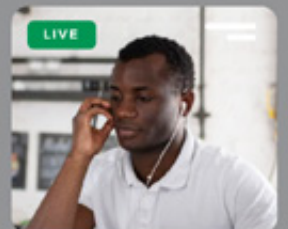


Connecting Employers to Immigrant Talent

IMMIGRANT
EMPLOYMENT
COUNCIL OF BC **IEC**BC



ANNUAL REPORT
2020|2021

About us

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.

Building a Resilient Economy

A MESSAGE FROM THE CHAIR AND THE CEO



PATRICK MACKENZIE



PAULINA CAMERON

As the world faced border closures, mass shutdowns, and fears of a global recession, IEC-BC and our partners remained steadfast in our commitment to connect BC employers with immigrant talent to help grow their businesses and support the provincial economy.

Just as Canada confirmed the importance of increased immigration and its commitment to admit record levels of permanent residents in the coming years, our employer partners, funders and service delivery partners also renewed their belief in IEC-BC's mission and impact.

New employers found their way into the IEC-BC fold, seeking the benefits of a diverse and inclusive workforce. Our existing funders held fast in their belief that we are building better futures for newcomers, and new funders came forward to create opportunities for the talented newcomers who choose to build their future in Canada.

We continue to develop and champion tools to help employers get at the heart of what skills newcomers bring to the table and to challenge the desire that immigrants somehow possess Canadian experience despite never having worked here. Our FAST program now covers occupations in five major sectors of the economy and is expanding into long-term care thanks to a partnership with the BC Care Providers Association. This is possible thanks to the continued support of the Future Skills Centre. Furthermore,

employers will have access to greater numbers of newcomers with skills for the technology economy thanks to a new partnership with Microsoft Canada.

The uncertainty of the past year required that we take a closer look at the needs of international students and temporary foreign workers, as these groups are making the transition to permanent residents in significant numbers. Community-minded organizations, led by Northeastern University, turned to IEC-BC's ASCEND program to cultivate a greater sense of belonging for international students – within their educational environment as well as the broader community – giving these students a leg-up as they look to join Canada's labour market.

We are grateful for the unwavering support and dedication of our staff, partners, funders, and board. Together, we've been able to showcase strength and resilience throughout the pandemic, which has nurtured a deep sense of responsibility and commitment to our organizational goals and values. This sense of responsibility is at the heart of everything we do. We have a responsibility to the IEC-BC staff who transitioned seamlessly to work from home. To BC's employers who, despite their own challenges, continue to inform and support our work. To our community partners who play a critical role in preparing newcomer talent for the labour market. To our funders who believe in our impact, and, to our board, whose members help us navigate these choppy waters. Their commitment to the communities we serve has been a guiding light and an inspiration. With a renewed sense of gratitude, we will continue to examine and improve our community impact to help all British Columbians emerge from the pandemic stronger than ever.

Patrick MacKenzie, CEO, IEC-BC Paulina Cameron, Chair, IEC-BC

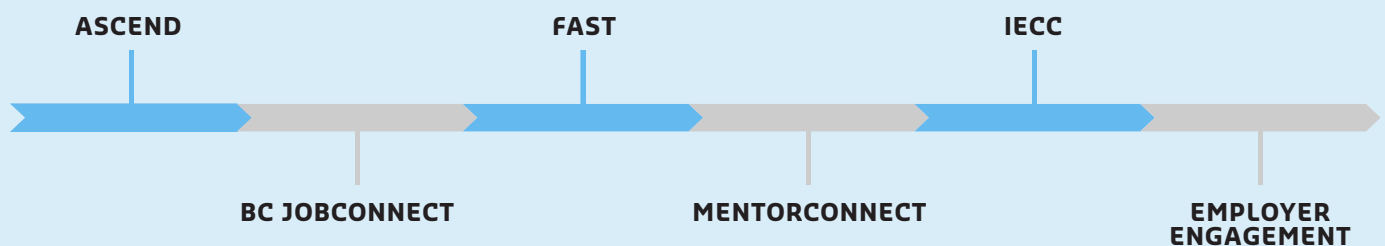
2020-2021 KEY PROGRAM HIGHLIGHTS

More than ever, the past year has shown the importance of IEC-BC's mission to help employers find and hire the talent they need to thrive. Our innovative programs and extensive network of partners lay the groundwork for both BC employers and newcomer talent to prosper even during the most challenging times. This past year marked the culmination of our partnership with Lift, with whose help we have become a stronger, more resilient, and more effective organization.

Facilitating Access to Skilled Talent (FAST), IEC-BC's online skills assessment and development platform, helps newcomers prepare to enter the labour market. This year, with funding from the Government of Canada's Foreign Credential Recognition program, IEC-BC launched Skills Passport for Newcomers in Tech (SPRINT). SPRINT is aimed at integrating internationally trained professionals in Canada's

rapidly growing tech sector and has had a significant impact in improving successful employment outcomes for newcomers, especially newcomer women.

The strength of our partnerships allows us to continue to serve the interests of BC employers and newcomers alike. And with the continued support of our partners, we've been able to expand our programs and resources, increasing program access across the province and throughout Canada. IEC-BC's strategic partnerships with World Education Services (WES), Information and Communications Technology Council (ICTC), BioTalent Canada, and the Immigrant and International Women in Science Network (IWS), gives skilled newcomers access to credential evaluation, skills validation, competency assessments tools as well as mentoring and community support.



>> PowerHack



COVID-19 has fast-tracked the role that technology and digital platforms play in our lives. IEC-BC's **PowerHack** program works to promote and advance Canada's growing IT sector by connecting employers with highly skilled immigrant talent. This year's virtual hackathon event gave newcomer talent a platform to demonstrate the value of their global skills, connect with hiring managers, and build their professional networks. 27% of participants who attended this year's event received an offer of employment with annual salaries ranging from \$60,000 to \$85,000.



>> BC JobConnect

BC JobConnect continues to match BC employers with qualified newcomers. This year, 327 new job-ready immigrants and 93 employers registered on the platform, resulting in 142 successful connections.

>> MentorConnect

MentorConnect matched 225 newcomers with industry-specific mentors in several key sectors such as banking and client services, information technology, accounting, management consulting, and sales and business development.



>> Employer Advisory Group (EAG)

With 21 employer representatives from 14 sectors, the **Employer Advisory Group (EAG)** continues to shape IEC-BC's strategic goals. These industry leaders work with us to identify and develop employer-focused solutions that improve the lives of newcomers and strengthen BC businesses.

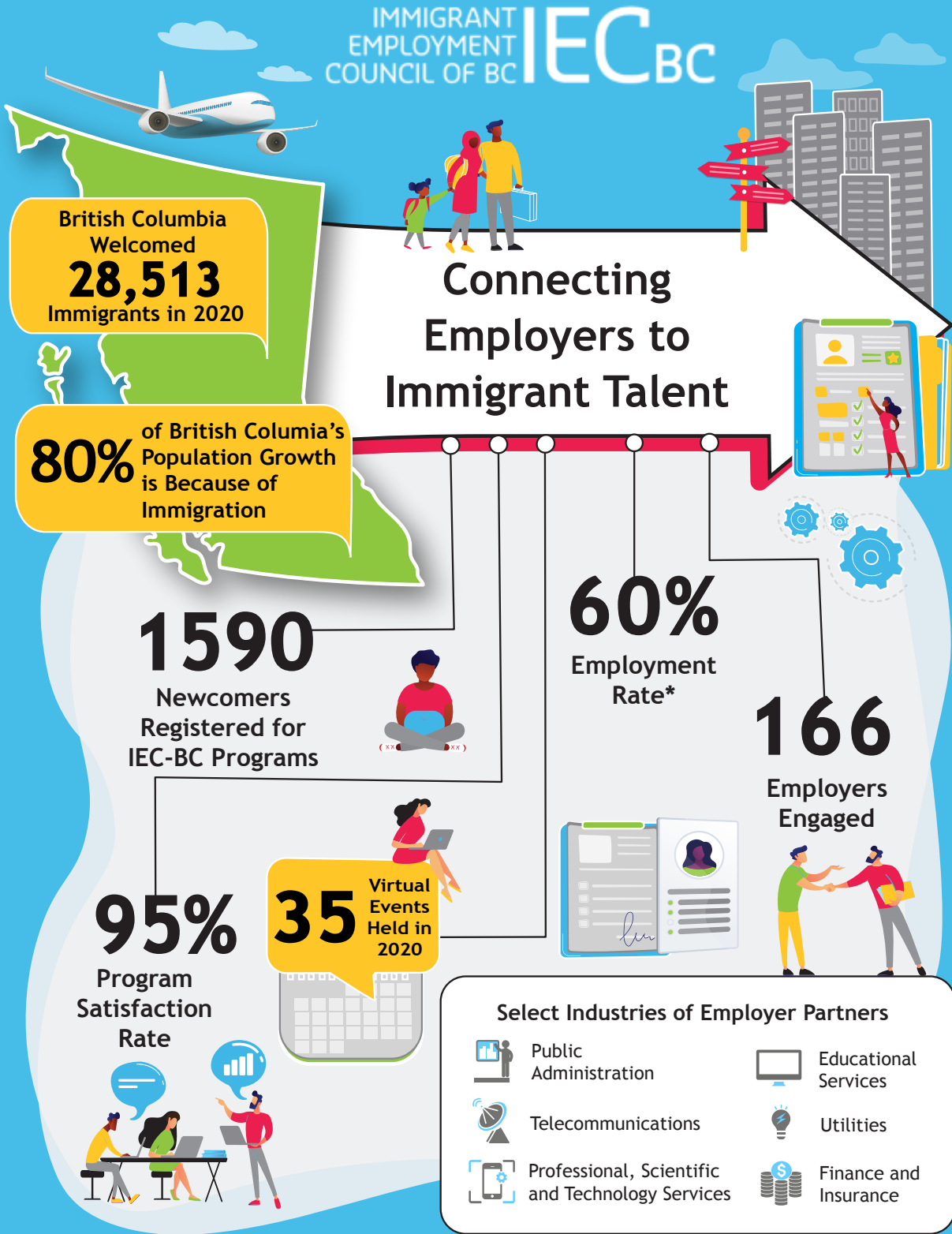
>> Immigrant Employment Councils of Canada's (IECC)

IEC-BC is proud to be a part of a national network of influential and like-minded organizations. As a member of the **Immigrant Employment Councils of Canada's (IECC)**, we support BC employers by providing specialized resources, tools, and materials they need to attract, hire, train, and retain newcomer workers.



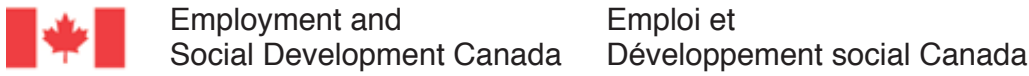
2020-2021 IMPACT STORY

IMMIGRANT
EMPLOYMENT
COUNCIL OF BC **IEC BC**



*AVERAGED ACROSS ASCEND, FAST, MENTORCONNECT AND POWERHACK PROGRAMS

THANK YOU TO OUR FUNDERS!



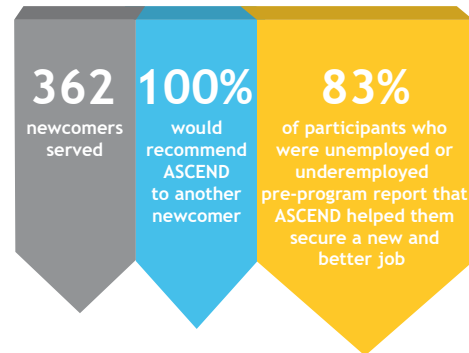
ASCEND

INTERACTIVE ONLINE JOB READINESS PROGRAM DEVELOPS SOFT SKILLS FOR NEWCOMER EMPLOYMENT

With the help of 19 partner organizations across Canada, **ASCEND** grew from a Metro Vancouver-based pilot program to a Canada-wide initiative in its first year of operation. ASCEND is an employer-driven job-readiness program that helps prepare newcomers to enter the Canadian labour market. This year, ASCEND has been accessed by over 330 newcomers looking to develop their essential soft skill competencies and saw over 30 partners sign on shortly after year end.

ASCEND is also proving to be a valuable program for international students. Innovative colleges and universities like Northeastern University's Vancouver campus are leading the charge using ASCEND as a pathway for international students to connect with BC employers.

IEC-BC remains committed to Canada's Francophone minority communities. In partnership with Société de développement économique (SDECB), ASCEND's first four employment readiness modules have been translated into French and piloted with a cohort of Francophone clients across Canada. Based on the success of this pilot, ASCEND will soon be available to Francophone clients nationwide.



Post-program employment surveys confirm the following key outcomes from ASCEND's program graduates:

- > 77% have secured employment in their preferred sector.
- > 81% have applied a key program concept.
- > 83% reported that ASCEND helped them secure a job (or better position) much faster.
- > 85% are employed.
- > 100% would recommend ASCEND to another newcomer.

2020-2021 PROGRAM HIGHLIGHTS

- > Canada-wide program delivery through 19 service partners operating in five provinces.
- > Program was piloted with international students through licensing agreements with BC universities.
- > Partnership with Société de développement économique (SDECB) gives program access to Francophone immigrants.
- > Launch of ASCEND Mobile App provides newcomers with quick and convenient access to employment tools and resources.



BC JOBCONNECT AND CONNECTIONS EVENTS

CONNECTING EMPLOYERS TO IMMIGRANT TALENT

BC JobConnect brings BC employers together with qualified immigrant job seekers.

As was the case across much of the world, BC's employment landscape shifted considerably throughout the pandemic. Despite high levels of unemployment, BC employers across many sectors found it difficult to hire skilled workers. BC JobConnect helped bridge the gap, adding 327 new immigrant worker profiles and an additional 93 new employers to the program. This resulted in 142 employer-newcomer talent connections.

Notably, 10% of new employers on BC JobConnect represented the province's rapidly growing tech industry, a sector that has exhibited a marked strength throughout the pandemic.

Furthermore, Connections Events offered prime opportunities for learning, professional networking,

and industry-specific engagement. Due to public health orders, this year's Connections Events took place virtually. Six easily accessible and inclusive virtual events garnered over 125 successful employer-candidate connections. And approximately 85% of candidates surveyed following the Connection Events reported improved confidence in navigating British Columbia's labour market.



2020-2021 PROGRAM HIGHLIGHTS

- > 142 newcomer jobseekers connected with employers through BC JobConnect.
- > 327 new candidates and 93 new employers registered on BC JobConnect.
- > 6 Connections Events hosted in an array of growing industries.

327

93

142

new candidates registered

new employers registered

newcomer jobseekers connected to employers

FAST

CONNECTING CANADIAN EMPLOYERS TO GLOBAL TALENT

FAST (**F**acilitating **A**ccess to **S**killed **T**alent) is an online skills assessment and development platform that helps newcomers overcome barriers to meaningful employment. FAST lets newcomers assess their knowledge and skills against standards required for work in Canada and prepares them for the expectations and realities of the Canadian workplace. **FAST** is a free, easily accessible resource provided to permanent residents and refugees.

By shifting the focus from credentials to competencies, this career preparation program helps accelerate connections made between global talent and Canadian employers, strengthening Canada's economic outlook. FAST focuses on five key industries: Accounting, Biotech & Life Sciences, Culinary Arts, IT and Data Services, and Skilled Trades.

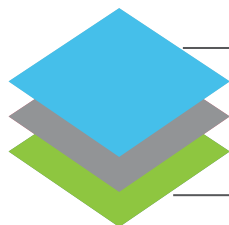
With the help of our pre-arrival and provincial partners, we gathered critical on-the-ground feedback and information integral to identifying action steps and maximizing client engagement.

Our community partners play a pivotal role in delivering FAST both across Canada and beyond. In December 2020, IEC-BC launched a national outreach campaign to increase awareness of FAST and its program offerings to immigrant-serving agencies across Canada. In 2021, IEC-BC will work with more than 60 key immigrant-serving organizations who have expressed interest in bringing FAST to their clients. With an expanded network of delivery partners, IEC-BC will continue to refine the program offerings, ensuring we deliver optimized results for employers, newcomers, and our funders.



2020–2021 PROGRAM HIGHLIGHTS

- > *FAST was among the ten innovation projects chosen for expansion under the Future Skills Centre's Scaling Up Skills Development initiative.*
- > *Immigrant-serving organizations across Canada consider FAST a valuable resource in helping clients secure employment within their field of expertise.*
- > *90% of newcomer participants reported a high satisfaction rate with the program.*



542 newcomers registered in FAST

90% program satisfaction rate

49% of participants are employed five months after program registration



*FAST focuses on five key industries:
Accounting, Biotech & Life Sciences,
Culinary Arts, IT and Data Services,
and Skilled Trades.*

MENTORCONNECT

CONNECTING SKILLED IMMIGRANT TALENT WITH ESTABLISHED INDUSTRY PROFESSIONALS

MentorConnect matches skilled immigrants with established professionals for one-on-one occupation-specific coaching. By sharing valuable insights, knowledge, and networks, mentors help newcomers strengthen their competencies and increase their employment opportunities.

The program provides mentors with an opportunity to develop their cross-cultural coaching skills, deepen their understanding of diversity and inclusion, and advance their industry and profession in a meaningful way.

Partnerships with BC Hydro, Clio Legal Software, City of Vancouver, KPMG, and Royal Bank of Canada, among others, enabled IEC-BC to deliver beneficial and impactful mentorship events. These virtual events provided the setting where mentors and mentees could foster relationships, exchange industry insights, and share best practices. Last year, a total of 15 mentees were hired by the above-mentioned employers following their participation in the MentorConnect program.

Even with virtual program delivery, we were able to

exceed the expected number of mentor/mentees matches by 12%. MentorConnect successfully matched 225 mentors and mentees from various industries such as banking and financial services, information and technology, engineering, and human resources.

Support from IEC-BC's 15 Service Delivery Partners (SDPs) and 15 Employer Partners ensures the continued success of the MentorConnect program. IEC-BC has greatly benefited from our SDP and Employer Partners, as they allow us to stay informed on industry trends and workforce needs. Furthermore, with the support of our SDP's mentoring coaches, 70% of program participants secured full-time employment in their pre-landing occupations within six months of completing MentorConnect.

One of the major highlights this year includes the launch of IEC-BC's new Qooper MentorMatch. The online system lets mentors and mentees access mentoring resources, schedule meetings, and set goals on both traditional and new mobile mediums. Currently, over 250 mentors and mentees are registered on the platform.

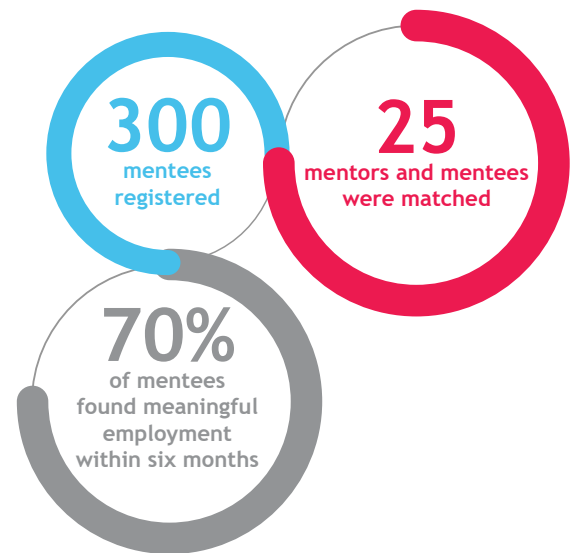




*One of the major highlights this year includes the launch of IEC-BC's new **Qooper MentorMatch***

2020–2021 PROGRAM HIGHLIGHTS

- › *Over 110 mentors and more than 300 mentees have registered for the program.*
- › *Shoppers Drug Mart/Loblaw became a new National Mentoring Partner.*
- › *70% of mentees found meaningful employment within six months of completing the mentoring relationship.*



IMMIGRANT EMPLOYMENT COUNCILS OF CANADA

LEVERAGING THE KNOWLEDGE AND IMPACT OF A NATIONAL NETWORK TO IMPROVE LABOUR MARKET OUTCOMES

With funding from Immigration, Refugees and Citizenship Canada, IEC-BC and seven other organizations across Canada have come together to form the National Network of Immigrant Employment Councils of Canada (IECC). The network pools its resources to leverage solutions, tools, and resources – from BC to Nova Scotia – to

help employers attract, hire, train, and retain highly skilled and competitive immigrant talent.

With a pan-Canadian scope, IECC strives for increased employer engagement, program innovations, and strategic partnerships to strengthen labour market outcomes for skilled immigrants across Canada.



2020–2021 PROGRAM HIGHLIGHTS

- › *In March 2021, IECC developed and launched the Employer Playbook in partnership with World Education Services (WES).*
- › *Launched www.iecc.network, a national learning platform for employers.*
- › *Organized IECC's inaugural knowledge exchange summit to strengthen the partnership between the IECC and Government of Canada.*



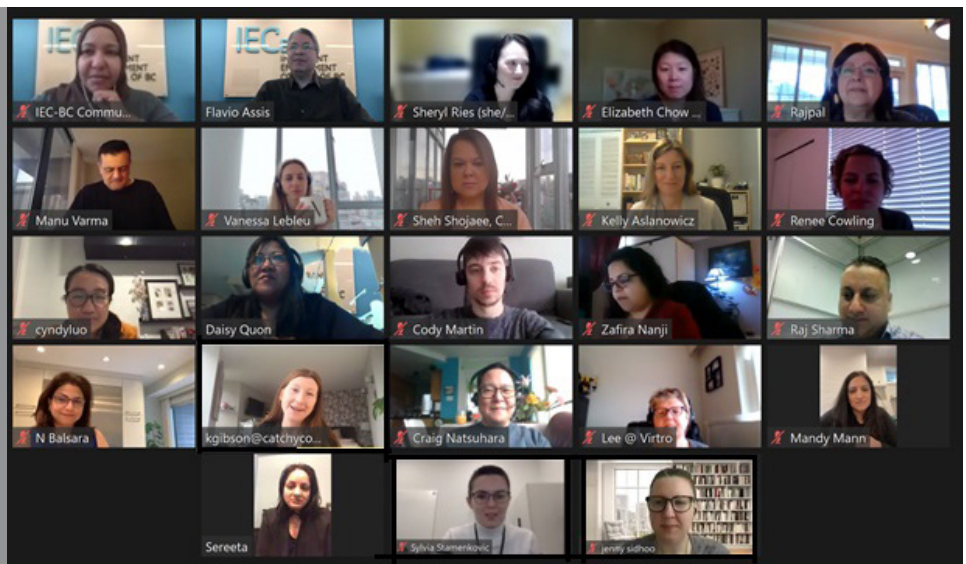
EMPLOYER ENGAGEMENT

AN EMPLOYER-FOCUSED APPROACH

IEC-BC exists to serve BC employers. By listening to the challenges BC employers face and working closely with them to find solutions, IEC-BC has developed resources, tools, and programs to provide solutions for their workforce needs. The offerings are designed to support BC employers in building diverse,

inclusive workplaces ready to compete in the global economy. Throughout 2020-2021, despite economic setbacks from the pandemic, IEC-BC continued to attract new employer partners looking to discover and hire qualified global talent.

Throughout 2020–2021, despite economic setbacks from the pandemic, IEC-BC continued to attract new employer partners looking to discover and hire qualified global talent.



2020–2021 PROGRAM HIGHLIGHTS

- › In response to the critical workforce needs of essential services employers, IEC-BC launched a short-term initiative, working with service delivery partners to help connect 21 employers to the local newcomer talent pool. 85.7% of immigrants referred by IEC-BC were hired by essential services employers.
- › In this fiscal, 86.8% of employers engaged were new employers, demonstrating an increased recognition of the value of diverse workplaces.
- › IEC-BC engaged with employers across 17 industries. The top 5 industries include: Manufacturing (excluding food), Scientific Services, Technical Support, Accommodations, and Food Services.
- › The health care and social assistance sectors accounted for 68% of new employers registered on [BC JobConnect](#), illustrating an acute labour shortage as well as an enthusiasm to hire immigrant talent in these industries.

NEWCOMER SPOTLIGHT



“Amazing people come to this country every day. We need to make sure there is a path to help them grow. As a mentor, I can share my experience and my network. I can be part of that path.”

LINO CORIA, IEC-BC MENTOR



“I really liked the FAST program. It is well-organized, user-friendly, and can be accessed anytime at my convenience. It helps to identify opportunities and helps to develop workplace skills and competency. I would definitely recommend it to all the newcomers.”

**REENU MATTHEW,
FAST ACCOUNTING CLIENT**

“I am so lucky to have been selected as one of the MentorConnect mentees. I learned a lot about the Canadian banking industry and am very thankful for IEC-BC’s amazing mentorship program.”

**OLA HALABI, FORMER
MENTORCONNECT MENTEE**



“PowerHack was great! The microlearning sessions complement my existing technical skills and I have greatly improved my presentation skills thanks to these sessions with IEC-BC.”

**ANITHA AMARNATH, PRODUCT
DEVELOPER, TRACTION COMPLETE**



EMPLOYER TESTIMONIALS



“BC JobConnect makes searching for skilled candidates based on your requirements quick and easy. BC JobConnect will be a part of our recruiting process going forward.”

**ALAN ROBERTS, PRESIDENT
AT INSITE INFORMATION
SYSTEMS CORP.**



“FAST could be deployed as a recruitment tool for employers to support immigration and respond to Canada’s social and economic needs.”

**TERRY LAKE, CEO AT BC CARE
PROVIDERS ASSOCIATION**

“It is my honour to be able to assist newcomers, I have learned so much as a mentor coach. It has been a pleasure to work with IEC-BC.”

**MANINDER SANGHERA,
EMPLOYMENT SUPPORT SETTLEMENT
COUNSELOR AT PROGRESSIVE
INTERCULTURAL COMMUNITY
SERVICES (PICS)**



“I was impressed by the genuine care and passion that the IEC-BC team puts into the planning, communication, and execution of the event. I wish I had known about PowerHack when I first immigrated.”

**ERNESTO VALDES, VP OF
ENGINEERING AT TRACTION
COMPLETE**



THE ROAD AHEAD



In a year marked by widespread closures and economic setbacks, IEC-BC delivered valuable resources to support the communities we serve. IEC-BC's programs were widely welcomed and well-received by employers and newcomers alike. This year's success has facilitated program expansion beyond its initial scope, paving the way for IEC-BC to pursue new opportunities aligned with our organizational goals and values.

As we look to the future, our focus remains on how we can best serve BC employers and support newcomer job seekers. We are confident the FAST program will continue to be a valuable resource, especially with the launch of the program's new healthcare stream dedicated to matching much-needed essential workers with employers in the long-term care sector. FAST, in partnership with the BC Care Providers Association, will effectively bridge the skills of immigrant jobseekers to meet the standards of health care employers.

There are excellent opportunities for growth and expansion that build upon the foundation of IEC-BC's work. Interest in the ASCEND program from educational institutions has opened a clear pathway for IEC-BC to expand and develop the program offering to international students, giving them access to ASCEND's valuable tools and resources. In the coming year, IEC-BC will prioritize the expansion of ASCEND to educational institutions and we look forward to strengthening our relationships in this space.

Our new program, SPRINT, will expand to focus on increasing professional outcomes for internationally trained STEM workers, particularly women, and support them in finding meaningful employment in the technology and biotechnology fields.

In addition to providing industry-specific mentorship, the MentorConnect program will be enhanced with virtual and online employment resources. The resources, which were developed over the past year, will include e-learning modules and simulator programs aimed at developing soft skills, addressing workplace culture, and providing interview simulation utilizing artificial intelligence and virtual reality innovations.



“Partnering with the team at IEC-BC to support the last 4 cohorts of successful mentor/mentee matches has been a profound and rewarding experience.”

KIRAN SANDHU, MENTORCONNECT MENTOR

OUR PARTNERS

EMPLOYER ADVISORY GROUP (EAG)

IEC-BC thanks our EAG members for their contributions to provide solutions for BC employers to meet the province's labour-force needs.

- 1 BC Hydro
- 2 BC Liquor Distribution Branch
- 3 Catchy Consulting
- 4 City of Vancouver
- 5 CPHR BC & Yukon
- 6 David Suzuki Foundation
- 7 Destination Canada
- 8 Dillon Consulting
- 9 Dorigo Systems Ltd
- 10 E.B. Horsman & Son
- 11 Ernst & Young (EY)
- 12 FortisBC
- 13 Fraser Health Authority
- 14 Hemmera/Ausenco
- 15 Honeywell
- 16 Humanity Financial Management Inc.
- 17 KPMG
- 18 Quest University Canada
- 19 Rogers Communications
- 20 STORMTECH Performance Apparel
- 21 Traction on Demand
- 22 Virtro

EMPLOYER & COMMUNITY PARTNERS

COMMUNITY PARTNERS

- 1 Acces Employment
- 2 Applied Science Technologist and Technicians of BC
- 3 Archway Community Services
- 4 Association of Filipino Canadian Accountants (AFCA-BC)
- 5 Back in Motion Rehab
- 6 BC Construction Association
- 7 British Columbia Institute of Technology
- 8 Burnaby Board of Trade
- 9 Central Alberta Refugee Effort (CARE) Committee (AB)
- 10 Central Vancouver Island Multicultural Society (BC)
- 11 Centre for Skills Development (ON)
- 12 Cowichan Intercultural Society (BC)
- 13 DIVERSEcity
- 14 Douglas College Training Group
- 15 Enhanced English Skills for Employment (ESEE) (MB)
- 16 Global Gathering Place (SK)
- 17 Greater Vancouver Board of Trade
- 18 Immigrant Services Society of BC (ISSofBC)
- 19 Indus Community Services (ON)
- 20 KCR Community Resources
- 21 LIFT Philanthropy Partners
- 22 Little Mountain Neighborhood House
- 23 North Shore Multicultural Society (NSMS)
- 24 Northeastern University – Vancouver Campus
- 25 Open Door Group
- 26 OPTIONS BC
- 27 Pacific Community Resources Society
- 28 Philippine Institute of Certified Public Accountants (PICPA- Vancouver)
- 29 Progressive Intercultural Community Services (PICS)
- 30 Richmond Multicultural Community Services (RMCS)
- 31 S.U.C.C.E.S.S.
- 32 Simon Fraser University
- 33 Société de développement économique de la Colombie-Britannique (SDECB)
- 34 Society of Punjabi Engineers and Technologists of BC (SPEATBC)

- 35 South Vancouver Neighbourhood House
- 36 Surrey Board of Trade
- 37 Tri-Cities Local Immigration Partnership
- 38 Vancouver Economic Commission
- 39 Vancouver Public Library – Skilled Immigrant InfoCentre
- 40 WES (World Education Services) (ON)
- 41 WorkBC
- 42 Women’s Enterprise Skills Training of Windsor Inc. (ON)
- 43 YWCA (Metro Vancouver and Tri-Cities)

EMPLOYER PARTNERS

- 1 Allnorth Consultants
- 2 Amazon
- 3 BC Hydro
- 4 BC Infrastructure Benefits (BCIB)
- 5 BC Liquor Distribution Branch
- 6 Blackbird Interactive
- 7 Catchy Consulting Inc.
- 8 CIBC Bank
- 9 City of Vancouver
- 10 Clio
- 11 CPHR BC & Yukon
- 12 David Suzuki Foundation
- 13 Deloitte
- 14 Destination Canada
- 15 Dillon Consulting
- 16 Dorigo Systems Ltd
- 17 E.B. Horsman & Son
- 18 Ernst & Young (EY)
- 19 Fairleigh Dickinson University
- 20 FortisBC
- 21 Fraser Health Authority
- 22 Groundswell Cloud Solutions
- 23 Hemmera/Ausenco
- 24 Honeywell
- 25 HR Tech Group
- 26 Humanity Financial Management Inc.
- 27 Insurance Corporation of British Columbia (ICBC)
- 28 KPMG
- 29 Kwantlen Polytechnic University
- 30 Langara College
- 31 Loblaw Companies Ltd / Shoppers Drug Mart
- 32 Mastercard Canada
- 33 Microsoft

- 34 Organika
- 35 Owens Corning
- 36 Pacific Evergreen Realty
- 37 PerfectMind
- 38 Quest University Canada
- 39 Raymond James
- 40 Rogers Communications
- 41 RBC (Royal Bank of Canada)
- 42 Seaspan
- 43 Sherwa Online
- 44 SNC-Lavalin
- 45 STEMCELL Technologies
- 46 STORMTECH Performance Apparel
- 47 TELUS
- 48 Translink
- 49 Traction on Demand
- 50 Vancity
- 51 Virtro
- 52 Vision Critical
- 53 Wesgar Inc.
- 54 xMatters

IMMIGRANT EMPLOYMENT COUNCILS OF CANADA (IECC)

- 1 Calgary Region Immigrant Employment Council (CRIEC), AB
- 2 Edmonton Region Immigrant Employment Council (ERIEC), AB
- 3 Greater Halifax Partnership, NS
- 4 ire Immigrants Ottawa (HIO), ON
- 5 Immigrant Employment Council of BC (IEC-BC), BC
- 6 Immplay, ON
- 7 Niagara Workforce Planning Board (NWPB), ON
- 8 Toronto Region Immigrant Employment Council (TRIEC), ON

Special Thank You





“It was great to meet and share best practices. Modelling the ideas of our EAG members is greatly appreciated and one of the main benefits of this exclusive group!”

RAJ SHARMA, BC HYDRO

BOARD OF DIRECTORS

The IEC-BC Board is currently chaired by Paulina Cameron, CEO, Forum for Women Entrepreneurs, and consists of influential BC leaders in business, labour, and immigrant service organizations.

Paulina Cameron

Chair

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

Jay Schlosar

Vice Chair

Communities, Teck Resources Limited

Brooke Ko

Secretary/Treasurer

Partner, Tax, BC Region Inclusion and Communities Leader, PwC Canada

Hurriya Burney

Vice President, Commercial Financial Services, RBC Royal Bank

Queenie Choo

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

Stephen Dooley

Executive Director, Campus Administration, SFU Surrey

Ben Hume

Past President, Sheppards Building Materials Inc.

David Keane

Principal, David Keane Strategic Consulting

Lindsay Kislock

President and CEO, Western Transportation Advisory Council

Sandra Oldfield

President, Elysian Projects; Executive Consultant, Accelerate Okanagan Rev Up business development program

Neelam Sahota

CEO, DIVERSEcity

Craig Williams

President, TCW Management

Ealeen Wong

Director, Global Cruise Strategy & Supply, Expedia Group



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IMMIGRANT
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COUNCIL OF BC **IEC**BC