



Canadian Association for
Conservation of Cultural Property
Association canadienne pour la
conservation et la restauration
des biens culturels



Covid-19 Surveys

Final Report - September 2022

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Introduction	2
Respondents' profile	3
Geographic distribution of respondents	3
Career level	3
Type of employment	3
Effect of the pandemic on respondents' jobs or studies	3
Effect on studies	3
Effect on fixed-term and permanent positions	4
Effect on private practice	5
Government financial help	5
Appendixes	7
Appendix I: Survey n°1 questions	7
Appendix II: Survey n°2 questions	14
Appendix III: Survey n°3 questions	22
Appendix IV: Survey n°4 questions	30
Appendix V: One-page summaries of results	39

Introduction

The Canadian Association for Conservation of Cultural Property (CAC) and the Canadian Association of Professional Conservators (CAPC) have conducted four surveys to assess the effects of the COVID-19 pandemic on the conservation community and the consequent needs of conservation professionals across Canada.

The first three surveys were distributed approximately three months apart, in May 2020, October 2020, and February 2021. The fourth survey was issued a year later, in January 2022. The response was consistent over the first three surveys, with 217 respondents on average. The second and third surveys had slightly more respondents than the first survey. 67-70% of respondents had also answered the previous surveys. The fourth survey had a lower response rate – 134 respondents, 38% fewer than in the third survey. 77% of the fourth survey respondents had also responded to the third survey (**Table 1**).

Questions from each survey are available in **Appendixes I to IV**. One-page infographics were distributed after each survey; they are available in **Appendix V**

	Distribution dates	Number of respondents	Comparison of respondents					
			First survey		Second survey		Third survey	
			#	Returning	#	Returning	#	Returning
First survey	May 4th - June 7th 2020	211	-	-	-	-	-	-
Second survey	September 30th - October 31st 2020	224	+ 6%	68%	-	-	-	-
Third survey	January 28th - February 28th 2021	215	+ 2%	70%	- 4%	67%	-	-
Fourth survey	January 26th - March 4th, 2022	134	-36%	78%	-40%	66%	-38%	77%

Table 1. Data summary

Respondents' profile

Geographic distribution of respondents

About half of the respondents for each survey were located in Ontario. A substantial number of the respondents were also located in Quebec and British Columbia (about 10-20% for each province). There were much fewer responses from other provinces, and very few or none from Nunavut, Newfoundland and Labrador, Northwest Territories, Yukon, and Prince Edward Island.

Career level

About half of the respondents for the four surveys were established professionals (5 years or more in the field). The other respondents were split fairly evenly into students, recent graduates, and professionals close to retirement.

Type of employment

Slightly more than half of the respondents were employed in a permanent position. About a quarter of the respondents worked in private practice, and slightly less than a quarter of respondents were employed in a fixed-term position. The remaining 15% of respondents answered "Not applicable" or skipped the question about their employment type.

Effect of the pandemic on respondents' jobs or studies

Effect on studies

In May of 2020, the pandemic affected internships for all student respondents. 92% of internships had been put on hold or rescheduled; 8% of internships had been canceled. By October of 2020, 13% of respondents had been unable to find an internship, while the rest had completed or were completing internships with modifications and/or delays. In February 2021, 100% of student respondents reported pandemic-related changes to both their studies and their internships. 93% of students had their classes moved completely or partially online. 42% had had the start of the semester delayed. 12% had been unable to find an internship.

Between October 2021 and January of 2022, all student respondents still reported changes to their studies due to the pandemic. 71% reported that some or all of their classes were online. 33% reported a delayed start to the semester. 29% struggled or were unable to find an internship.

In 2020 and 2021, almost half of the student respondents (48%) said they were questioning their career plans or considering leaving the field. In 2022, these questions were not included. Instead, participants were asked whether they had changed their career plans. 71% of the student respondents said that they had not; one student said that they had; the remaining three skipped the question.

Effect on fixed-term and permanent positions

For most conservators with fixed-term and permanent positions, employment has been relatively stable throughout the pandemic. Only one respondent was permanently laid off (in May 2020), and only a small percentage were temporarily laid off (6%, 3%, <1%, and 1% of respondents for the four surveys, respectively). A few conservators who were about to begin a new position saw the start of the position postponed (<2% of respondents of the first and third survey, none for the second and fourth surveys). Some conservators saw their hours reduced, but this happened only in a minority of cases. In the first survey, 17% of respondents with a fixed-term position and 15% of respondents in a permanent position reported having their hours reduced. In both the second and third surveys, about 10% of both fixed-term and permanent staff reported a further reduction in hours, although a few others reported an increase in their hours (5% and 8% of respondents to the second and third surveys, respectively). The question was not included in the fourth survey.

For most conservators with fixed-term and permanent positions, the pandemic has not had a significant effect on income so far. Data on income stayed quite consistent throughout the first three surveys, and there were no clear trends over time. On average, 20% of permanent staff and 27% of fixed-term staff reported a loss of income. The percentage of permanent staff reporting loss of income dropped to 4% in 2022, while the percentage of fixed-term staff remained similar at 33%. Among permanent staff, 1.5% on average reported a loss of all their income; among fixed-term staff, 7.5% on average reported a loss of all their income.

The greatest impact of the pandemic on conservators working in institutions seems to be on the structure of their work and their responsibilities. More than half of respondents to the first survey reported having had to adjust their work to be able to work from home. About 25% of respondents to the first survey also reported having been assigned new responsibilities. On the following two surveys, the number of people having to make adjustments to work from home and accommodate new responsibilities increased further. In 2022, 57% of permanent staff and 27% of fixed-term staff still work partially from home.

Among permanent staff, about 20% reported considering a career change on the first and second surveys, but by February 2021, this figure rose to 42%. Among fixed-term staff, about 45% across the three surveys reported considering a career change. In 2022, this question was not included; instead, participants were asked whether they had changed their career plans. 82% of permanent staff said they had not; and 40% of fixed-term staff said they had.

Effect on private practice

Conservation professionals in private practice experienced greater loss of income than professionals employed at institutions. For the first three surveys, an average of 72% of self-employed professionals saw a loss of income, 23% reported a partial loss amounting to more than half their income, and 8% reported complete loss of income. In 2022, the percentage of self-employed professionals with a loss of income came down to 52%, with 36% noting a partial loss amounting to more than half of their income, and 16%, to less than half of their income. No respondents reported a loss of all income in the 2022 survey.

In May of 2020, 43% of professionals in private practice were experiencing cancellations of contracts, but this number fell to 11% by February of 2022. 38% of self-employed conservation professionals also reported an atypical shortage of projects on the first survey, but this number decreased to 29% by the third survey and to 19% by the fourth survey. Other effects on private practice stayed fairly consistent across the four surveys. On average, 25.5% of private conservation professionals reported postponed contracts, and 11.5% reported difficulties getting paid. 24% of self-employed professionals did not notice any pandemic-related changes in their business in 2020 and 2021; this number went up to 50% in February 2022.

In the first three surveys, 30% of private conservators reported considering a career change; in the fourth survey, 5 respondents out of 26 indicated having done so.

Government financial help

In the fourth survey, participants were asked whether they had applied for federal government financial help and whether they had received it. 64% of student respondents, 63% of conservators in private practice, 50% of fixed-term staff, and 25% of permanent staff reported having applied for various financial aid programs. Most of those who applied for aid did receive it: 67% of the students who had applied, 94% of the conservators in private practice, 83% of the fixed-term staff, and 95% of the permanent staff. Among the students and permanent staff, most aid recipients reported being happy with what they had received. However, only 56% of private practice recipients and 40% of fixed-term recipients reported that they were happy with the support.

Ten respondents also mentioned they had applied to other levels of government funding, such as the Ontario Student Assistance Program, the Ontario Small Business Grant, and the British Columbia Emergency Benefit.

Appendixes

Appendix I: Survey n°1 questions

1. In which province or territory do you live?

Alberta
British Columbia
Manitoba
New Brunswick
Newfoundland and Labrador
Northwest Territories
Nova Scotia
Nunavut
Ontario
Prince Edward Island
Quebec
Saskatchewan
Yukon
Outside of Canada (please specify)

2. Do you work in the field of cultural heritage conservation?

Yes
No
I am a student in the field of cultural heritage conservation

3. Are you a member of CAC and/or CAPC? Select all that apply.

Yes, I am a member of CAC
Yes, I am a member of CAPC
No, I am not currently a member of either association

4. At what point are you in your career?

I am a pre-program individual
I will begin my studies in conservation in 2020
I am a current student graduating from a cultural heritage conservation program in 2021 or later
I am a student graduating from a cultural heritage conservation program in 2020
I am a recent graduate (<5 years)
I am an established professional (>5 years)

I am nearing retirement
I am a retired professional

5. What is your job title? Select all that apply

Conservator (including assistant, associate, and senior)
Conservation Assistant
Conservation Technician
Collections Manager
Head of Conservation
Collections Technician
Conservation Scientist
Conservation Fellow
Conservation Intern
Conservation Student
Museum Technician
Other:

6. Do you work for an institution or in private practice? Select all that apply.

I work for a private practice or a business
I own a private practice or a business
I work for a public institution
I work for a private institution
I work for a governmental department/agency/center
I am currently unemployed for reasons unrelated to COVID-19 pandemic
Other:
Comments:

7. What is the nature of your position? Select all that apply.

My position is permanent
My position is fixed-term
I am self-employed (I own a business or and/or am an independent contractor)
Comment:

8. How are your employment and compensation structured? Select all that apply.

My position is full-time, and salaried
My position is part-time, and salaried
My position is full-time, and I am paid an hourly wage
My position is part-time, and I am paid an hourly wage
I am an independent contractor, paid hourly

I am an independent contractor, paid a fixed fee
I am a business owner, and my net earnings are my income
I am a business owner, and draw dividends or salary
Other:
Comment:

9. What is the annual operating budget of the institution/business that accounts for the largest percentage of your income? Please estimate.

\$0 - \$39,999
\$40,000 - \$99,999
\$100,000 - \$499,999
\$500,000 - \$1,000,000
> \$1,000,000
N/A

10. Are you concerned that your job security will be affected by the COVID-19 pandemic?

My job/business has already been affected by the pandemic
No, I am confident in the security of my job/the stability of my business
Yes, I am concerned that I will be laid off temporarily
Yes, I am concerned that I will be terminated/laid off permanently
Yes, I am concerned that my business will not survive the crisis
No, I am unemployed but confident that I will find a job
Yes, I am unemployed and worried about finding a job
N/A

Comments:

11. How have your paid working hours been affected by the COVID-19 pandemic?

My work hours have been reduced
My work hours have stayed the same
My work hours have increased
N/A

**12. If you own a private practice, how has the COVID-19 pandemic affected your business?
Select all that apply.**

I have had to lay off employees temporarily
I have had to lay off employees permanently
I have lost previously scheduled contracts
Previously scheduled contracts have been postponed indefinitely
I am experiencing an atypical shortage in projects

I am experiencing difficulties getting paid for completed projects

My business has not been affected

N/A

Other:

Comments:

13. How has the pandemic affected your position? Select all that apply.

I have been temporarily laid off

I have been terminated/permanently laid off

I have taken an unpaid leave-of-absence

I am having to use paid leave, either sick time or vacation time

My contract has been canceled

My contract has been put on hold indefinitely

The start date of my contract has been pushed back (with a new specific start date)

My internship has been canceled

My internship has been put on hold

The start date of my internship has been pushed back (with a new start date)

I am working regular hours on-site

I am working reduced hours, on-site only

I am working regular hours remotely

I am working reduced hours remotely

I am working regular hours both on-site and remotely

I am working reduced hours, both on-site and remotely

I am retiring early

I am ill and cannot work

I am caring for an ill family member/friend and cannot work

I am caring for children at home and cannot work full time

Other:

Comments:

14. How has the pandemic affected your job responsibilities? Select all that apply.

I have had to take on new roles and responsibilities

I have been redeployed by my employer for delivery of other services

My responsibilities have been reduced

I have had to modify my work plan to in order to work from home (e.g. taking on lower priority projects that can be feasibly/safely executed from home)

My responsibilities have been assigned to someone else

No one is performing my role

There have been no changes in my responsibilities

N/A (I am unemployed/retired/a student)

Other:

Comments:

15. In your institution or business, what work has been prioritized and what work has had to be postponed or cancelled due to the COVID-19 pandemic? If you are a student, how do you feel this has affected your training? Please describe.

16. If you work with a collection, have you developed any new concerns for the stability and security of the collection during the COVID-19 pandemic? Please describe.

17. Is access to your workplace and/or to the collection is a concern?

Yes

No

N/A

Comment:

18. Do you feel that the pandemic has shifted focus away from physical collections in a manner that may become permanent (eg digitization and online access)? Please explain.

Yes

No

Do not know

Comments:

19. If you have lost work because of the pandemic, what is your situation with regards to financial help from the federal government? Select all that apply. If you are getting help through other programs which we forgot to include, please let us know in the comments. (EI - Employment Insurance benefits, CERB - Canada Emergency Response Benefit, CEWS - Canada Emergency Wage Subsidy, BCAP - Business Credit Availability Program, CECRA - Canada Emergency Commercial Rent Assistance)

I will be applying/have applied for EI

I will be applying/have applied for CERB

I will be applying/have applied for CERB and my employer is topping up the CERB to a certain amount/percentage of my usual salary

I will be applying/have applied for CEWS for my business

I will be applying/have applied for a loan from the BCAP for my business (let us know in the comments which loan you applied/will apply for)

I will be applying/have applied for CECRA for my business

I am ineligible for both EI or CERB (If you want to explain why, please use the comments section below)

My business is ineligible for CEWS, BCAP, and CECRA (If you want to explain why, please use the comments section below)

Not applicable

I am struggling to understand my eligibility for financial aid

I don't know

Comments:

20. Are you receiving financial help from provincial governments or otherwise benefitting from other local initiatives (such as rent or mortgage deferrals)?

Yes (please specify)

No

Comments:

21. If you are/will be receiving financial help from government programs, are you satisfied with the help you are offered?

Yes

No

Non applicable

Comments:

22. What percentage of your usual salary/income do you expect to receive (from all income sources, including your employer, clients, and/or federal and provincial governments) for the week of April 20th?

__%

Comments:

23. Has the COVID-19 pandemic affected your ability to participate in professional development opportunities (including but not limited to conferences, symposiums, workshops)? Select all that apply.

My workplace has cancelled travel for professional development during the pandemic

The professional development activities in which I intended on participating have been cancelled/postponed

The professional development events in which I intended on participating have been moved to an online platform

I cannot afford the cost of professional development activities due to loss of income from the pandemic

I am participating in more online professional development activities due to remote working

The pandemic has not affected my ability to participate in professional development activities, negatively or positively

Other:

24. Are you anxious about a potential increased difficulty to find contracts and positions during and after the crisis?

Yes

No

Comments:

25. Has this crisis caused you to question or change your career plans? Do you expect this crisis to have medium- and long-term effects on your career?

Yes, if so explain:

No

26. Could you suggest any measures that CAC and CAPC might take to support the conservation community during this difficult time?

27. Is there anything else (concerns, ideas, comments about the survey) you would like to share with us?

28. Do you expect the COVID-19 pandemic to affect your ability to renew your membership with either CAC or CAPC?

Yes, I will not be able to renew my membership due to the financial impact of the pandemic

Yes, I will temporarily delay renewing my membership due to the financial impact of the pandemic

No, I intend to renew my membership

No, I will not renew my membership but for reasons unrelated to the pandemic

I have already renewed my membership

Does not apply

Appendix II: Survey n°2 questions

INFORMATION ABOUT RESPONDENT

1. In which province or territory do you live?

Alberta

British Columbia

Manitoba

New Brunswick

Newfoundland and Labrador

Northwest Territories

Nova Scotia

Nunavut

Ontario

Prince Edward Island

Quebec

Saskatchewan

Yukon

Other

2. Do you work in the field of cultural heritage conservation?

Yes

No

I am a student in the field of cultural heritage conservation

3. At what point are you in your career?

I am a pre-program individual

I am a current student graduating from a cultural heritage conservation program in 2021 or later

I am graduating from a cultural heritage conservation program in 2020

I am a recent graduate (<5 years)

I am an established professional (>5 years)

I am nearing retirement

I am a retired professional

RESPONDENTS' WORKPLACE

4. What is your job title? Select all that apply

Conservator (including assistant, associate, and senior)
Conservation Assistant
Conservation Technician
Collections Manager
Head of Conservation
Collections Technician
Conservation Scientist
Conservation Fellow
Conservation Intern
Conservation Student
Museum Technician
Other:

5. What is the nature of your position?

My position is permanent
My position is fixed-term
I am self-employed (I own a business or and/or am an independent contractor)
Not applicable

6. Do you work for an institution or in private practice? Select the option that corresponds to your main source of income.

I work for a private practice or a business
I own a private practice or a business
I work for a locally run public institution
I work for a provincially run public institution
I work for a federally run public institution
I work for a private institution
I am currently unemployed for reasons unrelated to the COVID-19 pandemic
I am currently unemployed for reasons related to the COVID-19 pandemic
I currently work in a field unrelated to conservation
Other:

7. If your main source of income comes from an institution, what is the annual operating budget of that institution? Please estimate.

- \$0 - \$39,999
- \$40,000 - \$99,999
- \$100,000 - \$499,999
- \$500,000 - \$1,000,000
- > \$1,000,000
- Not applicable

8. How are your employment and compensation structured?

- My position is full-time and salaried
- My position is part-time and salaried
- My position is full-time, and I am paid an hourly wage
- My position is part-time, and I am paid an hourly wage
- I am an independent contractor, paid hourly
- I am an independent contractor, paid a fixed fee
- I am a business owner, and my net earnings are my income
- I am a business owner, and draw dividends or a salary
- Other:

EFFECTS OF THE PANDEMIC ON RESPONDENTS' JOBS

9. From June to September, how has the pandemic affected your position? Select all that apply.

- My contract/position has not been affected
- I have been temporarily laid off
- I have been terminated/permanently laid off
- I have been recalled for the same position I had been laid off from
- I have taken an unpaid leave-of-absence
- I am having to use paid leave, either sick time or vacation time
- I must take a specific number of furlough days (unpaid leave) spread out over the next few months
- My contract(s) has/have been canceled
- My contract(s) has/have been put on hold indefinitely
- The start date of my contract(s) has/have been pushed back (with a new specific start date)
- I have started a new contract/position after a delay
- I have started a new contract/position
- I have not been able to find a contract/position
- My internship has been canceled

My internship has been put on hold
The start date of my internship has been pushed back (with a new start date)
I have been unable to find an internship
I have completed my internship as originally planned
I have completed my internship with modifications
The beginning of my fall semester has been delayed
I have started school and some of my classes have been moved online
I have started school and all of my classes have been moved online
I have decided not to return to school for the fall semester
I am working regular hours on-site
I am working reduced hours on-site
I am working regular hours remotely
I am working reduced hours remotely
I am working regular hours, both on-site and remotely
I am working reduced hours, both on-site and remotely
I am retiring early
I am ill and cannot work
I am caring for an ill family member/friend and cannot work
I am caring for children at home and cannot work full time
Other:
Comments:

10. If you own a private practice, how has the COVID-19 pandemic affected your business between June and September? Select all that apply.

My business has not been affected
I have had to lay off employees temporarily
I have had to lay off employees permanently
I have recalled employees I had previously had to lay off
I have lost previously scheduled contracts
Previously scheduled contracts have been postponed indefinitely
Previously postponed contracts have been rescheduled
I am experiencing an atypical shortage in projects
I have a large backlog of projects due to inability to work during the COVID lockdown
I am experiencing difficulties getting paid for completed projects
Not applicable
Other:

11. Has/Have the institution(s) for which you work reopened?

Yes

Partially

No

Not applicable

Comments:

12. Between June and September, how has the pandemic affected your job responsibilities?

Select all that apply.

There have been no changes in my responsibilities

I have had to take on new roles and responsibilities

I have had to take on new roles and responsibilities related to reopening and sanitation

I have been redeployed by my employer for delivery of other services

My responsibilities have been reduced

My responsibilities have been assigned to someone else

No one is performing my role

I have had to modify my work plan in order to work from home (e.g., taking on lower-priority projects that can be feasibly/safely executed from home)

Not applicable (I am unemployed/retired/a student)

Other

Comments:

13. Are additional childcare responsibilities caused by the pandemic impacting your ability to work?

Yes

No

Not applicable

14. Since June, how have your paid working hours changed?

My work hours have been reduced

My work hours have stayed the same

My work hours have increased

Not applicable

15. What percentage of your usual salary/income do you expect to receive (from all income sources, excluding governmental financial assistance programs) for September? If you don't have a regular monthly income, please estimate the percentage based on your average September income during previous years.

___%

Comments:

FINANCIAL HELP FROM THE GOVERNMENT

16. What is your current situation with regard to financial help from the federal government? Select all that apply. If you are getting help through other programs we forgot to include, please let us know in the comments. (BCAP - Business Credit Availability Program, CEBA - Canada Emergency Business Account, CECRA - Canada Emergency Commercial Rent Assistance, CESB - Canada Emergency Student Benefit, CEWS - Canada Emergency Wage Subsidy, CERB - Canada Emergency Response Benefit, CRB - Canada Recovery Benefit, CRCB - Canada Recovery Caregiving Benefit, CRSB - Canada Recovery Sickness Benefit, EI - Employment Insurance benefits)

I have applied for/have received/am receiving EI

I have applied for/have received/am receiving CERB

I have applied for/have received/am receiving CERB and my employer is topping up the CERB to a certain amount/percentage of my usual salary

I have applied for/have received/am receiving CESB

I will be applying/have applied for CRB

I will be applying/have applied for CRSB

I will be applying/have applied for CRCB

I am ineligible for financial help from the government (If you want to explain why, please use the comments section below)

I will be applying/have applied for/am receiving CEWS for my business

I will be applying/have applied for/have received a loan from the BCAP for my business (let us know in the comments which loan you applied/will apply for)

I will be applying/have applied for/have received CECRA for my business

I will be applying for/have applied for/have received a CEBA loan for my business

My business is ineligible for financial help from the government (If you want to explain why, please use the comments section below)

I am struggling to understand my eligibility for financial aid

I don't know

Not applicable

Comments:

17. Are you receiving financial help from provincial governments or otherwise benefitting from other local initiatives (such as rent or mortgage deferrals)?

Yes (please specify)

No

Comments:

18. If you are receiving financial help from government programs, are you satisfied with the help you are offered?

Yes

No

Not applicable

Comments:

EFFECTS OF THE PANDEMIC ON RESPONDENT'S MENTAL HEALTH

19. How does your current level of employment-related anxiety (worry about finding work) compare to your level of anxiety in May?

My anxiety is more intense than in May

My anxiety is the same as in May

My anxiety is less intense than in May

Comments:

20. Has this crisis caused you to question or change your career plans? Do you expect this crisis to have medium- and long-term effects on your career?

Yes. Please explain:

No

CAC AND CAPC

21. Are you a member of CAC and/or CAPC? Select all that apply.

Yes, I am a member of CAC

Yes, I am a member of CAPC

No, I am not currently a member of either association

22. Could you suggest any measures that CAC and CAPC might take to support the conservation community during this difficult time?

23. Which video conference platform do you prefer? Please explain in the comments section.

Skype

Zoom

Google Meet

Microsoft Teams

Cisco Webex

Elevate LMS (AIC)

Other:

Comments:

24. Which video conference platform do you dislike the most? Please explain in the comments section.

Skype

Zoom

Google Meet

Microsoft Teams

Cisco Webex

Elevate LMS (AIC)

Other:

Comments:

25. Is there anything else (concerns, ideas, comments about the survey) that you would like to share with us?

26. Did you answer the first survey in May 2020?

Yes

No

Appendix III: Survey n°3 questions

INFORMATION ABOUT THE RESPONDENT

1. In which province or territory do you live?

Alberta

British Columbia

Manitoba

New Brunswick

Newfoundland and Labrador

Northwest Territories

Nova Scotia

Nunavut

Ontario

Prince Edward Island

Quebec

Saskatchewan

Yukon

Other

2. Do you work in the field of cultural heritage conservation?

Yes

No

I am a student in the field of cultural heritage conservation

3. At what point are you in your career?

I am a pre-program individual

I am a current student graduating from a cultural heritage conservation program in 2022 or later I am graduating from a cultural heritage conservation program in 2021

I am a recent graduate (<5 years)

I am an established professional (5 years or more)

I am nearing retirement

I am a retired professional

THE RESPONDENT'S WORKPLACE

4. What is your job title? Select all that apply

Conservator (including assistant, associate, and senior)

Conservation Assistant

Conservation Technician

Collections Manager

Head of Conservation

Collections Technician

Conservation Scientist

Conservation Fellow

Conservation Intern

Conservation Student

Museum Technician

Other:

5. What is the nature of your position?

My position is permanent

My position is fixed-term

I am self-employed (I own a business and/or am an independent contractor)

Not applicable

6. Do you work for an institution or in private practice? Select the option that corresponds to your main source of income.

I work for a private practice or a business

I own a private practice or a business

I work for a locally run public institution

I work for a provincially run public institution

I work for a federally run public institution

I work for a private institution

I am currently unemployed for reasons unrelated to the COVID-19 pandemic

I am currently unemployed for reasons related to the COVID-19 pandemic

I currently work in a field unrelated to conservation

Other:

7. If your main source of income comes from an institution, what is the annual operating budget of that institution? Please estimate.

\$0 - \$39,999

\$40,000 - \$99,999

\$100,000 - \$499,999

\$500,000 - \$1,000,000

> \$1,000,000

Not applicable

8. How are your employment and compensation structured?

My position is full-time and salaried

My position is part-time and salaried

My position is full-time, and I am paid an hourly wage

My position is part-time, and I am paid an hourly wage

I am an independent contractor, paid hourly

I am an independent contractor, paid a fixed fee

I am a business owner, and my net earnings are my income

I am a business owner, and draw dividends or a salary

I am retired, and I draw from a pension

I am a student, and I draw from loans, bursaries, grants, etc.

Other:

EFFECTS OF THE PANDEMIC ON THE RESPONDENT'S JOB OR STUDIES

9. From October to January, how has the pandemic affected your studies? Select all that apply.

Not applicable (I am not a student)

My studies were not affected

My internship has been canceled

My internship has been put on hold

The start date of my internship has been pushed back (with a new start date)

I have been unable to find an internship

I have completed my internship as originally planned

I have completed my internship with modifications

The beginning of my fall/winter semester has been delayed

Some of my classes have been moved online
All of my classes have been moved online
I have decided not to return to school for the fall/winter semester
Other:
Comments:

**10. From October to January, how has the pandemic affected your contract/position?
Select all that apply.**

Not applicable
My contract/position has not been affected
I have been temporarily laid off
I have been terminated/permanently laid off
I have been recalled for the same position I had been laid off from
I have taken an unpaid leave-of-absence
I am having to use paid leave, either sick time or vacation time
I must take a specific number of furlough days (unpaid leave) spread out over the next few months
My contract(s) has/have been canceled
My contract(s) has/have been put on hold indefinitely
The start date of my contract(s) has/have been pushed back (with a new specific start date)
I have started a new contract/position after a delay
I have started a new contract/position
I have not been able to find a contract/position
I am retiring early
Other:
Comments:

11. From October to January, how has the pandemic affected your business/private practice? Select all that apply.

Not applicable (I do not own a business/private practice)
My business has not been affected
I have had to lay off employees temporarily
I have had to lay off employees permanently
I have recalled employees I had previously had to lay off
I have lost previously scheduled contracts
Previously scheduled contracts have been postponed indefinitely

Previously postponed contracts have been rescheduled
I am experiencing an atypical shortage in projects
I have a large backlog of projects due to inability to work during the COVID lockdown
I am experiencing difficulties getting paid for completed projects
Other:

12. Is/are the institution(s) for which you work open?

Yes
Partially
No
Not applicable
Comments:

13. From October to January, have you been working on-site?

I have been working on-site
I have been working remotely
I have been working both on-site and remotely
Not applicable
Comments:

14. From October to January, how has the pandemic affected your job responsibilities compared to your responsibilities before the pandemic? Select all that apply.

Not applicable (I am unemployed/retired/a student)
There have been no changes in my responsibilities
I have had to take on new roles and responsibilities
I have had to take on new roles and responsibilities related to sanitation
I have been redeployed by my employer for delivery of other services
My responsibilities have been reduced
My responsibilities have been assigned to someone else
No one is performing my role
I have had to modify my work plan in order to work from home (e.g., taking on lower-priority projects that can be feasibly/safely executed from home)
I have been ill and could not work
I have been caring for an ill family member/friend and cannot work
Other
Comments:

15. Are additional childcare responsibilities caused by the pandemic impacting your ability to work?

Yes

No

Not applicable

16. From October to January, how have your paid work hours changed compared to your work hours before the pandemic?

My work hours have been reduced

My work hours have stayed the same

My work hours have increased

Not applicable

17. What percentage of your usual salary/income do you expect to receive (from all income sources, excluding governmental financial assistance programs) for January? If you don't have a regular monthly income, please estimate the percentage based on your average January income during previous years.

___%

Comments:

FINANCIAL HELP FROM THE GOVERNMENT

18. What is your current situation with regard to financial help from the federal government? Select all that apply. If you are getting help through other programs we forgot to include, or would like to share more specific information about your situation, please let us know in the comments.

Not applicable

I have applied for/have received/am receiving EI

I will be applying/have applied for CRB

I will be applying/have applied for CRSB

I will be applying/have applied for CRCB

I have applied for/have received/am receiving financial help and my employer is topping it up to a certain amount/percentage of my usual salary

I am ineligible for financial help from the government

I will be applying/have applied for/am receiving CEWS for my business

I will be applying/have applied for/am receiving CERS for my business

I will be applying for/have applied for/have received a CEBA loan for my business

My business is ineligible for financial help from the government

I am struggling to understand my eligibility for financial aid

I don't know

Comments:

19. Are you receiving financial help from provincial governments or otherwise benefitting from other local initiatives (such as rent or mortgage deferrals)?

Yes (please specify)

No

Comments:

20. If you are receiving financial help from government programs, are you satisfied with the help you are offered?

Yes

No

Not applicable

Comments:

EFFECTS OF THE PANDEMIC ON THE RESPONDENT'S MENTAL HEALTH

21. How does your current level of employment-related anxiety (worry about work and/or income) compare to your level of anxiety in October?

My anxiety is more intense than in October

My anxiety is the same as in October

My anxiety is less intense than in October

Comments:

22. Has this crisis caused you to question or change your career plans?

Yes. Please explain:

No

23. Do you expect this crisis to have medium- and long-term effects on your career?

Yes. Please explain:

No

CAC AND CAPC

24. Are you a member of CAC and/or CAPC? Select all that apply.

Yes, I am a member of CAC

Yes, I am a member of CAPC

No, I am not currently a member of either association

25. Are you satisfied with CAC and CAPC's response to the pandemic so far (bursaries, membership lottery, virtual events, etc.)?

Yes

No

Partially

Comments:

26. Do you have any concerns that you would like to share with CAC and CAPC; or suggestions you would like to see CAC and/or CAPC implement?

27. Did you answer the first survey in May 2020?

Yes

No

28. Did you answer the second survey in October 2020?

Yes

No

Appendix IV: Survey n°4 questions

INFORMATION ABOUT THE RESPONDENT

1. In which province or territory do you live?

Alberta

British Columbia

Manitoba

New Brunswick

Newfoundland and Labrador

Northwest Territories

Nova Scotia

Nunavut

Ontario

Prince Edward Island

Quebec

Saskatchewan

Yukon

Other

2. Do you work in the field of cultural heritage conservation?

Yes

No

I am a student in the field of cultural heritage conservation

3. At what point are you in your career?

I am a pre-program individual

I am a current student graduating from a cultural heritage conservation program in 2022 or later

I am graduating from a cultural heritage conservation program in 2021

I am a recent graduate (<5 years)

I am an established professional (5 years or more)

I am nearing retirement

I am a retired professional

THE RESPONDENT'S WORKPLACE

4. What is your job title? Select all that apply

Conservator (including assistant, associate, and senior)

Conservation Assistant

Conservation Technician

Collections Manager

Head of Conservation

Collections Technician

Conservation Scientist

Conservation Fellow

Conservation Intern

Conservation Student

Museum Technician

Other:

5. What is the nature of your position?

My position is permanent

My position is fixed-term

I am self-employed (I own a business and/or am an independent contractor)

Not applicable

6. Do you work for an institution or in private practice? Select the option that corresponds to your main source of income.

I work for a private practice or a business

I own a private practice or a business

I work for a locally run public institution

I work for a provincially run public institution

I work for a federally run public institution

I work for a private institution

I am currently unemployed for reasons unrelated to the COVID-19 pandemic

I am currently unemployed for reasons related to the COVID-19 pandemic

I currently work in a field unrelated to conservation

Other:

7. If your main source of income comes from an institution, what is the annual operating budget of that institution? Please estimate.

\$0 - \$39,999

\$40,000 - \$99,999

\$100,000 - \$499,999

\$500,000 - \$1,000,000

> \$1,000,000

Not applicable

8. How are your employment and compensation structured?

My position is full-time and salaried

My position is part-time and salaried

My position is full-time, and I am paid an hourly wage

My position is part-time, and I am paid an hourly wage

I am an independent contractor, paid hourly

I am an independent contractor, paid a fixed fee

I am a business owner, and my net earnings are my income

I am a business owner, and draw dividends or a salary

I am retired, and I draw from a pension

I am a student, and I draw from loans, bursaries, grants, etc.

Other:

EFFECTS OF THE PANDEMIC ON THE RESPONDENT'S JOB OR STUDIES

9. From October 2021 to January 2022, how has the pandemic affected your studies?

Select all that apply.

Not applicable (I am not a student)

My studies were not affected

My internship has been canceled

My internship has been put on hold

The start date of my internship has been pushed back (with a new start date)

I have been unable to find an internship

I have completed my internship as originally planned

I have completed my internship with modifications

The beginning of my fall/winter semester has been delayed

Some of my classes have been moved online

All of my classes have been moved online

I have decided not to return to school for the fall/winter semester

Other:

Comments:

10. From October 2021 to January 2022, how has the pandemic affected your contract/position? Select all that apply.

Not applicable

My contract/position has not been affected

I have been temporarily laid off

I have been terminated/permanently laid off

I have been recalled for the same position I had been laid off from

I have taken an unpaid leave-of-absence

I am having to use paid leave, either sick time or vacation time

I must take a specific number of furlough days (unpaid leave) spread out over the next few months

My contract(s) has/have been canceled

My contract(s) has/have been put on hold indefinitely

The start date of my contract(s) has/have been pushed back (with a new specific start date)

I have started a new contract/position after a delay

I have started a new contract/position

I have not been able to find a contract/position

I am retiring early

Other:

Comments:

11. From October 2021 to January 2022, how has the pandemic affected your business/private practice? Select all that apply.

Not applicable (I do not own a business/private practice)

My business has not been affected

I have had to lay off employees temporarily

I have had to lay off employees permanently

I have recalled employees I had previously had to lay off

I have lost previously scheduled contracts

Previously scheduled contracts have been postponed indefinitely

Previously postponed contracts have been rescheduled

I am experiencing an atypical shortage in projects

I have a large backlog of projects due to inability to work during the COVID lockdown

I am experiencing difficulties getting paid for completed projects

Other:

12. Is/are the institution(s) for which you work open?

Yes

Partially

No

Not applicable

Comments:

13. From October 2021 to January 2022, have you been working on-site?

I have been working on-site

I have been working remotely

I have been working both on-site and remotely

Not applicable

Comments:

14. From October 2021 to January 2022, how has the pandemic affected your job responsibilities compared to your responsibilities before the pandemic? Select all that apply.

Not applicable (I am unemployed/retired/a student)

There have been no changes in my responsibilities

I have had to take on new roles and responsibilities

I have had to take on new roles and responsibilities related to sanitation

I have been redeployed by my employer for delivery of other services

My responsibilities have been reduced

My responsibilities have been assigned to someone else

No one is performing my role

I have had to modify my work plan in order to work from home (e.g., taking on lower-priority projects that can be feasibly/safely executed from home)

I have been ill and could not work

I have been caring for an ill family member/friend and cannot work

Other

Comments:

15. Are additional childcare responsibilities caused by the pandemic impacting your ability to work?

Yes

No

Not applicable

16. How have vaccine requirements impacted your work/studies?

Comments:

17. Do you intend to participate in local in-person events for professional development in 2022?

Yes

No

Comments

18. Do you intend to travel for professional development in 2022?

Yes

No

Comments

19. From October 2021 to January 2022, how have your paid work hours changed compared to your work hours before the pandemic?

My work hours have been reduced

My work hours have stayed the same

My work hours have increased

Not applicable

20. What percentage of your usual salary/income do you expect to receive (from all income sources, excluding governmental financial assistance programs) for January? If you don't have a regular monthly income, please estimate the percentage based on your average January income during previous years.

___%

Comments:

FINANCIAL HELP FROM THE GOVERNMENT

21. Since the beginning of the pandemic, have you applied for financial help from the federal government? Select all that apply. If you are getting help through other programs we forgot to include, or would like to share more specific information about your situation, please let us know in the comments.

I have not applied for financial help.

I have applied for Employment Insurance (EI)

I have applied for Canada Emergency Recovery Benefit (CERB)

I have applied for Canada Recovery Benefit (CRB)

I have applied for Canada Recovery Sickness Benefit (CRSB)

I have applied for Canada Recovery Caregiving Benefit (CRCB)

I have applied for Canada Worker Lockdown Benefit (CWLB)

I have applied for financial help and my employer is topping it up to a certain amount/percentage of my usual salary

I have applied for Canada Emergency Wage Subsidy (CEWS) for my business

I have applied for Canada Emergency Rent Subsidy (CERS) for my business

I have applied for Canada Recovery Hiring Program (CRHP) subsidy for my business

I have received a Canada Emergency Business Account (CEBA) loan for my business

Comments:

22. Have you received financial help from the federal government? Select all that apply. If you are getting help through other programs we forgot to include, or would like to share more specific information about your situation, please let us know in the comments.

Not applicable

I have received Employment Insurance (EI)

I have received the Canada Emergency Recovery Benefit (CERB)

I have received the Canada Recovery Benefit (CRB)

I have received the Canada Recovery Sickness Benefit (CRSB)

I have received the Canada Recovery Caregiving Benefit (CRCB)

I have received the Canada Worker Lockdown Benefit (CWLB)

I have received the financial help and my employer topped it up to a certain amount/percentage of my usual salary

I have received the Canada Emergency Wage Subsidy (CEWS) for my business

I have received the Canada Emergency Rent Subsidy (CERS) for my business

I have received a Canada Recovery Hiring Program (CRHP) subsidy for my business
I have received a Canada Emergency Business Account (CEBA) loan for my business
Comments:

23. Have you applied for financial help from provincial governments or otherwise benefitting from other local initiatives (such as rent or mortgage deferrals)?

Yes (please specify)

No

Comments:

24. Have you received financial help from provincial governments or otherwise benefitting from other local initiatives (such as rent or mortgage deferrals)?

Yes (please specify)

No

Comments:

25. If you have received financial help from government programs, are you satisfied with the help you are offered?

Yes

No

Not applicable

Comments:

EFFECTS OF THE PANDEMIC ON THE RESPONDENT'S MENTAL HEALTH

26. How does your current level of employment-related anxiety (worry about work and/or income) compare to your level of anxiety in January 2021?

My anxiety is more intense than in January 2021

My anxiety is the same as in January 2021

My anxiety is less intense than in January 2021

Comments:

27. Have you changed your career plan as a result of the pandemic?

Yes. Please explain:

No

Comments:

28. Do you expect this crisis to have medium- and long-term effects on your career?

Yes. Please explain:

No

CAC AND CAPC

29. Are you a member of CAC and/or CAPC? Select all that apply.

Yes, I am a member of CAC

Yes, I am a member of CAPC

No, I am not currently a member of either association

30. Are you satisfied with CAC and CAPC's response to the pandemic so far (bursaries, membership lottery, virtual events, etc.)?

Yes

No

Partially

Comments:

31. Do you have any concerns that you would like to share with CAC and CAPC; or suggestions you would like to see CAC and/or CAPC implement?

32. Did you answer the first survey in May 2020?

Yes

No

33. Did you answer the second survey in October 2020?

Yes

No

34. Did you answer the third survey in January 2021?

Yes

No

Appendix V: One-page summaries of results

First Survey

SUMMARY FROM THE SURVEY ASSESSING THE IMPACT OF COVID-19 ON CANADIAN CONSERVATION PROFESSIONALS: PART I

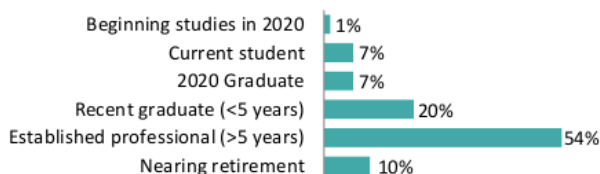


Geographic Distribution of Respondents (211 responses)

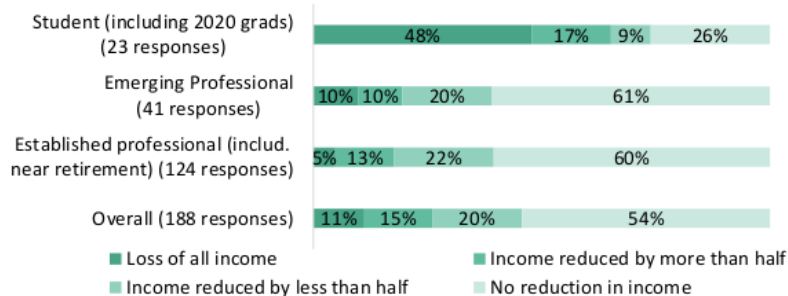


The Canadian Association for Conservation of Cultural Property (CAC) and the Canadian Association of Professional Conservators (CAPC) present highlights from the data collected from conservation professionals regarding the impact of the COVID-19 Pandemic on their lives and careers. Responses were collected using an online survey software between May 4th and June 7th 2020. A follow-up survey will be distributed in September 2020. As with all surveys that use an open invitation to participate via electronic networks, the results are determined by respondents who have access plus an incentive to respond.

Distribution of Respondents Based on Career Level (210 responses)



Effect on Income Based on Position in Career As of Week of April 27th – May 3rd



The Effect of the Pandemic on Work (211 responses):
 43% of respondents working remotely only; 10% working on site; 19% mixed remote/onsite.
 47% of respondents had to modify work plans to work from home; 20% had to take on new responsibilities; 10% have no one performing their role.
 55% respondents are doing more online professional development.

The Effect of the Pandemic on Careers (211 responses):
 64% of respondents are anxious about difficulty to find contracts/positions during and after the pandemic; 28% of respondents are considering career change (over half of which currently hold fixed-term positions).

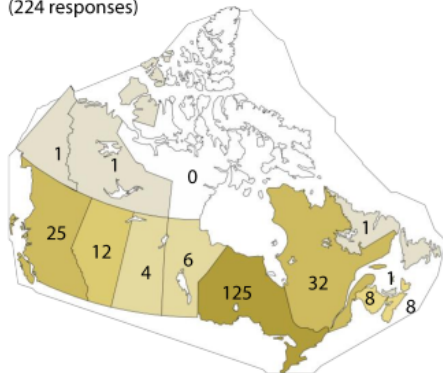
The Effect of the Pandemic on Internships (24 responses):
 63% of internships have been put on hold; 29% internships to start at a later time; 8% of internships have been cancelled.

Second Survey

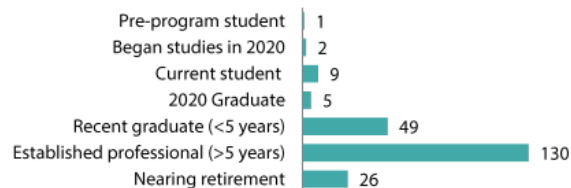
SUMMARY FROM THE SURVEY ASSESSING THE IMPACT OF COVID-19 ON CANADIAN CONSERVATION PROFESSIONALS: PART II



Geographic Distribution of Respondents (224 responses)

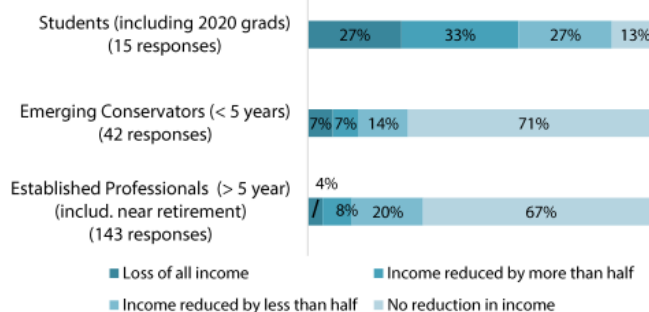


Distribution of Respondents Based on Career Level (224 responses)

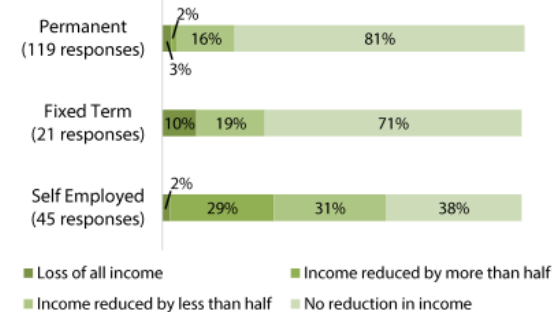


The Canadian Association for Conservation of Cultural Property (CAC) and the Canadian Association of Professional Conservators (CAPC) present highlights from the second Pandemic Survey assessing the impact of the COVID-19 Pandemic on the lives and careers of conservation professionals. Responses were collected using an online survey software between September 30th and October 31st 2020. A follow-up survey will be distributed in January 2021. As with all surveys that use an open invitation to participate via electronic networks, the results are determined by respondents who have access plus an incentive to respond. Compared to the number of responses from the first survey, the second survey saw a 6% increase in the number of respondents and the return of 68% of respondents from the first survey.

Effect on Income Based on Position in Career As of September 2020



Effect on Income Based on Position Type As of September 2020



The Effect of the Pandemic on Careers from June to September 2020:

1 in 20 respondents are unemployed due to the pandemic (216 responses); 74% of respondents are experiencing equal or increased anxiety about difficulty to find contracts/positions during and after the pandemic than they were in May (200 responses); 24% of respondents are considering career change, a decrease of 4% since May, and 46% expect to see medium- to long-term effects on their careers (205 responses).

The Effect of the Pandemic on Work between June and September 2020 (209 responses):

12% of respondents are working remotely only; 19% working onsite only; 32% mixed remote/onsite; 6% are unable to work fulltime due to caregiving for children or sick family/friends.
40% of respondents have not reported a change in their responsibilities; 24% of respondents had to modify work plans to work from home; 18% had to take on new responsibilities; 22% had to take on responsibilities relating to reopening/sanitation; 5% have no one performing their role.

The Effect of the Pandemic on Conservators in Private Practice from June to September 2020 (48 responses):

21% of respondents had previously scheduled contracts postponed indefinitely; 17% lost previously scheduled contracts; 27% experienced an atypical shortage of work; 19% had postponed contracts rescheduled; 13% have a large backlog of projects.

Third Survey

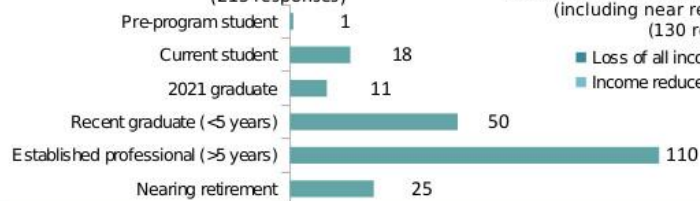
SUMMARY FROM THE SURVEY ASSESSING THE IMPACT OF COVID-19 ON CANADIAN CONSERVATION PROFESSIONALS: PART III



Geographic Distribution of Respondents (215 responses)



Distribution of Respondents Based on Career Level (215 responses)



The Effect of the Pandemic on Studies between October 2020 and January 2021 (29 responses)

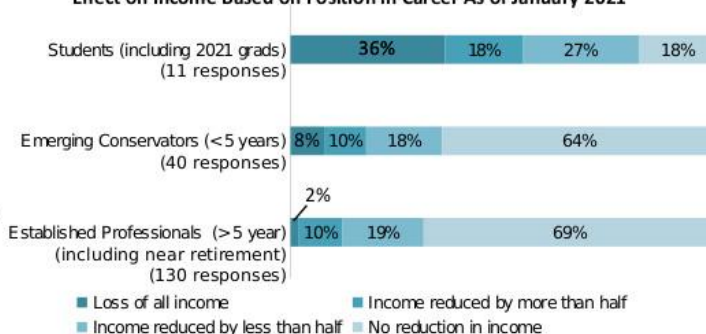
1 in 10 respondents did their internship partially or fully remotely; 10% of respondents were not able to find an internship; 34% have all their classes online.

The Effect of the Pandemic on Work between October 2020 and January 2021 (205-206 responses)

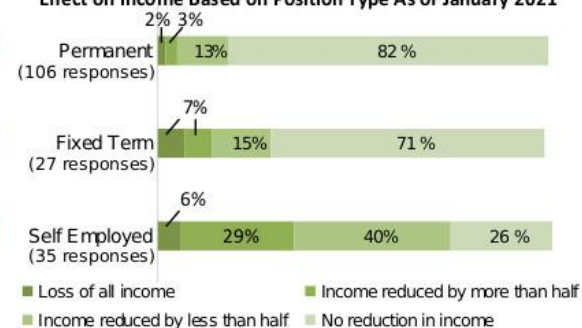
10% of respondents ability to work is impacted by additional childcare responsibilities. 5% are unemployed for reasons related to the pandemic.

The Canadian Association for Conservation of Cultural Property (CAC) and the Canadian Association of Professional Conservators (CAPC) present highlights from the third survey assessing the impact of the COVID-19 Pandemic on the lives and careers of conservation professionals. Responses were collected using an online survey software between January 28 and February 28 2021. As with all surveys that use an open invitation to participate via electronic networks, the results are determined by respondents who have access plus an incentive to respond. The third survey saw a 4% decrease in the number of respondents (from the second survey) and a 2% increase (from the first survey); and the return of 70% and 67% of respondents from the first and second surveys respectively.

Effect on Income Based on Position in Career As of January 2021



Effect on Income Based on Position Type As of January 2021



The Effect of the Pandemic on Conservators in Private Practice from October 2020 to January 2021 (49 responses)

29% of respondents had previously scheduled contracts postponed indefinitely; 24% experienced an atypical shortage of work; 24% have a large backlog of projects because of the lockdown; 20% are experiencing difficulties getting paid for completed projects.

The Effect of the Pandemic on mental health from October 2020 to January 2021 (198-200 responses)

89% of respondents are experiencing equal or increased anxiety about difficulty to find contracts/positions during and after the pandemic (15% increase since September); 53% expect to see medium- to long-term effects on their careers (7% increase); and 34% of respondents are considering career change (10% increase).

Fourth Survey

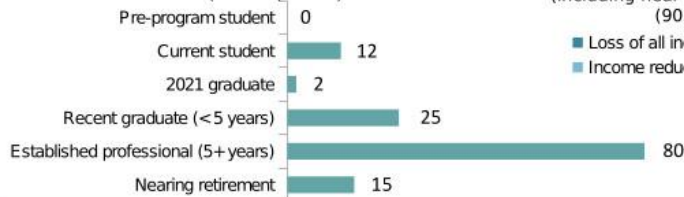
SUMMARY FROM THE SURVEY ASSESSING THE IMPACT OF COVID-19 ON CANADIAN CONSERVATION PROFESSIONALS: PART IV



Geographic Distribution of Respondents (134 responses)

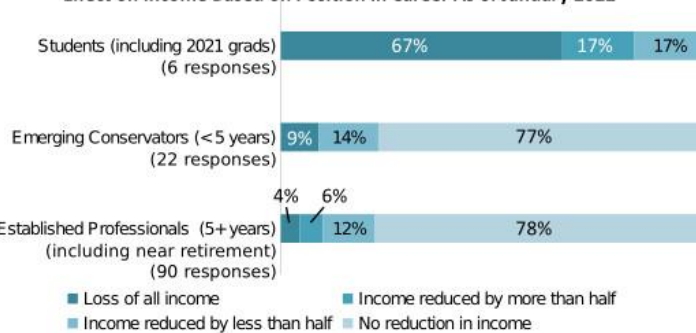


Distribution of Respondents Based on Career Level (134 responses)

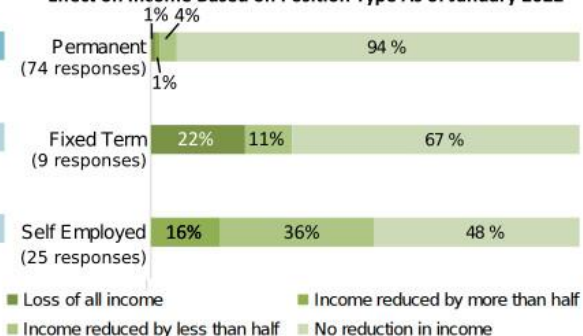


The Canadian Association for Conservation of Cultural Property (CAC) and the Canadian Association of Professional Conservators (CAPC) present highlights from the fourth survey assessing the impact of the COVID-19 Pandemic on the lives and careers of conservation professionals. Responses were collected using online survey software between January 26 and March 4, 2022. As with all surveys that use an open invitation to participate via electronic networks, the results are determined by how many respondents have access to the system and an incentive to respond. The fourth survey saw a 38% decrease in the number of respondents (from the third survey) and 77% of respondents to the fourth survey had previously responded to the third survey.

Effect on Income Based on Position in Career As of January 2022



Effect on Income Based on Position Type As of January 2022



The Effect of the Pandemic on Studies between October 2021 and January 2022 (14 responses)

75% of respondents have some of their classes online and 17% were not able to find an internship (10% in 2021). 64% of respondents applied for and received financial help from the government.

The Effect of the Pandemic on Work between October 2021 and January 2022 (127 - 133 responses)

15% of respondents had their ability to work is impacted by additional childcare responsibilities (10% in 2021); 2% are unemployed for reasons related to the pandemic (5% in 2021).

The Effect of the Pandemic on Conservators in Private Practice from October 2021 to January 2022 (26-27 responses)

8% of respondents have a large backlog of projects because of lockdowns (24% in 2021); 12% are experiencing difficulties getting paid for completed projects (20% in 2021); 19% experienced an atypical shortage of work (24% in 2021); 23% had previously scheduled contracts postponed indefinitely (29% in 2021); and 65% applied for and received financial help from the government, with nearly half of the respondents receiving CERB between March and September 2020.

The Effect of the Pandemic on mental health from October 2021 to January 2022 (124 - 125 responses)

78% of respondents are experiencing equal or increased anxiety than in 2021 about difficulty to find contracts/positions during and after the pandemic ; and 52% expect to see medium- to long-term effects on their careers (same as in 2021).