

IEC-BC IMMIGRANT EMPLOYMENT COUNCIL OF BC

Connecting Employers to Immigrant Talent

ANNUAL REPORT 2019|2020



ABOUT IEC-BC

The Immigrant Employment Council of BC (IEC-BC) is a not-for-profit organization that provides BC employers with solutions, tools and resources they need to attract, hire and retain qualified immigrant talent. We believe that the successful integration of skilled newcomers into the BC workplace is critical to both their success and the province's long-term economic performance. We work with employers, government, and other partner stakeholders to ensure that BC employers can effectively integrate global talent.

MISSION

Integrating immigrants into the labour market builds BC's economy.

VISION

Newcomers to British Columbia are quickly integrated into our labour market at a level that uses their skills, training and education. Successful attachment to the labour market allows immigrants to fully contribute to our society and economy, and through their contributions BC prospers. By being able to tap into a labour pool of talented newcomers, BC employers are able to grow their business through using immigrants' skills.

Harnessing New Talent

A MESSAGE FROM THE CHAIR AND THE CEO OF THE IMMIGRANT EMPLOYMENT COUNCIL OF BC

Last year, British Columbia welcomed over 50,320 permanent residents, who brought with them high levels of education, as well as skills in entrepreneurship and innovation.¹

Yet when compared with Canadian-born workers, newcomers still face fewer employment opportunities, with only half of BC's job-ready immigrants able to find employment that matches their credentials.² The economic toll that has accompanied the health crisis caused by COVID-19 has sharpened the focus on BC's skills and labour needs, and further highlights the importance of connecting workers and employers.

If the barrier between immigrant work seekers and employers continues to exist, BC puts its labour market and economy at an acute disadvantage. For newcomers to choose Canada as their home, it is essential that highly skilled individuals are matched with suitable jobs, and that new Canadians are given access to an environment which enables them to use their expertise to support our economy.

It is with this knowledge and awareness that IEC-BC and its partners continue to provide an essential platform on which to facilitate meaningful connections between employers and immigrant talent. We provide the tools and vital resources required to find, hire and retain skilled newcomers, allowing them better access to the Canadian labour market.



BEN HUME (L) AND PATRICK MACKENZIE (R)

IEC-BC works hard to empower new Canadians with a system of support. Our FAST and ASCEND programs help clients learn how their skills meet labour market needs and prepare them for the realities of the Canadian workplace. MentorConnect and BC JobConnect bring newcomers together with mentors and employers to introduce a professional network and opportunities.

The past year has been one of progress, hard work and success. We at IEC-BC invite you to find out more about our journey, the partnerships that make it possible, and the steps we are taking to promote our vision for diverse and inclusive workplaces in BC.

A handwritten signature in black ink, appearing to read 'Ben Hume'.

Ben Hume, Chair, IEC-BC

A handwritten signature in black ink, appearing to read 'Patrick MacKenzie'.

Patrick MacKenzie, CEO, IEC-BC

1 IRCC, June 9, 2020

2 Vancity Report: The B.C. Immigrant Employment Experience, February 2019

2019-2020 Key Program Highlights

Driven by our understanding of the importance of integrating immigrants into the labour market, IEC-BC focused on facilitating networking opportunities for newcomers and promoting a wider understanding of the employment landscape.

As part of this strategy, an advisory group of employers, HR experts and skilled immigrants (the **ASCEND** Project Group) convened to discuss innovative solutions to addressing immigrant employment issues, accessing immigrant talent, and helped develop the ASCEND program.

Within six months of completing the **MentorConnect** program, 70% of mentees found employment in their field. Through the program, IEC-BC engaged with several national employers, and during the fiscal year 2019-2020, the MentorConnect Program successfully connected over 200 mentors and mentees from across a dozen industries and sectors.

Six **Connections** events were held with six employers to provide an industry landscape to newcomers. These events are designed to connect employers directly with a pool of immigrant talent. Connections events include industry/company orientations, speed coaching, and recruitment opportunities.

IEC-BC continues to benefit from the expertise of its **Employer Advisory Group**, with 24 employers from across 14 sectors meeting to share updates, address key immigrant employment issues and receive feedback on enhancing program delivery from other group members. The Employer Advisory Group members include HR professionals, hiring managers, business owners and other established industry professionals who understand BC's labour market needs.

Employers recognized that participation in these events provided professional development opportunities for employees and contributed to employee satisfaction. Group members also benefited through the exchanging of ideas and discussion of best practice, including integrating newcomer hiring practices throughout the organization, implementing effective onboarding techniques and measuring the impact of Diversity and Inclusion strategies. Key recommendations were developed for IEC-BC and different levels of government to address immigrant employment issues, which enabled BC employers to increase their capacity in finding, hiring and onboarding newcomer talent.

In the last year, IEC-BC spoke at provincial and national events focused on newcomer employment, employer engagement, immigration and diversity and inclusion. These events included: Metropolis, Canadian Immigration Summit (Conference Board of Canada), Statistics Canada Ethnocultural Diversity and Inclusion in Canada. Such opportunities enabled employers to exchange ideas, share best practices and discuss different approaches to accessing new talent to create more effective, inclusive workplaces.

As part of an innovative new initiative to facilitate employment, IEC-BC launched **PowerHack**, a two-day hackathon bringing employers and immigrant talent together to provide tech-skilled newcomers opportunities to showcase their global skills and experience, connect directly with hiring managers and build their professional networks.

IEC-BC HIGHLIGHTS AT A GLANCE

PARTNERSHIP DEVELOPMENT

- 1** *PowerHack (an innovative year-long program launched by IEC-BC last fiscal year and funded by Ryerson University's Diversity Institute) was favourably received by employers and skilled immigrants from the tech sector. Its success in Vancouver prompted the Immigrant Services Association of Nova Scotia (ISANS) to deliver a similar hackathon event, with support from IEC-BC.*
- 2** *Between July and November 2019, seven Service Delivery Partners (SDPs) joined IEC-BC to test ASCEND with their clients. Detailed feedback was received from a total of 62 clients and 14 SDP facilitators.*

REPRESENTING EMPLOYER PERSPECTIVE

- 1** *IEC-BC engaged the Royal Bank of Canada (RBC), to launch two mentoring cohorts in Vancouver and Kelowna. This enabled 60 newcomers with backgrounds in retail and commercial banking to be matched with RBC mentors.*
- 2** *The ASCEND Project Advisory Group, consisting of employers, HR experts and skilled immigrants, convened in November 2019 to ensure that the direct industry input discussed in earlier meetings was applied throughout the program.*



ASCEND

Online employment readiness for skilled newcomers

HIGHLIGHTS

- › **ASCEND officially launched**
- › **Endorsed by employers from sectors as diverse as HR, finance, IT, biotech, AI and higher education**
- › **ASCEND was piloted with 62 skilled newcomers across seven Service Delivery Partners**

This fiscal year focused on building, testing and refining the **ASCEND** program. Direct employer input was captured through feedback gathered from the ASCEND Project Reference Group, made up of BC employers, HR experts and skilled immigrants. Interviews and podcasts with reference group members were recorded, and are provided to skilled immigrants as part of the program content and for use in promotional materials.

Prior to piloting ASCEND, a ‘Train the Trainers’ session for SDP facilitators was held in July 2019 to provide standardized workshop delivery and to support the development of a community of practice among SDPs offering the program. The collaboration with SDPs was further strengthened through the establishment of an SDP Advisory Group, comprised of managers and facilitators involved in delivering the ASCEND pilots.

IEC-BC worked with seven Metro-Vancouver Service Delivery Partners (SDPs) to pilot ASCEND in the fiscal year. 62 clients went through the program and we received positive feedback from all. One career coach from Douglas College Training Group (SDP) added, “I really enjoyed delivering these highly interactive workshops. I believe this program has great potential and I am looking forward to implementing it in our program.”

Each of the program’s seven online modules can be refined and reorganized to create a bespoke program that partners can offer as a standalone and self-paced online course, or in combination with six experiential skills-development workshops. The result is an innovative and engaging online program built with direct industry insight to support the employment readiness of skilled newcomers.

ASCEND gives newcomers an edge in the job-hunt. Participants like Aji Ashama have been happy to talk about how ASCEND set them up for success: [\[ASCEND program video\]](#)



“ASCEND has real industry insight, strong instructional design principles and effective facilitation.”

MANU VARMA | PRINCIPAL STRATEGIST CUSTOMER ENABLEMENT, TRACTION ON DEMAND

BC JobConnect

Connecting employers to immigrant talent

BC JobConnect is a free, easy-to-use online tool that matches BC employers with job-ready newcomers. This talent acquisition platform is designed to help employers meet their workforce needs by identifying and hiring candidates with valuable global skills and experience. The tool features filters and custom search terms to enable employers to quickly and efficiently match suitable candidate profiles with open positions. As a fully digital service, BC JobConnect has remained available to candidates and employers throughout the COVID-19 pandemic.

In 2019-2020 alone, 360 newcomers and 116 employers from across British Columbia participated in BC JobConnect with over 150 connections made between employers and immigrant job-seekers. We continue to nurture relationships with immigrant networks, community partners and business associations. Our ongoing partnership with Kelowna Community Resources resulted in 17 employer-candidate connections and five new hires in the Okanagan region this year. Connections Networking Events, a new initiative in response to employer demand for high-impact networking and talent acquisition events, has supported 85 connections between newcomers and ten employers on BC JobConnect across a wide range of industries.

BC JobConnect also serves as an entry point for candidates and employers to other IEC-BC programming, including the Connections Events and Facilitating Access to Skilled Talent (FAST) and MentorConnect programs.

HIGHLIGHTS

- > **360 new candidates and 116 new employers registered on BC JobConnect**
- > **150 employer-candidate connections in a wide variety of local industries**
- > **Virtual program option with ongoing candidate and employer support throughout the pandemic**



“One philosophy I would recommend for hiring and retaining newcomers in your workplace is to keep an open mind. You never know who you’re going to encounter, what skills they bring to the table, and the amount of untapped potential might surprise you.”

DEMASH KRISANTO | HUMAN RESOURCES SPECIALIST, INGRAM MICRO

MentorConnect

Tapping into skilled immigrant talent through meaningful mentoring partnerships

HIGHLIGHTS

- > **Registered over 115 mentors and close to 250 mentees into the program**
- > **A partner in the National Mentoring Partnership (NMP) initiative**
- > **70% of mentees found meaningful employment within six months of program completion**

The **MentorConnect** Program matches job-ready skilled immigrants with established local professional mentors for one-on-one occupation-specific coaching. Mentors share their insights, knowledge, and networks to significantly increase meaningful employment opportunities for skilled newcomers. Mentors simultaneously have an opportunity to develop their cross-cultural coaching skills, advance diversity and inclusion initiatives while also giving back to the newcomer community.

Last year, the MentorConnect Program successfully paired more than 200 mentors and mentees from over a dozen industries and sectors. Within six months of completing the mentorship, 70% of participants found full-time meaningful employment within their pre-landing occupations.

The success of the program rests upon the steadfast support of IEC-BC's ten Service Delivery Partners and 15 Employer Partners who help us stay in tune with industry trends and needs. IEC-BC hosted a lineup of employer driven Connections Networking Events and Mentoring Cohorts. RBC, BC Hydro, KPMG, Fortis BC, Ausenco, and SGS Canada provided mentees and newcomers an opportunity to engage directly with HR and Talent Acquisition representatives or to gather more detailed insight of the sector.

One of the major highlights this year included IEC-BC's inaugural *Mentors Together: The Power*

of Community networking and appreciation event, co-hosted with the City of Vancouver, our long-standing employer partner. Approximately 50 mentors representing various sectors and industries gathered to share their insights and successes through program participation.

From this event, a new promotional video was created: <https://youtu.be/5aU49mpxVaM>

We have heard, shared, and echoed the stories of the many successful partnerships achieved through the program. Over the past decade, mentors have grown and rejuvenated their professional careers through MentorConnect, while providing their mentees with sound and insightful guidance. To learn more about these stories, please follow IEC-BC on [LinkedIn](#) and [Twitter](#).



“COVID-19 presented uncharted challenges, but mentoring can still thrive on the ‘virtual platform’. It’s a tool which will prove even more important as Canada looks to connect with newcomers in the journey towards rebuilding its economy.”

RAJ SHARMA | BC HYDRO

FAST

Preparing newcomers for meaningful careers

FAST (Facilitating Access to Skilled Talent) is Canada's only online competency-based assessment and gap training program designed for skilled immigrants. The program supports newcomers by identifying where their skills match employer needs and helps them to overcome barriers like international credential recognition and a lack of Canadian work experience.

An innovation project under the Government of Canada's Future Skills Centre, this year FAST expanded its reach to include newcomers before they arrive in Canada as well as those who have already landed. IEC-BC supported 644 clients in streams as diverse as Biotechnology and Life Sciences, Skilled Trades and IT and Data Services, which exceeded client targets by 117%.

Landed immigrants made up 64% of FAST participants over the year and were reached through partnerships with the Immigrant Services Association of Nova Scotia (ISANS), ACCES Employment Ontario, Success Skills Centre Manitoba and the Toronto Regional Immigrant Employment Council (TRIEC).

Our continued collaboration with industry partners BioTalent Canada and the Information and Communications Technology Council (ICTC) ensure that FAST content remains timely and relevant.

Accounting and Culinary Arts were added as additional streams to the FAST program this year. Input from the Tourism Industry Authority BC (TIABC), Restaurants Canada and the Compass Training Group helped to develop content for the Culinary Arts stream, while FAST consultants and subject matter experts developed the competency frameworks, in partnership with Vancouver Community College (VCC), to build the skills assessments.



HIGHLIGHTS

- > **48.1%** overall client content completion rate, way above the industry average of 15% to **31%**³
- > **71%** of participants report overall program satisfaction, citing they gained valuable knowledge on workplace culture competency through FAST
- > Total estimated of **\$75,800** for 217 participants accessing skills validation tools, ICTC's Information Technology Professional Designation and BioTalent Canada's BioSkills Recognition Program
- > Delivery partners in Manitoba, Ontario, and Nova Scotia report that thorough competency-based assessments helped fill a gap in the existing employment program and service for newcomers.
- > **New Employer Partnerships were made across Canada**, including Groundswell Cloud Solutions, University of British Columbia, KPMG, WhiteSpot, Modis Canada, OverActiveMedia Group, Lixar, CGI, Dalhousie University and TELUS.

³ This is above the industry average for self-paced, online courses. For ISANS clients, it jumped from 25% in December 2019 to 75.4% in March 2020, attributed to direct client support and partner follow-up.

The Chartered Professional Accountants of British Columbia (CPABC) was involved in identifying the key competencies for the Accounting stream assessment, which will help prepare newcomers attain their CPA Designation.

A new video was developed highlighting FAST program content and competency assessments. Additionally, testimonials from e-mentors were produced to promote employer involvement and participation.

FROM A FAST PARTNER:

“FAST is a valuable addition to the wide range of employment services and bridging programs that we offer at the Immigrant Services Association of Nova Scotia (ISANS).

“We see FAST as a complementary tool to our existing sector-specific bridging programs for newcomers. The competency-based assessments in FAST help clients highlight their strengths and skills and identify learning gaps to work on.

“These reports inform clients’ ongoing progress as they work with (ISANS) employment counsellors, language instructors and job developers to focus on improving their skills and accessing the labour market in their designated fields.”

MOHJA ALIA | MANAGER, EMPLOYMENT AND BRIDGING, ISANS



FROM A FAST E-MENTOR:

“I was really drawn to IEC-BC and the FAST program because of the work that they do for people who have not even landed in Canada. As an immigrant myself, I really wanted to volunteer my time and hopefully make a difference in people’s lives and help them to set themselves up for success in Canada.

“FAST was a very proactive program, and through it I was actually helping people before they got to the country. The opportunity to connect with people all around the world, and hopefully share some tips and tricks with them, was something that I definitely couldn’t pass up on.”

JOCELYN MEYER, FAST E-MENTOR | CAREER CONSULTANT, UNIVERSITY OF BRITISH COLUMBIA

Employer Engagement

An employer-centric approach

IEC-BC exists to serve BC's employers, and to do so we spend the year listening to the challenges they face and work with them to develop solutions that let them look to immigrant talent with confidence knowing they have the resources to identify, recruit and retain the diverse workforce that creates a competitive edge.

Central to these efforts is our Employer Advisory Group (EAG). Twenty-seven of BC's business owners, hiring managers and HR professionals provide their expertise on the labour market and create innovative solutions to attract, hire and retain immigrant talent.

To gather further input from employers themselves, IEC-BC convened a C-Suite roundtable with the aim of engaging key decision-makers from various organizations to share examples of employer innovation and best practices. The roundtable discussion, attended by 15 C-Suite executives, focused on the recent research findings of Carleton Professor Martin Geiger and his team into STEM talent in BC. With BC facing increasing competition from other provinces as the preferred destination for migrants, Professor Geiger's research will help shape government policies on migration, as well as IEC-BC's approach towards maintaining the province's reputation as an attractive destination for newcomers.

Kouros Goodarzi, director of PerfectMind, was one of the employers who attended the roundtable. The company has since been involved in several IEC-BC initiatives, including BC JobConnect, PowerHack and a speaking engagement with IEC-BC.

HIGHLIGHTS

- › Conducted four employer-learning webinars which included featuring employer champions from EY and ALS Canada
- › Gathered perspectives from 15 C-suite executives on research for 'Managing Migration for Innovation and Growth'
- › Reached out and engaged with the following number of employers per program for fiscal year 2019-2020:
 - BC JobConnect: 92
 - MentorConnect: 38
 - Employer Convening: 55
 - Employer Learning: 27
 - PowerHack: 48

IEC-BC was invited by IRCC to participate in the Employer Open House in Vancouver, where we hosted a resource table informing employers about IEC-BC services, including programs like BC JobConnect, FAST, Connections Event, MentorConnect and PowerHack. Sixty employers attended the event in two sessions and, according to IRCC's survey, all 55 of the participants who filled out the satisfaction survey said the event met or exceeded their expectations. IEC-BC also connected with several employer representatives, including Raji Kambho from Fraser Health Authority, who is an additional lead in our plans to organize a future Connections Event. Madhup Verma, CEO and founder of Vteamlabs, also registered at BC JobConnect after this event.

In partnership with the Burnaby Board of Trade (BBOT), an employer learning webinar, '*Making It Easy for Employers to Connect to New Canadians*', was conducted. Twenty-eight employers participated and learned from guest speakers >>

Jonathan Leebosh of Ernst & Young (EY) and Sam Chhay of ALS Canada. The webinar led to five employers registering on BC JobConnect, including utilities giant FortisBC, which is now actively involved in other IEC-BC initiatives including MentorConnect, Connections Events and the Employer Advisory Group.

In partnership with World Education Services (WES), IEC-BC hosted a forum for BC employers (Finding Talent for Growth: 2020 & Beyond). The forum brought together over 30 employers, with a focus on small and medium-sized enterprises, for round table discussions on the theme of Global Hiring and Technology. An IEC-BC report was developed to share the outcomes discussed at the forum on the future of work in British Columbia.



“I always leave with some fresh ideas on how to improve my business and I am able to feed that back into the discussions. This becomes a part of the learning and discovery for the IEC-BC team, which they are then able to craft into a program which directly benefits me as an employer along with thousands of newcomers as they enter the Canadian workforce.”

LEE BRIGHTON | FOUNDER, VIRTRO ENTERTAINMENT | EAG MEMBER

The Road Ahead

In a world of unparalleled uncertainty, IEC-BC is built upon a foundation of service that will see it through these times. Compatible with the 'new normal' in the wake of the pandemic, we will expand our on-line programs and events to reach more clients and better serve the employers who need the talent that immigrants bring to Canada. In doing so, we will expand our reach across BC and build strategic partnerships with like-minded organizations across the country.

As we take our next steps to better serve employers, IEC-BC is focused on our future sustainability as an organization. Employers increasingly value competency-based assessments and IEC-BC will continue catering to the needs of employers from diverse industries through its partnership with the Future Skills Centre.

This year we will see ASCEND expand to other provinces across Canada, a soft-skills program developed with insights from employers, service delivery organizations and skilled immigrant partners, which is delivered to newcomers nationally.

The past 12 years have been ones of progress for IEC-BC, and with our partners we continue to build relationships, expand our initiatives, and propose innovative solutions to employer challenges. In the year ahead, IEC-BC will work with its sister Immigrant Employment Councils from coast

to coast as part of the Immigrant Employment Councils of Canada to bring a greater voice to the needs of employers seeking to hire newcomers. We will continue our participation in the National Mentoring Partnership (NMP) initiative, and we look forward to supporting more newcomers to build successful partnerships through our MentorConnect program.

Most important to us is that we have a positive impact on the communities we serve. With that in mind IEC-BC will continue to work with LIFT Partners in Philanthropy and Blueprint, through the Future Skills Centre, to implement a robust system to track and report on our impact. This work will guide our programs and serve to keep us on track to deliver the results BC and Canada needs.

IEC-BC will continue its work with World Education Services and a national coalition of like-minded businesses, organizations and individuals to promote the importance of immigration to Canada's recovery efforts through the #ImmigrantsWork campaign.

Since 2008, the Immigrant Employment Council of BC has built a reputation for finding practical solutions to help employers and newcomers succeed. Through the strength of our partnerships we will continue to serve the interest of BC employers, newcomers who choose to call BC home and the communities within which we live.



IEC-BC THANKS OUR EAG MEMBERS & PARTNERS FOR THEIR CONTRIBUTIONS TO PROVIDE SOLUTIONS FOR BC EMPLOYERS TO MEET THE PROVINCE'S LABOUR-FORCE NEEDS

EMPLOYER ADVISORY GROUP (EAG)

Employers play a critical role in shaping BC's labour market. We value the contributions of our EAG members.

EAG MEMBERS

Ernst & Young (EY)
David Suzuki Foundation
Rogers Communications
Pretium Resources Inc.
KPMG
Catchy Consulting
CPHR BC & Yukon
Vitro Entertainment
STORMTECH Performance Apparel
Traction on Demand
BDC
Honeywell
BC Hydro
City of Vancouver
Quest University Canada
E.B. Horsman & Son
FortisBC
Vancity Savings Credit Union
Groundswell Cloud Solutions
Destination Canada
Hemmera/Ausenco
Fraser Health Authority
Left
Dorigo Systems Ltd.

COMMUNITY PARTNERS

- 1 Immigrant Services Society of BC (ISSofBC)
- 2 Back in Motion Rehab (BiM)
- 3 Douglas College Training Group
- 4 LIFT Philanthropy Partners
- 5 S.U.C.C.E.S.S.
- 6 Progressive Intercultural Community Services (PICs)
- 7 North Shore Multicultural Society (NSMS)
- 8 DIVERSEcity
- 9 YWCA Metro Vancouver & WorkBC YWCA
- 10 OPTIONS BC
- 11 MOSAIC
- 12 South Vancouver Neighbourhood House
- 13 Little Mountain Neighbourhood House
- 14 Vancouver Economic Commission
- 15 Greater Vancouver Board of Trade
- 16 Burnaby Board of Trade
- 17 Surrey Board of Trade
- 18 Simon Fraser University
- 19 Northeastern University – Vancouver Campus



Board of Directors

The IEC-BC Board is currently chaired by Ben Hume, Past President, Sheppards Building Materials Inc., and consists of influential BC leaders in business, labour, and immigrant service organizations.

Ben Hume

Chair

Past President, Sheppards Building Materials Inc.

Neelam Sahota

Secretary/Treasurer

CEO, DIVERSEcity

Paulina Cameron

CEO, Forum for Women Entrepreneurs; Visiting Professor, SFU; Author, Canada 150 Women

Queenie Choo

CEO, S.U.C.C.E.S.S.

Stephen Dooley

Executive Director, Campus Administration, SFU Surrey

David Keane

President, Woodfibre LNG Ltd

Marija Radulovic-Nastic

Senior Vice President of Development Technology and Services, Electronic Arts

Jay Schlosar

Director, Communities, Teck Resources Limited

Adam Van Steinburg

International Representative BC & Yukon, International Brotherhood of Electrical Workers (IBEW)

EMPLOYER PARTNERS

- 1 Ausenco/Hemmera
- 2 TELUS
- 3 BC Hydro
- 4 Clio Legal Software
- 5 FortisBC
- 6 KPMG
- 7 Deloitte
- 8 David Suzuki Foundation
- 9 City of Vancouver
- 10 SNC-Lavalin
- 11 Royal Bank of Canada (RBC)
- 12 Virtro Entertainment
- 13 Traction on Demand
- 14 Orange Oranges Technologies
- 15 STEMCELL Technologies
- 16 Catchy Consulting Inc.
- 17 City of Vancouver
- 18 HR Tech Group
- 19 ALS Global
- 20 Ernst & Young LLP (EY)
- 21 Fraser Health Authority
- 22 E.B. Horsman & Son
- 23 PerfectMind
- 24 Left
- 25 Microsoft
- 26 xMatters
- 27 Sherwa Online
- 28 Identity Management Inc.
- 29 Digitalist Global
- 30 Rogers Communications
- 31 CPHR BC & Yukon
- 32 STORMTECH Performance Apparel
- 33 BDC
- 34 Honeywell
- 35 Quest University Canada
- 36 Vancity
- 37 Groundswell Cloud Solutions
- 38 Destination Canada
- 39 Vitalus Nutrition Inc
- 40 Amazon
- 41 Don Chendo Products Inc.
- 42 Octaform
- 43 Sodexo
- 44 SGS Canada
- 45 Library Bound Inc.
- 46 Canadian Mattress Recycling

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