

Dear Members,

This fall we reached out to you to help us support the BC Chamber of Commerce Collective Perspective Survey, the largest annual economic snapshot of BC's business climate. Thank you for your participation and attention to this survey, as the larger the participation in our municipality, the more reflective our local results are of our membership and of the business community.

We're pleased to share with you our local municipal report for your review [here](#). Key insights from a local standpoint include areas which stood out in the results include:

- **COMMUTE: "The ease by which workers can commute to your business"** is a "big" or "very big" challenge in recruiting and retaining qualified employees for **71% of Delta businesses**.
 - The Lower Mainland came in at 36% on commuting as a "big" or "very big" challenge, making Delta businesses more 203%. Businesses across the whole of 254% more Delta businesses than those across the rest of BC.
- **SKILLED WORKERS: "Finding enough workers with the specific skill set you need"** is a "big" or "very big" challenge in recruiting and retaining qualified employees for **49% of Delta businesses**.
 - This is a concern for 126% more Delta businesses than those in other areas of the Lower Mainland and a concern for 123% more Delta businesses than those across the rest of BC.
- **HOUSING: "Housing affordability"** is a "big" or "very big" challenge in recruiting and retaining qualified employees for **60% of Delta businesses**
 - This is a concern for 90% as many Delta businesses as those in other areas of the Lower Mainland, but a concern for 105% more Delta businesses than those across the rest of BC.

More than businesses in other areas across BC, businesses in Delta have taken steps to mitigate these factors and to attract and retain qualified employees, including:

- Offering higher wages
- Offering increased benefits
- Offering more flexible work arrangements - like telecommuting

We have heard these challenges expressed to us by many of our Delta Chamber member businesses and now see those reflected through regional and provincial statistics as well. The need for improved public transit throughout Delta (including Annacis and Tilbury;) a timely solution to the George Massey crossing; and the implementation of diverse and affordable housing strategies are critical to the success of Delta businesses – now more than ever. In addition, reducing barriers to recognizing foreign credentials and increasing access to post-secondary training programs for those in technical jobs and skilled trades continue to be ongoing needs in order to attract and retain skilled workers.

Your Delta Chamber of Commerce will be communicating these survey results with our municipal, provincial and federal representatives and look forward to collaborating with them on solutions. How can you use this information? We encourage you to review the report and to pull relevant information into your business. Incorporate this data into your strategic planning processes – where do opportunities lie for your business?

Thank you again for your continued support as we work to further our community where local businesses continue to thrive and grow!

Sincerely,

Garry Shearer