

5 Talaabooyinka Muhiimka ah Bilaabidda Ganacsi Yar

Hagahan waxa uu daboolayaa aasaaska waxa uuna ku siinayaa bar bilow ah si uu kaaga caawiyo in fikradaada ugu rogto ganacsi. Waxaa ku jira khayraad badan oo kaa caawinaya inaad socodsiiso nidaamkan, laakiin waxaad u baahan doontaa inaad samayso cilmi-baaris dheeraad ah iyadoo ku xiran nooca ganacsigaaga gaarka ah. Tallaabo kasta waxay ku fidaysaa khayraad iyo macluumaad gaar ah si ay kaaga caawiyaan qaybtaas. *Haddaba, waa maxay tallaabada ugu horreysa?*

FIIRO GAAR AH: Booqo websaydka The City's Business si aad u hesho liiska ururada bixiya kaalmada farsamo (inta badan lacag la'aan ah) oo kaa caawin kara safarkaaga ganacsi (eeg "Find Your Network"). sandiego.gov/economic-development/resources/services

Xidhiidhada iyo macluumaadka ku jira waxay ka yimaaddeen hay'adaha dawladda iyo la-hawlgalayaasha bulshada ee la aamini karo, si kastaba ha ahaatee ma aha kheyraad dhammaystiran sababtoo ah ganacsi kastaa wuxuu leeyahay baahiyo gaar ah.



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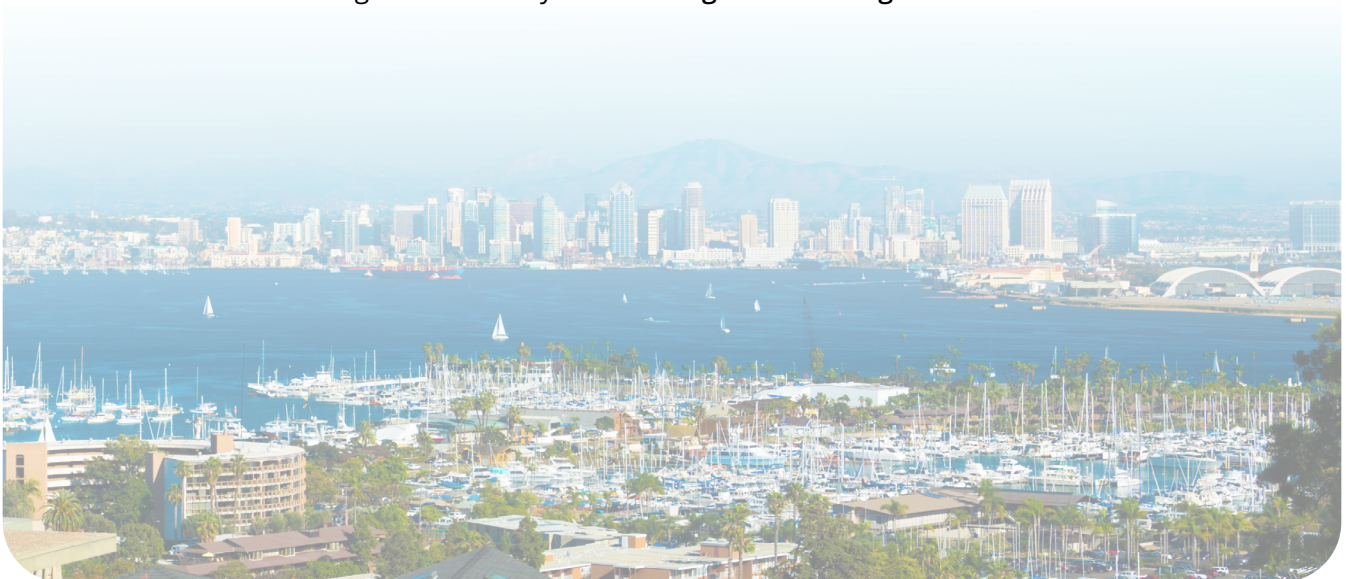
CILMI BAARIS IYO QORSHE: Marxaladda hore, waxaad u baahan doontaa inaad ku bilowdo cilmi-baadhis iyo qorshayn. Way ku caawin doontaa inaad qeexo fikradaada ganacsi oo aad dhiso aasaaska qorshahaaga ganacsi. Qorshaha ganacsigu wuxuu u baahan doonaa miisaaniyad bilow ah oo taxaysa kharashyadaada bilowga ah. Waa muhiim in la baaro rukhsadaha lagama maarmaanka ah iyo shatiyada si loogu daro kharashyadaas miisaaniyadaada (eeg Talabada 4 ee hoose). Si loo hubiyo inay jirto baahi loo qabo alaabtaada ama adeeggaaga, cilmi-baarista suuqyadu waxay kaa caawin kartaa inaad aqoonsato saldhigga ugu habboon ee macaamiishaada iyo istiraatiijiyaddaada. Waxa kale oo aad ka heli kartaa muuqaalo/tutorial online kuwaas oo bixiya talooyin dheeraad ah. Maamulka Ganacsiga Yar waa hal meel oo aad aadi karto oo bixisa kheyraad marka la samaynayo cilmi baaris suuqa iyo abuurista qorshe ganacsi.
sba.gov/business-guide/plan-your-business

Maxaad rabtaa inaad sameyso? Iibiso badeecad ama adeeg? Hoos waxaa ah tusaalayaal:

- U rog hiwaayadda/jacaylka sida dubista ganacsi
- Abuur meherad wareegta sida iibiyaha jalaatada
- Furo dukaan tafaariiq ah oo lagu iibiyo dharka iyo kabaha
- Ka bilow ganacsi gurigaaga sida adeegyada la-talinta
- Noqo qandaraasle madax-banaan/ iskii-ushaqeysta. Tan waxa ku jiri kara noqoshada timo-jare, farsamo cidiyaha, darawalka rideshare, ama martigeliyaha kiraynta muddada-gaaban.

Waa muhiim inaad waqti u hurto cilmi-baarista iyo qorsheynta. Maalgelinta wakhtiga bilowga waxay ku caawin doontaa mustaqbalka fog. Ku xidhidda khayraadka saxda ah waxa ay ku heli kartaa agab waxbarasho iyo tababaro kala duwan oo bilaasha si aad u bilowdo, uga shaqeyso una kobciso ganacsigaaga. Wixii macluumaad dheeraad ah, fadlan eegkhayraadka hoose.

- Xafiiska California ee U-doodaha Ganacsiga Yar - calosba.ca.gov/
- San Diego & Xarunta Horumarinta Ganacsiga Yar ee Imperial - sdivsbdc.org/
- San Diego Public Libraries - sandiego.gov/public-library
 - Adeegyada horumarinta shaqada - sandiego.gov/public-library/job-start
 - Helitaanka - database-sandiego.gov/public-library/elibrary
 - IDEA lab - sandiego.gov/public-library/central-library/idea-lab
 - Laabtoobyada iyo meelaha laga helo - sandiego.gov/sdaccess
 - Caawinta ganacsiga iyo patentka - sandiego.gov/public-library/ptrc
- SCORE San Diego - score.org/sandiego
- Maamulka Ganacsiga Yar ee Maraykanka - sba.gov/business-guide



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QEEX GOOBTAADA: Kadib samaynta cilmi-baaristaada iyo qorsheyntaada, talaabada xigta waa in la go'aamiyo sida loogu shaqeyso ganacsigaaga goobta aad rabto. Maamulka Ganacsiga Yar wuxuu bixiyaa hage marka la eegayo goobaha ganacsiga.

sba.gov/business-guide/launch-your-business/pick-your-business-location

Halkee rabtaa in aad ka shaqeyso? Hoos waxaa ah tusaalayaal:

- Fur dukaanka ama leben iyo hoobiye xaafaddaada
- Ku iibi suuqyada beeralayda deegaanka ama wax ku iibinta waddooyinka
- Ka shaqee oo ka hawlgal gurigaaga

Kahor intaadan saxiixin heshiis ijaar ama gadan guri, waa inaad marka hore hubiso in lagu ogol yahay inaad ka shaqeyso goobtaas maadaama sharciyada isticmaalka dhulka ay xadidi karaan noocyada ganacsiga qaarkood. Aqoonsiga oggolaanshaha loo baahan yahay, kharashyada la xidhiidha iyo wakhtiyada habaynta ee hay'adaha ay khusayso ayaa kaa caawin doona go'aamada sida wakhtiga ugu wanaagsan ee lagu sugi karo booska. Xusuusnow, goobtu waa furaha. Waqti qaado markaad go'aaminayso meesha aad ku sugan tahay. Wixii macluumaad dheeraad ah, fadlan eegkhayraadka hoose.

- Suuqa Beeralayda - sdfarmbureau.org/farmers-market/
- Ganacsiga Guriga Ku Salaysan (Shaqada Guriga) - sandiego.gov/sites/default/files/dsdib540.pdf
- Shaqooyinka Jikada Guriga ee Microenterprise (MEHKO) ama Warshadaha Cunnada Cottage - sandiegocounty.gov/content/sdc/deh/fhd/food/homekitchenoperations.html
- libka dhinaceeda - sandiego.gov/sidewalk-vending
- Dukaanka hortiisa ama leben iyo hoobiye- Degmooyin badan oo horumarinta ganacsiga ah ayaa raadraaca oo wadaaga liisaska goobaha ganacsi ee xaafadooda - sandiego.gov/economic-development/about/bids.
- Waaxda Horumarinta Dhaqaalaha waxay kaa caawin kartaa cilmi-baarista guryaha ganacsiga iyo caawinta aagagga ganacsiga yar yar iyo oggolaanshaha su'aalaha. Waxa kale oo aad si toos ah ula shaqayn kartaa Waaxda Adeegyada Horumarinta iyada oo loo marayo Ganacsigooda Yaryar iyo Barnaamijkooda Kaalmada Makhaayado - sandiego.gov/development-services/virtual-appointments.



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RASMIYEE GANACSIGAAGA: Markaad aqoonsato goobtaada oo aad diyaar u tahay inaad hore u socoto, talaabada xigta waa inaad si rasmi ah u sameyso ganacsigaaga. Waxaan bixinaa liiska qaybaha muhiimka ah ee aad u baahan tahay si aad u bilowdo.

- **Magaca Ganacsiga Khayaaliga ah (FBN)** - Waxa loo baahan yahay haddii magac ganacsi oo aan ku jirin magaca qoyska milkiilaha shakhsi ahaaneed iyo/ama mid kasta oo ka mid ah shuraakadaha, ama nooca ganacsigu aanu si cad u caddayn magaca. Waxaad u baahan doontaa inaad iska diiwaan geliso FBN Degmada San Diego. Tan waxaa badanaa lagu tilmaamaa haysashada DBA ama "ganacsiga u samaynayo" (sida caadiga ah kharash yar). sdarcc.gov/content/arcc/home/divisions/recorder-clerk/fictitious-business-name.html
- **Qaab-dhismeedka Sharciga** - Waxaa si toos ah laguugu tixgalinayaa inaad tahay mulkiilaha keliga ah ilaa aad ka diiwaan geliso ganacsigaaga qaab dhismeed kale oo sharci ah sida shuraako xaddidan (LP), shuraako xaddidan (LLP), shirkad xaddidan (LLC) ama shirkad. Isbarbardhigga saameynta sharciga iyo canshuuraha ee ku saleysan xaaladaada ayaa muhiim u ah doorashada qaab dhismeedka sharci ee saxda ah ee ganacsigaaga. Waxaad la xiriiri kartaa qareen si aad u heshid ama waxaad la xiriiri kartaa San Diego Volunteer Lawyer Program kaas oo kaa caawin kara samaynta ganacsiga. sdvlp.org/microbusiness-nonprofit-support/
- **Abaabulka maaliyadda** - Maareynta socodka lacagta caddaanka ah, dejinta nidaam wax ku ool ah oo kaydin iyo samaynta sanduuqa xaaladaha degdegga ah ayaa ah qaar ka mid ah talooyinka maamulka maaliyadda. Koontada bangiga ganacsiga ayaa kaa caawin karta in ganacsigaaga iyo dhaqaalahaaga gaarka ah la kala saaro. Waxaad la xiriiri kartaa xisaabiyahaaga hagitaan ama mid ka mid ah la-hawlgalayaashayada iyo bixiyeyaasha cawinta farsamada (eeg "Raadi Shabakaddaada"). sandiego.gov/economic-development/resources/services. Waaxda Canshuuraha iyo Maamulka Khidmadaha ee Kaalifoorniya waxay haysaa agab kaa caawin doona inaad raacdo shuruudaha canshuurta. cdtfa.ca.gov/
- **Caymiska** - Haysashada caymiska saxda ah ee ganacsigaaga wuxuu kaa caawinayaa ilaalinta adiga iyo hantidaada ganacsiga. Maamulka Ganacsiga Yaryar wuxuu hayaa macluumaad dheeraad ah oo ku saabsan noocyada kala duwan ee caymiska ganacsiga. sba.gov/business-guide/launch-your-business/get-business-caymiska

Abaabulka iyo habaynta ganacsigaaga waxay kaa caawinaysaa abuurista aasaas adag. Waxaa laga yaabaa inaad raadineyso maalgelin kharashyada bilowga ah sida qalabka ama waxaad raadineysaa inaad shaqaale qorto. Waxaad u baahan tahay inaad horay u sii qorsheysato oo aad dejiso habab gudaha ah. Macluumaad dheeri ah oo ku saabsan qaabaynta ganacsigaaga oo ay ku jiraan helitaanka raasumaalka, mas'uuliyadda loo shaqeeyaha iyo sharciyada shaqada iyo cashuuraha/sharciga, fadlan eeg ilaha hoose.

Helitaanka Caasimadda

- Helitaanka - accessity.org/
- Accion Opportunity Fund - aofund.org/
- Barnaamijka Helitaanka Caasimadda California - treasurer.ca.gov/CPCFA/calcap/index.asp
- CDC Maaliyadda Ganacsiga Yaryar - cdcloans.com/
- Bulshooyinka Rayidka - civiccommunities.com/capital-solutions/
- Guddiga Badbaadinta Caalamiga ah - irc-ceo.org/what-we-do/our-loan-products.html
- Shirkadda Taageerada Initiative Local - lisc.org/our-initiatives/small-business/our-work/kiva/
- Mission Drive Finance - missiondrivenfinance.com/
- Sanduuqa Maalgelinta Saamaynta REDF - redf.org/what-we-do/impact-lending/
- Is-caawinta Ururka Deynta Federaalka - self-helpfcu.org/locations/locations-california/san-diego-branch
- Maamulka Ganacsiga Yaryar - sba.gov/funding-programs/loans
- Xarunta Maaliyadda Ganacsiga Yaryar - ibank.ca.gov/small-business/loan-guarantees/
- Golaha Horumarinta Dhaqaalaha Koonfur-Koonfureed - southcountyledc.com/scedc-loan-programs/

Waajibaadka Loo-shaqeeyaha iyo Sharciyada Shaqada:

- Waaxda Xiriirka Warshadaha - dir.ca.gov/smallbusiness/HiringAndAdministeringEmployees.htm
- Waaxda Horumarinta Shaqada - edd.ca.gov/
- Sharciga Mushaharka ugu Yar - sandiego.gov/compliance/minimum-wage

Macluumaadka Canshuurta / Kaalmada Sharciga:

- Maamulka Waaxda Canshuuraha iyo Khidmadaha California - cdtfa.ca.gov/
- Golaha Sinaanta ee Gobolka California - boe.ca.gov/
- Xarunta Macluumaadka Canshuuraha California - taxes.ca.gov/
- Dugsiga Sharciga ee Galbeedka California, Mashruuca Sharciga Bulshada - cwsf.edu/experiential_learning/clinics/community_law_project.html
- Franchise Tax Board - ftb.ca.gov/file/business/index.html
- Adeegga Dakhliga Gudaha - irs.gov/
 - Lambarka Canshuurta Aqoonsiga - irs.gov/individuals/individual-taxpayer-identification-number (bilaash in la diwaangeliyo)
 - Lambarka Aqoonsiga Loo-shaqeeyaha - irs.gov/businesses/small-businesses-self-employed/how-to-apply-for-an-ein (bilaash in la diwaangeliyo)
- Khasnajiga Degmada San Diego-Canshuur ururiyaha - sdttc.com/
- San Diego Volunteer Lawyer Program - sdvlp.org/microbusiness-nonprofit-support/
- Jaamacadda San Diego, Rugta Sharciga - sandiego.edu/law/free-legal-assistance/



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RUQSADAHA IYO SHATIYADA: Ganacsiyada badankoodu waxay u baahan yihiin rukhsad gaar ah iyo shatiyo ay ku shaqeeyaan, taasoo ku xidhan warshadaha iyo goobta. Waa muhiim in la ogaado sharciyada maxalliga ah, gobolka iyo federaalka waxaad u baahan tahay inaad raacdo si aad si sharci ah ugu shaqeyso ganacsigaaga. Gobolka Kaalifoorniya wuxuu leeyahay qalab la yiraahdo CalGold si uu kaaga caawiyo inaad ogaato rukhsadaha iyo shatiga aad uga baahan tahay nooca ganacsigaaga gaarka ah. calgold.ca.gov/

***Xeerka Nidaamka Kala-saarista Warshadaha Waqooyiga Ameerika (NAICS)** - Koodhka NAICS waa lambar loo isticmaalo in lagu kala saaro oo loo kala saaro noocyada ganacsiga ee falanqaynta tirakoobka ee dhammaan warshadaha. Ogaanshaha koodhkaga NAICS waxay ku caawinaysaa dhowr sababood, sida go'aaminta u-qalmitaanka barnaamijyada qandaraasyada iyo codsashada rukhsadaha qaarkood. Koodhku waa nidaam iskiis loo qoondeeyay, waxaad doorataa koodka sida ugu fiican u muujinaya dhaqdhaqaaqaaga ganacsi. naics.com/search/

***Shahaadada Canshuurta Ganacsiga (BTC)** - BTC ayaa looga baahan yahay ganacsi kasta oo ka shaqeeya magaalada San Diego waxay xadidaysaa in ka badan lix maalmood sanadkii. Kharashku wuu kala duwanaan karaa iyadoo ku xidhan dhawr arrimood wuxuuna ka bilaabmayaa \$38.

- Waaxda Horumarinta Dhaqaalaha ayaa kaa caawin karta inaad dhex marato ogolaanshaha magaalada iyo habka shatiga waxayna ka jawaabi kartaa su'aalaha ka hor inta aanad bilaabin nidaamka codsiga. Xafiiska Khasnajiga Magaalada ayaa hela oo maamula codsiyada Shahaadada Canshuurta Ganacsiga. Haddii aad jeclaan lahayd inaad wax ka weydiiso heerka codsigaaga BTC, waxaad si toos ah ula xiriiri kartaa waaxdan 619-615-1500 ama iimayl u dir btex@sandiego.gov. Haddii aad rabto inaad shakhsi ahaan u codsato, waxay ku yaalliin **1200 Third Ave., Suite 100, San Diego, CA 9210**. Waad la xidhiidhi kartaa ama booqo shabakadooda (sandiego.gov/treasurer/taxesfees/btax/btaxhow) saacadaha hawlga ah.

Kuwa soo socdaa waa ruqsadaha guud ee ganacsiyada yaryar; si kastaba ha ahaatee, shuruudaha oggolaanshaha way kala duwan yihiin iyadoo ku xiran nooca ganacsiga iyo arrimo kale sida goobta.

- **Oggolaanshiyaha Dhismaha** - Waaxda Adeegyada Horumarinta, iyada oo loo marayo Ganacsiga Yaryar iyo Barnaamijka Kaalmada Makhaayado, waxay ka taageertaa ganacsiyada yaryar iyo makhaayadaha u qalma qorshahooda iyo oggolaanshaha baahidooda oo ay ku jiraan caawinta dhismaha iyo kormeerka. sandiego.gov/development-services/virtual-appointments
- **Oggolaanshaha Iibiyaha** - Guud ahaan, inta badan hawlaha tafaariiqda ee California waxay helayaan oggolaanshahan ay bixiso Waaxda Canshuuraha iyo Maamulka Khidmadaha ee California. Waxaa looga baahan yahay ganacsi kasta oo iibinaya badeecadaha la canshuuri karo iyo adeegyada qaar, in ay aruuriyaan oo ay u soo sheegaan canshuuraha Gobolka. Warbixinta ayaa loo baahan yahay bil kasta, saddexdii biloodba mar, ama sannadkiiba iyadoo ku xidhan hadba inta uu le'eg yahay iibka ganacsigaagu soo saaro (bilaash in la diwaangeliyo). cdtfa.ca.gov/taxes-and-fees/faqseller.htm
- **Caafimaadka Deegaanka & Foomamka Tayada iyo Codsiyada** - Degmada San Diego waxay u baahan tahay foomam gaar ah hawlaha ganacsiga gaarka ah. Tusaale ahaan, meheradaha iibiya ama gacanta ku haya alaabta cuntada, ka shaqeeya barkad ama isbaasha, maareeyo walxaha halista ah ama qashinka caafimaadka, haysta taangiyada kaydinta dhulka hoostiisa ama isticmaala qalabka raajada waa inay la xidhiidhaan xafiiska caafimaadka deegaanka ee Degmada San Diego. sandiegocounty.gov/content/sdc/deh/doing_business/forms.html
- **Beeraha, Miisaanka, iyo Cabbirada** - Meheradaha ku iibiya alaabta miisaan ahaan ama mugga waa inay ka diwaangaliyaan qalabkooda Degmada San Diego. sandiegocounty.gov/awm/
- **Deganaanshiyaha Muddada Gaaban (STRO)** - Xeerka STRO wuxuu u baahan yahay shati dhammaan STRO ee unug guri, ama qayb ka mid ah, in ka yar hal bil gudaha Magaalada San Diego. Habka codsiga waxaa maamula Xafiiska Khasnajiga Magaalada. sandiego.gov/treasurer/short-term-residential-occupancy
- **Oggolaanshaha Booliiska** - Noocyada hawlaha ganacsiga qaarkood waxaa nidaamiya Waaxda Booliiska San Diego, sida ganacsiyada xashiishadda - sandiego.gov/development-services/cannabis. Habka codsiga waxaa maamula Xafiiska Khasnajiga Magaalada. Waxaad booqan kartaa boggooda si aad u hesho liiska ganacsiyada Booliiska ee Magaaladu nidaamiyeen iyo macluumaadka ku saabsan oggolaanshaha iyo khidmadaha. sandiego.gov/treasurer/taxesfees/pdpermits

- **Shatiyada Shaqooyinka iyo Adeegyada Xirfadlaha** - Waaxda Arrimaha Macmiilaha ee California waxay maamushaa in ka badan 3.9 milyan shati oo ka badan 280 nooc oo shatiga. Mid ka mid ah kuwa ugu caansan waa shatiga qandaraaslayaasha guud. cslb.ca.gov.
- **Oggolaanshaha Waaxda Badbaadinta Dab-demiska ee San Diego** - Hawlaha ganacsiga qaarkood ayaa laga yaabaa inay hoos yimaadaan oggolaanshaha Waaxda Badbaadinta Dabka. Oggolaanshaha qaarkood waxaa ka mid ah hababka digniinta, dhacdooyinka gaarka ah, isticmaalka walxaha khatarta ah iyo kuwa kale. sandiego.gov/fire/services/permits/hazmat.

Fadlan ogow in kani aanu ahayn liis dhamaystiran, oggolaansho kale ayaa sidoo kale loo baahan karaa. Hubi in aad la socotid oo aad ka baaraandegto oggolaanshaha/ shatiga lagu dabaqi karo waqti ku habboon. Macluumaad dheeri ah oo ku saabsan oggolaanshaha guud, fadlan eeg ilaha hoose.

- Goobaha Cabitaanada Khamriga ah - sandiego.gov/development-services/forms-publications/information-bulletins/143
- Timo-jaridda iyo qurxinta qurxinta - barbercosmo.ca.gov/
- Business Care Child - sandiego.gov/child-youth-success/early-learning
- Gawaarida cuntada - sandiegocounty.gov/content/sdc/deh/fhd/mobilefood.html iyo sandiego.gov/development-services/permits/mobile-food-truck-permit
- Hawlaha Jikada Guriga - sandiegocounty.gov/content/sdc/deh/fhd/food/homekitchenoperations.html
- libka dhinaceeda - sandiego.gov/sidewalk-vending



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BILOW GANACSIGAAGA! Waxaad dhammaysay tillaabooyinka 1-4 oo hadda waxaad diyaar u tahay inaad bilowdo ganacsigaaga! Ka faa'iidayso suuqgeynta ganacsigaaga adoo adeegsanaya aaladaha warbaahinta bulshada ee bilaashka ah. Kordhi aqoontaada xirfadaha ganacsiga oo la soco sharciyada khuseeya Tixgeli inaad ku biirto koox ganacsi ama urur ganacsi oo kaa caawin kara suuqgeynta ganacsigaaga. Waxaan kugu dhiirigelineynaa inaad ku xirto shabakad ganacsi, hadday tahay xaafad ku saleysan ama warshado ku saleysan.

Kobcinta Ganacsiga: Arrin muhiim ah oo gacan ka geysan doonta in si guul leh loo bilaabo iyo guul waarta waa kor u qaadida iyo calaamadaynta badeecadaada/adeeggaga. Laga soo bilaabo abuurista mareegaha iyo akoonnada warbaahinta bulshada ilaa samaynta istaraatiijiyad suuqgeyneed iyo falanqaynta waxqabadka ganacsigaaga, ganacsiyada yaryar waxay ka faa'iidaystaan karaan ilaha inta badan xorta ah oo la heli karo.

Waxbarashada Ganacsiga: In wax laga barto dhammaan dhinacyada si wax ku ool ah u socodsiiinta ganacsiga waa muhiim. Laga soo bilaabo HR iyo maamulka maamulka ilaa maaliyadda iyo adeegga macaamiisha, kobcinta aqoontaada iyo hagaajinta xirfadahaaga waxay ugu dambeyntii gacan ka geysan kartaa guulo ganacsi oo wanaagsan. Ma aha oo kaliya inaad balaadhiso waxbarashadaada ganacsiga markaad bilaabayso ganacsigaaga, laakiin sidoo kale inta aad safarka ganacsiga ku jirto.

Dhisidda Shabakad: Lahaanshaha shabakad xooggan iyo nidaam taageero ayaa fure u ah. Isku-keenidda dadka la xiriiri kara khibradaada waxay soo jiidataa dareenka bulshada iyo taageerada. Ha iloobin, hadalka afka weli waa mid ka mid ah noocyada suuq-geyneed ee ugu xooggan iyo asxaabtaada ayaa laga yaabaa inay gacan ka geystaan horumarinta ganacsigaaga dadka kale. Booqo websaydka The City's Business si aad u aragto liiska ururada ay ku jiraan ururada ganacsiga, qolalka, iyo ururada bulshada ku salaysan (eeg "Find Your Network"). sandiego.gov/economic-development/resources/services

Taageerada kor u qaadista ganacsiga, waxbarashada, iyo wax ka badan, ururada soo socdaa waxay bixiyaan fursado waxbarasho. Waxa kale oo aad la xidhiidhi kartaa ururka beesha degaankaaga si aad u ogaato inay bixinayaan tababaro ama aqoon-is-weydaarsiyo.

- San Diego & Imperial SBDC (Xarunta Horumarinta Ganacsiga Yaryar) waxay bixisaa tababaro baahida loo qabo oo ka hadlaya mawduucyo kala duwan dhammaan heerarka ganacsiga. sddivsbdc.org/on-demand-training/
- SCORE San Diego (Service Corps of Retired Executives) waxay bixisaa fursado waxbarasho oo kala duwan oo ay ku jiraan aqoon-is-weydaarsiyo, latalin iyo dhacdooyinka isku xirka. score.org/sandiego/local-workshops

Ganacsigaaga ma la aasaasay oo diyaar ma u yahay inuu qaado tallaabada xigta ee koritaanka? Booqo websaydkayaga si aad u sahamiso dhiirigelinta iyo fursadaha ballaarinta.

Haddii aad hayso su'aalo ama aad dareento inaad ku dhegan tahay mid ka mid ah tillaabooyinkan, booqo sandiego.gov/economic-development, wac (619) 236-6700, ama iimayl u dir sdbusiness@sandiego.gov waxaanan kaa caawin karnaa inaad hesho jawaabta.

Waaxda Horumarinta Dhaqaalaha waa halkaan inuu ku caawiyo!

