



Doing Business in Metro Vancouver

Updated June 2024

INVEST
VANCOUVER
A service of **metro**vancouver

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About this Guide

The Doing Business in Metro Vancouver guide has been developed by Invest Vancouver, the Metro Vancouver region's economic development leadership service, for the purpose of providing prospective investors in the Metro Vancouver region with information which can facilitate their journey.

This guide also introduces investors to a wide range of resources that can inform and support the different stages of their journey. Please note this document contains a selection of information and resources. It is not intended to be an exhaustive directory of all relevant information for investors, and does not act as a substitute for the services of Invest Vancouver, its partners, or professional services firms. For sections where resources are referenced, links are provided for additional information.

This guide covers the following categories:

- **The Metro Vancouver Region** which includes information about our foreign direct investment support functions, and the advantages of doing business in our region
- **Business and Investor Information** which includes information about business operations logistics such as licencing/permits, corporate structure and some key legislation
- **Labour and Immigration** which includes information about the regional labour market, employment law fundamentals as a selection of immigration programs/pathways
- **Financial Resources** which includes information about fundamentals of taxation, a selection of tax credits and incentives as well as grants and other programs available to promote business
- **Growing Your Business** which includes information about resources available to investors after an initial expansion/investment into Canada as well as some testimonials from those who completed the journey to our region

Welcome to the Metro Vancouver region! Invest Vancouver and its ecosystem partners are here to serve you. We strive to be a trusted advisor on your investment journey, and invite you to **connect with us** if you have any questions about investing in the Metro Vancouver region.

An Investor Checklist

The following is a list of actions that investors can use as a reference guide in the course of their investment journey within the Metro Vancouver region. It provides a selection of topics and questions, but is not intended as a replacement for advice/support from accredited professional services (e.g. legal, taxation, immigration).

| Foundations | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Explore more about the Metro Vancouver region, its competitive advantages, industries, and unique characteristics. | <input type="checkbox"/> |
| Review information on business registration, regional jurisdictions, and investment regulations to understand how they may apply to you. | <input type="checkbox"/> |
| Determine the type of business structure that is best suited to your investment and business strategy. | <input type="checkbox"/> |
| Are you establishing a corporation, or purchasing an existing business in British Columbia? Take note of the steps and key organizations to engage with. | <input type="checkbox"/> |
| Connect with Invest Vancouver and research potential locations for your investment within the region. | <input type="checkbox"/> |

| Talent | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Determine whether you will be accessing regional labour market talent pools or sourcing talent from abroad. | <input type="checkbox"/> |
| If sourcing talent from abroad, initiate the required steps as part of the employer registration process required to hire foreign workers. | <input type="checkbox"/> |
| Obtain information on British Columbia provincial and Canadian federal government skills immigration programs including expediting immigration processes. | <input type="checkbox"/> |
| Engage with relevant talent clusters and/or develop leads with relevant developing talent pools (i.e. post-secondary institution co-op offices). | <input type="checkbox"/> |
| Obtain employment and/or immigration legal counsel, as necessary. | <input type="checkbox"/> |

| Financials | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Review the wide range of tax credits, incentives, and funding programs to identify which ones may apply to your investment and business activities. | <input type="checkbox"/> |
| Familiarize yourself with the taxation implications of your investment and the way in which you structure your business. | <input type="checkbox"/> |
| Do you expect to raise equity and issue securities for your business in the region? Get information on equity financing and the venture capital community as a starting point. | <input type="checkbox"/> |
| Establish connections with key service providers and government organizations that can support your long-term growth strategy in the region. | <input type="checkbox"/> |





Burnaby - Metrotown Cityscape

SECTION 1

The Metro Vancouver Region

1.1 Welcome to the Metro Vancouver Region

The Metro Vancouver Regional District is a federation of 21 municipalities, one electoral area, and one treaty First Nation that collaboratively plans for and delivers regional-scale services. The region is a political body and corporate entity operating under provincial legislation as a 'regional district' and 'greater boards' that deliver regional services, policy, and political leadership on behalf of 23 members. Metro Vancouver's commitment to the highest quality standards has significantly contributed to making our region one of the most livable in the world. Metro Vancouver is focused on building a sustainable future, a crucial part of which is creating economic opportunities with innovative organizations which necessitates that we create a business friendly environment.

The Metro Vancouver region is the economic centre of the province of British Columbia. At the intersection of commerce with the Asia-Pacific and North America, our region offers a competitive, globally connected business-friendly environment, exceptional quality of life, and a highly skilled and diverse workforce. We invite you to discover your Metro Vancouver advantage and why the world's leading investors are choosing Metro Vancouver. The world's leading growth sectors meet and thrive here, and the region offers an innovation ecosystem designed for go-to-market success supported by accelerators, incubators, and world-leading institutions. The region is a strategic location that offers talent pathways to support the ambition and vision of entrepreneurs, innovators, and investors.

"For the implementation of the new site, the collaboration with Invest Vancouver was particularly valuable for cellcentric to create the importance and momentum for fuel cell technology, support the industry and accelerate our development efforts.

ANDREA ENGELEN, CEO & CFO, CELLCENTRIC CANADA

1.2 About Invest Vancouver

Invest Vancouver is a regional economic development leadership service provided through the Metro Vancouver Regional District. At Invest Vancouver, our goal is to enable the Metro Vancouver region's success in a rapidly evolving global economy. We work to attract and facilitate mutually beneficial strategic investment in targeted sectors that create high-value jobs and provide investors with access to high quality human capital and resources. In order to achieve this goal, we focus on three main areas:

- Facilitating strategic investment in targeted sectors;
- Advising leaders on economic policy through research and analysis; and
- Providing a platform for regional collaboration across industries

For information on the 21 municipalities, one electoral area, and one treaty First Nation, please refer to the Invest Vancouver [interactive map](#).

How We Can Help You

Our multifaceted team will develop an understanding of your business objectives and underlying needs so that we are able to serve as your trusted advisors:

- We can provide technical assistance and business intelligence on a variety of topics as well as refer you to appropriate resources and local partners as required.
- We will convene relevant parties across all levels of government where we maintain active and collaborative relationships. We have a deep understanding of local policy, legislation and processes that we will leverage to help you navigate the practicalities of expanding your business into the region.
- We can provide extensive research and we have cutting-edge analytics capabilities that will enable you to make data driven decisions to support your investment strategy.

Our relationships do not end once investments are made. We, along with our strategic partners remain at your service should you require further support in conducting and growing your business in our region.



The Canadian Investor Support Network

A network of supporting organisations exists to assist you throughout your investment journey. At the core of the network are Invest in Canada at the federal level, Trade & Invest BC at the provincial level and

Invest Vancouver representing regional and municipal constituencies. At Invest Vancouver, our intimate knowledge of this network allows us to be your guide and primary point of contact throughout your investment journey.

1.3 Advantages of Doing Business in the Region

The Metro Vancouver region represents an opportunity to conduct business within a politically and economically stable environment that provides a high quality of life and promotes investment through a variety of initiatives. Its geographic location means that it functions as a gateway to the Asia-Pacific region and the rest of North America at large through an expansive network of ports, railways, highways, and one of Canada's largest airports. Its proximity to the technology hubs in the states of Washington and California make it a natural extension of the knowledge economy. While its interconnectedness makes it a key link in diversified supply chains.

The Metro Vancouver region attracts global talent, it is ethnically and culturally diverse with skilled labour across a variety of fields and areas of expertise. Additionally, it is home to an expansive network of some of the best post-secondary and technical institutes in Canada, developing a pipeline of talent to meet the ever-growing and changing needs of employers including, but not limited to, Invest Vancouver's sectors of focus. When combined, these factors have led the region to become an innovation hub in clean tech, biotechnology, quantum computing, software development, and more. The province of British Columbia also has specific programs available to expedite the immigration of talent to the region, based on the needs of businesses.

Doing business in the Metro Vancouver region provides investors the inherent benefits of operating within the broader Canadian economy which is open, stable, and supports collaborative trade and investment. The nation maintains a large volume of trade agreements spanning the globe that cover

foreign investment promotion and protection, free trade, mutual recognition, and plurilateral agreements to name a few. Prospective investors in the Metro Vancouver region can feel at ease knowing they are operating in a business environment that encourages fair trade, investment, and provides significant expansion opportunities.

Below is a select list of key trade agreements that an investor may benefit from:

- **The Canada-United States-Mexico Agreement (CUSMA)** - a free trade agreement with the United States and Mexico;
- **The Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP)** - a free trade agreement with 10 countries from the Asia-Pacific region which includes Australia, Brunei, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, and Vietnam;
- **The Canada-European Union Comprehensive Economic and Trade Agreement (CETA)** - a developing free trade agreement with all members of the European Union;
- **The Canada-UK Trade Continuity Agreement (Can-UK TCA)** - a free trade agreement with the UK aimed to promote trade stability.

For a comprehensive list of all trade and investment agreements that Canada has engaged in, please refer to this [database](#) provided by the Government of Canada.



[Return to start of section](#)



1.4 Transportation Networks

The Metro Vancouver region is uniquely positioned as an important global hub and regional gateway to markets in North America and the Indo-Pacific region. With its location along the west coast of Canada and within close proximity to the United States, the Metro

Vancouver region is well connected to a number of key economic hubs - with additional links to major business hubs in Asia and Europe. Investors to the region have access to a range of transportation networks for trade and commerce.

Ports

The Port of Vancouver is the largest port in Canada and one of the largest in North America by tonnes of cargo, facilitating trade between Canada and more than 170 world economies. It offers 29 deep-sea and domestic marine terminals that service five business sectors: automobiles, break-bulk, bulk, containers, and cruise. The Port occupies more than 16,000 hectares of water, more than 1,500 hectares of land and hundreds of kilometers of shoreline, bordering 16 municipalities and intersecting the traditional territories and treaty lands of several Coast Salish

First Nations. The port is an important part of the continental rail and road transportation networks which connect the region. Projects are currently underway to continue improving the terminal capacity of the port.

For more information on the region's ports infrastructure, including marine operations and truck or rail connections please refer to the [Port of Vancouver](#) webpage!

Rail

CN Rail and CP Rail offer double-stack intermodal service across Canada, and connect with many other North American markets, as both railways have excellent connections with major U.S. railways. The Port of Vancouver is served by three Class 1 railways: (1) the Transcontinental Canadian National Railway ([CN Rail](#)); (2) the Transcontinental Canadian

Pacific Railway ([CP Rail](#)); and (3) the Burlington Northern Santa Fe Railway ([BNSF](#)). Additionally, local railway service is also provided by Southern Railway of British Columbia ([SRY](#)), a transporter of freight in British Columbia's Lower Mainland and Fraser Valley.

¹ portvancouver.com



Road

The Metro Vancouver region offers connections to regional, national, and continental highways and trucking networks. It is situated at the start of the Trans-Canada Highway which is a trans-continental federal/provincial highway system that connects across all of Canada's ten provinces - from the Pacific Ocean to the Atlantic Ocean. Furthermore, Highway 99

is a provincial highway in British Columbia that serves Greater Vancouver and is a major north-south artery which connects the city to the U.S. border (where it continues south as Interstate 5).

For more information on major road networks within the region, please refer to the [Major Road Networks](#) map provided by TransLink.

Air

Through its internationally recognized airport the region also allows for efficient travel throughout Canada to Toronto as well as to Asian markets. The [Vancouver International Airport](#) offers more direct flights to China than any airport in North America and serves upwards of 25 million passengers/year. Notable travel examples include:



| City | Distance (km) | Number of flights per week | | Time difference from Vancouver, BC (hours) |
|---------------|---------------|----------------------------|--------|--------------------------------------------|
| | | Summer | Winter | |
| Seattle | 229 | 111 | 96 | 0 |
| San Francisco | 1529 | 76 | 55 | 0 |
| Toronto | 3354 | 197 | 181 | +3 |
| Tokyo Narita | 7,498 | 14 | 14 | -4 |
| Shanghai | 9,021 | 4 | 4 | -5 |

For a more comprehensive listing of flight information, please refer to the [2023 routes brochure](#) from the Vancouver Airport Authority.

Transit Networks

The Metro Vancouver region's unique geography provides many competitive advantages and natural beauty and includes a variety of connections between the regional municipalities. The Metro Vancouver region has made extensive investments in a rapid transit network with multiple expansions currently underway and proposed. At pre-pandemic levels, the system supported almost [450 million annual boardings](#), with ridership currently on the rebound.

[TransLink](#) offers local transit services, including Skytrain, buses, rapid buses, SeaBus, and West Coast Express, providing a highly dependable regional transit network that connects the region. There are currently extensions underway towards [UBC along the Broadway Corridor](#) and Langley for the Skytrain System to improve connectivity between economic and industrial hubs of the region.

1.5 Commercial Property

The Metro Vancouver region's commercial real estate market offers investors a range of options from shared office spaces to industrial property. Industrial real estate in the region includes large distribution and transportation lands, warehouses, manufacturing, and processing facilities, small local-

serving production and suppliers, and technology-intensive and integrated workspaces. Looking to the future, the Metro Vancouver Regional District is committed to ensuring the sufficient supply of industrial lands via its [Regional Industrial Lands Strategy](#).

Shared Office Space

Many organizations choose to leverage the flexibility and low start up costs of coworking spaces upon initial expansion into the Vancouver market. The following map provides an overview of select

co-working office spaces, with the majority located along or near the major rapid transit lines of the TransLink network reflecting general best practice for site selection.



Property Rental Rates

Property rental rates on a per Square Foot (SF)/Square Metre (SM) vary considerably across the region. Generally, locations within close proximity to major downtown cores within the region will be among the highest. Given the geographical composition of the Metro Vancouver region which is situated between both mountains and ocean, there are some limitations imposed on property development within the region which has led to the appreciation of land values and also rental rates.

According to Colliers, a professional services and investment management firm which also produces real estate market reports, as of mid-to-late 2024, prospective investors can expect to pay the following rates within the Metro Vancouver region:

- On average between \$19 and \$39 on a net basis per

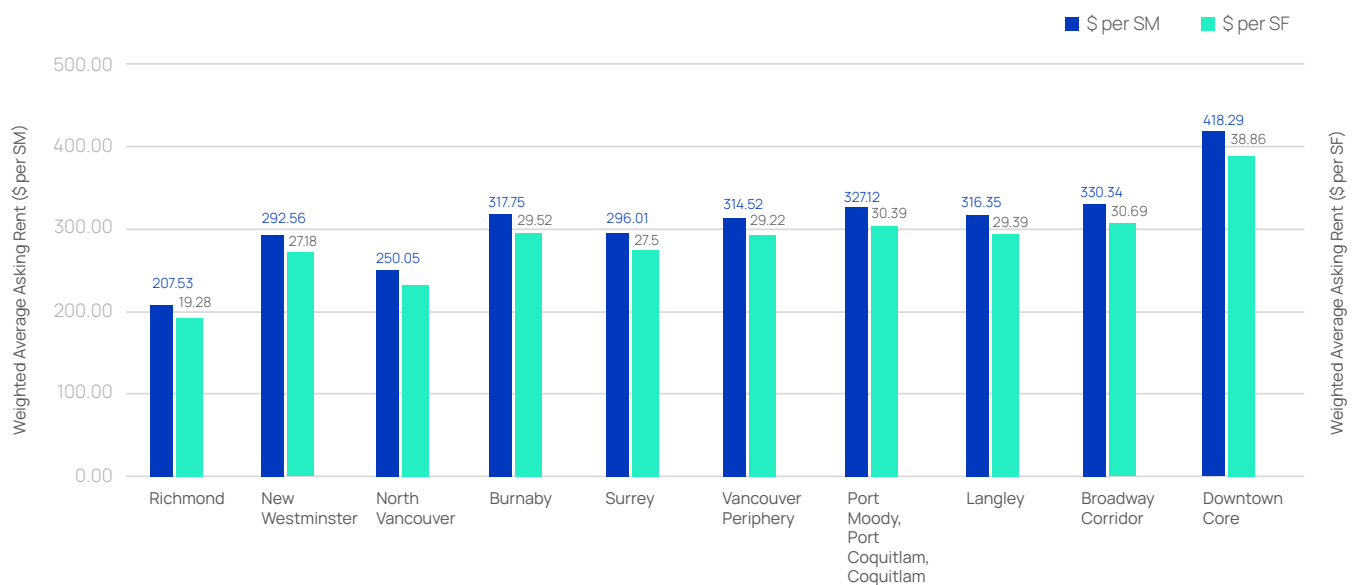
square foot for office space, depending on the type of building (~ \$208- \$418 per square metre).

- On average between \$17 to \$24 on a net basis per square foot for industrial space, depending on the location (~ \$187-\$256 per square metre).

The figure below provides a more detailed breakdown that summarises the weighted average net rental rates for all types of office space across major downtown cores and other central business districts within the Metro Vancouver region.

In addition, prospective investors may require industrial space, depending on their operational needs. The figure below provides a detailed breakdown that summarizes the weighted average net rental rates for industrial space across select cities within the Metro Vancouver region.

Figure 1.4.2: Average Asking Net Rent per Square Foot, Office Space in the Metro Vancouver Region (Q4, 2023)

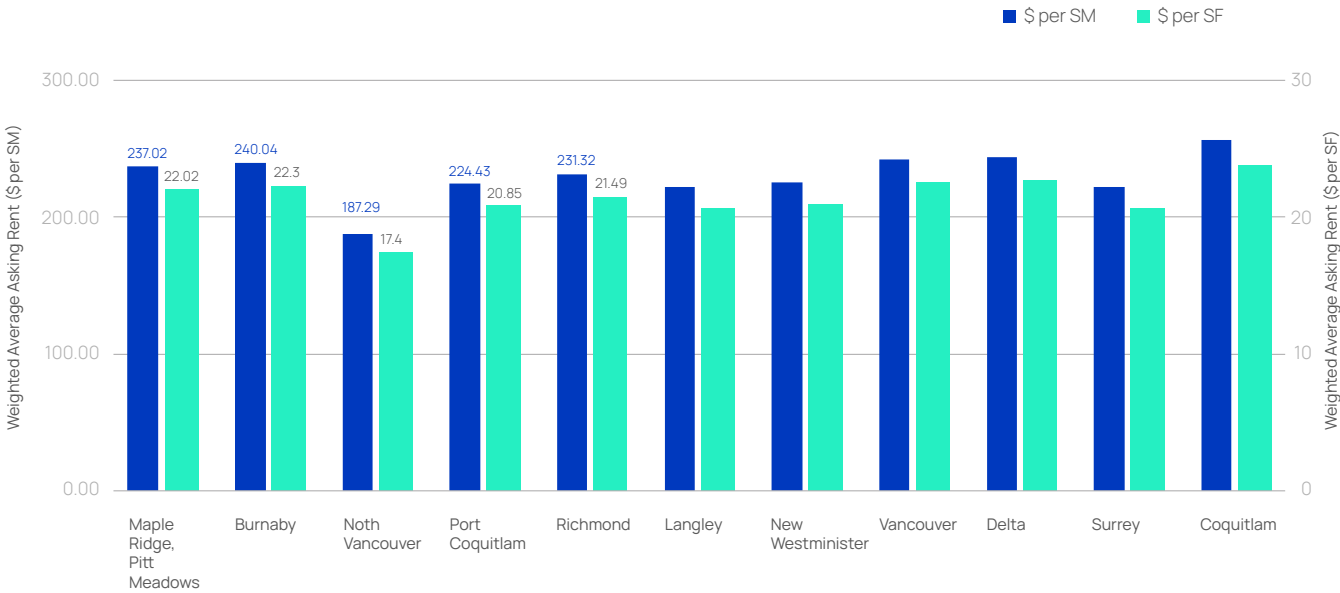


Source: Colliers, Vancouver Office Market Report Q4 2023



Source: [Oxford Properties, News](#)

Figure 1.4.3: Average Asking Net Rent per Square Foot, Industrial in the Metro Vancouver Region (Q4, 2023)



Source: [Colliers, Vancouver Industrial Market Report Q4 2023](#)

While the Metro Vancouver region faces constraints on its industrial land supply, it is also home to the first high-density **multi-level industrial development**, pictured at the top of the page, in Canada, and offers the potential for an emerging trend across the region.

In addition, as of 2023, the Metro Vancouver region currently has over 8.1 million square feet (750,000 square metres) of new industrial developments under

construction which will act to further mitigate supply issues and potentially reduce current rental rates.

To stay up to date with current market research regarding property rental rates for both office and industrial space within the Metro Vancouver region, refer to the **market research database** prepared by Colliers.



1.6 Key Regional Industries

The Metro Vancouver Region is home to a wide range of sectors, industries, clusters, and economic activity. Invest Vancouver's focus is on the key industries listed below which were selected based on specific criteria including that they are: growing, export-oriented, fit the region's competitive advantages, generate quality employment, are sizable enough to have meaningful economic impact and reflect macroeconomic trends. We encourage investors to [connect with us](#) to learn more.

| Industry | Description | Highlights | Regional Strengths |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AGRITECH | Regional expertise has developed in vertical farming, agricultural robotics, agricultural genomics, cellular agriculture, as well as food processing, and waste reduction technologies. The confluence of rich agricultural lands, a diverse agricultural base, and a complementary high-tech cluster has fostered the emergence of one of the most vital industries in the region. | <ul style="list-style-type: none"> • \$844 Million+ in capital investment from 2017 to 2021 • Rich assortment of agricultural commodities nationally • Extensive structure of agritech innovation programs and grant | <ul style="list-style-type: none"> • Precision Agriculture • Indoor Farming • Agricultural Biotechnology |
| DIGITAL MEDIA & ENTERTAINMENT | The industry thrives here due to a deep pool of skilled talent, a growing concentration of "techtainment" campuses for all types of production, from animation to augmented reality, and competitive tax credits for production in film, television, and interactive digital media. | <ul style="list-style-type: none"> • 3rd largest hub for motion picture production in North America • 2.5 million square feet of studio space in British Columbia • Competitive tax credit program for film, television, and interactive digital media | <ul style="list-style-type: none"> • Motion Picture Production • Production • Animation • Visual Effects • Effects • AR/VR/MR • Video Games |
| GREEN ECONOMY | The Metro Vancouver region is home to a burgeoning green economy cluster of firms engaged in green buildings, clean transportation, and renewable and low carbon fuels. The ever-expanding cleantech sector is creating a brighter future for generations to come. | <ul style="list-style-type: none"> • World-renowned hydrogen fuel cell industry • 200 firms generating \$1.7 billion in revenues annually • 3,000 graduating students each year from engineering and applied science programs | <ul style="list-style-type: none"> • Green Buildings • Clean Technology (Cleantech) • Clean Transportation • Sustainability Services • Land and Water Remediation • Environmental Consulting • Hydrogen & Fuel Cells |

| Industry | Description | Highlights | Regional Strengths |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HIGH-TECH | <p>With thousands of firms, including an ever-growing number of tech unicorns with valuations exceeding \$1 billion, high-tech is thriving in Metro Vancouver. From fintech to quantum computing, from software-as-a-service to block chain, the regional high-tech cluster is supported by major research universities, tech incubators and accelerators, and a rapidly growing pool of talented workers.</p> | <ul style="list-style-type: none"> • Global prominence in quantum computing applications in aerospace, bio-medicine, and manufacturing • National leader in applied and commercialized AI. • One of the fastest-growing regions for tech talent in Canada • 7,000+ tech companies in the region • 115,400+ tech workers in Metro Vancouver, 32 per cent above the national average | <ul style="list-style-type: none"> • Software development • Artificial, Virtual and Mixed Reality • Artificial Intelligence • Quantum Computing • Biotech • Software as a Service |
| LIFE SCIENCES | <p>Driven by research universities and institutes, the Metro Vancouver region is producing world-leading science in lipid nanoparticles, antibodies, genomics, and more. With deep multidisciplinary talent pools, the region is home to one of the fastest-growing life clinical- and commercial-stage sciences sectors in Canada</p> | <ul style="list-style-type: none"> • Firm concentrations in lipid nanoparticles, antibodies, and genomics • 22,500 students enrolled in life sciences-related academic programs across the province. • Home to Canada's largest life sciences institute bringing new drugs to clinical trials and onto the market | <ul style="list-style-type: none"> • Biotechnology • Diagnostics • Digital Health • Genomics • Medical Devices • Therapeutics • eHealth or Digital Health |
| TRADE & TRANSPORTATION | <p>Vancouver connects Canada and large parts of the United States to the world. The Port of Vancouver, with 29 major terminals and rail lines that connect to the rest of Canada and the U.S. faster than just about anywhere on the West Coast, handles roughly 20 per cent of Canada's total trade in goods. The region is home to the second deepest port in North America and contains three border crossings to the United States. In addition, Vancouver International Airport is consistently recognized by passengers as the best airport in North America.</p> | <ul style="list-style-type: none"> • 3rd busiest port in North America • 125 non-stop destinations in Canada, the U.S. and around the world via chartered and regularly scheduled flights • Airport consistently ranked as #1 in North America and top 3 in the world. • Served by 3 major freight railway lines. | <ul style="list-style-type: none"> • Aviation MRO • Port Logistics • Rail Distribution • Shipbuilding |
| APPAREL | <p>The active, outdoor lifestyle of the Pacific Northwest is reflected in the work of many of the more than 200 apparel firms with design operations here. The industry features globally recognized brands in technical apparel (Arc'teryx) and athleisure (Lululemon), a strong contingent of women's wear firms, footwear companies and more.</p> | <ul style="list-style-type: none"> • More than 200 apparel firms with design operations in Metro Vancouver Specialized training programs • Deliver "ready to work" talent Export over \$137 million of apparel and textiles annually | <ul style="list-style-type: none"> • Athletic & Technical Apparel Design • Women's Wear • Footwear |



Downtown Vancouver

SECTION 2

Business & Investor Information

This section contains general information about establishing a business presence in the MV region, and the business structures available to you.

Before continuing with this section, consider the following:

This section contains general information about establishing a business presence in the Metro Vancouver region, and the business structures available to you. This section highlights some common considerations for operating a business in the region. The process for establishing and operating a business in the Metro Vancouver region will involve potential interactions with the municipal and provincial levels of government.

 [Return to the Investor Checklist](#)



For any questions or enquiries about investing in the Metro Vancouver region, or the information in this section, we invite you to connect with the [Invest Vancouver team](#) or follow the QR code to our webpage.

This section covers the following topics (select to navigate directly):

| | |
|------------------------------------------------------------------|-----------------------------------------------------------|
| 2.1 Business Operation Considerations | 2.4 Purchasing an Existing Business in BC |
| 2.2 Doing Business in the Metro Vancouver Region | 2.5 Additional Information and Resources |
| 2.3 Establishing a Corporation or Company | |

2.1 Business Operation Considerations

This section includes details regarding business licences and permits, jurisdictions, and how to determine the status of residents and Canadian-controlled businesses.

Jurisdiction Levels in British Columbia

There are three main jurisdiction levels in Canada: federal, provincial/territorial, and municipal/regional. While many functions are separate between the levels, in practice, two or more levels of government

may regulate some activities (e.g. some legislation may have provincial and federal implications). The oversight and administrative functions of the various jurisdiction levels include:

| Federal Government | Provincial Government | Municipal/Regional Government |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> Regulation of foreign investment incorporation of federal companies Direct and indirect taxation regulation of interprovincial and international trade General regulation of trade throughout Canada, including competition law Patents and copyright Immigration Bankruptcy and insolvency Banking and bills of exchange Interprovincial interactions relating to transportation and communication | <ul style="list-style-type: none"> Incorporation of provincial companies Direct taxation The regulation of trade and commerce within the province creation and regulation of local governments | <ul style="list-style-type: none"> Represent municipal residents on regional issues Community planning Water and wastewater Management Local/public transportation Land use and permitting Business and construction Licensing Property tax and utilities |

Business Licences and Permits

The Metro Vancouver region is a partnership of 21 municipalities, one Electoral Area, and one treaty First Nation that collaboratively delivers regional-scale services and regulates aspects of business or economic activity. The treaty First Nation in the Metro Vancouver region is the **Tsawwassen First Nation** community. The term 'electoral area' refers in this case to **Electoral Area A**, which is a group of communities and inhabited areas that are represented as their own municipal area. The region varies from urban, suburban, seasonal use, to rural and remote, and includes lands endowed to the University of British Columbia. For a complete list of the Metro Vancouver region membership, please refer to the Metro Vancouver Regional District webpage for **members**.

Investors looking to establish a presence in MV may be interacting with different municipal functions at both the wider MV region level and the individual municipality level. It is necessary to consider (1) the types of business registration requirements for the potential investment, and (2) how the potential location will influence which local resources to engage with as part of the process.

The table below highlights some of the core business services/functions performed by the two different levels of municipal government: (1) the Metro Vancouver region and (2) the individual municipalities and one treaty First Nation.

| Business functions specific to the Metro Vancouver Regional District include: | Business functions specific to municipalities include: |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Core municipal services (e.g. drinking water, wastewater treatment and solid waste management) • Developing and enforcing the region's regulatory environment (e.g. legal codes, health codes, air quality, urban planning, regional parks system) • Managing land use and transportation planning • Supporting economic development activity in the region • Leading regional economic development | <ul style="list-style-type: none"> • Business licences and registrations • Commercial business permits, such as film or construction/renovation licences • Economic development support • Zoning and geographic information system maps • Administering property taxes • Administering bylaws <p>Note: for links to the official municipal websites of each of the 21 municipalities and one Treaty First Nation, please refer to the Metro Vancouver Regional District's webpage for the members of the Metro Vancouver region.</p> |

For more information on the regional municipalities and geography of the Metro Vancouver region please refer to the section which provides an overview of the region.

Business Licences

Business registration must be completed at the municipal level, meaning that investors must obtain a business licence via the process and interaction channel(s) outlined by the municipality in which the investment or business will be located. Potential investors can use the links below to navigate to the online municipal service portal for each of the 21 municipalities and one treaty First Nation. The process for registering a business activity generally follows three steps:

1. Determine if a business licence is needed.
2. Determine if any approvals are required before obtaining the licence.
3. Gather relevant documents/information, submit the application and fee.

For links to the official municipal websites of each of the 21 municipalities, one electoral area, and one treaty First Nation, please refer to the Metro Vancouver Regional District webpage for the **members of the Metro Vancouver region**, or the **BizPal** online search directory for permits and licenses.



Pitt Meadows - Golden Ears Bridge Fraser River from Langley

Business Permits

This category covers a wide range of personal and commercial activity areas. For investors establishing a presence in the Metro Vancouver region, there are some permit areas which may need to be considered:

- **Development permit:** Depending on your site's zoning regulations and proposal details, a development permit may be required.
- **Building permit:** Construction projects on private property will require a building permit to be issued before any work begins.
- **Demolition permit:** Demolishing a building in Metro Vancouver often requires at least one permit. Find

out the requirements for your project, including for reusing and recycling demolition materials.

- **Sewer and water commercial connection permit:** A sewer and water connection permit allows you to connect your new commercial property with our water, sanitary, and stormwater sewer services.

For more information on permits please refer to the list of official municipal websites of each of the 21 municipalities, one Electoral Area, and one treaty First Nation, via the Metro Vancouver Regional District webpage for the [members](#), or the [BizPal](#) online search directory for permits and licenses.

Resident and Canadian Company Status

A resident Canadian is defined in [the Canadian Business Corporations Act](#) (CBCA) as:

- a Canadian citizen ordinarily resident in Canada;
- a Canadian citizen not ordinarily resident in Canada who is a member of a certain class of persons; or
- a permanent resident within the meaning of the federal Immigration and Refugee Protection Act and ordinarily resident in Canada, except a permanent resident who has been ordinarily resident in Canada for more than one year after the time at which he or she first became eligible to apply for Canadian citizenship.

Canadian tax laws grant [Canadian Controlled Private Corporations](#) (CCPCs) certain tax benefits, including:

- A cash refundable amount equal to approximately 35 per cent of eligible expenses incurred by the company in the prior year for up to the first \$3 million in expenditures.
- Reduced tax rate on the first \$500,000 of annual income.
- Access to certain government funding or grant programs for R&D.
- The ability to defer recognition of employee stock option benefits to pay the applicable tax when the options or shares issued on exercise of the options are sold (for Canadian employees only).
- The ability to rely on the lifetime capital gains exemption from payment of tax on gain from the sale of their shares of the CCPC (for Canadian shareholders only).

As outlined by the Canada Revenue Agency, to qualify as a CCPC a company must meet all of the following **requirements** at the end of the tax year:

- a. it is a private corporation.
- b. it is a corporation that was resident in Canada and was either incorporated in Canada or resident in Canada from June 18, 1971, to the end of the tax year.
- c. it is not controlled directly or indirectly by one or more non-resident persons.
- d. it is not controlled directly or indirectly by one or more public corporations (other than a prescribed venture capital corporation, as defined in Regulation 6700 of the Income Tax Regulations)
- e. it is not controlled by a Canadian resident corporation that lists its shares on a designated stock exchange outside of Canada.
- f. it is not controlled directly or indirectly by any combination of persons described in the three previous conditions.
- g. if all of its shares that are owned by a non-resident person, by a public corporation (other than a prescribed venture capital corporation), or by a corporation with a class of shares listed on a designated stock exchange were owned by one person, that person would not own sufficient shares to control the corporation.
- h. no class of its shares of capital stock is listed on a designated stock exchange.

Please note: the term 'control' is assessed as follows: at least 50 per cent of the issued shares of the company with voting rights must be held by Canadian shareholders (Shareholders who are Canadian citizens must be able to elect at least 50 per cent of the directors). Non-Canadian shareholders cannot directly or indirectly exercise control in the case of a CCPC.



The Investment Canada Act

The *Investment Canada Act* (ICA) regulates the establishment and acquisition of Canadian businesses by non-Canadian investors. The purpose of the ICA is to establish a framework and process for the review of certain investments in Canada by non-Canadians while still facilitating investment, economic

growth, and employment opportunities in Canada. The ICA applies where a non-Canadian establishes a new Canadian business or acquires control of an existing Canadian business. The table highlights some facts about the ICA.

| What types of investments are reviewed? | What investments are not subject to or affected by the ICA? | What are some key considerations for individuals and businesses? |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • All direct acquisitions (through the purchase of assets or shares) of control of a Canadian business with assets of \$5 million or more; • All indirect acquisitions (through the acquisition of a non-Canadian parent company) of control of a Canadian business with assets of \$50 million or more (or \$5 million if the Canadian business represents more than 50 per cent of the total assets being acquired); and • All direct or indirect acquisitions of an existing Canadian business, or establishment of a new Canadian business, which perform business activities that are related to Canada's cultural heritage or national identity, such as publishing, music, or film, regardless of the size of the business. | <ul style="list-style-type: none"> • Any new offshore financing of a Canadian business, which is already foreign-controlled, which does not involve a change in control; • A passive or portfolio investment in a Canadian business from abroad; or • In most cases, the expansion of a foreign-controlled business into new Canadian activities. | <ul style="list-style-type: none"> • An individual is a Canadian for the purposes of the ICA if they are a Canadian citizen or a permanent resident who has been ordinarily resident in Canada for not more than one year after becoming eligible for Canadian citizenship. • A non-Canadian is an individual, government, government agency, or entity that is not Canadian. An entity is a corporation, partnership, trust or joint venture. • Whether an entity is Canadian is dependent on whether the individuals who are the ultimate controlling shareholders of the entity are Canadians. |

The ICA is a complex set of legislation and rules that recognizes the benefit of foreign investment in Canada and its impact on economic growth, employment, and innovation but balances it with the need to maintain the country's national security. It is recommended that investors making significant investments which meet ICA thresholds engage with certified legal professionals when interpreting the ICA and the review process.

For more information on the ICA, including thresholds and frequently asked questions, please refer to the Government of Canada webpage for the [Investment Canada Act](#).

2.2 Doing Business in the Metro Vancouver region

Business may be conducted in British Columbia through various types and formats for business structure.

Sole Proprietorship

A sole proprietorship is an unincorporated entity, where only one owner is fully liable for the debts and obligations of the business (via their personal assets). The business is not considered a separate legal entity. The business is taxed at the owner's personal tax

rate. A sole proprietorship is a simple arrangement for carrying on business, and usually has low start-up costs. Investors may require a business licence, and may also need to register the business's name with a government office.

General Partnership

General partnerships are established under the British Columbia Partnership Act. A general partnership refers to two or more partners who conduct business in common with the intention of making a profit; this applies to either on-going business or a specific transaction. Each partner in a general partnership is

jointly (and personally) liable with the other partners for all of the partnership's liabilities. For income tax purposes, the income or loss of the business is calculated at the partnership level and then allocated among the partners. The income or losses are then taxable in the hands of the partners.

Limited Partnership

Limited Partnerships are also established under the British Columbia Partnership Act. A limited partnership is different from a general partnership because there are two different types of partners: limited partners and general partners. Limited partnerships are treated like general partnerships for tax purposes. The income or loss of the business is calculated at the partnership

level and then allocated among the partners. The income or losses are then taxable in the hands of the partners. To create a limited partnership in British Columbia, the general partners must complete the application steps outlined on the Government of British Columbia webpage for [sole proprietorships and partnerships](#).

Joint Venture

A foreign entity may choose to enter into a joint venture with a Canadian individual or corporation to carry on a business or a particular activity in Canada. A joint venture is an arrangement in which "two or more participants (individuals, companies, or partnerships, etc.) work together for the purpose of carrying on

a single project or specific business venture and distribute the expenses and revenues from the joint venture in mutually agreed portions". It is not considered a separate legal entity, although it may be deemed to be a "person" in certain circumstances.

Extra-provincial Registration in British Columbia

Entities (companies, partnerships, and other business organizations) formed under the laws of other jurisdictions may become extra-provincially registered in British Columbia. Any non-British Columbian entity that carries on business in British Columbia must be extra-provincially registered. It is recommended to engage the services of an accredited legal professional to determine fit and requirements for extra-provincial registration.

The first step to becoming extra-provincially registered is to file for approval of the entity's name. Once the foreign entity has reserved its name, it must file a registration statement with the Registrar. The entity must also submit proof of existence in its home jurisdiction and pay an application fee. For more information, please refer to the [British Columbia Corporate Registry](#).

Distributor or Franchise Agreements

Foreign businesses may also be able to sell goods and services in British Columbia through a distributor that is already qualified to do business here. In most cases, selling goods or services through a local distributor does not amount to "carrying on business" in British Columbia. This means the business will not have to form a British Columbia subsidiary or become extra-provincially registered in British Columbia. A foreign business that uses a distributor or agent to sell goods or services in Canada may not be required to pay Canadian income tax on its Canadian sales.

Foreign businesses also have the option of establishing franchise arrangements in the province. Businesses expanding into Canada in this way must comply with other laws (trade-marks, product safety, and labelling, etc.). Unlike some other provinces in Canada, British Columbia does not have specific franchise legislation that franchisors need to comply with. For more information on franchises in British Columbia and Canada, please refer to the [Canadian Franchise Association](#).

2.3 Establishing a Corporation or Company

When establishing a company to carry on business in British Columbia, investors must choose whether to incorporate under the Canada Business Corporations Act (CBCA) or the British Columbia Business Corporations Act (BCBCA). The key difference is related to whether the business intends to operate only within British Columbia, or in other provinces and territories, nationally. For example, a CBCA company is guaranteed the right to use the same name in all provinces and territories of Canada and can locate/operate a business anywhere in Canada. A BCBCA company would be required to complete a similar provincial/territorial-based registration if it intended to locate/operate in another province/territory outside of British Columbia.

Additional considerations for the CBCA path include: Director residency requirements (e.g. some of the directors of a CBCA company must be Canadian residents; and Extra-provincial registration requirements (e.g. a CBCA company must be registered in each Canadian province where it carries on business).

WHAT ARE THE COMMON FEATURES OF A CORPORATION IN CANADA?

- It is a separate legal entity (a legal "person") created by one or more people who become its members or shareholders.
- It can exist forever and may own property, carry on business, possess.
- Shareholders control the company by electing director who manage the company.
- Shareholder liability is generally limited to the amount of their capital investment in the company.
- A company is taxed as separate legal entity at the rate of tax that applies to companies.
- The income or loss generated by the company belongs to the company and not to the shareholders.

The table below highlights some considerations for incorporating a company federally or provincially in British Columbia:

| Incorporating a Federal company | Incorporating a company in British Columbia |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Considerations include:</p> <ul style="list-style-type: none"> Individuals must file an incorporation application with Corporations Canada that includes the articles of incorporation for the company. The incorporation application is fee-based. An incorporated CBCA company has the ability to pass by-laws to govern the company's internal operations. | <p>Considerations include:</p> <ul style="list-style-type: none"> Before incorporating a company under the BCBCA, the name of the company must be reserved with the British Columbia Corporate Registry (i.e. the Registrar). After name has been reserved, the applicant must enter into an incorporation agreement (even if there is only one incorporator), and file a notice of articles and incorporation application with the Registrar. The incorporation application must include certain information (e.g. name of the company, the intended effective incorporation date, the name(s) and address(s) of the individual(s) who intend to incorporate, and a certificate confirming that those individuals have entered into an incorporation agreement relating to the company in question). |
| <p>Articles of incorporation include:</p> <ul style="list-style-type: none"> the name of the company the address of the company's registered office a description of the classes of shares that the company is authorized to issue restrictions on share transfers, if any the number of directors restrictions on the business that the corporation may carry on (if any) | <p>Articles of incorporation include:</p> <ul style="list-style-type: none"> the name of the company the translation of the company name (if any) the names and addresses of the initial directors of the company the addresses of the company's registered and records offices a description of the authorized share structure of the company whether there are any special rights or restrictions attached to the shares of the company |
| <p>For more information on applying to incorporate a federal company, please refer to the Government of Canada webpage for Corporations Canada.</p> | <p>For more information on reserving a name and filing an incorporation application, please refer to the British Columbia Registries and Online Services.</p> |

Additional considerations for establishing a corporation/company in Canada include:

| | |
|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Creating shares | A corporation has the authority to issue shares of different classes, rights, and restrictions - which impacts the levels of participation, control, and risk among shareholders. |
| Shareholder agreements | The shareholders of a company may enter into a shareholders' agreement, which outlines the business affairs of the company, regulates the rights and obligations of the shareholders to one another, and sets out the rules about transferring shares. For example, the agreement can establish the powers of the directors to manage or supervise the management of the company. |
| Appointing Directors | The CBCA and the BCBCA both stipulate that a corporation must have at least one director but is allowed to have a flexible number of directors overall. A public company must have at least three directors. Under the CBCA, 25 per cent of the directors present at any directors' meeting must be resident in Canada. If there are less than four directors, only one must be resident in Canada. In certain industries (e.g. uranium mining, media publishing/distribution) the CBCA stipulates that a majority of the directors must be resident Canadians. There are no Director-level residency requirements under the BCBCA. |
| Appointing auditors | Both CBCA and BCBCA companies are required to appoint an auditor unless they are exempt. A company may be exempt if it is a private company and all the shareholders agree that an auditor is not necessary. |
| Appointing officers | The directors of a company may appoint officers (such as the President, Chief Executive Officer, Chief Financial Officer, or Secretary) to manage the company. Officers will generally be subject to a set of duties and responsibilities. |

2.4 Purchasing an Existing Business in British Columbia

As an alternative to setting up a new business in British Columbia, an investor may choose to purchase an existing business in the province. The two most common ways of doing this are through (1) buying the shares of an existing business or (2) buying the assets of an existing business.

A brief summary of each option is included in the table below:

| Buying the shares of an existing business | Buying the assets of an existing business |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Overview:</p> <p>In a share transaction, an investor would purchase the company's shares from the shareholders - and thereby the company, as is, with all of its debts and liabilities, unless contractually agreed otherwise. The obligations and liabilities of a company do not generally change just because ownership of the shares has changed. Many investors obtain an indemnity from the seller to mitigate risks from unexpected liabilities.</p> | <p>Overview:</p> <p>In an asset transaction, an investor would buy the business's assets (property) from the company that owns them (for example, the company's building and/or equipment). This option allows investors to choose which assets to buy, but it also prevents the buyer from assuming the liabilities of the seller. Finally, the purchased assets can also result in a higher cost base, which is potentially beneficial for tax purposes.</p> |

| Buying the shares of an existing business | Buying the assets of an existing business |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Tax considerations:</p> <ul style="list-style-type: none"> • It is generally recommended that an investor engages the services of an accredited legal professional if they intend to pursue this option. • Persons that are non-residents of Canada (for tax purposes) may be required to pay tax on the sale of Canadian private company shares. • Canadian tax will be payable by a non-resident on the sale of private company shares if at any time in the five years before the sale, more than 50 per cent of the value of the shares being sold came from Canadian real estate, timber properties or certain mineral properties. Therefore, if a private company has at any time held real estate, timber or mineral assets, a non-resident of Canada should consult an accredited legal professional to determine tax implications. • If the sale of shares is taxable in Canada, the non-resident of Canada must typically give the buyer a certificate issued by the Canadian tax authorities showing that arrangements have been made to pay the Canadian taxes. • If the seller does not provide the certificate, the buyer must generally withhold from the seller and pay to the tax authorities 25 per cent of the purchase price of the shares. Failure to do so may result in penalties for the buyer. • There is no "stamp duty" or similar taxes payable when purchasing shares in Canada. There may be implications for capital gains tax. | <p>Tax considerations:</p> <ul style="list-style-type: none"> • It is generally recommended that an investor engages the services of an accredited legal professional if they intend to pursue this option. The income tax implications of this option are considered very complex and can involve negotiations between buyers and sellers. • There are two sales taxes that can apply to the sale of assets in British Columbia: the federal Goods and Services Tax (GST) and the British Columbia Provincial Sales Tax (PST). • Generally, the GST applies to most goods and services supplied or sold in commercial activity - with some exceptions. • The PST applies to sales of "tangible personal property", a select list of services, and other types of intangible property (e.g. software). • Both GST and PST have certain exemptions. • For more information on PST exemptions in British Columbia, please refer to the Government of British Columbia webpage for PST Exemptions. |
| <p>Key considerations for both options:</p> <ul style="list-style-type: none"> • It is generally recommended that an investor engages the services of an accredited legal professional when purchasing the shares of assets of a British Columbia based business, in order to conduct the necessary due diligence review of the business and ensure the purchase agreement contains suitable representations, warranties, and covenants from the seller. This also facilitates the process of investigating the condition of the business, the seller's title (ownership) to the assets of the business, and the status of any contracts between the seller and others. • Investors must also consider other aspects which may be applicable when buying a business, including: the rights of the employees of the business; the rights of the creditors of the business; unions, and labour law; third party consents that may need to be obtained; certain government approvals that may be required (e.g., under the Investment Canada Act); and rules and regulations about distribution of securities in British Columbia. | |

2.5 Additional Information and Resources

| | |
|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Invest Vancouver</p> | <p>Official website for Invest Vancouver, the Metro Vancouver's regional economic development service, which provides the key foreign direct investment function. Invest Vancouver's mandate is to attract strategic investment in export-oriented industries to facilitate the creation of high-value jobs. There are three areas to facilitate this:</p> <ul style="list-style-type: none"> • Securing strategic investment in targeted sectors; • Advising leaders on economic policy through research and analysis; and • Providing a platform for collaboration across industries on issues relevant to the regional economy. |
| <p>Metro Vancouver Regional District</p> | <p>Official website for the Metro Vancouver Regional District, the municipal government organisation for the federation of 21 municipalities, one electoral area, and one treaty First Nation. A reference point for municipal services and information.</p> |
| <p>Metro Vancouver Municipal Services</p> | <p>List of municipal services provided by the Metro Vancouver Regional District. Its core services are drinking water, wastewater treatment, and solid waste management. Metro Vancouver also regulates air quality, plans for urban growth, manages a regional parks system and provides affordable housing.</p> |
| <p>Metro Vancouver List of Members</p> | <p>Webpage for the Metro Vancouver Regional District containing a list of the 21 municipalities, one Electoral Area, and one treaty First Nation, and provides links to the official municipality websites for each of the members.</p> |
| <p>BizPal</p> | <p>BizPaL is an online directory for identifying permits and licenses which may be required when starting and/or operating a business. It can be filtered by permits based on location, industry, and business activities, and investors can save the ones that apply to their situation. BizPaL is a service provided by federal, provincial/territorial, municipal governments, and First Nations.</p> |
| <p>British Columbia Registries and Online Services</p> | <p>Official website for British Columbia Registries and Online Services, which administers and supports the legal framework to (a) operate a business, not-for-profit society, cooperative association or financial institution in British Columbia, (b) file and manage personal property liens, and (c) maintain the provincial register of manufactured home details and control their movement in British Columbia.</p> |
| <p>Corporations Canada</p> | <p>Official website for Corporations Canada, with information about incorporating and how to organize a corporation in Canada, including: starting federal incorporation; creating a not-for-profit corporation; learning about directors and officers; learning about share structure and shareholders, and registering the federal corporation in a province or a territory.</p> |
| <p>Regional GIS Maps</p> | <p>Regionally relevant maps generated using a GIS mapping tool to provide current information identifying relevant land classifications and boundaries, and the location of major regional infrastructure.</p> |



SECTION 3

Labour & Immigration

This section contains an overview of labour and immigration considerations prospective investors may need to take into account when assembling their workforce in order to establish a business presence in the Metro Vancouver region. To assist prospective investors during this process, the information in this section provides an overview of the British Columbia and Lower Mainland regional labour market including high opportunity occupations that potential investors can benefit from, and an overview of employment law considerations. Also included is a discussion on provincial and federal programs geared towards hiring foreign workers, and an overview of talent clusters and pathways within the Metro Vancouver region.

Before continuing with this section, consider the following:

The applicability and significance of programs and services listed varies widely based on the specific labour needs of your organization as well as a variety of other factors. Navigating these complexities is something best done by leveraging the expertise of [Invest Vancouver](#) as well as employment and immigration advisory services providers we are able to refer you to.



[Return to the Investor Checklist](#)



For any questions or enquiries about investing in the Metro Vancouver region, or the information in this section, we invite you to connect with the [Invest Vancouver team](#) or follow the QR code to our webpage.

This section covers the following topics (select to navigate directly):

| | | | |
|-----|-----------------------------------------------|-----|-------------------------------------------------------------|
| 3.1 | The Regional Labour Market | 3.5 | British Columbia Provincial Nominee Program |
| 3.2 | Regional Talent | 3.6 | Global Skills Strategy |
| 3.3 | Employment Law Considerations | 3.7 | Additional Information & Resources |
| 3.4 | Immigration Considerations | | |

3.1 The Regional Labour Market

The following is an overview of current and future trends within the British Columbia and Lower Mainland² regional labour markets, focusing specifically on industries and occupations that are projected to remain in high demand over the next 10 years. The information in this section can assist potential investors in understanding the types of workers and

Current and Future In-Demand Industries

According to WorkBC's 2023 [Labour Market Outlook](#), over the next 10 years the province is expected to have close to 1 million job openings which will be driven by the retirement of workers, and projected future growth of the provincial economy. In addition, over 10 per cent of the job openings in the province will be within Science, Technology, Engineering, and Mathematics (STEM) fields, with a particular focus on technology jobs. The majority of the forecasted job openings in British Columbia over the next 10 years will be concentrated in both Healthcare and Social Assistance as well as Professional, Scientific, and Technical Services industries, both of which are expected to have over 140,000 openings.

skills the current British Columbia and Lower Mainland labour markets have to offer, how their business or service offerings and associated workforce needs align with current and future labour market conditions as well as in assessing whether labour shortages can be mitigated by sourcing talent from abroad.

From a regional perspective, approximately 65 per cent of expected job openings in British Columbia during this period will be located within the Lower Mainland and largely concentrated within the Metro Vancouver region. Overall employment in the province is forecasted to grow steadily at an average annual rate of 1.2 per cent, reaching 3.1 million by 2033.

The figure below depicts the top five industries that will account for approximately one-third of the projected job openings across the Lower Mainland.

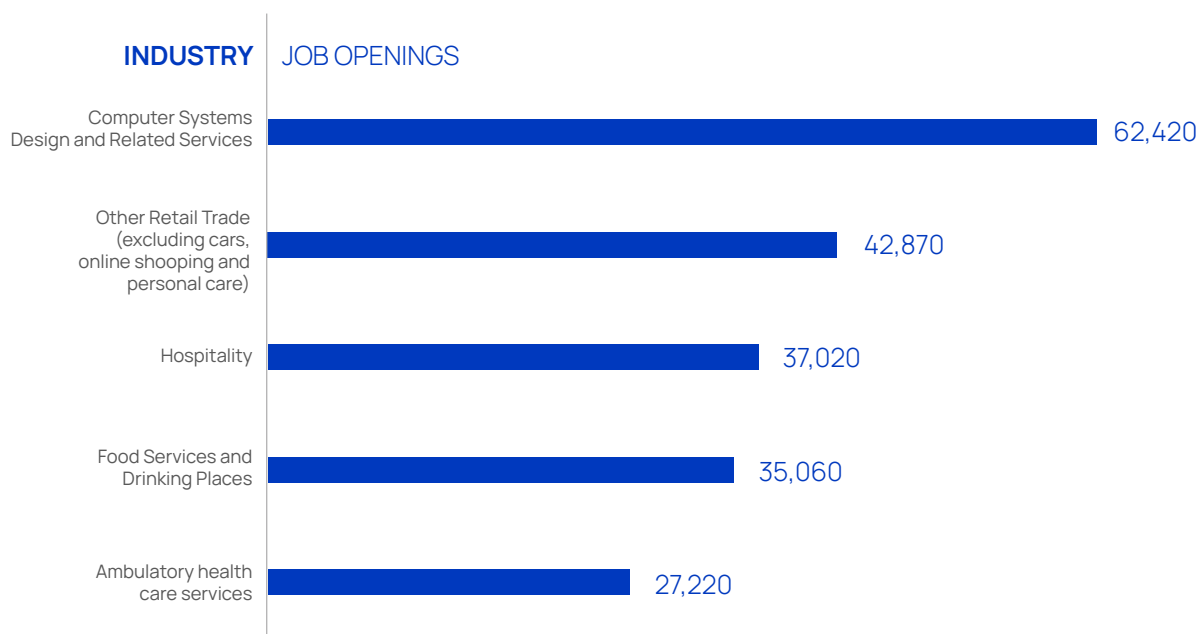
² The Lower Mainland is a geographical region within British Columbia that includes the Metro Vancouver region in addition to the Fraser Valley.



In line with regional employment growth forecasts, the majority of the forecasted job openings in the Lower Mainland over the next 10 years will be concentrated in the Computer Systems Design and Related Service industry, which is expected to have over 62,000 openings. Other industries largely driving job openings across the Lower Mainland during this period include

Other Retail Trade (excluding cars, online shopping, and personal care), Hospitals, Food Services, and Drinking Places as well as Ambulatory health care services.³

Figure: Lower Mainland Job Opening Forecasts, by Top Five Industries (2023-2033)



Source: WorkBC, [British Columbia Labour Market Outlook: 2023 Edition](#)

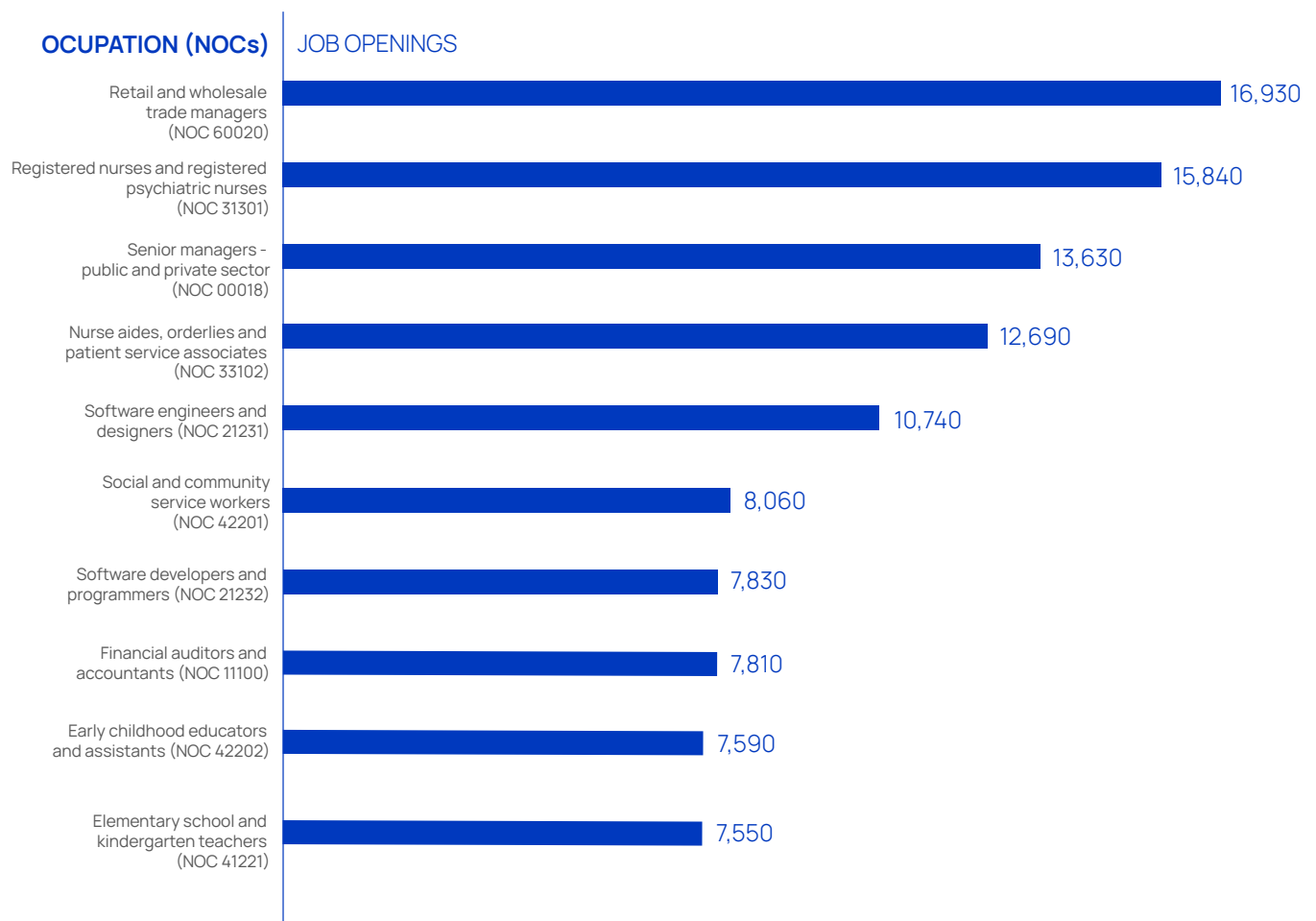
³ The Personal, Non-automotive Repair, and Non-profit Services industry as defined by WorkBC includes businesses providing: private household services such as home cleaning or landscaping; repair and maintenance for electronics and other machinery and equipment; and grant-making or giving services. For more information, refer to [WorkBC's Industry and Sector Information](#).

High Opportunity Occupations

Based on a set of criteria developed by WorkBC, high opportunity occupations within the Lower Mainland over the next 10 years have also been identified. These occupations were selected based on projected

employment growth and job openings, the ease at which a job can be obtained, the ease of obtaining a job in the future as well as current wage rates.

Figure: Lower Mainland High Opportunity Job Opening Forecasts, by Top 10 Occupations (2023-2033)



Source: WorkBC, [British Columbia Labour Market Outlook: 2023 Edition](#)

Over the next 10 years, the broader technology sector is expected to rank among the top high-opportunity occupations within the Lower Mainland, with nearly 20,000 job openings projected in the region. Other prominent occupations that are projected to be in-demand during this period include those from healthcare and education industries as well as finance.

The Computer systems design and related services industry is anticipated to have the highest number of job openings, with 62,420 positions expected between 2023- 2033.

The significant number of anticipated job openings within the technology sector across the region are in line with historical growth the sector has exhibited. According to CBRE's [Scoring Tech Talent 2023](#) Vancouver has exhibited the largest growth in available technology sector talent of any major North American city, having increased by 69 per cent between 2017 and 2022 to over 111,000 individuals. Furthermore, Vancouver has historically offered a strong pipeline of developing talent in the technology sector, with over 15,000 graduates in technology-related post-secondary programs between 2017 and 2021 and 45,200 technology-related jobs between 2018 and 2022.

Prospective investors in the Metro Vancouver region may consider sourcing talent from international labour pools. In order to expedite the process, the British Columbia provincial government as well as the Canadian federal government offer several skilled worker immigration programs intended to expedite immigration processes. For an overview, refer to the [British Columbia Provincial Nominee Program in section 3.1](#) and the [Global Skills Strategy](#) in section 3.6 within this guide.

In addition, for more information on labour market projections at the British Columbia and regional levels, please refer to the [British Columbia Labour Market Outlook: 2023 Edition](#).



Compensation⁴

When establishing a workforce, it is important that employers offer competitive wages in line with the local labour market conditions in order to attract top talent. The following tables provide summaries of median employment salary in the Metro Vancouver region for both high-level and key occupations by NOCs code. This information can be used by prospective employers in the Metro Vancouver region to gain an understanding of the typical salaries that would be anticipated by various types of workers within the region.

| High-Level Occupations (1-Digit NOCs) | | Median Salary (2023) CAD | Median Salary (2023) USD ⁵ |
|---------------------------------------|-----------------------------------------------------------------------------|--------------------------|---------------------------------------|
| 0 | Legislative and senior management occupations | \$176,034 | \$127,853 |
| 1 | Business, finance and administration occupations | \$64,545 | \$46,879 |
| 2 | Natural and applied sciences and related occupations | \$89,864 | \$65,268 |
| 3 | Health occupations | \$72,382 | \$52,571 |
| 4 | Occupations in education, law and social, community and government services | \$74,178 | \$53,875 |
| 5 | Occupations in art, culture, recreation and sport | \$65,572 | \$47,625 |
| 6 | Sales and service occupations | \$43,932 | \$31,908 |
| 7 | Trades, transport and equipment operators and related occupations | \$63,462 | \$46,092 |
| 8 | Natural resources, agriculture and related production occupations | \$46,458 | \$33,742 |
| 9 | Occupations in manufacturing and utilities | \$53,939 | \$39,176 |

Source: Invest Vancouver Analysis of Lightcast Data

⁴ Compensation data presented in this section is based on the Invest Vancouver Analysis of Lightcast Data.

⁵ Using the official exchange as observed on April 23, 2024 (\$1CAD = 0.73 USD).



Source: DNEG

| Key Positions (4-Digit NOCs) | | Median Salary (2023) CAD | Median Salary (2023) USD ⁶ |
|------------------------------|--------------------------------------------------------------------------------|--------------------------|---------------------------------------|
| 1110 | Auditors, accountants and investment professionals | \$77,402 | \$56,217 |
| 2111 | Life science professionals | \$74,508 | \$54,115 |
| 2121 | Mathematicians, statisticians, actuaries and data scientists | \$102,362 | \$74,346 |
| 2123 | Computer, software and Web designers and developers | \$100,422 | \$72,936 |
| 2130 | Civil and mechanical engineers | \$99,382 | \$72,181 |
| 2131 | Electrical, electronics and computer engineers | \$99,370 | \$72,172 |
| 5211 | Technical occupations in motion pictures, broadcasting and the performing arts | \$96,210 | \$69,877 |

Source: Invest Vancouver Analysis of Lightcast Data

⁶ Using the official exchange as observed on April 23, 2024 (\$1CAD = 0.73 USD).

3.2 Regional Talent

The following is an overview of the various talent clusters that are located within the Metro Vancouver region and includes details on ways in which prospective investors can engage with local talent as well as a selection of median salaries by common occupations within the region.

The information in this section can assist potential investors in accessing local talent pools from their respective industries in order to meet staffing needs and provides a contextual basis for the typical compensation expectations of prospective employees.

Engaging with Industry Associations and Ecosystem Partners

The following section profiles select industry associations that may be relevant to individuals and businesses considering investing in the Metro Vancouver region and seeking to employ local experienced professionals from their respective industries.

Artificial Intelligence network of British Columbia (AIInBC)

HIGH-TECH

Summary: A non-profit industry association jointly run by industry and academic representatives to provide support for businesses and academics that focus on artificial intelligence and machine learning in British Columbia.

Artificial Intelligence network of British Columbia (AIInBC) acts as a recruiting agency to provide placements for industry practitioners. As part of their services, AIInBC also offers a referral system where candidates can be vetted by others.

For more information, refer to the website for [AI in British Columbia](#)

Animation & Visual Effects Alliance of British Columbia

DIGITAL MEDIA & ENTERTAINMENT

Summary: An industry association which provides advocacy and support services, market intelligence, networking events for Animation and Visual Effects businesses in British Columbia.

Employment services include networking and career events.

For more information, refer to the website for [Animation & Visual Effects Alliance of British Columbia](#)

British Columbia Tech Association

HIGH-TECH

Summary: A non-profit industry association that provides support for High-Tech businesses looking to scale up operations, with a specific focus on building out talent pools in addition to improving capital access and entering new markets.

Employment services include a member directory, a job board where employers can post available positions within their company, and specific programs for students which connect High-Tech businesses with future graduates.

For more information, refer to the website for [British Columbia Tech Association](#)



Canadian Manufacturers & Exporters

MANUFACTURING

Summary: Canada's largest trade and industry association, and the voice of manufacturing and global business in Canada. CME directly represents more than 10,000 leading companies nationwide. More than 85 percent of CME's members are small and medium-sized enterprises. As Canada's leading business network, CME – through various initiatives, including the establishment of the Canadian Manufacturing Coalition – touches more than 100,000 companies from coast to coast, engaged in manufacturing, global business, and service-related industries.

For more information, refer to the website for the [CME](#)

Centre for Digital Media

DIGITAL MEDIA & ENTERTAINMENT | HIGH-TECH

Summary: A sixteen-month long internationally recognized, research informed, and industry relevant professional graduate program. The Masters of Digital Media develops six core competencies:

- Teamwork
- Design process
- Self-awareness
- Time management
- Articulation
- Information literacy

The program is available in collaboration with the University of British Columbia, Simon Fraser University, the British Columbia Institute for Technology, and Emily Carr University.

For more information, refer to the website for [Centre for Digital Media](#)

CreativeBC

DIGITAL MEDIA & ENTERTAINMENT | HIGH-TECH

Summary: An organization that supports the broader British Columbia creative sector which spans traditional and digital media publishing, music, film, and television production and interactive digital media industries. This association is responsible for administering British Columbia provincial government tax credits, providing funding programs, business support services, and investment attraction.

While CreativeBC does not offer employment services directly, they oversee and liaise with all British Columbia creative sector industry associations.

For more information, refer to the website for [CreativeBC](#)

DigiBC

DIGITAL MEDIA & ENTERTAINMENT | HIGH-TECH

Summary: A non-profit industry association which primarily represents and provides advocacy services, industry development, and support for Video Game, Visual Effects, Animation, Virtual Reality, and Augmented Reality businesses within the Metro Vancouver region.

Employment services include a member directory, a job board where employers can post available positions within their company and partnerships with local post-secondary institutions to attract new graduates into the industry.

For more information, refer to the website for [DigiBC](#)

Digital SuperCluster

HIGH-TECH

Summary: An independent, not-for-profit organization that mobilizes industry-led collaboration and co-investment across the health, natural resources, and industrial sectors to create a digitally skilled workforce.

Areas of technology being targeted include:

- Big data analysis
- Quantum computing
- AI and machine learning
- Future networks and 5G
- Distributed systems and blockchain
- Geonomics
- Virtual, mixed, and augmented reality
- Robotics
- Cybersecurity

For more information, refer to the website for [Digital SuperCluster](#)

Foresight Canada (British Columbia)

CLEANTECH

Summary: An organization that spans industry, government, and academic partnerships with a focus on addressing regional and national climate issues and supporting the Canadian energy transition. Their services include offering accelerator programs for startups, private investment matchmaking, advocacy, and research.

Employment services include networking and career events as well as a job board where employers can post available positions within their company.

For more information, refer to the website for [Foresight Canada \(British Columbia\)](#)

Frontier Tech Collective

HIGH-TECH

Summary: With a focus on promoting the local Vancouver tech industry worldwide, boosting investment and infrastructure for small businesses, and attracting diverse talent, the coalition hopes to position the city as Canada's tech capital and a top-five global leader by 2030.

Frontier Tech Collective regularly holds networking events which provide opportunities for industry professionals to connect and collaborate.

For more information, refer to the website for [Frontier Tech Collective](#)

Genome BC

LIFE SCIENCES

Summary: A not-for-profit organization supporting world-class genomics research and innovation to grow globally competitive life sciences sectors and deliver sustainable benefits for British Columbia, Canada, and beyond. The organization's initiatives are improving the lives of British Columbians by advancing health care in addition to addressing environmental and natural resource challenges. In addition to scientific programming, Genome BC works to integrate genomics into society by supporting responsible research and innovation and foster an understanding and appreciation of the life sciences among educators, students, and the public.

For more information, refer to the website for [Genome British Columbia](#)

InBC Investment Corp

ECOSYSTEM PARTNER WITH A TRIPLE BOTTOM LINE

Summary: A provincial Crown corporation with \$500 million to invest in venture capital funds and growing small and medium-sized businesses to benefit British Columbians.

InBC has invested into three BC-based funds so far and is seeking to co-invest in more to drive climate action, reconciliation and innovation alongside financial returns. Investing in venture capital funds, pooled investments providing financing to emerging businesses, is the first step in the launch of InBC's overall investment strategy.

For more information, refer to the website for [InBC](#) and this [announcement](#).

Life Sciences British Columbia

LIFE SCIENCES

Summary: A non-profit, non-government affiliated industry association that provides support and advocacy for Life Sciences businesses within British Columbia at local, provincial, and international levels.

Employment services include a membership directory and a job board where employers can post available positions within their company.

For more information, refer to the website for [Life Sciences British Columbia](#)

Metro Vancouver Zero Emissions Innovation Centre (ZEIC)

CLEANTECH

Summary: A non-profit organization that spans industry, government, and academic partnerships with a focus on scaling businesses that specialize in addressing climate change within the Metro Vancouver region. In addition, the organization works to advance policy, attract investment within the Cleantech space, and is working towards offering charity services.

While ZEIC does not offer employment services directly, they oversee several programs including the [Zero Emissions Building Exchange](#), [Building to Electrification Coalition](#), Carbon Leadership Forum Vancouver, and [Women4Climate Vancouver](#). The above programs regularly hold networking events which provide opportunities for industry professionals to connect and collaborate.

For more information, refer to the website for the [Metro Vancouver Zero Emissions Innovation Centre](#)

Motion Picture Production Industry Association of British Columbia

DIGITAL MEDIA & ENTERTAINMENT

Summary: An industry association which provides support services, market intelligence, and networking events for businesses involved in film and television production. The association also provides general guidance and considerations related to filming in British Columbia.

Employment services include a member directory and career expos.

For more information, refer to the website for the [Motion Picture Production Industry Association of British Columbia](#)

Music British Columbia

DIGITAL MEDIA & ENTERTAINMENT

Summary: A non-profit industry association which provides guidance, showcasing opportunities, and other services for artists, industry professionals, live events, music-related administration services, and post-secondary institutes.

Employment services include a member directory, professional development workshops, and showcasing opportunities through live events and conferences.

For more information, refer to the website for [Music British Columbia](#)

Quantum Algorithms Institute (QAI)

HIGH-TECH

Summary: QAI aims to leverage British Columbia's strengths and capabilities to establish an applied and inclusive quantum computing ecosystem. It is focused on building talent that drives job creation and economic development across the province and Canada.

Through fair hiring, representation, and partnership, QAI aims to be a world leader in producing qualified professionals in quantum computing, algorithmic research, and the application of quantum computing technologies by 2025.

For more information, refer to the website for [Quantum Algorithms Institute](#)

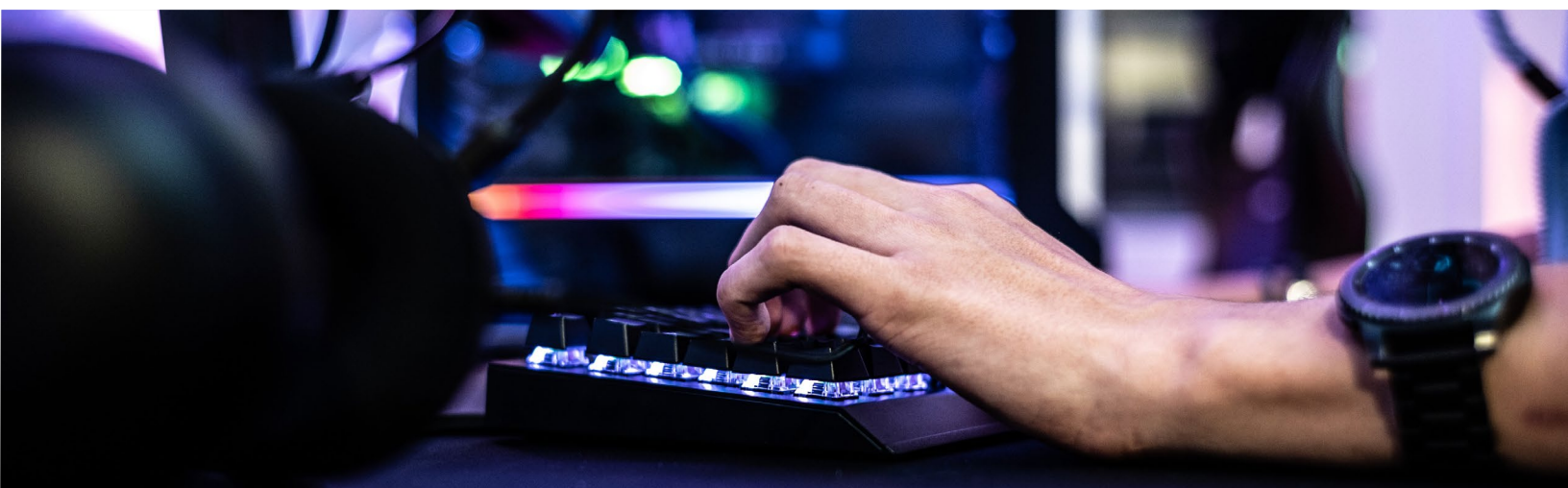
Vancouver Maritime Centre for Climate (VMCC)

CLEANTECH

Summary: An industry led initiative dedicated to accelerating the transition to a zero emissions shipping industry in British Columbia. VMCC believes that by bringing the right players to the table, they can facilitate the mobilization, and implementation of green technologies, and thus provide solutions and initiatives to advance the maritime operators industry as a whole.

Through membership and supporting opportunities, VMCC provides employment services including networking and knowledge sharing events, conferences, and working groups.

For more information, refer to the website for the [Vancouver Maritime Centre for Climate](#)



Engaging with Developing Talent

The following table in this section profiles select post-secondary programs offered by public or private institutions located within the Metro Vancouver region that may be relevant to individuals and businesses considering investing in the region and seeking to employ new graduates or co-op students to build out their workforce.

Prospective investors should note that this list is intended to provide a general overview of the types of bachelor or graduate degree and diploma programs

offered by post-secondary institutions within the Metro Vancouver region. There may be additional bachelor and postgraduate degree programs offered by these and other public or private institutions which could act as additional sources for developing top talent within the region.

| British Columbia Institute of Technology (BCIT) | | |
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| HIGH-TECH | | |
| Relevant Programs | Relevant Skills | Additional Information |
| <p>Diploma - Computer Information Technology (CIT):</p> <p>This program offers hands-on project-based learning that is developed with industry in mind to provide students with skills necessary to become IT specialists.</p> <p>This program offers industry-sponsored projects where they work through the development life-cycle of an IT solution.</p> | <ul style="list-style-type: none"> • An understanding of planning, deployment, and the configuration of computer infrastructure for organizations; • Troubleshooting and problem solving skills; and • Foundational knowledge of various programming languages. | <p>For more information, refer to the website for the BCIT CIT Program.</p> <p>For information on hiring co-op students from this program, refer to the website for the BCIT Co-op Program.</p> |

British Columbia Institute of Technology (BCIT)

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Diploma - Computer Systems Technology (CST):</p> <p>This program offers training in computer systems theory combined with hands-on software development experience to provide students with the skills required to become software engineers or programmers. Focus streams within this program include:</p> <ul style="list-style-type: none">• Artificial Intelligence and Machine Learning;• Client Servers;• Cloud Computing;• Data Communications and Internet networking;• Digital Processing;• Information Systems;• Predictive Analytics;• Programming Paradigms;• Technical Programming; and• Web and Mobile <p>This program offers industry-sponsored projects where they work through the development life-cycle of a software solution.</p> | <ul style="list-style-type: none">• An understanding of computer science (i.e. algorithms, architecture, security, various programming languages);• Ability to apply logic and critical thinking to provide computer-based solutions to real-world problems;• Communication, organization, and professionalism skills. | <p>For more information, refer to the website for the BCIT CST Program.</p> <p>For information on hiring co-op students from this program, refer to the website for the BCIT Co-op Program.</p> |

HIGH-TECH | DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Diploma - Digital Design and Development (D3):</p> <p>This program offers training for students with arts-related backgrounds within the areas of designing and developing online applications for use on a variety of digital media platforms.</p> | <ul style="list-style-type: none">• A deep understanding of how to leverage interactive digital media in web and mobile applications;• The ability to professionally operate as part of a broader software development team;• Communication, organization, and problem solving skills. | <p>For more information, refer to the website for the BCIT D3 Program.</p> |

British Columbia Institute of Technology (BCIT)

HIGH-TECH | LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Science - Biotechnology:</p> <p>This program is jointly offered by the University of British Columbia (UBC) and BCIT to combine practical and theoretical skills across scientific fields in order to prepare students for work in biotechnology labs or research facilities.</p> | <ul style="list-style-type: none"> • Deep understanding of a variety of scientific fields (i.e. analytical chemistry, biochemistry, cell biology, molecular genetics, etc.); • Professionalism and understanding of biotechnology corporate environments; • Teamwork and critical thinking skills. | <p>For more information, refer to the website for the BCIT Honours in Biotechnology Program.</p> <p>For information on hiring co-op students from this program, refer to the website for the BCIT Co-op Program.</p> |

Capilano University (CapU)

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Science - General:</p> <p>This program is designed to provide students with theoretical and practical training across a variety of scientific disciplines.</p> <p>As part of this general degree program, students at CapU are able to take a significant number of computing and data science courses.</p> | <ul style="list-style-type: none"> • The ability to apply and translate real-world problems into those that can be solved via various programming languages and frameworks; • A foundational understanding of data science and analytics applications (i.e. data visualization, processing, reporting, etc.); and • Teamwork, problem solving, and critical thinking skills. | <p>For more information, refer to the website for the CapU Computing & Data Science Department.</p> <p>For information on hiring students from CapU, refer to the website for the Work-Integrated Learning Program.</p> |

HIGH-TECH | DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Design - Visual Communication:</p> <p>This program is designed to provide students with a multidisciplinary educational background that combines art and design theory with digital techniques and tools.</p> | <ul style="list-style-type: none"> • Deep understanding of art and design principles (i.e. illustration, branding, typography, graphic design); • The ability to build narratives and storytell using digital tools to convey messaging; and • Collaboration, communication, and networking skills. | <p>For more information, refer to the website for the CapU IDEA School of Design.</p> <p>For information on hiring students from CapU, refer to the website for the Work-Integrated Learning Program</p> |
| <p>Diploma - Interaction Design:</p> <p>This program is designed to provide students with practical hands-on experience and a multidisciplinary educational background that combines the use of digital technologies with creative arts/design.</p> | <ul style="list-style-type: none"> • Foundational understanding of how design principles can be applied to technology (i.e. UX/UI design, web/app design, etc.); • Computing and programming foundational skills; and • Teamwork and communication, problem solving, and critical thinking skills. | <p>For more information, refer to the website for the CapU IDEA School of Design.</p> <p>For information on hiring students from CapU, refer to the website for the Work-Integrated Learning Program.</p> |

DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Motion Picture Arts:</p> <p>This program is designed to provide students with a theoretical understanding of film history and theory as well as a practical exposure to the film production process. This program also offers exposure to the business fundamentals associated with film production.</p> | <ul style="list-style-type: none"> • A deep understanding of the key technical disciplines that comprise modern film production (i.e. filming on sound stages, using 3D camera rigs, 3D editing, etc.); • The ability to develop narratives and convey messages through film; and • Teamwork, professionalism, and networking skills to develop industry in-roads. | <p>For more information, refer to the website for the CapU Bachelor of Motion Picture Arts Degree Program.</p> <p>For information on hiring students from CapU, refer to the website for the Work-Integrated Learning Program.</p> |

Capilano University (CapU)

DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Diploma - Animation & Visual Effects Streams:</p> <p>These industry-focused programs are designed to provide students the skills required to work in various avenues of animation or visual effects production by combining art theory fundamentals with practical experience. CapU offers three different diploma streams that include:</p> <ul style="list-style-type: none"> • 2D Animation and Visual Development; • 3D Animation for Film and Games; and • Visual Effects for Film, Streaming & Immersive Media | <ul style="list-style-type: none"> • A technical understanding of the key techniques and disciplines that comprise animation and visual effects production (i.e. character design, rigging, compositing, lighting, rendering, etc.); • An understanding of the production timelines and the ability to deliver in accordance with production schedules; and • Teamwork, professionalism, and networking skills to develop industry in-roads. | <p>For more information, refer to the website for the CapU School of Animation & Visual Effects.</p> <p>For information on hiring students from CapU, refer to the website for the Work-Integrated Learning Program.</p> |

LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Associate of Science Degree - Biology:</p> <p>This multidisciplinary program is designed to provide a theoretical and practical background of the biological sciences.</p> | <ul style="list-style-type: none"> • A foundational understanding of a variety of disciplines within the biological sciences (i.e. biochemistry, cell biology, molecular genetics, etc.); and • Teamwork and critical thinking skills. | <p>For more information, refer to the website for the CapU Biology Department.</p> <p>For information on hiring students from CapU, refer to the website for the Work-Integrated Learning Program.</p> |

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Post-Graduate Diploma - Computer and Information Systems:</p> <p>This program offers training in computer systems theory combined with hands-on software development experience to provide students with the skills required to become software engineers, programmers, data administrators or information systems analysts. Focus streams within this program include:</p> <ul style="list-style-type: none"> • Data Analytics • Emerging Technology; and • Cybersecurity | <ul style="list-style-type: none"> • Data Analytics: An understanding of data analytics applications (i.e. data visualization, databases, statistics, etc.); • Emerging Technology: An understanding of computer science applications (i.e. web scripting, algorithms, cloud infrastructure, mobile application development); • Cybersecurity: An understanding of cybersecurity tools and techniques used to protect cloud data, mobile and operating systems as well as multimedia; • Ability to apply logic and critical thinking to provide computer-based solutions to real-world problems; and • Communication, organization, and professionalism skills. | <p>For more information, refer to the website for the Douglas College Computer and Information Systems Program.</p> <p>For information on hiring students from Douglas College, refer to the website for more information.</p> |

Douglas College

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Post-Graduate Diploma - Data Analytics:</p> <p>This program is designed for students who have a strong computer science background and provides practical training in data science and analytics techniques.</p> | <ul style="list-style-type: none"> • An understanding of data science and analytics applications (i.e. data visualization and storytelling, data processing, reporting, insights, data modelling, etc); • The ability to effectively communicate insights uncovered from data analysis and provide strategic recommendations based on findings; and • Teamwork, problem solving and critical thinking skills. | <p>For more information, refer to the website for the Douglas College Data Analytics Program.</p> <p>For information on hiring students from Douglas College, refer to the website for more information.</p> |
| <p>Diploma - Computing Science:</p> <p>This program is designed to provide students with practical skills related to the fundamentals of computing science and programming languages across two streams:</p> <ul style="list-style-type: none"> • Game Development; and • General <p>Douglas College also offers an Associate Degree in Computing Science which provides similar training to the Diploma in Computing Science but is tailored for students who are considering pursuing a Bachelor Degree Program upon completion.</p> | <ul style="list-style-type: none"> • Game Development: An understanding of programming for video game development and virtual reality devices; General: An understanding of computer science (i.e. algorithms, architecture, security, various programming languages); and • Communication, organization and problem solving. | <p>For more information, refer to the website for the Douglas College Computing Science Associate Degree Program.</p> <p>For information on hiring students from Douglas College, refer to the website for more information.</p> |

Douglas College

LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Associate of Science Degree - Biology:</p> <p>This multidisciplinary program is designed to provide a theoretical and practical background of the biological sciences.</p> | <ul style="list-style-type: none">• A foundational understanding of a variety of disciplines within the biological sciences (i.e. microbiology, cell biology, biochemistry, genetics, etc.); and• Teamwork and critical thinking skills. | <p>For more information, refer to the website for the Douglas College Biology Associate Degree Program.</p> <p>For information on hiring students from Douglas College, refer to the website for more information.</p> |

Emily Carr University of Art + Design (ECUAD)

HIGH-TECH | DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Design - Interaction Design:</p> <p>This program is designed to provide students with a multidisciplinary theoretical and practical education that combines the use of digital technologies and creative arts/design across a variety of digital media platforms.</p> | <ul style="list-style-type: none">• Deep understanding of design principles applied to existing and emerging technologies to improve user experiences;• Computing and programming foundational skills with an emphasis on application or software development lifecycles; and• Teamwork, problem solving and critical thinking skills. | <p>For more information, refer to the website for the ECUAD Interaction Design Program.</p> <p>For information on hiring students from this program, refer to the website for the ECUAD Co-op Program.</p> |

Emily Carr University of Art + Design (ECUAD)

DIGITAL MEDIA & ENTERTAINMENT

Relevant Programs

Bachelor of Media Arts - Multiple:

These programs are designed to provide students the skills required to work in various avenues of media production by combining art and film theory fundamentals with practical experience through exposure to studio environments. ECUAD offers three different majors within this degree program that include:

- 2D & Experimental Animation;
- 3D Computer Animation; and
- Film + Screen Arts

Relevant Skills

- A deep understanding of the key techniques and disciplines that comprise animation or film production (i.e. character design, motion graphics, sound recording, lighting, editing, etc.);
- Teamwork, professionalism, and networking skills to develop industry in-roads.

Additional Information

For more information, refer to the website for the [Ian Gillespie Faculty of Design + Dynamic Media](#).

For information on hiring students from this program, refer to the website for the [ECUAD Co-op Program](#).

Kwantlen Polytechnic University (KPU)

HIGH-TECH

Relevant Programs

Bachelor of Technology - Information Technology:

This program is designed to provide students with theoretical and practical training across computer hardware, software, networking, and security disciplines in order to provide students with the necessary skills to work in IT.

Relevant Skills

- Deep understanding of planning, deployment, and the configuration of computer infrastructure for organizations; Ability to apply logic and critical thinking to provide computer-based solutions to real-world problems; and
- Teamwork and professionalism skills necessary to work in IT program management or entrepreneurship.

Additional Information

For more information, refer to the website for the [KPU Bachelor of Technology Program](#).

For information on hiring students from this program, refer to the website for the [KPU Co-op Program](#).

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Diploma - Computer Information Systems:</p> <p>This program offers hands-on project-based learning that is developed with industry in mind to provide students with skills necessary to become IT specialists.</p> | <ul style="list-style-type: none"> • An understanding of planning, deployment and the configuration of computer infrastructure for organizations; Troubleshooting and problem solving skills; and • Foundational knowledge of various programming languages. | <p>For more information, refer to the website for the KPU Computer Information Systems Program.</p> <p>For information on hiring students from this program, refer to the website for the KPU Co-op Program.</p> |
| <p>Diploma - Mechatronics and Advanced Manufacturing Technology:</p> <p>This multidisciplinary program is focused on the automation of the manufacturing industry and is designed to provide students with practical knowledge across a variety of fields including mechanics, electronics, computing, and integrated control systems.</p> | <ul style="list-style-type: none"> • A strong understanding of skills required operate and maintain an automated manufacturing facility (i.e. diagnostics, analytics, trouble-shooting, and repair); • An understanding of computer numerical control (CNC) programming and renewable energy as well as hydraulic, pneumatic and robotic technologies; and • Teamwork, problem solving and critical thinking skills. | <p>For more information, refer to the website for the KPU Mechatronics and Advanced Manufacturing Technology Program.</p> |

Kwantlen Polytechnic University (KPU)

HIGH-TECH | DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Diploma(s) - Entertainment Arts Streams:</p> <p>These industry-focused programs are designed to provide students the skills required to work in various avenues of animation, visual effects or video game production by combining art theory fundamentals with practical experience. KPU offers three different diploma streams that include:</p> <ul style="list-style-type: none"> • Advanced 3D Animation and 3D Modelling • Advanced VFX (Virtual Production) • Advanced Game Development | <ul style="list-style-type: none"> • Advanced 3D Animation and 3D Modelling & Advanced VFX: A technical understanding of the key techniques and disciplines that comprise animation and visual effects production (i.e. character design, rigging, compositing, lighting, rendering, etc.); • Advanced Game Development: A technical understanding of the key techniques and tools used to develop video games (i.e. level and character design, texturing, AI, programming, rendering, etc.); • Teamwork, professionalism, and networking skills to develop industry in-roads. | <p>For more information, refer to the website for the KPU Entertainment Arts Program.</p> |

LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Science - Biology:</p> <p>This lab-intensive program is designed to provide a theoretical background of the biological sciences and the necessary hands-on experience to work in laboratory settings.</p> <p>KPU also offers a Health Sciences program which offers a similar curriculum, with additional focus on developing healthcare-related skills for students considering direct patient care occupations.</p> | <ul style="list-style-type: none"> • A deep understanding of a variety of disciplines within the biological sciences (i.e. microbiology, cell biology, biochemistry, genetics, etc.); • The development of foundational biological science laboratory skills; • Statistical analysis abilities in a biological sciences context; and • Collaboration, teamwork, and communication skills. | <p>For more information, refer to the website for the KPU Biology Program.</p> |



HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Associate of Science Degree - Computer Science:</p> <p>This program is designed to provide students with practical skills related to the fundamentals of computing science.</p> <p>Langara College also offers a Diploma in Computer Studies program which offers a similar curriculum, with focus placed on developing fundamental skills related to computer science.</p> | <ul style="list-style-type: none"> • An understanding of computer science (i.e. algorithms, architecture, security, various programming languages); • The ability to apply computer science concepts to solve real-world problems and analyze the performance of these solutions; and • Communication, organization, and problem solving. | <p>For more information, refer to the website for the Langara College Computer Science Program.</p> <p>For information on hiring students from Langara College, refer to the website for Langara College Co-op Program.</p> |
| <p>Post-Graduate Diploma or Certificate - Data Analytics:</p> <p>These programs are designed to provide students with practical skills in data science and analytics in order to equip them with the abilities to uncover and communicate insights drawn from large sets of data.</p> | <ul style="list-style-type: none"> • An understanding of data science and analytics applications (i.e. data visualization and storytelling, data processing, reporting, insights, data modelling, etc.); • The ability to effectively communicate insights uncovered from data analysis and provide strategic recommendations based on findings; and • Teamwork, problem solving, and critical thinking skills. | <p>For more information, refer to the website for the Langara College Data Analytics Program.</p> <p>For information on hiring students from Douglas College, refer to the website for Langara College Co-op Program.</p> |
| <p>Post-Graduate Diploma - Web and Mobile App Design and Development:</p> <p>This multidisciplinary program is designed to provide students with practical knowledge that encompasses the entire web/mobile application development lifecycle by offering training related to visual design, programming, user experience, and project management. Langara College offers two different diploma streams that include:</p> <ul style="list-style-type: none"> • Designer; and • Developer | <ul style="list-style-type: none"> • An understanding of the technical skills required throughout the web/mobile application development lifecycle; • Computing and programming foundational skills with an emphasis on application or web/mobile development; and • Teamwork, problem solving and critical thinking skills. | <p>For more information, refer to the website for the Langara College Web and Mobile App Design Development Program.</p> <p>For information on hiring students from Douglas College, refer to the website for Langara College Co-op Program.</p> |

Langara College

HIGH-TECH | LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor or Associate of Science Degree - Bioinformatics:</p> <p>These programs are designed to provide students with a multidisciplinary educational background that combines the studies of biological sciences and statistics.</p> | <ul style="list-style-type: none"> • A deep understanding of statistical tools and data science (i.e. statistical modelling, data visualization, data processing, etc); • The ability to effectively communicate insights uncovered from data analysis; A general understanding of theoretical concepts from biology and chemistry disciplines; and • Teamwork and critical thinking skills. | <p>For more information, refer to the website for the Langara Bioinformatics Program.</p> <p>For information on hiring students from Douglas College, refer to the website for Langara College Co-op Program.</p> |

LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Associate of Science Degree - Biology:</p> <p>This multidisciplinary program is designed to provide a theoretical and practical background of the biological sciences.</p> | <ul style="list-style-type: none"> • A foundational understanding of a variety of disciplines within the biological sciences (i.e. microbiology, cell biology, biochemistry, genetics, etc.); and • Teamwork and critical thinking skills. | <p>For more information, refer to the website for the Langara College Biology Program.</p> |

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Master of Science - Computer Science:</p> <p>This program is designed to provide students with practical and theoretical skills in computing science and equip them to tackle complex theoretical concepts in the real world.</p> | <ul style="list-style-type: none"> • Deep understanding of computer science (i.e. systems and software, theory and security, artificial intelligence, and data science). • The ability to apply complex theoretical computer science concepts to real-world problems; • Teamwork, problem solving, and critical thinking skills. | <p>For more information, refer to the website for Northeastern University MSCS.</p> <p>For information on hiring students from this program, refer to the website for Enterprise Talent Solutions.</p> |
| <p>Master of Science - Analytics Streams:</p> <p>These programs are designed to provide students with practical skills in data science, analytics and design in order to equip them for a variety of major focus streams within industry including:</p> <ul style="list-style-type: none"> • Data Analytics Engineering; • Information Design and Data Visualization; and • Professional Studies in Analytics | <ul style="list-style-type: none"> • Deep understanding of data science and analytics applications (i.e. data visualization and storytelling, data warehousing, data processing, reporting, insights, data modelling, etc.); • The ability to apply complex theoretical statistical concepts to real-world data problems; • Teamwork and communication, problem solving, and critical thinking skills. | <p>For more information, refer to the website for Northeastern University Academic Programs.</p> <p>For information on hiring students from this program, refer to the website for Enterprise Talent Solutions.</p> |

Simon Fraser University (SFU)

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Science - Computing Science:</p> <p>This program is designed to provide students with practical and theoretical skills in computing science and equip them for a variety of major focus streams within industry including:</p> <ul style="list-style-type: none"> • Artificial Intelligence; • Computer Graphics and Multimedia; • Computing Systems; • Information Systems; • Programming Languages and Software; • Theoretical Computing Science | <ul style="list-style-type: none"> • Deep understanding of computer science (i.e. algorithms, architecture, security, various programming languages); • Professional responsibility and conduct in computer science; and • Communication, organization, and problem solving. | <p>For more information, refer to the website for the SFU Faculty of Computing Science.</p> <p>For information on hiring co-op students from this program, refer to the website for the SFU Co-op Program.</p> |

DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
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| <p>Bachelor of Arts & Science - Interactive Arts & Technology:</p> <p>This program is designed to provide students with a multidisciplinary educational background combining the use of digital technologies and creative arts/design. This major offers a variety of focus streams within industry including:</p> <ul style="list-style-type: none"> • Design; • Interactive Systems; • Media Arts <p>This program also offers joint degrees with both SFU's business and communications faculties.</p> | <ul style="list-style-type: none"> • Deep understanding of design principles applied to technology to improve user experiences; • Computing and programming foundational skills with an emphasis on application development; and • Narrative building with focus on interactivity in animation, sound design, and film. | <p>For more information, refer to the website for the SFU School of Interactive Arts & Technology.</p> <p>For information on hiring co-op students from this program, refer to the website for the SFU Co-op Program.</p> |

Simon Fraser University (SFU)

CLEANTECH

| Relevant Programs | Relevant Skills | Additional Information |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Bachelor of Applied Science - Sustainable Energy Engineering:</p> <p>This program is designed to provide students with an advanced technical foundation in engineering, with a focus on cleantech.</p> | <ul style="list-style-type: none">• Deep understanding of the technical and scientific requirements needed to develop sustainable energy solutions;• Broad perspectives on the environmental, societal and economic impacts of cleantech technologies; and• Collaboration and teamwork skills. | <p>For more information, refer to the website for the SFU School of Sustainable Energy Engineering.</p> <p>For information on hiring co-op students from this program, refer to the website for the SFU Co-op Program.</p> |

LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Bachelor of Science - Health Sciences:</p> <p>This program is designed to provide students with a multidisciplinary educational background in health, illness, and disease while also providing advanced skills in biomedical sciences.</p> | <ul style="list-style-type: none">• The development of foundational biomedical science laboratory skills;• Statistical analysis abilities in a medical and biological sciences context;• Practical knowledge of immunology, toxicology, and epidemiology; and• Collaboration, teamwork, and communication skills. | <p>For more information, refer to the website for the SFU Faculty of Health Sciences.</p> <p>For information on hiring co-op students from this program, refer to the website for the SFU Co-op Program.</p> |

University of British Columbia (UBC)

HIGH-TECH

Relevant Programs

Bachelor of Science - Computer Science:

This program is designed to provide students with practical and theoretical skills in computer science.

Students also have the option of applying for a specialized **Cognitive Systems: Computational Intelligence and Design** program stream. This multidisciplinary specialization combines computer science with the studies of linguistics and psychology to study cognition in artificial systems (i.e. natural language processing, speech synthesis).

Relevant Skills

- A deep understanding of how to translate real-world problems into those that can be solved via various programming languages and frameworks;
- The ability to develop, maintain, and debug software and information technology systems;
- Collaboration, teamwork, and communication skills.

Additional Information

For more information, refer to the website for the **UBC Faculty of Science - Computer Science**.

For information on hiring co-op students from this program, refer to the website for the **UBC Co-op Program**.

DIGITAL MEDIA & ENTERTAINMENT

Relevant Programs

Bachelor of Media Studies (BMS):

This multidisciplinary program is designed to provide students an opportunity to combine artistic, technical, and analytical skills to better understand the impact of media and technological innovation in our society.

The program is a unique blend of knowledge across eight disciplines:

- Art history and visual art;
- Creative writing;
- English language and literature;
- Journalism;
- Film studies and film production;
- Information studies;
- German media theory; and
- Computer science

This program also offers joint degrees with UBC's business faculty.

Relevant Skills

- A deep understanding of artistic, technical, and analytic skills and how they relate to all forms of media.

Additional Information

For more information, refer to the **BMS** website.

For information on hiring co-op students from this program, refer to the website for the **UBC Co-op Program**.

CLEANTECH

| Relevant Programs | Relevant Skills | Additional Information |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Master of Engineering Leadership - Clean Energy Engineering:</p> <p>This multidisciplinary program is a professional engineering graduate degree that combines engineering theory on energy generation and distribution with foundational knowledge on business strategy and operations.</p> | <ul style="list-style-type: none"> • Deep knowledge of the energy value chain (i.e. energy generation, transmission, distribution, use, and management); • Theoretical knowledge and understanding of alternative energy systems (i.e. hydro, wind, solar, tidal, and geothermal systems, etc.); • An understanding of business foundations as well as leadership, teamwork, and professionalism skills. | <p>For more information, refer to the website for the MEL Program.</p> <p>For information on hiring co-op students from this program, refer to the website for the UBC Co-op Program.</p> |

LIFE SCIENCES

| Relevant Programs | Relevant Skills | Additional Information |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Bachelor of Science - Biotechnology, Microbiology, and Immunology or Biochemistry:</p> <p>These programs are designed to provide strong theoretical backgrounds across a variety of scientific disciplines, all with a focus on biomedical and biological sciences. This major offers a variety of focus streams including:</p> <ul style="list-style-type: none"> • Biotechnology; • Microbiology and Immunology; • Biochemistry <p>In addition to the select majors above, there may be additional programs offered by UBC of interest to prospective investors within the Life Sciences cluster. For more information, refer to the UBC Faculty of Science.</p> | <ul style="list-style-type: none"> • Biotechnology: Deep understanding of molecular genetics, genetic engineering, and the genetic structure of organisms. • Microbiology and Immunology: Deep understanding of how microbes can be controlled to prevent disease. • Biochemistry: Deep understanding of the linkages between chemical compounds and processes in plants, animals, and microorganisms. | <p>For more information, refer to the website for UBC Faculty of Science.</p> <p>For information on hiring co-op students from this program, refer to the website for the UBC Co-op Program.</p> |

Vancouver Community College (VCC)

HIGH-TECH

| Relevant Programs | Relevant Skills | Additional Information |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <p>Diploma - Computer Systems Technology: This program offers training in computer systems theory combined with hands-on software development experience to provide students with the skills required to become software engineers or programmers.</p> | <ul style="list-style-type: none"> • Ability to apply logic and critical thinking to provide computer-based solutions to real-world problems; and • Communication, organization, and professionalism skills. | <p>For more information, refer to the website for the VCC Computer Systems Technology Program.</p> |

Vancouver Film School (VFS)

DIGITAL MEDIA & ENTERTAINMENT

| Relevant Programs | Relevant Skills | Additional Information |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| <p>Diploma - Film Production: This program is designed to provide students with a comprehensive understanding of film production and offers the ability to specialize across five different streams:</p> <ul style="list-style-type: none"> • Directing; • Cinematography; • Producing; • Production Design; and • Post-Production | <ul style="list-style-type: none"> • An understanding of the key disciplines that comprise film production; • Teamwork, professionalism, and networking skills to develop industry in-roads. | <p>For more information, refer to the website for the VFS Film Production Program.</p> |

3.3 Employment Law Considerations

Whether a prospective investor in the Metro Vancouver region is establishing a new business or expanding their current operations into Canada, this requires building out a workforce in order to deliver goods and services. As a potential employer in British Columbia, there are both federal and provincial employment laws that must be taken into consideration and adhered to. Below provides a brief overview of the relevant laws at both levels of

Federal

Employment law in Canada is generally mandated at the provincial level, however, federal works and undertakings are regulated at the federal level under the [Canada Labour Code](#). The Canada Labour Code is a parliamentary act that sets out employer responsibilities, worker rights, and employment standards for federally regulated industries. Examples of federally regulated industries include telecommunication services, port services, radio and television broadcasting, domestic and foreign

Provincial

Employment law is provincially mandated in British Columbia and is set out under the Employment Standards Act (ESA) which details the minimum standards required of employers and also mandates specific protections for employees in the province. Within the ESA are a significant number of considerations that a prospective investor in the Metro Vancouver region must consider when

government as well as additional resources which should be consulted prior to going through the hiring process.

Please note that the information provided in this section is intended to provide prospective investors with a high level overview of key legal considerations related to hiring workers in Canada and does not take the place of formal legal counsel or advisory services.

banking, all forms of interprovincial transportation, as well as all related and essential industry support services.

For a complete list of federally regulated industries and workplaces as well as an overview of how the Canada Labour Code may apply to your business operations, refer to guidance as set out by the [Government of Canada](#).

looking to hire workers. These considerations include provincial standards for wages, hours of work, vacation and leaves, as well as other terms of employment.

For more information related to ESA, refer to guidance as set out by the [Government of British Columbia](#).

3.4 Immigration Considerations

Key Considerations:

- Foreign workers coming to Canada are required to obtain work visas administered by the federal government;
- All employers looking to hire foreign workers must undergo a registration process through the BC Government;
- Prospective investors looking to expand their business in BC are able to visit temporarily to gain an understanding of the MV region business environment without obtaining a work visa;
- Both the Canadian federal and BC provincial governments have a number of immigration programs that are geared towards skilled and highly educated workers including those that specifically target high-tech workers; and
- The Metro Vancouver region has a significant number of industry-specific talent clusters and post-secondary institutions that prospective investors can readily leverage.

The following is a summary of immigration considerations that a prospective investor within the Metro Vancouver region may take into account when making the decision to hire workers from international labour markets. Prospective investors should note that Canadian immigration policy is a federal government mandate and can involve coordination and communication between different federal government agencies. In addition, all associated manuals, regulations, and procedures are outlined

under the Immigration and Refugee Protection Act (IRPA). For more information on IRPA as well as additional resources, refer to this summary prepared by the [Immigration and Refugee Board of Canada](#).

Please note that the information provided in this section is intended to provide prospective investors with a high level overview of key legal considerations related to immigration in Canada and does not take the place of formal legal counsel or immigration advisory services.

Business Visitors

Prospective investors within the Metro Vancouver region should note that individuals visiting British Columbia for business purposes are defined as business visitors and not required to obtain a work permit so long as the purpose of a temporary visit to Canada for a period of up to 6 months is to:

- Conduct international business activities without directly participating in the labour market; or
- Seek ways to expand current business activities, invest in Canada or advance business relations.

For more information on entering Canada as a business visitor, necessary requirements, and additional resources, refer to guidance provided by the [Government of Canada](#).

Work Visas

A worker who is a resident or citizen of another country is referred to as a foreign worker. Foreign workers are ineligible to work in Canada unless they obtain a work permit granted by the Canadian federal government.

The type of work permit that a foreign worker requires depends on their specific situation and could either take the form of:

- An employer-specific work permit; or
- An open work permit.

Typically, a foreign worker would apply for an employer-specific work permit, however, there may be instances when they would be eligible for an open work permit. In order to determine the type of work permit a foreign worker may be required to

obtain, refer to this [interactive tool](#) prepared by the Government of Canada.

In addition, an important consideration for applicants who currently do not reside in Canada is that a work permit must be obtained prior to entering the country. Depending on the country of origin, there may also be instances where a foreign worker requires a separate visitor visa upon entry to Canada. In order to determine whether a foreign worker requires a separate visitor visa, refer to this [interactive tool](#) prepared by the Government of Canada.

For more information, refer to guidance provided by the Government of Canada on:

- [The work permit process](#); and
- [Work permit eligibility requirements](#).

Work Visa Processing Timelines

Processing times for visa applications can vary depending on a number of factors including which program the applicant has applied for, the current volume of applications being processed and also the ease with which information can be verified. Given this is a complex and often time-consuming process,

the Government of Canada has prepared an [online tool](#) that applicants can use to track the estimated processing time of their work visa application.

For additional information on visa processing, refer to guidance prepared by the [Government of Canada](#).

Employer Registration Processes

In order to be eligible to hire a foreign worker, businesses in British Columbia are legally required to register with the British Columbia government. The following diagram shows the required steps when applying for eligibility to hire foreign workers in British Columbia.

Please note that employers are excluded from legal requirement to register if they:

- Presently employ foreign workers and do not intend to hire more; or
- Hire foreign workers strictly under the British Columbia Provincial Nominee Program or the federal **International Mobility Program**.



For more information, refer to the guidance provided by the [Government of British Columbia](#).

Labour Market Impact Assessment

The majority of employers considering hiring foreign workers in British Columbia will be required by the Canadian federal government to complete a Labour Market Impact Assessment (LMIA). The purpose of an LMIA is to determine whether there is a need for the foreign worker and whether there are no available workers in Canada to fulfil the role. Prior to the completion of an LMIA, an employer must have obtained their certification of registration to hire a foreign worker. For more information on the LMIA process as well as additional guidance on how to hire a foreign worker, refer to this overview prepared by the [Government of Canada](#).

There are certain circumstances when an employer is not required to complete an LMIA which include foreign workers hired under the **International Mobility Program** or if specific requirements as set out by the Canadian federal government are met. For more information on LMIA exemptions, refer to guidance prepared by the [Government of Canada](#).

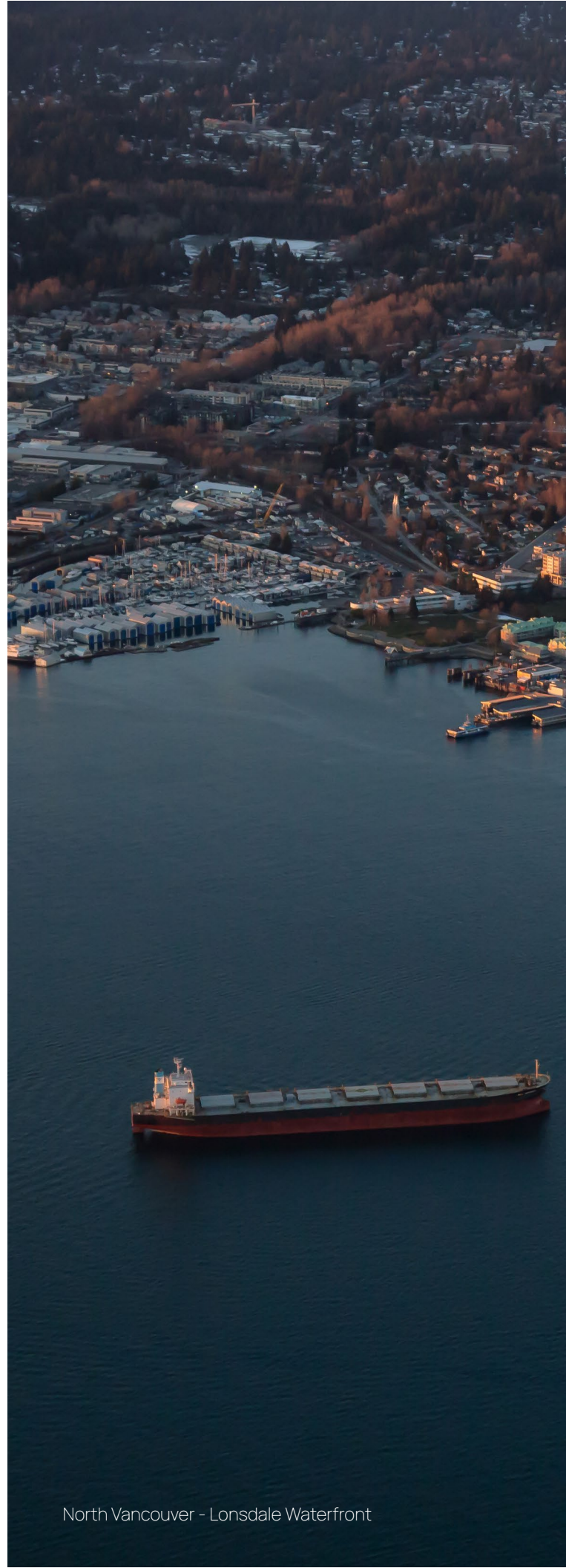
3.5 British Columbia Provincial Nominee Program

In Canada, federal and provincial or territorial governments are jointly responsible for administering Provincial Nominee Programs (PNP), which are region-specific economic immigration programs designed to expedite the process for foreign workers, international students, and entrepreneurs entering Canada. The requirements and targets of each provincial or territorial PNP are set according to the economic goals and labour market needs within the respective geography.

There are several different types of pathways for foreign workers under the British Columbia PNP which include:

- Economic Mobility Pathways Pilot;
- Entrepreneur Immigration; and
- Skills Immigration.

There are a predetermined number of provincial nominations allocated under the British Columbia PNP which fall broadly under targeted sectors. The table below provides a sample of targeted occupations under the British Columbia PNP program classified according to the National Occupation Classification (NOC) system. For more information on current priority occupations targeted by the British Columbia provincial government, refer to this [comprehensive list](#).



Return to start of section



| Industry | Sample of British Columbia Targeted NOCs | | |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TECHNOLOGY | <ul style="list-style-type: none"> • Computer and information systems managers (20012) • Mathematicians, statisticians and actuaries (21210) • Data scientists (21211) • Cybersecurity specialists (21220) • Computer systems developers and programmers (21230) | <ul style="list-style-type: none"> • Software engineers and designers (21231) • Web developers and programmers (21234) • Civil engineers (21300) • Mechanical engineers (21301) • Electrical and electronics engineering technologists and technicians (22310) | <ul style="list-style-type: none"> • Producers, directors, choreographers and related occupations (51120) • Broadcast technicians (52112) • Audio and video recording technicians (52113) • Motion pictures, broadcasting, photography and performing arts assistants and operators (53111) |
| HEALTH & CHILDCARE | <ul style="list-style-type: none"> • Managers in healthcare (30010) • General Practitioners and Family Physicians (31102) • Audiologists and Speech-language Pathologists (31120) • Pharmacists (31120) • Psychologists (31200) | <ul style="list-style-type: none"> • Registered nurses and registered psychiatric nurses (31301) • Dental hygienists and dental therapists (32111) • Medical laboratory technologists (32120) • Nurse aides, orderlies and patient service associates (33102) | <ul style="list-style-type: none"> • Social workers (41300) • Therapists in counselling and related specialized therapies (41301) • Social and community service workers (42201) • Early childhood educators and assistants (42202) |
| OTHER | <ul style="list-style-type: none"> • Veterinarians (31103) | <ul style="list-style-type: none"> • Animal health technologists and veterinary technicians (32104) | <ul style="list-style-type: none"> • University professors and lecturers (41200) |

For an employer in British Columbia to be eligible to participate in the British Columbia PNP, they must meet a set of criteria and adhere to specific responsibilities as defined by the [Government of British Columbia](#).

Economic Mobility Pathways Pilot

Under the British Columbia PNP, the provincial government in partnership with the United Nations Refugee Agency (UNHCR), federal government, and certain non-government organization partners (NGOs), administer the Economic Mobility Pathways Pilot (EMPP) program. The EMPP is designed to support skilled refugees in obtaining permanent residency in Canada and simultaneously address British Columbia labour market shortages.

In the Metro Vancouver region, the EMPP prioritizes technology-focused occupations including those outlined above. For more information on current priority occupations within the Metro Vancouver region under EMPP, refer to this [comprehensive list](#).

For more information on the Economic Mobility Pathways Pilot, refer to information provided by the [Government of Canada](#).

Entrepreneur Immigration

Under the British Columbia PNP, the Entrepreneur Immigration (EI) program is designed to support international entrepreneurs with the immigration process into British Columbia and launch new businesses with the goal to support economic development and innovation within the province.

In addition, the EI program expedites the permanent residency process for international entrepreneurs once the business is successfully established.

The EI program comprises three separate streams as outlined below:

| Stream | Summary |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BASE STREAM | <p>Intended for experienced entrepreneurs who wish to establish a new business, or purchase and grow an existing business in British Columbia.</p> <p>For additional information and eligibility requirements for the EI Base Program and its requirements, refer guidance provided by the Government of British Columbia- Base Program guide.</p> |
| REGIONAL PILOT | <p>Intended for foreign entrepreneurs who are interested in starting a new business in a smaller community in British Columbia.</p> <p>There are nearly 30 participating communities in the program, each with unique support requirements, targets, and priorities. Preliminary in-person visits and community referrals are required for the application process, to ensure community priorities would adequately be met by the investment. The decision to invite prospective candidates to the program is at the discretion of the community at hand.</p> <p>For additional information and eligibility requirements for the EI Regional Pilot program and its requirements, refer to guidance provided by the Government of British Columbia - Regional Pilot guide.</p> |
| STRATEGIC PRIORITIES | <p>Intended for foreign corporations who have identified strategic investment opportunities in British Columbia. These opportunities are meant to facilitate growth and expansion for an existing core business.</p> <p>Investors must complete a comprehensive application process which includes an exploratory visit to British Columbia to gain an understanding of the local business environment, proposal discussions with relevant bodies, performance agreements with all involved staff members, and the attainment of work permits.</p> <p>For additional information and eligibility requirements for the EI Strategic Projects program, refer guidance provided by the Government of British Columbia - Strategic Projects section.</p> |

For additional information on the EI programs within British Columbia, please refer to the guidance provided by the [Government of British Columbia](#).

Skills Immigration

Under the British Columbia PNP, there are a number of additional programs offered by the province under the Skills Immigration (SI) Program. This program is intended to support labour and skill requirements within British Columbia and comprises several different

streams which provide pathways to permanent residency in British Columbia, in addition to targeting foreign workers, SI is also aimed at recent graduates who currently reside in Canada.

The SI program comprises of five streams which are summarized below

| Stream | Summary |
|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SKILLED WORKER | <p>Targets management, profession or technical service and skilled trades workers who have accepted a full-time permanent job offer from a British Columbia employer.</p> <p>The job offer does not need to be full-time permanent if it falls under a targeted technology NOC as outlined by the Government of British Columbia or if it falls under NOC 41200 - University professors and lecturers.</p> |
| HEALTH AUTHORITY | <p>Targets physicians, midwives, and nurse practitioners employed by a provincial health authority in British Columbia who have either:</p> <ul style="list-style-type: none"> a. Accepted a full-time permanent job offer from a provincial health authority; or b. A letter from a provincial health authority confirming their status as either a physician or nurse practitioner in British Columbia; or c. A letter from a verified midwife practice in British Columbia confirming affiliation for at least 6 months. |
| INTERNATIONAL GRADUATE | <p>Targets those who have graduated from degree or diploma programs from Canadian post-secondary institutions within the past 3 years and have accepted a job offer from a British Columbia employer.</p> |
| INTERNATIONAL POST-GRADUATE | <p>Targets those who have graduated from master's or PhD STEM programs from British Columbia universities. In some cases, a PhD candidate may also be eligible for this stream.</p> <p>Individuals under this stream are not required to have a job offer from a British Columbia employer.</p> <p>For a list of eligible graduate degrees by university, refer to guidance provided by the Government of British Columbia.</p> |
| ENTER LEVEL AND SEMI-SKILLED (ELSS) | <p>Targets tourism, hospitality, and food processing workers who have accepted a full-time permanent job offer from a British Columbia employer.</p> <p>For a list of eligible occupations, refer to guidance provided by the Government of British Columbia.</p> |

For more information on the SI program including additional eligibility requirements that are specific to each stream, please refer to the guidance provided by the [Government of British Columbia](#).



3.6 Global Skills Strategy

The Canadian federal government has also put in place an additional immigration program known as the Global Skills Strategy (GSS) in order to assist employers in meeting their workforce needs and to address labour shortages. In order to attract highly skilled workers to immigrate to Canada, the GSS offers simplified visa application and approval processes for foreign workers that meet specific eligibility requirements.

Under GSS, there are 3 streams which include:

- Short duration exemptions;
 - Two-week processing for high-skilled talent; and
 - The Global Talent Stream.
- The GSS also offers a dedicated service channel with support personnel who provide tailored guidance and other support services to employers that invest significantly in Canada. In each province, the GSS works with a select group of referral partners to assist employers in leveraging the GSS. For a complete list of referral partners in British Columbia, please refer to this list provided by the [Government of Canada](#).

Prospective investors within the Metro Vancouver region should also note that between 2017 and 2023, four of the top five occupations for applicants under the GSS were a part of the technology industry, with the most applications coming from computer programmers and interactive media developers. The table on the next page summarizes the top five occupations of GSS applicants during this period:

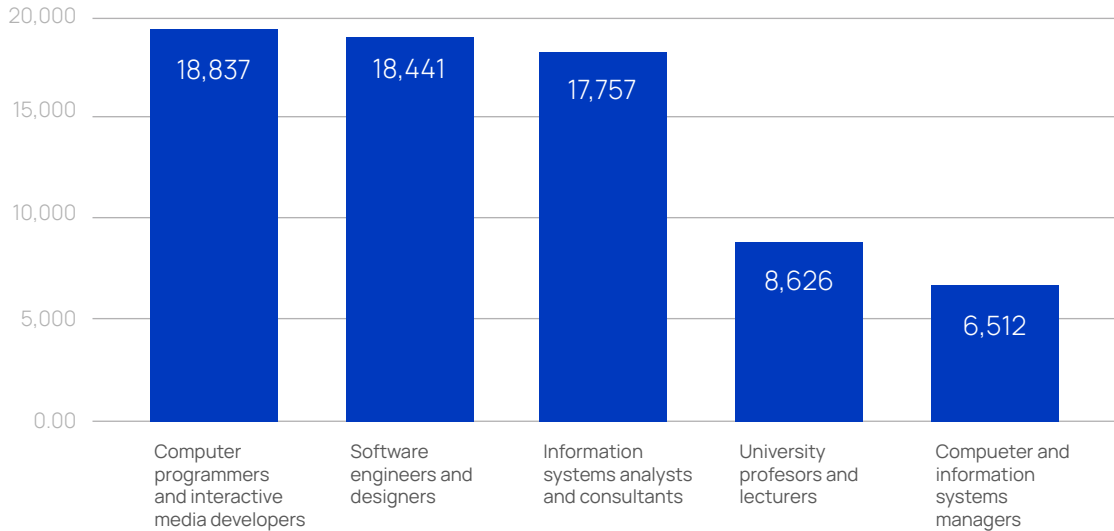


WE CAN HELP:

Invest Vancouver is a dedicated service channel provider under GSS



Figure 3.6.1: Top Five Global Skills Strategy Applicant Occupations



Source: Invest in Canada

For more information on the GSS including eligibility requirements, exemptions and details, refer to the guidance provided by the [Government of Canada](#).

Short Duration Exemptions

Under the GSS, this stream offers exemptions to work permits for foreign workers who are temporarily working in Canada. These exemptions are either 15 or 30 days in length and apply to specific high-skilled workers who have job offers that are either in management or professional occupations. In addition, the stream offers 120-day exemptions for those employed by Canadian post-secondary institutions in researcher roles.

This stream does not allow for renewals or consecutive use of the exemption and workers will be required to adhere to specific waiting periods before re-entry into Canada to perform work again depending on the length of the exemption they were granted.

For more information, please refer to the guidance provided by the [Government of Canada](#).

Two-week Processing for High-skilled Talent

Under the GSS, this stream offers expedited processing for visa applications for three general categories of foreign workers which include:

- LMIA Exempt Workers
- LMIA-Required Workers
- Spouses and Dependents

For more information, please refer to the guidance provided by the [Government of Canada](#).



Global Talent Stream

Under the GSS, this stream is a targeted skills program which is aimed at both specialized workers as defined by the federal government as well as employers who may be hiring specialized workers which fall under the list of targeted NOCS as defined under GSS.

For more information, please refer to the guidance provided by the [Government of Canada](#).

Canada's Tech Talent Strategy

Launched in 2023, the Government of Canada announced improvements on existing measures in additions to existing ones, specifically targeted at high-growth industries that will provide the jobs of the future. The new approach is based on four key pillars as outlined below by the federal government with more details to be announced at a later date.

1 Developing a new Innovation Stream under to the International Mobility Program to attract highly talented individuals

Labour shortages are persistent in key tech occupations and broadening Canada's talent base in the sector should continue to be a goal. With this in mind, the Government of Canada is planning to launch a new Innovation Stream of the International Mobility Program by the end of 2023. This means that Immigration, Refugees and Citizenship Canada (IRCC) will create a new exemption from the labour market impact assessment process to help high-growth employers and talented workers in support of Canada's innovation priorities and high-tech industries.

The feedback from stakeholders on the Innovation Stream proposal has led IRCC to consider two options that are not mutually exclusive:

- Employer-specific work permits for up to five years for workers destined to work for a company identified by the Government of Canada as contributing to our industrial innovation goals.
- Open work permits for up to five years for highly skilled workers in select high-demand occupations.

2 Promoting Canada as a destination for digital nomads

A digital nomad is a person who can perform their job remotely from anywhere in the world. Under current Canadian immigration rules, a digital nomad only needs visitor status to relocate to Canada for up to six months at a time while they perform their job remotely for a foreign employer.

In the months ahead, IRCC will collaborate with public and private partners alike to determine whether additional policies to attract digital nomads to Canada would be desirable. It is expected that some digital nomads who initially enter Canada to work remotely will decide to seek opportunities with Canadian employers. When they receive a job offer from a Canadian company, they would be able to bring their skills to a Canadian employer by applying for a temporary work permit or even permanent residence.

3 Improving labour mobility in North America by creating a streamlined work permit for H-1B specialty occupation visa holders in the US to apply to come to Canada

Thousands of workers in high-tech fields are employed with companies that have large operations in both Canada and the US, and those working in the US often hold an H-1B specialty occupation visa.

As of July 16, 2023, H-1B specialty occupation visa holders in the US, and their accompanying immediate family members, are eligible to apply to come to Canada. Approved applicants will receive an open work permit of up to three years in duration, which means they will be able to work for almost any employer anywhere in Canada. Their spouses and dependants will also be eligible to apply for a temporary resident visa, with a work or study permit, as needed. This will expand the opportunities available for skilled workers to continue to pursue their careers in the high-tech sector and contribute to economic growth and prosperity in North America.

This measure will remain in effect for one year, or until IRCC receives 10,000 applications. Only principal applicants, and not their accompanying family members, will count toward the application cap.

4 Improving existing programs that cater to workers in high-skill tech occupations

The federal government is improving some of Canada's existing immigration programs that can benefit workers in high-skilled tech occupations, including the Global Skills Strategy and the Start-up Visa Program.

Global Skills Strategy

Global Skills Strategy was launched in 2017 which features four policies designed to support Canadian employers seeking quick access to highly skilled talent from around the world. High-skilled workers coming to Canada on a temporary basis are able to benefit from two-week processing of applications for work permits and, when necessary, temporary resident visas.

Employment and Social Development Canada is meeting the two-week standard for processing Global Talent Stream labour market impact assessments for employers, and IRCC is meeting the two-week standard for work permit applications.

For more information, please refer to the guidance provided by the [Government of Canada](#).

The Start-up Visa (SUV) Program

Start-up Visa (SUV) Program provides a path to permanent residence for foreign entrepreneurs who gain the support of a designated Canadian venture capital fund, angel investor organization or business incubator for their start-up.

As a first step to address the lengthy wait times for applicants, more spots were allocated to this program under the 2023–2025 multi-year levels plan. Tripling the target number of permanent residents expected in the Federal Business category for 2023 compared to 2022. Further increases are planned in 2024 and 2025.

Recognizing the long wait times for applicants due to high interest in the SUV program, IRCC will change the temporary work permit option for SUV applicants to allow them to apply for an open work permit of up to three years, rather than a one-year work permit that limits them to work solely for their own start-up. This will make it easier and more appealing for founders to come to Canada and develop their business while they wait for their permanent residence application to be processed. The work permit will be available to each member of the entrepreneurial team. Currently, only members of the entrepreneurial team who are identified as essential and urgently needed in Canada by the designated organization supporting the start-up can apply.

The prioritization plan will be applied to both permanent residence applications currently in the backlog and to newly submitted applications to ensure those supported by committed capital or endorsed by a business incubator that is also a member of Canada's Tech Network will move to the front of the line for processing.

For more information, please refer to the guidance provided by the [Government of Canada](#).

3.7 Additional Information and Resources

| | |
|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Canada Border Services Agency | A federal resource which provides an overview of processes and requirements for those entering Canada including online portals for all necessary documentation and immigration declarations. |
| Citizenship and Immigration Canada | A federal resource which provides information on Canadian immigration programs including how to hire foreign workers, how to obtain a work permit, getting international credentials recognized as well as an online application portal for the immigration process. |
| Come to Canada Tool | A federal resource which provides an interactive tool that can be used by those considering immigrating to Canada to determine which immigration program they are eligible to apply for. |
| Employment and Social Development Canada | A federal resource which provides an overview of the Labour Market Impact Assessment process, application processing times, median wages by province/territory as well as foreign worker employer compliance obligations. |
| Immigrant Employment Council of B.C | A provincial resource which provides solutions and support for British Columbia employers looking to attract, hire, and retain newcomers to British Columbia, in a way that utilizes skill, training, and education. |
| International Credential Evaluation Service (ICES) | A government-mandated, provincial resource, which evaluates educational achievements received outside of Canada to compare them to the Canadian education system in order to ease hiring and admissions processes. |
| International Mobility Program | A federal program that allows employers to hire temporary workers without a Labour Market Impact Assessment. This program is intended to fill short-term labour or skill shortages in Canada by allowing foreign workers express entry into the country. |
| The Employer's Roadmap | A federal resource which provides support to employers who wish to hire and retain internationally trained workers. The resource provides support on the hiring, recruitment, and assessment process, eligibility, language, and legal considerations, as well as information on federally funded services that support the process. |
| WelcomeBC | A provincial resource which provides information for British Columbia businesses on how to hire international workers, guidance on supporting international workers as they relocate to Canada and a directory of additional resources for employers looking to hire international workers. |
| WorkBC | A provincial resource which connects job seekers and employers. WorkBC aims to help British Columbians successfully navigate the labour market by exploring career options and improving skills, as well as helping employers find the right talent to grow their business. |



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Vancouver - Lions Gate Bridge

SECTION 4

Financial Resources

There are many resources and programs available to businesses located in the Metro Vancouver region, which include direct funding, loans, capital investments, tax credits, wage subsidies, and more. The information in this section provides a selection of financial resources and programs that can be leveraged by individuals and entities that are considering making an investment in the Metro Vancouver region. For each resource, links are provided for additional information and/or application purposes.

Before continuing with this section, consider the following:

The applicability and significance of financial resources and programs listed varies widely based on the sector of investment, size and structure of your organisation as well as a variety of other factors. Navigating the complexity is something best done by leveraging the expertise of **Invest Vancouver** and professional services providers we are able to refer you to.

 [Return to the Investor Checklist](#)



For any questions or enquiries about investing in the Metro Vancouver region, or the information in this section, we invite you to **connect** with the Invest Vancouver team or follow the QR code to our webpage.

The Financial Resources section covers the following topics (select to navigate directly):

| | | | |
|-----|-------------------------------|-----|---------------------------------------------------------------|
| 4.1 | Tax Credits & Incentives | 4.5 | Venture Capital |
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| 4.3 | Taxation | | |
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4.1 Tax Credits and Incentives

The term tax credit refers here to an amount of money that can be subtracted directly from an amount of taxes that are owed. Tax credits reduce the actual amount of tax owed, while deductions lower the amount of taxable income. The nature of a tax credit is what determines its value. Certain types of tax credits are granted to individuals or businesses in specific locations, industry groups, or sectors for the purpose of promoting economic activity in that area. Businesses in certain industries may be eligible for targeted tax credits and incentives. The information in this section can assist potential investors in identifying which tax credits and incentives may be applicable to their investment.

Another key distinction is between 'refundable' and 'non-refundable' tax credits. A 'refundable' credit allows the taxpayer to obtain a refund notwithstanding the amount of tax paid (i.e. could be larger than the amount owed). A 'non-refundable' credit is refunded only up to the amount of tax owed (i.e. they reduce the total amount of tax that must be paid).

The following diagram shows the steps that are commonly followed when researching and applying for tax credits and incentives. This provides a high-level view of the process, and is not comprehensive. It is recommended that investors consult with professional resources and/or local business communities of practice as many tax credits and incentives can involve a complex application and/or implementation process.



Selection of Tax Credits and Incentives

The following section profiles tax credits and incentives that may be relevant to individuals and businesses investing in the Metro Vancouver region. For a complete listing of tax credits and incentives, please refer to the Government of British Columbia directory for [tax credits and incentives](#).

The tax credits and incentives listed in the following table are highlighted in the individual tables below:

| Incentive or Credit | Sector |
|------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| Scientific Research and Experimental Development (SR&ED) | Not specific |
| Eligible Business Corporation Tax Credits | Not specific |
| Foreign Tax Credit | Not specific |
| Interactive Digital Media | Digital Media, Film & Arts, Entertainment |
| Small Business Venture Capital | Not specific |
| Accelerated Investment Incentive | Manufacturing, Cleantech, High-Tech |
| Provincial Sales Tax Exemption for Manufacturing Equipment | Manufacturing, software development, emissions control, waste management, transmission or distribution of electricity, oil & gas services, etc. |
| Clean Buildings Tax Credit | Cleantech, Commercial real estate |

Pitt Meadows - Golden Ears Bridge Fraser River

Scientific Research and Experimental Development (SR&ED)

Areas of focus: This incentive is not sector-specific

| | |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary | <p>An incentive program that rewards companies of any size for conducting research and development activities in Canada. SR&ED covers basic research, applied research, and experimental development. The SR&ED tax incentives come in two forms: (1) as an income tax deduction, or (2) as an investment tax credit, which may be applied against income taxes payable in the current year, in a prior year, or may be carried forward to a future year.</p> <p>In some cases, the credit may be refundable.</p> |
| Amount | <p>The maximum expenditure limit for purposes of the 35 per cent investment tax credit rate is \$3 million. However, if the prior year's taxable capital employed in Canada of the claimant and any associated corporation is more than \$10 million, a reduction of the expenditure limit will occur. If the Canadian Controlled Private Corporation is associated with other corporations, the resulting expenditure limit calculated is shared, and must be allocated amongst the associated corporations.</p> |
| Eligibility Requirements | <p>To qualify for the SR&ED program, the work done in Canada must meet these conditions:</p> <ul style="list-style-type: none"> • The work must advance the understanding of scientific relations or technologies; • The work must address a scientific or technological uncertainty; and • The work must incorporate a systematic investigation by qualified people. |
| Additional Information | <p>The Scientific Research and Experimental Development Tax Credit section within this document or The Canada Revenue Agency's SR&ED webpage. For more information about (SR&ED) visit section 4.6 Scientific Research and Experimental Development Tax Credit.</p> |

British Columbia Eligible Business Corporation Tax Credits

Areas of focus: This incentive is not sector-specific

| | |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary | <p>A program where eligible investments made in a British Columbia company that is registered as an eligible business corporation under <i>British Columbia's Small Business Venture Capital Act</i> (SBVCA) results in the British Columbia investor receiving a tax credit.</p> <p>Refundable for individuals and non-refundable for corporations.</p> |
| Amount | <p>The credit is equal to 30 per cent of their investment amount.</p> |
| Eligibility Requirements | <ul style="list-style-type: none"> • An eligible investor for the tax credit can be an individual or a company. An individual or company must be a resident of British Columbia. If an individual moves outside the province in a year in which they acquire shares, it may affect the eligibility for the tax credit which is non-refundable. A corporation that has a permanent establishment in BC may claim the tax credit to offset BC income tax otherwise payable in a year. |
| Additional Information | <p>The Government of British Columbia webpage on the Eligible Business Corporation tax credit.</p> |



Foreign Tax Credit

Areas of focus: This incentive is not sector-specific

Summary

Every province and territory allows a corporation to claim a foreign tax credit for taxes it paid to another country on foreign non-business income. This credit reduces the provincial tax otherwise payable.

Note: you cannot claim foreign tax credits for the provinces of Quebec and Alberta on the federal return.

Non-refundable.

Amount

N/A

Eligibility Requirements

The provincial or territorial foreign tax credit is available to a corporation that meets all of the following criteria:

1. It is resident in Canada throughout the tax year
2. It has a permanent establishment in the province or territory at any time in the tax year
3. It has foreign investment income for the tax year

You can claim this credit only if the foreign non-business income tax paid exceeds the federal foreign non-business income tax credit deductible for the year.

Additional Information

The Government of British Columbia webpage on the [Foreign Tax Credit](#).

Interactive Digital Media

Areas of focus: Digital Media | Entertainment | Film and Arts

Summary

The interactive digital media tax credit (IDMTC) is for eligible registered corporations that develop interactive digital media products in British Columbia. This program has been **extended** by five years to August 31, 2028.

Refundable.

Amount

The credit is calculated as 17.5 per cent of eligible salary and wages incurred in the tax year.

Eligibility Requirements

A corporation must register with the Ministry of Finance and pay the application fee for each tax year it wants to claim the interactive digital media tax credit.

Additional Information

The Government of British Columbia webpage on the [Interactive Digital Media tax credit](#).

Small Business Venture Capital

Areas of focus: This incentive is not sector-specific

| | |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary | <p>The small business venture capital tax credit encourages investors to make equity capital investments in British Columbia small businesses, in order to give small businesses access to early-stage venture capital to help them develop and grow.</p> <p>Effective for the 2022 to 2024 calendar years, Budget 2022 proposes to increase the annual maximum venture capital tax credit from \$38.5 million to \$41 million. Budget 2022 also proposes to allocate this \$2.5 million increase to investments made in clean technology businesses.</p> <p>Refundable for individuals, non-refundable for corporations.</p> |
| Amount | <p>BC investors receive a 30 per cent tax credit on their investment in a venture capital corporation (VCC) or an eligible business corporation (EBC).</p> |
| Eligibility Requirements | <p>Corporations may claim a tax credit in a tax year equal to the lesser of:</p> <ol style="list-style-type: none"> 1. The amount of the tax credit certificate issued by the administrator of the venture capital corporation or eligible business corporation programs, or 2. Provincial income tax otherwise payable. |
| Additional Information | <p>The Government of British Columbia webpage on the Small Business Venture tax credit.</p> |

Accelerated Investment Incentive

Areas of focus: Manufacturing | Cleantech | Hi-tech

| | |
|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Summary | <p>The Accelerated Investment Incentive (AIC) provides an enhanced capital cost allowance (CCA) on equipment purchases. Full expensing in the first year for manufacturing and processing (M&P) and clean energy equipment purchases was also introduced as part of the AIC.</p> <p>The AIC allows investors to write off a larger share of the costs of newly acquired capital assets in the year the investment is made or the asset becomes available for use. This measure involves:</p> <ul style="list-style-type: none"> • A 50 per cent increase in the available CCA deduction for property (calculated on the net capital cost addition to a class) acquired after 2018 that becomes available for use before 2024. • The suspension of the existing CCA half-year rule in respect of property acquired after 2018 that becomes available for use before 2028. |
| Amount | <p>100 per cent First-Year CCA on M&P Machinery and Equipment Investments 100 per cent First-Year CCA on Clean Energy Equipment Investments</p> |
| Eligibility Requirements | <p>You must acquire the eligible property after November 20, 2018, and it must be available for use before 2028 in order to qualify for the incentive or the full expensing measure. A phase-out will begin for property that becomes available for use after 2023.</p> |
| Additional Information | <p>The Government of Canada webpage for the Accelerated Investment Incentive.</p> |

Provincial Sales Tax Exemption for Manufacturing Equipment

Areas of focus: Manufacturing | Software development | Pollution control and waste management | Transmission or distribution of goods or software | Transmission or distribution of electricity | Providing services to manufacturers, oil and gas producers or mine operators | Local government power generation

Summary

Manufacturing companies in British Columbia pay no Provincial Sales Tax (PST) on qualifying Production Machinery and Equipment (PM&E). To qualify for the PM&E exemption, you must be involved in a qualifying activity and, for most activities, you need to perform the qualifying activity at a qualifying location and meet minimum levels of sales, manufacturing costs (for goods) or development costs (for software).

Amount

Qualifying companies receive a 100 per cent exemption.

Eligibility Requirements

To qualify for the PM&E exemption, you must be involved in a qualifying activity and, for most activities, you need to perform the qualifying activity at a qualifying location and meet minimum levels of sales, manufacturing costs (for goods) or development costs (for software).

The following activities qualify for the exemption

- Manufacturing;
- Software development;
- Pollution control and waste management;
- Transmission or distribution of goods or software;
- Transmission or distribution of electricity;
- Providing services to manufacturers, oil and gas producers or mine operators;
- Local government power generators.

Additional Information

A Government of British Columbia bulletin on the [Provincial Sales Tax Exemption for Manufacturing Equipment](#).

Clean Buildings Tax Credit

Areas of focus: Cleantech | Commercial real estate

Summary

The clean buildings tax credit is a refundable income tax credit for qualifying retrofits that improve the energy efficiency of eligible commercial and multi-unit residential buildings with four or more units. The retrofit must improve the energy efficiency of an eligible building and meet energy-use targets.

Refundable

Amount

5 per cent of qualifying expenditures paid on the retrofit

Eligibility Requirements

To claim the clean buildings tax credit you must be:

1. A corporation with a permanent establishment in British Columbia, or
2. An individual, including a trust, that:
 - Is resident in British Columbia, or
 - Is not resident in British Columbia but has income earned in British Columbia for income tax purposes.

Additional Information

The Government of British Columbia webpage for the [Clean Buildings](#) tax credit.



Film or Video Production Services Tax Credit

Areas of focus: Digital Media | Entertainment | Film and Arts

Summary

The Film or Video Production Services Tax Credit (PSTC) provides eligible production corporations with a refundable tax credit at a rate of 16 per cent of the qualified Canadian labour expenditures incurred in respect of an accredited production.

This credit is for non-Canadian controlled production companies who have a majority of activities (over 50 per cent) dedicated to permanent establishment of film or video production in Canada. Co-administered by the Canadian Audio-Visual Certification Office and the Canada Revenue Agency, the PSTC is designed to enhance Canada as a location of choice for film and video productions employing Canadians, as well as to strengthen the industry and secure investment.

Refundable

Amount

16 per cent of the qualified Canadian labour expenditures incurred in respect of an accredited production

Eligibility Requirements

To be eligible for the PSTC, a production corporation must be:

- A taxable Canadian corporation or a foreign-owned corporation;
- Engaged primarily (more than 50 per cent) in activities dedicated to the permanent establishment in Canada of a film or video production business, or a film or video production services business; and
- The owner of the copyright in the accredited production, throughout the period during which the production is produced in Canada (or have contracted directly with the copyright owner of the production, to provide services for the production).

Additional Information

For specific information on the PSTC, please refer to the [Film or Video Production Services Tax Credit webpage](#).

There are many more incentives and credits that investors and businesses can leverage. For more information, please visit the [additional resources](#) section.





Vancouver - Skyline from Kitsilano

4.2 Grants and Funding Programs

A 'grant' refers here to a financial award given by the Provincial or Federal government to an individual or company to facilitate or incentivize certain economic activities. Funding programs are a type of grant or contribution which supports business and economic activities, for example, funding and advisory support for research and development (R&D), innovation, or commercialization projects.

The following diagram shows the steps that are commonly followed when researching and applying for grants or funding programs. This provides a high-level view of the process and is not comprehensive. It is recommended that investors consult with professional resources and/or local business communities of practice as many grant and funding programs can involve a complex application and/or implementation process.



Selection of Provincial and Federal grants or funding programs

The following section profiles grants and funding programs that may be relevant and applicable to individuals and businesses investing in the Metro Vancouver region. For a complete listing of grants and funding programs, please refer to the Government of British Columbia [economic development funding & grants directory](#).



Provincial

The following grants and funding programs are administered by the Province of British Columbia; and are highlighted in the individual tables below:

| Grant or Program | Sector |
|----------------------------------------------|-----------------------------------|
| Agritech Concierge Program | Cleantech, Agriculture, Agri-food |
| Digital Skills for Youth | Digital Media, High-tech |
| Employer Training Grant (ETG) Program | Not specific |

| Agritech Concierge Program | |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Areas of focus: Cleantech Agriculture & Agri-foods | |
| Summary | The Agritech Concierge Program provides government support for agritech businesses to grow, diversify, access new markets, and attract investment opportunities. |
| Amount | Non-financial amount, support services. |
| Eligibility Requirements | The Agritech Concierge Program is available to any farmer, food entrepreneur or agritech business that is interested in advancing technology and innovation, and located in or establishing operation in BC. |
| Additional Information | The Government of British Columbia webpage for the Agritech Concierge Program . Please note: For international investors, we can schedule consultations within your time zone to discuss opportunities to locate in BC. |

Digital Skills for Youth

Areas of focus: Digital Media | High-Tech

Summary Subsidised funding to cover costs related to hiring post-secondary graduates that are under the age of 30 and meet a series of eligibility criteria. The program aims to match underemployed youth with small to medium-sized businesses to support their transition and development in the digital economy or with digital skills.

Amount Up to \$25,500 maximum grant value to cover an Intern's salary, training, and capital costs.

Eligibility Requirements

- A British Columbia based company or non-profit,
- Have less than 500 employees,
- Must provide internal mentorship to support the hire's tech role.

Additional Information The [InnovateBC](#) webpage for the [Digital Skills for Youth](#) program or the [Digital Skills for Youth](#) program guidelines.

Employer Training Grant (ETG) Program

Areas of focus: This incentive is not sector-specific

Summary The British Columbia Employer Training Grant provides funding to small, medium, and large enterprises to support skills training for their workforces, including prospective new hires. The intent of this program is to help British Columbians access the skills training required to adapt to the labour market's changing job requirements, while also encouraging employer involvement in skills training.

Amount Employers can apply as often as they need and receive 80 per cent of the cost of training up to \$10,000 per employee, with a maximum annual amount per employer of \$300,000.

Eligibility Requirements

- Employers must be operating in British Columbia
- Employers must have a Business BCeID** to apply for funding
- At the time of application, employers must have been fully operational for at least one year.
- Employers must be in good standing with the Province and must contact the ETG if:
 - a. Funding was received for training that was not completed
 - b. The participant was not hired as the result of training; and/or
 - c. Funding was received from any other person or entity, including another government or governmental body, that duplicates ETG funding.

Additional Information The Government of British Columbia webpage for the [Employer Training Grant program](#)

**A BCeID account provides secure access to online government services. Additional information available [here](#)



Federal

The following grants and funding programs are administered by the Government of Canada; and are highlighted in the tables below:

| Grant or Program | Sector |
|------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Strategic Innovation Fund | Clean growth, Technology |
| MITACS | Advanced Manufacturing, Artificial Intelligence, Cannabis, Cleantech, Information Communication Technologies |
| Support for Technology Innovation | Technology |

| Strategic Innovation Fund | |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Areas of focus: Clean growth High-tech | |
| Summary | <p>The Strategic Innovation Fund's (SIF) objective is to spur innovation for a better Canada by providing funding for large projects and national innovation ecosystems. Objectives for investments include:</p> <ul style="list-style-type: none"> • R&D and commercialization, • The growth and expansion of firms, • The attraction and retention of large scale investments in Canada, • Support to foster national innovation ecosystems through high impact collaborations across Canada, and • Industrial research, development, technology demonstration, and commercialization through collaboration between academia, non-profit organisations and the private sector. |
| Amount | The minimum SIF contribution amount is \$10 million for projects of at least \$20 million. |
| Eligibility Requirements | Check eligibility by completing the SIF self-screening questionnaire |
| Additional Information | The Government of Canada webpage for the Strategic Innovation Fund |

| MITACS | |
|-----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Areas of focus: Advanced Manufacturing Artificial Intelligence Cannabis Cleantech Information Communication Technologies | |
| Summary | MITACS is a non-profit national research organization that, in partnerships with Canadian academia, private industry, and government, operates research and training programs in fields related to industrial and social innovation. |
| Amount | Up to 50 per cent of project costs |
| Eligibility Requirements | <ul style="list-style-type: none"> • Canadian or a Canadian location of a foreign-owned organization • Are end-users of the research • Have an office or site where the fellow undertakes at least 50 per cent of the fellowship interacting with the partner • Are for-profit corporations and crown corporations receiving no more than 50 per cent of their revenues from government sources • Are eligible not-for-profit (NFP) corporations such as industry associations, charitable organizations, and economic development organizations |
| Additional Information | The MITACS organization's official webpage |

| Support for Technology Innovation | |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Areas of focus: High-Tech | |
| Summary | The National Research Council's (NRC) Industrial Research Assistance Program (IRAP) provides funding to support research and development projects at various stages of the innovation cycle. |
| Amount | Up to \$10 million for larger research and development projects. |
| Eligibility Requirements | <ul style="list-style-type: none"> • You are an incorporated, profit-oriented, small or medium-sized business in Canada • You have 500 or fewer full-time equivalent employees • You plan to prioritize growth and increase profits by developing and commercializing innovative, technology-driven, new or improved products, services or processes in Canada |
| Additional Information | The Government of Canada webpage for the Industrial Research Assistance Program |

There are many more grants and programs that investors and businesses can leverage. For more information, please visit the [additional resources](#) section.

4.3 Taxation

Canada's federal government and British Columbia's provincial government impose corporate and personal tax on income. In general, the Canadian and British Columbia systems work in harmony and are administered together.

The Taxation section covers the following topics (select to navigate directly)

| | |
|-------------------------------------|--------------------------------------------------|
| General Information | Canadian Subsidiary Corporations |
| Tax Rates | Canadian Branch Operations |
| Sales Tax | Distributors and Selling Agents |
| Withholding Taxes | Land and Property Considerations |

General Information

In general, **non-residents** of Canada must pay taxes for only the portion of their income that comes from Canadian source(s). This includes: carrying on a business in Canada; employment in Canada; or selling property situated in Canada. Canadian **residents** (whether individuals or corporations) are taxed on income from Canadian and global sources.

A withholding tax is also applied to non-residents who receive dividends, interest, rents, trust income, royalties or management fees from Canada. The term withholding tax refers to the amount an employer deducts from an employees' gross income and is paid directly to the government. A Canadian resident who pays wages to a non-resident must withhold this tax portion on behalf of the non-resident and provide it to the Canada Revenue Agency (CRA). For more information, please refer to the Government of

Canada's webpage for [non-residents and Income Tax](#).

Tax treaties between Canada and other countries can in some cases provide favourable tax treatment to residents of Canada and its treaty partners. For example, some benefits will allow a business to avoid taxes on its profits even when it does not have a permanent establishment in Canada. A permanent establishment is any fixed place of business which can be a branch or office and generally includes the presence of a dependent agent in Canada, but it can be broader than this. The tax benefits of tax treaties often also cause a reduction (and in some rare cases elimination) of withholding tax rates on certain kinds of Canadian investment income. For more information, please refer to the Government of Canada webpage for [Tax Treaties](#).

Tax rates

Federal tax rates are the same across Canada, with select exceptions. There are certain reductions and credits available to encourage the development of business activity and employment in certain industries of the economy and in economically depressed regions of Canada. Tax incentives are also available to encourage research and development in Canada.

British Columbia establishes its own provincial tax rates. In general, the amount of taxable income used to calculate provincial tax is similar to the amount of taxable income used to calculate federal tax.

The highest combined federal and provincial tax rate for corporations (as of January 2022) residing in British Columbia is 27 per cent. The table below provides a summary of the income tax rates businesses would be subject to when operating in British Columbia.

The amount of income tax that an individual is required to pay is based on a progressive rate structure, which increases with the amount of taxable income.

| Federal Tax Rate | British Columbia Provincial Tax | Combined Tax Rate |
|------------------|---------------------------------|-------------------|
| 15 per cent | 12 per cent | 27 per cent |

Source: [Corporation tax rates](#)

Different types of business structures have different income tax considerations for investors to consider, for example:

| Joint Venture | Partnership | Corporation |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The income, expenses, and capital expenditures of a joint venture are attributed to the participants in the joint venture who then determine their net income for tax purposes based on the predetermined tax position within the joint venture for each participant. | The income of a partnership is calculated as though the partnership is a separate legal entity. Each partner is then taxed individually based on the income that is allocated to them. For non-resident members of a Partnership, any payments to those individuals may be subject to withholding tax. | A corporation in Canada will be taxed on its income as a Canadian resident corporation. If the Canadian resident participants are at least equal partners in the Canadian corporation, the organization may qualify for the small business deduction. |

For more information, please refer to the Canadian Government webpage on [Tax brackets and rates](#).

Sales Tax

There are two components of the sales tax in British Columbia: the Provincial Sales Tax (PST) and the Goods and Services Tax (GST). While both are applicable in British Columbia, between July 1, 2010 and April 1, 2013 the GST and PST were combined and referred to as the Harmonized Sales Tax (HST). After April 1, 2013, GST and PST were collected separately.

Please note: for investors planning to establish or acquire an existing business in British Columbia, these individuals should inquire into any potential liabilities relating to GST and PST. For more information on tax registrations, including which business activities require registration, please refer to the Government of British Columbia's webpage for [registering to collect PST](#).

The Provincial Sales Tax

As noted above, British Columbia has a retail sales tax (PST) on certain goods and services when they are used or consumed within the province. The PST rate is generally 7 per cent, though it may vary for certain goods such as vehicles. PST applies to the sale and lease of most goods in British Columbia. If a business sells taxable goods and services over a minimum amount of \$10,000, it must register for PST. It is also the responsibility of a business to collect tax from customer transactions and provide it to the provincial government. While there are some PST exemptions for specific goods it is recommended that businesses should begin by assuming that PST applies to their goods, and then determine if an exemption can be applied.

Other considerations relating to PST:

Services: Only a limited number of services are subject to PST. This includes some legal and telecommunications services, and some services relating to the installation, dismantling, repairing, or maintaining of goods. PST may also be applied on services for installing or maintaining equipment and machinery. This will depend on the nature of the property and its intended use.

Equipment: If equipment or machinery is used in a PST-exempt activity area, then a PST exemption may also apply to the service of installing or maintaining the equipment. There is generally no PST on services relating to real property. In general, any equipment or machinery brought into British Columbia for use in the province will have the PST applied to it. It should be noted that certain equipment brought into British Columbia for only temporary use could be eligible for a reduced tax rate.

The Goods and Services Tax

In addition to the Provincial Sales Tax, the Government of Canada applies a sales tax on the sale of goods and services - the GST. The GST is a value-added tax which is imposed on most goods and services sold or supplied in Canada. As of 2022, the GST rate is 5 per cent on both goods and services. It is important for investors to note that as a general rule, any individual who purchases Canadian goods or services must pay

the GST portion and any individual who supplies the Canadian goods or services must collect the GST portion (from the purchaser). The GST also applies to goods and services imported into Canada, in which case the duty-paid value of the goods (defined as the duty value plus the applicable customs duty) is collected when the goods enter Canada. Exported goods from Canada are generally not subject to GST.

Withholding Taxes

For non-residents who receive income from Canadian sources, they will potentially be subject to a 25 per cent withholding tax on that portion of income. For example, this could apply to a foreign investor who received interest or dividends from a Canadian company. With the help of licensed professional services, foreign investors can explore options for structuring their investments in a way that reduces their overall tax burden. Some examples of these scenarios include:

- For foreign investors with interests in a Canadian company (at an arm's length basis) the interest paid to them may be exempt from withholding tax in cases where the interest is not connected with the profit, revenue, or cash flow of the company.

Businesses which conduct their operations in Canada and importers that register for GST (referred to as registrants) are both potentially eligible to receive input tax credits. These are credits or refunds of GST which has been paid on goods and services purchased by the individual or business, as part of their commercial activities.

- The United States–Canada Income Tax Treaty contains some exemptions from withholding tax on interest paid to US investors.
- Distributions of cash paid as a return of paid-up capital from a private Canadian company can be exempt from withholding tax.

Canadian Subsidiary Corporations

A subsidiary incorporated in Canada will be considered to be a Canadian resident for income tax purposes. The subsidiary will be subject to Canadian income tax on its income earned in Canada, and on its income earned globally. This amount payable may also be eligible for a potential credit offered for foreign taxes paid on non-Canadian income. The portion of Canadian income tax payable on the income of the Canadian subsidiary is calculated according to Canadian generally accepted accounting principles.

A foreign parent company (FPC) which has a Canadian subsidiary doing business in Canada will not be subject to Canadian income tax requirements itself in cases where the FPC does not have a branch

or permanent establishment in Canada. However, a Canadian withholding tax of 25 per cent will be imposed on any after-tax profits from the Canadian subsidiary which are subsequently transferred to the non-resident FPC (e.g. via dividends). Tax treaties between Canada and other countries can in some cases result in a reduced withholding tax (e.g. between 5 per cent and 15 per cent). For more information, please refer to the CRA's webpage for [Non-residents and Income Tax](#).

Some considerations for the common interactions between a Foreign Parent Company (FPC) and a Canadian Subsidiary Company include:

| | |
|------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Loans between a Foreign Parent Company and a Canadian Subsidiary | If an FPC provides a loan to its Canadian subsidiary, a portion of the interest paid on the loan may not be deductible for income tax purposes. As a general rule, any debts which the Canadian subsidiary owes to the FPC or other non-resident affiliate must not be greater than 1.5 times the equity of the Canadian subsidiary. If this limit is passed, then the interest paid to the FPC will be subject to a withholding tax. These capitalization rules do not apply to Canadian branch operations - a branch operation is not considered to be a separate legal entity from the FPC. |
| Transactions between the Foreign Parent Company and the Canadian Subsidiary | Transfer pricing rules must be reviewed because a Canadian subsidiary company is not considered to be at 'arm's length' from its foreign parent company. Canadian transfer pricing rules adjust taxable profits between non-arm's length parties in different countries to reflect arm's-length pricing policies. In addition to the adjustment, penalties will be imposed for failing to reflect arm's length pricing policies and for failing to maintain appropriate documentation. For further clarification of the arm's length principle, please refer to the following section. |



North Vancouver - Lonsdale Waterfront

The arm's length principle

For tax purposes, the arm's length principle means that the terms and conditions should be identical whether you are dealing with parties at arm's length or not. For example, transactions between a parent company and its related parties are subject to transfer pricing rules. Applying the arm's length principle is generally based on a comparison of the prices, or profit margins, that non-arm's length parties use or obtain, with those of arm's length parties engaged in similar transactions.

Canada's transfer pricing rules apply if:

- Two or more entities are involved,
- At least one of the entities is a taxpayer for Canadian tax purposes (an entity can be non-resident but still

be a taxpayer for Canadian income tax purposes),

- It is a cross-border transaction involving Canada
- The Canadian taxpayer and at least one of the offshore parties are not dealing at arm's length, and
- The parties enter into a transaction or series of transactions

In general, transactions between non-arm's length parties should take place at fair market value in order to avoid double taxation and penalties as these types of transactions are said to take place at fair market value for tax purposes without regard to what was in fact paid. For more information, including documentation requirements, penalties, and reporting obligations, please refer to the Government of Canada webpage for [Transfer pricing](#).

Canadian Branch Operations

A branch operation is an alternative to incorporating a Canadian subsidiary. As with a subsidiary, the income attributed to a branch operation is subject to income tax in a similar manner to a scenario where the income has been earned by a Canadian subsidiary. However, the majority of Canada's tax treaties with other countries generally provide that the business profits from a branch operation will only be taxable in Canada if they are the result of the commercial activities of a permanent establishment in Canada. A permanent establishment generally includes branches, offices, agencies, and other fixed places of business.

An additional tax, commonly referred to as the branch tax, must also be paid. Branch tax is payable at the rate of 25 per cent of the after-tax profits of the

branch operations that are not reinvested in Canada. Branch tax is roughly equivalent to the withholding tax which would be payable on dividends paid by a Canadian subsidiary to its foreign parent. The rate is reduced under certain tax treaties to between 5 per cent and 15 per cent.

A foreign entity should determine whether its own jurisdiction will permit a foreign tax credit for Canadian income tax payable, including branch tax, in which case the foreign entity can avoid double taxation on income earned by the branch.

To review, here are some key differences between a Subsidiary Corporation and a Branch Operation that investors must consider:

| | Subsidiary Corporation | Branch Operation |
|-------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Income Tax | Subject to Canadian income tax on its income earned in Canada, and on its income earned globally. | Subject to tax payable on income earned from the commercial activities of a permanent establishment in Canada. |
| Off-setting Income Tax | Foreign parent will not be able to use the start-up losses of its Canadian subsidiary to offset its income in its home jurisdiction. | Can offset its income tax against the start-up losses of the branch. If the branch becomes profitable, branch assets (excluding real property) can be transferred to a Canadian subsidiary (conditions apply). |
| Legal Liabilities | A foreign parent company generally avoids the legal liabilities of its subsidiary. Debts and obligations of the Canadian subsidiary are separate from those of its foreign parent. | A foreign parent company is generally liable for the debts and obligations of the Canadian branch operation. |
| Cross-border Transfers | For customs purposes, it is generally the transaction value (i.e., the value at which goods are sold to the Canadian importer) that establishes the value for calculating the amount of customs duties owed. | However, where goods are transferred to a Canadian branch, a sale has not taken place and, consequently, the transfer price may not be the value used to calculate duty. |

Distributors and Selling Agents

A foreign entity or parent company may have the option of engaging an independent broker/agent in Canada without the requirement for a permanent establishment or to pay Canadian income tax. The determining factor is whether Canada has a tax Treaty with the foreign entity's country of origin. For more information, please refer to the Government of Canada webpage for [tax treaties](#). The same may also apply to entering sales contracts for supplying goods or services to Canadian customers - some exemptions exist for Canadian income tax liability. Investors should also note that some of the tax treaties between Canada and other countries will have provisions for allowing foreign entities to engage in certain activities without the requirement to pay Canadian income tax, for example:

- Retaining products in Canada for the purpose of display or delivery,
- Maintaining an office in Canada for the sole purpose of buying Canadian goods or gathering business-related information

The key requirements for independent broker or agent status are for the individual to be a Canadian resident, who holds no interests in the foreign entity, and does not negotiate contracts in the name of the foreign entity. In addition, this individual must not devote all or most of their billable/contracted services to the representation of the foreign entity.



Land and Property Considerations

A purchaser of property in British Columbia will be required to pay a property transfer tax. In general, the rate is 1 per cent on the first \$200,000 of the fair market value of the real property up to and including \$200,000, 2 per cent of the fair market value greater than \$200,000 and up to and including \$2 million and 3 per cent of the fair market value greater than \$2 million.

Further, if the property includes a residential property worth over \$3 million, a further 2 per cent tax will be applied to the residential property value greater than \$3 million. There are some exemptions for first time home buyers, qualifying corporate amalgamations, and transfers of a deceased person's real property to the receiver (beneficiary).

In addition to property transfer tax and GST, all municipalities within British Columbia charge land owners annual property taxes, which are based on the assessed value of the land and buildings on the land.

A business acquiring depreciable property is not allowed to deduct the full cost of the purchase in the first applicable taxation year - for example, for a building or equipment. The business may amortize the cost over several years, which is a deduction referred to as a capital cost allowance (CCA). This does not apply to real property. For more information on common categories of depreciable properties, please refer to the Government of Canada webpage for [classes of depreciable property](#). For more information on capital cost allowance in Canada, please refer to the Government of Canada webpage for [claiming capital cost allowance](#).



4.4 Equity Financing and Securities

Equity financing and raising capital in British Columbia can take place in private and public markets. It can be in the form of merchant banking, financing, or venture capital for start-up or early-stage corporate ventures, or through offering shares to the public. For companies that sell shares to the public, or use a private placement exemption under British Columbia securities legislation, they must in either case follow registration and prospectus legal requirements. For more information on raising capital in British Columbia, including exemptions and filing requirements, please refer to the British Columbia Securities Commission webpage for [issuer regulation](#).

Purchasing securities

Generally, there are two options for offering securities in British Columbia:

1. The issuing entity files a prospectus with the British Columbia Securities Commission, and receives a receipt from the Commission.

Re-selling securities

In Canada, there are significant restrictions placed on the resale or transfer of shares in a private company. Corporations are also not permitted to sell or transfer shares to an individual unless there is an exemption for this stipulated in the prospectus filed by the company. Generally, Canadian companies include provisions in their articles or incorporation, which restrict shareholders from reselling or transferring without prior approval from authorized persons within the company (e.g. the Board of Directors).

Securities law in Canada is a provincially-regulated area, and provincial securities laws are generally consistent across Canada. Investors must comply with two sets of securities laws/regulations: (a) those governing the investor's jurisdiction of origin, and (b) those governing the province of British Columbia. Securities regulatory initiatives in Canada are coordinated across the Provinces by the [Canadian Securities Administrators](#) (CSA), a national organization.

2. The issuing entity offers the securities only to purchasers pursuant to an exemption from the requirement to file a prospectus. Note: this option is often favoured by Canadian private technology companies.

The [Federal Bank Act](#) and the [Canada Business Corporations Act](#) (CBCA) set out rules about insider trading and distribution of securities of chartered banks. For more information on Canadian securities, and applicable guidelines or regulations, please refer to the webpage for the [Canadian Securities Act](#).

4.5 Venture Capital in British Columbia

Venture capital usually refers to funds that are raised and combined for the purpose of investing in start-up and/or early-stage business enterprises. This financing approach is common in the high-tech fields.

It is widely used in British Columbia as demonstrated by the record \$4 billion dollars raised in 2021. According to the latest data from the [Canadian Venture Capital Association](#), British Columbia accounts for 18 per cent of all venture capital investment in Canada.

Venture capital investment in British Columbia is structured in a similar way when compared to other jurisdictions in Canada and the United States. The structure is most commonly a limited partnership.

For a review of business structures in Canada, please refer to the [Business & Investor Information](#) section.

The investors in a venture capital limited partnership fund are referred to as the limited partners - these

individuals contribute capital to the fund but do not manage it. Funds are managed by general partners - these individuals make decisions on such aspects as: what companies to invest in; at what price to invest; how much to invest; and any other conditions attached to the contribution of funds to the company. General partners invest in companies in exchange for stock, and their goal is for the purchased stock to appreciate steadily with the growth of a start-up or young company. The average lifespan of a venture capital fund is 8-12 years.

A percentage of the profit from the fund (called a carried interest) is paid to the general partners for their successful management of the fund, and the remainder of the profit is paid back to the limited partners. General partners are also paid an annual management fee from the fund to pay for the day-to-day operations of the partnership over the life of the fund.

Venture Capital Programs

The Venture Capital Programs (VCP) initiative, which operates under [British Columbia's Small Business Venture Capital Act](#), provides tax credit incentives to encourage early-stage investment in small businesses throughout the province. Investors who invest in a registered venture capital corporation (VCC) or a registered eligible business corporation (EBC) may receive a non-refundable tax credit against British Columbia tax equal to 30 per cent of their investment to apply against British Columbia tax claimable to a maximum of \$60,000 of tax credits in a calendar year for individuals and up to the amount of British Columbia tax payable in the year for corporations.

What is an eligible business corporation (EBC)?

An EBC is a small business that has been registered under British Columbia's Small Business Venture Capital Act. An EBC can accept equity capital directly from investors without having to set up a VCC. An EBC is ideal for an investor who is planning to be actively involved in the growth of the small business.

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Canadian Venture Capital &
Private Equity Association

How does a small business qualify for EBC status?

To qualify to receive funds from a VCC or to qualify as an EBC, a small business must have the following criteria, among others:

- have no more than 100 employees (in total, between all affiliates);
- pay at least 75 per cent of the wages and salaries to employees who regularly report to work in British Columbia; and
- be substantially engaged in British Columbia in one of the following activities:
 - manufacturing, processing or export of value-added goods produced in British Columbia;

- destination tourism;
- research and development of proprietary technology;
- development of interactive digital new media product; or
- community economic diversification outside of the Vancouver Lower Mainland and the Capital Region (Victoria).

For more information on the Venture Capital Program, please refer to the Government of British Columbia website for the [Venture Capital Program](#).

4.6 Scientific Research and Experimental Development Tax Credit

The Scientific Research and Experimental Development (SR&ED) tax credit is a business assistance program administered by the federal and provincial governments to encourage and support organizations to undertake research and development (R&D) activities. Each year, the SR&ED program provides over \$3 billion (CAD) in tax incentives to over 20,000 claimants; most of which are classified as small businesses.

SR&ED tax incentives encourage businesses of all sizes and in all sectors to conduct research and development (R&D) in Canada. Depending on the size and type of business, SR&ED incentives are: (a) a deduction against income, or (b) an investment tax credit (ITC) that can be non-refundable or refundable. Corporations, individuals, trusts, and members of a partnership can use these Government of Canada incentives.

To qualify for the SR&ED program, the work done in Canada must meet these conditions:

- the work must advance the understanding of scientific relations or technologies;

- the work must address a scientific or technological uncertainty; and
- the work must incorporate a systematic investigation by qualified people.

If the work qualifies for the SR&ED program, an individual or organization can deduct qualified SR&ED expenses. Some of the eligible expenses include:

- salaries and wages of employees doing the work;
- materials that are consumed or transformed;
- some overhead; and
- some third party payments and other SR&ED contracts.

How much your business can claim depends on the type of business structure and the qualified SR&ED expenditures your business has. For additional details as well as example calculations for the SR&ED program, please refer to the [Canada Revenue Agency SR&ED](#) webpage.

| Type of business | Information about claims |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Canadian Controlled Private Corporations | Generally, most Canadian Controlled Private Corporations (CCPC) can earn a refundable ITC at the enhanced rate of 35 per cent on qualified SR&ED expenditures up to their expenditure limit for the tax year (maximum expenditure limit is \$3 million). CCPCs can also earn a non-refundable ITC at the basic rate of 15 per cent on an amount over your expenditure limit. However, if a CCPC also meets the definition of a qualifying corporation, 40 per cent of the ITC earned at 15 per cent can be refunded. |
| Other Corporations | Corporations can claim a non-refundable ITC at the basic rate of 15 per cent on qualified SR&ED expenditures. You can use the ITC to reduce tax payable. |
| Individuals and Trusts | Individuals (proprietorships) and trusts can claim a refundable ITC at the basic rate of 15 per cent on qualified SR&ED expenditures. You first must apply the ITC against tax payable before the CRA can refund 40 per cent of the unclaimed balance of ITCs earned in the year. |
| Members of a Partnership | Since a partnership is not a taxpayer, you cannot earn an ITC. In general, the ITC is calculated at the partnership level then allocated to eligible members (individuals, corporations or trusts). If you are considering submitting a partnership claim for SR&ED , read the SR&ED Claims for Partnerships Policy |

SR&ED in British Columbia

In British Columbia, the rules are very similar to the federal SR&ED program. A Canadian-controlled private corporation may claim the credit as a refundable tax credit (meaning a cheque may be issued to the extent that the credit exceeds net tax payable in a year). However, the credit is only refundable up to a limit that is not greater than \$3 million of expenditures for the year. For all amounts greater than the limit and for all corporations that are not Canadian-controlled, the 10 per cent credit is non-refundable (meaning it will generally not result in a cheque being issued

if the credit exceeds net tax payable). Regardless of what type of eligible SR&ED work an organization is carrying out, it can use its pool of deductible SR&ED expenditures to reduce its net income for tax purposes in the current year or deduct them in a future year.

For additional information on how the SR&ED tax credit is applied in BC please refer to the Government of BC webpage for the **scientific research and experimental development tax credit**.

4.7 Additional Information and Resources

| | |
|-------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government of Canada - Business Benefits Finder | A search function that can highlight potential benefits that a business can qualify for. Please note, this should not be taken as complete, and the search criteria may not fit all organizational profiles. |
| Economic development funding & grants | A searchable directory of financial support for economic development initiatives. |
| Government and Non-government Business Support Information | A summary of Federal and Provincial programs and services applicable to businesses, which includes information on eligibility, key contacts, and application processes. |
| Chartered Professional Accountants of British Columbia | A resource which provides a platform to connect hiring firms with Chartered Professional Accountants in British Columbia through career portals and hiring events as well as a directory of Chartered Professional Accounts and public practice firms within British Columbia. |
| British Columbia Securities Commission | A resource for securities regulations specific to investments within the province of British Columbia, which includes a comprehensive overview of securities laws related to raising capital, guidance on compliance disclosure obligations, and educational services. |
| Canada Venture Capital & Private Equity Association | An industry association that supports investment attraction within Canada, with a specific focus on entrepreneurial ventures and innovation which is responsible for providing policy guidance, connecting investors with Canadian talent pools through educational institutions, and publishing market intelligence research and insights. |
| BC Hydro Programs & Incentives | BC Hydro offers a variety of programs to help you improve your business' energy efficiency, including incentives for making energy-efficient upgrades and opportunities to learn from experts. |
| GenomeBC | Genome BC invests in research that aligns with the needs of areas of strategic importance to British Columbia such as health, forestry, fisheries, and aquaculture, agrifood, energy, mining and environment. The organization's webpage contains information about its various funding opportunities. |
| Sustainable Technology Development Canada (SDTC) | SDTC Seed Fund Program supports promising early-stage Canadian cleantech entrepreneurs by providing grants of \$50,000 to \$100,000 to innovative technological projects with environmental and sustainability benefits. Potential applicants must be nominated by one of our accelerator partners. |
| Natural Resources Canada (NRCAN) Funding, Grants, and Incentives | NRCAN manages several funding, grants, and incentive programs to encourage research, development, and demonstration in Canada. The organization provides information on its individual funding, grant, and incentive opportunities. |
| CleanBC Industrial Incentive Program (CIIP) | A provincial program that supports emissions reductions and industrial competitiveness by directing a portion of BC's carbon tax paid by industry into incentives for cleaner industrial operations. Incentive payments are based on the performance of each industrial operation in relation to world-leading low-carbon emissions benchmarks. |
| Innovative Clean Energy (ICE) Fund | A provincial Special Account, funded through a levy on certain energy sales, designed to support the Province's energy, economic, environmental, and greenhouse gas reduction priorities, and to advance BC's clean energy sector. Spring 2024 the ICE Fund will be launching a new three-year, \$12.3 million call for clean energy innovation funding. |

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SECTION 5

Growing Your Business

Invest Vancouver and the entire Metro Vancouver region remain committed to facilitating the growth of our businesses and communities, and supporting the investments that have been made in our region. We are committed to acting as a partner throughout your investment journey, helping to foster relationships with other investors and business leaders in the region. Invest Vancouver, along with its ecosystem partners across our regional, national, and global networks, can provide aftercare services to investors, and we encourage investors and partners of the Metro Vancouver region to stay connected with us.

5.1 Investor Aftercare

Aftercare services for investors are available across all jurisdictional levels in Canada, as partners across the network strive together to support the flow of investments into our economy. Our collaborative approach to aftercare ensures that investors can access a range of services, depending on their specific

requirements. Your local and regional partners can provide information, introductions, and support as you navigate your journey in the Metro Vancouver region.

Your key partners in the Metro Vancouver region are here to serve you and we invite you to stay connected:

Invest Vancouver

investvancouver.ca

Invest Vancouver is Metro Vancouver's regional economic development service representing 21 municipalities, one treaty First Nation, and one electoral area.

Part of Invest Vancouver's mandate is to attract strategic investment in export-oriented industries to facilitate the creation of high-value jobs. There are three areas to facilitate this:

- Securing strategic investment in our targeted sectors
- Advising leaders on economic policy through research and analysis
- Providing a platform for regional collaboration across industries on issues relevant to the economy
- Work directly with global investors to facilitate business investment and expansion into our region
- Inform economic development decision-making with cutting-edge data analytics and comprehensive market intelligence
- Advise leaders on sound economic development strategy and policy
- Foster regional economic development collaboration

Trade and Invest BC

britishcolumbia.ca

The British Columbia government's provincial organization to facilitate foreign investment and enable businesses to successfully expand to and establish a business presence in British Columbia.

Trade & Invest BC provides investment and expansion services, as well as trade and export services.

- Assist in commercial location identification and site selection
- Provide information on transportation infrastructure and logistics gateways
- Offer introductions to sector associations, industries, and provide cluster insight
- Facilitate understanding and solutions for talent, skilled workforce, and labour mobility
- Facilitate engagement with professional advisors on legal, compliance, and tax matters
- Help navigating and offering referrals within government agencies on First Nations, business, and regulatory processes

Invest in Canada

investcanada.ca

Canada's global investment attraction and promotion agency, with the goal of helping global companies find and unlock investment opportunities in Canada.

Invest Canada provides investment support, introductions and referrals, and advice for regulations and federal government programs.

- Assistance in developing a business case for your next investment project
- Information and advice on doing business in Canada
- Strategic market intelligence on your specific industry
- Introductions to key contacts in private industry, academia and government, and strategic industry events and international activities

For more information on investor journeys and experiences in the Metro Vancouver region we invite you to [connect with us](#).



Appendix A

List of Acronyms

| | |
|------------|-----------------------------------------------------------------------|
| AIC | Accelerated Investment Incentive |
| BCBCA | British Columbia Business Corporations Act |
| BCIT | British Columbia Institute of Technology |
| CAN-UK TCA | Canada-United Kingdom Trade Continuity Agreement |
| CBCA | Canadian Business Corporations Act |
| CCA | Capital Cost Allowance |
| CCPC | Canadian-Controlled Private Corporations |
| CETA | Canada-European Union Comprehensive Economic and Trade Agreement |
| CPTPP | Comprehensive and Progressive Agreement for Trans-Pacific Partnership |
| CSA | Canadian Securities Administration |
| CUSMA | Canada-United States-Mexico Agreement |
| EBC | Eligible Business Corporation |
| EI | Entrepreneur Immigration |
| ELSS | Entry Level and Semi-Skilled |
| EMPP | Economic Mobility Pathway Pilot |
| ETG | Employer Training Grant |
| ESA | Employment Standards Act |
| FPC | Foreign Parent Company |
| GSS | Global Skills Strategy |
| GST | Goods and Services Tax |
| HST | Harmonized Sales Tax |
| ICA | Investment Canada Act |

| | |
|-------|-------------------------------------------------------|
| ICES | International Credential Evaluation Services |
| IDMTC | Interactive Digital Media Tax Credit |
| IRAP | Industrial Research Assistance Program |
| ITC | Investment Tax Credit |
| LMIA | Labour Market Impact Assessment |
| M&P | Manufacturing & Processing |
| NFP | NoT-For-Profit |
| NGO | Non-Government Organization Partners |
| NOC | National Occupation Classification |
| NRC | National Research Council |
| PM&E | Production Machinery and Equipment |
| PNP | Provincial Nominee Programs |
| PSTC | Film or Video Production Services Tax Credit |
| PST | Provincial Sales Tax |
| QAI | Quantum Algorithms Institute |
| R&D | Research and Development |
| SBVCA | British Columbia's Small Business Venture Capital Act |
| SF | Square Foot |
| SFU | Simon Fraser University |
| SI | Skills Immigration |
| SIF | Strategic Innovation Fund's |
| SM | Square Metre |
| SR&ED | Scientific Research & Experimental Development credit |
| STEM | Science, Technology, Engineering and Mathematics |



| | |
|-------|--------------------------------------------------|
| UBC | University of British Columbia |
| UNHCR | United Nations Refugee Agency |
| VCC | Venture Capital Corporation |
| VCP | Venture Capital Programs |
| VFS | Vancouver Film School |
| VMCC | Vancouver Maritime Centre for Climate |
| ZEIC | Metro Vancouver Zero Emissions Innovation Centre |



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