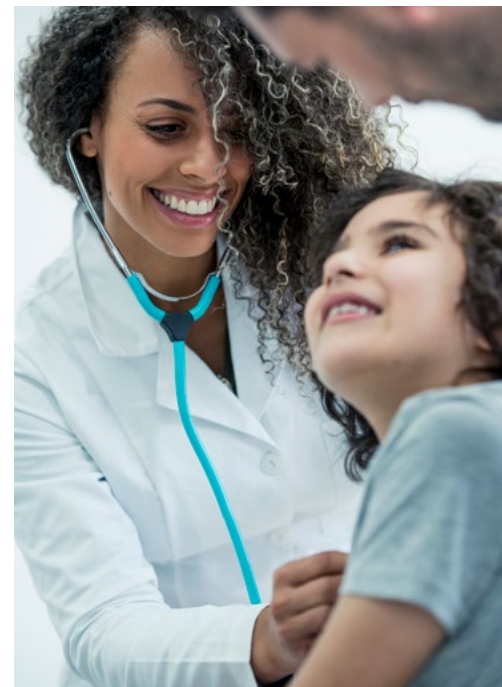


2023 – 2024 ANNUAL REPORT



Connecting Employers to Immigrant Talent

IMMIGRANT
EMPLOYMENT
COUNCIL OF BC **IEC_{BC}**

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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 another year of growth for IEC-BC, and equally of growth in the need for IEC-BC's work. As the country's population grew by over one and a quarter million people in 2023, at 3.2% the fastest growth in 66 years, 2024 brought renewed concerns around public support for immigration and the capacity of the economy to integrate so many workers.

With Canada's demographic future still promising a significant ageing of the population, immigration is as important as ever for employers looking to maintain and grow their workforces both today and tomorrow. It is also vital from a macroeconomic lens, helping the country's ability to afford a high level of public services without radically increasing taxes on the working-age population. Nevertheless, the magnitude of immigration and its perceived impacts on housing, healthcare, and overall infrastructure have precipitated a drop in public support of the system.

At the same time, as of Fall 2024, unemployment rates for newcomers have begun climbing to levels not seen since the 1990s, indicating a slower integration of newcomers into the labour market. It is key that IEC-BC continues to work with employers to ensure they have the tools they need to attract, hire, and retain skilled talent.

New Provincial funding kicking into gear in the 2023-2024 fiscal year has generated more impact for employers, newcomers, and the economy. Service provider partners across the country continue to adopt IEC-BC

developed programs like FAST and ASCEND for their clients, broadening their impact, while programs like MentorConnect connect even more newcomers with experts in their field at inclusive employers for career guidance. Opportunities at FAST and ASCEND are now open to international students and newcomers with open work permits, increasing both their reach and the ability of employers to access, retain, and develop skilled talent.

IEC-BC's work ensuring employers can quickly and effectively integrate immigrants is more important than ever. We will continue to expand these efforts, bring employer voices to policymakers, and support immigrants in bringing their valuable skills to BC and Canada.

For 2024-2025, employers, immigrants, and stakeholders can count on IEC-BC to keep growing our impact and deliver real return on investments of time and resources. Incorporation draws nearer on a social enterprise-style companion organization whose proceeds will fund IEC-BC, increasing capacity and reducing our reliance on government funding. Ultimately, our goal is to build sustainable economic integration of newcomers into BC employers large and small, creating a flywheel effect that drives great outcomes for immigrants.

We are grateful for the dedicated work on behalf of IEC-BC staff, partners, funders, and board members. United, we will realize our vision and make BC a global destination of choice for the world's top talent.

Key Highlights

2023-2024

National Leadership

- Launched National Employer Feedback Forums with National Network of Immigrant Employment Councils partners
- Landed 1 opinion-editorial advocating for smarter immigration policy and employer engagement in immigration solutions.
- IEC-BC sits on the National Integration and Settlement Council, the Settlement and Integration Policy and Program Committee, IRCC Deputy Minister's Advisory Committee and an IRCC committee to revitalize engagement between IRCC and settlement service providers.

Connecting Employers with Skilled Immigrant Talent

- 629 employer-newcomer connections made via BC JobConnect, 215% of the target for this year.
- IEC-BC's Connections events continue to make a difference for employers and immigrants with a 17% increase in the number of participants being invited to interviews : 45% vs. 38% last year.
- 100% of new BC JobConnect employer registrations in Q4 were small and medium enterprises, growing reach among this key segment.

VANCOUVER SUN

Opinion / Op-Ed

Opinion: Recognizing immigrants' credentials is important – but it's just one piece of the puzzle

Opinion: B.C.'s International Credentials Recognition Act removes barriers to skilled immigrants in 29 regulated professions. We can, and should, build on this

Fiona Famulak, Patrick MacKenzie

Published Feb 21, 2024 • Last updated Feb 21, 2024 • 4 minute read

New Partnerships

- 55 new Service Providing Organization (SPO) partnerships, expanding our reach to many newcomer clients.
- Employer Recognition Event in March 2024 recognized longtime and outstanding employer partners, mentors, Board, and Employer Advisory Group members.

Programs and Resources

- ASCEND and FAST helped over 1,438 individuals across Canada
- Increased employer mentor turnout in MentorConnect
- 300 newcomer mentees matched in BC, 20% more than 2022-2023, with 88% now employed full-time, and 75% in their chosen field.
- 93 different employers provided mentors for newcomers - over 200% of our target for the year.

ASCEND



Soft skills improve and enhance employment outcomes for newcomers



91%

of program participants who experienced a change in employment after **ASCEND** reported a positive change.

As a soft skills development program for newcomers, we provide the most current information and resources to our clients. This year, IEC-BC updated program materials, created new video collateral, and expanded the partner list, resulting in widespread engagement and participation across Canada.

“This program provided me with a comprehensive and insightful understanding of the Canadian working culture, enabling me to adapt seamlessly to my new professional environment. The resources, mentorship, and networking opportunities offered by Ascend have not only empowered me with essential skills but have also cultivated a strong sense of belonging in my new home. I am immensely grateful for the support and guidance that Ascend has offered... I highly recommend the Ascend Program as an indispensable resource for success.”

QIYUAN HU, ASCEND GRADUATE

Key Impacts

- 944 IRCC-funded clients received access to ASCEND in 2023-2024, a 12% increase over the last fiscal year, and over the target number.
- Northeastern University renewed their partnership, enabling 262 international students to access ASCEND and improve their career prospects.
- Post-activity surveys indicate that 85% of participants are employed, with 77% working in their preferred industry.
- 74% of all ASCEND users, English and French, complete the entire program, 6x higher than the average completion rate for online educational training content.
- International students continue to speed their integration into the Canadian labour market with ASCEND's unique soft skills development.

"This journey has been enlightening, providing me with valuable insights into understand Canadian workplace culture and practices. I'm grateful for the support and guidance that made this achievement possible. Looking forward to applying this knowledge to further enhance my professional journey!"

KADHY DOSSO, ASCEND GRADUATE



FAST



Accelerating employment for skilled immigrants



20%

The rate participants completed **FAST**, which was more than double the industry average for self-directed, self-paced online courses.

494

immigrants registered for **FAST** in fiscal year 2023-2024, increasing their employability for jobs that match their skills and experience.

Newcomer un- and under-employment 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.

Developed in partnership with Canadian industry leaders, the FAST (Facilitating Access to Skilled Talent) program has so far provided over 4,000 immigrants the opportunity to have their formal training, competencies and experiences assessed against Canadian 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

"The FAST program is special because it not only gives you the knowledge you need for success in getting hired in your profession but can directly connect you with employers looking to hire. That's a rare opportunity."

PATRICK MACKENZIE, CEO OF IEC-BC

and make sure they are trying out for jobs suited to their skills and experience, reducing under-employment.

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

Key Impacts

- Partners like New Brunswick Community College and the Collège communautaire de Nouveau Brunswick drive systems change by bringing post-secondary, employers, and community partners together to create new opportunities for employers and immigrants to connect and strengthen local communities.

FAST Streams



ACCOUNTING



BIOTECHNOLOGY &
LIFE SCIENCE



CULINARY ARTS



ITC & DATA SERVICES



SENIORS CARE



SKILLED TRADES

“I am incredibly grateful for the FAST program. It provided me with invaluable support and resources that helped me transition smoothly into the Canadian job market. Thanks to the program, I found a role that perfectly aligns with my skills and qualifications as a newcomer from Ukraine. The guidance and networking opportunities were truly inspiring and made a significant difference in my journey. I encourage others to take advantage of this excellent program!”

IRYNA TROTS, FAST PARTICIPANT



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.

107

New employers registered on the portal, increasing their ability to connect with newcomer talent and the and impact of the portal.

20%

of all connections made resulted from the tailored **FEATURED JOB POSTINGS** feature.

Key Impacts

- BC JobConnect had a strong year, with 629 connections made between employers and newcomers, representing 215% of the target number.
- IEC-BC increased the proportion of new BC JobConnect employer registrations in 2023-2024 from small and medium enterprises, growing reach among this key segment, who typically experience greater challenges in attracting, hiring, and retaining immigrants. These small and medium enterprises will benefit from increased access to skilled newcomer talent.

"IEC-BC helps me a lot during my job pursuit journey, and I appreciate the regular notification of jobs in my industry. It brings hope and helps me gain more confidence in making a living in my profession. I was able to apply to a few and got selected for an interview at one. Thank you for connecting me with the company and for constant communication and answering my queries."

NEWCOMER CLIENT

Mentoring



MentorConnect matches local professionals with internationally trained newcomers for one-on-one, occupation-specific mentorship. The initiative provides meaningful opportunities for our employer partners to engage their team members as immigrant mentors, receiving orientation, training, feedback, and support from IEC-BC.



88%

Mentees surveyed now hold full-time employment

75%

Mentees surveyed are employed in their chosen field

300

Mentees matched with mentors in their chosen field for valuable career guidance and labour market orientation.

IEC-BC continues to deepen engagement with key partners, such as the City of Vancouver, to integrate our programs/initiatives into their inclusion.

This fiscal year, MentorConnect also received new funding from the BC Ministry of Social Development and Poverty Reduction to serve new people across the province, including international students and work permit holders.

Building on the success of the MentorConnect program, we have begun to create a new Business to Business mentoring program that connects business champions who have tapped into Canada's immigrant talent pool to help other employers, especially small businesses, prioritize immigrant inclusion in the workplace.

Key impacts

A record number of 743 mentees registered in 2023-2024, indicating strong demand for the program. Although some mentors were matched more than once, there is room to grow the range of mentor occupations to respond to mentorship demand in more fields.

Employers increasingly see the business case for mentoring newcomers, with 330 mentor registrations from 93 employers—more than double our target number of employers.

MENTOR SIGN UPS

MENTOR	FY '22-23	FY '23-24	% INCREASE
Registration	224	330	47%
Matches	253	300	19%

“Your organization will benefit from the MentorConnect program, because it provides valuable contacts within the industry. You [and your clients] will be connected to important companies through the networking events that IEC-BC organizes.”

KATY KITAINIK, SERVICE PROVIDER ORGANIZATION PARTNER, DOUGLAS COLLEGE

“I’m proud that RBC and our BC Mosaic Employee Resource group supports such an important program that helps our Newcomer professionals find meaningful work in Canada. I’m so looking forward to being a mentor again this year and encourage everyone to learn more about IEC-BC and MentorConnect.”

KENDRA COLEMAN, MENTOR—RBC



Connections Events



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



82%

SATISFACTION RATE employer partners reported for Connections Events

Key Impacts

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

- 45% of all attendees for hiring-focused events were interviewed for a position.
- Clients who took part in our other programs are more attractive to employers when combined with Connections Events; they were significantly more likely to be shortlisted by employers than those who had not participated.
- 83% of program users have grown their professional networks while 90% are more confident in the understanding of the soft skills Canadian employers want to see.

"I had the chance to be part of the first Connection Event between Immigrant Employment Council of BC and Quartech, and my path to the future exactly changed on that event. I joined Quartech through this bridge event and networked with many people which I might not have a chance to meet them if I didn't take place in this event. If you are an immigrant and are looking for an opportunity to be a game changer, don't miss the next opportunity from IEC-BC."

FATIMA RANGCHI, CONNECTIONS EVENT PARTICIPANT AND QUARTECH HIRE

“Last week Quartech and the Immigrant Employment Council of BC hosted our second Connections Event! These events are a game-changer, providing a unique platform for employers to connect with talented newcomer jobseekers. The in-person sessions were tailored to Quartech’s workforce needs, making it easier to find the right fit for current and future openings.”

DIANA COOPER—RECRUITER, QUARTECH

Employer Testimonials

“Big thanks to IEC-BC team for hosting us at the Employer Advisory Group Meeting at the Immigrant Employment Council of BC! Thank you for considering ElektraFi and our points of view!”

MANU VARMA, ELEKTRAFI

“It is an honour to be mentored by Edmundo. He is an experienced and knowledgeable mentor who provided a wealth of information and answered my questions. Over the last two months, he has provided me with invaluable insights. Beyond just understanding cultural nuances and gaining professional expertise, I’ve learned how to overcome the obstacles that new immigrants frequently face during job searches. His positive outlook has had a significant impact on how I approach difficult situations. I feel more comfortable navigating the workplace now. Thanks to my mentor and IECBC for organizing such an amazing program.”

MENTORCONNECT MENTEE

In 2023-2024, employers reported an 82% satisfaction rate for Connections Events. Similarly, newcomers reported a 93% satisfaction rate. IEC-BC broadened its reach to a diverse group of new employers across BC, including BC Lottery Corporation (BCLC), Bench Accounting, and SAP. These companies recognize the value of participating in these events as an opportunity to fill high-demand roles and increase their DEI capacity. For IEC-BC this is a valuable opportunity to learn from employers – pain points, opportunities- and to influence employer hiring practices, policies, and mindset.

“Highly recommend participating in the Immigrant Employment Council of BC’s MentorConnect program which builds stronger alignment between valuable newcomer talent to Canada and the Organizational needs in our community. The program is well structured and runs for long enough to provide lasting impact.”

GARY WAGNER—SENIOR CONSULTANT, CM AGILITY

“This partnership has been pivotal in shaping the futures of countless newcomers to Canada, providing them with guidance, mentorship, and a sense of direction as they embark on their new journeys. Hearing the inspiring stories from mentors and mentees—many of whom shared their own experiences as immigrants—was a powerful reminder of the positive impact this collaboration has had on so many lives.

Kudos to everyone involved for continuing to foster such meaningful connections and opportunities for growth.”

ANISH PAWAR, COMMERCIAL BANKER-ROYAL BANK OF CANADA HEALTHCARE



National Network of Immigrant Employment Councils

15

New and adapted learning resources added to the National Employer Learning Hub, expanding the range of content for employers nationwide to better attract, hire, and retain skilled immigrants.

CRIEC

is adopting IEC-BC's ASCEND program in their mentoring program.

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

- The Employer Feedback Forums are giving employers from coast to coast a voice in Canada's immigration system. Lead by IEC-BC and in partnership with 10 other immigrant employment councils, this work will shape policies and programs that help Canadian employers better access, hire, train and retain immigrant talent



IECC Members

Calgary Region Immigrant Employment Council

Edmonton Region Immigrant Employment Council

Hire Immigrants Ottawa

Halifax Partnership

Immigrant Employment Council of British Columbia

Manitoba Immigrant Employment Council

New Brunswick Multicultural Council

Rural Manitoba Immigrant Employment Council

Saskatoon Open Door Society

Toronto Region Immigrant Employment Council

WILL Immploy (London)

Workforce Collective (Niagara)



CONSEIL
MULTICULTUREL DU
NOUVEAU-BRUNSWICK




Employer Feedback Forums



This year, IEC-BC and its partners launched the Employer Feedback Forums, a new approach to speaking with employers and bringing their views on immigration into the policy and program discussion from coast to coast. In 2023-2024, 230 surveyed and over 300 forum participant individuals and employers shared stories and ideas about the opportunities, challenges, and barriers they face in hiring, retaining, and onboarding immigrant talent.

IEC-BC is expanding the reach of the forums to include more voices, reporting back to communities on what we are hearing, and

creating a whole new way for governments and the settlement sector to understand and respond to the needs of employers.



“When the government listens to the private sector, good things happen. I’m so happy to have attended the Immigrant Employment Council of BC’s National Employer Feedback Forum 2024 last week.

The idea was brilliant. They asked people in Tech, Skilled Trades, and Healthcare what can be done to improve immigrant talent integration into Canada’s market.

Representing Nubel and WeDevelop, I sat among representatives from companies such as RBC, TELUS, SWTCH, and SAP, and discussed the barriers that immigrants face when trying to integrate into the job market.

Saying that this was one of the most insightful events of the year is an understatement.”

ABEL OSORIO, CEO—NUBEL

Looking Forward



As labour market integration potentially becomes more challenging for newcomers in a slowing economy, it is vital that BC's employers continue to be at their best when hiring, retaining, and developing immigrant talent.

An immigration system that serves all British Columbians is one that will continue to enjoy strong public support and attract the best global talent. That's why we're proud of the work that we do to empower employers, bring their voices to the policymaking table, and partner with immigration sector organizations and stakeholders to deliver programs that improve job prospects for newcomers and growth for businesses.

As IEC-BC's results over the past year demonstrate, we are expanding our impact and connecting employers with skilled newcomers in BC. Looking forward, there is still much to do, which is why IEC-BC is prioritizing areas outside of Metro Vancouver that have a high potential for growth and high need for our services, especially among small and medium businesses.

By cultivating local partnerships on Vancouver Island, the Interior, and Northern BC and accounting for unique workforce diversification and development needs, we are working to make every region in BC as prosperous as possible.

Join us!

Engaging Small Business

In partnership with five other regional immigrant employment councils, IEC-BC led the "Engaging SMEs" project to help small and medium-sized enterprises (SMEs) across Canada effectively recruit, hire, and retain skilled newcomer immigrants.

Representing 98 per cent of businesses in BC and nationally and employing more than 66% per cent of the private sector labour force, Canada succeeds when small business succeeds. This is why we are focused on giving SMEs a voice in policy and program design to make sure they have the talent they need to drive Canada's economy.

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.**

CIM MAGAZINE: Immigrants are underrepresented in mining

EDUCATION NEWS CANADA: VCC helps newcomers transition to Canadian labour market

WATERLOO REGION RECORD: Millions are spent on pre-arrival settlement services. Do they work? Some say no. Also published in New Canadian Media

PATRICK MACKENZIE AND FIONA FAMULAK: OPINION: Recognizing immigrants' credentials is important — but it's just one piece of the puzzle

CAREERWISE: Workforce development programs need to adapt to help newcomers succeed

FREDERICTON DAILY GLEANER (PRINT EDITION): Newcomer underemployment hurts but can be fixed. Also published in the Moncton Times & Transcript, New Brunswick Telegraph-Journal

BAYTODAY: Mining industry looks to newcomers to fill workforce gaps

Funder Appreciation

Thank you to our funders:



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Employment and
Social Development Canada

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Développement social Canada



Future Skills
Centre

**Centre des
Compétences futures**



**BRITISH
COLUMBIA**

**COLOMBIE-
BRITANNIQUE**



Our Partners

Employer Advisory Group

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

Employer and Community Partners

COMMUNITY PARTNERS

Acces Employment	Accountants (AFCA-BC)	Calgary Public Library
Achev	Back In Motion	Calgary Region Immigrant Employment Council (CRIEC)
Action for Healthy Communities	Battlefords Immigration	Canoo Access Pass
Actions Interculturelles Canada (AIDE)	BC Construction Association (BCCA)	Central Alberta Refugee Effort (CARE) Committee
AdMare BioInnovations	Resource Centre	Central Vancouver Island Multicultural Society (CVIMS)
Afghan Women’s Counselling and Integration Community	BioTalent Canada	Centre de santé communautaire Hamilton/Niagara (CSCHN)
Agincourt Community Services Association	Black Coalition for AIDS Prevention (Black CAP)	Centre de Services à l’Emploi/ Employment Services Center (Prescott-Russell) (CSEPR)
Applied Science Technologist and Technicians of BC	Blueprint-ADE	Centre for Immigrant and Community Services of Ontario
Arab Community Centre of Toronto (ACCT)	Bredin Centre for Career Advancement	Centre for Newcomers – Calgary
Archway Community Services	British Columbia Institute of Technology	Centre for Skills Development
Association for New Canadians	Brooks & County Immigration Services (BCIS)	Collingwood
Association of Filipino Canadian	BUILD ON (YMCA-YWCA of the National Capital Region)	Neighbourhood House
Association des francophones du Nord-Ouest de l’Ontario (AFNOO)	Building Builders	Conference Board of Canada
Association des Francophones de la Région de York (AFRY)	Burnaby Board of Trade (BBOT)	Conseil de développement économique de la Nouvelle-Écosse (CDÉNÉ)
	Calgary Immigrant Women Association (CIWA)	

Conseil de développement économique des Territoires du Nord-Ouest (CDETNO)	Jobstart (Woodgreen)	Pacific Immigrant Resources Society (PIRS)
Construction Foundation of BC	Jumpstart Refugee Talent	Peel District School Board (PDSB)
Cowichan Intercultural Society (CIS-IWC)	Kababayan Multicultural Centre	Pemberton Welcome Centre/ Whistler Welcome Centre
Dawson Creek Literacy Society	Kamloops Immigrant Services (KIS)	Philippine Institute of Certified
DIVERSEcity	KCR Community Resources	Portage Learning and Literacy Centre Inc.
Dixon Hall	KEYS Job Centre	Polycultural Immigrant & Community Services (PIACS)
Douglas College Training Group	Kingston Employment and Youth Services (KEYS)	Progressive Intercultural Community Services (PICS)
Edge Skills Centre Inc.	La Francophonie Albertaine Plurielle (FRAP)	Public Accountants (PICPA Vancouver)
English Online	Le Relais Francophone	Regina Immigrant Women Centre (RIWC)
Enhanced English Skills for Employment (EESE)	Lethbridge Family Services	Rexdale Women's Centre
Fort Nelson Community Literacy Society	LIFT Community Services	Richmond Multicultural Community Services (RMCS)
Global Gathering Place	LIFT Impact Partners	Rooted Connections (formerly Catholic Family Services Society Regina)
Greater Vancouver Board of Trade (GVBOT)	Literacy Alberni Society	Rural Manitoba Immigrant Employment Council (RMIEC)
Greater Victoria Chamber of Commerce	Little Mountain	S.U.C.C.E.S.S.
Hub of Opportunities UHC – Windsor	Neighbourhood House	SAAMIS Immigration Services Association
Immigrant and International Women in Science (IWS)	MAGMA (Multicultural Agency of Greater Moncton Area)	Saint John Newcomers Centre (SJNC)
Immigrant and Multicultural Services Society of Prince George	Malton Neighbourhood Services	Seven Oaks Immigrant Services
Immigrant and Refugees Services Association PEI (formerly PEIANC)	MOSAIC	Simon Fraser University
Immigrant Centre Manitoba Inc.	Multicultural Association of Fredericton (MCAF)	Skeena Diversity Society
Immigrant Services Association of Nova Scotia (ISANS)	Multicultural Centre of the Yukon	Small Business BC (SBBC)
Immigrant Services Calgary	Multicultural Council of Windsor and Essex County	Smithers Community Services Association (SCSA)
Immigrant Services Society of BC (ISSofBC)	Neepawa & Area Immigrant Settlement Services	Social Enterprise for Canada (Newmarket)
Impact North Shore	New Canadians TV	Social Enterprise for Canada (Welcome Centre)
Indus Community Services (ON)	New Directions Vocational Testing & Counselling Services	Société de développement économique de la Colombie Britannique (SDECB)
Information and Communications Technology Council (ICTC)	NextStop Canada, YMCA Greater Toronto	Society of Punjabi Engineers and Technologists of BC
Institute for Canadian Citizenship	Niagara Folk Arts Multicultural Center (NFAMC)	South Essex Community Council
International Women of Saskatoon	Norquest College	South Okanagan Immigrant and Community Services
iSisters Technology Mentoring	North York Community House	
Jewish Child and Family Services Manitoba	Northeastern University – Vancouver Campus	
	NPower Canada	
	Okanagan College	
	Open Door Group	
	Opportunities for Employment Winnipeg (OFE)	
	OPTIONS BC	

South Vancouver
 Neighbourhood House
 Southwest Newcomer
 Welcome Centre
 SUCCESS Skills Centre
 Skilled Trades BC
 Surrey Board of Trade (SBOT)
 Toronto Regional Immigrant
 Employment Council (TRIEC)
 Tri-Cities Local
 Immigration Partnership
 University Canada West (UCW)
 UHC Hub of Opportunities
 Vancouver Community College
 Vancouver Economic Commission
 Vancouver Public Library – Skilled
 Immigrant InfoCentre
 Vernon & District Immigrant
 Services Society
 Victoria Immigrant Refugee
 Centre Society (VIRCS)
 Vietnamese Women's
 Association of Toronto (VWAT
 Family Service)
 West Neighbourhood House
 (WEST-NH)
 Western Community College
 WIL Employment Connections
 Windmill Microlending
 Women's Enterprise Skills
 Training of Windsor Inc. (WEST)
 Working Women Community
 Centre (WWCC)
 WorkBC
 WorkBC Burnaby-
 Brentwood Centre
 WorkBC Centre Nelson-Trail
 WorkBC Centre,
 Commercial Drive
 WorkBC Maple Ridge
 WorkBC Prince George
 (WCG Services)
 WorkBC Vancouver Midtown
 WorkBC Victoria
 WorkBC Vanderhoof, Burns Lake
 and Fort St. James
 World Education Services (WES)

YMCA Calgary
 YWCA North Vancouver
 YMCA Greater Saint John
 YMCA Greater
 Halifax/ Dartmouth
 YMCA Hamilton/
 Burlington/ Brantford
 YWCA Tri-Cities
 YMCA Owen Sound Grey Bruce
 (OSGB)
 YWCA Metro Vancouver and Tri-
 Cities
 YWCA Vancouver
 Association for Canadian Studies

EMPLOYER PARTNERS

ADRBC
 Aequilibrium Software Inc.
 Ajah
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 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
 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 Delta
 City of Vancouver
 Clio
 Coast Capital Savings

Compass Group Canada
 CPHR BC & Yukon
 David Suzuki Foundation
 Deloitte
 Demonware
 DIG360
 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
 Nubel Technologies
 PCL Constructors
 Primacorp Ventures Inc.
 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
 Svante
 SWITCH Energy Inc.
 Taylor Ryan
 TAP Network

TCAP Private Equity
 TD Bank
 TELUS
 Terramera, Inc.
 Traction Complete
 Traction Rec
 Translink

Treyarch
 Uncommon Purpose
 Venture Kamloops
 Virtro Technology
 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 Immemploy, ON
 Workforce Collective, ON

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2023-2024

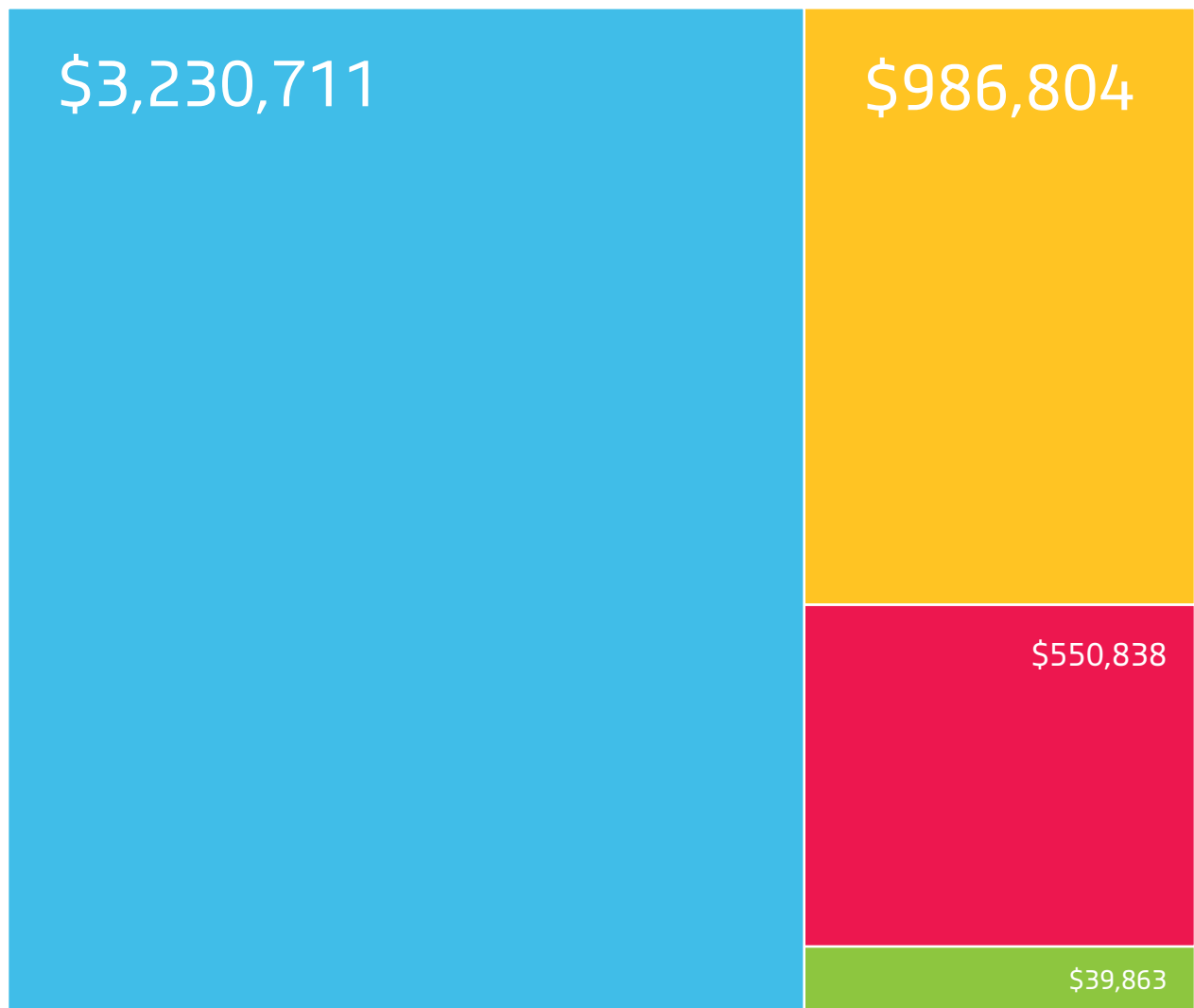
Financial Overview

Expenses 2023-2024



▲ Programming ▲ Administration

Funding Sources 2023-2024



▲ Federal Grants ▲ Program contributions ▲ Provincial Grants ▲ Interest and miscellaneous

Connecting Employers to Immigrant Talent

IMMIGRANT
EMPLOYMENT
COUNCIL OF BC **IEC_{BC}**



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