

**COMMUNITY QUESTIONS: NORTHGRENVILLE2010**Key: = Select Multiple, = Select One

CQ1. How did you learn about the BR+E program? Check all that apply.

- Business Improvement Area (BIA)
- Business networking (word of mouth)
- Business Networking Institute (BNI)
- Chamber of Commerce
- Direct Email
- Local Media (newspapers)
- Mail/Admail campaign (flyer received by mail)
- North Grenville Business Builders (NGBB)
- Service Club
- Telephone
- Website (BR+E link on Municipal site)
- Other (Please specify): \_\_\_\_\_

CQ2. In your opinion, how effective is the Municipality of North Grenville at communicating with the local business community regarding items related to business and economic development?

Please circle on a scale of one to five, one being poor and five being excellent.

- 1
- 2
- 3
- 4
- 5

CQ3. What are the three best mechanisms through which the municipality can communicate information related to business and economic development to you? Choose three.

- Business Improvement Area (BIA)
- Business networking (word of mouth)
- Business Networking Institute (BNI)
- Chamber of Commerce
- Email
- Local Media (newspapers)
- Mail
- Mail/Admail campaign (flyer received by mail)
- North Grenville Business Builders (NGBB)
- Service Club
- Telephone
- Website (Municipal site)
- Other (Please specify): \_\_\_\_\_

CQ4. What are the three most significant actions the Municipality of North Grenville could take to enhance, improve and support business development and business growth in North Grenville?

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CQ5. What are the three most significant actions the North Grenville Chamber of Commerce could take to enhance, improve and support business development and business growth in North Grenville.

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CQ6. What are the three most significant actions the Downtown Business Improvement Area (BIA) could take to enhance, improve and support business development and business growth in North Grenville.

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CQ7a. How does the **traffic** situation in North Grenville positively / negatively affect your business?  
*Please indicate in your comments any specific location(s) in North Grenville to which you are referring.*

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b. How could it be improved?

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CQ8a. How does the **parking** situation positively / negatively affect your business?  
*Please indicate in your comments any specific location(s) in North Grenville to which you are referring.*

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b. How could it be improved?

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CQ9a. Does your business actively support community events/activities/initiatives in North Grenville?  
(Festivals, fairs, celebrations, capital campaigns, etc.)

- Yes **Go to question CQ9b**  
 No **Go to question CQ9d**

b. What events/activities/initiatives do you currently support?

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c. What is the nature of your support? Check all that apply.

- Financial Contribution  
 In-kind Contribution  
 Sponsorship  
 Volunteer  
 Other (Please specify): \_\_\_\_\_

d. Can you think of a idea for a possible community event/activity/initiative **not currently underway in North Grenville** that you would consider supporting?

- Yes  
 No

e. If Yes, please specify:

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CQ10. What potential benefits, if any, do you see for North Grenville from the recent designation of the Rideau Canal as a World Heritage Site by UNESCO?

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CQ11. What activities/projects/initiatives for North Grenville would you suggest to capitalize on the recent designation of the Rideau Canal as a World Heritage Site by UNESCO?

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### **CIRRO Case Study: Kemptville**

CQ12. Rank the following statement on a scale of 1-5 where 1 means you strongly disagree and 5 means you strongly agree with the statement:

Issues related to human resources are a major challenge for my company.

- 1  
 2  
 3  
 4  
 5

CQ13. On a scale of 1-5, rank the skill profile of your company's workforce, where 1 indicates that the majority of the jobs are relatively low skilled, requiring very little in the way of specialized training or credentials, and 5 means that the majority of the jobs are highly skilled, requiring significant specialized training and credentials.

- 1
- 2
- 3
- 4
- 5

CQ14. Does your organization have a formal succession plan in place for skilled/key positions?

- Yes
- No
- N/A

CQ15. How do you currently recruit new employees? Check all that apply.

- Cold calls from prospective employees
- Local media advertising
- Online job posting
- Referrals from your current employees
- Through a professional recruitment firm
- Through your personal network
- Other (Please specify): \_\_\_\_\_

CQ16. What percentage of your work force would you consider to be recent newcomers to your community (recent = within three years)?

- Zero **Go to question CQ19**
- Less than 10%
- 10-25%
- 25-50%
- More than 50%

CQ17. What percentage of your workforce would you consider to be recent immigrants (recent = within three years) to Canada? Note that these individuals might well have lived and/or worked in other Canadian centres prior to becoming an employee with your firm.

- Zero **Go to question CQ19**
- Less than 10%
- 10-25%
- 25-50%
- More than 50%

CQ18. How did the recent immigrants find out about employment opportunities with your company? (Skip this question if the answer to Q6 is Zero)

- Cold calls from prospective employees
- Local media advertising
- Online job posting
- Referrals from your current employees
- Through a professional recruitment firm
- Through your personal network
- Other (Please specify): \_\_\_\_\_

- CQ19. Do you offer new employees from outside the area any assistance with relocation or integration into the community?
- Often
  - Sometimes
  - Rarely
  - N/A
- CQ20. Are you aware of immigrant settlement services in your region?
- Yes
  - No
- CQ21. Would you be interested in hiring people with foreign credentials, if suitable candidates were available?
- Yes
  - No
  - Uncertain
- CQ22. Can you identify any obstacles/challenges to hiring immigrants in your community?
- \_\_\_\_\_
- \_\_\_\_\_
- CQ23. What advantages, if any, might you expect in hiring immigrants?
- \_\_\_\_\_
- \_\_\_\_\_
- CQ24. Do you use interns as a component of your human resource strategy? (An intern would be identified as an employee whose wage/allowance is subsidized by some form of Provincial or Federal program for specific terms and duration. Typically, an intern would be a youth (under the age of 30) or a new internationally trained professional.
- Yes
  - No
- CQ25. How familiar are you with the financial incentives from organizations that are available to engage interns?
- Very Familiar
  - Somewhat Familiar
  - Not At All Familiar
  - N/A
- CQ26. Would you be interested in hiring internationally trained interns in your business? (Internationally Trained interns are new highly educated immigrants who have international work experience outside Canada)
- Yes
  - Need more information
  - No
- CQ27. On a scale of 1-5, where 1 means poorly and 5 means ideally, how well positioned is your community to attract immigrant investors? Note that immigrant investors are individuals who are committed to making significant financial investments in Canada as part of their requirements to attain Landed Immigrant Status. These individuals typically invest in existing businesses, purchase businesses, or start new ventures.
- 1
  - 2
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  - 4
  - 5

CQ28. What are the most significant challenges an immigrant investor would face in investing in your community?

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