

biz **Immigration.**



HOT TOPIC

The Ukrainian war & the Canadian commitment

**HAPPY 155TH
BIRTHDAY CANADA!**

WITH EMILY LUKAWESKI

An interview with Emily Lukaweski
- Novate Legal CEO

LIST OF BUSINESSES

List of businesses available for local
and international buyers

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HOORAY!

WE'VE MADE IT TO THE NEXT EDITION

Welcome to the second issue of Bizmmigration! We do appreciate the valuable feedback you provided and the interest you showed in the first issue of Bizmmigration. They were truly encouraging and offered us the needed thrust to get on with the next issue. As immigrants have proven to be more likely to become entrepreneurs, it is immensely important, we believe, to further clarify the concepts of business and immigration and their overlapping areas. To achieve this, Bizmmigration is supposed to serve as a platform to reflect the views of experts and share the experiences of migrant entrepreneurs. We sure hope you will make the most of it.

Melika Miran

Happy 155th Birthday Canada!

By Siavash Shekarian



One of the best things to do on a birthday is self-reflection: looking in a mirror and seeing one as objectively as possible. Not only does this exercise help you make sense of the customary celebrations of character, it also provides an honest opportunity to ponder future aspirations and motivations for the years ahead.

As individuals living the thrills of the 21st century, we are incredibly complex and constantly evolving (whether consciously or otherwise). Arguably a group of 38 million individuals identified as Canadians by virtue of legal constructs, is 38 million-fold more complex. It is thus no surprise that who we are is as fundamental a question today as it was in the 1800s. The only difference is the added complexity. As Alistair Horne writes some 60 years ago in *Canada and the Canadians: Profile of a Modern Nation* “And what of the average Canadian

himself? What has he become in the two centuries since the British burst so rudely upon the bucolic serenity of New France? What manner of man is he now? Just to make matters still more complicated, there are times when he does not even quite know what he is himself. No longer is it possible to point to any Canadian and reckon, with the certainty of being right – as one might have done in 1860 – that his ancestors came from either France or Britain.” In Today’s Canada, more than 20% of the total population are first-generation immigrants that are dominantly from Asian and African countries. Almost 50% of Toronto’s population, the largest city in Canada, are foreign-born immigrants and these trends are present virtually everywhere in Canada.

On its 155th birthday, Canada is more diverse and eclectic than it has ever been. But it also is more divided and polarized. Canada today is not a united nation with a common identity but is, as Andrew Malcolm finds it, in the Canadians: “a conservative collection of regional solitudes separated from each other”. The Canadian mosaic is true and indeed beautiful today but there is very little being done to protect it from the

consequential woes of a pluralistic nation with little unity. Having once been a trendy slogan in our politics, ‘National Unity’ is now a thing of the past. Our aspirations for a unified country with a single inclusive form of democratic citizenship is fading into enforced tolerance.

Canada like any other country is the sum total of its citizens. Once a nation of only three peoples – Aboriginal, French, and British, Canada is now home to more than 250 ethnicities. Immigration is now responsible for more than 80% of our population growth with immigration numbers breaking the record every year. Canada today is more an immigration nation than it has ever been. Therefore immigration policy (i.e. attraction, selection, integration, protection, and empowerment) is arguably the most important agent of shaping Canada’s identity. Yet our immigration policy is reduced to a political game of quantity whereby people are seen as units of production admitted to the country merely to serve its economy. But is economic servitude the Canadian dream? At least our immigration policy makes it so (and even fails to achieve it in implementation). As our policies stand

today, a 25-year-old with a master's degree from almost any university in the world, with a good grasp of either official language, and one year of work experience can become a Canadian permanent resident in less than a year while a multiple academy award winner and a renowned artist has to wait at least 3.5 years in line for admission under a program with surprisingly onerous requirements and an admission rate of only 18%, and an entrepreneur with an innovative start-up that could be Canada's next Shopify has to wait at least 2.5 years in line under a program that has 6000+ applications currently sitting untouched in inventory. Put this in perspective with the EB1 visa in the US wanting nothing more than proof of win from our hypothetical academy award winner to grant them permanent residency in months or the French Tech Visa that our hypothetical start-up entrepreneur can use to get thousands

of euros in funding plus other perks like free workspace and mentorship again in just months.

How we attract and select future Canadians is a function of how we understand Canada and its identity.

How we integrate and empower new Canadians is a function of how we understand Canada as a nation and our notion of unity.

Immigration policy is not about numbers as the current government sees it. Immigration policy is a nation-building policy which requires honest and sincere conversations in the national scale about who Canada is and what Canada wants.

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The Ukrainian war and the Canadian commitment

By Nima Poyan

Since the beginning of the devastating war in Ukraine, Canada has made significant commitments to welcome Ukrainians and their businesses into the safe haven of its market. As the number of those who have fled the war is tolling towards four million, Canada has opened its doors to Ukrainian nationals and their family members. As part of the commitment, Canada's Immigration Minister, Sean Fraser, has announced that

Canada will accept an unlimited number of Ukrainian refugees. Later, Prime Minister Justin Trudeau vowed to increase the government's investments for the good of the Ukrainian people fleeing their homeland.

However, Canada has even more to offer. Canada-Ukraine authorization for emergency travel (CUAET) allows, as a fast-track process, a temporary residence

of Ukrainians and their family members to work and study in Canada. The visa is issued for up to ten years, and the permit is valid for three years allowing Ukrainians to fill the void of employees in Canada. Based on a survey recently conducted by Globe Newswire, a quarter of employers in Canada have hired a worker that they customarily wouldn't have if it weren't for the country's employee shortage. According to Statistics Canada, there were 915,500 unfilled positions in the last quarter of 2021. The numbers demonstrate the fact that Canadian businesses face immense difficulties in hiring and that those hired lack the required standards. The issue has impacted SMEs (small business enterprises) more than others. Corinne Pohlman, senior vice-president of national affairs at CFIB, stated that "Small businesses have a long and steep climb to recovery, and having the right workers in place or other tools to address labor shortages is a big part of that".

Although the struggle persists, the government is optimistic about deescalating the crisis. A couple of months ago, IRCC announced that they had processed a groundbreaking number of 100,000 work permit applications in the first quarter of 2022. Fraser stated that "Immigration will be crucial to easing our labour shortage, and these measures aim to address pressing needs in all sectors across the country while providing more opportunities for recent graduates and other applicants to build their lives in Canada and continue contributing to our short-term recovery and long-term prosperity". Canada hopes to rebuild its economy by offering a new start for those who are victims of the Russian government's tyranny.

Startups layoff staff amid growing concern over recession

By Sam Vilianfar

The spate of startup layoffs has gathered momentum in recent months signaling a worrying message to experts. Many early-stage companies have already started laying off their staff and this, as recruiters believe, can take a turn for the worse in the months ahead. A bunch of reasons account for the decision made by these companies to cut down on staff. Although

part of these layoffs mainly occurring within the tech startup ecosystem may be due to paradigm shifts in economic policies of the companies, economic downturn seems to have also given rise to what is happening. With the return of layoffs, the economic loss has started to add up. In this write-up, we will take a closer look at the mishap.

Based on the data sourced from a website that tracks tech employment, Layoffs.fyi, 9,300 startup layoffs have occurred in the first quarter of 2022. Interestingly, the number of layoffs in the 2022 second quarter is indicative of an upward trend which is around 8700 cases by mid May. It is perhaps because of these buoyant numbers and massive layoffs that Forbes foretells a slow summer for venture investing. Startup founders, as Forbes reveals, no longer receive the love they did about two years ago from venture investors. All figures indicating the number of layoffs and collected by experts confirm that the party is over and the lovefest has come to an end. Together with ongoing volatile market conditions, the current chaotic situation in the economic sphere have left many who work for startups without jobs.

To cut costs, as many of the startup founders indicate, is the prime reason to layoff employees. Yet this is not the whole story.

Seriously hit by the pandemic and Ukraine war, the world economy appears to have fallen into a downward spiral. These two are believed to be the main culprits responsible for the alarming inflation rate. Unfortunately, Russia's wide-ranging attack on Ukraine has exacerbated the situation. Prior to Russia's invasion of Ukraine, prices were already on the rise but the war gave the trend a fresh impetus. Due to the war-fueled surge in energy and food prices, many have started to feel insecure amid fears of increasing alarm for food security and political stability. With many countries struggling with the loans they have taken

"Together with ongoing volatile market conditions, the current chaotic situation in the economic sphere have left many who work for startups without jobs."



out to pay for economic responses to the pandemic, inflation has already started to show its nose. To fight the soaring inflation, the Federal Reserve has increased interest rates. This, in addition to war in Europe, has led to inflationary pressures. For what is going on, investment has been discouraged as well and there will in consequence be less cash on hand.

The economic turmoil discussed earlier has impacted investors and startup owners' business strategies. Capital also, seems to become scarce in the not-too-distant future for fear of impending economic recession in the months to come. Accordingly, venture capitalists, unlike the time when they made every possible effort just to secure deals, they currently show no interest in pouring

money, particularly, into growth-stage startups and believe it is time to hold their horses now. Therefore, they are not as generous as they were in the not-too-distant past. In response to that, startup owners have in turn begun, while they are competing for venture capital, to exercise further caution and spend more conservatively. To be exact, they have come to the conclusion that it is time to let go of their employees as they are presently unable to, like a couple of years ago, aggressively hire them just to win the talent war. Jubilant over the ups two years ago, they have to be prepared to face the downs now and tighten their belt so they can struggle with the woe.

Unlike the disturbing trend we discussed above, things here in Canada seem to be far from gloomy. According to CVCA, CAD \$4.5B was invested in the first quarter of 2022, which was the second-highest quarterly VC investment on record. It is good to know that this investment has been made across 196 deals in Q1. VC deal count in the first quarter of the year, however, has experienced, as CVCA indicates, the third consecutive quarter-over-quarter decline; although investment value has remained on par with 2021 levels.



Services

A chance to shine with WIMTACH

Standing for Wearable, Interactive and Mobile Technology Access Centre in Health, WIMTACH is a Technology Access Centre that is affiliated with Toronto-based Centennial College. The centre offers a wide range of services to small and mid-sized business ventures providing access to specialized technology, equipment, and expertise. These are the ingredients required to make headway in the realm of business. Established back in 2015, WIMTACH comes with an exemplary record of success and achievement and is known as one of the 30 Technology Access Centers funded by Natural Science and Engineering Research Council of Canada (NSERC).

WIMTACH USES A MULTIDISCIPLINARY APPROACH TO PROVIDE SPECIALIZED KNOWLEDGE, EQUIPMENT AND TECHNOLOGY TO SUPPORT R&D IN THE DIGITAL HEALTH TECHNOLOGY SECTOR.

WIMTACH assists companies, organizations, and centers in the digital health sector by conducting applied research projects. To be exact, the role of WIMTACH is that of a catalyst for the growing ecosystem of digital health innovation, that helps companies in this sector activate their innovative ideas and transform them into commercialized success. In general, it provides services in the areas of technology development, commercialization, networking, funding acquisition, customized training, and applied research, to name a few.

Working with WIMTACH carries nothing but upsides for small and mid-sized business enterprises as they will have access to affordable services and specialized knowledge. They will also own the intellectual property of the ideas they develop with WIMTACH. Too, they will have the chance to choose from flexible solutions to multidisciplinary approaches to their challenges. With the services they receive from WIMTACH, these businesses can launch applied research projects more effectively and guarantee a higher chance of success for the future of their businesses.

If you wish your business to shine and also want to transform your R&D obstacles into opportunities, don't miss the chance to contact WIMTACH.

For further information, you can visit their website:

wimtach.centennialcollege.ca



My Side of the Story



We will, in this section, interview people who have immigrated to Canada, started a business in the country and have been successful in their entrepreneurial or business endeavours. We hope our readers can, through reading *My side of the story*, get the right notion on how to well integrate with the host society and its business culture in order to be a successful entrepreneur or businessperson in Canada. Our interviewees in this part of the e-mag are supposed to tell us more about their challenges, achievements, and the hardship they have gone through to start their own business and achieve success in the Canadian society. We do hope this can also help you learn more about the cultural nuances with regard to, in particular, doing a business in a developed country like Canada as they might create a chaotic situation for you and your enterprise if you fail to take them into your account.

As a seasoned immigration and business lawyer, she runs a law firm here in Toronto. Emily Lukaweski is also a successful entrepreneur who has achieved a lot. As well, she has served in the capacity of a cultural anthropologist for a while and has seen the world. In our interview with her, Emily patiently answered our questions and told us about her ambitions and the biggest challenges facing newcomers to Canada. What follows is the excerpt of the interview.

Founder at Novate Legal Emily Lukaweski



1. **Please tell our readers about what took Emily from Anthropology to law, and what took her from Newfoundland and Labrador to Toronto.**

Before law school, I was a cultural anthropologist. My focus was on medical anthropology, conducting research on how politics, economics, and culture influenced health in both individuals and populations. I lived in Cambodia for over a month working with local communities, but I also traveled to Turkey, Vietnam, and Hong Kong. In my research I saw how influential law and policy were on the issues I

was researching and the people I worked with. So, to be a more effective advocate and change maker, after I graduated with my M.A., off to law school I went.

After law school, I chose to article with the Government of Newfoundland & Labrador, even though I am from Toronto. The government's legal department serviced the entire provincial public service, as opposed to having separate legal teams embedded in individual departments. So, I was able to get directly involved with some pretty diverse and high-profile cases from the negotiation of the Canada-EU trade agreement to human rights and constitutional issues, to large energy projects. After articling, I ended up at one of the largest regional firms on the East Coast, where I worked in the business law group and became the resident expert in business immigration law.

Newfoundland & Labrador is one of Canada's best-kept secrets, a stunning environment full of smart and creative people, with real hearts. I love Toronto though, because of its diversity of people, languages, food, and cultures...No matter where in the world I went, when I came home, I could always find a piece of where I had traveled to in my city. My travels also showed me how unique Toronto is. Exemplary of the vision Canada tries to hold up for itself and the world - a beacon of healthy cosmopolitanism and multiculturalism. I know this is an idealized version of the reality in this city and Canada, but for me, Toronto demonstrates that it is a genuine possibility.

2. Could you please tell us about your projects, ambitions, and your hopes for the future?

My ambitions right now are to build a legal practice that is more accessible, human, and effective. Coming back to Toronto, I found the culture of law here is one where competition and profit are paramount. To me, that's a self-destructive objective and is not why I went to law school. I prefer to focus on a constructive and collaborative

approach. One way I am trying to do this is by making the client relationship central to my practice - really trying to listen to and understand my clients' needs and circumstances, offering them creative strategies that fit with their resources and objectives. Another way I try to do this is by working with other lawyers and businesses to develop new ways to practice law and offer legal services, such as Goodlawyer, Lawbrokr, or Immisight. There may be a possibility for my own immigration-specific tech start-up in that mix too.

In the future, I plan on continuing to grow my practice and the services I am able to offer clients. My goal is to incorporate technological solutions that will help my clients empower themselves and navigate the system more easily, ideally avoiding unnecessary professional fees or at the least being able to engage more meaningfully with their professional immigration representation. Finally, I'm looking to incorporate anthropology into my practice, using ethnography and social science methodologies to understand the immigration experience and offer services moulded to this experience.

3. In your experience as an immigration lawyer who helps people coming from around the world to settle in Canada, what are the biggest challenges facing prospective immigrants?

The system. The first is the immigration system. Canada has built a uniquely flexible immigration system that is responsive to the country's diverse needs, but it also has quite a few problems with implementation. It can be unclear, convoluted, continually changing, and frequently arbitrary. Finding the right immigration strategy and implementing it in a way that works for you and your resources is key. So is patience.

Second, it's getting used to the Canadian system, after people have successfully navigated the immigration process. Getting to know how the Canadian banking, housing, employment, education, or other applicable systems work, and how to

make them work for you, takes time and resources. On top of handling the business of day-to-day life and the immigration process, these challenges can be exhausting and quite frustrating for many of my clients.

4. If you were the prime minister's special advisor on immigration policy, what would be the changes you'd recommend - if any?

There are quite a few changes I would recommend. The highest on the list is increased transparency and efficiency. The black box that foreign nationals can be subjected to is unnecessary. Changes are slowly being made with the new spousal sponsorship tracker, but for the most part, it is impossible to get a hold of anyone in IRCC, leaving people to wait weeks, months, sometimes years, before they receive any news about their application. The lack of transparency and efficiency has prevented my clients from accepting employment, blocked them from being reunited with their families, lost them their business, and cost them thousands in fees.

Next would be recognition of the value of immigrant entrepreneurs in Canada. So many of my clients are small business owners who start, buy, or run their own businesses. With the loss of the Owner-Operator LMIA, the lack of recognition of business owners under the Express Entry point system, and the downloading of immigration programs for entrepreneurs to the private sector (start-up visa) and the provinces entrepreneur programs (PNP), there are few viable options for many of the immigrant small business owners that contribute essentially to Canada's economy and culture. Many clients simply don't choose Canada or leave before they are given PR, pushed away by the strong feeling that they are not wanted here.

5. What is your advice for our readers who want to transfer and grow their businesses in Canada?

Make sure you get the right advice, so you can develop an effective and efficient strategy. Not just legal advice, but proper advice from tax, relocation, and business professionals. This way you will know the pitfalls you will need to overcome, know how to navigate the system when you arrive, and have the appropriate alternative plans in place for when the unexpected comes up.

Emily Lukaweski



Express Entry CRS Points Calculator

The Express Entry is an online system that the Canadian Government is using to manage applications for Canadian permanent residency. Although Express Entry is not the only pathway for Canadian PR, it remains the most popular option. In short, Skilled Workers can apply under three different streams, and if selected in this point-based system, they will be granted permanent residency in Canada.

On the other hand, the Comprehensive Ranking System (CRS) is a points-based system that Canada uses to assess and score profiles in the Express Entry pool, and rank them accordingly.

Basically, your CRS score will determine your chances of getting a Permanent Residency through Express Entry.

SHEKARIAN LAW PC has developed a free tool to calculate CRS points under the Express Entry regime. This tool also provides live statistics drawn from the sources provided by IRCC to give the users a clear data-driven and historical-based picture of their chances to immigrate to Canada under this immigration program

See your result now at :

<https://shekarian.ca/en/crs-calculator/>



List of businesses available for local and international buyers

This section is intended to provide interested entrepreneurs with examples of this month's available businesses for acquisition in Ontario, gathered with the support of Bay & Co. It is to be noted that we accept no responsibility or liability for information either included or referred to in this section.

If you are interested in any of these listings or you want to advertise your business for sale in this section, please send your inquiry to services@bayandco.ca





Wood Stair Manufacturer and Installer



Location: Peel, Ontario

Asking Price: \$900,000.00

Property Information: Lease – 6000 Sq Foot workshop + machinery

Business Operation:

- Sales Revenue: \$1,027,779
- Sellers Discretionary Earnings: \$362,000
- Inventory/Stock value: \$50,000
- Employees: 4
- Support and Training for Buyer: yes
- This is a custom wood stair manufacturer and installer with a strong client base consisting of a network of developers, architects, and other installers. On average this business does 90 installations per year



Day Spa



Location: York, Ontario

Asking Price: \$680,000.00

Property Information: Lease

Business Operation:

- Sales Revenue: \$ 1,022,000
- Sellers Discretionary Earnings: \$187,000
- Inventory/Stock value: \$70,000
- Employees: 3
- Support and Training for Buyer: Yes
- This spa has been in business for more than 25 years and owners are selling to retire.

Custom Furniture
Manufacturer &
Distributor



Location: Ontario

Asking Price: \$15,000,000.00

Property Information

Lease – 120,000 sq. ft facility including a 9,000 sq. ft showroom located on a 6.8 acres of industrial land.

Business Operation

- Sales Revenue: \$14,975,651
- Cash Flow: \$6,404,609
- Inventory/Stock value: included in asking price
- Employees: 35
- Pre-pandemic revenue exceeded \$17 million. This business has been established for 27 years.

200 Acres Golf Course



Location: Tiny, Ontario

Asking Price: \$4,100,000.00

Property Information

- Total Area: 200 acres
- Private 3 Bedroom Residence + 2 Maintenance Buildings Retail + 1 Large Golf Cart Garage + Pro/Snack Shop

Business Operation

- Sales Revenue: TBD
- Cash Flow: TBD
- Inventory/Stock value: Fleet of Power Carts and course maintenance machinery
- Employees: TBD



Rabbid Fox Restaurant

Location: Waterloo, Ontario

Asking Price: \$790,000.00

Property Information : Lease – on year 4 of a 10-year lease

Business Operation

- Sales Revenue: TBD
- Cash Flow: TBD
- Inventory/Stock value: TBD
- Employees: TBD
- Support and Training for Buyer: Yes
- Well-Established Pub. Have two locations and in business for 12 years.



Watch Sale & Repair Shop

Location: Orillia, Ontario

Asking Price: \$200,000.00

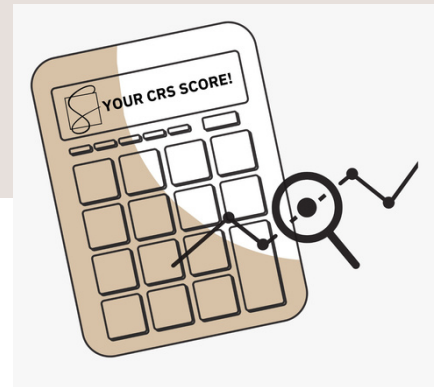
Property Information: Leased – 1350 Sq. Ft

Business Operation

- Sales Revenue: TBD
- Employees: 3
- Support and Training for Buyer: Yes
- Located in high visibility and traffic area. No license is required to operate. Price includes inventory. In business for 26 years. The owner is retiring.

Announcements

In this section, we will introduce the latest materials including articles, documents, videos, and podcasts created by our sponsors Shekarian Law PC and/or Bay & Co.



To Listen

Immigrating to Canada as Entrepreneurs:

In this podcast, hosted by Ayo Owodunni, Siavash Shekarian enlightens listeners on the various ways prospective immigrants can immigrate to Canada as entrepreneurs, while he sheds light on some immigration bottlenecks:

<https://www.buzzsprout.com/1805550/10587362>

To watch

Canadian Chapter new episode:

- Ep 13: Tax in Canada
- Ep 14: Judicial Review II
- Ep 15: Judicial review III
- Ep 16: Canadian Competition Act

Watch new episodes of the Canadian Chapter on Youtube, Shekarian Law Channel:

<https://www.youtube.com/channel/UCerUaI4CZJqExDRDXLof2IA>

To use

CRS Point Calculator:

Use Shekarian Law's FREE Express Entry CRS points calculator, developed by Bay & Co., today to see your chance of success in the Express Entry program:

<https://shekarian.ca/en/crs-calculator/>

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