manufacturing event or other manufacturing awareness events?

50% yes

37. **Would a local training facility or Centre of Excellence for automation and robotics be beneficial to your business' success?**

57.9% yes

To be paid for by:

1. All Levels of Government
2. Industry Led
3. Federal and Provincial, Fee per service, Loyalist College

38. **Are you interested in working co-operatively with other businesses in the City to pursue any of the following?**

Joint Product Purchasing (10) 29.4%
Joint Marketing: (10) 29.4%
Joint Training: (22) 64.7%
Networking/information sharing: (27) 79%
Newcomer Attraction/Retention: (19) 55.9%
DEI focussed training for employers/employees: (17) 50%
Shared Product Testing Space: (9) 26.5%
Shared Research Space: (6) 17.6%

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IV. Workforce

39. Rate the following Factors:

Availability of Qualified Workers 82.8% Poor/Fair; 17.2% Good/Excellent	Stability of Workforce 67.5% Poor/Fair ; 32.4% Good
Ability to attract new employees 83.3% Poor/Fair; 16.7% Good Excellent	Ability to retain employees. 51.4% Poor/Fair; 48.6% Good/Excellent

40 (a) Hiring challenges:

Lack of appropriate Skills/Training: (28)
Lack of Relevant experience (36)
Too few applicants (18)
Disinterest in shiftwork (13)
Lack of full-time availability: (10)
Lack of supports for newcomers
and employers: (10)

40(b) Challenges are related to:

42.14% community
18.2% Industry
39.4% Industry &
community

41. Changes made to business operations because of changing demographics:

Flexible Work Arrangements: Weekend work programs, more work breaks, remote work and flex time, more part-time opportunities **(41)**

Supporting Diversity and Inclusion: policies written in cultural language; cultural lunches and events, assistance with permanent residency, participation in Foreign Worker Employment Program **(27)**

Student and Retiree Program: **(2)**

Employee Benefits: pension, RRSP contributions, internal advancement, employee recognition programs, increased days off, increased holidays and par **(5)**

42. Amenities that could benefit workforce:

City Processes and Services: snow plowing, City water/sewers to site, electrical grid capacity, better communication with employers/employees (5)

Access to Public Transit: routes do not match business shifts; no access to transit in IP (13)

Recreational Services, Cultural Events and Entertainment: bike lanes, new YMCA, outdoor hockey rinks, restaurants, bars. (15)

Affordable Housing: (7)

Healthcare services: (4)

Childcare: (3)

Bear 401: (2)

Security and Crime: (2)

Labour Attraction/Retention: apprenticeship training, attraction programs (2)

Cultural Supports for employees/employers: (2)

43. Participation in EDI training, co-ops, internships, short-term corporate training, or apprenticeship programs:

77.8%

participate in programs

Apprenticeship training: 15

Coops 11

Corporate Training 9

DEI Training 10

Internships 6

Summer Student 2

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44. Narrative Data:

Labour Attraction & Retention: (15) more skilled training/apprenticeship training in high schools, difficulty getting skilled employees as there is more competition, lack of apprenticeship training, the City is attracting business without a labour attraction strategy; lack of available workers and high turnover of young staff who are seeking bigger opportunities; workforce recruitment and retention needed; we need to keep younger workers here; more connection between Loyalist College and Talent required in community. 500 employees shipped to site daily, but they don't stay in town; retention of people between the ages of 20-35 years needed; Difficulty finding FT 12-hour shift workers. We have had to close down lines because no workers.

Community Safety as it relates to Homelessness (5): homeless people on property and police do not respond; encampments get set up on property; will not go downtown due to homelessness; staff feel unsafe and too expensive to secure their location; area big magnet for homelessness and impacts them directly—there is theft, tent dwellings on property.

Housing including Affordable Housing: (5) City should stop expanding if no housing; more affordable housing needed; affordable housing is needed for newcomers.

Newcomer Supports: (6) Newcomers do not understand Canadian work culture. A pre-employment program would be great. The jobs offered do not qualify them for their permanent residency therefore they don't stay (i.e., not the right NOCC code). Assistance with newcomer immigration and foreign worker program; supports for newcomers are fragmented in community (e.g., ESL etc.) where do they go? Relocation assistance for newcomers so we can direct people to someone they can call and prep them for Canadian work environment. More EDI training needed.

City Services & Processes: (20)

Transit: Transit is a real issue and does not correspond with shift schedule. Transportation impacts on staff—they can't always get to work, and people won't apply for jobs. Transit is required with more stops to location. Public Transit is a problem—there should be rapid transit for employees because it takes 30 mins to get to work because there is no bus stop.

Recycling, Roads, water service interruption: No blue bin or recycling services for the Industrial Park; roads unpaved; water service is interrupted without warning.

Planning Approvals and Development: Time and expense of procuring necessary permits for growth; getting approval for expansion was difficult. Lack of understanding/information as to why things are taking too long. Warned about setting up in Belleville because approvals process is long and expensive with no guidance.

Healthcare services: more needed. Inability to find a family doctor is an issue. Wait times in hospital are horrible and this has coloured my perception of Belleville as a place to live and do business.

Other Infrastructure Issues: 401 Bear; Electrical capacity is an issue for the City

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