

IEC-BC Advisory Group

Terms of Reference

This document outlines the Terms of Reference for the IEC-BC Advisory Group, including its purpose, role and objectives, as well as the process for working together.

Recent employer sector dialogues, roundtables and focus groups have highlighted the deeper challenges that employers face when attracting, hiring, onboarding and retaining newcomers.

IEC-BC is committed to finding employer-facing solutions to these challenges. The Advisory Group will support this process by providing insights into the specific barriers to recruitment and retention, and developing strategies to overcome them.

“We believe that the successful integration of skilled newcomers into the BC Labour force is critical to both their success and the province’s long-term economic performance.” - IEC-BC

Purpose	The purpose of the Advisory Group is to identify innovative solutions for BC employers to attract, hire and retain immigrant talent to meet the province’s labour-force needs now and in the coming years.
Role	The Advisory Group will be comprised of HR professionals, hiring managers and other professionals who will provide their expert input on ways to boost employer engagement and develop relevant IEC-BC learning resources/tools.
Group Objectives	<ul style="list-style-type: none"> • Inform the development of future program offerings from IEC-BC, as well as provide input to improve its current programs. • Develop key recommendations for IEC-BC and Government to address immigrant employment issues. • Increase employers' abilities to tap into the newcomer talent pool and create more inclusive workplaces. • Become ambassadors for newcomer workplace integration.
Member Benefits	<ul style="list-style-type: none"> • Benefit from professional development on current issues in diversity and inclusion. • Exchange best practices in newcomer hiring and integration with likeminded professionals.

	<ul style="list-style-type: none"> • Influence new programs and initiatives to support inclusive workplaces. • Get priority access to findings and recommendations from primary and secondary research undertaken by IEC-BC.
Meeting Process	<ul style="list-style-type: none"> • IEC-BC will organize the meetings and will provide meeting schedules and agenda in advance. • Summary meeting notes will be shared among the IAG members.
Communications	<p>IEC-BC will share contact information only among the group members. Members are expected to respond to communications in a timely fashion to allow adequate time for group decisions.</p> <p>The group will be co-facilitated by IEC-BC representatives Hanif Ladha and Meri Ghazaryan. Their contact information is listed below.</p>
Time Commitment	<p>The group will meet 2-3 times a year, with optional member rotation by March 31. Meetings will be 1 to 1.5 hours long. From time to time, members may be requested to complete surveys or respond to specific requests for feedback and/or advice.</p>

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