



MENTORCONNECT

ANNUAL IMPACT REPORT

2024 - 2025

IMMIGRANT
EMPLOYMENT
COUNCIL OF BC **IEC**BC

AT A GLANCE

1300+

matches since 2020

1500+

mentor registrations

2000+

mentee registrations

97%

of mentors expressed interest in mentoring again, reflecting high satisfaction with their experience.

More than **90%** mentors and **80%** mentees are extremely satisfied and are likely to recommend the program.

FY 2024 - 2025

463

mentors
registered

906

mentees
registered

420

matches

218

unique mentor
organizations



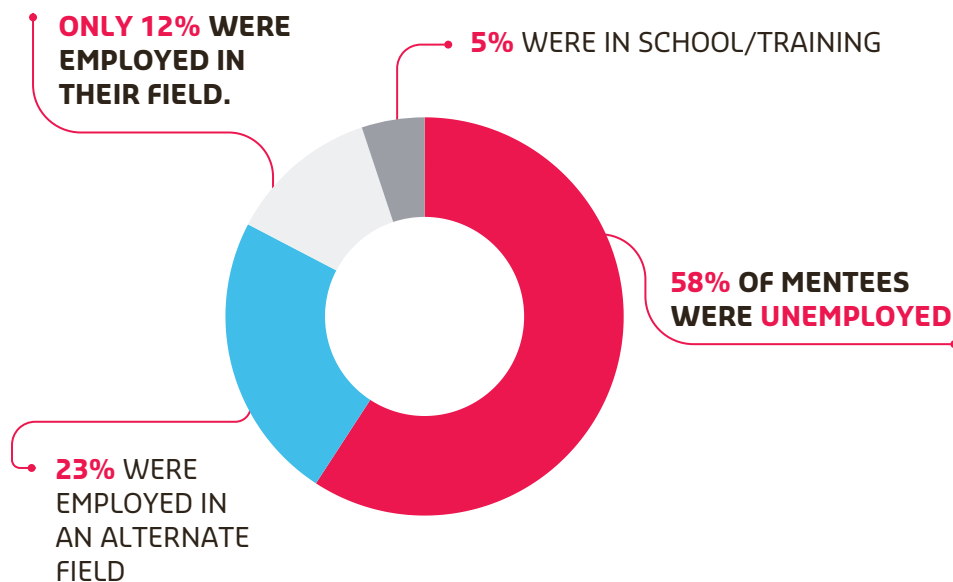
- 
- > **Group mentoring sessions** launched to provide general as well as industry-specific guidance and foster collective learning among newcomers
 - > Held “**Mentor Roundtable**” discussion to collect feedback and implement improvements.
 - > New & Enhanced Resources & Surveys:
 - Program Videos (How-to guides, mentor and mentee impact stories)
 - Expanded Mentor & Mentee Resources to support best practices in mentorship.
 - Advanced data collection methods via enhanced registration and survey analytics.

WHAT IMPACT HAS MENTORSHIP HAD ON CAREER OUTCOMES?

MENTEE EMPLOYMENT TRENDS FROM REGISTRATION TO 6 MONTHS POST-MENTORSHIP

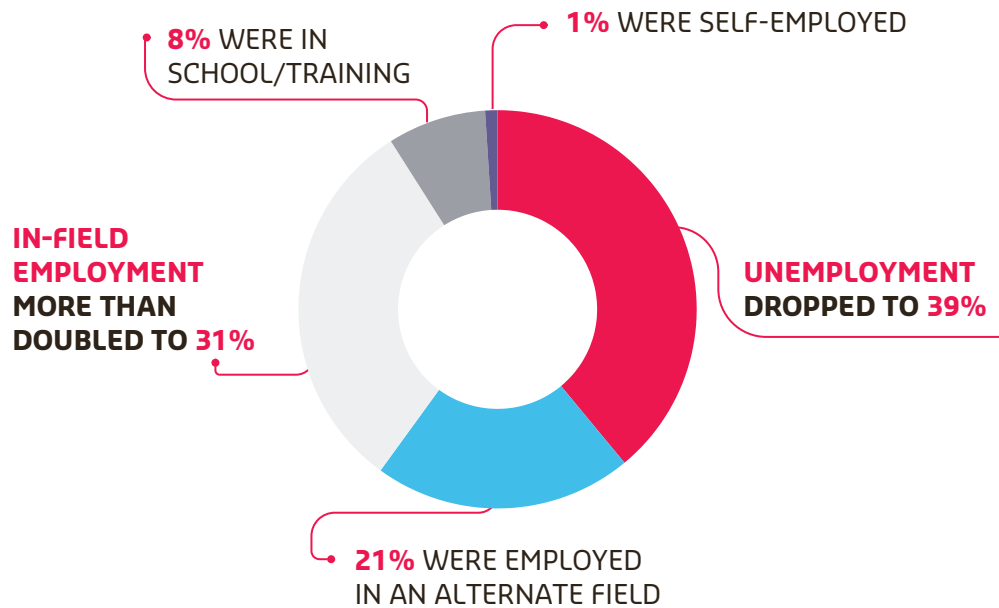
UPON REGISTRATION

MOST MENTEES ENTER
UNEMPLOYED OR UNDEREMPLOYED



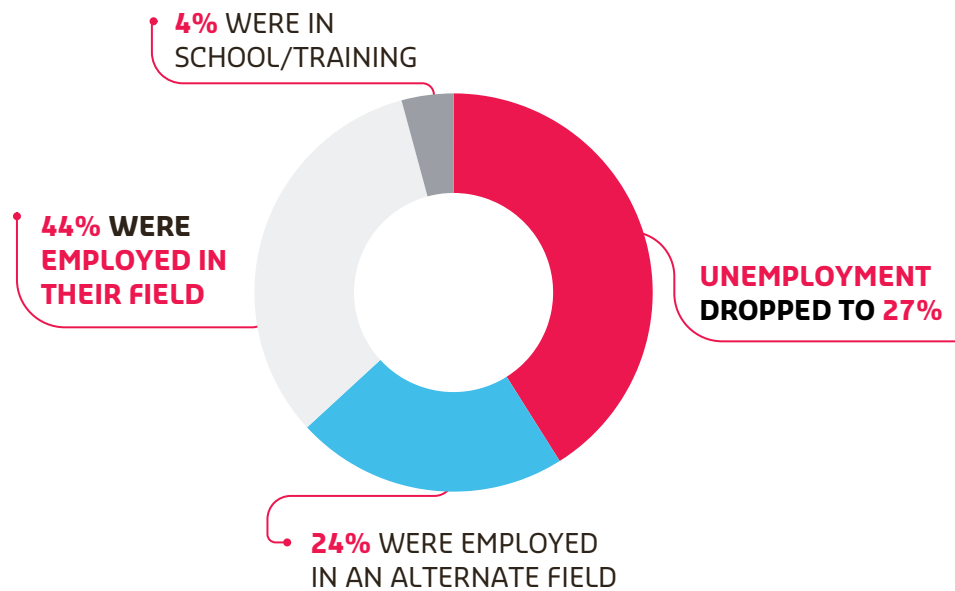
POST-MENTORSHIP

MORE MENTEES **TRANSITION**
INTO THE WORKFORCE



POST 6 MONTHS SURVEY

MORE MENTEES **SECURE**
ROLES IN THEIR FIELD



Occupation Sectors - Popular sectors for mentors and mentees are varied, with a significant concentration in the IT, Finance and Engineering industries.

**COMING
SOON**



MONTHLY INFO SESSIONS
FOR NEW AND PROSPECTIVE
MENTORS AND MENTEES

EXPANDED GENERAL AND
INDUSTRY SPECIFIC GROUP
MENTORING OPPORTUNITIES

COHORT EMPLOYER PARTNERS



Deloitte.



coastcapital

REDBRICK



RBC CELEBRATION EVENT

SEPTEMBER 18, 2024

EMPLOYER CHAMPION TESTIMONIAL



Raj Sharma

Senior Key Account Manager (Sales), BC Hydro

“

As part of our internal Employee Network, I have led the Cohort Model for BC Hydro for the last 5 years where we have provided over 100+ MentorConnect participants. I'm also MentorConnect mentor, with my 5 Mentee assigned to me this year; lastly part of IEC-BC EAG where we speak to the positive impact of the MentorConnect program to several key stakeholders including both Provincial and Federal depts.

Mentors are exposed to global experience and are able to understand a different 'word view' and experience from mentees which is incredibly powerful. For many mentors participating in the MentorConnect Program is part of their PDP (Personal Development Plan) that builds leadership, mentoring and collaboration skill set and experience.

”

OUR SERVICE DELIVERY PARTNERS



BACK in MOTION



SERVICE DELIVERY PARTNER TESTIMONIAL



Misha Sharma
Employment Specialist, BackinMotion

“

The MentorConnect program has been instrumental in supporting the professional journeys of hundreds of skilled immigrants and newcomers to Canada. Beyond skill development, mentorship offers valuable insights into Canadian work culture and helps build confidence, resilience, and professional networks.

The IEC-BC team has consistently gone above and beyond—even in hard-to-match industries—always finding the right mentors for the right mentees.

The program's inclusive approach, thoughtful matching, and structured goal-setting foster meaningful connections and tangible career outcomes. As a job search advisor, IEC-BC has been my trusted partner.

”

PERSPECTIVES ON MENTORSHIP

MENTOR



Dinesh Adithan

Director of Software Engineering, Celayix

“

Every mentoring session is an opportunity to make a difference. In this current, flagging job market, the mentees need tailored guidance, wisdom and LOTS of encouragement to persist in their networking and job application efforts. During our conversations, the impact they make on me is profound, that words can hardly capture.

Throughout my career, I have been lucky to receive personal coaching and participate in many soft-skills building and training programs. Mentoring sessions is an opportunity for me to listen, share these learnings, provide guidance and encouragement and make a difference.

It is great to see IEC-BC take the lead in supporting newcomers and connect them to industry specific mentors.

”

MENTEE



Yilin Zhao

“

I attended the IEC-BC Mentor Connect Program at the beginning of this year and had the pleasure of catching up several times with my mentor. What began as a simple mentorship quickly evolved into a meaningful journey filled with invaluable advice, genuine support, and wonderful conversations beyond professional boundaries.

With my Mentor's thoughtful guidance and IEC-BC's incredible resources, I've successfully secured a full-time role as an Education Consultant that aligns perfectly with my career aspirations.

My Mentor generously shared insightful strategies for professional networking through LinkedIn and encouraged me to embrace opportunities step by step, helping me grasp the best opportunity available and opening doors I hadn't previously considered beyond my initial industry interest in banking.

”



MENTORCONNECT

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THE LATEST
NEWS?**

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<https://iecbc.ca/mentorconnect/>



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