

2024 -
2025

ANNUAL REPORT

Connecting Employers to Immigrant Talent

CONTENTS

About IEC-BC	4
Message from the Chair & CEO	5
Key Highlights 2024-2025	7
SEFC	8
MentorConnect	10
Talent Connect	12
Talent Connect Events	24
ASCEND	16
FAST	18
Employer Learning & Resources Centre	20
Looking Forward	21
Financial Overview	23
IEC-BC in the News	25
Funder Appreciation	27
Our Partners	28



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



**Lindsay
Kislock**

Chair, IEC-BC Board of Directors

President and CEO,
Western Transportation Advisory Council



**Patrick
MacKenzie**

Chief Executive Officer, IEC-BC

This past year has been one of remarkable progress and leadership for IEC-BC. In 2024–2025, we achieved record-breaking outcomes proving that connecting employers with skilled global talent is not only possible—it is transformative for individuals, businesses, and the economy.

Our ASCEND and FAST initiatives continued to strengthen immigrants' soft skills and validate their technical competencies. Over 3,200 individuals registered for the ASCEND curriculum in 2024-2025, and this year saw a continued 74% completion rate, well above sector norms.

Talent Connect (formerly BC JobConnect) surpassed 2,245 employer–newcomer matches since 2020, expanding our registered employer base to 613, including many small and mid-sized enterprises across Vancouver Island and the BC Interior.

MentorConnect grew to 350 mentor-mentee matches, with 80% of surveyed mentees and 90% of mentors reporting tremendous satisfaction, and over 40% of mentees now working in their chosen field, reaffirming the transformative power of mentoring for immigrants, mentors, and BC employers.

Strategically, we grew our regional reach beyond Metro Vancouver, forging strong ties with SMEs and communities across the province. This distributed impact lays the foundation for inclusive growth, ensuring that newcomer talent reaches employers wherever opportunity exists.

Our national initiative, Strengthening Employer Feedback Channels (SEFC), continues to elevate IEC-BC's role as a sector change leader. Through SEFC, we and our partners in the Immigrant Employment Councils of Canada network have engaged hundreds of employers nationwide in structured feedback mechanisms that will inform better immigration policy, processes, and employers' newcomer hiring and integration practices. This project has elevated our voice in national policymaking arenas and strengthened our impact from coast to coast.

Together, these achievements reflect not only incremental improvements but a bold evolution toward scaled impact, organizational sustainability, and national influence. Our board's strategic guidance has been instrumental, alongside the dedication of our staff, partners, employers, mentors, volunteers, and of course, the newcomers whose talent will drive Canada's economy forward.

We step confidently into the year ahead ready to deepen regional strategies, enhance our feedback systems, expand funding avenues, and continue shaping how and why Canada integrates global talent. We look forward to building on this momentum, further strengthening employer feedback channels and engagement, particularly in rural regions and with SMEs, and amplifying our collective impact across BC and beyond.

KEY HIGHLIGHTS

OUR IMPACT IN 2024 - 2025

5,000+

FAST newcomer participants served to date, improving job market integration through skills assessment.

300+

Mentor matches made through **MentorConnect**, equipping newcomers to build professional networks and secure jobs that best leverage their skills.

200+

Employer-newcomer matches made through **Talent Connect**, powering BC's economy by directly linking job-ready immigrants with BC employers.

Over 20 employers engaged through Connections Events, widening hiring pipelines and boosting immigrant workforce integration.

1000+

ASCEND newcomer clients equipped with the soft skills employers value most.

1,200+

SEFC participants building national consensus on employers' labour market integration priorities.

Over 100 SEFC activities hosted across Canada, amplifying employer voices and guiding future immigration and workforce policy.

25+

New Learning Resources created, contributing to the growth of the **National Employer Learning Hub**, led by the IEC-BC's national network where we serve as lead secretariat.

230+ resources in 2 languages across 32 categories and 54 sources are hosted on the National Employer Learning Hub, empowering employers to attract, hire, and retain skilled immigrant talent.

STRENGTHENING EMPLOYER FEEDBACK CHANNELS

Employer Voices. National Progress.

The Strengthening Employer Feedback Channels project is a national initiative led by IEC-BC on behalf of the Immigrant Employment Councils of Canada (IECC)—a national network that convenes leadership meetings, IECC Community of Practice groups, the National Employer Learning Hub, and ongoing dialogues with policymakers. The project positions employers as active partners in shaping immigration policy and integration strategies, moving beyond consultation to structured, ongoing engagement. The project brings together employers, service providers, municipalities, academic institutions, and other stakeholders to identify barriers, share best practices, and create actionable solutions for integrating immigrant talent into the workforce to power business growth.

Key Impacts

2024 - 2025

Nearly 1,200 national employers and stakeholders helped shape policy and program design to better reflect labour market needs, leveraging insights on real-world hiring challenges and solutions.

100+ activities turned employer insights into policy recommendations through IEC-BC-led action cycles and continuous learning.

4 priority areas were identified to guide local and national strategies: skills & talent development, client service excellence, rural immigration support, and access to housing/transportation.

19-part video campaign produced to inform employers and policymakers of the challenges, successes, and best practices in hiring and retaining immigrant talent. The campaign was produced across IECs and featured both local employers and system actors.

From over 200 survey responses:

95% affirmed the project created meaningful dialogue and collaboration, strengthening cross-sector relationships critical to long-term workforce integration.

70% felt better equipped to address integration barriers, paving the way to unlocking immigrant talent pools and economic growth.

85% identified new ideas for their businesses and 68% planned to apply learnings in their workplaces, with 20% having already implemented changes.

“

...A productive discussion, particularly since it culminated in a call to work towards solutions, rather than continue discussing problems...I encourage others to join the dialogue here or at the next forum...on how we can move towards a more inclusive and effective newcomer employment process.

*– Ryan Leonhard, Former Director of Programs
at Burnaby Board of Trade*

“

We cannot assign simple causes to complex problems. Our solutions, therefore must be collaborative and creative. What an insightful morning alongside employers, professional associations, and community partners, all coming together to discuss meaningful change and help bring it into action.

*– Kelsey Currier, Owner at Inked & Organized
Consulting Services*

MENTORCONNECT

Strategic Mentorship. Innovative Workplaces.

MentorConnect matches skilled immigrants with established professionals in their fields to accelerate labour market integration, build employer workforce skills, and help BC businesses access untapped talent. Mentors' expert guidance drives career growth for mentees, while building leadership skills valued by their employers.

Key Impacts

2024 - 2025

- Over 300 mentor-mentee pairs** were matched, accelerating newcomers' integration into high-skilled labour markets and supporting business growth.
- 90% of mentees surveyed post-mentorship are now employed full-time**, creating tangible employment outcomes for employers and immigrants while unlocking new talent for firms.
- Over 40% of mentees are working in their chosen field six months after their mentorship**, demonstrating that targeted matches reduce underemployment and maximize immigrants' skills to boost BC's economy.
- New virtual mentorship options were launched**, enabling rural and regional newcomers to access mentorship and benefiting employers in smaller communities seeking specialized skills.

Employer Partner Matches

TARGET MATCHES

ACTUAL MATCHES

2020 - 2025



2024 - 2025





Volunteering as a career mentor with the IEC-BC has been an incredibly rewarding experience for me. This program has given me the opportunity to give back to my community in a meaningful way, helping newcomers navigate their career journeys and make confident strides toward their professional goals. Beyond making a difference in someone's life, this experience has also helped me grow as a leader in Human Resources.

- Kayla Ngo, Project Manager, People and Culture at Fairmont Pacific Rim, and MentorConnect Mentor



Joining the MentorConnect program was a turning point in my professional journey. My mentor provided not only guidance and practical advice but also the encouragement I needed to believe in my own potential...I gained clarity about my goals and confidence to pursue new opportunities. The program helped me feel supported, empowered, and less alone in navigating my career path. I highly recommend it to anyone seeking growth and meaningful connection.

- Bassema El Alie, MentorConnect Mentee

TALENT CONNECT

Where Newcomer Talent
Meets Employer Needs.

Talent Connect (formerly BC JobConnect) is an online talent portal that connects job-ready newcomers with BC employers seeking new talent. Eligible candidates, often sourced via integration with ASCEND, FAST, and MentorConnect, are hand-picked by skill profiles for employer consideration, helping job creators fill key roles and access untapped talent pools.

Key Impacts

2024 - 2025

Over 800 newcomers and over 100 employers joined the platform, scaling impact and unlocking hiring opportunities for skilled roles.

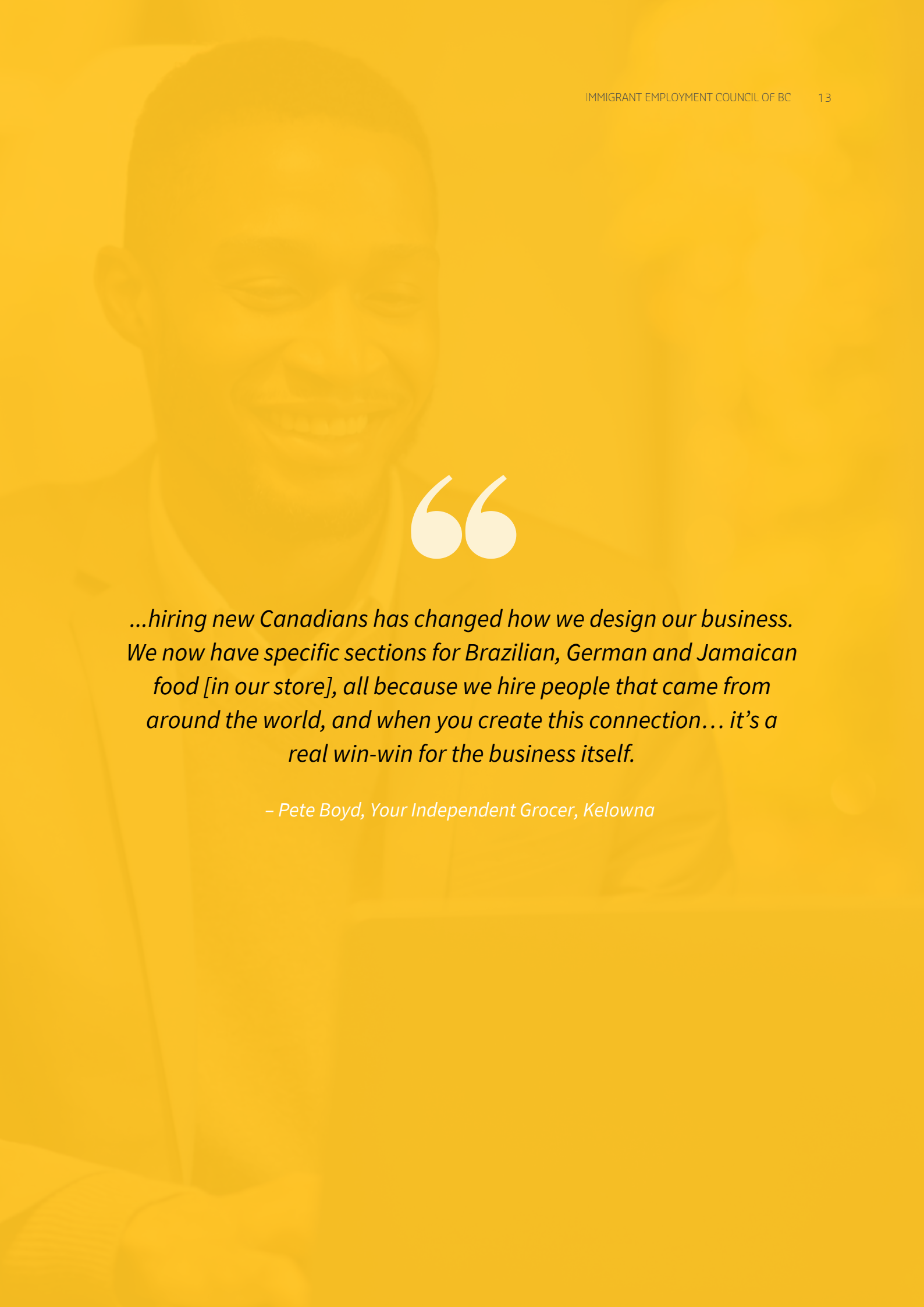
Over 200 employer-newcomer matches created, turning skills into economic participation and helping businesses fill vacancies and grow faster.

35% increase in employer registrations, with more sectors accessing untapped talent to expand their workforces.

Over 85% user satisfaction rate, with both employers and candidates finding the platform effective for repeat use and ongoing employment connections.

New 'Featured Job Postings' launched, enabling employers in high-demand sectors to reach targeted, qualified newcomer audiences, improving time-to-hire and talent fit.





“

...hiring new Canadians has changed how we design our business. We now have specific sections for Brazilian, German and Jamaican food [in our store], all because we hire people that came from around the world, and when you create this connection... it's a real win-win for the business itself.

– Pete Boyd, Your Independent Grocer, Kelowna

TALENT CONNECT EVENTS

Connections Events link employers and skilled immigrants through sector-targeted networking sessions and discussions. Employers gain access to pre-screened, motivated candidates to build their future talent pools, while newcomers gain direct insight into industry expectations and hiring processes.

Key Impacts

2024 - 2025

Expanded to Victoria, Kelowna, and Prince George, bringing high-impact talent connections to regions with growing newcomer populations and employer demand and strengthening skilled worker availability from rural to urban BC.

24+ major employers engaged since 2020, expanding access to skilled talent pools beyond traditional recruitment and modeling systems change for small and medium-sized businesses.

90% of participating employers and newcomers surveyed after events would recommend, with repeat engagement building a stronger province-wide hiring network that maximizes skilled immigrants' contributions to BC's economy.



“

We have partnered with IEC-BC for almost a year and during our time we have held 2 connections events together...This program has helped us find another avenue of finding hard to find technical talent. We have successfully hired two candidates from this program and look forward to continuing our partnership with IEC-BC.

– Diana Cooper, Quartech

“

I can say after last night's IEC-BC x RBC Connections Event we had a success!...We at RBC proudly hosted over 50 New #Immigrants to Canada last night who were looking to grow their #network in Canada and reestablish their careers.

– Evan Young, RBC



ASCEND equips newcomers with the professional soft skills most in demand by Canadian employers: communication, collaboration, workplace culture, and career resilience. Through interactive online modules and facilitated workshops, participants practice real-world workplace scenarios, receive employer feedback, and build confidence to navigate Canadian hiring and workplace expectations. Many ASCEND graduates transition directly to other IEC-BC services such as Talent Connect, creating a seamless pathway from skills development to employment.

Key Impacts

2024 - 2025

1,300+ newcomers supported to power BC and Canada's economic growth by rapidly integrating into firms, leveraging soft skills to navigate hiring and adapt to Canadian workplaces.

74% completion rate achieved, far exceeding the sector average of ~12%, demonstrating the value of an employer-developed curriculum that accelerates integration and delivers results.

95% effectiveness rating for job-market entry reported by participants, confirming strong outcomes in preparing newcomers for employment.

Expansion to Vancouver Island and Northern BC, addressing acute skills shortages in both rural and urban regions and enabling businesses to access skilled, work-ready talent.

Completion Rates

ASCEND COMPLETION RATE **(74%)**



INDUSTRY AVERAGE **(12-15%)**



“

Completing the ASCEND program was an incredibly rewarding experience. The curriculum was thoughtfully designed, providing practical tools, insightful perspectives, and meaningful opportunities for personal and professional growth. It not only strengthened my leadership skills but also inspired me to think more strategically and confidently about my career path.

– Deko Maow, ASCEND Participant

“

I am always eager to talk about IEC-BC's willingness to partner with VCC and explore ways we can build connections between our students and your unique services. I can't recommend ASCEND enough, nor the collaborative team at IEC-BC!

*– Rachel Warick, Program Coordinator,
Vancouver Community College*

FAST

Bridging Skills. Connecting Futures.

Newcomer unemployment and under-employment hinder employers from accessing the skills and qualified talent they need. Developed with Canadian industry leaders and delivered through an expanding network of partners nationwide, IEC-BC's Facilitating Access to Skilled Talent (FAST) has supported over 4,000 immigrants to assess their training, competencies and experiences against Canadian industry standards. FAST ensures newcomers secure employment that fully leverages their skills and experiences, while employers and Canada as a whole benefit from their contributions.

Key Impacts

2024 - 2025

Over 900 new registrations across all 10 provinces, promoting workforce development and skilled hiring from coast to coast.

60 referral partners and counting, including post-secondary schools, helping employers better connect with skilled talent from all immigration pathways nationwide.

Eligibility greatly expanded to include students, open work permit holders, naturalized citizens, refugees, and Ukrainians, unlocking broader talent pools to drive skill-matched hiring and strengthen economic growth.

New "Prepare for Work in Canada" module, peer learning cohorts, and networking sessions adding value for participants across sectors, boosting completion and referrals, and growing talent pipelines for employers.



FAST STREAMS



Prepare for Work in Canada
Standalone Module



Culinary Arts



Biotech & Life Sciences



Accounting & Finance



IT & Data Services



Seniors Care
(British Columbia only)



Skilled Trades

Curriculum updates in progress

New Brunswick Community College has embedded this into its programs, testing its use with learners and employers.

“

The module was very informative, going from the accounting industry in the Canadian economy to the roles and attributes of [an] accountant/auditor. The module is very well designed and is good for the basics of accounting in Canada.

- R.G., FAST Participant

”



EMPLOYER LEARNING & RESOURCES CENTRE

Employer Learning & Resources is IEC-BC's suite of practical tools and training designed to help employers confidently recruit, onboard, and retain skilled immigrants. Developed in consultation with industry, the materials address real-world challenges employers face, from understanding international credentials to creating inclusive workplace cultures. Resources include online toolkits, sector-specific hiring guides, onboarding checklists, and employer success story videos. Employers can also access webinars and interactive sessions, integrating with other IEC-BC initiatives to share information and engage with skilled talent.

Key Impacts

2024 - 2025

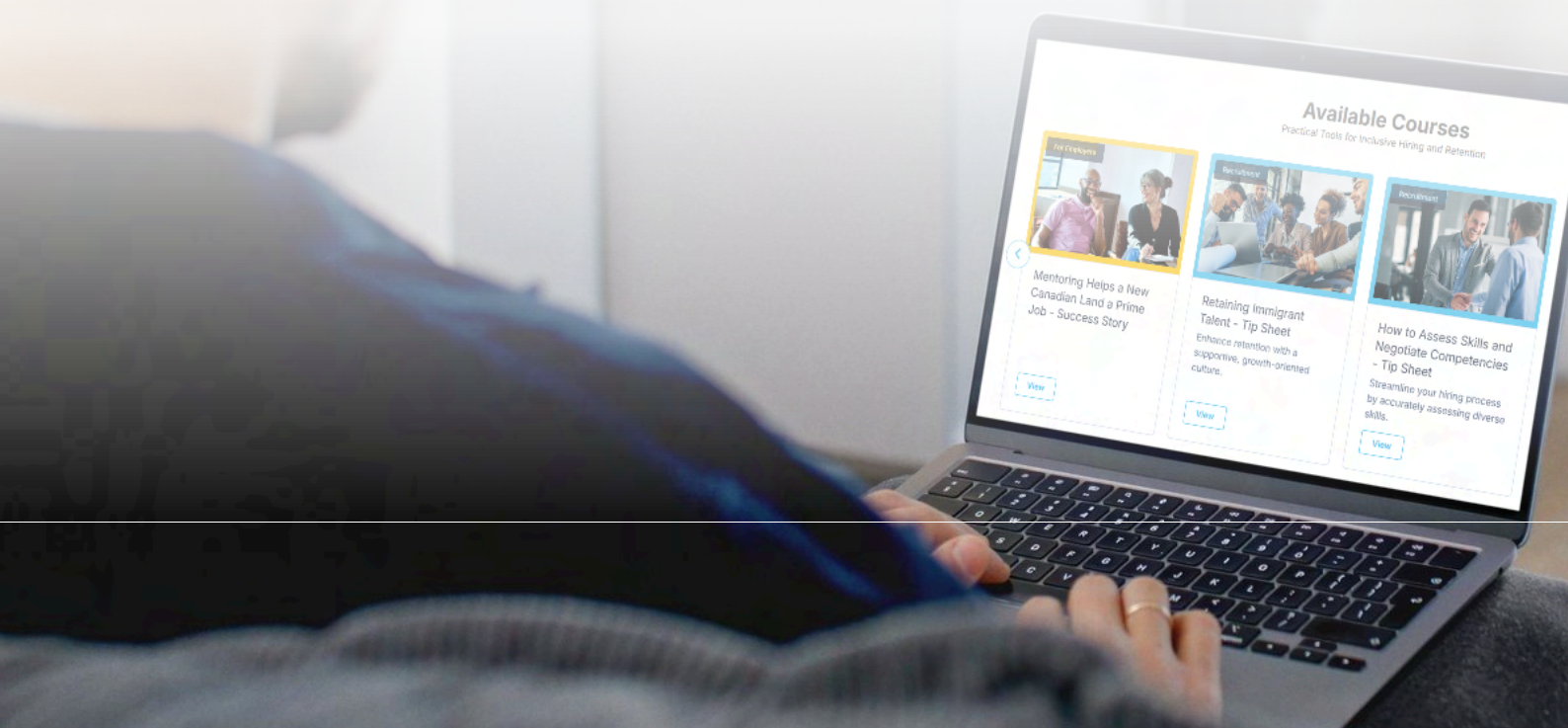
Launched a New Employer Learning Platform featuring 25+ curated learning resources, including onboarding toolkits, recruitment checklists, and inclusive hiring guides, helping employers enhance retention, workplace performance, and newcomer integration.

Co-developed Workforce Program Content with Employers

Partnered with over 30 employers to co-create and update content within the ASCEND and FAST workforce development programs, better preparing talent to enter the labour market and aligning training with real-world employer expectations and sector-specific needs.

Produced and Hosted 12+ Informational Videos, Webinars, and Podcasts

Delivered over a dozen multimedia resources to help employers and newcomers understand how to maximize the benefits of IEC-BC and key partner programs. These tools promote engagement, clarity, and scale impact among key program users like employers and talent.





LOOKING

FORWARD





As we look to 2025–2026, IEC-BC will build on the momentum of this year’s achievements to further advance our mission of connecting employers with the full potential of immigrant talent. Our strategic priorities are clear: deepen our regional reach across BC, expand national influence, and strengthen our role as a bridge between employers, newcomers, and policymakers.

Regionally, we will accelerate engagement with small and medium-sized enterprises in communities beyond Metro Vancouver, ensuring that employers in every corner of the province can access diverse, job-ready talent. This includes expanding ASCEND, FAST, and Connections Events into new areas, with tailored approaches to local labour market needs.

Nationally, we will leverage the outcomes of the Strengthening Employer Feedback Channels project to continue shaping immigration and workforce policy. By embedding employers’ voices into system design, we can drive sustainable, inclusive hiring practices across sectors, and enduring systems change across Canada. This work supports us to continue broadening partnerships with employers and stakeholders, while also expanding the reach and impact of the IECC national network.

We will also focus on diversifying revenue through social enterprise initiatives, enabling long-term stability and innovation.

Our vision remains ambitious: a BC and Canada where immigrant talent is recognized, valued, and fully integrated into the economy, fueling business growth, building more inclusive workplaces, and ensuring prosperity is shared by all.

FINANCIAL OVERVIEW

2024 - 2025



Over **80%** of expenditures were invested in direct program delivery through a partner-based model that maximizes impact and keeps operations lean.



Stable funding base supplemented by new partnerships and project grants, reinforcing IEC-BC's collaborative approach to scaling outcomes.



Increased investment in technology infrastructure to support AI-enabled matching, LMS enhancements, and outcome tracking.

FUNDING SOURCES 2024 - 2025

\$ 3,662,702

\$ 1,051,144

\$475,011

\$322,012

 Federal Contributions
  Provincial Contributions
  Program Contributions
  Interest and Miscellaneous

TOTAL FUNDING SOURCES: \$5,510,869

EXPENSES 2024 - 2025

\$ 4,436,704

\$ 518,972

 Program
  Administration

TOTAL EXPENSES: \$4,955,676

IEC-BC

in the News

CBC RADIO VANCOUVER:
Interview with Patrick MacKenzie
on Immigration levels
October 25, 2024

TORONTO METROPOLITAN UNIVERSITY
A new era of collaboration with Magnet
December 20, 2024

TORONTO METROPOLITAN UNIVERSITY
December 20, 2024
[Read more](#)

Let's refocus our immigration policy on skills

With immigration more important than ever, Canadian policymakers would do well to invite businesses to the table, map their labour market needs, and build on recent moves to keep our system among the world's best.



Immigration Minister Marc Miller. Newcomers to Canada continue to face chronic underemployment, all while Canadian employers cry out for skilled workers, writes Patrick MacKenzie. The Hill Times photograph by Andrew Hault

OPINION | BY PATRICK MACKENZIE | June 27, 2024

THE HILL TIMES | June 28, 2024
[Read more](#)

New legislation to eliminate Canadian work experience requirement for internationally trained professionals seeking work in Canada

By Link of Team - June 15, 2024

THE LINK PAPER | June 15, 2024
[Read more](#)

Impact Story: Online tool allows newcomers to assess their skills for Canada's labour market



FUTURE SKILLS CENTRE | August 18, 2025
[Read more](#)

Opinion | Now is not the time to lose faith in immigration because Canada cannot prosper without it

Updated May 27, 2024 at 5:45 a.m. | May 27, 2024 | 2 min read



"Immigration is not on its own an economic silver bullet for every problem, but Canada cannot grow without newcomers' skills and ambition," write Gillian Mason and Patrick MacKenzie.

Steve Russell/Toronto Star

TORONTO STAR | May 27, 2024
[Read more](#)

Burlington's Rania Younes nominated for Top 25 Canadian Immigrants Award

Nominees are selected based on achievements, challenges they've overcome and how they inspire other Canadians

BURLINGTON TODAY | April 16, 2024
[Read more](#)

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



OUR PARTNERS

Employer Advisory Group

Basil Onyia – Redbrick

Cody Martin – Fortis BC

Craig Natsuhara – EY Law

Giuliana Loza – Dillon

Kathy Gibson – TAP Network

Kelly Aslanowicz – CPHR

Manu Varma – Independent

May Arora – Seabridge Gold

Mustafa Ozair Ghayoor – BC Hydro

Neil Godbout – Prince George Chamber of Commerce

Paulette La Roux MacGregor – EB Horsman

Raj Sharma – BC Hydro

Sereeta Khara – EB Horsman

Sheh Shojae – Independent

Sheri Sandhu – Fortis BC

Tahir Timsagar – SAP

Vanessa Lebleu – Ausenco

Community Partners

Acces Employment

Achev

Action for Healthy Communities

Actions Interculturelles Canada (AIC)

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 de francophones du Nord-Ouest de l'Ontario (AFNOO)

Association des Francophones de la Région de York (AFRY)

Association for Canadian Studies

Association for New Canadians

Association of Filipino Canadian Accountants (AFCA-BC)

Back In Motion

Battlefords Immigration Resource Centre

BC Construction Association (BCCA)

BioTalent Canada

Black Coalition for AIDS Prevention (Black CAP)

Blueprint-ADE

Bredin Centre for Career Advancement

British Columbia Institute of Technology

Brooks & County Immigration Services (BCIS)

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

Building Builders

Burnaby Board of Trade (BBOT)

Burnaby Intercultural Planning Table (BIPT)

Calgary Immigrant Women Association (CIWA)

Calgary Public Library

Calgary Region Immigrant Employment Council (CRIEC)

Canoo Access Pass

Catholic Centre for Immigrants Ottawa (CCI Ottawa)

Catholic Social Services, Edmonton

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

Conference Board of Canada

Conseil de développement

économique de la Nouvelle-Écosse (CDÉNÉ)

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

Smithers Community Services Association (SCSA)
 Social Enterprise for Canada (Newmarket)
 Social Enterprise for Canada (Welcome Centre)
 Société de développement économique de la Colombie-Britannique (SDECB)
 Society of Punjabi Engineers and Technologists of BC
 South Okanagan Immigrant and Community Services
 Southwest Newcomer Welcome Centre
 SUCCESS Skills Centre
 Surrey Board of Trade (SBOT)
 Toronto Metropolitan University, Diversity Institute
 Toronto Regional Immigrant Employment Council (TRIEC)
 Trinity Western University
 Tri-Cities Local Immigration Partnership
 UHC Hub of Opportunities
 University Canada West (UCW)
 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)
 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
 YMCA Greater Halifax/Dartmouth
 YMCA Greater Saint John
 YMCA Hamilton/Burlington/Brantford
 YMCA Owen Sound Grey Bruce (OSGB)
 YWCA Metro Vancouver and Tri-Cities
 YWCA North Vancouver
 YWCA Vancouver

Employer Partners

ADRBC
 Aequilibrium Software Inc.
 Ajah
 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)
 Best Buy
 Brace Yourself Games
 Burnaby Board of Trade (BBOT)
 Canadian Imperial Bank of Commerce (CIBC)
 Canadian Western Bank
 Capilano University
 City of Delta
 City of Richmond

City of Vancouver
 Clio
 Coast Capital Savings
 Compass Group Canada
 CPHR BC & Yukon
 Decision Point Advisors
 Deloitte
 Demonware
 DIG360
 Dillon Consulting
 Dorigo Systems Ltd
 E.B. Horsman & Son
 ElektraFi
 Entrepreneurship@UBC
 Ernst & Young (EY)
 FortisBC
 Fraser Health Authority
 Full Line Specialties
 IBI Group
 Insignia College
 Insurance Corporation of British Columbia (ICBC)
 KPMG
 Lighthouse Labs
 Microserve
 Microsoft
 Nubel Technologies
 PCL Constructors
 Quartech
 Quest University Canada
 Raymond James
 Redbrick
 Rogers Communications
 Royal Bank of Canada (RBC)
 RBC Islands
 SAP
 Salesforce
 Shoppers Drug Mart/Loblaws
 SNC-Lavalin
 SparkGeo
 Starboard Recruitment
 STORMTECH Performance Apparel
 Svante

SWTCH Energy Inc.
TAP Network
TCAP Private Equity
TD Bank
TELUS
Terramera, Inc.

Traction Complete
Traction Rec
TransLink
Treyarch
Uncommon Purpose
Venture Kamloops

Virtro Technology
Wesgroup Properties
WorkSafeBC
Worldline

Immigrant Employment Councils of Canada (IECC)

Calgary Region Immigrant
Employment Council (CRIEC)
Edmonton Region Immigrant
Employment Council (ERIEC)
Hire Immigrants Ottawa (HIO)
Halifax Partnership
Immigrant Employment Council
of British Columbia (IEC-BC)

Manitoba Immigrant Employment
Council (MIEC)
Rural Manitoba Immigrant
Employment Council (RMIEC)
New Brunswick Multicultural
Council (NBMC)
Saskatoon Open Door Society
(SODS)

Toronto Region Immigrant
Employment Council (TRIEC)
WILL Immploy
Workforce Collective

IECC National Advisory Committee

Niloofer (Niloo) Balsara – Director,
Talent and Organizational
Effectiveness, WorkSafeBC

Muriel Berdat – Advisor,
International Recruitment and
Immigration, Comfort Life
Network / Réseau de vie confort

Beth Clarke – Senior Director,
Strategic Partnership, World
Education Services (WES)

Deanna D'Elia – Chief Operations
Officer, YMCA of Niagara

Tonya Holowitski – Career and
Diversity Advisor, CPA Alberta

Dr. Wayne Kelly – Director, Rural
Development Institute, Brandon
University

Andrew Marchand – Managing
Partner, What's Next
Development



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Lindsay Kislock, Chair
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Advisory Council



Brooke Ko,
Secretary/Treasurer
Partner, Tax, BC Region
Inclusion and Communities
Leader, PwC Canada



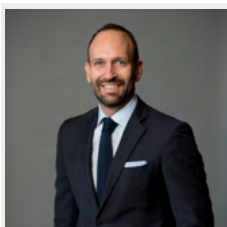
Lokesh Chaudhry
Partner, Consumer Tax
Market Leader, Ernst &
Young LLP



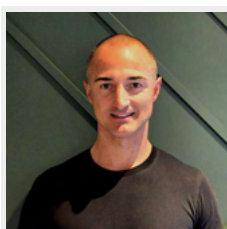
Dr. Yabome Gilpin-Jackson
Vice-President, People Equity
and Inclusion, Simon Fraser
University



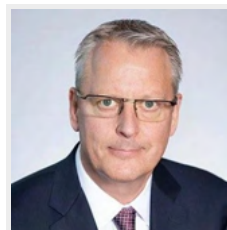
Julia Loh
Partner, Tax, PwC



Jay Schlosar
Principal
JMS Strategies



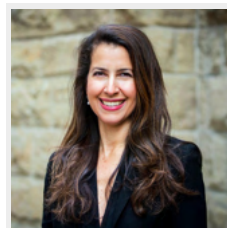
Antonio A. Zivanovic
CEO & Founder, The ReFrame
Group & ElektraFi Innovations



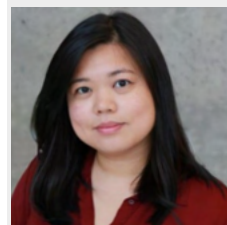
Stuart Melaia, Vice Chair
Senior Client Partner
Korn Ferry



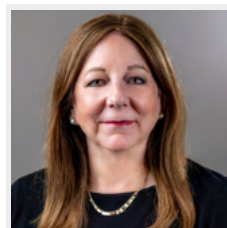
Hurriya Burney
Vice President, Commercial
Financial Services, RBC Royal Bank



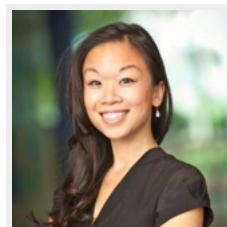
Rachel Curran
Head of Public Policy
Meta Canada



Anastasia Hambali
Strategic Partnerships and Alliances
Boast.AI



Gail McBride
Director
Food Tapestry



Ealeen Wong
Director, Global Cruise Strategy
& Supply, Expedia Group

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