



MentorConnect

# ANNUAL IMPACT REPORT

2025 - 2026

Immigrant  
Employment  
Council of BC

**IEC**BC

# AT A GLANCE

**1600+**

matches since 2020

**2800+**

mentee registrations

**1800+**

mentor registrations  
(including repeat mentors)

**97%**

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

More than **85%** mentees and **90%** mentors are extremely  
satisfied and are likely to recommend the program.

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Newcomer survey data shows steady  
improvement in employment in-field rates:

**8%**

at registration

**14%**

post-mentorship

**23%**

six months post-program

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## FY 2025 - 2026

**332**

mentors  
registered

**811**

mentees  
registered

**284**

matches

**129**

unique mentor  
organizations

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





# MOVING FORWARD

- > **Group mentoring sessions** provide both general and industry-specific guidance, fostering collective learning among newcomers, and remain a key offering in the coming years.
- > **Monthly Info Sessions** support new and prospective mentors and mentees.
- > **Mentor Roundtable** discussions gather feedback, drive improvements, and continue as an ongoing initiative.
- > **New and enhanced resources and surveys** support program evolution, including:
  - **Program videos** offering how-to guides and mentor and mentee impact stories
  - **Expanded mentor and mentee resources** that strengthen mentorship best practices
  - **Advanced data collection methods** enabled by improved registration and survey analytics

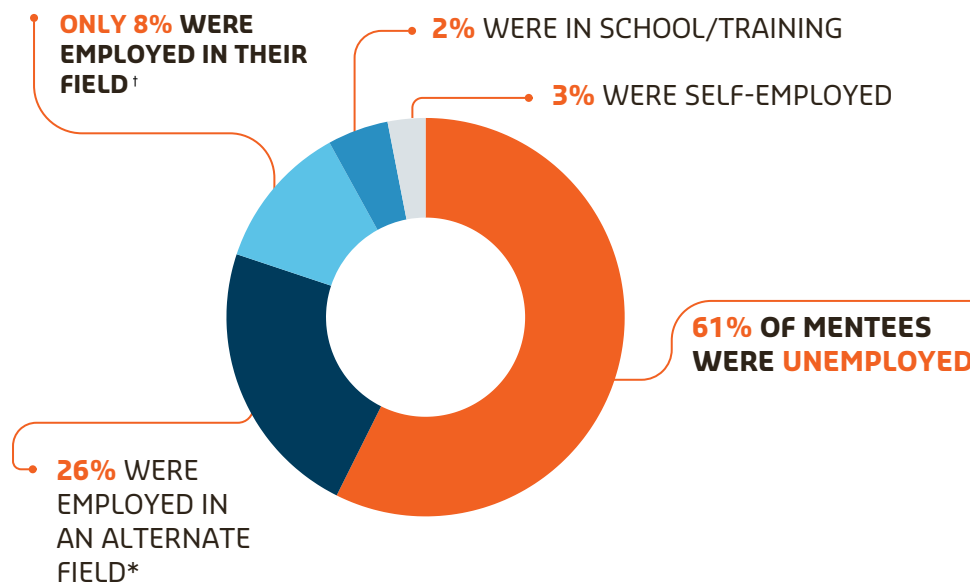
These activities will be sustained and further strengthened in the coming years to enhance program impact and engagement.

# 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



\*Combined total of part-time (16%) and full-time (10%) employment outside field.

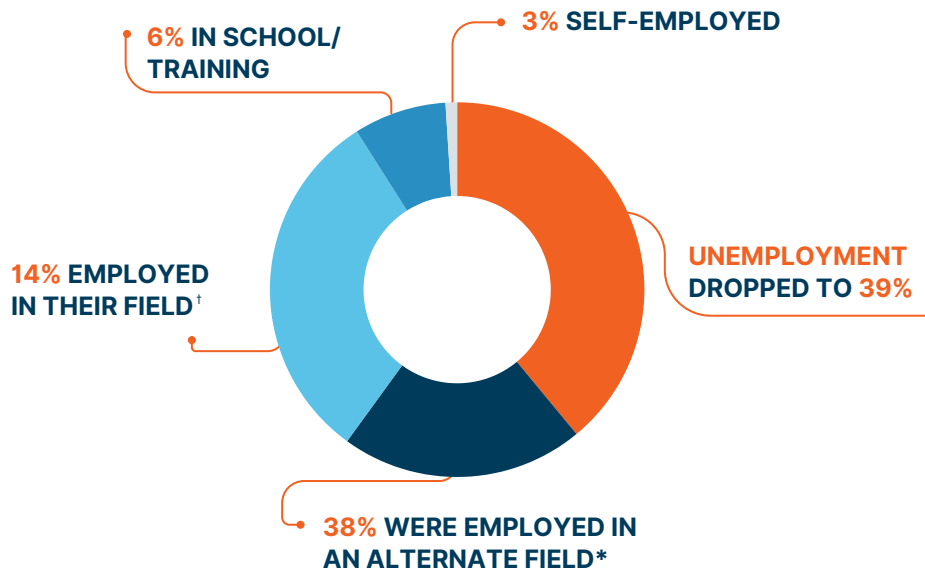
†Combined total of part-time (2%) and full-time (6%) employment in field.

\*Statistics are aggregated and do not track individual mentee progress.



## POST-MENTORSHIP

### MORE MENTEES TRANSITION INTO THE WORKFORCE

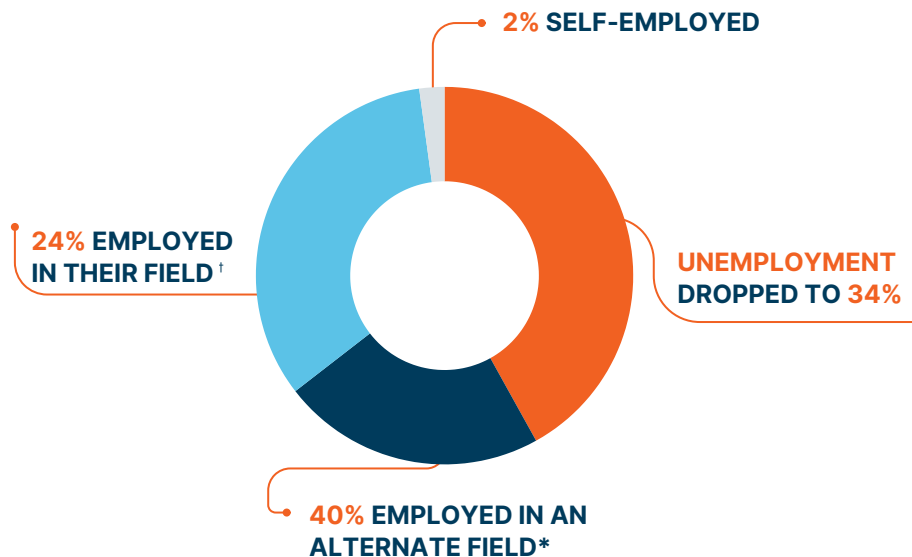


\*Combined total of part-time (23%) and full-time (15%) employment outside field.

† Combined total of part-time (1%) and full-time (13%) employment in field.

## POST 6 MONTHS SURVEY

### MORE MENTEES SECURE ROLES IN THEIR FIELD



\*Combined total of part-time (17%) and full-time (23%) employment outside field.

† Combined total of part-time (4%) and full-time (20%) employment in field.

\*Statistics are aggregated and do not track individual mentee progress.



# COHORT EMPLOYER PARTNERS



**Deloitte.**



**REDBRICK**



# THE IMPACT OF MENTORSHIP



## EMPLOYER CHAMPION



Mentoring through this initiative has strengthened our team's appreciation for the diverse strengths newcomers bring, while reinforcing the importance of empathy and making individuals feel heard and valued. These interactions deepen understanding and support more inclusive community integration.

Through IEC-BC's MentorConnect program, we connect with skilled newcomers often overlooked by traditional hiring. The program enables meaningful engagement beyond interviews, helping us better understand their potential, while offering our mentors a rewarding opportunity to support career navigation and expand professional networks.

**Edwin Yau**  
**Director, IT Audit & Assurance, Deloitte**



# CREATING MEANINGFUL CONNECTIONS THROUGH MENTORSHIP

## 20 EVENTS

11 VIRTUAL SESSIONS  
9 IN-PERSON EVENTS

This balanced approach supported broad participation while also creating opportunities for meaningful engagement and connection.

## RBC CELEBRATION EVENT



## MENTORCONNECT GROUP MENTORING SESSIONS

On August 20, featured mentor Lakshmanan Ramakrishnan led an interactive discussion on professional growth and career development with 23 mentees. Through practical advice, industry insights, and experience-sharing, he equipped participants with the knowledge and confidence to navigate their career journeys more effectively.

Building on these opportunities for learning and connection, featured mentors Sakshi Jain, Pooja Relekar, Aarti Srinivasan, and Setareh Golroh led a **Women in STEM mentoring session** on October 23, supported through BC Hydro. Engaging 27 participants in meaningful discussions and peer learning, they shared career insights, experiences, and practical guidance that equipped participants with greater confidence and perspective as they navigated their careers in STEM.



Session sponsored by:  
IMMIGRANT EMPLOYMENT COUNCIL OF BC EBC BC Hydro

## MENTORCONNECT MIXER WITH BEST BUY

A **MentorConnect Mixer** was held with Best Buy on November 13, bringing together mentors and mentees for networking, shared learning, and meaningful connection.



The event featured a panel discussion with Jyothi Kiran Gowdar, Shimna Thomas, Edmundo Cardenas, Reza Siamak Riazi Kermani, and Saba Altukmachy, alongside additional speakers Kaustav Ghosh and Ashmitha Jagadish. Through engaging discussions and experience-sharing, the session created a dynamic space for participants to gain insights, exchange perspectives, and strengthen professional connections.

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## CAREER CONNECTIONS AT FDU



A **MentorConnect event** was delivered in collaboration with **Fairleigh Dickinson University (FDU)** on March 12, bringing together FDU students, alumni, mentors, and mentees for networking and career-focused learning.

The session featured MentorConnect mentors Jatinder Dhir, Edmundo Cardenas, Saba Altukmachy, Kaustav Ghosh, and Harsh Thakkar, alongside mentees Aishwarya Talluri and Marylin Detalla. Engaging approximately 40 FDU students and alumni, the event provided valuable insights into industry expectations while fostering meaningful conversations, professional connection, and career exploration opportunities. The session was highly interactive and well received by participants.

# THE IMPACT OF MENTORSHIP

SERVICE DELIVERY  
PARTNER



**Katy Kitainik**  
Career Coach  
Douglas College - Training Group

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The MentorConnect program, delivered by the Immigrant Employment Council of BC, remains a valued partner of Douglas College's Career Paths for Skilled Immigrants program. This collaboration supports impactful mentoring relationships that enhance client outcomes and career progression.

Participants consistently benefit from mentors' industry insights, practical guidance, and ongoing encouragement, helping build confidence and navigate the Canadian labour market. The program's structured delivery ensures timely access to mentorship, leading to stronger job search strategies, expanded networks, and improved employment readiness.

Overall, this partnership continues to drive meaningful, outcome-focused support for successful labour market integration.

## OUR SERVICE DELIVERY PARTNERS





# THE IMPACT OF MENTORSHIP

MENTOR



**Jatinder Dhir**

Founder, The JD Consulting,  
Director, Fearlessness  
Consulting Inc.

“

Over the past four years, mentoring with the Immigrant Employment Council of BC's MentorConnect program has been a meaningful part of my professional journey. Supporting internationally trained professionals as they navigate the Canadian labour market has strengthened my coaching skills, cultural awareness, and appreciation for global talent in BC.

My mentees' progress - whether gaining confidence, securing interviews, or moving closer to their goals - continues to motivate me to be a more effective and inclusive mentor. With strong support and structure from the MentorConnect team, I'm able to contribute meaningfully to their long-term success in Canada.

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I joined the IEC-BC MentorConnect Program at the start of my Canadian journey, and it quickly became a transformative experience. My mentor's guidance—from building a strategic LinkedIn network to refining my resume and developing real-world portfolio projects—reshaped how I approached my career.

A key milestone was speaking at the Mentor-Mentee Mixer, reflecting my growth in both skills and confidence. Soon after, I secured a full-time role as a Data Engineer.

I'm deeply grateful to the program for providing not just career support, but a strong sense of belonging and confidence in my future in Canada.



MENTEE

**Jyoti Kiran Gowdar**

# MentorConnect

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