

IMMIGRANT  
EMPLOYMENT  
COUNCIL OF BC

IEC BC

Connecting Employers  
to Immigrant Talent



**ANNUAL REPORT**  
**2021-2022**

# 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.

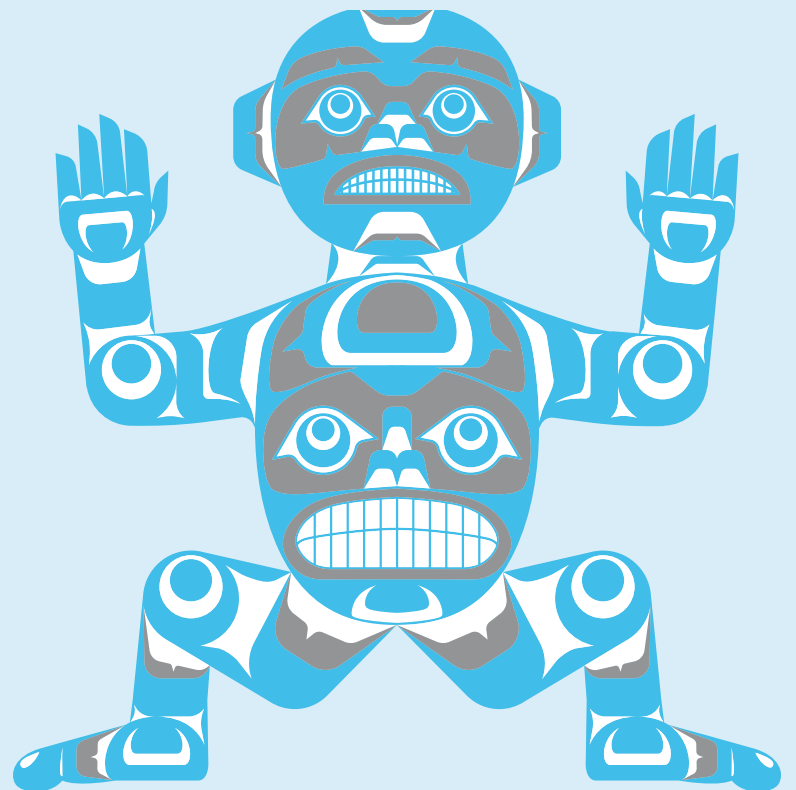
## VISION

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.



Illustrations were created by **Jeremy Ambers**, a graphic designer and artist of Kwakwaka'wakw ancestry.

**WELCOME FIGURES** (right) are often grouped within the category of totem poles but are distinct in form and function from the freestanding multiple-figure poles commonly associated with northern Northwest Coast People and are used as welcome figures to welcome people to their territories. They are often carved in a gesturing motion and faced in the direction of arriving guests. They may have arms outstretched in welcome or gratitude. They may also have a hand shading their eyes in a scouting manner, watching for arriving visitors.



## A MESSAGE FROM THE CHAIR AND THE CEO

# Rebuilding a strong economy

**W**ith BC and Canada's economies emerging from the shadow of the pandemic, it has been encouraging to see the country on track to settle a record number of immigrants in 2022. This is a welcome change from border closures and business restrictions.

This renewed enthusiasm is mirrored in the growth of the National Network of Immigrant Employment Councils of Canada, which added the New Brunswick Multiculturalism Council to its ranks last year. It is very encouraging to see organizations from coast to coast continue taking up the challenge of ensuring our businesses can successfully attract, hire, and retain skilled workers from abroad.

It has been equally encouraging to see IEC-BC's ASCEND program be adopted by partners from coast to coast to better serve their clients, develop their soft skills, and ensure they are hired and retained by

***IEC-BC leadership and staff have taken an active role in our collective journey toward Truth and Reconciliation in Canada.***



PATRICK MACKENZIE



PAULINA CAMERON

employers. We are also pleased to have partnered with the BC Care Providers Association to expand our FAST program since our last annual report, supporting critical needs in seniors' care.

IEC-BC is proud to have been invited to new national policy tables to share our insights gathered through our unwavering support for the inclusion of employers' voices in the policy space, so that business and sector needs are kept top of mind when it comes to economic immigration decisions.

While most public health restrictions have been lifted, it is clear that economic challenges are still ahead of us. Rising inflation, a tight labour market and housing affordability are just a few of the factors that threaten to hamper growth. We remain committed to our purpose and to expand efforts to support employers and immigrants and will face these challenges together.

As always, we are grateful for the steadfast support and hard work put in by our staff, partners, funders, and board members. We are confident that together, our work strengthens our communities and makes all British Columbians and Canadians richer in much more than just an economic sense.



## KEY HIGHLIGHTS

**T**his past year, we faced global challenges that emphasize the need for organizations to not only improve our communities but also create long-lasting and meaningful change for the future. At IEC-BC, we are committed in our role to help employers grow by hiring and retaining immigrants in roles that make best use of their skills. We have taken significant steps to ensure continued growth and innovation in our programs that reflect the evolving needs of the community and wider collective.

### Programs

At the forefront of IEC-BC's work is program innovation and expansion, as we believe in the ability of our programs to support employer needs, address labour market inequities, and dismantle the employment barriers that newcomers face.

Now a core offering, the ASCEND program teaches and reinforces essential soft skills to support job readiness and improve employment outcomes for newcomers.

**The program experienced exponential growth this year** with 30 partners in six Canadian provinces now

offering ASCEND to their clients, while two educational institutions in BC have licensed the ASCEND program to provide access for their international students.

With a focus on industry-specific preparation, the FAST program continued to deliver assessment modules for skilled immigrants with education and experience in one of five key industries: Accounting, Skilled Trades, Biotechnology & Life Sciences, and IT & Data Services. **FAST has expanded its program to include occupational assessments for in-demand roles within the long-term care sector.** In partnership with the BC Care Providers Association, IEC-BC is working collaboratively to develop the FAST Seniors Care stream to address systemic barriers internationally educated healthcare professionals face when accessing careers in this sector.

At IEC-BC we understand how important relationship-building and community engagement is to finding work opportunities and achieving job satisfaction for newcomers. This year, **a record-breaking 282 newcomers connected with employers** through the BC JobConnect platform.



## Working with Employers

As an organization that specializes in newcomer integration in the workforce, IEC-BC holds comprehensive knowledge of diversity, equity and inclusion (DEI) practices and principles. With demand for skilled workers and **increased interest in DEI education from employers**, IEC-BC held five Connections events and presented ten Employer Learning events over the course of the year.

IEC-BC continues to explore growth and impact opportunities with organizations that create value for the communities we serve. IEC-BC sits on many Local Immigration Partnerships and works with groups like B Local Vancouver to help immigrants and employers succeed. Our partnership with B Local has seen more employers, such as Full Line Specialties, Canadian Workplace Culture Index, and TCAP Private Equity turn their attention to successfully integrating immigrants into their workplaces.

We believe **building relationships with organizations that share aligned values** allow us to expand our own impact in the community, and **we are committed to sharing our resources with all who can benefit.**

*IEC-BC continues to explore growth and impact opportunities with organizations that create value for the communities we serve.*

# 2021-2022 IMPACT STORY

## IMMIGRANT EMPLOYMENT COUNCIL OF BC IEC BC

Connecting Employers to Immigrant Talent

**2,713**

Newcomers Registered for IEC-BC Programs

**95%**

Program Satisfaction Rate

Immigrants welcomed to BC in 2021:  
**67,141**

**19**

Virtual Events

**64.25%**

Employment Rate

**687**

Employers Engaged

**87**

Community Partners Engaged

**72%**

of BC's population growth in 2022 is due to immigrants

### Select Industries of Employer Partners



Public Administration



Professional, Scientific and Technology Services



Utilities



Telecommunications



Educational Services



Finance & Insurance

Source: Quarterly demographic estimates, provinces and territories: Interactive dashboard (statcan.gc.ca)

# THANK YOU TO OUR FUNDERS!



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada



Employment and Social Development Canada

Emploi et Développement social Canada



# ASCEND

## SOFT SKILLS IMPROVE & ENHANCE EMPLOYMENT OUTCOMES



### PROGRAM OVERVIEW

A funding agreement between IEC-BC and Immigration, Refugees and Citizenship Canada (IRCC) has allowed the ASCEND program to successfully transition from a pilot program to one of IEC-BC's core offerings. As a soft skills development program for newcomers, we strive to ensure we provide the most current information and resources to our clients. This year, IEC-BC enhanced the program's material, upgraded the learning management system, and expanded the support team, resulting in **widespread engagement and participation across Canada**.

Thirty service partner organizations across six provinces (British Columbia, Alberta, Manitoba, Saskatchewan, Ontario, and New Brunswick) referred ASCEND to their clients and two BC educational institutions funded direct program access for 127 international students. Even more, with a French version of the program, the benefits of ASCEND extended to both pre-arrival and landed Francophone clients through a partnership with Société de développement économique de la Colombie-Britannique (SDECB).

### PROGRAM HIGHLIGHTS

>> **501** participants enrolled in ASCEND, exceeding initial targets by 250

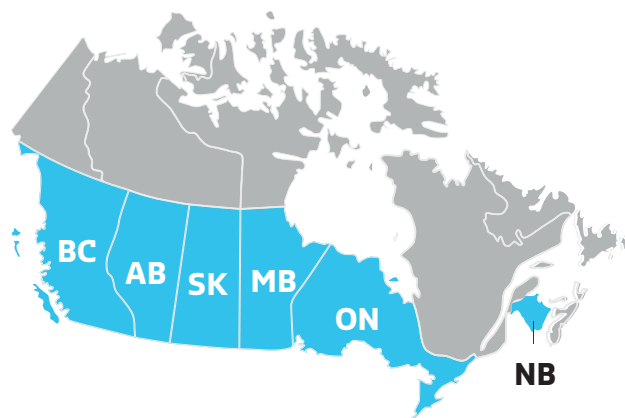
>> **100%** of participants would recommend ASCEND to another newcomer to Canada



**78%**  
of ASCEND  
graduates are  
employed in their  
preferred sector



Two educational institutions  
in BC directly funded program  
access for **127** international  
students



**30** service partner organizations  
across 6 provinces, referred their  
clients to ASCEND.





*“As a newcomer to Canada and new to the culture, attending the ASCEND program provided me with an invaluable source of information.”*



**Ruby Lyn C. Aquino, ASCEND Graduate**



# BC JOBCONNECT AND CONNECTIONS

## BUILDING CONNECTIONS BETWEEN EMPLOYERS AND NEWCOMERS

### BC JobConnect Highlights

>> **24%** of approved candidates on BC JobConnect are IT & data science professionals, a marked increase from previous years. Additionally, **16%** of approved candidates are HR and administration professionals and **14%** are accounting and finance professionals.



**515** newcomers were added to the platform this year



**132** employers were added to the platform during this year



**282** newcomers connected with employers on BC JobConnect, a record-breaking number of connections made on the platform this year

### BC JOBCONNECT OVERVIEW

BC JobConnect helps employers connect with skilled newcomers to address their workforce needs and expand their talent pipeline. Unlike traditional job boards, BC JobConnect offers a suite of programs that give employers the tools and resources needed for recruitment, hiring, mentorship, networking, and more. Throughout the year, we saw a total of **282 connections made through the platform**.

Significant steps were taken to advance and improve BC JobConnect, including the introduction of **Featured Job Postings, a tailored service for employers that streamlines the recruitment and hiring process**. This new feature allows employers to search and connect **with IEC-BC enrolled candidates with the relevant skills and experience required for high-demand positions**. Employers can target candidates enrolled in specific IEC-BC programs, such as MentorConnect or FAST, who possess the specific skills required for these jobs.

Featured Job Postings accounted for 31% of all job applications made on the platform this year, and on average, BC JobConnect candidates were four times more likely to be interviewed from a Featured Job Posting. 16% of connections generated through Featured Job Postings resulted in interviews, and employers hired 12% of those shortlisted.



## Connections Highlights

» **83.9%** of surveyed attendees reported that the event helped improve their job search by allowing applicants to learning more about the jobs on offer, their industry, and how to connect with the employer



Between 2021-2022 IEC-BC held **five** virtual Connections events



**27.3%** of the attendees at the IEC-BC & Shoppers Drug Mart Connections Event received job offers as pharmacy assistants



**25%** of newcomer participants at the Traction Complete event received job offers



**96.7%** of surveyed attendees reported increased confidence in accessing BC's labour market by improving their industry knowledge, interview skills, and what to expect when engaging with companies

## CONNECTIONS OVERVIEW

Connections are high-impact, employer-driven events focused on workforce recruitment. These events provide an excellent environment for employers and newcomers to engage with each other directly and give newcomers an opportunity to expand their network and increase their understanding of Canadian hiring practices. **96.7% of newcomer respondents reported that Connections events increased their confidence in accessing BC's labour market and finding meaningful employment.**

In 2021-2022, pandemic-related changes to the labour market resulted in increased workforce demand from employers across many sectors. **IEC-BC held five virtual connections events throughout the year with tech and healthcare employers – industries experiencing the most demand for talent – exceeding our early projected target.**

Hootsuite, Traction Complete, and Amazon were looking to hire a range of positions, including software engineers, UI/UX designers, and quality assurance roles. 25% of newcomer participants at the Traction Complete event received job offers and 27.3% of the attendees at the IEC-BC & Shoppers Drug Mart Connections Event received job offers as pharmacy assistants.

# FAST

## ACCELERATING EMPLOYMENT FOR SKILLED IMMIGRANTS IN CANADA



### PROGRAM HIGHLIGHTS

- >> Over **2500** program participants since 2016
- >> **29** service delivery partners who use FAST as a valuable addition to their bridging programs
- >> **80%** of participants reported that FAST improved their employment readiness



clients registered during the fiscal year, representing a 10% growth from the previous period

### FAST STREAMS



Accounting



Biotechnology & Life Sciences



IT & Data Services



Skilled Trades



Culinary Arts

Between 2021-2022 SPRINT has engaged 340 participants in the IT and Biotech sectors.





## PROGRAM OVERVIEW

Developed in partnership with Canadian industry leaders, the FAST Program provides immigrants the opportunity to have their formal training, competencies and lived experiences assessed against industry standards. This gives newcomers the ability to **identify pathways to employment that fully leverage their skills and experiences**. In order to meet the needs of employers and the ever-increasing demand for skilled workers, the program continues to focus on key industries facing labour shortages, including Accounting, Biotechnology & Life Sciences, IT & Data Services, Skilled Trades, and Culinary Arts. Moreover, **IEC-BC focused on optimizing users' experience** on the FAST platform. This includes improving the Prepare for Work in Canada module with updated e-learning content and incorporating a new module called Introduction to Indigenous History to educate newcomers of Canada's history of colonization and the lasting impact it has on Indigenous peoples.

The COVID-19 pandemic disproportionately affected individuals living in long-term and in-home care environments (referred to as Seniors Care) and unmasked the shortcomings of our long-term care system. The BC Care Providers Association (BCCPA) has partnered with IEC-BC to co-design a new FAST stream to support employer access to competent, skilled immigrant talent to meet growing labour market needs of this sector. The FAST Seniors Care stream is **helping newcomers pursue employment and training opportunities in the Seniors Care industry** while providing BC employers' direct access to internationally trained professionals. The new development is made possible through the continued support and investment from the Future Skills Centre (FSC). FSC's consortium partner, Blueprint, even led the evaluation

efforts for FAST and highlighted the program's impact and scalability in a [recent press release](#).

Furthermore, a new and updated version of the Prepare for Work in Canada module used in the FAST program was developed to reflect the changing employment landscape and includes an Introduction to Indigenous History module developed in collaboration with Reconciliation Education. These modules will be available to participants in the new fiscal year and serves to improve participant readiness for the Canadian labour market by providing valuable up-to-date information that reflects the ever-changing work environment.

*In January 2021, with innovation and impact at the forefront of program development, IEC-BC launched Skills Passport for Newcomers in Tech (SPRINT) under the FAST program. SPRINT empowers internationally trained professionals to boost their employment outcomes with competency assessments, credential evaluations, skills designations, and access to peer support networks.*

**SPRINT** was developed to test the concept of a 'skills passport' for immigrants in Canada's growing tech and biotech industries. Since its introduction, a total of 383 newcomers in the IT and Biotech sectors have participated in the program. Funded by ESDC's Foreign Credential Recognition Program (FCRP), **SPRINT** is a collaboration between World Education Services (WES), BioTalent Canada, the Information and Communications Technology Council (ICTC), and the Immigrant & International Women in Science Network.



# MENTORCONNECT

## GUIDING NEWCOMERS INTO BC'S LABOUR MARKET

### PROGRAM OVERVIEW

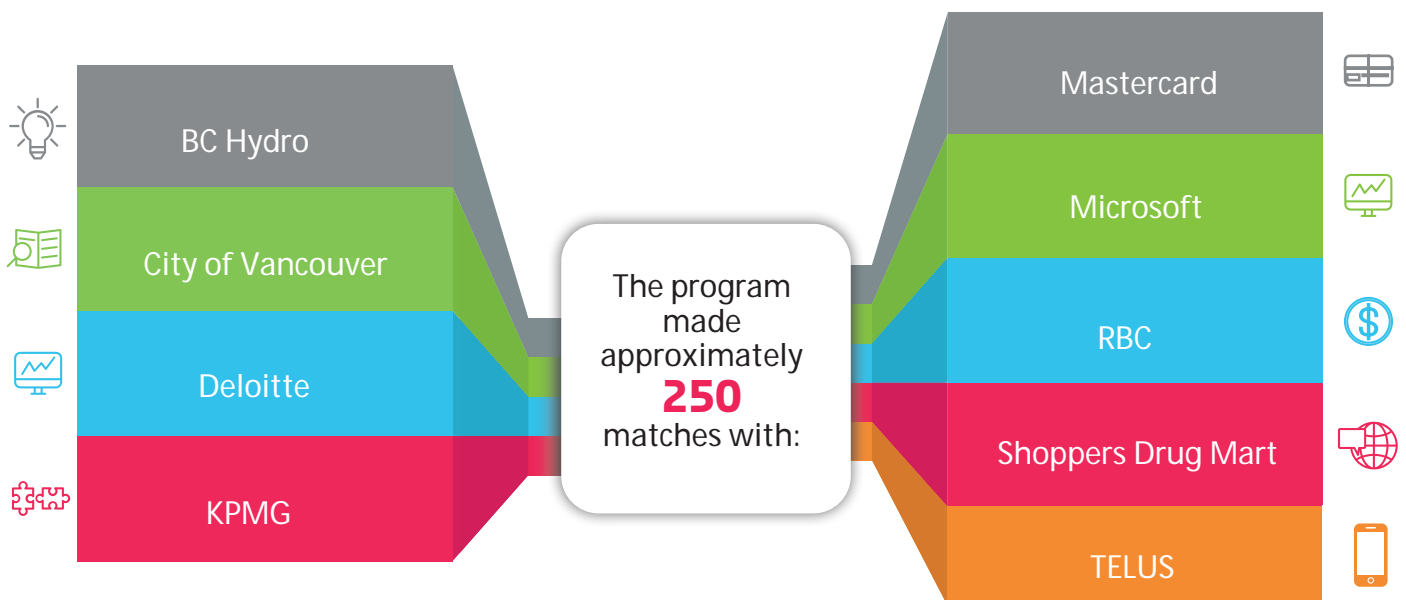
MentorConnect matches local professionals with internationally trained newcomers for one-on-one, occupation-specific mentorship to improve employment outcomes for landed immigrants in key industries, such as Information Technology/Software Development, Accounting, Human Resources and Administration, Engineering, Healthcare, Sales, and Supply Chain Management.

Our long-term employer partners expressed continued enthusiasm and support for the program for the value it provides to both mentor and mentee. Over the year, MentorConnect matched approximately 250 newcomer mentees with mentors from BC Hydro, City of Vancouver, Deloitte, KPMG, MasterCard, Microsoft, RBC, Shoppers Drug Mart, and TELUS.

Within six months of program completion, 70% of mentees found employment in their chosen fields.

**Almost 40% of newly hired mentees reported receiving annual incomes of over \$51,000** and 44% reported salaries between \$26,000 to \$50,000 annually. This tops the 2019 median entry wage of \$31,900 and reflects the impact of mentorship in helping to bridge the entry wage gap between Canadian-born (\$38,800) and immigrant employees in the workforce.

A recent report by the Royal Bank of Canada found a 10% wage gap between immigrants and their Canadian-born counterparts and estimates that bridging this wage gap could “produce substantial economic benefits,” adding up to \$50 billion to the annual GDP. Mentorship through our program provides newcomers with the vital information and guidance that mobilizes their previous skills and experience in their areas of expertise that create meaningful impact in our economy.





## PROGRAM HIGHLIGHTS

- >> An **80%** increase in employers participating in the program last year including new partnerships with MasterCard, Shoppers Drug Mart and Microsoft
- >> Successful implementation of an innovative and updated mentoring platform to provide more opportunities for the registrants to interact and access tools and resources
- >> Since 2012, over **1000** mentors have participated in the program, 15 employer partners and 10 Service Delivery Partners have been engaged
- >> **97%** of mentors are returning mentors demonstrating their continued commitment to support newcomers and reflects the value of mentorship

**70%**

Of mentees found employment in their chosen fields of experience within six months of program completion



## THE MAIN AREAS OF EMPLOYMENT FOR FORMERS MENTEES



Information Technology  
Software Development



Accounting



Administration



Human Resources



Sales



Engineering



Healthcare



Supply Chain  
Management

# IECC

## A UNIFIED NATIONAL VISION TO STRENGTHEN LABOUR MARKET OUTCOMES FOR IMMIGRANT TALENT



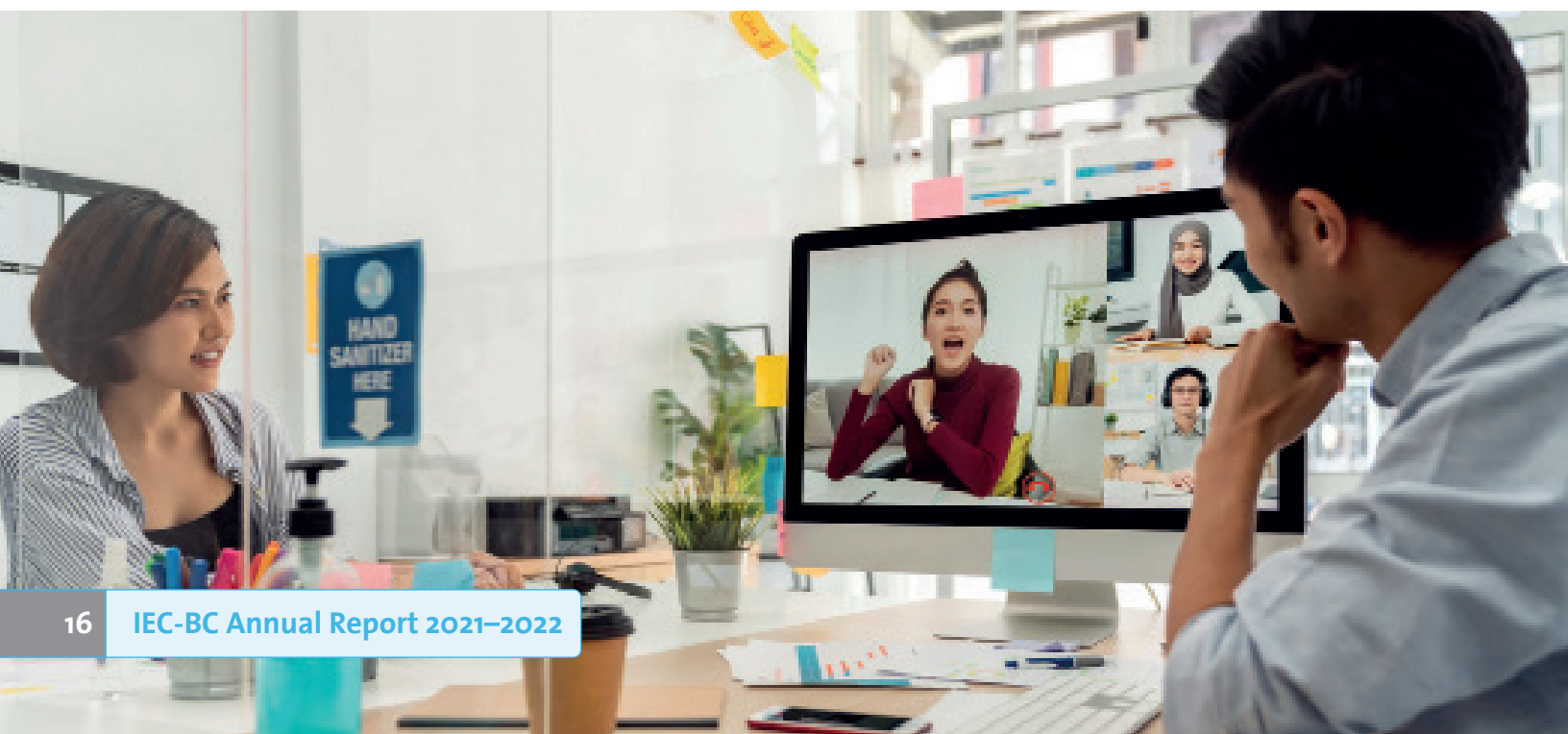
### PROGRAM OVERVIEW

The National Network of Immigrant Employment Councils (IECC) was formed to help like-minded organizations across Canada identify, develop and share solutions that significantly improve labour market outcomes for skilled immigrants.

**In its second year, IECC membership expanded to include a ninth immigrant employment council covering New Brunswick.** Network partners work together to increase employer involvement in settlement journeys, inspire new program innovations, and foster strategic partnerships within multiple sectors. Increased cross-collaboration and partnership referrals between IECs this year brought forth a vibrant Community of Practice (CoP) with multiple sub-committees that facilitate access to best practices, information sharing, and professional development initiatives.

Collectively we expanded and introduced contributing content partners to the National Employer Learning Hub, the shared centralized online platform. And in partnership with New Canadians TV, we launched a webinar series called Employer Perspectives in immigrant inclusion to showcase employer success stories and illustrate valuable workplace practices.

The COVID-19 pandemic has left an indelible mark on our workforce, highlighting the changing world around us and the ever-evolving trends and issues that we face. As we move forward, we strive to understand and overcome these barriers and aim create impactful systemic change that contributes to a positive immigrant experience and supports a stronger Canadian economy.







## PROGRAM HIGHLIGHTS

Provide ongoing employer feedback, evidence and best practices to inform employment and settlement policies and programs.



Facilitate opportunities for professional development, knowledge sharing, idea exchange, collaboration and referrals among network partners.



Increase employer engagement, knowledge sharing and idea exchange sector-wide.





# THINKING AHEAD

## WORKFORCE TRENDS & EMPLOYER ENGAGEMENT

### PROGRAM OVERVIEW

At IEC-BC, we champion pioneering solutions for employers to attract, hire and retain immigrant talent to meet the province's labour force needs. **Our efforts are employer-focused, employer-led & employer-informed**, leading to meaningful opportunities for immigrant talent, and allowing newcomers to integrate into BC's workforce and economy. As a community-serving organization, **IEC-BC is driven to bring forth positive systemic change** by capturing employer perspectives and bringing their voice to the forefront of immigrant employment policies, programs, and services.

### Deepening Employer Engagement

With rapidly-changing employer needs, we intensified our efforts in creating the opportunities for employers to connect with talent. To improve interview outcomes, we customized the Connections Events to improve newcomer preparedness for high-demand jobs and serve as a recruitment strategy for employers.

For example, given the COVID-19-related demands on IEC-BC's long-standing partner Shoppers Drug Mart, IEC-BC leveraged a Connections Event to help hire pharmacists and pharmacy assistants. Over 18% of the invited candidates were hired. At the same time, IEC-BC coordinated a mentoring cohort and routinely engaged with them to help deepen the organization's understanding of diversity, equity, and inclusion.

### A Holistic Approach to Employer Engagement

The dynamic needs of the hiring and recruitment space have necessitated a more holistic approach to our engagement with employers. We seek to foster systems-level change in the way employers recruit and onboard newcomers. Our work with Traction Complete this year reflects this focus: We kicked off with a Connections Event, coordinated a mentoring cohort to help tech-skilled immigrants develop their soft skills, and actively engaged in our Employer Advisory Group.

### Expanded Outreach

This year, we expanded our reach to new regions within BC with partnerships such as Venture Kamloops. This has allowed IEC-BC to better understand the workforce challenges in remote areas, as newcomers do not often consider these locales a destination of choice in the province. Further, we explored organizations driven by both profit and social impact including several certified and aspiring B Corporations working to advance their DEI strategies and community building initiatives.

*Our efforts are employer-focused, employer-led & employer-informed.*



## PROGRAM HIGHLIGHTS

Over **70%** of engagement focused on newcomer connections and talent acquisition

**75%** of newcomer attendees at employer-driven events were interviewed

**64%** of mentors through employer partners reported improved cross-cultural coaching and leadership skills

**10%** increase in mentor retention following online employer appreciation campaigns

Engaged with **167** employers across various IEC-BC initiatives



Employer Advisory Group (EAG) continued to share with insights on issues affecting the workforce including

- 1 Retention of employees in a remote workplace environment
- 2 Systemic racism

## EMPLOYER SECTORS INCLUDE

### IT & Tech



### Finance & Insurance



### HR /Business Service



### Engineering



# EMPLOYER LEARNING AND DIVERSITY, EQUITY & INCLUSION

## SHAPING THE FUTURE OF WORK



### PROGRAM OVERVIEW

At IEC-BC, we understand that learning and development (L&D) as well as diversity, equity, and inclusion (DEI) are inextricably linked as key drivers for business success, irrespective of the industry or sector. After two years of a global health crisis resulting in changing social, digital, and technological trends, many organizations are aligning their workforce and workplace environments with L&D and DEI as core strategic priorities.

**IEC-BC directly helps employers shape the nature of the future of work** by participating, producing, and or partnering in several virtual and in-person events.

#### **Technology Today: Career Resilience for BC Newcomers (100% Virtual)**

As a panel speaker, together with a senior VP of HR Recruiting from one of the top 5 Canadian Banks and a Society for Women in Science and Technology (SCWIST) board member, IEC-BC focused our conversations on How to Handle Workplace Micro-aggressions, bringing awareness to the harm caused by workplace micro-aggressions and micro-invalidations and the significant mental health toll caused by the continual sexist and racist workplace conduct.

#### **IECC and New Canadians present Employer Perspectives webinar**

Employer Learning and Inclusion helps BC businesses navigate the current labour market by providing the tools, resources, and information to strengthen economic resilience and help businesses stay competitive.

**“IEC-BC’s employer events are forward-thinking and builds upon the very strong foundation we have had in place, allowing us to more fully support new immigrants to reach their full potential.”**

**Raj Sharma,  
BC Hydro**



In collaboration with New Canadian TV, our National Network IECC launched an Employer Perspectives Webinar series. The purpose of the series is to highlight immigrant talent as an available source of skilled professionals as well as educate employers of the systemic barriers to employment that newcomers face.

Even more, IEC-BC hosted a panel of industry professionals from the Chartered Professionals in Human Resources of BC & Yukon, Rogers Communications, WorkSafe BC and Traction on Demand for Closing the Chasm: Insights into Newcomer Talent Every Employer Needs to Hear.

## PROGRAM HIGHLIGHTS



IEC-BC's panel talk on micro-aggressions was attended to capacity with an audience of about 150 employers and skilled professionals

Employer Perspective Webinar reached an audience of over 260 employers, recruiters, and professionals



Reached over 200 new employers and recruiters through the Greater Victoria Diversity Summit



### Greater Victoria Local Immigration Partnership presents Diversity Works! Immigration and Employment in the Capital Region

The Greater Victoria Local Immigration Partnership and the City of Victoria invited IEC-BC's CEO to be the keynote speaker for their Diversity Works! Summit. Our CEO spoke to the challenges of immigration and employment in the capital region and offered valuable resources and insights from IEC-BC, deepening the conversation around these issues and addressing the steps that will lead to meaningful impact for the community.



# RECONCILIATION INITIATIVES

## BUILDING BRIDGES WITH INDIGENOUS COMMUNITIES



IEC-BC recognizes it has a role to play in reconciliation and is committed to playing its part in building bridges between Indigenous and immigrant communities. Even more, as an organization that serves immigrants, we have an opportunity – and a responsibility – to disrupt false, internalized, and perpetuated stereotypes of Indigenous people and culture.

According to a study from the Canadian Race Relations Foundation, most immigrants have no real knowledge of Indigenous people upon their arrival, yet they quickly form negative biases and opinions surrounding the community. With both immigrant and Indigenous populations among the fastest-growing demographic groups in Canada, it is critical we ensure that newcomers understand Canada’s colonial history.



IEC-BC leadership and staff have taken an active role in our collective journey toward Truth and Reconciliation to deepen our own understanding of past and current injustices against Canada’s First Nations Peoples and have prioritized sharing our resources with the community.



### Observation of National Day for Truth and Reconciliation

On September 30, 2021, IEC-BC joined Canadians across the country in observing the inaugural National Day for Truth and Reconciliation and encouraged staff and partners to learn more about how they can play a part in true reconciliation.



**ORCAS** are known for having complex societies, with higher level social structures. They travel together with as many as four generations as they live long lives. The Kwak’wala word for killer whale is *maxinuxw* which means *side by side tribe* which refers to how they migrate together.

## Indigenous Component of FAST

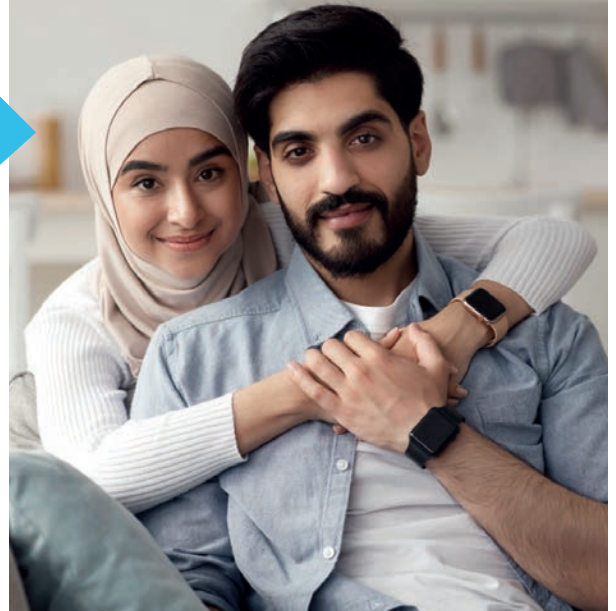
FAST has partnered with Reconciliation Education to include an Introduction to Indigenous History module, an adapted version of the 4 Seasons of Reconciliation learning content to help immigrants understand Indigenous history and encourage continued engagement in Truth and Reconciliation.



# KEY INITIATIVES

## Lifeline Afghanistan

IEC-BC is a founding member of Lifeline Afghanistan, a network of organizations and individuals working to engage Canadians from across the country in supporting Afghan refugees. Immigration Refugees Citizenship Canada announced plans to welcome at least 40,000 Afghan refugees to Canada as quickly and safely as possible. Lifeline Afghanistan will curate the resources and connect to organizations supporting Afghan refugees through humanitarian relief, advocacy, settlement, service provision, research, and others.



## Collaborative Table on Anti-Racism and Equity for (Re) Settlement Organizations

This table is a joint venture between the non-governmental (re)settlement sector, and the Settlement and Integration Sector (SIS) of IRCC. It promotes a consistent understanding and application of key concepts in the field of Anti-Racism (A-R) and other social equity areas related to (re)settlement and integration. This includes providing input to better define the expectations that IRCC should have for recipients of grants and contributions (Gs&Cs) funding in terms of recipient organizations' leadership, policies, practices, and programming to support equity.







## BC JobConnect

BC JobConnect was launched in February 2017 to help employers identify refugees from Syria and other countries, whose varied skills could be used in various economic sectors. The program has expanded to include all permanent residents and has been updated to include a resources page for displaced Ukrainians.

## Operation Ukraine Safe Haven

IEC-BC participates in the Operation Ukraine Safe Haven project, a national initiative to support Ukrainians coming to Canada. Canadians will be able to use the website to provide volunteer work, housing options, and employment offers. Ukrainians will also be able to use the website to access regional support services including language and employment assistance services.



## Employer Toolkits

IEC-BC creates valuable resources and toolkits to assist employers interested in integrating refugee talent into their workforce. IEC-BC first released the toolkit in response to the Syrian refugee crisis in 2016. The updated toolkits will feature new content developed specifically for those from Afghanistan or Ukraine who have been displaced.

# NEWCOMER TESTIMONIAL



**Anas Aktaa**  
**Former Connections**  
**event attendee**

“It was a good experience to meet with recruiters from different companies. I believe most newcomers or immigrants leave their country with the hope of starting a new life and they will do their best to achieve that.”



**Baosheng Liu**  
**Former Connections**  
**event attendee**

“IEC-BC helped me a lot during my job search. The organization sets up connections between newcomers like me and companies like Amazon. They helped me gain more confidence in making a living in my profession.”



**Kevin Hua**  
**Former Mentor**  
**Connect mentee**

“I am very grateful to IEC-BC’s Mentor Connect program. The program is unique because it is occupation-specific. I gained real-world industry knowledge which is hard to acquire outside of the program. The mentorship made my employment journey much easier and made a big difference in my life.”



**Dibyangana Bhattacharyya**  
**Former FAST**  
**participant**

“The FAST program is a fantastic way for immigrants to validate the skills that they already have. It is also a great platform to learn about the nuances in the Canadian job market. I learned a lot from this program and would recommend it to anyone re-starting their careers here in Canada.”

# EMPLOYER/PARTNER TESTIMONIAL



**Riddhi Desai**  
**Senior Human Resources Specialist,**  
**Raymond James**

“As the market gets competitive, our reliance on our partners like IEC-BC becomes stronger to help us navigate the talent shortage challenge. IEC-BC helps play a pivotal role in enriching our firm with diverse colleagues.”



**Jessica Dolkhanian**  
**Talent Specialist,**  
**Shoppers Drug Mart**

“It was a pleasure working with IEC-BC on our Connections event. Their passion and genuine care shined through every step of the way. The Connections event was extremely successful and partnering with IEC-BC was a very pleasant experience.”



**Kiah McGeer**  
**Communications Associate,**  
**Microsoft Vancouver**

“Our employees made meaningful connections and expanded their networks through IEC-BC’s Mentor Connect Program. Mentors and mentees were well-matched making this program a successful and rewarding experience for Microsoft “



**Bruce Randal**  
**Executive Director,**  
**CREIC**

“The IECC National Network has created space to amplify the voices of those seeking to make our communities stronger through collective action. Resilience, resistance and strength of character are features of all communities and the IECC National Network reminds me of that every time we connect whether by email, Zoom or in-person.”



## Road Ahead

In a year marked by economic and social emergence from a very challenging time, IEC-BC continued to expand and deliver valuable programs and advocacy to support businesses, communities, and newcomers.

This dedication has paid off, with IEC-BC being invited to the [Transatlantic Council on Migration](#), a high-level deliberative body that examines vital policy issues and informs migration policymaking processes across Europe, North America, and Australia. New ideas and policies are always emerging worldwide, and as a country it's vital that we continue to look outwards and compete for talent.

Canadians can be proud knowing that Canada has become the number one country of choice worldwide for economic immigrants, however, it's worth reflecting on what we can do to stay on top. Before we choose immigrants, they must first choose us. Other countries are adopting many of Canada's approaches to selection and integration. As communities that will welcome newcomers, we must ensure that we are providing opportunities for economic and social growth.

Newcomers seek inclusion and will look elsewhere if they cannot find it here.

One way we are sure to keep attracting top talent is to bring employer's needs closer to the centre of immigration selection and settlement decisions so that growth remains strong and immigrants find meaningful jobs that match their skills. Post-pandemic economic recovery will be bolstered by a ready and available workforce. Supply-side challenges in the labour market are contributing to the economic slowdown and immigrants are an important part of the solution.

Health care sector labour shortages are particularly acute, which is why we will continue to build on our partnership for the FAST program and aim to bring more regulated health care occupations under its remit, expanding the supply of workers and delivering better care for all Canadians.

The road ahead will certainly not be easy, but there is so much to be optimistic about. Together with our staff, partners, funders, and board, IEC-BC will continue on the path.

# 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.*

### EAG MEMBERS

Ausenco / Hemmera  
BC Financial Services Authority (BCFSA)  
BC Hydro  
Catchy Consulting  
City of Vancouver  
CPHR BC & Yukon  
David Suzuki Foundation  
Dillon Consulting  
Dorigo Systems Ltd  
E.B. Horsman & Son  
Ernst & Young (EY)  
FortisBC  
Honeywell  
Humanity Financial Management Inc.  
KPMG  
Rogers Communications  
STORMTECH Performance Apparel  
Uncommon Purpose (formerly Traction on Demand)  
Virtro Entertainment  
WorkSafe BC  
Worldline

## EMPLOYER & COMMUNITY PARTNERS

### COMMUNITY PARTNERS

Acces Employment  
Achev  
Action for Healthy Communities  
Afghan Women's Counselling and Integration Community  
Agincourt Community Services Association  
Applied Science Technologist and Technicians of BC  
Arab Community Centre of Toronto (ACCT)  
Archway Community Services  
Association for New Canadians  
Association of Filipino Canadian Accountants (AFCA-BC)  
Back in Motion Rehab  
BC Construction Association  
BioTalent Canada  
Bredin Centre for Career Advancement  
British Columbia Institute of Technology  
BUILD ON (YMCA-YWCA of the National Capital Region)  
Calgary Public Library  
Calgary Immigrant Women Association  
Catholic Family Services Society Regina (CFS Regina)  
Central Alberta Refugee Effort (CARE) Committee (AB)  
Central Vancouver Island Multicultural Society (BC)  
Centre for Newcomers – Calgary  
Centre for Skills Development (ON)  
Centre de sante communautaire Hamilton/Niagara (CSCHN)  
Collingwood Neighbourhood House  
Cowichan Intercultural Society (BC)  
Dawson Creek Literacy Society  
DIVERSEcity  
Dixon Hall  
Douglas College Training Group  
English Online  
Enhanced English Skills for Employment (EESE) (MB)  
Global Gathering Place (SK)

# OUR PARTNERS

Greater Vancouver Board of Trade  
Hub of Opportunities UHC – Windsor  
Immigrant and International Women in Science (IWS)  
International Women of Saskatoon  
Immigrant and Multicultural Services Society of Prince George  
Immigrant Services Association of Nova Scotia (ISANS)  
Immigrant Services Society of BC (ISSofBC)  
Impact North Shore  
Indus Community Services (ON)  
Information and Communications Technology Council (ICTC)  
Jewish Child and Family Services Manitoba  
Jobstart  
Jumpstart Refugee Talent  
Kamloops Immigrant Services  
KCR Community Resources  
KEYS  
Lethbridge Family Services  
LIFT Impact Partners  
Little Mountain Neighborhood House  
Malton Neighbourhood Services  
MOSAIC  
Multicultural Centre of the Yukon  
Multicultural Council of Windsor and Essex County  
New Canadians TV  
New Directions  
NextStop Canada, YMCA Greater Toronto  
Niagara Folk Arts Multicultural Center  
North York Community House  
Norquest College  
Northeastern University – Vancouver Campus  
Open Door Group  
OPTIONS BC  
Pacific Community Resources Society  
Philippine Institute of Certified Public Accountants (PICPA-Vancouver)  
Portage Learning and Literacy Centre Inc.  
Progressive Intercultural Community Services (PICS)  
Rexdale Women’s Centre  
Richmond Multicultural Community Services (RMCS)  
Regina Immigrant Women’s Centre  
S.U.C.C.E.S.S.  
Saint John Newcomers Centre (SJNC)  
Seven Oaks Immigrant Services  
Simon Fraser University  
Smithers Community Services Association (SCSA)  
Social Enterprise for Canada (Newmarket)  
Société de développement économique de la Colombie-Britannique (SDECB)

Society of Punjabi Engineers and Technologists of BC (SPEATBC)  
South Okanagan Immigrant and Community Services  
South Vancouver Neighbourhood House  
Southwest Newcomer Welcome Centre  
Tri-Cities Local Immigration Partnership  
Vancouver Economic Commission  
Vancouver Public Library – Skilled Immigrant InfoCentre  
WES (World Education Services)  
Western Community College  
WorkBC  
Women’s Enterprise Skills Training of Windsor Inc. (ON)  
YMCA (Greater Halifax/Dartmouth)  
YMCA (Greater Saint John)  
YWCA (Metro Vancouver and Tri-Cities)  
YMCA (Owen Sound/Grey Bruce)

## EMPLOYER PARTNERS

ADRBC  
Aequilibrium Software Inc.  
Amazon  
Ashton Education  
Ausenco / Hemmera  
B Local Vancouver  
BC Financial Services Authority (BCFSA)  
BC Hydro  
BC Liquor Distribution Branch  
BC Lottery Corporation (BCLC)  
BC Real Estate Association (BCREA)  
Belron Canada  
Burnaby Board of Trade (BBOT)  
Canadian Imperial Bank of Commerce (CIBC)  
Canadian Western Bank  
Canadian Workplace Culture Index  
Capilano University  
City of Vancouver  
Clio  
Coast Capital Savings  
Compass Group Canada  
CPHR BC & Yukon  
David Suzuki Foundation  
Deloitte  
Demonware  
Dillon Consulting  
Dorigo Systems Ltd  
E.B. Horsman & Son  
Ernst & Young (EY)  
FortisBC  
Fraser Health Authority  
Full Line Specialities

Honeywell  
Hootsuite  
Humanity Financial Management Inc.  
IBI Group  
Insignia College  
Insurance Corporation of British Columbia (ICBC)  
KPMG  
Lighthouse Labs  
MasterCard  
Microsoft Vancouver  
Qualico  
Quest University Canada  
Raymond James  
Rogers Communications  
Royal Bank of Canada (RBC)  
Salesforce  
Shoppers Drug Mart / Loblaw  
SNC-Lavlin  
Splunk  
STORMTECH Performance Apparel  
Surrey Board of Trade (SBOT)  
Taylor Ryan  
TAP Network  
TCAP Private Equity  
TD Bank  
TELUS  
Terramera, Inc.  
Traction Complete  
Translink  
Uncommon Purpose (formerly Traction on Demand)  
Venture Kamloops  
Virtro Entertainment  
Wesgroup Properties

#### **IMMIGRANT EMPLOYMENT COUNCILS OF CANADA (IECC)**

Calgary Region Immigrant Employment Council (CRIEC), AB  
Conseil multiculturel du Nouveau-Brunswick | New Brunswick Multicultural Council, NB  
Edmonton Region Immigrant Employment Council (ERIEC), AB  
Greater Halifax Partnership, NS  
Hire Immigrants Ottawa (HIO), ON  
Niagara Workforce Planning Board (NWPB), ON  
Toronto Region Immigrant Employment Council (TRIEC), ON  
WillImmploy, ON

#### **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*

Director, 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

##### **Stephen Dooley**

Executive Director, Campus Administration, SFU Surrey

##### **Anastasia Hambali**

Director of Partnerships, Boast.AI

##### **Lindsay Kislock**

President and CEO, Western Transportation Advisory Council

##### **Stuart Melaia**

Senior Client Partner, Korn Ferry

##### **Gail McBride**

Director, Food Tapestry

##### **Sandra Oldfield**

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

##### **Sharon Singh**

Partner, Bennett Jones LLP

##### **Craig Williams**

President, TCW Management

##### **Ealeen Wong**

Director, Global Cruise Strategy & Supply, Expedia Group



IMMIGRANT  
EMPLOYMENT  
COUNCIL OF BC **IEC<sub>BC</sub>**  
*Connecting Employers to Immigrant Talent*

**Immigrant Employment Council of BC**

720-750 West Pender Street | Vancouver, BC V6C 2T7  
T. 604-629-5364 | E. info@iecbc.ca | iecbc.ca

