

Connecting Employers to Immigrant Talent

IMMIGRANT
EMPLOYMENT
COUNCIL OF BC **IEC**BC



2022 – **2023**
ANNUAL REPORT



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About IEC-BC

The Immigrant Employment Council of British Columbia (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

To make BC's employers Canada's leader in fully embracing the skills and experience newcomers bring to our communities.

Vision

BC is a global destination of choice for newcomers because its employers fully recognize and tap into the skills, training and experience of the immigrant talent they hire.

Message from the Chair & CEO



Patrick MacKenzie
IEC-BC CEO



Jay Schlosar
IEC-BC Chair

The past year has been one of tremendous growth for IEC-BC. As the BC and Canadian economies roared back to life in 2022 the country's population grew by over a million people, or 2.7 per cent—the greatest relative increase since 1957. In welcoming more immigrants, the need for IEC-BC's unique expertise has grown: the last four years have seen the organization's programming grow fourfold. Most recently, IEC-BC was proud to conclude two funding agreements with the Province of British Columbia worth nearly \$7M, a first for the organization. This year, IEC-BC also received an additional \$2.7M from Immigration, Refugees and Citizenship Canada to coordinate employer engagement work with partners across the country.

With a larger team and more resources at our disposal came greater impact for employers. Dozens of partners from coast to coast continue to adopt IEC-BC programs like FAST and ASCEND, confirming the value of employment programming developed in collaboration with industry. Here in BC, we connected three times more talented immigrants with employers than last year, deepened our engagement with tech sector employers, and drastically increased numbers of employer mentors, who consider IEC-BC programs as key pillars of their hiring and inclusion strategies. Longtime partners continue to look to IEC-BC for solutions to their labour force needs while more small- and medium-sized businesses than ever are benefitting from our programs.

The network of Immigrant Employment Councils across the country has grown again, adding the Rural Manitoba Immigrant Employment Council and the Manitoba

Immigrant Employment Council. Towards the close of 2022, IEC-BC was invited to participate in conversations with a host of countries seeking to attract the very same immigrant talent needs.

These successes put IEC-BC in a position of strength to face the challenges that face the economy. Despite our successes, systemic hurdles lie ahead. The headwinds of housing unaffordability and inflation remain. While Canadians' support for immigration remains strong in the polls, it will be tested as record numbers of permanent and temporary residents arrive—residents who will rely on Canada's already taxed infrastructure and services. IEC-BC's work ensuring employers can quickly and effectively integrate immigrants is more important than ever. We will continue to expand these efforts, bringing employer voices to policymakers and continued support to immigrants.

We remain grateful for the steadfast support and hard work of our staff, partners, funders, and board members. Together, our work strengthens our communities and makes all British Columbians and Canadians richer in much more than just an economic sense.

Looking to the future, British Columbians and our partners across Canada can count on IEC-BC to deliver real return on investments of time and resources. Plans are in the works to create a social enterprise-style companion organization that will help us expand our services, build even more capacity in the system, become more self-sufficient, and create workplaces that have inclusion built into their DNA.

Key Highlights

2022-2023

National Leadership

- 2 new immigrant employment councils have joined the National Network of Immigrant Employment Councils
- FAST and ASCEND deployed nationwide
- 444 media mentions of IEC-BC and team in FY 2022-2023—an over 200% increase

Connecting Employers with Skilled Immigrant Talent

- 8 Connections events held, with 12 companies and 390 newcomer registrants—a 300% increase in registrants.
- 38% of attendees were invited for interviews
- Nearly 1,000 connections made between employers and skilled immigrants via BC JobConnect

New Partnerships

- Almost \$7M in funding agreements with the Province of BC
- 55 new Service Providing Organization (SPO) partnerships

Programs and Resources

- ASCEND and FAST helped 1,646 immigrants across Canada to become more job-ready, providing soft skills training and assessing their skills.
- IEC-BC increased employer mentor turnout in MentorConnect
- Over 250 newcomer mentees matched in BC, with 88% now employed full-time, and 75% in their chosen field

Funder Appreciation

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



Future Skills
Centre

Centre des
Compétences futures



**BRITISH
COLUMBIA**

**COLOMBIE-
BRITANNIQUE**



ASCEND



Soft skills improve and enhance employment outcomes for newcomers

A vertical photograph on the left side of the page shows a person's hand pointing at a document. The person is wearing a dark green shirt. The background is slightly blurred, showing what appears to be an office or meeting environment.

85%

Employment among **ASCEND** graduates

Thanks to a successful partnership between IEC-BC and Immigration, Refugees and Citizenship Canada (IRCC) the ASCEND (Applied Skills Curriculum to Empower Newcomer Development) program has transitioned from a pilot program to one of IEC-BC's core offerings. As a cohort-based soft skills development program for newcomers, it provides the most current training and resources to clients.

40

New partnership agreements

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. ASCEND is also now offered to IEC-BC MentorConnect mentees to develop their soft skills and enhance the mentee experience.

"The program offers valuable insights into Canadian work culture, job opportunities, and industry norms. This aids newcomers in their professional journey and assists them in adapting to a new environment more smoothly. Additionally, the networking opportunities and workshops offered by ASCEND build a strong foundation for careers in Canada."

OKSANA DENYSYUK, ASCEND PARTICIPANT

Key Impacts

- International students are accelerating their integration into the labour market: ASCEND's new fee-for-service partnership with Northeastern University is improving graduates' soft skills.
- ASCEND is augmenting value for other services: New Directions, Vancouver Community College in BC and the Peel District School Board in Ontario are offering ASCEND to Language Instruction for Newcomers to Canada participants.
- 846 IRCC-funded clients improved their skills with ASCEND and partnerships with Northeastern University and Central Vancouver Island Multicultural Society enabled 194 international students to benefit from the program.
- Skilled immigrants are speeding their integration into the BC labour market thanks to 25 presentations at WorkBC Centres across the province.
- ASCEND's reach is expanding: IEC-BC signed 40 new partnership agreements with service provider organizations (SPOs) across the country.

“Thriving within the ASCEND program: a remarkable journey of continuous learning and profound personal growth. The empowerment I’ve gained is immeasurable. Highly endorsed for those seeking transformative professional development.”

CHARLES ONYEKA, ASCEND PARTICIPANT

“I am thrilled to have successfully completed the ASCEND program...This comprehensive program has helped me to enhance my soft skills and gain valuable insights that I can apply to my career.”

HONGLEI GAO, ASCEND PARTICIPANT





FAST

20%

Rate participants complete FAST, at least **4X THE BENCHMARK** for free self-directed, self-paced online materials.

41

NEW service delivery partners onboarded

Accelerating employment for skilled immigrants

Newcomer under- and unemployment is a challenge that holds back both immigrants from finding good work and employers looking for qualified talent. IEC-BC's FAST program is a scalable program deployed with more and more partners each year across Canada that addresses the issue through skills assessment.

“Enrolling in FAST provided me with the chance to gauge my experience according to Canadian benchmarks, grasp essential regulations, and absorb insights into workplace dynamics, which effectively readied me for my job research. Notably, not only did I secure a favourable position, but I also achieved this outcome with enhanced speed and self-assurance.”

SAEED FALLAH, FAST PARTICIPANT REFERRED BY ISANS

Developed in partnership with Canadian industry leaders, the FAST (Facilitating Access to Skilled Talent) program has so far provided over 3,000 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. It also gives them the confidence they need to communicate their qualifications to employers and make sure they are trying out for jobs suited to their skills and experience, reducing under-employment.

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: Accounting, Biotechnology & Life Sciences, Culinary Arts, Information and Communications Technology & Data Services, Seniors Care, and Skilled Trades.

Fast is deployed across Canada

Thanks to investments by the Future Skills Centre, FAST is now available through the New Brunswick Community College (NBCC). A provincial iteration of FAST focusing on the skilled trades has been deployed for its 'Every New Brunswicker' initiative. The FAST-NB program is currently under development at NBCC and will attract and retain immigrant talent in New Brunswick. This partnership includes investment from Collège Communautaire du Nouveau-Brunswick, a sister francophone college, to translate the FAST system and its program content into French, which will allow for future expansions of the program.

“After going through FAST myself, I decided to become an e-mentor to those looking to use the program to assess their skills and get hired faster. With my help, they can more quickly understand Canadian workplace culture and how to show employers their best attributes.”

OLUFEMI OGUNJI , FAST PARTICIPANT AND E-MENTOR REFERRED BY S.U.C.C.E.S.S.

Key Impacts

- 800 clients registered this fiscal year, giving them the pathways and confidence to fully leverage their skills, fill gaps where necessary, and communicate their value to employers.
- Systems change: new partnerships like the one at New Brunswick Community College and Collège Communautaire Du Nouveau-Brunswick help immigrants in the skilled trades align their skills and get hired faster, contributing to much-needed housing construction to address the housing crisis.
- 41 new service delivery partners onboarded and 23 current partners renewed for the 2022–2023 fiscal year.

“The FAST program is a fantastic way for skilled immigrants to gain a sense of validation in the skills that they already have... I learned a lot from this program and I would recommend it to anyone re-starting their careers here in Canada.”

DIBYANGANA (DANA) B., FAST PARTICIPANT REFERRED BY ISANS

FAST Streams



ACCOUNTING



BIOTECHNOLOGY &
LIFE SCIENCE



CULINARY ARTS



ITC & DATA SERVICES



SENIORS CARE



SKILLED TRADES

BC JobConnect



BC Job Connect is an online platform designed to connect employment-ready newcomers with BC employers looking to hire. Employers can address their workforce needs with features that streamline the recruitment and hiring process while offering newcomers the ability to connect with hiring employers.

83%

Employer users that are likely to increase use of BCJC, as more search criteria are added to the platform.

~8%

FEATURED JOB POSTING applications that resulted in interviews.

Key Impacts

BC Job Connect experienced its strongest year on record with nearly 1,000 connections made between employers and newcomers.

- 42% connections originated from Featured Job Postings, a tailored feature that allows employers to search and connect with IEC-BC enrolled candidates with the relevant skills and experience required for high-demand positions.
- 42% of featured job postings were in the tech sector, 27% in finance.

Our new job matching algorithms improved the user experience, increased processing speeds, and enhanced the quality of matches to allow for a greater number of hires made through the platform.

We are reaching more small and medium-sized business than ever before. Nearly 90% of employer users are from businesses with fewer than 500 employees.



Tech Bootcamps

Earlier in 2022, the federal government introduced an immigration strategy to fill labour market gaps caused by the global pandemic. While there continues to be demand for immigrant tech workers, they face many barriers to employment. These include:

- Perceived lack of soft skills, particularly with presentations and interpersonal communication. Some employers say that newcomers are unable to meet expectations of verbal and written communication, teamwork, and understanding of Canadian business culture.
- Lack of Canadian experience. Employers say they feel more reassured when hiring newcomers who have completed skills upgrading or accreditation.
- Cultural fit, or candidate's ability to adapt to core values, beliefs and collective behaviours. Cultural fit can sometimes be (consciously or unconsciously) discriminatory.

“In Vietnamese culture, we don’t talk about ourselves. It doesn’t look good if you talk highly about yourself. But if you don’t do that in Canada, people will forget you. This program is the most useful event I have attended. It is the first event I went to in person; much more useful than online.”

THI LAN NGO, TECH BOOTCAMP PARTICIPANT

IEC-BC and partners designed the Tech Bootcamps as a learning experience for both newcomers and tech employers. The bootcamp design process started with focus groups of newcomers who shared their experiences with recruitment in Canada. Tech employers and a facilitating team created the curriculum based on newcomer and employer input.

These 4 inclusive, cohort-based bootcamps delivered measurable and research-based soft skills training to newcomers already skilled in tech.

Thirty-two Tech company facilitators worked with 75 newcomers to teach actionable skills for gaining tech employment, including interview techniques, personal storytelling, and soft skills development.

By the end of 2023, workshops and online employer courses now in development will educate employers, aiming to increase employer capacity to understand, hire, and retain immigrant talent.

Key Impacts

16 Tech companies increased their engagement with IEC-BC, increasing employee engagement and improving their company's ability to hire and retain immigrant talent.

92% Participant satisfaction

Measured on a scale of 1–5 by the mock interview instructors, themselves tech employees, across both bootcamps the average participant score on that scale increased by 13%.

90% of participants reported feeling more confident in their career prospects after the bootcamps

“One of my motivations [in volunteering for the Tech Bootcamps] is to give back to new immigrants as I have been through the same journey, and fortunately for me, was able to succeed.”

MIMRAZ ZAROOK, TALENT ACQUISITION SPECIALIST, TCAP PRIVATE EQUITY



Mentoring



MentorConnect matches local professionals with internationally trained newcomers for one-on-one, occupation-specific mentorship to improve employment outcomes for landed immigrants.



88%

Mentees surveyed now hold full-time employment

The initiative provides meaningful opportunities for our employer partners to engage their team members as mentors, receiving orientation, training, feedback, and support from IEC-BC.

75%

Mentees surveyed are employed in their chosen field

MentorConnect provides an opportunity for employers to activate their DEI strategy, since mentorship plays a key role in businesses' corporate social responsibility (CSR) initiatives.

For example, CIBC operates an International Professionals Network program, and is keen to increase their outreach through MentorConnect.

40

New mentors self-enrolled, increasing our connection with BC employers

Another example is RBC's Mosaic, an Employee Resource Group dedicated to enabling cultural diversity within RBC. The group promotes, engages and enables success for visible minorities, non-visible minorities and newcomers to Canada, including by mentoring.

“My mentor gave me incredible help. She spent a lot of time helping me analyse the position requirements, proofread my resume, even guided me through the interview process. Most importantly, she gave me confidence, encouragement, and pushed me to go ahead. I am extremely grateful to my mentor for her time and professional instruction.”

JINYANG (JIM) SHAO, MENTORCONNECT MENTEE

Similarly, IEC-BC has deepened engagement with key partners, such as the City of Vancouver, to integrate our programs/initiatives into their DEI strategies.

Employers increasingly see the business case for mentoring newcomers. Employer partner turnout for the MentorConnect program was one of the highest in recent years, with each employer registering 25+ mentors.

Key Impacts

- 253 mentees improved their career trajectory and likelihood of employment or promotion by matching with mentors in their chosen field.
- IEC-BC connected more employers with skilled immigrants: 426 mentees registered, the highest number of mentee registrations in the past two years.
- 44% of mentees showing widening partnership and awareness of MentorConnect, organically, through other IEC-BC programs, and non-conventional partners such as OpenTree Education.
- 88% of mentees surveyed now hold full-time employment, with 75% employed in their chosen fieldConnections Events.
- Deepened engagement with 120+ employers, of which 70% were Small and Medium Enterprises (SMEs).

TOP 5 MENTOR PARTNERS

EMPLOYER NAME	# OF MENTORS	INCREASE 2021-22
City of Vancouver	49	7%
Deloitte	38	145%
TELUS	33	188%
BC Hydro	29	227%
RBC	26	145%



Connections Events



Connections Events provide quality networking opportunities for employers and newcomers to engage with each other directly. Events help businesses hire skilled newcomers for a variety of in-demand roles.



82%

SATISFACTION RATE employer partners reported for Connections Events

Key Impacts

More companies connected with skilled immigrants than ever to find and hire skilled talent:

- 8 Connections Events featured 12 companies, representing 200% of the annual target.
- 390 newcomers registered; 3x the number of registrants from last year.

“The team at IEC-BC did a fantastic job putting on our virtual Connections Event in November. They gave us time to prepare in advance and were quick with communications. They took the time to understand our needs and helped promote the event and our jobs to their clients across their network in Canada.”

**PAUL MCGOWAN, SENIOR SPECIALIST,
STRATEGIC TALENT SOURCING AND ATTRACTION AT BCLC**

“Participating in the Connections Event organized by IEC-BC was an amazing experience. This event opened up a gateway for me to interact with potential employers and acquire insightful knowledge about the job market. With the exceptional guidance and support provided by IEC-BC, I was able to land a job that perfectly suited my skills and career goals. I am sincerely thankful to IEC-BC for their invaluable assistance, and I would strongly endorse their services to anyone seeking career progression.”

AMIN SAEEDMEHR, NEWCOMER PARTICIPANT HIRED BY RBC

Royal Bank of Canada’s Connections Event was the first in-person event since COVID-19 and resulted in a record attendance rate and high employer satisfaction. Our partners at RBC were incredibly impressed with the talent they met and immediately expressed interest in standardising Connections Events to complement the RBC mentoring cohorts.

Connections Events continue to be a strong talent pipeline for employers.

- 46% of all registrants for hiring-focused events were shortlisted.
- 38% of those who attended the hiring-focused Connections Events were invited for interviews. 16% of those invited for interviews were hired.

Our findings show that having face-to-face interactions between employers and newcomers increased the likelihood of jobseekers getting shortlisted for employment.

Testimonials

“We love the MentorConnect program because it allows us to meet awesome people. In the process of supporting them and providing guidance, we may also find someone who would be a great fit in one of our organizations.”

JEN PARENTE, HEAD OF PEOPLE OPERATIONS, TCAP PRIVATE EQUITY

EMPLOYER

“Working with a highly diverse team with different cultural and life experiences allows us to approach problems from different perspectives and better understand the needs of our clients.”

EDWIN YAU, DIRECTOR—RISK ADVISORY, DELOITTE CANADA

EMPLOYER

“As a newcomer to Canada, I never imagined that there would be an amazing opportunity to access the valuable services offered by the IEC-BC. IEC-BC posted numerous positions in a variety of fields on its portal, BC JobConnect, and continued to update them. More importantly, IEC-BC staff would follow up on the development of the applications and even provide helpful suggestions beyond the clients’ expectations. With the continuous help of IEC-BC, I can keep my confidence during my job search until I finally get an offer. Thank you, IEC-BC.”

KAI HONG, BC JOBCONNECT NEWCOMER CANDIDATE



Employer Learning Resources

The Employer Learning and Resources Centre provides employers with information and solutions so they can successfully attract, hire and retain skilled immigrant workers.

In partnership with employers, Toronto Region Immigrant Employment Council (TRIEC), and Hire Immigrants Ottawa, IEC-BC is working to expand, develop, and adapt new resources. The scope of work includes:

- Completing a comprehensive scan of existing tools and resources.
- Creating new resource guides for employers to improve recruitment, culture, and retention, and future-proof their businesses using feedback from the Employer Advisory Group.
- Adapting tools and resources used by the TRIEC.
- Developing a training program, in partnership with Chartered Professionals in Human Resources BC & Yukon, to advance diversity and inclusion in the workplace.
- Launching digital campaigns to increase employer engagement.
- Hosting 4 webinars throughout the year alongside Hire Immigrants Ottawa.

National Network of Immigrant Employment Councils



The Immigrant Employment Councils of Canada is a collaborative body that builds effective and productive partnerships and solutions for employers to attract, hire, and retain skilled immigrant talent. By networking together and sharing resources for employers, individual IECs can amplify their collective impact improving labour market outcomes for immigrants, and ultimately support a stronger Canadian economy.

The National Network works together to improve labour market attachment by sharing and building on best practises that connect skilled immigrants with Canadian employers. Through its pan-Canadian scope and activities, the IECC strives for increased employer engagement, inspiring new program innovations and fostering strategic partnerships to strengthen labour market outcomes for skilled immigrants across Canada.

Key Impacts

- More employers are becoming aware of and more engaged with partner resources: the Employer Learning Hub reach is growing with 1,259 users, of which 86% were new visitors and 13.7% returning visitors.
- Resources for employers are expanding, increasing their knowledge and ability to hire and retain immigrants: the hub offering grew from 97 to 177 resources.
- The network of IECs is expanding: two new organizations joined: the Rural Manitoba Immigrant Employment Council and the Manitoba Immigrant Employment Council.
- Participating IECs are very happy and engaged with Network activities: 57% of IECs reported being highly engaged with the network. 43% were highly satisfied and 43% were satisfied, showing that the network provides value and disseminates best practices and effective programs, increasing IEC effectiveness at equipping employers to attract, hire, and retain skilled immigrants.

86%

of IECs reported being highly satisfied or satisfied with the network

1,259

of Employer Learning Hub users



Looking forward

All around the world, Canada is regarded as a leader in progressive immigration policies and programs that attract and integrate newcomers into our communities. This is a tremendous advantage for us, especially as international competition for talent heats up.

Other countries, facing the same challenges of ageing populations and talent, have been watching Canada and are increasing their efforts to attract the same people that Canada, and its employers, need. We must see it clearly: there is a fierce global competition for talent.

If immigrants don't choose us, both BC and Canada at large are going to experience a real slowdown and face some hard policy choices in the next 20 years. That's why we're proud of the work that we do to empower employers to attract, hire, retain, and promote immigrants. This work creates that opportunity.

We cannot rest on our laurels if we want the best global talent to come to our province. We

need to give immigrants a reason to choose us before we can choose them. Above all, they will choose us if we can ensure that they continue to see and realise economic opportunity here. IEC-BC's focus on employers makes us unique among organizations in the immigration sector in BC.

IEC-BC's results and growth over the past year show we are expanding our impact and changing more minds among employers in BC—never have so many employers been so keen to attract, hire, and retain skilled immigrants. We know there is still much to do. But we are more determined than ever to drive tangible results for employers, newcomers, and British Columbians alike.

IEC-BC in the News



The Province of British Columbia's July announcement of two new funding agreements totalling nearly \$7M was picked up on **CBC, CBC ONLINE, CITYNEWS, THE SURREY NOW-LEADER, THE INDO-CANADIAN VOICE, AND SINGTAO.**

CBC interviewed Patrick MacKenzie for an article about lifting restrictions on working hours for international students and the importance of immigrants to Canada's labour market.

CBC NEW BRUNSWICK'S SHIFT interviewed CEO Patrick MacKenzie about the FAST program in NB helping newcomers assess their skilled trades competencies and land jobs faster.

CEO Patrick MacKenzie featured on **CBC RADIO BC's On the Coast** program discussing the success seen by FAST program participants.

	<p>CEO Patrick MacKenzie discussed newcomers' economic role in THE DISCOVERY GROUP'S PODCAST. 55% of the podcast's audience are CEOs, Executive Directors, or Senior Leaders. To date, the podcast series has received 30,000 downloads.</p>
<p>BUSINESS EXAMINER'S PODCAST interviewed CEO Patrick MacKenzie about immigration's potential to solve labour market challenges.</p>	

	<p>In CONVERSATIONS THAT MATTER with the VANCOUVER SUN, Patrick MacKenzie discussed staff shortages and the important role immigration plays in addressing BC's workforce needs. This online interview garnered over a million viewers and reached up to 284,000 users on social media.</p>
<p>On the first anniversary of the war in Ukraine, Patrick MacKenzie was interviewed by the CANADIAN PRESS and asked his views on the economic integration of Ukrainian refugees—the article was shared in the Globe and Mail, Global News, CTV, and CityTV.</p>	<p>An opinion piece written by Patrick MacKenzie encouraging stakeholders to select and integrate newcomers in the workforce was published in THE HILL TIMES, reaching up to 139,000 on the web and 93,000 on social media channels.</p>

2022-2023

Financial Overview

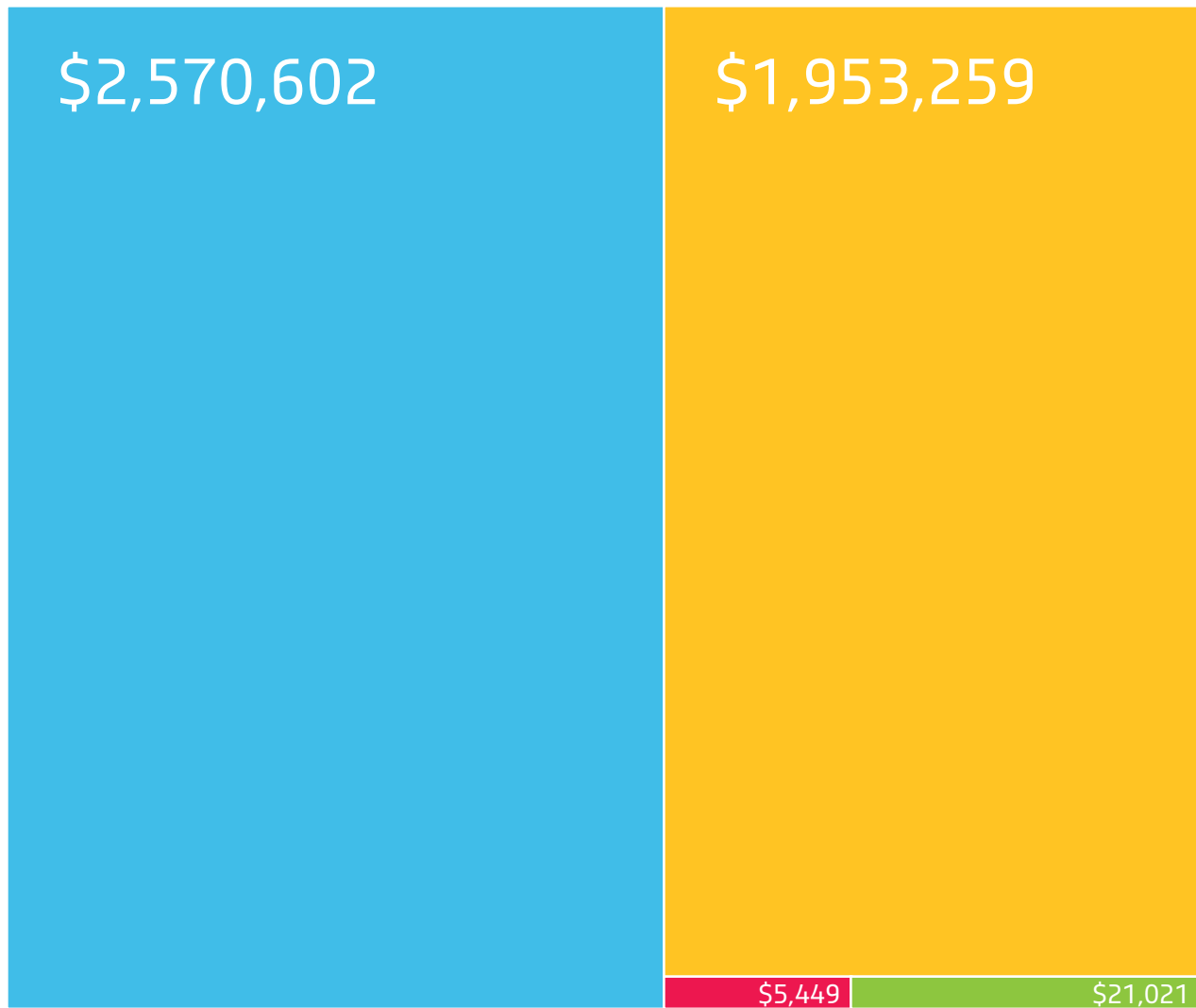
Expenses 2022-2023

\$3,998,174

\$300,770

▲ Programming ▲ Administration

Funding Sources 2022-2023



▲ Federal Grants ▲ Provincial Grants ▲ Program contributions ▲ Interest and miscellaneous
 *note: IEC-BC's recently announced provincial funding will be disbursed in the 2023-2024 fiscal year

Our Partners

Employer Advisory Group

Ausenco/Hemmera

BC Financial Services Authority
(BCFSA)

BC Hydro

BC Liquor Distribution Branch

Catchy Consulting

City of Vancouver

CPHR BC & Yukon

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 and Community Partners

COMMUNITY PARTNERS

Acces Employment

Achev

Action for Healthy Communities

AdMare BioInnovations

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

Battlefords Immigration
Resource Centre

BC Construction Association

BioTalent Canada

Black Coalition for AIDS
Prevention (Black CAP)

Bredin Centre for Career
Advancement

British Columbia Institute of
Technology

Brooks & County Immigration
Services (BCIS)

BUILD ON (YMCA-YWCA of the
National Capital Region)

Calgary Immigrant Women
Association (CIWA)

Calgary Public Library

Calgary Region Immigrant
Employment Council (CRIEC)

Catholic Family Services Society
Regina (CFS Regina)

Central Alberta Refugee Effort
(CARE) Committee

Central Vancouver Island
Multicultural Society (CVIMS)

Centre de santé communautaire
Hamilton/Niagara (CSCHN)

Centre de Services à l'Emploi/
Employment Services Center
(Prescott-Russell) (CSEPR)

Centre for Immigrant and
Community Services of Ontario

Centre for Newcomers – Calgary

Centre for Skills Development

Collingwood Neighbourhood
House

Construction Foundation of BC

Cowichan Intercultural Society
(CIS-IWC)

Dawson Creek Literacy Society

DIVERSEcity

Dixon Hall

Douglas College Training Group

Edge Skills Centre Inc.

English Online

Enhanced English Skills for
Employment (EESE)

Fort Nelson Community Literacy
Society

George	Malton Neighbourhood Services	SAAMIS Immigration Services Association
Global Gathering Place	MOSAIC	Saint John Newcomers Centre (SJNC)
Greater Vancouver Board of Trade	Multicultural Association of Fredericton (MCAF)	Seven Oaks Immigrant Services
Hub of Opportunities UHC – Windsor	Multicultural Centre of the Yukon	Simon Fraser University
Immigrant and International Women in Science (IWS)	Multicultural Council of Windsor and Essex County	Skeena Diversity Society
Immigrant and Multicultural Services Society of Prince George	Neepawa & Area Immigrant Settlement Services	Smithers Community Services Association (SCSA)
Immigrant and Refugees Services Association PEI (formerly PEIANC)	New Canadians TV	Social Enterprise for Canada (Newmarket)
Immigrant Centre Manitoba Inc.	New Directions Vocational Testing & Counselling Services	Social Enterprise for Canada (Welcome Centre)
Immigrant Services Association of Nova Scotia (ISANS)	NextStop Canada, YMCA Greater Toronto	Société de développement économique de la Colombie Britannique (SDECB)
Immigrant Services Calgary	Niagara Folk Arts Multicultural Center (NAMC)	Society of Punjabi Engineers and Technologists of BC
Immigrant Services Society of BC (ISSofBC)	Norquest College	South Essex Community Council
Impact North Shore	North York Community House	South Okanagan Immigrant and Community Services
Indus Community Services (ON)	Northeastern University – Vancouver Campus	South Vancouver Neighbourhood House
Information and Communications Technology Council (ICTC)	NPower Canada	Southwest Newcomer Welcome Centre
International Women of Saskatoon	Okanagan College	SUCCESS Skills Centre
iSisters Technology Mentoring	Open Door Group	Toronto Regional Immigrant Employment Council (TRIEC)
Jewish Child and Family Services Manitoba	Opportunities for Employment Winnipeg (OFE)	Tri-Cities Local Immigration Partnership
Jobstart (Woodgreen)	OPTIONS BC	UHC Hub of Opportunities
Jumpstart Refugee Talent	Pacific Immigrant Resources Society (PIRS)	Vancouver Community College
Kababayan Multicultural Centre	Peel District School Board (PDSB)	Vancouver Economic Commission
Kamloops Immigrant Services (KIS)	Pemberton Welcome Centre/ Whistler Welcome Centre	Vancouver Public Library – Skilled Immigrant InfoCentre
KCR Community Resources	Philippine Institute of Certified Public Accountants (PICPA Vancouver)	Vernon & District Immigrant Services Society
KEYS Job Centre	Portage Learning and Literacy Centre Inc.	Victoria Immigrant Refugee Centre Society (VIRCS)
Kingston Employment and Youth Services (KEYS)	Progressive Intercultural Community Services (PICS)	Vietnamese Women's Association of Toronto (VWAT Family Service)
Lethbridge Family Services	Regina Immigrant Women Centre (RIWC)	West Neighbourhood House (WEST-NH)
LIFT Community Services	Rexdale Women's Centre	
LIFT Impact Partners	Richmond Multicultural Community Services (RMCS)	
Literacy Alberni Society	S.U.C.C.E.S.S.	
Little Mountain Neighbourhood House		
MAGMA (Multicultural Agency of Greater Moncton Area)		

Western Community College
 WIL Employment Connections
 Windmill Microlending
 Women's Enterprise Skills
 Training of Windsor Inc. (WEST)
 WorkBC
 WorkBC Centre Nelson-Trail
 WorkBC Maple Ridge
 WorkBC Prince George (WCG
 Services)
 WorkBC Vanderhoof, Burns Lake
 and Fort St. James
 World Education Services (WES)
 YMCA Calgary
 YMCA Greater Saint John
 YMCA Greater Halifax/
 Dartmouth
 YMCA Hamilton/Burlington/
 Brantford
 YMCA Owen Sound Grey Bruce
 (OSGB)
 YWCA Metro Vancouver and Tri-
 Cities
 YWCA Vancouver—Tech Connect)

EMPLOYER PARTNERS

ADRBC
 Aequilibrium Software Inc.
 Ajah
 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
 Bench Accounting
 Blueprint-ADE
 Brace Yourself Games
 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
 ElektraFi
 Entrepreneurship@UBC
 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
 Microserve
 Microsoft
 MasterCard
 Qualico
 Quartech
 Quest University Canada
 Raymond James
 Rogers Communications
 Royal Bank of Canada (RBC)
 SAP
 Salesforce
 Shoppers Drug Mart/Loblaw
 SNC-Lavlin
 SparkGeo
 Splunk
 Starboard Recruitment
 STORMTECH Performance
 Apparel
 Surrey Board of Trade (SBOT)
 Svante
 Taylor Ryan
 TAP Network
 TCAP Private Equity
 TD Bank
 TELUS
 Terramera, Inc.
 Traction Complete
 Traction Rec
 Translink
 Treyarch
 Uncommon Purpose
 Venture Kamloops
 Virtro Entertainment
 Wesgroup Properties
 Worldline

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
Manitoba Immigrant
Employment Council, MB

Rural Manitoba Immigrant
Employment Council, MB

Toronto Region Immigrant
Employment Council (TRIEC), ON
Will Immploy, ON
Workforce Collective, ON

Board of Directors

The IEC-BC Board is chaired by Jay Schlosar, Director, Social Management and Responsibility, Sustainability and External Affairs for Teck Resources, and consists of influential BC leaders in business, labour, and immigrant service organizations.

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Director, Social Management
and Responsibility,
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