

## Hiring?

### *Consider a Wage Subsidy Work Experience Placement*

Wage Subsidy Work Experience Placements provide a wage subsidy to employers as incentive to hire and provide work experience and skills enhancement to an eligible client.

The usual rate of a subsidy to an employer is 50% of the employees gross wage rate, and normally does not exceed 24 weeks. The duration and rate will be directly related to the amount of training required for the employee to obtain the skills necessary to be successful in the position.

To be eligible an employer must:

- Offer a full-time position of a minimum 35 hours per week, with the likelihood of long-term employment
- Ensure that no workers will be laid off as a result of wage subsidy placement
- Commit to training the employee for the position
- Be a registered business in operation for at least 1 year
- Pay reasonable, competitive wages

Ineligible activities:

- The wage subsidy cannot displace current employees
- Individuals in a cooperative education program are considered full-time students and therefore do not qualify

Employer responsibilities:

- The Employer issues regular paycheques and is responsible for all mandatory costs (EI, CPP, WCB, Vacation Pay)
- The employer submits a monthly claim form/report and commits to 2 on-site monitors by WorkBC staff

To apply for a wage subsidy:

1. Contact Community Futures Boundary (250) 442-2722 or (250) 445-6618
2. Complete an application form
3. When a suitable employee is chosen and the application is approved your employee can start

# Services for Businesses

## ❖ **Business Development Loans:**

Community Futures offers loans to start, buy, or expand your business. Loans are available to a maximum of \$150,000 through our regular loan process, to a maximum of \$500,000 through our Community Futures Partnerships, and to a maximum of \$10,000,000.00 in partnership with Business Development Bank of Canada (BDC).

- Funding can be obtained for start-ups, expansion, additional working capital, equipment purchases, real estate purchases and maintenance.
- Support for new or existing business
- Competitive interest rates
- Flexible repayment schedules
- No penalties for early repayment
- Ongoing support and business counselling with our certified business counsellor

## ❖ **Micro Loans:**

Community Futures Boundary offers Micro Loans for business from \$200 - \$10,000 to eligible individuals. Each application is considered on an individual basis, approval is based on character and business potential. If you are 19 or older, legally entitled to work in Canada, a resident of the Boundary Area and unable to get money from traditional lenders, you can apply for a Micro Loan at either Greenwood or Grand Forks offices.

## ❖ **Job Posting:**

Community Futures offers free job postings for employers seeking to fill employment opportunities within their company. Employers can contact our Grand Forks or Greenwood offices with the details of the position, it will be posted for as long as required with no fees. All postings will appear on our website [www.boundarycf.com](http://www.boundarycf.com).

## ❖ **Essential Skills Assessments:**

Essential Skills (Reading, numeracy and document use) are the skills needed for work, learning and life. They provide the foundation for learning all other skills and enable individuals to evolve with their jobs and adapt to workplace change. Community Futures offers free Essential Skills assessments for job seekers. Employers can streamline their short listing process by having applicants assessed prior to hiring.

## ❖ **Boundary Business Workshops**

We offer a variety of ongoing workshops and training designed to optimize business operations. Workshops may include: Business Succession Planning, Web Site Design, Practical solutions for computer use in a small business, Tackling Common Problems and Questions for Small business and Social Media as a Marketing Tool.

## ❖ **Business Succession Planning**

Thinking about selling your business? List your business with Venture Connect, Invest Kootenay and Opportunities BC. These free online listings provide exposure to targeted business buyers in the local, visitor and international investor markets. Business listings are at no charge to Realtors and Private Sellers. Contact Community Futures Boundary to list your business.