

Business Recovery Assistance – Phase 4



Even with our local economy getting back to normal – and a “new normal” at that – your business may still need a hand with on-going challenges left to tackle after the pandemic: finding staff, dealing with new costs, debt load and looming inflation.

The Nelson and District Chamber of Commerce and its economic development partners can help. We've been with you throughout the challenges of the last few years. New challenges remain.

The Chamber, its board and our partners can connect your business with programs and grants that can help you turn the post-pandemic corner. **While some programs have expired, there are a number of new ones**, including the Canada Worker Lockdown Benefit and the Columbia Basin Trust's Summer Works Wage Subsidy.

Something to consider: **Even before the COVID crisis, economic indicators pointed to an inevitable labour shortage across the Kootenay region — and the country as a whole** — due to factors including retirement, immigration trends and economic growth. That predicted shortage hasn't changed.

On the labour front, there's a lot of help out there. Our partners at Kootenay Career Development Society support all aspects of recruitment and retention, for employers and jobseekers alike.

The Business Recovery Advisor team at the Chamber can answer questions regarding many regional, provincial, and federal initiatives. You can find details on the reverse side of this handout.

The Chamber and our Business Recovery Team are looking for details on the barriers holding your business back from financial recovery. This input is vital to our effort to work with all levels of government on business support initiatives.

In the next few months the Chamber, in cooperation with our economic development partners, will be conducting more **one-on-one interviews and sector roundtable consultations** to build COVID recovery case studies. The findings will help form the Chamber's future advocacy and policy work. All of our consultations with you and your business are confidential.

The Nelson and District Chamber is the voice of small business. Let's get back to work, support local and move on.

HOW CAN WE HELP YOU IN THE YEAR AHEAD? LET US KNOW NOW.

Phone: 250-352-3433 Email: info@discovernelson.com



**Need labour assistance?
Rehire. Retain. Reboot.**

CALL OR CLICK:

**Kootenay Career
Development Society**

Call: 1.877.952.6200 or 250.352.6200
Website: kcds.ca/employer

**Community Futures
CK Workforce Support**

Call: 250-352-1933
Website: futures.bc.ca/workforce

Basin Business Advisors

Call, toll-free: 1-855-510-2227
E-mail: info@bbaprogram.ca

**Need help with grants, funds and other
business inquires?**

discovernelson.com/recovery

**Nelson & District Chamber of Commerce,
Business Recovery Advisor Team**

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DO YOU NEED HELP WITH?

LABOUR RECRUITMENT/TRAINING

Looking for workers? Or for work? Federal and provincial levels of government, as well as Chamber partners Kootenay Career Development Society, have programs to help. Call KCDS before you hire, or before you job hunt. There's help out there.

1. Canada Recovery Hiring Program (CRHP)

This program is a more targeted continuation of the Canada Emergency Wage Subsidy (CEWS) Employers still impacted by the pandemic and revenue losses above 10% may be eligible for increased subsidy rates of up to 50%. The extension would help businesses continue to hire back workers and to create the additional jobs.

2. Work BC Wage Subsidy

Covers a part of employee wages so employers can hire job seekers and provide work opportunities, for unemployed individuals and employers.

3. Work BC Employer Training Grant

Cost shared program with reimbursement amounts between 60% and 100% depending on the training stream, which must result in a better job at the applicant's company once training is completed.

4. Magnet Student Work Placement Program

Provides employers with wage subsidies to hire post-secondary students for paid work experiences.

5. KCDS Virtual Hiring Supports

For unemployed or those who are underemployed, KCDS provides an array of services, some specific, others tailor made. Get help with resumes, cover letters, costs of training, essential workwear/footwear, transportation, and for employers' financial reimbursement for on-boarding new hires.

6. KCDS Employment Training Services

Helping digitally enabled business models transition to virtual recruitment, with a full suite of virtual hiring services designed to streamline the online recruitment process.

7. RAFT, Fast Forward, Smartlaunch & West K Tech

Other KCDS programs include:

- The RAFT program (a five-week training program for those wanting to work in the tourism industry, offering 12 weeks with 50 percent wage subsidy)
- Fast Forward (a four-week, group based, full-time employment program focusing on career exploration, job searching and job placement support, offering 12 weeks of 100 percent wage subsidy)
- Smart Launch (a free program for young adults between the ages of 17 and 29, seeking to develop employment-related skills)

- West K Tech program (which supports those looking for work in the tech and manufacturing sectors — the program is designed to support the region's expanding tech sector by connecting experienced job seekers with employers looking to hire.)

9. BC Increased Employment Incentive

Refundable tax credit for all private sector B.C. employers to encourage the creation of new jobs or increases in payroll for existing low or medium income employees.

10. BC Employer Training Grant

Offers employers 100% of eligible training costs, up to a maximum of \$10,000 per participant per fiscal year, to support British Columbians that are employed or have been employed in sectors impacted by COVID-19.

11. Apprenticeship Service — PROPOSED

Employers hiring first-year apprentices in construction and manufacturing Red Seal trades would be eligible to receive up to \$5,000 for all first-year apprenticeship opportunities. Incentive is doubles to \$10,000 for employers who hire women, racialized Canadians, and persons with disabilities.

12. Employment Insurance Work Sharing Program

Provides EI benefits to workers who reduce normal working hours as a result of developments beyond control of their employers. The eligibility of such agreements has been extended to 76 weeks, eligibility requirements have been eased, and the application process has been streamlined.

13. CBT Career Internship

Provides eligible employers with up to 50 per cent of an Intern's salary and mandatory employment related costs (up to \$25,000 over a seven to 12 month term) for full-time, career-focused positions that lead to permanent employment.

GENERAL OPERATIONS

1. Hardest Hit Business Recovery Program — NEW

Provides support via wage and rent subsidy programs for businesses that have faced deep losses, with a subsidy rate of up to 50%.

2. Tourism and Hospitality Recovery Program — NEW

Provide support through the wage and rent subsidy programs to hotels, tour operators, travel agencies and restaurants, with a subsidy rate of up to 75%.

3. Tourism Relief Fund — NEW

Supports tourism businesses, non-profits, and organizations to adapt operations to meet public health requirements while investing in products and services to facilitate future growth. Program open now. Expires March 2023 or until funds have been utilized.

4. Canada Emergency Rent Subsidy Program (CERSP) — REPLACED

Rent subsidy for those businesses with a CRA business number as of September 2020 who experienced a drop in revenue and have eligible expenses. Replaced by Hardest Hit Business Recovery Program (under General Operations, #1) and Tourism and Hospitality Recovery Program (under General Operations, #2).

5. Basin Business Advisors Program (BBA)

Supports entrepreneurship and builds economic capacity in Basin communities by helping those resource and support programs, reviewing cash flow and budgeting, marketing, online selling, and pivoting businesses, farm and agri-food operations and social enterprises.

6. Highly Affected Sectors Credit Availability Program (HASCAP)

Business Development Bank of Canada loans for small and medium-sized businesses that have seen their revenues decrease by 50% or more. Extended from June 30 to Dec. 31, 2021. Applications close March 31, 2022.

7. Canada Recovery Hiring Program

Rent subsidy of up to a maximum of 65% of eligible expenses to qualifying organizations that experienced a decline in revenue until June 2021.

8. Business Credit Availability Program (BCAP)

Applicants can quickly improve their cash flow through their bank or credit union to help manage day-to-day expenses like buying inventory and paying your suppliers.

E-COMMERCE/TECH ADVICE

1. Launch On-line Grant

Funding to BC-based business to create an on-line shopping or booking system and/or improve their existing online operations to attract new local customers and expand to new markets.

2. BC Marketplace

On-line marketing program from Small Business BC that helps businesses reach new audiences by creating their own business profile for free.

3. Alacrity Canada Digital Marketing Bootcamp

Provides digital marketing knowledge, tools and resources to those who own, run, or are employed by a small to medium-sized business based in and registered in BCC.

4. Covid Rapid Response Team / Digital Footprint

Community Futures central Kootenay program available to help Nelson and area businesses and entrepreneurs improve their digital footprint, social media, search engine optimization, etc during the pandemic.

5. Canada Digital Adaptation Program — PROPOSED

Providing small businesses with access to digital trainers and micro-grants to offset the cost of going digital. Financing for technology adoption through the Business Development Bank of Canada.